

Basic Information

Drinker Biddle & Reath LLP - Firmwide
 Organization Size: 600
 Office Size: 570
Hiring Attorney:
 Mr. Justin Kay

Recruiting Contact:
 Mrs. Maryellen Altieri
 Director of Professional Recruitment
 Drinker Biddle & Reath LLP
 One Logan Square, Suite 2000
 Philadelphia, Pennsylvania (PA) 19103
 United States
Phone: 215-988-2663
 maryellen.altieri@dbr.com

Compensation & Benefits

2018 compensation for entry-level lawyers (\$/year) 165,000-190,000
Summer Compensation
 2018 compensation for Post-3Ls (\$/week)
 2018 compensation for 2Ls (\$/week) 3,173-3,654
 2018 compensation for 1Ls(\$/week) 3,173-3,654

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
 How many years is the non-equity track?
 How many years is the equity track?

Pro Bono/Public Interest

Vincent E. Gentile
 Partner
 (609) 716-6619
 Vincent.Gentile@dbr.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide
 % Firm Billable Hours last year 2.4
 Average Hours per Attorney last year 35
 Percent of associates participating last year 62
 Percent of partners participating last year 45
 Percent of other lawyers participating last year 44

Professional Development

Evaluations Annual
 Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? Yes
 Rotation for junior associates between departments/practice groups? No
 Is rotation mandatory? No
 Does your organization have a dedicated professional development staff? Yes
 Does your organization have a coaching/mentoring program Yes
 Does your organization give billable hours credit for training time? No

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	204	111	31	10	7
	Women	59	115	34	13	19
	Total	263	226	65	23	26
Hispanic/Latino	Men	2	4	0	0	0
	Women	1	2	0	1	2
White	Men	196	95	31	10	5
	Women	53	88	30	11	11
Black/African American	Men	2	3	0	0	1
	Women	2	4	1	0	0
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0	0
	Women	0	1	0	0	0
Asian	Men	2	7	0	0	1
	Women	3	12	3	1	5
American Indian/Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
2 or more races	Men	1	0	0	0	0
	Women	0	6	0	0	1
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
Openly LGBT	Men	1	5	2	0	NC
	Women	1	1	0	0	NC
Veteran	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate	Corporate & Securities	39	6	36	2
Labor and Employment	Employee Benefits & Executive Compensation	14	6	7	1
Government, Regulatory, Administrative	Government & Regulatory Affairs	17	9	4	1
Government, Regulatory, Administrative	Health Care	16	2	11	1
Litigation	Insurance Litigation	16	5	28	1
Intellectual Property	Intellectual Property	22	7	17	2
Banking, Finance	Investment Management	7	3	8	2
Labor and Employment	Labor & Employment	16	3	9	3
Litigation	Litigation	60	13	57	3
Trusts and Estates	Private Client	6	2	4	0
Litigation	Products Liability	21	8	23	4
Real Estate, Land Use	Real Estate	16	3	11	2
Bankruptcy	Corporate Restructuring	11	2	3	0

HIRING & RECRUITMENT

	Began Work In				Expected
	2016	Prior Summer Associates	2017	Prior Summer Associates	
LAWYERS					
Entry-level	21	21	20	20	16
Entry-level (non-traditional track)	0	0	0	0	
Lateral Partners	0	0	14	0	
Lateral Associates	18	0	21	0	
All Other Laterals (non-traditional track)	0	0	8	0	
Post-Clerkship	0	0	1	1	3
LL.M.s (U.S.)	0	0	0	0	
LL.M.s (non-U.S.)	0	0	0	0	
SUMMER					
Post-3Ls	0	0	0	0	
2Ls	24	3	20	2	24
1Ls	7	0	6	0	2

Number of 2017 Summer 2Ls considered for associate offers 20

Number of offers made to summer 2L associates 20

General Hiring Criteria For our summer program, we seek outstanding students who are motivated to be excellent lawyers. For lateral associates, we seek candidates with a proven track record for producing top quality work. For both students and laterals, superior academic achievement in law school and undergraduate studies is required, and strong writing and analytical skills are necessary as well. Relevant prior work experience is a plus.

Diversity & Inclusion

Diversity Contact: Ms. Maria Lewis

Diversity Website/URL: <https://www.drinkerbiddle.com/>

Organization Narrative

For more than 165 years, Drinker Biddle has been providing the best in service and value to its clients. It is a commitment that requires innovative practices and young lawyers of extraordinary ability. We were the first AmLaw 100 firm to feature a highly structured training program for first year associates. The program features intensive "learning by doing," much the same way lawyers were trained before the rise of the billable hour, and increases the focus on providing the skills, quality and value that our clients demand in today's vibrant and volatile economy. The program also continues our longstanding commitment to meritocracy, diversity and equality of opportunity for all associates, with a tradition of early delegation of substantial responsibility to new lawyers. We also offer frequent opportunities for professional development and personal advancement.

We have earned a reputation for successfully handling bet-the-company cases and difficult transactions public and private corporations, multinational Fortune 100 companies and start-ups. Our lawyers are leaders in serving clients in areas such as complex litigation and class actions, products liability, telecommunications, intellectual property, biotechnology and information technology, mergers and acquisitions, health care, labor and employment, employee benefits, corporate restructuring, environmental, investment management, insurance, real estate and government relations. We combine a comprehensive range of legal services with significant national roles in industries, including health care, financial services, insurance, retail, education, and pharma and life sciences.

Our Summer Associate Program begins with a firm-wide orientation at which summer associates from across our various offices gather in Philadelphia for several days to meet each other, meet firm leaders, and learn about our firm. Once they return to their home offices, our summer associates begin receiving assignments on client matters. Assignments are made available in a variety of ways: some are made available via an online portal (which enables our summer associates to identify projects of interest to them), and others are directed to specific summer associates based on their interests. Our summer associates are also encouraged to seek out assignments in practice areas of interest to them.

We also conduct sophisticated assignment modules. The modules are designed to prepare our summer associates for the practice of law in a large law firm. The modules are short case studies (based on real-life client issues) that combine theory (provided by partners) and practice (with help from associates) to ensure that all of our summer associates have the opportunity to tackle complicated issues across different practice areas. Because of the modules, upon completion of our Summer Associate Program, every summer associate will have drafted a motion to dismiss, drafted a letter of intent, and conducted due diligence.

At our firm, regular feedback for associates is the norm, and summer associates are no different. We encourage our summer associates to solicit informal feedback and encourage our lawyers to provide it. Summer associates also receive more formal feedback in the form of mid-summer and end-of-summer evaluations.

Our firm is committed to mentoring across all levels, and we demonstrate that commitment in our summer program by assigning two mentors to each summer associate: an associate and a partner. The associate gives the summer associate a comfortable outlet to ask questions and gather information. The partner serves as an adviser, providing the summer associate with guidance on professional goals and input on work product.

Our Summer Associate Program also includes a variety of social gatherings, ranging from dinners, shows and sporting events to pro bono clinics and community service projects. A detailed description of the firm, our lawyers, our practice and our commitment to quality and diversity is available at www.drinkerbiddle.com.

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.

For more details, visit www.nalpdirectory.com

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