



THE DUANE MORRIS WOMEN'S IMPACT NETWORK FOR SUCCESS is devoted to the success of our 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 our women attorneys.

AWARDS AND ACCOLADES

- ▶ Named to Seramount's (formerly Working Mother Media) "Best Law Firms for Women" list in 2021, 2020, 2018, 2016, 2015, 2014, 2013, 2012 and 2007.
- ▶ Honored by the San Francisco Gender Equality Principles Initiative in 2018 and 2015.
- ▶ Recognized as a "Best Place to Work for Women Over 35" by *Crain's Chicago Business* in 2016.
- ▶ Honored as one of the Yale Law Women's 2015 Top Ten Family Friendly Firms.
- ▶ Ranked by *Law360* as one of the 100 best U.S. law firms for women based on the firm's female representation at the partner and nonpartner levels, as well as its total number of female attorneys.
- ▶ Past global recipient of *The Philadelphia Business Journal's* Advancing Women Company Award.
- ▶ Previously named to the Honor Roll of Legal Organizations Welcoming Women Professionals.
- ▶ Named by *Philadelphia* magazine as one of the "Best Places to Work" and cited for our strong mentoring and networking programs for women attorneys.
- ▶ Ranked as a top law firm by the Lawyers Club of San Diego, based on percentage of local female partners.

PART-TIME / FLEX-TIME POLICY FOR ATTORNEYS

Duane Morris offers viable part-time schedules for attorneys. We understand the needs of some of our attorneys to work a non-traditional schedule, and we balance those needs with the firm's commitment to serve our clients at the highest level.

DUANE MORRIS ADDS "RAMP DOWN/RAMP UP" PARENTAL LEAVE POLICY

Firm Is Among Industry Leaders in Providing Benefits for Parents of New Children

Duane Morris added a Parental Leave Ramp Down/Ramp Up Policy to its parental leave programs to help attorneys both before and after the birth or adoption of a child. Assuming terms of requisite length of leave of absence are met, during the ramp down period an eligible U.S. attorney may have her or his billable hours expectation reduced for up to four weeks immediately prior to the attorney's leave related to the birth or adoption of a child. Similarly, after returning to work following a leave of absence of at least 12 consecutive weeks in connection with the birth or adoption of a child, an eligible attorney may have up to three months to work a reduced schedule to gradually ramp back up to his or her regular billable hours expectation. During both the ramp down and ramp up periods, the eligible attorney's regular base salary will not be reduced. This policy is among an array of Duane Morris policies and programs that foster professional development and support personal fulfillment and work-life balance.

HONORING OUR COLLEAGUES

WINS established two annual awards to honor the memories of our late colleagues, Cheryl Blackwell Bryson and Margery Reed, who made significant contributions to the firm and profession.



The Cheryl Bryson Leadership Award is presented to attorney leaders with unwavering commitment to the professional development and advancement of women lawyers. Cheryl passed in January 2012.



The Margery Reed Professional Excellence Award recognizes attorneys who are dedicated to creating and modeling work-life management, as well as mentoring. Margery passed in December 2013.

IN THE COMMUNITY

WINS develops, sponsors and co-hosts programs with a number of professional organizations, including the National Association of Women Lawyers, National Association of Professional Women and Professional BusinessWomen of California, to educate on topics pertaining to leadership, legal trends and practice-related issues.

Outside of our professional commitments, we regularly partner and volunteer with a number of charities throughout our offices. Over the years, we have supported the following organizations, among others:

- ▶ Children's Hospital of Philadelphia's Reach Out and Read Program
- ▶ Circle of Aunts & Uncles
- ▶ Dress for Success
- ▶ Gaudenzia New Image Program
- ▶ Habitat for Humanity
- ▶ The Home for Little Wanderers
- ▶ Make-A-Wish Walk for Wishes
- ▶ Making Strides Against Breast Cancer
- ▶ Pedal the Cause San Diego
- ▶ San Francisco-Marín Food Bank
- ▶ Support Center for Child Advocates
- ▶ Women Against Abuse

IMPACTFUL WOMEN SUMMIT

WINS hosted its first women summit in June 2021, which featured a keynote address from Diane von Furstenberg, renowned fashion designer, author and philanthropist. The summit also included a panel of leading women general counsel sharing insights on developing their careers and leading legal teams.

Springboard to Success® Leadership Program

Springboard to Success® is a unique program that provides leadership and business development training, as well as group and individual mentoring, for future leaders of Duane Morris. The program is designed to enhance business and marketing plan development; leadership; and a broad set of quantitative, management, communications and partnering skills for mid-level to senior associates from across offices and practice groups at the Firm.



DISTINGUISHED ALUMNI

THE HONORABLE MARJORIE ("MIDGE") O. RENDELL U.S. Court of Appeals for the Third Circuit:

"Jane Dalton, Gene Pratter, Kate Shay and Barbara Adams established a tradition of acceptance of women and, as a result, led Duane Morris to be recognized (and continue to be recognized) as a good place for women to work."

BARBARA ADAMS

former General Counsel of the Commonwealth of Pennsylvania:
"I cannot overstate the business and management principles that I learned at Duane Morris over the years. That background has served me so well."



INSIGHT SERIES OF PROGRAMMING FOR DUANE MORRIS WOMEN ATTORNEYS

WINS offers Duane Morris women attorneys both training and client development opportunities throughout the year to network and develop their professional skills. This includes business development and leadership skills trainings, CLE programs, presentations and networking events.

Past event topics include:

- ▶ 100 Years of the 19th Amendment
- ▶ Building Meaningful Connections
- ▶ Collaborating Inside and Outside the Firm
- ▶ Doing Well by Doing Good
- ▶ Power Negotiations: New Strategies for Women
- ▶ Resilience for Busy People
- ▶ Second-Generation Gender Issues
- ▶ Strategy to Success: Finding Your Niche Industry
- ▶ A Seat at the Poker Table: Business Skills Through Poker
- ▶ A Tribute to the Life of Ruth Bader Ginsburg
- ▶ Work/Family Integration in a Post-Pandemic World

ABOUT DUANE MORRIS

Duane Morris LLP, a law firm with more than 800 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.

FOR MORE INFORMATION, PLEASE CONTACT:

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