

### 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 333

2024 compensation for entry-level lawyers (\$/year) 130,000-200,000

**Summer Compensation**

2024 compensation for Post-3Ls (\$/week) 0

2024 compensation for 2Ls (\$/week) 2,500-3,845

2024 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	274	163	136	14	39
	Women	139	194	92	16	72
	Non-binary	0	2	0	0	1
	<b>Total</b>	<b>413</b>	<b>359</b>	<b>228</b>	<b>30</b>	<b>112</b>
<b>Latinx</b>	Men	2	12	5	1	7
	Women	3	15	1	0	7
	Non-binary	0	0	1	0	0
<b>White</b>	Men	254	122	115	9	25
	Women	116	150	83	15	49
	Non-binary	0	1	0	0	1
<b>Black or African American</b>	Men	1	8	2	0	2
	Women	5	12	2	1	5
	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	3	9	1	0	1
	Women	10	7	3	0	4
	Non-binary	0	1	0	0	1
<b>Native American or Alaska Native</b>	Men	1	0	1	0	0
	Women	0	1	1	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	8	1	5	2	3
	Women	2	5	1	0	7
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	25	12	16	1	4
	Women	19	44	18	3	13
	Non-binary	0	1	0	0	1
<b>LGBTQ</b>	Men	8	16	3	0	4
	Women	4	13	3	1	12
	Non-binary	0	2	0	0	0
<b>Veteran</b>	Men	13	12	14	0	0
	Women	0	3	0	0	2
	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	1.8
Average Hours per Attorney last year	26.5
Percent of associates participating last year	79
Percent of partners participating last year	42
Percent of other lawyers participating last year	30

## 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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	48	43	55	53	76
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	23	NC	32	NC	NC
Lateral Associates	54	NC	39	NC	NC
All Other Laterals (non-traditional track)	66	NC	40	NC	NC
Post-Clerkship	3	2	1	1	2
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	66	16	80	23	62
1Ls	34	0	32	0	37

Number of 2023 Summer 2Ls considered for associate offers 80

Number of offers made to summer 2L associates 76

**General Hiring Criteria** We look for proactive, dynamic, and entrepreneurial individuals with varied backgrounds, interests, and experience for a diverse candidate pool and summer associate class. Successful candidates demonstrate strong academic performance, intellectual curiosity, analytical skills, leadership ability, initiative, interpersonal skills, writing and communication skills, 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	21	6	15	2	3
General Practice	Benefits & Compensation	6	0	3	1	1

<b>Litigation</b>	Commercial Litigation	77	22	91	13	17
<b>Business, Corporate</b>	Corporate, M&A & Securities	50	16	35	8	2
<b>General Practice</b>	Education	14	9	8	0	3
<b>Government, Regulatory, Administrative</b>	Environmental	4	2	3	0	1
<b>Government, Regulatory, Administrative</b>	Government Contracts	4	1	1	0	0
<b>Government, Regulatory, Administrative</b>	Healthcare Regulatory	23	19	27	4	1
<b>Business, Corporate</b>	Insolvency	10	6	3	1	1
<b>Intellectual Property</b>	Intellectual Property	35	16	24	4	12
<b>Government, Regulatory, Administrative</b>	International Trade & Supply Chain	7	7	3	0	2
<b>Labor and Employment</b>	Labor & Employment	34	14	39	3	3
<b>Litigation</b>	Mass Tort & Product Liability	44	38	25	4	14
<b>Trusts and Estates</b>	Private Wealth	15	9	13	2	4
<b>Government, Regulatory, Administrative</b>	Public Policy, Regulatory & Government Affairs	4	0	2	1	6
<b>Real Estate, Land Use</b>	Real Estate & Development	34	13	56	11	3
<b>Tax</b>	Tax	8	2	4	0	0
<b>Tax</b>	Tax Credit Finance & Development	8	3	2	0	1
<b>Government, Regulatory, Administrative</b>	White Collar, Internal Investigations & Compliance	12	2	3	0	1
<b>Energy</b>	Energy Regulatory	4	3	3	0	1

## Diversity & Inclusion

**Diversity Contact:** Amanda Garcia-Williams

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

## Organization Narrative

At Husch Blackwell, we turn common practice on its head in pursuit of client success, leveraging our industry knowledge and legal acumen to tackle complex challenges. We serve clients across 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.

We place great value on teamwork. Our teams are multi-disciplinary and uniquely staffed with partners, associates, business consultants, data scientists, and client service managers who deliver holistic solutions tailored to our clients' needs. Attorneys and business professionals are empowered to work together not only across practice areas, but also across our 20+ brick-and-mortar offices, and our virtual office, The Link. We have invested in collaboration by providing the tools and infrastructure necessary for both our people and our clients to succeed.

The firm's commitment to professional development is evident at all levels. HB Foundations provides comprehensive training to entry-level associates on essential topics, including firm culture and structure, law firm economics, associate progression, and career management. Associates progress through a competency-based system, honing their legal skills and meeting performance benchmarks. 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.

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 2023, the firm performed nearly 27,000 hours of pro bono service.

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

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