



AM LAW 100 SINCE 2001

- ▶ More than **900 LAWYERS** in offices in the U.S., UK and Asia
- ▶ **153 PARTNERS** have chosen to join Duane Morris in the past 5 years
- ▶ **13** 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.

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.

FEATURED FIRM
Chambers
Associate
2022

“Partners take an interest in helping me become the best attorney I can be.”
 –Chambers Associate

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.
- ▶ Variety of Firm social events arranged to meet our attorneys to strengthen connectivity within the Firm including an event at the home of the Firm Chair.

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.

CHAMBERS AND PARTNERS 2022

- ▶ 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
- ▶ **48** practice areas cited for excellence



U.S. NEWS-BEST LAWYERS BEST LAW FIRMS 2023

Top-tier national rankings in Appellate, Bankruptcy, Commercial Litigation, Construction, Corporate, Employment Law, Energy, Equipment Finance, Healthcare, Immigration, Insurance, IP Litigation, Mass Tort Litigation/Class Actions, Patent Law and Litigation, Real Estate, Trademark, Trusts and Estates and White-Collar Defense.



WORKPLACE ACCOLADES



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



- ▶ 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 an 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 and Industry teams which provide representation to firm leadership.
- ▶ Access extensive marketing and business development resources.
- ▶ Associate liaisonship opportunities with the firm's industry groups.
- ▶ Hybrid remote work schedule to afford flexibility options.
- ▶ 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 Chair and Vice Chair.

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 to support the firm's core values and commitment to well-being including programs to commemorate Well-Being Week In Law, and program benefits such as WalkMyMind, GlobalFit, Spring Health, telemedicine and other resources that support work-life balance and family needs in a hybrid work environment.
- ▶ Provide family friendly resources and firm offerings, such as Ramp Down/Ramp Up parental leave policy, parental affinity groups, WINFertility, Mindful Return and Milk Stork.
- ▶ Numerous office events, family activities and community projects.
- ▶ Committed to fostering diversity, equity and inclusion 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.

DIVERSITY, EQUITY 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, Equity and Inclusion Retreat and Employee Resource 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, equity and inclusion.
- ▶ Duane Morris attained Mansfield 5.0 Certification Plus status in 2022 and is an ongoing participant in the Mansfield program to manage our talent pipeline to ensure our firm's leadership reflects the diversity of our clients and our clients' customers.
- ▶ The DEI Committee hosts monthly collaborations with firm leadership to provide opportunities for our diverse attorneys to stay connected and support one another in a hybrid work schedule environment. The format of these events included guest speakers, discussions on current events and opportunities to share insights around the firm.



FOR MORE INFORMATION, PLEASE CONTACT:

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