

Basic Information

1401 McKinney Street
Suite 1900
Houston, TX 77010
Organization Size: 375
Office Size: 101
Hiring Attorney:
Mrs. Marisela Gonzalez
Hiring Attorney #2:
Mr. Rob Harlow

Recruiting Contact:
Ms. Alyssa Henke
Recruiting Coordinator
1401 McKinney
Suite 1900
Houston, Texas (TX) 77010
United States
Phone: 713.752.4275
ahenke@jw.com

Compensation & Benefits

2022 compensation for entry-level lawyers (\$/year) 205,000

Summer Compensation

2022 compensation for Post-3Ls (\$/week) 3,942
2022 compensation for 2Ls (\$/week) 3,942
2022 compensation for 1Ls(\$/week) 3,942

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	45	9	4	0	6
	Women	22	12	7	2	6
	Non-binary	0	0	0	0	0
	Total	67	21	11	2	12
Latinx	Men	0	2	1	0	1
	Women	4	2	1	0	1
	Non-binary	0	0	0	0	0
White	Men	38	6	3	0	2
	Women	14	7	5	2	2
	Non-binary	0	0	0	0	0
Black or African American	Men	2	1	0	0	3
	Women	2	0	0	0	0
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	3	0	0	0	0
	Women	1	3	1	0	2
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	2	0	0	0	0
	Women	1	0	0	0	1
	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	0	0	0	0	0
	Women	1	0	1	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	0	1	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	0.9
Average Hours per Attorney last year	23
Percent of associates participating last year	65%
Percent of partners participating last year	62%
Percent of other lawyers participating last year	72%

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	Prior Summer Associates	2021	Prior Summer Associates	2022
Entry-level	3	2	2	2	4
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	4	0	1	0	0
Lateral Associates	0	0	4	0	0
All Other Laterals (non-traditional track)	4	0	1	0	0
Post-Clerkship	0	0	1	0	0
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	5	2	4	3	6
1Ls	4	0	3	0	6

Number of 2021 Summer 2Ls considered for associate offers	4
Number of offers made to summer 2L associates	4
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	4	1	1		0
Business, Corporate	Corporate & Securities	7	1	3		0
Energy	Energy	5	1	0		0
Government, Regulatory, Administrative	Environmental & Legislative	2				0

Tax	ERISA	0	0	0	0
Banking, Finance	Finance	0	0	1	0
Government, Regulatory, Administrative	Healthcare	1	0	0	0
Intellectual Property	Intellectual Property	1	0	0	0
Labor and Employment	Labor & Employment	4	1	1	1
Real Estate, Land Use	Land Use	0	0	0	0
Litigation	Litigation	22	2	6	2
Real Estate, Land Use	Real Estate	15	3	3	1
Tax	Tax	0	0	0	0
Trusts and Estates	Wealth Planning	1	1	2	0
International	Immigration	3	1	1	

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.

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