

Basic Information

920 N King St.
One Rodney Square
Wilmington, DE 19801
Organization Size: 160
Office Size: 160
Hiring Attorney:
Mr. Kevin Gallagher

Recruiting Contact:
Ms. Samantha Stern
Hiring Manager
920 N King St
One Rodney Square
Wilmington, Delaware (DE) 19801
United States
Phone: 302-651-7520
stern@rlf.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

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	59	56	5	4	3
	Women	18	45	4	0	15
	Non-binary	NC	NC	NC	NC	NC
	Total	77	101	9	4	18
Latinx	Men	1	1	0	0	0
	Women	0	0	0	0	1
	Non-binary	NC	NC	NC	NC	NC
White	Men	57	52	5	4	3
	Women	17	34	4	0	6
	Non-binary	NC	NC	NC	NC	NC
Black or African American	Men	0	0	0	0	0
	Women	1	2	0	0	3
	Non-binary	NC	NC	NC	NC	NC
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Asian	Men	1	3	0	0	0
	Women	0	8	0	0	3
	Non-binary	NC	NC	NC	NC	NC
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
2 or More Races	Men	0	0	0	0	0
	Women	0	1	0	0	1
	Non-binary	NC	NC	NC	NC	NC
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	1	0	0	0	0
	Women	1	3	0	0	2
	Non-binary	NC	NC	NC	NC	NC
Veteran	Men	1	1	0	0	1
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC

Pro Bono/Public Interest

Danielle Andrisani Nowaczyk
Director of Attorney Development
302-651-7717
nowaczyk@rlf.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	1.74
Average Hours per Attorney last year	28
Percent of associates participating last year	75
Percent of partners participating last year	57.33
Percent of other lawyers participating last year	88.89

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?	Yes
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	12	11	16	10	12
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	
Lateral Associates	1	0	6	0	
All Other Laterals (non-traditional track)	0	0	0	0	
Post-Clerkship	3	2	4	2	
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	13	1	12	0	12
1Ls	3	0	6	0	2

Number of 2022 Summer 12

2Ls considered for
associate offers

Number of offers made to
summer 2L associates 11

General Hiring Criteria Richards, Layton & Finger seeks candidates with strong academics, Law Review/journal experience and/or moot court who are motivated and responsible. We look for those with initiative and passion for the law, who are optimistic, energetic and efficient, and willing and eager to take ownership of assigned matters. We like to see those in leadership roles.

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	Alternative Entities	13	1	18	4	0
Bankruptcy	Bankruptcy & Corp Restructur'g	11	4	10	3	0
Business, Corporate	Corporate Advisory	7	2	9	1	0
Business, Corporate	Corporate Litigation	19	0	23	6	0

Litigation	Environmental	1	0	1	0
Business, Corporate	Commercial Transactions	5	2	6	1
Litigation	IP Litigation	9	0	9	1
Labor and Employment	Labor & Employment	1	0	2	1
Litigation	Litigation	11	0	11	1
Real Estate, Land Use	Real Estate	1	0	6	1
Tax	Tax	4	0	2	0
Business, Corporate	Trust & Agency Services	6	0	14	2
Trusts and Estates	Trusts & Estates	4	0	2	0

Diversity & Inclusion

Diversity Contact: Ms Danielle Nowaczyk

Diversity Website/URL: <https://www.rlf.com/about-us/diversity-inclusion/>

Organization Narrative

Richards, Layton & Finger, the largest Delaware law firm, offers attorneys the unique opportunity to work on globally significant matters in a firm truly committed to developing associate talent. With a partner to associate ratio of nearly 1:1, our junior attorneys receive personal attention and significant, intellectually challenging experience from the start.

Our lawyers are known worldwide as authorities in corporate and business law, and we are consistently at the forefront of cutting-edge issues that have helped propel Delaware to its position as the jurisdiction of choice for corporations and alternative entities. And because we work from a single office in Wilmington, we have the independence and flexibility to respond swiftly to an evolving legal landscape.

Our location offers other key advantages as well. Our starting associate salary of \$190,000 provides nearly twice as much buying power as the starting salary in New York City. In Wilmington you will enjoy the quality of life of working in a small, vital city, plus quick and easy access to Philadelphia, New York, Washington, DC, and miles of ocean beaches.

Our summer associate program, designed to introduce you to our work and the collegial nature of the firm, is not only our primary way of hiring new associates, but also our primary way of hiring our future partners. We encourage you to visit rlf.com to learn more about our firm, our summer program, and the unique legal career you can build at Richards Layton.

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

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