

2014 Billing Rate & Associate Salary Survey *plus*

Mid-Year Release

The Billing Rate & Associate Salary Survey^{plus} (BRASS^{plus}) provides law firms with the depth of information they need to **understand and build their market position.**

Six Months Reporting Option

Participants can choose to submit only the first six months of data (1/1/14 – 6/30/14). This option reduces the time investment to participate and also provides a snapshot of the rate discounting resulting from continued client pressures during the first half of 2014.

Our Focus

We are dedicated to not only providing benchmarking data, but to present the information in a streamlined fashion that will minimize analysis time, reduce possible misinterpretations, and more easily identify opportunities to improve performance.

All of our Reports include 7 years of summary graphical presentations of key metrics designed to highlight the firm's historical competitive position relative to a group of its peers.

Timing

Submission Due Date: **September 19th**

Report Distribution Date: **October 3rd**

Comprehensive Metrics

The BRASS^{plus} provides participants with benchmarking on the core areas of revenue management, retaining a diverse workforce and on the firm business owners.

Standard, Worked (agreed-upon) and Effective (billed) Rates are included in the Survey in order to gauge the level of discounting recognized by firms.

Comparison Groups

The Survey's strong and consistent participation base allows benchmarking results at both the geographic and practice group levels, as well as, 'Peer Firm' requests.

Please contact a Survey Staff member to better understand the content included in each Report offering at (703) 918-3077 or via email at pwc.law.firm.survey@us.pwc.com.

Report Offerings

Revenue Management Report – Designed for Firmwide Managers, Office & Practice Leaders and the Finance Team. Includes metrics on the core areas of revenue – rates, realization, utilization and leverage.

Talent Management Report – Intended for Firmwide, HR and Diversity Leaders. Includes Associate compensation, as well as, metrics focused on retaining a diverse and engaged Attorney workforce.

Partner Management Report – Designed for Firm Leaders and the Finance Team who are involved in setting partner compensation and capital contribution levels. Also includes new information on the 'rain makers' of the Firm.

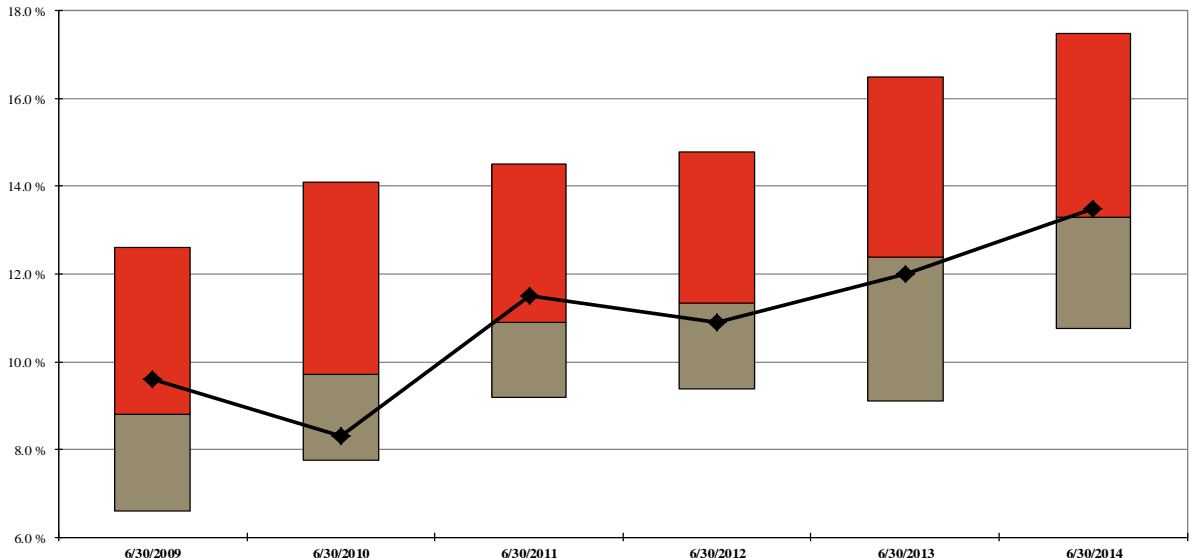


2013 Revenue Management Report – Sample Pages

(Compiled from the Billing Rate & Associate Salary Survey ^{plus})

Equity Partner Discounting

For the 12-month period ending



	6/30/09	6/30/10	6/30/11	6/30/12	6/30/13	6/30/14
Your Firm	9.6	8.3	11.5	10.9	12.0	13.5
1st Qile	12.6	14.1	14.5	14.8	16.5	17.5
Median	8.8	9.7	10.9	11.4	12.4	13.3
3rd Qile	6.6	7.8	9.2	9.4	9.1	10.8

Distribution of Partners by Discount Levels

By Years of Experience - For the 12-month period ending June 30, 2014

Equity Partners	Count*	< 0.0%	0.0 - 3.9%	4.0 - 7.9%	8.0 - 11.9%	12.0 - 15.9%	16.0% - 19.9%	20.0% +
< 11 Years								
Your Firm	1				100.0%			
Total Group	177	4.5%	6.2%	11.3%	19.8%	22.0%	17.5%	18.6%
11 - 15 Years								
Your Firm	3		33.3%			66.7%		
Total Group	639	3.4%	8.0%	14.2%	16.4%	16.3%	16.1%	25.5%
16 - 20 Years								
Your Firm	2					50.0%		50.0%
Total Group	716	4.9%	11.0%	12.6%	16.5%	17.6%	14.8%	22.6%
21 - 25 Years								
Your Firm	3			66.7%		33.3%		
Total Group	583	3.9%	9.1%	12.2%	16.8%	17.3%	12.7%	28.0%
26 - 30 Years								
Your Firm	3		33.3%	33.3%	33.3%			
Total Group	560	4.5%	12.0%	13.0%	16.8%	14.8%	10.9%	28.0%
31 - 35 Years								
Your Firm	4		25.0%			25.0%	25.0%	25.0%
Total Group	482	3.1%	11.0%	13.5%	19.1%	14.9%	12.9%	25.5%
> 35 Years								
Your Firm	5		20.0%	20.0%	20.0%		20.0%	20.0%
Total Group	441	3.4%	11.3%	13.8%	18.4%	17.0%	12.5%	23.6%
All Equity Partners								
Your Firm	21		19.0%	19.0%	14.3%	23.8%	9.5%	14.3%
Total Group	3,687	4.0%	10.8%	13.0%	17.0%	16.5%	13.6%	25.1%