

TEXAS LAWYER

An **ALM** Publication

texaslawyer.com | July/August 2023



**COMPETITION FOR TALENT REMAINS HOT IN TEXAS
AS FIRMS CONTINUE HIRING**



**FIRM FINANCE, FAMILY LAW,
AND MUCH, MUCH MORE**

TEXAS TOP



TEXAS LEGAL LANDSCAPE CONTINUED TO BOOM IN 2022

BY BRENDA SAPINO JEFFREYS

THE FIRMS WITH THE MOST LAWYERS IN TEXAS continued growing in 2022, with much of the increased lawyer count at the Texas offices of out-of-state firms as the industry continues to flock to Texas.

The 100 firms with the most lawyers in Texas grew by 8.9% overall in 2022, compared with 2021, according to the 2022 Texas Top 100 report. The 100 firms had a total of 11,088 lawyers in Texas in 2022, up from 10,178 in 2021, and 9,640 in 2020.

The growth in Texas came even as demand slowed in some transactional practices in 2022 across the industry. But the competition for talent remains strong in Texas, particularly as the out-of-state firms continue to open Texas offices and hire Texas lawyers.

A total of 26 of the 100 firms posted double-digit growth in lawyer head count, with most of them headquartered outside of Texas. O'Melveny & Myers grew the most in Texas, building to 48 lawyers in its offices in Austin, Houston and Dallas, up from 11 in 2021. O'Melveny opened offices in Austin and Dallas in 2021, and in Houston in 2022.

Vinson & Elkins again topped with list, with 427 lawyers in Texas, down 4% from 2021. But Jackson Walker, the largest Texas-only firm, is razor-thin close with 424 lawyers, up 9.6%. Kirkland & Ellis was third, with 367 lawyers in Texas, up 15% from the prior year.

Wade Cooper, managing partner of Jackson Walker, said the firm's growth in 2022 was across practices including real estate, bankruptcy and litigation and is through lateral partners and associates.

"We are trying to be broad-based and are trying to grow in a number of areas—real estate of course for the last several years has been really strong—and as firms have merged, we have gotten a lot of great laterals that like our program," Cooper said.

He said adding lateral partners with books of business has worked very well, improving the firm's profitability. The firm is growing "the hard way" without a merger of any consequence for many years, he notes.

The remaining top 10 are, in order, Norton Rose Fulbright, Haynes and Boone, Baker Botts, Winstead, Holland & Knight, Locke Lord and Thompson, Coe, Cousins & Irons. The group is the same as in 2021, although the order is not the same.

Seven of those 10 firms were founded in Texas, all except Kirkland, Norton Rose Fulbright and Holland & Knight.

In addition to O'Melveny's rapid growth in 2022, a number of other out-of-state firms posted double-digit growth in 2022 in Texas, including Kirkland & Ellis, up 15%; Sidley Austin, up 17.8%; Greenberg Traurig, up 28%; Latham & Watkins, up 36.3%; Gibson, Dunn & Crutcher, up 32%; Lewis Brisbois Bisgaard & Smith, up 12.6%; Ogletree, Deakins, Nash, Smoak & Stewart, up 12.9%; Wilson Elser Moskowitz Edelman & Dicker, up 20%, McGuireWoods, up 10.6%; Gordon Rees Scully Mansukhani, up 20% and Alston & Bird, up 20.4%.

Others are McDermott, Will & Emery, up 38.1%; Perkins Coie, up 19.6%; Katten Muchin Rosenman, up 24.4%; Orrick Herrington & Sutcliffe, up 25.6%; Steptoe & Johnson PLLC, up 131.6%; and McGlinchey Stafford, up 95.5%.

Homegrown Texas firm Mayer LLP, founded in Dallas, grew 81.8% in 2022, up to 100 lawyers in Texas from 55 in 2021. According to firm founder Zach Mayer, a big part of that growth in 2022 was the firm's acquisition of Houston trial boutique Lorange & Thompson, which added 22 lawyers in Houston, but the firm also added about a dozen lawyers in San Antonio and also some in Dallas.

In addition to the large litigation team from Lorange & Thompson, Mayer said the hires included some corporate, tax and immigration lawyers.

Other Texas-founded firms that posted double-digit increases in 2022 include Munsch Hardt Kopf & Harr, up 16.5%; Berry Appleman & Leiden, up 13.2%; Cokin Young, up 14.1%; Sheehy, Ware, Pappas & Grubbs, up 26.1%; Lanier Law Firm, up 39%; and Patterson & Sheridan, up 31.7%.

Nearly three-quarters of the 100 firms grew their lawyer head count in 2022. Of the 27 that lost Texas lawyers in 2022, only three posted double-digit declines—Baron & Budd, down 11.4%; Ahmad, Zavistanos & Mensing, down 13.2%; and RMWBH, formerly Roberts Markle Weinberg Butler Hailey, down 12.5%.

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TEXAS TOP 100

RANK	FIRM	MAIN TEXAS OFFICE	TEXAS HEAD COUNT 2022	PERCENT CHANGE	LOCAL MANAGING PARTNER	FIRMWIDE HEAD COUNT 2022
1	Vinson & Elkins	Houston	427	-4.0%	Keith Fullenweider	670
2	Jackson Walker	Dallas	424	9.6%	Wade Cooper	424
3	Kirkland & Ellis **	Houston	367	15.0%	Andrew Calder	3415
4	Norton Rose Fulbright **	Houston	364	2.0%	Jeff Cody	3094
5	Haynes and Boone	Dallas	356	0.0%	Taylor Wilson	558
6	Baker Botts	Houston	302	-8.2%	John Martin	626
7	Winstead	Dallas	287	7.9%	Jeff Matthews	305
8	Holland & Knight **	Dallas	237	-5.6%	Scott Wallace, Bruce Sostek	1446
9	Locke Lord	Dallas	233	-6.8%	David Taylor	551
10	Thompson, Coe, Cousins & Irons	Dallas	217	8.0%	Shawn Phelan	235
11	Bracewell	Houston	198	-0.5%	Gregory Bopp	337
12	Sidley Austin **	Dallas	192	17.8%	Angela Zambrano, S. Scott Parel	2015
13	Hunton Andrews Kurth **	Houston	185	-3.6%	Tammy Brennig	764
14	Akin Gump Strauss Hauer & Feld	Dallas	165	3.8%	M. Scott Barnard	870
15	Greenberg Traurig **	Dallas	160	28.0%	Joseph Coniglio	2424
16	Munsch Hardt Kopf & Harr	Dallas	155	16.5%	Phil Appenzeller Jr.	155
17	Berry Appleman & Leiden	Dallas	146	13.2%	Jeremy Fudge	245
18 (tie)	Foley & Lardner **	Dallas	143	-6.5%	Michael Newman	1046
18 (tie)	Latham & Watkins **	Houston	143	36.2%	C. Timothy Fenn	3298
20 (tie)	Gray Reed & McGraw	Houston	137	-7.4%	Kyle Sanders	137
20 (tie)	Winston & Strawn **	Dallas	137	8.7%	Thomas Melsheimer, Bryan Goolsby	849
22	Gibson, Dunn & Crutcher **	Dallas	132	32.0%	Trey Cox, Krista Hanvey	1688
23	Clark Hill **	Dallas	131	-8.4%	Robert Franke	602
24	Kelly Hart & Hallman	Fort Worth	127	-5.2%	Marianne Auld	127
25	King & Spalding **	Houston	126	7.7%	Tracie Renfro	1313
26	DLA Piper **	Austin	125	5.0%	Nicole Brennig	4255
27	Jones Day **	Dallas	117	-7.9%	Hilda Galvan	2302
28	Porter Hedges	Houston	113	3.7%	Robert Reedy, James Cowen	113
29	Dykema Gossett **	San Antonio	112	8.7%	Nick Monaghan	365
30	Susman Godfrey	Houston	107	1.9%	Kalpna Srinivasan, Vineet Bhatia	190
31	Baker & Hostetler **	Houston	103	1.0%	Matthew Caligur	952
32	Chamberlain, Hrdlicka, White, Williams & Aughtry	Houston	102	9.7%	Larry Campagna	160
33	Reed Smith **	Houston	101	-1.9%	Chris Watt	1540
34	Mayer LLP	Dallas	100	81.8%	Zach Mayer	110

TEXAS TOP 100

RANK	FIRM	MAIN TEXAS OFFICE	TEXAS HEAD COUNT 2022	PERCENT CHANGE	LOCAL MANAGING PARTNER	FIRMWIDE HEAD COUNT 2022
35 (tie)	Baker & McKenzie **	Dallas	98	4.3%	Michelle Hartmann	4779
35 (tie)	Germer	Beaumont	98	5.4%	Karen Bennett	98
35 (tie)	Lewis Brisbois Bisgaard & Smith **	Dallas	98	12.6%	Christopher White	1700
38	Husch Blackwell **	Austin	97	-2.0%	Jody Rudman	771
39	Ogletree, Deakins, Nash, Smoak & Stewart **	Austin	96	12.9%	Erika Leonard	909
40	Lineberger Goggan Blair & Sampson	Austin	92	8.2%	Clif Douglass	116
41	Morgan, Lewis & Bockius **	Houston	89	-2.2%	Stefanie Moll	2036
42	White & Case **	Houston	82	2.5%	Jay Cuclis	2616
43 (tie)	Hartline Barger	Dallas	81	3.8%	Richard Crews	86
43 (tie)	Cokinos Young	Houston	81	14.1%	Gregory Cokinos	86
45	Kane Russell Coleman Logan	Dallas	80	8.1%	Karen Cox	80
46	Polsinelli **	Dallas	79	9.7%	Brian Bullard	932
47 (tie)	Munck Wilson Mandala	Dallas	78	1.3%	William Munck	90
47 (tie)	Shearman & Sterling **	Dallas	78	8.3%	Bill Nelson	722
47 (tie)	Wilson Elser Moskowitz Edelman & Dicker **	Dallas	78	20.0%	J. Price Collins	907
50	Spencer Fane **	Houston	77	11.6%	Brian Zimmerman	389
51 (tie)	McGinnis Lochridge	Austin	73	9.0%	Douglas Dodds	73
51 (tie)	McGuireWoods **	Dallas	73	10.6%	Jason Cook	925
53 (tie)	Brown Sims	Houston	72	1.4%	Kenneth Engerrand	89
53 (tie)	Langley & Banack	San Antonio	72	2.9%	Steven Brook	72
53 (tie)	Gordon Rees Scully Mansukhani **	Dallas	72	20.0%	Kirstie Simmerman, Craig Mariam	1013
56 (tie)	Shackelford, Bowen, McKinley & Norton	Dallas	70	6.1%	John Shackelford	78
56 (tie)	McKool Smith	Dallas	70	9.4%	David Sochia	125
58 (tie)	Quilling, Selander, Lownds, Winslett & Moser	Dallas	68	-5.6%	Matt Pickelman	68
58 (tie)	Naman, Howell, Smith & Lee	Waco	68	-2.9%	Larry Warren	68
60 (tie)	Martin Disiere Jefferson & Wisdom	Houston	67	3.1%	Dale Jefferson	67
60 (tie)	Akerman **	Dallas	67	8.1%	Matt Schroeder	634
62	Fee, Smith & Sharp	Dallas	65	3.2%	Tom Fee	65
63	Mayer Brown **	Houston	63	-8.7%	Neil Wasserstrom	1860
64 (tie)	Baron & Budd	Dallas	62	-11.4%	Russell Budd	85
64 (tie)	Weil, Gotshal & Manges **	Dallas	62	-8.8%	Courtney Marcus	1210
64 (tie)	Littler Mendelson **	Dallas	62	8.8%	Jeremy Hawpe	1047
64 (tie)	Simpson Thacher & Bartlett **	Houston	62	8.8%	David Lieberman	1281

TEXAS TOP 100

RANK	FIRM	MAIN TEXAS OFFICE	TEXAS HEAD COUNT 2022	PERCENT CHANGE	LOCAL MANAGING PARTNER	FIRMWIDE HEAD COUNT 2022
68 (tie)	Glast, Phillips & Murray	Dallas	60	1.7%	Troy Phillips	60
68 (tie)	Scheef & Stone	Dallas	60	1.7%	Kelly Crawford, John Scheef, Bill Stone	60
70 (tie)	K&L Gates **	Dallas	59	3.5%	Michael Cuda	1746
70 (tie)	Alston & Bird **	Dallas	59	20.4%	Darren Hauck	869
72 (tie)	Bell Nunnally	Dallas	58	-2.1%	Christopher Trowbridge	58
72 (tie)	Cantey Hanger	Fort Worth	58	1.8%	Brian Newby	58
72 (tie)	Bradley Arant Boult Cummings **	Dallas	58	7.4%	Richard Sayles	564
72 (tie)	Sheehy, Ware, Pappas & Grubbs	Houston	58	26.1%	Steven Grubbs	58
72 (tie)	McDermott, Will & Emery **	Dallas	58	38.1%	Jason Krieser	1278
77 (tie)	Fish & Richardson **	Dallas	57	4.5%	Joshua Griswold	321
77 (tie)	Lanier Law Firm	Houston	57	39.0%	W. Mark Lanier	71
79	Carrington, Coleman, Sloman & Blumenthal	Dallas	55	-5.2%	Monica Latin	55
80 (tie)	Coats Rose	Houston	55	-1.8%	Richard Rose	65
80 (tie)	Perkins Coie **	Dallas	55	19.6%	Jill Lewis	1120
82 (tie)	Katten Muchin Rosenman **	Dallas	54	24.4%	Mark Solomon	670
82 (tie)	Orrick Herrington & Sutcliffe **	Houston	54	25.6%	Marcus Dietz	1043
82 (tie)	Patterson + Sheridan	Houston	54	31.7%	Todd Patterson	73
85	Walsh Gallegos Trevino Russo & Kyle	Austin	53	0.0%	Joe De Los Santos	53
86	O'Melveny & Myers	Dallas	48	336.4%	Chrissy Metcalf	742
87 (tie)	Ahmad, Zavistanos & Mensing	Houston	46	-13.2%	John Zavitsanos	46
87 (tie)	Beck Redden	Houston	46	-2.1%	Alistair Dawson	N/A
87 (tie)	Pillsbury Winthrop Shaw Pittman **	Austin	46	15.0%	Edward Cavazos	651
87 (tie)	Foster	Houston	46	17.9%	Charles Foster	46
91 (tie)	Hoover Slovacek	Houston	45	7.1%	Joseph Slovacek	45
91 (tie)	Sheppard, Mullin, Richter & Hampton **	Dallas	45	73.1%	Lindsay Ferguson	909
93 (tie)	Phelps Dunbar **	Houston	44	22.2%	Ivan Rodriguez	349
93 (tie)	Step toe & Johnson PLLC **	The Woodlands	44	131.6%	Monte Williams	299
95 (tie)	Underwood Law Firm	Amarillo	43	4.9%	Dave Goad	43
95 (tie)	Seyfarth Shaw **	Houston	43	13.2%	Mark Coffin	931
95 (tie)	McGlinchey Stafford **	Houston	43	95.5%	Matt Manning	166
98 (tie)	RMWBH *	Houston	42	-12.5%	Shawn Isakson	42
98 (tie)	Crain Caton & James	Houston	42	-6.7%	Vance Christopher	42
100	Scott Douglass & McConnico	Austin	41	-4.7%	Christopher Sileo	41

Note: *estimate **not based in Texas Source: Firms, ALM Intelligence



TEXAS LEGAL MARKET SURGES AHEAD

Texas Am Law 200 Firms Posted Largely Positive Financials in 2022

BY BRENDA SAPINO JEFFREYS

THE NINE HOMEGROWN TEXAS FIRMS ON the 2023 Am Law 200 posted largely strong financials in 2022, even coming off the legal industry's extraordinary 2021, and despite the impact of sluggish demand in some transactional practices in 2022.

Eight of the nine firms brought in more revenue in 2022 than the prior year, eight of the nine posted a higher revenue per lawyer (RPL), and seven of the nine improved profits per equity partner (PEP). The overall results track the industry trend of rising revenue, but lagging profits increase.

The largely positive financials for the homegrown Texas firms reflect in part the strong Texas economy boosted by work across the energy sector—ranging from oil and gas to infrastructure to energy transition to power. Another factor is the large number of companies moving operations or headquarters into the Lone Star State.

In 2022, revenue grew by 2.7% on average at the Am Law 100, and by 4.1% for the Second Hundred. Among the five Texas firms on the Am Law 100, Baker Botts grew its revenue by 4% and Haynes and Boone improved revenue by 5.5%, beating the Am Law 100 average. Akin Gump Strauss Hauer & Feld and Vinson & Elkins each posted a smaller increase, and Locke Lord's revenue declined slightly.

Among the Second Hundred, each of the four Texas firms beat the average, with Susman Godfrey boosting revenue by 27.6% and Jackson Walker by 16.3%.

The five homegrown firms on the Am Law 100 are Akin, Vinson & Elkins, Baker Botts, Haynes and Boone and Locke Lord. The four Second Hundred firms are Jackson Walker, Susman Godfrey, Bracewell and Winstead. The group is the same as last year.

With the cutoff to make the Am Law 200 at about \$120 million in revenue this year, a number of Texas firms were close to moving onto the ranking. They include Munsch Hardt Kopf & Harr, with \$112.9 million in revenue in 2022, Chamberlain, Hrdlicka, White, Williams & Aughtry with \$108 million, and Porter Hedges at \$100.7 million.

Akin had the highest revenue among the Texas-founded firms with \$1.231 billion, up 0.9% when compared with the prior year. All of the other firms brought in more revenue in 2022 than the year before, except for Locke Lord, but the decline was only 2%.

RPL was highest at trial boutique Susman Godfrey, coming in at \$1.947 million, up 26.9% from the year before. RPL exceeded the million-dollar mark at Akin at \$1.415 million, at Vinson & Elkins at \$1.395 million, and at Baker Botts at \$1.203 million. RPL grew by 26.9% at Susman

Godfrey and by 12% at Baker Botts. It increased at all of the other firms by smaller percentages, except for Winstead, where it slipped by 1.4%.

Vinson & Elkins posted the highest PEP among the nine firms with \$3.52 million in 2022. Most of the firms improved PEP in 2022, with PEP up 28.3% at Baker Botts with \$2.607 million, and

up 25.4% at Susman Godfrey with \$3.236 million. PEP declined by 16.7% at Akin and 9.7% at Locke Lord.

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REVENUE PER LAWYER

RANK ON AM LAW 200	FIRM	2022 EQUITY PARTNERS	2022 LAWYERS	2022 REVENUE PER LAWYER	GROWTH
40	Akin Gump Strauss Hauer & Feld	176	870	\$1,415,000	0.1%
57	Vinson & Elkins	117	670	\$1,395,000	5.8%
64	Baker Botts	105	626	\$1,203,000	12%
95	Haynes and Boone	149	558	\$912,000	3.2%
96	Locke Lord	161	551	\$908,000	0.9%
106	Jackson Walker	110	424	\$948,000	6%
110	Susman Godfrey	84	190	\$1,947,000	26.9%
121	Bracewell	71	337	\$900,000	4.8%
128	Winstead	78	305	\$903,000	-1.4%

GROSS REVENUE

RANK ON AM LAW 200	FIRM	2022 EQUITY PARTNERS	2022 LAWYERS	2022 GROSS REVENUE	GROWTH
40	Akin Gump Strauss Hauer & Feld	176	870	\$1,231,341,000	0.9%
57	Vinson & Elkins	117	670	\$934,700,000	2.5%
64	Baker Botts	105	626	\$752,495,000	4%
95	Haynes and Boone	149	558	\$508,456,000	5.5%
96	Locke Lord	161	551	\$500,068,000	-2%
106	Jackson Walker	110	424	\$402,298,000	16.3%
110	Susman Godfrey	84	190	\$370,000,000	27.6%
121	Bracewell	71	337	\$303,000,000	4.8%
128	Winstead	78	305	\$275,500,000	7.5%

PROFITS PER PARTNER

RANK ON AM LAW 200	FIRM	2022 EQUITY PARTNERS	2022 LAWYERS	2022 PROFITS PER EQUITY PARTNER	GROWTH
40	Akin Gump Strauss Hauer & Feld	176	870	\$2,576,000	-16.70%
57	Vinson & Elkins	117	670	\$3,520,000	0.30%
64	Baker Botts	105	626	\$2,607,000	28.30%
95	Haynes and Boone	149	558	\$1,258,000	0.50%
96	Locke Lord	161	551	\$1,137,000	-9.70%
106	Jackson Walker	110	424	\$1,620,000	10.60%
110	Susman Godfrey	84	190	\$3,236,000	25.40%
121	Bracewell	71	337	\$1,415,000	0.4%
128	Winstead	78	305	\$1,696,000	7.5%