

Basic Information

1401 McKinney Street
Suite 1900
Houston, TX 77010
Organization Size: 507
Office Size: 119
Hiring Attorney:
Mr. Jonathan Neerman

Recruiting Contact:
Ms. Genna Diaz
Recruiting Coordinator
1401 McKinney
Suite 1900
Houston, Texas (TX) 77010
United States
Phone: 713.752.4246
gdiaz@jw.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 225,000
Summer Compensation
2024 compensation for Post-3Ls (\$/week)
2024 compensation for 2Ls (\$/week) 4,326
2024 compensation for 1Ls(\$/week) 4,326

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 | 49 | 13 | 4 | 0 | 3 |
| | Women | 25 | 20 | 5 | 3 | 6 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| | Total | 74 | 33 | 9 | 3 | 9 |
| Latinx | Men | 1 | 2 | 0 | 0 | 1 |
| | Women | 4 | 3 | 0 | 0 | 1 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| White | Men | 39 | 8 | 3 | 0 | 0 |
| | Women | 17 | 12 | 4 | 2 | 1 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Black or African American | Men | 1 | 2 | 1 | 0 | 2 |
| | Women | 2 | 0 | 0 | 0 | 3 |
| | 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 | 5 | 1 | 0 | 0 | 0 |
| | Women | 1 | 4 | 1 | 1 | 1 |
| | 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 | 3 | 0 | 0 | 0 | 0 |
| | Women | 1 | 1 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Persons with Disabilities | Men | 2 | 0 | 0 | 0 | 0 |
| | Women | 0 | 1 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| LGBTQ | Men | 0 | 0 | 0 | 0 | 0 |
| | Women | 1 | 2 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Veteran | Men | 1 | 1 | 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 | 30 |
| Percent of associates participating last year | 63% |
| Percent of partners participating last year | 36% |
| Percent of other lawyers participating last year | 48% |

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 |
|--------------------------------------------|---------------|-------------------------|------|-------------------------|----------|
| | 2022 | Prior Summer Associates | 2023 | Prior Summer Associates | 2024 |
| Entry-level | 4 | 4 | 4 | 4 | 3 |
| Entry-level (non-traditional track) | | | | | |
| Lateral Partners | 7 | | 8 | | |
| Lateral Associates | 10 | | 2 | | |
| All Other Laterals (non-traditional track) | 1 | | 1 | | |
| Post-Clerkship | | | | | |
| LL.M.s (U.S.) | | | | | |
| LL.M.s (non-U.S.) | | | | | |
| SUMMER | | | | | |
| Post-3Ls | | | | | |
| 2Ls | 5 | 2 | 4 | 2 | 6 |
| 1Ls | 6 | | 6 | | 3 |

Number of 2023 Summer 2Ls considered for associate offers 4

Number of offers made to summer 2L associates 3

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 | 6 | 1 | 3 | 1 | 0 |
| Business, Corporate | Corporate & Securities | 6 | 0 | 3 | 1 | 0 |
| Energy | Energy | 4 | 1 | 3 | 0 | 0 |
| Government, Regulatory, Administrative | Environmental, Regulatory & Legislative | 2 | 0 | 0 | 0 | 0 |
| Banking, Finance | Finance | 1 | 0 | 2 | 0 | 0 |

| | | | | | | |
|-----------------------------------------------|-----------------------|----|---|----|---|---|
| Government, Regulatory, Administrative | Healthcare | 2 | 0 | 0 | 0 | 0 |
| Intellectual Property | Intellectual Property | 1 | 0 | 0 | 0 | 0 |
| Labor and Employment | Labor & Employment | 5 | 0 | 1 | 0 | 0 |
| Litigation | Litigation | 25 | 3 | 13 | 1 | 0 |
| Real Estate, Land Use | Real Estate | 13 | 2 | 5 | 1 | 2 |
| Tax | Tax | 1 | 0 | 0 | 0 | 0 |
| Trusts and Estates | Trusts & Estates | 1 | 1 | 3 | 0 | 0 |
| International | Immigration | 3 | 1 | 0 | 0 | 1 |
| Banking, Finance | Public Finance | 4 | 0 | 0 | 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 national, full-service law firm and the largest firm in Texas. With more than 135 years of experience in dozens of industries, we have more than 500 attorneys across six Texas offices. Jackson Walker's 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 companies, local and regional government agencies, individuals, and nonprofits.

Firm Facts

- We represent 6 of the Fortune 10, 45 of the Fortune 100, and 167 of the Fortune 500.
- Our attorneys have represented clients in more than 85 countries and territories.
- We are currently ranked nationally in 25 practice areas in the Best Law Firms rankings, and we have 18 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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