

PwC: The right people to get the extraordinary done.

Incorporating the valuable input received from our clients, the PwC Law Firm Services staff is committed to providing law firms with the depth of information they need to **better understand and build their market position.**

2015 Billing Rate & Associate Salary Survey^{plus}

Highlights

- The **BRASS^{plus}** maintains a strong and consistent participation base with over 250 of the largest national firms participating.
- Data includes three distinct billing rate benchmarks: standard rate, worked (agreed-upon) rate and effective (billed) rate.
- Benchmarking information is delineated into three Report offerings, each targeted to the managers responsible for taking action.
- Geographic and practice group comparisons are available, as well as 'Peer Firm' custom requests.

The **Billing Rate & Associate Salary Survey^{plus}**

(BRASS^{plus}) continues to be a valuable resource that provides participants with comprehensive metrics on the core areas of revenue management, Partner & Associate compensation levels, diversity metrics, and policies and practices on the Firm's business owners.

New This Year

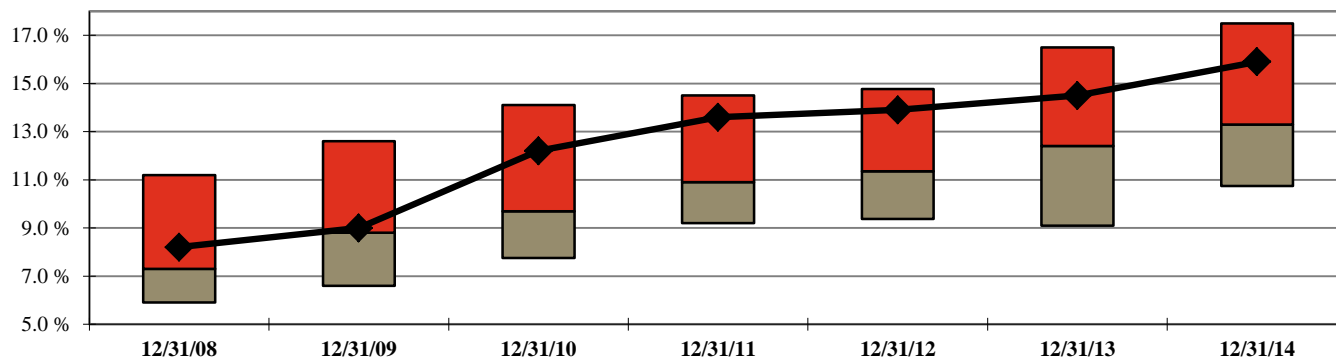
Revenue360 Performance Analytics - a new Dashboard product that allows multiple users to interactively filter historical and current year benchmarking metrics across multiple comparison groups, multiple offices and multiple practice groups.

Snapshot Report - a high-level graphical Report included with each Revenue Management Report designed to showcase the most referenced metrics (based on participant feedback).

Historical Graphic Information - expanded to 8 years .

Partner Admission Policies – This new section will provide information on both Associate and Lateral Partner paths to Partnership.

Equity Partner Discounting For the 12-month period ending



Your Firm

1st Qtle

Median

3rd Qtle

	12/31/08	12/31/09	12/31/10	12/31/11	12/31/12	12/31/13	12/31/14
Your Firm	8.2	9.0	12.2	13.6	13.9	14.5	15.9
1st Qtle	11.2	12.6	14.1	14.5	14.8	16.5	17.5
Median	7.3	8.8	9.7	10.9	11.4	12.4	13.3
3rd Qtle	5.9	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 December 31, 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	0							
Total Group	137	19.0%	40.1%	20.4%	8.0%	5.8%	6.6%	
11 - 15 Years								
Your Firm	7	57.1%	28.6%	14.3%				
Total Group	81	7.4%	16.0%	11.1%	13.6%	22.2%	9.9%	19.8%
16 - 20 Years								
Your Firm	12		8.3%	8.3%	25.0%	16.7%	16.7%	25.0%
Total Group	103	12.6%	21.4%	11.7%	9.7%	13.6%	14.6%	16.5%
21 - 25 Years								
Your Firm	26	23.1%		30.8%	23.1%	15.4%	7.6%	
Total Group	125	8.8%	20.8%	12.8%	13.6%	16.0%	7.2%	20.8%
26 - 30 Years								
Your Firm	22		9.1%	9.1%	13.6%	22.7%	18.2%	27.3%
Total Group	146	8.2%	22.6%	15.1%	13.7%	11.0%	9.6%	19.9%
31 - 35 Years								
Your Firm	18		5.5%	30.0%	11.1%	11.1%	15.6%	26.7%
Total Group	115	7.0%	22.6%	16.5%	22.6%	13.0%	9.6%	8.7%
> 35 Years								
Your Firm	18	5.6%	11.1%	11.1%	50.0%	5.6%	16.6%	
Total Group	124	5.6%	11.3%	18.5%	19.4%	11.3%	8.1%	25.8%
All Equity Partners								
Your Firm	103	12.1%	12.9%	7.6%	18.7%	9.8%	15.6%	23.3%
Total Group	942	7.2%	16.1%	14.8%	16.2%	15.3%	10.7%	19.6%



Timing

The due date for completing data forms is April 10, 2015, with results distributed on or before May 29, 2015.



Sample Report

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.