

Basic Information

Fennemore
Organization Size: 159
Office Size: 271
Hiring Attorney:
Mr. Robert J. Kramer
Hiring Attorney #2:
Ms. Kendra Glazer

Recruiting Contact:
Ms. Laura Zilmer
Senior Legal Talent Administrator
2394 E. Camelback Road, Suite 600
Phoenix, Arizona (AZ) 85016
United States
Phone: 602.916.5272
lzilmer@fennemorelaw.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 150000-180000

Summer Compensation

2024 compensation for Post-3Ls (\$/week)
2024 compensation for 2Ls (\$/week) 2885-3462
2024 compensation for 1Ls(\$/week) 2885-3462

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?

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	131	25	31	0	5
	Women	51	24	8	0	17
	Non-binary	0	0	0	0	0
	Total	182	49	39	0	22
Latinx	Men	5	3	2	0	1
	Women	1	1	0	0	2
	Non-binary	0	0	0	0	0
White	Men	177	15	0	0	3
	Women	44	18	0	0	7
	Non-binary	0	0	0	0	0
Black or African American	Men	0	4	0	0	1
	Women	0	3	0	0	1
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	2	3	0	0	0
	Women	4	2	0	0	1
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	2	0	0	0
	Women	0	1	0	0	5
	Non-binary	0	1	0	0	0
Persons with Disabilities	Men	1	3	0	0	0
	Women	4	5	0	0	2
	Non-binary	0	0	0	0	0
LGBTQ	Men	3	2	1	0	0
	Women	0	1	0	0	2
	Non-binary	0	0	0	0	0
Veteran	Men	1	2	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Susan Rosenfield
Director
602-916-5317
srosenfield@fennemorelaw.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

Percent of associates participating last year

Percent of partners participating last year

Percent of other lawyers participating last year

Professional Development

Evaluations

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?

No

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	5	5	3	3	15
Entry-level (non-traditional track)					
Lateral Partners	62		7		55
Lateral Associates	13		10		22
All Other Laterals (non-traditional track)	16		9		30
Post-Clerkship	2	2	2	1	1
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	5		13		9
1Ls	4		9		13

Number of 2023 Summer 13

2Ls considered for
associate offers

Number of offers made to
summer 2L associates 13

General Hiring Criteria

We seek individuals who have a genuine interest in practicing law in Arizona, California, Colorado, Nevada or Washington, have accomplished written and oral communication skills and are distinguished academically. We also consider leadership, personal initiative and accomplishments in former careers, academics and service to the community.

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 & Creditors' Rights	11	3	0	1	
Business, Corporate	Business & Finance	28	9	9	1	
Litigation	Business Litigation	62	13	24	2	
Intellectual Property	Intellectual Property	5	0	0	0	

Labor and Employment	Labor & Employment/ERISA	10	1	0	1
Environmental	Natural Resources, Energy and Environment	14	2	3	0
Litigation	Plaintiff's Personal Injury	2			0
Real Estate, Land Use	Real Estate/Land Use	34	2	5	0
Trusts and Estates	Trusts, Estates and Wealth Preservation	14	8	5	1

Diversity & Inclusion

Diversity Contact: Mr. Travis Pacheco

Organization Narrative

Fennemore has everything you are looking for in a law firm. At Fennemore we have some of the most experienced, talented, creative and passionate lawyers in the country. As the #1 Fastest Growing Law Firm, we're not only growing by head count but by office locations too. Today we have 17 offices in 5 states and continue to serve clients in other markets throughout the United States and Canada. We have offices in Arizona (Phoenix, Tucson, and Nogales), California (Bakersfield, Fresno, Irvine, Modesto, Oakland, Sacramento, San Bernardino, San Diego, Santa Barbara and Walnut Creek), Colorado (Denver), Nevada (Las Vegas and Reno) and Washington (Seattle).

Despite our long history, we aren't stuck in our ways. We have sophisticated legal work, but we aren't afraid to give our younger lawyers meaningful experience. We take our professional careers seriously, but not ourselves. Our work environment and management style is best described as progressive, collegial and collaborative.

SUMMER ASSOCIATE PROGRAM

When we interview a summer associate candidate, we want to hire someone who wants to spend the rest of their career at Fennemore, not just the length of our summer associate program. We are in it for the long haul. To that end, a significant portion of our firm leaders (including members of our Management Committee and Practice Group Chairs) are alumni of our summer associate program, which dates back to the mid 1970's.

You'll be assigned a mentor, and have access to our attorneys who will provide you with helpful guidance. This is a firm where your growth and development as both a student – and future attorney or allied legal professional – is paramount to our success, and yours. You'll have a chance to explore areas of the law that you're interested in – and perhaps you'll discover an avenue that you had not previously considered. This is your chance to make real connections as you prepare and train for a rewarding career in the legal profession.

ASSOCIATES

Our goal with every associate who joins the firm is to guide, mentor, train and develop them into excellent lawyers who will be future Director owners and leaders of Fennemore. To do this, we are committed to invest the time and resources to ensure your success. Associates receive invaluable one-on-one mentoring from our most experienced and talented lawyers, along with regular feedback and guidance from your team members. In other words, we are invested with you in your career and success.

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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