

**MULTI-OFFICE DATA
PHOENIX, AZ**

JENNINGS, STROUSS

JENNINGS, STROUSS & SALMON, P.L.C.
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Total # offices: **4** Firm size range: **51-100**
 # offices on form: **4** NALP member? **Y**
 Total # of Attorneys: **81** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Business Restructuring & Reorganization	5	5
Corporate, Securities & Finance	25	7
Energy	6	2
Labor & Employment	6	1
Government Relations & Public Affairs	3	1
Intellectual Property	22	5
Real Estate	15	3
Tax, Estate Planning & Probate	8	3
Litigation	27	12

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		6 (0)	2 (0)	TBD
Post-clerkship		1 (1)	0 (0)	0
Entry-level	105,000 /yr	3 (3)	2 (2)	0
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	\$/wk	0 (0)	0 (0)	0
2Ls	\$/wk	2 ()	2 (0)	0
1Ls	\$/wk	0	0	0

2009 summer 2Ls considered for associate offers: **2** # offers made: **0**
 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 2011 summer program from:
 Joint degree students graduating in 2013? **N**
 Evening students graduating in 2013? **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:

PARTNERSHIP DATA: Two or more tiers? **Y**
 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 Committe - CBC**
 Paid non-medical parental leave? **Y**
 Comments:

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 2010

As of Feb. 1, 2010	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	1	1	0	0
	Women	0	0	0	0
White	Men	48	13	4	0
	Women	4	7	3	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	0	0	0
	Women	0	2	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	48	14	4	0
	Women	4	8	3	0
TOTAL NUMBER		52	22	7	0
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: **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 2009: **0** # job fairs/consortia attended in 2009: **0**

BILLABLE HOURS: **2008 2009**
 Avg annual assoc. hrs worked: **1828 1977**
 Avg. annual assoc. billable hrs: **1795 1766**
 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? **N**
 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.