

Basic Information

811 Main Street
Suite 2500
Houston, TX 77002
Organization Size: 312
Office Size: 70
Hiring Attorney:
Ms. Megan Schmid

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	19	13	3	0
	Women	8	4	2	0
	Non-binary	0	0	0	0
	Total	27	17	5	0
Latinx	Men	0	0	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
White	Men	19	9	3	0
	Women	6	7	2	0
	Non-binary	0	0	0	0
Black or African American	Men	0	0	0	0
	Women	1	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	0	0	0
	Women	1	0	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	1	0	0
	Women	0	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

LAWYERS	Began Work In				Expected 2020
	2018	Prior Summer Associates	2019	Prior Summer Associates	
Entry-level	2	2	4	4	
Entry-level (non-traditional track)					
Lateral Partners	1		2		
Lateral Associates			2		
All Other Laterals (non-traditional track)			1		
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls			0		
2Ls	3	1	7	1	5
1Ls	4	0	4		3

Number of 2019 Summer 2Ls considered for associate offers 4

Number of offers made to summer 2L associates 4

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	9	2	8	1	0
Bankruptcy	Bankruptcy & Restructuring	3	0	1	1	0
Banking, Finance	Finance	3	0	3	1	0
Energy	Oil & Gas	3	0	1	0	0

Real Estate, Land Use	Real Estate & Banking	2	1	2	0	0
Tax	Tax	2	0	0	0	0
Litigation	Trial	4	1	2	1	0
General Practice	Healthcare	0	1	0	0	0
Intellectual Property	Intellectual Property	1	0	0	0	0

Diversity & Inclusion

Diversity Contact: Mrs. Nichole Dotson-Olajuwon

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

Organization Narrative

Located in the beautiful 811 Main Street building, Thompson & Knight's Houston office is central to Minute Maid Stadium, Toyota Center, and the theater district in energetic downtown Houston.

The history of Thompson & Knight's Houston office goes back more than 50 years. As a full-service office, we represent clients across a wide array of industries and specialties. Clients benefit from our strength in many areas, including energy, oil and gas, corporate and securities, litigation, finance, real estate and banking, capital markets, mergers and acquisitions, bankruptcy and restructuring, tax, intellectual property, and healthcare.

Throughout Thompson & Knight's history, our resilience and our ability and willingness to adapt have fueled our success. In the 2020 edition of *U.S. News - Best Lawyers*® "Best Law Firms," Thompson & Knight received 12 rankings in the Houston 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.

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