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Thomas S. Clay is a principal of Altman Weil, Inc. With 30 years experience consulting to the legal profession, he is an acknowledged expert on law firm management principles and is a trusted advisor to law firms throughout the U.S. and Canada.

Mr. Clay heads consulting assignments in strategic planning, law firm management and organization and law firm mergers and acquisitions. He is a thought-leader on the key issue of law firm practice group strategy and leadership.

Prior to joining Altman Weil, he was vice president and general manager of a venture capital company that specialized in the provision of consulting services and financing arrangements to entrepreneurial operations.

Mr. Clay has written on law firm management issues for national and regional legal publications. He serves on the *Law360* Legal Industry Editorial Advisory Board. His comments on law firm management, finance and related topics have appeared in *The American Lawyer*, *National Law Journal*, *ABA Journal*, the *Wall Street Journal*, and the *New York Times*, among others. He is a frequent lecturer on the legal profession.

He is Fellow of the College of Law Practice Management (COLPM) and serves as a Judge for the College's InnovAction Awards which recognize outstanding innovation in the delivery of legal services worldwide. In 2010, he served on the ABA Commission on the Impact of the Economic Crisis on the Legal Profession. He is the co-author of Altman Weil's highly-regarded annual industry survey, *Law Firms in Transition*.

Tom holds a Bachelor of Science in Business Administration from the University of North Carolina at Chapel Hill, and a MBA in Finance from Georgia State University.