



2025 Revenue Management Report

Compiled from the 2025 Billing Rate & Associate Salary
Survey Initial Release



PwC Law Firm Surveys

Thank you for participating in the Billing Rate and Associate Salary Survey, Law Firm Statistical Survey, and/or Senior Administrative Leaders Compensation and Staffing survey (collectively, the “Surveys”) conducted by PwC Product Sales LLC (“PwC” or “we”). Enclosed are the associated reports (“Reports”) you ordered, which were prepared by PwC based on the data submitted in connection with the Surveys.

As you know, PwC is committed to complying with all applicable antitrust laws. Federal and state antitrust laws impose significant prohibitions on joint activity by business competitors that restrains trade, as well as severe penalties for violating those prohibitions. As a Survey participant, it is your responsibility to comply with all applicable antitrust laws. You are not permitted to share or discuss the contents of the Surveys or Reports with any third party or any other participant in the Surveys, nor should you use any Report for any purpose or in any manner that is inconsistent with applicable antitrust laws.

The Surveys and Reports are copyrighted property of PwC and are provided to you AS IS and without any warranties. PwC does not grant you any right, title or interest in or to the Surveys or Reports, except the right to use the Reports at your own risk for your own internal purposes.

We thank you again for your participation in the Surveys. If you have any questions please do not hesitate to reach out to Carolyn Furina (646) 315-3748 or Nicholas Fulchini (201) 566-2100 from the PwC LFS Survey Team.

Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Issued: June 2025

Group Report

Confidential

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

© 2025 PricewaterhouseCoopers LLP
All Rights reserved

TABLE OF CONTENTS

<i>Topic</i>	<i>Page</i>
Guide to Interpreting the Stacked Bar Charts Presented in this Report	
Guide to Interpreting the Statistics Presented in this Report	
Comparison Group Information and Billing Rate Adjustment Practices	1
Firmwide Overview	
Geographic Footprint	2
Practice Group Footprint	3
Office/Practice Group Overview	
Summary of Key Statistics	4
Attorney Footprint	5 - 6
Billable Hours by Classification	7
Fees Billed by Classification	8
Attorney Capacity	9
Partner Demographics	10
Summary Charts - <i>by Attorney Classification</i>	
Equity Partners	11 - 31
Non-Equity Partners	32 - 52
Associates	53 - 74
Estimated Impact of Performance Improvements	75
Annual Billable Hour Targets	76
Alternative Fee Arrangements	77 - 78
Detailed Metrics	
Standard Billing Rates	79 - 91
Worked Rates	92 - 99
Billed Rates	100 - 110
Realization	111 - 112
Discounting	113 - 116
Billable Hours Worked	117 - 123
Leverage Ratios	124
Average Fees Billed	125 - 126

Guide to Interpreting the Stacked Bar Charts Presented in this Report

Sample Firm's values are displayed as a solid line across the results for all years.

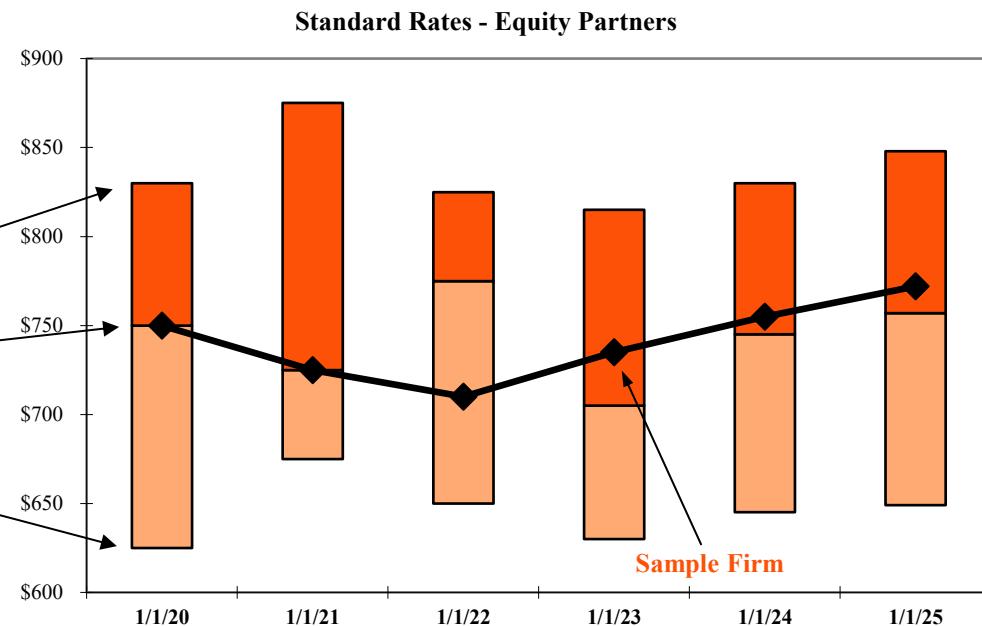
The group results are displayed as a floating bar chart for each year, which represents:

First Quartile Value

Median Value

Third Quartile Value

Given the three group statistics presented, each bar represents the values for the middle 50% of the group. The regions which represent the top 25% and the bottom 25% are implied by position, but they are not depicted.



Example Interpretation of this Graph:

Sample Firm's value is at the Median Level for years 2020 and 2021, above the Median Level and below the First Quartile Level for years 2023, 2024 and 2025 (i.e., in the Second Quartile), and below the Median Level and above the Third Quartile for 2022 (i.e., in the Third Quartile).

Guide to Interpreting the Statistics Presented in this Report

The statistics reported in the PricewaterhouseCoopers 2025 Billing Rate & Associate Salary Survey 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 Sample comparison group below includes 11 members. The average Equity Partner standard billing rates are sorted in descending order and the median and quartile values are determined as follows:

Firm Value:	Firm Rank:	
\$1,000	1	
900	2	
875	3	
850	4	<i>\$863 - Represents the value at the first quartile; 3.5 represents the entry point to the top 25%</i>
850	5	
840	6	<i>\$840 - Represents the value at the median; 6.0 represents the entry point to the top 50%</i>
800	7	
750	8	
700	9	<i>\$725 - Represents the value at the third quartile; 8.5 represents the entry point to the bottom 25%</i>
650	10	
650	11	

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.

Comparison Group Information**AmLaw Second 100 xNYC -****Number of Members in the Group****Your 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 Size (# of Attorneys)****Average Size of Group Members¹ (# of Attorneys in the Firm, Office or Practice Area)****Reporting Entities Included in the Group***Number of Total Firms**Number of Principal Offices (including Single Office Firms)**Number of Non-Principal Offices*

Group Information	
50	
No Maximum	
No Minimum	
346	
50	
0	
0	

Billing Rate Adjustment Practices***Date of Last Partner Billing Rate Increase***

January 2, 2024 - March 31, 2024
 April 1, 2024 - June 30, 2024
 July 1, 2024 - September 30, 2024
 October 1, 2024 - January 1, 2025
 January 2, 2025 - March 1, 2025

Your Firm	Number of Firms Reporting
	2
	0
	2
	38
	0

Date of Last Associate/Sr. Attorney Scale based Rate Increase

January 2, 2024 - March 31, 2024
 April 1, 2024 - June 30, 2024
 July 1, 2024 - September 30, 2024
 October 1, 2024 - January 1, 2025
 January 2, 2025 - March 1, 2025

Date of Last Associate/Sr. Attorney Lock-step/Class Year based Rate Increase

January 2, 2024 - March 31, 2024
 April 1, 2024 - June 30, 2024
 July 1, 2024 - September 30, 2024
 October 1, 2024 - January 1, 2025
 January 2, 2025 - March 1, 2025

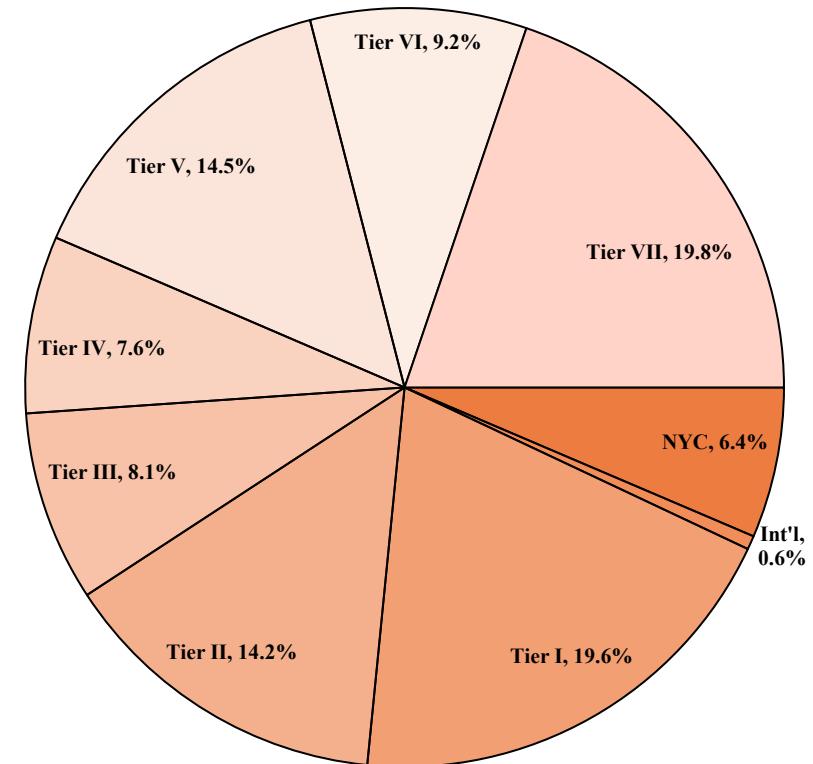
Your Firm	Number of Firms Reporting
	2
	0
	2
	36
	0

¹ Firm, Office or Practice Area size as of 1/1/2025. 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.

SUMMARY CHARTS

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Geographic Footprint*¹**Your Firm****Total Group****Your Firm**

	NYC	Int'l	Tier I	Tier II	Tier III	Tier IV	Tier V	Tier VI	Tier VII
Your Firm									
Total Group	6.4%	0.6%	19.6%	14.2%	8.1%	7.6%	14.5%	9.2%	19.8%

Tier I: Los Angeles Metro Area, San Francisco, Silicon Valley, Washington D.C. Metro Area, Boston, Hartford

Tier II: Houston, Dallas, Chicago, Charlotte, San Antonio, Miami Metro Area (excl. Ft. Lauderdale & W. Palm Beach), San Diego

Tier III: Wilmington DE, Atlanta, Austin, Philadelphia, Denver

Tier IV: Seattle, Pittsburgh, Cleveland, Northern New Jersey, Sacramento, Richmond

Tier V: Providence, Baltimore, New Orleans, Buffalo, Minneapolis, Cincinnati & Columbus, Portland, Phoenix, Detroit, South Florida (excl. Miami)

Tier VI: Raleigh, Central Florida, Kansas City, St. Louis, Indianapolis

Tier VII: All Other Cities

NYC is excluded from all Tiers

¹ Values for both the Firm and the Total Group include only those offices submitted to the Survey.

** omitted due to insufficient data

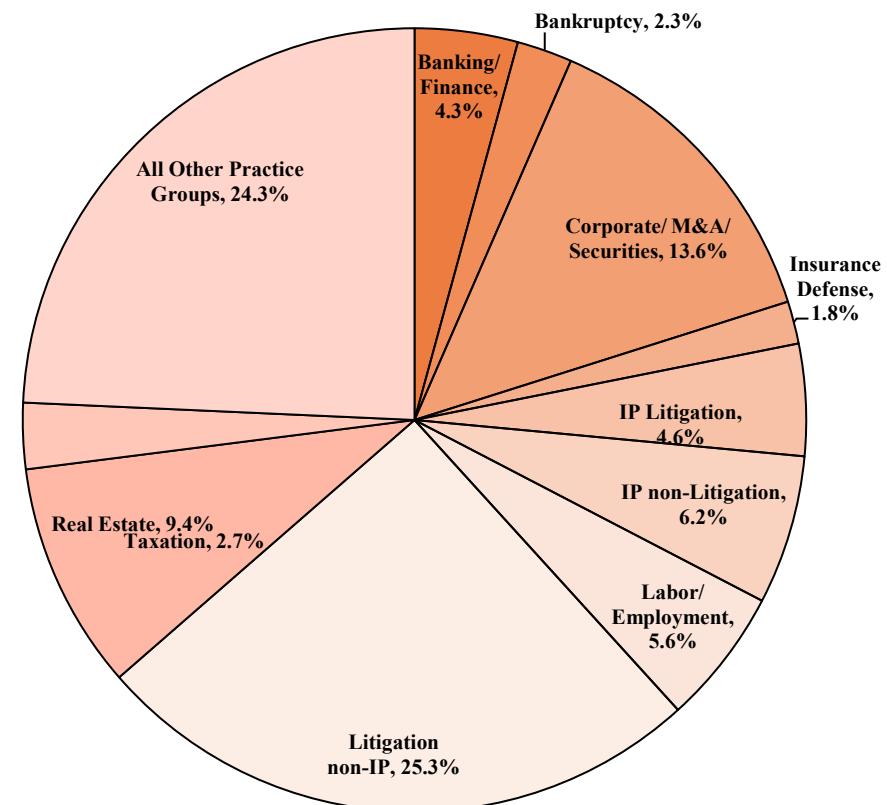
2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Practice Group Footprint¹

Your Firm

Total Group



Your Firm

Total Group

	Banking/Finance	Bankruptcy	Corporate/M&A/Securities	Insurance Defense	IP Litigation	IP non-Litigation	Labor/Employment	Litigation non-IP	Real Estate	Taxation	All Other Practice Groups
Your Firm											
Total Group	4.3%	2.3%	13.6%	1.8%	4.6%	6.2%	5.6%	25.3%	9.4%	2.7%	24.3%

¹ Values for both the Firm and the Total Group include only the US-based attorneys in each practice group.

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Summary of Key Statistics

	Your Firm			Group			Your Firm			Group		
	Period	Average		Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	Rank / Of	% Change - 1 year		
		Period	Average	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	Rank / Of	1 st Quartile	Median	3 rd Quartile
Standard Billing Rates	As of 1/1/25											
Equity Partners				/ 47	\$1,036	\$801	\$732		/ 39	8.1	6.3	4.1
Non-Equity Partners				/ 45	941	722	645		/ 38	10.2	7.0	3.8
Associates				/ 49	652	480	423		/ 42	7.9	5.2	3.0
Worked Rates	1/1/24 - 12/31/24											
Equity Partners				/ 47	\$890	\$715	\$623		/ 39	7.4	6.2	3.9
Non-Equity Partners				/ 44	740	611	555		/ 37 ‡	9.9	7.1	3.5
Associates				/ 49	570	431	368		/ 42	8.0	5.7	3.5
Billed Rates	1/1/24 - 12/31/24											
Equity Partners				/ 47	\$836	\$676	\$612		/ 39	8.1	6.0	3.6
Non-Equity Partners				/ 44	673	580	524		/ 37 ‡	10.6	7.2	4.0
Associates				/ 49	535	397	326		/ 42	8.9	7.1	3.9
Billable Hours	1/1/24 - 12/31/24											
Equity Partners				/ 40	1,592	1,455	1,398		/ 31 ‡	1.4	(0.3)	(2.9)
Non-Equity Partners				/ 38	1,496	1,397	1,274		/ 30 ‡	2.5	0.1	(3.9)
Associates				/ 42	1,708	1,623	1,507		/ 34 ‡	2.4	(0.3)	(2.8)
Staffing Leverage Ratios	1/1/24 - 12/31/24											
Ratio of Other Attorneys ¹ to Equity Partners				/ 48	3.00	2.14	1.47					
Ratio of Non-Partner Attorneys ² to Partners				/ 50	0.99	0.84	0.63					
Billable Hour Leverage Ratios	1/1/24 - 12/31/24											
Ratio of Other Attorneys ¹ to Equity Partners				/ 40	2.98	2.15	1.43					
Ratio of Non-Partner Attorneys ² to Partners				/ 42	1.04	0.90	0.69					

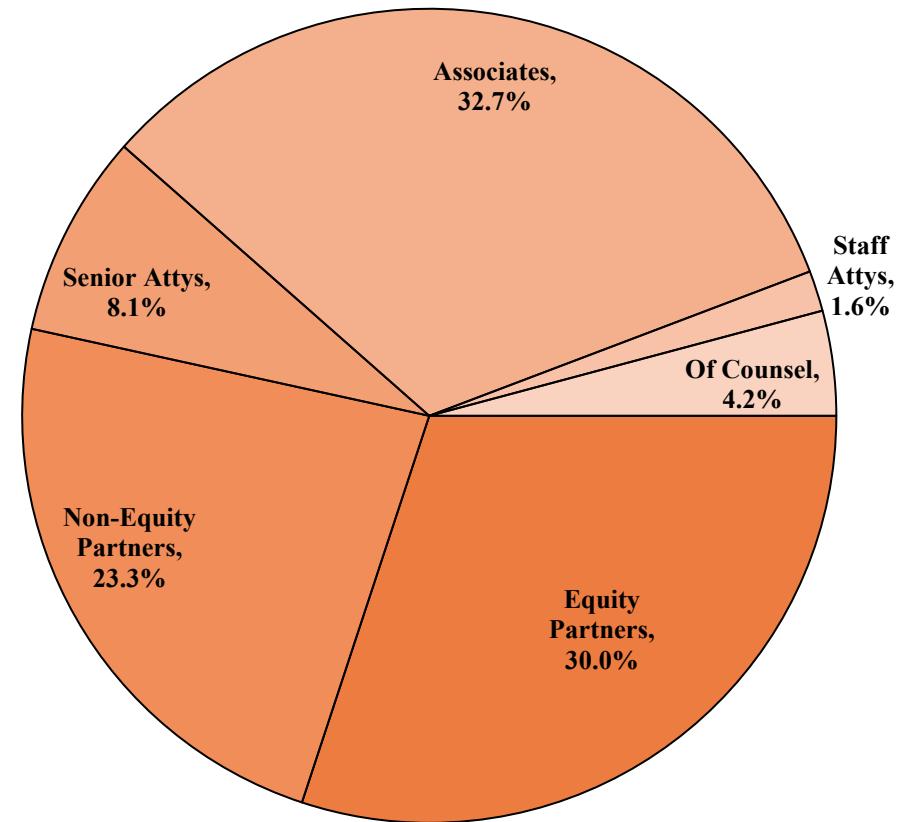
¹ Other Attorneys include Non-Equity Partners, Associates, Sr./Staff/eDiscovery Attorneys. Of Counsel attorneys are excluded from this calculation.

² Non-Partner Attorneys include Associates, Sr./Staff/eDiscovery Attorneys. Of Counsel attorneys are excluded from this calculation.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Attorney Footprint***Your Firm****Total Group**

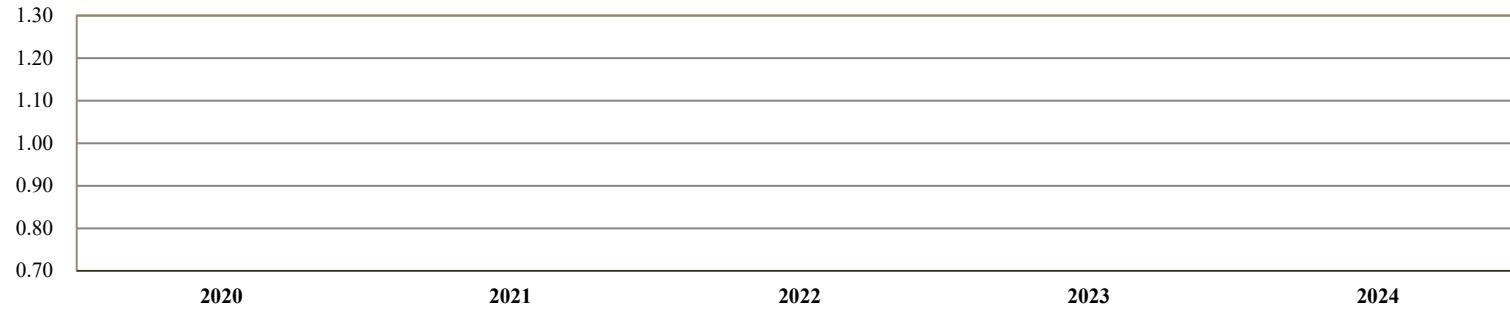
	Equity Partners	Non-Equity Partners	Senior Attys	Associates	Staff Attys	Of Counsel	eDiscovery
Your Firm (%)							
Your Firm (FTE)							
Total Group (%)	30.0%	23.3%	8.1%	32.7%	1.6%	4.2%	**
Total Group (FTE)	4,946	3,844	1,328	5,384	265	684	**

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Historical Attorney Footprint¹

Your Firm

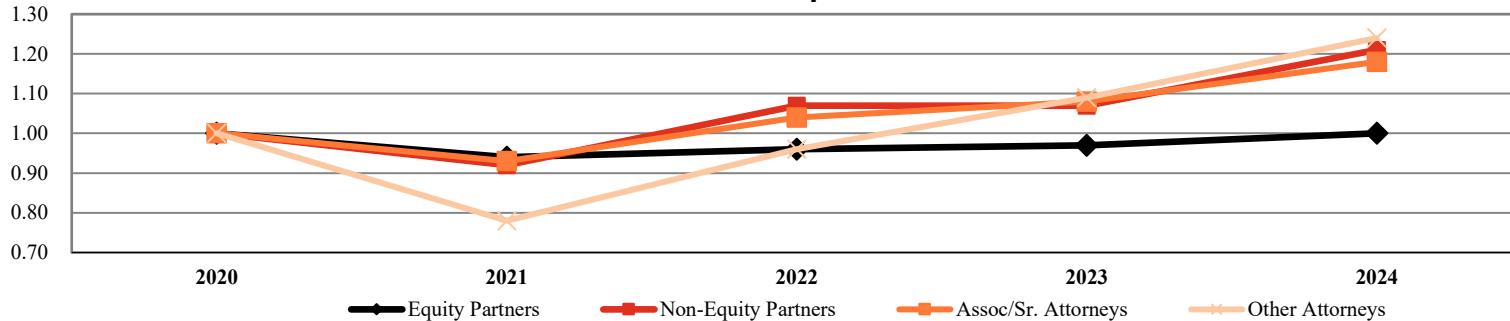


Your Firm (FTE)

 Equity Partner
 Non-Equity Partner
 Associates/Sr. Attorneys
 Other Attorneys²

	2020	2021	2022	2023	2024	% Chg: '20-'24
Equity Partner						
Non-Equity Partner						
Associates/Sr. Attorneys						
Other Attorneys						

Total Group



Total Group (FTE)

 Equity Partner
 Non-Equity Partner
 Associates/Sr. Attorneys
 Other Attorneys²

	2020	2021	2022	2023	2024	% Chg: '20-'24
Equity Partner	3,355	3,148	3,229	3,271	3,343	(0.3%)
Non-Equity Partner	2,141	1,981	2,293	2,287	2,583	20.6%
Associates/Sr. Attorneys	4,029	3,736	4,201	4,366	4,740	17.6%
Other Attorneys ²	546	425	527	595	676	23.7%

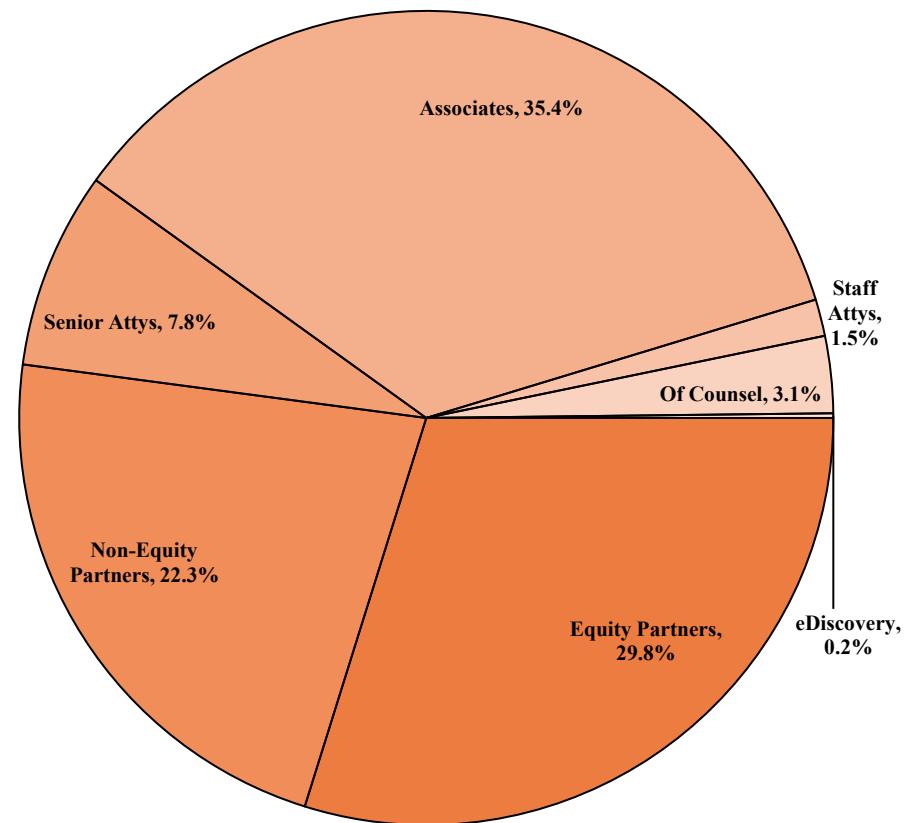
¹ Includes only those Firms that participated for the past 5 years; All values indexed to 2020.

² Other Attorneys include Of Counsel and Staff & eDiscovery Attorneys.

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

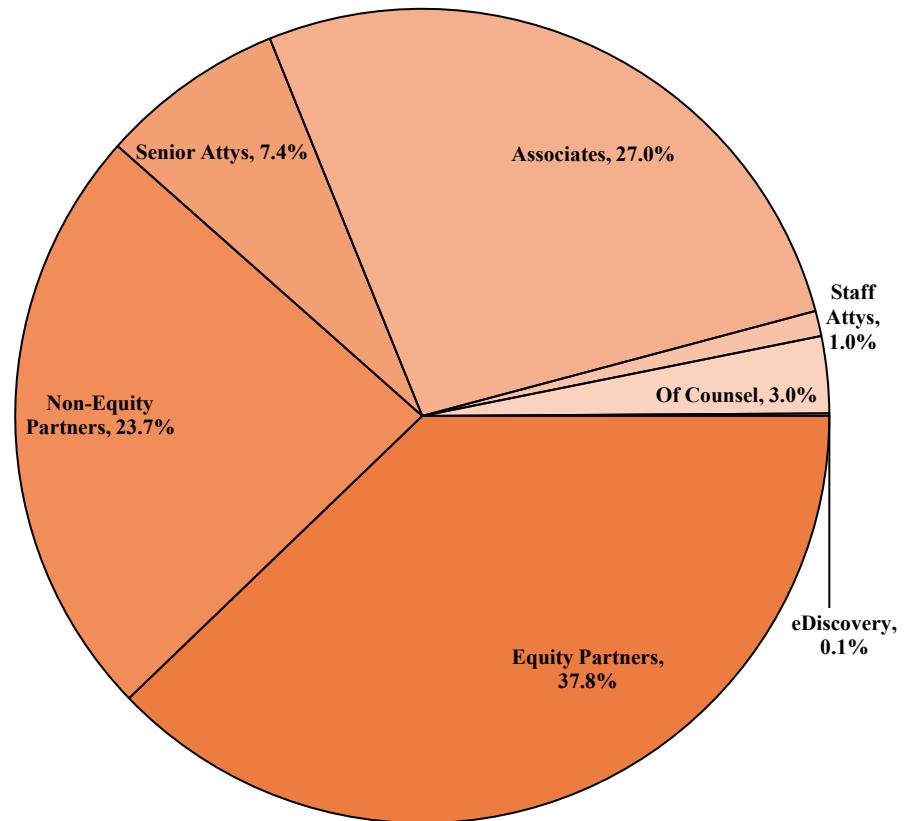
*Attorney Billable Hours by Classification***Your Firm****Total Group**

Your Firm
Total Group

	Equity Partners	Non-Equity Partners	Senior Attys	Associates	Staff Attys	Of Counsel	eDiscovery
Your Firm							
Total Group	29.8%	22.3%	7.8%	35.4%	1.5%	3.1%	0.2%

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Attorney Fees Billed by Classification***Your Firm****Total Group**

Your Firm
Total Group

	Equity Partners	Non-Equity Partners	Senior Attys	Associates	Staff Attys	Of Counsel	eDiscovery
	37.8%	23.7%	7.4%	27.0%	1.0%	3.0%	0.1%

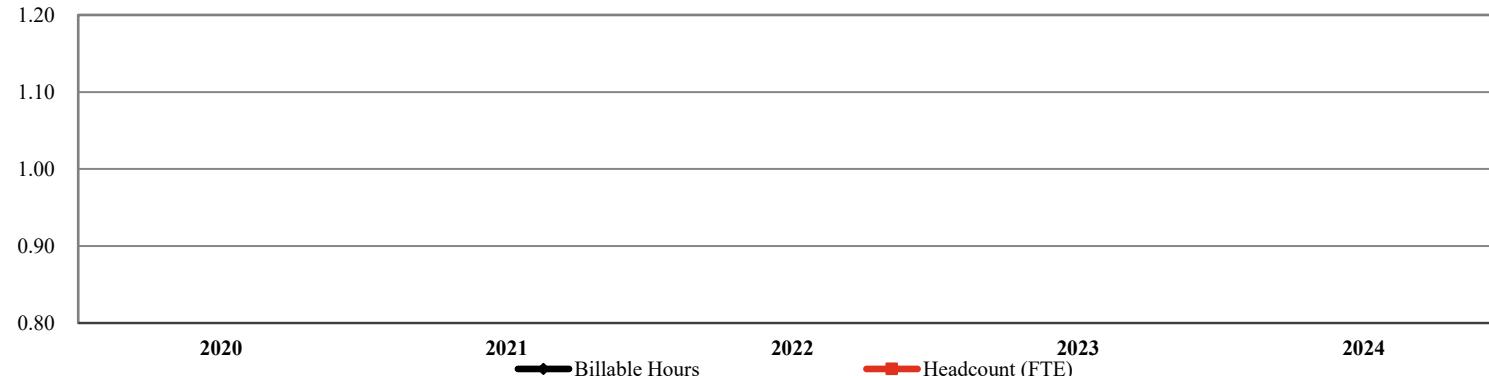
2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

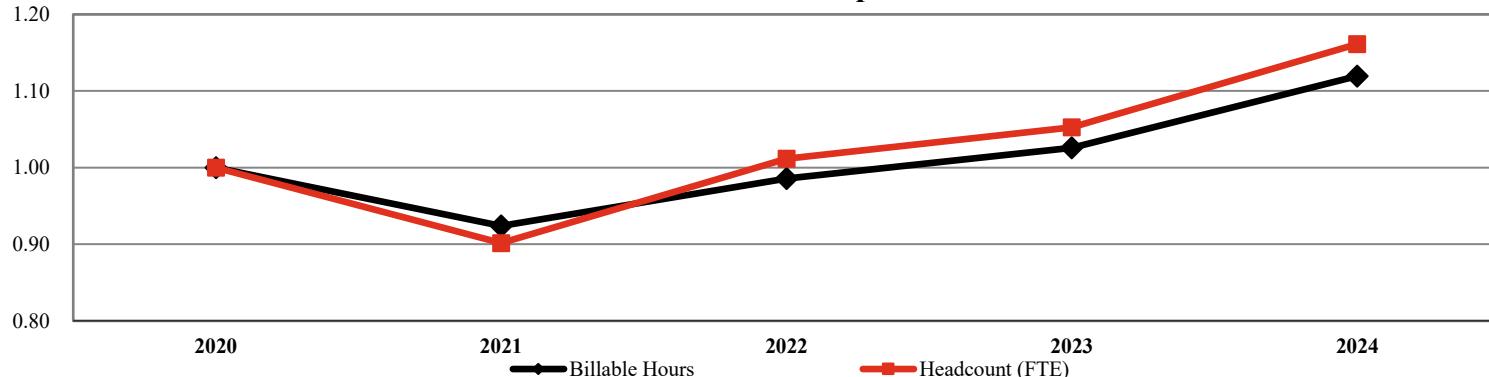
Attorney Capacity¹

For the 12-month period ending December 31st of the stated year

Your Firm



Your Firm	2020	2021	2022	2023	2024	% Chg: '20-'24
	Billable Hours					
Headcount (FTE)						

Total Group²

Total Group	2020	2021	2022	2023	2024	% Chg: '20-'24
	Billable Hours					
Headcount (FTE)	13,556,347	12,525,245	13,363,022	13,905,987	15,175,521	11.9%

¹ Includes only those Firms that participated for the past 5 years; All values indexed to 2020.² Number of members represented in the group results: 30

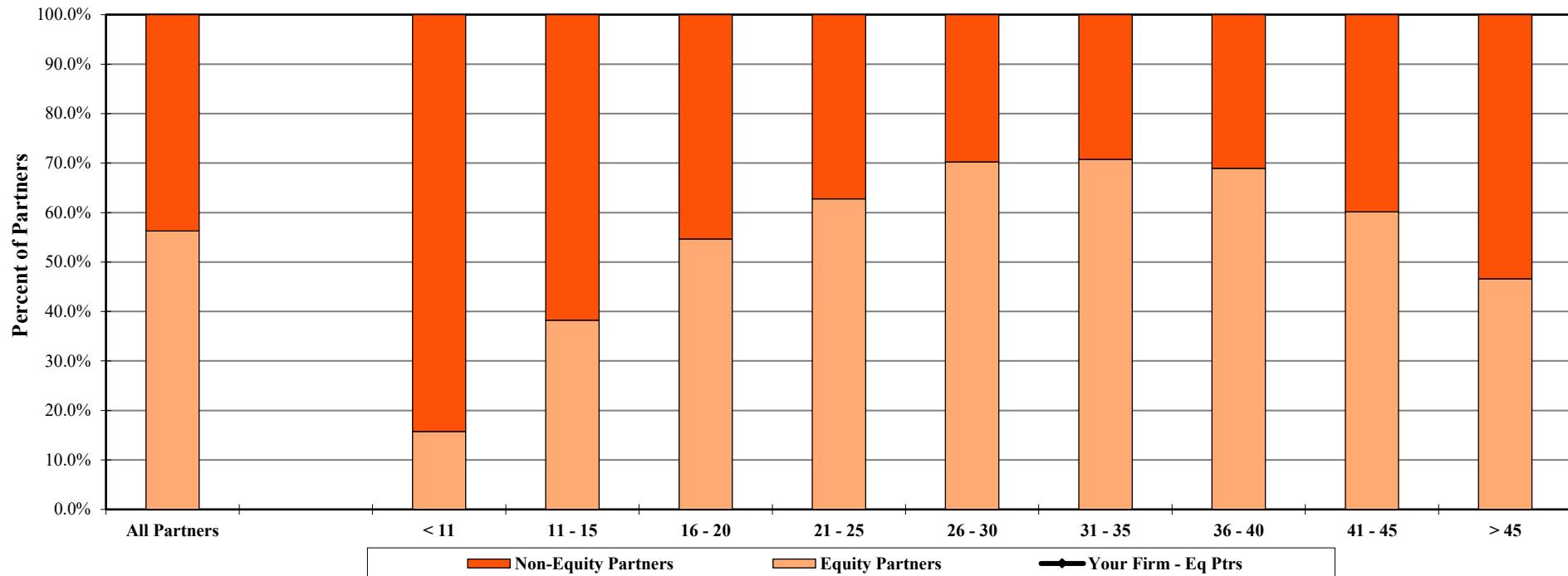
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Partner Demographics¹

For the 12-month period ending December 31, 2024

By Years of Experience

< 11 Years
 11 - 15 Years
 16 - 20 Years
 21 - 25 Years
 26 - 30 Years
 31 - 35 Years
 36 - 40 Years
 41 - 45 Years
 > 45 Years
All Partners

Your Firm

	Equity Partners	Non-Equity Partners
< 11 Years		
11 - 15 Years		
16 - 20 Years		
21 - 25 Years		
26 - 30 Years		
31 - 35 Years		
36 - 40 Years		
41 - 45 Years		
> 45 Years		
All Partners		

Total Group

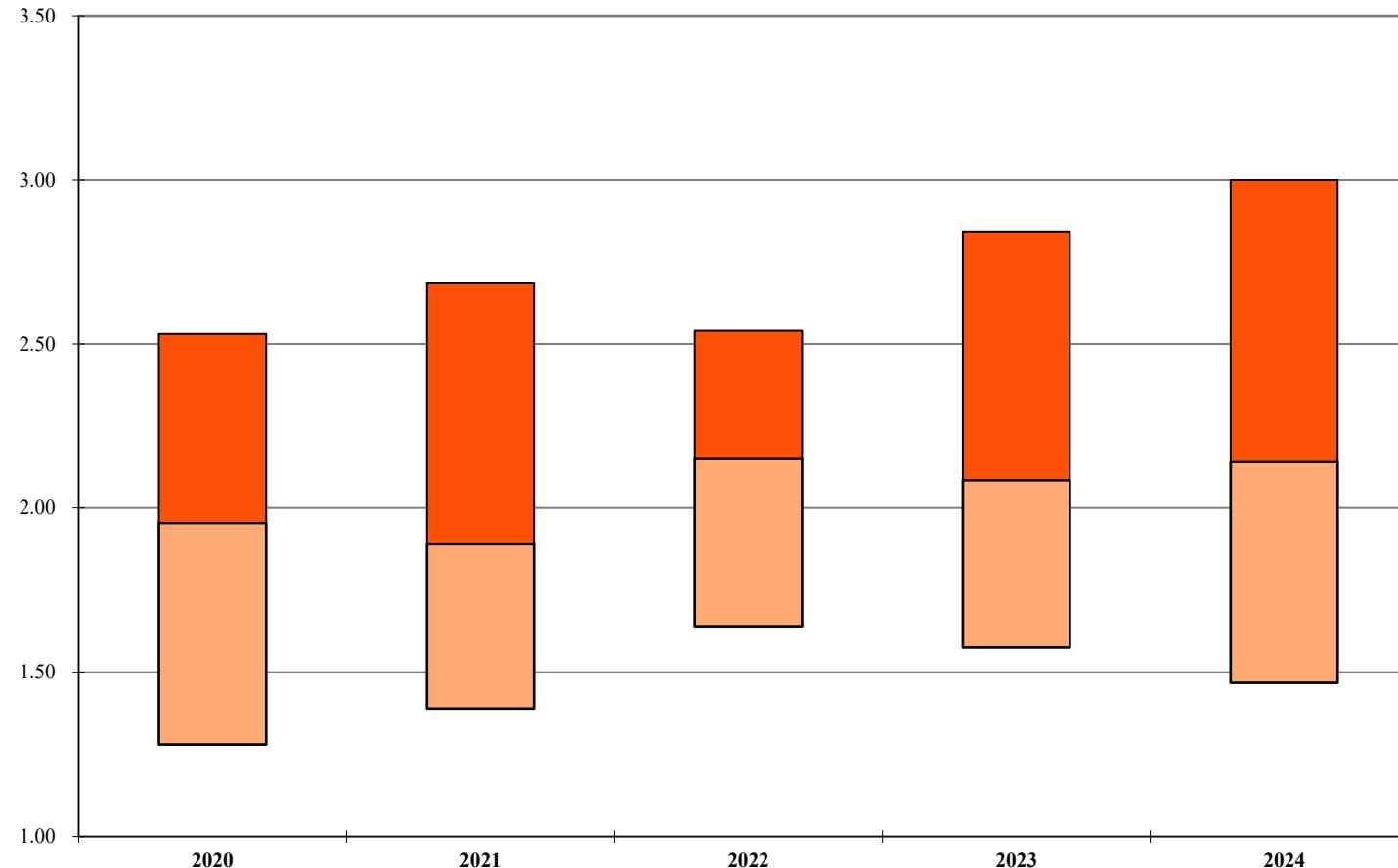
	Equity Partners	Non-Equity Partners
< 11 Years	15.8%	84.2%
11 - 15 Years	38.2%	61.8%
16 - 20 Years	54.7%	45.3%
21 - 25 Years	62.7%	37.3%
26 - 30 Years	70.2%	29.8%
31 - 35 Years	70.8%	29.2%
36 - 40 Years	68.9%	31.1%
41 - 45 Years	60.1%	39.9%
> 45 Years	46.6%	53.4%
All Partners	56.3%	43.7%

¹ Years of experience includes the length of time practicing law since passing the bar exam.

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Equity Partner Leverage¹*For the 12-month period ending December 31st of the stated year*

2020	2021	2022	2023	2024
2.53	2.69	2.54	2.84	3.00
1.96	1.89	2.15	2.09	2.14
1.28	1.39	1.64	1.58	1.47

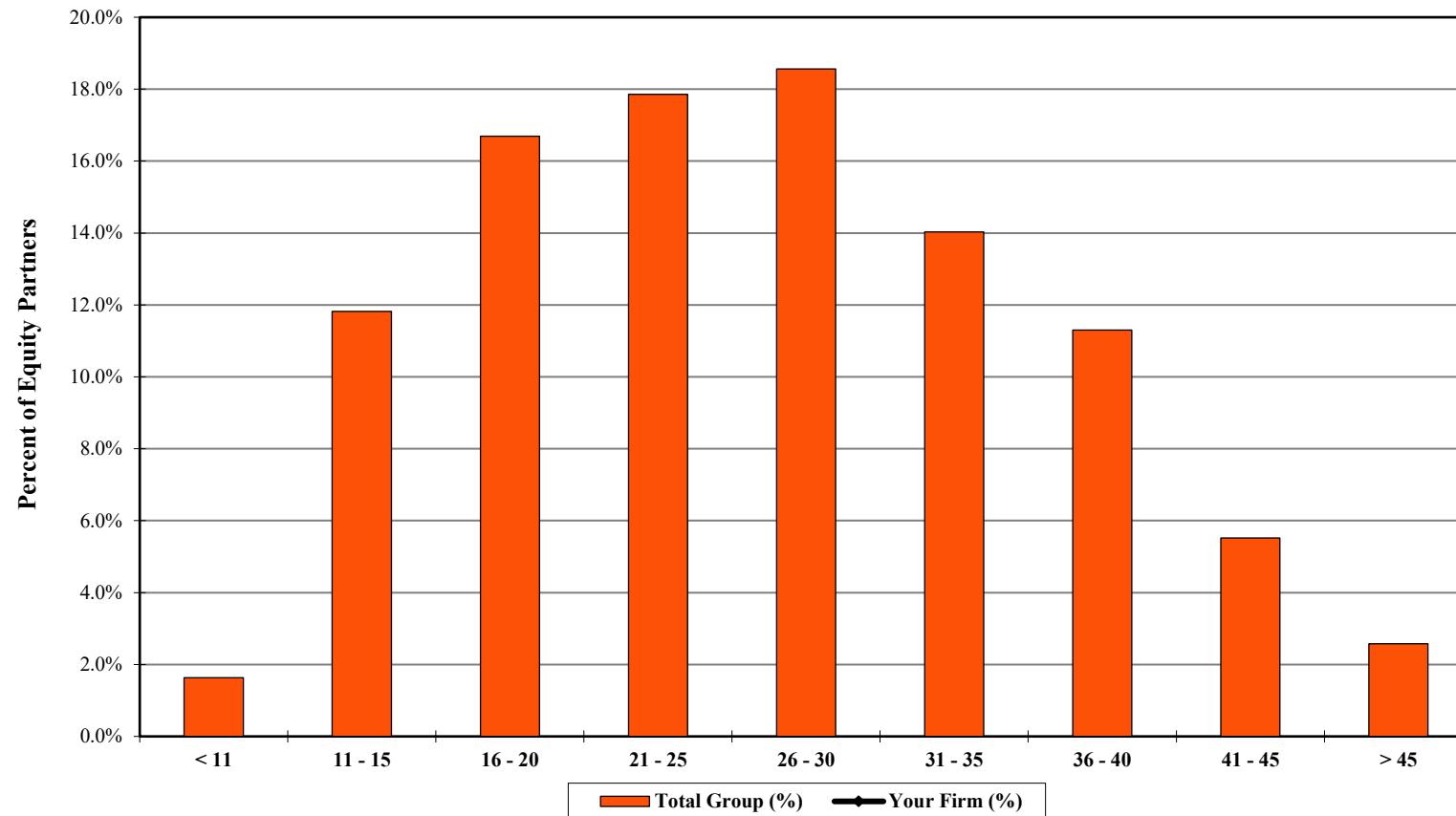
¹ Ratio of Other Attorneys to Equity Partners. Other Attorneys include Non-Equity Partners, Associates, Sr./Staff/eDiscovery Attorneys. Of Counsel attorneys are excluded from this calculation. Additional detail can be found on Page 124.

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Distribution of Equity Partners by Years of Experience¹**For the 12-month period ending December 31, 2024*

Equity Partners by Years of Experience								
Your Firm (%)	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	> 45
Your Firm (FTE)								
Total Group (%)	1.6%	11.8%	16.7%	17.9%	18.6%	14.0%	11.3%	5.5%
Total Group (FTE)	81	584	826	883	918	694	559	273

¹ Years of experience includes the length of time practicing law since passing the bar exam.

** omitted due to insufficient data

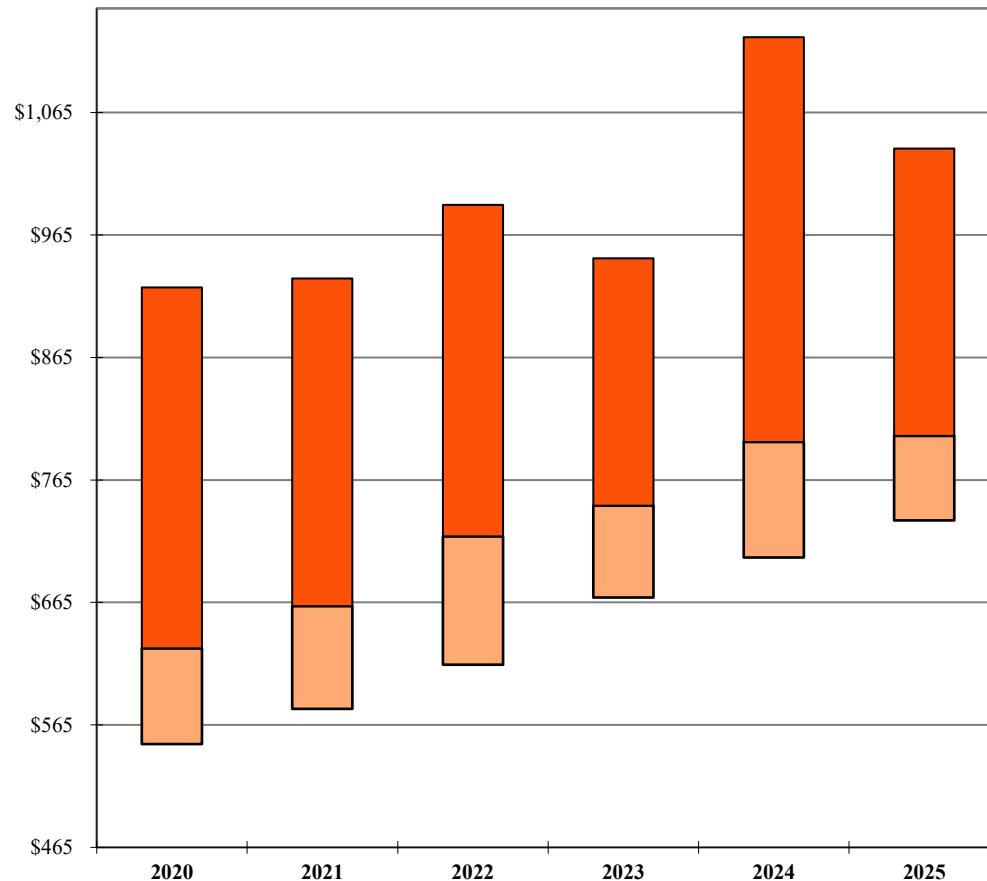
2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Equity Partner Rates

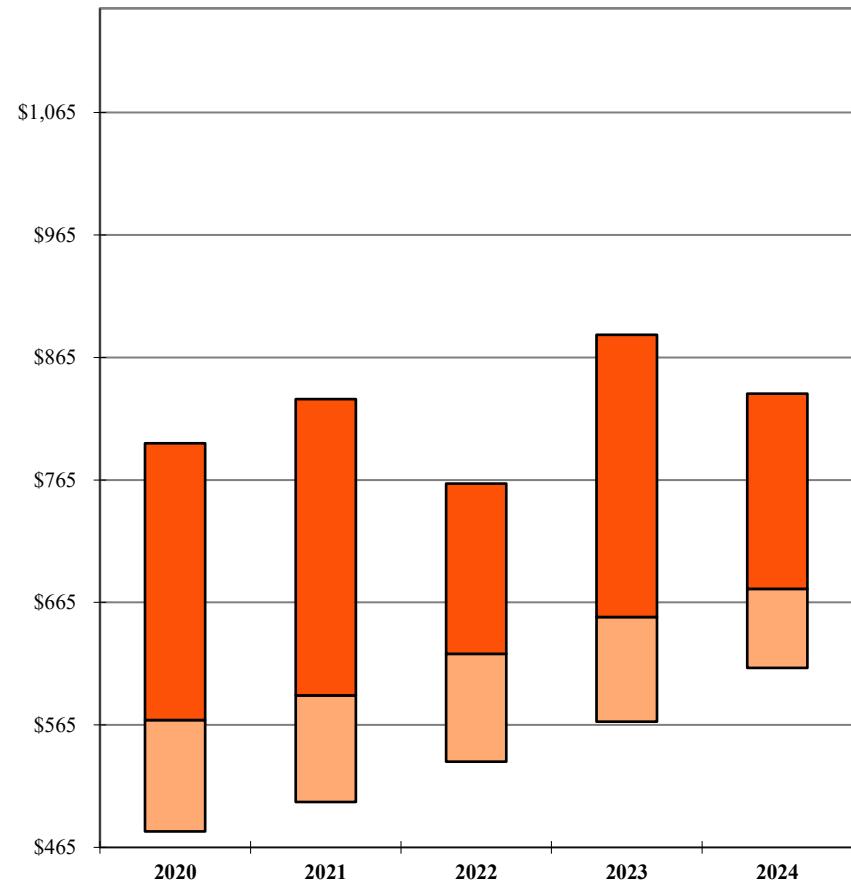
Standard Rates

As of January 1st of the stated year



Billed Rates

For the 12-month period ending December 31st of the stated year



Your Firm

	2020	2021	2022	2023	2024	2025
1st Qtrle	\$922	\$930	\$990	\$946	\$1,127	\$1,036
Median	628	662	719	744	796	801
3rd Qtrle	549	578	614	669	702	732

Your Firm

	2020	2021	2022	2023	2024
1st Qtrle	\$795	\$831	\$762	\$884	\$836
Median	569	589	623	653	676
3rd Qtrle	478	502	535	568	612

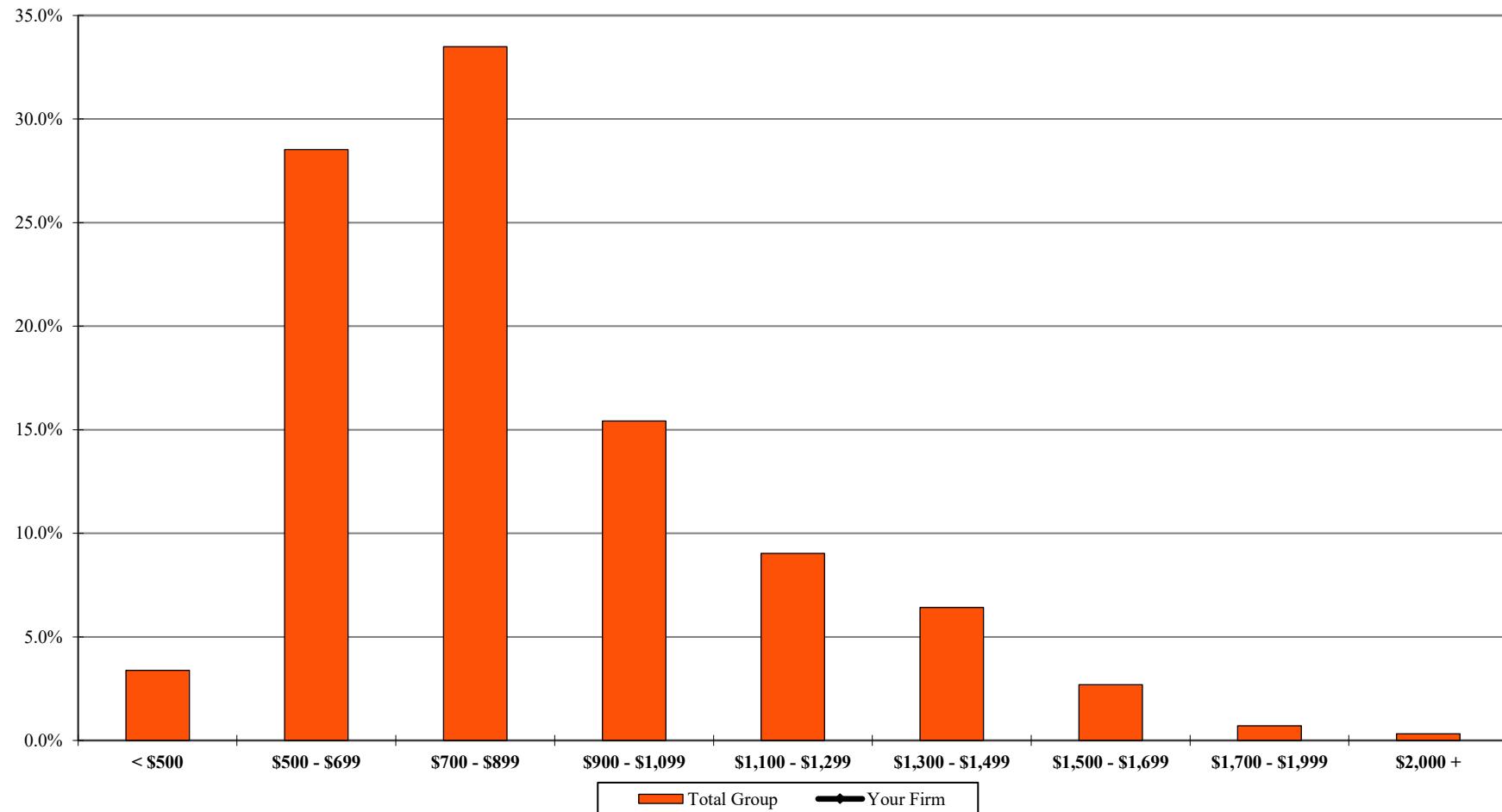
Additional detail can be found on Pages 79 and 100.

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Distribution of Equity Partner Standard Billing Rates**As of January 1, 2025*

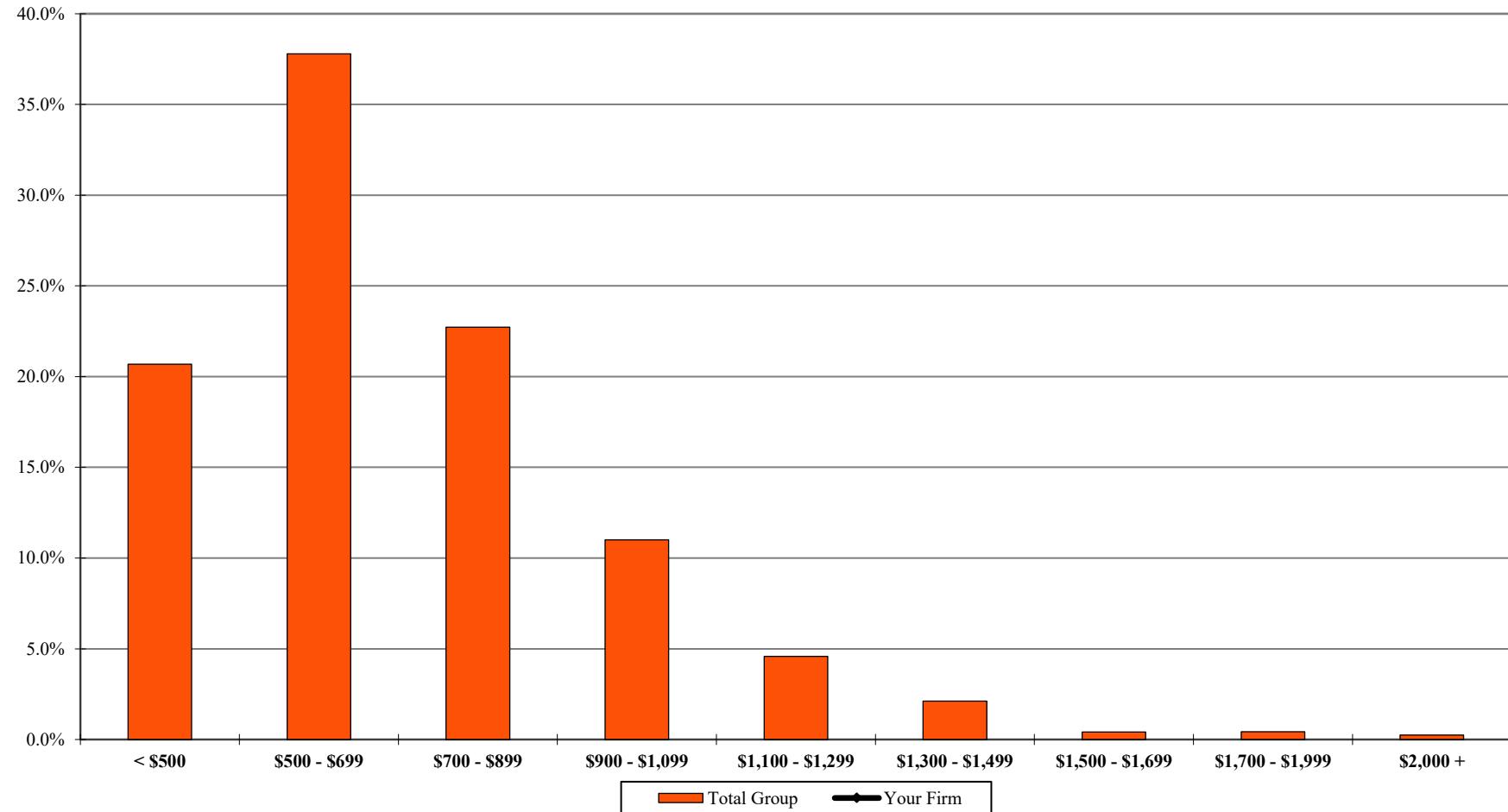
	< \$500	\$500 - \$699	\$700 - \$899	\$900 - \$1,099	\$1,100 - \$1,299	\$1,300 - \$1,499	\$1,500 - \$1,699	\$1,700 - \$1,999	\$2,000 +
Your Firm									
Total Group	3.4%	28.5%	33.5%	15.4%	9.0%	6.4%	2.7%	0.7%	0.3%

Additional detail can be found on Page 81.

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Distribution of Equity Partner Billed Rates**For the 12-month period ending December 31, 2024*

	< \$500	\$500 - \$699	\$700 - \$899	\$900 - \$1,099	\$1,100 - \$1,299	\$1,300 - \$1,499	\$1,500 - \$1,699	\$1,700 - \$1,999	\$2,000 +
Your Firm									
Total Group	20.7%	37.8%	22.7%	11.0%	4.6%	2.1%	0.4%	0.4%	0.2%

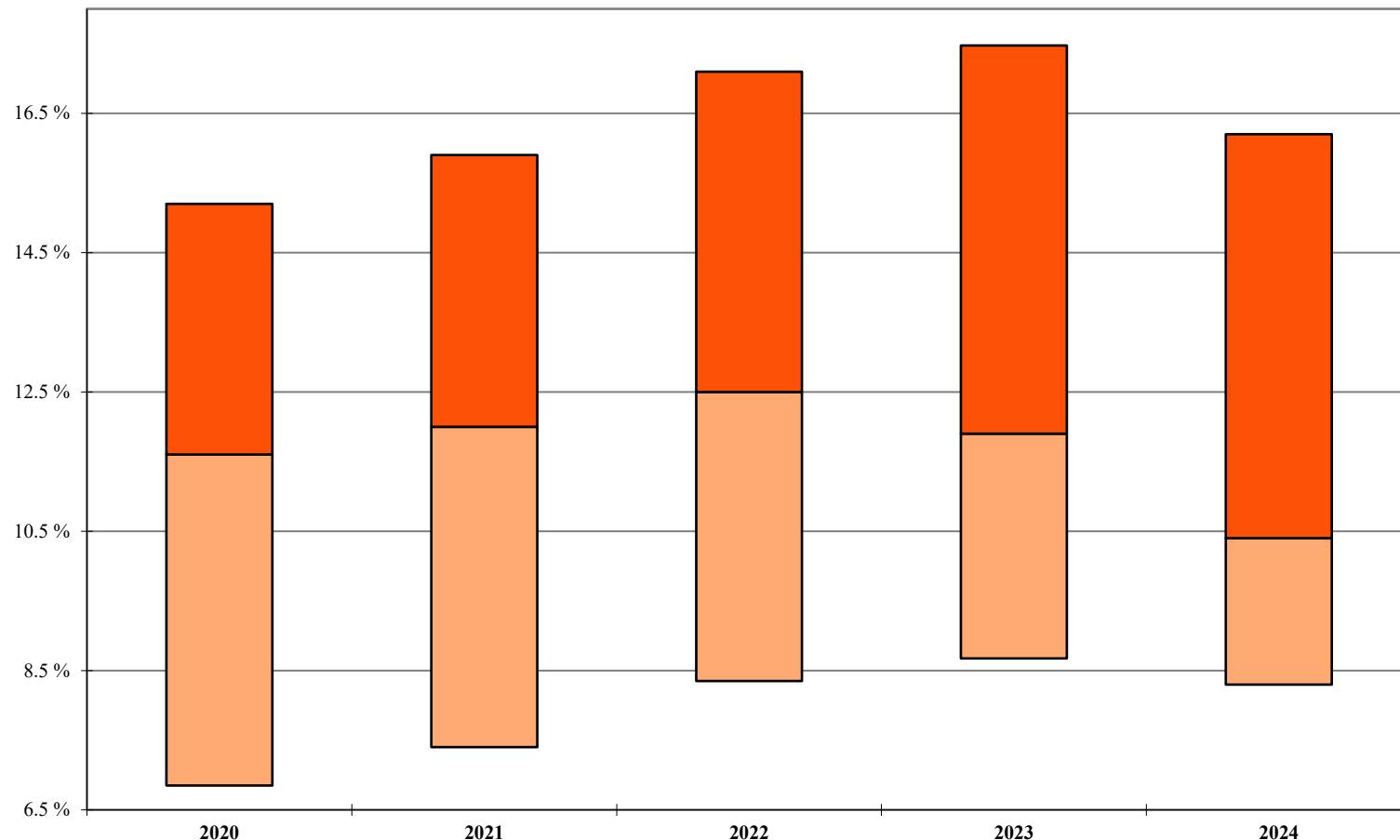
	< \$500	\$500 - \$699	\$700 - \$899	\$900 - \$1,099	\$1,100 - \$1,299	\$1,300 - \$1,499	\$1,500 - \$1,699	\$1,700 - \$1,999	\$2,000 +
Total Group	20.7%	37.8%	22.7%	11.0%	4.6%	2.1%	0.4%	0.4%	0.2%

Additional detail can be found on Page 102.

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Equity Partner Discounting*¹*For the 12-month period ending December 31st of the stated year*

Your Firm	2020	2021	2022	2023	2024
1st Qtle	15.2%	15.9%	17.1%	17.5%	16.2%
Median	11.6%	12.0%	12.5%	11.9%	10.4%
3rd Qtle	6.9%	7.4%	8.4%	8.7%	8.3%

¹ Calculated as 100% minus the Average Billed Rate Realization for the 12-month period.

Additional detail can be found on Page 111.

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

** omitted due to insufficient data

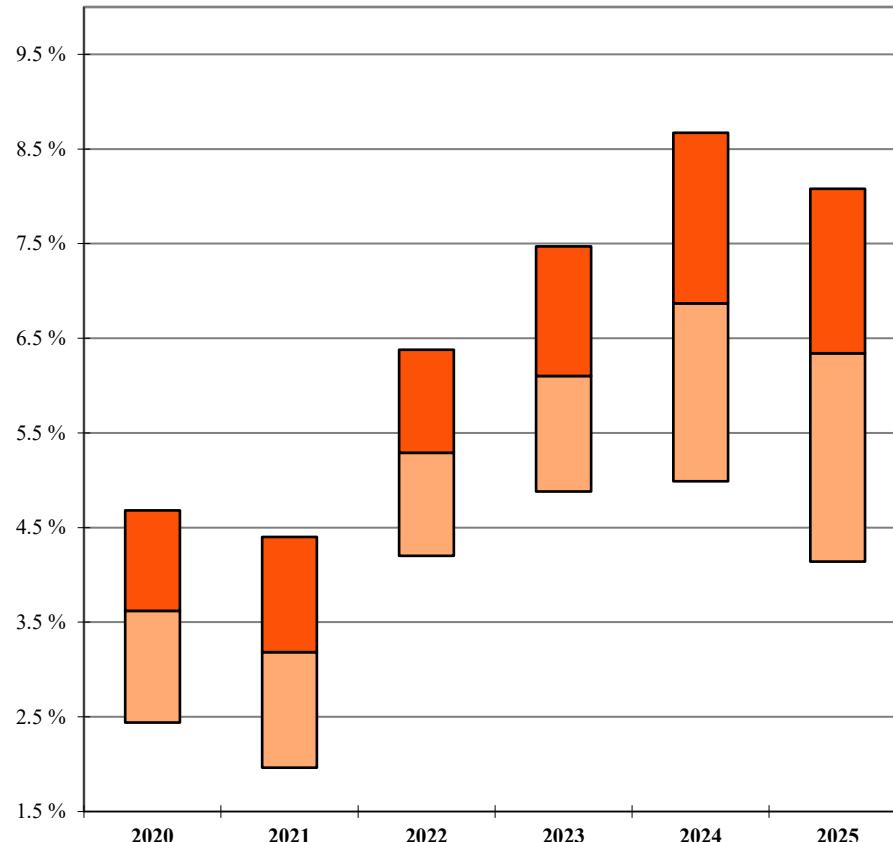
2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

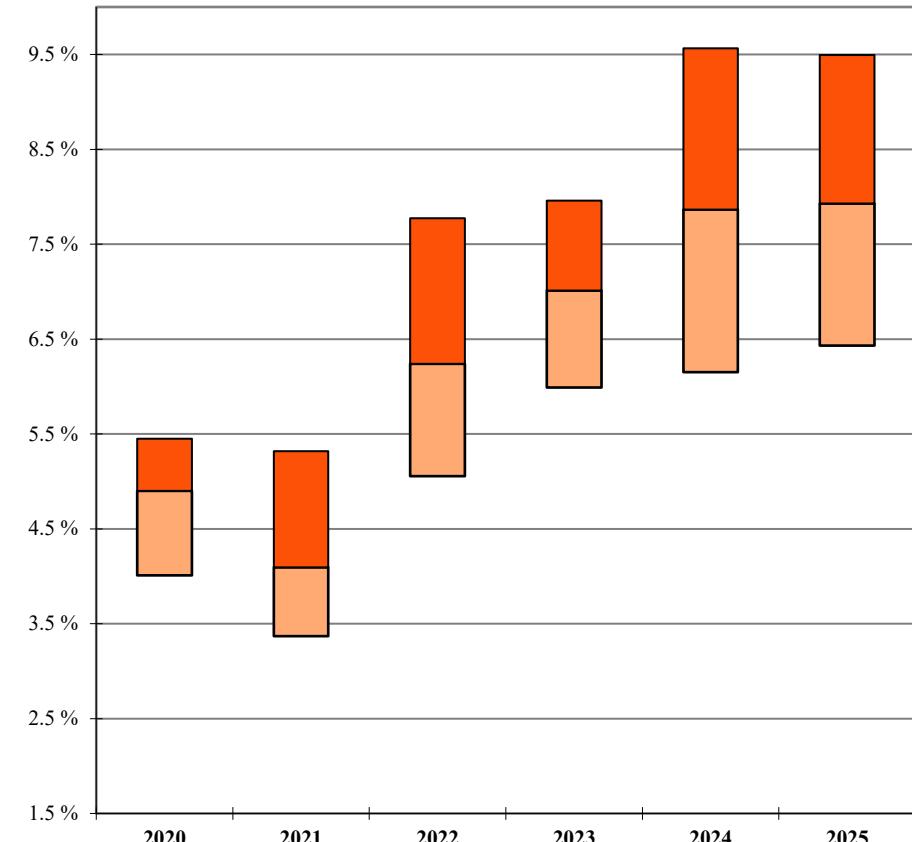
 Annual Change¹ : Equity Partner Standard Rates

As of January 1st of the stated year

'Net' Change



'Full Year' Change



Your Firm

	2020	2021	2022	2023	2024	2025
1st Qtle	4.7%	4.4%	6.4%	7.5%	8.7%	8.1%
Median	3.6%	3.2%	5.3%	6.1%	6.9%	6.3%
3rd Qtle	2.4%	2.0%	4.2%	4.9%	5.0%	4.1%

Your Firm

	2020	2021	2022	2023	2024	2025
1st Qtle	5.5%	5.3%	7.8%	8.0%	9.6%	9.5%
Median	4.9%	4.1%	6.2%	7.0%	7.9%	7.9%
3rd Qtle	4.0%	3.4%	5.1%	6.0%	6.2%	6.4%

¹ 'Net' Change is the overall change in the average Standard Billing Rate for the stated year; 'Full Year' Change is calculated only for those Equity Partners who were employed during the entire one year period, excluding Equity Partners who had a title change during the year.

Additional detail can be found on Pages 79 and 87.

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

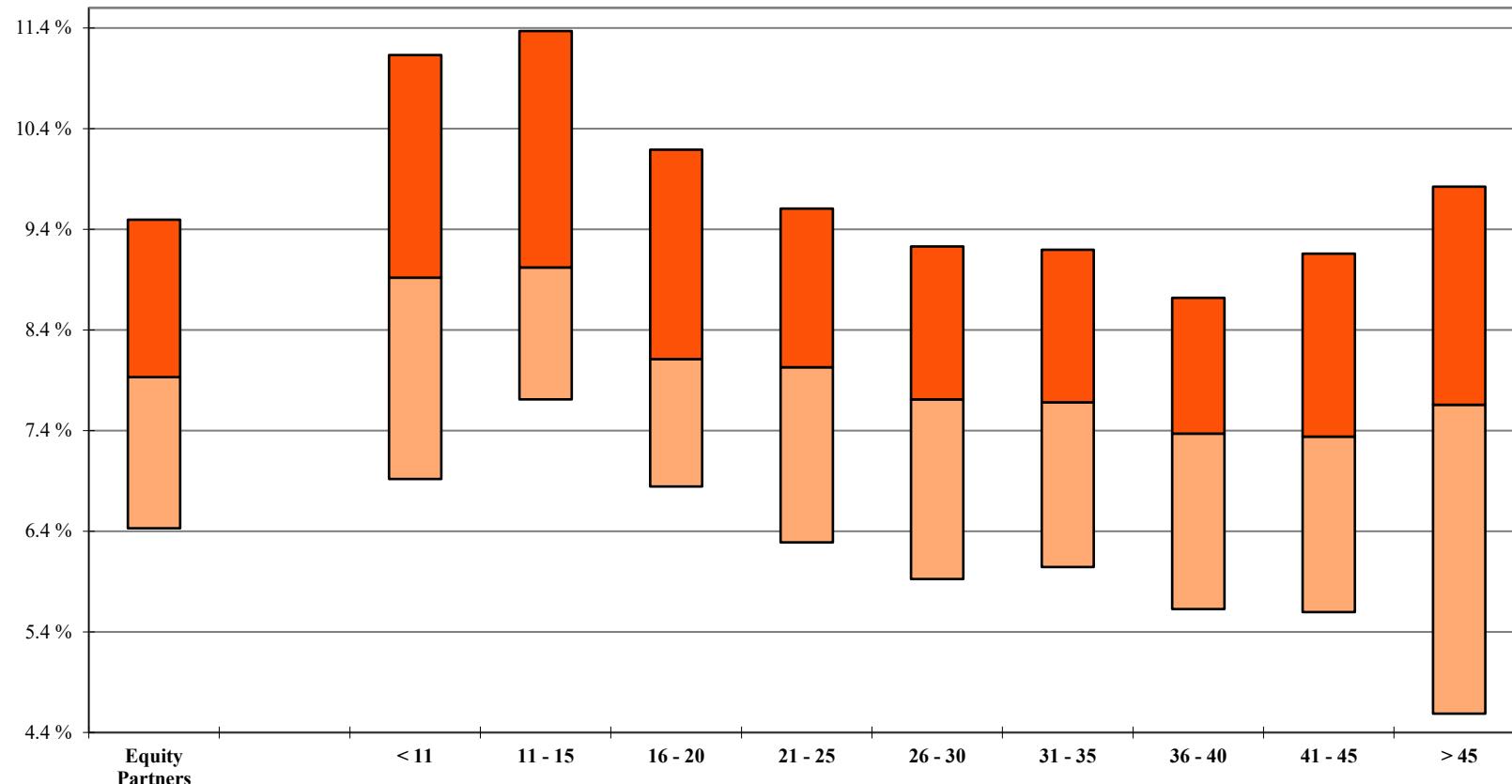
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

'Full Year'¹ Equity Partner Standard Rate Change by Years of Experience

As of January 1, 2025



Your Firm	Equity Partners	Years of Experience								
		< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
1st Qtle	9.5%	11.1%	11.4%	10.2%	9.6%	9.2%	9.2%	8.7%	9.2%	9.8%
Median	7.9%	8.9%	9.0%	8.1%	8.0%	7.7%	7.7%	7.4%	7.3%	7.7%
3rd Qtle	6.4%	6.9%	7.7%	6.8%	6.3%	5.9%	6.0%	5.6%	5.6%	4.6%

¹ 'Full Year' Change is calculated only for those Equity Partners who were employed during the entire one year period, excluding Equity Partners who had a title change during the year. Additional detail can be found on Page 87.

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

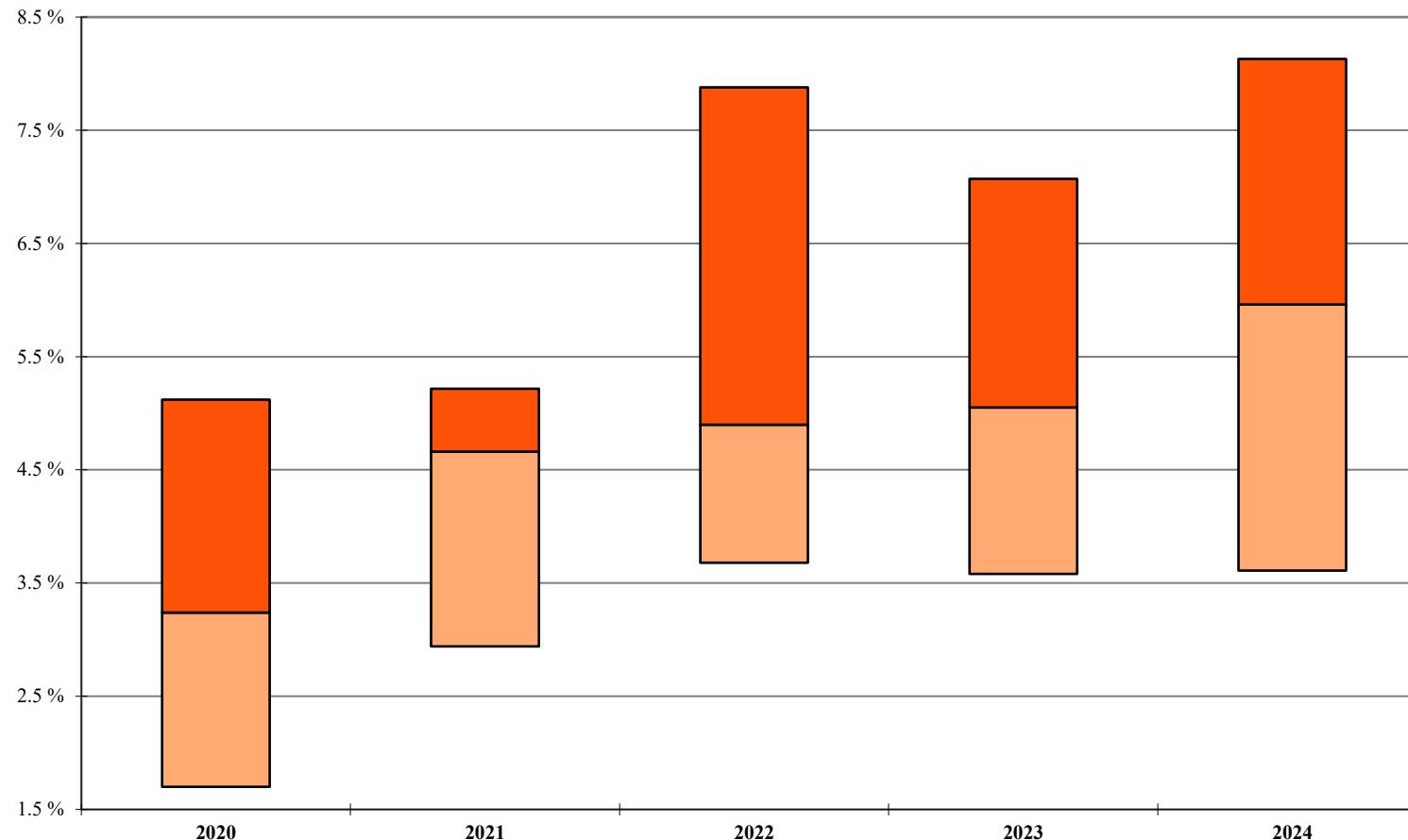
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Annual Change: Equity Partner Billed Rates

For the 12-month period ending December 31st of the stated year



Your Firm
1st Qtr
Median
3rd Qtr

	2020	2021	2022	2023	2024
1st Qtr	5.1%	5.2%	7.9%	7.1%	8.1%
Median	3.2%	4.7%	4.9%	5.1%	6.0%
3rd Qtr	1.7%	2.9%	3.7%	3.6%	3.6%

Additional detail can be found on Page 100.

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

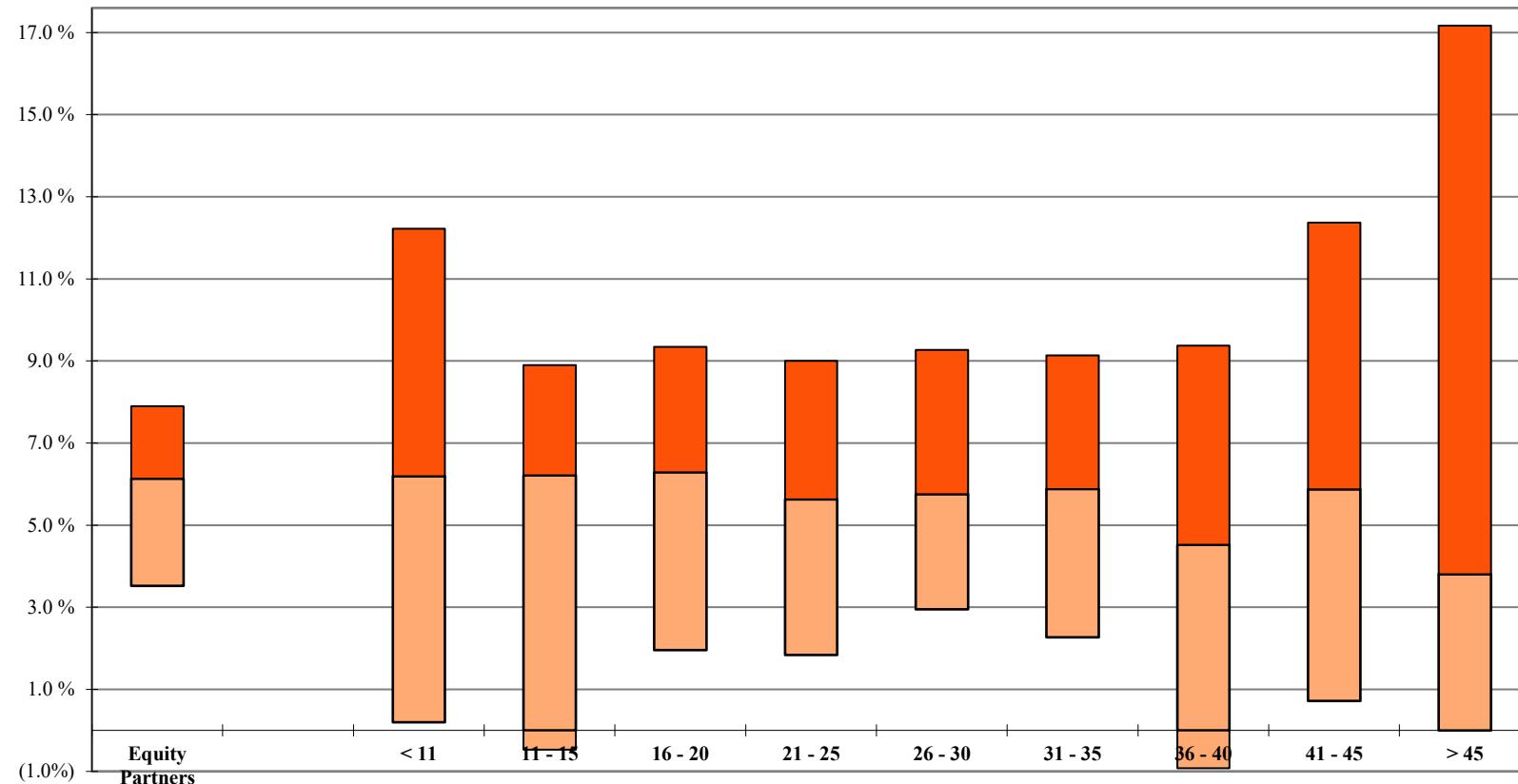
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

'Full Year'¹ Equity Partner Billed Rate Change by Years of Experience

As of January 1, 2025



Your Firm	Equity Partners	Years of Experience								
		< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
1st Qtle	7.9%	12.2%	8.9%	9.3%	9.0%	9.3%	9.1%	9.4%	12.4%	17.2%
Median	6.1%	6.2%	6.2%	6.3%	5.6%	5.8%	5.9%	4.5%	5.9%	3.8%
3rd Qtle	3.5%	0.2%	(0.5%)	2.0%	1.8%	3.0%	2.3%	(0.9%)	0.7%	0.0%

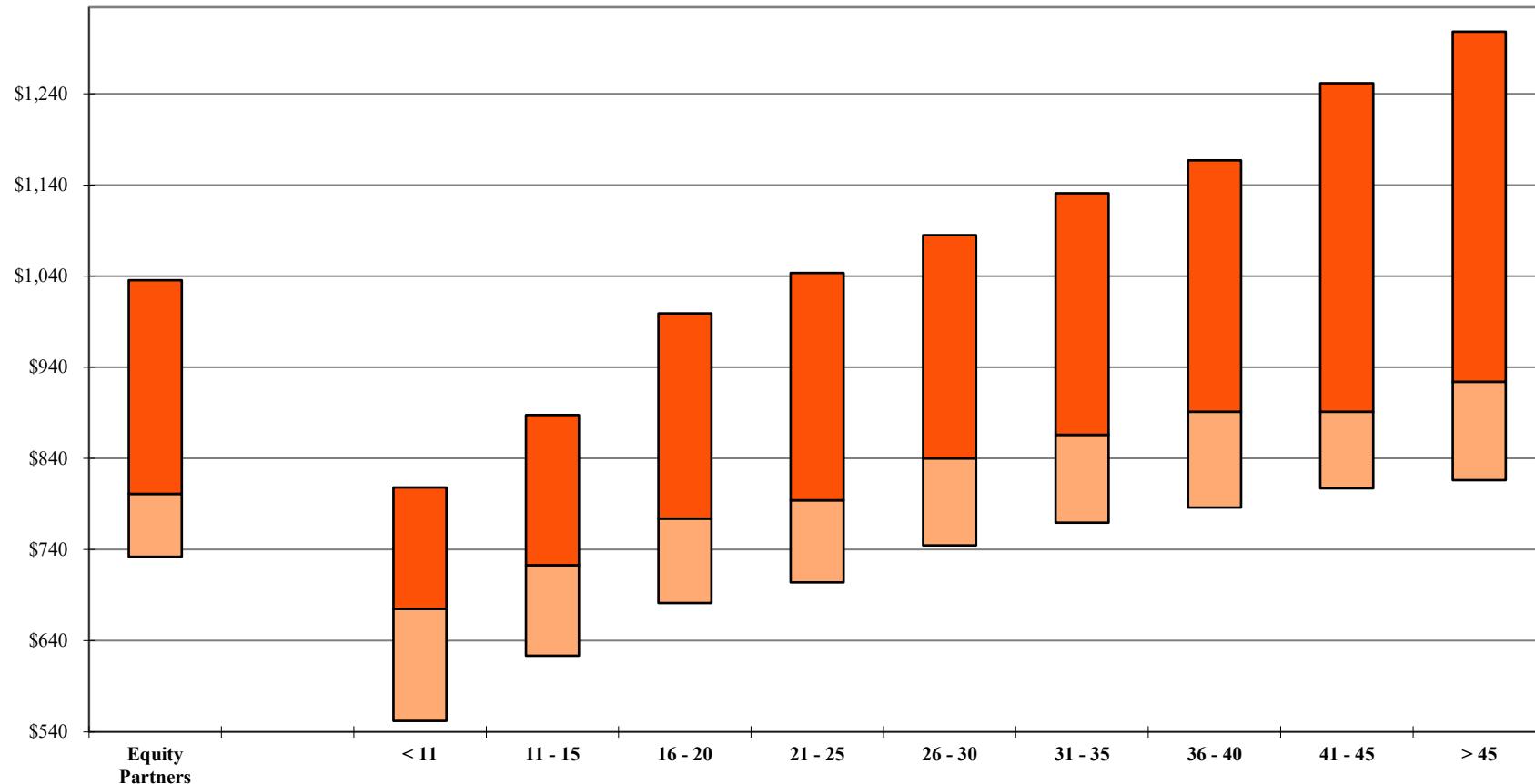
¹ 'Full Year' Change is calculated only for those Equity Partners who were employed during the entire one year period, excluding Equity Partners who had a title change during the year. Additional detail can be found on Page 108.

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Equity Partner Standard Rates by Years of Experience**As of January 1, 2025*

	Equity Partners	Years of Experience								
		< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
Your Firm										
1st Qtle	\$1,036	\$808	\$888	\$999	\$1,044	\$1,085	\$1,131	\$1,167	\$1,252	\$1,308
Median	801	675	723	774	794	840	866	891	891	924
3rd Qtle	732	552	624	682	704	745	770	786	807	816

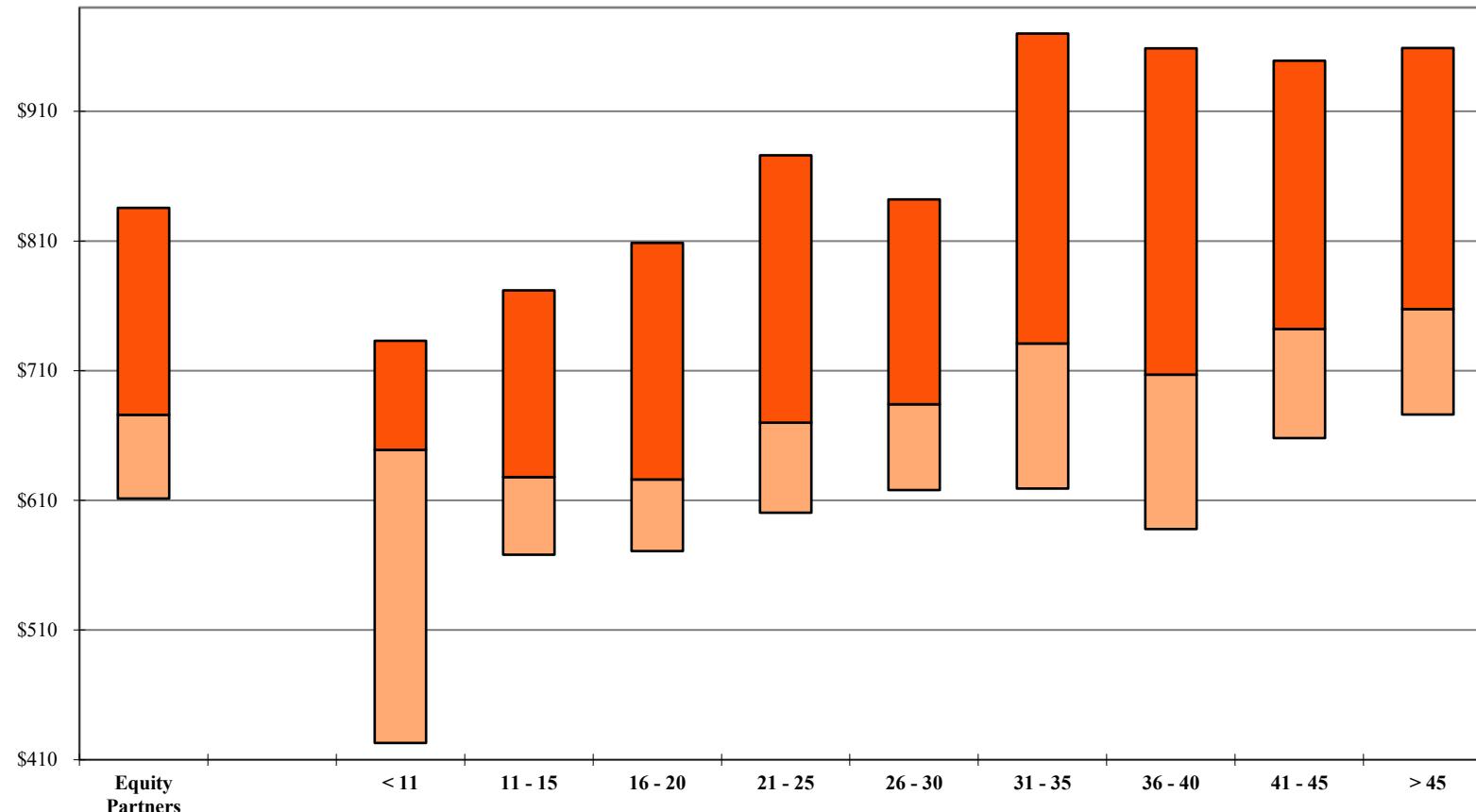
Additional detail can be found on Page 79.

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Equity Partner Billed Rates by Years of Experience**For the 12-month period ending December 31, 2024*

Your Firm	Equity Partners	Years of Experience								
		< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
1st Qtile	\$836	\$733	\$772	\$809	\$876	\$842	\$970	\$959	\$949	\$959
Median	676	649	628	626	670	684	731	707	742	758
3rd Qtile	612	423	568	571	601	618	619	588	658	676

Additional detail can be found on Page 100.

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

** omitted due to insufficient data

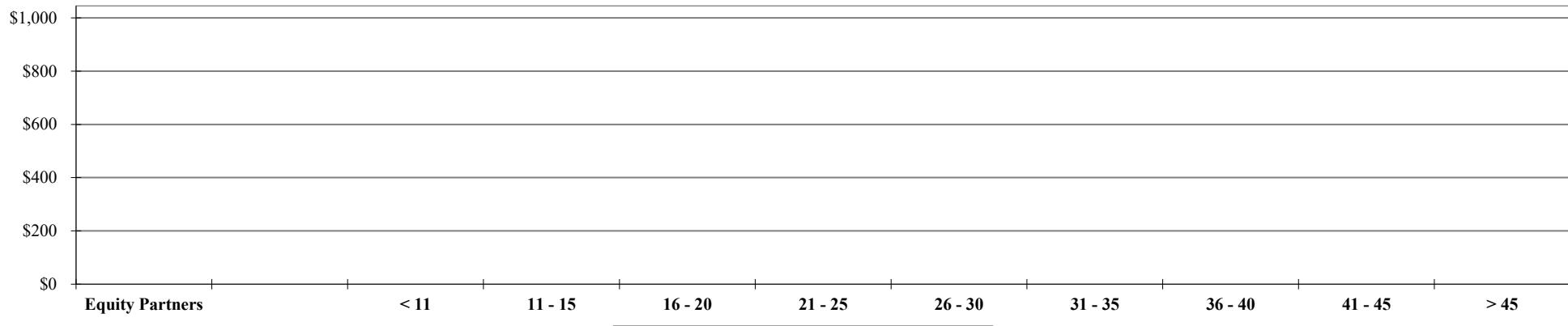
2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

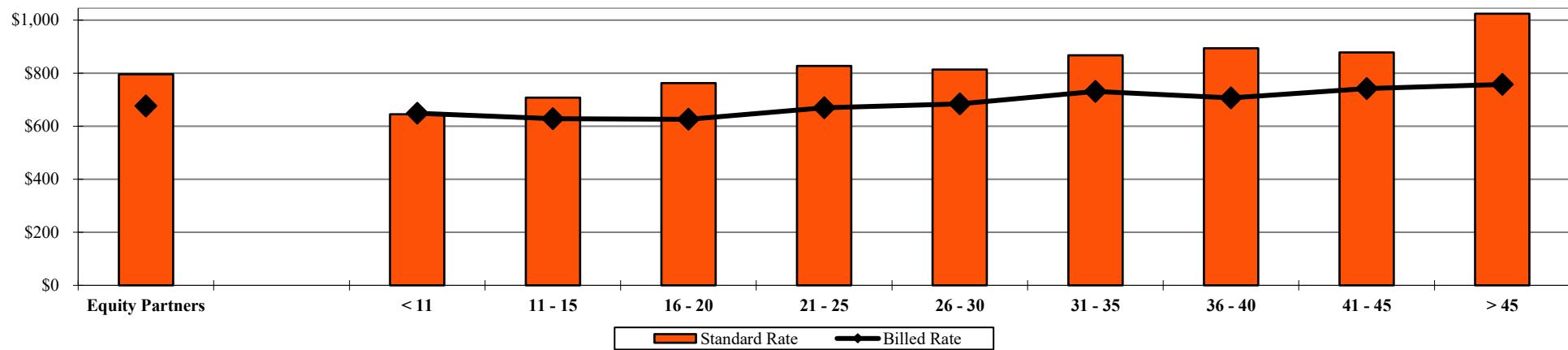
Equity Partner Standard vs. Billed Rates by Years of Experience

Standard Rates at January 1, 2024; Billed Rates for the 12-month period ending December 31, 2024

Your Firm


 Standard Rate
Billed Rate

Total Group (Median)


 Standard Rate
Billed Rate

Additional detail can be found on Page 100.

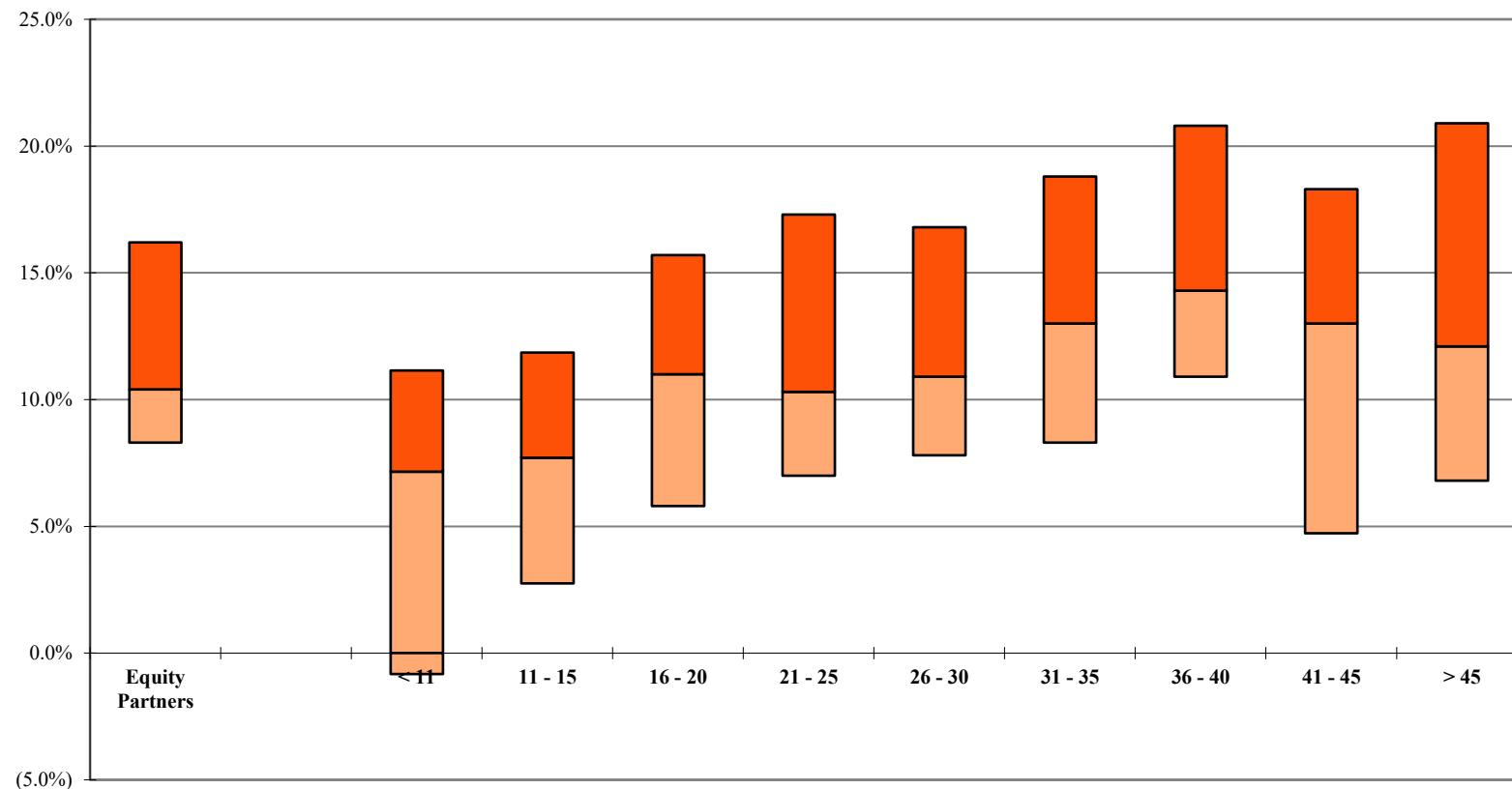
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Equity Partner Discounting¹ by Years of Experience

For the 12-month period ending December 31, 2024



Your Firm	Equity Partners	Years of Experience								
		<11	11-15	16-20	21-25	26-30	31-35	36-40	41-45	>45
1st Qtrle	16.2%	11.2%	11.9%	15.7%	17.3%	16.8%	18.8%	20.8%	18.3%	20.9%
Median	10.4%	7.2%	7.7%	11.0%	10.3%	10.9%	13.0%	14.3%	13.0%	12.1%
3rd Qtrle	8.3%	(0.8%)	2.8%	5.8%	7.0%	7.8%	8.3%	10.9%	4.7%	6.8%

¹ Calculated as 100% minus the Average Billed Rate Realization for the 12-month period.

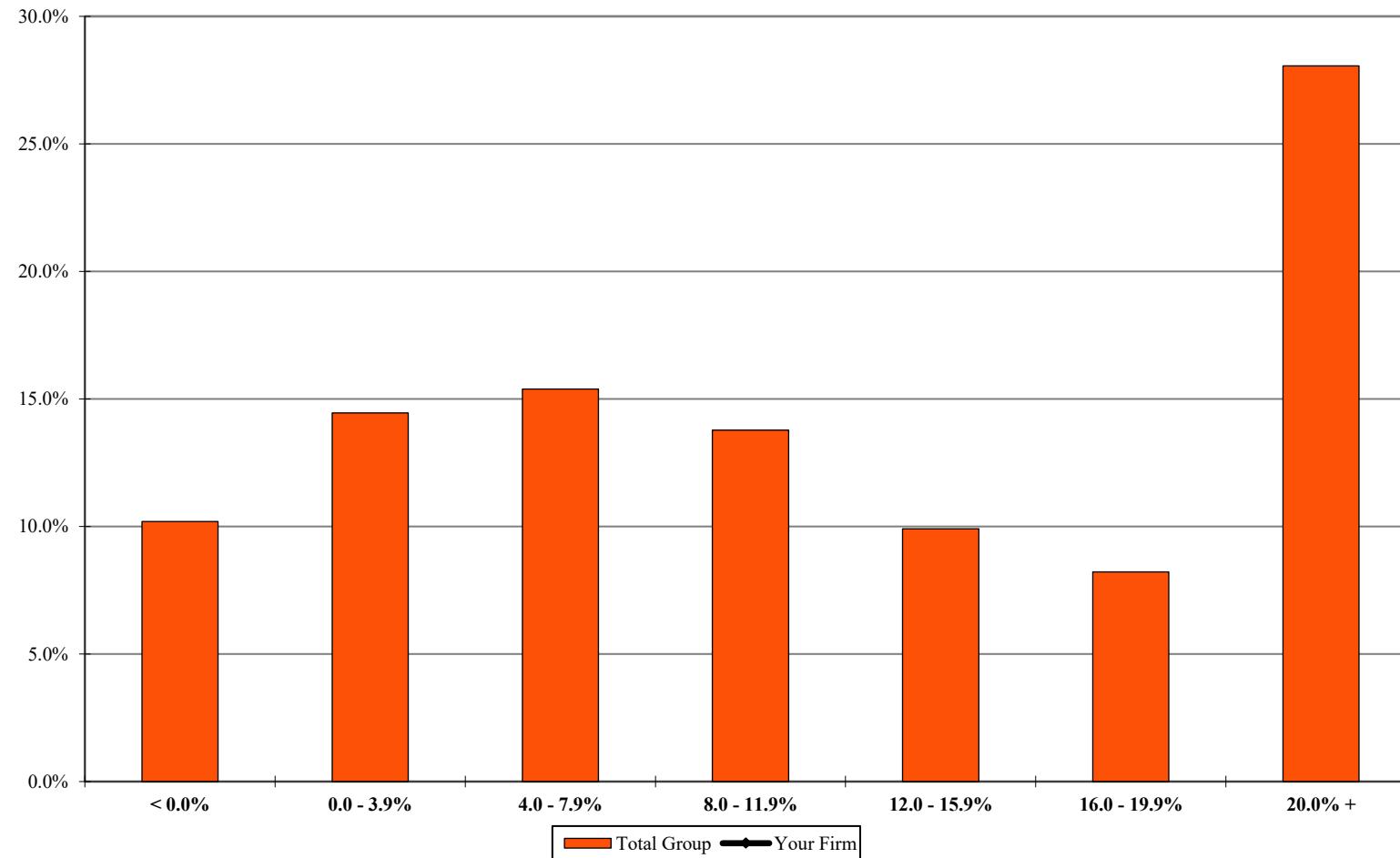
Additional detail can be found on Page 111.

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Distribution of Equity Partners by Discount Levels¹*For the 12-month period ending December 31, 2024*

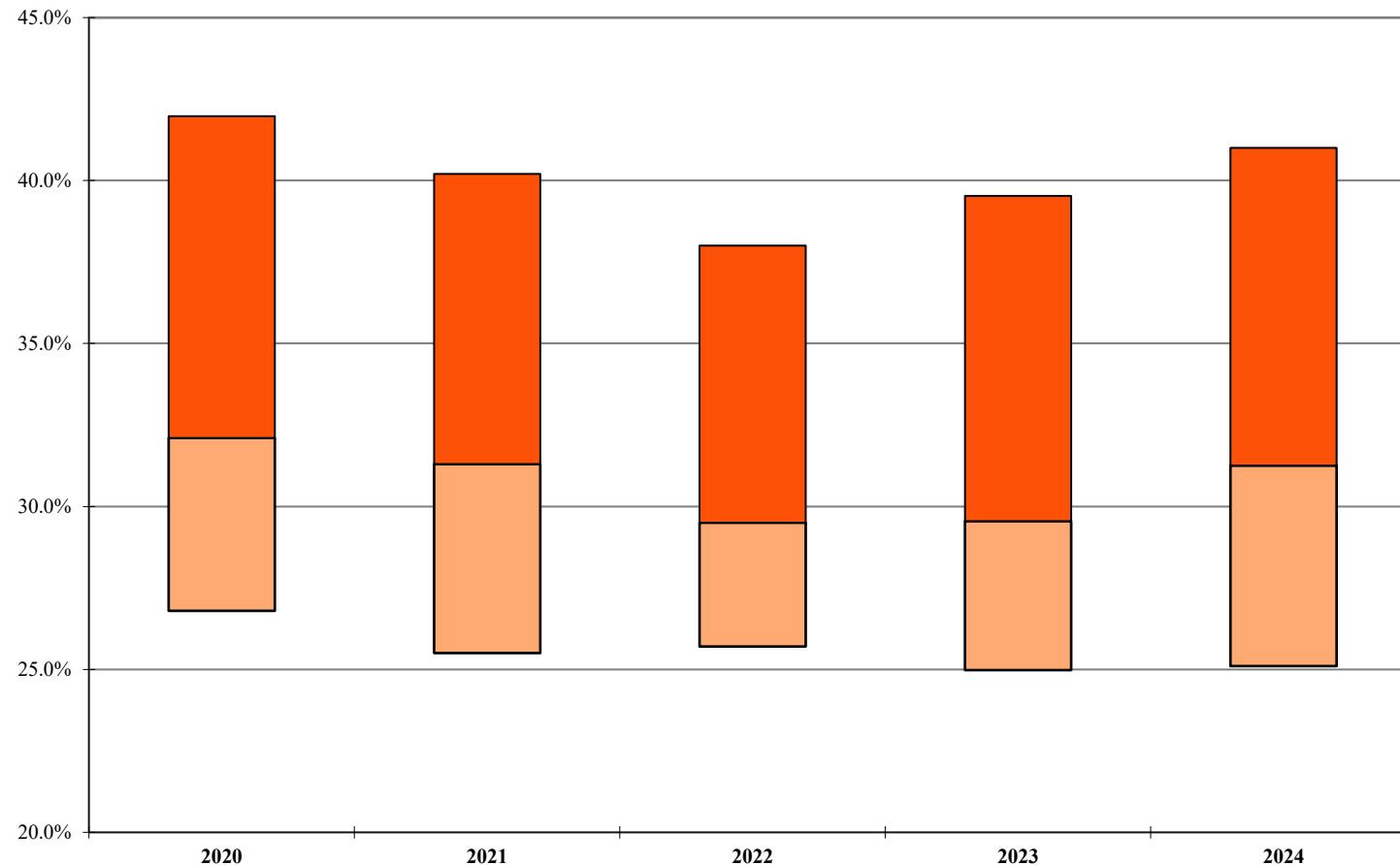
	< 0.0%	0.0 - 3.9%	4.0 - 7.9%	8.0 - 11.9%	12.0 - 15.9%	16.0 - 19.9%	20.0% +
Your Firm							
Total Group	10.2%	14.5%	15.4%	13.8%	9.9%	8.2%	28.1%

¹ Includes the percentage of corresponding full-time, full-year individuals at each level. Discounting is calculated as 100% minus the Average Billed Rate Realization for the 12-month period. Additional detail can be found on Page 113.

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Equity Partner Hours as a Percentage of All Attorney Hours*For the 12-month period ending December 31st of the stated year*

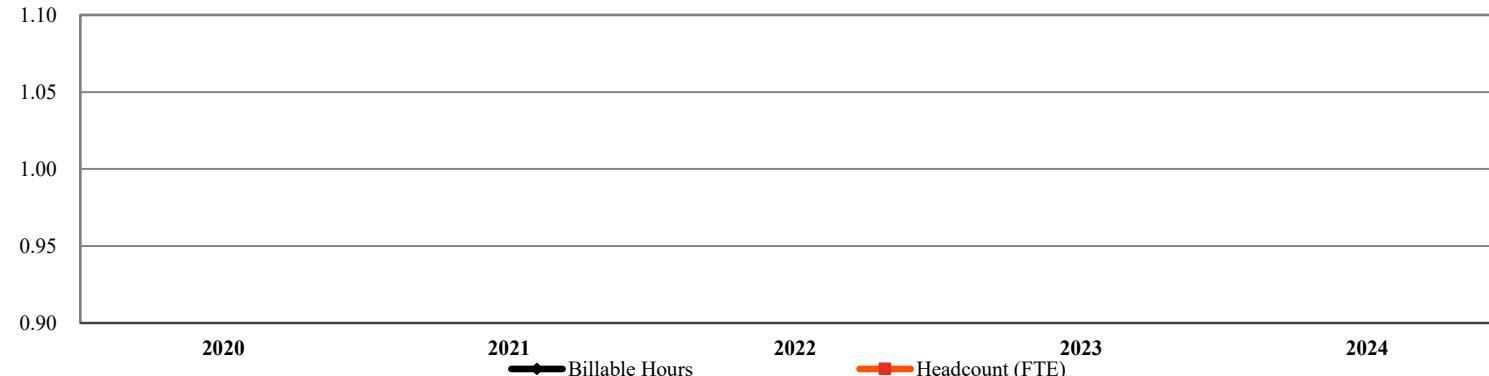
Your Firm	2020	2021	2022	2023	2024
1st Qtile	42.0%	40.2%	38.0%	39.5%	41.0%
Median	32.1%	31.3%	29.5%	29.6%	31.3%
3rd Qtile	26.8%	25.5%	25.7%	25.0%	25.1%

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

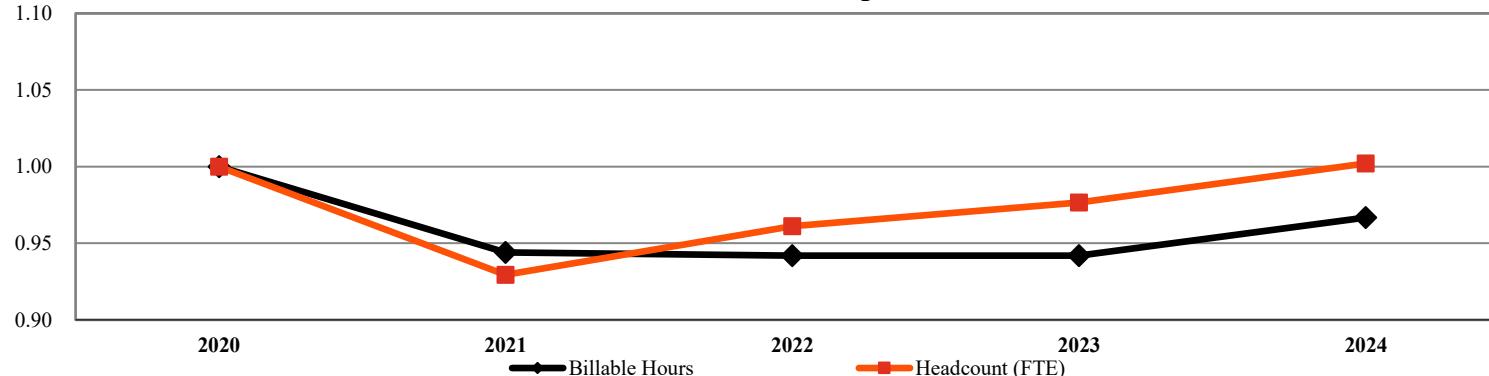
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Equity Partner Capacity¹*For the 12-month period ending December 31st of the stated year***Your Firm**

Your Firm	2020	2021	2022	2023	2024	% Chg: '20-'24
	Billable Hours					
Headcount (FTE)						

Total Group²

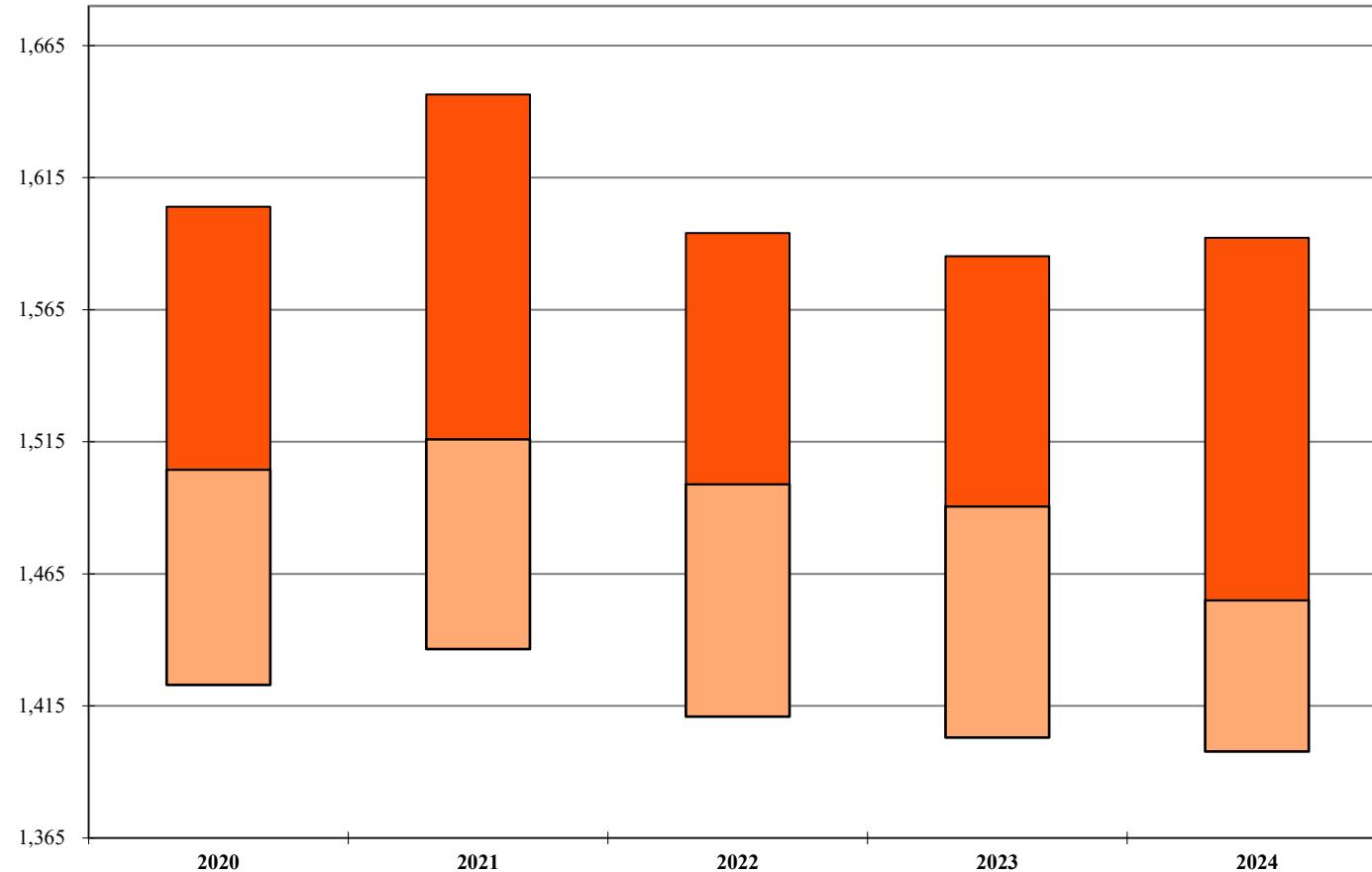
Total Group	2020	2021	2022	2023	2024	% Chg: '20-'24
	Billable Hours					
Headcount (FTE)						

¹ Includes only those Firms that participated for the past 5 years; All values indexed to 2020.² Number of members represented in the group results: 28

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Equity Partner Utilization*For the 12-month period ending December 31st of the stated year*

Your Firm

1st Qtle

Median

3rd Qtle

	2020	2021	2022	2023	2024	Change: '20-'24
1st Qtle	1,604	1,647	1,594	1,585	1,592	(12)
Median	1,505	1,516	1,499	1,491	1,455	(50)
3rd Qtle	1,423	1,437	1,411	1,403	1,398	(25)

Additional detail can be found on Page 117.

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

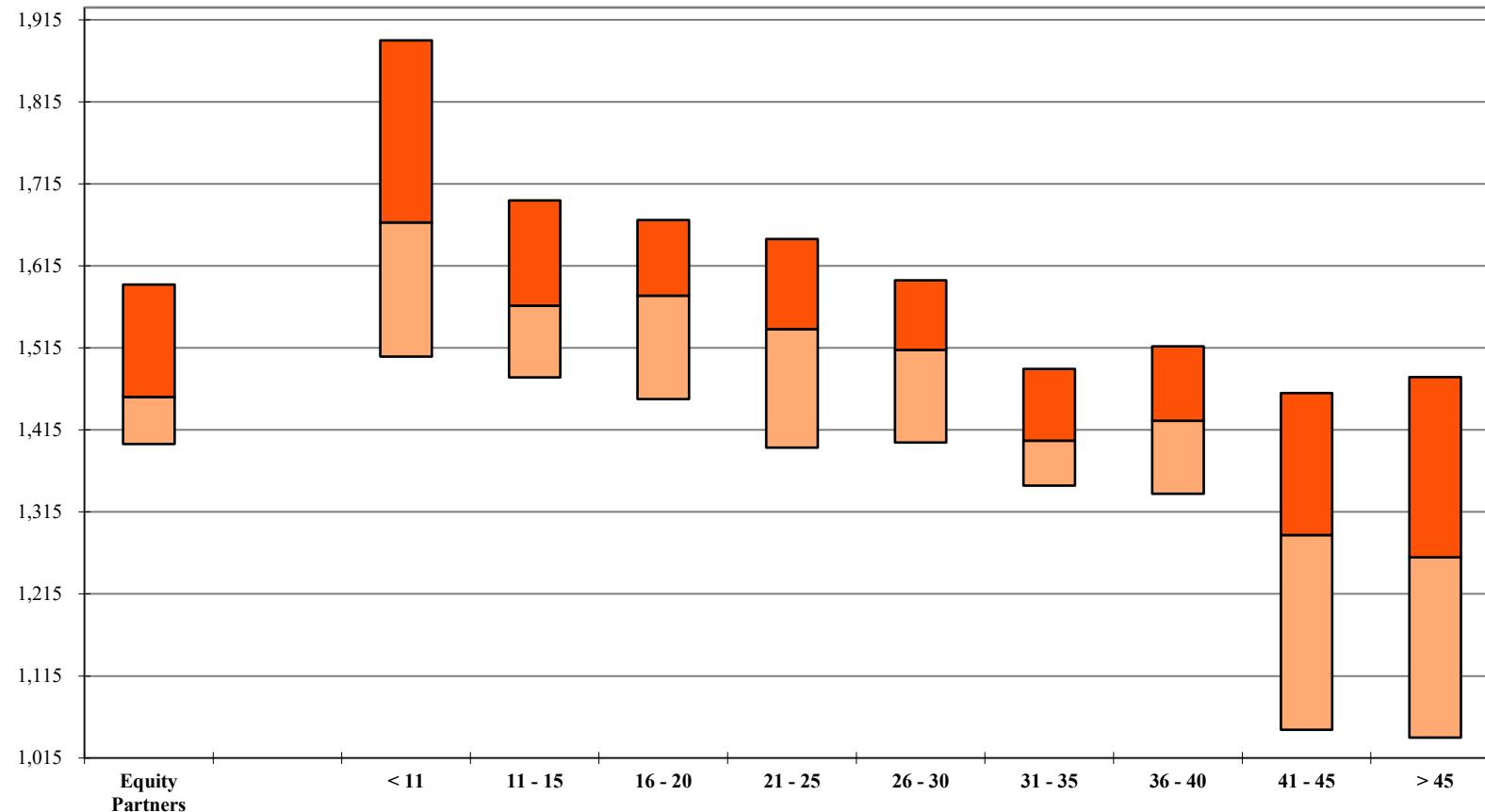
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Equity Partner Utilization by Years of Experience

For the 12-month period ending December 31, 2024



Your Firm	Equity Partners	Years of Experience								
		< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
1st Qtrle	1,592	1,890	1,695	1,671	1,648	1,597	1,490	1,517	1,460	1,479
Median	1,455	1,668	1,567	1,579	1,538	1,513	1,402	1,426	1,287	1,260
3rd Qtrle	1,398	1,504	1,479	1,453	1,393	1,400	1,347	1,337	1,050	1,040

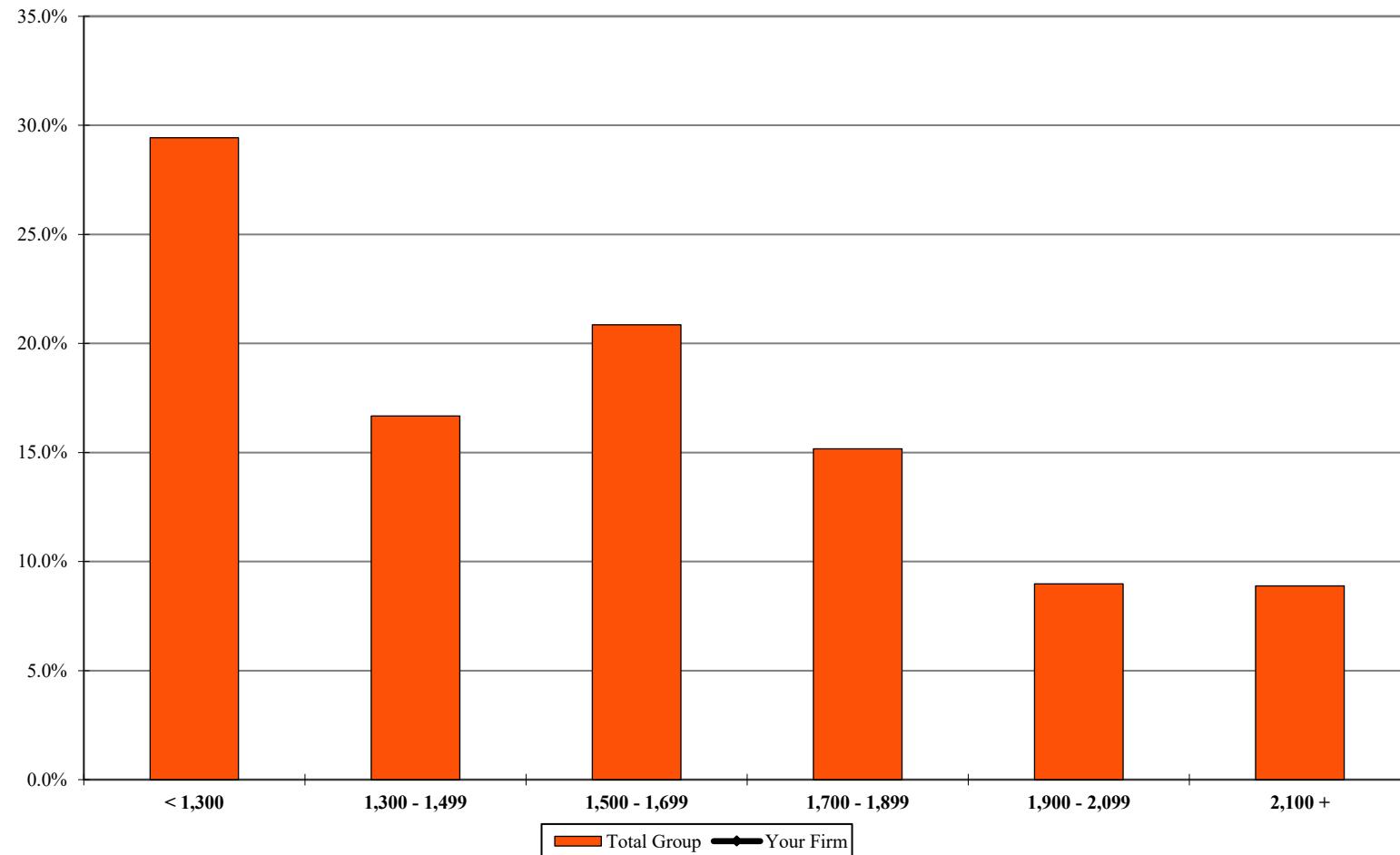
Additional detail can be found on Page 117.

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Distribution of Equity Partners by Utilization Levels¹*For the 12-month period ending December 31, 2024*

	< 1,300	1,300 - 1,499	1,500 - 1,699	1,700 - 1,899	1,900 - 2,099	2,100 +
Your Firm						
Total Group	29.4%	16.7%	20.9%	15.2%	9.0%	8.9%

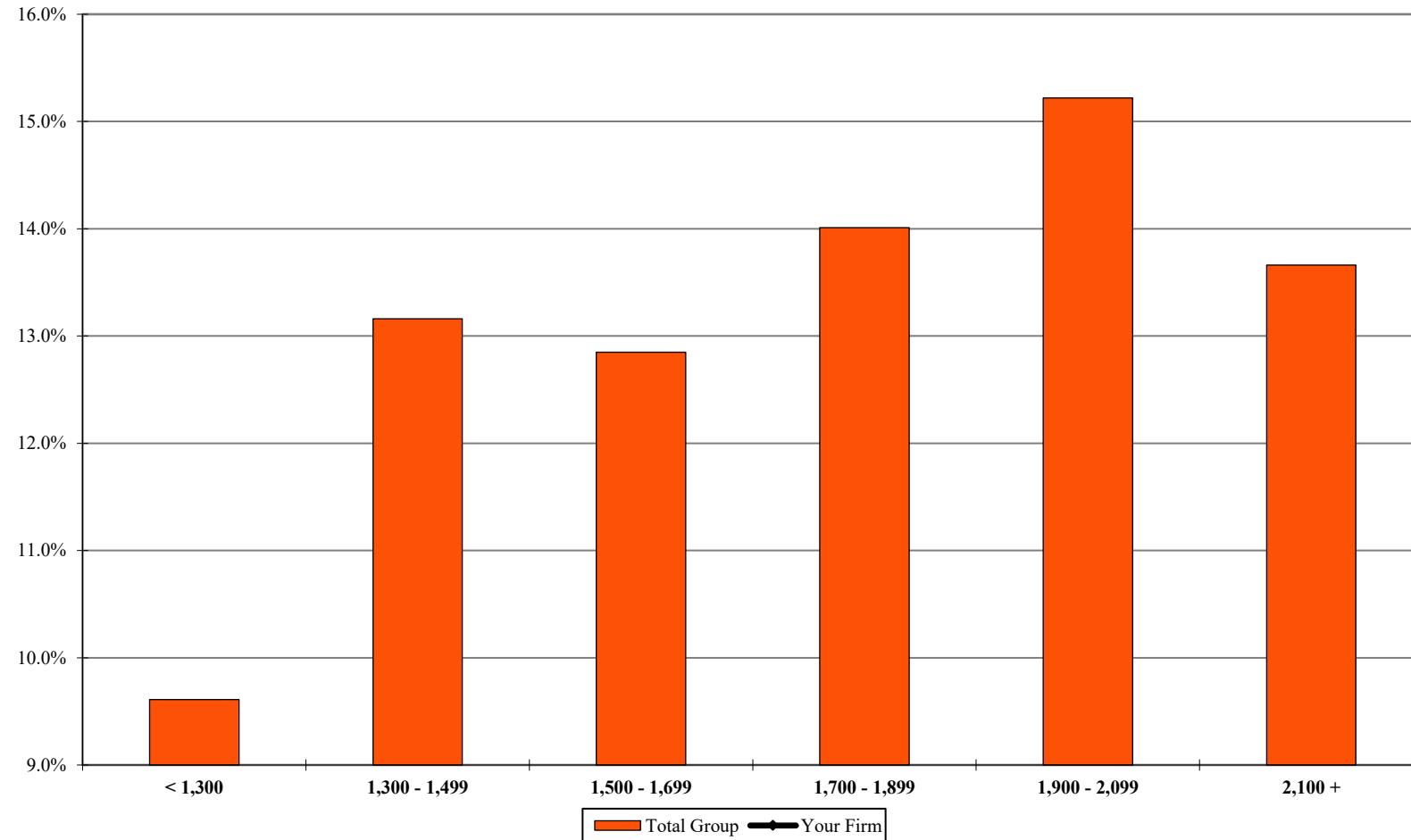
¹ Includes the percentage of corresponding full-time, full-year individuals at each utilization level.

Additional detail can be found on Page 119.

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Equity Partner Discounting¹ by Utilization Levels**For the 12-month period ending December 31, 2024*

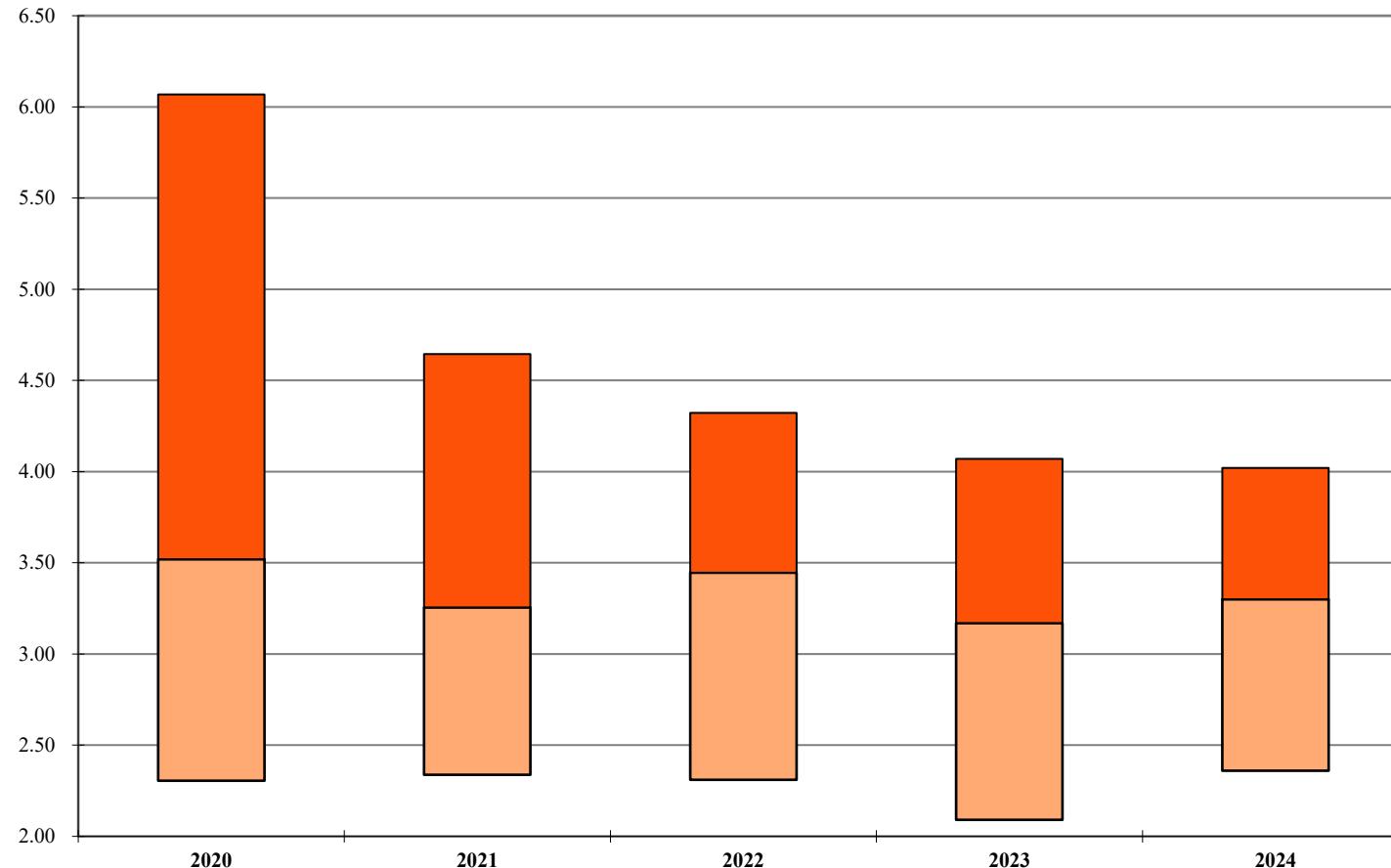
Your Firm
Total Group

	< 1,300	1,300 - 1,499	1,500 - 1,699	1,700 - 1,899	1,900 - 2,099	2,100 +
	9.6%	13.2%	12.9%	14.0%	15.2%	13.7%

¹ Includes the percentage of corresponding full-time, full-year individuals at each utilization level. Discounting is calculated as 100% minus the Average Billed Rate Realization for the 12-month period.

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Non-Equity Partner Leverage¹*For the 12-month period ending December 31st of the stated year*

Your Firm
1st Qtile
Median
3rd Qtile

	2020	2021	2022	2023	2024
1st Qtile	6.07	4.65	4.32	4.07	4.02
Median	3.52	3.26	3.45	3.17	3.30
3rd Qtile	2.31	2.34	2.31	2.09	2.36

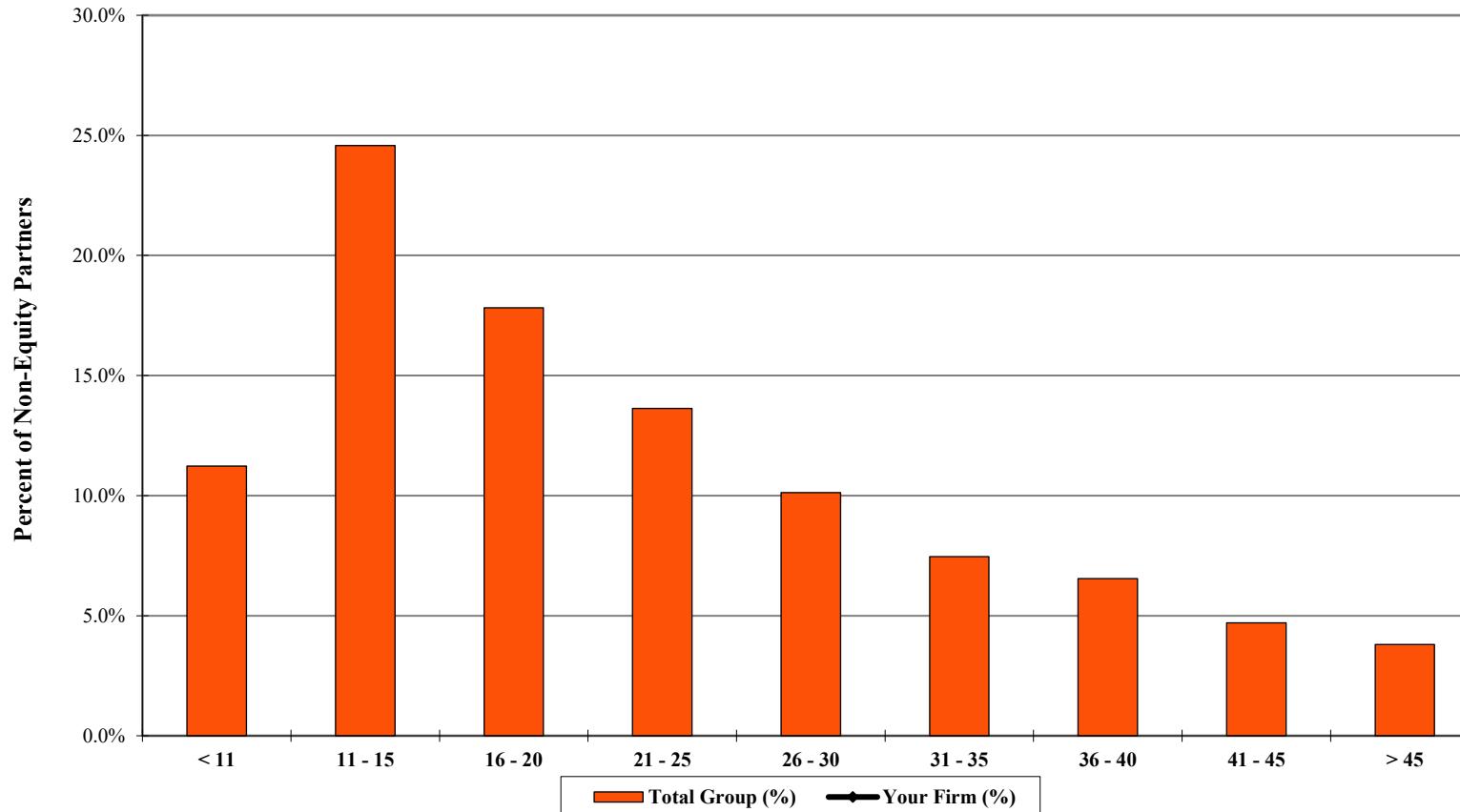
¹ Ratio of Other Attorneys to Non-Equity Partners. Other Attorneys include Equity Partners, Associates, Sr./Staff/eDiscovery Attorneys. Of Counsel attorneys are excluded from this calculation.

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Distribution of Non-Equity Partners by Years of Experience¹*For the 12-month period ending December 31, 2024*

Non-Equity Partners by Years of Experience									
Your Firm (%)	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
Your Firm (FTE)									
Total Group (%)	11.2%	24.6%	17.8%	13.6%	10.1%	7.5%	6.6%	4.7%	3.8%
Total Group (FTE)	432	944	685	524	389	287	252	181	146

¹ Years of experience includes the length of time practicing law since passing the bar exam.

** omitted due to insufficient data

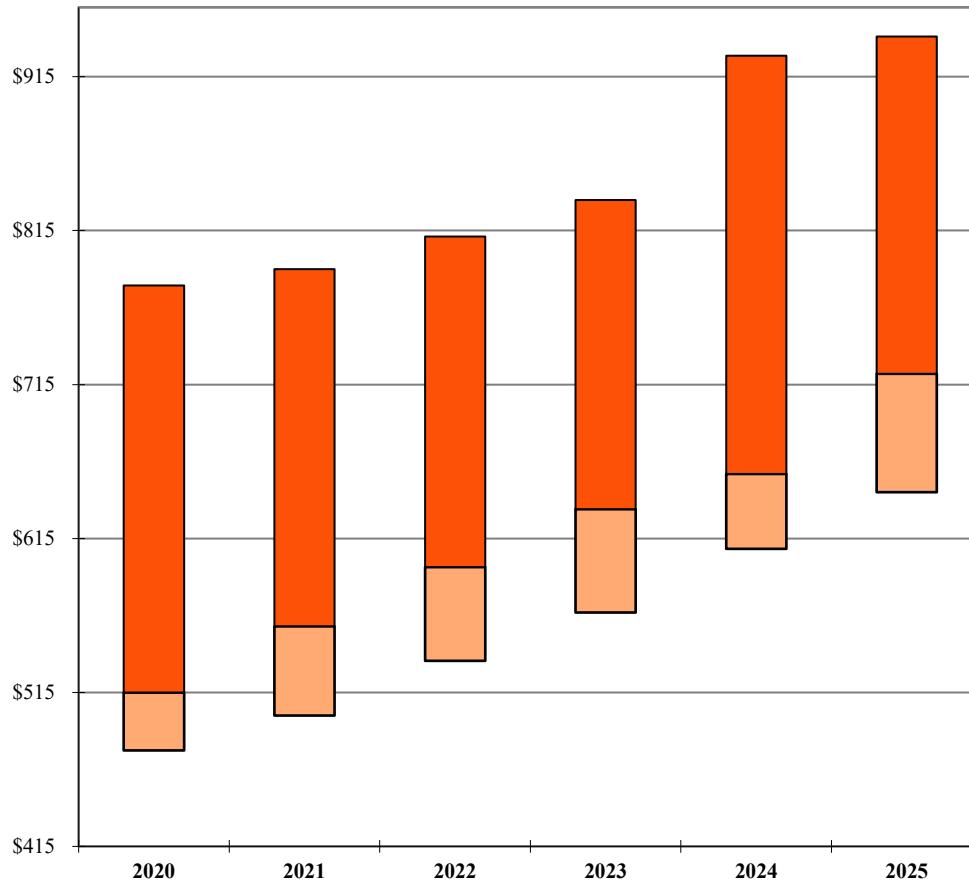
2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Non-Equity Partner Rates

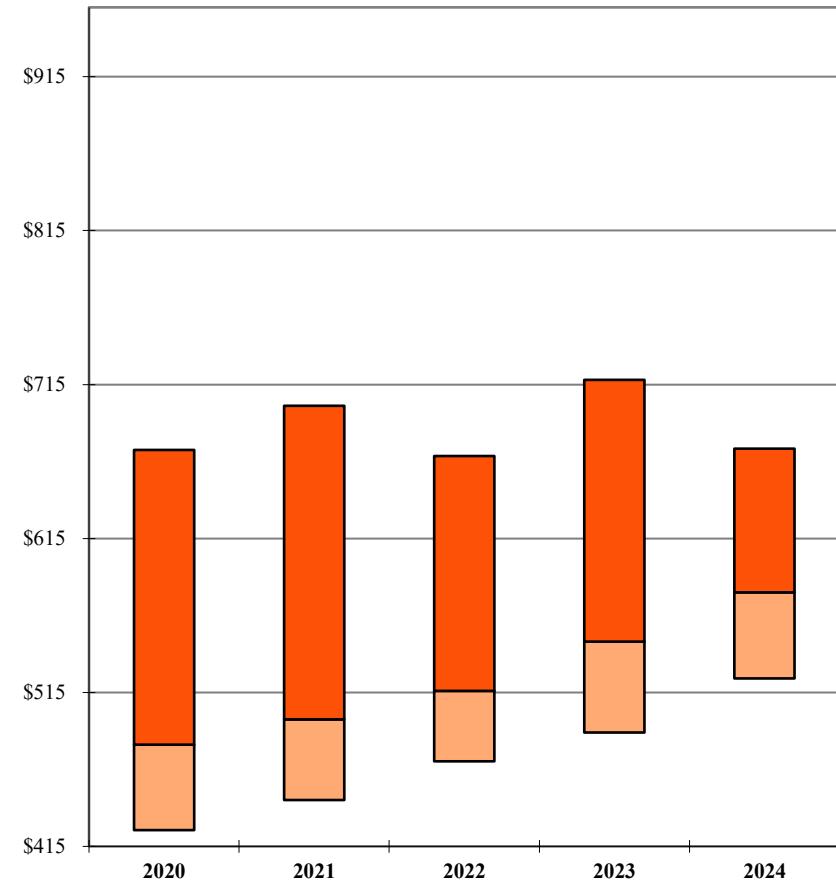
Standard Rates

As of January 1st of the stated year



Billed Rates

For the 12-month period ending December 31st of the stated year



Your Firm

	2020	2021	2022	2023	2024	2025
1st Qtle	\$779	\$790	\$811	\$835	\$929	\$941
Median	515	558	597	634	657	722
3rd Qtle	477	500	536	567	608	645

Your Firm

	2020	2021	2022	2023	2024
1st Qtle	\$673	\$701	\$669	\$718	\$673
Median	481	498	516	548	580
3rd Qtle	426	445	470	489	524

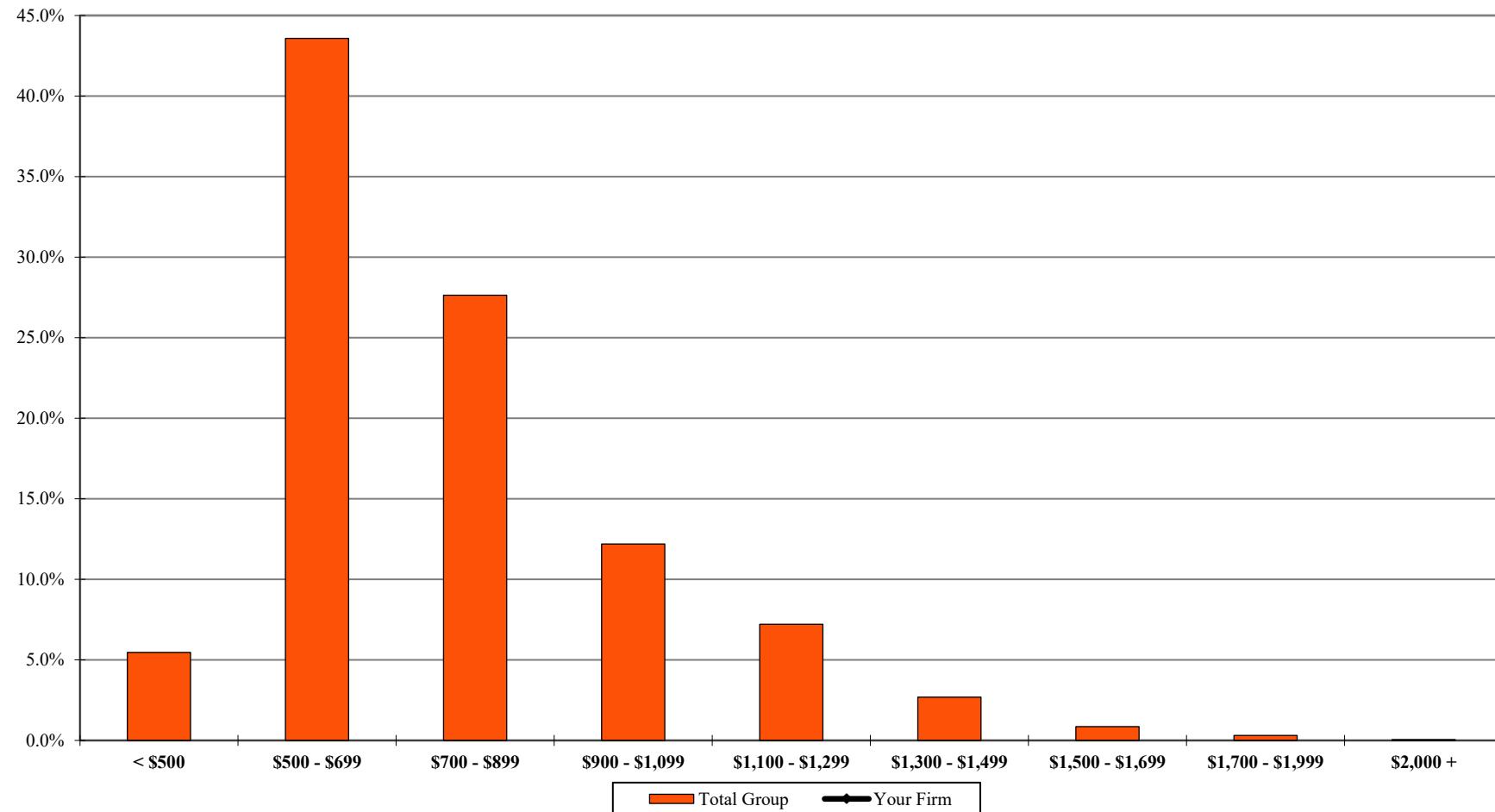
Additional detail can be found on Pages 79 and 100.

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Distribution of Non-Equity Partner Standard Billing Rates**As of January 1, 2025*

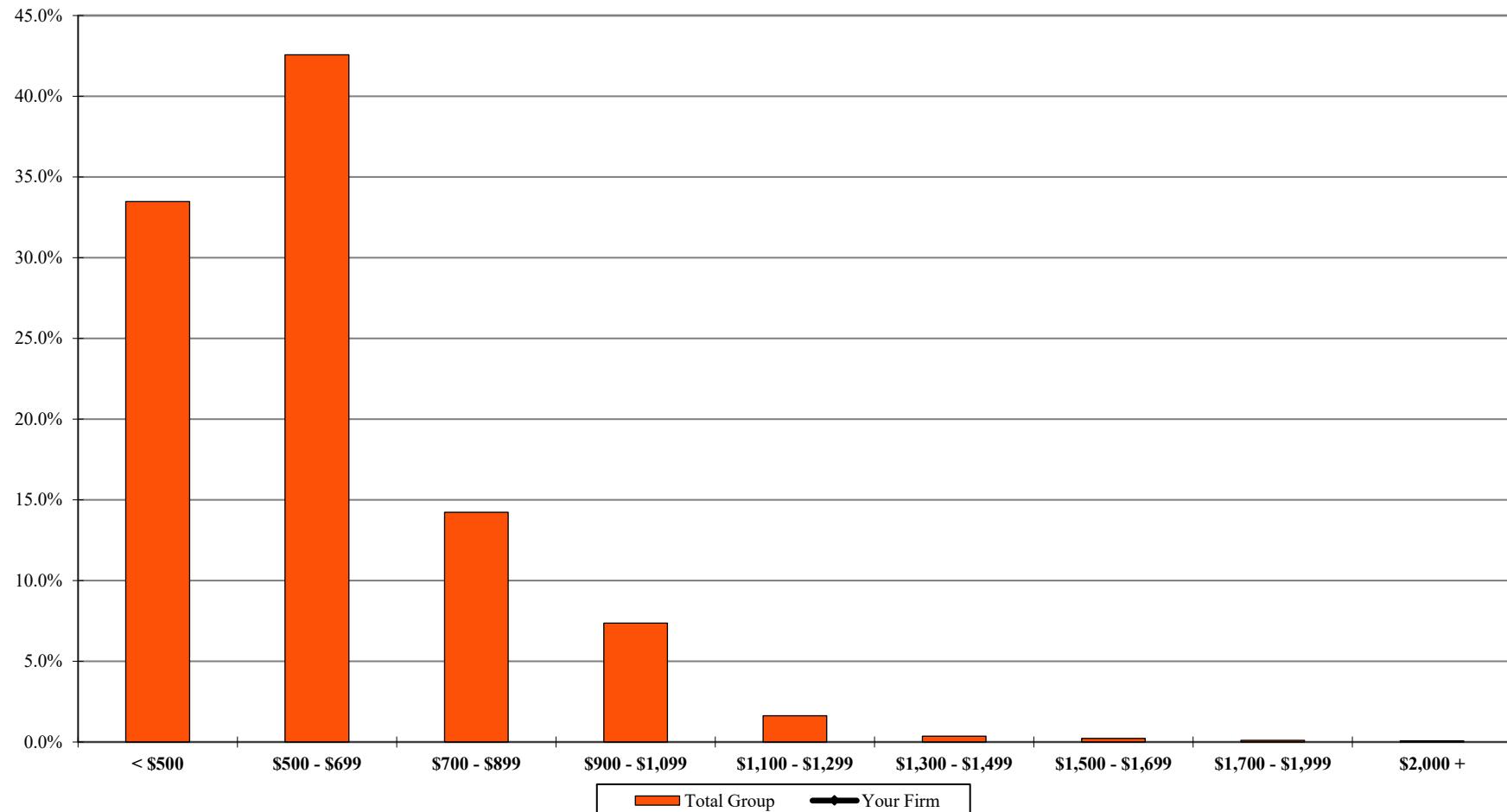
	< \$500	\$500 - \$699	\$700 - \$899	\$900 - \$1,099	\$1,100 - \$1,299	\$1,300 - \$1,499	\$1,500 - \$1,699	\$1,700 - \$1,999	\$2,000 +
Your Firm									
Total Group	5.5%	43.6%	27.6%	12.2%	7.2%	2.7%	0.9%	0.3%	0.1%

Additional detail can be found on Page 82.

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Distribution of Non-Equity Partner Billed Rates¹**For the 12-month period ending December 31, 2024*

	< \$500	\$500 - \$699	\$700 - \$899	\$900 - \$1,099	\$1,100 - \$1,299	\$1,300 - \$1,499	\$1,500 - \$1,699	\$1,700 - \$1,999	\$2,000 +
Your Firm									
Total Group	33.5%	42.6%	14.2%	7.4%	1.6%	0.4%	0.2%	0.1%	0.1%

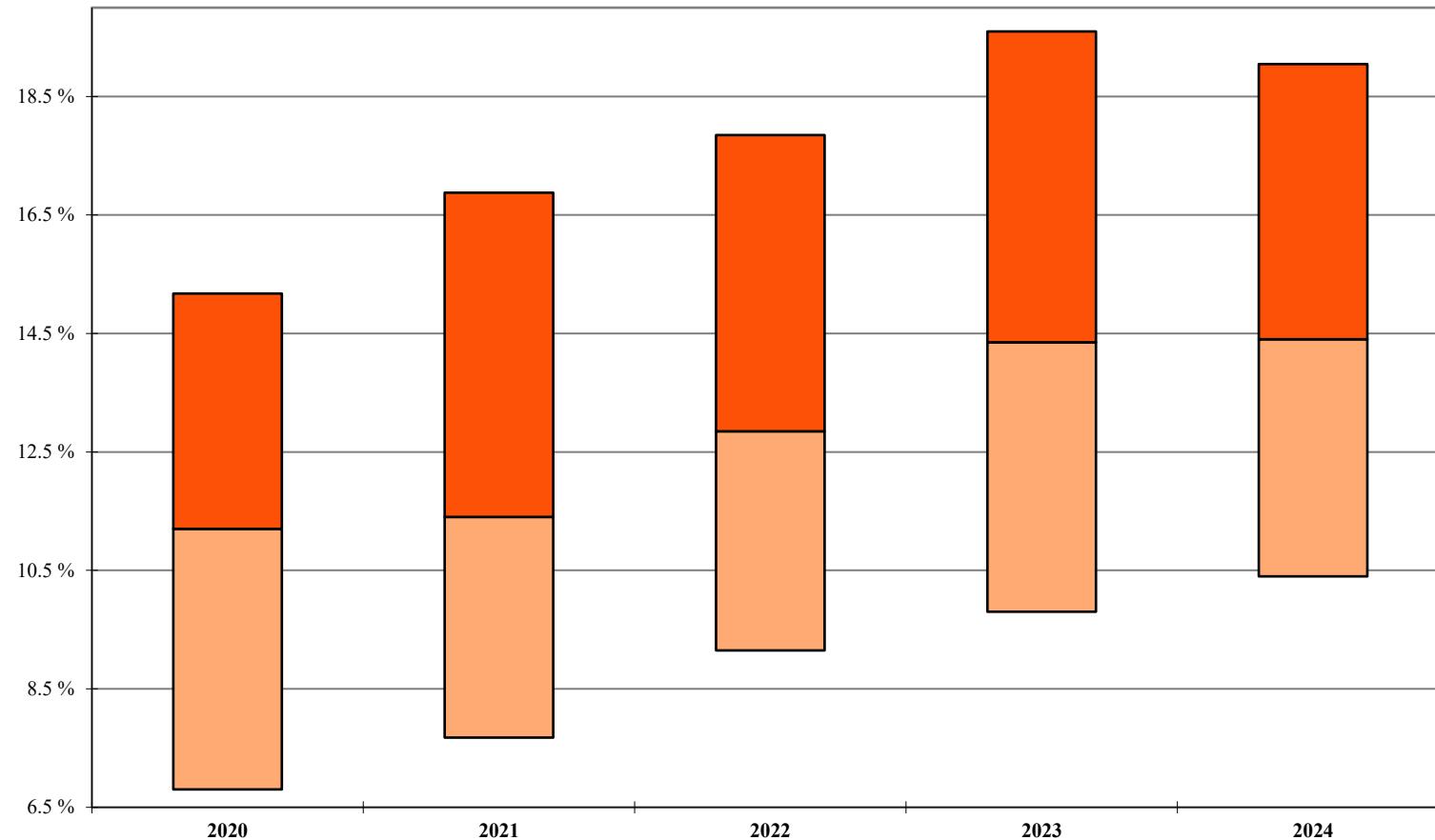
¹ Calculated by taking the actual value of amount billed during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

Additional detail can be found on Page 103.

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Non-Equity Partner Discounting¹*For the 12-month period ending December 31st of the stated year***Your Firm**

	2020	2021	2022	2023	2024
1st Qtile	15.2%	16.9%	17.9%	19.6%	19.1%
Median	11.2%	11.4%	12.9%	14.4%	14.4%
3rd Qtile	6.8%	7.7%	9.2%	9.8%	10.4%

¹ Calculated as 100% minus the Average Billed Rate Realization for the 12-month period.

Additional detail can be found on Page 111.

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

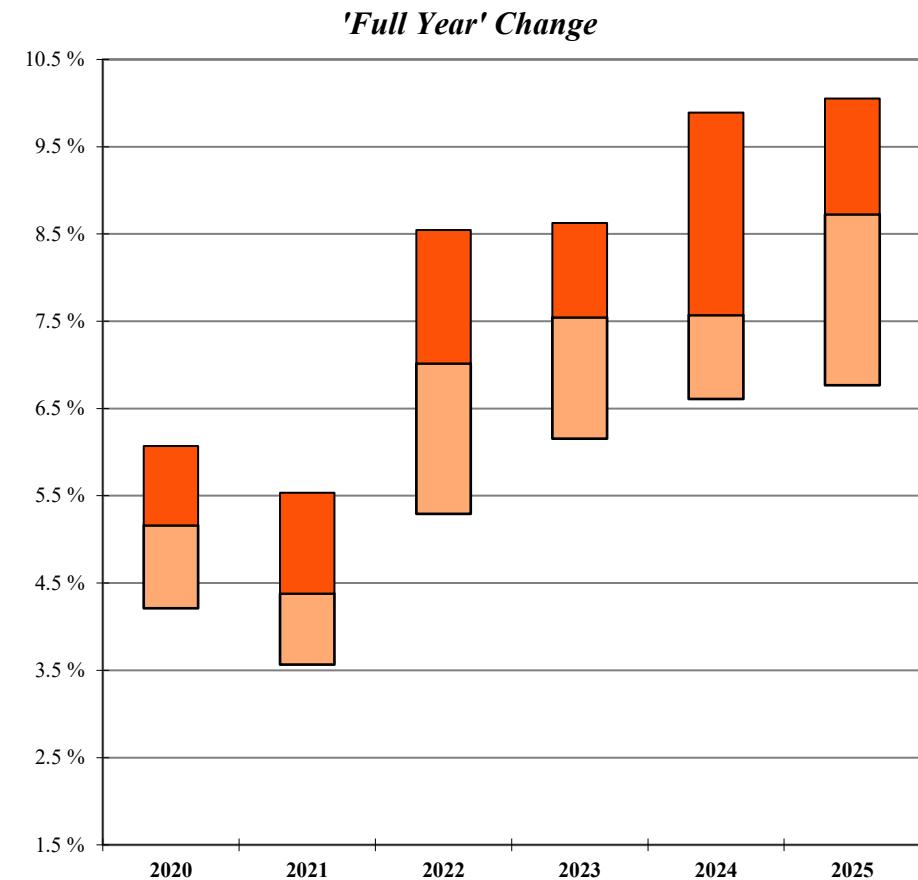
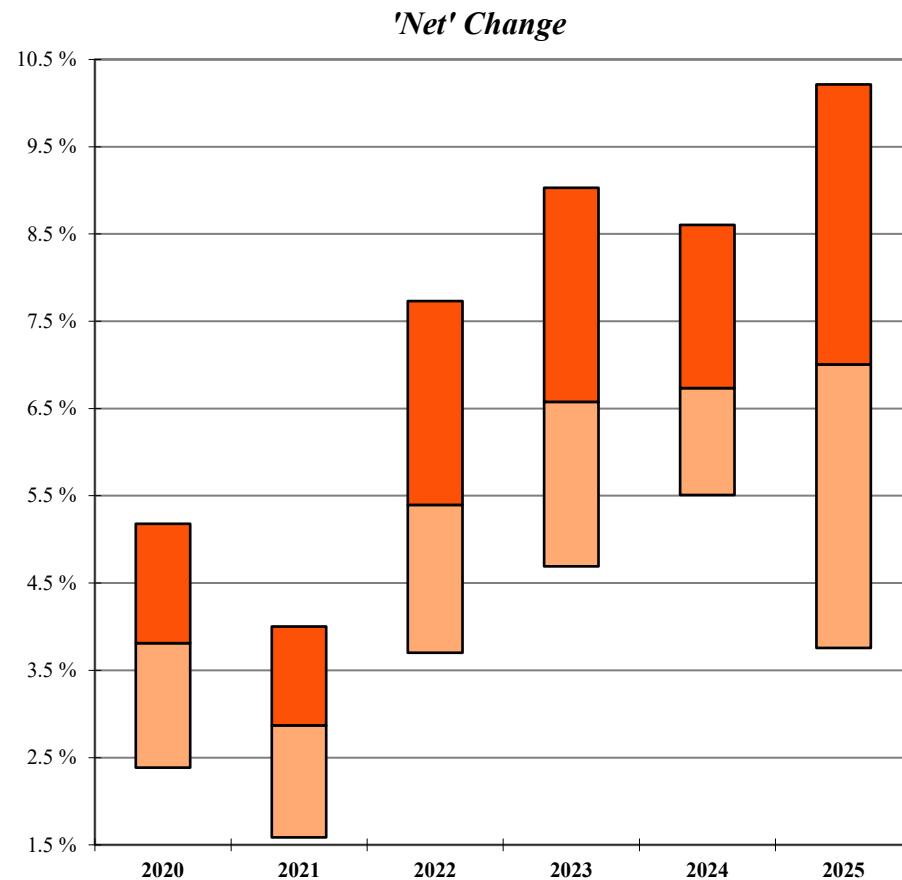
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Annual Change¹ : Non-Equity Partner Standard Rates

As of January 1st of the stated year



Your Firm	2020	2021	2022	2023	2024	2025
1st Qtle	5.2%	4.0%	7.7%	9.0%	8.6%	10.2%
Median	3.8%	2.9%	5.4%	6.6%	6.7%	7.0%
3rd Qtle	2.4%	1.6%	3.7%	4.7%	5.5%	3.8%

Your Firm	2020	2021	2022	2023	2024	2025
1st Qtle	6.1%	5.5%	8.5%	8.6%	9.9%	10.1%
Median	5.2%	4.4%	7.0%	7.5%	7.6%	8.7%
3rd Qtle	4.2%	3.6%	5.3%	6.2%	6.6%	6.8%

¹ 'Net' Change is the overall change in the average Standard Billing Rate for the stated year; 'Full Year' Change is calculated only for those Non-Equity Partners who were employed during the entire one year period, excluding Non-Equity Partners who had a title change during the year.

Additional detail can be found on Pages 79 and 87.

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

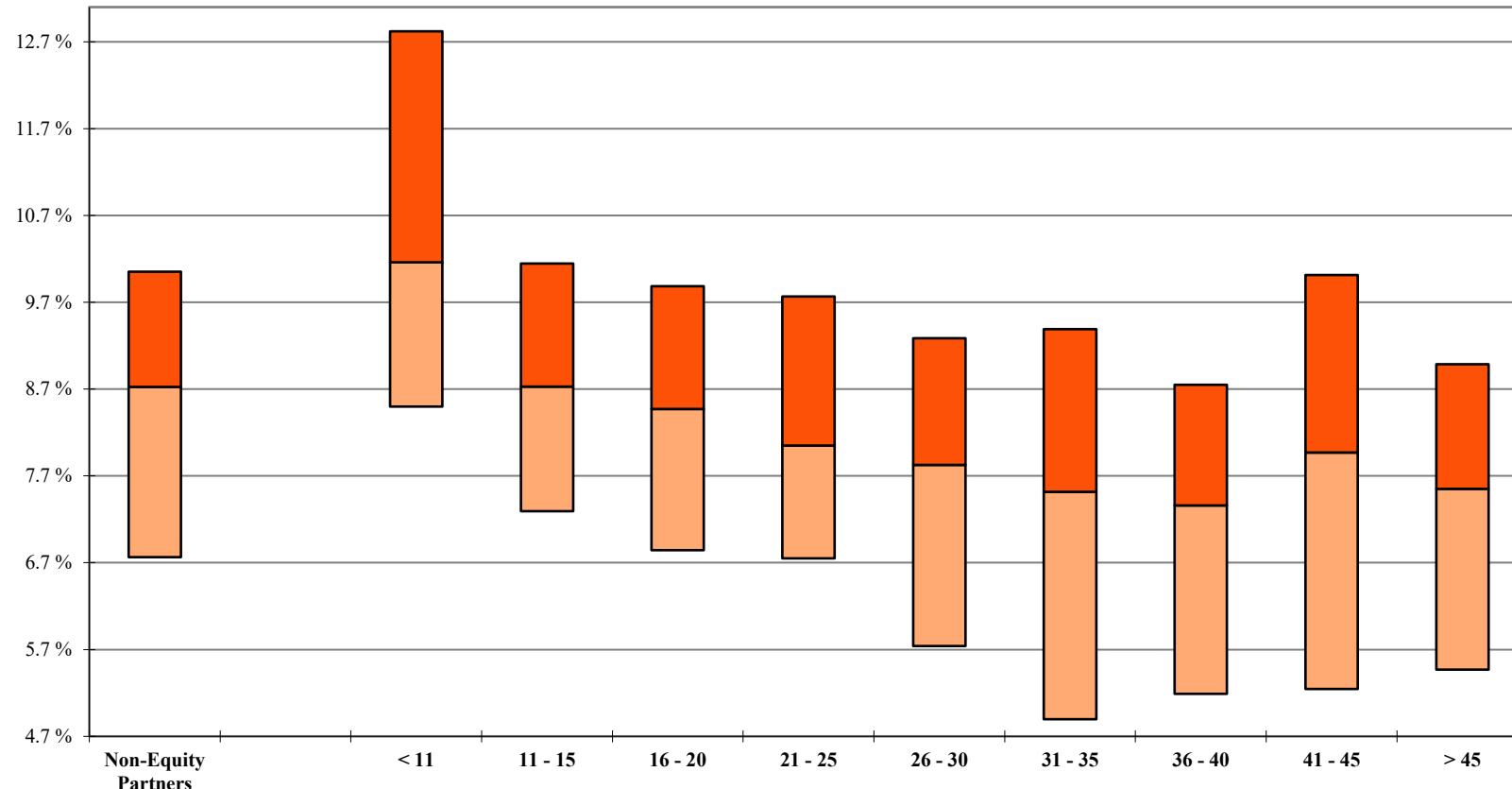
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 'Full Year'¹ Non-Equity Partner Standard Rate Change by Years of Experience

As of January 1, 2025



Your Firm	Non-Equity Partners	Years of Experience								
		< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
1st Qtile	10.1%	12.8%	10.1%	9.9%	9.8%	9.3%	9.4%	8.8%	10.0%	9.0%
Median	8.7%	10.2%	8.7%	8.5%	8.1%	7.8%	7.5%	7.4%	8.0%	7.6%
3rd Qtile	6.8%	8.5%	7.3%	6.8%	6.8%	5.7%	4.9%	5.2%	5.2%	5.5%

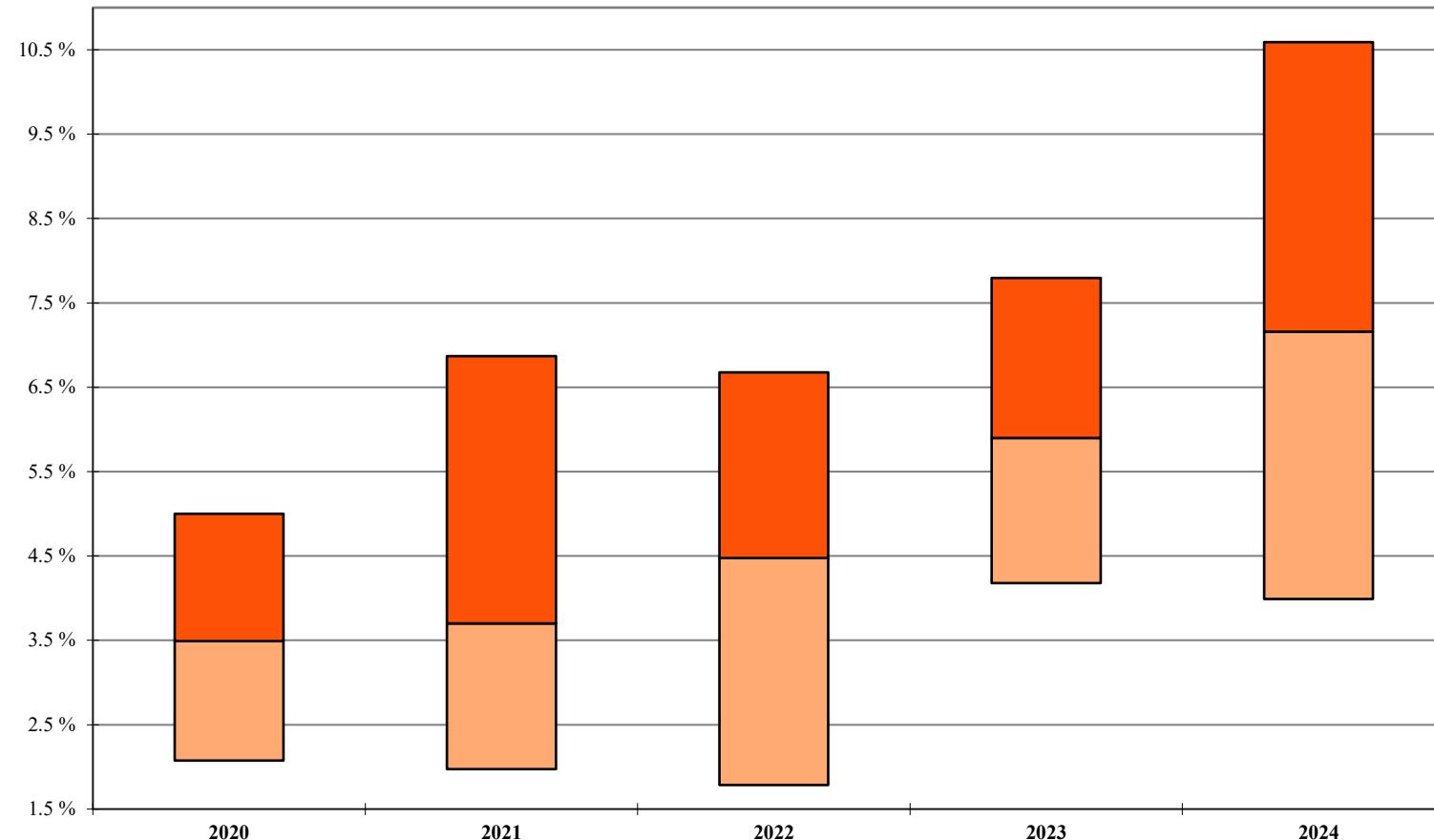
¹ 'Full Year' Change is calculated only for those Non-Equity Partners who were employed during the entire one year period, excluding Non-Equity Partners who had a title change during the year. Additional detail can be found on Page 87.

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Annual Change: Non-Equity Partner Billed Rates**For the 12-month period ending December 31st of the stated year*

Your Firm
1st Qtr
Median
3rd Qtr

	2020	2021	2022	2023	2024
1st Qtr	5.0%	6.9%	6.7%	7.8%	10.6%
Median	3.5%	3.7%	4.5%	5.9%	7.2%
3rd Qtr	2.1%	2.0%	1.8%	4.2%	4.0%

Additional detail can be found on Page 100.

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

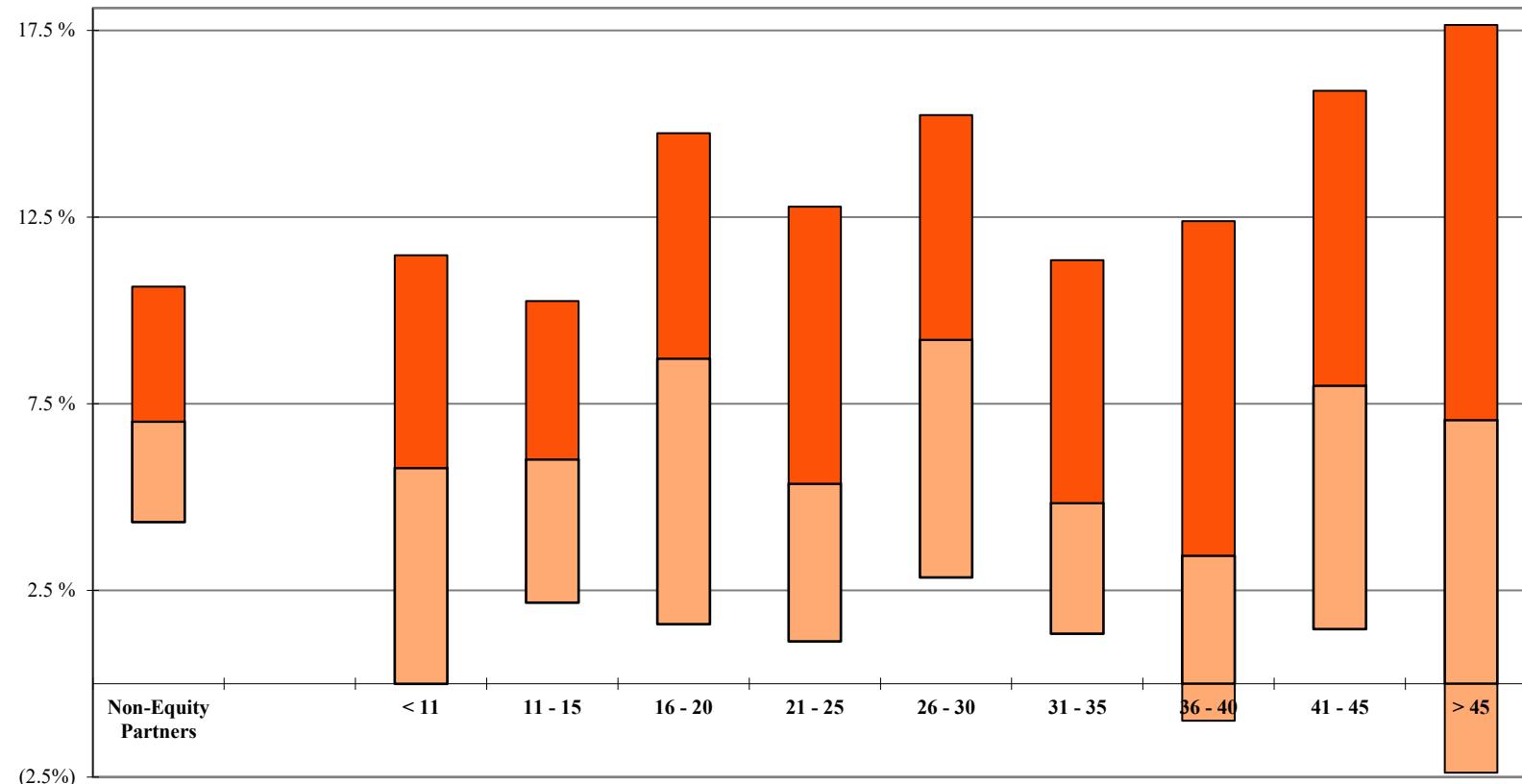
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

'Full Year'¹ Non-Equity Partner Billed Rate Change by Years of Experience

As of January 1, 2025



Your Firm	Non-Equity Partners	Years of Experience								
		< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
1st Qtle	10.6%	11.5%	10.3%	14.8%	12.8%	15.2%	11.4%	12.4%	15.9%	17.7%
Median	7.0%	5.8%	6.0%	8.7%	5.4%	9.2%	4.8%	3.4%	8.0%	7.1%
3rd Qtle	4.3%	0.0%	2.2%	1.6%	1.1%	2.9%	1.3%	(1.0%)	1.5%	(2.4%)

¹ 'Full Year' Change is calculated only for those Non-Equity Partners who were employed during the entire one year period, excluding Non-Equity Partners who had a title change during the year. Additional detail can be found on Page 108.

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

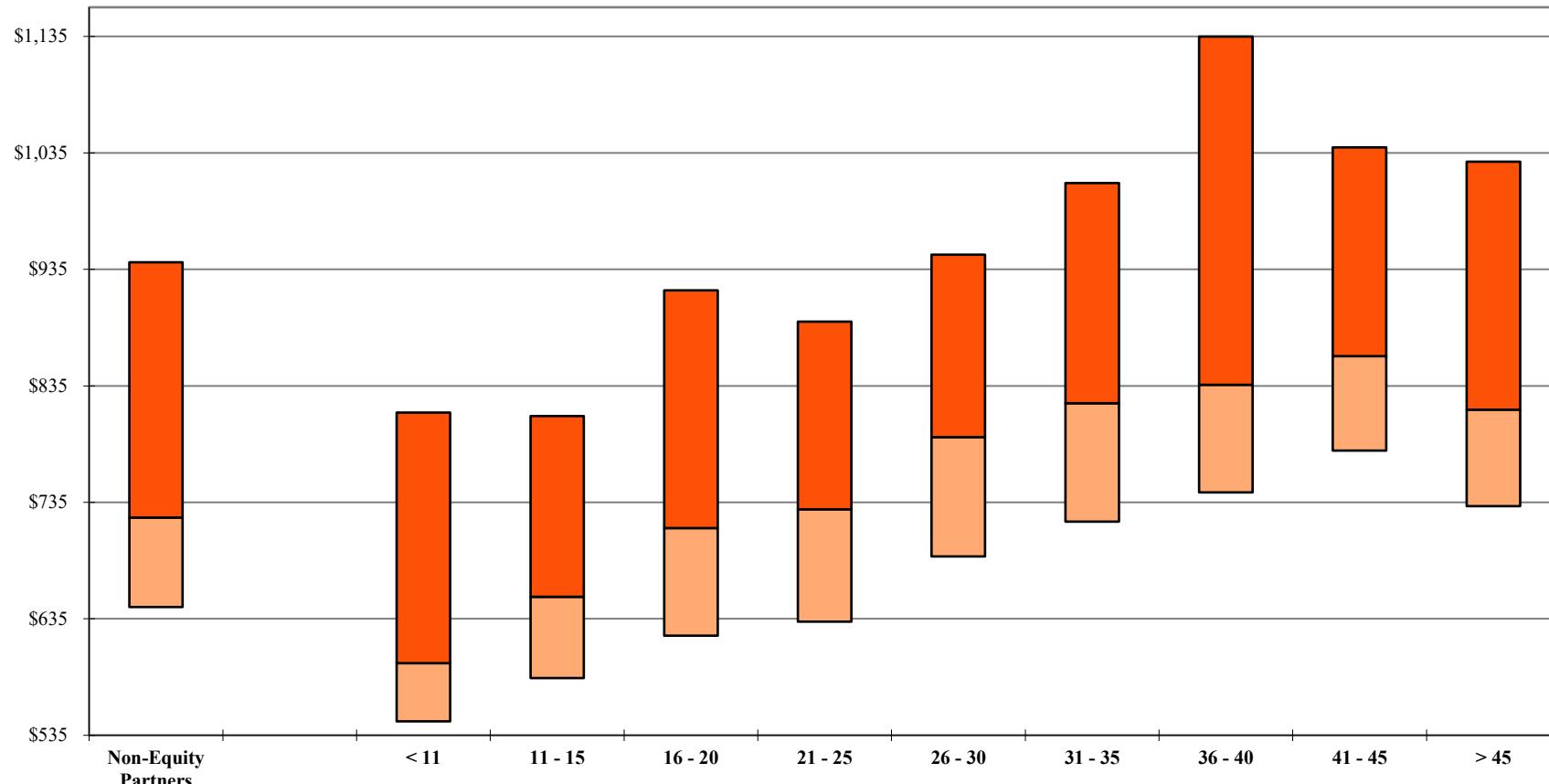
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Non-Equity Partner Standard Rates by Years of Experience

As of January 1, 2025



	Non-Equity Partners	Years of Experience								
		< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
Your Firm										
1st Qtle	\$941	\$812	\$809	\$917	\$890	\$948	\$1,009	\$1,135	\$1,040	\$1,028
Median	722	597	654	713	729	791	820	836	861	815
3rd Qtle	645	547	584	621	633	689	719	744	780	732

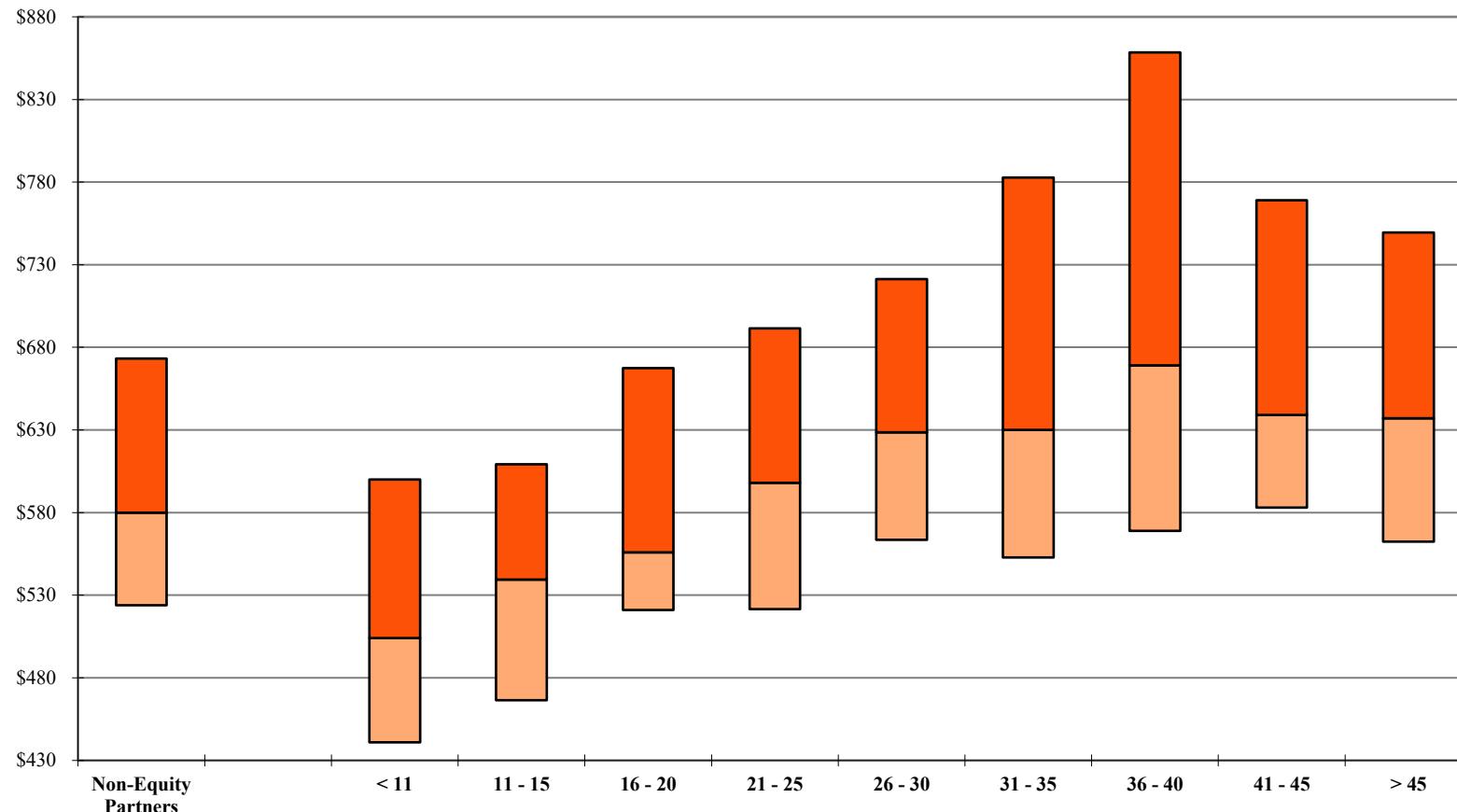
Additional detail can be found on Page 79.

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Non-Equity Partner Billed Rates by Years of Experience*For the 12-month period ending December 31, 2024*

Your Firm	Non-Equity Partners	Years of Experience								
		< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
1st Qtile	\$673	\$600	\$609	\$668	\$692	\$721	\$783	\$859	\$769	\$750
Median	580	504	540	556	598	629	630	669	639	637
3rd Qtile	524	441	467	521	522	564	553	569	583	563

Additional detail can be found on Page 100.

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

** omitted due to insufficient data

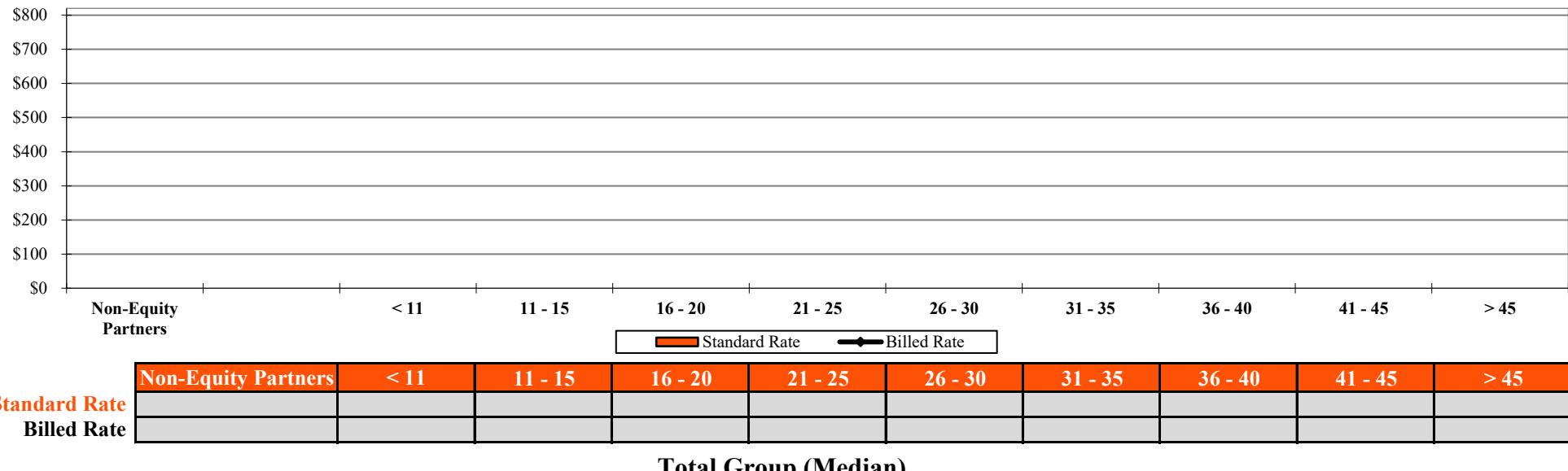
2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

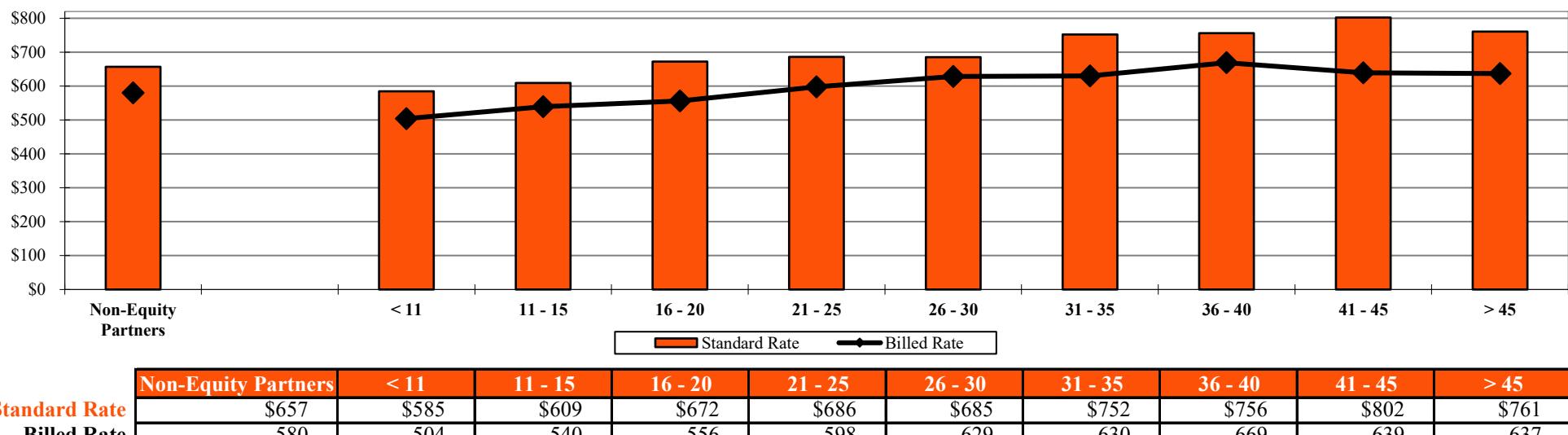
Non-Equity Partner Standard vs. Billed Rates by Years of Experience

Standard Rates at January 1, 2024; Billed Rates for the 12-month period ending December 31, 2024

Your Firm



Total Group (Median)



Additional detail can be found on Page 100.

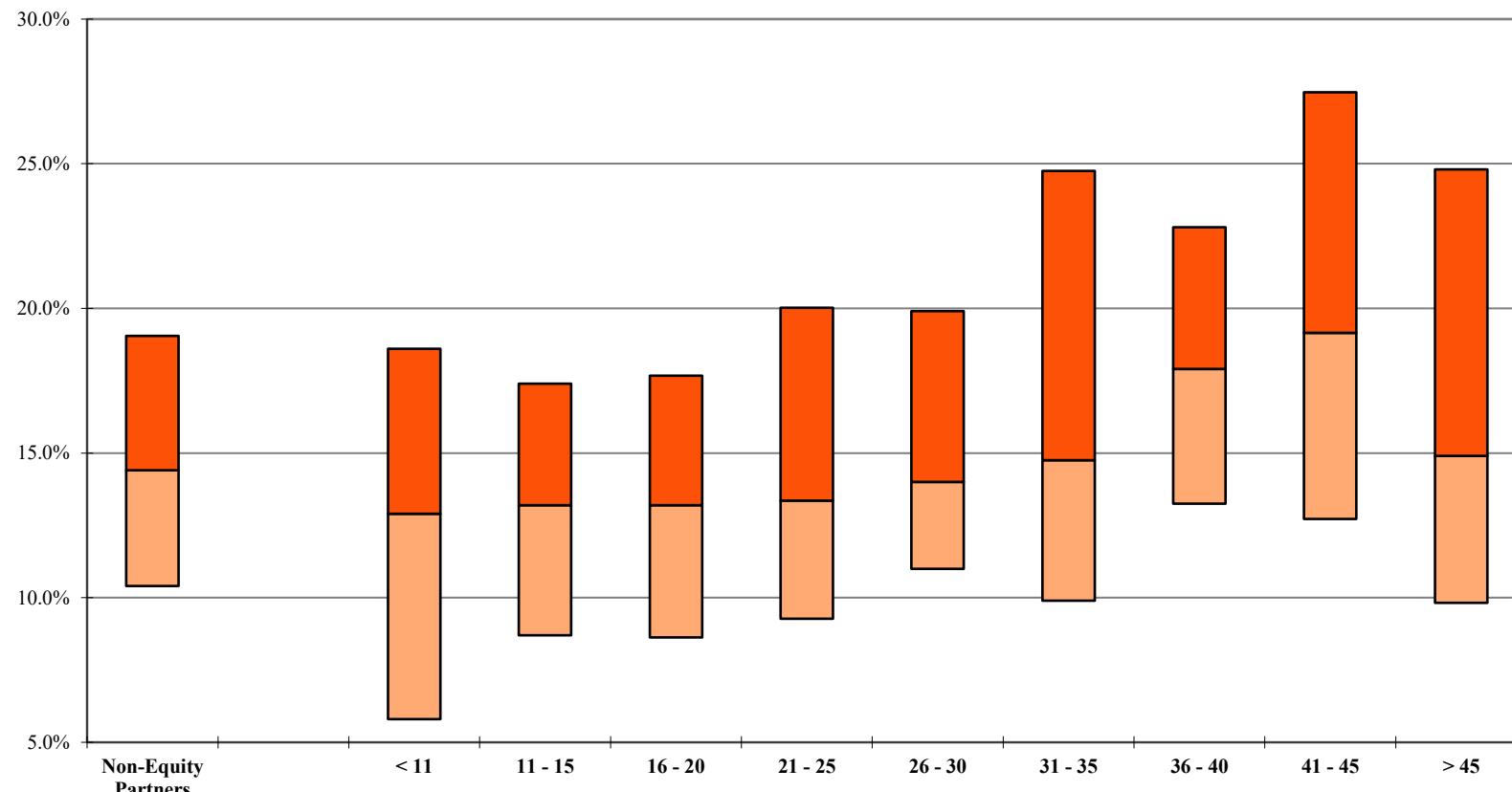
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Non-Equity Partner Discounting¹ by Years of Experience

For the 12-month period ending December 31, 2024



Your Firm	Non-Equity Partners	Years of Experience								
		< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
1st Qtrle	19.1%	18.6%	17.4%	17.7%	20.0%	19.9%	24.8%	22.8%	27.5%	24.8%
Median	14.4%	12.9%	13.2%	13.2%	13.4%	14.0%	14.8%	17.9%	19.2%	14.9%
3rd Qtrle	10.4%	5.8%	8.7%	8.6%	9.3%	11.0%	9.9%	13.3%	12.7%	9.8%

¹ Calculated as 100% minus the Average Billed Rate Realization for the 12-month period.

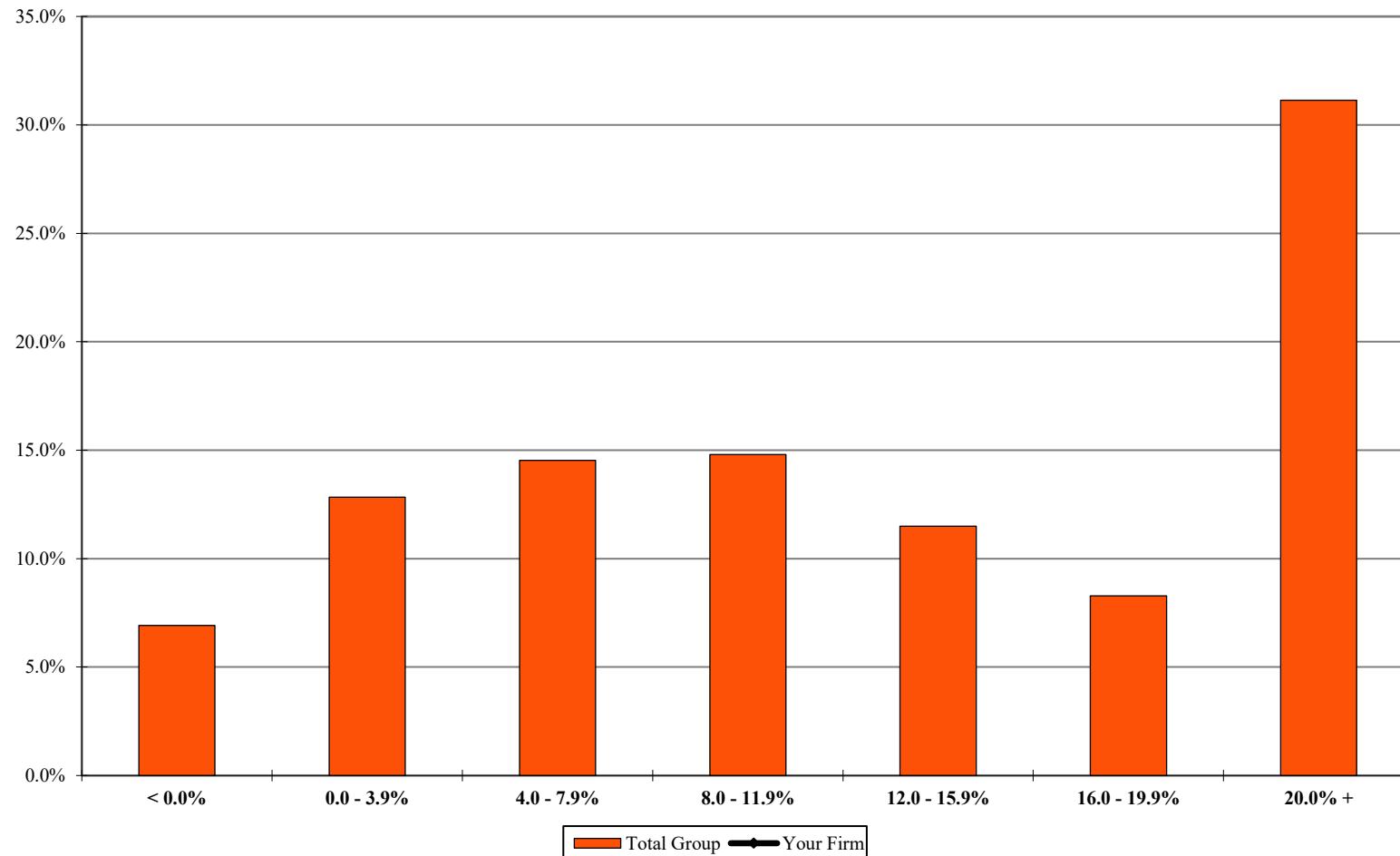
Additional detail can be found on Page 111.

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Distribution of Non-Equity Partners by Discount Levels*¹*For the 12-month period ending December 31, 2024*

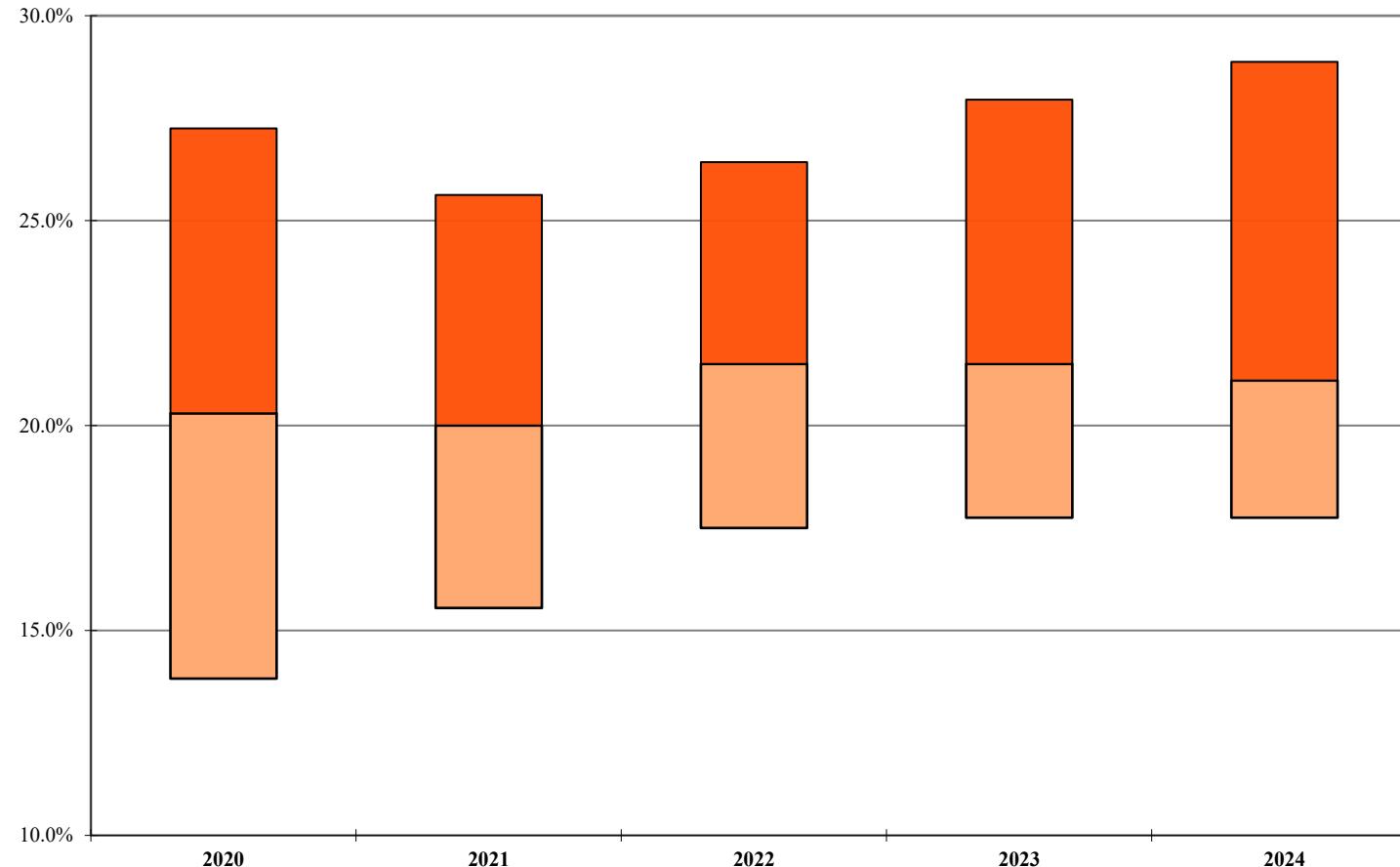
	< 0.0%	0.0 - 3.9%	4.0 - 7.9%	8.0 - 11.9%	12.0 - 15.9%	16.0 - 19.9%	20.0% +
Your Firm							
Total Group	6.9%	12.8%	14.5%	14.8%	11.5%	8.3%	31.1%

¹ Includes the percentage of corresponding full-time, full-year individuals at each level. Discounting is calculated as 100% minus the Average Billed Rate Realization for the 12-month period. Additional detail can be found on Page 114.

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Non-Equity Partner Hours as a Percentage of All Attorney Hours*For the 12-month period ending December 31st of the stated year*

Your Firm
1st Qtrle
Median
3rd Qtrle

	2020	2021	2022	2023	2024
1st Qtrle	27.3%	25.6%	26.4%	28.0%	28.9%
Median	20.3%	20.0%	21.5%	21.5%	21.1%
3rd Qtrle	13.8%	15.6%	17.5%	17.8%	17.8%

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

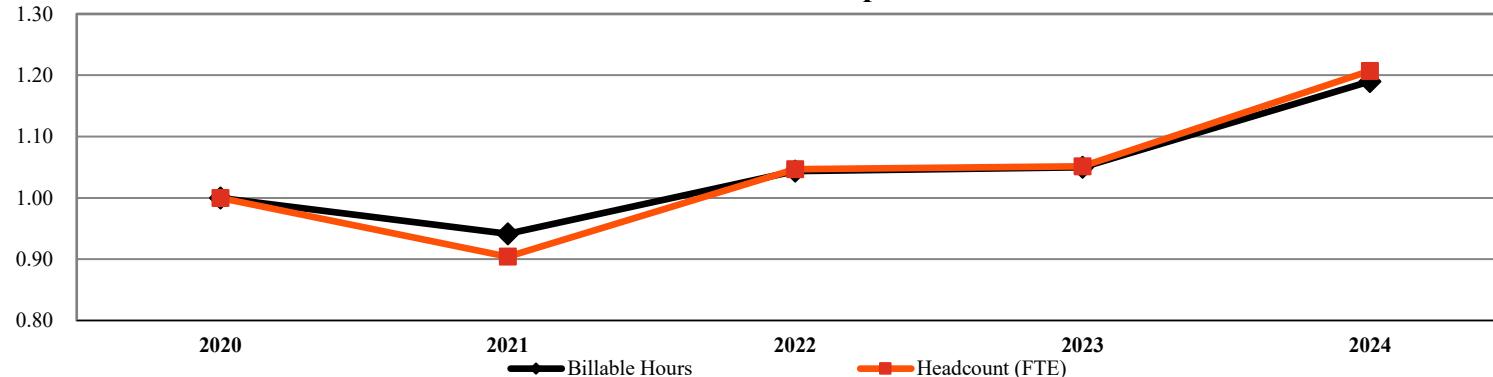
Non-Equity Partner Capacity¹

For the 12-month period ending December 31st of the stated year

Your Firm



Your Firm	2020	2021	2022	2023	2024	% Chg: '20-'24
	Billable Hours	Headcount (FTE)	Billable Hours	Headcount (FTE)	Billable Hours	Headcount (FTE)
Billable Hours						
Headcount (FTE)						

Total Group²

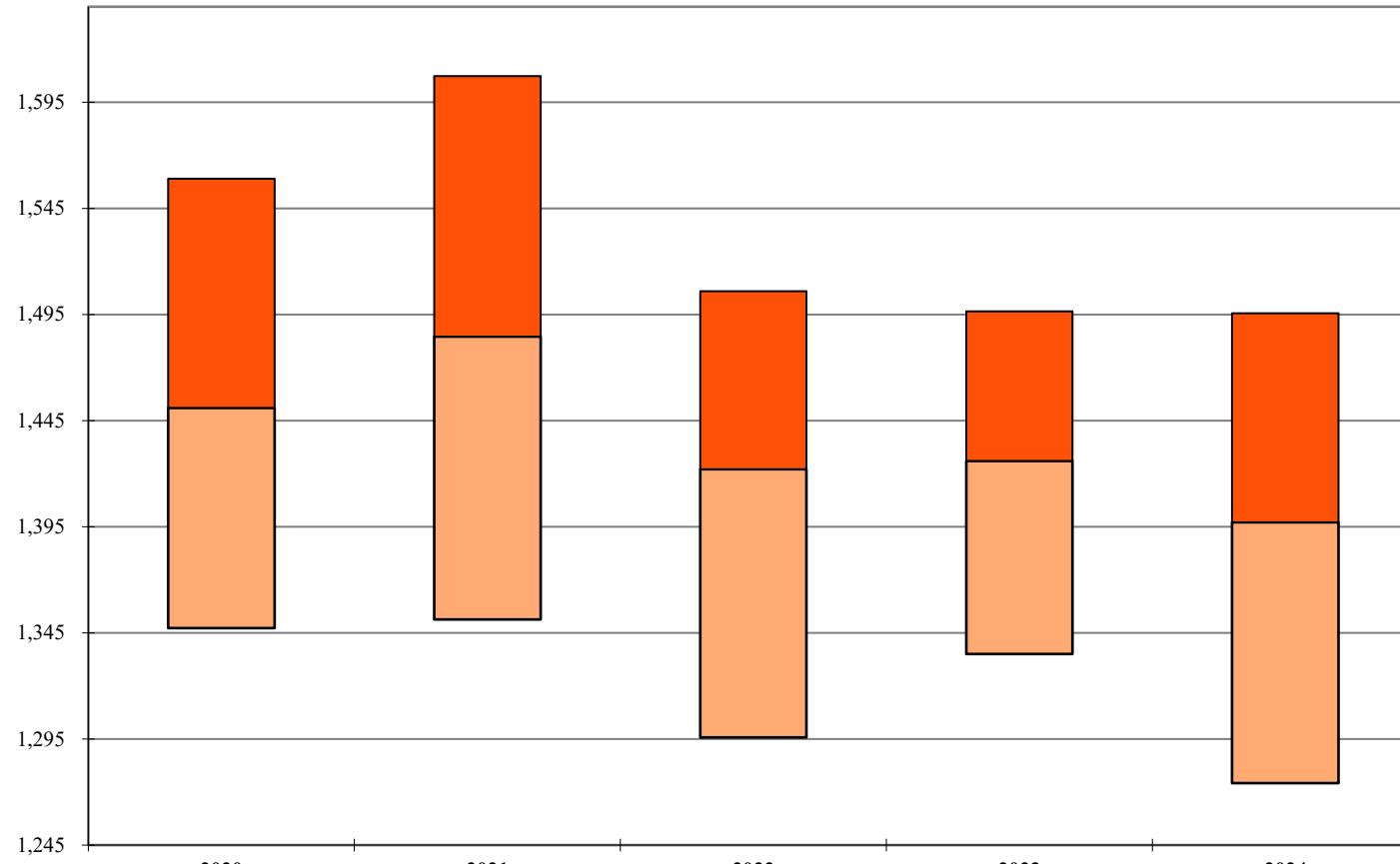
Total Group	2020	2021	2022	2023	2024	% Chg: '20-'24
	Billable Hours	Headcount (FTE)	Billable Hours	Headcount (FTE)	Billable Hours	Headcount (FTE)
Billable Hours	2,696,191	2,538,086	2,814,470	2,830,189	3,208,470	19.0%
Headcount (FTE)	1,900	1,718	1,990	1,999	2,294	20.7%

¹ Includes only those Firms that participated for the past 5 years; All values indexed to 2020.² Number of members represented in the group results: 27

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Non-Equity Partner Utilization*For the 12-month period ending December 31st of the stated year*

Your Firm

1st Qtle

Median

3rd Qtle

	2020	2021	2022	2023	2024	Change: '20-'24
Utilization	1,559	1,607	1,506	1,497	1,496	(64)
Change: '20-'24						
Utilization	1,451	1,485	1,422	1,426	1,397	(54)
Change: '20-'24						
Utilization	1,347	1,351	1,296	1,335	1,274	(73)

Additional detail can be found on Page 117.

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

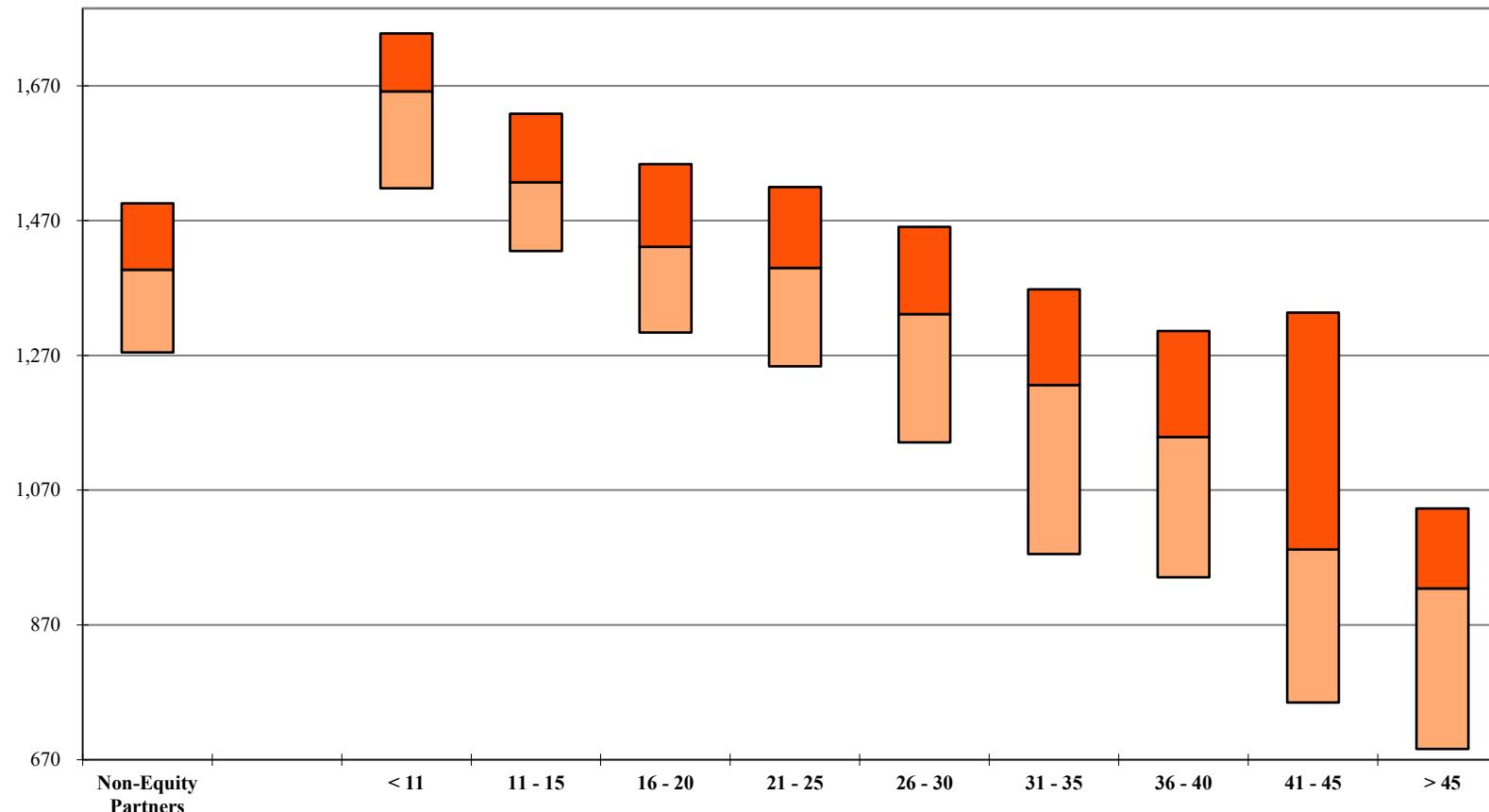
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Non-Equity Partner Utilization by Years of Experience

For the 12-month period ending December 31, 2024



Your Firm	Non-Equity Partners	Years of Experience								
		< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
1st Qtle	1,496	1,748	1,629	1,554	1,520	1,461	1,368	1,306	1,334	1,043
Median	1,397	1,662	1,527	1,431	1,400	1,332	1,226	1,149	982	924
3rd Qtle	1,274	1,518	1,425	1,304	1,254	1,141	975	941	755	686

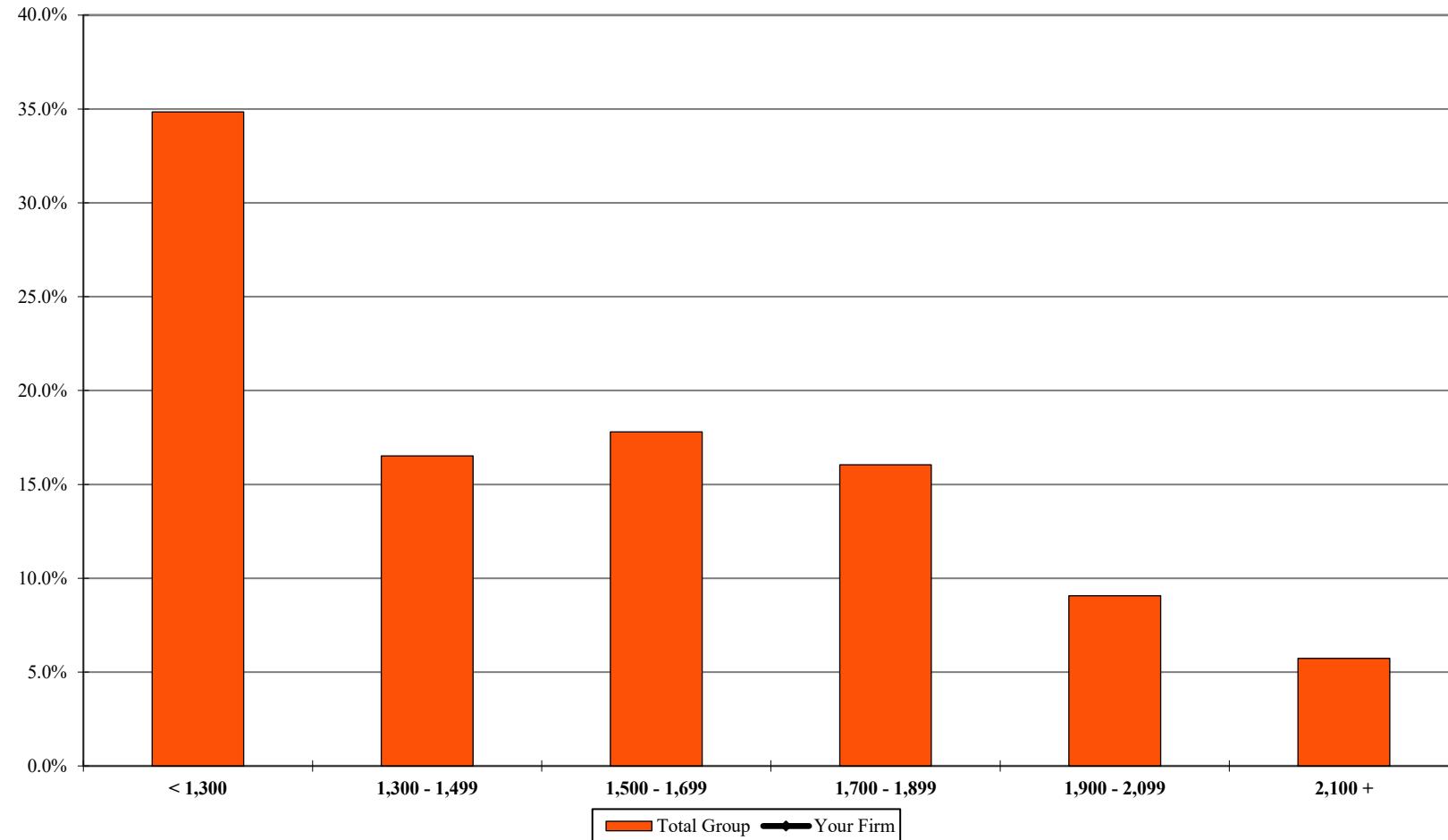
Additional detail can be found on Page 117.

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Distribution of Non-Equity Partners by Utilization Levels¹*For the 12-month period ending December 31, 2024*

Your Firm	Total Group
< 1,300	34.8%
1,300 - 1,499	16.5%
1,500 - 1,699	17.8%
1,700 - 1,899	16.0%
1,900 - 2,099	9.1%
2,100 +	5.7%

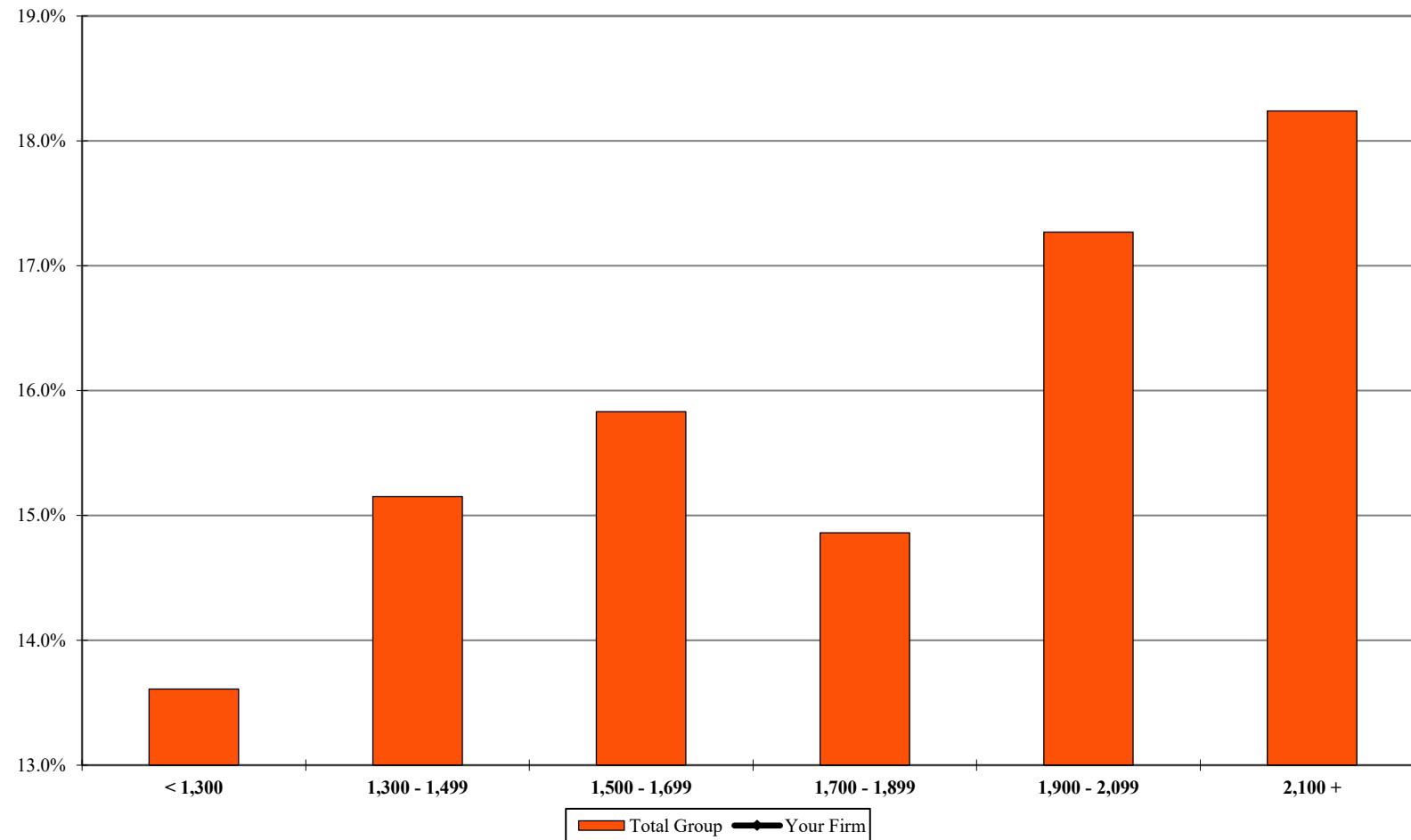
¹ Includes the percentage of corresponding full-time, full-year individuals at each utilization level.

Additional detail can be found on Page 120.

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

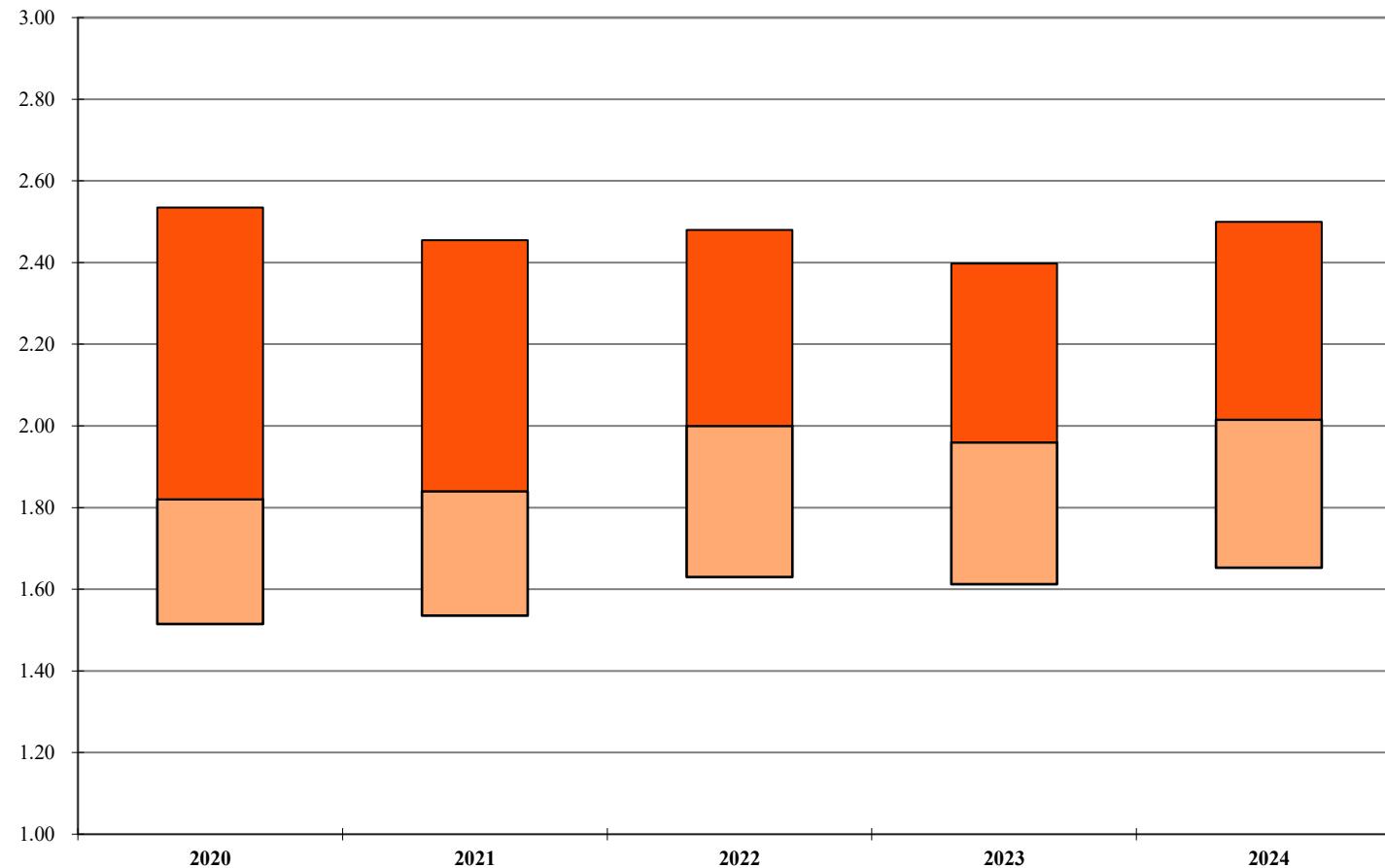
Non-Equity Partner Discounting¹ by Utilization Levels*For the 12-month period ending December 31, 2024*

	< 1,300	1,300 - 1,499	1,500 - 1,699	1,700 - 1,899	1,900 - 2,099	2,100 +
Your Firm						
Total Group	13.6%	15.2%	15.8%	14.9%	17.3%	18.2%

¹ Includes the percentage of corresponding full-time, full-year individuals at each utilization level. Discounting is calculated as 100% minus the Average Billed Rate Realization for the 12-month period.

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Associate Leverage*¹*For the 12-month period ending December 31st of the stated year*

Your Firm
1st Qtle
Median
3rd Qtle

	2020	2021	2022	2023	2024
1st Qtle	2.54	2.46	2.48	2.40	2.50
Median	1.82	1.84	2.00	1.96	2.02
3rd Qtle	1.52	1.54	1.63	1.61	1.65

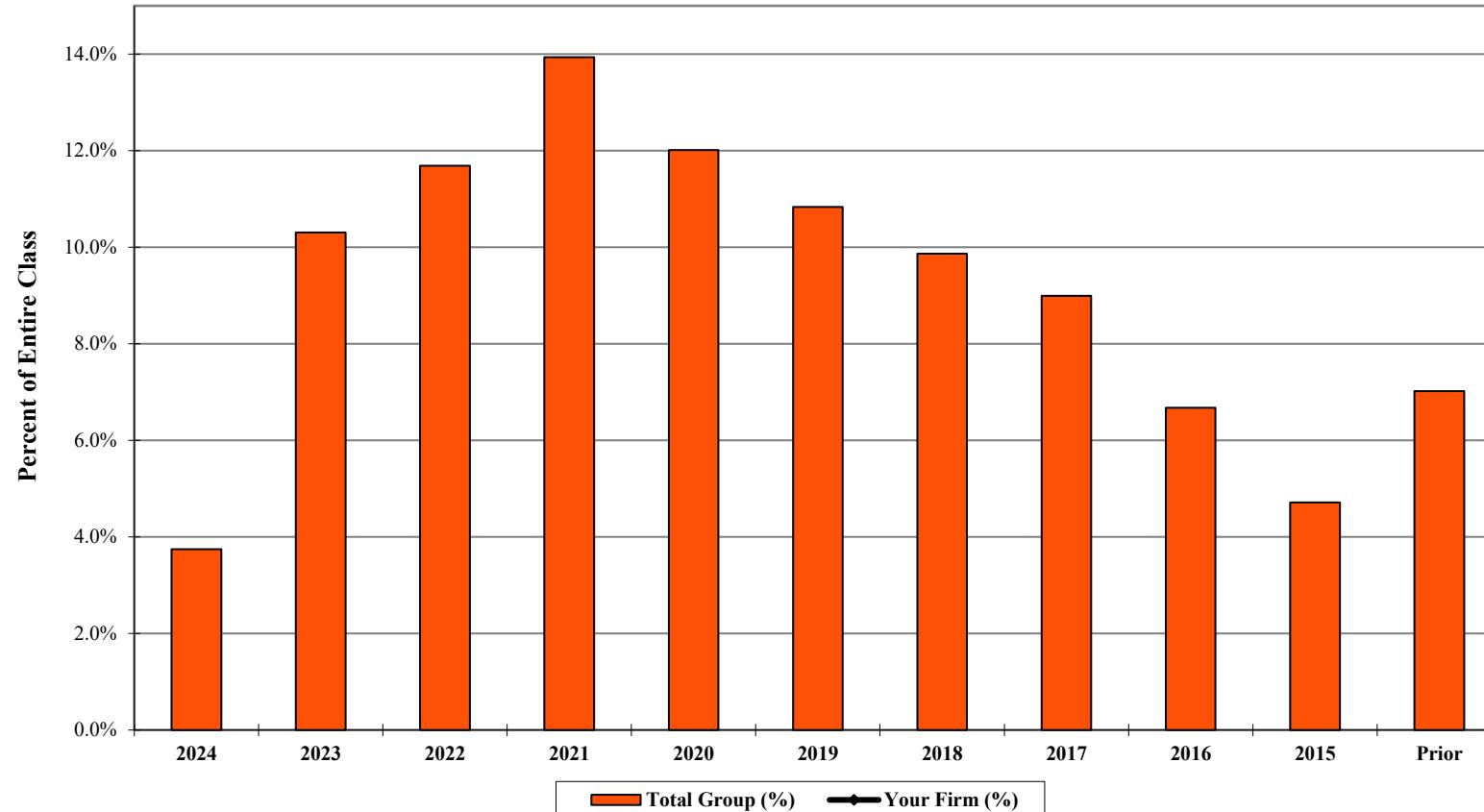
¹ Ratio of Other Attorneys to Associates. Other Attorneys include Equity Partners, Non-Equity Partners, Sr./Staff/eDiscovery Attorneys. Of Counsel attorneys are excluded from this calculation.

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Distribution of Associates by Law Class Year**For the 12-month period ending December 31, 2024*

Law Class Year											
	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015	Prior
Your Firm (%)											
Your Firm (FTE)											
Total Group (%)	3.7%	10.3%	11.7%	13.9%	12.0%	10.8%	9.9%	9.0%	6.7%	4.7%	7.0%
Total Group (FTE)	202	555	629	750	647	583	531	484	359	254	378

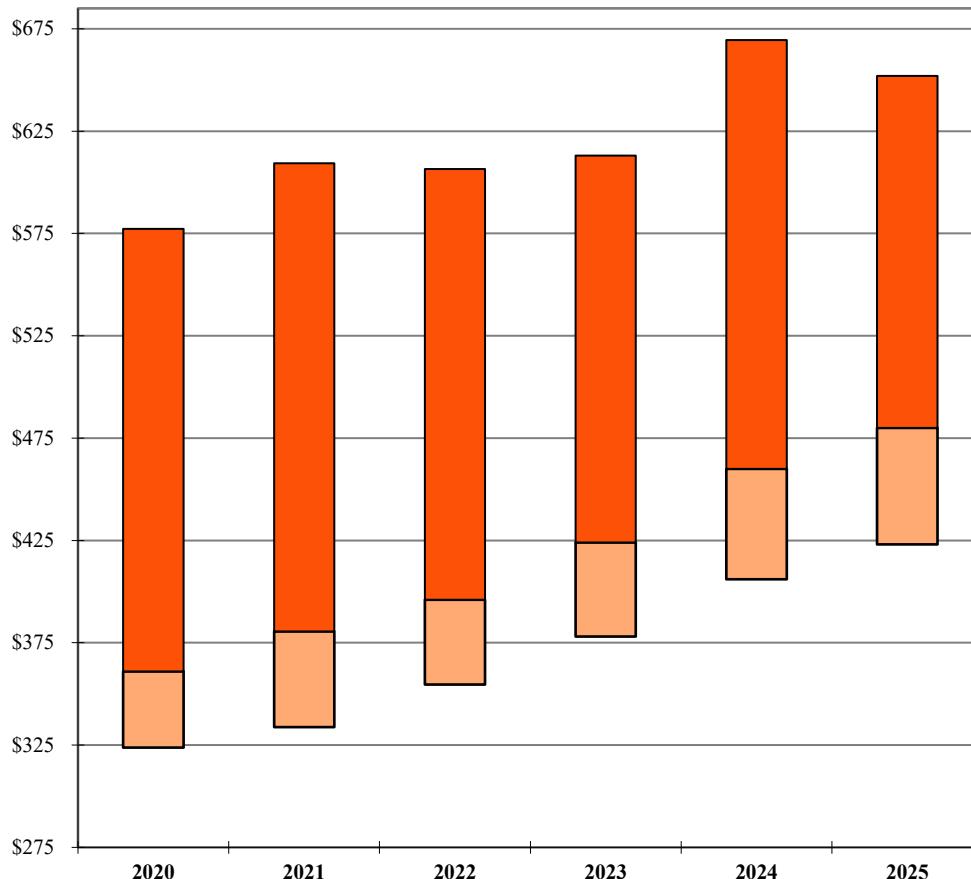
2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Associate Rates

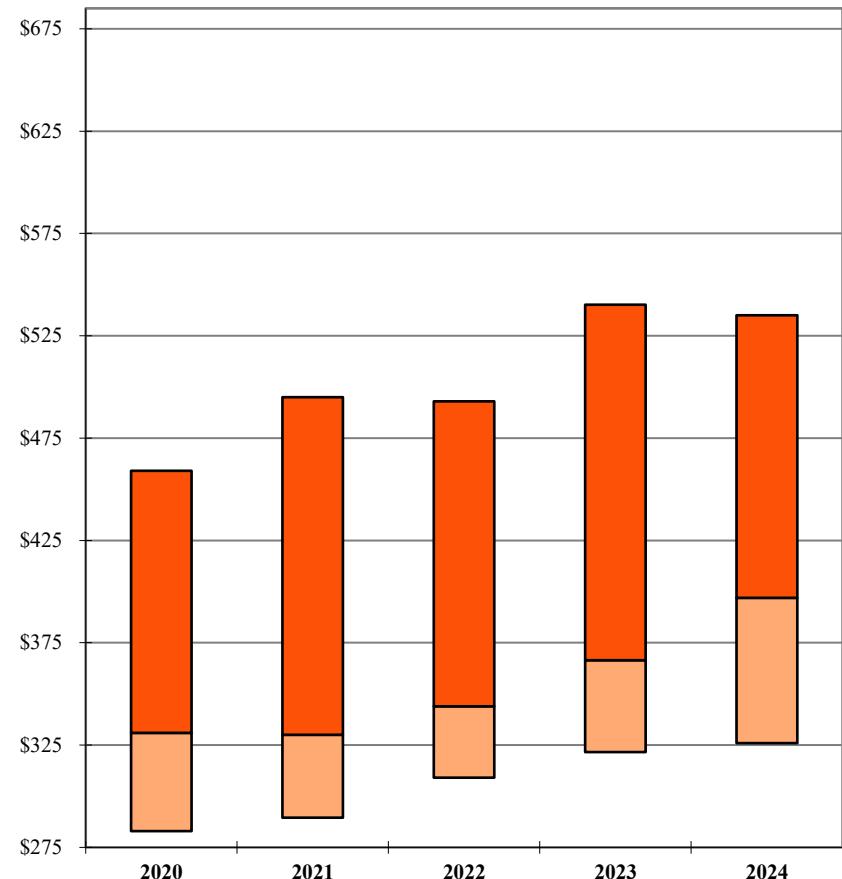
Standard Rates

As of January 1st of the stated year



Billed Rates

For the 12-month period ending December 31st of the stated year



Your Firm

	2020	2021	2022	2023	2024	2025
1st Qtle	\$577	\$609	\$607	\$613	\$670	\$652
Median	361	381	396	424	460	480
3rd Qtle	324	334	355	378	406	423

Your Firm

	2020	2021	2022	2023	2024
1st Qtle	\$459	\$495	\$493	\$540	\$535
Median	331	330	344	367	397
3rd Qtle	283	290	309	322	326

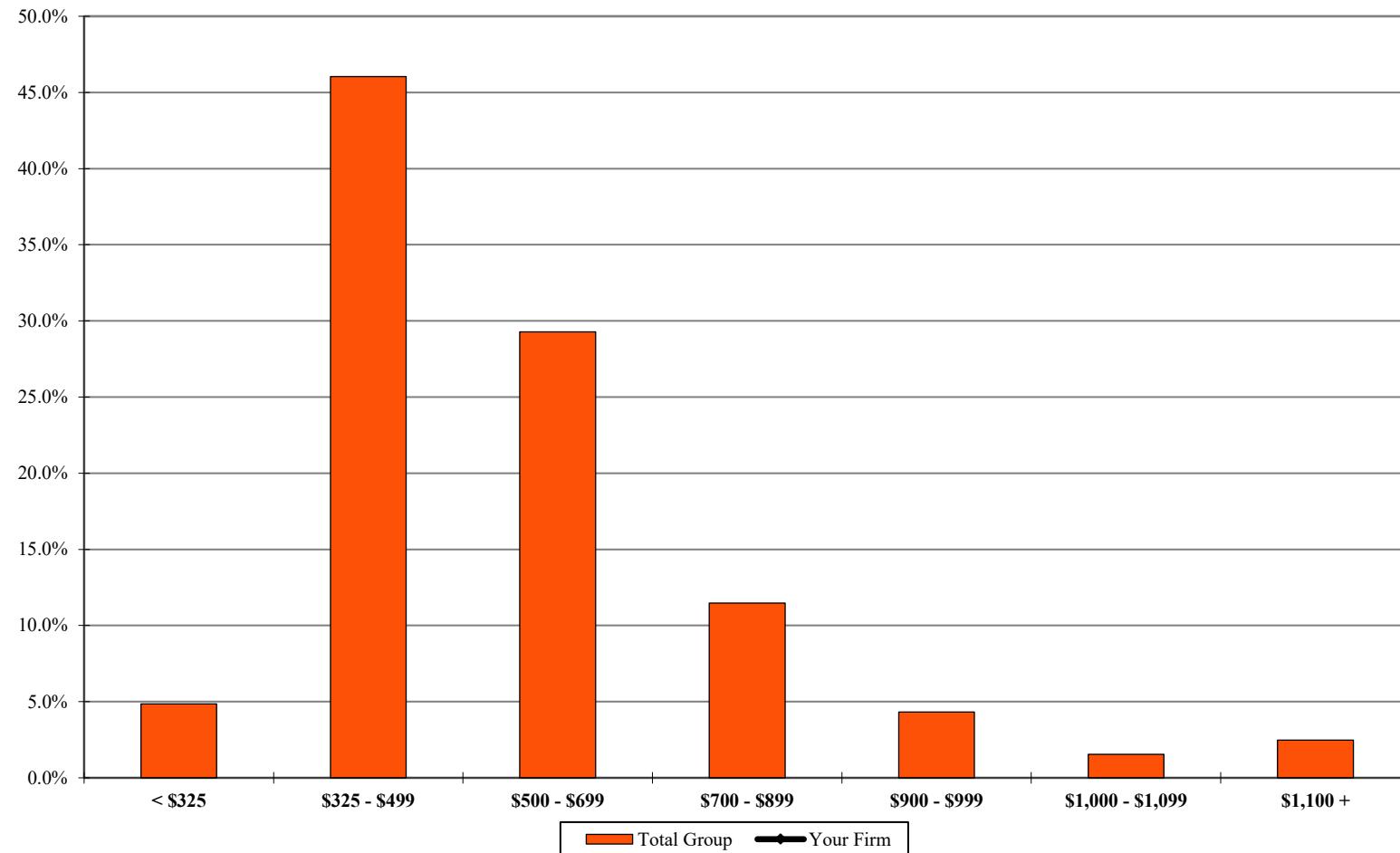
Additional detail can be found on Pages 84 and 105.

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Distribution of Associate Standard Billing Rates**As of January 1, 2025*

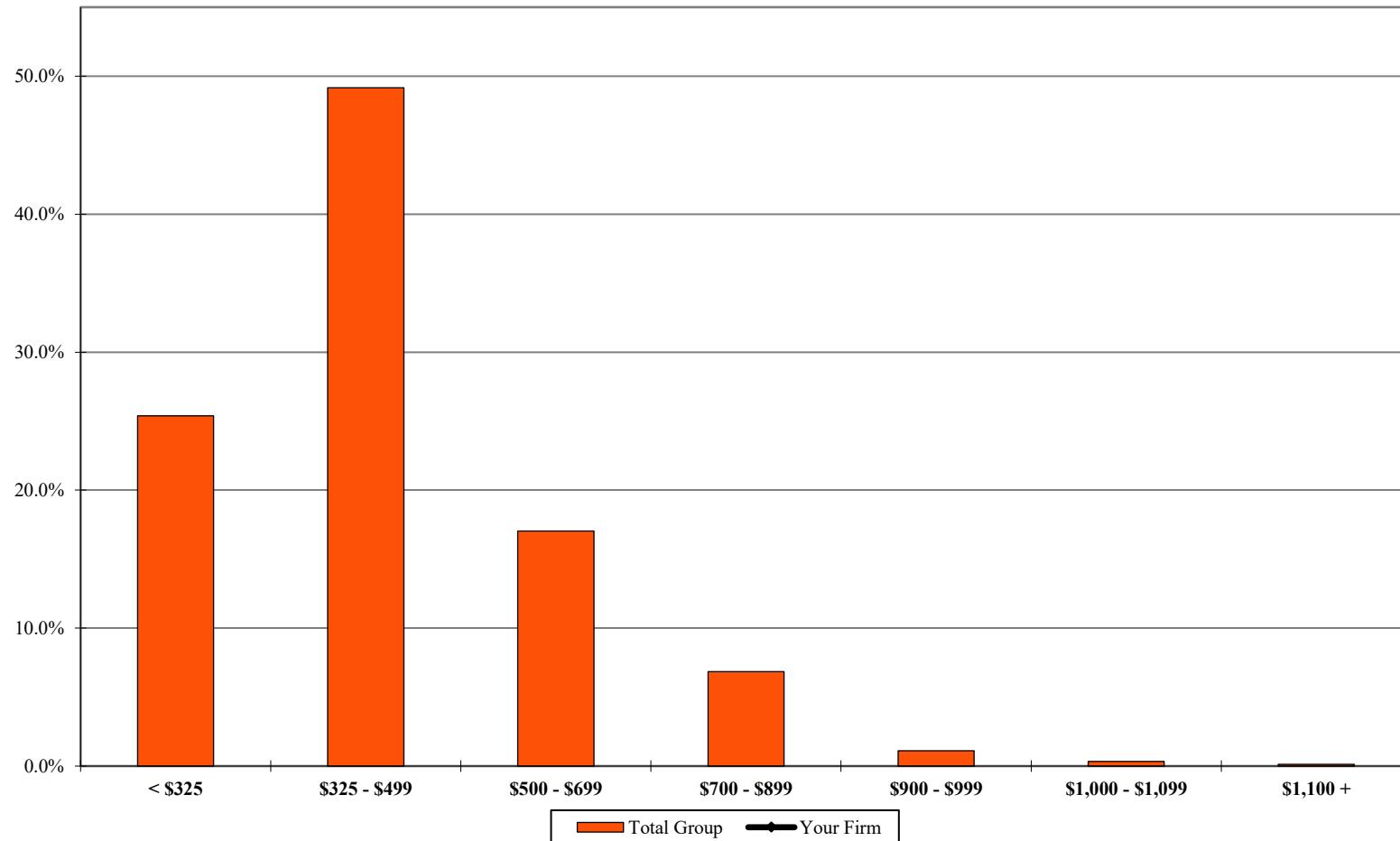
	< \$325	\$325 - \$499	\$500 - \$699	\$700 - \$899	\$900 - \$999	\$1,000 - \$1,099	\$1,100 +
Your Firm							
Total Group	4.9%	46.0%	29.3%	11.5%	4.3%	1.5%	2.5%

Additional detail can be found on Page 86.

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Distribution of Associate Billed Rates¹**For the 12-month period ending December 31, 2024*

	< \$325	\$325 - \$499	\$500 - \$699	\$700 - \$899	\$900 - \$999	\$1,000 - \$1,099	\$1,100 +
Your Firm							
Total Group	25.4%	49.2%	17.0%	6.8%	1.1%	0.3%	0.1%

¹ Calculated by taking the actual value of amount billed during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

Additional detail can be found on Page 106.

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Associate Discounting¹**For the 12-month period ending December 31st of the stated year***Your Firm**

	2020	2021	2022	2023	2024
1st Qtle	20.8%	18.9%	18.7%	21.6%	20.1%
Median	14.6%	11.9%	14.8%	15.6%	15.6%
3rd Qtle	9.2%	7.9%	10.2%	11.2%	11.2%

¹ Calculated as 100% minus the Average Billed Rate Realization for the 12-month period.

Additional detail can be found on Page 112.

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

** omitted due to insufficient data

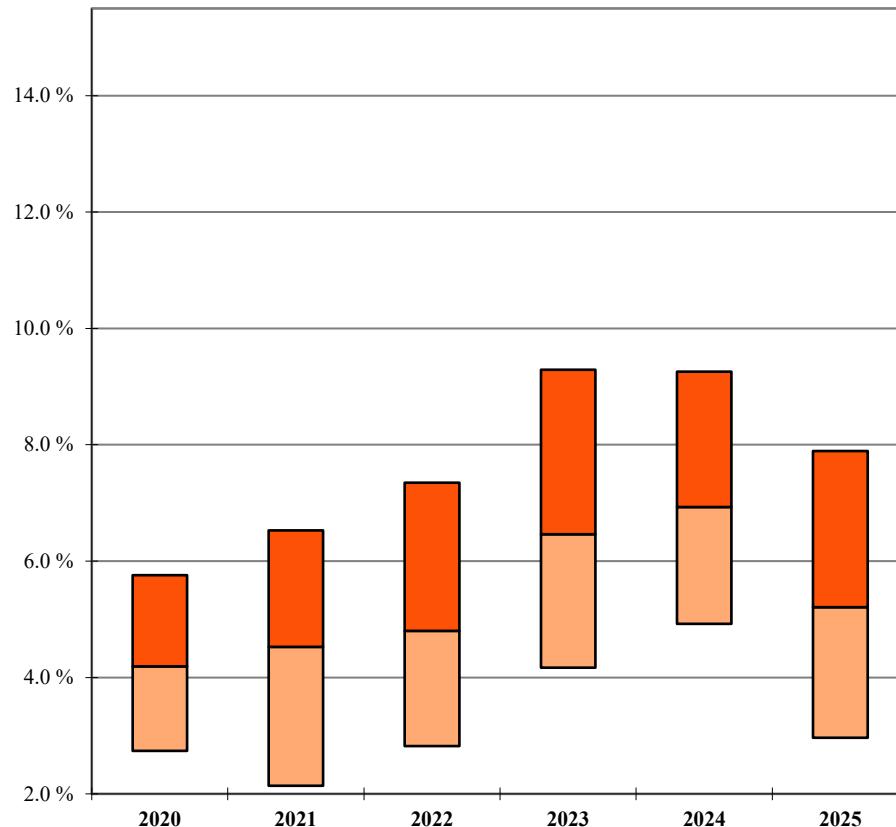
2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

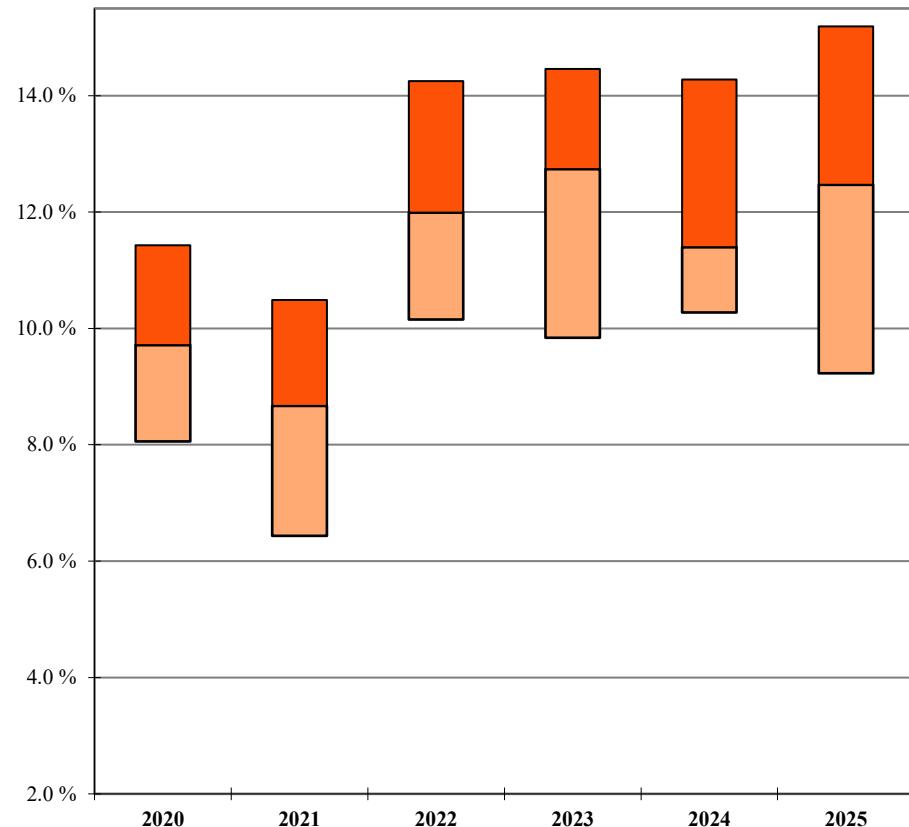
Annual Change¹: Associate Standard Rates

As of January 1st of the stated year

'Net' Change



'Full Year' Change



Your Firm

	2020	2021	2022	2023	2024	2025
1st Qtr	5.8%	6.5%	7.4%	9.3%	9.3%	7.9%
Median	4.2%	4.5%	4.8%	6.5%	6.9%	5.2%
3rd Qtr	2.7%	2.1%	2.8%	4.2%	4.9%	3.0%

Your Firm

	2020	2021	2022	2023	2024	2025
1st Qtr	11.4%	10.5%	14.3%	14.5%	14.3%	15.2%
Median	9.7%	8.7%	12.0%	12.7%	11.4%	12.5%
3rd Qtr	8.1%	6.4%	10.2%	9.8%	10.3%	9.2%

¹ 'Net' Change is the overall change in the average Standard Billing Rate for the stated year; 'Full Year' Change is calculated only for those Associates who were employed during the entire one year period, excluding Associates who had a title change during the year.

Additional detail can be found on Pages 84 and 89.

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

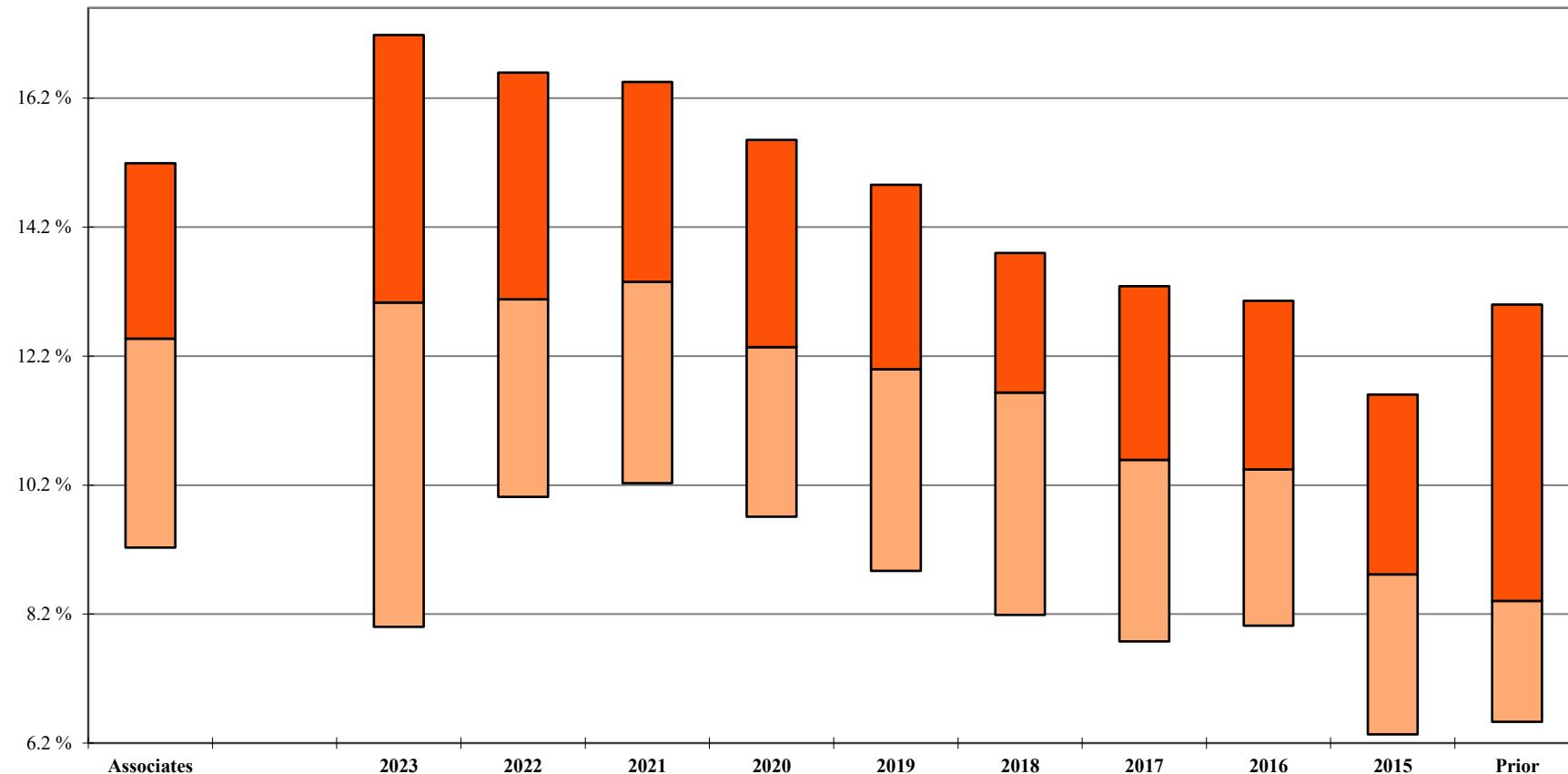
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

'Full Year'¹ Associates Standard Rate Change by Law Class Year

As of January 1, 2025



Your Firm	Law Class Year										
	Associates	2023	2022	2021	2020	2019	2018	2017	2016	2015	Prior
1st Qtle	15.2%	17.2%	16.6%	16.5%	15.6%	14.9%	13.8%	13.3%	13.1%	11.6%	13.0%
Median	12.5%	13.0%	13.1%	13.4%	12.3%	12.0%	11.6%	10.6%	10.4%	8.8%	8.4%
3rd Qtle	9.2%	8.0%	10.0%	10.2%	9.7%	8.9%	8.2%	7.8%	8.0%	6.3%	6.5%

¹ 'Full Year' Change is calculated only for those Associates who were employed during the entire one year period, excluding Associates who had a title change during the year. Additional detail can be found on Page 89.

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

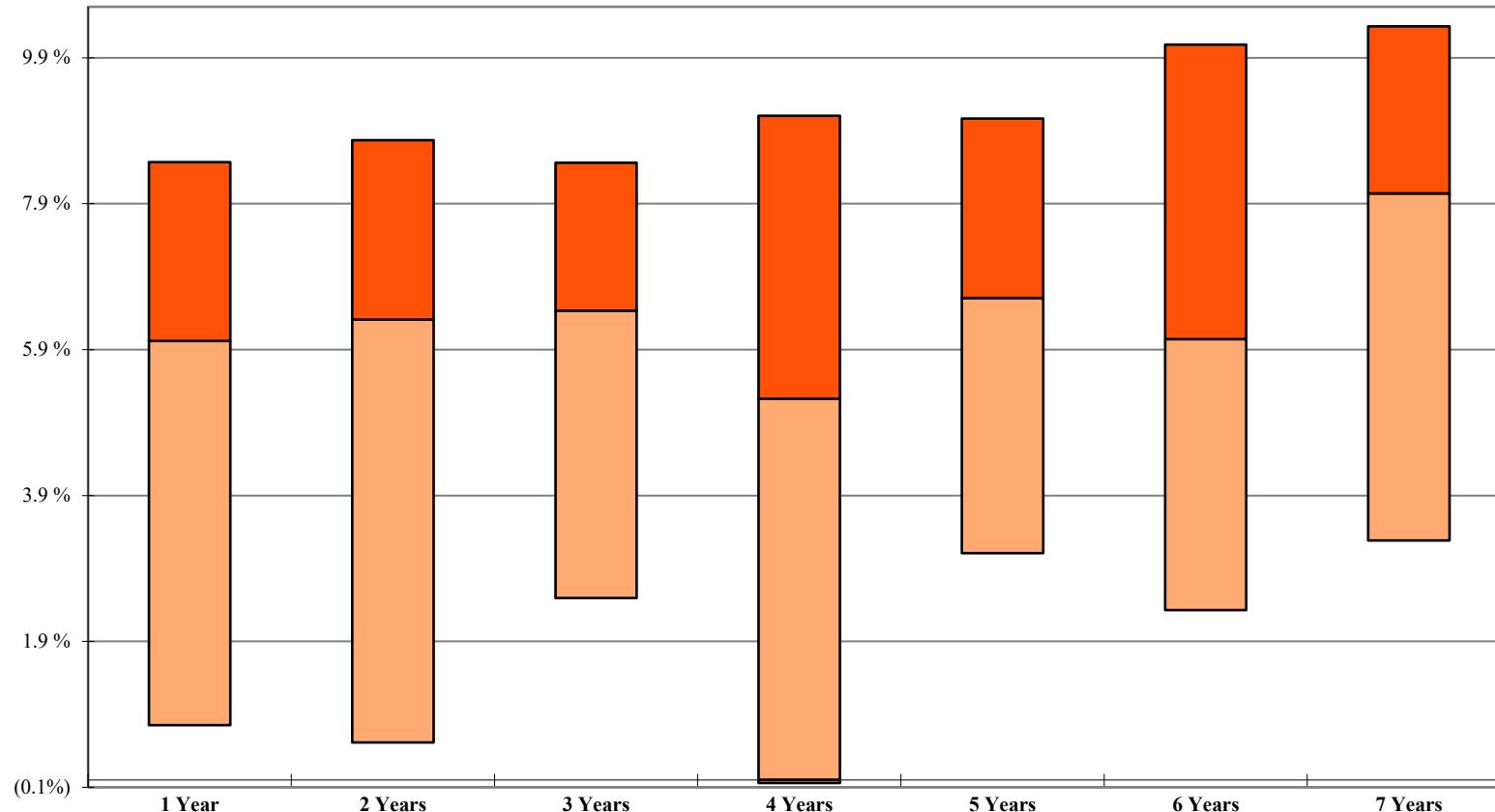
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Associate 'Full-Year' Standard Rate Change by Years of Experience¹

As of January 1, 2025



Your Firm	Years of Experience						
	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
1st Qtle	8.5%	8.8%	8.5%	9.1%	9.1%	10.1%	10.3%
Median	6.0%	6.3%	6.4%	5.2%	6.6%	6.0%	8.0%
3rd Qtle	0.8%	0.5%	2.5%	(0.0%)	3.1%	2.3%	3.3%

¹ Calculated as the percent change for an associate with the respective years of experience at 1/1/2025 to the corresponding years of experience at 1/1/2024. For example, an associate with one year of experience would be included in law class year 2023 at 1/1/2025, and included in law class year 2022 at 1/1/2024.

Additional detail can be found on Page 90.

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

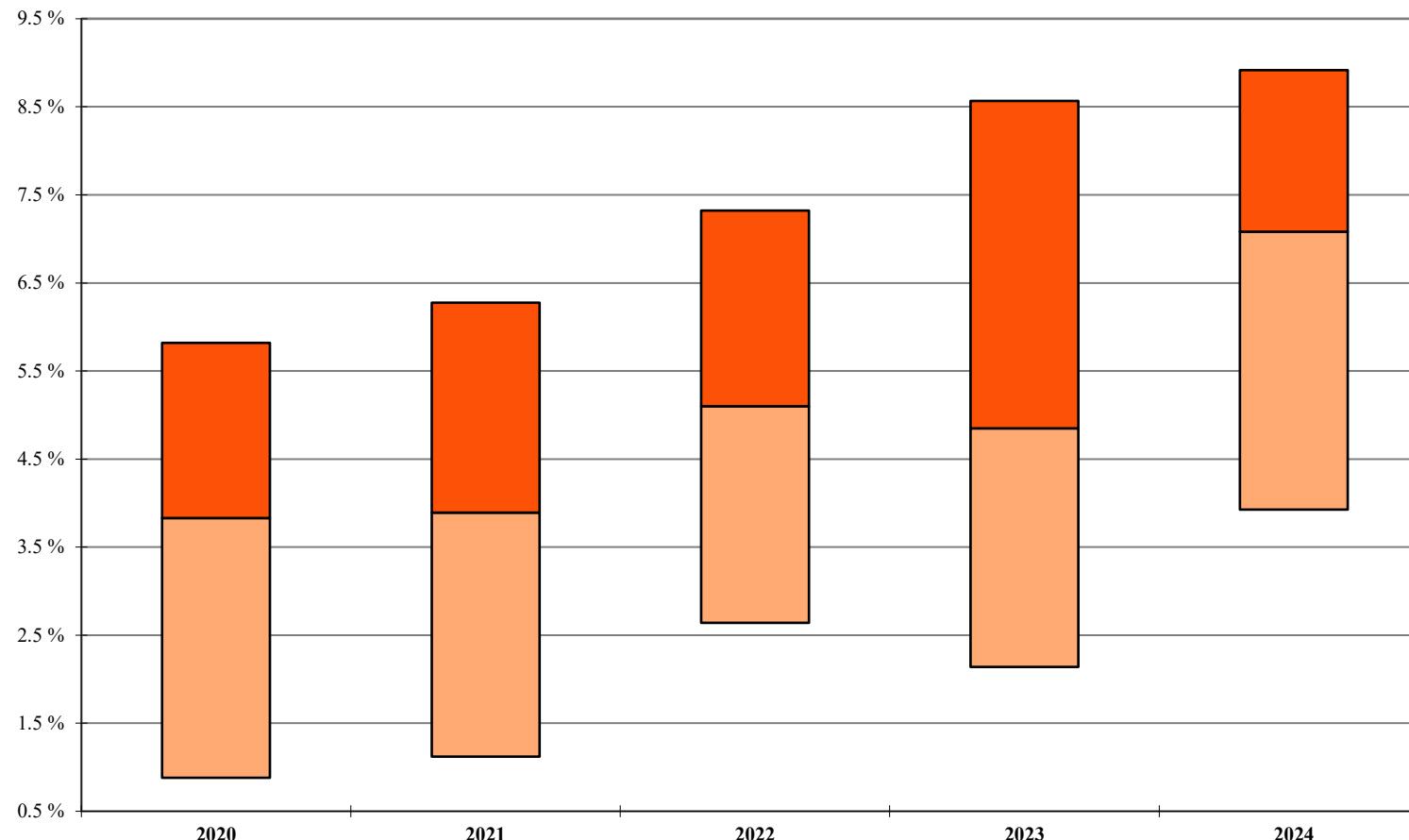
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Annual Change: Associate Billed Rates

For the 12-month period ending December 31st of the stated year



Your Firm
1st Qtl
Median
3rd Qtl

	2020	2021	2022	2023	2024
1st Qtl	5.8%	6.3%	7.3%	8.6%	8.9%
Median	3.8%	3.9%	5.1%	4.9%	7.1%
3rd Qtl	0.9%	1.1%	2.6%	2.1%	3.9%

Additional detail can be found on Page 105.

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

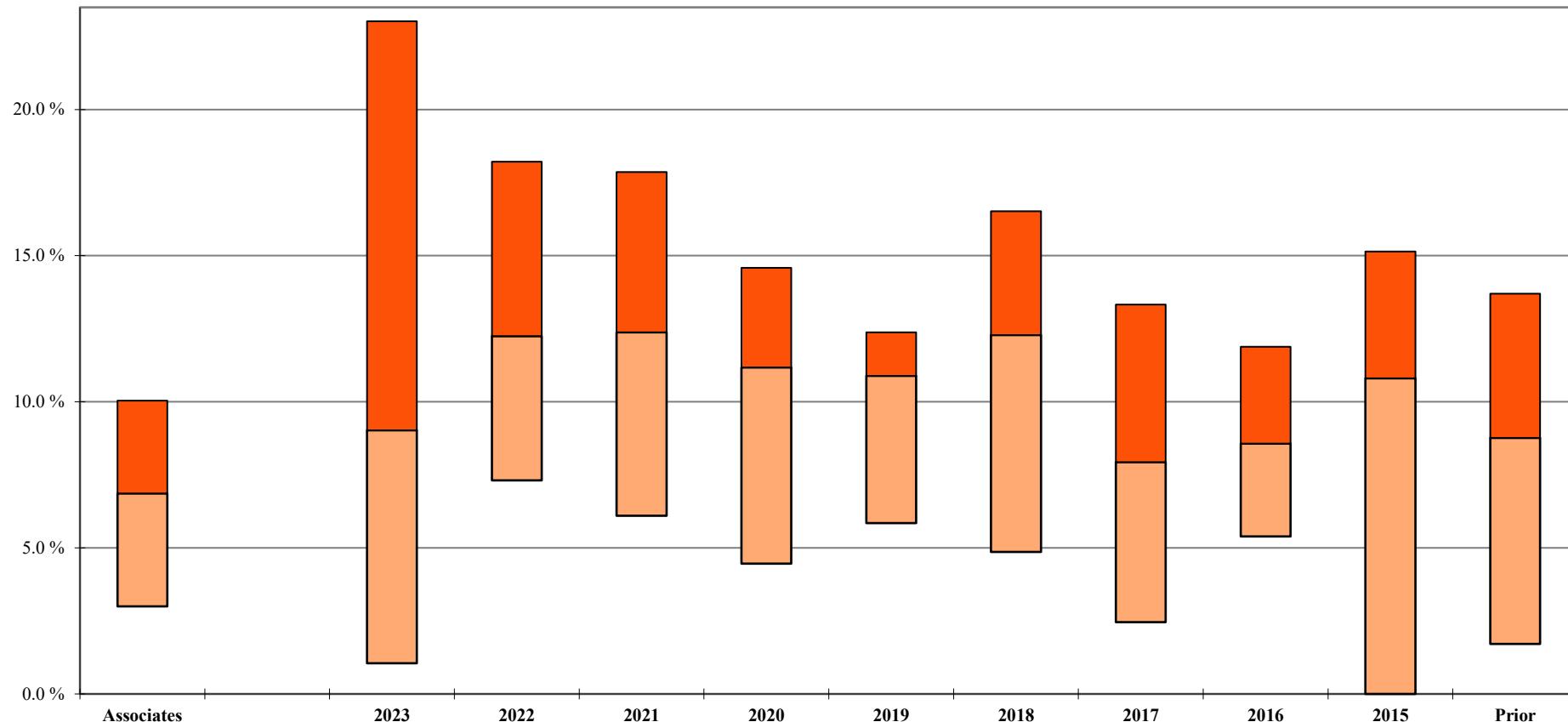
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

'Full Year'¹ Associates Billed Rate Change by Law Class Year

As of January 1, 2025



Your Firm	Associates	Law Class Year									
		2023	2022	2021	2020	2019	2018	2017	2016	2015	Prior
1st Qtile	10.0%	23.0%	18.2%	17.9%	14.6%	12.4%	16.5%	13.3%	11.9%	15.1%	13.7%
Median	6.9%	9.0%	12.2%	12.4%	11.2%	10.9%	12.3%	7.9%	8.6%	10.8%	8.8%
3rd Qtile	3.0%	1.0%	7.3%	6.1%	4.5%	5.9%	4.9%	2.5%	5.4%	0.0%	1.7%

¹ 'Full Year' Change is calculated only for those Associates who were employed during the entire one year period, excluding Associates who had a title change during the year. Additional detail can be found on Page 110.

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

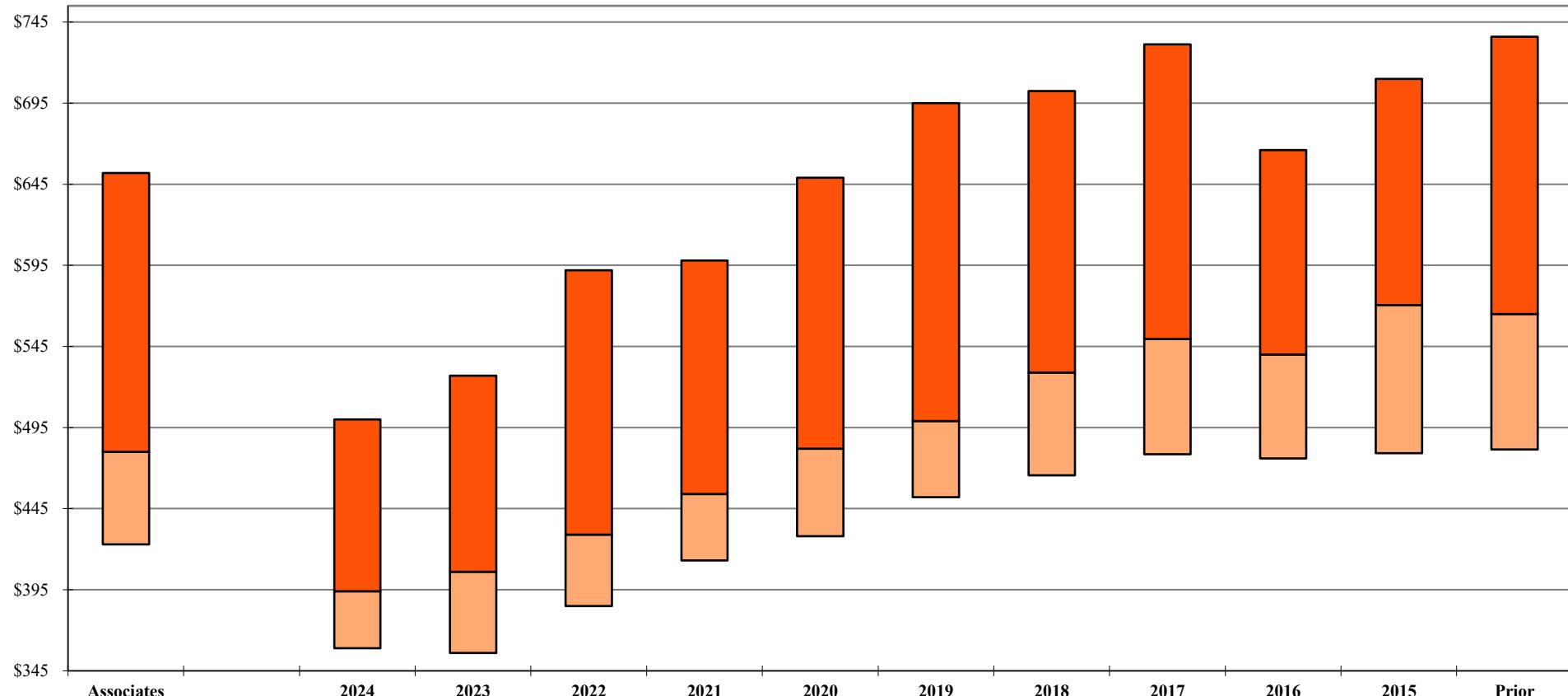
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Associate Standard Rates by Law Class Year

As of January 1, 2025



Your Firm	Associates	Law Class Year										
		2024	2023	2022	2021	2020	2019	2018	2017	2016	2015	Prior
1st Qtile	\$652	\$500	\$527	\$592	\$598	\$649	\$695	\$703	\$731	\$666	\$710	\$736
Median	480	394	406	429	454	482	499	529	550	540	571	565
3rd Qtile	423	359	356	385	413	428	452	466	479	476	479	482

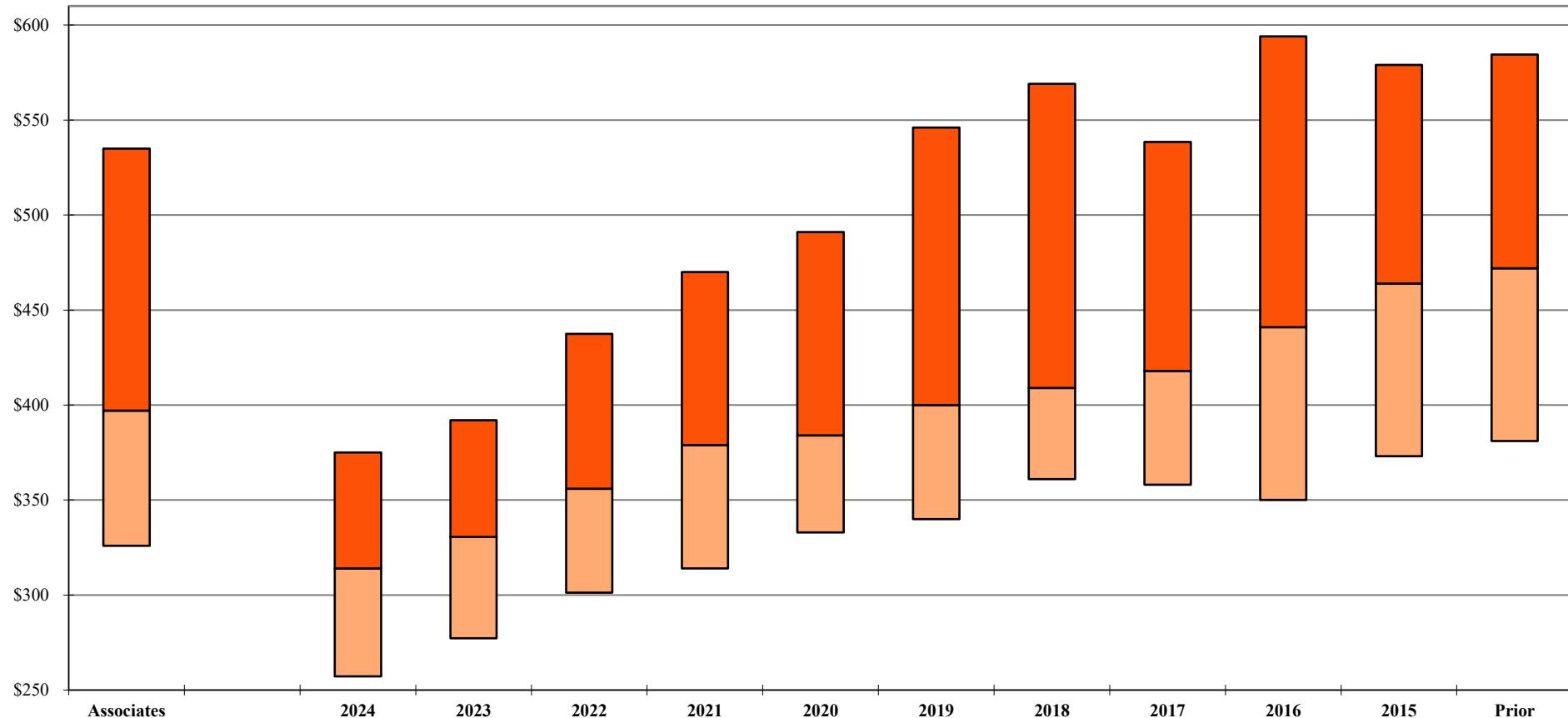
Additional detail can be found on Page 84.

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Associate Billed Rates by Law Class Year**For the 12-month period ending December 31, 2024*

Your Firm		Law Class Year											
		Associates	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015	Prior
1st Qtle	\$535	\$325	\$325	\$314	\$331	\$356	\$379	\$384	\$400	\$409	\$418	\$441	\$472
Median	397	325	314	331	356	379	384	400	409	418	441	464	472
3rd Qtle	326	257	277	301	314	333	340	361	358	350	373	381	

Additional detail can be found on Page 105.

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

** omitted due to insufficient data

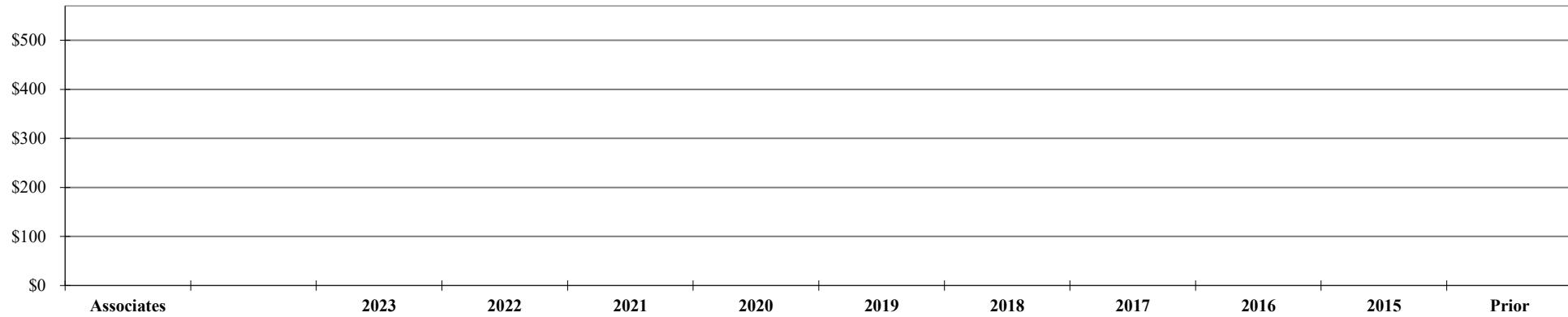
2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Associate Standard vs. Billed Rates by Law Class Year

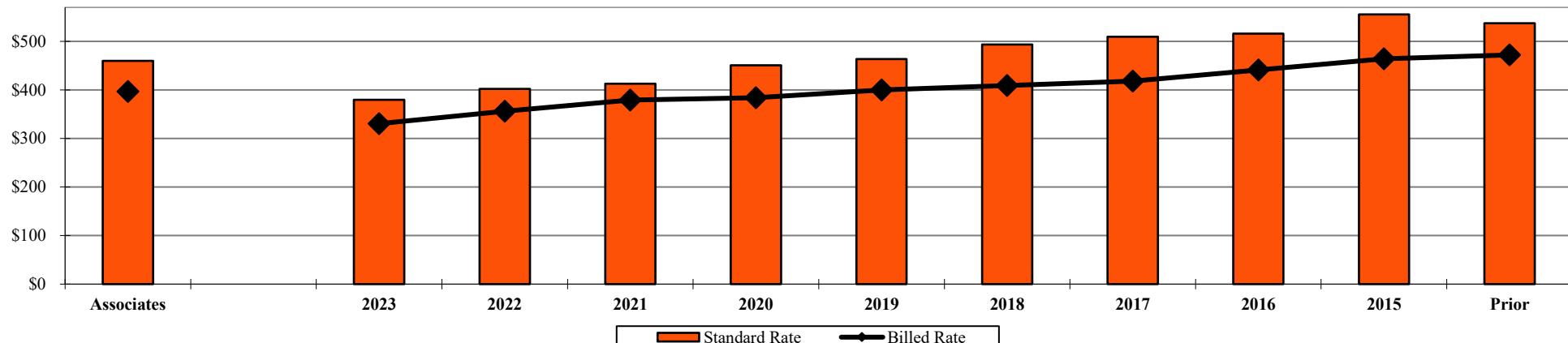
Standard Rates at January 1, 2024; Billed Rates for the 12-month period ending December 31, 2024

Your Firm



	Associates	2023	2022	2021	2020	2019	2018	2017	2016	2015	Prior
Standard Rate											
Billed Rate											

Total Group (Median)



	Associates	2023	2022	2021	2020	2019	2018	2017	2016	2015	Prior
Standard Rate	\$460	\$380	\$402	\$413	\$451	\$464	\$494	\$510	\$516	\$556	\$538
Billed Rate	397	331	356	379	384	400	409	418	441	464	472

Additional detail can be found on Page 105.

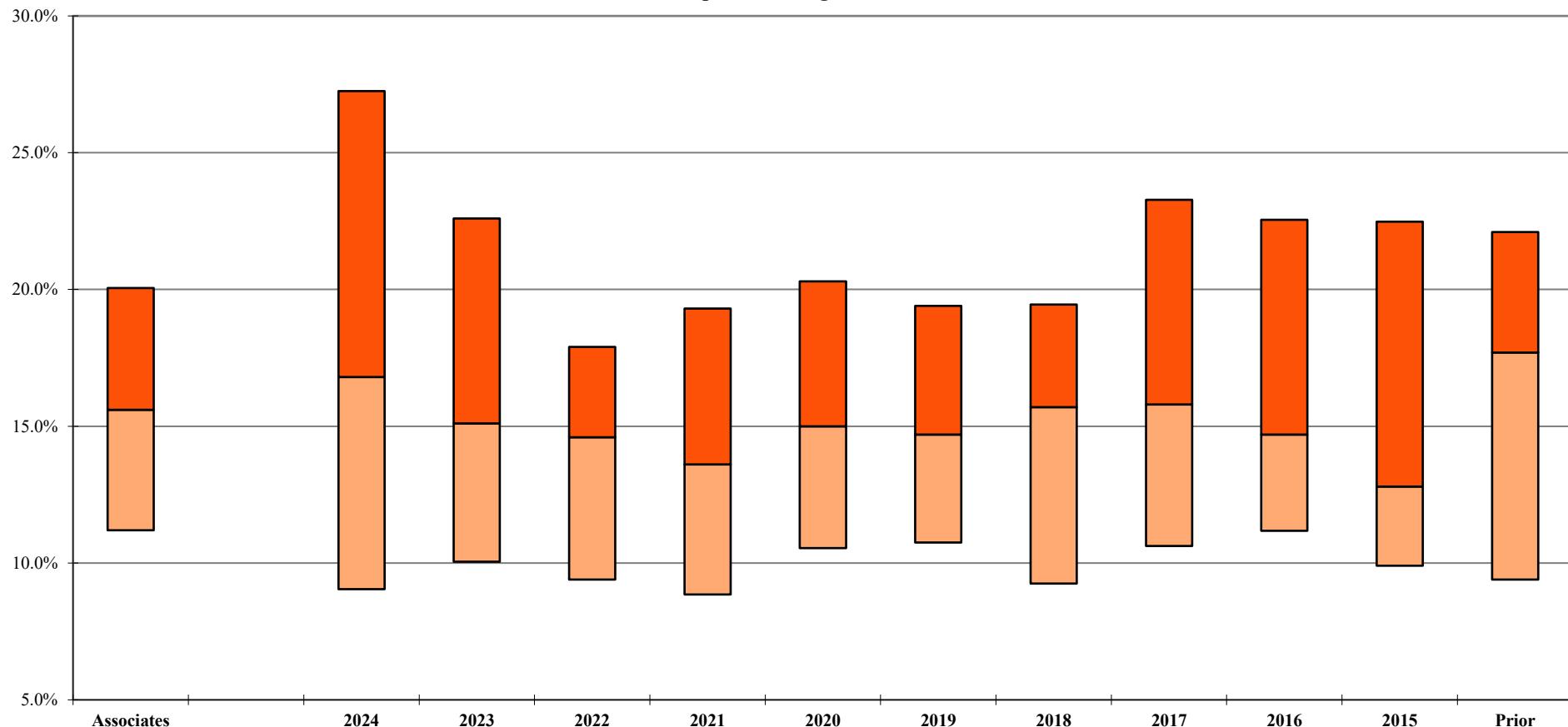
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Associate Discounting¹ by Law Class Year

For the 12-month period ending December 31, 2024



Your Firm	Associates	Law Class Year										
		2024	2023	2022	2021	2020	2019	2018	2017	2016	2015	Prior
1st Qtle	20.1%	27.3%	22.6%	17.9%	19.3%	20.3%	19.4%	19.5%	23.3%	22.6%	22.5%	22.1%
Median	15.6%	16.8%	15.1%	14.6%	13.6%	15.0%	14.7%	15.7%	15.8%	14.7%	12.8%	17.7%
3rd Qtle	11.2%	9.1%	10.1%	9.4%	8.9%	10.6%	10.8%	9.3%	10.6%	11.2%	9.9%	9.4%

¹ Calculated as 100% minus the Average Billed Rate Realization for the 12-month period.

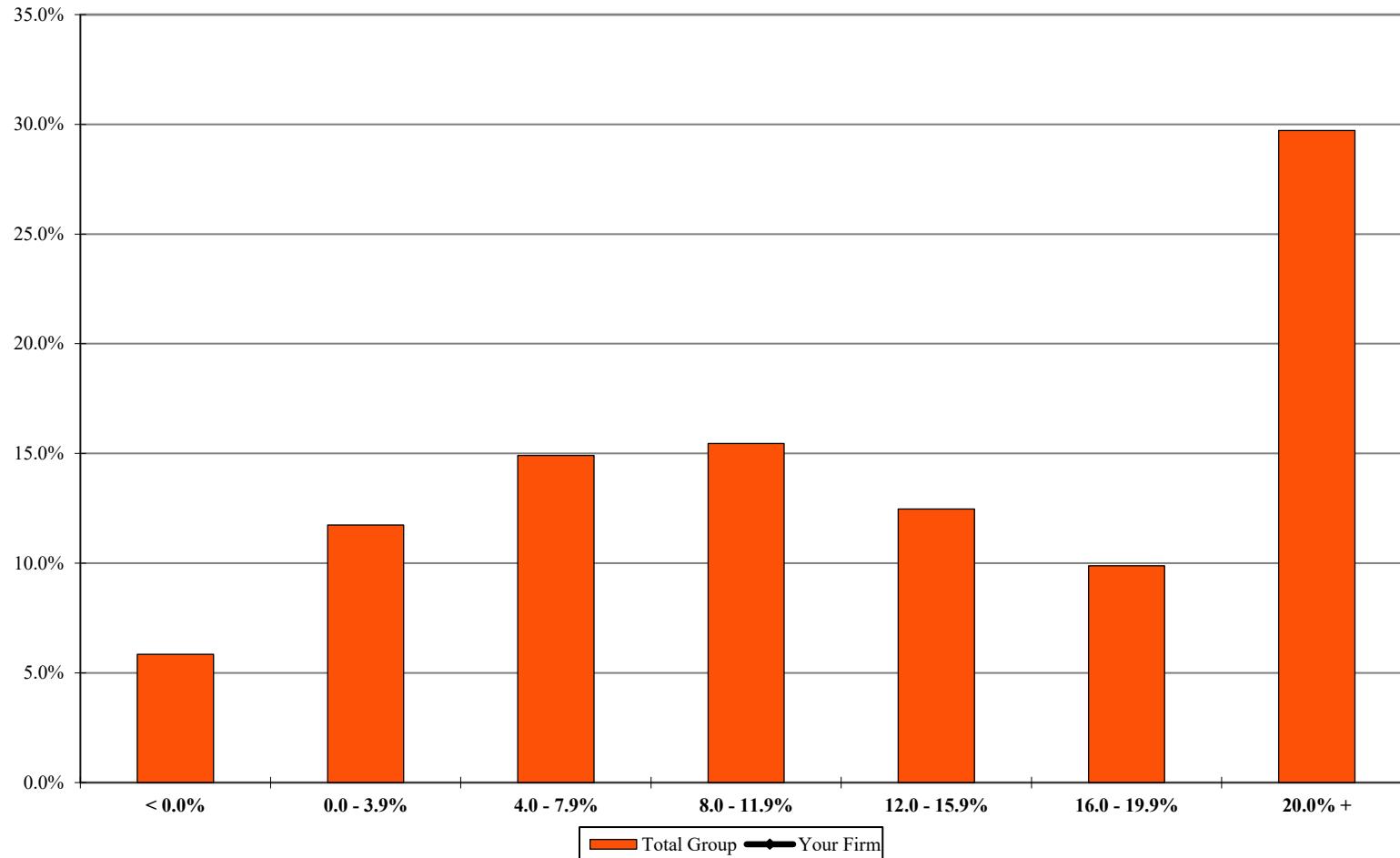
Additional detail can be found on Page 112.

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Distribution of Associates by Discount Levels¹**For the 12-month period ending December 31, 2024*

Your Firm
Total Group

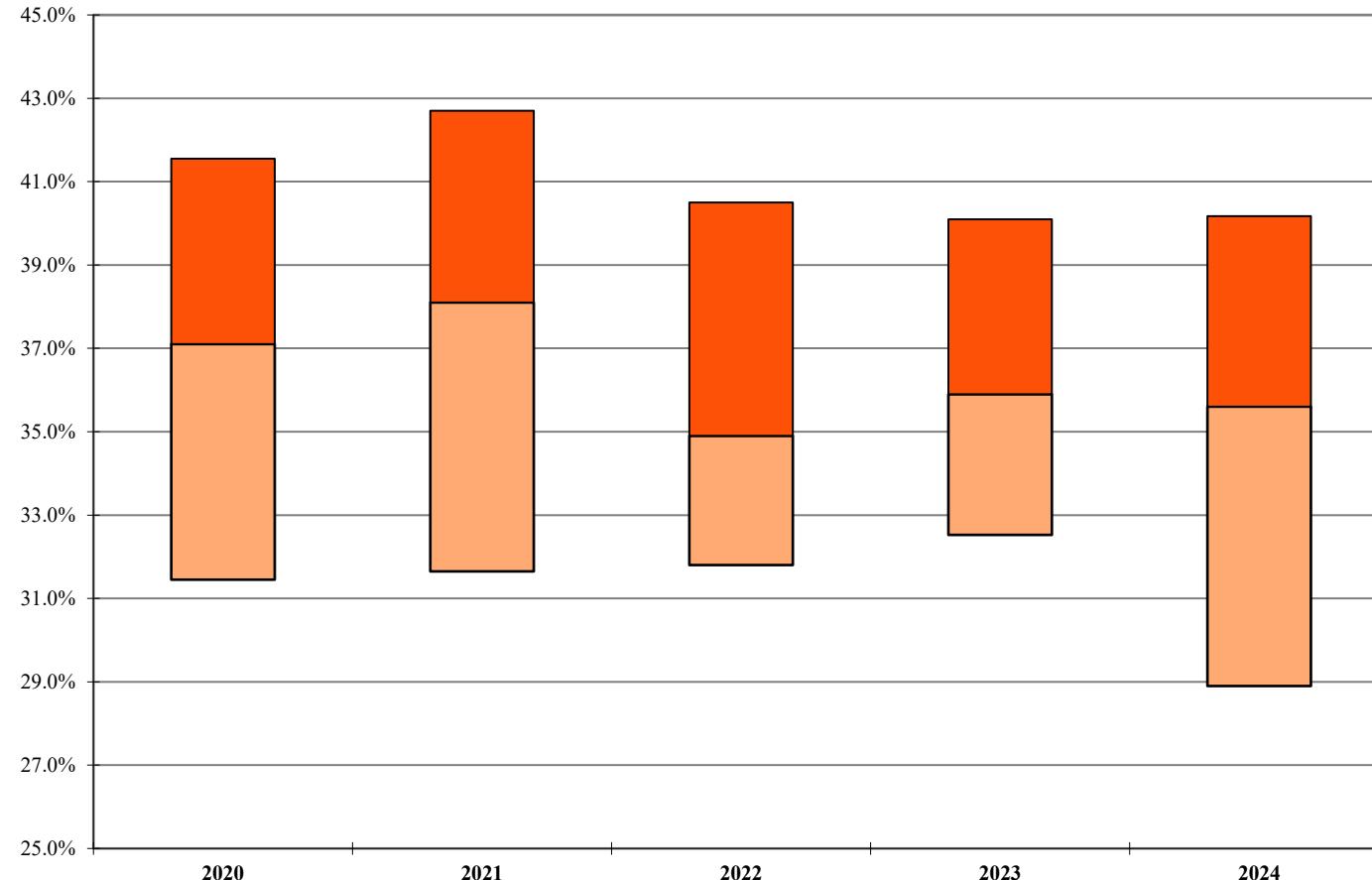
	< 0.0%	0.0 - 3.9%	4.0 - 7.9%	8.0 - 11.9%	12.0 - 15.9%	16.0 - 19.9%	20.0% +
	5.9%	11.7%	14.9%	15.4%	12.5%	9.9%	29.7%

¹ Includes the percentage of corresponding full-time, full-year individuals at each level. Discounting is calculated as 100% minus the Average Billed Rate Realization for the 12-month period. Additional detail can be found on Page 116.

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Associate Hours as a Percentage of All Attorney Hours**For the 12-month period ending December 31st of the stated year*

Your Firm
1st Qtle
Median
3rd Qtle

	2020	2021	2022	2023	2024
1st Qtle	41.6%	42.7%	40.5%	40.1%	40.2%
Median	37.1%	38.1%	34.9%	35.9%	35.6%
3rd Qtle	31.5%	31.7%	31.8%	32.5%	28.9%

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

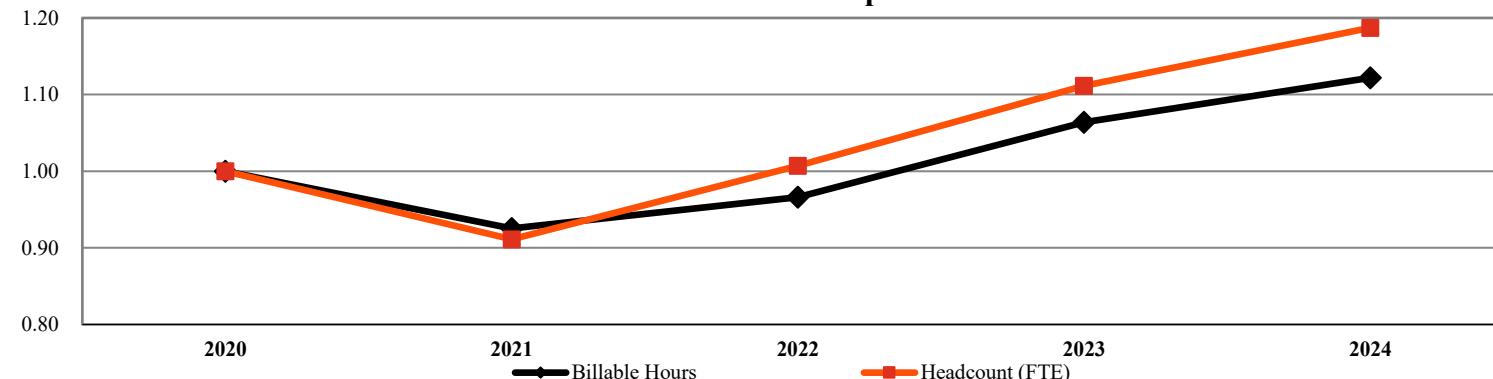
Associate Capacity¹

For the 12-month period ending December 31st of the stated year

Your Firm



Your Firm	2020	2021	2022	2023	2024	% Chg: '20-'24
	Billable Hours	Headcount (FTE)	Billable Hours	Headcount (FTE)	Billable Hours	Headcount (FTE)

Total Group²

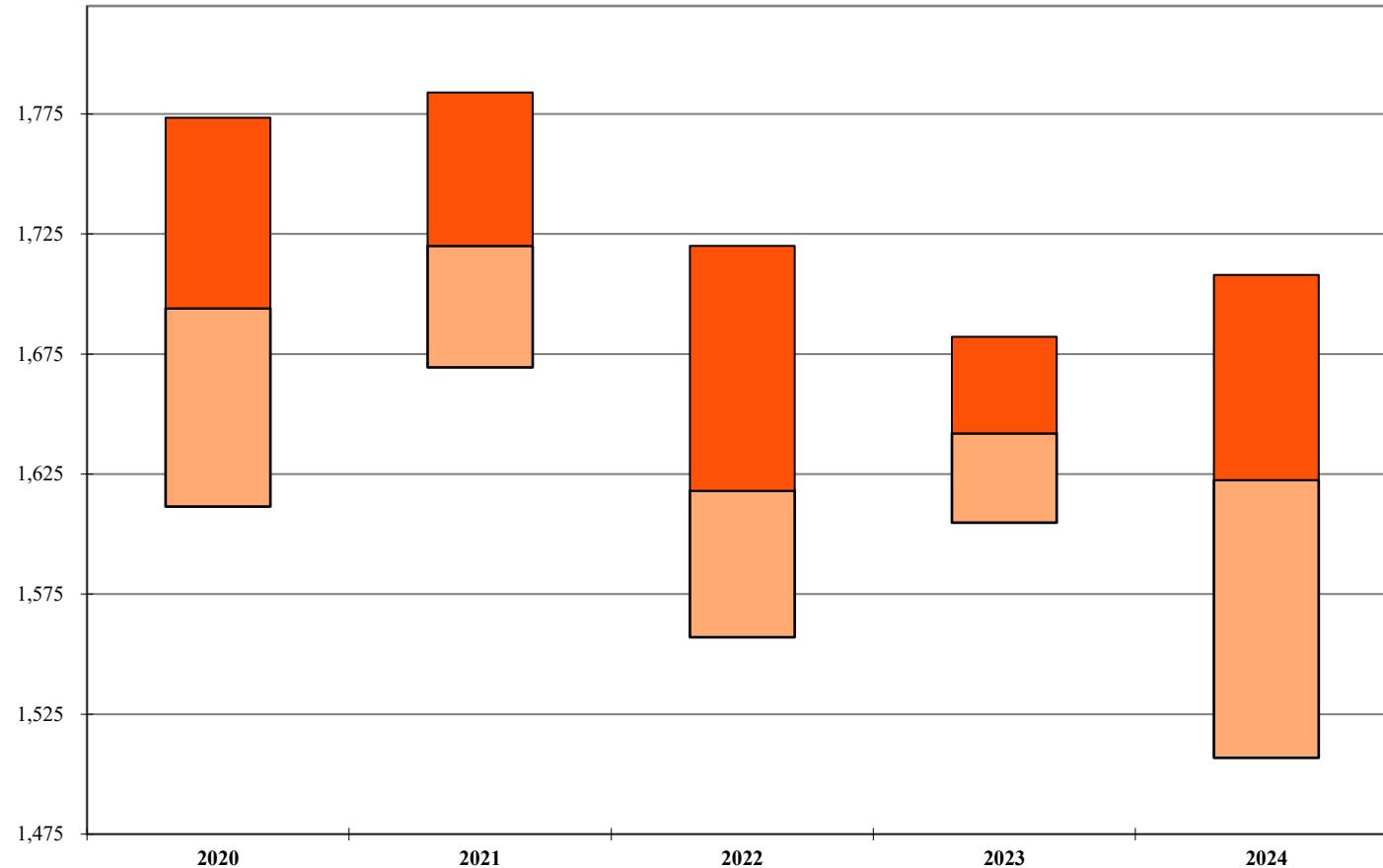
Total Group	2020	2021	2022	2023	2024	% Chg: '20-'24
	Billable Hours	Headcount (FTE)	Billable Hours	Headcount (FTE)	Billable Hours	Headcount (FTE)

¹ Includes only those Firms that participated for the past 5 years; All values indexed to 2020.² Number of members represented in the group results: 30

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Associate Utilization**For the 12-month period ending December 31st of the stated year***Your Firm****1st Qtr**

2020 2021 2022 2023 2024 Change: '20-'24

Median

1,774 1,784 1,720 1,682 1,708 (66)

3rd Qtr

1,694 1,720 1,618 1,642 1,623 (72)

1,612 1,670 1,557 1,605 1,507 (105)

Additional detail can be found on Page 122.

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

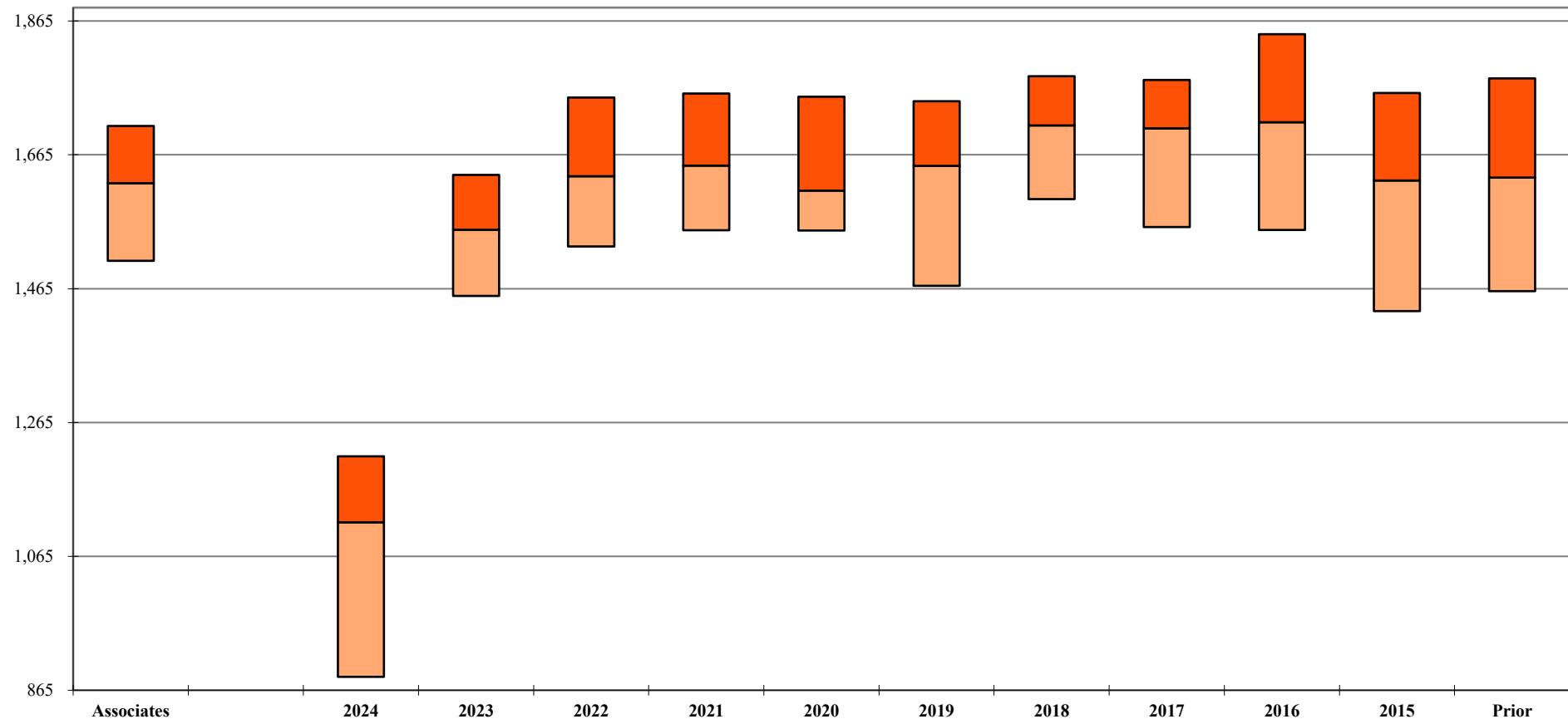
** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Associate Utilization by Law Class Year

For the 12-month period ending December 31, 2024



Your Firm		Law Class Year											
		Associates	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015	Prior
1st Qtle		1,708	1,215	1,635	1,751	1,757	1,752	1,745	1,782	1,777	1,845	1,758	1,779
Median		1,623	1,116	1,553	1,633	1,649	1,612	1,649	1,709	1,705	1,714	1,627	1,631
3rd Qtle		1,507	885	1,454	1,528	1,552	1,552	1,469	1,599	1,557	1,553	1,432	1,461

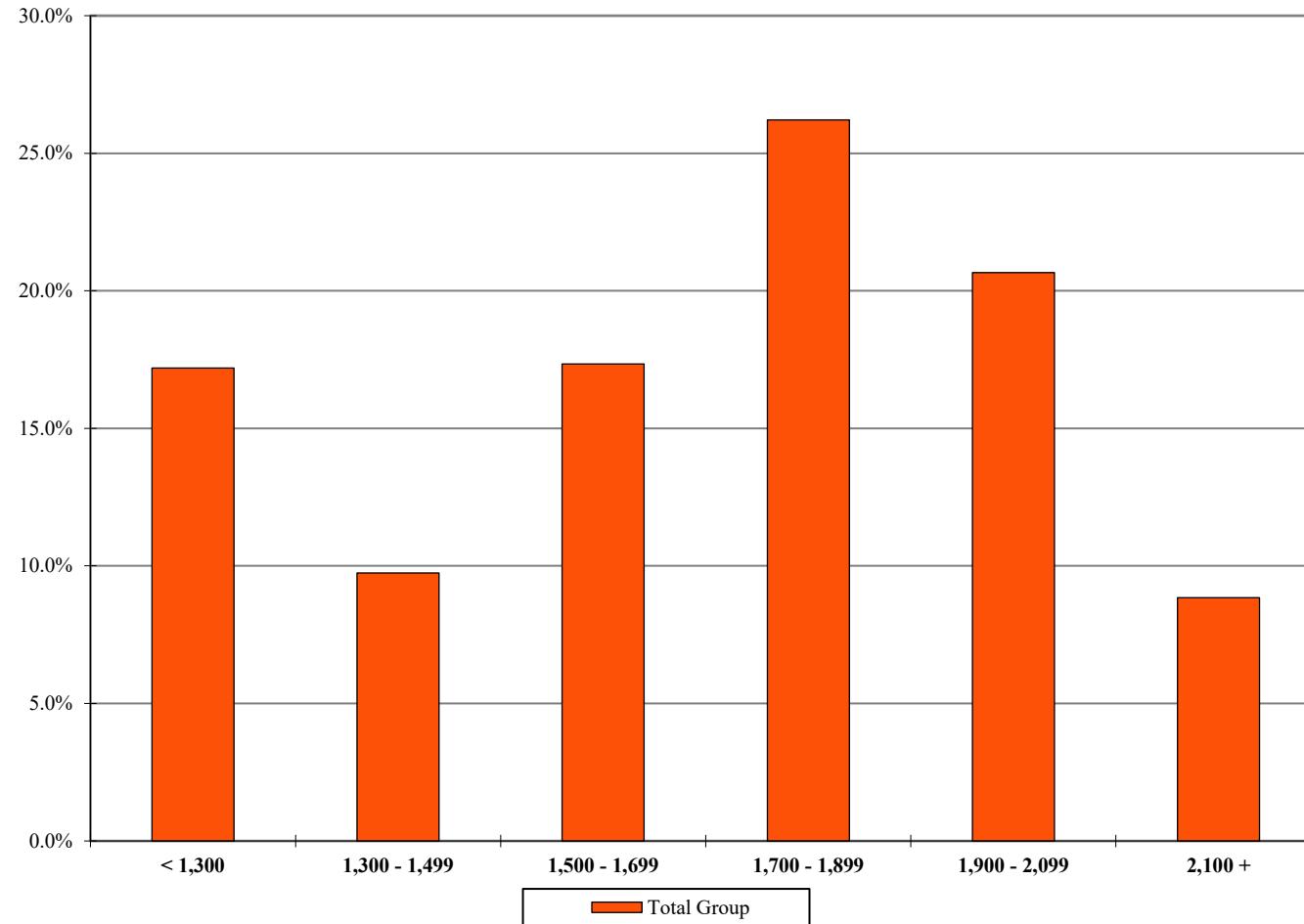
Additional detail can be found on Page 122.

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

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Distribution of Associates by Utilization Levels¹**For the 12-month period ending December 31, 2024*

Your Firm
Total Group

	< 1,300	1,300 - 1,499	1,500 - 1,699	1,700 - 1,899	1,900 - 2,099	2,100 +
	17.2%	9.7%	17.3%	26.2%	20.7%	8.8%

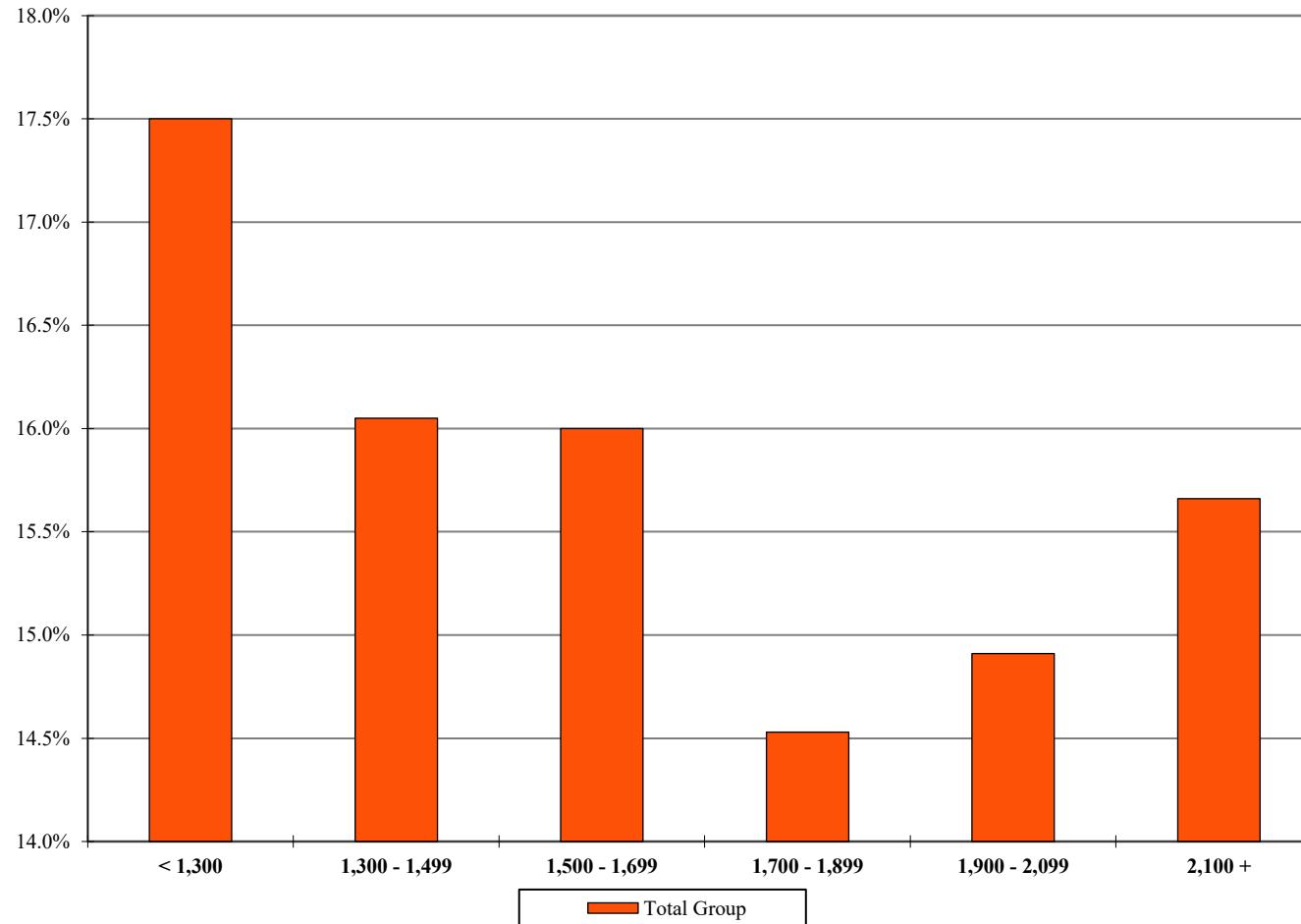
¹ Includes the percentage of corresponding full-time, full-year individuals at each utilization level.

Additional detail can be found on Page 123.

** omitted due to insufficient data

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Associate Discounting¹ by Utilization Levels*For the 12-month period ending December 31, 2024*

Your Firm
Total Group

	< 1,300	1,300 - 1,499	1,500 - 1,699	1,700 - 1,899	1,900 - 2,099	2,100 +
	17.5%	16.1%	16.0%	14.5%	14.9%	15.7%

¹ Includes the percentage of corresponding full-time, full-year individuals at each utilization level. Discounting is calculated as 100% minus the Average Billed Rate Realization for the 12-month period.

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Estimated Impact of Performance Improvements***Average Billable Hours**

for the 12-month period ending 12/31/2024

Equity Partners
Non-Equity Partners
Associates

Standard Billing Rates at 1/1/2025

Equity Partners
Non-Equity Partners
Associates

Average Billed Rates

for the 12-month period ending 12/31/2024

Equity Partners
Non-Equity Partners
Associates

Legend:

Variance - The difference between your firm's value and the target increase.

\$ Impact per Equity Partner - The net effect, on a per equity partner basis, of achieving the target increase level. Results of less than \$5,000 are denoted as such.

\$ Impact per Equity Partner Calculations:

*Average Billable Hours: (Variance) * (Average Billed Rate) * (FTE) / (Number of Equity Partners)*

*Standard Billing Rate: (Variance) * (Average Billable Hours) * (FTE) / (Number of Equity Partners)*

** Note: this calculation does not include any adjustment for write-offs from the standard rate at the time of billing.*

*Average Billed Rates: (Variance) * (Average Billable Hours) * (FTE) / (Number of Equity Partners)*

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Attorney Billable Hour Targets

	<i>Your Firm</i>		<i>Group</i>		
	<i>Average</i>	<i>Rank / Of</i>	<i>1st Quartile</i>	<i>Median</i>	<i>3rd Quartile</i>
Equity Partners	/ 27	‡	1,750	1,650	1,600
Non-Equity Partners	/ 27	‡	1,800	1,750	1,650
Associates	/ 32		1,900	1,850	1,800
Senior Attorneys/Counsel	/ 23	‡	1,875	1,800	1,725
Staff Attorneys	/ 17	‡	1,800	1,750	1,600
Of Counsel	/ 10	‡	1,788	1,700	1,525
Paralegals	/ 24	‡	1,600	1,500	1,500
Litigation Support			**	**	**

Target billable hour requirements:

Equity Partners
 Non-Equity Partners
 Associates
 Senior Attorneys/Counsel
 Staff Attorneys
 Of Counsel
 Paralegals
 Litigation Support

Percentage of the Attorneys in each classification that achieved their target billable hour requirements:

Equity Partners
 Non-Equity Partners
 Associates
 Senior Attorneys/Counsel
 Staff Attorneys
 Of Counsel
 Paralegals
 Litigation Support

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Alternative Fee Arrangements (AFAs)***Does your firm track AFAs in your accounting system?****Indicate the AFAs utilized by your firm:**

Flat fees for some or all stages of a matter

Flat fee for the entire matter

Blended Rates

Incentive or success fees

Collars and/or fee caps

Contingency fees

Annual retainer fee for a portfolio of services

Holdbacks

Value Pricing

Volume Discount

Other

The majority of AFAs are approved by:

Billing Committee

CEO/Managing Partner

CFO/Finance Partner

COO

Practice Leaders

Relationship Partners

Other Partners

Over the past 5 years, how has the number of AFAs changed?

Increased >50%

Increased 25% - 50%

Increased up to 25%

Decreased

No Change

Your Firm	Group	
	# of Members Responding	% Yes Responses
‡	30	86.7
	33	97.0
		100.0
		97.0
		84.8
		84.8
		93.9
		75.8
		42.4
		42.4
		60.6
		0.0
	34	
		29.4
		5.9
		14.7
		11.8
		20.6
		11.8
		5.9
	29	
		13.8
		10.3
		6.9
		37.9
		17.2

** omitted due to insufficient data

‡ less than 75% population response

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Alternative Fee Arrangements (AFAs)**Over the past 5 years, the approximate percentage of revenue generated from AFAs has:**

- Increased >10%
- Increased 5% - 10%
- Increased up to 5%
- Decreased
- No Change

Over the next 5 years, how do you anticipate the amount of revenue generated from AFAs changing?

- Increase >10%
- Increase <10%
- Decrease
- No Change

Indicate the alternative staffing arrangements utilized by your firm:

- Secondments
- Contract lawyers working at your law firm
- Work outsourced to third party lawyers
- Work outsourced to third party non-lawyers
- Shared staffing/partnering with a third party/vendor
- Other
- None

Approximate percentage of revenue generated in 2024 from AFAs (000's)

	Your Firm	Group		
		# of Members Responding	% Yes Responses	
		30		
Increased >10%			20.0	
Increased 5% - 10%			20.0	
Increased up to 5%			30.0	
Decreased			10.0	
No Change			20.0	
		30		
Increase >10%			20.0	
Increase <10%			40.0	
Decrease			26.7	
No Change			0.0	
		31		
Secondments			74.2	
Contract lawyers working at your law firm			80.6	
Work outsourced to third party lawyers			45.2	
Work outsourced to third party non-lawyers			25.8	
Shared staffing/partnering with a third party/vendor			16.1	
Other			3.2	
None			9.7	

	Your Firm		Group		
	Average	Rank / Of	1 st Quartile	Median	3 rd Quartile
Approximate percentage of revenue generated in 2024 from AFAs (000's)	/ 27	‡	19.0	11.4	6.7

** omitted due to insufficient data

‡ less than 75% population response

DETAILED METRICS

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Partner Standard Billing Rates
 As of January 1, 2025

	Your Firm		Group			Your Firm		Group			
	Rate	Rank / Of	1 st Quartile		3 rd Quartile	% Change - 1 Year	% Change - 2 year	% Change - 1 year		Median % Change - 2 Year	
			Quartile	Median	Quartile			1 st Quartile	Median		
Equity Partners											
High		/ 47	\$1,555	\$1,250	\$1,090			8.9	6.5	3.7	14.1
Middle		/ 47	1,020	795	717			8.5	5.5	3.6	12.2
Low		/ 47	825	585	523			10.0	7.1	1.0	14.0
Average		/ 47	1,036	801	732			8.1	6.3	4.1	12.4
By Years of Experience											
< 11 Years		/ 29 ‡	\$808	\$675	\$552	‡	‡	8.3	5.8	4.3	14.6
11 - 15 Years		/ 46	888	723	624			8.6	5.4	1.7	13.9
16 - 20 Years		/ 47	999	774	682			8.2	5.7	3.7	12.1
21 - 25 Years		/ 47	1,044	794	704			8.7	6.2	3.8	12.6
26 - 30 Years		/ 47	1,085	840	745			8.6	5.9	4.2	13.6
31 - 35 Years		/ 47	1,131	866	770			9.6	6.3	2.0	12.9
36 - 40 Years		/ 47	1,167	891	786			8.4	6.7	2.3	14.4
41 - 45 Years		/ 46	1,252	891	807	‡	‡	8.9	4.6	1.8	12.0
> 45 Years		/ 30 ‡	1,308	924	816	‡	‡	8.2	5.0	0.0	14.4
Non-Equity Partners											
High		/ 45	\$1,540	\$1,200	\$995			11.2	7.8	3.3	15.0
Middle		/ 45	913	695	625			9.0	7.3	3.8	16.1
Low		/ 45	715	510	450			10.7	6.6	0.0	15.0
Average		/ 45	941	722	645			10.2	7.0	3.8	13.6
By Years of Experience											
< 11 Years		/ 43	\$812	\$597	\$547	‡	‡	10.3	8.2	2.3	13.6
11 - 15 Years		/ 44	809	654	584	‡	‡	8.5	5.8	3.1	14.1
16 - 20 Years		/ 43	917	713	621	‡	‡	10.6	7.1	2.7	13.4
21 - 25 Years		/ 43	890	729	633	‡	‡	12.4	8.2	3.4	13.4
26 - 30 Years		/ 43	948	791	689	‡	‡	9.1	7.0	3.8	13.4
31 - 35 Years		/ 43	1,009	820	719	‡	‡	10.6	7.5	1.5	14.7
36 - 40 Years		/ 39	1,135	836	744	‡	‡	7.5	5.6	0.4	11.6
41 - 45 Years		/ 34 ‡	1,040	861	780	‡	‡	16.1	6.8	3.0	17.4
> 45 Years		/ 34 ‡	1,028	815	732	‡	‡	10.8	7.0	2.5	11.4

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Partner Standard Billing Rates
 As of January 1, 2025

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year	
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	% Change - 2 year	1 st Quartile	Median	3 rd Quartile		
All Partner Composite												
High		/ 49	\$1,575	\$1,300	\$1,150			9.4	6.8	3.5	14.6	
Middle		/ 49	925	750	673			9.8	6.5	4.0	12.0	
Low		/ 49	715	510	450			10.7	6.6	0.0	14.8	
Average		/ 49	948	779	690			8.6	6.9	4.4	13.0	
By Years of Experience												
< 11 Years		/ 49	\$824	\$621	\$548			9.0	6.6	1.9	14.1	
11 - 15 Years		/ 49	859	692	603			8.9	6.0	3.1	13.6	
16 - 20 Years		/ 49	931	733	652			9.5	6.5	2.9	12.5	
21 - 25 Years		/ 49	990	785	702			9.3	6.3	4.2	13.7	
26 - 30 Years		/ 49	1,031	818	731			7.7	5.6	4.2	13.5	
31 - 35 Years		/ 49	1,126	851	756			9.1	6.5	2.4	13.2	
36 - 40 Years		/ 49	1,093	877	787			7.9	6.1	1.5	12.0	
41 - 45 Years		/ 49	1,185	906	808			11.4	6.1	3.0	14.2	
> 45 Years		/ 42	1,081	852	733	‡	‡	9.1	5.6	2.4	14.3	
Contract Partners			**	**	**			**	**	**	**	

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Distribution of Equity Partner Standard Billing Rates

By Years of Experience - As of January 1, 2025

Equity Partners	Count*	< \$500	\$500 - \$599	\$600 - \$699	\$700 - \$799	\$800 - \$899	\$900 - \$999	\$1,000 - \$1,099	\$1,100 - \$1,199	\$1,200 - \$1,299	\$1,300 - \$1,399	\$1,400 - \$1,499	\$1,500 - \$1,599	\$1,600 - \$1,699	\$1,700 - \$1,799	\$1,800 - \$1,899	\$1,900 - \$1,999	\$2,000 +
< 11 Years																		
Your Firm	0																	
Total Group	130 [‡]	13.8%	23.1%	16.9%	23.1%	6.2%	3.1%	2.3%	3.1%	5.4%	3.1%							
11 - 15 Years																		
Your Firm	0																	
Total Group	640	8.0%	21.1%	18.8%	15.2%	15.3%	6.7%	3.0%	3.1%	1.9%	2.3%	3.9%	0.3%	0.5%				
16 - 20 Years																		
Your Firm	0																	
Total Group	826	4.7%	15.6%	25.2%	15.1%	9.4%	9.2%	5.6%	5.4%	2.9%	1.9%	2.4%	1.5%	0.8%	0.1%			
21 - 25 Years																		
Your Firm	0																	
Total Group	869	2.3%	9.0%	20.8%	20.9%	11.2%	8.7%	6.9%	6.9%	4.7%	3.0%	1.4%	2.1%	1.3%	0.3%	0.5%		
26 - 30 Years																		
Your Firm	0																	
Total Group	898	2.4%	5.9%	17.8%	20.7%	18.7%	9.1%	6.0%	5.5%	5.2%	3.2%	1.3%	1.3%	1.9%	0.6%	0.1%	0.1%	
31 - 35 Years																		
Your Firm	0																	
Total Group	661	1.2%	6.4%	14.5%	19.4%	17.5%	11.0%	5.0%	4.7%	5.6%	4.2%	5.7%	1.7%	1.4%	0.9%	0.2%	0.2%	0.5%
36 - 40 Years																		
Your Firm	0																	
Total Group	537	0.9%	4.3%	14.7%	19.9%	19.0%	13.0%	7.3%	3.7%	3.5%	4.8%	5.2%	1.7%	0.7%	0.2%	0.4%	0.6%	
41 - 45 Years																		
Your Firm	0																	
Total Group	255	0.8%	3.9%	12.5%	16.9%	18.4%	18.4%	7.8%	3.9%	1.6%	5.5%	3.1%	1.6%	2.0%	2.0%	0.4%	1.2%	
> 45 Years																		
Your Firm	0																	
Total Group	123 [‡]	1.6%	2.4%	6.5%	13.0%	21.1%	8.9%	4.9%	7.3%	5.7%	4.9%	8.1%	4.1%	3.3%	2.4%	0.8%	4.9%	
<i>All Equity Partners</i>																		
Your Firm	0																	
Total Group	4,939	3.4%	10.2%	18.3%	18.5%	15.0%	9.8%	5.7%	5.0%	4.0%	3.3%	3.1%	1.5%	1.2%	0.5%	0.2%	0.0%	0.3%

* Includes the number of corresponding headcount values at each level

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Distribution of Non-Equity Partner Standard Billing Rates

By Years of Experience - As of January 1, 2025

Non-Equity Ptrs	Count*	< \$500	\$500 - \$599	\$600 - \$699	\$700 - \$799	\$800 - \$899	\$900 - \$999	\$1,000 - \$1,099	\$1,100 - \$1,199	\$1,200 - \$1,299	\$1,300 - \$1,399	\$1,400 - \$1,499	\$1,500 - \$1,599	\$1,600 - \$1,699	\$1,700 - \$1,799	\$1,800 - \$1,899	\$1,900 - \$1,999	\$2,000 +
< 11 Years																		
Your Firm																		
Total Group	593	15.5%	38.4%	18.2%	8.8%	2.9%	3.7%	7.1%	0.8%	3.5%	0.3%	0.2%	0.5%					
11 - 15 Years																		
Your Firm																		
Total Group	893	6.8%	30.7%	24.3%	12.4%	6.7%	4.0%	5.9%	4.0%	2.5%	1.3%	1.0%	0.1%		0.1%			
16 - 20 Years																		
Your Firm																		
Total Group	672	3.4%	23.4%	24.3%	17.4%	8.2%	5.7%	8.2%	3.7%	3.4%	1.3%	1.0%						
21 - 25 Years																		
Your Firm																		
Total Group	523	2.3%	15.9%	27.9%	22.2%	9.6%	4.8%	5.7%	4.6%	3.1%	1.1%	1.7%	1.0%		0.2%			
26 - 30 Years																		
Your Firm																		
Total Group	377	3.4%	9.5%	26.3%	22.3%	14.1%	7.2%	5.0%	5.6%	3.2%	1.3%	1.1%	0.3%	0.3%	0.3%	0.3%	0.3%	
31 - 35 Years																		
Your Firm																		
Total Group	274	2.2%	8.0%	18.6%	26.3%	18.2%	7.7%	4.0%	4.7%	4.4%	2.6%	2.2%	0.4%	0.4%	0.4%			
36 - 40 Years																		
Your Firm																		
Total Group	254	1.6%	6.7%	16.5%	25.2%	20.9%	7.9%	5.1%	3.9%	3.5%	2.0%	3.9%	1.6%	0.4%		0.4%		0.4%
41 - 45 Years																		
Your Firm																		
Total Group	191	‡	1.6%	5.8%	15.7%	19.9%	21.5%	12.6%	4.7%	3.7%	6.3%	2.1%	1.6%	2.1%	1.0%	1.0%		0.5%
> 45 Years																		
Your Firm																		
Total Group	171	‡	1.2%	4.7%	17.0%	20.5%	13.5%	10.5%	5.3%	4.7%	2.3%	1.8%	1.8%	4.1%	1.8%		0.6%	
<i>All Non-Equity Partners</i>																		
Your Firm																		
Total Group	3,951	5.5%	21.2%	22.4%	17.4%	10.2%	5.9%	6.3%	3.8%	3.4%	1.4%	1.3%	0.6%	0.3%	0.2%	0.1%	0.0%	0.1%

* Includes the number of corresponding headcount values at each level

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Distribution of All Partner Standard Billing Rates

By Years of Experience - As of January 1, 2025

All Partners	Count*	< \$500	\$500 - \$599	\$600 - \$699	\$700 - \$799	\$800 - \$899	\$900 - \$999	\$1,000 - \$1,099	\$1,100 - \$1,199	\$1,200 - \$1,299	\$1,300 - \$1,399	\$1,400 - \$1,499	\$1,500 - \$1,599	\$1,600 - \$1,699	\$1,700 - \$1,799	\$1,800 - \$1,899	\$1,900 - \$1,999	\$2,000 +
< 11 Years																		
Your Firm																		
Total Group	723	15.2%	35.7%	18.0%	11.3%	3.5%	3.6%	6.2%	1.2%	3.9%	0.8%	0.1%	0.4%					
11 - 15 Years																		
Your Firm																		
Total Group	1,533	7.3%	26.7%	22.0%	13.6%	10.3%	5.2%	4.7%	3.7%	2.2%	1.8%	2.2%	0.2%	0.2%	0.1%			
16 - 20 Years																		
Your Firm																		
Total Group	1,498	4.1%	19.1%	24.8%	16.2%	8.9%	7.6%	6.7%	4.7%	3.1%	1.7%	1.8%	0.8%	0.5%	0.1%			
21 - 25 Years																		
Your Firm																		
Total Group	1,392	2.3%	11.6%	23.5%	21.4%	10.6%	7.3%	6.5%	6.0%	4.1%	2.3%	1.5%	1.7%	0.8%	0.3%	0.3%		
26 - 30 Years																		
Your Firm																		
Total Group	1,275	2.7%	7.0%	20.3%	21.2%	17.3%	8.5%	5.7%	5.5%	4.6%	2.7%	1.3%	1.0%	1.4%	0.5%	0.2%	0.1%	
31 - 35 Years																		
Your Firm																		
Total Group	935	1.5%	6.8%	15.7%	21.4%	17.8%	10.1%	4.7%	4.7%	5.2%	3.7%	4.7%	1.3%	1.1%	0.7%	0.1%	0.1%	0.3%
36 - 40 Years																		
Your Firm																		
Total Group	791	1.1%	5.1%	15.3%	21.6%	19.6%	11.4%	6.6%	3.8%	3.5%	3.9%	4.8%	1.6%	0.6%	0.1%	0.4%	0.5%	
41 - 45 Years																		
Your Firm																		
Total Group	446	1.1%	4.7%	13.9%	18.2%	19.7%	15.9%	6.5%	3.8%	3.6%	4.0%	2.5%	1.8%	1.6%	1.6%	0.2%	0.9%	
> 45 Years																		
Your Firm																		
Total Group	294	1.4%	3.7%	12.6%	17.3%	16.7%	9.9%	8.2%	6.1%	5.1%	3.4%	4.4%	2.7%	3.7%	2.0%	0.3%	0.3%	2.0%
All Partners																		
Your Firm																		
Total Group	8,890	4.3%	15.1%	20.1%	18.0%	12.9%	8.0%	6.0%	4.5%	3.7%	2.5%	2.3%	1.1%	0.8%	0.4%	0.1%	0.0%	0.2%

* Includes the number of corresponding headcount values at each level

 ** omitted due to insufficient data; [#] less than 75% population response

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Associate & Sr. Attorney Standard Billing Rates
 As of January 1, 2025

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year	
	Rate	Rank / Of	1 st Quartile		3 rd Quartile	% Change - 1 Year	% Change - 2 Year	% Change - 1 Year				
			Quartile	Median	Quartile			1 st Quartile	Median	3 rd Quartile		
Associates												
<i>Class of</i>												
2024		/ 41	\$500	\$394	\$359							
2023		/ 49	527	406	356							
2022		/ 49	592	429	385							
2021		/ 49	598	454	413							
2020		/ 49	649	482	428							
2019		/ 49	695	499	452							
2018		/ 47	703	529	466							
2017		/ 48	731	550	479							
2016		/ 41	666	540	476	‡	‡	12.3	7.8	2.7	18.7	
2015		/ 42	710	571	479	‡	‡	10.2	6.7	0.0	16.4	
Prior		/ 43	736	565	482	‡	‡	9.8	6.8	0.4	11.7	
<i>All Associates</i>		/ 49	652	480	423			7.9	5.2	3.0	12.9	
Sr. Attorneys												
<i>Class of</i>												
2017 - 2024		/ 22 ‡	\$805	\$582	\$514			**	**	**	**	
2016		/ 21 ‡	890	525	465			**	**	**	**	
2015		/ 28 ‡	876	598	503			8.1	5.3	0.0	**	
2014		/ 28 ‡	881	593	504	‡	‡	10.8	7.1	0.0	10.2	
2013		/ 32 ‡	797	584	534	‡	‡	8.5	5.9	1.3	14.5	
2012		/ 28 ‡	772	580	528	‡	‡	8.7	7.0	1.7	17.7	
2011		/ 24 ‡	930	622	539	‡	‡	8.6	6.2	1.0	12.6	
Prior		/ 37 ‡	924	668	614	‡	‡	10.0	6.8	4.2	14.2	
<i>All Sr. Attorneys</i>		/ 38	877	638	595	‡	‡	7.4	5.3	2.1	12.0	

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Other Timekeeper Standard Billing Rates
 As of January 1, 2025

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	% Change - 2 Year	1 st Quartile	Median	3 rd Quartile	
Of Counsel											
<i>By Years of Experience</i>											
< 21 Years		/ 23 [‡]	\$656	\$547	\$483			8.1	5.2	0.0	14.1
21 - 25 Years		/ 17 [‡]	795	635	575			9.9	6.6	0.0	16.1
26 - 30 Years		/ 20 [‡]	795	676	572			15.2	6.0	4.0	15.9
> 30 Years		/ 35 [‡]	1,068	815	709			13.1	10.0	0.5	14.3
All Of Counsel		/ 36 [‡]	1,008	784	623			10.9	7.1	2.8	14.2
Staff Attorneys											
<i>By Years of Experience</i>											
< 6 Years		/ 20 [‡]	\$499	\$390	\$358			8.2	0.0	(3.2)	8.4
6 - 10 Years		/ 18 [‡]	502	440	394			7.8	7.7	1.8	**
11 - 15 Years		/ 20 [‡]	525	464	398			9.9	7.2	0.0	12.7
> 15 Years		/ 24 [‡]	576	494	406			6.5	5.0	(1.8)	13.5
All Staff Attorneys		/ 31 [‡]	531	444	400			8.6	3.9	0.0	12.7
eDiscovery Attorneys											
<i>By Years of Experience</i>											
< 6 Years			**	**	**			**	**	**	**
6 - 10 Years			**	**	**			**	**	**	**
11 - 15 Years			**	**	**			**	**	**	**
> 15 Years			**	**	**			**	**	**	**
All eDiscovery Attorneys											
All Attorneys		/ 49	\$803	\$663	\$597			8.0	5.5	3.9	11.5
Contract Associates		/ 11 [‡]	\$553	\$453	\$410			**	**	**	**
Other Timekeepers											
Lobbyists		/ 10 [‡]	\$668	\$541	\$455			**	**	**	**
Specialists		/ 24 [‡]	484	387	324			14.0	6.4	1.7	9.7
Litigation Support		/ 22 [‡]	389	304	271			9.7	4.7	0.6	15.8
Patent Agents		/ 18 [‡]	431	359	318			5.9	3.5	0.2	10.8
Case Clerks		/ 15 [‡]	235	195	180			13.9	6.9	0.0	15.2
Law Clerks		/ 20 [‡]	391	330	288			12.2	1.4	(7.4)	28.6
Paralegals											
High		/ 47	\$500	\$450	\$383			8.2	5.1	1.1	12.2
Middle		/ 47	397	330	290			7.4	5.0	3.2	11.3
Low		/ 47	305	240	160			10.2	6.3	0.0	12.3
Average		/ 47	394	327	294			7.4	4.3	2.7	10.3

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Distribution of Associate & Sr. Attorney Standard Billing Rates

As of January 1, 2025

Associates	Count*	< \$325	\$325 - \$399	\$400 - \$499	\$500 - \$599	\$600 - \$699	\$700 - \$799	\$800 - \$899	\$900 - \$999	\$1,000 - \$1,049	\$1,050 - \$1,074	\$1,075 - \$1,099	\$1,100 +
2024													
Your Firm													
Total Group	502	14.5%	40.8%	19.5%	9.8%	9.6%	5.2%	0.6%					
2023													
Your Firm													
Total Group	595	11.8%	30.4%	24.2%	15.1%	5.7%	9.1%	3.5%		0.2%			
2022													
Your Firm													
Total Group	639	7.5%	22.8%	34.3%	15.6%	3.8%	8.1%	3.6%	4.2%				
2021													
Your Firm													
Total Group	720	3.5%	15.3%	37.4%	15.4%	7.5%	4.0%	9.3%	3.9%	0.7%	3.1%		
2020													
Your Firm													
Total Group	613	2.6%	15.7%	32.3%	17.8%	7.7%	3.1%	4.7%	7.2%	1.5%	1.5%	2.1%	3.9%
2019													
Your Firm													
Total Group	547	1.3%	8.4%	35.1%	24.1%	9.3%	6.2%	2.4%	6.8%		0.9%		5.5%
2018													
Your Firm													
Total Group	480	1.3%	9.2%	28.1%	26.5%	11.9%	5.6%	3.5%	6.5%	0.2%			7.3%
2017													
Your Firm													
Total Group	431	0.5%	4.9%	22.0%	31.6%	14.4%	8.1%	6.5%	6.0%	1.9%			4.2%
2016													
Your Firm													
Total Group	252	0.8%	4.4%	20.2%	29.4%	15.9%	9.1%	7.5%	5.6%	2.0%	0.4%		4.8%
2015													
Your Firm													
Total Group	196	1.0%	8.2%	23.0%	29.6%	11.7%	9.7%	6.1%	6.1%	0.5%			4.1%
<i>Prior</i>													
Your Firm													
Total Group	309	1.6%	10.7%	24.6%	21.7%	17.8%	8.4%	10.0%	3.2%	0.6%			1.3%
<i>All Associates</i>													
Your Firm													
Total Group	5,293	4.9%	17.2%	28.8%	19.9%	9.4%	6.5%	5.0%	4.3%	0.6%	0.7%	0.2%	2.5%
Sr. Attorneys	Count*	< \$325	\$325 - \$399	\$400 - \$499	\$500 - \$599	\$600 - \$699	\$700 - \$799	\$800 - \$899	\$900 - \$999	\$1,000 - \$1,049	\$1,050 - \$1,074	\$1,075 - \$1,099	\$1,100 +
Your Firm													
Total Group	1,362		0.1%	3.4%	5.9%	16.0%	16.3%	13.7%	8.1%	8.3%	5.7%	8.9%	13.4%

* Includes the number of corresponding headcount values at each level

 ** omitted due to insufficient data; [†] less than 75% population response

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 'Full Year'¹ Partner Standard Billing Rates & Annual Percent Change

As of January 1, 2025

	Your Firm		Group			Your Firm		Group		
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	Rank / Of	% Change - 1 Year		
			Quartile	Median	Quartile			1 st Quartile	Median	3 rd Quartile
Equity Partners										
High		/ 47	\$1,555	\$1,250	\$1,090		/ 47	10.1	7.4	6.1
Middle		/ 47	1,028	810	724		/ 47	9.8	7.1	6.2
Low		/ 47	825	600	523		/ 47	12.1	9.8	7.9
Average		/ 47	1,040	799	741		/ 47	9.5	7.9	6.4
<i>By Years of Experience</i>										
< 11 Years		/ 21 ‡	\$776	\$679	\$510		/ 21 ‡	11.1	8.9	6.9
11 - 15 Years		/ 45	900	727	615		/ 45	11.4	9.0	7.7
16 - 20 Years		/ 47	1,011	778	682		/ 47	10.2	8.1	6.8
21 - 25 Years		/ 47	1,044	794	699		/ 47	9.6	8.0	6.3
26 - 30 Years		/ 47	1,085	843	749		/ 47	9.2	7.7	5.9
31 - 35 Years		/ 47	1,131	866	774		/ 47	9.2	7.7	6.0
36 - 40 Years		/ 47	1,167	891	789		/ 47	8.7	7.4	5.6
41 - 45 Years		/ 46	1,252	891	807		/ 46	9.2	7.3	5.6
> 45 Years		/ 30 ‡	1,308	924	816		/ 30 ‡	9.8	7.7	4.6
Non-Equity Partners										
High		/ 44	\$1,436	\$1,145	\$995		/ 44	9.7	7.2	5.2
Middle		/ 44	909	693	625		/ 44	10.8	8.4	6.8
Low		/ 44	724	520	450		/ 44	14.1	10.8	8.0
Average		/ 44	940	718	643		/ 44	10.1	8.7	6.8
<i>By Years of Experience</i>										
< 11 Years		/ 41	\$800	\$606	\$550		/ 41	12.8	10.2	8.5
11 - 15 Years		/ 44	802	650	590		/ 44	10.1	8.7	7.3
16 - 20 Years		/ 43	889	713	621		/ 43	9.9	8.5	6.8
21 - 25 Years		/ 43	885	725	639		/ 43	9.8	8.1	6.8
26 - 30 Years		/ 42	953	763	682		/ 42	9.3	7.8	5.7
31 - 35 Years		/ 42	981	799	704		/ 42	9.4	7.5	4.9
36 - 40 Years		/ 39	1,135	822	741		/ 39	8.8	7.4	5.2
41 - 45 Years		/ 34 ‡	1,040	857	780		/ 34 ‡	10.0	8.0	5.2
> 45 Years		/ 34 ‡	1,032	817	732		/ 34 ‡	9.0	7.6	5.5

¹ Contains statistics only for Partners who were employed during the entire period from 1/1/2024 through 12/31/2024, excluding Partners who had a title change during the year.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 'Full Year'¹ Partner Standard Billing Rates & Annual Percent Change

As of January 1, 2025

	Your Firm		Group			Your Firm		Group		
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	Rank / Of	% Change - 1 Year		
			Quartile	Median	Quartile			1 st Quartile	Median	3 rd Quartile
All Partner Composite										
High		/ 49	\$1,560	\$1,275	\$1,150			9.8	7.4	5.9
Middle		/ 49	943	750	675			9.8	8.7	6.7
Low		/ 49	760	520	450			13.9	10.9	8.2
Average		/ 49	950	782	694			9.7	8.4	6.5
By Years of Experience										
< 11 Years		/ 48	\$802	\$625	\$549			12.6	10.1	8.5
11 - 15 Years		/ 49	859	680	602			10.7	9.0	7.5
16 - 20 Years		/ 49	931	733	648			10.0	8.4	7.0
21 - 25 Years		/ 49	990	790	705			9.9	8.3	6.6
26 - 30 Years		/ 49	1,031	814	739			9.3	7.6	6.0
31 - 35 Years		/ 49	1,126	851	756			9.6	7.9	5.8
36 - 40 Years		/ 49	1,093	877	801			9.0	7.4	5.7
41 - 45 Years		/ 49	1,185	906	808			9.9	7.5	5.3
> 45 Years		/ 42	1,081	858	733			9.1	7.5	4.9
Contract Partners			**	**	**			**	**	**

¹ Contains statistics only for Partners who were employed during the entire period from 1/1/2024 through 12/31/2024, excluding Partners who had a title change during the year.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

'Full Year'¹ Associate & Sr. Attorney Standard Billing Rates & Annual Percent Change

As of January 1, 2025

	Your Firm		Group			Your Firm		Group		
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	Rank / Of	1 st Quartile	Median	3 rd Quartile
Associates										
<i>Class of</i>										
2024		/ 26 ‡	\$499	\$397	\$334					
2023		/ 45	520	405	352		/ 45	17.2	13.0	8.0
2022		/ 48	566	430	383		/ 48	16.6	13.1	10.0
2021		/ 49	598	473	412		/ 49	16.5	13.4	10.2
2020		/ 49	649	484	424		/ 49	15.6	12.3	9.7
2019		/ 48	699	514	454		/ 48	14.9	12.0	8.9
2018		/ 46	708	532	466		/ 46	13.8	11.6	8.2
2017		/ 48	730	551	472		/ 48	13.3	10.6	7.8
2016		/ 41	666	539	468		/ 41	13.1	10.4	8.0
2015		/ 42	710	571	470		/ 42	11.6	8.8	6.3
Prior		/ 42	718	563	481		/ 42	13.0	8.4	6.5
<i>All Associates</i>		/ 49	651	493	429		/ 49	15.2	12.5	9.2
Sr. Attorneys										
<i>Class of</i>										
2017 - 2024		/ 18 ‡	\$803	\$588	\$441		/ 18 ‡	12.2	10.1	8.2
2016		/ 18 ‡	620	509	460		/ 18 ‡	12.7	9.1	7.6
2015		/ 25 ‡	890	675	515		/ 25 ‡	10.9	8.6	5.9
2014		/ 26 ‡	853	544	490		/ 26 ‡	11.1	8.3	6.2
2013		/ 31 ‡	811	582	533		/ 31 ‡	10.5	8.9	6.0
2012		/ 26 ‡	870	580	530		/ 26 ‡	10.0	7.9	6.3
2011		/ 22 ‡	910	623	526		/ 22 ‡	9.0	7.9	6.7
Prior		/ 36 ‡	926	671	611		/ 36 ‡	8.9	7.8	6.4
<i>All Sr. Attorneys</i>		/ 38	876	646	599		/ 38	9.4	8.0	6.8

¹ Contains statistics only for Associates & Sr. Attorneys who were employed during the entire period from 1/1/2024 through 12/31/2024, excluding timekeepers who had a title change during the year.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Associate 'Full-Year' Standard Rate Change
By Years of Experience¹

Standard Billing Rate As of January 1, 2025

<u>Years of Experience</u>	<i>Your Firm</i>		<i>Group % Change</i>		
	<i>% Change</i>	<i>Rank / Of</i>	<i>1st Quartile</i>	<i>Median</i>	<i>3rd Quartile</i>
1 Year		/ 37 [‡]	8.5	6.0	0.8
2 Years		/ 40	8.8	6.3	0.5
3 Years		/ 42	8.5	6.4	2.5
4 Years		/ 42	9.1	5.2	(0.0)
5 Years		/ 41	9.1	6.6	3.1
6 Years		/ 40	10.1	6.0	2.3
7 Years		/ 40	10.3	8.0	3.3

¹ Calculated as the percent change for an associate with the respective years of experience at 1/1/2025 to the corresponding years of experience at 1/1/2024. For example, an associate with one year of experience would be included in law class year 2023 at 1/1/2025, and included in law class year 2022 at 1/1/2024.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 'Full Year'¹ Other Timekeeper Standard Billing Rates & Annual Percent Change

As of January 1, 2025

	Your Firm		Group			Your Firm		Group		
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	Rank / Of	1 st Quartile	Median	3 rd Quartile
Of Counsel										
By Years of Experience										
< 21 Years		/ 21 ‡	\$708	\$560	\$475		/ 21 ‡	10.6	8.4	5.7
21 - 25 Years		/ 16 ‡	788	640	578		/ 16 ‡	9.7	7.4	5.6
26 - 30 Years		/ 19 ‡	793	666	572		/ 19 ‡	9.4	7.3	5.9
> 30 Years		/ 34 ‡	1,085	844	714		/ 34 ‡	8.2	6.5	4.4
All Of Counsel		/ 35 ‡	1,028	787	645		/ 35 ‡	8.1	6.6	5.0
Staff Attorneys										
By Years of Experience										
< 6 Years		/ 18 ‡	\$501	\$390	\$362		/ 18 ‡	12.9	8.9	5.9
6 - 10 Years		/ 18 ‡	473	431	395		/ 18 ‡	10.5	8.7	7.4
11 - 15 Years		/ 20 ‡	519	464	411		/ 20 ‡	8.7	7.4	5.6
> 15 Years		/ 24 ‡	560	487	404		/ 24 ‡	9.3	7.0	5.1
All Staff Attorneys		/ 31 ‡	528	444	402		/ 31 ‡	8.9	7.6	5.3
eDiscovery Attorneys										
By Years of Experience										
< 6 Years			**	**	**			**	**	**
6 - 10 Years			**	**	**			**	**	**
11 - 15 Years			**	**	**			**	**	**
> 15 Years			**	**	**			**	**	**
All eDiscovery Attorneys										
All Attorneys		/ 49	\$803	\$665	\$605		/ 49	10.5	8.6	7.7
Contract Associates			**	**	**			**	**	**
Other Timekeepers										
Lobbyists		/ 10 ‡	\$680	\$546	\$458		/ 10 ‡	10.5	9.8	8.1
Specialists		/ 24 ‡	485	390	325		/ 24 ‡	8.0	5.7	4.6
Litigation Support		/ 22 ‡	391	309	272		/ 22 ‡	10.2	6.4	4.2
Patent Agents		/ 18 ‡	431	361	318		/ 18 ‡	8.1	6.5	4.6
Case Clerks		/ 14 ‡	235	201	190		/ 14 ‡	10.1	6.8	5.4
Law Clerks		/ 14 ‡	434	360	315		/ 14 ‡	20.7	8.3	4.3
Paralegals										
High		/ 47	\$500	\$435	\$383		/ 47	8.4	5.5	3.7
Middle		/ 47	398	330	293		/ 47	10.1	6.3	4.7
Low		/ 47	305	240	183		/ 47	20.9	8.6	6.0
Average		/ 47	403	325	297		/ 47	8.8	6.8	5.5

¹ Contains statistics only for Non-Partner timekeepers who were employed during the entire period from 1/1/2024 through 12/31/2024, excluding timekeepers who had a title change during the year.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Partner Average Worked¹ Rates
 For the 12-month period ending December 31, 2024

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year	
	Rate	Rank / Of	1 st Quartile		3 rd Quartile	% Change - 1 year	% Change - 2 year	% Change - 1 Year				
			1 st Quartile	Median	3 rd Quartile			1 st Quartile	Median	3 rd Quartile		
Equity Partners												
High		/ 47	\$1,475	\$1,135	\$1,008						12.9	
Middle		/ 47	855	704	615						7.6	
Low		/ 47	538	461	332						9.7	
Average		/ 47	890	715	623						7.4	
By Years of Experience												
< 11 Years		/ 19 ‡	\$742	\$622	\$449	‡	‡				11.3	
11 - 15 Years		/ 45	785	659	548	‡	‡				9.4	
16 - 20 Years		/ 47	898	656	585						8.6	
21 - 25 Years		/ 47	973	698	622						10.3	
26 - 30 Years		/ 47	935	743	642						8.2	
31 - 35 Years		/ 47	999	745	647						9.2	
36 - 40 Years		/ 47	1,032	768	625						9.7	
41 - 45 Years		/ 46	1,055	752	680	‡	‡				11.4	
> 45 Years		/ 28 ‡	1,040	784	723	‡	‡				9.4	
Non-Equity Partners												
High		/ 44	\$1,371	\$1,164	\$899	‡	‡				17.2	
Middle		/ 44	732	591	540	‡	‡				9.9	
Low		/ 44	447	350	293	‡	‡				6.1	
Average		/ 44	740	611	555	‡	‡				9.9	
By Years of Experience												
< 11 Years		/ 41	\$638	\$525	\$467	‡	‡				9.9	
11 - 15 Years		/ 44	682	556	501	‡	‡				10.0	
16 - 20 Years		/ 43	704	592	541	‡	‡				10.6	
21 - 25 Years		/ 43	773	624	554	‡	‡				12.1	
26 - 30 Years		/ 42	761	661	566	‡	‡				10.3	
31 - 35 Years		/ 42	790	652	601	‡	‡				11.9	
36 - 40 Years		/ 39	925	680	620	‡	‡				10.5	
41 - 45 Years		/ 33 ‡	847	681	621	‡	‡				9.6	
> 45 Years		/ 31 ‡	779	689	621	‡	‡				9.3	

¹ Calculated by taking the value of billable time worked during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Partner Average Worked¹ Rates
 For the 12-month period ending December 31, 2024

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year	
	Rate	Rank / Of	1 st Quartile		3 rd Quartile	% Change - 1 year	% Change - 2 year	% Change - 1 Year				
			1 st Quartile	Median	3 rd Quartile			1 st Quartile	Median	3 rd Quartile		
All Partner Composite												
High		/ 49	\$1,546	\$1,237	\$1,050			16.0	9.6	0.1	15.8	
Middle		/ 49	848	657	567			7.9	6.4	3.4	13.3	
Low		/ 49	470	369	291			6.1	2.4	0.0	5.3	
Average		/ 49	870	676	583			7.6	6.2	4.0	12.5	
By Years of Experience												
< 11 Years		/ 47	\$716	\$551	\$474			8.8	4.2	(0.8)	13.9	
11 - 15 Years		/ 49	785	591	512			8.3	5.6	2.8	14.4	
16 - 20 Years		/ 49	874	632	557			9.6	6.3	2.1	12.3	
21 - 25 Years		/ 49	918	685	605			9.0	7.1	3.3	13.5	
26 - 30 Years		/ 49	862	698	619			8.4	6.3	1.8	12.3	
31 - 35 Years		/ 49	973	733	628			9.7	6.1	3.2	14.2	
36 - 40 Years		/ 49	938	738	625			9.2	4.0	0.1	11.1	
41 - 45 Years		/ 49	982	751	638			11.7	6.6	0.5	11.6	
> 45 Years		/ 40	942	738	644	‡	‡	10.6	3.6	(1.1)	11.0	
Contract Partners			**	**	**			**	**	**	**	

¹ Calculated by taking the value of billable time worked during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Distribution of Equity Partner Average Worked¹ Rates

By Years of Experience - For the 12-month period ending December 31, 2024

Equity Partners	Count*	< \$500	\$500 - \$599	\$600 - \$699	\$700 - \$799	\$800 - \$899	\$900 - \$999	\$1,000 - \$1,099	\$1,100 - \$1,199	\$1,200 - \$1,299	\$1,300 - \$1,399	\$1,400 - \$1,499	\$1,500 - \$1,599	\$1,600 - \$1,699	\$1,700 - \$1,799	\$1,800 - \$1,899	\$1,900 - \$1,999	\$2,000 +	
< 11 Years																			
Your Firm																			
Total Group	71	‡	18.3%	8.5%	5.6%	16.9%	14.1%	21.1%	4.2%	5.6%	1.4%	2.8%		1.4%					
11 - 15 Years																			
Your Firm																			
Total Group	512	11.1%	11.5%	14.1%	12.7%	13.1%	9.8%	9.2%	5.7%	3.3%	2.3%	2.7%	2.3%	1.4%	0.6%	0.2%			
16 - 20 Years																			
Your Firm																			
Total Group	743	9.2%	8.2%	14.7%	18.8%	12.5%	7.1%	5.5%	5.8%	6.2%	4.0%	2.3%	1.5%	2.7%	0.7%	0.4%	0.1%	0.3%	
21 - 25 Years																			
Your Firm																			
Total Group	793	5.4%	5.9%	9.6%	16.1%	15.6%	10.6%	7.9%	5.9%	5.8%	5.2%	4.5%	2.0%	1.6%	1.5%	1.3%	0.4%	0.5%	
26 - 30 Years																			
Your Firm																			
Total Group	834	6.5%	6.0%	9.2%	13.4%	14.7%	14.0%	11.4%	5.6%	4.2%	4.0%	3.6%	2.2%	1.8%	0.6%	1.4%	0.8%	0.5%	
31 - 35 Years																			
Your Firm																			
Total Group	621	6.9%	6.0%	9.7%	11.0%	14.7%	12.6%	9.3%	6.3%	4.5%	3.9%	2.9%	4.3%	3.4%	1.1%	0.8%	1.3%	1.4%	
36 - 40 Years																			
Your Firm																			
Total Group	503	4.8%	6.2%	9.9%	12.5%	13.1%	12.3%	11.5%	8.0%	5.0%	4.4%	2.6%	3.2%	3.0%	1.0%	1.2%	0.4%	1.0%	
41 - 45 Years																			
Your Firm																			
Total Group	235	6.0%	3.0%	8.5%	11.5%	11.1%	10.6%	12.8%	12.3%	6.4%	3.4%	3.4%	3.4%	0.9%	2.1%	0.9%	1.7%	2.1%	
> 45 Years																			
Your Firm																			
Total Group	109	‡	3.7%	0.9%	7.3%	8.3%	12.8%	8.3%	14.7%	7.3%	2.8%	5.5%	3.7%	3.7%	3.7%	4.6%	2.8%	2.8%	7.3%
All Equity Partners																			
Your Firm																			
Total Group	4,421	7.2%	6.8%	10.8%	14.1%	13.9%	11.2%	9.3%	6.5%	4.9%	4.0%	3.2%	2.5%	2.2%	1.1%	1.0%	0.6%	0.8%	

¹ Calculated by taking the value of billable time worked during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

* Includes the number of corresponding full-time, full-year individuals at each level

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Distribution of Non-Equity Partner Average Worked¹ Rates

By Years of Experience - For the 12-month period ending December 31, 2024

Non-Equity Ptrs	Count*	< \$500	\$500 - \$599	\$600 - \$699	\$700 - \$799	\$800 - \$899	\$900 - \$999	\$1,000 - \$1,099	\$1,100 - \$1,199	\$1,200 - \$1,299	\$1,300 - \$1,399	\$1,400 - \$1,499	\$1,500 - \$1,599	\$1,600 - \$1,699	\$1,700 - \$1,799	\$1,800 - \$1,899	\$1,900 - \$1,999	\$2,000 +
< 11 Years																		
Your Firm																		
Total Group	332	19.3%	20.5%	25.9%	13.6%	5.7%	3.3%	2.1%	2.7%	5.1%	0.9%	0.9%						
11 - 15 Years																		
Your Firm																		
Total Group	754	9.2%	15.4%	26.9%	19.0%	9.5%	4.2%	3.1%	3.1%	4.1%	2.8%	1.7%	0.8%	0.1%		0.1%		
16 - 20 Years																		
Your Firm																		
Total Group	546	7.7%	13.4%	19.6%	20.0%	11.7%	6.8%	5.5%	3.5%	6.0%	2.9%	2.0%	0.5%		0.2%			0.2%
21 - 25 Years																		
Your Firm																		
Total Group	421	6.4%	9.0%	17.3%	22.6%	16.6%	8.3%	3.1%	4.0%	5.0%	3.8%	2.1%	1.0%	0.5%	0.2%			
26 - 30 Years																		
Your Firm																		
Total Group	309	4.9%	7.1%	15.9%	21.7%	18.4%	10.4%	6.5%	4.5%	2.9%	3.2%	1.3%	1.0%	1.3%	0.3%			0.6%
31 - 35 Years																		
Your Firm																		
Total Group	231	3.5%	6.9%	13.9%	20.3%	17.3%	15.6%	8.2%	2.2%	2.6%	4.3%	2.2%	1.7%		0.9%	0.4%		
36 - 40 Years																		
Your Firm																		
Total Group	309	4.9%	7.1%	15.9%	21.7%	18.4%	10.4%	6.5%	4.5%	2.9%	3.2%	1.3%	1.0%	1.3%	0.3%			0.6%
41 - 45 Years																		
Your Firm																		
Total Group	231	3.5%	6.9%	13.9%	20.3%	17.3%	15.6%	8.2%	2.2%	2.6%	4.3%	2.2%	1.7%		0.9%	0.4%		
> 45 Years																		
Your Firm																		
Total Group	213	4.2%	7.5%	14.6%	14.6%	17.4%	15.0%	8.0%	4.7%	2.3%	3.3%	1.4%	1.9%	1.9%	1.4%		0.9%	0.9%
All Non-Equity Partners																		
Your Firm																		
Total Group	154	‡	4.5%	7.8%	8.4%	18.8%	18.2%	14.9%	5.8%	5.2%	5.2%	1.9%	2.6%	1.9%		1.3%	1.3%	1.9%

¹ Calculated by taking the value of billable time worked during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

* Includes the number of corresponding full-time, full-year individuals at each level

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Distribution of All Partner Average Worked¹ Rates

By Years of Experience - For the 12-month period ending December 31, 2024

All Partners	Count*	< \$500	\$500 - \$599	\$600 - \$699	\$700 - \$799	\$800 - \$899	\$900 - \$999	\$1,000 - \$1,099	\$1,100 - \$1,199	\$1,200 - \$1,299	\$1,300 - \$1,399	\$1,400 - \$1,499	\$1,500 - \$1,599	\$1,600 - \$1,699	\$1,700 - \$1,799	\$1,800 - \$1,899	\$1,900 - \$1,999	\$2,000 +
< 11 Years																		
Your Firm																		
Total Group	403	19.1%	18.4%	22.3%	14.1%	7.2%	6.5%	2.5%	3.2%	4.5%	0.7%	1.2%		0.2%				
11 - 15 Years																		
Your Firm																		
Total Group	1,266	10.0%	13.8%	21.7%	16.4%	11.0%	6.5%	5.5%	4.1%	3.8%	2.6%	2.1%	1.4%	0.6%	0.2%	0.2%		
16 - 20 Years																		
Your Firm																		
Total Group	1,289	8.5%	10.4%	16.8%	19.3%	12.2%	7.0%	5.5%	4.8%	6.1%	3.6%	2.2%	1.1%	1.6%	0.5%	0.2%	0.1%	0.2%
21 - 25 Years																		
Your Firm																		
Total Group	1,214	5.8%	7.0%	12.3%	18.4%	16.0%	9.8%	6.3%	5.3%	5.5%	4.7%	3.7%	1.6%	1.2%	1.1%	0.8%	0.2%	0.3%
26 - 30 Years																		
Your Firm																		
Total Group	1,143	6.0%	6.3%	11.0%	15.7%	15.7%	13.0%	10.1%	5.3%	3.8%	3.8%	3.0%	1.8%	1.7%	0.5%	1.0%	0.6%	0.5%
31 - 35 Years																		
Your Firm																		
Total Group	852	6.0%	6.2%	10.8%	13.5%	15.4%	13.4%	9.0%	5.2%	4.0%	4.0%	2.7%	3.6%	2.5%	1.1%	0.7%	0.9%	1.1%
36 - 40 Years																		
Your Firm																		
Total Group	716	4.6%	6.6%	11.3%	13.1%	14.4%	13.1%	10.5%	7.0%	4.2%	4.1%	2.2%	2.8%	2.7%	1.1%	0.8%	0.6%	1.0%
41 - 45 Years																		
Your Firm																		
Total Group	389	5.4%	4.9%	8.5%	14.4%	13.9%	12.3%	10.0%	9.5%	5.9%	2.8%	3.1%	2.8%	0.5%	1.8%	0.5%	1.5%	2.1%
> 45 Years																		
Your Firm																		
Total Group	225	3.1%	1.8%	8.4%	11.1%	16.4%	11.6%	10.2%	7.1%	2.7%	6.2%	3.1%	4.0%	2.7%	3.6%	1.8%	1.8%	4.4%
All Partners																		
Your Firm																		
Total Group	7,500	7.5%	8.9%	14.4%	16.1%	13.7%	10.0%	7.4%	5.3%	4.7%	3.6%	2.6%	1.9%	1.5%	0.8%	0.6%	0.4%	0.6%

¹ Calculated by taking the value of billable time worked during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

* Includes the number of corresponding full-time, full-year individuals at each level

** omitted due to insufficient data; [#] less than 75% population response

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Associate & Sr. Attorney Average Worked¹ Rates

For the 12-month period ending December 31, 2024

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	% Change - 2 Year	1 st Quartile	Median	3 rd Quartile	
Associates											
<i>Class of</i>											
2024		/ 34 ‡	\$454	\$358	\$307						
2023		/ 48	446	367	310	‡		12.1	8.4	1.1	
2022		/ 48	489	386	322		‡	13.6	10.4	4.5	19.4
2021		/ 49	507	408	353		‡	16.0	10.7	4.8	24.0
2020		/ 49	554	416	358			13.2	9.8	5.1	25.5
2019		/ 49	576	428	379			12.7	10.1	5.2	26.3
2018		/ 49	625	438	386			15.0	10.8	5.1	23.7
2017		/ 47	612	474	404			12.1	9.6	4.8	20.0
2016		/ 45	686	471	382			11.9	8.1	1.7	16.3
2015		/ 43	646	498	428	‡	‡	14.3	8.0	3.0	18.5
Prior		/ 43	594	507	423	‡	‡	11.4	7.7	4.3	12.1
<i>All Associates</i>		/ 49	570	431	368			8.0	5.7	3.5	12.4
Sr. Attorneys											
<i>Class of</i>											
2017 - 2024		/ 14 ‡	\$675	\$452	\$362			**	**	**	**
2016		/ 18 ‡	509	455	381			**	**	**	**
2015		/ 23 ‡	763	526	423	‡		9.6	4.4	0.0	**
2014		/ 24 ‡	573	499	432	‡	‡	8.6	0.0	(2.3)	12.2
2013		/ 27 ‡	669	502	438	‡	‡	7.3	4.9	0.0	9.0
2012		/ 26 ‡	585	521	445	‡	‡	11.8	4.3	0.2	8.6
2011		/ 24 ‡	617	584	467	‡	‡	8.7	3.6	(4.1)	7.1
Prior		/ 37 ‡	753	570	511	‡	‡	10.9	7.0	4.0	13.5
<i>All Sr. Attorneys</i>		/ 38	705	554	490	‡	‡	9.8	5.8	1.6	13.8

¹ Calculated by taking the value of billable time worked during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Distribution of Associate & Sr. Attorney Average Worked¹ Rates
 For the 12-month period ending December 31, 2024

Associates	Count*	< \$325	\$325 - \$399	\$400 - \$499	\$500 - \$599	\$600 - \$699	\$700 - \$799	\$800 - \$899	\$900 - \$999	\$1,000 - \$1,049	\$1,050 - \$1,074	\$1,075 - \$1,099	\$1,100 +
2024													
Your Firm													
Total Group	58 <small>‡</small>		19.0%	67.2%	13.8%								
2023													
Your Firm													
Total Group	382	4.7%	22.0%	38.0%	14.9%	4.5%	10.5%	4.2%	1.0%	0.3%			
2022													
Your Firm													
Total Group	458	5.7%	19.0%	33.0%	18.1%	8.1%	6.3%	5.7%	3.3%	0.7%	0.2%		
2021													
Your Firm													
Total Group	533	4.5%	11.3%	31.0%	22.0%	10.1%	4.1%	7.1%	4.5%	3.2%	1.5%	0.6%	0.2%
2020													
Your Firm													
Total Group	467	4.1%	13.3%	30.0%	22.9%	7.3%	4.9%	4.9%	4.5%	3.4%	3.9%	0.6%	0.2%
2019													
Your Firm													
Total Group	384	2.6%	11.2%	26.6%	26.8%	9.1%	6.0%	5.5%	3.1%	2.6%	4.2%	1.3%	1.0%
2018													
Your Firm													
Total Group	360	2.5%	12.2%	17.8%	26.9%	10.8%	6.1%	6.4%	3.9%	2.8%	3.9%	3.3%	3.3%
2017													
Your Firm													
Total Group	340	0.9%	9.1%	13.8%	29.4%	18.2%	12.1%	2.1%	6.8%	4.1%	2.6%	0.3%	0.6%
2016													
Your Firm													
Total Group	241	1.2%	7.9%	11.2%	26.6%	14.1%	11.6%	8.3%	3.3%	5.0%	5.0%	2.5%	3.3%
2015													
Your Firm													
Total Group	181	1.1%	6.6%	13.3%	22.7%	18.8%	8.8%	9.4%	5.0%	6.1%	2.2%	2.2%	3.9%
Prior													
Your Firm													
Total Group	280	1.8%	9.3%	15.7%	20.7%	20.0%	10.0%	6.8%	3.2%	7.9%	2.9%	0.7%	1.1%
All Associates													
Your Firm													
Total Group	3,690	3.2%	13.0%	25.7%	22.7%	10.9%	7.4%	5.7%	3.8%	3.1%	2.4%	1.0%	1.0%
Sr. Attorneys	Count*	< \$325	\$325 - \$399	\$400 - \$499	\$500 - \$599	\$600 - \$699	\$700 - \$799	\$800 - \$899	\$900 - \$999	\$1,000 - \$1,049	\$1,050 - \$1,074	\$1,075 - \$1,099	\$1,100 +
Your Firm													
Total Group	882 <small>‡</small>	1.0%	5.8%	11.7%	18.1%	18.5%	13.0%	8.3%	4.6%	4.2%	5.9%	4.9%	4.0%

¹ Calculated by taking the value of billable time worked during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

* Includes the number of corresponding full-time, full-year individuals at each level; ** omitted due to insufficient data; ‡ less than 75% population response

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Other Timekeeper Average Worked¹ Rates

For the 12-month period ending December 31, 2024

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	% Change - 2 Year	1 st Quartile	Median	3 rd Quartile	
Of Counsel											
<i>By Years of Experience</i>											
< 21 Years		/ 15 ‡	\$854	\$496	\$461	‡		9.8	5.3	0.0	**
21 - 25 Years		/ 14 ‡	829	539	482			**	**	**	**
26 - 30 Years		/ 15 ‡	624	527	475			**	**	**	**
> 30 Years		/ 25 ‡	879	687	580	‡	‡	12.6	3.1	0.0	8.2
<i>All Of Counsel</i>		/ 30 ‡	805	653	520	‡	‡	11.1	3.9	0.0	13.1
Staff Attorneys											
<i>By Years of Experience</i>											
< 6 Years		/ 10 ‡	\$381	\$329	\$252	‡		11.9	3.8	(0.6)	**
6 - 10 Years		/ 16 ‡	421	410	327	‡		15.8	6.1	1.1	**
11 - 15 Years		/ 18 ‡	470	400	324	‡	‡	14.5	13.5	(0.1)	18.4
> 15 Years		/ 22 ‡	486	377	329	‡	‡	9.9	5.6	(1.3)	3.9
<i>All Staff Attorneys</i>		/ 31 ‡	478	369	330	‡	‡	10.7	6.4	1.9	15.3
eDiscovery Attorneys											
<i>By Years of Experience</i>											
< 6 Years			**	**	**			**	**	**	**
6 - 10 Years			**	**	**			**	**	**	**
11 - 15 Years			**	**	**			**	**	**	**
> 15 Years			**	**	**			**	**	**	**
<i>All eDiscovery Attorneys</i>											
All Attorneys											
Contract Associates											
Other Timekeepers											
Lobbyists			**	**	**			**	**	**	**
Specialists		/ 24 ‡	444	353	267	‡	‡	18.5	6.7	0.5	16.6
Litigation Support		/ 21 ‡	325	271	221	‡	‡	12.5	6.7	0.4	12.0
Patent Agents		/ 18 ‡	374	330	286	‡	‡	10.0	6.6	1.2	13.9
Case Clerks		/ 14 ‡	211	183	153	‡	‡	19.8	11.6	3.1	18.4
Law Clerks		/ 26 ‡	341	286	255	‡	‡	9.0	4.4	(7.1)	12.0
Paralegals											
High		/ 47	\$480	\$421	\$376			10.5	6.8	1.6	12.7
Middle		/ 47	333	288	233			7.8	4.6	0.5	10.3
Low		/ 47	210	135	109			12.0	3.5	0.0	7.3
Average		/ 47	330	290	237			8.2	4.6	2.0	10.9

¹ Calculated by taking the value of billable time worked during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Partner Average Billed¹ Rates

For the 12-month period ending December 31, 2024

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year	
	Rate	Rank / Of	1 st Quartile		3 rd Quartile	% Change - 1 year	% Change - 2 Year	% Change - 1 Year				
			1 st Quartile	Median	3 rd Quartile			1 st Quartile	Median	3 rd Quartile		
Equity Partners												
High		/ 47	\$1,678	\$1,169	\$1,002						16.9	
Middle		/ 47	812	665	586						7.4	
Low		/ 47	511	374	273						14.6	
Average		/ 47	836	676	612						8.1	
By Years of Experience												
< 11 Years		/ 19 ‡	\$733	\$649	\$423	‡	‡				12.2	
11 - 15 Years		/ 45	772	628	568	‡	‡				8.9	
16 - 20 Years		/ 47	809	626	571						9.6	
21 - 25 Years		/ 47	876	670	601						9.3	
26 - 30 Years		/ 47	842	684	618						9.2	
31 - 35 Years		/ 47	970	731	619						11.2	
36 - 40 Years		/ 47	959	707	588						10.4	
41 - 45 Years		/ 45	949	742	658	‡	‡				11.6	
> 45 Years		/ 28 ‡	959	758	676	‡	‡				13.5	
Non-Equity Partners												
High		/ 44	\$1,544	\$1,204	\$891	‡	‡				23.8	
Middle		/ 44	643	558	511	‡	‡				9.5	
Low		/ 44	384	284	224	‡	‡				20.0	
Average		/ 44	673	580	524	‡	‡				10.6	
By Years of Experience												
< 11 Years		/ 41	\$600	\$504	\$441	‡	‡				9.8	
11 - 15 Years		/ 44	609	540	467	‡	‡				10.9	
16 - 20 Years		/ 43	668	556	521	‡	‡				12.6	
21 - 25 Years		/ 43	692	598	522	‡	‡				11.1	
26 - 30 Years		/ 42	721	629	564	‡	‡				12.1	
31 - 35 Years		/ 42	783	630	553	‡	‡				15.6	
36 - 40 Years		/ 39	859	669	569	‡	‡				11.0	
41 - 45 Years		/ 33 ‡	769	639	583	‡	‡				12.0	
> 45 Years		/ 31 ‡	750	637	563	‡	‡				12.3	

¹ Calculated by taking the actual value of amount billed during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Partner Average Billed¹ Rates

For the 12-month period ending December 31, 2024

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year
			1 st Quartile		3 rd Quartile			1 st Quartile		3 rd Quartile	
	Rate	Rank / Of	Median	Median	Median	% Change - 1 year	% Change - 2 Year	Median	Median	Median	
All Partner Composite											
High		/ 49	\$1,766	\$1,340	\$1,026			25.4	8.3	0.0	16.4
Middle		/ 49	803	620	541			8.4	6.1	4.4	11.9
Low		/ 49	386	276	184			16.4	1.7	0.0	5.1
Average		/ 49	818	636	563			8.3	6.0	4.0	12.4
By Years of Experience											
< 11 Years		/ 47	\$642	\$545	\$448			8.8	4.4	(1.4)	14.9
11 - 15 Years		/ 49	729	553	494			9.0	6.2	2.8	13.8
16 - 20 Years		/ 49	790	609	538			9.6	7.0	1.0	11.7
21 - 25 Years		/ 49	846	661	590			9.8	6.0	2.2	12.3
26 - 30 Years		/ 49	796	667	588			9.7	5.6	2.0	12.4
31 - 35 Years		/ 49	946	694	595			9.9	7.1	2.4	11.7
36 - 40 Years		/ 49	909	700	590			9.0	3.9	(0.2)	10.1
41 - 45 Years		/ 48	919	703	598			10.5	5.5	0.9	11.3
> 45 Years		/ 40	808	699	602	‡	‡	13.5	3.7	(2.5)	9.1
Contract Partners			**	**	**			**	**	**	**

¹ Calculated by taking the actual value of amount billed during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Distribution of Equity Partner Average Billed¹ Rates

By Years of Experience - For the 12-month period ending December 31, 2024

Equity Partners	Count*	< \$500	\$500 - \$599	\$600 - \$699	\$700 - \$799	\$800 - \$899	\$900 - \$999	\$1,000 - \$1,099	\$1,100 - \$1,199	\$1,200 - \$1,299	\$1,300 - \$1,399	\$1,400 - \$1,499	\$1,500 - \$1,599	\$1,600 - \$1,699	\$1,700 - \$1,799	\$1,800 - \$1,899	\$1,900 - \$1,999	\$2,000 +
< 11 Years																		
Your Firm																		
Total Group	70	31.4%	17.1%	25.7%	14.3%	5.7%	1.4%	4.3%										
11 - 15 Years																		
Your Firm																		
Total Group	509	30.5%	19.8%	16.3%	14.9%	6.3%	4.7%	4.1%	2.0%	1.0%		0.2%		0.2%				
16 - 20 Years																		
Your Firm																		
Total Group	741	24.7%	25.9%	16.6%	9.0%	8.0%	7.0%	3.0%	2.4%	1.9%	0.5%	0.7%	0.1%				0.1%	
21 - 25 Years																		
Your Firm																		
Total Group	791	18.2%	19.0%	21.0%	11.3%	10.0%	7.7%	5.3%	2.5%	2.3%	1.6%	0.4%	0.1%	0.3%				0.4%
26 - 30 Years																		
Your Firm																		
Total Group	832	17.7%	18.6%	20.6%	17.9%	7.5%	6.1%	4.0%	3.0%	1.1%	1.4%	1.2%	0.2%	0.2%		0.2%	0.1%	0.1%
31 - 35 Years																		
Your Firm																		
Total Group	619	19.2%	16.3%	19.4%	13.2%	9.2%	7.9%	3.6%	4.0%	1.9%	1.9%	1.1%	0.2%	0.5%		0.3%	0.3%	0.8%
36 - 40 Years																		
Your Firm																		
Total Group	500	18.2%	17.0%	19.4%	15.6%	10.4%	6.4%	5.2%	2.8%	1.6%	1.6%	0.2%	0.2%	0.2%	0.8%	0.4%		
41 - 45 Years																		
Your Firm																		
Total Group	235	17.0%	11.5%	15.3%	15.3%	17.0%	8.1%	4.7%	3.0%	2.6%	2.6%	1.3%	0.9%			0.4%		0.4%
> 45 Years																		
Your Firm																		
Total Group	108	9.3%	12.0%	13.9%	15.7%	11.1%	9.3%	5.6%	6.5%	3.7%	5.6%	1.9%		0.9%	1.9%		1.9%	0.9%
All Equity Partners																		
Your Firm																		
Total Group	4,405	20.7%	19.0%	18.8%	13.7%	9.0%	6.8%	4.2%	2.9%	1.7%	1.4%	0.7%	0.2%	0.2%	0.1%	0.2%	0.1%	0.2%

¹ Calculated by taking the actual value of amount billed during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

* Includes the number of corresponding full-time, full-year individuals at each level

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Distribution of Non-Equity Partner Average Billed¹ Rates

By Years of Experience - For the 12-month period ending December 31, 2024

Non-Equity Ptrs	Count*	< \$500	\$500 - \$599	\$600 - \$699	\$700 - \$799	\$800 - \$899	\$900 - \$999	\$1,000 - \$1,099	\$1,100 - \$1,199	\$1,200 - \$1,299	\$1,300 - \$1,399	\$1,400 - \$1,499	\$1,500 - \$1,599	\$1,600 - \$1,699	\$1,700 - \$1,799	\$1,800 - \$1,899	\$1,900 - \$1,999	\$2,000 +
< 11 Years																		
Your Firm																		
Total Group	331	58.9%	22.1%	6.0%	3.9%	4.8%	2.7%	1.2%	0.3%									
11 - 15 Years																		
Your Firm																		
Total Group	754	42.4%	30.4%	10.3%	5.8%	3.4%	4.6%	1.9%	0.7%	0.3%	0.1%							
16 - 20 Years																		
Your Firm																		
Total Group	545	32.3%	29.7%	13.8%	8.4%	5.7%	6.8%	2.0%	0.7%	0.2%	0.2%							0.2%
21 - 25 Years																		
Your Firm																		
Total Group	420	26.0%	31.4%	18.1%	8.1%	6.4%	6.0%	2.9%	0.7%	0.2%	0.2%							
26 - 30 Years																		
Your Firm																		
Total Group	307	23.8%	28.3%	20.8%	11.7%	6.8%	3.9%	2.0%	1.3%	0.3%	0.3%		0.3%	0.3%				
31 - 35 Years																		
Your Firm																		
Total Group	231	24.2%	23.8%	20.3%	15.2%	4.8%	5.2%	3.9%	1.3%	1.3%								
36 - 40 Years																		
Your Firm																		
Total Group	212	21.7%	21.7%	20.8%	15.1%	7.5%	3.8%	3.8%	1.9%	1.9%	0.5%	0.5%			0.9%			
41 - 45 Years																		
Your Firm																		
Total Group	154	‡	20.8%	24.0%	22.1%	13.0%	5.8%	4.5%	3.9%	1.9%	0.6%		0.6%	1.9%			0.6%	
> 45 Years																		
Your Firm																		
Total Group	114	‡	16.7%	17.5%	24.6%	9.6%	7.9%	7.9%	1.8%	6.1%	1.8%	1.8%	1.8%		1.8%			0.9%
<i>All Non-Equity Partners</i>																		
Your Firm																		
Total Group	3,071	33.5%	27.4%	15.2%	8.8%	5.4%	5.0%	2.3%	1.1%	0.5%	0.2%	0.1%	0.1%	0.1%	0.1%	0.0%		0.1%

¹ Calculated by taking the actual value of amount billed during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

* Includes the number of corresponding full-time, full-year individuals at each level

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Distribution of All Partner Average Billed¹ Rates

By Years of Experience - For the 12-month period ending December 31, 2024

All Partners	Count*	< \$500	\$500 - \$599	\$600 - \$699	\$700 - \$799	\$800 - \$899	\$900 - \$999	\$1,000 - \$1,099	\$1,100 - \$1,199	\$1,200 - \$1,299	\$1,300 - \$1,399	\$1,400 - \$1,499	\$1,500 - \$1,599	\$1,600 - \$1,699	\$1,700 - \$1,799	\$1,800 - \$1,899	\$1,900 - \$1,999	\$2,000 +
< 11 Years																		
Your Firm																		
Total Group	401	54.1%	21.2%	9.5%	5.7%	5.0%	2.5%	1.7%	0.2%									
11 - 15 Years																		
Your Firm																		
Total Group	1,263	37.6%	26.1%	12.7%	9.5%	4.6%	4.7%	2.8%	1.2%	0.6%	0.1%	0.1%		0.1%				
16 - 20 Years																		
Your Firm																		
Total Group	1,286	27.9%	27.5%	15.4%	8.8%	7.0%	6.9%	2.6%	1.7%	1.2%	0.4%	0.4%	0.1%			0.1%	0.1%	
21 - 25 Years																		
Your Firm																		
Total Group	1,211	20.9%	23.3%	20.0%	10.2%	8.8%	7.1%	4.5%	1.9%	1.6%	1.2%	0.2%	0.1%	0.2%				0.2%
26 - 30 Years																		
Your Firm																		
Total Group	1,139	19.3%	21.2%	20.6%	16.2%	7.3%	5.5%	3.4%	2.5%	0.9%	1.1%	0.9%	0.3%	0.3%		0.2%	0.1%	0.1%
31 - 35 Years																		
Your Firm																		
Total Group	850	20.6%	18.4%	19.6%	13.8%	8.0%	7.2%	3.6%	3.3%	1.8%	1.4%	0.8%	0.1%	0.4%		0.2%	0.2%	0.6%
36 - 40 Years																		
Your Firm																		
Total Group	712	19.2%	18.4%	19.8%	15.4%	9.6%	5.6%	4.8%	2.5%	1.7%	1.3%	0.3%	0.1%	0.1%	0.8%	0.3%		
41 - 45 Years																		
Your Firm																		
Total Group	389	18.5%	16.5%	18.0%	14.4%	12.6%	6.7%	4.4%	2.6%	1.8%	1.5%	1.0%	1.3%			0.5%		0.3%
> 45 Years																		
Your Firm																		
Total Group	222	13.1%	14.9%	19.4%	12.6%	9.5%	8.6%	3.6%	6.3%	2.7%	3.6%	1.8%		1.4%	0.9%		0.9%	0.9%
All Partners																		
Your Firm																		
Total Group	7,476	25.9%	22.4%	17.3%	11.7%	7.5%	6.1%	3.5%	2.1%	1.2%	0.9%	0.5%	0.2%	0.2%	0.1%	0.1%	0.1%	0.2%

¹ Calculated by taking the actual value of amount billed during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

* Includes the number of corresponding full-time, full-year individuals at each level

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Associate & Sr. Attorney Average Billed¹ Rates

For the 12-month period ending December 31, 2024

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year					
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 year	% Change - 2 Year	1 st Quartile	Median	3 rd Quartile						
Associates																
<i>Class of</i>																
2024		/ 34 ‡	\$375	\$314	\$257						20.4					
2023		/ 48	392	331	277	‡					9.8					
2022		/ 48	438	356	301		‡				0.2					
2021		/ 49	470	379	314			16.4		12.4	7.9					
2020		/ 49	491	384	333			16.6		10.7	5.6					
2019		/ 49	546	400	340			15.0		10.6	5.7					
2018		/ 49	569	409	361			14.3		10.8	6.0					
2017		/ 47	539	418	358			17.9		11.2	5.3					
2016		/ 45	594	441	350			13.1		8.8	23.1					
2015		/ 43	579	464	373	‡	‡	13.6		10.6	3.8					
Prior		/ 43	585	472	381	‡	‡	16.8		10.6	4.1					
<i>All Associates</i>		/ 49	535	397	326			15.8		6.9	17.6					
Sr. Attorneys																
<i>Class of</i>																
2017 - 2024		/ 14 ‡	\$576	\$373	\$337			**		**	**					
2016		/ 18 ‡	484	430	362			**		**	**					
2015		/ 23 ‡	694	475	392	‡		8.3		1.8	0.0					
2014		/ 24 ‡	525	447	387	‡	‡	9.4		0.0	(4.9)					
2013		/ 27 ‡	641	460	416	‡	‡	7.0		5.0	0.8					
2012		/ 26 ‡	547	476	401	‡	‡	14.1		3.5	0.0					
2011		/ 24 ‡	599	514	438	‡	‡	11.1		2.6	(9.0)					
Prior		/ 37 ‡	604	528	469	‡	‡	9.0		5.9	2.8					
<i>All Sr. Attorneys</i>		/ 38	608	509	449	‡	‡	9.4		4.1	11.5					

¹ Calculated by taking the actual value of amount billed during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Distribution of Associate & Sr. Attorney Average Billed¹ Rates

For the 12-month period ending December 31, 2024

Associates	Count*	< \$325	\$325 - \$399	\$400 - \$499	\$500 - \$599	\$600 - \$699	\$700 - \$799	\$800 - \$899	\$900 - \$999	\$1,000 - \$1,049	\$1,050 - \$1,074	\$1,075 - \$1,099	\$1,100 +
2024													
Your Firm													
Total Group	58 <small>‡</small>	55.2%	41.4%	3.4%									
2023													
Your Firm													
Total Group	382	41.6%	31.7%	11.8%	10.5%	3.9%	0.5%						
2022													
Your Firm													
Total Group	457	35.4%	31.5%	15.8%	10.9%	4.2%	2.0%	0.2%					
2021													
Your Firm													
Total Group	532	26.3%	32.3%	19.5%	7.9%	7.9%	4.7%	1.1%					0.2%
2020													
Your Firm													
Total Group	466	28.8%	27.5%	19.1%	9.4%	5.6%	6.2%	2.8%	0.6%				
2019													
Your Firm													
Total Group	383	21.9%	29.5%	25.1%	7.8%	6.3%	5.0%	3.1%	1.0%				0.3%
2018													
Your Firm													
Total Group	359	20.6%	21.4%	27.6%	9.2%	7.0%	5.8%	3.1%	4.5%	0.8%			
2017													
Your Firm													
Total Group	340	14.4%	23.5%	32.9%	14.1%	5.6%	5.9%	2.4%	0.9%				0.3%
2016													
Your Firm													
Total Group	240	11.7%	19.6%	29.6%	13.3%	10.0%	5.4%	6.7%	2.9%	0.4%	0.4%		
2015													
Your Firm													
Total Group	180	12.2%	17.8%	30.0%	13.3%	11.1%	6.7%	3.3%	2.2%	2.8%			0.6%
<i>Prior</i>													
Your Firm													
Total Group	279	17.2%	18.3%	26.5%	17.6%	7.5%	6.5%	3.9%	1.4%		0.4%	0.4%	0.4%
<i>All Associates</i>													
Your Firm													
Total Group	3,682	25.4%	26.9%	22.3%	10.6%	6.4%	4.6%	2.3%	1.1%	0.2%	0.1%	0.0%	0.1%
Sr. Attorneys	Count*	< \$325	\$325 - \$399	\$400 - \$499	\$500 - \$599	\$600 - \$699	\$700 - \$799	\$800 - \$899	\$900 - \$999	\$1,000 - \$1,049	\$1,050 - \$1,074	\$1,075 - \$1,099	\$1,100 +
Your Firm													
Total Group	877 <small>‡</small>	2.7%	8.8%	16.1%	17.3%	18.2%	11.2%	5.5%	6.3%	4.4%	4.1%	3.3%	2.1%

¹ Calculated by taking the actual value of amount billed during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

* Includes the number of corresponding full-time, full-year individuals at each level; ** omitted due to insufficient data; ‡ less than 75% population response

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Other Timekeeper Average Billed¹ Rates

For the 12-month period ending December 31, 2024

Of Counsel
By Years of Experience

< 21 Years

21 - 25 Years

26 - 30 Years

> 30 Years

All Of Counsel
Staff Attorneys
By Years of Experience

< 6 Years

6 - 10 Years

11 - 15 Years

> 15 Years

All Staff Attorneys
eDiscovery Attorneys
By Years of Experience

< 6 Years

6 - 10 Years

11 - 15 Years

> 15 Years

All eDiscovery Attorneys
All Attorneys
Contract Associates
Other Timekeepers

Lobbyists

Specialists

Litigation Support

Patent Agents

Case Clerks

Law Clerks

Paralegals

High

Middle

Low

Average

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year	
	Rate	Rank / Of	1 st Quartile		3 rd Quartile	% Change - 1 year	% Change - 2 Year	% Change - 1 Year				
			1 st Quartile	Median	3 rd Quartile			1 st Quartile	Median	3 rd Quartile		
Of Counsel												
<i>By Years of Experience</i>												
< 21 Years	/ 14	‡‡	\$704	\$474	\$438	‡	‡	9.2	4.7	0.0	**	
21 - 25 Years	/ 14	‡‡	702	488	435	‡	‡	**	**	**	**	
26 - 30 Years	/ 15	‡‡	541	490	427	‡	‡	**	**	**	**	
> 30 Years	/ 25	‡‡	838	617	549	‡	‡	9.8	4.9	0.0	2.6	
All Of Counsel	/ 30	‡‡	739	596	478	‡	‡	10.8	5.9	0.0	9.3	
Staff Attorneys												
<i>By Years of Experience</i>												
< 6 Years	/ 10	‡‡	\$325	\$279	\$217	‡	‡	7.2	(0.1)	(2.0)	**	
6 - 10 Years	/ 16	‡‡	383	312	268	‡	‡	29.2	13.5	3.3	**	
11 - 15 Years	/ 18	‡‡	462	375	309	‡	‡	18.5	10.5	1.0	18.8	
> 15 Years	/ 22	‡‡	465	364	305	‡	‡	16.3	6.2	2.7	10.7	
All Staff Attorneys	/ 31	‡‡	451	347	299	‡	‡	17.8	8.7	4.1	14.2	
eDiscovery Attorneys												
<i>By Years of Experience</i>												
< 6 Years			**	**	**			**	**	**	**	
6 - 10 Years			**	**	**			**	**	**	**	
11 - 15 Years			**	**	**			**	**	**	**	
> 15 Years			**	**	**			**	**	**	**	
All eDiscovery Attorneys												
All Attorneys	/ 49		\$666	\$538	\$488			8.8	6.1	3.7	12.0	
Contract Associates			**	**	**			**	**	**	**	
Other Timekeepers			**	**	**			**	**	**	**	
Lobbyists			**	**	**			**	**	**	**	
Specialists	/ 24	‡‡	410	311	237	‡	‡	11.4	2.4	(9.8)	6.4	
Litigation Support	/ 21	‡‡	288	234	190	‡	‡	11.0	2.7	(6.3)	10.7	
Patent Agents	/ 18	‡‡	364	277	249	‡	‡	13.3	7.9	3.5	18.6	
Case Clerks	/ 14	‡‡	188	168	122	‡	‡	31.3	15.5	4.9	18.9	
Law Clerks	/ 26	‡‡	289	210	158	‡	‡	18.2	0.4	(15.3)	19.2	
Paralegals												
High	/ 47		\$475	\$412	\$349			15.3	5.4	0.0	10.1	
Middle	/ 47		305	264	195			9.8	3.6	0.0	10.1	
Low	/ 47		180	104	59			24.6	2.3	(15.4)	11.3	
Average	/ 47		312	265	207			9.4	4.7	2.0	11.4	

¹ Calculated by taking the actual value of amount billed during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 'Full Year'¹ Partner Average Billed Rates & Annual Percent Change

For the 12-month period ending December 31, 2024

	Your Firm		Group			Your Firm		Group		
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	Rank / Of	% Change - 1 Year		
			Quartile	Median	Quartile			1 st Quartile	Median	3 rd Quartile
Equity Partners										
High		/ 47	\$1,678	\$1,169	\$994		/ 39	16.9	8.2	0.0
Middle		/ 47	808	670	590		/ 39	7.8	6.4	3.8
Low		/ 47	511	387	281		/ 39	7.1	2.1	(0.5)
Average		/ 47	833	680	614		/ 39	7.9	6.1	3.5
By Years of Experience										
< 11 Years		/ 21 ‡	\$762	\$651	\$422		/ 14 ‡	12.2	6.2	0.2
11 - 15 Years		/ 45	758	627	510		/ 37 ‡	8.9	6.2	(0.5)
16 - 20 Years		/ 47	810	618	570		/ 39	9.3	6.3	2.0
21 - 25 Years		/ 47	877	671	604		/ 39	9.0	5.6	1.8
26 - 30 Years		/ 47	833	686	623		/ 39	9.3	5.8	3.0
31 - 35 Years		/ 47	964	727	621		/ 39	9.1	5.9	2.3
36 - 40 Years		/ 47	959	721	593		/ 39	9.4	4.5	(0.9)
41 - 45 Years		/ 46	1,048	749	646		/ 37 ‡	12.4	5.9	0.7
> 45 Years		/ 30 ‡	946	758	632		/ 21 ‡	17.2	3.8	0.0
Non-Equity Partners										
High		/ 44	1,309	1,067	855		/ 37 ‡	23.8	8.4	0.0
Middle		/ 44	645	559	507		/ 37 ‡	10.8	7.2	3.8
Low		/ 44	391	308	235		/ 37 ‡	16.0	1.7	0.0
Average		/ 44	673	579	517		/ 37 ‡	10.6	7.0	4.3
By Years of Experience										
< 11 Years		/ 41	\$624	\$497	\$421		/ 33 ‡	11.5	5.8	0.0
11 - 15 Years		/ 44	622	535	469		/ 37 ‡	10.3	6.0	2.2
16 - 20 Years		/ 43	662	556	519		/ 36 ‡	14.8	8.7	1.6
21 - 25 Years		/ 43	708	594	513		/ 37 ‡	12.8	5.4	1.1
26 - 30 Years		/ 42	738	611	561		/ 33 ‡	15.2	9.2	2.9
31 - 35 Years		/ 42	744	608	530		/ 33 ‡	11.4	4.8	1.3
36 - 40 Years		/ 39	859	663	569		/ 31 ‡	12.4	3.4	(1.0)
41 - 45 Years		/ 34 ‡	815	645	581		/ 29 ‡	15.9	8.0	1.5
> 45 Years		/ 34 ‡	890	666	594		/ 25 ‡	17.7	7.1	(2.4)

¹ Contains statistics only for Partners who were employed during the entire period from 1/1/2024 through 12/31/2024, excluding Partners who had a title change during the year.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 'Full Year'¹ Partner Average Billed Rates & Annual Percent Change

For the 12-month period ending December 31, 2024

	Your Firm		Group			Your Firm		Group		
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	Rank / Of	% Change - 1 Year		
			Quartile	Median	Quartile			1 st Quartile	Median	3 rd Quartile
All Partner Composite										
High		/ 49	\$1,766	\$1,334	\$1,002		/ 41	22.3	10.4	0.0
Middle		/ 49	803	624	534		/ 41	8.6	6.9	4.7
Low		/ 49	407	289	217		/ 41	9.7	0.8	0.0
Average		/ 49	816	638	560		/ 41	8.2	6.2	4.5
<u>By Years of Experience</u>										
< 11 Years		/ 48	\$642	\$534	\$436		/ 39	9.9	3.5	(1.0)
11 - 15 Years		/ 49	729	560	487		/ 41	8.3	6.3	1.9
16 - 20 Years		/ 49	787	614	520		/ 41	10.2	6.9	1.8
21 - 25 Years		/ 49	849	661	591		/ 41	9.4	6.4	2.0
26 - 30 Years		/ 49	786	668	596		/ 41	9.9	6.9	2.5
31 - 35 Years		/ 49	949	682	592		/ 41	8.5	5.9	2.4
36 - 40 Years		/ 49	909	700	602		/ 41	8.4	4.1	(1.1)
41 - 45 Years		/ 49	936	706	608		/ 41	13.1	7.9	2.2
> 45 Years		/ 42	878	724	595		/ 31 ‡	12.7	5.9	0.0
Contract Partners			**	**	**			**	**	**

¹ Contains statistics only for Partners who were employed during the entire period from 1/1/2024 through 12/31/2024, excluding Partners who had a title change during the year.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 'Full Year'¹ Associate & Sr. Attorney Average Billed Rates & Annual Percent Change

For the 12-month period ending December 31, 2024

	Your Firm		Group			Your Firm		Group						
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	Rank / Of	% Change - 1 Year						
			Quartile	Median	Quartile			1 st Quartile	Median	3 rd Quartile				
Associates														
<i>Class of</i>														
2024		/ 25 ‡	\$395	\$321	\$241									
2023		/ 45	364	323	275			23.0	9.0	1.0				
2022		/ 48	444	359	300			18.2	12.2	7.3				
2021		/ 49	471	372	327			17.9	12.4	6.1				
2020		/ 49	503	383	333			14.6	11.2	4.5				
2019		/ 48	547	402	351			12.4	10.9	5.9				
2018		/ 46	575	416	367			16.5	12.3	4.9				
2017		/ 48	520	436	357			13.3	7.9	2.5				
2016		/ 41	520	423	354			11.9	8.6	5.4				
2015		/ 42	538	451	364			15.1	10.8	0.0				
Prior		/ 42	544	431	383			13.7	8.8	1.7				
All Associates		/ 49	539	391	324			10.0	6.9	3.0				
Sr. Attorneys														
<i>Class of</i>														
2017 - 2024		/ 17 ‡	613	458	351			**	**	**				
2016		/ 18 ‡	478	437	365			**	**	**				
2015		/ 25 ‡	680	509	383			10.0	2.1	0.0				
2014		/ 26 ‡	565	446	394			9.7	3.5	(3.7)				
2013		/ 31 ‡	630	463	393			21.8	3.5	(0.6)				
2012		/ 26 ‡	560	477	424			15.5	3.3	(1.5)				
2011		/ 22 ‡	616	501	451			16.7	0.9	(2.8)				
Prior		/ 36 ‡	655	546	466			**	**	**				
All Sr. Attorneys		/ 38	613	521	438			8.3	3.4	0.0				

¹ Contains statistics only for Associates & Sr. Attorneys who were employed during the entire period from 1/1/2024 through 12/31/2024, excluding timekeepers who had a title change during the year.

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Partner Realization¹

For the 12-month period ending December 31, 2024

Your Firm

Group

Equity Partners

Average

By Years of Experience

	Average Realization %	Rank / Of
		/ 45
< 11 Years		/ 20 ‡
11 - 15 Years		/ 43
16 - 20 Years		/ 45
21 - 25 Years		/ 45
26 - 30 Years		/ 45
31 - 35 Years		/ 45
36 - 40 Years		/ 45
41 - 45 Years		/ 44
> 45 Years		/ 29 ‡

Non-Equity Partners

Average

By Years of Experience

	Average Realization %	Rank / Of
		/ 43
< 11 Years		/ 41
11 - 15 Years		/ 43
16 - 20 Years		/ 42
21 - 25 Years		/ 42
26 - 30 Years		/ 41
31 - 35 Years		/ 42
36 - 40 Years		/ 39
41 - 45 Years		/ 34 ‡
> 45 Years		/ 34 ‡

All Partner Composite

Average

By Years of Experience

	Average Realization %	Rank / Of
		/ 47
< 11 Years		/ 46
11 - 15 Years		/ 47
16 - 20 Years		/ 47
21 - 25 Years		/ 47
26 - 30 Years		/ 47
31 - 35 Years		/ 47
36 - 40 Years		/ 47
41 - 45 Years		/ 47
> 45 Years		/ 41

Contract Partners

	1 st Quartile	Median	3 rd Quartile
	91.7	89.6	83.8
< 11 Years	100.8	92.9	88.9
11 - 15 Years	97.3	92.3	88.2
16 - 20 Years	94.2	89.0	84.3
21 - 25 Years	93.0	89.7	82.7
26 - 30 Years	92.2	89.1	83.2
31 - 35 Years	91.7	87.0	81.2
36 - 40 Years	89.1	85.7	79.2
41 - 45 Years	95.3	87.0	81.7
> 45 Years	93.2	87.9	79.1
	89.6	85.6	81.0
< 11 Years	94.2	87.1	81.4
11 - 15 Years	91.3	86.8	82.6
16 - 20 Years	91.4	86.8	82.3
21 - 25 Years	90.7	86.7	80.0
26 - 30 Years	89.0	86.0	80.1
31 - 35 Years	90.1	85.3	75.3
36 - 40 Years	86.8	82.1	77.2
41 - 45 Years	87.3	80.9	72.5
> 45 Years	90.2	85.1	75.2
	91.2	88.0	82.5
< 11 Years	94.3	87.8	82.6
11 - 15 Years	91.5	89.1	85.9
16 - 20 Years	92.7	89.1	83.2
21 - 25 Years	91.8	88.3	83.4
26 - 30 Years	91.9	87.4	83.8
31 - 35 Years	91.6	85.8	78.7
36 - 40 Years	88.6	83.8	77.9
41 - 45 Years	89.6	84.1	77.3
> 45 Years	91.6	85.2	74.5
	**	**	**

¹ Calculated by dividing the Average Billed Rate for the one-year period ending 12/31/2024 by the Average Standard Rate for the one-year period ending 12/31/2024.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Non-Partner Timekeeper Realization¹

For the 12-month period ending December 31, 2024

Your Firm

Group

Associates

Class of

	Average Realization %	Rank / Of
2024		/ 35 ‡
2023		/ 47
2022		/ 47
2021		/ 47
2020		/ 47
2019		/ 47
2018		/ 47
2017		/ 46
2016		/ 44
2015		/ 42
Prior		/ 45

All Associates

Sr. Attorneys

Other Attorneys

Of Counsel	/ 33 ‡
Staff Attorneys	/ 30 ‡
eDiscovery Attorneys	

All Attorneys

Contract Associates

Other Timekeepers

Lobbyists	/ 10 ‡	113.5	102.3	91.1
Specialists	/ 22 ‡	93.1	85.6	76.1
Litigation Support	/ 22 ‡	89.4	82.5	73.2
Patent Agents	/ 18 ‡	86.5	80.9	75.0
Case Clerks	/ 13 ‡	95.8	85.5	71.0
Law Clerks	/ 27 ‡	82.1	68.9	56.4
Paralegals	/ 45	85.8	79.3	74.5

¹ Calculated by dividing the Average Billed Rate for the one-year period ending 12/31/2024 by the Average Standard Rate for the one-year period ending 12/31/2024.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Distribution of Equity Partners by Discount Levels¹

By Years of Experience - For the 12-month period ending December 31, 2024

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								
Total Group	68 [‡]	20.6%	11.8%	20.6%	20.6%	8.8%	2.9%	14.7%
11 - 15 Years								
Your Firm								
Total Group	481	12.9%	18.7%	16.6%	13.1%	11.2%	7.7%	19.8%
16 - 20 Years								
Your Firm								
Total Group	721	12.8%	15.8%	15.1%	14.4%	9.2%	7.5%	25.2%
21 - 25 Years								
Your Firm								
Total Group	759	10.1%	15.4%	18.4%	12.0%	8.7%	8.3%	27.0%
26 - 30 Years								
Your Firm								
Total Group	800	8.5%	13.3%	15.3%	15.0%	9.9%	9.4%	28.8%
31 - 35 Years								
Your Firm								
Total Group	605	8.6%	11.4%	14.4%	13.1%	10.4%	7.9%	34.2%
36 - 40 Years								
Your Firm								
Total Group	496	6.7%	12.9%	13.1%	13.1%	11.5%	7.7%	35.1%
41 - 45 Years								
Your Firm								
Total Group	234	11.1%	14.5%	11.5%	15.0%	7.3%	11.5%	29.1%
> 45 Years								
Your Firm								
Total Group	105 [‡]	10.5%	14.3%	12.4%	16.2%	14.3%	6.7%	25.7%
All Equity Partners								
Your Firm								
Total Group	4,269	10.2%	14.5%	15.4%	13.8%	9.9%	8.2%	28.1%

¹ Calculated as 100% minus the Average Billed Rate Realization for the 12-month period.

* Includes the number of corresponding full-time, full-time individuals at each level

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Distribution of Non-Equity Partners by Discount Levels¹

By Years of Experience - For the 12-month period ending December 31, 2024

Non-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% +
<i>< 11 Years</i>								
Your Firm	0							
Total Group	319	8.5%	12.2%	16.9%	12.9%	13.5%	7.2%	28.8%
<i>11 - 15 Years</i>								
Your Firm	0							
Total Group	733	5.9%	15.0%	15.7%	16.4%	11.7%	8.9%	26.5%
<i>16 - 20 Years</i>								
Your Firm	0							
Total Group	535	7.1%	14.6%	14.4%	15.7%	10.1%	9.2%	29.0%
<i>21 - 25 Years</i>								
Your Firm	0							
Total Group	415	8.4%	12.3%	14.2%	15.9%	8.2%	8.4%	32.5%
<i>26 - 30 Years</i>								
Your Firm	0							
Total Group	300	7.0%	8.3%	17.3%	15.3%	12.0%	7.3%	32.7%
<i>31 - 35 Years</i>								
Your Firm	0							
Total Group	227	5.7%	11.5%	12.8%	11.9%	9.7%	9.3%	39.2%
<i>36 - 40 Years</i>								
Your Firm	0							
Total Group	201	6.0%	13.9%	11.9%	12.4%	13.9%	5.5%	36.3%
<i>41 - 45 Years</i>								
Your Firm	0							
Total Group	147 [‡]	6.8%	8.2%	6.8%	14.3%	15.6%	8.2%	40.1%
<i>> 45 Years</i>								
Your Firm	0							
Total Group	113 [‡]	6.2%	13.3%	13.3%	10.6%	15.9%	8.8%	31.9%
<i>All Non-Equity Partners</i>								
Your Firm	0							
Total Group	2,993	6.9%	12.8%	14.5%	14.8%	11.5%	8.3%	31.1%

¹ Calculated as 100% minus the Average Billed Rate Realization for the 12-month period.

* Includes the number of corresponding full-time, full-time individuals at each level

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Distribution of All Partners by Discount Levels¹

By Years of Experience - For the 12-month period ending December 31, 2024

All 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								
Total Group	387	10.6%	12.1%	17.6%	14.2%	12.7%	6.5%	26.4%
11 - 15 Years								
Your Firm								
Total Group	1,214	8.6%	16.5%	16.1%	15.1%	11.5%	8.4%	23.8%
16 - 20 Years								
Your Firm								
Total Group	1,256	10.4%	15.3%	14.8%	15.0%	9.6%	8.2%	26.8%
21 - 25 Years								
Your Firm								
Total Group	1,174	9.5%	14.3%	17.0%	13.4%	8.5%	8.3%	29.0%
26 - 30 Years								
Your Firm								
Total Group	1,100	8.1%	11.9%	15.8%	15.1%	10.5%	8.8%	29.8%
31 - 35 Years								
Your Firm								
Total Group	832	7.8%	11.4%	13.9%	12.7%	10.2%	8.3%	35.6%
36 - 40 Years								
Your Firm								
Total Group	697	6.5%	13.2%	12.8%	12.9%	12.2%	7.0%	35.4%
41 - 45 Years								
Your Firm								
Total Group	381	9.4%	12.1%	9.7%	14.7%	10.5%	10.2%	33.3%
> 45 Years								
Your Firm								
Total Group	218 [‡]	8.3%	13.8%	12.8%	13.3%	15.1%	7.8%	28.9%
All Partners								
Your Firm								
Total Group	7,262	8.8%	13.8%	15.0%	14.2%	10.6%	8.2%	29.3%

¹ Calculated as 100% minus the Average Billed Rate Realization for the 12-month period.

* Includes the number of corresponding full-time, full-year individuals at each level

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Distribution of Associates & Sr. Attorneys by Discount Levels¹

For the 12-month period ending December 31, 2024

Associates	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% +
2024								
Your Firm								
Total Group	57 <small>‡</small>	5.3%	29.8%	31.6%	31.6%	29.8%	33.3%	19.3%
2023								
Your Firm								
Total Group	371	6.7%	9.7%	15.6%	14.6%	12.4%	8.6%	32.3%
2022								
Your Firm								
Total Group	436	6.4%	11.0%	18.1%	16.5%	10.3%	10.6%	27.1%
2021								
Your Firm								
Total Group	514	6.4%	12.3%	14.2%	18.9%	15.6%	8.8%	23.9%
2020								
Your Firm								
Total Group	448	6.7%	11.6%	10.7%	15.8%	8.7%	14.3%	32.1%
2019								
Your Firm								
Total Group	368	6.0%	12.8%	15.8%	13.0%	14.9%	7.9%	29.6%
2018								
Your Firm								
Total Group	342	4.4%	11.7%	17.0%	12.9%	15.8%	9.6%	28.7%
2017								
Your Firm								
Total Group	330	4.2%	11.8%	17.6%	13.9%	12.7%	7.6%	32.1%
2016								
Your Firm								
Total Group	233	3.9%	10.3%	18.5%	14.2%	10.3%	9.9%	33.0%
2015								
Your Firm								
Total Group	176	7.4%	12.5%	9.7%	19.3%	13.6%	8.0%	29.5%
<i>Prior</i>								
Your Firm								
Total Group	273	5.9%	13.9%	10.3%	14.7%	9.2%	11.4%	34.8%
<i>All Associates</i>								
Your Firm								
Total Group	3,554	5.9%	11.7%	14.9%	15.4%	12.5%	9.9%	29.7%
Sr. Attorneys	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% +
Your Firm								
Total Group	836 <small>‡</small>	3.9%	11.7%	10.5%	13.2%	10.2%	8.6%	41.9%

¹ Calculated as 100% minus the Average Billed Rate Realization for the 12-month period.

* Includes the number of corresponding full-time, full-year individuals at each level; ** omitted due to insufficient data; ‡ less than 75% population response

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Partner Average Billable Hours Worked
 For the 12-month period ending December 31, 2024

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year				
	Average Hours	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	% Change - 2 Year	% Change - 1 Year	1 st Quartile	Median	3 rd Quartile				
Equity Partners															
<i>By Years of Experience</i>															
< 11 Years	/ 16	‡	1,890	1,668	1,504	‡	‡	2.2	(2.3)	(5.4)	**				
11 - 15 Years	/ 38		1,695	1,567	1,479	‡	‡	3.5	(0.9)	(5.6)	(4.3)				
16 - 20 Years	/ 40		1,671	1,579	1,453	‡	‡	4.8	(0.1)	(5.8)	(0.4)				
21 - 25 Years	/ 40		1,648	1,538	1,393	‡	‡	3.6	(0.9)	(4.9)	(0.8)				
26 - 30 Years	/ 40		1,597	1,513	1,400	‡	‡	4.3	(1.0)	(6.0)	(1.5)				
31 - 35 Years	/ 40		1,490	1,402	1,347	‡	‡	4.2	(3.4)	(9.0)	(1.6)				
36 - 40 Years	/ 40		1,517	1,426	1,337	‡	‡	9.0	4.6	(4.0)	6.8				
41 - 45 Years	/ 39		1,460	1,287	1,050	‡	‡	7.7	(0.1)	(13.3)	(9.9)				
> 45 Years	/ 24	‡	1,479	1,260	1,040	‡	‡	13.0	3.8	(9.5)	(3.4)				
All Equity Partners	/ 40		1,592	1,455	1,398	‡	‡	1.4	(0.3)	(2.9)	(2.2)				
Non-Equity Partners															
<i>By Years of Experience</i>															
< 11 Years	/ 35	‡	1,748	1,662	1,518	‡	‡	1.7	(2.2)	(9.7)	(1.5)				
11 - 15 Years	/ 38		1,629	1,527	1,425	‡	‡	4.4	1.1	(2.0)	(2.5)				
16 - 20 Years	/ 37	‡	1,554	1,431	1,304	‡	‡	5.3	(0.5)	(9.8)	(2.2)				
21 - 25 Years	/ 37	‡	1,520	1,400	1,254	‡	‡	5.7	(1.9)	(6.3)	0.9				
26 - 30 Years	/ 36	‡	1,461	1,332	1,141	‡	‡	14.6	6.6	(2.3)	(1.3)				
31 - 35 Years	/ 36	‡	1,368	1,226	975	‡	‡	3.9	(8.0)	(12.1)	(4.4)				
36 - 40 Years	/ 33	‡	1,306	1,149	941	‡	‡	3.3	(2.9)	(9.6)	2.7				
41 - 45 Years	/ 28	‡	1,334	982	755	‡	‡	11.0	(13.4)	(23.0)	(10.0)				
> 45 Years	/ 26	‡	1,043	924	686	‡	‡	11.4	(5.6)	(15.5)	(10.7)				
All Non-Equity Partners	/ 38		1,496	1,397	1,274	‡	‡	2.5	0.1	(3.9)	(0.7)				

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Partner Average Billable Hours Worked

For the 12-month period ending December 31, 2024

 All Partner Composite
By Years of Experience

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year
	Average Hours	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	% Change - 2 Year	1 st Quartile	Median	3 rd Quartile	
< 11 Years	/ 40		1,741	1,665	1,520	‡	‡	2.2	(2.0)	(7.9)	(2.1)
11 - 15 Years	/ 42		1,639	1,567	1,474	‡	‡	2.9	0.9	(2.2)	(1.0)
16 - 20 Years	/ 42		1,593	1,544	1,435	‡	‡	4.3	(0.4)	(4.6)	(1.7)
21 - 25 Years	/ 42		1,567	1,457	1,374	‡	‡	3.3	(0.8)	(5.1)	(1.5)
26 - 30 Years	/ 42		1,549	1,470	1,346	‡	‡	2.5	(0.4)	(5.2)	(2.4)
31 - 35 Years	/ 42		1,463	1,349	1,302	‡	‡	3.9	(2.5)	(9.5)	(2.0)
36 - 40 Years	/ 42		1,454	1,360	1,265	‡	‡	6.6	0.3	(6.7)	4.0
41 - 45 Years	/ 42		1,329	1,253	1,021	‡	‡	5.6	(3.8)	(13.8)	(8.5)
> 45 Years	/ 34 ‡		1,246	1,043	877	‡	‡	12.1	(2.8)	(14.8)	(6.2)
All Partner Composite	/ 42		1,551	1,455	1,365	‡	‡	2.0	(0.1)	(3.8)	(1.3)

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Distribution of Equity Partner Billable Hours Worked

By Years of Experience - For the 12-month period ending December 31, 2024

Equity Partners	Count*	< 1,300	1,300 - 1,499	1,500 - 1,699	1,700 - 1,899	1,900 - 2,099	2,100 +
< 11 Years							
Your Firm							
Total Group	59 [‡]	11.9%	11.9%	30.5%	13.6%	20.3%	11.9%
11 - 15 Years							
Your Firm							
Total Group	472 [‡]	16.9%	14.8%	26.9%	18.2%	14.0%	9.1%
16 - 20 Years							
Your Firm							
Total Group	681	21.3%	17.5%	22.8%	17.8%	10.6%	10.1%
21 - 25 Years							
Your Firm							
Total Group	691	25.2%	20.0%	22.9%	13.6%	8.8%	9.6%
26 - 30 Years							
Your Firm							
Total Group	753	29.5%	16.7%	20.1%	17.1%	7.3%	9.3%
31 - 35 Years							
Your Firm							
Total Group	553	36.9%	17.2%	17.4%	12.1%	8.1%	8.3%
36 - 40 Years							
Your Firm							
Total Group	429	40.8%	14.5%	16.3%	15.6%	6.1%	6.8%
41 - 45 Years							
Your Firm							
Total Group	209	47.4%	14.4%	17.7%	10.0%	6.2%	4.3%
> 45 Years							
Your Firm							
Total Group	94 [‡]	57.4%	10.6%	10.6%	5.3%	4.3%	11.7%
<i>All Equity Partners</i>							
Your Firm							
Total Group	3,941	29.4%	16.7%	20.9%	15.2%	9.0%	8.9%

* Includes the number of corresponding full-time, full-year individuals at each level

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Distribution of Non-Equity Partner Billable Hours Worked

By Years of Experience - For the 12-month period ending December 31, 2024

Non-Equity Partners	Count*	< 1,300	1,300 - 1,499	1,500 - 1,699	1,700 - 1,899	1,900 - 2,099	2,100 +
<i>< 11 Years</i>							
Your Firm	0						
Total Group	325 [‡]	15.7%	14.2%	16.0%	25.8%	16.6%	11.7%
<i>11 - 15 Years</i>							
Your Firm	0						
Total Group	693	18.3%	19.0%	22.4%	20.2%	12.7%	7.4%
<i>16 - 20 Years</i>							
Your Firm	0						
Total Group	482 [‡]	29.7%	17.6%	22.6%	17.8%	8.5%	3.7%
<i>21 - 25 Years</i>							
Your Firm	0						
Total Group	393 [‡]	37.4%	16.0%	17.8%	15.0%	6.9%	6.9%
<i>26 - 30 Years</i>							
Your Firm	0						
Total Group	280 [‡]	41.1%	20.7%	16.1%	11.1%	7.5%	3.6%
<i>31 - 35 Years</i>							
Your Firm	0						
Total Group	219 [‡]	51.1%	14.6%	15.5%	12.8%	3.2%	2.7%
<i>36 - 40 Years</i>							
Your Firm	0						
Total Group	195 [‡]	59.5%	15.9%	10.8%	5.6%	4.6%	3.6%
<i>41 - 45 Years</i>							
Your Firm	0						
Total Group	132 [‡]	68.9%	10.6%	9.1%	4.5%	3.8%	3.0%
<i>> 45 Years</i>							
Your Firm	0						
Total Group	89 [‡]	86.5%	3.4%	2.2%	5.6%	2.2%	
<i>All Non-Equity Partners</i>							
Your Firm	0						
Total Group	2,810	34.8%	16.5%	17.8%	16.0%	9.1%	5.7%

* Includes the number of corresponding full-time, full-year individuals at each level

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Distribution of All Partner Billable Hours Worked

By Years of Experience - For the 12-month period ending December 31, 2024

All Partners	Count*	< 1,300	1,300 - 1,499	1,500 - 1,699	1,700 - 1,899	1,900 - 2,099	2,100 +
< 11 Years							
Your Firm							
Total Group	384	15.1%	13.8%	18.2%	24.0%	17.2%	11.7%
11 - 15 Years							
Your Firm							
Total Group	1,165	17.8%	17.3%	24.2%	19.4%	13.2%	8.1%
16 - 20 Years							
Your Firm							
Total Group	1,163	24.8%	17.5%	22.7%	17.8%	9.7%	7.5%
21 - 25 Years							
Your Firm							
Total Group	1,084	29.6%	18.5%	21.0%	14.1%	8.1%	8.6%
26 - 30 Years							
Your Firm							
Total Group	1,033	32.6%	17.8%	19.0%	15.5%	7.4%	7.7%
31 - 35 Years							
Your Firm							
Total Group	772	40.9%	16.5%	16.8%	12.3%	6.7%	6.7%
36 - 40 Years							
Your Firm							
Total Group	624	46.6%	14.9%	14.6%	12.5%	5.6%	5.8%
41 - 45 Years							
Your Firm							
Total Group	341	55.7%	12.9%	14.4%	7.9%	5.3%	3.8%
> 45 Years							
Your Firm							
Total Group	183 [‡]	71.6%	7.1%	6.6%	5.5%	3.3%	6.0%
All Partners							
Your Firm							
Total Group	6,751	31.7%	16.6%	19.6%	15.5%	9.0%	7.6%

* Includes the number of corresponding full-time, full-year individuals at each level

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Non-Partner Timekeeper Average Billable Hours Worked

For the 12-month period ending December 31, 2024

Associates

Class of

	Your Firm		Group			Your Firm		Group			
	Average Hours	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	% Change - 2 Year	1 st Quartile	Median	3 rd Quartile	% Change - 2 Year
2024	/ 35 [‡]		1,215	1,116	885						
2023	/ 41		1,635	1,553	1,454	[‡]		56.8	30.3	10.5	
2022	/ 42		1,751	1,633	1,528	[‡]	[‡]	14.5	5.0	(2.7)	45.2
2021	/ 42		1,757	1,649	1,552	[‡]	[‡]	6.9	1.4	(3.5)	5.9
2020	/ 42		1,752	1,612	1,552	[‡]	[‡]	5.6	1.8	(4.1)	(0.6)
2019	/ 42		1,745	1,649	1,469	[‡]	[‡]	4.6	(1.0)	(8.5)	(2.0)
2018	/ 42		1,782	1,709	1,599	[‡]	[‡]	7.0	2.7	(3.2)	0.9
2017	/ 40		1,777	1,705	1,557	[‡]	[‡]	8.0	0.3	(4.0)	(0.3)
2016	/ 38		1,845	1,714	1,553	[‡]	[‡]	5.5	(1.8)	(5.2)	(2.9)
2015	/ 36 [‡]		1,758	1,627	1,432	[‡]	[‡]	7.0	(1.5)	(11.4)	(5.2)
Prior	/ 36 [‡]		1,779	1,631	1,461	[‡]	[‡]	6.3	1.3	(5.2)	(3.7)
All Associates	/ 42		1,708	1,623	1,507	[‡]	[‡]	2.4	(0.3)	(2.8)	(0.3)
Sr. Attorneys	/ 35 [‡]		1,566	1,388	1,260	[‡]	[‡]	3.1	(0.1)	(4.9)	(1.4)
Other Attorneys											
Of Counsel	/ 25 [‡]		1,332	1,130	742	[‡]	[‡]	5.9	(6.9)	(24.8)	(4.1)
Staff Attorneys	/ 28 [‡]		1,651	1,407	1,123	[‡]	[‡]	10.6	1.6	(18.1)	5.0
eDiscovery Attorneys			**	**	**			**	**	**	**
All Attorneys	/ 42		1,574	1,494	1,386	[‡]	[‡]	2.1	0.3	(2.5)	(0.7)
Other Timekeepers											
Lobbyists			**	**	**			**	**	**	**
Specialists	/ 21 [‡]		1,394	1,165	877	[‡]	[‡]	19.3	4.5	(9.6)	3.4
Litigation Support	/ 21 [‡]		1,001	717	403	[‡]	[‡]	8.6	(3.2)	(18.5)	8.1
Patent Agents	/ 15 [‡]		1,592	1,521	1,231	[‡]	[‡]	12.7	0.6	(2.2)	1.8
Case Clerks	/ 13 [‡]		898	832	338	[‡]	[‡]	17.3	(5.2)	(6.9)	7.4
Law Clerks	/ 24 [‡]		696	481	295	[‡]	[‡]	6.3	(23.0)	(44.7)	(26.2)
Paralegals	/ 41		1,286	1,141	1,013	[‡]	[‡]	2.6	0.4	(5.0)	(2.7)

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Distribution of Associate & Sr. Attorney Billable Hours Worked

For the 12-month period ending December 31, 2024

Associates	Count*	< 1,300	1,300 - 1,499	1,500 - 1,699	1,700 - 1,899	1,900 - 2,099	2,100 +
2024							
Your Firm							
Total Group	77 [‡]	98.7%	1.3%				
2023							
Your Firm							
Total Group	405	21.0%	14.6%	20.2%	22.7%	15.1%	6.4%
2022							
Your Firm							
Total Group	439	15.3%	8.4%	17.8%	28.0%	23.0%	7.5%
2021							
Your Firm							
Total Group	493	14.0%	7.9%	19.7%	28.6%	21.5%	8.3%
2020							
Your Firm							
Total Group	439	16.2%	10.7%	16.4%	24.1%	23.0%	9.6%
2019							
Your Firm							
Total Group	367	16.6%	10.9%	13.9%	25.1%	22.1%	11.4%
2018							
Your Firm							
Total Group	333	10.5%	10.5%	15.0%	30.0%	24.9%	9.0%
2017							
Your Firm							
Total Group	313	11.8%	7.7%	16.3%	31.6%	21.1%	11.5%
2016							
Your Firm							
Total Group	213 [‡]	15.5%	3.8%	16.9%	28.6%	23.9%	11.3%
2015							
Your Firm							
Total Group	150 [‡]	14.7%	11.3%	20.7%	23.3%	16.7%	13.3%
Prior							
Your Firm							
Total Group	225 [‡]	16.4%	12.9%	22.2%	25.8%	17.3%	5.3%
All Associates							
Your Firm							
Total Group	3,460	17.2%	9.7%	17.3%	26.2%	20.7%	8.8%
Sr. Attorneys	Count*	< 1,300	1,300 - 1,499	1,500 - 1,699	1,700 - 1,899	1,900 - 2,099	2,100 +
Your Firm							
Total Group	845 [‡]	35.0%	14.3%	15.9%	19.3%	9.2%	6.3%

* Includes the number of corresponding full-time, full-year individuals at each level

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Timekeeper Leverage Ratios

Headcount Leverage Ratios

Ratio of Other¹ Attys to Equity Partners
 Ratio of Non-Partner Attys² to Partners
 Ratio of Non-Partner Timekeepers³
 to Partners
 Ratio of Paralegals to Attorneys

Billable Hour Leverage Ratios

Ratio of Other¹ Attys to Equity Partners
 Ratio of Non-Partner Attys² to Partners
 Ratio of Non-Partner Timekeepers³
 to Partners
 Ratio of Paralegals to Attorneys

For the 12-month period ending December 31, 2024

Your Firm		Group		
Ratio	Rank / Of	1 st Quartile	Median	3 rd Quartile
	/ 48	3.00	2.14	1.47
	/ 50	0.99	0.84	0.63
	/ 50	1.37	1.16	0.93
	/ 48	0.15	0.13	0.10

For the 12-month period ending December 31, 2023

Your Firm		Group		
Ratio	Rank / Of	1 st Quartile	Median	3 rd Quartile
	/ 40	2.84	2.09	1.58
	/ 41	0.99	0.78	0.57
	/ 41	1.29	1.14	0.84
	/ 39	0.16	0.13	0.10
	/ 38	2.80	2.08	1.47
	/ 39	1.02	0.89	0.66
	/ 39	1.30	1.12	0.91
	/ 37 ‡	0.13	0.09	0.08

¹ Other Attorneys include Non-Equity Partners, Associates, Sr./Staff/eDiscovery Attorneys. Of Counsel attorneys are excluded from this calculation.

² Non-Partner Attorneys include Associates, Sr./Staff/eDiscovery Attorneys. Of Counsel attorneys are excluded from this calculation.

³ Non-Partner Timekeepers include Associates, Sr./Staff/eDiscovery Attorneys, Lobbyists, Specialists, Litigation Support, Patent Agents, Case Clerks, Law Clerks and Paralegals. Of Counsel attorneys are excluded from this calculation.

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

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

 Partner Average Fees Billed
 For the 12-month period ending December 31, 2024

	Your Firm		Group			Your Firm		Group			Median	
	Average Fees	Rank / Of	1 st Quartile		3 rd Quartile	% Change - 1 Year	% Change - 2 Year	% Change - 1 Year		3 rd Quartile	% Change - 2 Year	
			1 st Quartile	Median	3 rd Quartile			1 st Quartile	Median	3 rd Quartile		
Equity Partners <i>By Years of Experience</i>												
< 11 Years	/ 16	‡	\$1,200,348	\$851,442	\$745,235	‡	‡	23.6	10.2	(11.5)	**	
11 - 15 Years	/ 37	‡	1,161,563	962,257	791,649	‡	‡	11.0	4.3	(5.5)	11.0	
16 - 20 Years	/ 39		1,283,549	1,001,947	829,650	‡	‡	13.3	4.8	(1.7)	7.7	
21 - 25 Years	/ 39		1,254,625	1,063,366	822,811	‡	‡	12.0	9.3	4.6	9.1	
26 - 30 Years	/ 39		1,296,393	995,562	842,302	‡	‡	10.2	6.8	1.8	12.2	
31 - 35 Years	/ 39		1,251,565	1,063,010	844,897	‡	‡	14.3	5.7	(0.8)	11.4	
36 - 40 Years	/ 39		1,203,075	993,379	787,896	‡	‡	20.2	11.7	0.1	15.5	
41 - 45 Years	/ 38		1,136,225	898,299	681,724	‡	‡	15.6	4.8	(13.5)	(2.1)	
> 45 Years	/ 23	‡	1,268,244	1,015,543	809,011	‡	‡	27.6	13.6	(11.0)	39.6	
All Equity Partners	/ 39		1,232,313	982,711	846,755	‡	‡	8.0	6.8	4.0	11.1	
Non-Equity Partners <i>By Years of Experience</i>												
< 11 Years	/ 34	‡	\$945,528	\$836,364	\$728,093	‡	‡	12.6	7.6	(2.8)	11.1	
11 - 15 Years	/ 37	‡	987,684	810,191	717,490	‡	‡	14.8	8.9	5.2	12.1	
16 - 20 Years	/ 36	‡	976,350	811,339	677,221	‡	‡	12.4	6.0	(0.7)	8.6	
21 - 25 Years	/ 36	‡	978,850	801,832	686,059	‡	‡	9.6	2.1	(2.0)	13.8	
26 - 30 Years	/ 35	‡	933,930	797,816	667,810	‡	‡	22.1	12.7	2.3	11.7	
31 - 35 Years	/ 35	‡	816,764	700,208	545,734	‡	‡	11.1	(0.4)	(10.7)	13.7	
36 - 40 Years	/ 32	‡	857,845	746,679	609,713	‡	‡	9.3	2.8	(8.3)	11.4	
41 - 45 Years	/ 27	‡	704,788	595,230	540,112	‡	‡	15.0	(12.6)	(22.5)	(4.1)	
> 45 Years	/ 25	‡	707,736	568,343	476,672	‡	‡	26.6	8.8	(23.8)	(3.8)	
All Non-Equity Partners	/ 37	‡	938,158	762,476	684,112	‡	‡	9.4	6.7	3.0	12.5	
All Partner Composite <i>By Years of Experience</i>												
< 11 Years	/ 39		\$1,007,300	\$844,566	\$698,619	‡	‡	13.0	4.3	(2.6)	9.8	
11 - 15 Years	/ 41		1,126,460	896,123	739,422	‡	‡	9.6	7.5	3.6	12.2	
16 - 20 Years	/ 41		1,081,341	884,006	771,731	‡	‡	10.8	5.5	0.3	9.5	
21 - 25 Years	/ 41		1,178,644	911,949	766,382	‡	‡	12.0	5.3	1.9	9.8	
26 - 30 Years	/ 41		1,205,800	957,171	787,076	‡	‡	9.6	6.0	2.5	12.1	
31 - 35 Years	/ 41		1,104,120	971,617	785,387	‡	‡	10.6	5.2	(2.9)	13.1	
36 - 40 Years	/ 41		1,153,780	917,804	771,950	‡	‡	12.3	6.8	(1.9)	14.2	
41 - 45 Years	/ 41		1,046,915	754,145	646,906	‡	‡	13.4	1.2	(12.3)	0.1	
> 45 Years	/ 33	‡	937,267	757,667	545,086	‡	‡	24.5	4.3	(11.9)	18.1	
All Partner Composite	/ 41		1,140,741	937,204	761,858	‡	‡	8.3	6.7	2.2	11.6	

** omitted due to insufficient data;

‡ less than 75% population response

2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Non-Partner Timekeeper Average Fees Billed

For the 12-month period ending December 31, 2024

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year
	Average Fees	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	% Change - 2 Year	1 st Quartile	Median	3 rd Quartile	
Associates											
<i>Class of</i>											
2024		/ 34 ‡	\$252,981	\$215,230	\$181,813						
2023		/ 40	547,552	463,869	391,311	‡		145.2	99.8	69.8	
2022		/ 41	634,746	517,657	448,025	‡	‡	39.8	29.3	14.0	165.8
2021		/ 41	747,652	593,877	498,821	‡	‡	21.7	15.2	9.1	47.5
2020		/ 41	843,280	619,214	493,027	‡	‡	18.9	12.9	3.6	29.0
2019		/ 41	803,302	617,279	508,515	‡	‡	14.6	7.7	0.2	21.4
2018		/ 41	892,696	665,484	564,902	‡	‡	23.8	13.2	5.5	24.7
2017		/ 39	887,652	725,387	567,432	‡	‡	22.1	16.9	4.9	22.7
2016		/ 37 ‡	853,356	762,109	555,586	‡	‡	18.1	8.8	2.5	20.1
2015		/ 35 ‡	906,490	725,448	583,327	‡	‡	20.9	6.0	(2.8)	20.7
Prior		/ 36 ‡	880,213	763,088	613,656	‡	‡	13.9	9.0	(1.2)	11.9
All Associates		/ 41	773,883	609,992	488,290	‡	‡	9.7	6.8	2.7	13.8
Sr. Attorneys		/ 34 ‡	\$836,798	\$651,494	\$530,125	‡	‡	12.7	5.8	(3.6)	10.2
Other Attorneys											
Of Counsel		/ 25 ‡	873,883	537,907	470,691	‡	‡	7.7	2.4	(20.4)	12.2
Staff Attorneys		/ 27 ‡	558,498	445,930	372,801	‡	‡	24.2	7.3	(10.0)	13.7
eDiscovery Attorneys			**	**	**			**	**	**	**
All Attorneys		/ 41	971,040	776,125	651,640	‡	‡	9.1	5.8	2.2	10.2
Paralegals		/ 40	344,014	284,711	209,115	‡	‡	10.9	6.4	(0.2)	10.5