

Basic Information

98 San Jacinto Boulevard
Suite 1900
Austin, TX 78701
Organization Size: 312
Office Size: 16
Hiring Attorney:
Mrs. Ashley Phillips

Recruiting Contact:
Ms. Maggie McClew
Manager of Law Student Recruiting
1722 Routh Street
Suite 1500
Dallas, Texas (TX) 75201
United States
Phone: 214.969.1328
maggie.mcclew@tklaw.com

Compensation & Benefits

2020 compensation for entry-level lawyers (\$/year) 190,000

Summer Compensation

2020 compensation for Post-3Ls (\$/week)

2020 compensation for 2Ls (\$/week) 3,653

2020 compensation for 1Ls(\$/week) 3,653

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track? 8.5

How many years is the equity track? 10.5

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	4	4	0	0
	Women	4	2	0	0
	Non-binary	0	0	0	0
	Total	8	6	0	0
Latinx	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
White	Men	4	3	0	0
	Women	4	1	0	0
	Non-binary	0	0	0	0
Black or African American	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
Asian	Men	0	1	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
2 or More Races	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
Persons with Disabilities	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
LGBTQ	Men	0	0	0	0
	Women	1	0	0	0
	Non-binary	0	0	0	0
Veteran	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0

Pro Bono/Public Interest

Chris Chauvin
 Chair of Pro Bono Committee
 (214) 969-1662
 Chris.Chaudin@tklaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	1.2%
Average Hours per Attorney last year	36
Percent of associates participating last year	65
Percent of partners participating last year	27
Percent of other lawyers participating last year	7

Professional Development

Evaluations	Semi-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

	Began Work In				Expected 2020
	2018	Prior Summer Associates	2019	Prior Summer Associates	
LAWYERS					
Entry-level					
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates					
All Other Laterals (non-traditional track)					
Post-Clerkship			1		
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls			3	1	
1Ls	1				

Number of 2019 Summer 2Ls considered for associate offers 3

Number of offers made to summer 2L associates 3

General Hiring Criteria We look for candidates at the top of their law school class with law review and/or moot court experience, and who consistently encompass other strong indicators of academic excellence, teamwork, diversity and inclusion.

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
Litigation	Trial	3	0	1	0	0
Government, Regulatory, Administrative	Government & Regulatory	5	0	5	0	0

Diversity & Inclusion

Diversity Contact: Mrs. Nichole Dotson-Olajuwon

Diversity Website/URL: <https://www.tklaw.com/diversityinclusion>

Organization Narrative

The Austin office overlooks Lady Bird Lake and is a short distance from the State Capitol, numerous Texas state agencies, and The University of Texas at Austin campus. The Hike and Bike Trail, an oasis in the center of the city for outdoor activities, is just steps away. Few Texas cities rival Austin in ingenuity, creativity, and sophistication, and our Austin office is a reflection of that environment.

In addition to providing legal services in trial, appellate, oil and gas, energy, and corporate transactional matters, our Austin attorneys have recognized experience in government and regulatory matters at the local, state, and federal levels and have been effective advocates for our clients in legislative efforts, strategic initiatives, agency hearings, and regulatory and compliance matters, with a particular focus on environmental and electric power issues.

In the 2020 edition of *U.S. News - Best Lawyers*® "Best Law Firms," Thompson & Knight received seven tier-one rankings in the Austin metropolitan area alone, and the Firm was named "Law Firm of the Year" in Natural Resources Law (2018). Additionally, our rankings in prestigious publications such as *Chambers USA* 2019 by Chambers and Partners and *The Best Lawyers in America*® 2019 by Woodward/White Inc. are among the best in the nation.

Our Firm remains committed to providing a positive work environment and invests in our attorneys early in their careers. Thompson & Knight ranked 12th nationally among Vault's 2020 Best Law Firms to Work For and sixth nationally for Best Summer Associate Programs.

For more information, please visit www.tklaw.com or follow us @thompsonknightrecruiting.

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

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