

Basic Information

Cozen O'Connor - Firmwide
 Organization Size: 741
 Office Size: 803
Hiring Attorney: Mr. Jared Bayer
Hiring Attorney #2: Ms. Alexia Fishman

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

2024 compensation for entry-level lawyers (\$/year) 170,000-205,000

Summer Compensation
 2024 compensation for Post-3Ls (\$/week)
 2024 compensation for 2Ls (\$/week) 3,269-3,942
 2024 compensation for 1Ls(\$/week) 3,069-3,742

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	363	106	71	7	13
	Women	130	107	39	9	17
	Non-binary	0	0	0	0	1
	Total	493	213	110	16	31
Latinx	Men	14	10	2	1	2
	Women	4	14	4	0	2
	Non-binary	0	0	0	0	0
White	Men	334	88	67	6	7
	Women	119	74	30	8	9
	Non-binary	0	0	0	0	0
Black or African American	Men	6	1	2	0	1
	Women	2	7	0	1	2
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	1
Asian	Men	7	6	0	0	2
	Women	3	10	5	0	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	1	0	0	1
	Women	2	2	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	18	5	3	0	0
	Women	7	7	3	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	7	8	1	0	0
	Women	7	7	1	0	1

	Non-binary	0	0	0	1
Veteran	Men	12	4	5	0
	Women	0	3	0	0
	Non-binary	0	0	0	0

For more details, visit www.nalpdirectory.com

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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	1.6
Average Hours per Attorney last year	22.5
Percent of associates participating last year	75.8
Percent of partners participating last year	64.8
Percent of other lawyers participating last year	71.4

Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	19	14	15	12	25
Entry-level (non-traditional track)					
Lateral Partners	20		28		
Lateral Associates	53		51		
All Other Laterals (non-traditional track)	20		3		
Post-Clerkship			4		
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	14	3	24	7	21
1Ls	7		6		4

Number of 2023 Summer 2Ls considered for associate offers 25

Number of offers made to summer 2L associates 24

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	90	19	30	1	0
Litigation	Commercial Litigation	120	19	75	10	5
E-discovery	E-discovery & Practice Advisory Services	1	1	1	0	1
Litigation	Global Insurance Group	60	27	43	0	1
Government, Regulatory, Administrative	Government & Regulatory	20	8	3	0	0

Intellectual Property	Intellectual Property, Patent, Trademark	28	4	6	0	0
Labor and Employment	Labor & Employment	54	17	19	3	0
Business, Corporate	Private Client Services	19	4	4	0	0
Real Estate, Land Use	Real Estate	43	6	20	1	1
Litigation	Subrogation & Recovery	58	5	12	0	8

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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