

### Basic Information

Firmwide  
 Organization Size: 360  
 Office Size: 375  
**Hiring Attorney:**  
 Mr. Jim Ryan

**Recruiting Contact:**  
 Ms. Meghan Miller  
 Statewide Recruiting Coordinator  
 100 Congress Avenue  
 Suite 1100  
 Austin, Texas (TX) 78701  
 United States  
**Phone:** 512.236.2097  
 memiller@jw.com

### Compensation & Benefits

2016 compensation for entry-level lawyers (\$/year) 180,000  
**Summer Compensation**  
 2016 compensation for Post-3Ls (\$/week) 3,462  
 2016 compensation for 2Ls (\$/week) 3,462  
 2016 compensation for 1Ls(\$/week) 3,462

### 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.

### Pro Bono/Public Interest

Brian A. Kilpatrick  
 Partner  
 214.953.5933  
 bkilpatrick@jw.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide  
 % Firm Billable Hours last year 1.2%  
 Average Hours per Attorney last year 37  
 Percent of associates participating last year 72%  
 Percent of partners participating last year 44%  
 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

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	195	49	14	0	15
	Women	56	42	14	5	10
	Total	251	91	28	5	25
<b>Hispanic/Latino</b>	Men	10	4	1	0	0
	Women	5	5	0	0	1
<b>White</b>	Men	160	38	13	0	13
	Women	46	28	14	5	8
<b>Black/African American</b>	Men	3	3	0	0	2
	Women	3	4	0	0	0
<b>Native Hawaiian/Other Pacific Islander</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
<b>Asian</b>	Men	4	3	0	0	0
	Women	1	2	0	0	1
<b>American Indian/Alaska Native</b>	Men	1	1	0	0	0
	Women	0	0	0	0	0
<b>2 or more races</b>	Men	0	0	0	0	0
	Women	0	3	0	0	0
<b>Persons with Disabilities</b>	Men	1	0	0	0	0
	Women	0	0	0	0	0
<b>Openly LGBT</b>	Men	1	1	1	0	0
	Women	2	0	0	0	0

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Bankruptcy	Bankruptcy	9		1	
Business, Corporate	Corporate & Securities	37	3	23	
Energy	Energy	10	1	4	
Government, Regulatory, Administrative	Environmental & Legislative	8	2	5	
Tax	ERISA	2	1		
Banking, Finance	Finance	5	2	3	
Government, Regulatory, Administrative	Healthcare	8			
Intellectual Property	Intellectual Property	12	1	2	
Labor and Employment	Labor & Employment	19	2	2	
Real Estate, Land Use	Land Use	5	1	1	
Litigation	Litigation	89	11	31	
Real Estate, Land Use	Real Estate	31	3	15	
Tax	Tax	6			
Trusts and Estates	Wealth Planning	10	1	4	

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2014	Prior Summer Associates	2015	Prior Summer Associates	2016
Laterals	19	0	27	0	TBD
Laterals (non-traditional track)	1	0	0	0	TBD
Post-Clerkship	0	0	3	0	TBD
Entry-level	18	15	9	7	15
Entry-level (non-traditional track)	0	0	0	0	0
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	14	2	17	2	19
1Ls	5	0	5	0	7

Number of 2015 Summer 2Ls considered for associate offers 17

Number of offers made to summer 2L associates 17

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%

## Diversity & Inclusion

Diversity Contact: Ms. Alesia Foster

Diversity Website/URL: <http://www.jw.com/about/diversity>

## Organization Narrative

Jackson Walker is a Texas-based law firm with a national presence and global reach. With more than 360 attorneys, we're one of the largest firms in the state, and we provide comprehensive services in a broad range of practice areas. Our practice now spans the globe, and our corporate clients include some of the biggest names in business. But we're also a good fit for smaller companies, and our clients include family-owned businesses, local and regional government agencies, individuals and nonprofit groups.

### Firm Facts

- We represent approximately 237 of the Fortune 500 companies and 69 of the Fortune 100
- Jackson Walker attorneys have represented clients in more than 85 countries and territories
- JW is nationally ranked in 28 areas in the U.S. News Best Law Firms Guide, has nine Chambers-ranked practice groups and has been named to BTI's Client Service A-Team List of top firms for past four consecutive years.

- Jackson Walker's trial group is one of the largest in the Southwest, and in 2013 was awarded Litigation Department of the Year by Texas Lawyer.
- For the past four years, JW has ranked among the top five Texas firms on the American Lawyer's Diversity Scorecard and in 2014, JW received the prestigious Thomas L. Sager Award for the South Region from the Minority Corporate Counsel Association.

Jackson Walker has a high partner to associate ratio and takes pride in staffing clients' matters efficiently, so our associates are expected to take on a lot of responsibility right from the start. Our broad range of clients allows our associates to 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.

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

NALP Copyright 2016