

**MULTI-OFFICE DATA
PHOENIX, AZ**

FENNEMORE CRAIG

FENNEMORE CRAIG, P.C.
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Total # offices: 5 Firm size range: 101-250
offices on form: 5 NALP member? Y
Total # of Attorneys: 185 Reporting for: All Offices

Hiring Attorney: Mr. Robert J. Kramer
Address Inquiries To:
Ms. Laura J. Zilmer

Attorney Recruitment Administrator
FENNEMORE CRAIG
3003 North Central Avenue, Suite 2600
Phoenix, AZ 85012-2913
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PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation/Tort & Commercial	34	30
Real Estate	22	12
Business and Finance	14	6
Labor & Employment/Immigration	12	6
Natural Resources and Environmental	7	5
Bankruptcy and Creditors' Rights	5	2
Estate Planning and Probate	8	4
Intellectual Property	4	4
Energy, Telecom and Utilities	7	0
Government Relations	2	1

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		16 ()	7 ()	4
Post-clerkship		()	()	1
Entry-level	115,000* /yr	5 (4)	4 (4)	5
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	\$/wk	9 (1)	8 ()	6
1Ls	\$/wk	1	0	1

2009 summer 2Ls considered for associate offers: 8 # offers made: 5
Hire school term clerks? N
1Ls hired? TBD When after 12/1 should 1Ls apply? Immediately
Split summers allowed? Y If yes, minimum weeks: 8
Comments: If splitting, we require the first half of the summer.
Accept applications for 2011 summer program from:
Joint degree students graduating in 2013? N
Evening students graduating in 2013? N
Judicial clerks? Y Students at non-US law schools? N
Hiring Criteria: We seek individuals who are distinguished academically, and who have strong written & oral communication skills, leadership skills and work ethic.*See www.nalpdirectory.com for compensation system information.
CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? N
Comp./prog. credit for judicial clerkship? Y
Comp./prog. credit for other adv. degrees? N
Other compensation comments: Bar study stipend, bar review course, bar exam and moving expenses, and pension. Associates also are eligible for an objective bonus and a subjective bonus.
PARTNERSHIP DATA: Two or more tiers? Y
Additional partnership prog. info:

WORK/LIFE INFORMATION:

Part-time allowed? Y Part-time avail.to entry-level? N
p-t assoc. 3 (m) 1 (w) ptrs/mbrs. 8 (m) 1 (w) oth. lawy. 1 (m) 4 (w)
Elig. for alt. work sched. determined by: Management Committee
Paid non-medical parental leave? N
Comments: We provide 12 weeks paid maternity leave. We provide 12 weeks unpaid leave for non-medical parental leave.

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? Y
Evaluations: Annual Upward reviews? N
Professional development staff? Y Billable hours credit for training time? N
Rotation for jr. associates between departments/practice groups? CBC
Is rotation mandatory? N

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010

As of Feb. 1, 2010	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	4	2	0	0
	Women	2	2	0	0
White	Men	78	30	6	4
	Women	28	13	9	0
Black/African American	Men	0	1	0	0
	Women	0	0	0	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	2	0	1	1
	Women	0	0	1	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	2	2	0	0
	Women	0	2	0	0
TOTAL	Men	86	35	7	5
	Women	30	17	10	1
TOTAL NUMBER		116	52	17	6
Disabled	Men	0	1	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	1	0	1
	Women	0	0	0	0

(See www.nalpdirectory.com for historical comparisons.)

DIVERSITY RECRUITMENT & RETENTION EFFORTS:

Activities to increase the presence and retention of under-represented groups:

- Minority job fairs
- Bar sponsored programs
- Outreach to law student groups
- Firm diversity committee
- Directed mentoring efforts
- Rec. at schools w/large min. pop.

Comments: Fennemore Craig actively seeks qualified candidates of diversity through scholarship, internship and mentor programs.

CAMPUS INTERVIEWS for past year (see full list online):

schools visited in 2009: 7 # job fairs/consortia attended in 2009: 1

BILLABLE HOURS:

Avg annual assoc. hrs worked: 2015 2010
Avg. annual assoc. billable hrs: 1797 1852
Is there a minimum billable hours expectation? Y If yes, number: 1800
Hours policy details: 1925 minimum is also available at higher compensation.

Please see nalpdirectory.com for more info.

Is billable hour credit given for pro bono work? Y

Is there a maximum that will be credited? CBC If yes, what?

For bonus consideration, is a pro bono hour equivalent to a billable hour? Y

PRO BONO INFORMATION:

% firm billable hours: 2 avg. hrs. per attorney:
Participation: 45 % assoc. 45 % ptrs/mbrs 10 % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship? N

Comments:

NARRATIVE: At Fennemore Craig, we know you have a choice of where to work.

We understand you're looking for the best place to hone your legal skills and develop your professional practice. At Fennemore Craig, we're looking for the best and the brightest to join our team. That's why we have strived to create a dynamic law firm where quality legal work, professionalism, integrity and commitment to clients are paramount. Fennemore Craig is a law firm where associates have opportunities to learn and grow through mentorship and real, hands-on legal experience. We also believe professional and personal growth go hand in hand. Our associates are encouraged to get involved in community projects, sit on boards, volunteer for favorite causes and engage in pro bono work. As an associate at Fennemore Craig, you will be aligned with one of the Southwest's oldest and most well respected firms, with offices in Phoenix, Tucson, Nogales, AZ, Las Vegas, NV and Denver, CO.

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.