

Basic Information

1722 Routh Street
Suite 1500
Dallas, TX 75201
Organization Size: 312
Office Size: 170
Hiring Attorney:
Mr. David Lawrence

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	64	28	10	0	11
	Women	21	33	9	1	10
	Non-binary	0	0	0	0	0
	Total	85	61	19	1	21
Latinx	Men	0	0	0	0	0
	Women	1	0	0	1	1
	Non-binary	0	0	0	0	0
White	Men	60	25	8	0	8
	Women	18	27	8	0	5
	Non-binary	0	0	0	0	0
Black or African American	Men	0	0	1	0	1
	Women	0	3	0	0	2
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	1	0	0	0	0
	Women	0	0	1	0	0
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	2	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	1	3	1	0	2
	Women	2	2	0	0	2
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	2	0	0	0	0
	Women	0	1	0	0	1
	Non-binary	0	0	0	0	0
LGBTQ	Men	1	2	0	0	0
	Women	2	2	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	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

LAWYERS	Began Work In				Expected 2020
	2018	Prior Summer Associates	2019	Prior Summer Associates	
Entry-level			7	7	
Entry-level (non-traditional track)					
Lateral Partners	1		1		
Lateral Associates			4		
All Other Laterals (non-traditional track)	2		4		
Post-Clerkship	1				
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	9	1	12	2	14
1Ls	3		6		7

Number of 2019 Summer 2Ls considered for associate offers 12

Number of offers made to summer 2L associates 12

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
Bankruptcy	Bankruptcy & Restructuring	1	1	2	0	0
Business, Corporate	Corporate & Securities	10	0	15	3	0
Labor and Employment	Employment & Labor	5	3	2	0	0
Banking, Finance	Finance	3	0	3	0	0

Government, Regulatory, Administrative	Government & Regulatory	1	0	0	0	0
General Practice	Healthcare	2	0	2	0	1
Intellectual Property	Intellectual Property	8	0	5	0	0
International	International Energy	2	0	1	0	0
Energy	Oil & Gas	3	0	2	0	0
Real Estate, Land Use	Real Estate & Banking	15	3	8	1	0
Tax	Tax	11	5	5	0	0
Litigation	Trial	23	7	16	3	0

Diversity & Inclusion

Diversity Contact: Mrs. Nichole Dotson-Olajuwon

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

Organization Narrative

Dallas is what most people think of when they think of Texas – busy, growing, diverse, and cultured. Big things happen here! The Dallas office of Thompson & Knight is nestled in the Arts District, which also houses the Dallas Museum of Art, Nasher Sculpture Center, and Winspear Opera House. Thompson & Knight is proud to have been honored every year since 2004 with the “Best Places to Work” award by the *Dallas Business Journal*. Additionally, we are honored to be ranked 12th nationally among Vault’s 2020 Best Law Firms to Work For and sixth nationally for Best Summer Associate Programs. Fully committed to the health and well-being of our attorneys, Thompson & Knight was the first Texas-based law firm to sign on to the ABA’s Well-Being Pledge in 2018.

As a full-service law firm, we represent clients across a wide array of industries and specialties. Clients benefit from our strength in many areas, including energy, oil and gas, finance, corporate and securities, real estate and banking, capital markets, mergers and acquisitions, bankruptcy and restructuring, environmental, tax, labor and employment, intellectual property, data privacy and cybersecurity, government and regulatory, and healthcare. Our traditional focus on litigation also remains strong, with well over a quarter of our attorneys engaged in trial and appellate work.

Established in Dallas in 1887, Thompson & Knight has been at the forefront of groundbreaking litigation and transactions that have historically shaped the legal and business communities in Texas and the Southwest. We were among the first to practice law in Dallas’ Old Red Courthouse, and as Dallas became an international center of commerce, finance, energy, and technology, our practice grew far beyond Dallas’ city limits.

Today, Thompson & Knight maintains that influence and leadership as one of the oldest and largest firms in the state, with more than 300 attorneys in its Texas and New York offices, and international offices and associations in the Americas, North Africa, and Europe.

Throughout Thompson & Knight’s history, our resilience as well as our ability and willingness to adapt have fueled our many successes. Most recently, in the 2020 *U.S. News - Best Lawyers*® “Best Law Firms,” Thompson & Knight received 37 tier-one rankings in the Dallas metropolitan area alone, and the Firm was named “Law Firm of the Year” in Natural Resources Law (2018). 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. Additionally, 27 attorneys in 10 different practice areas were recognized in 2019 “Best Lawyers in Dallas” by *D Magazine*.

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

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