

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 333

2024 compensation for entry-level lawyers (\$/year) 210,000--2024
Summer Compensation
2024 compensation for Post-3Ls (\$/week)
2024 compensation for 2Ls (\$/week) 4,038
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	72	33	49	3	4
	Women	22	34	12	7	6
	Non-binary	0	0	0	0	0
	Total	94	67	61	10	10
Latinx	Men	1	2	1	0	1
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	66	30	45	3	3
	Women	22	30	11	7	4
	Non-binary	0	0	0	0	0
Black or African American	Men	2	0	1	0	0
	Women	0	2	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	2	1	1	0	0
	Women	0	1	1	0	2
	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	1	0	1	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	2	4	0	0	0
	Women	0	3	0	1	1
	Non-binary	0	0	0	0	0
LGBTQ	Men	1	4	1	0	0
	Women	1	2	0	0	4
	Non-binary	0	0	0	0	0
Veteran	Men	1	0	5	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? Office-specific

% Firm Billable Hours last year N/A - do not track based on office; 3% Firmwide.

Average Hours per Attorney last year 45

Percent of associates participating last year 100%

Percent of partners participating last year 97%

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	8	8	7	7	11
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	2	0	2	0	TBD
Lateral Associates	8	0	6	0	TBD
All Other Laterals (non-traditional track)	1	0	2	0	TBD
Post-Clerkship	1	0	4	4	0
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	13	2	8
1Ls	1	0	1	0	2

Number of 2023 Summer 2Ls considered for associate offers 13

Number of offers made to summer 2L associates 13

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	3	0	0
Business, Corporate	Corporate	16	15	12	0	0
Labor and Employment	Employment, Labor, Benefits & Immigration	12	6	9	2	0
Business, Corporate	Health Law	1	4	3	0	0
Intellectual Property	Intellectual Property	12	8	3	1	0

Litigation	Litigation	38	15	33	3	3
Trusts and Estates	Private Client Services	4	2	1	1	0
Real Estate, Land Use	Real Estate	5	3	3	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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