

## Basic Information

2929 N. Central Ave.  
Suite 2000  
Phoenix, AZ 85012  
Organization Size: 49  
Office Size: 49  
**Hiring Attorney:** Ms. Payslie Bowman  
**Recruiting Contact:** Ms. Shaylyn Heckethorn  
Attorney Recruiting and Development Coordinator  
2929 N. Central Avenue Suite 2000  
Phoenix, Arizona (AZ) 85012 United States  
**Phone:** 602-640-9207  
recruiting@omlaw.com

## Compensation & Benefits 333

2025 compensation for entry-level lawyers (\$/year) 180,000  
**Summer Compensation**  
2025 compensation for Post-3Ls (\$/week) 0  
2025 compensation for 2Ls (\$/week) 3,462  
2025 compensation for 1Ls(\$/week) 3,462

## 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	11	2	0	4
	Women	8	6	0	1	3
	Non-binary	0	0	0	0	0
	Total	35	17	2	1	7
Latinx	Men	0	2	0	0	3
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	23	10	1	0	1
	Women	7	7	1	1	3
	Non-binary	0	0	0	0	0
Black or African American	Men	0	1	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	0	1	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	0	0	0	0
	Women	0	0	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

Tim Eckstein  
Chair, Pro Bono Committee  
(602) 640-9316  
teckstein@omlaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	1.21%
Average Hours per Attorney last year	19
Percent of associates participating last year	66.7%
Percent of partners participating last year	22.6
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
	2023	Prior Summer Associates	2024	Prior Summer Associates	2025
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	1	0	0	0	0
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	3	0	3	0	4
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	5	0	3	2	4
1Ls	2	0	2	0	2

Number of 2024 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
<b>Arbitration, Dispute Resolution, Mediation</b>	Alternative Dispute Resolution	5	0	0	0	0
<b>Appellate</b>	Appellate	11	1	5	0	0
<b>Bankruptcy</b>	Bankruptcy & Creditor's Rights	3	0	1	0	0
<b>Business, Corporate</b>	Corporate and Business Law	7	0	2	0	0
<b>Business, Corporate</b>	Intellectual Property Protection & Commercialization	4	0	2	0	0

<b>Business, Corporate</b>	Mergers & Acquisitions	7	0	2	0	0
<b>Business, Corporate</b>	Outside General Counsel Services	8	0	2	0	0
<b>Business, Corporate</b>	Privacy & Data Security	5	0	1	0	0
<b>Business, Corporate</b>	Securities and Corporate Finance	6	0	2	0	0
<b>Business, Corporate</b>	Start Up & Early Stage Companies	5	0	2	0	0
<b>Litigation</b>	Criminal Defense	3	1	2	0	0
<b>Litigation</b>	Education Law	8	0	3	0	0
<b>Litigation</b>	Employment Law	6	0	0	0	0
<b>Litigation</b>	Employment Law - Executive Compensation	4	0	0	0	0
<b>Litigation</b>	Employment Law - Trade Secrets, Restrictive Covenants, and Emergency Relief	2	0	0	0	0
<b>Energy</b>	Energy, Water and Utility	5	0	1	0	0
<b>Environmental</b>	Environmental Law	4	0	1	0	0
<b>Government, Regulatory, Administrative</b>	Government and Regulatory Law	11	1	4	0	0
<b>Government, Regulatory, Administrative</b>	Banking and Financial Institutions	1	0	0	0	0
<b>Government, Regulatory, Administrative</b>	Campaign Finance and Election Law	4	0	4	0	0
<b>Government, Regulatory, Administrative</b>	Open Meeting Law and Public Records	4	0	0	0	0
<b>Government, Regulatory, Administrative</b>	Public Contracts and Procurement	1	0	0	0	0
<b>Litigation</b>	Indian Law	6	0	3	0	0
<b>Intellectual Property Litigation</b>	Intellectual Property	3	0	0	0	0
<b>Intellectual Property</b>	Trademark Registrations and Counseling	3	0	1	0	0
<b>Intellectual Property</b>	Intellectual Property Protection and Commercialization	4	0	1	0	0
<b>Litigation Antitrust</b>	Antitrust	3	0	0	0	0
<b>Litigation</b>	Class Actions	2	0	0	0	0
<b>Litigation</b>	Commercial Litigation	21	1	13	0	0
<b>Litigation</b>	Construction	2	0	0	0	0
<b>Litigation</b>	Condemnation and Eminent Domain	3	0	0	0	0
<b>Litigation</b>	False Claims Act	2	0	0	0	0
<b>Litigation</b>	Insurance Disputes	1	0	0	0	0
<b>Litigation</b>	Intellectual Property	3	0	0	0	0
<b>Litigation</b>	Securities Defense	4	0	0	0	0
<b>Litigation</b>	Privacy and Data Security	5	0	1	0	0
<b>Litigation</b>	Professional Liability	4	0	1	0	0
<b>Real Estate, Land Use</b>	Real Estate	3	0	1	0	0

## Diversity & Inclusion

**Diversity Contact:** Mr. William Furnish

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

## Organization Narrative

Osborn Maledon is a leading law firm in Phoenix, Arizona, which provides litigation, business and general counsel solutions for its clients.

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 this commitment to excellent lawyering and public service drives us to hire and inspire exceptional attorneys and administrative professionals who reflect the diverse communities and clients we serve. We are determined to provide a professional home where people with diverse backgrounds and perspectives share their talents and successes. We best serve our clients and community through colleagues whose varied points of view bring an array of approaches to problems and who collaborate effectively to deliver timely solutions for our clients.

Our success in attracting outstanding lawyers also stems from a clearly defined culture which values excellence, collegiality, consensus-driven governance, diversity, initiative and a commitment to serving the profession and our community.

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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