



AM LAW 100 SINCE 2001

- ▶ More than **900 LAWYERS** in offices in the U.S., U.K. and Asia
- ▶ **126 PARTNERS** have chosen to join Duane Morris in the past five years
- ▶ **15** 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 2023

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



GOLD STANDARD IN CLIENT SERVICE

- ▶ Named to BTI Client Service 30 for fourth consecutive year in 2024
- ▶ “Duane Morris are the gold standard in excellent client service performance.”
- ▶ Ranked among core law firms that serve Fortune 1000 and large private clients
- ▶ Named a “highly recommended firm” by BTI



WORKPLACE ACCOLADES



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.



“... they dedicate a lot of time to ensuring that associates are happy and are being looked after.”
—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.

- ▶ 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 yearlong 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 that 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 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 100 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 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 inclusivity.
- ▶ Duane Morris has once again achieved Mansfield Certification Plus status in 2023, as reported by Diversity Lab. The objective of the Mansfield Rule is to boost the representation of historically underrepresented lawyers in law firm leadership. Mansfield Certification Plus firms broaden the talent pool considered and maintain diverse lawyer representation in leadership roles. This marks the third consecutive year Duane Morris has achieved Mansfield Certification Plus status, after achieving Mansfield 5.0 Plus Certification in 2022 and 4.0 Plus Certification in 2021.
- ▶ The DEI Committee hosts monthly collaborations with firm leadership to provide opportunities for individuals who seek greater inclusion to help address current or anticipated challenges arising out of or relating to their identity or an aspect of their identity, background, experience, perspective or other circumstances 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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