

Basic Information

30 S. 17th Street
Philadelphia, PA
19103-4196
Organization Size: 709
Office Size: 224
Hiring Attorney:
Ms. Kate Heitzenrater
(Chair)
Hiring Attorney #2:
Mr. Sean McConnell (Vice
Chair)

Recruiting Contact:
Ms. Marianna Del Raso
Legal Recruitment Specialist
Duane Morris Plaza
30 South 17th Street
Philadelphia, Pennsylvania (PA)
19103-4196
United States
Phone: 215-979-1216
mdelraso@duanemorris.com

Compensation & Benefits

2023 compensation for entry-level lawyers (\$/year) 205,000
Summer Compensation
2023 compensation for Post-3Ls (\$/week)
2023 compensation for 2Ls (\$/week) 3,942
2023 compensation for 1Ls(\$/week) 3,642

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 | 43 | 49 | 6 | 5 |
| | Women | 19 | 43 | 12 | 6 | 9 |
| | Non-binary | 0 | 0 | 0 | 0 | UNK |
| | Total | 95 | 86 | 61 | 12 | 14 |
| Latinx | Men | 1 | 7 | 1 | 0 | UNK |
| | Women | 0 | 0 | 0 | 0 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | UNK |
| White | Men | 70 | 35 | 45 | 6 | UNK |
| | Women | 19 | 39 | 11 | 5 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | UNK |
| Black or African American | Men | 2 | 1 | 1 | 0 | UNK |
| | Women | 0 | 1 | 0 | 0 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | UNK |
| Native Hawaiian or Other Pacific Islander | Men | 0 | 0 | 0 | 0 | UNK |
| | Women | 0 | 0 | 0 | 0 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | UNK |
| Asian | Men | 3 | 3 | 1 | 1 | UNK |
| | Women | 0 | 1 | 1 | 0 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | UNK |
| 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 | 0 | 0 | 1 | 0 | UNK |
| | Women | 0 | 1 | 0 | 0 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | UNK |
| Persons with Disabilities | Men | 2 | 3 | 0 | 0 | UNK |
| | Women | 0 | 2 | 0 | 0 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | UNK |
| LGBTQ | Men | 1 | 4 | 1 | 0 | UNK |
| | Women | 0 | 2 | 1 | 0 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | UNK |
| Veteran | Men | 1 | 0 | 5 | 0 | UNK |
| | Women | 0 | 0 | 0 | 0 | UNK |
| | Non-binary | 0 | 0 | 0 | 0 | UNK |

Pro Bono/Public Interest

Katharyn Voit, Esq.
Pro Bono Counsel
215-979-1879
KVoit@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; 2.7% Firmwide billable hours

Average Hours per Attorney last year 43

Percent of associates participating last year 95%

Percent of partners participating last year 90%

Percent of other lawyers participating last year N/A (we include Special Counsel with Associates because they get same number of hours billable credit for pro bono)

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 |
|--|---------------|-------------------------|------|-------------------------|----------|
| | 2021 | Prior Summer Associates | 2022 | Prior Summer Associates | 2023 |
| Entry-level | 4 | 4 | 8 | 8 | 12 |
| Entry-level (non-traditional track) | 0 | 0 | 0 | 0 | TBD |
| Lateral Partners | 3 | 0 | 2 | 0 | TBD |
| Lateral Associates | 14 | 0 | 8 | 0 | TBD |
| All Other Laterals (non-traditional track) | 0 | 0 | 1 | 0 | TBD |
| Post-Clerkship | 1 | 1 | 1 | 0 | 5 |
| 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 | 8 | 1 | 8 | 1 | 13 |
| 1Ls | 1 | 0 | 1 | 0 | 1 |

Number of 2022 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, communication skills, leadership 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 | 5 | 1 | 4 | 1 | 0 |
| Business, Corporate | Corporate | 14 | 12 | 13 | 2 | 0 |
| Labor and Employment | Employment, Labor, Benefits & Immigration | 11 | 8 | 7 | 1 | 0 |
| Business, Corporate | Health Law | 1 | 4 | 4 | 0 | 0 |

| | | | | | | |
|------------------------------|-------------------------|----|----|----|---|---|
| Intellectual Property | Intellectual Property | 12 | 9 | 4 | 0 | 0 |
| Litigation | Litigation | 42 | 15 | 41 | 3 | 6 |
| Trusts and Estates | Private Client Services | 4 | 2 | 2 | 0 | 0 |
| Real Estate, Land Use | Real Estate | 5 | 3 | 3 | 1 | 0 |

Diversity & Inclusion

Diversity Contact: Ms. Umica Anderson-Howard

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

Organization Narrative

Duane Morris LLP, a law firm with more than 900 attorneys in offices across the United States and internationally, is asked by a broad array of clients to provide innovative solutions to today's legal and business challenges. Duane Morris, an AmLaw 100 law firm, is regularly ranked in the BTI Client Service 30 as an elite firm serving the Fortune 1000 and large private clients. Evolving from a partnership of prominent lawyers in Philadelphia over a century ago, Duane Morris' modern organization stretches from the U.S. to Europe and across Asia. Throughout this global expansion, Duane Morris has remained committed to preserving its collegial, collaborative culture that has attracted many talented attorneys. The firm's leadership, and outside observers like the Harvard Business School, believe this culture is truly unique among large law firms and helps account for the firm continuing to prosper throughout changing economic and industry conditions. Duane Morris is considered a pioneer in law firm diversity, equity and inclusion efforts. The firm has achieved Mansfield Certification Plus status, a 100 percent rating from the Human Rights Campaign Foundation's Corporate Equality Index and is repeatedly ranked one of the best law firms for women. Duane Morris is dedicated to the professional development of its attorneys with focused efforts, including mentoring relationships, formal training and networking retreats.

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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