

# SALT LAKE CITY, UT

# FABIAN

Fabian & Clendenin, P.C.  
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 Hiring Attorney: Ms. Joan Andrews  
 Address Inquiries To:  
**Ms. Joan Andrews**  
**Recruiting Coordinator**  
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Total # offices: **3** Firm size range: **51-100**  
 NALP member? **N** Office size range: **2-10**  
 Total attys in this office: **51**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Complex Litigation	10	5
Appellate	12	5
Bankruptcy	4	2
Business, Business Planning, Business T	5	5
Civil	23	7
Construction, Real Estate	11	8
Corporate	5	5
Education	2	2
Commercial Lending	4	0
Copyright	2	2
Dispute Resolution	2	0
Employment, Employment Discrimination	4	1
Energy, Utilities	5	3
Eminent Domain, Land Use	8	4

## COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		( )	1 ( )	1
Post-clerkship		( )	( )	
Entry-level	95000 /yr	0 ( )	2 ( )	3
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	\$/wk	( )	( )	
2Ls	3325 \$/wk	2 ( )	2 ( )	3
1Ls	\$/wk			

# 2007 summer 2Ls considered for associate offers: **3** # offers made: **3**  
 Hire school term clerks? **N**  
 1Ls hired? **N** When after 12/1 should 1Ls apply?  
 Split summers allowed? **N** If yes, minimum weeks:  
 Comments:  
 Accept applications for 2009 summer program from:  
 Joint degree students graduating in 2011? **N**  
 Evening students graduating in 2011? **N**  
 Judicial clerks? **Y** Students at non-US law schools? **N**  
 Hiring Criteria: **Top 1/3 of class. Excellent writing and interpersonal skills.**  
**Journal or law review experience preferred. Moot court preferred.**

## CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus?  
 Comp./prog. credit for judicial clerkship?  
 Comp./prog. credit for other adv. degrees?  
 Other compensation comments: **\$1500 expense account per year; full insurance coverage for attorney and family; paid parking; After one year of employment, firm will match 5% of 401(k) and profit share 5-6%**  
**PARTNERSHIP DATA:** Two or more tiers? **N** Partnership track (years): **5-7**  
 Additional partnership prog. info: **Six years is the norm to make shareholder.**  
**Extraordinary candidates can make shareholder in 5 years.**

## WORK/LIFE INFORMATION:

Part-time allowed? **Y** Part-time avail. to entry-level? **N**  
 # p-t assoc. (m) (w) ptrs/mbrs. (m) (w) oth. lawy. (m) (w)  
 Elig. for alt. work sched. determined by:  
 Paid non-medical parental leave?  
 Comments:

## TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? **Y**  
 Evaluations: **Annual** Upward reviews? **Y**  
 Professional development staff? Billable hours credit for training time?  
 Rotation for jr. associates between departments/practice groups?  
 Is rotation mandatory?

**BENEFITS:** see www.nalpdirectory.com

## DEMOGRAPHIC INFORMATION - CURRENT YEAR 2008

As of Feb. 1, 2008	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	0	0	0
	Women	0	0	0
White	Men	26	7	6
	Women	4	3	4
Black/African American	Men	0	0	0
	Women	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0
	Women	0	0	0
Asian	Men	1	0	0
	Women	0	0	0
Amer. Indian/ Alaska Native	Men	0	0	0
	Women	0	0	0
2 or More Races	Men	0	0	0
	Women	0	0	0
TOTAL	Men	26	8	6
	Women	4	3	4
TOTAL NUMBER		30	11	10
Disabled	Men	0	0	0
	Women	0	0	0
Openly GLBT	Men	0	0	0
	Women	0	0	0

(See www.nalpdirectory.com for historical comparisons.)

## DIVERSITY RECRUITMENT & RETENTION EFFORTS:

Activities to increase the presence and retention of under-represented groups:

- Minority job fairs  Bar sponsored programs  
 Outreach to law student groups  Firm diversity committee  
 Directed mentoring efforts  Rec. at schools w/large min. pop.

Comments: **Fabian signed UMBA's Diversity Pledge in November 2003 and remains committed to promoting diversity in the legal profession.**

## CAMPUS INTERVIEWS for past year (see full list online):

# schools visited in 2007: **2** # job fairs/consortia attended in 2007: **0**

## BILLABLE HOURS: 2006 2007

Avg annual assoc. hrs worked:  
 Avg. annual assoc. billable hrs: **1850 1850**  
 Is there a minimum billable hours expectation? **Y** If yes, number: **1850**  
 Hours policy details:

Is billable hour credit given for pro bono work? **Y**  
 Is there a maximum that will be credited? **Y** If yes, what? **50**  
 For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**  
**PRO BONO INFORMATION:**  Firm-wide  Office specific  
 % firm billable hours:  avg. hrs. per attorney:  
 Participation: % assoc. % ptrs/mbrs % other lawyers

## PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship?  
 Comments:

**NARRATIVE:** Since 1919, Fabian has been on of Utah's most prominent, respected law firms, providing a diverse group of businesses and governmental entities throughout Utah and the Intermountain West with sound legal advice. Fabian's attorneys routinely handle high profile cases and receive recognition for the exceptional quality of their work from their peers, clients and in a variety of publications, such as Corporate Board Member, Chambers and Partners USA, The Best Lawyers in America, SuperLawyers and Utah Business magazine. Fabian is a Martindale-Hubbell AV® Peer Review Rated law firm, with 19 of its shareholders receiving the AV® rating.

Our summer associate program is one of the best in Utah and provides a truly unique and outstanding summer work experience. We make the unusual effort to give our summer associates "real world" experience by actively seeking opportunities for them to attend trials, hearings, depositions and closings of

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.