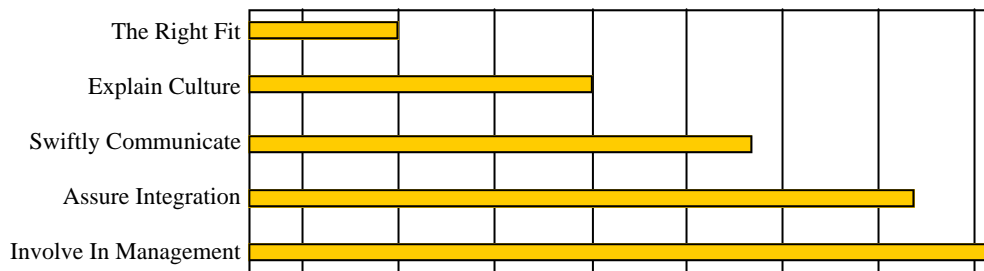


INTEGRATING LATERAL HIRES

The ultimate goal for each lateral hire should be for the lateral to remain at your firm and enjoy a practice which benefits the lateral, the firm and, most importantly, the firm's clients. Over more than 30 years of practice, we have learned to focus on the following key strategies for executing a successful lateral hire.

Likelihood of Success

Integrating Lateral Hires



Caveats to Hiring Laterals

- Hire for fit and cohesiveness as well as for expertise
- Experienced lawyers may bring significant costs
- Growing the firm through lateral hires requires significant time and effort
- Lateral hiring increases likelihood of conflicts of interest
- If "grass is greener with you" it may be greener elsewhere later

Benefits to Hiring Laterals

- Expand practice strengths and specialties
- Add maturity, experience and stature
- May/should bring a book of business
- May be more stable than a "law school" attorney hire
- Practiced long enough to know they want to be a lawyer
- Laterals should better understand the business aspects of a professional practice

Since 1985 there have been 68 Belin McCormick Partners. 37 were legacy/law school hires and 31 were lateral hires. Today, 31 Partners remain with the firm. Over three decades, attorneys have left for a wide variety of "life" reasons:

Retired while with the firm	7
Died while a partner	3
Appointed to the Bench	3
8th Circuit Court of Appeals (1)	
Iowa Supreme Court(1)	
Iowa Court of Appeals (1)	
Appointed Iowa Utilities Board Commissioner	2
Appointed Utilities Board attorney	1
President of client company	1
In-House counsel for client companies	3
Law school professor	2
Started own law firm	2
To seminary	1
Moved out of state/various reasons	4
Moved to other Des Moines law firms	7
Became non-lawyer business consultant	1

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