

## Basic Information

Moore & Van Allen  
(All Offices)  
Organization Size: 294  
Office Size: 364  
**Hiring Attorney:** Mrs. Caitlin Horne  
**Hiring Attorney #2:** Mr. Josh/Brennan Lanning/Sheedy

**Recruiting Contact:**  
Ms. Olivia/Keisha Hasty/Jeffries  
Manager of New Associate  
Recruiting/Lateral Attorney Recruiting  
Manager  
100 North Tryon Street  
Suite 4700  
Charlotte, North Carolina (NC) 28202  
United States  
**Phone:** 704-331-3865/704-331-3500  
charlotterecruiting@mvalaw.com

## Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 190,000

### Summer Compensation

2023 compensation for Post-3Ls (\$/week)  
2023 compensation for 2Ls (\$/week) 3,650  
2023 compensation for 1Ls(\$/week) 3,650

## Partnership & Advancement

Does the firm have two or more tiers of partner? Yes  
How many years is the non-equity track? 8  
How many years is the equity track? 3

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	141	70	21	1	8
	Women	36	62	34	7	17
	Non-binary	0	0	0	0	0
	Total	177	132	55	8	25
<b>Latinx</b>	Men	4	2	0	0	0
	Women	0	3	1	0	2
	Non-binary	0	0	0	0	0
<b>White</b>	Men	132	58	20	1	6
	Women	35	52	27	5	8
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	0	5	1	0	1
	Women	1	5	5	0	2
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	3	4	0	0	1
	Women	0	2	1	1	4
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	2	1	0	0	0
	Women	0	0	0	1	2
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0	NC
	Women	0	0	0	0	NC
	Non-binary	0	0	0	0	NC
<b>LGBTQ</b>	Men	0	1	3	0	NC
	Women	0	1	0	1	NC
	Non-binary	0	0	0	0	NC
<b>Veteran</b>	Men	3	1	1	0	NC
	Women	0	0	0	0	NC
	Non-binary	0	0	0	0	NC

## Pro Bono/Public Interest

Stephanie M. Gryder  
Senior Manager Diversity & Community Initiatives  
704-331-2380  
stephaniegryder@mvalaw.com

Is the pro bono information indicated here firm-wide or specific to one office?

Firm-wide

% Firm Billable Hours last year

1%

Average Hours per Attorney last year

35

Percent of associates participating last year

44

Percent of partners participating last year

33

Percent of other lawyers participating last year

37

## Professional Development

Evaluations

Annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?

No

Rotation for junior associates between departments/practice groups?

No

Does your organization have a dedicated professional development staff?

Yes

Does your organization have a coaching/mentoring program

Yes

Does your organization give billable hours credit for training time?

No

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	14	10	17	15	15
Entry-level (non-traditional track)	0				
Lateral Partners	2				5
Lateral Associates	48				18
All Other Laterals (non-traditional track)	8				3
Post-Clerkship	3				
LL.M.s (U.S.)	0				
LL.M.s (non-U.S.)	0				
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	18	1	19	3	12
1Ls	3	0	7	0	5

Number of 2022 Summer 19

2Ls considered for associate offers

Number of offers made to 18

summer 2L associates

General Hiring Criteria

Moore & Van Allen is committed to recruiting the best and the brightest of all races, ethnicities, and backgrounds from across the country. The firm looks to hire candidates that have demonstrated exceptional academic achievements and displayed a proven track record for leadership and personal achievement.

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Bankruptcy	Bankruptcy & Financial Restructuring	10	0	3		0
Business, Corporate	Business	32	13	23		1
Bankruptcy	Charleston Bankruptcy	3	1	0		1
Business, Corporate	Charleston Business	9	1	3		0
Litigation	Charleston Litigation	3	1	0		0

<b>Real Estate, Land Use</b>	Commercial Real Estate	9	4	6	1
<b>Arbitration, Dispute Resolution, Mediation</b>	Corporate/Litigation	28	13	29	4
<b>Labor and Employment</b>	ERISA/Employee Benefits	1	2	0	0
<b>Banking, Finance</b>	Financial Services	54	8	48	1
<b>General Practice</b>	General Practice	1	0	0	0
<b>International</b>	Global Services	2	0	0	0
<b>Intellectual Property</b>	Intellectual Property	17	10	18	0
<b>Government, Regulatory, Administrative</b>	Public Affairs	1	1	0	0
<b>Trusts and Estates</b>	Wealth Transfer	7	1	2	0

## Diversity & Inclusion

**Diversity Contact:** Mrs. Stephanie Gryder

**Diversity Website/URL:** <https://www.mvalaw.com/diversity-at-mva>

## Organization Narrative

Moore & Van Allen PLLC combines a law practice of the highest caliber with an informal, collegial and supportive work environment that offers unique opportunities for our attorneys to excel personally and professionally. The expertise, intellect and experience of the men and women who are at Moore & Van Allen have made us one of the fastest growing and prestigious firms in the southeast. We offer our attorneys a sophisticated national and international legal practice in cities where the quality of life is exceptional. Our national reputation and size enable us to recruit the best and brightest minds from the nation's premier law schools. Attorneys from across the country are attracted to the sophisticated, complex and exciting work we do and the collaborative environment in which we do it. We encourage new ideas and innovative approaches to problem solving and we are committed to the use of cutting-edge technology in order to enhance our ability to work efficiently and effectively. Moore & Van Allen strives for diversity among our lawyers and support staff to allow us to better serve our clients' regional, national and multinational interests. Moore & Van Allen hires every summer associate with the expectation that each will be offered an associate position and will eventually become a member of the firm. To that end, Moore & Van Allen provides training and development opportunities for lawyers, including in-house CLE programs and mentoring for associates. Associates also learn from members and senior associates during regular, informal practice-specific lunch sessions. Moore & Van Allen expects our lawyers to lead balanced lives and the firm's no-minimum billable hour requirement emphasizes our commitment to that end. Furthermore, Moore & Van Allen encourages its employees to improve the communities in which they serve by providing opportunities for pro bono work, charitable giving and bar service. Our attorneys endeavor to provide a minimum of fifty pro bono hours per year – many attorneys not only meet, but exceed this goal. MVA's project-based pro bono model allows the firm to source relevant and worthwhile pro bono matters within several practice areas including, but not limited to: domestic violence, landlord tenant, veterans, human trafficking, economic development, wills and guardianship. Moore & Van Allen also has a generous parental leave policy, a telecommuting program and a reduced hours policy for lawyers who desire to devote more time to their families, the community or other personal pursuits. No other law firm in the region encourages its lawyers to excel, grow and develop more fully than Moore & Van Allen does. Moore & Van Allen is committed to minority recruitment and continuing to foster diversity within the firm. A group of Moore & Van Allen attorneys, along with the support of the Management Committee, came together in 2000 to establish the Diversity Committee, a committee that leads the firm in shaping a culture of diversity and inclusion at Moore & Van Allen. As a Firm, we understand that our success in this mission is critical to our ability to provide the highest level of legal services to our clients. The MVA Diversity Committee focuses on internal efforts within the firm, diversity related community outreach, and client centric activities. The summer program at Moore & Van Allen is designed to give summer associates an opportunity to work on a variety of challenging assignments within the practice areas of their interest, while also interacting with other lawyers and clients. Summer associates attend client meetings, transaction closings, court appearances, depositions and the like as often as possible. Moore & Van Allen invites its summer associates to attend practice team meetings and lunches held within respective practice groups in order to see first-hand how the teams function. We host pro bono workshops for summer associates and summer associates become actively involved in pro bono cases. Summer associates will enjoy a variety of social events which take place in an informal setting, giving summer associates an opportunity to become acquainted with the lawyers at Moore & Van Allen on a personal level.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

NALP Copyright 2023