

Yablon Law Seeks *Senior Associate Attorney* to Lead Clients Through Trial, Bankruptcy, Probate, Estate Planning, Real Estate, Business/Family Law, or Other Legal Issues

Join dynamic, forward-thinking law firm that puts clients first while encouraging you to become the career attorney you desire. We seek ethical, competent, and emotionally intelligent senior associate attorneys to guide clients through stormy waters from our newly renovated offices on Allen Parkway between River Oaks and downtown Houston.

Are you resourceful, adaptable, and passionate about leading clients through successful trials, negotiations, or transactions?

Do you have at least 6 years substantive experience practicing commercial/civil litigation, bankruptcy, probate, estate planning, real estate, or business/family law in Texas? Then keep reading to learn about becoming an integral part of our growing team of happy warriors!

We value integrity, competency, growth mindset, curiosity, coachability, grit, winner's mindset, energy, passion, intentionality, entrepreneurial spirit, work ethic, judgment, intelligence, plain English writing, kindness, compassion, and sense of humor. We want teammates who have practiced law in Texas for at least 6 years with multiple first-chair trials.

ABOUT YABLON LAW

Mark P. Yablon founded Yablon Law PLLC to be a client-centric, purpose-driven law firm sans internal drama. For a law firm, we are laid back when quality work is timely produced, and we have a no yelling and no jerk policy. We enjoy winning within professional ethics. We care about, respect, and solicit input from clients and teammates. We are entrepreneurial, which includes handsomely rewarding hardworking teammates who are a cultural fit.

Our five-year plan is to develop a top-notch team of 10+ attorneys supported by paralegals, law clerks, a marketing officer, and an operations officer who make a difference in the lives of each other and our clients who are raving fans.

Yablon Law's statewide practice focuses on the following areas:

- Commercial/Civil Litigation and Transactions
- Real Estate | Construction | Landlord-Tenant
- Bankruptcy (Adversary, 7, 11 & 13)
- Probate | Wills | Trusts
- Business Law
- Family Law

SENIOR ATTORNEY RESPONSIBILITIES

- Never miss deadlines imposed by law, courts, or agreements
- Reasonably fit in with our culture and help positively develop it
- Substantively manage a reasonable docket of litigation or transactional cases from intake to archival and collaborate with others to develop winning case strategies
- As first or second chair, zealously, persuasively, and professionally advocate for clients in depositions, informal negotiations, mediations, arbitrations, hearings, and trials via Zoom, phone, and in person.
- Focus on one practice area or multiple areas based on your skills and interest balanced secondarily by our needs
- Persuasively and accurately draft, edit, assemble, and e-file pleadings, motions, briefs, affidavits, etc.
- Strategically request and respond to discovery requests
- Research and analyze the law and apply it to the facts while telling a compelling story of why our clients should win
- Regularly and timely communicate internally and externally (clients, courts, opposing counsel, third parties) by phone, email, text, Zoom, Microsoft Teams, face-to-face, etc.
- Intentionally and continually develop and master your professional skills, including those related to trials, people, leadership, business development, client service, and the always-evolving law and technology
- Assist teammates with special projects that will not always be billable
- Mentor teammates and vice-versa
- Bill and collect a minimum 100 hours a month following first complete calendar month

SENIOR ATTORNEY COMPENSATION, BONUSSES & BENEFITS

- **Earn 35% of every dollar collected from your billable work** that you personally produce—**no law firm cap on earnings**
- Per calendar year, earn **10% bonus** on collectibles that exceed 1,200 hours up to 1,799 hours and **15% bonus** on all additional collectible hours
- **20% client development bonus** of every dollar collected in first 12 months here from billable work you personally bring Yablon Law from your contacts (your clients, friends, family, and direct referrals from your contacts); 15% in months 13 and beyond—**no law firm cap on total bonuses**
- **Escalating monthly bonus for continuous monthly production** above 100 billable/collectible hours
- PTO (holidays, your birthdate, vacation, personal time)
- Free secured, covered garage parking
- Free random lunches, happy hours, and other fun activities outside the office
- Collegial and collaborative work environment

- Free professional development, including CLE
- Free annual Texas bar dues
- Beautifully renovated offices (Spring 2023) across from Historic Buffalo Bayou and walk, bike, and kayak trails
- Beginning 1st of the month following your 90th day on our team:
 - Quarterly team performance perks or bonuses
 - \$400 monthly toward medical, disability, life, dental, and vision insurance
 - \$1 for \$1 match for tax-qualified retirement plan up to \$300 monthly (100% immediate vesting)

SENIOR ATTORNEY MINIMUM REQUIREMENTS

- Competently practicing law in Texas for at least 6 years
- In good standing with the State Bar of Texas
- Multiple first-chair trials

HOW TO APPLY TO YABLON LAW

Screening questions:

1. Have you practiced law in Texas for at least 6 years in one or more of our practice areas?
2. Are you currently in good standing with the State Bar of Texas?
3. Approximately how many first chair trials have you led?

If you answered “yes” to the first two questions, have had several first chair trials, and meet our other qualifications, please contact us only through recruiting@yablonlaw.com by sending a cover letter, current resume, and a recent writing sample of a petition/complaint, motion, or brief that you personally wrote and had filed in a Texas state or federal court. Feel free to include one or two letters of recommendation from current or prior employers.

We promise **not** to contact your current employer until you give us written permission.

Sincerely,

Mark P. Yablon
Managing Member