

Basic Information

Firmwide
 Organization Size: 450
 Office Size: 420
Hiring Attorney:
 Mr. Jonathan Neerman

Recruiting Contact:
 Mrs. Meghan Pier
 Director of Associate Recruiting
 100 Congress Avenue
 Suite 1100
 Austin, Texas (TX) 78701
 United States
Phone: 512.236.2097
 mpier@jw.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 225,000

Summer Compensation

2024 compensation for Post-3Ls (\$/week)

2024 compensation for 2Ls (\$/week) 4,326

2024 compensation for 1Ls(\$/week) 4,326

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? Based on performance

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	224	66	27	4	15
	Women	78	79	24	11	23
	Non-binary	0	0	0	0	0
	Total	302	145	51	15	38
Latinx	Men	13	8	0	0	1
	Women	6	9	0	1	1
	Non-binary	0	0	0	0	0
White	Men	195	47	24	4	6
	Women	62	51	22	6	15
	Non-binary	0	0	0	0	0
Black or African American	Men	3	4	3	0	4
	Women	4	4	1	1	2
	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	9	3	0	0	1
	Women	2	9	1	1	1
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	3	4	0	0	2
	Women	4	5	0	0	3
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	5	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	3	2	0	0	1
	Women	2	4	0	0	1
	Non-binary	0	0	0	0	0
Veteran	Men	6	7	4	0	1
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Edwin Buffmire
Partner
214.953.5939
ebuffmire@jw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	0.9
Average Hours per Attorney last year	30
Percent of associates participating last year	63%
Percent of partners participating last year	36%
Percent of other lawyers participating last year	48%

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
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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	18	14	19	16	23
Entry-level (non-traditional track)			1		
Lateral Partners	13		15		
Lateral Associates	30		7		
All Other Laterals (non-traditional track)	12		2		
Post-Clerkship	1		4	1	3
LL.M.s (U.S.)			1		
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls	4				
2Ls	18	11	26	11	23
1Ls	22		21		15

Number of 2023 Summer 2Ls considered for associate offers 25

Number of offers made to summer 2L associates 23

General Hiring Criteria U.S. News Law School Rankings:
 Schools Ranked 1 to 25 = Top 50%
 Schools Ranked 26 to 60 = Top 25%
 Schools Ranked 61 to 100 = Top 20%
 Schools Ranked 101 and above = Top 15%
 Schools Rank Not Listed = Top 10%

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
Bankruptcy	Bankruptcy	13	1	6	1	0
Business, Corporate	Corporate & Securities	49	6	32	6	0
Energy	Energy	9	5	3	0	0
Government, Regulatory, Administrative	Environmental, Regulatory & Legislative	14	2	1	0	1
Tax	ERISA	2	1	2	0	0

Banking, Finance	Finance	11	1	11	1	0
Government, Regulatory, Administrative	Healthcare	7	0	1	0	0
Intellectual Property	Intellectual Property	12	2	2	1	0
Labor and Employment	Labor & Employment	15	1	3	1	1
Real Estate, Land Use	Land Use	4	3	2	0	2
Litigation	Litigation	93	15	47	6	3
Real Estate, Land Use	Real Estate	44	10	23	2	3
Tax	Tax	6	2	1	0	0
Trusts and Estates	Trusts & Estates	16	1	11	0	0
International	Immigration	3	1	0	0	1

Diversity & Inclusion

Diversity Contact: Mr. Chad Cole

Diversity Website/URL: http://www.jw.com/meet_jw/what-we-value/diversity

Organization Narrative

Jackson Walker is a national, full-service law firm and the largest firm in Texas. With more than 135 years of experience in dozens of industries, we have more than 500 attorneys across six Texas offices. Jackson Walker's confident yet approachable lawyers help companies of all sizes navigate today's increasingly complex, interconnected legal landscape. Our corporate clients include some of the biggest names in business, but we also represent family-owned companies, local and regional government agencies, individuals, and nonprofits.

Firm Facts

- We represent 6 of the Fortune 10, 45 of the Fortune 100, and 167 of the Fortune 500.
- Our attorneys have represented clients in more than 85 countries and territories.
- We are currently ranked nationally in 25 practice areas in the Best Law Firms rankings, and we have 18 Chambers-ranked practice groups.
- Our trial group is one of the largest in the Southwest, with about 30 percent of the Firm's lawyers. Our diverse experience covers multiple industry sectors and takes us into courthouses across Texas and the United States.

Jackson Walker has a high partner-to-associate ratio, and we take pride in staffing clients' matters efficiently. Our associates are expected to take on responsibility right from the start. With a broad client base, our associates handle a wide variety of quality work and deal directly with clients early in their careers.

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