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| **IDEAL CANDIDATE** | |
| SEEKING: | Seasoned trusts & estates, wealth transfer, elder law, tax attorney to help shape our firm and meet its aggressive growth goals |
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| EXPERIENCE REQUIRED: | At least 7-10 years of experience practicing law in the above-mentioned areas |
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| SKILLS DESIRED: | Leadership, management, accounting, mentorship, thought leadership, subject matter expertise, patience |
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| CREDENTIALS PREFERRED: | CELA, ACTEC, CFP, CPA, LLM designations |
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| **COMPENSATION** | |
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| SALARY: | Hook Law typically pays in the top quartile of its competition.  Salary is negotiable; commensurate with experience |
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| INCENTIVE PLAN: | Productivity based bonuses paid quarterly that can significantly enhance base pay |
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| RICH RETIREMENT PLAN: | Participate via Roth or Traditional contributions subject to plan requirements.  Firm Contributions (Subject to vesting rules): 3% Safe Harbor Contribution to non-highly compensated employees; Direct Recognition Variable Investment Plan (contribution), Profit Sharing Contribution |
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| HEALTH CARE BENEFITS: | 100% Employee Short-Term and Long-Term Disability covered by the firm  90% of Employee premium covered by the firm  Vision/Dental Insurance available |
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| FRINGE BENEFITS: | Clothing stipend, budgeted reimbursement for CLEs, bar dues, association dues, conferences, travel, meals, tuition, malpractice insurance coverage, etc. |
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| RELOCATION: | Certain relocation costs may be reimbursed |

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| FIRM AND LIFESTYLE | |
| WORK/LIFE BALANCE | We do not believe in overextending ourselves to the point of burnout. Family time is as equally important as work time. Good work requires ability to focus. Our most seasoned attorneys enjoy modest billing and origination goals to ensure quality over quantity. |
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| LOCATION: | Southeastern Virginia and Northeastern North Carolina enjoy:   * Reasonable cost of living * Great school systems * Four seasons – mild winters, moderate fall, spring, and summer Beaches and mountains * Low traffic * Strategic Mid-Atlantic location |
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| CULTURE: | Unlike many firms, we truly operate as a team. Our organizational structure is flat, and decisions are made quickly. We have a larger than normal paralegal to attorney ratio, and genuinely desire our people to enjoy coming to work. We embrace technology that improves our efficiency.  Core Values:   * Exceed expectations * All for one, one for all * Deliver value * Strive for expertise * Have a solutions mindset |
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| VISION: | To grow our firm 7-fold in 10 years with a 20% profit margin |

**All interested parties should reach out to the firm’s COO, Mr. Tejal Desai, at** [**tdesai@hooklawcenter.com**](mailto:tdesai@hooklawcenter.com) **or 757-399-7506. Any interest will be held in the strictest of confidence at your request.**