

## Basic Information

500 Delaware Avenue  
8th Floor  
Wilmington, DE 19801  
Organization Size: 22  
Office Size: 23  
**Hiring Attorney:**  
Mr. Richard Heins

**Recruiting Contact:**  
Ms. Katina Tsaganos  
Recruiting Coordinator  
500 Delaware Avenue, 8th Floor  
P.O. Box 1150  
Wilmington, Delaware (DE) 19899  
United States  
**Phone:** (302) 654-1888  
KTsaganos@ashbygeddes.com

## Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 180,000

**Summer Compensation**

2024 compensation for Post-3Ls (\$/week) 3,462

2024 compensation for 2Ls (\$/week) 3,462

2024 compensation for 1Ls(\$/week)

## Partnership & Advancement

Does the firm have two or more tiers of partner? No

If no, how many years is the partnership track? 9

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	10	3	5	0	0
	Women	2	1	1	0	0
	Non-binary	0	0	0	0	0
	Total	12	4	6	0	0
Latinx	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	9	3	5	0	0
	Women	2	0	1	0	0
	Non-binary	0	0	0	0	0
Black or African American	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	0	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Philip Trainer, Jr.  
Director  
(302) 654-1888  
PTrainer@ashbygeddes.com

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

Firm-wide

% Firm Billable Hours last year

Average Hours per Attorney last year

Percent of associates participating last year

Percent of partners participating last year

Percent of other lawyers participating last year

## 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?

No

Does your organization have a coaching/mentoring program

No

Does your organization give billable hours credit for training time?

No

## HIRING & RECRUITMENT

LAWYERS	Began Work In			Expected	
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level			1		1
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates					
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls			2	1	1
1Ls					

Number of 2023 Summer 2Ls considered for associate offers

2

Number of offers made to summer 2L associates

1

General Hiring Criteria

Top 15%

Law Review preferred

## 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
Bankruptcy	Bankruptcy and Insolvency	3	2	1	1	0
Business, Corporate Litigation	Commercial and Corporate Litigation and Counseling	5	4	3		0
Intellectual Property	Intellectual Property Litigation	3	1	0		0
Litigation	Personal Injury and Medical Malpractice	1	0	1		0

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## Diversity & Inclusion

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### Organization Narrative

Ashby & Geddes is best known for its litigation expertise. We litigate in all state and federal courts in Delaware, representing clients ranging from Fortune 500 corporations to individuals. In addition to our general litigation practice, Ashby & Geddes has a substantial corporate reorganization and insolvency practice, and we regularly provide transactional and opinion services to local, national, and international clients in connection with matters involving Delaware law.

Ashby & Geddes is rated AV by Martindale-Hubbell, the highest ranking available to law firms. Chambers USA: America's Leading Lawyers for Business (2023) ranks Ashby & Geddes among the leading firms in Delaware in the areas of bankruptcy/restructuring, Chancery litigation, and intellectual property litigation, and Ashby & Geddes was named to U.S. News - Best Lawyers (2024) "Best Law Firms" list.

Please visit our website at [www.ashbygeddes.com](http://www.ashbygeddes.com) for further information.

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