

Winstead PC
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 Hiring Attorney: **Mr. Tom Van Arsdel**
 Address Inquiries To:
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Recruiting Manager
Winstead PC
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Total # offices: **7** Firm size range: **251-500**
 NALP member? **Y** Office size range: **51-100**
 Total attys in this office: **69**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Bankruptcy	1	1
Finance and Banking	5	2
Corporate Securites and Tax	9	4
Government Relations	1	0
Real Estate	8	6
Litigation Appellate	2	0
Commerical Litigation	5	3
Energy and Environmental Litigation	5	4
Securities Litigation	1	1
Intellectual Property	3	3
Labor & Employment	2	2
Construction Litigation	1	0

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		9 ()	10 ()	15
Post-clerkship		()	()	1
Entry-level	135000 /yr	3 ()	3 ()	3
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	2600 \$/wk	9 (3)	7 (2)	13
1Ls	2600 \$/wk	4	3	

2007 summer 2Ls considered for associate offers: **10** # offers made: **10**
 Hire school term clerks? **N**
 1Ls hired? **Y** When after 12/1 should 1Ls apply? **After 12/1**
 Split summers allowed? **Y** If yes, minimum weeks: **6**
 Comments: **First Half Only**
 Accept applications for 2009 summer program from:
 Joint degree students graduating in 2011? **N**
 Evening students graduating in 2011? **N**
 Judicial clerks? **Y** Students at non-US law schools? **N**
 Hiring Criteria: **Winstead considers candidates with demonstrated outstanding academic performance as well as personal achievements. Hiring criteria varies from school to school and is available upon request.**
CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
 Judicial clerkship bonus? **N**
 Comp./prog. credit for judicial clerkship? **Y**
 Comp./prog. credit for other adv. degrees? **Y**
 Other compensation comments:

PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **7-8**
 Additional partnership prog. info: **Winstead has two shareholder categories, income and equity. Associates must first be elected as an income shareholder before being considered as an equity shareholder.**

WORK/LIFE INFORMATION:

Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. (m) (w) ptrs/mbrs. (m) (w) oth. lawy. (m) (w)
 Elig. for alt. work sched. determined by: **Practice Group Leaders and E.C.**
 Paid non-medical parental leave? **Y**
 Comments: **Winstead offers 3 months paid maternity leave and the option of 3 months unpaid leave. Winstead also offers 100 hours of backup dependent care per year for spouse, child or parent.**

TRAINING AND PROFESSIONAL DEVELOPMENT:

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

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2008

As of Feb. 1, 2008	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	2	1	0	0
	Women	1	1	0	3
White	Men	33	9	0	3
	Women	4	5	0	3
Black/African American	Men	1	2	0	2
	Women	0	4	0	2
Nat. Hawaiian/ Other Pacific Is.	Men	1	0	0	0
	Women	0	0	0	0
Asian	Men	1	2	0	0
	Women	0	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	38	14	0	4
	Women	5	11	1	8
TOTAL NUMBER		43	25	1	12
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.)

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: **The Winstead Juris Doctor Scholarship Program which is available to 3 second year law students; Law School Diversity Outreach**

CAMPUS INTERVIEWS for past year (see full list online):

schools visited in 2007: **7** # job fairs/consortia attended in 2007: **2**

BILLABLE HOURS:

Avg annual assoc. hrs worked: **2150 2125**
 Avg. annual assoc. billable hrs: **1900 1900**
 Is there a minimum billable hours expectation? **N** If yes, number:
 Hours policy details:

Is billable hour credit given for pro bono work? **N**
 Is there a maximum that will be credited? **N** If yes, what?
 For bonus consideration, is a pro bono hour equivalent to a billable hour? **N**
PRO BONO INFORMATION: Firm-wide Office specific
 % 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: Winstead PC is a business law firm with offices in Austin, Dallas, Fort Worth, Houston, San Antonio, Washington, D.C. and The Woodlands. Founded in Dallas in 1973 with 4 lawyers, Winstead has grown to approximately 300 attorneys in seven cities. Winstead is among the largest business law firms in Texas, representing major companies regionally and nationally in the real estate, financial services and technology industries. Winstead attorneys and consultants serve as trusted advisors to mid-market and large businesses, providing a core range of legal services that are critical to their operation and success.

To submit your resume and learn more about Winstead, please visit www.winstead.com.

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