

Basic Information

Hercules Plaza, 1313 N. Market Street
Post Office Box 951
Wilmington, DE 19899
Organization Size: 83
Office Size: 83

Hiring Attorney:
Mr. Matthew Belger

Hiring Attorney #2:
Ms. Bindu Palapura

Recruiting Contact:
Ms. Kathleen Veith
Director of Recruiting & Associate Development
Hercules Plaza, 1313 N. Market Street
6th Floor
Wilmington, Delaware (DE) 19801-6108
United States
Phone: 302-984-6195
recruiting@potteranderson.com

Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 190,000

Summer Compensation

2021 compensation for Post-3Ls (\$/week)

2021 compensation for 2Ls (\$/week) 3,654

2021 compensation for 1Ls(\$/week) 3,654

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track? 8-10

How many years is the equity track? 8-10

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	29	24	7	1	6
	Women	11	13	2	0	4
	Non-binary	0	0	0	0	0
	Total	40	37	9	1	10
Latinx	Men	0	1	0	0	0
	Women	0	1	1	0	1
	Non-binary	0	0	0	0	0
White	Men	28	22	4	1	6
	Women	10	12	1	0	2
	Non-binary	0	0	0	0	0
Black or African American	Men	0	1	2	0	0
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	0	0	0	0	0
	Women	1	0	0	0	1
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	1	0	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	0	1	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

William Chapman
 Director of Pro Bono Services
 302-984-6019
 wchapman@potteranderson.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	1.5%
Average Hours per Attorney last year	25
Percent of associates participating last year	75%
Percent of partners participating last year	32%
Percent of other lawyers participating last year	50%

Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
Rotation for junior associates between departments/practice groups?	No
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?	No

HIRING & RECRUITMENT

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

Number of 2020 Summer 2Ls considered for associate offers 13

Number of offers made to summer 2L associates 14

General Hiring Criteria We seek candidates who have strong academic credentials and are involved in law review, journal, moot court or mock trial. Consideration is also given for previous work experience.

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
Arbitration, Dispute Resolution, Mediation	Alternative Dispute Resolution	0	2	0		0
Business, Corporate	Alternative Entities & Structured Finance	4	0	3		0
Litigation	Commercial Litigation	4	0	6		1
Litigation	Corporate Litigation	20	3	15		0
Business, Corporate	Corporate Transactions	10	0	5		0

Intellectual Property	Cybersecurity, Data Privacy & Information Governance	5	2	1	0
Litigation	Intellectual Property Litigation	4	2	0	0
Intellectual Property	Intellectual Property Transactional & Counseling	2	2	1	0
Labor and Employment	Labor & Employment Counseling and Litigation	2	0	2	0
Real Estate, Land Use	Real Estate	2	0	4	0
Business, Corporate	Restructuring, Bankruptcy & Creditors Rights	3	1	6	0

Diversity & Inclusion

Diversity Contact: The Honorable William Chapman

Diversity Website/URL: <http://www.potteranderson.com/diversity>

Organization Narrative

Potter Anderson's attorneys enjoy a dynamic practice in a jurisdiction widely admired for the sophistication of its clientele and the quality of its courts. Our engagements involve nationally significant matters which result in precedents that are highly influential and closely followed by the business world.

Our associates are offered opportunities to work directly with clients early on in their careers and assume responsibility quickly. We provide ongoing, meaningful training using outside resources as well as our own partners to enhance our associates' skills. We also encourage associates to take active roles in charitable and community activities and to provide pro bono legal services to help those in need.

Our summer program is designed to provide summer associates with a realistic view of what life is like as an associate with the firm. Summer associates are given challenging assignments from current firm matters, where they work hand in hand with the firm's attorneys and staff. To assist with their transition to the firm, summer associates are assigned a partner and an associate mentor. Our program also exposes our summer associates to firm culture and life in Wilmington, including both social and community activities.

Delaware is one of the best East Coast states to live in due to its significantly lower cost of living than our neighboring states while offering easy access to many activities such as the arts, sports, outdoor recreation, beaches and much more. Associate starting salary is \$175,000 which offers significantly more purchasing power than a comparable salary in a larger city.

Explore all that Delaware can provide professionally and personally then contact us to learn more about your career at Potter Anderson. Visit our website to learn more (potteranderson.com/careers-summer.html).

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