

## Basic Information

Cozen O'Connor - Firmwide  
Organization Size: 741  
Office Size: 741  
**Hiring Attorney:** Mr. Jared Bayer

**Recruiting Contact:** Ms. Lauren Carella, Esq.  
Director of Legal Recruiting  
Cozen O'Connor, One Liberty Place, 1650 Market Street, Suite 2800  
Philadelphia, Pennsylvania (PA) 19103  
United States  
**Phone:** 215-665-5575  
lcarella@cozen.com

## Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 170,000-205,000

### Summer Compensation

2023 compensation for Post-3Ls (\$/week)  
2023 compensation for 2Ls (\$/week) 2,884-3,653  
2023 compensation for 1Ls(\$/week) 2,684-3,453

## Partnership & Advancement

Does the firm have two or more tiers of partner? Yes  
How many years is the non-equity track? 7  
How many years is the equity track? Members will first become eligible for promotion to Shareholder status in the calendar year immediately after becoming a Member or, if he/she joined the Firm laterally, as agreed.

## Lawyer Demographics

|   |            | Partner/Member | Associates | Counsel | Non-traditional Track/Staff Attorneys | Summer Associates |
|---|------------|----------------|------------|---------|---------------------------------------|-------------------|
|   | Men        | 388            | 93         | 64      | 9                                     | 13                |
|   | Women      | 133            | 97         | 31      | 13                                    | 17                |
|   | Non-binary | 0              | 0          | 0       | 0                                     | 1                 |
|   | Total      | 521            | 190        | 95      | 22                                    | 31                |
| Latinx                                    | Men        | 15             | 5          | 0       | 0                                     | 1                 |
|   | Women      | 4              | 14         | 0       | 0                                     | 2                 |
|   | Non-binary | 0              | 0          | 0       | 0                                     | 0                 |
| White                                     | Men        | 353            | 76         | 63      | 6                                     | 7                 |
|   | Women      | 118            | 66         | 28      | 12                                    | 10                |
|   | Non-binary | 0              | 0          | 0       | 0                                     | 0                 |
| Black or African American                 | Men        | 7              | 1          | 1       | 1                                     | 2                 |
|   | Women      | 2              | 5          | 0       | 0                                     | 2                 |
|   | Non-binary | 0              | 0          | 0       | 0                                     | 0                 |
| Native Hawaiian or Other Pacific Islander | Men        | 0              | 0          | 0       | 0                                     | 0                 |
|   | Women      | 1              | 0          | 0       | 0                                     | 0                 |
|   | Non-binary | 0              | 0          | 0       | 0                                     | 0                 |
| Asian                                     | Men        | 5              | 7          | 0       | 0                                     | 2                 |
|   | Women      | 4              | 8          | 3       | 1                                     | 3                 |
|   | Non-binary | 0              | 0          | 0       | 0                                     | 0                 |
| Native American or Alaska Native          | Men        | 0              | 0          | 0       | 0                                     | 0                 |
|   | Women      | 0              | 0          | 0       | 0                                     | 0                 |
|   | Non-binary | 0              | 0          | 0       | 0                                     | 0                 |
| 2 or More Races                           | Men        | 2              | 2          | 0       | 0                                     | 1                 |
|   | Women      | 3              | 3          | 0       | 0                                     | 0                 |
|   | Non-binary | 0              | 0          | 0       | 0                                     | 1                 |
| Persons with Disabilities                 | Men        | 22             | 2          | 3       | 0                                     | 0                 |
|   | Women      | 6              | 6          | 5       | 1                                     | 0                 |
|   | Non-binary | 0              | 0          | 0       | 0                                     | 0                 |
| LGBTQ                                     | Men        | 7              | 8          | 0       | 1                                     | 0                 |
|   | Women      | 8              | 11         | 0       | 0                                     | 1                 |

|         |            |    |   |   |   |
|---------|------------|----|---|---|---|
|         | Non-binary | 0  | 0 | 0 | 1 |
| Veteran | Men        | 13 | 2 | 7 | 0 |
|         | Women      | 0  | 1 | 0 | 0 |
|         | Non-binary | 0  | 0 | 0 | 0 |

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## Pro Bono/Public Interest

Melinda Levine deLisle  
Director, Pro Bono Engagement  
215-665-5599  
mdelisle@cozen.com

|   |           |
|---|-----------|
| Is the pro bono information indicated here firm-wide or specific to one office? | Firm-wide |
| % Firm Billable Hours last year   | 1.5       |
| Average Hours per Attorney last year  | 22.1      |
| Percent of associates participating last year                                   | 77.4      |
| Percent of partners participating last year                                     | 63.0      |
| Percent of other lawyers participating last year                                | 48.3      |

## 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?                                | Yes    |
| Is rotation mandatory?   | Yes    |
| 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?                               | Yes    |

## HIRING & RECRUITMENT

| LAWYERS                                    | Began Work In |                         |      |                         | Expected |
|--|---------------|-------------------------|------|-------------------------|----------|
|  | 2021          | Prior Summer Associates | 2022 | Prior Summer Associates | 2023     |
| Entry-level                                | 10            | 10                      | 14   | 13                      | 15       |
| Entry-level (non-traditional track)        | 1             | 0                       | 0    | 0                       |          |
| Lateral Partners                           | 30            | 0                       | 20   | 0                       |          |
| Lateral Associates                         | 39            | 0                       | 53   |                         |          |
| All Other Laterals (non-traditional track) | 13            | 0                       | 20   |                         |          |
| Post-Clerkship                             | 2             | 0                       | 6    |                         |          |
| LL.M.s (U.S.)                              | 0             | 0                       | 0    |                         |          |
| LL.M.s (non-U.S.)                          | 0             | 0                       | 0    |                         |          |
| <b>SUMMER</b>                              |               |                         |      |                         |          |
| Post-3Ls                                   | 0             | 0                       | 0    | 0                       | 0        |
| 2Ls  | 14            | 4                       | 14   | 3                       | 25       |
| 1Ls  | 5             | 0                       | 7    | 0                       | 6        |

Number of 2022 Summer 2Ls  
considered for associate offers 14

Number of offers made to summer  
2L associates 14

General Hiring Criteria We seek candidates who have distinguished themselves from their peers in academics, legal writing ability (Law Review or other journal), work experience and/or oral advocacy skills (Moot Court, Trial Team, etc.).

## General Practice Areas

| GENERAL PRACTICE AREAS | EMPLOYER'S PRACTICE GROUP NAME           | NO. OF PARTNERS/MEMBERS | NO. OF COUNSEL | NO. OF ASSOCIATES | NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR | NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS |
|------------------------|--|-------------------------|----------------|-------------------|---|--|
| Business, Corporate    | Business                                 | 104                     | 24             | 33                | 1   | 1  |
| Litigation             | Commercial Litigation                    | 122                     | 15             | 66                | 6   | 8  |
| E-discovery            | E-discovery & Practice Advisory Services | 1                       | 1              | 0                 | 0   | 1  |
| Litigation             | Global Insurance Group                   | 58                      | 19             | 26                | 0   | 2  |

|   |  |    |    |    |   |   |
|---|--|----|----|----|---|---|
| <b>Government, Regulatory, Administrative</b> | Government & Regulatory                  | 24 | 5  | 5  | 1 | 0 |
| <b>Intellectual Property</b>                  | Intellectual Property, Patent, Trademark | 32 | 3  | 9  | 2 | 0 |
| <b>Labor and Employment</b>                   | Labor & Employment                       | 55 | 14 | 16 | 2 | 0 |
| <b>Business, Corporate</b>                    | Private Client Services                  | 19 | 4  | 5  | 1 | 0 |
| <b>Real Estate, Land Use</b>                  | Real Estate                              | 44 | 6  | 18 | 1 | 1 |
| <b>Litigation</b>                             | Subrogation & Recovery                   | 62 | 4  | 12 | 0 | 9 |

## Diversity & Inclusion

**Diversity Contact:** Chief Diversity Officer Lynnette Espy-Williams

**Diversity Website/URL:** <http://www.cozen.com/about/diversity>

## Organization Narrative

Ranked among the top 100 law firms in the country, Cozen O'Connor is a full-service firm with nationally recognized practices in litigation, business law, and government relations, and our attorneys have experience operating in all sectors of the economy. Our diverse client list includes global Fortune 500 companies, middle-market firms poised for growth, ambitious startups, and high-profile individuals.

The firm serves as a trusted advisor and lead deal maker on behalf of an impressive roster of national and international corporate clients. Our attorneys are recognized among the country's most practical and creative corporate practitioners. Cozen O'Connor's business attorneys help clients achieve their goals with respect to mergers and acquisitions, venture capital, intellectual property, real estate, energy and environment, securities, tax, employee benefits and executive compensation, bankruptcy, public and project finance, insurance, corporate, and regulatory and health law.

Cozen O'Connor's historical roots are in litigation, and we are widely known as one of the top trial firms in the country. This firm has more attorneys in the American College of Trial Lawyers and more attorneys who have led major trials than any other comparably sized firm. Our long track record of aggressive and innovative advocacy gives us an edge both in court and in negotiations. We have experience resolving many types of disputes, including in the areas of complex commercial litigation, intellectual property, labor & employment, securities, antitrust, product liability, aviation, construction, insurance claims & litigation, and criminal defense and government investigations.

**A great place to work:** The working atmosphere at the firm is relaxed and cooperative but also professional and challenging. Our attorneys make themselves available to colleagues to share experiences, to brainstorm and to foster a network of close personal relationships. Not only is Cozen O'Connor a great place to work and thrive professionally, it is a nationally recognized law firm upon which you can be proud to build your legal career. Over the years, the firm has received numerous accolades due to our success and growth, professional development support, pro bono and community service.

**Training and Mentoring:** A top priority at Cozen O'Connor is to offer professional development support to our attorneys through comprehensive training and mentoring programs. On-the-job training is supplemented by a structured training curriculum that orients associates to the firm and to their practices. We want to enable our newest attorneys to be productive contributors from the outset. Training topics include substantive legal issues as well as general lawyering skills and matters of firm operation and policies.

Cozen O'Connor is committed to mentoring its new associates. New associates are paired with experienced practitioners who are accessible to answer questions and assist in integrating the attorney to the practice of law and firm culture. The combination of formal training programs, mentoring support and coordination of assignments ensures that our attorneys have the opportunity to develop their skills to their fullest potential at the earliest stages and throughout their careers.

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.

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