

Basic Information

Firm-Wide
Organization Size: 709
Office Size: 796
Hiring Attorney:
Mr. Sean S. Zabaneh
(Chair)
Hiring Attorney #2:
Ms. Kate Heitzenrater
(Co-Chair)

Recruiting Contact:
Ms. Jennifer Davis
Manager of Legal Recruitment and
Personnel
Duane Morris Plaza
30 South 17th Street
Philadelphia, Pennsylvania (PA)
19103-4196
United States
Phone: 215-979-1451
jgdavis@duanemorris.com

Compensation & Benefits

2022 compensation for entry-level lawyers (\$/year) 165,000-190,000--2022

Summer Compensation
2022 compensation for Post-3Ls (\$/week)
2022 compensation for 2Ls (\$/week) 3,365-3,654
2022 compensation for 1Ls(\$/week) 3,173

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
How many years is the non-equity track? 8
How many years is the equity track? CBC

Lawyer Demographics

| | | Partner/Member | Associates | Counsel | Non-traditional Track/Staff Attorneys | Summer Associates |
|--|--------------|----------------|------------|------------|---------------------------------------|-------------------|
| | Men | 272 | 107 | 167 | 9 | 6 |
| | Women | 80 | 122 | 48 | 9 | 8 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| | Total | 352 | 229 | 215 | 18 | 14 |
| Latinx | Men | 10 | 6 | 7 | 0 | UNK |
| | Women | 5 | 12 | 1 | 0 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| White | Men | 241 | 80 | 151 | 8 | UNK |
| | Women | 60 | 84 | 42 | 7 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Black or African American | Men | 8 | 3 | 5 | 0 | UNK |
| | Women | 1 | 3 | 1 | 1 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | Men | 0 | 0 | 0 | 0 | UNK |
| | Women | 0 | 0 | 0 | 0 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Asian | Men | 11 | 10 | 2 | 1 | UNK |
| | Women | 10 | 15 | 3 | 1 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Native American or Alaska Native | Men | 0 | 0 | 0 | 0 | UNK |
| | Women | 0 | 0 | 0 | 0 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | UNK |
| 2 or More Races | Men | 2 | 3 | 2 | 0 | UNK |
| | Women | 3 | 6 | 0 | 0 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Persons with Disabilities | Men | 3 | 8 | 0 | 0 | UNK |
| | Women | 1 | 4 | 0 | 0 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| LGBTQ | Men | 8 | 4 | 4 | 0 | UNK |
| | Women | 2 | 7 | 0 | 0 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Veteran | Men | 6 | 6 | 14 | 0 | UNK |
| | Women | 0 | 1 | 0 | 0 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |

Pro Bono/Public Interest

Katharyn I. Christian McGee, Esq.
 Pro Bono Counsel
 215-979-1879
 kichristianmcgee@duanemorris.com

Is the pro bono information indicated here firm-wide or specific to one office?

Firm-wide

% Firm Billable Hours last year

2.8%

Average Hours per Attorney last year

39 hours/attorney (firmwide)

Percent of associates participating last year

80%

Percent of partners participating last year

99%

Percent of other lawyers participating last year

56%

Professional Development

Evaluations

Annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?

Yes

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 |
|--|---------------|-------------------------|------|-------------------------|----------|
| | 2020 | Prior Summer Associates | 2021 | Prior Summer Associates | 2022 |
| Entry-level | 11 | 10 | 22 | 19 | 14 |
| Entry-level (non-traditional track) | 1 | 0 | 0 | 0 | TBD |
| Lateral Partners | 30 | 0 | 24 | 0 | TBD |
| Lateral Associates | 40 | 0 | 56 | 0 | TBD |
| All Other Laterals (non-traditional track) | 2 | 0 | 0 | 0 | TBD |
| Post-Clerkship | 1 | 1 | 1 | 1 | 2 |
| LL.M.s (U.S.) | 0 | 0 | 0 | 0 | 0 |
| LL.M.s (non-U.S.) | 1 | 0 | 0 | 0 | 0 |
| SUMMER | | | | | |
| Post-3Ls | 0 | 0 | 1 | 0 | 0 |
| 2Ls | 14 | 1 | 11 | 1 | 13 |
| 1Ls | 1 | 0 | 2 | 0 | 2 |

Number of 2021 Summer 2Ls considered for associate offers 11

Number of offers made to summer 2L associates 11

General Hiring Criteria Superior academic achievement, law school activities, job experience and extracurricular activities.

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 |
|------------------------|---|-------------------------|----------------|-------------------|---|--|
| Business, Corporate | Business Reorganization | 16 | 3 | 5 | 0 | 0 |
| Business, Corporate | Corporate | 64 | 38 | 35 | 1 | 0 |
| Labor and Employment | Employment, Labor, Benefits & Immigration | 36 | 17 | 22 | 1 | 0 |
| Business, Corporate | Health Law | 4 | 12 | 7 | 1 | 0 |
| Intellectual Property | Intellectual Property | 51 | 17 | 26 | 1 | 1 |

| | | | | | | |
|------------------------------|-------------------------|-----|----|-----|---|---|
| Litigation | Litigation | 141 | 87 | 121 | 7 | 8 |
| Trusts and Estates | Private Client Services | 7 | 10 | 7 | 0 | 0 |
| Real Estate, Land Use | Real Estate | 30 | 14 | 6 | 0 | 0 |

Diversity & Inclusion

Diversity Contact: Ms. Umica Anderson-Howard

Diversity Website/URL: <http://www.duanemorris.com/site/diversity.html>

Organization Narrative

Duane Morris is a full-service, multinational firm and has sought to build a community of preeminent attorneys dedicated to the highest standards of professional practice. In addition to legal services, we have independent affiliates employing approximately 100 professionals engaged in other disciplines. With offices in major markets, and as part of an international network of independent law firms, Duane Morris represents clients across the nation and around the world. Duane Morris is ranked in the AmLaw 100, a ranking of the most profitable law firms in the United States, published by The American Lawyer.

Duane Morris recruits lawyers and summer associates who have exhibited superior academic performance, integrity and the ability to assume responsibility.

The growth and development of each Duane Morris attorney furthers the central goals of the firm to provide the best legal services possible, to develop and build client relationships, and to ensure the stature and reputation of the firm with its clients. Duane Morris's Attorney Professional Development Program provides its summer associates and associates with comprehensive training and mentoring to support development of individual knowledge, skills and abilities in three broad categories: legal skills and substantive law, best business practices for the firm and practice development.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

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