

Basic Information

1111 Louisiana Street
Houston, TX 77002
Organization Size: 900
Office Size: 52
Hiring Attorney: Mr. Rob Shearer

Recruiting Contact:
Ms. Melissa Shields
Senior Coordinator, Attorney Recruiting & Development
1111 Louisiana Street
44th Floor
Houston, Texas (TX) 77002
United States
Phone: 713.220.5800
houstonrecruiting@akingump.com

Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 202,500

Summer Compensation

2021 compensation for Post-3Ls (\$/week) 3,895
2021 compensation for 2Ls (\$/week) 3,895
2021 compensation for 1Ls(\$/week) 3,895

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	20	24	1	1	3
	Women	4	13	4	1	4
	Non-binary	0	0	0	0	0
	Total	24	37	5	2	7
Latinx	Men	1	3	0	0	0
	Women	0	0	1	0	0
	Non-binary	0	0	0	0	0
White	Men	18	16	1	1	2
	Women	2	11	3	1	3
	Non-binary	0	0	0	0	0
Black or African American	Men	0	2	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	1	2	0	0	1
	Women	2	1	0	0	0
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	1	0	0	0
	Women	0	1	0	0	1
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	0	1	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
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
 sshulman@akingump.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	5.7%
Average Hours per Attorney last year	102
Percent of associates participating last year	93%
Percent of partners participating last year	70%
Percent of other lawyers participating last year	75%

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
	2019	Prior Summer Associates	2020	Prior Summer Associates	2021
Entry-level	7	7	6	6	4
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	1	0	1	0	3
Lateral Associates	2	0	0	0	1
All Other Laterals (non-traditional track)	3	0	0	0	0
Post-Clerkship	0	0	0	0	0
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	7	1	4	4	4
1Ls	7	0	4	0	6

Number of 2020 Summer 2Ls considered for associate offers 4
 Number of offers made to summer 2L associates 4

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	20	2	31	5	1

Intellectual Property	Intellectual Property	0	0	2	0	0
Government, Regulatory, Administrative	International Trade	0	0	1	0	0
Labor and Employment	Labor	1	0	1	0	0
Litigation	Litigation	1	3	4	1	1
Tax	Tax	2	0	0	0	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 is a leading global law firm with 20 offices and more than 900 lawyers and advisors in the United States, Asia, Europe and the Middle East. 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 was founded in Dallas in 1945 by Richard A. Gump and Robert S. Strauss and 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.

In the spirit of Akin Gump innovation, the firm created industry-first virtual reality tours to show what it's really like to work here. In these tours, we seek to provide realistic, firsthand insight into who we are as a firm. Each tour highlights various aspects of the firm as a whole and features lawyers describing some of the firm's programs and initiatives. To get started, please visit: <https://www.youvisit.com/tour/akingump/>

The firm was founded in Dallas in 1945, and today is home to over 90 lawyers in many of the firm's key practices, including mergers and acquisitions, investment funds, private equity, tax, corporate finance, litigation, data privacy, and financial restructuring. Our DFW lawyers represent clients in local, national and international matters. We act as outside general counsel to organizations, lead complex transactions, advocate for our clients' interests in financial restructurings, try high-stakes cases, form innovative investment vehicles and advise on an array of business matters.

Established in 1988, the Houston office includes almost 75 lawyers from our Corporate, Intellectual Property, International Trade, Labor and Employment, Litigation and Tax practices. Our Houston attorneys focus on a broad range of sophisticated, multijurisdictional transactions and cases that are often on the leading edge of legal, technological and business developments within the energy, manufacturing, biotechnology, chemical, information technology, health care, aerospace and telecommunications industries.

Our Houston summer associate program offers law students up-close exposure to the practice of law in Houston – one of the world's most sophisticated business environments. Summer associates work on assignments similar to those performed by first and second year attorneys, and also participate in a variety of social activities, which allow them an opportunity to get to know our attorneys on a more personal level and to see all that the city of Houston has to offer. We are pleased that so many of our associates, senior counsel and partners are former Akin Gump summer associates.

Each summer associate is assigned to a three-person mentoring team – a partner, a mid-level associate and a junior associate – that helps facilitate their integration into the firm and also aims to ensure assignments of projects that are consistent with their practice interest and career goals. Our summer associates receive challenging work assignments and also participate in a variety of pro bono matters. We work hard to provide summer associates with real work experiences and meaningful opportunities, which may include listening to oral arguments before a judge, participating in the negotiation and execution of major transactions, observing client meetings, attending transactional closings and conducting witness interviews. Our goal is to make offers of employment to every summer associate who demonstrates the ability to practice law at the high level required by our clients.

Our continuing goal is to make an offer of employment to each summer associate who demonstrates the ability to practice law at the level required by our practice. We are pleased that so many of our associates, counsel and partners are former Akin Gump summer associates.

Akin Gump is dedicated to the professional growth and development of its attorneys. 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 recognize the hard work of our associates and counsel. 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, diversity & inclusion councils, firm resource (affinity) 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 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 business services professionals help 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 business

services professionals, investing in career 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, San Francisco, Singapore and Moscow offices are women. The partner in charge of one of our largest offices, Washington, DC, is 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 5 attorneys promoted to partner in January 2021, 40% are women and 60% are diverse. 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 business services 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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