

2012 Billing Rate & Associate Salary Survey^{plus}

A Focus on Tomorrow, Starting Today.

The Law Firm Survey staff is committed to providing benchmarking data that contain the depth of information and trends your firm needs to better understand the level of rate discounting the legal industry is currently experiencing.

Sample reports

To better understand the breadth of information that the BRASS^{plus} provides, contact a Survey Staff member to receive a free comparison group.

Timing

The due date for receiving completed data forms is April 13, 2012.

Results will be distributed on or before May 31, 2012.

NEW in 2012

The Management Trends Report (MTR) is now available, which offers graphical representations of select key metrics spanning over a five-year period. This Report style is ideal for practice group and office leaders.

Partner Permanent Capital Balance information will be incorporated into the 'Partner and Associate Compensation & Capital' (PACC) Report. This addition will complement the compensation and other demographic information for Partners.

With the continued trend for expanding alternative career paths, the Law School Class Years will now be included for both Of Counsel and Staff Attorneys. This will enable firms to further examine the pricing and discounting levels for all attorney classifications.

- Three distinct billing rates to gauge the level of discounting recognized by firms
- Strong and consistent participation base – over 250 of the largest national firms
- Benchmarking at geographic and practice group levels

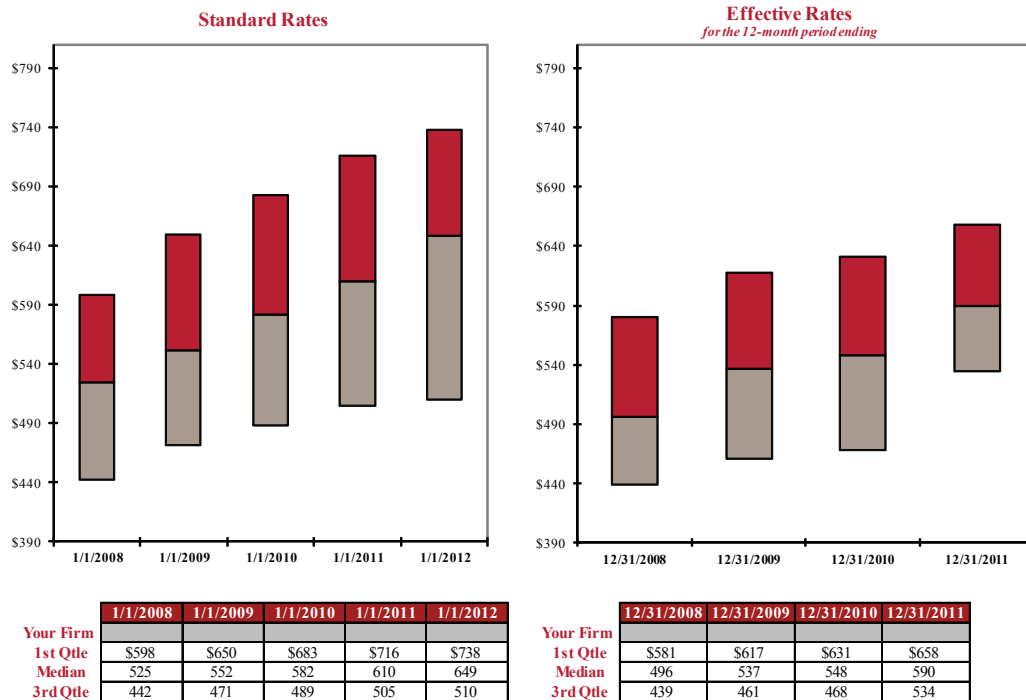
- Management Trends Report
- Partner capital balance and compensation results within a separate report
- Custom “peer” groups available
- Free data extraction software
- Availability of over 1,500 comparison groups



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2012 BILLING RATE & ASSOCIATE SALARY SURVEY ^{plus} Initial Release

Equity Partner Rates



Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.

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Partner Average Worked¹ Rates

For the 12-month period ending December 31, 2011

	Your Firm		Group			Your Firm		Group			
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 year	% Change - 2 year	% Change - 1 Year			Median % Change - 2 Year
								1 st Quartile	Median	3 rd Quartile	
Equity Partners											
High			\$997	\$884	\$708			5.6	3.2	0.1	5.1
Middle			683	577	463			3.7	2.8	1.0	6.1
Low			445	327	275			9.3	2.0	(2.2)	5.7
Average			694	584	479			3.6	2.7	1.3	5.6
Avg. by Years of Experience											
10 Years or Less			\$602	\$508	\$396			6.3	1.7	(0.8)	4.5
11 - 15 Years			607	520	422			4.6	2.4	0.3	5.0
16 - 20 Years			648	547	448			4.1	2.1	0.4	5.0
21 - 25 Years			671	575	478			4.3	2.6	0.7	5.0
26 - 30 Years			704	582	482			3.6	2.6	1.0	5.8
31 - 35 Years			717	613	502			4.3	2.8	1.1	6.0
> 35 Years			738	624	516			4.0	2.2	0.0	6.2
Non-Equity Partners											
High			\$877	\$790	\$635			6.3	1.1	(0.3)	6.7
Middle			576	505	387			3.7	2.0	0.7	5.9
Low			397	296	239			5.5	0.0	(4.5)	1.7
Average			585	498	395			3.6	2.6	1.2	5.9
Avg. by Years of Experience											
10 Years or Less			\$516	\$439	\$337			3.6	0.7	(2.9)	3.4
11 - 15 Years			545	472	372			3.8	2.1	(0.4)	5.2
16 - 20 Years			578	507	414			4.2	2.0	(1.4)	4.0
> 20 Years			631	541	430			4.4	2.4	0.4	7.1
All Partner Composite											
High			\$997	\$910	\$744			5.8	2.8	0.0	5.1
Middle			649	548	438			3.4	2.5	1.2	5.8
Low			411	293	239			8.9	0.9	(4.4)	5.4
Average			652	547	448			3.7	2.6	1.2	5.7
Contract Partner Average			\$602	\$508	\$396			3.6	2.7	1.3	5.6

¹ Calculated by taking the value of billable time worked during the period 1/1/2011 through 12/31/2011, divided by the corresponding billable hours worked.