

Basic Information

Thompson Coe Form
 Organization Size: 142
 Office Size: 140
Hiring Attorney:
 Mr. Craig Dowis

Recruiting Contact:
 Ms. Becky Illingworth
 Recruiting Assistant
 700 North Pearl
 Twenty-Fifth Floor
 Dallas, Texas (TX) 75201
 United States
Phone: (214) 880-2632
 Billingworth@thompsoncoe.com

Compensation & Benefits

2014 compensation for entry-level lawyers (\$/year) 86,000
Summer Compensation
 2014 compensation for Post-3Ls (\$/week) 0
 2014 compensation for 2Ls (\$/week) 1,650
 2014 compensation for 1Ls(\$/week) 0

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
 How many years is the non-equity track?
 How many years is the equity track?

Pro Bono/Public Interest

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

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? Case-by-case
 Is rotation mandatory? No
 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 61	22	5	1	5
	Women 27	29	0	4	4
	Total 88	51	5	5	9
Hispanic/Latino	Men 2	2	0	0	0
	Women 0	3	0	0	3
White	Men 56	17	5	0	1
	Women 26	21	0	0	3
Black/African American	Men 1	0	0	0	0
	Women 1	3	0	0	0
Native Hawaiian/Other Pacific Islander	Men 0	1	0	0	2
	Women 0	0	0	0	0
Asian	Men 1	0	0	0	0
	Women 2	1	0	0	0
American Indian/Alaska Native	Men 0	0	0	0	0
	Women 0	0	0	0	0
2 or more races	Men 0	1	0	0	0
	Women 1	0	0	0	0
Disabled	Men 0	0	0	0	0
	Women 0	0	0	0	0
Openly LGBT	Men 1	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
Appellate	Appellate	6		2	
Business, Corporate	Business, Commercial, Lit & Ins Regulatory	11	2	1	
Litigation	Casualty	21		18	
Litigation	Coverage	12		9	
Litigation	Insurance Litigation	16	1	9	
Labor and Employment	Labor & Employment	8		7	
Litigation	Products Liability	10		5	
Litigation	Professional Liability	11		11	

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2014
	2012	Prior Summer Associates	2013	Prior Summer Associates	
Laterals	6		9		
Laterals (non-traditional track)					
Post-Clerkship					
Entry-level	7	6	5	5	
Entry-level (non-traditional track)					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls			9		
1Ls	9				

Number of 2013 Summer 2Ls considered for associate offers 7
 Number of offers made to summer 2L associates 5
 General Hiring Criteria Top third of class; excel in Moot Court, Mock Trial or similar competitions.

Diversity & Inclusion

Organization 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 five offices: Dallas, Austin, and Houston, Texas, St. Paul, Minnesota, and in Los Angeles, California.

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, director and officers liability, and estate planning. Our attorneys have represented clients in the trial and appellate courts in both the state and federal system and before the Texas Department of Insurance and the Texas Legislature.

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.