CM Law
CLIENT MINDED ADVOCATES®



ATLANTA
AUSTIN
BOSTON
CHICAGO
DALLAS
DENVER
HOUSTON
MIAMI
MINNEAPOLIS
NEW JERSEY
NEW YORK
PHILADELPHIA
PHOENIX
SAN FRANCISCO
WASHINGTON, D.C.
AND GROWING

Are you ready to talk partnership? We are.

If you are reading this, you are an attorney looking for a better way to practice law. You will find that opportunity with CM Law, the largest national, full-service, women-owned & managed law firm in the United States.

We established our practice in 2013 to build a firm that was client-focused and lawyer-friendly.

We have done just that.

"...largest national, full-service, women-owned & managed law firm in the United States."

CM Law attorneys deliver world-class legal counsel and enjoy a best-in-class work/life balance in a firm that rewards their work through an innovative and proprietary, fully transparent compensation policy delivering **take-home pay between 80% to 90%** of the firm's gross client revenue.

We are collaborative. We work hard. We play hard. Our attorneys are well rewarded. And our clients benefit as a result.

If any of what you've read here resonates with you, let's talk.

Attorneys who move to CM Law benefit from:

- ✓ **Working from any location**
- ✓ **No billable hour requirements**
- ✓ **Setting their own rates**
- ✓ **Tiered partner allocation percentages**
- ✓ **A transparent and objective compensation formula**
- ✓ **A collaborative, entrepreneurial and forward-thinking management philosophy**
- ✓ **Our WBE and NAMWOLF certification**
- ✓ **Intentional relationship-building opportunities**
- ✓ **Leveraging the skillsets and credentials of other experienced partners**
- ✓ **The firm's back office administrative team**
- ✓ **Centralized national branding and unified marketing efforts**
- ✓ **Efficient, cloud-based time-keeping software**
- ✓ **A secure, cloud-based document management system**
- ✓ **Coverage under the firm's professional liability insurance policy**
- ✓ **Optional enrollment in group health, retirement, and disability insurance**

NAMWOLF LAW FIRM MEMBER · AV PREEMINENT Martindale-Hubbell Lawyer Ratings · Chambers AND PARTNERS · BEST LAW FIRMS UNITED STATES 2027 · WORKING MOTHER BEST LAW FIRMS FOR WOMEN · TOP LAW FIRM 2024 · Super Lawyers · Best Lawyers · WOMEN OWNED LAW · certified WBENC

recruiting@cm.law
844-285-4263

CM Law Partners earn 80% or more of all collected fees

Generous bonus tier to reward high-revenue partners

CM Law rewards partners who achieve a formidable book of business and incentivizes internal referrals of billable work to others. The Partner Allocation Percentage for partners whose take-home compensation for billable work earned as an originating attorney and a working attorney exceeds **$750,000** within a calendar year automatically increases to **90%** for the remainder of the qualifying calendar year.

90%

OF COMPENSATION OVER $750,000 IN A CALENDAR YEAR

AMLAW 100 PARTNER	VS	CM LAW PARTNER
Personal Originations and Billings: Partner bills **1,250** hours per year at **795** per hour, totaling **$993,750**		**Personal Originations and Billings:** Partner bills the same **1,250** hours at $600 per hour (assuming a rate reduction upon joining CM Law), totaling **$750,000**
Work Performed by Others: Partner generates **400** hours for associates at **$500** per hour, totaling **$200,000**		**Work Performed by Others:** Partner generates the same **400** hours for other partners at **$500** per hour (i.e., the same rate as an AmLaw 100 associates pool, but performed by much more experienced attorneys), totaling **$200,000**
Total Book: **$993,750** + **$200,000** = **$1,193,750**		**Total Book:** **$750,000** + **$200,000** = **$950,000**
Subjective Compensation Methodology: Every AmLaw 100 firm applies a different financial analysis to partner compensation, which is driven largely by management decisions outside most partners' control (and frequently from a distant HQ office by people who have little or no interaction with a partner). Recent industry trends and financial data reveal that AmLaw 100 partners are paid, on the average, **39%** of the total revenues for which they are responsible for generating to the firm.		**Objective Compensation Methodology:** Transparent, predictable, and formula-based Income from work performed for own clients (**$750,000** x **.80** = **$600,000**) PLUS O.A. income for work done by W.A. partners (**$200,000** x **.80** x **.35** = **$56,000**) Total Compensation at CM Law: **$656,000**
What would a partner make at your current firm based on the above criteria?		

ORIGINATING ATTORNEY WHO ALSO PERFORMS THE WORK.

Originating attorneys performing work for their own clients receive an 80% Partner Allocation Percentage on the fees the firm collects from the client.

80%

WORKING ATTORNEY WHO PERFORMS THE WORK.

Working attorneys performing work for a client originating from another partner receive 52% of what they bill and the firm collects (i.e., 65% of collections x 80% partner allocation).

52%

ORIGINATING ATTORNEY REFERS THE WORK.

Originating attorneys who refer client work to a working attorney receive 28% of the amount billed by the working attorney and collected by the firm (i.e., 35% of collections x 80% partner allocation).

28%

CM Law offers **recruiting credits of 2%** of the recruited attorney's O.A. and W.A. compensation. This credit is paid out of the firm's revenues with no impact to the recruited attorney's compensation. However, the total recruiting credits a partner can receive is unlimited.

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