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# **The Aging of Professionals and How to Stop It**

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FOULSTON  SIEFKIN LLP  
ATTORNEYS AT LAW

## Foulston Siefkin Growth

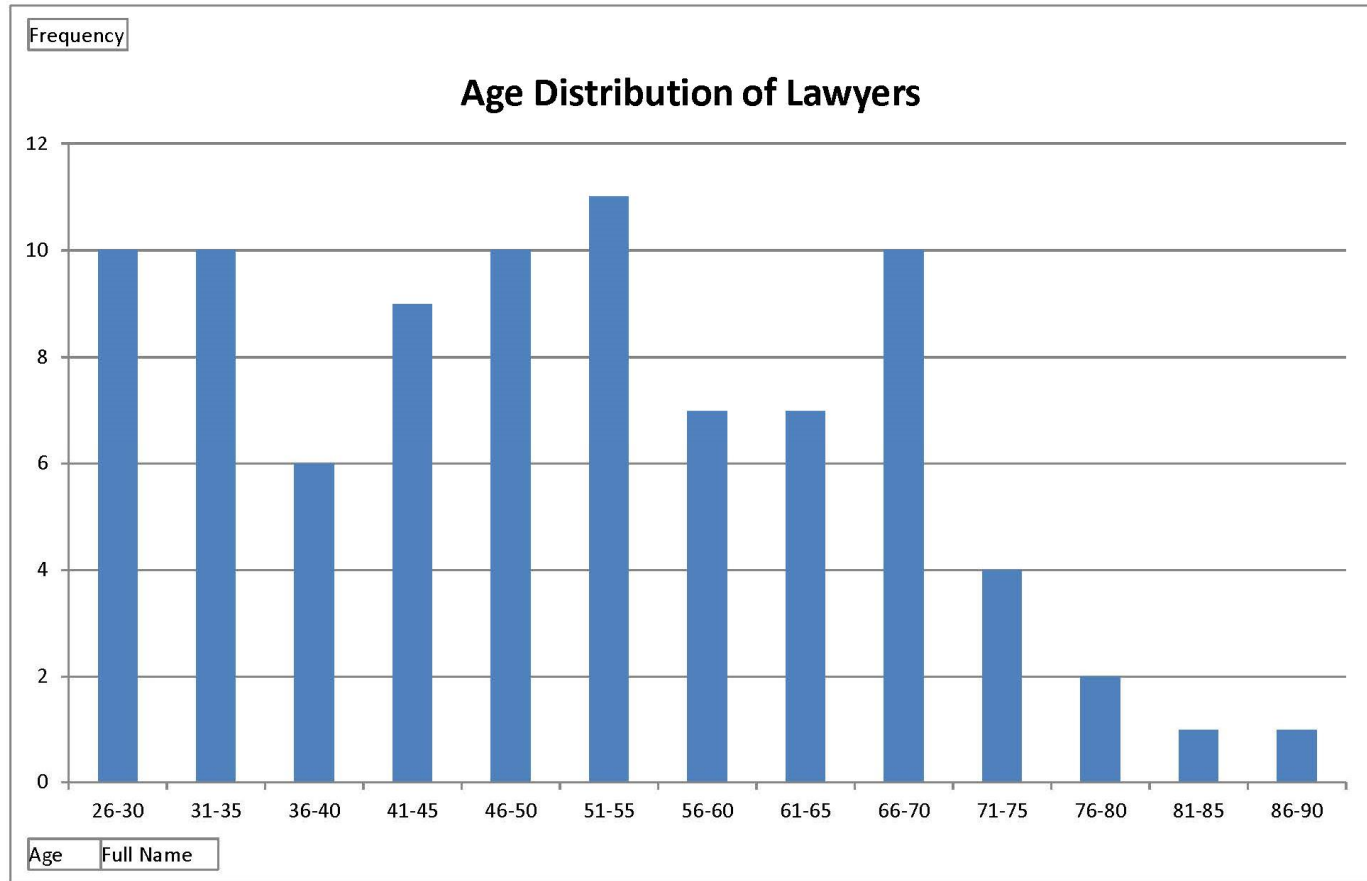
"1975      27 lawyers

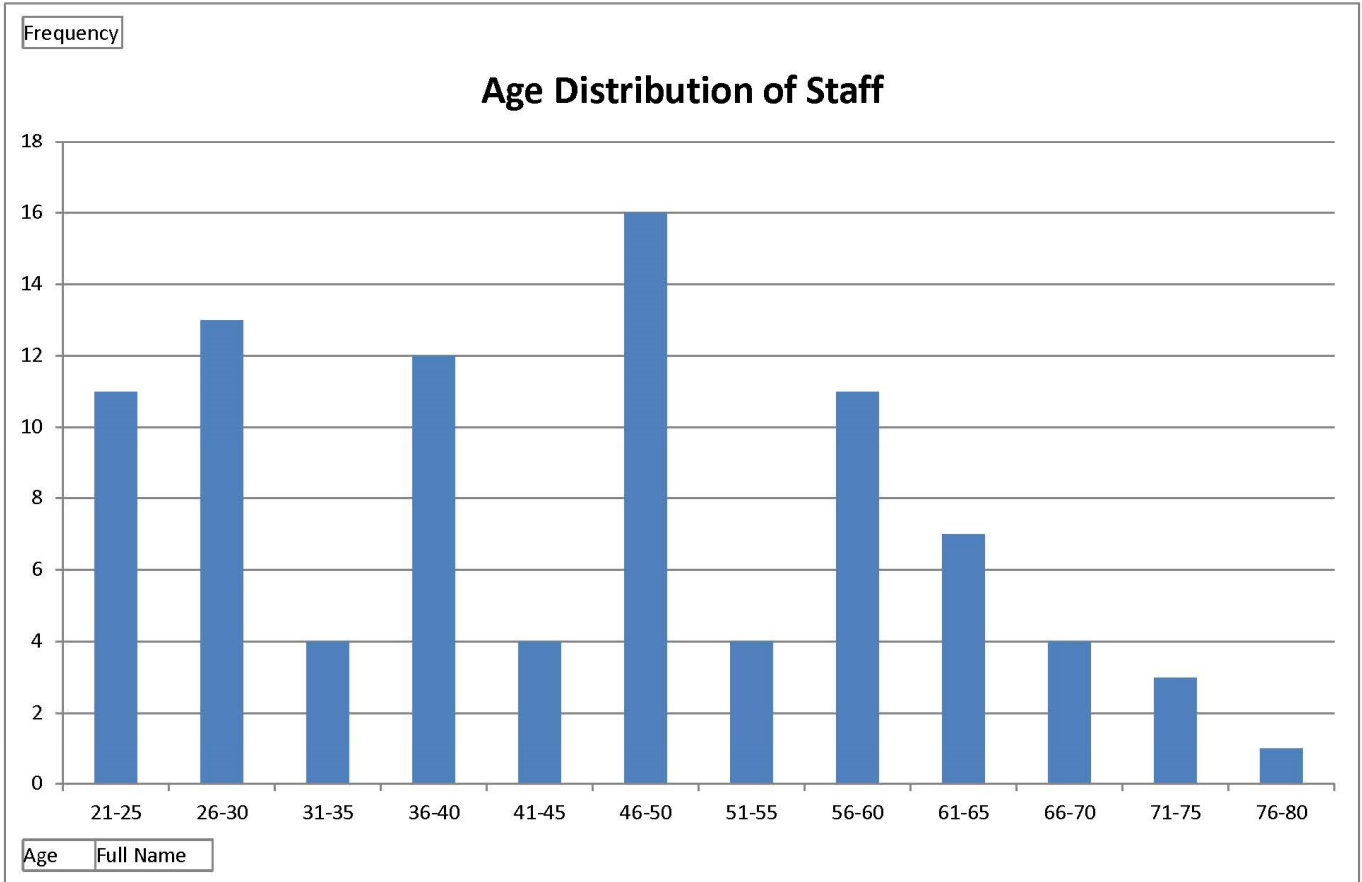
"1990      61 lawyers

"2000      81 lawyers

"2010      92 lawyers

"2017      93 lawyers





## Retirement Transition Program

- “ No mandatory retirement age.
- “ Unit/income reduction phased in starting year after the year lawyer turns 67.
- “ 20% less each year (80/60/40/20/0).
- “ Mutually agreed supplements/salaries may be contracted on an annual basis.
- “ Supplements come with milestones and conditions, such as client relationship transitions to younger lawyers.