

Job Title: Corporate Business, Nonprofit and Employment Law Attorney (7+ years)

Company: Henningson & Snoxell, Ltd.

Location: Maple Grove, MN

Job Type: Full-time.

Compensation: competitive, production-based salary typically \$120,000 - \$160,000+ comprised of a base salary and an uncapped commission structure.

Benefits:

- 401k
- Dental Insurance
- Health Insurance
- Vision Insurance
- Health Savings Account
- Long Term Disability
- Health Savings Account
- Life Insurance

About the Firm:

Henningson & Snoxell, Ltd. is a well-established law firm located in the northwest Twin Cities suburb of Maple Grove—offering the advantages of a collaborative, close-knit firm environment without the congestion, parking challenges, or commute associated with downtown practice.

In the Business & Nonprofit Department, we serve entrepreneurs, business owners, and nonprofit organizations with practical, relationship-driven legal counsel. Our attorneys are trusted advisors to their clients, handling sophisticated matters while maintaining a personalized, client-focused approach.

We are a collaborative firm that values professional autonomy, rewards individual performance, and fosters a family-friendly environment with strong community ties. Our attorneys enjoy meaningful responsibility, long-term client relationships, and the ability to build a practice with true independence and support.

At Henningson & Snoxell, Ltd., your work directly impacts both the firm's growth and your own professional success. This role is ideal for an attorney seeking substantive, engaging work, the opportunity to grow a book of business, and a compensation structure that rewards productivity and initiative.

What we offer:

- Supportive, team-oriented culture
- Professional autonomy
- Uncapped earning potential
- Monthly personal cell phone reimbursement
- Clear opportunity for long-term growth
- Free Parking

Compensation Structure:

We believe in clarity and transparency:

- Year One: Guaranteed base salary for stability during the initial period.
- After Year One: Transition to a formulaic, **uncapped** commission structure designed to reward high performers. Earnings are directly tied to productivity and business development.

Billable Expectations:

Our annual billable target is 1,200 hours, intentionally set to promote a genuine work-life balance while still allowing attorneys to build and grow their practice. We believe strong client relationships and personal sustainability go hand in hand.

Job Responsibilities: As an Attorney in the Business & Nonprofit Department, you will be expected to:

- Provide counsel on a broad range of business law matters, including entity formation, governance, restructuring, mergers and acquisitions, employment law, intellectual property, and succession planning.
- Form, structure, and dissolve business entities while advising clients on optimal organizational strategies.
- Draft, review, and negotiate contracts across diverse industries.
- Advise clients on state and federal employment law compliance and prepare employment agreements, severance agreements, policies, and employee handbooks.
- Counsel nonprofit organizations on governance, employment issues, regulatory compliance, and operational matters.
- Support business owners with general corporate and business law guidance to help them grow and manage their organizations.
- Advise clients on intellectual property matters and prepare related state and federal filings.
- Balance independent work with collaboration within a team-oriented environment.
- Manage multiple ongoing projects and deadlines with efficiency and strong attention to detail.

Qualifications:

- **Experience:** 7 – 15 years of experience in Business/Corporate, Nonprofit and Employment law
- **Education:** Juris Doctor (J.D.) from an ABA-accredited law school.
- **Licensure:** Active license to practice law in **Minnesota** (in good standing).
- **Skills:** Demonstrated ability in client marketing, business development, and origination; Excellent communication and legal writing skills; Strong relationship-building capabilities

How to Apply:

Please submit your **resume** and **cover letter** <https://www.hennsnoxlaw.com/our-firm/careers/associate-attorney-business-nonprofit-employment-law>.

Join our close-knit team of experienced legal professionals at Henningson & Snoxell, Ltd., where attorneys build long-standing relationships and are dedicated to understanding client needs, protecting their interests, and helping grow and succeed.