

BASIC INFORMATION

2929 N. Central Ave.
Suite 2000
Phoenix, AZ 85012
Organization Size: 49
Office Size: 26-100
Hiring Attorney: Mr. Andrew Pappas

Recruiting Contact:
Ms. Christian Cienfuegos
Attorney Recruiting and Development
Coordinator
2929 N. Central Avenue
Suite 2000
Phoenix, Arizona (AZ) 85012
United States
Phone: 602-640-9216
recruiting@omlaw.com

COMPENSATION & BENEFITS

2026 compensation for entry-level lawyers (\$/year) 180000

Summer Compensation

2026 compensation for Post-3Ls (\$/week) 0
2026 compensation for 2Ls (\$/week) 3462
2026 compensation for 1Ls (\$/week) 3462

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

KEY: M=Men W=Women NB=Nonbinary NR=Not Reported

Demographic	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
	M	0	0	NC	0
	W	0	0	NC	0
	NB	NC	NC	NC	NC
	NR	NC	NC	NC	NC
Total		0	0	0	0

Race/Ethnicity

Asian	M	NC	NC	NC	NC	NC
	W	NC	NC	NC	NC	NC
	NB	NC	NC	NC	NC	NC
	NR	NC	NC	NC	NC	NC
Black or African American	M	NC	NC	NC	NC	NC
	W	NC	NC	NC	NC	NC
	NB	NC	NC	NC	NC	NC
	NR	NC	NC	NC	NC	NC
Hispanic or Latino/a/x	M	NC	NC	NC	NC	NC
	W	NC	NC	NC	NC	NC
	NB	NC	NC	NC	NC	NC
	NR	NC	NC	NC	NC	NC
Middle Eastern or North African	M	NC	NC	NC	NC	NC
	W	NC	NC	NC	NC	NC
	NB	NC	NC	NC	NC	NC
	NR	NC	NC	NC	NC	NC
Native American or Alaska Native	M	NC	NC	NC	NC	NC
	W	NC	NC	NC	NC	NC
	NB	NC	NC	NC	NC	NC
	NR	NC	NC	NC	NC	NC
Native Hawaiian or Pacific Islander	M	NC	NC	NC	NC	NC
	W	NC	NC	NC	NC	NC
	NB	NC	NC	NC	NC	NC
	NR	NC	NC	NC	NC	NC
White	M	NC	NC	NC	NC	NC
	W	NC	NC	NC	NC	NC
	NB	NC	NC	NC	NC	NC
	NR	NC	NC	NC	NC	NC
Multiracial and/or Multiethnic	M	NC	NC	NC	NC	NC

	W	NC	NC	NC	NC	NC
	NB	NC	NC	NC	NC	NC
	NR	NC	NC	NC	NC	NC
Unknown Race/Ethnicity	M	NC	NC	NC	NC	NC
	W	NC	NC	NC	NC	NC
	NB	NC	NC	NC	NC	NC
	NR	NC	NC	NC	NC	NC

Disability, LGBTQ+, and Veteran Status

Persons with Disabilities	M	NC	NC	NC	NC	NC
	W	NC	NC	NC	NC	NC
	NB	NC	NC	NC	NC	NC
	NR	NC	NC	NC	NC	NC
LGBTQ+	M	NC	NC	NC	NC	NC
	W	NC	NC	NC	NC	NC
	NB	NC	NC	NC	NC	NC
	NR	NC	NC	NC	NC	NC
Veteran	M	NC	NC	NC	NC	NC
	W	NC	NC	NC	NC	NC
	NB	NC	NC	NC	NC	NC
	NR	NC	NC	NC	NC	NC

For more details, visit www.nalpdirectory.com

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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	1.78
Average Hours per Attorney last year	25.8
Percent of associates participating last year	72.2
Percent of partners participating last year	38.2
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

	Began Work In				Expected
	2024	Prior Summer Associates	2025	Prior Summer Associates	2026
LAWYERS					
Entry-level	0	0	0	2	5
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	2	0	2	0	0
Lateral Associates	0	0	2	0	2
All Other Laterals (non-traditional track)	0	0	0	0	1
Post-Clerkship	3	0	5	2	4
LL.Ms (U.S.)	0	0	0	0	0
LL.Ms (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	3	2	4	2	4
1Ls	2	0	2	0	2

Number of 2025 Summer 2Ls considered for associate offers 4

Number of offers made to summer 2L associates 4

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	3	2			
Appellate	Appellate	12	2	1		
Bankruptcy	Bankruptcy & Creditor's Rights	3		1		

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Business/Corporate	Corporate and Business Law	8		1		
Business/Corporate	Intellectual Property Protection & Commercialization	4		1		
Business/Corporate	Mergers & Acquisitions	8		1		
Business/Corporate	Outside General Counsel Services	7		1		
Business/Corporate	Privacy & Data Security	5		1		
Business/Corporate	Securities and Corporate Finance	6		1		
Business/Corporate	Start Up & Early Stage Companies	5		1		
Litigation	Criminal Defense	4	1	3	1	
Litigation	Education Law	9		2		
Litigation	Employment Law	6				
Litigation	Employment Law - 2 Trade Secrets, Restrictive Covenants, and Emergency Relief	2				
Energy	Energy, Water and Utility	6		1		
Environmental	Environmental Law	5		1		
Government/Regulatory/Administrative	Government and Regulatory Law	13	1	4	1	
Government/Regulatory/Administrative	Campaign Finance and Election Law	6		2		
Government/Regulatory/Administrative	Open Meeting Law and Public Records	4				
Government/Regulatory/Administrative	Public Contracts and Procurement	1				
Litigation	Indian Law	7		3		
Intellectual Property	Trademark Registrations and Counseling	3		1		
Intellectual Property	Intellectual Property Protection and Commercialization	4		1		
Antitrust, Litigation	Antitrust	2	1			
Litigation	Class Actions	2				
Litigation	Commercial Litigation	20	2	16	5	
Litigation	Construction	2				
Litigation	Condemnation and Eminent Domain	3				
Litigation	False Claims Act	2				
Litigation	Insurance Disputes	1				
Litigation	Intellectual Property	3				
Litigation	Securities Defense	3	1			
Business/Corporate, Litigation	Privacy and Data Security	5		1		

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Litigation	Professional Liability	5				
Real Estate/Land Use	Real Estate	3		1		

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 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.

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