



ATLANTA HOUSTON
 AUSTIN MINNEAPOLIS
 BOSTON NEW JERSEY
 CHICAGO NEW YORK
 DALLAS PHILADELPHIA
 DELAWARE WASHINGTON, D.C.
 DENVER **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 PLLC, the largest full-service, women-owned and managed law firm in the US.

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

We have done just that.

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.

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

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



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**

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%

AMLAW 100 PARTNER



CM LAW PARTNER

Personal Originations and Billings:

Partner bills **1,250** hours per year at **795** per hour, totaling **\$993,750**

Work Performed by Others:

Partner generates **400** hours for associates at **\$500** per hour, totaling **\$200,000**

Total Book:

\$993,750 + \$200,000 = \$1,193,750

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.

What would a partner make at your current firm based on the above criteria?

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 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:

\$750,000 + \$200,000 = \$950,000

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**

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.

