



# 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.

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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.*

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## 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.

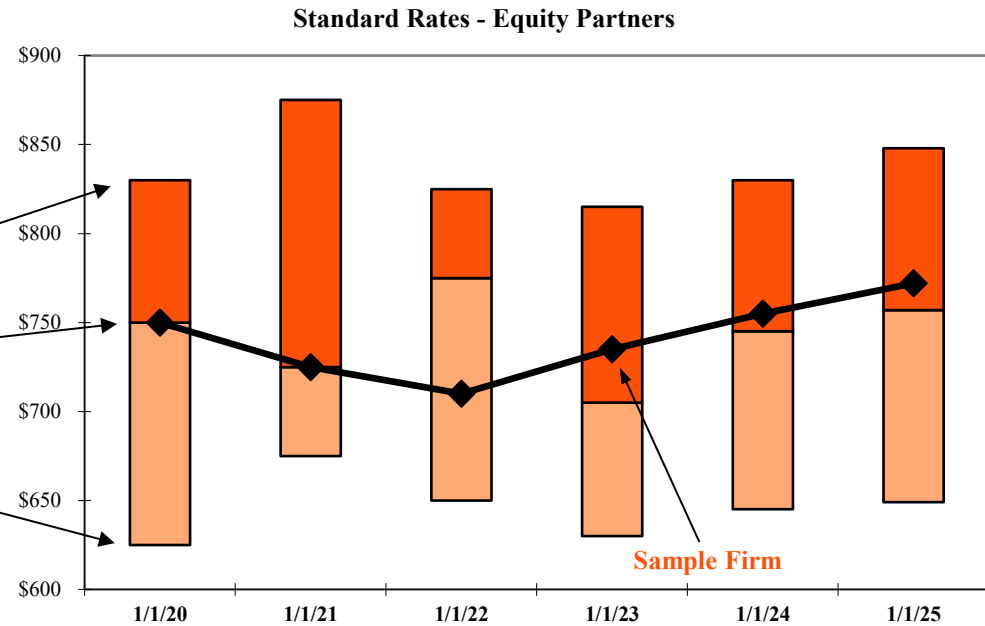
The group results are displayed as a floating bar chart for each year, which represents:

**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:

<b>Firm Value:</b>	\$1,000	<b>Firm Rank:</b>	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 Range<sup>1</sup> of Group Members (# of Attorneys)***Maximum**Minimum***Your Firm, Office or Practice Area Size (# of Attorneys)****Average Size of Group Members<sup>1</sup> (# 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**

Your Firm	Number of Firms Reporting
<b><i>Date of Last Partner Billing Rate Increase</i></b>	
January 2, 2024 - March 31, 2024	2
April 1, 2024 - June 30, 2024	0
July 1, 2024 - September 30, 2024	2
October 1, 2024 - January 1, 2025	38
January 2, 2025 - March 1, 2025	0
<b><i>Date of Last Associate/Sr. Attorney Lock-step/Class Year based Rate Increase</i></b>	
January 2, 2024 - March 31, 2024	2
April 1, 2024 - June 30, 2024	0
July 1, 2024 - September 30, 2024	2
October 1, 2024 - January 1, 2025	34
January 2, 2025 - March 1, 2025	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

Your Firm	Number of Firms Reporting
	2
	0
	2
	36
	0

<sup>1</sup> 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



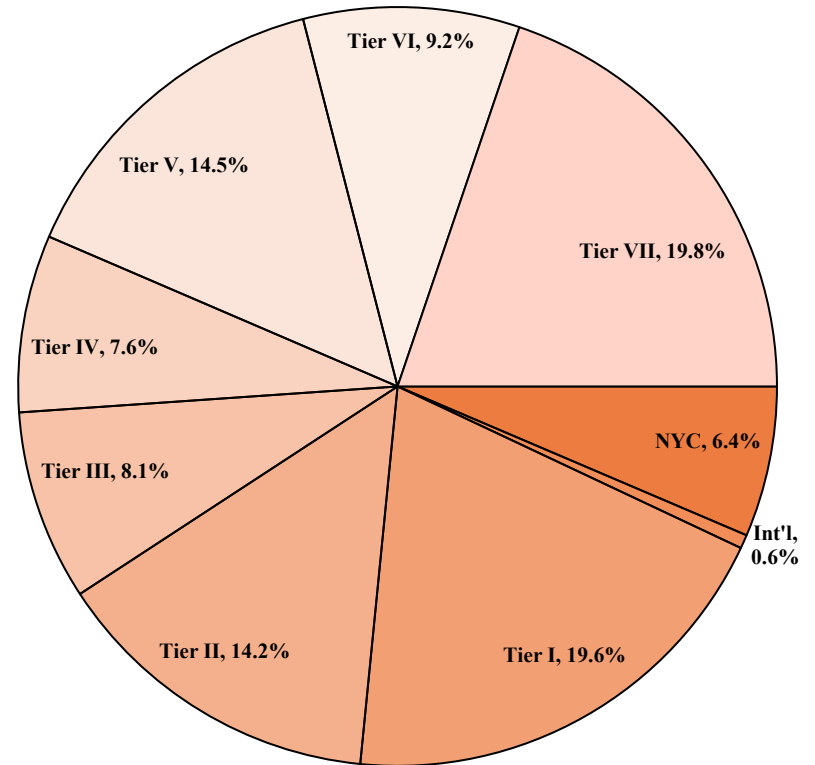
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AmLaw Second 100 xNYC - (50 members)

Geographic Footprint<sup>1</sup>

Your Firm

Total Group



	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. Fr. 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

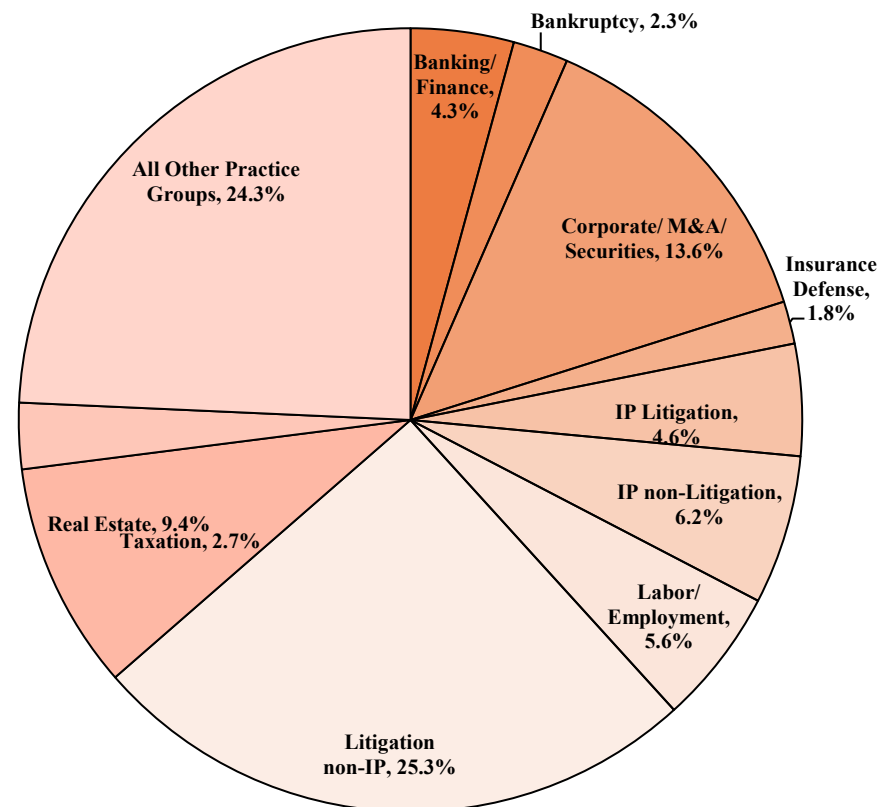
NYC is excluded from all Tiers

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

\*\* omitted due to insufficient data

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*Practice Group Footprint<sup>1</sup>***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
<b>Your Firm</b>											
<b>Total Group</b>	4.3%	2.3%	13.6%	1.8%	4.6%	6.2%	5.6%	25.3%	9.4%	2.7%	24.3%

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

\*\* omitted due to insufficient data

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## Summary of Key Statistics

	Period	Your Firm		Group			Your Firm		Group		
		Average	Rank / Of	1 <sup>st</sup>	Median	3 <sup>rd</sup>	% Change -		% Change - 1 year		
				Quartile		Quartile	1 Year	Rank / Of	1 <sup>st</sup>	Median	3 <sup>rd</sup>
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 <sup>1</sup> to Equity Partners			/ 48	3.00	2.14	1.47					
Ratio of Non-Partner Attorneys <sup>2</sup> to Partners			/ 50	0.99	0.84	0.63					
Billable Hour Leverage Ratios	1/1/24 - 12/31/24										
Ratio of Other Attorneys <sup>1</sup> to Equity Partners			/ 40	2.98	2.15	1.43					
Ratio of Non-Partner Attorneys <sup>2</sup> to Partners			/ 42	1.04	0.90	0.69					

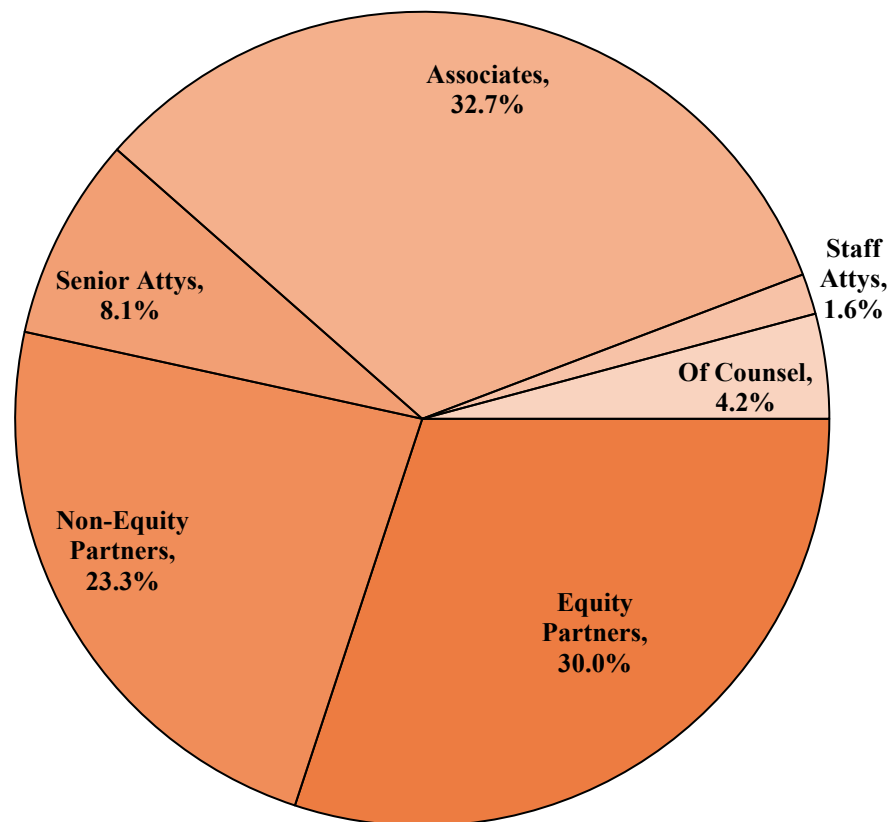
<sup>1</sup> Other Attorneys include Non-Equity Partners, Associates, Sr./Staff/eDiscovery Attorneys. Of Counsel attorneys are excluded from this calculation.<sup>2</sup> Non-Partner Attorneys include Associates, Sr./Staff/eDiscovery Attorneys. Of Counsel attorneys are excluded from this calculation.

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

# Attorney Footprint

Your Firm

Total Group



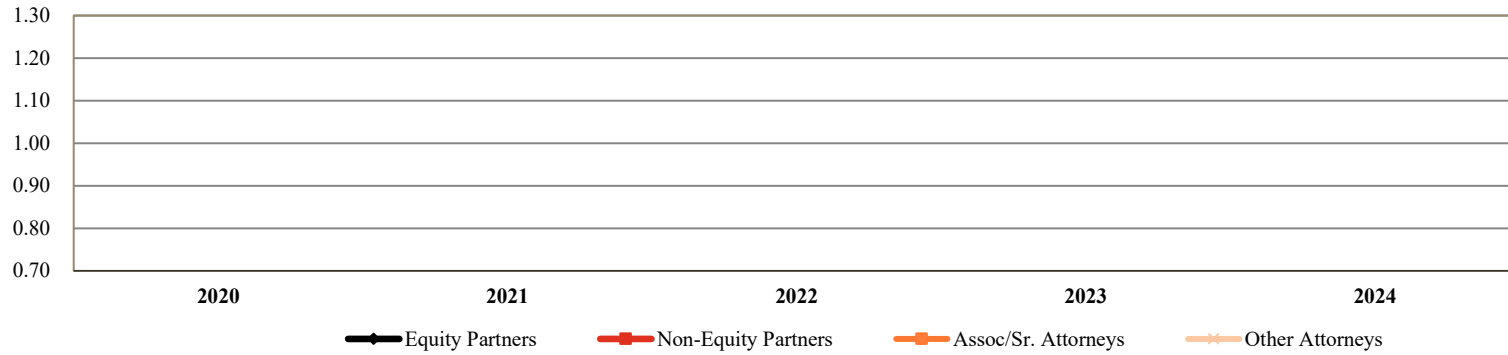
	Equity Partners	Non-Equity Partners	Senior Attys	Associates	Staff Attys	Of Counsel	eDiscovery
Your Firm (%)							
Your Firm (FTE)							
Total Group (%)	30.0%	23.3%	8.1%	32.7%	1.6%	4.2%	**
Total Group (FTE)	4,946	3,844	1,328	5,384	265	684	**

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### Historical Attorney Footprint<sup>1</sup>

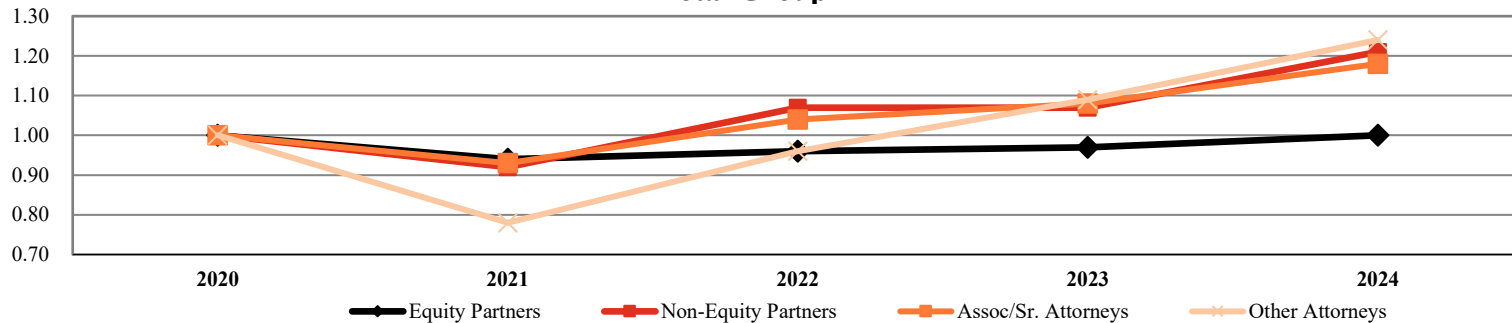
#### Your Firm



**Your Firm (FTE)**  
**Equity Partner**  
**Non-Equity Partner**  
**Associates/Sr. Attorneys**  
**Other Attorneys<sup>2</sup>**

	2020	2021	2022	2023	2024	% Chg: '20-'24
Equity Partner						
Non-Equity Partner						
Associates/Sr. Attorneys						
Other Attorneys <sup>2</sup>						

#### Total Group



**Total Group (FTE)**  
**Equity Partner**  
**Non-Equity Partner**  
**Associates/Sr. Attorneys**  
**Other Attorneys<sup>2</sup>**

	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 <sup>2</sup>	546	425	527	595	676	23.7%

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

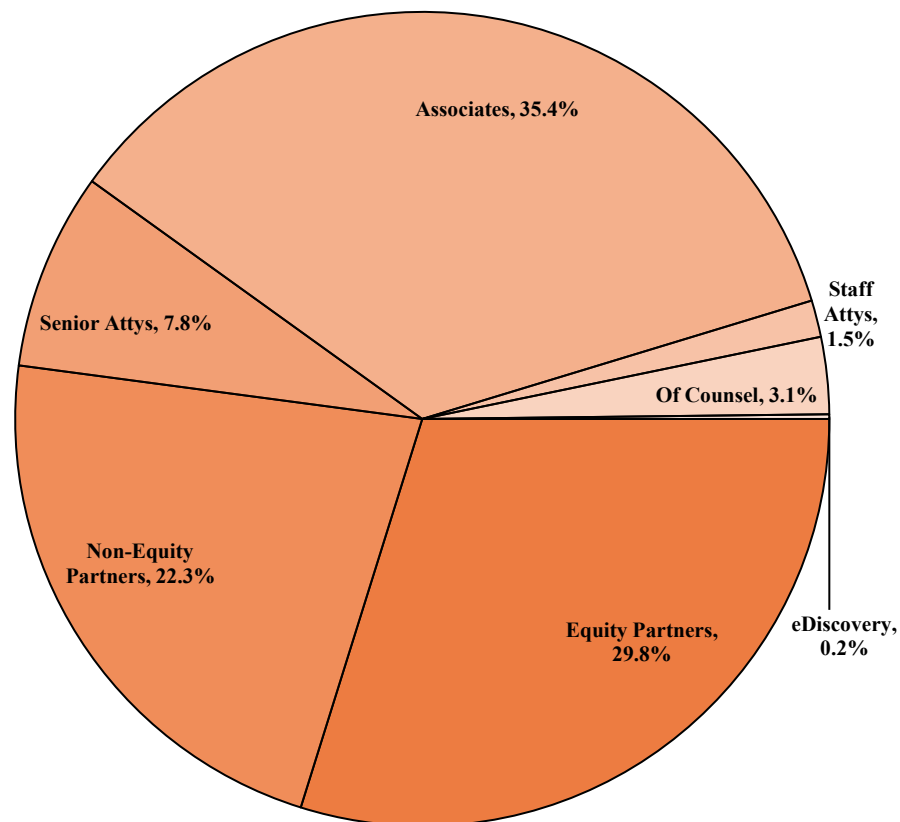
<sup>2</sup> Other Attorneys include Of Counsel and Staff & eDiscovery Attorneys.

\*\* omitted due to insufficient data

### Attorney Billable Hours by Classification

Your Firm

Total Group

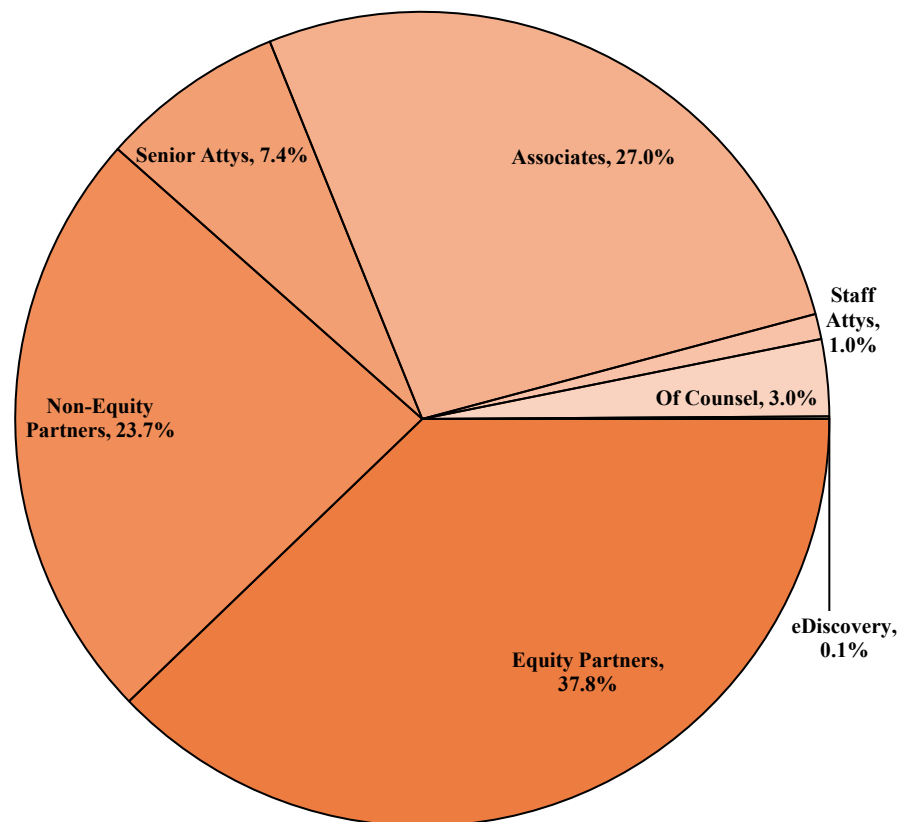


	Equity Partners	Non-Equity Partners	Senior Attys	Associates	Staff Attys	Of Counsel	eDiscovery
Your Firm							
Total Group	29.8%	22.3%	7.8%	35.4%	1.5%	3.1%	0.2%

### Attorney Fees Billed by Classification

Your Firm

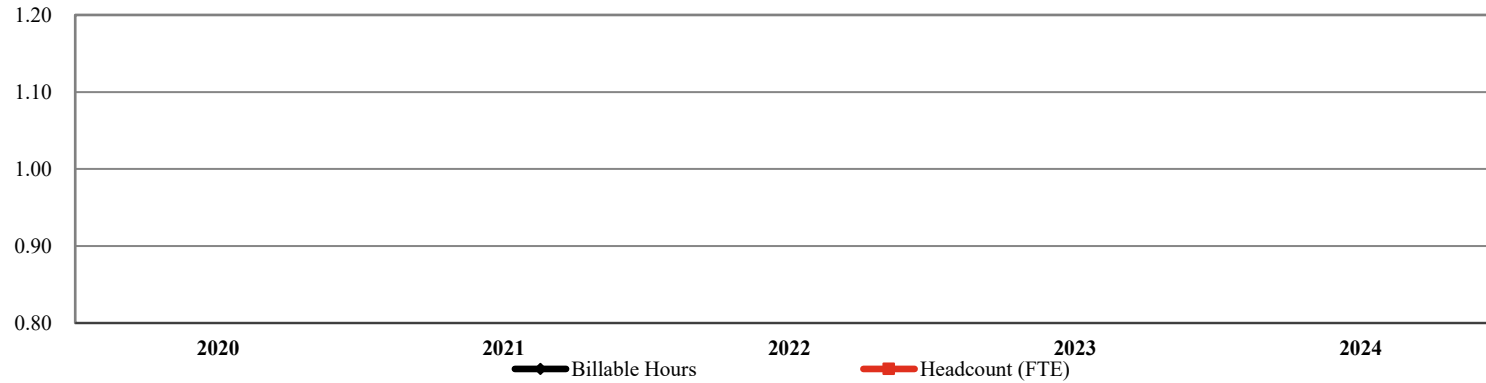
Total Group



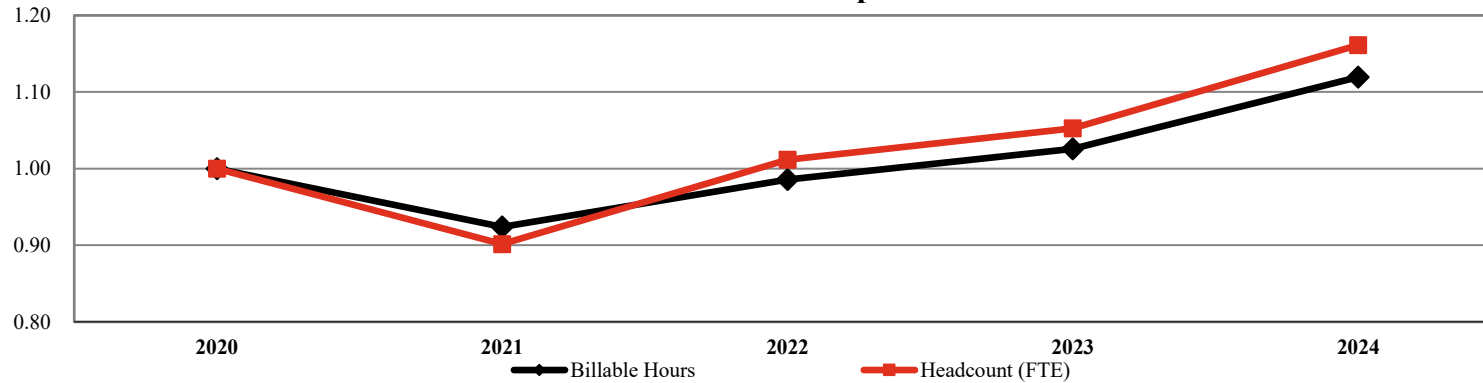
	Equity Partners	Non-Equity Partners	Senior Attys	Associates	Staff Attys	Of Counsel	eDiscovery
Your Firm							
Total Group	37.8%	23.7%	7.4%	27.0%	1.0%	3.0%	0.1%

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*Attorney Capacity<sup>1</sup>**For the 12-month period ending December 31st of the stated year***Your Firm****Your Firm****Billable Hours****Headcount (FTE)**

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

**Total Group<sup>2</sup>****Total Group****Billable Hours****Headcount (FTE)**

	2020	2021	2022	2023	2024	% Chg: '20-'24
Billable Hours	13,556,347	12,525,245	13,363,022	13,905,987	15,175,521	11.9%
Headcount (FTE)	8,751	7,889	8,853	9,212	10,162	16.1%

<sup>1</sup> Includes only those Firms that participated for the past 5 years; All values indexed to 2020.<sup>2</sup> Number of members represented in the group results: 30

\*\* omitted due to insufficient data

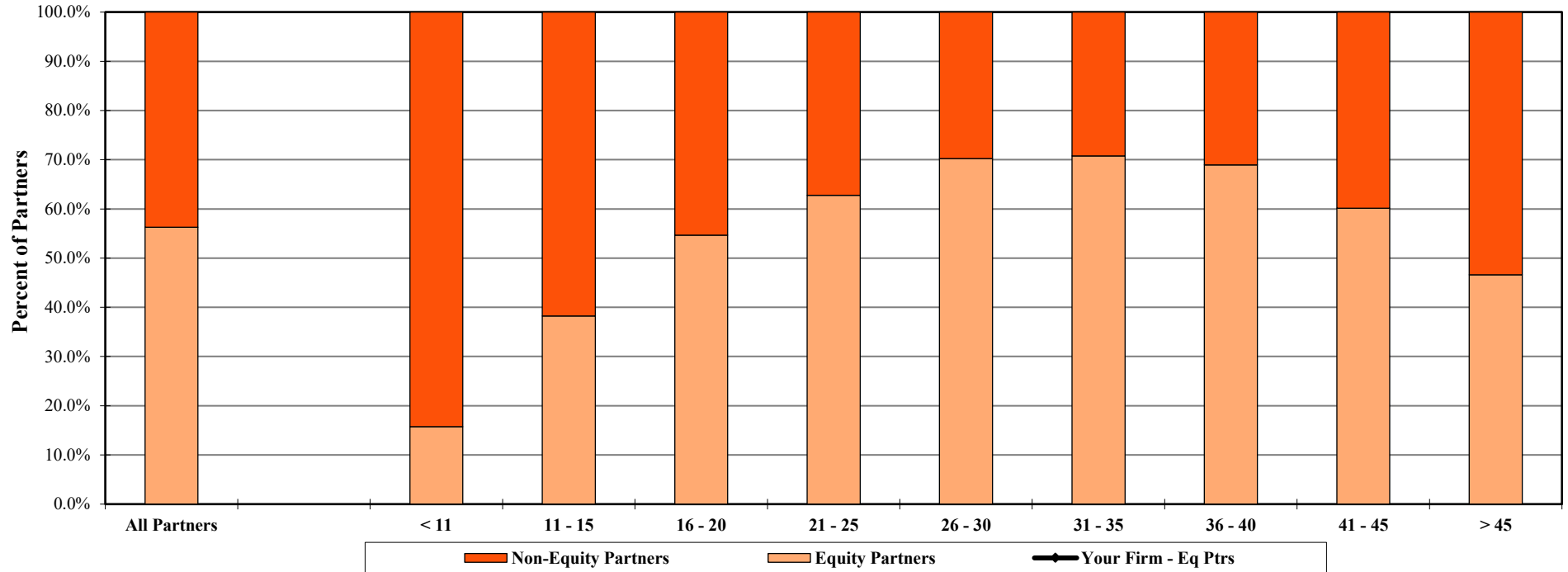


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**Partner Demographics<sup>1</sup>**

For the 12-month period ending December 31, 2024



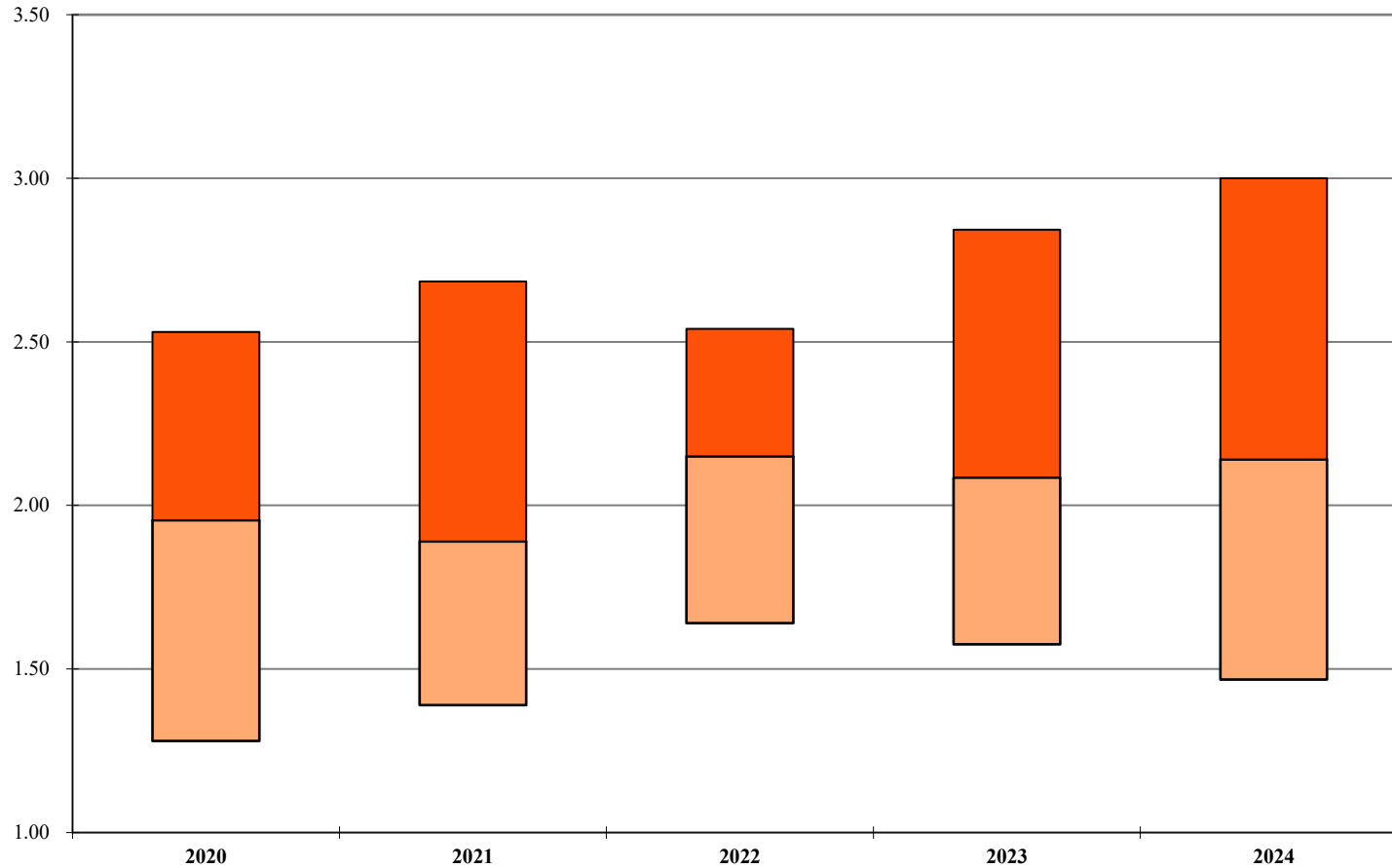
	<i>Your Firm</i>		<i>Total Group</i>	
<i>By Years of Experience</i>	<i>Equity Partners</i>	<i>Non-Equity Partners</i>	<i>Equity Partners</i>	<i>Non-Equity Partners</i>
< 11 Years			15.8%	84.2%
11 - 15 Years			38.2%	61.8%
16 - 20 Years			54.7%	45.3%
21 - 25 Years			62.7%	37.3%
26 - 30 Years			70.2%	29.8%
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%
<b>All Partners</b>			56.3%	43.7%

<sup>1</sup> Years of experience includes the length of time practicing law since passing the bar exam.

\*\* omitted due to insufficient data

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*Equity Partner Leverage<sup>1</sup>**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

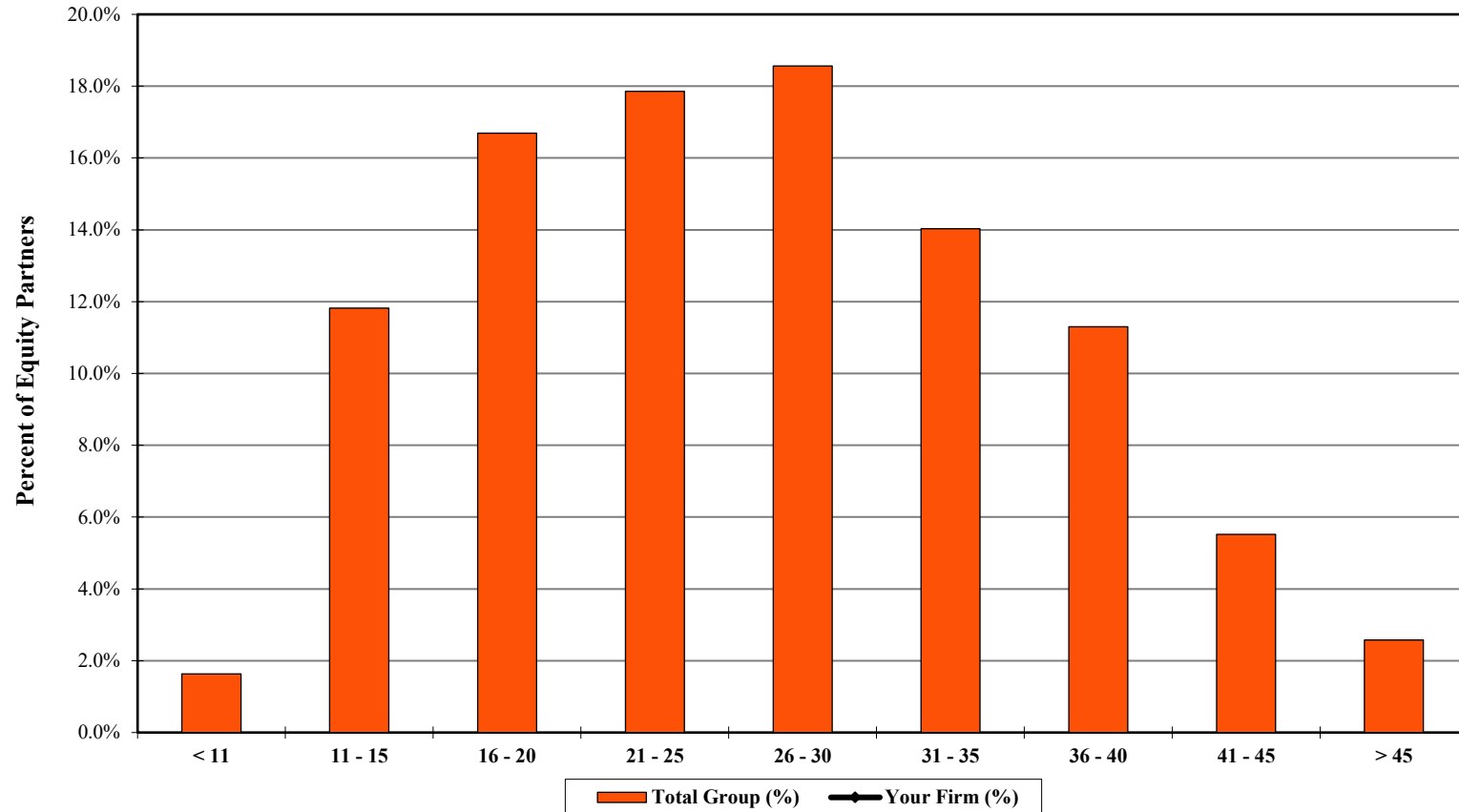
<sup>1</sup> Ratio of Other Attorneys to Equity Partners. Other Attorneys include Non-Equity Partners, Associates, Sr./Staff/eDiscovery Attorneys. Of Counsel attorneys are excluded from this calculation. Additional detail can be found on Page 124.

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

\*\* omitted due to insufficient data

## Distribution of Equity Partners by Years of Experience<sup>1</sup>

For the 12-month period ending December 31, 2024



	Equity Partners by Years of Experience								
	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
Your Firm (%)									
Your Firm (FTE)									
Total Group (%)	1.6%	11.8%	16.7%	17.9%	18.6%	14.0%	11.3%	5.5%	2.6%
Total Group (FTE)	81	584	826	883	918	694	559	273	127

<sup>1</sup> Years of experience includes the length of time practicing law since passing the bar exam.

\*\* omitted due to insufficient data

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## Equity Partner Rates

## Standard Rates

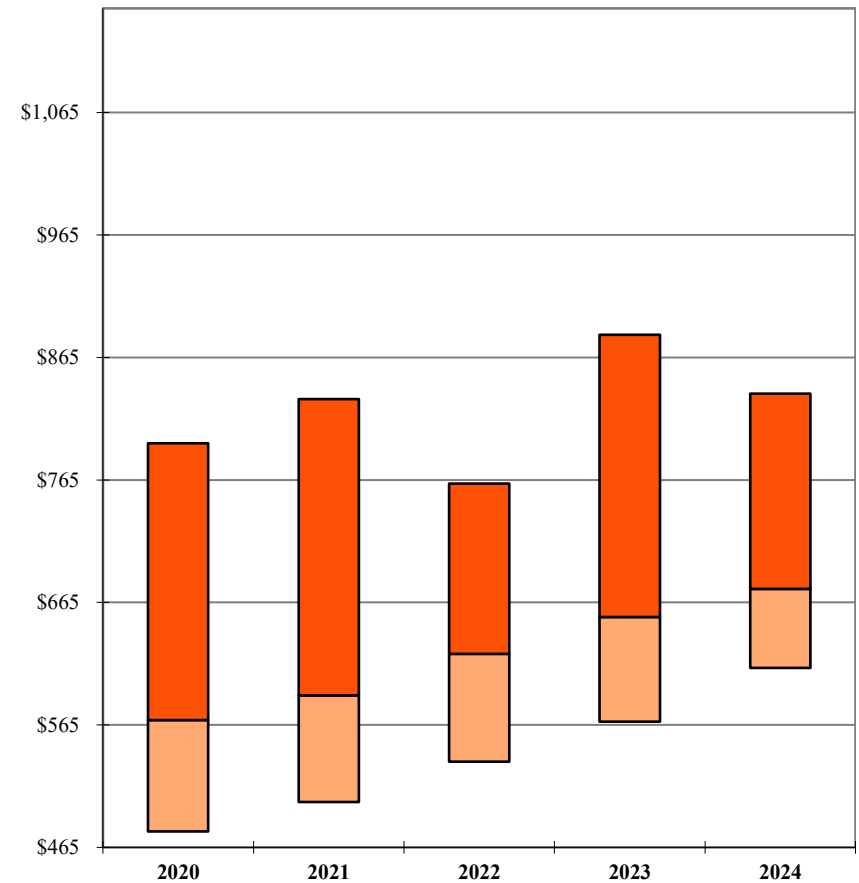
As of January 1st of the stated year



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

## Billed Rates

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



	2020	2021	2022	2023	2024
<b>Your Firm</b>					
<b>1st Qtle</b>	\$795	\$831	\$762	\$884	\$836
<b>Median</b>	569	589	623	653	676
<b>3rd Qtle</b>	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.

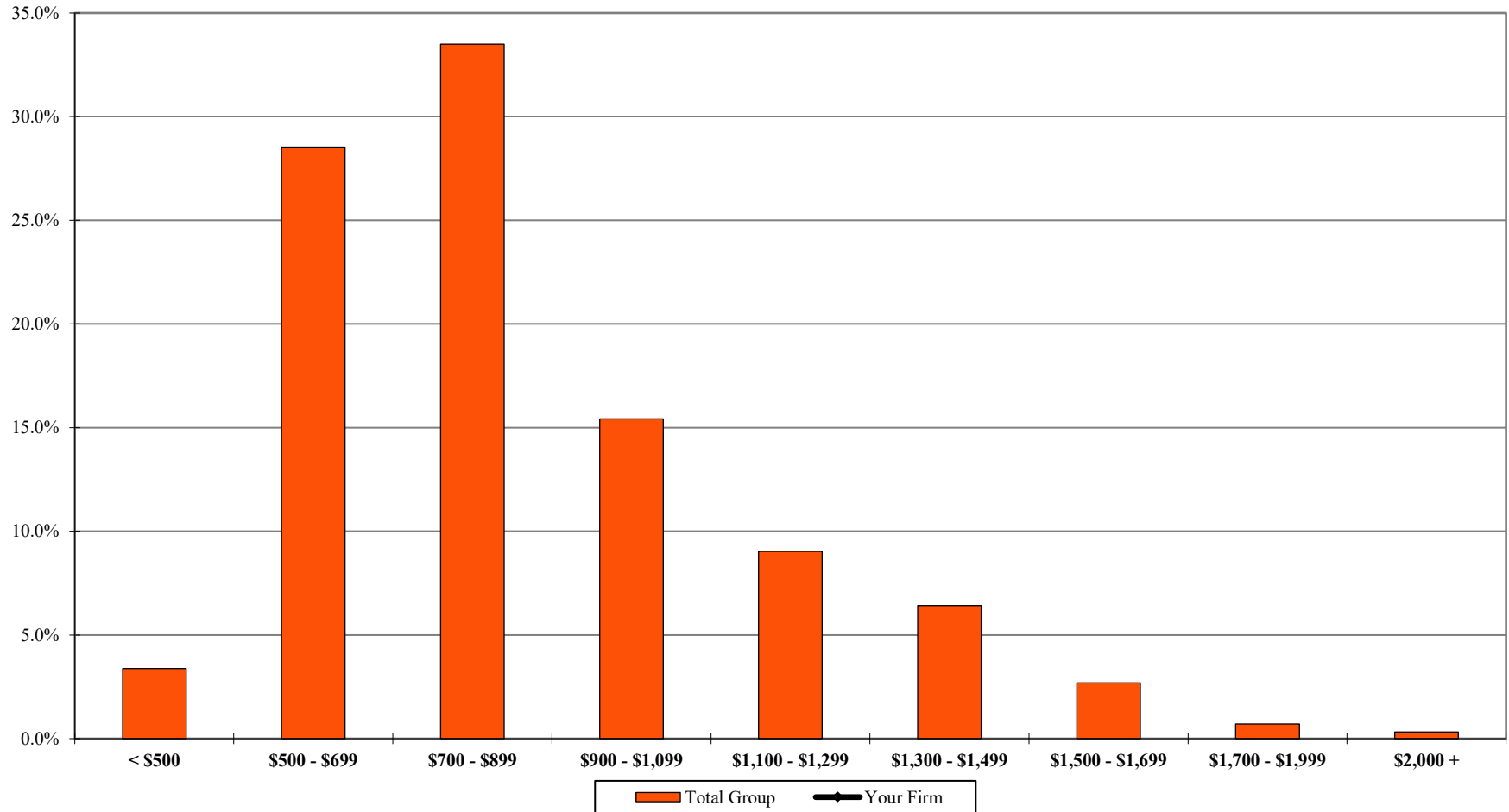
\*\* omitted due to insufficient data

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*Distribution of Equity Partner Standard Billing Rates*

*As of January 1, 2025*



**Your Firm**  
**Total Group**

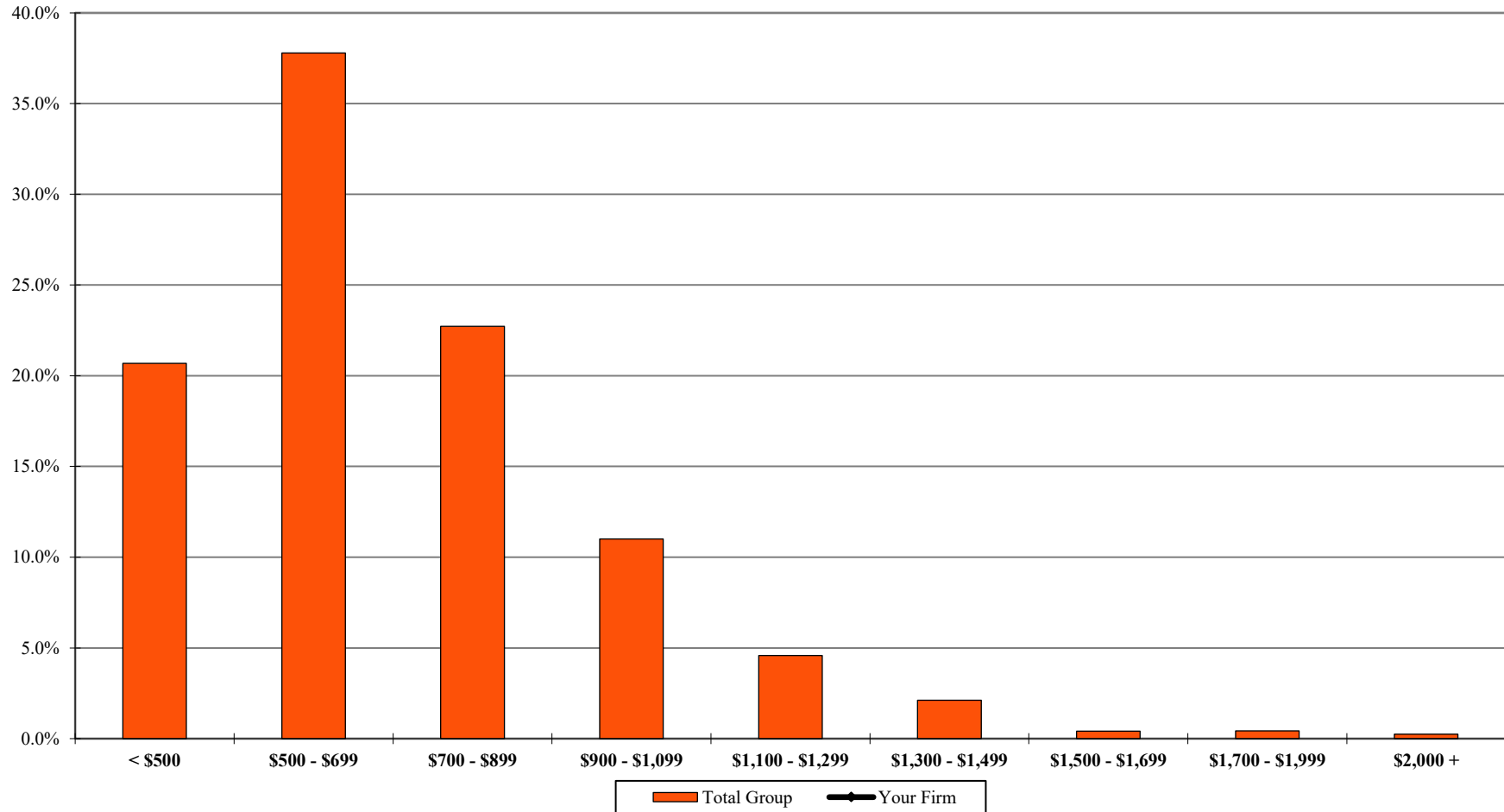
< \$500	\$500 - \$699	\$700 - \$899	\$900 - \$1,099	\$1,100 - \$1,299	\$1,300 - \$1,499	\$1,500 - \$1,699	\$1,700 - \$1,999	\$2,000 +
3.4%	28.5%	33.5%	15.4%	9.0%	6.4%	2.7%	0.7%	0.3%

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*Distribution of Equity Partner Billed Rates*

*For the 12-month period ending December 31, 2024*

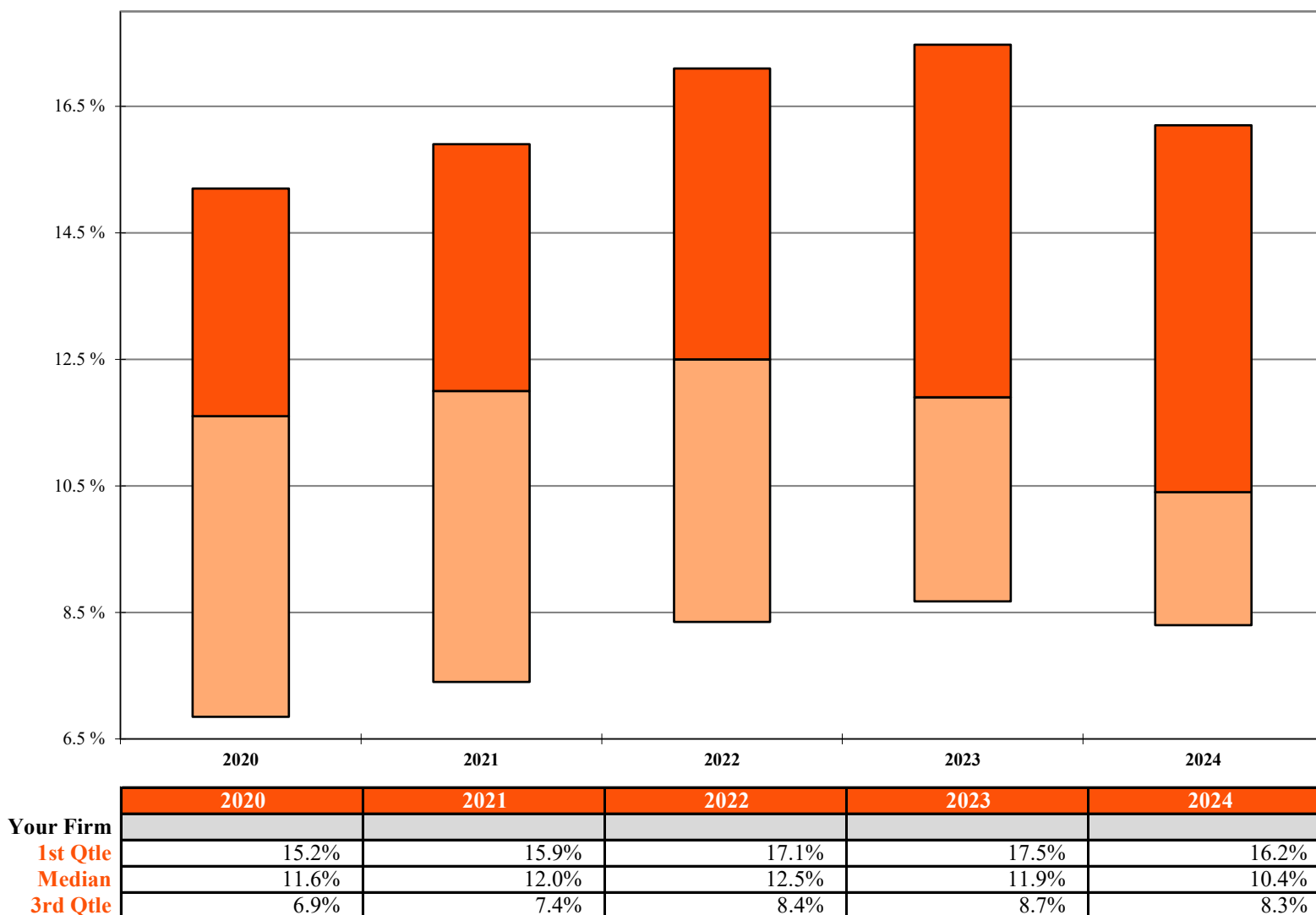


**Your Firm**  
**Total Group**

< \$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 +
20.7%	37.8%	22.7%	11.0%	4.6%	2.1%	0.4%	0.4%	0.2%

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**Equity Partner Discounting<sup>1</sup>***For the 12-month period ending December 31st of the stated year*<sup>1</sup> Calculated as 100% minus the Average Billed Rate Realization for the 12-month period.

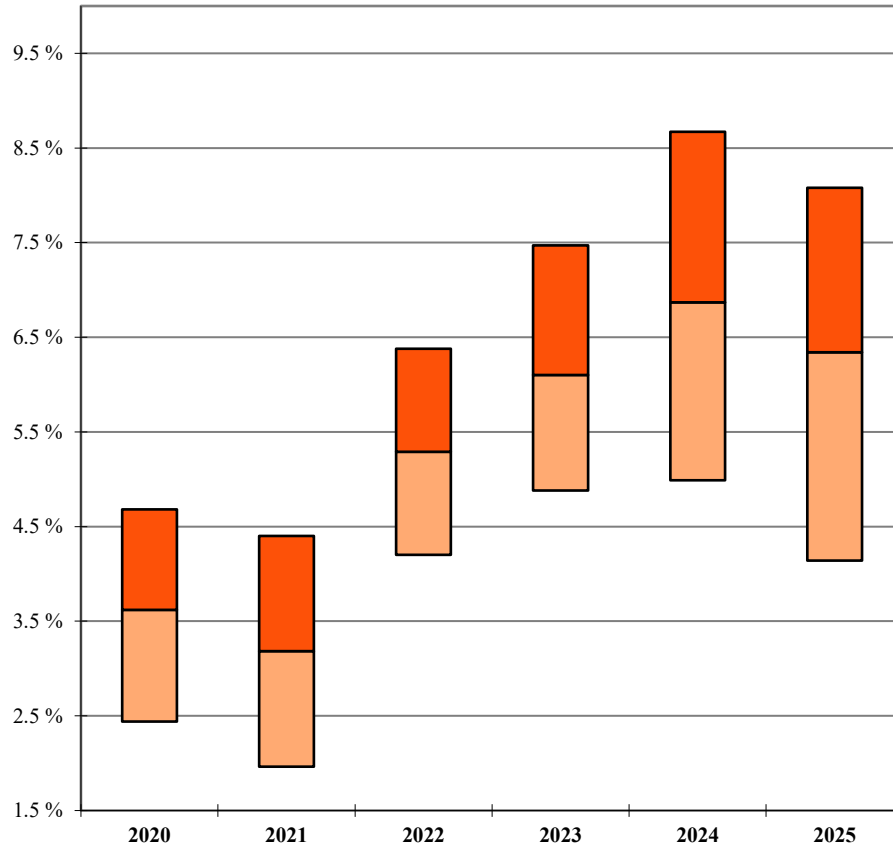
Additional detail can be found on Page 111.

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

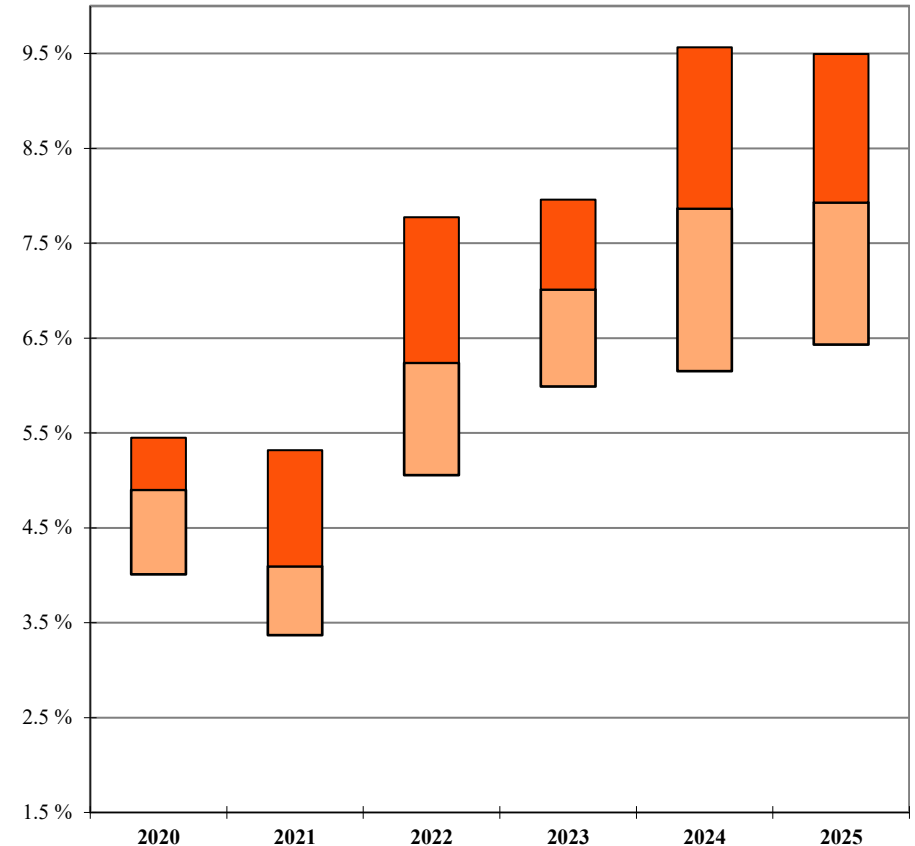
\*\* omitted due to insufficient data

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*Annual Change<sup>1</sup> : Equity Partner Standard Rates**As of January 1st of the stated year**'Net' Change*

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

*'Full Year' Change*

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

<sup>1</sup> '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

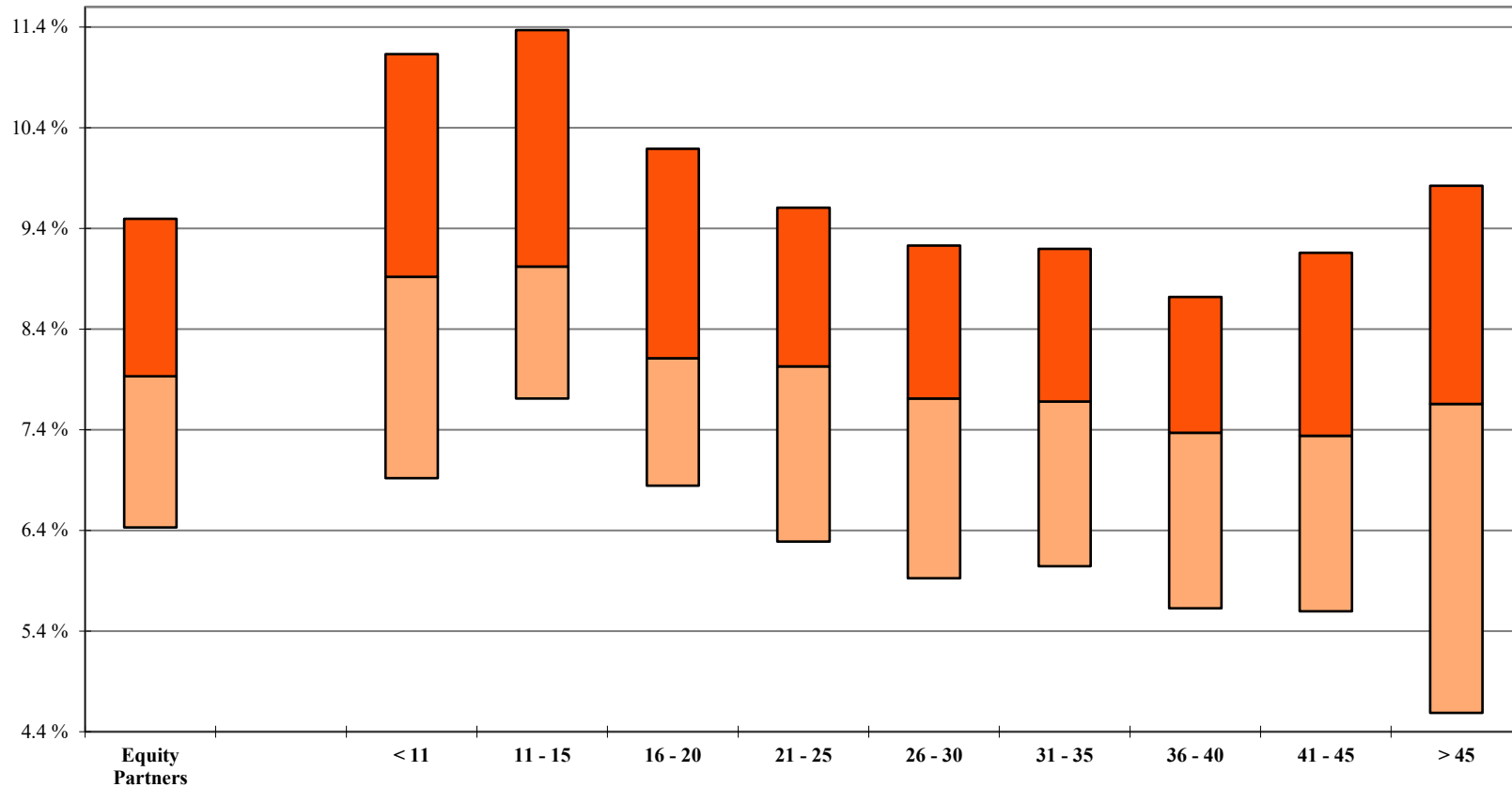


## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

### 'Full Year'<sup>1</sup> Equity Partner Standard Rate Change by Years of Experience

As of January 1, 2025



Your Firm		Years of Experience									
	Equity Partners	< 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%

<sup>1</sup> '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.

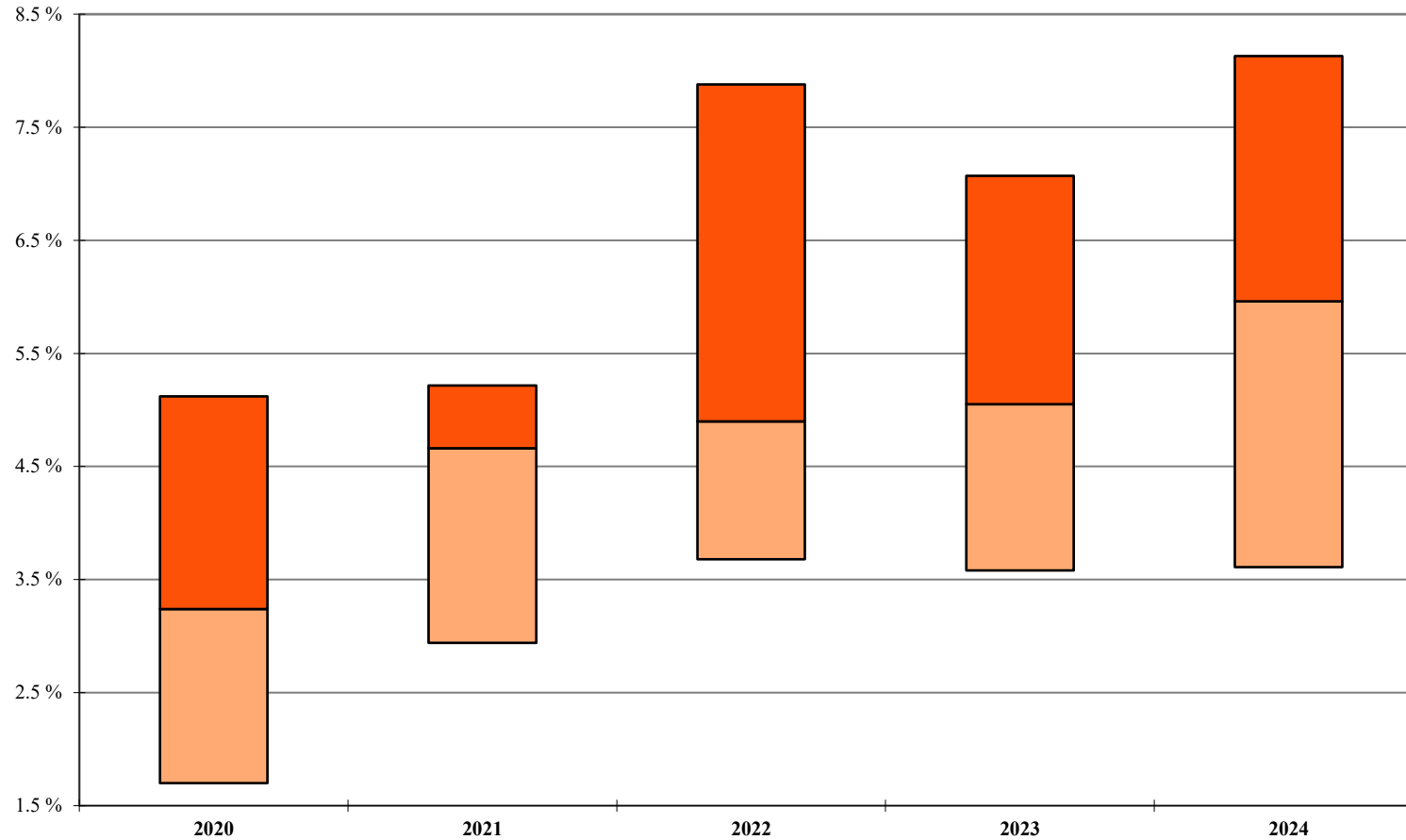
Additional detail can be found on Page 87.

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 Qtle****Median****3rd Qtle**

2020	2021	2022	2023	2024
5.1%	5.2%	7.9%	7.1%	8.1%
3.2%	4.7%	4.9%	5.1%	6.0%
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.

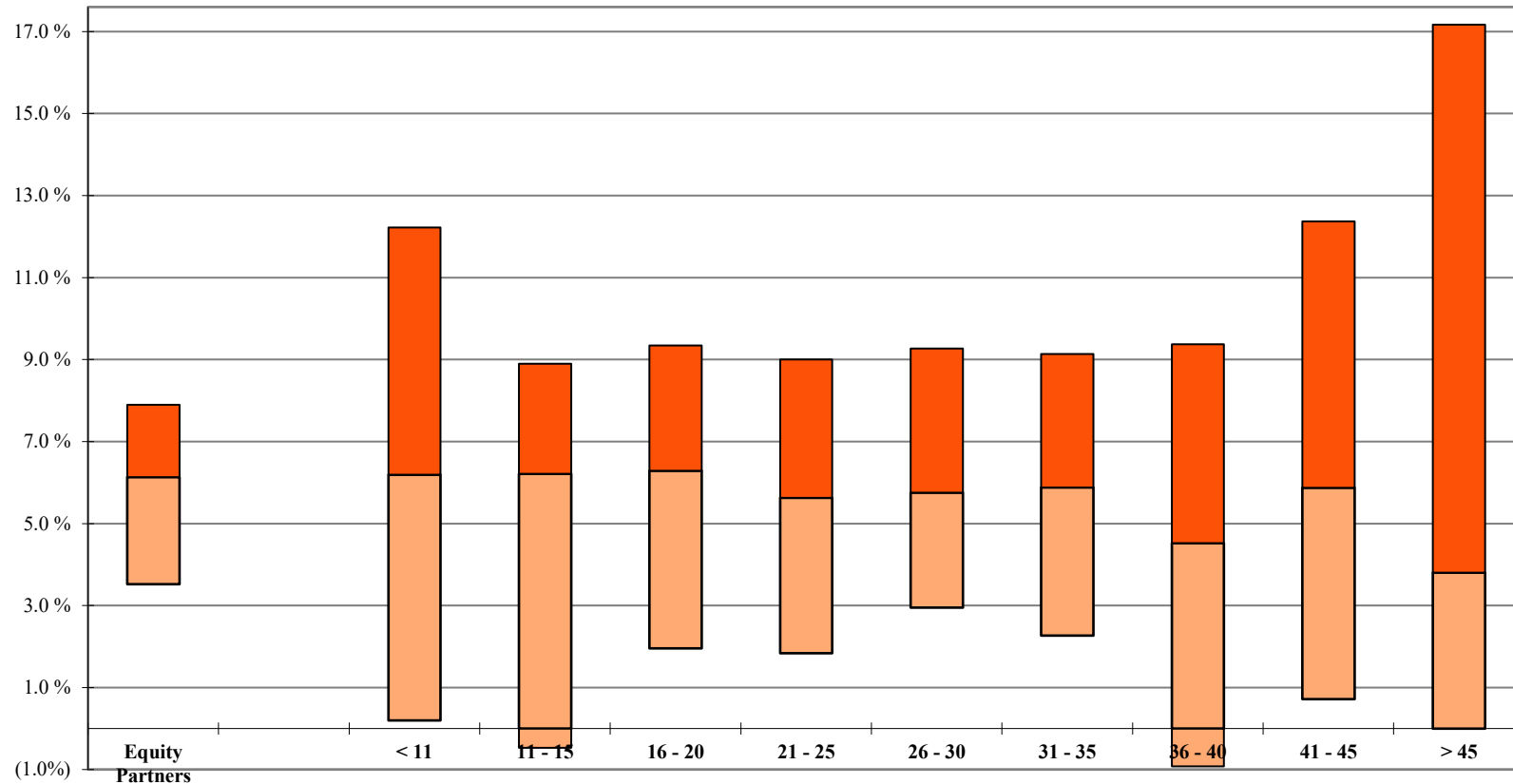
\*\* omitted due to insufficient data

## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

'Full Year'<sup>1</sup> Equity Partner Billed Rate Change by Years of Experience

As of January 1, 2025



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

<sup>1</sup> '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.

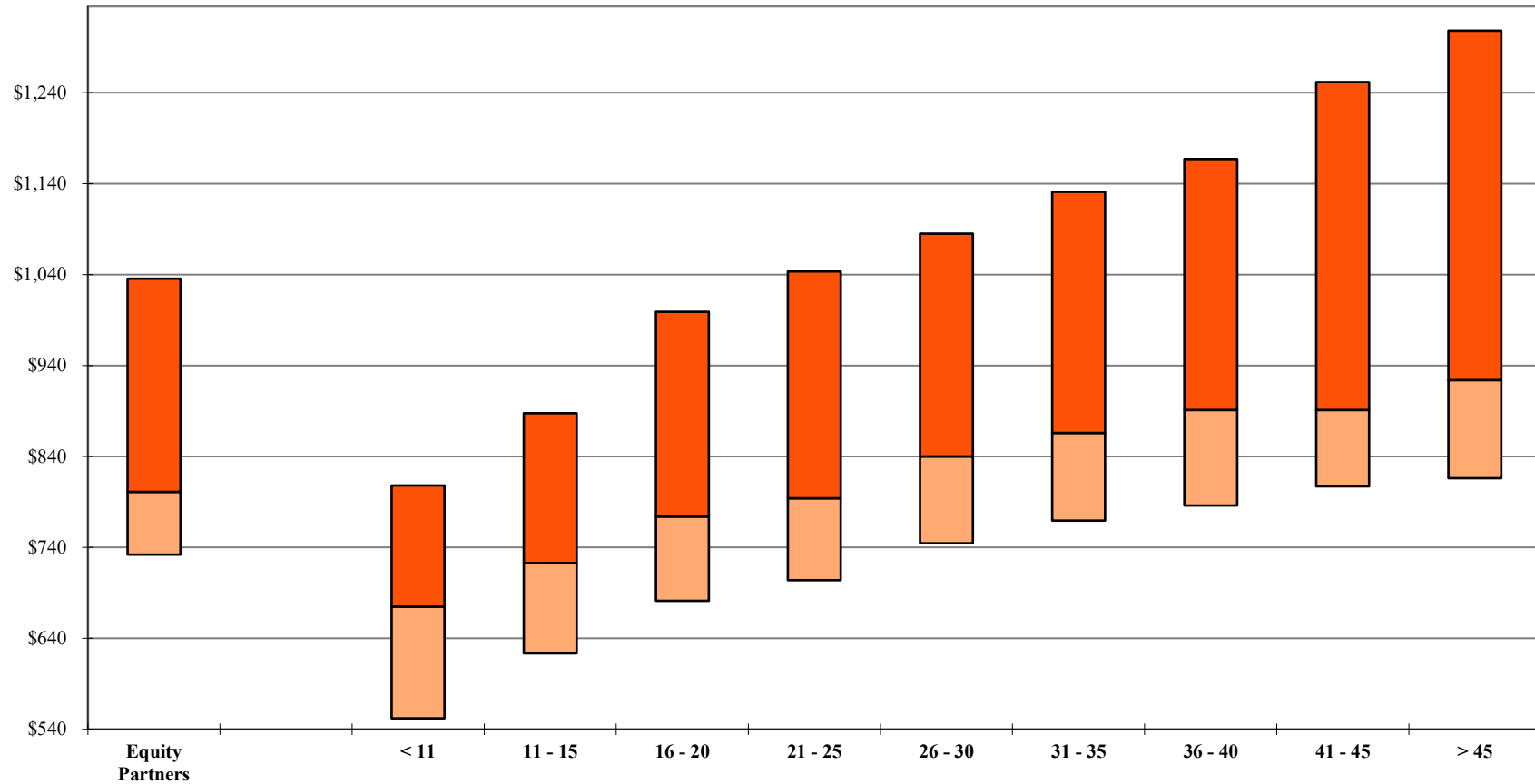
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## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

### Equity Partner Standard Rates by Years of Experience

As of January 1, 2025



		Years of Experience								
		Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 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.

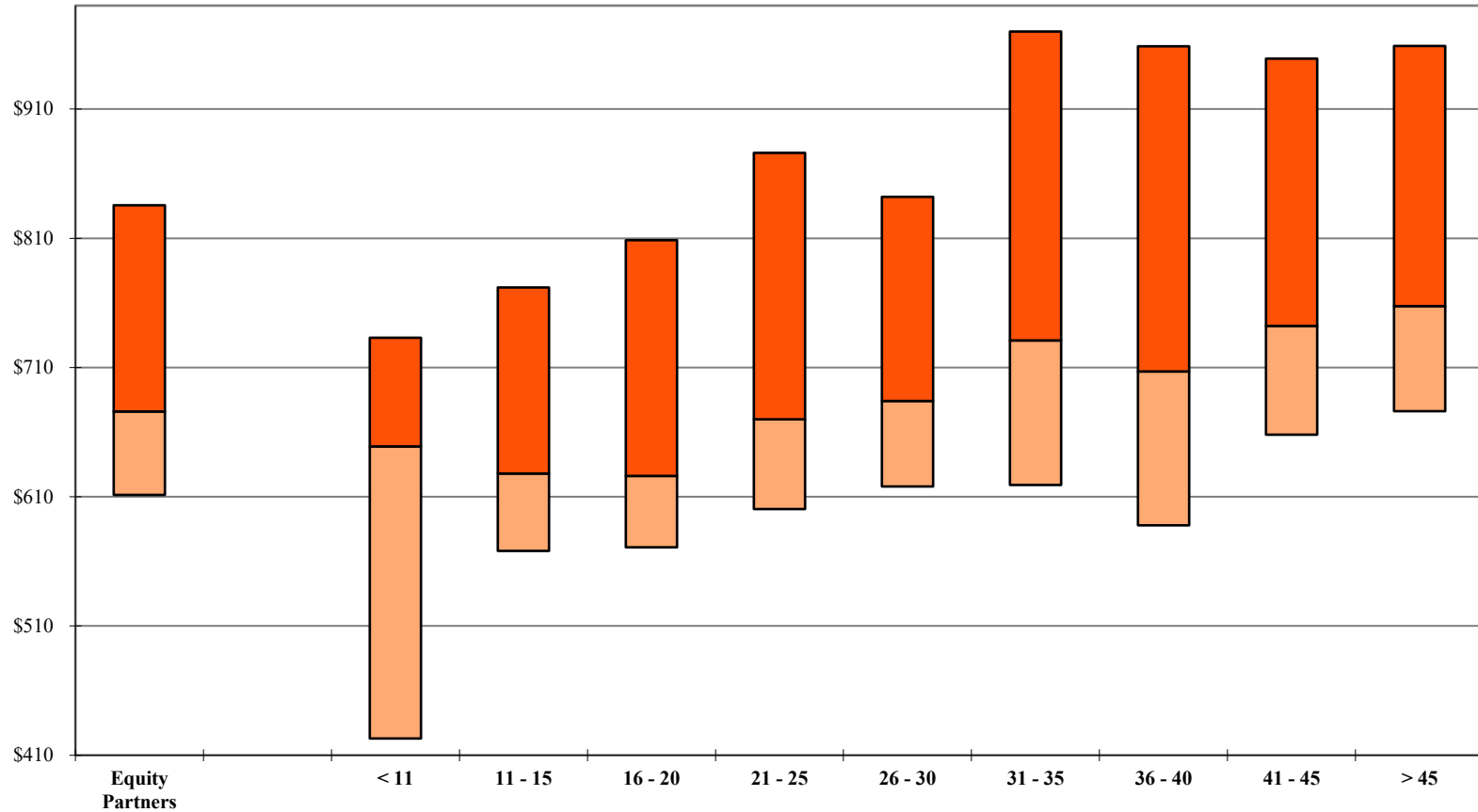
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2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Equity Partner Billed Rates by Years of Experience

For the 12-month period ending December 31, 2024



	Years of Experience									
	Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
<b>Your Firm</b>										
<b>1st Qtr</b>	\$836	\$733	\$772	\$809	\$876	\$842	\$970	\$959	\$949	\$959
<b>Median</b>	676	649	628	626	670	684	731	707	742	758
<b>3rd Qtr</b>	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

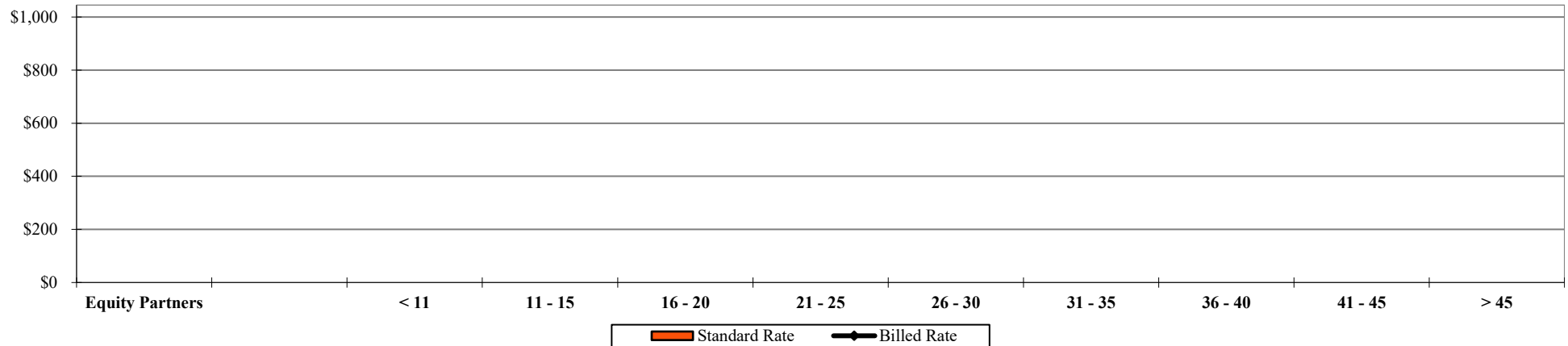
## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

### Equity Partner Standard vs. Billed Rates by Years of Experience

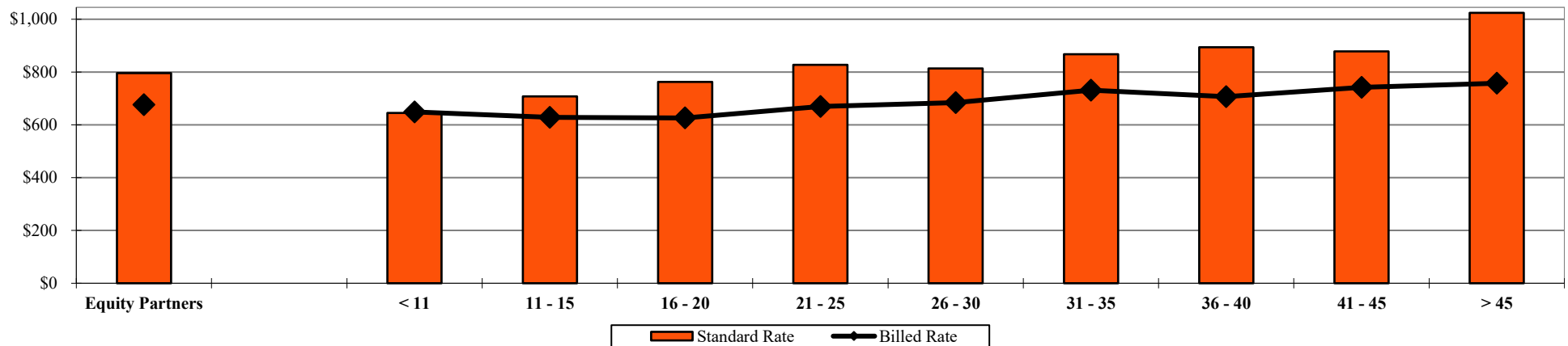
Standard Rates at January 1, 2024; Billed Rates for the 12-month period ending December 31, 2024

Your Firm



	Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
Standard Rate										
Billed Rate										

### Total Group (Median)



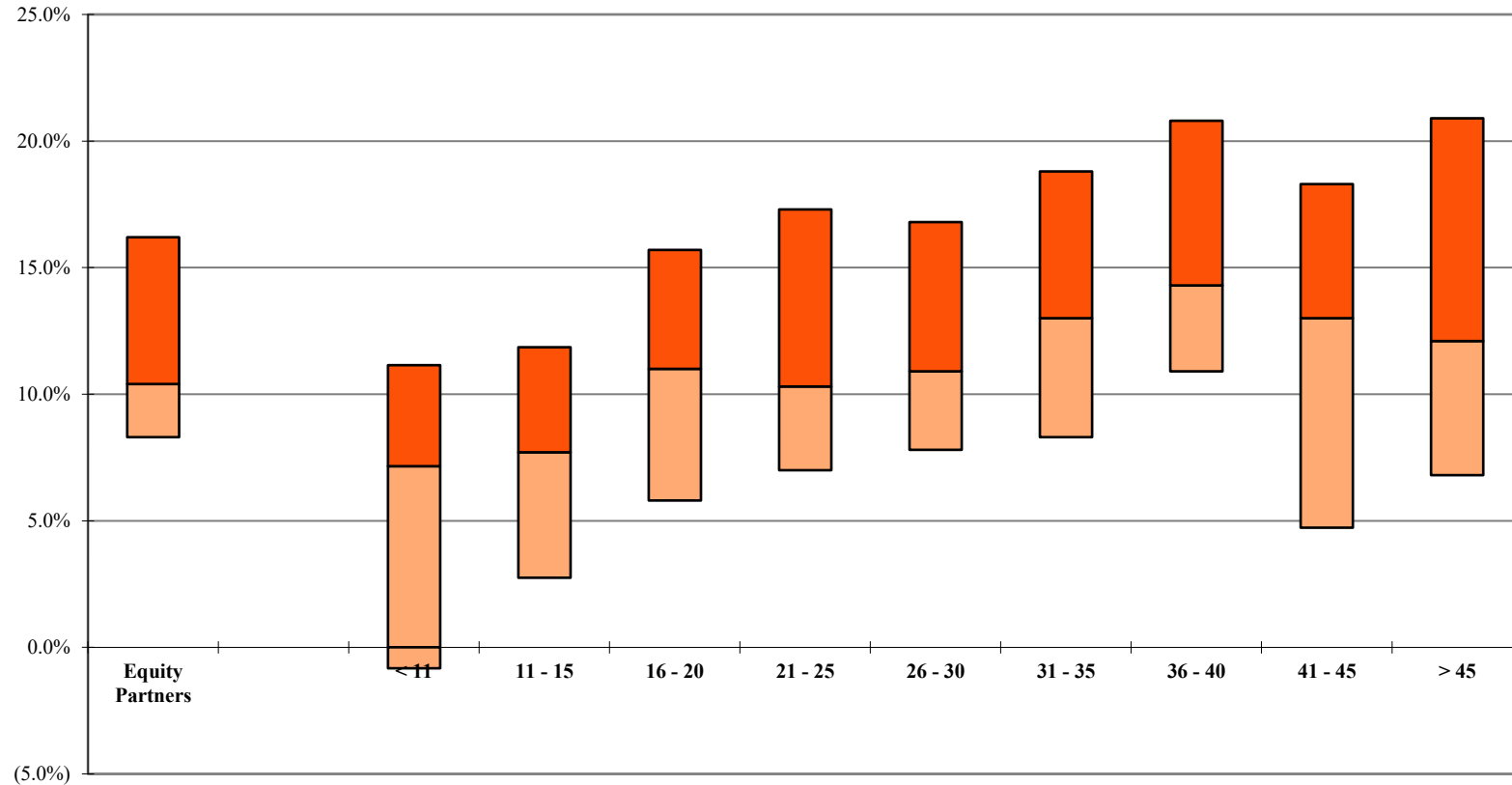
	Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
Standard Rate	\$796	\$645	\$708	\$763	\$828	\$814	\$867	\$894	\$879	\$1,024
Billed Rate	676	649	628	626	670	684	731	707	742	758

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 Discounting<sup>1</sup> by Years of Experience**For the 12-month period ending December 31, 2024*

Your Firm		Years of Experience									
	Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45	
	1st Qtle	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 Qtle	8.3%	(0.8%)	2.8%	5.8%	7.0%	7.8%	8.3%	10.9%	4.7%	6.8%

<sup>1</sup> 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.

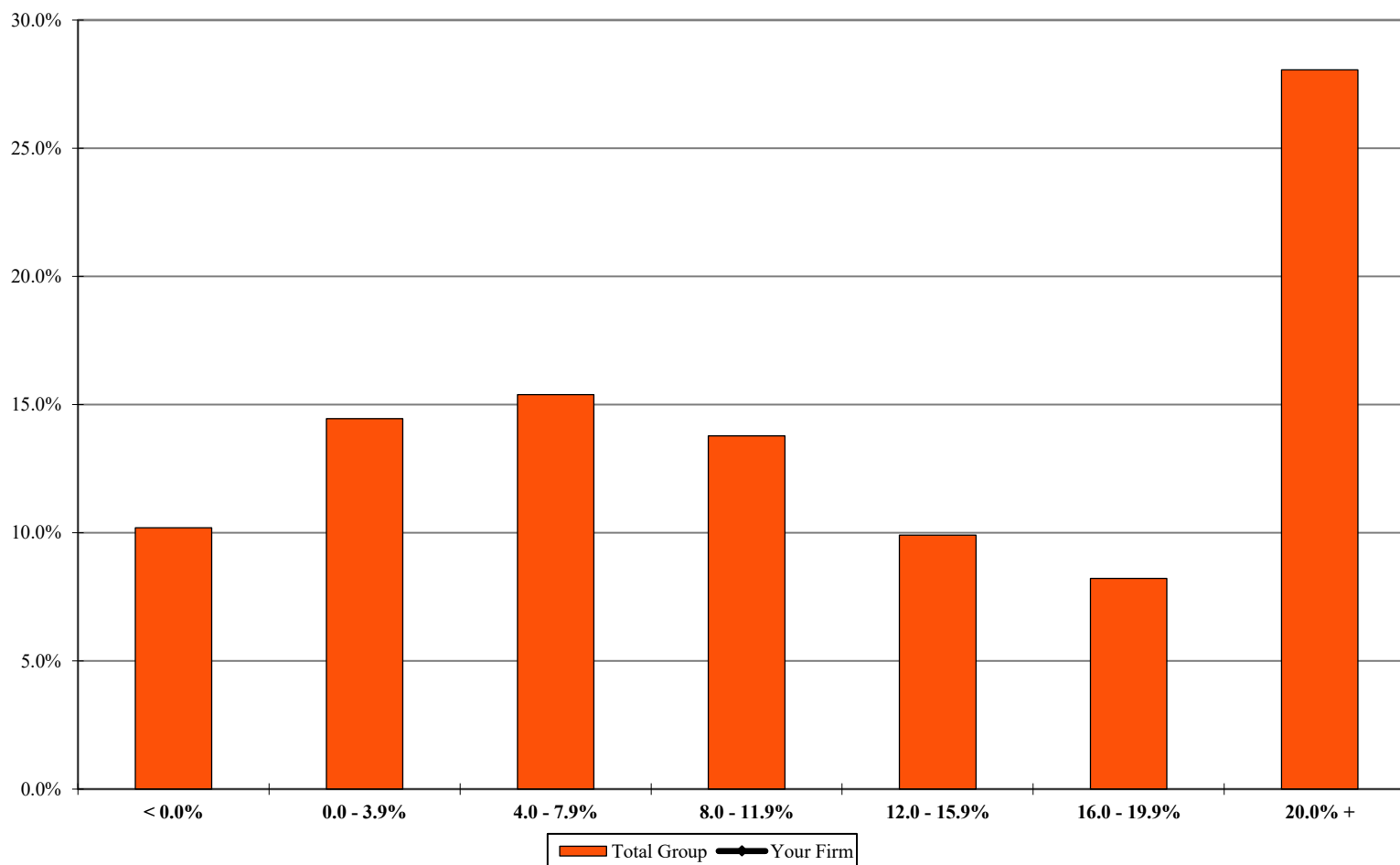
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## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

### Distribution of Equity Partners by Discount Levels<sup>1</sup>

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% +
10.2%	14.5%	15.4%	13.8%	9.9%	8.2%	28.1%

<sup>1</sup> 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.

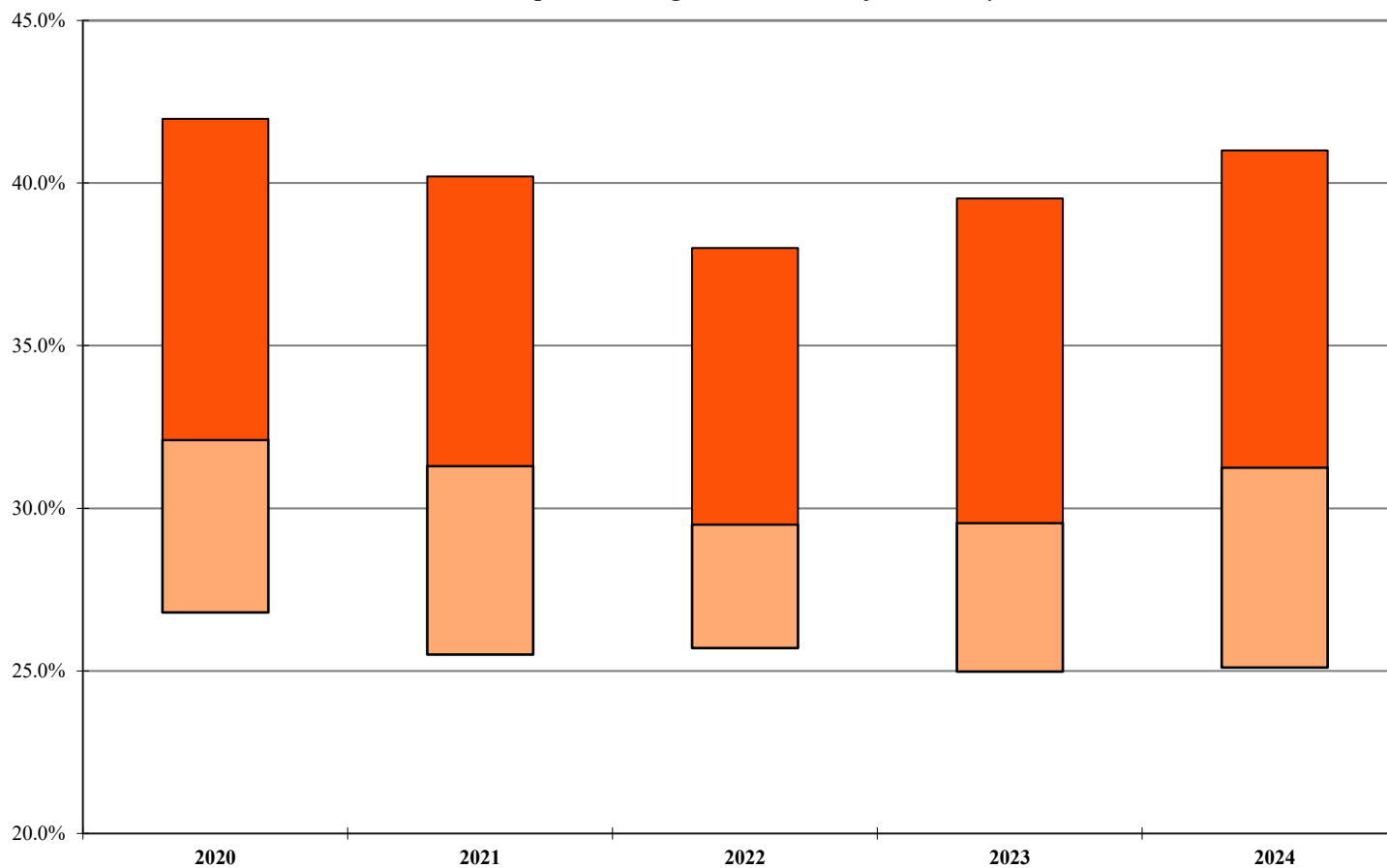
Additional detail can be found on Page 113.

\*\* 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****1st Qtle****Median****3rd Qtle**

2020	2021	2022	2023	2024
42.0%	40.2%	38.0%	39.5%	41.0%
32.1%	31.3%	29.5%	29.6%	31.3%
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.

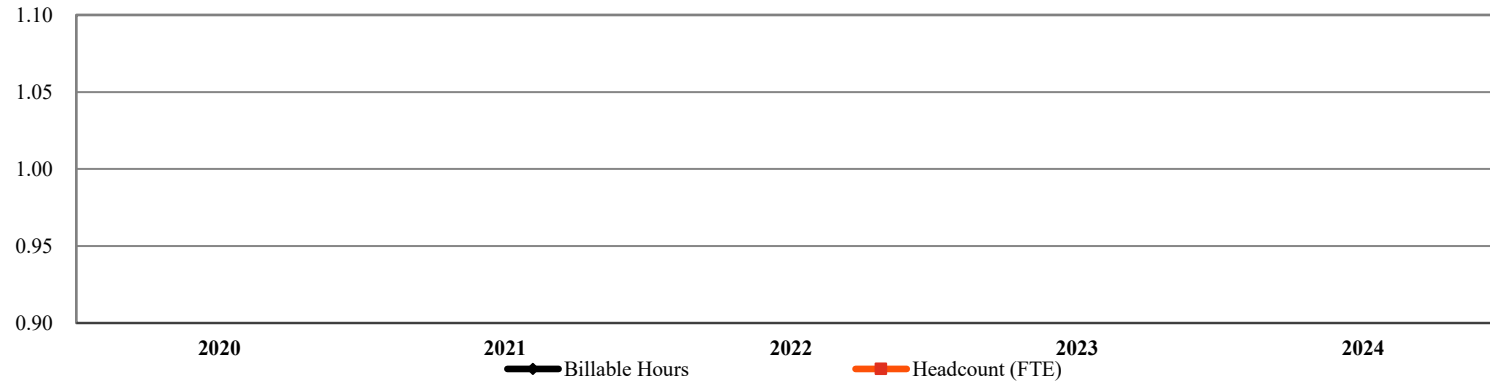
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## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

**Equity Partner Capacity<sup>1</sup>**

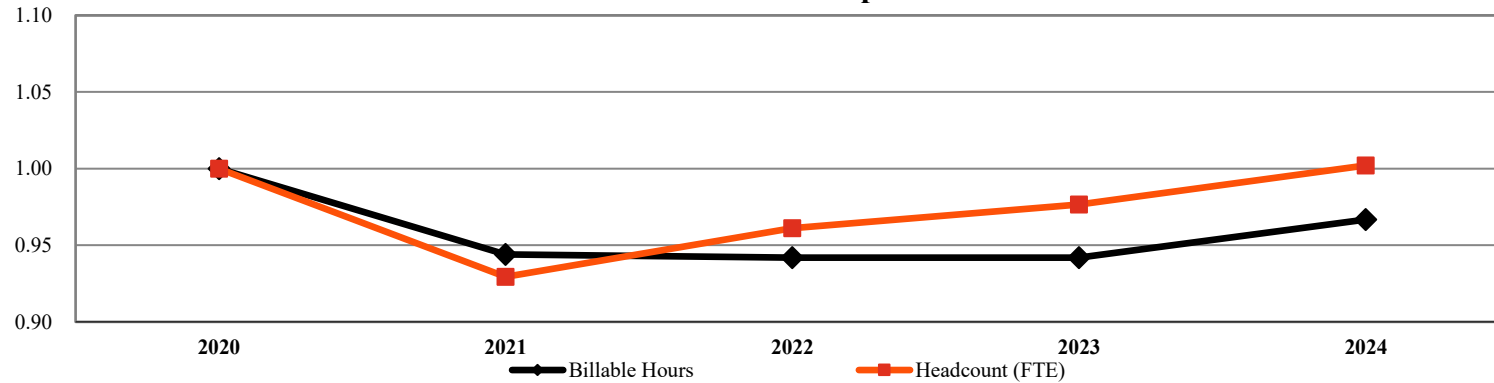
For the 12-month period ending December 31st of the stated year

**Your Firm****Your Firm**

Billable Hours

Headcount (FTE)

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

**Total Group<sup>2</sup>****Total Group**

Billable Hours

Headcount (FTE)

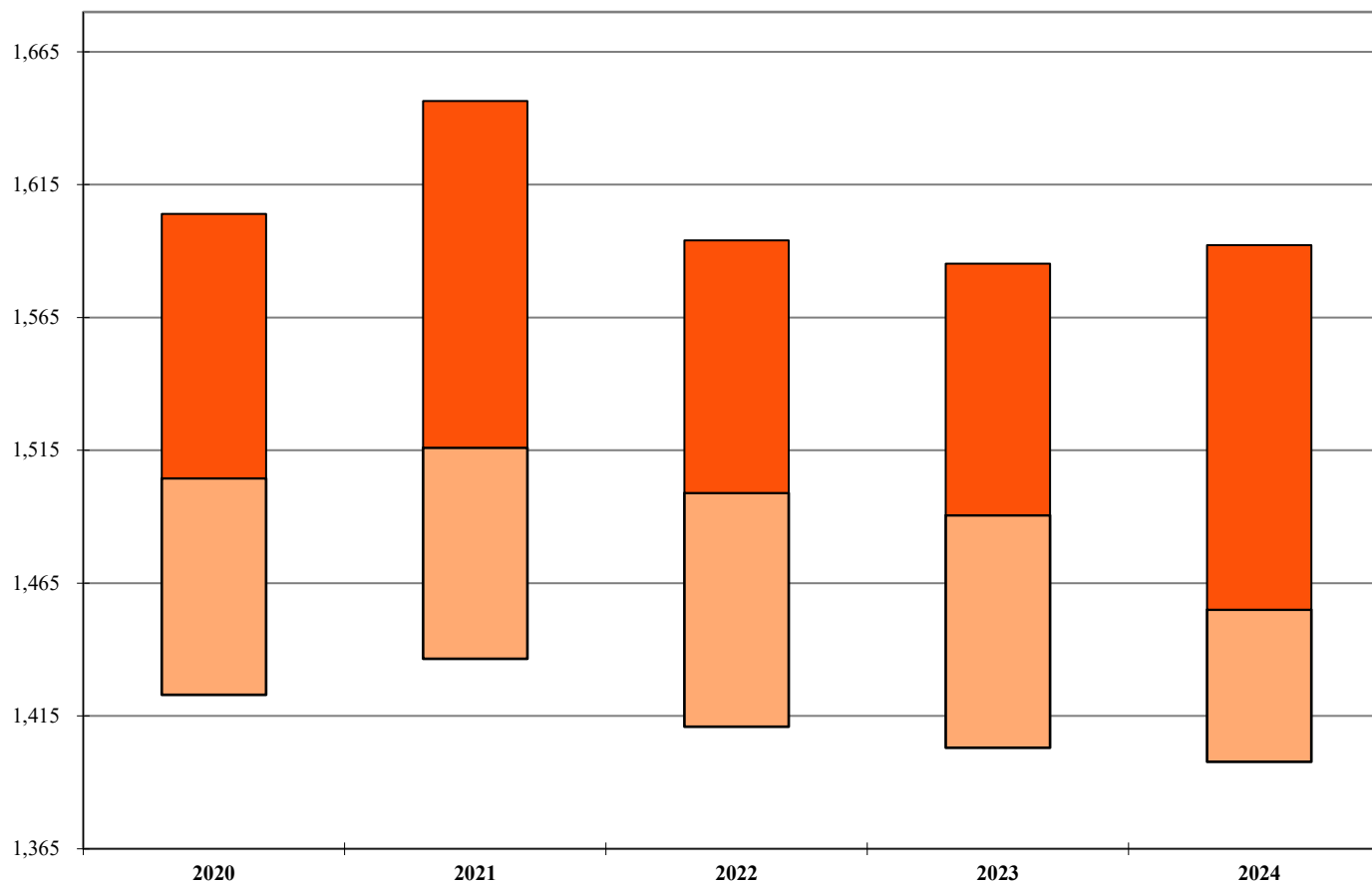
	2020	2021	2022	2023	2024	% Chg: '20-'24
Billable Hours	4,404,901	4,158,483	4,149,041	4,149,335	4,258,864	(3.3%)
Headcount (FTE)	2,847	2,646	2,736	2,781	2,853	0.2%

<sup>1</sup> Includes only those Firms that participated for the past 5 years; All values indexed to 2020.<sup>2</sup> 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 Qtile****Median****3rd Qtile**

2020	2021	2022	2023	2024	Change: '20-'24
1,604	1,647	1,594	1,585	1,592	(12)
1,505	1,516	1,499	1,491	1,455	(50)
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.

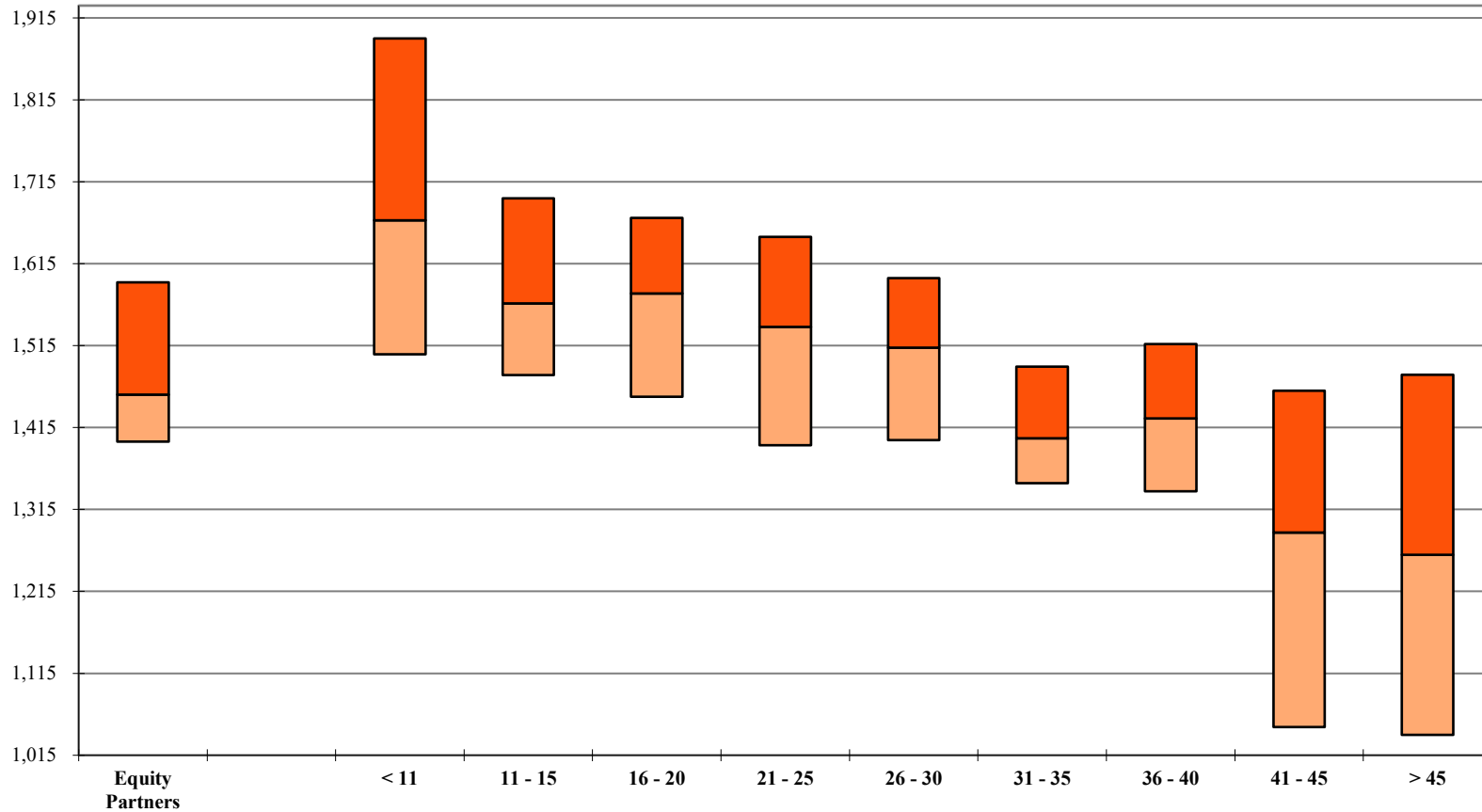
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2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Equity Partner Utilization by Years of Experience*

*For the 12-month period ending December 31, 2024*



	Years of Experience									
	Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
<b>Your Firm</b>										
<b>1st Qtle</b>	1,592	1,890	1,695	1,671	1,648	1,597	1,490	1,517	1,460	1,479
<b>Median</b>	1,455	1,668	1,567	1,579	1,538	1,513	1,402	1,426	1,287	1,260
<b>3rd Qtle</b>	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.

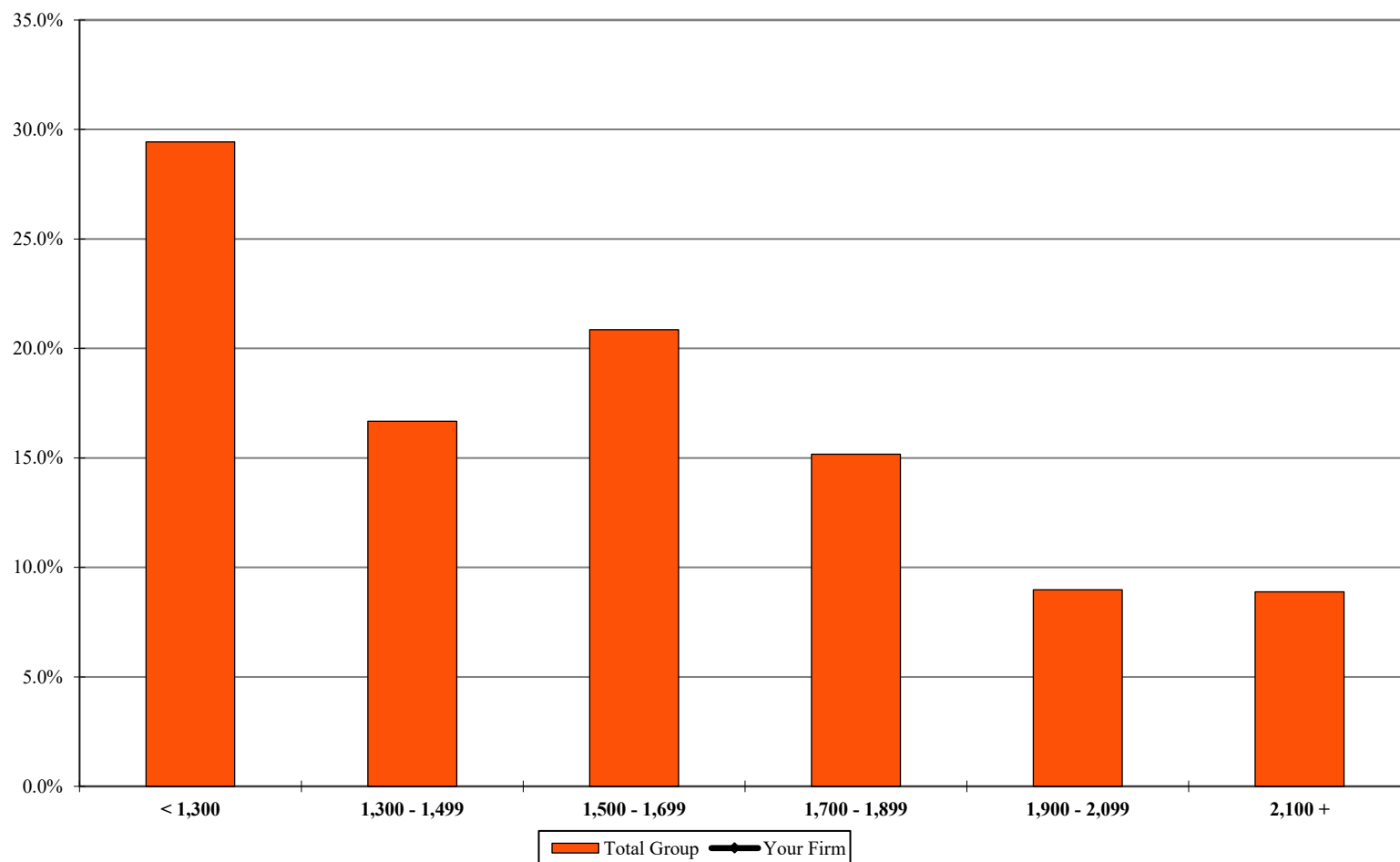
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## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

### Distribution of Equity Partners by Utilization Levels <sup>1</sup>

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 +
<b>Your Firm</b>						
<b>Total Group</b>	29.4%	16.7%	20.9%	15.2%	9.0%	8.9%

<sup>1</sup> Includes the percentage of corresponding full-time, full-year individuals at each utilization level.  
Additional detail can be found on Page 119.

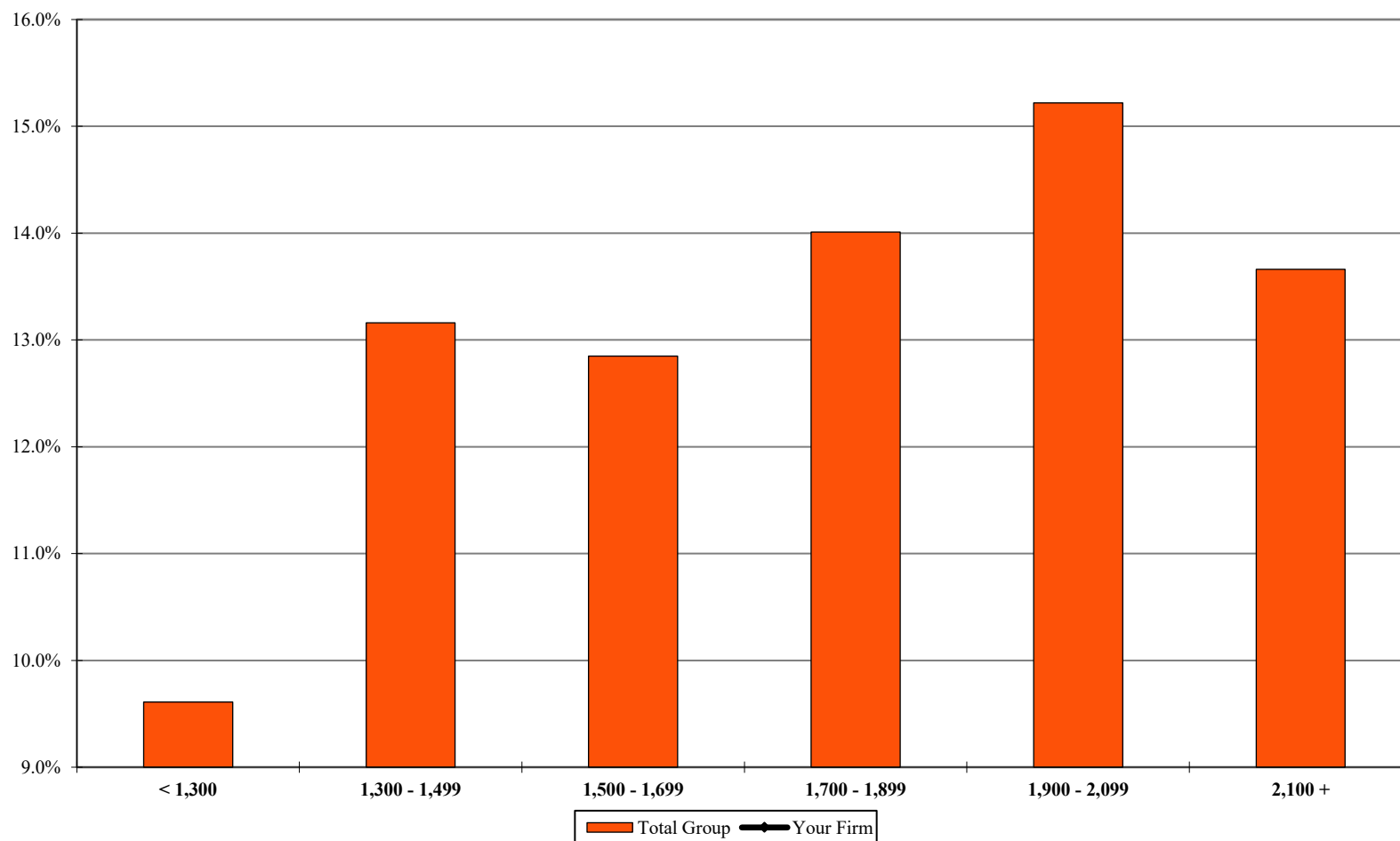
\*\* omitted due to insufficient data

## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

### Equity Partner Discounting<sup>1</sup> by Utilization Levels

For the 12-month period ending December 31, 2024

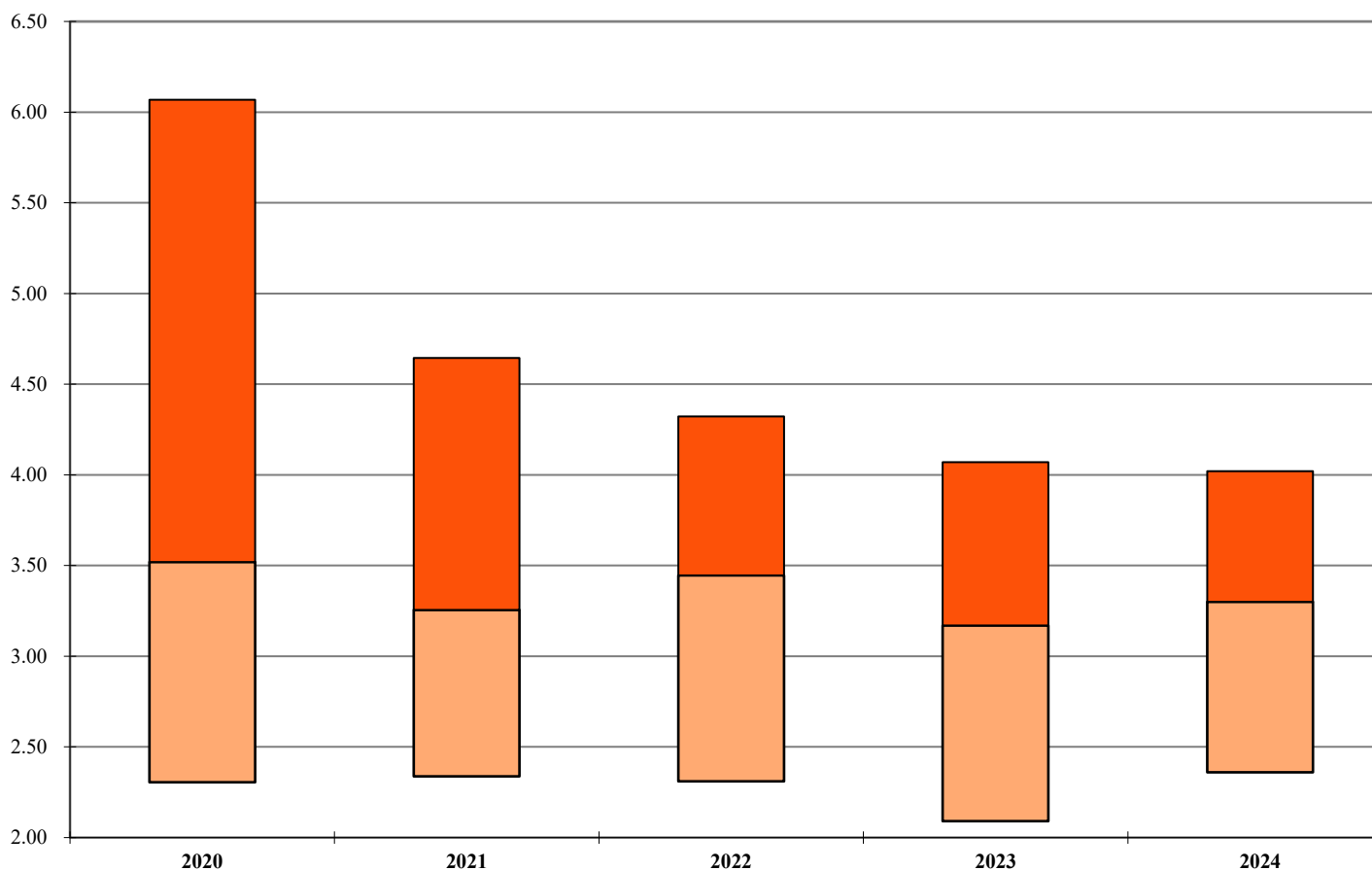


	< 1,300	1,300 - 1,499	1,500 - 1,699	1,700 - 1,899	1,900 - 2,099	2,100 +
<b>Your Firm</b>						
<b>Total Group</b>	9.6%	13.2%	12.9%	14.0%	15.2%	13.7%

<sup>1</sup> 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 Leverage<sup>1</sup>***For the 12-month period ending December 31st of the stated year***Your Firm****1st Qtle****Median****3rd Qtle**

2020	2021	2022	2023	2024
6.07	4.65	4.32	4.07	4.02
3.52	3.26	3.45	3.17	3.30
2.31	2.34	2.31	2.09	2.36

<sup>1</sup> 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.

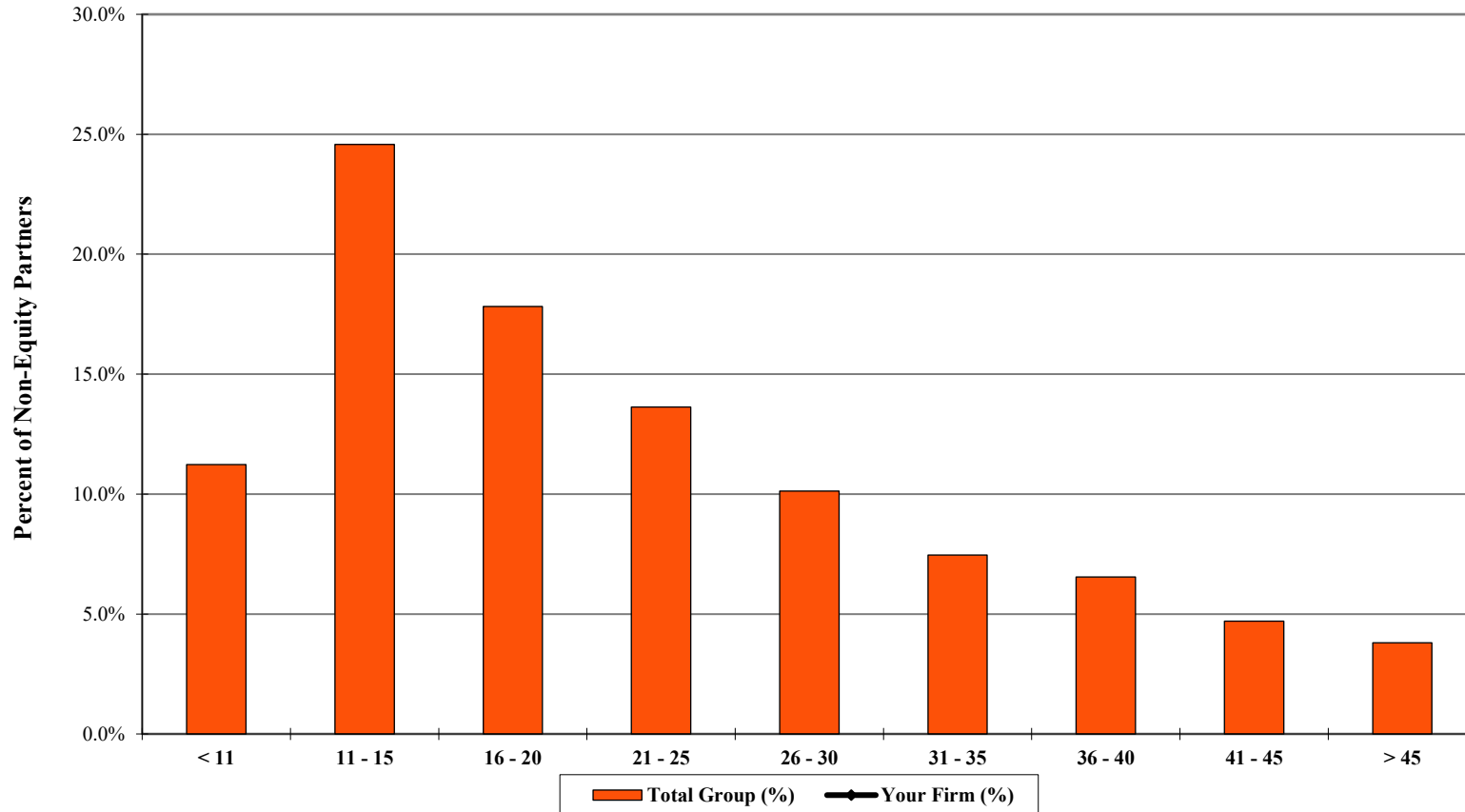
\*\* omitted due to insufficient data

## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Distribution of Non-Equity Partners by Years of Experience<sup>1</sup>*

For the 12-month period ending December 31, 2024



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

<sup>1</sup> Years of experience includes the length of time practicing law since passing the bar exam.

\*\* omitted due to insufficient data



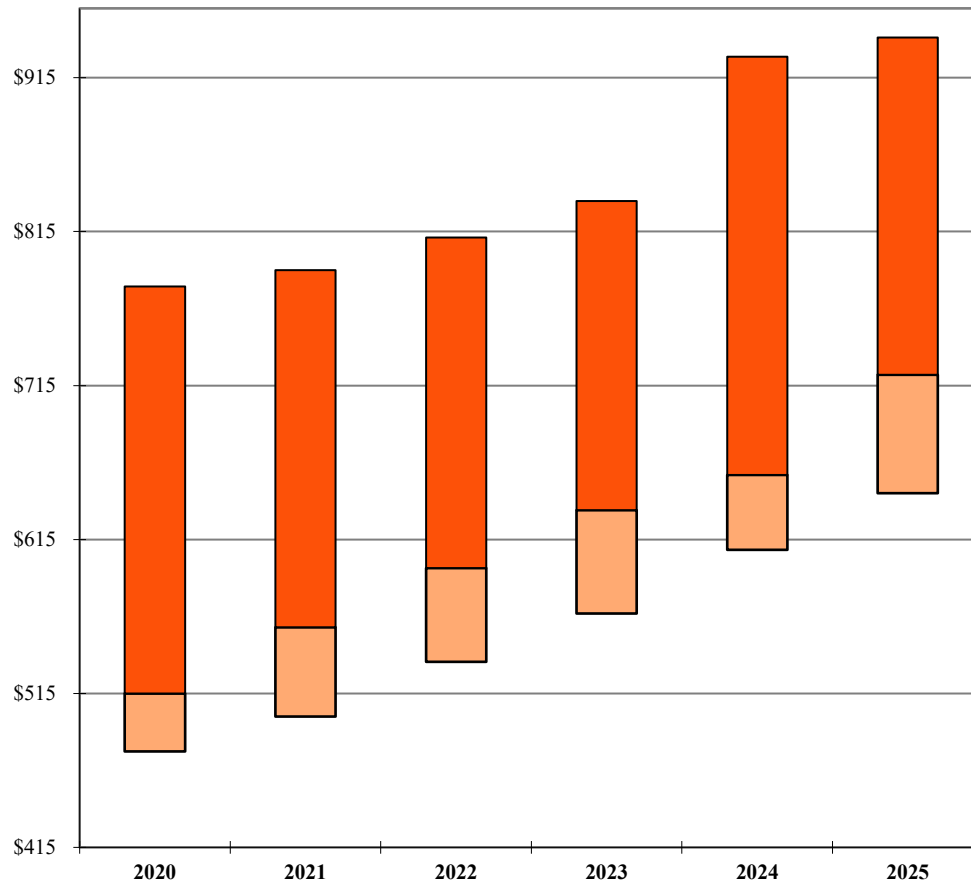
## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

## Non-Equity Partner Rates

## Standard Rates

As of January 1st of the stated year

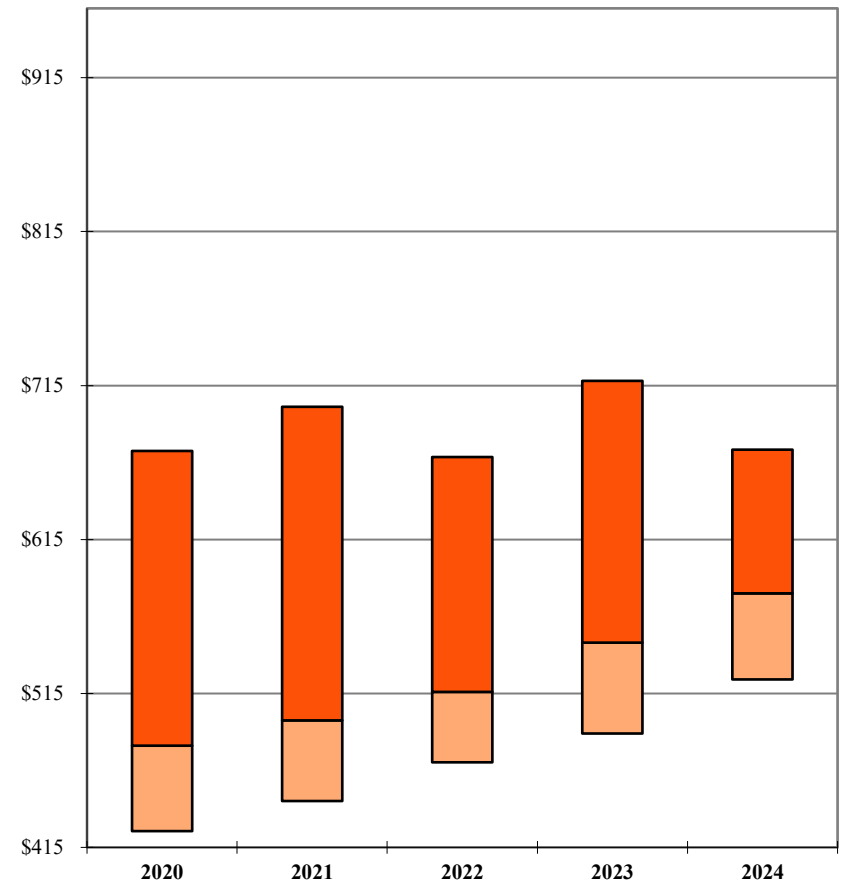


Your Firm

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

## Billed Rates

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



Your Firm

	2020	2021	2022	2023	2024
1st Qtile	\$673	\$701	\$669	\$718	\$673
Median	481	498	516	548	580
3rd Qtile	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.

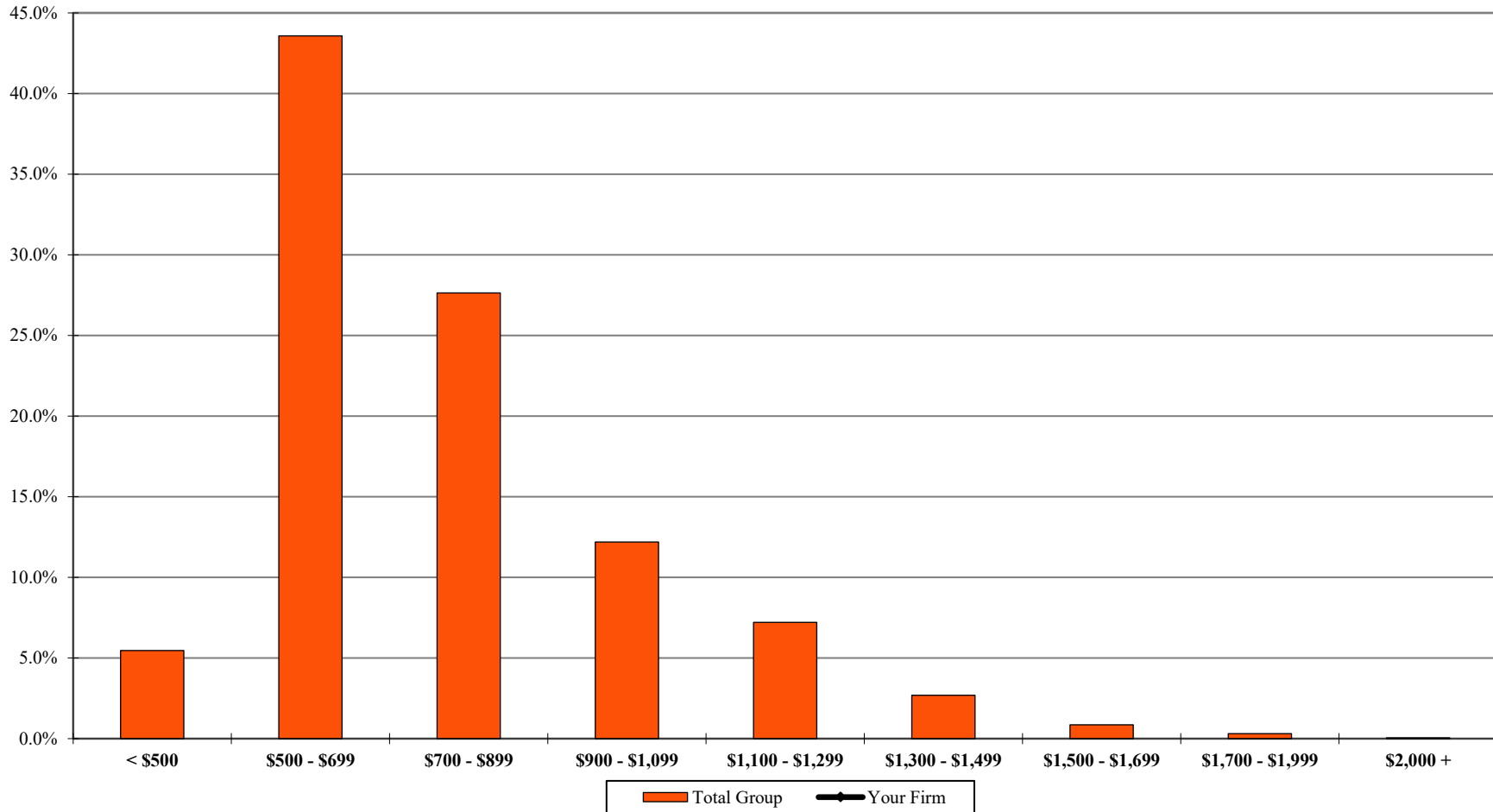
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2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Distribution of Non-Equity Partner Standard Billing Rates*

*As of January 1, 2025*



**Your Firm**  
**Total Group**

< \$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 +
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.

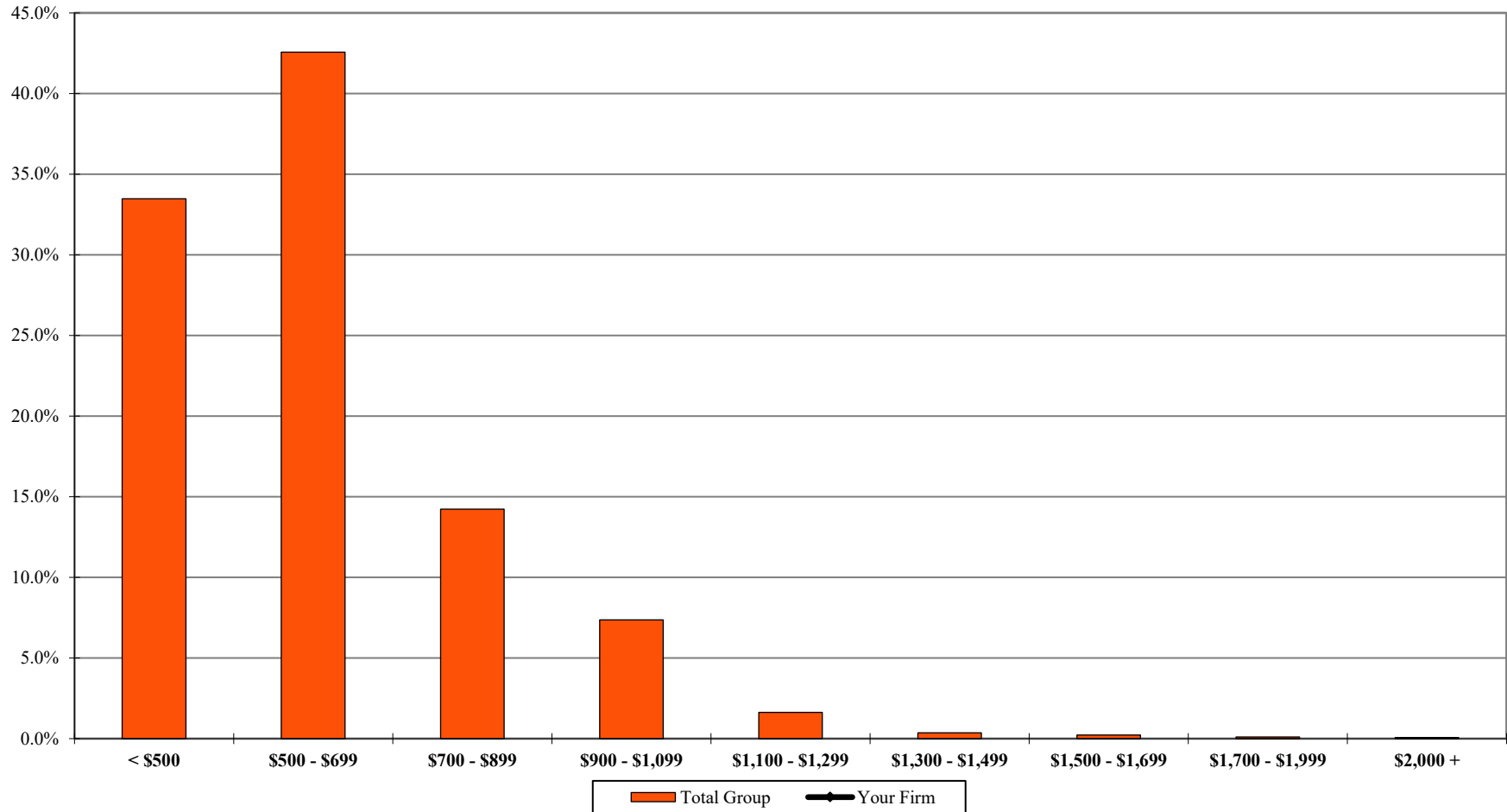
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2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Distribution of Non-Equity Partner Billed Rates<sup>1</sup>*

*For the 12-month period ending December 31, 2024*



**Your Firm**  
**Total Group**

< \$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 +
33.5%	42.6%	14.2%	7.4%	1.6%	0.4%	0.2%	0.1%	0.1%

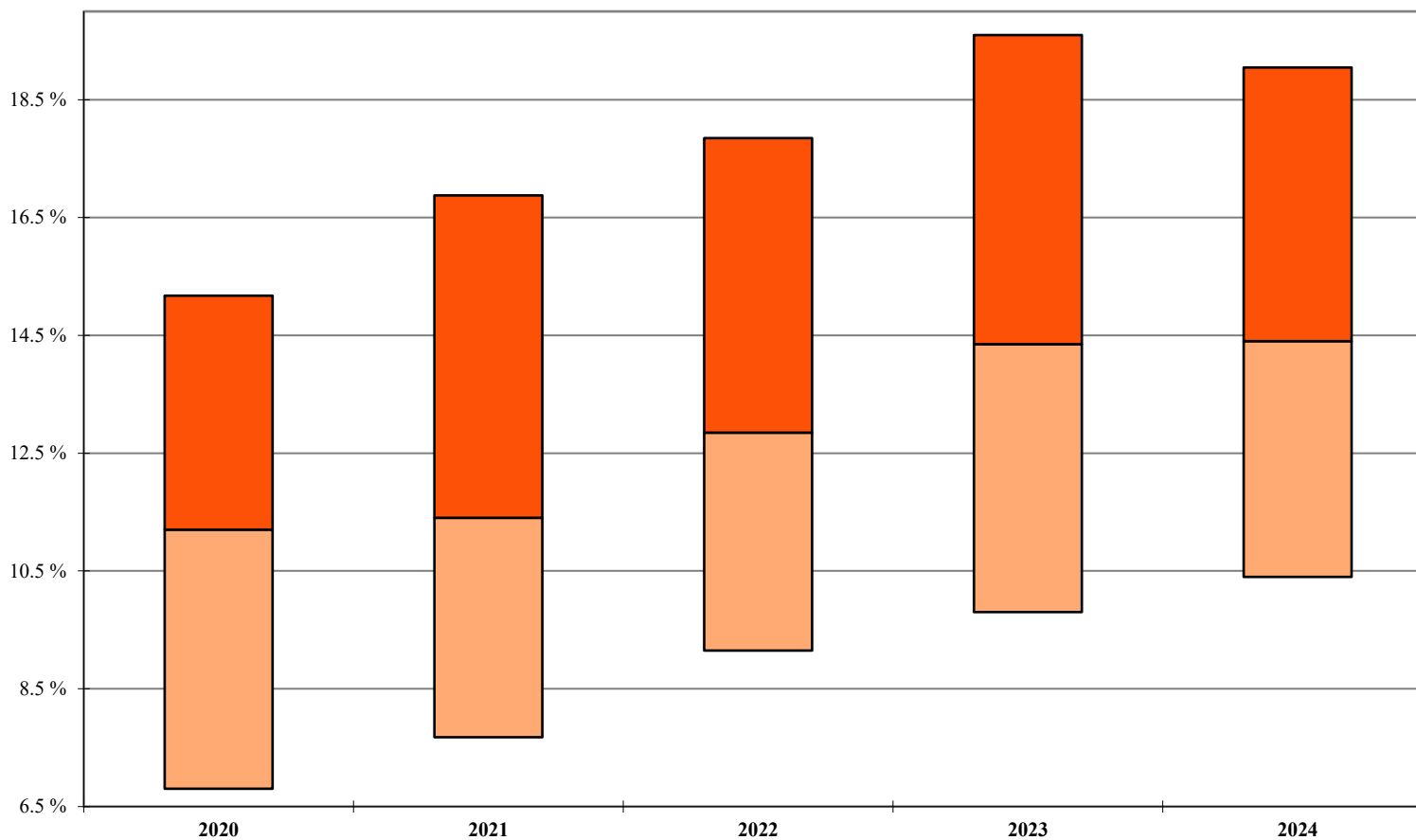
<sup>1</sup> Calculated by taking the actual value of amount billed during the period 1/1/2024 through 12/31/2024, divided by the corresponding billable hours worked.

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 Discounting<sup>1</sup>***For the 12-month period ending December 31st of the stated year*

	2020	2021	2022	2023	2024
<b>Your Firm</b>					
<b>1st Qtle</b>	15.2%	16.9%	17.9%	19.6%	19.1%
<b>Median</b>	11.2%	11.4%	12.9%	14.4%	14.4%
<b>3rd Qtle</b>	6.8%	7.7%	9.2%	9.8%	10.4%

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

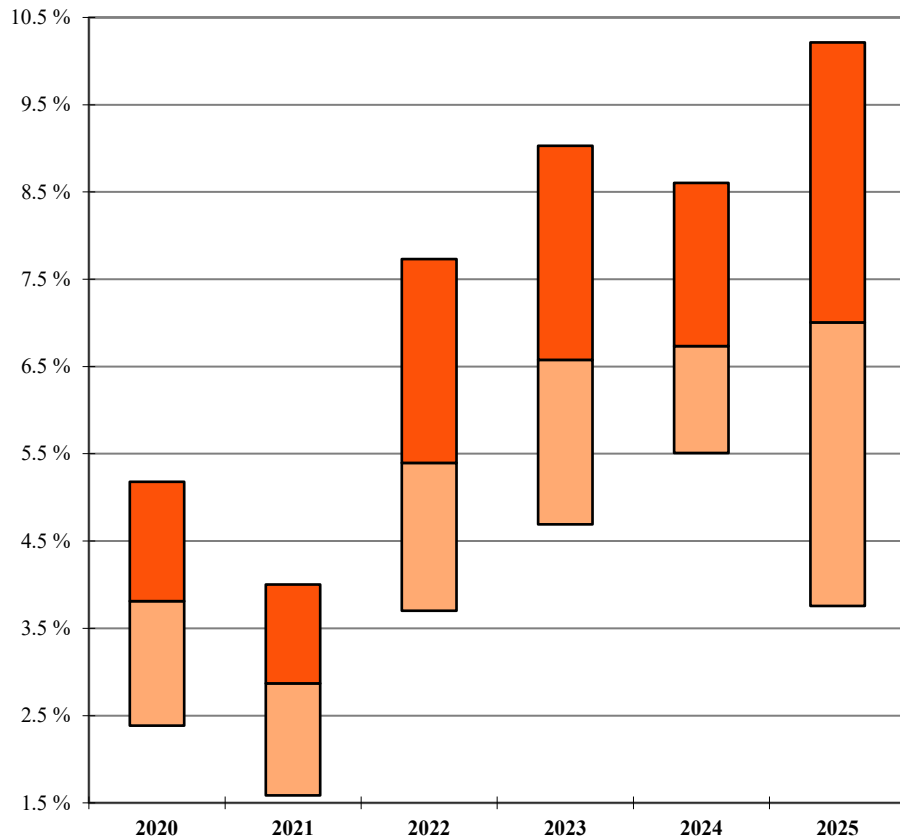
Additional detail can be found on Page 111.

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

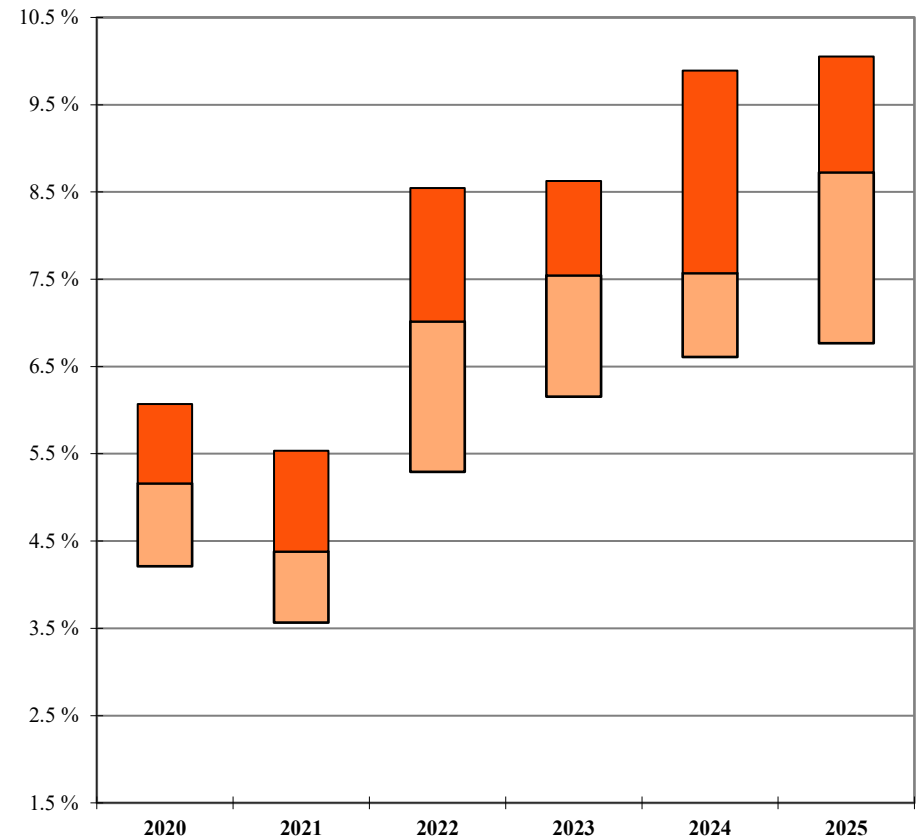
\*\* omitted due to insufficient data

## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

**Annual Change<sup>1</sup> : Non-Equity Partner Standard Rates***As of January 1st of the stated year***'Net' Change**

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

**'Full Year' Change**

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

<sup>1</sup> '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.

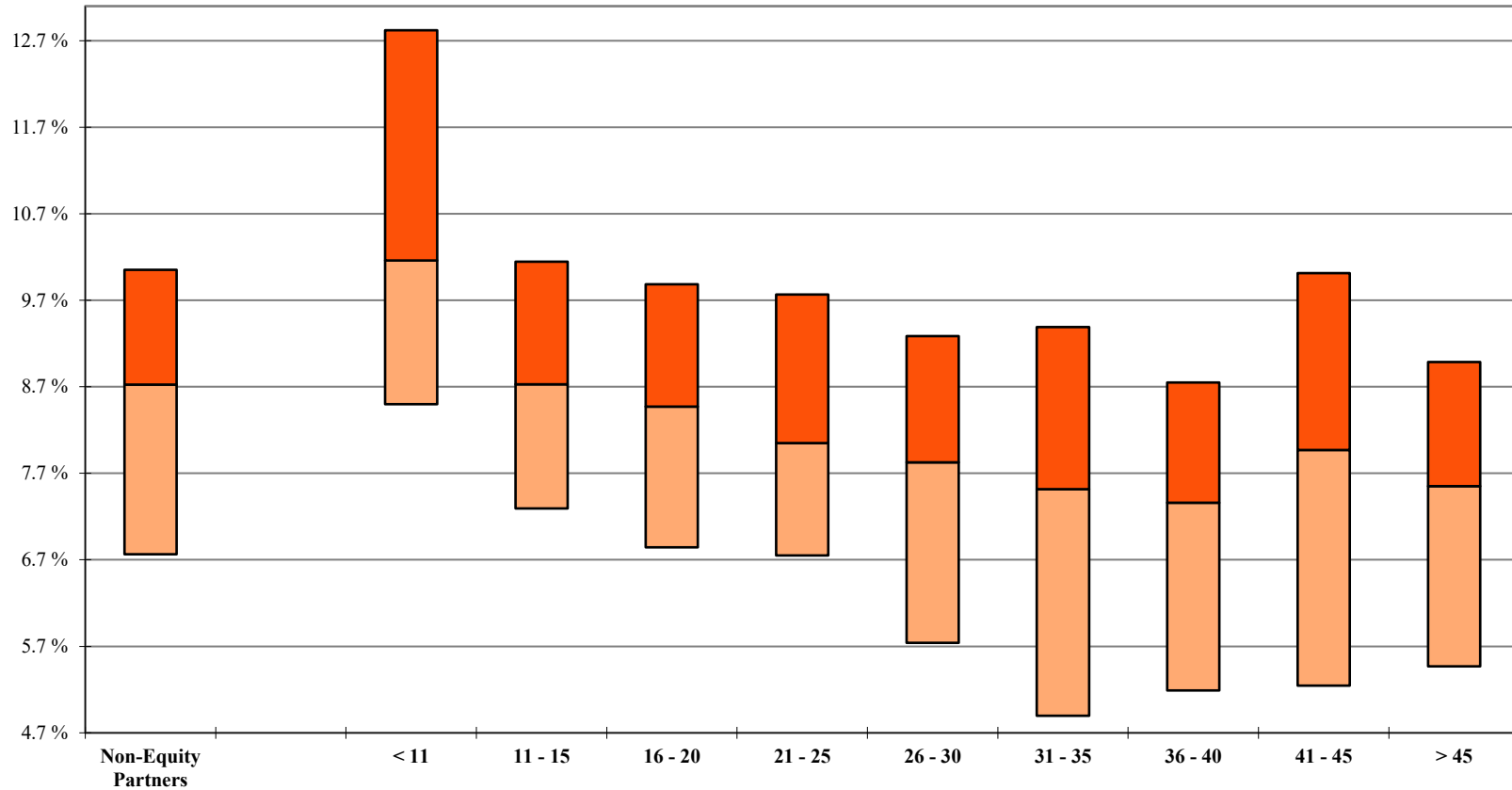
\*\* omitted due to insufficient data

## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

'Full Year'<sup>1</sup> Non-Equity Partner Standard Rate Change by Years of Experience

As of January 1, 2025



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

<sup>1</sup> '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.

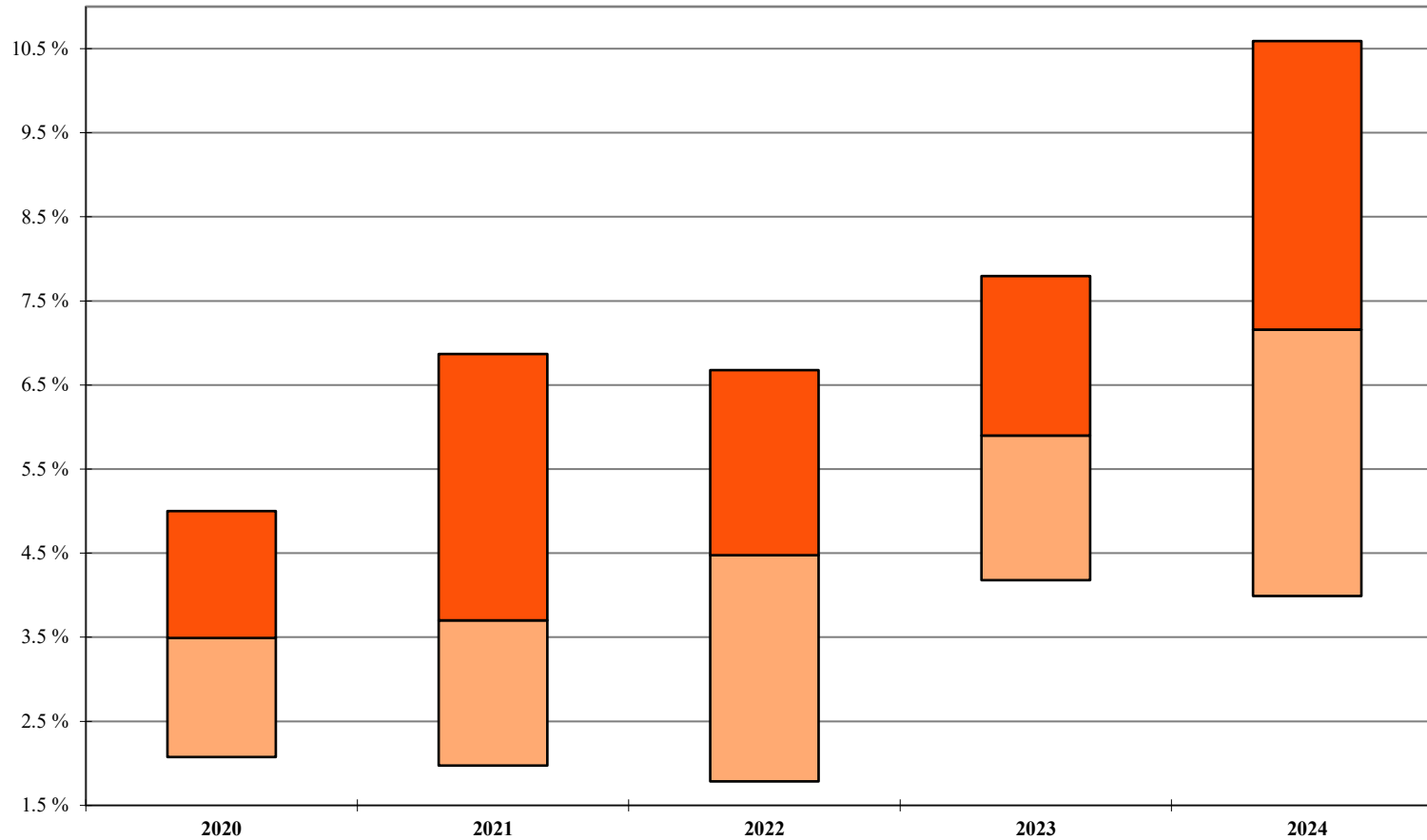
Additional detail can be found on Page 87.

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*

	2020	2021	2022	2023	2024
<b>Your Firm</b>					
<b>1st Qtle</b>	5.0%	6.9%	6.7%	7.8%	10.6%
<b>Median</b>	3.5%	3.7%	4.5%	5.9%	7.2%
<b>3rd Qtle</b>	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.

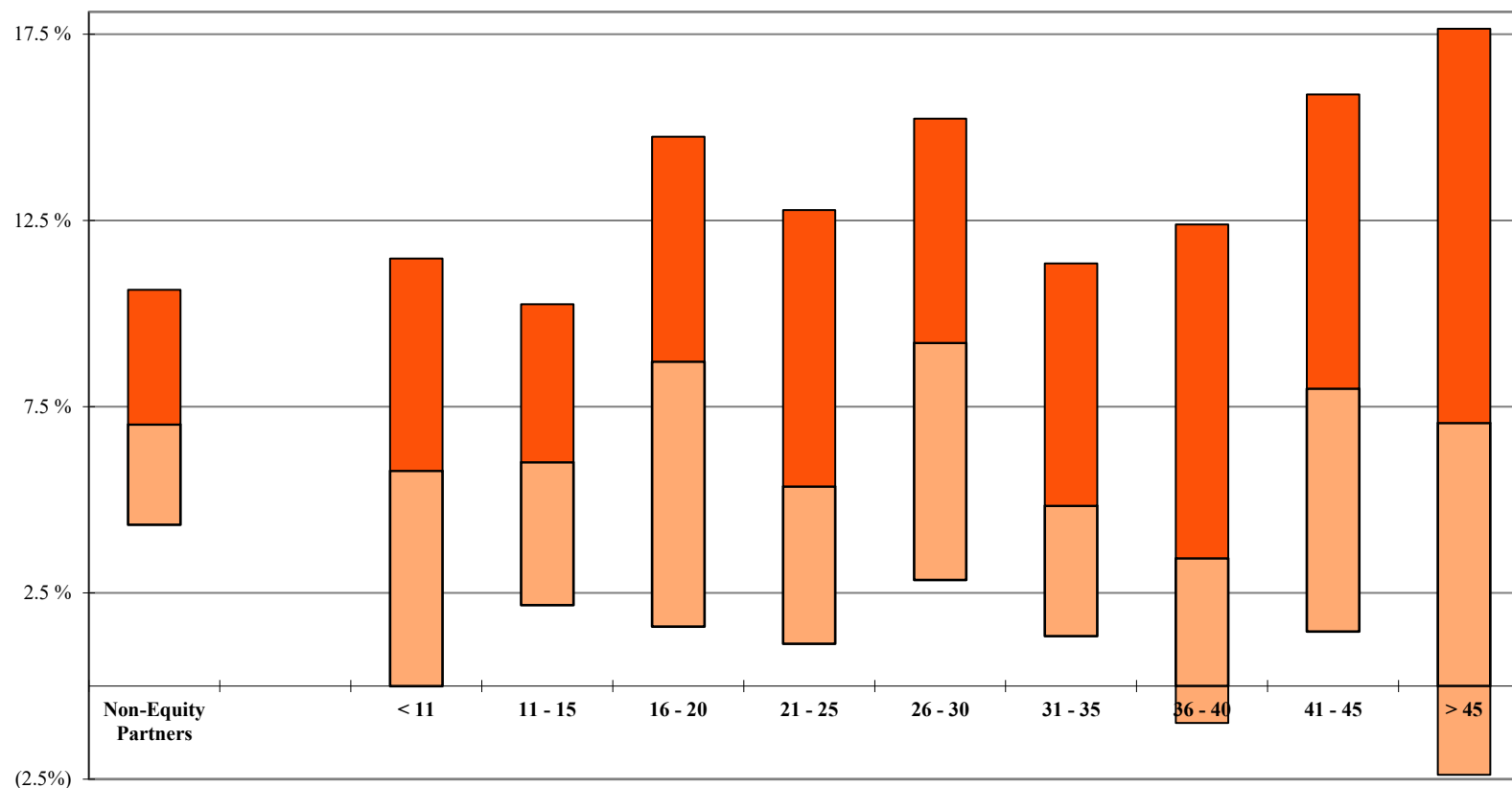
\*\* omitted due to insufficient data

## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

'Full Year'<sup>1</sup> Non-Equity Partner Billed Rate Change by Years of Experience

As of January 1, 2025



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

<sup>1</sup> '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.

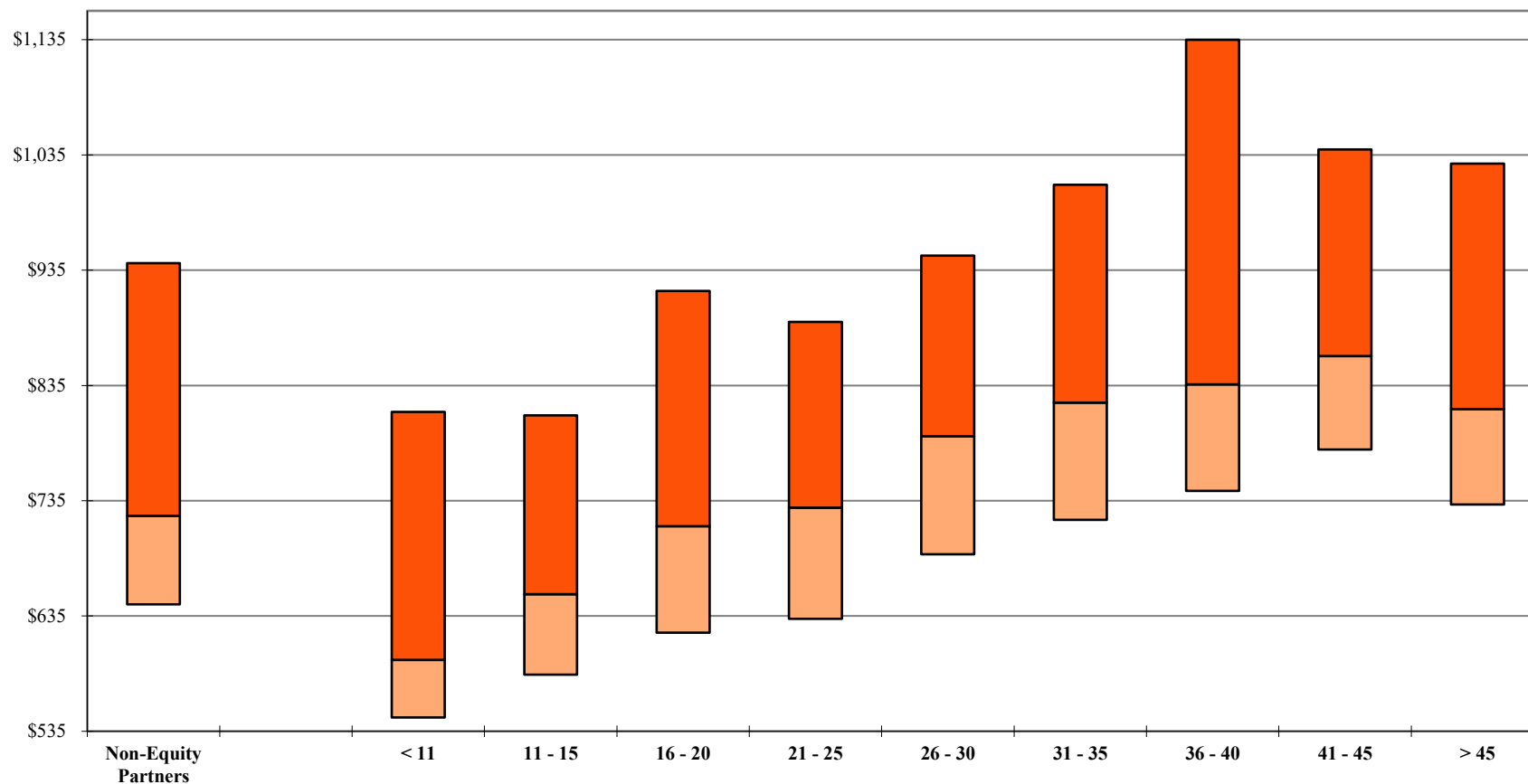
Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.

\*\* 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
<b>Your Firm</b>										
<b>1st Qtle</b>	\$941	\$812	\$809	\$917	\$890	\$948	\$1,009	\$1,135	\$1,040	\$1,028
<b>Median</b>	722	597	654	713	729	791	820	836	861	815
<b>3rd Qtle</b>	645	547	584	621	633	689	719	744	780	732

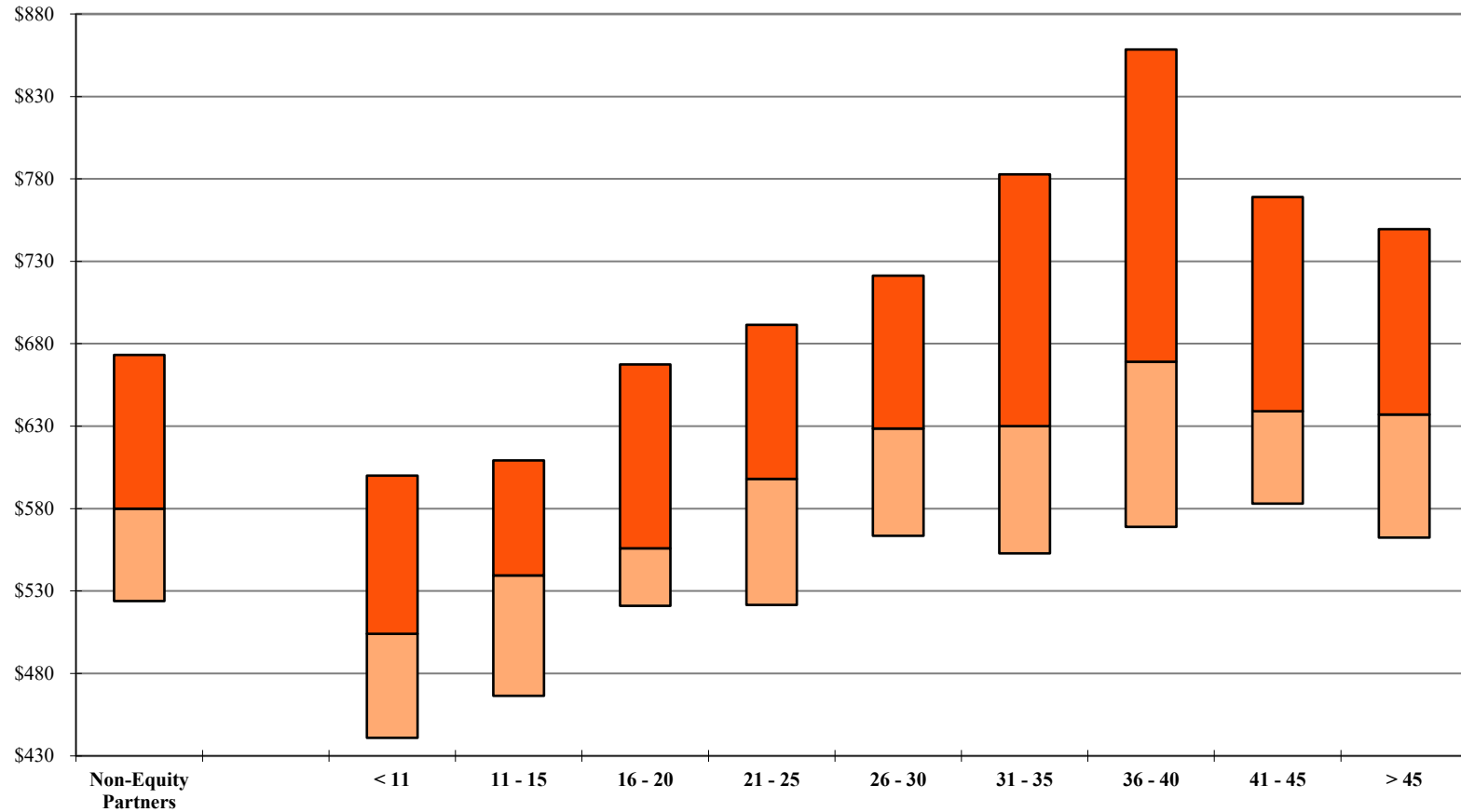
Additional detail can be found on Page 79.

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		Years of Experience									
	Non-Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45	
	1st Qtle	\$673	\$600	\$609	\$668	\$692	\$721	\$783	\$859	\$769	\$750
	Median	580	504	540	556	598	629	630	669	639	637
	3rd Qtle	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.

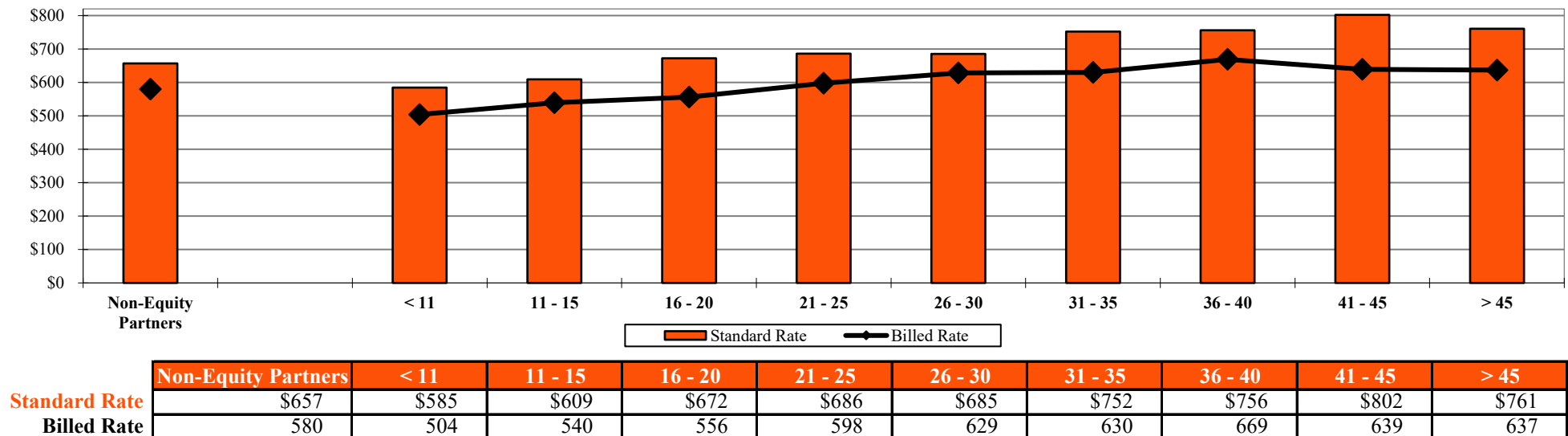
\*\* omitted due to insufficient data

## 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

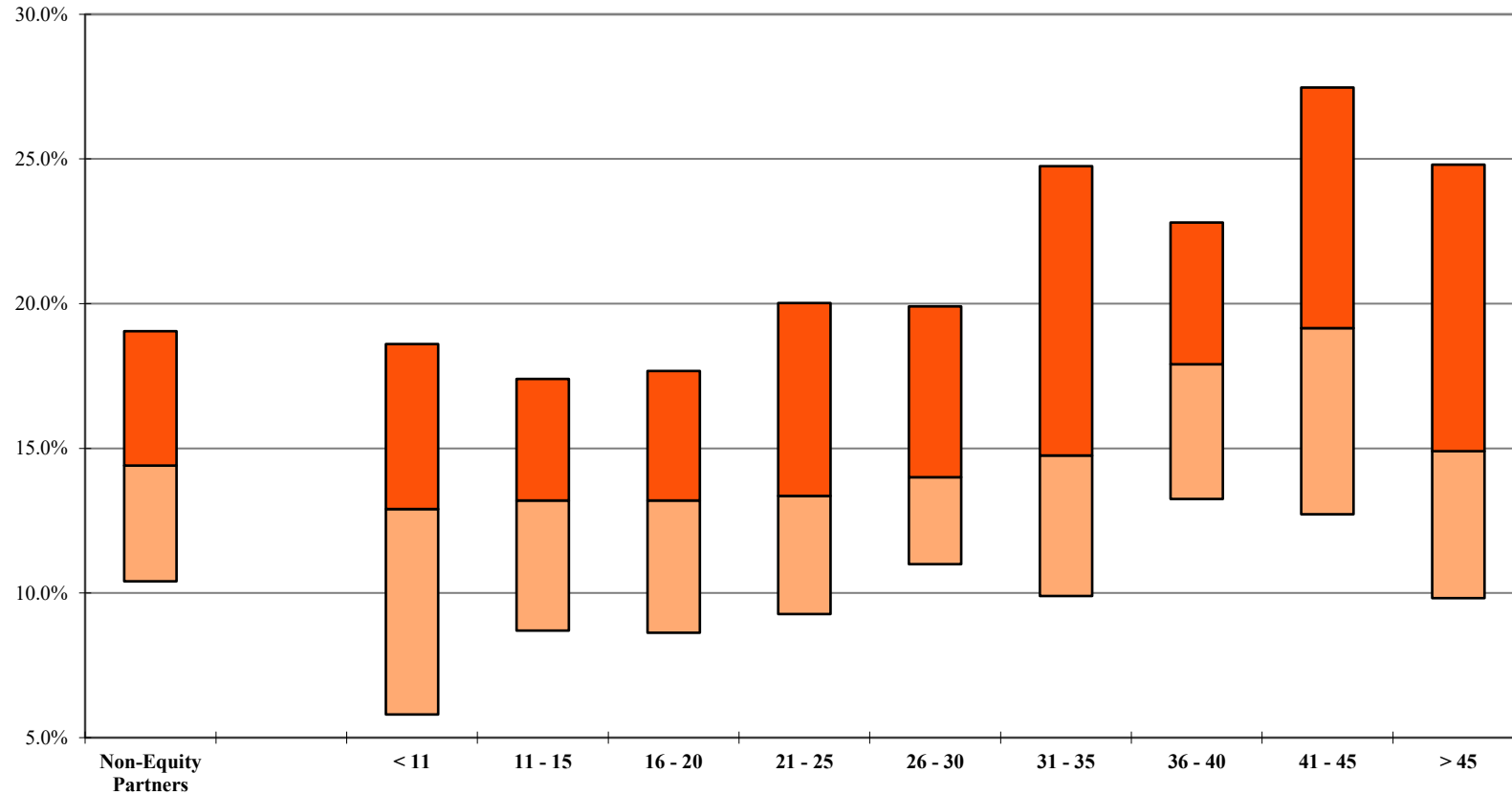
**Your Firm****Total Group (Median)**

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 Discounting<sup>1</sup> by Years of Experience**For the 12-month period ending December 31, 2024*

Your Firm		Years of Experience									
	Non-Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45	
	1st Qtle	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 Qtle	10.4%	5.8%	8.7%	8.6%	9.3%	11.0%	9.9%	13.3%	12.7%	9.8%

<sup>1</sup> 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.

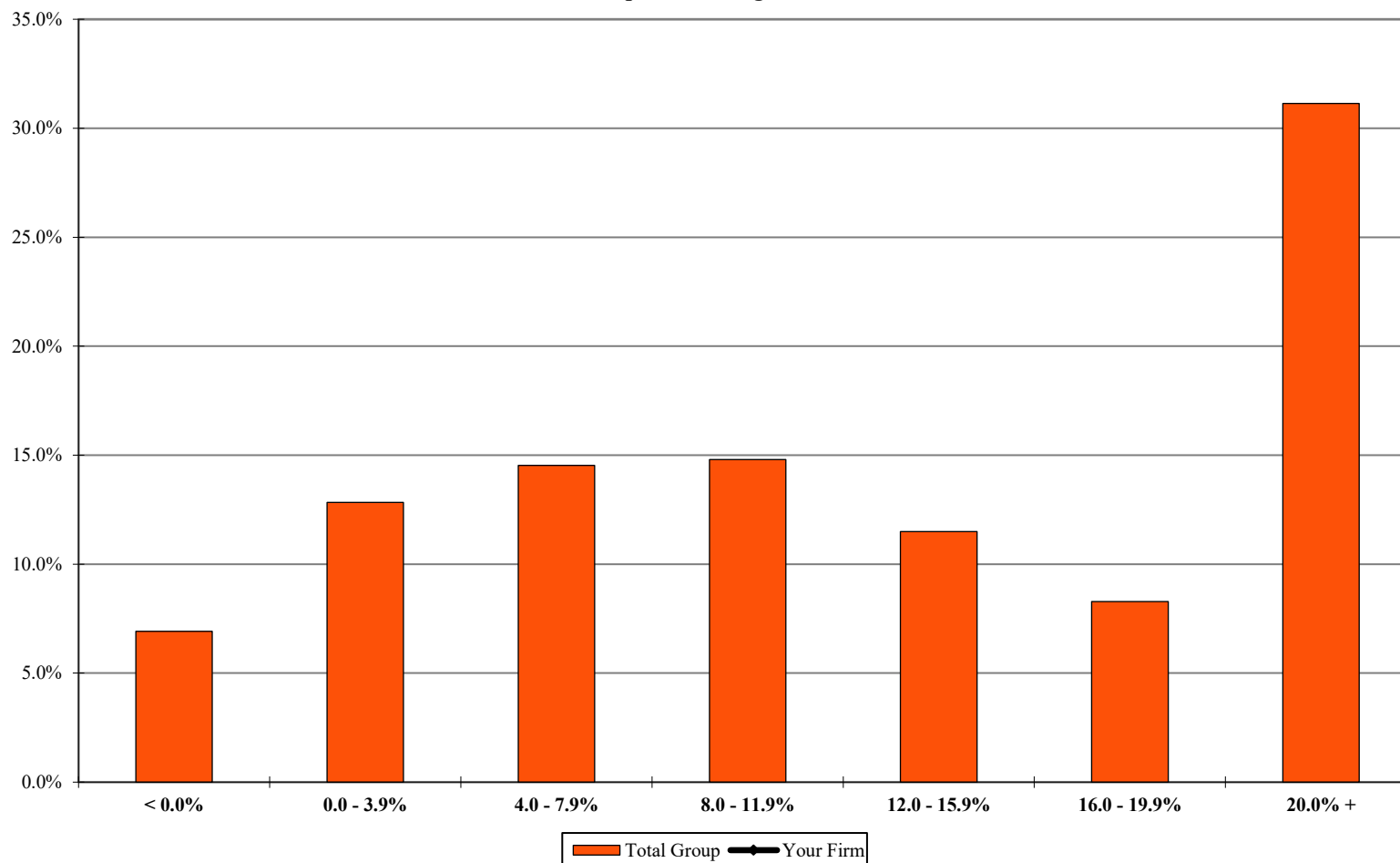
\*\* omitted due to insufficient data

## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

### Distribution of Non-Equity Partners by Discount Levels<sup>1</sup>

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% +
6.9%	12.8%	14.5%	14.8%	11.5%	8.3%	31.1%

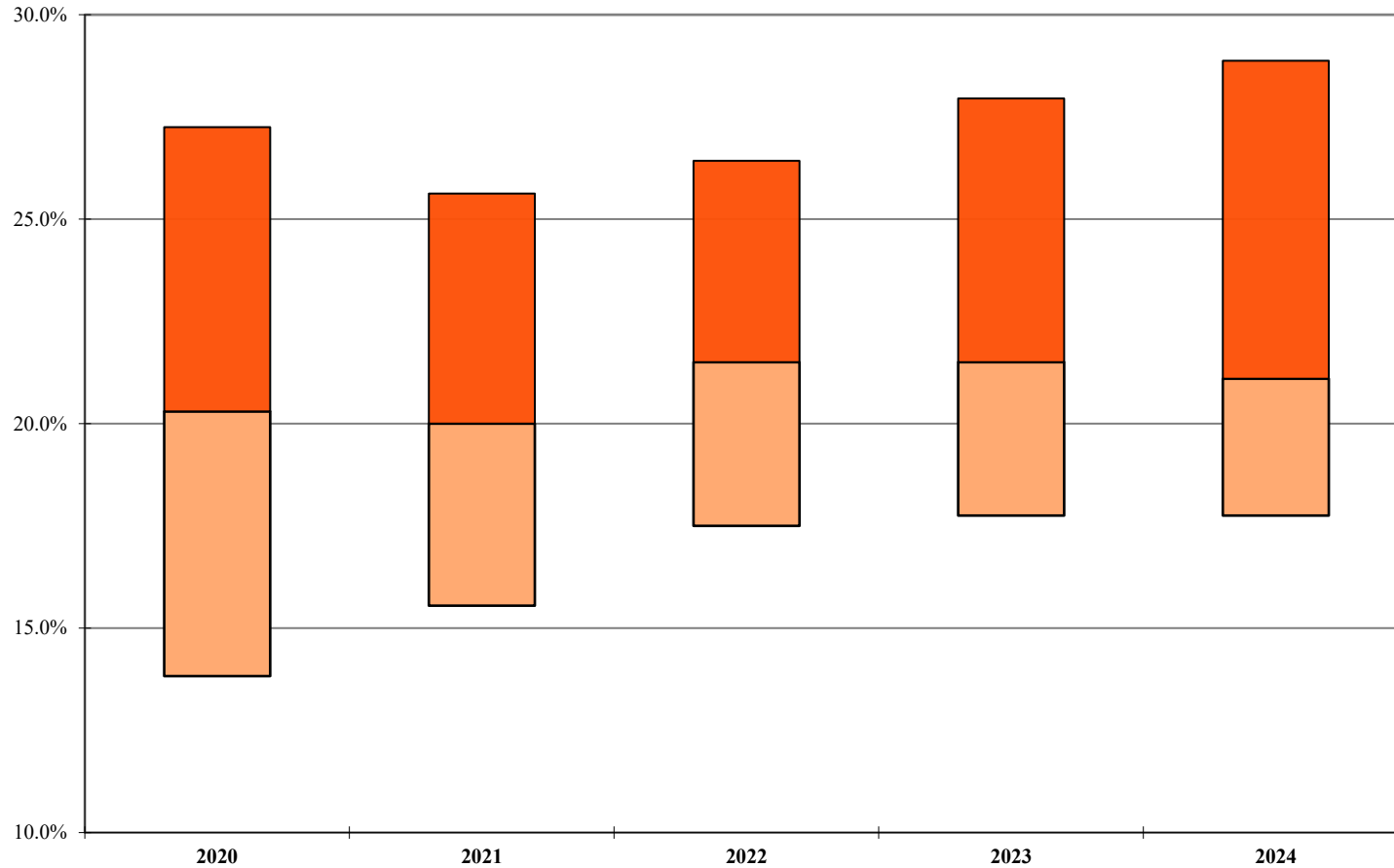
<sup>1</sup> Includes the percentage of corresponding full-time, full-year individuals at each level. Discounting is calculated as 100% minus the Average Billed Rate Realization for the 12-month period.

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 Qtle****Median****3rd Qtle**

2020	2021	2022	2023	2024
27.3%	25.6%	26.4%	28.0%	28.9%
20.3%	20.0%	21.5%	21.5%	21.1%
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.

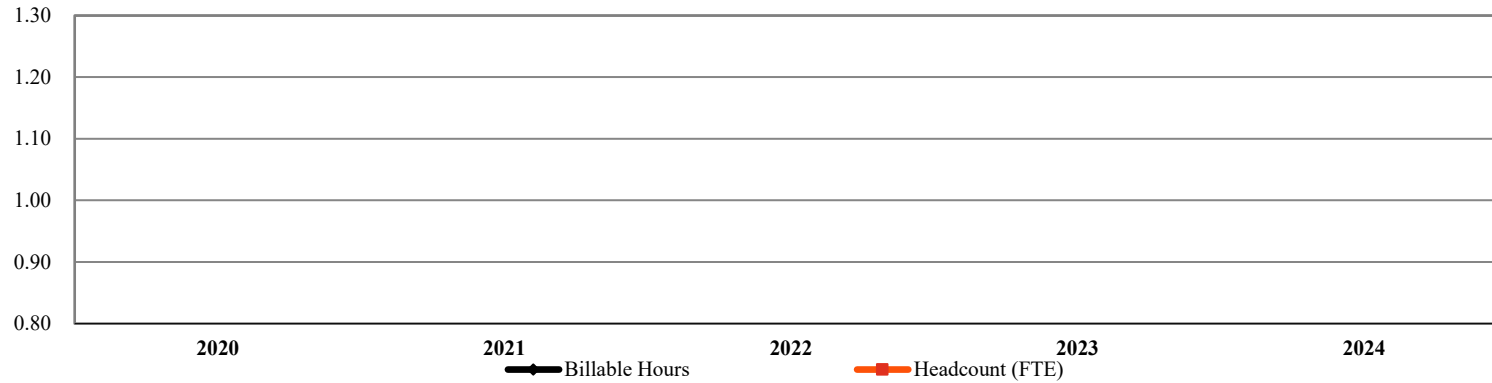
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## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

### Non-Equity Partner Capacity<sup>1</sup> For the 12-month period ending December 31st of the stated year

#### Your Firm



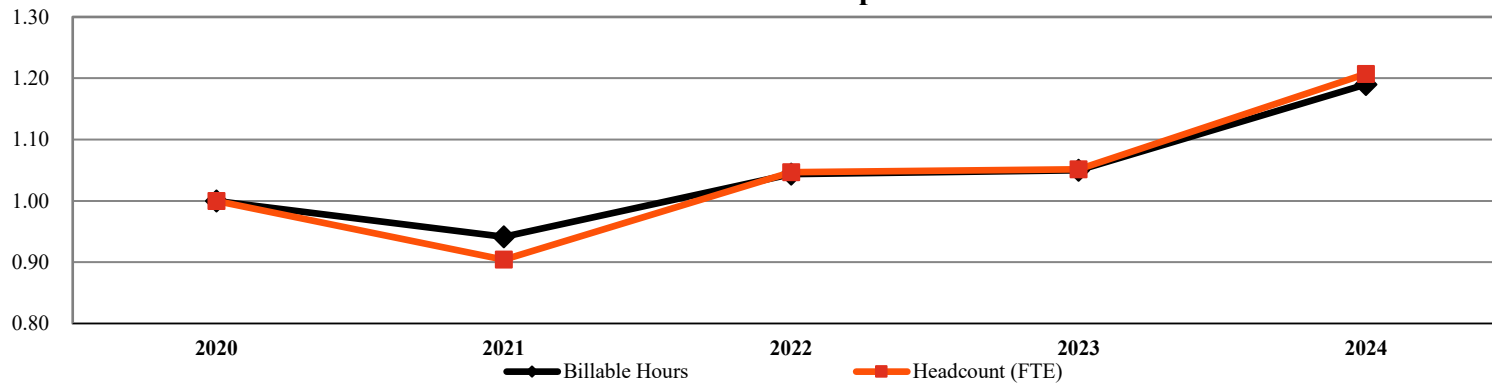
#### Your Firm

Billable Hours

Headcount (FTE)

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

#### Total Group<sup>2</sup>



#### Total Group

Billable Hours

Headcount (FTE)

	2020	2021	2022	2023	2024	% Chg: '20-'24
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%

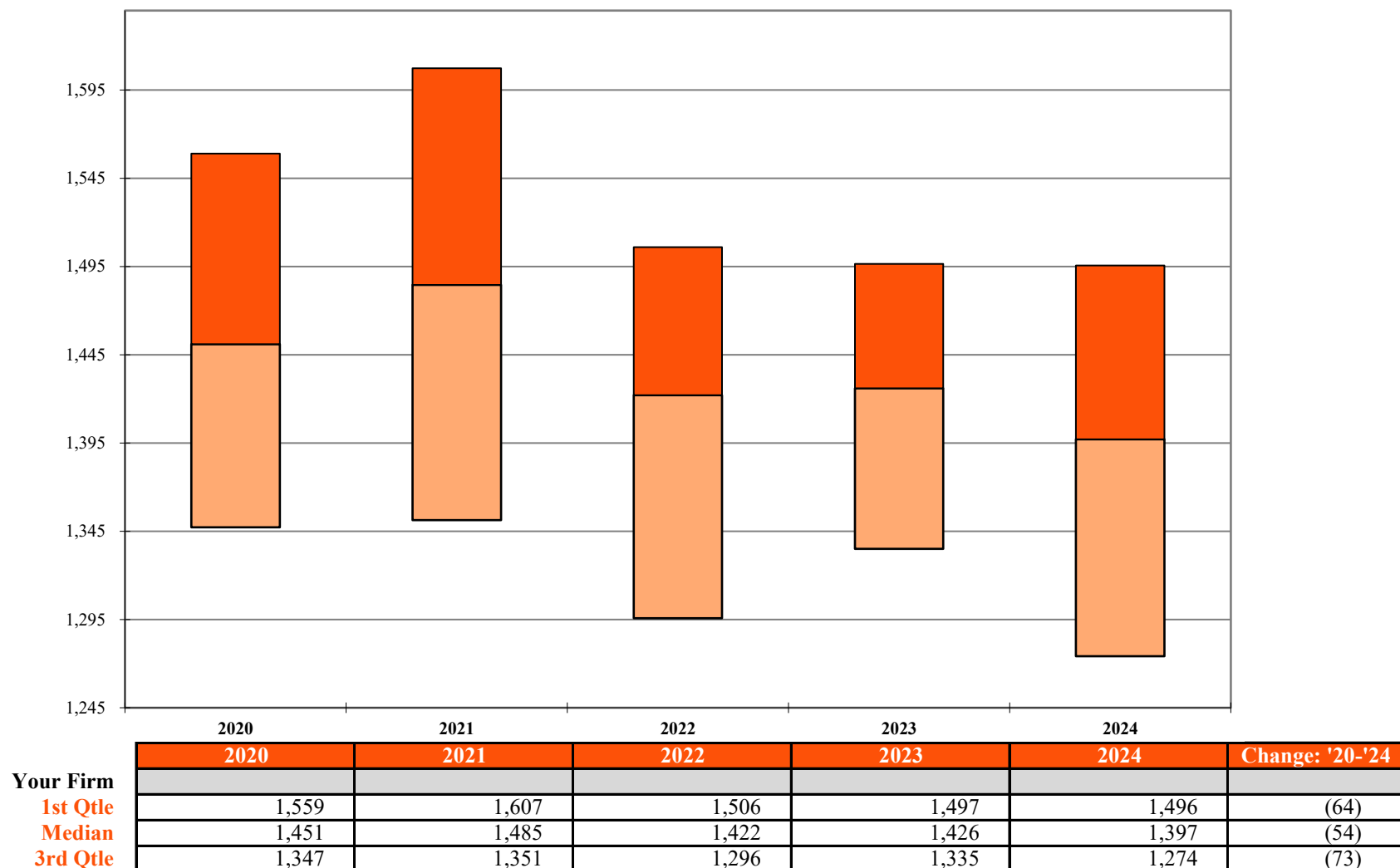
<sup>1</sup> Includes only those Firms that participated for the past 5 years; All values indexed to 2020.

<sup>2</sup> 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*

Additional detail can be found on Page 117.

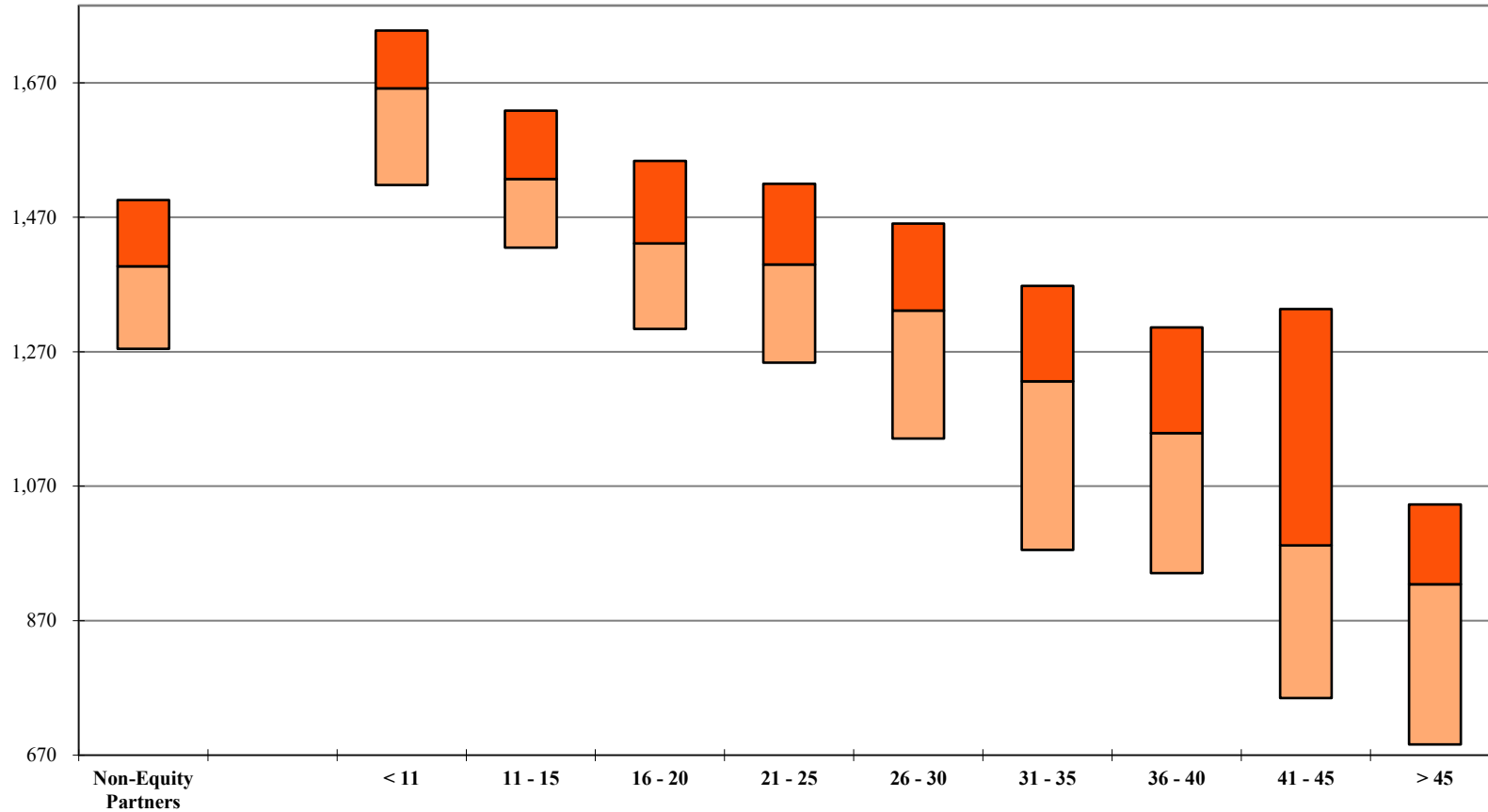
Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.

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## 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*

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

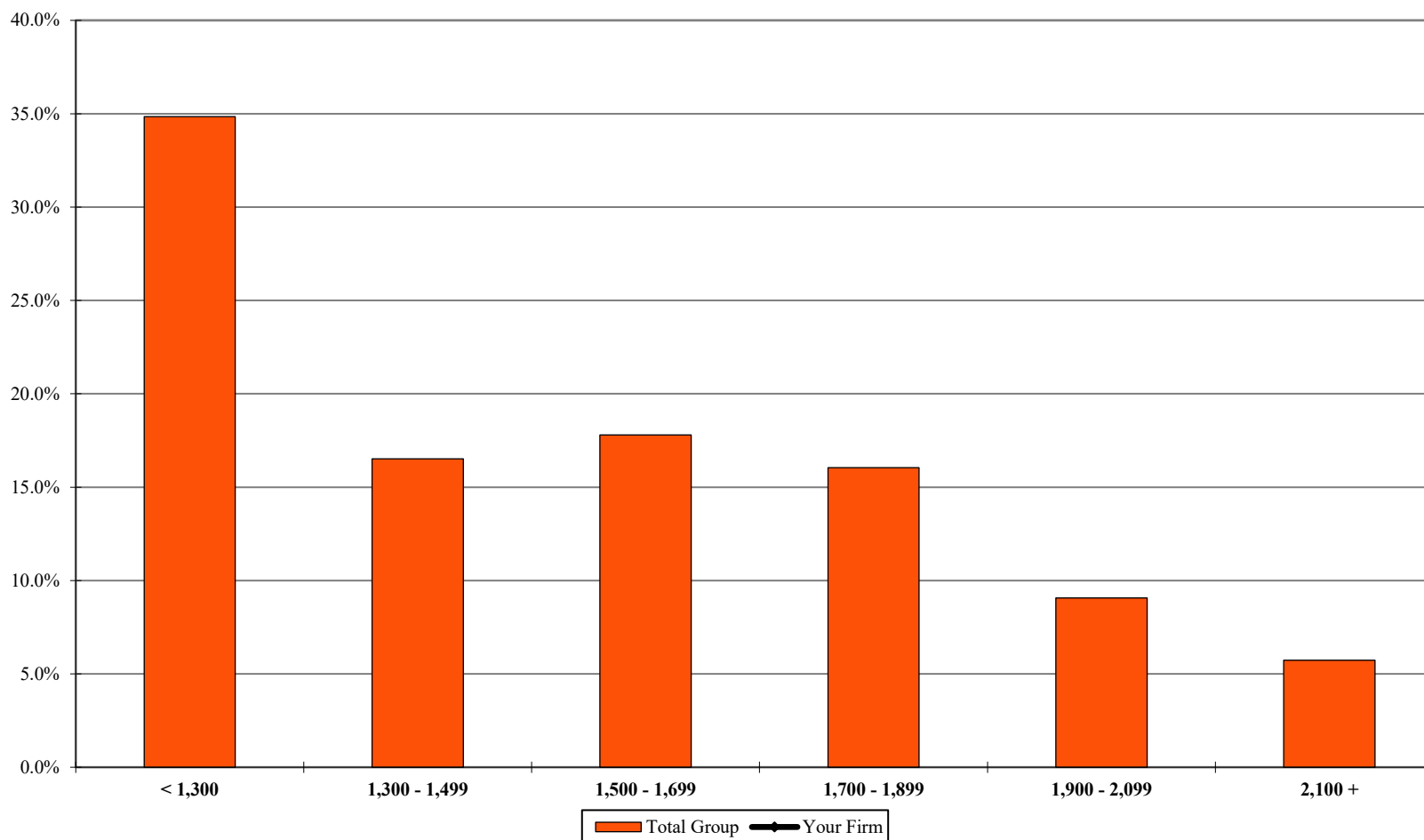
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## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

### Distribution of Non-Equity Partners by Utilization Levels<sup>1</sup>

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 +
<b>Your Firm</b>						
<b>Total Group</b>	34.8%	16.5%	17.8%	16.0%	9.1%	5.7%

<sup>1</sup> Includes the percentage of corresponding full-time, full-year individuals at each utilization level.  
Additional detail can be found on Page 120.

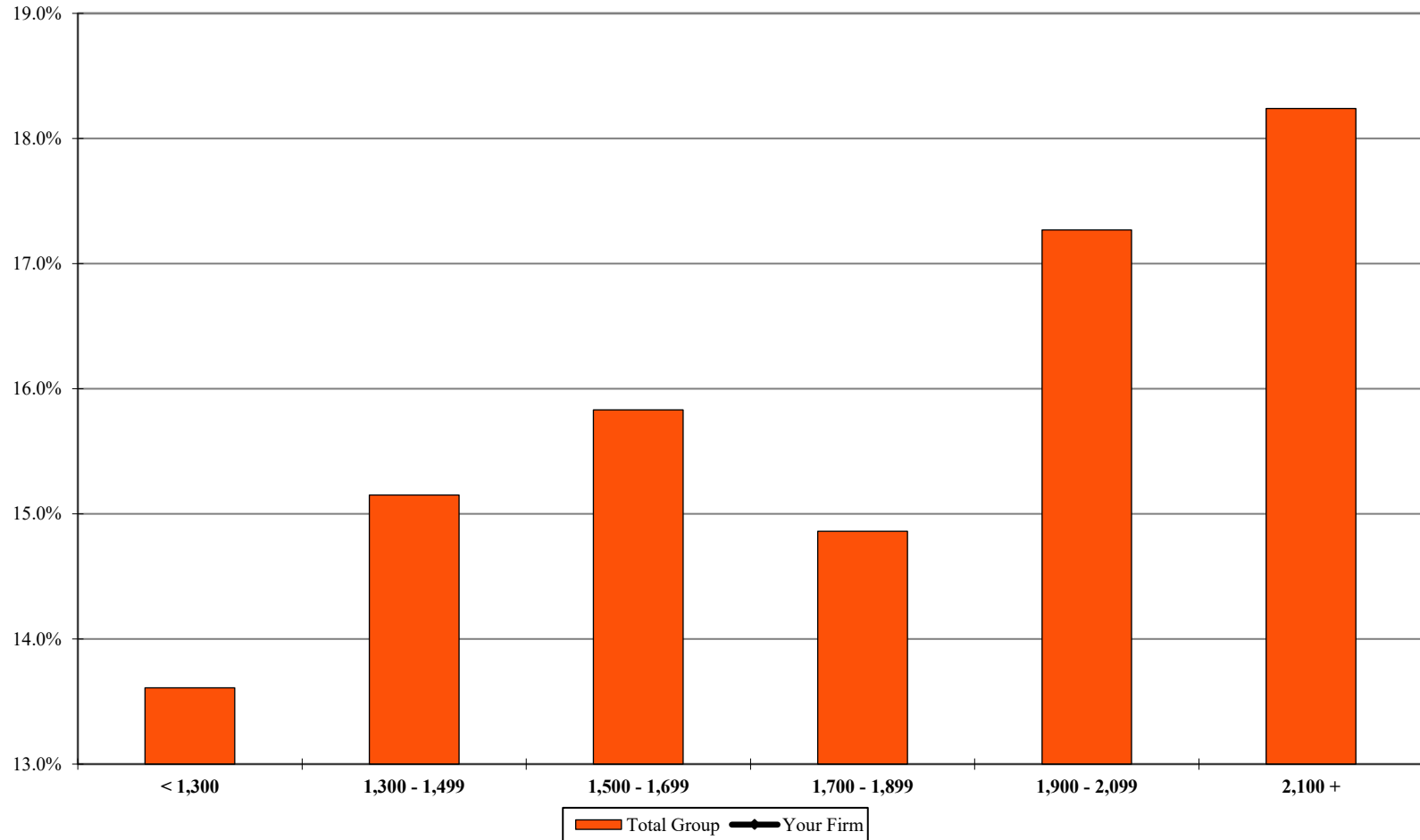
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2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

### Non-Equity Partner Discounting<sup>1</sup> by Utilization Levels

For the 12-month period ending December 31, 2024

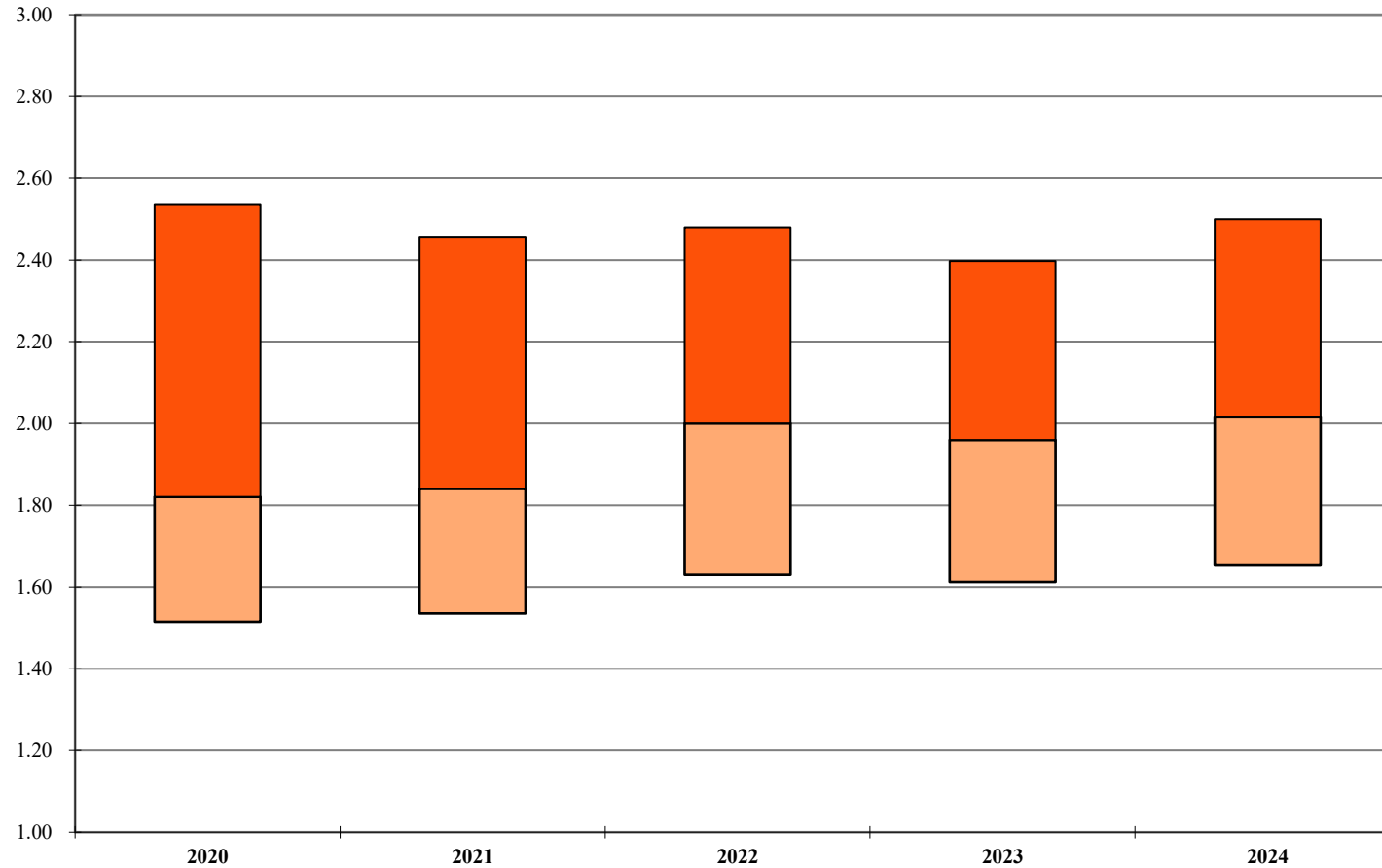


	< 1,300	1,300 - 1,499	1,500 - 1,699	1,700 - 1,899	1,900 - 2,099	2,100 +
<b>Your Firm</b>						
<b>Total Group</b>	13.6%	15.2%	15.8%	14.9%	17.3%	18.2%

<sup>1</sup> 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<sup>1</sup>**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	2.54	2.46	2.48	2.40	2.50
Median	1.82	1.84	2.00	1.96	2.02
3rd Qtile	1.52	1.54	1.63	1.61	1.65

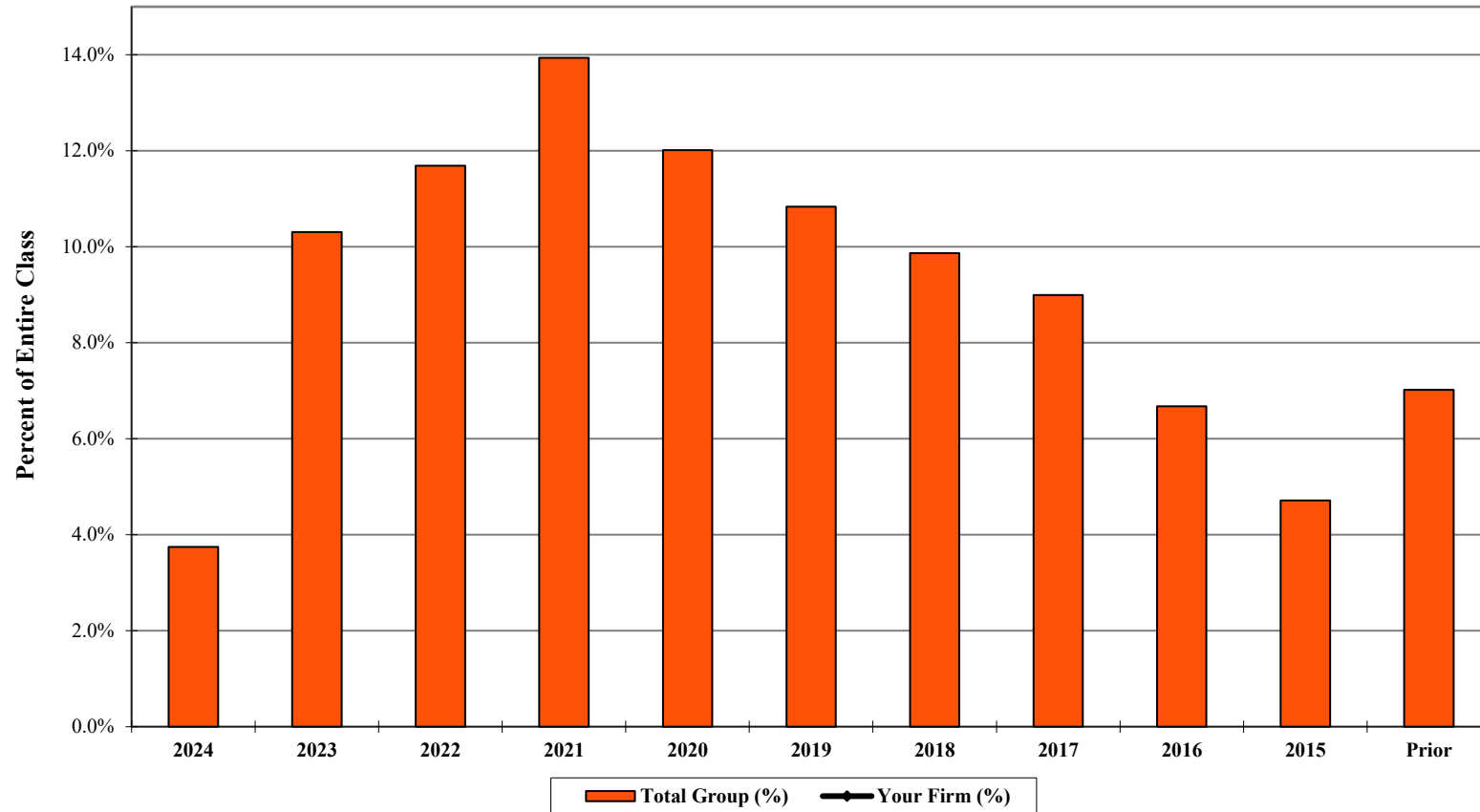
<sup>1</sup> Ratio of Other Attorneys to Associates. Other Attorneys include Equity Partners, Non-Equity Partners, Sr./Staff/eDiscovery Attorneys. Of Counsel attorneys are excluded from this calculation.

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

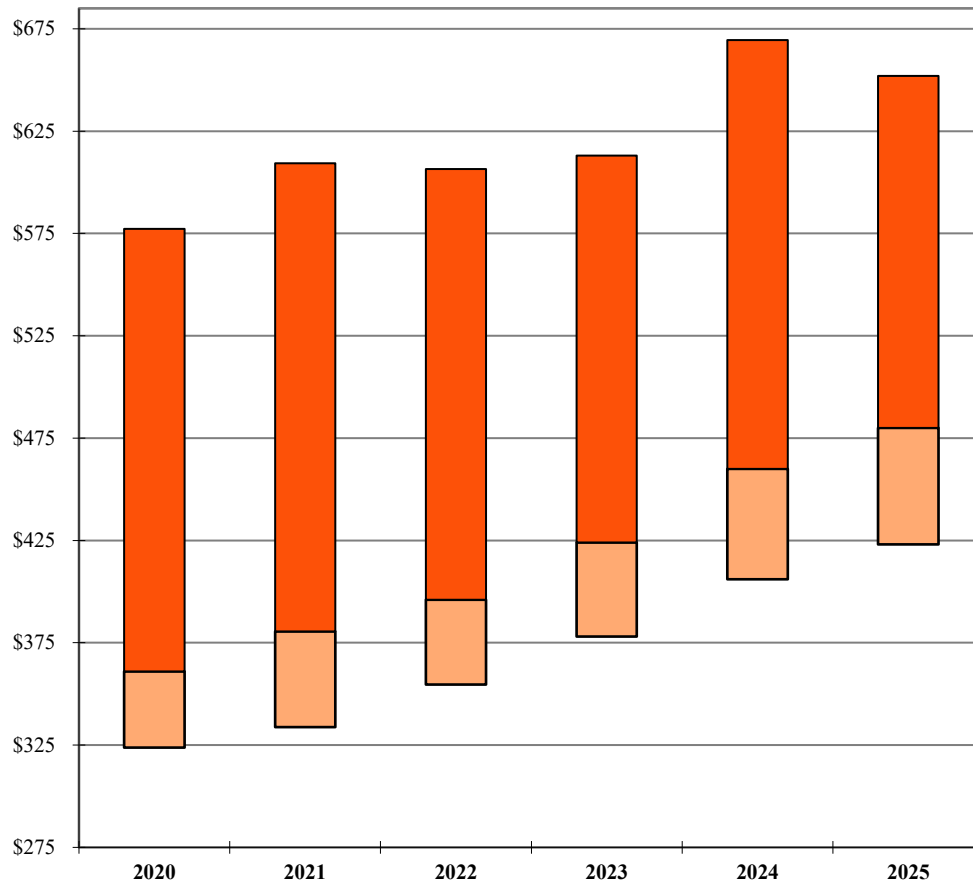
## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

## Associate Rates

## Standard Rates

As of January 1st of the stated year

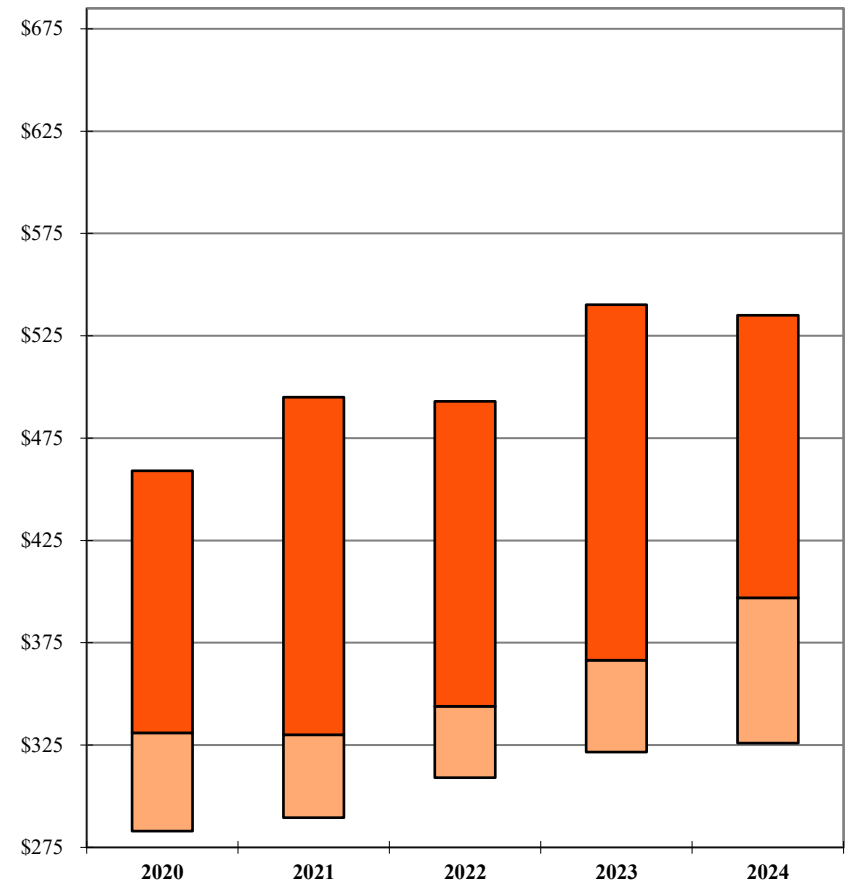


Your Firm

	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

## Billed Rates

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



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

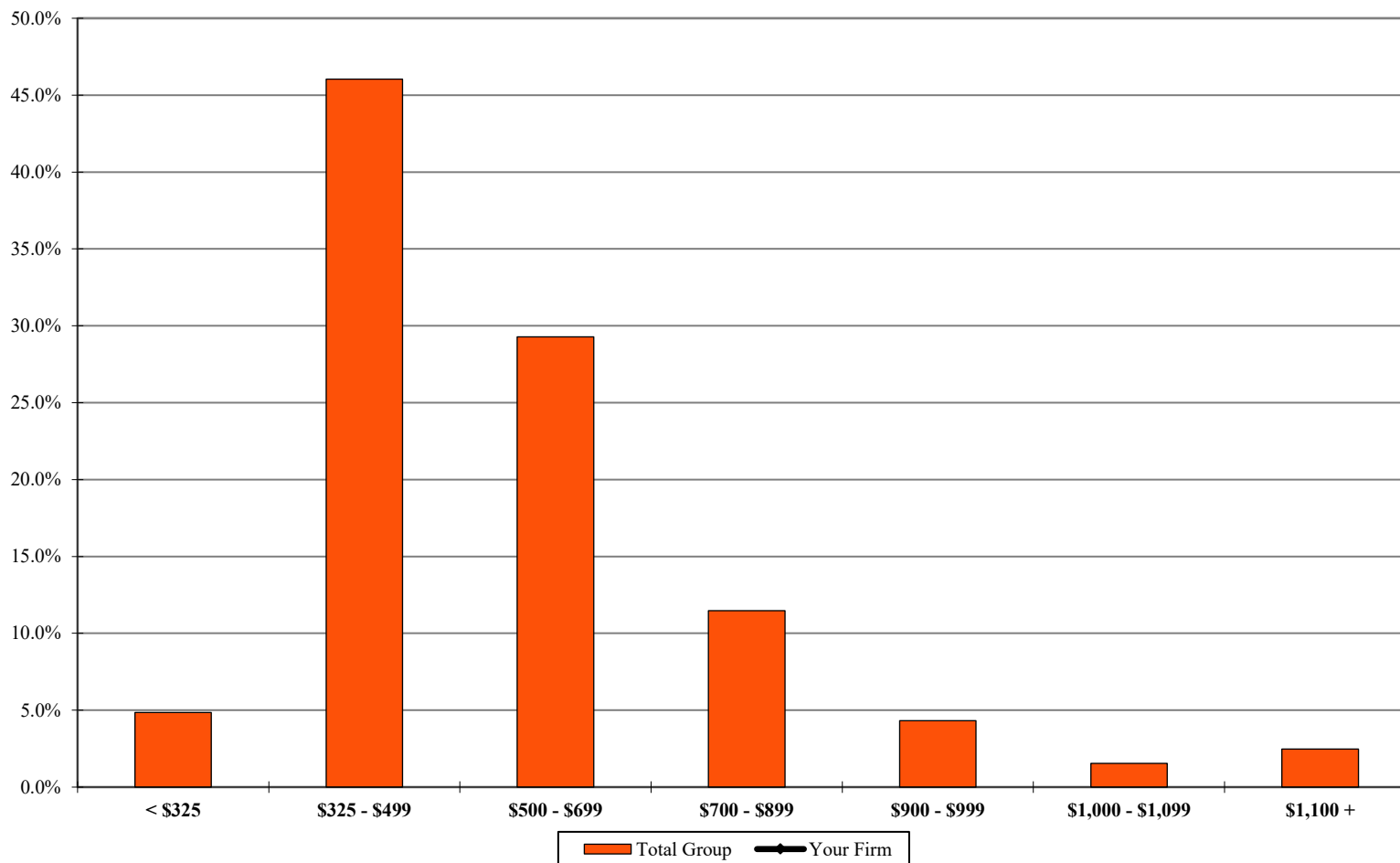
Additional detail can be found on Pages 84 and 105.

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*

**Your Firm**  
**Total Group**

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

Additional detail can be found on Page 86.

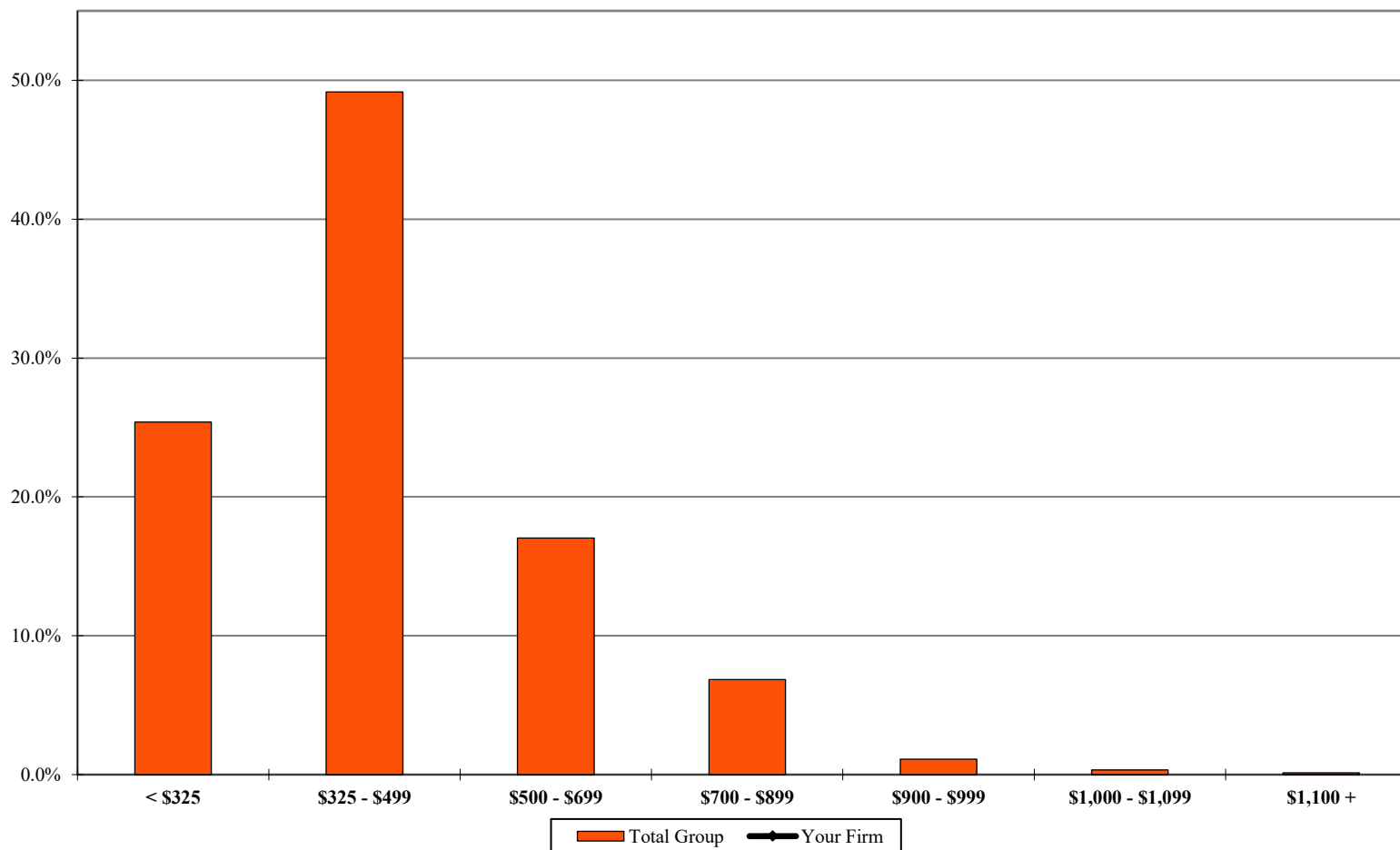
\*\* omitted due to insufficient data

## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

### Distribution of Associate Billed Rates<sup>1</sup>

For the 12-month period ending December 31, 2024



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

<sup>1</sup> 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.

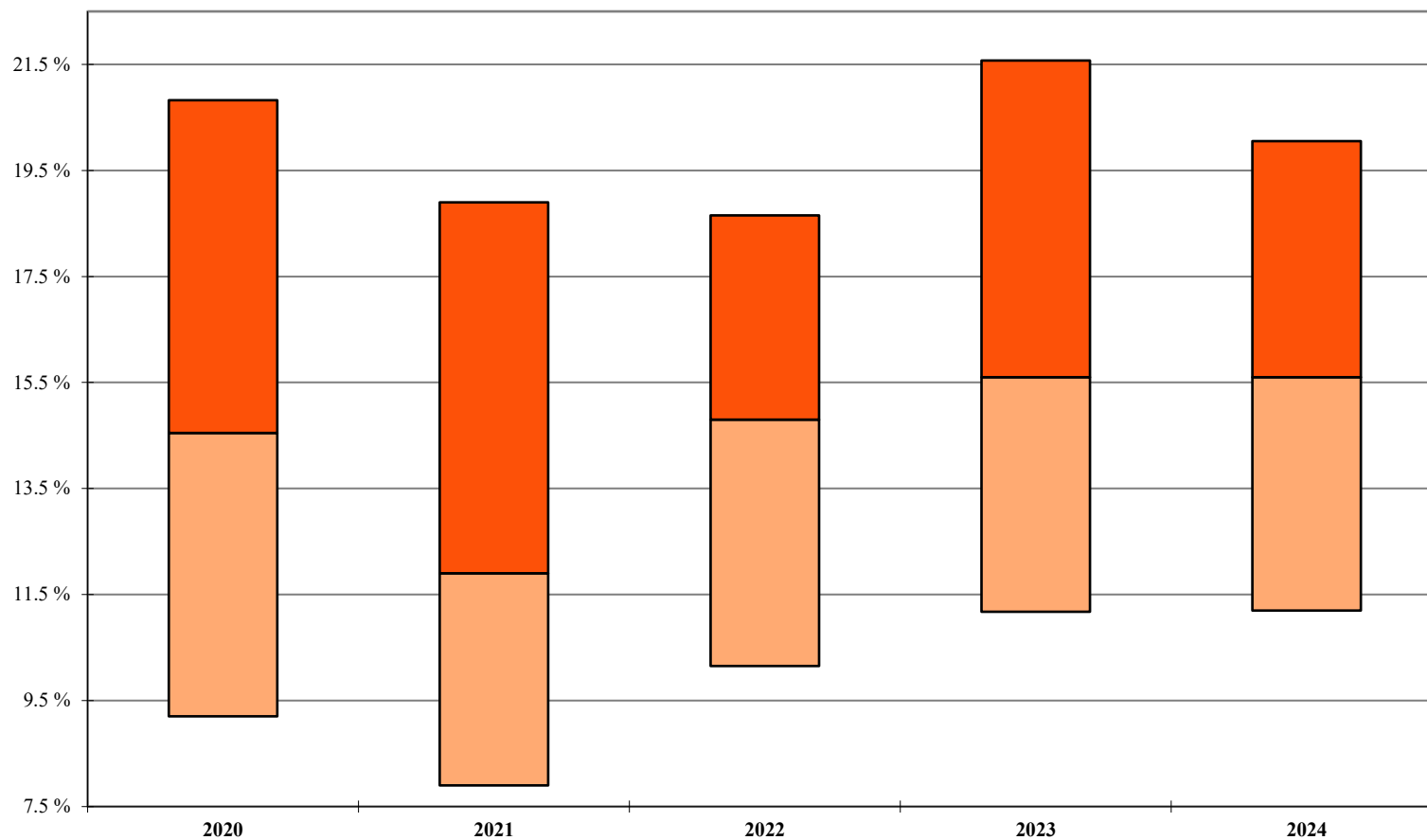
Additional detail can be found on Page 106.

\*\* omitted due to insufficient data



## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Associate Discounting<sup>1</sup>**For the 12-month period ending December 31st of the stated year***Your Firm****1st Qtile****Median****3rd Qtile**

2020	2021	2022	2023	2024
20.8%	18.9%	18.7%	21.6%	20.1%
14.6%	11.9%	14.8%	15.6%	15.6%
9.2%	7.9%	10.2%	11.2%	11.2%

<sup>1</sup> 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

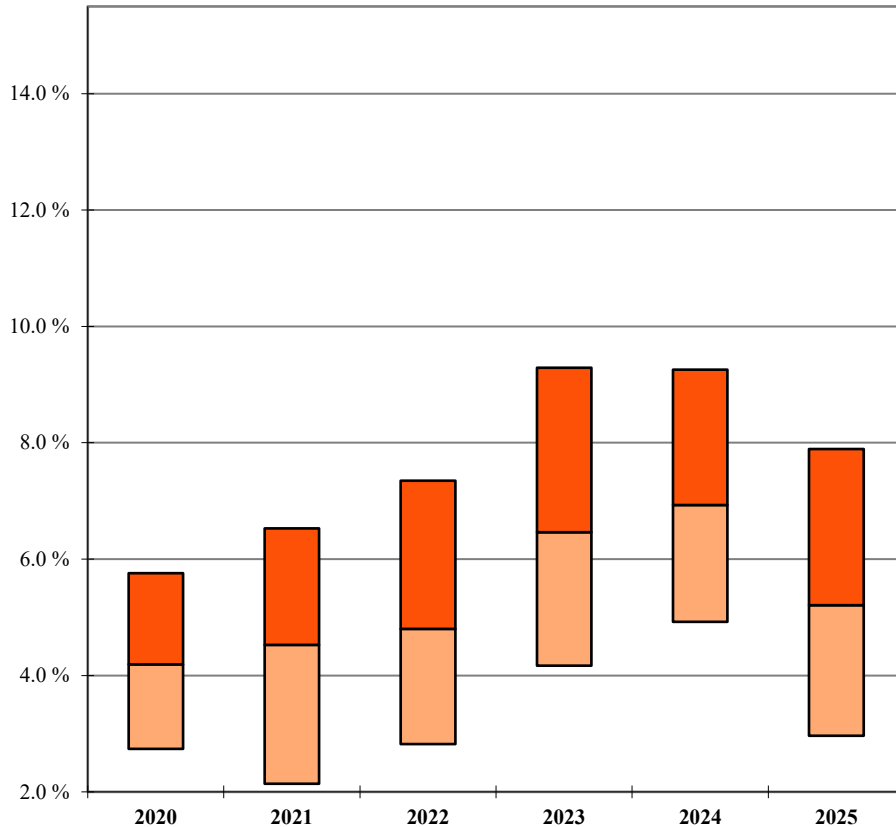
## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

**Annual Change<sup>1</sup> : Associate Standard Rates**

As of January 1st of the stated year

'Net' Change



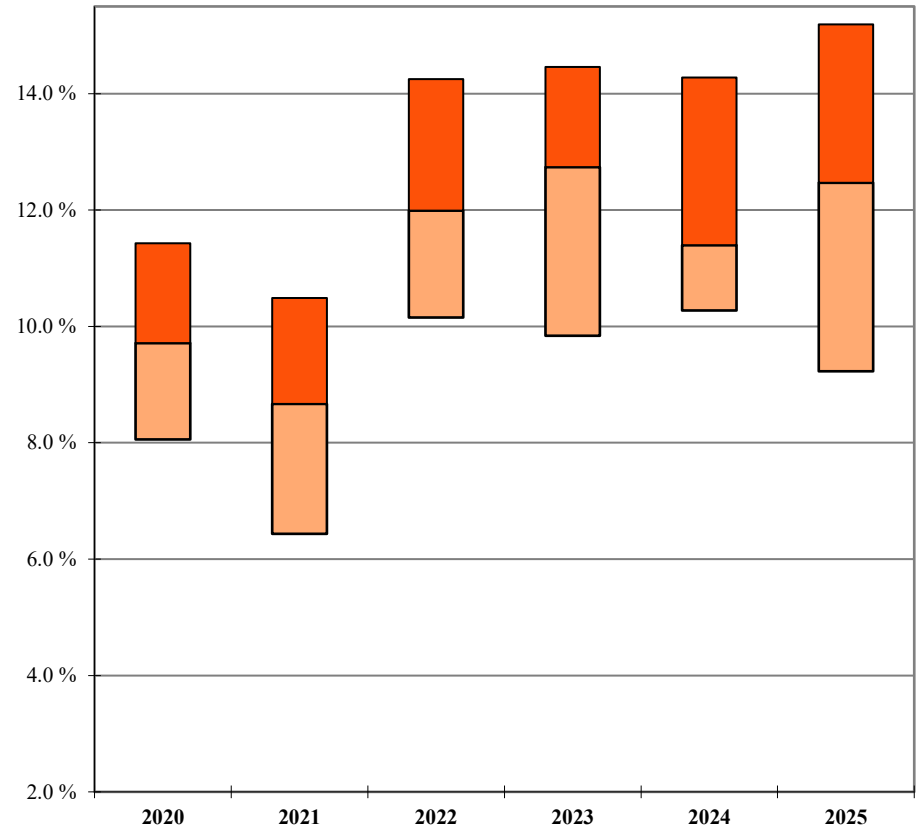
Your Firm

1st Qtle

Median

3rd Qtle

'Full Year' Change



Your Firm

1st Qtle

Median

3rd Qtle

<sup>1</sup> '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.

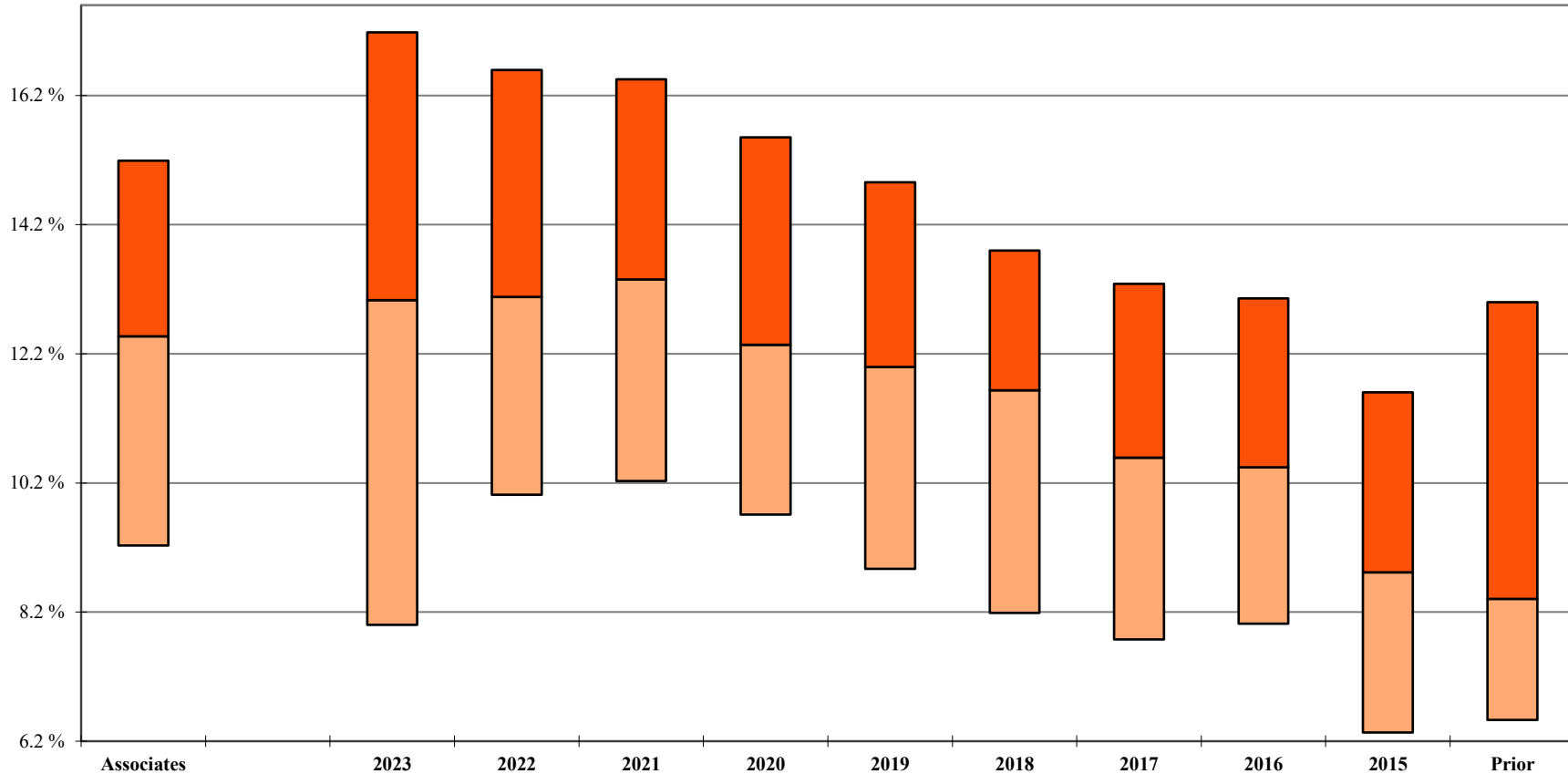
\*\* omitted due to insufficient data

## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

'Full Year'<sup>1</sup> Associates Standard Rate Change by Law Class Year

As of January 1, 2025



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

<sup>1</sup> '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.

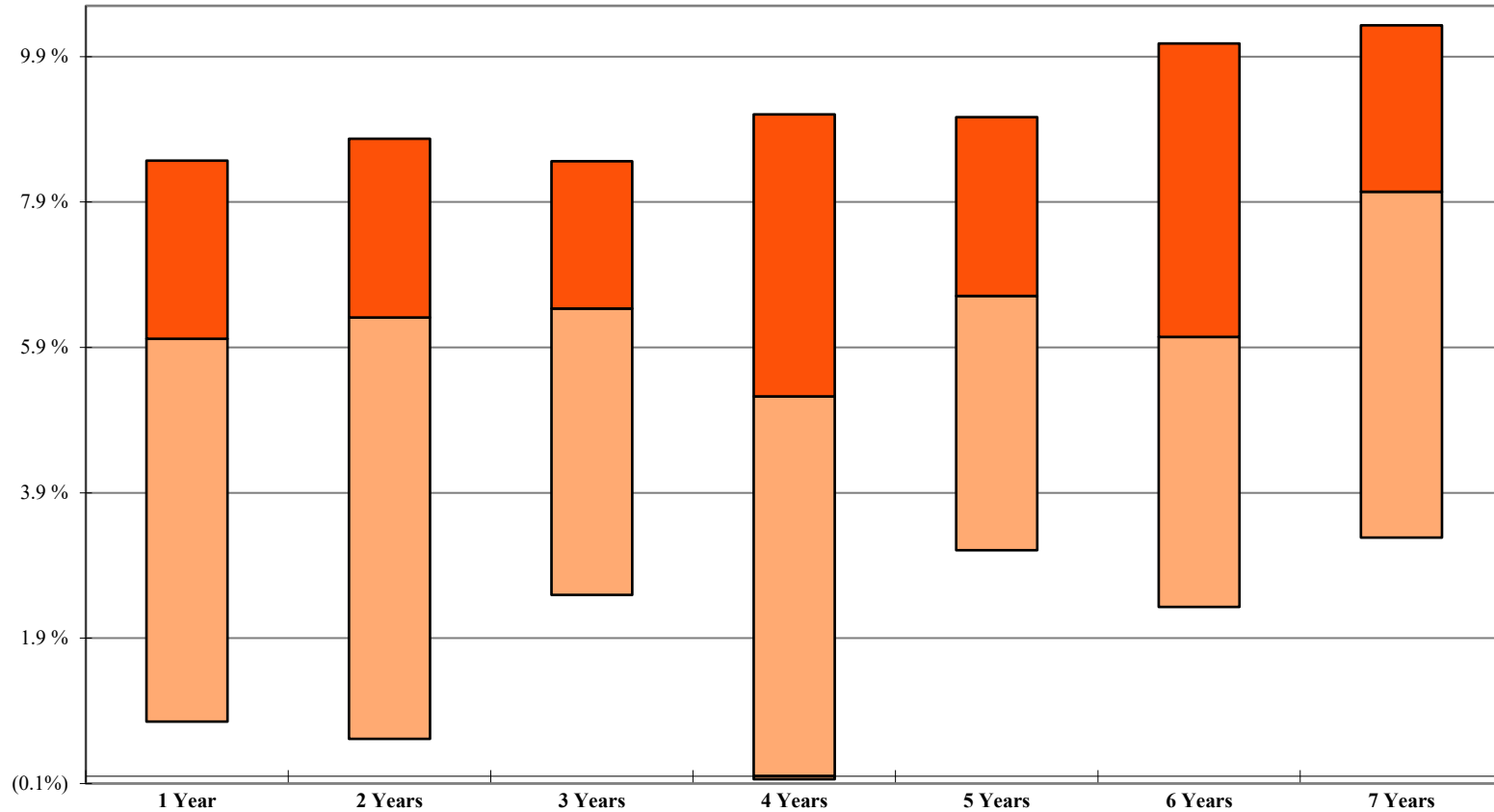
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## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Associate 'Full-Year' Standard Rate Change by Years of Experience<sup>1</sup>*

As of January 1, 2025



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

<sup>1</sup> 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.

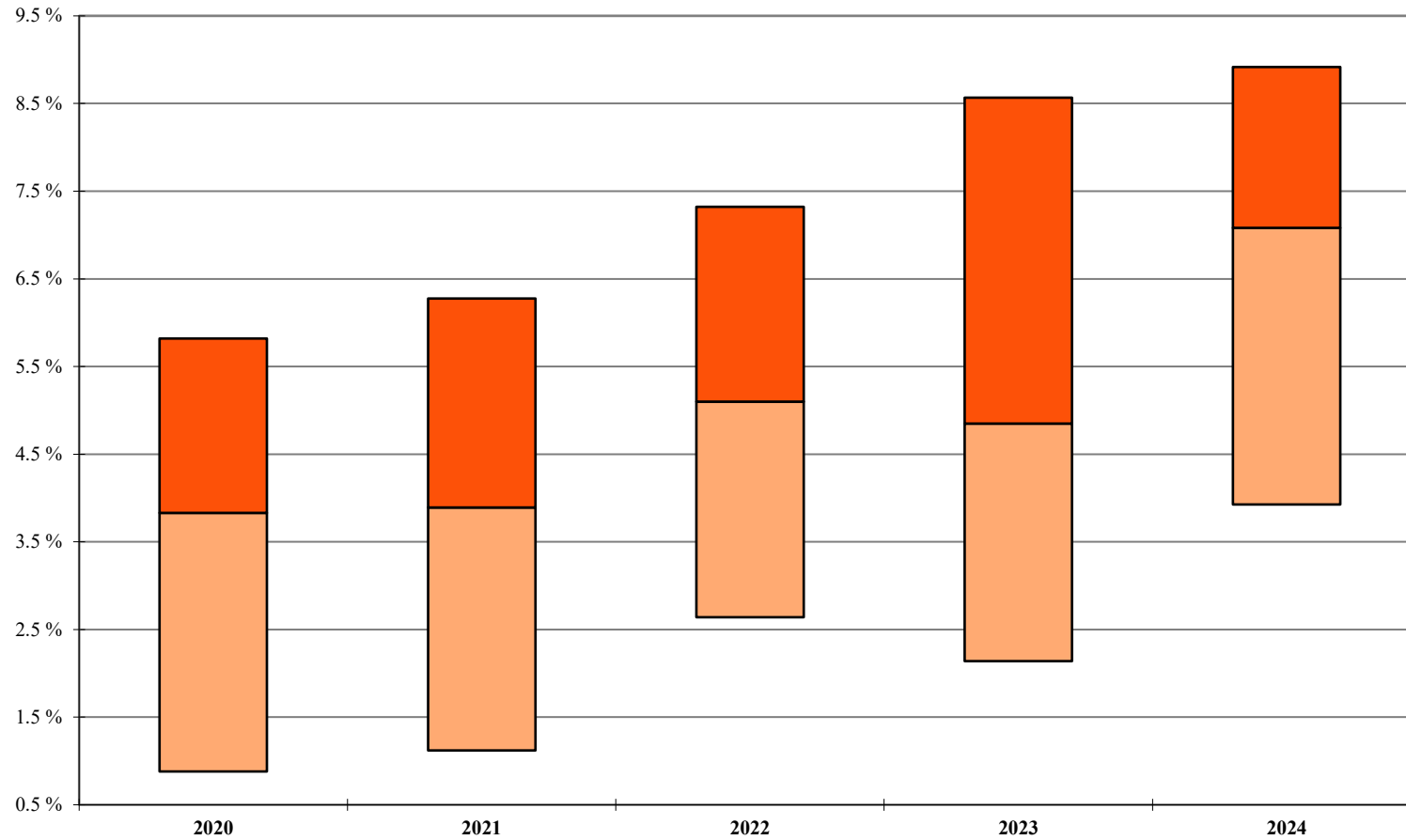
Additional detail can be found on Page 90.

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 Qtle****Median****3rd Qtle**

	2020	2021	2022	2023	2024
1st Qtle	5.8%	6.3%	7.3%	8.6%	8.9%
Median	3.8%	3.9%	5.1%	4.9%	7.1%
3rd Qtle	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.

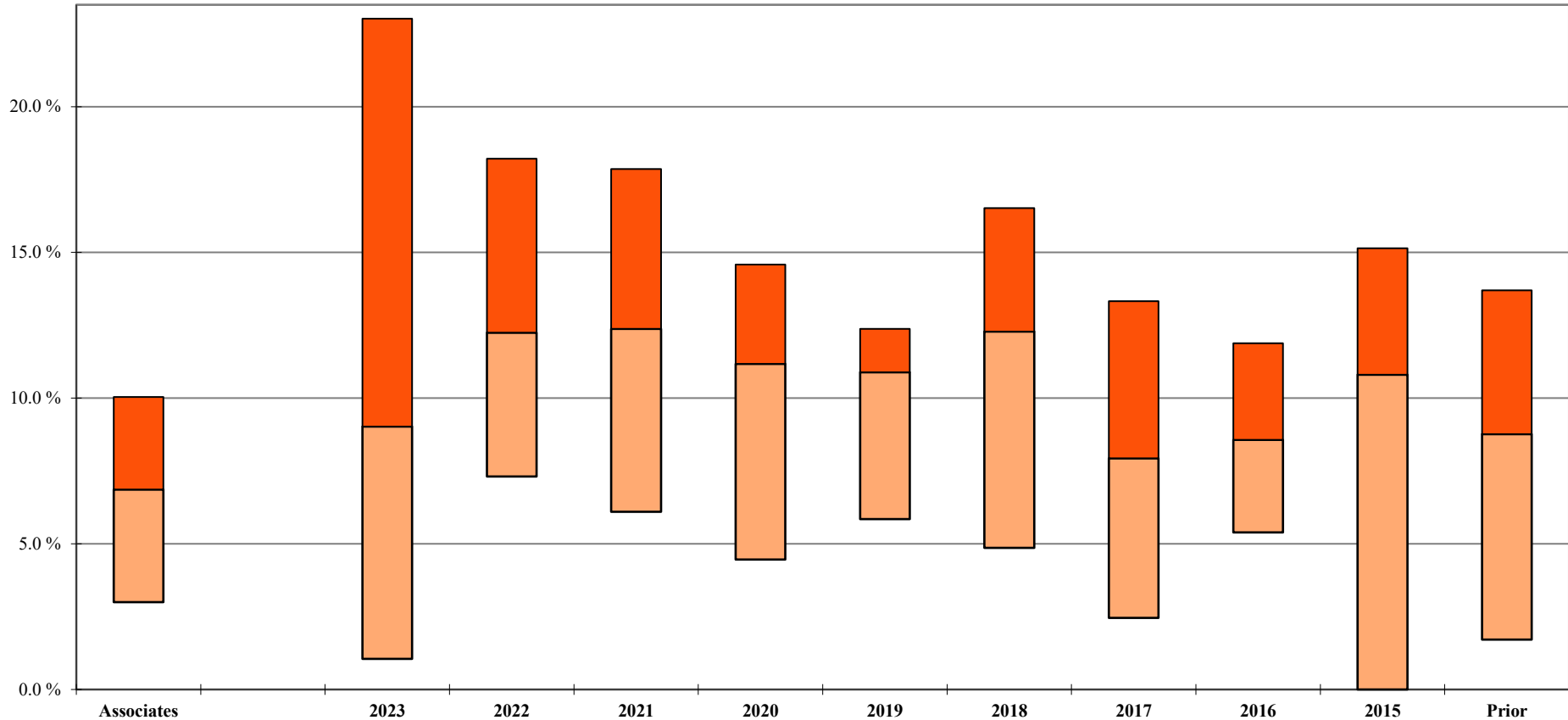
\*\* omitted due to insufficient data

## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

'Full Year'<sup>1</sup> Associates Billed Rate Change by Law Class Year

As of January 1, 2025



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

<sup>1</sup> '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.

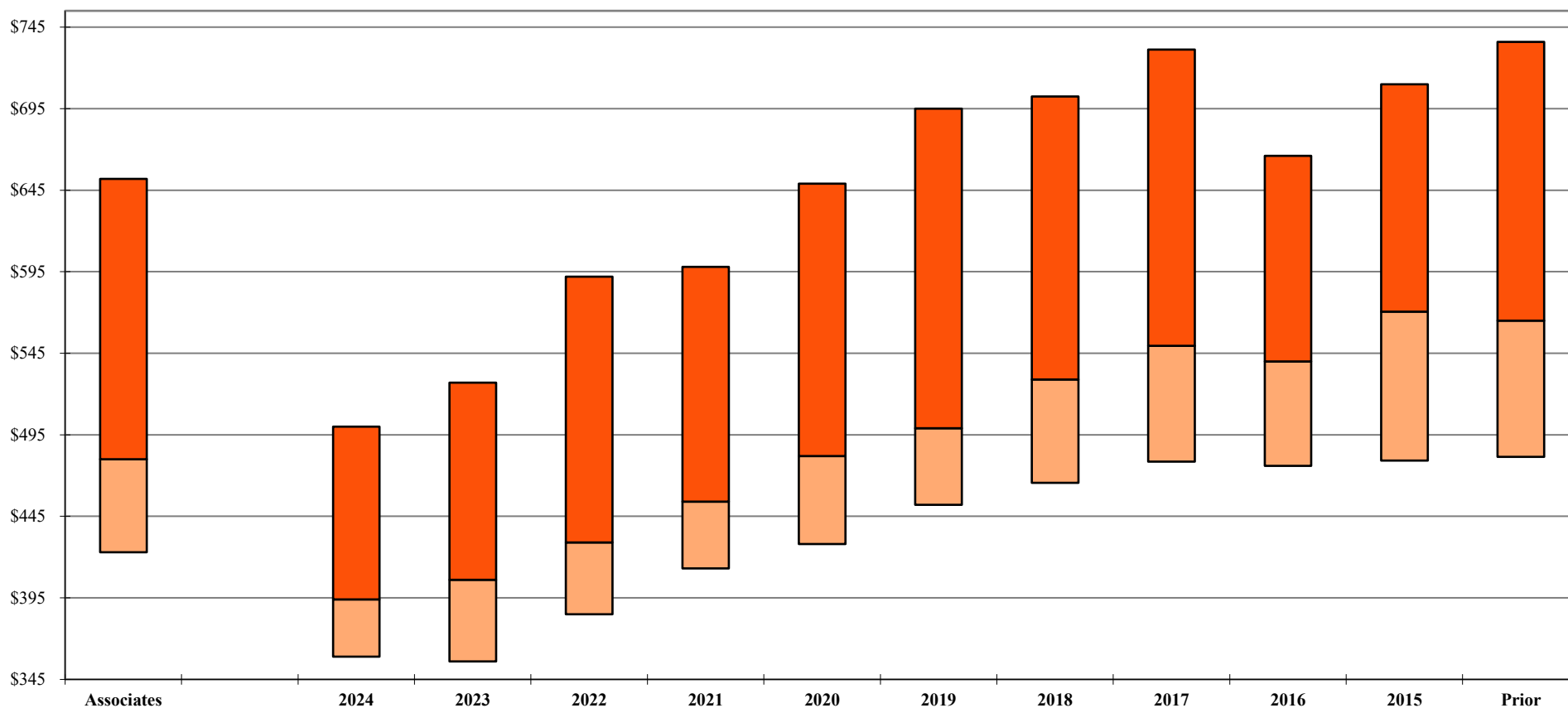
\*\* omitted due to insufficient data

## 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

1st Qtle

Median

3rd Qtle

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

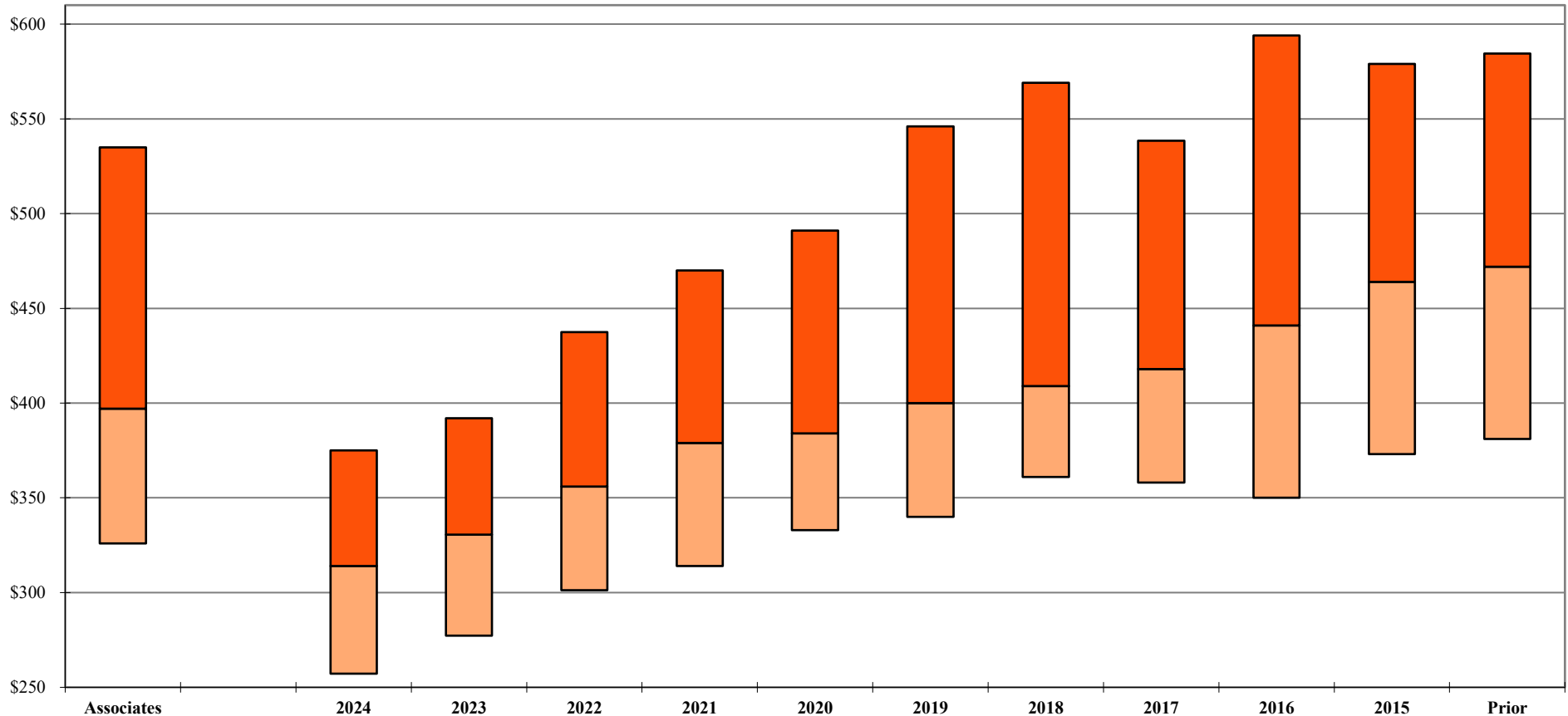
Additional detail can be found on Page 84.

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*

		Law Class Year										
		Associates	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Your Firm												
1st Qtle	\$535	\$375	\$392	\$438	\$470	\$491	\$546	\$569	\$539	\$594	\$579	\$585
Median	397	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.

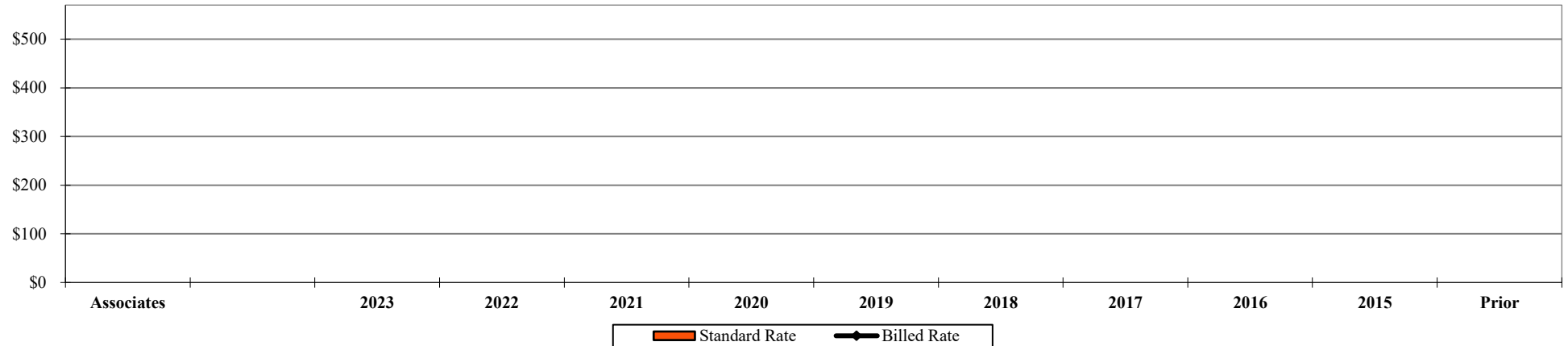
Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.

\*\* omitted due to insufficient data

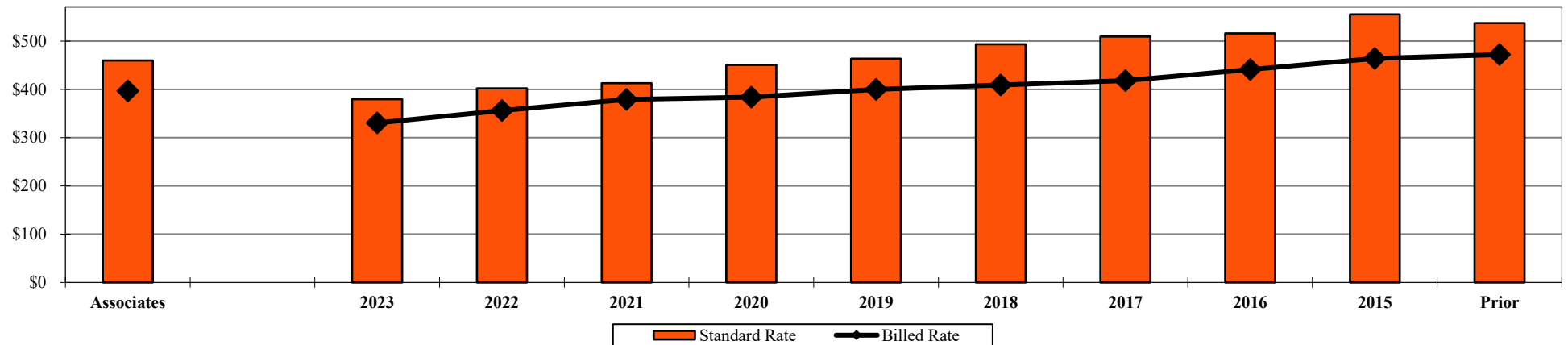


## 2025 BRASS Initial Release - Revenue Management Report

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**

**Standard Rate**  
**Billed Rate**

**Total Group (Median)**

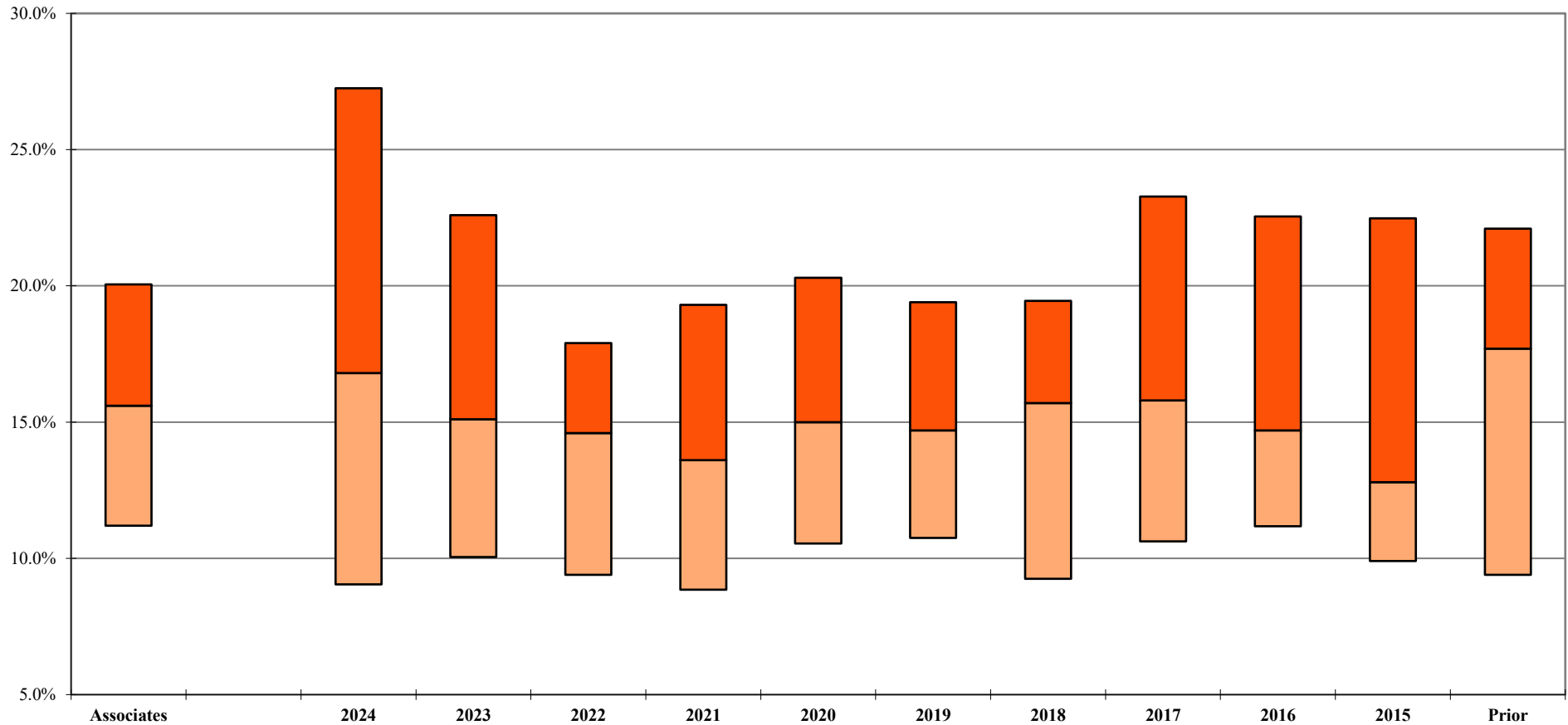
**Standard Rate**  
**Billed Rate**

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 Discounting<sup>1</sup> by Law Class Year**For the 12-month period ending December 31, 2024*

		Law Class Year											
Your Firm	Associates	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%

<sup>1</sup> 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.

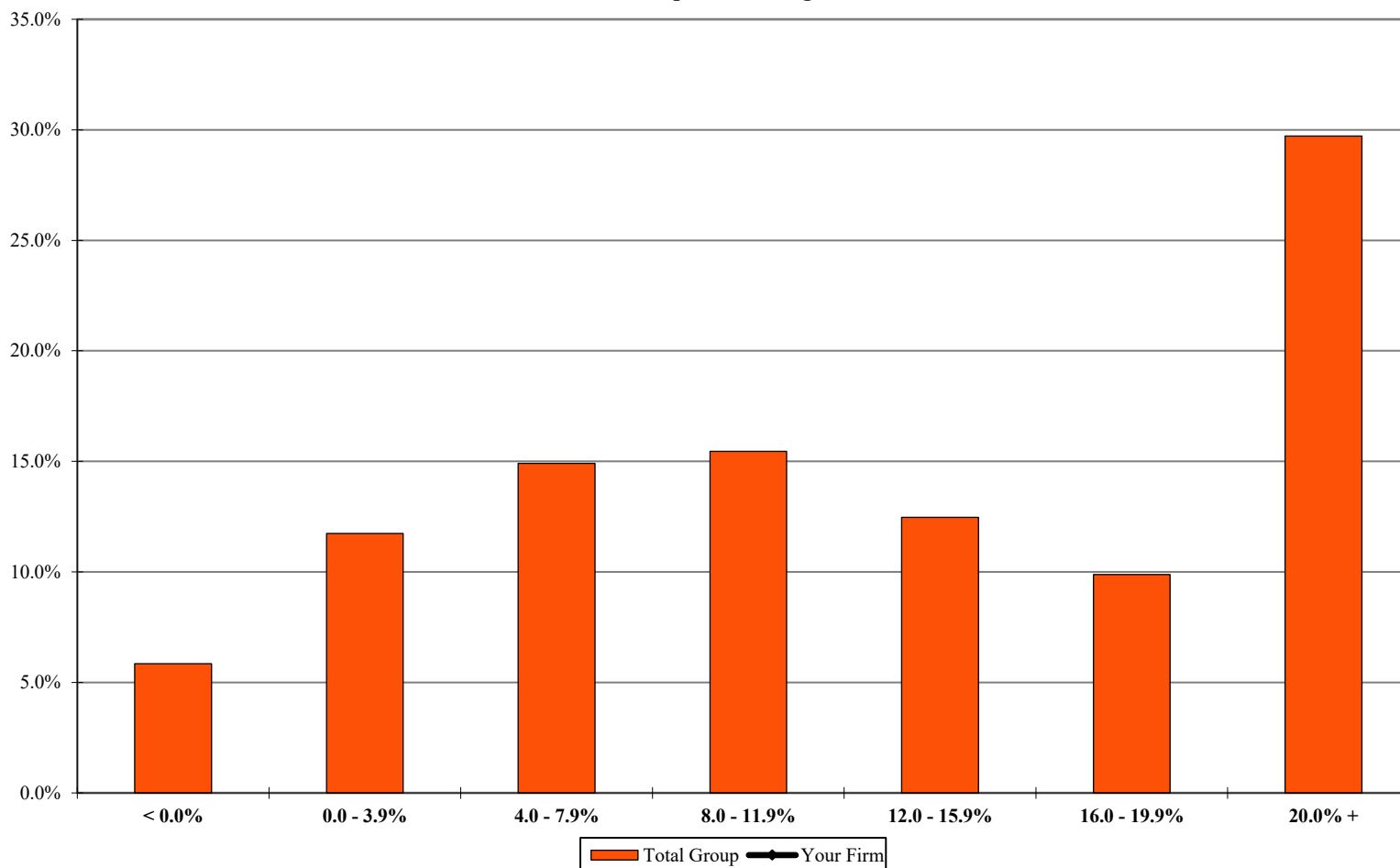
\*\* omitted due to insufficient data

## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

### Distribution of Associates by Discount Levels<sup>1</sup>

For the 12-month period ending December 31, 2024



Your Firm  
Total Group

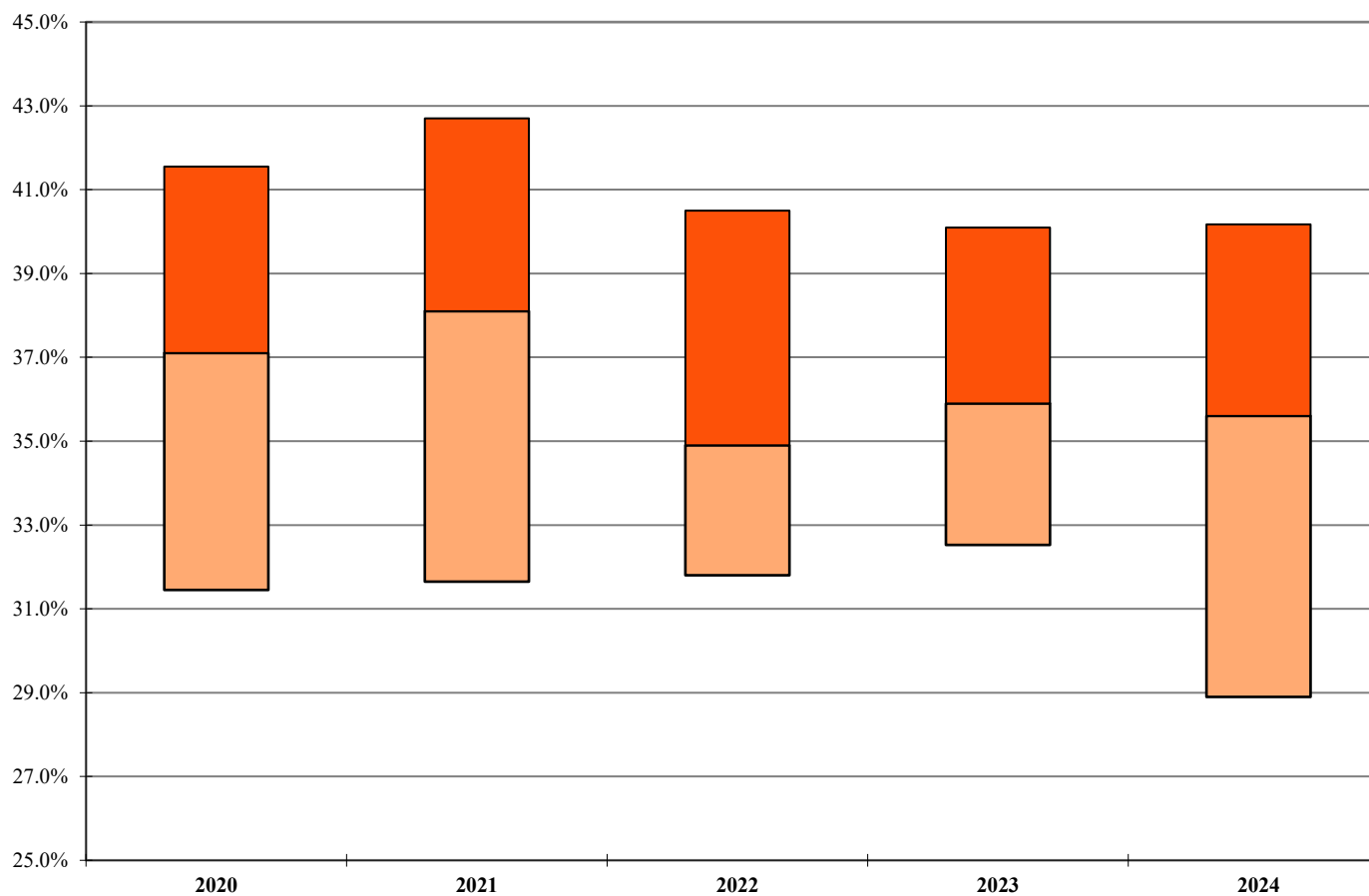
< 0.0%	0.0 - 3.9%	4.0 - 7.9%	8.0 - 11.9%	12.0 - 15.9%	16.0 - 19.9%	20.0% +
5.9%	11.7%	14.9%	15.4%	12.5%	9.9%	29.7%

<sup>1</sup> 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 Qtile****Median****3rd Qtile**

2020	2021	2022	2023	2024
41.6%	42.7%	40.5%	40.1%	40.2%
37.1%	38.1%	34.9%	35.9%	35.6%
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.

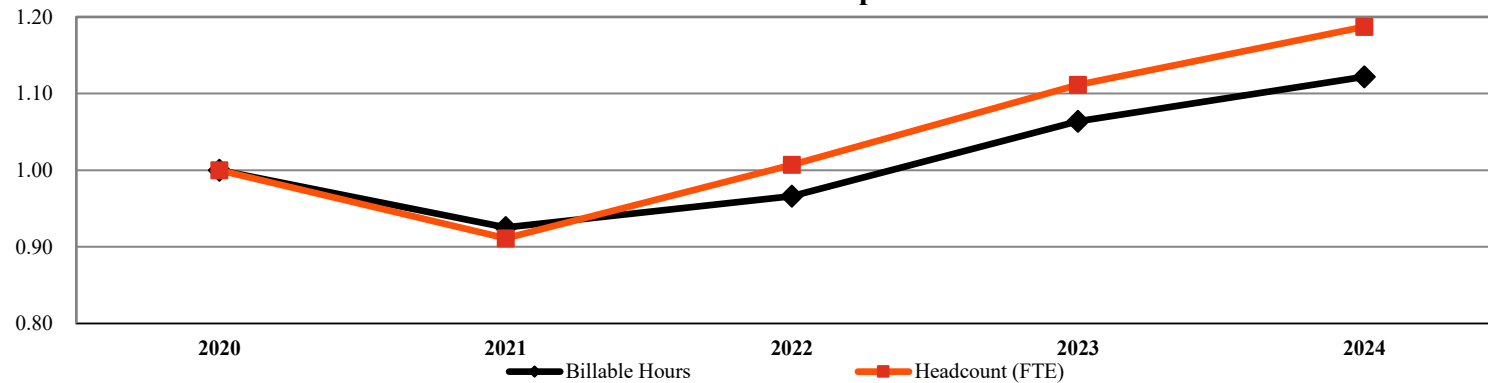
\*\* omitted due to insufficient data

## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

*Associate Capacity<sup>1</sup>**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 Group<sup>2</sup>****Total Group**

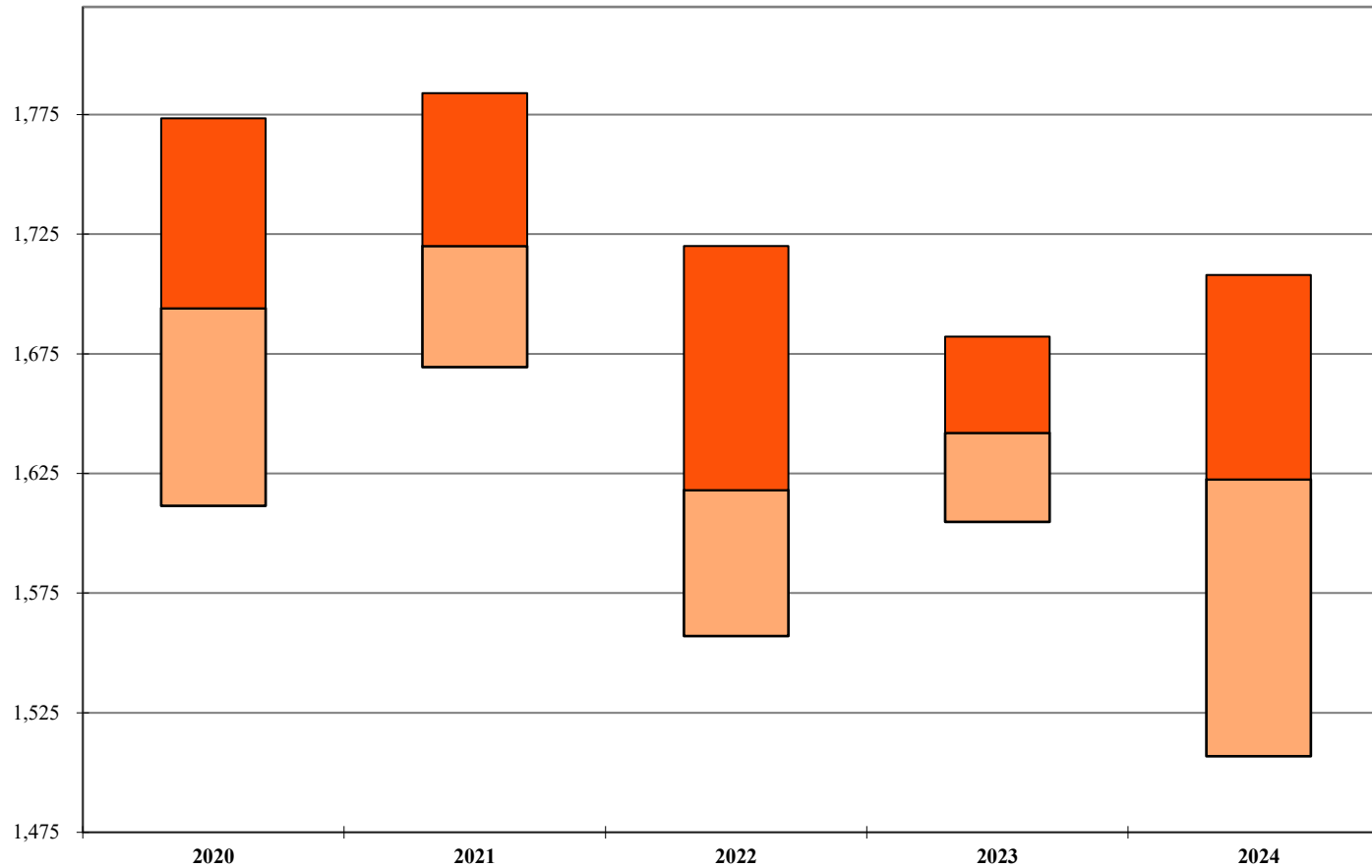
	2020	2021	2022	2023	2024	% Chg: '20-'24
Billable Hours	4,860,966	4,498,001	4,696,103	5,170,694	5,453,795	12.2%
Headcount (FTE)	2,839	2,587	2,859	3,156	3,371	18.7%

<sup>1</sup> Includes only those Firms that participated for the past 5 years; All values indexed to 2020.<sup>2</sup> 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 Qtle****Median****3rd Qtle**

	2020	2021	2022	2023	2024	Change: '20-'24
	1,774	1,784	1,720	1,682	1,708	(66)
	1,694	1,720	1,618	1,642	1,623	(72)
	1,612	1,670	1,557	1,605	1,507	(105)

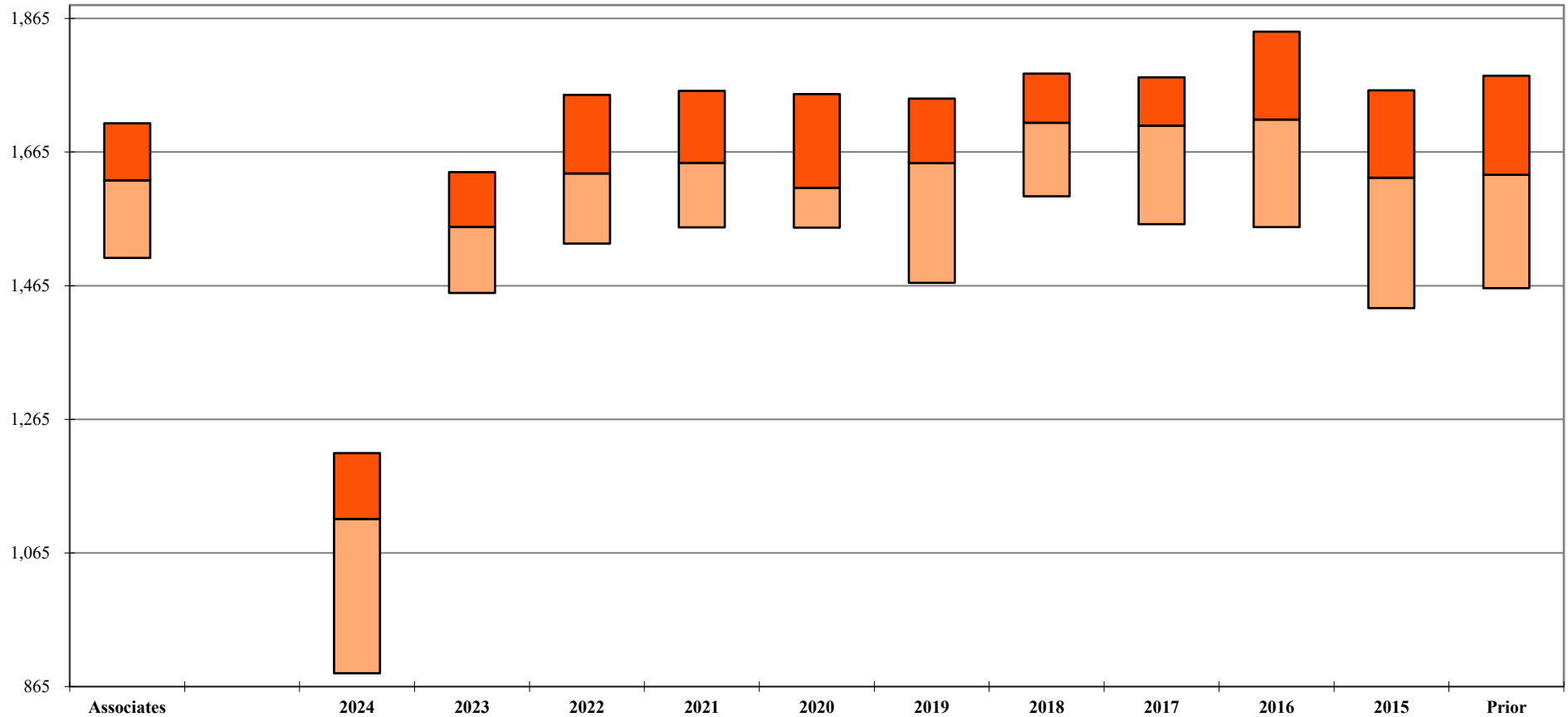
Additional detail can be found on Page 122.

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.

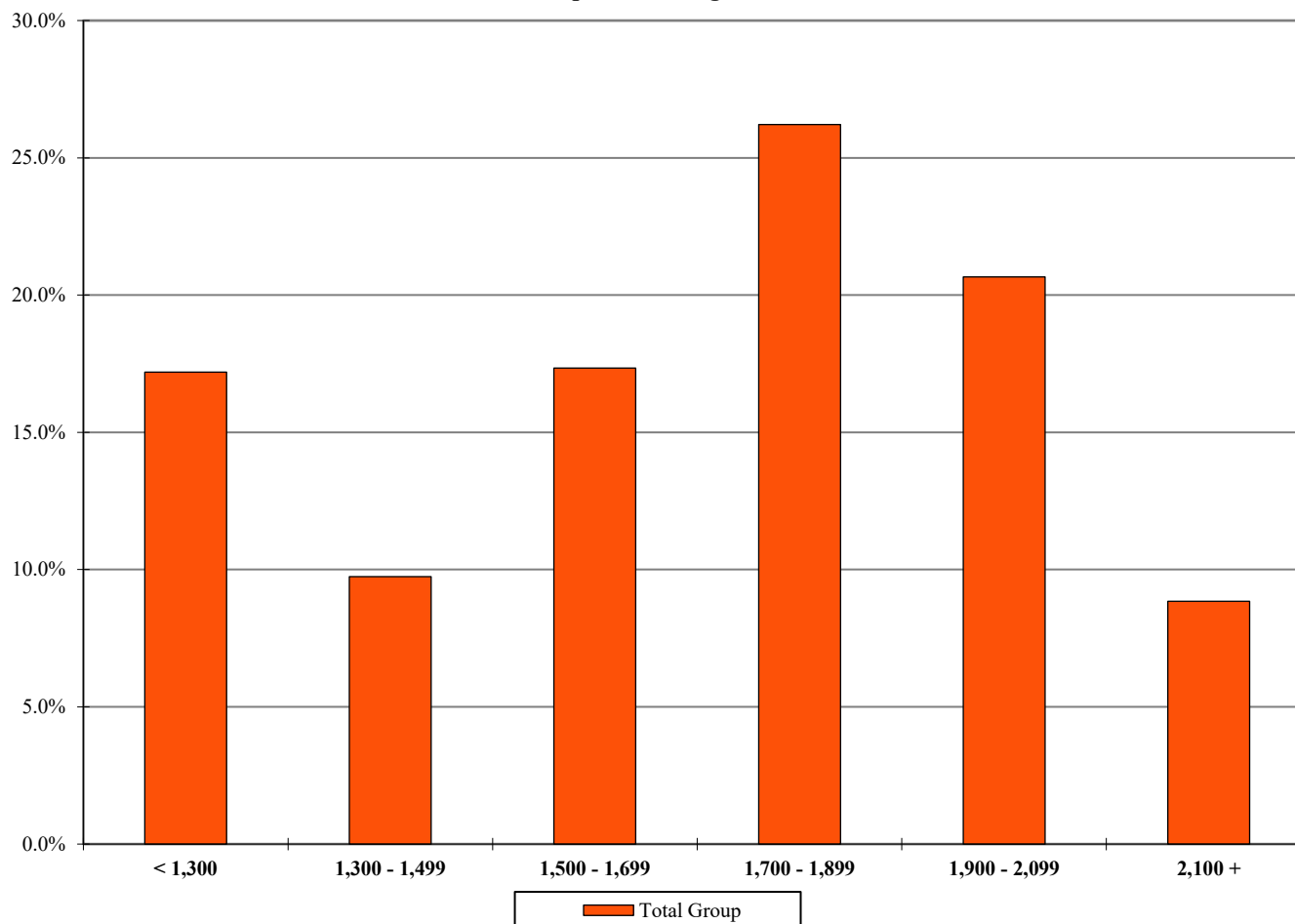
\*\* omitted due to insufficient data

## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

### Distribution of Associates by Utilization Levels<sup>1</sup>

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%

<sup>1</sup> 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

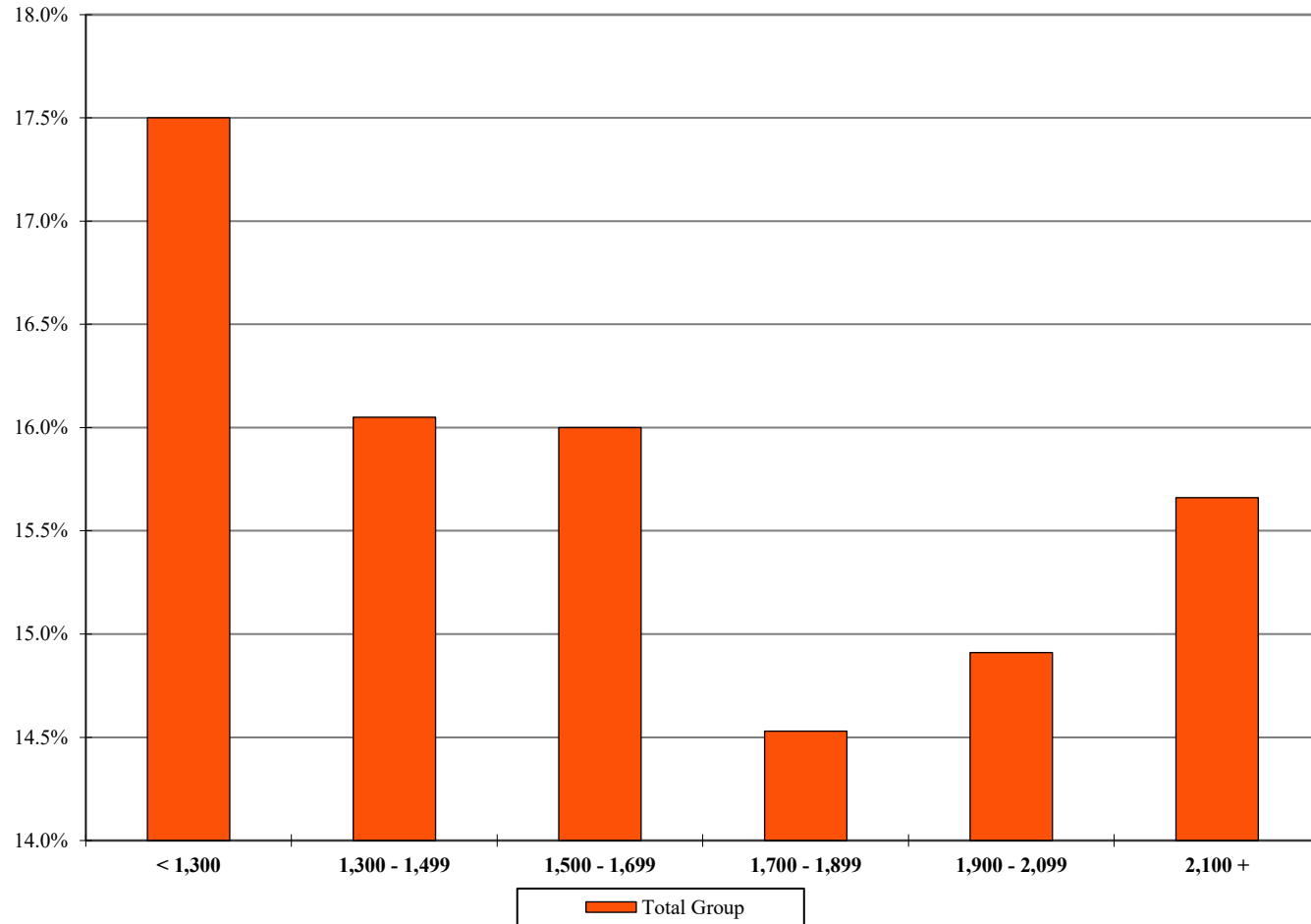


2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

### Associate Discounting<sup>1</sup> 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%

<sup>1</sup> 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

	Your Firm	2% Increase			5% Increase		
	Value	Target	Variance	\$ Impact per Equity Partner	Target	Variance	\$ Impact per Equity Partner
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

## Target billable hour requirements:

<b>Equity Partners</b>	/ 27 ‡	1,750	1,650	1,600
<b>Non-Equity Partners</b>	/ 27 ‡	1,800	1,750	1,650
<b>Associates</b>	/ 32	1,900	1,850	1,800
<b>Senior Attorneys/Counsel</b>	/ 23 ‡	1,875	1,800	1,725
<b>Staff Attorneys</b>	/ 17 ‡	1,800	1,750	1,600
<b>Of Counsel</b>	/ 10 ‡	1,788	1,700	1,525
<b>Paralegals</b>	/ 24 ‡	1,600	1,500	1,500
<b>Litigation Support</b>		**	**	**

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

Equity Partners	/ 22 ‡	44.3	38.8	23.5
Non-Equity Partners	/ 21 ‡	36.4	24.2	17.1
Associates	/ 26 ‡	48.5	28.2	18.5
Senior Attorneys/Counsel	/ 14 ‡	32.4	27.3	13.8
Staff Attorneys		**	**	**
Of Counsel		**	**	**
Paralegals	/ 17 ‡	36.4	23.0	10.0
Litigation Support		**	**	**

\*\* 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)

	Your Firm	Group	
		# of Members Responding	% Yes Responses
Does your firm track AFAs in your accounting system?	‡	30	86.7
Indicate the AFAs utilized by your firm:		33	
Flat fees for some or all stages of a matter			97.0
Flat fee for the entire matter			100.0
Blended Rates			97.0
Incentive or success fees			84.8
Collars and/or fee caps			84.8
Contingency fees			93.9
Annual retainer fee for a portfolio of services			75.8
Holdbacks			42.4
Value Pricing			42.4
Volume Discount			60.6
Other			0.0
The majority of AFAs are approved by:		34	
Billing Committee			29.4
CEO/Managing Partner			5.9
CFO/Finance Partner			14.7
COO			11.8
Practice Leaders			20.6
Relationship Partners			11.8
Other Partners			5.9
Over the past 5 years, how has the number of AFAs changed?		29	
Increased >50%			13.8
Increased 25% - 50%			10.3
Increased up to 25%			6.9
Decreased			37.9
No Change			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)

		Group	
	Your Firm	# of Members Responding	% Yes Responses
Over the <u>past</u> 5 years, the approximate percentage of revenue generated from AFAs has:		30	
Increased >10%			20.0
Increased 5% - 10%			20.0
Increased up to 5%			30.0
Decreased			10.0
No Change			20.0
Over the <u>next</u> 5 years, how do you anticipate the amount of revenue generated from AFAs changing?		30	
Increase >10%			20.0
Increase <10%			40.0
Decrease			26.7
No Change		0.0	
Indicate the alternative staffing arrangements utilized by your firm:	‡	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 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile
<b>Approximate percentage of revenue generated in 2024 from AFAs (000's)</b>		/ 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 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 Year	% Change - 2 year	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	Median % Change - 2 Year
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			
	Rate	Rank / Of	1 <sup>st</sup>		3 <sup>rd</sup>	% Change -	% Change -	% Change - 1 year		Median	
			Quartile	Median	Quartile	1 Year	2 year	1 <sup>st</sup>	Median	3 <sup>rd</sup>	% Change -
								Quartile	Quartile	2 Year	
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%
All Equity Partners																		
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 +
<b>&lt; 11 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>593</b>	<b>15.5%</b>	<b>38.4%</b>	<b>18.2%</b>	<b>8.8%</b>	<b>2.9%</b>	<b>3.7%</b>	<b>7.1%</b>	<b>0.8%</b>	<b>3.5%</b>	<b>0.3%</b>	<b>0.2%</b>	<b>0.5%</b>					
<b>11 - 15 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>893</b>	<b>6.8%</b>	<b>30.7%</b>	<b>24.3%</b>	<b>12.4%</b>	<b>6.7%</b>	<b>4.0%</b>	<b>5.9%</b>	<b>4.0%</b>	<b>2.5%</b>	<b>1.3%</b>	<b>1.0%</b>	<b>0.1%</b>		<b>0.1%</b>			
<b>16 - 20 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>672</b>	<b>3.4%</b>	<b>23.4%</b>	<b>24.3%</b>	<b>17.4%</b>	<b>8.2%</b>	<b>5.7%</b>	<b>8.2%</b>	<b>3.7%</b>	<b>3.4%</b>	<b>1.3%</b>	<b>1.0%</b>						
<b>21 - 25 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>523</b>	<b>2.3%</b>	<b>15.9%</b>	<b>27.9%</b>	<b>22.2%</b>	<b>9.6%</b>	<b>4.8%</b>	<b>5.7%</b>	<b>4.6%</b>	<b>3.1%</b>	<b>1.1%</b>	<b>1.7%</b>	<b>1.0%</b>		<b>0.2%</b>			
<b>26 - 30 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>377</b>	<b>3.4%</b>	<b>9.5%</b>	<b>26.3%</b>	<b>22.3%</b>	<b>14.1%</b>	<b>7.2%</b>	<b>5.0%</b>	<b>5.6%</b>	<b>3.2%</b>	<b>1.3%</b>	<b>1.1%</b>	<b>0.3%</b>	<b>0.3%</b>	<b>0.3%</b>	<b>0.3%</b>		
<b>31 - 35 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>274</b>	<b>2.2%</b>	<b>8.0%</b>	<b>18.6%</b>	<b>26.3%</b>	<b>18.2%</b>	<b>7.7%</b>	<b>4.0%</b>	<b>4.7%</b>	<b>4.4%</b>	<b>2.6%</b>	<b>2.2%</b>	<b>0.4%</b>	<b>0.4%</b>	<b>0.4%</b>			
<b>36 - 40 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>254</b>	<b>1.6%</b>	<b>6.7%</b>	<b>16.5%</b>	<b>25.2%</b>	<b>20.9%</b>	<b>7.9%</b>	<b>5.1%</b>	<b>3.9%</b>	<b>3.5%</b>	<b>2.0%</b>	<b>3.9%</b>	<b>1.6%</b>	<b>0.4%</b>		<b>0.4%</b>		<b>0.4%</b>
<b>41 - 45 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>191</b>	<b>1.6%</b>	<b>5.8%</b>	<b>15.7%</b>	<b>19.9%</b>	<b>21.5%</b>	<b>12.6%</b>	<b>4.7%</b>	<b>3.7%</b>	<b>6.3%</b>	<b>2.1%</b>	<b>1.6%</b>	<b>2.1%</b>	<b>1.0%</b>	<b>1.0%</b>			<b>0.5%</b>
<b>&gt; 45 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>171</b>	<b>1.2%</b>	<b>4.7%</b>	<b>17.0%</b>	<b>20.5%</b>	<b>13.5%</b>	<b>10.5%</b>	<b>10.5%</b>	<b>5.3%</b>	<b>4.7%</b>	<b>2.3%</b>	<b>1.8%</b>	<b>1.8%</b>	<b>4.1%</b>	<b>1.8%</b>		<b>0.6%</b>	
<b>All Non-Equity Partners</b>																		
Your Firm																		
<b>Total Group</b>	<b>3,951</b>	<b>5.5%</b>	<b>21.2%</b>	<b>22.4%</b>	<b>17.4%</b>	<b>10.2%</b>	<b>5.9%</b>	<b>6.3%</b>	<b>3.8%</b>	<b>3.4%</b>	<b>1.4%</b>	<b>1.3%</b>	<b>0.6%</b>	<b>0.3%</b>	<b>0.2%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.1%</b>

\* 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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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

## 2 0 2 5 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

## Associate &amp; Sr. Attorney Standard Billing Rates

As of January 1, 2025

	Your Firm		Group			Your Firm		Group			
	Rate	Rank / Of	1 <sup>st</sup>		3 <sup>rd</sup>	% Change - 1 Year	% Change - 2 Year	% Change - 1 Year			Median % Change - 2 Year
			Quartile	Median	Quartile			1 <sup>st</sup>	Median	3 <sup>rd</sup>	
Associates											
<u>Class of</u>											
2024		/ 41	\$500	\$394	\$359						
2023		/ 49	527	406	356			14.6	10.7	4.7	
2022		/ 49	592	429	385			14.7	12.1	6.2	
2021		/ 49	598	454	413			15.0	11.3	8.3	
2020		/ 49	649	482	428			13.7	12.3	6.7	
2019		/ 49	695	499	452			13.9	10.8	6.5	
2018		/ 47	703	529	466			13.1	9.7	4.6	
2017		/ 48	731	550	479			13.1	9.4	6.0	
2016		/ 41	666	540	476	‡	‡	12.3	7.8	2.7	
2015		/ 42	710	571	479	‡	‡	10.2	6.7	0.0	
Prior		/ 43	736	565	482	‡	‡	9.8	6.8	0.4	
All Associates		/ 49	652	480	423			7.9	5.2	3.0	
Sr. Attorneys											
<u>Class of</u>											
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	
2013		/ 32 ‡	797	584	534	‡	‡	8.5	5.9	1.3	
2012		/ 28 ‡	772	580	528	‡	‡	8.7	7.0	1.7	
2011		/ 24 ‡	930	622	539	‡	‡	8.6	6.2	1.0	
Prior		/ 37 ‡	924	668	614	‡	‡	10.0	6.8	4.2	
All Sr. Attorneys		/ 38	877	638	595	‡	‡	7.4	5.3	2.1	

## 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			
	Rate	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 Year	% Change - 2 Year	% Change - 1 Year			Median % Change - 2 Year
								1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	
Of Counsel											
By Years of Experience											
< 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											
By Years of Experience											
< 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											
By Years of Experience											
< 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 +
<b>2024</b>													
Your Firm													
<b>Total Group</b>	<b>502</b>	<b>14.5%</b>	<b>40.8%</b>	<b>19.5%</b>	<b>9.8%</b>	<b>9.6%</b>	<b>5.2%</b>	<b>0.6%</b>					
<b>2023</b>													
Your Firm													
<b>Total Group</b>	<b>595</b>	<b>11.8%</b>	<b>30.4%</b>	<b>24.2%</b>	<b>15.1%</b>	<b>5.7%</b>	<b>9.1%</b>	<b>3.5%</b>		<b>0.2%</b>			
<b>2022</b>													
Your Firm													
<b>Total Group</b>	<b>639</b>	<b>7.5%</b>	<b>22.8%</b>	<b>34.3%</b>	<b>15.6%</b>	<b>3.8%</b>	<b>8.1%</b>	<b>3.6%</b>	<b>4.2%</b>				
<b>2021</b>													
Your Firm													
<b>Total Group</b>	<b>720</b>	<b>3.5%</b>	<b>15.3%</b>	<b>37.4%</b>	<b>15.4%</b>	<b>7.5%</b>	<b>4.0%</b>	<b>9.3%</b>	<b>3.9%</b>	<b>0.7%</b>	<b>3.1%</b>		
<b>2020</b>													
Your Firm													
<b>Total Group</b>	<b>613</b>	<b>2.6%</b>	<b>15.7%</b>	<b>32.3%</b>	<b>17.8%</b>	<b>7.7%</b>	<b>3.1%</b>	<b>4.7%</b>	<b>7.2%</b>	<b>1.5%</b>	<b>1.5%</b>	<b>2.1%</b>	<b>3.9%</b>
<b>2019</b>													
Your Firm													
<b>Total Group</b>	<b>547</b>	<b>1.3%</b>	<b>8.4%</b>	<b>35.1%</b>	<b>24.1%</b>	<b>9.3%</b>	<b>6.2%</b>	<b>2.4%</b>	<b>6.8%</b>		<b>0.9%</b>		<b>5.5%</b>
<b>2018</b>													
Your Firm													
<b>Total Group</b>	<b>480</b>	<b>1.3%</b>	<b>9.2%</b>	<b>28.1%</b>	<b>26.5%</b>	<b>11.9%</b>	<b>5.6%</b>	<b>3.5%</b>	<b>6.5%</b>	<b>0.2%</b>			<b>7.3%</b>
<b>2017</b>													
Your Firm													
<b>Total Group</b>	<b>431</b>	<b>0.5%</b>	<b>4.9%</b>	<b>22.0%</b>	<b>31.6%</b>	<b>14.4%</b>	<b>8.1%</b>	<b>6.5%</b>	<b>6.0%</b>	<b>1.9%</b>			<b>4.2%</b>
<b>2016</b>													
Your Firm													
<b>Total Group</b>	<b>252</b>	<b>0.8%</b>	<b>4.4%</b>	<b>20.2%</b>	<b>29.4%</b>	<b>15.9%</b>	<b>9.1%</b>	<b>7.5%</b>	<b>5.6%</b>	<b>2.0%</b>	<b>0.4%</b>		<b>4.8%</b>
<b>2015</b>													
Your Firm													
<b>Total Group</b>	<b>196</b>	<b>1.0%</b>	<b>8.2%</b>	<b>23.0%</b>	<b>29.6%</b>	<b>11.7%</b>	<b>9.7%</b>	<b>6.1%</b>	<b>6.1%</b>	<b>0.5%</b>			<b>4.1%</b>
<b>Prior</b>													
Your Firm													
<b>Total Group</b>	<b>309</b>	<b>1.6%</b>	<b>10.7%</b>	<b>24.6%</b>	<b>21.7%</b>	<b>17.8%</b>	<b>8.4%</b>	<b>10.0%</b>	<b>3.2%</b>	<b>0.6%</b>			<b>1.3%</b>
<b>All Associates</b>													
Your Firm													
<b>Total Group</b>	<b>5,293</b>	<b>4.9%</b>	<b>17.2%</b>	<b>28.8%</b>	<b>19.9%</b>	<b>9.4%</b>	<b>6.5%</b>	<b>5.0%</b>	<b>4.3%</b>	<b>0.6%</b>	<b>0.7%</b>	<b>0.2%</b>	<b>2.5%</b>
<b>Sr. Attorneys</b>	<b>Count*</b>	<b>&lt; \$325</b>	<b>\$325 - \$399</b>	<b>\$400 - \$499</b>	<b>\$500 - \$599</b>	<b>\$600 - \$699</b>	<b>\$700 - \$799</b>	<b>\$800 - \$899</b>	<b>\$900 - \$999</b>	<b>\$1,000 - \$1,049</b>	<b>\$1,050 - \$1,074</b>	<b>\$1,075 - \$1,099</b>	<b>\$1,100 +</b>
Your Firm													
<b>Total Group</b>	<b>1,362</b>		<b>0.1%</b>	<b>3.4%</b>	<b>5.9%</b>	<b>16.0%</b>	<b>16.3%</b>	<b>13.7%</b>	<b>8.1%</b>	<b>8.3%</b>	<b>5.7%</b>	<b>8.9%</b>	<b>13.4%</b>

\* 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'<sup>1</sup> Partner Standard Billing Rates & Annual Percent Change

As of January 1, 2025

	Your Firm		Group			Your Firm		Group		
	Rate	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 Year	Rank / Of	% Change - 1 Year		
								1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile
<b>Equity Partners</b>										
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
<b><u>By Years of Experience</u></b>										
< 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
<b>Non-Equity Partners</b>										
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
<b><u>By Years of Experience</u></b>										
< 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

<sup>1</sup> 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'<sup>1</sup> Partner Standard Billing Rates & Annual Percent Change

As of January 1, 2025

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

<sup>1</sup> 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'<sup>1</sup> Associate & Sr. Attorney Standard Billing Rates & Annual Percent Change

As of January 1, 2025

Your Firm		Group			Your Firm		Group		
		% Change - 1 Year							
Rate	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 Year	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile
<b>Associates</b>									
<u>Class of</u>									
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
<b>All Associates</b>	/ 49	651	493	429		/ 49	15.2	12.5	9.2
<b>Sr. Attorneys</b>									
<u>Class of</u>									
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
<b>All Sr. Attorneys</b>	/ 38	876	646	599		/ 38	9.4	8.0	6.8

<sup>1</sup> 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 Experience<sup>1</sup>*

**Standard Billing Rate As of January 1, 2025**

	<i>Your Firm</i>		<i>Group % Change</i>		
	<i>% Change</i>	<i>Rank / Of</i>	<i>1<sup>st</sup> Quartile</i>	<i>Median</i>	<i>3<sup>rd</sup> Quartile</i>
<b><u>Years of Experience</u></b>					
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

<sup>1</sup> 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'<sup>1</sup> Other Timekeeper Standard Billing Rates & Annual Percent Change

As of January 1, 2025

	Your Firm		Group			Your Firm		Group		
								% Change - 1 Year		
	Rate	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 Year	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile
<b>Of Counsel</b>										
<u>By Years of Experience</u>										
< 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
<b>All Of Counsel</b>		/ 35 ‡	1,028	787	645		/ 35 ‡	8.1	6.6	5.0
<b>Staff Attorneys</b>										
<u>By Years of Experience</u>										
< 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
<b>All Staff Attorneys</b>		/ 31 ‡	528	444	402		/ 31 ‡	8.9	7.6	5.3
<b>eDiscovery Attorneys</b>										
<u>By Years of Experience</u>										
< 6 Years			**	**	**			**	**	**
6 - 10 Years			**	**	**			**	**	**
11 - 15 Years			**	**	**			**	**	**
> 15 Years			**	**	**			**	**	**
<b>All eDiscovery Attorneys</b>			**	**	**			**	**	**
<b>All Attorneys</b>		/ 49	\$803	\$665	\$605		/ 49	10.5	8.6	7.7
<b>Contract Associates</b>			**	**	**			**	**	**
<b>Other Timekeepers</b>										
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
<b>Paralegals</b>										
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

<sup>1</sup> 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 Worked<sup>1</sup> Rates

For the 12-month period ending December 31, 2024

	Your Firm		Group			Your Firm		Group		
	Rate	Rank / Of	1 <sup>st</sup>		3 <sup>rd</sup>	% Change -		% Change - 1 Year		Median
			Quartile	Median	Quartile	1 year	2 year	1 <sup>st</sup>	Median	3 <sup>rd</sup>
								Quartile	Quartile	2 Year
Equity Partners										
High		/ 47	\$1,475	\$1,135	\$1,008			12.9	6.6	14.5
Middle		/ 47	855	704	615			7.6	6.2	11.9
Low		/ 47	538	461	332			9.7	3.3	10.2
Average		/ 47	890	715	623			7.4	6.2	12.2
By Years of Experience										
< 11 Years		/ 19 ‡	\$742	\$622	\$449	‡	‡	11.3	7.8	15.4
11 - 15 Years		/ 45	785	659	548	‡		9.4	5.9	12.6
16 - 20 Years		/ 47	898	656	585			8.6	6.1	12.2
21 - 25 Years		/ 47	973	698	622			10.3	6.6	13.5
26 - 30 Years		/ 47	935	743	642			8.2	6.4	12.6
31 - 35 Years		/ 47	999	745	647			9.2	5.3	13.5
36 - 40 Years		/ 47	1,032	768	625			9.7	5.3	9.5
41 - 45 Years		/ 46	1,055	752	680	‡		11.4	5.6	12.2
> 45 Years		/ 28 ‡	1,040	784	723	‡	‡	9.4	4.8	10.6
Non-Equity Partners										
High		/ 44	\$1,371	\$1,164	\$899	‡	‡	17.2	6.3	15.3
Middle		/ 44	732	591	540	‡	‡	9.9	7.7	15.5
Low		/ 44	447	350	293	‡	‡	6.1	2.8	4.9
Average		/ 44	740	611	555	‡	‡	9.9	7.1	15.2
By Years of Experience										
< 11 Years		/ 41	\$638	\$525	\$467	‡	‡	9.9	4.8	13.4
11 - 15 Years		/ 44	682	556	501	‡	‡	10.0	7.0	14.6
16 - 20 Years		/ 43	704	592	541	‡	‡	10.6	7.0	12.7
21 - 25 Years		/ 43	773	624	554	‡	‡	12.1	8.0	13.9
26 - 30 Years		/ 42	761	661	566	‡	‡	10.3	5.4	15.2
31 - 35 Years		/ 42	790	652	601	‡	‡	11.9	8.2	17.4
36 - 40 Years		/ 39	925	680	620	‡	‡	10.5	4.7	11.5
41 - 45 Years		/ 33 ‡	847	681	621	‡	‡	9.6	4.4	13.2
> 45 Years		/ 31 ‡	779	689	621	‡	‡	9.3	4.0	10.9

<sup>1</sup> 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

## 2 0 2 5 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

**Partner Average Worked<sup>1</sup> Rates**

For the 12-month period ending December 31, 2024

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

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

<sup>1</sup> 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 Worked<sup>1</sup> 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 +
<b>&lt; 11 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>332</b>	<b>19.3%</b>	<b>20.5%</b>	<b>25.9%</b>	<b>13.6%</b>	<b>5.7%</b>	<b>3.3%</b>	<b>2.1%</b>	<b>2.7%</b>	<b>5.1%</b>	<b>0.9%</b>	<b>0.9%</b>						
<b>11 - 15 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>754</b>	<b>9.2%</b>	<b>15.4%</b>	<b>26.9%</b>	<b>19.0%</b>	<b>9.5%</b>	<b>4.2%</b>	<b>3.1%</b>	<b>3.1%</b>	<b>4.1%</b>	<b>2.8%</b>	<b>1.7%</b>	<b>0.8%</b>	<b>0.1%</b>		<b>0.1%</b>		
<b>16 - 20 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>546</b>	<b>7.7%</b>	<b>13.4%</b>	<b>19.6%</b>	<b>20.0%</b>	<b>11.7%</b>	<b>6.8%</b>	<b>5.5%</b>	<b>3.5%</b>	<b>6.0%</b>	<b>2.9%</b>	<b>2.0%</b>	<b>0.5%</b>		<b>0.2%</b>			<b>0.2%</b>
<b>21 - 25 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>421</b>	<b>6.4%</b>	<b>9.0%</b>	<b>17.3%</b>	<b>22.6%</b>	<b>16.6%</b>	<b>8.3%</b>	<b>3.1%</b>	<b>4.0%</b>	<b>5.0%</b>	<b>3.8%</b>	<b>2.1%</b>	<b>1.0%</b>	<b>0.5%</b>	<b>0.2%</b>			
<b>26 - 30 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>309</b>	<b>4.9%</b>	<b>7.1%</b>	<b>15.9%</b>	<b>21.7%</b>	<b>18.4%</b>	<b>10.4%</b>	<b>6.5%</b>	<b>4.5%</b>	<b>2.9%</b>	<b>3.2%</b>	<b>1.3%</b>	<b>1.0%</b>	<b>1.3%</b>	<b>0.3%</b>			<b>0.6%</b>
<b>31 - 35 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>231</b>	<b>3.5%</b>	<b>6.9%</b>	<b>13.9%</b>	<b>20.3%</b>	<b>17.3%</b>	<b>15.6%</b>	<b>8.2%</b>	<b>2.2%</b>	<b>2.6%</b>	<b>4.3%</b>	<b>2.2%</b>	<b>1.7%</b>		<b>0.9%</b>	<b>0.4%</b>		
<b>36 - 40 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>309</b>	<b>4.9%</b>	<b>7.1%</b>	<b>15.9%</b>	<b>21.7%</b>	<b>18.4%</b>	<b>10.4%</b>	<b>6.5%</b>	<b>4.5%</b>	<b>2.9%</b>	<b>3.2%</b>	<b>1.3%</b>	<b>1.0%</b>	<b>1.3%</b>	<b>0.3%</b>			<b>0.6%</b>
<b>41 - 45 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>231</b>	<b>3.5%</b>	<b>6.9%</b>	<b>13.9%</b>	<b>20.3%</b>	<b>17.3%</b>	<b>15.6%</b>	<b>8.2%</b>	<b>2.2%</b>	<b>2.6%</b>	<b>4.3%</b>	<b>2.2%</b>	<b>1.7%</b>		<b>0.9%</b>	<b>0.4%</b>		
<b>&gt; 45 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>213</b>	<b>4.2%</b>	<b>7.5%</b>	<b>14.6%</b>	<b>14.6%</b>	<b>17.4%</b>	<b>15.0%</b>	<b>8.0%</b>	<b>4.7%</b>	<b>2.3%</b>	<b>3.3%</b>	<b>1.4%</b>	<b>1.9%</b>	<b>1.9%</b>	<b>1.4%</b>		<b>0.9%</b>	<b>0.9%</b>
<b>All Non-Equity Partners</b>																		
Your Firm																		
<b>Total Group</b>	<b>154 ‡</b>	<b>4.5%</b>	<b>7.8%</b>	<b>8.4%</b>	<b>18.8%</b>	<b>18.2%</b>	<b>14.9%</b>	<b>5.8%</b>	<b>5.2%</b>	<b>5.2%</b>	<b>1.9%</b>	<b>2.6%</b>	<b>1.9%</b>		<b>1.3%</b>		<b>1.3%</b>	<b>1.9%</b>

<sup>1</sup> 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 Worked<sup>1</sup> 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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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%

<sup>1</sup> 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 Worked<sup>1</sup> Rates

For the 12-month period ending December 31, 2024

Your Firm		Group			Your Firm		Group			
Rate	Rank / Of	1 <sup>st</sup>		3 <sup>rd</sup>	% Change -	% Change -	% Change - 1 year		Median	
		Quartile	Median	Quartile	1 Year	2 Year	1 <sup>st</sup>	3 <sup>rd</sup>	% Change -	
							Quartile	Median	Quartile	2 Year
Associates										
Class of										
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
All Associates	/ 49	570	431	368			8.0	5.7	3.5	12.4
Sr. Attorneys										
Class of										
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
All Sr. Attorneys	/ 38	705	554	490	‡	‡	9.8	5.8	1.6	13.8

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

<sup>1</sup> 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 Worked<sup>1</sup> Rates

For the 12-month period ending December 31, 2024

Your Firm		Group			Your Firm		Group			
Rate	Rank / Of	1 <sup>st</sup>		3 <sup>rd</sup>	% Change -	% Change -	% Change - 1 year		Median	
		Quartile	Median	Quartile	1 Year	2 Year	1 <sup>st</sup>	3 <sup>rd</sup>	% Change -	
							Quartile	Median	Quartile	2 Year
Of Counsel										
By Years of Experience										
< 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
All Of Counsel	/ 30 ‡	805	653	520		‡	11.1	3.9	0.0	13.1
Staff Attorneys										
By Years of Experience										
< 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
All Staff Attorneys	/ 31 ‡	478	369	330		‡	10.7	6.4	1.9	15.3
eDiscovery Attorneys										
By Years of Experience										
< 6 Years		**	**	**			**	**	**	**
6 - 10 Years		**	**	**			**	**	**	**
11 - 15 Years		**	**	**			**	**	**	**
> 15 Years		**	**	**			**	**	**	**
All eDiscovery Attorneys		**	**	**			**	**	**	**
All Attorneys	/ 49	\$714	\$575	\$509			8.3	6.0	3.5	12.2
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

<sup>1</sup> 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 Billed<sup>1</sup> Rates

For the 12-month period ending December 31, 2024

	Your Firm		Group			Your Firm		Group		
								% Change - 1 Year		
	Rate	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 year	% Change - 2 Year	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile
<b>Equity Partners</b>										
High		/ 47	\$1,678	\$1,169	\$1,002			16.9	5.9	0.0
Middle		/ 47	812	665	586			7.4	6.2	3.9
Low		/ 47	511	374	273			14.6	3.4	(0.2)
Average		/ 47	836	676	612			8.1	6.0	3.6
<b>By Years of Experience</b>										
< 11 Years		/ 19 ‡	\$733	\$649	\$423	‡	‡	12.2	6.0	0.0
11 - 15 Years		/ 45	772	628	568	‡		8.9	6.1	0.4
16 - 20 Years		/ 47	809	626	571			9.6	6.3	1.6
21 - 25 Years		/ 47	876	670	601			9.3	5.8	2.0
26 - 30 Years		/ 47	842	684	618			9.2	5.6	2.8
31 - 35 Years		/ 47	970	731	619			11.2	6.9	1.6
36 - 40 Years		/ 47	959	707	588			10.4	4.8	(0.1)
41 - 45 Years		/ 45	949	742	658	‡	‡	11.6	5.2	0.0
> 45 Years		/ 28 ‡	959	758	676	‡	‡	13.5	4.0	0.0
<b>Non-Equity Partners</b>										
High		/ 44	\$1,544	\$1,204	\$891	‡	‡	23.8	6.2	0.0
Middle		/ 44	643	558	511	‡	‡	9.5	6.7	4.5
Low		/ 44	384	284	224	‡	‡	20.0	1.6	(1.5)
Average		/ 44	673	580	524	‡	‡	10.6	7.2	4.0
<b>By Years of Experience</b>										
< 11 Years		/ 41	\$600	\$504	\$441	‡	‡	9.8	5.7	(0.4)
11 - 15 Years		/ 44	609	540	467	‡	‡	10.9	7.0	3.9
16 - 20 Years		/ 43	668	556	521	‡	‡	12.6	8.6	(0.0)
21 - 25 Years		/ 43	692	598	522	‡	‡	11.1	8.2	2.7
26 - 30 Years		/ 42	721	629	564	‡	‡	12.1	8.4	0.5
31 - 35 Years		/ 42	783	630	553	‡	‡	15.6	6.2	1.3
36 - 40 Years		/ 39	859	669	569	‡	‡	11.0	3.6	(1.1)
41 - 45 Years		/ 33 ‡	769	639	583	‡	‡	12.0	5.0	(0.9)
> 45 Years		/ 31 ‡	750	637	563	‡	‡	12.3	0.8	(6.3)

<sup>1</sup> 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 Billed<sup>1</sup> Rates**

For the 12-month period ending December 31, 2024

	Your Firm		Group			Your Firm		Group			
								% Change - 1 Year			
	Rate	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 year	% Change - 2 Year	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	Median % Change - 2 Year
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											
			**	**	**			**	**	**	**

<sup>1</sup> 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 Billed<sup>1</sup> 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																		
<b>Total Group</b>	70 ‡	31.4%	17.1%	25.7%	14.3%	5.7%	1.4%	4.3%										
11 - 15 Years																		
Your Firm																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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																		
<b>Total Group</b>	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%

<sup>1</sup> 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 Billed<sup>1</sup> 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 +
<b>&lt; 11 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>331</b>	<b>58.9%</b>	<b>22.1%</b>	<b>6.0%</b>	<b>3.9%</b>	<b>4.8%</b>	<b>2.7%</b>	<b>1.2%</b>	<b>0.3%</b>									
<b>11 - 15 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>754</b>	<b>42.4%</b>	<b>30.4%</b>	<b>10.3%</b>	<b>5.8%</b>	<b>3.4%</b>	<b>4.6%</b>	<b>1.9%</b>	<b>0.7%</b>	<b>0.3%</b>	<b>0.1%</b>							
<b>16 - 20 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>545</b>	<b>32.3%</b>	<b>29.7%</b>	<b>13.8%</b>	<b>8.4%</b>	<b>5.7%</b>	<b>6.8%</b>	<b>2.0%</b>	<b>0.7%</b>	<b>0.2%</b>	<b>0.2%</b>							<b>0.2%</b>
<b>21 - 25 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>420</b>	<b>26.0%</b>	<b>31.4%</b>	<b>18.1%</b>	<b>8.1%</b>	<b>6.4%</b>	<b>6.0%</b>	<b>2.9%</b>	<b>0.7%</b>	<b>0.2%</b>	<b>0.2%</b>							
<b>26 - 30 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>307</b>	<b>23.8%</b>	<b>28.3%</b>	<b>20.8%</b>	<b>11.7%</b>	<b>6.8%</b>	<b>3.9%</b>	<b>2.0%</b>	<b>1.3%</b>	<b>0.3%</b>	<b>0.3%</b>		<b>0.3%</b>	<b>0.3%</b>				
<b>31 - 35 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>231</b>	<b>24.2%</b>	<b>23.8%</b>	<b>20.3%</b>	<b>15.2%</b>	<b>4.8%</b>	<b>5.2%</b>	<b>3.9%</b>	<b>1.3%</b>	<b>1.3%</b>								
<b>36 - 40 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>212</b>	<b>21.7%</b>	<b>21.7%</b>	<b>20.8%</b>	<b>15.1%</b>	<b>7.5%</b>	<b>3.8%</b>	<b>3.8%</b>	<b>1.9%</b>	<b>1.9%</b>	<b>0.5%</b>	<b>0.5%</b>			<b>0.9%</b>			
<b>41 - 45 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>154</b>	<b>20.8%</b>	<b>24.0%</b>	<b>22.1%</b>	<b>13.0%</b>	<b>5.8%</b>	<b>4.5%</b>	<b>3.9%</b>	<b>1.9%</b>	<b>0.6%</b>		<b>0.6%</b>	<b>1.9%</b>			<b>0.6%</b>		
<b>&gt; 45 Years</b>																		
Your Firm																		
<b>Total Group</b>	<b>114</b>	<b>16.7%</b>	<b>17.5%</b>	<b>24.6%</b>	<b>9.6%</b>	<b>7.9%</b>	<b>7.9%</b>	<b>1.8%</b>	<b>6.1%</b>	<b>1.8%</b>	<b>1.8%</b>	<b>1.8%</b>		<b>1.8%</b>				<b>0.9%</b>
<b>All Non-Equity Partners</b>																		
Your Firm																		
<b>Total Group</b>	<b>3,071</b>	<b>33.5%</b>	<b>27.4%</b>	<b>15.2%</b>	<b>8.8%</b>	<b>5.4%</b>	<b>5.0%</b>	<b>2.3%</b>	<b>1.1%</b>	<b>0.5%</b>	<b>0.2%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.1%</b>

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

<sup>1</sup> 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 Billed<sup>1</sup> Rates

For the 12-month period ending December 31, 2024

Your Firm		Group			Your Firm		Group			
							% Change - 1 Year			Median
		1 <sup>st</sup>		3 <sup>rd</sup>			1 <sup>st</sup>	3 <sup>rd</sup>		
		Quartile	Median	Quartile			Quartile	Median	Quartile	% Change - 2 Year
		Rate	Rank / Of							

## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

Distribution of Associate & Sr. Attorney Average Billed<sup>1</sup> 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 ‡	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%
Prior													
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%
All Associates													
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													
Your Firm													
Total Group	877 ‡	2.7%	8.8%	16.1%	17.3%	18.2%	11.2%	5.5%	6.3%	4.4%	4.1%	3.3%	2.1%

<sup>1</sup> 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 Billed<sup>1</sup> Rates

For the 12-month period ending December 31, 2024

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year
	Rate	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 year	% Change - 2 Year	% Change - 1 Year 1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	
<b>Of Counsel</b>											
<u>By Years of Experience</u>											
< 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
<b>All Of Counsel</b>		/ 30 ‡	739	596	478	‡	‡	10.8	5.9	0.0	9.3
<b>Staff Attorneys</b>											
<u>By Years of Experience</u>											
< 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
<b>All Staff Attorneys</b>		/ 31 ‡	451	347	299	‡	‡	17.8	8.7	4.1	14.2
<b>eDiscovery Attorneys</b>											
<u>By Years of Experience</u>											
< 6 Years			**	**	**			**	**	**	**
6 - 10 Years			**	**	**			**	**	**	**
11 - 15 Years			**	**	**			**	**	**	**
> 15 Years			**	**	**			**	**	**	**
<b>All eDiscovery Attorneys</b>			**	**	**			**	**	**	**
<b>All Attorneys</b>		/ 49	\$666	\$538	\$488			8.8	6.1	3.7	12.0
<b>Contract Associates</b>			**	**	**			**	**	**	**
<b>Other Timekeepers</b>											
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
<b>Paralegals</b>											
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

<sup>1</sup> 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'<sup>1</sup> Partner Average Billed Rates & Annual Percent Change

For the 12-month period ending December 31, 2024

	Your Firm		Group			Your Firm		Group		
								% Change - 1 Year		
	Rate	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 Year	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> 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)

## 2025 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (50 members)

'Full Year'<sup>1</sup> Partner Average Billed Rates & Annual Percent Change

For the 12-month period ending December 31, 2024

	Your Firm		Group				Your Firm		Group		
									% Change - 1 Year		
	Rate	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 Year	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> 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	
By Years of Experience											
< 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			**	**	**			**	**	**	

<sup>1</sup> 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'<sup>1</sup> Associate & Sr. Attorney Average Billed Rates & Annual Percent Change

For the 12-month period ending December 31, 2024

Your Firm		Group			Your Firm		Group		
		% Change - 1 Year							
Rate	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 Year	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile
<b>Associates</b>									
<u>Class of</u>									
2024	/ 25 ‡	\$395	\$321	\$241					
2023	/ 45	364	323	275		/ 26 ‡	23.0	9.0	1.0
2022	/ 48	444	359	300		/ 40	18.2	12.2	7.3
2021	/ 49	471	372	327		/ 41	17.9	12.4	6.1
2020	/ 49	503	383	333		/ 42	14.6	11.2	4.5
2019	/ 48	547	402	351		/ 41	12.4	10.9	5.9
2018	/ 46	575	416	367		/ 40	16.5	12.3	4.9
2017	/ 48	520	436	357		/ 41	13.3	7.9	2.5
2016	/ 41	520	423	354		/ 35 ‡	11.9	8.6	5.4
2015	/ 42	538	451	364		/ 36 ‡	15.1	10.8	0.0
Prior	/ 42	544	431	383		/ 36 ‡	13.7	8.8	1.7
<b>All Associates</b>	/ 49	539	391	324		/ 42	10.0	6.9	3.0
<b>Sr. Attorneys</b>									
<u>Class of</u>									
2017 - 2024	/ 17 ‡	613	458	351			**	**	**
2016	/ 18 ‡	478	437	365			**	**	**
2015	/ 25 ‡	680	509	383		/ 10 ‡	10.0	2.1	0.0
2014	/ 26 ‡	565	446	394		/ 18 ‡	9.7	3.5	(3.7)
2013	/ 31 ‡	630	463	393		/ 21 ‡	11.8	3.5	(0.6)
2012	/ 26 ‡	560	477	424		/ 15 ‡	11.5	3.3	(1.5)
2011	/ 22 ‡	616	501	451		/ 16 ‡	12.7	0.9	(2.8)
Prior	/ 36 ‡	655	546	466			**	**	**
<b>All Sr. Attorneys</b>	/ 38	613	521	438		/ 30 ‡	8.3	3.4	0.0

<sup>1</sup> 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)

Partner Realization<sup>1</sup>

For the 12-month period ending December 31, 2024

	Your Firm		Group		
	Average Realization %	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile
<b>Equity Partners</b>					
Average		/ 45	91.7	89.6	83.8
<u>By Years of Experience</u>					
< 11 Years		/ 20 ‡	100.8	92.9	88.9
11 - 15 Years		/ 43	97.3	92.3	88.2
16 - 20 Years		/ 45	94.2	89.0	84.3
21 - 25 Years		/ 45	93.0	89.7	82.7
26 - 30 Years		/ 45	92.2	89.1	83.2
31 - 35 Years		/ 45	91.7	87.0	81.2
36 - 40 Years		/ 45	89.1	85.7	79.2
41 - 45 Years		/ 44	95.3	87.0	81.7
> 45 Years		/ 29 ‡	93.2	87.9	79.1
<b>Non-Equity Partners</b>					
Average		/ 43	89.6	85.6	81.0
<u>By Years of Experience</u>					
< 11 Years		/ 41	94.2	87.1	81.4
11 - 15 Years		/ 43	91.3	86.8	82.6
16 - 20 Years		/ 42	91.4	86.8	82.3
21 - 25 Years		/ 42	90.7	86.7	80.0
26 - 30 Years		/ 41	89.0	86.0	80.1
31 - 35 Years		/ 42	90.1	85.3	75.3
36 - 40 Years		/ 39	86.8	82.1	77.2
41 - 45 Years		/ 34 ‡	87.3	80.9	72.5
> 45 Years		/ 34 ‡	90.2	85.1	75.2
<b>All Partner Composite</b>					
Average		/ 47	91.2	88.0	82.5
<u>By Years of Experience</u>					
< 11 Years		/ 46	94.3	87.8	82.6
11 - 15 Years		/ 47	91.5	89.1	85.9
16 - 20 Years		/ 47	92.7	89.1	83.2
21 - 25 Years		/ 47	91.8	88.3	83.4
26 - 30 Years		/ 47	91.9	87.4	83.8
31 - 35 Years		/ 47	91.6	85.8	78.7
36 - 40 Years		/ 47	88.6	83.8	77.9
41 - 45 Years		/ 47	89.6	84.1	77.3
> 45 Years		/ 41	91.6	85.2	74.5
<b>Contract Partners</b>			**	**	**

<sup>1</sup> 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 Realization<sup>1</sup>**

For the 12-month period ending December 31, 2024

	Your Firm		Group		
	Average Realization %	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile
<b>Associates</b>					
<b>Class of</b>					
2024		/ 35 ‡	91.0	83.2	72.8
2023		/ 47	90.0	84.9	77.4
2022		/ 47	90.6	85.4	82.1
2021		/ 47	91.2	86.4	80.7
2020		/ 47	89.5	85.0	79.7
2019		/ 47	89.3	85.3	80.6
2018		/ 47	90.8	84.3	80.6
2017		/ 46	89.4	84.2	76.7
2016		/ 44	88.8	85.3	77.5
2015		/ 42	90.1	87.2	77.5
Prior		/ 45	90.6	82.3	77.9
<b>All Associates</b>		/ 47	88.8	84.4	80.0
<b>Sr. Attorneys</b>		/ 36 ‡	89.8	82.9	75.7
<b>Other Attorneys</b>					
Of Counsel		/ 33 ‡	87.4	85.2	80.1
Staff Attorneys		/ 30 ‡	91.1	83.8	72.8
eDiscovery Attorneys			**	**	**
<b>All Attorneys</b>		/ 47	89.5	86.2	81.8
<b>Contract Associates</b>		/ 11 ‡	99.2	94.6	81.9
<b>Other Timekeepers</b>					
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
<b>Paralegals</b>		/ 45	85.8	79.3	74.5

<sup>1</sup> 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 Levels<sup>1</sup>**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								
<b>Total Group</b>	68 ‡	20.6%	11.8%	20.6%	20.6%	8.8%	2.9%	14.7%
11 - 15 Years								
Your Firm								
<b>Total Group</b>	481	12.9%	18.7%	16.6%	13.1%	11.2%	7.7%	19.8%
16 - 20 Years								
Your Firm								
<b>Total Group</b>	721	12.8%	15.8%	15.1%	14.4%	9.2%	7.5%	25.2%
21 - 25 Years								
Your Firm								
<b>Total Group</b>	759	10.1%	15.4%	18.4%	12.0%	8.7%	8.3%	27.0%
26 - 30 Years								
Your Firm								
<b>Total Group</b>	800	8.5%	13.3%	15.3%	15.0%	9.9%	9.4%	28.8%
31 - 35 Years								
Your Firm								
<b>Total Group</b>	605	8.6%	11.4%	14.4%	13.1%	10.4%	7.9%	34.2%
36 - 40 Years								
Your Firm								
<b>Total Group</b>	496	6.7%	12.9%	13.1%	13.1%	11.5%	7.7%	35.1%
41 - 45 Years								
Your Firm								
<b>Total Group</b>	234	11.1%	14.5%	11.5%	15.0%	7.3%	11.5%	29.1%
> 45 Years								
Your Firm								
<b>Total Group</b>	105 ‡	10.5%	14.3%	12.4%	16.2%	14.3%	6.7%	25.7%
All Equity Partners								
Your Firm								
<b>Total Group</b>	4,269	10.2%	14.5%	15.4%	13.8%	9.9%	8.2%	28.1%

<sup>1</sup> 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 Levels<sup>1</sup>******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% +
<b>&lt; 11 Years</b>								
Your Firm	0							
<b>Total Group</b>	<b>319</b>	<b>8.5%</b>	<b>12.2%</b>	<b>16.9%</b>	<b>12.9%</b>	<b>13.5%</b>	<b>7.2%</b>	<b>28.8%</b>
<b>11 - 15 Years</b>								
Your Firm	0							
<b>Total Group</b>	<b>733</b>	<b>5.9%</b>	<b>15.0%</b>	<b>15.7%</b>	<b>16.4%</b>	<b>11.7%</b>	<b>8.9%</b>	<b>26.5%</b>
<b>16 - 20 Years</b>								
Your Firm	0							
<b>Total Group</b>	<b>535</b>	<b>7.1%</b>	<b>14.6%</b>	<b>14.4%</b>	<b>15.7%</b>	<b>10.1%</b>	<b>9.2%</b>	<b>29.0%</b>
<b>21 - 25 Years</b>								
Your Firm	0							
<b>Total Group</b>	<b>415</b>	<b>8.4%</b>	<b>12.3%</b>	<b>14.2%</b>	<b>15.9%</b>	<b>8.2%</b>	<b>8.4%</b>	<b>32.5%</b>
<b>26 - 30 Years</b>								
Your Firm	0							
<b>Total Group</b>	<b>300</b>	<b>7.0%</b>	<b>8.3%</b>	<b>17.3%</b>	<b>15.3%</b>	<b>12.0%</b>	<b>7.3%</b>	<b>32.7%</b>
<b>31 - 35 Years</b>								
Your Firm	0							
<b>Total Group</b>	<b>227</b>	<b>5.7%</b>	<b>11.5%</b>	<b>12.8%</b>	<b>11.9%</b>	<b>9.7%</b>	<b>9.3%</b>	<b>39.2%</b>
<b>36 - 40 Years</b>								
Your Firm	0							
<b>Total Group</b>	<b>201</b>	<b>6.0%</b>	<b>13.9%</b>	<b>11.9%</b>	<b>12.4%</b>	<b>13.9%</b>	<b>5.5%</b>	<b>36.3%</b>
<b>41 - 45 Years</b>								
Your Firm	0							
<b>Total Group</b>	<b>147 ‡</b>	<b>6.8%</b>	<b>8.2%</b>	<b>6.8%</b>	<b>14.3%</b>	<b>15.6%</b>	<b>8.2%</b>	<b>40.1%</b>
<b>&gt; 45 Years</b>								
Your Firm	0							
<b>Total Group</b>	<b>113 ‡</b>	<b>6.2%</b>	<b>13.3%</b>	<b>13.3%</b>	<b>10.6%</b>	<b>15.9%</b>	<b>8.8%</b>	<b>31.9%</b>
<b>All Non-Equity Partners</b>								
Your Firm	0							
<b>Total Group</b>	<b>2,993</b>	<b>6.9%</b>	<b>12.8%</b>	<b>14.5%</b>	<b>14.8%</b>	<b>11.5%</b>	<b>8.3%</b>	<b>31.1%</b>

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

<sup>1</sup> 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 Levels <sup>1</sup>**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% +
<b>2024</b>								
Your Firm								
<b>Total Group</b>	57 ‡	5.3%	29.8%	31.6%	31.6%	29.8%	33.3%	19.3%
<b>2023</b>								
Your Firm								
<b>Total Group</b>	371	6.7%	9.7%	15.6%	14.6%	12.4%	8.6%	32.3%
<b>2022</b>								
Your Firm								
<b>Total Group</b>	436	6.4%	11.0%	18.1%	16.5%	10.3%	10.6%	27.1%
<b>2021</b>								
Your Firm								
<b>Total Group</b>	514	6.4%	12.3%	14.2%	18.9%	15.6%	8.8%	23.9%
<b>2020</b>								
Your Firm								
<b>Total Group</b>	448	6.7%	11.6%	10.7%	15.8%	8.7%	14.3%	32.1%
<b>2019</b>								
Your Firm								
<b>Total Group</b>	368	6.0%	12.8%	15.8%	13.0%	14.9%	7.9%	29.6%
<b>2018</b>								
Your Firm								
<b>Total Group</b>	342	4.4%	11.7%	17.0%	12.9%	15.8%	9.6%	28.7%
<b>2017</b>								
Your Firm								
<b>Total Group</b>	330	4.2%	11.8%	17.6%	13.9%	12.7%	7.6%	32.1%
<b>2016</b>								
Your Firm								
<b>Total Group</b>	233	3.9%	10.3%	18.5%	14.2%	10.3%	9.9%	33.0%
<b>2015</b>								
Your Firm								
<b>Total Group</b>	176	7.4%	12.5%	9.7%	19.3%	13.6%	8.0%	29.5%
<b>Prior</b>								
Your Firm								
<b>Total Group</b>	273	5.9%	13.9%	10.3%	14.7%	9.2%	11.4%	34.8%
<b>All Associates</b>								
Your Firm								
<b>Total Group</b>	3,554	5.9%	11.7%	14.9%	15.4%	12.5%	9.9%	29.7%
<b>Sr. Attorneys</b>	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								
<b>Total Group</b>	836 ‡	3.9%	11.7%	10.5%	13.2%	10.2%	8.6%	41.9%

<sup>1</sup> 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			
	Average		1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 Year	% Change - 2 Year	% Change - 1 Year			Median
	Hours	Rank / Of						1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 2 Year
Equity Partners											
<u>By Years of Experience</u>											
< 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											
<u>By Years of Experience</u>											
< 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)

\*\* 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

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

## 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 +
<i>&lt; 11 Years</i>							
Your Firm							
<b>Total Group</b>	59 ‡	11.9%	11.9%	30.5%	13.6%	20.3%	11.9%
<i>11 - 15 Years</i>							
Your Firm							
<b>Total Group</b>	472 ‡	16.9%	14.8%	26.9%	18.2%	14.0%	9.1%
<i>16 - 20 Years</i>							
Your Firm							
<b>Total Group</b>	681	21.3%	17.5%	22.8%	17.8%	10.6%	10.1%
<i>21 - 25 Years</i>							
Your Firm							
<b>Total Group</b>	691	25.2%	20.0%	22.9%	13.6%	8.8%	9.6%
<i>26 - 30 Years</i>							
Your Firm							
<b>Total Group</b>	753	29.5%	16.7%	20.1%	17.1%	7.3%	9.3%
<i>31 - 35 Years</i>							
Your Firm							
<b>Total Group</b>	553	36.9%	17.2%	17.4%	12.1%	8.1%	8.3%
<i>36 - 40 Years</i>							
Your Firm							
<b>Total Group</b>	429	40.8%	14.5%	16.3%	15.6%	6.1%	6.8%
<i>41 - 45 Years</i>							
Your Firm							
<b>Total Group</b>	209	47.4%	14.4%	17.7%	10.0%	6.2%	4.3%
<i>&gt; 45 Years</i>							
Your Firm							
<b>Total Group</b>	94 ‡	57.4%	10.6%	10.6%	5.3%	4.3%	11.7%
<i>All Equity Partners</i>							
Your Firm							
<b>Total Group</b>	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 +
<b>&lt; 11 Years</b>							
Your Firm	0						
<b>Total Group</b>	<b>325 ‡</b>	<b>15.7%</b>	<b>14.2%</b>	<b>16.0%</b>	<b>25.8%</b>	<b>16.6%</b>	<b>11.7%</b>
<b>11 - 15 Years</b>							
Your Firm	0						
<b>Total Group</b>	<b>693</b>	<b>18.3%</b>	<b>19.0%</b>	<b>22.4%</b>	<b>20.2%</b>	<b>12.7%</b>	<b>7.4%</b>
<b>16 - 20 Years</b>							
Your Firm	0						
<b>Total Group</b>	<b>482 ‡</b>	<b>29.7%</b>	<b>17.6%</b>	<b>22.6%</b>	<b>17.8%</b>	<b>8.5%</b>	<b>3.7%</b>
<b>21 - 25 Years</b>							
Your Firm	0						
<b>Total Group</b>	<b>393 ‡</b>	<b>37.4%</b>	<b>16.0%</b>	<b>17.8%</b>	<b>15.0%</b>	<b>6.9%</b>	<b>6.9%</b>
<b>26 - 30 Years</b>							
Your Firm	0						
<b>Total Group</b>	<b>280 ‡</b>	<b>41.1%</b>	<b>20.7%</b>	<b>16.1%</b>	<b>11.1%</b>	<b>7.5%</b>	<b>3.6%</b>
<b>31 - 35 Years</b>							
Your Firm	0						
<b>Total Group</b>	<b>219 ‡</b>	<b>51.1%</b>	<b>14.6%</b>	<b>15.5%</b>	<b>12.8%</b>	<b>3.2%</b>	<b>2.7%</b>
<b>36 - 40 Years</b>							
Your Firm	0						
<b>Total Group</b>	<b>195 ‡</b>	<b>59.5%</b>	<b>15.9%</b>	<b>10.8%</b>	<b>5.6%</b>	<b>4.6%</b>	<b>3.6%</b>
<b>41 - 45 Years</b>							
Your Firm	0						
<b>Total Group</b>	<b>132 ‡</b>	<b>68.9%</b>	<b>10.6%</b>	<b>9.1%</b>	<b>4.5%</b>	<b>3.8%</b>	<b>3.0%</b>
<b>&gt; 45 Years</b>							
Your Firm	0						
<b>Total Group</b>	<b>89 ‡</b>	<b>86.5%</b>	<b>3.4%</b>	<b>2.2%</b>	<b>5.6%</b>	<b>2.2%</b>	
<b>All Non-Equity Partners</b>							
Your Firm	0						
<b>Total Group</b>	<b>2,810</b>	<b>34.8%</b>	<b>16.5%</b>	<b>17.8%</b>	<b>16.0%</b>	<b>9.1%</b>	<b>5.7%</b>

\* 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 +
<i>&lt; 11 Years</i>							
Your Firm							
<b>Total Group</b>	384	15.1%	13.8%	18.2%	24.0%	17.2%	11.7%
<i>11 - 15 Years</i>							
Your Firm							
<b>Total Group</b>	1,165	17.8%	17.3%	24.2%	19.4%	13.2%	8.1%
<i>16 - 20 Years</i>							
Your Firm							
<b>Total Group</b>	1,163	24.8%	17.5%	22.7%	17.8%	9.7%	7.5%
<i>21 - 25 Years</i>							
Your Firm							
<b>Total Group</b>	1,084	29.6%	18.5%	21.0%	14.1%	8.1%	8.6%
<i>26 - 30 Years</i>							
Your Firm							
<b>Total Group</b>	1,033	32.6%	17.8%	19.0%	15.5%	7.4%	7.7%
<i>31 - 35 Years</i>							
Your Firm							
<b>Total Group</b>	772	40.9%	16.5%	16.8%	12.3%	6.7%	6.7%
<i>36 - 40 Years</i>							
Your Firm							
<b>Total Group</b>	624	46.6%	14.9%	14.6%	12.5%	5.6%	5.8%
<i>41 - 45 Years</i>							
Your Firm							
<b>Total Group</b>	341	55.7%	12.9%	14.4%	7.9%	5.3%	3.8%
<i>&gt; 45 Years</i>							
Your Firm							
<b>Total Group</b>	183 ‡	71.6%	7.1%	6.6%	5.5%	3.3%	6.0%
<i>All Partners</i>							
Your Firm							
<b>Total Group</b>	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

Your Firm		Group			Your Firm		Group			
Average Hours Rank / Of		1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 Year	% Change - 2 Year	% Change - 1 Year			Median
							1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 2 Year
<b>Associates</b>										
Class of										
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)
<b>Other Attorneys</b>										
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)
<b>Other Timekeepers</b>										
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)

\*\* 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 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 +
<b>2024</b>							
Your Firm							
<b>Total Group</b>	77 ‡	98.7%	1.3%				
<b>2023</b>							
Your Firm							
<b>Total Group</b>	405	21.0%	14.6%	20.2%	22.7%	15.1%	6.4%
<b>2022</b>							
Your Firm							
<b>Total Group</b>	439	15.3%	8.4%	17.8%	28.0%	23.0%	7.5%
<b>2021</b>							
Your Firm							
<b>Total Group</b>	493	14.0%	7.9%	19.7%	28.6%	21.5%	8.3%
<b>2020</b>							
Your Firm							
<b>Total Group</b>	439	16.2%	10.7%	16.4%	24.1%	23.0%	9.6%
<b>2019</b>							
Your Firm							
<b>Total Group</b>	367	16.6%	10.9%	13.9%	25.1%	22.1%	11.4%
<b>2018</b>							
Your Firm							
<b>Total Group</b>	333	10.5%	10.5%	15.0%	30.0%	24.9%	9.0%
<b>2017</b>							
Your Firm							
<b>Total Group</b>	313	11.8%	7.7%	16.3%	31.6%	21.1%	11.5%
<b>2016</b>							
Your Firm							
<b>Total Group</b>	213 ‡	15.5%	3.8%	16.9%	28.6%	23.9%	11.3%
<b>2015</b>							
Your Firm							
<b>Total Group</b>	150 ‡	14.7%	11.3%	20.7%	23.3%	16.7%	13.3%
<b>Prior</b>							
Your Firm							
<b>Total Group</b>	225 ‡	16.4%	12.9%	22.2%	25.8%	17.3%	5.3%
<b>All Associates</b>							
Your Firm							
<b>Total Group</b>	3,460	17.2%	9.7%	17.3%	26.2%	20.7%	8.8%
<b>Sr. Attorneys</b>							
Your Firm							
<b>Total Group</b>	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

For the 12-month period ending December 31, 2024

For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group		
	Ratio	Rank / Of	1 <sup>st</sup> Quartile	Median	3rd Quartile	Ratio	Rank / Of	1 <sup>st</sup> Quartile	Median	3rd Quartile
<b>Headcount Leverage Ratios</b>										
Ratio of Other <sup>1</sup> Attys to Equity Partners		/ 48	3.00	2.14	1.47		/ 40	2.84	2.09	1.58
Ratio of Non-Partner Attys <sup>2</sup> to Partners		/ 50	0.99	0.84	0.63		/ 41	0.99	0.78	0.57
Ratio of Non-Partner Timekeepers <sup>3</sup> to Partners		/ 50	1.37	1.16	0.93		/ 41	1.29	1.14	0.84
Ratio of Paralegals to Attorneys		/ 48	0.15	0.13	0.10		/ 39	0.16	0.13	0.10
<b>Billable Hour Leverage Ratios</b>										
Ratio of Other <sup>1</sup> Attys to Equity Partners		/ 40	2.98	2.15	1.43		/ 38	2.80	2.08	1.47
Ratio of Non-Partner Attys <sup>2</sup> to Partners		/ 42	1.04	0.90	0.69		/ 39	1.02	0.89	0.66
Ratio of Non-Partner Timekeepers <sup>3</sup> to Partners		/ 42	1.36	1.14	0.91		/ 39	1.30	1.12	0.91
Ratio of Paralegals to Attorneys		/ 41	0.13	0.10	0.08		/ 37 ‡	0.13	0.09	0.08

<sup>1</sup> Other Attorneys include Non-Equity Partners, Associates, Sr./Staff/eDiscovery Attorneys. Of Counsel attorneys are excluded from this calculation.<sup>2</sup> Non-Partner Attorneys include Associates, Sr./Staff/eDiscovery Attorneys. Of Counsel attorneys are excluded from this calculation.<sup>3</sup> 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			
								% Change - 1 Year			Median
	Average Fees	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 Year	% Change - 2 Year	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 2 Year
<b>Equity Partners</b>											
<b><u>By Years of Experience</u></b>											
< 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
<b>All Equity Partners</b>		/ 39	1,232,313	982,711	846,755	‡	‡	8.0	6.8	4.0	11.1
<b>Non-Equity Partners</b>											
<b><u>By Years of Experience</u></b>											
< 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)
<b>All Non-Equity Partners</b>		/ 37 ‡	938,158	762,476	684,112	‡	‡	9.4	6.7	3.0	12.5
<b>All Partner Composite</b>											
<b><u>By Years of Experience</u></b>											
< 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
<b>All Partner Composite</b>		/ 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		
Average Fees		1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 Year	% Change - 2 Year	% Change - 1 Year		Median
Rank / Of							1 <sup>st</sup> Quartile	Median	% Change - 2 Year
Class of									
Associates									
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
2021	/ 41	747,652	593,877	498,821	‡	‡	21.7	15.2	9.1
2020	/ 41	843,280	619,214	493,027	‡	‡	18.9	12.9	3.6
2019	/ 41	803,302	617,279	508,515	‡	‡	14.6	7.7	0.2
2018	/ 41	892,696	665,484	564,902	‡	‡	23.8	13.2	5.5
2017	/ 39	887,652	725,387	567,432	‡	‡	22.1	16.9	4.9
2016	/ 37 ‡	853,356	762,109	555,586	‡	‡	18.1	8.8	2.5
2015	/ 35 ‡	906,490	725,448	583,327	‡	‡	20.9	6.0	(2.8)
Prior	/ 36 ‡	880,213	763,088	613,656	‡	‡	13.9	9.0	(1.2)
All Associates	/ 41	773,883	609,992	488,290	‡	‡	9.7	6.8	2.7
Sr. Attorneys	/ 34 ‡	\$836,798	\$651,494	\$530,125	‡	‡	12.7	5.8	(3.6)
Other Attorneys									
Of Counsel	/ 25 ‡	873,883	537,907	470,691	‡	‡	7.7	2.4	(20.4)
Staff Attorneys	/ 27 ‡	558,498	445,930	372,801	‡	‡	24.2	7.3	(10.0)
eDiscovery Attorneys		**	**	**			**	**	**
All Attorneys	/ 41	971,040	776,125	651,640	‡	‡	9.1	5.8	2.2
Paralegals	/ 40	344,014	284,711	209,115	‡	‡	10.9	6.4	(0.2)