

### Basic Information

112 E. Pecan Street  
Suite 2400  
San Antonio, TX 78205  
Organization Size: 375  
Office Size: 40  
**Hiring Attorney:**  
Mr. Matthew Swantner

**Recruiting Contact:**  
Mrs. Sarahgail Ledgister  
Recruiting Coordinator  
100 Congress Avenue  
Suite 1100  
Austin, Texas (TX) 78701  
United States  
**Phone:** 512-236-2368  
sledgister@jw.com

### Compensation & Benefits

2022 compensation for entry-level lawyers (\$/year)	205,000
<b>Summer Compensation</b>	
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	22	7	1	0
	Women	7	1	0	2
	Non-binary	0	0	0	0
	<b>Total</b>	<b>29</b>	<b>8</b>	<b>1</b>	<b>2</b>
<b>Latinx</b>	Men	3	3	0	0
	Women	1	0	0	1
	Non-binary	0	0	0	0
<b>White</b>	Men	18	2	1	0
	Women	5	1	0	1
	Non-binary	0	0	0	0
<b>Black or African American</b>	Men	0	1	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Asian</b>	Men	1	0	0	0
	Women	1	0	0	0
	Non-binary	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>2 or More Races</b>	Men	0	1	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>LGBTQ</b>	Men	0	1	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Veteran</b>	Men	0	3	0	0
	Women	0	0	0	0
	Non-binary	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	1	1	0	0	0
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	1	0	0	0	0
Lateral Associates	0	0	4	0	0
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	1	1	2	1	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	1
1Ls	0	0	1	0	3

Number of 2021 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%

### 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	0	0		0
Business, Corporate	Corporate & Securities	10	0	4		0
Energy	Energy	2	0	0		0
Government, Regulatory, Administrative	Environmental, Regulatory & Legislative	0	0	0		0

<b>Tax</b>	ERISA	0	0	0	0
<b>Banking, Finance</b>	Finance	0	0	0	0
<b>Government, Regulatory, Administrative</b>	Healthcare	1	0	0	0
<b>Intellectual Property</b>	Intellectual Property	2	1	0	0
<b>Labor and Employment</b>	Labor & Employment	1	0	0	0
<b>Real Estate, Land Use</b>	Land Use	0	0	0	0
<b>Litigation</b>	Litigation	8	0	4	0
<b>Real Estate, Land Use</b>	Real Estate	3	0	0	2
<b>Tax</b>	Tax	0	0	0	0
<b>Trusts and Estates</b>	Wealth Planning	1	0	0	0
<b>International</b>	Immigration	0	0	0	0

## Diversity & Inclusion

**Diversity Contact:** Mr. Chad Cole

**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 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 14 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 about 30 percent 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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