

Basic Information

Firmwide
 Organization Size: 117
 Office Size: 131
Hiring Attorney:
 Mr. Pete Broderick
Hiring Attorney #2:
 Mr. Andrew Sherwood

Recruiting Contact:
 Ms. Anna Whitener
 Attorney Recruiting & Integration Manager
 112 E Pecan Street
 Suite 1800
 San Antonio, Texas (TX) 78205
 United States
Phone: 210-554-5217
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Compensation & Benefits

2015 compensation for entry-level lawyers (\$/year) 150,000
Summer Compensation
 2015 compensation for Post-3Ls (\$/week) 0
 2015 compensation for 2Ls (\$/week) 2,600
 2015 compensation for 1Ls(\$/week) 0

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
 How many years is the non-equity track? 6-9
 How many years is the equity track? 9+

Pro Bono/Public Interest

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide
 % Firm Billable Hours last year .92
 Average Hours per Attorney last year 15.41
 Percent of associates participating last year 30.35
 Percent of partners participating last year 54.73
 Percent of other lawyers participating last year 4.62

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? Case-by-case
 Is rotation mandatory? No
 Does your organization have a dedicated professional development staff? No
 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	52	13	3	1
	Women	15	20	5	6
	Total	67	33	8	7
Hispanic/Latino	Men	7	1	1	0
	Women	2	1	1	0
White	Men	44	12	2	1
	Women	13	19	4	6
Black/African American	Men	0	0	0	0
	Women	0	0	0	0
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	0	0	0
	Women	0	0	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
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly LGBT	Men	0	0	0	0
	Women	1	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
Business, Corporate	Bankruptcy	6	0	1	0
Business, Corporate	General Corporate & Securities	9	2	4	1
Business, Corporate	Banking & Financial Institutions	2	2	1	0
Real Estate, Land Use	Real Estate & Finance	8	1	3	1
Energy	Oil, Gas & Energy	4	0	4	0
Public, Municipal	Public Law	3	0	0	0
Intellectual Property	Intellectual Property	4	0	1	2
Litigation	Business & Commercial Litigation	15	4	9	1
Litigation	Real Property/Energy Litigation	2	0	3	0
Labor and Employment	Employment & Employer Rights	5	0	2	1
Civil Rights, Human Rights, Constitutional	Immigration	2	1	1	0
Tax	General Tax	3	0	3	0
Labor and Employment	Employee Benefits/ERISA	3	0	2	0
Trusts and Estates	Estate Planning & Wealth Transfer	1	0	1	1

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2013	Prior Summer Associates	2014	Prior Summer Associates	2015
Laterals	4	0	6	0	TBD
Laterals (non-traditional track)	5	0	2	0	TBD
Post-Clerkship	2	0	0	0	TBD
Entry-level	5	5	3	3	4
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	TBD
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	7	0	6	0	6
1Ls	0	0	0	0	0

Number of 2014 Summer 2Ls considered for associate offers 6

Number of offers made to summer 2L associates 6

General Hiring Criteria Cox Smith recruits individuals with strong law school and undergraduate academic records, exceptional interpersonal skills and motivation and demonstrated leadership abilities.

Diversity & Inclusion

Organization Narrative

With a practice history dating to 1939, Cox Smith is one of the leading business law firms in Texas. From its dominant position in San Antonio with a growing presence in key Texas markets including Austin, Dallas, El Paso and McAllen, Cox Smith's 115 attorneys help regional, national and international businesses with a wide variety of matters involving all aspects of business law and litigation. For more information, visit www.coxsmith.com.

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