

# Professional Staff

Morris Nichols' philosophy of hiring the highest caliber attorneys carries through to its professional staff. The firm places a strong emphasis on education and experience, evidenced by the advanced degrees held by the members of the firm's leadership team. The firm's partners entrust the professional staff to manage the business operations, allowing the partners to focus on their sophisticated practices.

The professional staff consists of more than 100 talented individuals who are essential to the ongoing success of the firm. Their talents cover a broad range of disciplines including administrative services, financial services and accounting, human resources, information technology, business operations, marketing, and business development. Legal support staff, including the firm's paralegals and administrative assistants, play active roles in the attorneys' matters, often interacting with clients, court personnel and opposing counsel. These positions provide challenging and rewarding experiences in some of the country's leading legal matters.

## PROFESSIONAL DEVELOPMENT

Morris Nichols is committed to providing continual development opportunities to its professional staff. The firm's learning management system, Morris Nichols University, offers a broad spectrum of training programs through its vast catalog of on-demand courses, classroom learning experiences, CLE programs and customized training designed specifically for Morris Nichols' systems and processes. Each professional staff member is offered the opportunity to explore the various learning paths available to them and build their own development goals in addition to those set for them by the firm.

## SUMMER INTERNSHIP PROGRAM

Morris Nichols Practicum Student Program (MNPRAC) offers a unique opportunity for University of Delaware undergraduates to explore legal professional staff careers through a paid internship program. The MNPRAC program provides students with a hands-on look at a variety of legal support positions by offering a scheduled rotation through each of the firm's practice groups. Students work side-by-side with their Morris Nichols mentors, gaining "real life" experience in preparation for potential career opportunities at the firm and in the legal community more generally.

For more information regarding the firm's MNPRAC program, contact the firm's HR Manager, Eileen Ricci.

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### **COMPENSATION & BENEFITS**

Morris Nichols offers a highly competitive suite of benefits to all full-time employees, including “platinum” medical plans as well as dental and vision insurance. The firm also invests in its employees’ security by providing life and disability insurance to all. Additional benefits include:

- A 401(k) profit sharing plan that permits employees, upon eligibility date, to make an elective salary deferral. The firm also makes contributions- regardless of the employee’s contribution level- upon eligibility. Although the level of contribution is discretionary, the firm has made contributions of up to 9.5% of compensation in prior years.
- Holiday bonuses
- Service recognition bonuses
- Generous paid time off
- 11 paid holidays per year
- Paid parental leave
- Numerous employee appreciation events

### **Professional Staff Recruiting Contact**

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