

### 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

2017 compensation for entry-level lawyers (\$/year) 130,000  
**Summer Compensation**  
2017 compensation for Post-3Ls (\$/week) 2,500  
2017 compensation for 2Ls (\$/week) 2,500  
2017 compensation for 1Ls(\$/week) 2,500

### 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 83         | 35         | 14      | 1                                     | 6                 |
|  | Women 17       | 22         | 7       | 2                                     | 8                 |
|  | Total 100      | 57         | 21      | 3                                     | 14                |
| <b>Latinx</b>                                    | Men 3          | 1          | 1       | 0                                     | 1                 |
|  | Women 1        | 0          | 1       | 0                                     | 1                 |
| <b>White</b>                                     | Men 78         | 32         | 12      | 0                                     | 5                 |
|  | Women 15       | 22         | 6       | 2                                     | 7                 |
| <b>Black or African American</b>                 | Men 0          | 1          | 0       | 0                                     | 0                 |
|  | Women 0        | 0          | 0       | 0                                     | 0                 |
| <b>Native Hawaiian or Other Pacific Islander</b> | Men 0          | 0          | 0       | 0                                     | 0                 |
|  | Women 0        | 0          | 0       | 0                                     | 0                 |
| <b>Asian</b>                                     | Men 0          | 1          | 0       | 1                                     | 0                 |
|  | Women 0        | 0          | 0       | 0                                     | 0                 |
| <b>Native American or Alaska Native</b>          | Men 1          | 0          | 1       | 0                                     | 0                 |
|  | Women 1        | 0          | 0       | 0                                     | 0                 |
| <b>2 or More Races</b>                           | Men 1          | 0          | 0       | 0                                     | 0                 |
|  | Women 0        | 0          | 0       | 0                                     | 0                 |
| <b>Persons with Disabilities</b>                 | Men 0          | 0          | 0       | 0                                     | 0                 |
|  | Women 0        | 0          | 0       | 0                                     | 0                 |
| <b>LGBTQ</b>                                     | Men 1          | 0          | 0       | 1                                     | 0                 |
|  | Women 0        | 0          | 0       | 0                                     | 0                 |
| <b>Veteran</b>                                   | Men 7          | 2          | 2       | 0                                     | 0                 |
|  | Women 0        | 0          | 0       | 0                                     | 0                 |

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

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## Pro Bono/Public Interest

Steve Jerome and Jessica Yates  
Partner & Pro Bono Co-Chair  
602-382-6344  
sjerome@swlaw.com

|   |           |
|---|-----------|
| Is the pro bono information indicated here firm-wide or specific to one office? | Firm-wide |
| % Firm Billable Hours last year   | 2.24      |
| Average Hours per Attorney last year  | 34.28     |
| Percent of associates participating last year                                   | 84.7      |
| Percent of partners participating last year                                     | 59.9      |
| Percent of other lawyers participating last year                                | 35.1      |

## 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?                               | Yes    |

## HIRING & RECRUITMENT

| LAWYERS                                    | Began Work In |                         |      |                         | Expected |
|--|---------------|-------------------------|------|-------------------------|----------|
|  | 2015          | Prior Summer Associates | 2016 | Prior Summer Associates | 2017     |
| Entry-level                                | 9             | 9                       | 6    | 5                       | 9        |
| Entry-level (non-traditional track)        | 0             | 0                       | 0    | 0                       | unk      |
| Lateral Partners                           | 2             | 0                       | 2    | 0                       | unk      |
| Lateral Associates                         | 3             | 0                       | 9    | 2                       | unk      |
| All Other Laterals (non-traditional track) | 6             | 0                       | 2    | 0                       | unk      |
| Post-Clerkship                             | 2             | 2                       | 0    | 0                       | 1        |
| LL.M.s (U.S.)                              | 0             | 0                       | 1    | 0                       | 0        |
| LL.M.s (non-U.S.)                          | 0             | 0                       | 0    | 0                       | 0        |
| <b>SUMMER</b>                              |               |                         |      |                         |          |
| Post-3Ls                                   | 0             | 0                       | 1    | 0                       | 0        |
| 2Ls  | 8             | 0                       | 13   | 0                       | 11       |
| 1Ls  | 0             | 0                       | 1    | 0                       | 2        |

Number of 2016 Summer 2Ls considered for associate offers 13

Number of offers made to summer 2L associates 12

**General Hiring Criteria** Snell & Wilmer seeks candidates who not only demonstrate high academic achievement, but also are social, energetic, unique, genuine, motivated, have a sense of humor, and enjoy working with their friends and colleagues and are committed to their communities. We desire diverse individuals who want to resolve new and exciting legal challenges, who enjoy working as a part of a team and who will uphold our valued firm culture. In other words, we want great people who will become great lawyers.

## 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             | 7                       | 0              | 4                 |   | 0  |
| Business, Corporate    | Corporate & Securities         | 10                      | 2              | 6                 |   | 0  |

|                              |   |    |   |    |   |
|------------------------------|---|----|---|----|---|
| <b>Intellectual Property</b> | Intellectual Property   | 8  | 2 | 11 | 1 |
| <b>Labor and Employment</b>  | Labor & Employment  | 5  | 4 | 3  | 0 |
| <b>Environmental</b>         | Natural Resources   | 8  | 6 | 2  | 0 |
| <b>Real Estate, Land Use</b> | Real Estate   | 7  | 4 | 3  | 0 |
| <b>Tax</b>                   | Tax, Employee Benefits,<br>Private Client Services  | 14 | 0 | 5  | 1 |
| <b>Litigation</b>            | Commercial Litigation, Special<br>Litigation & Compliance,<br>Product Liability, Litigation<br>Pool | 37 | 3 | 18 | 2 |

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## Diversity & Inclusion

**Diversity Contact:** Ms. Abigail Raddatz

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

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## Organization Narrative

Snell & Wilmer is a special place to practice law, not just because of its clients, its reputation, or even its size--four hundred attorneys located in eight offices across the western United States (along with a sunny office in Los Cabos, Mexico). Snell & Wilmer is a special place because its attorneys are great people. We are a collection of diverse individuals dedicated to serving our clients, our firm, and our communities. We are a firm built on a culture of open communication, mutual respect, teamwork, character and loyalty that is committed to developing our associates into long-term partners. We are committed to providing superior legal services to our clients on a timely, effective, and efficient basis, while maintaining the highest standards of professional integrity and a healthy work-life balance. While we expect candidates will have demonstrated high academic achievement, we desire individuals who also possess the energy, generosity, sense of humor, integrity, and dedication to uphold this firm culture. That is, we want great people who will become great lawyers. Every day we resolve new and exciting challenges for our clients, firm and communities, and have fun doing it.

**SUMMER ASSOCIATES:** Snell & Wilmer prides itself on providing a realistic and enjoyable summer experience. Here, summer associates provide more than written work product. Summer associates also have frequent opportunities to shadow attorneys and attend client conferences, depositions, court hearings, closings, negotiations, trials, trainings, meetings, not to mention attending various coffees, happy hours, lunches, get-togethers, etc.--in other words, summer associates will experience first-hand the day to day life of a Snell & Wilmer attorney. In fact, in addition to attending several fun and exciting social events--past favorites include scavenger hunts, progressive dinners, comedy or trivia nights, baseball games, annual women's events, group community service projects, etc.-- over the course of a summer the candidate will meet one-on-one with most, if not all, of the office's associates and partners at informal gatherings or scheduled events. The summer associate program is the firm's primary source of new lawyers and partners, so we are committed to recruiting summer associates who we believe are capable of developing into long-term partners. The summer program is non-competitive; i.e., the hope is that each summer associate receives a full-time offer for employment and each summer associate joins us upon graduation.

**INTERVIEWS:** Interested? So are we! We encourage you to interview with us on campus or to submit your resume. Inquiries for all of the Snell & Wilmer offices should be directed to the Director of Attorney Recruiting & Diversity. Applications are accepted online.

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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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