

**MULTI-OFFICE DATA  
PHOENIX, AZ**

**GALLAGHER & KENNEDY**

GALLAGHER & KENNEDY, P.A.  
2575 East Camelback Road, PHOENIX, AZ 85016-9225  
Ph: (602) 530-8000, Fax: (602) 530-8500, www.gknet.com

Total # offices: **3** Firm size range: **51-100**  
# offices on form: **3** NALP member? **Y**  
Total # of Attorneys: **94** Reporting for: **All Offices**

Hiring Attorney: **Mr. Michael K. Kennedy**

Address Inquiries To:

**Ms. Meredith A. Savage**

**Marketing and Recruitment Manager**

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PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	19	8
Real Estate	7	4
Corporate, Business, Mergers & Acquisiti	12	5
Environmental	11	11
Bankruptcy, Creditors Rights	1	1
Labor, Employment	2	1
Sports, Entertainment	6	0
Government, Utilities	7	3
Intellectual Property, Copyright, Patent	7	3
Criminal, White Collar Crime	3	2
Health	5	1
Land Use, Zoning, Eminent Domain	12	3
Tax, Employee Benefits, Estate	8	4

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		15 ( )	14 ( )	
Post-clerkship		1 ( 1 )	1 ( 1 )	2
Entry-level	115,000 /yr	2 ( 2 )	3 ( 3 )	8
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
<b>Summer</b>				
Post-3Ls	\$/wk	( )	( )	
2Ls	2,000 \$/wk	6 ( )	7 ( )	5
1Ls	\$/wk		1	

# 2007 summer 2Ls considered for associate offers: **7** # offers made: **7**

Hire school term clerks? **CBC**

1Ls hired? **N** When after 12/1 should 1Ls apply?

Split summers allowed? **CBC** If yes, minimum weeks:

Comments:

Accept applications for 2009summer program from:

Joint degree students graduating in 2011? **Y**

Evening students graduating in 2011? **Y**

Judicial clerks? **Y** Students at non-US law schools? **Y**

Hiring Criteria: **We encourage applications from students who are goal-oriented,**

**have distinguished themselves academically and have outstanding**

**qualifications relevant to our practice.**

**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**

Judicial clerkship bonus?

Comp./prog. credit for judicial clerkship?

Comp./prog. credit for other adv. degrees?

Other compensation comments:

**PARTNERSHIP DATA:** Two or more tiers? **N** Partnership track (years): **0**

Additional partnership prog. info: **We have a three level associate program**

**whereby performance dictates an associate's track towards partnership.**

**WORK/LIFE INFORMATION:**

Part-time allowed? **Y** Part-time avail.to entry-level? **CBC**

# p-t assoc. (m) (w) ptrs/mbrs. (m) (w) oth. lawy. (m) (w)

Elig. for alt. work sched. determined by: **individual circumstances**

Paid non-medical parental leave? **Y**

Comments: **Eligibility for paid non-medical parental leave is determined by**

**individual circumstances.**

**TRAINING AND PROFESSIONAL DEVELOPMENT:**

Coaching/mentoring program? **Y**

Evaluations: **Annual** Upward reviews? **N**

Professional development staff? **N** Billable hours credit for training time? **N**

Rotation for jr. associates between departments/practice groups? **N**

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	1	0	0	0
	Women	0	0	0	0
White	Men	54	23	0	4
	Women	4	9	0	1
Black/African American	Men	0	1	0	0
	Women	0	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	1	0	0
	Women	1	0	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	0	0	0
	Women	0	0	0	0
TOTAL	Men	55	25	0	4
	Women	5	9	0	1
TOTAL NUMBER		60	34	0	5
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	0	0	0
	Women	0	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:

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

# schools visited in 2007 : **13** # job fairs/consortia attended in 2007 : **1**

**BILLABLE HOURS:** 2006 2007

Avg annual assoc. hrs worked:

Avg. annual assoc. billable hrs: **1700 1750**

Is there a minimum billable hours expectation? **N** If yes, number:

Hours policy details: **Associates billing more than 1800 hours earn a productivity bonus.**

Is billable hour credit given for pro bono work? **N**

Is there a maximum that will be credited? If yes, what?

For bonus consideration, is a pro bono hour equivalent to a billable hour? **N**

**PRO BONO INFORMATION:**

% firm billable hours:  avg. hrs. per attorney: **75**

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? **CBC**

Comments:

**NARRATIVE:** Gallagher & Kennedy ("G&K"), a full service business law firm, is

the fifth largest law firm in Arizona. G&K enjoys a strong reputation as one of

the major business law firms in the Southwest. G&K is a firm with

serious-minded, hard-working attorneys who maintain an open, friendly work

setting. To promote personal training in a "small firm" atmosphere, G&K

assigns each associate a shareholder mentor. Mentors, along with other

supervising attorneys, provide training and advice. New associates are also

assigned to their preferred practice area whenever possible. They assume

significant professional responsibilities almost immediately. The firm provides

each associate the opportunity to develop at a rapid pace in the practical

aspects of the profession. Associates learn to deal effectively with clients,

think independently, and develop good working relations with other counsel.

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.