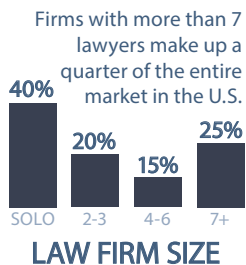
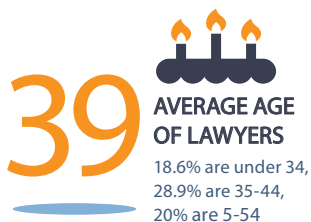


The challenges of solo and small law firms are many. Joining the Gravis Law team will get you back to doing what you do best : **practice law.**

1,331,290

Total number of **LAWYERS**
in the United States



ONLY 3/4



of law firm websites are optimized for mobile devices

1

Spending too much time on administrative tasks: We understand the importance of maximizing attorneys' billable hours and minimizing time spent on non-billable tasks. Joining our firm means gaining access to a skilled and experienced back-office team dedicated to handling operational tasks efficiently. Our centralized support staff is trained to streamline processes, utilize customized case management software, and manage communications effectively through a centralized call center. Our attorneys significantly reduce non-billable tasks, allowing them to focus on delivering exceptional legal services to our clients.

2

Acquiring new client business: Our Marketing and Communication Department (MarCom) provides comprehensive support to our attorneys, empowering them to focus on meeting the needs of their clients while we handle various aspects of business development. Our MarCom team offers a range of services, including scheduling, creating impactful presentations and graphics, facilitating sponsorships, organizing client appreciation events, and nurturing business development opportunities. With the support of our MarCom department, attorneys can leverage our expertise to enhance their client relationships and grow their practice effectively.

ATTORNEYS
SPEND NEARLY

40%

OF THEIR WORKDAY ON
TASKS OTHER THAN
PRACTICING LAW.

3

No succession plan for their practice: 73% of solos and small law firms do not have a succession plan. Gravis law offers these practices an opportunity to plan a short or long term transition & succession plan for themselves and their clients on their own time.

4

Competition from other firms: Gravis offers the benefits of a larger consolidated firm with experienced attorneys in a broad area of specialized practice areas which provides a better cost benefit for the clients and better service, as well as trained support staff to help manage clients' needs and expectations.

5

Getting paid by clients: At Gravis, we offer a centralized accounting and collections department to provide significant support in managing financial aspects. Our dedicated finance team takes on the majority of the burden while attorneys are responsible for tracking their billables and approving invoices. They handle collections, invoicing, and other financial tasks, allowing attorneys to focus on practicing law and meeting their clients' needs.

Attorney Testimonials

SMALL LAW
FIRMS SPEND

61%

of their time
practicing law



Michelle Finch / Kalispell, MT

"Before transitioning my practice into Gravis Law, I had been in a solo and small firm practice for over 20+ years. When Gravis had offered me the efficiencies, processes and centralized office systems which would allow me to focus my time on actually practicing law and meeting my clients' needs, the choice was clear. I thoroughly enjoy the attorney work flextime which is the perfect work life balance."

50%



of lawyers are in
PRIVATE PRACTICE,
are in the government

73%

OF ATTORNEYS DO NOT HAVE A
SUCCESSION PLAN FOR THEIR PRACTICE.

In 2023, small law firms
invested more than

200%



INTO
**NON-LEGAL
TECHNOLOGY**



Gina M. Duncan / Tacoma, WA

"Prior to joining Gravis Law PLLC, I toiled as a lawyer in my private general practice law firm. I have been with Gravis since 2021, and I can truly say that it has been one of the best career decisions I have ever made.

I found Gravis Law to be supportive of my goals and interested in my growth as a lawyer. I found that my input is solicited and welcome. The support I am given allows me to continue giving my clients the great service they deserve.



15%

TIME
spent on admin tasks
for successful firms



John W. O'Leary / Kennewick, WA

"I could not be happier with the decision to transition my small law firm to Gravis. Gravis brought a technology and staffing infrastructure to my office that has allowed me to advance my practice and cater to the needs of long-time clients. With Gravis' footprint, I have expanded my client base significantly as well. I have the peace of mind knowing that I am supported by Gravis' extensive network of employees and colleagues, and knowing that my clients are well taken care of."

Interested in joining the Gravis team? Call Randi Johnson, Chief Engagement Officer, at 509.241.3705, or email rjohnson@gravislaw.com.

Mission Statement :

We serve people and communities across the nation by providing accessible and uncomplicated access to world-class legal services.

Core Focus

Purpose: Uncomplicating access to world class legal services while making the practice of law fun and rewarding.

Our Niche: Rural and mid-market general practice with vertical integration of operations and national specialized services.

Core Values

As part of our firm, you'll have the support of not only your local office but also the entire Gravis Law network. Our collaborative culture allows attorneys to connect, share insights, and work together on cases, providing valuable opportunities for growth and learning.

At the core of our values is the belief that work should be both fun and effective. That's why we've created an inclusive environment where everyone feels valued and included, whether they're working in the office or remotely. Through our intranet, fun events, and proactive communication, we ensure that all team members have the resources and support they need to thrive.

Joining Gravis Law means becoming part of a dynamic and supportive community where collaboration, camaraderie, and success go hand in hand. Together, we're redefining what it means to practice law, one collaboration at a time.

Committed to Excellence

- Knowledgeable and competency
- Expect and deliver excellence
- Actionable with good follow through
- Strives to deliver a good work product
- Does not cut corners
- Winning team
- Client first

Solutions Driven

- Driven
- Self-directed
- Self-starter
- Roll up their sleeves
- No job too small
- Flexes outside their roles
- Dives into problems
- No entitlement

Intentionally Entrepreneurial

- Invested in continuous improvement
- Leave it better than we found it
- Curious
- Challenger
- Creative
- Pioneering
- Innovative
- Embrace technology
- Legal industry disruptors

Fun and Effective

- Kind
- Pleasant and infectious attitude
- Positive mindset
- Eclectic and diverse
- Calm demeanor
- Fun, easy to talk to

Invested in Team and Community

- Involved in internal and external communities
- Collaborative with the Gravis community
- Communicates well with team and clients
- Team centric / team-based practice approach
- Industry outreach
- Compassion
- Cares
- Show appreciation
- Helpful
- Considerate
- Celebrate wins with team and clients



Law : Uncomplicated

Overview of Benefits Available to Full-Time Employees

The following information is provided as a general overview for potential employees of Gravis Law, employer-sponsored benefits. Nothing in this document is a guarantee of employment, eligibility for benefits, entitlement to benefits, or specific cost of any benefit. The benefit providers' official plan and/or policy is controlling on all terms, conditions, benefits, eligibility, other requirements, etc.

Potential employees may contact the Human Resources Director (HR@GravisLaw.com) to obtain copies of the benefit providers' documents, descriptions, overviews, etc. regarding any plan described herein. You may also contact the Human Resources Director for estimated monthly premiums for any plan described herein.

Medical Insurance :

Employees may select from three plans

Plans:

Premera Blue Cross Choice PPO
Premera Blue Cross Base PPO
Health Savings Account (HSA)

Employer Contribution:

Gravis Law shares in the cost by paying for a portion of the employee and dependent health insurance costs. Dependents are eligible to participate in the health and welfare plan. Your completed enrollment serves as a request for coverage and authorizes any payroll deductions necessary to pay for that coverage.

New hire waiting period:

Employee is eligible on the 1st of the month after hire.

Bonus Program

Candidates will be pleased to know that we offer a competitive and generous bonus program as part of our compensation package. Further details about this program will be provided during the interview process, allowing candidates to gain a comprehensive understanding of the benefits available to them.



Internal Document Not for Distribution. Employment with Gravis Law, PLLC is "at-will" unless expressly stated otherwise is a signed writing by the CEO or by state law. Nothing in this document is a guarantee of employment, eligibility for benefits, entitlement to benefits, or specific cost of any benefit. The official plan and/or policy from the benefit provider is controlling on all terms, benefits, eligibility, and otherwise.

Dental Insurance :

Plan:	Gravis Law offers on plan - Premera Blue Cross
Employer Contribution:	Semi-monthly payroll deductions for the employee's premium are \$2.00. The employee is responsible for the entire premium for all.
New hire waiting period:	Employee is eligible on the 1st of the month after hire.

Vision Insurance :

Plan:	Gravis Law offers one plan - VSP Vision Care
Employer Contribution:	Semi-monthly payroll deductions for the employee's premium are \$0.75. The employee is responsible for the entire premium for all.
New hire waiting period:	Employee is eligible on the 1st of the month after hire.

Life Insurance :

Plan:	Symetra - Basic Life and AD&D Symetra - Voluntary Life and AD&D
Employer Contribution:	Gravis Law covers the entire premium for Basic Life. The employee may also purchase additional life insurance coverage for all dependent(s).
New hire waiting period:	Employee is eligible on the 1st of the month after hire.

401(k) Retirement Plan :

Eligibility:

Full-time employees are eligible to participate on the first day of the month coinciding with the date you satisfy the eligibility requirements.

Employer Match:

Each payroll period, Gravis Law, will match an employee's contributions at 100% up to 3% of the employee's annual compensation, plus 50% of the employee's annual compensation from 3-5% for each payroll period. In total, Gravis Law matches up to 4% of the employee's annual compensation.

Rollovers:

A new employee may rollover a qualified account from his/her prior employer upon commencing employment with Gravis Law, however, the employee may not make contributions until the eligibility requirements have been satisfied.

Vesting:

Employer contributions vest after three years of service at 100%. There is no vesting percentage for less than three years of service.

Flexible Work Schedule :

Our flexible scheduling policy allows attorneys to manage their time effectively, ensuring it aligns with their job responsibilities and client commitments. This approach empowers our attorneys to achieve work-life balance without compromising on the quality of service they provide. As part of our comprehensive benefits package, we provide unlimited paid time off, granting our employees the freedom to take time off as needed for rest, relaxation, and personal obligations. We believe in prioritizing employee well-being and recognize the importance of taking breaks to recharge and rejuvenate.

At Gravis Law, we're committed to supporting our team members in achieving their full potential while maintaining a healthy work-life balance. Our flexible work policies and unlimited PTO reflect our dedication to creating a positive and fulfilling work environment for all.

We recognize that solo attorneys often face the challenge of isolation and limited opportunities for collaboration. That's why we offer a unique opportunity to join a supportive community where collaboration is encouraged and celebrated.