

Firm Organizational Structure

NM&M is organized as a professional corporation. The overall management of the Firm is the responsibility of the Management Committee. The Firm has several committees that are responsible for specific matters. Included are:

- ◊ Management Committee
- ◊ Compensation Committee
- ◊ Recruitment Committee
- ◊ Marketing Committee
- ◊ IT Committee
- ◊ Human Resource Committee

Attorneys and paralegals are members of departments; in each department, a partner functions as Department Administrator. It should be emphasized that most of our attorneys practice in more than one area. This interdisciplinary approach to problem solving is one of the key ways in which we serve our clients.

Compensation

There is no strict formula by which we calculate compensation. However, several different factors are considered, including working attorney hours, billing attorney hours, and originating attorney hours. Also, it helps if you are a good citizen and help out with non-billable administrative functions at the firm. Depending on your book of business, generally our attorneys can expect to receive approximately 35-40% of their originations. We have a proven record of providing a great opportunity to grow your practice and expand your platform.

Benefits

- ◊ Medical
- ◊ HSA/ FSA
- ◊ Dental DMO, PPO
- ◊ Vision
- ◊ Short- and Long-Term Disability
- ◊ Long-Term Care
- ◊ Life insurance/ AD&D Insurance
- ◊ 401(k) plan
- ◊ Paid Time Off
- ◊ Workers' Compensation
- ◊ Flexible work schedule
- ◊ Bar fees and CLE
- ◊ Professional Organization Memberships

About NM&M

- ◆ Recognized in *U.S. News – Best Lawyers® Best Law Firms*
- ◆ Consistently recognized among "Best Places to Work"
- ◆ Honored and awarded for dedication to the community
- ◆ Received numerous individual attorney awards for contributions to the legal profession
- ◆ *Martindale-Hubbell* AV Rated Law Firm
- ◆ Dozens of attorneys listed among *Best Lawyers in America* and *Super Lawyers*
- ◆ Recognized by *Chambers USA* as a leading law firm



NM&M enjoys an international reputation for excellence through its membership as the only law firm from New Jersey in Meritas, the largest worldwide affiliation of high-quality, mid-sized law firms. With Meritas, we are able to extend our services to clients in every state and in more than 80 foreign countries.

Where there is growth, there is opportunity.

NM&M foresees good fortune and success now and in the years to come. By June 2017, we have already exceeded the total number of attorneys hired in 2016! Not only do we expect to double those numbers by the end of 2017, but we've even relocated our New Jersey headquarters to provide us with the room to do so! This new state-of-the-art space gives us ample room for growth well into the future and positions us to efficiently serve our clients in the ever-changing modern practice of law. We are growing with goals of continued growth and are looking for established attorneys to help us achieve those goals!

For more information or to apply, visit our website at www.nmmlaw.com.

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*Growing Your Practice with
Norris McLaughlin & Marcus*

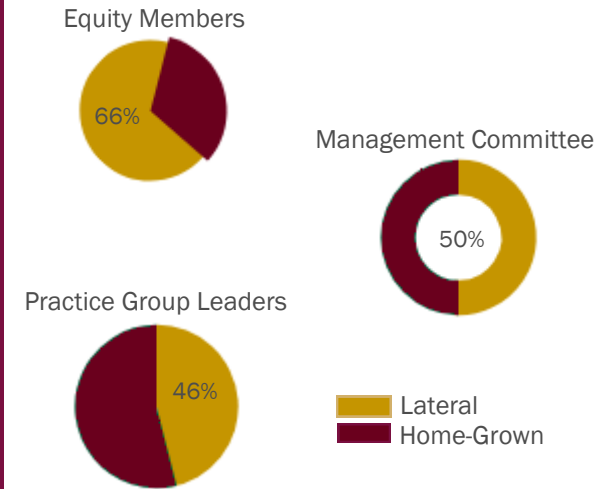
Norris
McLaughlin
& Marcus, P.A.
ATTORNEYS AT LAW



www.nmmlaw.com

Opportunity for Leadership

At NM&M, you are joining a firm that provides you the same success as attorneys who join the firm at the beginning of their legal career.



“Coming to NM&M has allowed me to leverage the client and referral source base I have developed over time to offer them assistance with virtually any legal need. I talked to many large firms, but for me no other firm matched the depth of resources and talent with a culture that fosters collegiality and quality of life anywhere near the way that NM&M does.” - James J. Costello, Jr., Lateral Member, joined 2014

“NM&M gives me more time to do what I love, and that is practicing law. I can focus on taking care of my clients and not worry about the administrative aspects of running a practice. Being here can turn what you already have into a leading practice and we are already seeing an increase in business.” - Raymond G. Lahoud, Lateral Member and Chair of Immigration Law Group, joined 2017

Supporting Your Success

When you join NM&M, you will keep in touch with our Recruitment Committee and Marketing Department, who will assist you in a smooth professional, social, and cultural integration.

If you need any administrative support, we would be able to offer that. Our firm also provides additional resources, such as marketing, training, practice support services, technology, accounting, a library and research service, and much more, to ensure that your potential opportunities are realized.

Teams form around practices, clients, industries, and community endeavors to generate success for our clients and our firm. That kind of teamwork is an important part of our culture.

“We operate as a small boutique law firm, but have the benefit of being part of something so much bigger with access to so many resources. The Firm is amazing, surrounded by incredible lawyers & professionals who will provide the best legal services to our clients. I never have an issue in a case of mine that I cannot lean on a colleague and say, ‘How do you answer that? How would you handle this?’” - Jeralyn L. Lawrence, Home-grown Member, Management Committee, and Chair of Matrimonial & Family Law Group

What Sets Us Apart

NM&M Values Our Employees

The culture at NM&M creates a collegial environment among all of our employees, where teamwork provides the resources to achieve work-life balance, because we can trust each other. Our employees enjoy working with each other, and this efficient and effective collaboration allows us to offer our clients an added value. There may be opportunities to work on matters with other firm attorneys. This is especially true if you have a certain area of expertise where an attorney can loop you in on that particular case.

Relationship Building

We constantly promote relationship building among attorneys, practice groups, and support staff through impromptu and recurring social events such as practice group exchange events and annual firm-wide social events, including summer picnics, holiday parties, golf outings, etc.

NM&M Values Our Clients

Our clients value a personal level of care, therefore we strive for deep, meaningful, people-first relationships with each one. Every unique matter is staffed at the appropriate level of expertise and personnel to maximize the value the client deserves.

NM&M Values Our Community

Our firm and attorneys have historically been committed to the communities where our clients live and do business – to make them better places to live, work, and play. Our attorneys have held prominent leadership positions in various organizations throughout the areas we serve and many of them have been honored for the work they do in the community. Here are a few of the many organizations we support as a firm:

- ◊ American Cancer Society
- ◊ American Heart Association
- ◊ Boys and Girls Club
- ◊ Boy Scouts of America
- ◊ Communities in Schools
- ◊ Cops n Kids
- ◊ Court Appointed Special Advocates
- ◊ Girl Scouts of the USA
- ◊ Girls On The Run
- ◊ Habitat for Humanity
- ◊ Juvenile Diabetes Research Foundation
- ◊ Lee National Denim Days
- ◊ Leukemia & Lymphoma Society
- ◊ Resource Center for Women & Their Families
- ◊ Second Harvest Food Bank
- ◊ United Way
- ◊ YMCA

Business Development & Marketing

We realize that the key to success is for our attorneys to understand how to develop business and service clients, therefore the major goal of our marketing team is to assist attorneys in developing and executing business development and marketing plans. On a regular basis, the marketing team provides training, personal coaching, and ongoing support, such as with media and public relations, firm-wide social media, market-related research, proposals, marketing collateral, event planning, and firm communication.