

**REPORT CARD****Hiring of Minority Lawyers By Austin Law Firms**

Name of Firm	Grade	No. of Attys*	Minority Attys* (Partners)	% of Minority Attys	Comments
Akin, Gump, Strauss, Hauer & Feld	D	75	5 (2)	6.7%	National law firm can do better
Baker Botts	F	45	2 (0)	4.4%	No minority partners
Bickerstaff, Heath, Smiley, Pollan, Kever & McDaniel	A+	39	6 (3)	15.4%	Outstanding!
Brobeck, Phleger & Harrison	F	66	2 (1)	3%	Fastest growing firm needs minorities
Brown McCarroll & Oaks Hartline	B-	55	5 (0)	9.1%	No minority partners
Clark, Thomas & Winters	B	95	10 (3)	10.5%	Good effort
Fulbright & Jaworski	B-	82	8 (0)	9.8%	No minority partners
Graves, Dougherty, Hearon & Moody	F	55	2 (0)	3.6%	No minority partners
Jackson Walker	F	47	2 (1)	4.3%	Statewide firm should have minorities
Jenkins & Gilchrist	F	41	2 (1)	4.9%	National law firm can do better
Locke, Liddell & Sapp	D	40	2 (1)	5%	Statewide firm can do better
McGinnis, Lochridge & Kilgore	I	60			No form filed
Scott, Douglass & McConnico	I	44			No form filed
Vinson & Elkins	B-	75	7 (0)	9.3%	No minority partners

\*Information provided in the 2000 National Association of Law Placement ("NALP") form

**Grading Scale:**

Above 11%	=	A	Excellent
9% to 10.99%	=	B	Good
7% to 8.99%	=	C	Needs Improvement
5% to 6.99%	=	D	Unsatisfactory
Less than 4.99%	=	F	Failing