

### Basic Information

711 Louisiana, Suite 2300  
South Tower Pennzoil Place  
Houston, TX 77002-2770  
Organization Size: 360  
Office Size: 157

**Recruiting Contact:**  
Ms. Brette Tucker  
Assistant, Recruiting - Texas  
711 Louisiana Street  
Suite 2300  
Houston, Texas (TX) 77002-2770  
United States  
**Phone:** 713-221-1528  
brette.tucker@bracewell.com

**Hiring Attorney:**  
Mr. Charles Still

**Hiring Attorney #2:**  
Ms. Molly Butkus

### Compensation & Benefits

2020 compensation for entry-level lawyers (\$/year) 190,000

**Summer Compensation**

2020 compensation for Post-3Ls (\$/week) 3,654  
2020 compensation for 2Ls (\$/week) 3,654  
2020 compensation for 1Ls(\$/week) 3,654

### Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track?

How many years is the equity track?

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	54	41	6	0
	Women	13	33	9	3
	Non-binary	0	0	0	0
	<b>Total</b>	<b>67</b>	<b>74</b>	<b>15</b>	<b>3</b>
<b>Latinx</b>	Men	1	2	1	0
	Women	0	3	0	0
	Non-binary	0	0	0	0
<b>White</b>	Men	50	33	5	0
	Women	11	26	8	2
	Non-binary	0	0	0	0
<b>Black or African American</b>	Men	2	2	0	0
	Women	0	1	1	0
	Non-binary	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Asian</b>	Men	1	3	0	0
	Women	2	2	0	0
	Non-binary	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
<b>2 or More Races</b>	Men	0	1	0	0
	Women	0	0	0	1
	Non-binary	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>LGBTQ</b>	Men	0	2	0	0
	Women	0	0	0	1
	Non-binary	0	0	0	0
<b>Veteran</b>	Men	4	4	2	0
	Women	0	0	0	0
	Non-binary	0	0	0	0

### 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  
 Average Hours per Attorney last year  
 Percent of associates participating last year  
 Percent of partners participating last year  
 Percent of other lawyers participating last year

### 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? Case-by-case  
 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

### HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2020
	2018	Prior Summer Associates	2019	Prior Summer Associates	
Entry-level	5	5	14	13	15
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	1	0	0	0	TBD
Lateral Associates	1	0	3	0	TBD
All Other Laterals (non-traditional track)	1	0	0	0	0
Post-Clerkship	1	1	0	0	3
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	18	6	17	5	15
1Ls	8	0	15	0	13

Number of 2019 Summer 2Ls considered for associate offers 17

Number of offers made to summer 2L associates 16

General Hiring Criteria The firm considers undergraduate and law school records, extracurricular activities and interests, leadership positions, maturity, poise, experience and ambition in assessing an individual for employment.

### 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
Arbitration, Dispute Resolution, Mediation Banking, Finance Business, Corporate Energy Government, Regulatory, Administrative International Real Estate, Land Use Tax Trusts and Estates Public, Municipal Environmental	Business & Regulatory	34	6	32	6	3

<b>Appellate</b> <b>Arbitration, Dispute Resolution, Mediation</b> <b>Banking, Finance</b> <b>Business, Corporate</b> <b>Energy</b> <b>Government, Regulatory, Administrative</b> <b>Intellectual Property</b> <b>Labor and Employment</b> <b>Litigation</b> <b>Real Estate, Land Use</b> <b>Bankruptcy</b> <b>E-discovery</b> <b>Environmental</b> <b>Antitrust</b>	Litigation	25	2	21	7	0
<b>Business, Corporate</b> <b>Energy</b> <b>Intellectual Property</b> <b>International</b>	Technology	5	3	6	1	0

## Diversity & Inclusion

**Diversity Contact:** Ms. Jennifer Queen

**Diversity Website/URL:** <http://www.bracewell.com/about/inclusion>

## Organization Narrative

**INTRODUCTION.** Bracewell LLP is a leading law and government relations firm that primarily serves clients in the global energy, infrastructure, finance and technology sectors. Our industry focus makes us the firm of choice for sophisticated business transactions, complex disputes and challenging legal and regulatory issues. With approximately 360 lawyers located in 10 offices across the United States, United Kingdom and the Middle East, Bracewell is recognized throughout the world for its commitment to excellence and innovative approaches to matters that are redefining the future of energy, infrastructure, finance, technology and other sectors.

**PRACTICES.** Antitrust/Competition, Corporate & Securities, Educational Institutions, Employment Benefits/ERISA, Energy, Energy Regulations, Environmental Strategies, Finance, Financial Institutions, Financial Restructuring, Government Contracts, Government Enforcement & Investigations, Government Relations, Healthcare & Life Sciences, Incident Prevention & Response, Infrastructure & Development, Intellectual Property, Labor & Employment, Lending, Litigation, Oil & Gas, Outsourcing, Power, Private Equity, Public Finance, Real Estate Investment & Finance, Strategic Communications, Tax, Tax-Exempt Organizations, Technology

**SUMMER ASSOCIATE PROGRAM.** The firm offers summer associate programs in each of its US offices, though the size of the programs varies year to year based on demand. Program lengths vary depending on location, but they typically run between eight and 10 weeks. During this time, summer associates have the opportunity to explore different areas of the law by working on actual matters. Summer associates attend hearings, depositions, trials, negotiations and client meetings. They also hone legal writing skills by helping research and draft agreements, briefs, articles and blog posts. In addition, summer associates are encouraged to explore the local community and attend attorney dinners, summer associate lunches, social events and a firm-wide summer associate retreat.

**WELLNESS PROGRAM.** BWell is a firm-wide program promoting healthy work-life integration among Bracewell lawyers and staff. The program focuses on four key areas: (1) mental well-being, (2) physical well-being, (3) financial well-being and (4) community. Each quarter, programming is developed that explores one of these topics in greater detail. This includes guest speaker, group discussions and goal setting. Each office also hosts "talk into action" activities to keep the conversation going and provide additional resources and training.

**ASSOCIATE SELECTION.** The firm looks for candidates who have distinguished themselves academically and actively participate in law school and professional organizations. Successful candidates possess a strong work ethic and are self-motivated. Given Bracewell's collaborative culture, we also look for individuals who are team players.

Those interested in pursuing employment discussions with the firm are encouraged to visit the firm's website, [bracewell.com](http://www.bracewell.com), for current career opportunities.

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 2020