ANDREWS KURTH

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Recruiting & Professional Development Coordinator
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Total # offices: **8** Firm size range: **251-500**
NALP member? **Y** Office size range: **51-100**
Total attys in this office: **81**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Bankruptcy	**2**	**0**
Business Transactions	**4**	**7**
Corporate	**16**	**11**
Environmental	**0**	**1**
Intellectual Property	**2**	**0**
Labor	**1**	**3**
Litigation	**17**	**14**
Tax	**1**	**1**

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**1**	**2**	**0**	**0**
	Women	**0**	**2**	**0**	**0**
White	Men	**32**	**11**	**6**	**4**
	Women	**8**	**11**	**3**	**3**
Black/African American	Men	**0**	**1**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**0**	**0**	**0**	**0**
	Women	**2**	**1**	**1**	**0**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
TOTAL	Men	**33**	**14**	**6**	**4**
	Women	**10**	**14**	**4**	**3**
	TOTAL NUMBER	**43**	**28**	**10**	**7**
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.**

COMPENSATION & EMPLOYMENT DATA:

	2011	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2009**	**2010**	**2011**
Laterals		**2** ( )	**3** ( )	
Post-clerkship		( )	( )	
Entry-level	**$160,000** /yr	**5** (**5**)	**2** (**2**)	**2**
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	**$3,077** $/wk	**6** ( )	**4** ( )	**5**
1Ls	**$3,077** $/wk	**3**		**2**

2010 summer 2Ls considered for associate offers: **4** # offers made: **4**
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? **Y**
Hiring Criteria: **High academics; involvement in law review or other law related activities preferred.**

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 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

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: Founded in 1902, Andrews Kurth has grown to over 400 attorneys. The Dallas office, established in 1982, has over 80 lawyers. AK was 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's our culture that sets us apart from other firms. Due to our partner/associate ratio, our associates work closely with partners and have opportunities for substantial responsibility. The close working relationships with partners, along with our formal training program, gives associates an unparalleled opportunity to grow and excel as lawyers.

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.