

Basic Information

Firmwide
 Organization Size: 236
 Office Size: 235
Hiring Attorney:
 Mr. Christopher Jorgensen

Recruiting Contact:
 Ms. Mary Kiley
 Director of Lawyer Recruitment
 201 E. Washington Street
 Suite 1200
 Phoenix, Arizona (AZ) 85004-2595
 United States
Phone: 602-262-0844
 MKiley@LRRLaw.com

Compensation & Benefits 333

2013 compensation for entry-level lawyers (\$/year) 116,000

Summer Compensation

2013 compensation for Post-3Ls (\$/week) 0

2013 compensation for 2Ls (\$/week) 2,230

2013 compensation for 1Ls(\$/week) 2,230

Partnership & Advancement

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

How many years is the non-equity track? 7

How many years is the equity track? 2

Lawyer Demographics

	Partner/Member	Associates	Counsel	Staff Attorneys	Other Attorneys	Summer Associates
	Men	76	34	16	0	2
	Women	23	18	6	0	2
	Total	99	52	22	0	4
Latinx	Men	2	1	0	0	1
	Women	1	1	0	0	0
White	Men	71	30	14	0	1
	Women	22	13	5	0	2
Black or African American	Men	2	0	0	0	0
	Women	0	2	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
Asian	Men	0	2	0	0	0
	Women	1	0	1	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	1	1	0	0	0
2 or More Races	Men	1	1	0	0	0
	Women	0	1	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
LGBTQ	Men	1	2	1	0	UNK
	Women	0	1	0	0	UNK

Pro Bono/Public Interest

Dan R. Waite
Pro Bono Committee Chair
702-474-2638
DWaite@LRRLaw.com

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	43
Percent of associates participating last year	78
Percent of partners participating last year	52
Percent of other lawyers participating last year	33

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?	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?	Yes

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2011	Prior Summer Associates	2012	Prior Summer Associates	2013
Laterals	7	0	16	1	3
Post-Clerkship	2	1	4	3	2
Entry-level	11	9	5	4	3
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	6	0	8	0	4
1Ls	0	0	0	0	0

Number of
2012 Summer
2Ls considered
for associate
offers

8

Number of
offers made to
summer 2L
associates

8

General Hiring
Criteria

Lewis Roca Rothgerber is interested in talking to students from around the country with a wide diversity of backgrounds, but with a common trait: we look for individuals with a history of outstanding personal and academic achievement – including law school records and law review, moot court, or comparable extracurricular activities – previous work experience and a commitment to practice law at the highest levels. We typically hire students at the top 15-20% of their class with outstanding academic credentials and excellent writing skills. We also look for diversity, creativity, leadership, character, good judgment and ties to the local community. As part of the interviewing process, candidates are asked to submit a writing sample along with their resume, so that we can evaluate their analytical and writing skills. Our summer program is designed to integrate lawyers into the firm both professionally and socially. All summer associates spend their first two weeks of the summer participating in the Summer Program Training Academy. During the Academy, summer associates hone their research and writing skills, learn more about the firm, and learn other valuable legal practice skills so they are ready to hit the ground running with their first assignments. Our summer program offers real, not make-work, assignments. At the end of the summer, you will know what it is like to practice at Lewis Roca Rothgerber.

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
Appellate Labor and Employment Litigation	Litigation	50		34		
Government, Regulatory, Administrative	Gaming	9		5		
Banking, Finance Business, Corporate Real Estate, Land Use Tax Trusts and Estates	Business Transactions	23		11		
Intellectual Property	Intellectual Property	12		11		
Business, Corporate Energy Government, Regulatory, Administrative	Environmental	8		3		
Bankruptcy	Bankruptcy	7		2		

Diversity & Inclusion

RECRUITMENT METHODS

Diversity job fairs, Outreach to law student groups, Formal mentoring efforts, Recruit at schools with large minority populations, Bar-sponsored programs, Firm diversity committee

Lewis and Roca recognizes that providing the best legal services to our clients requires us to recruit and retain the best lawyers. Our historic commitment to hiring, training and advancing diverse lawyers is essential to fulfilling the promise of excellent representation that we make to all of our clients. We combine time-tested strategies and innovative new programs in our overall efforts to continuously improve the diversity of our firm's lawyers and our ability to meet the needs of our diverse clients.

In 1971, we became the first mid-sized firm in any of the Rocky Mountain States to have a woman partner – Mary Schroeder, currently a judge on the Ninth Circuit Court of Appeals. We continue our commitment to hiring diverse lawyers of all kinds through our regular participation in programs that facilitate the hiring of talented, diverse lawyers. We have been regular participants in the DuPont Legal Minority Job Fair since its inception and have hired attorneys recruited from the fair. We were proud to co-sponsor the first annual IMPACT Career Fair for law students and attorneys with disabilities in 2005.

We have also joined in efforts to continue to grow the pipeline of diverse lawyers entering and succeeding in law schools, through scholarship, mentoring, and training programs for diverse students. We support the Diversity Pipeline Program that mentors minority pre-law and law students attending Arizona State University, University of Arizona or Phoenix Law. We host students for writing-intensive, paid internships at our Tucson, Phoenix and Las Vegas offices through the Diversity Legal Writing Programs at the University of Arizona, Arizona State University College of Law and University of Nevada, Las Vegas. And we are proud to be one of the inaugural sponsors bringing the Judicial Intern Opportunity Program, which matches minority and low-income students with federal and state judges for a six-week summer internship experience, to the Phoenix area.

We recognize that merely bringing diverse lawyers in the door is ineffective if those lawyers do not learn, thrive, and advance to positions of authority and respect within the firm and in the community. Our internal commitment to the success of all of our lawyers is embodied in our comprehensive Lawyer Professional and Practice Development Program, which provides every associate in the firm with focused mentorship and training to help them maximize their success and advance to full equity partnership in the firm, and our new summer associate academy, which ensures that every member of our summer class understands the firm's expectations and culture and is well-prepared to demonstrate that person's unique capabilities. We also sponsor external training programs such as the Arizona Women Lawyers' Association's Secrets of Success seminar and the Pima County Commission on Trial Court Appointments' informational programs for prospective judicial candidates.

In addition, we support the diversity efforts of the communities in which we practice. We provide financial support for our lawyers' community activities, including their involvement with minority bar organizations, and we led a Law Firm Initiative to fund an anti-discrimination training program at 5 local high schools. Our attorneys serve in leadership positions as directors and officers on the governing boards of over 90 nonprofit and governmental community agencies, and we provide both pro bono legal services and fundraising for charitable purposes to a variety of organizations and individuals.

Organization Narrative

On September 1, 2013, Lewis and Roca and Rothgerber Johnson & Lyons combined forces to create one of the largest law firms in the Western U.S., with approximately 250 lawyers in nine offices in Arizona, California, Colorado, Nevada, New Mexico, and Wyoming. We provide a full spectrum of transactional and litigation services to local, regional, national, and international clients. The locations of all of our offices afford us the benefits and the stunning environmental diversity that characterizes this part of the country.

Lewis Roca Rothgerber is dedicated to recruiting nationally to provide the firm with the diversity that will strengthen and flavor our practice over the years. We want to attract individuals who have strong personal commitments, not just to the law, but to other pursuits that give their lives drive and meaning. The strongest common thread among our lawyers and new recruits is a sense of purpose and an interest in making a real contribution, both to the firm and the community.

Our Phoenix, Las Vegas, and Denver summer programs are geared toward providing students with a realistic view of associate life. We provide the mix of people and opportunities, and our summer associates provide the intellect, the initiative and interest in learning. Our summer associates receive training in research and writing, ethics, advocacy and effective communication, among other topics. We also offer summer associates a chance to participate in in-house education programs and out-of-office opportunities such as depositions, hearings, meetings with clients, corporate closings, and trials. Finally, our summer program provides opportunities for summer associates to participate in a variety of social activities. In short, we run a summer program that is real-work oriented and realistic, but also full of opportunities for social interaction.

Each of us at Lewis Roca Rothgerber has a slightly different reason for being here, just as we have different practices, lifestyles and points of view. We like our firm and look forward to telling you more about where we came from, why we are here, and why we stay. If you want to know more about Lewis Roca Rothgerber, the strength of our practice and the lifestyle of a busy professional in thriving Rocky Mountain and Southwest communities like ours, please write to Mary W. Kiley, our Director of Lawyer Recruitment at MKiley@LRRLaw.com.

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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