

### Basic Information

One US Bank Plaza  
St. Louis, MO 63101  
Organization Size: 426  
Office Size: 224  
**Hiring Attorney:**  
Mr. David Dick

**Recruiting Contact:**  
Ms. Kim Morgan  
Legal Recruiting Manager  
One US Bank Plaza  
St. Louis, Missouri (MO) 63101  
United States  
**Phone:** 314-552-6523  
legalrecruiting@thompsoncoburn.com

### Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 165,000

**Summer Compensation**

2021 compensation for Post-3Ls (\$/week) 2,692  
2021 compensation for 2Ls (\$/week) 2,692  
2021 compensation for 1Ls(\$/week) 2,692

### 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? 8

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	106	31	5	3	10
	Women	49	20	5	3	6
	Non-binary	UNK	UNK	UNK	UNK	UNK
	<b>Total</b>	<b>155</b>	<b>51</b>	<b>10</b>	<b>6</b>	<b>16</b>
<b>Latinx</b>	Men	0	2	0	0	UNK
	Women	2	0	0	1	UNK
	Non-binary	0	0	0	0	UNK
<b>White</b>	Men	102	27	5	2	UNK
	Women	45	18	5	2	UNK
	Non-binary	0	0	0	0	UNK
<b>Black or African American</b>	Men	3	1	0	1	UNK
	Women	1	0	0	0	UNK
	Non-binary	0	0	0	0	UNK
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	1	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	UNK
<b>Asian</b>	Men	0	0	0	0	UNK
	Women	0	1	0	0	UNK
	Non-binary	0	0	0	0	UNK
<b>Native American or Alaska Native</b>	Men	0	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	UNK
<b>2 or More Races</b>	Men	1	0	0	0	UNK
	Women	1	1	0	0	UNK
	Non-binary	0	0	0	0	UNK
<b>Persons with Disabilities</b>	Men	2	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	UNK
<b>LGBTQ</b>	Men	0	3	1	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	UNK
<b>Veteran</b>	Men	UNK	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK
	Non-binary	0	0	0	0	UNK

## Pro Bono/Public Interest

Mark L. Kaltenrieder  
314-552-6000

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2.05
Average Hours per Attorney last year	44.76
Percent of associates participating last year	79.78
Percent of partners participating last year	61.25
Percent of other lawyers participating last year	53.66

## 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
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?	Yes

## HIRING & RECRUITMENT

	Began Work In				Expected 2021
	2019	Prior Summer Associates	2020	Prior Summer Associates	
<b>LAWYERS</b>					
Entry-level	11	11	8	8	7
Entry-level (non-traditional track)			0	0	
Lateral Partners			2	0	
Lateral Associates	17		4	0	
All Other Laterals (non-traditional track)	2		3	0	
Post-Clerkship			0	0	
LL.M.s (U.S.)			0	0	
LL.M.s (non-U.S.)			0	0	
<b>SUMMER</b>					
Post-3Ls			0	0	
2Ls	8		7		12
1Ls	6		6	0	4

Number of 2020 Summer 2Ls considered for associate offers

7

Number of offers made to summer 2L associates

7

General Hiring Criteria

We consider many factors, including strong academic credentials, active involvement in the community, law journal and moot court/mock trial experience, extracurricular activities, volunteer work and prior work experience. These efforts show you can thrive in our dynamic environment. We aim to recruit persons who will perform excellent legal work with the client service approach that distinguishes Thompson Coburn from other law firms. Your ability to communicate effectively, listen attentively, work well with others and problem solve are tantamount to your success at Thompson Coburn.

## 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
Banking, Finance	Banking and Commercial Finance	6	2			3
Litigation	Business Litigation	38	1	19	4	1

<b>Business, Corporate</b>	Corporate and Securities	13		8	1
<b>Public, Municipal</b>	Employee Benefits	4		1	
<b>Environmental</b>	Environmental	7	1	1	
<b>Bankruptcy</b>	Financial Restructuring Group	5			
<b>Government, Regulatory, Administrative</b>	Government Contracts	2			
<b>Government, Regulatory, Administrative</b>	Health Care	6		2	
<b>Intellectual Property</b>	Intellectual Property	18	1	7	1
<b>Labor and Employment</b>	Labor and Employment	10		5	2
<b>Litigation</b>	Mass Tort Litigation	5	1		
<b>Business, Corporate</b>	Private Client	7	1		
<b>Litigation</b>	Product Liability Litigation	9		1	
<b>Real Estate, Land Use</b>	Real Estate	10	3	4	1
<b>Tax</b>	Tax	3		1	
<b>Tax</b>	Tax Credits	4		1	
<b>Litigation</b>	Railroad Litigation	3			
<b>Public, Municipal</b>	Public Finance and Public Law	5		1	

## Diversity & Inclusion

**Diversity Contact:** Ms. Norma Jackson

**Diversity Website/URL:** <https://www.thompsoncoburn.com/diversity-inclusion>

## Organization Narrative

Thompson Coburn is a full-service law firm with over 380 attorneys practicing in more than 40 areas of law. The Firm has offices in Chicago, Dallas, Los Angeles, St. Louis, Southern Illinois, and Washington, D.C., and serves a full spectrum of industry sectors. Clients include Enterprise Rent-A-Car, Kawasaki, Bayer, US Bank, Nestle Purina, Charter Communications, BNSF Railway, and United Way of Greater St. Louis. Thompson Coburn is among the top 25 law firms nationally that corporate counsel recommend to their in-house colleagues, as ranked by BTI Consulting, the leading provider of strategic research to law firms and general counsel.

Our litigators have handled both the largest and longest jury trials in U.S. history, and our corporate attorneys lead complex transactions for some of the country's largest corporations. Thompson Coburn attorneys come from diverse backgrounds, including time spent as general counsel and executives for major corporations, elected officials, federal agency officials, U.S. attorneys, and state judges. They are also national leaders in the practice of law: Our attorneys have served as the chair of the 60,000-member ABA Section of Litigation and president of the National Bar Association, the nation's largest network of African American attorneys and judges.

Thompson Coburn invests significant resources to support incoming attorneys and give them the tools they need to serve clients, expand their practices, and pursue leadership opportunities inside and outside of the firm. Our longtime emphasis on mentorship connects attorneys with seasoned practitioners and leaders in the Firm, allowing them to develop meaningful mentorship relationships on a formal or informal basis. Incoming associates also receive hands-on training in the practical aspects of practicing law, as well as extensive networking and business development opportunities.

We want our associates and partners to be successful and confident in all facets of their lives, and we understand that a balanced life of work, family and social activities is essential to everyone's long-term success. We don't just talk life satisfaction, we live it.

Additionally, we place a high priority on pro bono work and community engagement. Our firm encourages all of its lawyers to participate in pro bono activities for which we give credit as for billable work.

For 12 consecutive years, Thompson Coburn has earned a perfect score in the Human Rights Campaign's Corporate Equality Index (CEI) and Best Places to Work Survey. The Firm has also received "Gold Standard Certification" from the Women in Law Empowerment Forum for incorporating women into the highest levels of firm leadership.

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)

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