

Basic Information

One Bryant Park
New York, NY 10036
Organization Size: 900
Office Size: 203
Hiring Attorney: Mr. David Botter

Recruiting Contact:
Ms. Bryna Beckler-Knoll Esq.
Senior Manager - Attorney Recruiting & Diversity
Akin Gump Strauss Hauer & Feld LLP
One Bryant Park
New York, New York (NY) 10036
United States
Phone: 212.872.1000
bbeckler-knoll@akingump.com

Compensation & Benefits

2018 compensation for entry-level lawyers (\$/year) 190,000

Summer Compensation

2018 compensation for Post-3Ls (\$/week) 3,650
2018 compensation for 2Ls (\$/week) 3,650
2018 compensation for 1Ls(\$/week) 3,650

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 62	65	13	3	8
	Women 19	60	9	7	10
	Total 81	125	22	10	18
Latinx	Men 1	4	0	0	0
	Women 1	3	0	1	UNK
White	Men 56	52	13	2	UNK
	Women 15	50	7	4	UNK
Black or African American	Men 1	0	0	1	UNK
	Women 0	1	0	1	UNK
Native Hawaiian or Other Pacific Islander	Men 0	0	0	0	UNK
	Women 0	0	0	0	UNK
Asian	Men 4	7	0	0	UNK
	Women 3	6	2	1	UNK
Native American or Alaska Native	Men 0	0	0	0	UNK
	Women 0	0	0	0	UNK
2 or More Races	Men 0	1	0	0	UNK
	Women 0	1	0	0	UNK
Persons with Disabilities	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC
LGBTQ	Men 2	7	0	0	NC
	Women 0	1	0	0	NC
Veteran	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC

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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	105
Percent of associates participating last year	98%
Percent of partners participating last year	67%
Percent of other lawyers participating last year	89%

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 2018
	2016	Prior Summer Associates	2017	Prior Summer Associates	
Entry-level	12	11	14	12	19
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	1	0	1	0	TBD
Lateral Associates	14	0	19	0	TBD
All Other Laterals (non-traditional track)	3	0	2	0	TBD
Post-Clerkship	2	0	1	1	TBD
LL.M.s (U.S.)	0	N/A	0	0	TBD
LL.M.s (non-U.S.)	0	N/A	0	0	TBD
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	16	3	0	0	18
1Ls	2	N/A	0	0	TBD

Number of 2017 Summer 2Ls considered for associate offers 20

Number of offers made to summer 2L associates 19

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
Business, Corporate	Corporate	15	3	20		1

Bankruptcy	Financial Restructuring	11	2	12	0
General Practice	General	1	1	0	0
Intellectual Property	Intellectual Property	2	1	3	0
Banking, Finance Business, Corporate	Investment Funds	11	1	14	0
Labor and Employment	Labor	2	1	4	1
Litigation	Litigation	19	2	38	3
Tax Trusts and Estates	Tax	15	10	16	1
Business, Corporate Energy	Oil & Gas/Natural Resources	1	0	1	0
Government, Regulatory, Administrative	International Trade	0	0	1	0

Diversity & Inclusion

Diversity Contact: Ms. Michele Meyer-Shipp

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.

Since its establishment in 1993, the New York office has grown to over 200 lawyers. Our associates continue to be attracted by the highly sophisticated work, the high caliber of our clients, and the quality of life, a combination not often found in New York law firms. Despite our growth, we believe we have successfully maintained the congenial, informal atmosphere that characterizes the firm and the New York office. Our practice includes general corporate and banking, corporate finance, securities, investment funds and private equity, mergers and acquisitions, commercial litigation, project finance, ERISA, financial restructuring, labor and employment, intellectual property and tax.

Our summer program is designed to present a realistic and meaningful picture of firm life. Summer associates are assigned and expected to handle substantive legal work under the close supervision of experienced attorneys. We encourage our summer associates to accompany lawyers to court hearings, depositions, client meetings, and negotiating and drafting sessions. We also offer an extensive training program for our summer associates. The main features of the training are three interactive programs for financial restructuring, corporate, and litigation. In addition, as an integral part of our summer program, Akin Gump has a Summer Pro Bono Program that is specifically tailored to summer associates. Taking advantage of our relationships with numerous legal services organizations, Akin Gump identifies and accepts pro bono projects that are well-suited to the interests and talents of our summer associates. 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 also sponsor social events to help our summer associates foster close working and social relationships with our lawyers. Our hope is to give them a true sense of our office culture and close-knit community among all of our attorneys and staff. We extend offers of employment to summer associates who demonstrate the ability to practice law at the level required by our practice.

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.akingump.com.

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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