

Basic Information

One Arizona Center
400 E. Van Buren
Phoenix, AZ 85004
Organization Size: 488
Office Size: 181
Hiring Attorney:
N/A N/A
Hiring Attorney #2:
N/A N/A

Recruiting Contact:
Ms. Abigail Raddatz
Director of Attorney Recruiting & Diversity
One Arizona Center
400 E. Van Buren
Phoenix, Arizona (AZ) 85004
United States
Phone: 602-382-6014
araddatz@swlaw.com

Compensation & Benefits 333

2015 compensation for entry-level lawyers (\$/year) 120,000
Summer Compensation
2015 compensation for Post-3Ls (\$/week) 2,308
2015 compensation for 2Ls (\$/week) 2,308
2015 compensation for 1Ls(\$/week) 2,308

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
How many years is the non-equity track? 7.5
How many years is the equity track? 3

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 82	46	9	2	5
	Women 18	23	7	0	3
	Total 100	69	16	2	8
Latinx	Men 4	0	1	0	0
	Women 1	2	1	0	0
White	Men 76	37	8	2	5
	Women 16	24	6	0	3
Black or African American	Men 0	0	0	0	0
	Women 0	0	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 0	2	0	0	0
Native American or Alaska Native	Men 1	0	0	0	0
	Women 1	0	0	0	0
2 or More Races	Men 1	2	0	0	0
	Women 0	0	0	0	0
Persons with Disabilities	Men 0	0	0	0	0
	Women 0	0	0	0	0
LGBTQ	Men 1	0	0	0	0
	Women 0	0	0	0	0

For more details, visit www.nalpdirectory.com

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Pro Bono/Public Interest

Joshua Grabel
Partner & Pro Bono Chairperson
602-382-6280
jgrabel@swlaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2.75
Average Hours per Attorney last year	44.08
Percent of associates participating last year	80.9
Percent of partners participating last year	60.9
Percent of other lawyers participating last year	61.5

Professional Development

Evaluations	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

LAWYERS	Began Work In				Expected
	2013	Prior Summer Associates	2014	Prior Summer Associates	2015
Laterals	5	0	13	0	unk
Laterals (non-traditional track)	1	0	2	0	unk
Post-Clerkship	2	2	2	2	2
Entry-level			7	6	8
Entry-level (non-traditional track)	5	4	0	0	0
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	9	0	8	0	7
1Ls	2	0	0	0	0

Number of 2014 Summer 2Ls considered for associate offers 8

Number of offers made to summer 2L associates 8

General Hiring Criteria Snell & Wilmer seeks to hire diverse individuals with the long-term potential to become partners at the firm. We are interested in candidates who have demonstrated high academic achievement, initiative, and involvement in non-academic experiences or extra-curricular activities who possess strong interpersonal and communication skills.

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
Bankruptcy	Bankruptcy	4	1	2		0
Banking, Finance	Commercial Finance	6	1	3		1
Business, Corporate	Corporate & Securities	12	0	5		0
Intellectual Property	Intellectual Property	8	4	11		0
Labor and Employment	Labor & Employment	6	3	3		0
Environmental	Natural Resources	6	4	4		0

Real Estate, Land Use	Real Estate	7	2	4	0
Tax	Tax, Employee Benefits, Private Client Services	13	0	6	0
Litigation	Commercial Litigation, Healthcare, Product Liability, Litigation Pool	38	1	30	1

Diversity & Inclusion

Diversity Contact: Ms. Abigail Raddatz

Diversity Website/URL: <http://www.swlaw.com/diversity>

Organization Narrative

Snell & Wilmer is one of the largest law firms in the Western United States with over 400 attorneys in Phoenix and Tucson, Arizona; Costa Mesa and Los Angeles, California; Salt Lake City, Utah; Denver, Colorado; Las Vegas and Reno, Nevada; and Los Cabos, Mexico. Since our beginning over 75 years ago, Snell & Wilmer has been at the forefront of significant legal and economic developments in the West. The firm practices throughout the West and on a national basis.

OUR PRACTICE: Snell & Wilmer provides a full range of services to its more than 10,000 clients which range from large, publicly-traded corporations to emerging enterprises and individuals. The Litigation Practice industry groups include appellate, class action, construction, financial services and securities, franchise, government investigations/criminal defense, intellectual property, professional liability, real estate/land use, commercial, environmental, labor, product liability, professional liability, health care, and tort liability. The Business Practice includes banking, bankruptcy, commercial, business and finance, emerging businesses, employee benefits and executive compensation, environmental and natural resources, estate planning and taxation, health care, intellectual property rights, international, legislation, mergers and acquisitions, municipal finance, public utilities, and real estate.

INSIDE SNELL & WILMER: The firm's atmosphere encourages associates to become responsible for client matters early in their careers and provides rapid advancement as each individual's skills develop. Snell & Wilmer's attorneys give generously to many civic and service organizations. The firm also is dedicated to the advancement of the legal profession in Arizona, California, Utah, Colorado, Nevada, and throughout the United States, devoting substantial effort and funds to organized bar associations and pro bono activities.

For more than 75 years, Snell & Wilmer has dedicated itself to the goal of superior client service. Striving to provide each of its clients with accessible, effective, and cost-efficient legal services has built the firm's reputation. Snell & Wilmer's attorneys remain committed to the proposition that the continued pursuit of those objectives will maintain that reputation in the future.

NEW ASSOCIATES: Snell & Wilmer hires only those individuals it believes can become partners in the firm. The firm provides formal training and orientation programs, informal "hands-on" training with experienced attorneys, and early contact with clients. In addition to regular feedback within practice groups, each associate meets at least annually with partners familiar with his or her work to discuss past performance and career goals. Associates are encouraged to offer their comments regarding assignments, firm policies, and training opportunities.

SUMMER ASSOCIATES: The summer associate program is the firm's primary source of new attorneys. In addition to written work product, the firm makes a conscious effort to include summer associates in client conferences, depositions, closings, negotiations, and trials, and to provide oral and written feedback upon completion of assignments. In addition, at mid-summer and again at the end of the summer, each summer associate's work is formally reviewed and his or her comments regarding the program are solicited. The summer program is non-competitive; i.e., the firm does not invite a large pool of summer associates to compete for a more limited number of openings. The hope is that each summer associate receives a full-time offer for employment and each summer associate joins us upon graduation.

INTERVIEWS: The firm anticipates steady growth as our clients and their needs for legal services continue to increase. To meet the anticipated demand for additional attorneys in all of our offices, the firm conducts a nationwide recruiting program each year. Interested students are encouraged to interview with us on campus or to submit resumes. Inquiries for all of the Snell & Wilmer offices should be directed to the Director of Attorney Recruiting & Diversity.

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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