

2004 REPORT CARD Number of Minority Lawyers In Austin's Largest Law Firms

Name of Firm	Grade	No. of Attys*	Min. Attys* (Partners)	% Min. Attys	Min. Law Clerks*	Comments
1. Locke Liddell	A	43	9(1)	20.9%	1/8	Outstanding; should be emulated
2. Bickerstaff, Heath, Smiley	A	31	5(2)	16.1%	--	Consistently excellent efforts and results
3. Andrews Kurth	A+	32	5(3)	15.6%	2/6	Great job!
4. Winstead Sechrest	A	42	6(3)	14.3%	0/1	Good job
5. Gray Cary	B	29	4(1)	13.8%	0/1	Good efforts; no progress shown
6. Bracewell & Patterson	B	23	3(1)	13%	0/2	Consistent results
7. Baker Botts	B	55	7(2)	12.7%	1/10	Progress made; must continue efforts
8. Thompson & Knight	B+	16	2(1)	12.5%	0/1	Making great efforts
9. Wilson Sonsini	B-	24	3(0)	12.5%	1/4	Efforts noted; need minority partners
10. Haynes and Boone	B-	24	3(0)	12.5%	0/1	Great efforts; no minority partners
11. Clark Thomas	B	113	14(5)	12.4%	3/5	Good continuing efforts; innovative programs
12. Brown McCarroll	B	106	13(3)	12.3%	--	Satisfactory results
13. Fulbright & Jaworski	B	85	10(3)	11.8%	3/14	Great new efforts; innovative programs
14. Hughes & Luce	C-	18	2(0)	11.1%	0/2	No minority partners; efforts should continue
15. Jenkins & Gilchrist	C+	29	3(2)	10.3%	2/7	Good efforts
16. Davis & Wilkerson	C	29	3(1)	10.3%	1/3	Good efforts
17. Strasburger & Price	C	20	2(1)	10%	0/2	Good efforts; diminishing results
18. Jackson Walker	D	56	5(2)	8.9%	0/3	No progress shown
19. Vinson & Elkins	D	92	8(2)	8.7%	3/20	Efforts noted; few results
20. McGinnis, Lochridge	D	62	5(2)	8.1%	2/9	Efforts noted; historically poor results
21. Lloyd, Gosselink	D-	31	2(0)	6.5%	3/8	Clerk numbers good; efforts poor; minority hiring stagnant
22. Akin Gump	F	54	3(2)	5.6%	2/6	Efforts noted; disappointing results
23. Scott, Douglass	F	40	2(1)	5%	4/9	Clerk numbers good; need results
24. Graves, Dougherty	F	59	2(1)	3.4%	0/3	Continued indifference to minority recruiting and hiring
25. DuBois, Bryant	F	18	0(0)	0%	--	New law firm needs minority attorneys
TOTALS:		1,131	121/39	10.7%	28/125	

*Information provided by individual law firms

Grading Scale:

14% and above = A Excellent
 11.5% to 13.99% = B Good
 9% to 11.49% = C Needs Improvement
 6.5% to 8.99% = D Unsatisfactory
 Less than 6.49% = F Failing

+ = 14% or more of partners are minorities
 - = No minority partners