

Basic Information

Fox Rothschild Firmwide
Organization Size: 952
Office Size: 966
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

2022 compensation for entry-level lawyers (\$/year) 160000-195000

Summer Compensation

2022 compensation for Post-3Ls (\$/week)

2022 compensation for 2Ls (\$/week) 3,076.92-3750.00

2022 compensation for 1Ls(\$/week) 3,076.92-3750.00

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	435	115	57	3	18
	Women	181	120	31	15	20
	Non-binary	0	0	0	0	0
	Total	616	235	88	18	38
Latinx	Men	9	4	1	0	0
	Women	4	10	2	1	2
	Non-binary	0	0	0	0	0
White	Men	408	92	52	3	14
	Women	166	90	26	13	10
	Non-binary	0	0	0	0	0
Black or African American	Men	4	6	1	0	5
	Women	3	6	0	0	2
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	1	0	0
	Non-binary	0	0	0	0	0
Asian	Men	10	5	1	0	2
	Women	6	8	0	0	4
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	1	0	0	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	6	7	0	0	2
	Women	4	4	1	1	4
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	4	1	4	0	0
	Women	0	2	5	0	1
	Non-binary	0	0	0	0	0
LGBTQ	Men	5	6	1	0	2
	Women	4	2	0	0	2
	Non-binary	0	0	0	0	0
Veteran	Men	7	7	1	0	2
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0

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	.75%
Average Hours per Attorney last year	11.68
Percent of associates participating last year	53.02
Percent of partners participating last year	30.59
Percent of other lawyers participating last year	22.64

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

LAWYERS	Began Work In				Expected
	2020	Prior Summer Associates	2021	Prior Summer Associates	2022
Entry-level	10	8	33	27	26
Entry-level (non-traditional track)	1	0	0	0	0
Lateral Partners	35	0	38	0	0
Lateral Associates	15	0	62	0	0
All Other Laterals (non-traditional track)	2	0	8	0	0
Post-Clerkship	5	1	6	0	0
LL.M.s (U.S.)	2	0	4	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	28	3	32	2	38
1Ls	8	0	7	0	7

Number of 2021 Summer 2Ls considered for associate offers 32

Number of offers made to summer 2L associates 31

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	113	14	30	9	0
Trusts and Estates	Employee Benefits & Executive Compensation	9	1	1	0	0
Business, Corporate	Entertainment & Sports Law	12	7	8	1	0
Bankruptcy	Financial Restructuring & Bankruptcy	25	4	5	1	0
Intellectual Property	Intellectual Property	46	5	9	0	0

Labor and Employment	Labor & Employment	62	9	27	3	7
Litigation	Litigation	233	29	78	14	11
Real Estate, Land Use	Real Estate	67	8	30	4	3
Tax Trusts and Estates	Tax & Wealth Planning	54	8	14	1	0

Diversity & Inclusion

Diversity Contact: Prince, Thomas (Diversity Committee Chair) Jennifer Mencarini (Director of Diversity and Inclusion)

Diversity Website/URL: <https://www.foxrothschild.com/firm/diversity-equity-inclusion>

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 28 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 2022. 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 & Sports Law, 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, 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; Kansas City, MO; Minneapolis, MN; Atlantic City, Princeton, and Morristown, NJ; New York, NY; Charlotte, Greensboro and Raleigh, NC; Las Vegas, NV; Oklahoma City, OK; Blue Bell, Exton, Philadelphia, Pittsburgh, and Warrington, PA; Greenville, SC; Dallas, TX; and Seattle, WA offices.

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For more details, visit www.nalpdirectory.com

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