

Basic Information

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

Recruiting Contact:
Jessica Lopez
Recruiting Coordinator
2929 N. Central Avenue
21st Floor
Phoenix, Arizona (AZ) 85012
United States
Phone: 602-640-9133
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Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 130,000

Summer Compensation

2021 compensation for Post-3Ls (\$/week) 2,500
2021 compensation for 2Ls (\$/week) 2,500
2021 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 | 21 | 10 | 4 | 1 | 0 |
| | Women | 7 | 5 | 0 | 1 | 4 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| | Total | 28 | 15 | 4 | 2 | 4 |
| Latinx | Men | 0 | 1 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 | 1 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| White | Men | 20 | 9 | 4 | 1 | 0 |
| | Women | 7 | 5 | 0 | 1 | 1 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Black or African American | Men | 0 | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 | 1 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | Men | 0 | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 | 1 |
| | 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 | 0 | 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 | 2 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Veteran | Men | 0 | 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 | 2.15% |
| Average Hours per Attorney last year | 54 |
| Percent of associates participating last year | 52% |
| Percent of partners participating last year | 48% |
| 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 |
|--|---------------|-------------------------|------|-------------------------|----------|
| | 2019 | Prior Summer Associates | 2020 | Prior Summer Associates | 2021 |
| Entry-level | 0 | 0 | 0 | 0 | 1 |
| Entry-level (non-traditional track) | 0 | 0 | 0 | 0 | 0 |
| Lateral Partners | 1 | 0 | 0 | 0 | 1 |
| Lateral Associates | 3 | 0 | 1 | 0 | 0 |
| All Other Laterals (non-traditional track) | 0 | 0 | 0 | 0 | 0 |
| Post-Clerkship | 1 | 0 | 5 | 2 | 3 |
| 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 | 3 | 1 | 2 | 0 | 4 |
| 1Ls | 0 | 0 | 2 | 0 | 0 |

Number of 2020 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 | 2 | 1 | 1 | 0 | 0 |
| Appellate | Appellate | 7 | 1 | 5 | 0 | 0 |
| Litigation | Commercial Litigation | 15 | 2 | 6 | 4 | 1 |
| Litigation | Education Law | 3 | 0 | 2 | 0 | 0 |
| Labor and Employment | Employment Law | 3 | 0 | 1 | 0 | 0 |

| | | | | | | |
|---|--------------------------------------|---|---|---|---|---|
| Energy | Energy, Water, and Utility Law | 1 | 0 | 1 | 0 | 1 |
| Government, Regulatory, Administrative | Government & Regulatory Law | 8 | 1 | 4 | 0 | 1 |
| Intellectual Property | Intellectual Property and Technology | 5 | 1 | 0 | 0 | 0 |
| Intellectual Property | Intellectual Property Litigation | 3 | 0 | 0 | 0 | 0 |
| Business, Corporate | Outside General Counsel Services | 9 | 1 | 4 | 0 | 0 |
| Real Estate, Land Use | Real Estate | 2 | 0 | 0 | 0 | 0 |
| Bankruptcy | Bankruptcy | 2 | 0 | 0 | 0 | 0 |

Diversity & Inclusion

Diversity Contact: 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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