

### Basic Information

Fort Worth . Austin . Baton Rouge  
. New Orleans . Midland  
Organization Size: 164  
Office Size: 164  
**Hiring Attorney:**  
Ms. Marianne Auld  
**Hiring Attorney #2:**  
Mr. Marcus Munglioli

**Recruiting Contact:**  
Mr. Marcus Munglioli  
Chair of Recruiting Committee  
201 Main Street  
Suite 2500  
Fort Worth, Texas (TX) 76102  
United States  
**Phone:** (817) 810-5473  
marcus.munglioli@kellyhart.com

### Compensation & Benefits

2019 compensation for entry-level lawyers (\$/year) 165,000  
**Summer Compensation**  
2019 compensation for Post-3Ls (\$/week) -  
2019 compensation for 2Ls (\$/week) 2,500  
2019 compensation for 1Ls(\$/week) -

### Partnership & Advancement

Does the firm have two or more tiers of partner? Yes  
How many years is the non-equity track?  
How many years is the equity track?

### Pro Bono/Public Interest

Shauna Wright  
Partner  
(817) 878-3587  
Shauna.Wright@kellyhart.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide  
% Firm Billable Hours last year  
Average Hours per Attorney last year 18.55  
Percent of associates participating last year 39%  
Percent of partners participating last year 53%  
Percent of other lawyers participating last year 49%

### Professional Development

Evaluations Annual  
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? No  
Rotation for junior associates between departments/practice groups? Case-by-case  
Does your organization have a dedicated professional development staff? No  
Does your organization have a coaching/mentoring program? Yes  
Does your organization give billable hours credit for training time? No

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	52	48	14	0
	Women	7	38	5	0
	Total	59	86	19	0
<b>Hispanic/Latino</b>	Men	1	4	0	0
	Women	0	2	0	0
<b>White</b>	Men	49	43	14	0
	Women	7	33	4	0
<b>Black/African American</b>	Men	1	0	0	0
	Women	0	2	0	0
<b>Native Hawaiian/Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Asian</b>	Men	0	1	0	0
	Women	0	0	0	0
<b>American Indian/Alaska Native</b>	Men	1	0	0	0
	Women	0	0	0	0
<b>2 or more races</b>	Men	0	0	0	0
	Women	0	1	1	0
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
<b>LGBT</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
<b>Veteran</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Appellate	Appellate	15	0	8		
Banking, Finance	Banking/Finance	7	1	2		
Bankruptcy	Bankruptcy	2	1	4		
Business, Corporate	Business/Corporate	8	3	23		
Energy	Energy	9	4	22		
Environmental	Environmental	3	1	7		
Government, Regulatory, Administrative	Government/Regulatory/Administrative	10	5	3		
Intellectual Property	Intellectual Property	2	1	1		
Labor and Employment	Labor and Employment	2	3	1		
Litigation	Litigation	28	6	35		
Public, Municipal	Public Law & Financing	9	1	2		
Public, Municipal	Public/Municipal	8	1	2		
Real Estate, Land Use	Real Estate/Land use	12	3	8		
Tax	Tax	2	0	1		
Trusts and Estates	Trusts and Estates	3	0	3		
Admiralty, Maritime, Aviation	Transportation Law	9	5	3		

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2019
	2017	Prior Summer Associates	2018	Prior Summer Associates	
Entry-level	7		4	3	4
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates	2		4		
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)	-				
<b>SUMMER</b>					
Post-3Ls	-				
2Ls	11		4		6
1Ls	-				

Number of 2018 Summer 2Ls considered for associate offers 6

Number of offers made to summer 2L associates 6

General Hiring Criteria

## Diversity & Inclusion

**Diversity Contact:** Mrs. Cheryl Leb, Co-chair Mr. Demarcus Gordon, Co-chair

**Diversity Website/URL:** <http://kellyharthallman.com/about-us/diversity>

## Organization Narrative

Kelly Hart & Hallman LLP was founded in 1979 and is currently a 160+ attorney law firm with offices in Fort Worth, Austin, Baton Rouge, Midland, and New

Orleans. The firm's practice is comparable in quality to that of the largest firms in the country. Unique for a firm of its size, Kelly Hart & Hallman represents public and closely-held companies, individuals and families, in sophisticated commercial transactions and litigation throughout the United States. Attorneys at the firm are graduates of more than 25 different law schools and more than 50 undergraduate and graduate schools. Despite the diversity of its attorneys and clients and the sophistication of its practice, Kelly Hart & Hallman maintains a small firm atmosphere.

Kelly Hart & Hallman's clerk program is designed to provide each Summer Associate a broad view of the firm's practice and work ethic as well as a feel for the cities of Fort Worth, Baton Rouge, Midland, Austin, and New Orleans. In 2018, 31 of the firm's attorneys were selected as Super Lawyers (Texas and Louisiana), 20 attorneys were selected as Rising Stars (Texas and Louisiana). Forty-three Kelly Hart attorneys are listed among The Best Lawyers in America 2019®. Additionally, 82 Kelly Hart attorneys were named Top Attorneys by Fort Worth, Texas magazine and 85 were chosen as Top Attorneys by 360 West magazine in 2018.

Kelly Hart places a great deal of importance on community involvement; service on local and state boards is encouraged. For more information please visit [kellyhart.com](http://kellyhart.com)

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