

EMPLOYER INFO	
Employer Name:	Quarles & Brady LLP
Address:	One South Church Avenue Suite 1700
City:	Tucson
State, Zip:	Arizona, 85701-1621
Country:	United States
Phone:	(520) 770-8700
Fax:	(520) 623-2418
Web:	www.careers.quarles.com
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Hiring Attorney:	Mr. Gavin Milczarek-Desai
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Recruiting Contact:	Ms. Lauren Schneider
Title:	Recruiting Specialist
Employer Name:	Quarles & Brady LLP
Address:	One Renaissance Square Two North Central Avenue
City:	Phoenix
State, Zip:	Arizona, 85004
Country:	United States
Phone:	(602) 229-5314
Fax:	(602) 229-5960
Email:	Lauren.Schneider@quarles.com

OFFICE/ORGANIZATION SIZE	
Multi Office Form:	N
Multi Office Form Reporting For:	
Specify:	
# Offices On Form:	1
Total # Offices:	7
Employer Size Range:	251-500
Office Size Range:	11-25
Total Attorneys In This Office:	16

CURRENT DEMOGRAPHIC DATA						
As of Feb. 1, 2011						
			All OTHER LAWYERS			
	Ptrs/Mbrs	ASSOCIATES	Counsel	Staff Attorneys	Other Lawyers	SUMMER ASSOCIATES
Men:	8	3	0	0	0	NC
Women:	2	3	0	0	0	NC
TOTALS:	10	6	0	0	0	0
Hispanic/Latino	Men:	1	0	0	0	NC
	Women:	0	0	0	0	NC
White	Men:	7	3	0	0	NC
	Women:	2	2	0	0	NC
Black/African American	Men:	0	0	0	0	NC
	Women:	0	0	0	0	NC
Native Hawaiian/Other Pacific Islander	Men:	0	0	0	0	NC
		0	0	0	0	NC
Asian	Men:	0	0	0	0	NC
	Women:	0	0	0	0	NC

American Indian/ Alaska Native	Men:	0	0	0	0	0	NC
	Women:	0	1	0	0	0	NC
2 or More Races	Men:	0	0	0	0	0	NC
	Women:	0	0	0	0	0	NC
Disabled	Men:	0	0	0	0	0	NC
	Women:	0	0	0	0	0	NC
Openly GBLT	Men:	0	0	0	0	0	NC
	Women:	0	0	0	0	0	NC
Comments:							

OTHER OFFICES		
City	State	Lawyers
Chicago	IL	75
Madison	WI	33
Milwaukee	WI	183
Naples	FL	18
Phoenix	AZ	97
Tampa	FL	11

PRIMARY PRACTICE AREAS		
Practice Areas	# Ptrs/Mbrs	# Assoc & Oth. Lawy.
Bankruptcy	2	2
Commercial Litigation	1	1
Environmental	1	0
Intellectual Property	3	3
Real Estate/Land Use	3	0

COMPENSATION & EMPLOYMENT DATA							
LAWYERS	2011 COMPENSATION		BEGAN WORK IN				EXPECTED
			2009		2010		2011
Laterals			1	(0)	0	(0)	TBD
Post-Clerkship			0	(0)	0	(0)	0
Entry-level	115,000	\$/yr	1	(1)	0	(0)	0
LLMs (US)			0	(0)	0	(0)	TBD
LLMs (non-US)			0	(0)	0	(0)	TBD
SUMMER							
Post-3Ls	N.A.	\$/wk	0	(0)	0	(0)	0
2Ls	2,200	\$/wk	0	(0)	0	(0)	TBD
1Ls	2,200	\$/wk	0		0		TBD

STUDENT EMPLOYMENT INFORMATION	
# 2010 Summer 2Ls considered for associate offers:	0
# offers made:	0
Hire school term clerks?	CBC
1Ls hired?	Y
When after 12/1 should 1Ls apply?	12/1
Split summers allowed?	CBC
If yes, minimum weeks:	
Comments:	

Accept applications for the 2012 Summer Program from:

Joint degree students graduating in 2014 or later? **Y**
 Evening students graduating in 2014? **Y**
 Judicial Clerks? **N**
 Students at non-US law schools? **N**

Do you hire domestic LL.M.s? **Y**

In what practice areas:

Tax, Health Law

Do you hire foreign LL.M.s? **N**

In what practice areas:

When should LL.M.s submit applications?

Upon Posted Request

Preferred application materials:

Cover Letter, Resume, Two Writing Samples

Hiring Criteria:

Able to leap tall buildings in a... no wait, that is for our superhero opening. For lawyers, you must be smart (but not talk about it all the time), hardworking, energetic, motivated (that is not a code word for "cut-throat"), have lots of interests, enthusiastic, and have no significant enemies. Celebrity status a plus unless you are the loser in the Who-Wore-It-Best feature of a tabloid magazine.

ATTORNEY HOURS		
Average annual associate hours worked:	(2009)	(2010)
Average annual associate billable hours:	(2009)	(2010)
Is there a minimum billable hour expectation?	Y	
If "Yes", number:	1800	
Hours policy details:		
Bonus eligibility is 1900 base hours (assuming satisfactory performance)		
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	

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION

Judicial Clerkship Bonus: **N**

Compensation/progression credit for judicial clerkship? **Y**

Compensation/progression credit for other advanced degrees? **N**

Other Compensation:

Q&B offers a \$2,500 signing bonus and a \$2,500 graduation bonus.

BENEFITS

Benefits:

- 401(k)/IRA/Other Retirement Plan
- 529 College Savings Plan
- Bar Association Fees
- Business Casual Dress Code
- CLE
- Dental Insurance
- Domestic Partner Benefits
- Employee Assistance Program
- Family/Dependent Care Leave
- Flexible Spending Account/pre-tax Option
- Health Club Membership
- Life/AD&D
- Long-term Care Insurance
- Long-term Disability Insurance
- Medical Insurance

Parental Leave
 Relocation Expenses
 Technology (Laptop, PDA, etc.)
 Vacation Leave
 Vision Insurance

Benefit Package Comments:

Quarles & Brady offers several choices for health insurance with coverage starting on the first day of employment, as well as group dental, orthodontic and vision insurance. Employee premiums, eligible childcare expenses and out-of-pocket medical expenses, may be paid on a pretax basis under the Section 125 Flex plan.

Domestic Partner benefits; both same sex and opposite sex.

Three weeks of vacation with no waiting period. Health club reimbursement equal to 50% of dues up to \$200 plus an additional Healthy Living reimbursement for another \$100. Employee Assistance Program which includes work-life assistance, including childcare and eldercare referral services. Back-up Child/Elder Care program for when regular care falls through. Attorneys are eligible to contribute to a 401k account (Pre-tax or Roth) immediately upon hire. All contributions are invested with Vanguard Fiduciary Trust Company. Investments are typically self-directed by the employee among 15 mutual fund choices, however account management is available for a fee. Investing education is offered at least annually.

In addition to 12 weeks paid personal medical leave for new mothers, the firm also provides new fathers with six weeks of paid parental leave. Maternity and parental leave may be extended with unpaid leave. Flexible hour schedules available.

For disabling conditions, twelve weeks of personal medical leave with full pay is provided, followed by long term disability insurance paid for by Q&B. Additional supplemental disability insurance is also available. Term life insurance equal to 2 times your salary is paid for by the firm. Attorneys may also purchase additional term insurance for themselves, their spouse/partners or their dependent children at competitive group rates. Discounts on long term care insurance are also available.

WORK/LIFE INFORMATION

Part-time allowed?	Y
Part-time available to entry-level?	N
# of part-time associates:	0 (m) 0 (w)
# of part-time partners/members:	0 (m) (w)
# of part-time other lawyers:	0 (m) 0 (w)
Do you have a written part-time policy for associates?	Y
Do you have a written part-time policy for partners?	N
What is the impact of working part-time as an associate, if any, on an associate's progression toward partner?	Maintaining a flexible work schedule may extend an Associate's consideration for partnership.
Can an associate be promoted to partner while s/he is working on a part-time schedule?	Y
Can a partner work on a part-time schedule?	Y
Eligibility for alternative work schedules determined by:	The Legal Personnel Committee
Paid non-medical parental leave?	Y
Comments:	
Women who give birth to a child may take twelve weeks paid leave. Fathers and either adoptive parent may take six weeks paid leave.	

TRAINING AND PROFESSIONAL DEVELOPMENT

Coaching/mentoring program?	Y
Evaluations:	Other
Upward reviews:	N
Professional development staff:	Y
Billable hours credit for training time:	Y
Rotation for junior associates between departments/practice groups?	N
Is rotation mandatory?	N
Comments:	
Junior Level Associates are evaluated semi-annually, Mid and Senior Level Associates are evaluated annually.	

PARTNERSHIP DATA

Does the firm have two or more tiers of partner?	Y
If no, how many years is the partnership track?	
If yes, how many years is the non-equity track?	
How many years is the equity track?	
Additional partnership progression information:	
The partnership track is eight years in most cases, which translates into 2,920 days or 70,080 hours or 4,204,800 minutes (note: please do not check our math). During those eight years, you will need to meet our partnership criteria, which are: excellent culinary skills, bringing expensive gifts to all partners on their birthdays, singing all of the songs from whatever Broadway musicals are hot, and	

achieving world peace. Oh, wait, those were last year's partnership criteria. The good news is that you will always know the actual criteria (described on our website) and how you are doing because we drown you in unsolicited feedback.

DIVERSITY RECRUITMENT & RETENTION EFFORTS

Activities to increase the presence and retention of under-represented groups:

Minority job fairs:	<input checked="" type="checkbox"/>	Bar sponsored Programs:	<input checked="" type="checkbox"/>
Outreach to law student groups:	<input checked="" type="checkbox"/>	Firm Diversity Committee:	<input checked="" type="checkbox"/>
Directed Mentoring Efforts:	<input checked="" type="checkbox"/>	Rec. at schools w/ large min. pop.:	<input checked="" type="checkbox"/>

Comments:

Quarles & Brady is committed to an aggressive agenda designed to promote and achieve diversity and inclusion at all levels. The firm has a Director of Diversity and Diversity Committee dedicated to ensuring that diversity is a part of the infrastructure of our organization. In the Vault Guide to the Top 100 Law Firms, 2011 edition, Quarles & Brady ranked #17 in Diversity for Minorities and #16 in Diversity for Women. To learn more about our diversity efforts, check out our website at www.quarles.com/Diversity.

CAMPUS INTERVIEWS

Selected Campuses:

- Arizona State University College of Law
- Harvard Law School
- Howard University School of Law
- Marquette University Law School
- Northwestern University School of Law
- University of Arizona College of Law
- University of Florida Levin College of Law
- University of Iowa College of Law
- University of Michigan Law School
- University of Wisconsin Law School

Job Fair/Corsortia Attended:

- Cook County Job Fair
- Loyola Patent Law Job Fair

CAMPUS INTERVIEWS FOR PRIOR YEAR

# of Schools Visited in 2010:	10
# of Job Fairs / Corsortia Attended in 2010:	2

PRO BONO INFORMATION

Pro Bono Contact Information

Pro Bono Contact: Michael J. Goring
 Title: National Pro Bono Coordinator
 Phone: 414-277-5359
 Fax: 414-978-8959
 Email: michael.goring@quarles.com

The information indicated here is:

Firm-wide: Office Specific:

%Firm Billable Hours last year: 4.11

Average Hours per Attorney Last Year:

- 110 Associates
- 25 Partners/Members
- 0 Other Lawyers

Participation last year:

- 87% Associates
- 61% Partners/Members
- 0% Other Lawyers

What percentage of attorneys performed more than 20 hours?	46
What was the number of actual pro bono hours contributed by the organization in the prior calendar year?	25139

Does the organization maintain a formal pro bono policy that sets forth the organization's commitment

to pro bono?	Yes
<p>How does the organization define what constitutes pro bono legal work? Legal services provided to indigent persons or organizations whose clientele is largely made up of indigent persons are eligible for hour-for-hour credit; legal services provided to charitable, community, religious, civic, governmental or educational organizations if the payment of legal fees would significantly burden the resources of the organization, is credited up to 50 hours per year.</p>	
Does the organization set annual goals regarding the minimum number of pro bono hours to be contributed by the organization?	No
If yes, what is that annual goal?	
Does the organization set individual attorney goals regarding the minimum number of pro bono hours to be contributed?	No
If yes, what is that annual goal?	
Is an attorney's commitment to pro bono activity considered a favorable factor in advancement and compensation decisions?	Yes
<p>If yes, to what extent? Pro bono hours are counted as base hours for associates and credited toward minimum hours requirements and counted as part of total compensation hours for partners. Pro bono commitment and performance on pro bono matters are part of the associate evaluation program.</p>	
Are full-time support services (word processing, online research Lexis/Westlaw, out of pocket costs) available for pro bono representation?	Yes
If so, are there any limitations? No.	
Are associates provided written evaluations of their work on pro bono matters?	Yes
<p>Does the organization employ one or more of the following structures to manage its pro bono program and to provide training and guidance to participating attorneys?</p>	
<input type="checkbox"/> Full-time attorney in a dedicated pro bono coordination/oversight role <input checked="" type="checkbox"/> An attorney who coordinates pro bono projects as an ancillary duty to other work <input type="checkbox"/> Pro Bono Committee <input type="checkbox"/> Non-attorney administrator <input type="checkbox"/> Other:	
<p>How is pro bono work assigned/distributed? Matters that come in through outside sources are offered to all attorneys generally, or to specific practice group attorneys depending on the subject matter. Attorneys also may bring proposed matters to the coordinator for approval.</p>	
<p>If an attorney is permitted to bring a pro bono case for possible consideration by the firm, who makes decisions about whether the firm will handle the matter?</p>	
<input checked="" type="checkbox"/> Pro Bono Coordinator <input type="checkbox"/> Pro Bono Committee <input type="checkbox"/> Department Chair <input type="checkbox"/> Other: <input type="checkbox"/> N/A	
<p>Does the organization provide any of the following to enable its attorneys to participate in pro bono activities or work in a public interest setting? (Check all that apply)</p>	
<input checked="" type="checkbox"/> Externships <input type="checkbox"/> Sabbaticals <input type="checkbox"/> Fellowships <input checked="" type="checkbox"/> Part-time pro bono programs <input type="checkbox"/> Other	
<p>If so, please describe:</p>	
Are pro bono opportunities available for summer associates?	Yes
<p>Additional comments (Please use this space to provide any additional information about your organization's pro bono program including any special recognition or awards the organization has received for its pro bono work.):</p>	
<p>14 firm attorneys received pro bono awards in 2010 and two of the firm's offices were honored with office-wide awards. A total of 285</p>	

new pro bono files were opened in 2010. 67% of the total pro bono hours in 2010 were recorded by non-litigators.

What are some of the areas in which your firm has performed pro bono work in the past year?

Domestic abuse injunction proceedings; family law; landlord-tenant; consumer/bankruptcy; guardianships; real estate; foreclosure defense; child advocacy; criminal appellate; capital punishment; asylum/immigration; tax; public benefits; transactional, including tax-exempt; clinic-based limited advice.

PUBLIC INTEREST FELLOWSHIPS

Do you sponsor split public interest summer and/or post-graduate fellowships? N

Public Interest Fellowship Comments:

NON - DISCRIMINATION POLICY

Non-Discrimination:

Quarles & Brady LLP has a long-standing policy of fair and equal employment opportunity for every person regardless of age, race, color, creed, religion, disability, marital status, sex, sexual orientation, gender identity/expression, national origin, ancestry, citizenship or other legally protected status. Quarles & Brady recruits, hires, and promotes individuals without regard to these characteristics. The Firm seeks to provide a work environment that is free from discrimination, intimidation and harassment based on any of these characteristics, and the Firm does not discriminate in working conditions, physical facilities, or any other terms, conditions or privileges of employment, including transfer, compensation, training, staffing, promotion, demotion, or separation, based on any of these characteristics.

NARRATIVE

Quarles & Brady LLP (Q&B to our friends) has more than 430 attorneys practicing in seven offices across the country. In the 2010 American Lawyer Midlevel Associates Survey, Q&B ranked #92 out of 137 law firms and we ranked # 1 in Milwaukee. 152 of our attorneys are listed in the 2010 edition of The Best Lawyers in America and another 107 of our attorneys are extremely funny people although there is little overlap between those two groups because smart people are often humorless. Our firm has both of the essential ingredients to a wonderful law career: cutting edge work and wonderful people (check out our website on this point at www.careers.quarles.com). Working here is challenging but it is also a boatload of fun.

The Summer Associate program provides first-hand knowledge of the Firm's culture, clients, practice areas as well as our favorite coffee joints. Summer associates are given a variety of client projects and are also given the opportunity to observe our attorneys in action (i.e., depositions, hearings, client meetings, closings, etc.) We are committed to training and mentoring our summer associates and associates, and feeding them very well. Check out Q&B - we are as good as we sound!