



The Duane Morris Women's Impact Network for Success is devoted to the success of our 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 our women attorneys.

AWARDS AND ACCOLADES

- ▶ Recognized for nine years by Seramount's (formerly Working Mother Media) "Best Law Firms for Women" list.
- ▶ Honored by the San Francisco Gender Equality Principles Initiative in 2018 and 2015.
- ▶ Recognized as a "Best Place to Work for Women Over 35" by *Crain's Chicago Business* in 2016.
- ▶ Honored as one of the Yale Law Women's 2015 Top Ten Family Friendly Firms.
- ▶ Ranked by *Law360* as one of the 100 best U.S. law firms for women based on the firm's female representation at the partner and nonpartner levels, as well as its total number of female attorneys.
- ▶ Past global recipient of *The Philadelphia Business Journal's* Advancing Women Company Award.
- ▶ Previously named to the Honor Roll of Legal Organizations Welcoming Women Professionals.
- ▶ Named by *Philadelphia* magazine as one of the "Best Places to Work" and cited for our strong mentoring and networking programs for women attorneys.
- ▶ Ranked as a top law firm by the Lawyers Club of San Diego, based on percentage of local female partners.

PART-TIME / FLEX-TIME POLICY FOR ATTORNEYS

Duane Morris offers viable part-time schedules for attorneys. We understand the needs of some of our attorneys to work a non-traditional schedule, and we balance those needs with the firm's commitment to serve our clients at the highest level.

FAMILY FRIENDLY POLICIES AND PROGRAMS

Ramp Down/Ramp Up

The Ramp Down/Ramp Up policy helps attorneys to balance the demands of family and firm before and after the birth or adoption of a child, assuming terms of requisite length of leave of absence are met.

Spring Health

This emotional health and wellness benefit provides high-quality mental health support, including free therapy, personalized care, coaching and more. The program is available to attorneys and their household family members over age 6.

WINFertility

The Duane Morris Family Building Support Program, in partnership with WINFertility, provides families with a combined \$20,000 lifetime maximum benefit toward comprehensive family-building services, including fertility treatment, related fertility medications, adoption and surrogacy. The program helps attorneys better understand their options to maximize their benefit and choose the best course of treatment as well as support attorneys in their family-building journey.

HONORING OUR COLLEAGUES

WINS established two annual awards to honor the memories of our late colleagues, **Cheryl Blackwell Bryson** and **Margery Reed**, who made significant contributions to the firm and profession.



The Cheryl Bryson Leadership Award is presented to attorney leaders with unwavering commitment to the professional development and advancement of women lawyers. Cheryl passed in January 2012.



The Margery Reed Professional Excellence Award recognizes attorneys who are dedicated to creating and modeling work-life management, as well as mentoring. Margery passed in December 2013.

IN THE COMMUNITY

WINS develops, sponsors and co-hosts programs with a number of professional organizations, including the National Association of Women Lawyers, National Association of Professional Women and Professional BusinessWomen of California, to educate on topics pertaining to leadership, legal trends and practice-related issues.

Outside of our professional commitments, we regularly partner and volunteer with a number of charities throughout our offices. Over the years, we have supported the following organizations, among others:

- ▶ Children's Hospital of Philadelphia's Reach Out and Read Program
- ▶ Circle of Aunts & Uncles
- ▶ Dress for Success
- ▶ Gaudenzia New Image Program
- ▶ Habitat for Humanity
- ▶ The Home for Little Wanderers
- ▶ Make-A-Wish Walk for Wishes
- ▶ Making Strides Against Breast Cancer
- ▶ Pedal the Cause San Diego
- ▶ San Francisco-Marin Food Bank
- ▶ Support Center for Child Advocates
- ▶ Women Against Abuse

IMPACTFUL WOMEN SUMMIT

WINS hosted its third Impactful Women Summit in October 2023, with a keynote from Nicole Lynn, president of football at Klutch Sports Management and agent to Phila. Eagles Quarterback Jalen Hurts. The summit included a panel with Sarita Venkat, VP and deputy GC at Cisco; Tiffani McDonough, director and sr. counsel at Louis Vuitton Americas; and Sri Atluri, chief IP officer at Walmart on career trajectories and paths for personal success and a workshop on creating success on your own terms.

Springboard to Success® Leadership Program

Springboard to Success® is a unique program that provides leadership and business development training, as well as group and individual mentoring, for future leaders of Duane Morris. The program is designed to enhance business and marketing plan development; leadership; and a broad set of quantitative, management, communications and partnering skills for mid-level to senior associates from across offices and practice groups at the Firm.



DISTINGUISHED ALUMNI

THE HONORABLE MARJORIE ("MIDGE") O. RENDELL U.S. Court of Appeals for the Third Circuit:

"Jane Dalton, Gene Pratter, Kate Shay and Barbara Adams established a tradition of acceptance of women and, as a result, led Duane Morris to be recognized (and continue to be recognized) as a good place for women to work."

BARBARA ADAMS

Former General Counsel of the Commonwealth of Pennsylvania: "I cannot overstate the business and management principles that I learned at Duane Morris over the years. That background has served me so well."



INSIGHT SERIES OF PROGRAMMING FOR DUANE MORRIS WOMEN ATTORNEYS

WINS offers Duane Morris women attorneys both training and client development opportunities throughout the year to network and develop their professional skills. This includes business development and leadership skills trainings, CLE programs, presentations and networking events.

Past event topics include:

- ▶ Leveraging LinkedIn: Boost Your Brand and Power Up Your Online Visibility
- ▶ Pitch Perfect: Tips and Resources for Effectively Pitching and Developing Business
- ▶ Leading from Strength: A Rising Team Lifts All Boats
- ▶ Decluttering Your Life with Mind, Body and Mindset Coaching
- ▶ Seizing Opportunity and Owning Your Career
- ▶ Toot That Horn! Attorney Self-Evaluation Best Practices
- ▶ Attorney Benefits: Navigating Duane Morris' Offerings for Life Events
- ▶ Tricks and Trade-Offs - How to Be Productive, Meet Client Demands and Be Efficient with Your To-Do List
- ▶ Building Your Brand and Book of Business

ABOUT DUANE MORRIS

Duane Morris LLP, a law firm with more than 900 attorneys in offices across the United States and internationally, is asked by a broad array of clients to provide innovative solutions to today's legal and business challenges.

FOR MORE INFORMATION, PLEASE CONTACT:

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