

Basic Information

112 E. Pecan Street
Suite 2400
San Antonio, TX 78205
Organization Size: 360
Office Size: 33
Hiring Attorney:
Ms. Lauren Ciminello

Recruiting Contact:
Ms. Sharon Reynosa
San Antonio Recruiting Coordinator
112 E. Pecan Street
Suite 2400
San Antonio, Texas (TX) 78205
United States
Phone: 210.978.7709
sreynosa@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	17	2	2	0
	Women	4	5	2	1
	Total	21	7	4	1
Hispanic/Latino	Men	3	0	0	0
	Women	1	1	0	0
White	Men	13	2	2	0
	Women	3	3	2	1
Black/African American	Men	0	0	0	0
	Women	0	0	0	0
Native Hawaiian/Other Pacific Islander	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
Asian	Men	1	0	0	0
	Women	0	1	0	0
American Indian/Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or more races	Men	0	0	0	0
	Women	0	0	0	0
Persons with Disabilities	Men	0	0	0	0
	Women	0	0	0	0
Openly LGBT	Men	0	0	0	0
	Women	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	1			
Business, Corporate	Corporate & Securities	4	1	2	
Energy	Energy	2		1	
Government, Regulatory, Administrative	Healthcare	1			
Intellectual Property	Intellectual Property	3	1		
Labor and Employment	Labor & Employment	1			
Litigation	Litigation	6	2	3	
Real Estate, Land Use	Real Estate	2		1	
Trusts and Estates	Wealth Planning	1			

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2016
	2014	Prior Summer Associates	2015	Prior Summer Associates	
Laterals	0	0	1	0	TBD
Laterals (non-traditional track)	0	0	0	0	TBD
Post-Clerkship	0	0	0	0	TBD
Entry-level	4	4	1	0	0
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
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	0	0	0	0	3
1Ls	0	0	0	0	0

Number of 2015 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%

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.

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