THOMPSON COE

Thompson, Coe, Cousins & Irons, L.L.P.
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Hiring Attorney: **Ms. Ellen Van Meir**
Address Inquiries To:
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Human Resources Administrative Assistant
Thompson, Coe, Cousins & Irons, L.L.P.
Plaza of the Americas, 700 N. Pearl Street, Twenty-Fifth Floor
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Total # offices: **4** Firm size range: **101-250**
offices on form: **4** NALP member? **Y**
Total # of Attorneys: **112** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Appellate	5	1
Bankruptcy	1	1
Business Transactions	3	1
Casualty	4	7
Commercial Litigation	5	2
Construction Law	8	2
Government & Legislative Advocacy	1	2
Health Law	8	1
Insurance Litigation & Coverage	19	14
Labor & Employment	3	2
Mass Tort & Product Liability	18	6
Real Estate	4	0
Securities Litigation (D&O Liability)	5	0
Professional Liability	7	4

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2009

As of Feb. 1, 2009		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	1	1	0	1
	Women	0	0	0	0
White	Men	50	15	5	5
	Women	14	18	5	3
Black/African American	Men	0	1	0	0
	Women	0	1	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	0	0	0
	Women	1	1	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	0	0	0
	Women	0	0	0	0
TOTAL	Men	53	17	4	6
	Women	14	24	0	3
	TOTAL NUMBER	67	41	4	9
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	0	0	0
	Women	0	0	0	0

(See www.nalpdirectory.com for historical comparisons.)

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2009 Compensation	BEGAN WORK IN 2007	BEGAN WORK IN 2008	EXPECTED 2009
Laterals		8 ( )	5 (4)	4
Post-clerkship		1 ( )	2 ( )	3
Entry-level	86,000 /yr	( )	9 ( )	4
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	1650 $/wk	10 ( )	9 ( )	9
1Ls	$/wk			

2008 summer 2Ls considered for associate offers: **9** # offers made: **5**
Hire school term clerks? **N**
1Ls hired? **N** When after 12/1 should 1Ls apply? **n/a**
Split summers allowed? **N** If yes, minimum weeks:
Comments:
Accept applications for 2010 summer program from:
Joint degree students graduating in 2012? **N**
Evening students graduating in 2012? **N**
Judicial clerks? **N** Students at non-US law schools? **N**
Hiring Criteria: **Top third of class; excel in Moot Court, Mock Trial or similar competitions.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **N**
Comp./prog. credit for judicial clerkship? **N**
Comp./prog. credit for other adv. degrees? **N**
Other compensation comments:

PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **7**
Additional partnership prog. info: **Track varies according to individual ability.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. 0 (m) **1** (w) **ptrs/mbrs. 0** (m) **0** (w) **oth. lawy. 0** (m) **1** (w)
Elig. for alt. work sched. determined by: **Management Committee**
Paid non-medical parental leave? **N**
Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Annual** Upward reviews? **Y**
Professional development staff? **N** Billable hours credit for training time? **N**
Rotation for jr. associates between departments/practice groups? **Y**
Is rotation mandatory? **N**

BENEFITS: see www.nalpdirectory.com

DIVERSITY RECRUITMENT & RETENTION EFFORTS:
Activities to increase the presence and retention of under-represented groups:
☐ Minority job fairs ☐ Bar sponsored programs
☐ Outreach to law student groups ☐ Firm diversity committee
☐ Directed mentoring efforts ☒ Rec. at schools w/large min. pop.
Comments: **Thompson Coe is committed to high standards of diversity and quality of life.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2008 : **6** # job fairs/consortia attended in 2008 : **0**

BILLABLE HOURS:

	2007	2008
Avg annual assoc. hrs worked:	2206	2094
Avg. annual assoc. billable hrs:	1951	1861

Is there a minimum billable hours expectation? **Y** If yes, number: **1900**
Hours policy details:

Is billable hour credit given for pro bono work? **N**
Is there a maximum that will be credited? If yes, what?
For bonus consideration, is a pro bono hour equivalent to a billable hour?
PRO BONO INFORMATION:
☐ % firm billable hours: ☐ avg. hrs. per attorney:
Participation: % assoc. % ptrs/mbrs % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **N**
Comments:

NARRATIVE: **Thompson, Coe, Cousins & Irons, L.L.P. has been providing legal services to insurance and business clients since 1951. Headquartered in Dallas, Texas, the firm was founded by two practitioners who were experienced in property and casualty insurance. Today, Thompson Coe has over one hundred attorneys in four offices: Dallas, Austin, and Houston, Texas and in St. Paul, Minnesota.**

Throughout its history, the Firm has been recognized for broad representation and capabilities in civil litigation and insurance law. Service areas provided to the insurance industry include: property and casualty, construction, health law, coverage, mass tort and products liability, government and legislative advocacy, and professional liability. In addition, Thompson Coe offers services in bankruptcy, commercial litigation, labor and employment, premises liability, real estate, tax, securities litigation, directors and liability, and estate planning.

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.