

Basic Information

1221 McKinney
Suite 2500
Houston, TX 77010
Organization Size: 55
Office Size: 53
Hiring Attorney:
Mr. John Zavitsanos
Hiring Attorney #2:
Mrs. Monica Uddin

Recruiting Contact:
Mr. Kingsley Smith
Director of Marketing and Recruiting
1221 McKinney
Suite 2500
Houston, Texas (TX) 77010
United States
Phone: 713-600-4976
ksmith@azalaw.com

Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 225,000

Summer Compensation

2023 compensation for Post-3Ls (\$/week) 3,942

2023 compensation for 2Ls (\$/week) 3,942

2023 compensation for 1Ls(\$/week) 3,942

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track?

How many years is the equity track?

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	18	17	6	0	8
	Women	2	4	3	1	6
	Non-binary	0	0	0	0	0
	Total	20	21	9	1	14
Latinx	Men	1	2	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
White	Men	12	13	6	0	7
	Women	3	3	3	1	3
	Non-binary	0	0	0	0	0
Black or African American	Men	1	0	0	0	0
	Women	0	1	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	0
	Non-binary	0	0	0	0	0
Asian	Men	2	4	0	0	1
	Women	1	0	0	0	2
	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	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	3	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	1	1	0	0	1
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Is the pro bono information indicated here firm-wide or specific to one office?

Firm-wide

% Firm Billable Hours last year

Average Hours per Attorney last year

Percent of associates participating last year

Percent of partners participating last year

Percent of other lawyers participating last year

Professional Development

Evaluations

Semi-annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?

No

Rotation for junior associates between departments/practice groups?

Case-by-case

Is rotation mandatory?

Case-by-case

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?

Yes

HIRING & RECRUITMENT

	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
LAWYERS					
Entry-level					
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates					
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls					
1Ls					

Number of 2022 Summer 3

2Ls considered for
associate offers

Number of offers made to
summer 2L associates 3

General Hiring Criteria

AZA seeks intelligent lawyers who aren't interested in carrying someone else's briefcase but want to dive into real courtroom practice. Mental agility, strong backbone, and sense of humor required. There are no "mock trials," "practice programs," or "make work assignments" at AZA. This is a firm built by intense, quick-thinking lawyers who thrive in court.

We hire attorneys with solid academic credentials from the nation's top law schools. Many of our lateral hires left far larger law firms to join AZA, where they will get into court on real cases, for real clients. Our firm culture is informal and collaborative: no big firm bureaucracy or hierarchies. Our end product is aggressive, practical, effective and sometimes unconventional.

AZA is a diverse, tight-knit place that pays like the bigger firms we face in court. We are looking for bright and bold lawyers.

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
Litigation	Civil Litigation	17	8	22		
Intellectual Property	Intellectual Property	1	1	4		

Diversity & Inclusion

Organization Narrative

Looking forward to years of doc review and watching partners do all the fun stuff? Move along. AZA is a creative, fast-paced, litigation boutique, and we're looking for accomplished law students who want to become trial lawyers. AZA is recognized by Chambers and Partners, U.S. News & World Report, Best Lawyers in America, and a number of other organizations for excellence in commercial litigation. We go toe-to-toe with the best and biggest firms in the country in high-stakes commercial and intellectual property litigation, and are routinely hired by companies we've defeated in court. Most importantly for you? We pride ourselves on giving our young lawyers major responsibility on day one, and a jury trial in year one. Are you courtroom ready?

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

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