

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

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

Summer Compensation

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

2024 compensation for 2Ls (\$/week) 3,654

2024 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 | 62 | 45 | 6 | 4 | 9 |
| | Women | 19 | 39 | 4 | 1 | 5 |
| | Non-binary | NC | NC | NC | NC | NC |
| | Total | 81 | 84 | 10 | 5 | 14 |
| Latinx | Men | 1 | 1 | 0 | 0 | 3 |
| | Women | 0 | 1 | 0 | 0 | 0 |
| | Non-binary | NC | NC | NC | NC | NC |
| White | Men | 60 | 40 | 6 | 4 | 5 |
| | Women | 18 | 29 | 4 | 1 | 3 |
| | Non-binary | NC | NC | NC | NC | NC |
| Black or African American | Men | 0 | 0 | 0 | 0 | 1 |
| | Women | 1 | 2 | 0 | 0 | 2 |
| | 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 | 5 | 0 | 0 | 0 |
| | 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 | 0 |
| | 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 | 2 | 0 | 0 | 0 | 1 |
| | Women | 1 | 3 | 0 | 0 | 2 |
| | Non-binary | NC | NC | NC | NC | NC |
| Veteran | Men | 1 | 1 | 0 | 0 | 0 |
| | 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

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?

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 2024 |
|--|---------------|-------------------------|------|-------------------------|------------------|
| | 2022 | Prior Summer Associates | 2023 | Prior Summer Associates | |
| Entry-level | 16 | 10 | 12 | 10 | 11 |
| Entry-level (non-traditional track) | 0 | 0 | 0 | 0 | 0 |
| Lateral Partners | 0 | 0 | 0 | 0 | 0 |
| Lateral Associates | 6 | 0 | 0 | 0 | 0 |
| All Other Laterals (non-traditional track) | 0 | 0 | 0 | 0 | 0 |
| Post-Clerkship | 4 | 2 | 0 | 0 | 1 |
| 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 | 12 | 0 | 10 | 1 | 9 |
| 1Ls | 6 | 0 | 2 | 0 | 1 |

Number of 2023 Summer 12

2Ls considered for
associate offers

Number of offers made to 11

summer 2L associates

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 | 13 | 2 | 0 |
| Bankruptcy | Bankruptcy & Corp Restructur'g | 11 | 5 | 11 | 2 | 0 |
| Business, Corporate | Corporate Advisory | 8 | 2 | 6 | 1 | 0 |
| Business, Corporate | Corporate Litigation | 19 | 0 | 20 | 4 | 0 |

| | | | | | |
|------------------------------|-------------------------|----|---|----|---|
| Litigation | Environmental | 1 | 0 | 1 | 0 |
| Business, Corporate | Commercial Transactions | 5 | 2 | 5 | 1 |
| Litigation | IP Litigation | 11 | 0 | 9 | 1 |
| Labor and Employment | Labor & Employment | 1 | 0 | 1 | 0 |
| Litigation | Litigation | 11 | 0 | 9 | 1 |
| Real Estate, Land Use | Real Estate | 2 | 0 | 4 | 0 |
| Tax | Tax | 4 | 0 | 2 | 0 |
| Business, Corporate | Trust & Agency Services | 6 | 0 | 15 | 1 |
| 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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