

Basic Information

1900 Broadway
Suite 1200
San Antonio, TX 78215
Organization Size: 532
Office Size: 48
Hiring Attorney:
Mr. Jonathan Neerman

Recruiting Contact:
Ms. Kaitlyn Trei
Recruiting Coordinator
100 Congress Avenue
Suite 1100
Austin, Texas (TX) 78701
United States
Phone: 512-236-2055
ktrei@jw.com

Compensation & Benefits 333

2025 compensation for entry-level lawyers (\$/year) 225,000

Summer Compensation

2025 compensation for Post-3Ls (\$/week)
2025 compensation for 2Ls (\$/week) 4,326
2025 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	24	6	3	0	0
	Women	7	7	1	1	0
	Non-binary	0	0	0	0	0
	Total	31	13	4	1	0
Latinx	Men	3	2	0	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	20	2	3	0	0
	Women	5	6	1	1	0
	Non-binary	0	0	0	0	0
Black or African American	Men	0	1	0	0	0
	Women	0	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	1	0	0	0	0
	Women	1	0	0	0	0
	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	0	1	0	0	0
	Women	0	1	0	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	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	3	0	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

0.8

Average Hours per Attorney last year

29

Percent of associates participating last year

54%

Percent of partners participating last year

32%

Percent of other lawyers participating last year

37%

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
	2023	Prior Summer Associates	2024	Prior Summer Associates	2025
Entry-level	3	3	3	3	2
Entry-level (non-traditional track)					
Lateral Partners	1		1		
Lateral Associates	1				
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	4	1	2	1	
1Ls	1		1		

Number of 2024 Summer 2Ls considered for associate offers

2

Number of offers made to summer 2L associates

2

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	0
Business, Corporate	Corporate & Securities	9	1	5		1
Energy	Energy	2	1	0	0	0
Government, Regulatory, Administrative	Environmental, Regulatory & Legislative	0	0	0	0	0
Tax	EBEC	0	0	0	0	0

Banking, Finance	Finance	0	0	0	0	0
Government, Regulatory, Administrative	Healthcare	1	0	0	0	0
Intellectual Property	Intellectual Property	2	1	0	0	0
Labor and Employment	Labor & Employment	1	0	0	0	0
Real Estate, Land Use	Land Use	0	0	0	0	0
Litigation	Litigation	10	0	7	0	0
Real Estate, Land Use	Real Estate	3	1	1	0	0
Tax	Tax	0	0	0	0	0
Trusts and Estates	Trusts & Estates	2	0	0	0	0
International	Immigration	0	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 26 practice areas in the Best Law Firms rankings, and we have 23 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.

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