

### Basic Information

1999 Avenue of the Stars  
Suite 600  
Los Angeles, CA 90067  
Organization Size: 873  
Office Size: 76  
**Hiring Attorney:**  
Ms. Susan Leader

**Recruiting Contact:**  
Mr. Scott Arsenault  
Attorney Recruiting & Development  
Manager  
1999 Avenue of the Stars  
Suite 600  
Los Angeles, California (CA) 90067  
United States  
**Phone:** 310.229.3804  
sarsenault@akingump.com

### Compensation & Benefits

2019 compensation for entry-level lawyers (\$/year) 190,000  
**Summer Compensation**  
2019 compensation for Post-3Ls (\$/week) 3,650  
2019 compensation for 2Ls (\$/week) 3,650  
2019 compensation for 1Ls(\$/week) 3,650

### Partnership & Advancement

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track? 8-9

### Pro Bono/Public Interest

Steven H. Schulman  
Partner  
202-887-4071  
ssschulman@akingump.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide  
% Firm Billable Hours last year 6.7%  
Average Hours per Attorney last year 116  
Percent of associates participating last year 93%  
Percent of partners participating last year 64%  
Percent of other lawyers participating last year 74%

### 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  
Is rotation mandatory? 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 21	24	5	1	4
	Women 5	17	3	2	6
	Total 26	41	8	3	10
<b>Hispanic/Latino</b>	Men 3	1	0	0	NC
	Women 1	2	0	1	NC
<b>White</b>	Men 17	21	5	1	NC
	Women 3	13	3	0	NC
<b>Black/African American</b>	Men 0	0	0	0	NC
	Women 0	0	0	0	NC
<b>Native Hawaiian/Other Pacific Islander</b>	Men 0	0	0	0	NC
	Women 0	0	0	0	NC
<b>Asian</b>	Men 1	2	0	0	NC
	Women 1	2	0	0	NC
<b>American Indian/Alaska Native</b>	Men 0	0	0	0	NC
	Women 0	0	0	0	NC
<b>2 or more races</b>	Men 0	0	0	0	NC
	Women 0	0	0	1	NC
<b>Persons with Disabilities</b>	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC
<b>LGBT</b>	Men 0	1	NC	NC	NC
	Women 0	0	0	0	NC
<b>Veteran</b>	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC

## 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	Corporate	7	0	13		3
Business, Corporate Energy International	Cross-Border Transactions	1	1	1		0
Energy Government, Regulatory, Administrative	Environment, Natural Resources & Land	0	1	0		0
Banking, Finance Bankruptcy	Financial Restructuring	1	0	0		0
Business, Corporate Energy	Global Projects & Finance	5	0	6		0
Labor and Employment	Labor	2	1	5		0
Appellate Litigation	Litigation	4	2	9		0
Government, Regulatory, Administrative	Public Law & Policy	1	0	0		0
Real Estate, Land Use	Real Estate	3	1	3		0
Tax	Tax	1	0	2		0
Government, Regulatory, Administrative	International Trade	1	0	2		0
General Practice	General	0	1	0		0

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2017	Prior Summer Associates	2018	Prior Summer Associates	2019
Entry-level	6	6	5	5	8
Entry-level (non-traditional track)	0	0	0	0	
Lateral Partners	0	0	1	0	
Lateral Associates	3	0	7	0	
All Other Laterals (non-traditional track)	0	0	1	0	
Post-Clerkship	0	0	0	0	0
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	5	2	8	0	5
1Ls	1	0	1	0	2

Number of 2018 Summer 2Ls considered for associate offers

8

Number of offers made to summer 2L associates

8

**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.

## Diversity & Inclusion

**Diversity Contact:** Mr. Nimesh Patel

## Organization Narrative

Akin Gump Strauss Hauer & Feld LLP is a leading global law firm with 21 offices and more than 900 lawyers and advisors in the United States, Asia, Europe and the Middle East. 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 was founded in Dallas in 1945 by Richard A. Gump and Robert S. Strauss and 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.

In the spirit of Akin Gump innovation, the firm created industry-first virtual reality tours to show what it's really like to work here. In these tours, we seek to provide realistic, firsthand insight into who we are as a firm. Each tour highlights various aspects of the firm as a whole and features lawyers describing some of the firm's programs and initiatives. To get started, please visit: <https://www.youvisit.com/tour/akingump/>

Akin Gump founded its Los Angeles office in Century City with seven lawyers in August 1997 to accommodate the firm's global growth and has grown to over 75 lawyers today. We strive to cultivate a high quality, professional environment with the informal and congenial atmosphere that has characterized the firm since its inception.

The Los Angeles office is strongly committed to attracting top lawyers who practice in the areas of business and labor litigation, appellate litigation, complex civil litigation, corporate law, finance and securities, mergers and acquisitions, financial restructuring, renewable energy, project finance, tax, real estate transactions, and entertainment. Our lawyers work on some of the most interesting, challenging and sophisticated cases and transactions in the world. Our lawyers are provided the opportunity to obtain significant responsibility and client contact early in their careers. New associates are assigned to a practice group and work on a variety of projects with experienced lawyers. By working in a group setting, our associates receive supervision and training with constructive feedback and evaluations.

The Los Angeles office's summer program is designed to give law students a realistic and meaningful picture of life at our law firm. We provide law students with the opportunity to work in each practice area and encourage students to attend court hearings, depositions, transaction negotiations and closings, and client meetings as well as training programs and an array of exciting social events. We provide our law students with critical review of their work product and guidance throughout the summer. 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, inclusion councils, firm resource groups, 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 Chairperson's Associates Committee. This group meets on a quarterly basis with the firm's chairperson 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 and connection 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 trial advocacy. Corporate courses include programs on structuring transactions, filings, debt tender offers and corporate negotiation skills. The firm also offers four academies strategically designed to guide important transitions in a lawyer's career. These programs include the Summer Program Academy, Fall Associate Academy, Mid-Level Associate Academy (4th year associates) and New Counsel Academy.

Since its founding, Akin Gump Strauss Hauer & Feld LLP has been committed to ensuring meaningful diversity at every level of the firm and creating a culture of inclusiveness. We believe that the various perspectives and experiences of our lawyers and staff helps us achieve exceptional results for our clients and brings important insights into all aspects of the firm. We are committed to recruiting talented law students, lawyers, and staff, investing in professional development, and partnering with clients and others to advance diversity and inclusion within the firm and across the legal profession. In order to best support our diversity and inclusion efforts, we believe that leadership commitment is essential. In addition to having Kim Koopersmith as our Chairperson, one of very few women leading a major, global law firm, the partners-in-charge of the firm's Abu Dhabi, Fort Worth, Hartford, Houston, and Moscow offices are women. The partners in charge of our two largest offices, New York and Washington, DC, are both African-American. The partner-in-charge of our Philadelphia office is Hispanic, and the partner-in-charge of our Irvine office is Asian-American. Of the 11 attorneys promoted to partner in January 2019, 36% are women and 36% are people of color. To ensure that Akin Gump's diversity and inclusion initiatives continue to thrive and expand, a dedicated and active group of attorneys lead and participate in our firmwide and local inclusion councils, as well as our formal Firmwide Resource Groups ("FRGs") which are intended to compliment the firm's efforts related to recruiting, professional development, and fostering inclusive workplaces. Current FRGs include those focused on women, working parents and caregivers, people with disabilities, and those who identify as Black, Hispanic/Latino, Asian and/or LGBTQ+, and their allies.

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 led 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.

