

LAW FIRM SURVEY PARTICIPATION AND USE AGREEMENT

This Law Firm Survey Participation and Use Agreement ("Agreement") between you and PwC Product Sales LLC ("PwC") governs your participation in PwC's Billing Rate and Associate Salary Survey, Law Firm Statistical Survey, Senior Administrative Leaders Compensation and Staffing survey, and updates to any of the foregoing (collectively the "Surveys"). In providing data to PwC, participating in any of the Surveys, and receiving reports issued by PwC in connection with the Surveys ("Reports"), you agree to comply with the terms and conditions set forth in this Agreement.

1. **Use.** You may only use the Surveys and Reports for your own internal purposes. You will not disclose or provide access to the Surveys, Reports, or related materials, or discuss any of the foregoing, with any third party.
2. **Fees.** You will pay to PwC, within 30 days of being invoiced, the fees set forth in the attached Appendix, and the fees due for any additional Reports that PwC may provide you as agreed.
3. **Intellectual Property Rights.** The Surveys and Reports are the property of PwC and are protected by domestic and international copyright laws. Nothing in this Agreement will be construed to grant you any right, title, or interest in or to the Surveys and Reports, except the right to use the Surveys and Reports for your own internal purposes. Your access to the "PwC LFS BRASS Data Extraction Tool," "PwC LFS Data Extraction Tool," "Senior Administrative Leaders Compensation & Staffing Data Form," "Law Firm Statistical Survey (LFSS) Data Form," and/or "Billing Rate & Associate Salary Survey (BRASS) Initial Release (Detail Data Form)" are governed by separate Terms of Service.
4. **Participant Data.** You understand that in order to purchase Reports, you will be obligated to provide PwC with certain data. You agree that PwC will forever have the right throughout the world to use, copy, prepare derivative works from, display, and/or distribute any or all of your data in de-identified form, that PwC may authorize third parties to do so as well, and that PwC may transfer those rights. You will not be able to revoke those rights and you will not be paid any fee or royalty in connection with them. You will not submit any data to PwC in any way that is illegal, that infringes, misappropriates or violates any third party's right(s), that defames any third party, or that would give any third party any other basis for suing you or PwC. If you do, you will indemnify and hold PwC and its Beneficiaries (defined below) harmless from all resulting losses, liabilities, costs and expenses, including reasonable attorneys' fees incurred by PwC. Participant data will appear in the Reports only in aggregate, de-identified form. Except as set forth in this Agreement, PwC will not disclose your data to any third party.
5. **Use of Reports.** PwC does not guarantee the accuracy or completeness of any information contained in the Reports, and you agree that any use of that information will be at your own risk.
6. **Disclaimers and Limitations of Liability.** The Reports are provided to you AS IS and without any warranty, including any warranty that the Reports will be fit for your particular purposes. PwC will not be liable in any event for any lost profits or consequential, indirect, punitive, exemplary or special damages that you may incur in connection with this Agreement, your participation in the Surveys, or your use of the Reports, and PwC will not under any circumstances be liable for any amounts that, in total, exceed the annual fees you have paid PwC under this Agreement, regardless of the theory of liability, whether based in contract, tort (including without limitation negligence) or otherwise, and whether or not PwC was aware of the possibility of any such damages.
7. **Other PwC Firms; PwC Subcontractors.** PwC is an affiliate of PwC US Tax LLP ("PwC LLP"), which is a U.S. firm of the global network of separate and independent PricewaterhouseCoopers firms (exclusive of PwC, the "Other PwC Firms"). PwC, through PwC LLP, may draw on the resources of and/or subcontract to its subsidiaries, the Other PwC Firms and/or third party contractors and subcontractors, within or outside of the United States (each, a "PwC Subcontractor") in connection with the provision of Surveys and/or Reports, and/or for internal, administrative and/or regulatory compliance purposes. You agree that PwC may provide information it receives in connection with this Agreement to the PwC Subcontractors for such purposes. PwC will be solely responsible for the provision of the Surveys and Reports (including any support services performed by the PwC Subcontractors) and for the protection of the information provided to the PwC Subcontractors. The PwC Subcontractors and theirs, PwC's and PwC LLP's respective partners, principals or employees (collectively the "Beneficiaries") shall have no liability or obligations arising out of this Agreement. To the extent that you bring a claim or legal proceeding of any nature arising out of this Agreement, such claim or proceeding shall be brought against PwC and not against the Beneficiaries. While PwC is entering into this Agreement on its own behalf, this section also is intended for the benefit of the Beneficiaries.
8. **Governing Law and Dispute Resolution.** This Agreement and any dispute relating to the Surveys and/or Reports will be governed by and construed, interpreted and enforced in accordance with the laws of the State of New York, without giving effect to any provisions that would require the laws of another jurisdiction to apply. Any unresolved dispute relating in any way to the Services or this Agreement shall be resolved by arbitration. The arbitration will be conducted in accordance with the Rules for Non-Administered Arbitration of the International Institute for Conflict Prevention and Resolution ("Rules") then in effect. The arbitration will be conducted before a panel of three arbitrators selected using the screened process provided in the Rules. The arbitration panel shall have no power to award non-monetary or equitable relief of any sort. It shall also have no power to award damages inconsistent with the Limitations of Liability provisions or any other terms above. You accept and acknowledge that any demand for arbitration arising from or in connection with this Agreement must be issued within one year from the date you became aware or should reasonably have become aware of the facts that give rise to the alleged liability and, in any event, no later than two years after the cause of action accrued.
9. **Antitrust Compliance.** PwC is committed to complying with all applicable antitrust and unfair competition laws. You agree to comply with all applicable antitrust and unfair competition laws in connection with this Agreement, your participation in the Surveys, and use of any Reports or related data or information received from PwC. In the event you fail to so comply or to take reasonable steps to comply, you will indemnify and hold PwC and the Beneficiaries harmless from all resulting losses, liabilities, costs and expenses (including reasonable attorneys' fees incurred by PwC), including without limitation any that may arise in connection with a resulting violation of law or government investigation or enforcement action. You will not share or discuss the Surveys, Reports, or any of the data that you submit to PwC with any other participants in the Surveys.
10. **General.** Neither party to this Agreement may assign or transfer this Agreement, or any rights, obligations, claims or proceeds from claims arising under it, without prior written consent of the other party, and any attempted assignment without such consent shall be void and invalid. If any provision of this Agreement is found to be unenforceable, the remainder of this Agreement shall be enforced to the extent permitted by law. This Agreement supersedes any prior understandings, proposals or agreements concerning the Surveys and Reports (not including the separate Terms of Service that govern your use of PwC solutions for the submission of data in connection with the Surveys), and represents the entire agreement between the parties with regard to the subject matter hereof. Any changes to this Agreement must be agreed in writing. By executing this Agreement, you represent and warrant that you have the legal authority to do so on behalf of the corporation, partnership or other entity with which you are associated and which will be

participating in the Survey(s).

Last Updated: January 12, 2026

Terms of Service

Please read these Terms of Service (the "Agreement") carefully. Your use of the Solution (as defined below) constitutes your consent to this Agreement. This Agreement is between you and PwC Product Sales LLC ("PwC" or "we" or "us") concerning your use of (including any access to) the solutions known as "PwC BRASS Data Extraction Tool," "PwC LFSS Data Extraction Tool," "Senior Administrative Leaders Compensation & Staffing (SAL) Data Form," "Law Firm Statistical Survey (LFSS) Data Form," and/or "Billing Rate & Associate Salary Survey (BRASS) Data Form" (together with any materials and services available on or through such solution, successor solution(s) to such solution, the "Solution"). This Agreement hereby incorporates by this reference any additional terms and conditions posted by PwC through the Solution, or otherwise made available to you by PwC regarding the Solution.

IF YOU ARE AN INDIVIDUAL ACCESSING OR USING THE SOLUTION ON BEHALF OF, OR FOR THE BENEFIT OF, ANY CORPORATION, PARTNERSHIP OR OTHER ENTITY WITH WHICH YOU ARE ASSOCIATED (AN "ORGANIZATION"), THEN YOU ARE AGREEING TO THIS AGREEMENT ON BEHALF OF YOURSELF AND SUCH ORGANIZATION, AND YOU REPRESENT AND WARRANT THAT YOU HAVE THE LEGAL AUTHORITY TO BIND SUCH ORGANIZATION TO THIS AGREEMENT. References to "you" and "your" in this Agreement will refer to both the individual using the Solution and to any such Organization; however, if such Organization and PwC enter into a separate written agreement relating to the Solution or other subject matter of this Agreement, such separate written agreement will govern such Organization's access to and use of the Solution and supersede this Agreement to the extent and as set forth in such separate written agreement.

THIS AGREEMENT CONTAINS A MANDATORY ARBITRATION PROVISION THAT, AS FURTHER SET FORTH IN SECTION 15 BELOW, REQUIRES THE USE OF ARBITRATION ON AN INDIVIDUAL BASIS TO RESOLVE DISPUTES, RATHER THAN JURY TRIALS OR ANY OTHER COURT PROCEEDINGS, OR CLASS ACTIONS OF ANY KIND.

1. Changes. We may change this Agreement from time to time by notifying you of such changes by any reasonable means, including by posting a revised Agreement through the Solution. Any such changes will not apply to any dispute between you and us arising prior to the date on which we posted the revised Agreement incorporating such changes, or otherwise notified you of such changes.

Your use of the Solution following any changes to this Agreement will constitute your acceptance of such changes. The "*Last Updated*" legend above indicates when this Agreement was last changed. We may, at any time and without liability, modify or discontinue all or part of the Solution (including access to the Solution via any third-party links); charge, modify or waive any fees required to use the Solution; or offer opportunities to some or all Solution users.

2. Information Submitted Through the Solution. You represent and warrant that any information you provide in connection with the Solution is and will remain accurate and complete, and that you will maintain and update such information as needed.
3. Jurisdictional Issues. The Solution is controlled or operated (or both) from the United States, and is not intended to subject PwC to any non-U.S. jurisdiction or law. The Solution may not be appropriate or available for use in some non-U.S. jurisdictions. Any use of the Solution is at your own risk, and you must comply with all applicable laws, rules and regulations in doing so. We may limit the Solution's availability at any time, in whole or in part, to any person, geographic area or jurisdiction that we choose.
4. Rules of Conduct. In connection with the Solution, you must not use the Solution for any commercial purpose, including using the Solution for or in connection with any facility management, service bureau or time-sharing purposes, services, or arrangements, or otherwise use the Solution for processing data or other information on behalf of any third party; use the Solution for any purpose that is fraudulent or otherwise tortious or unlawful; reproduce, modify, adapt, translate, create derivative works of, sell, rent, lease, loan, timeshare, distribute or otherwise exploit any portion of (or any use of) the Solution except as expressly authorized herein, without PwC's express prior written consent; reverse engineer, decompile or disassemble any portion of the Solution, except where such restriction is expressly prohibited by applicable law; remove or alter any copyright, trademark or other proprietary rights notice on the Solution; frame or mirror any portion of the Solution, or otherwise incorporate any portion of the Solution into any product or service, without PwC's express prior written consent. You are responsible for obtaining, maintaining and paying for all hardware and all telecommunications and other services needed to use the Solution.
5. Submissions. Solution users may make available certain materials (each, a "Submission") through or in connection with the Solution (for example, reports generated by using the Solution).
6. License. For purposes of clarity, you retain ownership of your Submissions. For each Submission, you hereby grant to us a perpetual worldwide, royalty-free, fully paid-up, non-exclusive, perpetual, irrevocable, transferable and fully sublicensable (through multiple tiers) license, without additional consideration to you or any third party, to reproduce, distribute, perform and display (publicly or otherwise), create derivative works of, adapt, modify and otherwise use, analyze, exploit and practice such Submission, in any format or media now known or hereafter developed, and for any purpose (including promotional purposes, such as testimonials). In addition, if you provide to us any ideas, proposals, suggestions or other information or materials ("Feedback"), whether related to the Solution or otherwise, such Feedback will be deemed a Submission, and you hereby acknowledge and agree that such Feedback is not confidential, and that your provision of such Feedback is gratuitous, unsolicited and without restriction, and does not place PwC under any fiduciary or other obligation. You represent and warrant that you have all rights necessary to grant the licenses granted in this Section, and that your Submissions, and your provision thereof through and in connection with the Solution, are complete and accurate, and are not fraudulent, tortious or otherwise in violation of any applicable law or any right of any third party. You further irrevocably waive any "moral rights" or other rights with respect to attribution of authorship or integrity of materials regarding each Submission that you may have under any applicable law under any legal theory.

7. **Your Limited Rights.** The Solution is licensed (not sold) to end users. Subject to your compliance with this Agreement, you may use any such portion of the Solution to which we provide you access under this Agreement, solely for your personal, non-commercial use during the Term (as defined below) to compile and transmit data for PwC's benchmarking surveys and for no other purposes. If you fail to comply with any of the terms or conditions of this Agreement, you must immediately cease using the Solution and, with respect to any mobile software application component of the Solution, remove (that is, uninstall and delete) the Solution from your mobile device.
8. **PwC's Proprietary Rights.** We and our suppliers own the Solution, which is protected by proprietary rights and laws. As between you and us, the Solution and all non-public information and materials (technical, business and otherwise) related to the Solution (and the use of it), including Submissions of other Solution users and any reports generated by using the Solution, are our "Confidential Information" and you will not use or disclose to third parties Confidential Information except to the extent necessary to exercise your rights and fulfill your obligations under this Agreement or as required by applicable law. Our trade names, trademarks and service marks include the name "PricewaterhouseCoopers" and "PwC" and any associated logos, marks and designs. All trade names, trademarks, service marks, logos and designs on the Solution not owned by us are the property of their respective owners. You may not use our trade names, trademarks, service marks, logos or designs in connection with any product or service that is not ours, or in any manner that is likely to cause confusion. Nothing contained on the Solution should be construed as granting any right to use any trade names, trademarks, service marks, logos or designs without the express prior written consent of the owner.
9. **CPA Notice; PwC Related Parties.** PwC is owned by professionals who hold CPA licenses as well as by professionals who are not licensed CPAs. Depending on the nature of the products and services provided to you under this Agreement (including the Solution or through the Solution), non-CPA owners may be involved in providing such products and services. PwC is a firm in the global network of separate and independent PricewaterhouseCoopers firms (exclusive of PwC, the "Other PwC Firms"). PwC's respective partners, principals, employees and agents (collectively, the "PwC Beneficiaries") will have no liability or obligations arising out of this Agreement, and you agree to bring any claim or other legal proceeding of any nature arising from or related to this Agreement or its subject matter against PwC and not against the PwC Beneficiaries. PwC is entering into this Agreement on its own behalf, but this Section 9 also is intended for the benefit of the PwC Beneficiaries.
10. **Third Party Materials; Links.** Certain Solution functionality may make available access to information, products, services and other materials made available by third parties, including Submissions ("Third Party Materials"), or allow for the routing or transmission of such Third Party Materials, including via links. By using such functionality, you are directing us to access, route and transmit to you the applicable Third Party Materials. We neither control nor endorse, nor are we responsible for, any Third Party Materials, including the accuracy, validity, timeliness, completeness, reliability, integrity, quality, legality, usefulness or safety of Third Party Materials, or any intellectual property rights therein. Certain Third Party Materials may, among other things, be inaccurate, misleading or deceptive. Nothing in this Agreement will be deemed to be a representation or warranty by PwC with respect to any Third Party Materials. We have no obligation to monitor Third Party Materials, and we may block or disable access to any Third Party Materials (in whole or part) through the Solution at any time. In addition, the availability of any Third Party Materials through the Solution does not imply our endorsement of, or our affiliation with, any provider of such Third Party Materials, nor does such availability create any legal relationship between you and any such provider.
11. **Open Source.** The Solution may include open source components, which are licensed for use and distribution by us under applicable open source licenses. Use of these open source components is governed by and subject to the terms and conditions of the applicable open source license.
12. **DISCLAIMER OF WARRANTIES.** The Solution (including any information and materials made available to you in connection with using the Solution) is not for any third party's use or benefit and is not intended to be relied upon by you or any third party, including to operate or promote your business, secure financing or capital in any form, sell or underwrite securities, obtain any regulatory or governmental approvals, or otherwise be used in connection with procuring services or other benefits from any entity. TO THE FULLEST EXTENT PERMITTED UNDER APPLICABLE LAW: (A) THE SOLUTION AND ANY PRODUCTS, SERVICES AND THIRD PARTY MATERIALS ARE MADE AVAILABLE TO YOU ON AN "AS IS," "WHERE IS" AND "WHERE AVAILABLE" BASIS, WITHOUT ANY WARRANTIES OF ANY KIND, WHETHER EXPRESS, IMPLIED OR STATUTORY; AND (B) PwC DISCLAIMS ALL WARRANTIES WITH RESPECT TO THE SOLUTION AND ANY PRODUCTS, SERVICES AND THIRD PARTY MATERIALS, INCLUDING THE WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, NON-INFRINGEMENT AND TITLE. ALL DISCLAIMERS OF ANY KIND (INCLUDING IN THIS SECTION AND ELSEWHERE IN THIS AGREEMENT) ARE MADE FOR THE BENEFIT OF BOTH PwC AND THE PwC BENEFICIARIES AND THEIR RESPECTIVE PARTNERS, PRINCIPALS, DIRECTORS, OFFICERS, EMPLOYEES, AGENTS, REPRESENTATIVES, LICENSORS, SUPPLIERS AND SERVICE PROVIDERS (COLLECTIVELY, THE "AFFILIATED ENTITIES"), AND THEIR RESPECTIVE SUCCESSORS AND ASSIGNS. While we try to maintain the timeliness, integrity and security of the Solution, we do not guarantee that the Solution is or will remain updated, complete, accurate, correct or secure, or that access to the Solution will be uninterrupted. The Solution may include inaccuracies, errors and materials that violate or conflict with this Agreement.
13. **LIMITATION OF LIABILITY.** TO THE FULLEST EXTENT PERMITTED UNDER APPLICABLE LAW: (A) PwC WILL NOT BE LIABLE FOR ANY INDIRECT, INCIDENTAL, CONSEQUENTIAL, SPECIAL, EXEMPLARY OR PUNITIVE DAMAGES OF ANY KIND, UNDER ANY CONTRACT, TORT (INCLUDING NEGLIGENCE), STRICT LIABILITY OR OTHER THEORY, INCLUDING DAMAGES FOR LOSS OF PROFITS, USE OR DATA, LOSS OF OTHER INTANGIBLES, LOSS OF SECURITY OF SUBMISSIONS (INCLUDING UNAUTHORIZED INTERCEPTION BY THIRD PARTIES OF ANY SUBMISSIONS), EVEN IF ADVISED IN ADVANCE OF THE POSSIBILITY OF SUCH DAMAGES OR LOSSES; (B) WITHOUT LIMITING THE FOREGOING, PwC WILL NOT BE LIABLE FOR DAMAGES OF ANY KIND RESULTING FROM YOUR USE OF OR INABILITY TO USE THE SOLUTION OR FROM ANY PRODUCTS, SERVICES OR THIRD PARTY MATERIALS, INCLUDING FROM ANY VIRUS THAT MAY BE TRANSMITTED IN CONNECTION THEREWITH; (C) YOUR SOLE AND EXCLUSIVE REMEDY FOR DISSATISFACTION WITH THE SOLUTION OR ANY PRODUCTS, SERVICES OR THIRD PARTY MATERIALS IS TO STOP USING THE SOLUTION; AND (D) THE MAXIMUM AGGREGATE LIABILITY OF PwC FOR ALL DAMAGES, LOSSES AND CAUSES OF ACTION, WHETHER IN CONTRACT, TORT (INCLUDING NEGLIGENCE) OR OTHERWISE, WILL BE THE GREATER OF ONE HUNDRED DOLLARS (\$100) AND THE TOTAL AMOUNT, IF ANY, PAID BY YOU TO PwC TO USE THE SOLUTION. ALL LIMITATIONS OF LIABILITY OF ANY KIND (INCLUDING IN THIS SECTION AND ELSEWHERE IN THIS AGREEMENT) ARE MADE FOR THE BENEFIT OF BOTH PwC AND THE AFFILIATED ENTITIES, AND THEIR RESPECTIVE SUCCESSORS AND ASSIGNS.
14. **Termination.** This Agreement is effective until terminated. PwC may immediately terminate this Agreement without penalty or liability: (a) if continuing to perform under this Agreement could, in PwC's sole and absolute judgment, result in PwC's noncompliance with any applicable law, rule or regulation, or any regulatory guidance, professional standard, or self-regulatory rule or policy, in each case as in effect from time to time; or

(b) upon the occurrence of an event that, in PwC's sole and absolute judgment, causes or would be likely to cause PwC or any Other PwC Firm not to be "independent" as required by any law, rule, regulation or professional standard relating to independence. PwC may terminate or suspend your use of the Solution at any time and without prior notice, for any reason, including if PwC believes that you have violated or acted inconsistently with the letter or spirit of this Agreement. Upon any such termination or suspension (or any termination of this Agreement), your right to use the Solution will immediately cease, and PwC may, without liability to you or any third party, immediately deactivate or delete your user name, password and account, and all associated materials, without any obligation to provide any further access to such materials. Sections 2 through 6 and 8 through 17 will survive any termination of this Agreement.

15. **Governing Law; Arbitration.** This Agreement, and any dispute relating to this Agreement or the subject matter of this Agreement, will be governed by and construed, interpreted and enforced in accordance with the domestic laws of the State of New York, without giving effect to any provisions that would require the laws of another jurisdiction to apply and regardless of your location. The parties expressly disclaim the applicability of, and waive any rights based on, the Uniform Computer Information Transactions Act, the Uniform Commercial Code, or the United Nations Convention on Contracts for the International Sale of Goods, however each may be codified or amended. ALL DISPUTES ARISING OUT OF OR RELATED TO THIS AGREEMENT OR THE SUBJECT MATTER OF THIS AGREEMENT (INCLUDING THE SOLUTION AND THE USE THEREOF) OR ANY ASPECT OF THE RELATIONSHIP BETWEEN YOU AND PwC UNDER THIS AGREEMENT, WHETHER BASED IN CONTRACT, TORT, STATUTE, FRAUD, MISREPRESENTATION OR ANY OTHER LEGAL THEORY, WILL BE RESOLVED THROUGH FINAL AND BINDING ARBITRATION BEFORE A NEUTRAL PANEL OF THREE ARBITRATORS INSTEAD OF IN A COURT BY A JUDGE OR JURY AND YOU AGREE THAT PwC AND YOU ARE EACH WAIVING THE RIGHT TO TRIAL BY A JURY. YOU AGREE THAT ANY ARBITRATION UNDER THIS AGREEMENT WILL TAKE PLACE ON AN INDIVIDUAL BASIS; CLASS ARBITRATIONS AND CLASS ACTIONS ARE NOT PERMITTED AND YOU ARE AGREEING TO GIVE UP THE ABILITY TO PARTICIPATE IN A CLASS ACTION. Notwithstanding the foregoing, nothing in this Agreement will preclude either party from seeking equitable relief in a court having jurisdiction. The arbitration will be conducted in accordance with the Rules for Non-Administered Arbitration of the International Institute for Conflict Prevention and Resolution then in effect ("**CPR Rules**"). The arbitration will be conducted before a panel of three arbitrators selected using the screened process provided for in the CPR Rules. The arbitration panel will have no power to award non-monetary or equitable relief of any sort, or to award damages inconsistent with this Agreement. Judgment on any arbitration award may be entered in any court having jurisdiction. All aspects of the arbitration will be treated as confidential. You acknowledge and agree that any demand for arbitration must be issued within one (1) year from the date that you became aware or should reasonably have become aware of the facts that give rise to PwC's alleged liability and in any event no later than two (2) years after the cause of action accrued.
16. **Trade Control Laws.** The Solution is subject to applicable export control laws and economic sanctions, including those of the United States and other relevant jurisdictions ("Trade Control Laws"). You agree to comply with all applicable Trade Control Laws and you represent, warrant and covenant as follows: (a) you will not use the Solution except as authorized by applicable Trade Control Laws; (b) you are not located or ordinarily resident in any country subject to comprehensive U.S. economic sanctions (currently, Cuba, Iran, North Korea, Sudan, Syria and Crimea (region of Ukraine) ("Sanctioned Countries")); (c) you will not access or otherwise use the Solution from or on behalf of any Sanctioned Country; (d) you are not and are not acting on behalf of a person or entity on any U.S. Government or other applicable restricted party lists; (e) you will not use the Solution for any end-uses restricted by the U.S. Government; and (f) you will not use the Solution to store or transfer any data subject to the International Traffic in Arms Regulations or subject to the Export Administration Regulations and controlled at a level other than EAR99/AT.
17. **Miscellaneous.** This Agreement does not, and will not be construed to, create any partnership, joint venture, employer-employee, agency or franchisor-franchisee relationship between you and PwC. If any provision of this Agreement is found to be unlawful, void or for any reason unenforceable, that provision will be deemed severable from this Agreement and will not affect the validity and enforceability of any remaining provision. You may not assign, transfer or sublicense any or all of your rights or obligations under this Agreement without our express prior written consent. We may assign, transfer or sublicense any or all of our rights or obligations under this Agreement without restriction. No waiver by either party of any breach or default under this Agreement will be deemed to be a waiver of any preceding or subsequent breach or default. Any heading, caption or section title contained herein is for convenience only, and in no way defines or explains any section or provision.

Appendix

2026 Law Firm Surveys Participation Fees

2026 Billing Rate & Associate Salary Survey (BRASS)

Firms that participate in the 2026 BRASS with 100 or more attorneys will receive a base participation fee of \$4,500. The base participation fee for firms **with less than 100 attorneys** will be **\$2,400**. The base participation fee includes three comparison groups in any of our three Reporting styles - Revenue Management Report (RMR), Talent Management Report (TMR), Partner Management Report (PMR).

The BRASS base fee this year also includes the *Revenue360* Performance Analytics Dashboard. The file will contain the corresponding Revenue Management Reports ordered.

All additional standard comparison groups ordered beyond the first three groups included with the base fee, will be billed according to the scale outlined below. This pricing scale is designed to provide discounts to those law firm participants who purchase a significant number of Reports and/or comparison groups.

1 thru 10 Comparison Groups	\$750
11 thru 20 Comparison Groups	\$650
21 thru 30 Comparison Groups	\$550
31 thru 40 Comparison Groups	\$450
41+ Comparison Groups	\$350

* Custom 'Peer Groups' do not qualify for volume discount pricing, but are included in the 'Bundling' pricing option discussed below.

All BRASS Custom 'Peer Firm' Groups will be billed at \$750 for the first peer request. Subsequent peer requests will be billed at \$750 each plus \$100 surcharge (for a total of \$850 each).

'Revenue Export' Spreadsheet (RXP) and 'Talent Export' Spreadsheet (TXP)

Participants can choose to order a spreadsheet (in .xls format) that will consist of a 'data export' of the comparison group statistics provided in the Revenue Management Reports (RMR) or Talent Management Reports (TMR) ordered. Your firm's data, and the group statistics from every comparison group ordered by the firm, will be displayed as a separate worksheet within the spreadsheet. The cost for these supplementary spreadsheets, regardless of the number of comparison groups ordered, is \$750 each.

2025 Law Firm Statistical Survey (LFSS)

Participants in the 2025 LFSS with more than 200 attorneys will receive a base participation fee of \$2,500 which includes one comparison group. The base participation fee for firms **with less than 200 attorneys** will be **\$1,500** and will include one comparison group. Additional comparison groups will be billed at \$725 each. The cost 'for the 'Report Export' Spreadsheet (XPT), regardless of the number of comparison groups ordered, is \$725.

2026 Senior Administrative Leaders Compensation & Staffing Report (SAL)

Participants in the 2025 LFSS will receive this Report for all comparison groups ordered at no cost. Participation only in the SAL will be \$2,400 which includes two comparison groups, plus 2 supplemental office level' reports.

'Peer Firm' Custom Comparison Groups - All Participants

In addition to the standard comparison group offerings previously described, participants can choose to create **custom comparison groups** for their Firm, individual offices or practice groups, provided the criterion for participation in the group adheres to all current antitrust laws. Many firms submit a list of their peers and request comparison group(s) by city or practice group comprised of the Survey participants from their peer list of firms. 'Peer Group' custom comparison groups are \$750 for the first peer request. Subsequent peer requests will be billed at \$750 each, plus a \$100 custom group surcharge (for a total of \$850 each).

We are asking that all participants identify a listing of their primary peers on a national level. To assist with this effort, we developed a supplemental 'Peer Firms Listing' which allows you to select from the 200 law firms that were listed on the most recent American Lawyer publication. Additional space has been provided for your Firm to identify any Peer Firms listed outside of the AmLaw 200.

BRASS & LFSS - 'Bundling' Pricing Option

For those law firms that participate in both the 2025 LFSS and the 2026 BRASS, we are offering a set pricing option of \$35,000 for any number of comparison groups from the various Report Types available in both Surveys. More specifically, this includes the following:

- Unlimited comparison groups (including Peer Firm groups) from the 2025 LFSS and the 2026 BRASS in any of our three distinct Report types
- Unlimited comparison groups (including Peer Firm groups) in the 2026 Senior Administrative Leaders Compensation & Staffing Report (SAL)
- The 'Revenue Export' Spreadsheet (RXP) and 'Talent Export' Spreadsheet (TXP) from 2026 BRASS
- The 'Report Export' Spreadsheet (XPT) from the 2025 LFSS

Invoicing

The Law Firm Services Group will issue an invoice to all participants. We ask that Survey participants do not prepay their participation fees, as applicable sales tax may be added.

Questions

Please contact the Law Firm Survey Team with any questions concerning the participation fees at **(201) 566-2100** or via email at [**us_pwc_law_firm_survey_team@pwc.com**](mailto:us_pwc_law_firm_survey_team@pwc.com)