

### Basic Information

Firmwide  
Organization Size: 507  
Office Size: 507  
**Hiring Attorney:**  
Mr. Jonathan Neerman

**Recruiting Contact:**  
Mrs. Katie Ritenour  
Recruiting Manager  
2323 Ross Avenue  
Suite 600  
Dallas, Texas (TX) 75201  
United States  
**Phone:** 214.953.6021  
krittenour@jw.com

### Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 225,000

**Summer Compensation**

2024 compensation for Post-3Ls (\$/week)

2024 compensation for 2Ls (\$/week) 4,326

2024 compensation for 1Ls(\$/week) 4,326

### Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track? 8

How many years is the equity track? Based on performance

### Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	224	66	27	4	15
	Women	78	79	24	11	23
	Non-binary	0	0	0	0	0
	<b>Total</b>	<b>302</b>	<b>145</b>	<b>51</b>	<b>15</b>	<b>38</b>
<b>Latinx</b>	Men	13	8	0	0	1
	Women	6	9	0	1	1
	Non-binary	0	0	0	0	0
<b>White</b>	Men	195	47	24	4	6
	Women	62	51	22	6	15
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	3	4	3	0	4
	Women	4	4	1	1	2
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	9	3	0	0	1
	Women	2	9	1	1	1
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	3	4	0	0	2
	Women	4	5	0	0	3
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	5	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	3	2	0	0	1
	Women	2	4	0	0	1
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	6	7	4	0	1
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Edwin Buffmire  
Partner  
214.953.5939  
ebuffmire@jw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	0.9
Average Hours per Attorney last year	30
Percent of associates participating last year	63%
Percent of partners participating last year	36%
Percent of other lawyers participating last year	48%

## 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
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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	18	14	19	16	23
Entry-level (non-traditional track)			1		
Lateral Partners	13		15		
Lateral Associates	30		7		
All Other Laterals (non-traditional track)	12		2		
Post-Clerkship	1		4	1	3
LL.M.s (U.S.)			1		
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls	4				
2Ls	18	11	26	11	23
1Ls	22		21		15

Number of 2023 Summer 2Ls considered for associate offers 25

Number of offers made to summer 2L associates 23

General Hiring Criteria U.S. News Law School Rankings:  
Schools Ranked 1 to 25 = Top 50%  
Schools Ranked 26 to 60 = Top 25%  
Schools Ranked 61 to 100 = Top 20%  
Schools Ranked 101 and above = Top 15%  
Schools Rank Not Listed = Top 10%

## 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	13	1	6	1	0
Business, Corporate	Corporate & Securities	49	6	32	6	0
Energy	Energy	9	5	3	0	0
Government, Regulatory, Administrative	Environmental, Regulatory & Legislative	14	2	1	0	1
Tax	ERISA	2	1	2	0	0

<b>Banking, Finance</b>	Finance	11	1	11	1	0
<b>Government, Regulatory, Administrative</b>	Healthcare	7	0	1	0	0
<b>Intellectual Property</b>	Intellectual Property	12	2	2	1	0
<b>Labor and Employment</b>	Labor & Employment	15	1	3	1	1
<b>Real Estate, Land Use</b>	Land Use	4	3	2	0	2
<b>Litigation</b>	Litigation	93	15	47	6	3
<b>Real Estate, Land Use</b>	Real Estate	44	10	23	2	3
<b>Tax</b>	Tax	6	2	1	0	0
<b>Trusts and Estates</b>	Trusts & Estates	16	1	11	0	0
<b>International</b>	Immigration	3	1	0	0	1

## Diversity & Inclusion

**Diversity Contact:** Mr. Chad Cole

**Diversity Website/URL:** [http://www.jw.com/meet\\_jw/what-we-value/diversity](http://www.jw.com/meet_jw/what-we-value/diversity)

## Organization Narrative

Jackson Walker is a national, full-service law firm and the largest firm in Texas. With more than 135 years of experience in dozens of industries, we have more than 500 attorneys across six Texas offices. Jackson Walker's confident yet approachable lawyers help companies of all sizes navigate today's increasingly complex, interconnected legal landscape. Our corporate clients include some of the biggest names in business, but we also represent family-owned companies, local and regional government agencies, individuals, and nonprofits.

### Firm Facts

- We represent 6 of the Fortune 10, 45 of the Fortune 100, and 167 of the Fortune 500.
- Our attorneys have represented clients in more than 85 countries and territories.
- We are currently ranked nationally in 25 practice areas in the Best Law Firms rankings, and we have 18 Chambers-ranked practice groups.
- Our trial group is one of the largest in the Southwest, with about 30 percent of the Firm's lawyers. Our diverse experience covers multiple industry sectors and takes us into courthouses across Texas and the United States.

Jackson Walker has a high partner-to-associate ratio, and we take pride in staffing clients' matters efficiently. Our associates are expected to take on responsibility right from the start. With a broad client base, our associates handle a wide variety of quality work and deal directly with clients early in their careers.

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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