

## Basic Information

1201 N. MARKET STREET  
P.O. Box 1347  
Wilmington, DE 19801  
Organization Size: 96  
Office Size: 90  
**Hiring Attorney:** Mr. Michael Flynn  
**Hiring Attorney #2:** Mr. n/a n/a

**Recruiting Contact:**  
Ms. Sarah Oscar  
Legal Recruitment and Professional Development Coordinator  
1201 North Market Street  
P.O. Box 1347  
Wilmington, Delaware (DE) 19899-1347  
United States  
**Phone:** 3023519207  
soscar@morrisnichols.com

## Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 210,000  
**Summer Compensation**  
2024 compensation for Post-3Ls (\$/week) 0  
2024 compensation for 2Ls (\$/week) 4,038  
2024 compensation for 1Ls(\$/week) 4,038

## Partnership & Advancement

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track? 8

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	31	22	4	0	15
	Women	12	23	4	0	8
	Non-binary	0	0	0	0	0
	Total	43	45	8	0	23
Latinx	Men	0	1	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
White	Men	14	17	5	0	15
	Women	9	12	2	0	6
	Non-binary	0	0	0	0	0
Black or African American	Men	0	0	0	0	0
	Women	0	0	0	0	0
	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	0
Asian	Men	1	1	0	0	0
	Women	1	4	0	0	2
	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	1	3	0	0	0
	Women	0	0	1	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	1	0	0	0	0
	Women	0	0	1	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	1	1	0	0	0
	Women	0	3	0	0	2
	Non-binary	0	0	0	0	0
Veteran	Men	3	0	0	0	1
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Derek Abbott  
Pro Bono Chair  
302-351-9357  
dabbott@morrisnichols.com

Is the pro bono information indicated here firm-wide or specific to one office?

Firm-wide

% Firm Billable Hours last year

Average Hours per Attorney last year

Percent of associates participating last year

Percent of partners participating last year

Percent of other lawyers participating last year

## 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?

No

Is rotation mandatory?

No

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?

No

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	10	10	8	8	11
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates			3		1
All Other Laterals (non-traditional track)			1		
Post-Clerkship			6		2
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls	10		12	1	23
1Ls	3		4		

Number of 2023 Summer 2Ls considered for associate offers 12

Number of offers made to summer 2L associates 12

General Hiring Criteria Strong academic performance (typically top 10% of class or minimum GPA of 3.4) in law school as well as significant life and work experiences.

## 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	Bankruptcy	7	3	11	4	0
Business, Corporate	Commercial/Transactional	6	0	9	2	0
Business, Corporate	Corporate Counseling	7	0	8	2	0
Business, Corporate	Corporate/Business Litigation	15	2	13	6	0
Intellectual Property	Intellectual Property	7	2	3	0	0

## Diversity & Inclusion

**Diversity Contact:** Mr. Tarik Haskins  
**Diversity Website/URL:** <https://www.morrisnichols.com/about-diversity-inclusion>

## Organization Narrative

The attorneys at Morris Nichols enjoy a uniquely challenging national corporate practice located in the smaller urban setting of Wilmington, Delaware. Our national practice enables our attorneys to experience the full range of challenging professional matters enjoyed by attorneys in larger cities and, at the same time, enjoy active participation in their community.

The unique professional opportunities available at Morris Nichols are a result of Delaware's prominence in corporate, banking and intellectual property law, and the quality of Delaware's state and federal courts. As you weigh where you might like to start your legal career, consider Delaware. With high-profile, interesting cases, attorneys at the very top of the profession, and legendary courts with experienced judges, Delaware is an accessible place to build a rich and satisfying legal career. Approximately half of the Fortune 500 companies and forty percent of the companies listed on the New York Stock Exchange are incorporated in Delaware. More than fifteen major banks serve national clients from facilities located in Delaware. The firm represents prominent, well-established corporations as well as emerging technology and internet companies.

The Morris Nichols' summer associate program is an integral part of our recruiting process and is designed to provide summer associates with meaningful exposure to the firm, its attorneys, other professionals and staff, and its clients. Our goal is to give potential associates a realistic view of work at the firm, while also providing a range of activities to introduce them to the opportunities available in Delaware.

We allow our summer associates the freedom to explore various practice areas. Since few law students know with certainty the type of law they would like to practice, our program provides an opportunity for summer associates to interact with different attorneys and to work on assignments from several of the firm's practice groups. Although we encourage summer associates to experience a variety of legal work, if they express an interest in a particular practice area, we make every effort to assign them work in those areas, and to involve them in the day-to-day activities of the attorneys who practice in those areas. Members of the firm's Recruiting Committee are specifically designated to coordinate work assignments for the summer associates. At the beginning of the summer, each summer associate is assigned an associate mentor, although summer associates often establish their own mentoring relationships with other attorneys at the firm.

Summer associates work on the same matters assigned to our full-time associates, including the opportunity to research and write legal memoranda and briefs, prepare motions, discovery and other pleadings, and to prepare documents relating to corporate transactions. In some cases, summer associates travel to client locations and assist our attorneys in addressing client needs. In addition to short term assignments, we seek to give each summer associate one or two "long term" assignments in an area of their preference that will involve significant events over the summer.

Although our program is largely geared toward second-year law students, the firm often hires highly qualified first-year law students to join the summer program. In past years, we have made offers of permanent employment to a high percentage of our summer associates, and most have returned to Morris Nichols upon graduation.

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.