

### Basic Information

Two Commerce Square  
2001 Market Street, Suite  
4100  
Philadelphia, PA 19103  
Organization Size: 900  
Office Size: 18  
**Hiring Attorney:**  
Ms. Katherine Katchen

**Recruiting Contact:**  
Ms. Louisa Heller  
Director of Attorney Development  
Two Commerce Square  
2001 Market Street, Suite 4100  
Philadelphia, Pennsylvania (PA)  
19103  
United States  
**Phone:** 215.965.1200  
lheller@akingump.com

### Compensation & Benefits

2017 compensation for entry-level lawyers (\$/year) 180,000  
**Summer Compensation**  
2017 compensation for Post-3Ls (\$/week) 3,500  
2017 compensation for 2Ls (\$/week) 3,500  
2017 compensation for 1Ls(\$/week) 3,500

### Partnership & Advancement

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track? 8-9

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 5	6	1	0	0
	Women 3	5	1	0	0
	Total 8	11	2	0	0
<b>Latinx</b>	Men 4	6	1	0	0
	Women 3	5	1	0	0
<b>White</b>	Men 1	0	0	0	0
	Women 0	0	0	0	0
<b>Black or African American</b>	Men 0	0	0	0	0
	Women 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
<b>Asian</b>	Men 0	0	0	0	0
	Women 0	0	0	0	0
<b>Native American or Alaska Native</b>	Men 0	0	0	0	0
	Women 0	0	0	0	0
<b>2 or More Races</b>	Men 0	0	0	0	0
	Women 0	0	0	0	0
<b>Persons with Disabilities</b>	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men 0	0	0	0	0
	Women 0	0	0	0	0
<b>Veteran</b>	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

NALP Copyright 2022

## Pro Bono/Public Interest

Steven H. Schulman  
Partner  
202.887.4071  
sschulman@akingump.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	5%
Average Hours per Attorney last year	100
Percent of associates participating last year	98%
Percent of partners participating last year	68%
Percent of other lawyers participating last year	79%

## 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
	2015	Prior Summer Associates	2016	Prior Summer Associates	2017
Entry-level	0	N/A	0	0	0
Entry-level (non-traditional track)	1	0	0	0	TBD
Lateral Partners	0	0	0	0	TBD
Lateral Associates	1	0	0	0	TBD
All Other Laterals (non-traditional track)	3	0	0	0	TBD
Post-Clerkship	0	N/A	0	N/A	TBD
LL.M.s (U.S.)	0	N/A	0	N/A	N/A
LL.M.s (non-U.S.)	0	N/A	0	N/A	N/A
<b>SUMMER</b>					
Post-3Ls	0	N/A	0	N/A	
2Ls	1	0	0	N/A	
1Ls	0	N/A	0	N/A	

Number of 2016 Summer 2Ls considered for associate offers 0

Number of offers made to summer 2L associates 0

General Hiring Criteria We select our participants each year from among many highly qualified candidates. High academic achievement, extra-curricular activities (Law Review, Moot Court, other journals), initiative and strong motivation are the criteria we consider. We also look for other indicators of likely success such as demonstrated leadership skills, strong interpersonal skills, good judgment, willingness to assume responsibility, maturity, non-academic experience, and the ability to work well with others. The Intellectual Property practice of Akin Gump's Philadelphia office seeks candidates who have earned advanced degrees in the Life Sciences (e.g., Biology, Chemistry, Immunology, Biochemistry, Molecular and Cellular Biology, etc.).

## 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

<b>Intellectual Property</b>	Intellectual Property	5	2	6	1
<b>Labor and Employment</b>	Labor	0	0	1	0
<b>Litigation</b>	Litigation	3	0	1	2
<b>Government, Regulatory, Administrative</b>	International Trade	0	0	1	0

## Diversity & Inclusion

**Diversity Contact:** Ms. Louisa Heller

**Diversity Website/URL:** <http://www.akingump.com/en/our-firm/diversity/index.html>

## Organization Narrative

Akin Gump Strauss Hauer & Feld LLP is a leading global law firm with 20 offices and more than 900 lawyers and advisors in the United States, Asia, Europe and the Middle East. Our legal work is varied and interesting and offers exciting and challenging opportunities to practice law in one of the world's largest law firms. Our firm was founded in Dallas in 1945 by Richard A. Gump and Robert S. Strauss and is defined by five core values: collegiality, commitment, excellence, integrity and intensity. These values characterize the qualities we seek in attorneys and the philosophy of Akin Gump as a whole. Akin Gump has also maintained a longstanding commitment to diversity and inclusiveness at all levels.

The summer program is designed to provide summer associates a clear picture of the diversity of work and resources available to them at the firm, as well as a strong sense of what it is like to practice law at Akin Gump. Summer associates have the opportunity to work on challenging and interesting assignments and projects that are similar to those performed by first and second year attorneys. The assignments are geared to maximize front-line responsibility on the part of the summer associates while ensuring that they receive appropriate supervision from experienced attorneys.

In an effort to provide both a realistic and rewarding experience, summer associates are given many opportunities to get to know our lawyers through mentoring, assignments and training, as well as through a variety of social events. The firm's goal is to make offers of employment to summer associates who demonstrate the ability to practice law at the level required by our firm. The success of the summer program is underscored by the fact that a large number of Akin Gump attorneys were once summer associates themselves.

Akin Gump is dedicated to the professional growth and development of its associates. The firm has instituted a firmwide compensation and bonus structure that is an integral part of Akin Gump's strategy to recruit, develop, support and reward our associates. This structure includes our counsel position, which recognizes our associates who are on partnership track at their sixth year of practice.

It is part of our established culture at Akin Gump that attorneys are involved in firm life. Associates and counsel participate in firm committees in each of our offices, including associates committees, diversity committees, hiring committees and pro bono committees. In addition, a group of associates and counsel representing all offices and associate class years serves on the firmwide Chairperson's Associates Committee. This group meets on a quarterly basis with the firm's chairperson to discuss relevant issues and participate in setting firm policies. We believe that the active involvement of our associates and counsel in so many areas fosters a deep commitment to the firm and its members.

At Akin Gump we believe that the very best training is imparted when our lawyers handle actual matters. Ideally, all of our associates will learn best by working closely with more-senior lawyers on projects that are crucial to our clients. We also work to ensure that our lawyers are allowed to stretch their abilities in their assignments as early as possible.

Akin Gump's professional development program is anchored by four core competencies – ownership, professional excellence, service and teamwork, and client focus. The firm offers a comprehensive formal training program carefully calibrated to each associate's stage of development and area of practice. Our formal training complements the firm's competency framework and includes a core curriculum of skills and practice-specific training. We offer courses on a wide variety of subject matters, including, among others, legal writing, corporate drafting, finance and accounting, oral communication and leadership, business development and management skills training. In addition, we offer a comprehensive advocacy curriculum complete with workshops on deposition skills, discovery and motions practice. Corporate courses include programs on structuring transactions, filings, debt tender offers and corporate negotiation skills.

All levels of management champion the firm's commitment and policy of encouraging associates and counsel to participate in pro bono practice as part of their on-going workload. Akin Gump's pro bono practice is led by Pro Bono Partner Steven Schulman. We recognize that attorneys, especially those less experienced, more junior lawyers, obtain valuable experience on pro bono matters. Under the firm's competency-based approach to professional development, pro bono plays an important role in further enhancing associate and counsel professional development, and the firm works to ensure that our pro bono program provides opportunities consistent with the competency model.

Akin Gump is proud of its history and growth, but above all we are proud of the professionals and support staff who have made the firm such an incredible place to practice law. To learn more, please visit our website at [www.akingump.com](http://www.akingump.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](http://www.nalpdirectory.com)

NALP Copyright 2022