

COMPENSATION & BENEFITS

Compensation

Moore & Van Allen provides a competitive base pay structure. Entry level associates and experienced attorneys receive reimbursement of reasonable relocation expenses. Moore & Van Allen covers bar application and review expenses.

Bonus Structure

In addition to a competitive salary, our lawyers are eligible for discretionary bonuses based on extraordinary performance. Moore & Van Allen does not have a minimum billable hour requirement; instead, our focus is on meeting client expectations in a timely manner. Lawyers also receive consideration of approved pro bono, recruiting, diversity, and/or public service activities. Bonuses are paid on March 15 based on the preceding year's performance.

Clerkship Credits

Associates joining the firm after completing a U.S. District Court clerkship or a U.S. Circuit Court clerkship receive one year of salary and membership credit. Appropriate credit for a U.S. Supreme Court clerkship is determined on a case-by-case basis.

Benefits

Moore & Van Allen provides a benefits program that demonstrates the firm's commitment to helping our attorneys achieve a satisfying personal and professional life. Please click on *Attorney Benefits* to review a summary of health, welfare and satisfaction benefits.

Health/Welfare Plans

- 401(k) plan

CONTINUED

- Roth 401(k) option
- Self-Directed option
- Firm-paid employee medical coverage through funded Health Reimbursement Account (HRA)
- Health Savings Account (HSA) and PPO medical plan options
- Firm-paid employee dental insurance
- Option to purchase medical and dental insurance for family
- Same sex domestic partner benefits available
- Firm-paid life insurance in the amount of \$400,000
- Firm-paid short and long term disability insurance replacing 100% and 70% of pay respectively
- Firm-paid accidental death & dismemberment insurance
- Firm-paid business travel accident insurance
- Healthcare and dependent care flexible spending accounts
- Supplemental life and accidental death & dismemberment insurance available through UNUM

Satisfaction and Wellness Programs

- Employee assistance program
- Paid maternity and parental leave for birth or adoption
- Paid parental leave for birth or adoption for non-primary care givers
- Back-up child care through Bright Horizons*
- Subsidized Weight Watchers at Work program *
- Free flu shots for employee and spouse
- On-site health screenings*
- On-site wellness lunch 'n learn programs*

CONTINUED

- On-site massage therapy*
- Voluntary long term care insurance at discounted rates through Northwestern
- Voluntary 529 college savings plans (Alliance and American Plans)
- Relocation cash back program
- Parking and mass transit subsidy*
- Tuition reimbursement
- Credit union membership
- Group banking (Wells Fargo and Bank of America)
- Health club membership discount*
- Computer purchase program
- Various retailer discounts

Alternative Work Arrangements

Our firm is flexible with alternative work arrangements. We are committed to balanced lifestyles and hold teamwork in the highest regard. Based on client needs, we allow schedules that suit individual lifestyles. We have attorneys who work part-time and some who telecommute. We have early risers and we have night owls. The flexibility allows us to serve the best interests of our clients while, at the same time, accommodate the non-conventional arrangements for our attorneys and staff.