

Basic Information

Robert Strauss Tower
2001 K Street NW
Washington, DC
20006
Organization Size: 900
Office Size: 258
Hiring Attorney:
Mr. Charlie Johnson

Recruiting Contact:
Ms. June Hahm
Attorney Recruiting & Development Manager
Akin Gump Strauss Hauer & Feld LLP
2001 K Street NW
Washington, District of Columbia (DC) 20006
United States
Phone: 202.419.4657
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Compensation & Benefits

2020 compensation for entry-level lawyers (\$/year) 190,000
Summer Compensation
2020 compensation for Post-3Ls (\$/week) 3,650
2020 compensation for 2Ls (\$/week) 3,650
2020 compensation for 1Ls(\$/week) 3,650

Partnership & Advancement

Does the firm have two or more tiers of partner? No
If no, how many years is the partnership track? 8-9

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	69	55	16	0	8
	Women	19	44	18	4	10
	Non-binary	NC	NC	NC	NC	NC
	Total	88	99	34	4	18
Latinx	Men	1	1	0	0	0
	Women	0	0	0	1	0
	Non-binary	NC	NC	NC	NC	NC
White	Men	61	45	14	0	6
	Women	16	34	15	2	8
	Non-binary	NC	NC	NC	NC	NC
Black or African American	Men	1	3	1	0	0
	Women	1	4	2	1	2
	Non-binary	NC	NC	NC	NC	NC
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Asian	Men	5	3	1	0	0
	Women	1	2	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Native American or Alaska Native	Men	1	0	0	0	1
	Women	1	1	1	0	0
	Non-binary	NC	NC	NC	NC	NC
2 or More Races	Men	0	3	0	0	1
	Women	0	3	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	2	4	0	0	NC
	Women	1	0	0	0	NC
	Non-binary	NC	NC	NC	NC	NC
Veteran	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC

Pro Bono/Public Interest

Steven H. Schulman
Partner
202.887.4071
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Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	5.8%
Average Hours per Attorney last year	108
Percent of associates participating last year	89%
Percent of partners participating last year	56%
Percent of other lawyers participating last year	61%

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
Is rotation mandatory?	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 2020
	2018	Prior Summer Associates	2019	Prior Summer Associates	
Entry-level	17	17	13	13	15
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	2	0	11	0	1
Lateral Associates	5	0	10	0	1
All Other Laterals (non-traditional track)	2	0	4	0	2
Post-Clerkship	4	4	1	1	3
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	13	3	12	3	15
1Ls	3	0	6	0	6

Number of 2019 Summer 2Ls considered for associate offers 12

Number of offers made to summer 2L associates 12

General Hiring Criteria We select our participants each year from among many highly qualified candidates. High academic achievement, extra-curricular activities (Law Review, Moot Court, other journals), initiative and strong motivation are the criteria we consider. We also look for other indicators of likely success such as demonstrated leadership skills, strong interpersonal skills, good judgment, willingness to assume responsibility, maturity, non-academic experience, and the ability to work well with others.

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
Business, Corporate	Corporate	9	4	12	0	0

Banking, Finance Bankruptcy	Financial Restructuring	2	2	6	0	0
General Practice	General	1	1	0	0	0
Banking, Finance Business, Corporate	Investment Funds	3	0	6	0	3
Litigation	Litigation	21	8	30	4	0
Tax	Tax	1	1	0	0	1
Government, Regulatory, Administrative	International Trade	13	4	20	2	0
Labor and Employment	Labor	6	2	9	1	0
Government, Regulatory, Administrative	Communications	3	1	4	0	0
Government, Regulatory, Administrative	Environment, Natural Resources & Land	2	0	2	0	0
Government, Regulatory, Administrative	Health	4	4	8	0	0
Intellectual Property	Intellectual Property	6	1	3	1	0
Government, Regulatory, Administrative	Public Law & Policy	20	6	6	2	0

Diversity & Inclusion

Diversity Contact: Mr. Nimesh Patel

Diversity Website/URL: <http://www.akingump.com/en/our-firm/diversity/index.html>

Organization Narrative

Akin Gump Strauss Hauer & Feld LLP was founded in Dallas in 1945 by Richard A. Gump and Robert S. Strauss. Akin Gump today has 20 offices worldwide and more than 900 attorneys. Our legal work is varied and interesting and offers exciting and challenging opportunities to practice law in one of the world's largest law firms. Our firm is defined by five core values: collegiality, commitment, excellence, integrity and intensity. These values characterize the qualities we seek in attorneys and the philosophy of Akin Gump as a whole. Akin Gump has also maintained a longstanding commitment to diversity and inclusiveness at all levels.

Established in 1971, the Washington, D.C. office, the firm's largest, has grown to over 200 attorneys. Each of Akin Gump's key practice areas are represented here, including our highly regarded litigation and corporate departments. In addition, our Washington appellate, public law and policy, international trade, financial restructuring, regulatory, and labor and employment practices are recognized nationally, and our lawyers are routinely sought out for their extensive expertise.

Our summer program is designed to provide summer associates a clear picture of the diversity of work and resources available to them at the firm, as well as a strong sense of what it is like to practice law and live in Washington, D.C. Summer associates have the opportunity to work on challenging assignments from all of our practice areas on projects that are similar to those performed by first and second year attorneys. We also offer special opportunities to attend congressional hearings, depositions, witness interviews, and client meetings with our attorneys. Summer associates are encouraged to work on pro bono matters and are assigned to projects that are well-suited to their interests and talents. The assignments are geared to maximize front-line responsibility on the part of the summer associates, while ensuring that they receive appropriate supervision from experienced attorneys.

We provide summer associates with many training and development opportunities during the summer through our Summer Associate Academy, which offers programs such as legal writing, pro bono training, presentation skills, law firm economics and a judicial clerkship advice panel. In an effort to provide both a realistic and rewarding experience, summer associates are given many opportunities to get to know our lawyers through mentoring, assignments and training, as well as through a variety of social events. Our hope is to give summer associates a true sense of our office culture while showcasing the vibrant and rich culture that makes Washington such a great place to live. Our goal is to make offers of employment to summer associates who demonstrate the ability to practice law at the level required by our firm. The success of our summer program is underscored by the fact that a large number of our attorneys were once Akin Gump summer associates themselves.

Akin Gump is dedicated to the professional growth and development of its associates. The firm has instituted a firmwide compensation and bonus structure that is an integral part of Akin Gump's strategy to recruit, develop, support and reward our associates. This structure includes our counsel position, which recognizes the increased responsibility that our associates take on at their sixth year of practice.

It is part of our established culture at Akin Gump that attorneys are involved in firm life. Associates and counsel participate in firm committees in each of our offices, including associates committees, inclusion councils, firm resource groups, hiring committees and pro bono committees. In addition, a group of associates and counsel representing all offices and associate class years serves on the firmwide Chairperson's Associates Committee. This group meets twice per year with the firm's chairperson to discuss relevant issues and participate in setting firm policies. We believe that the active involvement of our associates and counsel in so many areas fosters a deep commitment and connection to the firm and its members.

At Akin Gump we believe that the very best training is imparted when our lawyers handle actual matters. Ideally, all of our associates will learn best by working closely with more-senior lawyers on projects that are crucial to our clients. We also work to ensure that our lawyers are allowed to stretch their abilities in their assignments as early as possible.

Akin Gump's professional development program is anchored by four core competencies – ownership, professional excellence, service and teamwork, and client focus. The firm offers a comprehensive formal training program carefully calibrated to each associate's stage of development and area of practice. Our formal training complements the firm's competency framework and includes a core curriculum of skills and practice-specific training. We offer courses on a wide variety of subject matters, including, among others, legal writing, corporate drafting, finance and accounting, oral communication and leadership, business development and management skills training. In addition, we offer a comprehensive advocacy curriculum complete with workshops on deposition skills, motions practice and trial advocacy. Corporate courses include programs on structuring transactions, filings, debt tender offers and corporate negotiation skills. The firm also offers four academies strategically designed to guide important transitions in a lawyer's career. These programs include the Summer Program Academy, Fall Associate Academy, Mid-Level Associate Academy (4th year associates) and New Counsel Academy.

Since its founding, Akin Gump Strauss Hauer & Feld LLP has been committed to ensuring meaningful diversity at every level of the firm and creating a culture of inclusiveness. We believe that the various perspectives and experiences of our lawyers and staff helps us achieve exceptional results for our clients and brings important insights into all aspects of the firm. We are committed to recruiting talented law students, lawyers, and staff, investing in professional development, and partnering with clients and others to advance diversity and inclusion within the firm and across the legal profession. In order to best support our diversity and inclusion efforts, we believe that leadership commitment is essential. In addition to having Kim Koopersmith as our Chairperson, one of very few women leading a major, global law firm, the partners-in-charge of the firm's Abu Dhabi, Fort Worth, Hartford, Houston, and Moscow offices are women. The partners in charge of our two largest offices, New York and Washington, DC, are both African-American. The partner-in-charge of our Philadelphia office is Hispanic, and the partner-in-charge of our Irvine office is Asian-American. Of the 15 attorneys promoted to partner in January 2020, 53% are women. To ensure that Akin Gump's diversity and inclusion initiatives continue to thrive and expand, a dedicated and active group of attorneys lead and participate in our firmwide and local diversity and inclusion councils, as well as our formal Firmwide Resource Groups ("FRGs") which are intended to compliment the firm's efforts related to recruiting, professional development, and fostering inclusive workplaces. Current FRGs include those focused on women, working parents and caregivers, people with disabilities, and those who identify as Black, Latinx, Asian and/or LGBTQ+, and their allies.

All levels of management champion the firm's commitment and policy of encouraging associates and counsel to participate in pro bono practice as part of their on-going workload. Akin Gump's pro bono practice is led by Pro Bono Partner Steven Schulman. We recognize that attorneys, especially those less experienced, more junior lawyers, obtain valuable experience on pro bono matters. Under the firm's competency-based approach to professional development, pro bono plays an important role in further enhancing associate and counsel professional development, and the firm works to ensure that our pro bono program provides opportunities consistent with the competency model.

Akin Gump is proud of its history and growth, but above all we are proud of the professionals and support staff who have made the firm such an incredible place to practice law. To learn more, please visit our website at www.akingump.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

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