

## Basic Information

Firm-wide  
Organization Size: 436  
Office Size: 436  
**Hiring Attorney:**  
Ms. Tammie Ptacek  
**Hiring Attorney #2:**  
Ms. Ashley Dillon

**Recruiting Contact:**  
Ms. Jessica Pixler  
Director of Attorney Recruiting  
1201 Walnut Street  
Suite 2900  
Kansas City, Missouri (MO) 64106  
United States  
**Phone:** 816-842-8600  
recruiting@stinson.com

## Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 170,000  
**Summer Compensation**  
2023 compensation for Post-3Ls (\$/week)  
2023 compensation for 2Ls (\$/week) 3,265  
2023 compensation for 1Ls(\$/week) 3,265

## Partnership & Advancement

Does the firm have two or more tiers of partner? Yes  
How many years is the non-equity track? 7  
How many years is the equity track? 7

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	212	59	13	3	13
	Women	67	62	16	3	20
	Non-binary	0	1	0	0	0
	Total	279	122	29	6	33
<b>Latinx</b>	Men	2	3	1	0	1
	Women	2	8	1	0	2
	Non-binary	0	0	0	0	0
<b>White</b>	Men	196	52	11	2	8
	Women	57	40	14	3	14
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	4	4	0	0	1
	Women	3	3	1	0	1
	Non-binary	0	1	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	3	1	0	0	2
	Women	3	6	0	1	1
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	1	0	0	1
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	2	1	0	0	0
	Women	1	4	0	0	0
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	3	6	0	0	1
	Women	0	5	1	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	4	4	0	0	1
	Women	1	2	1	0	2
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	6	3	1	0	2
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Katie Cronin  
Pro Bono Counsel  
816.691.3272  
katie.cronin@stinson.com

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

Firm-wide

% Firm Billable Hours last year

3.44%

Average Hours per Attorney last year

45

Percent of associates participating last year

100%

Percent of partners participating last year

77%

Percent of other lawyers participating last year

84%

## 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?

Yes

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
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	10	10	17	6	UNK
Entry-level (non-traditional track)	0	0	-	-	UNK
Lateral Partners	3	0	5	0	UNK
Lateral Associates	19	0	18	1	UNK
All Other Laterals (non-traditional track)	6	0	4	0	UNK
Post-Clerkship	0	0	11	2	UNK
LL.M.s (U.S.)	1	0	1	0	UNK
LL.M.s (non-U.S.)	0	0	0	0	UNK
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	7	6	13	4	23
1Ls	7	0	9	N/A	3

Number of 2022 Summer 2Ls considered for associate offers 13

Number of offers made to summer 2L associates 13

General Hiring Criteria We seek individuals with diverse backgrounds and ideas, who possess strong academic credentials, excellent communication skills, leadership, maturity, community involvement and the ability to work as part of a team.

## 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 Financial Services	14	4	6	1	0
Bankruptcy	Bankruptcy and Creditors' Rights	14	2	6	0	0
Litigation	Business and Commercial Litigation I	23	3	9	0	1

<b>Litigation</b>	Business and Commercial Litigation II	34	1	9	0	0
<b>Business, Corporate</b>	Corporate Finance	23	0	19	3	1
<b>Energy Environmental</b>	Energy, Environmental, Mining and Transportation	23	4	8	3	1
<b>Banking, Finance Litigation</b>	Financial Services and Class Action Litigation	23	2	4	0	0
<b>Business, Corporate</b>	Healthcare and Insurance	8	0	2	1	0
<b>Intellectual Property</b>	Intellectual Property and Technology	31	2	5	0	1
<b>Labor and Employment</b>	Labor, Employment and Employee Benefits	28	6	8	0	1
<b>Litigation</b>	Litigation Associates Group	0	0	19	7	0
<b>Business, Corporate</b>	Private Business Group	14	2	2	1	0
<b>Real Estate, Land Use Public, Municipal</b>	Real Estate and Public Finance	32	2	19	1	1
<b>Tax Trusts and Estates</b>	Tax, Trusts and Estates	12	1	3	0	0

## Diversity & Inclusion

**Diversity Contact:** Ms. Ann Jenrette-Thomas

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

## Organization Narrative

Complex legal challenges are best approached with sharp insight and creative solutions. At Stinson, our attorneys combine industry knowledge and business acumen to deliver practical legal guidance to clients ranging from individuals to privately-held enterprises to international corporations. With approximately 450 attorneys in 12 offices nationwide, we take pride in our collaborative approach, our lasting relationships and our unique perspectives.

### Summer Associate Program

Stinson's Summer Associate Program has three components: substantive work, mentoring and networking. Stinson offers students professional experience and development and the opportunity to network with seasoned attorneys. The program is designed to give law students a realistic, on-the-job portrayal of daily life as an Associate Attorney, while also learning about the firm and its practice divisions.

Stinson's 2023 summer program will include in-person opportunities but will also give Summer Associates the opportunity to work remotely within a set schedule. Summer Associates work in the office on Tuesdays, Wednesdays, and Thursdays, with the ability to choose to work in office or remotely on Mondays and Friday. In addition to Stinson's traditional summer programming, this provides Stinson's Summer Associates a real-world view of how the firm has adapted to serve client needs.

Our program features numerous unique components that set us apart from other firms. For example, Summer Associates assume a realistic workload and manage multiple projects in a variety of practice areas. They engage in current client matters and in pro bono legal service. Summer Associates do not go through a formal rotation program; rather, they receive projects much in the same way as our Associates. We aim to give Summer Associates experience in their expressed areas of interest. The work, typically, is not limited to legal research. We look for opportunities for Summer Associates to work directly with attorneys on projects that involve client contact, factual investigations, witness interviews, negotiations, hearings, depositions, trials and the closing of transactions.

We also understand the value of mentoring. Each Summer Associate is assigned an Associate mentor and a Partner mentor, both of whom can assist the Summer Associate in learning about different practice areas, facilitate meetings with firm attorneys and provide insight on their practice and legal careers. Also, because it is important for law students to network with their peers and practicing attorneys, a variety of social events are an essential part of our Summer Associate Program.

### Commitment to Diversity & Inclusion

Diversity and inclusion define our culture and the way we do business. We know that combining diverse backgrounds, ethnicities, abilities, gender identities, sexual orientations and ages contributes unique perspectives, adds business value and attracts and retains top talent. Diversity is not just about smart business. It's about doing what's right for our clients, our people, our profession and the world in which we live. It's about all of us thriving together.

We believe that providing a diverse and welcoming workplace is the best path to serving the needs of our clients. We are committed to equal opportunity, non-harassment, diversity and inclusion without regard to race (including hair texture, hair type, or a protective hairstyle that is commonly or historically associated with race), color, creed, religion, national origin, sex, sexual orientation, gender identity, gender expression, genetic information or characteristics (of the individual or a family member), ancestry, disability, age, citizenship status, marital status, membership or activity in a local human rights commission, status with regard to public assistance, protected veteran status or any other protected group covered by applicable federal, state or local equal employment laws and regulations. The firm participates in a broad range of efforts designed to attract, retain and promote talented individuals from a broad variety of backgrounds.

To guide our strategic diversity and inclusion efforts, Stinson has made diversity and inclusion a key element of its strategic plan and adopted a Diversity and Inclusion Action Plan ("DIAP") to provide a detailed roadmap of how Stinson can accomplish its diversity and inclusion objectives.

The DIAP focuses on four key areas:

- **Recruitment:** Enhance the firm's work product, competitive edge and access to top talent by obtaining a critical mass of diverse lawyers and staff
- **Success:** Increase retention of diverse lawyers and staff by creating an inclusive, welcoming and supportive culture
- **Engagement & Growth:** Enhance business relationships and raise the firm's brand as a leader in diversity and inclusion
- **Accountability:** Create accountability and establish incentives for diversity and inclusion

The firm's Diversity Committee and Chief Diversity and Inclusion Officer are charged with leading these diversity and inclusion initiatives and implementing the diversity and inclusion action plan.

2022 Diversity and Inclusion Annual Report:

<https://www.stinson.com/assets/htmldocuments/2022%20Stinson%20Diversity%20and%20Inclusion%20Annual%20Report.pdf>

### Commitment to Well-Being

Stinson has a long-standing commitment to well-being in the workplace. A signatory of the American Bar Association's Well-Being Pledge, we have committed

our active engagement in the ABA's campaign to improve well-being across the profession. The firm established a Well-Being Committee to implement that pledge framework, which includes education and training for lawyers and staff on well-being topics, reducing the expectation of alcohol at firm events, providing resources and tools for managing substance use disorders and mental health challenges, and implementing policies and practices that support well-being as a core value of the firm.

In 2021, Stinson became one of the first law firms to hire a Director of Well-Being to bring a full-time, expert focus to these efforts. The Director of Well-Being is charged with leading the implementation of Stinson's vision, strategy, and programming to help our lawyers and staff thrive in all aspects of life. We leverage cutting-edge psychological science to provide meaningful support at both the individual and organizational level so that we can collectively reach our fullest potential.

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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