



SpencerFane®

Attorneys

Spencer Fane seeks outstanding lawyers and law students who will work with us to provide the very best legal services available. We seek to provide unparalleled quality, creativity, and value in our legal representation of every client. Our firm's vision is simply to be the preeminent provider of quality legal services located in our nation's heartland. Our strategy for implementing that vision is to grow our practice groups carefully by supporting our lawyers' efforts, and by adding lawyers who share our core values as well as our culture of mutual respect.

ASSOCIATE COMPENSATION

We have adopted an innovative model for compensating associates in which associates have more control over their total compensation. This, in turn, gives them more control over their professional and personal lives and allows them to spend more time with family and friends. Associates will find that when one factors in our generous bonuses and benefits, our compensation levels are competitive with the larger firms in the region.

PARTNERSHIP

There is no fixed timeline for associates to progress through the ranks at Spencer Fane—indeed, associates can be eligible for partnership more quickly at Spencer Fane than at our competitors. We prefer to focus on the quality of an associate's work and a demonstrated ability to develop business, whether from bringing in new clients or expanding work for existing clients, rather than how long someone has practiced with the firm.