

# BUCKINGHAM IS THE RIGHT CHOICE FOR YOU

## 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. We listen to everyone!
- Our attorneys excel across strong practice areas, allowing us to remain competitive with much larger firms while providing the client focus and accessibility of a mid-size firm. We punch above our weight class.
- Although not required to come to the office, attorneys WANT to come in to promote their development and participate in our great culture.
- Attorneys have control over:
  - Clients
  - Rates
- Our Firm Culture Committee works to foster a positive, supportive, and inclusive environment by organizing initiatives that strengthen connections, promote well-being, and uphold our firm's values.
- Constantly finding ways to celebrate one another.
- In any one of our offices, you will 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 have the support you need: legal assistant, paralegal, finance, technology, business and personal development, marketing, human resources, and recruiting.
- Development and Advancement Committee for Associates.
- Early in their careers, Associates communicate directly with clients and benefit from incredible work and learning opportunities provided by BDB partners.
- Firm commitment to thoughtful growth:
  - Recruitment and Retention Committee
  - Annual Summer Associates and Law Clerks

## FINANCIAL STRENGTH & BENEFITS

- At BDB you are given freedom and autonomy you will not receive at larger firms.
- Buckingham has ZERO debt or obligations to retirees. Capital in reserves.
- Rewards are correlated with performance as well as intangible contributions. Year-end 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. Dry January Program.
- Business Development/Marketing allowance for each attorney to support their individual business development initiatives.
- Memberships paid by Firm for: Akron Bar, CMBA, Ohio State Bar Association.
- 401k information sessions that are personalized. If desired, an expert will review any other personal investments.

