

**MULTI-OFFICE DATA  
SAN ANTONIO, TX**

**COX SMITH**

**COX SMITH MATTHEWS INCORPORATED**  
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Total # offices: 5 Firm size range: 101-250  
 # offices on form: 5 NALP member? Y  
 Total # of Attorneys: 136 Reporting for: All Offices

**DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011**

As of Feb. 1, 2011		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	5	4	0	0
	Women	0	3	0	0
White	Men	57	25	5	0
	Women	13	15	6	0
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	0	0	0	1
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	0	0	UNK
	Women	0	0	0	UNK
TOTAL	Men	63	30	6	3
	Women	13	19	6	5
TOTAL NUMBER		76	49	11	8
Disabled	Men	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK
Openly GLBT	Men	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Banking, Financial Institutions	2	2
Bankruptcy, Creditors Rights	7	7
Corporate, Mergers & Acquisitions, Secur	13	9
Real Estate, Finance	9	5
Energy, Natural Resources, Public	6	6
Intellectual Property - Transactional, Intell	6	6
Litigation	16	14
Employment	7	5
Tax	4	2
Employee Benefits, Erlsa	4	2
Estate, Trusts, Wills	2	2

**COMPENSATION & EMPLOYMENT DATA:**

	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Lawyers				
Laterals		4 ( 0 )	11 ( 0 )	TBD
Post-clerkship		0 ( 0 )	1 ( 1 )	1
Entry-level	120,000 /yr	4 ( 4 )	8 ( 8 )	4
LLMs (US)		0 ( 0 )	0 ( 0 )	TBD
LLMs (non-US)		0 ( 0 )	0 ( 0 )	TBD
Summer				
Post-3Ls	n/a \$/wk	0 ( 0 )	0 ( 0 )	0
2Ls	2300 \$/wk	16 ( 15 )	8 ( 8 )	8
1Ls	n/a \$/wk	0	0	0

# 2010 summer 2Ls considered for associate offers: 8 # offers made: 5  
 Hire school term clerks? N  
 1Ls hired? N When after 12/1 should 1Ls apply? n/a  
 Split summers allowed? Y If yes, minimum weeks: 6  
 Comments: **second half summer required**  
 Accept applications for 2012 summer program from:  
 Joint degree students graduating in 2014? Y  
 Evening students graduating in 2014? Y  
 Judicial clerks? N Students at non-US law schools? N  
 Hiring Criteria: Cox Smith recruits individuals with strong law school and undergraduate academic records, exceptional interpersonal skills, motivation, and demonstrated leadership abilities.  
**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: **Entry-level comp. package is \$120,000, plus \$12,600 in bonuses and bar review reimbursements.**

**PARTNERSHIP DATA:** Two or more tiers? Y  
 Additional partnership prog. info:

**WORK/LIFE INFORMATION:**

Part-time allowed? Y Part-time avail. to entry-level? N  
 # p-t assoc. 0 (m) 0 (w) ptrs/mbrs. 0 (m) 0 (w) oth. lawy. 0 (m) 2 (w)  
 Ellg. for alt. work sched. determined by: department leaders  
 Paid non-medical parental leave? N  
 Comments:

**TRAINING AND PROFESSIONAL DEVELOPMENT:**

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

**BENEFITS:** see www.nalpdirectory.com

(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: **It is our strong belief that diversity enhances our firm and that our people reflect the diversity of the communities we serve.**

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

# schools visited in 2010: 4 # job fairs/consortia attended in 2010: 1

**BILLABLE HOURS:**

Avg annual assoc. hrs worked: 2009 2010  
 2018 2140  
 Avg. annual assoc. billable hrs: 1584 1706  
 Is there a minimum billable hours expectation? Y If yes, number: 1900  
 Hours policy details: billable hour expectation is threshold for bonus

Is billable hour credit given for pro bono work? CBC

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? CBC

**PRO BONO INFORMATION:**

% firm billable hours:  avg. hrs. per attorney: 7.11  
 Participation: 44.46 % assoc. 38.19 % ptrs/mbrs 14.63 % other lawyers

**PUBLIC INTEREST FELLOWSHIPS** (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship?  
 Comments:

**NARRATIVE:** With a practice history dating to 1939, Cox Smith is one of the leading business law firms in Texas. From its dominant position in San Antonio with a growing presence in key Texas markets including Austin, Dallas, El Paso and McAllen, Cox Smith's 130 attorneys help regional, national and international businesses with a wide variety of matters involving all aspects of business law and litigation. For more information, visit www.coxsmith.com

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