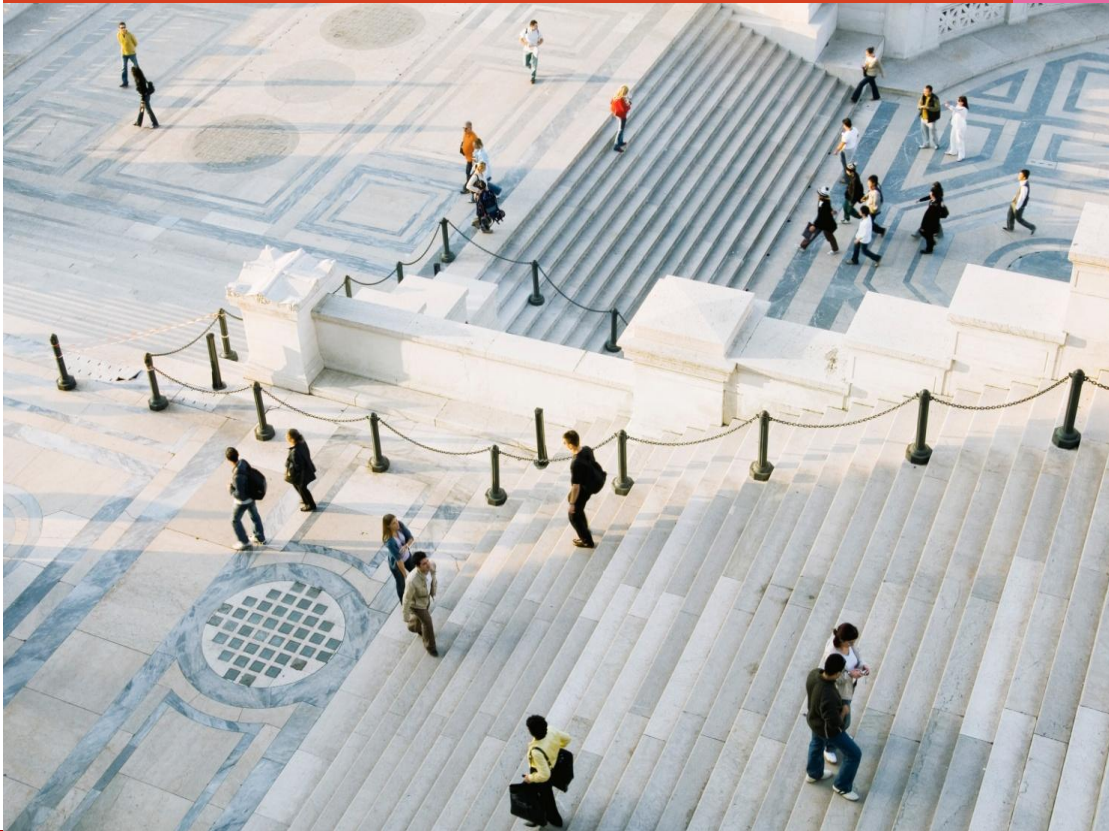


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2011 Cultural Awareness & Inclusion Scorecard

Section 1 Report:
Gender & Race Statistics by Timekeeper
Issued: August 2011



pwc

Standard Report

National Group XII - Firms (xNYC) (24 members)

Issued: August 2011

Firm: 0000

Total Firm

Confidential

This report is intended solely for the information of Partners and authorized employees of the firm.

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Comparison Group Information

National Group XII - Firms (xNYC)

Number of Members in the Group

Your Firm/Office or Practice Area Displayed in this Report is a Member of the Group

Defined Size Range¹ of Group Members (# of Attorneys)

Maximum

Minimum

Your Firm/Office or Practice Area Size¹ (# of Attorneys)

Average Size of Group Members¹ (# of Attorneys in the Firm/Office or Practice Area)

Reporting Entities Included in the Group (Geographical Comparison Groups Only)

Number of Total Firms (single office firms or multi-office firms)

Number of Principal Offices

Number of Non-Principal Offices

Group Information	
	24
	Yes
	No Maximum
	451
	1,306
	693
	24
	0
	0

Survey Methodology

Please refer to the following key points when reviewing the results contained within this comparison group.

- Non-Minority refers to any US-based timekeeper identified as White.
- Minority refers to any US-based timekeeper identified as African American/Black, American Indian/Alaska Native, Asian, Hispanic/Latino, Native Hawaiian/Pacific Islander, Two or more races, or Other.
- Any timekeeper whose gender or race classification was identified as 'Restricted' is not included in the corresponding metrics throughout the report.
- On report pages where "by Gender & Minority Status" metrics are provided, the "Your Firm" components will not sum to 100% if select timekeepers had missing or 'Restricted' race or gender information provided (i.e., Pages 2, 3, 6, 8 Top, 9, 10, 13, 14, 15, 16)
- On report pages where "by Racial Classification" metrics are provided, results include only those timekeepers where race was reported and not 'Restricted' (i.e., Pages 4, 5, 7, 8 Bottom, 11, 12, 17, 18)
- Racial classifications are applicable only to US-based timekeepers.
- The 'Non-Equity Partner Promotions' results also include those timekeepers who were identified as moving from Equity Partner to Non-Equity Partner status.
- The 'Terminations' results are based on a count of those timekeepers who were identified as being terminated during the 12-month period ending 12/31/2010. They are not based on the employment percentage (or fte) of the individuals.

¹ Firm/Office or Practice Area size as of 1/1/2011. For all comparison groups that have a defined size range and include data for total firms and individual offices of multi-office firms, group membership is based on the size of the total firm and not the size of the individual office. This may result in the average size of group members to fall below the minimum size range for the group.

2011 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 1

National Group XII - Firms (xNYC) (24 members)

Staffing Summary

Percent of Timekeeper (FTE) Headcount by Gender & Minority Status

For the period 1/1/2010 through 12/31/2010

	Your Firm		Group %			
	Percent	Rank	Total	1st Qtle	Median	3rd Qtle
All Timekeepers						
Equity Partners	17.9	22	27.1	32.6	29.1	22.3
Non-Equity Partners	31.1	2	18.3	22.8	18.3	12.5
All Associates & Sr. Attys	38.9	22	48.7	52.5	48.7	42.0
Other Attys ¹	12.1	3	5.9	9.0	5.7	3.1
All Attys	100%					
	Your Firm		Group % Female			
	% Male	% Female	Total	1st Qtle	Median	3rd Qtle
All Timekeepers by Gender						
Equity Partners	88.6	11.4	12.5	15.3	13.5	11.3
Non-Equity Partners	79.8	20.2	23.1	28.3	26.6	21.4
Associates & Sr. Attys	56.9	43.1	39.0	47.1	44.5	41.9
Other Attys ¹	60.3	39.7	36.4	50.8	35.4	26.3
All Attys	70.1	29.9	28.8	35.3	31.9	30.3
Paralegals	24.4	75.6	70.0	81.2	77.3	72.6
Law Clerks/Trust Accountants		100.0	43.3	50.6	41.9	38.5
Other Non-Legal Timekeepers ²	33.4	66.6	55.8	58.4	51.5	39.7
All Non-Legal Timekeepers ³	25.6	74.4	66.2	76.0	72.3	66.4
	Your Firm		Group % Minority			
	% Non-Minority	% Minority	Total	1st Qtle	Median	3rd Qtle
All Timekeepers by Minority Status						
Equity Partners	93.6	6.4	4.6	6.6	5.6	3.8
Non-Equity Partners	90.2	9.8	8.9	12.0	9.8	7.2
Associates & Sr. Attys	75.6	24.4	14.4	20.5	17.2	13.2
Other Attys ¹	82.9	17.1	10.7	17.1	9.9	5.7
All Attys	84.2	15.8	10.5	14.3	11.9	9.9
Paralegals	77.4	22.6	18.3	27.6	20.2	14.0
Law Clerks/Trust Accountants		100.0	16.0	27.2	16.5	9.6
Other Non-Legal Timekeepers ²	44.9	55.1	24.5	43.6	25.6	18.8
All Non-Legal Timekeepers ³	72.2	27.8	19.7	28.6	22.6	16.2
	Your Firm (Females only)		Group % Female Minority			
	% Non-Minority	% Minority	Total	1st Qtle	Median	3rd Qtle
Female Timekeepers by Minority Status						
Equity Partners	91.5	8.5	6.9	12.8	9.0	3.6
Non-Equity Partners	86.0	14.0	13.7	15.5	13.2	10.9
Associates & Sr. Attys	70.7	29.3	20.5	26.4	21.0	19.4
Other Attys ¹	78.3	21.7	18.1	23.4	16.0	9.4
All Female Attys	76.5	23.5	17.7	21.5	18.1	16.4
Paralegals	80.1	19.9	18.9	29.2	19.5	13.5
Law Clerks/Trust Accountants		100.0	6.3	35.4	13.1	9.9
Other Non-Legal Timekeepers ²	50.6	49.4	24.7	33.4	25.3	15.3
All Non-Legal Timekeepers ³	75.7	24.3	19.9	28.7	20.2	17.2

¹ Includes Staff Attorneys, Of Counsel, Contract Associates and Contract Partners.² Includes Case Clerks, Specialists, Lobbyists, Litigation Support and Patent Agents.³ Includes Paralegals, Law Clerks/Trust Accountants, Case Clerks, Specialists, Lobbyists, Litigation Support and Patent Agents.

** omitted due to insufficient data

‡ less than 75% population response

2011 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 1

National Group XII - Firms (xNYC) (24 members)

Staffing Summary (Continued)**Percent of Associate & Sr. Attorney (FTE) Headcount by Gender & Minority Status**

For the period 1/1/2010 through 12/31/2010

<u>All Assoc & Sr. Attys - Class Year</u>	<u>Your Firm</u>		<u>Group %</u>			
	<u>Percent</u>	<u>Rank</u>	<u>Total</u>	<u>1st Qtle</u>	<u>Median</u>	<u>3rd Qtle</u>
2010	0.2	24	1.2	1.8	1.2	0.6
2009	9.3	10	9.2	10.8	9.2	7.6
2008	12.5	5	10.6	11.9	10.3	8.4
2007	12.0	4	9.8	11.6	10.5	8.3
2006	12.3	5	9.9	11.9	11.0	8.7
2005	11.3	6	9.1	11.3	9.1	8.0
2004	9.4	6	8.0	9.4	7.9	7.0
2003	11.9	3	7.3	8.9	7.4	6.5
Prior	21.0	22	28.8	35.1	31.1	24.7
All Associates & Sr. Attys	100%					

<u>All Assoc & Sr. Attys by Gender - Class Year</u>	<u>Your Firm</u>			<u>Group % Female</u>			
	<u>% Male</u>	<u>% Female</u>	<u>Rank - % Female</u>	<u>Total</u>	<u>1st Qtle</u>	<u>Median</u>	<u>3rd Qtle</u>
2010	64.8	35.2	14	37.8	54.2	42.3	35.3
2009	49.9	50.1	12	39.6	59.1	50.2	44.8
2008	52.4	47.6	12	44.2	51.3	47.6	42.3
2007	56.8	43.2	15	44.5	52.0	45.0	40.3
2006	58.2	41.8	16	45.2	52.3	44.0	41.2
2005	46.5	53.5	6	44.0	51.8	46.2	38.2
2004	60.0	40.0	16	43.8	55.6	43.2	39.3
2003	64.0	36.0	15	38.8	49.9	39.0	32.6
Prior	62.0	38.0	14	37.6	46.2	38.5	35.4
All Associates & Sr. Attys	56.9	43.1	15	39.0	47.1	44.5	41.9

<u>All Assoc & Sr. Attys by Minority Status - Class Year</u>	<u>Your Firm</u>			<u>Group % Minority</u>			
	<u>% Non-Minority</u>	<u>% Minority</u>	<u>Rank - % Minority</u>	<u>Total</u>	<u>1st Qtle</u>	<u>Median</u>	<u>3rd Qtle</u>
2010	92.4	7.6	13 ‡	15.4	31.1	18.0	8.6
2009	56.4	43.6	1	20.1	32.4	25.6	18.6
2008	71.1	28.9	5	20.4	28.0	25.4	19.3
2007	70.3	29.7	4	18.7	25.6	21.2	12.6
2006	71.3	28.7	4	16.5	24.5	17.2	13.0
2005	76.5	23.5	6	15.2	23.9	17.7	11.0
2004	75.8	24.2	9	15.5	24.9	15.3	9.0
2003	88.8	11.2	14	12.5	18.8	14.4	10.3
Prior	84.0	16.0	7	11.0	16.9	11.6	9.2
All Associates & Sr. Attys	75.6	24.4	2	14.4	20.5	17.2	13.2

<u>Female Assoc & Sr. Attys by Minority Status - Class Year</u>	<u>Your Firm (Females only)</u>			<u>Group % Female Minority</u>			
	<u>% Non-Minority</u>	<u>% Minority</u>	<u>Rank - % Minority</u>	<u>Total</u>	<u>1st Qtle</u>	<u>Median</u>	<u>3rd Qtle</u>
2010	78.4	21.6	8 ‡	21.3	51.9	30.0	19.6
2009	40.4	59.6	1	30.7	36.7	31.5	28.6
2008	62.9	37.1	7	26.4	42.6	32.3	20.9
2007	65.3	34.7	6	23.3	37.0	26.9	19.0
2006	77.6	22.4	9	20.8	26.8	21.8	14.2
2005	79.3	20.7	8	18.3	23.8	18.9	15.4
2004	75.5	24.5	10	21.0	30.2	20.8	14.2
2003	84.1	15.9	10 ‡	16.2	26.4	16.2	13.0
Prior	77.3	22.7	4	15.4	21.0	18.6	11.1
All Female Assoc & Sr. Attys	70.7	29.3	3	20.5	26.4	21.0	19.4

** omitted due to insufficient data
‡ less than 75% population response

2011 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 1

National Group XII - Firms (xNYC) (24 members)

Staffing Summary (Continued)**Percent of Timekeeper (FTE) Headcount by Racial Classification**

For the period 1/1/2010 through 12/31/2010

	African American/ Black	American Indian/ Alaska Native	Asian	Hispanic/ Latino	Native Hawaiian/ Pacific Islander	Two or more races	White	Other
Equity Partners								
Your Firm	1.4%		2.4%	1.9%		0.5%	93.6%	0.2%
Total Group	1.8%	0.1%	1.6%	2.0%	0.0%	0.2%	94.3%	0.0%
Non-Equity Partners								
Your Firm	3.0%		4.3%	1.6%		0.8%	90.2%	0.1%
Total Group	3.1%	0.2%	3.7%	2.8%		0.3%	89.8%	0.0%
Associates & Sr. Attys								
Your Firm	4.9%	0.1%	11.4%	4.7%		3.1%	75.6%	0.3%
Total Group	4.3%	0.2%	7.5%	3.9%	0.1%	1.5%	82.4%	0.0%
Other Attys¹								
Your Firm	4.6%	0.4%	5.1%	3.2%		1.9%	82.9%	1.9%
Total Group	5.7%	0.1%	2.7%	2.2%	0.4%	0.8%	87.7%	0.4%
All Attorneys								
Your Firm	3.7%	0.1%	6.8%	3.1%		1.8%	84.2%	0.4%
Total Group	3.5%	0.2%	4.9%	3.1%	0.1%	0.9%	87.3%	0.0%
Paralegals								
Your Firm	8.1%		8.2%	4.4%		0.8%	77.4%	1.1%
Total Group	7.7%	0.2%	5.6%	5.9%	0.3%	1.1%	79.0%	0.1%
Law Clerks/Trust Accountants								
Your Firm			100.0%					
Total Group	4.4%		9.6%	4.5%	0.3%	0.3%	80.9%	
Other Non-Legal Timekeepers²								
Your Firm	21.7%		9.7%	16.5%		7.2%	44.9%	
Total Group	7.6%	0.3%	8.8%	6.7%	0.6%	1.8%	74.3%	
All Non-Atty Timekeepers³								
Your Firm	10.0%		9.0%	6.1%		1.7%	72.2%	0.9%
Total Group	7.6%	0.2%	6.5%	6.1%	0.4%	1.2%	77.9%	0.1%

¹ Includes Staff Attorneys, Of Counsel, Contract Associates and Contract Partners.² Includes Case Clerks, Specialists, Lobbyists, Litigation Support and Patent Agents.³ Includes Paralegals, Law Clerks/Trust Accountants, Case Clerks, Specialists, Lobbyists, Litigation Support and Patent Agents.

** omitted due to insufficient data

2011 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 1

National Group XII - Firms (xNYC) (24 members)

Staffing Summary (Continued)**Percent of Associate & Sr. Attorney (FTE) Headcount by Racial Classification**

For the period 1/1/2010 through 12/31/2010

<u>Law School Class Year</u>	<i>African American/ Black</i>	<i>American Indian/ Alaska Native</i>	<i>Asian</i>	<i>Hispanic/ Latino</i>	<i>Native Hawaiian/ Pacific Islander</i>	<i>Two or more races</i>	<i>White</i>	<i>Other</i>
2010								
Your Firm			7.6%				92.4%	
Total Group	6.5%	0.7%	5.4%	5.5%	0.4%	1.4%	80.1%	
2009								
Your Firm	6.7%		17.4%	12.3%		7.2%	56.4%	
Total Group	5.2%	0.3%	10.4%	5.9%	0.7%	3.8%	73.4%	0.2%
2008								
Your Firm	6.5%		12.8%	1.8%		7.8%	71.1%	
Total Group	4.3%	0.4%	12.2%	3.9%		2.7%	76.5%	
2007								
Your Firm	6.9%		12.0%	2.2%		6.3%	70.3%	2.4%
Total Group	6.3%		9.3%	3.2%		2.0%	79.1%	0.2%
2006								
Your Firm	4.0%	0.4%	13.8%	10.5%			71.3%	
Total Group	4.8%	0.2%	8.5%	4.9%		0.3%	81.3%	
2005								
Your Firm	3.9%		13.6%	2.4%		3.6%	76.5%	
Total Group	4.3%		7.6%	3.9%		1.3%	82.9%	
2004								
Your Firm	7.2%		11.0%	4.7%		1.3%	75.8%	
Total Group	4.9%	0.4%	7.1%	3.6%	0.1%	1.3%	82.6%	
2003								
Your Firm	3.1%		4.9%	1.9%		1.2%	88.8%	
Total Group	3.0%	0.2%	5.9%	3.6%	0.2%	0.9%	86.2%	
Prior								
Your Firm	3.0%		8.9%	4.1%			84.0%	
Total Group	3.2%	0.3%	4.7%	3.4%	0.1%	0.9%	87.4%	
All Associates & Sr. Attys								
Your Firm	4.9%	0.1%	11.4%	4.7%		3.1%	75.6%	0.3%
Total Group	4.3%	0.2%	7.5%	3.9%	0.1%	1.5%	82.4%	0.0%

** omitted due to insufficient data

2011 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 1

National Group XII - Firms (xNYC) (24 members)

Terminations**Percent of Timekeepers Terminated by Gender & Minority Status**

For the period 1/1/2010 through 12/31/2010

	Your Firm		Group %			
	Percent	Rank	Total	1st Qtle	Median	3rd Qtle
All Timekeepers						
Equity Partners	5.6	13	7.6	10.1	6.5	4.0
Non-Equity Partners	21.5	8	15.4	22.1	15.8	9.5
All Associates & Sr. Attys	53.5	20	67.8	77.5	70.8	54.6
Other Attys ¹	19.4	4	9.3	13.1	6.7	3.4
All Attys	100%					

	Your Firm			Group % Female			
	% Male	% Female	Rank - % Female	Total	1st Qtle	Median	3rd Qtle
All Timekeepers by Gender							
Equity Partners	62.5	37.5	5	17.9	33.3	12.5	0.0
Non-Equity Partners	87.1	12.9	16	30.3	50.0	36.2	12.2
Associates & Sr. Attys	51.9	48.1	11	38.7	51.6	45.1	41.5
Other Attys ¹	53.6	46.4	7	30.8	49.2	20.0	0.0
All Attys	60.4	39.6	17	35.1	45.5	42.8	35.4
Paralegals	28.1	71.9	11	65.0	77.8	71.9	65.2
Other Non-Legal Timekeepers ²	66.7	33.3	11 ‡	51.4	64.3	51.6	34.1
All Non-Legal Timekeepers³	31.4	68.6	8	61.0	70.0	65.2	58.3

	Your Firm			Group % Minority			
	% Non-Minority	% Minority	Rank - % Minority	Total	1st Qtle	Median	3rd Qtle
All Timekeepers by Minority Status							
Equity Partners	87.5	12.5	6	6.0	12.5	0.0	0.0
Non-Equity Partners	87.1	12.9	12	10.7	17.9	13.3	0.0
Associates & Sr. Attys	76.6	23.4	8	16.1	24.5	17.6	11.3
Other Attys ¹	57.1	42.9	4	19.5	28.0	12.5	0.0
All Attys	75.7	24.3	5	14.8	20.5	16.4	9.0
Paralegals	65.6	34.4	4	27.1	33.3	26.7	14.3
Other Non-Legal Timekeepers ²	66.7	33.3	6 ‡	27.0	62.5	25.0	21.3
All Non-Legal Timekeepers³	65.7	34.3	6	27.1	34.3	26.7	15.8

	Your Firm (Females only)			Group % Female Minority			
	% Non-Minority	% Minority	Rank - % Minority	Total	1st Qtle	Median	3rd Qtle
Female Timekeepers by Minority Status							
Equity Partners	100.0	0.0	5 ‡	14.8	20.0	0.0	0.0
Non-Equity Partners	75.0	25.0	6 ‡	16.1	33.3	14.3	0.0
Associates & Sr. Attys	67.6	32.4	6	24.7	32.4	26.3	16.8
Other Attys ¹	38.5	61.5	2 ‡	31.6	34.0	0.0	0.0
All Female Attys	63.2	36.8	2	23.7	29.7	26.2	15.2
Paralegals	73.9	26.1	8	27.4	34.9	22.2	13.8
Other Non-Legal Timekeepers ²	100.0	0.0	9 ‡	31.6	62.5	33.3	12.0
All Non-Legal Timekeepers³	75.0	25.0	10	28.4	39.7	25.0	13.8

¹ Includes Staff Attorneys, Of Counsel, Contract Associates and Contract Partners.² Includes Lobbyists, Specialists, Litigation Support, Patent Agents and Case Clerks.³ Includes Paralegals, Case Clerks, Specialists, Lobbyists, Litigation Support and Patent Agents.

** omitted due to insufficient data

‡ less than 75% population response

2011 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 1

National Group XII - Firms (xNYC) (24 members)

Terminations (Continued)**Percent of Timekeepers Terminated by Racial Classification**

For the period 1/1/2010 through 12/31/2010

	African American/ Black	American Indian/ Alaska Native	Asian	Hispanic/ Latino	Native Hawaiian/ Pacific Islander	Two or more races	White	Other
Equity Partners								
Your Firm			12.5%				87.5%	
Total Group	1.9%		4.7%	1.9%			91.5%	
Non-Equity Partners								
Your Firm	3.2%			6.5%		3.2%	87.1%	
Total Group	4.5%		4.5%	2.3%		1.1%	87.6%	
Associates & Sr. Attys								
Your Firm	2.6%	1.3%	15.6%	2.6%		1.3%	76.6%	
Total Group	4.2%	0.3%	10.5%	4.0%	0.1%	1.4%	79.5%	
Other Attys¹								
Your Firm	7.1%	3.6%	7.1%	3.6%			57.1%	21.4%
Total Group	8.1%	0.7%	5.9%	6.7%		0.7%	73.3%	4.4%
All Attorneys								
Your Firm	3.5%	1.4%	10.4%	3.5%		1.4%	75.7%	4.2%
Total Group	4.5%	0.3%	8.7%	3.8%	0.1%	1.2%	81.1%	0.4%
Paralegals								
Your Firm	18.8%		6.3%	3.1%		3.1%	65.6%	3.1%
Total Group	12.9%	1.0%	7.1%	7.4%	1.0%	1.3%	69.0%	0.3%
Other Non-Legal Timekeepers²								
Your Firm			33.3%				66.7%	
Total Group	8.0%		10.9%	6.5%	0.7%	2.9%	71.0%	
All Non-Atty Timekeepers³								
Your Firm	17.1%		8.6%	2.9%		2.9%	65.7%	2.9%
Total Group	11.4%	0.7%	8.3%	7.1%	0.9%	1.8%	69.6%	0.2%

¹ Includes Staff Attorneys, Of Counsel, Contract Associates and Contract Partners.² Includes Case Clerks, Specialists, Lobbyists, Litigation Support and Patent Agents.³ Includes Paralegals, Case Clerks, Specialists, Lobbyists, Litigation Support and Patent Agents.

** omitted due to insufficient data

2011 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 1

National Group XII - Firms (xNYC) (24 members)

Partner Promotions**Promotions to Partner by Gender & Minority Status**

As of January 1, 2011

	Your Firm			Group			
	As a % of			Total	1st Qtle	Median	3rd Qtle
<u>All Promotions</u>	Total #	All Attys	Rank - %				
to Equity Partner	0	0.0	11	0.6	1.0	0.1	0.0
to Non-Equity Partner	17	1.5	8	0.4	2.1	1.4	0.3

	Your Firm			Group % Female			
	% Male	% Female	Rank -	Total	1st Qtle	Median	3rd Qtle
% Female							
<u>Promotions by Gender</u>							
to Equity Partner				23.1	30.5	15.1	3.1
to Non-Equity Partner	82.4	17.6	13 ‡	38.4	49.4	45.6	27.7

	Your Firm			Group % Minority			
	% Non-Minority	% Minority	Rank - %	Total	1st Qtle	Median	3rd Qtle
Minority							
<u>Promotions by Minority Status</u>							
to Equity Partner				9.9	11.1	0.0	0.0
to Non-Equity Partner	88.2	11.8	12 ‡	18.1	24.1	16.7	12.7

	Your Firm (Females only)			Group % Female Minority			
	% Non-Minority	% Minority	Rank - %	Total	1st Qtle	Median	3rd Qtle
Minority							
<u>Female Promotions by Minority Status</u>							
to Equity Partner				19.0	18.1	0.0	0.0
to Non-Equity Partner	100.0	0.0	10 ‡	25.0	32.1	19.7	0.0

Promotions to Partner by Racial Classification

As of January 1, 2011

<u>Promotion</u>	African American/ Black	American Indian/ Alaska Native	Asian	Hispanic/ Latino	Native Hawaiian/ Pacific Islander	Two or more races	White	Other
to Equity Partner								
Your Firm								
Total Group	1.9%		5.7%	0.9%		0.9%	90.6%	
to Non-Equity Partner								
Your Firm			5.9%	5.9%			88.2%	
Total Group	6.6%		4.4%	4.9%		1.6%	82.5%	

** omitted due to insufficient data
‡ less than 75% population response

2011 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 1

National Group XII - Firms (xNYC) (24 members)

Total Billable Hours**Percent of Timekeeper Billable Hours by Gender & Minority Status**

For the period 1/1/2010 through 12/31/2010

	Your Firm		Group %				
	Percent	Rank	Total	1st Qtle	Median	3rd Qtle	
All Timekeepers							
Equity Partners	18.4	19	26.4	33.5	27.2	21.4	
Non-Equity Partners	29.4	3	18.2	21.7	17.1	11.6	
All Associates & Sr. Attys	41.8	20	49.8	54.2	50.2	43.1	
Other Attys ¹	10.3	4	5.5	8.4	4.5	2.9	
All Attys	100%						
	Your Firm		Group % Female				
		Rank -					
All Timekeepers by Gender	% Male	% Female	% Female	Total	1st Qtle	Median	3rd Qtle
Equity Partners	87.5	12.5	11	12.0	15.1	12.5	11.1
Non-Equity Partners	79.1	20.9	19	23.7	28.3	25.8	22.0
Associates & Sr. Attys	57.6	42.4	14	39.1	47.1	43.9	40.8
Other Attys ¹	57.5	42.5	8	38.4	53.6	38.6	29.2
All Attys	69.4	30.6	14	29.1	35.6	31.3	29.4
Paralegals	23.5	76.5	11	71.2	82.3	76.7	75.6
Other Non-Legal Timekeepers ²	38.1	61.9	4 ‡	53.0	58.5	53.7	35.0
All Non-Legal Timekeepers³	24.5	75.5	7	67.0	77.0	73.0	66.5
	Your Firm		Group % Minority				
		Rank -					
All Timekeepers by Minority Status	% Non-Minority	% Minority	% Minority	Total	1st Qtle	Median	3rd Qtle
Equity Partners	93.6	6.4	7	4.0	6.8	5.1	3.5
Non-Equity Partners	90.4	9.6	10	8.5	11.0	9.6	6.3
Associates & Sr. Attys	76.0	24.0	1	13.8	20.1	15.9	12.4
Other Attys ¹	83.6	16.4	4 ‡	11.7	14.8	10.2	5.6
All Attys	84.3	15.7	2	10.1	13.5	12.1	9.5
Paralegals	78.9	21.1	8	17.1	23.5	19.9	13.8
Other Non-Legal Timekeepers ²	55.7	44.3	3 ‡	22.8	37.8	27.7	20.9
All Non-Legal Timekeepers³	76.9	23.1	8	18.3	26.0	21.5	15.2
	Your Firm (Females only)		Group % Female Minority				
		Rank -					
Female Timekeepers by Minority Status	% Non-Minority	% Minority	% Minority	Total	1st Qtle	Median	3rd Qtle
Equity Partners	91.4	8.6	8 ‡	6.7	12.6	8.6	4.2
Non-Equity Partners	86.6	13.4	7	12.6	14.4	11.0	8.5
Associates & Sr. Attys	71.4	28.6	2	19.4	24.6	20.1	18.6
Other Attys ¹	78.8	21.2	5 ‡	20.9	22.6	17.3	9.7
All Female Attys	77.0	23.0	2	17.1	20.7	17.9	15.7
Paralegals	81.9	18.1	9 ‡	17.5	22.2	18.1	12.0
Other Non-Legal Timekeepers ²	63.2	36.8	3 ‡	23.1	29.3	24.8	12.7
All Non-Legal Timekeepers³	80.5	19.5	9 ‡	18.5	23.0	19.5	17.0

¹ Includes Staff Attorneys, Of Counsel, Contract Associates and Contract Partners.² Includes Case Clerks, Specialists, Lobbyists, Litigation Support and Patent Agents.³ Includes Paralegals, Law Clerks/Trust Accountants, Case Clerks, Specialists, Lobbyists, Litigation Support and Patent Agents.

** omitted due to insufficient data

‡ less than 75% population response

2011 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 1

National Group XII - Firms (xNYC) (24 members)

Total Billable Hours (Continued)**Percent of Associate & Sr. Attorney Billable Hours by Gender & Minority Status**

For the period 1/1/2010 through 12/31/2010

<u>All Assoc & Sr. Attys - Class Year</u>	<u>Your Firm</u>		<u>Group %</u>			
	<u>Percent</u>	<u>Rank</u>	<u>Total</u>	<u>1st Qtle</u>	<u>Median</u>	<u>3rd Qtle</u>
2010	0.2	22	1.0	1.5	1.0	0.5
2009	8.8	13	8.9	10.2	9.1	7.3
2008	13.4	5	11.4	12.8	10.3	9.1
2007	12.3	4	10.5	12.1	10.9	9.2
2006	12.4	6	10.5	12.3	11.2	8.7
2005	11.2	8	9.5	11.4	9.4	8.0
2004	9.5	8	8.4	10.2	8.5	7.4
2003	11.8	4	7.8	9.6	7.7	6.6
Prior	20.4	21	27.4	33.5	30.7	23.4
All Associates & Sr. Attys	100%					

<u>All Assoc & Sr. Attys by Gender - Class Year</u>	<u>Your Firm</u>			<u>Group % Female</u>			
	<u>% Male</u>	<u>% Female</u>	<u>Rank - % Female</u>	<u>Total</u>	<u>1st Qtle</u>	<u>Median</u>	<u>3rd Qtle</u>
2010	67.3	32.7	14	43.0	54.4	46.3	33.4
2009	49.6	50.4	11	42.3	59.2	50.6	46.7
2008	54.0	46.0	12	43.2	49.9	46.2	41.2
2007	57.3	42.7	13	43.8	51.6	44.2	38.9
2006	60.6	39.4	15	43.3	50.2	42.2	37.9
2005	45.5	54.5	5	42.5	51.1	43.0	35.2
2004	61.4	38.6	16	41.9	55.3	40.5	37.3
2003	64.6	35.4	12	36.3	47.6	36.6	30.7
Prior	62.5	37.5	14	37.6	46.4	38.7	37.1
All Associates & Sr. Attys	57.6	42.4	14	39.1	47.1	43.9	40.8

<u>All Assoc & Sr. Attys by Minority Status - Class Year</u>	<u>Your Firm</u>			<u>Group % Minority</u>			
	<u>% Non-Minority</u>	<u>% Minority</u>	<u>Rank - % Minority</u>	<u>Total</u>	<u>1st Qtle</u>	<u>Median</u>	<u>3rd Qtle</u>
2010	97.8	2.2	15 ‡	14.9	30.4	16.5	9.3
2009	56.4	43.6	1	19.0	30.9	22.0	15.7
2008	71.5	28.5	6	19.2	28.6	23.3	17.8
2007	71.1	28.9	2	17.1	24.5	20.8	13.2
2006	71.3	28.7	2	15.4	23.9	17.1	11.8
2005	78.4	21.6	6	14.5	23.8	15.3	9.3
2004	76.1	23.9	5	14.0	23.8	13.4	7.4
2003	89.1	10.9	12	10.9	17.0	13.8	9.3
Prior	84.1	15.9	7	10.6	16.7	11.8	8.5
All Associates & Sr. Attys	76.0	24.0	1	13.8	20.1	15.9	12.4

<u>Female Assoc & Sr. Attys by Minority Status - Class Year</u>	<u>Your Firm (Females only)</u>			<u>Group % Female Minority</u>			
	<u>% Non-Minority</u>	<u>% Minority</u>	<u>Rank - % Minority</u>	<u>Total</u>	<u>1st Qtle</u>	<u>Median</u>	<u>3rd Qtle</u>
2010	93.4	6.6	12 ‡	20.8	49.0	23.5	7.1
2009	41.2	58.8	1 ‡	29.5	36.5	30.4	26.5
2008	62.6	37.4	6	24.8	39.1	29.1	18.6
2007	67.8	32.2	6 ‡	22.0	33.1	27.5	18.1
2006	79.7	20.3	10	19.0	24.3	21.1	13.6
2005	81.6	18.4	9	17.2	23.7	18.0	13.2
2004	74.4	25.6	5	18.2	25.5	16.8	12.4
2003	81.3	18.7	7 ‡	13.9	24.3	15.7	12.0
Prior	78.0	22.0	4	15.3	20.6	17.9	11.0
All Female Assoc & Sr. Attys	71.4	28.6	2	19.4	24.6	20.1	18.6

** omitted due to insufficient data
‡ less than 75% population response

2011 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 1

National Group XII - Firms (xNYC) (24 members)

Total Billable Hours (Continued)**Percent of Timekeeper Billable Hours by Racial Classification**

For the period 1/1/2010 through 12/31/2010

	African American/ Black	American Indian/ Alaska Native	Asian	Hispanic/ Latino	Native Hawaiian/ Pacific Islander	Two or more races	White	Other
Equity Partners								
Your Firm	1.5%	2.0%	2.0%		0.7%	93.6%	0.2%	
Total Group	1.5%	0.1%	1.2%	1.8%	0.0%	0.2%	95.1%	0.0%
Non-Equity Partners								
Your Firm	2.2%	4.7%	1.8%		0.8%	90.4%	0.1%	
Total Group	2.4%	0.2%	3.8%	2.7%		0.4%	90.5%	0.0%
Associates & Sr. Attys								
Your Firm	4.6%	0.0%	11.3%	4.6%		3.1%	76.0%	0.3%
Total Group	4.1%	0.2%	6.6%	3.9%	0.1%	1.4%	83.7%	0.0%
Other Attys¹								
Your Firm	3.4%	0.4%	5.2%	2.5%		2.5%	83.6%	2.4%
Total Group	7.2%	0.1%	2.9%	1.8%	0.6%	0.9%	85.9%	0.6%
All Attorneys								
Your Firm	3.2%	0.1%	7.0%	3.1%		1.9%	84.3%	0.4%
Total Group	3.3%	0.2%	4.5%	3.0%	0.1%	0.9%	88.1%	0.1%
Paralegals								
Your Firm	7.5%	7.3%	4.9%		0.7%	78.9%	0.7%	
Total Group	7.6%	0.2%	4.3%	5.6%	0.3%	1.0%	80.8%	0.1%
Other Non-Legal Timekeepers²								
Your Firm	10.3%	8.1%	18.2%		7.7%	55.7%		
Total Group	5.4%	0.4%	9.6%	6.5%	0.6%	1.4%	76.2%	
All Non-Atty Timekeepers³								
Your Firm	7.6%	7.7%	5.9%		1.2%	76.9%	0.6%	
Total Group	7.1%	0.2%	5.6%	5.8%	0.4%	1.1%	79.7%	0.0%

¹ Includes Staff Attorneys, Of Counsel, Contract Associates and Contract Partners.² Includes Case Clerks, Specialists, Lobbyists, Litigation Support and Patent Agents.³ Includes Paralegals, Law Clerks/Trust Accountants, Case Clerks, Specialists, Lobbyists, Litigation Support and Patent Agents.

** omitted due to insufficient data

2011 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 1

National Group XII - Firms (xNYC) (24 members)

Total Billable Hours (Continued)**Percent of Associate & Sr. Attorney Billable Hours by Racial Classification**

For the period 1/1/2010 through 12/31/2010

<u>Law School Class Year</u>	<i>African American/ Black</i>	<i>American Indian/ Alaska Native</i>	<i>Asian</i>	<i>Hispanic/ Latino</i>	<i>Native Hawaiian/ Pacific Islander</i>	<i>Two or more races</i>	<i>White</i>	<i>Other</i>
2010								
Your Firm			2.2%				97.8%	
Total Group	6.9%	0.5%	5.2%	4.3%	0.4%	1.2%	81.5%	
2009								
Your Firm	6.8%		17.5%	12.1%		7.3%	56.4%	
Total Group	5.1%	0.4%	8.7%	5.2%	0.6%	3.8%	76.0%	0.2%
2008								
Your Firm	5.9%		13.1%	1.3%		8.2%	71.5%	
Total Group	3.8%	0.4%	11.7%	3.6%		2.4%	78.2%	
2007								
Your Firm	6.3%		11.4%	2.4%		6.3%	71.1%	2.5%
Total Group	6.3%		7.3%	3.3%		1.9%	81.0%	0.2%
2006								
Your Firm	3.7%	0.3%	13.7%	11.0%			71.3%	
Total Group	4.8%	0.0%	7.2%	5.0%		0.3%	82.8%	
2005								
Your Firm	3.3%		12.6%	2.6%		3.1%	78.4%	
Total Group	3.9%		7.4%	3.8%		1.0%	83.9%	
2004								
Your Firm	6.5%		11.4%	4.5%		1.5%	76.1%	
Total Group	4.4%	0.3%	5.9%	3.6%		1.3%	84.4%	
2003								
Your Firm	3.4%		5.0%	1.4%		1.1%	89.1%	
Total Group	2.6%	0.2%	4.8%	3.6%	0.1%	0.8%	88.0%	
Prior								
Your Firm	2.7%		9.0%	4.3%			84.1%	
Total Group	3.0%	0.3%	4.1%	3.6%	0.1%	1.0%	87.9%	
All Associates & Sr. Attys								
Your Firm	4.6%	0.0%	11.3%	4.6%		3.1%	76.0%	0.3%
Total Group	4.1%	0.2%	6.6%	3.9%	0.1%	1.4%	83.7%	0.0%

** omitted due to insufficient data

2011 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 1

National Group XII - Firms (xNYC) (24 members)

Average Billable Hours

Timekeeper Average Billable Hours by Gender & Minority Status

For the period 1/1/2010 through 12/31/2010

	Your Firm		Group				
	Average	Rank	Average	1st Qtle	Median	3rd Qtle	
All Timekeepers							
Equity Partners	1,780	3	1,563	1,654	1,547	1,469	
Non-Equity Partners	1,637	6	1,508	1,635	1,529	1,377	
All Associates & Sr. Attys	1,859	1	1,679	1,772	1,707	1,595	
Other Attys ¹	1,484	9	1,313	1,685	1,456	1,086	
All Attys	1,731	4	1,604	1,694	1,609	1,545	
Paralegals	1,527	4	1,338	1,407	1,324	1,209	
Other Non-Legal Timekeepers ²	689	14 ‡	1,194	1,415	1,190	1,083	
All Non-Legal Timekeepers ³	1,403	4	1,295	1,360	1,266	1,186	
	Your Firm		Group Female				
	Male	Female	Rank - Female	Average	1st Qtle	Median	3rd Qtle
All Timekeepers by Gender							
Equity Partners	1,757	1,962	1	1,546	1,637	1,548	1,409
Non-Equity Partners	1,622	1,694	4	1,523	1,651	1,508	1,400
Associates & Sr. Attys	1,883	1,828	2	1,659	1,758	1,672	1,559
Other Attys ¹	1,415	1,588	9 ‡	1,452	1,698	1,588	1,342
All Attys	1,714	1,771	3	1,616	1,704	1,624	1,513
Paralegals	1,472	1,545	4	1,366	1,454	1,380	1,273
Other Non-Legal Timekeepers ²	787	641	12 ‡	1,178	1,492	1,214	943
All Non-Legal Timekeepers ³	1,343	1,423	4	1,323	1,391	1,346	1,225
	Your Firm			Group Minority			
	Non-Minority	Minority	Rank - Minority	Average	1st Qtle	Median	3rd Qtle
All Timekeepers by Minority Status							
Equity Partners	1,781	1,770	6	1,542	1,788	1,564	1,364
Non-Equity Partners	1,639	1,615	4	1,393	1,513	1,419	1,271
Associates & Sr. Attys	1,870	1,828	4	1,651	1,780	1,649	1,569
Other Attys ¹	1,498	1,419	9 ‡	1,573	1,867	1,602	1,399
All Attys	1,731	1,729	6	1,592	1,730	1,585	1,482
Paralegals	1,557	1,425	5	1,308	1,421	1,293	1,187
Other Non-Legal Timekeepers ²	856	554	13 ‡	1,192	1,430	1,147	993
All Non-Legal Timekeepers ³	1,494	1,165	13	1,264	1,358	1,227	1,143
	Your Firm (Females only)			Group Female Minority			
	Non-Minority	Minority	Rank - Minority	Average	1st Qtle	Median	3rd Qtle
Female Timekeepers by Minority Status							
Equity Partners	1,959	1,993	3 ‡	1,617	1,899	1,718	1,405
Non-Equity Partners	1,706	1,621	6	1,381	1,638	1,363	1,203
Associates & Sr. Attys	1,846	1,786	5	1,626	1,751	1,635	1,537
Other Attys ¹	1,600	1,546	9 ‡	1,602	1,816	1,740	1,509
All Female Attys	1,782	1,734	5	1,600	1,733	1,617	1,475
Paralegals	1,580	1,404	6 ‡	1,318	1,412	1,290	1,226
Other Non-Legal Timekeepers ²	801	477	10 ‡	1,068	1,295	1,104	806
All Non-Legal Timekeepers ³	1,513	1,144	12 ‡	1,272	1,412	1,230	1,144

¹ Includes Staff Attorneys, Of Counsel, Contract Associates and Contract Partners.² Includes Case Clerks, Specialists, Lobbyists, Litigation Support and Patent Agents.³ Includes Paralegals, Law Clerks/Trust Accountants, Case Clerks, Specialists, Lobbyists, Litigation Support and Patent Agents.

** omitted due to insufficient data

‡ less than 75% population response

2011 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 1

National Group XII - Firms (xNYC) (24 members)

Average Billable Hours (Continued)**Associate & Sr. Attorney Average Billable Hours by Gender & Minority Status**

For the period 1/1/2010 through 12/31/2010

<u>All Assoc & Sr. Attys -</u> <u>Class Year</u>	<u>Your Firm</u>		<u>Group</u>			
	<u>Average</u>	<u>Rank</u>	<u>Average</u>	<u>1st Qtle</u>	<u>Median</u>	<u>3rd Qtle</u>
2010	1,895	1	1,442	1,612	1,541	1,295
2009	1,761	12	1,694	1,820	1,761	1,619
2008	1,986	1	1,783	1,857	1,778	1,718
2007	1,900	4	1,799	1,868	1,799	1,751
2006	1,873	4	1,780	1,835	1,796	1,739
2005	1,844	4	1,727	1,798	1,759	1,660
2004	1,878	1	1,740	1,799	1,771	1,682
2003	1,843	6	1,744	1,842	1,783	1,619
Prior	1,805	1	1,581	1,725	1,624	1,458
All Associates & Sr. Attys	1,859	1	1,679	1,772	1,707	1,595

<u>All Assoc & Sr. Attys by Gender -</u> <u>Class Year</u>	<u>Your Firm</u>			<u>Group Female</u>			
	<u>Male</u>	<u>Female</u>	<u>Rank - Female</u>	<u>Average</u>	<u>1st Qtle</u>	<u>Median</u>	<u>3rd Qtle</u>
2010				1,543	1,716	1,589	1,495
2009	1,749	1,772	12	1,752	1,862	1,780	1,658
2008	2,046	1,920	4	1,755	1,835	1,717	1,687
2007	1,918	1,876	7	1,768	1,881	1,788	1,645
2006	1,950	1,767	8	1,706	1,805	1,722	1,602
2005	1,805	1,877	1	1,653	1,737	1,665	1,591
2004	1,920	1,814	3	1,673	1,758	1,681	1,561
2003	1,862	1,810	4	1,617	1,749	1,629	1,491
Prior	1,820	1,780	2	1,564	1,696	1,581	1,438
All Associates & Sr. Attys	1,883	1,828	2	1,659	1,758	1,672	1,559

<u>All Assoc & Sr. Attys by Minority</u> <u>Status - Class Year</u>	<u>Your Firm</u>			<u>Group Minority</u>			
	<u>Non-Minority</u>	<u>Minority</u>	<u>Rank - Minority</u>	<u>Average</u>	<u>1st Qtle</u>	<u>Median</u>	<u>3rd Qtle</u>
2010				**	**	**	**
2009	1,760	1,762	8	1,621	1,852	1,645	1,468
2008	1,997	1,959	4	1,709	1,888	1,740	1,558
2007	1,922	1,848	7	1,735	1,878	1,796	1,572
2006	1,873	1,874	6	1,735	1,880	1,753	1,662
2005	1,891	1,691	9	1,630	1,728	1,672	1,489
2004	1,885	1,855	2	1,584	1,768	1,613	1,421
2003	1,849	1,799	4	1,595	1,768	1,681	1,481
Prior	1,805	1,803	3	1,572	1,732	1,608	1,358
All Associates & Sr. Attys	1,870	1,828	4	1,651	1,780	1,649	1,569

<u>Female Assoc & Sr. Attys by</u> <u>Minority Status - Class Year</u>	<u>Your Firm (Females only)</u>			<u>Group Female Minority</u>			
	<u>Non-Minority</u>	<u>Minority</u>	<u>Rank - Minority</u>	<u>Average</u>	<u>1st Qtle</u>	<u>Median</u>	<u>3rd Qtle</u>
2010				**	**	**	**
2009	1,811	1,746	9	1,723	1,864	1,751	1,616
2008	1,909	1,938	4	1,672	1,857	1,719	1,488
2007	1,946	1,746	10	1,772	1,898	1,764	1,686
2006	1,815	1,599	11	1,659	1,872	1,735	1,497
2005	1,932	1,669	6	1,564	1,704	1,574	1,405
2004	1,787	1,898	1	1,504	1,672	1,504	1,315
2003	1,750	2,129	1	1,596	1,804	1,650	1,333
Prior	1,797	1,725	4	1,574	1,712	1,568	1,454
All Female Assoc & Sr. Attys	1,846	1,786	5	1,626	1,751	1,635	1,537

** omitted due to insufficient data
‡ less than 75% population response

2011 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 1

National Group XII - Firms (xNYC) (24 members)

Average Billable Hours (Continued)**Timekeeper Average Billable Hours**

For the period 1/1/2010 through 12/31/2010

	Firmwide	Male	Female	Non-Minority	Minority	Female Non-Minority	Female Minority
Equity Partners							
Your Firm	1,780	1,757	1,962	1,781	1,770	1,959	1,993
Total Group	1,563	1,590	1,546	1,596	1,542	1,541	1,617
Non-Equity Partners							
Your Firm	1,637	1,622	1,694	1,639	1,615	1,706	1,621
Total Group	1,508	1,535	1,523	1,574	1,393	1,558	1,381
Associates & Sr. Attys							
Your Firm	1,859	1,883	1,828	1,870	1,828	1,846	1,786
Total Group	1,679	1,746	1,659	1,723	1,651	1,679	1,626
Other Attys¹							
Your Firm	1,484	1,415	1,588	1,498	1,419	1,600	1,546
Total Group	1,313	1,289	1,452	1,266	1,573	1,443	1,602
All Attorneys							
Your Firm	1,731	1,714	1,771	1,731	1,729	1,782	1,734
Total Group	1,604	1,629	1,616	1,630	1,592	1,625	1,600
Paralegals							
Your Firm	1,527	1,472	1,545	1,557	1,425	1,580	1,404
Total Group	1,338	1,365	1,366	1,380	1,308	1,378	1,318
Other Non-Legal Timekeepers²							
Your Firm	689	787	641	856	554	801	477
Total Group ‡	1,194	1,202	1,178	1,212	1,192	1,193	1,068
All Non-Atty Timekeepers³							
Your Firm	1,403	1,343	1,423	1,494	1,165	1,513	1,144
Total Group	1,295	1,287	1,323	1,335	1,264	1,341	1,272

¹ Includes Staff Attorneys, Of Counsel, Contract Associates and Contract Partners.² Includes Case Clerks, Specialists, Lobbyists, Litigation Support and Patent Agents.³ Includes Paralegals, Law Clerks/Trust Accountants, Case Clerks, Specialists, Lobbyists, Litigation Support and Patent Agents.

** omitted due to insufficient data

‡ less than 75% population response

2011 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 1

National Group XII - Firms (xNYC) (24 members)

*Average Billable Hours (Continued)**Associate & Sr. Attorney Average Billable Hours**For the period 1/1/2010 through 12/31/2010*

<u>Law School Class Year</u>	<i>Firmwide</i>	<i>Male</i>	<i>Female</i>	<i>Non-Minority</i>	<i>Minority</i>	<i>Female Non-Minority</i>	<i>Female Minority</i>
2010							
Your Firm	1,895						
Total Group	1,442	1,402	1,543	1,517	**	1,525	**
2009							
Your Firm	1,761	1,749	1,772	1,760	1,762	1,811	1,746
Total Group	1,694	1,710	1,752	1,761	1,621	1,784	1,723
2008							
Your Firm	1,986	2,046	1,920	1,997	1,959	1,909	1,938
Total Group	1,783	1,838	1,755	1,831	1,709	1,798	1,672
2007							
Your Firm	1,900	1,918	1,876	1,922	1,848	1,946	1,746
Total Group	1,799	1,852	1,768	1,832	1,735	1,785	1,772
2006							
Your Firm	1,873	1,950	1,767	1,873	1,874	1,815	1,599
Total Group	1,780	1,860	1,706	1,807	1,735	1,712	1,659
2005							
Your Firm	1,844	1,805	1,877	1,891	1,691	1,932	1,669
Total Group	1,727	1,810	1,653	1,770	1,630	1,683	1,564
2004							
Your Firm	1,878	1,920	1,814	1,885	1,855	1,787	1,898
Total Group	1,740	1,813	1,673	1,783	1,584	1,706	1,504
2003							
Your Firm	1,843	1,862	1,810	1,849	1,799	1,750	2,129
Total Group	1,744	1,842	1,617	1,765	1,595	1,629	1,596
Prior							
Your Firm	1,805	1,820	1,780	1,805	1,803	1,797	1,725
Total Group	1,581	1,628	1,564	1,600	1,572	1,582	1,574
All Associates & Sr. Attys							
Your Firm	1,859	1,883	1,828	1,870	1,828	1,846	1,786
Total Group	1,679	1,746	1,659	1,723	1,651	1,679	1,626

** omitted due to insufficient data
‡ less than 75% population response

2011 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 1

National Group XII - Firms (xNYC) (24 members)

*Average Billable Hours (Continued)**Timekeeper Average Billable Hours by Racial Classification ¹**For the period 1/1/2010 through 12/31/2010*

	<i>Firmwide</i>	<i>African American/ Black</i>	<i>American Indian/ Alaska Native</i>	<i>Asian</i>	<i>Hispanic/ Latino</i>	<i>Native Hawaiian/ Pacific Islander</i>	<i>Two or more races</i>	<i>White</i>	<i>Other</i>
Equity Partners									
Your Firm	1,780	1,840	1,800	1,815		2,602	1,808		
Total Group	1,563	1,387	2,103	1,825	1,644		1,968	1,605	
Non-Equity Partners									
Your Firm	1,637	1,204	1,791	1,897		1,606	1,662		
Total Group	1,508	1,219	1,521	1,568	1,486		1,671	1,600	
Associates & Sr. Attys									
Your Firm	1,859	1,767	1,990	1,877		2,033	1,927	2,278	
Total Group	1,679	1,640	1,464	1,742	1,781	1,726	1,754	1,789	2,278
Other Attys²									
Your Firm	1,484	1,001	1,483	1,019				1,430	1,103
Total Group	1,313	1,604		1,465	1,273	2,260	1,187	1,262	1,323
All Attorneys									
Your Firm	1,731	1,476	1,881	1,772		2,005	1,755	1,691	
Total Group	1,604	1,499	1,591	1,698	1,687	1,858	1,737	1,663	1,616
Paralegals									
Your Firm	1,527	1,514	1,427	1,550				1,550	1,056
Total Group	1,338	1,325	1,621	1,352	1,393	1,471	1,470	1,392	1,056
Other Non-Legal Timekeepers³									
Your Firm	689	194	571	741		733	731		
Total Group	1,194	714	1,559	1,133	1,097	1,264	955	1,180	
All Non-Atty Timekeepers⁴									
Your Firm	1,403	1,006	1,221	1,145		733	1,495	1,056	
Total Group	1,295	1,225	1,590	1,324	1,300	1,470	1,312	1,343	1,056

¹ Statistics presented only for timekeepers having an Employment Percentage/FTE value of 1.² Includes Staff Attorneys, Of Counsel, Contract Associates and Contract Partners.³ Includes Case Clerks, Specialists, Lobbyists, Litigation Support and Patent Agents.⁴ Includes Paralegals, Law Clerks/Trust Accountants, Case Clerks, Specialists, Lobbyists, Litigation Support and Patent Agents.

** omitted due to insufficient data

2011 CULTURAL AWARENESS & INCLUSION SCORECARD - Section 1

National Group XII - Firms (xNYC) (24 members)

Average Billable Hours (Continued)**Associate & Sr. Attorney Average Billable Hours by Racial Classification ¹**

For the period 1/1/2010 through 12/31/2010

<u>Law School Class Year</u>	Firmwide	African American/ Black	American Indian/ Alaska Native	Asian	Hispanic/ Latino	Native Hawaiian/ Pacific Islander	Two or more races	White	Other
2010									
Your Firm	1,895								
Total Group	1,442							1,370	
2009									
Your Firm	1,761				1,761			1,837	
Total Group	1,694	1,546	1,881	1,575	1,716	2,015	1,909	1,800	
2008									
Your Firm	1,986	1,804		2,352	1,484		2,104	2,012	
Total Group	1,783	1,631	1,439	1,796	1,740		1,629	1,885	
2007									
Your Firm	1,900	1,858		1,901			1,939	2,041	2,278
Total Group	1,799	1,706		1,802	1,788		1,753	1,879	2,278
2006									
Your Firm	1,873	1,831		1,941	2,039			1,912	
Total Group	1,780	1,899		1,827	1,808		1,912	1,883	
2005									
Your Firm	1,844	1,549		1,774	2,286			1,953	
Total Group	1,727	1,519		1,804	1,816		1,746	1,845	
2004									
Your Firm	1,878	2,013		2,153	1,797			1,947	
Total Group	1,740	1,512	1,338	1,825	1,813		1,658	1,850	
2003									
Your Firm	1,843	1,648			1,338			1,847	
Total Group	1,744	1,549	1,361	1,899	1,759	1,037	1,545	1,834	
Prior									
Your Firm	1,805	1,688		1,913	1,872			1,880	
Total Group	1,581	1,635	1,494	1,575	1,804	2,126	1,666	1,655	
All Associates & Sr. Attys									
Your Firm	1,859	1,767		1,990	1,877		2,033	1,927	2,278
Total Group	1,679	1,640	1,464	1,742	1,781	1,726	1,754	1,789	2,278

¹ Statistics presented only for timekeepers having an Employment Percentage/FTE value of 1.

** omitted due to insufficient data

‡ less than 75% population response

APPENDIX

Guide to Interpreting the Statistics Presented in this Report

The statistics reported in the PricewaterhouseCoopers 2011 Cultural Awareness & Inclusion Scorecard include quartile and median group information based on the number of members in each comparison group. As such, the PwC Survey results are generated and presented in the Final Reports using Microsoft® Excel worksheet functions.

Median Value

The middle value of a set of numbers arranged in descending order. The median, unlike the mean, is not affected by extreme data values. The median divides the data so that half of all the data items are greater than or equal to the median.

Remarks:

- If a range of numbers contains empty cells, those values are ignored; however, cells with the value zero are included.
- If there is an even number of values in the set, then the median returns the average of the two values in the middle.

Quartile Values

Any of three points that divide an ordered distribution into four parts each containing one-quarter of the values.

One-fourth of the data lies above the first quartile (hence three-quarters below it). Similarly, one-quarter of the data lies below the third quartile (hence three-quarters above it). The first and third quartiles are the medians of the lower half and upper half of the data.

Remarks:

- A quartile is a number or cutoff, and not a range of values. Your Firm may be above or below the first quartile, but not in the first quartile.
- The second quartile is by definition the median.

Example

The Midwest comparison group includes 11 members. The average billable hours for female Equity Partners are sorted in descending order and the median and quartile values are determined as follows:

Firm Value:	Firm Rank:
1,875	1
1,790	2
1,764	3
1,730	4
1,687	5
1,632	6
1,587	7
1,521	8
1,477	9
1,452	10
1,390	11

1,747 - Represents the value at the first quartile; 3.5 represents the entry point to the top 25%

1,632 - Represents the value at the median; 6.0 represents the entry point to the top 50%

1,499 - Represents the value at the third quartile; 8.5 represents the entry point to the bottom 25%

Note: If your firm is ranked 12th in the above example, then your firm is NOT a member of the comparison group and falls below all 11 firms included in the group.