



## **Professional Development**

We are committed to the career development of our attorneys and provide numerous opportunities for professional development through training, mentoring, and annual performance reviews. Our people are our most valuable assets and developing them is a priority.

### **ON-BOARDING/INTEGRATION**

We have an extensive on-boarding and integration plan for every person who joins our firm. On your first day, you are given a robust on-boarding schedule to allow you to get introduced to key members of our firm. A member of our recruitment team checks-in with all attorneys throughout their first year with us to assist with any questions, concerns or training needs.

### **TRAINING**

We are committed to providing all of our attorneys with the training and guidance necessary for a fulfilling and successful career. Our attorneys work one-on-one with partners on a wide variety of matters, and as a result, they get significant on the job training. In addition, our partners, associates, and staff produce monthly firm-wide interactive webinars on substantive and practical areas of our practice. Fisher Phillips also maintains firm-wide subscriptions with WestLegalEd and the ABA for training and CLE credit.

### **MENTORING**

All of our associates are assigned a mentor. We encourage our partners and associates to meet at least once a month to discuss anything related to their careers at Fisher Phillips. The mentors are given an annual budget to spend with their mentors for social outings.

### **ASSOCIATE BENCHMARK CHECKLIST**

Every associate is given a benchmark checklist that is sorted by year of practice. At the end of each performance year, the checklist is completed and reviewed with their mentors. If the associate is not hitting all the benchmarks, and that type of work is available in the office, the mentor can assist the associate with achieving those goals.

## **BUSINESS DEVELOPMENT TRAINING**

We offer business development training for all of our attorneys. Our internal marketing and business development professionals assist our attorneys with the preparation and implementation of their business development plans. Our origination and responsible attorney credit system breeds a sharing environment that assists all of our attorneys with business development opportunities.

## **ANNUAL PERFORMANCE REVIEWS**

Each year we evaluate all non-partners' performance. The non-partners write a self-evaluation of their own individual performance and meet with a member of the Evaluation Committee. On-track associates are given a progress towards partnership report at the end of their fifth year of practice and for all subsequent years until they are elected to the partnership.