

Basic Information

Firmwide
Organization Size: 375
Office Size: 420
Hiring Attorney:
Mr. Jim Ryan

Recruiting Contact:
Mrs. Meghan Pier
Director of Associate Recruiting
100 Congress Avenue
Suite 1100
Austin, Texas (TX) 78701
United States
Phone: 512.236.2097
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Compensation & Benefits

2020 compensation for entry-level lawyers (\$/year) 190,000

Summer Compensation

2020 compensation for Post-3Ls (\$/week) 3,654
2020 compensation for 2Ls (\$/week) 3,654
2020 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.

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	199	59	26	3	13
	Women	55	50	23	8	19
	Non-binary	0	0	0	0	0
	Total	254	109	49	11	32
Latinx	Men	10	8	1	0	3
	Women	3	7	3	0	0
	Non-binary	0	0	0	0	0
White	Men	180	45	23	2	9
	Women	47	37	15	7	11
	Non-binary	0	0	0	0	0
Black or African American	Men	3	2	0	1	1
	Women	4	2	1	0	3
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	3	2	1	0	0
	Women	1	5	1	1	4
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	1	0	0	0	0
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	1	0	0	0
	Women	0	0	1	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	3	0	1	0	2
	Women	1	0	0	0	1
	Non-binary	0	0	0	0	0
Veteran	Men	5	3	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Edwin Buffmire
 Partner
 214.953.5939
 ebuffmire@jw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	1.1%
Average Hours per Attorney last year	40
Percent of associates participating last year	51%
Percent of partners participating last year	38%
Percent of other lawyers participating last year	63%

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

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2020
	2018	Prior Summer Associates	2019	Prior Summer Associates	
Entry-level	10	10	13	12	10
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	14	0	10	0	0
Lateral Associates	18	0	14	0	0
All Other Laterals (non-traditional track)	13	0	17	0	0
Post-Clerkship	3	1	0	0	1
LL.M.s (U.S.)	1	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	15	9	18	6	20
1Ls	13	0	14	0	16

Number of 2019 Summer 2Ls considered for associate offers 18

Number of offers made to summer 2L associates 15

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%

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	9	1	2		
Business, Corporate	Corporate & Securities	38	7	29	2	
Energy	Energy	11	2	1	1	
Government, Regulatory, Administrative	Environmental, Regulatory & Legislative	12	6	3		
Tax	ERISA	2		2		
Banking, Finance	Finance	7	1	6	1	

Government, Regulatory, Administrative	Healthcare	5				
Intellectual Property	Intellectual Property	11	2			
Labor and Employment	Labor & Employment	13	1	5		
Real Estate, Land Use	Land Use	5	1	2	1	
Litigation	Litigation	80	14	32	5	7
Real Estate, Land Use	Real Estate	43	10	19	2	3
Tax	Tax	4	1			1
Trusts and Estates	Wealth Planning	14		9	1	

Diversity & Inclusion

Diversity Website/URL: 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 400 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 nonprofits.

Firm Facts

*We represent 7 of the Fortune 10, 34 of the Fortune 100, and 109 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, we have nine Chambers-ranked practice groups, and we've 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 we take pride in staffing clients' matters efficiently. Our associates are expected to take on 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.

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