

# A Celebration of Leadership

Paul Murphy, Your Presenter

The Firm of Corey and Spain LLP congratulates Roger Spain.

Corey & Spain LLP is now

Westside Corey Spain, LLC

Challenges

It is then that we will see  
the Turning Point

Success



# A Celebration of Leadership

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Challenges



**The Firm of Corey and Spain LLP congratulates Roger Spain.**

An aerial photograph of the Denver skyline, showing several tall skyscrapers in the foreground and middle ground. The city extends to the horizon where mountains are visible under a hazy sky. The image has a slightly desaturated, vintage feel.

**Here's to a long and successful career,**

**in Denver, as founder and  
senior partner of Corey &  
Spain LLP,**

and to a well-deserved retirement in  
Santa Fe!



**and to a well-deserved retirement in  
Santa Fe!**

Corey & Spain LLP is now

**Martindale Corey Shaw, LLC**

**Welcome to Janice Shaw, Senior Partner  
of Martindale Shaw, LLC, and thank you for  
those kind words of enthusiasm and  
encouragement.**

**The staff and lawyers of Corey & Spain, LLP  
look forward to greeting your partner  
when he arrives from New York and  
we begin the transition into  
Martindale Corey Shaw, LLC.**



# Challenges





**We know there will be many questions and concerns in the coming weeks.**

# Challenges



**But I know that we will meet the  
challenges this opportunity presents,**

**embrace the advantages,**



**embrace the advantages,**

**and adequately address any perceived disadvantages  
in the same team spirit we've always shown.**

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**and adequately address any perceived disadvantages  
in the same team spirit we've always shown.**

Although it is easy to welcome the advantages, some of which are:

- more revenue from a broader and more diverse client base;
- opportunity for greater market share;
- a stronger firm; and
- technological expansion --

the challenges may at times appear overwhelming. We will, for example, be part of a new culture, a blending of what were two separate law firms that will mold into one, new culture of its own creation.



**Good news, though! Both firms bring to the family a balance of mission identification and consistency on the one hand with openness to adaptability and new ideas on the other.**

To put it simply -- synergy. Martindale Corey Shaw, LLC is greater than sum of both firms together. Both were already good performers in their respective markets. Together, they will be stronger, more competitive, and better able to provide quality service to their clients.

the coming weeks.

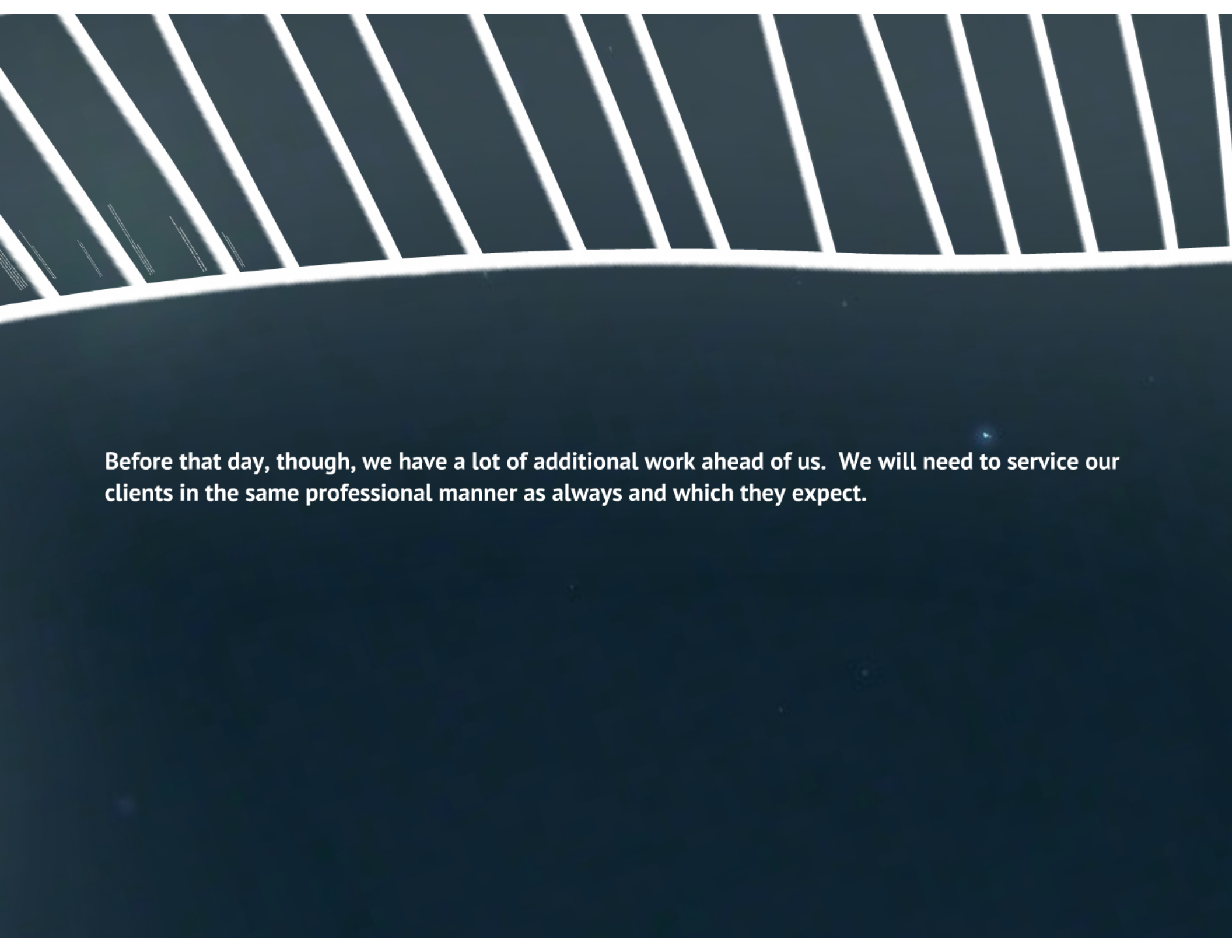


**It will take many weeks, if not months, to begin perfecting a merger of more than simply a new name. But in time we will see a perfect blend of goals and methods begin to take shape. Keeping an eye on what those goals and methods are, though, will**

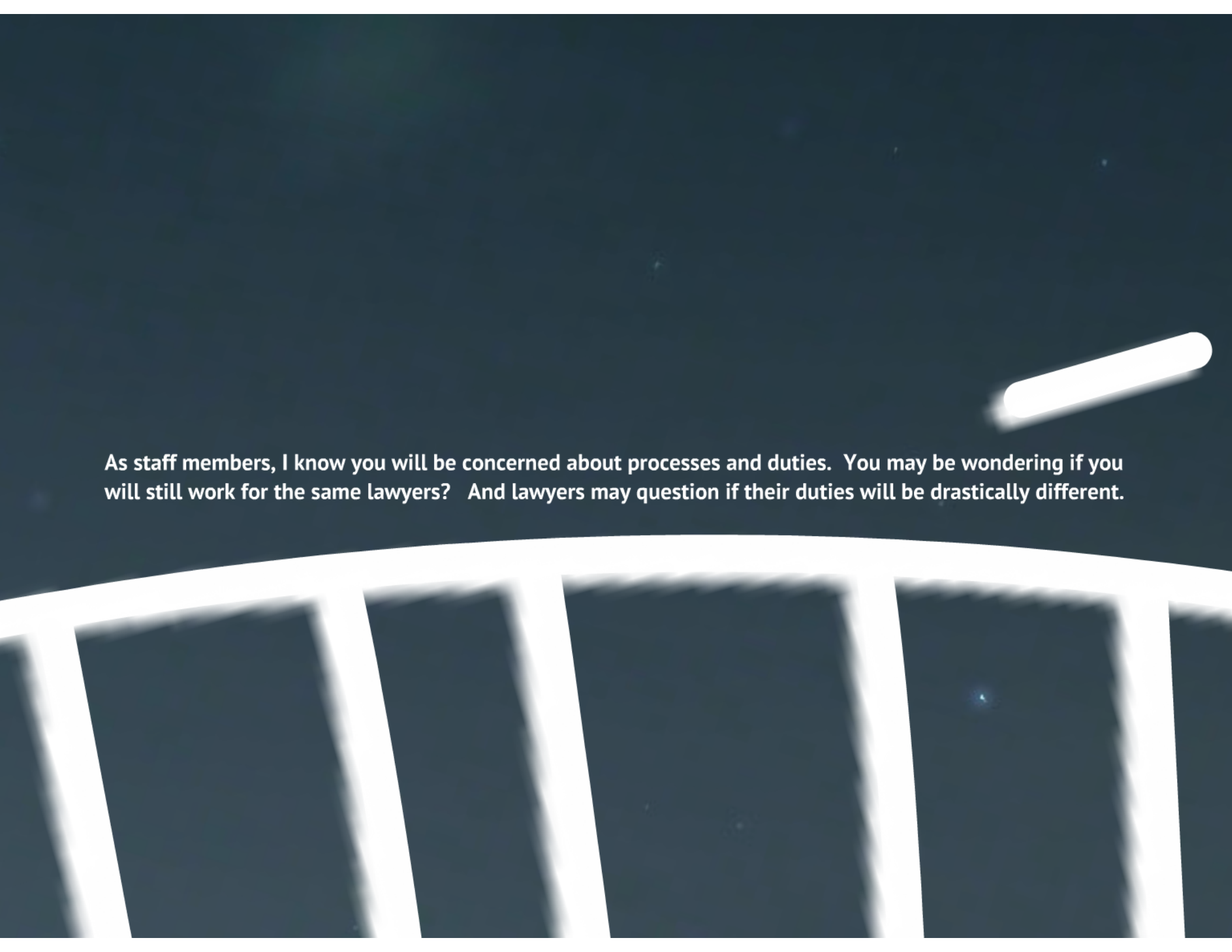




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the Turning Point



Before that day, though, we have a lot of additional work ahead of us. We will need to service our clients in the same professional manner as always and which they expect.



As staff members, I know you will be concerned about processes and duties. You may be wondering if you will still work for the same lawyers? And lawyers may question if their duties will be drastically different.

**Answers to specific questions will be addressed in department meetings. Your supervisor will email a schedule to you about when these meetings will take place.**

**Johnson Howard, a partner in the New York office will be here next Monday to begin the process of accommodating our office methods with the standards of the New York office.**

Information about the New York office has already been emailed to you. I encourage you to study the firm's accomplishments and reputation. I think you will agree that we are honored to be associated with them just as Ms. Shaw said they were honored and excited to be associated with us



**After this presentation, questions will be taken by me and Mr. Corey. But a couple of items need to be addressed before the floor is opened to questions.**



Because our New York office is already well known, especially among our lawyers, there will probably be questions about the division of practice areas. Because the New York office is wellknown for its IP practice, but does not have a commercial litigation department.

Since our Denver office has both an IP practice area and a successful commercial litigation department, plans are underway for the New York office to develop a commercial litigation team. Some litigators in our Denver office will have the opportunity to work with the New York office on this project.

opportunity to work with the New York Office on this project.

Staff, in an email you will see when you return to your desks are some specifics about changes we will be implementing immediately after our initial meetings with Mr. Howard.

**What you will find in your emails may not affect you personally, depending on your current duties. But we want everyone to be aware of the upcoming changes.**

The changes this email addresses concern billable hour requirement increases and rate increases. Additionally, all outstanding receivables will need to be categorized by age . If you are not currently working in these areas, just be aware of the information for general purposes.

**We will all have some changes in our routines, and it is my goal to see that none of them are a surprise or overly burdensome.**



**Lawyers, you also have an email that will explain the increase in fee rate and the increase in required billable hours.**



Succ

**Changing directions is often not easy. I will not kid you, this change of direction will not be easy, either. It will be a challenge. But it is a challenge worth taking and that brings with it great reward.**

**One of my favorite sayings is this:  
Remember the tortoise and the hare -- slow and steady won the race.**

**Martindale Corey Shaw, LLC**

# Questions?