



ASSOCIATE BENEFITS

Making the decision to join Frandzel Robins Bloom & Csato ("FRBC"), whether you're at another company looking to make a career change, or fresh from law school, is a very important decision. There is a tremendous value in working with an established firm such as FRBC. Our client base is diverse, the work is motivating and you will be included in a wide range of practice areas. We look for outstanding, well-balanced individuals who will add quality to our firm. FRBC is always interested in candidates who wish to practice law with our firm. We welcome and encourage you to forward your resume.

FRBC strives to be competitive and offers the following benefits to our associates:

- Competitive salary
- Medical insurance
- Dental insurance
- Vision insurance
- Life insurance
- Accidental death & dismemberment insurance
- Disability insurance
- Long term care insurance
- EAP (Employee Assistance Program)
- Bar Association dues
- Continuing education
- 401(k) retirement plan
- Paid parking or transportation allowance
- Bonuses

Associates receive annual performance and salary reviews including written evaluations from shareholders, which is then submitted to the Executive Committee. Progression toward shareholder status is discussed and mentored throughout an associate's career.

The Firm is a big supporter of continuing legal education. It encourages associates to attend related practice area programs and pays for admission to relevant seminars. The Firm also holds weekly seminars on a wide array of legal topics, enabling an opportunity to earn MCLE credit, as required by the California State Bar.

FRBC is committed to equal employment opportunity for all applicants and employees. We value diversity and solicit applications from qualified individuals. All inquiries will be kept in strict confidence. The highest quality legal representation demand the highest quality associates. If you seek challenging and rewarding employment, please forward a cover letter and resume to: hr@frandzel.com.