

Basic Information

Firm-Wide
 Organization Size: 709
 Office Size: 859
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 333

2024 compensation for entry-level lawyers (\$/year) 210,000-190,000--2024

Summer Compensation
 2024 compensation for Post-3Ls (\$/week)
 2024 compensation for 2Ls (\$/week) 4,038-3,654
 2024 compensation for 1Ls(\$/week) 3,558

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	263	113	188	7	10
	Women	99	118	59	11	17
	Non-binary	0	1	0	0	0
	Total	362	232	247	18	27
Latinx	Men	9	12	8	0	3
	Women	8	13	3	0	2
	Non-binary	0	0	0	0	0
White	Men	227	88	166	6	8
	Women	71	81	47	9	10
	Non-binary	0	1	0	0	0
Black or African American	Men	8	1	5	0	0
	Women	2	7	2	1	1
	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	11	6	6	1	0
	Women	10	10	4	1	3
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	1	0	0
	Women	1	0	1	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	5	4	2	0	0
	Women	6	6	2	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	5	7	4	0	1
	Women	1	8	1	1	2
	Non-binary	0	1	0	0	0
LGBTQ	Men	7	7	4	0	0
	Women	3	7	0	0	6
	Non-binary	0	1	0	0	0
Veteran	Men	6	0	14	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

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? Firm-wide

% Firm Billable Hours last year 3%

Average Hours per Attorney last year 42 hours/attorney (firmwide)

Percent of associates participating last year 94%

Percent of partners participating last year 94%

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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	13	11	14	12	22
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	33	0	23	0	TBD
Lateral Associates	60	0	45	0	TBD
All Other Laterals (non-traditional track)	12	0	2	0	TBD
Post-Clerkship	2	2	4	4	TBD
LL.M.s (U.S.)	0	0	1	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	13	2	24	2	24
1Ls	2	0	2	0	3

Number of 2023 Summer 2Ls considered for associate offers 24

Number of offers made to summer 2L associates 24

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	16	4	3	1	0
Business, Corporate	Corporate	65	45	38	2	0
Labor and Employment	Employment, Labor, Benefits & Immigration	43	31	37	2	0
Business, Corporate	Health Law	4	13	5	0	0
Intellectual Property	Intellectual Property	52	16	23	1	0

Litigation	Litigation	140	96	116	7	8
Trusts and Estates	Private Client Services	13	12	4	1	0
Real Estate, Land Use	Real Estate	26	21	8	0	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 95 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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