

Basic Information

1221 McKinney
Suite 2500
Houston, TX 77010
Organization Size: 46
Office Size: 46
Hiring Attorney:
Mr. John Zavitsanos

Recruiting Contact:
Mrs. Liz Carey Bernardy
Director of HR and Recruiting
1221 McKinney
Suite 2500
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United States
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Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 195,000

Summer Compensation

2021 compensation for Post-3Ls (\$/week) 3,462
2021 compensation for 2Ls (\$/week) 3,462
2021 compensation for 1Ls(\$/week) 3,462

Partnership & Advancement

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

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	12	26	7	0
	Women	2	5	2	0
	Non-binary	0	0	0	0
	Total	14	31	9	0
Latinx	Men	1	2	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
White	Men	6	20	6	0
	Women	1	3	3	0
	Non-binary	0	0	0	0
Black or African American	Men	1	1	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
Asian	Men	1	4	1	0
	Women	1	0	0	0
	Non-binary	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
2 or More Races	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
Persons with Disabilities	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
LGBTQ	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
Veteran	Men	0	0	1	0
	Women	0	0	0	0
	Non-binary	0	0	0	0

Pro Bono/Public Interest

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

Professional Development

Evaluations	Semi-annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
Rotation for junior associates between departments/practice groups?	N/A
Is rotation mandatory?	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?	Yes

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2021
	2019	Prior Summer Associates	2020	Prior Summer Associates	
Entry-level	1	1	1	1	2
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	0
Lateral Associates	4	0	6	0	3
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	0	0	1	0	1
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	6	4	3	2	2
1Ls	2	0	2	0	3

Number of 2020 Summer 2Ls considered for associate offers 3

Number of offers made to summer 2L associates 3

General Hiring Criteria AZA seeks intelligent lawyers who aren't interested in carrying someone else's briefcase but want to dive into real courtroom practice. Mental agility, strong backbone, and sense of humor required. There are no "mock trials," "practice programs," or "make work assignments" at AZA. This is a firm built by intense, quick-thinking lawyers who thrive in court.

We hire attorneys with solid academic credentials from the nation's top law schools. Many of our lateral hires left far larger law firms to join AZA, where they will get into court on real cases, for real clients. Our firm culture is informal and collaborative: no big firm bureaucracy or hierarchies. Our end product is aggressive, practical, effective and sometimes unconventional.

AZA is a diverse, tight-knit place that pays like the bigger firms we face in court. We are looking for bright and bold lawyers.

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
Litigation	Civil Litigation	8	3	24	1	

Intellectual Property	Intellectual Property	5	4	7	1
Appellate	Appellate	1	2	1	0

Diversity & Inclusion

Organization Narrative

Looking forward to years of doc review and watching partners do all the fun stuff? Move along. AZA is a creative, fast-paced, litigation boutique, and we're looking for accomplished law students who want to become trial lawyers. AZA is recognized by Chambers and Partners, U.S. News & World Report, Best Lawyers in America, and a number of other organizations for excellence in commercial litigation. We go toe-to-toe with the best and biggest firms in the country in high-stakes commercial and intellectual property litigation, and are routinely hired by companies we've defeated in court. Most importantly for you? We pride ourselves on giving our young lawyers major responsibility on day one, and a jury trial in year one. Are you courtroom ready?

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.

For more details, visit www.nalpdirectory.com

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