

**Basic Information**

2 N. Central Ave.  
Phoenix, AZ 85004  
Organization Size: 473  
Office Size: 93  
**Hiring Attorney:**  
Mr. Jon Kammerzelt

**Recruiting Contact:**  
Mr. Shauna Michael  
Legal Recruiting Coordinator  
One South Church Avenue  
Suite 1700  
Tucson, Arizona (AZ) 85701  
United States  
**Phone:** 602-229-5363  
shauna.michael@quarles.com

**Compensation & Benefits**

2022 compensation for entry-level lawyers (\$/year) 175,000  
**Summer Compensation**  
2022 compensation for Post-3Ls (\$/week)  
2022 compensation for 2Ls (\$/week)  
2022 compensation for 1Ls(\$/week) 3,646

**Partnership & Advancement**

Does the firm have two or more tiers of partner? Yes  
How many years is the non-equity track? 8  
How many years is the equity track?

**Lawyer Demographics**

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	31	15	3	1	3
	Women	13	7	2	1	3
	Non-binary	NC	NC	NC	NC	NC
	<b>Total</b>	<b>44</b>	<b>22</b>	<b>5</b>	<b>2</b>	<b>6</b>
<b>Latinx</b>	Men	2	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>White</b>	Men	24	11	3	1	3
	Women	12	5	1	1	1
	Non-binary	NC	NC	NC	NC	NC
<b>Black or African American</b>	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Native Hawaiian or Other Pacific Islander</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
<b>Asian</b>	Men	2	0	0	0	0
	Women	1	1	0	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>2 or More Races</b>	Men	2	3	0	0	0
	Women	1	0	0	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>Persons with Disabilities</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Veteran</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC

## Pro Bono/Public Interest

Dawn Caldart  
 Director, Pro Bono & Professional Development  
 dawn.caldart@quarles.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2.1%
Average Hours per Attorney last year	24
Percent of associates participating last year	61.9%
Percent of partners participating last year	55.6%
Percent of other lawyers participating last year	20.0%

## Professional Development

Evaluations	Other
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
Rotation for junior associates between departments/practice groups?	No
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	No

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2022
	2020	Prior Summer Associates	2021	Prior Summer Associates	
Entry-level	5	5	4	4	4
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	1	0	0	0	
Lateral Associates	5	0	6	0	0
All Other Laterals (non-traditional track)	2	0	3	0	
Post-Clerkship	0	0	0	0	
LL.M.s (U.S.)	0	0	0	0	
LL.M.s (non-U.S.)	0	0	0	0	
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	5	1	4	0	5
1Ls	3	0	2	3	3

Number of 2021 Summer 2Ls considered for associate offers 0

Number of offers made to summer 2L associates 0

General 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.

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate	Business Law	11	2	4		0
Bankruptcy	Commercial Bankruptcy, Restructuring & Creditors' Rights	5	0	2	1	0
Litigation	Commercial Litigation	11	0	6	2	0
Energy	Energy & Environmental	2	0	0		0

<b>Government, Regulatory, Administrative</b>	Health Law	7	0	4	1	0
<b>Intellectual Property</b>	Intellectual Property	2	0	3		2
<b>Labor and Employment</b>	Labor and Employment	1	0	0		0
<b>Real Estate, Land Use</b>	Real Estate and Land Use	5	3	3		0

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## Diversity & Inclusion

**Diversity Contact:** Darlene Austin

**Diversity Website/URL:** <http://www.quarles.com/diversity/>

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## Organization Narrative

Quarles & Brady LLP (Q&B to our friends) has approximately 475 attorneys practicing in ten offices around the country. In the 2022 edition of The Best Lawyers in America, 154 of our attorneys are listed and another 154 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.quarles.com/careers](http://www.quarles.com/careers)). 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 shops. 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!

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.

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