ANDREWS KURTH

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Total # offices: **8** Firm size range: **251-500**
NALP member? **Y** Office size range: **26-50**
Total attys in this office: **40**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Business Transactions	1	1
Corporate	4	8
Environmental	1	0
Intellectual Property	0	1
Litigation	2	5
Public Law	6	10
Tax	0	1

COMPENSATION & EMPLOYMENT DATA:

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

2010 summer 2Ls considered for associate offers: **3** # offers made: **3**
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	2	0	0	0
	Women	0	2	1	0
White	Men	10	5	6	2
	Women	2	8	3	1
Black/African American	Men	0	0	0	0
	Women	0	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	0	0	0
	Women	0	0	0	0
Amer. Indian/ Alaska Native	Men	0	1	0	0
	Women	0	0	0	0
2 or More Races	Men	0	0	0	0
	Women	0	0	0	0
TOTAL	Men	12	6	6	2
	Women	2	10	4	1
	TOTAL NUMBER	14	16	10	3
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: **2** # job fairs/consortia attended in 2010: **2**

BILLABLE HOURS:

	2009	2010
Avg annual assoc. hrs worked:	2100	2100
Avg. annual assoc. billable hrs:	1950	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: ☐ avg. hrs. per attorney:
Participation: % assoc. % ptrs/mbrs % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship?
Comments:

NARRATIVE: Established in 1993, Andrews Kurth's Austin office provides a broad range of legal advice to a diverse group of local, state, and national clients. Our lawyers possess a wide array of legal experience in the areas of corporate and securities, environmental, intellectual property, and technology, including e-commerce, Internet, outsourcing and licensing matters, litigation, and public law. In addition, our Austin attorneys offer clients assistance in the areas of mergers and acquisitions, and tax-related matters. As Austin serves as the state capital, the firm's lawyers represent public and private clients in lobbying efforts before the Texas legislature and other regulatory bodies.

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.