

**MULTI-OFFICE DATA
PHOENIX, AZ**

JENNINGS, STROUSS

JENNINGS, STROUSS & SALMON, P.L.C.
201 E. WASHINGTON ST., 11TH FLOOR, PHOENIX, AZ 85004-2385
Ph: (602) 262-5910, Fax: (602) 495-2667, www.jsslaw.com

Total # offices: 4 Firm size range: 51-100
offices on form: 4 NALP member? N
Total # of Attorneys: Reporting for: All Offices

Hiring Attorney: Mr. Peter W. Sorensen

Address Inquiries To:

Ms. Janice Baker

Director of Attorney Recruitment
JENNINGS, STROUSS & SALMON, P.L.C.
201 E. Washington St., 11th Floor
Phoenix, AZ 85004-2385
(602) 262-5910 jlbaker@jsslaw.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	36	12
Intellectual Property	24	2
Corporate, Securities & Finance	23	5
Real Estate	24	2
Business Restructuring & Reorganization	6	4
Tax, Estate Planning & Probate	8	1
Electric, Natural Resources & Utilities	8	0
Labor & Employment	6	1
Government Relations & Public Affairs	2	2

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2009 Compensation	BEGAN WORK IN		EXPECTED 2009
		2007	2008	
Laterals		8 (0)	6 (0)	
Post-clerkship		0 ()	1 (1)	
Entry-level	yr	3 (3)	3 (3)	2
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	\$2115 \$/wk	7 ()	2 ()	2
1Ls	\$/wk	1		

2008 summer 2Ls considered for associate offers: 2 # offers made: 2

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 2010 summer program from:

Joint degree students graduating in 2012? N

Evening students graduating in 2012? N

Judicial clerks? N Students at non-US law schools? N

Hiring Criteria: **Strong academics, writing & oral advocacy abilities, civic & community involvement, work exp., motivation, initiative, strong interpersonal & communication skills, diverse backgrounds/interests.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? CBC

Comp./prog. credit for judicial clerkship? CBC

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

Other compensation comments: **Associates eligible for year-end discretionary bonus. AZ Bar study stipend; review course, bar app. & admission fees; relocation/travel allowance.**

PARTNERSHIP DATA: Two or more tiers? Y Partnership track (years): 6.5

Additional partnership prog. info: **New graduate associates are first considered for Membership after 6.5 years from graduation year. Time to Membership for lateral associates is determined on CBC basis.**

WORK/LIFE INFORMATION:

Part-time allowed? CBC Part-time avail.to entry-level? N

p-t assoc. 0 (m) 0 (w) ptrs/mbrs. 0 (m) 0 (w) oth. lawy. 4 (m) 2 (w)

Elig. for alt. work sched. determined by: **Management Committee - CBC**

Paid non-medical parental leave? Y

Comments: **Eligibility and terms of any alternative work schedule for attorneys are considered and determined by the Management Committee.**

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? Y

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

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

Rotation for jr. associates between departments/practice groups? CBC

Is rotation mandatory? N

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2009

As of Feb. 1, 2009	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	NC	1	NC	0
	Women	NC	NC	NC	0
White	Men	50	12	4	1
	Women	5	6	2	1
Black/African American	Men	NC	NC	NC	0
	Women	NC	NC	NC	0
Nat. Hawaiian/ Other Pacific Is.	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
Asian	Men	NC	NC	NC	NC
	Women	NC	1	NC	NC
Amer. Indian/ Alaska Native	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
2 or More Races	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
TOTAL	Men	50	13	4	1
	Women	5	7	2	1
TOTAL NUMBER		55	20	6	2
Disabled	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
Openly GLBT	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC

(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: **For information about our Diversity Action Committee, Core Values & commitment to diversity in the workplace, visit www.jsslaw.com**

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

schools visited in 2008 : 2 # job fairs/consortia attended in 2008 : 0

BILLABLE HOURS:

Avg annual assoc. hrs worked: 1952 1828

Avg. annual assoc. billable hrs: 1678 1795

Is there a minimum billable hours expectation? Y If yes, number: 1900

Hours policy details:

Is billable hour credit given for pro bono work? Y

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

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

PRO BONO INFORMATION:

- % 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: JENNINGS, STROUSS & SALMON, P.L.C. is looking for academic excellence, writing ability, motivation & initiative, team players, strong interpersonal & communication skills, and diverse backgrounds and interests.

We offer:

- A DIVERSE, SOPHISTICATED PRACTICE**
- A FAST TRACK TO MEMBERSHIP**
- CHALLENGING WORK AND RESPONSIBILITY**
- PERFORMANCE-BASED SALARY**
- A CONGENIAL ATMOSPHERE**
- A STABLE, WELL MANAGED LAW FIRM**
- PRACTICE SPECIALIZATION AND FLEXIBILITY**
- SPECIAL PROGRAMS**
- QUALITY OF LIFE**

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.