

PHOENIX, AZ

OSBORN MALEDON

Osborn Maledon, PA
 2929 N. Central Avenue, 21st Floor, Phoenix, AZ 85012-2793
 Ph: 602-640-9000, Fax: 602-640-9050, http://www.omlaw.com/

Total # offices: 1 Firm size range: 26-50
 NALP member? Y Office size range: 26-50
 Total attys in this office: 50

Hiring Attorney: Mrs. Ronda Fisk
 Address Inquiries To:
 Mrs. Davinia Perrin

Recruiting Coordinator
 Osborn Maledon, PA
 2929 N. Central Avenue, 21st Floor
 Phoenix, AZ 85012-2793
 602-640-9213 dperrin@omlaw.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Administrative, Regulated Industries	7	0
Antitrust, Trade	2	0
Appellate	7	5
Bankruptcy	4	0
Civil Rights	3	1
Communications	3	0
Corporate, Securities	13	1
Criminal, Defense, White Collar Crime	5	6
Dispute Resolution	5	0
Employment	5	4
Indian	2	0
Intellectual Property - Transactional, Tech	10	0
Intellectual Property Litigation	2	1
Litigation	20	10

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		0 (0)	0 (0)	4
Post-clerkship		1 (1)	1 (1)	0
Entry-level	115000 /yr	2 (2)	1 (1)	0
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	2220 \$/wk	0 (0)	0 (0)	0
2Ls	2220 \$/wk	3 (1)	0 (0)	1
1Ls	2120 \$/wk	0	2	TBD

2010 summer 2Ls considered for associate offers: 0 # offers made: 0
 Hire school term clerks? N
 1Ls hired? Y When after 12/1 should 1Ls apply? Grades Available
 Split summers allowed? Y If yes, minimum weeks: 4
 Comments:

Accept applications for 2012 summer program from:
 Joint degree students graduating in 2014? Y
 Evening students graduating in 2014? Y
 Judicial clerks? Y Students at non-US law schools? N
 Hiring Criteria: Upper 10-15% of class; journal experience or equivalent writing and publishing experience with a professor.

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? N
 Comp./prog. credit for judicial clerkship? Y
 Comp./prog. credit for other adv. degrees? N
 Other compensation comments: Any associate billing 1800 hours or more will be eligible for a discretionary bonus.

PARTNERSHIP DATA: Two or more tiers? N

Additional partnership prog. info: Osborn Maledon gives up to two years of credit toward partnership for judicial clerkships and and other relevant legal employment.

WORK/LIFE INFORMATION:

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

TRAINING AND PROFESSIONAL DEVELOPMENT:

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

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	1	0	0	0
	Women	0	0	0	0
White	Men	25	5	2	1
	Women	0	5	0	2
Black/African American	Men	0	0	0	0
	Women	0	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	1	0	0
	Women	0	0	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	1	0	0	0
	Women	0	0	0	0
TOTAL	Men	27	6	2	1
	Women	9	5	1	2
TOTAL NUMBER		36	11	3	3
Disabled	Men	0	0	1	0
	Women	0	0	0	0
Openly GLBT	Men	1	0	0	0
	Women	0	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
 - Bar sponsored programs
 - Outreach to law student groups
 - Firm diversity committee
 - Directed mentoring efforts
 - Rec. at schools w/large min. pop.
- Comments:

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

schools visited in 2010: 4 # job fairs/consortia attended in 2010: 0

BILLABLE HOURS:

2009 2010
 Avg annual assoc. hrs worked: 1752 1856
 Avg. annual assoc. billable hrs: 1592 1681
 Is there a minimum billable hours expectation? Y If yes, number: 1800
 Hours policy details:

Is billable hour credit given for pro bono work? Y
 Is there a maximum that will be credited? N If yes, what?
 For bonus consideration, is a pro bono hour equivalent to a billable hour? Y
PRO BONO INFORMATION: Firm-wide Office specific
 % firm billable hours: 1.65 avg. hrs. per attorney: 28.63
 Participation: 49.58 % assoc. 50.52 % ptrs/mbrs 0 % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
 Sponsor split pub int. summer and/or post-graduate fellowship?
 Comments: The firm funded two public interest fellowship opportunities at ASU, Sandra Day O'Connor College of Law and the University of Arizona, James E. Rogers College of Law for diverse 1L students.

NARRATIVE: Founded by lawyers with a vision that a law firm should be more than simply a place to work, Osborn Maledon is different than many firms. From our inception, we have had an unwavering commitment to producing superior legal work while supporting a well-balanced lifestyle for our attorneys and employees. We believe that each of the firm's attorneys should have a voice in firm decisions. We foster an open, relaxed atmosphere, which can be witnessed as our associates and senior-most members work side-by-side, vote on firm decisions, and serve on the governing board. We hire each associate with the intent that he or she will become a member of the firm and are mindful of our obligation to provide training and development opportunities to our lawyers. We also have a strong commitment to our community and actively participate in a variety of pro bono matters. To find out more information and apply online, please visit our website at www.omlaw.com.

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.