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COMPENSATION & BENEFITS

Competitive Associate Salaries

Moore & Van Allen offers competitive associate salaries reflective of the firm's commitment to recruiting and retaining top quality lawyers. Three times since 2000, we have led all Charlotte firms in raising associate salaries. Moore & Van Allen currently leads the market in starting pay for entry level lawyers. The current Charlotte pay scale ranges from \$145,000 for first-year associates to \$190,000 for seventh-year attorneys.

Bonus Structure

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

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.

Employee Benefits

Moore & Van Allen provides a full range of employee benefits, including life, health and dental insurance; short and long term disability coverage; flexible spending accounts; 401(k) plan; employee assistance program; access to preferential rates on voluntary benefits such as long-term care coverage; and paternity and adoptive leave through the parental leave policy.

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. We realize that this flexibility allows us to serve the best interests of our clients while at the same time, serve the long-term interests of our associates, members and staff.