ROBERT J. KRAMER

Pronouns: he/him

Director & Chief Talent Officer

[Robert J. Kramer](https://www.fennemorelaw.com/people/attorneys/robert-j-kramer/)

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**ROBERT J**“**. KRAMER**

Be kind to yourself. Be accountable, but kind.

”

Attorney Robert Kramer is a Director in the firm and our Chief Talent Officer. As a member of our firm’s C-Suite, he oversees attorney recruitment, professional development, onboarding and

retention. He’s also a passionate supporter of diversity and inclusion and works on many initiatives in support of this important part of Fennemore’s unique culture.

For more than 27 years and before taking over as the firm’s first Chief Talent Officer in 2016, Bob practiced law in the areas of environmental, water, natural resources and real estate, and has resolved legal matters relating to environmental due diligence and audits, hazardous waste

regulation, materials recycling, underground storage tanks, pretreatment requirements, Superfund sites and remedial actions and water issues. This past experience gives Bob an insider’s view into the legal profession in his work with the next generation of legal talent entering the field. Bob takes tremendous pride in helping and seeing others succeed.

Outside of the office, Bob is an avid Ohio State football and Los Angeles Dodgers fan. He enjoys travel and his most recent adventures took him to Dubai and on a tour through French Polynesia including Tahiti, Moorea and Bora Bora.

# EDUCATION

J.D., *magna cum laud*e, Arizona State University, Sandra Day O’Connor College of Law B.A., University of California, San Diego

Order of the Coif

Editor, *Arizona State Law Journal,* 1987-1988

# AWARDS AND HONORS

*Best Lawyers in America®,* Natural Resources Law, 2021-2025

*Best Lawyers in America®,* Environmental Law, 2023-2025

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

# ARTICLES AND PRESENTATIONS

[Interview, “Fennemore’s Chief Talent Officer: Ensuring a Diversity of Thoughts and Voices Helps](https://www.fennemorelaw.com/insights/blogs/2021/fennemore-s-chief-talent-officer-ensuring-a-diversity-of-thoughts-and-voices-helps-us-better-serve-our-clients) [Us Better Serve Our Clients,” Fennemore Blog, July 8, 2021](https://www.fennemorelaw.com/insights/blogs/2021/fennemore-s-chief-talent-officer-ensuring-a-diversity-of-thoughts-and-voices-helps-us-better-serve-our-clients)

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

[Interview, “Fenn.Talks: Recruiting Top Talent & The Summer Associate Program with Bob](https://www.youtube.com/watch?v=tWpl6V-JGno) [Kramer,” Fenn.Talks Podcast, April 22, 2021](https://www.youtube.com/watch?v=tWpl6V-JGno)

Quoted, “2 More Firms Change Up Their Summer Associate Programs,” *Law360,* May 15, 2020

Quoted, “Raising the Bar: Job Prospects Look Good for Arizona’s Next Generation of Attorneys,” *Phoenix Business Journal*, July 25, 2018

Quoted, “How Do We Attract Young People to the Legal Industry?” *AZ Big Media,* December 30, 2016

Certified instructor for environmental matters with the Arizona Department of Real Estate

Previous guest lecturer on environmental issues at the Arizona State University, College of Engineering and Applied Sciences

# PROFESSIONAL AND COMMUNITY ACTIVITIES

Member, Executive Council, Environmental and Natural Resources Law Section, State Bar of Arizona

Member, Natural Resources, Energy, and Environmental Law Section, American Bar Association

Past Program Chair-Central Arizona, Executive Council, Environmental and Natural Resources Law Section, State Bar of Arizona

Past Vice Chairperson, Environmental Quality Committee, Natural Resources, Energy, and Environmental Law Section, American Bar Association

# ADMISSIONS

Arizona