

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
mpier@jw.com

Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 200,000

Summer Compensation

2021 compensation for Post-3Ls (\$/week) 3,654
2021 compensation for 2Ls (\$/week) 3,654
2021 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 | 198 | 53 | 26 | 1 | 12 |
| | Women | 60 | 57 | 22 | 5 | 13 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| | Total | 258 | 110 | 48 | 6 | 25 |
| Latinx | Men | 12 | 8 | 0 | 0 | 0 |
| | Women | 5 | 8 | 2 | 0 | 1 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| White | Men | 173 | 42 | 24 | 1 | 5 |
| | Women | 49 | 40 | 16 | 3 | 8 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Black or African American | Men | 5 | 4 | 0 | 0 | 3 |
| | Women | 4 | 4 | 1 | 0 | 1 |
| | 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 | 5 | 1 | 1 | 0 | 2 |
| | Women | 2 | 3 | 1 | 0 | 3 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Native American or Alaska Native | Men | 1 | 0 | 0 | 0 | 0 |
| | Women | 0 | 1 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| 2 or More Races | Men | 1 | 1 | 0 | 0 | 2 |
| | Women | 0 | 1 | 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 | 1 | 1 | 0 | 1 |
| | Women | 1 | 0 | 0 | 0 | 1 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Veteran | Men | 5 | 3 | 0 | 0 | 1 |
| | Women | 0 | 0 | 0 | 0 | 1 |
| | 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 | 1.0% |
| Average Hours per Attorney last year | 31 |
| Percent of associates participating last year | 55% |
| Percent of partners participating last year | 42% |
| Percent of other lawyers participating last year | 60% |

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 |
|--|---------------|-------------------------|------|-------------------------|----------|
| | 2019 | Prior Summer Associates | 2020 | Prior Summer Associates | 2021 |
| Entry-level | 13 | 12 | 13 | 9 | 12 |
| Entry-level (non-traditional track) | 0 | 0 | 0 | 0 | 0 |
| Lateral Partners | 10 | 0 | 7 | 0 | 0 |
| Lateral Associates | 14 | 0 | 3 | 0 | 0 |
| All Other Laterals (non-traditional track) | 17 | 0 | 6 | 0 | 0 |
| Post-Clerkship | 0 | 0 | 0 | 2 | 2 |
| LL.M.s (U.S.) | 0 | 0 | 0 | 0 | 0 |
| LL.M.s (non-U.S.) | 0 | 0 | 0 | 0 | 0 |
| SUMMER | | | | | |
| Post-3Ls | 0 | 0 | 0 | 0 | 0 |
| 2Ls | 18 | 6 | 20 | 7 | 14 |
| 1Ls | 14 | 0 | 16 | 0 | 11 |

Number of 2020 Summer 2Ls considered for associate offers 20
 Number of offers made to summer 2L associates 16

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 | 10 | 2 | 2 | 1 | 0 |
| Business, Corporate | Corporate & Securities | 44 | 7 | 23 | 4 | 0 |
| Energy | Energy | 10 | 4 | 0 | 0 | 0 |
| Government, Regulatory, Administrative | Environmental, Regulatory & Legislative | 12 | 5 | 2 | 0 | 0 |

| | | | | | | |
|---|-----------------------|----|----|----|---|---|
| Tax | ERISA | 2 | 0 | 1 | 0 | 0 |
| Banking, Finance | Finance | 7 | 1 | 4 | 0 | 0 |
| Government, Regulatory, Administrative | Healthcare | 5 | 0 | 1 | 0 | 0 |
| Intellectual Property | Intellectual Property | 11 | 1 | 0 | 0 | 0 |
| Labor and Employment | Labor & Employment | 14 | 2 | 4 | 0 | 0 |
| Real Estate, Land Use | Land Use | 5 | 1 | 2 | 0 | 0 |
| Litigation | Litigation | 78 | 14 | 29 | 6 | 1 |
| Real Estate, Land Use | Real Estate | 42 | 9 | 19 | 2 | 4 |
| Tax | Tax | 4 | 1 | 1 | 0 | 1 |
| Trusts and Estates | Wealth Planning | 12 | 0 | 10 | 0 | 0 |

Diversity & Inclusion

Diversity Contact: Mr. Chad Cole

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 6 of the Fortune 10, 35 of the Fortune 100, and 134 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.

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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