

PHOENIX, AZ

OSBORN MALEDON

Osborn Maledon, PA
 2929 N. Central Avenue, Suite 2100, Phoenix, AZ 85012-2793
 Ph: 602-640-9000, Fax: 602-640-9050, osbornmaledon.com

Total # offices: 1 Firm size range: 51-100
 NALP member? Y Office size range: 51-100
 Total attys in this office: 50

Hiring Attorney: Mrs. Ronda Fisk
 Address Inquiries To:
Mrs. Davinia Perrin
Recruiting Coordinator
 Osborn Maledon, PA
 2929 N. Central Avenue, Suite 2100
 Phoenix, AZ 85012-2793
 602-640-9213 dperrin@omlaw.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Appellate	3	8
Bankruptcy	3	1
Business	10	5
Criminal	6	7
Employment	3	5
Litigation	21	15
Mergers & Acquisitions	7	7
Real Estate	3	0
Intellectual Property	2	2
Trademark	2	2
Corporate, Securities	1	1
Alternative Dispute Resolution	5	0
Antitrust	4	1

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		()	()	
Post-clerkship		94000 ()	114000 ()	119000
Entry-level	115,000 /yr	90000 ()	110000 ()	115000
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	2,212 \$/wk	1700 ()	2115 ()	2212
2Ls	2,212 \$/wk	1700 ()	2115 ()	2212
1Ls	2,212 \$/wk	1600	2000	2212

2007 summer 2Ls considered for associate offers: 7 # offers made: 6
 Hire school term clerks? N
 1Ls hired? Y When after 12/1 should 1Ls apply? Immediately
 Split summers allowed? Y If yes, minimum weeks: 4
 Comments:

Accept applications for 2009 summer program from:

Joint degree students graduating in 2011? Y
 Evening students graduating in 2011? N
 Judicial clerks? Y Students at non-US law schools? N
 Hiring Criteria: **Upper 10-15% of class; journal experience or equivalent writing and publishing experience with a professor.**

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: **Any associate billing 1950 hours or more will receive a bonus of at least \$10,000 (125,000 total compensation). Additional bonuses are discretionary.**
PARTNERSHIP DATA: Two or more tiers? N Partnership track (years): 6.00
 Additional partnership prog. info: **Osborn Maledon gives up to two years of credit toward partnership for judicial clerkships and work at other firms.**

WORK/LIFE INFORMATION:

Part-time allowed? Y Part-time avail. to entry-level? CBC
 # p-t assoc. 0 (m) 0 (w) ptrs/mbrs. 0 (m) 4 (w) oth. lawy. 2 (m) 2 (w)
 Elig. for alt. work sched. determined by: **Board of Directors**
 Paid non-medical parental leave? Y
 Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? Y
 Evaluations: **Semi-Annual** Upward reviews? Y
 Professional development staff? Y Billable hours credit for training time? N
 Rotation for jr. associates between departments/practice groups? Y
 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	0	1	0	0
	Women	0	1	0	0
White	Men	24	6	2	6
	Women	7	7	2	0
Black/African American	Men	0	0	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	0	0	0	1
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	24	7	2	7
	Women	7	8	2	0
TOTAL NUMBER		31	15	4	7
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	1	1	0	0
	Women	0	1	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: 4 # job fairs/consortia attended in 2007: 0

BILLABLE HOURS: 2006 2007

Avg annual assoc. hrs worked: 1910 1881
 Avg. annual assoc. billable hrs: 1811 1836
 Is there a minimum billable hours expectation? Y If yes, number: 1800
 Hours policy details:

Is billable hour credit given for pro bono work? Y
 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? Y
PRO BONO INFORMATION: Firm-wide Office specific
 % firm billable hours: avg. hrs. per attorney:
 Participation: 67 % assoc. 67 % 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: Founded by lawyers with a vision that a law firm should be more than simply a place to work, Osborn Maledon is different than many firms. From our inception, we have had an unwavering commitment to producing superior legal work while supporting a well-balanced lifestyle for our attorneys and employees. We believe that each of the firm's attorneys should have a voice in firm decisions. We foster an open, relaxed atmosphere, which can be witnessed as our associates and senior-most members work side-by-side, vote on firm decisions, and serve on the governing board. We hire each associate with the intent that he or she will become a member of the firm and are mindful of our obligation to provide training and development opportunities to our lawyers. We also have a strong commitment to our community and actively participate in a variety of pro bono matters. These beliefs are expanded upon in our website, which can be found at www.osbornmaledon.com.

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.