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From Big Law to Boutique: CMC Co-Founder Kara M. Maciel Shares Her Firm-Building Journey with [founded by women](#)

In a candid interview with [founded by women](#)—a publication dedicated to spotlighting women founders, leaders, and entrepreneurs across industries—[Kara M. Maciel](#), Co-Founding Partner and Chair of the [Labor & Employment Practice Group](#) at Conn Maciel Carey LLP, reflects on her decision to leave Big Law and build a national boutique firm.

Drawing on her experience as a former Am Law 200 practice chair, Kara shares what motivated her to create  a firm focused on delivering practical, business-minded guidance to employers navigating increasingly complex workplace regulations. She also offers firsthand insight into what it takes to build a law firm from the ground up, sharing lessons learned, particularly for women considering launching their own law practices.

The conversation further explores common employment-law compliance missteps made by startups and growing companies, as well as what non-unionized employers often misunderstand about labor law and organizing rights. Kara's insights highlight the importance of proactive compliance, thoughtful labor relations strategies, and understanding how federal labor law can affect employers long before union activity is on the horizon.

You can read the full interview directly on [founded by women](#).