

Buckingham is *the right choice for you* for so many reasons

FANTASTIC CULTURE

- Culture of collaboration; attorneys support each other and are rewarded for collaboration.
- Your opinion matters. We seek your feedback and act on it.
- No one person controls the Firm. All shareholders have an equal vote.
- Incredibly strong in our practice areas. So strong that our competition comes from firms exponentially larger than us.
- Although not required to come to the office, the attorneys WANT to come in to promote their development and our great culture.
- Diversity Committee meets regularly to ensure we are doing all we can to advocate on this important topic.
- Attorneys have control over:
 - Clients
 - Rates
- Firm culture committee
- Constantly finding ways to celebrate one another
- In any one of our offices, you are likely to consistently find creature comforts such as Starbucks coffee and snacks.

GROWTH MINDSET

- Create your own destiny. If you are interested in becoming a practice group leader, executive committee member, or office partner in charge, those goals are attainable.
- You will have all the support you need: legal assistant, paralegal, finance, technology, business and personal development, marketing, human resources, and recruiting.
- Development and Advancement Committee for Associates.
- Firm commitment to thoughtful growth:
 - Recruitment committee
 - Annual summer associates and law clerks

FINANCIAL STRENGTH

- Financially strong with ZERO debt (including no debt to retiring attorneys).
- Capital in reserves.
- No obligations to retirees.
- Rewards are correlated with performance, including intangible contributions.
 - Yearend bonus tied to fee income and origination.
- Great benefits: Medical insurance option that is ZERO cost. Benefit package also includes dental, optical, short term disability, long term disability, smartphone monthly bill covered, free parking, life insurance, 401k, and firm profit sharing contribution.
- Wellness benefits: health coach, gym reimbursements, wellness committee that consistently develops wellness initiatives for attorneys and staff.
- Marketing allowance.
- Memberships paid by Firm for: Akron Bar, CMBA, Ohio State Bar Association.
- 401k information sessions that are personalized. If desired, expert will review any other personal investments.

**TOP
WORK
PLACES**
2022-2023

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BUCKINGHAM

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