

Basic Information

Spencer Fane LLP
Organization Size: 427
Office Size: 427
Hiring Attorney:

Recruiting Contact:
Mr. Stephen Flanery
Human Resources Manager
1000 Walnut St.
Suite 1400
Kansas City, Missouri (MO) 64106
United States
jobs@spencerfane.com

Compensation & Benefits

2023 compensation for entry-level lawyers (\$/year) 140,000-170,000

Summer Compensation

2023 compensation for Post-3Ls (\$/week)
2023 compensation for 2Ls (\$/week) 2,500
2023 compensation for 1Ls(\$/week) 2,500

Partnership & Advancement

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

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	162	47	78	0	8
	Women	55	46	32	3	10
	Non-binary	UNK	UNK	UNK	UNK	NC
	Total	217	93	110	3	18
Latinx	Men	3	3	4	0	NC
	Women	1	0	1	0	NC
	Non-binary	UNK	UNK	UNK	UNK	NC
White	Men	151	37	69	0	NC
	Women	46	33	28	3	NC
	Non-binary	UNK	UNK	UNK	UNK	NC
Black or African American	Men	2	4	2	0	NC
	Women	5	2	1	0	NC
	Non-binary	UNK	UNK	UNK	UNK	NC
Native Hawaiian or Other Pacific Islander	Men	1	0	0	0	NC
	Women	0	0	0	0	NC
	Non-binary	UNK	UNK	UNK	UNK	NC
Asian	Men	1	2	1	0	NC
	Women	2	7	0	0	NC
	Non-binary	UNK	UNK	UNK	UNK	NC
Native American or Alaska Native	Men	1	0	0	0	NC
	Women	0	0	0	0	NC
	Non-binary	UNK	UNK	UNK	UNK	NC
2 or More Races	Men	3	1	2	0	NC
	Women	1	4	2	0	NC
	Non-binary	UNK	UNK	UNK	UNK	NC
Persons with Disabilities	Men	UNK	UNK	UNK	UNK	NC
	Women	UNK	UNK	UNK	UNK	NC
	Non-binary	UNK	UNK	UNK	UNK	NC
LGBTQ	Men	UNK	UNK	UNK	UNK	NC
	Women	UNK	UNK	UNK	UNK	NC
	Non-binary	UNK	UNK	UNK	UNK	NC
Veteran	Men	UNK	UNK	UNK	UNK	NC
	Women	UNK	UNK	UNK	UNK	NC
	Non-binary	UNK	UNK	UNK	UNK	NC

Pro Bono/Public Interest

Sandy Wirtel
Of Counsel

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

Firm-wide

% Firm Billable Hours last year

Average Hours per Attorney last year

Percent of associates participating last year

Percent of partners participating last year

Percent of other lawyers participating last year

Professional Development

Evaluations

Semi-annual

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

Yes

Rotation for junior associates between departments/practice groups?

Case-by-case

Is rotation mandatory?

No

Does your organization have a dedicated professional development staff?

Yes

Does your organization have a coaching/mentoring program

No

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	NC	NC	NC	NC	NC
Entry-level (non-traditional track)	NC	NC	NC	NC	NC
Lateral Partners	NC	NC	NC	NC	NC
Lateral Associates	NC	NC	NC	NC	NC
All Other Laterals (non-traditional track)	NC	NC	NC	NC	NC
Post-Clerkship	NC	NC	NC	NC	NC
LL.M.s (U.S.)	NC	NC	NC	NC	NC
LL.M.s (non-U.S.)	NC	NC	NC	NC	NC
SUMMER					
Post-3Ls	NC	NC	NC	NC	NC
2Ls	5	NC	8	NC	11
1Ls	2	NC	6	NC	7

Number of 2022 Summer 2Ls considered for associate offers

8

Number of offers made to summer 2L associates

8

General Hiring Criteria

We look to hire the best attorneys to practice with our Firm and to further our mission to provide extraordinary service and value to our clients.

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
Banking, Finance	Banking and Financial Services	23	15	5	0	1
Business, Corporate Tax	Corporate and Business Transactions	22	15	13	4	0
Labor and Employment	Employee Benefits	5	3	0	0	0
Environmental	Environmental Law	9	4	3	2	0
Government, Regulatory, Administrative	Governmental Affairs	2	0	0	0	0

General Practice	Health Care	17	4	5	1	0
Intellectual Property	Intellectual Property	6	3	6	4	0
Labor and Employment	Labor and Employment	12	3	6	3	0
Arbitration, Dispute Resolution, Mediation Litigation	Litigation and Dispute Resolution	83	43	42	14	2
Real Estate, Land Use	Real Estate	23	11	7	4	0
Trusts and Estates	Tax, Trusts and Estates	10	9	4	2	0
Public, Municipal	Municipal and Local Governments	5	0	2	0	0

Diversity & Inclusion

Diversity Contact: Mr. James Crumlin

Diversity Website/URL: <https://www.spencerfane.com/our-firm/diversity-equity-and-inclusion/>

Organization Narrative

At Spencer Fane, our clients are certain that their interests are our priority, because they work with leaders – leaders who work decisively, execute with purpose and understand the importance of flawless timing. We provide an unconventional approach to legal services geared toward protecting and advancing business and personal interests. Our clients will work with leaders who take the time to know their business. This allows not just for execution, but rather, execution that is measured and accurate – purposeful execution. We help them pick their battles. Fight hard when needed, negotiate when called for.

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