

### 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- New Associates/ Manager-Lateral Attorney Recruiting  
 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

2024 compensation for entry-level lawyers (\$/year) 190,000

**Summer Compensation**

2024 compensation for Post-3Ls (\$/week)

2024 compensation for 2Ls (\$/week) 3,650

2024 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	136	65	25	1	9
	Women	45	64	35	10	8
	Non-binary	0	0	0	0	0
	<b>Total</b>	<b>181</b>	<b>129</b>	<b>60</b>	<b>11</b>	<b>17</b>
<b>Latinx</b>	Men	3	2	1	0	0
	Women	0	4	1	1	2
	Non-binary	0	0	0	0	0
<b>White</b>	Men	128	56	22	1	5
	Women	42	47	28	6	4
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	0	4	1	0	2
	Women	2	8	5	1	1
	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	2	1	0	1
	Women	1	4	1	1	1
	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	1
	Women	0	1	0	1	0
	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	3	2	0	NC
	Women	0	2	0	1	NC
	Non-binary	0	0	0	0	NC
<b>Veteran</b>	Men	2	1	1	0	NC
	Women	0	0	0	0	NC
	Non-binary	0	0	0	0	NC

## Pro Bono/Public Interest

James R. McDonald Jr.  
Manager DEI & Community Initiatives  
704-331-3554  
jamesmcdonald@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	15
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
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level			1		1
Entry-level (non-traditional track)					
Lateral Partners			2		3
Lateral Associates			20		25
All Other Laterals (non-traditional track)			8		3
Post-Clerkship					1
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	20	3	12	4	12
1Ls	6	0	5	0	4

Number of 2023 Summer 2Ls considered for associate offers 12

Number of offers made to summer 2L associates 12

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	6		0
Business, Corporate	Business	30	14	20		1
Bankruptcy	Charleston Bankruptcy	3	1	0		1
Business, Corporate	Charleston Business	8	1	4		0
Litigation	Charleston Litigation	3	2	1		0

<b>Real Estate, Land Use</b>	Commercial Real Estate	10	5	4	1
<b>Arbitration, Dispute Resolution, Mediation</b>	Corporate/Litigation	31	16	32	7
<b>Labor and Employment</b>	ERISA/Employee Benefits	1	2	0	0
<b>Banking, Finance</b>	Financial Services	55	7	43	1
<b>General Practice</b>	General Practice	1	0	0	0
<b>International</b>	Global Services	2	0	1	0
<b>Intellectual Property</b>	Intellectual Property	19	10	17	0
<b>Government, Regulatory, Administrative</b>	Public Affairs	1	1	0	0
<b>Trusts and Estates</b>	Wealth Transfer	7	1	1	0

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## Diversity & Inclusion

**Diversity Contact:** Mr. James McDonald

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

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## 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)

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