



Buchanan

2025

CULTURE REPORT



Table of Contents

- 04 Foreword from Our Chairman and CEO
- 05 Foreword from Our Chief Experience Officer
- 06 Our People
- 14 Our Culture
- 22 Our Community
- 28 Our Recognitions
- 34 Our Impact

A WORD FROM OUR CEO



At the core of Buchanan lies a culture rooted in integrity and respect. We are intentional about how we show up for our clients, our colleagues, and our communities.

In 2025, we celebrated our 175th anniversary as a firm, and I was honored to have the opportunity to mark this momentous occasion. None of this would be possible without our people.

Our inclusive environment promotes diverse perspectives and ideas, fueling innovation and enabling us to develop forward-thinking solutions to meet our clients' complex needs. This dynamic approach not only drives our growth but also reinforces our role as a responsible and impactful organization.

Our success is a collective effort, and it starts with ensuring that we each uphold our shared values and culture, serve the best interests of our clients, and contribute to our communities across the nation.

James Newell
CHAIRMAN AND CEO

A WORD FROM OUR CXO



We believe that a well-rounded experience supporting employee growth, development, and belonging is at the heart of everything we do here at Buchanan. We understand that a truly vibrant and innovative firm is built on the strength of different perspectives and experiences, and we strive to create a community where everyone can contribute meaningfully.

We take pride in our dedicated efforts to support new lawyers and young professionals, providing mentorship and opportunities that help them thrive, while also actively uplifting and showcasing the talents of our more tenured colleagues. Our commitment to diversity and inclusion extends beyond policies; it is embedded in our everyday interactions and our shared values as a firm.

Lloyd Freeman
CHIEF EXPERIENCE OFFICER



01

“The truth is that the firm is nothing more than the people at Buchanan. All of us. On the same team. With the same goal.”

Jason Murtagh

MANAGING SHAREHOLDER,
HEAD OF THE SAN DIEGO OFFICE

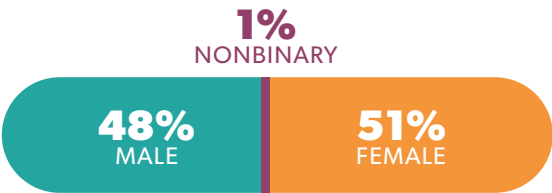
OUR
People

Leading the Charge

Our growth is measured not just by our reach, but by the increasing diversity of the voices that lead us forward.

913

Total Employees



Employee Population

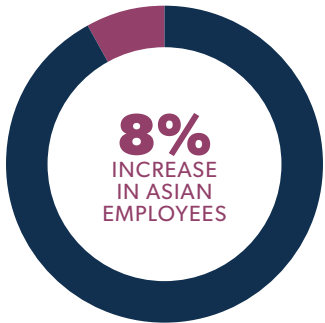
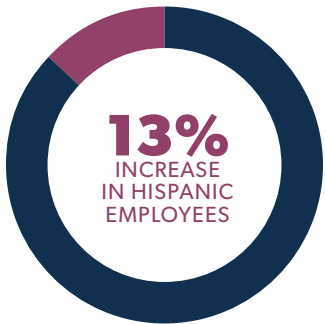
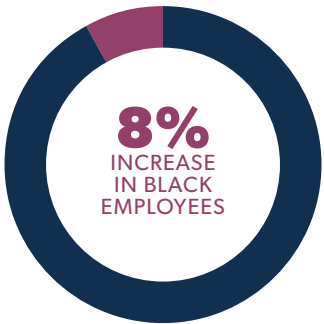
Total Employee Growth since 2024



Women



People Of Color



Women and Underrepresented Attorneys



LGBTQ+

We Win TOGETHER

Our achievements are a team effort, beginning with each of us actively fostering our exceptional culture. Within our firm lies a commitment to excellence that is reflected in the numerous accolades our professionals and firm received this year.

Joe Centeno
INAUGURAL ATTORNEY
OF THE YEAR AWARD
MCCA

Krista Rose
MOST PROMISING
NEWCOMER FINALIST
Law.com Pennsylvania Legal Awards

Jen Minter
WOMAN OF INFLUENCE
Pittsburgh Business Times

David Monaghan
MOST EFFECTIVE
DEALMAKER FINALIST
Law.com Pennsylvania Legal Awards

Lloyd Freeman
DIVERSITY INITIATIVE FINALIST
Law.com Pennsylvania Legal Awards

Rocky Rodriguez
2025 WEAVER H. GAINES AWARD
BioFlorida, Inc.

Haley Ayure
40 UNDER 40
Tampa Bay Business Journal



Buchanan's Chicago office opened in 2025 and is located in Chicago's West Loop at 150 N. Riverside. The building offers stunning views of the Chicago River and is centrally located near incredible restaurants and historic sites.

Expanding Our Footprint

In 2025, we opened two new offices as part of a strategic win for the firm's overall growth.

Chicago

Launched in January 2025 with 15 lawyers and six business professionals, this lateral group handles a wide range of intellectual property disputes including patent, trademark, copyright, unfair trade practices, trade secrets, appellate, and Hatch-Waxman litigation. We've since grown our offerings and continue to provide full-service support to our clients.

“

Chicago has been a target for expansion, and I know we'll build success in the Chicago market and leverage the location for our clients. We envision further growth, with a focus on lateral recruiting in transactional practice areas.”

Jim Newell

CHAIRMAN AND CEO

Toledo

Our healthcare litigation team expanded with the addition of nearly 20 attorneys licensed in Ohio, representing clients in 10+ practice areas, including healthcare, labor and employment, life sciences, and intellectual property.

“

Our healthcare litigation team expanded its footprint into Ohio with the opening of our downtown Toledo office. We now boast a team of 19 licensed attorneys who devote their practice to defending clients in complex cases throughout the country.”

Matt Corso

SHAREHOLDER, PHILADELPHIA OFFICE



A Legacy of Leadership

2025 APPOINTMENTS

Our commitment to excellence extends beyond the firm as our professionals take on vital leadership roles within the broader legal community and professional associations.



Christine Alden

DIRECTOR
British-American Business Council Miami



David Cellitti

BOARD MEMBER
onbikes



Minji Kim

BOARD MEMBER
Asian Pacific American Bar Association -
Pennsylvania (APABA-PA)



David Eapen

PRESIDENT
South Asian Bar Association,
Philadelphia Chapter (SABA Philly)



Ezza Ahmed

SECRETARY
Federal Bar Association,
Middle District of Pennsylvania Chapter



Daniel Pierce

BOARD MEMBER
At Your 6



Andria Adigwe

CO-CHAIR
New York State Bar Association,
E-Health and Information Systems Committee

Evolving Together

Buchanan's culture is characterized by a deep commitment to continuous learning and adaptation. In a rapidly evolving landscape, we recognize that staying ahead requires embracing change, challenging the status quo, and investing in our people.

“

Together, we strive to create a workplace where kindness, integrity, and innovation thrive, fueling our collective success and making a meaningful difference in the lives of our employees, clients, and the communities we serve.”

Lloyd Freeman

CHIEF EXPERIENCE OFFICER



02

“I am most excited about our firm’s future because of our Buchanan family and the investment that we are making. We have amazing lawyers and business professionals who are really selfless in supporting one another.”

Jaime Tuite

SHAREHOLDER,
HEAD OF THE PITTSBURGH OFFICE

OUR
Culture

Legacy in Motion

Affinity Groups

We are continuously evolving our Affinity Groups, marked by an intentional “passing of the torch” that brings new voices to the forefront of our cultural mission.

All of our Affinity Groups continue to provide the mentorship and opportunities necessary for our people to thrive.



Supports first-generation college graduates, professionals, and their allies.



Supports employees of color and various cultural backgrounds and their allies.



Supports veterans, those currently serving in the armed forces, and their allies.



Supports caregivers of all kinds and their allies.



Supports women and their allies.



Supports employees with visible and invisible disabilities and their allies.



Supports LGBTQ+ individuals and their allies.

Breaking Barriers and Building Support

The N.O.W. Affinity Group is modernizing workplace support by addressing historically taboo topics head-on. This year's cornerstone event, "Menopause in the Workplace," featured Rhode Island Senator Lori Urso and Representative Karen Alzate discussing groundbreaking legislation for workplace protections.

The Pulse of Our Firm

Our culture thrives because of the shared experiences of our people. In 2025, we saw a nearly **10% increase** in attendance across our cultural recognitions, reflecting our intentional effort to show up for one another.

On average, we have 391 registrants at our events. From office-wide celebrations to reflective historical displays, these moments are the heart of Buchanan.

615
Black History Month
Registrants

541
MLK Day
Registrants

520
Women's History Month
Registrants

Our community-focused events, including Friendsgiving and office-specific celebrations like the N.O.W. sponsored Summer Book Club, continue to bridge the gap between colleagues and friends.



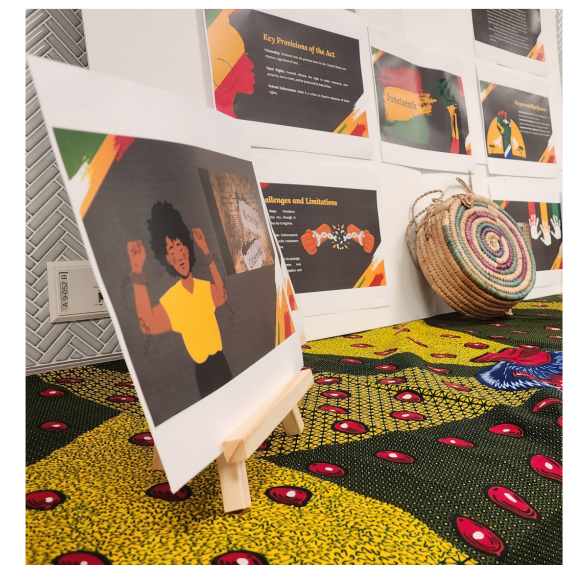
Philadelphia Office Hosts Dumplings & Discussion Event in Partnership with APABA-PA



Tampa Colleagues Attend HCBA Judicial Food Festival



Charlotte Office Sponsors Access to Justice Breakfast with Charlotte Center for Legal Advocacy



Buchanan Showcases Annual Juneteenth Traveling Display

Wellness and Work-Life Harmony

We believe that investing in our people means supporting the whole person—at work and at home.

Whether through Bring Your Child to Work Day or friendly competition in our office photo contests, we prioritize moments that spark joy and authentic interaction.



Family First: We celebrated the next generation and recognized our military families during Purple Up Day for the Month of the Military Child.

“

Our culture at Buchanan profoundly influences employee morale, retention, and motivation, inspiring our team to perform at their best for colleagues, clients, and the broader community. Through our inclusive policies, educational initiatives, and celebratory events, we are proud to cultivate an industry-leading environment where everyone feels valued, empowered, and connected.”

Shawna Williams

DIVERSITY & INCLUSION MANAGER, PHILADELPHIA OFFICE

2025 Engagement at a Glance:

3,517

Total Registrants for CLEs
Open to the Public

8%

Growth in Engagement vs. 2024

31.2%

Increase in Repeat
Attendees in 2025

7

Active Affinity Groups Driving
Inclusion Every Day



03

“We care about the communities we live and work in. This year we celebrated our 6th annual Day of Service, where we connected with local nonprofits and engaged our employee population in a meaningful way.”

Jason McLean

SHAREHOLDER, PITTSBURGH OFFICE

OUR
Community



The United Way Campaign

Our firm raised over

\$432,000

for the United Way, a testament to our shared values and dedication to bringing meaningful change to those in need.

This achievement reflects Buchanan's commitment to making a positive impact on our community. By offering our support and resources, we aim to make a lasting positive impact."

Jim Newell
CHAIRMAN AND CEO



Day of Service

Colleagues across our offices stepped away from their desks to support their communities, contributing funds and hundreds of volunteer hours to local nonprofits and community projects.



1,000+

Food donations

\$19.5k+

Monetary donations
made to our partner organizations.



250+

Books donated

612

On-site volunteers



Miami Office Participates in Florida International University's (FIU) Pitbull Stadium Pig Roast Series



Washington DC Colleagues Attend International Monetary Fund and World Bank 2025 Spring Meetings



Pittsburgh Colleagues Attend ACBA Luncheon Honoring Chief Justice Debra Todd

Alumni Excellence

In 2025, we revitalized our alumni program. The Buchanan Alumni Network encourages alumni engagement through collaboration, events, mentorship, and other firm initiatives. We also created a LinkedIn group where we can connect with alumni to exchange industry news, offer exclusive perks, share career updates and learn about local events.



Buchanan Alumni Network Member Lauren Woods Wins Raffle for Ninja Coffee Maker



Pittsburgh Colleagues Attend The Ireland Funds Pittsburgh Gala at Acrisure Stadium



Newark Office Hosts DePaul High School Future Lawyers' Club for Law Day Lunch

04



“Our mix of offices and sections come together to form a team of dedicated professionals who thrive in an environment that encourages open communication, collaboration, and continuous growth.”

Danielle Rosetti

CHIEF TALENT OFFICER, WASHINGTON, DC OFFICE

OUR Recognitions

Buchanan CHAMBERS USA RECOGNIZES BUCHANAN ATTORNEYS AND PRACTICE AREAS

Chambers USA 2025 Guide Recognizes Buchanan Attorneys and Practice Areas

29 Buchanan attorneys and 15 of the firm's practice areas were recognized in the Chambers USA 2025 guide. Of those, three practice areas and four attorneys were ranked Band One.



144 Buchanan Attorneys Recognized in The Best Lawyers in America® 2026 Edition

In addition, 6 were named "Lawyer of the Year" in their respective practice categories and metropolitan areas and 23 were named to Best Lawyers: Ones to Watch in America®.

Pennsylvania Powerhouse - Buchanan - Law360

Buchanan was named one of Law360's 2025 Pennsylvania Regional Powerhouses. This designation recognizes Buchanan's extensive practice in Pennsylvania and the breakthrough work the firm is delivering for clients.

Buchanan Recognized with 2025 AI Innovator Award by NetDocuments

The firm received the 2025 AI Innovator Award NORAM for its transformative use of NetDocuments ndMAX AI tools to enhance legal services. Buchanan is now the only Am Law 200 law firm to win multiple awards, having received the NetDocuments Award for Automation in 2024.

Buchanan Earns National & Metropolitan Tier 1 Rankings in the 2026 Best Lawyers® "Best Law Firms" Report

The Best Lawyers "Best Law Firms" rankings are based on a rigorous evaluation process that includes the collection of client and lawyer evaluations, peer reviews from leading attorneys, and review of additional information provided by law firms as part of the formal submission process.

Legal Leadership

Andrew Parsons and Krista Rose (pictured here with LCLD colleagues) were accepted into the 2025 Leadership Council on Legal Diversity (LCLD) Pathfinder program. Andrew is a Shareholder in the firm's Corporate section, and Krista is an Associate in the Litigation section.





“

Since 1850, the firm has played a significant role in shaping the local and national legal, business, and community. Buchanan has been instrumental in advancing civil liberties, championing pro bono legal services, fostering technological innovation, and shaping the overall wellbeing of our communities. We are proud of our legacy of service, leadership and dedication.”

Jim Newell
CHAIRMAN AND CEO

The year 2025 marked a milestone for Buchanan - we celebrated 175 years of dedicated service to our clients, tremendous growth and long-lasting success. To recognize this momentous occasion, we hosted events in several of our offices.

Celebrating 175 Years

Our Recognitions and Events



In Pittsburgh, we received official citations from Pennsylvania Governor Josh Shapiro, our US Congressional Delegation, and the Pennsylvania State Senate and House. These citations recognized our contributions to the legal community.



Our Washington, DC office marked the occasion with over 100 guests and remarks from Chairman and CEO, Jim Newell. This celebration highlighted Buchanan's long-standing role in shaping the legal, business, and historical landscape, and emphasized the vital contributions of our Washington, DC, and Alexandria offices to our broader national presence.



Chairman and CEO Jim Newell was featured on "Our Region's Business," where he discussed the firm's 175th anniversary.



In Ft. Lauderdale, the City gave a Proclamation honoring our 175th Anniversary and declaring May 6th Buchanan Ingersoll & Rooney Day. The Proclamation was read at the event by Vice Mayor Ben Sorensen.

05

“Our firm offers more than legal excellence. Our pro bono work and community engagement foster positive change in the communities in which we live and work.”

Mark Kasten

SHAREHOLDER, PHILADELPHIA OFFICE

OUR
Impact





Purpose Beyond the Practice: Our Real World Impact

The Corporate Share Program

Our Corporate Share Program provides our summer associates with immersive, firsthand experience by embedding them within the legal departments of industry leaders.



PNC is excited for another year of partnering with Buchanan... providing these talented summer associates with an opportunity to gain experience in our corporate legal department."

Jamie Fargo

SENIOR COUNSEL AT PNC



Working for a prominent international content creator like MrBeast has given me valuable insights... we were able to attend the NASDAQ closing bell ceremony!"

Bryn Horner

2025 SUMMER ASSOCIATE



I gained firsthand insight into complex nonprofit and real estate issues... crafting board-ready recommendations at the largest employer in the Pittsburgh region."

Lewis Richardson

2025 SUMMER ASSOCIATE

Investing in the Next Generation

We are committed to opening doors for future legal professionals through hands-on mentorship and educational partnerships.



4th Annual Miami Externship

Buchanan hosted its fourth annual externship program in collaboration with Miami-Dade County high schools. The two-day interactive program introduces students to diverse career opportunities across the legal profession.

“

Buchanan is providing a unique and invaluable opportunity for high school students that is unparalleled in the legal community.”

Steve Piscitelli

LAW & GLOBAL BUSINESS ACADEMY CO-CHAIR,
ALUMNI LIAISON AT ST. BRENDAN HIGH SCHOOL

Thought Leadership and Advocacy

Through our Dimensions of Diversity podcast series and strategic partnerships, we lead critical conversations on the issues shaping our society.

Social and Legal Advocacy

In 2025, we hosted discussions on LGBTQ+ rights with Thomas Prol, disability rights with Robert Dinerstein, and the impact of affirmative action on college enrollment.

Representation and Leadership

We explored Korean American representation in leadership and the dynamics of women in boardrooms to foster more inclusive paths to the top.

Empty Nest Identity Shifts

New Beginnings: Navigating Empty Nest Identity Shifts with Inspiration and Insight
In recognition of National Family Caregivers Month, our C.A.R.E. Affinity Group explored transitions in caregiving and identity.

Specialized Awareness

Disability Pride Sensory Event
We shared the importance of accessibility and inclusivity in public spaces and best practices for creating welcoming environments for all.

Buchanan's Federal Government Relations Team Supported Our Client in Passing the Senator Elizabeth Dole 21st Century Veterans Healthcare and Benefits Improvement Act

The Act is a transformative step toward enhancing healthcare and resources for veterans and their caregivers. The Buchanan team was involved in communicating with Senate and House staff and with the client on advocacy strategy, status and feedback from the Hill.

Pro Bono Stats

141

Pro Bono Clients
in 2025



Buchanan

The firm is proud to be regularly recognized by peers and the legal industry as a leader in advancing diversity & inclusion in the legal profession.

Corporate Equality Index 2025

Rating Workplaces on Lesbian, Gay, Bisexual, Transgender and Queer Equality



workplace
equality
program

HUMAN
RIGHTS
CAMPAIGN
CORPORATION

