



ATLANTA      LOS ANGELES  
AUSTIN      MIAMI  
BIRMINGHAM      MINNEAPOLIS  
BOSTON      NEW JERSEY  
CHICAGO      NEW YORK  
DALLAS      PHILADELPHIA  
DENVER      WASHINGTON, D.C.  
HOUSTON      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.

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  
national,  
full-service,  
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& managed  
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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**

NAMWOLF  
LAW FIRM MEMBER

AV<sup>®</sup>  
AV<sup>®</sup> PREEMINENT<sup>™</sup>  
Martindale-Hubbell<sup>®</sup>  
Lawyer Ratings

Chambers  
AND PARTNERS



SuperLawyers

Best Lawyers<sup>®</sup>  
THE WORLD'S PREMIER GUIDE

WOMEN  
OWNED  
LAW

certified  
WBENC  
WOMEN  
OWNED  
LAW

# 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**

### 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?

### 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.

