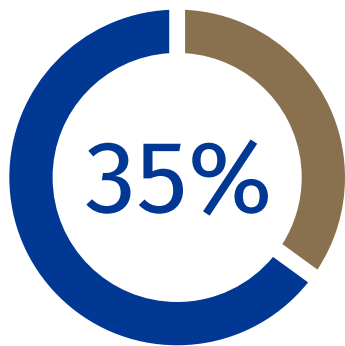


SUCCESSION PLANNING IS CRITICAL



of law firm revenue comes from Partners 60 years or older

**Altman Weil Survey*



1 IN **6** will retire in 5 years.



2 IN **5** will retire in 10 years.

Questions to Ask

Could we lose our top clients when the senior partners retire?

How do we form a cohesive evaluation of our firm to identify risk?

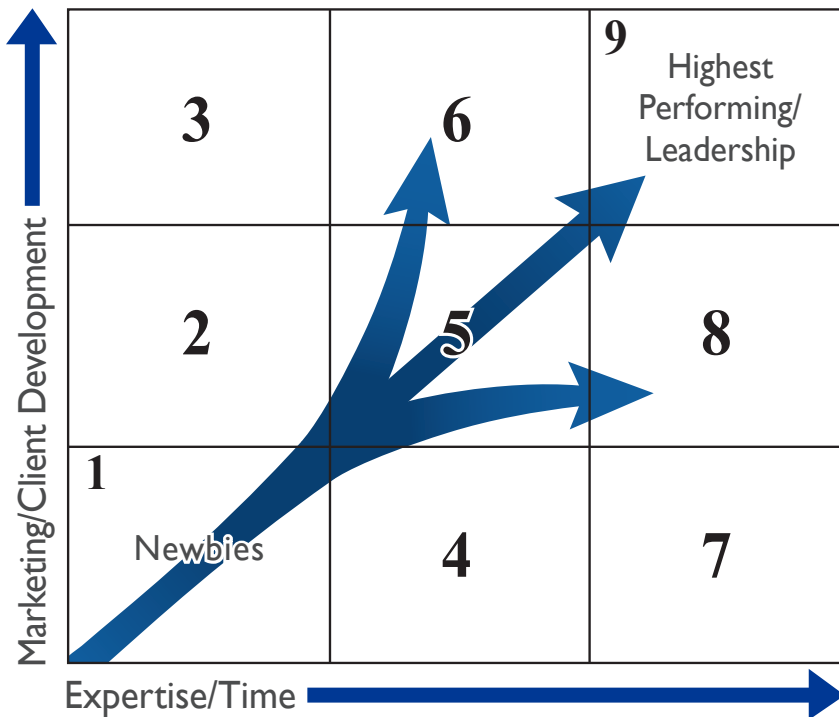
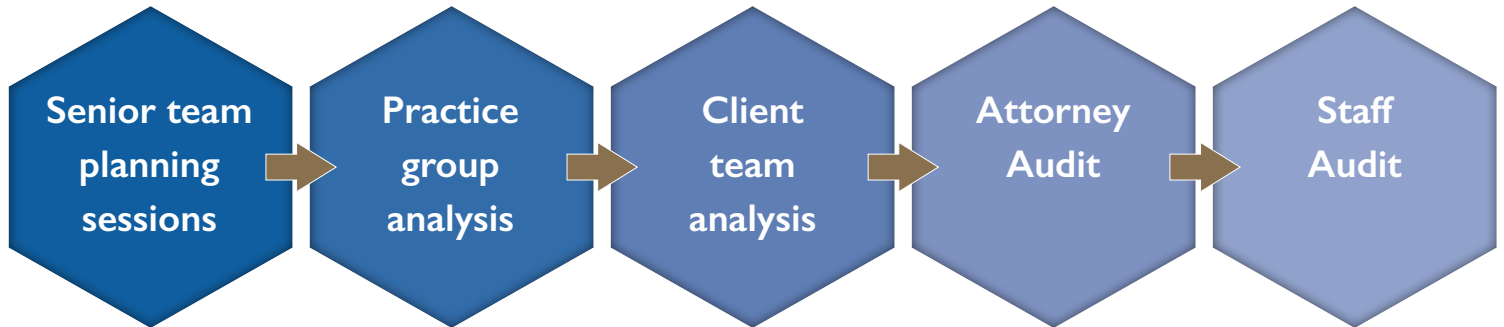
How do we keep and develop our best up-and-coming talent?

How do we get revenue producers to buy in to help?

WHERE DO WE START?

How to Transition Key Clients and Revenue

The McCormick Group's Legacy succession planning is a full suite of customizable consulting, tools, and services to turn uncertainty into a clear path forward:



THE LEGACY GRID IS A DYNAMIC REFLECTION TO EVALUATE THE FIRM.

It is one tool to identify strengths, as well as gaps that present current or future risk. Each numbered box is a station along a career. Each has value and serves a role within the firm's structure. While there is no defined track, high-potential lawyers must be given opportunity to progress towards the top right. Key revenue producers already in the top right must buy in to a succession plan to help others get there.

*Their legacy depends on it.
Revenue depends on it.*