

Basic Information

1000 North King Street
Rodney Square
Wilmington, DE 19801
Organization Size: 113
Office Size: 113
Hiring Attorney: Mr. Kenneth Enos

Recruiting Contact: Margaret Greecher
Director of Attorney Recruiting and Professional Development
1000 North King Street
Rodney Square
Wilmington, Delaware (DE) 19801
United States
Phone: 302-571-6753
mgreecher@ycst.com

Compensation & Benefits 333

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

Summer Compensation

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

2024 compensation for 2Ls (\$/week) 4,038

2024 compensation for 1Ls(\$/week) 4,038

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track? 8-10

How many years is the equity track? 8-10

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	46	26	6	6
	Women	18	21	4	4
	Non-binary	0	0	0	0
	Total	64	47	10	10
Latinx	Men	0	2	0	0
	Women	1	0	0	0
	Non-binary	0	0	0	0
White	Men	46	22	5	4
	Women	15	19	4	0
	Non-binary	0	0	0	0
Black or African American	Men	0	0	0	2
	Women	0	0	0	4
	Non-binary	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
Asian	Men	0	2	2	0
	Women	2	1	0	0
	Non-binary	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
2 or More Races	Men	0	0	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
Persons with Disabilities	Men	0	0	2	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
LGBTQ	Men	0	2	0	0
	Women	1	0	0	1
	Non-binary	0	0	0	0
Veteran	Men	1	0	2	0
	Women	1	0	0	0
	Non-binary	0	0	0	0

Pro Bono/Public Interest

Kara Coyle
Chair, Pro Bono Committee
302-571-6550
kcoyle@ycst.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

Semi-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	10	7	9	7	14
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	0
Lateral Associates	4	0	9	1	9
All Other Laterals (non-traditional track)	0	0	2	0	0
Post-Clerkship	5	1	3	0	3
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	9	2	13	2	8
1Ls	7	0	3	0	3

Number of 2023 Summer 13

2Ls considered for associate offers

Number of offers made to 13

summer 2L associates

General Hiring Criteria

Young Conaway values a well-rounded applicant with diverse skills and experiences, including academic accomplishments, prior legal experience, participation in school and community activities, and local/regional connections or a demonstrated interest in practicing the types of law on which we focus.

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 Corporate Restructuring	23	0	15	2	10
Business, Corporate Tax Trusts and Estates	Business Planning & Tax	6	2	9	3	0

Real Estate, Land Use	Commercial Real Estate	4	1	0	0	0
Labor and Employment Litigation	Complex Litigation and Employment Law	4	3	1	0	0
Business, Corporate Litigation	Corporate Litigation and Counseling	14	2	17	3	0
Intellectual Property Litigation	Intellectual Property	7	1	6	2	0
Litigation	Personal Injury	4	0	0	0	0

Diversity & Inclusion

Diversity Contact: Deborah Edwards

Diversity Website/URL: <https://www.youngconaway.com/dei-at-young-conaway/>

Organization Narrative

Founded in 1959, Young Conaway has grown into one of the largest law firms in Delaware, with over 125 attorneys based in our headquarters in Wilmington, and has expanded our practices to New York and North Carolina, providing legal services through our multi-faceted national, regional, and local practice areas. We actively recruit 1L and 2L students for our annual Summer Associate Program in Delaware, as well as 3L students, judicial law clerks and lateral attorneys.

We pride ourselves on providing our summer associates with real-world exposure to both our clients and our firm. Hallmarks of the Summer Program include a centrally-coordinated assignment allocation process, a summer-long writing program, and extensive mentoring and feedback, all fostered by our open-door, collegial atmosphere.

Our commitment to the professional development of our attorneys continues as we welcome first-year and lateral associates. Our developmental structure allows new attorneys to learn strategic thinking and legal theory from more experienced attorneys through involvement in large, complex matters, while also providing opportunities for new attorneys to individually handle smaller, less complex matters with significant client contact and case management responsibilities. In addition to our in-house continuing legal education programs, we further encourage our attorneys' professional development by providing each associate with an annual stipend to be used for business development, continuing legal education, and professional association memberships as well as a business-related technology allowance to promote each attorney's individual practice needs.

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

NALP Copyright 2024