

Basic Information

Firm-wide
 Organization Size: 436
 Office Size: 448
Hiring Attorney:
 Ms. Tammie Ptacek
Hiring Attorney #2:
 Ms. Chelsea Templeton

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

2024 compensation for entry-level lawyers (\$/year) 170,000

Summer Compensation

2024 compensation for Post-3Ls (\$/week)
 2024 compensation for 2Ls (\$/week) 3,265
 2024 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	215	58	16	2	13
	Women	68	67	15	3	20
	Non-binary	0	0	0	0	0
	Total	283	125	31	5	33
Latinx	Men	2	2	0	0	1
	Women	2	9	1	0	4
	Non-binary	0	0	0	0	0
White	Men	198	50	14	2	7
	Women	58	44	11	3	13
	Non-binary	0	0	0	0	0
Black or African American	Men	4	2	1	0	1
	Women	2	2	0	0	1
	Non-binary	0	1	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	4	2	0	0	1
	Women	3	5	2	0	2
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	1
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	2	1	0	0	0
	Women	1	5	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	4	6	0	0	3
	Women	0	9	1	0	2
	Non-binary	0	0	0	0	0
LGBTQ	Men	5	3	0	0	1
	Women	1	2	1	0	0
	Non-binary	0	0	0	0	0
Veteran	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	3.28%
Average Hours per Attorney last year	40
Percent of associates participating last year	100%
Percent of partners participating last year	73%
Percent of other lawyers participating last year	80%

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
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	17	6	6	11	UNK
Entry-level (non-traditional track)					UNK
Lateral Partners	5	0	17	0	UNK
Lateral Associates	18	1	20	1	UNK
All Other Laterals (non-traditional track)	4	0	4	0	UNK
Post-Clerkship	11	2	2	0	UNK
LL.M.s (U.S.)	1	0	1	0	UNK
LL.M.s (non-U.S.)	0	0	0	0	UNK
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	13	4	24	4	24
1Ls	9	0	10	N/A	4

Number of 2023 Summer 2Ls considered for associate offers 21

Number of offers made to summer 2L associates 20

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	15	3	7	1	0
Bankruptcy	Bankruptcy and Creditors' Rights	16	3	4	1	0
Litigation	Business and Commercial Litigation I	21	4	5	0	1
Litigation	Business and Commercial Litigation II	31	2	4	1	0

Business, Corporate	Corporate Finance	25	2	19	9	1
Energy Environmental	Energy, Environmental, Mining and Transportation	26	3	9	3	1
Banking, Finance Litigation	Financial Services and Class Action Litigation	26	3	7	1	0
Business, Corporate	Healthcare and Insurance	7	0	4	2	0
Intellectual Property	Intellectual Property and Technology	28	4	7	2	0
Labor and Employment	Labor, Employment and Employee Benefits	29	4	13	3	1
Litigation	Litigation Associates Group	0	0	20	11	0
Business, Corporate	Private Business Group	12	1	5	3	0
Real Estate, Land Use Public, Municipal	Real Estate and Public Finance	33	4	20	4	0
Tax Trusts and Estates	Tax, Trusts and Estates	13	1	4	1	0

Diversity & Inclusion

Diversity Contact: Ms. Ann 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 13 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 2024 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.

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.