

Basic Information

2929 N. Central Ave.
21st Floor
Phoenix, AZ 85012
Organization Size: 49
Office Size: 49
Hiring Attorney:
Mrs. Lynne Adams

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

Compensation & Benefits

2020 compensation for entry-level lawyers (\$/year) 130,000

Summer Compensation

2020 compensation for Post-3Ls (\$/week) 2,500
2020 compensation for 2Ls (\$/week) 2,500
2020 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

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 27	8	3	1	1
	Women 7	3	0	1	2
	Non-binary 0	0	0	0	0
	Total 34	11	3	2	3
Latinx	Men 0	1	0	0	0
	Women 0	0	0	0	0
	Non-binary 0	0	0	0	0
White	Men 27	7	3	1	1
	Women 7	2	0	1	2
	Non-binary 0	0	0	0	0
Black or African American	Men 0	0	0	0	0
	Women 0	0	0	0	0
	Non-binary 0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men 0	0	0	0	0
	Women 0	0	0	0	0
	Non-binary 0	0	0	0	0
Asian	Men 0	0	0	0	0
	Women 0	0	0	0	0
	Non-binary 0	0	0	0	0
Native American or Alaska Native	Men 0	0	0	0	0
	Women 0	0	0	0	0
	Non-binary 0	0	0	0	0
2 or More Races	Men 1	0	0	0	0
	Women 0	1	0	0	0
	Non-binary 0	0	0	0	0
Persons with Disabilities	Men 0	0	0	0	0
	Women 0	0	0	0	0
	Non-binary 0	0	0	0	0
LGBTQ	Men 1	1	0	0	0
	Women 0	1	0	0	0
	Non-binary 0	0	0	0	0
Veteran	Men 1	0	0	0	0
	Women 1	0	0	0	0
	Non-binary 0	0	0	0	0

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	1.31%
Average Hours per Attorney last year	33
Percent of associates participating last year	77%
Percent of partners participating last year	26%
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?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	No

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2020
	2018	Prior Summer Associates	2019	Prior Summer Associates	
Entry-level	0	0	0	0	0
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	2	0	1	0	0
Lateral Associates	2	0	3	0	0
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	0	0	0	1	4
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	1	0	3	1	2
1Ls	1	0	0	0	2

Number of 2019 Summer 2Ls considered for associate offers 3

Number of offers made to summer 2L associates 3

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

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	6		0
Litigation	Commercial Litigation	18	3	6		1
Litigation	Education Law	7	0	4		0
Labor and Employment	Employment Law	3	0	4		0

Energy	Energy, Water, and Utility Law	1	0	2	1
Government, Regulatory, Administrative	Government & Regulatory Law	7	1	4	0
Intellectual Property	Intellectual Property and Technology	7	0	0	0
Intellectual Property	Intellectual Property Litigation	4	0	0	0
Business, Corporate	Outside General Counsel Services	9	0	1	0

Diversity & Inclusion

Diversity Contact: Mr. William Furnish

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.

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