Compensation & Advancement

Lathrop GPM hires associates with the hope and intention that they will become partners of the firm. Our competency-based tier system of advancement provides clarity and benchmarks for associate progression. Each tier has its own hours targets that include credit for business development, diversity and pro bono efforts.

Lathrop GPM offers an attractive compensation package to associates, including a competitive starting salary, a variety of insurance benefits, and the opportunity to participate in the 401(k) portion of the firm's retirement plan the first of the month after date of hire, with profit sharing after one year of employment. We also offer substantial year-end bonuses to associates who have demonstrated productivity, outstanding quality of work, and firm service over the previous 12 months.

The firm offers a generous Paid Parental Leave Policy for new parents. Attorneys who have been at Lathrop GPM for one year are eligible for up to 16 weeks of leave.

Associates who have been with the firm for five consecutive years and meet certain financial metrics are also eligible for the associate sabbatical program, which provides a reduced hours target and cash stipend.

Click here for our complete Benefits Overview.