

## Basic Information

1445 Ross Avenue, Ste. 3800  
Dallas, TX 75202-2711  
Organization Size: 350  
Office Size: 26  
**Hiring Attorney:**  
Mr. Rob Collins

**Recruiting Contact:**  
Ms. Beth Landers  
Director, Recruiting  
1445 Ross Avenue  
Suite 3800  
Dallas, Texas (TX) 75202-2711  
United States  
**Phone:** 212-938-6434  
Beth.Landers@bracewell.com

## Compensation & Benefits

2022 compensation for entry-level lawyers (\$/year) 215,000  
**Summer Compensation**  
2022 compensation for Post-3Ls (\$/week) 4,135  
2022 compensation for 2Ls (\$/week) 4,135  
2022 compensation for 1Ls(\$/week) 4,135

## 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	12	2	4	0	0
	Women	1	6	1	0	2
	Non-binary	0	0	0	0	0
	Total	13	8	5	0	2
<b>Latinx</b>	Men	0	1	1	0	0
	Women	0	0	1	0	0
	Non-binary	0	0	0	0	0
<b>White</b>	Men	11	1	2	0	0
	Women	1	5	0	0	2
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	1	0	1	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	2	0	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Tony Visage; Rachel Goldman  
Partner  
713-221-1326/212-508-6135  
Tony.Visage@bracewell.com

Is the pro bono information indicated here firm-wide or specific to one office?

Firm-wide

% Firm Billable Hours last year

2.2%

Average Hours per Attorney last year

64.3

Percent of associates participating last year

73.5%

Percent of partners participating last year

26.5%

Percent of other lawyers participating last year

41.7%

## 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	Prior Summer Associates	2021	Prior Summer Associates	2022
Entry-level	0	0	2	2	0
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	3	1	TBD
Lateral Associates	0	0	3	0	TBD
All Other Laterals (non-traditional track)	0	0	0	0	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	0	0	1	1	1
1Ls	2	0	0	0	1

Number of 2021 Summer 2Ls considered for associate offers

1

Number of offers made to summer 2L associates

1

General Hiring Criteria

The firm considers law school achievement, extracurricular activities, leadership opportunities and prior work experience when assessing individuals for our summer associate program or lateral associate positions.

## 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 Business, Corporate Energy Real Estate, Land Use Tax Public, Municipal Environmental	Business & Regulatory	8	4	4	1	0

Appellate Arbitration, Dispute Resolution, Mediation Energy Intellectual Property Labor and Employment Litigation Bankruptcy E-discovery Environmental Antitrust	Litigation	5	1	4	1	0
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## Diversity & Inclusion

**Diversity Contact:** Ms. Monica Parker

**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 350 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, Carbon Capture Utilization & Storage, Corporate & Securities, Cryptocurrency & Blockchain, Data Security & Privacy, Employment Benefits/ERISA, Energy Regulatory, Environment, Land & Resources, ESG, Financial Institutions, Financial Restructuring, Government Contracts, Government Enforcement & Investigations, Government Relations, Healthcare & Life Sciences, Incident Prevention & Response, Infrastructure Development, Insurance Recovery, Intellectual Property, International Arbitration, Labor & Employment, Lending, Litigation, Oil & Gas, Outsourcing, Power, Private Equity, Public Finance, Real Estate & Finance, Strategic Communications, Tax, Tax-Exempt Organizations.

**SUMMER ASSOCIATE PROGRAM.** The firm offers summer associate programs in several 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 from 9 to 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 speakers, 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 in their local communities. 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, <https://www.bracewell.com/careers>, 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)

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