

Basic Information

30 S. 17th Street
Philadelphia, PA
19103-4196
Organization Size: 709
Office Size: 206
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) 190,000
Summer Compensation
2022 compensation for Post-3Ls (\$/week)
2022 compensation for 2Ls (\$/week) 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	76	32	47	7	4
	Women	19	35	8	5	5
	Non-binary	0	0	0	0	0
	Total	95	67	55	12	9
Latinx	Men	1	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	0
White	Men	71	33	45	6	UNK
	Women	19	33	8	5	UNK
	Non-binary	0	0	0	0	0
Black or African American	Men	1	1	1	0	UNK
	Women	0	1	0	0	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	3	2	1	1	UNK
	Women	0	1	0	0	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	0
2 or More Races	Men	0	0	1	0	UNK
	Women	0	1	0	0	UNK
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	2	3	0	0	UNK
	Women	0	2	0	0	UNK
	Non-binary	0	0	0	0	0
LGBTQ	Men	1	2	1	0	UNK
	Women	0	3	0	0	UNK
	Non-binary	0	0	0	0	0
Veteran	Men	1	0	7	0	UNK
	Women	0	0	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?	Office-specific
% Firm Billable Hours last year	N/A only calculate for Firmwide; 2.8% Firmwide billable hours
Average Hours per Attorney last year	51
Percent of associates participating last year	93%
Percent of partners participating last year	87%
Percent of other lawyers participating last year	75%

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 2022
	2020	Prior Summer Associates	2021	Prior Summer Associates	
Entry-level	8	6	4	4	8
Entry-level (non-traditional track)	1	0	0	0	TBD
Lateral Partners	1	0	3	0	TBD
Lateral Associates	9	0	14	0	TBD
All Other Laterals (non-traditional track)	1	0	0	0	TBD
Post-Clerkship	1	1	1	1	1
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	7	1	8	1	8
1Ls	1	0	1	0	1

Number of 2021 Summer 2Ls considered for associate offers: 8
 Number of offers made to summer 2L associates: 8
 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	6	0	3	0	0
Business, Corporate	Corporate	14	12	8	1	0
Labor and Employment	Employment, Labor, Benefits & Immigration	12	3	7	1	0
Business, Corporate	Health Law	1	3	4	1	0
Intellectual Property	Intellectual Property	11	6	6	0	0

Litigation	Litigation	39	15	34	1	6
Trusts and Estates	Private Client Services	3	2	3	0	0
Real Estate, Land Use	Real Estate	7	1	2	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.

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