

### Basic Information

500 Delaware Avenue  
Suite 1500  
Wilmington, DE 19801  
Organization Size: 62  
Office Size: 62  
**Hiring Attorney:**

**Recruiting Contact:**  
Ms. Jennifer Lucas-Ross  
Director of Attorney Recruiting and Professional Development  
500 Delaware Avenue  
Suite 1500  
Wilmington, Delaware (DE) 19801  
United States  
**Phone:** 302-888-6949  
jlucas-ross@morrisjames.com

### Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 180,000

**Summer Compensation**

2024 compensation for Post-3Ls (\$/week)

2024 compensation for 2Ls (\$/week) 2,211

2024 compensation for 1Ls(\$/week) 2,211

### Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track?

How many years is the equity track?

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	31	11	4	0
	Women	6	6	5	0
	Non-binary	0	0	0	0
	<b>Total</b>	<b>37</b>	<b>17</b>	<b>9</b>	<b>0</b>
<b>Latinx</b>	Men	0	1	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>White</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Black or African American</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Asian</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>2 or More Races</b>	Men	0	0	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>LGBTQ</b>	Men	1	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Veteran</b>	Men	1	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0

## Pro Bono/Public Interest

Jill Di Sciuolo  
Counsel  
3028886871  
jdisciullo@morrisjames.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

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	0	0	2	0	2
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	1
Lateral Associates	9	0	1	0	4
All Other Laterals (non-traditional track)	0	0	1	0	0
Post-Clerkship	0	0	0	0	0
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	0	0	0	0	2
1Ls	0	0	1	0	1

Number of 2023 Summer 2Ls considered for associate offers

Number of offers made to summer 2L associates

General Hiring Criteria

Morris James seeks candidates with strong academic credentials (top third of their class) and who are curious and passionate about the practice of law and who seek to understand and achieve client goals. Our attorneys also value the following competencies:

- Clear thinking
- Resourceful problem-solver
- Diligence and initiative
- Collegial and team-oriented
- Excellent interpersonal communication skills that display humility and positivity
- Persuasive writing that displays sound legal reasoning and the ability to evaluate arguments
- Integrity, honesty, and respectfulness
- A sincere interest and passion in practicing law in Delaware

## 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

<b>Bankruptcy</b>	Bankruptcy	5	1	5
<b>Business, Corporate</b>	Business Transactions	5	0	1
<b>Business, Corporate Litigation</b>	Corporate and Commercial Litigation	10	3	4
<b>Labor and Employment</b>	Education and Employment	1	1	1
<b>Family</b>	Family Law	1	1	1
<b>Intellectual Property</b>	Intellectual Property	1	0	1
<b>Litigation</b>	Plaintiffs Medical Malpractice	1	1	0
<b>Litigation</b>	Plaintiffs Personal Injury	6	1	2
<b>Real Estate, Land Use</b>	Real Estate	3	1	1
<b>Business, Corporate Tax</b>	Tax, Estates & Business Practice	4	0	1
<b>Trusts and Estates</b>				

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## Diversity & Inclusion

**Diversity Contact:** Ms. Brya Keilson

**Diversity Website/URL:** <https://www.morrisjames.com/careers-why-jobdiversity.html>

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## Organization Narrative

Morris James is a leading provider of sophisticated legal services with 70 lawyers located in six offices throughout Delaware. We are a full service firm helping Delaware corporations, businesses and private clients address complex legal concerns. Our clients-first philosophy, multi-disciplinary approach and collective experience earn us high regard from clients, peers and the business community. For more information, visit <https://www.morrisjames.com/about.html>

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