Are you ready to talk partnership?
We are.

PARTNER CANDIDATE BROCHURE 2026



CMLaw
CLIENT MINDED ADVOCATES®



ATLANTA
AUSTIN
BOSTON
CHICAGO
DALLAS
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HOUSTON
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NEW JERSEY
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PHOENIX
SAN FRANCISCO
WASHINGTON, DC
AND GROWING

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Submit a partner candidate registration form today!

cm.law

A MESSAGE FROM THE CM LAW LEADERSHIP TEAM

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.

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

We have done just that.

CM Law is the **is the largest national, full-service, women-owned & managed law firm in the United States**. Our 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.

HEATHER C. HAUGHIAN **KELLY R. CULHANE** **GRANT A. WALSH**



Choose CM Law because:

Partners earn 80% or more of all collected fees

As a CM Law partner, you benefit from our objective, straightforward compensation formula that typically generates higher take-home earnings than that of other law firms.



"Higher take-home earnings than that of other law firms."

The CM Law compensation model is based on a designated partner allocation percentage as set in your Partnership Agreement when you join the firm.

The allocation percentage is coupled with a share of collected revenue split between the working attorney (**65%**) and the originating attorney (**35%**).

ORIGINATING ATTORNEY WHO ALSO PERFORMS THE WORK.

Originating attorneys performing work for their own clients currently 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%

Generous bonus tier to reward high-revenue partners

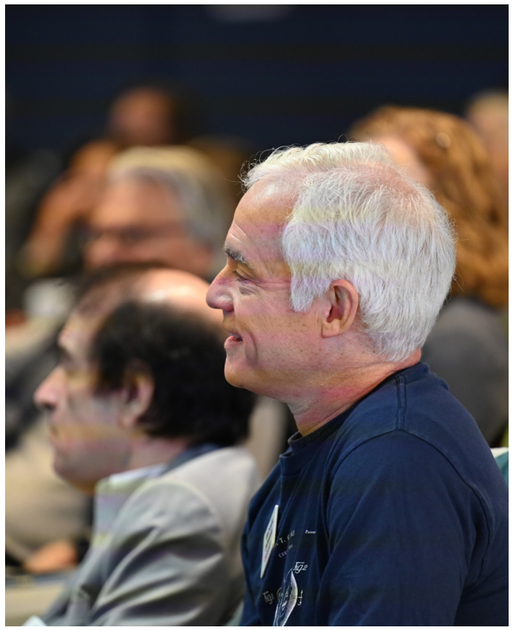
CM Law rewards partners who achieve a formidable book of business and incentivizes internal referrals of billable work to others.

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







Choose CM Law for:

Compensation transparency, flexible billing rates, and alternative fee arrangements

“CM Law provides partners with a high degree of flexibility in managing their practices.”

It’s your practice. You understand your clients’ needs and their respective market economies.

For that reason, CM Law provides partners with a high degree of flexibility in managing their practices, empowering them to determine appropriate billing rates, personal billable time, and revenue objectives subject to very reasonable minimum expectations of full-time practitioners.

Recognizing that clients increasingly demand predictable fixed fees, we encourage partners to leverage CM Law’s flexible business model to offer clients appropriately competitive billing options and alternative fee arrangements that are often unfeasible within conventional law firms.

CM Law's transparent and straightforward compensation formula uses industry-standard terminology to describe each partner's role on a client matter and the resulting percentage of fees allocated to each partner based on that role:

ORIGINATING ATTORNEY (O.A.)

The attorney responsible for **establishing the client relationship with the firm** and who retains overall responsibility for the matter, including billing, collections, and other client management duties. Unlike other law firms where origination is a pre-determined outcome in many cases, CM Law allows our partners to split O.A. credit among multiple attorneys, or modify based on an effective date or other factors.





WORKING ATTORNEY (W.A.)

The attorney **performing the service for the client and entering billable time on matters**. Any CM Law attorney, including the originating attorney, may serve as a working attorney.

PARTNER ALLOCATION PERCENTAGE

This is the **percentage by which each partner's earned compensation** from billable client revenue is calculated. The current applicable percentage is set forth in each partner's offer letter when joining the firm.



Choose CM Law to:

Maximize Your Income Potential

According to data in a recent *ALM Survey of Law Firm Economics* report, the percentage of gross income applied by Big Law to firm overhead expenses is 61%. On average, attorneys practicing at conventional *AmLaw 200* firms retain, just 39% of earned billings. And even that compensation may be subject to decisions made by firm management and closed-door compensation committees.

CM Law partners currently receive at least 80% of all fee collections thanks to the firm's lean, low-overhead operating model and transparent compensation formula. Once a partner achieves $750,000 of take-home compensation in a calendar year, the partners will automatically be rewarded with an increase to 90% Partner Allocation Percentage for the remainder of the qualifying year.

AMLAW 100 PARTNER	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?	

Partner Compensation Examples

	FACTUAL SCENARIO	MONEY DISTRIBUTION TO PARTNERS	% BREAKDOWN OF COLLECTIONS
A	**Originating Attorney bills** $5,000 to her own client.	$4,000 is paid to Originating Attorney for work she performed ($5,000 x 80% partner allocation)	80% to O.A. 20% to Firm
B	**Originating Attorney refers** his client to a **Working Attorney** who **bills** $5,000 to the client.	$2,600 is paid to Working Attorney for work he performed (65% W.A. share of $5,000 x 80% partner allocation) $1,400 is paid to Originating Attorney for work he referred (35% O.A. share of $5,000 x 80% partner allocation)	52% to W.A. 28% to O.A. 20% to Firm
C	**Originating Attorney refers** his client to a **Working Attorney** that he **recruited** to the Firm who **bills** $5,000 to the client.	$2,600 is paid to Working Attorney for work he performed (65% W.A. share of $5,000 x 80% partner allocation) $1,400 is paid to Originating Attorney for work he referred (35% O.A. share of $5,000 x 80% partner allocation), PLUS Originating Attorney is ALSO paid $52 for Recruiting Credit based on earnings from Working Attorney ($2,600 earned by the recruit x 2% recruiting compensation)	52% to W.A. 29% to O.A. 19% to Firm*
D	If **Partner** Robert has **Recruiting Credit** for the **Originating Attorney** in Example A above, then…	$4,000 is paid to Originating Attorney for work she performed ($5,000 x 80% partner allocation) $80 is paid to Robert for Recruiting Credit ($4,000 earned by the recruit x 2% recruiting compensation)	80% to O.A. 1.6% to Robert (as the recruiter) 18.4% to Firm*

*The 2% Recruiting Credit is deducted from the firm's portion of revenue and does not negatively impact partner pay.

Choose CM Law because:

It is a sound financial decision for you

How do you know a move to CM Law makes economic sense for you? Let's work through the numbers! We've prepared the following worksheet to help you estimate what your CM Law compensation would look like when generated from current identical sources and at your current revenue figures.**

YOUR FINANCIAL SNAPSHOT (LAST 12 MONTHS)	APPLYING OUR FORMULA	PROJECTED COMPENSATION AT CM LAW
Total collections for work you performed for your own client originations? $ _____	x **80%**	A. Earnings as Originating Attorney + Working Attorney $ _____
Total collections for work other attorneys performed for your client originations? $ _____	x **28%** (35% of 80%)	B. Originating Attorney Earnings $ _____
Total collections for work you performed for clients that were originated by other attorneys? $ _____	x **52%** (65% of 80%)	C. Working Attorney Earnings $ _____
Current Total Compensation: $ _____	vs.	Projected Compensation at CM Law: A+B+C = $ _____*

*If applicable, you can apply even further calculation to obtain a more conservative projection of your potential income based on your anticipated rate increase or decrease following your move to CM Law. For example, if you intend for your hourly rate to drop from $795/hour to $600/hour, you can multiply the "projected Compensation" by approximately .75 to see a more accurate total estimate of your potential income at CM Law.

**This worksheet assumes your billing rate remains the same. However, due to CM Law's low overhead efficiencies, many partners may reduce their Big Law rates to offer clients an improved value proposition. It also does not account for the High Revenue Tier of 90% mentioned previously, where partners taking home $750,000-plus/year obtain even greater financial rewards.

Qualifications of Preferred Candidates

CM Law welcomes and strongly encourages candidates with diverse backgrounds and experiences to apply for partnership at our firm.

MINIMUM OF EIGHT YEARS EXPERIENCE*

STRONG EDUCATIONAL BACKGROUND

VERIFIED BOOK OF PORTABLE BUSINESS

GOOD STANDING STATUS WITHIN THE STATE BAR

*If you have valued associates who are integral to your practice and you wish to transition them to CM Law, we encourage you to contact us for further discussion.

Choose CM Law for:

Collaboration

“ALONE, WE CAN DO SO LITTLE; TOGETHER, WE CAN DO SO MUCH.”

– HELEN KELLER

In 2013, four attorneys joined forces to create what is now CM Law. Individually, they may not have been able to effect great change in the legal landscape. But together...well, as is often said, the rest is history.

Today, CM Law is a firm without silos. Where attorneys collaborate. Where great work is celebrated. And the work product of many hands is rewarded.

CM Law is the right choice for attorneys seeking to build their practices upon a foundation of collaboration – where experience is respected and knowledge shared – all focused on a single goal: Delivering the best possible outcome for each client. Are you ready to join our team?

“Where attorneys collaborate. Where great work is celebrated. ”







Choose CM Law because:

You want better lifestyle and practice benefits

Attorneys who move to CM Law benefit from:

- ✓ **Working from any location** that meets their clients' needs, be it a home office or an executive suite. Some partners also rent small offices together for daily collaboration.
- ✓ **Tiered partner allocation percentages** to reward partners earning more than $750,000 annually by allowing them to retain a more significant percentage of their billable revenue earned as Originating or Working Attorney (see details on page 8).
- ✓ **No billable hour requirements** to provide flexibility and encourage a focus on quality, efficiency, and client satisfaction, rather than solely on time spent.
- ✓ **Setting their own rates** to ensure fair compensation for their work while also maintaining competitiveness in their respective industries.
- ✓ **A transparent and objective compensation formula**— simple and straightforward without favoritism or other subjective standards that plague traditional law firm models, i.e., say goodbye to the "I love me memos" and the black box of attorney compensation.
- ✓ **Intentional relationship-building opportunities** through annual partner retreats, regional monthly in-person gatherings, and regular practice group conferences.
- ✓ **Leveraging the skillsets and credentials of other experienced partners** who embrace opportunities to explore new collaborative business opportunities while also earning passive income through client referrals and new partner recruiting.

"Centralized national branding and unified marketing efforts to promote your practice..."



- ✓ **A management philosophy** that seeks regular feedback and collaborative input from all partners on how to improve the firm as it grows, including input and advice from partners serving on the Advisory Committee.
- ✓ **The firm's back office administrative team**, providing partners with support in billing, accounting, conflict check processing, opening new client files, and other core administrative functions, plus à la carte admin services, available as needed.
- ✓ **Centralized national branding and unified marketing efforts** to promote your practice, the firm, and to support client development (e.g., professional PR agency support for media opportunities, marketing templates, website/blog, social media exposure, business cards, email account, practice group promotions, letterhead and stationery design templates, press releases).
- ✓ **An efficient, cloud-based time-keeping software** that offers desktop and smartphone time-tracking capabilities to capture billable time more effectively and efficiently.
- ✓ **A secure, cloud-based document management system** for secure storage of client files accessible 24/7 from anywhere in the world as well as access to any firm related documents.
- ✓ **Coverage under the firm's professional liability insurance policy.**
- ✓ **Optional enrollment in group health, retirement, and disability insurance** plans for extra peace of mind.
- ✓ **Business development opportunities** through the firm's status as a certified Women's Business Enterprise (WBE) and active membership in the National Association of Minority and Women Owned Law Firms (NAMWOLF).
- ✓ **The ability to seek group volume pricing** with partners who wish to form co-ops to buy optional subscriptions, office space/conference rooms, and other vendor services.

OPTIONAL GROUP BENEFITS

CM Law recognizes that such benefits as 401(k) retirement planning, long-term disability insurance, and group health insurance give partners and their families peace of mind for the future or when unexpected accidents or illnesses strike.

As a CM Law partner, you leverage the firm's group purchasing power and ability to engage benefits brokers to negotiate competitive pricing for our benefits offerings. Plan participants fund their own group benefits based on their personal benefits elections each year. The firm offers partners optional enrollment in these group benefits:

- 401(k) Savings Plan
- Medical Insurance
- Dental and Vision Insurance Plans
- Long-Term Disability Insurance
- Supplemental Insurance for the Unexpected

NOTICE: CM Law reserves the right to amend, suspend, or terminate any benefit plan, in whole or in part, at any time.

Photo: CM Law Receiving the NAMWOLF Law Firm of the Year Award



Choose CM Law because:

You want to be part of a collegial, diverse, globally recognized firm

CM Law is globally recognized as a collegial and diverse partnership of highly experienced attorneys. We don't just talk the talk, we aim to live our commitment every single day. Our sole focus is building a stellar team of legal professionals without regard to race, religion, gender, sexual orientation, or physical ability.

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

We are the largest, national, full-service, women-owned and managed law firm in the United States. Seventy-five percent of our leadership team and a majority of our equity partners are women, and we lead the industry in promoting true equality and merit-based opportunities within the legal community regardless of background, gender, race, or family circumstances.

We don't pretend to be perfect or claim to have it all figured out, but we're definitely not afraid of having tough conversations, acknowledging the realities of unconscious bias, and adopting practical and meaningful changes to help us keep moving the needle!

We're proud to lead the charge for equality as the largest national, full-service, women-owned & managed law firm in the United States and a Women's Business Enterprise (WBE) by the Women's Business Enterprise National Council (WBENC). We are committed to recruiting and retaining the best lawyers in the country, regardless of their gender, race, disability, sexual orientation or personal background, and have directed our recruiting partners to ensure that at least half of the candidates they present to us come from diverse backgrounds. We've also adopted a 100% objective and transparent compensation system where every lawyer is fairly rewarded based entirely on their own individual merit and hard work, thereby eliminating the politics of behind-closed-door compensation decisions.

CM Law is regularly recognized by national organizations and media outlets for its innovation, quality of work, and thought leadership.

80% OF OUR LEADERSHIP TEAM ARE WOMEN

47% OF OUR PRACTICE GROUP LEADERS ARE WOMEN

30% OF OUR ATTORNEYS ARE WOMEN

29% OF OUR ATTORNEYS SELF-IDENTIFY IN ONE OR MORE DIVERSITY CATEGORIES

19% OF OUR ATTORNEYS SELF-IDENTIFY AS LGBTQ+

12% OF OUR ATTORNEYS SELF-IDENTIFY AS DISABLED

10% OF OUR ATTORNEYS SELF-IDENTIFY AS PEOPLE OF COLOR



Regardless of their size, CM Law clients share a common desire: To receive exceptional and efficient legal counsel from partner-level attorneys.

In return, each client is assured of receiving the full attention of a highly experienced, multidisciplinary, and collaborative legal team.

REPRESENTATIVE CLIENTS

CM Law partners represent clients ranging from over 40 Fortune®-ranked companies to high-tech startups and family-owned franchise systems. They operate in industries that include:

- Automotive
- Commercial Banking
- Cosmetics
- Distribution
- Energy Services
- Financial Services
- Food Products
- Fragrance
- Franchise
- Global Food and Beverage
- Global Logistics
- Healthcare
- Insurance
- Manufacturing
- Medical
- Not-for-profits
- Oil and Gas
- Railroad
- Real Estate
- Retail
- Supermarkets and Grocery Stores
- Technology Services
- Telecommunications
- Travel







Practice Areas

We are a full-service law firm. Whether clients are in the midst of a multi-million dollar merger, need representation for simple commercial transactions, or are looking for a sensible resource to handle small or large litigation matters, the seasoned attorneys at CM Law are equipped to handle all facets of their legal needs so the clients can remain focused on their business.

Our partners provide guidance and counseling to clients in various practice areas.

- **Advertising & Marketing**
- **Banking & Financial Services**
  - Financial Institutions & Fintech
  - Growth & Venture Debt Finance
  - Lending & Secured Transactions
  - Leveraged Finance
- **Bankruptcy, Distressed Debt & Restructuring**
  - Bankruptcy Avoidance & Insolvency Counseling
  - Bankruptcy Litigation
  - Creditor & Investor Representations
  - Debtor/Company Representations
  - Distressed Mergers & Acquisition
  - Out-of-Court Restructurings/ Prepackaged & Prearranged Chapter 11 Cases
- **Corporate & Business Services**
  - Capital Markets
  - Corporate Governance, Ethics & Board Advisory
  - Entrepreneurial & Startups
  - Mergers & Acquisitions
  - Securities Regulation & Litigation
- **Franchise & Distribution**
- **Insurance**
- **Intellectual Property**
  - Intellectual Property Litigation
  - Intellectual Property Transactions & Licensing
  - Patent Prosecution & Strategy
  - Trademark Prosecution & Brand Protection
- **International & Cross-Border Services**
- **Labor & Employment**
  - Accommodations & Leave Management
  - Counseling, Advice & Training
  - Employment & Employee Benefits Litigation
  - Unfair Competition & Restrictive Covenants
  - Wage & Hour
  - Workplace Investigations & Compliance
- **Litigation & Dispute Resolution**
  - Business & Commercial Litigation
  - Critical Motion & Appellate Services
  - Employment & Employee Benefits Litigation
  - Intellectual Property Litigation
  - Real Estate & Construction Litigation
- **Neutral Services**
- **Outsourced General Counsel**
- **Privacy, Data & Cybersecurity**
- **Private Client Services**
- **Real Estate**
  - Commercial Lending & Financing

- Leasing & Asset Management
- Real Estate Acquisitions & Dispositions
- Real Estate & Construction Litigation
- Zoning, Land Use & Entitlements

- **Regulatory, Compliance & Investigations**
- **Tax**
- **Technology, Outsourcing & Commercial Transactions**
  - AI, Data Rights & Commercialization
  - Cloud, Infrastructure & Technology Sourcing
  - Complex Commercial Transactions
  - Outsourcing
  - Strategic Technology Partnerships
  - Technology Commercialization

CLIENT FEEDBACK

RaceTrac is a relatively new client of CM Law. In that short time, however, the Firm has been incredibly responsive to our needs and has provided us peace of mind, knowing that our legal matters are being handled competently. I have found their ability to capture the efficiencies of 21st-century technology and business practices a refreshing change from our traditional law firm experiences. I encourage other companies to research CM Law's novel approach to providing cost-effective, quality legal services.

JOE AKERS
Vice-President-Legal & Assistant Secretary
RaceTrac Petroleum, Inc.

PrimeRevenue often uses one of CM Law's partners as an adjunct to our small in-house legal department for assistance with everyday transactional workflow. CM Law's pricing allows us to involve this lawyer in projects where we want sophisticated work but cannot justify paying big-firm prices. We are extremely satisfied with the quality of work we have received and the quick turnaround time. CM Law's low-overhead arrangement is a legal services model whose time has come.

DAVID QUILLIAN
General Counsel
PrimeRevenue, Inc.

The partner-level attorneys at CM Law are incredibly responsive to our needs and provide a welcome change from traditional law firms. CM Law has proven to **TIG** that great legal support does not have to come at the cost of paying someone to learn the legal trade. Their standard of care exceeds our expectations. We embrace CM Law's novel approach to a profession that oftentimes seems to cling to its past to the detriment of those it serves.

PHYLLIS "GINGER" PITTS
Sr. Vice President
TIG Real Estate Services, Inc.

While most businesses focus on innovation to create value for their customers, most lawyers think this doesn't apply to them. We like to go to CM Law for our company's legal needs because they have truly innovated with their ultra-low overhead business model – bringing us top-firm lawyers in a cost-effective, efficient manner that we, as entrepreneurs, appreciate.

STEVEN GARELECK
Chairman of the Board
Cost Management Group, LLC

My CM Law lawyer [Kim Verska] is my go-to person for quick, business-oriented legal advice on our customer agreements. Whether it's a full-blown legal review or a consultation on just one issue, I know I can get the legal advice we need without breaking the bank. I'd recommend her to any growing technology business.

JAY HODGES
CEO
EnterEdge Technology, LLC

Why recommend CM Law to qualified friends and colleagues?

At CM Law, we believe the best way to grow and expand practice offerings is through partner introductions to other qualified professionals. We offer meaningful financial incentives to partners referring eligible friends and colleagues to the firm.

RECRUITING CREDITS

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.

Submit a partner candidate registration form today!

cm.law

CMLaw
CLIENT MINDED ADVOCATES®

Contact Us

cm.law

recruiting@cm.law

844-285-4263

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