

**DUANE MORRIS LLP**

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Manager/Attorney Recruitment & Relations

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Total # offices: **24** Firm size range: **701+**  
# offices on form: **24** NALP member? **Y**  
Total # of Attorneys: **719** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Business Reorganization	27	17
Corporate	75	64
Employment, Labor, Benefits, Immigration	37	22
Energy, Environment & Resources	14	6
Estates & Asset Planning	13	6
Health Law	20	7
Intellectual Property	39	41
Litigation	150	140
Real Estate	18	13

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		102 ( 0 )	59 ( 0 )	TBD
Post-clerkship		3 ( 2 )	0 ( 0 )	0
Entry-level	varies /yr	14 ( 11 )	8 ( 6 )	9
LLMs (US)		0 ( 0 )	0 ( 0 )	0
LLMs (non-US)		0 ( 0 )	0 ( 0 )	0
Summer				
Post-3Ls	\$/wk	0 ( 0 )	0 ( 0 )	0
2Ls	varies \$/wk	15 ( 15 )	11 ( 11 )	10
1Ls	varies \$/wk	1	1	2

# 2010 summer 2Ls considered for associate offers: **11** # offers made: **10**

Hire school term clerks? **CBC**

1Ls hired? **TBD** When after 12/1 should 1Ls apply? **12/15/11**

Split summers allowed? **Y** If yes, minimum weeks: **6**

Comments: **Require first half of summer to be spent at Duane Morris.**

Accept applications for 2012 summer program from:

Joint degree students graduating in 2014? **Y**

Evening students graduating in 2014? **Y**

Judicial clerks? **Y** Students at non-US law schools? **N**

Hiring Criteria: **Superior academic achievement, law school activities, job experience and extracurricular activities.**

**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**

Judicial clerkship bonus? **Y**

Comp./prog. credit for judicial clerkship? **Y**

Comp./prog. credit for other adv. degrees? **CBC**

Other compensation comments: **Stipend for incoming fall associates;**

**reimbursement of reasonable moving expenses for out-of-state. Associates**

**eligible for bonus through bonus program.**

**PARTNERSHIP DATA:** Two or more tiers? **Y**

Additional partnership prog. info: **Two-tiered partnership structure.**

**WORK/LIFE INFORMATION:**

Part-time allowed? **Y** Part-time avail. to entry-level? **CBC**

# p-t assoc. **0** (m) **9** (w) ptrs/mbrs. **1** (m) **10** (w) oth. lawy. **8** (m) **12** (w)

Elig. for alt. work sched. determined by: **Practice Group Chair/Firm Mgmt.**

Paid non-medical parental leave? **Y**

Comments:

**TRAINING AND PROFESSIONAL DEVELOPMENT:**

Coaching/mentoring program? **Y**

Evaluations: **Annual** Upward reviews? **N**

Professional development staff? **Y** Billable hours credit for training time? **N**

Rotation for jr. associates between departments/practice groups? **N**

Is rotation mandatory? **N**

**BENEFITS:** see www.nalpdirectory.com

**DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011**

As of Feb. 1, 2011	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	7	4	0	0
	Women	3	1	1	0
White	Men	283	94	91	2
	Women	70	65	20	6
Black/African American	Men	6	2	2	0
	Women	2	3	0	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	14	15	2	1
	Women	3	21	1	0
Amer. Indian/ Alaska Native	Men	1	0	0	0
	Women	0	1	0	0
2 or More Races	Men	0	2	0	0
	Women	1	2	0	0
TOTAL	Men	311	117	98	4
	Women	79	93	21	6
TOTAL NUMBER		390	210	119	10
Disabled	Men	1	0	0	0
	Women	1	0	0	0
Openly GLBT	Men	3	3	0	0
	Women	1	0	0	0

(See www.nalpdirectory.com for historical comparisons.)

**DIVERSITY RECRUITMENT & RETENTION EFFORTS:**

Activities to increase the presence and retention of under-represented groups:

- Minority job fairs
- Bar sponsored programs
- Outreach to law student groups
- Firm diversity committee
- Directed mentoring efforts
- Rec. at schools w/large min. pop.

Comments: **Active member of the Philadelphia Diversity Law Group, Lavender Law, Host annual firm-wide diversity retreat.**

**CAMPUS INTERVIEWS for past year** (see full list online):

# schools visited in 2010: **11** # job fairs/consortia attended in 2010: **3**

**BILLABLE HOURS:** 2009 2010

Avg annual assoc. hrs worked:

Avg. annual assoc. billable hrs:

Is there a minimum billable hours expectation? **Y** If yes, number: **1950**

Hours policy details:

Is billable hour credit given for pro bono work? **Y**

Is there a maximum that will be credited? **Y** If yes, what? **50**

For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**

**PRO BONO INFORMATION:**

% firm billable hours: **1.4**  avg. hrs. per attorney:

Participation: **72** % assoc. **39** % ptrs/mbrs **3** % other lawyers

**PUBLIC INTEREST FELLOWSHIPS** (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship? **N**

Comments:

**NARRATIVE:** Duane Morris is a full-service, multinational firm and has sought to build a community of preeminent attorneys dedicated to the highest standards of professional practice. Duane Morris recruits lawyers and summer associates who have exhibited superior academic performance, integrity and the ability to assume responsibility. The growth and development of each Duane Morris attorney furthers the central goals of the firm to provide the best legal services possible, to develop and build client relationships, and to ensure the stature and reputation of the firm with its clients. Duane Morris's Attorney Professional Development Program provides its summer associates and associates with comprehensive training and mentoring to support development of individual knowledge, skills and abilities in three broad categories: legal skills and substantive law, best business practices for the firm and practice development.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.