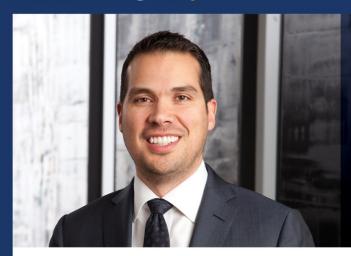
## FENNEMORE.



# JAMES GOODNOW

Director | President and CEO

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Phoenix, Arizona

James Goodnow is Fennemore's President and CEO. Nearly two decades after starting his career at our firm as a file clerk, he became the youngest known chief executive of a major law firm in U.S. history. He holds his JD from Harvard Law School and dual management certificates from MIT, where he was an enrolled MBA student before pivoting to the University of Cambridge Business School (U.K.). He earned a BS at Santa Clara University, where he graduated first in his class.

James is known for his thought leadership at the intersection of law and business. He has been featured on the cover of *The American Lawyer* ("Meet the New Boss ... James Goodnow Shows What the Firm of the Future Might Look Like"), and *ABA Journal* named him one of "America's Techiest Lawyers." Apple profiled James on Apple.com and in a worldwide "Apple in Business" ad campaign. He is a contributor to *Forbes* and writes a legal innovation, leadership and management column for *Above the Law*. He is the co-author of Motivating Millennials, which debuted at #1 on Amazon in the business management new release category. He has appeared on or been covered by CNN, CNBC, Good Morning America, Today, Fox News, the *Wall Street Journal, The Washington Post, Entrepreneur, Inc.*, and more.

James is chair of the board of directors for the National Kidney Foundation of AZ and serves on the board for Make-A-Wish® AZ. He is married to his high school sweetheart and is the proud father of two children.

#### **EDUCATION**

- J.D., Harvard Law School
- Master's Degree, University of Cambridge Judge Business School (United Kingdom), Entrepreneurship (Expected 2022)
- MIT Sloan School of Management, Dual Certificates in (i) Management & Leadership, and (ii) Strategy & Innovation
- Harvard Business School, Management Certificate ("Becoming a Better Manager," HBSO)
- B.S., summa cum laude, Santa Clara University
- Phi Beta Kappa

- Pi Sigma Alpha Honor Society
- Alpha Sigma Nu Honor Society

#### AREAS OF PRACTICE

- Business Litigation
- Commercial Contingency Litigation
- Litigation

#### AWARDS AND HONORS

- Southwest Super Lawyers®, General Litigation, 2021
- Best Lawyers in America®, Personal Injury Litigation Plaintiffs, 2017-2021
- Top 100 Lawyers in Arizona, AZ Big Media, 2020
- AZ Business Leader 2020, AZ Business Magazine, 2020
- Southwest Super Lawyers®, Business Litigation, 2019-2020
- Benchmark Litigation, 40 & Under Hot List, 2018-2020
- Lifetime Achievement, America's Top 100 Attorneys®, 2019
- Top 100 Lawyers, AZ Business Magazine, 2019
- Benchmark Litigation, Future Star, 2019
- AZ Business Leader, AZ Business Magazine, 2018
- Phoenix Magazine, 40 Under 40, 2018
- Southwest Rising Stars®, 2013, 2015-2018
- Benchmark Litigation, Top Litigator Under 40, Future Star, 2017
- Top Valley Lawyers North Valley Magazine, 2013, 2015
- Southwest Rising Stars®, Business Litigation, 2012
- Phoenix Business Journal: 40 Under 40 honoree, 2010
- Newsweek, 20 Leaders
- American Society of Legal Advocates: 40 under 40 list
- National Trial Lawyers: 40 under 40 list
- Legal Network: "Top Attorney"
- AV® Preeminent™ Peer Review Rated (the highest rating available), by Martindale-Hubbell

#### ARTICLES AND PRESENTATIONS

- Author, "A Letter to Incoming Associates," Above the Law, June 4, 2021
- Quoted, "Phoenix law firm extends ASU Law scholarship, fellowship program to improve diversity in legal field," ASU News, June 2, 2021
- Quoted, "Arizona State University: Shaping The Future Of Data Privacy, Cybersecurity And Learner Empowerment At ASU's Digital Trust Summit," Patch, June 2, 2021
- Quoted, "Most Admired Leaders 2021: James Goodnow, Fennemore," *Phoenix Business Journal*, May 13, 2021
- Quoted, "Talking Trendspotter: Readers Say Business Pros Can Help Law Firms Innovate but Only If They Have Support From the Top," Law.com, May 10, 2021

- Author, "How to Start Working Backward," Above the Law, May 7, 2021
- Interview, "New rules allow investment in law firms by non-lawyers," Arizona PBS, May 3, 2021
- Interview, "James Goodnow of Fennemore: 5 Things I Wish Someone Told Me Before I Became a C-Suite Executive," *Authority Magazine*, April 26, 2021
- Author, "Why Are Lawyers Leaving Money On The Table?" Above the Law, April 9, 2021
- Author, "Stop Managing Your Law Firm From Crisis to Crisis," Above the Law, March 26, 2021
- Author, "Profitability 2.0," Above the Law, March 12, 2021
- Quoted, "This is the gold rush.' The buzz about Arizona licenses," Law.com, March 12, 2021
- Quoted, "16 Useful Tips For Safely Reopening Offices," Forbes, March 10, 2021
- Quoted, "Working Together in a Post-COVID World: How and Where," Law.com, March 5, 2020
- Author, "What Productizing Means to Your Law Firm," Above the Law, February 26, 2021
- Interview, "Entrepreneurial law," University of Cambridge Judge Business School, February 22, 2021
- Quoted, "Let's Celebrate Random Acts of Kindness Day," Fennemore Blog, February 18, 2021
- Author, "What Will Be The GameStop Of The Legal World?" Above the Law, February 12, 2021
- Author, "Do One Thing Right," Above the Law, January 22, 2021
- Author, "How to Run Your Practice Like a Tech CEO," Above the Law, January 8, 2021
- Quoted, "The 7 'Traps' That Cause Legal Tech Companies to Fail," Law.com, December 21, 2020
- Author, "Resolutions Revisited," Above the Law, December 18, 2021
- Author, "The Lessons of Loss," Above the Law, December 4, 2020
- Quoted, "Long-Term Effects: The Pandemic and Law Firm Culture," Arizona Attorney Magazine, December 2020
- Author, "What's the Future of the Brick-and-Mortar Law Office?" Above the Law, November 13, 2020
- Author, "This One Factor Will Determine Winners And Losers In The New Legal World," Above the Law, October 30, 2020
- Quoted, "Law Firm Leaders Speak to the Power of Marketing," JDSupra, October 23, 2020
- Author, "2020 Will Be The Hardest Compensation Year Since the Great Recession," Above the Law, October 16, 2020
- Author, "Apologize, Or You'll Be Sorry," Above the Law, October 2, 2020
- Quoted, "Breaking Tradition: How New Law is Challenging Big Law," Law.com, September 25, 2020
- Author, "Al, Pandas, and the Future of Law," Above the Law, September 18, 2020
- Interview, "Fennemore Craig Continues 135-year Legacy of Innovation and Growth," ASU Now, September 16, 2020

- Interview, "What Sets Fennemore Craig Apart From Other Law Firms?" ASU Law, September 15, 2020
- Quoted, "All Eyes on Arizona's Legal Industry Shakeup; Law Firms Lacking Leadership Development; The Gap Accused of Paying Lip Service to Diversity: The Morning Minute," Law.com, September 2, 2020
- Quoted, "Arizona's Ownership Rules Have Major Implications for Consumer Law, the Big Four, Lit Funders and More," *Law.com*, September 1, 2020
- Author, "Law Firm, Know Thyself," Above the Law, August 21, 2020
- Quoted, "Behind the deal: Why one of the largest law firms in the Valley, Fennemore Craig, is set to grow again," *Phoenix Business Journal*, August 20, 2020
- Author, "Fundamental Success: A Conversation with Tom Livne," Above the Law, August 7, 2020
- Author, "Betting Boldly in a Bear Market," Above the Law, July 24, 2020
- Author, "The Dormroom Hacker Who Dropped A Bomb On The Legal Industry," Above the Law, July 10, 2020
- Quoted, "The New Abnormal," Chief Executive, July 6, 2020
- Presenter, "Navigating the 'New Normal': How to Thrive in the Age of Millennials, the Post-COVID Era, and a Shifting Legal Landscape," State Bar of Nevada Webinar, July 2, 2020
- Author, "Say Something, Biglaw," Above the Law, June 12, 2020
- Quoted, "Millennial Partners Help Speed Change In Virus' Wake," Law360, June 9, 2020
- Author, "Feedback: June 2020," *InBusiness*, June 2020
- Author, "Searching For Silver Linings During COVID-19," Above the Law, May 29, 2020
- Quoted, "Want to Boost Tech Adoption? Get Personal," Law.com, May 29, 2020
- Author, "What Is The Definition Of A Law Firm?" Above the Law, May 1, 2020
- Quoted, "MIT Sloan Executive Education pivots to live online courses," MIT, April 29, 2020
- Quoted, "MIT Sloan Executive Education goes live online: A firsthand account from James Goodnow," MIT, April 12, 2020
- Author, "Tomorrow is Here," Above the Law, April 3, 2020
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- Author, "Peering Into Biglaw's Crystal Ball," Above the Law, March 6, 2020
- Quoted, "The Fight Over the Future of Law Firm Ownership Has Put An Industry At Odds,"
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- Author, "Atrium Pivots Away From the Shadow of Clearspire," *Above the Law,* February 21, 2020
- Quoted, "Law Loses Ground to Medicine, Engineering in Teen Career Goals,"
  Bloomberg Law, February 20, 2020
- Author, "It's Time to Leave the Billable Hour Hot Mess Behind," Law360, February 13, 2020
- Author, "Non-Attorney Distinction or Diss?," Above the Law, February 7, 2020
- Quoted, "The Biggest Hurdle for Legal Tech Innovation? Law Firms' Business Structure,"
  Law.com, February 4, 2020
- Speaker, "With Over \$1B in Venture Backed Capital, Could We Be On The Verge of Another Tech Bubble?" *Legalweek*, February 2020

- Author, "Lawyers: Meet the CEO Trying to Make You Obsolete," Above the Law, January 24, 2020
- Quoted, "Here is Arizona's Business Outlook for 2020," AZ Big Media, January 16, 2020
- Author, "Don't Let the Law Suck Out Your Soul," Above the Law, January 10, 2020
- Quoted, "A Look Ahead: Midsize Firms' Fate in 2020," Law.com, December 20, 2019
- Author, "The Ironclad Rules of Tech (Lawyer Edition)," Above the Law, December 13, 2019
- Quoted, "Law Firm Tech Adoption False Starts 'The Process of Joining the 21st Century',"
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- Quoted, "ASU, Phoenix Law Firm Team Up to Improve Diversity in the Legal Profession,"
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- Author, "The Insider's View on Legaltech VC Funding," Above the Law, November 15, 2019
- Author, "Is There a Legaltech VC Bubble?" Above the Law, November 1, 2019
- Author, "Being Boring is Hard," Above the Law, October 18, 2019
- Author, "The Incredible Shrinking Equity Ranks," Above the Law, October 4, 2019
- Author, "The Guaranteed Marketing Solution®," Above the Law, September 20, 2019
- Interview, "Creating a Competitive Advantage with James Goodnow," AZ Biz Link Podcast, September 25, 2019
- Quoted, "How Mid-Market Firms Can Actually Use AFAs," Law.com, September 17, 2019
- Author, "The Accidental Ponzi Scheme," Above the Law, September 6, 2019
- Author, "LeClairRyan: Mistiming The End of the Legal Monopoly," Above the Law, August 23, 2019
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  Law.com, August 22, 2019
- Quoted, "Is the Billable Hour a Double-Edged Sword in Mid-Market Firms?" *Law.com*, August 15, 2019
- Author, "Another One Bites the Dust," Above the Law, August 9, 2019
- Author, "Why My Kids Don't Want to be Lawyers," Above the Law, July 26, 2019
- Author, "The War on Law Firms," Above the Law, July 12, 2019
- Quoted, "One Size Does Not Fit All: Law Firm Subscription Plans Come In All Shapes and Sizes," ABA Journal, July 1, 2019
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- Author, "What If Lawyers Ran Amazon?" Above the Law, May 17, 2019
- Quoted, "How Big a Threat Are ALSPs to Mid-Market Firms," Law.com The Mid-Market Report, May 10, 2019
- Author, "Why Lawyers Are Obsessed With Rankings," Above the Law, May 3, 2019
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- Author, "Axiom's War on Biglaw," Above the Law, March 8, 2019
- Quoted, "Law Firms Hiring CEOs Without Law Degrees Reignites Debate About Turning Over the Reins to Business Professionals," ABA Journal, March 2019
- Presenter, "Leadership in Law," Brophy College Preparatory, February 28, 2019
- Author, "Why Innovation Dies in Law Firms," Above the Law, February 22, 2019
- Author, "Why Reason Isn't Enough," Above the Law, February 8, 2019
- Speaker, "Business of Law Panel," Legalweek, February 2019

- Quoted, "'Change is a Mantra for Law Firms, But Will They Tune in?" *The American Lawyer*, January 30, 2019
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- Interview, "2019 Trends to Watch," AzBusiness Magazine, January/February 2019
- Interview, "Law Firm Leaders Speak," Law360, December 19, 2018
- Author, "Getting It Right When We Get It Wrong," Above the Law, December 14, 2018
- Author, "Dictators and Democracy in Biglaw," Above the Law, November 30, 2018
- Interview, "Pop Quiz, Monday with James Goodnow, President and Managing Partner at Fennemore Craig," *Medium, November 5, 2018*
- Author, "Burnout, Flame Out, or Timeout?" Above the Law, November 2, 2018
- Interview, "All About the Client: James Goodnow of Fennemore Craig, P.C.," *Hire an Esquire*, November 2018
- Author, "Will This Become Biglaw's App Store?" Above the Law, October 19, 2018
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- Interview, "Most Influential Phoenicians," AZ Foothills Magazine, October 2018
- Author, "Dropping a Bomb on the Legal Monopoly," Above the Law, September 21, 2018
- Author, "The Reverse Golden Rule," Above the Law, September 7, 2018
- Author, "When VC Meets JD," Above the Law, August 24, 2018
- Quoted, "Small Firm Struggles Make for Midsize Firm Growth," Law.com, August 23, 2018
- Interview, "Managing a Multigenerational Law Firm," Practical Law Journal, August/September 2018
- Author, "Biglaw is Turning Associates Into George Costanzas," Above the Law, August 10, 2018
- Quoted, "The Big Four Threat is Real. Are You Ready?" Law.com, August 3, 2018
- Author, "Law Potion #9," Above the Law, June 29, 2018
- Author, "Mo Money, Mo Problems," Above the Law, June 15, 2018
- Speaker, 2018 Legal Executive Forum, Thompson Reuters Legal Executive Institute, New York, New York, June 7, 2018
- Author, "A Crisis of Confidence in Law Firms," Above the Law, June 1, 2018
- Quoted, "40 Under 40," Phoenix Magazine, June 2018
- Author, "In Defense of More Sizzle, Less Steak" Above the Law, May 18, 2018
- Author, "(Don't Just) Show Me the Money!" Above the Law, May 4, 2018
- Interview, "James Goodnow Breaks Ground as Millennial Leader in Law," AZ Big Media, April 27, 2018
- Interview, "Employers Say Accommodating Millennials is a Business Imperative," SHRM, April 26, 2018
- Author, "A Letter to an Incoming Associate," Above the Law, April 20, 2018
- Author, "Moneyball Meets Attorney Recruitment," Above the Law, April 6, 2018
- Interview, "Career Advice with James Goodnow, Managing Partner, Fennemore Craig," LawJobs.com, March 26, 2018

- Author, "Blinded by the Benjamin's?," Above the Law, March 23, 2018
- Author, "Being John Quinn," Above the Law, March 9, 2018
- Interview, "Exclusive: Tech-minded Millennial Named Big Law Firm CEO After Starting as File Clerk," *Phoenix Business Journal*, March 7, 2018
- Quoted, "The Millennial Who is Now Running an NLJ 500 Firm," The American Lawyer, March 2, 2018
- Author, "The Most Important Law Firm You've Never Heard Of," Above the Law, February 23, 2018
- Author, "Why Are You a Lawyer, And Why Are You Here?" Above the Law, February 9, 2018
- Author, "Changing the Face of Law," Above the Law, January 12, 2018
- Author, "Smash or Be Smashed," Attorney at Law Magazine, January 2018
- Author, "The 'Culture Card' In Law Firms," Above the Law, December 15, 2017
- Author, "Sedgwick: Death by Billable Hours," Above the Law, December 1, 2017
- Interview, "The Next Frontier for Virtual Reality: Courtrooms," *Bloomberg Law*, November 18, 2017
- Author, "King Kong is Coming to Crush Your Practice with a Calculator," Above the Law, November 17, 2017
- Author, "Biglaw's Blockbuster Moment," Above the Law, November 2017
- Quoted, "Millennials Won't Destroy Your Law Firm. Can They Save It?" *The American Lawyer*, October 23, 2017
- Author, "Saving Biglaw," Above the Law, October 6, 2017
- Author, "Millennial Lawyers Are Invading and Are Ready to Eat Your Lunch With a Latte," Arizona Attorney, October 2017
- Author, "Live By The Tweet, Die By The Tweet: What You Can Learn From Trump's Twitter Feed," Forbes, September 26, 2017
- Quoted, "Martin Shkreli Should Have \$5 Million Bail Revoked For Harassing Hilary Clinton, Others, Prosecutors Say," The Washington Post, September 8, 2017
- Quoted, "Increase Productivity With These 11 Tested Hacks," active.collab, September 2017
- Interview, "Can Elected Leaders Be Sued For Blocking You?" 12 News, September 2017
- Interview, CNN New Day, August 25, 2017
- Interview, "First Amendment Rights for Protesters," Arizona Horizon, August 21, 2017
- Quoted, "Martin Shkreli is Found Guilty of Three of Eight Securities Fraud Charges," *The Washington Post*, August 4, 2017
- Interview, "Luke's Law," 12 News, August 1, 2017
- Interview, "Firefighter's Wife Announces 'Luke's Law'," 12 News, August 1, 2017
- Quoted, "Martin Shkreli Faces Up to 20 Years in Prison. Here Are 6 Things to Know About His Trial," Mic, July 31, 2017
- Quoted, "Defense in 'Pharma Bro' Martin Shkreli Case to Rest Without Calling Witnesses,"
  The Washington Post, July 25, 2017
- Interview, "Shkreli Has Days to Decide Whether to Take Stand at Trial," Bloomberg News, July 21, 2017

- Quoted, "Is President Trump Violating the First Amendment by Blocking Twitter Users?" Bigger Law Firm, July 19, 2017
- Quoted, "Shkreli Trial Veers From Securities Fraud Evidence to Soap Opera," *Bloomberg News*, July 17, 2017
- Quoted, "The Fascinating Legal Argument at the Heart of the Martin Shkreli 'Pharma Bro' Trial," *The Washington Post*, July 8 2017
- Interview, "Skills Gap in the Market in Nationally Syndicated Segment Announcing Motivating Millennials," WMBF News, July 1, 2017
- Quoted, "Joe Arpaio, Once 'America's Toughest Sheriff,' To Go On Trial," CNN, June 26, 2017
- Quoted, "Ten Ways To Survive and Thrive With Millennials in the Workplace The Good, The Bad, and The Head-Scratchers," New Boston Post, June 23, 2017
- Author, "What A White House In Chaos Means For Your Business," Forbes, June 23, 2017
- Quoted, "Consider Work-Life Balance Issues Before Law School," U.S. News & World Report, June 22, 2017
- Interviewed, "Millennials Take Dynamite to Boardroom Myths About Their Generation," Yahoo Finance, June 15, 2017
- Quoted, "Has the American Dream Changed?" Builder, June 13, 2017
- Quoted, "Millennial Employees Are a Lot More Loyal Than Their Job-hopping Stereotype," CNBC, May 10, 2017
- Interview, "House Passing Obamacare Replacement Bill," Arizona Horizon, May 2017
- Quoted, "David Dao Settles With United Airlines," Yahoo News, April 27, 2017
- Interview, "How Much Money Will David Dao Make From United Airlines?" *International Business Times, April* 14, 2017
- Quoted, "Are Big Law Associates Less Concerned With Diversity Than Their Partners?" Bloomberg Law, April 14, 2017
- Interview, "SCOTUS Nominee Neil Gorsuch," Arizona Horizon, April 10, 2017
- Interview, "Bridging the Gap," Uptown, April 2017
- Interview, "Primetime Justice," HLN Primetime Justice, March 22, 2017
- Quoted, "How Real Marketers Create Backlinks That Matter," Entrepreneur, March 16, 2017
- Quoted, "Ultimaker 3 and the Power of a 3D Printer in Business," Forbes, March 15, 2017
- Interview, "Trumpcare," Sunday Square Off, March 11, 2017
- Quoted, "Four Negotiation Tactics Leaders (And Lawyers) Can Use to Their Advantage,"
  Forbes, March 7, 2017
- Co-author, "What Drives Me Crazy About Lawyers? How Much Time Do You Have?" Arizona Attorney, March 2017
- Quoted, "Does Virtual Reality Belong in the Classroom?" The Am Law Litigation Daily, February 24, 2017
- Interview, "Trump's SCOTUS Nominee, Neil Grosuch," ABC 15, February 7, 2017
- Quoted, "Virtual Reality Is Heading to the Courtroom," Vocativ, January 30, 2017
- Interview, "Virtual Reality in the Courtroom," NBC News, January 25, 2017
- Interview, "Analyzing Trump's SCOTUS Pick, Judge Neil Gorsuch," 3TV, January 24, 2017

- Interview, "Analyzing Trump's SCOTUS Pick, Judge Neil Gorsuch," Arizona Horizon, January 20, 2017
- Quoted, "What's in a Name For Trump's Brands? Everything," NBC News, January 24, 2017
- Quoted, "Murder Case Will Test Privacy Rights of Amazon Echo Users," *The San Diego Union-Tribune*, January 3, 2017
- Interview, "Millennials Challenge Workplace Standards, Attitudes," GoodCall, December 7, 2016
- Interview, "What Voters Should Know When Going to the Polls," 3TV News, November 3, 2016
- Author, "Supreme Business: Why the Justices Picked by the Next President Will Impact Your Business," *Forbes*, November 3, 2016
- Quoted, "The Real Cost of Car Ownership," Money Geek, October 31, 2016
- Quoted, "Best LSAT Advice From Lawyers," Magoosh LSAT Blog, October 27, 2016
- Interview, "Second Presidential Debate," Arizona Horizon, October 11, 2016
- Interview, "Arizona a Battleground State," Sunday Square Off, October 6, 2016
- Interview, "Fears Over Election Hacks," KTVK, October 6, 2016
- Interview, "Undecided Millennials and the Election," ABC-1 5 Arizona, September 30, 2016
- Interview, "How Millennials Will Impact the Election," WHDT, September 9, 2016
- Quoted, "Born In Between Generations? Here's How it Can Help Your Career," *Fast Company*, September 17, 2016
- Author, "How Business Leaders Can Attract and Motivate Millennial Workers," Forbes, September 1, 2016
- Interview, "Vacca Children Want Automatic Weapons Out of Kids' Hands," CNN, August 25, 2016
- Quoted, "How to Prevent Millennials From Burning Out at Work," CIO, August 10, 2016
- Quoted, "Five Tips For Approaching the Media With Valuable Legal Commentary," Forbes, July 14, 2016
- Quoted, "Why Small Businesses Must Regulate Mobile Devices," Tom's IT Pro, July 11, 2016
- Quoted, "How to Avoid the Worst Seat on the Plane This Summer," *The Washington Post*, July 8, 2016
- Interview, "Net Neutrality," Arizona Horizon, June 2016
- Quoted, "Brexit Vote's Effect Unclear on Arizona Economy, But Some Impact Expected,"
  KTAR News, June 24, 2016
- Quoted, "Does Your Personality Affect Your Earning Power?" Madame Noire, June 23, 2016
- Interview, "Apple vs. The FBI," Fox 10, March 23, 2016
- Interview, "Arizona Coyotes Threaten to Leave...Again," Sunday Square Off, March 12, 2016
- Co-Author, "Arizona Tort Law Handbook," State Bar of Arizona

#### PROFESSIONAL AND COMMUNITY ACTIVITIES

• Member, State Bar of Arizona

- Member, Board of Directors, National Kidney Foundation of Arizona
- Member and Class Captain, Brophy Prep Alumni Association
- Member, Board of Directors, Make-A-Wish® Arizona
- Former Judge Pro Tempore, Maricopa County Superior Court
- Former Member, Board of Directors, Arizona Center for the Blind and Visually Impaired

### **ADMISSIONS**

- Arizona
- Colorado
- Illinois
- New York
- U.S. District Court, District of Arizona
- District of Columbia, Court of Appeals
- U.S. Court of Appeals, Ninth Circuit