



ATLANTA                      MINNEAPOLIS  
AUSTIN                      NEW JERSEY  
BOSTON                      NEW YORK  
CHICAGO                      PHILADELPHIA  
DALLAS                      WASHINGTON,  
DELAWARE                      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 Culhane.

When we established our practice in 2013, we were four attorneys seeking to build a firm that was client-focused and lawyer-friendly.

We have done just that.

Culhane is the largest, woman-owned and managed, national, full-service 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 up to **80-95% of compensation.**

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 Culhane 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



# Culhane Partners earn **80% or more** of all collected fees

## Tiered incentives that generously reward high-revenue partners

Culhane rewards partners who achieve a formidable book of business and incentivizes internal referrals of billable work to others. For example, the Partner Allocation Percentage for partners whose take-home compensation for billable work earned as an originating attorney and a working attorney exceeds **\$500,000** or **\$1,000,000** within a calendar year, and automatically increases as follows for the remainder of the qualifying calendar year:

**90%** OF COMPENSATION BETWEEN  
**\$500,000 - \$999,999**

**95%** OF COMPENSATION OVER  
**\$1,000,000**

Additionally, any partners achieving at least the 90% tier continue to receive that **90% Partner Allocation Percentage for the entire next calendar year.**

### AMLAW 100 PARTNER



### CULHANE PARTNER

#### Personal Originations and Billings:

Partner bills **1,250** hours per year at **\$500** per hour, totaling **\$625,000**

#### Work Performed by Others:

Partner generates **1,000** hours for inexperienced associates at **\$350** per hour, totaling **\$350,000**

#### Total Book:

**\$625,000 + \$350,000 = \$975,000**

**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.

**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 **\$400** per hour (assuming a 20% rate reduction upon joining Culhane), totaling **\$500,000**

#### Work Performed by Others:

Partner generates the same **1,000** hours for other partners at **\$350** per hour (i.e., the same rate as an AmLaw 100 associates pool, but performed by much more experienced attorneys), totaling **\$350,000**

#### Total Book:

**\$500,000 + \$350,000 = \$850,000**

#### Objective Compensation Methodology:

**Transparent, predictable and formula-based**

Income from work performed for own clients  
**(\$500,000 x .80 = \$400,000)**

PLUS O.A. income for work done by W.A. partners  
**(\$350,000 x .80 x .35 = \$98,000)**

Total Compensation at Culhane: **\$498,000**

### 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%**

Culhane 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.

