Jackson Walker LLP
(www.jw.com)

Basic Information

Firmwide
Organization Size: 450
Office Size: 420
Hiring Attorney:
Mr. Jonathan Neerman

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

2023 compensation for entry-level lawyers ($/year)	215,000
Summer Compensation	
2023 compensation for Post-3Ls ($/week)	
2023 compensation for 2Ls ($/week)	4,134
2023 compensation for 1Ls($/week)	4,134

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	219	59	24	4	16
	Women	78	70	23	7	31
	Non-binary	0	0	0	0	0
	Total	297	129	47	11	47
Latinx	Men	13	7	0	0	2
	Women	6	8	0	0	2
	Non-binary	0	0	0	0	0
White	Men	193	41	21	4	9
	Women	62	48	21	6	26
	Non-binary	0	0	0	0	0
Black or African American	Men	3	3	3	0	4
	Women	4	4	1	0	1
	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	7	3	0	0	0
	Women	2	7	1	1	0
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	2	5	0	0	1
	Women	4	3	0	0	2
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	5	1	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	5	4	0	1	0
	Women	2	2	0	0	1
	Non-binary	0	0	0	0	0
Veteran	Men	6	5	4	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

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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	0.8
Average Hours per Attorney last year	33
Percent of associates participating last year	56%
Percent of partners participating last year	32%
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

	Began Work In				Expected
LAWYERS	**2021**	**Prior Summer Associates**	**2022**	**Prior Summer Associates**	**2023**
Entry-level	16	12	18	14	16
Entry-level (non-traditional track)					
Lateral Partners	14		13		
Lateral Associates	24	1	30		
All Other Laterals (non-traditional track)	8		12		
Post-Clerkship	3	1	1		3
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls	1		4		
2Ls	14	9	18	11	26
1Ls	12		22		21

Number of 2022 Summer 2Ls considered for associate offers	18
Number of offers made to summer 2L associates	18
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	13	0	4	1	0
Business, Corporate	Corporate & Securities	50	5	27	2	1
Energy	Energy	9	5	3	1	0
Government, Regulatory, Administrative	Environmental, Regulatory & Legislative	14	2	2	0	1

Tax	ERISA	2	1	2	2	0
Banking, Finance	Finance	11	1	10	2	1
Government, Regulatory, Administrative	Healthcare	7	0	1	0	0
Intellectual Property	Intellectual Property	11	2	1	0	0
Labor and Employment	Labor & Employment	16	1	2	1	2
Real Estate, Land Use	Land Use	4	1	2	0	1
Litigation	Litigation	89	10	43	7	3
Real Estate, Land Use	Real Estate	48	14	22	3	2
Tax	Tax	4	1	1	0	0
Trusts and Estates	Trusts & Estates	16	1	9	0	0
International	Immigration	3	1	0	0	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 national, full-service law firm with 450+ lawyers strategically located within the state of Texas. We're the largest firm in the state, with more than 135 years of experience across dozens of industries. 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 24 practice areas in the *U.S. News* "Best Law Firms" rankings, and we have 14 *Chambers*-ranked practice groups.
- 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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