

Basic Information

Kelly Hart & Hallman LLP
 Organization Size: 147
 Office Size: 147
Hiring Attorney:
 Ms. Marianne Auld
Hiring Attorney #2:
 Mr. Clark Rucker

Recruiting Contact:
 Mr. Clark Rucker
 Chair of Recruiting Committee
 201 Main Street
 Suite 2500
 Fort Worth, Texas (TX) 76102
 United States
Phone: (817) 810-5473
 clark.rucker@kellyhart.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 180,000

Summer Compensation

2024 compensation for Post-3Ls (\$/week) -

2024 compensation for 2Ls (\$/week) 3,400

2024 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	58	26	10	0	4
	Women	24	20	10	0	2
	Non-binary	NC	NC	NC	NC	NC
	Total	82	46	20	0	6
Latinx	Men	0	2	0	0	1
	Women	1	2	0	0	0
	Non-binary	NC	NC	NC	NC	NC
White	Men	56	22	15	0	3
	Women	23	16	4	0	2
	Non-binary	NC	NC	NC	NC	NC
Black or African American	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Asian	Men	0	1	0	0	0
	Women	0	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Native American or Alaska Native	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
2 or More Races	Men	0	1	0	0	0
	Women	0	1	1	0	0
	Non-binary	NC	NC	NC	NC	NC
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
Veteran	Men	5	0	0	0	NC
	Women	0	0	0	0	NC
	Non-binary	0	0	0	0	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	14.91
Percent of associates participating last year	29%
Percent of partners participating last year	42%
Percent of other lawyers participating last year	29%

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
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	3	3	4	3	4
Entry-level (non-traditional track)	0	0	0	1	0
Lateral Partners	1	0	2	1	2
Lateral Associates	8	0	6	0	0
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls					
1Ls					

Number of 2023 Summer 2Ls considered for associate offers	6
Number of offers made to summer 2L associates	6
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	15	2	2		
Banking, Finance	Banking/Finance	8	1	1		
Bankruptcy	Bankruptcy	3	1	3		
Business, Corporate	Business/Corporate	12	5	15	1	
Energy	Energy	22	2	6	2	
Environmental	Environmental	7	2			

Government, Regulatory, Administrative	Government/Regulatory/Administrative	10	3	1
Intellectual Property	Intellectual Property	3	1	1
Labor and Employment	Labor and Employment	2	1	3
Litigation	Litigation	35	5	10
Public, Municipal	Public Law & Financing	9	2	2
Real Estate, Land Use	Real Estate/Land Use	14	3	3
Tax	Tax	2	1	1
Admiralty, Maritime, Aviation	Transportation Law	10	5	0
Trusts and Estates	Trusts and Estates	6	0	1

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 150 attorneys practicing in more than 20 substantive areas of the law. Our attorneys provide innovative and strategic legal solutions to our client's 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 culture. In 2023, 33 of the firm's attorneys were named Super Lawyers (Texas and Louisiana), and 16 were selected as 2024 Texas Rising Stars, with two receiving high honors for the highest point totals in the nomination process. Forty-six Kelly Hart attorneys are listed among *The Best Lawyers in America 2024*®, two of whom received "Lawyer of the Year" recognition in separate categories, and 26 attorneys were named *The Best Lawyers in America: Ones to Watch 2024 Edition*. Additionally, 65 Kelly Hart attorneys were named 2023 Top Attorneys by *Fort Worth Magazine*, and 111 were chosen as Top Attorneys 2023 by *360 West* magazine.

Kelly Hart places great importance on community involvement; service on local and state boards is encouraged. For more information, please visit www.kellyhart.com.

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