

2013 DIVERSITY & INCLUSION ANNUAL REPORT SHARED RESPONSIBILITY



**DIVERSITY &
INCLUSION**
Duane Morris LLP

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CONVERSATION

DIVERSITY & INCLUSION: SHARED RESPONSIBILITY

A law firm’s diversity and inclusion “mission” should be seen as a living and breathing statement—one that can be adapted and refined to achieve advancement even in challenging times. In 2013, the Duane Morris Diversity & Inclusion Committee together with Firm leadership broadened the scope of its mission to reach everyone in the Firm and to focus on our shared responsibility to achieve diversity and inclusion for all. We are proud to outline how we did this in 2013—and to highlight how we will continue to implement our mission in the coming year.

One notable achievement was the adoption of practice group and office head competencies. A road map endorsed by Firm leadership, it provides practice group leaders and office heads with specific points for improving the successful outcomes of diverse attorneys in their respective groups.

In April, D&I training was offered to all partners with management responsibility who attended the D&I Retreat. Two nationally known diversity consultants, Dr. Arin Reeves and Kathleen B. Nalty, provided daylong training for members of the Firm’s Executive Committee, Practice Group Heads, Office Heads and Partners Board. Some sessions were exclusively for management, while others were joint sessions with diverse attorneys. They reinforced valuable insights on topics, including implicit bias in offices and behavioral hiring practices.

Inclusion committees are the vehicle by which everyone in the Firm has the opportunity to participate and develop best practices in building a more inclusive culture for attorneys and staff members in our offices. The D&I Committee is committed to building a more inclusive workplace not only through firmwide programs but also in individual offices. We continued the expansion of

Inclusion Committees with newly organized groups in San Francisco, Baltimore and Washington, D.C. Programs and specific events have quickly developed in these offices and continue to expand in the two offices where Inclusion Committees were previously established. These groups are already infusing this initiative with ideas and energy flowing from office to office.

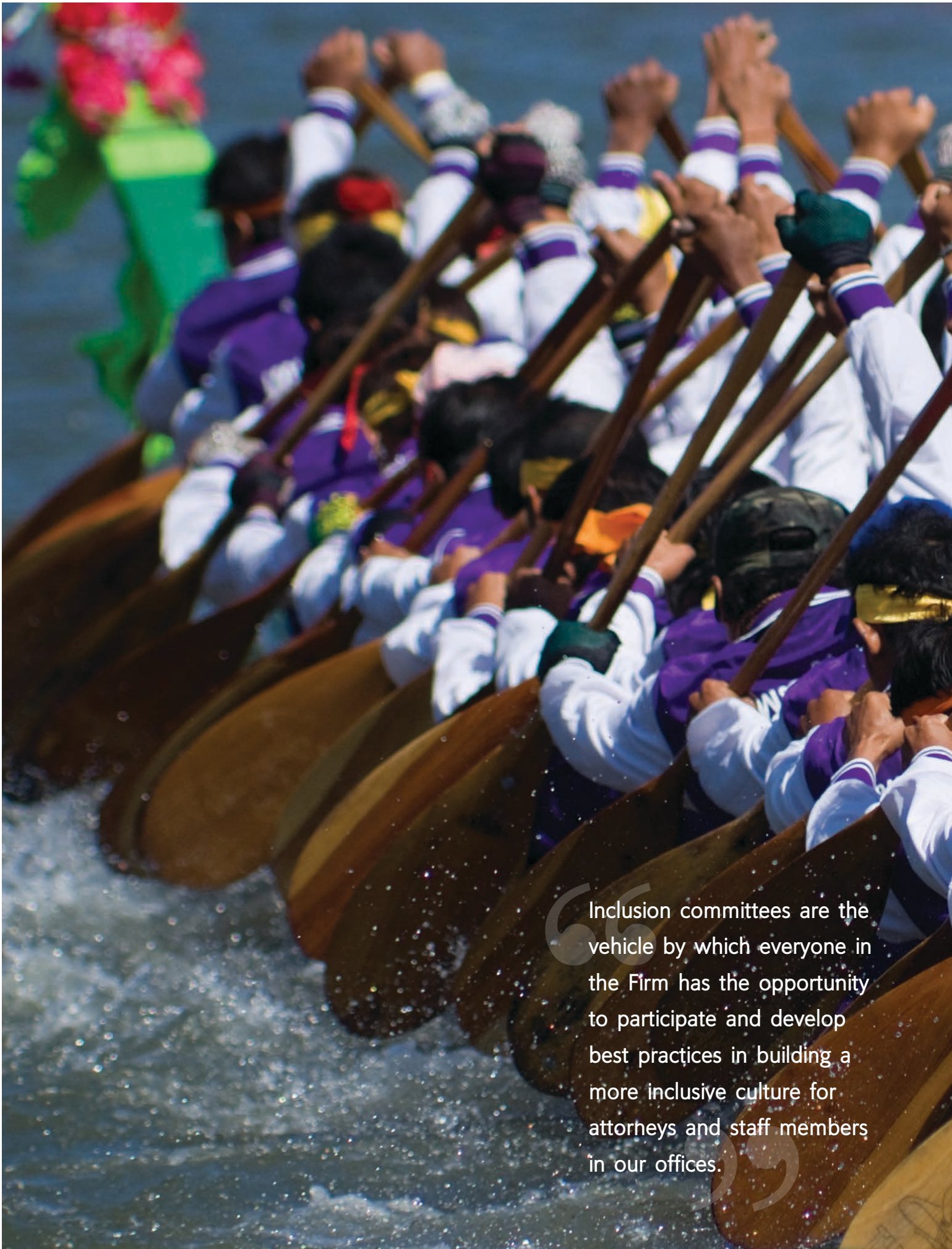
We also broadened the footprint of the D&I initiative by asking all partners to self-report to management on their diversity and inclusion activities over the past 12 months. An Idea Bank was posted on the Firm’s internal website providing expansive suggestions on activities that could be undertaken.

Finally, we began an effort to communicate aspects of the D&I initiative to every attorney and staff member, whether diverse or non-diverse. The D&I Committee resolved that the involvement of everyone is essential if there is to be a truly inclusive Firm culture. The inaugural edition of the 2012 *Diversity & Inclusion Annual Report* was introduced in March 2013 and the internal newsletter, the *D&I News*, was distributed last fall to every attorney and staff member in the Firm. We also launched a series of internal D&I programs by providing every lawyer the link for a presentation on “Implicit Bias” by Dr. Jerry Kang. This scholarly presentation provides solid insights on a subject that all of us should better understand. These were the first steps toward informing everyone about their own vital role in building Duane Morris as an inclusive firm.

The following pages describe in more detail our actions in 2013.



NOLAN N. ATKINSON, JR.
Chief Diversity Officer & Partner



Inclusion committees are the vehicle by which everyone in the Firm has the opportunity to participate and develop best practices in building a more inclusive culture for attorneys and staff members in our offices.



The Diversity & Inclusion (D&I) Committee, consisting of 26 members, manages all Firm D&I programs. The Committee meets monthly to review new initiatives, make recommendations for organizational change and plan the Diversity & Inclusion Retreat with the Conference Chairs. Each member serves as a mentor for diverse associates in the Firm. The Committee routinely uses objective and subjective data to measure the Firm's diversity efforts against what other peer law firms are doing.



Nolan N. Atkinson, Jr.
Chief Diversity Officer

In 2013, the Duane Morris Diversity & Inclusion Committee together with Firm leadership broadened the scope of its mission to everyone at the Firm in an effort to focus on our shared responsibility to achieve diversity and inclusion for all.



From Top Left: Dominica C. Anderson (Women's Initiative Liaison), Neville M. Bilimoria, Eric R. Breslin, Lauren DeBruicker, Lamar I. Dixon (Marketing & Business Development Liaison), Kelly D. Eckel (Recruitment & Retention Committee Liaison), Nicole Friant (Pro Bono Liaison), Hallie S. Garrison (Marketing & Business Development Liaison), Seth A. Goldberg, Andrew T. Hahn, Sheila Slocum Hollis, Sandra A. Jeskie, Rebecca M. Lamberth, Chester P. Lee, Thomas T. Loder, Mairi V. Luce (Professional Development Liaison), Ameer R. McKim (Legal Hiring Liaison), John A. Nixon, Kathleen O'Malley, Lida Rodriguez-Taseff, Yvette D. Roland, Thomas G. Servodidio, Chuck Shields, Jr., Peggy Simoncini Pasquay (Legal Hiring Liaison), Ray L. Wong

DIVERSE ATTORNEY MENTORING

The paradigm at Duane Morris is to maintain a vibrant and deep-rooted diverse culture.

To achieve this, the Firm has dedicated itself to creating an environment in which it can not only recruit, but also successfully retain and develop, its diverse attorneys for the long term, and for them to become outstanding lawyers and leaders in the Firm.

While Duane Morris has successfully grown its number of diverse attorneys, perhaps even more integral to the Firm's vision is its dedication to a three-tier framework for mentoring and developing the careers of its diverse associate population. To promote retention, career building and leadership development, the Firm assigns professional development mentors to all its associates, both diverse and non-diverse, but then further assigns to each diverse associate a mentor-member of the Firm's Diversity & Inclusion Committee to actively serve as a *second mentor* and, through the Committee, assists each diverse associate to identify and self-select a willing partner to serve as a *third mentor*.

This three-tier mentoring structure creates trusting and engaged relationships between diverse associates and experienced senior partners, and opens up meaningful avenues for diverse associates to obtain desirable work assignments, introductions to other attorneys, engagement in firm activities and access to productive work pipelines. Mentors are made aware of their mentee's billable hour statistics (including pro bono), work assignments and other performance-related issues to foster proactive guidance to promote clear professional expectations, healthy communications, good work practices, career building and leadership confidence.

This has been a recipe for retention and success—and a culture where diverse attorneys can look forward to long tenures, professional success and leadership opportunities.

Working in one of the Firm's smaller offices in Baltimore, I was initially unsure of how to tie in to work throughout the Firm. The mentoring program has allowed me to form, develop and maintain meaningful relationships with attorneys in at least five different Duane Morris offices around the country that provide me with 60 percent of my work. These mentors, whether self-selected or appointed, have taken a genuine interest in my professional development, made valuable introductions and have pointed the way forward for me with their support, guidance and encouragement. As a result, I am confident that I will achieve my full potential at Duane Morris.



PHILLIP CHONG
Associate
Baltimore Office

Through the diversity program, I have been paired with a mentor who shares my cultural background and who has given me helpful tips on various topics, including effective networking for diverse attorneys (tailored for me) and maintaining a healthy work / life balance. It's clear to me that the Firm values all of its attorneys, including its diverse attorneys, and that there are others looking out for my continued success at Duane Morris.



ARVIND JAIRAM
Associate
Washington, D.C. Office

DIVERSITY & INCLUSION RETREAT



Like its predecessors, the seventh annual 2013 Diversity & Inclusion Retreat served as an incubator for ideas and new programs for the Firm’s D&I program and for consideration by the Firm’s Executive Committee. The content of the Retreat in 2013 was a direct result of suggestions made the prior year. In 2012, diverse attorneys had overwhelmingly recommended that D&I training should be a requirement for management.

We brought in independent diversity consultants Kathleen Nalty and Dr. Arin Reeves to provide training at the 2013 Retreat. Some sessions were exclusively for management, while others were joint sessions with diverse attorneys. The various sessions explored several key areas of focus during the training: the differences between a “diversity program” and a “diversity and inclusion program”; leveraging diversity to gain a competitive advantage by retaining and advancing people; and identifying and dealing with hidden barriers that can trigger unconscious bias and act as a deterrent for inclusion. Nalty and Reeves delivered an

interactive, eye-opening program and certainly offered attendees many tools to put into use to help make Duane Morris a more inclusive firm.

A major need that grew out of the 2013 Retreat was to explore better ways of communicating to everyone in the Firm the purpose of the D&I initiative and for whom it is intended. This initiative requires the full participation of everyone in the Firm. Programs may differ for those who are diverse and those who are not, but the initiative is for everyone.



PROMOTING THE FIRM'S DIVERSITY & INCLUSION IN THE CITIES AND COMMUNITIES WE SERVE

GEORGE BOYER VASHON LECTURE



In 2010, Duane Morris petitioned the Pennsylvania Supreme Court to posthumously admit George B. Vashon to practice law in the Commonwealth of Pennsylvania.

Vashon, an African-American, was denied admission to practice law in Allegheny County (Pittsburgh) because of his race. The Pennsylvania Supreme Court unanimously granted the petition. Duane Morris Chief Diversity Officer Nolan Atkinson, a great-grandson of Vashon, was counsel for the petitioner along with the late Wendell Freeland of Pittsburgh. Vashon was a noted African-American legal scholar and abolitionist who lived in the 19th century. He was the first African-American to receive a bachelor's degree from Oberlin College. Duane Morris Chairman John Soroko announced that in honor of this monumental event, the Firm would create an annual lecture series exploring issues of justice and fairness and the intersection of politics, economics and the law.

In April 2013, the third annual Vashon Lecture was held in Philadelphia. The topic this year was "The Uneasy Embrace: A Reflection on the State of Voting Rights and Voter Access." Debo P. Adebile, Special Counsel for the NAACP Legal Defense and Educational Fund, Inc., was the guest lecturer. In addition, we invited a panel moderated by Michael A. Fitts, Dean and Bernard G. Segal Professor of Law at University of Pennsylvania Law School, to question and comment on the positions raised by Adebile. The panelists included Harold Jackson, Editorial Page Editor for *The Philadelphia Inquirer*; Jennifer R. Clarke, Executive Director of the Public Interest Law Center of Philadelphia; and Lida Rodriguez-Taseff, Duane Morris partner.

The lectures reflect Duane Morris' commitment to ensuring an open dialogue on one of the highest tenets of the legal profession: preserving equal justice under the law irrespective of race, creed or economic status.

LEADERSHIP COUNCIL ON LEGAL DIVERSITY

Duane Morris has been a participant in the Leadership Council on Legal Diversity (LCLD) since its inception. Made up of more than 200 corporate chief legal officers and law firm chairs, LCLD programs are “designed to attract, inspire, and nurture the talent in society and within our organizations, thereby helping a new and more diverse generation of attorneys ascend to positions of leadership.”

Duane Morris is a leader in the LCLD Law School Mentoring Program. The individual mentoring program, offered to incoming diverse 1L law students across the nation, connects students with experienced attorneys to provide guidance on skills for both law school and practice. Group mentoring complements the individual mentoring, with one or more sessions held during the school year in 30 cities across the United States.

Of equal importance, Duane Morris has selected an LCLD Fellow in each year since the program started. Fellows are high potential attorneys within member firms who spend a yearlong program designed “to produce a diverse generation of up-and-coming attorneys with strong leadership and relationship skills who are committed to fostering diversity within their individual institutions, and the profession at large.”



Jeremy Zacharias



Marc D. Brookman

The LCLD diversity program that Duane Morris participates in has truly been a rewarding experience for me. Marc Brookman has been there to guide me through law school since my first semester, and he continues to be a helpful and trusted advisor and friend. Without his guidance, I do not think I would have gained the confidence to realize my career goals were actually within reach.

JEREMY ZACHARIAS

Leadership Council on Legal Diversity Mentee

LAUREN DeBRUICKER: ADVOCATE ON WHEELS

Duane Morris partner Lauren DeBruicker was profiled in the March / April 2013 issue of *Diversity & The Bar* on how a disabling spinal cord injury has changed her life, but has never paralyzed her ambitions and career.

A wheelchair user since 1991, DeBruicker is a frequent speaker on issues of disability in the workplace, has advised many in the community on issues of access and home healthcare, and has negotiated accommodations in housing and employment for people with disabilities under the Americans with Disabilities Act and other laws.





PROMOTING THE FIRM'S DIVERSITY & INCLUSION IN THE CITIES AND COMMUNITIES WE SERVE

CITY YEAR PARTNERSHIP



Through its 2013 City Year Team sponsorship, Duane Morris, in conjunction with client SAP, took part in three service events that benefit Philadelphia area schools.

The Firm's primary 2013 City Year Service Project was the annual Martin Luther King, Jr. Day of Service. City Year aims not only to enhance the facilities of Philadelphia schools, but also to spark a lasting interest in community service and civic duty for our volunteers. Duane Morris attorneys and staff, along with their family members and friends, came together to help the community, students and faculty at Dimner Beeber Middle School.

For many students in Philadelphia, access to quality books and adequate school supplies is often limited, which is why we were proud to team up with City Year for Duane Morris' 2013 City Year Community Service Project. We had the privilege of continuing to help our friends

at Benjamin Franklin Elementary School read and learn by providing the school with new or gently used books for their classroom libraries and supplies to enrich their learning experience. The teachers of Benjamin Franklin Elementary School provided us with a classroom "wish list" of books and supplies and we went to work. Thanks to the donations from many Duane Morris employees and their family members, the Firm donated more than 2,000 books to Franklin Elementary's library. Duane Morris also donated a new podium to replace one that was stolen from the school last summer. As Matt Taylor, Chairman of the Trial practice noted, "This initiative will not just aid in furthering the students' literacy skills, but it will help students develop a love of reading."

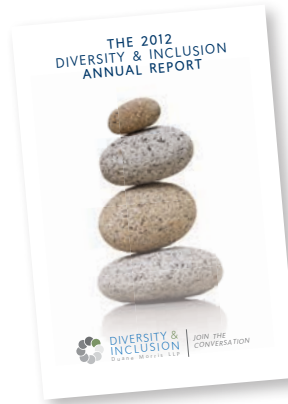
Duane Morris attorneys and staff, along with City Year volunteers, also took part in a day of inspiration and revitalization at William T. Tilden Middle School. This year's project helped transform the school into a brighter, safer and friendlier environment for its students.



COMMUNICATIONS PLAN

One of the major learning points that occurred at the 2013 D&I Retreat was the identification of means to combat hidden barriers to inclusion. Retreat attendees learned about “salient” identities—the lenses through which one views the world—and non-salient identities—those that do not have bearing on our everyday lives so in effect are operating in one’s “blind spot.” Well-intentioned people can still operate in blind spots and can unintentionally cause harm. The root cause of all of these hidden barriers is unconscious bias, and the goal is to remove the hidden barriers so everyone has a chance to thrive. Attendees of the Retreat learned it was important that everyone, diverse or non-diverse, become allies and champions of the D&I effort to remove the hidden barriers that exist.

The D&I Committee created a yearlong communications plan to increase awareness regarding all of the D&I programs and opportunities, as well as expand D&I education and awareness. With a solid base of communications vehicles in place, such as presentations at the multiple in-person attorney meetings, our D&I Retreat and a dedicated page on our firm intranet highlighting Diversity news and resources, the process of drafting a communications plan allowed us to identify and expand the methods with



which we reach everyone in the Firm. The new plan includes periodic programs and webinars, a clear strategy to expand our Inclusion Committees and renewed efforts to reach both the attorney and staff populations. There is not one way to successfully reach a diverse audience, and we recognize that the Firm in turn needs to diversify our communications channels to achieve the greatest and furthest reaching impact. We recognize the important role that communication plays in an inclusive workplace and in overcoming implicit bias. The D&I Committee also recognizes our plan needs to continue to be refined as social networking and preferred ways to communicate evolve. We will review and revise the communication plan as needed on an annual basis.






INCLUSION COMMITTEES: PROVIDING PROGRAMS FOR ALL

The Firm's D&I Committee began creating office-based Inclusion Committees in 2012. The New York office held its first event in February 2012 and was attended by more than 60 attorneys, including partners and associates from different practice groups. Attendees engaged in discussions concerning the topics of affirmative action and diversity and their place and importance in an environment that is or should be inclusive. The discussion, often spirited at times, focused on what it means to be inclusive, and how the legal profession and Duane Morris can provide its professionals with an inclusive environment.

The Philadelphia office committee was established in January 2013. The Philadelphia Inclusion Committee's goal was to make diversity and inclusion an integral part of the office's culture and daily practice. The Philadelphia Committee successfully hosted several lunchtime programs. Each lunch reached maximum attendance (more than

80 attendees) in less than 30 minutes. With Philadelphia being our largest office, this committee has a challenge of meeting needs for both attorneys and staff alike and using creative options to offer programs to as many people as possible. The committee is dedicated to goals to: *(1) Foster an attitude of mutual support and respect among all members of the Firm by increasing opportunities for dialogue and relationship building; (2) Create new avenues for feedback about the obstacles to making diversity and inclusion a reality at Duane Morris; (3) Respond to the specific needs and challenges of the Philadelphia office, including the unique needs of its more than 300 staff; and (4) Develop programming that addresses the ways implicit bias can make lawyers and staff feel less valued, supported or able to grow personally and professionally at the Firm.* The success and overwhelming reception of the New York and Philadelphia Inclusion Committees motivated us to continue to add more committees, starting with our largest West Coast office.



The New York Inclusion committee has identified “Equal Access to Opportunity” as its theme. It has resonated throughout the office and applies to its programming and future goals.

The San Francisco Inclusion Committee was formed in May 2013. The office held its first meeting in early June 2013, establishing a threefold mission: *(1) Increase cohesiveness among attorneys and staff in the San Francisco office, (2) Raise consciousness about issues of implicit bias within the office through original programs and (3) Promote and encourage attendance at diversity and inclusion events put on by other organizations and bar associations in San Francisco.*

The San Francisco Inclusion Committee focuses on internal diversity in the office, planning events and activities that encourage cohesiveness. More cohesion creates opportunities for partners and associates to work together, and increases staff morale and productivity. The close of 2013 brought us an opportunity to lay the foundation for several more Inclusion Committees in our Washington, D.C., Baltimore and Boston offices. We look forward to these committees getting up and running in 2014.

In the last eight months, the Philadelphia Inclusion Committee has organized six events aimed at building relationships in our office and facilitating dialogue about diversity and inclusion at the Firm. The overwhelming response to each event has made this task feel easy. Members of the Philadelphia office have embraced and participated in the Committee's mission to an extent we never expected. Among the 650 diverse individuals in our office, we have found a shared desire to build stronger and more genuine connections in the workplace. The Committee is now a catalyst for those connections, and our work is just beginning.



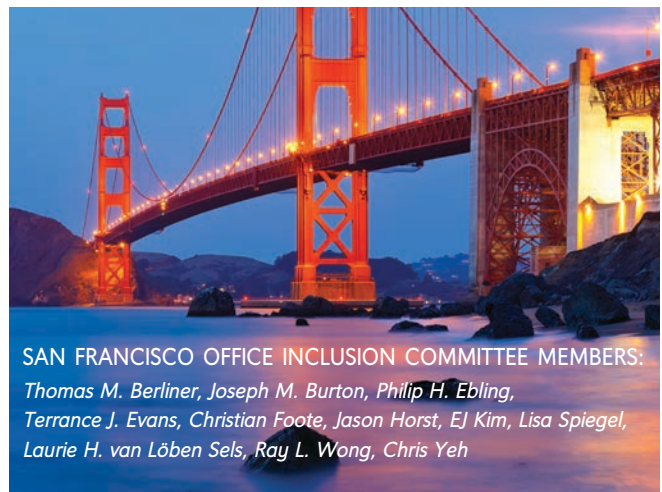
ROB PALUMBOS
Partner
Philadelphia Office



BALTIMORE OFFICE INCLUSION COMMITTEE MEMBERS:
Mayrav Bond, Tim E. Braue, Phillip Chong, Jay G. Cohen, Heather N. King, Scott H. Marder, Evie Victorson



BOSTON OFFICE INCLUSION COMMITTEE MEMBERS:
Carolyn A. Alenci, Michael B. Donahue, Michael R. Gottfried, Stephen M. Johnson, Kathleen A. Lally, Jonathan Lourie, Ursula E. Mora, Rachel E. Morse, Patricia R. Rich, Bronwyn L. Roberts, Elizabeth J. Sanders, Janice E. Scibelli



SAN FRANCISCO OFFICE INCLUSION COMMITTEE MEMBERS:
Thomas M. Berliner, Joseph M. Burton, Philip H. Ebling, Terrance J. Evans, Christian Foote, Jason Horst, EJ Kim, Lisa Spiegel, Laurie H. van Löben Sels, Ray L. Wong, Chris Yeh



BEHAVIORAL INTERVIEWING

In the fall of 2013, the Firm's Recruitment Committee enhanced its recruitment of law student candidates by adopting a behavioral interviewing process during callback interviews. The underlying premise of behavioral interviewing centers on past performance as being a predictor of future success. As a result, the Recruitment Committee developed questions to ask of candidates in the areas of judgment, communication skills, leadership, teamwork, maturity/professionalism, client relationships, analytical, motivation/work ethic and time management. Interviewers focused their questions in the above areas paralleled to a prior job-related inquiry or to elicit responses to various situations candidates have encountered. This technique was used to foster greater thought-provoking responses that require use of core skills and competencies, which the Firm identified as critical to that of a successful associate at Duane Morris. One of the many advantages of this approach was to promote

greater critical evaluation of the candidates that would contribute to more diverse candidate selections.

Five months earlier, this concept had been advocated by Dr. Arin Reeves at the Diversity & Inclusion Retreat. While paper credentials of candidates should not be discounted and should still be used as an effective screening objective consistent with the Firm's hiring criteria, Reeves suggested that to recruit a truly diverse workforce, employers need to explore different modes of processes in recruitment techniques to eliminate potential unconscious bias of candidates and to counter-balance retention concerns.

We are pleased to report that the recruitment team had a successful hiring season, in which 30 percent of the Firm's incoming summer associate class recruited is diverse. We will continue to look at possibilities to broaden this concept in future recruitment opportunities at Duane Morris.

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Duane Morris *wm*
WOMEN'S INITIATIVE

The Duane Morris Women's Initiative works in conjunction with the Diversity & Inclusion Committee to ensure that Duane Morris and our clients benefit from the talents of diverse legal teams. The mission of the Women's Initiative is to leverage the talent, contributions and knowledge of all women at Duane Morris in order to achieve the Firm's strategic objectives. The vision of the Women's Initiative

is to expand Duane Morris' role as a leader in engaging, recognizing and promoting women. To further these objectives, the Women's Initiative promotes, both internally and externally at Duane Morris, the attraction, retention and advancement of women to ensure a firmwide culture that catalyzes professional growth and women leaders. Among its many accolades, Duane Morris was named one of the 2012 and 2013 *Working Mother* and *Flex-Time Lawyers* "50 Best Law Firms for Women" and was cited on the 2013 Honor Roll of Legal Organizations Welcoming Women Professionals by the Pennsylvania Bar Association (PBA) Commission on Women in the Profession (WIP).



EVALUATING OUR DIVERSITY & INCLUSION PROGRAM



At the Diversity & Inclusion breakfast held as part of the in-person Firm meeting, we conducted a survey for all diverse attorneys. The survey was also distributed to diverse attorneys who were not in attendance at the meeting. The purpose of this survey was to get feedback on the Firm's Diversity & Inclusion Program from those most impacted by our actions and to gather insight on how our program can be improved. This survey was anonymous and asked responders to evaluate how the Firm is doing in the following areas: achieving the Firm's diversity mission; diversity programming; diversity communications; business development; diversity and inclusion within your practice group and diversity and inclusion within your office.

Valuable and new information was obtained. Almost all diverse attorneys surveyed in the Firm liked the programs presented throughout the year and thought they were useful. Candidly more than a majority would like to see more substantive presentations on diversity at our in-person all attorney meetings. We also received useful information that the D&I Committee must work to have a more uniform presentation of D&I programs in each of the respective practice groups and offices. As with most

surveys, we obtained valuable new information on how we should grow our efforts in the future.

After joining Duane Morris in March 2013, and attending my first firm retreat in October of that year, I saw firsthand how differences are not suppressed, but rather embraced—a stark and welcome contrast to the firms where I previously practiced. A diverse attorney meeting provided a forum for diverse attorneys to share our various cultural backgrounds and describe some of our life experiences over breakfast. I generally refrained from discussing my immigrant background at my prior firms, but for the first time, I could actually share my story with pride and conviction among colleagues.



MANITA RAWAT
Associate
Las Vegas Office

METRICS

The philosophy of the D&I Committee is that what gets measured gets done. Since 2010, the Committee has measured Duane Morris progress through an evaluation process called the Diversity & Inclusion scorecard, which includes objective measurements, similar to a report card, that identifies where we have made progress and where we need to address our current efforts.

The percentage of minority attorneys working in the Firm is one of the key indicators of progress/lack of progress in the D&I initiative. As of December 31, 2013, the percentage of minority attorneys was 11.26 percent. The end of the year percentages for previous years was 10.06 percent in 2012 and 9.16 percent in 2011. The annual increase of minority attorneys by one percentage point per year represents solid progress over a three-year period.

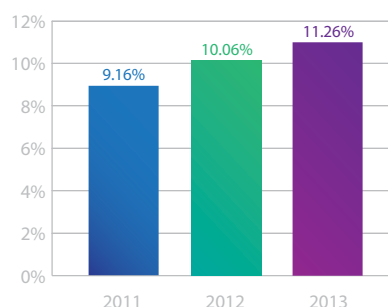
Our growing number of minority partners is also impressive. According to statistics released by NALP for 2013, the percent of minority partners in law firms the approximate size of Duane Morris was 7.77 percent. At the end of 2013, 8.70 percent of Duane Morris partners were minorities.

The percentage of female partners increased a full percentage point from the previous year, 20.97 percent at the end of 2013, compared with 19.90 percent in 2012. Of particular note is that of the 10 attorneys elevated to partner in 2013, four were women, one who of whom is a minority.

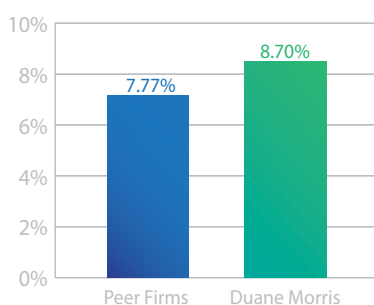
The D&I Committee fully recognizes that we have a long road to travel in making Duane Morris a fully inclusive Firm, but by making concrete, positive steps and tracking our growth, we are on the right path.

In 2013, the Firm's percentage of minority attorneys reached 11 percent and the percentage of female partners approached 21 percent.

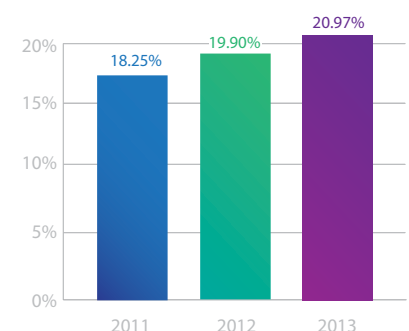
Percentage of Minority Attorneys*



Percentage of Minority Partners*: Duane Morris v. Peer Firms



Percentage of Female Partners



*Diverse attorney includes all minorities, women, openly or self-identified LGBT individuals, and persons with disabilities or physical challenges.

Minority attorney includes those whose race is other than White/Caucasian and includes the following: African-American/Black, Hispanic/Latino, Alaska Native/American Indian, and Asian.



JOHN J. SOROKO HONORED WITH 2013 CEO IN ACTION AWARD



The Diversity Journal named **JOHN SOROKO** in the 3rd Annual [CEO Leadership In Action Awards Issue](#), recognizing his support for the Firm’s diversity and inclusion initiative. The CEO Leadership In Action Award honors global companies for commitment to diversity and inclusion.

NOLAN ATKINSON, JR. HONORED WITH A LIFETIME ACHIEVEMENT AWARD



NOLAN N. ATKINSON, JR. has been honored by *The Legal Intelligencer* with a [Lifetime Achievement Award](#) for his “distinct impact” on the legal profession. The Lifetime Achievement Award, the first of its kind at the *Legal*, was presented as part of a ceremony to commemorate that newspaper’s 170th anniversary and to honor lawyers in the community who have “stood as examples of some of the best virtues of Pennsylvania attorneys.”

DUANE MORRIS ATTORNEYS KAREN KLINE AND CYNDIE CHANG NAMED TO LAWYERS OF COLOR’S INAUGURAL HOT LIST



Associate **KAREN CHUANG KLINE** of the Firm’s Boca Raton office, along with partner **CYNDIE M. CHANG** of the Firm’s Los Angeles office, have been named to the [Lawyers of Color \(LOC\) Inaugural Hot List](#) for the Southern and Western regions, respectively. The list honors 100 early-to-mid-career minority attorneys under age 40 in each region who are excelling in the legal profession. The honorees were profiled in LOC’s Inaugural Hot List Special Issue in July.

CYNDIE CHANG NAMED ONE OF 50 CALIFORNIA LAWYERS ON THE FAST TRACK

CYNDIE CHANG also has been named by *The Recorder* as one of [50 California Lawyers on the fast track](#). The list of the 2013 Lawyers on the Fast Track includes 50 attorneys whose early accomplishments indicate they will be tomorrow’s top lawyers and leaders. The attorneys selected for the second annual Fast Track list stood out among their peers based on their career achievements and leadership roles within their practice, organization or the larger community. Chang was also elected secretary of the National Asian Pacific American Bar Association’s (NAPABA) board of governors for the 2012–2013 board year. The newly elected officers were sworn in at NAPABA’s Installation Banquet during the Annual NAPABA Convention. Chang has been the regional governor of NAPABA for the Central District, Los Angeles, which encompasses 10 minority interest bar organizations.

STRATEGIC ALLIANCES

In the pursuit of advancing Diversity & Inclusion, Duane Morris has teamed up with a number of leading organizations through the year. These collaborations extend our resources and help to promote diversity and inclusion while evolving our best practices. Listed below are some of our key relationships.



For more information, please contact:

Nolan N. Atkinson, Jr.

Partner and Chief Diversity Officer

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This publication is for general information and does not include full legal analysis of the matters presented. It should not be construed or relied upon as legal advice or legal opinion on any specific facts or circumstances. The invitation to contact the attorneys in our Firm is not a solicitation to provide professional services and should not be construed as a statement as to any availability to perform legal services in any jurisdiction in which such attorney is not permitted to practice.



**DIVERSITY &
INCLUSION**
Duane Morris LLP

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CONVERSATION*

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Boca Raton | Wilmington | Cherry Hill | Lake Tahoe | Myanmar | Ho Chi Minh City | Duane Morris LLP – A Delaware limited liability partnership

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