

Basic Information

777 Main Street
Suite 3300
Fort Worth, TX 76102
Organization Size: 312
Office Size: 16
Hiring Attorney:
Mr. Conrad Hester

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	1	1	0	1
	Women	1	2	2	0	1
	Non-binary	0	0	0	0	0
	Total	5	3	3	0	2
Latinx	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	4	1	1	0	1
	Women	1	2	2	0	1
	Non-binary	0	0	0	0	0
Black or African American	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	0	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.C Chauvin@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	
	2018	Prior Summer Associates	2019	Prior Summer Associates
LAWYERS				
Entry-level				
Entry-level (non-traditional track)				
Lateral Partners				
Lateral Associates	1			
All Other Laterals (non-traditional track)				
Post-Clerkship				
LL.M.s (U.S.)				
LL.M.s (non-U.S.)				
SUMMER				
Post-3Ls				
2Ls			1	1
1Ls			1	1

Number of 2019 Summer 2Ls considered for associate offers 1

Number of offers made to summer 2L associates 1

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
Energy	Oil & Gas	1	0	0	0	0
Real Estate, Land Use	Real Estate & Banking	1	2	1	0	0
Tax	Tax	1	1	0	0	0
Litigation	Trial	2	0	2	0	0

Diversity & Inclusion

Diversity Contact: Mrs. Nichole Dotson-Olajuwon

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

Organization Narrative

With spectacular views of Sundance Square and the Trinity River, Thompson & Knight's Fort Worth office is in the heart of the city's vibrant, walkable downtown. Fort Worth offers a beautifully preserved Old West experience in our Stockyards National Historic District as well as a renowned Cultural District, home to five world-class museums.

For many of our clients, our Fort Worth office provides the ideal combination of a large firm's resources, depth, and range of expertise with the personal attention and approachability of a smaller office. For more than 30 years, our Fort Worth office has provided a diverse variety of legal services. Our attorneys are experts in litigation, real estate and banking, oil and gas, corporate law, employee benefits, federal and state tax matters, wills, trusts, and estate planning.

Our Fort Worth attorneys are frequently selected for "best lawyer" lists and are involved in bar and community activities. In the 2020 edition of *U.S. News - Best Lawyers*® "Best Law Firms," Thompson & Knight received 37 tier-one rankings in the Dallas/Fort Worth 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.
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