MUNSCH HARDT

MUNSCH HARDT KOPF & HARR, P.C.
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Hiring Attorney: **Mr. Glenn B. Callison**
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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	11	4
Litigation	20	15
Real Estate	18	9
Reorganization & Corporate Finance	16	8

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2010 Compensation	BEGAN WORK IN 2008	BEGAN WORK IN 2009	EXPECTED 2010
Laterals		10 ( )	7 ( )	
Post-clerkship		( )	( )	
Entry-level	135,000 /yr	3 (2)	3 (3)	
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	2,600 $/wk	10 ( )	4 ( )	6
1Ls	$/wk			

2009 summer 2Ls considered for associate offers: **4** # offers made: **3**
Hire school term clerks?
1Ls hired? **N** When after 12/1 should 1Ls apply?
Split summers allowed? **Y** If yes, minimum weeks: **6**
Comments: **First half only summer program.**
Accept applications for 2011 summer program from:
Joint degree students graduating in 2013? **Y**
Evening students graduating in 2013? **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.**

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**
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?
Is rotation mandatory?

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010

As of Feb. 1, 2010		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	2	0	0	0
	Women	0	0	0	0
White	Men	54	22	1	3
	Women	6	9	0	0
Black/African American	Men	0	1	0	0
	Women	0	0	0	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	2	1	0	1
	Women	0	2	0	1
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	59	24	1	4
	Women	6	11	0	2
	TOTAL NUMBER	65	35	1	6
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 2009 : **5** # job fairs/consortia attended in 2009 : **0**

BILLABLE HOURS: **2008** **2009**
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 online 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.