



Experienced Attorneys Opening Doors for Newly Licensed Attorneys. **MYTHS BUSTED**

Have you ever thought about hiring a law clerk or adding an associate to the staff at your firm or solo practice? Did you think: "I don't have the time or resources to hire someone new?" or "Do I really want to share my space or revenue?" This brochure dispels several myths and should ease your anxiety about hiring a newly-licensed lawyer or law student while providing tips on how to utilize them effectively.

BENEFITS

Myth: The effort and expense of hiring someone and overseeing them outweighs the benefits.

Reality: Hiring a new attorney allows you to take on more cases or spend more time on your existing cases and clients. New attorneys can handle smaller issues for you or some of the more tedious aspects of bigger cases in order to maximize your time, efficiency, and productivity. Your workload, your stress level, and your quality of life can improve by delegating items to a new attorney. Your clients will appreciate the cost-savings achieved by billing out the work performed by new attorneys at a lower rate. Having fresh attorneys take the time to conduct research will improve the quality of your work product while providing them with a hands-on learning experience. Best of all, you'll get a feeling of satisfaction and pride as you teach and mentor the newly-licensed attorney and pass along your legal legacy.

WHAT TO PAY? HOW TO PAY?

Myth: I'll have to offer them a salary and benefits.

Reality: You don't have to pay a salary. While new attorneys may prefer a full salary with benefits, many would be thrilled with gaining valuable experience in their field at any salary in today's economy. Per diem rates, hourly rates, or project-by-project fees can also be negotiated.

EXPECTATIONS

Myth: I'll have to make the new attorney a partner or associate.

Reality: New attorneys can be hired as "Of Counsel" on a project-by-project basis. Part-time or full-time temporary employment options can also be considered. You may also consider hiring a second or third year law student as a law clerk. The key is to communicate your expectations with the new lawyer in advance.

OFFICE SPACE/OVERHEAD/SUPPLIES

Myth: I'll have to provide another attorney with a nice office.

Reality: In the digital age, it is no longer necessary to have an employee in your office. Many attorneys, seasoned and new, find great benefits working in a virtual office.

Myth: If I share my office with someone, I will have to make them an associate or partner in my firm.

Reality: If you have extra office space, you can sign a rent-for-services agreement with a young attorney to share office space, or you can keep a percentage of gross income the new attorney brings in to cover your overhead.

Contact any one of the Texas law schools' career services departments for assistance in recruiting students and recent graduates. For more tips, tricks, and information on utilizing new lawyers, visit the Texas Young Lawyer's Association website at www.tyla.org. Be sure to check out the 10 Minute Mentor on "Utilizing Baby Lawyers!"

