

## Compensation and Advancement

We offer an attractive compensation package to first-year associates, including a competitive starting salary, a variety of insurance benefits and the opportunity to participate in the 401(k) portion of the firm's retirement plan the first of the month after date of hire. We begin to make contributions – all of which are fully vested to a fully funded retirement plan for our employees – after 24 months of employment. We also offer substantial year-end bonuses to associates who have demonstrated productivity, outstanding quality of work and firm service over the previous 12 months.

We hire associates with the hope and intention that they will some day become partners of the firm. Currently, associates with seven years of service or credit are eligible for partnership consideration.

The Firm offers a generous Paid Parental Leave Policy for both primary and non-primary care givers, which also includes adoption. The length of time you may be eligible for is determined by your years of service with the Firm.