

Bell Nunnally & Martin LLP
 3232 McKinney Avenue, Suite 1400, Dallas, TX 75204
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Total # offices: 1 Firm size range: 26-50
 NALP member? N Office size range: 26-50
 Total attys in this office: 49

Hiring Attorney: Mr. Jean Pierre Boyea
 Address Inquiries To:
 Ms. Tina Wheeler

Human Resources Coordinator
 Bell Nunnally & Martin LLP
 3232 McKinney Avenue, Suite 1400
 Dallas, TX 75204
 214.740.1469 tinaw@bellnunnally.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Bankruptcy	4	2
Commercial, Finance, Commercial Lending	9	3
Corporate, Securities	7	5
Creditors Rights	6	9
Entertainment, Advertising, Media	1	0
Immigration	2	1
Intellectual Property	6	6
Labor, Employment, Employee Benefits	3	3
Litigation	12	14
Mergers & Acquisitions	7	4
Estate	3	2
Real Estate	8	4
Tax	3	2

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		()	()	
Post-clerkship		()	()	
Entry-level	140,000 /yr	()	()	
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	\$/wk	()	()	
1Ls	\$/wk			

2010 summer 2Ls considered for associate offers: # offers made:
 Hire school term clerks? N
 1Ls hired? When after 12/1 should 1Ls apply?
 Split summers allowed? If yes, minimum weeks:
 Comments: **NO SUMMER ASSOCIATE PROGRAM**
 Accept applications for 2012 summer program from:
 Joint degree students graduating in 2014?
 Evening students graduating in 2014?
 Judicial clerks? Students at non-US law schools?
 Hiring Criteria: **Prefer Top 10%. Highly qualified candidates with an entrepreneurial spirit and a strong desire to succeed.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus?
 Comp./prog. credit for judicial clerkship?
 Comp./prog. credit for other adv. degrees?
 Other compensation comments: ***Includes \$20K performance compensation (i.e., PACE) at 2000 billable hrs* (*Base of \$120K/yr [\$115K salary+ \$3K graduation bonus + \$1K moving allowance +1K guaranteed December bonus]).**
 PARTNERSHIP DATA: Two or more tiers? Y
 Additional partnership prog. info:

WORK/LIFE INFORMATION:

Part-time allowed? **CBC** Part-time avail. to entry-level? **CBC**
 # p-t assoc. 0 (m) 0 (w) ptrs/mbrs. 0 (m) 0 (w) oth. lawy. 1 (m) 1 (w)
 Elig. for alt. work sched. determined by: **management committee**
 Paid non-medical parental leave?
 Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:

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

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	0	0	0
	Women	1	0	0
White	Men	0	0	0
	Women	0	0	0
Black/African American	Men	0	0	0
	Women	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0
	Women	0	0	0
Asian	Men	0	0	0
	Women	0	0	0
Amer. Indian/ Alaska Native	Men	0	0	0
	Women	0	0	0
2 or More Races	Men	0	0	0
	Women	0	0	0
TOTAL	Men	19	8	6
	Women	4	9	3
TOTAL NUMBER		23	17	9
Disabled	Men	0	0	0
	Women	0	0	0
Openly GLBT	Men	0	0	0
	Women	0	0	0

(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
- Outreach to law student groups
- Directed mentoring efforts
- Bar sponsored programs
- Firm diversity committee
- Rec. at schools w/large min. pop.

Comments: **Bell Nunnally & Martin LLP strongly encourages the hiring of minority candidates.**

CAMPUS INTERVIEWS for past year (see full list online):

schools visited in 2010 : 4 # job fairs/consortia attended in 2010: 2

BILLABLE HOURS: 2009 2010

Avg annual assoc. hrs worked: 2000 2000

Avg. annual assoc. billable hrs:

Is there a minimum billable hours expectation? If yes, number:

Hours policy details: **PACE: \$20K for 2000 billable hours (5K each qtr w/500 billable hrs); add'l \$10K for 2200 billable hr**

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-wide Office specific

% 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: Bell Nunnally is a premier full-service law firm delivering the highest quality legal services to our clients with superior service, exemplary results and value. Providing transactional and litigation services to a regional and national client base, clients turn to Bell Nunnally for counseling in a full range of business matters including litigation, commercial finance, corporate and securities, bankruptcy and financial restructuring, immigration, intellectual property, entertainment, labor and employment, mergers and acquisitions, estate planning and tax. Ours is a client driven team, working together with one overriding goal in mind: to exceed our clients' expectations. In order to attain this goal, we strive to recruit and retain employees who share this common vision. We attribute the success of our work environment to our teamwork approach, excellent training programs, and overall knowledge of the legal industry. Our longstanding employee retention rate is a reflection of our positive work environment.

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.