

Andrews Kurth LLP - Houston

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Hiring Attorney: Ms. Tammy Brenning

Address Inquiries To:

Ms. Ali West

Vertical Recruiting Manager

Andrews Kurth LLP - Houston

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Houston, TX 77002

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Total # offices: 8
NALP member? YFirm size range: 251-500
Office size range: 101-250
Total attys in this office: 214

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Business Transactions	28	22
Corporate	24	20
Intellectual Property	2	3
Litigation	29	27
Bankruptcy	5	4
Public Law	14	12
Tax	6	9
Labor & Employment	1	2
Firm Services	4	2

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		1 ()	3 ()	
Post-clerkship		()	()	
Entry-level	\$160,000 /yr	12 (12)	9 (9)	4
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	\$3,077 \$/wk	20 (5)	9 ()	16
1Ls	\$3,077 \$/wk			4

2010 summer 2Ls considered for associate offers: 9 # offers made: 8

Hire school term clerks? CBC

1Ls hired? Y When after 12/1 should 1Ls apply? December 1st

Split summers allowed? Y If yes, minimum weeks: 6

Comments:

Accept applications for 2012 summer program from:

Joint degree students graduating in 2014? Y

Evening students graduating in 2014? Y

Judicial clerks? Y Students at non-US law schools? N

Hiring Criteria: High academic record, Law Review, and/or excelling in other law related activities.

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? CBC

Comp./prog. credit for judicial clerkship? CBC

Comp./prog. credit for other adv. degrees? CBC

Other compensation comments: Year-end bonus, paid parking, bar review and exam expenses and moving expenses.

PARTNERSHIP DATA: Two or more tiers? N

Additional partnership prog. info: New Partners become equity Partners with voting rights and are not required to make capital contributions upon admission to the partnership.

WORK/LIFE INFORMATION:

Part-time allowed? Y Part-time avail. to entry-level? N

p-t assoc. (m) (w) ptrs/mbrs. (m) (w) oth. lawy. (m) (w)

Elig. for alt. work sched. determined by:

Paid non-medical parental leave?

Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? Y

Evaluations: Annual Upward reviews?

Professional development staff? Y Billable hours credit for training time?

Rotation for jr. associates between departments/practice groups?

Is rotation mandatory?

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	3	0	0	0
	Women	1	1	0	0
White	Men	89	27	17	11
	Women	17	28	12	5
Black/African American	Men	1	4	1	0
	Women	1	4	0	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	4	0	0
	Women	0	2	0	0
Amer. Indian/ Alaska Native	Men	0	0	1	0
	Women	0	0	0	0
2 or More Races	Men	0	0	0	0
	Women	0	0	0	0
TOTAL	Men	94	35	19	11
	Women	19	35	12	6
TOTAL NUMBER		113	70	31	17
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	0	0	0
	Women	0	0	0	0

(See www.nalpdirectory.com for historical comparisons.)

DIVERSITY RECRUITMENT & RETENTION EFFORTS:

Activities to increase the presence and retention of under-represented groups:

 Minority job fairs Bar sponsored programs Outreach to law student groups Firm diversity committee Directed mentoring efforts Rec. at schools w/large min. pop.

Comments: Andrews Kurth actively seeks qualified minority candidates.

CAMPUS INTERVIEWS for past year (see full list online):

schools visited in 2010: 5 # job fairs/consortia attended in 2010: 2

BILLABLE HOURS: 2009 2010

Avg annual assoc. hrs worked: 2100 2100

Avg. annual assoc. billable hrs: 1950

Is there a minimum billable hours expectation? N If yes, number:

Hours policy details:

Is billable hour credit given for pro bono work? Y

Is there a maximum that will be credited? Y If yes, what? 150

For bonus consideration, is a pro bono hour equivalent to a billable hour? Y

PRO BONO INFORMATION: Firm-wide Office specific % firm billable hours: 0.19 avg. hrs. per attorney:

Participation: 56.5 % assoc. 21.3 % ptrs/mbrs 29.2 % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship? CBC

Comments:

NARRATIVE: Founded in 1902 we have grown to more than 400 attorneys. AK was recently ranked by the American Lawyer as having one of the top 15 transactional practices in the U.S. Our transactional lawyers have always had a cutting-edge practice, most recently being at the forefront of alternative energy representations. Our litigators, also leaders in their field, are included in the ranks of The American College of Trial Lawyers, International Academy of Trial Lawyers, and Best Lawyers in America. Although our work is second to none, it is our culture that sets us apart from other nationally recognized law firms. Due to our partner/associate ratio, our associates work closely with partners and have opportunities for substantial responsibility. The close working relationship associates have with partners together with our formal training programs provides associates with an opportunity to grow and excel as lawyers that is unmatched.

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.