



AM LAW 100 SINCE 2001

- ▶ More than **800 LAWYERS** in offices in the U.S., UK and Asia
- ▶ **133 PARTNERS** have chosen to join Duane Morris in the past 5 years
- ▶ **12** consecutive years of revenue growth
- ▶ **OVER 25%** of client business conducted through multiple offices and practices



HARVARD BUSINESS SCHOOL



A second HBS case study of the firm, titled “Duane Morris: Collaborating for Growth,” was part of the Harvard Business School curriculum and made available to business schools around the world for course study.

CHAMBERS AND PARTNERS 2021

- ▶ Ranked by three Chambers national/regional guides of leading lawyers for business—*Chambers USA*, *Chambers Global* and *Chambers Asia-Pacific*—as well as *Chambers High Net Worth* guide
- ▶ Ranked among U.S. leaders in Insurance, Construction, Cannabis Law and Immigration
- ▶ **37** practice areas cited for excellence



U.S. NEWS-BEST LAWYERS BEST LAW FIRMS 2021

TOP-TIER national rankings in Appellate, Banking and Finance, Bankruptcy, Construction, Corporate, Employment Law, Healthcare, Immigration, Insurance, IP Litigation, Mass Tort Litigation/Class Actions, Patent Law and Litigation, Real Estate, Trademark and Venture Capital Law



WORKPLACE ACCOLADES



Recognized in the **GENDER EQUALITY CHALLENGE** BUILDING A 21ST CENTURY WORKPLACE



SUMMER ASSOCIATES @ DUANE MORRIS

Duane Morris is repeatedly ranked one of the top law firms nationally and regionally in the annual Am Law Summer Associate Survey, which measures the satisfaction of summer associates’ interest, work, interaction with partners, training and other qualities at the nation’s top law firms.

The firm’s Summer Associate Program offers aspiring attorneys a comprehensive and enriching experience that showcases life at Duane Morris, as well as fundamental and meaningful training on various aspects of the law and legal profession.

The program boasts a consistently high job-offer rate to summer associates, as well as a high acceptance rate.

What to Expect

- ▶ Substantive assignments and projects.
- ▶ Collaboration and guidance from partners who have strong interest in developing your abilities.
- ▶ Immediate involvement in pro bono cases.
- ▶ Informative training and professional development programs, out-of-office activities and client interaction.

Mentoring and Feedback

- ▶ Extensive support and guidance from attorneys at all levels, from junior mentors to firm leadership.
- ▶ Regular and balanced feedback to help develop and hone skills.
- ▶ Networking opportunities to connect with firm attorneys on both personal and professional levels.

Culture and Community

- ▶ Inclusive environment and leaders who are committed to a diverse work environment.

ASSOCIATES @ DUANE MORRIS

Professional Development and Training

- ▶ Develop legal and professional skills with DM Lead curriculum training targeted at each seniority level and practice group skills-based training aimed at achieving core competencies.
- ▶ Participate in the Early Assessment Program in which attorneys two years out from partnership eligibility are reviewed closely against the partnership criteria so that any professional development needs can be met, and adjustments can be made, prior to actual eligibility.
- ▶ Work with talented attorneys on sophisticated client matters that provide expansive opportunity for learning and growth.
- ▶ Draft an annual self-evaluation that highlights accomplishments.



- ▶ Join a firm community that is focused on associate development, providing a two-day extensive training/orientation program for lateral associates and a year-long extended orientation program and coaching opportunity for entry-level associates.
- ▶ Create an annual professional development plan to help associates set goals and take ownership over their careers.
- ▶ Request and receive feedback through firm's real-time feedback module.
- ▶ Participate on the firm's Associates Committee, which provides representation to firm leadership.
- ▶ Access extensive marketing and business development resources.
- ▶ Choose specific pro bono opportunities of interest or to broaden professional experiences.
- ▶ Participate in the annual State of the Firm presentation to associates by firm Chairman and Vice Chairman.

Mentoring

- ▶ Connect with a formal mentor and various informal mentors who are genuinely motivated to cultivate associates' skills and talents, as well as to provide feedback on their individual professional development plans.
- ▶ Develop dynamic relationships by working directly with partners and clients.

Culture and Community

- ▶ An entrepreneurial environment that promotes and rewards initiative.
- ▶ Thrive Wellness initiative including a communications campaign to commemorate Lawyer Well-Being Week, along with program benefits including WalkMyMind, GlobalFit, telemedicine and other support resources that fulfill work-life balance and family needs in a remote work environment.
- ▶ Provide family friendly resources and firm offerings, such as Ramp Down/Ramp Up parental leave policy, Mindful Return and Milk Stork.
- ▶ Numerous office events, family activities and community projects.
- ▶ Committed to fostering diversity and supporting and encouraging collaboration.
- ▶ Annual firm meeting in October, held in rotating locations, includes associates.
- ▶ Associate Referral Bonus Program provides bonuses for successful candidate referrals.

WOMEN'S IMPACT NETWORK FOR SUCCESS (WINS)



The Duane Morris Women's Impact Network for Success is devoted to the success of its women attorneys. Through various programs, we exchange ideas, foster and expand business contacts and opportunities, and enhance attorney development to fully realize the talent, knowledge and potential of Duane Morris' women attorneys.

PRO BONO: PILLAR OF FIRM CULTURE



Pro bono service has been an integral part of Duane Morris' culture and a backbone of its value system since the firm's founding more than 110 years ago. The firm gives all associates up to 100 hours of credit annually for their pro bono service to a variety of community organizations and matters, including veterans, immigration, human trafficking, children and families, and clemency and exoneration.

TECHNOLOGY & INFORMATION SERVICES

Duane Morris provides all attorneys and practice groups with numerous electronic tools and technology, including premier software and databases, to support and enhance job requirements and client service. Duane Morris also has a dedicated and round-the-clock Help Desk to assist with questions, issues and troubleshooting.

Associate Spotlight: Theresa Langschultz

Working with the Juvenile Law Center and Youth Resentencing and Reentry Project, over the past two years Theresa and a team of attorneys represented Richard Phelps, who was unconstitutionally sentenced to life without parole as a juvenile, in his resentencing hearing and parole application. Mr. Phelps was paroled in spring 2017; he lives with his grandmother and works as a forklift operator for a local bakery.



Duane Morris associate/partner teams have represented an additional six individuals across Pennsylvania who were unconstitutionally sentenced to life without parole as juveniles.

DIVERSITY AND INCLUSION: A TENET

- ▶ Duane Morris' commitment to inclusiveness makes the firm an optimum workplace that attracts and retains talent. Our events and initiatives, such as the annual Diversity and Inclusion Retreat and Affinity Groups, including DM Pride, provide valuable programming, mentoring and networking, as well as create awareness and visibility for persons, allies and issues within our firm. The firm also supports and participates in several nonprofit organizations, networking groups and law associations dedicated to strengthening diversity and inclusion.
- ▶ Duane Morris is a participant in the Mansfield 4.0 (Mansfield 2021) certification program to manage our talent pipeline to ensure our firm's leadership reflects the diversity of our clients and our clients' customers.
- ▶ The D&I Committee hosted weekly Zoom collaborations with firm leadership to provide opportunities for our diverse attorneys to stay connected and support one another during COVID-19. The format of these events included guest speakers, discussions on current events and opportunities to share insights around the firm during a remote work environment.



FOR MORE INFORMATION, PLEASE CONTACT:

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