

### Basic Information

Scott Douglass & McConnico LLP  
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

2021 compensation for entry-level lawyers (\$/year) 200,000

**Summer Compensation**

2021 compensation for Post-3Ls (\$/week) 0

2021 compensation for 2Ls (\$/week) 3,000

2021 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

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	27	3	0	2
	Women	12	2	0	4
	Non-binary	0	0	0	0
	Total	39	5	0	6
<b>Latinx</b>	Men	1	0	0	1
	Women	1	0	0	0
	Non-binary	0	0	0	0
<b>White</b>	Men	24	2	0	1
	Women	11	2	0	4
	Non-binary	0	0	0	0
<b>Black or African American</b>	Men	1	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Asian</b>	Men	1	1	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>2 or More Races</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>LGBTQ</b>	Men	0	0	0	0
	Women	1	0	0	0
	Non-binary	0	0	0	0
<b>Veteran</b>	Men	2	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0

### 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

### HIRING & RECRUITMENT

	Began Work In		Expected	
	2019	Prior Summer Associates	2020	Prior Summer Associates
<b>LAWYERS</b>				
Entry-level				
Entry-level (non-traditional track)				
Lateral Partners				
Lateral Associates				
All Other Laterals (non-traditional track)				
Post-Clerkship				
LL.M.s (U.S.)				
LL.M.s (non-U.S.)				
<b>SUMMER</b>				
Post-3Ls				
2Ls				
1Ls				

Number of 2020 Summer 2Ls considered for associate offers: 2  
 Number of offers made to summer 2L associates: 1  
 General Hiring Criteria: Prefer Top 15%, Law Review

### 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
Government, Regulatory, Administrative	Administrative	11	0	2		0
Appellate	Appellate	13	0	0		0
Labor and Employment	Employment	2	0	0		0
Government, Regulatory, Administrative	Environmental	4	0	0		0
Government, Regulatory, Administrative	Government/Legislative	4	0	0		0
Business, Corporate	Insurance	4	0	0		0
Litigation	Litigation	36	0	5		0

<b>Business, Corporate</b>	Malpractice	17	0	1	0
<b>Energy</b>	Oil & Gas	24	0	4	0
<b>Business, Corporate</b>	Products/Torts	25	0	5	0
<b>Tax</b>	Tax	3	0	0	0

## Diversity & Inclusion

**Diversity Contact:** Mr. Anthony Arguijo

**Diversity Website/URL:** <https://www.scottdoug.com/diversity-inclusion/>

## 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. We have the most women equity partners of any law office in Austin. 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 our firm culture 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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