



A PROFESSIONAL ASSOCIATION
ATTORNEYS AT LAW

An Overview

Founded by attorneys 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 all of the firm's attorneys should have a voice in firm decisions. This basic tenet is evidenced by our open committee meeting policy and by our commitment to having associates and members alike vote for and serve on the firm's governing board. We foster an open, relaxed atmosphere, which can be witnessed as first-year attorneys and senior members work side-by-side. We hire each attorney 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. We also have a strong commitment to our community and actively participate in a variety of pro bono matters. These beliefs, which are expanded upon throughout this resume, are shared by our fifty attorneys who not only enjoy the work they do, but enjoy where they do it.

Our Practice

Our client base is a mix of newer, entrepreneurial businesses based primarily in the Southwest, and national and multinational companies. Because of this broad range of representation, no single client accounts for a large share of the firm's work.

Our attorneys practice principally in the commercial litigation and transactional arenas, but those with other interests — for example, criminal defense — are supported and encouraged in their efforts. Our complex litigation, bankruptcy, environmental and communications practices are thriving. Osborn Maledon's business law group has made a special commitment to serve the rapidly converging technology, media, communications, and health care industries in the Southwest. This practice draws on our broad collective experience representing clients in software, electronics, Internet and other high technology businesses, as well as cable television, telephony, radio, advertising and publishing. New attorneys are invited to explore different areas of the firm's practice according to their interests.

Attorney Development and Compensation

Attorneys are encouraged to pursue areas of their own interest, and the firm attempts to ensure that each lawyer, by working on a range of matters, acquires rapidly the skills of an experienced practitioner. Young attorneys assume significant responsibility upon joining the firm by dealing directly with clients and participating in business negotiations and court proceedings early on. We encourage them to attend various legal education programs both within and outside the firm to further promote their transition.

The firm recognizes that an attorney's development and interests extend beyond the private practice of law. Through our part-time, leave of absence, and sabbatical programs, we encourage and facilitate the pursuit of other interests. The firm provides paid maternity and paternity leave and accommodates attorneys who desire additional unpaid leave at the birth or adoption of a child.

First-year attorneys in 2013 will receive a \$115,000 annual salary, plus a \$7,500 bar study stipend, payment of bar-related expenses, and reimbursement for moving expenses. In addition, our attorneys are eligible to receive substantial annual bonuses, medical coverage for themselves, and other benefits. After the designated waiting period, Osborn Maledon employees are eligible to participate in the firm's 401(k) and profit-sharing plans.

Community Involvement

We believe that attorneys and law firms should contribute their expertise to their community and to individuals who would otherwise be denied access to our legal system. Our firm recognizes that such activities can take many forms, and our attorneys pursue a wide range of public service and pro bono activities. The firm gives billable hour credit for approved pro bono undertakings.

Several of our attorneys have served as judges pro tem, as leaders in the state and local bar associations, and as Board Presidents of organizations such as the Arizona Center for Law in the Public Interest and Community Legal Services. A number of attorneys have taken leaves to teach or to serve in government, and many have taught as adjunct or visiting professors at law schools in Arizona and other states.

Many of our attorneys participate in the Maricopa County Volunteer Lawyers Program, which provides legal assistance to persons unable to afford counsel, and the firm generally provides pro bono representation on matters that include consumer rights, criminal law, and constitutional issues.

The Summer Program

We involve our summer associates directly in our practice, including client counseling, depositions and court proceedings, negotiation and closing of commercial transactions, and drafting of legal documents.

Weekly, our summer associates convene for lunch to learn about the firm's administration, areas of practice and recent significant occurrences. To give our summer associates a taste of life beyond the law, we host a variety of activities including visits to important Arizona landmarks, at-home dinner parties and Diamondbacks baseball games.

In addition to a competitive monthly salary, the firm reimburses summer associates for their costs of transportation to and from Phoenix. We are also happy to assist in locating summer housing.

Where We Live

Phoenix and the surrounding communities have been aptly named the Valley of the Sun because of our consistently bright, sunny skies — eighty percent of the time to be precise. Naturally, a broad spectrum of year-round outdoor activities such as tennis, golf, camping, hiking

and boating abound. A variety of cultural opportunities, including museums, professional dance, symphony, theater, numerous and varied concerts, as well as professional and college sports, are available throughout the Valley. In particular, a recent cultural facilities campaign in central Phoenix saw the completion of a new Phoenix Art Museum, science and history museums, central public library and theatre facilities, designed by leading architects such as Antoine Predock and Will Bruder.

Housing is both conveniently located and affordable. Most of our attorneys live fewer than 15 minutes from the office and even the commuters spend under thirty minutes on the road. The cost-of-living in Phoenix is remarkably affordable compared to other metropolitan areas such as Portland, Los Angeles, and San Francisco Bay area.

Families – and time with family — are a priority to our attorneys. We seek a balance of work and home life that allows attorneys to work reasonable hours while raising children, caring for parents, or fulfilling community and faith commitments. Our attorneys attend afternoon Little League games, volunteer in the schools, and babysit grandchildren. Technology is rapidly improving our ability to work in new places — including at home.

The relaxed pace of Phoenix together with unbeatable weather (it is, after all, “a dry heat”), low cost of living and Arizona’s geographical diversity enable us to enjoy a lifestyle that is unavailable in many other major cities.

What’s Next?

Our plan is to seek out students who will blend well with our firm and who will enjoy the life Phoenix has to offer. For more information regarding our Summer Program and to apply online please visit our Law Students Career Page [here](#).