



**THE DIFFERENCE
IS IN OUR PEOPLE**



For questions or additional information, contact:
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History of the Firm

McNees Wallace & Nurick LLC is a full-service law firm comprised of more than 130 attorneys and 125 administrative staff who provide service to our global clients. For over 82 years, McNees has furnished clients with a comprehensive range of legal services tailored to meet the legal priorities and needs of businesses, educational institutions, public entities and individuals. Anchored in Harrisburg, Pennsylvania, McNees maintains offices in Lancaster, State College and Scranton, Pennsylvania; Columbus, Ohio; Frederick, Maryland and Washington, D.C.



McNees fosters a firm culture that attracts and retains the best people. That working culture is rooted in rich legal skill, strong in business acumen, generous in character, emblematic of leadership and abundant in client, community and professional service.

Awards and Recognition

- Best Places to Work for 14 consecutive years
- Best Lawyers® - PA, OH and D.C.
- PA Super Lawyers®
- Ranked Tier 1 firm in 2016 "Best Law Firms" by U.S. News & World Report and Best Lawyers®
- Women of Influence
- Women of Excellence
- Kiandra Bair, Associate, was winner of the 2017 Distinguished Leaders award by The Legal Intelligencer for her role in a pro-bono case which earned clemency from President Barack Obama.
- 2017 Legal Marketing Association Your Honor Awards awarded McNees third place for the Strategic Collaboration and Business Development Program.
- The Legal Sales & Services Organization awarded our Chief Business Development & Marketing Officer, Executive of the Year for her leadership.

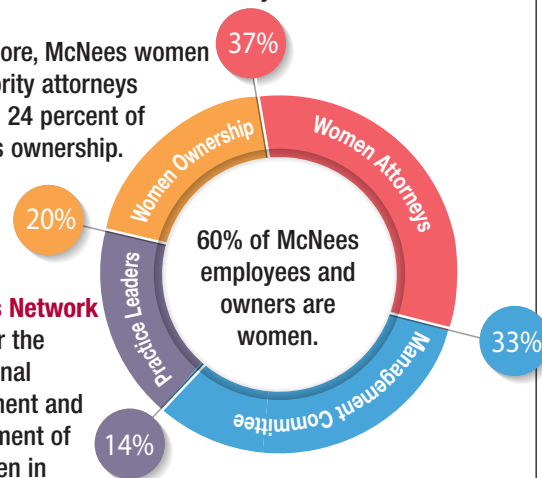
McNees Ranked at the Top

The Central Penn Business Journal (CPBJ) recently ranked McNees as one of the top firms by number and percentage of women attorneys. McNees's women attorneys make up 48 out of 117 in our Harrisburg and Lancaster offices. No other firms in the CPBJ rankings surveyed had a head count of more than 16 women lawyers.

Furthermore, McNees women and minority attorneys comprise 24 percent of the firm's ownership.

Women's Network

To further the professional development and advancement of the women in our firm and community, McNees developed the Women's Network Program in 2004 to provide a forum to build professional connections and promote business opportunities. McNees presents three substantive programs and one social program annually for its Women's Network members.



Capital Area Managing Partners Diversity Initiative

McNees is a founding member of and participates in the Dauphin County Bar Association's CAMP 1L Diversity Initiative, providing selected law students after their first year of law school with the opportunity to spend a summer working at a Harrisburg area law firm. For more than a decade, the McNees community has benefited from participating in this Diversity Initiative, and McNees has elected to build upon the DCBA CAMP 1L program by successfully launching a Winter Clerk pilot program in 2017. McNees employs a member of the CAMP 1L Program for 10-15 hours per week during the second semester of law school. Every year for the past 10 years McNees has hired an associate from the Camp 1L program.



"Through my experience as a CAMP 1L intern at McNees, I learned that my interests in the law were much broader than I expected. I never thought I would 'fit' in private practice. It was great to find a place where one could be ambitious and still value family, work/life balance, and comradery."
— Rachel Hadrick, Associate

Having it All

McNees approaches "work-life balance" with a deep appreciation of a collegial, team-oriented work environment. Our core values, memorialized in our Strategic Plan and McNees 2026 Initiative, include dignity, respect, fairness, collegiality, openness, diversity and inclusion. Each McNees attorney and staff member is expected to live up to these core values. We also recognize that key to attorney satisfaction is delivering high quality, client driven legal work that engages attorneys on a day-to-day basis. At the same time, we appreciate that attorney fulfillment is sustained when attorneys have meaningful opportunity to devote time and energy to personal pursuits, such as with family, friends or in community service. McNees believes we have succeeded in fostering a culture that achieves a balanced mix of quality legal work, people, and lifestyle, which makes us truly unique in today's legal community. Our continued commitment to maintaining that balance despite increasing pressures on law firm life is why some of the nation's best and brightest lawyers have chosen to practice law at McNees.

Attorney Retention

McNees' commitment to cultivate and maintain a diverse workforce remains at the core of its outreach and retention. The average tenure of lawyers is 5.5 years. Over 50% of McNees attorneys have been at the firm for 10 years or more; 5-9 years – 20%; less than 5 years – 28%.

Summer Associate Strategic Collaboration and Business Development Program

The Strategic Collaboration Program for Summer Associates is an introduction to teamwork that educates and benefits the law students, impacts the firm directly, and in the process, enlightens the attorneys with new strategies. It is a rarity that law firms afford the educational and presentation opportunities to law students. This highly transparent and award-winning program enhances the Firm's overall business development strategies, strengthens the law students' presentation skills and allows them to showcase their research and business development capabilities to the Firm's attorneys.

Don't Just Take Our Word for it

"I had an exceptional experience as a Summer Associate during the summer of 2015. McNees provides law students with the opportunity to experience numerous different types of legal practice. We were given assignments from all different groups at the Firm, which gave us exposure to different types of law and allowed us to personally interact with many different attorneys. The most unique part of the Summer Associate program was the Strategic Collaboration Program. Through this program I was able to learn something that very few law schools teach: the business aspects of legal practice. Thanks to the experiences I had as a Summer Associate and my involvement in the Strategic Collaboration Program, transitioning into an Associate attorney at the Firm has been seamless, as I already understand the differing types of legal practices the Firm has to offer and the inner workings of business development strategy."



Catherine Law, Associate



Matthew Garber, Associate

"Hands down, McNees has an exceptional summer program. As a Summer Associate at McNees, my colleagues and I were given the opportunity to develop relationships with many professionals at the Firm, take on a variety of legal assignments and get to know the Firm's culture well. As a group project, we took on the challenge of researching, preparing and delivering a business development strategy presentation to many Partners and Associates. These experiences helped me to refine my areas of interest, strengthen my research and writing abilities, develop great professional relationships and learn more about the law and the business of practicing law. These are the same foundational skills and experiences that I have continued to develop as an Associate at the Firm."

"I had an awesome summer at McNees. I was afforded the opportunity to complete a diverse range of work on many different projects, including McNees' innovative Strategic Collaboration and Business Development Program. The warm and collaborative culture at McNees makes it easy to participate in these matters. From top to bottom, McNees is filled with brilliant attorneys who regularly work on large and sophisticated matters. Plus, the attorneys always remained friendly, accessible and responsive to any questions that I asked. As a result, I was able to quickly adapt to the Firm and to my position as a Summer Associate. Because of McNees' people, culture and work opportunities, I was able to have an enriching summer experience. I would recommend this experience to any law student interested in practicing law in a private firm."



Adrian Dean, Associate



Ambria Armstrong, Associate

"Spending the summer at McNees gave me true insight to the values and down-to-earth culture of the firm – not to mention, it was a lot of fun! The Strategic Collaboration Program gave us a chance to work together, make connections, and grow our confidence, while also learning about and advocating for the value McNees can add to new clients. As an Associate, I am continuing to see the same openness, flexibility, passion and dedication of all of us here that drew me to McNees that summer."

"As a Summer Associate, I received projects from attorneys across the Firm, gaining exposure to different practice areas and insight into the day-to-day work of an Associate. The relationships I built during the summer, both with my classmates and with the attorneys, made for an easy transition back to McNees after law school. The Summer Associate program becomes stronger every year."



Thomas Markey, Associate

With **DIVERSITY**, we are all **CONNECTED**

Diversity & Inclusion - More than Just Words

McNees understands the value of hiring and retaining people of diverse backgrounds, utilizing their talents and comprehensive experiences to provide legal services of the highest quality, and to meet the full array of its clients' needs.

Diversity is an integral part of every facet of McNees, including its recruitment, hiring and training efforts, as well as the organizations it belongs to and programs it sponsors. As a leader in the community and the profession, McNees seeks to extend its commitment to inclusiveness and diversity beyond its own doors and participates in a variety of local diversity initiatives in the communities it serves.