

**Basic Information**

2929 N. Central Ave.  
21st Floor  
Phoenix, AZ 85012  
Organization Size: 49  
Office Size: 49  
**Hiring Attorney:**  
Mr. Joseph Roth  
**Hiring Attorney #2:**  
Mr.

**Recruiting Contact:**  
Mrs. Jessica Lopez  
Recruiting Coordinator  
2929 N. Central Avenue  
21st FL  
Phoenix, Arizona (AZ) 85012  
United States  
**Phone:** 602-640-9133  
recruiting@omlaw.com

**Compensation & Benefits**

2019 compensation for entry-level lawyers (\$/year) 130,000

**Summer Compensation**

2019 compensation for Post-3Ls (\$/week) 2,500

2019 compensation for 2Ls (\$/week) 2,500

2019 compensation for 1Ls(\$/week) 2,500

**Partnership & Advancement**

Does the firm have two or more tiers of partner? No

If no, how many years is the partnership track? 8

**Pro Bono/Public Interest**

Thayne Lowe  
Chair, Pro Bono Committee  
602-640-9391  
tlowe@omlaw.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide

% Firm Billable Hours last year 1.74

Average Hours per Attorney last year 48

Percent of associates participating last year 77%

Percent of partners participating last year 22%

Percent of other lawyers participating last year 0

**Professional Development**

Evaluations Semi-annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? Yes

Rotation for junior associates between departments/practice groups? No

Is rotation mandatory? No

Does your organization have a dedicated professional development staff? No

Does your organization have a coaching/mentoring program? Yes

Does your organization give billable hours credit for training time? No

**Lawyer Demographics**

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	35	14	5	1
	Women	6	4	0	1
	Total	41	18	5	2
<b>Hispanic/Latino</b>	Men	0	1	0	0
	Women	0	1	0	0
<b>White</b>	Men	25	10	5	1
	Women	6	3	0	1
<b>Black/African American</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Native Hawaiian/Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Asian</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>American Indian/Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>2 or more races</b>	Men	1	0	0	0
	Women	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>LGBT</b>	Men	1	2	0	0
	Women	0	1	0	0
<b>Veteran</b>	Men	1	0	0	0
	Women	1	0	0	0

## 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
Arbitration, Dispute Resolution, Mediation	Alternative Dispute Resolution and Mediation	5	1	1		0
Appellate	Appellate	9	0	10		0
Litigation	Commerical Litigation	19	2	10		1
Labor and Employment	Employment Law	4	0	6		0
Energy	Energy, Water, and Utility Law	1	0	2		0
Government, Regulatory, Administrative	Government & Regulatory Law	9	1	8		0
Intellectual Property	Intellectual Property and Technology	7	0	1		0
Intellectual Property	Intellectual Property Litigation	4	0	0		0
Business, Corporate	Outside General Counsel Services	10	0	1		0
Litigation	Education Law	8	0	4		

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2019
	2017	Prior Summer Associates	2018	Prior Summer Associates	
Entry-level	0	0	0	0	0
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	1	0	2	0	0
Lateral Associates	2	0	2	0	3
All Other Laterals (non-traditional track)	1	0	0	0	0
Post-Clerkship	3	2	0	0	1
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	3	0	1	0	3
1Ls	2	0	1	0	0

Number of 2018 Summer 2Ls considered for associate offers 2

Number of offers made to summer 2L associates 2

General Hiring Criteria Upper 10-15% of class; journal experience or equivalent writing and publishing experience with a professor. Pre-law work experience preferred.

## Diversity & Inclusion

**Diversity Contact:** Mr. Nathan Arrowsmith

**Diversity Website/URL:** <http://www.omlaw.com/about-the-firm/commitment-to-diversity/>

## Organization Narrative

Osborn Maledon is a leading Arizona law firm providing litigation, business and general counsel solutions for our clients. We combine a unique commitment to Arizona with the experience, expertise, and results clients expect from national firms.

We strive for excellence in everything we do, from the strategic advice we give to business and litigation clients, to written and oral presentations we make to judges, juries, and arbitrators. We recruit nationally, and over the years have been able to attract a remarkably talented group of lawyers. A number of our former colleagues now serve on the federal and state court bench. Among the lawyers who have joined us after distinguished government careers are the former Solicitor General of the State of Arizona and the former Presiding Judge of the Maricopa County Superior Court.

At Osborn Maledon, our commitment to excellent lawyering and public service drives us to hire and inspire exceptional attorneys, paralegals, and administrative professionals who reflect the diverse communities and clients we serve. We are dedicated to providing a professional home where people of diverse backgrounds and perspectives share their talents and successes. We best serve our clients and community when our colleagues with varied points of view and approaches to problem-solving are able to collaborate openly to deliver creative and efficient solutions for our clients.

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)

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