

**Basic Information**

2323 Ross Avenue, Suite 1900  
Dallas, TX 75201  
Organization Size: 63  
Office Size: 63  
**Hiring Attorney:**  
Ms. Saba Syed  
**Hiring Attorney #2:**  
Mr. Reid Burley

**Recruiting Contact:**  
Ms. Jennifer Clifton  
Recruiting & Retention Manager  
2323 Ross Avenue  
Suite 1900  
Dallas, Texas (TX) 75201  
United States  
**Phone:** 214-740-1400  
recruiting@bellnunnally.com

**Compensation & Benefits 333**

2024 compensation for entry-level lawyers (\$/year) 200,000  
**Summer Compensation**  
2024 compensation for Post-3Ls (\$/week)  
2024 compensation for 2Ls (\$/week) 3,558  
2024 compensation for 1Ls(\$/week) 3,558

**Partnership & Advancement**

Does the firm have two or more tiers of partner? Yes  
How many years is the non-equity track? 8  
How many years is the equity track?

**Lawyer Demographics**

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	24	10	3	0
	Women	12	9	1	2
	Non-binary	0	0	0	0
	<b>Total</b>	<b>36</b>	<b>19</b>	<b>4</b>	<b>2</b>
<b>Latinx</b>	Men	0	0	1	0
	Women	2	2	0	0
	Non-binary	0	0	0	0
<b>White</b>	Men	23	8	2	0
	Women	8	7	1	1
	Non-binary	0	0	0	0
<b>Black or African American</b>	Men	0	1	0	0
	Women	0	0	0	2
	Non-binary	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Asian</b>	Men	1	1	0	0
	Women	1	0	0	0
	Non-binary	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>2 or More Races</b>	Men	0	0	1	0
	Women	1	0	0	0
	Non-binary	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>LGBTQ</b>	Men	0	1	0	0
	Women	1	0	0	0
	Non-binary	0	0	0	0
<b>Veteran</b>	Men	2	1	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0

## Pro Bono/Public Interest

Ben Riemer  
Partner  
briemer@bellnunnally.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

Percent of associates participating last year

Percent of partners participating last year

Percent of other lawyers participating last year

## Professional Development

Evaluations

Annual

Rotation for junior associates between departments/practice groups?

Other

Does your organization have a dedicated professional development staff?

Yes

Does your organization have a coaching/mentoring program

Yes

## HIRING & RECRUITMENT

	Began Work In				Expected
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
<b>LAWYERS</b>					
Entry-level					
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates					
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls					
1Ls					

Number of 2023 Summer 2Ls considered for associate offers

Number of offers made to summer 2L associates

General Hiring Criteria

We look for candidates with excellent academic credentials and give special consideration to extraordinary accomplishments such as a federal or state clerkship, serving as a participating member of a travelling moot or mock trial team, and law review.

## 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 Law	3	2	1		0
Bankruptcy	Bankruptcy and Financial Restructuring	3	1	1		0
Banking, Finance	Commercial Finance	6	0	1		0
Business, Corporate	Corporate and Securities	6	0	4		1
Litigation	Creditors' Rights	6	1	3		0
General Practice	Entertainment, Advertising and New Media	4	0	1		0

<b>Intellectual Property</b>	Intellectual Property	7	2	1	0
<b>Labor and Employment</b>	Labor and Employment	8	1	7	0
<b>Litigation</b>	Litigation	23	4	12	1
<b>Trusts and Estates</b>	Private Clients and Estate Planning	1	0	0	0
<b>Real Estate, Land Use</b>	Real Estate	9	0	3	1
<b>Tax</b>	Tax	1	0	0	0
<b>General Practice</b>	Immigration	2	0	1	0
<b>Business, Corporate</b>	Mergers and Acquisitions	6	1	4	

---

## Diversity & Inclusion

**Diversity Contact:** Nikki Gibson

**Diversity Website/URL:** <http://www.bellnunnally.com/diversity-inclusion>

---

## Organization Narrative

Founded in 1980, Bell Nunnally & Martin LLP is a premier full-service law firm located in the heart of Dallas, Texas. With over 60 attorneys, we are recognized among the 25 largest firms in North Texas, and among the 60 largest firms in Texas.

Providing transactional and litigation services to a national and international client base ranging from start-up businesses to Fortune 500 companies, Bell Nunnally has attorneys experienced in a full range of business matters including litigation, commercial finance, corporate and securities, bankruptcy and financial restructuring, healthcare, immigration, intellectual property, appellate, entertainment, labor and employment, mergers and acquisitions, tax, and white collar criminal and regulatory defense.

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.

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

NALP Copyright 2024



## Basic Information

### Recruiting Contact

<b>Recruiting Contact Name</b>	
<b>Recruiting Contact Prefix</b>	Ms.
<b>Recruiting Contact First Name</b>	Jennifer
<b>Recruiting Contact Last Name</b>	Clifton
<b>Recruiting Contact Title</b>	Recruiting & Retention Manager

<b>Recruiting Contact Address</b>	
<b>Recruiting Contact Address Line 1</b>	2323 Ross Avenue
<b>Recruiting Contact Address Line 2</b>	Suite 1900
<b>Recruiting Contact City</b>	Dallas
<b>State/Province</b>	Texas (TX)
<b>Recruiting Contact ZIP/Postal Code</b>	75201
<b>Recruiting Contact Country</b>	United States

<b>Recruiting Contact Contact Info</b>	
<b>Recruiting Contact Phone Number</b>	214-740-1400
<b>Recruiting Contact Email</b>	recruiting@bellnunnally.com
<b>To apply online, go to:</b>	<a href="https://www.bellnunnally.com/career/careers/">https://www.bellnunnally.com/career/careers/</a>

### Hiring Attorney

<b>Hiring Attorney</b>	
<b>Hiring Attorney Prefix</b>	Ms.
<b>Hiring Attorney First Name</b>	Saba
<b>Hiring Attorney Last Name</b>	Syed
<b>Hiring Attorney #2, Prefix</b>	Mr.
<b>Hiring Attorney #2, First Name</b>	Reid
<b>Hiring Attorney #2, Last Name</b>	Burley

### Narrative Text

<b>Enter descriptive narrative text about your organization</b>	<p>Founded in 1980, Bell Nunnally &amp; Martin LLP is a premier full-service law firm located in the heart of Dallas, Texas. With over 60 attorneys, we are recognized among the 25 largest firms in North Texas, and among the 60 largest firms in Texas.</p> <p>Providing transactional and litigation services to a national and international client base ranging from start-up businesses to Fortune 500 companies, Bell Nunnally has attorneys experienced in a full range of business matters including litigation, commercial finance, corporate and securities, bankruptcy and financial restructuring, healthcare, immigration, intellectual property, appellate, entertainment, labor and employment, mergers and acquisitions, tax, and white collar criminal and regulatory defense.</p>
---	---

## Practice Areas

### 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 Law	3	2	1		0

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
Bankruptcy	Bankruptcy and Financial Restructuring	3	1	1		0
Banking/Finance	Commercial Finance	6	0	1		0
Business/Corporate	Corporate and Securities	6	0	4		1
Litigation	Creditors' Rights	6	1	3		0
General Practice	Entertainment, Advertising and New Media	4	0	1		0
Intellectual Property	Intellectual Property	7	2	1		0
Labor and Employment	Labor and Employment	8	1	7		0
Litigation	Litigation	23	4	12		1
Trusts and Estates	Private Clients and Estate Planning	1	0	0		0
Real Estate/Land Use	Real Estate	9	0	3		1
Tax	Tax	1	0	0		0
General Practice	Immigration	2	0	1		0
Business/Corporate	Mergers and Acquisitions	6	1	4		

Comments regarding practice areas or future hiring needs

## Lawyer Demographics

### Attorney Numbers

Employer Size Range:	26-100
Office Size Range:	26-100
Total Attorneys On This Form:	63

### Racial/Ethnic Demographics

#### Organization Wide

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
Men:	24	10	3	0	0
Women:	12	9	1	1	2
Non-binary:	0	0	0	0	0

#### Latinx

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
Men:	0	0	1	0	0
Women:	2	2	0	0	0
Non-binary:	0	0	0	0	0

#### White

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
Men:	23	8	2	0	0
Women:	8	7	1	1	0
Non-binary:	0	0	0	0	0

#### Black or African American

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
Men:	0	1	0	0	0
Women:	0	0	0	0	2
Non-binary:	0	0	0	0	0

#### Native Hawaiian or Other Pacific Islander

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
Men:	0	0	0	0	0
Women:	0	0	0	0	0
Non-binary:	0	0	0	0	0

#### Asian

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
Men:	1	1	0	0	0
Women:	1	0	0	0	0
Non-binary:	0	0	0	0	0

Native American or Alaska Native

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
Men:	0	0	0	0	0
Women:	0	0	0	0	0
Non-binary:	0	0	0	0	0

2 or more races

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
Men:	0	0	1	0	0
Women:	1	0	0	0	0
Non-binary:	0	0	0	0	0

Persons with Disabilities

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
Men:	0	0	0	0	0
Women:	0	0	0	0	0
Non-binary:	0	0	0	0	0

LGBTQ

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
Men:	0	1	0	0	0
Women:	1	0	0	0	0
Non-binary:	0	0	0	0	0

Veteran

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
Men:	2	1	0	0	0
Women:	0	0	0	0	0
Non-binary:	0	0	0	0	0

Lawyer Demographics Explanation

Please use this box to provide any additional breakouts, comments or definitions regarding your lawyers or categories as needed, including individuals who choose not to identify.	N/A
--	-----

Compensation & Benefits

Lawyer Compensation

2024 compensation for entry-level lawyers (\$/year)	200000
---	--------

Summer Compensation

Summer Compensation	
2024 compensation for Post-3Ls (\$/week)	
2024 compensation for 2Ls (\$/week)	3558.00
2024 compensation for 1Ls (\$/week)	3558.00

Clerkship/Credit/Supplemental Compensation

Judicial Clerkship Bonus?	Yes
Compensation/progression credit for judicial clerkship?	Yes
Compensation/progression credit for other advanced degrees?	No
Other Compensation	\$200,000 compensation package in year of graduation consists of \$185,000 annualized salary, plus three \$5,000 bonuses: a \$5,000 graduation bonus; a \$5,000 starting bonus; and a \$5,000 year-end bonus.

Benefits

Benefits	<ul style="list-style-type: none"> <li>401(k)/IRA/Other Retirement Plan</li> <li>Bar Association Fees</li> <li>401(k)/IRA/Other Ret. Plan w/Employer Contribution</li> <li>CLE</li> <li>Dental Insurance</li> <li>Employee Assistance Program</li> <li>Family/Dependent Care Leave</li> <li>Flexible Spending Account/Pre-Tax Option</li> <li>Life/AD&amp;D Insurance</li> <li>Long-term Disability Insurance</li> <li>Medical Insurance</li> <li>Health Savings Account</li> <li>Parental Leave</li> <li>Profit Sharing</li> <li>Relocation Expenses</li> <li>Short-term Disability Insurance</li> <li>Technology (Laptop, PDA, etc.)</li> <li>Vision Insurance</li> </ul>
Please describe benefit package or provide additional comments	

Compensation & Benefits Details

Associate base salary (excluding bonuses) is determined by	A set lock-step system (same base salary for each class year)
If not strictly a set lock-step system, what criteria are used to determine associate base salaries (excluding bonuses)? (check all that apply)	

Annual bonuses to eligible associates	
Has your organization offered annual bonuses to eligible associates in the past five years?	Yes
Comments	
What factors are used to determine the amount of an associate's bonus? (check all that apply)	Other
Are same sex domestic partners afforded the same benefits as spouses of attorneys?	
Are opposite sex domestic partners afforded the same benefits as spouses of attorneys?	

Benefits Offered in Addition to Those Provided by FMLA

Parental leave or family care policy	
Does your organization have a written parental leave or family care policy?	Yes
Please link to or describe your firm's parental leave policy. Be sure to include information on leave for adoption, surrogacy, or other special circumstances.	Attorneys serving as the primary caregiver following the birth or adoption of a child are allowed up to eighteen (18) consecutive weeks of leave, paid at 100% of their regular salary. Attorneys serving as non-primary care parents following the birth or adoption of a child are allowed up to four (4) consecutive weeks of leave. During this time, such employees will be paid at 100% of their regular salary. A "primary caregiver" is the birth or adoptive parent who has primary responsibility for the care of a child immediately following birth or adoption.

Partnership & Advancement

Partnership & Advancement

<b>Two or more tiers of partner</b>	
Does the firm have two or more tiers of partner?	Yes
How many years is the non-equity track?	8
How many years is the equity track?	
Is the partnership information provided here firm-wide or specific to one office?	Firm-wide

As of Feb 1	Equity Partners	Non-Equity Partners
How many are men:	10	14
How many are women:	2	10
Of the total, how many are racial/ethnic minorities:	1	4

**Additional equity/non-equity partnership information:**

Associates may be considered for non-equity (income) partner as early as the end of 8 full years of experience.

Income partners may be considered for equity partner after 2 full years as an income partner at the firm.

<b>Additional partnership progression information</b>
---

**Recruitment & Hiring**

Hiring Grid

	Began Work In				Expected
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
<b>LAWYERS</b>					
Entry-level					
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates					
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls					
1Ls					

Comments on hiring grid

Summer Associate Hiring Questions

Number of 2023 Summer 2Ls considered for associate offers	
Number of offers made to summer 2L associates	
Does the organization hire school-term clerks?	No
Does the organization hire 1Ls?	Yes
When should 1Ls apply?	Bell Nunnally considers 1Ls participating in the Diverse Attorney Pipeline Program.



<b>Split summers</b>	
<b>Are split summers allowed?</b>	Yes
<b>If yes, minimum weeks</b>	6
<b>Comments regarding Hiring</b>	Bell Nunnally is proud to participate in the Diverse Attorney Pipeline Program.

<b>2023 Summer Program</b>	
<b>Do you accept applications for the 2025 Summer Program from Joint degree candidates graduating in 2027 or later?</b>	No
<b>Do you accept applications for the 2025 Summer Program from evening students graduating in 2027?</b>	No
<b>Do you accept applications for the 2025 Summer Program from Judicial clerks?</b>	No
<b>Do you accept applications for the 2025 Summer Program from students at non-US law schools?</b>	No

#### Hiring Outside Traditional Summer Programs

<b>Hiring Outside Traditional Summer Programs</b>	
<b>Does the organization hire 3Ls?</b>	
<b>How many entry-level hires outside the summer program did you hire in [directory year - 1]?</b>	3

#### Post-clerkship Hiring

<b>Post-clerkship hiring information</b>	
<b>Do you hire post-clerkship candidates?</b>	Yes
<b>If yes, when should they apply?</b>	case-by-case

#### LL.M. Hiring Information

<b>Domestic LL.M.s</b>	
<b>Do you hire US LL.M.s?</b>	Yes
<b>In what practice areas?</b>	Tax
<b>Do you hire non-US LL.M.s?</b>	
<b>When should LL.M.s submit applications?</b>	August prior to final year of program.
<b>Preferred application materials</b>	Cover letter, resume, transcript.

#### Hiring Criteria

<b>General Hiring Criteria</b>	We look for candidates with excellent academic credentials and give special consideration to extraordinary accomplishments such as a federal or state clerkship, serving as a participating member of a travelling moot or mock trial team, and law review.
--------------------------------	---

#### Campus Recruiting

<b>Campus Interviews</b>	Baylor Law School SMU Dedman School of Law Texas A&M University School of Law University of Texas School of Law
--------------------------	--

List Any Job Fairs / Consortia Attended (previous fall)	Southeastern Minority Job Fair
---	--------------------------------

<b>Campus Interviews</b>	
Number of Schools Visited in 2023	4
Number of Job Fairs / Consortia Attended in 2023	1

Recruiting Policies

<b>Recruiting Policy Information</b>	
Provide a link to your recruiting policy or additional recruiting information	<a href="https://www.bellnunnally.com/career/law-school-recruiting/">https://www.bellnunnally.com/career/law-school-recruiting/</a>
Brief description of recruiting policy or additional comments	

<b>Application Materials</b>	
Required application materials	Resume Cover letter Transcript
Comments on application materials	

Application Deadlines

<b>1L Summer Applications</b>	
1L summer applications will be accepted starting (date)	
1L Summer Application Deadline	
1L Summer Applications - Comments	

<b>2L Summer Applications</b>	
2L summer applications will be accepted starting (date)	
2L Summer Application Deadline	
2L Summer Applications - Comments	

<b>3L Summer Applications</b>	
3L summer applications will be accepted starting (date)	
3L summer application deadline	
3L Summer Applications - Comments	

<b>3Ls Applying for Entry-Level Positions</b>	
3L (entry-level) applications will be accepted starting (date)	
3L (entry-level) application deadline	
3L comments	

Offer Response and Reaffirmation Times

<b>1L Offers</b>	
How much time do you provide 1L students to respond to an offer of summer employment?	2 weeks
Do you require 1L candidates for summer employment to reaffirm interest in an offer?	

<b>1L Offers</b>	
If yes, how many days does a 1L student have to reaffirm their interest?	

<b>2L Offers</b>	
How much time do you provide 2L students to respond to an offer of summer employment?	2 weeks
Do you require 2L candidates for summer employment to reaffirm interest in an offer?	
If yes, how many days does a 2L student have to reaffirm their interest?	

<b>3L Offers (Previously Employed)</b>	
How much time do you provide 3L students from your summer program to respond to an offer of entry-level employment?	2 weeks
Do you require 3L candidates for entry-level employment to reaffirm interest in an offer?	
If yes, how many days does a 3L (previously employed) student have to reaffirm their interest?	

<b>3L Offers (Not Previously Employed)</b>	
How much time do you provide 3L students to respond to an offer of entry-level employment?	2 weeks
Do you require 3L candidates for entry-level employment to reaffirm interest in an offer?	
If yes, how many days does a 3L (not previously employed) student have to reaffirm their interest?	

**Hours & Work Arrangements**

Full-time

<b>Hours</b>	
Is there a minimum billable hour expectation?	Yes
If yes, what is the minimum?	2000
Is billable hour credit given for pro bono work?	No
Is there a maximum that will be credited?	
If yes, what is the maximum?	
For bonus consideration, is a pro bono hour equivalent to a required hour?	No
Hours policy details	

<b>Recent hours history</b>	
Average annual associate hours worked in 2022	
Average annual associate hours worked in 2023	
Average annual associate billable hours worked in 2022	
Average annual associate billable hours worked in 2023	

Alternative Work Options

<b>Part-time options</b>	
Is part-time allowed?	
Is part-time available to entry-level?	
Is there a minimum percentage of full-time hours that a part-time attorney must work?	
<b>Comments</b>	
Are attorneys who work part-time and exceed their agreed upon part-time hours compensated in some manner for the additional hours?	
<b>Comments</b>	
Are attorneys who work part-time given bonus consideration?	

<b>Part-time options</b>	
<b>Comments</b>	

<b>Number of part-time lawyers</b>	
<b>Number of male part-time associates</b>	
<b>Number of female part-time associates</b>	
<b>Number of male part-time partners/members</b>	
<b>Number of female part-time partners/members</b>	
<b>Number of male part-time other lawyers</b>	
<b>Number of female part-time other lawyers</b>	

<b>Part-time policies</b>	
<b>Do you have a written part-time policy for associates?</b>	
<b>Do you have a written part-time policy for partners?</b>	
<b>Eligibility for alternative work schedules determined by</b>	

<b>Part-time advancement</b>	
<b>What is the impact of working part-time as an associate, if any, on an associate's progression toward partner?</b>	
<b>Can an associate be promoted to partner while working on a part-time schedule?</b>	
<b>In the past five years, have attorneys made partner who have worked or are currently working alternative schedules with your organization?</b>	
<b>Comments</b>	
<b>Can a partner work on a part-time schedule?</b>	

<b>Other alternative work options</b>	
<b>Please describe any other alternative work arrangements:</b>	
<b>Does your organization have a written alternative work option policy (e.g., flex-time, remote, etc.)?</b>	
<b>Does your organization have an alternative track adviser?</b>	
<b>Are attorneys who work alternative schedules given bonus consideration?</b>	

Non-traditional Track Attorneys

<b>Non-traditional Track Attorney Info</b>	
<b>Does your organization have attorneys on a non-traditional track?</b>	
<b>Non-traditional track attorneys - comments</b>	
<b>Is there a separate point of contact at your organization for this type of position?</b>	
<b>If yes, please provide contact information</b>	
<b>What title(s) does your organization use for non-traditional track attorneys? (check all that apply)</b>	
<b>Do you hire entry-level attorneys for non-traditional track positions?</b>	
<b>In which practice areas do you hire non-traditional track attorneys?</b>	
<b>What is the minimum billable hour requirement for non-traditional track attorneys?</b>	
<b>Please include any additional information about non-traditional track positions (including mentoring, evaluations, billable hours, training, benefits, opportunities for pro bono work, etc.)</b>	

Pro Bono/Public Interest

Pro Bono Contact Information

<b>Pro Bono Contact</b>
-------------------------

<b>Pro Bono Contact</b>	
<b>Pro Bono Contact Name</b>	Ben Riemer
<b>Pro Bono Contact Title</b>	Partner
<b>Pro Bono Contact Phone</b>	
<b>Pro Bono Contact Email</b>	briemer@bellnunnally.com

Pro Bono Information

<b>Is the pro bono information indicated here firm-wide or specific to one office?</b>	Firm-wide
<b>% Firm Billable Hours last year</b>	
<b>Average Hours per Attorney last year</b>	

<b>Pro Bono Participation</b>	
<b>Percent of associates participating last year</b>	
<b>Percent of partners participating last year</b>	
<b>Percent of other lawyers participating last year</b>	

<b>Average hours</b>	
<b>Average hours per associate last year</b>	
<b>Average hours per partner last year</b>	
<b>Average hours per other lawyer last year</b>	
<b>What percentage of attorneys performed more than 20 hours?</b>	
<b>What was the number of actual pro bono hours contributed by the organization in the prior calendar year?</b>	
<b>Does the organization maintain a written pro bono policy that sets forth the organization's commitment to pro bono?</b>	Yes
<b>How does the organization define what constitutes pro bono legal work?</b>	Bell Nunnally, as is the practice of its peer firms, has adopted the Pro Bono Institute definition of Pro Bono Legal Services. That definition is as follows: Pro Bono refers to activities of the firm undertaken normally without expectation of fee and not in the course of ordinary commercial practice and consisting of (i) the delivery of legal services to persons of limited means or to charitable, religious, civic, community, governmental and educational organizations in matters that are designed primarily to address the needs of persons of limited means; (ii) the provision of legal assistance to individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties or public rights; and (iii) the provision of legal assistance to charitable, religious, civic, community, governmental or educational organizations in matters in furtherance of their organizational purposes, where the payment of standard legal fees would significantly deplete the organization's economic resources or would be otherwise inappropriate.
<b>Does the organization set annual goals regarding the minimum number of pro bono hours to be contributed by the organization?</b>	No
<b>Does the organization set individual attorney goals regarding the minimum number of pro bono hours to be contributed?</b>	No
<b>Is an attorney's commitment to pro bono activity considered a favorable factor in advancement and compensation decisions?</b>	

<b>Pro bono support services</b>	
Are full-time support services (word processing, online research Lexis/Westlaw, out of pocket costs) available for pro bono representation?	Yes
If so, are there any limitations?	
Are associates provided written evaluations of their work on pro bono matters?	
Does the organization employ one or more of the following structures to manage its pro bono program and to provide training and guidance to participating attorneys? (Check all that apply):	An attorney who coordinates pro bono projects as an ancillary duty to other work Pro Bono Committee
How is pro bono work assigned/distributed?	
If an attorney is permitted to bring a pro bono case for possible consideration by the firm, who makes decisions about whether the firm will handle the matter? (check all that apply)	Pro Bono Committee Other
Does the organization provide any of the following to enable its attorneys to participate in pro bono activities or work in a public interest setting? (Check all that apply):	

<b>Summer associate pro bono opportunities</b>	
Are pro bono opportunities available for summer associates?	
Additional comments (Please use this space to provide any additional information about your organization's pro bono program including any special recognition or awards the organization has received for its pro bono work.)	
What are some of the areas in which your organization has performed pro bono work in the past year?	Dallas Volunteer Attorney Program, Buried Alive, Texas Appleseed, Human Rights Initiative

#### Public Interest Fellowship

<b>Fellowship sponsorship</b>	
Does your organization sponsor split public interest summer and/or post-graduate fellowships?	
Public Interest Fellowship Comments	

#### Diversity & Inclusion

##### Diversity Contacts

<b>Diversity Chair</b>	
Diversity Chair Prefix	
Diversity Chair First Name	Nikki
Diversity Chair Last Name	Gibson

<b>Diversity Contact Information</b>	
Diversity Contact Prefix	
Diversity Contact First Name	Nikki
Diversity Contact Last Name	Gibson
Link to your organization's diversity website	<a href="http://www.bellnunnally.com/diversity-inclusion">http://www.bellnunnally.com/diversity-inclusion</a>

#### Recruitment

<b>Recruitment methods</b>	
Which of the following methods do you use to increase the presence and retention of under-represented groups? (Check all that apply)	Diversity job fairs Formal mentoring efforts

<b>Recruitment methods</b>	Bar-sponsored programs Firm diversity committee
<b>Comments</b>	<p>Bell Nunnally is dedicated to promoting a more diverse and inclusive culture, in which appreciation and respect for individual differences informs every aspect of our firm.</p> <p>Individual differences include differences in race/ethnicity, gender, age, religion, sexual orientation, gender identity or expression, disability, background, experience, and other individual characteristics. The firm, led by its Diversity and Inclusion Committee, strives to ensure that Bell Nunnally is as diverse as our community and the clients we serve.</p> <p>Bell Nunnally resolves to accomplish its mission by adhering to the following principles:</p> <ul style="list-style-type: none"> <li>- The firm values diversity and recognizes the importance of individual differences when hiring and retaining attorneys.</li> <li>- Each lawyers takes a different path to success.</li> <li>- The firm empowers and supports our lawyers in the advancement of their professional goals.</li> </ul> <p>A more diverse Bell Nunnally will better serve its clients by marshaling the wealth of perspectives and experiences that our attorneys bring to their counseling and advocacy. By adhering to the principles above, the firm also strives to improve the profession by supporting diversity in the legal community overall.</p>
<b>Non-discrimination policy</b>	<p>Covers all personnel and applicants for employment and ensures that all aspects of employment are based on competence, qualifications and length of service and will not be influenced in any manner by race, color, religion, sex, age, marital status, national origin, veteran status, physical or mental ability, sexual orientation, or any other status or condition protected by applicable laws.</p> <p>Bell Nunnally is a proud signatory of the Texas Competes pledge. Texas Competes' mission is to provide a unified voice for the Texas business community on the clear economic and business case for a Texas that offers fair treatment of lesbian, gay, bisexual and transgender (LGBT) people. That unified voice takes the form of the Texas Competes pledge, which creates an opportunity for business leaders to clarify their shared economic interests in a fair and welcoming Texas for LGBT people.</p>

#### Diversity Fellowships/Scholarships

<b>Diversity fellowships or scholarships</b>	
Does your organization or office sponsor/offer a Diversity Fellowship or Scholarship?	Yes
If yes, is the program open to	
Please provide a brief description of the program	Leadership Council for Legal Diversity (LCLD) Fellows program and Pathfinders program.

#### Affinity Groups

<b>Affinity group information</b>	
Does your organization or office have affinity groups?	Yes
If yes, please describe your affinity groups below	Women's Initiative

#### Professional Development

##### Training & Professional Development

<b>Evaluations</b>	
Does your organization have a formal evaluation program in place?	Yes
Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	

<b>Rotation</b>	
Rotation for junior associates between departments/practice groups?	Other
Is rotation mandatory?	
Comments	While associates practice in a variety of groups under the litigation or transaction umbrellas, it is not typical for an associate to crossover between the two departments.

<b>PD</b>	
Does your organization have a dedicated professional development staff?	Yes
What are some of the types of training and professional development opportunities your organization offers? (check all that apply)	In-house training programs External firm-paid seminars Continuing legal education (CLE) Organized/formal mentor program Trial advocacy training Observation opportunities Practice group training Other
What roles do counsel/senior attorneys play in the training of attorneys? (check all that apply)	Develop/design training programs Mentoring Supervise projects Other
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	

## Workplace Environment

### Employment Policies

<b>Firm Policies</b>	
Please describe your firm's policies for summer associates, associates, and/or other non-partner lawyers regarding employment disputes and workplace misconduct	
Please describe specifically your firm's policies surrounding non-disclosure agreements as they apply to summer associates, associates, and/or other non-partner lawyers	
Please describe specifically your firm's policies surrounding mandatory arbitration agreements as they apply to summer associates, associates, and/or other non-partner lawyers	

### Well-being Initiatives

Please describe any well-being initiatives or programs at your firm	
---	--

### Alumni Programs

<b>Alumni Relations</b>	
Does your organization have a formal alumni program?	
Does your organization have a dedicated alumni relations staff?	
What benefits are available to your organization's attorney alumni? (check all that apply)	
Comments on Alumni Relations and Programs	

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.