

**MULTI-OFFICE DATA  
PHOENIX, AZ**

**FENNEMORE CRAIG**

FENNEMORE CRAIG, P.C.  
3003 NORTH CENTRAL AVENUE, SUITE 2600, PHOENIX, AZ 85012-2913  
Ph: (602) 916-5000, Fax: (602) 916-5999, www.fennemorecraig.com

Total # offices: **5** Firm size range: **101-250**  
# offices on form: **1** NALP member? **Y**  
Total # of Attorneys: **200** Reporting for: **All Offices**

Hiring Attorney: **Mr. Robert Kramer**  
Address Inquiries To:

**Ms. Laura J. Zilmer**  
**Attorney Recruitment Administrator**  
**FENNEMORE CRAIG**  
3003 North Central Avenue, Suite 2600  
Phoenix, AZ 85012-2913  
(602) 916-5272 lzilmer@fclaw.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation/Tort & Commercial	35	33
Real Estate	22	17
Business and Finance	18	5
Labor & Employment/Immigration	11	6
Natural Resources and Environmental	7	7
Energy, Telecom and Utilities	7	1
Bankruptcy and Creditors' Rights	6	3
Estate Planning and Probate	9	3
Intellectual Property	4	4
Government Relations	3	1

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2009 Compensation	BEGAN WORK IN		EXPECTED
		2007	2008	2009
Laterals		31 ( 2 )	16 ( )	2
Post-clerkship		( )	( )	
Entry-level	115,000* /yr	5 ( 5 )	5 ( 4 )	5
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	\$/wk	( )	( )	
2Ls	\$/wk	9 ( 1 )	9 ( )	9
1Ls	\$/wk	1	3	

# 2008 summer 2Ls considered for associate offers: **9** # offers made: **6**  
 Hire school term clerks? **N**  
 1Ls hired? **Y** 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 2010 summer program from:  
 Joint degree students graduating in 2012? **N**  
 Evening students graduating in 2012? **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** Partnership track (years): **7**  
 Additional partnership prog. info: **Associates first will be considered as guaranteed directors, and then will be eligible to be considered as ordinary (full equity) directors after one year as a guaranteed director.**  
**WORK/LIFE INFORMATION:**  
 Part-time allowed? **Y** Part-time avail.to entry-level? **N**  
 # p-t assoc. **1 (m) 1 (w) ptrs/mbrs. 8 (m) 1 (w) oth. lawy. 1 (m) 7 (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 2009**

As of Feb. 1, 2009	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	4	1	1	1
	Women	2	2	0	1
White	Men	84	37	6	4
	Women	27	16	8	3
Black/African American	Men	0	1	1	0
	Women	0	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	2	0	0	0
	Women	0	1	1	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	1	0	0
2 or More Races	Men	2	3	0	0
	Women	0	2	0	0
TOTAL	Men	90	42	8	5
	Women	29	22	9	4
TOTAL NUMBER		119	64	17	9
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	1	0	0
	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 2008: **12** # job fairs/consortia attended in 2008: **2**

**BILLABLE HOURS:**

Avg annual assoc. hrs worked: **2025 2015**  
 Avg. annual assoc. billable hrs: **1861 1797**  
 Is there a minimum billable hours expectation? **Y** If yes, number: **1925**  
 Hours policy details: **1800 minimum also available. Please see www.nalpdirectory.com for details.**

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: **1.5**  avg. hrs. per attorney:  
 Participation: **25** % assoc. **60** % ptrs/mbrs **15** % 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.