

BILLABLE HOURS

No Minimum Billable Hour Requirement

There is no minimum billable hour requirement for associates. The firm's expectation is that an associate will work diligently to deliver quality and timely work on those matters to which the associate is assigned and work with his/her mentor or team leader to seek additional assignments so as to remain productive. Associates should focus on satisfying the expectations of our clients and the more senior lawyers with whom the associates are working. If an associate follows the above described guidelines, the hours generally take care of themselves. And while Moore & Van Allen does not have a minimum billable hour requirement; in recent years, associates in our Charlotte office have billed an average of 2040 hours. An associate averaging 2040 hours will bill, on average, 8.5 hours per day. This calculation takes into account three weeks of personal vacation and two weeks of firm holidays and not working on Saturday and Sunday.

We do not believe in face time so when work is slower, associates are encouraged to spend less time in the office. However, if an associate's billable hours are below 1900, the associate's mentor and/or team leader will likely meet with the associate and try to determine why the associate was not able to attract additional work and will assist the associate in taking corrective action. However, it is not a young or mid-level associate's responsibility to generate work. Instead, the associate's mentor or team leader should find work for the associate.

A Reflection of Our Confidence

The salary increase is a reflection of market conditions, increasing demand for Moore & Van Allen's legal services and the recognition by MVA management of the associates' contributions to the firm's overall success. We believe that by rewarding associates with an increased salary along with engaging them in a healthy flow of interesting work and new opportunities, associates will continue to work diligently to satisfy clients' growing needs.

Bonus Structure

CONTINUED

In addition to a competitive salary, our lawyers are eligible for discretionary bonuses based on extraordinary performance. Our performance measure is more focused on meeting client expectations in a timely manner than billable hours. Lawyers also receive consideration for approved pro bono, recruiting, diversity, and/or public service activities.