



**An Entrepreneurial Approach to the
Law and Your Career**

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Why Choose Us

Our Vision—Our Values



OUR MISSION:

We help leading attorneys and professionals learn and grow.

OUR VISION:

No one goes to law school so they can spend their career filling out billing sheets. We chose the law because we wanted to make a difference—in our clients' lives, in our fields, in our communities. At AEGIS, lawyers become the legal professionals we'd always dreamt of being: We're experts in our specialties. We're intellectual and innovative. We're constantly learning and boldly pursuing new opportunities. We are leaders in law and changemakers in industry.

OUR VALUES:



Integrity. Doing the right thing because it's the right thing—this principle guides our very code of conduct. We earn the trust and respect of our clients and colleagues by making integrity a touchpoint of our organization and we pledge to reciprocate that trust and respect in an inclusive, non-judgmental atmosphere.



Always Learning. We have an insatiable appetite for knowledge, and we are committed to sharing with our peers the wisdom gained from experience. Our open-mindedness is one of our greatest strengths because it opens the door to opportunity and innovation.



Innovate. We are creative. We are risk-takers. We aren't afraid to challenge convention. We go big or go home, and we celebrate our failures right along with our successes because we learn from both of them. Innovation is the key to growth and evolution. We are committed to "boldly go."



Positive Impact. If it doesn't make a positive difference in our lives or the lives of others, it's not worth pursuing. We are responsible for the choices we make in the time we've been given. We commit to adding value, to creating a legacy, and to leaving things better than we found them.



Fun. Entrepreneurship is an adventure, and the journey is meant to be enjoyed. We adopt a vibrant, positive attitude in our work culture and our dealings with others. Innovation, progressive thinking, reinvention—these are all fun. We commit to embracing the moment.

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Services We Provide

*Far and away the best prize that life offers
is the chance to work hard at work worth doing.*

—Theodore Roosevelt

AEGIS is, unabashedly, a business law firm. We cover businesses' needs from stem-to-stern: Our clients range from firms raising venture capital to established entities. We handle organizational corporate transactional and contractual matters, securities, real estate, eCommerce, mergers and acquisitions, business litigation and more.

We advise companies on corporate structure, vendor and manufacturing contracts, and all forms of transactional and contract matters. Our mergers and securities work includes valuations, recapitalizations, business sales and purchases, public offerings, special purpose acquisition companies (SPACs), and debt or hybrid securities. AEGIS attorneys are also well versed in private offerings or PIPE transactions with complex resale and trading issues, REITs and real estate securities. We represent business owners as well, from taxes to trust and estate planning.

Our work on day-to-day operations includes: regulatory and compliance requirements; state and federal tax liability; real estate leasing and development; labor and employment law; pension plan design and administration; employment and business litigation.

And our practice includes work on the cutting edge of business law. We have attorneys dedicated to data and privacy management policy and practice, and navigation of eCommerce affiliate contracts. We are also working in the cannabis business sector, on everything from identifying business opportunities to managing relevant (and rapidly changing) state and federal law.

Those are examples of the types of work we do. But we began with a discussion of the AEGIS difference: Our values.

That means that, when it comes to the work we do, we aren't just business lawyers. We're *lawyers for business*.

That may seem obvious, but this is amazing for many executives to hear. Because they often believe law firms prosper at the expense of companies' wellbeing.

When companies hire AEGIS, we want them to know that we are their problem-solvers. We reduce clients' stress, rather than increase it. We give our clients options (not ultimatums), and then we make recommendations knowing what's the most cost-effective, productive choice. We facilitate transactions—find legal solutions that enable a business's expansion—and don't throw up roadblocks to slow progress. And when issues arise, we're there to help resolve disputes, not prolong the conflict.

AEGIS lawyers are excited by our clients' entrepreneurial spirit. We support these visionary leaders. We understand what it takes to build and maintain a business.

After all, we are entrepreneurs, too.

Working at AEGIS

Make each day your masterpiece.

—John Wooden

ATMOSPHERE

It's ironic, once you stop to think about it. Traditional law firms don't just represent clients in adversarial proceedings. They've adopted the oppositional setting as their very business model: The staff is divided by seniority and stakeholder interest, and promotions are competitive. Further encouraging intra-firm rivalry, senior attorneys exploit the work of junior staff—who only stay at a firm so that someday, they, too, can take advantage of someone. Every day, it's a zero-sum game. Someone's success must always come at the expense of another. Even their colleagues.

We reject that entire premise. We know that, when one of us succeeds, we all do.

Rather than compete, we collaborate. We don't worry about superlative titles or hierarchy. We care about respecting one another and delivering superlative work. We make sure that everyone has what they need to achieve.

What that means is that we don't have a hierarchy; we're peers. We support each other, we cooperate. And we all benefit from this collaboration, in every sense of the word—from financial profit-sharing to personal growth.



With our hub-and-spoke model, we work as closely with our attorneys located across the country, as we do with those who work down the hall. We share our core values, even when we don't share the same time zone.

We hate the idea that, in other firms, there's always *tech* support, but *staff* support is all too absent.

That's never going to happen at AEGIS. At other firms, the attorneys are the lowest priority. At AEGIS, our staff comes first.

With their entrepreneurial focus, our clients demonstrate the value of pushing the envelope, personally and professionally. They teach us about the importance of making the most out of every opportunity. And they remind us of the growth that can come from the unexpected.

Therefore, we encourage our lawyers to take charge of their personal and business development. If they believe they need to go to a conference or pick a colleague's brain or just spend time in the library reading, they should go do that. If one of our attorneys needs to take a month off for a family issue, we'll make that happen. If another attorney decides that telecommuting from Italy for a year is the key to their professional fulfillment, we'll get the secure VPN to let them do it.

When some attorneys first hear about AEGIS, they seem skeptical. Some are such doubters—so wedded to the image of attorneys-as-sharks—that they

find it hard to believe that AEGIS is a real law firm. Instead, they rationalize that AEGIS must be some office-sharing collective rather than a firm, because attorneys who work in a firm must be, by definition, miserable.

Nothing could be further than the truth.

We are a law firm.

We just have a profoundly different approach to our clients and our careers. We think our attorneys should be as happy doing their work, as our clients are happy with the work they receive.

The proof is in the pudding.

Now in our fifteenth year, we're one of the fastest-growing law firms in the US, and, with our 2019 inclusion in the *Inc. 5000*, we're now one of the nation's most successful companies for *any* business sector.



ADMINISTRATION AND GOVERNANCE

AEGIS day-to-day operations are led by Founder and Managing Attorney Scott Levine and Managing Attorney Nicholas Schopp.

Beyond that, in light of our attorneys' extensive experience (with many attorneys having had partnership or other leadership responsibilities), we have a flat hierarchy. We don't have governing committees or a formal review structure. Instead, we rely on an ongoing, informal collaborative process, and we have an open-door policy to immediately address any issue.

In place of an annual review of staff, we ask our attorneys to review the firm management—to make sure we are keeping true to our values and to find out how we can improve.



FINANCE AND COMPENSATION

AEGIS is a non-equity model, meaning that compensation is based strictly upon one’s contribution to the firm.

We define “contribution” in two ways: originating work, by bringing in clients, and producing the work that clients need. We recognize and compensate for both elements.

Thus from hourly rates to referral fees, you control how much you earn, and you know your base compensation in advance.

Since we respect attorneys, and we know that time spent on personal development can be as valuable as time spent at work, we have no mandatory minimum requirements for billable hours.

Further, AEGIS attorneys set their own billable rates.

For base compensation, each attorney receives 40% of the collected revenue attributed to that attorney’s approved time entries. When attorneys originate a new client, they are entitled to a bonus of 20% of the collected revenue for any time billed to that client by all AEGIS attorneys. (For flat fee matters and contingency fees, compensation follows a similar percentage-based allocation.)

Attorneys also participate in the firm's profit-sharing plan. On a semi-annual basis, the firm shares with all employees 20% of its adjusted net profit. Attorneys receive 55% of this distribution. Another 25% goes to firm's administrative and paralegal support team who the managing attorneys determined performed extraordinary duties for the firm during the relevant bonus period.

Additionally, attorneys are entitled to a comprehensive benefits package including health and dental insurance; reimbursement of bar fees; subsidized continuing legal education (CLEs), cell phone, and marketing expenses; and a 401(k) plan created through ABA Retirement Funds.



MARKETING

We recognize that when clients talk about their legal representation, they don't talk about a law firm: They're talking about their *lawyer*. They say that they respect the specific attorney's judgment. They value the attorney's work product. They talk about the relationship. They talk about trust.

That's why—like the rest of our firm culture—our marketing is attorney-focused.

We want to play to your strengths, we want you to do what you're the most comfortable with. If you want to do some public speaking, we'll find you venues to do just that. If you feel that you'd be better served by writing articles, we can host your articles on our blog and social media or find other opportunities to publish your work.

We will help build a marketing program specifically tailored around what you feel is best for your clients and your practice.

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Recruiting at AEGIS



*The greatest thing in this world is not so much where we stand,
as in what direction we are moving.*

—Oliver Wendell Holmes, Sr.

AEGIS Recruiting is as unique as the rest of our firm. We’re looking for business law attorneys who substantively and geographically expand our reach. But most of all, we’re looking for attorneys who share our values and value our culture.

While we admire an adventuresome spirit, we’re not the right place for those starting out or just wanting to try something new. (Similarly, we aren’t right for those in other specialties, such as criminal or personal injury law.)

Instead, we’re the exact right place for mid-career business law professionals who know they are and what they want to do. We want lawyers who want to make a difference—in the lives of their clients, their colleagues and their communities.

Our ideal laterals have a deep love of the law and a thirst for life-long learning and personal development. With an established book, they love their clients and the work of the law; however, as partners or other leaders of small firms, they've grown tired of the business of law. They yearn to be free from administrative responsibilities so that they can be more substantively productive. They're eager to take their practice to a higher intellectual level.

We want attorneys who believe that, when our clients succeed, we all do. Therefore, we want attorneys who enjoy collaborating and sharing expertise with their colleagues, to give their clients the best counsel possible. (Cutthroats and climbers need not apply.)

Because our values mean more to us than the dollar signs in an attorney's book, our recruiting process is focused on one-on-one engagement.

Rather than a formalized interview process with an interview committee, we want prospective attorneys to meet with as many of our colleagues as possible. We'll have conference calls with remote attorneys. We may invite prospectives to visit us in person in St. Louis or Tampa. We want to learn what motivates your practice today. We want to hear what you want to achieve tomorrow.

Also, while we want to know that you're the right fit for us, we're equally invested in making sure that we're the right fit for you. We'll share whatever information we can—answer any questions, provide any materials—to help you understand what we're all about.

Recruiting is generally done over a period of weeks or months. We don't want to rush anyone, but we're capable of a fairly quick recruiting and transition process.

Obviously, availability and scheduling can be a factor, but the pace depends on prospectives themselves, and how quickly they want to make the move.

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Transitioning

The beginning is the most important part of the work.

—Plato

An attorney's reputation is everything. And your reputation as an AEGIS attorney begins when you give notice to your present firm. Therefore, we ask that transitioning attorneys show a predecessor firm the same culture of respect and ethics that we expect once they're working with us. To that end, we've compiled some suggestions to help during the transition.

Before notifying the firm that you're leaving, review your current firm's calendar and clients' existing commitments and requirements; use these when deciding on departure and start-dates. We'd prefer you stay through a filing and leave with goodwill than make an abrupt change based on a pay period or billing cycle. (Make sure you resolve any issues before going on a vacation or are otherwise unreachable.)

Wait until after you've formally resigned before you notify colleagues of your departure. But as soon as you've given notice, reach out to your colleagues. You've built important relationships with them, and they'll want to hear from you. Have face-to-face meetings. (Even the nicest farewell email can still cause bruised feelings if they hadn't already heard from you.)

Meet with clients as soon as possible, to update them on your move to AEGIS. For clients you bring with you, give them all the necessary status and contact information they'll need, before and after your transition. Review these clients' files for completeness, and supply any missing materials, as

early as possible, so your present firm can do a prompt review before transferring the files.

When asked why you're leaving, resist the temptation to disparage your former employer. Instead, share your excitement about the opportunities that await you at AEGIS.

Offer to help remaining clients or associates if they face challenges after your departure. (And don't worry if they take you up on this offer of assistance. Our commitment to supporting you during your transition extends to understanding that the benefit of a phone call or two far outweighs the cost of someone's ill will.)

Take time to show appreciation to those whom you've worked with. Thank individual attorneys, admin staff and others who supported you. Buy a friend coffee, send a card to a file clerk. They've been a part of your accomplishments, too, and they will be grateful to be recognized.

When you leave, give no one cause to complain about the quality of your work. A few items to help you on that front:

- Continue the same level of work (including billable hours) and care that you've always maintained during your tenure.
- Collect any pending receivables.
- Review completeness of all client files, ensuring that e-mails, memos to file, and other documents in your working copies are included.
- Avoid billing the firm for unnecessary expenses. (If you have pending needs for upcoming bar membership fees, conferences, etc. discuss those with us.)

- Meet colleagues to discuss the status of pending proceedings, filings, and other events for any clients remaining with that firm; update them on any contacts and other information.
- Review the employee handbook or relevant policy guide regarding departure protocol. If the firm asserts any trade secret protection for work materials, ask for permission before taking any materials such as form contracts.
- Have personal forwarding contact information ready, and avoid discussing your resignation via firm-controlled email, voicemail, etc. Remember that those are owned by the firm, not you.

As you're getting ready to join us, we'll also be getting ready for your arrival.

If you're joining us in St. Louis or Tampa, we'll be setting up your office; if you'll be in another location, we'll assist in helping you find new office space if needed. Our administrative team will be preparing other items for you—such as ordering your business cards and firm cell phone (or reimbursement for an existing line) and preparing onboarding documentation.

Of course, the firm team will notify your clients of our information. We'll be ready to accept your client files, and, at the same time, we'll add client dates and contact information to our docket system. We also have support staff for any other specialized recording or filing needs.

We'll also be developing a proposed marketing plan for you, which will include a draft press release about your arrival, a biography for our firm website, and other promotional materials for your review.

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Conclusion



Arriving at one goal is the starting point to another.

—John Dewey

In the end, all of us want to leave a positive legacy, with our families, our clients, and our communities. The AEGIS Law firm values help us work towards that goal, with an eye to both quality of life and our professional and entrepreneurial objectives.

- We work with integrity and do the right thing even when no one is watching. Trust is something we've earned with every client.
- We are always learning. We learn from our colleagues and others in our communities and around the world. We listen and learn because we know that new ideas come from new perspectives.
- We innovate because we believe that doing things "the way they've always been done" isn't necessarily what's best for our clients and our professional and personal lives.
- We positively impact our communities, our neighbors, our family, and our friends because we know that volunteering and giving to

others doesn't just make the world a better place. Giving to others makes our lives more meaningful and robust.

- We have fun. Because in the end, life is about what and who you love, time spent with friends, and the memories you keep.

Because we live these values as a firm, the AEGIS Law model rewards personal goal-setting and accomplishments just as it rewards professional achievements. AEGIS Law attorneys don't live to work; we work to live... and we live to spend time with loved ones... and we live to do good things in our communities. We love what we do and how we do it, but we also love to enjoy our well-rounded lives.

If you are also looking for something different – a way to live a full, rewarding professional life where you can push yourself to be a groundbreaking industry leader, join us. Help us make the legal industry, and our world, a better place. At AEGIS Law, our attorneys find their work as personally rewarding as it is financially.

Interesting in learning more? Please email Scott Levine at slevine@aegislaw.com.