

## Basic Information

Robert Strauss Tower      **Recruiting Contact:**  
 2001 K Street NW      Mr. Dmitriy Galyutin  
 Washington, DC      Attorney Recruiting & Development Manager  
 20006      Akin Gump Strauss Hauer & Feld LLP  
 Organization Size: 900      1333 New Hampshire Avenue, NW  
 Office Size: 258      Washington, District of Columbia (DC) 20036  
**Hiring Attorney:**  
 Mr. Charlie Johnson      United States  
**Phone:** 202.887.4061  
 dgalyutin@akingump.com

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	74	58	22	2	10
	Women	16	45	14	5	11
	Total	90	103	36	7	21
<b>Latinx</b>	Men	1	1	0	0	0
	Women	0	0	1	0	0
<b>White</b>	Men	68	49	19	2	9
	Women	12	34	9	5	9
<b>Black or African American</b>	Men	2	1	1	0	0
	Women	1	7	2	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	3	5	1	0	0
	Women	1	3	1	0	0
<b>Native American or Alaska Native</b>	Men	0	1	1	0	0
	Women	1	1	1	0	0
<b>2 or More Races</b>	Men	0	0	0	0	0
	Women	0	0	0	0	2
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	1	3	1	0	NC
	Women	1	1	0	0	NC
<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)

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## Compensation & Benefits

2017 compensation for entry-level lawyers (\$/year)	180,000
<b>Summer Compensation</b>	
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

## Pro Bono/Public Interest

Steven H. Schulman

Partner

202.887.4071

[sschulman@akingump.com](mailto: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	
Entry-level	8	8	7	6	20
Entry-level (non-traditional track)	0	N/A	0	0	TBD
Lateral Partners	5	0	4	0	TBD
Lateral Associates	8	0	14	0	TBD
All Other Laterals (non-traditional track)	1	1	2	0	TBD
Post-Clerkship	2	2	1	1	TBD
LL.M.s (U.S.)	0	N/A	0	N/A	0
LL.M.s (non-U.S.)	0	N/A	0	N/A	0
<b>SUMMER</b>					
Post-3Ls	0	N/A	0	N/A	0
2Ls	11	3	16	2	17
1Ls	3	0	5	N/A	TBD

Number of 2016 16

Summer 2Ls

considered for  
associate offers

Number of offers made 16  
to summer 2L  
associates

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.

## 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
Government, Regulatory, Administrative	Communications	3	0	2		1

<b>Business, Corporate</b>	Corporate	6	2	3	0
<b>Business, Corporate</b>	Cross Border Transactions	5	1	4	0
<b>Energy International</b>					
<b>Energy Government, Regulatory, Administrative</b>	Energy Regulatory	2	1	4	0
<b>Government, Regulatory, Administrative</b>	Environment, Natural Resources & Land	2	1	1	1
<b>Banking, Finance Bankruptcy</b>	Financial Restructuring	2	1	5	0
<b>General Practice</b>	General	3	1	0	0
<b>Government, Regulatory, Administrative</b>	Health	6	3	10	0
<b>Intellectual Property</b>	Intellectual Property	3	1	6	0
<b>Government, Regulatory, Administrative International</b>	International Trade	11	5	25	0
<b>Banking, Finance Business, Corporate</b>	Investment Funds	2	2	9	0
<b>Labor and Employment</b>	Labor	8	3	9	0
<b>Appellate Litigation</b>	Litigation	18	3	23	5
<b>Government, Regulatory, Administrative</b>	Public Law & Policy	20	11	9	0
<b>Tax</b>	Tax	2	1	1	0
<b>Business, Corporate Energy</b>	Global Projects & Finance	1	0	4	0

## Diversity & Inclusion

**Diversity Contact:** Mr. Dmitriy Galyutin

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

## Organization Narrative

Akin Gump Strauss Hauer & Feld LLP was founded in Dallas in 1945 by Richard A. Gump and Robert S. Strauss. Akin Gump today has 20 offices worldwide and more than 900 attorneys. 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 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.

Established in 1971, the Washington, D.C. office, the firm's largest, has grown to over 200 attorneys. Each of Akin Gump's key practice areas are represented here, including our highly regarded litigation and corporate departments. In addition, our Washington appellate, public law and policy, international trade, financial restructuring, regulatory, and labor and employment practices are recognized nationally, and our lawyers are routinely sought out for their extensive expertise.

Our 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 and live in Washington, D.C. Summer associates have the opportunity to work on challenging assignments from all of our practice areas on projects that are similar to those performed by first and second year attorneys. We also offer special opportunities to attend congressional hearings, depositions, witness interviews, and client meetings with our attorneys. Summer associates are encouraged to work on pro bono matters and are assigned to projects that are well-suited to their interests and talents. 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.

We provide summer associates with many training and development opportunities during the summer through our Summer Development Series, which offers programs such as legal writing, pro bono training, presentation skills, law firm economics and a judicial clerkship advice panel. 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. Our hope is to give summer associates a true sense of our office culture while showcasing the vibrant and rich culture that makes Washington such a great place to live. Our 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 our summer program is underscored by the fact that a large number of our attorneys were once Akin Gump summer associates themselves.

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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 and connection 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.akngump.com](http://www.akngump.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.

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