

**Basic Information**

345 California Street  
Suite 2200  
San Francisco, CA 94104  
Organization Size: 952  
Office Size: 51  
**Hiring Attorney:**

**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**

2024 compensation for entry-level lawyers (\$/year) 190,000

**Summer Compensation**

2024 compensation for Post-3Ls (\$/week)

2024 compensation for 2Ls (\$/week) 3,654

2024 compensation for 1Ls(\$/week) 3,654

**Partnership & Advancement**

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

How many years is the non-equity track? 8-9

How many years is the equity track? 8-9

**Lawyer Demographics**

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	17	8	9	0
	Women	8	5	1	0
	Non-binary	0	0	0	0
	<b>Total</b>	<b>25</b>	<b>13</b>	<b>10</b>	<b>0</b>
<b>Latinx</b>	Men	0	0	0	NC
	Women	0	2	0	NC
	Non-binary	0	0	0	NC
<b>White</b>	Men	16	5	9	0
	Women	5	0	0	0
	Non-binary	0	0	0	0
<b>Black or African American</b>	Men	0	1	0	0
	Women	1	0	0	0
	Non-binary	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Asian</b>	Men	1	1	0	0
	Women	2	2	1	0
	Non-binary	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>2 or More Races</b>	Men	0	1	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
<b>Persons with Disabilities</b>	Men	1	0	0	0
	Women	1	2	0	0
	Non-binary	0	0	0	0
<b>LGBTQ</b>	Men	2	1	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
<b>Veteran</b>	Men	0	1	0	0
	Women	0	0	0	0
	Non-binary	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	
Average Hours per Attorney last year	25.7
Percent of associates participating last year	40.98
Percent of partners participating last year	29.66
Percent of other lawyers participating last year	12.50

## 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
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	2	2	1	1	2
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	3	0	3	0	TBD
Lateral Associates	4	0	3	0	TBD
All Other Laterals (non-traditional track)	1	0	0	0	TBD
Post-Clerkship	0	0	0	0	TBD
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	TBD
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	2	0	2	0	1
1Ls	0	0	1	0	1

Number of 2023 Summer 2Ls considered for associate offers 2

Number of offers made to summer 2L associates 2

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	8	1	2	0	0
Bankruptcy	Financial Restructuring & Bankruptcy	1	1	0	0	0
Intellectual Property	Intellectual Property	1	0	0	0	0
Labor and Employment	Labor & Employment	4	2	6	0	0
Litigation	Litigation	3	1	3	1	0
Real Estate, Land Use	Real Estate	2	3	1	0	0

<b>Tax</b>	Tax & Wealth Planning	6	2	1	0	0
<b>Trusts and Estates</b>						

## Diversity & Inclusion

**Diversity Contact:** Jennifer Mencarini (Director of Diversity and Inclusion)

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

## Organization Narrative

With bold growth, Fox Rothschild brings together 1,000 attorneys coast to coast. We offer the reach and resources of a national law firm combined with the personal touch and connections of a boutique firm.

### OUR MISSION

Solving problems is our top priority. We invest the time to get to know you and understand your needs. We work hard to win every client's loyalty. We do that by providing creative solutions and excellent client service.

### OUR CORE VALUES

#### Think Forward.

We scan the horizon and translate complexity to clarity. We prioritize innovation as an essential component in helping businesses solve legal problems and achieve their objectives.

#### Drive Results.

We take your problem and make it our own. We listen. Then we map out a strategy that aligns with your goals.

#### To Us, It's Personal.

Our relationships run deeper than just doing business. We are invested in your concerns, and we celebrate your success. This firm was founded on a culture of collaboration that continues to set us apart.

**ASSOCIATE DEVELOPMENT:** At Fox Rothschild, you'll receive tailored attention and professional development to develop not only as a lawyer, but also as a leader. You'll define your career based on your personal and professional goals, receive ample opportunities to serve in leadership roles and chart a clear path to partnership. We ensure our attorneys have early client contact — and we believe in building knowledge through mentoring. You'll build a career, surrounded by the people and resources you need to succeed. Additionally, our robust training and continuing legal education offerings, combined with impactful and meaningful evaluations, help ensure our attorneys receive enriching experiences and learning opportunities designed to cultivate skills that will propel performance and career growth and facilitate excellent client service. Your career success is our business.

**WORK/LIFE BALANCE:** The holistic health and well-being of our attorneys and business service professionals is personal. We invest in resources to promote the physical, psychological and financial wellness of our members. Through our award-winning Fox Fit & Well program, we partner with The Vitality Group and other organizations to help our workforce design personalized action plans to reach achievable wellness goals. We encourage physical fitness, mental health and preventive measures as well offer individualized health coaching. Our Employee Assistance Program provides additional resources, such as one-on-one support or video consultations from licensed professional counselors to address stress, anxiety, depression, substance abuse, financial pressures and other personal issues. We also offer an array of well-being benefits to help employees reach their financial goals. Additionally, to help ensure a smooth transition back to work after a pregnancy disability and/or parental leave, we have 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 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, all of our lawyers and business service professionals are valued team members who contribute not only to Fox's success but also to the success of the communities where we live and work. We continually strive to integrate diversity, equity and inclusion (DE&I) at all levels of firm operations and to embed it in our culture. Kimberly Bullock Gatling, our Chief Diversity and Inclusion Officer, leads the firm's DE&I efforts. Last year, we scored highly (95%) on the Human Rights Campaign's Corporate Equality Index, demonstrating our continued commitment to LGBTQ+ equality in the workplace. We obtained Diversity Lab's Mansfield Rule 5.0 and 6.0 Certification in 2022 and 2023 and are working toward Mansfield 7.0 Certification in 2024. In October 2022, we launched a Sponsorship Program for historically underrepresented associates, and in late 2023 initiated the second cohort of sponsor-protégé pairs. For the summer of 2024, we continued our 1L Diversity Fellowship Program, which is awarded in part based on a demonstrated commitment to diversity and inclusion in the legal community. Fox is committed to continuing to develop strategies to enhance our recruitment, retention, promotion and growth of attorneys and business service professionals irrespective of race, ethnicity, gender identity, gender expression, religion, age, sexual orientation, ability status, veteran status or any other identity or intersecting identities.

**DEPARTMENT HIGHLIGHTS:** Our firm is organized into 13 departments: Corporate, Education Law, Entertainment & Sports Law, Employee Benefits & Executive Compensation, Environmental Law, Family Law, Financial Restructuring & Bankruptcy, Gaming, Intellectual Property, Labor & Employment, Litigation, Real Estate, and Taxation & Wealth Planning. We also offer more than 70+ interdepartmental groups that focus on such niche areas as Artificial Intelligence, Adoption and Family Formation, Cannabis Law, ESG, Health Law, Immigration, Construction Law, Automotive, Aviation, Privacy and Data Security, White-Collar Criminal Defense and Regulatory Compliance, Manufacturing and Hospitality.

**SUMMER PROGRAM:** You'll never be a bystander as a summer associate at Fox Rothschild. You'll be exposed to the full spectrum of law firm life. You'll be immersed in real client assignments across multiple legal disciplines. Learn new skills at our biweekly professional development programs. Network with our attorneys at social events. Collaborate with summer associates across the firm on a business pitch. The summer program at Fox is orchestrated to give you a complete experience. You'll discover where you excel and pinpoint targets for improvement essential to your career. You'll be supported by a supervising attorney and associate mentor who will provide guidance and feedback throughout the program. You'll evaluate us as well. Candid assessments are a two-way street that enhance our efforts to provide the most enriching experience possible. Today's summer associates are tomorrow's associates ... and often future partners and leaders at Fox.

A detailed description of our firm, lawyers and practices is available from our Director of Associate Recruitment, Natalie Quinn at [nquinn@foxrothschild.com](mailto:nquinn@foxrothschild.com). We also encourage you to visit our website at [www.foxrothschild.com](http://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, Sarasota, and West Palm Beach, FL; Atlanta, GA; Chicago, IL; Boston, MA; 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.

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.

