

**MULTI-OFFICE DATA
PHOENIX, AZ**

LEWIS AND ROCA

LEWIS AND ROCA LLP
40 NORTH CENTRAL AVENUE, SUITE 1900, PHOENIX, AZ 85004-4429
Ph: (602) 262-5311, Fax: (602) 734-3930, WWW.LEWISANDROCA.COM
 Hiring Attorney: **Ms. Lynne C. Adams**
 Address Inquiries To:
Ms. Mary W. Kiley
Director of Lawyer Recruitment
LEWIS AND ROCA LLP
40 North Central Avenue, Suite 1900
Phoenix, AZ 85004-4429
(602) 262-0844 MKiley@LRLaw.com

Total # offices: **5** Firm size range: **101-250**
 # offices on form: **5** NALP member? **Y**
 Total # of Attorneys: Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	61	46
Real Estate	27	15
Corporate	18	9
Intellectual Property	16	11
Insurance	13	6
Employment	9	10
Bankruptcy	16	7
Construction	10	6
Environmental	8	11
White Collar Crime	7	2
Gaming	5	11
Land Use	2	2
Product Liability	10	9
Government	4	3

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		13 (0)	16 (0)	
Post-clerkship		2 (2)	6 (0)	5
Entry-level	120,000 * /yr	13 (6)	11 (6)	11
LLMs (US)		0 (0)	1 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	NA \$/wk	0 (0)	0 (0)	0
2Ls	2210 \$/wk	12 (0)	16 (0)	7
1Ls	2210 \$/wk	0	0	5

2007 summer 2Ls considered for associate offers: **16** # offers made: **15**

Hire school term clerks? **CBC**
 1Ls hired? **Y** When after 12/1 should 1Ls apply? **01/01**
 Split summers allowed? **Y** If yes, minimum weeks: **7**
 Comments: **We allow splits, but require the first half of the summer.**
 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: **We recruit students from around the country with outstanding academic credentials and excellent writing skills. We also look for diversity, creativity, leadership, character, and good judgment.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? **N**
 Comp./prog. credit for judicial clerkship? **Y**
 Comp./prog. credit for other adv. degrees? **N**
 Other compensation comments: **The firm has two bonus programs.**

Productivity bonuses are paid at 75-hour intervals over the 1900 billable hour requirement (e.g., 1975, 2025, 2125, etc.). Discretionary bonuses are awarded
PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **7.00**
 Additional partnership prog. info: **The Firm has a 7-year partnership track for full-time assoc. Partnership may be offered only to those who demonstrate the ability to make outstanding contributions to the Firm.**

WORK/LIFE INFORMATION:

Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. **0** (m) **4** (w) ptrs/mbrs. **0** (m) **0** (w) oth. lawy. **2** (m) **2** (w)
 Elig. for alt. work sched. determined by: **Section Leaders and Assoc. Comm.**
 Paid non-medical parental leave? **Y**
 Comments: **Up to 12 wks pd leave for full-time assoc. who have worked for more than 1yr and serve as primary caregivers for a new child. Non-primary caregivers with 1 yr of service receive 12 wks unpaid leave.**

TRAINING AND PROFESSIONAL DEVELOPMENT:

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

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	2	3	0	0
	Women	1	4	0	0
White	Men	86	35	4	5
	Women	19	34	5	4
Black/African American	Men	1	1	0	0
	Women	0	1	0	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	1	2	0	0
Asian	Men	1	1	0	1
	Women	1	3	2	0
Amer. Indian/ Alaska Native	Men	0	1	0	1
	Women	0	1	1	0
2 or More Races	Men	0	0	0	0
	Women	0	2	0	0
TOTAL	Men	88	42	4	7
	Women	21	47	8	5
TOTAL NUMBER		109	89	12	12
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	5	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: **Our commitment to hire and advance diverse lawyers is essential to our promise of excellent representation for all our clients.**

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

schools visited in 2007: **15** # job fairs/consortia attended in 2007: **3**

BILLABLE HOURS:

Avg annual assoc. hrs worked: **2006 2040**
 Avg. annual assoc. billable hrs: **1906 1825**
 Is there a minimum billable hours expectation? **Y** If yes, number: **1900**
 Hours policy details: **We ask our associates to bill 1900 hours. Productivity bonuses are paid on a basis of hours billed.**

Is billable hour credit given for pro bono work? **CBC**
 Is there a maximum that will be credited? **N** If yes, what?
 For bonus consideration, is a pro bono hour equivalent to a billable hour? **CBC**

PRO BONO INFORMATION:

% firm billable hours: avg. hrs. per attorney: **37.4**
 Participation: **63** % assoc. **43** % ptrs/mbrs **57** % other lawyers

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

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

NARRATIVE: * On 09/01/08, first-year salaries will increase to \$120,000.

Lewis and Roca offers talented lawyers an opportunity to pursue a sophisticated practice in a friendly, informal setting. With offices in 5 southwest cities, we provide a full spectrum of transactional and litigation services to local, regional, national and international clients. Our ratio of associates to partners -- approximately 1:1 -- differs from many major firms. The result is that our associates enjoy substantial responsibility early in their careers; associates work directly with clients and partners; and our working environment is supportive -- i.e., collegial, not competitive. In addition, the firm takes the professional development of associates and new partners seriously, and has created a Lawyer Development Program to make certain that all lawyers have an opportunity to fully develop their talents and skills.

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.