

PROVIDENCE BUSINESS NEWS

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Open book on financials keeps associates in loop

★ 3RD PLACE ★

TAYLOR DUANE
TAYLOR DUANE BARTON & GILMAN LLP

Company Location: **10 Dorrance Suite, Ste 800,
Providence**

Number of Employees: **27**

CEO (or equivalent): **Francis A. Connor III**

Most proud of... "I am ahead of the curve at this point in my career because the partners have taken the time to explain and work with me." – Angela L. Carr, lawyer

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BY DAVID LEVESQUE

CONTRIBUTING WRITER

Twice a month **Taylor Duane Barton & Gilman** holds its attorney lunches and they don't hold back.

"It's an open book on the firm's financials," said Angela L. Carr, an associate at the firm. She said the company's leadership is not only transparent but wants feedback, including from its more junior lawyers. "The younger attorneys do speak up and it's expected."

Carr said that business approach factored into her decision six years ago to join the company as a young attorney and she believes it's a corporate culture that directly impacts employee satisfaction companywide.

The firm agrees and points to an extremely low turnover rate for administrative, paralegal and secretarial staff members and the fact that one-third of employees have been with



PBN PHOTO/BRIAN MCDONALD

LAW AND ORDER: Taylor Duane employees, from left: billing coordinator Lilibeth Castro-Guerra, legal assistant Chelsea Severance, Administrator Ann Marie Potter, Assistant Firm Administrator Lilian Parra, and Administrative Partner Frank Connor.

the company for more than 10 years.

Taylor Duane Barton & Gilman also provides workers with an array of competitive benefits, including a generous health and wellness plan, tuition reimbursement and opportunities to volunteer in the community. They also recognize individual and team achievement by providing everything from cash gifts to pizza parties.

In the extremely competitive world of law, Carr said the ultimate benefit is the professional head start the firm

gives young attorneys.

The company does this upon hiring by assigning junior lawyers to a mentor, a partner at the firm. However, Carr said new employees quickly learn that there is an "it-takes-a-village mentality," with all partners assisting in their development.

In doing so, the firm gives associates the support to take on significant aspects of cases, which in turn helps all staff on the various teams within the firm. ■