

### Basic Information

2001 Ross Avenue  
Dallas, TX 75201  
Organization Size: 718  
Office Size: 115  
**Hiring Attorney:**  
Mr. James Prince

**Recruiting Contact:**  
Mrs. Elizabeth Gittemeier  
Manager, Recruiting & Development  
2001 Ross Avenue  
Dallas, Texas (TX) 75201  
United States  
**Phone:** 214.953.6494  
dallasrecruiting@bakerbotts.com

### Compensation & Benefits

2014 compensation for entry-level lawyers (\$/year) 160,000

#### Summer Compensation

2014 compensation for Post-3Ls (\$/week) 3,077

2014 compensation for 2Ls (\$/week) 3,077

2014 compensation for 1Ls(\$/week) 3,077

### Partnership & Advancement

Does the firm have two or more tiers of partner? No

If no, how many years is the partnership track? 8

### Pro Bono/Public Interest

David Wille  
Partner  
214.953.6500

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide

% Firm Billable Hours last year 2.5

Average Hours per Attorney last year 40.8

Percent of associates participating last year 77.1

Percent of partners participating last year 18.6

Percent of other lawyers participating last year 4.3

### Professional Development

Evaluations 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? Yes

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	41	48	3	0
	Women	9	19	3	0
	Total	50	67	6	0
Hispanic/Latino	Men	0	1	1	0
	Women	0	1	0	0
White	Men	40	39	2	0
	Women	8	17	3	0
Black/African American	Men	0	3	0	0
	Women	1	0	0	0
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	5	0	0
	Women	0	0	0	0
American Indian/Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or more races	Men	0	0	0	0
	Women	0	1	0	0
Persons with Disabilities	Men	1	0	0	0
	Women	0	0	0	0
Openly LGBT	Men	1	0	2	0
	Women	0	0	0	0

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate	Bankruptcy	2	1	2	
Banking, Finance, Corporate, Government, Regulatory, Administrative	Corporate	10	2	12	
Business, Corporate, Employment	Labor and Executive Compensation	2	1	0	
Banking, Finance, Business, Corporate	Finance	3		3	
Real Estate, Land Use	Real Estate	3	1	3	
Appellate, Arbitration, Dispute Resolution, Mediation	Litigation	13		19	
Tax	Tax	4		4	
Arbitration, Dispute Resolution, Mediation, Business, Corporate, Intellectual Property	Franchise & Distribution	1		1	
Intellectual Property	Intellectual Property	12	1	23	

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2012	Prior Summer Associates	2013	Prior Summer Associates	2014
Laterals	1	0	5	0	TBD
Laterals (non-traditional track)					
Post-Clerkship	0	0	4	4	2
Entry-level	10	10	3	3	6
Entry-level (non-traditional track)					
LL.M.s (U.S.)	0	0	0		
LL.M.s (non-U.S.)	0	0	0		
<b>SUMMER</b>					
Post-3Ls	0	0	0		
2Ls	12	7	11	4	10
1Ls	6	0	6		10

Number of 2013 Summer 2Ls considered for associate offers 11

Number of offers made to summer 2L associates 11

General Hiring Criteria We seek applications from qualified law students who exhibit self confidence, dedication, and a commitment to excellence.

## Diversity & Inclusion

Diversity Contact: Ms. Sylvia James

Diversity Website/URL: <http://www.bakerbotts.com/about/diversity/>

## Organization Narrative

Baker Botts L.L.P. is an international firm of over 700 lawyers, with offices in Abu Dhabi, Austin, Beijing, Brussels, Dallas, Dubai, Hong Kong, Houston, London, Moscow, New York, Palo Alto, Rio de Janeiro, Riyadh, and Washington, D.C. The Dallas Office opened in 1985, and has grown into a major force providing legal services to public entities, Fortune 500 companies and other major enterprises. It is home to many of the Firm's key practice groups, including corporate, securities and financing, commercial litigation, class action litigation, patent litigation, intellectual property, patent and trademark prosecution, real estate, bankruptcy, labor and employment, and tax.

Our summer program has long been recognized as one of the finest in the country. Our philosophy is to allow summer associates to sample work simultaneously in practice areas in which they are interested, instead of in rigid rotations through departments. Written and oral work evaluations are strongly encouraged and monitored. Each summer associate has both partner and associate advisors.

All summer associates receive formal performance evaluations twice during the summer program - at the midpoint and again towards the end of the program. The Firm sponsors numerous social activities, so that summer associates can meet a large number of our partners and associates, and become familiar with living in the cities where our domestic offices are located. We also host Baker Weekend, a firmwide gathering of our summer associates and lawyers that provides insight into our culture, management and finances, as well as social events that reinforce relationships across offices.

We are equally diligent in our approach to integrating new associates to the Firm. We believe our comprehensive approach to professional development is key to associate success. Our LEAD curriculum, rooted in helping associates master the skills we define in our Associates Attributes Model, the substantive training all lawyers receive during the course of every day practice, the mentoring we provide at every career stage and our annual evaluation program combine to offer each associate an opportunity to excel at their talents and capabilities and hone additional skills necessary to the practice of law.

We seek smart and engaging candidates who are motivated to work and to excel in a stimulating, collegial environment. Interested candidates should apply through our online application process which can be found on our website at [www.bakerbotts.com](http://www.bakerbotts.com).

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.

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

NALP Copyright 2018