

Basic Information

Multi-Office Firm
 Organization Size: 426
 Office Size: 427
Hiring Attorney:
 Mr. Brian Lamping
Hiring Attorney #2:
 Ms. Sarah Wade

Recruiting Contact:
 Ms. Nicole Sipko
 Legal Talent Acquisition Specialist
 One US Bank Plaza
 St. Louis, Missouri (MO) 63101
 United States
Phone: 312-580-2313
 legalrecruiting@thompsoncoburn.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 175,000-185,000

Summer Compensation

2024 compensation for Post-3Ls (\$/week) 3365-3557
 2024 compensation for 2Ls (\$/week) 3365-3557
 2024 compensation for 1Ls(\$/week) 3365-3557

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? Non-equity partners are considered for equity partnership annually

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	202	64	11	3	7
	Women	99	77	18	4	13
	Non-binary	0	0	0	0	0
	Total	301	141	29	7	20
Latinx	Men	2	4	0	0	0
	Women	2	4	1	1	0
	Non-binary	0	0	0	0	0
White	Men	190	51	11	1	4
	Women	88	60	17	2	6
	Non-binary	0	0	0	0	0
Black or African American	Men	4	5	0	2	0
	Women	4	7	0	1	0
	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	1	2	0	0	2
	Women	4	4	0	0	4
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	2	2	0	0	1
	Women	1	2	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	8	0	0	0	0
	Women	0	4	1	0	3
	Non-binary	0	0	0	0	0
LGBTQ	Men	4	7	2	1	0
	Women	5	6	0	0	3
	Non-binary	0	0	0	0	0
Veteran	Men	12	0	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

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

Firm-wide

% Firm Billable Hours last year

Average Hours per Attorney last year

Percent of associates participating last year

Percent of partners participating last year

Percent of other lawyers participating last year

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

LAWYERS	Began Work In				Expected 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	18	16	13	13	13
Entry-level (non-traditional track)	0	0	1	0	2
Lateral Partners	7	0	10	0	
Lateral Associates	15	0	21	0	
All Other Laterals (non-traditional track)	6	0	3	0	
Post-Clerkship	2	0	1	0	
LL.M.s (U.S.)	0	0	0	0	
LL.M.s (non-U.S.)	0	0	0	0	
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	15	5	14	4	20
1Ls	7	0	6	0	4

Number of 2023 Summer 2Ls

14

considered for associate offers

Number of offers made to summer 2L associates

13

General Hiring Criteria

We consider many factors, some measurable and others intrinsic, to maintain and strengthen our close-knit firm culture. Strong academic credentials, active involvement in the community, law journal and moot court/mock trial experience, extracurricular activities, volunteer work and prior work experience, all matter. These efforts show you can thrive in our dynamic environment. We are fiercely protective of our firm community, so the ability to do excellent work in an open, collaborative and ultimately kind manner is a non-negotiable. Your ability to communicate effectively, listen attentively, work respectfully, and solve problems is essential to your – and our – success. That's Thompson Coburn's Total Commitment.

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	14	3	11	1	1
Litigation	Business Litigation	53	16	40	6	1
Business, Corporate	Corporate and Securities	29	4	12	2	

Public, Municipal	Employee Benefits	2	2	1		
Environmental	Environmental	8		1		
Bankruptcy	Financial Restructuring Group	16	4	4		
Government, Regulatory, Administrative	Government Contracts	3	2			
Government, Regulatory, Administrative	Health Care	10		5		
Intellectual Property	Intellectual Property	20	4	5	2	
Labor and Employment	Labor and Employment	15	2	8	2	2
Litigation	Mass Tort Litigation	2	3	1		
Business, Corporate	Private Client	13	2	2		
Litigation	Product Liability Litigation	8	2			
Public, Municipal	Public Finance and Public Law	5	2	1		
Litigation	Railroad Litigation	2	1			
Real Estate, Land Use	Real Estate	14	6	6		1
Tax	Tax	3		1		1
Tax	Tax Credits	6		1		
Energy	Energy	8	1	2		
Government, Regulatory, Administrative	International Trade	5		1		
Government, Regulatory, Administrative	Public Transit	2	2			
Real Estate, Land Use	Real Estate Land Use	3				
Real Estate, Land Use	Real Estate Tax Assessment	3				
Government, Regulatory, Administrative	Lobbying & Policy	3				2

Diversity & Inclusion

Diversity Contact: Ms. Norma Jackson

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

Organization Narrative

Total Commitment – to our clients, to our colleagues and to our communities – is the beating heart of Thompson Coburn. We are a full-service, values-driven law firm with more than 400 attorneys doing sophisticated, impactful work in more than 50 areas of law. With offices in Chicago, Dallas, Los Angeles, New York, St. Louis, Southern Illinois, and Washington, D.C., we serve clients across the U.S. and around the world, encompassing the full spectrum of industry sectors. Clients include some of the largest, most progressive global companies, with Enterprise Rent-A-Car, Kawasaki, Bayer, US Bank, Nestle Purina, Charter Communications, BNSF Railway, and United Way of Greater St. Louis among them. Thompson Coburn was named to BTI Consulting Group's Client Service A-Team 2020, the only law firm ranking based on direct, unprompted feedback from corporate counsel.

Our work is interesting and meaningful. Thompson Coburn 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. Our 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.

Smart growth through thoughtful expansion is key to Thompson Coburn's success. And, the firm invests significant resources to integrate and support incoming attorneys and give them the tools they need to deliver value to clients, expand their practices, and pursue leadership opportunities inside and outside of the firm. Mentorship is a cornerstone of the firm's culture. Connecting attorneys with seasoned practitioners and firm leaders is an imperative, and fosters meaningful mentorship relationships on a formal and 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.

What sets us apart is that we want associates and partners to be engaged and fulfilled in all facets of their lives, and we understand that a balanced life of work, family and social commitment is essential to long-term success. We don't just talk life satisfaction, we create and live it.

Making a meaningful difference in our communities is part of who we are as a firm, and we place a high priority on pro bono work and community engagement. Our firm encourages all of our professionals to participate in pro bono activities, for which we give credit as for billable work.

For 14 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 supporting and promoting women to 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

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