Fox Rothschild LLP
(www.foxrothschild.com)

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Basic Information

1001 4TH AVENUE
SUITE 4500
Seattle, WA 98154
Organization Size: 952
Office Size: 41
Hiring Attorney:
Mr.

Recruiting Contact:
Ms. Natalie Quinn
Director of Associate Recruitment
2000 Market Street
20th Floor
Philadelphia, Pennsylvania (PA) 19103
United States
Phone: 215-299-2780
recruitment@foxrothschild.com

Compensation & Benefits 333

2021 compensation for entry-level lawyers ($/year)	180,000
Summer Compensation	
2021 compensation for Post-3Ls ($/week)	
2021 compensation for 2Ls ($/week)	3,462
2021 compensation for 1Ls($/week)	3,462

Partnership & Advancement

Does the firm have two or more tiers of partner?	Yes
How many years is the non-equity track?	8-10
How many years is the equity track?	8-10

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	21	3	0	0	1
	Women	10	6	1	0	1
	Non-binary	0	0	0	0	0
	Total	31	9	1	0	2
Latinx	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	18	3	0	0	1
	Women	10	5	0	0	1
	Non-binary	0	0	0	0	0
Black or African American	Men	0	0	0	0	0
	Women	0	0	0	0	0
	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	0	0	0	0
	Women	0	1	0	0	0
	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	1	0	0	0	0
	Women	0	0	1	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	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

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Pro Bono/Public Interest

Robert Tintner, Esquire and Archana Nath, Esquire
Pro Bono Committee Co-Chairs
215-299-2000

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	.49%
Average Hours per Attorney last year	22.47
Percent of associates participating last year	69.09
Percent of partners participating last year	83.8
Percent of other lawyers participating last year	26.14

Professional Development

Evaluations	Other
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
Rotation for junior associates between departments/practice groups?	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

	Began Work In				Expected
LAWYERS	**2019**	**Prior Summer Associates**	**2020**	**Prior Summer Associates**	**2021**
Entry-level	1	1	2	2	1
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	3	0	0
Lateral Associates	2	0	1	0	0
All Other Laterals (non-traditional track)	1	0	0	0	0
Post-Clerkship	0	0	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	2	0	2	1	2
1Ls	1	0	0	0	0

Number of 2020 Summer 2Ls considered for associate offers	28
Number of offers made to summer 2L associates	25
General Hiring Criteria	We seek students with superior academic achievement, strong interpersonal skills, entrepreneurial ambition and demonstrated leadership; we also prefer involvement in Law Review and/or Moot Court, or other comparable credentials and experience.

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
Business, Corporate	Corporate	13	0	3	1	0
Trusts and Estates	Employee Benefits & Executive Compensation	0	0	0	0	0
Business, Corporate	Entertainment & Sports Law	0	0	0	0	0
Bankruptcy	Financial Restructuring & Bankruptcy	4	0	1	0	0
Intellectual Property	Intellectual Property	0	0	0	0	0
Labor and Employment	Labor & Employment	2	1	0	0	0

Litigation	Litigation	8	0	4	1	0
Real Estate, Land Use	Real Estate	0	0	0	0	0
Tax **Trusts and Estates**	Tax & Wealth Planning	4	0	1	0	0

Diversity & Inclusion

Diversity Contact: Diversity Committee Chairs Daniel; Prince Wu; Thomas
Diversity Website/URL: http://www.foxrothschild.com/aboutus/diversity.aspx?id=68

Organization Narrative

Fox Rothschild LLP is a well-established, growing law firm that enjoys an excellent reputation within the legal profession and business community. We have 27 offices firm-wide. We have a varied and dynamic practice, and our clients are local, national and international businesses of all sizes. The Firm's client base is unusually broad, and includes many entrepreneurs and venture capitalists involved in emerging enterprises, as well as long-existing family-owned businesses.

ASSOCIATE DEVELOPMENT: New associates have immediate client contact, and our practice encourages associates to challenge themselves and grow their skills with open access to attorneys at all levels. We seek attorneys who have distinguished themselves in their academic, professional and personal pursuits, and who show promise for practicing law with the highest standards of professional competence and integrity. Academic excellence, resourcefulness and initiative are the qualities we look for when evaluating prospective members of the Firm. We offer associates responsibility in assignments at an early stage in their careers, and pride ourselves on staffing matters with relatively small teams of attorneys, giving each attorney major responsibility for the matter.

WORK/LIFE BALANCE: Fox takes a holistic approach to the promotion of employee health and well-being. Through our award-winning Fox Fit & Well Program, we offer a comprehensive suite of tools and programs to enable wellness on multiple fronts: physical, social, emotional, financial, intellectual, occupational, environmental and spiritual. Additionally, to help ensure a smooth transition back to work after a pregnancy disability and/or parental leave, the Firm has established a Post Leave of Absence Ramp-Up Program for Attorneys. This allows attorneys to return to work gradually after a Firm-approved pregnancy/parental leave of absence through a reduced billable hours expectation for a limited period with no reduction in annualized salary because of the modified expectation. To facilitate this new program, we have designated Leave Liaisons who will support transitions and work with those taking leaves, their assigning partners, and the relevant office/department management, to oversee the process.

DIVERSITY: As a national law firm with offices and employees from coast to coast, our diverse lawyers and staff are valued team members who contribute not only to the success of our firm but also to the success of the communities where we live and work. We continually strive to be an active participant in a world that is for everyone, where no one's humanity is determined by the color of their skin. Kimberly Gatling, our Chief Diversity and Inclusion Officer, leads the firm in our DE&I efforts. We also continued our 1L Diversity Fellowship Program for the Summer of 2021. The Program is open to first-year law students from historically underrepresented groups in the legal profession. Fox is committed to continuing to develop strategies to enhance our recruitment, retention, promotion and growth of attorneys and staff professionals irrespective of race, ethnicity, gender, religion, age, sexual orientation or any other factor.

DEPARTMENT HIGHLIGHTS: Our firm is organized into nine major specialties: Corporate, Entertainment, Employee Benefits & Executive Compensation, Financial Restructuring & Bankruptcy, Intellectual Property, Labor & Employment, Litigation, Real Estate, and Taxation & Wealth Planning. Over 70+ interdepartmental groups focus on specialized practice areas. Some of these include Cannabis Law, Health Law, Condominium Law, Environmental Law, Creditors' Rights, Condemnation Law, Labor Litigation, Professional Liability Defense, Education/Municipal Law, Maritime Law, Domestic Relations, Public Utility Law, Personal Injury, Gaming, Administrative Law, ERISA, Family Business, Immigration, Construction Law, Automotive, Pharmaceutical and Biotechnology Law, Sports Law, Media, Defamation and Privacy Law, White Collar Criminal Defense, Fashion Law and Family Business.

SUMMER PROGRAM: Our Summer Program is the foundation of our recruiting efforts. Each summer we invite a diverse group of bright, highly motivated law students to experience the practice of law at Fox Rothschild LLP. Since the majority of our entry-level lawyers come from the pool of second-year summer associates who complete our program, we consider the Summer Program the most important component of the recruiting process. We expect to hire as many summer associates for regular associate positions as practical, based on a comprehensive evaluation of each participant in the program.

A detailed description of the Firm, its lawyers and practices, is available from our Director of Associate Recruitment, Natalie Quinn at nquinn@foxrothschild.com. We also encourage you to visit our website at www.foxrothschild.com and follow us on LinkedIn. Please see separate listings for our Los Angeles and San Francisco, CA; Denver, CO; Wilmington, DE; Washington, DC; Miami and West Palm Beach, FL; Atlanta, GA; Chicago, IL; Minneapolis, MN; Atlantic City, Princeton, and Morristown, NJ; New York, NY; Charlotte, Raleigh and Greensboro, NC; Las Vegas, NV; Blue Bell, Exton, Philadelphia, Pittsburgh, and Warrington, PA; Greenville, SC; Dallas, TX; Tysons, VA; and Seattle, WA offices.

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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