

## Basic Information

1313 N. Market Street  
6th Floor  
Wilmington, DE 19801  
Organization Size: 83  
Office Size: 83  
**Hiring Attorney:**  
Mr. Matthew Davis  
**Hiring Attorney #2:**  
Ms. Alyssa Ronan

**Recruiting Contact:**  
Ms. Katie DiMartino  
Chief Legal Talent & Recruiting Officer  
Hercules Plaza, 1313 N. Market Street  
6th Floor  
Wilmington, Delaware (DE) 19801-6108  
United States  
**Phone:** 302-984-6195  
recruiting@potteranderson.com

## Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 190,000  
**Summer Compensation**  
2023 compensation for Post-3Ls (\$/week)  
2023 compensation for 2Ls (\$/week) 3,654  
2023 compensation for 1Ls(\$/week) 3,654

## Partnership & Advancement

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track? 8-10

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	30	22	4	2	3
	Women	12	15	2	0	6
	Non-binary	0	0	0	0	0
	Total	42	37	6	2	9
<b>Latinx</b>	Men	0	0	0	0	0
	Women	0	1	1	0	0
	Non-binary	0	0	0	0	0
<b>White</b>	Men	30	22	4	1	3
	Women	11	13	0	0	2
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	0	0	0	1	0
	Women	0	0	0	0	2
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	0	0	0	0	0
	Women	1	1	1	0	2
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	0	1	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	1	0	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

1.4%

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?

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?

Yes

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	13	13	6	6	7
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	0	0	0	0	TBD
Lateral Associates	1	0	0	0	TBD
All Other Laterals (non-traditional track)	0	0	0	0	TBD
Post-Clerkship	2	2	0	0	TBD
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	10	0	10	0	8
1Ls	0	0	1	0	1

Number of 2022 Summer 2Ls considered for associate offers 10

Number of offers made to summer 2L associates 9

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
Privacy and Data Security	Cybersecurity, Data Privacy and Information Governance	1	0	0	0	0
Arbitration, Dispute Resolution, Mediation	Mediation & Arbitration	0	0	0	0	1
Bankruptcy	Restructuring, Bankruptcy & Creditors' Rights	5	1	4	1	0

<b>Business, Corporate</b>	Transactions & Corporate Counseling	10	0	7	1	0
<b>E-discovery</b>	eDiscovery	0	1	0	0	0
<b>Intellectual Property</b>	Intellectual Property Litigation	2	0	0	0	0
<b>Intellectual Property</b>	Intellectual Property Transactions	1	0	1	0	0
<b>Labor and Employment</b>	Labor & Employment	2	0	1	0	0
<b>Litigation</b>	Corporate Litigation	15	4	18	3	1
<b>Litigation</b>	General Litigation	5	0	5	2	0
<b>Real Estate, Land Use</b>	Real Estate	1	0	1	0	0

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## Diversity & Inclusion

**Diversity Contact:** The Honorable William Chapman

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

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## 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 closely 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 \$190,000 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](http://potteranderson.com/careers-summer.html)).

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.

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

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