

**Basic Information**

1111 Louisiana Street  
44th Floor  
Houston, TX 77002  
Organization Size: 900  
Office Size: 52  
Hiring Attorney: Ms. Phyllis Young

**Recruiting Contact:**  
Ms. Sara Wilson  
Attorney Recruiting & Development Coordinator  
1111 Louisiana Street  
44th Floor  
Houston, Texas (TX) 77002  
United States  
Phone: 713.220.5800  
houstonrecruiting@akingump.com

**Compensation & Benefits**

2013 compensation for entry-level lawyers (\$/year) 160,000

**Summer Compensation**

2013 compensation for Post-3Ls (\$/week) 3,077  
2013 compensation for 2Ls (\$/week) 3,077  
2013 compensation for 1Ls(\$/week) 3,077

**Partnership & Advancement**

Does the firm have two or more tiers of partner? Yes  
How many years is the non-equity track? 8-9  
How many years is the equity track? CBC

**Lawyer Demographics**

		Partner/Member	Associates	Counsel	Staff Attorneys	Other Attorneys	Summer Associates
	Men	19	17	0	1	0	4
	Women	2	9	2	1	0	3
	Total	21	26	2	2	0	7
<b>Latinx</b>	Men	0	1	0	0	0	0
	Women	0	0	0	0	0	2
<b>White</b>	Men	18	11	0	1	0	4
	Women	1	7	2	1	0	1
<b>Black or African American</b>	Men	0	0	0	0	0	0
	Women	1	1	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0	0
	Women	0	0	0	0	0	0
<b>Asian</b>	Men	1	4	0	0	0	1
	Women	0	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0	0
	Women	0	1	0	0	0	0
<b>2 or More Races</b>	Men	0	1	0	0	0	0
	Women	0	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	0	1	0	0	0	NC
	Women	0	0	0	0	0	NC

### Pro Bono/Public Interest

Steven H. Schulman  
 Partner  
 202.887.4071  
 sshulman@akingump.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	4.8%
Average Hours per Attorney last year	89
Percent of associates participating last year	84%
Percent of partners participating last year	64%
Percent of other lawyers participating last year	73%

### Professional Development

Evaluations	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
	2011	Prior Summer Associates	2012	Prior Summer Associates	2013
Laterals	8	1	4	0	TBD
Post-Clerkship	1	0	0	0	1
Entry-level	2	2	2	2	4
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	n/a	0	n/a	0
2Ls	5	n/a	5	n/a	3
1Ls	2	n/a	2	n/a	3

Number of 2012 Summer 2Ls considered for associate offers

Number of offers made to summer 2L associates

General Hiring Criteria We select our participants each year from among many highly qualified candidates. High academic achievement, extra-curricular activities (Law Review, Moot Court, other journals), initiative and strong motivation are the criteria we consider. We also look for other indicators of likely success such as demonstrated leadership skills, strong interpersonal skills, good judgment, willingness to assume responsibility, maturity, non-academic experience, and the ability to work well with others.

### 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
Business, Corporate Energy	Energy & Global Transactions	15		15		
Intellectual Property	Intellectual Property	1		9		
Appellate Litigation	Litigation	4		2		
Tax	Tax	1		0		

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## Diversity & Inclusion

### RECRUITMENT METHODS

Diversity job fairs, Outreach to law student groups, Formal mentoring efforts, Recruit at schools with large minority populations, Bar-sponsored programs, Firm diversity committee

Akin Gump has maintained a long standing commitment to diversity at all levels. The firm continually works to assure the recruitment, retention and promotion of women and minorities by embracing a culture of inclusiveness and equal opportunity. The firm's commitment to diversity is implemented through active participation by our minority and female partners in the firm's leadership.

Since 2008, Kim Koopersmith, a litigation partner in the firm's New York office, has held the role of the firm's Managing Partner - U.S. and in 2013 she became the firm's chairperson. Upon assuming the role, she became the first woman at Akin Gump—and one of very few women at a major, global law firm—to hold the position of chairperson. As U.S. managing partner, Ms. Koopersmith oversaw the operations of Akin Gump, including financial oversight, client service, recruitment and professional development. She also chaired the Partner Compensation Committee and the Partnership Admissions Committee. She has been a major proponent of the firm's diversity efforts, overseeing the creation of the Women's Professional Development Initiative and the creation of the firm's Reduced Workload Policy. Ms. Koopersmith's commitment to diversity has been a guiding force for the firm's diversity efforts throughout her leadership at the firm.

Akin Gump's management structure includes a partner-in-charge in almost all of the firm's U.S. and international offices. While the role of partner-in-charge at Akin Gump comes with significant leadership and management responsibilities, many of the partners in this role also serve the firm in other significant ways. Natasha Kohne, a female African American partner in the firm's litigation practice, is the partner-in-charge of the firm's Abu Dhabi office and was instrumental in the creation of that office. Chris LaFollette, a female partner in the firm's Energy and Global Transactions practice, is the partner-in-charge of the Houston office and is also a member of Akin Gump's management committee. Tony Pierce, an African American litigation partner is the partner-in-charge of Akin Gump's Washington, D.C. office. Tony is a member of the firmwide and Washington, D.C. office diversity committees and also sits on the firm's management and retirement committees. Michael Simons, an African American partner in the firm's intellectual property practice, is both the partner-in-charge and the hiring partner for the Austin office.

Akin Gump maintains a two-tiered diversity committee system, with both a firmwide committee and local office committees. The firmwide committee is chaired by Nancy Chung, an Asian partner in our New York office and member of that office's hiring committee. The local diversity committees in the U.S. offices are responsible for the development and implementation of diversity-related initiatives for their location or region.

Recruiting talented lawyers from diverse backgrounds is a primary focus in achieving the firm's vision of becoming an exceptionally inclusive organization. The firm sponsors and participates in events led by minority law student groups, as well as networking programs, recruiting events, and other forums with a focus on diverse lawyers and law students. Akin Gump continues to be a significant supporter and participant in the Sponsors for Educational Opportunity ("SEO") Program which recruits diverse college students and recent graduates from across the country who will attend law school in the fall and places them in summer internships/programs in law firms and financial institutions. The firm has been a participant in this program since 2008 and in the summer of 2013 the Houston, Los Angeles, New York and Washington offices will host SEO interns.

Akin Gump's Women's Professional Development Initiative which is led by the firm's female partners provides a forum for female attorneys to address issues such as retention, work-life balance and professional development. The initiative includes a mentoring component and speakers' series, as well as leadership, educational and social programming, and community service programs. Women's Professional Development Initiative committees are active at both a local office level and on a firmwide basis. In July of 2011, the firmwide Women's Initiative Committee held a second two-day retreat for all female lawyers at the firm. The retreat offered seminars on topics such as leadership, communication skills, mentoring and work/life balance. The retreat provided programs reflective of the interests of the firm's female attorneys, while also providing the opportunity for attendees to connect with lawyers from other offices and practices.

The firm is proud of our attorneys' diverse backgrounds and we appreciate the many unique qualities that they each bring to the firm. Our diversity efforts remain true to our core value of excellence, particularly when it comes to the talented individuals who make Akin Gump such an exciting and inclusive place to practice law.

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## Organization Narrative

Akin Gump Strauss Hauer & Feld LLP was founded in Dallas in 1945 by Richard A. Gump and Robert S. Strauss. Akin Gump today has 18 offices worldwide and more than 850 attorneys. Our legal work is varied and interesting and offers exciting and challenging opportunities to practice law in one of the world's largest law firms. Our firm is defined by five core values: collegiality, commitment, excellence, integrity and intensity. These values characterize the qualities we seek in attorneys and the philosophy of Akin Gump as a whole. Akin Gump has also maintained a longstanding commitment to diversity and inclusiveness at all levels.

Established in 1988, the Houston office houses 51 attorneys. Our summer associate program is designed for students who have completed their second year of law school. Summer associates work on assignments similar to those performed by first and second year attorneys. They also participate in a variety of social activities, which allow them an opportunity to get to know our attorneys on a more personal level and to see all that the city of Houston has to offer. The summer program serves as a main avenue of employment, and we are pleased that so many of our associates, senior counsel and partners are former Akin Gump summer associates.

The Houston office's summer associate program offers second year law students exposure to the diversity of our attorneys and our practice groups. Our summer associates receive challenging assignments from all our practice groups including pro bono. During their time at the firm, each summer associate is assigned an advisor (a partner or counsel) and a mentor (an associate). Our goal is to make offers of employment to summer associates who demonstrate the ability to practice law at the level required by our firm.

Akin Gump is dedicated to the professional growth and development of its associates. The firm has instituted a firmwide compensation and bonus structure that is an integral part of Akin Gump's strategy to recruit, develop, support and reward our associates. This structure includes our counsel position, which recognizes our associates who are on partnership track at their sixth year of practice.

It is part of our established culture at Akin Gump that attorneys are involved in firm life. Associates and counsel participate in firm committees in each of our offices, including associates committees, diversity committees, hiring committees and pro bono committees. In addition, a group of associates and counsel representing all offices and associate class years serves on the firmwide Chairman's Committee. This group meets on a quarterly basis with the firm's chairman to discuss relevant issues and participate in setting firm policies. We believe that the active involvement of our associates and counsel in so many areas fosters a deep commitment to the firm and its members.

At Akin Gump we believe that the very best training is imparted when our lawyers handle actual matters. Ideally, all of our associates will learn best by working closely with more-senior lawyers on projects that are crucial to our clients. We also work to ensure that our lawyers are allowed to stretch their abilities in their assignments as early as possible.

Akin Gump's professional development program is anchored by four core competencies – ownership, professional excellence, service and teamwork, and client focus. The firm offers a comprehensive formal training program carefully calibrated to each associate's stage of development and area of practice. Our formal training complements the firm's competency framework and includes a core curriculum of skills and practice-specific training. We offer courses on a wide variety of subject matters, including, among others, legal writing, corporate drafting, finance and accounting, oral communication and leadership, business development and management skills training. In addition, we offer a comprehensive advocacy curriculum complete with workshops on deposition skills, discovery and motions practice. Corporate courses include programs on structuring transactions, filings, debt tender offers and corporate negotiation skills.

All levels of management champion the firm's commitment and policy of encouraging associates and counsel to participate in pro bono practice as part of their on-going workload. Akin Gump's pro bono practice is lead by Pro Bono Partner Steven Schulman. We recognize that attorneys, especially those less experienced, more junior lawyers, obtain valuable experience on pro bono matters. Under the firm's competency-based approach to professional development, pro bono plays an important role in further enhancing associate and counsel professional development, and the firm works to ensure that our pro bono program provides opportunities consistent with the competency model.

Akin Gump is proud of its history and growth, but above all we are proud of the professionals and support staff who have made the firm such an incredible place to practice law. To learn more, please visit our website at [www.akingump.com](http://www.akingump.com).

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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