MULTI-OFFICE DATA
DALLAS, TX

MUNSCH HARDT

MUNSCH HARDT KOPF & HARR, P.C.
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Total # offices: **3** Firm size range: **101-250**
offices on form: **3** NALP member? **Y**
Total # of Attorneys: **101** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate, Tax, Intellectual Property - Trai	**11**	**7**
Real Estate	**17**	**9**
Litigation	**18**	**18**
Bankruptcy, Finance	**14**	**7**

COMPENSATION & EMPLOYMENT DATA:

	2009	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2007**	**2008**	**2009**
Laterals		**21** ( )	**10** ( )	
Post-clerkship		( )	( )	
Entry-level	**135,000** /yr	**4** ( )	**3** ( )	**3**
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	**2600** $/wk	**8** ( )	**10** ( )	**5**
1Ls	$/wk	**0**	**0**	**0**

2008 summer 2Ls considered for associate offers: **10** # offers made: **6**
Hire school term clerks?
1Ls hired? **N** When after 12/1 should 1Ls apply? **NA**
Split summers allowed? **Y** If yes, minimum weeks: **6**
Comments:
Accept applications for 2010 summer program from:
Joint degree students graduating in 2012? **Y**
Evening students graduating in 2012? **Y**
Judicial clerks? **Y** Students at non-US law schools? **N**
Hiring Criteria: **Highly motivated candidates with a balance of academic achievement, leadership ability, interpersonal skills, integrity and an entrepreneurial spirit. Prefer top 25% of class.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **Y**
Comp./prog. credit for judicial clerkship? **CBC**
Comp./prog. credit for other adv. degrees? **CBC**
Other compensation comments: **New Associate Package: Anticipated package of $145,000 includes $135,000 base, $4,000 signing, $5,000 summer stipend, $1,000 year-end bonus in December.**

PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years):
Additional partnership prog. info: **No Set Partnership Track**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level?
 # p-t assoc. (m) (w) **ptrs/mbrs.** (m) (w) **oth. lawy.** (m) (w)
Elig. for alt. work sched. determined by:
Paid non-medical parental leave?
Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Annual** Upward reviews? **Y**
Professional development staff? **Y** Billable hours credit for training time?
Rotation for jr. associates between departments/practice groups? **Y**
Is rotation mandatory? **N**

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2009

As of Feb. 1, 2009		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**2**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
White	Men	**51**	**21**	**3**	**2**
	Women	**5**	**9**	**2**	**1**
Black/African American	Men	**0**	**1**	**0**	**1**
	Women	**0**	**0**	**0**	**1**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**1**	**2**	**0**	**0**
	Women	**0**	**3**	**0**	**0**
Amer. Indian/ Alaska Native	Men	**1**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
TOTAL	Men	**55**	**24**	**3**	**3**
	Women	**5**	**12**	**2**	**2**
	TOTAL NUMBER	**60**	**36**	**5**	**5**
Disabled	Men	**NC**	**NC**	**NC**	**NC**
	Women	**NC**	**NC**	**NC**	**NC**
Openly GLBT	Men	**NC**	**NC**	**NC**	**NC**
	Women	**NC**	**NC**	**NC**	**NC**

(See www.nalpdirectory.com for historical comparisons.)

DIVERSITY RECRUITMENT & RETENTION EFFORTS:
Activities to increase the presence and retention of under-represented groups:
☒ Minority job fairs ☒ Bar sponsored programs
☒ Outreach to law student groups ☒ Firm diversity committee
☐ Directed mentoring efforts ☐ Rec. at schools w/large min. pop.
Comments: **We actively recruit minority candidates and are committed to creating a workforce that reflects the diversity of our communities.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2008 : **6** # job fairs/consortia attended in 2008 : **3**

BILLABLE HOURS: **2007** **2008**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs:
Is there a minimum billable hours expectation? If yes, number:
Hours policy details: **Please see on-line NALP directory for more information.**

Is billable hour credit given for pro bono work?
Is there a maximum that will be credited? If yes, what?
For bonus consideration, is a pro bono hour equivalent to a billable hour?

PRO BONO INFORMATION:
☐ % firm billable hours: ☐ avg. hrs. per attorney:
Participation: % assoc. % ptrs/mbrs % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship?
Comments:

NARRATIVE: **Munsch Hardt, a commercial law firm, provides the highest quality legal services and strategic business advice to companies and individuals of all sizes. Whether you're a big business or a growing company seeking cost-effective results - Munsch Hardt is the "Right Firm. Right Now." Our areas of practice include all aspects of Business Litigation; Corporate & Securities; Finance; Insolvency, Restructuring & Creditors' Rights; Intellectual Property; Real Estate and Tax. Munsch Hardt is a multi-specialty firm where experienced practitioners work together as a team across disciplinary lines to solve legal problems. For more information, visit munsch.com or our on-line NALP directory.**

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.