

**Basic Information**

303 Colorado Street, Suite 2400  
Austin, TX 78701  
Organization Size: 45  
Office Size: 48  
**Hiring Attorney:**  
Mr. Casey Dobson

**Recruiting Contact:**  
Ms. Jan Fulton  
Recruiting Coordinator  
303 Colorado Street, Suite 2400  
Austin, Texas (TX) 78701  
United States  
**Phone:** 512-495-6300  
jfulton@scottdoug.com

**Compensation & Benefits**

2018 compensation for entry-level lawyers (\$/year) 170,000

**Summer Compensation**

2018 compensation for Post-3Ls (\$/week) 0  
2018 compensation for 2Ls (\$/week) 3,000  
2018 compensation for 1Ls(\$/week) 3,000

**Partnership & Advancement**

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track? 5

**Pro Bono/Public Interest**

Sara Wilder Clark  
Partner  
512-495-6318  
sclark@scottdoug.com

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

% Firm Billable Hours last year >3%  
Average Hours per Attorney last year >60  
Percent of associates participating last year 100  
Percent of partners participating last year >50  
Percent of other lawyers participating last year n/a

**Professional Development**

Evaluations Semi-annual  
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? Yes  
Rotation for junior associates between departments/practice groups? N/A  
Does your organization have a dedicated professional development staff? No  
Does your organization have a coaching/mentoring program? Yes  
Does your organization give billable hours credit for training time? No

**Lawyer Demographics**

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	25	6	1	0	3
	Women	11	3	1	0	2
	Total	36	9	2	0	5
<b>Hispanic/Latino</b>	Men	1	0	0	0	1
	Women	1	0	0	0	1
<b>White</b>	Men	23	5	1	0	2
	Women	10	3	1	0	0
<b>Black/African American</b>	Men	2	0	0	0	0
	Women	0	0	0	0	1
<b>Native Hawaiian/Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
<b>Asian</b>	Men	1	1	0	0	0
	Women	0	0	0	0	0
<b>American Indian/Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
<b>2 or more races</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
<b>Openly LGBT</b>	Men	0	0	0	0	0
	Women	1	0	0	0	0
<b>Veteran</b>	Men	2	0	0	0	0
	Women	0	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
Government, Regulatory, Administrative	Administrative	11	1	0	0
Appellate	Appellate	7	0	0	0
Labor and Employment	Employment	2	0	0	0
Government, Regulatory, Administrative	Environmental	3	1	0	0
Government, Regulatory, Administrative	Government/Legislative	4	1	0	0
Business, Corporate	Insurance	3	0	0	0
Litigation	Litigation	31	2	7	0
Business, Corporate	Malpractice	16	0	0	0
Energy	Oil & Gas	19	1	2	0
Business, Corporate	Products/Torts	13	1	0	0
Tax	Tax	3	0	0	0

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2016	Prior Summer Associates	2017	Prior Summer Associates	2018
Entry-level	1	1			
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates	1				
All Other Laterals (non-traditional track)					
Post-Clerkship	1	1	1	1	
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls	2	2	1	1	5
1Ls	4		4		2

Number of 2017 Summer 2Ls considered for associate offers	1
Number of offers made to summer 2L associates	1
General Hiring Criteria	Prefer Top 15%, Law Review

## Diversity & Inclusion

**Diversity Contact:** Mr. Asher Griffin

## Organization Narrative

Scott Douglass & McConnico is an exciting and rewarding place to practice law while living in one of the best cities in America, Austin. We get paid well and we enjoy what we do. Our firm culture breaks the mold of traditional law firms: We have few rules. No dress code. No minimum billable hours. We have great clients with interesting and complex cases, and our attorneys quickly gain real courtroom experience. At Scott Douglass & McConnico quality work is required and hard work is rewarded.

At Scott Douglass & McConnico, we pride ourselves on our diversity. Women and minorities make up 40% of our total lawyers and 39% of our equity partners. We have the most women equity partners of any law office in Austin and received an "A" on the Austin Law Firm Diversity Report Card. We seek out and embrace diverse backgrounds, perspectives, and life experiences because those diverse experiences make us stronger and help us get the best results for our clients. Inclusiveness is key to our firm culture. We value the unique contributions of each individual and expect and intend every new lawyer we hire to become an equity partner in our firm. We are proud of the firm culture we have cultivated and invite you to contact us to learn more about it.

Compensation.

Our compensation system is different from many other firms. We do not believe in lock-step compensation. We do not have minimum billable hours or hours-based bonus targets. Instead, our compensation system rewards those desiring to make a greater commitment to the firm while affording our lawyers the flexibility to balance work and personal life.

Associates receive a competitive starting compensation package. After one year with the firm, we review our associates for pay raises twice a year. Associates also receive year-end bonuses based on their contributions to the firm and the overall success of the entire firm.

Real Experience, Quickly.

We hire students from the top of their class who want to be outstanding trial lawyers in a very short time. We do not assign associates to any particular practice area. We encourage our associates to gain a wide-range of litigation experience and to decide their own interests and specialties. Our associates are quickly given real responsibilities. Associates take depositions, handle hearings and try lawsuits. Ask our associates to tell you about the cases they've tried, the hearings they've handled, and the responsibilities they are given.

Short Partnership Track.

We have a short partnership track. We consider our associates for partnership after five years. We are unique in that we expect and intend every new lawyer we hire to become a partner in our firm. As a result, our young lawyers feel a great sense of connection to and ownership in the firm from day one.

A Working Summer Clerkship.

We offer a working clerkship. Summer law clerks work on substantive projects in active cases. Summer law clerks regularly attend trials and hearings and meet with our clients. We need to know if you can do the work. You need to know if you like the work.

Applying for a Position or Seeking More Information.

If you are interested in joining us, or want more information about our firm, please contact the chair of our recruiting committee, Casey Dobson.

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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