

### Basic Information

Firmwide  
 Organization Size: 375  
 Office Size: 375  
**Hiring Attorney:**  
 Mr. Jim Ryan

**Recruiting Contact:**  
 Ms. Meghan Miller  
 Recruiting Manager  
 100 Congress Avenue  
 Suite 1100  
 Austin, Texas (TX) 78701  
 United States  
**Phone:** 512.236.2097  
 memiller@jw.com

### Compensation & Benefits

2018 compensation for entry-level lawyers (\$/year) 180,000  
**Summer Compensation**  
 2018 compensation for Post-3Ls (\$/week) 3,462  
 2018 compensation for 2Ls (\$/week) 3,462  
 2018 compensation for 1Ls(\$/week) 3,462

### Partnership & Advancement

Does the firm have two or more tiers of partner? Yes  
 How many years is the non-equity track? 8  
 How many years is the equity track? Based on performance.

### Pro Bono/Public Interest

Brian A. Kilpatrick  
 Partner  
 214.953.5933  
 bkilpatrick@jw.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide  
 % Firm Billable Hours last year 1.3%  
 Average Hours per Attorney last year 38  
 Percent of associates participating last year 77%  
 Percent of partners participating last year 43%  
 Percent of other lawyers participating last year 56%

### Professional Development

Evaluations Semi-annual  
 Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? No  
 Rotation for junior associates between departments/practice groups? No  
 Does your organization have a dedicated professional development staff? Yes  
 Does your organization have a coaching/mentoring program? Yes  
 Does your organization give billable hours credit for training time? Yes

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 190	53	19	0	13
	Women 54	43	14	9	17
	Total 244	96	33	9	30
<b>Hispanic/Latino</b>	Men 12	4	2	0	2
	Women 3	3	0	0	3
<b>White</b>	Men 169	44	17	0	9
	Women 47	32	13	8	12
<b>Black/African American</b>	Men 3	2	0	0	1
	Women 3	3	1	1	1
<b>Native Hawaiian/Other Pacific Islander</b>	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC
<b>Asian</b>	Men 5	2	0	0	1
	Women 1	4	0	0	1
<b>American Indian/Alaska Native</b>	Men 1	0	0	0	0
	Women 0	0	0	0	0
<b>2 or more races</b>	Men 0	1	0	0	0
	Women 0	1	0	0	0
<b>Persons with Disabilities</b>	Men 1	0	0	0	0
	Women 0	0	0	0	0
<b>Openly LGBT</b>	Men 2	0	1	0	0
	Women 1	1	0	0	0
<b>Veteran</b>	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Bankruptcy	Bankruptcy	8	1	1	
Business, Corporate	Corporate & Securities	40	7	28	
Energy	Energy	10	2	1	
Government, Regulatory, Administrative	Environmental & Legislative	11	4	2	2
Tax	ERISA	2		1	
Banking, Finance	Finance	5		3	1
Government, Regulatory, Administrative	Healthcare	7			
Intellectual Property	Intellectual Property	13	2	1	
Labor and Employment	Labor & Employment	13	1	6	
Real Estate, Land Use	Land Use	5	1	1	
Litigation	Litigation	80	12	31	
Real Estate, Land Use	Real Estate	36	3	17	1
Tax	Tax	4			
Trusts and Estates	Wealth Planning	10		4	

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2016	Prior Summer Associates	2017	Prior Summer Associates	2018
Entry-level	15	13	15	15	10
Entry-level (non-traditional track)	0	0	1	0	TBD
Lateral Partners	4	0	16	0	TBD
Lateral Associates	15	0	10	0	TBD
All Other Laterals (non-traditional track)	5	0	8	0	TBD
Post-Clerkship	0	0	3	1	2
LL.M.s (U.S.)	0	0	1	0	1
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	19	2	17	5	14
1Ls	7	0	13	0	13

Number of 2017 Summer 2Ls considered for associate offers 17

Number of offers made to summer 2L associates 12

General Hiring Criteria U.S. News Law School Rankings: Schools Ranked 1 to 25 = Top 50% Schools Ranked 26 to 60 = Top 25% Schools Ranked 61 to 100 = Top 20% Schools Ranked 101 and above = Top 15% Schools Rank Not Listed = Top 10%

## Diversity & Inclusion

Diversity Website/URL: <http://www.jw.com/about/diversity>

## Organization Narrative

Jackson Walker is a Texas-based law firm with a national presence and global reach. With more than 375 attorneys and 130 years of experience, we're one of the largest and most knowledgeable firms in the state. Our confident yet approachable lawyers help companies of all sizes navigate today's increasingly complex, interconnected legal landscape. Our corporate clients include some of the biggest names in business, but we also represent family-owned businesses, local and regional government agencies, individuals, and nonprofit groups.

### Firm Facts

- We represent 6 of the Fortune 10, 23 of the Fortune 100, and 68 of the Fortune 500.
- Our attorneys have represented clients in more than 85 countries and territories.
- We are currently ranked nationally in 27 practice areas in the U.S. News "Best Law Firms" rankings, have eleven Chambers-ranked practice groups, and have

been recognized in the BTI Client Service A-Team List multiple times.

- Our trial group is one of the largest in the Southwest. We were awarded Litigation Department of the Year by Texas Lawyer in 2013 and were named a finalist in 2016.
- For the past five years, we have ranked among the top five Texas firms on the American Lawyer's Diversity Scorecard. We received the prestigious Thomas L. Sager Award for the South Region from the Minority Corporate Counsel Association in 2014.

Jackson Walker has a high partner to associate ratio and takes pride in staffing clients' matters efficiently. Our associates are expected to take on a lot of responsibility right from the start. With a broad client base, our associates handle a wide variety of quality work and deal directly with clients early in their careers.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

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