

DESTINATION DELAWARE

NATIONAL SIGNIFICANCE | DELAWARE EXPERTISE



Explore a career in Delaware's
highly competitive and sophisticated
legal community with one of the most
sought-after Wilmington law firms.

Morris Nichols
ARSHT & TUNNELL

DISCOVER DELAWARE

Your legal career is just beginning, yet the next step – finding the right summer associate position – is already before you.

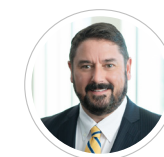
Understanding and exploring the career opportunities available to you is a daunting task, especially given the other demands for your time and attention. You may not yet have any idea what practice areas interest you. You also probably haven't decided whether you're best suited for litigation or advising clients on business transactions, corporate governance or restructuring. A strong summer associate opportunity should allow you to explore multiple practice areas, work with talented lawyers on challenging legal problems, and leave you with a solid understanding of what it takes to be a successful associate. That's what Morris Nichols offers.

As a summer associate at Morris Nichols, you'll work alongside some of the most respected lawyers in the country across multiple practice areas to identify the specialty that aligns with your career goals. You'll also learn about our firm culture and Delaware's vibrant legal market, explore all that Delaware and the surrounding areas have to offer, and engage with our associates and partners at firm events, small group gatherings, and mentoring sessions.

We know the recruiting process is stressful and time-consuming, and we're committed to making it a positive experience. After you submit your application online, qualified applicants will be scheduled for a short virtual screening interview so that we can learn more about you and answer your questions. The next step is inviting you to meet some of our associates, special counsel, and partners at our office in Wilmington, Delaware. Throughout each point in the process, we'll work around your academic commitments to minimize your time away from school.

I invite you to keep reading to learn more about our firm and the work we do for the world's leading businesses in the corporate capital of America.

Please reach out to any of our recruiting contacts for additional information or answers to any questions you may have. We genuinely look forward to hearing from you.



Michael J. Flynn,
*Morris Nichols Recruiting Committee Chair,
Partner, Intellectual Property*

WHY IS DELAWARE A CORPORATE LAW LEADER?

As you're weighing where you might like to start your legal career, consider Delaware's advantages.

Corporate Law Epicenter. Delaware is preeminent as the place for businesses to incorporate. More than one million business entities have their legal home in Delaware, including more than 50% of all US publicly traded companies and many of the Fortune 500.

Deals and transactions flow through Delaware. Major companies are structured as Delaware entities. Nuanced corporate governance questions are considered under a Delaware law framework.

Litigation Leader. Legendary Courts. As a result of Delaware's business prominence, disputes regarding corporate law are often brought in, and decided by, the Delaware courts.

Delaware is home to the Delaware Court of Chancery, the specialized business court recognized worldwide for its reputation in corporate and commercial matters.

Delaware's federal district courts are renowned venues for filing patent disputes and corporate bankruptcy chapter 11 proceedings. The District of Delaware frequently appears among the top venues across the United States.

“Delaware has offered me the opportunity to thrive both professionally and personally by providing an environment with high-quality, cutting edge legal work, in a city that is convenient to live in and has something for everyone.”

Morris Nichols Associate
Bankruptcy

Accessible Legal Community. Even though the cases are just as big as in New York or California, and the deals just as high stakes, the Delaware firms are much smaller. In Delaware, you can work in a firm of 100 instead of hundreds or even thousands as you might find in larger cities.

If developing a national-level legal practice interests you, then Delaware's smaller market offers terrific career opportunities.

As you consider where you plan to live and work, Delaware's strong community values and prime geographic location offer several advantages.

The state's close-knit neighborhoods and active local engagement foster a supportive and inclusive environment that enhances residents' quality of life. With its modest size, Delaware maintains a strong sense of connection across communities.

Geographically, Delaware is well-positioned along the East Coast. Access to major metropolitan centers like Philadelphia, New York City and Washington, DC via I-95 and Amtrak opens many commuting and weekend getaway options. Additionally, Delaware's scenic beaches offer a coastal retreat that further enhances the state's appeal.



This connectivity enables residents to enjoy a relaxed, affordable lifestyle without sacrificing access to larger cities.

Big city living? A house in a close-knit neighborhood? Scenic drives along rolling country landscapes? Whether you prefer to live near our office in Wilmington or commute from a larger city, Delaware is well-connected.

PUTTING DOWN ROOTS

Live in a vibrant community within hours of major East Coast cities and experience a rewarding career with Morris Nichols.



“I chose to live in Philly because it allows me to have what I see as the best of both worlds, personally and professionally, with an incredibly manageable commute by car or train. I walk out the steps of my apartment building to a major metropolitan area with countless restaurants and activities while having the opportunity to work on cutting-edge Delaware corporate law issues.”

Morris Nichols Associate
Corporate Counseling

“I knew that I wanted to be in Delaware because it is a strong corporate legal market that provides associates with purchasing power that makes homeownership attainable while also providing associates with no shortage of opportunities for socialization and recreation in a compact area. Consequently, after shopping around, I found the perfect starter house that fits my needs in a city-lite neighborhood.”

Morris Nichols Associate
Corporate Counseling

MORRIS NICHOLS IN PRACTICE

CAREER OPPORTUNITIES

Morris Nichols is a leader in shaping Delaware law.

As a prominent Delaware law firm Morris Nichols has played a pivotal role in shaping Delaware's world-renowned corporate law. The firm enjoys a deep history of representing well-known clients in connection with significant transactions and landmark cases.

We offer lawyers the ability to work on cutting edge matters of national significance including sophisticated deals, complex corporate governance matters, bankruptcies and restructurings, and corporate and intellectual property litigation.

Our Practice Areas

Recognized as a leading Delaware law firm, **Morris Nichols** handles bet-the-company, high-stakes matters in the four key areas of corporate and alternative entity counseling, corporate litigation, bankruptcy and restructuring, and intellectual property litigation.

- Alternative Entity Counseling
- Bankruptcy & Restructuring
- Commercial Transactions
- Corporate & Commercial Litigation
- Corporate Counseling
- Intellectual Property Litigation
- Unclaimed Property

Because of our size and collaborative culture, our lawyers are given opportunities to take on responsibility and work closely with clients and partners from the moment they join us.

This experience helps them quickly excel as business lawyers and accelerate the trajectory of their careers.

Collaborative Environment. Our structure, particularly our *one-to-one partner-to-associate ratio* and the varied and complex matters in which our lawyers are engaged, provides unparalleled opportunities to learn and grow.

Supportive Culture. Our collegial environment creates opportunities for associates to excel. Morris Nichols is committed to promoting the diversity of our firm and to creating a work environment that values the backgrounds and contributions of each individual employed here. We believe that an inclusive culture improves the scope as well as the quality of our legal practice, aids us in responding to the needs of our clients, and helps us thrive as a member of the national legal community.

Proven Professional Development. Associate development is a high priority at Morris Nichols—we expect successful associates to carry on the firm's tradition of providing the highest quality legal services. Our professional development and mentoring programs are composed of several elements that together give associates the opportunity to acquire the necessary skills and knowledge to strive in their legal career.

“I chose Morris Nichols for its reputation in Delaware and beyond. I've stayed at Morris Nichols because of the relationships I've built within the firm. My colleagues know my family and cheer for their success. That kind of support allows me to excel as a litigator and a parent.”

Susan W. Waesco
Morris Nichols Partner
Corporate Litigation



Substantive Work. Associate work is meaningful and challenging from Day One. Our lawyers work on cutting-edge assignments for some of the country's most prominent companies and alongside many of the preeminent US and global law firms.

“One of the things that's certainly kept me here is the diversity of work. We do everything from mergers and acquisitions to loan transactions to counseling for the use of Delaware entities. Each day is different.”

Tarik J. Haskins
Morris Nichols Partner
Commercial



FAST FACTS

1 Office – Wilmington, Delaware

1:1 Partner per Associate Ratio

FOUNDED
1930

100
attorneys

80
professional staff

10
paralegals

4
core practice areas

80% of AmLaw 100 firms rely on Morris Nichols as Delaware counsel

70% of partners are ranked by Chambers USA

CROSS-PRACTICE EXPOSURE



*Our expertise is focused on our
4 core practice areas*

“As a transactional associate, I was very excited to have the opportunity to work with the litigation and bankruptcy groups. Writing briefs, working on discovery issues, and helping with an asset purchase agreement related to bankruptcy gave me insight into how disputes arise and are resolved, improving my ability to assess risk in my transactional work.”

Morris Nichols Associate
Commercial

Law students who summer at Morris Nichols have the opportunity to gain experience in transactional legal matters as well as disputes.

Morris Nichols is an intentionally focused Delaware law firm that **leverages synergies across practice areas** to deliver exceptional client service and attractive professional development opportunities.

Through cross practice collaboration and varied assignments, our summer associates find they can work in substantive practices areas that are not siloed, they gain relationships across the firm, learn from exposure to different types of clients and industries, and benefit from a diversity of mentoring perspectives.

“The nature of the legal services we provide often requires working across practice groups. As an attorney in our bankruptcy group, I often rely on the expertise of the attorneys in our other groups with respect to applicable Delaware state law issues that arise in the bankruptcy and restructuring context.”

Matthew O. Talmo
Morris Nichols Partner
Bankruptcy



SUMMER ASSOCIATE EXPERIENCE

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 and its culture, our lawyers, professional staff and clients, and the breadth of challenging work we handle every day.

Over the course of the 10-week program, summer associates get a realistic view of work at the firm as well as an introduction to some of what Wilmington and the surrounding areas have to offer young professionals.

Onboarding & Mentorship

Prior to starting, we collect information about your areas of interest and assist with housing for those joining us from out of town. At the beginning of the program, each summer associate is assigned an associate and partner mentor to provide the summer associate with guidance on the firm and its practices.

“From my first interview, I felt supported and encouraged thanks to the genuine mentorship I received from Morris Nichols. Their guidance truly made a meaningful difference in how I navigated the summer and grew both professionally and personally.”

Former Summer Associate
University of Wisconsin Law School



Summer Program Snapshot

- 10-week program, typically starting in late-May
- Weekly summer salary equivalent to that of first-year associates
- Paired with associate and partner mentors
- Varied assignments across all firm practice groups
- Social events designed to foster connection
- Weekly trainings, workshops and seminars

Assignment Variety

Because 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 partners and associates and to work on assignments from all of the firm’s practice groups. Members of Morris Nichols’ recruiting committee are specifically designated to coordinate work assignments for all summer associates. Although we encourage summer associates to experience a variety of legal work, if they express an interest in a specific practice, we make every effort to accommodate their request.

“When my summer began, I was convinced that I wanted to be an IP litigator, but as the summer program progressed, I continuously found myself drawn to bankruptcy projects. Morris Nichols’ flexibility, understanding, and dynamic project allocation system allowed me to explore my interests and find a practice area that surprised and excited me.”

Former Summer Associate
University of North Carolina School of Law

Real Legal Work

Summer associates work on the same sophisticated matters assigned to our junior associates and they frequently attend client meetings, drafting sessions, closings, negotiations, depositions, hearings, oral arguments, and trials. In addition to short-term assignments, summer associates often participate in one or two summer-long assignments in an area of their preference. These assignments allow the summer associate to experience the development of a matter over a period of time and in a more in-depth manner.



Discover Delaware

Find out more about a career at Morris Nichols

Training & Feedback

Training for summer associates at Morris Nichols is conducted both formally and informally. Formal training includes hands-on seminars and workshops in professionalism, legal writing, legal research, written discovery, deposition skills, evidence, expert witnesses, and trial advocacy, hosted by partners and professional staff. Informal training includes lunch meetings with our firm’s practice groups and one-to-one mentoring with associates.

“During a fun mock deposition, I was randomly selected as a deponent and asked lighthearted questions. This workshop taught me how to ask questions, how to answer questions, and local rules covering objections.”

Former Summer Associate
Washington and Lee University School of Law

Summer associates receive meaningful and timely feedback to help their professional development. The firm actively encourages all lawyers working with summer associates to provide contemporaneous feedback on every project. In addition, members of the firm’s recruiting committee also meet with each summer associate formally at least twice during the summer to discuss their work and to provide a final review.

The firm also hosts various “lunch and learn” seminars throughout the summer on topics ranging from cultural awareness to research and technology offerings. Guest speakers have included former judges, Delaware legislators, civil rights advocates, and legal industry experts.

“Through Morris Nichols’ Summer Associate training program, I became more confident in my legal writing and research. Partner-led instruction sessions and one-on-one mentor feedback enhanced these skills for the rest of my summer and beyond.”

Former Summer Associate
University of Maryland Francis King Carey School of Law

Social Events

Our summer social events provide opportunities for summer associates and their families and guests to get to know Morris Nichols lawyers, our staff, and each other, as well as explore Wilmington and the surrounding areas. In recent summers, those events have included Philadelphia professional sports games, a canoe and dine event, concerts, 5k runs, a crab feast, a golf outing, a lively “around-the-world” event at associate homes, and small group dinner parties at the homes of some of our partners. There are also many more informal social opportunities available to our summer associates, including lunches, dinners, softball games and outings to local Wilmington events.

“I was impressed by a seminar on generational diversity which unpacked the ways we each carry generational ‘lenses.’ The seminar emphasized that we all have different ‘frames of reference’ shaped by each generation’s unique experiences. Awareness of how such differences influence our work styles helps me collaborate more effectively.”

Morris Nichols Associate
Corporate Counseling

Pro Bono & Community Service

Summer associates often work on pro bono assignments, which have included family law matters, estate planning, property transfer, death penalty appeals, protection from abuse matters, and more. The summer class also participates in local service projects. These projects have included volunteer events in our broader community such as preparing and assembling meals and care packages for those in need.

“Pro bono cases have provided some of my most rewarding experiences at Morris Nichols. I really enjoy bringing summer associates onto pro bono projects to assist with post-trial briefing, exceptions briefing, and post-judgment relief proceedings. Through these pro bono matters, they gain exposure to a different side of our legal practice and see how we can make a difference in our community.”

Elizabeth Mullin Stoffer
Morris Nichols Special Counsel



Questions?

If you have any questions about the recruiting process or our summer associate programs, please contact the Recruiting Team at recruit@morrisnichols.com.

Morris Nichols

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