

### Basic Information

900 Third Avenue  
20th Floor  
New York, NY 10022  
Organization Size: 312  
Office Size: 7  
**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	4	2	1	0
	Women	2	1	0	0
	Non-binary	0	0	0	0
	<b>Total</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>0</b>
<b>Latinx</b>	Men	0	0	0	0
	Women	1	0	0	0
	Non-binary	0	0	0	0
<b>White</b>	Men	3	2	1	0
	Women	1	1	0	0
	Non-binary	0	0	0	0
<b>Black or African American</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Asian</b>	Men	1	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>2 or More Races</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>LGBTQ</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Veteran</b>	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.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
<b>LAWYERS</b>				
Entry-level				
Entry-level (non-traditional track)				
Lateral Partners				
Lateral Associates				
All Other Laterals (non-traditional track)				
Post-Clerkship				
LL.M.s (U.S.)				
LL.M.s (non-U.S.)				
<b>SUMMER</b>				
Post-3Ls				
2Ls			1	
1Ls				

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
Bankruptcy	Bankruptcy & Restructuring	0	1	0	0	0
Banking, Finance	Finance	1	0	0	0	0
Real Estate, Land Use	Real Estate & Banking	4	0	1	0	0
Litigation	Trial	1	0	2	0	0

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## Diversity & Inclusion

**Diversity Contact:** Mrs. Nichole Dotson-Olajuwon

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

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## Organization Narrative

Thompson & Knight's New York office is located in the Midtown East district just blocks from Central Park, 5th Avenue, Radio City Music Hall, and all that Manhattan has to offer! Our New York attorneys' practices are as diverse as the city, with a broad range of energy, corporate, finance, bankruptcy, real estate, litigation, and international arbitration experience that continues to expand and add to both its depth and breadth of expertise.

Thompson & Knight opened its New York office in 2005, achieving focused strategic growth compatible with its existing culture and professional values. 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.

Clients benefit from a variety of specialized legal services and our New York attorneys' extensive experience, including: a wide range of complicated corporate and finance transactions; a robust trial practice in state and federal courts throughout the United States; international venues and alternative dispute resolution forums; and comprehensive dispute resolutions for our domestic and international oil, gas, and energy industry clients.

In the 2020 edition of *U.S. News - Best Lawyers*® "Best Law Firms," Thompson & Knight received 26 national rankings, 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.

For more information, please visit [www.tklaw.com](http://www.tklaw.com) or follow us @thompsonknightrecruiting.

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