

SNELL & WILMER - PHOENIX
ONE ARIZONA CENTER, 400 E. VAN BUREN, PHOENIX, AZ 85004-2202
Ph: (602)382-6000, Fax: (602)382-6070, www.swlaw.com

Total # offices: **6** Firm size range: **251-500**
 NALP member? **Y** Office size range: **101-250**
 Total attys in this office: **197**

Hiring Attorney:
 Address Inquiries To:
Ms. Danielle Kalafat
Director, Attorney Recruiting & Development
SNELL & WILMER - PHOENIX
One Arizona Center, 400 E. Van Buren
Phoenix, AZ 85004-2202
(602)382-6026 dkalafat@swlaw.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Bankruptcy	4	2
Business & Finance	11	9
Commercial Litigation	30	24
Healthcare	4	6
Intellectual Property	10	12
Labor & Employment	7	5
Product Liability	6	7
Real Estate, Environ., Energy & Finance	19	19
Tax, Employee Benefits & Estate Planning	8	14

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		17 (2)	6 ()	TBD
Post-clerkship		1 ()	()	
Entry-level	125,000 /yr	18 (18)	15 (12)	18
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	2,300 \$/wk	20 ()	20 ()	16
1Ls	2,300 \$/wk	1	1	TBD

2007 summer 2Ls considered for associate offers: **20** # offers made: **20**
 Hire school term clerks? **N**
 1Ls hired? **TBD** When after 12/1 should 1Ls apply? **after 12/1**
 Split summers allowed? **Y** If yes, minimum weeks: **7**
 Comments: **If splitting, first half of summer required.**
 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: **Snell & Wilmer seeks individuals who have excellent personal, analytical and communication skills.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? **CBC**
 Comp./prog. credit for judicial clerkship? **Y**
 Comp./prog. credit for other adv. degrees? **CBC**
 Other compensation comments: **Discretionary Bonus. State Bar Exam living stipend of \$7,000. All attorneys are eligible for Profit Sharing after approximately one year of employment.**
PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **7.50**
 Additional partnership prog. info: **First consideration of partnership is at 7.5 years.**

WORK/LIFE INFORMATION:

Part-time allowed? **Y** Part-time avail.to entry-level? **CBC**
 # p-t assoc. **0 (m) 2 (w)** ptrs/mbrs. **0 (m) 0 (w)** oth. lawy. **0 (m) 0 (w)**
 Elig. for alt. work sched. determined by: **Executive Committee**
 Paid non-medical parental leave? **Y**
 Comments: **Attorneys taking approved parental leave will receive the customary pay up to twelve weeks.**

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? **Y**
 Evaluations: **Annual** Upward reviews? **N**
 Professional development staff? **Y** Billable hours credit for training time? **N**
 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	4	3	1	3
	Women	2	2	0	0
White	Men	72	57	0	6
	Women	20	28	2	6
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	1	3	0	1
	Women	0	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	77	63	3	10
	Women	22	30	2	6
TOTAL NUMBER		99	93	5	16
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	2	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: **See our recruiting web page at www.swlaw.com**

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

schools visited in 2007: **20** # job fairs/consortia attended in 2007: **6**

BILLABLE HOURS:

2006 2007
 Avg annual assoc. hrs worked: **1974 2099**
 Avg. annual assoc. billable hrs: **1744 1874**
 Is there a minimum billable hours expectation? **Y** If yes, number: **2000**
 Hours policy details: **First Year's expectation is 1850 hrs.**

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: **41**
 Participation: **76** % assoc. **31** % ptrs/mbrs **22** % 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: **Snell & Wilmer has grown to become one of the largest full-service law firms in the Western United States, with more than 400 attorneys in six offices. Since being established in 1938 the firm's diverse client base of Fortune 500 companies, small businesses, emerging organizations, individuals and entrepreneurs has increased to more than 10,000. Over the years, Snell & Wilmer has earned a reputation for distinguished service by offering clients exceptional legal skills, quick response and practical solutions with the highest level of professional integrity. Snell & Wilmer offers comprehensive legal services in virtually every aspect of business. The firm's informal atmosphere encourages close working relationships among it's lawyers and a team approach to complex projects. It also encourages associates to become responsible for client matters early in their careers and provides rapid advancement as each individual's skills develop.**

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.