

### Basic Information

112 E. Pecan Street  
Suite 2400  
San Antonio, TX 78205  
Organization Size: 375  
Office Size: 35  
**Hiring Attorney:**  
Mr. Matthew Swantner

**Recruiting Contact:**  
Mrs. Lindsey Zuzich  
Recruiting Coordinator  
100 Congress Ave  
Suite 1100  
Austin, Texas (TX) 78701  
United States  
**Phone:** 512.236.2047  
lzuzich@jw.com

### Compensation & Benefits

2019 compensation for entry-level lawyers (\$/year)	190,000
<b>Summer Compensation</b>	
2019 compensation for Post-3Ls (\$/week)	3,654
2019 compensation for 2Ls (\$/week)	3,654
2019 compensation for 1Ls(\$/week)	3,654

### 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	1.2%
Average Hours per Attorney last year	39
Percent of associates participating last year	62%
Percent of partners participating last year	39%
Percent of other lawyers participating last year	52%

### 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?	No

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	23	5	3	0
	Women	4	4	0	1
	Total	27	9	3	1
<b>Hispanic/Latino</b>	Men	2	3	0	0
	Women	0	1	0	0
<b>White</b>	Men	20	2	3	0
	Women	4	2	0	1
<b>Black/African American</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Native Hawaiian/Other Pacific Islander</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
<b>Asian</b>	Men	1	0	0	0
	Women	0	1	0	0
<b>American Indian/Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>2 or more races</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>LGBT</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Veteran</b>	Men	NC	NC	NC	NC
	Women	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 ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Bankruptcy	Bankruptcy	1				
Business, Corporate	Corporate & Securities	8	1	5		
Energy	Energy	2				
Government, Regulatory, Administrative	Environmental & Legislative					
Tax	ERISA					
Banking, Finance	Finance					
Government, Regulatory, Administrative	Healthcare	1				
Intellectual Property	Intellectual Property	3	1			
Labor and Employment	Labor & Employment	1				
Real Estate, Land Use	Land Use					
Litigation	Litigation	6	1	3		1
Real Estate, Land Use	Real Estate	4		1		
Tax	Tax					
Trusts and Estates	Wealth Planning	1				

## HIRING & RECRUITMENT

	Began Work In				Expected 2019
	2017	Prior Summer Associates	2018	Prior Summer Associates	
<b>LAWYERS</b>					
Entry-level	0	0	1	1	0
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	4	0	0	0	TBD
Lateral Associates	4	0	2	0	TBD
All Other Laterals (non-traditional track)	1	0	0	0	TBD
Post-Clerkship	0	0	0	0	0
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	1	0	0	0	2
1Ls	0	0	2	0	0

Number of 2018 Summer 2Ls considered for associate offers 0

Number of offers made to summer 2L associates 0

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/meet\\_jw/what-we-value/diversity](http://www.jw.com/meet_jw/what-we-value/diversity)

## Organization Narrative

Jackson Walker is a Texas-based law firm with a national presence and global reach. With more than 350 attorneys and more than 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 twelve 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, with nearly half of the Firm's lawyers. Our diverse experience covers multiple industry sectors and takes us into courthouses across Texas and the United States.

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.

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

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