

Basic Information

Firmwide
 Organization Size: 312
 Office Size: 254
Hiring Attorney:
 Mrs. Jessica Hammons

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	95	44	15	0	16
	Women	36	46	13	1	15
	Non-binary	0	0	0	0	0
	Total	131	90	28	1	31
Latinx	Men	0	0	0	0	0
	Women	2	1	0	1	1
	Non-binary	0	0	0	0	0
White	Men	90	40	13	0	13
	Women	30	38	12	0	9
	Non-binary	0	0	0	0	0
Black or African American	Men	0	0	1	0	1
	Women	1	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	2	1	0	0	0
	Women	1	1	1	0	2
	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	1
	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	4	0	0	0
	Women	3	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	11	9	11	11	
Entry-level (non-traditional track)					
Lateral Partners	2		3		
Lateral Associates	13		6		
All Other Laterals (non-traditional track)	2		5		
Post-Clerkship	2		1		
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	12	2	24	4	20
1Ls	8		11		11

Number of 2019 Summer 2Ls considered for associate offers 24

Number of offers made to summer 2L associates 24

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
Business, Corporate	Corporate & Securities	19	2	23	4	0
Bankruptcy	Bankruptcy & Restructuring	4	2	3	1	0
Banking, Finance	Finance	7	0	6	1	0
Energy	Oil & Gas	7	0	3	0	0

Real Estate, Land Use	Real Estate & Banking	22	6	12	1	0
Tax	Tax	14	6	5	0	0
Litigation	Trial	33	8	23	4	0
General Practice	Healthcare	2	1	2	0	1
Intellectual Property	Intellectual Property	9	0	5	0	0
Labor and Employment	Employment & Labor	5	3	2	0	0
Government, Regulatory, Administrative	Government & Regulatory	6	0	5	0	0
International	International Energy	2	0	1	0	0

Diversity & Inclusion

Diversity Contact: Mrs. Nichole Dotson-Olajuwon

Diversity Website/URL: <https://www.tklaw.com/diversity-inclusion>

Organization Narrative

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. 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.

With a client-focused, team-oriented culture that prizes innovation and responsiveness, Thompson & Knight takes pride in the independence and determination that are hallmarks of the Firm's roots in the Lone Star State. 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.

In addition to providing a wide range of traditional legal services to clients in many industries, the Firm takes pride in the depth of experience in the energy industry. Thompson & Knight was named "Law Firm of the Year" in Natural Resources Law (2018) and received 28 national rankings, including tier-one designations in nine practice areas in the 2019 edition of "Best Law Firms."

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.

Thompson & Knight is a diverse law firm committed to equality in the workplace and to encouraging diversity and inclusion both within and outside the Firm. We promote diversity and inclusion in thought and action through the organizations we support; the companies with whom we serve and do business; and the employment, development, and advancement of a diverse body of highly valued personnel.

With a reputation for superior service and value, our clients know us as business-minded, proactive, relentless, and results-oriented. We hire and invest in the highest quality of people and value excellence and diversity of talent, thought, and practices.

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.

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