

**Basic Information**

1111 Louisiana Street  
44th Floor  
Houston, TX 77002  
Organization Size: 900  
Office Size: 52  
Hiring Attorney: Ms. Alison Chen

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

**Compensation & Benefits**

2018 compensation for entry-level lawyers (\$/year) 190,000

**Summer Compensation**

2018 compensation for Post-3Ls (\$/week) 3,650  
2018 compensation for 2Ls (\$/week) 3,650  
2018 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 22	25	0	1	4
	Women 5	14	3	1	3
	Total 27	39	3	2	7
<b>Latinx</b>	Men 1	1	0	0	UNK
	Women 0	1	0	0	UNK
<b>White</b>	Men 20	21	0	1	UNK
	Women 3	11	3	1	UNK
<b>Black or African American</b>	Men 0	0	0	0	UNK
	Women 1	1	0	0	UNK
<b>Native Hawaiian or Other Pacific Islander</b>	Men 0	0	0	0	UNK
	Women 0	0	0	0	UNK
<b>Asian</b>	Men 1	3	0	0	UNK
	Women 1	1	0	0	UNK
<b>Native American or Alaska Native</b>	Men 0	0	0	0	UNK
	Women 0	0	0	0	UNK
<b>2 or More Races</b>	Men 0	0	0	0	UNK
	Women 0	0	0	0	UNK
<b>Persons with Disabilities</b>	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men 0	1	0	0	UNK
	Women 0	0	0	0	UNK
<b>Veteran</b>	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC

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## 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%
Average Hours per Attorney last year	105
Percent of associates participating last year	98%
Percent of partners participating last year	67%
Percent of other lawyers participating last year	89%

## 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 2018
	2016	Prior Summer Associates	2017	Prior Summer Associates	
Entry-level	5	5	6	6	7
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	1	0	1	0	TBD
Lateral Associates	6	0	4	0	TBD
All Other Laterals (non-traditional track)	2	0	1	0	TBD
Post-Clerkship	1	1	0	0	TBD
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	TBD
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	8	1	7	2	7
1Ls	3	0	3	0	TBD

Number of 2017 Summer 2Ls considered for associate offers 7

Number of offers made to summer 2L associates 7

**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
Intellectual Property	Intellectual Property	1	1	7		0
Business, Corporate	Investment Funds	1	0	1		0

<b>Labor and Employment</b>	Labor	0	0	2	0
<b>Litigation</b>	Litigation	3	1	2	1
<b>Business, Corporate Energy</b>	Oil & Gas/Natural Resources	18	1	25	0
<b>Tax</b>	Tax	1	0	0	0

## Diversity & Inclusion

**Diversity Contact:** Ms. Michele Meyer-Shipp

**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.

Established in 1988, the Houston office includes 69 lawyers from our Energy and Global Transactions, Intellectual Property, Labor and Employment and Litigation 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. The summer program serves as the Houston office's main avenue of employment, and 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 his or her integration into the firm and also aims to ensure assignments of projects that are consistent with his or her 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.

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 our associates who are on partnership track 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 committees, 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 on a quarterly basis 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, discovery and motions practice. Corporate courses include programs on structuring transactions, filings, debt tender offers and corporate negotiation skills.

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](http://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.

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