

Basic Information

Firmwide
Organization Size: 753
Office Size: 843
Hiring Attorney:
Ms. Kris Kappel

Recruiting Contact:
Ms. Karen Fischer
Director of Legal Recruiting
4801 Main Street
Suite 1000
Kansas City, Missouri (MO) 64112
United States
Phone: 816-983-8797
karen.fischer@huschblackwell.com

Compensation & Benefits

2023 compensation for entry-level lawyers (\$/year) 130,000-200,000

Summer Compensation

2023 compensation for Post-3Ls (\$/week) 0
2023 compensation for 2Ls (\$/week) 2,500-3,845
2023 compensation for 1Ls(\$/week) 2,500-3,845

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	267	147	106	5	40
	Women	130	185	78	10	58
	Non-binary	0	1	0	0	1
	Total	397	333	184	15	99
Latinx	Men	4	10	5	0	2
	Women	3	8	1	0	2
	Non-binary	0	0	0	0	0
White	Men	252	115	90	3	28
	Women	112	150	69	10	44
	Non-binary	0	1	0	0	0
Black or African American	Men	1	5	2	0	2
	Women	4	15	2	0	1
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	2	7	0	0	4
	Women	9	5	4	0	3
	Non-binary	0	0	0	0	1
Native American or Alaska Native	Men	1	0	0	0	1
	Women	0	0	1	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	7	2	4	1	1
	Women	2	7	1	0	4
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	24	10	14	0	3
	Women	17	43	12	1	8
	Non-binary	0	0	0	0	1
LGBTQ	Men	7	8	2	0	5
	Women	3	13	1	1	6
	Non-binary	0	1	0	0	1
Veteran	Men	15	9	10	0	4
	Women	0	3	0	0	1
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Margaret Richards
Director of Pro Bono Services
816-983-8781
Margaret.Richards@huschblackwell.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	1.6
Average Hours per Attorney last year	23.5
Percent of associates participating last year	75
Percent of partners participating last year	42
Percent of other lawyers participating last year	28

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

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	48	48	48	43	56
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	34	NC	23	NC	NC
Lateral Associates	61	NC	54	NC	NC
All Other Laterals (non-traditional track)	40	NC	66	NC	NC
Post-Clerkship	1	1	3	2	3
LL.M.s (U.S.)	NC	NC	NC	NC	NC
LL.M.s (non-U.S.)	NC	NC	NC	NC	NC
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	51	11	66	16	80
1Ls	24	0	34	0	32

Number of 2022 Summer 2Ls considered for associate offers	65
Number of offers made to summer 2L associates	60
General Hiring Criteria	Strong academic performance/record, intellectual curiosity, analytical skills, leadership ability, initiative, interpersonal skills, writing and communication skills, demonstrated teamwork/collaboration ability, and a commitment to excellence.

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 & Finance	18	4	13	1	2
General Practice	Benefits & Compensation	7	1	1	0	1
Litigation	Commercial Litigation	73	18	86	15	17
Business, Corporate	Corporate, M&A & Securities	46	11	39	6	4
General Practice	Education	15	9	8	1	2

Government, Regulatory, Administrative	Environmental	4	3	3	0	0
Government, Regulatory, Administrative	Government Contracts	4	0	2	1	0
Government, Regulatory, Administrative	Healthcare Regulatory	21	15	26	4	3
Business, Corporate	Insolvency	11	6	4	0	1
Intellectual Property	Intellectual Property	29	8	19	2	5
Government, Regulatory, Administrative	International Trade & Supply Chain	5	3	3	0	0
Labor and Employment	Labor & Employment	34	8	37	5	2
Litigation	Mass Tort & Product Liability	45	37	23	3	13
Trusts and Estates	Private Wealth	15	7	15	0	2
Government, Regulatory, Administrative	Public Policy, Regulatory & Government Affairs	4	2	1	0	6
Real Estate, Land Use	Real Estate & Development	39	9	46	9	2
Tax	Tax	8	2	4	1	0
Tax	Tax Credit Finance & Development	8	2	2	0	2
Government, Regulatory, Administrative	White Collar, Internal Investigations & Compliance	13	2	3	0	2

Diversity & Inclusion

Diversity Contact: Amanda Garcia-Williams

Diversity Website/URL: <https://www.huschblackwell.com/diversity-equity-inclusion>

Organization Narrative

Husch Blackwell guides clients from where they are to where they want to be by blending deep industry experience and legal know-how to help clients address their most complex and sophisticated challenges. Our firm serves clients in six main industry groups—energy and natural resources; financial services and capital markets; food systems; healthcare, life sciences and education; real estate, development and construction; and technology, manufacturing and transportation—which serve as multidisciplinary, problem-solving teams capable of bringing the right mix of legal and business expertise to bear on each matter. The firm places great importance on maintaining a collegial culture built on teamwork. Partners, associates, and legal professionals collaborate closely across practice specialties and across the firm's 21 offices. Given our emphasis on—and the necessity of—teamwork, Husch Blackwell is committed to ensuring that attorneys feel supported and have the tools to succeed both as lawyers and as business advisors.

The firm's commitment to professional development is evident at all levels. Our HB Academy provides comprehensive training to entry-level associates on essential topics, including firm culture and structure, law firm economics, associate progression and career management. A competency-based level system allows associates to advance by developing practice-based skills and meeting performance standards. Midlevel associates are selected to participate in an emerging leadership workshop, HB Emerge, and newly elected/lateral partners receive intensive strategic and leadership instruction at HB University. In addition to mentoring, training and CLE programs, the firm has a sponsorship initiative designed to advance the careers of its talented diverse and female attorneys and to expand diversity within firm leadership.

Husch Blackwell encourages attorneys to provide pro bono legal services, and it financially supports organizations that offer legal aid to persons of limited means. In 2022, the firm performed more than 21,882 hours of pro bono service.

For more information about Husch Blackwell and its legacy of exceptional service, visit [huschblackwell.com](https://www.huschblackwell.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.

For more details, visit www.nalpdirectory.com

NALP Copyright 2023