

### Basic Information

Kelly Hart & Hallman LLP  
 Organization Size: 164  
 Office Size: 152  
**Hiring Attorney:**  
 Ms. Marianne Auld  
**Hiring Attorney #2:**  
 Mr. Marcus Mungoli

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

### Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 165,000  
**Summer Compensation**  
 2021 compensation for Post-3Ls (\$/week) -  
 2021 compensation for 2Ls (\$/week) 3,100  
 2021 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?

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	46	42	17	0
	Women	6	36	5	0
	Non-binary	NC	NC	NC	NC
	Total	52	78	22	0
<b>Latinx</b>	Men	0	4	0	0
	Women	0	1	0	0
	Non-binary	NC	NC	NC	NC
<b>White</b>	Men	44	35	17	0
	Women	6	34	4	0
	Non-binary	NC	NC	NC	NC
<b>Black or African American</b>	Men	1	1	0	0
	Women	0	0	0	0
	Non-binary	NC	NC	NC	NC
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	NC	NC	NC	NC
<b>Asian</b>	Men	0	1	0	0
	Women	0	0	0	0
	Non-binary	NC	NC	NC	NC
<b>Native American or Alaska Native</b>	Men	1	0	0	0
	Women	0	0	0	0
	Non-binary	NC	NC	NC	NC
<b>2 or More Races</b>	Men	0	1	0	0
	Women	0	1	1	0
	Non-binary	NC	NC	NC	NC
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>LGBTQ</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>Veteran</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC

## Pro Bono/Public Interest

Jeff Whitfield  
Partner  
(817) 878-3526  
jeff.whitfield@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	16.42
Percent of associates participating last year	37%
Percent of partners participating last year	31%
Percent of other lawyers participating last year	20%

## 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

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2019	Prior Summer Associates	2020	Prior Summer Associates	2021
Entry-level	4	4	3	3	4
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	0
Lateral Associates	4	0	5	0	5
All Other Laterals (non-traditional track)	1	0	0	0	0
Post-Clerkship	2	2	0	0	1
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	5	0	5	0	5
1Ls	0	0	0	0	0

Number of 2020 Summer 2Ls considered for associate offers      5  
 Number of offers made to summer 2L associates                      5  
 General Hiring Criteria    *Cover Letter, Resume, Transcripts, Writing Sample, References, Recommendation letter*

## 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	13	2	3		
Banking, Finance	Banking/Finance	7	2	1		
Bankruptcy	Bankruptcy	3	1	2		
Business, Corporate	Business/Corporate	13	5	16		
Energy	Energy	23	3	7		
Environmental	Environmental	7	2	1		

<b>Government, Regulatory, Administrative</b>	Government/Regulatory/Administrative	13	3	3
<b>Intellectual Property</b>	Intellectual Property	3	1	0
<b>Labor and Employment</b>	Labor and Employment	2	1	3
<b>Litigation</b>	Litigation	36	5	17
<b>Public, Municipal</b>	Public Law & Financing	9	2	2
<b>Real Estate, Land Use</b>	Real Estate/Land Use	14	3	3
<b>Tax</b>	Tax	2	1	1
<b>Admiralty, Maritime, Aviation</b>	Transportation Law	11	6	1
<b>Trusts and Estates</b>	Trusts and Estates	4	0	2

## 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 is a full-service business-to-business law firm with over 150 attorneys practicing in more than 20 substantive areas of the law. Our attorneys provide innovative and strategic legal solutions to our clients' complex legal challenges. With offices in Fort Worth, Austin, Midland, Baton Rouge, and New Orleans, the firm's practice is comparable in quality to that of the country's largest firms. Kelly Hart represents public and private companies, individuals, and organizations 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 its attorneys and clients' diversity and the sophistication of its practice, Kelly Hart & Hallman maintains a small firm atmosphere. Kelly Hart's eight-week clerk program is designed to provide Summer Associates with a broad view of the firm's practice and work environment while imparting a sense of the city's cultures. In 2021, 36 of the firm's attorneys were named Super Lawyers (Texas and Louisiana), and 19 attorneys were selected as Rising Stars (Texas and Louisiana). Forty-three Kelly Hart attorneys are listed among *The Best Lawyers in America 2021*<sup>®</sup>. Additionally, 57 Kelly Hart attorneys were named Top Attorneys by *Fort Worth, Texas* magazine, and 101 were chosen as Top Attorneys by *360 West* magazine in 2020.

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

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