



## **Recruiting**

Shartsis Friese offers experienced lawyers and staff a real alternative to the big law firm environment. We offer interesting and challenging work, competitive compensation, the opportunity to grow professionally and be involved in management decisions, and a sense of community and mutual support that only a cohesive, small firm can provide.

### ***Equal Employment Opportunity***

*Shartsis Friese provides equal employment opportunities to all employees and applicants for employment without regard to race, color, ancestry, national origin, gender, gender identity, sexual orientation, marital status, religion, age, disability, results of genetic testing, or service in the military, or any other characteristic protected by federal, state or local law. Equal employment opportunity applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation, and training. Shartsis Friese expressly prohibits any form of unlawful employee harassment or discrimination based on any of the characteristics mentioned above. Improper interference with the ability of other employees to perform their expected job duties is not tolerated.*