FENNEMORE.



JAMES GOODNOW

CEO & President

James Goodnow

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"There's a way to do it better. Find it." – Thomas Edison

JAMES GOODNOW

James Goodnow is Fennemore's CEO. Nearly two decades after starting his career at the firm as a file clerk, he became the youngest known chief executive of a major law firm in U.S. history when he started in his current role in 2018. He earned his J.D. at Harvard Law School, a master's degree in entrepreneurship at the University of Cambridge Business School (U.K.), and a B.S. from Santa Clara University, where he graduated first in his class.

During his time as CEO, James has focused on positioning Fennemore for the future. He has helped lead the M&A teams that have resulted in the opening of 15 new offices around the U.S. —allowing the firm to better serve its business client base. Fennemore's upward trajectory led to it being named the #1 firm in the U.S. for year-over-year revenue growth according to the 2023 *American Lawyer* Am Law 200 rankings (45.6%). He's been at the forefront of artificial intelligence innovation, driving the launch of Project BlueWave AI, an industry-leading, proprietary, and secure system that empowers teams to deliver exceptional client service. He's helped pioneer Fennemore Forward, a bold new platform redefining workplace flexibility. He and the firm's senior leadership team believe in listening carefully and always putting people first —a philosophy that contributes to Fennemore's industry-leading retention and job-satisfaction statistics.

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" in a cover story. Apple profiled James on Apple.com and in a worldwide "Apple in Business" ad campaign. He is a contributor to *Entrepreneur Magazine* and writes a law firm management, leadership, and innovation column for *Above the Law*. He is the co-author of *Motivating Millennials: How to Recognize, Recruit and Retain the Next Generation of Leaders*, which debuted at #1 on Amazon in the business management new release category. A lifelong

learner, James Goodnow shares the 10 books that have most influenced his leadership and thinking.

James is involved in the community. He has chaired, served on the board, or been involved in many organizations, including Make-A-Wish AZ, TGen (Translational Genomics Research Institute), the National Kidney Foundation of Arizona, Brophy College Preparatory, the AZ Center for the Blind & Visually Impaired, and more. He is married to his high school sweetheart and is the proud father of two children. Outside of the office, James can be found playing pickleball with his family. He enjoys wine because it's about people, culture, history, science, and relationships. He's a Level I sommelier with the Court of Master Sommeliers.

EDUCATION

J.D., Harvard Law School (Thesis/3L paper on research-focused LegalTech)

Master's Degree, University of Cambridge Business School (U.K.), Entrepreneurship (Thesis-"Reboot: Using Entrepreneurial Strategies to Infuse Innovation in Established Businesses").

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., Santa Clara University, *summa cum laude* (graduated first in class)

Certified Mergers & Acquisitions Professional (M&AP), Institute for Mergers, Acquisitions and Alliances (IMAA)

Certified International Mergers & Acquisitions Professional (IM&A), Institute for Mergers, Acquisitions and Alliances (IMAA)

Phi Beta Kappa

AREAS OF PRACTICE

Professional Services M&A Experience

James has led or co-led M&A transactions that have led to the opening of 10 new Fennemore offices across the United States.

AWARDS AND HONORS

AZ Big 100: 50 Arizona business leaders to watch in 2026, *AZ Big Media*

Most Powerful Business Leaders in Arizona for 2025, *AZ Big Media*

Innovative Business Leader of the Year, *AZ Big Media*

Best Lawyers in America®

Southwest Super Lawyers®

Top 50 AZ Big Media Leaders to Watch in 2025, *AZ Big Media*

Top 100 Lawyers in Arizona, *AZ Big Media*

AZ Business Leader, *AZ Business Magazine*

Lifetime Achievement, America's Top 100 Attorneys®

Top 100 Lawyers, AZ Business Magazine

AZ Business Leader, *AZ Business Magazine*

Newsweek, 20 Leaders (Law)

AV® Preeminent™ Peer Review Rated (the highest rating available), by Martindale-Hubbell

AZ Big 100, Business Leaders, AZ Big Media

ARTICLES AND PRESENTATIONS

Interviewed, "How To Handle Team Disagreements Without Losing Trust," Forbes, October 16, 2026

Interviewed, "Fennemore to combine with Boise law firm McConnell Wagner Sykes + Stacey," August 11, 2026

Featured, "Generations – Millennials," AZ Business, May/June 2026

Interviewed, "The Future Of The C-Suite: 16 Executive Trends For 2026," Forbes, February 20, 2026

Interviewed, "16 Top Leaders 2025: Our list of Valley leaders who are making a real difference!" Greater Phoenix InBusiness, December 2025

Interviewed, "What a Stuffed Giraffe Can Teach You About Scaling Service," Entrepreneur, August 20, 2025

Quoted, "Fennemore combines with Galvanize to strengthen construction law practice in the West," AZ Big Media, July 27, 2025

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Quoted, "Valley Law Firm Expands Western Presence with Colorado Partnership," Greater Phoenix InBusiness, July 23, 2025

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Quoted, "Fennemore Craig Combines With Arizona Employment Firm BurnsBarton," American Lawyer Magazine, May 13, 2025

Quoted, "Law Firms Combine to Redefine Employment Law in the West," Greater Phoenix inBusiness, May 13, 2025

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Interview, "Building the Law Firm of the Future," Hire an Esquire, December 9, 2024

Interview, "The Business of Law," Hire an Esquire, November 7, 2024

Quoted, "US law firm Fennemore launches Project BlueWave to integrate AI into legal services," Canadian Lawyer, October 4, 2024

Quoted, "Fennemore Craig Expands with Acquisition, Embraces AI for Legal Services," JD Journal, October 4, 2024

Quoted, "Law firm Fennemore touts AI-fueled fee options with new merger," Reuters, October 2, 2024

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Interviewed, "Fennemore Launches AI Initiative With Wash. Firm Merger," Law360, October 1, 2024

Interviewed, "Fennemore Craig Combines With Tech Boutique to Jump-Start AI Initiative," American Lawyer Magazine, October 1, 2024

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Author, "Don't Let AI Eat You Alive — Follow These 3 Strategies Instead," Entrepreneur, September 5, 2024

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Quoted, "Fennemore to Occupy 2 Floors at The Current in RiNo," Mile High CRE, August 14, 2024

Author, "Biglaw Still Doesn't Get It," Above the Law, July 23, 2024

Quoted, "Legal Lowdown: Venable, Berg Hill Greenleaf Ruscitti, Spencer Fane, Holland & Hart, Buchalter Add Attorneys," Law Week Colorado, July 12, 2024

Author, "5 Recruiting Secrets Every Leader Should Follow," Entrepreneur, July 11, 2024

Quoted, "Fennemore Aims to Expand Talent Pool with New Remote-Work Program," ABA Journal, July 11, 2024

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Quoted, "Another US Law Firm Touts Fully Remote Option, Bucking Post-Pandemic Trend," XM.com, July 9, 2024

Quoted, "Law Firm Introduces a New Standard for the Modern Law Firm with 100% Remote Work Program," inBusiness Phoenix, July 9, 2024

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Quoted, "Biglaw Firm Says Blanket Mandated Office Policies Are a Mistake, Launches Remote Recruiting Effort," Above the Law, July 9, 2024

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Quoted, "Fennemore Announces Major Expansion in Denver," AZ Big Media, April 3, 2024

Quoted, "Fennemore Craig Makes Another Mass Lawyer Hire, Leading to Closure of Denver Law Firm," ABA Journal, April 2, 2024

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Quoted, "Fast-Growing Fennemore Adds 50 Lawyers from Denver Firm," Reuters, April 1, 2024

Quoted, "Fennemore Targets Denver Law Firm in Latest Expansion Move," Phoenix Business Journal, April 1, 2024

Quoted, "Moye White Attorneys to Join Fennemore This Month," Law Week Colorado, April 1, 2024

Quoted, "Fennemore Craig Adds 80 Legal Pros from Moye White," Law 360, April 1, 2024

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Author, "Tomorrow Is Here (Again)," Above the Law, May 26, 2023

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Author, "Big Law Rates in this Economy Midsize and Specialized Firms Poised to Gain Market Share in 2023," Law.com, February 2023

Author, "The Business of Fun," Above the Law, February 17, 2023

Featuring, "James Named One Of The Top 25 Business Leaders To Watch In Arizona for 2023," AZ Big Media, January 23, 2023

Author, "The Lean Law Firm" Above the Law, December 16, 2022

Author, "Has Yale Changed The Law School Rankings Game?" Above the Law, December 2, 2022

Interview, "James Goodnow, CEO," inBusiness, December 1, 2022

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Author, "Does Biglaw Need Less Lawyering?" Above the Law, November 4, 2022

Author, "The Haves And The Have Nots," Above the Law, October 21, 2022

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Author, "A Letter To A New Associate: 2022 Edition," Above the Law, September 23, 2022

Author, "How Biglaw Firms Can Think Like A Startup," Above the Law, September 9, 2022

Author, "Down With The LSAT?" Above the Law, August 26, 2022

Quoted, "'Ghosting Exposes the Shaky Foundation of Many Law Firm-Client Relationships,'" Law.com, August 18, 2022

Author, "Law Firm Marriages 101," Above the Law, July 29, 2022

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Author, "Stop Managing Like A Lawyer," Above the Law, May 20, 2022

Interview, "In Their Words: BigLaw Leaders On Why They Merged, Law360, May 18, 2022

Author, "One Bar Admission To Rule Them All?" Above the Law, May 6, 2022

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Quoted, "Fennemore Scoops Up 24-Lawyer Group From Southern California Firm," Law.com, April 5, 2022

Author, "The Wolf of Biglaw," Above the Law, March 25, 2022

Author, "'Mo Money Mo Problems' – 2022 Reprise," Above the Law, February 25, 2022

Author, "Young Lawyers In Trouble," Above the Law, February 11, 2022

Author, "Talent Tug of War," Phoenix Business Journal, February 4, 2022

Author, "Are The Stories About Your Law Firm Worth Telling," Above the Law, January 28, 2022

Author, "The Hidden Factor Undermining Your Firm's COVID-19 Protocols," Above the Law, January 14, 2022

Author, "A Lawyer's 'Christmas Carol'," Above the Law, December 17, 2021

Author, "Don't Let Your Yule Log Burn Out," Above the Law, December 3, 2021

Author, "My Thanksgiving Objection," Above the Law, November 19, 2021

Author, "Is Every Company a Tech Company," inBusiness Greater Phoenix, November 1, 2021

Author, "Sense, Seek, Seize," Above the Law, October 29, 2021

Author, "LegalZoom Is Coming For Your Lunch," Above the Law, October 15, 2021

Author, "What Lawyers Can Learn From Preschoolers," Above the Law, October 1, 2021

Author, "Law Firms, Don't Throw It All Away," Above the Law, September 17, 2021

Author, "How The Pandemic Breathed Life Back Into Law Schools," *Above the Law,* September 3, 2021

Quoted, "Fennemore Scoops up Denver Boutique, Keeping up Western Expansion," Reuters, August 4, 2021

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Quoted, "Fennemore Craig Acquires Denver Trial Firm As It Plots Continued Expansion in the West," Law.com, August 3, 2021

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Quoted, "Major Local Firm Models Law Firm of the Future With People First Strategy," InBusiness, August 3, 2021

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Author, "The Reason I'm Not Tom Cruise," *Above the Law*, July 23, 2021

Author, "A Letter to Incoming Associates," *Above the Law*, June 4, 2021

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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

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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

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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

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Member, State Bar of Arizona

Member, Board of Directors, National Kidney Foundation of Arizona (Immediate Past Chair)

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

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New York

District of Columbia (inactive)

Colorado

Illinois

U.S. District Court, District of Arizona

U.S. Court of Appeals, District of Columbia

U.S. Court of Appeals, Ninth Circuit

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