

2007 REPORT CARD Number of Minority Lawyers In Austin's Largest Law Firms

Name of Firm	Grade	Atty*s* (Min.)	Weighted % Total++	Partners* (Min.)	Min. Law Clerks*	Comments
1. Brown McCarroll	A	81(14)	24.4%	60(7)	1(1)	Stellar minority partner numbers
2. Bickerstaff Heath	A	26(6)	22.7%	19(4)	—	Minority partners increased
3. Davis & Wilkerson	A	31(5)	22.6%	15(1)	1(1)	Solid effort
4. Clark Thomas	A	114(14)	17.0%	70(6)	6(4)	Impressive results
5. Andrews Kurth	A	37(5)	16.8%	12(2)	5(2)	Numbers good overall
6(Tie). Akin Gump	A	38(4)	15.8%	15(3)	9(4)	Minority partners increased
6(Tie). Wilson Sonsini	A	38(7)	15.8%	7(1)	6(0)	Added minority attorney
8. Strasburger & Price	B	22(2)	14.5%	14(1)	3(2)	Good minority clerk numbers
9. Jackson Walker	B	71(10)	13.9%	40(4)	5(1)	Minority partners increased
10. Winstead	B	51(8)	13.8%	28(4)	3(0)	Minority partners increased
11. Fish & Richardson	B	25(3)	13.4%	12(1)	6(2)	Solid debut
12. Locke Lord Bissell	B	38(5)	13.2%	15(0)	5(2)	Minority retention an issue
13. Thompson & Knight	B	22(3)	12.6%	13(2)	2(0)	Minority ranks must keep pace
14(Tie). Fulbright & Jaworski	C	86(9)	11.6%	34(3)	8(2)	Added minority attorneys
14(Tie). Scott Douglass	C	40(5)	11.6%	32(1)	9(2)	Added minority attorney
16. Vinson & Elkins	C	97(9)	11.3%	32(4)	26(6)	Minority partners increased
17. DLA Piper	C	26(2)	10.4%	12(0)	2(1)	Minority retention an issue
18. Graves Dougherty	C	64(6)	10.3%	49(3)	4(1)	Minority partners increased
19. Baker Botts	C	61(4)	10.1%	20(3)	12(3)	Minority retention an issue
20. McKool Smith	D	23(2)	8.9%	7(1)	1(0)	Below expectations
21(Tie). Haynes and Boone	F	21(2)	6.7%	6(0)	2(0)	Numbers below target but outlook promising
21(Tie). Thompson Coe	F	23(0)	6.7%	16(0)	3(2)	Good start with minority clerks
23. McGinnis Lochridge	F	63(4)	5.3%	47(2)	5(0)	Declining results
24. Bracewell & Giuliani	F	19(1)	4.2%	10(0)	—	Minority retention an issue
25. Armbrust & Brown	F	28(1)	3.9%	19(1)	—	Below expectations
TOTALS		1145(131)	11.4%	604(54)	124(36)	

*Information provided by individual law firms

Grading Scale:

15% and above = **A** Excellent
 12.5% to 14.99% = **B** Good
 10% to 12.49% = **C** Needs Improvement
 7.5% to 9.99% = **D** Unsatisfactory
 Less than 7.49% = **F** Failing

++Weighted % Total =

(% of minority attorneys among all attorneys x .7) + (% of minority partners among all partners x .2) + (% of minority clerks among all summer clerks x .1)