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13 *Attorneys for Swisher International, Inc.*

14  
 15 UNITED STATES DISTRICT COURT  
 16 CENTRAL DISTRICT OF CALIFORNIA

17 TRENDSETTAH USA, INC. and  
 18 TREND SETTAH, INC.,  
 19 Plaintiffs,  
 20 v.  
 21 SWISHER INTERNATIONAL, INC.,  
 22 Defendant.

CASE NO. 8:14-cv-01664-JVS-DFM  
**DECLARATION OF DANIEL G.  
 SWANSON IN SUPPORT OF  
 DEFENDANT AND JUDGMENT  
 CREDITOR SWISHER  
 INTERNATIONAL, INC.'S MOTION  
 FOR SANCTIONS**

**DECLARATION OF DANIEL G. SWANSON**

I, Daniel G. Swanson, declare as follows:

1. I am an attorney at law duly admitted to practice in the State of California and the United States District Court for the Central District of California. I am a partner at Gibson, Dunn & Crutcher LLP, and I am one of the attorneys at my firm responsible for representing Swisher International, Inc. (“Swisher”) in the above captioned action. I submit this declaration in support of Swisher’s Motion for Sanctions (“Sanctions Motion”). I have personal knowledge of the matters set forth herein, except where stated otherwise, and if called to testify, I could and would competently testify thereto.

2. Gibson, Dunn & Crutcher LLP (“GDC”) is a premier, full-service international law firm with over 1800 lawyers and 20 offices located in major cities throughout the United States, Europe, the Middle East, Asia, and South America. GDC consistently ranks among the world’s top law firms in industry surveys and major publications. The *American Lawyer* named GDC its 2022 California “Regional Litigation Department of the Year” and has recognized GDC as a winner of its general “Litigation Department of the Year” competition for four of the last seven biennial competitions. In its 2022 edition, *Chambers USA: America’s Leading Lawyers for Business* ranked GDC as a Band 1 law firm for National, California, and Texas in the Competition/Antitrust and Appellate Law practices. *U.S. News – Best Lawyers®* ranked GDC in its 2023 edition as a Tier 1 law firm for its Competition/Antitrust and Appellate Law practices. In its 2023 edition, *Benchmark Litigation US* also ranked GDC as a Tier 1 law firm in the Appellate, Competition/Antitrust, and Commercial categories.

3. I have been practicing law for over 35 years, focusing on antitrust and competition law, including trial and appellate litigation, class actions, grand jury and civil investigations, merger review, regulatory and competition policy matters, and antitrust counseling. In addition to my law degree, I have a Ph.D. in economics from Harvard University. Over the course of my practice, I have litigated dozens of Sherman Act Section 2 monopolization and dominance cases and handled more than 25

1 international cartel investigations. In addition to antitrust matters, I have handled a wide  
2 variety of commercial litigation disputes and litigated matters of Florida law in Florida  
3 state court and have twice argued in the Florida District Court of Appeal. I have received  
4 recognition for the successful results I have obtained on behalf of my clients by industry  
5 surveys and major publications, including a “Band 1” ranking for California Antitrust  
6 by *Chambers USA*. My profile, which lists my experiences and background in greater  
7 detail, is attached hereto as **Exhibit 1**.

8 4. In 2016, GDC was retained to represent Swisher in this Action in  
9 connection with post-trial and appellate proceedings. Since then, I have overseen all  
10 aspects of this case and am responsible for staffing and supervising this matter. I have  
11 served as the supervising attorney in numerous matters and have extensive experience  
12 managing litigation teams in complex civil lawsuits. I have also practiced in Los  
13 Angeles for decades and am familiar with the cost of legal services in this market.

14 5. In its Motion, Swisher seeks an award of \$19,859,625.66 as attorney’s fees  
15 for services provided by GDC’s timekeepers, including fees that Swisher incurred in  
16 connection with the Sanctions Motion. These fees include (1) \$3,917,764.35 that the  
17 Court previously determined was reasonably incurred in its December 2, 2020 Order  
18 granting Swisher’s Motion for Attorney’s fees (“Fees Order”) (Dkt. 622 at 12-13)<sup>1</sup> and  
19 (2) \$6,976,003.50 that Swisher did not previously claim, including hours that Swisher  
20 voluntarily excluded from Swisher’s Motion for Attorney’s Fees and Costs (“Fees  
21 Motion”) because the work primarily related to antitrust issues or was performed after  
22 the date that Swisher filed its motion for fees and costs.

23 6. Additionally, Swisher seeks an award of \$5,241,816.55 for fees charged by  
24 \_\_\_\_\_

25 <sup>1</sup> Swisher previously requested \$4,406,873.50 for services rendered by GDC pursuant to  
26 the contractual fee shifting provision under the parties’ Private Label Agreements. The  
27 Court disallowed \$53,802.00 and applied a 10% reduction to account for block-billing,  
28 awarding \$3,917,764.35 for GDC’s services. As set forth in Swisher’s Motion for  
Setoff, TSI has indicated that it anticipates filing a motion to vacate the previous fee  
award under Rule 60(b)(5). If the Court awards Swisher sanctions and leaves the De-  
cember 2020 fee award in place, Swisher will make an election of remedies to avoid  
any double recovery.

1 Akerman LLP and \$75,520.00 for fees charged by Brodsky Fotiu-Wojtowicz (“BFW”),  
2 our co-counsel on this matter, and litigation-related costs of \$3,648,521.26 that Swisher  
3 incurred in the defense of this Action. In this declaration, I explain the basis for GDC’s  
4 fees and Swisher’s litigation costs. Akerman’s fees are explained in the Declaration of  
5 Michael Marsh, and BFW’s fees are explained in the Declaration of Alaina Fotiu-  
6 Wojtowicz, which are concurrently filed herewith. Altogether, Swisher seeks an award  
7 of \$19,859,625.66 in attorney’s fees and costs.

8 7. Nothing in this Declaration, or its exhibits or attachments, is intended to be  
9 a waiver of the attorney-client privilege or the work product doctrine.

10 **A. Hours Claimed by Swisher for GDC’s Services**

11 8. From April 2016 to February 2023, GDC has billed Swisher a total of  
12 \$12,280,902.00 for 12,836.37 hours of services rendered by attorneys, paralegals, and  
13 other direct billing staff members working on this matter.

14 9. The hours billed by GDC reflect the services provided to Swisher since the  
15 end of the first trial in this Action. GDC’s work on this matter includes: (1) Swisher’s  
16 Motion for Judgment as a Matter of Law or, In the Alternative, for New Trial; (2)  
17 Swisher’s Motion for Reconsideration of the Court’s August 2016 Order; (3) appeal of  
18 the Court’s December 2016 Judgment to the Ninth Circuit; (4) petition for a writ of  
19 certiorari to the U.S. Supreme Court seeking review of the Ninth Circuit’s 2019 opinion;  
20 (5) Swisher’s Motion for Relief from Judgment Pursuant to Rule 60 (“Rule 60 Motion”)  
21 and opposing Plaintiffs’ repeated attempts to overturn the Court’s Order granting  
22 Swisher’s Rule 60 Motion; (5) post-trial discovery and fact development; (6) Opposition  
23 to Plaintiffs’ Motion to Dismiss; (7) Swisher’s Fees Motion; (8) enforcement of  
24 Swisher’s award for fees and costs; (9) TSI’s appeal of the Court’s September 2020  
25 Judgment to the Ninth Circuit; (10) petition for writ of certiorari to the U.S. Supreme  
26 Court seeking review of the Ninth Circuit’s 2022 opinion; and (11) Swisher’s post-  
27 remand motions.

28 10. Based on my years of experience and my involvement in this case, the

1 hours our team members spent on this matter were reasonable and necessary to advance  
2 and protect Swisher's interests in this case. While every hour expended on this matter  
3 provided value to this case, Swisher has excluded hours billed for administrative,  
4 clerical, and other tasks that were necessary to the case, but for which Swisher does not  
5 seek recovery. Swisher has also excluded time billed by in-house staff who provided  
6 support services such as librarians and research assistants. As for in-house e-Discovery  
7 staff and technicians, I have included their hours as costs. In addition, Swisher does not  
8 seek to claim hours that the Court previously disallowed.

9 11. After imposing these reductions, Swisher seeks attorney's fees for  
10 11646.50 hours billed by GDC timekeepers. The claimed hours reflect time billed by 9  
11 partners on this case, 15 associates, 1 contract attorney, and 2 paralegals, as discussed in  
12 Section B below.

13 12. In managing this case, I have allocated various tasks among these  
14 timekeepers to maximize efficiency while ensuring high-quality services. The partners  
15 developed the overall litigation strategy for the case based on their areas of expertise in  
16 coordination with co-counsel. We also supervised the work performed by associates,  
17 including reviewing research performed by associates and conducting follow-up  
18 research as needed to further guide the team; revising and editing drafts of briefs and  
19 other work product generated by associates; and providing guidance on associates'  
20 interactions with co-counsel, opposing counsel, third parties, and the Court. In addition,  
21 to familiarize ourselves with the case, the partners managing the case reviewed the trial  
22 record; records from criminal proceedings of Plaintiffs' CEO, Mr. Akrum Alrahib; and  
23 key documents identified by associates. I have also interfaced with various experts and  
24 consultants retained for this case and appeared at hearings and status conferences on  
25 behalf of Swisher.

26 13. Three senior associates on the case, Mr. Gregory Bok, Ms. Minae Yu, and  
27 Mr. Julian Kleinbrodt, were primarily responsible for preparing initial drafts of key work  
28 product, such as briefs and discovery requests, and conducted the legal research and fact

1 investigation necessary for that effort. They also interfaced with co-counsel, opposing  
2 counsel, and third parties, assisted me with hearing preparation, attended hearings and  
3 status conferences, argued some of the motions, spearheaded fact development, and  
4 worked with experts and consultants.

5 14. Mr. Samuel Eckman, a senior associate in GDC's Appellate and  
6 Constitutional Law practice group, was tasked with appeal-related work, including  
7 opposing Plaintiffs' petitions for interlocutory review and writ of mandamus to overturn  
8 the Court's Rule 60 order.

9 15. Other associates assisted Mr. Bok, Ms. Yu, Mr. Kleinbrodt, and Mr.  
10 Eckman with first-level legal research, drafted portions of briefs and other work product,  
11 prepared supporting materials for briefs, cite-checked and fact-checked the filings, and  
12 reviewed documents and the record in the case to assist with fact development. Ms.  
13 Rani Biswas assisted the team with fact development and review of documents and  
14 compiled factual support and exhibits for motions filed in this case.

15 16. The hours claimed for the GDC team include (1) post-trial and appellate  
16 work primarily relating to TSI's antitrust claims ("Antitrust Hours")<sup>2</sup> and (2) litigation  
17 relating to TSI's misconduct ("Rule 60 Hours"). The Antitrust Hours include the  
18 preparation of Swisher's post-trial motions, fact development and expert work,  
19 preparation for a new trial on TSI's attempted monopolization claim, appeal of the  
20 Court's December 2016 Judgment, and petitioning the Supreme Court for review of the  
21 Ninth Circuit's decision on TSI's antitrust claims. The Rule 60 Hours include preparing  
22 Swisher's Rule 60 Motion and opposing Plaintiffs' repeated challenges to the Court's  
23 Rule 60 order; fact development and discovery in preparation for retrial; working with  
24 experts and consultants; opposing Plaintiffs' Motion to Dismiss; preparing Swisher's  
25 Fees Motion; post-judgment discovery and efforts to enforce Swisher's award; TSI's

26 \_\_\_\_\_  
27 <sup>2</sup> A portion of Swisher's post-trial and appellate work related primarily or exclusively to  
28 TSI's contract claims. In the billing records appended to this Declaration as **Exhibit 3**,  
Swisher has designated entries involving such hours as "Contract" in the column under  
the heading "Task Category." The total hours in this category is 295.80.

1 appeal of the Court's September 2020 Judgment; petition for writ of certiorari to the  
2 U.S. Supreme Court seeking review of the Ninth Circuit's 2022 opinion; and preparing  
3 Swisher's post-remand motions.

4 **1. Antitrust Hours**

5 17. ***Post-trial Motions.*** Following the March 2016 trial, Swisher filed its (1)  
6 Motion for Judgment as a Matter of Law or New Trial and (2) Motion for  
7 Reconsideration of the Court's August 17, 2016 Order. To prepare these motions, GDC  
8 attorneys had to expend time becoming familiar with the pre-trial and trial record,  
9 working with experts and consultants, conducting legal research, drafting briefs and  
10 supporting documents, coordinating these efforts with Akerman attorneys, and meeting  
11 and conferring with TSI's counsel. After the Court granted Swisher's motion for  
12 judgment as a matter of law on the monopolization claim and ordered a new trial on the  
13 attempted monopolization claim, GDC attorneys met and conferred with TSI's counsel,  
14 prepared and submitted a joint report on the scope of the new trial and trial schedule,  
15 and appeared for the status conference held on September 19, 2016. Both parties then  
16 filed their respective motions for reconsideration of the Court's August 2016 Order.  
17 Opposing TSI's motion and preparing Swisher's motion required additional time for  
18 legal research and drafting the motions, oppositions, and replies. The time and resources  
19 expended on Swisher's post-trial motions were necessary to defend against TSI's  
20 antitrust claims.

21 18. ***Ninth Circuit Appeal and Petition for Certiorari.*** Another significant  
22 portion of GDC's claimed Antitrust Hours is the time spent preparing for the Ninth  
23 Circuit appeal of the Court's December 2016 Judgment and petitioning the Supreme  
24 Court for review of the Ninth Circuit's decision. Tasks undertaken for the appellate  
25 work included drafting Swisher's Ninth Circuit briefs, related legal research, compiling  
26 the trial record for submission, preparing for and attending oral argument before the  
27 Ninth Circuit panel, preparing a petition for *en banc* review, preparing Swisher's motion  
28 for stay of the mandate and opposing TSI's motion to lift the stay, soliciting *amicus*

1 support for Swisher’s petition to the Supreme Court, and drafting Swisher’s petition for  
2 writ of certiorari. GDC’s hours spent on these tasks were necessary to defend against  
3 TSI’s antitrust claims, which the Court and the Ninth Circuit have now determined were  
4 based on falsified records of lost profits.

5 **2. Rule 60 Hours**

6 19. **Swisher’s Rule 60 Motion.** The most substantial portion of the Rule 60  
7 Hours relate to the preparation of Swisher’s Rule 60 Motion and opposing Plaintiffs’  
8 repeated efforts to overturn the Court’s August 19 Order granting relief from judgment.  
9 After the Court issued its order, Plaintiffs filed a motion for certification under § 1292(b)  
10 in October 2019, which was denied. Plaintiffs then filed a motion for reconsideration in  
11 November 2019, which was also denied. Thereafter, however, the Court *sua sponte*  
12 certified its August 19 Order. In January 2020, Plaintiffs petitioned the Ninth Circuit  
13 for interlocutory appeal under § 1292(b), which the Ninth Circuit denied. In May 2020,  
14 one week after the Ninth Circuit’s rejection of Plaintiffs’ § 1292(b) petition, Plaintiffs  
15 petitioned the Ninth Circuit for a writ of mandamus to reassign this case and direct the  
16 reinstatement of the jury’s verdict, which the Ninth Circuit denied. Then in June 2020,  
17 Plaintiffs filed a second motion for reconsideration of the Court’s August 19 Order,  
18 which the Court denied. Swisher’s Rule 60 Motion and subsequent briefing, including  
19 responding to each of Plaintiffs’ challenges to the Court’s order, required substantial  
20 time and effort. Among other things, GDC attorneys monitored and reviewed the filings  
21 in Alrahib’s criminal cases, reviewed documents and the records in this case as new  
22 information about Alrahib’s illegal activities became available through his criminal  
23 proceedings, conducted additional legal research, met and conferred with opposing  
24 counsel, drafted briefs and supporting documents, compiled factual support and exhibits  
25 for each filing, drafted motions to seal, and met and conferred with opposing counsel.  
26 The hours expended in seeking relief under Rule 60 and opposing Plaintiffs’ repeated  
27 challenges to the Court’s order were necessary and critical to this case.

28 20. **Fact Development and Discovery.** Another significant portion of the Rule



1 60 Hours is the time spent on fact development and discovery. After the Court reopened  
2 discovery in this case, Swisher served discovery on Plaintiffs and their affiliated  
3 individuals (including Alrahib) and entities. They all refused to produce any information  
4 or documents responsive to Swisher's discovery requests. As a result, Swisher had to  
5 initiate two enforcement actions in the Southern District of Florida and file two motions  
6 to compel with Magistrate Judge McCormick. Swisher's motions were either granted  
7 in their entirety or granted in substantial part. But even with court orders directing  
8 Plaintiffs and Alrahib to produce documents responsive to Swisher's discovery requests,  
9 they refused to comply. This required additional work to prepare motions for contempt  
10 and/or sanctions to enforce the court orders. In addition, because Plaintiffs refused to  
11 produce any of their updated financial records and bank records, Swisher had to serve  
12 nearly 20 subpoenas on third-party banks. Swisher also pursued third-party discovery  
13 on individuals who may have information about Alrahib's various tax evasion schemes,  
14 including Plaintiffs' former employees and importers who Alrahib admitted helped him  
15 with tax evasion. When Swisher received some documents from third parties, the  
16 associate team reviewed them and identified significant ones. Moreover, given the  
17 passage of time between pretrial discovery and the disclosure of Alrahib's illegal  
18 activities, the GDC team reviewed some of the documents produced earlier in this case  
19 as a part of its continuing fact development efforts. The time spent on discovery and  
20 fact development was necessary to prepare for retrial and reasonable in light of  
21 Plaintiffs' refusal to produce any information about its finances or Alrahib's tax fraud.

22       21. ***Experts and Consultants.*** The GDC team also expended time and effort  
23 working with experts and consultants, including damages/economics experts, a forensic  
24 accounting expert, and a private investigator. These efforts were necessary to prepare  
25 for retrial. For example, a forensic accounting expert was necessary to perform a fraud  
26 analysis on Plaintiffs' financial records in light of Alrahib's tax evasion. Swisher also  
27 had to retain an investigator to locate and gather information on individuals and entities  
28 affiliated with Plaintiffs, which was necessitated by their refusal to cooperate in

1 discovery.

2 22. **Motion to Dismiss.** The Rule 60 Hours also include time spent on opposing  
3 Plaintiffs' motion to dismiss and requesting certain conditions on dismissal to protect  
4 Swisher's interests. Swisher had expended significant time and resources preparing for  
5 retrial when Plaintiffs moved to dismiss. For example, Swisher had spent time to secure  
6 court orders requiring Plaintiffs and their related individuals and entities to produce  
7 information and documents relevant to this case. While Swisher had pursued the  
8 information and documents to prepare for retrial, they were also relevant to protecting  
9 Swisher's interests after TSI's dismissal of the case, including Swisher's right to  
10 attorney's fees and enforcement of the award. Accordingly, GDC expended reasonable  
11 time and effort in conducting legal research, working with Swisher's forensic accounting  
12 expert, and preparing Swisher's opposition to Plaintiffs' motion to dismiss to advance  
13 and protect Swisher's interests.

14 23. **Motion for Attorney's Fees and Costs.** The GDC team also worked on  
15 preparing Swisher's Fees Motion, which entailed conducting legal research, drafting  
16 opening and reply briefs, and preparing supporting documents. The Court previously  
17 found that the hours expended on Swisher's Fees Motion were reasonable and awarded  
18 \$218,094.20 for the time billed for preparing the Fees Motion. Dkt. 622 at 12. GDC's  
19 work on the Fees Motion was necessary to protect Swisher's interest in recovering the  
20 expenses it has incurred in this litigation.

21 24. **Enforcement of Attorney's Fee Award.** The Rule 60 Hours include work  
22 to enforce Swisher's award of attorney's fees and costs. After the Court awarded  
23 Swisher \$10,462,480.60 in fees and costs, TSI did not pay any amount in satisfaction of  
24 the award or post a supersedeas bond while it sought to appeal the Court's Rule 60 Order.  
25 Moreover, TSI claimed to be insolvent, and the bank records Swisher had obtained in  
26 the course of preparing for the retrial indicated that TSI's assets had been transferred to  
27 TSI's officers, their family members, and related entities. Swisher thus had to pursue  
28 enforcement of its award, including propounding discovery requests on TSI and issuing

1 subpoenas to TSI's officers and affiliated entities, working with a forensic accounting  
2 consultant to analyze TSI's financial records, conducting a debtor's examination, taking  
3 the depositions of Mr. Alrahib's wife and TSI's former CFO, meeting and conferring  
4 with TSI's counsel before filing motions to compel, and preparing and filing motions in  
5 aid of enforcement. These tasks were necessary to protect Swisher's interests and were  
6 necessitated by TSI's refusal to make any payments on the unbonded fee award.

7       25. ***Ninth Circuit Appeal and Petition for Certiorari.*** The Rule 60 Hours  
8 include time spent for TSI's appeal of the Court's Rule 60 order and Swisher's petition  
9 for a writ of certiorari to the Supreme Court. The appellate work involved legal research,  
10 preparing Swisher's motions, briefs, and supporting records filed with the Ninth Circuit,  
11 preparing for and attending oral argument before the Ninth Circuit panel, preparing a  
12 petition for *en banc* review, preparing Swisher's motion for a stay of the mandate,  
13 *amicus* outreach efforts, and drafting Swisher's petition for a writ of certiorari.

14       26. ***Post-Remand Motions.*** The Rule 60 Hours include time spent drafting  
15 Swisher's post-remand motions, including its motions for sanctions and setoff, and  
16 preparing for TSI's anticipated motions. As the Court has determined and the Ninth  
17 Circuit has affirmed, TSI has engaged in misconduct that warranted relief under Rule  
18 60(b). Swisher has expended considerable resources litigating TSI's claims and  
19 exposing TSI's misconduct. Swisher's post-remand motions were necessary to protect  
20 Swisher's entitlement to compensation for defending this lawsuit and to offset the award  
21 against TSI's breach-of-contract verdict given TSI's claims of insolvency. In addition,  
22 TSI has informed Swisher's counsel that it will seek fees and costs, prejudgment and  
23 post judgment interest, and relief from Swisher's prior fee award under Rule 60(b)(5).  
24 The parties met and conferred on their upcoming motions and appeared for a status  
25 hearing on January 9, 2023. Additionally, Swisher worked on opposing TSI's motion  
26 to amend the mandate that was filed with the Ninth Circuit, preparing the parties' joint  
27 submissions to the Court regarding briefing schedule and word limit, opposing TSI's *ex*  
28 *parte* application, and objecting to TSI's proposed judgment.

1           27.    **Other Tasks.** The claimed Antitrust Hours and Rule 60 Hours also include  
2 time spent on tasks that are a normal and routine part of litigation, including  
3 communications and meetings among the team members, communications and meetings  
4 with the client, coordination with co-counsel, organizing tasks, scheduling, and  
5 preparing for and attending status conferences, among other things.

6           28.    **Exhibit 2** and **Exhibit 3** are billing records for the claimed hours with  
7 narrative descriptions of the tasks performed, the hours spent, and the timekeeper.  
8 Exhibit 2 includes the billing records that GDC has previously submitted in support of  
9 its Fees Motion. *See* Dkt. 605-3, Dkt. 616-4. The Court previously disallowed the hours  
10 spent on preparing Swisher’s motion to compel discovery from TSI’s expert that was  
11 not filed and reduced the hours for attorneys attending the November 12, 2019 status  
12 conference by half. The Court further determined that approximately a third of GDC’s  
13 claimed hours were block-billed and reduced the total fee award by 10%. Swisher  
14 accepts the reductions the Court previously applied and does not seek to recover for the  
15 disallowed hours or 10% reduction applied to Swisher’s fee request for these hours.

16           29.    **Exhibit 3** contains the billing records for the hours that GDC did not  
17 previously claim. They include the Antitrust Hours that were previously excluded and  
18 the Rule 60 Hours that have been incurred since the filing of Swisher’s Fees Motion, as  
19 well as hours for timekeepers whom Swisher previously excluded. Like Swisher’s  
20 previously submitted time records, the records in **Exhibit 3** were obtained from GDC’s  
21 electronic billing system, which is maintained by the firm in the ordinary course of  
22 business. The time records were entered into the billing system by GDC timekeepers at  
23 or around the time they performed each task. Time entries with no claimed hours were  
24 excluded. In instances where time entries were not broken up by each task, the  
25 timekeepers have made an effort to itemize the hours. Some timekeepers had initially  
26 recorded their time per task, but the itemization was removed in the course of processing  
27 the bills. The initial entries were maintained by the billing department and are reflected  
28 in Exhibit 2 as they were initially entered by the timekeepers before processing. Other

1 timekeepers used their best efforts to allocate the time for each task by referencing their  
2 litigation files, meeting notes, calendar invites, emails, and other attorney’s time entries,  
3 among other sources. These allocated entries are highlighted in Exhibit 2.

4 30. **Exhibit 4** and **Exhibit 5** are tables summarizing the claimed hours for each  
5 GDC timekeeper for each year. **Exhibit 4** was previously filed with Swisher’s Fees  
6 Motion and contains a summary of the claimed hours in Exhibit 2. Dkt. 606-5. **Exhibit**  
7 **5** includes a summary of the claimed hours in Exhibit 3 that were not previously  
8 submitted to the Court.

9 **B. Hourly Rates for GDC Timekeepers**

10 31. Swisher seeks GDC’s standard rates for the claimed hours. Attached hereto  
11 as **Exhibit 6** is a table summarizing the standard hourly rates for the 26 attorneys, 1  
12 contract attorney, and 2 paralegals who worked on this matter, broken down by year.  
13 The rates are not listed for any year when the timekeeper billed no time to this matter.  
14 Swisher was generally charged these standard rates for GDC services.<sup>3</sup> The Court  
15 previously agreed that the standard rates Swisher claimed for GDC partners and  
16 associates in Swisher’s Fees Motion were “reasonable given the prevailing rates in the  
17 Central District of California.” Dkt. 622 at 12. The standard rates for the timekeepers  
18 whose hours were not previously submitted are in line with the standard rates for  
19 previously claimed timekeepers.

20 32. Based on my experience, GDC’s standard rates for these timekeepers are  
21 in line with hourly rates charged for attorneys with comparable skills and experience at  
22 firms with similar size and reputation as GDC in the Los Angeles market. In particular,  
23 based on my experience and attorney billing rates reported in publications such as the  
24 Real Rate Report published by Wolters Kluwer ELM Solutions, antitrust and appellate  
25 lawyers, such as those who constituted GDC’s primary litigation team, command higher  
26 rates than other litigation partners and associates. Moreover, because Alrahib’s tax fraud

27 \_\_\_\_\_  
28 <sup>3</sup> From August 2021 to December 2022, Swisher received a 10% discount.

1 further complicated the issues presented in this matter, GDC’s team primarily  
2 responsible for this matter had to consult with a number of partners and associates who  
3 specialize in other areas.

4 33. The profiles and resumes of GDC team members are attached hereto as  
5 **Exhibit 7.**<sup>4</sup> In some instances, they provide more detailed information about each  
6 attorney’s relevant background and experiences than the profiles available on GDC’s  
7 website.

8 34. The partners who have worked on this matter have been recognized by their  
9 peers as leaders in their respective practice areas.

10 35. Mr. Theodore Boutrous is a member of GDC’s Executive and Management  
11 Committees. He has extensive experience representing clients across industries,  
12 including in Appellate and Antitrust matters, and has successfully persuaded courts to  
13 overturn some of the largest jury verdicts and class actions in history. In 2022, the Los  
14 Angeles and San Francisco Daily Journal named Mr. Boutrous one of the “Top 100  
15 Lawyers” in California for the 18th year in a row. *The American Lawyer* named Mr.  
16 Boutrous the 2019 “Litigator of the Year, Grand Prize Winner.” He has also been  
17 recognized by *The National Law Journal*, including as early as 2013, as one of the “100  
18 Most Influential Lawyers in America.”

19 36. Ms. Cynthia Richman is a member of GDC’s Litigation and Antitrust  
20 practice groups. She has experience handling a wide variety of antitrust matters in a  
21 broad range of industries, such as microprocessors and other high-technology products,  
22 airlines, retail food services, pharmaceuticals, chemicals, defense, travel, and music.  
23 Ms. Richman has been repeatedly recognized by her peers for inclusion in *Best Lawyers*  
24 *in America*© in the field of Litigation: Antitrust, and *U.S. Legal 500* has identified her  
25 as a “Leading Lawyer” in the areas of merger control, cartels, and civil litigation/class  
26 action defense. In 2023, she was recognized by Lawdragon as one of its “Leading  
27 \_\_\_\_\_

28 <sup>4</sup> For some of the timekeepers who have left the firm, their firm profiles are no longer available.

1 Litigators in America.”

2 37. Mr. Richard Parker is a member of GDC’s Antitrust group. He has  
3 extensive experience representing clients before enforcement agencies and courts,  
4 including for merger clearance cases, cartel matters, class actions, and government civil  
5 investigations. Mr. Parker was recognized by *Benchmark Litigation* as “East Coast  
6 Antitrust Litigator of the Year” in 2021 and among the “Top 100 Trial Lawyers in  
7 America” in 2022. *Who’s Who Legal* has named Mr. Parker to their “Thought Leaders:  
8 Global Elite” list for Competition every year since 2018.

9 38. Mr. Amir Tayrani is a member of GDC’s Appellate and Constitutional Law  
10 practice group and the Administrative Law and Regulatory practice group. He has  
11 significant experience representing clients before the U.S. Supreme Court and other  
12 federal and state appellate courts across the country. In 2023, *Best Lawyers in America*®  
13 recognized Mr. Tayrani for his appellate practice. He has also been recognized twice as  
14 an Appellate Rising Star by *Law360*.

15 39. Mr. Thomas Hungar is a member of GDC’s Appellate group. He has  
16 extensive experience representing clients in appellate litigation, congressional  
17 investigations, and complex trial court litigation. Most recently, Mr. Hungar was  
18 recognized in the 2023 publication of *Best Lawyers in America*® for his appellate  
19 practice.

20 40. Mr. Bradley Hamburger is a member of GDC’s Appellate, Class Actions,  
21 and Labor & Employment practice groups. He has experience representing clients in  
22 class actions and appeals across several areas of law, including antitrust, employment,  
23 consumer fraud, and administrative law. In 2022, *Law360* recognized Mr. Hamburger  
24 as a Rising Star in the Class Action category. The *Daily Journal* named Mr. Hamburger  
25 as one of the top 40 lawyers in California under 40 in 2021.

26 41. Mr. Michael Neumeister is a member of GDC’s Business Restructuring &  
27 Reorganization Group and Corporate Department. He has a broad range of experience  
28 litigating bankruptcy and other distressed debt issues. Mr. Neumeister was recognized

1 by *The Best Lawyers in America*® in the area of Bankruptcy and Creditor Debtor  
2 Rights/Insolvency and Reorganization Law in 2023. He has also been named a “Rising  
3 Star” in the field of Bankruptcy & Creditor/Debtor Rights by *Super Lawyers Magazine*  
4 since 2013.

5 42. Mr. Jeffrey Krause is a member of GDC’s Business Restructuring and  
6 Reorganization practice group. He has a broad corporate restructuring practice and has  
7 handled significant debtor and creditor representations, including in chapter 11 cases.  
8 Mr. Krause was recognized as a Band 1 lawyer in *Chambers USA: America’s Leading*  
9 *Lawyers for Business* in 2021 and 2022. He has also been recognized by *Best Lawyers*  
10 *in America*® in the area of Bankruptcy and Creditor Debtor Rights/Insolvency and  
11 Reorganization Law for more than a decade.

12 43. Several associates provided assistance to the partners on various aspects of  
13 the litigation, including drafting briefs and other work product, conducting legal  
14 research, and developing the factual record.

15 44. Mr. Gregory Bok was a member of GDC’s Antitrust and Appellate and  
16 Constitutional Law and Class Actions practice groups. Mr. Bok has represented clients  
17 in complex antitrust, securities, and employment class actions in both trial courts and on  
18 appeal. Mr. Bok graduated from the University of California, Berkeley, School of Law  
19 in 2013. Mr. Bok has since left the firm.

20 45. Ms. Minae Yu and Mr. Julian Kleinbrodt are members of GDC’s Litigation  
21 and Antitrust practice groups. They have successfully represented clients in antitrust  
22 and civil litigation across several industries. Recently, they secured a complete defense  
23 verdict in *In re Korean Ramen Antitrust Litigation*, Case No. 13-cv-04115 (N.D. Cal.),  
24 a complex, bet-the-company case that was litigated over five years. The *Daily Journal*  
25 selected this case as one of its Top Verdicts of 2018, and *Global Competition Review*  
26 nominated the matter for its 2019 Global Competition Review Awards in the Litigation  
27 of the Year–Cartel Defense category. Ms. Yu graduated from Georgetown University  
28 Law Center in 2009 and Mr. Kleinbrodt from University of Michigan School of Law in



1 2014.

2 46. Mr. Samuel Eckman is a member of GDC’s Appellate and Constitutional  
3 Law practice group. Before joining the firm, Mr. Eckman served as a law clerk to the  
4 Honorable Antonin Scalia, Associate Justice of the U.S. Supreme Court, and he was  
5 recently recognized in *The Best Lawyers in America*® 2022 and 2023 “Ones to Watch”  
6 in Appellate Practice. Mr. Eckman graduated from the University of Chicago Law  
7 School in 2013.

8 47. Ms. Lindsay See was a member of GDC’s Litigation department. Ms. See  
9 has experience in a range of appellate matters in both federal and state courts, including  
10 at the United States Supreme Court, across a spectrum of issues including constitutional  
11 and antitrust litigation, administrative law, and intellectual property law. Ms. See  
12 graduated from Harvard Law School in 2011. Ms. See has since left the firm.

13 48. Mr. Sean Cooksey was a member of GDC’s Appellate and Constitutional  
14 Law practice group. Mr. Cooksey represented clients on litigation and appellate matters  
15 in a wide range of areas, such as antitrust and constitutional law, class actions, and RICO.  
16 Mr. Cooksey graduated with High Honors from the University of Chicago Law School  
17 in 2014, where he was a Kirkland & Ellis Scholar and was elected to the Order of the  
18 Coif. Mr. Cooksey has since left the firm.

19 49. Mr. Andrew Davis was a member of GDC’s Appellate and Constitutional  
20 Law practice group. He graduated from Columbia Law School in 2012. Mr. Davis has  
21 since left the firm.

22 50. Mr. Benjamin Cassady was a member of GDC’s Appellate and  
23 Constitutional Law practice group. He graduated from Yale Law School in 2013. Mr.  
24 Cassady has since left the firm.

25 51. Mr. Ryan Azad is a member of GDC’s Appellate and Constitutional Law  
26 practice group. He graduated from UCLA School of Law in 2017.

27 52. Ms. Sarah Akhtar is a member of GDC’s Antitrust, Litigation, and  
28 Appellate practice groups. She graduated from Georgetown University Law Center in

1 2017.

2 53. Mr. Michael Farag is a member of GDC's Business Restructuring and  
3 Reorganization practice group. He graduated from UCLA School of Law in 2016.

4 54. Mr. Andrew Brown is a member of GDC's Litigation and Appellate  
5 practice groups. He graduated from UCLA School of Law in 2016.

6 55. Ms. Viola Li is a member of GDC's Litigation department. She graduated  
7 from Stanford Law School in 2019.

8 56. Mr. Nathaniel Tisa is a member of GDC's Litigation and Appellate practice  
9 groups. He graduated from New York University School of Law in 2019.

10 57. Ms. Jean-Ann Tabbaa was a member of GDC's Litigation department. She  
11 graduated from Georgetown University Law Center in 2019. Ms. Tabbaa has since left  
12 the firm.

13 58. Ms. Shinhae Oh is a member of GDC's Litigation department. She  
14 graduated from University of California, Irvine, School of Law, in 2022.

15 59. Ms. Rani Biswas is a contract attorney. She graduated from the University  
16 of North Carolina at Chapel Hill School of Law in 1994. Prior to working for GDC, Ms.  
17 Biswas was a partner at Myers Bigel Sibley & Sajovec law firm.

18 60. Mr. Samuel Roeder and Ms. Eugenia Varela are paralegals. Mr. Roeder is  
19 an appellate paralegal who joined the firm in 2018. Ms. Varela is a senior paralegal who  
20 joined the firm in 2010.

21 61. Attached hereto as **Exhibit 8** is a true and correct copy of the 2022 Real  
22 Rate Report published by Wolters Kluwer ELM Solutions.

23 62. Attached hereto as **Exhibit 9** is a true and correct copy of the 2021 Real  
24 Rate Report published by Wolters Kluwer ELM Solutions.

25 63. Attached hereto as **Exhibit 10** is a true and correct copy of the 2020 Real  
26 Rate Report published by Wolters Kluwer ELM Solutions.

27 64. Wolters Kluwer ELM Solutions did not publish a report for 2019.

28 65. Attached hereto as **Exhibit 11** is a true and correct copy of the 2018 Real

1 Rate Report published by Wolters Kluwer ELM Solutions.

2 66. Attached hereto as **Exhibit 12** is a true and correct copy of the 2017 Real  
3 Rate Report published by Wolters Kluwer ELM Solutions.

4 67. Attached hereto as **Exhibit 13** is a true and correct copy of the 2016 Real  
5 Rate Report published by Wolters Kluwer ELM Solutions.

6 **C. Lodestar Calculation**

7 68. **Exhibit 14** contains the Lodestar calculation for the claimed hours and rates  
8 that were previously submitted to the Court.<sup>5</sup> See Dkt. 605-4. As discussed above,  
9 Swisher seeks attorney’s fees reflected in Exhibit 12 for the previously submitted hours  
10 less the reductions the Court previously applied. **Exhibit 15** contains the Lodestar  
11 calculation for hours that Swisher did not previously claim.

12 69. For both **Exhibit 14** and **Exhibit 15**, the “Hours” column lists the claimed  
13 hours per year by each timekeeper computed as described above. The “Rate” column  
14 lists each timekeeper’s standard rates. Consistent with the Lodestar Approach, Swisher  
15 multiplied the claimed hours by the claimed rates for each timekeeper by year. Swisher  
16 then added the total fees for each timekeeper for all years. The total attorney’s fees  
17 Swisher seeks for GDC timekeepers is \$10,893,767.85, plus additional fees that Swisher  
18 may incur to prepare its reply brief in support of its motion for sanctions and supporting  
19 documents.

20 70. Of this amount, \$239,395.50 were incurred in connection with work  
21 primarily or exclusively relating to TSI’s contract claims. For all other work performed  
22 by GDC—including tasks relating to TSI’s antitrust and state-law claims and TSI’s  
23 misconduct—Swisher incurred \$10,654,372.35 in attorney’s fees.

24 **D. Disbursements**

25 71. Swisher also seeks \$3,648,521.26 in costs and expenses incurred in  
26 \_\_\_\_\_

27 <sup>5</sup> Exhibit 12 does not include the “fees on fees” that were submitted in Swisher’s Re-  
28 ply. The Lodestar computation for fees on fees was set forth in the Declaration of  
Minae Yu in Support of Swisher’s Reply in Support of Its Motion for Attorney’s  
Fees and Cost. Dkt. 617-1 ¶ 14.

1 connection with this case. This figure includes costs that the Court determined were  
 2 reasonable, Dkt. 622 at 13, and additional costs that Swisher did not previously seek.

3 72. Swisher previously claimed \$2,569,302.62 in costs. From this amount,  
 4 Swisher agreed to reduce \$61,772.49, *see* Dkt. 616-3, and the Court deducted \$1,296.18,  
 5 resulting in total cost award of \$2,506,233.95. Swisher does not seek to challenge these  
 6 previously applied reductions. Swisher, however, seeks to be compensated fully for the  
 7 services of Dr. Alan J. Cox, who provided services to Swisher during trial and in  
 8 preparation for Swisher’s Rule 60 motion. Swisher previously sought only 50% of Dr.  
 9 Cox’s charges because he was primarily an economist opining on antitrust issues and  
 10 TSI’s damages claims during trial. Swisher now seeks to be compensated 100% for the  
 11 services Dr. Cox rendered. An itemized schedule of the previously submitted costs,  
 12 which includes Dr. Cox’s invoices, is attached hereto as **Exhibit 16**. This document was  
 13 filed with Swisher’s Motion for Attorney’s Fees. Dkt. 606-11.

14 73. Swisher also seeks \$1,142,227.31 in costs that were not previously claimed,  
 15 including costs related to services rendered by Dr. John Lacey in connection with  
 16 Swisher’s efforts to enforce its attorney’s fee award. An itemized schedule of the costs  
 17 that Swisher did not previously claim is attached hereto as **Exhibit 17**. Below is a table  
 18 summarizing the categories of expenses for which Swisher seeks recovery:

Category	Awarded Costs	New Costs
Mediation	\$3,441.23	N/A
Copying & Printing	\$40,064.11	\$16,866.60
Courier & Delivery	\$2,082.43	\$1,752.55
Library & Database	\$206,225.80	\$311,897.48
Process Server	\$24,828.71	\$9,586.54
e-Discovery	\$208,381.35	\$195,288.40
Document Review	\$106,702.90	N/A
Experts & Consultants	\$1,690,814.90	\$579,492.35



# EXHIBIT **1**

## Daniel G. Swanson



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1050 Brussels, Belgium  
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[dswanson@gibsondunn.com](mailto:dswanson@gibsondunn.com)

Daniel G. Swanson is a partner in Gibson, Dunn & Crutcher LLP, with offices in Los Angeles and Brussels. Mr. Swanson, who co-chaired Gibson Dunn’s Antitrust and Competition Practice Group for 25 years, is a trial and appellate lawyer. His practice focuses on antitrust and competition law, including trial and appellate litigation, class actions, grand jury and civil investigations, merger review, regulatory and competition policy matters, and antitrust counseling. He was Co-Chair of the International Bar Association’s Antitrust Section from 2020-23, the world’s largest organization of international antitrust practitioners. In addition to antitrust matters, Mr. Swanson has handled a wide variety of commercial litigation disputes.

Mr. Swanson graduated *magna cum laude* from Harvard Law School and holds a Ph.D. in economics from Harvard University, where he was a Harvard Teaching Fellow. He is a member of the California and Brussels Bars, and is qualified as a solicitor of England and Wales and the Republic of Ireland. He is admitted to practice before the U.S. Supreme Court, the Federal Circuit and the Second, Third, Fourth, Fifth, Sixth, Ninth and Tenth Circuits. He is also a member of the American Economic Association.

*Chambers USA* gives Mr. Swanson a “Band 1” ranking and reports that he “has a vast amount of antitrust expertise covering everything from merger investigations to civil and criminal litigation” and describes him as “a highly regarded trial lawyer with a wealth of experience” and as “a ‘tough opponent’ in civil and criminal litigation, alleged cartel matters and IP-related issues.” *Law360* has named Mr. Swanson an MVP, which features attorneys who have “distinguished themselves from their peers in high-stakes litigation, record-breaking deals and complex global matters.” *Who’s Who Legal* ranks him as a “Thought Leader” and comments that “Daniel Swanson is a leading competition litigator whose ‘economics PhD is part of what makes him an outstanding attorney,’” and who “scores very highly for his ‘tenacious and persuasive’ litigation practice across a wide range of competition matters.” *The Legal 500* places him in its “Hall of Fame” for U.S. antitrust and class action litigation. *Benchmark Litigation* ranks Mr. Swanson as an Antitrust “National Star,” a California “Litigation Star” and as California Antitrust Attorney of the Year for 2020. *Expert Guide’s* Best of the Best USA – 2022 lists him as one of 30 top antitrust practitioners in the country. He has repeatedly been recognized by *Best Lawyers in America* since 2006 and has been named the “Lawyer of the Year” for Antitrust in Los Angeles in each year from 2020-23. *Daily Journal* named Mr. Swanson to its Top Antitrust Lawyer Lists featuring California’s top Antitrust lawyers in 2021-2022. In 2022, he was listed in the inaugural guide *Lawdragon’s* 500 Leading Litigators in America.

Mr. Swanson has litigated dozens of Sherman Act Section 2 monopolization and dominance cases—including so-called “bet the company” cases—based on a wide range of alleged conduct (*e.g.*, exclusive dealing, refusals to deal, tying, bundling), including defeating the landmark predatory pricing case brought by the Department of Justice, *United States v. AMR Corp.*, 140 F. Supp. 2d 1141 (D. Kan. 2001), *aff’d*, 335 F.3d 1109 (10th Cir. 2003). For many years, he has given the annual lecture on monopoly law for the Practicing Law Institute’s *Annual Developments in Antitrust Law* program.

Mr. Swanson’s practice has a strong focus on the tech sector, network industries, digital platforms, and media and entertainment businesses. He regularly handles antitrust matters involving patents, copyrights and other intellectual property rights and was asked to testify about standard setting in the DOJ-FTC Joint Hearings regarding Competition and Intellectual Property Law and Policy.

Mr. Swanson is a regular speaker on antitrust and competition topics and contributes to leading antitrust journals and treatises. He is the author (with Prof. William J. Baumol) of *Reasonable and Nondiscriminatory (RAND) Royalties, Standards Selection, and Control of Market Power*, 73 Antitrust L.J. 1 (2005) and *The New Economy and Ubiquitous Competitive Price Discrimination: Identifying Defensible Criteria of Market Power*, 70 Antitrust L.J. 661 (2003), on which the U.S. Supreme Court relied in *Illinois Tool Works v. Independent Ink*, 547 U.S. 28 (2006).

Mr. Swanson frequently represents clients in connection with price-fixing allegations, and has handled more than 25 international cartel investigations. He has extensive experience in litigating civil claims based on alleged conspiracy, including price fixing, group boycott, and market allocation claims, and he has defended scores of class action lawsuits asserting such claims (*e.g.*, involving e-books, industrial chemicals, air cargo, financial instruments, food, automotive coatings, polyurethane foam, air travel, gasoline refining, cable and broadcast television).

Mr. Swanson also counsels clients on mergers, acquisitions and joint ventures, and handles merger-clearance matters before the FTC, DOJ, and European Commission, and represents clients in merger-related civil litigation.

Mr. Swanson regularly draws upon his experience as a UK solicitor and member of the Brussels Bar in handling international antitrust matters. He has served as a Non-Governmental Advisor (NGA) to the International Competition Network (ICN) and has participated in multiple ICN Annual Meetings. He previously served as Co-Chair of the ABA Antitrust Section’s International Committee (2002–06) and as Editor-in-Chief of the Antitrust Section’s First Supplement to Competition Laws Outside the United States (2005). He has taught antitrust law at the LSIW Program of the Executive School of Management, Technology and Law of the University of St. Gallen, Switzerland.

**Mr. Swanson’s major representations include the following:**

- Lead counsel for Panasonic Corp. in *In re Inductors Antitrust Litigation*, (N.D. Cal. 2022), obtaining dismissal of antitrust claims for alleged price fixing against putative class and opt-out plaintiffs;
- Lead counsel for major technology company in antitrust action in federal court (D. Del. 2021), obtaining dismissal of antitrust claims alleging monopolization and tying and affirmance on appeal by the Federal Circuit;



- Co-lead counsel for Apple in *Epic Games v. Apple Inc.*, (N.D. Cal. 2021), winning judgment for Apple on all antitrust claims for monopolization and restraint of trade after a bench trial;
- Lead counsel for MGM and United Artists Corporation in connection with the successful termination of the *Paramount* Decrees, which had “regulated aspects of the movie industry for the last seventy years.” *United States v. Paramount*, 2020 WL 4573069 (S.D.N.Y. 2020);
- Lead counsel for Nasdaq in a bench trial before the Chief Administrative Law Judge of the Securities and Exchange Commission in *In the Matter of the Application of Securities Industry and Financial Markets Association*, resulting in the rejection of all challenges to the alleged “monopoly” pricing of Nasdaq’s depth-of-book market data, and, on appeal, the overturning of the SEC’s reversal of the ALJ’s decision, see *Nasdaq v. SEC*, 961 F. 3d 421 (D.C. Cir. 2020);
- Lead counsel for Swisher International in *Trendsetta USA, Inc. v. Swisher International, Inc.*, 31 F.4<sup>th</sup> 1124 (9th Cir. 2022), winning order setting aside jury verdict on Section 2 monopolization claim based on plaintiffs’ fraud;
- Lead antitrust counsel for defendant contract manufacturers in *Qualcomm Inc. v. Compal Electronics, Inc.*, 283 F. Supp. 3d 905 (S.D. Cal. 2017), winning denial of Qualcomm’s preliminary injunction motion seeking billions of dollars in royalties where court held that defendants had asserted “a number of valid defenses and counterclaims” intended to “prevent Qualcomm from continuing to profit from [its] allegedly illegal business model and from continuing to inflict anticompetitive harm”;
- Lead counsel for NBCUniversal in *In re National Football Leagues Sunday Ticket Antitrust Litigation* (C.D. Cal 2016), obtaining voluntary dismissal of NBCU from antitrust class action against NFL teams, DirecTV, and various networks alleging agreement to eliminate competition in broadcasting and sale of live telecasts of professional football games;
- Lead counsel for UBS in the European Commission’s Credit Default Swap (CDS) investigation, in which the Commission in December 2015—subsequent to the presentation of UBS’s defense during a 6-day Oral Hearing—dropped its Statement of Objections and withdrew allegations that UBS and other banks infringed Article 101 TFEU by conspiring to prevent CDS exchange trading;
- Lead counsel for Time Warner Cable in *Fischer v. Time Warner Cable*, 234 Cal. App. 4<sup>th</sup> 784 (2015), obtaining dismissal, affirmed on appeal, of a class action complaint seeking over \$6 billion in restitution for alleged unfair competition alleging that Time Warner Cable denied subscribers the opportunity to opt out of new Los Angeles Dodgers and Los Angeles Lakers sports channels;
- Lead counsel for AkzoNobel subsidiary International Paint in *MYD Marine Distributor, Inc. v. International Paint Ltd.* (Florida 2014), obtaining summary judgment, subsequently affirmed on appeal, and a multi-million-dollar award of attorney’s fees to be paid by plaintiffs in an antitrust case brought by terminated distributors of yacht paint for an alleged vertical price-fixing conspiracy;
- Lead counsel for Riverside Seat Company, Woodbridge Foam Fabricating, Inc. and SW Foam LLC in *United States v. Riverside Seat Company* (E.D.N.Y. 2014), resolving criminal charges and obtaining a substantial downward sentencing departure for cooperation in polyurethane foam price fixing investigation;

- Lead counsel for Cox Communications in *Brantley v. NBC Universal*, 675 F.3d 1192 (9th Cir. 2012), obtaining dismissal of antitrust claims brought by a putative class of over 90 million cable and satellite television subscribers challenging vertical distribution agreements requiring the bundled sale of television programming;
- Lead counsel for Occidental Petroleum Corporation in *Massbaum v. SCS Energy* (C.D. Cal. 2012), obtaining voluntary dismissal with prejudice after moving to dismiss all antitrust and fraud claims purportedly arising out of defendants' alleged "monopoly" of "Big Coal" industry;
- Lead counsel for Dole Food in *In re Fresh and Process Potatoes Antitrust Litigation* (D. Idaho 2011), winning dismissal of an antitrust nationwide class action asserting direct and vicarious liability for alleged conspiracy to restrict the supply and raise the price of potatoes;
- Lead counsel for DreamWorks in DOJ "employee hiring practices" antitrust investigation, obtaining a no-charge disposition;
- Lead counsel for Flexsys N.V. in numerous cases including *Korea Kumho Petrochemical Co. v. Flexsys* 2010 Trade Cas. ¶176,930 (CCH) (9th Cir. 2010), obtaining the dismissal, affirmed on appeal, of an antitrust case brought by a competitor alleging a group boycott and "sham" patent litigation; and a series of "indirect purchaser" price-fixing class action lawsuits in over 20 states, obtaining denial of class certification of an alleged class of millions of California consumers and dismissals of 16 other cases prior to class certification;
- Lead counsel for Sony Pictures Entertainment Inc. in *RealNetworks v. DVD Copy Control Ass'n* and *Universal City Studios Productions LLLP v. RealNetworks* (N.D. Cal 2010), obtaining dismissal of "group boycott" antitrust claims challenging licensing arrangements protecting DVDs from unlawful copying;
- Lead counsel for AkzoNobel in *In re Hydrogen Peroxide Antitrust Litigation*, 552 F.3d 305 (3d Cir. 2009), obtaining advantageous settlement of price fixing claims and highly favorable appellate decision imposing exacting requirements for certifying price fixing class actions;
- Lead counsel for Pfizer in *RxUSA Wholesale v. Alcon Laboratories*, 2010-1 Trade Cas. ¶177,083 (CCH) (E.D.N.Y. 2009) in which Pfizer's motion on behalf of more than a dozen major drug manufacturers was granted resulting in the dismissal of Section 1 and 2 refusal-to-deal claims by plaintiff secondary wholesaler;
- Lead antitrust counsel for Vivendi in connection with Vivendi's agreement with GE to sell its 20 percent stake in NBC Universal for \$5.8 billion;
- Lead counsel for Martinair Holland N.V. (a subsidiary of KLM) in *United States v. Martinair* (D.D.C. 2008), resolving criminal charges and obtaining a substantial downward sentencing departure for cooperation in air cargo price fixing investigation;
- Lead appellate counsel for McDonald's in *Abbouds' McDonald's LLC v. McDonald's Corporation*, 2006-2 Trade Cas. ¶175,324 (CCH) (9th Cir. 2006), winning affirmance of summary judgment dismissal of "bid rigging" claims under Section 1 of the Sherman Act;

- Lead counsel for Cox Communications in connection with DOJ and FTC review of the 2006 acquisition of CableAmerica Corporation;
- Lead counsel for the Motion Picture Association of America, the Recording Industry Association, the National Football League, the Business Software Alliance, the Independent Film & Television Alliance and other intellectual property holders as *amicus curiae* in the Supreme Court in *Illinois Tool Works v. Independent Ink*, 547 U.S. 28 (2006), successfully arguing that antitrust market power should not be presumed from ownership of a patent or copyright;
- Lead counsel for AkzoNobel in *Latino Quimica-Amtex S.A. v. Akzo Nobel Chemicals B.V.*, 2005-2 Trade Cas. (CCH) ¶74,974 (S.D.N.Y. 2005) (appeal dismissed with prejudice), obtaining dismissal of extraterritorial price-fixing claims brought by foreign plaintiffs for lack of subject matter jurisdiction under the Foreign Trade Antitrust Improvements Act (FTAIA);
- Lead counsel for AkzoNobel in *In re Automotive Refinishing Paint Litigation* and a related DOJ grand jury investigation into the pricing of automotive refinishing paints, resulting in a favorable civil settlement and the closure of the DOJ investigation without charges;
- Lead counsel for Jostens in *Pocino v. Jostens*, obtaining the dismissal (affirmed on appeal) of a California state court consumer class action asserting unfair competition and false advertising claims in connection with the on-line sale of insignia merchandise;
- Lead appellate counsel for Jostens in *Epicenter Recognition, Inc. v. Jostens, Inc.*, 2003-2 Trade Cas. ¶74,270 (CCH) (9th Cir. 2003), obtaining a complete reversal of a judgment of monopolization in violation of Section 2 of the Sherman Act;
- Lead counsel for AkzoNobel in *Coatings Resource v. Akzo Nobel*, 2003-1 Trade Cas. (CCH) ¶73,983 (9th Cir. 2003), obtaining summary judgment (affirmed on appeal) in an alleged predatory pricing case;
- Co-counsel for American Airlines in *United States v. AMR Corp.*, 140 F. Supp. 2d 1141 (D. Kan. 2001), *aff'd*, 335 F.3d 1109 (10th Cir. 2003), in which American obtained summary judgment in an alleged monopolization and predatory pricing case brought by the U.S. Department of Justice;
- Co-counsel for Toyota at trial and lead counsel on appeal of an antitrust and tort case over Lexus distribution and export policies culminating in a jury verdict for Toyota and a landmark decision of the California Supreme Court modernizing the state's law of tortious interference, *Della Penna v. Toyota*, 11 Cal. 4th 376 (1995);
- Lead counsel for National Cable Advertising in *Thompson Everett v. National Cable Advertising*, 57 F.3d 1317 (4th Cir. 1995), obtaining summary judgment on Section 1 and Section 2 exclusive dealing claims;
- Co-counsel representing a major utility at trial and in summary judgment and appellate proceedings, all resolved successfully: *Vernon v. Southern California Edison*, 955 F.2d 1361 (9th Cir. 1992); *Anaheim v. Southern California Edison*, 955 F.2d 1373 (9th Cir. 1992); *Anaheim v. FERC*, 941 F.2d 1239 (D.C. Cir. 1991).

# EXHIBIT **2**

**FILED UNDER SEAL**

# EXHIBIT 3

**FILED UNDER SEAL**

# EXHIBIT **4**



### Claimed Hours

Timekeepers	2019	2020	Total
<b><i>Antitrust Partners</i></b>			
Dan Swanson	226.40	401.30	<b>627.70</b>
Cindy Richman	148.40	213.20	<b>361.60</b>
<b><i>Antitrust Associates</i></b>			
Minae Yu	681.00	1027.40	<b>1708.40</b>
Julian Kleinbrodt	283.80	633.80	<b>917.60</b>
<b><i>Litigation Associates</i></b>			
Samuel Eckman	9.00	59.00	<b>68.00</b>
Viola Li	94.70	384.80	<b>479.50</b>
JeanAnn Tabbaa	N/A	175.20	<b>175.20</b>
<b><i>Contract Attorney</i></b>			
Rani Biswas	157.00	101.10	<b>258.10</b>
<b>Total</b>	<b>1600.30</b>	<b>2995.80</b>	<b>4596.10</b>

# EXHIBIT **5**

Timekeepers	2016	2017	2018	2019	2020	2021	2022	2023	Total
<b>Antitrust Partners</b>									
Boutrous Jr., Theodore J.	62.60	10.30	4.40	13.20	3.40	45.80	83.10	10.70	233.50
Parker, Richard G.	N/A	N/A	N/A	N/A	N/A	5.60	N/A	N/A	5.60
Swanson, Daniel G.	541.30	190.70	145.70	213.70	24.30	55.70	118.50	69.70	1359.60
Krause, Jeffrey C.	N/A	N/A	N/A	2.00	4.60	0.80	N/A	N/A	7.40
Hungar, Thomas G.	N/A	N/A	N/A	75.50	N/A	N/A	N/A	N/A	75.50
Richman, Cynthia E.	431.80	222.10	122.60	89.10	4.50	N/A	14.00	6.50	890.60
Tayrani, Amir C.	N/A	N/A	N/A	N/A	N/A	N/A	102.20	37.20	139.40
Hamburger, Bradley J.	2.60	N/A	6.80	5.30	31.60	16.80	68.20	1.60	132.90
Neumeister, Michael S.	N/A	N/A	N/A	N/A	21.20	75.30	9.30	N/A	105.80
<b>Antitrust Associate</b>									0.00
Yu, Minae	N/A	N/A	N/A	N/A	96.50	542.10	328.90	87.10	1054.60
Eckman, Samuel E.	N/A	N/A	N/A	229.90	3.30	9.80	138.80	41.70	423.50
Kleinbrodt, Julian Wolfe	N/A	N/A	N/A	N/A	118.50	44.10	141.50	65.50	369.60
Brown, Andrew T.	N/A	57.60	54.20	N/A	N/A	N/A	N/A	N/A	111.80
Tisa, Nathaniel J.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	58.80	58.80
Akhtar, Sarah	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6.70	6.70
Azad, Ryan	N/A	N/A	N/A	N/A	N/A	40.30	50.60	N/A	90.90
Farag, Michael G.	N/A	N/A	N/A	N/A	N/A	282.50	115.10	N/A	397.60
Li, Viola H.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.00
Oh, Shinhae	N/A	N/A	N/A	N/A	N/A	N/A	42.40	N/A	42.40
Tabbaa, JeanAnn N.	N/A	N/A	N/A	N/A	21.10	7.70	N/A	N/A	28.80
See, Lindsay S.	227.10	N/A	N/A	N/A	N/A	N/A	N/A	N/A	227.10
Davis, Andrew B.	54.40	35.20	N/A	N/A	N/A	N/A	N/A	N/A	89.60
Bok, Gregory S.	359.10	178.60	133.40	N/A	N/A	N/A	N/A	N/A	671.10
Cassady, Benjamin J.	208.40	N/A	N/A	N/A	N/A	N/A	N/A	N/A	208.40
Cooksey, Sean J.	N/A	63.90	N/A	N/A	N/A	N/A	N/A	N/A	63.90
<b>Paralegals</b>									0.00
Roeder, Samuel A.				26.00			23.30		49.30
Varela, Eugenia						31.40	41.10	1.30	73.80
<b>Total</b>	<b>216.40</b>	<b>244.80</b>	<b>244.80</b>	<b>628.70</b>	<b>329.00</b>	<b>1157.90</b>	<b>1277.00</b>	<b>2409.80</b>	<b>6918.20</b>

# EXHIBIT **6**

**FILED UNDER SEAL**

# EXHIBIT **7**

## Theodore J. Boutrous, Jr.



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Theodore J. Boutrous, Jr. is a partner in the Los Angeles office of Gibson, Dunn & Crutcher LLP and a member of the firm's Executive and Management Committees. He is a member of the American Law Institute and a Fellow of the American Academy of Appellate Lawyers.

As *The New York Times* has noted, Mr. Boutrous has "a long history of pushing the courts and the public to see the bigger picture on heated issues." *The American Lawyer* named Mr. Boutrous the 2019 "[Litigator of the Year, Grand Prize Winner](#)" and the *Los Angeles* and *San Francisco Daily Journals* in 2021 named him a "[Top Lawyer of the Decade](#)." According to *The National Law Journal*, which in 2013 named him one of the "[100 Most Influential Lawyers in America](#)," he "is known for his wise, strategic advice to clients in crisis and is a media law star."

Mr. Boutrous has represented clients in federal and state appellate courts throughout the nation in a wide spectrum of cases. He has argued hundreds of appeals, including before the Supreme Court of the United States, 12 different federal circuit courts of appeals, and 10 different state supreme courts (including 12 arguments in the California Supreme Court), and he has led a multitude of other complex civil, constitutional and criminal matters. Mr. Boutrous has successfully persuaded courts to overturn some of the largest jury verdicts and class actions in history, and prevailed in many cutting-edge cases. In 2011, he successfully represented Walmart before the Supreme Court of the United States in the *Dukes* case, which unanimously reversed what had been the largest employment class action in history and established important standards governing class actions ([Wal-Mart Stores, Inc. v. Dukes](#)). In 2013, he successfully represented the prevailing party in obtaining a unanimous Supreme Court decision enforcing the Class Action Fairness Act ([Standard Fire Insurance Co. v. Knowles](#)). Also in 2013, Mr. Boutrous successfully represented plaintiffs in the Supreme Court in a case invalidating California's prohibition on same-sex marriage, Proposition 8 ([Hollingsworth v. Perry](#)), in which he also served as one of the lead trial lawyers and architects of the legal strategy that led to this landmark victory. In 2018, Mr. Boutrous successfully represented CNN and its reporter Jim Acosta in bringing First Amendment and due process claims against then-President Donald Trump and other White House officials, forcing the White House to restore Mr. Acosta's press credentials. "[Litigators of the Week: Gibson Dunn's Two Teds Score for the Free Press](#)," *The AmLaw Litigation Daily* (November 30, 2018). And in 2021, he secured a major victory for Hewlett-Packard Company when the California Court of Appeal affirmed a more than \$3 billion verdict in HP's long-running contract dispute with Oracle Corporation. "[Litigators of the Week: Gibson Dunn Protects Its \\$3B Trial Win for HP Against Oracle on Appeal](#)," *The AmLaw Litigation Daily* (June 18, 2021).

As both a crisis management strategist and a seasoned appellate and media lawyer, Mr. Boutrous has extensive experience handling high-profile litigation, media relations and media legal issues. He routinely advises clients in planning how to respond, and in responding, to crises and other especially significant legal problems that attract the media spotlight.

The Hugh M. Hefner Foundation awarded Mr. Boutrous with the [First Amendment Award](#) in 2019. He also received the [2021 Freedom of the Press Award](#) from the Reporters Committee for Freedom of the Press and the [Distinguished Leadership Award](#) from PEN America in 2019 for his leadership in advancing First Amendment rights and protecting freedom of expression. As *The Hollywood Reporter* noted in naming him to its 2022 “Power Lawyers” list, “When issues of free speech are in play, Boutrous is the attorney on speed dial.” [Hollywood’s Top 100 Attorneys](#) (March 2022). Mr. Boutrous was also named a “[First Amendment Rights Trailblazer](#)” by *The National Law Journal* in 2020.

Numerous profiles of Mr. Boutrous and his practice have appeared in the media. Prominent mentions include: “[Mr. Boutrous, You Have 4 Minutes’: On Rebuttal With Ted Boutrous of Gibson Dunn](#),” *The AmLaw Litigation Daily* (August 25, 2022); “[Litigator of the Week: How Gibson Dunn Helped Hit Print on Mary Trump’s Best-Seller](#),” *The AmLaw Litigation Daily* (July 17, 2020); “[Litigation Department of the Year](#),” *The American Lawyer* (January 2020); “[Litigator of the Week: Gibson Dunn’s Theodore Boutrous Jr. Scores Another Win for the Fourth Estate](#),” *The AmLaw Litigation Daily* (September 6, 2019); “[Lawyer of the week: Theodore Boutrous Jr, attorney in White House press pass victory](#),” *The Times of London* (November 29, 2018); “[Ted Boutrous, CNN’s Champion, Is Fired Up](#),” *Law.com* (November 30, 2018); “[Litigator of the Week: From Zero to Hero in Seven Days](#)” *The AmLaw Litigation Daily* (April 27, 2017); “[Litigator of the Week](#)” *The AmLaw Litigation Daily* (September 8, 2016); “[Practice Group Performs In Spotlight and Under Pressure](#),” *Los Angeles and San Francisco Daily Journal* (March 14, 2012); “[Litigator of the Week](#),” *The AmLaw Litigation Daily* (June 23, 2011); “[Lawyer of the Week](#),” *The Times of London* (June 30, 2011); “[Appellate Lawyer of the Week](#),” *National Law Journal* (March 23, 2011); “[Litigation Department of the Year](#),” *The American Lawyer* (January 2016); “[Litigation Department of the Year](#),” *The American Lawyer* (January 2012); “[Litigation Department of the Year](#),” *The American Lawyer* (January 2010); and “[He’s a Hired Gun of the Highest Caliber](#),” *The Los Angeles Times* (June 24, 2007).

*The Hollywood Reporter*, featuring him in [Power Lawyers 2021: Hollywood’s Top 100 Attorneys](#), declared that “Boutrous is there when an industry’s future rides on a big argument.” In 2022, the *Los Angeles and San Francisco Daily Journal* named Mr. Boutrous one of the “[Top 100 Lawyers](#)” in California for the 18th year in a row. He has been named a California “[Litigation Star](#)” in *Benchmark Litigation*, as well as a “[National Practice Area Star](#).” *Chambers USA* ranks him as a leading lawyer in four different categories, describing him as “an absolute star,” with clients praising his skills as “an amazing orator” and his “incredible knack of picking the winning argument and his oral advocacy skills are peerless. He picks the right point in response to every question without even blinking.” *The Legal 500* named Mr. Boutrous a “[Leading Lawyer](#)” for Supreme Court and appellate litigation, calling him a “renowned advocate” and “the preeminent authority on punitive damages defenses in the U.S.” In naming him to its list of the 500 Leading Lawyers in America, *Lawdragon* called him “one of the best media and appellate attorneys in the nation.”

Mr. Boutrous is a frequent commentator on legal issues. His articles include: [Spare the ‘Dreamers’ a Nightmare by According Them Due Process](#),” *The Wall Street Journal* (May 2, 2017); “[Poor Children Need a New Brown v. Board of Education](#),” *The Wall Street Journal* (August 28, 2016); “[A First Amendment Blind Spot](#),” *The Wall Street Journal* (May 27, 2014); “[California Kids Go to Court to Demand a Good](#)



[Education](#),” *The Wall Street Journal* (January 28, 2014); “[A Radical Departure on Press Freedom](#),” *The Wall Street Journal* (May 23, 2013); “[A Killer’s Notebook, a Reporter’s Rights](#),” *The New York Times* (April 9, 2013); and “[Broadcast ‘Indecency’ on Trial](#),” *The Wall Street Journal* (January 17, 2012).

Mr. Boutrous is a member of the Advisory Board of the [International Women’s Media Foundation](#) and was named its 2015 Leadership Honoree. He serves on the Advisory Board of [Reveal](#) for the Center of Investigative Reporting and the Steering Committee of the [Reporters Committee for Freedom of the Press](#).

Mr. Boutrous received his law degree, *summa cum laude*, from the University of San Diego School of Law in 1987, where he was Valedictorian and Editor-in-Chief of the *San Diego Law Review*.

Mr. Boutrous is admitted to practice in California, New York, and the District of Columbia.

## Cynthia Richman



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Cynthia (“Cindy”) Richman is a partner in the Washington, D.C. office of Gibson, Dunn & Crutcher. She practices in the firm’s Litigation Department and is a member of the firm’s Antitrust and Competition Practice Group.

*Who’s Who Legal* recently named Ms. Richman a “Future Leader” in Competition, noting that she is known for her “impressive advocacy skills” and “strong track record in important cases.” Ms. Richman has been repeatedly recognized by her peers for inclusion in *The Best Lawyers in America*® in the field of Litigation: Antitrust and *U.S. Legal 500* has identified her as a “Leading Lawyer” in the areas of merger control, cartels and civil litigation/class action defense. In 2019, she was recognized by *Benchmark Litigation* as a “Future Litigation Star” in Washington, D.C. She was also recognized in 2016 by *Law360* as a “Rising Star” in the Competition category, and in 2014, Ms. Richman was named by *The National Law Journal* and *Legal Times* as one of DC’s Rising Stars. This award is given to 40-under-40 private, government and public interest advocacy attorneys who are leaders in law.

Ms. Richman has experience handling a wide variety of antitrust matters in a broad range of industries, such as microprocessors and other high-technology products, airlines, retail food services, pharmaceuticals, chemicals, defense, travel, and music. Her practice includes defending companies before state and federal courts, including appellate courts, in matters alleging a range of antitrust-based claims, such as price-fixing, tying, bundling, and other single-firm conduct theories. In addition, over the past decade, Ms. Richman has been continuously involved in representing targets of international cartel and antitrust-related grand jury investigations by the DOJ and antitrust enforcers around the world.

Ms. Richman has also represented clients in general litigation and appellate matters. She was part of the team that convinced the D.C. Circuit to vacate a rule promulgated by the Federal Communications Commission (FCC) that restricted the number of subscribers cable companies can serve (*Comcast Corp. v. FCC*, 579 F.3d 1 (D.C. Cir. 2009)) and also assisted with a successful challenge to an FCC Order finding that a cable company violated the program carriage rules and discriminated against an unaffiliated video programming vendor (*Comcast Cable Commc’ns, LLC v. FCC*, 717 F.3d 982 (D.C. Cir. 2013)).

Ms. Richman is an active member of the antitrust bar. Among other activities, she serves as the Vice-Chair of the International Committee of the ABA’s Antitrust Section, authors a yearly paper for PLI on

monopolization, speaks widely on a range of antitrust topics and contributes to leading antitrust journals and treatises including *Antitrust Source*, *The Antitrust Adviser*, and *The Antitrust Report*.

Prior to joining the firm in 2003, Ms. Richman served as a law clerk to the Honorable Thomas Penfield Jackson of the U.S. District Court for the District of Columbia. She received her law degree *magna cum laude* in 2002 from the Georgetown University Law Center, where she was elected to the Order of the Coif and served as Executive Editor of the *Georgetown Law Journal*. Ms. Richman earned a Bachelor of Arts degree *magna cum laude* from St. Mary's College of Maryland in 1998.

Ms. Richman is admitted to practice in the District of Columbia and Maryland.

## Richard G. Parker



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Richard Parker is a partner in the Washington, D.C. office of Gibson, Dunn & Crutcher and a member of the firm's Antitrust and Competition Practice Group. Mr. Parker is a leading antitrust lawyer who has successfully represented clients before both enforcement agencies and the courts.

As an experienced antitrust trial and regulatory lawyer, Mr. Parker has been involved in many major antitrust representations, including merger clearance cases, cartel matters, class actions, and government civil investigations. He has extensive experience representing clients in matters before the Federal Trade Commission (FTC) and the U.S. Department of Justice Antitrust Division. His experience in high-profile merger trials has earned him high honors, including being recognized by *Chambers USA* as a first-tier ranked "Leading Lawyer" in Antitrust, and included on *Benchmark Litigation's* 2022 "Top 100 Trial Lawyers in America" list. In 2021, he was named East Coast Antitrust Litigator of the Year by *Benchmark Litigation*. *Who's Who Legal* named Mr. Parker to their "Thought Leaders: Global Elite" list for Competition every year since 2018. He has been recognized by the *Legal Times*, *Best Lawyers in America*, *Lawdragon*, and by *Super Lawyers Magazine* as one of the "Top 100 Washington, DC Lawyers." In 2020, *The Am Law Litigation Daily* named him [Litigator of the Week](#) for successfully persuading a federal judge to approve the \$26 billion T-Mobile and Sprint merger. In 2014, Mr. Parker was named by *Global Competition Review* as "Litigator of the Week" and as a finalist for "Lawyer of the Year" for his work as lead trial counsel to US Airways in its merger with American Airlines. According to *GCR*, the merger was named "Matter of the Year" "on account of the shrewd, pre-emptive lawyering required to out maneuver lawsuits from a host of antitrust enforcers."

From 1998 to 2001, Mr. Parker served as the Senior Deputy Director and then as Director of the Bureau of Competition at the FTC. He joined the firm from O'Melveny & Myers where he served as co-chair of the Antitrust and Competition Practice.

### [Representative engagements include:](#)

- Represented Tronox in resolving FTC challenges to its acquisition of National Titanium Dioxide
- Represented US Airways in the DOJ investigation and litigation that ultimately allowed the airline's merger with American Airlines to become the largest airline in the world\*

- Represented Sysco in federal court defending the FTC challenge to its proposed merger with US Foods\*
- Represented Triton Coal in successful defense of its merger with Arch Coal in a trial against the FTC in federal district court\*
- Represented Mitchell Corporation in court in defense of FTC challenge to its merger with CCC Holdings\*
- Represented Alaska Airlines in achieving DOJ approval of its merger with Virgin America
- Currently defending Smithfield Foods in an MDL proceeding alleging antitrust claims in the food industry
- Currently representing American Airlines in an MDL proceeding alleging antitrust claims in the airline industry
- Represented companies and individuals in criminal antitrust investigations in food, chemicals, air travel, consumer goods, and industrial products industries\*
- Represented Honeywell International in MDL proceedings involving alleged price fixing in the auto parts industry\*
- Represented Agrium in MDL proceedings involving alleged price fixing in the potash industry\*
- Represented Asiana Airlines, Inc. in two MDL actions involving direct and indirect purchaser classes of air passengers and air cargo services\*
- Represented DeGussa A.G. in class actions alleging price fixing in the carbon black and hydrogen peroxide industries\*
- Represented Honeywell International in class actions involving alleged monopolization of the sale of certain thermostats and alleged price fixing of auto parts\*
- Represented ExxonMobil in class actions involving alleged sharing of salary information\*
- Represented Capital One in treble damage litigation involving the interchange fee\*
- Represented Hertz in a class action litigation alleging price fixing in California\*
- Represented eBay in class actions alleging monopolization and illegal tying\*
- Represented United Airlines in antitrust class actions involving computer reservation systems\*
- Represented Quest Diagnostics and Unilab in obtaining FTC approval of their merger\*
- Represented Avant! in obtaining approval of its merger with Synopsys before the FTC\*

- Represented Univision in connection with DOJ review of its merger with Hispanic Broadcast Corporation\*
- Represented Honeywell before the FTC in the sale of its friction materials business to Federal Mogul\*
- Represented CIGNA in the Insurance Antitrust Litigation, involving a multiplicity of suits by state attorneys general and private plaintiffs alleging violation of the antitrust laws\*
- Represented Lockheed Corporation in its merger with Martin Marietta, and in its acquisition of the Fort Worth Division of General Dynamics\*
- Represented Fresenius A.G. in its acquisition of the dialysis business of National Medical Care, Inc.\*

**Recent speaking engagements include:**

- Panelist, "Is it Bad to Be Big? An Antitrust Update on Monopoly Law and Enforcement," Gibson Dunn Webcast (May 2019)
- Panelist, "Up the Creek Without a Presumption," American Bar Association, Antitrust Section Spring Meeting, Washington, D.C. (April 2019)
- Panelist, "Recent Trends In Antitrust Litigation," American Bar Association, Antitrust Section, Webcast (February 2019)
- Moderator, "Views from the Federal Bench," American Bar Association Fall Forum, Washington, D.C. (November 2018)
- Panelist, "Mergers: Defining and Litigating Relevant Markets," American Bar Association Antitrust Section Spring Meeting, Washington, DC (April 2018)
- Panelist, "Recent Trends in Economic Analysis of Mergers as Presented in Litigation," Hal White Antitrust Conference (June 2016)

Mr. Parker received his J.D., *Order of the Coif*, from the UCLA School of Law, where he served as the Comment Editor of *UCLA Law Review*. He is admitted to practice in California and the District of Columbia.

\*Representation occurred prior to Mr. Parker's association with Gibson Dunn.

# Amir C. Tayrani



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Amir C. Tayrani is a partner in Gibson, Dunn & Crutcher's Washington, D.C. office. He practices in the firm's Litigation Department and is a member of the Appellate and Constitutional Law Practice Group and the Administrative Law and Regulatory Practice Group.

Mr. Tayrani has significant experience representing clients before the U.S. Supreme Court and other appellate courts. He has argued cases in federal and state appellate courts across the country, including in the U.S. Supreme Court.

**Mr. Tayrani has briefed twenty-one cases on the merits before the U.S. Supreme Court, including:**

- *Daimler AG v. Bauman*, 571 U.S. 117 (2014): Opinion substantially restricting states' authority to exercise general personal jurisdiction over corporations.
- *Wal-Mart Stores, Inc. v. Dukes*, 564 U.S. 338 (2011): Decision decertifying the largest employment-discrimination class action in history.
- *Citizens United v. FEC*, 558 U.S. 310 (2010): Landmark campaign-finance ruling recognizing the First Amendment right of corporations to make expenditures in support of political candidates.
- *Caperton v. A.T. Massey Coal Co.*, 556 U.S. 868 (2009): Decision establishing that the Due Process Clause requires the recusal of elected judges who have received extraordinary levels of campaign support from litigants.
- *Allison Engine Co. v. United States ex rel. Sanders*, 553 U.S. 662 (2008): Case holding that the False Claims Act does not extend to alleged fraud against federally funded private parties.
- *Riegel v. Medtronic, Inc.*, 552 U.S. 312 (2008): Case declaring that federal law preempts state-law products liability claims regarding FDA-approved medical devices.
- *Leegin Creative Leather Products, Inc. v. PSKS, Inc.*, 551 U.S. 877 (2007): Decision overturning a ninety-six-year-old antitrust precedent prohibiting resale price maintenance agreements

Mr. Tayrani has been recognized twice as an Appellate Rising Star by *Law360*, which described Mr. Tayrani as “a major player in some of the nation’s recent, most high-profile lawsuits,” from the “Citizens United campaign finance case to the battle in California over Proposition 8.” Mr. Tayrani is listed in the *Best Lawyers in America*® 2023 publication in the category of Appellate Practice. In 2019, he was recognized by *Benchmark Litigation* as a “Future Litigation Star” in Washington, D.C.

Mr. Tayrani also has an active administrative and regulatory practice. He regularly counsels clients in connection with matters pending before federal regulatory agencies—including the Financial Stability Oversight Council, the Securities and Exchange Commission, and the Environmental Protection Agency—and represents clients in litigation challenging agency action in the D.C. Circuit and other federal courts.

In addition, Mr. Tayrani has extensive trial experience. He has defended clients against products liability claims in state and federal courts, and has been recognized twice as a “Products Liability Rising Star” by *Law360*. He was also part of the trial team that successfully challenged the constitutionality of Proposition 8, a California ballot initiative that prohibited marriage by individuals of the same sex.

Mr. Tayrani graduated from the Yale Law School in 2003, where he was Executive Editor of *The Yale Law Journal*. He served as a judicial clerk to the Honorable Diarmuid F. O’Scannlain of the United States Court of Appeals for the Ninth Circuit. Mr. Tayrani earned a B.A. degree *summa cum laude* in Political Science from California State University, Fullerton. He is licensed to practice in California and the District of Columbia, and before the Supreme Court of the United States and the United States Courts of Appeals for the Second, Third, Fourth, Fifth, Sixth, Seventh, Ninth, Tenth, Eleventh, D.C., and Federal Circuits.



# Thomas G. Hungar



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Thomas G. Hungar is a partner in the Washington, D.C., office of Gibson, Dunn & Crutcher LLP. His practice focuses on appellate litigation, and he assists clients with congressional investigations and complex trial court litigation matters as well. He has presented oral argument before the Supreme Court of the United States in 26 cases, including some of the Court's most important patent, antitrust, securities, and environmental law decisions, and he has also appeared before numerous lower federal and state courts.

Mr. Hungar served as General Counsel to the U.S. House of Representatives from July 2016 until January 2019, when he rejoined the firm. As General Counsel, he provided legal advice and litigation representation on a non-partisan basis to the House and its leadership, members, officers, and staff, and he worked closely with numerous House committees in connection with their oversight and investigative activities. Previously, he served as a Deputy Solicitor General of the United States. In that position, he supervised business-related appellate litigation for the federal government, with particular emphasis on patent, antitrust, securities, and environmental appellate cases, and he also oversaw appellate litigation in banking, bankruptcy, tax, government contracts, communications, copyright, labor, trademark, and international trade matters. In private practice, Mr. Hungar's appellate experience has encompassed those areas as well as class actions, constitutional law, employment law, product liability, administrative procedure, insurance coverage and bad faith, and general commercial litigation. He has handled scores of business-related appeals in the Supreme Court and lower appellate courts, and has briefed and argued many high-profile matters.

## Representative cases in which he has presented oral argument include:

- *Microsoft Corp. v. i4i Ltd. Partnership* (standard of proof for challenges to patent validity).
- *Stoneridge Investment Partners, LLC v. Scientific-Atlanta, Inc.* (rejecting "scheme liability" as basis for imposing liability on secondary actors in securities fraud actions under SEC Rule 10b-5 and Section 10(b) of the Securities Exchange Act of 1934).
- *Leegin Creative Leather Prods., Inc. v. PSKS, Inc.* (overruling Dr. Miles rule of per se invalidity for vertical minimum resale price maintenance agreements under Section 1 of the Sherman Act).
- *KSR Int'l Co. v. Teleflex Inc.* (clarifying standard for determining when an invention claimed in a patent is "obvious," and therefore ineligible for patent protection, under Section 103(a) of the Patent Act).

- *Environmental Defense v. Duke Energy Corp.* (Clean Air Act New Source Review case clarifying test for determining whether a “modification” to a pollutant-emitting source has occurred so as to require a permit under the Prevention of Significant Deterioration program).
- *Illinois Tool Works, Inc. v. Independent Ink, Inc.* (overturning longstanding presumption of market power that arose in tying cases under Section 1 of the Sherman Act when the defendant held a patent on the tying product).
- *Quanta Computer, Inc. v. LG Electronics, Inc.* (patent infringement action involving application of patent-exhaustion doctrine to method claims and to sales of components of patented systems).
- *Dura Pharmaceuticals, Inc. v. Broudo* (requiring securities fraud plaintiffs invoking the fraud-on-the-market theory to plead and prove loss causation by identifying a causal connection between the alleged fraud and the security’s subsequent decline in price).
- *National Cable & Telecom. Ass’n v. Brand X Internet Servs.* (upholding FCC’s determination that cable modem broadband Internet access service is solely an unregulated “information service” under the federal Communications Act and does not include a regulated “telecommunications service” component).

Mr. Hungar is a Fellow of the American Academy of Appellate Lawyers and is a frequent lecturer in his areas of expertise. While at the Department of Justice, he served as Appellate Counsel to the Intellectual Property Task Force Executive Staff, and he was awarded the John Marshall Award for Outstanding Legal Achievement, the Department’s highest award presented to attorneys for contributions and excellence in legal performance, in recognition of his handling of patent-law matters before the Supreme Court. Most recently, Mr. Hungar was recognized in the 2023 publication of *Best Lawyers* for his Appellate Practice.

Mr. Hungar served as an Assistant to the Solicitor General of the United States from 1992-1994. In that position he presented oral argument before the Court and handled numerous other appellate matters for the government. He also served as a law clerk to Justice Anthony M. Kennedy of the Supreme Court and to Circuit Judge Alex Kozinski of the United States Court of Appeals for the Ninth Circuit. He received his law degree from Yale Law School in 1987, where he was a Senior Editor of the *Yale Law & Policy Review*. He received his bachelor of science degree *magna cum laude* in mathematics/computer science and economics from Willamette University in 1984.

# Bradley J. Hamburger



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Bradley J. Hamburger is a litigation partner in the Los Angeles office of Gibson, Dunn & Crutcher. His practice focuses on class actions and complex litigation in both trial courts and on appeal. He is a member of the firm's Class Actions, Appellate and Constitutional Law, and Labor and Employment practice groups.

Mr. Hamburger has represented clients in class actions and appeals across many areas of law, including employment, insurance, antitrust, consumer fraud, products liability, legal malpractice, and administrative law. He has briefed dozens of appeals, including cases in the United States Supreme Court, the Ninth Circuit, and the California Supreme Court, and has argued before the Ninth Circuit and the California Court of Appeal.

Mr. Hamburger has significant expertise in seeking interlocutory appellate review of class certification orders under Federal Rule of Civil Procedure 23(f), obtaining enforcement of arbitration agreements, and defending clients against representative actions under California's Labor Code Private Attorneys General Act. Mr. Hamburger also regularly represents technology companies, and he has substantial experience litigating the application of Section 230 of the Communications Decency Act.

In 2022, *Law360* recognized Mr. Hamburger as a Rising Star in the Class Action category, and BTI Consulting Group included him on its Client Service All-Stars list. The *Daily Journal* named Mr. Hamburger as one of the top 40 lawyers in California under 40 in 2021. Mr. Hamburger also was part of the team that obtained one of the *Daily Journal's* Top Appellate Reversals of 2021, *Magadia v. Wal-Mart Associates, Inc.*, 999 F.3d 668 (9th Cir. 2021).

## Recent Representative Matters Include:

- Obtained significant victory from the United States Supreme Court in action seeking over \$20 billion in damages. *Comcast Corp. v. Nat'l Ass'n of Afr. Am.-Owned Media*, 140 S. Ct. 1009 (2020).
- Secured affirmance from the Ninth Circuit of the denial of class certification in an insurance class action. *Lara v. First Nat'l Ins. Co. of Am.*, 25 F.4th 1134 (9th Cir. 2022).
- Defeated motion for class certification and then a complete victory at trial in an employment misclassification action. *Ortiz v. Amazon.com LLC*, 2022 WL 1598968 (N.D. Cal. 2022).

- Successfully argued opposition to class certification motion in an employment class action. *Mabanta v. Prime Now LLC*, 2022 WL 1601415 (N.D. Cal. 2022).
- Secured a new trial in a dispute with a former motor vehicle franchisee after a jury had awarded \$256 million in damages, and affirmance of that ruling from the California Court of Appeal. *Nissan Motor Acceptance Cases*, 63 Cal. App. 5th 793 (2021).
- Obtained review from the Fourth Circuit of an order granting class certification in an antitrust class action, and then vacatur of the order. *In re Zetia (Ezetimibe) Antitrust Litig.*, 7 F.4th 227 (4th Cir. 2021).
- Secured affirmance from the California Court of Appeal of dismissal of claims under Section 230 of the Communications Decency Act. *Does #1-50 v. Salesforce.com, Inc.*, 2021 WL 6143093 (Cal. Ct. App. 2021).
- Obtained review from the Ninth Circuit of an order granting class certification in an employment class action, and then reversal of the order. *Mays v. Wal-Mart Stores, Inc.*, 804 F. App'x 641 (9th Cir. 2020).
- Secured affirmance from the California Court of Appeal of a summary judgment ruling in a complex business dispute. *Monster, LLC v. Beats Elecs., LLC*, 2020 WL 5014610 (Cal. Ct. App. 2020).

Mr. Hamburger was a key member of both the trial and appeal teams in Chevron's successful RICO action against a U.S. lawyer who was found to have fraudulently procured a multi-billion-dollar judgment against Chevron from an Ecuadorian court. After a seven-week bench trial in the Southern District of New York, the trial judge issued a 485-page decision in Chevron's favor, the Second Circuit affirmed in full, and the Supreme Court denied certiorari. *Chevron Corp. v. Donziger*, 974 F. Supp. 2d 362 (S.D.N.Y. 2014), *aff'd*, 833 F.3d 74 (2d Cir. 2016), *cert. denied*, 137 S. Ct. 2268 (2017).

Mr. Hamburger's publications include *Article III Standing and Absent Class Members*, 64 Emory L.J. 383 (2015) (with Theane Evangelis), and *Three Myths About Wal-Mart Stores, Inc. v. Dukes*, 82 Geo. Wash. L. Rev. Arguendo 45 (2014) (with Theodore J. Boutros, Jr.). He also co-authored two chapters in the Third Edition of the American Bar Association's *A Practitioner's Guide to Class Actions* (2021), including the chapter on interlocutory appeals. He also routinely speaks at conferences on class actions and employment law.

Mr. Hamburger graduated *cum laude* from Harvard Law School in 2009. While at Harvard he served as co-Editor-in-Chief of the *Harvard Journal of Law & Technology* and was a member of the Board of Student Advisers. He graduated with honors from the University of California, Berkeley in 2004.

Prior to joining the firm, Mr. Hamburger served as a law clerk to the Honorable James V. Selna in the United States District Court for the Central District of California.

Mr. Hamburger is a member of the Board of Directors of the Friends of the Los Angeles County Law Library. Before entering law school, Mr. Hamburger taught middle school mathematics in New York City as a Teach for America corps member.

## Michael S. Neumeister



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Michael Neumeister is a partner in the Los Angeles office of Gibson, Dunn & Crutcher. He is a member of the Business Restructuring & Reorganization Group and the Corporate Department.

Mr. Neumeister has a wide array of experience in representing clients in bankruptcy and restructuring matters in many different industries. His representations have included representing debtors and lenders in in-court and out-of-court restructurings, and buyers in large and small bankruptcy sales. Mr. Neumeister also has a broad range of experience litigating bankruptcy and other distressed debt issues in bankruptcy court, state court, and in courts of appeal.

Mr. Neumeister is currently a member of the Financial Lawyers Conference, the American Bankruptcy Institute, Turnaround Management Association, and the Los Angeles County Bar Association. Mr. Neumeister was recognized by *The Best Lawyers in America*<sup>®</sup> in the area of Bankruptcy and Creditor Debtor Rights / Insolvency and Reorganization Law in 2023. He has also been named a "Rising Star" in the field of Bankruptcy & Creditor/Debtor Rights by *Super Lawyers Magazine* since 2013.

Mr. Neumeister received his Juris Doctor in 2010 from the University of Southern California Law School, where he graduated as a member of the Order of the Coif and served as a Senior Content Editor for the *Southern California Law Review*. While in law school, Mr. Neumeister also held a judicial externship with the Honorable Sandra S. Ikuta of the United States Court of Appeals for the Ninth Circuit. He received his Bachelor of Arts degree with honors in 2006 from the University of California, San Diego.

Mr. Neumeister is admitted to practice in the State of California.

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## Jeffrey C. Krause



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Jeffrey C. Krause is a partner in the Los Angeles office of Gibson, Dunn & Crutcher. He is a member of the firm's Business Restructuring and Reorganization Practice Group. He has a broad corporate restructuring practice and has handled significant debtor and creditor representations, as well as representations of acquirers of assets from chapter 11 debtors, lessors and secured and unsecured creditors. He is a fellow of the American College of Bankruptcy. Mr. Krause was listed as an Outstanding Restructuring Lawyer by Turnarounds & Workouts in 2018 and was named Bankruptcy and Creditor Debtor Rights/Insolvency and Reorganization Lawyer of the Year 2017 for Los Angeles by Best Lawyers.

Mr. Krause frequently advises boards and shareholders on fulfilling fiduciary duties and minimizing litigation risks when the companies they serve encounter financial distress. He also advises lenders in structuring transactions to minimize risks that are likely to arise when borrowers become financially distressed and parties seeking to acquire debt of troubled borrowers in order to drive the restructuring process or acquire assets of the borrower. Mr. Krause has represented defendants in preference actions, fraudulent transfer actions and large, complex commercial disputes, including lender liability claims. He has represented landlords in large complex chapter 11 cases and out-of-court restructuring transactions. He also has represented both debtors and creditors in chapter 9 municipal restructuring cases.

Mr. Krause has represented secured lenders in chapter 11 cases and out-of-court restructuring transactions, including the mortgage holders in recent chapter 11 cases of the owners of the Fairmont San Jose and Bishop's Lodge, as well as PDL BioPharma, Inc., Deutsche Bank, Kayne Saybrook, FINOVA Capital (after Berkadia acquired the right to manage FINOVA), Lend Lease, Beal Bank, Home Savings and Loan, Bank of Hawaii, CapitalSource, and the Colonial Williamsburg Foundation, as a secured creditor in the chapter 11 case of Carter's Grove, LLC.

**Mr. Krause has represented debtors in chapter 11 cases and out-of-court restructuring transactions, including the following:**

- Mac Acquisition, LLC, dba Romano's Macaroni Grill, in chapter 11 in Delaware
- Daughters of Charity Health System in an out-of-court restructuring
- Standard Register Co., a printing and marketing company, in chapter 11 in Delaware

- Real Mex Restaurants, as a reorganized debtor after it exited from chapter 11
- THQ Inc., a video game developer, in chapter 11 in Delaware
- Specific Media in its out-of-court restructuring and transfer of assets to Time, Inc.
- R.E. Loans, LLC, a real estate lender, in chapter 11 in Texas
- Pacific Monarch Resorts, Inc., a time share developer, in chapter 11 in California
- Falcon Products, a furniture manufacturer, in chapter 11 in Missouri
- Boston Chicken, dba Boston Markets, a restaurant chain, in chapter 11 in Arizona
- Lindquist & Craig Hotels, a hotel and resort owner/operator, in chapter 11 in California
- DeKalb Poultry Research, Inc., an egg producer, in chapter 11 in Illinois
- Watts Health Foundation, Inc., an HMO and clinic operator, in chapter 11 in California

**Mr. Krause has represented multiple ad hoc creditor groups and official committees, as well as key members of committees, including the following:**

- Member of the ad hoc group of subrogation claimants in the chapter 11 case of Pacific Gas & Electric
- Ad hoc group of unsecured noteholders in the chapter 11 case of Briggs & Stratton
- Ad hoc group of first lien lenders in the chapter 11 case of NPC International, Inc.
- Member of the Official Creditors Committee in the chapter 11 case of Verity Health System
- Official Committee of Unsecured Creditors in the chapter 11 case of Azabu Buildings
- Official Equity Committee in the chapter 11 case of AMERCO
- Member of an unofficial committee of secured bondholders in the chapter 11 case Eastern Airlines

**Mr. Krause also has represented multiple investors in various chapter 11 cases, distressed acquisitions and out-of-court restructuring transactions, including the following:**

- Monarch Alternative Capital as the acquirer of assets related to the Shopko chapter 11 cases
- Acquirer of Boston Markets in out-of-court distressed transaction
- Woodridge Capital in connection with proposals to acquire assets from chapter 11 debtors
- Aurora Capital in connection with potential distressed acquisitions

- Stone Canyon Capital in assessing potential acquisitions from chapter 11 debtors
- Ranch Capital, LLC in multiple matters, including Seitel, Inc.'s chapter 11 case in Delaware and as the sponsor of a chapter 11 plan for Hawaiian Airlines, Inc.

In 2021 and 2022, Mr. Krause was selected as a Band 1 lawyer in *Chambers USA: America's Leading Lawyers for Business*. He was selected in the 2022 edition of the Lawdragon 500 Leading U.S. Bankruptcy & Restructuring Lawyers and has been recognized by *The Best Lawyers in America*® in the area of Bankruptcy and Creditor Debtor Rights/Insolvency and Reorganization Law for more than a decade, and by *Who's Who Legal Restructuring & Insolvency*.

Mr. Krause has served as an Adjunct Professor, University of Southern California School of Law, 1994-2000 and 2002; Loyola School of Law, 1987 and 1988. He is a member of the Los Angeles County Bar Association (Former Member of Executive Committee of Section on Commercial Law and Bankruptcy and Past Chair of Pro Bono Debtor Assistance Project) and the American Bar Association (Member, Sections on Litigation and Business Law; Past Co-Chairman of Bankruptcy and Insolvency Committee of the Litigation Section); The State Bar of California (Former Member, UCC Committee, Business Law Section, 1987-1990; Former Member, Debtor-Creditor Committee, Business Law Section, 1992-1995); Los Angeles Bankruptcy Forum (Past President); California Bankruptcy Forum (Former Director); Financial Lawyers Conference (Former Board Member, 1999-2002). He served as President of the Turnaround Management Association, Southern California Chapter in 2017 and was Co-Chair of the 2017 Turnaround Management Association Western Regional Conference. He served as a member of the TMA Distressed Investing Conference Planning Committee during 2022 and was named as a Trustee of the TMA Global Leadership for 2022.

Mr. Krause is the author of: "California Real Property Financing: Bankruptcy and Secured Real Property Transactions," CEB, 1989 (Contributing Author); Steinberg, Bankruptcy Litigation, 1989 (Contributing Author); "Whose Lawyer Are You: Fiduciary Obligations of Debtor in Possession's Counsel," 31 Beverly Hill Bar Ass'n Journal, Vol. 2 (1997); "In a Class All Their Own," Vol. 20, No. 5, Los Angeles Lawyers 42 (July-August 1997); "Appellate Practice Educational Materials for Federal Judicial Center Programs for New Bankruptcy Appellate Panel Judges," (1996 and 1997); "The Bias of the Courts Against Single Asset Real Estate Cases is Creating Bad Law in the Area of Classification," 22 Cal. Bankr. J. 45, 1994; "United States Trustee Guidelines Regarding Prepetition Retainers," 18 Cal. Bankr. J. 135, 1990; "Treatment of Prepetition Retainers," 17 Cal. Bankr. J. 153, 1989; "Foreclosure Sales Should Not Be Treated As Fraudulent Transfers," 1 ABA Bankr. Litigation Newsletter 7 (1993); "Non-Collusive Foreclosure Sales of Real Property Are Not Avoidable As Fraudulent Transfers," 3 ABA Bankr. Litigation Newsletter 18 (1995); Consultant, Bernhardt, California Mortgage and Deed of Trust Practice (2d ed. 1989 CEB).

Mr. Krause is a frequent speaker on restructuring topics. Mr. Krause has participated in the following educational programs: American Bankruptcy Institute Complex Financial Restructuring Program in 2019, 2020 and 2022; UCLA School of Law School and Financial Lawyers Conference: *Bankruptcy Nuts and Bolts all day seminar: Asset Sales under Bankruptcy Code section 363 and Executory Contracts under Bankruptcy Code section 365*; USC Gould School of Law Real Estate Law and Business Forum: *Real Estate Valuation in Workouts and Chapter 11 Bankruptcy Cases and Other Valuation Triggering Events*; Los Angeles Bankruptcy Forum: *Be WARNed: Risks of Liability for Insiders, Secured Lenders and Buyers for Unpaid Employment Related Claims*; Turnaround Managers Association, Southern California Chapter: *Distressed Valuations – "What is the Right Real Estate Valuation Approach and How to Plead Your Case!"*; ; Turnaround Managers Association, Annual Western Regional Conference: *Litigation of Valuation Issues for Operating*



*Businesses and Cramdown Interest Rates After Momentive; California Receiver's Forum: Labor and Employment Issues for Receivers Administering Operating Business; American Bankruptcy Institute Battleground West: Healthcare Restructuring; and Los Angeles Bankruptcy Forum: Recent Developments Debate Program.*

Mr. Krause attended the University of California at Los Angeles, where he received his B.S. in Economics in 1977, and his J.D. in 1980. Mr. Krause served on the *UCLA Law Review*, and was elected to the Order of the Coif.

## Gregory S. Bok



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Gregory S. Bok is an associate in the Los Angeles office of Gibson, Dunn & Crutcher. He currently practices in the firm's Litigation Department.

Prior to joining the firm, Mr. Bok served as a law clerk to the Honorable Milan D. Smith, Jr. of the U.S. Court of Appeals for the Ninth Circuit and the Honorable R. Gary Klausner of the U.S. District Court for the Central District of California. Mr. Bok earned his law degree from the University of California, Berkeley, School of Law, where he served as the Senior Articles Editor of the *California Law Review*. Mr. Bok received his B.A., with honors, from the University of Chicago. Prior to attending law school, Mr. Bok was a police misconduct investigator for the New York City Civilian Complaint Review Board.

Mr. Bok is a member of the California Bar, and is admitted to practice before the U.S. Court of Appeals for the Ninth Circuit and the U.S. District Court for the Central District of California.

## Minae Yu



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Minae Yu is an associate in the Los Angeles office of Gibson, Dunn & Crutcher. She currently practices with the firm's Litigation Department.

Ms. Yu received her Juris Doctor degree *cum laude* in 2009 from Georgetown University Law Center, where she served as an Annual Survey Editor of the *American Criminal Law Review*. While at Georgetown, Ms. Yu earned a Certificate of Concentration in World Trade Organization, focusing on the Agreement on Trade Related Aspects of Intellectual Property Rights. She also worked for a Member of Congress and interned at the Enforcement Bureau of the Federal Communications Commission. Ms. Yu received her Bachelor of Arts degree in 2002 from the University of California, Berkeley, with a double major in Molecular Cell Biology and Psychology.

Ms. Yu is admitted to practice law in the State of California. She is a native speaker of Korean.

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# Julian Wolfe Kleinbrodt



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Julian W. Kleinbrodt is an associate in the San Francisco office of Gibson, Dunn & Crutcher. He practices in the firm's Litigation Department, focusing on antitrust and other complex civil litigation.

**Mr. Kleinbrodt has successfully represented clients across several industries through trial and appeal. Recent representative matters include:**

- Secured an order setting aside a jury verdict for over \$50 million on antitrust and contract claims based on plaintiffs' fraud on the court in *Trendsettah USA, Inc. v. Swisher International, Inc.* (C.D. Cal.). The *Daily Journal* selected this case as one of its [Top Verdicts of 2019](#).
- Prevailed at trial in *In re Korean Ramen Antitrust Litigation* (N.D. Cal.), securing a complete defense verdict at trial in a first-of-its kind class action trial of direct and indirect purchaser antitrust claims under federal and state antitrust law. The *Daily Journal* selected this case as one of its [Top Verdicts of 2018](#).
- Obtained complete dismissal of two putative antitrust class actions alleging Section 1 and Section 2 claims in *In re Inclusive Access Course Materials Antitrust Litigation* (S.D.N.Y.).
- Won denial of class certification in *Deslandes v. McDonald's USA, et al.* (N.D. Ill.), a putative nationwide antitrust class action challenging alleged restraints in labor markets.
- Won summary judgment in *Bailey v. Gatan, Inc., et al.* (E.D. Cal.), a False Claims Act case brought by former employees against a scientific instruments company. Mr. Kleinbrodt helped to secure an affirmance of that judgment on appeal, *Bailey v. Gatan, Inc.*, 783 F. App'x 692 (9th Cir. 2019).
- Won denial of class certification on behalf of UPS in a putative class action by Kentucky UPS under the state-law analogue to the Americans with Disabilities Act. Mr. Kleinbrodt helped to secure an affirmance of that order on appeal, *Hughes v. UPS Supply Chain Sols., Inc.*, 2021 WL 3008755 (Ky. Ct. App. July 16, 2021).
- Defended a global software consulting firm through trial in a multi-million dollar dispute involving fraud, trade secret, computer hacking, and other related claims.

In addition, Mr. Kleinbrodt has represented clients in federal and state government investigations concerning employment, antitrust, and other competition issues. He also regularly counsels companies in these areas.

Mr. Kleinbrodt received his law degree *magna cum laude* from the University of Michigan School of Law in 2014, where he was elected to the Order of the Coif and served on the *Michigan Law Review's* editorial board. Before joining the firm, Mr. Kleinbrodt served as a law clerk to the Honorable Stephen V. Wilson of the United States District Court for the Central District of California. Mr. Kleinbrodt graduated *magna cum laude* from the University of California, Los Angeles in 2011 and was a member of Phi Beta Kappa.

## Samuel Eckman



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Samuel Eckman is an associate in the Los Angeles office of Gibson, Dunn & Crutcher. He is a member of the firm's Appellate and Constitutional Law and Class Actions practice groups.

Mr. Eckman was recognized in *The Best Lawyers in America*® 2022 and 2023 "Ones to Watch" in Appellate Practice.

Before joining the firm, Mr. Eckman served as a law clerk to the Honorable Antonin Scalia, Associate Justice of the U.S. Supreme Court, and the Honorable Alex Kozinski, then-Chief Judge of the U.S. Court of Appeals for the Ninth Circuit.

Mr. Eckman graduated with High Honors from The University of Chicago Law School in 2013. While there, he served as Editor-in-Chief of *The University of Chicago Law Review*, and was selected as a Kirkland & Ellis Scholar and as a member of the Order of the Coif. He also was awarded a John M. Olin Student Fellowship in Law and Economics, and a Bradley Family Foundation Fellowship.

# Ryan Azad



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Ryan Azad is a litigation associate in the San Francisco office of Gibson, Dunn & Crutcher and a member of the Appellate and Constitutional Law group. His practice focuses on appellate matters in state and federal courts.

Before joining the firm, Ryan clerked for Justice Mariano-Florentino Cuéllar of the Supreme Court of California, Judge Milan D. Smith, Jr. of the United States Court of Appeals for the Ninth Circuit, and Judge Samuel H. Mays, Jr. of the United States District Court for the Western District of Tennessee.

Ryan received his J.D. from UCLA School of Law, where he served as a managing editor of the *UCLA Law Review*, was a member of the Supreme Court Clinic, and taught an undergraduate course as a Collegium of University Teaching Fellow. He earned his B.A., *summa cum laude*, in History from UCLA, where he was elected to Phi Beta Kappa and received the Carey McWilliams Award for his thesis on the freedom of speech in colonial America.

Ryan serves as a mentor for The Appellate Project, an organization that seeks to empower law students of color to succeed as appellate attorneys and raise awareness about the importance of a diverse appellate system.

## Representative matters include:

- *City of Los Angeles v. PwC* (California Supreme Court): Persuaded the California Supreme Court to grant review of a case concerning the scope and nature of courts' authority to impose monetary sanctions for discovery abuse.
- *Vargas v. Facebook* (Ninth Circuit): Represented Facebook in putative class action challenging Facebook's advertising platform as violating the Fair Housing Act and other federal and state anti-discrimination laws.
- *Palomares v. United States* (U.S. Supreme Court): Represented amicus curiae FAMM (Families Against Mandatory Minimums) in support of certiorari petition regarding the proper interpretation of the federal sentencing statute's safety-valve provision, as amended by the First Step Act of 2018.

## Sarah Akhtar



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Sarah Akhtar is an associate in the Washington, D.C. office of Gibson, Dunn & Crutcher. She is a member of the firm's Litigation, Appellate and Constitutional Law, and Antitrust practice groups.

Prior to joining the firm, Ms. Akhtar clerked for Chief Judge R. Guy Cole, Jr. of the U.S. Court of Appeals for the Sixth Circuit.

Ms. Akhtar graduated *magna cum laude* from Georgetown University Law Center, where she served as Managing Editor of the Georgetown Law Journal. She earned her undergraduate degree with honors from Harvard University, where she was Editor-in-Chief of the Harvard International Review.

Ms. Akhtar is admitted to practice in Maryland and Washington, D.C.

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## Michael G. Farag



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Michael Farag is an associate in the Los Angeles office of Gibson, Dunn & Crutcher. He currently practices with the firm's Business Restructuring and Reorganization Practice Group.

Mr. Farag focuses on complex restructuring and insolvency proceedings. Prior to joining the firm, Mr. Farag served as a judicial law clerk in the United States Bankruptcy Court for the Central District of California, first for the Honorable Martin R. Barash, then for the Honorable Robert N. Kwan.

Mr. Farag earned his law degree in 2016 from the UCLA School of Law, where he completed the Business Law Specialization on the Mergers and Acquisitions Track. He graduated from the University of Washington in 2006 with a Bachelor of Arts in Drama. Prior to entering the legal profession, Mr. Farag worked in digital media and advertising.

Mr. Farag is admitted to practice in the State of California and before the United States District Court for the Central District of California.

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## Andrew T. Brown



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Andrew T. Brown is a litigation associate in the Los Angeles office of Gibson, Dunn & Crutcher. His practice focuses on complex commercial and constitutional litigation in trial and appellate courts. Mr. Brown also has significant experience conducting internal investigations and representing clients facing civil and criminal investigations. In his active pro bono practice, Mr. Brown often represents military veterans seeking service-connected benefits in federal appellate courts.

On top of his civilian practice, Mr. Brown is a Captain in the U.S. Army Reserve, where he serves as a Judge Advocate and holds an active security clearance.

Prior to joining the firm, Mr. Brown clerked for Judge Carlos T. Bea on the U.S. Court of Appeals for the Ninth Circuit, and before that for Judge R. Gary Klausner on the U.S. District Court for the Central District of California.

Mr. Brown received his law degree from the UCLA School of Law, where he was elected to the Order of the Coif. At UCLA, Mr. Brown was named a Michael T. Masin Scholar and served as a Senior Editor on the *UCLA Law Review*. He also served as a cybersecurity research assistant for Professor Kristen Eichensehr, and as a judicial extern for Judge Arthur L. Alarcón on the U.S. Court of Appeals for the Ninth Circuit. Mr. Brown received his bachelor's degree *magna cum laude* from The George Washington University's Elliot School of International Affairs with a functional focus on security policy and a regional focus on the Middle East.

Mr. Brown is a member of the California Bar, and he is admitted to practice before the U.S. Supreme Court, the U.S. Courts of Appeals for the Ninth and Federal Circuits, the U.S. Courts of Appeals for the Armed Forces and Veterans Claims, and the U.S. District Courts for the Central and Northern Districts of California.

## Viola Li



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Viola Li is an associate in the San Francisco office of Gibson, Dunn & Crutcher LLP. She currently practices in the firm's Litigation Department and maintains an active pro bono practice.

Ms. Li previously served as a law clerk to the Honorable Maxine M. Chesney of the United States District Court for the Northern District of California.

Ms. Li received her J.D. from Stanford Law School in 2019 with pro bono distinction, where she was a Notes Editor for the *Stanford Law Review*. While in law school, Ms. Li was a co-leader of the Economic Advancement Program Pro Bono and a team leader for the Environmental Pro Bono. Ms. Li earned her B.S. in Commerce (Finance) with Distinction and B.A. in Environmental Thought and Practice from the University of Virginia in 2013. Prior to attending law school, Ms. Li was a senior analyst at Cornerstone Research, a litigation consulting firm, where she worked in a variety of practice areas, including antitrust, intellectual property, energy, and securities class actions.

Ms. Li is admitted to practice law in the State of California.

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- *Campbell v. DoorDash, Inc.* (California Supreme Court & U.S. Supreme Court): Represented DoorDash in challenge to California's "Iskanian Rule" as preempted by the Federal Arbitration Act.
- *See's Candies, Inc. v. Superior Court of Los Angeles County* (California Court of Appeal): Represented eight amici, including the U.S. Chamber of Commerce, in writ proceeding regarding whether COVID-19 injuries sustained by an employee's spouse are encompassed by the derivative injury rule of the Workers' Compensation Act.
- *Vedagarba v. Airbnb, Inc.* (California Court of Appeal): Successfully represented Airbnb in obtaining dismissal of an appeal challenging the denial of plaintiff's petition to vacate an arbitration award.
- *Sanchez v. Mayorkas* (U.S. Supreme Court): Represented amici law professors in support of allowing temporary protected status recipients to seek adjustment to lawful permanent resident status.
- *Liu v. Garland* (Ninth Circuit): Represented Chinese immigrant challenging an Immigration Judge's denial of her application for asylum, withholding of removal, and relief under the Convention Against Torture on adverse credibility grounds.

# Nathaniel Tisa



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Nate Tisa is an associate in the Washington, D.C. office of Gibson, Dunn & Crutcher. He practices in the firm's Litigation Department and is a member of the Appellate and Constitutional Law, Labor and Employment, and Administrative Law and Regulatory practice groups. Prior to joining the firm, Mr. Tisa clerked for the Hon. Carlos Bea of the U.S. Court of Appeals for the Ninth Circuit and for the Hon. Neomi Rao of the U.S. Court of Appeals for the D.C. Circuit.

Mr. Tisa earned his J.D. *magna cum laude* from New York University School of Law in 2019, where he was elected to the Order of the Coif and served as a Senior Articles Editor for the Journal of Law and Liberty. Before law school he worked as a cybersecurity consultant and graduated from Georgetown University in 2014 with a B.S. in Foreign Service.

Mr. Tisa is admitted to practice law in New York and is admitted to practice before the U.S. Court of Appeals for the Ninth Circuit.

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# JeanAnn Tabbaa

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JeanAnn Tabbaa is an associate in the Washington, D.C. office of Gibson, Dunn & Crutcher LLP. She currently practices in the firm's Litigation Department.

Ms. Tabbaa received her Juris Doctor degree *magna cum laude* in 2019 from Georgetown University Law Center, where she served as an Executive Editor of *The Georgetown University Law Journal*. While in law school, Ms. Tabbaa served as an extern for the Honorable Judge Cooper of the District Court for the District of Columbia. Ms. Tabbaa received her Bachelor of Arts degree *cum laude* in 2016 from Georgetown University with a major in Political Economy and a double minor in Arabic and Business Administration.

Ms. Tabbaa is admitted to practice law in the State of Maryland and the District of Columbia.

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**Sorojini (Rani) Biswas**

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**EDUCATION**

**Harvey Mudd College, Claremont, CA**

Bachelor of Science, Cell/Molecular Biology, May 1989

**The University of North Carolina at Chapel Hill School of Law, Chapel Hill, NC**

Juris Doctor, May 1994

**RELEVANT WORK EXPERIENCE**

**2010-current**

**Independent Contractor (Legal Specialist)** providing legal support exclusively for Gibson Dunn & Crutcher, LLP on antitrust matters, including HSR regulatory practice and notable antitrust litigations: AMD v. Intel, FTC v. Intel, NYAG v. Intel, US v. Apple et al. (ebooks case), Qualcomm v. Compal et al. (Apple/cell phone manufacturers/Qualcomm cases), Roxul USA v. Armstrong (ceiling tile case), Conrad v. Jimmy Johns and Polyurethane Foam DOJ investigation and related litigations (GDC representation of Woodbridge Foam Corporation).

**2005-2010**

**LegalSource, Contract Attorney** working exclusively on AMD v. Intel matter on behalf of Gibson Dunn & Crutcher, LLP.

**1994-2004**

**Patent attorney**, specializing in biotechnology and pharmaceutical patent prosecution.

Relevant positions held:

- associate and equity partner, Myers Bigel Sibley & Sajovec (now Myers Bigel), Raleigh NC
- associate University Counsel – North Carolina State University, Raleigh NC
- associate, Bell Seltzer Park & Gibson (now part of Alston & Bird), Raleigh NC

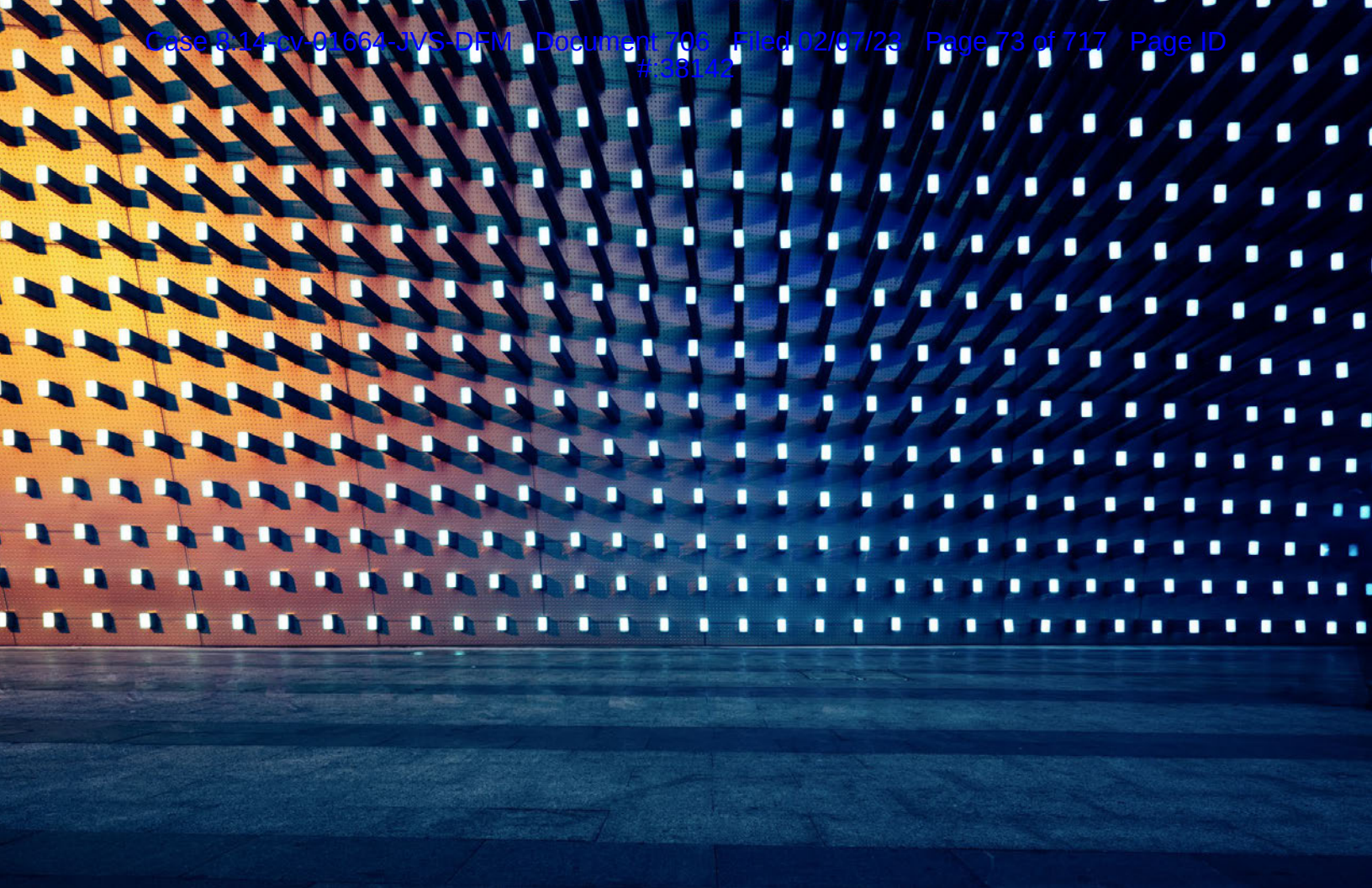
**PRIOR BAR ADMISSIONS**

State Bar of North Carolina – admitted 1994, not currently active.

U.S. Federal Patent Bar – admitted 1995, Reg. No. 39,111, not currently active.

# EXHIBIT **8**





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*ELM Solutions*

# 2022 Real Rate Report<sup>®</sup>

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The industry's leading  
analysis of law firm rates,  
trends, and practices



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## A Letter to Our Readers

Welcome to the Wolters Kluwer ELM Solutions Real Rate Report®, the industry's leading data-driven benchmark report for lawyer rates.

Our Real Rate Report has been a relied upon data analytics resource to the legal industry since its inception in 2010 and continues to evolve. The Real Rate Report is powered by the Wolters Kluwer ELM Solutions LegalVIEW® data warehouse, which has grown to include \$155B+ in anonymized legal data.

Last year, we launched our LegalVIEW Insights report series, which presented the first-of-its-kind legal analysis of total outside spend, vendor counts, staffing ratios, and other matters. This year, LegalVIEW Insights has gone even deeper into these issues and, together with the Real Rate Report, is a great tool to benchmark performance and improve from there.

The legal services industry relies on internal analytics and the use of external data resources, such as the LegalVIEW data warehouse, to support legal management strategies. The depth and details of the data in the Real Rate Report enable you to better benchmark and make more informed investment and resourcing decisions for your organization.

As with past Real Rate Reports, all of the data analyzed are from corporations' and law firms' e-billing and time management solutions. We have included lawyer and paralegal rate data filtered by specific practice and sub-practice areas, metropolitan areas, and types of matters to give legal departments and law firms greater ability to pinpoint areas of opportunity. We strive to make the Real Rate Report a valuable and actionable reference tool for legal departments and law firms.

As always, we welcome your comments and suggestions on what information would make this publication more valuable to you. We thank our data contributors for participating in this program. And we thank you for making Wolters Kluwer ELM Solutions your trusted partner for legal industry domain expertise, data, and analytics and look forward to continuing to provide market-leading, expert solutions that deliver the best business outcomes for collaboration among legal departments and law firms.

Sincerely,



**Barry Ader**

Vice President, Product Management and Marketing  
Wolters Kluwer ELM Solutions

# Report Use Considerations

## 2022 Real Rate Report

- Examines law firm rates over time
- Identifies rates by location, experience, firm size, areas of expertise, industry, and timekeeper role (i.e., partner, associate, and paralegal)
- Itemizes variables that drive rates up or down

All the analyses included in the report derive from the actual rates charged by law firm professionals as recorded on invoices submitted and approved for payment.

Examining real, approved rate information, along with the ranges of those rates and their changes over time, highlights the role these variables play in driving aggregate legal cost and income. The analyses can energize questions for both corporate clients and law firm principals.

Clients might ask whether they are paying the right amount for different types of legal services, while law firm principals might ask whether they are charging the right amount for legal services and whether to modify their pricing approach.

### Some key factors<sup>1</sup> that drive rates<sup>2</sup>:

**Attorney location** - Lawyers in urban and major metropolitan areas tend to charge more when compared with lawyers in rural areas or small towns.

**Litigation complexity** - The cost of representation will be higher if the case is particularly complex or time-consuming; for example, if there are a large number of documents to review, many witnesses to depose, and numerous procedural steps, the case is likely to cost more (regardless of other factors like the lawyer's level of experience).

**Years of experience and reputation** - A more experienced, higher-profile lawyer is often going to charge more, but absorbing this higher cost at the outset may make more sense than hiring a less expensive lawyer who will likely take time and billable hours to come up to speed on unfamiliar legal and procedural issues.

**Overhead** - The costs associated with the firm's support network (paralegals, clerks, and assistants), document preparation, consultants, research, and other expenses.

**Firm size** - The rates can increase if the firm is large and has various timekeeper roles at the firm. For example, the cost to work with an associate or partner at a larger firm will be higher compared to a firm that has one to two associates and a paralegal.

<sup>1</sup> David Goguen, J.D., University of San Francisco School of Law (2020) Guide to Legal Services Billing Retrieved from: <https://www.lawyers.com/legal-info/research/guide-to-legal-services-billing-rates.html>

<sup>2</sup> Source: 2018 RRR. Factor order validated in multiple analyses since 2010

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# Section I: High-Level Data Cuts

All data and analysis based on  
data collected thru Q2 2022



**Section I: High-Level Data Cuts****Partners, Associates, and Paralegals**

By Role

**2022 - Real Rates****Trend Analysis - Mean**

<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>Partner</b>	10592	\$430	\$653	\$969	\$749	\$738	\$705
<b>Associate</b>	9930	\$329	\$485	\$703	\$546	\$541	\$503
<b>Paralegal</b>	4215	\$150	\$225	\$325	\$247	\$244	\$232

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Albany NY</b>	Non-Litigation	Partner	17	\$288	\$288	\$305	\$322	\$322	\$354
		Associate	15	\$234	\$240	\$243	\$237	\$235	\$233
<b>Atlanta GA</b>	Litigation	Partner	103	\$391	\$525	\$745	\$568	\$513	\$554
		Associate	116	\$262	\$345	\$486	\$382	\$349	\$361
	Non-Litigation	Partner	220	\$478	\$665	\$871	\$700	\$663	\$636
		Associate	201	\$370	\$450	\$618	\$504	\$468	\$443
<b>Austin TX</b>	Litigation	Partner	25	\$491	\$643	\$913	\$696	\$668	\$579
		Associate	21	\$318	\$463	\$659	\$497	\$492	\$481
	Non-Litigation	Partner	73	\$409	\$450	\$608	\$526	\$511	\$510
		Associate	50	\$319	\$401	\$625	\$450	\$373	\$390
<b>Baltimore MD</b>	Litigation	Partner	66	\$380	\$585	\$625	\$551	\$593	\$566
		Associate	76	\$285	\$400	\$482	\$414	\$442	\$426
	Non-Litigation	Partner	85	\$401	\$606	\$865	\$682	\$656	\$648
		Associate	80	\$335	\$482	\$649	\$512	\$507	\$484

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Birmingham AL</b>	Litigation	Partner	40	\$320	\$325	\$459	\$387	\$357	\$356
		Associate	40	\$275	\$300	\$311	\$292	\$284	\$301
	Non-Litigation	Partner	57	\$340	\$410	\$480	\$423	\$432	\$428
		Associate	48	\$258	\$295	\$339	\$302	\$304	\$300
<b>Boston MA</b>	Litigation	Partner	105	\$397	\$681	\$824	\$632	\$588	\$531
		Associate	88	\$315	\$432	\$608	\$475	\$450	\$411
	Non-Litigation	Partner	173	\$510	\$715	\$972	\$782	\$772	\$728
		Associate	186	\$395	\$520	\$690	\$563	\$555	\$515
<b>Bridgeport CT</b>	Litigation	Partner	14	\$478	\$563	\$605	\$535	\$502	\$462
	Non-Litigation	Partner	18	\$366	\$400	\$584	\$451	\$437	\$402
		Associate	12	\$200	\$265	\$295	\$281	\$235	\$242
<b>Buffalo NY</b>	Litigation	Partner	28	\$300	\$340	\$356	\$321	\$330	\$339
		Associate	17	\$225	\$245	\$265	\$240	\$238	\$246
	Non-Litigation	Partner	16	\$325	\$366	\$500	\$397	\$349	\$354

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Buffalo NY</b>	Non-Litigation	Associate	11	\$210	\$255	\$285	\$257	\$238	\$242
<b>Charleston WV</b>	Litigation	Partner	25	\$225	\$280	\$310	\$273	\$274	\$276
	Non-Litigation	Partner	12	\$281	\$325	\$358	\$336	\$345	\$376
<b>Charlotte NC</b>	Litigation	Partner	20	\$513	\$590	\$736	\$635	\$586	\$557
		Associate	21	\$325	\$350	\$382	\$369	\$356	\$370
	Non-Litigation	Partner	84	\$550	\$646	\$782	\$706	\$703	\$674
		Associate	85	\$320	\$391	\$526	\$450	\$465	\$412
<b>Chicago IL</b>	Litigation	Partner	266	\$487	\$755	\$975	\$771	\$742	\$694
		Associate	248	\$338	\$500	\$652	\$516	\$507	\$474
	Non-Litigation	Partner	561	\$632	\$890	\$1,200	\$920	\$912	\$871
		Associate	473	\$420	\$574	\$750	\$595	\$612	\$575
<b>Cincinnati OH</b>	Litigation	Partner	25	\$326	\$503	\$590	\$474	\$440	\$444
		Associate	41	\$259	\$310	\$357	\$312	\$290	\$278
	Non-Litigation	Partner	38	\$399	\$464	\$538	\$476	\$475	\$454

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Cincinnati OH</b>	Non-Litigation	Associate	41	\$270	\$305	\$342	\$307	\$301	\$275
		Partner	66	\$425	\$509	\$675	\$564	\$559	\$575
<b>Cleveland OH</b>	Litigation	Associate	58	\$257	\$284	\$350	\$323	\$318	\$310
		Partner	182	\$396	\$495	\$626	\$558	\$526	\$511
	Non-Litigation	Associate	145	\$250	\$295	\$393	\$333	\$325	\$300
		Partner	19	\$400	\$445	\$525	\$443	\$381	\$371
<b>Columbia SC</b>	Litigation	Partner	27	\$331	\$398	\$483	\$417	\$415	\$396
	Non-Litigation	Associate	18	\$232	\$271	\$324	\$281	\$265	\$257
<b>Columbus OH</b>	Litigation	Partner	13	\$405	\$550	\$590	\$532	\$524	\$511
		Associate	15	\$255	\$275	\$304	\$288	\$289	\$285
	Non-Litigation	Partner	37	\$392	\$441	\$573	\$477	\$458	\$469
		Associate	23	\$260	\$324	\$361	\$326	\$306	\$269
<b>Dallas TX</b>	Litigation	Partner	70	\$315	\$492	\$646	\$516	\$546	\$478
		Associate	60	\$199	\$340	\$587	\$422	\$440	\$416

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Dallas TX</b>	Non-Litigation	Partner	146	\$495	\$655	\$995	\$759	\$750	\$755
		Associate	143	\$345	\$548	\$729	\$553	\$529	\$531
<b>Dayton OH</b>	Non-Litigation	Partner	15	\$320	\$380	\$410	\$379	\$362	\$388
<b>Denver CO</b>	Litigation	Partner	32	\$414	\$495	\$644	\$553	\$512	\$451
		Associate	30	\$286	\$345	\$415	\$348	\$349	\$332
	Non-Litigation	Partner	125	\$450	\$525	\$626	\$559	\$541	\$516
		Associate	86	\$285	\$360	\$430	\$377	\$342	\$319
<b>Detroit MI</b>	Litigation	Partner	27	\$275	\$300	\$376	\$335	\$372	\$360
		Associate	19	\$215	\$255	\$358	\$281	\$274	\$292
	Non-Litigation	Partner	60	\$313	\$392	\$454	\$383	\$388	\$369
		Associate	32	\$230	\$253	\$280	\$256	\$269	\$248
<b>Greenville SC</b>	Non-Litigation	Partner	34	\$375	\$420	\$477	\$426	\$431	\$429
		Associate	14	\$255	\$285	\$318	\$294	\$303	\$308
<b>Hartford CT</b>	Litigation	Partner	24	\$330	\$501	\$591	\$491	\$420	\$425

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Hartford CT</b>	Litigation	Associate	13	\$293	\$320	\$369	\$327	\$294	\$307
		Partner	27	\$430	\$525	\$614	\$542	\$561	\$546
	Non-Litigation	Associate	22	\$265	\$300	\$340	\$310	\$304	\$295
<b>Honolulu HI</b>	Non-Litigation	Partner	19	\$275	\$300	\$353	\$325	\$350	\$320
		Associate	13	\$180	\$200	\$220	\$208	\$210	\$197
<b>Houston TX</b>	Litigation	Partner	60	\$409	\$668	\$880	\$678	\$653	\$618
		Associate	67	\$350	\$409	\$548	\$444	\$414	\$381
	Non-Litigation	Partner	108	\$470	\$831	\$1,127	\$845	\$793	\$796
		Associate	136	\$280	\$435	\$691	\$490	\$468	\$433
<b>Indianapolis IN</b>	Litigation	Partner	36	\$325	\$425	\$564	\$439	\$412	\$419
		Associate	23	\$218	\$268	\$342	\$292	\$261	\$264
	Non-Litigation	Partner	37	\$331	\$405	\$473	\$432	\$454	\$456
		Associate	21	\$260	\$274	\$320	\$300	\$285	\$274
<b>Jackson MS</b>	Litigation	Partner	66	\$296	\$319	\$375	\$339	\$376	\$368

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Jackson MS</b>	Litigation	Associate	56	\$55	\$225	\$250	\$178	\$203	\$175
		Partner	24	\$315	\$420	\$485	\$418	\$394	\$375
	Non-Litigation	Associate	25	\$55	\$126	\$255	\$155	\$125	\$259
<b>Kansas City MO</b>	Litigation	Partner	74	\$413	\$450	\$556	\$472	\$450	\$450
		Associate	50	\$252	\$329	\$385	\$319	\$316	\$305
	Non-Litigation	Partner	101	\$411	\$487	\$615	\$519	\$487	\$464
		Associate	73	\$250	\$320	\$385	\$322	\$312	\$285
<b>Las Vegas NV</b>	Non-Litigation	Partner	20	\$350	\$425	\$525	\$440	\$422	\$432
		Associate	11	\$238	\$267	\$368	\$301	\$297	\$282
<b>Little Rock AR</b>	Non-Litigation	Partner	11	\$215	\$215	\$308	\$264	\$256	\$298
<b>Los Angeles CA</b>	Litigation	Partner	322	\$516	\$725	\$1,045	\$799	\$739	\$702
		Associate	408	\$400	\$615	\$855	\$642	\$606	\$564
	Non-Litigation	Partner	521	\$596	\$868	\$1,201	\$903	\$902	\$858
		Associate	667	\$441	\$603	\$845	\$653	\$712	\$648



**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Louisville KY</b>	Litigation	Partner	15	\$235	\$335	\$360	\$331	\$332	\$331
		Associate	12	\$175	\$200	\$290	\$230	\$239	\$229
<b>Memphis TN</b>	Litigation	Partner	15	\$290	\$415	\$440	\$376	\$357	\$366
		Non-Litigation Partner	19	\$308	\$347	\$390	\$356	\$340	\$340
<b>Miami FL</b>	Litigation	Partner	99	\$275	\$450	\$623	\$464	\$489	\$449
		Associate	71	\$244	\$320	\$439	\$345	\$331	\$336
	Non-Litigation	Partner	134	\$450	\$575	\$779	\$608	\$577	\$564
		Associate	91	\$305	\$446	\$547	\$435	\$418	\$405
<b>Milwaukee WI</b>	Litigation	Partner	16	\$245	\$338	\$400	\$379	\$390	\$395
		Non-Litigation Partner	21	\$305	\$390	\$466	\$499	\$486	\$483
		Associate	18	\$260	\$290	\$352	\$309	\$314	\$312
<b>Minneapolis MN</b>	Litigation	Partner	66	\$388	\$626	\$702	\$584	\$529	\$472
		Associate	55	\$370	\$461	\$526	\$446	\$386	\$353
	Non-Litigation	Partner	119	\$491	\$627	\$763	\$626	\$600	\$578

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Minneapolis MN</b>	Non-Litigation	Associate	83	\$340	\$421	\$528	\$425	\$408	\$384
		Partner	24	\$275	\$320	\$456	\$363	\$378	\$403
<b>Nashville TN</b>	Non-Litigation	Partner	78	\$412	\$484	\$576	\$505	\$481	\$470
		Associate	59	\$270	\$330	\$384	\$340	\$315	\$285
		Partner	32	\$295	\$347	\$405	\$419	\$380	\$391
<b>New Orleans LA</b>	Litigation	Partner	47	\$290	\$332	\$412	\$343	\$330	\$340
		Associate	42	\$231	\$243	\$340	\$278	\$290	\$275
	Non-Litigation	Partner	21	\$244	\$250	\$278	\$273	\$303	\$258
		Associate	614	\$475	\$675	\$1,088	\$808	\$784	\$746
<b>New York NY</b>	Litigation	Associate	631	\$323	\$460	\$729	\$545	\$527	\$509
		Partner	1,376	\$765	\$1,235	\$1,638	\$1,189	\$1,139	\$1,090
	Non-Litigation	Partner	1,809	\$550	\$776	\$1,050	\$796	\$766	\$716
		Associate	14	\$235	\$338	\$393	\$337	\$319	\$311
<b>Oklahoma City OK</b>	Non-Litigation	Partner	12	\$293	\$339	\$353	\$329	\$338	\$341
<b>Omaha NE</b>	Litigation	Partner							

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Omaha NE</b>	Non-Litigation	Partner	30	\$298	\$376	\$420	\$360	\$354	\$346
		Associate	11	\$200	\$215	\$306	\$250	\$242	\$238
<b>Orlando FL</b>	Litigation	Partner	32	\$410	\$474	\$501	\$467	\$477	\$446
		Associate	22	\$255	\$334	\$390	\$317	\$306	\$283
	Non-Litigation	Partner	35	\$399	\$425	\$475	\$441	\$477	\$460
		Associate	22	\$233	\$273	\$347	\$320	\$322	\$297
<b>Philadelphia PA</b>	Litigation	Partner	330	\$485	\$636	\$837	\$664	\$625	\$621
		Associate	330	\$365	\$430	\$530	\$447	\$414	\$392
	Non-Litigation	Partner	374	\$530	\$741	\$925	\$762	\$735	\$706
		Associate	322	\$375	\$446	\$540	\$482	\$441	\$423
<b>Phoenix AZ</b>	Litigation	Partner	36	\$300	\$450	\$585	\$457	\$465	\$420
		Associate	19	\$215	\$265	\$348	\$283	\$282	\$225
	Non-Litigation	Partner	74	\$353	\$425	\$539	\$470	\$423	\$391
		Associate	43	\$225	\$290	\$340	\$305	\$270	\$259

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Pittsburgh PA</b>	Litigation	Partner	57	\$425	\$614	\$767	\$599	\$565	\$539
		Associate	66	\$267	\$430	\$522	\$404	\$391	\$350
	Non-Litigation	Partner	128	\$445	\$603	\$808	\$627	\$646	\$582
		Associate	113	\$340	\$409	\$513	\$434	\$401	\$389
<b>Portland ME</b>	Non-Litigation	Partner	38	\$250	\$385	\$450	\$376	\$384	\$373
<b>Portland OR</b>	Litigation	Partner	36	\$348	\$476	\$585	\$481	\$440	\$417
		Associate	47	\$360	\$420	\$484	\$425	\$389	\$354
	Non-Litigation	Partner	46	\$432	\$502	\$668	\$540	\$511	\$481
		Associate	83	\$364	\$423	\$507	\$433	\$379	\$358
<b>Raleigh NC</b>	Non-Litigation	Partner	31	\$300	\$428	\$563	\$454	\$464	\$443
<b>Richmond VA</b>	Litigation	Partner	36	\$350	\$680	\$723	\$591	\$544	\$570
		Associate	31	\$323	\$425	\$450	\$397	\$391	\$359
	Non-Litigation	Partner	53	\$536	\$765	\$920	\$756	\$715	\$690
		Associate	54	\$425	\$489	\$625	\$515	\$474	\$453

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Rochester NY</b>	Non-Litigation	Partner	12	\$270	\$360	\$488	\$386	\$341	\$446
		Associate	13	\$220	\$310	\$375	\$314	\$278	\$287
<b>Sacramento CA</b>	Non-Litigation	Partner	11	\$381	\$437	\$682	\$534	\$559	\$516
<b>Salt Lake City UT</b>	Litigation	Partner	14	\$246	\$353	\$468	\$363	\$333	\$379
		Associate							
	Non-Litigation	Partner	42	\$297	\$371	\$447	\$391	\$363	\$353
		Associate	22	\$220	\$240	\$270	\$248	\$247	\$228
<b>San Diego CA</b>	Litigation	Associate	23	\$151	\$225	\$300	\$255	\$258	\$264
		Partner							
	Non-Litigation	Partner	89	\$332	\$540	\$1,066	\$699	\$667	\$649
		Associate	71	\$250	\$325	\$424	\$373	\$378	\$351
<b>San Francisco CA</b>	Litigation	Partner	143	\$423	\$675	\$995	\$742	\$711	\$691
		Associate	98	\$325	\$430	\$731	\$525	\$517	\$470
	Non-Litigation	Partner	221	\$475	\$750	\$950	\$758	\$746	\$741
		Associate	151	\$338	\$486	\$702	\$545	\$563	\$507
<b>San Jose CA</b>	Litigation	Partner	33	\$654	\$921	\$1,133	\$916	\$907	\$864

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>San Jose CA</b>	Litigation	Associate	22	\$461	\$580	\$745	\$608	\$593	\$498
		Partner	50	\$660	\$864	\$1,303	\$969	\$985	\$887
	Non-Litigation	Associate	46	\$380	\$460	\$775	\$616	\$639	\$567
<b>Seattle WA</b>	Litigation	Partner	76	\$497	\$655	\$760	\$635	\$567	\$510
		Associate	61	\$394	\$468	\$530	\$447	\$453	\$395
	Non-Litigation	Partner	148	\$410	\$526	\$760	\$571	\$547	\$547
		Associate	113	\$310	\$395	\$502	\$422	\$401	\$377
<b>St. Louis MO</b>	Litigation	Partner	46	\$260	\$350	\$435	\$376	\$373	\$388
		Associate	17	\$197	\$225	\$250	\$228	\$237	\$232
	Non-Litigation	Partner	57	\$352	\$419	\$540	\$451	\$446	\$473
<b>Tampa FL</b>	Litigation	Partner	31	\$369	\$508	\$595	\$490	\$467	\$452
		Associate	15	\$269	\$298	\$368	\$316	\$302	\$306
<b>Trenton NJ</b>	Non-Litigation	Partner	21	\$408	\$600	\$700	\$569	\$620	\$581
		Associate	12	\$480	\$495	\$500	\$448	\$376	\$387

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Washington DC</b>	Litigation	Partner	490	\$716	\$925	\$1,062	\$922	\$897	\$842
		Associate	428	\$504	\$670	\$707	\$631	\$604	\$558
	Non-Litigation	Partner	1,026	\$643	\$871	\$1,080	\$898	\$876	\$853
		Associate	882	\$459	\$612	\$736	\$631	\$603	\$570
<b>Wheeling WV</b>	Litigation	Partner	22	\$746	\$821	\$850	\$777	\$748	\$801

**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Associate****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Atlanta GA</b>	Fewer Than 3 Years	23	\$307	\$338	\$397	\$357	\$334	\$292
	3 to Fewer Than 7 Years	57	\$322	\$390	\$473	\$423	\$365	\$325
	7 or More Years	63	\$325	\$413	\$587	\$453	\$459	\$416
<b>Austin TX</b>	7 or More Years	11	\$339	\$570	\$692	\$524	\$446	\$429
<b>Baltimore MD</b>	Fewer Than 3 Years	15	\$349	\$400	\$475	\$417	\$395	\$341
	7 or More Years	35	\$290	\$394	\$656	\$471	\$471	\$474
<b>Birmingham AL</b>	7 or More Years	16	\$280	\$310	\$340	\$322	\$304	\$313
<b>Boston MA</b>	Fewer Than 3 Years	13	\$414	\$500	\$520	\$479	\$438	
	3 to Fewer Than 7 Years	42	\$350	\$430	\$565	\$474	\$475	\$456
	7 or More Years	51	\$363	\$450	\$630	\$511	\$524	\$497
<b>Charlotte NC</b>	Fewer Than 3 Years	12	\$293	\$295	\$335	\$344	\$368	\$315
	3 to Fewer Than 7 Years	16	\$337	\$360	\$406	\$381	\$363	\$343
	7 or More Years	21	\$365	\$405	\$570	\$500	\$480	\$432
<b>Chicago IL</b>	Fewer Than 3 Years	22	\$302	\$464	\$526	\$426	\$397	\$514



**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Associate****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Chicago IL</b>	3 to Fewer Than 7 Years	76	\$364	\$537	\$730	\$552	\$554	\$522
	7 or More Years	106	\$401	\$576	\$759	\$594	\$587	\$571
<b>Cleveland OH</b>	Fewer Than 3 Years	18	\$250	\$285	\$360	\$309	\$309	
	3 to Fewer Than 7 Years	47	\$260	\$295	\$415	\$336	\$331	\$282
	7 or More Years	48	\$264	\$295	\$375	\$350	\$333	\$326
<b>Dallas TX</b>	3 to Fewer Than 7 Years	23	\$335	\$395	\$615	\$506	\$499	\$546
	7 or More Years	31	\$320	\$436	\$647	\$517	\$520	\$514
<b>Denver CO</b>	3 to Fewer Than 7 Years	16	\$310	\$356	\$399	\$356	\$347	\$298
	7 or More Years	29	\$285	\$380	\$453	\$393	\$346	\$337
<b>Detroit MI</b>	7 or More Years	12	\$243	\$250	\$350	\$293	\$293	\$295
<b>Hartford CT</b>	7 or More Years	11	\$293	\$338	\$379	\$336	\$292	\$308
<b>Houston TX</b>	3 to Fewer Than 7 Years	20	\$420	\$517	\$580	\$497	\$497	\$494
	7 or More Years	27	\$316	\$419	\$615	\$488	\$521	\$471
<b>Indianapolis IN</b>	7 or More Years	11	\$260	\$288	\$350	\$300	\$267	\$259

**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Associate****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Kansas City MO</b>	3 to Fewer Than 7 Years	15	\$270	\$325	\$360	\$318	\$295	\$283
	7 or More Years	28	\$292	\$334	\$391	\$333	\$312	\$302
<b>Los Angeles CA</b>	Fewer Than 3 Years	63	\$429	\$595	\$654	\$556	\$524	\$488
	3 to Fewer Than 7 Years	144	\$486	\$688	\$838	\$662	\$626	\$530
	7 or More Years	171	\$351	\$550	\$840	\$600	\$634	\$586
<b>Miami FL</b>	3 to Fewer Than 7 Years	19	\$300	\$360	\$457	\$380	\$331	\$313
	7 or More Years	36	\$295	\$450	\$595	\$460	\$433	\$385
<b>Minneapolis MN</b>	Fewer Than 3 Years	11	\$374	\$405	\$446	\$408		\$230
	3 to Fewer Than 7 Years	27	\$340	\$451	\$510	\$421	\$358	\$356
	7 or More Years	27	\$423	\$468	\$585	\$478	\$438	\$392
<b>Nashville TN</b>	7 or More Years	12	\$219	\$245	\$345	\$282	\$266	\$262
<b>New Orleans LA</b>	3 to Fewer Than 7 Years	12	\$232	\$243	\$265	\$261	\$242	\$245
	7 or More Years	18	\$243	\$312	\$343	\$306	\$318	\$294
<b>New York NY</b>	Fewer Than 3 Years	142	\$443	\$622	\$775	\$629	\$600	\$652

**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Associate****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>New York NY</b>	3 to Fewer Than 7 Years	260	\$425	\$668	\$995	\$724	\$684	\$622
	7 or More Years	453	\$439	\$713	\$1,015	\$740	\$727	\$703
<b>Orlando FL</b>	7 or More Years	12	\$266	\$335	\$390	\$323	\$324	\$311
<b>Philadelphia PA</b>	Fewer Than 3 Years	42	\$350	\$420	\$429	\$396	\$401	\$375
	3 to Fewer Than 7 Years	114	\$366	\$438	\$500	\$442	\$400	\$373
	7 or More Years	152	\$390	\$509	\$565	\$491	\$437	\$430
<b>Phoenix AZ</b>	7 or More Years	13	\$227	\$265	\$396	\$317	\$278	\$246
<b>Pittsburgh PA</b>	Fewer Than 3 Years	12	\$323	\$420	\$475	\$400	\$379	
	3 to Fewer Than 7 Years	42	\$270	\$407	\$523	\$407	\$376	\$340
	7 or More Years	28	\$340	\$425	\$535	\$434	\$402	\$370
<b>Portland OR</b>	3 to Fewer Than 7 Years	42	\$348	\$390	\$428	\$390	\$340	\$303
	7 or More Years	52	\$420	\$490	\$537	\$473	\$408	\$395
<b>San Diego CA</b>	3 to Fewer Than 7 Years	17	\$268	\$325	\$380	\$347	\$398	\$347
	7 or More Years	27	\$311	\$380	\$421	\$431	\$465	\$389

**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Associate****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>San Francisco CA</b>	Fewer Than 3 Years	18	\$486	\$510	\$597	\$537	\$455	\$497
	3 to Fewer Than 7 Years	33	\$334	\$509	\$702	\$546	\$528	\$465
	7 or More Years	59	\$328	\$465	\$717	\$545	\$536	\$504
<b>San Jose CA</b>	7 or More Years	14	\$406	\$497	\$605	\$596	\$706	\$630
<b>Seattle WA</b>	3 to Fewer Than 7 Years	31	\$290	\$321	\$339	\$329	\$304	\$285
	7 or More Years	41	\$348	\$429	\$473	\$427	\$400	\$377
<b>St. Louis MO</b>	7 or More Years	13	\$200	\$225	\$275	\$260	\$262	\$259
<b>Washington DC</b>	Fewer Than 3 Years	73	\$400	\$506	\$610	\$509	\$425	\$532
	3 to Fewer Than 7 Years	183	\$455	\$580	\$698	\$599	\$535	\$495
	7 or More Years	206	\$547	\$695	\$870	\$731	\$683	\$634

**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Partner****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Albany NY</b>	21 or More Years	14	\$305	\$305	\$325	\$341	\$377	\$376
<b>Atlanta GA</b>	Fewer Than 21 Years	83	\$440	\$579	\$780	\$616	\$558	\$565
	21 or More Years	124	\$473	\$625	\$895	\$680	\$624	\$602
<b>Austin TX</b>	Fewer Than 21 Years	22	\$423	\$495	\$772	\$620	\$585	\$543
	21 or More Years	39	\$450	\$550	\$858	\$624	\$568	\$532
<b>Baltimore MD</b>	Fewer Than 21 Years	31	\$373	\$509	\$762	\$583	\$547	\$531
	21 or More Years	72	\$509	\$625	\$710	\$642	\$669	\$618
<b>Birmingham AL</b>	Fewer Than 21 Years	36	\$310	\$353	\$409	\$362	\$364	\$359
	21 or More Years	32	\$375	\$480	\$553	\$470	\$455	\$439
<b>Boston MA</b>	Fewer Than 21 Years	74	\$475	\$650	\$868	\$686	\$708	\$644
	21 or More Years	131	\$415	\$719	\$909	\$735	\$724	\$654
<b>Bridgeport CT</b>	21 or More Years	19	\$375	\$537	\$600	\$499	\$487	\$441
<b>Buffalo NY</b>	Fewer Than 21 Years	20	\$329	\$343	\$352	\$331	\$326	\$333
	21 or More Years	15	\$319	\$340	\$380	\$358	\$352	\$356

**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Partner****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Charleston WV</b>	21 or More Years	24	\$268	\$300	\$325	\$301	\$302	\$307
	Fewer Than 21 Years	43	\$507	\$596	\$679	\$626	\$596	\$553
<b>Charlotte NC</b>	21 or More Years	42	\$575	\$701	\$930	\$774	\$775	\$710
	Fewer Than 21 Years	183	\$532	\$768	\$1,057	\$812	\$783	\$772
<b>Chicago IL</b>	21 or More Years	335	\$575	\$810	\$1,168	\$889	\$879	\$850
	Fewer Than 21 Years	18	\$403	\$485	\$538	\$479	\$404	\$425
<b>Cincinnati OH</b>	21 or More Years	29	\$425	\$490	\$575	\$498	\$492	\$472
	Fewer Than 21 Years	68	\$393	\$435	\$550	\$501	\$478	\$460
<b>Cleveland OH</b>	21 or More Years	116	\$456	\$527	\$740	\$613	\$580	\$573
	21 or More Years	18	\$388	\$446	\$550	\$463	\$423	\$399
<b>Columbia SC</b>	21 or More Years	26	\$418	\$495	\$627	\$520	\$494	\$470
<b>Columbus OH</b>	21 or More Years	53	\$401	\$525	\$643	\$569	\$550	\$542
	Fewer Than 21 Years	72	\$525	\$683	\$993	\$757	\$830	\$769
<b>Dallas TX</b>	21 or More Years	47	\$426	\$490	\$543	\$499	\$494	\$460
	Fewer Than 21 Years							
<b>Denver CO</b>	Fewer Than 21 Years							

**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Partner****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Denver CO</b>	21 or More Years	75	\$452	\$582	\$700	\$607	\$583	\$541
	Fewer Than 21 Years	18	\$250	\$378	\$440	\$360	\$377	\$337
<b>Detroit MI</b>	21 or More Years	47	\$297	\$340	\$455	\$369	\$390	\$360
	Fewer Than 21 Years	11	\$358	\$375	\$385	\$373	\$354	\$378
<b>Greenville SC</b>	21 or More Years	18	\$389	\$441	\$531	\$458	\$462	\$452
	Fewer Than 21 Years	16	\$360	\$475	\$519	\$452	\$397	\$425
<b>Hartford CT</b>	21 or More Years	27	\$385	\$525	\$730	\$565	\$555	\$536
	21 or More Years	15	\$287	\$300	\$361	\$333	\$375	\$369
<b>Honolulu HI</b>	21 or More Years	51	\$475	\$715	\$915	\$745	\$691	\$734
	Fewer Than 21 Years	59	\$501	\$854	\$1,060	\$850	\$794	\$785
<b>Houston TX</b>	21 or More Years	22	\$270	\$405	\$450	\$384	\$383	\$399
	Fewer Than 21 Years	37	\$346	\$448	\$649	\$477	\$470	\$452
<b>Indianapolis IN</b>	21 or More Years	15	\$296	\$333	\$382	\$338	\$355	\$329
	Fewer Than 21 Years	22	\$295	\$360	\$485	\$401	\$399	\$370
<b>Jackson MS</b>	21 or More Years	22	\$295	\$360	\$485	\$401	\$399	\$370
	Fewer Than 21 Years	15	\$296	\$333	\$382	\$338	\$355	\$329

**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Partner****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Kansas City MO</b>	Fewer Than 21 Years	46	\$400	\$450	\$537	\$473	\$411	\$397
	21 or More Years	68	\$440	\$553	\$658	\$539	\$497	\$491
<b>Las Vegas NV</b>	Fewer Than 21 Years	12	\$284	\$381	\$495	\$389	\$349	\$343
	21 or More Years	13	\$350	\$425	\$515	\$468	\$456	\$472
<b>Los Angeles CA</b>	Fewer Than 21 Years	183	\$533	\$801	\$1,075	\$804	\$797	\$682
	21 or More Years	333	\$550	\$765	\$1,133	\$863	\$842	\$808
<b>Memphis TN</b>	Fewer Than 21 Years	14	\$288	\$331	\$380	\$345	\$317	\$328
	21 or More Years	15	\$355	\$415	\$425	\$394	\$382	\$375
<b>Miami FL</b>	Fewer Than 21 Years	57	\$370	\$450	\$598	\$490	\$498	\$443
	21 or More Years	104	\$388	\$581	\$749	\$584	\$580	\$536
<b>Milwaukee WI</b>	21 or More Years	16	\$302	\$454	\$613	\$589	\$515	\$530
<b>Minneapolis MN</b>	Fewer Than 21 Years	36	\$470	\$530	\$607	\$532	\$486	\$499
	21 or More Years	84	\$507	\$675	\$796	\$656	\$620	\$589
<b>Nashville TN</b>	Fewer Than 21 Years	28	\$375	\$405	\$535	\$449	\$405	\$397



**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Partner****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Nashville TN</b>	21 or More Years	44	\$425	\$475	\$553	\$498	\$489	\$469
	Fewer Than 21 Years	22	\$313	\$329	\$347	\$341	\$322	\$346
<b>New Orleans LA</b>	21 or More Years	39	\$309	\$360	\$438	\$407	\$365	\$382
	Fewer Than 21 Years	420	\$641	\$1,021	\$1,460	\$1,058	\$1,028	\$979
<b>New York NY</b>	21 or More Years	919	\$637	\$1,070	\$1,560	\$1,091	\$1,060	\$995
	Fewer Than 21 Years	15	\$220	\$343	\$390	\$326	\$328	\$313
<b>Oklahoma City OK</b>	21 or More Years	12	\$255	\$273	\$345	\$293	\$295	\$307
	Fewer Than 21 Years	19	\$341	\$390	\$420	\$379	\$383	\$363
<b>Omaha NE</b>	21 or More Years	15	\$396	\$404	\$453	\$432	\$502	\$450
	Fewer Than 21 Years	25	\$411	\$470	\$475	\$438	\$453	\$428
<b>Orlando FL</b>	21 or More Years	163	\$453	\$600	\$739	\$618	\$599	\$561
	Fewer Than 21 Years	287	\$525	\$715	\$900	\$738	\$708	\$697
<b>Philadelphia PA</b>	21 or More Years	22	\$302	\$426	\$467	\$412	\$381	\$378
	Fewer Than 21 Years	60	\$375	\$468	\$584	\$499	\$481	\$425

**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Partner****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Pittsburgh PA</b>	Fewer Than 21 Years	41	\$420	\$605	\$754	\$598	\$572	\$490
	21 or More Years	76	\$428	\$564	\$756	\$603	\$611	\$565
<b>Portland ME</b>	Fewer Than 21 Years	12	\$308	\$340	\$416	\$347	\$351	\$347
	21 or More Years	19	\$218	\$385	\$450	\$358	\$385	\$346
<b>Portland OR</b>	Fewer Than 21 Years	33	\$400	\$465	\$639	\$522	\$471	\$418
	21 or More Years	35	\$450	\$502	\$653	\$533	\$516	\$485
<b>Raleigh NC</b>	Fewer Than 21 Years	15	\$281	\$366	\$467	\$393	\$414	\$430
	21 or More Years	24	\$275	\$425	\$595	\$454	\$487	\$468
<b>Richmond VA</b>	Fewer Than 21 Years	25	\$585	\$723	\$775	\$682	\$652	\$626
	21 or More Years	30	\$425	\$680	\$976	\$713	\$629	\$625
<b>Salt Lake City UT</b>	Fewer Than 21 Years	19	\$293	\$368	\$430	\$364	\$334	\$349
	21 or More Years	24	\$314	\$425	\$515	\$424	\$392	\$375
<b>San Diego CA</b>	Fewer Than 21 Years	23	\$380	\$425	\$680	\$563	\$608	\$531
	21 or More Years	58	\$447	\$707	\$1,212	\$822	\$739	\$654

**Section I: High-Level Data Cuts****Cities**

By Years of Experience

**2022 - Real Rates for Partner****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>San Francisco CA</b>	Fewer Than 21 Years	89	\$481	\$750	\$987	\$768	\$715	\$692
	21 or More Years	149	\$523	\$755	\$994	\$784	\$768	\$764
<b>San Jose CA</b>	Fewer Than 21 Years	13	\$661	\$945	\$1,382	\$1,016	\$970	\$851
	21 or More Years	51	\$665	\$864	\$1,251	\$963	\$982	\$910
<b>Seattle WA</b>	Fewer Than 21 Years	63	\$400	\$500	\$668	\$542	\$476	\$448
	21 or More Years	81	\$495	\$600	\$760	\$625	\$575	\$564
<b>St. Louis MO</b>	Fewer Than 21 Years	30	\$363	\$402	\$461	\$416	\$431	\$427
	21 or More Years	55	\$300	\$429	\$544	\$441	\$431	\$455
<b>Tampa FL</b>	Fewer Than 21 Years	22	\$312	\$372	\$510	\$409	\$402	\$376
	21 or More Years	37	\$375	\$498	\$570	\$495	\$514	\$486
<b>Trenton NJ</b>	21 or More Years	15	\$419	\$553	\$700	\$573	\$642	\$617
<b>Washington DC</b>	Fewer Than 21 Years	364	\$650	\$856	\$980	\$850	\$818	\$780
	21 or More Years	673	\$675	\$890	\$1,096	\$920	\$899	\$870
<b>Wheeling WV</b>	Fewer Than 21 Years	12	\$737	\$762	\$774	\$723	\$720	\$528

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Albany NY</b>	Partner	19	\$288	\$305	\$325	\$325	\$353	\$359
	Associate	19	\$230	\$240	\$250	\$250	\$236	\$236
<b>Atlanta GA</b>	Partner	294	\$450	\$616	\$842	\$659	\$615	\$605
	Associate	297	\$325	\$414	\$579	\$459	\$426	\$404
<b>Austin TX</b>	Partner	90	\$420	\$495	\$709	\$572	\$548	\$527
	Associate	65	\$317	\$406	\$630	\$465	\$407	\$411
<b>Baltimore MD</b>	Partner	140	\$395	\$600	\$774	\$621	\$631	\$612
	Associate	140	\$303	\$412	\$582	\$462	\$476	\$451
<b>Baton Rouge LA</b>	Partner	13	\$295	\$335	\$436	\$372	\$365	\$367
<b>Birmingham AL</b>	Partner	87	\$325	\$393	\$480	\$405	\$396	\$389
	Associate	82	\$264	\$300	\$325	\$298	\$295	\$301
<b>Boise City ID</b>	Partner	13	\$242	\$295	\$311	\$310	\$319	\$295
<b>Boston MA</b>	Partner	257	\$450	\$695	\$903	\$725	\$713	\$663
	Associate	258	\$357	\$500	\$661	\$534	\$523	\$476

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Bridgeport CT</b>	Partner	29	\$375	\$515	\$589	\$491	\$479	\$432
	Associate	14	\$246	\$295	\$350	\$302	\$270	\$265
<b>Buffalo NY</b>	Partner	41	\$325	\$341	\$360	\$344	\$336	\$343
	Associate	27	\$211	\$250	\$265	\$245	\$238	\$246
<b>Burlington VT</b>	Partner	13	\$210	\$265	\$300	\$279	\$258	\$268
<b>Charleston SC</b>	Partner	13	\$283	\$300	\$442	\$352	\$358	\$340
<b>Charleston WV</b>	Partner	34	\$250	\$300	\$325	\$295	\$291	\$300
<b>Charlotte NC</b>	Partner	103	\$549	\$639	\$772	\$693	\$668	\$639
	Associate	105	\$320	\$365	\$472	\$432	\$435	\$403
<b>Chicago IL</b>	Partner	762	\$600	\$829	\$1,135	\$877	\$865	\$820
	Associate	664	\$400	\$540	\$722	\$568	\$584	\$546
<b>Cincinnati OH</b>	Partner	58	\$395	\$474	\$564	\$475	\$463	\$451
	Associate	72	\$260	\$305	\$350	\$309	\$296	\$276
<b>Cleveland OH</b>	Partner	212	\$397	\$500	\$638	\$559	\$536	\$531

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Cleveland OH</b>	Associate	184	\$255	\$295	\$380	\$330	\$322	\$303
<b>Columbia SC</b>	Partner	41	\$350	\$410	\$510	\$426	\$401	\$383
	Associate	32	\$250	\$315	\$345	\$305	\$273	\$256
<b>Columbus OH</b>	Partner	49	\$400	\$471	\$590	\$493	\$492	\$486
	Associate	33	\$255	\$290	\$350	\$310	\$297	\$276
<b>Dallas TX</b>	Partner	196	\$420	\$565	\$918	\$667	\$676	\$658
	Associate	186	\$303	\$493	\$690	\$512	\$497	\$494
<b>Dayton OH</b>	Partner	15	\$353	\$385	\$423	\$396	\$403	\$414
<b>Denver CO</b>	Partner	146	\$445	\$521	\$626	\$558	\$535	\$496
	Associate	112	\$285	\$356	\$425	\$370	\$344	\$324
<b>Detroit MI</b>	Partner	83	\$297	\$350	\$443	\$367	\$383	\$366
	Associate	49	\$215	\$253	\$301	\$266	\$271	\$266
<b>Greenville SC</b>	Partner	38	\$375	\$420	\$488	\$428	\$428	\$425
	Associate	19	\$265	\$295	\$346	\$311	\$314	\$312

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Hartford CT</b>	Partner	47	\$356	\$506	\$599	\$518	\$500	\$497
	Associate	33	\$274	\$319	\$350	\$316	\$300	\$301
<b>Honolulu HI</b>	Partner	23	\$275	\$300	\$360	\$324	\$354	\$350
	Associate	15	\$189	\$200	\$206	\$205	\$205	\$198
<b>Houston TX</b>	Partner	153	\$440	\$750	\$1,025	\$783	\$736	\$732
	Associate	188	\$315	\$425	\$610	\$473	\$444	\$416
<b>Indianapolis IN</b>	Partner	71	\$328	\$421	\$523	\$436	\$433	\$436
	Associate	41	\$250	\$271	\$342	\$296	\$272	\$268
<b>Jackson MS</b>	Partner	83	\$300	\$323	\$404	\$358	\$382	\$370
	Associate	69	\$55	\$225	\$250	\$171	\$174	\$187
<b>Jacksonville FL</b>	Partner	22	\$280	\$300	\$483	\$372	\$456	\$387
<b>Kansas City MO</b>	Partner	159	\$411	\$470	\$575	\$499	\$472	\$457
	Associate	114	\$250	\$325	\$385	\$321	\$314	\$294
<b>Las Vegas NV</b>	Partner	31	\$300	\$406	\$511	\$425	\$435	\$426

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Las Vegas NV</b>	Associate	15	\$250	\$308	\$361	\$314	\$313	\$283
<b>Little Rock AR</b>	Partner	16	\$215	\$250	\$311	\$271	\$260	\$287
	Associate	17	\$150	\$150	\$185	\$173	\$171	\$188
<b>Los Angeles CA</b>	Partner	743	\$550	\$825	\$1,140	\$863	\$844	\$796
	Associate	1007	\$429	\$610	\$847	\$649	\$676	\$618
<b>Louisville KY</b>	Partner	22	\$265	\$325	\$360	\$326	\$343	\$339
	Associate	20	\$196	\$248	\$271	\$240	\$232	\$232
<b>Madison WI</b>	Partner	11	\$378	\$425	\$535	\$447	\$426	\$437
<b>Memphis TN</b>	Partner	30	\$290	\$359	\$425	\$365	\$349	\$354
<b>Miami FL</b>	Partner	214	\$364	\$528	\$688	\$542	\$535	\$504
	Associate	156	\$271	\$387	\$476	\$393	\$379	\$372
<b>Milwaukee WI</b>	Partner	36	\$290	\$375	\$464	\$448	\$449	\$448
	Associate	23	\$265	\$290	\$361	\$312	\$310	\$300
<b>Minneapolis MN</b>	Partner	168	\$454	\$626	\$728	\$611	\$576	\$543



**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Minneapolis MN</b>	Associate	135	\$344	\$435	\$526	\$433	\$398	\$371
<b>Nashville TN</b>	Partner	101	\$380	\$470	\$558	\$478	\$462	\$454
	Associate	69	\$250	\$323	\$380	\$327	\$299	\$273
<b>New Haven CT</b>	Partner	11	\$308	\$438	\$533	\$431	\$428	\$449
<b>New Orleans LA</b>	Partner	75	\$295	\$334	\$412	\$373	\$351	\$362
	Associate	59	\$237	\$250	\$337	\$277	\$293	\$270
<b>New York NY</b>	Partner	1791	\$625	\$1,050	\$1,538	\$1,076	\$1,043	\$990
	Associate	2292	\$460	\$713	\$980	\$731	\$707	\$664
<b>Oklahoma City OK</b>	Partner	23	\$220	\$313	\$365	\$311	\$309	\$299
	Associate	12	\$200	\$219	\$268	\$242	\$208	\$208
<b>Omaha NE</b>	Partner	40	\$297	\$355	\$411	\$349	\$352	\$344
	Associate	13	\$192	\$215	\$270	\$240	\$237	\$233
<b>Orlando FL</b>	Partner	61	\$400	\$460	\$475	\$455	\$477	\$454
	Associate	44	\$249	\$293	\$390	\$318	\$312	\$290

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Philadelphia PA</b>	Partner	605	\$509	\$695	\$884	\$716	\$686	\$670
	Associate	583	\$369	\$433	\$530	\$465	\$429	\$409
<b>Phoenix AZ</b>	Partner	105	\$330	\$427	\$561	\$466	\$435	\$400
	Associate	60	\$225	\$280	\$342	\$299	\$273	\$249
<b>Pittsburgh PA</b>	Partner	167	\$435	\$605	\$804	\$619	\$623	\$567
	Associate	165	\$320	\$415	\$520	\$423	\$397	\$373
<b>Portland ME</b>	Partner	43	\$250	\$385	\$450	\$398	\$409	\$386
	Associate	22	\$180	\$200	\$250	\$219	\$252	\$244
<b>Portland OR</b>	Partner	73	\$400	\$498	\$640	\$517	\$489	\$457
	Associate	109	\$362	\$423	\$503	\$430	\$383	\$357
<b>Raleigh NC</b>	Partner	47	\$275	\$395	\$539	\$431	\$453	\$437
	Associate	24	\$213	\$275	\$303	\$272	\$329	\$342
<b>Richmond VA</b>	Partner	81	\$490	\$695	\$810	\$686	\$639	\$634
	Associate	78	\$355	\$450	\$557	\$474	\$447	\$420

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Rochester NY</b>	Partner	14	\$261	\$360	\$425	\$369	\$325	\$389
	Associate	18	\$221	\$278	\$365	\$298	\$267	\$274
<b>Sacramento CA</b>	Partner	17	\$375	\$430	\$659	\$503	\$478	\$436
	Associate	13	\$263	\$350	\$375	\$320	\$341	\$333
<b>Salt Lake City UT</b>	Partner	53	\$290	\$370	\$449	\$384	\$355	\$361
	Associate	24	\$220	\$240	\$270	\$252	\$244	\$227
<b>San Antonio TX</b>	Partner	12	\$406	\$440	\$450	\$436	\$499	\$422
<b>San Diego CA</b>	Partner	107	\$316	\$457	\$996	\$643	\$637	\$569
	Associate	90	\$225	\$300	\$380	\$340	\$342	\$306
<b>San Francisco CA</b>	Partner	320	\$440	\$718	\$979	\$751	\$732	\$721
	Associate	239	\$334	\$458	\$706	\$537	\$544	\$494
<b>San Jose CA</b>	Partner	72	\$658	\$878	\$1,209	\$949	\$956	\$880
	Associate	61	\$401	\$505	\$749	\$613	\$621	\$544
<b>Seattle WA</b>	Partner	194	\$443	\$548	\$760	\$592	\$554	\$535

**Section I: High-Level Data Cuts****Cities**

By Matter Type

**2022 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Seattle WA</b>	Associate	158	\$322	\$405	\$530	\$431	\$422	\$384
<b>St. Louis MO</b>	Partner	92	\$337	\$396	\$485	\$421	\$419	\$440
	Associate	22	\$200	\$250	\$280	\$251	\$253	\$251
<b>Tallahassee FL</b>	Partner	11	\$345	\$515	\$678	\$531	\$486	\$487
<b>Tampa FL</b>	Partner	69	\$345	\$411	\$560	\$462	\$475	\$453
	Associate	27	\$250	\$290	\$325	\$302	\$304	\$298
<b>Trenton NJ</b>	Partner	28	\$412	\$543	\$685	\$555	\$599	\$572
	Associate	15	\$393	\$495	\$530	\$445	\$383	\$372
<b>Washington DC</b>	Partner	1316	\$665	\$888	\$1,080	\$905	\$881	\$850
	Associate	1177	\$469	\$630	\$730	\$631	\$604	\$566
<b>Wheeling WV</b>	Partner	37	\$771	\$837	\$917	\$835	\$770	\$778
	Associate	101	\$392	\$518	\$654	\$514	\$487	\$519

**Section I: High-Level Data Cuts****Detailed Practice Area**

By Matter Type

**2022 — Real Rates for Associate, Paralegal, Partner****Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020	
<b>Bankruptcy and Collections</b>	Litigation	Partner	231	\$325	\$425	\$604	\$495	\$489	\$468	
		Associate	156	\$255	\$310	\$395	\$352	\$366	\$362	
		Paralegal	105	\$160	\$200	\$255	\$212	\$196	\$198	
	Non-Litigation	Partner	223	\$340	\$410	\$548	\$484	\$525	\$567	
		Associate	122	\$254	\$345	\$420	\$374	\$448	\$457	
		Paralegal	99	\$140	\$194	\$235	\$200	\$195	\$216	
	<b>Commercial</b>	Litigation	Partner	845	\$450	\$649	\$949	\$740	\$686	\$657
			Associate	798	\$328	\$444	\$650	\$520	\$484	\$447
			Paralegal	387	\$186	\$265	\$345	\$274	\$259	\$251
Non-Litigation		Partner	508	\$513	\$690	\$973	\$776	\$780	\$786	
		Associate	349	\$353	\$464	\$629	\$534	\$550	\$555	
		Paralegal	110	\$200	\$272	\$356	\$284	\$274	\$282	
<b>Corporate: Antitrust and Competition</b>		Litigation	Partner	24	\$887	\$1,068	\$1,321	\$1,060	\$926	\$795

## Section I: High-Level Data Cuts

### Detailed Practice Area By Matter Type

#### 2022 — Real Rates for Associate, Paralegal, Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Antitrust and Competition</b>	Litigation	Paralegal	35	\$311	\$360	\$419	\$370	\$317	\$279
		Partner	43	\$888	\$1,208	\$1,444	\$1,182	\$1,082	\$1,050
		Associate	62	\$583	\$703	\$912	\$713	\$665	\$651
<b>Corporate: Governance</b>	Non-Litigation	Partner	144	\$858	\$1,062	\$1,462	\$1,128	\$1,075	\$1,066
		Associate	133	\$538	\$710	\$883	\$719	\$690	\$667
		Paralegal	40	\$277	\$325	\$375	\$310	\$307	\$281
<b>Corporate: Information and Technology</b>	Non-Litigation	Partner	31	\$551	\$755	\$965	\$818	\$768	\$771
		Associate	29	\$360	\$462	\$578	\$496	\$452	\$502
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Partner	364	\$651	\$923	\$1,379	\$1,029	\$931	\$948
		Associate	430	\$486	\$695	\$955	\$736	\$630	\$619
		Paralegal	118	\$302	\$390	\$468	\$379	\$331	\$303
<b>Corporate: Other</b>	Litigation	Partner	883	\$520	\$725	\$950	\$774	\$757	\$715
		Associate	743	\$375	\$520	\$687	\$540	\$517	\$487

**Section I: High-Level Data Cuts****Detailed Practice Area**

By Matter Type

**2022 — Real Rates for Associate, Paralegal, Partner****Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Other</b>	Litigation	Paralegal	324	\$190	\$265	\$336	\$261	\$263	\$241
		Partner	1,641	\$539	\$875	\$1,212	\$916	\$854	\$832
	Non-Litigation	Associate	1,450	\$430	\$622	\$800	\$649	\$612	\$585
		Paralegal	501	\$200	\$300	\$410	\$307	\$283	\$260
<b>Corporate: Partnerships and Joint Ventures</b>	Non-Litigation	Partner	68	\$986	\$1,424	\$1,740	\$1,277	\$1,207	\$1,175
		Associate	95	\$734	\$977	\$1,180	\$943	\$895	\$778
<b>Corporate: Regulatory and Compliance</b>	Litigation	Partner	233	\$650	\$835	\$1,017	\$869	\$860	\$814
		Associate	219	\$430	\$541	\$723	\$580	\$588	\$558
		Paralegal	88	\$214	\$275	\$353	\$292	\$281	\$270
	Non-Litigation	Partner	794	\$535	\$726	\$965	\$785	\$755	\$745
		Associate	696	\$400	\$533	\$695	\$567	\$534	\$518
		Paralegal	174	\$184	\$221	\$300	\$246	\$241	\$242
<b>Corporate: Tax</b>	Litigation	Paralegal	14	\$153	\$175	\$190	\$192	\$187	\$160

**Section I: High-Level Data Cuts****Detailed Practice Area**

By Matter Type

**2022 — Real Rates for Associate, Paralegal, Partner****Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Tax</b>	Non-Litigation	Partner	266	\$641	\$905	\$1,165	\$943	\$939	\$914
		Associate	190	\$499	\$659	\$877	\$699	\$660	\$607
		Paralegal	44	\$210	\$277	\$362	\$292	\$302	\$310
<b>Corporate: Treasury</b>	Non-Litigation	Partner	35	\$800	\$935	\$1,019	\$968	\$900	\$997
		Associate	33	\$399	\$502	\$698	\$590	\$515	\$487
<b>Employment and Labor: ADA</b>	Litigation	Partner	11	\$446	\$502	\$634	\$532	\$513	\$486
		Associate	21	\$340	\$372	\$415	\$380	\$361	\$347
<b>Employment and Labor: Agreements</b>	Litigation	Partner	34	\$436	\$711	\$874	\$721	\$677	\$680
		Associate	18	\$347	\$475	\$654	\$507	\$497	\$530
	Non-Litigation	Associate	41	\$266	\$350	\$420	\$359	\$352	\$383
		Paralegal	15	\$158	\$180	\$186	\$179	\$192	\$186
<b>Employment and Labor: Compensation and Benefits</b>	Litigation	Partner	26	\$427	\$554	\$667	\$612	\$605	\$606
		Associate	15	\$292	\$385	\$547	\$453	\$427	\$422



## Section I: High-Level Data Cuts

### Detailed Practice Area By Matter Type

#### 2022 — Real Rates for Associate, Paralegal, Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020	
<b>Employment and Labor: Immigration</b>	Non-Litigation	Partner	50	\$496	\$617	\$748	\$638	\$601	\$582	
		Associate	45	\$315	\$455	\$567	\$462	\$401	\$382	
		Paralegal	25	\$153	\$200	\$218	\$183	\$179	\$197	
<b>Employment and Labor: Other</b>	Litigation	Partner	277	\$500	\$685	\$873	\$710	\$681	\$619	
		Associate	247	\$334	\$428	\$575	\$461	\$470	\$442	
		Paralegal	83	\$180	\$234	\$290	\$229	\$226	\$217	
	Non-Litigation	Partner	702	\$425	\$504	\$690	\$592	\$569	\$591	
		Associate	483	\$315	\$375	\$473	\$417	\$408	\$408	
		Paralegal	158	\$150	\$205	\$277	\$223	\$237	\$236	
	<b>Employment and Labor: Union Relations and Negotiations / NLRB</b>	Non-Litigation	Partner	111	\$470	\$525	\$653	\$591	\$593	\$550
			Associate	56	\$318	\$350	\$428	\$376	\$416	\$395
	<b>Employment and Labor: Wages, Tips and Overtime</b>	Litigation	Partner	44	\$440	\$490	\$668	\$551	\$514	\$505
Associate			39	\$310	\$363	\$485	\$413	\$383	\$348	

## Section I: High-Level Data Cuts

### Detailed Practice Area By Matter Type

#### 2022 — Real Rates for Associate, Paralegal, Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Employment and Labor: Wages, Tips and Overtime</b>	Litigation	Paralegal	14	\$144	\$193	\$300	\$222	\$197	\$174
	Non-Litigation	Associate	15	\$294	\$325	\$350	\$322	\$340	\$359
<b>Employment and Labor: Wrongful Termination</b>	Litigation	Partner	20	\$327	\$603	\$705	\$553	\$518	\$555
		Paralegal	11	\$120	\$150	\$240	\$183	\$216	\$191
	Non-Litigation	Associate	21	\$250	\$285	\$350	\$299	\$332	\$330
<b>Environmental</b>	Litigation	Partner	63	\$415	\$530	\$641	\$575	\$519	\$522
		Associate	56	\$340	\$400	\$558	\$473	\$381	\$372
		Paralegal	11	\$182	\$200	\$300	\$239	\$232	\$237
	Non-Litigation	Partner	88	\$450	\$532	\$751	\$657	\$627	\$588
		Associate	46	\$345	\$444	\$605	\$484	\$511	\$435
<b>Finance and Securities: Debt/Equity Offerings</b>	Non-Litigation	Partner	108	\$690	\$973	\$1,600	\$1,105	\$966	\$972
		Associate	92	\$442	\$689	\$1,140	\$754	\$614	\$590
		Paralegal	36	\$258	\$366	\$410	\$349	\$282	\$287

## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Finance and Securities: Fiduciary Services</b>	Litigation	Associate	22	\$383	\$472	\$565	\$471	\$418	\$384
		Paralegal	14	\$197	\$246	\$295	\$247	\$234	\$207
	Non-Litigation	Partner	44	\$454	\$540	\$912	\$694	\$687	\$675
		Associate	21	\$290	\$350	\$390	\$394	\$410	\$391
<b>Finance and Securities: Investments and Other Financial Instruments</b>	Litigation	Partner	30	\$787	\$962	\$1,211	\$941	\$881	\$1,002
		Associate	35	\$541	\$640	\$769	\$678	\$559	\$568
		Paralegal	28	\$236	\$253	\$313	\$280	\$269	\$256
	Non-Litigation	Partner	688	\$737	\$1,020	\$1,354	\$1,060	\$1,091	\$1,001
		Associate	753	\$501	\$690	\$908	\$725	\$767	\$700
		Paralegal	224	\$218	\$292	\$388	\$309	\$325	\$285
<b>Finance and Securities: Loans and Financing</b>	Litigation	Partner	67	\$415	\$541	\$711	\$664	\$633	\$546
		Associate	71	\$265	\$315	\$479	\$411	\$402	\$367
		Paralegal	36	\$170	\$230	\$250	\$223	\$225	\$208

**Section I: High-Level Data Cuts****Detailed Practice Area**

By Matter Type

**2022 — Real Rates for Associate, Paralegal, Partner****Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Finance and Securities: Loans and Financing</b>	Non-Litigation	Partner	1,006	\$575	\$866	\$1,327	\$961	\$959	\$896
		Associate	968	\$435	\$640	\$905	\$685	\$693	\$629
		Paralegal	424	\$207	\$295	\$399	\$304	\$316	\$292
<b>Finance and Securities: Other</b>	Non-Litigation	Partner	16	\$672	\$909	\$1,513	\$1,028	\$999	\$1,051
<b>Finance and Securities: SEC Filings and Financial Reporting</b>	Non-Litigation	Partner	65	\$761	\$1,183	\$1,691	\$1,175	\$1,200	\$1,048
		Associate	55	\$667	\$897	\$1,179	\$901	\$805	\$679
		Paralegal	21	\$360	\$475	\$475	\$427	\$380	\$333
<b>Finance and Securities: Securities and Banking Regulations</b>	Non-Litigation	Partner	41	\$850	\$1,229	\$1,425	\$1,124	\$1,009	\$1,036
		Associate	15	\$535	\$680	\$929	\$689	\$634	\$619
<b>General Liability: Asbestos/Mesothelioma</b>	Litigation	Partner	98	\$225	\$275	\$321	\$319	\$330	\$362
		Associate	60	\$195	\$250	\$275	\$253	\$253	\$256
		Paralegal	84	\$100	\$115	\$127	\$126	\$128	\$129
	Non-Litigation	Partner	37	\$260	\$325	\$385	\$441	\$397	\$338

## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

2022 — Real Rates for Associate, Paralegal, Partner

Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>General Liability: Asbestos/Mesothelioma</b>	Non-Litigation	Paralegal	25	\$100	\$115	\$146	\$144	\$140	\$117
<b>General Liability: Auto and Transportation</b>	Litigation	Partner	21	\$165	\$315	\$375	\$305	\$234	\$262
		Paralegal	16	\$90	\$148	\$210	\$149	\$117	\$119
<b>General Liability: Consumer Related Claims</b>	Litigation	Partner	61	\$300	\$536	\$702	\$543	\$545	\$468
		Associate	41	\$323	\$392	\$455	\$402	\$424	\$360
		Paralegal	23	\$125	\$140	\$223	\$181	\$189	\$161
<b>General Liability: Crime, Dishonesty and Fraud</b>	Litigation	Partner	18	\$506	\$525	\$599	\$558	\$544	\$509
		Associate	11	\$379	\$463	\$575	\$468	\$424	\$355
		Paralegal	12	\$200	\$220	\$250	\$246	\$248	\$196
<b>General Liability: Other</b>	Litigation	Partner	122	\$275	\$691	\$950	\$687	\$676	\$606
<b>General Liability: Personal Injury/Wrongful Death</b>	Litigation	Partner	225	\$195	\$250	\$415	\$377	\$350	\$330
		Associate	161	\$173	\$200	\$275	\$273	\$276	\$246
		Paralegal	170	\$90	\$108	\$135	\$129	\$130	\$120

## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>General Liability: Premises</b>	Litigation	Partner	56	\$294	\$404	\$518	\$436	\$424	\$387
		Associate	44	\$233	\$270	\$325	\$299	\$283	\$278
		Paralegal	30	\$125	\$156	\$190	\$162	\$168	\$159
<b>General Liability: Product and Product Liability</b>	Litigation	Partner	246	\$315	\$400	\$580	\$457	\$481	\$463
		Associate	199	\$243	\$305	\$407	\$341	\$336	\$324
		Paralegal	198	\$125	\$135	\$196	\$167	\$169	\$163
<b>General Liability: Property Damage</b>	Litigation	Partner	50	\$371	\$468	\$600	\$496	\$493	\$475
		Associate	44	\$285	\$314	\$388	\$342	\$344	\$335
		Paralegal	15	\$128	\$160	\$193	\$174	\$180	\$193
<b>General Liability: Toxic Tort</b>	Litigation	Partner	25	\$285	\$332	\$553	\$502	\$420	\$439
		Associate	23	\$225	\$225	\$450	\$359	\$324	\$348
		Paralegal	16	\$100	\$108	\$158	\$152	\$162	\$179
<b>Government Relations</b>	Non-Litigation	Partner	53	\$760	\$891	\$1,088	\$951	\$773	\$818

## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Government Relations</b>	Non-Litigation	Associate	68	\$491	\$646	\$755	\$601	\$530	\$579
<b>Insurance Defense: Asbestos/Mesothelioma</b>	Litigation	Partner	24	\$175	\$175	\$180	\$186	\$194	\$209
<b>Insurance Defense: Auto and Transportation</b>	Litigation	Partner	1,169	\$165	\$180	\$205	\$223	\$219	\$226
		Associate	889	\$145	\$162	\$180	\$165	\$164	\$158
		Paralegal	830	\$85	\$95	\$100	\$92	\$91	\$88
<b>Insurance Defense: Consumer Related Claims</b>	Litigation	Partner	53	\$177	\$225	\$350	\$312	\$312	\$397
<b>Insurance Defense: Insurer Work Comp</b>	Litigation	Partner	262	\$155	\$165	\$185	\$182	\$192	\$200
		Associate	204	\$145	\$154	\$160	\$154	\$153	\$154
		Paralegal	207	\$80	\$95	\$103	\$97	\$95	\$93
<b>Insurance Defense: Marine</b>	Litigation	Paralegal	11	\$73	\$75	\$100	\$88	\$83	\$90
<b>Insurance Defense: Other</b>	Litigation	Partner	1,696	\$175	\$198	\$245	\$241	\$243	\$230
		Associate	1,080	\$160	\$175	\$200	\$187	\$185	\$183
		Paralegal	891	\$90	\$95	\$105	\$100	\$97	\$96

**Section I: High-Level Data Cuts****Detailed Practice Area**

By Matter Type

**2022 — Real Rates for Associate, Paralegal, Partner****Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Insurance Defense: Personal Injury/Wrongful Death</b>	Litigation	Partner	198	\$160	\$180	\$200	\$191	\$186	\$189
		Associate	157	\$145	\$159	\$175	\$163	\$161	\$158
		Paralegal	97	\$80	\$85	\$90	\$84	\$82	\$82
<b>Insurance Defense: Pollution</b>	Litigation	Partner	120	\$190	\$220	\$250	\$255	\$242	\$233
		Associate	53	\$180	\$195	\$215	\$212	\$209	\$205
		Paralegal	45	\$90	\$95	\$100	\$104	\$98	\$103
<b>Insurance Defense: Premises</b>	Litigation	Partner	756	\$170	\$185	\$225	\$216	\$221	\$220
<b>Insurance Defense: Product and Product Liability</b>	Litigation	Partner	106	\$178	\$183	\$200	\$203	\$193	\$196
		Associate	71	\$155	\$170	\$185	\$189	\$172	\$172
		Paralegal	47	\$85	\$95	\$100	\$96	\$92	\$95
<b>Insurance Defense: Professional Liability</b>	Litigation	Partner	111	\$185	\$215	\$292	\$264	\$256	\$243
		Associate	55	\$173	\$190	\$293	\$223	\$226	\$205
		Paralegal	43	\$80	\$95	\$110	\$110	\$103	\$103



## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Insurance Defense: Property Damage</b>	Litigation	Partner	606	\$175	\$210	\$250	\$228	\$227	\$226
		Associate	495	\$160	\$182	\$220	\$194	\$189	\$184
		Paralegal	323	\$85	\$95	\$110	\$98	\$94	\$95
<b>Insurance Policies and Coverage: Policy Coverage Dispute</b>	Litigation	Partner	11	\$304	\$335	\$525	\$479	\$495	\$575
<b>Intellectual Property: Licensing</b>	Non-Litigation	Partner	23	\$893	\$1,026	\$1,272	\$1,083	\$1,111	\$990
<b>Intellectual Property: Other</b>	Non-Litigation	Partner	65	\$410	\$600	\$837	\$656	\$635	\$624
		Associate	41	\$365	\$425	\$600	\$480	\$429	\$397
		Paralegal	22	\$186	\$219	\$290	\$235	\$218	\$215
<b>Intellectual Property: Patents</b>	Litigation	Partner	258	\$631	\$875	\$1,049	\$865	\$801	\$771
		Associate	252	\$495	\$690	\$818	\$665	\$594	\$553
		Paralegal	147	\$245	\$305	\$350	\$304	\$277	\$265
	Non-Litigation	Partner	276	\$385	\$523	\$782	\$616	\$575	\$552
		Associate	295	\$271	\$379	\$614	\$459	\$422	\$404

## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Intellectual Property: Patents</b>	Non-Litigation	Paralegal	123	\$213	\$254	\$306	\$262	\$228	\$219
<b>Intellectual Property: Trademarks</b>	Litigation	Partner	19	\$612	\$763	\$965	\$782	\$673	\$610
		Associate	16	\$451	\$589	\$719	\$584	\$488	\$453
	Non-Litigation	Partner	115	\$450	\$573	\$725	\$608	\$620	\$629
		Associate	75	\$325	\$390	\$479	\$423	\$411	\$391
		Paralegal	75	\$210	\$238	\$321	\$258	\$254	\$241
<b>Miscellaneous: Billing or Administrative Matter</b>	Non-Litigation	Partner	76	\$904	\$1,005	\$1,187	\$1,059	\$1,080	\$969
		Associate	51	\$488	\$613	\$790	\$645	\$689	\$642
<b>Miscellaneous: General Advice &amp; Counsel</b>	Non-Litigation	Partner	91	\$718	\$955	\$1,236	\$984	\$972	\$933
		Associate	45	\$401	\$490	\$699	\$590	\$641	\$609
		Paralegal	17	\$285	\$375	\$450	\$362	\$321	\$361
<b>Real Estate: Construction/ Development</b>	Litigation	Partner	21	\$465	\$695	\$760	\$645	\$576	\$509
		Associate	13	\$338	\$360	\$520	\$410	\$357	\$308

## Section I: High-Level Data Cuts

## Detailed Practice Area By Matter Type

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Real Estate: Easement and Right of Way</b>	Non-Litigation	Partner	17	\$350	\$395	\$505	\$449	\$434	\$506
		Associate	20	\$240	\$403	\$565	\$430	\$428	\$389
<b>Real Estate: Land Use/Zoning/Restrictive Covenants</b>	Non-Litigation	Partner	48	\$476	\$565	\$740	\$629	\$628	\$591
		Associate	20	\$240	\$403	\$565	\$430	\$428	\$389
<b>Real Estate: Leasing</b>	Litigation	Partner	36	\$250	\$380	\$600	\$446	\$501	\$344
		Associate	30	\$260	\$383	\$525	\$391	\$390	\$249
		Paralegal	53	\$190	\$260	\$325	\$252	\$242	\$222
	Non-Litigation	Partner	106	\$395	\$536	\$726	\$574	\$555	\$537
		Associate	76	\$291	\$413	\$471	\$406	\$402	\$393
		Paralegal	53	\$190	\$260	\$325	\$252	\$242	\$222
<b>Real Estate: Other</b>	Litigation	Partner	109	\$440	\$550	\$730	\$614	\$653	\$531
		Associate	91	\$333	\$401	\$503	\$437	\$443	\$431
		Paralegal	53	\$190	\$260	\$325	\$252	\$242	\$222
	Non-Litigation	Partner	139	\$385	\$530	\$729	\$571	\$512	\$532
		Associate	92	\$295	\$385	\$509	\$417	\$370	\$374
		Paralegal	42	\$168	\$215	\$254	\$217	\$218	\$200

**Section I: High-Level Data Cuts****Detailed Practice Area**

By Matter Type

**2022 — Real Rates for Associate, Paralegal, Partner****Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Real Estate: Property/Land Acquisition or Divestiture</b>	Non-Litigation	Partner	118	\$475	\$626	\$915	\$744	\$658	\$614
		Associate	87	\$379	\$520	\$608	\$557	\$514	\$420
		Paralegal	25	\$190	\$250	\$360	\$278	\$252	\$233
<b>Real Estate: Titles</b>	Litigation	Partner	223	\$295	\$325	\$400	\$354	\$344	\$328
		Associate	124	\$224	\$250	\$300	\$269	\$278	\$257
		Paralegal	446	\$105	\$135	\$165	\$150	\$144	\$142
	Non-Litigation	Partner	758	\$260	\$306	\$400	\$350	\$341	\$324
		Associate	584	\$215	\$250	\$300	\$289	\$281	\$261
		Paralegal	446	\$105	\$135	\$165	\$150	\$144	\$142
<b>Requests for Information: Subpoena</b>	Litigation	Partner	121	\$395	\$645	\$933	\$699	\$703	\$672
		Associate	92	\$310	\$549	\$691	\$536	\$502	\$454
		Paralegal	51	\$195	\$250	\$339	\$268	\$259	\$238

**Section I: High-Level Data Cuts****Firm Size**

By Matter Type

**2022 — Real Rates for Associate and Partner****Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020	
<b>50 Lawyers or Fewer</b>	Litigation	Partner	664	\$265	\$345	\$450	\$388	\$376	\$356	
		Associate	459	\$195	\$250	\$325	\$275	\$283	\$256	
	Non-Litigation	Partner	952	\$295	\$399	\$525	\$424	\$420	\$405	
		Associate	628	\$219	\$265	\$336	\$285	\$276	\$287	
	<b>51-200 Lawyers</b>	Litigation	Partner	756	\$305	\$400	\$586	\$467	\$455	\$435
			Associate	476	\$225	\$281	\$385	\$323	\$313	\$293
Non-Litigation		Partner	1013	\$375	\$480	\$635	\$533	\$542	\$528	
		Associate	611	\$250	\$325	\$425	\$362	\$361	\$342	
<b>201-500 Lawyers</b>		Litigation	Partner	822	\$425	\$555	\$719	\$604	\$573	\$558
			Associate	708	\$300	\$380	\$465	\$411	\$389	\$381
	Non-Litigation	Partner	1428	\$422	\$567	\$785	\$644	\$633	\$616	
		Associate	1147	\$315	\$420	\$560	\$461	\$439	\$423	
	<b>501-1,000 Lawyers</b>	Litigation	Partner	1012	\$605	\$760	\$995	\$846	\$810	\$765
			Associate	1135	\$400	\$535	\$695	\$577	\$542	\$509

**Section I: High-Level Data Cuts****Firm Size**

By Matter Type

**2022 — Real Rates for Associate and Partner****Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>501-1,000 Lawyers</b>	Non-Litigation	Partner	1973	\$625	\$890	\$1,275	\$977	\$943	\$912
		Associate	2243	\$450	\$627	\$845	\$669	\$660	\$612
<b>More Than 1,000 Lawyers</b>	Litigation	Partner	707	\$715	\$895	\$1,148	\$955	\$919	\$891
		Associate	838	\$450	\$570	\$760	\$621	\$600	\$572
	Non-Litigation	Partner	1741	\$841	\$1,065	\$1,360	\$1,113	\$1,073	\$1,025
		Associate	2027	\$505	\$685	\$918	\$730	\$722	\$676

# Section II: Industry Analysis

All data and analysis based on  
data collected thru Q2 2022

## Section II: Industry Analysis

**All**  
By Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Industry	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Basic Materials and Utilities</b>	Litigation	Partner	323	\$283	\$395	\$590	\$454	\$445	\$439
		Associate	251	\$230	\$300	\$395	\$328	\$302	\$306
	Non-Litigation	Partner	399	\$472	\$658	\$1,089	\$848	\$816	\$753
		Associate	308	\$386	\$595	\$955	\$686	\$696	\$548
<b>Consumer Goods</b>	Litigation	Partner	226	\$305	\$366	\$510	\$466	\$453	\$439
		Associate	151	\$225	\$281	\$390	\$328	\$307	\$305
	Non-Litigation	Partner	316	\$460	\$617	\$814	\$652	\$629	\$616
		Associate	148	\$314	\$385	\$510	\$435	\$446	\$412
<b>Consumer Services</b>	Litigation	Partner	638	\$425	\$605	\$840	\$674	\$612	\$622
		Associate	636	\$335	\$440	\$599	\$506	\$454	\$435
	Non-Litigation	Partner	764	\$472	\$638	\$945	\$780	\$689	\$698
		Associate	757	\$388	\$530	\$734	\$608	\$514	\$495
<b>Financials Excluding Insurance</b>	Litigation	Partner	1,126	\$375	\$561	\$808	\$639	\$621	\$596
		Associate	982	\$272	\$389	\$569	\$442	\$439	\$414
	Non-Litigation	Partner	2,911	\$560	\$875	\$1,270	\$938	\$943	\$901
		Associate	2,764	\$419	\$610	\$875	\$666	\$677	\$638



## Section II: Industry Analysis

**All**  
By Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Industry	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Health Care</b>	Litigation	Partner	657	\$425	\$680	\$925	\$685	\$713	\$670
		Associate	598	\$373	\$500	\$670	\$506	\$519	\$476
	Non-Litigation	Partner	424	\$471	\$610	\$950	\$694	\$762	\$751
		Associate	360	\$319	\$468	\$676	\$491	\$553	\$527
<b>Industrials</b>	Litigation	Partner	214	\$498	\$700	\$1,095	\$808	\$691	\$595
		Associate	156	\$429	\$540	\$742	\$588	\$495	\$418
	Non-Litigation	Partner	712	\$435	\$628	\$1,031	\$776	\$705	\$670
		Associate	627	\$367	\$494	\$752	\$567	\$517	\$473
<b>Insurance</b>	Litigation	Partner	353	\$300	\$390	\$605	\$533	\$522	\$463
		Associate	242	\$250	\$316	\$665	\$448	\$445	\$394
	Non-Litigation	Partner	1,069	\$290	\$380	\$654	\$536	\$522	\$545
		Associate	807	\$229	\$283	\$475	\$394	\$396	\$392
<b>Technology and Telecommunications</b>	Litigation	Partner	601	\$550	\$704	\$987	\$782	\$735	\$689
		Associate	640	\$361	\$489	\$710	\$544	\$504	\$467
	Non-Litigation	Partner	1,309	\$510	\$710	\$975	\$774	\$743	\$725
		Associate	1,255	\$350	\$495	\$698	\$540	\$510	\$511

## Section II: Industry Analysis

**All**  
By Role

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Industry	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Basic Materials and Utilities</b>	Partner	682	\$365	\$550	\$836	\$678	\$654	\$599
	Associate	540	\$280	\$400	\$680	\$528	\$510	\$415
	Paralegal	299	\$115	\$178	\$300	\$221	\$222	\$183
<b>Consumer Goods</b>	Partner	517	\$361	\$496	\$707	\$574	\$559	\$539
	Associate	286	\$255	\$350	\$450	\$382	\$380	\$363
	Paralegal	197	\$125	\$160	\$225	\$187	\$189	\$186
<b>Consumer Services</b>	Partner	1,291	\$450	\$624	\$880	\$733	\$654	\$663
	Associate	1,312	\$353	\$491	\$700	\$563	\$486	\$469
	Paralegal	478	\$187	\$270	\$350	\$279	\$251	\$242
<b>Financials Excluding Insurance</b>	Partner	3,804	\$491	\$760	\$1,140	\$848	\$855	\$816
	Associate	3,608	\$360	\$541	\$800	\$603	\$618	\$578
	Paralegal	1,488	\$184	\$250	\$349	\$265	\$267	\$253
<b>Health Care</b>	Partner	1,005	\$450	\$665	\$927	\$689	\$733	\$700
	Associate	910	\$340	\$489	\$670	\$500	\$534	\$496
	Paralegal	415	\$154	\$235	\$291	\$235	\$231	\$219
<b>Industrials</b>	Partner	834	\$445	\$650	\$1,051	\$783	\$701	\$646

## Section II: Industry Analysis

**All**  
By Role

### 2022 — Real Rates for Associate, Paralegal, Partner

### Trend Analysis - Mean

Industry	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Industrials</b>	Associate	724	\$375	\$500	\$748	\$571	\$511	\$455
	Paralegal	340	\$185	\$292	\$400	\$297	\$263	\$245
<b>Insurance</b>	Partner	5,555	\$175	\$210	\$275	\$289	\$288	\$291
	Associate	4,174	\$160	\$183	\$235	\$235	\$235	\$230
	Paralegal	3,144	\$90	\$95	\$111	\$111	\$112	\$111
<b>Technology and Telecommunications</b>	Partner	1,753	\$525	\$710	\$979	\$777	\$741	\$714
	Associate	1,781	\$350	\$495	\$700	\$541	\$508	\$497
	Paralegal	653	\$190	\$245	\$323	\$257	\$252	\$239

## Section II: Industry Analysis

## Basic Materials and Utilities By Practice Area and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Commercial</b>	Litigation	Partner	16	\$448	\$721	\$1,045	\$734	\$617	\$636
	Non-Litigation	Partner	49	\$582	\$663	\$875	\$758	\$647	\$647
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Partner	57	\$485	\$1,272	\$1,650	\$1,049	\$997	\$955
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	39	\$449	\$598	\$805	\$636	\$691	\$729
		Associate	20	\$354	\$445	\$598	\$500	\$440	\$501
<b>Corporate: Tax</b>	Non-Litigation	Partner	12	\$480	\$778	\$1,283	\$915	\$727	\$583
<b>Employment and Labor: Other</b>	Non-Litigation	Partner	46	\$414	\$450	\$504	\$466	\$475	\$476
		Associate	17	\$288	\$340	\$378	\$342	\$337	\$297
<b>Environmental</b>	Non-Litigation	Partner	49	\$428	\$531	\$779	\$610	\$572	\$561
		Associate	28	\$330	\$426	\$588	\$475	\$514	\$439

## Section II: Industry Analysis

### Consumer Goods

By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Commercial	Litigation	Partner	76	\$368	\$479	\$680	\$569	\$633	\$550
		Associate	51	\$365	\$395	\$469	\$416	\$467	\$401
	Non-Litigation	Partner	120	\$448	\$586	\$707	\$615	\$576	\$550
		Associate	65	\$330	\$370	\$485	\$404	\$402	\$393
Corporate: Regulatory and Compliance	Non-Litigation	Partner	30	\$791	\$901	\$1,000	\$888	\$831	\$825
Employment and Labor: Other	Non-Litigation	Partner	52	\$443	\$535	\$688	\$582	\$540	\$584
		Associate	18	\$310	\$368	\$380	\$373	\$385	\$365
Environmental	Litigation	Partner	13	\$350	\$437	\$675	\$676	\$391	\$370
Intellectual Property: Patents	Non-Litigation	Partner	11	\$458	\$500	\$609	\$520	\$617	\$526

## Section II: Industry Analysis

### Consumer Services

By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Bankruptcy and Collections</b>	Litigation	Partner	15	\$273	\$315	\$619	\$454	\$485	\$546
<b>Commercial</b>	Litigation	Partner	237	\$450	\$675	\$893	\$724	\$631	\$657
		Associate	227	\$356	\$445	\$610	\$529	\$447	\$425
	Non-Litigation	Partner	68	\$489	\$626	\$786	\$677	\$641	\$641
		Associate	52	\$353	\$442	\$595	\$493	\$428	\$453
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Partner	45	\$497	\$742	\$1,734	\$1,010	\$804	\$879
<b>Corporate: Other</b>	Non-Litigation	Partner	172	\$593	\$972	\$1,732	\$1,058	\$855	\$806
		Associate	139	\$577	\$734	\$1,178	\$818	\$602	\$543
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	217	\$481	\$583	\$788	\$670	\$655	\$659
		Associate	198	\$368	\$490	\$685	\$551	\$508	\$498
<b>Employment and Labor: Discrimination, Retaliation and Harassment / EEO</b>	Litigation	Partner	70	\$300	\$365	\$480	\$398	\$374	\$391
		Associate	56	\$296	\$341	\$423	\$355	\$328	\$301
<b>Employment and Labor: Other</b>	Litigation	Partner	73	\$395	\$540	\$672	\$546	\$494	\$482
		Associate	56	\$275	\$325	\$426	\$344	\$350	\$339
	Non-Litigation	Partner	47	\$450	\$490	\$588	\$543	\$520	\$529
		Associate	57	\$380	\$450	\$500	\$431	\$453	\$389
<b>Employment and Labor: Union Relations and Negotiations / NLRB</b>	Litigation	Partner	18	\$379	\$485	\$669	\$542	\$559	\$622

## Section II: Industry Analysis

### Consumer Services

By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Employment and Labor: Union Relations and Negotiations / NLRB</b>	Non-Litigation	Partner	23	\$550	\$653	\$886	\$750	\$673	\$542
	Litigation	Partner	25	\$450	\$485	\$529	\$487	\$430	\$431
		Associate	25	\$280	\$350	\$475	\$371	\$368	\$341
<b>Intellectual Property: Patents</b>	Non-Litigation	Partner	63	\$418	\$518	\$651	\$613	\$552	\$623
<b>Intellectual Property: Trademarks</b>	Non-Litigation	Partner	12	\$466	\$585	\$691	\$604	\$612	\$553
<b>Real Estate: Leasing</b>	Non-Litigation	Partner	26	\$395	\$453	\$600	\$528	\$491	\$502
		Associate	28	\$309	\$413	\$472	\$420	\$418	\$384
<b>Real Estate: Other</b>	Litigation	Partner	29	\$400	\$575	\$700	\$578	\$588	\$510
		Associate	22	\$291	\$338	\$371	\$354	\$374	\$382
	Non-Litigation	Partner	58	\$383	\$470	\$782	\$563	\$472	\$493
		Associate	53	\$290	\$375	\$500	\$383	\$340	\$337

## Section II: Industry Analysis

## Financials Excluding Insurance By Practice Area and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Bankruptcy and Collections</b>	Litigation	Partner	153	\$333	\$430	\$586	\$501	\$504	\$474
		Associate	104	\$270	\$322	\$410	\$366	\$386	\$377
	Non-Litigation	Partner	195	\$325	\$400	\$495	\$443	\$438	\$411
		Associate	101	\$248	\$333	\$393	\$340	\$329	\$312
<b>Commercial</b>	Litigation	Partner	267	\$426	\$585	\$862	\$707	\$630	\$589
		Associate	204	\$275	\$400	\$590	\$476	\$429	\$392
	Non-Litigation	Partner	145	\$620	\$905	\$1,264	\$963	\$1,004	\$1,023
		Associate	112	\$393	\$563	\$806	\$628	\$671	\$697
<b>Corporate: Corporate Development</b>	Non-Litigation	Partner	28	\$511	\$721	\$1,042	\$856	\$866	\$695
<b>Corporate: Governance</b>	Non-Litigation	Partner	23	\$724	\$1,000	\$1,560	\$1,042	\$1,031	\$1,014
		Associate	23	\$514	\$610	\$856	\$702	\$665	\$634
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Partner	27	\$773	\$975	\$1,155	\$962	\$1,100	\$1,129
		Associate	17	\$532	\$623	\$888	\$656	\$708	\$704
<b>Corporate: Other</b>	Litigation	Partner	237	\$395	\$577	\$849	\$690	\$678	\$644
		Associate	181	\$289	\$416	\$602	\$471	\$493	\$455
	Non-Litigation	Partner	463	\$651	\$1,095	\$1,449	\$1,076	\$978	\$940
		Associate	468	\$500	\$701	\$944	\$738	\$686	\$659
<b>Corporate: Regulatory and Compliance</b>	Litigation	Partner	85	\$610	\$778	\$1,010	\$854	\$851	\$835



## Section II: Industry Analysis

### Financials Excluding Insurance By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Regulatory and Compliance</b>	Litigation	Associate	73	\$420	\$535	\$679	\$562	\$568	\$579
	Non-Litigation	Partner	89	\$927	\$1,130	\$1,424	\$1,176	\$1,075	\$1,119
		Associate	101	\$558	\$725	\$910	\$767	\$719	\$734
<b>Corporate: Tax</b>	Non-Litigation	Partner	66	\$766	\$1,061	\$1,423	\$1,112	\$1,124	\$1,106
		Associate	53	\$419	\$591	\$953	\$754	\$731	\$705
<b>Corporate: Treasury</b>	Non-Litigation	Partner	31	\$800	\$940	\$1,019	\$961	\$887	\$1,022
		Associate	23	\$380	\$450	\$648	\$544	\$460	\$443
<b>Employment and Labor: Compensation and Benefits</b>	Non-Litigation	Partner	59	\$673	\$765	\$904	\$836	\$851	\$705
		Associate	61	\$336	\$442	\$531	\$484	\$575	\$433
<b>Employment and Labor: Discrimination, Retaliation and Harassment / EEO</b>	Litigation	Partner	40	\$394	\$490	\$663	\$568	\$651	\$554
		Associate	23	\$295	\$323	\$380	\$389	\$504	\$360
<b>Employment and Labor: ERISA</b>	Non-Litigation	Partner	17	\$605	\$795	\$795	\$735	\$726	\$832
<b>Employment and Labor: Other</b>	Litigation	Partner	135	\$616	\$820	\$968	\$857	\$855	\$758
		Associate	126	\$382	\$530	\$625	\$527	\$562	\$517
	Non-Litigation	Partner	196	\$375	\$503	\$806	\$656	\$628	\$620
		Associate	112	\$295	\$379	\$600	\$498	\$466	\$439
	Litigation	Partner	12	\$540	\$624	\$684	\$606	\$492	\$779
	<b>Finance and Securities: Debt/Equity Offerings</b>	Non-Litigation	Partner	60	\$646	\$781	\$1,030	\$876	\$904

## Section II: Industry Analysis

### Financials Excluding Insurance By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Finance and Securities: Debt/Equity Offerings</b>	Non-Litigation	Associate	41	\$381	\$457	\$582	\$513	\$547	\$551
<b>Finance and Securities: Fiduciary Services</b>	Litigation	Partner	35	\$508	\$604	\$776	\$644	\$694	\$667
		Associate	22	\$383	\$472	\$565	\$471	\$418	\$384
	Non-Litigation	Partner	44	\$454	\$540	\$912	\$694	\$687	\$675
		Associate	21	\$290	\$350	\$390	\$394	\$410	\$391
<b>Finance and Securities: Investments and Other Financial Instruments</b>	Litigation	Partner	30	\$787	\$962	\$1,211	\$941	\$881	\$1,002
		Associate	35	\$541	\$640	\$769	\$678	\$559	\$568
	Non-Litigation	Partner	688	\$737	\$1,020	\$1,354	\$1,060	\$1,091	\$1,001
		Associate	753	\$501	\$690	\$908	\$725	\$767	\$700
<b>Finance and Securities: Loans and Financing</b>	Litigation	Partner	67	\$415	\$541	\$711	\$664	\$633	\$546
		Associate	71	\$265	\$315	\$479	\$411	\$402	\$367
	Non-Litigation	Partner	973	\$564	\$855	\$1,319	\$950	\$942	\$891
		Associate	919	\$428	\$635	\$904	\$679	\$680	\$625
<b>Finance and Securities: Securities and Banking Regulations</b>	Non-Litigation	Partner	41	\$850	\$1,229	\$1,425	\$1,124	\$1,009	\$1,036
		Associate	15	\$535	\$680	\$929	\$689	\$634	\$619
<b>General Liability: Consumer Related Claims</b>	Litigation	Partner	11	\$393	\$662	\$753	\$616	\$634	\$532
<b>Miscellaneous: General Advice &amp; Counsel</b>	Non-Litigation	Partner	37	\$680	\$871	\$1,050	\$871	\$832	\$897
<b>Real Estate: Other</b>	Litigation	Partner	69	\$453	\$610	\$753	\$641	\$671	\$540

## Section II: Industry Analysis

### Financials Excluding Insurance By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Real Estate: Other	Litigation	Associate	65	\$350	\$435	\$525	\$465	\$440	\$436
		Non-Litigation Partner	23	\$540	\$765	\$870	\$740	\$593	\$733
	Associate	16	\$462	\$630	\$802	\$632	\$488	\$581	

## Section II: Industry Analysis

### Healthcare

By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Regulatory and Compliance</b>	Litigation	Partner	42	\$631	\$844	\$924	\$807	\$807	\$778
	Non-Litigation	Partner	83	\$445	\$585	\$876	\$657	\$613	\$617
		Associate	66	\$316	\$383	\$670	\$454	\$438	\$413
<b>Employment and Labor: Discrimination, Retaliation and Harassment / EEO</b>	Litigation	Partner	11	\$391	\$628	\$711	\$570	\$575	\$552

## Section II: Industry Analysis

### Industrials

By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Commercial</b>	Litigation	Partner	16	\$471	\$545	\$1,441	\$837	\$718	\$720
		Associate	11	\$284	\$349	\$690	\$529	\$652	\$591
	Non-Litigation	Partner	36	\$565	\$878	\$1,062	\$860	\$679	\$646
		Associate	17	\$343	\$428	\$709	\$531	\$461	\$434
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Partner	107	\$758	\$1,115	\$1,650	\$1,190	\$1,050	\$926
		Associate	164	\$529	\$770	\$925	\$762	\$715	\$619
<b>Corporate: Other</b>	Litigation	Partner	106	\$586	\$891	\$1,120	\$883	\$846	\$739
		Associate	86	\$459	\$620	\$778	\$622	\$560	\$486
	Non-Litigation	Partner	348	\$436	\$656	\$1,073	\$781	\$743	\$752
		Associate	329	\$365	\$485	\$735	\$547	\$533	\$539
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	42	\$625	\$968	\$1,144	\$902	\$753	\$643
		Associate	30	\$512	\$635	\$816	\$660	\$548	\$486
<b>Corporate: Tax</b>	Non-Litigation	Partner	28	\$628	\$947	\$1,022	\$894	\$754	\$759
<b>Employment and Labor: Compensation and Benefits</b>	Non-Litigation	Partner	19	\$514	\$623	\$910	\$698	\$786	\$740
<b>Employment and Labor: Other</b>	Non-Litigation	Partner	96	\$418	\$484	\$612	\$544	\$554	\$564
		Associate	53	\$306	\$412	\$450	\$400	\$380	\$401
<b>Environmental</b>	Litigation	Partner	12	\$493	\$568	\$654	\$569	\$550	\$562

## Section II: Industry Analysis

### Industrials

By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Environmental</b>	Non-Litigation	Partner	21	\$495	\$685	\$1,150	\$861	\$756	\$634
<b>Intellectual Property: Other</b>	Non-Litigation	Partner	14	\$405	\$513	\$823	\$646	\$648	\$629
<b>Intellectual Property: Patents</b>	Non-Litigation	Partner	37	\$306	\$370	\$450	\$444	\$422	\$436
		Associate	23	\$175	\$239	\$265	\$226	\$275	\$287

## Section II: Industry Analysis

### Insurance

By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Other</b>	Non-Litigation	Partner	141	\$400	\$685	\$940	\$755	\$707	\$743
		Associate	92	\$386	\$475	\$738	\$580	\$526	\$532
<b>Corporate: Tax</b>	Non-Litigation	Partner	40	\$791	\$960	\$1,155	\$995	\$1,039	\$1,022
<b>Employment and Labor: Other</b>	Non-Litigation	Partner	74	\$415	\$470	\$649	\$595	\$543	\$572
		Associate	40	\$303	\$364	\$500	\$451	\$424	\$390
<b>Insurance Defense: Asbestos/Mesothelioma</b>	Litigation	Partner	24	\$175	\$175	\$180	\$186	\$194	\$209
<b>Insurance Defense: Auto and Transportation</b>	Litigation	Partner	1,169	\$165	\$180	\$205	\$223	\$219	\$226
		Associate	889	\$145	\$162	\$180	\$165	\$164	\$158
<b>Insurance Defense: Consumer Related Claims</b>	Litigation	Partner	53	\$177	\$225	\$350	\$312	\$312	\$397
<b>Insurance Defense: Insurer Work Comp</b>	Litigation	Partner	262	\$155	\$165	\$185	\$182	\$192	\$200
		Associate	204	\$145	\$154	\$160	\$154	\$153	\$154
<b>Insurance Defense: Marine</b>	Litigation	Partner	34	\$164	\$200	\$245	\$207	\$263	\$231
<b>Insurance Defense: Other</b>	Litigation	Partner	1,696	\$175	\$198	\$245	\$241	\$243	\$230
		Associate	1,080	\$160	\$175	\$200	\$187	\$185	\$183
<b>Insurance Defense: Personal Injury/Wrongful Death</b>	Litigation	Partner	198	\$160	\$180	\$200	\$191	\$187	\$189
		Associate	156	\$145	\$159	\$175	\$163	\$161	\$158
<b>Insurance Defense: Pollution</b>	Litigation	Partner	120	\$190	\$220	\$250	\$255	\$242	\$233

## Section II: Industry Analysis

### Insurance

By Practice Area and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Insurance Defense: Pollution</b>	Litigation	Associate	53	\$180	\$195	\$215	\$212	\$209	\$205
		Partner	756	\$170	\$185	\$225	\$216	\$221	\$220
<b>Insurance Defense: Product and Product Liability</b>	Litigation	Partner	106	\$178	\$183	\$200	\$203	\$193	\$196
		Associate	71	\$155	\$170	\$185	\$189	\$172	\$172
<b>Insurance Defense: Professional Liability</b>	Litigation	Partner	111	\$185	\$215	\$292	\$264	\$256	\$243
		Associate	55	\$173	\$190	\$293	\$223	\$226	\$205
<b>Insurance Defense: Property Damage</b>	Litigation	Partner	606	\$175	\$210	\$250	\$228	\$227	\$226
		Associate	495	\$160	\$182	\$220	\$194	\$189	\$184



## Section II: Industry Analysis

## Technology and Telecommunications

By Practice Area and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Bankruptcy and Collections</b>	Litigation	Partner	14	\$520	\$570	\$628	\$567	\$578	\$493
<b>Commercial</b>	Litigation	Partner	100	\$606	\$871	\$1,084	\$894	\$845	\$776
		Associate	164	\$350	\$571	\$756	\$567	\$557	\$439
	Non-Litigation	Partner	50	\$400	\$613	\$881	\$649	\$666	\$633
		Associate	32	\$391	\$432	\$721	\$540	\$506	\$473
<b>Corporate: Antitrust and Competition</b>	Litigation	Partner	17	\$837	\$949	\$1,080	\$992	\$810	\$811
		Associate	49	\$55	\$496	\$655	\$454	\$493	\$672
	Non-Litigation	Partner	33	\$949	\$1,210	\$1,453	\$1,227	\$1,141	\$1,069
		Associate	51	\$590	\$720	\$912	\$732	\$694	\$659
<b>Corporate: Governance</b>	Non-Litigation	Partner	63	\$1,000	\$1,238	\$1,553	\$1,269	\$1,270	\$1,172
		Associate	59	\$695	\$780	\$949	\$807	\$781	\$707
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Partner	60	\$749	\$868	\$978	\$899	\$804	\$842
		Associate	76	\$486	\$486	\$668	\$587	\$492	\$559
<b>Corporate: Other</b>	Litigation	Partner	120	\$597	\$803	\$1,022	\$836	\$864	\$771
		Associate	93	\$401	\$488	\$683	\$550	\$514	\$480
	Non-Litigation	Partner	275	\$631	\$864	\$1,065	\$874	\$825	\$810
		Associate	205	\$450	\$578	\$710	\$583	\$565	\$545
<b>Corporate: Regulatory and Compliance</b>	Litigation	Partner	20	\$694	\$830	\$838	\$795	\$779	\$799

## Section II: Industry Analysis

## Technology and Telecommunications

By Practice Area and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Regulatory and Compliance</b>	Litigation	Associate	22	\$392	\$481	\$510	\$469	\$458	\$509
	Non-Litigation	Partner	233	\$605	\$760	\$920	\$770	\$726	\$711
		Associate	210	\$396	\$510	\$612	\$519	\$488	\$479
<b>Corporate: Tax</b>	Non-Litigation	Partner	80	\$689	\$919	\$1,132	\$936	\$930	\$878
		Associate	75	\$553	\$732	\$934	\$738	\$613	\$611
<b>Employment and Labor: Agreements</b>	Litigation	Partner	12	\$751	\$843	\$1,171	\$895	\$848	\$827
	Non-Litigation	Partner	27	\$430	\$600	\$698	\$565	\$698	\$668
<b>Employment and Labor: Compensation and Benefits</b>	Non-Litigation	Partner	31	\$540	\$650	\$800	\$708	\$723	\$709
		Associate	11	\$383	\$622	\$745	\$569	\$459	\$452
<b>Employment and Labor: Discrimination, Retaliation and Harassment / EEO</b>	Litigation	Partner	19	\$423	\$532	\$655	\$537	\$559	\$553
		Associate	17	\$347	\$375	\$395	\$377	\$354	\$349
	Non-Litigation	Partner	44	\$475	\$525	\$658	\$566	\$541	\$547
<b>Employment and Labor: Other</b>	Litigation	Partner	25	\$612	\$690	\$810	\$700	\$530	\$570
		Associate	22	\$393	\$466	\$575	\$489	\$376	\$345
	Non-Litigation	Partner	152	\$470	\$475	\$678	\$553	\$569	\$617
Associate		130	\$325	\$340	\$401	\$366	\$371	\$412	
<b>General Liability: Consumer Related Claims</b>	Litigation	Associate	19	\$387	\$428	\$530	\$451	\$447	\$413
<b>Government Relations</b>	Non-Litigation	Partner	26	\$776	\$901	\$1,084	\$938	\$678	\$755

## Section II: Industry Analysis

## Technology and Telecommunications

By Practice Area and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Government Relations</b>	Non-Litigation	Associate	48	\$414	\$633	\$726	\$543	\$510	\$539
<b>Intellectual Property: Patents</b>	Litigation	Partner	111	\$606	\$832	\$1,077	\$849	\$783	\$755
		Associate	105	\$495	\$670	\$824	\$657	\$607	\$561
	Non-Litigation	Partner	106	\$418	\$755	\$994	\$726	\$602	\$538
		Associate	148	\$325	\$484	\$724	\$543	\$477	\$442
<b>Intellectual Property: Trademarks</b>	Litigation	Partner	11	\$721	\$942	\$1,054	\$870	\$746	\$618
	Non-Litigation	Partner	38	\$443	\$549	\$650	\$568	\$602	\$644
		Associate	39	\$303	\$360	\$410	\$368	\$360	\$366

# Section III: Practice Area Analysis

All data and analysis based on  
data collected thru Q2 2022

## Section III: Practice Area Analysis

## Bankruptcy and Collections By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	11	\$525	\$603	\$650	\$607	\$557	\$523
	Associate	13	\$275	\$325	\$390	\$366	\$408	\$380
Baltimore MD	Partner	14	\$321	\$380	\$472	\$395	\$438	\$436
Chicago IL	Partner	16	\$525	\$748	\$1,256	\$893	\$983	\$1,059
	Associate	13	\$260	\$656	\$910	\$619	\$789	\$734
Dallas TX	Partner	13	\$381	\$525	\$666	\$539	\$502	\$635
Houston TX	Associate	16	\$375	\$384	\$473	\$427	\$436	\$425
Los Angeles CA	Associate	15	\$375	\$415	\$835	\$560	\$376	\$337
Miami FL	Partner	11	\$265	\$375	\$418	\$351	\$401	\$486
New York NY	Partner	60	\$400	\$604	\$815	\$638	\$654	\$638
	Associate	36	\$300	\$375	\$429	\$385	\$433	\$453
Philadelphia PA	Partner	46	\$400	\$495	\$619	\$497	\$494	\$481
	Associate	30	\$290	\$350	\$420	\$369	\$340	\$344
Pittsburgh PA	Partner	17	\$338	\$435	\$460	\$409	\$444	\$404
	Associate	13	\$248	\$341	\$354	\$333	\$361	\$307

## Section III: Practice Area Analysis

## Bankruptcy and Collections

By Matter Type and YOE

### 2022 — Real Rates for Partner

### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 21 Years</b>	Litigation	64	\$325	\$400	\$525	\$455	\$487	\$454
	Non-Litigation	76	\$350	\$402	\$496	\$440	\$514	\$538
<b>21 or More Years</b>	Litigation	108	\$325	\$445	\$600	\$505	\$493	\$488
	Non-Litigation	122	\$325	\$410	\$526	\$462	\$466	\$500

## Section III: Practice Area Analysis

### Bankruptcy and Collections By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
3 to Fewer Than 7 Years	Litigation	18	\$276	\$348	\$446	\$395	\$364	\$380
	Non-Litigation	35	\$289	\$345	\$400	\$349	\$346	\$306

**Section III: Practice Area Analysis****Bankruptcy and Collections**

By Firm Size and Matter Type

**2022 — Real Rates for Associate and Partner****Trend Analysis - Mean**

<b>Firm Size</b>	<b>Matter Type</b>	<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	
<b>50 Lawyers or Fewer</b>	Litigation	Partner	59	\$275	\$325	\$390	\$360	\$363	\$333	
		Associate	44	\$225	\$267	\$332	\$284	\$280	\$258	
	Non-Litigation	Partner	49	\$270	\$295	\$325	\$301	\$301	\$366	
		Associate	25	\$225	\$244	\$258	\$251	\$230	\$241	
	<b>51-200 Lawyers</b>	Litigation	Partner	47	\$334	\$378	\$489	\$416	\$392	\$392
			Associate	24	\$230	\$280	\$320	\$296	\$259	\$248
Non-Litigation		Partner	30	\$345	\$400	\$476	\$406	\$404	\$399	
<b>201-500 Lawyers</b>	Litigation	Partner	61	\$398	\$468	\$604	\$502	\$493	\$464	
		Associate	43	\$294	\$318	\$422	\$365	\$341	\$317	
	Non-Litigation	Partner	85	\$385	\$452	\$580	\$493	\$464	\$442	
		Associate	44	\$281	\$350	\$393	\$341	\$343	\$306	
<b>501-1,000 Lawyers</b>	Litigation	Partner	34	\$525	\$618	\$721	\$633	\$701	\$678	
		Associate	24	\$313	\$375	\$471	\$385	\$505	\$513	
	Non-Litigation	Partner	20	\$506	\$617	\$685	\$613	\$638	\$701	
		Associate	15	\$352	\$383	\$446	\$412	\$485	\$480	
<b>More Than 1,000 Lawyers</b>	Litigation	Partner	13	\$546	\$1,045	\$1,249	\$932	\$711	\$775	
		Associate	12	\$340	\$760	\$866	\$632	\$442	\$450	



## Section III: Practice Area Analysis

### Bankruptcy and Collections By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Non-Litigation	Partner	32	\$460	\$657	\$990	\$779	\$914	\$1,041

## Section III: Practice Area Analysis

### Commercial By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	39	\$493	\$625	\$853	\$695	\$699	\$736
	Associate	39	\$310	\$342	\$440	\$407	\$431	\$406
Austin TX	Partner	14	\$378	\$450	\$495	\$514	\$534	\$510
Birmingham AL	Partner	16	\$385	\$427	\$461	\$416	\$419	\$397
	Associate	12	\$293	\$304	\$334	\$312	\$302	\$296
Boston MA	Partner	20	\$690	\$821	\$1,049	\$843	\$696	\$701
	Associate	24	\$479	\$638	\$865	\$680	\$588	\$509
Charlotte NC	Associate	18	\$325	\$344	\$416	\$404	\$466	\$422
Chicago IL	Partner	103	\$593	\$858	\$1,111	\$871	\$794	\$818
	Associate	93	\$325	\$515	\$694	\$541	\$555	\$575
Cleveland OH	Partner	40	\$397	\$480	\$565	\$534	\$518	\$571
	Associate	30	\$255	\$270	\$290	\$281	\$291	\$310
Dallas TX	Partner	22	\$547	\$665	\$1,023	\$734	\$781	\$742
	Associate	21	\$370	\$528	\$725	\$561	\$520	\$511
Denver CO	Partner	29	\$495	\$555	\$657	\$586	\$565	\$515

## Section III: Practice Area Analysis

## Commercial

By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Denver CO</b>	Associate	25	\$298	\$415	\$455	\$395	\$368	\$336
<b>Houston TX</b>	Partner	14	\$469	\$626	\$859	\$644	\$672	\$768
	Associate	13	\$360	\$509	\$590	\$498	\$467	\$502
<b>Indianapolis IN</b>	Partner	12	\$406	\$445	\$556	\$477	\$474	\$440
<b>Kansas City MO</b>	Partner	35	\$410	\$450	\$536	\$484	\$467	\$466
	Associate	25	\$315	\$374	\$387	\$345	\$339	\$329
<b>Los Angeles CA</b>	Partner	78	\$693	\$849	\$1,071	\$878	\$840	\$813
	Associate	111	\$464	\$686	\$876	\$688	\$722	\$674
<b>Miami FL</b>	Partner	52	\$485	\$601	\$688	\$610	\$562	\$504
	Associate	40	\$315	\$449	\$524	\$432	\$390	\$396
<b>Minneapolis MN</b>	Partner	53	\$576	\$655	\$800	\$673	\$657	\$576
	Associate	58	\$399	\$457	\$529	\$465	\$459	\$380
<b>New York NY</b>	Partner	174	\$628	\$1,128	\$1,499	\$1,108	\$1,040	\$1,033
	Associate	174	\$434	\$680	\$990	\$721	\$617	\$685
<b>Philadelphia PA</b>	Partner	116	\$543	\$728	\$903	\$755	\$677	\$652

## Section III: Practice Area Analysis

### Commercial By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Philadelphia PA</b>	Associate	106	\$384	\$430	\$538	\$482	\$446	\$420
<b>Pittsburgh PA</b>	Partner	18	\$481	\$661	\$763	\$657	\$635	\$543
	Associate	17	\$280	\$425	\$515	\$414	\$443	\$377
<b>Portland OR</b>	Partner	16	\$500	\$585	\$655	\$576	\$557	\$495
	Associate	31	\$400	\$435	\$501	\$448	\$406	\$370
<b>San Francisco CA</b>	Partner	43	\$420	\$675	\$1,015	\$735	\$696	\$738
	Associate	34	\$330	\$400	\$533	\$479	\$476	\$445
<b>Seattle WA</b>	Partner	30	\$490	\$556	\$713	\$611	\$531	\$476
	Associate	19	\$380	\$440	\$538	\$455	\$357	\$345
<b>St. Louis MO</b>	Partner	16	\$410	\$561	\$700	\$569	\$603	\$643
<b>Washington DC</b>	Partner	162	\$689	\$821	\$1,058	\$910	\$854	\$869
	Associate	104	\$456	\$584	\$739	\$622	\$589	\$555

## Section III: Practice Area Analysis

### Commercial

By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 21 Years</b>	Litigation	253	\$405	\$589	\$863	\$670	\$633	\$597
	Non-Litigation	146	\$470	\$628	\$869	\$686	\$662	\$697
<b>21 or More Years</b>	Litigation	418	\$495	\$694	\$995	\$774	\$722	\$694
	Non-Litigation	256	\$572	\$740	\$1,031	\$832	\$825	\$834

## Section III: Practice Area Analysis

### Commercial

By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 3 Years</b>	Litigation	59	\$319	\$420	\$569	\$453	\$398	\$372
	Non-Litigation	23	\$321	\$368	\$401	\$412	\$361	\$428
<b>3 to Fewer Than 7 Years</b>	Litigation	161	\$300	\$418	\$596	\$491	\$441	\$394
	Non-Litigation	56	\$335	\$409	\$510	\$455	\$439	\$475
<b>7 or More Years</b>	Non-Litigation	78	\$382	\$501	\$605	\$554	\$561	\$572

## Section III: Practice Area Analysis

### Commercial

By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>50 Lawyers or Fewer</b>	Litigation	Partner	103	\$300	\$379	\$511	\$426	\$422	\$401
		Associate	83	\$225	\$275	\$328	\$296	\$334	\$261
	Non-Litigation	Partner	54	\$320	\$400	\$489	\$424	\$437	\$429
		Associate	25	\$292	\$335	\$363	\$338	\$316	\$312
<b>51-200 Lawyers</b>	Litigation	Partner	143	\$350	\$482	\$625	\$533	\$492	\$455
		Associate	89	\$265	\$328	\$396	\$335	\$321	\$288
	Non-Litigation	Partner	73	\$403	\$500	\$582	\$522	\$548	\$535
		Associate	34	\$268	\$321	\$358	\$326	\$335	\$359
<b>201-500 Lawyers</b>	Litigation	Partner	168	\$450	\$561	\$740	\$624	\$592	\$575
		Associate	153	\$330	\$400	\$450	\$411	\$403	\$386
	Non-Litigation	Partner	102	\$561	\$673	\$795	\$706	\$686	\$636
		Associate	82	\$367	\$434	\$530	\$462	\$429	\$436
<b>501-1,000 Lawyers</b>	Litigation	Partner	243	\$630	\$769	\$1,022	\$887	\$817	\$834
		Associate	282	\$392	\$500	\$712	\$576	\$501	\$489
	Non-Litigation	Partner	165	\$664	\$805	\$1,147	\$946	\$931	\$913
		Associate	130	\$397	\$533	\$686	\$589	\$600	\$581
<b>More Than 1,000 Lawyers</b>	Litigation	Partner	151	\$879	\$1,103	\$1,345	\$1,132	\$1,012	\$995

## Section III: Practice Area Analysis

### Commercial

By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Litigation	Associate	173	\$591	\$740	\$945	\$752	\$679	\$646
	Non-Litigation	Partner	96	\$872	\$978	\$1,176	\$1,033	\$1,043	\$1,061
		Associate	71	\$520	\$675	\$875	\$717	\$756	\$714



## Section III: Practice Area Analysis

### Corporate: Mergers, Acquisitions, and Divestitures By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Chicago IL	Partner	30	\$782	\$985	\$1,251	\$1,056	\$907	\$915
	Associate	32	\$497	\$602	\$810	\$683	\$570	\$638
Los Angeles CA	Partner	18	\$813	\$869	\$1,043	\$981	\$1,002	\$943
	Associate	30	\$486	\$500	\$691	\$615	\$627	\$578
New York NY	Partner	98	\$1,368	\$1,650	\$1,739	\$1,531	\$1,385	\$1,259
	Associate	198	\$713	\$925	\$1,160	\$915	\$834	\$749
Philadelphia PA	Partner	28	\$598	\$673	\$1,004	\$820	\$691	\$754
	Associate	25	\$443	\$460	\$550	\$554	\$432	\$419
Pittsburgh PA	Partner	16	\$604	\$699	\$837	\$727	\$595	\$665
San Francisco CA	Partner	24	\$810	\$868	\$1,061	\$966	\$879	\$959
Washington DC	Partner	50	\$698	\$1,013	\$1,315	\$1,006	\$956	\$942
	Associate	39	\$607	\$739	\$830	\$722	\$686	\$578

**Section III: Practice Area Analysis****Corporate: Mergers,  
Acquisitions, and Divestitures**

By Matter Type and YOE

**2022 — Real Rates for Partner****Trend Analysis - Mean**

<b>Years of Experience</b>	<b>Matter Type</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>Fewer Than 21 Years</b>	Non-Litigation	88	\$649	\$868	\$1,368	\$982	\$845	\$869
<b>21 or More Years</b>	Non-Litigation	167	\$625	\$870	\$1,368	\$992	\$944	\$962

## Section III: Practice Area Analysis

### Corporate: Mergers, Acquisitions, and Divestitures By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Non-Litigation	27	\$460	\$486	\$702	\$602	\$519	\$450
3 to Fewer Than 7 Years	Non-Litigation	67	\$460	\$529	\$919	\$686	\$545	\$539
7 or More Years	Non-Litigation	82	\$620	\$734	\$979	\$798	\$641	\$655

## Section III: Practice Area Analysis

### Corporate: Mergers, Acquisitions, and Divestitures By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>51-200 Lawyers</b>	Non-Litigation	Partner	23	\$390	\$485	\$770	\$550	\$561	\$632
		Associate	41	\$443	\$460	\$510	\$476	\$424	\$396
<b>201-500 Lawyers</b>	Non-Litigation	Partner	56	\$572	\$704	\$916	\$741	\$653	\$663
		Associate	41	\$443	\$460	\$510	\$476	\$424	\$396
<b>501-1,000 Lawyers</b>	Non-Litigation	Partner	111	\$700	\$1,216	\$1,650	\$1,149	\$1,021	\$1,061
		Associate	155	\$620	\$829	\$1,115	\$820	\$676	\$660
<b>More Than 1,000 Lawyers</b>	Non-Litigation	Partner	151	\$868	\$1,121	\$1,407	\$1,183	\$1,074	\$1,058
		Associate	217	\$536	\$698	\$925	\$749	\$702	\$699

## Section III: Practice Area Analysis

**Corporate: Other**  
By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Atlanta GA</b>	Partner	70	\$442	\$613	\$971	\$703	\$736	\$678
	Associate	60	\$385	\$450	\$588	\$479	\$481	\$470
<b>Austin TX</b>	Partner	17	\$387	\$450	\$538	\$502	\$460	\$482
<b>Baltimore MD</b>	Partner	19	\$426	\$614	\$767	\$606	\$664	\$672
	Associate	25	\$311	\$374	\$546	\$452	\$500	\$482
<b>Birmingham AL</b>	Partner	16	\$375	\$423	\$471	\$437	\$419	\$444
	Associate	15	\$294	\$303	\$341	\$314	\$315	\$334
<b>Boston MA</b>	Partner	47	\$513	\$735	\$903	\$733	\$743	\$672
	Associate	45	\$395	\$475	\$610	\$510	\$491	\$460
<b>Charlotte NC</b>	Partner	12	\$539	\$652	\$837	\$751	\$573	\$657
<b>Chicago IL</b>	Partner	192	\$740	\$918	\$1,199	\$962	\$938	\$880
	Associate	179	\$495	\$600	\$730	\$616	\$564	\$576
<b>Cleveland OH</b>	Partner	39	\$485	\$525	\$760	\$616	\$607	\$630
	Associate	17	\$287	\$313	\$399	\$332	\$375	\$342
<b>Dallas TX</b>	Partner	34	\$506	\$739	\$1,038	\$774	\$654	\$719

## Section III: Practice Area Analysis

**Corporate: Other**  
By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Dallas TX</b>	Associate	35	\$495	\$596	\$775	\$622	\$527	\$521
<b>Denver CO</b>	Partner	11	\$505	\$565	\$586	\$613	\$634	\$508
<b>Houston TX</b>	Partner	29	\$544	\$905	\$1,123	\$855	\$782	\$782
	Associate	34	\$445	\$595	\$706	\$592	\$580	\$512
<b>Indianapolis IN</b>	Partner	11	\$423	\$500	\$668	\$561	\$495	\$432
<b>Kansas City MO</b>	Partner	34	\$441	\$490	\$589	\$530	\$544	\$532
	Associate	16	\$337	\$384	\$426	\$378	\$367	\$314
<b>Los Angeles CA</b>	Partner	194	\$600	\$875	\$1,185	\$908	\$894	\$874
	Associate	188	\$484	\$645	\$840	\$665	\$655	\$639
<b>Miami FL</b>	Partner	31	\$475	\$525	\$646	\$574	\$501	\$579
	Associate	19	\$290	\$411	\$450	\$370	\$428	\$427
<b>Minneapolis MN</b>	Partner	26	\$510	\$624	\$714	\$619	\$625	\$590
	Associate	15	\$312	\$395	\$551	\$419	\$468	\$410
<b>Nashville TN</b>	Partner	12	\$431	\$498	\$601	\$521	\$496	\$407
<b>New Orleans LA</b>	Partner	20	\$337	\$368	\$428	\$382	\$376	\$374

## Section III: Practice Area Analysis

**Corporate: Other**  
By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
New York NY	Partner	485	\$793	\$1,326	\$1,665	\$1,219	\$1,103	\$1,079
	Associate	538	\$590	\$789	\$1,065	\$806	\$746	\$709
Orlando FL	Partner	22	\$415	\$474	\$544	\$484	\$507	\$481
	Associate	13	\$230	\$325	\$400	\$314	\$267	\$274
Philadelphia PA	Partner	145	\$625	\$818	\$958	\$800	\$774	\$763
	Associate	135	\$415	\$450	\$535	\$484	\$450	\$439
Phoenix AZ	Partner	24	\$330	\$510	\$688	\$557	\$471	\$413
	Associate	24	\$252	\$303	\$355	\$337	\$286	\$269
Pittsburgh PA	Partner	21	\$420	\$585	\$819	\$601	\$676	\$528
	Associate	18	\$286	\$415	\$580	\$441	\$412	\$381
Portland OR	Partner	13	\$465	\$495	\$528	\$508	\$542	\$624
	Associate	17	\$360	\$416	\$449	\$413	\$392	\$382
Raleigh NC	Partner	11	\$253	\$400	\$497	\$387	\$402	\$462
San Diego CA	Partner	37	\$375	\$467	\$1,161	\$673	\$684	\$605
	Associate	37	\$211	\$285	\$380	\$315	\$329	\$383

## Section III: Practice Area Analysis

**Corporate: Other**  
By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>San Francisco CA</b>	Partner	50	\$595	\$910	\$1,080	\$852	\$789	\$789
	Associate	28	\$338	\$620	\$778	\$623	\$609	\$549
<b>San Jose CA</b>	Partner	23	\$690	\$933	\$1,114	\$943	\$968	\$810
	Associate	15	\$469	\$590	\$746	\$615	\$626	\$598
<b>Seattle WA</b>	Partner	41	\$575	\$716	\$776	\$699	\$614	\$614
	Associate	33	\$395	\$472	\$535	\$478	\$475	\$417
<b>Tampa FL</b>	Partner	14	\$379	\$430	\$574	\$485	\$505	\$484
<b>Washington DC</b>	Partner	432	\$770	\$950	\$1,098	\$956	\$913	\$877
	Associate	395	\$550	\$670	\$705	\$665	\$642	\$585



## Section III: Practice Area Analysis

### Corporate: Other

By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	238	\$494	\$698	\$940	\$737	\$702	\$661
	Non-Litigation	418	\$473	\$777	\$1,100	\$837	\$790	\$757
21 or More Years	Litigation	425	\$545	\$756	\$995	\$814	\$805	\$746
	Non-Litigation	826	\$580	\$900	\$1,248	\$951	\$886	\$859

## Section III: Practice Area Analysis

**Corporate: Other**

By Matter Type and YOE

### 2022 — Real Rates for Associate

### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 3 Years</b>	Litigation	31	\$344	\$440	\$593	\$463	\$418	\$358
	Non-Litigation	59	\$366	\$535	\$739	\$568	\$507	\$424
<b>3 to Fewer Than 7 Years</b>	Litigation	81	\$356	\$472	\$695	\$528	\$500	\$452
	Non-Litigation	177	\$378	\$498	\$718	\$582	\$541	\$511
<b>7 or More Years</b>	Litigation	146	\$385	\$525	\$656	\$534	\$511	\$493
	Non-Litigation	270	\$419	\$635	\$824	\$676	\$635	\$619

## Section III: Practice Area Analysis

**Corporate: Other**  
By Firm Size and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020	
<b>50 Lawyers or Fewer</b>	Litigation	Partner	97	\$350	\$450	\$575	\$461	\$458	\$440	
		Associate	50	\$216	\$299	\$354	\$301	\$283	\$323	
	Non-Litigation	Partner	155	\$333	\$426	\$534	\$446	\$430	\$426	
		Associate	91	\$221	\$290	\$369	\$307	\$279	\$313	
	<b>51-200 Lawyers</b>	Litigation	Partner	138	\$371	\$579	\$757	\$594	\$555	\$533
			Associate	84	\$280	\$377	\$451	\$395	\$383	\$378
Non-Litigation		Partner	141	\$399	\$495	\$700	\$561	\$604	\$594	
		Associate	84	\$275	\$350	\$485	\$391	\$415	\$389	
<b>201-500 Lawyers</b>		Litigation	Partner	182	\$516	\$675	\$951	\$731	\$664	\$662
			Associate	139	\$341	\$448	\$590	\$495	\$443	\$451
	Non-Litigation	Partner	341	\$482	\$625	\$890	\$696	\$655	\$663	
		Associate	267	\$385	\$460	\$631	\$506	\$476	\$447	
	<b>501-1,000 Lawyers</b>	Litigation	Partner	242	\$657	\$935	\$1,075	\$919	\$915	\$846
			Associate	254	\$459	\$648	\$695	\$615	\$609	\$551
Non-Litigation		Partner	439	\$760	\$997	\$1,423	\$1,100	\$1,005	\$959	
		Associate	462	\$557	\$695	\$855	\$726	\$670	\$619	
<b>More Than 1,000 Lawyers</b>		Litigation	Partner	197	\$711	\$880	\$1,154	\$955	\$944	\$870

## Section III: Practice Area Analysis

**Corporate: Other**  
By Firm Size and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Litigation	Associate	198	\$467	\$565	\$710	\$615	\$594	\$527
	Non-Litigation	Partner	461	\$950	\$1,170	\$1,450	\$1,212	\$1,102	\$1,055
		Associate	471	\$590	\$738	\$985	\$792	\$730	\$706

## Section III: Practice Area Analysis

## Corporate: Regulatory and Compliance

By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	20	\$731	\$797	\$884	\$820	\$774	\$590
	Associate	13	\$531	\$592	\$805	\$653	\$608	\$451
Baltimore MD	Partner	14	\$625	\$773	\$842	\$738	\$680	\$666
	Associate	16	\$332	\$460	\$644	\$472	\$507	\$427
Birmingham AL	Associate	12	\$273	\$292	\$332	\$304	\$295	\$317
Boston MA	Partner	16	\$717	\$796	\$920	\$870	\$785	\$728
	Associate	11	\$445	\$625	\$714	\$612	\$471	\$446
Chicago IL	Partner	60	\$564	\$879	\$1,062	\$837	\$788	\$818
	Associate	46	\$404	\$582	\$745	\$590	\$589	\$595
Denver CO	Partner	15	\$419	\$538	\$622	\$561	\$534	\$552
Kansas City MO	Partner	18	\$442	\$501	\$605	\$539	\$500	\$503
	Associate	11	\$280	\$320	\$329	\$310	\$331	\$294
Los Angeles CA	Partner	55	\$801	\$938	\$1,140	\$968	\$875	\$884
	Associate	72	\$495	\$666	\$855	\$675	\$647	\$675
Miami FL	Partner	30	\$492	\$600	\$833	\$680	\$746	\$717

## Section III: Practice Area Analysis

## Corporate: Regulatory and Compliance

By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Miami FL	Associate	16	\$360	\$450	\$571	\$473	\$518	\$542
Nashville TN	Partner	33	\$450	\$558	\$635	\$539	\$503	\$485
	Associate	21	\$248	\$375	\$473	\$367	\$334	\$280
New York NY	Partner	121	\$697	\$980	\$1,381	\$1,066	\$1,010	\$1,003
	Associate	137	\$490	\$682	\$835	\$710	\$684	\$648
Philadelphia PA	Partner	50	\$598	\$800	\$898	\$764	\$775	\$709
	Associate	35	\$325	\$430	\$519	\$497	\$474	\$406
Pittsburgh PA	Partner	12	\$444	\$737	\$827	\$659	\$665	\$664
	Associate	24	\$359	\$465	\$503	\$435	\$408	\$423
Portland OR	Associate	36	\$429	\$474	\$527	\$476	\$435	\$373
Richmond VA	Partner	11	\$397	\$595	\$690	\$544	\$523	\$452
San Francisco CA	Partner	32	\$556	\$740	\$830	\$772	\$703	\$749
	Associate	16	\$440	\$551	\$763	\$571	\$549	\$516
Seattle WA	Partner	27	\$555	\$760	\$806	\$705	\$729	\$673
	Associate	22	\$395	\$505	\$572	\$482	\$433	\$390

## Section III: Practice Area Analysis

### Corporate: Regulatory and Compliance

By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Washington DC	Partner	333	\$625	\$859	\$1,052	\$863	\$862	\$841
	Associate	315	\$464	\$582	\$715	\$606	\$579	\$564

## Section III: Practice Area Analysis

### Corporate: Regulatory and Compliance

By Matter Type and YOY

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	59	\$551	\$705	\$903	\$755	\$804	\$760
	Non-Litigation	217	\$495	\$725	\$935	\$747	\$700	\$679
21 or More Years	Litigation	118	\$678	\$852	\$1,103	\$906	\$856	\$818
	Non-Litigation	383	\$563	\$725	\$1,000	\$804	\$773	\$764



## Section III: Practice Area Analysis

### Corporate: Regulatory and Compliance

By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 3 Years</b>	Litigation	15	\$370	\$450	\$589	\$475	\$499	
	Non-Litigation	64	\$395	\$482	\$588	\$492	\$513	\$501
<b>3 to Fewer Than 7 Years</b>	Litigation	33	\$460	\$639	\$739	\$614	\$587	\$536
	Non-Litigation	136	\$390	\$519	\$670	\$548	\$507	\$482
<b>7 or More Years</b>	Litigation	53	\$488	\$581	\$798	\$631	\$615	\$580
	Non-Litigation	156	\$416	\$575	\$800	\$625	\$573	\$566

## Section III: Practice Area Analysis

## Corporate: Regulatory and Compliance

By Firm Size and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>50 Lawyers or Fewer</b>	Litigation	Partner	14	\$463	\$629	\$1,085	\$751	\$707	\$557
	Non-Litigation	Partner	115	\$450	\$544	\$617	\$526	\$544	\$525
		Associate	61	\$250	\$306	\$364	\$290	\$305	\$341
<b>51-200 Lawyers</b>	Litigation	Partner	17	\$600	\$700	\$798	\$734	\$685	\$609
	Non-Litigation	Partner	98	\$407	\$492	\$642	\$568	\$553	\$562
		Associate	63	\$325	\$404	\$586	\$469	\$409	\$392
<b>201-500 Lawyers</b>	Litigation	Partner	59	\$528	\$675	\$899	\$706	\$663	\$672
		Associate	43	\$381	\$554	\$673	\$517	\$458	\$469
	Non-Litigation	Partner	111	\$533	\$649	\$777	\$664	\$623	\$616
		Associate	91	\$387	\$474	\$565	\$502	\$439	\$397
<b>501-1,000 Lawyers</b>	Litigation	Partner	74	\$720	\$884	\$1,108	\$940	\$947	\$935
		Associate	84	\$474	\$609	\$807	\$624	\$623	\$596
	Non-Litigation	Partner	247	\$713	\$910	\$1,085	\$948	\$914	\$871
		Associate	269	\$485	\$578	\$695	\$618	\$592	\$557
<b>More Than 1,000 Lawyers</b>	Litigation	Partner	65	\$830	\$895	\$1,246	\$1,010	\$972	\$939
		Associate	76	\$460	\$535	\$745	\$583	\$613	\$602
	Non-Litigation	Partner	190	\$830	\$1,008	\$1,175	\$1,001	\$911	\$918

## Section III: Practice Area Analysis

### Corporate: Regulatory and Compliance

By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Non-Litigation	Associate	192	\$500	\$661	\$809	\$671	\$631	\$604

## Section III: Practice Area Analysis

## Employment and Labor By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	52	\$390	\$466	\$566	\$476	\$498	\$489
	Associate	42	\$297	\$348	\$390	\$342	\$328	\$317
Baltimore MD	Partner	24	\$597	\$627	\$813	\$697	\$623	\$592
	Associate	19	\$412	\$500	\$581	\$541	\$457	\$436
Boston MA	Partner	27	\$450	\$578	\$707	\$587	\$549	\$569
	Associate	23	\$367	\$421	\$496	\$430	\$474	\$489
Chicago IL	Partner	108	\$490	\$655	\$768	\$685	\$713	\$652
	Associate	86	\$310	\$395	\$501	\$426	\$452	\$427
Cincinnati OH	Partner	11	\$419	\$488	\$590	\$502	\$439	\$420
Cleveland OH	Partner	36	\$375	\$424	\$510	\$471	\$466	\$467
	Associate	34	\$266	\$295	\$342	\$326	\$312	\$307
Dallas TX	Partner	41	\$379	\$449	\$583	\$496	\$536	\$515
	Associate	20	\$312	\$342	\$383	\$360	\$401	\$358
Denver CO	Partner	28	\$455	\$528	\$664	\$574	\$538	\$530
	Associate	18	\$296	\$329	\$351	\$349	\$313	\$316

## Section III: Practice Area Analysis

## Employment and Labor By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Houston TX	Partner	21	\$456	\$540	\$667	\$562	\$568	\$591
	Associate	14	\$250	\$270	\$321	\$284	\$295	\$294
Kansas City MO	Partner	19	\$383	\$410	\$434	\$417	\$421	\$407
	Associate	14	\$250	\$270	\$321	\$284	\$295	\$294
Los Angeles CA	Partner	115	\$525	\$666	\$935	\$743	\$694	\$640
	Associate	98	\$325	\$390	\$495	\$446	\$494	\$467
Memphis TN	Partner	12	\$350	\$415	\$468	\$406	\$378	\$381
Miami FL	Partner	14	\$438	\$486	\$673	\$592	\$615	\$553
	Associate	14	\$278	\$415	\$652	\$476	\$424	\$386
Minneapolis MN	Partner	30	\$454	\$600	\$686	\$572	\$562	\$550
	Associate	19	\$342	\$410	\$475	\$395	\$417	\$428
Nashville TN	Partner	26	\$392	\$458	\$488	\$448	\$429	\$434
	Associate	16	\$251	\$270	\$321	\$279	\$282	\$278
New York NY	Partner	222	\$470	\$605	\$850	\$701	\$680	\$674
	Associate	182	\$325	\$413	\$553	\$488	\$485	\$455
Orlando FL	Partner	11	\$470	\$475	\$475	\$485	\$462	\$466

## Section III: Practice Area Analysis

## Employment and Labor By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Philadelphia PA	Partner	99	\$525	\$659	\$810	\$678	\$665	\$655
	Associate	104	\$375	\$442	\$500	\$448	\$428	\$405
Phoenix AZ	Partner	14	\$437	\$536	\$563	\$506	\$514	\$454
Pittsburgh PA	Partner	26	\$519	\$630	\$756	\$644	\$592	\$576
	Associate	26	\$318	\$350	\$392	\$388	\$389	\$367
Portland OR	Associate	26	\$320	\$376	\$428	\$390	\$344	\$344
San Diego CA	Partner	18	\$407	\$456	\$553	\$528	\$564	\$491
	Associate	25	\$300	\$325	\$380	\$351	\$373	\$361
San Francisco CA	Partner	54	\$404	\$576	\$728	\$597	\$566	\$549
	Associate	40	\$303	\$336	\$422	\$368	\$370	\$368
San Jose CA	Partner	15	\$632	\$730	\$856	\$779	\$704	\$722
Seattle WA	Partner	39	\$421	\$500	\$650	\$549	\$498	\$541
	Associate	33	\$307	\$354	\$466	\$411	\$427	\$377
St. Louis MO	Partner	12	\$396	\$435	\$548	\$495	\$485	\$519
Tampa FL	Partner	16	\$370	\$375	\$483	\$440	\$445	\$492

## Section III: Practice Area Analysis

### Employment and Labor By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Washington DC	Partner	147	\$619	\$730	\$860	\$759	\$736	\$740
	Associate	90	\$420	\$510	\$625	\$521	\$503	\$499

## Section III: Practice Area Analysis

### Employment and Labor By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 21 Years</b>	Litigation	148	\$372	\$475	\$666	\$535	\$513	\$484
	Non-Litigation	303	\$395	\$476	\$634	\$541	\$538	\$522
<b>21 or More Years</b>	Litigation	298	\$443	\$585	\$801	\$648	\$595	\$592
	Non-Litigation	591	\$470	\$580	\$743	\$634	\$620	\$612



## Section III: Practice Area Analysis

### Employment and Labor

By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Litigation	37	\$329	\$350	\$420	\$391	\$362	\$316
	Non-Litigation	43	\$298	\$325	\$369	\$343	\$322	\$445
3 to Fewer Than 7 Years	Litigation	89	\$290	\$355	\$455	\$384	\$346	\$331
7 or More Years	Litigation	166	\$322	\$396	\$517	\$435	\$408	\$396
	Non-Litigation	242	\$315	\$380	\$495	\$418	\$416	\$406

## Section III: Practice Area Analysis

## Employment and Labor By Firm Size and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>50 Lawyers or Fewer</b>	Litigation	Partner	58	\$313	\$398	\$496	\$421	\$402	\$411
		Associate	37	\$250	\$280	\$342	\$297	\$311	\$295
	Non-Litigation	Partner	47	\$375	\$450	\$550	\$471	\$452	\$435
		Associate	19	\$265	\$285	\$350	\$297	\$254	\$300
<b>51-200 Lawyers</b>	Litigation	Partner	48	\$300	\$370	\$485	\$405	\$429	\$431
		Associate	24	\$250	\$290	\$345	\$310	\$306	\$318
	Non-Litigation	Partner	126	\$406	\$525	\$723	\$581	\$574	\$550
		Associate	80	\$244	\$289	\$365	\$328	\$358	\$351
<b>201-500 Lawyers</b>	Litigation	Partner	132	\$404	\$476	\$595	\$532	\$505	\$517
		Associate	117	\$304	\$350	\$411	\$385	\$390	\$378
	Non-Litigation	Partner	238	\$375	\$445	\$545	\$491	\$485	\$494
		Associate	135	\$295	\$340	\$413	\$362	\$348	\$351
<b>501-1,000 Lawyers</b>	Litigation	Partner	167	\$475	\$634	\$765	\$682	\$645	\$589
		Associate	140	\$310	\$387	\$475	\$425	\$432	\$392
	Non-Litigation	Partner	403	\$470	\$528	\$665	\$601	\$575	\$574
		Associate	293	\$306	\$335	\$425	\$394	\$400	\$384
<b>More Than 1,000 Lawyers</b>	Litigation	Partner	126	\$628	\$795	\$918	\$791	\$793	\$789

## Section III: Practice Area Analysis

### Employment and Labor By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Litigation	Associate	146	\$415	\$495	\$575	\$509	\$510	\$502
		Partner	202	\$655	\$750	\$876	\$808	\$796	\$780
	Non-Litigation	Associate	211	\$380	\$450	\$546	\$494	\$492	\$471

## Section III: Practice Area Analysis

### Environmental By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Los Angeles CA</b>	Partner	11	\$515	\$550	\$663	\$753	\$568	\$557
<b>New York NY</b>	Partner	27	\$414	\$525	\$616	\$616	\$656	\$590
	Associate	26	\$298	\$340	\$400	\$382	\$502	\$432
<b>Washington DC</b>	Partner	14	\$660	\$803	\$957	\$812	\$745	\$744
	Associate	18	\$400	\$565	\$695	\$567	\$543	\$475

## Section III: Practice Area Analysis

### Environmental

By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	12	\$348	\$404	\$446	\$428	\$466	\$455
	Non-Litigation	12	\$456	\$515	\$644	\$586	\$475	\$427
21 or More Years	Litigation	33	\$483	\$590	\$662	\$650	\$560	\$548
	Non-Litigation	57	\$448	\$542	\$840	\$681	\$644	\$614

## Section III: Practice Area Analysis

### Environmental

By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
7 or More Years	Litigation	13	\$370	\$425	\$500	\$441	\$368	\$377

## Section III: Practice Area Analysis

### Environmental By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>51-200 Lawyers</b>	Litigation	Partner	16	\$350	\$415	\$535	\$444	\$464	\$456
	Non-Litigation	Partner	38	\$401	\$474	\$552	\$487	\$506	\$490
		Associate	14	\$294	\$325	\$383	\$361	\$360	\$304
<b>201-500 Lawyers</b>	Litigation	Partner	15	\$550	\$617	\$654	\$598	\$557	\$528
	Non-Litigation	Partner	13	\$530	\$701	\$743	\$695	\$645	\$614
<b>501-1,000 Lawyers</b>	Litigation	Partner	14	\$517	\$583	\$625	\$594	\$593	\$608
		Associate	22	\$400	\$530	\$670	\$525	\$394	\$406
	Non-Litigation	Partner	11	\$809	\$938	\$972	\$871	\$716	\$715
		Associate	12	\$426	\$575	\$642	\$546	\$481	\$473
<b>More Than 1,000 Lawyers</b>	Non-Litigation	Partner	14	\$678	\$948	\$1,440	\$1,085	\$1,002	\$944

## Section III: Practice Area Analysis

## Finance and Securities By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	50	\$751	\$871	\$1,045	\$897	\$789	\$839
	Associate	55	\$448	\$599	\$743	\$619	\$539	\$548
Baltimore MD	Partner	34	\$566	\$650	\$1,108	\$806	\$649	\$631
	Associate	13	\$360	\$482	\$680	\$526	\$453	\$492
Boston MA	Partner	59	\$735	\$1,016	\$1,340	\$1,062	\$1,076	\$964
	Associate	84	\$518	\$678	\$874	\$701	\$703	\$629
Charlotte NC	Partner	45	\$580	\$692	\$798	\$743	\$779	\$696
	Associate	40	\$355	\$440	\$640	\$529	\$532	\$465
Chicago IL	Partner	172	\$751	\$1,000	\$1,324	\$1,066	\$1,034	\$1,001
	Associate	152	\$523	\$630	\$851	\$682	\$677	\$598
Cincinnati OH	Associate	14	\$250	\$278	\$317	\$278	\$266	\$254
Cleveland OH	Partner	54	\$450	\$495	\$627	\$578	\$552	\$568
Dallas TX	Partner	46	\$572	\$925	\$1,072	\$897	\$925	\$847
	Associate	52	\$484	\$625	\$751	\$628	\$606	\$597
Denver CO	Partner	20	\$473	\$510	\$584	\$549	\$529	\$513



## Section III: Practice Area Analysis

## Finance and Securities By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Denver CO</b>	Associate	21	\$303	\$335	\$379	\$353	\$336	\$315
<b>Houston TX</b>	Partner	32	\$855	\$1,345	\$1,526	\$1,212	\$1,229	\$1,075
	Associate	40	\$530	\$691	\$836	\$669	\$663	\$614
<b>Kansas City MO</b>	Partner	28	\$500	\$570	\$665	\$589	\$520	\$469
	Associate	14	\$356	\$395	\$436	\$388	\$349	\$322
<b>Los Angeles CA</b>	Partner	148	\$795	\$1,166	\$1,372	\$1,109	\$1,096	\$1,072
	Associate	217	\$517	\$759	\$993	\$760	\$844	\$756
<b>Miami FL</b>	Partner	23	\$492	\$591	\$779	\$661	\$683	\$687
	Associate	16	\$385	\$467	\$604	\$524	\$428	\$457
<b>Minneapolis MN</b>	Partner	20	\$626	\$841	\$876	\$782	\$717	\$693
<b>New York NY</b>	Partner	629	\$973	\$1,330	\$1,650	\$1,302	\$1,264	\$1,182
	Associate	829	\$587	\$813	\$1,067	\$827	\$809	\$750
<b>Philadelphia PA</b>	Partner	75	\$700	\$875	\$989	\$891	\$876	\$823
	Associate	69	\$410	\$459	\$575	\$525	\$476	\$476
<b>Phoenix AZ</b>	Partner	26	\$384	\$425	\$480	\$459	\$468	\$472

## Section III: Practice Area Analysis

## Finance and Securities By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Phoenix AZ	Associate	12	\$184	\$215	\$271	\$250	\$254	\$239
Pittsburgh PA	Partner	48	\$491	\$668	\$872	\$695	\$757	\$657
	Associate	35	\$425	\$503	\$559	\$508	\$466	\$396
Portland OR	Associate	15	\$369	\$409	\$515	\$425	\$394	\$350
Richmond VA	Partner	28	\$766	\$878	\$1,029	\$907	\$797	\$780
San Diego CA	Partner	16	\$355	\$565	\$783	\$680	\$831	\$819
San Francisco CA	Partner	31	\$798	\$969	\$1,054	\$954	\$1,051	\$1,052
	Associate	29	\$580	\$702	\$890	\$723	\$722	\$697
San Jose CA	Partner	11	\$1,120	\$1,473	\$1,669	\$1,359	\$1,343	\$1,197
Seattle WA	Partner	32	\$480	\$518	\$668	\$580	\$591	\$561
	Associate	24	\$299	\$355	\$522	\$404	\$472	\$472
Washington DC	Partner	162	\$795	\$1,000	\$1,330	\$1,064	\$1,038	\$971
	Associate	86	\$510	\$670	\$905	\$715	\$703	\$646

## Section III: Practice Area Analysis

## Finance and Securities

By Matter Type and YOE

### 2022 — Real Rates for Partner

### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	52	\$471	\$574	\$780	\$672	\$626	\$564
	Non-Litigation	510	\$550	\$792	\$1,230	\$901	\$931	\$864
21 or More Years	Litigation	83	\$542	\$683	\$1,005	\$801	\$788	\$809
	Non-Litigation	851	\$675	\$995	\$1,450	\$1,057	\$1,058	\$987

## Section III: Practice Area Analysis

### Finance and Securities

By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 3 Years</b>	Non-Litigation	124	\$343	\$485	\$675	\$520	\$571	\$578
	Litigation	19	\$288	\$360	\$456	\$375	\$340	\$376
<b>3 to Fewer Than 7 Years</b>	Non-Litigation	232	\$361	\$526	\$800	\$601	\$608	\$518
	Litigation	28	\$304	\$515	\$730	\$548	\$511	\$491
<b>7 or More Years</b>	Non-Litigation	312	\$445	\$663	\$1,000	\$743	\$749	\$717

## Section III: Practice Area Analysis

## Finance and Securities By Firm Size and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>50 Lawyers or Fewer</b>	Non-Litigation	Partner	117	\$381	\$487	\$624	\$535	\$524	\$493
		Associate	68	\$275	\$340	\$432	\$378	\$370	\$339
<b>51-200 Lawyers</b>	Litigation	Partner	24	\$358	\$460	\$690	\$533	\$510	\$560
		Associate	12	\$257	\$363	\$577	\$412	\$407	\$391
	Non-Litigation	Partner	229	\$416	\$500	\$716	\$584	\$604	\$577
		Associate	146	\$271	\$380	\$479	\$412	\$404	\$377
<b>201-500 Lawyers</b>	Litigation	Partner	32	\$447	\$540	\$631	\$573	\$608	\$595
		Associate	50	\$276	\$302	\$392	\$348	\$347	\$361
	Non-Litigation	Partner	325	\$545	\$740	\$1,111	\$840	\$848	\$797
		Associate	290	\$369	\$535	\$721	\$569	\$551	\$540
<b>501-1,000 Lawyers</b>	Litigation	Partner	47	\$676	\$886	\$1,090	\$933	\$907	\$903
		Associate	50	\$485	\$547	\$636	\$590	\$523	\$495
	Non-Litigation	Partner	564	\$871	\$1,100	\$1,565	\$1,198	\$1,182	\$1,092
		Associate	662	\$565	\$733	\$965	\$783	\$787	\$712
<b>More Than 1,000 Lawyers</b>	Litigation	Partner	54	\$645	\$838	\$1,113	\$905	\$859	\$917
		Associate	41	\$438	\$577	\$828	\$655	\$572	\$556
	Non-Litigation	Partner	566	\$950	\$1,250	\$1,525	\$1,243	\$1,197	\$1,127

## Section III: Practice Area Analysis

### Finance and Securities By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Non-Litigation	Associate	633	\$595	\$820	\$1,053	\$827	\$812	\$746

## Section III: Practice Area Analysis

## General Liability - Litigation only

By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	16	\$238	\$300	\$550	\$427	\$407	\$426
	Associate	13	\$210	\$270	\$598	\$386	\$276	\$269
Baltimore MD	Partner	16	\$488	\$600	\$625	\$536	\$624	\$619
	Associate	24	\$400	\$448	\$513	\$445	\$484	\$445
Birmingham AL	Partner	12	\$400	\$480	\$564	\$457	\$360	\$345
Boston MA	Partner	14	\$185	\$225	\$331	\$345	\$381	\$374
	Associate	11	\$170	\$180	\$275	\$220	\$357	\$290
Charleston WV	Partner	11	\$200	\$268	\$310	\$261	\$265	\$268
Chicago IL	Partner	41	\$215	\$320	\$895	\$538	\$539	\$497
	Associate	31	\$225	\$235	\$353	\$373	\$409	\$296
Dallas TX	Partner	11	\$190	\$250	\$434	\$316	\$335	\$295
Indianapolis IN	Partner	14	\$220	\$250	\$472	\$365	\$318	\$348
Jackson MS	Partner	54	\$283	\$319	\$375	\$337	\$383	\$373
	Associate	34	\$225	\$240	\$251	\$240	\$245	\$250
Kansas City MO	Partner	14	\$304	\$398	\$549	\$406	\$432	\$478

## Section III: Practice Area Analysis

## General Liability - Litigation only

By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Kansas City MO	Associate	14	\$250	\$325	\$368	\$297	\$305	\$315
	Partner	40	\$410	\$835	\$995	\$744	\$604	\$515
Los Angeles CA	Associate	38	\$361	\$475	\$735	\$533	\$514	\$390
	Partner	15	\$162	\$165	\$278	\$249	\$257	\$267
Miami FL	Partner	14	\$339	\$340	\$675	\$449	\$371	\$355
Minneapolis MN	Partner	13	\$275	\$295	\$300	\$308	\$330	\$333
Nashville TN	Partner	31	\$285	\$315	\$335	\$311	\$301	\$308
	Associate	27	\$212	\$238	\$242	\$230	\$221	\$225
New Orleans LA	Partner	81	\$295	\$530	\$662	\$572	\$597	\$518
	Associate	80	\$175	\$300	\$400	\$332	\$384	\$367
New York NY	Partner	41	\$475	\$625	\$715	\$604	\$530	\$484
	Associate	53	\$412	\$430	\$565	\$444	\$414	\$381
Philadelphia PA	Partner	12	\$236	\$275	\$401	\$315	\$353	\$281
	Associate	11	\$183	\$215	\$247	\$240	\$210	\$179
Phoenix AZ	Associate	11	\$245	\$334	\$435	\$356	\$319	\$334



## Section III: Practice Area Analysis

## General Liability - Litigation only

By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Portland OR	Partner	11	\$288	\$305	\$333	\$318	\$291	\$276
San Francisco CA	Partner	14	\$284	\$430	\$525	\$484	\$458	\$400
	Associate	13	\$288	\$430	\$430	\$375	\$404	\$346
St. Louis MO	Partner	17	\$200	\$300	\$357	\$303	\$360	\$353
Washington DC	Partner	49	\$895	\$950	\$950	\$953	\$870	\$817
	Associate	37	\$486	\$670	\$695	\$575	\$558	\$559

## Section III: Practice Area Analysis

### General Liability - Litigation only

By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 21 Years</b>	Litigation	185	\$250	\$370	\$675	\$496	\$465	\$415
<b>21 or More Years</b>	Litigation	388	\$270	\$387	\$614	\$472	\$481	\$455

## Section III: Practice Area Analysis

### General Liability - Litigation only

By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Litigation	12	\$195	\$228	\$276	\$236	\$275	
3 to Fewer Than 7 Years	Litigation	74	\$240	\$333	\$435	\$374	\$359	\$320
7 or More Years	Litigation	133	\$250	\$375	\$470	\$393	\$394	\$350

## Section III: Practice Area Analysis

## General Liability - Litigation only

By Firm Size and Matter Type

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>50 Lawyers or Fewer</b>	Litigation	Partner	206	\$210	\$275	\$340	\$293	\$273	\$257
		Associate	131	\$165	\$210	\$250	\$223	\$213	\$201
<b>51-200 Lawyers</b>	Litigation	Partner	207	\$225	\$319	\$384	\$330	\$322	\$314
		Associate	156	\$200	\$225	\$263	\$236	\$227	\$222
<b>201-500 Lawyers</b>	Litigation	Associate	93	\$280	\$330	\$400	\$344	\$328	\$312
<b>501-1,000 Lawyers</b>	Litigation	Partner	107	\$575	\$700	\$950	\$752	\$710	\$651
		Associate	99	\$392	\$464	\$599	\$492	\$489	\$432
<b>More Than 1,000 Lawyers</b>	Litigation	Partner	85	\$715	\$895	\$1,060	\$912	\$890	\$834
		Associate	97	\$430	\$525	\$616	\$547	\$577	\$577

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Albany NY	Partner	13	\$150	\$150	\$195	\$168	\$181	\$182
	Associate	127	\$165	\$187	\$240	\$208	\$195	\$202
Atlanta GA	Partner	112	\$180	\$190	\$235	\$244	\$227	\$256
	Associate	127	\$165	\$187	\$240	\$208	\$195	\$202
Baltimore MD	Partner	40	\$175	\$184	\$195	\$213	\$210	\$262
	Associate	49	\$150	\$160	\$180	\$180	\$180	\$183
Baton Rouge LA	Partner	13	\$170	\$171	\$243	\$192	\$182	\$174
Birmingham AL	Partner	38	\$154	\$180	\$194	\$328	\$297	\$222
	Associate	26	\$155	\$155	\$190	\$177	\$170	\$168
Boston MA	Partner	48	\$180	\$213	\$220	\$262	\$235	\$235
	Associate	34	\$155	\$175	\$185	\$234	\$264	\$230
Buffalo NY	Partner	71	\$160	\$175	\$200	\$181	\$177	\$182
	Associate	62	\$140	\$147	\$160	\$150	\$151	\$148
Charleston SC	Partner	15	\$170	\$175	\$200	\$191	\$199	\$197
	Associate	16	\$145	\$165	\$165	\$156	\$153	\$148
Charleston WV	Partner	53	\$169	\$175	\$191	\$196	\$195	\$194

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Charleston WV	Associate	17	\$150	\$160	\$165	\$164	\$182	\$190
	Partner	22	\$180	\$185	\$195	\$202	\$218	\$187
Charlotte NC	Associate	13	\$158	\$168	\$205	\$199	\$191	\$162
	Partner	191	\$180	\$215	\$276	\$262	\$270	\$265
Chicago IL	Associate	159	\$159	\$178	\$220	\$202	\$203	\$224
	Partner	20	\$155	\$165	\$180	\$182	\$181	\$180
Cincinnati OH	Associate	15	\$140	\$155	\$205	\$170	\$170	\$160
	Partner	40	\$174	\$180	\$184	\$186	\$186	\$182
Cleveland OH	Associate	34	\$160	\$160	\$160	\$161	\$165	\$159
	Partner	46	\$180	\$180	\$190	\$183	\$182	\$172
Columbia SC	Associate	41	\$160	\$165	\$170	\$163	\$163	\$156
	Partner	19	\$170	\$173	\$177	\$178	\$170	\$175
Columbus OH	Associate	11	\$146	\$155	\$162	\$166	\$151	\$150
	Partner	60	\$182	\$225	\$275	\$265	\$246	\$242
Dallas TX	Associate	44	\$165	\$193	\$220	\$216	\$192	\$189

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Denver CO	Partner	42	\$161	\$180	\$226	\$198	\$190	\$185
	Associate	46	\$140	\$150	\$170	\$160	\$163	\$162
Des Moines IA	Partner	13	\$169	\$190	\$200	\$183	\$179	\$176
Detroit MI	Partner	123	\$160	\$173	\$175	\$182	\$194	\$175
	Associate	116	\$153	\$162	\$162	\$159	\$164	\$154
Greenville SC	Associate	15	\$140	\$165	\$165	\$167	\$160	\$160
Harrisburg PA	Partner	21	\$162	\$167	\$200	\$178	\$179	\$176
Hartford CT	Partner	19	\$190	\$223	\$460	\$331	\$326	\$272
	Associate	14	\$174	\$181	\$211	\$214	\$210	\$211
Honolulu HI	Partner	11	\$152	\$195	\$219	\$186	\$190	\$180
Houston TX	Partner	52	\$193	\$225	\$270	\$307	\$323	\$298
	Associate	38	\$180	\$200	\$225	\$232	\$232	\$238
Indianapolis IN	Partner	27	\$155	\$176	\$185	\$175	\$164	\$176
Jackson MS	Partner	19	\$135	\$155	\$200	\$178	\$194	\$194
Jacksonville FL	Partner	17	\$180	\$180	\$183	\$181	\$181	\$178

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Kansas City MO	Partner	49	\$185	\$232	\$278	\$249	\$238	\$198
	Associate	44	\$170	\$185	\$204	\$190	\$179	\$184
Las Vegas NV	Partner	33	\$185	\$215	\$230	\$209	\$204	\$206
Lexington KY	Partner	14	\$160	\$161	\$164	\$162	\$164	\$165
	Associate	27	\$140	\$140	\$143	\$142	\$140	\$138
Little Rock AR	Partner	14	\$165	\$190	\$205	\$316	\$321	\$230
Los Angeles CA	Partner	306	\$225	\$240	\$266	\$291	\$306	\$332
	Associate	225	\$185	\$200	\$225	\$227	\$224	\$219
Louisville KY	Partner	15	\$133	\$154	\$167	\$176	\$162	\$153
Miami FL	Partner	98	\$180	\$185	\$220	\$228	\$239	\$232
	Associate	69	\$168	\$174	\$199	\$196	\$178	\$165
Milwaukee WI	Partner	27	\$175	\$185	\$185	\$191	\$192	\$192
Minneapolis MN	Partner	70	\$175	\$180	\$224	\$208	\$205	\$211
	Associate	40	\$160	\$165	\$185	\$171	\$175	\$183
Morgantown WV	Partner	12	\$160	\$169	\$181	\$171	\$168	\$167



## Section III: Practice Area Analysis

### Insurance Defense - Litigation only By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Nashville TN	Partner	22	\$165	\$175	\$185	\$188	\$183	\$170
	Associate	15	\$146	\$150	\$169	\$165	\$144	\$132
New Orleans LA	Partner	45	\$175	\$195	\$225	\$256	\$197	\$242
	Associate	18	\$149	\$171	\$177	\$169	\$147	\$157
New York NY	Partner	299	\$175	\$200	\$230	\$265	\$261	\$259
	Associate	256	\$159	\$175	\$200	\$244	\$242	\$210
Oklahoma City OK	Partner	14	\$150	\$155	\$225	\$196	\$275	\$210
Orlando FL	Partner	33	\$166	\$180	\$180	\$186	\$178	\$168
	Associate	25	\$150	\$155	\$170	\$159	\$161	\$152
Philadelphia PA	Partner	219	\$175	\$185	\$215	\$207	\$225	\$230
	Associate	201	\$160	\$170	\$196	\$192	\$191	\$189
Phoenix AZ	Partner	74	\$175	\$190	\$220	\$215	\$237	\$211
	Associate	54	\$175	\$191	\$210	\$198	\$194	\$188
Pittsburgh PA	Partner	60	\$170	\$175	\$175	\$176	\$170	\$172
	Associate	53	\$155	\$160	\$160	\$160	\$158	\$158

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Portland OR	Partner	28	\$190	\$230	\$255	\$245	\$243	\$238
	Associate	25	\$171	\$187	\$200	\$196	\$198	\$191
Providence RI	Partner	15	\$174	\$175	\$223	\$203	\$196	\$193
Raleigh NC	Partner	15	\$183	\$190	\$195	\$196	\$200	\$226
	Associate	14	\$140	\$158	\$165	\$176	\$191	\$179
Richmond VA	Partner	34	\$178	\$195	\$200	\$330	\$317	\$311
	Associate	20	\$166	\$175	\$200	\$180	\$181	\$178
Salt Lake City UT	Partner	27	\$171	\$199	\$249	\$223	\$205	\$214
San Diego CA	Partner	52	\$215	\$253	\$346	\$438	\$454	\$449
San Francisco CA	Partner	165	\$217	\$250	\$280	\$305	\$314	\$344
	Associate	65	\$180	\$195	\$240	\$226	\$237	\$210
Seattle WA	Partner	55	\$197	\$250	\$375	\$344	\$339	\$306
	Associate	28	\$177	\$190	\$240	\$213	\$208	\$208
Springfield IL	Partner	12	\$165	\$166	\$166	\$165	\$165	\$171
St. Louis MO	Partner	39	\$166	\$180	\$210	\$202	\$186	\$196

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only

By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Tampa FL	Partner	36	\$176	\$184	\$220	\$202	\$201	\$202
	Associate	38	\$180	\$205	\$235	\$205	\$198	\$181
Tulsa OK	Partner	15	\$150	\$150	\$225	\$195	\$190	\$193
	Associate	19	\$225	\$235	\$242	\$229	\$218	\$212
Washington DC	Partner	62	\$250	\$510	\$883	\$633	\$598	\$599
	Associate	36	\$351	\$565	\$832	\$573	\$528	\$511

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only

By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 21 Years</b>	Litigation	773	\$175	\$187	\$225	\$221	\$217	\$219
<b>21 or More Years</b>	Litigation	1,599	\$170	\$190	\$230	\$224	\$219	\$217

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only

By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Litigation	124	\$160	\$175	\$200	\$192	\$179	\$194
3 to Fewer Than 7 Years	Litigation	330	\$160	\$180	\$215	\$226	\$216	\$207
7 or More Years	Litigation	503	\$155	\$175	\$200	\$208	\$207	\$203

## Section III: Practice Area Analysis

### Insurance Defense - Litigation only

By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>50 Lawyers or Fewer</b>	Litigation	Partner	1,480	\$165	\$180	\$215	\$217	\$210	\$209
		Associate	1,072	\$145	\$161	\$185	\$172	\$170	\$165
<b>51-200 Lawyers</b>	Litigation	Partner	870	\$175	\$190	\$224	\$213	\$216	\$207
		Associate	668	\$160	\$170	\$188	\$178	\$181	\$175
<b>201-500 Lawyers</b>	Litigation	Partner	435	\$225	\$245	\$280	\$310	\$325	\$308
		Associate	274	\$185	\$200	\$240	\$240	\$231	\$224
<b>501-1,000 Lawyers</b>	Litigation	Partner	106	\$230	\$275	\$475	\$410	\$423	\$476
		Associate	100	\$200	\$270	\$514	\$376	\$340	\$357
<b>More Than 1,000 Lawyers</b>	Litigation	Partner	36	\$800	\$1,038	\$1,233	\$1,012	\$967	\$903
		Associate	62	\$489	\$624	\$863	\$654	\$615	\$607

## Section III: Practice Area Analysis

### Intellectual Property: Other By City

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
New York NY	Partner	13	\$575	\$700	\$875	\$734	\$729	\$885

## Section III: Practice Area Analysis

### Intellectual Property: Other By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Non-Litigation	12	\$300	\$559	\$724	\$600	\$583	\$571
	Litigation	11	\$587	\$625	\$702	\$672	\$751	\$774
21 or More Years	Non-Litigation	29	\$510	\$700	\$875	\$711	\$699	\$713



## Section III: Practice Area Analysis

### Intellectual Property: Other By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
50 Lawyers or Fewer	Non-Litigation	Partner	12	\$299	\$368	\$507	\$420	\$448	\$499
201-500 Lawyers	Non-Litigation	Partner	16	\$416	\$524	\$587	\$538	\$510	\$501
More Than 1,000 Lawyers	Non-Litigation	Partner	15	\$824	\$965	\$1,105	\$968	\$926	\$967
		Associate	14	\$453	\$595	\$650	\$585	\$562	\$497

## Section III: Practice Area Analysis

## Intellectual Property: Patents By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Atlanta GA	Partner	15	\$621	\$692	\$782	\$699	\$618	\$587
	Associate	16	\$451	\$502	\$608	\$520	\$494	\$457
Austin TX	Partner	21	\$535	\$743	\$858	\$680	\$660	\$598
	Associate	24	\$401	\$569	\$683	\$530	\$506	\$516
Boston MA	Partner	31	\$550	\$693	\$836	\$675	\$682	\$654
	Associate	14	\$351	\$483	\$747	\$527	\$480	\$487
Chicago IL	Partner	30	\$447	\$573	\$849	\$693	\$629	\$644
	Associate	22	\$395	\$495	\$595	\$504	\$499	\$474
Cleveland OH	Associate	22	\$150	\$200	\$211	\$239	\$240	\$264
Dallas TX	Partner	11	\$728	\$924	\$995	\$886	\$748	\$685
	Associate	13	\$608	\$690	\$758	\$667	\$568	\$574
Houston TX	Partner	23	\$325	\$492	\$876	\$632	\$564	\$566
	Associate	45	\$200	\$245	\$335	\$297	\$257	\$237
Los Angeles CA	Partner	28	\$708	\$950	\$1,100	\$943	\$873	\$852
	Associate	83	\$575	\$765	\$890	\$736	\$698	\$660

## Section III: Practice Area Analysis

## Intellectual Property: Patents By City

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>New York NY</b>	Partner	45	\$618	\$895	\$1,089	\$866	\$817	\$772
	Associate	57	\$519	\$625	\$859	\$662	\$601	\$561
<b>Philadelphia PA</b>	Partner	31	\$603	\$746	\$840	\$758	\$670	\$686
	Associate	26	\$391	\$423	\$475	\$432	\$384	\$392
<b>Salt Lake City UT</b>	Partner	12	\$350	\$371	\$413	\$381	\$285	\$334
<b>San Francisco CA</b>	Partner	28	\$767	\$1,085	\$1,307	\$1,038	\$939	\$904
	Associate	27	\$464	\$690	\$897	\$684	\$637	\$634
<b>San Jose CA</b>	Partner	14	\$527	\$784	\$1,079	\$791	\$752	\$748
	Associate	14	\$451	\$632	\$832	\$704	\$610	\$418
<b>Washington DC</b>	Partner	103	\$589	\$900	\$1,035	\$853	\$806	\$738
	Associate	91	\$386	\$695	\$823	\$648	\$545	\$528

## Section III: Practice Area Analysis

### Intellectual Property: Patents

By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Fewer Than 21 Years</b>	Litigation	91	\$694	\$893	\$996	\$856	\$746	\$710
	Non-Litigation	91	\$408	\$525	\$755	\$603	\$526	\$521
<b>21 or More Years</b>	Litigation	109	\$623	\$895	\$1,105	\$878	\$847	\$817
	Non-Litigation	111	\$422	\$623	\$871	\$692	\$619	\$582

## Section III: Practice Area Analysis

### Intellectual Property: Patents

By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Non-Litigation	18	\$326	\$403	\$512	\$427	\$341	
	Litigation	51	\$485	\$670	\$852	\$652	\$545	\$503
3 to Fewer Than 7 Years	Non-Litigation	27	\$386	\$690	\$874	\$651	\$490	\$388
	Litigation	56	\$555	\$695	\$886	\$706	\$628	\$575
7 or More Years	Litigation							

## Section III: Practice Area Analysis

### Intellectual Property: Patents By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>50 Lawyers or Fewer</b>	Litigation	Partner	34	\$409	\$539	\$629	\$562	\$551	\$556
		Associate	14	\$311	\$499	\$625	\$488	\$410	\$390
	Non-Litigation	Partner	40	\$295	\$335	\$395	\$365	\$391	\$384
		Associate	56	\$202	\$248	\$312	\$282	\$301	\$305
<b>51-200 Lawyers</b>	Litigation	Partner	28	\$612	\$745	\$838	\$766	\$629	\$596
		Associate	18	\$298	\$453	\$730	\$511	\$426	\$394
	Non-Litigation	Partner	65	\$434	\$520	\$620	\$549	\$520	\$523
		Associate	26	\$312	\$367	\$445	\$387	\$335	\$336
<b>201-500 Lawyers</b>	Litigation	Partner	39	\$608	\$764	\$989	\$802	\$766	\$705
		Associate	29	\$425	\$505	\$664	\$561	\$475	\$436
	Non-Litigation	Partner	50	\$427	\$542	\$723	\$588	\$603	\$588
		Associate	35	\$331	\$391	\$465	\$410	\$415	\$398
<b>501-1,000 Lawyers</b>	Litigation	Partner	88	\$760	\$950	\$1,155	\$988	\$905	\$884
		Associate	108	\$532	\$695	\$886	\$708	\$648	\$644
	Non-Litigation	Partner	48	\$763	\$862	\$1,057	\$937	\$870	\$807
		Associate	80	\$420	\$581	\$698	\$592	\$563	\$546

## Section III: Practice Area Analysis

### Intellectual Property: Patents By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
More Than 1,000 Lawyers	Litigation	Partner	63	\$873	\$946	\$1,073	\$985	\$973	\$922
		Associate	83	\$555	\$742	\$796	\$707	\$668	\$612
	Non-Litigation	Partner	28	\$772	\$1,095	\$1,197	\$982	\$875	\$884
		Associate	48	\$589	\$803	\$899	\$723	\$657	\$613

## Section III: Practice Area Analysis

### Intellectual Property: Trademarks By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Chicago IL</b>	Partner	22	\$420	\$723	\$808	\$638	\$609	\$653
<b>New York NY</b>	Partner	15	\$458	\$593	\$941	\$678	\$659	\$637
	Associate	13	\$300	\$395	\$635	\$458	\$408	\$401
<b>Washington DC</b>	Partner	22	\$520	\$660	\$936	\$711	\$702	\$715
	Associate	17	\$390	\$542	\$695	\$532	\$542	\$475



## Section III: Practice Area Analysis

### Intellectual Property: Trademarks

By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Non-Litigation	21	\$454	\$489	\$734	\$598	\$595	\$586
	Litigation	12	\$693	\$886	\$1,035	\$848	\$708	\$639
21 or More Years	Non-Litigation	54	\$500	\$589	\$699	\$614	\$627	\$643

## Section III: Practice Area Analysis

### Intellectual Property: Trademarks

By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
3 to Fewer Than 7 Years	Non-Litigation	13	\$357	\$383	\$410	\$402	\$353	\$360

## Section III: Practice Area Analysis

### Intellectual Property: Trademarks

By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>50 Lawyers or Fewer</b>	Non-Litigation	Partner	25	\$383	\$420	\$495	\$448	\$468	\$511
		Associate	17	\$260	\$300	\$319	\$293	\$294	\$312
<b>201-500 Lawyers</b>	Non-Litigation	Partner	24	\$500	\$589	\$660	\$582	\$606	\$585
		Associate	22	\$346	\$400	\$435	\$395	\$377	\$374
<b>501-1,000 Lawyers</b>	Non-Litigation	Partner	22	\$523	\$702	\$928	\$692	\$701	\$693
		Associate	12	\$394	\$574	\$670	\$536	\$505	\$485
<b>More Than 1,000 Lawyers</b>	Non-Litigation	Partner	23	\$698	\$820	\$1,014	\$850	\$836	\$818
		Associate	17	\$410	\$492	\$700	\$546	\$529	\$480

## Section III: Practice Area Analysis

### Real Estate By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Atlanta GA</b>	Partner	41	\$301	\$408	\$545	\$452	\$388	\$379
	Associate	38	\$250	\$300	\$413	\$329	\$317	\$290
<b>Baltimore MD</b>	Partner	24	\$300	\$315	\$395	\$338	\$331	\$382
	Associate	20	\$275	\$285	\$300	\$282	\$263	\$340
<b>Birmingham AL</b>	Partner	18	\$293	\$301	\$335	\$321	\$318	\$319
	Associate	14	\$220	\$250	\$285	\$254	\$255	\$268
<b>Boston MA</b>	Partner	36	\$250	\$396	\$529	\$453	\$449	\$366
	Associate	41	\$225	\$260	\$435	\$342	\$316	\$269
<b>Bridgeport CT</b>	Partner	15	\$265	\$400	\$600	\$433	\$427	\$401
<b>Charlotte NC</b>	Associate	12	\$225	\$238	\$260	\$252	\$246	\$258
<b>Chicago IL</b>	Partner	58	\$272	\$384	\$716	\$518	\$548	\$456
	Associate	52	\$249	\$396	\$557	\$410	\$392	\$341
<b>Cincinnati OH</b>	Partner	12	\$429	\$467	\$575	\$493	\$445	\$416
	Associate	22	\$286	\$307	\$339	\$308	\$306	\$277
<b>Cleveland OH</b>	Partner	32	\$250	\$403	\$500	\$391	\$403	\$386

## Section III: Practice Area Analysis

### Real Estate By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Cleveland OH</b>	Associate	23	\$180	\$250	\$299	\$255	\$241	\$237
<b>Dallas TX</b>	Partner	32	\$373	\$488	\$525	\$471	\$462	\$371
	Associate	30	\$210	\$295	\$300	\$292	\$284	\$285
<b>Denver CO</b>	Partner	31	\$360	\$498	\$644	\$519	\$504	\$453
	Associate	24	\$270	\$275	\$398	\$342	\$289	\$271
<b>Hartford CT</b>	Partner	12	\$273	\$365	\$730	\$503	\$436	\$381
<b>Honolulu HI</b>	Partner	13	\$245	\$276	\$300	\$280	\$305	\$276
<b>Houston TX</b>	Associate	22	\$269	\$324	\$350	\$311	\$330	\$329
<b>Indianapolis IN</b>	Partner	17	\$253	\$400	\$405	\$373	\$379	\$375
	Associate	16	\$237	\$260	\$260	\$258	\$257	\$238
<b>Jacksonville FL</b>	Partner	11	\$299	\$313	\$348	\$390	\$443	\$379
<b>Kansas City MO</b>	Partner	23	\$344	\$385	\$483	\$439	\$337	\$327
	Associate	24	\$240	\$250	\$315	\$281	\$239	\$232
<b>Los Angeles CA</b>	Partner	106	\$342	\$400	\$722	\$510	\$510	\$487
	Associate	112	\$298	\$395	\$592	\$438	\$409	\$358

## Section III: Practice Area Analysis

### Real Estate

By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Miami FL	Partner	69	\$300	\$488	\$695	\$505	\$453	\$396
	Associate	59	\$221	\$290	\$461	\$344	\$331	\$286
Minneapolis MN	Partner	14	\$250	\$260	\$400	\$364	\$326	\$257
New York NY	Partner	155	\$350	\$480	\$714	\$586	\$559	\$545
	Associate	134	\$290	\$325	\$548	\$445	\$413	\$363
Orlando FL	Partner	12	\$313	\$400	\$400	\$403	\$396	\$394
	Associate	13	\$220	\$248	\$260	\$258	\$280	\$255
Philadelphia PA	Partner	70	\$347	\$447	\$712	\$522	\$475	\$450
	Associate	58	\$325	\$435	\$550	\$425	\$370	\$328
Phoenix AZ	Partner	24	\$300	\$330	\$375	\$364	\$297	\$306
Pittsburgh PA	Partner	16	\$295	\$380	\$425	\$361	\$360	\$294
	Associate	11	\$175	\$186	\$320	\$256	\$214	\$212
Portland ME	Partner	15	\$250	\$385	\$410	\$337	\$381	\$253
San Diego CA	Partner	30	\$250	\$306	\$489	\$457	\$439	\$400
	Associate	16	\$225	\$225	\$255	\$260	\$266	\$255

## Section III: Practice Area Analysis

### Real Estate

By City

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>San Francisco CA</b>	Partner	42	\$338	\$390	\$675	\$524	\$496	\$486
	Associate	21	\$265	\$586	\$948	\$613	\$534	\$435
<b>Seattle WA</b>	Partner	26	\$331	\$472	\$695	\$535	\$536	\$489
	Associate	14	\$270	\$319	\$530	\$387	\$361	\$368
<b>St. Louis MO</b>	Partner	24	\$350	\$353	\$399	\$390	\$366	\$375
<b>Tampa FL</b>	Partner	25	\$310	\$345	\$540	\$417	\$436	\$367
	Associate	11	\$280	\$288	\$297	\$287	\$277	\$278
<b>Washington DC</b>	Partner	41	\$391	\$540	\$795	\$625	\$575	\$460
	Associate	17	\$233	\$275	\$488	\$387	\$452	\$385

## Section III: Practice Area Analysis

### Real Estate

By Matter Type and YOE

#### 2022 — Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 21 Years	Litigation	102	\$307	\$400	\$525	\$429	\$423	\$387
	Non-Litigation	246	\$275	\$330	\$430	\$393	\$385	\$384
21 or More Years	Litigation	218	\$295	\$375	\$601	\$461	\$496	\$381
	Non-Litigation	578	\$295	\$388	\$578	\$484	\$450	\$429



## Section III: Practice Area Analysis

### Real Estate

By Matter Type and YOE

#### 2022 — Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2022	2021	2020
Fewer Than 3 Years	Litigation	11	\$255	\$293	\$330	\$295	\$280	
	Non-Litigation	44	\$245	\$325	\$467	\$361	\$301	\$430
3 to Fewer Than 7 Years	Litigation	28	\$202	\$273	\$348	\$299	\$315	\$250
7 or More Years	Litigation	51	\$249	\$295	\$427	\$336	\$314	\$283
	Non-Litigation	193	\$227	\$285	\$468	\$354	\$327	\$305

## Section III: Practice Area Analysis

### Real Estate

By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020	
<b>50 Lawyers or Fewer</b>	Litigation	Partner	137	\$252	\$310	\$400	\$347	\$312	\$302	
		Associate	95	\$206	\$250	\$315	\$262	\$246	\$228	
	Non-Litigation	Partner	376	\$250	\$300	\$386	\$328	\$315	\$312	
		Associate	260	\$200	\$225	\$275	\$240	\$229	\$235	
	<b>51-200 Lawyers</b>	Litigation	Partner	113	\$295	\$400	\$545	\$431	\$439	\$344
			Associate	66	\$196	\$315	\$425	\$324	\$298	\$238
Non-Litigation		Partner	231	\$295	\$353	\$480	\$397	\$405	\$377	
		Associate	140	\$225	\$260	\$321	\$285	\$269	\$265	
<b>201-500 Lawyers</b>		Litigation	Partner	83	\$341	\$430	\$601	\$493	\$467	\$441
			Associate	66	\$280	\$299	\$350	\$337	\$331	\$311
	Non-Litigation	Partner	208	\$325	\$400	\$505	\$458	\$436	\$434	
		Associate	193	\$253	\$288	\$326	\$321	\$308	\$305	
	<b>501-1,000 Lawyers</b>	Non-Litigation	Partner	99	\$525	\$648	\$785	\$681	\$635	\$640

## Section III: Practice Area Analysis

### Real Estate

By Firm Size and Matter Type

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
501-1,000 Lawyers	Non-Litigation	Associate	108	\$340	\$475	\$585	\$497	\$448	\$421
		Partner	66	\$726	\$875	\$1,108	\$986	\$877	\$837
More Than 1,000 Lawyers	Non-Litigation	Associate	83	\$470	\$595	\$641	\$623	\$600	\$541

# Section IV: In-Depth Analysis for Select US Cities

All data and analysis based on  
data collected thru Q2 2022

## Section IV: In-Depth Analysis for Select US Cities

### Boston MA

By Practice Area and Firm Size

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Commercial</b>	More Than 1,000 Lawyers	Associate	14	\$695	\$818	\$977	\$831	\$787	\$767
<b>Corporate: Other</b>	51-200 Lawyers	Associate	16	\$301	\$450	\$586	\$447	\$455	\$455
	More Than 1,000 Lawyers	Partner	15	\$818	\$902	\$1,033	\$961	\$1,035	\$831
<b>Finance and Securities: Investments and Other Financial Instruments</b>	501-1,000 Lawyers	Partner	15	\$1,016	\$1,230	\$1,506	\$1,226	\$1,134	\$998
		Associate	13	\$526	\$645	\$698	\$680	\$654	\$635
	More Than 1,000 Lawyers	Partner	13	\$1,118	\$1,300	\$1,498	\$1,313	\$1,189	\$1,085
		Associate	32	\$650	\$775	\$1,000	\$817	\$799	\$725
<b>Insurance Defense: Other</b>	51-200 Lawyers	Partner	14	\$220	\$278	\$400	\$470	\$484	\$521
<b>Insurance Defense: Property Damage</b>	51-200 Lawyers	Partner	12	\$219	\$220	\$325	\$266	\$270	\$251
<b>Intellectual Property: Patents</b>	201-500 Lawyers	Partner	13	\$550	\$737	\$861	\$709	\$725	\$687

## Section IV: In-Depth Analysis for Select US Cities

### Chicago IL

By Practice Area and Firm Size

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Commercial</b>	201-500 Lawyers	Partner	20	\$453	\$706	\$1,025	\$766	\$707	\$692
	501-1,000 Lawyers	Partner	24	\$703	\$772	\$978	\$839	\$771	\$736
		Associate	30	\$330	\$462	\$578	\$497	\$458	\$470
	More Than 1,000 Lawyers	Partner	42	\$904	\$1,096	\$1,390	\$1,141	\$1,028	\$1,082
		Associate	36	\$585	\$705	\$871	\$721	\$689	\$698
	<b>Corporate: Mergers, Acquisitions and Divestitures</b>	More Than 1,000 Lawyers	Partner	12	\$1,157	\$1,306	\$1,522	\$1,307	\$942
Associate			18	\$601	\$782	\$955	\$790	\$553	\$748
<b>Corporate: Other</b>	201-500 Lawyers	Partner	54	\$712	\$902	\$1,023	\$884	\$847	\$833
		Associate	77	\$487	\$573	\$732	\$592	\$545	\$567
	501-1,000 Lawyers	Partner	22	\$765	\$970	\$1,135	\$979	\$890	\$785
		Associate	13	\$503	\$535	\$669	\$606	\$525	\$525
	More Than 1,000 Lawyers	Partner	103	\$760	\$925	\$1,280	\$1,035	\$1,021	\$983
		Associate	87	\$520	\$648	\$728	\$648	\$589	\$602
<b>Corporate: Regulatory and Compliance</b>	201-500 Lawyers	Partner	15	\$584	\$835	\$953	\$792	\$747	\$771
	More Than 1,000 Lawyers	Partner	30	\$823	\$1,027	\$1,124	\$999	\$884	\$898
		Associate	26	\$404	\$651	\$758	\$616	\$648	\$657
<b>Corporate: Tax</b>	More Than 1,000 Lawyers	Partner	30	\$920	\$1,030	\$1,225	\$1,050	\$1,036	\$1,021

## Section IV: In-Depth Analysis for Select US Cities

### Chicago IL

By Practice Area and Firm Size

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Tax</b>	More Than 1,000 Lawyers	Associate	13	\$601	\$692	\$856	\$708	\$716	\$644
<b>Employment and Labor: Compensation and Benefits</b>	More Than 1,000 Lawyers	Partner	11	\$733	\$870	\$1,213	\$988	\$1,012	\$813
<b>Employment and Labor: Discrimination, Retaliation and Harassment / EEO</b>	501-1,000 Lawyers	Associate	12	\$310	\$333	\$384	\$344	\$379	\$338
<b>Employment and Labor: Other</b>	201-500 Lawyers	Partner	12	\$376	\$520	\$971	\$662	\$596	\$665
	501-1,000 Lawyers	Partner	29	\$475	\$561	\$725	\$596	\$555	\$553
		Associate	24	\$339	\$387	\$465	\$422	\$372	\$391
	More Than 1,000 Lawyers	Partner	20	\$627	\$720	\$953	\$866	\$892	\$808
		Associate	20	\$413	\$530	\$617	\$552	\$594	\$555
<b>Finance and Securities: Investments and Other Financial Instruments</b>	501-1,000 Lawyers	Associate	16	\$548	\$592	\$740	\$636	\$598	\$548
<b>Finance and Securities: Loans and Financing</b>	201-500 Lawyers	Associate	11	\$512	\$560	\$627	\$574	\$553	\$459
	501-1,000 Lawyers	Partner	14	\$825	\$945	\$1,079	\$977	\$963	\$916
		Associate	11	\$552	\$600	\$762	\$666	\$678	\$599
	More Than 1,000 Lawyers	Partner	73	\$1,173	\$1,295	\$1,544	\$1,348	\$1,273	\$1,220
		Associate	69	\$715	\$851	\$995	\$854	\$819	\$730
<b>Insurance Defense: Other</b>	50 Lawyers or Fewer	Partner	42	\$245	\$300	\$335	\$291	\$282	\$268
	51-200 Lawyers	Partner	14	\$193	\$195	\$228	\$209	\$229	\$231
<b>Insurance Defense: Property Damage</b>	50 Lawyers or Fewer	Partner	38	\$265	\$290	\$327	\$284	\$274	\$269

## Section IV: In-Depth Analysis for Select US Cities

### Chicago IL

By Practice Area and Firm Size

#### 2022 — Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Insurance Defense: Property Damage</b>	50 Lawyers or Fewer	Associate	32	\$215	\$248	\$268	\$229	\$205	\$215
<b>Intellectual Property: Patents</b>	51-200 Lawyers	Partner	14	\$428	\$493	\$548	\$480	\$485	\$473



## Section IV: In-Depth Analysis for Select US Cities

**Los Angeles CA**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020	
<b>Commercial</b>	501-1,000 Lawyers	Partner	22	\$729	\$866	\$992	\$889	\$801	\$777	
		Associate	34	\$619	\$740	\$842	\$727	\$648	\$568	
	More Than 1,000 Lawyers	Partner	32	\$881	\$1,058	\$1,199	\$1,054	\$1,073	\$1,110	
		Associate	49	\$611	\$845	\$1,030	\$828	\$796	\$787	
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	More Than 1,000 Lawyers	Associate	22	\$486	\$486	\$643	\$587	\$588	\$540	
<b>Corporate: Other</b>	50 Lawyers or Fewer	Partner	13	\$396	\$428	\$574	\$478	\$424	\$442	
	51-200 Lawyers	Partner	25	\$525	\$645	\$743	\$676	\$711	\$728	
	201-500 Lawyers	Partner	29	\$582	\$747	\$912	\$757	\$731	\$715	
		Associate	24	\$412	\$500	\$660	\$538	\$489	\$474	
	501-1,000 Lawyers	Partner	35	\$659	\$830	\$1,139	\$929	\$870	\$870	
		Associate	35	\$550	\$743	\$856	\$729	\$676	\$652	
	More Than 1,000 Lawyers	Partner	74	\$965	\$1,220	\$1,370	\$1,183	\$1,120	\$1,051	
		Associate	91	\$615	\$745	\$944	\$781	\$783	\$745	
	<b>Corporate: Regulatory and Compliance</b>	501-1,000 Lawyers	Partner	13	\$795	\$910	\$1,103	\$965	\$881	\$875
			Associate	15	\$468	\$550	\$715	\$600	\$608	\$634
More Than 1,000 Lawyers		Partner	28	\$877	\$1,080	\$1,224	\$1,083	\$993	\$1,003	
		Associate	41	\$610	\$775	\$945	\$763	\$719	\$732	

## Section IV: In-Depth Analysis for Select US Cities

**Los Angeles CA**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Employment and Labor: Other</b>	501-1,000 Lawyers	Partner	33	\$567	\$677	\$870	\$748	\$653	\$612
		Associate	32	\$325	\$380	\$525	\$459	\$479	\$471
	More Than 1,000 Lawyers	Partner	25	\$705	\$935	\$1,068	\$928	\$838	\$827
		Associate	12	\$398	\$426	\$537	\$501	\$561	\$608
<b>Finance and Securities: Investments and Other Financial Instruments</b>	501-1,000 Lawyers	Partner	13	\$676	\$950	\$1,037	\$999	\$842	\$798
	More Than 1,000 Lawyers	Partner	40	\$1,210	\$1,309	\$1,434	\$1,332	\$1,283	\$1,236
		Associate	76	\$845	\$1,017	\$1,135	\$992	\$958	\$882
<b>Finance and Securities: Loans and Financing</b>	50 Lawyers or Fewer	Associate	15	\$265	\$285	\$434	\$344	\$394	\$367
	201-500 Lawyers	Associate	11	\$500	\$540	\$638	\$563	\$417	\$344
	501-1,000 Lawyers	Associate	13	\$550	\$645	\$930	\$689	\$683	\$614
<b>Insurance Defense: Auto and Transportation</b>	50 Lawyers or Fewer	Partner	22	\$250	\$250	\$265	\$280	\$238	\$239
<b>Insurance Defense: Other</b>	50 Lawyers or Fewer	Partner	30	\$249	\$252	\$265	\$274	\$317	\$431
		Associate	46	\$215	\$225	\$235	\$220	\$211	\$204
	51-200 Lawyers	Partner	17	\$230	\$250	\$265	\$283	\$247	\$266
		Associate	20	\$170	\$170	\$200	\$190	\$195	\$196
<b>Intellectual Property: Patents</b>	More Than 1,000 Lawyers	Partner	11	\$982	\$1,046	\$1,209	\$1,128	\$1,077	\$1,025
		Associate	38	\$670	\$765	\$891	\$771	\$722	\$638

## Section IV: In-Depth Analysis for Select US Cities

**New York NY**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Bankruptcy and Collections</b>	50 Lawyers or Fewer	Partner	11	\$333	\$390	\$450	\$411	\$402	\$394
	201-500 Lawyers	Partner	15	\$414	\$604	\$668	\$589	\$555	\$519
		Associate	15	\$300	\$334	\$412	\$365	\$350	\$338
<b>Commercial</b>	50 Lawyers or Fewer	Partner	17	\$330	\$458	\$535	\$486	\$449	\$515
	201-500 Lawyers	Partner	28	\$525	\$609	\$790	\$680	\$773	\$764
		Associate	21	\$378	\$428	\$486	\$438	\$494	\$522
	501-1,000 Lawyers	Partner	72	\$993	\$1,414	\$1,725	\$1,347	\$1,240	\$1,320
		Associate	96	\$565	\$870	\$1,086	\$819	\$613	\$760
	More Than 1,000 Lawyers	Partner	45	\$1,149	\$1,331	\$1,558	\$1,346	\$1,266	\$1,209
Associate		39	\$646	\$826	\$1,023	\$827	\$799	\$777	
<b>Corporate: Antitrust and Competition</b>	501-1,000 Lawyers	Associate	37	\$597	\$721	\$968	\$783	\$791	\$727
<b>Corporate: Governance</b>	501-1,000 Lawyers	Partner	37	\$1,457	\$1,560	\$1,731	\$1,560	\$1,482	\$1,380
		Associate	53	\$623	\$868	\$1,046	\$840	\$749	\$725
	More Than 1,000 Lawyers	Associate	12	\$564	\$640	\$787	\$686	\$650	\$654
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	501-1,000 Lawyers	Partner	52	\$1,410	\$1,650	\$1,698	\$1,556	\$1,393	\$1,309
		Associate	116	\$723	\$955	\$1,160	\$929	\$799	\$736
	More Than 1,000 Lawyers	Partner	43	\$1,350	\$1,650	\$1,757	\$1,521	\$1,499	\$1,290

## Section IV: In-Depth Analysis for Select US Cities

**New York NY**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	More Than 1,000 Lawyers	Associate	80	\$649	\$917	\$1,130	\$899	\$926	\$834
<b>Corporate: Other</b>	50 Lawyers or Fewer	Partner	40	\$368	\$515	\$611	\$490	\$528	\$499
		Associate	29	\$235	\$350	\$375	\$317	\$360	\$344
	51-200 Lawyers	Partner	36	\$450	\$583	\$705	\$617	\$642	\$597
	201-500 Lawyers	Partner	64	\$560	\$894	\$1,147	\$919	\$795	\$853
		Associate	52	\$355	\$522	\$694	\$574	\$498	\$517
	501-1,000 Lawyers	Partner	183	\$1,271	\$1,515	\$1,744	\$1,436	\$1,286	\$1,230
		Associate	226	\$701	\$855	\$1,100	\$875	\$776	\$727
	More Than 1,000 Lawyers	Partner	140	\$1,210	\$1,550	\$1,720	\$1,454	\$1,302	\$1,252
		Associate	198	\$667	\$875	\$1,105	\$882	\$837	\$808
	<b>Corporate: Partnerships and Joint Ventures</b>	501-1,000 Lawyers	Partner	41	\$1,341	\$1,564	\$1,760	\$1,516	\$1,267
Associate			71	\$713	\$970	\$1,182	\$927	\$821	\$788
<b>Corporate: Regulatory and Compliance</b>	51-200 Lawyers	Partner	11	\$474	\$604	\$720	\$593	\$558	\$660
		Associate	15	\$454	\$640	\$684	\$678	\$443	\$464
	201-500 Lawyers	Partner	19	\$638	\$694	\$880	\$777	\$712	\$812
		Associate	15	\$396	\$513	\$638	\$616	\$483	\$426
	501-1,000 Lawyers	Partner	48	\$928	\$1,335	\$1,560	\$1,294	\$1,204	\$1,185

## Section IV: In-Depth Analysis for Select US Cities

**New York NY**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Regulatory and Compliance</b>	501-1,000 Lawyers	Associate	59	\$500	\$747	\$926	\$768	\$784	\$721
	More Than 1,000 Lawyers	Partner	28	\$884	\$1,170	\$1,386	\$1,165	\$1,064	\$1,034
		Associate	36	\$570	\$725	\$760	\$701	\$704	\$681
<b>Corporate: Tax</b>	501-1,000 Lawyers	Partner	16	\$927	\$1,225	\$1,568	\$1,235	\$1,106	\$1,146
	More Than 1,000 Lawyers	Partner	30	\$1,000	\$1,210	\$1,553	\$1,243	\$1,220	\$1,179
		Associate	28	\$690	\$879	\$1,003	\$945	\$857	\$797
<b>Employment and Labor: Discrimination, Retaliation and Harassment / EEO</b>	More Than 1,000 Lawyers	Associate	11	\$385	\$390	\$487	\$430	\$444	\$416
<b>Employment and Labor: Other</b>	201-500 Lawyers	Partner	33	\$450	\$493	\$689	\$621	\$585	\$651
	501-1,000 Lawyers	Partner	81	\$472	\$573	\$891	\$751	\$688	\$663
		Associate	54	\$325	\$440	\$635	\$538	\$542	\$469
	More Than 1,000 Lawyers	Partner	23	\$700	\$918	\$1,090	\$975	\$920	\$951
		Associate	28	\$450	\$498	\$685	\$629	\$531	\$634
<b>Environmental</b>	51-200 Lawyers	Partner	12	\$348	\$455	\$519	\$443	\$450	\$444
<b>Finance and Securities: Debt/Equity Offerings</b>	501-1,000 Lawyers	Partner	31	\$1,269	\$1,650	\$1,734	\$1,448	\$1,220	\$1,159
		Associate	30	\$713	\$955	\$1,178	\$927	\$685	\$674
	More Than 1,000 Lawyers	Partner	15	\$1,067	\$1,332	\$1,810	\$1,368	\$883	\$1,072
		Associate	29	\$438	\$621	\$1,108	\$754	\$597	\$662

## Section IV: In-Depth Analysis for Select US Cities

**New York NY**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Finance and Securities: Investments and Other Financial Instruments</b>	51-200 Lawyers	Partner	13	\$650	\$749	\$894	\$799	\$844	\$848
		Associate	20	\$500	\$614	\$736	\$620	\$558	\$582
	201-500 Lawyers	Partner	36	\$1,109	\$1,111	\$1,111	\$1,090	\$1,034	\$963
		Associate	127	\$1,070	\$1,405	\$1,766	\$1,413	\$1,396	\$1,282
	501-1,000 Lawyers	Partner	127	\$1,070	\$1,405	\$1,766	\$1,413	\$1,396	\$1,282
		Associate	227	\$685	\$835	\$1,095	\$881	\$894	\$793
	More Than 1,000 Lawyers	Partner	73	\$950	\$1,229	\$1,605	\$1,269	\$1,266	\$1,155
		Associate	68	\$531	\$782	\$972	\$769	\$748	\$679
	<b>Finance and Securities: Loans and Financing</b>	50 Lawyers or Fewer	Partner	14	\$627	\$806	\$890	\$798	\$686
Associate			58	\$1,200	\$1,475	\$1,620	\$1,342	\$1,309	\$1,222
201-500 Lawyers		Partner	58	\$1,200	\$1,475	\$1,620	\$1,342	\$1,309	\$1,222
		Associate	90	\$633	\$760	\$950	\$748	\$745	\$750
501-1,000 Lawyers		Partner	83	\$1,170	\$1,520	\$1,759	\$1,462	\$1,362	\$1,277
		Associate	104	\$735	\$955	\$1,119	\$917	\$864	\$776
More Than 1,000 Lawyers		Partner	100	\$1,268	\$1,479	\$1,675	\$1,441	\$1,398	\$1,352
		Associate	129	\$750	\$940	\$1,108	\$934	\$922	\$873
<b>Finance and Securities: SEC Filings and Financial Reporting</b>		501-1,000 Lawyers	Partner	15	\$1,692	\$1,737	\$1,786	\$1,648	\$1,491
<b>Finance and Securities: Securities and Banking Regulations</b>	201-500 Lawyers	Partner	15	\$1,078	\$1,365	\$1,505	\$1,245	\$999	\$1,184
		Associate	17	\$323	\$531	\$650	\$556	\$492	\$626

## Section IV: In-Depth Analysis for Select US Cities

**New York NY**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Finance and Securities: Securities and Banking Regulations</b>	501-1,000 Lawyers	Partner	14	\$1,125	\$1,330	\$1,397	\$1,270	\$1,286	\$1,201
<b>Insurance Defense: Auto and Transportation</b>	51-200 Lawyers	Partner	15	\$178	\$185	\$220	\$195	\$187	\$176
		Associate	11	\$160	\$165	\$180	\$169	\$163	\$154
<b>Insurance Defense: Other</b>	50 Lawyers or Fewer	Partner	30	\$217	\$250	\$285	\$277	\$273	\$262
		Associate	22	\$185	\$195	\$230	\$235	\$214	\$183
	51-200 Lawyers	Partner	38	\$198	\$225	\$281	\$249	\$244	\$247
		Associate	25	\$175	\$180	\$209	\$197	\$202	\$182
	201-500 Lawyers	Partner	22	\$208	\$240	\$356	\$330	\$268	\$295
		Associate	13	\$195	\$270	\$526	\$370	\$294	\$299
<b>Insurance Defense: Personal Injury/Wrongful Death</b>	50 Lawyers or Fewer	Associate	36	\$157	\$160	\$169	\$160	\$160	\$152
<b>Insurance Defense: Property Damage</b>	50 Lawyers or Fewer	Partner	30	\$175	\$195	\$213	\$206	\$203	\$180
		Associate	21	\$150	\$160	\$165	\$168	\$163	\$149
	51-200 Lawyers	Partner	34	\$190	\$210	\$315	\$252	\$270	\$255
<b>Intellectual Property: Patents</b>	501-1,000 Lawyers	Partner	16	\$912	\$952	\$1,165	\$988	\$930	\$962
		Associate	22	\$523	\$599	\$877	\$661	\$588	\$601
	More Than 1,000 Lawyers	Partner	15	\$895	\$1,046	\$1,210	\$1,045	\$1,066	\$997
		Associate	20	\$739	\$820	\$915	\$801	\$743	\$686

# Section IV: In-Depth Analysis for Select US Cities

**New York NY**  
By Practice Area and Firm Size

## 2022 — Real Rates for Associate and Partner

## Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
Miscellaneous: General Advice & Counsel	More Than 1,000 Lawyers	Partner	11	\$1,550	\$1,695	\$1,875	\$1,684	\$1,585	\$1,427
Real Estate: Other	501-1,000 Lawyers	Associate	14	\$503	\$614	\$713	\$643	\$623	\$655



## Section IV: In-Depth Analysis for Select US Cities

**Philadelphia PA**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Bankruptcy and Collections</b>	201-500 Lawyers	Partner	18	\$495	\$564	\$650	\$568	\$524	\$541
		Associate	17	\$300	\$375	\$485	\$393	\$311	\$304
<b>Commercial</b>	51-200 Lawyers	Partner	22	\$675	\$960	\$1,096	\$867	\$678	\$628
		Associate	16	\$373	\$425	\$486	\$446	\$390	\$347
	201-500 Lawyers	Partner	39	\$625	\$732	\$826	\$740	\$627	\$619
		Associate	48	\$407	\$437	\$503	\$447	\$357	\$348
	501-1,000 Lawyers	Partner	24	\$564	\$728	\$891	\$789	\$742	\$752
	More Than 1,000 Lawyers	Partner	13	\$864	\$945	\$1,285	\$1,049	\$919	\$921
		Associate	19	\$485	\$624	\$829	\$683	\$638	\$586
	<b>Corporate: Other</b>	51-200 Lawyers	Partner	31	\$588	\$732	\$918	\$736	\$779
Associate			31	\$389	\$425	\$500	\$439	\$429	\$410
201-500 Lawyers		Partner	27	\$560	\$650	\$860	\$710	\$642	\$669
		Associate	30	\$396	\$428	\$455	\$431	\$374	\$342
501-1,000 Lawyers		Partner	26	\$652	\$719	\$935	\$777	\$794	\$803
		Associate	19	\$409	\$488	\$535	\$466	\$433	\$476
More Than 1,000 Lawyers		Partner	50	\$818	\$895	\$1,033	\$962	\$925	\$908
		Associate	49	\$444	\$530	\$568	\$553	\$530	\$523

## Section IV: In-Depth Analysis for Select US Cities

**Philadelphia PA**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Regulatory and Compliance</b>	501-1,000 Lawyers	Associate	11	\$325	\$468	\$781	\$605	\$427	\$452
	More Than 1,000 Lawyers	Partner	19	\$688	\$830	\$891	\$804	\$847	\$783
<b>Employment and Labor: Other</b>	501-1,000 Lawyers	Partner	19	\$525	\$585	\$640	\$594	\$598	\$603
<b>Insurance Defense: Auto and Transportation</b>	50 Lawyers or Fewer	Partner	39	\$178	\$185	\$200	\$186	\$181	\$182
		Associate	40	\$170	\$170	\$200	\$178	\$169	\$158
<b>Insurance Defense: Other</b>	50 Lawyers or Fewer	Partner	52	\$185	\$200	\$224	\$204	\$196	\$182
		Associate	50	\$170	\$175	\$200	\$180	\$169	\$162
	51-200 Lawyers	Partner	21	\$175	\$180	\$200	\$192	\$200	\$233
		Associate	15	\$160	\$163	\$186	\$170	\$161	\$166
	201-500 Lawyers	Partner	33	\$185	\$210	\$240	\$219	\$223	\$224
		Associate	16	\$183	\$195	\$200	\$191	\$187	\$197
<b>Insurance Defense: Property Damage</b>	50 Lawyers or Fewer	Partner	33	\$180	\$194	\$200	\$194	\$191	\$191
		Associate	34	\$171	\$180	\$187	\$178	\$172	\$174
	51-200 Lawyers	Partner	11	\$180	\$199	\$210	\$210	\$222	\$231
		Associate	11	\$173	\$180	\$220	\$198	\$199	\$181
<b>Intellectual Property: Patents</b>	201-500 Lawyers	Associate	13	\$365	\$420	\$450	\$423	\$352	\$322
	501-1,000 Lawyers	Partner	12	\$660	\$760	\$825	\$785	\$660	\$730

## Section IV: In-Depth Analysis for Select US Cities

**San Francisco CA**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Commercial</b>	51-200 Lawyers	Partner	11	\$420	\$500	\$720	\$602	\$562	\$633
	501-1,000 Lawyers	Partner	18	\$694	\$945	\$1,050	\$936	\$873	\$922
		Associate	14	\$356	\$480	\$738	\$561	\$518	\$403
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	More Than 1,000 Lawyers	Partner	14	\$868	\$868	\$1,007	\$931	\$933	\$955
<b>Corporate: Other</b>	501-1,000 Lawyers	Partner	21	\$795	\$961	\$1,125	\$994	\$894	\$871
		Associate	12	\$662	\$829	\$1,014	\$808	\$716	\$592
	More Than 1,000 Lawyers	Partner	12	\$958	\$1,080	\$1,194	\$1,102	\$1,039	\$926
<b>Corporate: Regulatory and Compliance</b>	501-1,000 Lawyers	Partner	16	\$693	\$760	\$974	\$849	\$783	\$863
<b>Employment and Labor: Other</b>	501-1,000 Lawyers	Partner	18	\$486	\$585	\$636	\$594	\$608	\$560
	More Than 1,000 Lawyers	Partner	11	\$790	\$833	\$914	\$847	\$809	\$890
<b>Finance and Securities: Investments and Other Financial Instruments</b>	501-1,000 Lawyers	Associate	13	\$620	\$780	\$890	\$755	\$745	\$753
<b>Insurance Defense: Other</b>	50 Lawyers or Fewer	Partner	26	\$205	\$250	\$265	\$245	\$236	\$248
	201-500 Lawyers	Partner	41	\$255	\$280	\$285	\$331	\$356	\$397
<b>Intellectual Property: Patents</b>	501-1,000 Lawyers	Partner	11	\$978	\$1,266	\$1,383	\$1,177	\$1,040	\$1,075

## Section IV: In-Depth Analysis for Select US Cities

**Washington DC**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Commercial</b>	201-500 Lawyers	Partner	39	\$749	\$820	\$1,026	\$882	\$778	\$717
		Associate	39	\$463	\$545	\$693	\$576	\$521	\$476
	501-1,000 Lawyers	Partner	50	\$712	\$850	\$1,150	\$972	\$873	\$911
	More Than 1,000 Lawyers	Partner	39	\$955	\$1,065	\$1,375	\$1,156	\$1,016	\$997
		Associate	27	\$634	\$837	\$1,046	\$842	\$698	\$643
	<b>Corporate: Mergers, Acquisitions and Divestitures</b>	201-500 Lawyers	Partner	11	\$611	\$751	\$988	\$803	\$780
More Than 1,000 Lawyers		Partner	22	\$1,061	\$1,286	\$1,369	\$1,224	\$1,142	\$1,010
		Associate	27	\$655	\$785	\$835	\$776	\$756	\$632
<b>Corporate: Other</b>	50 Lawyers or Fewer	Partner	25	\$495	\$618	\$761	\$606	\$585	\$583
		Associate	16	\$350	\$417	\$697	\$497	\$461	\$537
	51-200 Lawyers	Partner	29	\$752	\$826	\$884	\$821	\$839	\$798
	201-500 Lawyers	Partner	78	\$740	\$868	\$1,008	\$888	\$806	\$751
		Associate	64	\$453	\$562	\$680	\$577	\$550	\$478
	501-1,000 Lawyers	Partner	136	\$925	\$950	\$999	\$975	\$941	\$910
		Associate	182	\$670	\$695	\$695	\$668	\$650	\$581
	More Than 1,000 Lawyers	Partner	142	\$885	\$1,082	\$1,274	\$1,101	\$1,024	\$976
		Associate	117	\$536	\$703	\$915	\$751	\$702	\$641

## Section IV: In-Depth Analysis for Select US Cities

**Washington DC**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020	
<b>Corporate: Regulatory and Compliance</b>	51-200 Lawyers	Partner	30	\$589	\$835	\$931	\$780	\$808	\$831	
		Associate	30	\$395	\$455	\$590	\$489	\$501	\$505	
	201-500 Lawyers	Partner	44	\$706	\$797	\$907	\$812	\$752	\$714	
		Associate	41	\$476	\$553	\$672	\$573	\$541	\$498	
	501-1,000 Lawyers	Partner	128	\$856	\$950	\$1,112	\$979	\$975	\$933	
		Associate	143	\$561	\$646	\$717	\$659	\$621	\$595	
	More Than 1,000 Lawyers	Partner	76	\$935	\$1,108	\$1,274	\$1,101	\$1,014	\$991	
		Associate	79	\$503	\$647	\$824	\$669	\$651	\$615	
	<b>Corporate: Tax</b>	More Than 1,000 Lawyers	Partner	32	\$1,040	\$1,187	\$1,437	\$1,221	\$1,198	\$1,069
			Associate	38	\$529	\$780	\$1,036	\$825	\$739	\$715
<b>Employment and Labor: Other</b>	201-500 Lawyers	Partner	14	\$544	\$735	\$763	\$693	\$712	\$639	
	501-1,000 Lawyers	Partner	24	\$498	\$662	\$1,065	\$814	\$800	\$739	
		Associate	13	\$414	\$435	\$629	\$500	\$464	\$463	
	More Than 1,000 Lawyers	Partner	29	\$616	\$783	\$845	\$796	\$715	\$811	
		Associate	13	\$480	\$538	\$615	\$583	\$467	\$536	
	<b>Finance and Securities: Investments and Other Financial Instruments</b>	501-1,000 Lawyers	Partner	28	\$986	\$1,148	\$1,371	\$1,187	\$1,051	\$1,054
More Than 1,000 Lawyers		Partner	23	\$982	\$1,178	\$1,375	\$1,184	\$1,200	\$1,036	

## Section IV: In-Depth Analysis for Select US Cities

**Washington DC**  
By Practice Area and Firm Size

### 2022 — Real Rates for Associate and Partner

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Finance and Securities: Loans and Financing</b>	201-500 Lawyers	Partner	12	\$726	\$1,125	\$1,295	\$1,013	\$854	\$854
		Associate	14	\$400	\$512	\$650	\$582	\$528	\$498
<b>Intellectual Property: Patents</b>	201-500 Lawyers	Partner	18	\$904	\$989	\$1,032	\$931	\$901	\$730
	501-1,000 Lawyers	Partner	36	\$872	\$950	\$1,121	\$1,002	\$986	\$917
		Associate	37	\$689	\$740	\$1,003	\$776	\$690	\$649
	More Than 1,000 Lawyers	Partner	14	\$898	\$988	\$1,279	\$1,081	\$1,006	\$890
Associate		20	\$697	\$775	\$841	\$757	\$658	\$614	
<b>Miscellaneous: General Advice &amp; Counsel</b>	More Than 1,000 Lawyers	Partner	12	\$1,321	\$1,400	\$1,496	\$1,394	\$1,260	\$1,162

# Section V: International Analysis

All data and analysis based on  
data collected thru Q2 2022

**Section IV: International Analysis****Countries****2022 — Real Rates for Partners, Associates, and Paralegals**

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Argentina</b>	Partner	22	\$52	\$58	\$240	\$135	\$122	\$160
	Associate	28	\$50	\$222	\$280	\$213	\$151	\$155
<b>Australia</b>	Partner	133	\$491	\$561	\$649	\$570	\$550	\$495
	Associate	192	\$261	\$322	\$423	\$347	\$348	\$319
	Paralegal	42	\$176	\$204	\$260	\$220	\$196	\$215
<b>Austria</b>	Partner	11	\$420	\$499	\$994	\$684	\$612	\$508
	Associate	19	\$425	\$444	\$834	\$598	\$555	\$517
<b>Belgium</b>	Partner	44	\$389	\$560	\$848	\$635	\$688	\$605
	Associate	78	\$231	\$339	\$582	\$446	\$393	\$391
	Paralegal	15	\$185	\$265	\$419	\$297	\$312	\$276
<b>Bermuda</b>	Partner	22	\$740	\$843	\$905	\$823	\$816	\$797
<b>Brazil</b>	Partner	70	\$295	\$350	\$500	\$396	\$419	\$429
	Associate	109	\$121	\$200	\$330	\$225	\$237	\$243



**Section IV: International Analysis****Countries****2022 — Real Rates for Partners, Associates, and Paralegals**

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Brazil</b>	Paralegal	36	\$49	\$75	\$75	\$81	\$99	\$107
<b>Canada</b>	Partner	501	\$450	\$593	\$800	\$629	\$603	\$594
	Associate	222	\$325	\$465	\$595	\$483	\$458	\$417
	Paralegal	241	\$145	\$230	\$300	\$232	\$222	\$215
<b>Cayman Islands</b>	Partner	20	\$1,100	\$1,240	\$1,297	\$1,184	\$1,039	\$990
<b>China</b>	Partner	111	\$523	\$658	\$857	\$703	\$697	\$699
	Associate	219	\$260	\$380	\$525	\$417	\$406	\$416
	Paralegal	63	\$240	\$265	\$353	\$282	\$271	\$294
<b>Czech Republic</b>	Partner	12	\$252	\$368	\$456	\$371	\$329	\$344
	Associate	24	\$253	\$268	\$352	\$300	\$253	\$245
<b>Denmark</b>	Associate	21	\$186	\$270	\$344	\$268	\$292	\$322
<b>Finland</b>	Partner	17	\$426	\$507	\$553	\$509	\$521	\$478
	Associate	19	\$249	\$269	\$395	\$324	\$322	\$321

**Section IV: International Analysis****Countries****2022 — Real Rates for Partners, Associates, and Paralegals**

<b>Country</b>	<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>Finland</b>	Paralegal	12	\$165	\$172	\$186	\$170	\$161	\$124
<b>France</b>	Partner	126	\$473	\$574	\$719	\$604	\$609	\$567
	Associate	217	\$313	\$379	\$520	\$427	\$422	\$377
	Paralegal	36	\$159	\$220	\$305	\$220	\$225	\$214
<b>Germany</b>	Partner	248	\$365	\$517	\$712	\$569	\$549	\$522
	Associate	310	\$323	\$376	\$444	\$416	\$409	\$411
	Paralegal	60	\$201	\$225	\$261	\$241	\$215	\$210
<b>Greece</b>	Associate	13	\$122	\$159	\$220	\$169	\$176	\$204
<b>Hong Kong</b>	Partner	62	\$670	\$853	\$961	\$835	\$859	\$873
	Associate	88	\$260	\$377	\$587	\$420	\$537	\$409
	Paralegal	43	\$229	\$302	\$382	\$325	\$316	\$306
<b>Hungary</b>	Associate	11	\$172	\$175	\$185	\$220	\$233	\$165
<b>India</b>	Partner	12	\$300	\$395	\$471	\$385	\$367	\$359

**Section IV: International Analysis****Countries****2022 — Real Rates for Partners, Associates, and Paralegals**

<b>Country</b>	<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>India</b>	Associate	21	\$176	\$200	\$249	\$213	\$197	\$202
<b>Indonesia</b>	Associate	15	\$125	\$210	\$293	\$217	\$262	\$262
<b>Ireland</b>	Partner	45	\$490	\$590	\$669	\$608	\$576	\$534
	Associate	71	\$311	\$393	\$431	\$385	\$397	\$365
	Paralegal	24	\$161	\$197	\$240	\$210	\$225	\$206
<b>Israel</b>	Partner	28	\$385	\$500	\$534	\$448	\$403	\$372
	Associate	30	\$228	\$275	\$300	\$266	\$249	\$262
<b>Italy</b>	Partner	36	\$383	\$531	\$598	\$555	\$577	\$515
	Associate	115	\$228	\$290	\$413	\$343	\$366	\$320
	Paralegal	17	\$122	\$159	\$222	\$179	\$161	\$143
<b>Japan</b>	Partner	59	\$318	\$440	\$561	\$483	\$511	\$538
	Associate	55	\$244	\$289	\$440	\$349	\$389	\$392
	Paralegal	35	\$88	\$131	\$177	\$147	\$159	\$160

**Section IV: International Analysis****Countries****2022 — Real Rates for Partners, Associates, and Paralegals**

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Korea, Republic of</b>	Partner	106	\$513	\$605	\$678	\$613	\$592	\$617
	Associate	98	\$270	\$324	\$400	\$335	\$308	\$298
	Paralegal	19	\$163	\$182	\$236	\$200	\$219	\$203
<b>Luxembourg</b>	Partner	27	\$630	\$662	\$735	\$671	\$641	\$685
	Associate	56	\$302	\$394	\$456	\$392	\$411	\$436
<b>Mexico</b>	Partner	26	\$356	\$446	\$514	\$469	\$417	\$448
	Associate	30	\$262	\$329	\$389	\$335	\$327	\$307
	Paralegal	13	\$102	\$120	\$139	\$123	\$145	\$132
<b>Netherlands</b>	Partner	81	\$400	\$489	\$669	\$545	\$597	\$537
	Associate	185	\$270	\$349	\$442	\$370	\$397	\$357
<b>New Zealand</b>	Partner	19	\$475	\$514	\$558	\$510	\$500	\$462
	Associate	22	\$237	\$331	\$433	\$364	\$308	\$327
<b>Norway</b>	Partner	20	\$370	\$411	\$551	\$500	\$527	\$487

**Section IV: International Analysis****Countries****2022 — Real Rates for Partners, Associates, and Paralegals**

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Norway</b>	Associate	18	\$201	\$248	\$299	\$265	\$244	\$263
<b>Philippines</b>	Associate	13	\$194	\$241	\$307	\$229	\$181	\$209
<b>Poland</b>	Partner	22	\$185	\$265	\$354	\$291	\$297	\$239
	Associate	68	\$147	\$182	\$209	\$193	\$196	\$191
<b>Portugal</b>	Associate	18	\$136	\$143	\$172	\$166	\$200	\$205
<b>Russian Federation</b>	Partner	28	\$401	\$675	\$783	\$639	\$670	\$656
	Associate	53	\$296	\$350	\$503	\$425	\$358	\$365
	Paralegal	25	\$150	\$150	\$230	\$202	\$174	\$176
<b>Singapore</b>	Partner	46	\$506	\$665	\$899	\$722	\$630	\$704
	Associate	86	\$358	\$465	\$669	\$500	\$470	\$481
	Paralegal	16	\$252	\$286	\$376	\$305	\$298	\$276
<b>South Africa</b>	Partner	33	\$247	\$350	\$422	\$387	\$307	\$299
	Associate	29	\$122	\$180	\$216	\$194	\$192	\$160

**Section IV: International Analysis****Countries****2022 — Real Rates for Partners, Associates, and Paralegals**

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Spain</b>	Partner	32	\$480	\$657	\$714	\$592	\$607	\$561
	Associate	96	\$285	\$402	\$523	\$423	\$413	\$397
<b>Sweden</b>	Associate	17	\$297	\$365	\$399	\$345	\$349	\$335
<b>Switzerland</b>	Partner	31	\$426	\$490	\$591	\$547	\$545	\$522
	Associate	37	\$318	\$363	\$455	\$404	\$386	\$362
<b>Taiwan</b>	Partner	18	\$269	\$354	\$413	\$357	\$437	\$408
	Associate	38	\$180	\$230	\$265	\$247	\$231	\$222
<b>Thailand</b>	Partner	19	\$456	\$677	\$771	\$614	\$602	\$599
	Associate	11	\$219	\$325	\$440	\$334	\$317	\$365
	Paralegal	17	\$220	\$265	\$303	\$276	\$240	\$248
<b>Turkey</b>	Partner	14	\$207	\$221	\$433	\$340	\$469	\$406
	Associate	46	\$196	\$205	\$313	\$259	\$251	\$224
<b>United Arab Emirates</b>	Partner	24	\$550	\$684	\$758	\$668	\$695	\$720

**Section IV: International Analysis****Countries****2022 — Real Rates for Partners, Associates, and Paralegals**

Country	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>United Arab Emirates</b>	Associate	31	\$387	\$504	\$634	\$494	\$451	\$467
	Paralegal	14	\$220	\$289	\$361	\$292	\$274	\$272
<b>United Kingdom</b>	Partner	535	\$629	\$802	\$1,027	\$877	\$850	\$787
	Associate	902	\$400	\$523	\$705	\$573	\$551	\$514
	Paralegal	290	\$170	\$220	\$280	\$238	\$231	\$195
<b>United States</b>	Partner	10,592	\$430	\$653	\$969	\$749	\$738	\$705
	Associate	9,930	\$329	\$485	\$703	\$546	\$541	\$503
	Paralegal	4,215	\$150	\$225	\$325	\$247	\$244	\$232

**Section IV: International Analysis****Australia**

By Role

**2022 — Real Rates for Partners, Associates, and Paralegals**

<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>Partner</b>	133	\$491	\$561	\$649	\$570	\$550	\$495
<b>Associate</b>	192	\$261	\$322	\$423	\$347	\$348	\$319
<b>Paralegal</b>	42	\$176	\$204	\$260	\$220	\$196	\$215



**Section IV: International Analysis****Australia**

By Practice Area and Matter Type

**2022 — Real Rates for Partners, Associates, and Paralegals**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Other</b>	Litigation	Partner	15	\$619	\$662	\$665	\$672	\$605	\$543
		Associate	16	\$285	\$375	\$440	\$379	\$349	\$292
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	17	\$479	\$545	\$582	\$549	\$546	\$489
		Associate	28	\$267	\$272	\$335	\$308	\$331	\$305
<b>Employment and Labor: Other</b>	Non-Litigation	Associate	13	\$225	\$269	\$304	\$275	\$276	\$293
<b>Intellectual Property: Trademarks</b>	Non-Litigation	Associate	15	\$280	\$323	\$425	\$359	\$311	\$286

**Section IV: International Analysis****Australia**

By Industry Group and Matter Type

**2022 — Real Rates for Partners and Associates**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Financials Excluding Insurance</b>	Non-Litigation	Partner	40	\$551	\$610	\$664	\$628	\$633	\$608
		Associate	56	\$276	\$370	\$480	\$381	\$369	\$341
<b>Technology and Telecommunications</b>	Non-Litigation	Partner	38	\$377	\$535	\$573	\$487	\$458	\$451
		Associate	47	\$232	\$270	\$333	\$297	\$304	\$291

**Section IV: International Analysis****Australia**

By Firm Size

**2022 — Real Rates for Partners and Associates**

<b>Firm Size</b>	<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>50 Lawyers or Fewer</b>	Associate	11	\$265	\$333	\$398	\$330	\$262	\$285
	Partner	18	\$457	\$542	\$583	\$545	\$471	\$371
<b>51-200 Lawyers</b>	Associate	22	\$256	\$288	\$325	\$308	\$256	\$267
	Partner	20	\$559	\$613	\$652	\$615	\$607	\$572
<b>201-500 Lawyers</b>	Associate	30	\$276	\$334	\$445	\$356	\$330	\$336
	Partner	40	\$560	\$643	\$756	\$670	\$683	\$611
<b>More Than 1,000 Lawyers</b>	Associate	63	\$294	\$400	\$514	\$408	\$430	\$391

**Section IV: International Analysis****Canada**

By Role

**2022 — Real Rates for Partners, Associates, and Paralegals**

<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>Partner</b>	501	\$450	\$593	\$800	\$629	\$603	\$594
<b>Associate</b>	222	\$325	\$465	\$595	\$483	\$458	\$417
<b>Paralegal</b>	241	\$145	\$230	\$300	\$232	\$222	\$215

**Section IV: International Analysis****Canada**

By Practice Area and Matter Type

**2022 — Real Rates for Partners, Associates, and Paralegals**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Commercial</b>	Litigation	Partner	116	\$399	\$521	\$635	\$529	\$542	\$533
	Non-Litigation	Partner	104	\$582	\$761	\$900	\$752	\$715	\$675
		Associate	42	\$476	\$545	\$744	\$606	\$556	\$504
		Paralegal	41	\$251	\$300	\$353	\$307	\$281	\$267
<b>Corporate: Other</b>	Litigation	Partner	24	\$533	\$646	\$775	\$634	\$594	\$589
	Non-Litigation	Partner	108	\$599	\$793	\$902	\$761	\$692	\$680
		Associate	37	\$441	\$540	\$717	\$594	\$524	\$476
		Paralegal	36	\$170	\$263	\$323	\$256	\$241	\$238
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	25	\$617	\$716	\$821	\$735	\$682	\$632
		Associate	12	\$537	\$567	\$601	\$579	\$566	\$433
<b>Employment and Labor: Other</b>	Litigation	Partner	12	\$415	\$526	\$552	\$507	\$591	\$568
	Non-Litigation	Partner	16	\$411	\$450	\$531	\$482	\$535	\$582
<b>Finance and Securities: Investments and Other Financial Instruments</b>	Non-Litigation	Partner	57	\$620	\$785	\$885	\$770	\$782	\$757
		Paralegal	24	\$250	\$330	\$365	\$318	\$299	\$294
<b>Finance and Securities: Loans and Financing</b>	Non-Litigation	Partner	14	\$646	\$815	\$986	\$836	\$638	\$644
<b>Intellectual Property: Patents</b>	Non-Litigation	Partner	11	\$335	\$560	\$614	\$526	\$501	\$445

**Section IV: International Analysis****Canada**

By Industry Group and Matter Type

**2022 — Real Rates for Partners and Associates**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Financials Excluding Insurance</b>	Litigation	Partner	212	\$375	\$495	\$593	\$508	\$516	\$508
	Non-Litigation	Partner	217	\$605	\$785	\$901	\$769	\$732	\$712
		Associate	73	\$475	\$590	\$747	\$621	\$576	\$532
<b>Industrials</b>	Non-Litigation	Partner	16	\$461	\$549	\$788	\$670	\$674	\$605
<b>Technology and Telecommunications</b>	Litigation	Partner	12	\$627	\$746	\$896	\$762	\$646	\$581
	Non-Litigation	Partner	31	\$426	\$534	\$635	\$541	\$554	\$552
		Associate	14	\$348	\$411	\$480	\$406	\$403	\$352

**Section IV: International Analysis****Canada**  
By Firm Size**2022 — Real Rates for Partners and Associates**

<b>Firm Size</b>	<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>50 Lawyers or Fewer</b>	Partner	39	\$350	\$375	\$525	\$432	\$458	\$431
	Associate	29	\$268	\$329	\$450	\$344	\$336	\$315
<b>51-200 Lawyers</b>	Partner	77	\$474	\$550	\$720	\$576	\$557	\$537
<b>201-500 Lawyers</b>	Partner	174	\$547	\$735	\$885	\$711	\$661	\$651
	Associate	77	\$425	\$505	\$600	\$519	\$483	\$456
<b>501-1,000 Lawyers</b>	Partner	158	\$496	\$630	\$818	\$660	\$623	\$618
	Associate	69	\$404	\$563	\$721	\$589	\$563	\$472
<b>More Than 1,000 Lawyers</b>	Partner	11	\$678	\$735	\$1,582	\$1,025	\$907	\$871

**Section IV: International Analysis****France**

By Role

**2022 — Real Rates for Partners, Associates, and Paralegals**

<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>Partner</b>	126	\$473	\$574	\$719	\$604	\$609	\$567
<b>Associate</b>	217	\$313	\$379	\$520	\$427	\$422	\$377
<b>Paralegal</b>	36	\$159	\$220	\$305	\$220	\$225	\$214



**Section IV: International Analysis****France**

By Role

**2022 — Real Rates for Partners, Associates, and Paralegals**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Other</b>	Non-Litigation	Partner	14	\$285	\$370	\$574	\$520	\$533	\$508
		Associate	17	\$255	\$390	\$538	\$441	\$443	\$310
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	11	\$702	\$843	\$925	\$796	\$605	\$521
		Associate	12	\$336	\$389	\$573	\$448	\$402	\$302
<b>Finance and Securities: Investments and Other Financial Instruments</b>	Non-Litigation	Partner	15	\$515	\$544	\$701	\$607	\$641	\$612
		Associate	37	\$331	\$364	\$520	\$418	\$412	\$447

**Section IV: International Analysis****France**

By Industry Group and Matter Type

**2022 — Real Rates for Partners and Associates**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Financials Excluding Insurance</b>	Non-Litigation	Partner	60	\$476	\$540	\$646	\$569	\$590	\$568
		Associate	130	\$304	\$370	\$494	\$410	\$415	\$393
<b>Technology and Telecommunications</b>	Non-Litigation	Partner	25	\$468	\$574	\$574	\$549	\$546	\$513
		Associate	33	\$318	\$320	\$433	\$378	\$385	\$312

**Section IV: International Analysis****France**

By Firm Size

**2022 — Real Rates for Partners and Associates**

<b>Firm Size</b>	<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>501-1,000 Lawyers</b>	Partner	17	\$520	\$540	\$613	\$566	\$608	\$524
	Associate	38	\$290	\$350	\$410	\$367	\$372	\$382
<b>More Than 1,000 Lawyers</b>	Partner	63	\$535	\$677	\$841	\$699	\$706	\$658
	Associate	127	\$338	\$435	\$551	\$468	\$478	\$419

## Section IV: International Analysis

### Germany

By Role

#### 2022 — Real Rates for Partners, Associates, and Paralegals

Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Partner</b>	248	\$365	\$517	\$712	\$569	\$549	\$522
<b>Associate</b>	310	\$323	\$376	\$444	\$416	\$409	\$411
<b>Paralegal</b>	60	\$201	\$225	\$261	\$241	\$215	\$210

**Section IV: International Analysis****Germany**

By Practice Area and Matter Type

**2022 — Real Rates for Partners, Associates, and Paralegals**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Commercial</b>	Non-Litigation	Partner	19	\$347	\$362	\$409	\$381	\$396	\$404
<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Associate	14	\$374	\$647	\$852	\$668	\$465	\$528
<b>Corporate: Other</b>	Litigation	Associate	21	\$375	\$405	\$440	\$427	\$380	\$316
	Non-Litigation	Partner	11	\$401	\$477	\$736	\$607	\$599	\$563
		Associate	19	\$320	\$395	\$523	\$488	\$467	\$462
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	54	\$381	\$469	\$634	\$568	\$479	\$449
		Associate	74	\$325	\$353	\$411	\$384	\$398	\$398
<b>Employment and Labor: Other</b>	Non-Litigation	Associate	15	\$292	\$306	\$322	\$306	\$277	\$293
<b>Intellectual Property: Other</b>	Non-Litigation	Partner	11	\$340	\$341	\$343	\$346	\$310	\$283
<b>Intellectual Property: Patents</b>	Litigation	Partner	31	\$423	\$587	\$806	\$610	\$571	\$531
	Non-Litigation	Partner	33	\$318	\$345	\$508	\$407	\$409	\$397
		Associate	22	\$343	\$380	\$393	\$388	\$354	\$320
<b>Intellectual Property: Trademarks</b>	Non-Litigation	Partner	12	\$470	\$715	\$725	\$647	\$539	\$443
		Associate	20	\$370	\$447	\$570	\$475	\$409	\$380

**Section IV: International Analysis****Germany**

By Industry Group and Matter Type

**2022 — Real Rates for Partners and Associates**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Financials Excluding Insurance</b>	Non-Litigation	Partner	36	\$674	\$708	\$774	\$717	\$738	\$715
		Associate	68	\$357	\$444	\$564	\$474	\$475	\$495
<b>Health Care</b>	Non-Litigation	Partner	23	\$393	\$415	\$489	\$476	\$475	\$452
		Associate	19	\$295	\$329	\$413	\$354	\$360	\$366
<b>Industrials</b>	Non-Litigation	Partner	19	\$327	\$339	\$343	\$413	\$470	\$420
<b>Technology and Telecommunications</b>	Litigation	Partner	23	\$451	\$637	\$806	\$625	\$511	\$507
		Associate	17	\$321	\$399	\$405	\$392	\$337	\$352
	Non-Litigation	Partner	97	\$353	\$494	\$710	\$583	\$537	\$479
		Associate	116	\$340	\$369	\$407	\$399	\$380	\$348

**Section IV: International Analysis****Germany**

By Firm Size

**2022 — Real Rates for Partners, Associates, and Paralegals**

<b>Firm Size</b>	<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>50 Lawyers or Fewer</b>	Partner	13	\$321	\$423	\$445	\$374	\$372	\$329
<b>201-500 Lawyers</b>	Partner	42	\$353	\$409	\$477	\$414	\$416	\$408
	Associate	41	\$353	\$353	\$385	\$364	\$351	\$339
<b>More Than 1,000 Lawyers</b>	Partner	124	\$540	\$688	\$771	\$669	\$652	\$642
	Associate	202	\$324	\$389	\$513	\$433	\$434	\$437

**Section IV: International Analysis****United Kingdom**

By Role

**2022 — Real Rates for Partners, Associates, and Paralegals**

<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>Partner</b>	535	\$629	\$802	\$1,027	\$877	\$850	\$787
<b>Associate</b>	902	\$400	\$523	\$705	\$573	\$551	\$514
<b>Paralegal</b>	290	\$170	\$220	\$280	\$238	\$231	\$195



**Section IV: International Analysis****United Kingdom**

By Practice Area and Matter Type

**2022 — Real Rates for Partners, Associates, and Paralegals**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Commercial</b>	Litigation	Associate	18	\$365	\$411	\$594	\$429	\$382	\$446
		Paralegal	16	\$63	\$167	\$230	\$158	\$179	\$186
	Non-Litigation	Partner	15	\$501	\$532	\$640	\$645	\$681	\$663
		Associate	20	\$282	\$413	\$497	\$431	\$456	\$440
		Paralegal	12	\$129	\$195	\$202	\$186	\$203	\$184
	<b>Corporate: Mergers, Acquisitions and Divestitures</b>	Non-Litigation	Partner	37	\$1,225	\$1,410	\$2,350	\$1,615	\$1,438
Associate			57	\$620	\$856	\$1,063	\$881	\$813	\$557
<b>Corporate: Other</b>	Litigation	Partner	37	\$604	\$665	\$805	\$744	\$734	\$803
		Associate	55	\$348	\$465	\$552	\$473	\$479	\$472
		Paralegal	19	\$198	\$265	\$293	\$259	\$198	\$192
	Non-Litigation	Partner	52	\$737	\$883	\$1,111	\$939	\$938	\$814
		Associate	87	\$452	\$613	\$850	\$660	\$606	\$569
		Paralegal	33	\$245	\$280	\$347	\$306	\$258	\$129
<b>Corporate: Regulatory and Compliance</b>	Non-Litigation	Partner	45	\$605	\$778	\$977	\$820	\$717	\$707
		Associate	71	\$401	\$497	\$633	\$543	\$447	\$454
		Paralegal	16	\$240	\$277	\$281	\$265	\$217	\$183
<b>Corporate: Tax</b>	Non-Litigation	Partner	20	\$608	\$809	\$1,046	\$848	\$837	\$846

**Section IV: International Analysis****United Kingdom**

By Practice Area and Matter Type

**2022 — Real Rates for Partners, Associates, and Paralegals**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Corporate: Tax</b>	Non-Litigation	Associate	36	\$346	\$471	\$608	\$490	\$569	\$509
<b>Employment and Labor: Agreements</b>	Non-Litigation	Associate	26	\$325	\$452	\$546	\$423	\$359	\$403
<b>Employment and Labor: Other</b>	Litigation	Partner	15	\$854	\$971	\$1,119	\$963	\$1,030	\$842
	Non-Litigation	Partner	46	\$561	\$716	\$811	\$702	\$593	\$631
		Associate	46	\$383	\$558	\$667	\$550	\$462	\$446
<b>Finance and Securities: Investments and Other Financial Instruments</b>	Non-Litigation	Partner	80	\$644	\$797	\$969	\$819	\$879	\$802
		Associate	129	\$391	\$512	\$641	\$539	\$557	\$532
<b>Finance and Securities: Loans and Financing</b>	Non-Litigation	Partner	60	\$864	\$1,290	\$1,466	\$1,152	\$1,078	\$1,095
		Associate	115	\$614	\$785	\$980	\$762	\$713	\$663
<b>Intellectual Property: Patents</b>	Litigation	Partner	22	\$655	\$778	\$982	\$802	\$804	\$754
		Paralegal	14	\$196	\$233	\$272	\$230	\$221	\$161
	Non-Litigation	Partner	13	\$363	\$428	\$487	\$431	\$481	\$450
<b>Intellectual Property: Trademarks</b>	Non-Litigation	Partner	12	\$595	\$679	\$901	\$702	\$667	\$692
		Associate	25	\$320	\$424	\$450	\$406	\$395	\$381
		Paralegal	21	\$205	\$220	\$248	\$239	\$229	\$201
<b>Miscellaneous: General Advice &amp; Counsel</b>	Non-Litigation	Partner	13	\$590	\$657	\$800	\$740	\$722	\$669
		Associate	28	\$420	\$506	\$599	\$529	\$498	\$480

**Section IV: International Analysis****United Kingdom**

By Industry Group and Matter Type

**2022 — Real Rates for Partners and Associates**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2022	2021	2020
<b>Financials Excluding Insurance</b>	Litigation	Partner	21	\$795	\$878	\$1,157	\$962	\$875	\$794
		Associate	44	\$348	\$493	\$634	\$509	\$507	\$496
	Non-Litigation	Partner	246	\$718	\$870	\$1,100	\$914	\$916	\$888
		Associate	469	\$413	\$540	\$741	\$585	\$590	\$558
<b>Industrials</b>	Non-Litigation	Partner	51	\$590	\$1,284	\$2,229	\$1,286	\$1,238	\$706
		Associate	73	\$510	\$852	\$1,048	\$805	\$713	\$596
<b>Technology and Telecommunications</b>	Litigation	Partner	20	\$674	\$751	\$852	\$751	\$698	\$707
		Associate	29	\$364	\$475	\$551	\$451	\$403	\$389
	Non-Litigation	Partner	74	\$527	\$707	\$869	\$704	\$670	\$644
		Associate	129	\$353	\$471	\$571	\$474	\$416	\$429

**Section IV: International Analysis****United Kingdom**

By Firm Size

**2022 — Real Rates for Partners and Associates**

<b>Firm Size</b>	<b>Role</b>	<b>n</b>	<b>First Quartile</b>	<b>Median</b>	<b>Third Quartile</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>50 Lawyers or Fewer</b>	Partner	13	\$619	\$657	\$727	\$643	\$615	\$589
	Associate	17	\$410	\$420	\$476	\$441	\$396	\$374
<b>51-200 Lawyers</b>	Partner	15	\$488	\$646	\$822	\$689	\$604	\$491
	Associate	11	\$362	\$485	\$597	\$541	\$410	\$352
<b>201-500 Lawyers</b>	Partner	34	\$668	\$794	\$866	\$781	\$837	\$699
	Associate	65	\$418	\$512	\$628	\$535	\$543	\$463
<b>501-1,000 Lawyers</b>	Partner	15	\$617	\$943	\$1,199	\$952	\$1,098	\$1,172
	Associate	33	\$276	\$481	\$660	\$494	\$636	\$655
<b>More Than 1,000 Lawyers</b>	Partner	339	\$689	\$870	\$1,101	\$905	\$874	\$838
	Associate	609	\$420	\$546	\$723	\$585	\$565	\$530

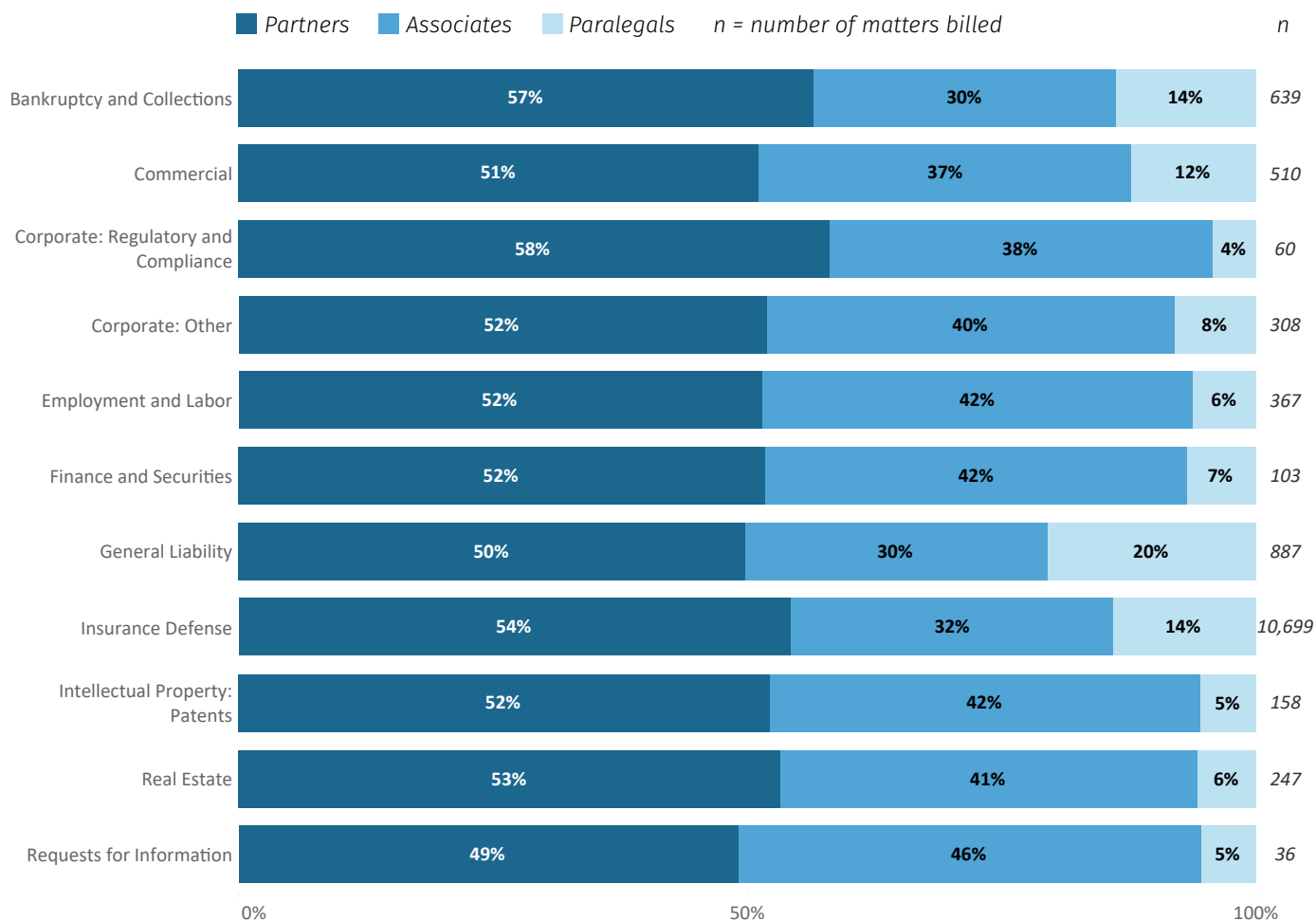
# Section VI: Matter Staffing Analysis

All data and analysis based on  
data collected thru Q2 2022

# Section VI: Matter Staffing Analysis

## Short Litigation Matters, 40 to 100 Total Hours Billed

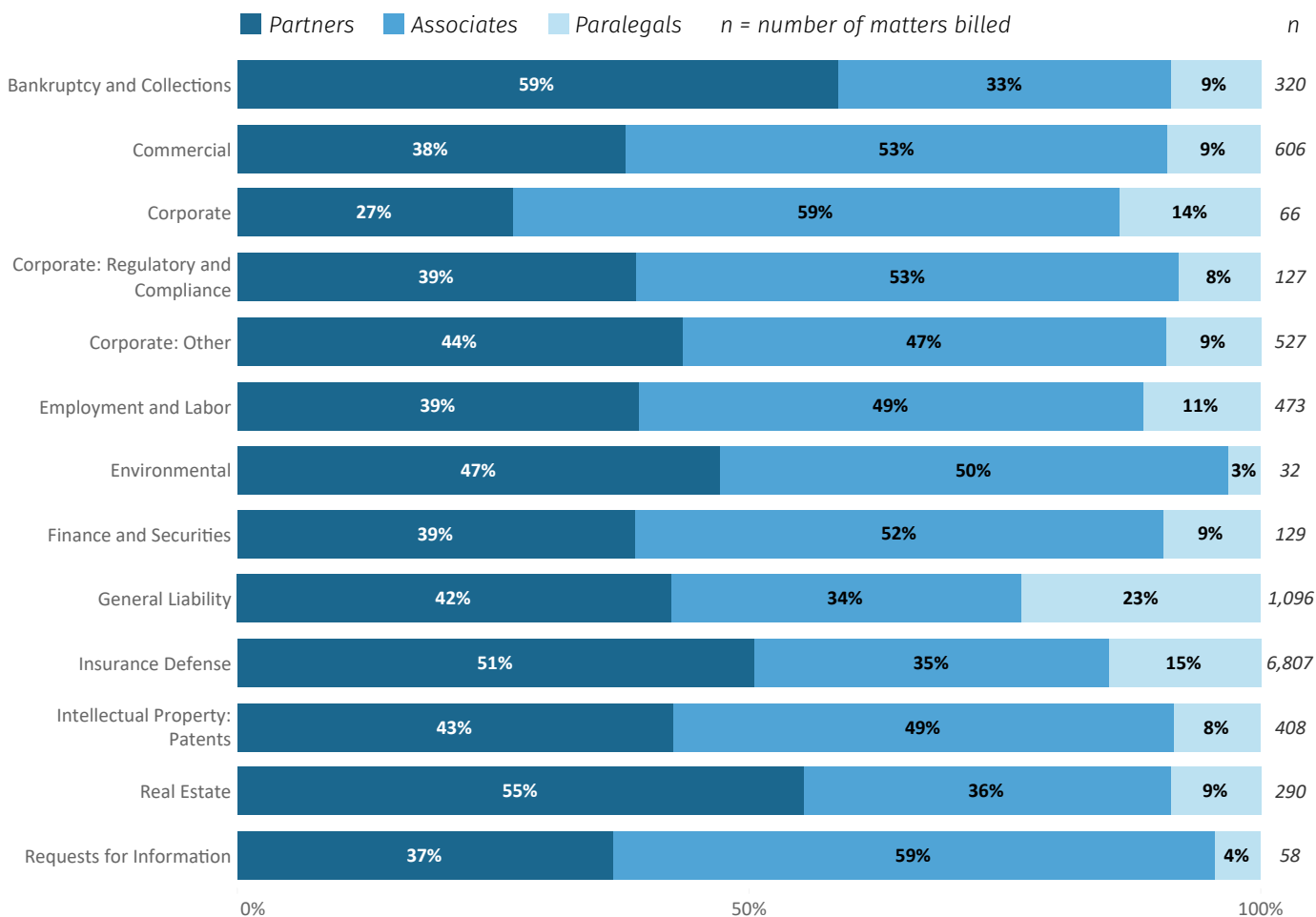
2019 to 2022 -- Percentage of Hours Billed per Matter



## Section VI: Matter Staffing Analysis

### Long Litigation Matters, More Than 100 Total Hours Billed

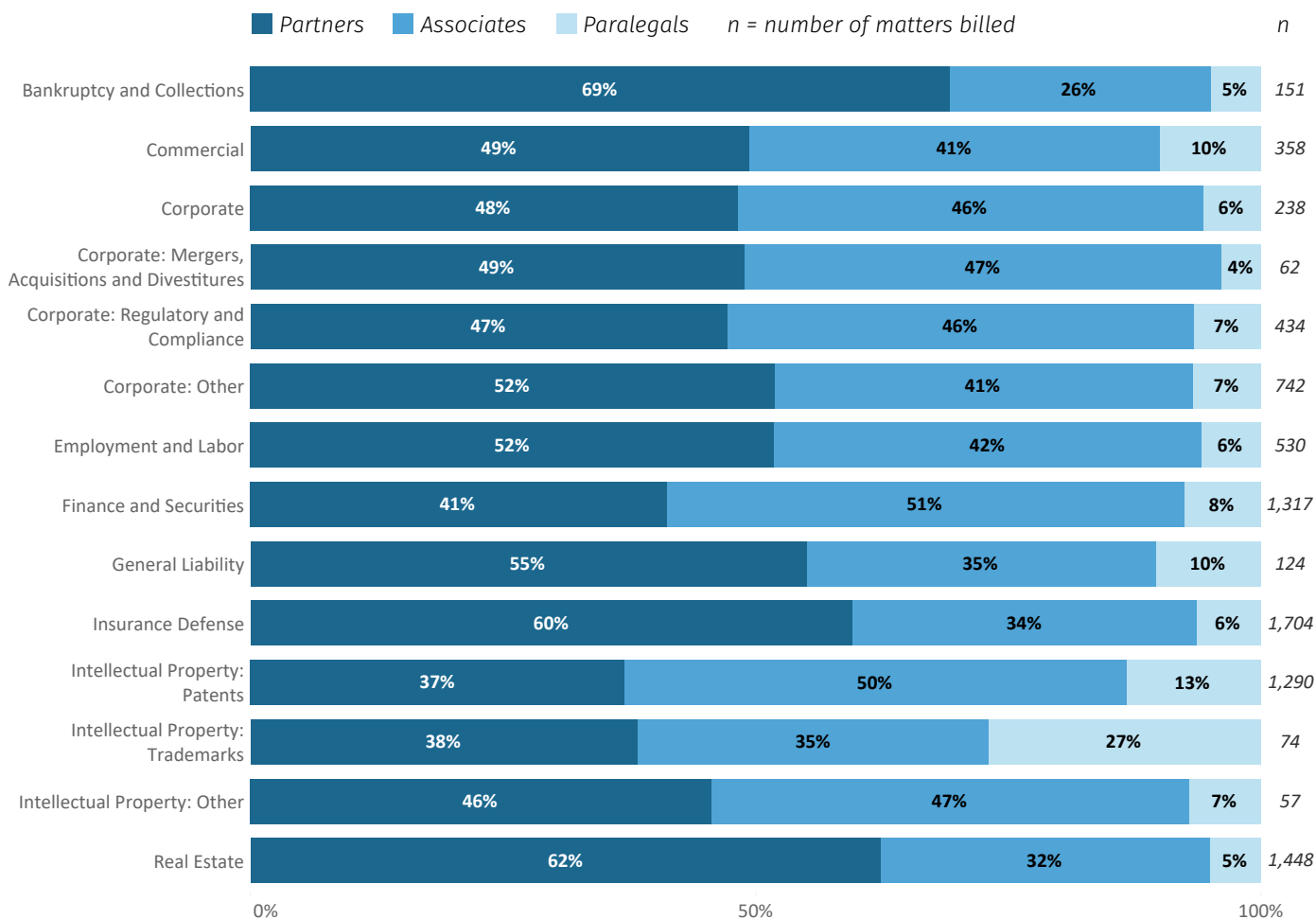
2019 to 2022 -- Percentage of Hours Billed per Matter



## Section VI: Matter Staffing Analysis

### Short Non-Litigation Matters, 40 to 100 Total Hours Billed

2019 to 2022 -- Percentage of Hours Billed per Matter

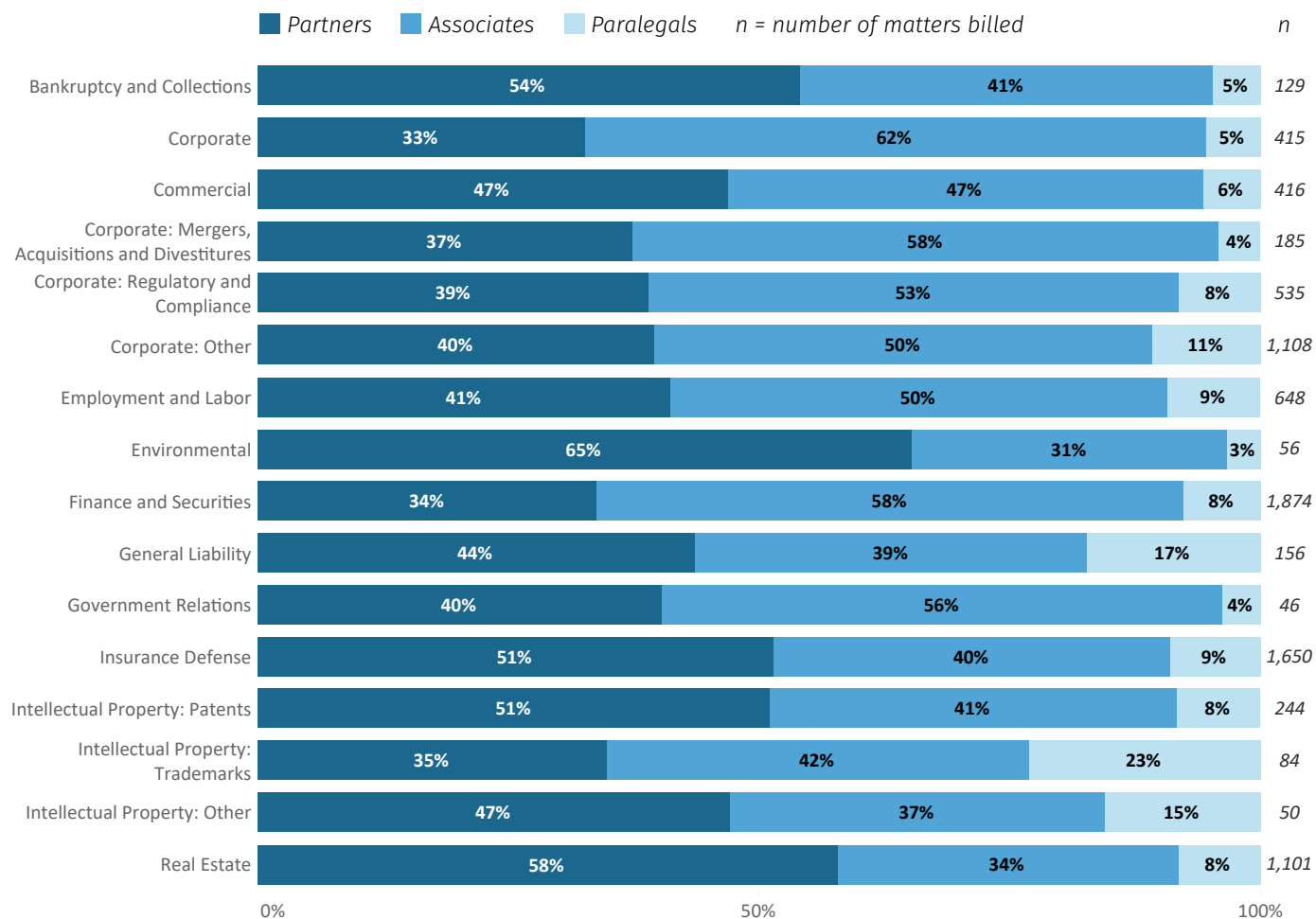




## Section VI: Matter Staffing Analysis

### Long Non-Litigation Matters, More Than 100 Total Hours Billed

2019 to 2022 -- Percentage of Hours Billed per Matter



# Section VII: Data Methodology

All data and analysis based on  
data collected thru Q2 2022

## Appendix: Data Methodology

### Invoice Information

Data in Wolters Kluwer ELM Solutions' reference database and the 2022 Real Rate Report were taken from invoice line-item entries contained in invoices received and approved by participating companies.

Invoice data were received in the Legal Electronic Data Exchange Standard (LEDES) format (LEDES.org). The following information was extracted from those invoices and their line items:

- Law firm (which exists as a random number in the ELM Solutions reference database)
- Timekeeper ID (which exists as a random number in the ELM Solutions reference database)
- Matter ID (which exists as a random number in the ELM Solutions reference database)
- Timekeeper's position (role) within the law firm (partner, associate, paralegal, etc.)
- Uniform Task-Based Management System Code Set, Task Codes, and Activity Codes (UTBMS.com)
- Date of service
- Hours billed
- Hourly rate billed
- Fees billed

### Non-Invoice Information

To capture practice area details, the matter ID within each invoice was associated with matter profiles containing areas of work in the systems of each company. The areas of work were then systematically categorized into legal practice areas. Normalization of practice areas was done based on company mappings to system-level practice areas available in the ELM Solutions system and by naming convention.

The majority of analyses included in this report have been mapped to one of 11 practice areas, further divided into sub-areas and litigation/non-litigation (for more information on practice areas and sub-areas, please refer to pages 232-234).

To capture location and jurisdiction details, law firms and timekeepers were systematically mapped to the existing profiles within ELM Solutions systems, as well as with publicly available data sources for further validation and normalization. Where city location information is provided, it includes any address within that city's defined Core-Based Statistical Area (CBSA) as defined by the Office of Management and Budget (OMB). The CBSAs are urban centers with populations of 10,000 or more and include all adjacent counties that are economically integrated with that urban center.

Where the analyses focus on partners, associates, and paralegals, the underlying data occasionally included some sub-roles, such as "senior partner" or "junior associate." In such instances, those timekeeper sub-roles were placed within the broader partner, associate, and paralegal segments.

Demographics regarding law firm size, location, and lawyer years of experience were augmented by incorporating publicly available information.

# Appendix: Data Methodology

## A Note on US Cities

Throughout the report, we have used city names to refer to CBSA and consistently used the principal city in the CBSA to refer to the entire area. The following are the shorthand city names used in this report and the corresponding CBSA designations, as defined by the OMB.

Principal City	CBSA Name
Akron, OH	Akron, OH
Albany, NY	Albany-Schenectady-Troy, NY
Albuquerque, NM	Albuquerque, NM
Atlanta, GA	Atlanta-Sandy Springs-Alpharetta, GA
Austin, TX	Austin-Round Rock-Georgetown, TX
Baltimore, MD	Baltimore-Columbia-Towson, MD
Baton Rouge, LA	Baton Rouge, LA
Birmingham, AL	Birmingham-Hoover, AL
Boise City, ID	Boise City, ID
Boston, MA	Boston-Cambridge-Newton, MA-NH
Bridgeport, CT	Bridgeport-Stamford-Norwalk, CT
Buffalo, NY	Buffalo-Cheektowaga, NY
Burlington, VT	Burlington-South Burlington, VT
Charleston, SC	Charleston-North Charleston, SC
Charleston, WV	Charleston, WV
Charlotte, NC	Charlotte-Concord-Gastonia, NC-SC
Chicago, IL	Chicago-Naperville-Elgin, IL-IN-WI
Cincinnati, OH	Cincinnati, OH-KY-IN
Cleveland, OH	Cleveland-Elyria, OH
Columbia, SC	Columbia, SC
Columbus, OH	Columbus, OH
Dallas, TX	Dallas-Fort Worth-Arlington, TX
Dayton, OH	Dayton-Kettering, OH
Denver, CO	Denver-Aurora-Lakewood, CO
Detroit, MI	Detroit-Warren-Dearborn, MI
Fresno, CA	Fresno, CA
Grand Rapids, MI	Grand Rapids-Kentwood, MI
Greenville, SC	Greenville-Anderson, SC
Harrisburg, PA	Harrisburg-Carlisle, PA

## Appendix: Data Methodology

### A Note on US Cities

Principal City	CBSA Name
Hartford, CT	Hartford-East Hartford-Middletown, CT
Honolulu, HI	Urban Honolulu HI
Houston, TX	Houston-The Woodlands-Sugar Land, TX
Indianapolis, IN	Indianapolis-Carmel-Anderson, IN
Jackson, MS	Jackson, MS
Jacksonville, FL	Jacksonville, FL
Kansas City, MO	Kansas City, MO-KS
Lafayette, LA	Lafayette, LA
Las Vegas, NV	Las Vegas-Henderson-Paradise, NV
Lexington, KY	Lexington-Fayette, KY
Little Rock, AR	Little Rock-North Little Rock-Conway, AR
Los Angeles, CA	Los Angeles-Long Beach-Anaheim, CA
Louisville, KY	Louisville/Jefferson County, KY-IN
Madison, WI	Madison, WI
Memphis, TN	Memphis-Forrest City, TN-MS-AR
Miami, FL	Miami-Fort Lauderdale-Pompano Beach, FL
Milwaukee, WI	Milwaukee-Waukesha, WI
Minneapolis, MN	Minneapolis-St. Paul-Bloomington, MN-WI
Nashville, TN	Nashville-Davidson-Murfreesboro-Franklin, TN
New Haven, CT	New Haven-Milford, CT
New Orleans, LA	New Orleans-Metairie, LA
New York, NY	New York-Newark-Jersey City, NY-NJ-PA
Oklahoma City, OK	Oklahoma City, OK
Omaha, NE	Omaha-Council Bluffs, NE-IA
Orlando, FL	Orlando-Kissimmee-Sanford, FL
Philadelphia, PA	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD
Phoenix, AZ	Phoenix-Mesa-Chandler, AZ
Pittsburgh, PA	Pittsburgh, PA
Portland, ME	Portland-South Portland, ME
Portland, OR	Portland-Vancouver-Hillsboro, OR-WA
Providence, RI	Providence-Warwick, RI-MA
Raleigh, NC	Raleigh-Cary, NC
Reno, NV	Reno-Carson City-Fernley, NV

## Appendix: Data Methodology

### A Note on US Cities

Principal City	CBSA Name
Richmond, VA	Richmond, VA
Rochester, NY	Rochester, NY
Sacramento, CA	Sacramento-Roseville-Folsom, CA
Salt Lake City, UT	Salt Lake City, UT
San Diego, CA	San Diego-Chula Vista-Carlsbad, CA
San Francisco, CA	San Francisco-Oakland-Berkeley, CA
San Jose, CA	San Jose-Sunnyvale-Santa Clara, CA
San Juan, PR	San Juan-Bayamon-Caguas, PR
Savannah, GA	Savannah, GA
Seattle, WA	Seattle-Tacoma-Bellevue, WA
St. Louis, MO	St. Louis, MO-IL
Syracuse, NY	Syracuse, NY
Tallahassee, FL	Tallahassee, FL
Tampa, FL	Tampa-St. Petersburg-Clearwater, FL
Toledo, OH	Toledo, OH
Trenton, NJ	Trenton-Princeton, NJ
Tulsa, OK	Tulsa, OK
Washington, DC	Washington-Arlington-Alexandria, DC-VA-MD-WV
Wheeling, WV	Wheeling, WV-OH

## Appendix: Data Methodology

### Anonymization of the Dataset

Prior to inclusion in the ELM Solutions reference database, we systematically scrubbed the data of any information that would identify a particular matter, company, law firm, invoice, or timekeeper (individual). To ensure relationships necessary for analysis, those variables were assigned randomly generated numbers. To maintain data integrity and allow for proper analysis, these numbers are linked across data tables to enforce their associations.

To further ensure anonymity and confidentiality:

- The information is published in such a manner as to make it reasonably impervious to reverse analysis should some attempt be made to determine what data might pertain to any company, law firm, timekeeper, invoice, or matter.
- The 2022 Real Rate Report will not reveal which ELM Solutions client or clients are included or excluded in its analyses.
- Clients are not and will not be informed as to whether their data are included within a particular facet of analysis.
- No textual description of any legal work performed by any individual exists in the ELM Solutions reference database.

### A Note on Insurance Litigation

We aim to provide a point of comparison for companies purchasing law firm services. To improve comparability, we removed data related to insurance company defense litigation for all analyses unless noted otherwise. Insurance litigation tends to be less expensive than other types of litigation, as it is typically more repetitive and less complex.

### “Real Rate” Definition

The information in this report consists of data taken from client invoices submitted by law firms for work performed from 2018 through 2022. All invoices were submitted through the ELM Solutions billing systems.

The analyses contained in this report are derived from aggregating hours, fees, and rates submitted as line items on those invoices. For a line item to qualify for inclusion in this report, it had to undergo multiple and rigorous testing processes to ensure its validity.

For example, for a rate to be loaded to the ELM Solutions reference database and used in this report, it must have been part of an invoice line entry in which all of the following items were included:

- Name of the biller
- Role of the biller
- Date of activity
- Hourly rate charged
- Time charged
- UTBMS code associated with the time charged
- Total amount charged for the activity

In addition, each line item’s hourly rate was validated against its “real rate” (calculated by dividing the total amount charged for the activity by the time charged). Any line items with an hourly rate that did not align closely with the real rate were not loaded to the reference database.

Real Rate = Line-Item Total/Line-Item Hours (Units)  
Example: \$4,000/10 Hours = Real Rate of \$400

Adjustments the client made to line-item amounts after submission are not factored into the dataset. These types of adjustments may impact the effective rate paid by the client to the law firm but do not reflect the real rate billed.

## Appendix: Data Methodology

In short, the real rate is the rate appearing on an approved invoice at the invoice line-item level.

Aggregations of data taken from millions of these line-item-level invoice entries are the core of the information analyzed.

### A Note on Negotiated Rates and Billing

Practices law firms can generally follow vary for submitting “negotiated” rates on invoices. Firms may submit the negotiated rate as the hourly rate identified on the invoice line item, insert a vendor line-item adjustment to ensure compliance, or provide a vendor invoice level adjustment to bring the total amount of the fees into compliance with agreed-on discounts. Although the former two are considered part of the real rate calculation, the latter can be problematic. It is not directly linked to a line item, and therefore, to determine the rate, it should not be assumed that the adjustment is related to a specific line item. Invoice-level adjustments may represent a credit or some other type of adjustment placed on the invoice. To ensure these types of adjustments would not adversely impact the analysis contained within the 2022 Real Rate Report, the team reviewed the population of invoices and line items to determine what the deviation of the real rate might be based on inclusion or exclusion. The analysis demonstrated that the variance was not significant (less than 1%).

As such, we decided not to include the vendor-level adjustments in the report.

### Types of Matters Included in the Analysis

Matters within the ELM Solutions system are associated with areas of work described and defined by ELM Solutions clients. Those areas of work were analyzed and systematically categorized into legal practice areas. Normalization of practice areas was supported by mappings to system-level practice areas available in the ELM Solutions system and by naming convention.

All data included within this report have been mapped to a corresponding practice area. The majority of our analyses focus on the following 12 practice areas:

- Bankruptcy and Collections
- Commercial
- Corporate
- Employment and Labor
- Environmental
- Finance and Securities
- General Liability
- Government Relations
- Insurance Defense
- Intellectual Property
- Marketing and Advertising
- Real Estate

Within each client’s areas of work, sub-areas are often identified. The lists that follow identify client areas of work and, within those areas, the sub-areas underneath each practice area. Often, the same sub-area appears within different practice areas. For example, the sub-area “General/Other” when listed under “Commercial and Contracts” refers to general work provided regarding commercial and contracts matters. When listed under the “Employment and Labor” practice area, the same sub-area refers to work provided on employment and labor. Where applicable and practicable, each area and sub-area has been further subdivided into litigation and non-litigation work for granular analysis.



## Appendix: Data Methodology

### Bankruptcy and Collections

Chapter 11	General/Other
Collections	Workouts and Restructuring

### Commercial (Commercial Transactions and Agreements)

Contract Breach or Dispute
General, Drafting, and Review
General/Other

### Corporate<sup>1</sup>

Antitrust and Competition	Partnerships and Joint Ventures
Corporate Development	Regulatory and Compliance
General/Other	Tax
Governance	Treasury
Information and Technology	White Collar/Fraud/Abuse
Mergers, Acquisitions, and Divestitures	

### Employment and Labor

ADA	General/Other
Agreements	Immigration
Compensation and Benefits	Union Relations and Negotiations/NLRB
Discrimination, Retaliation, and Harassment/EEO	Wages, Tips, and Overtime
Employee Dishonesty/Misconduct	Wrongful Termination
ERISA	

### Environmental

General/Other	Superfund
Health and Safety	Waste/Remediation

### Finance and Securities

Commercial Loans and Financing	Investments and Other Financial Instruments
Debt/Equity Offerings	Loans and Financing
Fiduciary Services	SEC Filings and Financial Reporting
General/Other	Securities and Banking Regulations

### General Liability

Asbestos/Mesothelioma	Personal Injury/Wrongful Death
Auto and Transportation	Premises
Consumer Related Claims	Product and Product Liability
Crime, Dishonesty and Fraud	Property Damage
General/Other	Toxic Tort

<sup>1</sup> All references to “Corporate: General/Other” in the Real Rate Report are the aggregation of all Corporate sub-areas excluding the Mergers, Acquisitions, and Divestitures sub-area and the Regulatory and Compliance sub-area.

## Appendix: Data Methodology

### Government Relations

General/Other  
Lobbying and Relations

---

### Insurance Defense

Auto and Transportation  
General/Other  
Personal Injury/Wrongful Death  
Product and Product Liability  
Professional Liability  
Property Damage  
Toxic Tort

---

### Intellectual Property<sup>2</sup>

General/Other  
Licensing  
Patents  
Trademarks

---

### Marketing and Advertising

General/Other

---

### Real Estate

Construction/Development  
Easement and Right of Way  
General/Other  
Land Use/Zoning/Restrictive Covenants  
Landlord/Tenant Issues  
Leasing  
Property/Land Acquisition or Disposition  
Titles

<sup>2</sup> All references to "Intellectual Property: General/Other" in the Real Rate Report are the aggregation of all Intellectual Property sub-areas excluding the Patents and Trademarks sub-areas.



ELM Solutions

## About Wolters Kluwer ELM Solutions

Wolters Kluwer ELM Solutions is the market-leading global provider of enterprise legal spend and matter management, contract lifecycle management, and legal analytics solutions. We provide a comprehensive suite of tools that address the growing needs of corporate legal operations departments to increase operational efficiency and reduce costs. Corporate legal and insurance claims departments trust our innovative technology and end-to-end customer experience to drive world-class business outcomes. Wolters Kluwer ELM Solutions was named a leader in both the IDC MarketScape: Worldwide Enterprise Legal Spend Management 2020 Vendor Assessment and IDC MarketScape: Worldwide Enterprise Matter Management 2020 Vendor Assessment. The award-winning products include Passport®, one of the highest rated ELM solutions in the latest Hyperion MarketView™ Legal Market Intelligence Report; TyMetrix® 360°, the industry's leading SaaS-based e-billing and matter management solution; CLM Matrix, named a "strong performer" in the 2019 Q1 CLM Forrester Wave report; and the LegalVIEW® portfolio of legal analytics solutions based upon the industry's largest and most comprehensive legal spend database, with more than \$155 billion in invoices.

# EXHIBIT **9**

# 2021 Real Rate Report<sup>®</sup>

The Industry's  
Leading Analysis  
of Law Firm Rates,  
Trends, and Practices

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## A Letter to Our Readers

### Welcome to the Wolters Kluwer's ELM Solutions Real Rate Report®, the industry's leading data-driven benchmark report for lawyer rates.

Our Real Rate Report has been a relied upon data analytics resource to the legal industry since its inception in 2010 and continues to evolve. The Real Rate Report is powered by Wolters Kluwer's ELM Solutions LegalVIEW® data warehouse, the world 's largest source of legal performance benchmark data, which has grown to include over \$150 billion in anonymized legal data.

This year, we launched our LegalVIEW Insights Report series, which explores the emerging trends behind the overall legal spend volatility seen in corporate legal departments. The insights reports coupled with the Real Rate Report are great tools to drive actionable decisions.

The legal services industry relies on internal analytics and the use of external data resources, such as the LegalVIEW® data warehouse, to support legal management strategies. The depth and details of the data in the Real Rate Report enable you to better benchmark and make more informed investment and resourcing decisions for your organization.

As with past Real Rate Reports, all of the data analyzed are from corporations' and law firms' e-billing and time management solutions. We have included lawyer and paralegal rate data filtered by specific practice and sub-practice areas, metropolitan areas, and types of matters to give legal departments and law firms greater ability to pinpoint areas of opportunity. We strive to make the Real Rate Report a valuable and actionable reference tool for legal departments and law firms.

As always, we welcome your comments and suggestions on what information would make this publication more valuable to you. We thank our data contributors for participating in this program. And we thank you for making Wolters Kluwer's ELM Solutions your trusted partner for legal industry domain expertise, data, and analytics and look forward to continuing to provide market-leading, expert solutions that deliver the best business outcomes for collaboration among legal departments and law firms.

Sincerely,



**Barry Ader**

Vice President, Product Management and Marketing  
Wolters Kluwer's ELM Solutions



## Report Use Considerations

### 2021 Real Rate Report

- Examines law firm rates over time
- Identifies rates by location, experience, firm size, areas of expertise, industry, and timekeeper role (i.e., partner, associate, and paralegal)
- Itemizes variables that drive rates up or down

All the analyses included in the report derive from the actual rates charged by law firm professionals as recorded on invoices submitted and approved for payment.

Examining real, approved rate information, along with the ranges of those rates and their changes over time, highlights the role these variables play in driving aggregate legal cost and income. The analyses can energize questions for both corporate clients and law firm principals.

Clients might ask whether they are paying the right amount for different types of legal services, while law firm principals might ask whether they are charging the right amount for legal services and whether to modify their pricing approach.

### Some key factors<sup>1</sup> that drive rates<sup>2</sup>:

**Attorney location** - Lawyers in urban and major metropolitan areas tend to charge more when compared with lawyers in rural areas or small towns.

**Litigation complexity** - The cost of representation will be higher if the case is particularly complex or time-consuming; for example, if there are a large number of documents to review, many witnesses to depose, and numerous procedural steps, the case is likely to cost more (regardless of other factors like the lawyer's level of experience).

**Years of experience and reputation** - A more experienced, higher-profile lawyer is often going to charge more, but absorbing this higher cost at the outset may make more sense than hiring a less expensive lawyer who will likely take time and billable hours to come up to speed on unfamiliar legal and procedural issues.

**Overhead** - The costs associated with the firm's support network (paralegals, clerks, and assistants), document preparation, consultants, research, and other expenses.

**Firm size** - The rates can increase if the firm is large and has various timekeeper roles at the firm. For example, the cost to work with an associate or partner at a larger firm will be higher compared to a firm that has one to two associates and a paralegal.

### Rates increase in geographic areas with growing population

Additional analysis was performed to examine the impact of geographic location on law firm hourly rates. This report, like previous ones, shows that large, cosmopolitan legal services markets like New York City, San Francisco, and Los Angeles are associated with higher hourly rates. In addition, our analysis reveals a significant spike in hourly rates in areas of the country

<sup>1</sup> David Goguen, J.D., University of San Francisco School of Law (2020) Guide to Legal Services Billing Retrieved from: <https://www.lawyers.com/legal-info/research/guide-to-legal-services-billing-rates.html>

<sup>2</sup> Source: 2018 RRR. Factor order validated in multiple analyses since 2010

## Report Use Considerations

that are currently experiencing high population growth. Significant average rate increases occurred from 2020 to 2021 in many areas, but especially Fresno, California (~15% average rate increase), Greenville, SC (~18%), Miami, FL (~9%), Nashville, TN (~11%), Oklahoma City (~13%), Phoenix, AZ (~10%), and Seattle, WA (~11%) -- all of which have experienced much higher than average population growth in recent years.

The correlation between hourly rates and population growth makes sense. When people and businesses move into an area, it creates a spike in demand for all sorts of goods and services, including legal services. However, it is hard for the supply of legal services to move as quickly as demand because attorneys looking to move into a new geographic area face high switching costs that most will refuse to pay unless they absolutely have to.

First, attorneys looking to take work in a new state have to get licensed there, which takes time and effort and is a distraction that can reduce their current income in the form of the number of hours they are able to bill to clients. Second, despite the rise in remote working, many attorneys looking to establish practices in a new geographic location may have to establish at least some physical presence there, find a new office, new lodging, and potentially uproot their entire family. Third, even if the switching costs of licensure, physically moving, etc. are paid, attorneys may fear yet another switching cost in the form of attrition of their existing clients from their original geographic locale, who may view them as no longer investing in their knowledge of the legal problems and legal solutions that are specific to the original locale.

<sup>3</sup> Source: 2020 RRR. Factor order validated in multiple analyses since 2010

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# Section I: High-Level Data Cuts

All data and analysis based on data  
collected thru Q3 2021

# Section I: High-Level Data Cuts

#38387

## Partners, Associates, and Paralegals

By Role

2021 - Real Rates for Associate and Partner					Trend Analysis - Mean		
Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Partner	11482	\$425	\$643	\$950	\$728	\$715	\$679
Associate	10970	\$325	\$475	\$700	\$535	\$515	\$477
Paralegal	4679	\$155	\$225	\$315	\$244	\$236	\$222

## Cities

By Matter Type

### 2021 - Real Rates

### Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Albany NY	Litigation	Partner	12	\$319	\$333	\$506	\$447	\$379	\$379
		Partner	22	\$284	\$290	\$309	\$301	\$362	\$308
	Non-Litigation	Associate	15	\$225	\$235	\$241	\$238	\$228	\$241
Atlanta GA	Litigation	Partner	119	\$300	\$475	\$625	\$504	\$558	\$528
		Associate	127	\$248	\$340	\$405	\$349	\$366	\$350
	Non-Litigation	Partner	237	\$460	\$635	\$803	\$660	\$655	\$603
		Associate	196	\$342	\$425	\$589	\$475	\$444	\$410
Austin TX	Litigation	Partner	26	\$452	\$560	\$899	\$671	\$607	\$559
		Associate	21	\$295	\$405	\$667	\$482	\$504	\$421
	Non-Litigation	Partner	75	\$404	\$485	\$622	\$516	\$517	\$484
		Associate	47	\$248	\$343	\$445	\$370	\$387	\$344
Baltimore MD	Litigation	Partner	75	\$425	\$611	\$756	\$605	\$570	\$589
		Associate	99	\$300	\$445	\$567	\$457	\$444	\$414
	Non-Litigation	Partner	99	\$400	\$623	\$838	\$654	\$646	\$658
		Associate	102	\$360	\$530	\$655	\$523	\$508	\$464
Baton Rouge LA	Non-Litigation	Partner	13	\$303	\$348	\$446	\$375	\$376	\$350

# Section I: High-Level Data Cuts #38389

## Cities

By Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019	
Billings MT	Non-Litigation	Partner	12	\$275	\$275	\$320	\$313	\$256	\$251	
		Associate								
Birmingham AL	Litigation	Partner	63	\$305	\$325	\$390	\$355	\$362	\$351	
		Associate	54	\$275	\$285	\$306	\$287	\$303	\$280	
	Non-Litigation	Partner	81	\$346	\$415	\$498	\$424	\$437	\$408	
		Associate	58	\$264	\$306	\$336	\$307	\$298	\$283	
	Boise City ID	Non-Litigation	Partner	13	\$245	\$295	\$340	\$340	\$309	\$287
			Associate							
Boston MA	Litigation	Partner	109	\$350	\$643	\$754	\$584	\$547	\$568	
		Associate	94	\$273	\$444	\$611	\$474	\$422	\$391	
	Non-Litigation	Partner	204	\$464	\$680	\$900	\$718	\$749	\$704	
		Associate	180	\$376	\$488	\$610	\$520	\$541	\$495	
	Bridgeport CT	Litigation	Partner	14	\$425	\$546	\$572	\$501	\$462	\$442
			Associate							
Buffalo NY	Litigation	Partner	31	\$340	\$340	\$340	\$330	\$338	\$338	
		Associate	25	\$237	\$245	\$265	\$242	\$243	\$246	
	Non-Litigation	Partner	18	\$336	\$343	\$382	\$355	\$358	\$350	
		Associate	12	\$198	\$245	\$285	\$240	\$250	\$244	



**Cities**

By Matter Type

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Charleston WV	Litigation	Partner	28	\$226	\$278	\$309	\$277	\$274	\$268
	Non-Litigation	Partner	13	\$275	\$325	\$360	\$341	\$358	\$336
Charlotte NC	Litigation	Partner	31	\$456	\$535	\$721	\$587	\$582	\$528
		Associate	28	\$304	\$350	\$377	\$366	\$349	\$361
	Non-Litigation	Partner	78	\$538	\$636	\$823	\$704	\$683	\$652
		Associate	77	\$318	\$386	\$497	\$441	\$404	\$404
Chicago IL	Litigation	Partner	312	\$502	\$725	\$950	\$739	\$712	\$688
		Associate	274	\$375	\$502	\$618	\$508	\$490	\$457
	Non-Litigation	Partner	648	\$650	\$886	\$1,155	\$910	\$880	\$818
		Associate	599	\$410	\$563	\$748	\$588	\$596	\$530
Cincinnati OH	Litigation	Partner	23	\$322	\$485	\$553	\$448	\$455	\$462
		Associate	34	\$250	\$270	\$328	\$291	\$279	\$266
	Non-Litigation	Partner	37	\$395	\$440	\$550	\$473	\$460	\$427
		Associate	45	\$250	\$290	\$333	\$296	\$282	\$267
Cleveland OH	Litigation	Partner	82	\$399	\$500	\$712	\$567	\$579	\$505
		Associate	73	\$245	\$280	\$350	\$306	\$313	\$290

**Section I: High-Level Data Cuts** #38391**Cities**

By Matter Type

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Cleveland OH	Non-Litigation	Partner	177	\$386	\$478	\$600	\$536	\$512	\$496
		Associate	145	\$247	\$295	\$385	\$325	\$300	\$307
Columbia SC	Litigation	Partner	15	\$298	\$400	\$470	\$403	\$379	\$368
		Associate	16	\$276	\$315	\$333	\$305	\$264	\$256
	Non-Litigation	Partner	23	\$310	\$400	\$510	\$423	\$400	\$386
		Associate	22	\$223	\$250	\$295	\$263	\$266	\$249
Columbus OH	Litigation	Partner	23	\$415	\$555	\$590	\$525	\$533	\$479
		Associate	15	\$245	\$245	\$301	\$292	\$274	\$273
	Non-Litigation	Partner	35	\$395	\$466	\$546	\$473	\$474	\$476
		Associate	21	\$249	\$271	\$334	\$299	\$275	\$283
Dallas TX	Litigation	Partner	72	\$350	\$525	\$695	\$546	\$485	\$474
		Associate	74	\$222	\$382	\$611	\$443	\$440	\$403
	Non-Litigation	Partner	140	\$425	\$603	\$975	\$720	\$755	\$711
		Associate	149	\$325	\$519	\$694	\$527	\$563	\$518
Dayton OH	Non-Litigation	Partner	14	\$320	\$354	\$381	\$365	\$388	\$357
Denver CO	Litigation	Partner	44	\$375	\$478	\$625	\$492	\$457	\$458

**Cities**

By Matter Type

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Denver CO	Litigation	Associate	33	\$283	\$323	\$420	\$355	\$334	\$322
		Partner	129	\$406	\$500	\$630	\$545	\$519	\$500
	Non-Litigation	Associate	88	\$275	\$325	\$385	\$349	\$321	\$318
Partner		37	\$275	\$325	\$414	\$363	\$373	\$349	
Detroit MI	Litigation	Associate	33	\$215	\$247	\$350	\$276	\$297	\$260
		Partner	75	\$320	\$375	\$464	\$393	\$377	\$368
	Non-Litigation	Associate	49	\$218	\$255	\$300	\$269	\$254	\$252
		Partner	19	\$375	\$430	\$490	\$432	\$430	\$420
Greenville SC	Non-Litigation	Associate	17	\$253	\$295	\$340	\$307	\$310	\$279
		Partner	28	\$300	\$420	\$561	\$442	\$430	\$475
Hartford CT	Litigation	Associate	14	\$280	\$302	\$330	\$301	\$292	\$281
		Partner	22	\$425	\$500	\$730	\$569	\$550	\$520
	Non-Litigation	Associate	21	\$270	\$305	\$340	\$309	\$279	\$264
		Partner	16	\$316	\$360	\$425	\$367	\$384	\$361
Honolulu HI	Litigation	Partner	25	\$275	\$300	\$390	\$348	\$305	\$329
		Associate	12	\$178	\$180	\$220	\$206	\$201	\$194
	Non-Litigation	Partner	16	\$316	\$360	\$425	\$367	\$384	\$361

**Section I: High-Level Data Cuts** #38393**Cities**

By Matter Type

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Houston TX	Litigation	Partner	69	\$425	\$614	\$832	\$641	\$626	\$581
		Associate	71	\$350	\$375	\$502	\$425	\$389	\$375
	Non-Litigation	Partner	116	\$491	\$702	\$1,013	\$775	\$794	\$725
		Associate	128	\$274	\$374	\$539	\$432	\$409	\$369
Indianapolis IN	Litigation	Partner	42	\$295	\$400	\$465	\$407	\$420	\$418
		Associate	26	\$200	\$250	\$303	\$260	\$259	\$267
	Non-Litigation	Partner	53	\$375	\$441	\$525	\$450	\$456	\$435
		Associate	25	\$260	\$263	\$316	\$290	\$271	\$271
Jackson MS	Litigation	Partner	55	\$319	\$353	\$400	\$379	\$369	\$347
		Associate	54	\$214	\$240	\$251	\$219	\$185	\$199
	Non-Litigation	Partner	27	\$300	\$379	\$475	\$397	\$382	\$344
		Associate	22	\$55	\$135	\$255	\$159	\$198	\$227
Jacksonville FL	Litigation	Partner	13	\$291	\$514	\$612	\$452	\$410	\$308
Kansas City MO	Litigation	Partner	75	\$400	\$450	\$546	\$464	\$444	\$466
		Associate	61	\$276	\$320	\$370	\$315	\$306	\$294
	Non-Litigation	Partner	114	\$386	\$466	\$550	\$493	\$464	\$444

**Cities**

By Matter Type

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Kansas City MO	Non-Litigation	Associate	95	\$250	\$320	\$385	\$323	\$288	\$278
		Litigation	Partner	14	\$285	\$350	\$484	\$402	\$445
Las Vegas NV	Non-Litigation	Partner	19	\$250	\$300	\$445	\$375	\$421	\$480
		Associate	12	\$238	\$323	\$377	\$320	\$282	\$280
Little Rock AR	Non-Litigation	Partner	12	\$215	\$215	\$300	\$267	\$290	\$274
Los Angeles CA	Litigation	Partner	342	\$475	\$715	\$1,042	\$759	\$708	\$694
		Associate	433	\$402	\$602	\$806	\$610	\$583	\$535
	Non-Litigation	Partner	559	\$600	\$880	\$1,160	\$894	\$872	\$816
		Associate	761	\$480	\$685	\$895	\$696	\$665	\$620
Louisville KY	Litigation	Partner	18	\$265	\$356	\$405	\$344	\$353	\$338
		Associate	16	\$178	\$200	\$278	\$225	\$227	\$214
	Non-Litigation	Associate	12	\$208	\$215	\$249	\$224	\$230	\$197
Madison WI	Non-Litigation	Partner	15	\$244	\$389	\$529	\$421	\$424	\$430
Memphis TN	Litigation	Partner	16	\$290	\$415	\$425	\$364	\$355	\$347
	Non-Litigation	Partner	20	\$298	\$340	\$369	\$345	\$346	\$334
Miami FL	Litigation	Partner	100	\$282	\$475	\$614	\$465	\$473	\$453

# Section I: High-Level Data Cuts

## Cities

By Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Miami FL	Litigation	Associate	68	\$226	\$345	\$441	\$343	\$341	\$351
		Partner	149	\$449	\$552	\$726	\$572	\$578	\$580
	Non-Litigation	Associate	88	\$278	\$395	\$514	\$404	\$414	\$379
Partner		23	\$280	\$386	\$461	\$382	\$384	\$346	
Milwaukee WI	Litigation	Associate	14	\$274	\$305	\$348	\$304	\$291	\$248
		Partner	31	\$344	\$414	\$476	\$497	\$494	\$424
	Non-Litigation	Associate	22	\$263	\$298	\$384	\$323	\$315	\$281
		Partner	72	\$331	\$500	\$687	\$534	\$475	\$466
Minneapolis MN	Litigation	Associate	70	\$275	\$403	\$490	\$391	\$359	\$356
		Partner	122	\$450	\$633	\$725	\$602	\$577	\$568
	Non-Litigation	Associate	75	\$308	\$408	\$526	\$416	\$390	\$389
		Partner	25	\$275	\$348	\$471	\$366	\$383	\$374
Nashville TN	Litigation	Associate	12	\$186	\$210	\$251	\$219	\$205	\$218
		Partner	88	\$399	\$470	\$551	\$483	\$474	\$430
	Non-Litigation	Associate	63	\$262	\$315	\$344	\$316	\$294	\$266
Partner		49	\$283	\$310	\$361	\$322	\$340	\$336	
New Orleans LA	Litigation								

**Section I: High-Level Data Cuts** #38396**Cities**

By Matter Type

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
New Orleans LA	Litigation	Associate	46	\$226	\$238	\$339	\$279	\$287	\$260
		Partner	40	\$293	\$345	\$449	\$373	\$387	\$364
	Non-Litigation	Associate	27	\$230	\$244	\$290	\$287	\$264	\$249
New York NY		Litigation	Partner	670	\$475	\$664	\$1,061	\$784	\$743
	Associate		756	\$325	\$465	\$736	\$540	\$506	\$512
	Non-Litigation	Partner	1,522	\$758	\$1,175	\$1,520	\$1,138	\$1,101	\$1,046
		Associate	2,124	\$550	\$770	\$981	\$772	\$734	\$680
Omaha NE	Non-Litigation	Partner	35	\$293	\$363	\$419	\$354	\$357	\$355
		Associate	14	\$205	\$225	\$290	\$250	\$237	\$223
Orlando FL	Litigation	Partner	31	\$460	\$475	\$510	\$473	\$462	\$443
		Associate	27	\$255	\$325	\$390	\$313	\$273	\$265
	Non-Litigation	Partner	45	\$390	\$443	\$502	\$486	\$514	\$475
		Associate	28	\$246	\$293	\$333	\$311	\$313	\$311
Philadelphia PA	Litigation	Partner	352	\$450	\$623	\$810	\$638	\$631	\$613
		Associate	329	\$340	\$420	\$495	\$430	\$404	\$383
	Non-Litigation	Partner	417	\$525	\$729	\$900	\$744	\$719	\$674

## Cities

By Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Philadelphia PA	Non-Litigation	Associate	374	\$335	\$436	\$525	\$457	\$431	\$412
		Partner	34	\$300	\$440	\$570	\$466	\$400	\$409
Phoenix AZ	Litigation	Associate	24	\$215	\$324	\$350	\$291	\$243	\$266
		Partner	79	\$330	\$409	\$515	\$436	\$400	\$384
	Non-Litigation	Associate	47	\$225	\$275	\$325	\$281	\$255	\$269
		Partner	58	\$373	\$564	\$719	\$554	\$546	\$498
Pittsburgh PA	Litigation	Associate	71	\$269	\$392	\$483	\$395	\$356	\$333
		Partner	135	\$441	\$605	\$808	\$629	\$601	\$543
	Non-Litigation	Associate	125	\$324	\$380	\$458	\$386	\$391	\$370
		Partner	15	\$359	\$409	\$468	\$472	\$416	\$429
Portland ME	Non-Litigation	Partner	32	\$218	\$385	\$447	\$363	\$392	\$398
		Associate	20	\$196	\$245	\$279	\$244	\$249	\$241
	Litigation	Partner	35	\$342	\$451	\$550	\$453	\$422	\$404
Associate		53	\$309	\$384	\$434	\$379	\$349	\$326	
Portland OR	Non-Litigation	Partner	63	\$410	\$502	\$612	\$516	\$496	\$465
		Associate	85	\$335	\$392	\$439	\$391	\$366	\$336



**Section I: High-Level Data Cuts** #38398**Cities**

By Matter Type

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Providence RI	Non-Litigation	Partner	13	\$185	\$480	\$620	\$434	\$340	\$416
Raleigh NC	Litigation	Partner	12	\$275	\$395	\$539	\$403	\$418	\$388
		Associate	15	\$206	\$275	\$450	\$323	\$379	\$315
	Non-Litigation	Partner	39	\$336	\$408	\$544	\$432	\$451	\$436
Richmond VA	Litigation	Partner	37	\$381	\$657	\$695	\$547	\$558	\$565
		Associate	29	\$350	\$425	\$459	\$410	\$370	\$364
	Non-Litigation	Partner	64	\$569	\$710	\$892	\$715	\$703	\$640
		Associate	61	\$419	\$460	\$561	\$480	\$458	\$414
Rochester NY	Non-Litigation	Partner	11	\$261	\$354	\$426	\$364	\$369	\$371
		Associate	13	\$210	\$284	\$329	\$282	\$260	\$287
Sacramento CA	Litigation	Partner	11	\$375	\$400	\$430	\$421	\$386	\$449
	Non-Litigation	Partner	12	\$400	\$441	\$506	\$485	\$575	\$482
Salt Lake City UT	Litigation	Partner	17	\$240	\$300	\$430	\$327	\$378	\$368
	Non-Litigation	Partner	43	\$285	\$365	\$432	\$379	\$350	\$385
		Associate	24	\$220	\$240	\$271	\$252	\$241	\$224
San Diego CA	Litigation	Partner	48	\$285	\$425	\$883	\$557	\$498	\$479

**Cities**

By Matter Type

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
San Diego CA	Litigation	Associate	19	\$150	\$175	\$325	\$254	\$257	\$268
		Partner	96	\$325	\$523	\$1,019	\$670	\$660	\$655
	Non-Litigation	Associate	60	\$226	\$325	\$516	\$395	\$343	\$354
Partner		150	\$392	\$663	\$961	\$704	\$703	\$667	
San Francisco CA	Litigation	Associate	108	\$314	\$415	\$628	\$486	\$471	\$451
		Partner	223	\$468	\$669	\$942	\$730	\$753	\$721
	Non-Litigation	Associate	145	\$345	\$465	\$730	\$539	\$536	\$485
		Partner	40	\$600	\$867	\$1,056	\$876	\$880	\$796
San Jose CA	Litigation	Associate	27	\$435	\$550	\$745	\$587	\$542	\$471
		Partner	61	\$618	\$795	\$1,165	\$918	\$910	\$803
	Non-Litigation	Associate	38	\$370	\$515	\$865	\$622	\$575	\$570
		Partner	13	\$215	\$250	\$294	\$260	\$262	\$260
San Juan PR	Non-Litigation	Partner	13	\$215	\$250	\$294	\$260	\$262	\$260
Seattle WA	Litigation	Partner	91	\$436	\$535	\$741	\$596	\$506	\$498
		Associate	67	\$370	\$507	\$535	\$476	\$410	\$405
	Non-Litigation	Partner	150	\$406	\$505	\$697	\$547	\$553	\$523
		Associate	117	\$300	\$366	\$504	\$411	\$389	\$381

**Cities**

By Matter Type

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
St. Louis MO	Litigation	Partner	46	\$248	\$357	\$491	\$384	\$390	\$389
		Associate	17	\$200	\$225	\$250	\$226	\$230	\$224
	Non-Litigation	Partner	72	\$350	\$428	\$531	\$439	\$464	\$439
Tallahassee FL	Non-Litigation	Partner	11	\$295	\$495	\$659	\$514	\$523	\$427
Tampa FL	Litigation	Partner	34	\$340	\$422	\$570	\$466	\$452	\$415
		Associate	14	\$250	\$275	\$340	\$294	\$300	\$272
	Non-Litigation	Partner	47	\$325	\$437	\$540	\$448	\$464	\$428
		Associate	19	\$250	\$280	\$310	\$301	\$303	\$278
Trenton NJ	Litigation	Partner	14	\$425	\$540	\$710	\$568	\$556	\$494
	Non-Litigation	Partner	19	\$400	\$578	\$727	\$599	\$581	\$520
		Associate	14	\$210	\$341	\$430	\$334	\$336	\$373
Washington DC	Litigation	Partner	572	\$735	\$898	\$1,025	\$899	\$857	\$825
		Associate	476	\$489	\$625	\$695	\$610	\$573	\$529
	Non-Litigation	Partner	1,113	\$640	\$836	\$1,044	\$873	\$862	\$825
		Associate	922	\$430	\$584	\$705	\$603	\$578	\$538
Wheeling WV	Litigation	Associate	45	\$384	\$484	\$601	\$486	\$502	\$458

## Cities

By Years of Experience

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2021	2020	2019
Atlanta GA	Fewer Than 3 Years	23	\$272	\$360	\$405	\$343	\$302	\$260
	3 to Fewer Than 7 Years	41	\$270	\$335	\$413	\$357	\$349	\$330
	7 or More Years	69	\$346	\$413	\$590	\$471	\$425	\$402
Austin TX	7 or More Years	15	\$368	\$446	\$662	\$500	\$436	\$403
Baltimore MD	Fewer Than 3 Years	22	\$297	\$444	\$525	\$424	\$396	\$455
	3 to Fewer Than 7 Years	34	\$505	\$536	\$595	\$531	\$491	\$436
	7 or More Years	40	\$290	\$491	\$652	\$486	\$482	\$449
Birmingham AL	3 to Fewer Than 7 Years	18	\$220	\$285	\$300	\$266	\$272	\$264
	7 or More Years	19	\$275	\$310	\$326	\$316	\$305	\$287
Boston MA	Fewer Than 3 Years	11	\$370	\$453	\$486	\$447	\$444	\$360
	3 to Fewer Than 7 Years	34	\$400	\$458	\$561	\$488	\$460	\$420
	7 or More Years	53	\$332	\$460	\$638	\$501	\$544	\$456
Charlotte NC	3 to Fewer Than 7 Years	22	\$324	\$354	\$369	\$366	\$336	\$375
	7 or More Years	22	\$329	\$430	\$490	\$471	\$458	\$413
Chicago IL	Fewer Than 3 Years	31	\$386	\$526	\$571	\$491	\$510	\$589

## Cities

By Years of Experience

### 2021 - Real Rates for Associate

### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2021	2020	2019
Chicago IL	3 to Fewer Than 7 Years	94	\$390	\$498	\$668	\$542	\$552	\$504
	7 or More Years	124	\$386	\$568	\$757	\$580	\$578	\$556
Cincinnati OH	3 to Fewer Than 7 Years	13	\$249	\$280	\$325	\$279	\$248	\$249
Cleveland OH	Fewer Than 3 Years	21	\$222	\$260	\$367	\$288	\$234	\$207
	3 to Fewer Than 7 Years	44	\$256	\$295	\$426	\$344	\$303	\$297
	7 or More Years	51	\$255	\$295	\$350	\$328	\$326	\$322
Columbus OH	3 to Fewer Than 7 Years	12	\$240	\$260	\$338	\$327	\$252	\$236
Dallas TX	3 to Fewer Than 7 Years	16	\$528	\$611	\$718	\$623	\$583	\$439
	7 or More Years	39	\$328	\$400	\$610	\$474	\$527	\$522
Denver CO	3 to Fewer Than 7 Years	19	\$294	\$327	\$358	\$349	\$314	\$305
	7 or More Years	30	\$274	\$365	\$415	\$361	\$334	\$341
Detroit MI	7 or More Years	18	\$212	\$295	\$338	\$289	\$295	\$279
Houston TX	3 to Fewer Than 7 Years	20	\$392	\$455	\$626	\$499	\$449	\$410
	7 or More Years	29	\$328	\$413	\$585	\$468	\$478	\$453
Indianapolis IN	7 or More Years	14	\$200	\$260	\$300	\$266	\$263	\$269

**Section I: High-Level Data Cuts** #38403**Cities**

By Years of Experience

**2021 - Real Rates for Associate****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2021	2020	2019
Jackson MS	7 or More Years	22	\$55	\$55	\$183	\$124	\$125	\$183
Kansas City MO	3 to Fewer Than 7 Years	26	\$252	\$310	\$349	\$306	\$294	\$292
	7 or More Years	28	\$295	\$325	\$370	\$325	\$283	\$282
Los Angeles CA	Fewer Than 3 Years	70	\$494	\$533	\$622	\$543	\$511	\$413
	3 to Fewer Than 7 Years	128	\$533	\$709	\$821	\$673	\$582	\$510
	7 or More Years	164	\$412	\$565	\$841	\$629	\$604	\$576
Miami FL	3 to Fewer Than 7 Years	14	\$277	\$340	\$408	\$364	\$323	\$323
	7 or More Years	30	\$310	\$475	\$540	\$431	\$429	\$374
Minneapolis MN	3 to Fewer Than 7 Years	23	\$330	\$351	\$462	\$394	\$388	\$355
	7 or More Years	26	\$326	\$448	\$580	\$441	\$397	\$384
Nashville TN	7 or More Years	13	\$245	\$283	\$325	\$287	\$271	\$253
New Orleans LA	3 to Fewer Than 7 Years	13	\$235	\$238	\$280	\$251	\$260	\$248
	7 or More Years	13	\$260	\$340	\$364	\$324	\$326	\$276
New York NY	Fewer Than 3 Years	160	\$440	\$590	\$775	\$629	\$560	\$513
	3 to Fewer Than 7 Years	237	\$412	\$670	\$875	\$681	\$625	\$559

## Cities

By Years of Experience

### 2021 - Real Rates for Associate

### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2021	2020	2019
New York NY	7 or More Years	437	\$430	\$711	\$967	\$722	\$715	\$693
	Fewer Than 3 Years	38	\$326	\$375	\$428	\$378	\$351	\$448
Philadelphia PA	3 to Fewer Than 7 Years	129	\$327	\$403	\$475	\$408	\$381	\$354
	7 or More Years	137	\$350	\$452	\$550	\$461	\$446	\$433
Phoenix AZ	7 or More Years	11	\$230	\$295	\$334	\$291	\$271	\$244
Pittsburgh PA	3 to Fewer Than 7 Years	32	\$274	\$377	\$467	\$375	\$331	\$332
	7 or More Years	34	\$263	\$381	\$507	\$394	\$386	\$348
Portland OR	3 to Fewer Than 7 Years	40	\$340	\$375	\$428	\$379	\$330	\$294
	7 or More Years	60	\$340	\$410	\$477	\$407	\$396	\$364
Richmond VA	7 or More Years	13	\$413	\$450	\$488	\$453	\$420	\$393
San Diego CA	7 or More Years	21	\$325	\$374	\$565	\$471	\$385	\$413
San Francisco CA	Fewer Than 3 Years	15	\$403	\$550	\$591	\$501	\$462	
	3 to Fewer Than 7 Years	37	\$325	\$400	\$623	\$477	\$459	\$384
	7 or More Years	49	\$314	\$405	\$621	\$478	\$526	\$495
San Jose CA	7 or More Years	14	\$425	\$500	\$755	\$579	\$635	\$607

**Section I: High-Level Data Cuts** #38405**Cities**

By Years of Experience

**2021 - Real Rates for Associate****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2021	2020	2019
Seattle WA	3 to Fewer Than 7 Years	23	\$277	\$295	\$335	\$298	\$318	\$283
	7 or More Years	41	\$365	\$433	\$519	\$439	\$399	\$409
St. Louis MO	7 or More Years	12	\$200	\$213	\$251	\$246	\$253	\$244
Washington DC	Fewer Than 3 Years	59	\$412	\$478	\$620	\$499	\$460	\$408
	3 to Fewer Than 7 Years	190	\$405	\$550	\$695	\$554	\$520	\$479
	7 or More Years	235	\$517	\$650	\$818	\$678	\$645	\$597



## Cities

By Years of Experience

### 2021 - Real Rates for Associate

### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2021	2020	2019
Albany NY	21 or More Years	19	\$294	\$318	\$343	\$366	\$388	\$334
	Fewer Than 21 Years	85	\$390	\$485	\$692	\$531	\$554	\$509
Atlanta GA	21 or More Years	134	\$485	\$600	\$833	\$645	\$631	\$589
	Fewer Than 21 Years	25	\$454	\$525	\$683	\$575	\$548	\$535
Austin TX	21 or More Years	41	\$414	\$480	\$811	\$582	\$545	\$519
	Fewer Than 21 Years	36	\$400	\$520	\$686	\$554	\$545	\$576
Baltimore MD	21 or More Years	78	\$489	\$625	\$805	\$656	\$637	\$617
	Fewer Than 21 Years	44	\$300	\$343	\$428	\$369	\$368	\$350
Birmingham AL	21 or More Years	43	\$375	\$463	\$526	\$457	\$458	\$412
	Fewer Than 21 Years	74	\$519	\$652	\$776	\$668	\$678	\$622
Boston MA	21 or More Years	150	\$410	\$690	\$870	\$695	\$686	\$660
	21 or More Years	14	\$375	\$532	\$573	\$482	\$451	\$411
Bridgeport CT	21 or More Years	16	\$340	\$340	\$340	\$329	\$332	\$324
	Fewer Than 21 Years	18	\$333	\$340	\$377	\$357	\$359	\$355
Buffalo NY	21 or More Years	20	\$259	\$287	\$321	\$289	\$286	\$284
Charleston WV	21 or More Years	20	\$259	\$287	\$321	\$289	\$286	\$284

## Cities

By Years of Experience

### 2021 - Real Rates for Partner

### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2021	2020	2019
Charlotte NC	Fewer Than 21 Years	36	\$474	\$590	\$715	\$588	\$584	\$559
	21 or More Years	45	\$560	\$774	\$956	\$805	\$763	\$701
Chicago IL	Fewer Than 21 Years	213	\$525	\$745	\$1,035	\$792	\$777	\$725
	21 or More Years	362	\$643	\$855	\$1,110	\$878	\$864	\$810
Cincinnati OH	Fewer Than 21 Years	14	\$355	\$430	\$535	\$443	\$447	\$420
	21 or More Years	32	\$419	\$485	\$594	\$490	\$486	\$457
Cleveland OH	Fewer Than 21 Years	69	\$385	\$445	\$551	\$511	\$486	\$441
	21 or More Years	115	\$407	\$524	\$665	\$582	\$572	\$540
Columbia SC	21 or More Years	17	\$369	\$420	\$550	\$446	\$400	\$384
Columbus OH	Fewer Than 21 Years	11	\$355	\$410	\$600	\$464	\$501	\$468
	21 or More Years	32	\$403	\$500	\$620	\$513	\$492	\$470
Dallas TX	Fewer Than 21 Years	51	\$383	\$520	\$632	\$572	\$606	\$566
	21 or More Years	71	\$525	\$695	\$990	\$788	\$780	\$673
Denver CO	Fewer Than 21 Years	49	\$385	\$460	\$574	\$509	\$483	\$451
	21 or More Years	78	\$439	\$577	\$667	\$580	\$546	\$530

**Cities**

By Years of Experience

**2021 - Real Rates for Partner**

**Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2021	2020	2019
Detroit MI	Fewer Than 21 Years	23	\$321	\$350	\$436	\$376	\$344	\$331
	21 or More Years	58	\$300	\$370	\$460	\$387	\$377	\$374
Greenville SC	21 or More Years	14	\$388	\$432	\$497	\$449	\$447	\$444
Hartford CT	Fewer Than 21 Years	15	\$300	\$353	\$438	\$370	\$389	\$416
	21 or More Years	20	\$473	\$573	\$730	\$610	\$552	\$532
Honolulu HI	21 or More Years	20	\$291	\$350	\$449	\$380	\$365	\$363
Houston TX	Fewer Than 21 Years	62	\$470	\$695	\$860	\$720	\$703	\$687
	21 or More Years	56	\$527	\$769	\$1,019	\$789	\$815	\$730
Indianapolis IN	Fewer Than 21 Years	29	\$298	\$400	\$443	\$384	\$383	\$369
	21 or More Years	52	\$352	\$447	\$583	\$470	\$467	\$453
Jackson MS	Fewer Than 21 Years	18	\$300	\$353	\$374	\$348	\$345	\$315
	21 or More Years	15	\$309	\$425	\$592	\$447	\$380	\$357
Kansas City MO	Fewer Than 21 Years	45	\$375	\$418	\$470	\$422	\$382	\$370
	21 or More Years	71	\$415	\$531	\$635	\$515	\$496	\$499
Las Vegas NV	21 or More Years	14	\$300	\$350	\$510	\$425	\$470	\$498

# Section I: High-Level Data Cuts

## Cities

By Years of Experience

### 2021 - Real Rates for Partner

### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2021	2020	2019
Los Angeles CA	Fewer Than 21 Years	173	\$550	\$855	\$1,065	\$815	\$724	\$703
	21 or More Years	332	\$527	\$725	\$1,145	\$844	\$818	\$758
Memphis TN	Fewer Than 21 Years	11	\$283	\$300	\$340	\$317	\$324	\$309
	21 or More Years	17	\$365	\$415	\$425	\$391	\$379	\$370
Miami FL	Fewer Than 21 Years	44	\$408	\$540	\$583	\$503	\$484	\$485
	21 or More Years	99	\$414	\$550	\$750	\$569	\$564	\$532
Milwaukee WI	Fewer Than 21 Years	14	\$306	\$358	\$433	\$373	\$355	\$323
	21 or More Years	26	\$375	\$470	\$545	\$535	\$530	\$431
Minneapolis MN	Fewer Than 21 Years	41	\$400	\$520	\$604	\$513	\$515	\$478
	21 or More Years	82	\$450	\$659	\$789	\$619	\$591	\$579
Nashville TN	Fewer Than 21 Years	27	\$375	\$464	\$495	\$436	\$413	\$374
	21 or More Years	49	\$420	\$470	\$536	\$481	\$472	\$433
New Orleans LA	Fewer Than 21 Years	24	\$275	\$305	\$390	\$346	\$361	\$337
	21 or More Years	40	\$295	\$332	\$412	\$352	\$373	\$369
New York NY	Fewer Than 21 Years	456	\$656	\$1,044	\$1,407	\$1,033	\$987	\$938

## Cities

By Years of Experience

### 2021 - Real Rates for Partner

### Trend Analysis - Mean

City	Years of Experience	n	First Quartile	Median	Third Quartile	2021	2020	2019
New York NY	21 or More Years	996	\$634	\$1,026	\$1,470	\$1,055	\$1,015	\$972
Oklahoma City OK	21 or More Years	12	\$220	\$336	\$389	\$326	\$299	\$340
Omaha NE	Fewer Than 21 Years	15	\$241	\$305	\$350	\$299	\$336	\$316
	21 or More Years	21	\$330	\$396	\$420	\$379	\$368	\$378
Orlando FL	Fewer Than 21 Years	20	\$385	\$410	\$503	\$472	\$482	\$440
	21 or More Years	30	\$411	\$470	\$475	\$449	\$440	\$437
Philadelphia PA	Fewer Than 21 Years	169	\$450	\$590	\$725	\$611	\$579	\$558
	21 or More Years	294	\$503	\$692	\$881	\$718	\$712	\$666
Phoenix AZ	Fewer Than 21 Years	22	\$303	\$380	\$454	\$397	\$373	\$354
	21 or More Years	48	\$372	\$450	\$595	\$494	\$443	\$441
Pittsburgh PA	Fewer Than 21 Years	49	\$395	\$585	\$724	\$556	\$526	\$464
	21 or More Years	74	\$425	\$570	\$822	\$608	\$570	\$532
Portland ME	Fewer Than 21 Years	12	\$305	\$315	\$401	\$337	\$352	\$324
	21 or More Years	21	\$230	\$415	\$447	\$370	\$357	\$363
Portland OR	Fewer Than 21 Years	36	\$375	\$420	\$607	\$478	\$443	\$424

**Section I: High-Level Data Cuts** #38411**Cities**

By Years of Experience

**2021 - Real Rates for Partner****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2021	2020	2019
Portland OR	21 or More Years	44	\$455	\$505	\$585	\$531	\$500	\$466
	Fewer Than 21 Years	15	\$300	\$378	\$455	\$397	\$427	\$408
Raleigh NC	21 or More Years	24	\$275	\$480	\$571	\$452	\$485	\$466
	Fewer Than 21 Years	32	\$610	\$684	\$724	\$638	\$618	\$580
Richmond VA	21 or More Years	36	\$420	\$665	\$805	\$655	\$635	\$625
	Fewer Than 21 Years	20	\$274	\$342	\$432	\$349	\$347	\$381
Salt Lake City UT	21 or More Years	24	\$333	\$393	\$462	\$409	\$378	\$378
	Fewer Than 21 Years	27	\$395	\$540	\$945	\$663	\$552	\$507
San Diego CA	21 or More Years	64	\$357	\$563	\$1,175	\$747	\$701	\$657
	Fewer Than 21 Years	80	\$480	\$705	\$950	\$752	\$718	\$681
San Francisco CA	21 or More Years	158	\$535	\$694	\$960	\$757	\$778	\$737
	Fewer Than 21 Years	18	\$707	\$955	\$1,201	\$979	\$915	\$799
San Jose CA	21 or More Years	56	\$600	\$819	\$1,153	\$915	\$918	\$841
	Fewer Than 21 Years	66	\$402	\$471	\$634	\$511	\$454	\$446
Seattle WA	21 or More Years	90	\$467	\$571	\$698	\$583	\$573	\$547

**Section I: High-Level Data Cuts** #38412**Cities**

By Years of Experience

**2021 - Real Rates for Partner****Trend Analysis - Mean**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2021	2020	2019
St. Louis MO	Fewer Than 21 Years	38	\$349	\$415	\$484	\$409	\$410	\$383
	21 or More Years	57	\$350	\$435	\$584	\$453	\$465	\$440
Tampa FL	Fewer Than 21 Years	24	\$310	\$364	\$518	\$400	\$403	\$384
	21 or More Years	35	\$375	\$511	\$546	\$496	\$507	\$465
Trenton NJ	21 or More Years	15	\$515	\$626	\$831	\$639	\$624	\$545
Washington DC	Fewer Than 21 Years	422	\$625	\$814	\$950	\$818	\$793	\$756
	21 or More Years	705	\$665	\$875	\$1,059	\$902	\$886	\$844

## Cities

By Role

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Albany NY	Partner	29	\$285	\$298	\$325	\$339	\$366	\$326
	Associate	17	\$224	\$235	\$245	\$238	\$233	\$242
Atlanta GA	Partner	321	\$413	\$590	\$756	\$609	\$618	\$569
	Associate	301	\$300	\$393	\$535	\$427	\$410	\$381
Austin TX	Partner	89	\$406	\$495	\$695	\$554	\$536	\$508
	Associate	61	\$275	\$350	\$530	\$402	\$413	\$363
Baltimore MD	Partner	160	\$412	\$620	\$799	\$631	\$613	\$625
	Associate	176	\$330	\$499	\$630	\$490	\$472	\$435
Baton Rouge LA	Partner	16	\$299	\$348	\$446	\$379	\$376	\$339
Billings MT	Partner	12	\$275	\$275	\$318	\$309	\$266	\$259
Birmingham AL	Partner	127	\$323	\$375	\$468	\$391	\$397	\$378
	Associate	101	\$273	\$300	\$325	\$297	\$300	\$281
Boise City ID	Partner	18	\$225	\$296	\$335	\$321	\$298	\$286
Boston MA	Partner	289	\$423	\$670	\$850	\$672	\$684	\$659
	Associate	262	\$351	\$475	\$610	\$504	\$497	\$463



## Cities

By Role

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Bridgeport CT	Partner	21	\$372	\$504	\$573	\$474	\$440	\$404
	Associate	13	\$213	\$292	\$303	\$272	\$254	\$262
Buffalo NY	Partner	43	\$340	\$340	\$355	\$337	\$344	\$342
	Associate	36	\$225	\$245	\$265	\$241	\$244	\$245
Burlington VT	Partner	12	\$210	\$230	\$353	\$268	\$273	\$262
Charleston SC	Partner	15	\$285	\$395	\$464	\$367	\$352	\$366
	Associate	12	\$215	\$288	\$349	\$275	\$265	\$248
Charleston WV	Partner	35	\$235	\$287	\$325	\$293	\$294	\$289
Charlotte NC	Partner	104	\$521	\$623	\$777	\$672	\$657	\$616
	Associate	101	\$315	\$361	\$464	\$422	\$392	\$392
Chicago IL	Partner	863	\$610	\$839	\$1,101	\$859	\$832	\$779
	Associate	804	\$400	\$536	\$710	\$564	\$565	\$506
Cincinnati OH	Partner	55	\$380	\$445	\$550	\$464	\$459	\$441
	Associate	69	\$250	\$280	\$333	\$294	\$280	\$267
Cleveland OH	Partner	211	\$395	\$485	\$644	\$544	\$533	\$499

**Section I: High-Level Data Cuts** #38415**Cities**

By Role

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Cleveland OH	Associate	192	\$245	\$292	\$370	\$319	\$304	\$302
	Partner	34	\$300	\$400	\$498	\$416	\$390	\$378
Columbia SC	Associate	35	\$228	\$292	\$320	\$280	\$265	\$252
	Partner	55	\$400	\$483	\$590	\$498	\$501	\$477
Columbus OH	Associate	34	\$245	\$260	\$320	\$295	\$275	\$279
	Partner	191	\$395	\$525	\$830	\$647	\$664	\$619
Dallas TX	Associate	205	\$295	\$483	\$674	\$497	\$527	\$482
	Partner	17	\$320	\$383	\$450	\$402	\$421	\$399
Dayton OH	Partner	158	\$396	\$500	\$630	\$534	\$501	\$487
	Associate	115	\$275	\$324	\$395	\$351	\$326	\$319
Denver CO	Partner	102	\$300	\$370	\$459	\$384	\$376	\$360
	Associate	78	\$215	\$255	\$320	\$272	\$269	\$256
Detroit MI	Partner	25	\$375	\$430	\$494	\$431	\$422	\$423
	Associate	23	\$275	\$310	\$367	\$320	\$315	\$292
Greenville SC	Partner	44	\$330	\$475	\$580	\$505	\$496	\$501
	Associate							
Hartford CT	Partner							

## Cities

By Role

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Hartford CT	Associate	32	\$279	\$305	\$333	\$306	\$285	\$274
	Partner	30	\$275	\$350	\$395	\$356	\$344	\$345
Honolulu HI	Associate	13	\$180	\$200	\$200	\$205	\$201	\$204
	Partner	166	\$470	\$657	\$955	\$722	\$729	\$671
Houston TX	Associate	180	\$324	\$375	\$528	\$429	\$401	\$371
	Partner	92	\$350	\$405	\$513	\$428	\$436	\$427
Indianapolis IN	Associate	46	\$225	\$260	\$306	\$274	\$265	\$269
	Partner	74	\$319	\$354	\$425	\$384	\$373	\$346
Jackson MS	Associate	71	\$128	\$236	\$251	\$202	\$188	\$204
	Partner	17	\$299	\$417	\$612	\$442	\$395	\$334
Jacksonville FL	Associate	147	\$252	\$320	\$380	\$320	\$296	\$287
	Partner	175	\$395	\$450	\$550	\$482	\$456	\$455
Lafayette LA	Partner	11	\$150	\$150	\$223	\$195	\$182	\$186
Las Vegas NV	Associate	18	\$250	\$295	\$377	\$319	\$281	\$280
Lexington KY	Partner	11	\$296	\$319	\$369	\$327	\$332	\$330

## Cities

By Role

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Little Rock AR	Partner	16	\$215	\$250	\$300	\$272	\$287	\$282
Los Angeles CA	Partner	786	\$536	\$822	\$1,101	\$843	\$808	\$766
	Associate	1,110	\$450	\$653	\$860	\$664	\$636	\$587
Louisville KY	Partner	25	\$278	\$355	\$400	\$348	\$363	\$348
	Associate	25	\$180	\$210	\$264	\$224	\$228	\$210
Madison WI	Partner	15	\$241	\$389	\$536	\$419	\$435	\$440
Memphis TN	Partner	30	\$290	\$351	\$415	\$354	\$351	\$342
Miami FL	Partner	226	\$360	\$530	\$675	\$525	\$524	\$516
	Associate	149	\$265	\$361	\$475	\$375	\$381	\$365
Milwaukee WI	Partner	52	\$316	\$390	\$476	\$452	\$450	\$387
	Associate	36	\$270	\$305	\$358	\$316	\$305	\$269
Minneapolis MN	Partner	175	\$419	\$595	\$711	\$578	\$544	\$531
	Associate	137	\$295	\$406	\$521	\$405	\$377	\$376
Nashville TN	Partner	108	\$375	\$468	\$535	\$463	\$457	\$414
	Associate	73	\$252	\$311	\$338	\$305	\$283	\$257

# Section I: High-Level Data Cuts

#38418

## Cities

By Role

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
New Haven CT	Partner	14	\$338	\$414	\$510	\$421	\$446	\$432
	Associate	12	\$215	\$234	\$270	\$259	\$281	\$291
New Orleans LA	Partner	84	\$285	\$320	\$410	\$343	\$360	\$347
	Associate	63	\$226	\$238	\$336	\$281	\$280	\$257
New York NY	Partner	1,977	\$625	\$1,015	\$1,436	\$1,034	\$1,000	\$958
	Associate	2,713	\$453	\$710	\$930	\$712	\$678	\$633
Oklahoma City OK	Partner	16	\$220	\$320	\$383	\$311	\$290	\$307
Omaha NE	Partner	43	\$272	\$355	\$419	\$347	\$354	\$362
	Associate	16	\$205	\$225	\$255	\$246	\$232	\$223
Orlando FL	Partner	68	\$401	\$470	\$508	\$479	\$492	\$461
	Associate	51	\$249	\$310	\$390	\$312	\$291	\$284
Philadelphia PA	Partner	654	\$500	\$675	\$863	\$696	\$681	\$647
	Associate	627	\$337	\$425	\$520	\$445	\$419	\$398
Phoenix AZ	Partner	104	\$322	\$420	\$540	\$445	\$400	\$392
	Associate	65	\$225	\$290	\$336	\$284	\$251	\$268

**Section I: High-Level Data Cuts** #38419**Cities**

By Role

**2021 - Real Rates for Associate and Partner**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Pittsburgh PA	Partner	180	\$430	\$592	\$775	\$608	\$583	\$528
	Associate	180	\$300	\$380	\$465	\$389	\$377	\$354
Portland ME	Partner	42	\$250	\$390	\$447	\$395	\$398	\$402
	Associate	23	\$200	\$245	\$290	\$249	\$249	\$240
Portland OR	Partner	91	\$400	\$488	\$585	\$495	\$470	\$442
	Associate	116	\$324	\$390	\$438	\$387	\$361	\$333
Raleigh NC	Partner	49	\$300	\$404	\$544	\$425	\$440	\$424
	Associate	24	\$220	\$275	\$388	\$312	\$351	\$312
Richmond VA	Partner	93	\$438	\$670	\$745	\$639	\$635	\$608
	Associate	85	\$374	\$450	\$530	\$459	\$427	\$395
Rochester NY	Partner	18	\$250	\$345	\$388	\$340	\$355	\$348
	Associate	17	\$206	\$250	\$324	\$272	\$253	\$277
Sacramento CA	Partner	19	\$375	\$424	\$450	\$448	\$462	\$466
	Associate	14	\$319	\$356	\$375	\$346	\$344	\$311
Salt Lake City UT	Partner	54	\$275	\$355	\$433	\$365	\$359	\$379

# Section I: High-Level Data Cuts #38420

## Cities

By Role

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Salt Lake City UT	Associate	28	\$220	\$240	\$273	\$250	\$240	\$222
	Partner	119	\$325	\$446	\$977	\$632	\$593	\$572
San Diego CA	Associate	76	\$225	\$300	\$410	\$354	\$301	\$303
	Partner	325	\$437	\$669	\$950	\$720	\$734	\$701
San Francisco CA	Associate	238	\$325	\$430	\$668	\$516	\$514	\$471
	Partner	85	\$600	\$826	\$1,135	\$902	\$900	\$801
San Jose CA	Associate	60	\$401	\$525	\$815	\$609	\$565	\$544
	Partner	15	\$210	\$250	\$291	\$254	\$247	\$242
San Juan PR	Associate	165	\$312	\$419	\$530	\$439	\$398	\$392
	Partner	209	\$414	\$526	\$719	\$565	\$537	\$516
Seattle WA	Associate	22	\$200	\$250	\$295	\$252	\$247	\$237
	Partner	105	\$350	\$400	\$525	\$419	\$435	\$416
St. Louis MO	Associate	11	\$235	\$240	\$277	\$245	\$265	\$285
	Partner	14	\$385	\$510	\$650	\$525	\$513	\$405
Syracuse NY	Partner	69	\$325	\$434	\$550	\$455	\$458	\$422
Tallahassee FL	Partner							
Tampa FL	Partner							

**Section I: High-Level Data Cuts** #38421**Cities**

By Role

**2021 - Real Rates for Associate and Partner**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Tampa FL	Associate	31	\$250	\$280	\$340	\$298	\$301	\$275
Trenton NJ	Partner	29	\$400	\$545	\$715	\$586	\$572	\$510
	Associate	19	\$245	\$325	\$430	\$346	\$339	\$333
Washington DC	Partner	1,442	\$658	\$855	\$1,039	\$880	\$860	\$825
	Associate	1,270	\$453	\$595	\$700	\$605	\$576	\$535
Wheeling WV	Partner	33	\$703	\$772	\$837	\$773	\$794	\$773
	Associate	78	\$384	\$484	\$600	\$494	\$524	\$473



## Section I: High-Level Data Cuts

### Detailed Practice Area

By Matter Type

#### 2021 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Bankruptcy and Collections	Litigation	Partner	284	\$325	\$430	\$581	\$480	\$477	\$451
		Associate	217	\$245	\$320	\$386	\$346	\$361	\$357
		Paralegal	138	\$155	\$190	\$241	\$197	\$196	\$195
	Non-Litigation	Partner	271	\$326	\$410	\$548	\$503	\$583	\$430
		Associate	187	\$246	\$345	\$445	\$391	\$477	\$322
		Paralegal	107	\$140	\$186	\$226	\$196	\$211	\$175
Commercial	Litigation	Partner	855	\$438	\$637	\$885	\$696	\$662	\$634
		Associate	793	\$325	\$440	\$660	\$516	\$452	\$431
		Paralegal	397	\$194	\$256	\$331	\$270	\$253	\$239
	Non-Litigation	Partner	612	\$500	\$670	\$981	\$775	\$794	\$713
		Associate	428	\$345	\$454	\$662	\$540	\$566	\$496
		Paralegal	160	\$199	\$250	\$340	\$268	\$289	\$264
Corporate: Antitrust and Competition	Litigation	Partner	43	\$784	\$950	\$1,100	\$951	\$811	\$794
		Associate	74	\$506	\$650	\$771	\$643	\$589	\$513
	Non-Litigation	Partner	70	\$836	\$995	\$1,283	\$1,077	\$1,087	\$1,004
		Associate	84	\$520	\$643	\$854	\$673	\$676	\$602

## Section I: High-Level Data Cuts

### Detailed Practice Area

By Matter Type

#### 2021 - Real Rates for Associate, Paralegal, and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Corporate: Antitrust and Competition	Non-Litigation	Paralegal	13	\$312	\$320	\$340	\$310	\$323	\$286
		Partner	33	\$644	\$1,165	\$1,380	\$1,059	\$828	\$915
Corporate: Corporate Development	Non-Litigation	Associate	15	\$480	\$925	\$1,033	\$785	\$621	\$584
		Partner	27	\$992	\$1,150	\$1,291	\$1,168	\$1,103	\$995
Corporate: Governance	Litigation	Partner	123	\$815	\$1,100	\$1,406	\$1,087	\$1,037	\$1,034
		Associate	115	\$545	\$686	\$869	\$693	\$672	\$657
	Non-Litigation	Paralegal	29	\$235	\$320	\$367	\$302	\$286	\$281
		Partner	24	\$513	\$620	\$912	\$708	\$799	\$746
Corporate: Information and Technology	Non-Litigation	Associate	26	\$305	\$364	\$453	\$408	\$514	\$438
		Partner	16	\$514	\$678	\$755	\$705	\$726	\$730
Corporate: Mergers, Acquisitions and Divestitures	Litigation	Partner	423	\$596	\$880	\$1,295	\$952	\$939	\$931
		Associate	438	\$423	\$638	\$898	\$662	\$625	\$611
	Non-Litigation	Paralegal	126	\$260	\$365	\$433	\$341	\$306	\$302
		Partner	979	\$504	\$731	\$950	\$765	\$725	\$667
Corporate: Other	Litigation	Associate	880	\$353	\$507	\$670	\$523	\$498	\$452
		Paralegal	367	\$190	\$264	\$336	\$263	\$250	\$223

## Section I: High-Level Data Cuts

### Detailed Practice Area

By Matter Type

#### 2021 - Real Rates for Associate, Paralegal, and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Corporate: Other		Partner	1,763	\$525	\$827	\$1,085	\$855	\$842	\$787
	Non-Litigation	Associate	1,614	\$425	\$603	\$765	\$619	\$590	\$540
		Paralegal	532	\$200	\$275	\$378	\$290	\$264	\$241
Corporate: Partnerships and Joint Ventures	Non-Litigation	Partner	100	\$993	\$1,340	\$1,590	\$1,249	\$1,172	\$1,121
		Associate	132	\$721	\$922	\$1,080	\$897	\$835	\$728
Corporate: Regulatory and Compliance	Litigation	Partner	279	\$638	\$858	\$1,050	\$868	\$819	\$807
		Associate	261	\$433	\$550	\$739	\$591	\$572	\$526
		Paralegal	122	\$213	\$275	\$349	\$284	\$278	\$255
	Non-Litigation	Partner	890	\$545	\$696	\$947	\$757	\$745	\$727
		Associate	669	\$375	\$500	\$649	\$540	\$523	\$495
		Paralegal	205	\$188	\$225	\$281	\$245	\$248	\$234
Corporate: Tax	Litigation	Partner	30	\$429	\$590	\$735	\$648	\$624	\$509
		Associate	16	\$350	\$400	\$503	\$468	\$456	\$366
		Paralegal	15	\$159	\$190	\$250	\$198	\$177	\$185
	Non-Litigation	Partner	278	\$620	\$850	\$1,195	\$933	\$923	\$864
		Associate	220	\$446	\$611	\$837	\$661	\$620	\$585

## Section I: High-Level Data Cuts

### Detailed Practice Area

By Matter Type

#### 2021 - Real Rates for Associate, Paralegal, and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Corporate: Tax	Non-Litigation	Paralegal	65	\$205	\$291	\$373	\$293	\$300	\$280
		Partner	30	\$712	\$856	\$933	\$887	\$979	\$951
Corporate: Treasury	Non-Litigation	Associate	42	\$368	\$452	\$658	\$531	\$481	\$491
		Partner	13	\$412	\$502	\$620	\$523	\$505	\$434
Employment and Labor: ADA	Litigation	Associate	19	\$298	\$340	\$420	\$364	\$354	\$322
		Partner	37	\$500	\$615	\$837	\$667	\$676	\$664
Employment and Labor: Agreements	Litigation	Associate	28	\$311	\$426	\$564	\$478	\$558	\$512
		Paralegal	13	\$165	\$201	\$221	\$201	\$258	\$245
		Partner	47	\$407	\$503	\$680	\$566	\$667	\$548
	Non-Litigation	Associate	69	\$266	\$357	\$440	\$366	\$371	\$358
		Paralegal	15	\$165	\$180	\$192	\$183	\$198	\$182
		Partner	45	\$342	\$515	\$725	\$604	\$597	\$616
Employment and Labor: Compensation and Benefits	Litigation	Associate	20	\$276	\$298	\$395	\$394	\$429	\$342
		Partner	186	\$624	\$702	\$871	\$783	\$724	\$684
	Non-Litigation	Associate	111	\$370	\$508	\$661	\$543	\$497	\$409
		Paralegal	16	\$212	\$272	\$345	\$290	\$277	\$236

**Detailed Practice Area**

By Matter Type

**2021 - Real Rates for Associate, Paralegal, and Partner**

**Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	208	\$344	\$432	\$550	\$477	\$486	\$473
		Associate	181	\$285	\$325	\$390	\$350	\$354	\$327
		Paralegal	104	\$140	\$200	\$241	\$206	\$185	\$185
	Non-Litigation	Partner	150	\$400	\$472	\$581	\$505	\$495	\$472
		Associate	123	\$283	\$320	\$366	\$346	\$339	\$335
		Paralegal	53	\$150	\$203	\$275	\$218	\$208	\$189
Employment and Labor: ERISA	Litigation	Partner	19	\$450	\$495	\$645	\$553	\$576	\$642
		Associate	19	\$261	\$325	\$369	\$329	\$322	\$458
	Non-Litigation	Partner	70	\$482	\$620	\$789	\$648	\$678	\$643
		Associate	30	\$321	\$395	\$482	\$418	\$405	\$472
Employment and Labor: Employee Dishonesty/Misconduct	Litigation	Partner	11	\$763	\$950	\$983	\$864	\$804	\$794
		Associate	18	\$439	\$550	\$550	\$546	\$522	\$430
Employment and Labor: Immigration	Non-Litigation	Partner	49	\$495	\$625	\$716	\$629	\$579	\$614
		Associate	36	\$283	\$397	\$515	\$417	\$349	\$387
		Paralegal	30	\$124	\$191	\$203	\$177	\$194	\$191
Employment and Labor: Other	Litigation	Partner	287	\$432	\$612	\$830	\$672	\$639	\$635

**Detailed Practice Area**

By Matter Type

**2021 - Real Rates for Associate, Paralegal, and Partner**

**Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Employment and Labor: Other	Litigation	Associate	207	\$325	\$425	\$573	\$457	\$454	\$441
		Paralegal	83	\$135	\$225	\$275	\$219	\$223	\$219
	Non-Litigation	Partner	703	\$437	\$504	\$655	\$570	\$590	\$591
		Associate	473	\$315	\$369	\$471	\$416	\$410	\$406
		Paralegal	151	\$150	\$198	\$294	\$223	\$241	\$221
		Partner	58	\$441	\$503	\$690	\$592	\$581	\$527
Employment and Labor: Union Relations and Negotiations / NLRB	Litigation	Associate	49	\$325	\$375	\$430	\$397	\$404	\$323
		Paralegal	16	\$151	\$198	\$272	\$214	\$200	\$225
		Partner	109	\$449	\$509	\$645	\$577	\$569	\$548
	Non-Litigation	Associate	55	\$314	\$350	\$459	\$401	\$408	\$376
		Paralegal	17	\$210	\$233	\$295	\$255	\$244	\$228
		Partner	47	\$403	\$475	\$603	\$534	\$508	\$485
Employment and Labor: Wages, Tips and Overtime	Litigation	Associate	39	\$313	\$348	\$456	\$377	\$373	\$340
		Paralegal	15	\$160	\$213	\$225	\$207	\$176	\$187
	Non-Litigation	Associate	11	\$298	\$323	\$350	\$327	\$367	\$385
Employment and Labor: Wrongful Termination	Litigation	Partner	20	\$334	\$523	\$663	\$508	\$545	\$564

# Section I: High-Level Data Cuts

## Detailed Practice Area

By Matter Type

### 2021 - Real Rates for Associate, Paralegal, and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Employment and Labor: Wrongful Termination	Litigation	Associate	16	\$305	\$318	\$343	\$322	\$333	\$333
		Paralegal	15	\$172	\$236	\$284	\$222	\$190	\$208
	Non-Litigation	Partner	25	\$430	\$525	\$655	\$540	\$507	\$479
		Associate	22	\$276	\$310	\$384	\$327	\$334	\$313
Environmental	Litigation	Partner	75	\$385	\$495	\$618	\$510	\$517	\$534
		Associate	43	\$333	\$380	\$413	\$396	\$366	\$362
		Paralegal	21	\$189	\$200	\$255	\$222	\$238	\$210
	Non-Litigation	Partner	97	\$423	\$542	\$700	\$607	\$619	\$555
		Associate	51	\$295	\$374	\$561	\$457	\$488	\$383
		Paralegal	16	\$170	\$225	\$260	\$238	\$264	\$233
Finance and Securities: Debt/Equity Offerings	Non-Litigation	Partner	76	\$772	\$957	\$1,330	\$1,043	\$979	\$937
		Associate	77	\$436	\$582	\$846	\$643	\$611	\$607
		Paralegal	22	\$260	\$295	\$366	\$332	\$281	\$289
Finance and Securities: Fiduciary Services	Litigation	Partner	43	\$487	\$590	\$740	\$619	\$669	\$715
		Associate	25	\$245	\$398	\$463	\$375	\$388	\$406
		Paralegal	17	\$188	\$215	\$270	\$225	\$205	\$214

## Section I: High-Level Data Cuts

### Detailed Practice Area

By Matter Type

#### 2021 - Real Rates for Associate, Paralegal, and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Finance and Securities: Fiduciary Services		Partner	56	\$456	\$599	\$890	\$673	\$671	\$661
	Non-Litigation	Associate	37	\$292	\$330	\$464	\$393	\$383	\$398
		Paralegal	13	\$221	\$240	\$251	\$268	\$281	\$227
Finance and Securities: Investments and Other Financial Instruments		Partner	32	\$698	\$813	\$1,101	\$853	\$1,017	\$933
	Litigation	Associate	33	\$399	\$519	\$635	\$547	\$574	\$566
		Paralegal	22	\$193	\$235	\$280	\$260	\$245	\$181
		Partner	862	\$750	\$990	\$1,295	\$1,046	\$1,021	\$969
	Non-Litigation	Associate	992	\$501	\$715	\$955	\$744	\$715	\$650
		Paralegal	256	\$220	\$296	\$383	\$317	\$297	\$274
Finance and Securities: Loans and Financing		Partner	97	\$392	\$525	\$680	\$636	\$544	\$539
	Litigation	Associate	95	\$283	\$345	\$515	\$415	\$375	\$364
		Paralegal	68	\$170	\$216	\$272	\$235	\$209	\$205
			Partner	1,133	\$577	\$899	\$1,345	\$966	\$908
	Non-Litigation	Associate	1,145	\$470	\$675	\$929	\$693	\$651	\$604
		Paralegal	475	\$225	\$310	\$410	\$321	\$293	\$278
Finance and Securities: Other	Non-Litigation	Partner	24	\$677	\$953	\$1,287	\$1,028	\$1,000	\$909



**Detailed Practice Area**

By Matter Type

**2021 - Real Rates for Associate, Paralegal, and Partner**

**Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Finance and Securities: Other	Non-Litigation	Associate	24	\$574	\$857	\$873	\$733	\$698	\$647
		Partner	52	\$750	\$1,248	\$1,550	\$1,187	\$1,067	\$985
Finance and Securities: SEC Filings and Financial Reporting	Non-Litigation	Associate	54	\$611	\$873	\$1,064	\$826	\$689	\$630
		Paralegal	11	\$310	\$352	\$356	\$357	\$353	\$333
Finance and Securities: Securities and Banking Regulations	Non-Litigation	Partner	52	\$668	\$1,067	\$1,332	\$1,037	\$1,031	\$930
		Associate	29	\$425	\$565	\$876	\$621	\$610	\$558
General Liability: Asbestos/Mesothelioma	Litigation	Partner	101	\$225	\$275	\$353	\$334	\$361	\$347
		Associate	70	\$197	\$235	\$269	\$268	\$253	\$251
		Paralegal	86	\$100	\$115	\$125	\$126	\$127	\$127
General Liability: Auto and Transportation	Litigation	Partner	16	\$180	\$220	\$316	\$251	\$234	\$301
General Liability: Consumer Related Claims	Litigation	Partner	59	\$300	\$530	\$693	\$553	\$472	\$491
		Associate	52	\$287	\$374	\$523	\$430	\$382	\$361
		Paralegal	21	\$130	\$210	\$263	\$201	\$161	\$166
General Liability: Crime, Dishonesty and Fraud	Litigation	Partner	30	\$474	\$525	\$593	\$542	\$524	\$530
		Associate	23	\$330	\$400	\$574	\$443	\$377	\$415
		Paralegal	12	\$216	\$247	\$271	\$254	\$196	\$240

## Section I: High-Level Data Cuts

### Detailed Practice Area

By Matter Type

#### 2021 - Real Rates for Associate, Paralegal, and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
General Liability: Other	Litigation	Partner	120	\$229	\$700	\$950	\$687	\$628	\$607
		Associate	115	\$393	\$565	\$695	\$531	\$495	\$430
		Paralegal	77	\$95	\$235	\$235	\$208	\$192	\$218
General Liability: Personal Injury/Wrongful Death	Litigation	Partner	239	\$190	\$230	\$415	\$370	\$333	\$325
		Associate	158	\$166	\$200	\$295	\$280	\$249	\$225
		Paralegal	185	\$90	\$100	\$135	\$132	\$121	\$114
General Liability: Premises	Litigation	Partner	66	\$323	\$395	\$538	\$436	\$394	\$395
		Associate	58	\$210	\$265	\$300	\$280	\$281	\$274
		Paralegal	38	\$115	\$150	\$190	\$159	\$166	\$150
General Liability: Product and Product Liability	Litigation	Partner	309	\$300	\$400	\$599	\$476	\$460	\$474
		Associate	274	\$235	\$295	\$400	\$337	\$326	\$333
		Paralegal	239	\$122	\$135	\$205	\$170	\$164	\$172
	Non-Litigation	Partner	51	\$243	\$305	\$418	\$361	\$338	\$320
		Associate	30	\$200	\$275	\$346	\$277	\$278	\$277
		Paralegal	15	\$115	\$150	\$178	\$156	\$136	\$141

## Section I: High-Level Data Cuts

### Detailed Practice Area

By Matter Type

#### 2021 - Real Rates for Associate, Paralegal, and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
General Liability: Property Damage	Litigation	Partner	51	\$341	\$450	\$600	\$490	\$462	\$563
		Associate	41	\$275	\$314	\$400	\$337	\$307	\$369
		Paralegal	21	\$135	\$185	\$225	\$186	\$186	\$204
General Liability: Toxic Tort	Litigation	Partner	30	\$296	\$368	\$479	\$485	\$449	\$445
		Associate	28	\$225	\$225	\$558	\$369	\$351	\$356
		Paralegal	17	\$100	\$110	\$180	\$165	\$176	\$151
Government Relations	Non-Litigation	Partner	60	\$548	\$749	\$885	\$779	\$832	\$793
		Associate	42	\$401	\$530	\$644	\$537	\$562	\$550
		Paralegal	11	\$252	\$296	\$393	\$316	\$300	\$296
Insurance Defense: Asbestos/Mesothelioma	Litigation	Partner	28	\$165	\$179	\$215	\$196	\$210	\$232
		Associate	21	\$145	\$160	\$180	\$164	\$156	\$209
Insurance Defense: Auto and Transportation	Litigation	Partner	1,191	\$160	\$175	\$200	\$220	\$220	\$241
		Associate	894	\$145	\$160	\$175	\$165	\$159	\$155
		Paralegal	850	\$82	\$90	\$95	\$91	\$89	\$87
Insurance Defense: Consumer Related Claims	Litigation	Partner	51	\$172	\$250	\$359	\$315	\$420	\$353
		Paralegal	27	\$93	\$122	\$146	\$132	\$120	\$132

## Section I: High-Level Data Cuts

### Detailed Practice Area

By Matter Type

#### 2021 - Real Rates for Associate, Paralegal, and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Insurance Defense: Insurer Work Comp	Litigation	Partner	284	\$150	\$165	\$185	\$191	\$198	\$199
		Associate	229	\$145	\$150	\$165	\$153	\$153	\$151
		Paralegal	235	\$85	\$90	\$100	\$96	\$93	\$93
Insurance Defense: Marine	Litigation	Partner	40	\$177	\$210	\$248	\$244	\$196	\$241
		Paralegal	19	\$70	\$75	\$90	\$78	\$87	\$97
Insurance Defense: Other	Litigation	Partner	1,323	\$170	\$190	\$235	\$231	\$235	\$228
		Associate	960	\$155	\$170	\$200	\$185	\$184	\$180
		Paralegal	766	\$85	\$95	\$105	\$99	\$95	\$95
Insurance Defense: Personal Injury/Wrongful Death	Litigation	Partner	191	\$160	\$175	\$200	\$187	\$188	\$194
		Associate	164	\$146	\$155	\$175	\$161	\$158	\$160
		Paralegal	104	\$75	\$85	\$86	\$82	\$82	\$87
Insurance Defense: Pollution	Litigation	Partner	145	\$185	\$215	\$250	\$246	\$239	\$234
		Associate	68	\$176	\$190	\$204	\$211	\$205	\$197
		Paralegal	51	\$90	\$92	\$100	\$99	\$102	\$110
Insurance Defense: Premises	Litigation	Partner	795	\$165	\$180	\$225	\$219	\$214	\$232
		Associate	549	\$150	\$165	\$185	\$171	\$171	\$171

## Section I: High-Level Data Cuts

### Detailed Practice Area

By Matter Type

#### 2021 - Real Rates for Associate, Paralegal, and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Insurance Defense: Premises	Litigation	Paralegal	483	\$80	\$90	\$100	\$91	\$91	\$89
		Partner	128	\$175	\$180	\$200	\$194	\$195	\$261
Insurance Defense: Product and Product Liability	Litigation	Associate	80	\$160	\$175	\$185	\$174	\$173	\$199
		Paralegal	70	\$81	\$95	\$99	\$93	\$95	\$100
Insurance Defense: Professional Liability	Litigation	Partner	144	\$185	\$200	\$275	\$257	\$243	\$236
		Associate	69	\$160	\$195	\$295	\$230	\$211	\$199
Insurance Defense: Property Damage	Litigation	Partner	678	\$175	\$210	\$250	\$221	\$227	\$221
		Associate	537	\$160	\$180	\$215	\$188	\$184	\$180
		Paralegal	357	\$80	\$90	\$100	\$94	\$95	\$94
Insurance Policies and Coverage: Policy Coverage Dispute	Litigation	Partner	14	\$308	\$434	\$574	\$495	\$587	\$495
Intellectual Property: Licensing	Non-Litigation	Partner	22	\$820	\$1,010	\$1,406	\$1,078	\$1,057	\$969
		Associate	28	\$648	\$711	\$861	\$739	\$730	\$648
Intellectual Property: Opinions	Non-Litigation	Partner	12	\$521	\$805	\$1,026	\$833	\$1,121	\$754
Intellectual Property: Other	Litigation	Partner	43	\$520	\$595	\$734	\$662	\$693	\$694
		Associate	29	\$342	\$430	\$615	\$482	\$552	\$538
		Paralegal	24	\$200	\$248	\$294	\$255	\$268	\$265

**Section I: High-Level Data Cuts** #38435**Detailed Practice Area**

By Matter Type

**2021 - Real Rates for Associate, Paralegal, and Partner****Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Intellectual Property: Other		Partner	111	\$412	\$608	\$804	\$647	\$626	\$584
	Non-Litigation	Associate	54	\$300	\$363	\$448	\$402	\$406	\$373
		Paralegal	29	\$186	\$216	\$275	\$219	\$217	\$199
Intellectual Property: Patents		Partner	336	\$575	\$838	\$1,008	\$810	\$779	\$763
	Litigation	Associate	330	\$455	\$620	\$751	\$608	\$560	\$532
		Paralegal	189	\$204	\$280	\$328	\$281	\$265	\$260
		Partner	358	\$375	\$500	\$724	\$587	\$547	\$558
	Non-Litigation	Associate	358	\$285	\$350	\$540	\$434	\$407	\$384
		Paralegal	200	\$187	\$215	\$270	\$237	\$221	\$215
Intellectual Property: Trademarks		Partner	22	\$503	\$630	\$876	\$677	\$612	\$570
	Litigation	Associate	13	\$290	\$424	\$535	\$478	\$463	\$439
		Paralegal	11	\$240	\$258	\$334	\$285	\$234	\$241
			Partner	100	\$474	\$587	\$724	\$613	\$630
	Non-Litigation	Associate	79	\$305	\$361	\$495	\$412	\$396	\$396
		Paralegal	76	\$205	\$230	\$285	\$248	\$245	\$233
Marketing and Advertising	Non-Litigation	Partner	40	\$475	\$639	\$952	\$768	\$1,045	\$995

## Section I: High-Level Data Cuts

### Detailed Practice Area

By Matter Type

#### 2021 - Real Rates for Associate, Paralegal, and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Marketing and Advertising	Non-Litigation	Associate	31	\$328	\$480	\$893	\$602	\$772	\$669
		Paralegal	15	\$193	\$289	\$360	\$289	\$333	\$278
Miscellaneous: Billing or Administrative Matter	Non-Litigation	Partner	106	\$975	\$1,070	\$1,179	\$1,077	\$982	\$918
		Associate	89	\$582	\$681	\$835	\$694	\$657	\$585
		Paralegal	14	\$243	\$278	\$308	\$282	\$267	\$299
Miscellaneous: General Advice & Counsel	Non-Litigation	Partner	104	\$748	\$933	\$1,294	\$997	\$931	\$864
		Associate	60	\$429	\$568	\$865	\$640	\$622	\$555
		Paralegal	18	\$218	\$359	\$419	\$337	\$341	\$360
Real Estate: Construction/Development	Litigation	Partner	18	\$435	\$554	\$745	\$585	\$508	\$470
		Associate	12	\$286	\$349	\$415	\$359	\$324	\$353
	Non-Litigation	Partner	18	\$470	\$533	\$648	\$554	\$665	\$587
Real Estate: Easement and Right of Way	Non-Litigation	Partner	21	\$340	\$400	\$500	\$423	\$459	\$459
Real Estate: Land Use/Zoning/Restrictive Covenants	Non-Litigation	Partner	45	\$465	\$570	\$785	\$631	\$591	\$566
		Associate	25	\$260	\$410	\$553	\$439	\$404	\$360
		Paralegal	13	\$190	\$205	\$330	\$242	\$219	\$215
Real Estate: Landlord/Tenant Issues	Litigation	Partner	45	\$300	\$420	\$650	\$564	\$472	\$374

## Section I: High-Level Data Cuts

### Detailed Practice Area

By Matter Type

#### 2021 - Real Rates for Associate, Paralegal, and Partner

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Real Estate: Landlord/Tenant Issues	Litigation	Associate	44	\$261	\$320	\$444	\$404	\$352	\$274
		Paralegal	26	\$125	\$175	\$321	\$212	\$214	\$136
Real Estate: Leasing	Litigation	Partner	39	\$260	\$475	\$746	\$527	\$454	\$311
		Associate	36	\$260	\$347	\$479	\$387	\$324	\$232
		Paralegal	19	\$108	\$210	\$330	\$218	\$168	\$141
	Non-Litigation	Partner	116	\$395	\$540	\$730	\$583	\$536	\$520
		Associate	72	\$295	\$398	\$490	\$403	\$389	\$370
		Paralegal	24	\$151	\$198	\$216	\$202	\$217	\$219
Real Estate: Other	Litigation	Partner	110	\$461	\$588	\$748	\$648	\$556	\$564
		Associate	97	\$330	\$386	\$480	\$428	\$444	\$410
		Paralegal	58	\$201	\$261	\$331	\$257	\$224	\$231
	Non-Litigation	Partner	125	\$350	\$475	\$640	\$519	\$530	\$497
		Associate	79	\$275	\$365	\$424	\$378	\$355	\$370
		Paralegal	40	\$184	\$214	\$258	\$220	\$187	\$197
Real Estate: Property/Land Acquisition or Divestiture	Non-Litigation	Partner	95	\$475	\$600	\$860	\$728	\$605	\$626
		Associate	57	\$362	\$485	\$570	\$530	\$398	\$423



**Section I: High-Level Data Cuts** #38438**Detailed Practice Area**

By Matter Type

**2021 - Real Rates for Associate, Paralegal, and Partner****Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Real Estate: Property/Land Acquisition or Divestiture	Non-Litigation	Paralegal	25	\$180	\$215	\$315	\$235	\$237	\$230
		Partner	261	\$275	\$325	\$400	\$347	\$341	\$313
Real Estate: Titles	Litigation	Associate	140	\$224	\$263	\$311	\$279	\$262	\$244
		Partner	796	\$250	\$300	\$383	\$341	\$333	\$312
	Non-Litigation	Associate	605	\$215	\$250	\$300	\$285	\$267	\$247
		Paralegal	449	\$103	\$135	\$170	\$149	\$142	\$136
		Partner	142	\$395	\$636	\$916	\$679	\$725	\$663
	Requests for Information: Subpoena	Litigation	Associate	123	\$308	\$499	\$622	\$490	\$494
Paralegal			64	\$195	\$238	\$330	\$252	\$245	\$227
Non-Litigation		Partner	12	\$425	\$600	\$819	\$631	\$727	\$675

**Firm Size**

By Matter Type

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019	
50 Lawyers or Fewer	Litigation	Partner	730	\$260	\$325	\$446	\$375	\$366	\$344	
		Associate	507	\$200	\$250	\$325	\$283	\$270	\$255	
	Non-Litigation	Partner	1048	\$286	\$387	\$525	\$418	\$413	\$397	
		Associate	703	\$216	\$265	\$325	\$281	\$285	\$277	
	51-200 Lawyers	Litigation	Partner	844	\$302	\$397	\$570	\$459	\$444	\$427
			Associate	565	\$225	\$275	\$375	\$313	\$300	\$292
Non-Litigation		Partner	1114	\$378	\$485	\$653	\$540	\$533	\$504	
		Associate	707	\$250	\$310	\$425	\$363	\$349	\$330	
201-500 Lawyers	Litigation	Partner	909	\$412	\$525	\$675	\$574	\$560	\$549	
		Associate	750	\$295	\$350	\$440	\$393	\$381	\$370	
	Non-Litigation	Partner	1565	\$423	\$556	\$751	\$629	\$622	\$606	
		Associate	1194	\$302	\$391	\$529	\$441	\$425	\$411	
501-1,000 Lawyers	Litigation	Partner	1074	\$563	\$727	\$961	\$809	\$765	\$763	
		Associate	1240	\$375	\$520	\$695	\$552	\$516	\$501	
	Non-Litigation	Partner	2103	\$613	\$860	\$1,242	\$943	\$921	\$892	
		Associate	2503	\$444	\$626	\$860	\$660	\$628	\$588	

# Section I: High-Level Data Cuts #38440

## Firm Size

By Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
More Than 1,000 Lawyers	Litigation	Partner	845	\$715	\$895	\$1,094	\$922	\$900	\$857
		Associate	977	\$445	\$565	\$750	\$604	\$580	\$537
	Non-Litigation	Partner	1928	\$811	\$1,025	\$1,320	\$1,071	\$1,039	\$972
		Associate	2262	\$501	\$695	\$900	\$717	\$695	\$627

# Section II: Industry Analysis

All data and analysis based on data  
collected thru Q3 2021

2021 Real Rate Report

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**All**

By Matter Type

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

Industry	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Basic Materials and Utilities	Litigation	Partner	329	\$299	\$395	\$576	\$448	\$436	\$459
		Associate	263	\$212	\$268	\$374	\$307	\$301	\$300
	Non-Litigation	Partner	394	\$481	\$655	\$1,190	\$851	\$775	\$671
		Associate	312	\$395	\$652	\$992	\$695	\$607	\$481
Consumer Goods	Litigation	Partner	218	\$295	\$365	\$486	\$443	\$442	\$410
		Associate	151	\$215	\$245	\$365	\$308	\$310	\$295
	Non-Litigation	Partner	307	\$450	\$595	\$795	\$633	\$606	\$602
		Associate	136	\$309	\$385	\$578	\$452	\$409	\$405
Consumer Services	Litigation	Partner	712	\$400	\$560	\$760	\$620	\$627	\$594
		Associate	666	\$320	\$414	\$580	\$467	\$450	\$410
	Non-Litigation	Partner	794	\$462	\$620	\$825	\$704	\$695	\$694
		Associate	762	\$357	\$485	\$678	\$536	\$491	\$488
Financials Excluding Insurance	Litigation	Partner	1,223	\$356	\$538	\$770	\$616	\$599	\$608
		Associate	1,025	\$275	\$375	\$539	\$434	\$420	\$417
	Non-Litigation	Partner	3,232	\$565	\$870	\$1,217	\$922	\$911	\$866
		Associate	3,217	\$420	\$618	\$885	\$666	\$653	\$603
Health Care	Litigation	Partner	824	\$450	\$725	\$946	\$708	\$682	\$658

**All**

By Matter Type

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

Industry	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Health Care	Litigation	Associate	788	\$375	\$520	\$690	\$520	\$487	\$447
		Partner	568	\$495	\$727	\$950	\$748	\$763	\$706
	Non-Litigation	Associate	568	\$347	\$535	\$695	\$549	\$538	\$480
Industrials	Litigation	Partner	327	\$425	\$649	\$950	\$719	\$604	\$579
		Associate	257	\$299	\$450	\$646	\$495	\$425	\$398
	Non-Litigation	Partner	852	\$415	\$575	\$950	\$713	\$674	\$642
		Associate	694	\$325	\$448	\$695	\$528	\$479	\$444
Insurance	Litigation	Partner	391	\$300	\$385	\$659	\$524	\$502	\$470
		Associate	279	\$250	\$325	\$691	\$463	\$417	\$367
	Non-Litigation	Partner	1,151	\$285	\$380	\$610	\$507	\$553	\$528
		Associate	867	\$228	\$285	\$475	\$390	\$397	\$380
Technology and Telecommunications	Litigation	Partner	606	\$500	\$684	\$946	\$749	\$689	\$695
		Associate	662	\$350	\$452	\$667	\$520	\$476	\$491
	Non-Litigation	Partner	1,360	\$490	\$672	\$925	\$743	\$730	\$705
		Associate	1,245	\$338	\$460	\$650	\$509	\$513	\$488

**All**

By Role

**2021 - Real Rates for Associate, Paralegal, and Partner**

**Trend Analysis - Mean**

Industry	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Basic Materials and Utilities	Partner	674	\$373	\$550	\$843	\$676	\$614	\$561
	Associate	559	\$257	\$395	\$710	\$518	\$449	\$373
	Paralegal	329	\$115	\$185	\$300	\$222	\$204	\$182
Consumer Goods	Partner	503	\$350	\$485	\$691	\$554	\$536	\$523
	Associate	283	\$236	\$320	\$464	\$377	\$364	\$352
	Paralegal	186	\$125	\$165	\$240	\$192	\$184	\$187
Consumer Services	Partner	1,345	\$437	\$600	\$795	\$665	\$664	\$649
	Associate	1,337	\$335	\$440	\$628	\$505	\$473	\$454
	Paralegal	524	\$180	\$241	\$318	\$253	\$246	\$230
Financials Excluding Insurance	Partner	4,193	\$485	\$750	\$1,105	\$830	\$825	\$793
	Associate	4,070	\$355	\$540	\$820	\$603	\$592	\$550
	Paralegal	1,665	\$184	\$250	\$347	\$265	\$255	\$241
Health Care	Partner	1,285	\$475	\$725	\$950	\$724	\$713	\$677
	Associate	1,292	\$375	\$528	\$695	\$532	\$506	\$460
	Paralegal	583	\$172	\$235	\$292	\$232	\$219	\$223

**All**

By Role

**2021 - Real Rates for Associate, Paralegal, and Partner**

**Trend Analysis - Mean**

Industry	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Industrials	Partner	1,039	\$418	\$595	\$950	\$714	\$652	\$622
	Associate	858	\$320	\$448	\$682	\$519	\$462	\$429
	Paralegal	408	\$175	\$250	\$375	\$271	\$254	\$228
Insurance	Partner	5,435	\$175	\$205	\$275	\$285	\$292	\$297
	Associate	4,329	\$158	\$180	\$235	\$236	\$235	\$229
	Paralegal	3,205	\$85	\$95	\$110	\$111	\$113	\$110
Technology and Telecommunications	Partner	1,793	\$495	\$675	\$935	\$745	\$718	\$702
	Associate	1,785	\$344	\$457	\$650	\$513	\$502	\$489
	Paralegal	701	\$190	\$245	\$320	\$255	\$243	\$239



## Basic Materials and Utilities

By Practice Area and Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Commercial	Litigation	Partner	17	\$415	\$580	\$1,045	\$699	\$628	\$603
	Non-Litigation	Partner	30	\$575	\$650	\$781	\$686	\$597	\$647
Corporate: Other	Non-Litigation	Associate	36	\$421	\$642	\$1,027	\$697	\$621	\$641
Corporate: Regulatory and Compliance	Non-Litigation	Partner	39	\$494	\$625	\$845	\$680	\$745	\$665
		Associate	19	\$295	\$400	\$541	\$446	\$500	\$501
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	17	\$398	\$446	\$510	\$446	\$408	\$390
Employment and Labor: Other	Non-Litigation	Partner	52	\$419	\$463	\$574	\$484	\$473	\$512
		Associate	17	\$315	\$347	\$400	\$353	\$301	\$293
Environmental	Non-Litigation	Partner	47	\$407	\$515	\$694	\$575	\$565	\$571
		Associate	26	\$295	\$395	\$550	\$456	\$494	\$424

**Consumer Goods**

By Practice Area and Matter Type

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Commercial	Litigation	Partner	68	\$368	\$511	\$745	\$591	\$585	\$477
		Associate	38	\$329	\$423	\$589	\$470	\$409	\$365
	Non-Litigation	Partner	123	\$403	\$525	\$668	\$567	\$564	\$560
Corporate: Regulatory and Compliance	Non-Litigation	Partner	32	\$740	\$857	\$975	\$849	\$846	\$746
		Associate	17	\$400	\$580	\$635	\$544	\$455	\$440
Employment and Labor: Other	Non-Litigation	Partner	58	\$458	\$525	\$674	\$565	\$569	\$561
		Associate	25	\$285	\$380	\$440	\$394	\$365	\$340
Environmental	Litigation	Partner	14	\$339	\$377	\$445	\$399	\$377	\$362

## Consumer Services

By Practice Area and Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Bankruptcy and Collections	Litigation	Partner	18	\$320	\$497	\$569	\$496	\$544	\$484
		Associate	21	\$296	\$338	\$395	\$381	\$338	\$310
Commercial	Litigation	Partner	233	\$425	\$622	\$767	\$645	\$663	\$599
		Associate	198	\$345	\$423	\$561	\$476	\$441	\$385
	Non-Litigation	Partner	73	\$557	\$633	\$698	\$663	\$637	\$635
		Associate	65	\$345	\$393	\$452	\$452	\$442	\$449
Corporate: Other	Non-Litigation	Partner	181	\$530	\$806	\$1,287	\$869	\$814	\$780
		Associate	154	\$431	\$621	\$873	\$641	\$555	\$496
Corporate: Regulatory and Compliance	Non-Litigation	Partner	235	\$474	\$624	\$734	\$658	\$664	\$666
		Associate	199	\$360	\$462	\$630	\$511	\$505	\$485
Employment and Labor: Compensation and Benefits	Non-Litigation	Partner	33	\$622	\$684	\$715	\$695	\$621	\$625
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	89	\$291	\$337	\$444	\$378	\$378	\$386
		Associate	70	\$280	\$300	\$385	\$331	\$314	\$294
Employment and Labor: Other	Litigation	Partner	81	\$325	\$455	\$625	\$495	\$477	\$489
		Associate	57	\$275	\$325	\$420	\$347	\$336	\$332
	Non-Litigation	Partner	63	\$450	\$475	\$584	\$521	\$535	\$542
		Associate	51	\$385	\$450	\$500	\$448	\$420	\$394
Employment and Labor: Union Relations and Negotiations / NLRB	Litigation	Partner	19	\$413	\$495	\$666	\$586	\$622	\$527

**Consumer Services**

By Practice Area and Matter Type

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Employment and Labor: Wages, Tips and Overtime	Litigation	Partner	23	\$365	\$465	\$552	\$469	\$444	\$430
		Associate	24	\$310	\$379	\$473	\$377	\$367	\$343
Intellectual Property: Patents	Non-Litigation	Partner	60	\$369	\$482	\$645	\$555	\$602	\$603
		Associate	83	\$245	\$305	\$407	\$358	\$357	\$330
Real Estate: Leasing	Non-Litigation	Partner	25	\$360	\$425	\$661	\$502	\$511	\$516
		Associate	20	\$363	\$413	\$450	\$414	\$389	\$357
Real Estate: Other	Non-Litigation	Partner	53	\$350	\$413	\$620	\$486	\$492	\$484
		Associate	41	\$265	\$387	\$413	\$347	\$326	\$341

## Financials Excluding Insurance

By Practice Area and Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Bankruptcy and Collections	Litigation	Partner	200	\$328	\$440	\$596	\$488	\$490	\$447
		Associate	156	\$250	\$340	\$402	\$358	\$379	\$375
	Non-Litigation	Partner	230	\$307	\$400	\$490	\$431	\$420	\$412
		Associate	148	\$237	\$308	\$386	\$334	\$310	\$314
Commercial	Litigation	Partner	279	\$393	\$525	\$765	\$637	\$573	\$605
		Associate	237	\$278	\$357	\$531	\$439	\$390	\$401
	Non-Litigation	Partner	208	\$630	\$965	\$1,289	\$1,000	\$1,034	\$963
		Associate	155	\$417	\$604	\$817	\$659	\$719	\$649
Corporate: Corporate Development	Non-Litigation	Partner	14	\$470	\$654	\$1,132	\$772	\$892	\$1,014
Corporate: Governance	Non-Litigation	Partner	29	\$745	\$1,000	\$1,466	\$1,048	\$966	\$945
		Associate	28	\$509	\$591	\$875	\$679	\$648	\$636
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	44	\$767	\$1,022	\$1,296	\$1,027	\$1,119	\$1,047
		Associate	27	\$425	\$535	\$894	\$639	\$739	\$652
Corporate: Other	Litigation	Partner	249	\$405	\$598	\$898	\$693	\$627	\$647
		Associate	204	\$308	\$425	\$631	\$510	\$438	\$445
	Non-Litigation	Partner	451	\$602	\$992	\$1,283	\$973	\$944	\$918
		Associate	429	\$462	\$675	\$902	\$693	\$670	\$613

## Financials Excluding Insurance

By Practice Area and Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Corporate: Regulatory and Compliance	Litigation	Partner	99	\$582	\$800	\$1,141	\$860	\$824	\$825
		Associate	83	\$407	\$521	\$729	\$574	\$589	\$557
	Non-Litigation	Partner	133	\$845	\$1,050	\$1,346	\$1,092	\$1,070	\$1,034
		Associate	113	\$540	\$706	\$856	\$737	\$731	\$651
Corporate: Tax	Non-Litigation	Partner	82	\$646	\$1,145	\$1,460	\$1,125	\$1,093	\$1,069
		Associate	77	\$438	\$675	\$946	\$752	\$724	\$697
Corporate: Treasury	Non-Litigation	Partner	24	\$668	\$856	\$927	\$873	\$980	\$1,044
		Associate	29	\$347	\$381	\$490	\$458	\$437	\$470
Employment and Labor: Compensation and Benefits	Non-Litigation	Partner	59	\$657	\$809	\$935	\$849	\$786	\$720
		Associate	55	\$418	\$523	\$749	\$586	\$540	\$417
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	31	\$393	\$550	\$695	\$632	\$669	\$649
		Associate	26	\$296	\$335	\$398	\$413	\$446	\$424
	Non-Litigation	Partner	19	\$371	\$400	\$811	\$548	\$509	\$495
		Associate	20	\$295	\$295	\$676	\$431	\$400	\$364
Employment and Labor: ERISA	Non-Litigation	Partner	15	\$707	\$789	\$795	\$789	\$783	\$819
Employment and Labor: Other	Litigation	Partner	136	\$580	\$815	\$976	\$835	\$783	\$782
		Associate	99	\$410	\$560	\$690	\$546	\$531	\$513

## Financials Excluding Insurance

By Practice Area and Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Employment and Labor: Other	Non-Litigation	Partner	202	\$392	\$536	\$765	\$629	\$625	\$626
		Associate	113	\$298	\$377	\$584	\$485	\$442	\$467
Finance and Securities: Debt/Equity Offerings	Non-Litigation	Partner	55	\$706	\$853	\$1,025	\$872	\$895	\$903
		Associate	49	\$379	\$468	\$564	\$495	\$554	\$583
Finance and Securities: Fiduciary Services	Litigation	Partner	43	\$487	\$590	\$740	\$619	\$669	\$715
		Associate	25	\$245	\$398	\$463	\$375	\$388	\$406
	Non-Litigation	Partner	56	\$456	\$599	\$890	\$673	\$671	\$661
		Associate	37	\$292	\$330	\$464	\$393	\$383	\$398
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Partner	862	\$750	\$990	\$1,295	\$1,046	\$1,021	\$969
		Associate	992	\$501	\$715	\$955	\$744	\$715	\$650
Finance and Securities: Loans and Financing	Litigation	Partner	97	\$392	\$525	\$680	\$636	\$544	\$539
		Associate	95	\$283	\$345	\$515	\$415	\$375	\$364
	Non-Litigation	Partner	1,052	\$556	\$873	\$1,325	\$946	\$898	\$853
		Associate	1,057	\$450	\$665	\$915	\$685	\$639	\$600
Finance and Securities: Securities and Banking Regulations	Non-Litigation	Partner	52	\$668	\$1,067	\$1,332	\$1,037	\$1,031	\$930
		Associate	29	\$425	\$565	\$876	\$621	\$610	\$555
Miscellaneous: General Advice & Counsel	Non-Litigation	Partner	49	\$683	\$803	\$968	\$829	\$903	\$734

**Financials Excluding Insurance**

By Practice Area and Matter Type

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Real Estate: Leasing	Non-Litigation	Partner	18	\$605	\$667	\$975	\$760	\$713	\$664
		Associate							
Real Estate: Other	Litigation	Partner	75	\$470	\$625	\$769	\$677	\$556	\$593
		Associate	65	\$330	\$409	\$535	\$431	\$426	\$434
	Non-Litigation	Partner	25	\$370	\$550	\$763	\$607	\$723	\$582
		Associate	19	\$364	\$425	\$628	\$495	\$522	\$523
Requests for Information: Subpoena	Litigation	Partner	19	\$488	\$633	\$750	\$630	\$579	\$633
		Associate	11	\$313	\$500	\$554	\$463	\$379	\$427



## Healthcare

By Practice Area and Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Corporate: Other	Litigation	Partner	229	\$665	\$820	\$950	\$808	\$827	\$784
		Associate	201	\$440	\$592	\$695	\$573	\$569	\$505
	Non-Litigation	Partner	230	\$895	\$950	\$1,145	\$996	\$974	\$859
		Associate	296	\$599	\$695	\$747	\$685	\$643	\$529
Corporate: Regulatory and Compliance	Litigation	Partner	60	\$619	\$871	\$936	\$802	\$783	\$791
		Associate	50	\$430	\$540	\$687	\$532	\$506	\$492
	Non-Litigation	Partner	87	\$419	\$573	\$787	\$621	\$611	\$614
		Associate	60	\$298	\$342	\$471	\$409	\$427	\$408
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	15	\$416	\$520	\$695	\$560	\$591	\$499
General Liability: Product and Product Liability	Litigation	Partner	165	\$329	\$525	\$718	\$565	\$524	\$567
		Associate	153	\$250	\$375	\$475	\$398	\$366	\$382
Intellectual Property: Patents	Litigation	Partner	153	\$664	\$900	\$1,002	\$850	\$830	\$803
		Associate	156	\$483	\$625	\$736	\$618	\$580	\$536

## Industrials

By Practice Area and Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Commercial	Litigation	Partner	25	\$438	\$553	\$887	\$759	\$725	\$718
		Associate	17	\$325	\$575	\$865	\$634	\$592	\$517
	Non-Litigation	Partner	47	\$420	\$595	\$838	\$685	\$654	\$614
		Associate	31	\$300	\$350	\$412	\$444	\$421	\$421
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	119	\$700	\$1,075	\$1,495	\$1,093	\$908	\$980
		Associate	132	\$475	\$735	\$985	\$734	\$603	\$622
Corporate: Other	Litigation	Partner	138	\$592	\$908	\$1,098	\$878	\$760	\$708
		Associate	120	\$448	\$560	\$711	\$569	\$503	\$467
	Non-Litigation	Partner	354	\$424	\$618	\$965	\$736	\$760	\$675
		Associate	343	\$325	\$473	\$708	\$542	\$541	\$496
Corporate: Regulatory and Compliance	Non-Litigation	Partner	63	\$516	\$690	\$1,050	\$794	\$661	\$633
		Associate	29	\$450	\$560	\$805	\$606	\$498	\$444
Employment and Labor: Compensation and Benefits	Non-Litigation	Partner	24	\$537	\$755	\$949	\$768	\$733	\$724
		Associate	14	\$345	\$473	\$556	\$456	\$481	\$427
Employment and Labor: Other	Non-Litigation	Partner	82	\$435	\$509	\$688	\$565	\$565	\$519
		Associate	52	\$303	\$363	\$439	\$384	\$399	\$354
Employment and Labor: Union Relations and Negotiations / NLRB	Non-Litigation	Partner	23	\$440	\$505	\$585	\$625	\$648	\$566
Environmental	Litigation	Partner	18	\$459	\$585	\$645	\$570	\$563	\$554

## Industrials

By Practice Area and Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Environmental	Litigation	Associate	12	\$356	\$390	\$467	\$414	\$395	\$383
		Partner	45	\$225	\$300	\$413	\$348	\$333	\$350
General Liability: Product and Product Liability	Litigation	Associate	35	\$195	\$227	\$299	\$254	\$234	\$248
		Partner	51	\$400	\$608	\$868	\$676	\$631	\$551
Intellectual Property: Other	Non-Litigation	Associate	16	\$281	\$421	\$639	\$475	\$402	\$320
		Partner	52	\$305	\$396	\$464	\$432	\$411	\$457
Intellectual Property: Patents	Non-Litigation	Associate	27	\$211	\$275	\$298	\$263	\$270	\$300
		Partner	13	\$335	\$450	\$642	\$505	\$551	\$467
Intellectual Property: Trademarks	Non-Litigation	Partner	13	\$335	\$450	\$642	\$505	\$551	\$467

## Insurance

By Practice Area and Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Corporate: Other	Non-Litigation	Partner	171	\$480	\$650	\$846	\$699	\$735	\$685
		Associate	117	\$325	\$460	\$610	\$517	\$524	\$466
Corporate: Tax	Non-Litigation	Partner	43	\$802	\$1,040	\$1,254	\$1,049	\$1,043	\$1,010
		Associate	34	\$499	\$642	\$874	\$698	\$590	\$627
Employment and Labor: Other	Non-Litigation	Partner	86	\$423	\$470	\$598	\$536	\$571	\$593
		Associate	42	\$303	\$378	\$500	\$438	\$408	\$383
Government Relations	Non-Litigation	Partner	11	\$648	\$716	\$862	\$805	\$842	\$812
Insurance Defense: Asbestos/ Mesothelioma	Litigation	Partner	28	\$165	\$179	\$215	\$196	\$210	\$232
		Associate	21	\$145	\$160	\$180	\$164	\$156	\$209
Insurance Defense: Auto and Transportation	Litigation	Partner	1,191	\$160	\$175	\$200	\$220	\$220	\$241
		Associate	894	\$145	\$160	\$175	\$165	\$159	\$155
Insurance Defense: Consumer Related Claims	Litigation	Partner	51	\$172	\$250	\$359	\$315	\$420	\$353
Insurance Defense: Insurer Work Comp	Litigation	Partner	284	\$150	\$165	\$185	\$191	\$198	\$199
		Associate	229	\$145	\$150	\$165	\$153	\$153	\$151
Insurance Defense: Marine	Litigation	Partner	40	\$177	\$210	\$248	\$244	\$196	\$241
Insurance Defense: Other	Litigation	Partner	1,322	\$170	\$190	\$235	\$231	\$236	\$228
		Associate	960	\$155	\$170	\$200	\$185	\$184	\$180

**Insurance**

By Practice Area and Matter Type

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Insurance Defense: Personal Injury/Wrongful Death	Litigation	Partner	190	\$160	\$175	\$200	\$188	\$189	\$194
		Associate	162	\$146	\$155	\$175	\$162	\$158	\$160
Insurance Defense: Pollution	Litigation	Partner	145	\$185	\$215	\$250	\$246	\$239	\$234
		Associate	68	\$176	\$190	\$204	\$211	\$205	\$197
Insurance Defense: Premises	Litigation	Partner	795	\$165	\$180	\$225	\$219	\$214	\$232
		Associate	549	\$150	\$165	\$185	\$171	\$171	\$171
Insurance Defense: Product and Product Liability	Litigation	Partner	128	\$175	\$180	\$200	\$194	\$195	\$261
		Associate	80	\$160	\$175	\$185	\$174	\$173	\$199
Insurance Defense: Professional Liability	Litigation	Partner	144	\$185	\$200	\$275	\$257	\$243	\$236
		Associate	69	\$160	\$195	\$295	\$230	\$211	\$199
Insurance Defense: Property Damage	Litigation	Partner	678	\$175	\$210	\$250	\$221	\$227	\$221
		Associate	537	\$160	\$180	\$215	\$188	\$184	\$180

## Technology and Telecommunications

By Practice Area and Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Bankruptcy and Collections	Litigation	Partner	12	\$515	\$570	\$646	\$584	\$508	\$522
		Associate							
Commercial	Litigation	Partner	96	\$627	\$815	\$1,100	\$898	\$780	\$734
		Associate	163	\$395	\$561	\$807	\$617	\$470	\$451
	Non-Litigation	Partner	74	\$403	\$655	\$894	\$658	\$636	\$599
		Associate	45	\$335	\$466	\$680	\$495	\$468	\$427
Corporate: Antitrust and Competition	Non-Litigation	Partner	51	\$905	\$1,101	\$1,383	\$1,153	\$1,111	\$1,035
		Associate	60	\$533	\$723	\$871	\$704	\$692	\$605
Corporate: Governance	Non-Litigation	Partner	46	\$1,035	\$1,247	\$1,480	\$1,294	\$1,157	\$1,127
		Associate	44	\$681	\$839	\$927	\$805	\$718	\$717
Corporate: Information and Technology	Non-Litigation	Partner	21	\$518	\$620	\$908	\$710	\$716	\$733
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	64	\$624	\$803	\$961	\$809	\$826	\$825
		Associate	79	\$312	\$450	\$653	\$468	\$567	\$533
Corporate: Other	Litigation	Partner	137	\$608	\$840	\$1,073	\$867	\$793	\$708
		Associate	131	\$395	\$530	\$649	\$521	\$499	\$467
	Non-Litigation	Partner	249	\$590	\$815	\$1,035	\$844	\$822	\$819
		Associate	174	\$409	\$536	\$697	\$560	\$541	\$545
Corporate: Regulatory and Compliance	Litigation	Partner	16	\$638	\$774	\$830	\$782	\$780	\$753
		Associate							
Corporate: Regulatory and Compliance	Non-Litigation	Partner	220	\$587	\$751	\$871	\$725	\$730	\$682
		Associate							

## Technology and Telecommunications

By Practice Area and Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Corporate: Regulatory and Compliance	Non-Litigation	Associate	178	\$396	\$488	\$590	\$500	\$486	\$449
		Partner	83	\$672	\$861	\$1,070	\$905	\$910	\$837
Corporate: Tax	Non-Litigation	Associate	70	\$427	\$595	\$773	\$613	\$615	\$567
		Partner	32	\$410	\$564	\$700	\$595	\$716	\$586
Employment and Labor: Agreements	Non-Litigation	Associate	53	\$328	\$380	\$479	\$392	\$383	\$379
		Partner	33	\$539	\$650	\$709	\$690	\$692	\$700
Employment and Labor: Compensation and Benefits	Non-Litigation	Associate	20	\$295	\$445	\$590	\$479	\$472	\$399
		Partner	38	\$451	\$493	\$664	\$557	\$544	\$530
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Associate	39	\$325	\$350	\$390	\$357	\$352	\$353
		Partner	51	\$475	\$530	\$655	\$557	\$544	\$541
	Non-Litigation	Associate	46	\$323	\$345	\$388	\$354	\$354	\$337
		Partner	21	\$460	\$497	\$660	\$562	\$580	\$591
Employment and Labor: Other	Litigation	Associate	12	\$340	\$358	\$391	\$382	\$365	\$377
		Partner	162	\$470	\$525	\$655	\$560	\$622	\$640
	Non-Litigation	Associate	143	\$323	\$346	\$401	\$372	\$409	\$413
		Partner	33	\$355	\$620	\$767	\$625	\$577	\$520
General Liability: Consumer Related Claims	Litigation	Associate	29	\$347	\$390	\$535	\$453	\$446	\$388
		Partner	34	\$505	\$720	\$854	\$716	\$754	\$766
Government Relations	Non-Litigation								

## Technology and Telecommunications

By Practice Area and Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Government Relations	Non-Litigation	Associate	32	\$401	\$530	\$634	\$520	\$531	\$472
		Partner	120	\$550	\$739	\$1,018	\$798	\$766	\$760
Intellectual Property: Patents	Litigation	Associate	113	\$431	\$639	\$775	\$614	\$578	\$567
		Partner	136	\$371	\$575	\$802	\$644	\$539	\$540
	Non-Litigation	Associate	159	\$300	\$414	\$661	\$505	\$456	\$410
		Partner	11	\$580	\$647	\$935	\$739	\$635	\$538
Intellectual Property: Trademarks	Litigation	Partner	38	\$489	\$574	\$690	\$614	\$629	\$609
		Associate	39	\$293	\$360	\$400	\$358	\$365	\$371
	Non-Litigation	Associate	39	\$293	\$360	\$400	\$358	\$365	\$371



# Section III: Practice Area Analysis

All data and analysis based on data  
collected thru Q3 2021

**Bankruptcy and Collections**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Atlanta GA	Associate	11	\$336	\$383	\$411	\$404	\$382	\$435
Baltimore MD	Partner	15	\$364	\$416	\$494	\$438	\$435	\$427
	Associate	11	\$230	\$240	\$290	\$302	\$281	\$290
Birmingham AL	Partner	16	\$325	\$325	\$467	\$389	\$339	\$334
Buffalo NY	Partner	12	\$255	\$340	\$344	\$325	\$315	\$339
Chicago IL	Partner	27	\$525	\$1,117	\$1,248	\$946	\$1,076	\$611
	Associate	29	\$568	\$752	\$864	\$684	\$764	\$482
Cleveland OH	Partner	26	\$391	\$433	\$565	\$487	\$428	\$390
Columbus OH	Partner	13	\$355	\$414	\$420	\$431	\$413	\$417
Dallas TX	Partner	14	\$381	\$525	\$580	\$529	\$615	\$463
Houston TX	Partner	12	\$654	\$792	\$832	\$770	\$792	\$741
	Associate	30	\$356	\$375	\$508	\$431	\$429	\$426
Los Angeles CA	Associate	13	\$323	\$375	\$390	\$377	\$354	\$317
New York NY	Partner	69	\$400	\$546	\$790	\$633	\$649	\$585
	Associate	52	\$300	\$375	\$413	\$394	\$457	\$443

**Section III: Practice Area Analysis**

#138464

**Bankruptcy and Collections**

By City

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Philadelphia PA	Partner	61	\$400	\$490	\$559	\$493	\$499	\$474
	Associate	33	\$296	\$340	\$353	\$342	\$330	\$347
Pittsburgh PA	Partner	15	\$380	\$410	\$460	\$406	\$401	\$404
	Associate	19	\$275	\$351	\$405	\$355	\$315	\$291

# Section III: Practice Area Analysis #138465

## Bankruptcy and Collections

By Matter Type and YOE

### 2021 - Real Rates for Associate

### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
7 or More Years	Litigation	66	\$264	\$300	\$415	\$359	\$364	\$362
	Non-Litigation	49	\$241	\$272	\$393	\$328	\$385	\$344

## Section III: Practice Area Analysis

### Bankruptcy and Collections

By Firm Size and Matter Type

#### 2021 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
50 Lawyers or Fewer	Litigation	Partner	64	\$268	\$352	\$395	\$353	\$341	\$321
		Associate	61	\$225	\$260	\$336	\$279	\$264	\$253
	Non-Litigation	Associate	32	\$210	\$227	\$248	\$232	\$233	\$239
51-200 Lawyers	Litigation	Partner	61	\$318	\$381	\$483	\$411	\$405	\$372
		Associate	23	\$215	\$245	\$298	\$274	\$242	\$245
	Non-Litigation	Partner	48	\$296	\$400	\$454	\$418	\$399	\$396
		Associate	24	\$202	\$222	\$288	\$260	\$248	\$228
201-500 Lawyers	Litigation	Partner	76	\$379	\$451	\$555	\$490	\$479	\$446
		Associate	59	\$275	\$305	\$369	\$340	\$323	\$306
	Non-Litigation	Partner	89	\$370	\$430	\$520	\$467	\$453	\$425
		Associate	55	\$275	\$333	\$393	\$340	\$315	\$316
501-1,000 Lawyers	Litigation	Partner	48	\$525	\$637	\$705	\$638	\$681	\$621
		Associate	51	\$350	\$386	\$519	\$455	\$514	\$491
	Non-Litigation	Partner	26	\$490	\$533	\$663	\$606	\$702	\$678
		Associate	21	\$345	\$420	\$590	\$483	\$483	\$474
More Than 1,000 Lawyers	Litigation	Partner	19	\$560	\$701	\$1,011	\$751	\$765	\$801
		Associate	13	\$328	\$384	\$495	\$431	\$445	\$434

## Section III: Practice Area Analysis

### Bankruptcy and Collections

By Firm Size and Matter Type

#### 2021 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
More Than 1,000 Lawyers	Non-Litigation	Partner	45	\$460	\$736	\$1,203	\$891	\$1,047	\$532
		Associate	48	\$363	\$530	\$765	\$590	\$753	\$404

**Commercial**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Atlanta GA	Partner	36	\$484	\$616	\$816	\$683	\$733	\$722
	Associate	42	\$330	\$350	\$498	\$436	\$416	\$410
Austin TX	Partner	17	\$386	\$465	\$720	\$553	\$491	\$459
Birmingham AL	Partner	21	\$375	\$423	\$479	\$422	\$408	\$381
	Associate	14	\$288	\$303	\$330	\$309	\$302	\$268
Boston MA	Partner	17	\$474	\$755	\$975	\$759	\$719	\$628
	Associate	25	\$495	\$610	\$865	\$681	\$521	\$459
Charlotte NC	Partner	14	\$575	\$666	\$838	\$756	\$698	\$727
	Associate	20	\$330	\$367	\$516	\$448	\$450	\$390
Chicago IL	Partner	106	\$582	\$725	\$1,025	\$798	\$821	\$715
	Associate	108	\$404	\$514	\$643	\$547	\$592	\$501
Cleveland OH	Partner	40	\$397	\$470	\$643	\$510	\$598	\$466
	Associate	42	\$233	\$263	\$297	\$270	\$308	\$278
Dallas TX	Partner	42	\$444	\$738	\$1,004	\$759	\$794	\$682
	Associate	35	\$372	\$610	\$715	\$558	\$521	\$472

**Commercial**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Denver CO	Partner	30	\$424	\$529	\$641	\$562	\$493	\$462
	Associate	16	\$323	\$383	\$430	\$380	\$328	\$299
Houston TX	Partner	18	\$511	\$675	\$800	\$661	\$783	\$714
	Associate	11	\$372	\$414	\$485	\$425	\$519	\$427
Indianapolis IN	Partner	15	\$356	\$425	\$525	\$465	\$457	\$453
Kansas City MO	Partner	36	\$385	\$450	\$520	\$480	\$453	\$491
	Associate	24	\$295	\$380	\$385	\$349	\$307	\$328
Los Angeles CA	Partner	81	\$665	\$901	\$1,079	\$883	\$809	\$755
	Associate	124	\$564	\$753	\$895	\$739	\$701	\$573
Miami FL	Partner	42	\$385	\$575	\$675	\$547	\$553	\$511
	Associate	29	\$335	\$401	\$478	\$408	\$396	\$406
Minneapolis MN	Partner	62	\$551	\$656	\$810	\$661	\$585	\$547
	Associate	46	\$414	\$458	\$568	\$468	\$391	\$377
New York NY	Partner	213	\$630	\$1,050	\$1,444	\$1,063	\$1,034	\$1,008
	Associate	209	\$390	\$641	\$945	\$669	\$646	\$668



**Commercial**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Philadelphia PA	Partner	119	\$495	\$650	\$846	\$693	\$656	\$649
	Associate	118	\$328	\$390	\$518	\$473	\$435	\$402
Pittsburgh PA	Partner	18	\$481	\$632	\$810	\$637	\$581	\$427
	Associate	15	\$437	\$478	\$565	\$460	\$394	\$314
Portland OR	Partner	16	\$497	\$575	\$676	\$595	\$527	\$479
	Associate	37	\$366	\$402	\$447	\$410	\$392	\$344
San Francisco CA	Partner	42	\$410	\$660	\$911	\$682	\$744	\$738
	Associate	32	\$341	\$400	\$534	\$472	\$447	\$462
San Jose CA	Partner	11	\$641	\$757	\$1,419	\$1,050	\$1,022	\$930
Seattle WA	Partner	39	\$412	\$486	\$638	\$533	\$477	\$459
	Associate	26	\$293	\$333	\$425	\$360	\$337	\$353
Washington DC	Partner	182	\$658	\$780	\$1,029	\$847	\$876	\$840
	Associate	102	\$443	\$571	\$722	\$592	\$561	\$544

**Section III: Practice Area Analysis** #38471**Commercial**

By Matter Type and YOE

**2021 - Real Rates for Partner****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 21 Years	Litigation	258	\$410	\$606	\$828	\$659	\$611	\$559
	Non-Litigation	158	\$444	\$606	\$889	\$679	\$702	\$657
21 or More Years	Litigation	427	\$477	\$675	\$903	\$731	\$704	\$668
	Non-Litigation	313	\$568	\$714	\$1,004	\$820	\$846	\$747

**Section III: Practice Area Analysis****Commercial**

By Matter Type and YOE

**2021 - Real Rates for Associate****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 3 Years	Litigation	71	\$290	\$334	\$438	\$370	\$363	\$325
	Non-Litigation	21	\$318	\$396	\$428	\$405	\$503	\$464
3 to Fewer Than 7 Years	Litigation	151	\$295	\$395	\$643	\$480	\$420	\$372
	Non-Litigation	71	\$323	\$387	\$462	\$417	\$447	\$416
7 or More Years	Litigation	166	\$305	\$400	\$575	\$458	\$423	\$416
	Non-Litigation	86	\$358	\$445	\$645	\$548	\$619	\$511

**Commercial**

By Firm Size and Matter Type

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
50 Lawyers or Fewer	Litigation	Partner	111	\$290	\$375	\$521	\$427	\$405	\$382
		Associate	67	\$250	\$306	\$378	\$343	\$273	\$274
	Non-Litigation	Partner	78	\$315	\$400	\$485	\$429	\$430	\$415
		Associate	34	\$265	\$335	\$359	\$318	\$312	\$289
51-200 Lawyers	Litigation	Partner	138	\$370	\$460	\$586	\$502	\$469	\$433
		Associate	92	\$264	\$311	\$395	\$325	\$287	\$286
	Non-Litigation	Partner	72	\$393	\$498	\$570	\$527	\$536	\$493
		Associate	39	\$268	\$300	\$393	\$332	\$342	\$339
201-500 Lawyers	Litigation	Partner	176	\$414	\$530	\$694	\$584	\$582	\$565
		Associate	147	\$304	\$365	\$435	\$397	\$392	\$376
	Non-Litigation	Partner	118	\$531	\$639	\$766	\$687	\$654	\$609
		Associate	90	\$326	\$396	\$454	\$431	\$448	\$392
501-1,000 Lawyers	Litigation	Partner	220	\$649	\$725	\$925	\$834	\$813	\$808
		Associate	265	\$358	\$480	\$668	\$544	\$489	\$464
	Non-Litigation	Partner	206	\$645	\$800	\$1,180	\$940	\$926	\$847
		Associate	159	\$390	\$520	\$760	\$586	\$595	\$541
More Than 1,000 Lawyers	Litigation	Partner	171	\$809	\$1,044	\$1,194	\$1,037	\$1,003	\$955

**Section III: Practice Area Analysis** #138474**Commercial**

By Firm Size and Matter Type

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
More Than 1,000 Lawyers	Litigation	Associate	210	\$550	\$718	\$886	\$719	\$650	\$628
		Partner	117	\$832	\$999	\$1,203	\$1,043	\$1,056	\$961
	Non-Litigation	Associate	98	\$527	\$713	\$849	\$745	\$726	\$652

**Section III: Practice Area Analysis**

#38475

**Corporate Mergers, Acquisitions, and Divestitures**

By City

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Atlanta GA	Partner	19	\$520	\$661	\$798	\$731	\$722	\$758
Chicago IL	Partner	38	\$754	\$898	\$950	\$890	\$902	\$916
	Associate	42	\$448	\$549	\$653	\$562	\$584	\$619
Los Angeles CA	Partner	16	\$749	\$884	\$1,170	\$1,007	\$1,001	\$998
	Associate	22	\$525	\$614	\$789	\$657	\$633	\$597
New York NY	Partner	112	\$1,295	\$1,478	\$1,650	\$1,426	\$1,294	\$1,210
	Associate	195	\$680	\$874	\$1,081	\$879	\$794	\$715
Philadelphia PA	Partner	37	\$525	\$610	\$835	\$705	\$756	\$655
	Associate	22	\$325	\$344	\$533	\$455	\$420	\$389
Pittsburgh PA	Partner	25	\$475	\$615	\$703	\$622	\$651	\$637
	Associate	23	\$325	\$380	\$451	\$390	\$454	\$466
San Francisco CA	Partner	16	\$795	\$886	\$1,108	\$979	\$927	\$994
Washington DC	Partner	74	\$720	\$950	\$1,097	\$962	\$950	\$912
	Associate	44	\$449	\$603	\$856	\$659	\$588	\$588

## Section III: Practice Area Analysis

### Corporate Mergers, Acquisitions, and Divestitures

By Matter Type and YOE

#### 2021 - Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 21 Years	Non-Litigation	109	\$609	\$832	\$1,287	\$893	\$847	\$815
21 or More Years	Non-Litigation	191	\$580	\$827	\$1,287	\$943	\$953	\$961

**Section III: Practice Area Analysis**

#38477

**Corporate Mergers, Acquisitions, and Divestitures**

By Matter Type and YOY

**2021 - Real Rates for Associate****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 3 Years	Non-Litigation	28	\$459	\$515	\$631	\$540	\$470	\$519
3 to Fewer Than 7 Years	Non-Litigation	59	\$394	\$525	\$690	\$583	\$516	\$498
7 or More Years	Non-Litigation	80	\$325	\$543	\$873	\$591	\$660	\$665



**Section III: Practice Area Analysis** #38478**Corporate Mergers, Acquisitions, and Divestitures**

By Firm Size and Matter Type

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
50 Lawyers or Fewer	Non-Litigation	Partner	23	\$430	\$502	\$597	\$506	\$470	\$515
		Associate	19	\$55	\$55	\$300	\$163	\$370	\$345
51-200 Lawyers	Non-Litigation	Partner	25	\$423	\$536	\$731	\$571	\$612	\$552
		Associate	14	\$262	\$294	\$399	\$322	\$377	\$349
201-500 Lawyers	Non-Litigation	Partner	65	\$525	\$592	\$822	\$665	\$654	\$668
		Associate	44	\$325	\$420	\$448	\$424	\$400	\$379
501-1,000 Lawyers	Non-Litigation	Partner	153	\$662	\$1,065	\$1,449	\$1,081	\$1,038	\$1,066
		Associate	205	\$536	\$747	\$955	\$753	\$666	\$667
More Than 1,000 Lawyers	Non-Litigation	Partner	155	\$775	\$1,018	\$1,326	\$1,071	\$1,087	\$1,077
		Associate	154	\$470	\$653	\$919	\$698	\$717	\$672

**Corporate: Other**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Atlanta GA	Partner	79	\$454	\$698	\$937	\$706	\$703	\$635
	Associate	56	\$346	\$433	\$578	\$462	\$493	\$428
Austin TX	Partner	16	\$396	\$447	\$543	\$480	\$469	\$505
Baltimore MD	Partner	30	\$551	\$700	\$836	\$668	\$699	\$649
	Associate	37	\$392	\$536	\$675	\$511	\$526	\$414
Birmingham AL	Partner	28	\$348	\$408	\$456	\$416	\$439	\$430
	Associate	28	\$275	\$306	\$339	\$315	\$332	\$314
Boston MA	Partner	55	\$525	\$705	\$867	\$741	\$728	\$696
	Associate	50	\$390	\$435	\$610	\$517	\$483	\$423
Charlotte NC	Partner	17	\$475	\$559	\$676	\$656	\$682	\$604
Chicago IL	Partner	221	\$755	\$895	\$1,102	\$937	\$895	\$815
	Associate	211	\$464	\$561	\$693	\$579	\$577	\$534
Cleveland OH	Partner	32	\$400	\$525	\$900	\$632	\$634	\$591
	Associate	21	\$250	\$295	\$478	\$353	\$335	\$352
Dallas TX	Partner	24	\$489	\$628	\$787	\$661	\$695	\$695

**Corporate: Other**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Dallas TX	Associate	41	\$390	\$530	\$740	\$543	\$554	\$517
Denver CO	Partner	11	\$474	\$572	\$681	\$623	\$528	\$552
	Associate	11	\$379	\$408	\$623	\$479	\$346	\$312
Houston TX	Partner	35	\$546	\$717	\$1,032	\$819	\$789	\$707
	Associate	48	\$375	\$551	\$670	\$567	\$491	\$451
Indianapolis IN	Partner	11	\$418	\$470	\$611	\$528	\$439	\$455
Jackson MS	Associate	20	\$55	\$109	\$240	\$152	\$154	\$148
Kansas City MO	Partner	34	\$450	\$550	\$610	\$562	\$535	\$510
	Associate	29	\$314	\$390	\$450	\$375	\$329	\$272
Los Angeles CA	Partner	219	\$610	\$932	\$1,170	\$903	\$871	\$805
	Associate	215	\$475	\$637	\$840	\$661	\$648	\$557
Miami FL	Partner	42	\$449	\$500	\$618	\$503	\$525	\$528
	Associate	19	\$352	\$413	\$478	\$407	\$426	\$380
Milwaukee WI	Partner	13	\$388	\$460	\$533	\$485	\$543	\$443
Minneapolis MN	Partner	17	\$540	\$666	\$715	\$622	\$601	\$581

**Corporate: Other**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Minneapolis MN	Associate	11	\$367	\$410	\$527	\$437	\$435	\$420
New Orleans LA	Partner	18	\$305	\$368	\$422	\$369	\$367	\$368
	Associate	11	\$233	\$263	\$302	\$267	\$281	\$248
New York NY	Partner	482	\$759	\$1,172	\$1,445	\$1,108	\$1,095	\$1,005
	Associate	609	\$569	\$750	\$945	\$757	\$722	\$651
Orlando FL	Partner	23	\$425	\$475	\$550	\$496	\$489	\$461
	Associate	20	\$161	\$280	\$344	\$274	\$253	\$275
Philadelphia PA	Partner	163	\$585	\$810	\$931	\$790	\$780	\$709
	Associate	152	\$365	\$440	\$530	\$464	\$444	\$419
Phoenix AZ	Partner	26	\$328	\$440	\$573	\$471	\$419	\$385
	Associate	23	\$253	\$290	\$336	\$300	\$270	\$284
Pittsburgh PA	Partner	13	\$398	\$515	\$858	\$586	\$530	\$495
	Associate	18	\$309	\$379	\$538	\$418	\$382	\$352
Portland OR	Associate	17	\$300	\$409	\$467	\$397	\$356	\$396
Raleigh NC	Partner	11	\$383	\$462	\$518	\$429	\$478	\$427

**Corporate: Other**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Richmond VA	Partner	11	\$650	\$717	\$900	\$784	\$757	\$679
San Diego CA	Partner	39	\$350	\$524	\$1,111	\$710	\$677	\$551
	Associate	27	\$200	\$290	\$414	\$367	\$353	\$327
San Francisco CA	Partner	59	\$545	\$761	\$961	\$787	\$794	\$731
	Associate	29	\$377	\$535	\$736	\$577	\$582	\$511
San Jose CA	Partner	26	\$810	\$975	\$1,043	\$934	\$829	\$741
	Associate	22	\$533	\$692	\$839	\$658	\$607	\$501
Seattle WA	Partner	41	\$487	\$650	\$760	\$644	\$603	\$559
	Associate	36	\$402	\$469	\$565	\$483	\$426	\$408
St. Louis MO	Partner	16	\$225	\$440	\$548	\$430	\$465	\$483
Tampa FL	Partner	13	\$376	\$415	\$585	\$483	\$479	\$484
Washington DC	Partner	474	\$752	\$934	\$1,041	\$919	\$888	\$832
	Associate	424	\$536	\$670	\$695	\$650	\$590	\$542

**Section III: Practice Area Analysis**

#138483

**Corporate: Other**

By Matter Type and YOE

**2021 - Real Rates for Partner****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 21 Years	Litigation	248	\$465	\$701	\$925	\$713	\$675	\$627
	Non-Litigation	431	\$522	\$795	\$1,035	\$815	\$768	\$734
21 or More Years	Litigation	474	\$540	\$777	\$991	\$812	\$766	\$696
	Non-Litigation	842	\$556	\$846	\$1,156	\$887	\$877	\$817

**Section III: Practice Area Analysis**

#138484

**Corporate: Other**

By Matter Type and YOE

**2021 - Real Rates for Associate****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 3 Years	Litigation	35	\$294	\$415	\$545	\$423	\$428	\$300
	Non-Litigation	68	\$335	\$495	\$585	\$500	\$506	\$429
3 to Fewer Than 7 Years	Litigation	93	\$354	\$490	\$695	\$517	\$485	\$400
	Non-Litigation	179	\$340	\$524	\$710	\$550	\$495	\$464
7 or More Years	Litigation	151	\$339	\$475	\$695	\$517	\$505	\$471
	Non-Litigation	289	\$400	\$590	\$840	\$641	\$623	\$570

**Corporate: Other**

By Firm Size and Matter Type

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
50 Lawyers or Fewer	Litigation	Partner	94	\$350	\$423	\$574	\$465	\$445	\$414
		Associate	59	\$188	\$275	\$368	\$283	\$321	\$316
	Non-Litigation	Partner	166	\$319	\$425	\$533	\$445	\$429	\$409
		Associate	98	\$212	\$275	\$325	\$286	\$312	\$293
51-200 Lawyers	Litigation	Partner	143	\$357	\$517	\$731	\$576	\$532	\$521
		Associate	95	\$265	\$354	\$450	\$383	\$383	\$374
	Non-Litigation	Partner	167	\$400	\$533	\$764	\$596	\$593	\$576
		Associate	103	\$300	\$360	\$514	\$422	\$393	\$388
201-500 Lawyers	Litigation	Partner	199	\$480	\$610	\$875	\$677	\$655	\$619
		Associate	174	\$308	\$416	\$564	\$455	\$446	\$416
	Non-Litigation	Partner	365	\$481	\$590	\$836	\$661	\$662	\$650
		Associate	268	\$342	\$448	\$596	\$481	\$447	\$441
501-1,000 Lawyers	Litigation	Partner	273	\$655	\$925	\$1,050	\$911	\$857	\$797
		Associate	318	\$463	\$632	\$699	\$615	\$562	\$515
	Non-Litigation	Partner	462	\$756	\$950	\$1,303	\$1,027	\$972	\$926
		Associate	528	\$526	\$678	\$829	\$681	\$633	\$581
More Than 1,000 Lawyers	Litigation	Partner	236	\$716	\$895	\$1,132	\$940	\$893	\$789



# Section III: Practice Area Analysis #138486

## Corporate: Other

By Firm Size and Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
More Than 1,000 Lawyers	Litigation	Associate	208	\$440	\$551	\$715	\$590	\$548	\$488
		Partner	501	\$895	\$1,065	\$1,310	\$1,103	\$1,076	\$978
	Non-Litigation	Associate	541	\$552	\$716	\$910	\$744	\$717	\$630

**Corporate: Regulatory and Compliance**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Atlanta GA	Partner	20	\$624	\$766	\$951	\$795	\$647	\$575
	Associate	12	\$560	\$773	\$869	\$726	\$514	\$303
Baltimore MD	Partner	24	\$624	\$661	\$790	\$689	\$662	\$687
	Associate	25	\$400	\$475	\$594	\$491	\$462	\$454
Birmingham AL	Partner	14	\$347	\$445	\$525	\$447	\$510	\$511
Boston MA	Partner	19	\$657	\$747	\$768	\$781	\$761	\$725
Chicago IL	Partner	74	\$575	\$825	\$998	\$789	\$814	\$775
	Associate	53	\$410	\$540	\$685	\$561	\$617	\$558
Denver CO	Partner	17	\$453	\$533	\$653	\$530	\$531	\$513
Kansas City MO	Partner	23	\$410	\$470	\$565	\$495	\$510	\$499
	Associate	13	\$280	\$280	\$340	\$322	\$307	\$288
Los Angeles CA	Partner	53	\$770	\$895	\$1,042	\$888	\$898	\$861
	Associate	81	\$500	\$600	\$810	\$630	\$668	\$648
Miami FL	Partner	22	\$546	\$700	\$838	\$704	\$718	\$694
	Associate	12	\$385	\$541	\$607	\$501	\$481	\$542

**Section III: Practice Area Analysis** #138488**Corporate: Regulatory and Compliance**

By City

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Minneapolis MN	Partner	12	\$604	\$679	\$792	\$655	\$624	\$664
Nashville TN	Partner	28	\$411	\$502	\$589	\$506	\$473	\$457
	Associate	26	\$254	\$325	\$368	\$328	\$295	\$287
New York NY	Partner	130	\$651	\$1,054	\$1,366	\$1,043	\$981	\$1,010
	Associate	155	\$460	\$652	\$816	\$684	\$646	\$639
Philadelphia PA	Partner	54	\$669	\$830	\$904	\$803	\$710	\$685
	Associate	39	\$387	\$510	\$565	\$527	\$432	\$415
Pittsburgh PA	Partner	23	\$510	\$632	\$780	\$637	\$660	\$651
	Associate	26	\$366	\$411	\$464	\$403	\$427	\$408
Portland OR	Partner	15	\$555	\$627	\$650	\$570	\$538	\$540
Richmond VA	Partner	11	\$360	\$492	\$706	\$541	\$453	\$454
San Francisco CA	Partner	33	\$480	\$641	\$725	\$662	\$775	\$727
Seattle WA	Partner	33	\$576	\$725	\$835	\$730	\$697	\$582
	Associate	27	\$335	\$503	\$526	\$455	\$401	\$372
Washington DC	Partner	382	\$637	\$840	\$1,027	\$858	\$850	\$812

# Section III: Practice Area Analysis #138489

## Corporate: Regulatory and Compliance

By City

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Washington DC	Associate	296	\$453	\$565	\$695	\$585	\$578	\$527

**Section III: Practice Area Analysis**

#138490

**Corporate: Regulatory and Compliance**

By Matter Type and YOE

**2021 - Real Rates for Partner****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 21 Years	Litigation	71	\$626	\$835	\$991	\$822	\$768	\$714
	Non-Litigation	240	\$492	\$668	\$897	\$727	\$697	\$682
21 or More Years	Litigation	136	\$630	\$830	\$1,050	\$863	\$825	\$842
	Non-Litigation	414	\$574	\$703	\$950	\$776	\$770	\$740

**Section III: Practice Area Analysis**

#138491

**Corporate: Regulatory and Compliance**

By Matter Type and YOE

**2021 - Real Rates for Associate****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 3 Years	Litigation	12	\$320	\$432	\$556	\$519	\$529	\$363
	Non-Litigation	50	\$401	\$482	\$591	\$518	\$419	\$373
3 to Fewer Than 7 Years	Litigation	45	\$404	\$595	\$750	\$602	\$560	\$491
	Non-Litigation	129	\$358	\$487	\$618	\$512	\$495	\$448
7 or More Years	Litigation	60	\$487	\$595	\$838	\$648	\$621	\$559
	Non-Litigation	142	\$425	\$590	\$774	\$613	\$585	\$541

**Section III: Practice Area Analysis** #138492**Corporate: Regulatory and Compliance**

By Firm Size and Matter Type

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
50 Lawyers or Fewer	Litigation	Partner	16	\$440	\$524	\$705	\$657	\$671	\$509
		Associate	11	\$278	\$320	\$750	\$490	\$480	\$366
	Non-Litigation	Partner	109	\$456	\$560	\$620	\$537	\$532	\$502
		Associate	57	\$280	\$330	\$370	\$321	\$339	\$329
51-200 Lawyers	Litigation	Partner	20	\$547	\$743	\$861	\$706	\$637	\$649
		Associate	81	\$287	\$385	\$478	\$412	\$407	\$355
	Non-Litigation	Partner	103	\$386	\$476	\$693	\$556	\$564	\$527
201-500 Lawyers	Litigation	Associate	35	\$354	\$565	\$677	\$525	\$473	\$443
		Partner	57	\$525	\$648	\$900	\$703	\$653	\$653
	Non-Litigation	Partner	158	\$479	\$610	\$737	\$625	\$617	\$628
		Associate	86	\$339	\$450	\$502	\$445	\$399	\$397
501-1,000 Lawyers	Litigation	Associate	99	\$452	\$616	\$823	\$634	\$593	\$574
		Partner	106	\$676	\$947	\$1,188	\$946	\$938	\$903
	Non-Litigation	Partner	267	\$701	\$884	\$1,065	\$933	\$872	\$851
		Associate	248	\$457	\$565	\$694	\$617	\$561	\$535
More Than 1,000 Lawyers	Litigation	Partner	77	\$820	\$900	\$1,123	\$972	\$940	\$915
		Associate	105	\$465	\$550	\$705	\$586	\$615	\$555

# Section III: Practice Area Analysis #138493

## Corporate: Regulatory and Compliance

By Firm Size and Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
More Than 1,000 Lawyers	Non-Litigation	Partner	221	\$755	\$899	\$1,069	\$912	\$923	\$888
		Associate	181	\$496	\$614	\$747	\$629	\$611	\$573



**Employment and Labor**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Atlanta GA	Partner	75	\$390	\$468	\$595	\$497	\$500	\$469
	Associate	50	\$284	\$331	\$370	\$329	\$323	\$307
Baltimore MD	Partner	26	\$498	\$613	\$745	\$645	\$546	\$576
	Associate	24	\$394	\$475	\$600	\$514	\$457	\$444
Birmingham AL	Partner	13	\$375	\$450	\$475	\$430	\$415	\$378
Boston MA	Partner	27	\$400	\$486	\$690	\$533	\$577	\$561
	Associate	27	\$375	\$475	\$500	\$460	\$501	\$418
Charlotte NC	Associate	11	\$225	\$303	\$355	\$303	\$302	\$332
Chicago IL	Partner	113	\$475	\$650	\$780	\$699	\$673	\$666
	Associate	89	\$310	\$390	\$495	\$424	\$443	\$406
Cleveland OH	Partner	44	\$374	\$400	\$498	\$466	\$465	\$452
	Associate	34	\$260	\$295	\$300	\$311	\$310	\$299
Dallas TX	Partner	43	\$394	\$507	\$618	\$509	\$545	\$503
	Associate	24	\$323	\$350	\$419	\$405	\$412	\$367
Denver CO	Partner	32	\$446	\$539	\$635	\$542	\$537	\$519

**Employment and Labor**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Denver CO	Associate	12	\$272	\$298	\$324	\$287	\$324	\$334
Greenville SC	Partner	16	\$375	\$430	\$494	\$436	\$426	\$446
Houston TX	Partner	24	\$468	\$531	\$633	\$556	\$599	\$571
	Associate	12	\$325	\$348	\$394	\$372	\$395	\$388
Indianapolis IN	Partner	13	\$378	\$425	\$510	\$445	\$470	\$419
Kansas City MO	Partner	18	\$383	\$404	\$456	\$429	\$411	\$416
	Associate	17	\$250	\$320	\$325	\$299	\$293	\$292
Los Angeles CA	Partner	108	\$500	\$655	\$855	\$703	\$666	\$635
	Associate	104	\$350	\$423	\$580	\$492	\$488	\$456
Memphis TN	Partner	12	\$330	\$380	\$432	\$386	\$390	\$386
Miami FL	Partner	16	\$455	\$486	\$768	\$590	\$615	\$560
	Associate	19	\$289	\$336	\$499	\$397	\$413	\$334
Minneapolis MN	Partner	32	\$456	\$565	\$690	\$561	\$555	\$532
	Associate	19	\$314	\$351	\$453	\$388	\$441	\$358
Nashville TN	Partner	29	\$378	\$441	\$470	\$432	\$437	\$400

**Employment and Labor**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Nashville TN	Associate	17	\$252	\$297	\$311	\$291	\$284	\$260
New Orleans LA	Associate	12	\$312	\$340	\$390	\$349	\$368	\$323
New York NY	Partner	239	\$469	\$570	\$794	\$673	\$662	\$717
	Associate	179	\$315	\$376	\$571	\$477	\$455	\$489
Orlando FL	Partner	13	\$421	\$474	\$482	\$459	\$469	\$480
	Associate	12	\$280	\$325	\$383	\$324	\$304	\$289
Philadelphia PA	Partner	107	\$500	\$678	\$810	\$679	\$680	\$640
	Associate	118	\$398	\$450	\$500	\$449	\$424	\$387
Pittsburgh PA	Partner	27	\$515	\$612	\$656	\$622	\$570	\$557
	Associate	23	\$315	\$350	\$380	\$351	\$354	\$339
Portland OR	Associate	26	\$302	\$336	\$383	\$355	\$353	\$333
San Diego CA	Partner	17	\$421	\$446	\$518	\$550	\$553	\$449
	Associate	18	\$300	\$338	\$380	\$364	\$369	\$343
San Francisco CA	Partner	61	\$390	\$560	\$650	\$557	\$562	\$561
	Associate	47	\$287	\$325	\$414	\$361	\$382	\$370

**Section III: Practice Area Analysis**

#138497

**Employment and Labor**

By City

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
San Jose CA	Partner	18	\$599	\$680	\$784	\$706	\$733	\$695
Seattle WA	Partner	41	\$401	\$467	\$619	\$510	\$534	\$534
	Associate	38	\$300	\$376	\$533	\$441	\$401	\$423
St. Louis MO	Partner	16	\$406	\$475	\$571	\$501	\$529	\$505
Tampa FL	Partner	14	\$349	\$385	\$475	\$441	\$466	\$406
Washington DC	Partner	147	\$600	\$715	\$825	\$740	\$758	\$726
	Associate	106	\$390	\$505	\$625	\$515	\$510	\$476

# Section III: Practice Area Analysis #138498

## Employment and Labor

By Matter Type and YOE

### 2021 - Real Rates for Partner

### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 21 Years	Litigation	168	\$350	\$467	\$624	\$514	\$498	\$484
	Non-Litigation	313	\$395	\$480	\$640	\$549	\$528	\$511
21 or More Years	Litigation	334	\$408	\$545	\$733	\$605	\$597	\$604
	Non-Litigation	586	\$465	\$563	\$700	\$619	\$632	\$605

**Section III: Practice Area Analysis**

#138499

**Employment and Labor**

By Matter Type and YOE

**2021 - Real Rates for Associate****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 3 Years	Litigation	34	\$270	\$317	\$425	\$352	\$324	\$300
	Non-Litigation	34	\$270	\$325	\$400	\$361	\$396	\$340
3 to Fewer Than 7 Years	Litigation	76	\$293	\$350	\$440	\$376	\$357	\$323
	Non-Litigation	138	\$304	\$357	\$458	\$396	\$371	\$355
7 or More Years	Litigation	161	\$315	\$364	\$460	\$397	\$406	\$401
	Non-Litigation	224	\$315	\$367	\$495	\$413	\$414	\$397

**Employment and Labor**

By Firm Size and Matter Type

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
50 Lawyers or Fewer	Litigation	Partner	65	\$290	\$360	\$490	\$404	\$399	\$406
		Associate	51	\$250	\$292	\$346	\$310	\$304	\$294
	Non-Litigation	Partner	49	\$371	\$425	\$508	\$443	\$443	\$423
		Associate	27	\$215	\$295	\$311	\$277	\$272	\$290
51-200 Lawyers	Litigation	Partner	64	\$300	\$385	\$504	\$432	\$428	\$429
		Associate	43	\$230	\$283	\$328	\$297	\$315	\$310
	Non-Litigation	Partner	134	\$420	\$579	\$702	\$578	\$555	\$534
		Associate	82	\$250	\$302	\$420	\$355	\$359	\$333
201-500 Lawyers	Litigation	Partner	159	\$396	\$470	\$580	\$502	\$519	\$519
		Associate	122	\$307	\$344	\$415	\$384	\$381	\$380
	Non-Litigation	Partner	238	\$381	\$450	\$549	\$485	\$493	\$491
		Associate	129	\$295	\$324	\$390	\$349	\$350	\$359
501-1,000 Lawyers	Litigation	Partner	203	\$415	\$538	\$741	\$645	\$599	\$627
		Associate	153	\$300	\$330	\$433	\$408	\$416	\$406
	Non-Litigation	Partner	403	\$467	\$515	\$648	\$583	\$578	\$593
		Associate	287	\$306	\$332	\$417	\$400	\$392	\$388
More Than 1,000 Lawyers	Litigation	Partner	133	\$645	\$778	\$900	\$782	\$795	\$755

# Section III: Practice Area Analysis #138501

## Employment and Labor

By Firm Size and Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
More Than 1,000 Lawyers	Litigation	Associate	144	\$407	\$484	\$552	\$498	\$509	\$460
		Partner	224	\$631	\$720	\$875	\$787	\$803	\$757
	Non-Litigation	Associate	229	\$390	\$470	\$550	\$502	\$491	\$450



**Section III: Practice Area Analysis**

#138502

**Environmental**

By City

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
New York NY	Partner	23	\$390	\$535	\$630	\$563	\$647	\$504
	Associate	20	\$295	\$390	\$406	\$443	\$514	\$343
Washington DC	Partner	20	\$578	\$751	\$891	\$729	\$793	\$764
	Associate	15	\$348	\$386	\$508	\$475	\$544	\$465

**Section III: Practice Area Analysis**

#138503

**Environmental**

By Matter Type and YOE

**2021 - Real Rates for Partner****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 21 Years	Litigation	13	\$350	\$385	\$525	\$443	\$456	\$454
	Non-Litigation	15	\$408	\$425	\$513	\$491	\$433	\$438
21 or More Years	Litigation	37	\$415	\$575	\$635	\$543	\$540	\$554
	Non-Litigation	60	\$445	\$550	\$774	\$626	\$645	\$567

## Section III: Practice Area Analysis #138504

### Environmental

By Matter Type and YOE

#### 2021 - Real Rates for Associate

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
7 or More Years	Litigation	13	\$314	\$370	\$425	\$369	\$361	\$375

**Section III: Practice Area Analysis**

#138505

**Environmental**

By Firm Size and Matter Type

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
51-200 Lawyers	Litigation	Partner	18	\$343	\$405	\$554	\$445	\$462	\$467
		Partner	40	\$390	\$475	\$550	\$508	\$489	\$484
	Non-Litigation	Associate	19	\$283	\$295	\$372	\$345	\$312	\$296
201-500 Lawyers	Litigation	Partner	19	\$538	\$595	\$635	\$583	\$543	\$548
		Associate	12	\$380	\$400	\$400	\$398	\$368	\$349
	Non-Litigation	Partner	19	\$539	\$620	\$696	\$659	\$627	\$540
501-1,000 Lawyers	Litigation	Partner	15	\$496	\$610	\$638	\$588	\$591	\$668
		Associate	15	\$355	\$400	\$471	\$409	\$394	\$417
	Non-Litigation	Partner	15	\$530	\$774	\$893	\$717	\$719	\$678

**Section III: Practice Area Analysis** #138506**Finance and Securities**

By City

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Atlanta GA	Partner	47	\$650	\$739	\$925	\$788	\$854	\$822
	Associate	50	\$403	\$522	\$660	\$538	\$529	\$518
Baltimore MD	Partner	23	\$475	\$585	\$785	\$666	\$613	\$629
Birmingham AL	Partner	14	\$324	\$325	\$429	\$362	\$393	\$387
	Associate	11	\$270	\$276	\$320	\$289	\$309	\$309
Boston MA	Partner	52	\$735	\$961	\$1,245	\$1,013	\$977	\$951
	Associate	60	\$447	\$591	\$842	\$634	\$671	\$599
Charlotte NC	Partner	42	\$624	\$743	\$902	\$789	\$709	\$727
	Associate	33	\$349	\$423	\$615	\$526	\$442	\$471
Chicago IL	Partner	216	\$775	\$1,001	\$1,275	\$1,032	\$998	\$975
	Associate	204	\$504	\$610	\$791	\$653	\$639	\$597
Cincinnati OH	Associate	18	\$225	\$267	\$295	\$264	\$255	\$244
Cleveland OH	Partner	53	\$450	\$495	\$640	\$583	\$552	\$547
Columbus OH	Partner	12	\$400	\$540	\$590	\$506	\$449	\$461
Dallas TX	Partner	34	\$525	\$795	\$1,275	\$901	\$857	\$792

**Section III: Practice Area Analysis**

#138507

**Finance and Securities**

By City

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Dallas TX	Associate	47	\$483	\$612	\$791	\$614	\$621	\$559
	Partner	24	\$374	\$433	\$543	\$542	\$550	\$539
Houston TX	Partner	24	\$931	\$1,319	\$1,447	\$1,215	\$1,102	\$1,033
	Associate	20	\$450	\$575	\$767	\$628	\$616	\$486
Kansas City MO	Partner	26	\$441	\$492	\$616	\$534	\$472	\$452
	Associate	18	\$312	\$355	\$393	\$349	\$331	\$294
Los Angeles CA	Partner	181	\$795	\$1,065	\$1,392	\$1,096	\$1,072	\$1,007
	Associate	300	\$622	\$850	\$1,038	\$836	\$782	\$735
Miami FL	Partner	42	\$540	\$625	\$761	\$670	\$700	\$650
	Associate	17	\$357	\$393	\$515	\$415	\$434	\$424
Minneapolis MN	Partner	20	\$634	\$764	\$821	\$730	\$706	\$631
	Associate	17	\$363	\$531	\$609	\$521	\$519	\$499
New York NY	Partner	754	\$943	\$1,286	\$1,590	\$1,260	\$1,215	\$1,108
	Associate	1,098	\$600	\$825	\$1,019	\$813	\$771	\$693
Orlando FL	Partner	11	\$493	\$765	\$888	\$712	\$701	\$672

**Section III: Practice Area Analysis** #138508**Finance and Securities**

By City

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Philadelphia PA	Partner	89	\$710	\$850	\$992	\$887	\$827	\$798
	Associate	76	\$395	\$472	\$560	\$501	\$465	\$477
Phoenix AZ	Partner	25	\$380	\$425	\$525	\$477	\$453	\$463
	Associate	16	\$215	\$265	\$302	\$263	\$227	\$227
Pittsburgh PA	Partner	42	\$586	\$740	\$925	\$741	\$686	\$614
	Associate	34	\$365	\$454	\$506	\$436	\$403	\$390
Portland OR	Partner	14	\$485	\$505	\$585	\$547	\$521	\$437
	Associate	17	\$311	\$404	\$445	\$397	\$321	\$285
Richmond VA	Partner	32	\$686	\$784	\$918	\$810	\$781	\$748
San Diego CA	Partner	15	\$352	\$602	\$1,058	\$740	\$742	\$973
San Francisco CA	Partner	42	\$764	\$983	\$1,171	\$1,023	\$1,066	\$919
	Associate	35	\$535	\$608	\$863	\$663	\$719	\$645
San Jose CA	Partner	16	\$1,050	\$1,320	\$1,610	\$1,222	\$1,225	\$1,053
Seattle WA	Partner	28	\$475	\$534	\$700	\$605	\$568	\$553
	Associate	27	\$330	\$472	\$549	\$476	\$490	\$410

# Section III: Practice Area Analysis #138509

## Finance and Securities

By City

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Washington DC	Partner	198	\$795	\$960	\$1,264	\$1,035	\$989	\$951
	Associate	129	\$495	\$690	\$875	\$702	\$643	\$607



**Section III: Practice Area Analysis**

#138510

**Finance and Securities**

By Matter Type and YOE

**2021 - Real Rates for Partner****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 21 Years	Litigation	66	\$454	\$609	\$725	\$642	\$591	\$655
	Non-Litigation	563	\$551	\$814	\$1,269	\$919	\$881	\$840
21 or More Years	Litigation	102	\$545	\$676	\$978	\$752	\$810	\$797
	Non-Litigation	949	\$690	\$990	\$1,446	\$1,052	\$1,009	\$944

**Section III: Practice Area Analysis**

#138511

**Finance and Securities**

By Matter Type and YOE

**2021 - Real Rates for Associate****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 3 Years	Non-Litigation	143	\$410	\$546	\$719	\$588	\$500	\$449
3 to Fewer Than 7 Years	Litigation	17	\$301	\$330	\$392	\$384	\$342	\$384
	Non-Litigation	257	\$338	\$495	\$763	\$577	\$521	\$454
7 or More Years	Litigation	26	\$424	\$529	\$680	\$540	\$488	\$481
	Non-Litigation	357	\$480	\$685	\$992	\$733	\$735	\$692

**Section III: Practice Area Analysis** #138512**Finance and Securities**

By Firm Size and Matter Type

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
50 Lawyers or Fewer	Litigation	Partner	19	\$378	\$390	\$472	\$487	\$465	\$405
		Associate	12	\$206	\$325	\$375	\$297	\$335	\$298
	Non-Litigation	Partner	126	\$345	\$495	\$659	\$526	\$496	\$482
		Associate	72	\$275	\$330	\$441	\$381	\$351	\$322
51-200 Lawyers	Litigation	Partner	27	\$334	\$408	\$704	\$495	\$558	\$530
		Associate	16	\$210	\$397	\$528	\$398	\$402	\$387
	Non-Litigation	Partner	263	\$418	\$525	\$750	\$604	\$583	\$562
		Associate	188	\$270	\$350	\$488	\$408	\$386	\$362
201-500 Lawyers	Litigation	Partner	57	\$430	\$550	\$630	\$583	\$585	\$617
		Associate	53	\$286	\$310	\$364	\$331	\$346	\$379
	Non-Litigation	Partner	381	\$537	\$750	\$1,111	\$844	\$813	\$788
		Associate	325	\$340	\$500	\$721	\$556	\$542	\$526
501-1,000 Lawyers	Litigation	Partner	60	\$641	\$813	\$1,110	\$920	\$889	\$904
		Associate	56	\$397	\$519	\$613	\$532	\$496	\$509
	Non-Litigation	Partner	589	\$851	\$1,115	\$1,520	\$1,181	\$1,118	\$1,036
		Associate	828	\$562	\$750	\$980	\$785	\$730	\$667
More Than 1,000 Lawyers	Litigation	Partner	51	\$633	\$724	\$999	\$833	\$922	\$955

# Section III: Practice Area Analysis #138513

## Finance and Securities

By Firm Size and Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
More Than 1,000 Lawyers	Litigation	Associate	44	\$429	\$533	\$690	\$575	\$564	\$530
		Partner	681	\$935	\$1,185	\$1,479	\$1,207	\$1,139	\$1,080
	Non-Litigation	Associate	825	\$600	\$825	\$1,010	\$812	\$770	\$705

**Section III: Practice Area Analysis**

#138514

**General Liability - Litigation Only**

By City

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Atlanta GA	Partner	24	\$210	\$230	\$530	\$395	\$435	\$420
	Associate	19	\$181	\$210	\$235	\$273	\$281	\$281
Baltimore MD	Partner	18	\$598	\$625	\$678	\$628	\$592	\$582
	Associate	30	\$400	\$536	\$588	\$508	\$471	\$435
Birmingham AL	Partner	24	\$295	\$350	\$480	\$384	\$358	\$320
	Associate	15	\$239	\$300	\$300	\$276	\$279	\$220
Boston MA	Partner	20	\$185	\$282	\$473	\$383	\$359	\$367
	Associate	19	\$173	\$185	\$365	\$302	\$321	\$277
Charleston WV	Partner	13	\$200	\$268	\$310	\$267	\$264	\$258
Chicago IL	Partner	42	\$214	\$274	\$910	\$504	\$491	\$560
	Associate	37	\$225	\$250	\$591	\$415	\$299	\$322
Cleveland OH	Partner	11	\$450	\$560	\$740	\$575	\$588	\$561
Dallas TX	Partner	11	\$185	\$275	\$505	\$333	\$320	\$325
Detroit MI	Partner	14	\$210	\$288	\$341	\$288	\$321	\$294
	Associate	14	\$141	\$215	\$235	\$211	\$262	\$233

**General Liability - Litigation Only**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Houston TX	Partner	11	\$320	\$400	\$715	\$478	\$513	\$429
Indianapolis IN	Partner	14	\$220	\$220	\$318	\$319	\$351	\$289
Jackson MS	Partner	45	\$319	\$353	\$397	\$383	\$373	\$344
	Associate	38	\$225	\$248	\$251	\$249	\$250	\$232
Kansas City MO	Partner	16	\$318	\$425	\$569	\$436	\$467	\$491
	Associate	15	\$251	\$300	\$348	\$292	\$320	\$310
Los Angeles CA	Partner	44	\$304	\$638	\$965	\$654	\$535	\$592
	Associate	43	\$287	\$475	\$719	\$504	\$407	\$381
Miami FL	Partner	16	\$156	\$165	\$280	\$261	\$258	\$348
Milwaukee WI	Partner	11	\$261	\$375	\$492	\$382	\$303	\$306
Minneapolis MN	Partner	13	\$315	\$380	\$450	\$400	\$375	\$330
	Associate	17	\$215	\$250	\$295	\$257	\$255	\$255
Nashville TN	Partner	12	\$273	\$283	\$375	\$320	\$306	\$309
New Orleans LA	Partner	29	\$275	\$305	\$330	\$301	\$308	\$294
	Associate	26	\$200	\$238	\$238	\$222	\$222	\$225

**Section III: Practice Area Analysis** #138516**General Liability - Litigation Only**

By City

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
New York NY	Partner	92	\$295	\$583	\$716	\$601	\$521	\$487
	Associate	95	\$223	\$375	\$473	\$409	\$388	\$364
Philadelphia PA	Partner	51	\$390	\$525	\$715	\$561	\$507	\$493
	Associate	64	\$350	\$430	\$565	\$426	\$390	\$346
Phoenix AZ	Partner	13	\$200	\$275	\$439	\$356	\$287	\$232
	Associate	13	\$175	\$215	\$225	\$235	\$198	\$191
Pittsburgh PA	Associate	11	\$270	\$322	\$413	\$337	\$353	\$301
Portland OR	Partner	11	\$275	\$295	\$333	\$305	\$276	\$273
	Associate	11	\$276	\$308	\$363	\$322	\$309	\$271
Raleigh NC	Associate	11	\$165	\$275	\$450	\$324	\$405	\$233
Richmond VA	Partner	20	\$238	\$309	\$519	\$391	\$420	\$439
San Francisco CA	Partner	11	\$256	\$353	\$437	\$466	\$386	\$514
	Associate	18	\$243	\$314	\$430	\$390	\$411	\$295
Seattle WA	Partner	14	\$340	\$405	\$496	\$419	\$402	\$374
	Associate	11	\$275	\$315	\$519	\$372	\$323	\$326

## Section III: Practice Area Analysis

### General Liability - Litigation Only

By City

#### 2021 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
St. Louis MO	Partner	23	\$300	\$378	\$446	\$382	\$360	\$364
Washington DC	Partner	57	\$774	\$895	\$950	\$897	\$830	\$838
	Associate	46	\$429	\$625	\$695	\$568	\$552	\$544



## Section III: Practice Area Analysis

### General Liability - Litigation Only

By Matter Type and YOE

#### 2021 - Real Rates for Partner

#### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 21 Years	Litigation	213	\$270	\$353	\$658	\$474	\$429	\$426
21 or More Years	Litigation	415	\$275	\$420	\$635	\$497	\$468	\$453

**Section III: Practice Area Analysis** #138519**General Liability - Litigation Only**

By Matter Type and YOE

**2021 - Real Rates for Associate****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 3 Years	Litigation	17	\$208	\$277	\$380	\$298	\$296	\$208
3 to Fewer Than 7 Years	Litigation	85	\$247	\$374	\$543	\$404	\$362	\$334
7 or More Years	Litigation	168	\$243	\$350	\$510	\$399	\$356	\$339

**Section III: Practice Area Analysis**

#138520

**General Liability - Litigation Only**

By Firm Size and Matter Type

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
50 Lawyers or Fewer	Litigation	Partner	208	\$200	\$263	\$320	\$276	\$262	\$257
		Associate	147	\$175	\$210	\$249	\$220	\$202	\$205
51-200 Lawyers	Litigation	Partner	234	\$215	\$305	\$375	\$320	\$317	\$312
		Associate	184	\$194	\$225	\$255	\$233	\$226	\$218
201-500 Lawyers	Litigation	Partner	141	\$342	\$488	\$613	\$511	\$492	\$468
		Associate	122	\$254	\$318	\$400	\$337	\$313	\$293
501-1,000 Lawyers	Litigation	Partner	131	\$525	\$625	\$873	\$715	\$665	\$622
		Associate	125	\$366	\$475	\$627	\$497	\$448	\$407
More Than 1,000 Lawyers	Litigation	Partner	105	\$743	\$895	\$1,051	\$918	\$847	\$839
		Associate	129	\$430	\$565	\$719	\$579	\$581	\$542

**Insurance Defense - Litigation Only**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Albany NY	Partner	11	\$150	\$195	\$200	\$185	\$177	\$166
Albuquerque NM	Partner	23	\$170	\$175	\$185	\$179	\$185	\$177
Atlanta GA	Partner	87	\$180	\$205	\$245	\$223	\$257	\$259
	Associate	126	\$155	\$180	\$220	\$195	\$200	\$195
Baltimore MD	Partner	39	\$170	\$175	\$195	\$201	\$231	\$361
	Associate	39	\$147	\$150	\$170	\$161	\$188	\$173
Baton Rouge LA	Partner	12	\$157	\$188	\$208	\$188	\$177	\$167
Birmingham AL	Partner	43	\$165	\$180	\$242	\$315	\$225	\$255
	Associate	21	\$155	\$155	\$194	\$173	\$167	\$189
Boston MA	Partner	58	\$170	\$200	\$220	\$235	\$236	\$244
	Associate	45	\$155	\$175	\$188	\$243	\$251	\$197
Buffalo NY	Partner	66	\$160	\$175	\$195	\$179	\$174	\$169
	Associate	64	\$145	\$150	\$162	\$151	\$150	\$149
Charleston SC	Partner	16	\$170	\$185	\$229	\$200	\$193	\$200
	Associate	19	\$145	\$158	\$165	\$155	\$150	\$147

**Section III: Practice Area Analysis**

#38522

**Insurance Defense - Litigation Only**

By City

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Charleston WV	Partner	62	\$160	\$175	\$180	\$193	\$192	\$183
	Associate	14	\$150	\$165	\$176	\$180	\$188	\$171
Charlotte NC	Partner	28	\$180	\$185	\$270	\$220	\$193	\$222
	Associate	12	\$151	\$168	\$219	\$197	\$173	\$185
Chicago IL	Partner	194	\$180	\$220	\$275	\$251	\$266	\$274
	Associate	170	\$160	\$180	\$220	\$208	\$228	\$233
Cincinnati OH	Partner	20	\$155	\$160	\$180	\$178	\$182	\$188
	Associate	18	\$155	\$155	\$215	\$174	\$159	\$163
Cleveland OH	Partner	45	\$170	\$180	\$180	\$184	\$181	\$184
	Associate	41	\$160	\$160	\$175	\$164	\$163	\$161
Columbia SC	Partner	50	\$180	\$180	\$184	\$181	\$173	\$172
	Associate	46	\$160	\$160	\$165	\$166	\$157	\$153
Columbus OH	Partner	25	\$170	\$170	\$170	\$172	\$174	\$175
	Associate	12	\$135	\$145	\$155	\$154	\$150	\$155
Dallas TX	Partner	62	\$183	\$215	\$273	\$265	\$243	\$246

**Insurance Defense - Litigation Only**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Dallas TX	Associate	39	\$165	\$171	\$200	\$206	\$195	\$192
Denver CO	Partner	36	\$160	\$175	\$205	\$190	\$184	\$192
	Associate	36	\$140	\$150	\$170	\$160	\$164	\$166
Des Moines IA	Partner	14	\$160	\$170	\$200	\$178	\$175	\$177
Detroit MI	Partner	115	\$160	\$173	\$175	\$195	\$175	\$174
	Associate	110	\$143	\$162	\$162	\$167	\$153	\$148
Greenville SC	Partner	13	\$178	\$180	\$446	\$529	\$319	\$379
Harrisburg PA	Partner	23	\$162	\$168	\$205	\$179	\$179	\$174
	Associate	16	\$140	\$140	\$176	\$155	\$152	\$150
Hartford CT	Partner	16	\$192	\$392	\$511	\$356	\$269	\$280
	Associate	13	\$175	\$176	\$259	\$221	\$206	\$226
Honolulu HI	Partner	12	\$150	\$165	\$223	\$183	\$186	\$183
Houston TX	Partner	47	\$195	\$235	\$270	\$309	\$302	\$315
	Associate	38	\$179	\$200	\$231	\$227	\$227	\$199
Indianapolis IN	Partner	27	\$145	\$157	\$184	\$161	\$172	\$185

**Insurance Defense - Litigation Only**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Indianapolis IN	Associate	12	\$120	\$135	\$150	\$141	\$138	\$154
Jackson MS	Partner	26	\$141	\$180	\$245	\$193	\$194	\$196
Jacksonville FL	Partner	15	\$180	\$180	\$180	\$180	\$180	\$179
	Associate	12	\$170	\$170	\$170	\$167	\$164	\$159
Kansas City MO	Partner	43	\$165	\$225	\$262	\$224	\$198	\$203
	Associate	45	\$145	\$185	\$200	\$184	\$179	\$176
Lafayette LA	Partner	14	\$195	\$200	\$200	\$186	\$188	\$190
Las Vegas NV	Partner	31	\$185	\$190	\$226	\$204	\$199	\$198
	Associate	25	\$165	\$173	\$176	\$176	\$174	\$167
Lexington KY	Partner	19	\$160	\$160	\$160	\$164	\$162	\$161
	Associate	24	\$139	\$140	\$140	\$140	\$138	\$134
Los Angeles CA	Partner	241	\$225	\$240	\$259	\$293	\$323	\$315
	Associate	219	\$185	\$195	\$220	\$228	\$217	\$214
Louisville KY	Partner	16	\$131	\$150	\$150	\$166	\$156	\$159
	Associate	15	\$120	\$124	\$140	\$130	\$138	\$135

**Insurance Defense - Litigation Only**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Miami FL	Partner	93	\$175	\$180	\$215	\$238	\$226	\$233
	Associate	78	\$154	\$170	\$185	\$178	\$167	\$164
Milwaukee WI	Partner	19	\$178	\$185	\$203	\$194	\$194	\$185
Minneapolis MN	Partner	69	\$160	\$180	\$225	\$205	\$203	\$214
	Associate	51	\$150	\$165	\$185	\$175	\$182	\$187
Morgantown WV	Partner	12	\$160	\$160	\$180	\$170	\$171	\$167
Nashville TN	Partner	21	\$161	\$175	\$185	\$189	\$168	\$155
	Associate	15	\$135	\$148	\$165	\$143	\$129	\$134
New Orleans LA	Partner	44	\$164	\$175	\$220	\$200	\$249	\$222
	Associate	21	\$129	\$159	\$165	\$151	\$157	\$156
New York NY	Partner	299	\$175	\$200	\$231	\$265	\$263	\$267
	Associate	262	\$158	\$175	\$200	\$249	\$216	\$200
Oklahoma City OK	Partner	22	\$155	\$275	\$350	\$276	\$256	\$181
Orlando FL	Partner	38	\$162	\$165	\$179	\$181	\$169	\$163
	Associate	26	\$136	\$153	\$159	\$161	\$152	\$149



**Insurance Defense - Litigation Only**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Peoria IL	Partner	11	\$160	\$160	\$166	\$158	\$159	\$157
Philadelphia PA	Partner	218	\$175	\$185	\$215	\$215	\$234	\$245
	Associate	201	\$158	\$170	\$195	\$197	\$199	\$203
Phoenix AZ	Partner	83	\$175	\$190	\$225	\$240	\$216	\$206
	Associate	89	\$174	\$195	\$220	\$198	\$190	\$181
Pittsburgh PA	Partner	64	\$162	\$165	\$174	\$170	\$173	\$193
	Associate	59	\$145	\$155	\$160	\$154	\$158	\$159
Portland OR	Partner	28	\$196	\$230	\$248	\$237	\$231	\$233
	Associate	25	\$165	\$200	\$220	\$202	\$199	\$184
Providence RI	Partner	13	\$170	\$175	\$185	\$198	\$196	\$180
Raleigh NC	Partner	13	\$181	\$190	\$243	\$203	\$229	\$205
	Associate	12	\$150	\$155	\$164	\$212	\$180	\$170
Richmond VA	Partner	37	\$185	\$195	\$215	\$282	\$362	\$286
	Associate	23	\$160	\$165	\$170	\$166	\$186	\$163
Sacramento CA	Associate	11	\$195	\$195	\$215	\$213	\$219	\$188

**Section III: Practice Area Analysis**

#38527

**Insurance Defense - Litigation Only**

By City

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
San Diego CA	Partner	45	\$215	\$225	\$270	\$403	\$452	\$380
San Francisco CA	Partner	120	\$228	\$252	\$280	\$322	\$334	\$354
	Associate	46	\$175	\$190	\$225	\$226	\$216	\$200
Seattle WA	Partner	49	\$195	\$250	\$355	\$310	\$325	\$311
	Associate	39	\$180	\$190	\$225	\$205	\$213	\$200
Springfield IL	Partner	11	\$164	\$166	\$166	\$165	\$172	\$177
St. Louis MO	Partner	41	\$166	\$170	\$210	\$187	\$198	\$185
Tampa FL	Partner	35	\$178	\$180	\$217	\$205	\$199	\$196
	Associate	33	\$170	\$205	\$235	\$207	\$183	\$173
Tulsa OK	Partner	15	\$150	\$150	\$228	\$195	\$196	\$179
	Associate	18	\$225	\$225	\$225	\$217	\$215	\$206
Washington DC	Partner	63	\$388	\$518	\$862	\$621	\$615	\$493
	Associate	48	\$354	\$458	\$710	\$541	\$536	\$405

**Section III: Practice Area Analysis** #38528**Insurance Defense - Litigation Only**

By Matter Type and YOE

**2021 - Real Rates for Partner****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 21 Years	Litigation	776	\$170	\$180	\$225	\$221	\$223	\$214
21 or More Years	Litigation	1,555	\$166	\$185	\$225	\$218	\$217	\$220

**Section III: Practice Area Analysis** #138529**Insurance Defense - Litigation Only**

By Matter Type and YOE

**2021 - Real Rates for Associate****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 3 Years	Litigation	99	\$160	\$180	\$220	\$208	\$194	\$166
3 to Fewer Than 7 Years	Litigation	284	\$162	\$185	\$220	\$243	\$233	\$203
7 or More Years	Litigation	490	\$155	\$175	\$200	\$211	\$210	\$197

## Section III: Practice Area Analysis #138539

### Insurance Defense - Litigation Only

By Firm Size and Matter Type

#### 2021 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
50 Lawyers or Fewer	Litigation	Partner	1,526	\$160	\$175	\$205	\$208	\$208	\$214
		Associate	1,145	\$145	\$160	\$180	\$170	\$167	\$160
51-200 Lawyers	Litigation	Partner	902	\$175	\$185	\$225	\$218	\$210	\$209
		Associate	708	\$160	\$170	\$185	\$181	\$177	\$171
201-500 Lawyers	Litigation	Partner	469	\$225	\$245	\$280	\$323	\$304	\$328
		Associate	307	\$185	\$200	\$240	\$236	\$226	\$225
501-1,000 Lawyers	Litigation	Partner	103	\$230	\$300	\$451	\$406	\$467	\$440
		Associate	84	\$200	\$260	\$399	\$345	\$363	\$333
More Than 1,000 Lawyers	Litigation	Partner	35	\$795	\$1,013	\$1,195	\$984	\$938	\$835
		Associate	86	\$475	\$606	\$848	\$638	\$611	\$546

**Section III: Practice Area Analysis**

#138531

**Intellectual Property: Other**

By City

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Chicago IL	Partner	17	\$811	\$905	\$1,086	\$956	\$774	\$721
New York NY	Partner	13	\$575	\$635	\$810	\$732	\$890	\$842
	Associate	17	\$375	\$551	\$764	\$564	\$623	\$576
Philadelphia PA	Partner	14	\$552	\$589	\$625	\$600	\$633	\$646
	Associate	15	\$305	\$391	\$420	\$367	\$410	\$324
Washington DC	Partner	20	\$619	\$762	\$863	\$806	\$784	\$770

**Section III: Practice Area Analysis**

#138532

**Intellectual Property: Other**

By Matter Type and YOE

**2021 - Real Rates for Partner****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 21 Years	Non-Litigation	30	\$406	\$558	\$681	\$596	\$574	\$546
21 or More Years	Litigation	19	\$550	\$625	\$881	\$733	\$764	\$759
	Non-Litigation	48	\$504	\$685	\$865	\$712	\$716	\$643

**Section III: Practice Area Analysis** #138533**Intellectual Property: Other**

By Matter Type and YOE

**2021 - Real Rates for Partner****Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
50 Lawyers or Fewer	Non-Litigation	Partner	13	\$300	\$365	\$495	\$425	\$506	\$455
		Associate	11	\$260	\$295	\$368	\$304	\$348	\$285
51-200 Lawyers	Non-Litigation	Partner	12	\$384	\$504	\$580	\$504	\$488	\$468
201-500 Lawyers	Non-Litigation	Partner	20	\$398	\$473	\$611	\$516	\$502	\$512
501-1,000 Lawyers	Litigation	Partner	17	\$557	\$625	\$757	\$713	\$796	\$803
		Associate	15	\$425	\$520	\$764	\$573	\$576	\$604
	Non-Litigation	Partner	28	\$553	\$642	\$788	\$685	\$729	\$723
		Associate	20	\$352	\$421	\$486	\$439	\$458	\$518
More Than 1,000 Lawyers	Non-Litigation	Partner	31	\$702	\$863	\$1,062	\$902	\$981	\$897



**Intellectual Property: Patents**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Atlanta GA	Partner	12	\$510	\$635	\$718	\$603	\$589	\$541
	Associate	19	\$402	\$503	\$616	\$502	\$449	\$440
Austin TX	Partner	23	\$535	\$686	\$810	\$649	\$605	\$579
	Associate	21	\$380	\$572	\$665	\$533	\$526	\$402
Boston MA	Partner	53	\$594	\$658	\$773	\$670	\$664	\$659
	Associate	34	\$369	\$495	\$566	\$499	\$476	\$471
Chicago IL	Partner	43	\$445	\$570	\$858	\$664	\$647	\$610
	Associate	30	\$315	\$404	\$577	\$472	\$466	\$425
Cleveland OH	Partner	11	\$270	\$281	\$746	\$498	\$521	\$513
	Associate	20	\$185	\$200	\$250	\$234	\$263	\$293
Dallas TX	Partner	20	\$419	\$808	\$970	\$757	\$647	\$691
	Associate	17	\$507	\$633	\$718	\$608	\$621	\$530
Detroit MI	Partner	12	\$343	\$400	\$430	\$394	\$452	\$408
Houston TX	Partner	22	\$331	\$423	\$796	\$565	\$564	\$526
	Associate	42	\$188	\$245	\$298	\$277	\$232	\$232

**Intellectual Property: Patents**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Los Angeles CA	Partner	34	\$681	\$934	\$1,123	\$918	\$858	\$826
	Associate	82	\$547	\$739	\$837	\$708	\$678	\$622
New York NY	Partner	62	\$620	\$865	\$1,036	\$839	\$780	\$793
	Associate	89	\$449	\$630	\$770	\$628	\$576	\$546
Philadelphia PA	Partner	31	\$550	\$664	\$785	\$678	\$663	\$703
	Associate	33	\$320	\$388	\$456	\$393	\$389	\$414
San Francisco CA	Partner	37	\$744	\$948	\$1,197	\$948	\$888	\$914
	Associate	28	\$488	\$639	\$806	\$663	\$610	\$569
San Jose CA	Partner	15	\$538	\$744	\$1,069	\$785	\$799	\$774
	Associate	16	\$404	\$508	\$700	\$606	\$442	\$493
Seattle WA	Partner	12	\$465	\$515	\$653	\$567	\$568	\$563
Washington DC	Partner	117	\$500	\$834	\$1,021	\$803	\$746	\$728
	Associate	120	\$350	\$552	\$701	\$554	\$540	\$500

# Section III: Practice Area Analysis #138536

## Intellectual Property: Patents

By Matter Type and YOE

### 2021 - Real Rates for Partner

### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 21 Years	Litigation	124	\$500	\$792	\$950	\$754	\$729	\$713
	Non-Litigation	122	\$375	\$503	\$712	\$569	\$530	\$526
21 or More Years	Litigation	138	\$625	\$871	\$1,060	\$865	\$823	\$788
	Non-Litigation	126	\$415	\$570	\$808	\$642	\$583	\$600

**Section III: Practice Area Analysis**

#138537

**Intellectual Property: Patents**

By Matter Type and YOE

**2021 - Real Rates for Partner****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 3 Years	Litigation	24	\$422	\$548	\$624	\$522	\$454	\$378
3 to Fewer Than 7 Years	Litigation	68	\$375	\$598	\$724	\$575	\$523	\$474
	Non-Litigation	34	\$320	\$398	\$869	\$563	\$425	\$388
7 or More Years	Litigation	52	\$470	\$695	\$781	\$650	\$610	\$580
	Non-Litigation	65	\$305	\$404	\$656	\$485	\$463	\$423

**Intellectual Property: Patents**

By Firm Size and Matter Type

**2021 - Real Rates for Associates**

**Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
50 Lawyers or Fewer	Litigation	Partner	43	\$393	\$481	\$600	\$529	\$541	\$544
		Associate	19	\$310	\$375	\$625	\$441	\$369	\$362
	Non-Litigation	Partner	66	\$300	\$368	\$474	\$399	\$379	\$393
		Associate	71	\$216	\$299	\$325	\$298	\$305	\$304
51-200 Lawyers	Litigation	Partner	57	\$475	\$625	\$803	\$649	\$613	\$581
		Associate	33	\$310	\$395	\$513	\$421	\$394	\$381
	Non-Litigation	Partner	96	\$415	\$495	\$609	\$529	\$516	\$507
		Associate	55	\$286	\$315	\$384	\$345	\$334	\$335
201-500 Lawyers	Litigation	Partner	47	\$615	\$735	\$948	\$782	\$713	\$686
		Associate	31	\$373	\$465	\$592	\$497	\$432	\$443
	Non-Litigation	Partner	57	\$494	\$639	\$714	\$607	\$591	\$574
		Associate	44	\$334	\$401	\$468	\$413	\$405	\$389
501-1,000 Lawyers	Litigation	Partner	98	\$663	\$946	\$1,090	\$921	\$878	\$883
		Associate	130	\$505	\$670	\$783	\$652	\$652	\$614
	Non-Litigation	Partner	58	\$700	\$799	\$1,079	\$878	\$797	\$801
		Associate	89	\$420	\$572	\$747	\$586	\$547	\$515

## Section III: Practice Area Analysis

#138539

### Intellectual Property: Patents

By Firm Size and Matter Type

#### 2021 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
More Than 1,000 Lawyers	Litigation	Partner	85	\$871	\$990	\$1,071	\$979	\$939	\$901
		Associate	116	\$535	\$710	\$765	\$671	\$624	\$575
	Non-Litigation	Partner	31	\$620	\$872	\$1,231	\$904	\$911	\$828
		Associate	44	\$513	\$706	\$908	\$691	\$652	\$550

**Section III: Practice Area Analysis** #138540**Intellectual Property: Trademarks**

By City

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Chicago IL	Partner	18	\$435	\$683	\$765	\$613	\$650	\$576
	Associate	11	\$271	\$365	\$515	\$421	\$430	\$454
New York NY	Partner	18	\$475	\$583	\$689	\$624	\$632	\$604
	Associate	17	\$305	\$305	\$455	\$356	\$412	\$356
Washington DC	Partner	21	\$500	\$625	\$925	\$704	\$730	\$672
	Associate	14	\$386	\$635	\$695	\$560	\$484	\$482

**Section III: Practice Area Analysis**

#138544

**Intellectual Property: Trademarks**

By City

**2021 - Real Rates for Partner****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 21 Years	Non-Litigation	24	\$451	\$573	\$725	\$618	\$608	\$583
21 or More Years	Non-Litigation	45	\$500	\$595	\$710	\$615	\$629	\$609



# Section III: Practice Area Analysis #138542

## Intellectual Property: Trademarks

By Matter Type and YOE

### 2021 - Real Rates for Associate

### Trend Analysis - Mean

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
7 or More Years	Non-Litigation	14	\$345	\$395	\$450	\$414	\$439	\$427

**Section III: Practice Area Analysis**

#138543

**Intellectual Property: Trademarks**

By Matter Type and YOE

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
50 Lawyers or Fewer	Non-Litigation	Partner	21	\$404	\$470	\$489	\$460	\$505	\$481
		Associate	21	\$250	\$305	\$305	\$289	\$305	\$298
51-200 Lawyers	Non-Litigation	Partner	12	\$386	\$468	\$595	\$469	\$464	\$424
201-500 Lawyers	Non-Litigation	Partner	18	\$539	\$615	\$671	\$609	\$588	\$585
		Associate	16	\$330	\$362	\$419	\$379	\$379	\$348
501-1,000 Lawyers	Non-Litigation	Partner	17	\$531	\$649	\$765	\$677	\$699	\$656
		Associate	16	\$386	\$490	\$640	\$494	\$502	\$458
More Than 1,000 Lawyers	Non-Litigation	Partner	24	\$675	\$851	\$988	\$823	\$794	\$775
		Associate	20	\$360	\$500	\$715	\$536	\$492	\$514

**Real Estate**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Atlanta GA	Partner	35	\$265	\$360	\$450	\$386	\$400	\$344
	Associate	34	\$225	\$324	\$413	\$324	\$287	\$261
Baltimore MD	Partner	25	\$294	\$310	\$375	\$330	\$375	\$403
	Associate	24	\$230	\$285	\$299	\$270	\$271	\$315
Birmingham AL	Partner	24	\$290	\$295	\$325	\$310	\$329	\$332
	Associate	21	\$220	\$238	\$313	\$268	\$264	\$257
Boston MA	Partner	42	\$217	\$350	\$638	\$435	\$392	\$389
	Associate	37	\$199	\$240	\$410	\$310	\$281	\$300
Bridgeport CT	Partner	12	\$265	\$398	\$564	\$427	\$425	\$351
Charlotte NC	Partner	13	\$299	\$501	\$535	\$449	\$366	\$292
Chicago IL	Partner	79	\$275	\$415	\$755	\$568	\$487	\$444
	Associate	51	\$225	\$319	\$539	\$386	\$364	\$288
Cincinnati OH	Partner	11	\$369	\$431	\$444	\$430	\$433	\$419
	Associate	20	\$253	\$290	\$343	\$303	\$276	\$256
Cleveland OH	Partner	27	\$250	\$413	\$500	\$403	\$397	\$370

**Real Estate**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Cleveland OH	Associate	18	\$180	\$250	\$278	\$236	\$242	\$247
Dallas TX	Partner	34	\$332	\$425	\$525	\$467	\$401	\$393
	Associate	30	\$208	\$295	\$295	\$277	\$261	\$321
Denver CO	Partner	38	\$300	\$424	\$650	\$499	\$469	\$423
	Associate	28	\$250	\$275	\$315	\$289	\$291	\$275
Detroit MI	Associate	19	\$200	\$225	\$255	\$234	\$213	\$197
Hartford CT	Partner	12	\$254	\$322	\$399	\$411	\$414	\$375
Honolulu HI	Partner	19	\$275	\$290	\$322	\$312	\$279	\$273
Houston TX	Partner	16	\$300	\$368	\$525	\$403	\$417	\$429
	Associate	25	\$295	\$350	\$369	\$335	\$328	\$325
Indianapolis IN	Partner	18	\$325	\$400	\$405	\$379	\$380	\$283
	Associate	20	\$238	\$260	\$260	\$257	\$237	\$229
Kansas City MO	Partner	22	\$269	\$325	\$350	\$347	\$338	\$319
	Associate	26	\$225	\$235	\$275	\$264	\$234	\$219
Los Angeles CA	Partner	108	\$340	\$400	\$674	\$521	\$492	\$463

**Real Estate**

By City

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Los Angeles CA	Associate	108	\$250	\$320	\$550	\$397	\$371	\$335
Miami FL	Partner	61	\$275	\$423	\$613	\$473	\$418	\$453
	Associate	59	\$225	\$288	\$458	\$343	\$307	\$305
Minneapolis MN	Partner	16	\$250	\$260	\$316	\$322	\$263	\$294
	Associate	11	\$200	\$250	\$260	\$258	\$234	\$230
New Orleans LA	Partner	13	\$205	\$275	\$295	\$249	\$271	\$272
New York NY	Partner	150	\$338	\$475	\$695	\$586	\$525	\$506
	Associate	133	\$280	\$330	\$525	\$434	\$356	\$346
Orlando FL	Partner	16	\$320	\$388	\$471	\$409	\$412	\$394
	Associate	11	\$220	\$247	\$390	\$288	\$247	\$258
Philadelphia PA	Partner	65	\$325	\$400	\$621	\$482	\$482	\$450
	Associate	56	\$321	\$340	\$453	\$377	\$347	\$312
Pittsburgh PA	Partner	18	\$230	\$380	\$425	\$352	\$306	\$267
	Associate	16	\$170	\$175	\$263	\$226	\$211	\$236
San Diego CA	Partner	33	\$250	\$301	\$396	\$427	\$428	\$311

**Section III: Practice Area Analysis**

#138547

**Real Estate**

By City

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

City	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
San Diego CA	Associate	15	\$175	\$225	\$259	\$260	\$254	\$241
San Francisco CA	Partner	34	\$325	\$350	\$625	\$457	\$506	\$478
	Associate	25	\$265	\$425	\$896	\$548	\$481	\$396
Seattle WA	Partner	23	\$349	\$488	\$688	\$539	\$499	\$486
	Associate	16	\$296	\$392	\$527	\$401	\$399	\$392
St. Louis MO	Partner	26	\$350	\$350	\$350	\$363	\$366	\$353
Tampa FL	Partner	21	\$295	\$310	\$540	\$406	\$368	\$364
Washington DC	Partner	36	\$325	\$525	\$650	\$570	\$487	\$513
	Associate	16	\$249	\$288	\$519	\$395	\$443	\$346

**Section III: Practice Area Analysis**

#138548

**Real Estate**

By Matter Type and YOE

**2021 - Real Rates for Partner****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 21 Years	Litigation	113	\$290	\$384	\$525	\$417	\$416	\$331
	Non-Litigation	267	\$275	\$330	\$423	\$400	\$400	\$371
21 or More Years	Litigation	217	\$295	\$400	\$650	\$501	\$416	\$355
	Non-Litigation	557	\$295	\$374	\$540	\$457	\$439	\$426

**Section III: Practice Area Analysis**

#138549

**Real Estate**

By Matter Type and YOE

**2021 - Real Rates for Associate****Trend Analysis - Mean**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2021	2020	2019
Fewer Than 3 Years	Litigation	12	\$285	\$315	\$340	\$313	\$325	—
	Non-Litigation	33	\$220	\$250	\$317	\$286	\$305	\$208
3 to Fewer Than 7 Years	Litigation	21	\$199	\$260	\$415	\$318	\$253	\$229
	Non-Litigation	76	\$221	\$251	\$413	\$327	\$287	\$276
7 or More Years	Litigation	55	\$213	\$295	\$390	\$318	\$311	\$272
	Non-Litigation	167	\$225	\$265	\$387	\$324	\$301	\$300



**Real Estate**

By Firm Size and Matter Type

**2021 - Real Rates for Associate**

**Trend Analysis - Mean**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
50 Lawyers or Fewer	Litigation	Partner	164	\$250	\$300	\$366	\$315	\$305	\$296
		Associate	107	\$195	\$250	\$300	\$249	\$230	\$228
	Non-Litigation	Partner	396	\$230	\$295	\$350	\$313	\$316	\$312
		Associate	260	\$195	\$225	\$261	\$233	\$231	\$230
51-200 Lawyers	Litigation	Partner	118	\$271	\$390	\$593	\$436	\$389	\$338
		Associate	66	\$180	\$295	\$410	\$305	\$261	\$245
	Non-Litigation	Partner	233	\$295	\$360	\$480	\$400	\$390	\$370
		Associate	132	\$220	\$245	\$305	\$267	\$268	\$262
201-500 Lawyers	Litigation	Partner	78	\$325	\$423	\$577	\$458	\$458	\$414
		Associate	63	\$283	\$310	\$381	\$337	\$319	\$286
	Non-Litigation	Partner	218	\$307	\$397	\$495	\$434	\$441	\$448
		Associate	194	\$250	\$280	\$325	\$310	\$301	\$308
501-1,000 Lawyers	Litigation	Partner	48	\$525	\$710	\$827	\$765	\$616	\$531
		Associate	43	\$350	\$450	\$665	\$506	\$443	\$425
	Non-Litigation	Partner	102	\$503	\$540	\$762	\$648	\$638	\$595
		Associate	100	\$348	\$417	\$551	\$466	\$414	\$390
More Than 1,000 Lawyers	Litigation	Partner	20	\$718	\$854	\$1,037	\$875	\$884	\$847

# Section III: Practice Area Analysis #138554

## Real Estate

By Firm Size and Matter Type

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
More Than 1,000 Lawyers	Litigation	Associate	25	\$440	\$540	\$682	\$559	\$577	\$571
		Partner	53	\$732	\$855	\$1,101	\$977	\$829	\$831
	Non-Litigation	Associate	70	\$469	\$595	\$595	\$602	\$544	\$496

# Section IV: In-Depth Analysis for Select US Cities

All data and analysis based on data  
collected thru Q3 2021

**2021 Real Rate Report**

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## Section IV: In-Depth Analysis for Select US Cities

### Boston MA

By Practice Area and Firm Size

#### 2021 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Commercial	More Than 1,000 Lawyers	Associate	12	\$695	\$865	\$985	\$861	\$749	\$572
Corporate: Other	51-200 Lawyers	Partner	13	\$695	\$730	\$858	\$769	\$722	\$727
		Associate	16	\$403	\$425	\$610	\$460	\$452	\$408
	More Than 1,000 Lawyers	Partner	17	\$812	\$925	\$1,240	\$1,019	\$982	\$839
		Associate	17	\$435	\$660	\$910	\$682	\$581	\$445
Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Partner	12	\$1,040	\$1,139	\$1,281	\$1,163	\$997	\$964
		Associate	13	\$495	\$582	\$842	\$623	\$651	\$645
	More Than 1,000 Lawyers	Partner	13	\$872	\$986	\$1,243	\$1,052	\$1,093	\$1,040
Insurance Defense: Property Damage	51-200 Lawyers	Partner	15	\$215	\$220	\$325	\$257	\$250	\$209
Intellectual Property: Patents	51-200 Lawyers	Partner	15	\$602	\$725	\$811	\$734	\$748	\$777
	201-500 Lawyers	Partner	21	\$655	\$707	\$808	\$724	\$702	\$643

## Section IV: In-Depth Analysis for Select US Cities

### Chicago IL

By Practice Area and Firm Size

#### 2021 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Bankruptcy and Collections	More Than 1,000 Lawyers	Partner	15	\$1,170	\$1,220	\$1,510	\$1,314	\$1,269	\$953
		Associate	22	\$742	\$765	\$869	\$780	\$813	\$571
Commercial	51-200 Lawyers	Associate	11	\$265	\$266	\$342	\$309	\$270	\$283
	201-500 Lawyers	Partner	24	\$425	\$639	\$959	\$693	\$698	\$697
		Associate	16	\$405	\$436	\$533	\$448	\$509	\$495
	501-1,000 Lawyers	Partner	14	\$650	\$696	\$753	\$698	\$748	\$722
		Associate	23	\$330	\$415	\$528	\$452	\$483	\$465
	More Than 1,000 Lawyers	Partner	49	\$840	\$1,020	\$1,178	\$1,043	\$1,095	\$893
		Associate	56	\$532	\$646	\$838	\$684	\$706	\$628
	Corporate: Other	201-500 Lawyers	Partner	57	\$705	\$893	\$950	\$870	\$832
Associate			83	\$454	\$545	\$670	\$561	\$560	\$537
501-1,000 Lawyers		Partner	24	\$716	\$815	\$1,070	\$894	\$774	\$721
		Associate	19	\$430	\$521	\$637	\$572	\$465	\$450
More Than 1,000 Lawyers		Partner	130	\$820	\$970	\$1,202	\$1,009	\$997	\$889
		Associate	102	\$490	\$578	\$715	\$600	\$615	\$563
Corporate: Regulatory and Compliance	201-500 Lawyers	Partner	15	\$536	\$829	\$949	\$784	\$745	\$713
		Associate	16	\$531	\$619	\$715	\$604	\$568	\$519
	More Than 1,000 Lawyers	Partner	45	\$740	\$896	\$1,062	\$868	\$913	\$858

# Section IV: In-Depth Analysis for Select US Cities

#38555

## Chicago IL

By Practice Area and Firm Size

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Corporate: Regulatory and Compliance	More Than 1,000 Lawyers	Associate	28	\$436	\$564	\$688	\$587	\$661	\$607
Corporate: Tax	More Than 1,000 Lawyers	Partner	36	\$871	\$1,016	\$1,111	\$1,006	\$1,060	\$946
		Associate	22	\$587	\$748	\$832	\$694	\$690	\$576
Employment and Labor: Compensation and Benefits	More Than 1,000 Lawyers	Partner	13	\$885	\$1,090	\$1,219	\$1,072	\$843	\$845
Employment and Labor: Other	201-500 Lawyers	Partner	11	\$375	\$423	\$572	\$561	\$690	\$687
	501-1,000 Lawyers	Partner	23	\$470	\$540	\$690	\$558	\$558	\$583
		Associate	28	\$327	\$365	\$395	\$370	\$383	\$401
	More Than 1,000 Lawyers	Partner	28	\$561	\$690	\$1,014	\$854	\$878	\$767
Associate		20	\$398	\$492	\$615	\$544	\$575	\$498	
Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Associate	26	\$521	\$561	\$618	\$599	\$551	\$502
	More Than 1,000 Lawyers	Partner	55	\$811	\$899	\$1,096	\$984	\$965	\$1,057
		Associate	38	\$445	\$531	\$650	\$541	\$587	\$673
Finance and Securities: Loans and Financing	201-500 Lawyers	Partner	11	\$683	\$935	\$1,025	\$901	\$802	\$676
	501-1,000 Lawyers	Partner	12	\$807	\$958	\$1,094	\$958	\$964	\$908
		Associate	24	\$558	\$637	\$810	\$680	\$602	\$610
	More Than 1,000 Lawyers	Partner	84	\$1,135	\$1,275	\$1,445	\$1,269	\$1,215	\$1,139
		Associate	86	\$613	\$765	\$979	\$803	\$794	\$645
Insurance Defense: Other	50 Lawyers or Fewer	Partner	44	\$245	\$300	\$315	\$283	\$274	\$270

**Section IV: In-Depth Analysis for Select US Cities**

#38556

**Chicago IL**

By Practice Area and Firm Size

**2021 - Real Rates for Associate and Partner****Trend Analysis - Mean**

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Insurance Defense: Property Damage	50 Lawyers or Fewer	Partner	35	\$245	\$280	\$315	\$274	\$268	\$265
		Associate	45	\$165	\$220	\$250	\$207	\$209	\$217
Intellectual Property: Other	More Than 1,000 Lawyers	Partner	11	\$952	\$1,075	\$1,208	\$1,093	\$1,076	\$926
Intellectual Property: Patents	51-200 Lawyers	Partner	24	\$419	\$497	\$572	\$491	\$480	\$467
		Associate	14	\$278	\$313	\$341	\$314	\$298	\$285
	More Than 1,000 Lawyers	Associate	11	\$512	\$592	\$743	\$641	\$678	\$611

**Los Angeles CA**

By Practice Area and Firm Size

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Commercial	501-1,000 Lawyers	Partner	18	\$665	\$724	\$896	\$775	\$791	\$740
		Associate	28	\$548	\$729	\$801	\$675	\$616	\$519
	More Than 1,000 Lawyers	Partner	41	\$963	\$1,088	\$1,240	\$1,102	\$1,084	\$1,089
		Associate	83	\$610	\$812	\$945	\$815	\$799	\$741
Corporate: Mergers, Acquisitions and Divestitures	501-1,000 Lawyers	Partner	12	\$749	\$952	\$1,170	\$1,030	\$1,019	\$1,004
		Associate	18	\$512	\$660	\$800	\$674	\$645	\$598
Corporate: Other	50 Lawyers or Fewer	Partner	18	\$350	\$412	\$475	\$429	\$423	\$447
		Associate							
	51-200 Lawyers	Partner	20	\$530	\$700	\$743	\$730	\$702	\$742
		Associate	19	\$438	\$500	\$549	\$494	\$498	\$497
	201-500 Lawyers	Partner	32	\$581	\$737	\$891	\$747	\$713	\$667
		Associate	15	\$396	\$438	\$533	\$484	\$469	\$467
	501-1,000 Lawyers	Partner	39	\$643	\$779	\$1,052	\$871	\$874	\$791
		Associate	51	\$545	\$626	\$800	\$671	\$666	\$562
	More Than 1,000 Lawyers	Partner	91	\$995	\$1,170	\$1,296	\$1,152	\$1,087	\$995
		Associate	103	\$655	\$803	\$930	\$790	\$765	\$629
Corporate: Regulatory and Compliance	201-500 Lawyers	Associate	11	\$465	\$505	\$537	\$506	\$469	\$650
	501-1,000 Lawyers	Partner	18	\$820	\$928	\$1,034	\$968	\$928	\$805
		Associate	19	\$492	\$595	\$720	\$618	\$631	\$615



**Los Angeles CA**

By Practice Area and Firm Size

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Corporate: Regulatory and Compliance	More Than 1,000 Lawyers	Partner	22	\$825	\$948	\$1,132	\$963	\$997	\$1,003
		Associate	45	\$569	\$666	\$851	\$708	\$732	\$677
Employment and Labor: Other	501-1,000 Lawyers	Partner	20	\$475	\$667	\$803	\$704	\$627	\$628
		Associate	18	\$330	\$365	\$421	\$469	\$459	\$442
	More Than 1,000 Lawyers	Partner	20	\$696	\$874	\$973	\$860	\$837	\$900
		Associate	24	\$400	\$510	\$693	\$551	\$617	\$631
Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Partner	16	\$676	\$897	\$982	\$886	\$794	\$787
Finance and Securities: Loans and Financing	50 Lawyers or Fewer	Partner	12	\$368	\$595	\$684	\$547	\$528	\$445
	51-200 Lawyers	Partner	19	\$833	\$1,188	\$1,489	\$1,161	\$1,031	\$794
	501-1,000 Lawyers	Partner	14	\$662	\$716	\$890	\$865	\$931	\$965
		Associate	25	\$522	\$570	\$716	\$646	\$618	\$572
	More Than 1,000 Lawyers	Partner	52	\$1,101	\$1,245	\$1,400	\$1,264	\$1,220	\$1,128
		Associate	64	\$640	\$854	\$955	\$820	\$738	\$695
Insurance Defense: Other	50 Lawyers or Fewer	Associate	34	\$198	\$215	\$225	\$210	\$204	\$198
Insurance Defense: Pollution	51-200 Lawyers	Partner	12	\$235	\$240	\$246	\$238	\$241	\$236
Intellectual Property: Patents	More Than 1,000 Lawyers	Partner	14	\$959	\$1,126	\$1,212	\$1,091	\$1,053	\$1,052
		Associate	37	\$547	\$764	\$870	\$726	\$685	\$582

**New York NY**

By Practice Area and Firm Size

**2021 - Real Rates for Associate and Partner**

**Trend Analysis - Mean**

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019	
Bankruptcy and Collections	50 Lawyers or Fewer	Partner	13	\$378	\$390	\$450	\$408	\$406	\$389	
		Associate	18	\$267	\$375	\$375	\$347	\$348	\$312	
	201-500 Lawyers	Partner	15	\$408	\$510	\$598	\$519	\$542	\$485	
		Associate	15	\$300	\$334	\$406	\$346	\$338	\$341	
	More Than 1,000 Lawyers	Partner	16	\$642	\$1,040	\$1,190	\$997	\$1,024	\$846	
		Associate								
Commercial	50 Lawyers or Fewer	Partner	25	\$317	\$405	\$541	\$471	\$490	\$504	
		Associate	15	\$308	\$353	\$566	\$415	\$377	\$386	
	201-500 Lawyers	Partner	38	\$576	\$645	\$863	\$762	\$754	\$752	
		Associate	22	\$395	\$437	\$507	\$483	\$528	\$532	
	501-1,000 Lawyers	Partner	90	\$984	\$1,326	\$1,617	\$1,294	\$1,300	\$1,208	
		Associate	121	\$363	\$670	\$994	\$694	\$691	\$700	
	More Than 1,000 Lawyers	Partner	48	\$1,117	\$1,205	\$1,508	\$1,277	\$1,198	\$1,178	
		Associate	43	\$707	\$800	\$945	\$842	\$781	\$800	
	Corporate: Antitrust and Competition	More Than 1,000 Lawyers	Associate	14	\$669	\$735	\$849	\$742	\$718	\$600
	Corporate: Governance	501-1,000 Lawyers	Partner	39	\$1,398	\$1,480	\$1,593	\$1,489	\$1,396	\$1,339
Associate			50	\$591	\$795	\$922	\$770	\$732	\$717	
More Than 1,000 Lawyers		Associate	11	\$564	\$564	\$762	\$662	\$654	\$636	

## Section IV: In-Depth Analysis for Select US Cities

### New York NY

By Practice Area and Firm Size

#### 2021 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Corporate: Mergers, Acquisitions and Divestitures	501-1,000 Lawyers	Partner	73	\$1,287	\$1,423	\$1,643	\$1,426	\$1,332	\$1,271
		Associate	142	\$679	\$873	\$1,022	\$860	\$777	\$715
	More Than 1,000 Lawyers	Partner	34	\$1,407	\$1,645	\$1,650	\$1,536	\$1,363	\$1,245
Corporate: Other	50 Lawyers or Fewer	Partner	44	\$408	\$520	\$634	\$537	\$540	\$427
		Associate	18	\$301	\$361	\$375	\$363	\$355	\$304
	51-200 Lawyers	Partner	31	\$471	\$573	\$728	\$634	\$610	\$549
		Associate	20	\$305	\$330	\$701	\$474	\$443	\$439
	201-500 Lawyers	Partner	74	\$525	\$773	\$950	\$797	\$853	\$842
		Associate	58	\$340	\$404	\$632	\$493	\$513	\$482
	501-1,000 Lawyers	Partner	194	\$1,201	\$1,345	\$1,505	\$1,322	\$1,228	\$1,182
		Associate	299	\$630	\$827	\$955	\$798	\$738	\$697
	More Than 1,000 Lawyers	Partner	125	\$1,050	\$1,350	\$1,565	\$1,303	\$1,270	\$1,131
		Associate	198	\$670	\$804	\$1,030	\$840	\$828	\$724
Corporate: Partnerships and Joint Ventures	501-1,000 Lawyers	Partner	29	\$1,250	\$1,287	\$1,361	\$1,273	\$1,318	\$1,275
		Associate	52	\$641	\$873	\$933	\$815	\$807	\$772
Corporate: Regulatory and Compliance	51-200 Lawyers	Associate	18	\$336	\$415	\$622	\$455	\$467	\$505
	201-500 Lawyers	Partner	24	\$593	\$638	\$828	\$734	\$762	\$816

## Section IV: In-Depth Analysis for Select US Cities

### New York NY

By Practice Area and Firm Size

#### 2021 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Corporate: Regulatory and Compliance	201-500 Lawyers	Associate	14	\$369	\$450	\$505	\$477	\$418	\$480
		Partner	55	\$1,063	\$1,291	\$1,536	\$1,269	\$1,193	\$1,132
	501-1,000 Lawyers	Associate	72	\$615	\$798	\$958	\$806	\$719	\$689
		Partner	26	\$883	\$1,126	\$1,350	\$1,145	\$1,039	\$1,039
	More Than 1,000 Lawyers	Associate	35	\$620	\$725	\$762	\$684	\$688	\$642
		Partner	19	\$1,082	\$1,207	\$1,460	\$1,224	\$1,080	\$1,221
Corporate: Tax	501-1,000 Lawyers	Associate	22	\$419	\$588	\$844	\$632	\$431	\$591
		Partner	37	\$847	\$1,238	\$1,517	\$1,201	\$1,189	\$1,101
	More Than 1,000 Lawyers	Associate	45	\$540	\$853	\$1,043	\$848	\$820	\$735
		Partner	19	\$653	\$1,165	\$1,328	\$978	\$852	\$959
Employment and Labor: Compensation and Benefits	501-1,000 Lawyers	Partner	17	\$460	\$475	\$538	\$566	\$544	\$588
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	50 Lawyers or Fewer	Partner	12	\$361	\$635	\$775	\$593	\$586	\$625
		Partner	37	\$450	\$538	\$675	\$576	\$658	\$704
	201-500 Lawyers	Associate	26	\$340	\$408	\$558	\$456	\$463	\$473
		Partner	83	\$470	\$540	\$779	\$673	\$636	\$738
	501-1,000 Lawyers	Associate	47	\$315	\$378	\$775	\$532	\$465	\$546
		Partner	19	\$703	\$843	\$1,043	\$931	\$937	\$899

## Section IV: In-Depth Analysis for Select US Cities

### New York NY

By Practice Area and Firm Size

#### 2021 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Employment and Labor: Other	More Than 1,000 Lawyers	Associate	24	\$390	\$520	\$693	\$597	\$588	\$635
Employment and Labor: Union Relations and Negotiations / NLRB	501-1,000 Lawyers	Partner	15	\$474	\$613	\$961	\$738	\$658	\$611
Finance and Securities: Debt/Equity Offerings	501-1,000 Lawyers	Partner	33	\$904	\$1,330	\$1,650	\$1,283	\$1,213	\$1,088
		Associate	45	\$539	\$713	\$955	\$760	\$681	\$683
Finance and Securities: Investments and Other Financial Instruments	51-200 Lawyers	Partner	19	\$650	\$806	\$975	\$800	\$906	\$824
		Associate	34	\$392	\$625	\$748	\$578	\$601	\$527
	201-500 Lawyers	Partner	32	\$910	\$1,095	\$1,111	\$988	\$991	\$1,011
	501-1,000 Lawyers	Partner	167	\$1,034	\$1,311	\$1,739	\$1,387	\$1,316	\$1,188
		Associate	342	\$700	\$890	\$1,155	\$901	\$815	\$708
	More Than 1,000 Lawyers	Partner	115	\$932	\$1,188	\$1,488	\$1,226	\$1,203	\$1,089
Associate		76	\$533	\$692	\$885	\$710	\$712	\$625	
Finance and Securities: Loans and Financing	50 Lawyers or Fewer	Partner	24	\$551	\$736	\$854	\$719	\$616	\$522
		Associate	24	\$372	\$441	\$713	\$508	\$397	\$354
	201-500 Lawyers	Partner	85	\$1,147	\$1,375	\$1,550	\$1,300	\$1,262	\$1,179
		Associate	112	\$629	\$813	\$952	\$756	\$758	\$705
	501-1,000 Lawyers	Partner	94	\$1,215	\$1,490	\$1,625	\$1,405	\$1,290	\$1,216
		Associate	126	\$711	\$885	\$1,048	\$879	\$801	\$757

## Section IV: In-Depth Analysis for Select US Cities

### New York NY

By Practice Area and Firm Size

#### 2021 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Finance and Securities: Loans and Financing	More Than 1,000 Lawyers	Partner	109	\$1,330	\$1,535	\$1,675	\$1,457	\$1,341	\$1,305
		Associate	184	\$750	\$930	\$1,100	\$930	\$883	\$825
Finance and Securities: Other	501-1,000 Lawyers	Partner	11	\$1,287	\$1,287	\$1,550	\$1,433	\$1,457	\$1,291
		Associate	17	\$840	\$873	\$930	\$873	\$841	\$791
Finance and Securities: SEC Filings and Financial Reporting	501-1,000 Lawyers	Partner	16	\$1,351	\$1,505	\$1,688	\$1,484	\$1,419	\$1,180
		Associate	28	\$704	\$885	\$1,074	\$876	\$777	\$692
Finance and Securities: Securities and Banking Regulations	201-500 Lawyers	Partner	15	\$608	\$1,337	\$1,494	\$1,100	\$1,195	\$1,205
	501-1,000 Lawyers	Partner	19	\$1,249	\$1,330	\$1,410	\$1,316	\$1,205	\$1,114
		Associate	21	\$425	\$626	\$925	\$650	\$644	\$609
General Liability: Product and Product Liability	201-500 Lawyers	Associate	17	\$380	\$400	\$400	\$391	\$392	\$321
Insurance Defense: Auto and Transportation	50 Lawyers or Fewer	Associate	30	\$150	\$159	\$160	\$157	\$150	\$142
Insurance Defense: Other	50 Lawyers or Fewer	Partner	21	\$207	\$250	\$280	\$278	\$258	\$218
		Associate	15	\$180	\$195	\$195	\$211	\$195	\$178
	51-200 Lawyers	Partner	39	\$180	\$208	\$299	\$251	\$250	\$230
		Associate	15	\$170	\$185	\$255	\$208	\$192	\$185
	201-500 Lawyers	Partner	20	\$179	\$210	\$306	\$322	\$270	\$489
		Associate	17	\$190	\$190	\$521	\$329	\$277	\$280

## Section IV: In-Depth Analysis for Select US Cities

### New York NY

By Practice Area and Firm Size

#### 2021 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Insurance Defense: Personal Injury/Wrongful Death	50 Lawyers or Fewer	Partner	44	\$175	\$187	\$195	\$183	\$174	\$177
		Associate	51	\$154	\$159	\$175	\$161	\$153	\$151
Insurance Defense: Property Damage	50 Lawyers or Fewer	Partner	36	\$175	\$195	\$215	\$204	\$184	\$179
		Associate	29	\$152	\$160	\$173	\$166	\$153	\$149
	51-200 Lawyers	Partner	29	\$195	\$210	\$360	\$268	\$256	\$248
Intellectual Property: Patents	501-1,000 Lawyers	Partner	18	\$916	\$948	\$1,131	\$980	\$972	\$975
		Associate	34	\$450	\$630	\$810	\$629	\$630	\$634
	More Than 1,000 Lawyers	Partner	18	\$934	\$1,046	\$1,214	\$1,058	\$1,054	\$931
		Associate	31	\$707	\$750	\$875	\$755	\$695	\$618
Marketing and Advertising	501-1,000 Lawyers	Associate	14	\$460	\$890	\$903	\$756	\$876	\$864
Miscellaneous: General Advice & Counsel	More Than 1,000 Lawyers	Partner	12	\$1,569	\$1,650	\$1,725	\$1,611	\$1,409	\$1,373
Requests for Information: Subpoena	501-1,000 Lawyers	Associate	23	\$125	\$520	\$895	\$512	\$552	\$673

## Section IV: In-Depth Analysis for Select US Cities

### Philadelphia PA

By Practice Area and Firm Size

#### 2021 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019	
Bankruptcy and Collections	201-500 Lawyers	Partner	26	\$495	\$538	\$559	\$520	\$551	\$512	
		Associate	15	\$296	\$301	\$343	\$314	\$303	\$301	
Commercial	50 Lawyers or Fewer	Partner	11	\$385	\$421	\$855	\$566	\$465	\$443	
		Associate	11	\$278	\$290	\$530	\$409	\$344	\$291	
	51-200 Lawyers	Partner	18	\$480	\$625	\$746	\$675	\$662	\$492	
		Associate	20	\$349	\$385	\$435	\$396	\$364	\$263	
	201-500 Lawyers	Partner	34	\$525	\$588	\$718	\$629	\$600	\$602	
		Associate	42	\$320	\$348	\$389	\$366	\$358	\$324	
	501-1,000 Lawyers	Partner	27	\$634	\$728	\$821	\$720	\$745	\$732	
		Associate	18	\$365	\$400	\$555	\$537	\$492	\$490	
	More Than 1,000 Lawyers	Partner	22	\$743	\$944	\$1,140	\$974	\$944	\$924	
		Associate	27	\$503	\$735	\$852	\$696	\$594	\$565	
	Corporate: Mergers, Acquisitions and Divestitures	201-500 Lawyers	Partner	19	\$525	\$525	\$525	\$549	\$517	\$511
		501-1,000 Lawyers	Partner	11	\$621	\$668	\$871	\$740	\$762	\$811
Corporate: Other	50 Lawyers or Fewer	Partner	11	\$395	\$590	\$709	\$566	\$575	\$483	
		Associate	34	\$374	\$425	\$484	\$428	\$410	\$388	
	201-500 Lawyers	Partner	45	\$525	\$552	\$817	\$658	\$674	\$616	



## Philadelphia PA

By Practice Area and Firm Size

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Corporate: Other	201-500 Lawyers	Associate	40	\$325	\$334	\$440	\$386	\$337	\$354
		Partner	19	\$620	\$879	\$993	\$856	\$804	\$756
	501-1,000 Lawyers	Associate	11	\$417	\$480	\$505	\$489	\$463	\$484
		Partner	57	\$784	\$848	\$995	\$918	\$916	\$787
	More Than 1,000 Lawyers	Associate	60	\$430	\$518	\$568	\$538	\$525	\$450
		Partner	12	\$518	\$680	\$760	\$676	\$563	\$618
Corporate: Regulatory and Compliance	201-500 Lawyers	Partner	21	\$830	\$845	\$895	\$857	\$781	\$705
	More Than 1,000 Lawyers	Partner	13	\$525	\$585	\$633	\$600	\$619	\$606
Employment and Labor: Other	501-1,000 Lawyers	Partner	13	\$525	\$585	\$633	\$600	\$619	\$606
Insurance Defense: Auto and Transportation	50 Lawyers or Fewer	Partner	45	\$175	\$178	\$200	\$184	\$181	\$169
		Associate	41	\$157	\$161	\$200	\$171	\$161	\$151
Insurance Defense: Other	50 Lawyers or Fewer	Partner	41	\$176	\$180	\$200	\$190	\$189	\$181
		Associate	33	\$160	\$165	\$190	\$170	\$168	\$161
	51-200 Lawyers	Partner	11	\$177	\$185	\$225	\$206	\$220	\$264
	201-500 Lawyers	Partner	27	\$191	\$210	\$240	\$220	\$221	\$235
	50 Lawyers or Fewer	Partner	26	\$180	\$180	\$200	\$191	\$195	\$178
Insurance Defense: Property Damage	51-200 Lawyers	Partner	12	\$185	\$195	\$219	\$231	\$235	\$224
	51-200 Lawyers	Associate	11	\$320	\$391	\$470	\$406	\$394	\$392
Intellectual Property: Patents	51-200 Lawyers	Associate	11	\$320	\$391	\$470	\$406	\$394	\$392
	201-500 Lawyers	Associate	13	\$316	\$364	\$410	\$360	\$329	\$328

## Section IV: In-Depth Analysis for Select US Cities

### San Francisco CA

By Practice Area and Firm Size

#### 2021 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Commercial	51-200 Lawyers	Partner	14	\$399	\$495	\$610	\$560	\$633	\$577
	501-1,000 Lawyers	Partner	13	\$694	\$913	\$1,042	\$932	\$895	\$872
Corporate: Other	501-1,000 Lawyers	Partner	24	\$682	\$913	\$1,061	\$887	\$860	\$917
		Associate	16	\$437	\$662	\$808	\$655	\$628	\$552
	More Than 1,000 Lawyers	Partner	11	\$890	\$1,080	\$1,206	\$1,078	\$937	\$870
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	501-1,000 Lawyers	Partner	11	\$319	\$513	\$738	\$614	\$562	\$526
Employment and Labor: Other	501-1,000 Lawyers	Partner	23	\$542	\$609	\$650	\$604	\$559	\$567
Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Partner	12	\$1,050	\$1,200	\$1,250	\$1,273	\$1,223	\$995
		Associate	21	\$535	\$625	\$872	\$689	\$785	\$694
Insurance Defense: Other	50 Lawyers or Fewer	Partner	18	\$225	\$250	\$275	\$245	\$250	\$241
	201-500 Lawyers	Partner	38	\$255	\$280	\$280	\$362	\$361	\$452
Intellectual Property: Patents	501-1,000 Lawyers	Partner	16	\$888	\$1,028	\$1,258	\$1,036	\$1,041	\$1,101

## Washington DC

By Practice Area and Firm Size

### 2021 - Real Rates for Associate and Partner

### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Commercial	50 Lawyers or Fewer	Partner	23	\$450	\$610	\$665	\$581	\$600	\$556
	51-200 Lawyers	Partner	11	\$554	\$700	\$913	\$763	\$788	\$660
	201-500 Lawyers	Partner	45	\$655	\$745	\$861	\$780	\$734	\$667
		Associate	36	\$429	\$521	\$618	\$546	\$489	\$437
	501-1,000 Lawyers	Partner	50	\$669	\$775	\$1,035	\$861	\$902	\$896
		Associate	25	\$550	\$595	\$673	\$667	\$588	\$559
	More Than 1,000 Lawyers	Partner	51	\$900	\$1,035	\$1,189	\$1,056	\$1,015	\$965
		Associate	27	\$564	\$707	\$820	\$694	\$645	\$648
Corporate: Antitrust and Competition	501-1,000 Lawyers	Partner	20	\$865	\$943	\$1,086	\$1,013	\$947	\$941
		Associate	12	\$457	\$504	\$629	\$582	\$619	\$602
	More Than 1,000 Lawyers	Partner	13	\$867	\$1,025	\$1,175	\$1,031	\$865	\$840
		Associate	17	\$650	\$700	\$775	\$716	\$565	\$518
Corporate: Mergers, Acquisitions and Divestitures	201-500 Lawyers	Partner	14	\$722	\$844	\$928	\$817	\$734	\$722
	501-1,000 Lawyers	Partner	13	\$698	\$743	\$1,070	\$914	\$939	\$928
	More Than 1,000 Lawyers	Partner	33	\$990	\$1,060	\$1,325	\$1,155	\$1,050	\$1,040
		Associate	22	\$546	\$735	\$903	\$731	\$650	\$664
Corporate: Other	50 Lawyers or Fewer	Partner	24	\$493	\$600	\$749	\$597	\$590	\$569

## Section IV: In-Depth Analysis for Select US Cities

### Washington DC

By Practice Area and Firm Size

#### 2021 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019	
Corporate: Other	50 Lawyers or Fewer	Associate	13	\$325	\$435	\$650	\$481	\$521	\$448	
		Partner	35	\$734	\$787	\$964	\$835	\$819	\$792	
	51-200 Lawyers	Associate	14	\$549	\$705	\$921	\$722	\$607	\$565	
		Partner	73	\$662	\$836	\$950	\$818	\$757	\$710	
	201-500 Lawyers	Associate	62	\$443	\$558	\$670	\$557	\$489	\$498	
		Partner	155	\$881	\$950	\$950	\$947	\$923	\$873	
	501-1,000 Lawyers	Associate	196	\$670	\$689	\$695	\$663	\$596	\$537	
		Partner	166	\$843	\$1,025	\$1,196	\$1,025	\$990	\$917	
	More Than 1,000 Lawyers	Associate	127	\$520	\$685	\$879	\$703	\$644	\$592	
		Partner	48	\$554	\$620	\$635	\$595	\$606	\$572	
	Corporate: Regulatory and Compliance	50 Lawyers or Fewer	Associate	23	\$325	\$331	\$368	\$340	\$379	\$342
			Partner	35	\$570	\$825	\$947	\$783	\$844	\$769
51-200 Lawyers		Associate	39	\$375	\$455	\$590	\$500	\$544	\$445	
		Partner	50	\$658	\$746	\$887	\$779	\$719	\$703	
201-500 Lawyers		Associate	23	\$462	\$529	\$657	\$559	\$505	\$450	
		Partner	150	\$806	\$950	\$1,102	\$975	\$936	\$880	
501-1,000 Lawyers		Associate	127	\$520	\$611	\$695	\$637	\$609	\$563	

## Section IV: In-Depth Analysis for Select US Cities

### Washington DC

By Practice Area and Firm Size

#### 2021 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Corporate: Regulatory and Compliance	More Than 1,000 Lawyers	Partner	95	\$855	\$997	\$1,110	\$1,013	\$1,009	\$946
		Associate	80	\$541	\$635	\$805	\$662	\$631	\$584
Corporate: Tax	201-500 Lawyers	Partner	29	\$616	\$620	\$849	\$811	\$663	\$630
		Associate	26	\$508	\$606	\$620	\$571	\$560	\$542
	More Than 1,000 Lawyers	Partner	29	\$984	\$1,200	\$1,445	\$1,221	\$1,074	\$1,013
		Associate	38	\$482	\$661	\$943	\$746	\$738	\$684
Employment and Labor: Other	201-500 Lawyers	Partner	12	\$678	\$724	\$735	\$665	\$667	\$669
	501-1,000 Lawyers	Partner	33	\$471	\$660	\$1,264	\$852	\$769	\$778
		Associate	23	\$357	\$420	\$530	\$489	\$470	\$508
	More Than 1,000 Lawyers	Partner	26	\$582	\$695	\$815	\$711	\$805	\$782
		Associate	17	\$356	\$495	\$667	\$497	\$521	\$458
	Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Partner	30	\$867	\$1,054	\$1,215	\$1,047	\$1,087
Associate			16	\$495	\$691	\$736	\$669	\$580	\$655
More Than 1,000 Lawyers		Partner	31	\$1,019	\$1,188	\$1,364	\$1,233	\$1,059	\$1,002
		Associate	17	\$482	\$704	\$750	\$690	\$700	\$678
Finance and Securities: Loans and Financing	201-500 Lawyers	Partner	21	\$655	\$820	\$990	\$819	\$852	\$832
		Associate	21	\$404	\$505	\$569	\$531	\$491	\$504

## Section IV: In-Depth Analysis for Select US Cities

### Washington DC

By Practice Area and Firm Size

#### 2021 - Real Rates for Associate and Partner

#### Trend Analysis - Mean

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Finance and Securities: Loans and Financing	501-1,000 Lawyers	Partner	16	\$876	\$1,035	\$1,573	\$1,152	\$977	\$1,094
	More Than 1,000 Lawyers	Partner	31	\$1,165	\$1,350	\$1,535	\$1,333	\$1,213	\$1,141
		Associate	44	\$745	\$895	\$1,010	\$898	\$843	\$713
Government Relations	501-1,000 Lawyers	Partner	15	\$735	\$778	\$935	\$872	\$797	\$821
Intellectual Property: Patents	50 Lawyers or Fewer	Associate	12	\$325	\$325	\$325	\$322	\$334	\$329
	201-500 Lawyers	Partner	18	\$782	\$930	\$1,024	\$908	\$773	\$683
		Associate	11	\$567	\$625	\$697	\$630	\$508	\$450
	501-1,000 Lawyers	Partner	35	\$865	\$1,012	\$1,144	\$1,015	\$900	\$917
		Associate	42	\$615	\$695	\$755	\$706	\$653	\$609
	More Than 1,000 Lawyers	Partner	25	\$898	\$992	\$1,158	\$1,001	\$949	\$855
Associate		27	\$524	\$682	\$789	\$661	\$637	\$586	
Requests for Information: Subpoena	501-1,000 Lawyers	Partner	11	\$908	\$990	\$1,055	\$1,075	\$1,006	\$1,048

# Section V: International Analysis

All data and analysis based on data  
collected thru Q3 2021

**Section V: International Analysis**

#38573

**Countries**

By Role

**2021 - Real Rates for Partners, Associates, and Paralegals****Trend Analysis - Mean**

Country	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Argentina	Partner	24	\$49	\$52	\$240	\$121	\$160	\$190
	Associate	40	\$43	\$115	\$238	\$149	\$153	\$161
Australia	Partner	115	\$467	\$554	\$628	\$549	\$515	\$500
	Associate	198	\$244	\$332	\$445	\$354	\$329	\$329
	Paralegal	44	\$150	\$199	\$260	\$209	\$200	\$194
Austria	Partner	25	\$426	\$480	\$524	\$583	\$515	\$516
	Associate	43	\$306	\$444	\$848	\$552	\$499	\$481
Belgium	Partner	48	\$490	\$715	\$909	\$713	\$618	\$557
	Associate	104	\$232	\$327	\$539	\$406	\$386	\$367
	Paralegal	11	\$233	\$324	\$398	\$324	\$297	\$236
Brazil	Partner	67	\$285	\$376	\$500	\$399	\$435	\$416
	Associate	131	\$128	\$224	\$320	\$232	\$244	\$240
	Paralegal	60	\$75	\$75	\$110	\$91	\$109	\$96
Canada	Partner	544	\$435	\$571	\$779	\$609	\$598	\$583
	Associate	288	\$304	\$443	\$561	\$463	\$430	\$401
	Paralegal	291	\$145	\$216	\$285	\$222	\$216	\$210



**Section V: International Analysis**

#38574

**Countries**

By Role

**2021 - Real Rates for Partners, Associates, and Paralegals****Trend Analysis - Mean**

Country	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Cayman Islands	Partner	22	\$973	\$1,075	\$1,141	\$1,059	\$994	\$957
China	Partner	113	\$388	\$658	\$857	\$679	\$701	\$678
	Associate	210	\$258	\$360	\$527	\$401	\$412	\$375
	Paralegal	59	\$240	\$272	\$341	\$276	\$299	\$244
Colombia	Associate	12	\$200	\$225	\$383	\$282	\$284	\$263
Czech Republic	Associate	22	\$203	\$283	\$330	\$278	\$239	\$266
Denmark	Associate	22	\$253	\$303	\$355	\$298	\$295	\$287
Finland	Partner	18	\$506	\$511	\$602	\$521	\$481	\$482
	Associate	39	\$236	\$296	\$366	\$319	\$318	\$343
	Paralegal	12	\$134	\$176	\$192	\$166	\$139	\$108
France	Partner	145	\$465	\$574	\$749	\$611	\$578	\$551
	Associate	297	\$297	\$390	\$530	\$426	\$388	\$378
	Paralegal	42	\$156	\$220	\$299	\$223	\$219	\$205
Germany	Partner	249	\$362	\$513	\$706	\$554	\$521	\$518
	Associate	329	\$310	\$378	\$462	\$414	\$411	\$400
	Paralegal	68	\$168	\$205	\$270	\$216	\$210	\$222

**Countries**

By Role

**2021 - Real Rates for Partners, Associates, and Paralegals** **Trend Analysis - Mean**

Country	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Hong Kong	Partner	60	\$676	\$859	\$1,005	\$856	\$877	\$834
	Associate	95	\$340	\$476	\$684	\$511	\$443	\$346
	Paralegal	43	\$238	\$324	\$372	\$322	\$311	\$291
Hungary	Associate	23	\$202	\$212	\$216	\$229	\$191	\$174
India	Partner	23	\$300	\$390	\$450	\$385	\$356	\$373
	Associate	30	\$162	\$200	\$216	\$200	\$202	\$211
Indonesia	Associate	17	\$139	\$272	\$350	\$261	\$244	\$244
Ireland	Partner	40	\$487	\$588	\$661	\$586	\$536	\$523
	Associate	65	\$324	\$394	\$456	\$396	\$370	\$373
	Paralegal	28	\$169	\$208	\$254	\$215	\$214	\$202
Israel	Partner	34	\$300	\$475	\$525	\$429	\$355	\$394
	Associate	37	\$180	\$254	\$310	\$256	\$260	\$249
	Paralegal	13	\$150	\$200	\$225	\$177	\$130	\$156
Italy	Partner	39	\$395	\$534	\$689	\$588	\$535	\$477
	Associate	82	\$236	\$298	\$462	\$368	\$332	\$307
	Paralegal	15	\$91	\$214	\$245	\$176	\$151	\$123

## Section V: International Analysis

### Countries

By Role

#### 2021 - Real Rates for Partners, Associates, and Paralegals Trend Analysis - Mean

Country	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Japan	Partner	55	\$300	\$461	\$568	\$490	\$523	\$493
	Associate	63	\$255	\$307	\$520	\$378	\$402	\$352
	Paralegal	35	\$104	\$148	\$181	\$154	\$157	\$167
Korea, Republic of	Partner	123	\$489	\$574	\$680	\$585	\$620	\$605
	Associate	133	\$250	\$305	\$365	\$305	\$303	\$295
	Paralegal	31	\$160	\$191	\$253	\$210	\$213	\$192
Luxembourg	Partner	21	\$587	\$655	\$727	\$649	\$701	\$675
	Associate	38	\$301	\$378	\$465	\$408	\$465	\$392
Mexico	Partner	33	\$347	\$398	\$487	\$447	\$462	\$351
	Associate	37	\$255	\$300	\$427	\$354	\$317	\$290
	Paralegal	15	\$99	\$140	\$164	\$150	\$146	\$127
Netherlands	Partner	102	\$400	\$529	\$758	\$598	\$557	\$559
	Associate	210	\$282	\$355	\$515	\$402	\$365	\$360
	Paralegal	15	\$195	\$280	\$329	\$282	\$218	\$208
New Zealand	Partner	26	\$448	\$516	\$577	\$509	\$452	\$422
	Associate	28	\$255	\$319	\$434	\$332	\$335	\$321

## Section V: International Analysis

### Countries

By Role

#### 2021 - Real Rates for Partners, Associates, and Paralegals

#### Trend Analysis - Mean

Country	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Norway	Partner	14	\$365	\$395	\$478	\$439	\$511	\$423
	Associate	13	\$199	\$235	\$290	\$253	\$262	\$277
Philippines	Partner	11	\$302	\$329	\$423	\$313	\$260	\$296
Poland	Partner	21	\$201	\$242	\$329	\$301	\$246	\$272
	Associate	67	\$137	\$186	\$216	\$192	\$189	\$212
Russian Federation	Partner	29	\$375	\$650	\$856	\$638	\$673	\$662
	Associate	78	\$293	\$312	\$450	\$370	\$354	\$381
	Paralegal	35	\$150	\$150	\$176	\$178	\$183	\$171
Singapore	Partner	37	\$357	\$639	\$850	\$652	\$716	\$645
	Associate	61	\$333	\$465	\$575	\$480	\$462	\$451
	Paralegal	11	\$276	\$278	\$321	\$296	\$277	\$246
South Africa	Partner	31	\$252	\$327	\$398	\$331	\$279	\$328
	Associate	31	\$162	\$180	\$211	\$192	\$165	\$203
Spain	Partner	43	\$475	\$636	\$749	\$617	\$564	\$519
	Associate	122	\$275	\$368	\$535	\$411	\$392	\$373
	Paralegal	11	\$195	\$195	\$205	\$209	\$198	\$223

**Section V: International Analysis** #38578**Countries**

By Role

**2021 - Real Rates for Partners, Associates, and Paralegals****Trend Analysis - Mean**

Country	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Sweden	Associate	17	\$307	\$379	\$394	\$352	\$340	\$320
Switzerland	Partner	34	\$403	\$501	\$603	\$549	\$533	\$515
	Associate	37	\$290	\$364	\$473	\$394	\$370	\$345
Taiwan	Partner	22	\$350	\$400	\$511	\$423	\$414	\$389
	Associate	46	\$152	\$215	\$260	\$223	\$219	\$215
Thailand	Partner	20	\$408	\$638	\$857	\$631	\$626	\$476
	Associate	16	\$283	\$343	\$420	\$350	\$336	\$426
Turkey	Partner	14	\$359	\$472	\$577	\$477	\$410	\$388
	Associate	45	\$195	\$240	\$294	\$256	\$232	\$209
United Arab Emirates	Partner	32	\$608	\$665	\$710	\$693	\$726	\$658
	Associate	51	\$360	\$450	\$542	\$449	\$460	\$466
	Paralegal	18	\$181	\$288	\$364	\$267	\$278	\$252
United Kingdom	Partner	549	\$645	\$784	\$1,030	\$866	\$785	\$769
	Associate	930	\$397	\$506	\$685	\$557	\$522	\$499
	Paralegal	286	\$167	\$208	\$273	\$233	\$202	\$190
United States	Partner	11,482	\$425	\$643	\$950	\$728	\$715	\$679

# Section V: International Analysis #38579

## Countries

By Role

### 2021 - Real Rates for Partners, Associates, and Paralegals Trend Analysis - Mean

Country	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
United States	Associate	10,970	\$325	\$475	\$700	\$535	\$515	\$477
	Paralegal	4,679	\$155	\$225	\$315	\$244	\$236	\$222

**Section V: International Analysis**

#38580

**Australia**

By Role

**2021 - Real Rates for Partners,  
Associates, and Paralegals****Trend Analysis - Mean**

Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Partner	115	\$467	\$554	\$628	\$549	\$515	\$500
Associate	198	\$244	\$332	\$445	\$354	\$329	\$329
Paralegal	44	\$150	\$199	\$260	\$209	\$200	\$194

**Section V: International Analysis**

#38581

**Australia**

By Practice Area and Matter Type

**2021 - Real Rates for Partners, Associates, and Paralegals****Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Corporate: Other	Litigation	Associate	14	\$345	\$388	\$476	\$394	\$334	\$307
	Non-Litigation	Associate	13	\$241	\$291	\$317	\$291	\$328	\$325
Corporate: Regulatory and Compliance	Non-Litigation	Partner	15	\$474	\$573	\$589	\$533	\$520	\$441
		Associate	22	\$220	\$270	\$408	\$302	\$329	\$293
Intellectual Property: Trademarks	Non-Litigation	Associate	12	\$242	\$318	\$409	\$327	\$323	\$374



**Section V: International Analysis**

#38582

**Australia**

By Industry Group and Matter Type

**2021 - Real Rates for Partners, Associates, and Paralegals****Trend Analysis - Mean**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Financials Excluding Insurance	Non-Litigation	Partner	34	\$555	\$612	\$678	\$646	\$616	\$595
		Associate	66	\$285	\$356	\$455	\$374	\$357	\$333
Industrials	Non-Litigation	Associate	11	\$323	\$435	\$550	\$448	\$352	\$449
Technology and Telecommunications	Non-Litigation	Partner	31	\$361	\$471	\$558	\$446	\$448	\$438
		Associate	45	\$217	\$259	\$337	\$294	\$292	\$294

**Section V: International Analysis**

#38583

**Australia**

By Firm Size

**2021 - Real Rates for Partners, Associates, and Paralegals Trend Analysis - Mean**

Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
50 Lawyers or Fewer	Associate	11	\$181	\$230	\$281	\$245	\$290	\$310
	Partner	11	\$405	\$455	\$500	\$444	\$405	\$374
51-200 Lawyers	Associate	18	\$207	\$224	\$287	\$251	\$267	\$318
	Partner	16	\$587	\$625	\$653	\$621	\$582	\$568
201-500 Lawyers	Associate	31	\$257	\$292	\$439	\$340	\$339	\$349
	Partner	30	\$555	\$633	\$793	\$686	\$631	\$605
More Than 1,000 Lawyers	Associate	69	\$341	\$440	\$520	\$436	\$401	\$364

**Section V: International Analysis**

#38584

**Canada**

By Role

**2021 - Real Rates for Partners,  
Associates, and Paralegals****Trend Analysis - Mean**

Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Partner	544	\$435	\$571	\$779	\$609	\$598	\$583
Associate	288	\$304	\$443	\$561	\$463	\$430	\$401
Paralegal	291	\$145	\$216	\$285	\$222	\$216	\$210

**Section V: International Analysis**

#38585

**Canada**

By Practice Area and Matter Type

**2021 - Real Rates for Partners, Associates, and Paralegals****Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Bankruptcy and Collections	Litigation	Partner	116	\$350	\$435	\$500	\$459	\$456	\$428
Commercial	Litigation	Partner	126	\$395	\$505	\$663	\$546	\$544	\$530
	Non-Litigation	Partner	90	\$548	\$785	\$885	\$731	\$690	\$651
Corporate: Other	Litigation	Partner	31	\$527	\$665	\$727	\$628	\$598	\$594
		Associate	11	\$450	\$515	\$613	\$521	\$498	\$474
		Paralegal	24	\$225	\$250	\$281	\$254	\$250	\$253
	Non-Litigation	Partner	114	\$522	\$725	\$858	\$699	\$685	\$652
		Associate	48	\$394	\$475	\$672	\$529	\$500	\$475
		Paralegal	45	\$171	\$250	\$300	\$239	\$234	\$229
Corporate: Regulatory and Compliance	Non-Litigation	Partner	27	\$565	\$737	\$850	\$712	\$674	\$630
		Associate	12	\$512	\$567	\$572	\$570	\$493	\$470
Corporate: Tax	Non-Litigation	Partner	18	\$702	\$875	\$910	\$793	\$771	\$726
Employment and Labor: Other	Litigation	Partner	12	\$440	\$528	\$577	\$556	\$558	\$567
	Non-Litigation	Partner	24	\$410	\$461	\$560	\$519	\$564	\$565
		Associate	15	\$354	\$441	\$548	\$467	\$436	\$435
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Partner	68	\$630	\$785	\$885	\$769	\$777	\$729
		Associate	24	\$483	\$625	\$753	\$628	\$575	\$523

**Section V: International Analysis**

#38586

**Canada**

By Practice Area and Matter Type

**2021 - Real Rates for Partners, Associates, and Paralegals****Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Paralegal	30	\$225	\$307	\$365	\$305	\$306	\$297
Finance and Securities: Loans and Financing	Non-Litigation	Partner	16	\$495	\$644	\$865	\$710	\$652	\$642
Intellectual Property: Patents	Non-Litigation	Partner	15	\$333	\$500	\$573	\$502	\$451	\$430

**Section V: International Analysis**

#38587

**Canada**

By Industry Group and Matter Type

**2021 - Real Rates for Partners and Associates****Trend Analysis - Mean**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Financials Excluding Insurance	Litigation	Partner	234	\$383	\$493	\$600	\$514	\$509	\$501
	Non-Litigation	Partner	217	\$558	\$773	\$885	\$736	\$722	\$681
		Associate	98	\$440	\$556	\$720	\$580	\$545	\$519
Health Care	Litigation	Partner	25	\$402	\$576	\$679	\$566	\$546	\$549
Industrials	Non-Litigation	Partner	22	\$518	\$592	\$710	\$649	\$610	\$536
Technology and Telecommunications	Litigation	Partner	13	\$532	\$697	\$800	\$699	\$592	\$537
	Non-Litigation	Partner	44	\$445	\$530	\$645	\$550	\$554	\$510
		Associate	16	\$347	\$412	\$490	\$406	\$363	\$350

**Section V: International Analysis**

#38588

**Canada**

By Firm Size

**2021 - Real Rates for Partners and Associates****Trend Analysis - Mean**

Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
50 Lawyers or Fewer	Partner	47	\$350	\$435	\$525	\$459	\$429	\$415
	Associate	34	\$235	\$300	\$450	\$343	\$321	\$278
51-200 Lawyers	Partner	86	\$431	\$505	\$689	\$549	\$538	\$520
201-500 Lawyers	Partner	194	\$525	\$670	\$850	\$678	\$650	\$642
	Associate	98	\$382	\$464	\$567	\$492	\$470	\$434
501-1,000 Lawyers	Partner	165	\$475	\$606	\$821	\$645	\$641	\$622
	Associate	89	\$410	\$531	\$720	\$579	\$510	\$467

**Section V: International Analysis**

#38589

**France**

By Role

**2021 - Real Rates for Partners,  
Associates, and Paralegals****Trend Analysis - Mean**

Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Partner	145	\$465	\$574	\$749	\$611	\$578	\$551
Associate	297	\$297	\$390	\$530	\$426	\$388	\$378
Paralegal	42	\$156	\$220	\$299	\$223	\$219	\$205



**Section V: International Analysis**

#38590

**France**

By Practice Area and Matter Type

**2021 - Real Rates for Partners, Associates, and Paralegals****Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Commercial	Litigation	Associate	11	\$276	\$354	\$354	\$323	\$367	\$336
Corporate: Other	Non-Litigation	Partner	26	\$358	\$461	\$657	\$531	\$549	\$490
		Associate	39	\$265	\$431	\$564	\$451	\$347	\$360
Corporate: Regulatory and Compliance	Non-Litigation	Associate	18	\$254	\$341	\$465	\$404	\$316	\$322
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Associate	42	\$289	\$356	\$547	\$417	\$460	\$407
Miscellaneous: General Advice & Counsel	Non-Litigation	Partner	11	\$549	\$607	\$629	\$627	\$570	\$532

**Section V: International Analysis**

#38591

**France**

By Industry Group and Matter Type

**2021 - Real Rates for Partners, Associates, and Paralegals****Trend Analysis - Mean**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Financials Excluding Insurance	Litigation	Associate	12	\$291	\$387	\$395	\$369	\$352	\$363
		Partner	79	\$500	\$572	\$650	\$590	\$575	\$561
	Non-Litigation	Associate	169	\$294	\$386	\$511	\$411	\$401	\$385
Industrials	Non-Litigation	Associate	12	\$538	\$860	\$1,055	\$808	\$585	\$612
Technology and Telecommunications	Non-Litigation	Partner	26	\$406	\$465	\$671	\$546	\$534	\$490
		Associate	43	\$241	\$317	\$476	\$383	\$327	\$312

**Section V: International Analysis**

#38592

**France**

By Firm Size

**2021 - Real Rates for Partners, Associates, and Paralegals** Trend Analysis - Mean

Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
50 Lawyers or Fewer	Associate	14	\$230	\$308	\$354	\$295	\$239	\$236
51-200 Lawyers	Partner	11	\$461	\$461	\$493	\$504	\$491	\$489
501-1,000 Lawyers	Partner	26	\$520	\$576	\$610	\$595	\$539	\$557
	Associate	62	\$298	\$350	\$401	\$371	\$386	\$384
More Than 1,000 Lawyers	Partner	69	\$568	\$704	\$832	\$724	\$675	\$627
	Associate	164	\$363	\$477	\$575	\$488	\$440	\$416

**Section V: International Analysis** #38593**Germany**

By Role

**2021 - Real Rates for Partners,  
Associates, and Paralegals****Trend Analysis - Mean**

Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Partner	249	\$362	\$513	\$706	\$554	\$521	\$518
Associate	329	\$310	\$378	\$462	\$414	\$411	\$400
Paralegal	68	\$168	\$205	\$270	\$216	\$210	\$222

## Section V: International Analysis

### Germany

By Practice Area and Matter Type

#### 2021 - Real Rates for Partners, Associates, and Paralegals

#### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Commercial	Non-Litigation	Partner	15	\$341	\$365	\$449	\$396	\$400	\$411
		Associate	18	\$317	\$353	\$403	\$363	\$341	\$315
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	24	\$546	\$565	\$875	\$709	\$707	\$796
		Associate	36	\$306	\$458	\$712	\$520	\$502	\$567
Corporate: Other	Litigation	Partner	11	\$374	\$665	\$827	\$622	\$411	\$495
		Associate	16	\$339	\$370	\$460	\$411	\$322	\$413
	Non-Litigation	Partner	11	\$493	\$700	\$730	\$629	\$558	\$573
		Associate	16	\$406	\$431	\$476	\$449	\$505	\$436
Corporate: Regulatory and Compliance	Non-Litigation	Partner	33	\$353	\$389	\$484	\$474	\$448	\$487
		Associate	37	\$354	\$387	\$449	\$402	\$391	\$384
Corporate: Tax	Non-Litigation	Associate	15	\$292	\$389	\$470	\$407	\$383	\$450
Employment and Labor: Other	Non-Litigation	Associate	18	\$242	\$309	\$328	\$298	\$297	\$312
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Associate	18	\$405	\$540	\$600	\$519	\$505	\$474
Finance and Securities: Loans and Financing	Non-Litigation	Partner	14	\$713	\$812	\$884	\$803	\$766	\$665
Intellectual Property: Patents	Litigation	Partner	24	\$436	\$657	\$707	\$600	\$539	\$574
		Associate	19	\$328	\$379	\$420	\$403	\$405	\$378
	Non-Litigation	Partner	48	\$356	\$382	\$503	\$435	\$387	\$413

# Section V: International Analysis

#38595

## Germany

By Practice Area and Matter Type

### 2021 - Real Rates for Partners, Associates, and Paralegals

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Intellectual Property: Patents	Non-Litigation	Associate	38	\$305	\$377	\$410	\$364	\$332	\$338
Intellectual Property: Trademarks	Non-Litigation	Partner	11	\$414	\$516	\$696	\$562	\$526	\$453
		Associate	11	\$350	\$387	\$444	\$391	\$411	\$371

**Section V: International Analysis**

#38596

**Germany**

By Industry Group and Matter Type

**2021 - Real Rates for Partners and Associates****Trend Analysis - Mean**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Financials Excluding Insurance	Non-Litigation	Partner	35	\$698	\$731	\$879	\$762	\$719	\$683
		Associate	66	\$361	\$469	\$623	\$494	\$502	\$462
Health Care	Non-Litigation	Partner	32	\$405	\$445	\$714	\$516	\$452	\$465
		Associate	40	\$296	\$363	\$437	\$368	\$374	\$340
Industrials	Non-Litigation	Partner	19	\$344	\$359	\$379	\$454	\$455	\$429
		Associate	18	\$468	\$573	\$780	\$657	\$572	\$546
Technology and Telecommunications	Litigation	Partner	18	\$364	\$533	\$677	\$535	\$497	\$563
		Associate	17	\$326	\$330	\$363	\$332	\$364	\$371
	Non-Litigation	Partner	103	\$359	\$453	\$618	\$533	\$487	\$448
		Associate	108	\$307	\$368	\$414	\$385	\$354	\$350

**Section V: International Analysis**

#38597

**Germany**

By Firm Size

**2021 - Real Rates for Partners, Associates, and Paralegals** Trend Analysis - Mean

Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
50 Lawyers or Fewer	Partner	11	\$306	\$433	\$456	\$392	\$344	\$392
51-200 Lawyers	Partner	11	\$350	\$393	\$428	\$416	\$382	\$378
201-500 Lawyers	Partner	37	\$361	\$412	\$521	\$429	\$412	\$414
	Associate	40	\$353	\$356	\$385	\$363	\$339	\$340
More Than 1,000 Lawyers	Partner	128	\$497	\$666	\$810	\$655	\$633	\$631
	Associate	209	\$306	\$402	\$515	\$429	\$441	\$436



**Section V: International Analysis**

#38598

**United Kingdom**

By Role

**2021 - Real Rates for Partners,  
Associates, and Paralegals****Trend Analysis - Mean**

Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Partner	549	\$645	\$784	\$1,030	\$866	\$785	\$769
Associate	930	\$397	\$506	\$685	\$557	\$522	\$499
Paralegal	286	\$167	\$208	\$273	\$233	\$202	\$190

**Section V: International Analysis**

#38599

**United Kingdom**

By Practice Area and Matter Type

**2021 - Real Rates for Partners, Associates, and Paralegals****Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Commercial	Litigation	Associate	23	\$284	\$388	\$543	\$420	\$423	\$453
		Paralegal	13	\$191	\$208	\$228	\$205	\$188	\$171
	Non-Litigation	Partner	17	\$489	\$583	\$673	\$639	\$686	\$710
		Associate	14	\$303	\$359	\$503	\$442	\$453	\$468
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	41	\$1,130	\$1,371	\$2,373	\$1,571	\$994	\$896
		Associate	63	\$607	\$852	\$1,054	\$842	\$636	\$522
Corporate: Other	Litigation	Partner	32	\$597	\$665	\$755	\$693	\$747	\$846
		Associate	44	\$327	\$412	\$528	\$439	\$454	\$458
		Paralegal	21	\$183	\$208	\$223	\$214	\$186	\$186
	Non-Litigation	Partner	60	\$846	\$998	\$1,145	\$972	\$814	\$776
		Associate	95	\$493	\$588	\$791	\$637	\$561	\$536
		Paralegal	15	\$230	\$256	\$365	\$302	\$157	\$116
Corporate: Regulatory and Compliance	Non-Litigation	Partner	50	\$528	\$737	\$938	\$750	\$707	\$750
		Associate	75	\$324	\$438	\$548	\$464	\$438	\$476
		Paralegal	18	\$196	\$223	\$250	\$223	\$181	\$198
Corporate: Tax	Non-Litigation	Partner	12	\$790	\$890	\$1,196	\$957	\$829	\$837
		Associate	21	\$449	\$494	\$632	\$565	\$546	\$468

**Section V: International Analysis**

#38600

**United Kingdom**

By Practice Area and Matter Type

**2021 - Real Rates for Partners, Associates, and Paralegals****Trend Analysis - Mean**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Employment and Labor: Agreements	Non-Litigation	Associate	28	\$303	\$412	\$485	\$387	\$394	\$394
Employment and Labor: Other	Non-Litigation	Partner	57	\$436	\$529	\$745	\$614	\$622	\$642
		Associate	58	\$327	\$466	\$593	\$472	\$453	\$421
Finance and Securities: Debt/Equity Offerings	Non-Litigation	Partner	44	\$658	\$708	\$893	\$786	\$792	\$776
		Associate	80	\$382	\$472	\$600	\$495	\$552	\$515
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Partner	76	\$719	\$836	\$1,030	\$882	\$818	\$760
		Associate	133	\$419	\$500	\$670	\$544	\$542	\$502
Finance and Securities: Loans and Financing	Non-Litigation	Partner	57	\$724	\$957	\$1,340	\$1,020	\$1,094	\$1,027
		Associate	99	\$500	\$742	\$902	\$716	\$674	\$649
		Paralegal	25	\$286	\$375	\$487	\$362	\$341	\$302
Intellectual Property: Patents	Litigation	Partner	22	\$694	\$876	\$1,009	\$844	\$748	\$761
		Partner	20	\$409	\$456	\$631	\$486	\$463	\$461
	Non-Litigation	Associate	16	\$381	\$395	\$497	\$413	\$376	\$369
		Paralegal	11	\$165	\$183	\$245	\$201	\$202	\$199
Intellectual Property: Trademarks	Non-Litigation	Partner	12	\$561	\$619	\$684	\$654	\$732	\$606
		Associate	26	\$331	\$406	\$434	\$398	\$365	\$394
		Paralegal	18	\$190	\$220	\$245	\$242	\$207	\$205

# Section V: International Analysis

#38601

## United Kingdom

By Practice Area and Matter Type

### 2021 - Real Rates for Partners, Associates, and Paralegals

### Trend Analysis - Mean

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Miscellaneous: General Advice & Counsel	Non-Litigation	Associate	25	\$426	\$502	\$550	\$503	\$488	\$524

**Section V: International Analysis**

#38602

**United Kingdom**

By Industry Group and Matter Type

**2021 - Real Rates for Partners, Associates, and Paralegals****Trend Analysis - Mean**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
Financials Excluding Insurance	Litigation	Partner	15	\$622	\$834	\$1,041	\$842	\$806	\$808
		Associate	48	\$349	\$467	\$595	\$491	\$498	\$508
	Non-Litigation	Partner	238	\$722	\$873	\$1,069	\$923	\$896	\$836
		Associate	429	\$430	\$535	\$719	\$586	\$573	\$530
Health Care	Non-Litigation	Partner	44	\$511	\$665	\$1,065	\$782	\$673	\$634
		Associate	65	\$386	\$499	\$588	\$514	\$448	\$389
Industrials	Non-Litigation	Partner	52	\$706	\$1,328	\$2,107	\$1,313	\$696	\$711
		Associate	83	\$522	\$721	\$1,000	\$784	\$583	\$551
Technology and Telecommunications	Litigation	Partner	17	\$648	\$681	\$761	\$709	\$660	\$716
		Associate	25	\$322	\$372	\$465	\$387	\$359	\$444
	Non-Litigation	Partner	92	\$480	\$662	\$797	\$660	\$654	\$658
		Associate	154	\$322	\$411	\$504	\$436	\$425	\$445

**Section V: International Analysis**

#38603

**United Kingdom**

By Firm Size

**2021 - Real Rates for Partners and Associates****Trend Analysis - Mean**

Firm Size	Role	n	First Quartile	Median	Third Quartile	2021	2020	2019
50 Lawyers or Fewer	Associate	20	\$355	\$416	\$464	\$416	\$376	\$349
	Partner	12	\$275	\$482	\$727	\$569	\$473	\$423
51-200 Lawyers	Associate	15	\$356	\$449	\$479	\$419	\$342	\$357
	Partner	40	\$748	\$855	\$1,042	\$853	\$695	\$682
201-500 Lawyers	Associate	71	\$446	\$535	\$726	\$579	\$467	\$443
	Partner	18	\$868	\$995	\$1,120	\$983	\$1,168	\$1,076
501-1,000 Lawyers	Associate	34	\$401	\$521	\$740	\$560	\$698	\$598
	Partner	326	\$682	\$859	\$1,070	\$895	\$839	\$812
More Than 1,000 Lawyers	Associate	608	\$400	\$523	\$693	\$565	\$540	\$516

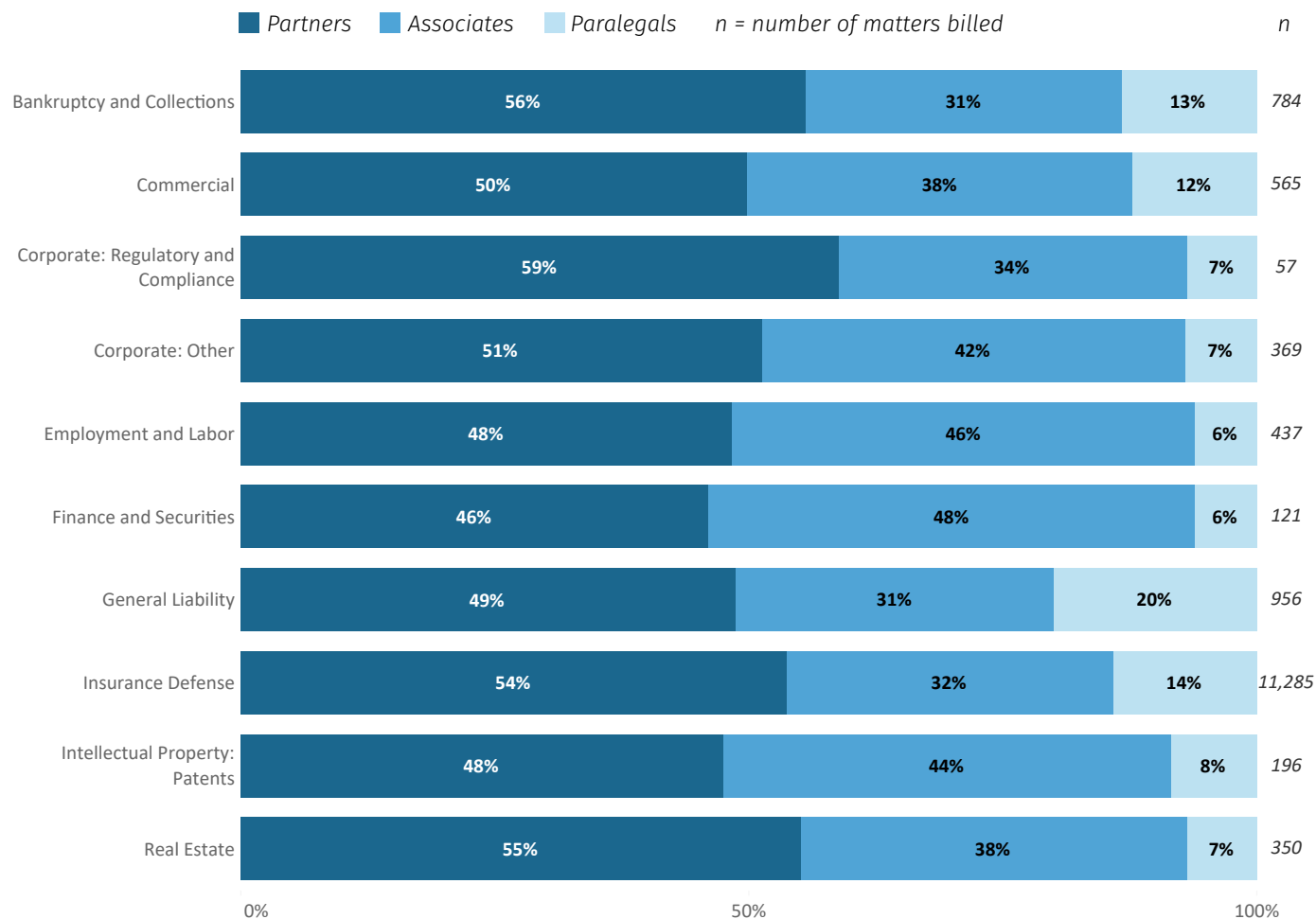
# Section VI: Matter Staffing Analysis

All data and analysis based on data  
collected thru Q3 2021

# Section VI: Matter Staffing Analysis #38605

## Short Litigation Matters, 40 to 100 Total Hours Billed

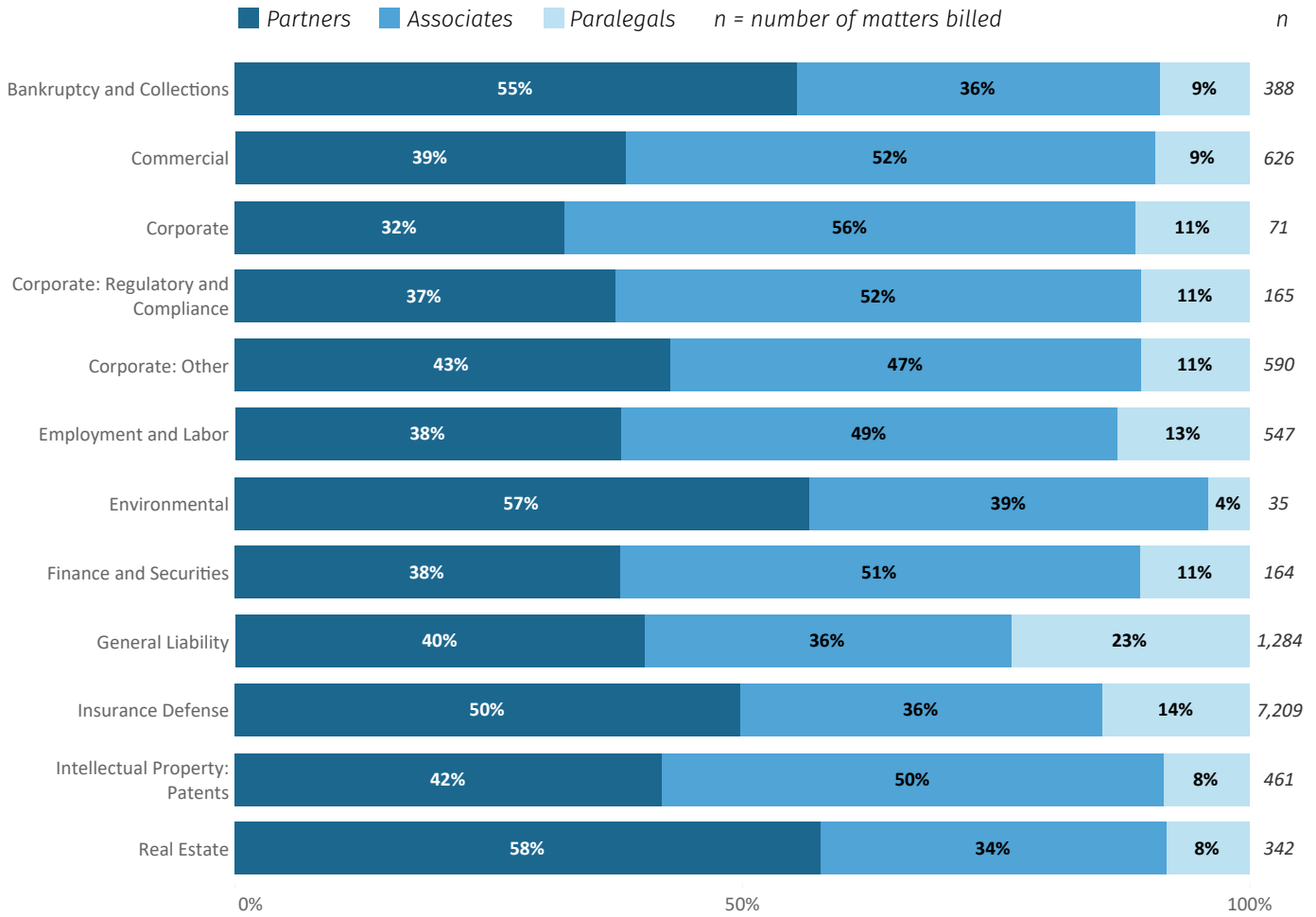
2018 to 2021 -- Percentage of Hours Billed per Matter





**Long Litigation Matters, More Than 100 Total Hours Billed**

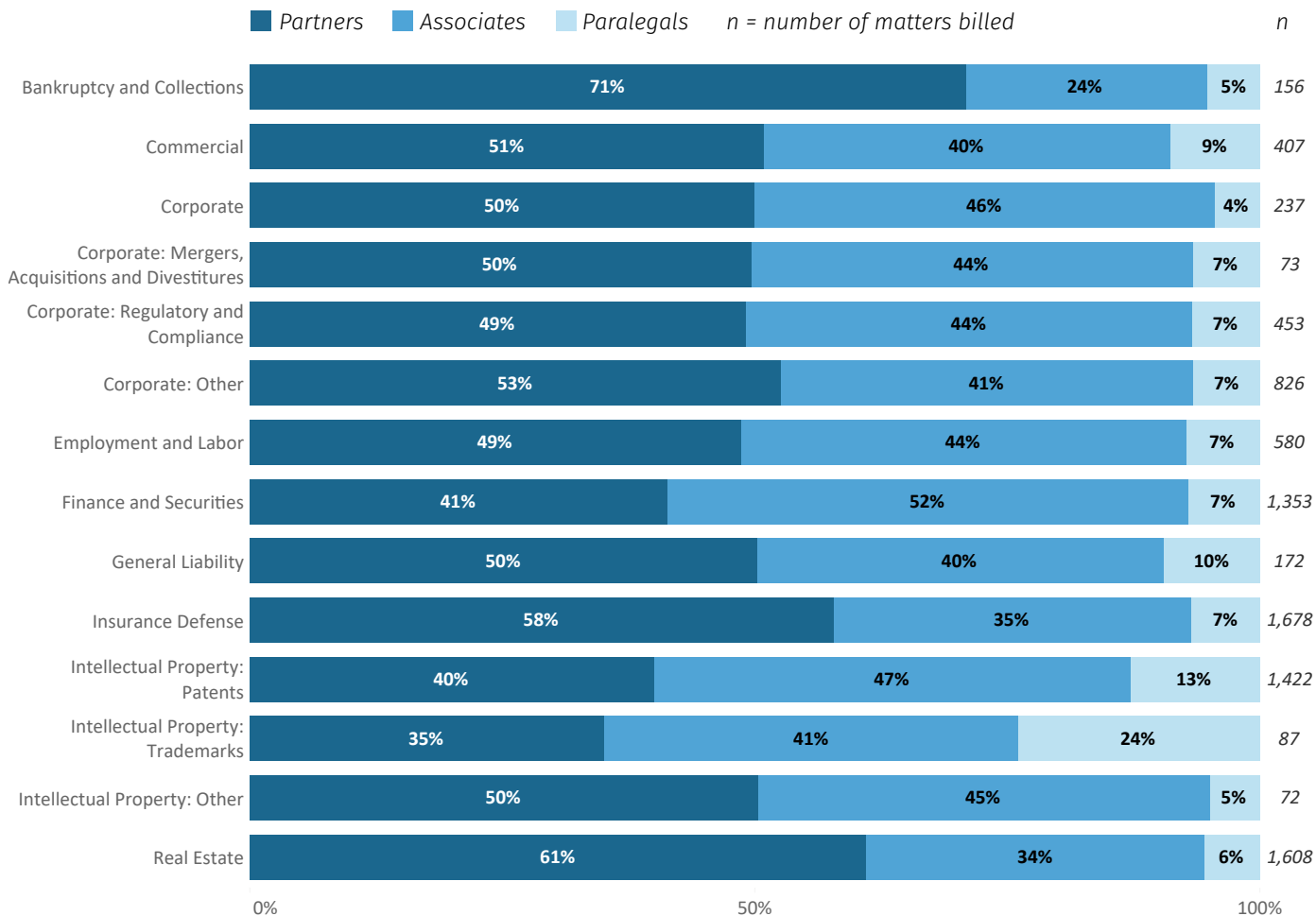
2018 to 2021 -- Percentage of Hours Billed per Matter



# Section VI: Matter Staffing Analysis #38607

## Short Non-Litigation Matters, 40 to 100 Total Hours Billed

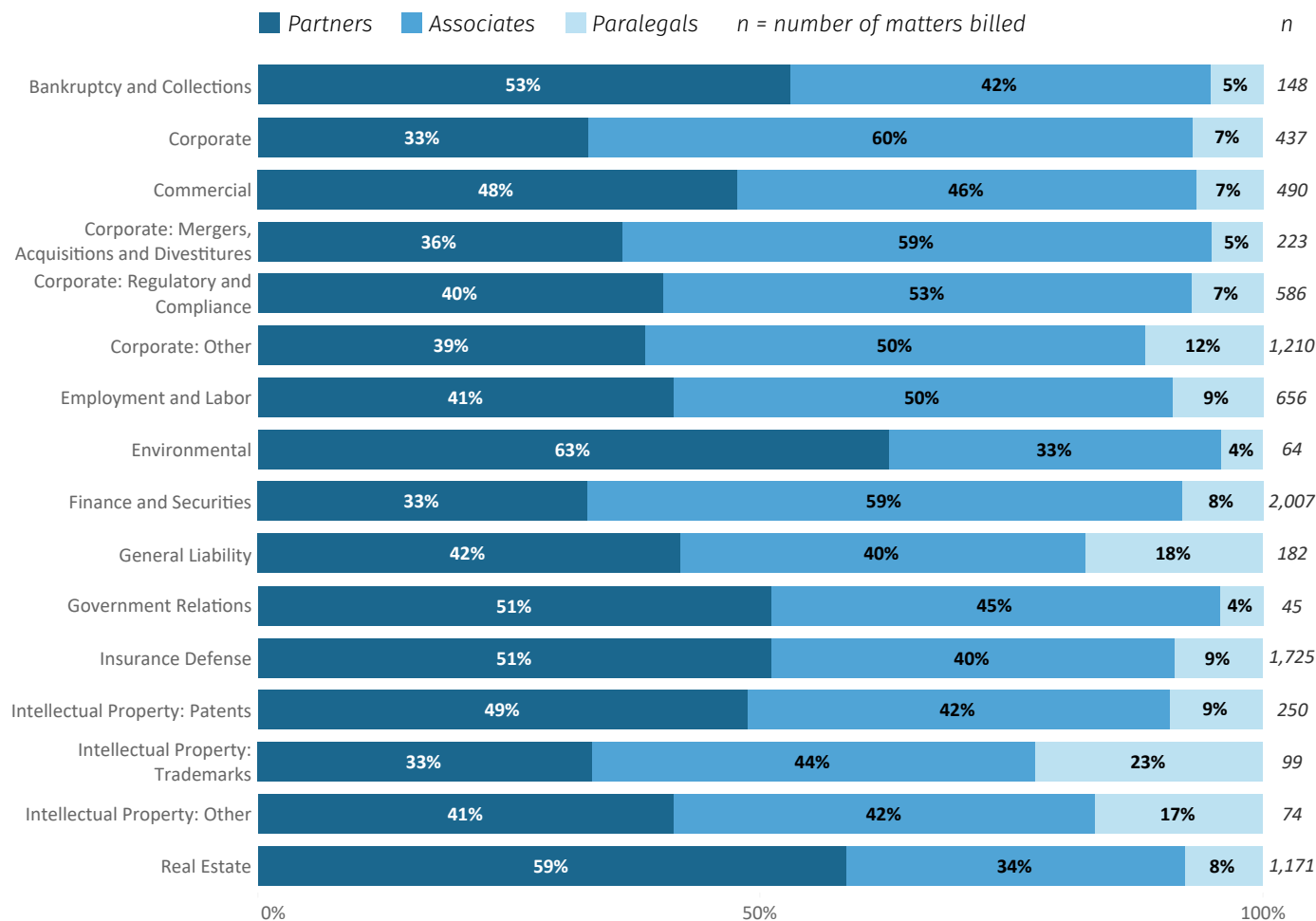
2018 to 2021 -- Percentage of Hours Billed per Matter



# Section VI: Matter Staffing Analysis #38608

## Long Non-Litigation Matters, More Than 100 Total Hours Billed

2018 to 2021 -- Percentage of Hours Billed per Matter



# Appendix: Data Methodology

All data and analysis based on data  
collected thru Q3 2021

## Appendix: Data Methodology

### Invoice Information

Data in Wolters Kluwer’s ELM Solutions’ reference database and in the 2020 Mid-Year Real Rate Report were taken from invoice line item entries contained in invoices received and approved by participating companies.

Invoice data were received in the Legal Electronic Data Exchange Standard (LEDES) format (LEDES.org). The following information was extracted from those invoices and their line items:

- Law firm (which exists as a random number in the ELM Solutions reference database)
- Timekeeper ID (which exists as a random number in the ELM Solutions reference database)
- Matter ID (which exists as a random number in the ELM Solutions reference database)
- Timekeeper’s position (role) within the law firm (partner, associate, paralegal, etc.)
- Uniform Task-Based Management System Code Set, Task Codes, and Activity Codes (UTBMS.com)
- Date of service
- Hours billed
- Hourly rate billed
- Fees billed

### Non-Invoice Information

To capture practice area details, the matter ID within each invoice was associated with matter profiles containing areas of work in the systems of each company. The areas of work were then systematically categorized into legal practice areas. Normalization of practice areas was done based on company mappings to system-level practice areas available in the ELM Solutions system and by naming convention.

The majority of analyses included in this report have been mapped to one of 12 practice areas, further divided into sub-areas and litigation/non-litigation (for more information on practice areas and sub-areas, please refer to pages 238-240).

To capture location and jurisdiction details, law firms and timekeepers were systematically mapped to the existing profiles within ELM Solutions systems, as well as with publicly available data sources for further validation and normalization. Where city location information is provided, it includes any address within that city’s defined Core-Based Statistical Area (CBSA) as defined by the Office of Management and Budget (OMB). The CBSAs are urban centers with populations of 10,000 or more and include all adjacent counties that are economically integrated with that urban center.

Where the analyses focus on partners, associates, and paralegals, the underlying data occasionally included some sub-roles, such as “senior partner” or “junior associate.” In such instances, those timekeeper sub-roles were placed within the broader partner, associate, and paralegal segments.

Demographics regarding law firm size, location, and lawyer years of experience were augmented by incorporating publicly available information.

## Appendix: Data Methodology

### A Note on US Cities

Throughout the report, we have used city names to refer to CBSA and consistently used the principal city in the CBSA to refer to the entire area. The following are the shorthand city names used in this report and the corresponding CBSA designations, as defined by the OMB.

Principal City	CBSA Name
Akron, OH	Akron, OH
Albany, NY	Albany-Schenectady-Troy, NY
Albuquerque, NM	Albuquerque, NM
Atlanta, GA	Atlanta-Sandy Springs-Alpharetta, GA
Austin, TX	Austin-Round Rock-Georgetown, TX
Baltimore, MD	Baltimore-Columbia-Towson, MD
Baton Rouge, LA	Baton Rouge, LA
Birmingham, AL	Birmingham-Hoover, AL
Boise City, ID	Boise City, ID
Boston, MA	Boston-Cambridge-Newton, MA-NH
Bridgeport, CT	Bridgeport-Stamford-Norwalk, CT
Buffalo, NY	Buffalo-Cheektowaga, NY
Burlington, VT	Burlington-South Burlington, VT
Charleston, SC	Charleston-North Charleston, SC
Charleston, WV	Charleston, WV
Charlotte, NC	Charlotte-Concord-Gastonia, NC-SC
Chicago, IL	Chicago-Naperville-Elgin, IL-IN-WI
Cincinnati, OH	Cincinnati, OH-KY-IN
Cleveland, OH	Cleveland-Elyria, OH
Columbia, SC	Columbia, SC
Columbus, OH	Columbus, OH
Dallas, TX	Dallas-Fort Worth-Arlington, TX
Dayton, OH	Dayton-Kettering, OH
Denver, CO	Denver-Aurora-Lakewood, CO
Detroit, MI	Detroit-Warren-Dearborn, MI
Fresno, CA	Fresno, CA
Grand Rapids, MI	Grand Rapids-Kentwood, MI
Greenville, SC	Greenville-Anderson, SC
Harrisburg, PA	Harrisburg-Carlisle, PA
Hartford, CT	Hartford-East Hartford-Middletown, CT
Honolulu, HI	Urban Honolulu HI
Houston, TX	Houston-The Woodlands-Sugar Land, TX

## Appendix: Data Methodology

### A Note on US Cities

Principal City	CBSA Name
Indianapolis, IN	Indianapolis-Carmel-Anderson, IN
Jackson, MS	Jackson, MS
Jacksonville, FL	Jacksonville, FL
Kansas City, MO	Kansas City, MO-KS
Lafayette, LA	Lafayette, LA
Las Vegas, NV	Las Vegas-Henderson-Paradise, NV
Lexington, KY	Lexington-Fayette, KY
Little Rock, AR	Little Rock-North Little Rock-Conway, AR
Los Angeles, CA	Los Angeles-Long Beach-Anaheim, CA
Louisville, KY	Louisville/Jefferson County, KY-IN
Madison, WI	Madison, WI
Memphis, TN	Memphis-Forrest City, TN-MS-AR
Miami, FL	Miami-Fort Lauderdale-Pompano Beach, FL
Milwaukee, WI	Milwaukee-Waukesha, WI
Minneapolis, MN	Minneapolis-St. Paul-Bloomington, MN-WI
Nashville, TN	Nashville-Davidson-Murfreesboro-Franklin, TN
New Haven, CT	New Haven-Milford, CT
New Orleans, LA	New Orleans-Metairie, LA
New York, NY	New York-Newark-Jersey City, NY-NJ-PA
Oklahoma City, OK	Oklahoma City, OK
Omaha, NE	Omaha-Council Bluffs, NE-IA
Orlando, FL	Orlando-Kissimmee-Sanford, FL
Philadelphia, PA	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD
Phoenix, AZ	Phoenix-Mesa-Chandler, AZ
Pittsburgh, PA	Pittsburgh, PA
Portland, ME	Portland-South Portland, ME
Portland, OR	Portland-Vancouver-Hillsboro, OR-WA
Providence, RI	Providence-Warwick, RI-MA
Raleigh, NC	Raleigh-Cary, NC
Reno, NV	Reno-Carson City-Fernley, NV
Richmond, VA	Richmond, VA
Rochester, NY	Rochester, NY
Sacramento, CA	Sacramento-Roseville-Folsom, CA
Salt Lake City, UT	Salt Lake City, UT

## Appendix: Data Methodology

### A Note on US Cities

Principal City	CBSA Name
San Diego, CA	San Diego-Chula Vista-Carlsbad, CA
San Francisco, CA	San Francisco-Oakland-Berkeley, CA
San Jose, CA	San Jose-Sunnyvale-Santa Clara, CA
San Juan, PR	San Juan-Bayamon-Caguas, PR
Savannah, GA	Savannah, GA
Seattle, WA	Seattle-Tacoma-Bellevue, WA
St. Louis, MO	St. Louis, MO-IL
Syracuse, NY	Syracuse, NY
Tallahassee, FL	Tallahassee, FL
Tampa, FL	Tampa-St. Petersburg-Clearwater, FL
Toledo, OH	Toledo, OH
Trenton, NJ	Trenton-Princeton, NJ
Tulsa, OK	Tulsa, OK
Washington, DC	Washington-Arlington-Alexandria, DC-VA-MD-WV
Wheeling, WV	Wheeling, WV-OH



## Appendix: Data Methodology

### Anonymization of the Dataset

Prior to inclusion in the ELM Solutions reference database, we systematically scrubbed the data of any information that would identify a particular matter, company, law firm, invoice, or timekeeper (individual). To ensure relationships necessary for analysis, those variables were assigned randomly generated numbers. To maintain data integrity and allow for proper analysis, these numbers are linked across data tables to enforce their associations.

To further ensure anonymity and confidentiality:

- The information is published in such a manner as to make it reasonably impervious to reverse analysis should some attempt be made to determine what data might pertain to any company, law firm, timekeeper, invoice, or matter;
- The 2021 Real Rate Report will not reveal which ELM Solutions client or clients are included or excluded in its analyses;
- Clients are not and will not be informed as to whether their data are included within a particular facet of analysis; and
- No textual description of any legal work performed by any individual exists in the ELM Solutions reference database.

### A Note on Insurance Litigation

Our aim is to provide a point of comparison for companies purchasing law firm services. To improve comparability, we removed data related to insurance company defense litigation for all analyses unless noted otherwise. Insurance litigation tends to be less expensive than other types of litigation, as it is typically more repetitive and less complex.

### “Real Rate” Definition

The information in this report consists of data taken from client invoices submitted by law firms for work performed from 7/1/2017 through 9/30/2021. All Invoices were submitted through the ELM billing systems.

The analyses contained in this report are derived from aggregating hours, fees, and rates submitted as line items on those invoices. For a line item to qualify for inclusion in this report, it had to undergo multiple and rigorous testing processes to ensure its validity.

For example, for a rate to be loaded to the ELM Solutions reference database and used in this report, it must have been part of an invoice line entry in which all of the following items were included:

- Name of the biller
- Role of the biller
- Date of activity
- Hourly rate charged
- Time charged
- UTBMS code associated with the time charged
- Total amount charged for the activity

In addition, each line item’s hourly rate was validated against its “real rate” (calculated by dividing the total amount charged for the activity by the time charged). Any line items with an hourly rate that did not align closely with the real rate were not loaded to the reference database.

Real Rate = Line Item Total/Line Item Hours (Units) Example: \$4,000/10 Hours = Real Rate of \$400

Adjustments the client made to line item amounts subsequent to submission are not factored into the dataset. These types of adjustments may impact the effective rate paid by the client to the law firm but do not reflect the real rate billed.

## Appendix: Data Methodology

In short, the real rate is the rate appearing on an approved invoice at the invoice line item level.

Aggregations of data taken from millions of these line item-level invoice entries are the core of the information analyzed.

### A Note on Negotiated Rates and Billing

Practices law firms can generally follow vary for submitting “negotiated” rates on invoices. Firms may submit the negotiated rate as the hourly rate identified on the invoice line item, insert a vendor line item adjustment to ensure compliance, or provide a vendor invoice level adjustment to bring the total amount of the fees into compliance with agreed-on discounts. Although the former two are considered part of the real rate calculation, the latter can be problematic. It is not directly linked to a line item, and therefore, for the purposes of determining the rate, it should not be assumed that the adjustment is related to a specific line item. Invoice-level adjustments may represent a credit or some other type of adjustment placed on the invoice. To ensure these types of adjustments would not adversely impact the analysis contained within the 2021 Real Rate Report, the team reviewed the population of invoices and line items to determine what the deviation of the real rate might be based on inclusion or exclusion. The analysis demonstrated that the variance was not significant (less than 1%).

As such, we decided not to include the vendor-level adjustments in the report.

### Types of Matters Included in the Analysis

Matters within the ELM Solutions system are associated with areas of work described and defined by ELM Solutions clients. Those areas of work were analyzed and systematically categorized into legal practice areas. Normalization of practice areas was supported by mappings to system-level practice areas available in the ELM Solutions system and by naming convention.

All data included within this report have been mapped to a corresponding practice area. The majority of our analyses focus on the following 12 practice areas:

- Bankruptcy and Collections
- Commercial
- Corporate
- Employment and Labor
- Environmental
- Finance and Securities
- General Liability
- Government Relations
- Insurance Defense
- Intellectual Property
- Marketing and Advertising
- Real Estate

Within each client’s areas of work, sub-areas are often identified. The lists that follow identify client areas of work and, within those areas, the sub-areas underneath each practice area. Often, the same sub-area appears within different practice areas. For example, the sub-area “General/Other” when listed under “Commercial and Contracts” refers to general work provided regarding Commercial and Contracts matters. When listed under the “Employment and Labor” practice area, the same sub-area refers to work provided on Employment and Labor. Where applicable and practicable, each area and sub-area has been further subdivided into litigation and non- litigation work for the purposes of granular analysis.

### Bankruptcy and Collections

Chapter 11  
Collections  
General/Other  
Workouts and Restructuring

## Appendix: Data Methodology

### Commercial (Commercial Transactions and Agreements)

Contract Breach or Dispute  
General, Drafting, and Review  
General/Other

---

### Corporate<sup>1</sup>

Antitrust and Competition	Partnerships and Joint Ventures
Corporate Development	Regulatory and Compliance
General/Other	Tax
Governance	Treasury
Information and Technology	White Collar/Fraud/Abuse
Mergers, Acquisitions, and Divestitures	

---

### Employment and Labor

ADA	General/Other
Agreements	Immigration
Compensation and Benefits	Union Relations and Negotiations/NLRB
Discrimination, Retaliation, and Harassment/EEO	Wages, Tips, and Overtime
Employee Dishonesty/Misconduct	Wrongful Termination
ERISA	

---

### Environmental

General/Other  
Health and Safety  
Superfund  
Waste/Remediation

---

### Finance and Securities

Commercial Loans and Financing	Investments and Other Financial Instruments
Debt/Equity Offerings	Loans and Financing
Fiduciary Services	SEC Filings and Financial Reporting
General/Other	Securities and Banking Regulations

---

### General Liability

Asbestos/Mesothelioma	Personal Injury/Wrongful Death
Auto and Transportation	Premises
Consumer Related Claims	Product and Product Liability
Crime, Dishonesty and Fraud	Property Damage
General/Other	Toxic Tort

---

### Government Relations

General/Other  
Lobbying and Relations

<sup>1</sup> All references to "Corporate: General/Other" in the 2020 Mid-Year Real Rate Report are the aggregation of all Corporate subareas excluding the Mergers, Acquisitions, and Divestitures sub-area and the Regulatory and Compliance sub-area.

## Appendix: Data Methodology

### Insurance Defense

Auto and Transportation  
General/Other  
Personal Injury/Wrongful Death  
Product and Product Liability  
Professional Liability  
Property Damage  
Toxic Tort

---

### Intellectual Property<sup>2</sup>

General/Other  
Licensing  
Patents  
Trademarks

---

### Marketing and Advertising

General/Other

---

### Real Estate

Construction/Development  
Easement and Right of Way  
General/Other  
Land Use/Zoning/Restrictive Covenants  
Landlord/Tenant Issues  
Leasing  
Property/Land Acquisition or Disposition  
Titles

<sup>2</sup> All references to “Intellectual Property: General/Other” in the 2020 Mid-Year Real Rate Report are the aggregation of all Intellectual Property sub-areas excluding the Patents and Trademarks sub-areas.

## About Wolters Kluwer's ELM Solutions

Wolters Kluwer's ELM Solutions is the market-leading global provider of enterprise legal spend and matter management, contract lifecycle management, and legal analytics solutions. We provide a comprehensive suite of tools that address the growing needs of corporate legal operations departments to increase operational efficiency and reduce costs. Corporate legal and insurance claims departments trust our innovative technology and end-to-end customer experience to drive world-class business outcomes. Wolters Kluwer's ELM Solutions was named a leader in both the IDC MarketScape: Worldwide Enterprise Legal Spend Management 2020 Vendor Assessment and IDC MarketScape: Worldwide Enterprise Matter Management 2020 Vendor Assessment. The award winning products include Passport®, one of the highest rated ELM solutions in the latest Hyperion MarketView™ Legal Market Intelligence Report; TyMetrix® 360°, the industry's leading SaaS-based e-billing and matter management solution; CLM Matrix, named a "strong performer" in the 2019 Q1 CLM Forrester Wave report; and the LegalVIEW® portfolio of legal analytics solutions based upon the industry's largest and most comprehensive legal spend database, with more than \$150 billion in invoices.

# EXHIBIT **10**

# *2020 Real Rate Report<sup>®</sup>*

The Industry's  
Leading Analysis  
of Law Firm Rates,  
Trends, and  
Practices

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Wolters Kluwer's ELM Solutions has worked to ensure the accuracy of the information in this report; however, Wolters Kluwer's ELM Solutions cannot guarantee the accuracy of the information or analyses in all cases. Wolters Kluwer's ELM Solutions is not engaged in rendering legal, accounting, or other professional services. This report should not be construed as professional advice on any particular set of facts or circumstances. Wolters Kluwer's ELM Solutions is not responsible for any claims or losses that may arise from any errors or omissions in this report or from reliance upon any recommendation made in this report.



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## A Letter to Our Readers

### Welcome to the Wolters Kluwer's ELM Solutions Real Rate Report®, the industry's leading data-driven benchmark report for lawyer rates.

Our Real Rate Report has been a useful data analytics resource to the legal industry since its inception in 2010 and continues to evolve. The Real Rate Report is powered by Wolters Kluwer's ELM Solutions LegalVIEW® data warehouse, the world's largest source of legal performance benchmark data, which has grown to include over \$140 billion in anonymized legal data.

The legal services industry relies on internal analytics and the use of external data resources, such as the LegalVIEW® data warehouse, to support legal management strategies. The depth and details of the data in the Real Rate Report enable you to better benchmark and make more informed investment and resourcing decisions for your organization.

As with past Real Rate Reports, all of the data analyzed are from corporations' and law firms' e-billing and time management solutions. We have included lawyer and paralegal rate data filtered by specific practice and sub-practice areas, metropolitan areas, and types of matters to give legal departments and law firms greater ability to pinpoint areas of opportunity.

We strive to make the Real Rate Report a valuable and actionable reference tool for legal departments and law firms. As always, we welcome your comments and suggestions on what information would make this publication more valuable to you. We thank you for making Wolters Kluwer's ELM Solutions your trusted partner for legal industry domain expertise, data, and analytics and look forward to continuing to provide market-leading, expert solutions that deliver the best business outcomes for collaboration among legal departments and law firms.

Sincerely,



**Jonah Paransky**

Executive Vice President and General Manager  
Wolters Kluwer's ELM Solutions

## How to Use this Report

### The 2020 Real Rate Report:

- Examines law firm rates over time
- Itemizes rates by location, experience, firm size, areas of expertise, industry, and timekeeper role (i.e., partner, associate, and paralegal)
- Identifies variables that drive rates up or down

All the analyses included in the report derive from the actual rates charged by law firm professionals as recorded on invoices submitted and approved for payment.

Examining real, approved rate information, along with the ranges of those rates and their changes over time, highlights the role these variables play in driving aggregate legal cost and income. The analyses can energize questions for both corporate clients and law firm principals.

Clients might ask whether they are paying the right amount for different types of legal services, while law firm principals might ask whether they are charging the right amount for legal services and whether to modify their pricing approach.

### Some key factors<sup>1</sup> that drive rates<sup>2</sup>:

- **Geographic location** - Lawyers in urban and major metropolitan areas tend to charge more when compared with lawyers in rural areas or small towns.
- **Degree of difficulty** - The cost of representation will be higher if the case is particularly complex or time-consuming; for example, if there are a large number of documents to review, many witnesses to depose, and numerous procedural steps, the case is likely to cost more (regardless of other factors like the lawyer's level of experience).
- **Experience and reputation** - A more experienced, higher-profile lawyer is often going to charge more, but absorbing this higher cost at the outset may make more sense than hiring a less expensive lawyer who will likely take time and billable hours to come up to speed on unfamiliar legal and procedural issues.
- **Overhead** - The costs associated with the firm's support network (paralegals, clerks, and assistants), document preparation, consultants, research, and other expenses.

Additional analysis was performed to examine the impact of rates on law firm invoices relative to an e-billing providers' business model. It should be noted that there are several industry-standard business models that e-billing providers use to charge law firms and other legal service providers to submit invoices and perform other transactions through their systems. The three main model types are:

- Client pay, where the corporate client pays a subscription for the matter and spend solution
- Law firm pay, where the law firm pays a subscription or usage fee based on the invoices submitted
- Hybrid, which is a combination of a client pay and law firm pay

<sup>1</sup> Source: 2018 RRR. Factor order validated in multiple analyses since 2010

<sup>2</sup> David Goguen, J.D., University of San Francisco School of Law (2017) Guide to Legal Services Billing Retrieved from <https://www.lawyers.com/legal-info/research/guide-to-legal-services-billing-rates.html>

## How to Use this Report

The data shows that the law firm pay model has become normative in the industry – 85%+ of Wolters Kluwer’s ELM Solutions clients’ law firms participate in a law firm pay or hybrid model. In addition, 99% of the Am Law 200 law firms participate in at least one law firm pay model paying 1% or more on the invoices submitted, and 97% of the Am Law 200 pay 2%.

Additionally, the analysis performed then examined law firm rates from firms who participated in one of those law firm pay/hybrid models versus those who are in a client pay model. The analysis showed no statistical difference in rates, suggesting that the business model that the firm participates in does not impact the rates the firm charges to their corporate client.

Overall, the data in the 2020 Real Rate Report provides corporate counsel with an understanding of the rates they can expect to pay for a given matter type, division, industry, or practice area and offers in-depth analyses on key drivers of rates to help make informed selection decisions. For law firms, it provides a relative benchmark to ensure that pricing for legal services remains competitive.

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# Mastering spend. Totally.



## Supercharged cost management

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Maximize compliance, minimize spend leakage



## Better analytics, smarter decisions

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# Section I: High-Level Data Cuts



2020 Real Rate Report

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# Section I: High-Level Data Cuts #38629

## Partners, Associates, and Paralegals

By Role

2019 -- Real Rates

Trend Analysis (Mean)

Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Partner	14142	\$400	\$610	\$894	\$680	\$659	\$630
Associate	14341	\$295	\$425	\$615	\$479	\$462	\$439
Paralegal	6431	\$150	\$213	\$289	\$225	\$211	\$201



## Section I: High-Level Data Cuts

### Detailed Practice Areas

By Matter Type

2019 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Bankruptcy and Collections	Litigation	Partner	385	\$310	\$400	\$525	\$462	\$418	\$396
		Associate	330	\$250	\$300	\$395	\$359	\$319	\$270
		Paralegal	218	\$129	\$185	\$229	\$196	\$168	\$153
	Non-Litigation	Partner	313	\$325	\$394	\$495	\$448	\$405	\$394
		Associate	214	\$235	\$290	\$384	\$334	\$302	\$289
		Paralegal	129	\$125	\$183	\$220	\$182	\$172	\$158
Commercial	Litigation	Partner	1078	\$385	\$580	\$830	\$641	\$602	\$605
		Associate	1004	\$285	\$375	\$537	\$430	\$407	\$398
		Paralegal	522	\$175	\$235	\$295	\$242	\$209	\$202
	Non-Litigation	Partner	896	\$478	\$655	\$902	\$729	\$691	\$681
		Associate	698	\$350	\$440	\$598	\$512	\$485	\$484
		Paralegal	237	\$175	\$248	\$334	\$267	\$235	\$228
Corporate: Antitrust and Competition	Litigation	Partner	139	\$645	\$757	\$920	\$780	\$746	\$720
		Associate	150	\$390	\$512	\$660	\$530	\$481	\$480
		Paralegal	71	\$232	\$267	\$304	\$262	\$262	\$248
	Non-Litigation	Partner	125	\$799	\$979	\$1,249	\$1,024	\$929	\$875
		Associate	235	\$456	\$595	\$796	\$625	\$553	\$542
		Paralegal	67	\$275	\$310	\$331	\$301	\$275	\$263
Corporate: Corporate Development	Non-Litigation	Partner	42	\$520	\$850	\$1,272	\$905	\$871	\$653
		Associate	22	\$340	\$598	\$751	\$559	\$512	\$348
Corporate: Information and Technology	Non-Litigation	Partner	26	\$536	\$675	\$949	\$780	\$687	\$652
		Associate	31	\$363	\$441	\$582	\$477	\$396	\$412
Corporate: Mergers, Acquisitions and Divestitures	Litigation	Partner	58	\$477	\$628	\$920	\$702	\$539	\$648
		Associate	63	\$308	\$450	\$585	\$466	\$383	\$432
		Paralegal	17	\$215	\$285	\$295	\$255	\$201	\$226
	Non-Litigation	Partner	664	\$652	\$912	\$1,225	\$938	\$941	\$855
		Associate	769	\$415	\$590	\$830	\$617	\$600	\$549
		Paralegal	274	\$250	\$333	\$360	\$315	\$195	\$265

## Section I: High-Level Data Cuts

### Detailed Practice Areas

By Matter Type

2019 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Corporate: Other	Litigation	Partner	1114	\$450	\$640	\$830	\$676	\$669	\$592
		Associate	999	\$322	\$430	\$561	\$458	\$445	\$401
		Paralegal	437	\$174	\$220	\$293	\$231	\$226	\$206
	Non-Litigation	Partner	2042	\$519	\$793	\$1,010	\$801	\$767	\$736
		Associate	1956	\$375	\$511	\$685	\$549	\$518	\$490
		Paralegal	738	\$170	\$242	\$345	\$248	\$248	\$231
Corporate: Partnerships and Joint Ventures	Non-Litigation	Partner	77	\$920	\$1,249	\$1,249	\$1,126	\$1,048	\$953
		Associate	81	\$612	\$847	\$847	\$740	\$692	\$602
Corporate: Regulatory and Compliance	Litigation	Partner	457	\$602	\$786	\$973	\$804	\$778	\$740
		Associate	447	\$385	\$499	\$660	\$530	\$512	\$484
		Paralegal	226	\$195	\$250	\$295	\$249	\$263	\$242
	Non-Litigation	Partner	1059	\$515	\$680	\$910	\$730	\$721	\$687
		Associate	874	\$336	\$455	\$620	\$501	\$497	\$468
		Paralegal	265	\$175	\$230	\$282	\$239	\$231	\$218
Corporate: Tax	Litigation	Partner	27	\$390	\$465	\$500	\$523	\$557	\$582
		Associate	12	\$248	\$310	\$386	\$385	\$444	\$344
		Paralegal	15	\$160	\$165	\$228	\$173	\$176	\$191
	Non-Litigation	Partner	344	\$590	\$828	\$1,051	\$873	\$814	\$801
		Associate	336	\$419	\$566	\$703	\$588	\$547	\$540
		Paralegal	101	\$213	\$280	\$370	\$294	\$234	\$204
Corporate: Treasury	Non-Litigation	Partner	45	\$713	\$1,041	\$1,200	\$998	\$991	\$932
		Associate	40	\$315	\$499	\$714	\$522	\$528	\$522
Corporate: White Collar/Fraud/Abuse - Internal Only	Litigation	Partner	18	\$525	\$1,120	\$1,120	\$818	\$839	\$786
		Associate	21	\$235	\$512	\$728	\$495	\$516	\$513
Employment and Labor: ADA	Litigation	Partner	24	\$300	\$375	\$495	\$410	\$432	\$430
		Associate	28	\$300	\$330	\$394	\$330	\$300	\$343
		Paralegal	16	\$165	\$183	\$228	\$201	\$179	\$173
Employment and Labor: Agreements	Litigation	Partner	45	\$410	\$595	\$795	\$651	\$644	\$714
		Associate	48	\$319	\$462	\$587	\$510	\$470	\$567
		Paralegal	11	\$188	\$225	\$258	\$230	\$261	\$298
	Non-Litigation	Partner	70	\$395	\$593	\$761	\$579	\$514	\$475
		Associate	45	\$266	\$352	\$438	\$365	\$349	\$343
		Paralegal	18	\$144	\$158	\$199	\$178	\$164	\$165

## Section I: High-Level Data Cuts

### Detailed Practice Areas

By Matter Type

2019 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Employment and Labor: Compensation and Benefits	Litigation	Partner	53	\$370	\$515	\$660	\$568	\$656	\$601
		Associate	40	\$285	\$290	\$345	\$336	\$406	\$505
		Paralegal	18	\$143	\$159	\$242	\$191	\$208	\$212
	Non-Litigation	Partner	247	\$533	\$648	\$787	\$690	\$672	\$678
		Associate	107	\$313	\$404	\$517	\$419	\$407	\$420
		Paralegal	33	\$180	\$228	\$293	\$239	\$210	\$204
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	306	\$350	\$435	\$531	\$468	\$465	\$424
		Associate	332	\$285	\$315	\$367	\$328	\$332	\$317
		Paralegal	187	\$150	\$183	\$225	\$184	\$179	\$167
	Non-Litigation	Partner	207	\$385	\$450	\$540	\$476	\$474	\$459
		Associate	219	\$289	\$319	\$360	\$330	\$333	\$321
		Paralegal	93	\$154	\$195	\$220	\$194	\$185	\$180
Employment and Labor: Employee Dishonesty/Misconduct	Litigation	Partner	19	\$525	\$845	\$995	\$789	\$605	\$646
		Associate	17	\$370	\$450	\$480	\$443	\$409	\$380
Employment and Labor: ERISA	Litigation	Partner	31	\$480	\$580	\$762	\$687	\$597	\$622
		Associate	12	\$319	\$354	\$496	\$444	\$388	\$395
	Non-Litigation	Partner	75	\$430	\$610	\$799	\$648	\$640	\$614
		Associate	41	\$320	\$400	\$525	\$472	\$427	\$422
		Paralegal	12	\$229	\$270	\$320	\$270	\$244	\$282
Employment and Labor: Immigration	Non-Litigation	Partner	32	\$435	\$566	\$716	\$595	\$558	\$618
		Associate	20	\$300	\$330	\$405	\$357	\$385	\$406
		Paralegal	37	\$169	\$197	\$225	\$195	\$202	\$190
Employment and Labor: OFCCP	Non-Litigation	Partner	14	\$485	\$575	\$663	\$579	\$585	\$605
Employment and Labor: Other	Litigation	Partner	486	\$441	\$585	\$750	\$626	\$625	\$622
		Associate	418	\$302	\$385	\$574	\$437	\$453	\$444
		Paralegal	241	\$170	\$215	\$270	\$219	\$213	\$214
	Non-Litigation	Partner	763	\$428	\$540	\$685	\$589	\$583	\$565
		Associate	571	\$296	\$356	\$447	\$405	\$409	\$387
		Paralegal	167	\$160	\$201	\$265	\$227	\$216	\$206

## Section I: High-Level Data Cuts

### Detailed Practice Areas

By Matter Type

2019 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Employment and Labor: Union Relations and Negotiations / NLRB	Litigation	Partner	69	\$396	\$510	\$650	\$546	\$559	\$558
		Associate	57	\$290	\$320	\$385	\$335	\$344	\$361
		Paralegal	28	\$169	\$188	\$236	\$215	\$204	\$189
	Non-Litigation	Partner	149	\$423	\$500	\$640	\$541	\$512	\$478
		Associate	86	\$325	\$358	\$399	\$372	\$359	\$345
		Paralegal	19	\$150	\$200	\$275	\$225	\$189	\$176
Employment and Labor: Wages, Tips and Overtime	Litigation	Partner	51	\$350	\$435	\$554	\$451	\$455	\$427
		Associate	43	\$285	\$295	\$388	\$331	\$358	\$369
		Paralegal	24	\$144	\$173	\$213	\$181	\$176	\$179
	Non-Litigation	Partner	28	\$373	\$497	\$655	\$542	\$456	\$486
		Associate	16	\$360	\$390	\$401	\$388	\$369	\$351
Employment and Labor: Wrongful Termination	Litigation	Partner	54	\$415	\$524	\$654	\$582	\$486	\$449
		Associate	45	\$290	\$299	\$378	\$340	\$355	\$326
		Paralegal	42	\$150	\$180	\$254	\$210	\$194	\$183
	Non-Litigation	Partner	40	\$406	\$450	\$592	\$476	\$489	\$460
		Associate	28	\$295	\$312	\$365	\$321	\$321	\$333
		Paralegal	18	\$185	\$200	\$250	\$211	\$224	\$179
Environmental	Litigation	Partner	103	\$395	\$529	\$623	\$535	\$420	\$433
		Associate	54	\$305	\$350	\$424	\$360	\$279	\$274
		Paralegal	25	\$185	\$206	\$238	\$218	\$146	\$142
	Non-Litigation	Partner	125	\$411	\$530	\$650	\$564	\$651	\$575
		Associate	64	\$260	\$342	\$439	\$381	\$454	\$393
		Paralegal	34	\$220	\$225	\$285	\$248	\$240	\$216
Finance and Securities: Debt/Equity Offerings	Non-Litigation	Partner	171	\$687	\$944	\$1,209	\$946	\$918	\$874
		Associate	166	\$425	\$564	\$755	\$605	\$582	\$583
		Paralegal	46	\$243	\$262	\$350	\$281	\$285	\$282
Finance and Securities: Fiduciary Services	Litigation	Partner	75	\$514	\$675	\$855	\$709	\$712	\$803
		Associate	56	\$296	\$395	\$468	\$391	\$456	\$474
		Paralegal	35	\$173	\$200	\$244	\$208	\$231	\$243
	Non-Litigation	Partner	54	\$455	\$587	\$843	\$665	\$679	\$638
		Associate	24	\$268	\$328	\$482	\$407	\$360	\$402

## Section I: High-Level Data Cuts

### Detailed Practice Areas

By Matter Type

2019 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Finance and Securities: Investments and Other Financial Instruments	Litigation	Partner	68	\$804	\$905	\$1,125	\$943	\$970	\$950
		Associate	91	\$396	\$565	\$648	\$554	\$570	\$590
		Paralegal	61	\$170	\$213	\$285	\$216	\$174	\$278
	Non-Litigation	Partner	1168	\$730	\$928	\$1,195	\$959	\$957	\$952
		Associate	1332	\$466	\$641	\$810	\$652	\$645	\$635
		Paralegal	406	\$210	\$275	\$338	\$277	\$276	\$276
Finance and Securities: Loans and Financing	Litigation	Partner	117	\$334	\$463	\$607	\$539	\$526	\$613
		Associate	160	\$275	\$310	\$397	\$364	\$377	\$345
		Paralegal	75	\$145	\$208	\$242	\$205	\$194	\$185
	Non-Litigation	Partner	1154	\$525	\$810	\$1,175	\$862	\$828	\$803
		Associate	1103	\$415	\$576	\$808	\$606	\$585	\$567
		Paralegal	462	\$200	\$275	\$360	\$280	\$270	\$256
Finance and Securities: Other	Non-Litigation	Partner	55	\$611	\$1,115	\$1,249	\$951	\$807	\$799
		Associate	52	\$495	\$740	\$847	\$665	\$546	\$532
		Paralegal	19	\$122	\$240	\$318	\$241	\$206	\$209
Finance and Securities: SEC Filings and Financial Reporting	Litigation	Partner	22	\$759	\$975	\$1,045	\$932	\$838	\$882
		Associate	16	\$466	\$608	\$749	\$600	\$522	\$545
	Non-Litigation	Partner	110	\$653	\$1,058	\$1,284	\$1,014	\$884	\$859
		Associate	91	\$497	\$630	\$847	\$668	\$533	\$493
		Paralegal	35	\$250	\$325	\$435	\$335	\$286	\$237
Finance and Securities: Securities and Banking Regulations	Litigation	Partner	50	\$602	\$805	\$997	\$831	\$862	\$803
		Associate	59	\$401	\$482	\$637	\$508	\$539	\$508
		Paralegal	25	\$153	\$202	\$250	\$222	\$254	\$258
	Non-Litigation	Partner	56	\$715	\$1,020	\$1,330	\$1,011	\$912	\$936
		Associate	33	\$425	\$565	\$702	\$581	\$558	\$578
General Liability: Asbestos/Mesothelioma	Litigation	Partner	128	\$225	\$295	\$358	\$346	\$312	\$272
		Associate	134	\$175	\$225	\$251	\$247	\$245	\$225
		Paralegal	129	\$100	\$115	\$125	\$128	\$115	\$106
	Non-Litigation	Partner	24	\$225	\$293	\$336	\$352	\$346	\$353
		Associate	36	\$170	\$215	\$265	\$239	\$264	\$249
		Paralegal	42	\$100	\$115	\$145	\$137	\$142	\$128
General Liability: Auto and Transportation	Litigation	Partner	32	\$190	\$253	\$346	\$285	\$301	\$252
		Associate	22	\$166	\$200	\$240	\$217	\$210	\$201
		Paralegal	23	\$95	\$110	\$215	\$153	\$139	\$118

## Section I: High-Level Data Cuts

### Detailed Practice Areas

By Matter Type

2019 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
General Liability: Consumer Related Claims	Litigation	Partner	63	\$290	\$467	\$665	\$504	\$458	\$462
		Associate	58	\$245	\$327	\$472	\$364	\$338	\$322
		Paralegal	26	\$100	\$128	\$223	\$158	\$189	\$177
General Liability: Crime, Dishonesty and Fraud	Litigation	Partner	37	\$395	\$525	\$575	\$508	\$562	\$612
		Associate	33	\$320	\$350	\$405	\$372	\$425	\$437
		Paralegal	25	\$185	\$215	\$248	\$216	\$240	\$211
	Non-Litigation	Partner	16	\$594	\$761	\$833	\$701	\$703	\$601
General Liability: Other	Litigation	Partner	90	\$190	\$625	\$880	\$606	\$490	\$434
		Associate	128	\$199	\$477	\$568	\$448	\$333	\$281
	Non-Litigation	Partner	32	\$285	\$450	\$698	\$532	\$470	\$451
		Associate	23	\$265	\$350	\$548	\$417	\$292	\$306
		Paralegal	12	\$146	\$177	\$246	\$207	\$147	\$138
General Liability: Personal Injury/Wrongful Death	Litigation	Partner	293	\$185	\$225	\$386	\$325	\$277	\$260
		Associate	257	\$165	\$185	\$275	\$237	\$201	\$191
		Paralegal	240	\$90	\$100	\$116	\$117	\$106	\$102
General Liability: Premises	Litigation	Partner	74	\$263	\$353	\$500	\$400	\$401	\$329
		Associate	58	\$208	\$255	\$325	\$281	\$271	\$229
		Paralegal	55	\$115	\$154	\$190	\$155	\$152	\$125
General Liability: Product and Product Liability	Litigation	Partner	435	\$295	\$400	\$588	\$468	\$463	\$419
		Associate	389	\$225	\$285	\$380	\$326	\$313	\$289
		Paralegal	350	\$122	\$150	\$210	\$167	\$171	\$152
	Non-Litigation	Partner	58	\$210	\$250	\$375	\$311	\$360	\$371
		Associate	59	\$200	\$250	\$310	\$282	\$268	\$271
		Paralegal	30	\$95	\$110	\$162	\$140	\$136	\$159
General Liability: Property Damage	Litigation	Partner	50	\$383	\$548	\$635	\$544	\$512	\$472
		Associate	43	\$283	\$325	\$395	\$352	\$296	\$387
		Paralegal	20	\$136	\$185	\$225	\$196	\$212	\$204
General Liability: Toxic Tort	Litigation	Associate	27	\$225	\$252	\$425	\$355	\$363	\$286

## Detailed Practice Areas

By Matter Type

2019 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Government Relations	Non-Litigation	Partner	83	\$619	\$768	\$883	\$775	\$781	\$694
		Associate	72	\$392	\$497	\$629	\$538	\$573	\$453
		Paralegal	15	\$258	\$285	\$425	\$323	\$246	\$289
Insurance Defense: Asbestos/Mesothelioma	Litigation	Partner	27	\$160	\$160	\$168	\$182	\$238	\$239
		Paralegal	15	\$83	\$85	\$88	\$92	\$132	\$129
Insurance Defense: Auto and Transportation	Litigation	Partner	555	\$157	\$167	\$175	\$170	\$174	\$180
		Associate	510	\$140	\$150	\$160	\$150	\$152	\$154
		Paralegal	444	\$80	\$89	\$90	\$86	\$85	\$85
Insurance Defense: Errors and Omissions	Litigation	Partner	166	\$175	\$190	\$215	\$201	\$219	\$204
		Associate	89	\$150	\$165	\$185	\$167	\$182	\$177
Insurance Defense: Other	Litigation	Partner	632	\$165	\$175	\$200	\$201	\$211	\$214
		Associate	490	\$149	\$159	\$175	\$177	\$176	\$175
		Paralegal	380	\$80	\$90	\$95	\$95	\$98	\$94
Insurance Defense: Personal Injury/Wrongful Death	Litigation	Partner	272	\$150	\$175	\$200	\$188	\$197	\$195
		Associate	290	\$136	\$150	\$173	\$157	\$167	\$166
		Paralegal	177	\$75	\$85	\$85	\$84	\$89	\$88
Insurance Defense: Product and Product Liability	Litigation	Partner	188	\$170	\$185	\$208	\$198	\$303	\$278
		Associate	164	\$155	\$175	\$180	\$173	\$220	\$191
		Paralegal	98	\$80	\$95	\$100	\$95	\$105	\$100
Insurance Defense: Professional Liability	Litigation	Partner	341	\$180	\$200	\$250	\$234	\$228	\$227
		Associate	220	\$159	\$180	\$215	\$201	\$192	\$194
		Paralegal	131	\$80	\$90	\$113	\$104	\$96	\$97
Insurance Defense: Property Damage	Litigation	Partner	398	\$165	\$185	\$210	\$211	\$212	\$205
		Associate	382	\$150	\$167	\$180	\$178	\$174	\$171
		Paralegal	210	\$80	\$90	\$100	\$95	\$95	\$93
Insurance Defense: Toxic Tort	Litigation	Partner	19	\$168	\$204	\$240	\$218	\$264	\$234
Insurance Policies and Coverage: Policy Coverage Dispute	Litigation	Partner	16	\$315	\$510	\$536	\$479	\$396	\$294
Intellectual Property: Copyrights	Non-Litigation	Partner	11	\$673	\$703	\$872	\$767	\$734	\$695

## Section I: High-Level Data Cuts

### Detailed Practice Areas

By Matter Type

2019 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Intellectual Property: Licensing	Litigation	Partner	55	\$843	\$1,000	\$1,190	\$1,006	\$912	\$933
		Associate	67	\$603	\$780	\$875	\$734	\$641	\$651
	Non-Litigation	Partner	82	\$800	\$1,000	\$1,219	\$992	\$948	\$904
		Associate	180	\$564	\$675	\$840	\$672	\$595	\$593
Intellectual Property: Other	Litigation	Partner	65	\$575	\$672	\$930	\$744	\$632	\$560
		Associate	73	\$383	\$511	\$684	\$527	\$478	\$425
		Paralegal	55	\$212	\$264	\$314	\$266	\$225	\$204
	Non-Litigation	Partner	187	\$426	\$548	\$775	\$615	\$549	\$566
		Associate	169	\$276	\$370	\$512	\$405	\$357	\$349
		Paralegal	82	\$155	\$200	\$258	\$208	\$197	\$191
Intellectual Property: Patents	Litigation	Partner	455	\$556	\$775	\$970	\$769	\$763	\$728
		Associate	470	\$417	\$521	\$685	\$539	\$524	\$497
		Paralegal	274	\$200	\$260	\$325	\$265	\$251	\$245
	Non-Litigation	Partner	548	\$372	\$492	\$714	\$561	\$559	\$520
		Associate	568	\$270	\$327	\$459	\$385	\$375	\$359
		Paralegal	342	\$152	\$204	\$253	\$217	\$216	\$202
Intellectual Property: Trademarks	Litigation	Partner	26	\$461	\$601	\$673	\$586	\$582	\$622
		Associate	18	\$340	\$410	\$541	\$440	\$392	\$381
		Paralegal	18	\$211	\$249	\$264	\$239	\$222	\$205
	Non-Litigation	Partner	154	\$456	\$570	\$727	\$610	\$581	\$595
		Associate	130	\$300	\$366	\$490	\$397	\$385	\$381
		Paralegal	110	\$195	\$230	\$285	\$237	\$218	\$210
Miscellaneous: Billing or Administrative Matter	Non-Litigation	Partner	48	\$788	\$921	\$1,035	\$924	\$1,033	\$981
		Associate	47	\$503	\$602	\$707	\$595	\$647	\$726
Miscellaneous: General Advice & Counsel	Non-Litigation	Partner	100	\$600	\$808	\$1,096	\$867	\$741	\$629
		Associate	63	\$370	\$510	\$660	\$554	\$480	\$419
		Paralegal	33	\$290	\$430	\$430	\$358	\$252	\$200
Real Estate: Commercial	Non-Litigation	Partner	28	\$360	\$400	\$462	\$423	\$431	\$436
Real Estate: Construction/Development	Litigation	Partner	14	\$361	\$489	\$526	\$452	\$477	\$490
	Non-Litigation	Partner	20	\$414	\$529	\$703	\$552	\$513	\$556
Real Estate: Easement and Right of Way	Non-Litigation	Partner	17	\$350	\$415	\$655	\$492	\$399	\$398



## Detailed Practice Areas

By Matter Type

2019 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Real Estate: Land Use/Zoning/Restrictive Covenants	Litigation	Partner	16	\$521	\$603	\$668	\$590	\$592	\$510
		Associate	36	\$299	\$351	\$430	\$373	\$375	\$332
	Non-Litigation	Partner	64	\$425	\$524	\$704	\$587	\$571	\$515
		Paralegal	17	\$195	\$200	\$252	\$224	\$211	\$214
Real Estate: Landlord/Tenant Issues	Litigation	Partner	34	\$278	\$344	\$381	\$351	\$331	\$330
		Associate	35	\$242	\$275	\$298	\$279	\$251	\$243
		Paralegal	17	\$100	\$125	\$128	\$134	\$144	\$141
Real Estate: Leasing	Litigation	Partner	26	\$206	\$283	\$386	\$324	\$326	\$339
		Associate	21	\$185	\$235	\$295	\$256	\$215	\$255
	Non-Litigation	Partner	125	\$380	\$479	\$653	\$531	\$495	\$476
		Associate	102	\$288	\$350	\$488	\$394	\$331	\$319
		Paralegal	39	\$150	\$185	\$221	\$197	\$197	\$187
Real Estate: Other	Litigation	Partner	101	\$392	\$525	\$655	\$546	\$552	\$500
		Associate	72	\$284	\$350	\$486	\$418	\$372	\$343
		Paralegal	43	\$193	\$215	\$251	\$224	\$208	\$188
	Non-Litigation	Partner	166	\$366	\$469	\$550	\$513	\$483	\$485
		Associate	96	\$280	\$325	\$425	\$390	\$340	\$331
		Paralegal	39	\$166	\$185	\$252	\$210	\$201	\$201
Real Estate: Property/Land Acquisition or Divestiture	Litigation	Partner	46	\$190	\$200	\$235	\$233	\$214	\$200
		Associate	86	\$300	\$383	\$491	\$420	\$421	\$348
	Non-Litigation	Partner	152	\$475	\$588	\$754	\$645	\$560	\$547
		Paralegal	42	\$178	\$234	\$290	\$234	\$217	\$203
Real Estate: Titles	Litigation	Partner	454	\$250	\$300	\$360	\$317	\$306	\$299
		Associate	323	\$200	\$240	\$280	\$247	\$232	\$227
		Paralegal	232	\$115	\$135	\$160	\$144	\$131	\$126
	Non-Litigation	Partner	916	\$250	\$295	\$350	\$318	\$312	\$305
		Associate	715	\$200	\$235	\$275	\$252	\$241	\$239
		Paralegal	480	\$100	\$125	\$160	\$138	\$134	\$133
Requests for Information: Subpoena	Litigation	Partner	135	\$437	\$640	\$816	\$662	\$632	\$573
		Associate	132	\$321	\$439	\$570	\$462	\$451	\$388
		Paralegal	106	\$142	\$220	\$295	\$225	\$207	\$228
	Non-Litigation	Partner	21	\$500	\$600	\$802	\$699	\$578	\$590
		Associate	18	\$276	\$368	\$545	\$428	\$369	\$481

# Section I: High-Level Data Cuts

## Cities

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Akron OH	Partner	12	\$260	\$270	\$340	\$306	\$289	\$327
Albany NY	Partner	48	\$265	\$310	\$350	\$325	\$312	\$303
	Associate	32	\$220	\$233	\$250	\$239	\$237	\$217
Albuquerque NM	Partner	19	\$210	\$315	\$325	\$282	\$279	\$277
Atlanta GA	Partner	418	\$375	\$554	\$725	\$575	\$552	\$535
	Associate	444	\$275	\$348	\$491	\$383	\$379	\$349
Atlantic City NJ	Partner	12	\$280	\$295	\$425	\$358	\$376	\$356
Austin TX	Partner	97	\$372	\$460	\$651	\$514	\$513	\$472
	Associate	91	\$265	\$335	\$480	\$376	\$336	\$318
Baltimore MD	Partner	195	\$438	\$625	\$776	\$619	\$585	\$555
	Associate	240	\$325	\$405	\$540	\$435	\$417	\$408
Baton Rouge LA	Partner	22	\$290	\$355	\$400	\$348	\$345	\$278
	Associate	12	\$163	\$215	\$265	\$216	\$226	\$193
Birmingham AL	Partner	134	\$315	\$370	\$450	\$383	\$369	\$357
	Associate	114	\$253	\$285	\$323	\$291	\$261	\$243
Boise City ID	Partner	17	\$225	\$270	\$305	\$286	\$282	\$296
	Associate	15	\$167	\$185	\$252	\$237	\$201	\$202
Boston MA	Partner	371	\$410	\$650	\$833	\$645	\$648	\$656
	Associate	423	\$325	\$425	\$587	\$458	\$460	\$475
Bridgeport CT	Partner	28	\$319	\$433	\$502	\$424	\$419	\$406
	Associate	24	\$200	\$265	\$295	\$263	\$262	\$276
Buffalo NY	Partner	69	\$340	\$340	\$350	\$348	\$331	\$314
	Associate	44	\$237	\$250	\$265	\$246	\$242	\$227
Burlington VT	Partner	12	\$214	\$269	\$376	\$293	\$258	\$267
Charleston SC	Partner	18	\$284	\$329	\$430	\$364	\$343	\$325
	Associate	17	\$200	\$224	\$248	\$233	\$261	\$228
Charleston WV	Partner	35	\$246	\$281	\$328	\$295	\$277	\$272
	Associate	14	\$175	\$187	\$212	\$196	\$195	\$169
Charlotte NC	Partner	120	\$427	\$585	\$790	\$619	\$596	\$549
	Associate	110	\$293	\$375	\$438	\$393	\$370	\$358
Chicago IL	Partner	1039	\$574	\$770	\$980	\$783	\$736	\$701
	Associate	1110	\$371	\$487	\$635	\$509	\$470	\$439
Cincinnati OH	Partner	69	\$365	\$425	\$515	\$445	\$439	\$413
	Associate	69	\$232	\$257	\$295	\$271	\$259	\$249

## Cities

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Cleveland OH	Partner	255	\$365	\$450	\$573	\$492	\$503	\$477
	Associate	244	\$230	\$290	\$350	\$300	\$305	\$283
Columbia SC	Partner	42	\$305	\$375	\$435	\$378	\$392	\$375
	Associate	36	\$200	\$250	\$280	\$254	\$246	\$245
Columbus OH	Partner	67	\$387	\$473	\$590	\$482	\$461	\$423
	Associate	42	\$235	\$250	\$320	\$277	\$307	\$288
Dallas TX	Partner	259	\$364	\$525	\$850	\$607	\$601	\$602
	Associate	334	\$310	\$450	\$625	\$475	\$469	\$452
Dayton OH	Partner	21	\$350	\$375	\$450	\$405	\$405	\$424
Denver CO	Partner	181	\$385	\$465	\$544	\$488	\$476	\$452
	Associate	149	\$265	\$300	\$360	\$318	\$313	\$300
Des Moines IA	Partner	18	\$298	\$555	\$610	\$483	\$476	\$369
	Associate	12	\$313	\$395	\$430	\$372	\$304	\$243
Detroit MI	Partner	145	\$300	\$360	\$444	\$362	\$351	\$361
	Associate	98	\$209	\$250	\$296	\$260	\$242	\$252
Fresno CA	Partner	15	\$295	\$350	\$408	\$356	\$334	\$322
Grand Rapids MI	Partner	21	\$350	\$372	\$430	\$380	\$394	\$408
Greenville SC	Partner	35	\$380	\$435	\$475	\$439	\$406	\$389
	Associate	28	\$275	\$300	\$360	\$321	\$283	\$267
Harrisburg PA	Partner	13	\$303	\$395	\$510	\$408	\$397	\$342
Hartford CT	Partner	65	\$365	\$475	\$580	\$506	\$477	\$446
	Associate	40	\$246	\$297	\$318	\$286	\$265	\$268
Honolulu HI	Partner	33	\$271	\$300	\$400	\$342	\$349	\$328
	Associate	21	\$179	\$200	\$208	\$204	\$187	\$183
Houston TX	Partner	205	\$450	\$655	\$886	\$681	\$648	\$626
	Associate	249	\$275	\$350	\$455	\$371	\$354	\$351
Indianapolis IN	Partner	105	\$350	\$412	\$505	\$428	\$417	\$393
	Associate	67	\$195	\$250	\$311	\$262	\$267	\$256
Jackson MS	Partner	82	\$300	\$336	\$384	\$345	\$347	\$342
	Associate	64	\$175	\$225	\$251	\$198	\$215	\$176
Jacksonville FL	Partner	26	\$295	\$333	\$400	\$357	\$325	\$323
	Associate	15	\$145	\$240	\$404	\$285	\$273	\$256
Kansas City MO	Partner	168	\$366	\$440	\$546	\$455	\$443	\$420
	Associate	177	\$262	\$290	\$326	\$292	\$276	\$265

# Section I: High-Level Data Cuts

## Cities

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Knoxville TN	Partner	15	\$230	\$250	\$335	\$318	\$256	\$263
	Associate	12	\$185	\$200	\$224	\$204	\$210	\$210
Lafayette LA	Partner	14	\$150	\$150	\$205	\$184	\$195	\$217
Las Vegas NV	Partner	42	\$300	\$400	\$575	\$438	\$444	\$410
	Associate	45	\$250	\$278	\$324	\$281	\$279	\$264
Lexington KY	Partner	15	\$295	\$325	\$371	\$333	\$319	\$313
Little Rock AR	Partner	24	\$215	\$238	\$261	\$261	\$281	\$263
Los Angeles CA	Partner	902	\$482	\$740	\$1,015	\$767	\$730	\$704
	Associate	1311	\$395	\$576	\$770	\$591	\$559	\$540
Louisville KY	Partner	21	\$322	\$350	\$418	\$369	\$331	\$356
	Associate	22	\$190	\$210	\$245	\$214	\$215	\$207
Madison WI	Partner	23	\$374	\$418	\$525	\$432	\$394	\$383
Memphis TN	Partner	36	\$275	\$330	\$414	\$340	\$342	\$347
	Associate	23	\$212	\$225	\$245	\$226	\$232	\$225
Miami FL	Partner	240	\$325	\$500	\$684	\$514	\$489	\$443
	Associate	171	\$255	\$330	\$473	\$373	\$335	\$304
Milwaukee WI	Partner	77	\$304	\$386	\$470	\$416	\$390	\$371
	Associate	54	\$238	\$277	\$314	\$282	\$265	\$264
Minneapolis MN	Partner	268	\$380	\$529	\$675	\$530	\$490	\$446
	Associate	224	\$295	\$370	\$439	\$374	\$362	\$328
Nashville TN	Partner	90	\$360	\$430	\$473	\$419	\$405	\$408
	Associate	91	\$225	\$257	\$288	\$262	\$244	\$247
New Haven CT	Partner	23	\$385	\$450	\$519	\$445	\$396	\$390
	Associate	24	\$230	\$290	\$335	\$290	\$276	\$282
New Orleans LA	Partner	105	\$285	\$347	\$425	\$358	\$347	\$296
	Associate	103	\$220	\$238	\$315	\$268	\$246	\$210
New York NY	Partner	2384	\$602	\$975	\$1,284	\$962	\$931	\$887
	Associate	3382	\$425	\$615	\$847	\$638	\$613	\$585
Oklahoma City OK	Partner	31	\$200	\$340	\$360	\$316	\$292	\$283
	Associate	18	\$165	\$203	\$239	\$221	\$209	\$196
Omaha NE	Partner	44	\$310	\$375	\$404	\$355	\$355	\$330
	Associate	20	\$186	\$249	\$255	\$236	\$215	\$208
Orlando FL	Partner	99	\$385	\$450	\$513	\$461	\$466	\$454
	Associate	90	\$230	\$276	\$335	\$284	\$270	\$282

# Section I: High-Level Data Cuts

## Cities

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Philadelphia PA	Partner	826	\$495	\$626	\$801	\$653	\$626	\$609
	Associate	853	\$309	\$380	\$475	\$403	\$379	\$367
Phoenix AZ	Partner	112	\$305	\$365	\$480	\$397	\$384	\$372
	Associate	68	\$200	\$261	\$298	\$270	\$272	\$265
Pittsburgh PA	Partner	181	\$385	\$533	\$690	\$547	\$485	\$468
	Associate	215	\$265	\$350	\$425	\$354	\$342	\$313
Portland ME	Partner	46	\$260	\$390	\$463	\$406	\$389	\$347
	Associate	21	\$184	\$225	\$280	\$234	\$231	\$224
Portland OR	Partner	125	\$365	\$436	\$550	\$458	\$428	\$423
	Associate	135	\$293	\$342	\$405	\$344	\$339	\$310
Providence RI	Partner	21	\$185	\$300	\$450	\$345	\$392	\$394
	Associate	19	\$159	\$250	\$278	\$239	\$224	\$226
Raleigh NC	Partner	54	\$311	\$425	\$483	\$422	\$404	\$387
	Associate	30	\$270	\$315	\$370	\$316	\$282	\$253
Richmond VA	Partner	104	\$510	\$610	\$727	\$609	\$577	\$516
	Associate	135	\$326	\$410	\$465	\$395	\$356	\$339
Rochester NY	Partner	24	\$263	\$347	\$410	\$354	\$329	\$315
	Associate	21	\$204	\$255	\$333	\$272	\$243	\$212
Sacramento CA	Partner	17	\$325	\$395	\$441	\$448	\$481	\$452
	Associate	14	\$313	\$335	\$353	\$324	\$321	\$332
Salt Lake City UT	Partner	54	\$283	\$400	\$432	\$379	\$378	\$359
	Associate	27	\$200	\$210	\$245	\$224	\$212	\$223
San Diego CA	Partner	131	\$264	\$410	\$966	\$583	\$560	\$512
	Associate	122	\$180	\$225	\$355	\$298	\$312	\$312
San Francisco CA	Partner	455	\$465	\$660	\$930	\$706	\$707	\$674
	Associate	360	\$320	\$415	\$590	\$476	\$457	\$451
San Jose CA	Partner	143	\$600	\$825	\$995	\$828	\$774	\$782
	Associate	108	\$350	\$500	\$654	\$534	\$521	\$503
San Juan PR	Partner	23	\$205	\$225	\$268	\$239	\$226	\$231
Savannah GA	Partner	14	\$289	\$325	\$353	\$317	\$309	\$301
Seattle WA	Partner	257	\$400	\$500	\$646	\$528	\$540	\$496
	Associate	200	\$298	\$382	\$470	\$394	\$402	\$338
St. Louis MO	Partner	145	\$317	\$408	\$516	\$420	\$377	\$353
	Associate	57	\$200	\$239	\$276	\$244	\$228	\$214

# Section I: High-Level Data Cuts

## Cities

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Syracuse NY	Partner	18	\$240	\$262	\$300	\$280	\$286	\$288
	Associate	12	\$174	\$207	\$250	\$222	\$195	\$185
Tallahassee FL	Partner	21	\$310	\$433	\$510	\$438	\$398	\$369
Tampa FL	Partner	90	\$307	\$400	\$539	\$432	\$397	\$395
	Associate	50	\$240	\$280	\$323	\$285	\$261	\$265
Toledo OH	Partner	17	\$326	\$380	\$475	\$387	\$324	\$291
Trenton NJ	Partner	36	\$450	\$520	\$625	\$526	\$492	\$512
	Associate	23	\$210	\$325	\$393	\$328	\$351	\$366
Tulsa OK	Partner	19	\$236	\$256	\$311	\$275	\$258	\$271
Virginia Beach VA	Partner	14	\$333	\$420	\$474	\$394	\$349	\$397
Washington DC	Partner	1772	\$650	\$805	\$976	\$832	\$812	\$779
	Associate	1557	\$407	\$522	\$635	\$538	\$528	\$501
Wheeling WV	Partner	32	\$680	\$796	\$890	\$771	\$782	\$756
	Associate	60	\$323	\$528	\$580	\$481	\$531	\$468

## Cities

By Matter Type

2019 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Albany NY	Litigation	Partner	16	\$285	\$330	\$388	\$370	\$322	\$304
	Non-Litigation	Partner	38	\$265	\$300	\$341	\$311	\$307	\$303
		Associate	27	\$220	\$230	\$235	\$238	\$226	\$217
Albuquerque NM	Litigation	Partner	12	\$183	\$313	\$318	\$259	\$269	\$253
Atlanta GA	Litigation	Partner	207	\$350	\$469	\$670	\$525	\$525	\$502
		Associate	240	\$267	\$290	\$445	\$354	\$347	\$312
	Non-Litigation	Partner	275	\$430	\$595	\$750	\$615	\$576	\$565
		Associate	255	\$300	\$390	\$529	\$412	\$410	\$386
Atlantic City NJ	Non-Litigation	Partner	11	\$280	\$295	\$295	\$351	\$379	\$359
Austin TX	Litigation	Partner	36	\$376	\$480	\$800	\$560	\$546	\$484
		Associate	24	\$350	\$480	\$540	\$457	\$361	\$341
	Non-Litigation	Partner	75	\$372	\$428	\$558	\$494	\$497	\$468
		Associate	72	\$248	\$317	\$420	\$349	\$327	\$309
Baltimore MD	Litigation	Partner	106	\$397	\$625	\$750	\$593	\$540	\$503
		Associate	148	\$323	\$390	\$502	\$413	\$411	\$384
	Non-Litigation	Partner	112	\$450	\$639	\$794	\$643	\$628	\$602
		Associate	122	\$326	\$423	\$610	\$468	\$430	\$442
Baton Rouge LA	Litigation	Partner	15	\$287	\$310	\$378	\$340	\$303	\$259
	Non-Litigation	Partner	11	\$295	\$370	\$441	\$357	\$381	\$312
Birmingham AL	Litigation	Partner	71	\$296	\$325	\$425	\$355	\$343	\$321
		Associate	70	\$270	\$279	\$324	\$292	\$256	\$226
	Non-Litigation	Partner	78	\$330	\$420	\$470	\$413	\$409	\$410
		Associate	61	\$245	\$290	\$320	\$290	\$270	\$265
Boise City ID	Non-Litigation	Partner	11	\$245	\$260	\$274	\$290	\$289	\$278
		Associate	14	\$167	\$215	\$320	\$250	\$178	\$181
Boston MA	Litigation	Partner	144	\$300	\$560	\$734	\$554	\$552	\$530
		Associate	153	\$255	\$380	\$486	\$386	\$392	\$379
	Non-Litigation	Partner	273	\$455	\$685	\$870	\$692	\$700	\$726
		Associate	306	\$361	\$465	\$614	\$495	\$491	\$526
Bridgeport CT	Litigation	Partner	15	\$374	\$484	\$546	\$466	\$450	\$436
	Non-Litigation	Partner	18	\$268	\$365	\$448	\$382	\$387	\$389
		Associate	17	\$150	\$258	\$295	\$243	\$238	\$271

## Cities

By Matter Type

2019 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Buffalo NY	Litigation	Partner	42	\$340	\$340	\$350	\$342	\$319	\$302
		Associate	32	\$245	\$253	\$265	\$247	\$244	\$228
	Non-Litigation	Partner	42	\$340	\$340	\$340	\$356	\$352	\$334
		Associate	18	\$217	\$248	\$265	\$245	\$238	\$224
Charleston SC	Non-Litigation	Partner	12	\$323	\$400	\$481	\$407	\$372	\$326
Charleston WV	Litigation	Partner	23	\$225	\$279	\$310	\$268	\$261	\$257
		Associate	11	\$175	\$180	\$208	\$185	\$182	\$170
	Non-Litigation	Partner	16	\$290	\$326	\$400	\$356	\$315	\$324
Charlotte NC	Litigation	Partner	42	\$373	\$495	\$648	\$535	\$510	\$519
		Associate	22	\$311	\$372	\$407	\$357	\$337	\$317
	Non-Litigation	Partner	93	\$478	\$600	\$823	\$658	\$631	\$573
		Associate	93	\$289	\$379	\$460	\$405	\$386	\$385
Chicago IL	Litigation	Partner	390	\$459	\$665	\$892	\$695	\$647	\$622
		Associate	415	\$285	\$431	\$600	\$466	\$428	\$387
	Non-Litigation	Partner	796	\$607	\$806	\$1,000	\$821	\$779	\$745
		Associate	801	\$395	\$510	\$639	\$530	\$494	\$474
Cincinnati OH	Litigation	Partner	33	\$391	\$475	\$561	\$468	\$436	\$413
		Associate	33	\$234	\$263	\$298	\$275	\$251	\$244
	Non-Litigation	Partner	46	\$359	\$410	\$485	\$430	\$440	\$413
		Associate	43	\$230	\$255	\$290	\$268	\$265	\$257
Cleveland OH	Litigation	Partner	103	\$365	\$475	\$608	\$512	\$490	\$463
		Associate	92	\$229	\$268	\$347	\$296	\$307	\$273
	Non-Litigation	Partner	206	\$365	\$434	\$549	\$483	\$508	\$483
		Associate	197	\$230	\$290	\$350	\$302	\$305	\$287
Columbia SC	Litigation	Partner	24	\$295	\$360	\$428	\$358	\$375	\$356
		Associate	18	\$225	\$265	\$275	\$260	\$241	\$242
	Non-Litigation	Partner	28	\$331	\$395	\$450	\$392	\$411	\$390
		Associate	23	\$200	\$240	\$295	\$248	\$252	\$250
Columbus OH	Litigation	Partner	22	\$410	\$515	\$590	\$494	\$449	\$385
		Associate	17	\$235	\$245	\$320	\$276	\$288	\$288
	Non-Litigation	Partner	53	\$373	\$470	\$554	\$475	\$466	\$443
		Associate	31	\$235	\$255	\$315	\$278	\$317	\$288



**Cities**

By Matter Type

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Dallas TX	Litigation	Partner	96	\$274	\$420	\$573	\$470	\$492	\$486
		Associate	99	\$225	\$377	\$524	\$402	\$399	\$375
	Non-Litigation	Partner	192	\$450	\$640	\$919	\$698	\$677	\$685
		Associate	259	\$348	\$492	\$634	\$508	\$505	\$492
Dayton OH	Litigation	Partner	11	\$365	\$438	\$509	\$466	\$575	\$516
	Non-Litigation	Partner	16	\$320	\$375	\$417	\$365	\$375	\$366
Denver CO	Litigation	Partner	69	\$375	\$450	\$510	\$456	\$449	\$412
		Associate	66	\$265	\$300	\$365	\$324	\$315	\$296
	Non-Litigation	Partner	138	\$390	\$475	\$565	\$504	\$488	\$477
		Associate	104	\$270	\$300	\$360	\$315	\$311	\$303
Des Moines IA	Non-Litigation	Partner	12	\$283	\$458	\$610	\$458	\$464	\$377
Detroit MI	Litigation	Partner	62	\$297	\$360	\$430	\$351	\$325	\$327
		Associate	43	\$212	\$250	\$301	\$266	\$230	\$227
	Non-Litigation	Partner	98	\$300	\$361	\$450	\$369	\$369	\$387
		Associate	63	\$205	\$250	\$285	\$255	\$256	\$275
Grand Rapids MI	Litigation	Partner	12	\$365	\$378	\$431	\$394	\$392	\$353
	Non-Litigation	Partner	11	\$293	\$350	\$390	\$360	\$395	\$424
Greenville SC	Litigation	Partner	15	\$389	\$455	\$475	\$442	\$433	\$348
	Non-Litigation	Partner	25	\$375	\$425	\$483	\$437	\$399	\$399
		Associate	19	\$250	\$295	\$351	\$316	\$273	\$266
Hartford CT	Litigation	Partner	36	\$308	\$465	\$535	\$464	\$451	\$412
		Associate	24	\$254	\$300	\$325	\$297	\$267	\$244
	Non-Litigation	Partner	42	\$410	\$500	\$625	\$542	\$491	\$470
		Associate	21	\$226	\$250	\$313	\$272	\$262	\$285
Honolulu HI	Litigation	Partner	19	\$275	\$337	\$425	\$363	\$366	\$346
		Associate	11	\$178	\$200	\$250	\$212	\$185	\$180
	Non-Litigation	Partner	22	\$266	\$295	\$350	\$320	\$330	\$311
Houston TX	Litigation	Partner	91	\$430	\$603	\$765	\$610	\$549	\$493
		Associate	104	\$348	\$350	\$430	\$376	\$363	\$331
	Non-Litigation	Partner	144	\$469	\$744	\$940	\$728	\$712	\$725
		Associate	168	\$230	\$325	\$475	\$368	\$346	\$360

**Cities**

By Matter Type

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Indianapolis IN	Litigation	Partner	49	\$306	\$420	\$555	\$420	\$417	\$375
		Associate	33	\$166	\$240	\$320	\$255	\$268	\$258
	Non-Litigation	Partner	67	\$357	\$410	\$502	\$434	\$417	\$406
		Associate	42	\$205	\$250	\$295	\$267	\$267	\$255
Jackson MS	Litigation	Partner	59	\$317	\$345	\$383	\$344	\$342	\$337
		Associate	55	\$105	\$225	\$250	\$188	\$212	\$171
	Non-Litigation	Partner	29	\$295	\$325	\$381	\$347	\$356	\$354
		Associate	12	\$214	\$230	\$255	\$239	\$228	\$194
Jacksonville FL	Litigation	Partner	11	\$240	\$300	\$336	\$320	\$315	\$311
		Associate	11	\$145	\$225	\$349	\$253	\$262	\$242
	Non-Litigation	Partner	15	\$318	\$358	\$413	\$389	\$349	\$344
Kansas City MO	Litigation	Partner	94	\$356	\$446	\$554	\$461	\$438	\$404
		Associate	95	\$272	\$300	\$340	\$302	\$280	\$260
	Non-Litigation	Partner	96	\$377	\$428	\$514	\$450	\$450	\$436
		Associate	105	\$250	\$275	\$314	\$280	\$270	\$271
Lafayette LA	Litigation	Partner	14	\$150	\$150	\$150	\$170	\$180	\$208
Las Vegas NV	Litigation	Partner	28	\$250	\$388	\$530	\$418	\$354	\$351
		Associate	24	\$247	\$267	\$324	\$287	\$257	\$254
	Non-Litigation	Partner	28	\$355	\$438	\$565	\$459	\$506	\$464
		Associate	29	\$250	\$282	\$320	\$276	\$296	\$273
Lexington KY	Non-Litigation	Partner	11	\$298	\$312	\$374	\$331	\$351	\$343
Little Rock AR	Non-Litigation	Partner	20	\$215	\$247	\$300	\$274	\$259	\$258
Los Angeles CA	Litigation	Partner	425	\$412	\$650	\$935	\$685	\$662	\$642
		Associate	553	\$330	\$533	\$713	\$537	\$504	\$479
	Non-Litigation	Partner	615	\$562	\$799	\$1,045	\$826	\$786	\$758
		Associate	881	\$425	\$610	\$790	\$625	\$597	\$588
Louisville KY	Litigation	Partner	17	\$301	\$343	\$406	\$353	\$327	\$346
		Associate	20	\$178	\$210	\$248	\$214	\$219	\$205
Madison WI	Non-Litigation	Partner	20	\$365	\$410	\$506	\$419	\$385	\$396
Memphis TN	Litigation	Partner	19	\$284	\$365	\$425	\$350	\$341	\$346
	Non-Litigation	Partner	24	\$275	\$320	\$365	\$326	\$342	\$350
		Associate	19	\$214	\$225	\$238	\$226	\$238	\$231

## Cities

By Matter Type

2019 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Miami FL	Litigation	Partner	129	\$265	\$425	\$622	\$450	\$437	\$383
		Associate	92	\$240	\$294	\$421	\$339	\$311	\$282
	Non-Litigation	Partner	139	\$395	\$595	\$750	\$581	\$551	\$529
		Associate	92	\$291	\$380	\$489	\$407	\$368	\$346
Milwaukee WI	Litigation	Partner	29	\$304	\$375	\$420	\$388	\$344	\$326
		Associate	23	\$203	\$260	\$333	\$271	\$238	\$242
	Non-Litigation	Partner	53	\$305	\$400	\$480	\$433	\$427	\$405
		Associate	36	\$250	\$280	\$310	\$288	\$282	\$281
Minneapolis MN	Litigation	Partner	113	\$350	\$400	\$605	\$478	\$452	\$417
		Associate	92	\$295	\$370	\$403	\$357	\$333	\$279
	Non-Litigation	Partner	183	\$409	\$576	\$696	\$559	\$525	\$474
		Associate	143	\$295	\$370	\$468	\$385	\$388	\$370
Nashville TN	Litigation	Partner	34	\$295	\$375	\$450	\$377	\$375	\$386
		Associate	22	\$200	\$210	\$219	\$212	\$236	\$244
	Non-Litigation	Partner	65	\$379	\$438	\$479	\$435	\$418	\$417
		Associate	74	\$230	\$279	\$290	\$272	\$247	\$249
New Haven CT	Litigation	Partner	13	\$385	\$443	\$504	\$435	\$405	\$389
		Associate	16	\$224	\$270	\$294	\$269	\$265	\$248
	Non-Litigation	Partner	14	\$373	\$468	\$550	\$454	\$391	\$390
		Associate	11	\$290	\$325	\$345	\$312	\$285	\$293
New Orleans LA	Litigation	Partner	67	\$285	\$325	\$395	\$340	\$332	\$275
		Associate	71	\$225	\$238	\$325	\$273	\$253	\$207
	Non-Litigation	Partner	52	\$280	\$370	\$500	\$385	\$372	\$352
		Associate	44	\$220	\$235	\$300	\$259	\$231	\$220
New York NY	Litigation	Partner	909	\$475	\$700	\$1,020	\$757	\$746	\$686
		Associate	1088	\$315	\$459	\$665	\$511	\$493	\$465
	Non-Litigation	Partner	1773	\$735	\$1,100	\$1,350	\$1,055	\$1,016	\$980
		Associate	2588	\$486	\$675	\$855	\$686	\$660	\$633
Oklahoma City OK	Litigation	Partner	17	\$200	\$225	\$350	\$285	\$278	\$264
	Non-Litigation	Partner	18	\$295	\$350	\$369	\$348	\$306	\$304
Omaha NE	Litigation	Partner	13	\$310	\$395	\$395	\$349	\$368	\$296
	Non-Litigation	Partner	38	\$310	\$375	\$415	\$357	\$351	\$344
		Associate	16	\$185	\$248	\$255	\$236	\$213	\$210

**Cities**

By Matter Type

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Orlando FL	Litigation	Partner	36	\$405	\$450	\$510	\$454	\$423	\$392
		Associate	56	\$220	\$273	\$328	\$270	\$248	\$253
	Non-Litigation	Partner	78	\$378	\$431	\$540	\$466	\$500	\$496
		Associate	47	\$234	\$278	\$353	\$300	\$301	\$323
Philadelphia PA	Litigation	Partner	419	\$450	\$600	\$765	\$613	\$586	\$553
		Associate	454	\$300	\$369	\$465	\$387	\$363	\$348
	Non-Litigation	Partner	556	\$516	\$655	\$825	\$683	\$667	\$666
		Associate	496	\$320	\$383	\$480	\$418	\$399	\$391
Phoenix AZ	Litigation	Partner	43	\$256	\$368	\$530	\$415	\$383	\$370
		Associate	24	\$180	\$223	\$298	\$266	\$262	\$269
	Non-Litigation	Partner	83	\$318	\$365	\$474	\$388	\$385	\$372
		Associate	49	\$223	\$270	\$296	\$271	\$277	\$263
Pittsburgh PA	Litigation	Partner	70	\$360	\$518	\$678	\$526	\$437	\$425
		Associate	105	\$249	\$326	\$395	\$330	\$326	\$291
	Non-Litigation	Partner	137	\$400	\$551	\$715	\$557	\$516	\$495
		Associate	133	\$293	\$360	\$441	\$374	\$357	\$334
Portland ME	Litigation	Partner	13	\$308	\$393	\$480	\$419	\$401	\$344
	Non-Litigation	Partner	40	\$245	\$390	\$454	\$402	\$387	\$349
		Associate	17	\$180	\$200	\$280	\$228	\$234	\$233
Portland OR	Litigation	Partner	57	\$339	\$380	\$481	\$416	\$404	\$401
		Associate	63	\$280	\$335	\$391	\$334	\$330	\$287
	Non-Litigation	Partner	89	\$400	\$486	\$594	\$481	\$444	\$438
		Associate	104	\$295	\$352	\$419	\$349	\$342	\$319
Providence RI	Non-Litigation	Partner	15	\$185	\$440	\$485	\$408	\$456	\$464
		Associate	13	\$250	\$250	\$280	\$265	\$242	\$232
Raleigh NC	Litigation	Partner	15	\$275	\$362	\$481	\$391	\$391	\$347
		Associate	11	\$234	\$308	\$406	\$317	\$265	\$245
	Non-Litigation	Partner	43	\$335	\$425	\$483	\$433	\$410	\$409
		Associate	22	\$283	\$320	\$370	\$316	\$295	\$260
Richmond VA	Litigation	Partner	45	\$488	\$582	\$679	\$561	\$506	\$423
		Associate	61	\$250	\$353	\$451	\$356	\$319	\$312
	Non-Litigation	Partner	73	\$522	\$665	\$767	\$643	\$626	\$598
		Associate	83	\$351	\$417	\$471	\$421	\$384	\$363

**Cities**

By Matter Type

2019 -- Real Rates for Partners and Associates							Trend Analysis (Mean)		
City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Rochester NY	Litigation	Partner	16	\$253	\$345	\$380	\$341	\$342	\$318
	Non-Litigation	Partner	11	\$295	\$356	\$430	\$374	\$318	\$312
		Associate	14	\$208	\$260	\$348	\$281	\$256	\$229
Sacramento CA	Non-Litigation	Partner	12	\$300	\$382	\$493	\$472	\$550	\$488
Salt Lake City UT	Litigation	Partner	22	\$246	\$395	\$442	\$373	\$359	\$364
		Associate	12	\$195	\$235	\$245	\$222	\$190	\$262
	Non-Litigation	Partner	38	\$285	\$400	\$419	\$383	\$393	\$355
		Associate	16	\$200	\$210	\$238	\$226	\$216	\$214
San Diego CA	Litigation	Partner	64	\$200	\$370	\$605	\$468	\$494	\$458
		Associate	75	\$170	\$225	\$295	\$269	\$292	\$298
	Non-Litigation	Partner	94	\$320	\$650	\$1,028	\$674	\$625	\$571
		Associate	67	\$195	\$250	\$475	\$335	\$341	\$328
San Francisco CA	Litigation	Partner	201	\$395	\$641	\$943	\$681	\$656	\$633
		Associate	153	\$300	\$396	\$558	\$450	\$443	\$432
	Non-Litigation	Partner	320	\$496	\$675	\$926	\$721	\$743	\$705
		Associate	233	\$336	\$425	\$625	\$493	\$470	\$471
San Jose CA	Litigation	Partner	57	\$589	\$762	\$978	\$784	\$732	\$762
		Associate	35	\$349	\$380	\$559	\$466	\$444	\$491
	Non-Litigation	Partner	104	\$608	\$850	\$1,035	\$852	\$793	\$791
		Associate	80	\$375	\$500	\$695	\$561	\$545	\$506
San Juan PR	Litigation	Partner	11	\$196	\$215	\$225	\$215	\$212	\$213
	Non-Litigation	Partner	15	\$223	\$255	\$280	\$264	\$241	\$245
Seattle WA	Litigation	Partner	83	\$400	\$463	\$588	\$500	\$512	\$483
		Associate	88	\$299	\$415	\$470	\$405	\$409	\$331
	Non-Litigation	Partner	206	\$400	\$520	\$655	\$539	\$550	\$501
		Associate	142	\$298	\$367	\$470	\$386	\$398	\$341
St. Louis MO	Litigation	Partner	72	\$250	\$356	\$448	\$381	\$368	\$323
		Associate	40	\$190	\$225	\$250	\$230	\$217	\$206
	Non-Litigation	Partner	88	\$340	\$436	\$548	\$453	\$387	\$392
		Associate	24	\$224	\$265	\$299	\$266	\$243	\$228
Syracuse NY	Non-Litigation	Partner	12	\$264	\$295	\$359	\$310	\$311	\$307
Tallahassee FL	Non-Litigation	Partner	18	\$378	\$450	\$563	\$467	\$418	\$376

## Cities

By Matter Type

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Tampa FL	Litigation	Partner	54	\$286	\$395	\$540	\$428	\$390	\$363
		Associate	28	\$234	\$280	\$319	\$267	\$245	\$244
	Non-Litigation	Partner	49	\$310	\$413	\$538	\$438	\$405	\$431
		Associate	27	\$258	\$283	\$320	\$303	\$279	\$286
Toledo OH	Non-Litigation	Partner	15	\$337	\$380	\$475	\$392	\$342	\$294
Trenton NJ	Litigation	Partner	22	\$473	\$520	\$625	\$525	\$474	\$513
	Non-Litigation	Partner	25	\$445	\$510	\$625	\$527	\$510	\$511
		Associate	16	\$280	\$333	\$450	\$362	\$392	\$396
Tulsa OK	Litigation	Partner	12	\$242	\$255	\$281	\$263	\$264	\$274
Washington DC	Litigation	Partner	704	\$675	\$805	\$965	\$830	\$803	\$781
		Associate	626	\$425	\$525	\$620	\$526	\$531	\$515
	Non-Litigation	Partner	1403	\$641	\$810	\$982	\$832	\$815	\$778
		Associate	1145	\$400	\$520	\$635	\$544	\$527	\$494

## Cities

By Years of Experience

### 2019 -- Real Rates for Partners

### Trend Analysis (Mean)

City	Years of Experience	n	First Quartile	Median	Third Quartile	2019	2018	2017
Albany NY	Fewer Than 21 Years	11	\$255	\$265	\$310	\$296	\$288	\$280
	21 or More Years	29	\$268	\$308	\$348	\$332	\$317	\$316
Albuquerque NM	21 or More Years	11	\$219	\$270	\$323	\$280	\$286	\$298
Atlanta GA	Fewer Than 21 Years	105	\$369	\$497	\$650	\$517	\$503	\$484
	21 or More Years	188	\$400	\$585	\$736	\$589	\$573	\$559
Austin TX	Fewer Than 21 Years	27	\$377	\$494	\$720	\$543	\$545	\$485
	21 or More Years	48	\$385	\$460	\$640	\$520	\$522	\$487
Baltimore MD	Fewer Than 21 Years	44	\$441	\$560	\$695	\$569	\$546	\$544
	21 or More Years	89	\$466	\$625	\$755	\$620	\$559	\$543
Baton Rouge LA	21 or More Years	14	\$288	\$336	\$463	\$359	\$366	\$291
Birmingham AL	Fewer Than 21 Years	43	\$306	\$340	\$429	\$362	\$340	\$316
	21 or More Years	53	\$320	\$428	\$485	\$417	\$408	\$388
Boston MA	Fewer Than 21 Years	103	\$445	\$607	\$802	\$622	\$607	\$585
	21 or More Years	203	\$389	\$662	\$842	\$645	\$654	\$659
Bridgeport CT	21 or More Years	21	\$350	\$450	\$507	\$437	\$426	\$429
Buffalo NY	Fewer Than 21 Years	29	\$340	\$340	\$340	\$334	\$317	\$306
	21 or More Years	28	\$340	\$340	\$378	\$360	\$344	\$320
Charleston SC	21 or More Years	12	\$300	\$330	\$500	\$380	\$343	\$334
Charleston WV	21 or More Years	19	\$259	\$283	\$325	\$285	\$279	\$285
Charlotte NC	Fewer Than 21 Years	46	\$413	\$519	\$643	\$551	\$534	\$526
	21 or More Years	54	\$486	\$690	\$891	\$703	\$694	\$616
Chicago IL	Fewer Than 21 Years	283	\$525	\$757	\$935	\$740	\$685	\$651
	21 or More Years	462	\$605	\$785	\$1,003	\$814	\$766	\$722
Cincinnati OH	Fewer Than 21 Years	15	\$338	\$405	\$515	\$427	\$408	\$367
	21 or More Years	42	\$374	\$428	\$530	\$455	\$469	\$444
Cleveland OH	Fewer Than 21 Years	83	\$360	\$395	\$465	\$427	\$429	\$398
	21 or More Years	144	\$395	\$476	\$663	\$543	\$552	\$518
Columbia SC	21 or More Years	21	\$315	\$385	\$450	\$391	\$412	\$377
Columbus OH	Fewer Than 21 Years	15	\$355	\$505	\$560	\$485	\$417	\$394
	21 or More Years	44	\$370	\$455	\$549	\$468	\$474	\$428
Dallas TX	Fewer Than 21 Years	61	\$366	\$465	\$650	\$561	\$578	\$540
	21 or More Years	115	\$424	\$607	\$870	\$661	\$628	\$634
Dayton OH	21 or More Years	12	\$374	\$425	\$491	\$455	\$488	\$477
Denver CO	Fewer Than 21 Years	59	\$381	\$450	\$475	\$451	\$445	\$438
	21 or More Years	93	\$400	\$498	\$601	\$532	\$523	\$476

**Cities**

By Years of Experience

**2019 -- Real Rates for Partners**

**Trend Analysis (Mean)**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2019	2018	2017
Detroit MI	Fewer Than 21 Years	32	\$300	\$322	\$395	\$345	\$346	\$329
	21 or More Years	79	\$300	\$365	\$448	\$366	\$352	\$377
Grand Rapids MI	21 or More Years	13	\$350	\$369	\$390	\$374	\$396	\$422
Greenville SC	21 or More Years	16	\$429	\$455	\$495	\$483	\$433	\$412
Hartford CT	Fewer Than 21 Years	17	\$315	\$415	\$465	\$406	\$355	\$373
	21 or More Years	41	\$448	\$502	\$644	\$554	\$502	\$459
Honolulu HI	21 or More Years	21	\$265	\$300	\$425	\$362	\$369	\$338
Houston TX	Fewer Than 21 Years	65	\$478	\$661	\$875	\$695	\$666	\$639
	21 or More Years	88	\$514	\$765	\$940	\$751	\$683	\$655
Indianapolis IN	Fewer Than 21 Years	39	\$295	\$365	\$428	\$365	\$351	\$337
	21 or More Years	57	\$376	\$465	\$560	\$461	\$449	\$413
Jackson MS	Fewer Than 21 Years	22	\$295	\$325	\$356	\$315	\$305	\$282
	21 or More Years	18	\$286	\$350	\$363	\$342	\$366	\$373
Jacksonville FL	21 or More Years	12	\$300	\$400	\$473	\$401	\$358	\$360
Kansas City MO	Fewer Than 21 Years	53	\$325	\$388	\$425	\$376	\$371	\$355
	21 or More Years	77	\$421	\$500	\$598	\$508	\$480	\$442
Las Vegas NV	Fewer Than 21 Years	14	\$313	\$390	\$428	\$383	\$396	\$373
	21 or More Years	22	\$300	\$460	\$675	\$494	\$488	\$445
Little Rock AR	21 or More Years	11	\$218	\$250	\$250	\$249	\$287	\$273
Los Angeles CA	Fewer Than 21 Years	196	\$450	\$647	\$925	\$686	\$665	\$629
	21 or More Years	398	\$500	\$700	\$1,015	\$764	\$734	\$710
Louisville KY	21 or More Years	12	\$355	\$395	\$410	\$389	\$343	\$359
Madison WI	Fewer Than 21 Years	12	\$399	\$420	\$545	\$442	\$446	\$381
Memphis TN	Fewer Than 21 Years	11	\$280	\$290	\$365	\$315	\$300	\$308
	21 or More Years	23	\$300	\$391	\$425	\$366	\$367	\$376
Miami FL	Fewer Than 21 Years	49	\$329	\$474	\$592	\$462	\$418	\$354
	21 or More Years	133	\$350	\$555	\$725	\$543	\$496	\$459
Milwaukee WI	Fewer Than 21 Years	21	\$271	\$332	\$439	\$391	\$383	\$351
	21 or More Years	44	\$358	\$400	\$513	\$448	\$411	\$390
Minneapolis MN	Fewer Than 21 Years	68	\$393	\$502	\$595	\$497	\$436	\$418
	21 or More Years	125	\$388	\$590	\$730	\$578	\$545	\$478
Nashville TN	Fewer Than 21 Years	21	\$356	\$401	\$441	\$387	\$357	\$359
	21 or More Years	46	\$369	\$450	\$500	\$443	\$430	\$428
New Haven CT	21 or More Years	12	\$385	\$458	\$511	\$447	\$382	\$381



**Cities**

By Years of Experience

**2019 -- Real Rates for Partners**

**Trend Analysis (Mean)**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2019	2018	2017
New Orleans LA	Fewer Than 21 Years	34	\$305	\$350	\$400	\$362	\$346	\$277
	21 or More Years	48	\$285	\$350	\$460	\$371	\$368	\$305
New York NY	Fewer Than 21 Years	568	\$650	\$975	\$1,249	\$947	\$917	\$874
	21 or More Years	1245	\$603	\$980	\$1,330	\$979	\$948	\$903
Oklahoma City OK	21 or More Years	21	\$223	\$350	\$385	\$347	\$305	\$297
Omaha NE	Fewer Than 21 Years	12	\$270	\$335	\$360	\$327	\$300	\$277
	21 or More Years	26	\$319	\$395	\$410	\$366	\$382	\$358
Orlando FL	Fewer Than 21 Years	28	\$350	\$385	\$525	\$433	\$417	\$440
	21 or More Years	47	\$399	\$450	\$475	\$437	\$457	\$434
Philadelphia PA	Fewer Than 21 Years	210	\$437	\$535	\$655	\$567	\$544	\$516
	21 or More Years	407	\$500	\$675	\$825	\$679	\$643	\$619
Phoenix AZ	Fewer Than 21 Years	23	\$305	\$370	\$425	\$365	\$322	\$320
	21 or More Years	61	\$325	\$413	\$591	\$451	\$432	\$395
Pittsburgh PA	Fewer Than 21 Years	45	\$330	\$448	\$615	\$480	\$418	\$388
	21 or More Years	89	\$410	\$525	\$655	\$544	\$493	\$478
Portland ME	21 or More Years	31	\$211	\$395	\$446	\$369	\$350	\$336
Portland OR	Fewer Than 21 Years	41	\$350	\$400	\$533	\$436	\$401	\$400
	21 or More Years	65	\$400	\$487	\$579	\$487	\$455	\$444
Raleigh NC	Fewer Than 21 Years	19	\$306	\$375	\$467	\$404	\$352	\$358
	21 or More Years	25	\$380	\$455	\$500	\$464	\$449	\$415
Richmond VA	Fewer Than 21 Years	31	\$510	\$582	\$702	\$575	\$557	\$426
	21 or More Years	46	\$515	\$650	\$750	\$625	\$603	\$549
Rochester NY	21 or More Years	16	\$261	\$326	\$360	\$346	\$323	\$314
Sacramento CA	21 or More Years	11	\$325	\$415	\$455	\$473	\$515	\$466
Salt Lake City UT	Fewer Than 21 Years	22	\$272	\$385	\$435	\$386	\$377	\$344
	21 or More Years	29	\$314	\$400	\$430	\$375	\$391	\$377
San Diego CA	Fewer Than 21 Years	34	\$303	\$403	\$915	\$571	\$496	\$466
	21 or More Years	75	\$300	\$445	\$1,002	\$642	\$647	\$588
San Francisco CA	Fewer Than 21 Years	116	\$476	\$675	\$907	\$705	\$688	\$634
	21 or More Years	235	\$525	\$700	\$945	\$741	\$731	\$694
San Jose CA	Fewer Than 21 Years	31	\$553	\$675	\$950	\$776	\$733	\$685
	21 or More Years	92	\$650	\$879	\$1,028	\$875	\$841	\$871
Seattle WA	Fewer Than 21 Years	66	\$393	\$423	\$530	\$452	\$452	\$423
	21 or More Years	136	\$460	\$556	\$655	\$564	\$573	\$525

# Section I: High-Level Data Cuts # 38655

## Cities

By Years of Experience

### 2019 -- Real Rates for Partners

### Trend Analysis (Mean)

City	Years of Experience	n	First Quartile	Median	Third Quartile	2019	2018	2017
St. Louis MO	Fewer Than 21 Years	54	\$324	\$397	\$460	\$389	\$353	\$314
	21 or More Years	84	\$310	\$425	\$544	\$443	\$403	\$375
Syracuse NY	21 or More Years	15	\$240	\$240	\$308	\$278	\$288	\$294
Tallahassee FL	21 or More Years	13	\$400	\$485	\$576	\$517	\$443	\$419
Tampa FL	Fewer Than 21 Years	32	\$299	\$388	\$461	\$393	\$363	\$358
	21 or More Years	44	\$375	\$464	\$570	\$489	\$431	\$416
Trenton NJ	21 or More Years	21	\$478	\$546	\$638	\$560	\$519	\$517
Washington DC	Fewer Than 21 Years	490	\$605	\$770	\$915	\$763	\$755	\$721
	21 or More Years	915	\$660	\$845	\$1,000	\$860	\$830	\$791

## Cities

By Years of Experience

### 2019 -- Real Rates for Associates

### Trend Analysis (Mean)

City	Years of Experience	n	First Quartile	Median	Third Quartile	2019	2018	2017
Albany NY	7 or More Years	12	\$230	\$235	\$250	\$247	\$240	\$223
Atlanta GA	Fewer Than 3 Years	14	\$289	\$313	\$383	\$330	\$406	
	3 to Fewer Than 7 Years	52	\$271	\$300	\$368	\$330	\$334	\$328
	7 or More Years	103	\$289	\$390	\$556	\$418	\$411	\$358
Austin TX	7 or More Years	26	\$315	\$350	\$510	\$405	\$361	\$354
Baltimore MD	Fewer Than 3 Years	14	\$390	\$390	\$405	\$389	\$390	\$295
	3 to Fewer Than 7 Years	56	\$390	\$423	\$550	\$455	\$437	\$406
	7 or More Years	58	\$278	\$355	\$545	\$425	\$406	\$407
Birmingham AL	3 to Fewer Than 7 Years	22	\$245	\$279	\$312	\$274	\$236	\$225
	7 or More Years	19	\$234	\$284	\$325	\$306	\$269	\$241
Boston MA	Fewer Than 3 Years	16	\$315	\$355	\$432	\$371	\$203	
	3 to Fewer Than 7 Years	46	\$325	\$400	\$450	\$402	\$415	\$371
	7 or More Years	91	\$305	\$425	\$650	\$477	\$517	\$504
Buffalo NY	3 to Fewer Than 7 Years	12	\$197	\$245	\$283	\$241	\$237	\$223
Charlotte NC	3 to Fewer Than 7 Years	21	\$273	\$378	\$450	\$401	\$368	\$319
	7 or More Years	30	\$323	\$389	\$455	\$394	\$374	\$408
Chicago IL	Fewer Than 3 Years	45	\$450	\$526	\$638	\$529	\$531	
	3 to Fewer Than 7 Years	153	\$379	\$495	\$631	\$508	\$474	\$415
	7 or More Years	196	\$387	\$563	\$723	\$566	\$511	\$478
Cincinnati OH	3 to Fewer Than 7 Years	13	\$227	\$240	\$256	\$248	\$245	\$233
	7 or More Years	17	\$266	\$290	\$350	\$307	\$280	\$281
Cleveland OH	Fewer Than 3 Years	25	\$204	\$230	\$284	\$242	\$257	
	3 to Fewer Than 7 Years	54	\$246	\$290	\$360	\$309	\$307	\$272
	7 or More Years	68	\$235	\$295	\$350	\$323	\$317	\$300
Columbus OH	7 or More Years	17	\$245	\$307	\$379	\$316	\$357	\$309
Dallas TX	3 to Fewer Than 7 Years	29	\$330	\$390	\$508	\$443	\$415	\$366
	7 or More Years	77	\$350	\$440	\$633	\$510	\$507	\$508
Denver CO	3 to Fewer Than 7 Years	25	\$250	\$275	\$365	\$314	\$293	\$266
	7 or More Years	49	\$275	\$325	\$365	\$334	\$330	\$307
Detroit MI	3 to Fewer Than 7 Years	15	\$248	\$280	\$296	\$274	\$259	\$234
	7 or More Years	24	\$221	\$275	\$375	\$292	\$252	\$276
Hartford CT	7 or More Years	12	\$285	\$310	\$318	\$302	\$272	\$278
Houston TX	3 to Fewer Than 7 Years	27	\$294	\$389	\$465	\$401	\$351	\$286
	7 or More Years	61	\$303	\$439	\$554	\$452	\$457	\$438

**Cities**

By Years of Experience

2019 -- Real Rates for Associates						Trend Analysis (Mean)		
City	Years of Experience	n	First Quartile	Median	Third Quartile	2019	2018	2017
Indianapolis IN	3 to Fewer Than 7 Years	15	\$166	\$225	\$260	\$229	\$199	\$194
	7 or More Years	22	\$165	\$290	\$350	\$274	\$284	\$272
Jackson MS	7 or More Years	19	\$55	\$200	\$251	\$167	\$221	\$182
Kansas City MO	3 to Fewer Than 7 Years	30	\$278	\$305	\$325	\$299	\$265	\$240
	7 or More Years	34	\$269	\$291	\$295	\$288	\$267	\$269
Las Vegas NV	7 or More Years	19	\$250	\$270	\$318	\$281	\$276	\$277
Los Angeles CA	Fewer Than 3 Years	38	\$388	\$468	\$550	\$480	\$475	
	3 to Fewer Than 7 Years	140	\$395	\$562	\$665	\$533	\$486	\$442
	7 or More Years	228	\$330	\$520	\$789	\$569	\$551	\$548
Miami FL	3 to Fewer Than 7 Years	23	\$276	\$327	\$378	\$330	\$312	\$265
	7 or More Years	44	\$238	\$378	\$485	\$369	\$327	\$293
Milwaukee WI	7 or More Years	22	\$245	\$293	\$330	\$302	\$285	\$282
Minneapolis MN	Fewer Than 3 Years	14	\$295	\$340	\$380	\$345	\$361	
	3 to Fewer Than 7 Years	38	\$315	\$375	\$410	\$363	\$339	\$292
	7 or More Years	39	\$309	\$370	\$497	\$392	\$355	\$334
Nashville TN	7 or More Years	19	\$224	\$257	\$306	\$265	\$247	\$255
New Orleans LA	3 to Fewer Than 7 Years	23	\$220	\$253	\$298	\$257	\$232	\$226
	7 or More Years	25	\$225	\$266	\$365	\$288	\$264	\$208
New York NY	Fewer Than 3 Years	140	\$373	\$511	\$623	\$513	\$487	\$411
	3 to Fewer Than 7 Years	329	\$400	\$568	\$838	\$597	\$572	\$527
	7 or More Years	645	\$425	\$721	\$960	\$708	\$685	\$661
Orlando FL	3 to Fewer Than 7 Years	13	\$228	\$246	\$396	\$300	\$284	\$264
	7 or More Years	25	\$280	\$305	\$350	\$324	\$277	\$278
Philadelphia PA	Fewer Than 3 Years	46	\$300	\$325	\$370	\$337	\$308	
	3 to Fewer Than 7 Years	176	\$300	\$350	\$415	\$369	\$355	\$327
	7 or More Years	215	\$318	\$436	\$499	\$442	\$407	\$391
Phoenix AZ	7 or More Years	11	\$195	\$205	\$300	\$256	\$284	\$279
Pittsburgh PA	Fewer Than 3 Years	19	\$243	\$305	\$381	\$306	\$333	
	3 to Fewer Than 7 Years	35	\$253	\$329	\$361	\$321	\$321	\$296
	7 or More Years	49	\$265	\$350	\$417	\$358	\$346	\$318
Portland OR	Fewer Than 3 Years	14	\$240	\$277	\$312	\$268	\$278	
	3 to Fewer Than 7 Years	42	\$283	\$333	\$369	\$329	\$313	\$284
	7 or More Years	63	\$307	\$391	\$440	\$378	\$367	\$331
Richmond VA	7 or More Years	25	\$330	\$412	\$480	\$392	\$354	\$325
Salt Lake City UT	3 to Fewer Than 7 Years	15	\$200	\$210	\$245	\$223	\$193	\$191

**Cities**

By Years of Experience

**2019 -- Real Rates for Associates**

**Trend Analysis (Mean)**

City	Years of Experience	n	First Quartile	Median	Third Quartile	2019	2018	2017
San Diego CA	3 to Fewer Than 7 Years	14	\$225	\$290	\$446	\$326	\$325	\$300
	7 or More Years	36	\$280	\$377	\$598	\$425	\$458	\$425
San Francisco CA	Fewer Than 3 Years	12	\$310	\$325	\$359	\$351	\$349	
	3 to Fewer Than 7 Years	49	\$317	\$425	\$550	\$446	\$421	\$394
	7 or More Years	90	\$345	\$440	\$626	\$498	\$503	\$485
San Jose CA	3 to Fewer Than 7 Years	12	\$500	\$550	\$653	\$564	\$454	\$429
	7 or More Years	30	\$412	\$527	\$743	\$604	\$563	\$535
Seattle WA	Fewer Than 3 Years	12	\$257	\$287	\$299	\$282	\$262	
	3 to Fewer Than 7 Years	33	\$275	\$310	\$352	\$313	\$306	\$262
	7 or More Years	42	\$363	\$417	\$470	\$411	\$421	\$344
St. Louis MO	7 or More Years	20	\$190	\$250	\$284	\$248	\$233	\$225
Tampa FL	7 or More Years	11	\$280	\$305	\$324	\$317	\$254	\$257
Washington DC	Fewer Than 3 Years	70	\$350	\$436	\$520	\$442	\$407	\$375
	3 to Fewer Than 7 Years	263	\$405	\$501	\$590	\$506	\$470	\$429
	7 or More Years	356	\$460	\$580	\$721	\$614	\$589	\$565

**Firm Size**

By Matter Type

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Litigation	Partner	1081	\$245	\$305	\$405	\$348	\$335	\$319
		Associate	886	\$185	\$240	\$300	\$254	\$251	\$229
	Non-Litigation	Partner	1412	\$275	\$375	\$495	\$400	\$392	\$379
		Associate	986	\$210	\$255	\$325	\$281	\$273	\$271
51-200 Lawyers	Litigation	Partner	1099	\$299	\$380	\$510	\$432	\$415	\$404
		Associate	850	\$215	\$260	\$345	\$297	\$283	\$271
	Non-Litigation	Partner	1418	\$356	\$450	\$625	\$507	\$490	\$476
		Associate	939	\$240	\$288	\$375	\$326	\$321	\$308
201-500 Lawyers	Litigation	Partner	1199	\$391	\$500	\$675	\$552	\$539	\$518
		Associate	1063	\$285	\$325	\$420	\$369	\$356	\$348
	Non-Litigation	Partner	1777	\$415	\$532	\$720	\$606	\$607	\$594
		Associate	1478	\$295	\$370	\$509	\$421	\$405	\$397
501-1,000 Lawyers	Litigation	Partner	1507	\$528	\$690	\$935	\$759	\$740	\$712
		Associate	1825	\$350	\$460	\$610	\$499	\$486	\$466
	Non-Litigation	Partner	2751	\$610	\$829	\$1,155	\$894	\$874	\$849
		Associate	3525	\$409	\$549	\$750	\$588	\$584	\$559
More Than 1,000 Lawyers	Litigation	Partner	984	\$680	\$850	\$1,015	\$867	\$823	\$799
		Associate	1157	\$397	\$500	\$681	\$546	\$517	\$494
	Non-Litigation	Partner	2258	\$777	\$940	\$1,175	\$983	\$953	\$902
		Associate	2645	\$451	\$600	\$795	\$638	\$606	\$582

# Section II: Industry Analysis



2020 Real Rate Report

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## Industry Groups

### 2019 -- Real Rates for Partners, Associates, and Paralegals

### Trend Analysis (Mean)

Industry Group	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Basic Materials and Utilities	Partner	717	\$353	\$500	\$695	\$573	\$564	\$551
	Associate	556	\$240	\$305	\$423	\$374	\$383	\$382
	Paralegal	378	\$115	\$171	\$225	\$181	\$185	\$173
Consumer Goods	Partner	460	\$330	\$420	\$590	\$476	\$509	\$494
	Associate	313	\$240	\$306	\$400	\$337	\$343	\$334
	Paralegal	195	\$120	\$160	\$210	\$172	\$175	\$161
Consumer Services	Partner	1804	\$425	\$590	\$795	\$657	\$603	\$584
	Associate	1761	\$300	\$404	\$585	\$457	\$433	\$411
	Paralegal	746	\$164	\$225	\$285	\$233	\$212	\$203
Financials Excluding Insurance	Partner	4963	\$464	\$736	\$1,050	\$788	\$788	\$773
	Associate	5195	\$330	\$497	\$720	\$548	\$545	\$540
	Paralegal	2237	\$170	\$230	\$310	\$243	\$241	\$238
Health Care	Partner	1595	\$450	\$675	\$875	\$682	\$647	\$614
	Associate	1703	\$340	\$465	\$580	\$473	\$428	\$402
	Paralegal	926	\$150	\$210	\$284	\$222	\$214	\$194
Industrials	Partner	1820	\$380	\$541	\$832	\$635	\$565	\$535
	Associate	1674	\$284	\$365	\$557	\$439	\$384	\$359
	Paralegal	838	\$150	\$220	\$329	\$237	\$194	\$176
Insurance	Partner	4865	\$170	\$200	\$300	\$289	\$309	\$302
	Associate	4279	\$150	\$175	\$250	\$238	\$245	\$233
	Paralegal	3007	\$85	\$95	\$120	\$115	\$120	\$115
Technology and Telecommunications	Partner	2259	\$475	\$660	\$896	\$710	\$702	\$661
	Associate	2390	\$341	\$448	\$615	\$496	\$483	\$449
	Paralegal	869	\$180	\$235	\$300	\$242	\$237	\$221



## Industry Groups

By Matter Type

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Basic Materials and Utilities	Litigation	Partner	398	\$295	\$395	\$575	\$457	\$455	\$422
		Associate	341	\$212	\$260	\$340	\$299	\$298	\$290
	Non-Litigation	Partner	371	\$437	\$595	\$840	\$693	\$674	\$666
		Associate	241	\$300	\$400	\$620	\$482	\$492	\$487
Consumer Goods	Litigation	Partner	241	\$285	\$370	\$430	\$394	\$421	\$415
		Associate	187	\$225	\$270	\$356	\$301	\$305	\$289
	Non-Litigation	Partner	254	\$400	\$502	\$680	\$552	\$589	\$592
		Associate	140	\$289	\$360	\$470	\$382	\$393	\$410
Consumer Services	Litigation	Partner	951	\$391	\$540	\$753	\$604	\$531	\$518
		Associate	864	\$288	\$365	\$511	\$413	\$379	\$371
	Non-Litigation	Partner	1055	\$463	\$617	\$875	\$701	\$666	\$643
		Associate	1031	\$325	\$441	\$612	\$491	\$476	\$447
Financials Excluding Insurance	Litigation	Partner	1467	\$344	\$525	\$778	\$599	\$614	\$621
		Associate	1530	\$265	\$355	\$525	\$413	\$422	\$428
	Non-Litigation	Partner	3845	\$545	\$833	\$1,140	\$866	\$851	\$828
		Associate	3927	\$400	\$570	\$788	\$606	\$594	\$581
Health Care	Litigation	Partner	1050	\$425	\$640	\$862	\$660	\$634	\$588
		Associate	1093	\$325	\$445	\$550	\$455	\$416	\$384
	Non-Litigation	Partner	701	\$494	\$695	\$899	\$717	\$673	\$667
		Associate	722	\$358	\$486	\$620	\$499	\$453	\$444
Industrials	Litigation	Partner	678	\$365	\$500	\$776	\$582	\$509	\$470
		Associate	603	\$275	\$335	\$512	\$402	\$347	\$317
	Non-Litigation	Partner	1359	\$395	\$560	\$867	\$661	\$598	\$584
		Associate	1229	\$288	\$382	\$596	\$457	\$406	\$391
Insurance	Litigation	Partner	644	\$275	\$330	\$464	\$438	\$485	\$444
		Associate	518	\$224	\$276	\$435	\$360	\$358	\$319
	Non-Litigation	Partner	1313	\$275	\$350	\$600	\$496	\$498	\$504
		Associate	1091	\$225	\$275	\$470	\$374	\$358	\$354
Technology and Telecommunications	Litigation	Partner	785	\$476	\$654	\$875	\$697	\$696	\$652
		Associate	793	\$336	\$438	\$615	\$486	\$489	\$449
	Non-Litigation	Partner	1719	\$475	\$670	\$900	\$716	\$705	\$664
		Associate	1801	\$345	\$450	\$614	\$500	\$480	\$450

## Basic Materials and Utilities

By Practice Area and Matter Type

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Commercial	Litigation	Partner	15	\$495	\$585	\$770	\$641	\$647	\$599
		Associate	11	\$403	\$425	\$523	\$461	\$415	\$337
	Non-Litigation	Partner	22	\$484	\$593	\$731	\$668	\$641	\$676
		Associate	15	\$375	\$375	\$438	\$422	\$353	\$357
Corporate: Other	Non-Litigation	Associate	33	\$414	\$660	\$860	\$640	\$585	\$505
Corporate: Regulatory and Compliance	Non-Litigation	Partner	41	\$480	\$626	\$905	\$682	\$648	\$704
		Associate	19	\$328	\$430	\$663	\$488	\$462	\$479
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	33	\$320	\$400	\$443	\$388	\$415	\$463
		Associate	29	\$235	\$281	\$300	\$271	\$263	\$248
Employment and Labor: Other	Non-Litigation	Partner	36	\$413	\$452	\$552	\$505	\$447	\$474
		Associate	19	\$249	\$306	\$325	\$298	\$299	\$330
Environmental	Non-Litigation	Partner	43	\$410	\$515	\$708	\$568	\$604	\$494
		Associate	31	\$260	\$383	\$527	\$413	\$456	\$422
Real Estate: Property/Land Acquisition or Divestiture	Non-Litigation	Partner	81	\$585	\$735	\$840	\$778	\$675	\$678

## Consumer Goods

By Practice Area and Matter Type

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Commercial	Litigation	Partner	73	\$325	\$388	\$485	\$452	\$451	\$487
		Associate	48	\$303	\$380	\$400	\$383	\$343	\$349
	Non-Litigation	Partner	129	\$400	\$550	\$640	\$556	\$566	\$567
		Associate	73	\$295	\$375	\$470	\$381	\$366	\$380
Corporate: Other	Non-Litigation	Partner	17	\$410	\$465	\$625	\$520	\$656	\$834
Employment and Labor: Other	Litigation	Partner	19	\$370	\$392	\$585	\$477	\$564	\$622
		Associate	18	\$289	\$330	\$399	\$355	\$407	\$410
	Non-Litigation	Partner	35	\$392	\$449	\$553	\$487	\$509	\$578
General Liability: Product and Product Liability	Litigation	Partner	76	\$268	\$305	\$370	\$319	\$326	\$331
		Associate	57	\$215	\$233	\$255	\$234	\$239	\$242

## Consumer Services

By Practice Area and Matter Type

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Bankruptcy and Collections	Litigation	Partner	36	\$295	\$395	\$621	\$539	\$414	\$372
		Associate	26	\$260	\$275	\$288	\$307	\$306	\$269
Commercial	Litigation	Partner	291	\$396	\$580	\$770	\$615	\$579	\$575
		Associate	232	\$288	\$352	\$475	\$391	\$396	\$390
	Non-Litigation	Partner	95	\$514	\$620	\$710	\$641	\$562	\$546
		Associate	78	\$332	\$398	\$515	\$448	\$400	\$384
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	108	\$650	\$895	\$1,249	\$919	\$885	\$864
Corporate: Other	Litigation	Partner	185	\$445	\$582	\$788	\$643	\$657	\$621
		Associate	162	\$323	\$410	\$585	\$454	\$463	\$441
	Non-Litigation	Partner	253	\$500	\$684	\$1,223	\$786	\$740	\$718
		Associate	234	\$300	\$470	\$668	\$507	\$484	\$474
Corporate: Regulatory and Compliance	Litigation	Partner	49	\$589	\$740	\$965	\$771	\$639	\$624
		Associate	40	\$350	\$460	\$576	\$468	\$427	\$441
	Non-Litigation	Partner	275	\$485	\$621	\$777	\$662	\$688	\$619
		Associate	204	\$321	\$435	\$612	\$487	\$518	\$451
Employment and Labor: Compensation and Benefits	Non-Litigation	Partner	39	\$515	\$604	\$664	\$624	\$641	\$619
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	80	\$285	\$350	\$446	\$381	\$403	\$385
		Associate	81	\$264	\$292	\$322	\$293	\$289	\$290
Employment and Labor: Other	Litigation	Partner	141	\$340	\$459	\$576	\$481	\$471	\$482
		Associate	95	\$275	\$311	\$375	\$330	\$340	\$335
	Non-Litigation	Partner	86	\$450	\$525	\$685	\$567	\$514	\$529
		Associate	65	\$321	\$413	\$450	\$406	\$400	\$372
Employment and Labor: Union Relations and Negotiations / NLRB	Litigation	Partner	16	\$389	\$487	\$616	\$553	\$587	\$544
	Non-Litigation	Partner	45	\$385	\$450	\$683	\$519	\$489	\$487
		Associate	38	\$325	\$325	\$360	\$362	\$344	\$349
Employment and Labor: Wages, Tips and Overtime	Litigation	Partner	20	\$290	\$339	\$464	\$399	\$409	\$401
		Associate	20	\$260	\$293	\$408	\$329	\$357	\$372

## Consumer Services

By Practice Area and Matter Type

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Finance and Securities: Debt/Equity Offerings	Non-Litigation	Partner	18	\$1,049	\$1,160	\$1,249	\$1,107	\$1,086	\$978
Finance and Securities: SEC Filings and Financial Reporting	Non-Litigation	Partner	32	\$658	\$1,096	\$1,249	\$981	\$873	\$884
		Associate	27	\$503	\$612	\$814	\$609	\$541	\$495
Intellectual Property: Other	Non-Litigation	Partner	24	\$478	\$555	\$679	\$565	\$544	\$604
		Associate	31	\$260	\$360	\$389	\$344	\$365	\$377
Intellectual Property: Patents	Non-Litigation	Partner	62	\$385	\$500	\$739	\$608	\$565	\$599
		Associate	102	\$234	\$292	\$403	\$331	\$314	\$364
Intellectual Property: Trademarks	Non-Litigation	Partner	18	\$358	\$550	\$654	\$518	\$627	\$622
		Associate	15	\$259	\$315	\$385	\$330	\$401	\$396
Real Estate: Leasing	Non-Litigation	Partner	33	\$385	\$495	\$647	\$524	\$517	\$503
		Associate	29	\$288	\$350	\$420	\$363	\$332	\$342
Real Estate: Other	Non-Litigation	Partner	58	\$385	\$490	\$600	\$494	\$473	\$496
		Associate	41	\$280	\$344	\$425	\$354	\$311	\$340
Real Estate: Property/Land Acquisition or Divestiture	Non-Litigation	Partner	12	\$413	\$435	\$614	\$488	\$478	\$484

## Financials Excluding Insurance

By Practice Area and Matter Type

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Bankruptcy and Collections	Litigation	Partner	232	\$300	\$390	\$525	\$458	\$412	\$379
		Associate	231	\$255	\$310	\$410	\$378	\$318	\$264
	Non-Litigation	Partner	273	\$324	\$365	\$450	\$412	\$389	\$376
		Associate	186	\$235	\$290	\$374	\$325	\$294	\$278
Commercial	Litigation	Partner	339	\$365	\$475	\$715	\$591	\$586	\$633
		Associate	297	\$250	\$319	\$441	\$387	\$402	\$424
	Non-Litigation	Partner	265	\$625	\$895	\$1,225	\$959	\$992	\$1,021
		Associate	223	\$410	\$565	\$838	\$673	\$703	\$722
Corporate: Corporate Development	Non-Litigation	Partner	24	\$594	\$810	\$1,575	\$997	\$848	\$558
Corporate: Governance	Non-Litigation	Partner	30	\$620	\$995	\$1,423	\$980	\$995	\$892
		Associate	36	\$446	\$612	\$846	\$658	\$601	\$582
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	111	\$860	\$1,098	\$1,330	\$1,059	\$1,056	\$912
		Associate	112	\$425	\$610	\$862	\$643	\$754	\$717
Corporate: Other	Litigation	Partner	204	\$395	\$575	\$822	\$636	\$741	\$671
		Associate	184	\$295	\$400	\$568	\$448	\$474	\$447
	Non-Litigation	Partner	554	\$657	\$930	\$1,180	\$929	\$882	\$858
		Associate	589	\$439	\$590	\$795	\$620	\$575	\$560
Corporate: Partnerships and Joint Ventures	Non-Litigation	Partner	12	\$870	\$928	\$1,025	\$942	\$876	
Corporate: Regulatory and Compliance	Litigation	Partner	148	\$575	\$790	\$995	\$824	\$852	\$777
		Associate	147	\$405	\$531	\$697	\$555	\$528	\$505
	Non-Litigation	Partner	135	\$899	\$1,061	\$1,300	\$1,092	\$1,007	\$974
		Associate	121	\$440	\$660	\$922	\$701	\$634	\$638
Corporate: Tax	Non-Litigation	Partner	90	\$687	\$995	\$1,395	\$1,053	\$1,042	\$1,039
		Associate	86	\$426	\$585	\$854	\$696	\$681	\$686
Corporate: Treasury	Non-Litigation	Partner	29	\$1,000	\$1,150	\$1,250	\$1,079	\$1,023	\$948
		Associate	30	\$300	\$461	\$715	\$490	\$521	\$537

## Financials Excluding Insurance

By Practice Area and Matter Type

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Employment and Labor: Compensation and Benefits	Non-Litigation	Partner	66	\$566	\$643	\$804	\$718	\$681	\$715
		Associate	29	\$347	\$394	\$486	\$420	\$401	\$488
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	37	\$365	\$497	\$707	\$606	\$624	\$525
		Associate	28	\$280	\$357	\$436	\$399	\$484	\$441
	Non-Litigation	Partner	32	\$375	\$453	\$581	\$512	\$480	\$388
		Associate	27	\$295	\$337	\$464	\$383	\$344	\$283
Employment and Labor: ERISA	Non-Litigation	Partner	22	\$711	\$750	\$1,086	\$856	\$745	\$774
Employment and Labor: Other	Litigation	Partner	236	\$598	\$735	\$895	\$770	\$779	\$763
		Associate	241	\$356	\$495	\$625	\$506	\$526	\$519
	Non-Litigation	Partner	216	\$405	\$565	\$758	\$633	\$635	\$588
		Associate	138	\$295	\$385	\$505	\$460	\$450	\$422
Employment and Labor: Wrongful Termination	Litigation	Partner	16	\$551	\$800	\$1,087	\$848	\$761	\$847
		Associate	14	\$345	\$382	\$557	\$440	\$450	\$680
Finance and Securities: Debt/Equity Offerings	Non-Litigation	Partner	143	\$639	\$863	\$1,096	\$906	\$884	\$838
		Associate	137	\$415	\$520	\$680	\$579	\$559	\$546
Finance and Securities: Fiduciary Services	Litigation	Partner	75	\$514	\$675	\$855	\$709	\$712	\$803
		Associate	56	\$296	\$395	\$468	\$391	\$456	\$474
	Non-Litigation	Partner	54	\$455	\$587	\$843	\$665	\$679	\$638
		Associate	24	\$268	\$328	\$482	\$407	\$360	\$402
Finance and Securities: Investments and Other Financial Instruments	Litigation	Partner	68	\$804	\$905	\$1,125	\$943	\$970	\$950
		Associate	91	\$396	\$565	\$648	\$554	\$570	\$590
	Non-Litigation	Partner	1168	\$730	\$928	\$1,195	\$959	\$957	\$954
		Associate	1332	\$466	\$641	\$810	\$652	\$645	\$636
Finance and Securities: Loans and Financing	Litigation	Partner	117	\$334	\$463	\$607	\$539	\$526	\$609
		Associate	160	\$275	\$310	\$397	\$364	\$377	\$345
	Non-Litigation	Partner	1113	\$525	\$795	\$1,170	\$857	\$824	\$802
		Associate	1060	\$405	\$575	\$805	\$603	\$583	\$568

## Financials Excluding Insurance

By Practice Area and Matter Type

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Finance and Securities: SEC Filings and Financial Reporting	Litigation	Partner	22	\$759	\$975	\$1,045	\$932	\$838	\$875
		Associate	16	\$466	\$608	\$749	\$600	\$522	\$541
	Non-Litigation	Partner	30	\$455	\$560	\$961	\$699	\$713	\$640
Finance and Securities: Securities and Banking Regulations	Litigation	Partner	49	\$602	\$804	\$994	\$817	\$830	\$783
		Associate	59	\$401	\$482	\$637	\$508	\$530	\$489
	Non-Litigation	Partner	56	\$715	\$1,020	\$1,330	\$1,011	\$912	\$938
		Associate	33	\$425	\$565	\$702	\$581	\$556	\$580
General Liability: Consumer Related Claims	Litigation	Partner	14	\$487	\$580	\$730	\$602	\$517	\$442
General Liability: Personal Injury/Wrongful Death	Litigation	Partner	88	\$165	\$185	\$196	\$196	\$182	\$171
		Associate	94	\$150	\$165	\$170	\$166	\$160	\$155
Intellectual Property: Trademarks	Non-Litigation	Partner	13	\$404	\$476	\$598	\$512	\$480	\$503
Miscellaneous: General Advice & Counsel	Non-Litigation	Partner	42	\$550	\$720	\$825	\$700	\$724	\$611
		Associate	15	\$383	\$425	\$520	\$445	\$510	\$469
Real Estate: Other	Litigation	Partner	53	\$400	\$531	\$727	\$562	\$497	\$440
		Associate	45	\$300	\$375	\$560	\$437	\$337	\$282
	Non-Litigation	Partner	30	\$414	\$553	\$886	\$728	\$525	\$479
		Associate	18	\$361	\$574	\$718	\$638	\$421	\$319
Requests for Information: Subpoena	Litigation	Partner	18	\$525	\$595	\$724	\$589	\$766	\$577
		Associate	22	\$346	\$403	\$481	\$424	\$494	\$385



## Healthcare

By Practice Area and Matter Type

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Commercial	Litigation	Associate	18	\$238	\$260	\$334	\$294	\$283	\$297
	Non-Litigation	Partner	46	\$558	\$681	\$850	\$698	\$875	\$970
		Associate	35	\$333	\$433	\$485	\$432	\$452	\$630
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	55	\$629	\$915	\$1,322	\$984	\$673	\$822
		Associate	95	\$464	\$725	\$943	\$700	\$658	\$554
Corporate: Other	Litigation	Partner	212	\$625	\$745	\$933	\$798	\$745	\$669
		Associate	215	\$396	\$490	\$585	\$512	\$467	\$428
	Non-Litigation	Partner	216	\$770	\$889	\$935	\$886	\$834	\$781
		Associate	246	\$483	\$525	\$633	\$544	\$534	\$486
Corporate: Regulatory and Compliance	Litigation	Partner	141	\$625	\$790	\$900	\$783	\$750	\$731
		Associate	151	\$383	\$460	\$575	\$489	\$481	\$454
	Non-Litigation	Partner	114	\$413	\$606	\$785	\$616	\$612	\$565
		Associate	106	\$295	\$400	\$525	\$423	\$407	\$377
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	16	\$472	\$540	\$625	\$522	\$482	\$423
Employment and Labor: Other	Litigation	Partner	52	\$422	\$540	\$621	\$509	\$534	\$571
		Associate	28	\$279	\$368	\$425	\$360	\$365	\$376
	Non-Litigation	Partner	52	\$396	\$461	\$664	\$533	\$525	\$523
		Associate	38	\$251	\$288	\$445	\$369	\$423	\$365
Environmental	Litigation	Partner	25	\$385	\$450	\$617	\$480	\$506	\$588
General Liability: Product and Product Liability	Litigation	Partner	236	\$350	\$506	\$708	\$554	\$553	\$491
		Associate	234	\$250	\$350	\$448	\$374	\$352	\$320
Intellectual Property: Patents	Litigation	Partner	201	\$675	\$848	\$976	\$819	\$781	\$746
		Associate	207	\$465	\$535	\$690	\$558	\$504	\$492
	Non-Litigation	Partner	146	\$464	\$625	\$790	\$645	\$661	\$637
		Associate	121	\$345	\$420	\$535	\$455	\$413	\$425
Intellectual Property: Trademarks	Non-Litigation	Partner	34	\$560	\$675	\$878	\$703	\$647	\$675
Requests for Information: Subpoena	Litigation	Partner	16	\$674	\$902	\$915	\$754	\$768	\$748
		Associate	17	\$481	\$500	\$655	\$527	\$466	\$463

## Industrials

By Practice Area and Matter Type

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Bankruptcy and Collections	Litigation	Partner	21	\$392	\$475	\$675	\$529	\$480	\$395
Commercial	Litigation	Partner	100	\$448	\$675	\$1,049	\$758	\$565	\$545
		Associate	102	\$303	\$503	\$733	\$561	\$381	\$361
	Non-Litigation	Partner	115	\$410	\$560	\$758	\$631	\$558	\$538
		Associate	74	\$298	\$360	\$465	\$421	\$345	\$373
Corporate: Antitrust and Competition	Litigation	Partner	18	\$447	\$858	\$951	\$730	\$788	\$679
		Associate	17	\$330	\$369	\$540	\$448	\$421	\$484
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	183	\$693	\$927	\$1,200	\$976	\$951	\$866
		Associate	208	\$431	\$660	\$841	\$643	\$574	\$528
Corporate: Other	Litigation	Partner	199	\$452	\$715	\$900	\$704	\$685	\$505
		Associate	153	\$290	\$427	\$625	\$461	\$445	\$329
	Non-Litigation	Partner	516	\$422	\$640	\$920	\$711	\$627	\$621
		Associate	477	\$325	\$447	\$666	\$511	\$437	\$420
Corporate: Regulatory and Compliance	Litigation	Partner	32	\$568	\$797	\$965	\$763	\$755	\$819
		Associate	24	\$449	\$546	\$676	\$543	\$552	\$512
	Non-Litigation	Partner	121	\$442	\$572	\$820	\$627	\$605	\$591
		Associate	78	\$300	\$410	\$608	\$442	\$445	\$390
Corporate: Tax	Non-Litigation	Partner	58	\$590	\$780	\$916	\$751	\$760	\$796
		Associate	54	\$354	\$458	\$554	\$479	\$495	\$502
Employment and Labor: Compensation and Benefits	Non-Litigation	Partner	38	\$496	\$685	\$940	\$741	\$663	\$587
		Associate	14	\$281	\$425	\$512	\$425	\$435	\$351
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Non-Litigation	Partner	29	\$380	\$420	\$480	\$422	\$402	\$400
		Associate	50	\$295	\$360	\$360	\$330	\$356	\$383
Employment and Labor: Other	Litigation	Partner	22	\$430	\$562	\$590	\$560	\$501	\$416
	Non-Litigation	Partner	85	\$395	\$464	\$592	\$539	\$528	\$507
		Associate	53	\$262	\$316	\$368	\$355	\$363	\$339
Employment and Labor: Union Relations and Negotiations / NLRB	Non-Litigation	Partner	18	\$446	\$493	\$649	\$571	\$513	\$485

## Industrials

By Practice Area and Matter Type

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Environmental	Litigation	Partner	25	\$463	\$560	\$605	\$541	\$499	\$483
		Associate	19	\$343	\$365	\$450	\$406	\$327	\$297
	Non-Litigation	Partner	52	\$390	\$525	\$650	\$551	\$521	\$518
General Liability: Other	Non-Litigation	Partner	11	\$675	\$835	\$908	\$822	\$566	\$428
General Liability: Personal Injury/Wrongful Death	Litigation	Partner	38	\$337	\$460	\$624	\$562	\$278	\$304
		Associate	30	\$261	\$325	\$551	\$417	\$211	\$201
General Liability: Product and Product Liability	Litigation	Partner	95	\$200	\$300	\$399	\$346	\$367	\$349
		Associate	75	\$180	\$225	\$298	\$250	\$258	\$272
Intellectual Property: Other	Litigation	Partner	17	\$620	\$670	\$765	\$698	\$695	\$681
		Associate	18	\$302	\$387	\$508	\$417	\$408	\$427
	Non-Litigation	Partner	65	\$400	\$502	\$780	\$632	\$492	\$496
		Associate	54	\$252	\$303	\$533	\$388	\$304	\$299
Intellectual Property: Patents	Litigation	Partner	23	\$650	\$688	\$775	\$699	\$614	\$682
		Associate	18	\$346	\$455	\$549	\$451	\$385	\$411
	Non-Litigation	Partner	123	\$322	\$395	\$500	\$458	\$434	\$449
		Associate	116	\$224	\$275	\$349	\$295	\$322	\$321
Intellectual Property: Trademarks	Non-Litigation	Partner	18	\$316	\$458	\$659	\$483	\$477	\$546
		Associate	11	\$288	\$335	\$385	\$356	\$313	\$332
Real Estate: Other	Non-Litigation	Partner	13	\$368	\$470	\$525	\$449	\$516	\$508

## Technology and Telecommunications

By Practice Area and Matter Type

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Bankruptcy and Collections	Litigation	Partner	11	\$455	\$480	\$500	\$486	\$587	\$548
Commercial	Litigation	Partner	106	\$499	\$695	\$937	\$745	\$678	\$613
		Associate	134	\$281	\$420	\$593	\$443	\$423	\$336
	Non-Litigation	Partner	144	\$425	\$597	\$782	\$619	\$643	\$594
		Associate	118	\$356	\$419	\$535	\$462	\$417	\$405
Corporate: Antitrust and Competition	Litigation	Partner	23	\$550	\$689	\$928	\$768	\$801	\$812
		Associate	29	\$450	\$581	\$842	\$623	\$510	\$484
	Non-Litigation	Partner	108	\$832	\$988	\$1,259	\$1,055	\$975	\$920
		Associate	204	\$475	\$610	\$800	\$634	\$565	\$549
Corporate: Governance	Non-Litigation	Partner	64	\$905	\$1,126	\$1,350	\$1,119	\$989	\$952
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	96	\$664	\$873	\$967	\$841	\$829	\$808
		Associate	98	\$410	\$505	\$663	\$531	\$548	\$518
Corporate: Other	Litigation	Partner	177	\$543	\$693	\$871	\$723	\$709	\$706
		Associate	159	\$350	\$435	\$552	\$458	\$457	\$479
	Non-Litigation	Partner	276	\$590	\$800	\$1,000	\$814	\$842	\$754
		Associate	261	\$400	\$510	\$673	\$548	\$554	\$498
Corporate: Regulatory and Compliance	Litigation	Partner	16	\$638	\$682	\$745	\$737	\$826	\$745
		Associate	18	\$366	\$468	\$629	\$504	\$540	\$419
	Non-Litigation	Partner	265	\$525	\$672	\$833	\$688	\$700	\$641
		Associate	252	\$350	\$427	\$581	\$462	\$466	\$435
Corporate: Tax	Non-Litigation	Partner	108	\$672	\$835	\$1,025	\$855	\$790	\$765
Employment and Labor: Agreements	Litigation	Partner	15	\$575	\$725	\$1,065	\$837	\$1,093	\$926
		Associate	16	\$421	\$528	\$783	\$624	\$691	\$631
	Non-Litigation	Partner	34	\$404	\$665	\$797	\$604	\$579	\$586
Employment and Labor: Compensation and Benefits	Non-Litigation	Partner	49	\$569	\$666	\$778	\$704	\$681	\$689
		Associate	33	\$333	\$397	\$530	\$413	\$419	\$381
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	72	\$430	\$478	\$651	\$533	\$513	\$465
		Associate	72	\$310	\$350	\$390	\$351	\$355	\$317
	Non-Litigation	Partner	67	\$428	\$475	\$655	\$528	\$521	\$516
		Associate	66	\$300	\$330	\$390	\$336	\$339	\$325

## Technology and Telecommunications

By Practice Area and Matter Type

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Employment and Labor: Other	Litigation	Partner	22	\$482	\$540	\$621	\$560	\$595	\$584
		Associate	15	\$335	\$363	\$388	\$381	\$396	\$356
	Non-Litigation	Partner	192	\$470	\$600	\$711	\$618	\$654	\$629
		Associate	154	\$325	\$390	\$464	\$407	\$430	\$408
General Liability: Consumer Related Claims	Litigation	Partner	33	\$315	\$486	\$743	\$554	\$488	\$508
		Associate	33	\$275	\$383	\$535	\$417	\$369	\$370
Government Relations	Non-Litigation	Partner	51	\$606	\$735	\$883	\$768	\$793	\$708
		Associate	55	\$366	\$476	\$595	\$474	\$506	\$409
Intellectual Property: Other	Non-Litigation	Partner	47	\$438	\$586	\$779	\$607	\$562	\$604
		Associate	36	\$330	\$426	\$520	\$424	\$363	\$325
Intellectual Property: Patents	Litigation	Partner	157	\$573	\$723	\$957	\$760	\$813	\$728
		Associate	165	\$414	\$508	\$730	\$559	\$597	\$495
	Non-Litigation	Partner	214	\$350	\$450	\$722	\$550	\$564	\$497
		Associate	249	\$280	\$333	\$510	\$416	\$408	\$361
Intellectual Property: Trademarks	Litigation	Associate	11	\$358	\$476	\$583	\$479	\$438	\$401
	Non-Litigation	Partner	42	\$485	\$595	\$792	\$653	\$594	\$570
		Associate	49	\$281	\$366	\$408	\$378	\$373	\$366

# Section III: Practice Area Analysis



2020 Real Rate Report

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**Bankruptcy and Collections**

By City

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Albany NY	Partner	13	\$250	\$256	\$311	\$312	\$273	\$271
Atlanta GA	Partner	13	\$360	\$422	\$509	\$477	\$454	\$469
	Associate	24	\$278	\$383	\$532	\$447	\$384	\$397
Baltimore MD	Partner	17	\$351	\$410	\$482	\$431	\$414	\$373
Birmingham AL	Partner	11	\$325	\$325	\$348	\$351	\$289	\$260
Chicago IL	Partner	20	\$303	\$585	\$754	\$582	\$525	\$492
	Associate	21	\$285	\$445	\$545	\$454	\$466	\$367
Cleveland OH	Partner	32	\$355	\$355	\$414	\$382	\$416	\$379
Detroit MI	Partner	15	\$331	\$350	\$350	\$335	\$336	\$317
Hartford CT	Partner	11	\$428	\$488	\$529	\$462	\$412	\$371
Houston TX	Partner	18	\$744	\$763	\$779	\$775	\$666	\$556
	Associate	40	\$350	\$375	\$529	\$436	\$384	\$329
Los Angeles CA	Partner	17	\$323	\$575	\$679	\$551	\$525	\$575
	Associate	21	\$243	\$275	\$305	\$313	\$322	\$325
Miami FL	Partner	17	\$300	\$410	\$657	\$493	\$342	\$378
Minneapolis MN	Associate	13	\$300	\$375	\$450	\$390	\$345	\$250
New York NY	Partner	73	\$358	\$525	\$710	\$584	\$525	\$497
	Associate	82	\$296	\$338	\$488	\$444	\$363	\$337
Philadelphia PA	Partner	66	\$410	\$445	\$534	\$472	\$453	\$433
	Associate	26	\$288	\$328	\$395	\$347	\$317	\$296
Phoenix AZ	Partner	12	\$392	\$490	\$548	\$499	\$455	\$374
Pittsburgh PA	Partner	17	\$342	\$398	\$413	\$391	\$399	\$378
	Associate	22	\$223	\$265	\$335	\$288	\$311	\$276
Portland OR	Partner	11	\$371	\$401	\$414	\$423	\$392	\$385
	Associate	13	\$228	\$237	\$249	\$245	\$215	\$226
Richmond VA	Associate	13	\$382	\$413	\$491	\$409	\$338	\$230
Seattle WA	Associate	16	\$226	\$470	\$649	\$453	\$472	\$251
Washington DC	Partner	19	\$590	\$950	\$1,163	\$888	\$673	\$638
	Associate	13	\$475	\$536	\$635	\$575	\$515	\$480

**Section III: Practice Area Analysis** #38677**Bankruptcy and Collections**

By Years of Experience and Matter Type

**2019 -- Real Rates for Partners****Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 21 Years	Litigation	97	\$325	\$406	\$530	\$471	\$396	\$377
	Non-Litigation	95	\$315	\$361	\$495	\$443	\$405	\$371
21 or More Years	Litigation	218	\$325	\$410	\$540	\$475	\$430	\$396
	Non-Litigation	180	\$350	\$393	\$477	\$440	\$409	\$404

**2019 -- Real Rates for Associates****Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 3 Years	Litigation	14	\$233	\$255	\$348	\$370	\$225	
	Non-Litigation	23	\$240	\$290	\$335	\$296	\$241	
3 to Fewer Than 7 Years	Litigation	48	\$228	\$280	\$332	\$341	\$273	\$246
	Non-Litigation	48	\$221	\$268	\$315	\$282	\$268	\$255
7 or More Years	Litigation	95	\$265	\$300	\$465	\$376	\$327	\$263
	Non-Litigation	74	\$244	\$290	\$405	\$350	\$317	\$297



**Bankruptcy and Collections**

By Firm Size and Matter Type

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Litigation	Partner	90	\$250	\$315	\$385	\$328	\$313	\$300
		Associate	78	\$223	\$250	\$290	\$258	\$252	\$228
	Non-Litigation	Partner	63	\$264	\$295	\$355	\$373	\$298	\$292
		Associate	32	\$210	\$224	\$257	\$241	\$234	\$229
51-200 Lawyers	Litigation	Partner	89	\$310	\$374	\$450	\$388	\$362	\$347
		Associate	37	\$225	\$245	\$275	\$252	\$239	\$250
	Non-Litigation	Partner	74	\$308	\$371	\$436	\$404	\$382	\$361
		Associate	38	\$200	\$230	\$255	\$239	\$227	\$250
201-500 Lawyers	Litigation	Partner	89	\$353	\$425	\$524	\$449	\$449	\$427
		Associate	68	\$275	\$293	\$325	\$305	\$313	\$285
	Non-Litigation	Partner	102	\$355	\$394	\$484	\$429	\$433	\$423
		Associate	81	\$284	\$290	\$340	\$327	\$298	\$286
501-1,000 Lawyers	Litigation	Partner	65	\$465	\$525	\$735	\$659	\$523	\$532
		Associate	104	\$350	\$408	\$565	\$506	\$425	\$385
	Non-Litigation	Partner	37	\$525	\$610	\$779	\$666	\$587	\$606
		Associate	34	\$386	\$450	\$535	\$465	\$409	\$393
More Than 1,000 Lawyers	Litigation	Partner	37	\$599	\$753	\$994	\$786	\$706	\$684
		Associate	36	\$288	\$400	\$500	\$421	\$402	\$307
	Non-Litigation	Partner	25	\$410	\$438	\$438	\$525	\$554	\$589
		Associate	21	\$335	\$386	\$419	\$454	\$413	\$396

**Commercial**

By City

2019 -- Real Rates for Partners and Associates						Trend Analysis (Mean)		
City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Atlanta GA	Partner	48	\$577	\$725	\$866	\$731	\$633	\$543
	Associate	49	\$319	\$412	\$512	\$418	\$398	\$369
Austin TX	Partner	20	\$325	\$395	\$495	\$500	\$463	\$447
Baltimore MD	Partner	15	\$520	\$710	\$797	\$666	\$581	\$544
	Associate	18	\$450	\$570	\$630	\$530	\$462	\$423
Birmingham AL	Partner	31	\$328	\$395	\$430	\$386	\$423	\$391
	Associate	16	\$244	\$265	\$295	\$265	\$267	\$233
Boston MA	Partner	29	\$405	\$697	\$805	\$645	\$596	\$573
	Associate	32	\$380	\$450	\$510	\$459	\$420	\$432
Charlotte NC	Partner	20	\$608	\$653	\$882	\$768	\$603	\$632
	Associate	22	\$350	\$379	\$400	\$389	\$360	\$325
Chicago IL	Partner	145	\$555	\$694	\$920	\$733	\$671	\$662
	Associate	145	\$355	\$459	\$597	\$498	\$429	\$416
Cleveland OH	Partner	53	\$365	\$432	\$525	\$477	\$476	\$471
	Associate	60	\$230	\$265	\$345	\$278	\$285	\$258
Dallas TX	Partner	41	\$519	\$641	\$935	\$704	\$650	\$584
	Associate	45	\$363	\$450	\$645	\$490	\$437	\$384
Denver CO	Partner	30	\$400	\$478	\$542	\$507	\$450	\$461
	Associate	20	\$235	\$275	\$380	\$305	\$279	\$288
Detroit MI	Partner	16	\$310	\$395	\$478	\$407	\$388	\$430
	Associate	14	\$215	\$263	\$284	\$263	\$246	\$258
Houston TX	Partner	21	\$540	\$840	\$1,056	\$793	\$618	\$579
	Associate	29	\$370	\$450	\$480	\$455	\$353	\$311
Indianapolis IN	Partner	26	\$361	\$436	\$541	\$445	\$514	\$430
Kansas City MO	Partner	31	\$378	\$453	\$512	\$490	\$483	\$471
	Associate	24	\$290	\$320	\$375	\$330	\$292	\$307
Los Angeles CA	Partner	109	\$529	\$705	\$967	\$763	\$722	\$766
	Associate	145	\$409	\$570	\$751	\$615	\$537	\$536
Miami FL	Partner	33	\$318	\$593	\$691	\$517	\$541	\$465
	Associate	25	\$296	\$371	\$485	\$403	\$377	\$327
Minneapolis MN	Partner	107	\$385	\$552	\$669	\$547	\$531	\$521
	Associate	78	\$320	\$380	\$410	\$382	\$353	\$349
New Orleans LA	Partner	11	\$235	\$323	\$413	\$335	\$328	\$307
New York NY	Partner	244	\$625	\$971	\$1,307	\$1,008	\$916	\$959
	Associate	242	\$405	\$612	\$847	\$672	\$640	\$628

**Commercial**

By City

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Philadelphia PA	Partner	163	\$470	\$617	\$795	\$649	\$613	\$611
	Associate	145	\$288	\$345	\$497	\$413	\$393	\$376
Pittsburgh PA	Partner	20	\$345	\$425	\$610	\$466	\$460	\$457
	Associate	25	\$248	\$288	\$389	\$330	\$315	\$300
Portland OR	Partner	23	\$403	\$503	\$585	\$490	\$467	\$452
	Associate	57	\$300	\$352	\$419	\$358	\$344	\$320
Richmond VA	Associate	14	\$250	\$365	\$461	\$385	\$370	\$383
San Diego CA	Associate	13	\$260	\$290	\$409	\$353	\$367	\$352
San Francisco CA	Partner	47	\$417	\$748	\$925	\$725	\$756	\$738
	Associate	41	\$320	\$399	\$504	\$455	\$503	\$477
San Jose CA	Partner	19	\$810	\$930	\$991	\$951	\$723	\$736
	Associate	11	\$323	\$400	\$602	\$503	\$410	\$454
Seattle WA	Partner	48	\$383	\$450	\$556	\$464	\$521	\$468
	Associate	26	\$277	\$310	\$417	\$350	\$369	\$312
Tampa FL	Associate	11	\$75	\$236	\$358	\$242	\$260	\$279
Washington DC	Partner	268	\$659	\$819	\$999	\$853	\$803	\$787
	Associate	172	\$400	\$506	\$630	\$537	\$516	\$500

**Section III: Practice Area Analysis** #138681**Commercial**

By Years of Experience and Matter Type

**2019 -- Real Rates for Partners****Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 21 Years	Litigation	321	\$365	\$495	\$719	\$573	\$538	\$529
	Non-Litigation	228	\$415	\$590	\$799	\$660	\$643	\$646
21 or More Years	Litigation	551	\$416	\$617	\$880	\$680	\$629	\$636
	Non-Litigation	458	\$530	\$696	\$945	\$780	\$737	\$704

**2019 -- Real Rates for Associates****Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 3 Years	Litigation	79	\$233	\$295	\$409	\$337	\$295	
	Non-Litigation	42	\$277	\$355	\$462	\$419	\$468	
3 to Fewer Than 7 Years	Litigation	208	\$270	\$353	\$475	\$397	\$368	\$366
	Non-Litigation	109	\$320	\$387	\$511	\$449	\$422	\$424
7 or More Years	Litigation	253	\$270	\$350	\$490	\$405	\$419	\$409
	Non-Litigation	161	\$366	\$451	\$625	\$563	\$504	\$525

**Commercial**

By Firm Size and Matter Type

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Litigation	Partner	175	\$275	\$343	\$449	\$377	\$414	\$396
		Associate	123	\$215	\$275	\$313	\$273	\$313	\$278
	Non-Litigation	Partner	88	\$300	\$395	\$483	\$412	\$393	\$390
		Associate	44	\$243	\$305	\$389	\$310	\$264	\$269
51-200 Lawyers	Litigation	Partner	186	\$348	\$407	\$480	\$436	\$439	\$443
		Associate	125	\$230	\$270	\$345	\$290	\$297	\$280
	Non-Litigation	Partner	125	\$380	\$455	\$575	\$504	\$491	\$445
		Associate	75	\$251	\$285	\$396	\$337	\$322	\$283
201-500 Lawyers	Litigation	Partner	234	\$412	\$534	\$697	\$575	\$558	\$533
		Associate	192	\$275	\$348	\$432	\$368	\$357	\$357
	Non-Litigation	Partner	166	\$470	\$590	\$682	\$614	\$645	\$639
		Associate	115	\$318	\$389	\$455	\$416	\$411	\$439
501-1,000 Lawyers	Litigation	Partner	270	\$604	\$747	\$970	\$816	\$748	\$804
		Associate	350	\$325	\$420	\$561	\$469	\$448	\$452
	Non-Litigation	Partner	289	\$625	\$780	\$1,000	\$870	\$824	\$852
		Associate	249	\$381	\$470	\$612	\$539	\$569	\$560
More Than 1,000 Lawyers	Litigation	Partner	178	\$804	\$982	\$1,164	\$985	\$829	\$812
		Associate	193	\$463	\$645	\$785	\$633	\$537	\$505
	Non-Litigation	Partner	193	\$720	\$924	\$1,136	\$964	\$926	\$879
		Associate	191	\$445	\$565	\$790	\$654	\$589	\$565

## Section III: Practice Area Analysis

### Corporate - Mergers, Acquisitions, and Divestitures

By City

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Atlanta GA	Partner	28	\$561	\$668	\$944	\$745	\$619	\$643
	Associate	32	\$350	\$450	\$535	\$482	\$413	\$459
Baltimore MD	Partner	11	\$745	\$880	\$958	\$869	\$595	\$806
	Associate	11	\$575	\$660	\$683	\$619		\$540
Boston MA	Partner	12	\$719	\$799	\$938	\$886	\$841	\$900
	Associate	22	\$380	\$460	\$521	\$455	\$429	\$472
Chicago IL	Partner	83	\$749	\$908	\$1,045	\$921	\$836	\$835
	Associate	80	\$450	\$602	\$771	\$617	\$528	\$522
Cleveland OH	Partner	13	\$520	\$808	\$926	\$720	\$638	\$597
Houston TX	Partner	11	\$447	\$875	\$1,025	\$758	\$787	\$1,011
Los Angeles CA	Partner	21	\$820	\$920	\$1,150	\$1,006	\$1,041	\$922
	Associate	29	\$468	\$585	\$700	\$641	\$764	\$685
New York NY	Partner	219	\$1,065	\$1,249	\$1,485	\$1,225	\$1,189	\$1,078
	Associate	383	\$550	\$777	\$895	\$730	\$686	\$636
Philadelphia PA	Partner	83	\$525	\$653	\$845	\$701	\$757	\$696
	Associate	77	\$325	\$358	\$450	\$405	\$392	\$365
San Francisco CA	Partner	17	\$820	\$956	\$1,035	\$962	\$981	\$899
San Jose CA	Associate	12	\$528	\$785	\$885	\$722	\$688	\$686
Washington DC	Partner	92	\$799	\$927	\$1,020	\$937	\$906	\$819
	Associate	62	\$414	\$545	\$685	\$580	\$570	\$489

**Section III: Practice Area Analysis**

#138634

**Corporate - Mergers, Acquisitions, and Divestitures**

By Years of Experience and Matter Type

**2019 -- Real Rates for Partners****Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 21 Years	Litigation	17	\$450	\$555	\$851	\$655	\$397	\$658
	Non-Litigation	177	\$549	\$775	\$1,090	\$821	\$846	\$759
21 or More Years	Litigation	27	\$531	\$585	\$839	\$676	\$556	\$637
	Non-Litigation	343	\$675	\$932	\$1,270	\$973	\$957	\$876

**2019 -- Real Rates for Associates****Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 3 Years	Non-Litigation	42	\$328	\$403	\$511	\$448	\$507	
3 to Fewer Than 7 Years	Non-Litigation	127	\$366	\$478	\$785	\$547	\$519	\$417
7 or More Years	Litigation	13	\$300	\$375	\$520	\$424	\$351	\$455
	Non-Litigation	128	\$396	\$600	\$862	\$649	\$690	\$609

**Section III: Practice Area Analysis** #138635**Corporate - Mergers, Acquisitions, and Divestitures**

By Firm Size and Matter Type

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Non-Litigation	Partner	17	\$425	\$485	\$529	\$486	\$526	\$500
51-200 Lawyers	Litigation	Partner	15	\$395	\$470	\$716	\$580	\$400	\$705
		Associate	15	\$290	\$320	\$460	\$375	\$256	\$275
	Non-Litigation	Partner	57	\$343	\$462	\$621	\$522	\$597	\$566
		Associate	38	\$260	\$320	\$414	\$351	\$339	\$321
201-500 Lawyers	Non-Litigation	Partner	102	\$519	\$597	\$788	\$651	\$699	\$645
		Associate	104	\$303	\$328	\$471	\$394	\$419	\$404
501-1,000 Lawyers	Litigation	Partner	35	\$590	\$750	\$985	\$812	\$591	\$645
		Associate	41	\$370	\$495	\$665	\$531	\$391	\$406
	Non-Litigation	Partner	245	\$778	\$1,090	\$1,329	\$1,064	\$1,009	\$944
		Associate	352	\$481	\$660	\$847	\$668	\$625	\$563
More Than 1,000 Lawyers	Non-Litigation	Partner	237	\$880	\$1,010	\$1,250	\$1,075	\$1,082	\$936
		Associate	266	\$480	\$660	\$885	\$686	\$658	\$586



## Section III: Practice Area Analysis

### Corporate - Regulatory and Compliance

By City

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Atlanta GA	Partner	30	\$438	\$614	\$696	\$585	\$663	\$662
	Associate	30	\$143	\$289	\$446	\$311	\$486	\$323
Baltimore MD	Partner	32	\$602	\$692	\$801	\$693	\$664	\$615
	Associate	35	\$350	\$395	\$445	\$431	\$469	\$428
Boston MA	Partner	30	\$590	\$703	\$823	\$715	\$711	\$664
	Associate	22	\$331	\$408	\$619	\$449	\$426	\$421
Chicago IL	Partner	99	\$623	\$827	\$950	\$805	\$764	\$766
	Associate	94	\$432	\$560	\$705	\$578	\$527	\$474
Dallas TX	Associate	18	\$335	\$490	\$563	\$473	\$479	\$461
Denver CO	Partner	18	\$433	\$538	\$625	\$536	\$539	\$479
Indianapolis IN	Partner	19	\$361	\$401	\$489	\$436	\$394	\$405
	Associate	11	\$205	\$240	\$381	\$309	\$285	\$213
Kansas City MO	Partner	27	\$411	\$470	\$590	\$512	\$461	\$456
	Associate	14	\$265	\$277	\$313	\$287	\$291	\$319
Los Angeles CA	Partner	73	\$696	\$875	\$1,026	\$857	\$862	\$814
	Associate	105	\$549	\$660	\$785	\$655	\$605	\$570
Miami FL	Partner	20	\$537	\$685	\$881	\$691	\$622	\$563
Minneapolis MN	Partner	26	\$575	\$720	\$760	\$681	\$576	\$518
	Associate	19	\$311	\$418	\$485	\$391	\$394	\$314
New York NY	Partner	185	\$740	\$1,000	\$1,279	\$1,025	\$1,015	\$954
	Associate	197	\$435	\$620	\$847	\$658	\$612	\$596
Philadelphia PA	Partner	92	\$570	\$695	\$803	\$696	\$674	\$699
	Associate	91	\$304	\$383	\$499	\$414	\$370	\$372
Pittsburgh PA	Partner	17	\$605	\$752	\$845	\$685	\$563	\$501
	Associate	24	\$370	\$435	\$511	\$429	\$404	\$325
Portland OR	Partner	22	\$512	\$605	\$627	\$548	\$536	\$494
Richmond VA	Partner	15	\$338	\$391	\$580	\$466	\$457	\$415
	Associate	14	\$374	\$450	\$563	\$464	\$339	\$320
San Francisco CA	Partner	44	\$503	\$720	\$930	\$726	\$748	\$709
	Associate	25	\$359	\$435	\$600	\$483	\$492	\$492
Seattle WA	Partner	40	\$518	\$583	\$695	\$620	\$594	\$541
	Associate	42	\$316	\$416	\$465	\$392	\$359	\$330
Washington DC	Partner	454	\$630	\$805	\$968	\$824	\$814	\$774
	Associate	363	\$394	\$519	\$635	\$533	\$531	\$499

**Section III: Practice Area Analysis**

#138637

**Corporate - Regulatory and Compliance**

By Years of Experience and Matter Type

**2019 -- Real Rates for Partners****Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 21 Years	Litigation	126	\$553	\$725	\$900	\$736	\$735	\$647
	Non-Litigation	264	\$450	\$647	\$834	\$671	\$687	\$624
21 or More Years	Litigation	234	\$630	\$815	\$1,000	\$840	\$802	\$761
	Non-Litigation	557	\$545	\$683	\$929	\$754	\$731	\$705

**2019 -- Real Rates for Associates****Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 3 Years	Litigation	24	\$357	\$478	\$606	\$474	\$486	
	Non-Litigation	43	\$288	\$384	\$480	\$404	\$440	
3 to Fewer Than 7 Years	Litigation	87	\$383	\$480	\$596	\$506	\$481	\$419
	Non-Litigation	142	\$352	\$488	\$576	\$490	\$453	\$397
7 or More Years	Litigation	112	\$429	\$543	\$714	\$574	\$556	\$523
	Non-Litigation	205	\$353	\$491	\$689	\$549	\$542	\$510

**Section III: Practice Area Analysis** #38638**Corporate - Regulatory and Compliance**

By Firm Size and Matter Type

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Litigation	Partner	26	\$386	\$505	\$711	\$536	\$474	\$448
		Associate	20	\$270	\$318	\$428	\$366	\$337	\$310
	Non-Litigation	Partner	147	\$396	\$523	\$615	\$503	\$480	\$457
		Associate	74	\$277	\$305	\$352	\$337	\$288	\$285
51-200 Lawyers	Litigation	Partner	48	\$371	\$681	\$875	\$659	\$577	\$540
		Associate	27	\$377	\$470	\$587	\$484	\$387	\$356
	Non-Litigation	Partner	127	\$363	\$464	\$597	\$523	\$509	\$492
		Associate	73	\$265	\$309	\$400	\$353	\$325	\$305
201-500 Lawyers	Litigation	Partner	92	\$500	\$637	\$796	\$653	\$631	\$672
		Associate	70	\$345	\$398	\$528	\$439	\$471	\$479
	Non-Litigation	Partner	170	\$485	\$610	\$729	\$635	\$615	\$597
		Associate	116	\$300	\$360	\$454	\$400	\$384	\$370
501-1,000 Lawyers	Litigation	Partner	140	\$659	\$857	\$1,097	\$889	\$904	\$884
		Associate	152	\$414	\$532	\$679	\$558	\$546	\$517
	Non-Litigation	Partner	300	\$646	\$780	\$990	\$861	\$875	\$839
		Associate	333	\$389	\$489	\$620	\$536	\$565	\$540
More Than 1,000 Lawyers	Litigation	Partner	143	\$771	\$875	\$1,059	\$922	\$877	\$810
		Associate	171	\$434	\$528	\$695	\$575	\$536	\$521
	Non-Litigation	Partner	283	\$769	\$893	\$1,021	\$911	\$875	\$866
		Associate	260	\$451	\$595	\$730	\$602	\$549	\$545

**Corporate - Other**

By City

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Atlanta GA	Partner	79	\$398	\$621	\$749	\$633	\$638	\$590
	Associate	59	\$290	\$375	\$537	\$429	\$419	\$364
Austin TX	Partner	21	\$371	\$425	\$495	\$489	\$516	\$440
	Associate	13	\$265	\$350	\$475	\$377	\$336	\$307
Baltimore MD	Partner	25	\$445	\$652	\$748	\$609	\$663	\$652
	Associate	42	\$299	\$383	\$550	\$421	\$446	\$435
Birmingham AL	Partner	19	\$379	\$433	\$485	\$438	\$411	\$390
	Associate	28	\$279	\$325	\$375	\$329	\$253	\$265
Boston MA	Partner	76	\$536	\$676	\$850	\$708	\$670	\$663
	Associate	81	\$345	\$415	\$510	\$435	\$420	\$389
Charlotte NC	Partner	20	\$395	\$494	\$761	\$575	\$682	\$575
	Associate	16	\$281	\$345	\$460	\$383	\$355	\$392
Chicago IL	Partner	254	\$675	\$800	\$983	\$833	\$788	\$730
	Associate	276	\$439	\$540	\$660	\$554	\$506	\$466
Cleveland OH	Partner	37	\$375	\$490	\$815	\$579	\$591	\$549
	Associate	31	\$250	\$330	\$420	\$355	\$337	\$295
Dallas TX	Partner	39	\$408	\$761	\$943	\$709	\$609	\$571
	Associate	63	\$475	\$550	\$645	\$549	\$460	\$404
Denver CO	Partner	14	\$371	\$463	\$546	\$489	\$535	\$488
	Associate	13	\$275	\$295	\$375	\$316	\$354	\$294
Detroit MI	Partner	13	\$320	\$327	\$418	\$357	\$426	\$362
	Associate	12	\$258	\$280	\$306	\$284	\$327	\$252
Hartford CT	Partner	15	\$454	\$488	\$696	\$577	\$504	\$499
Houston TX	Partner	37	\$580	\$761	\$928	\$759	\$628	\$600
	Associate	39	\$368	\$430	\$543	\$465	\$380	\$385
Jackson MS	Partner	14	\$325	\$356	\$433	\$379	\$387	\$392
Kansas City MO	Partner	20	\$418	\$495	\$581	\$504	\$489	\$479
	Associate	19	\$270	\$272	\$295	\$291	\$274	\$259
Los Angeles CA	Partner	215	\$565	\$850	\$1,021	\$823	\$769	\$743
	Associate	187	\$404	\$538	\$697	\$561	\$549	\$541
Miami FL	Partner	42	\$425	\$500	\$625	\$543	\$543	\$502
	Associate	34	\$273	\$385	\$505	\$420	\$393	\$340
Milwaukee WI	Partner	21	\$375	\$481	\$630	\$529	\$408	\$355
	Associate	14	\$238	\$288	\$328	\$301	\$282	\$252
Minneapolis MN	Partner	31	\$384	\$580	\$673	\$559	\$568	\$501
	Associate	24	\$366	\$388	\$466	\$413	\$373	\$301

## Section III: Practice Area Analysis

### Corporate - Other

By City

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Nashville TN	Partner	11	\$363	\$415	\$477	\$412	\$442	\$425
New Orleans LA	Partner	29	\$313	\$369	\$420	\$370	\$352	\$330
	Associate	19	\$214	\$235	\$290	\$271	\$238	\$244
New York NY	Partner	532	\$720	\$1,114	\$1,347	\$1,030	\$976	\$898
	Associate	724	\$470	\$660	\$847	\$663	\$620	\$590
Orlando FL	Partner	42	\$395	\$450	\$507	\$463	\$490	\$449
	Associate	31	\$213	\$265	\$345	\$270	\$276	\$298
Philadelphia PA	Partner	191	\$550	\$725	\$830	\$717	\$707	\$662
	Associate	198	\$340	\$390	\$480	\$430	\$421	\$390
Phoenix AZ	Partner	23	\$328	\$350	\$417	\$391	\$390	\$398
	Associate	13	\$231	\$275	\$300	\$289	\$310	\$295
Pittsburgh PA	Partner	21	\$373	\$443	\$748	\$534	\$487	\$470
	Associate	26	\$274	\$354	\$438	\$370	\$343	\$305
Portland OR	Associate	17	\$361	\$389	\$434	\$397	\$377	\$303
Raleigh NC	Partner	13	\$425	\$459	\$475	\$452	\$447	\$466
Richmond VA	Partner	15	\$553	\$630	\$711	\$654	\$677	\$643
	Associate	18	\$418	\$459	\$500	\$452	\$413	\$368
San Diego CA	Partner	33	\$295	\$415	\$978	\$594	\$578	\$530
	Associate	25	\$195	\$235	\$377	\$303	\$282	\$280
San Francisco CA	Partner	86	\$514	\$775	\$982	\$764	\$766	\$733
	Associate	58	\$401	\$505	\$668	\$528	\$530	\$481
San Jose CA	Partner	33	\$619	\$723	\$901	\$768	\$818	\$813
	Associate	36	\$350	\$500	\$660	\$521	\$502	\$505
Seattle WA	Partner	51	\$426	\$588	\$737	\$585	\$579	\$529
	Associate	32	\$357	\$409	\$470	\$412	\$415	\$384
St. Louis MO	Partner	19	\$408	\$422	\$512	\$489	\$442	\$416
Tampa FL	Partner	17	\$395	\$420	\$492	\$457	\$482	\$403
Washington DC	Partner	548	\$700	\$844	\$960	\$853	\$814	\$777
	Associate	471	\$466	\$525	\$630	\$553	\$533	\$495

**Corporate - Other**

By Years of Experience and Matter Type

**2019 -- Real Rates for Partners**

**Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 21 Years	Litigation	294	\$416	\$625	\$780	\$633	\$630	\$533
	Non-Litigation	523	\$494	\$745	\$965	\$753	\$706	\$676
21 or More Years	Litigation	563	\$475	\$675	\$900	\$716	\$694	\$614
	Non-Litigation	1008	\$546	\$803	\$1,045	\$829	\$795	\$760

**2019 -- Real Rates for Associates**

**Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 3 Years	Litigation	32	\$274	\$359	\$415	\$360	\$337	
	Non-Litigation	58	\$356	\$430	\$530	\$465	\$447	\$388
3 to Fewer Than 7 Years	Litigation	138	\$293	\$395	\$487	\$416	\$402	\$350
	Non-Litigation	270	\$340	\$466	\$596	\$486	\$452	\$406
7 or More Years	Litigation	208	\$310	\$450	\$613	\$482	\$470	\$428
	Non-Litigation	412	\$383	\$550	\$795	\$596	\$575	\$554

**Corporate - Other**

By Firm Size and Matter Type

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Litigation	Partner	120	\$300	\$406	\$500	\$433	\$420	\$346
		Associate	107	\$238	\$300	\$350	\$311	\$321	\$244
	Non-Litigation	Partner	181	\$295	\$390	\$485	\$407	\$411	\$411
		Associate	113	\$215	\$275	\$350	\$300	\$291	\$285
51-200 Lawyers	Litigation	Partner	163	\$369	\$475	\$680	\$538	\$505	\$436
		Associate	108	\$270	\$375	\$451	\$391	\$350	\$298
	Non-Litigation	Partner	209	\$385	\$525	\$765	\$585	\$571	\$559
		Associate	135	\$275	\$341	\$458	\$376	\$366	\$355
201-500 Lawyers	Litigation	Partner	260	\$440	\$575	\$797	\$637	\$592	\$537
		Associate	194	\$298	\$415	\$546	\$436	\$387	\$359
	Non-Litigation	Partner	431	\$451	\$598	\$805	\$659	\$625	\$623
		Associate	315	\$325	\$407	\$560	\$454	\$429	\$413
501-1,000 Lawyers	Litigation	Partner	326	\$585	\$756	\$935	\$800	\$780	\$716
		Associate	380	\$400	\$507	\$618	\$518	\$483	\$457
	Non-Litigation	Partner	540	\$679	\$900	\$1,220	\$933	\$900	\$860
		Associate	692	\$430	\$525	\$738	\$583	\$572	\$543
More Than 1,000 Lawyers	Litigation	Partner	207	\$648	\$775	\$952	\$814	\$823	\$792
		Associate	188	\$383	\$460	\$580	\$495	\$512	\$483
	Non-Litigation	Partner	623	\$811	\$950	\$1,155	\$999	\$954	\$882
		Associate	667	\$488	\$625	\$795	\$643	\$605	\$561

**Employment and Labor**

By City

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Atlanta GA	Partner	102	\$370	\$440	\$583	\$472	\$461	\$460
	Associate	108	\$275	\$290	\$330	\$301	\$322	\$306
Austin TX	Associate	14	\$305	\$327	\$415	\$383	\$330	\$306
Baltimore MD	Partner	22	\$432	\$475	\$664	\$564	\$580	\$538
	Associate	26	\$325	\$400	\$561	\$440	\$464	\$456
Birmingham AL	Partner	15	\$355	\$400	\$443	\$391	\$340	\$322
Boston MA	Partner	45	\$394	\$508	\$690	\$549	\$562	\$529
	Associate	28	\$322	\$370	\$475	\$422	\$445	\$467
Buffalo NY	Partner	19	\$340	\$340	\$340	\$338	\$351	\$334
Chicago IL	Partner	129	\$536	\$625	\$757	\$661	\$665	\$631
	Associate	125	\$311	\$395	\$442	\$403	\$406	\$394
Cincinnati OH	Partner	15	\$347	\$446	\$515	\$438	\$475	\$417
Cleveland OH	Partner	48	\$365	\$409	\$462	\$431	\$463	\$458
	Associate	48	\$270	\$295	\$345	\$300	\$301	\$297
Columbia SC	Partner	13	\$366	\$405	\$470	\$418	\$444	\$399
Dallas TX	Partner	47	\$380	\$485	\$633	\$506	\$508	\$516
	Associate	37	\$295	\$360	\$390	\$370	\$360	\$373
Denver CO	Partner	41	\$450	\$475	\$576	\$514	\$476	\$486
	Associate	29	\$300	\$324	\$335	\$322	\$334	\$320
Detroit MI	Partner	13	\$402	\$428	\$448	\$415	\$405	\$370
Greenville SC	Partner	24	\$383	\$437	\$483	\$454	\$435	\$430
Houston TX	Partner	35	\$445	\$570	\$710	\$595	\$546	\$491
	Associate	17	\$340	\$360	\$424	\$383	\$342	\$331
Indianapolis IN	Partner	15	\$395	\$425	\$469	\$433	\$408	\$374
	Associate	12	\$239	\$295	\$324	\$291	\$285	\$294
Kansas City MO	Partner	17	\$368	\$385	\$444	\$406	\$405	\$360
	Associate	24	\$278	\$295	\$316	\$292	\$282	\$249
Los Angeles CA	Partner	149	\$477	\$610	\$735	\$639	\$601	\$608
	Associate	152	\$325	\$405	\$522	\$451	\$447	\$475
Miami FL	Partner	17	\$458	\$570	\$648	\$557	\$503	\$436
	Associate	14	\$293	\$319	\$325	\$334	\$405	\$329
Minneapolis MN	Partner	32	\$455	\$550	\$655	\$553	\$527	\$473
	Associate	23	\$320	\$374	\$411	\$369	\$324	\$302
Nashville TN	Partner	22	\$360	\$423	\$450	\$410	\$395	\$401
	Associate	19	\$230	\$280	\$288	\$268	\$255	\$258



## Section III: Practice Area Analysis

### Employment and Labor

By City

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
New Orleans LA	Partner	12	\$350	\$395	\$459	\$388	\$396	\$380
	Associate	18	\$303	\$329	\$366	\$335	\$307	\$264
New York NY	Partner	349	\$470	\$625	\$815	\$693	\$695	\$688
	Associate	324	\$315	\$395	\$595	\$476	\$493	\$477
Orlando FL	Partner	12	\$474	\$475	\$500	\$475	\$514	\$489
	Associate	15	\$271	\$300	\$335	\$301	\$252	\$294
Philadelphia PA	Partner	119	\$500	\$620	\$775	\$644	\$631	\$639
	Associate	149	\$320	\$380	\$468	\$396	\$385	\$397
Phoenix AZ	Partner	12	\$425	\$470	\$530	\$506	\$501	\$446
Pittsburgh PA	Partner	33	\$475	\$553	\$657	\$566	\$507	\$517
	Associate	39	\$316	\$350	\$360	\$340	\$330	\$317
Portland OR	Partner	13	\$365	\$374	\$405	\$396	\$458	\$452
	Associate	24	\$295	\$315	\$363	\$339	\$337	\$322
Richmond VA	Partner	13	\$491	\$525	\$618	\$575	\$527	\$489
San Diego CA	Partner	23	\$370	\$397	\$529	\$490	\$477	\$459
	Associate	24	\$278	\$295	\$390	\$351	\$328	\$330
San Francisco CA	Partner	88	\$395	\$510	\$639	\$547	\$576	\$550
	Associate	81	\$300	\$345	\$405	\$366	\$353	\$359
San Jose CA	Partner	29	\$553	\$650	\$849	\$701	\$671	\$689
	Associate	16	\$360	\$365	\$425	\$398	\$408	\$393
Seattle WA	Partner	50	\$416	\$498	\$650	\$543	\$525	\$506
	Associate	30	\$325	\$425	\$585	\$442	\$412	\$308
St. Louis MO	Partner	24	\$398	\$465	\$530	\$490	\$466	\$418
Tampa FL	Partner	13	\$305	\$397	\$446	\$442	\$332	\$325
Washington DC	Partner	175	\$580	\$695	\$845	\$729	\$718	\$728
	Associate	125	\$370	\$445	\$595	\$475	\$506	\$508

**Employment and Labor**

By Years of Experience and Matter Type

**2019 -- Real Rates for Partners**

**Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 21 Years	Litigation	271	\$365	\$440	\$553	\$483	\$484	\$465
	Non-Litigation	355	\$385	\$465	\$601	\$519	\$493	\$488
21 or More Years	Litigation	496	\$430	\$546	\$710	\$599	\$589	\$582
	Non-Litigation	715	\$450	\$565	\$707	\$608	\$600	\$573

**2019 -- Real Rates for Associates**

**Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 3 Years	Litigation	29	\$249	\$290	\$312	\$304	\$314	
	Non-Litigation	33	\$272	\$311	\$375	\$327	\$308	
3 to Fewer Than 7 Years	Litigation	156	\$290	\$315	\$373	\$335	\$351	\$334
	Non-Litigation	176	\$285	\$335	\$404	\$365	\$334	\$318
7 or More Years	Litigation	282	\$295	\$363	\$450	\$404	\$415	\$429
	Non-Litigation	331	\$306	\$360	\$430	\$400	\$407	\$391

**Employment and Labor**

By Firm Size and Matter Type

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Litigation	Partner	90	\$290	\$366	\$485	\$418	\$383	\$373
		Associate	80	\$214	\$300	\$345	\$302	\$302	\$288
	Non-Litigation	Partner	92	\$350	\$395	\$490	\$426	\$427	\$396
		Associate	51	\$225	\$290	\$340	\$291	\$279	\$250
51-200 Lawyers	Litigation	Partner	93	\$316	\$388	\$475	\$428	\$418	\$439
		Associate	79	\$248	\$300	\$345	\$312	\$297	\$296
	Non-Litigation	Partner	175	\$400	\$460	\$664	\$534	\$508	\$484
		Associate	106	\$243	\$288	\$400	\$332	\$320	\$329
201-500 Lawyers	Litigation	Partner	262	\$370	\$461	\$650	\$523	\$529	\$522
		Associate	248	\$290	\$325	\$400	\$374	\$393	\$397
	Non-Litigation	Partner	257	\$385	\$450	\$550	\$493	\$478	\$461
		Associate	157	\$295	\$320	\$375	\$355	\$330	\$317
501-1,000 Lawyers	Litigation	Partner	342	\$440	\$531	\$680	\$604	\$618	\$588
		Associate	303	\$295	\$348	\$418	\$392	\$425	\$425
	Non-Litigation	Partner	477	\$450	\$536	\$650	\$583	\$593	\$583
		Associate	402	\$303	\$340	\$418	\$382	\$404	\$394
More Than 1,000 Lawyers	Litigation	Partner	147	\$586	\$720	\$853	\$757	\$737	\$745
		Associate	197	\$360	\$435	\$531	\$463	\$463	\$480
	Non-Litigation	Partner	251	\$649	\$725	\$875	\$768	\$769	\$734
		Associate	240	\$354	\$400	\$526	\$459	\$460	\$444

# Section III: Practice Area Analysis #138697

## Environmental

By City

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Boston MA	Partner	11	\$385	\$590	\$708	\$598	\$438	\$528
New York NY	Partner	24	\$390	\$515	\$605	\$514	\$718	\$570
	Associate	16	\$268	\$343	\$400	\$341	\$517	\$298
Philadelphia PA	Partner	16	\$480	\$550	\$628	\$568	\$494	\$498
Portland OR	Partner	12	\$374	\$458	\$509	\$448	\$377	\$398
Washington DC	Partner	24	\$612	\$788	\$893	\$762	\$797	\$728
	Associate	15	\$365	\$425	\$650	\$498	\$503	\$493

**Environmental**

By Years of Experience and Matter Type

**2019 -- Real Rates for Partners**

						<b>Trend Analysis (Mean)</b>		
Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 21 Years	Litigation	16	\$348	\$390	\$569	\$448	\$332	\$369
	Non-Litigation	14	\$350	\$407	\$443	\$411	\$592	\$526
21 or More Years	Litigation	66	\$434	\$542	\$628	\$550	\$455	\$459
	Non-Litigation	87	\$428	\$550	\$720	\$583	\$667	\$598

**2019 -- Real Rates for Associates**

						<b>Trend Analysis (Mean)</b>		
Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
3 to Fewer Than 7 Years	Non-Litigation	12	\$250	\$341	\$423	\$346	\$391	\$348
7 or More Years	Litigation	20	\$325	\$360	\$408	\$363	\$246	\$271
	Non-Litigation	15	\$288	\$364	\$465	\$400	\$462	\$430

**Section III: Practice Area Analysis** #138699**Environmental**

By Firm Size and Matter Type

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Non-Litigation	Partner	17	\$310	\$375	\$486	\$410	\$439	\$411
51-200 Lawyers	Litigation	Partner	34	\$369	\$473	\$560	\$462	\$442	\$446
		Associate	16	\$240	\$260	\$278	\$286	\$296	\$291
	Non-Litigation	Partner	38	\$385	\$410	\$543	\$489	\$470	\$456
201-500 Lawyers	Litigation	Partner	19	\$457	\$560	\$625	\$542	\$497	\$478
		Associate	12	\$323	\$348	\$400	\$359	\$301	\$296
	Non-Litigation	Partner	30	\$471	\$550	\$611	\$558	\$536	\$535
		Associate	13	\$273	\$325	\$407	\$330	\$298	\$325
501-1,000 Lawyers	Litigation	Partner	25	\$527	\$621	\$774	\$646	\$587	\$542
		Associate	20	\$349	\$425	\$454	\$413	\$393	\$450
	Non-Litigation	Partner	24	\$585	\$650	\$859	\$699	\$657	\$605
		Associate	18	\$364	\$423	\$450	\$419	\$448	\$401

**Finance and Securities**

By City

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Atlanta GA	Partner	53	\$669	\$820	\$949	\$816	\$767	\$695
	Associate	73	\$425	\$503	\$630	\$519	\$473	\$454
Baltimore MD	Partner	53	\$460	\$537	\$765	\$623	\$609	\$586
	Associate	28	\$290	\$344	\$470	\$422	\$403	\$379
Birmingham AL	Partner	12	\$325	\$325	\$470	\$382	\$398	\$423
	Associate	15	\$275	\$290	\$310	\$300	\$308	\$360
Boston MA	Partner	79	\$725	\$891	\$1,068	\$919	\$937	\$965
	Associate	114	\$475	\$603	\$750	\$617	\$592	\$628
Charlotte NC	Partner	48	\$529	\$635	\$835	\$701	\$736	\$691
	Associate	52	\$315	\$410	\$568	\$448	\$473	\$461
Chicago IL	Partner	243	\$740	\$917	\$1,175	\$969	\$950	\$914
	Associate	244	\$438	\$550	\$697	\$582	\$579	\$557
Cleveland OH	Partner	74	\$430	\$455	\$575	\$525	\$553	\$506
	Associate	47	\$227	\$258	\$292	\$273	\$328	\$321
Dallas TX	Partner	67	\$525	\$740	\$1,035	\$797	\$794	\$844
	Associate	102	\$330	\$525	\$730	\$552	\$563	\$548
Denver CO	Partner	21	\$376	\$445	\$633	\$546	\$533	\$572
Detroit MI	Partner	29	\$373	\$413	\$460	\$426	\$404	\$404
	Associate	11	\$215	\$225	\$250	\$251	\$223	\$223
Houston TX	Partner	38	\$768	\$924	\$1,190	\$954	\$970	\$967
	Associate	32	\$350	\$375	\$495	\$449	\$500	\$520
Kansas City MO	Partner	20	\$399	\$450	\$491	\$459	\$450	\$529
	Associate	16	\$279	\$299	\$324	\$306	\$294	\$295
Los Angeles CA	Partner	206	\$818	\$1,029	\$1,265	\$1,030	\$958	\$966
	Associate	376	\$565	\$700	\$880	\$736	\$718	\$707
Miami FL	Partner	37	\$550	\$625	\$785	\$664	\$649	\$646
	Associate	19	\$338	\$372	\$494	\$442	\$389	\$395
Minneapolis MN	Partner	23	\$489	\$598	\$783	\$626	\$581	\$534
	Associate	30	\$450	\$510	\$572	\$515	\$454	\$363
New York NY	Partner	892	\$880	\$1,134	\$1,390	\$1,126	\$1,077	\$1,061
	Associate	1277	\$520	\$681	\$875	\$701	\$678	\$663
Orlando FL	Partner	15	\$580	\$600	\$725	\$633	\$665	\$664
Philadelphia PA	Partner	126	\$633	\$795	\$975	\$814	\$776	\$775
	Associate	95	\$334	\$438	\$561	\$487	\$471	\$461
Phoenix AZ	Partner	14	\$370	\$445	\$587	\$488	\$401	\$385

**Section III: Practice Area Analysis** #38701**Finance and Securities**

By City

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Pittsburgh PA	Partner	50	\$449	\$593	\$780	\$616	\$568	\$562
	Associate	57	\$278	\$395	\$445	\$374	\$390	\$376
Portland OR	Partner	16	\$400	\$440	\$530	\$477	\$386	\$390
Richmond VA	Partner	33	\$695	\$760	\$830	\$755	\$738	\$729
	Associate	31	\$410	\$457	\$480	\$444	\$406	\$400
Salt Lake City UT	Partner	11	\$300	\$400	\$419	\$386	\$448	\$372
San Diego CA	Partner	11	\$553	\$1,045	\$1,110	\$864	\$881	\$848
San Francisco CA	Partner	70	\$721	\$961	\$1,150	\$940	\$910	\$872
	Associate	44	\$565	\$709	\$820	\$676	\$586	\$603
San Jose CA	Partner	19	\$914	\$1,113	\$1,338	\$1,087	\$963	\$1,052
Seattle WA	Partner	22	\$431	\$495	\$671	\$577	\$529	\$531
	Associate	21	\$302	\$405	\$470	\$415	\$411	\$369
Tampa FL	Partner	11	\$453	\$605	\$718	\$565	\$476	\$568
Washington DC	Partner	266	\$750	\$900	\$1,100	\$943	\$941	\$903
	Associate	149	\$460	\$528	\$700	\$591	\$615	\$623



**Finance and Securities**

By Years of Experience and Matter Type

**2019 -- Real Rates for Partners**

**Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 21 Years	Litigation	72	\$398	\$553	\$751	\$614	\$690	\$714
	Non-Litigation	676	\$545	\$825	\$1,125	\$847	\$810	\$795
21 or More Years	Litigation	168	\$520	\$804	\$1,033	\$795	\$803	\$840
	Non-Litigation	1279	\$620	\$910	\$1,249	\$940	\$932	\$915

**2019 -- Real Rates for Associates**

**Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 3 Years	Litigation	11	\$237	\$285	\$389	\$302	\$393	
	Non-Litigation	108	\$295	\$425	\$511	\$418	\$438	\$419
3 to Fewer Than 7 Years	Litigation	39	\$290	\$321	\$422	\$378	\$461	\$406
	Non-Litigation	286	\$327	\$445	\$635	\$500	\$489	\$469
7 or More Years	Litigation	76	\$310	\$470	\$650	\$495	\$525	\$516
	Non-Litigation	469	\$480	\$685	\$950	\$706	\$693	\$684

**Finance and Securities**

By Firm Size and Matter Type

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Litigation	Partner	30	\$312	\$333	\$408	\$403	\$419	\$546
		Associate	36	\$265	\$300	\$310	\$283	\$303	\$389
	Non-Litigation	Partner	176	\$330	\$451	\$585	\$488	\$464	\$444
		Associate	77	\$250	\$310	\$375	\$320	\$304	\$298
51-200 Lawyers	Litigation	Partner	49	\$340	\$449	\$747	\$541	\$604	\$594
		Associate	42	\$260	\$395	\$484	\$382	\$431	\$378
	Non-Litigation	Partner	335	\$400	\$478	\$719	\$555	\$538	\$522
		Associate	208	\$245	\$295	\$455	\$350	\$362	\$334
201-500 Lawyers	Litigation	Partner	72	\$429	\$536	\$758	\$612	\$672	\$732
		Associate	88	\$280	\$315	\$412	\$375	\$408	\$417
	Non-Litigation	Partner	372	\$490	\$680	\$1,110	\$790	\$791	\$783
		Associate	368	\$335	\$512	\$721	\$544	\$504	\$500
501-1,000 Lawyers	Litigation	Partner	84	\$673	\$915	\$1,100	\$906	\$918	\$975
		Associate	122	\$379	\$475	\$601	\$507	\$526	\$578
	Non-Litigation	Partner	873	\$790	\$1,010	\$1,275	\$1,038	\$1,011	\$992
		Associate	1118	\$501	\$651	\$835	\$669	\$654	\$633
More Than 1,000 Lawyers	Litigation	Partner	73	\$690	\$960	\$1,117	\$929	\$909	\$926
		Associate	82	\$380	\$460	\$656	\$535	\$563	\$530
	Non-Litigation	Partner	767	\$869	\$1,075	\$1,301	\$1,089	\$1,039	\$1,008
		Associate	904	\$522	\$700	\$905	\$719	\$683	\$670

**General Liability - Litigation Only**

By City

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Atlanta GA	Partner	33	\$210	\$285	\$559	\$401	\$394	\$359
	Associate	31	\$165	\$185	\$330	\$264	\$307	\$248
Baltimore MD	Partner	22	\$506	\$613	\$666	\$586	\$489	\$473
	Associate	46	\$350	\$390	\$510	\$427	\$400	\$380
Birmingham AL	Partner	23	\$220	\$315	\$433	\$329	\$315	\$299
	Associate	12	\$220	\$245	\$271	\$243	\$214	\$194
Boston MA	Partner	25	\$185	\$223	\$413	\$363	\$417	\$333
	Associate	26	\$165	\$180	\$210	\$270	\$259	\$228
Buffalo NY	Partner	12	\$340	\$340	\$380	\$343	\$319	\$300
	Associate	13	\$245	\$255	\$255	\$248	\$248	\$224
Charleston WV	Partner	14	\$201	\$283	\$310	\$268	\$252	\$238
Chicago IL	Partner	48	\$215	\$350	\$785	\$531	\$481	\$445
	Associate	71	\$169	\$220	\$250	\$303	\$307	\$260
Cleveland OH	Partner	12	\$505	\$560	\$678	\$552	\$464	\$375
Dallas TX	Partner	19	\$185	\$210	\$362	\$298	\$309	\$275
	Associate	11	\$160	\$160	\$165	\$228	\$236	\$246
Denver CO	Partner	15	\$335	\$375	\$423	\$372	\$352	\$340
Detroit MI	Partner	17	\$210	\$300	\$319	\$296	\$267	\$307
	Associate	14	\$175	\$215	\$301	\$225	\$211	\$224
Houston TX	Partner	14	\$266	\$320	\$575	\$407	\$410	\$369
	Associate	20	\$283	\$350	\$381	\$333	\$367	\$324
Indianapolis IN	Associate	11	\$150	\$178	\$204	\$193	\$171	\$170
Jackson MS	Partner	41	\$319	\$350	\$370	\$344	\$329	\$317
	Associate	33	\$225	\$240	\$251	\$231	\$232	\$199
Kansas City MO	Partner	35	\$425	\$486	\$575	\$488	\$454	\$380
	Associate	43	\$280	\$315	\$351	\$313	\$293	\$259
Los Angeles CA	Partner	58	\$190	\$431	\$873	\$526	\$555	\$451
	Associate	57	\$179	\$274	\$500	\$375	\$344	\$313
Louisville KY	Associate	13	\$175	\$175	\$220	\$194	\$207	\$191
Miami FL	Partner	24	\$157	\$200	\$333	\$316	\$356	\$238
Milwaukee WI	Partner	12	\$240	\$290	\$383	\$312	\$311	\$293
Minneapolis MN	Partner	17	\$304	\$320	\$385	\$374	\$274	\$259
	Associate	11	\$215	\$295	\$320	\$279	\$233	\$212
Nashville TN	Partner	12	\$269	\$275	\$329	\$316	\$320	\$333

**General Liability - Litigation Only**

By City

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
New Orleans LA	Partner	32	\$275	\$305	\$325	\$300	\$283	\$261
	Associate	35	\$209	\$238	\$238	\$223	\$225	\$207
New York NY	Partner	101	\$225	\$467	\$635	\$484	\$470	\$409
	Associate	97	\$165	\$285	\$418	\$361	\$342	\$272
Orlando FL	Associate	13	\$215	\$220	\$300	\$236	\$185	\$179
Philadelphia PA	Partner	54	\$384	\$479	\$625	\$502	\$445	\$431
	Associate	85	\$307	\$350	\$425	\$365	\$294	\$299
Phoenix AZ	Partner	14	\$150	\$200	\$248	\$247	\$244	\$276
	Associate	11	\$158	\$175	\$230	\$196	\$173	\$235
Portland OR	Associate	11	\$245	\$300	\$352	\$297	\$299	\$257
Richmond VA	Partner	19	\$357	\$532	\$624	\$480	\$323	\$300
	Associate	20	\$200	\$246	\$288	\$258	\$225	\$218
San Diego CA	Partner	13	\$175	\$193	\$256	\$296	\$208	\$203
	Associate	24	\$150	\$169	\$180	\$171	\$164	\$169
San Francisco CA	Partner	16	\$250	\$560	\$600	\$528	\$484	\$413
	Associate	19	\$210	\$245	\$325	\$327	\$255	\$271
Seattle WA	Partner	15	\$281	\$400	\$420	\$369	\$365	\$333
	Associate	12	\$225	\$293	\$366	\$322	\$325	\$246
St. Louis MO	Partner	40	\$250	\$321	\$448	\$357	\$355	\$306
	Associate	26	\$190	\$225	\$250	\$218	\$215	\$199
Washington DC	Partner	71	\$736	\$805	\$935	\$842	\$809	\$768
	Associate	78	\$407	\$490	\$645	\$526	\$527	\$504

**Section III: Practice Area Analysis** #38706**General Liability - Litigation Only**

By Years of Experience and Matter Type

**2019 -- Real Rates for Partners****Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 21 Years	Litigation	284	\$248	\$350	\$538	\$421	\$395	\$346
21 or More Years	Litigation	544	\$250	\$380	\$600	\$454	\$432	\$389

**2019 -- Real Rates for Associates****Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 3 Years	Litigation	25	\$238	\$325	\$345	\$302	\$317	\$295
3 to Fewer Than 7 Years	Litigation	130	\$200	\$300	\$402	\$321	\$315	\$269
7 or More Years	Litigation	231	\$205	\$275	\$440	\$338	\$308	\$281

**Section III: Practice Area Analysis** #38707**General Liability - Litigation Only**

By Firm Size and Matter Type

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Litigation	Partner	287	\$185	\$240	\$305	\$259	\$250	\$247
		Associate	232	\$165	\$185	\$238	\$202	\$196	\$191
51-200 Lawyers	Litigation	Partner	277	\$220	\$300	\$370	\$312	\$308	\$298
		Associate	258	\$175	\$225	\$250	\$221	\$220	\$220
201-500 Lawyers	Litigation	Partner	142	\$300	\$425	\$595	\$461	\$460	\$418
		Associate	132	\$245	\$300	\$329	\$296	\$282	\$268
501-1,000 Lawyers	Litigation	Partner	195	\$490	\$585	\$725	\$630	\$607	\$557
		Associate	195	\$335	\$375	\$490	\$406	\$409	\$375
More Than 1,000 Lawyers	Litigation	Partner	107	\$625	\$803	\$1,015	\$826	\$793	\$736
		Associate	147	\$383	\$500	\$714	\$554	\$464	\$446

**Insurance Defense - Litigation Only**

By City

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Albany NY	Partner	13	\$147	\$150	\$195	\$173	\$182	\$183
Atlanta GA	Partner	35	\$170	\$174	\$230	\$213	\$230	\$235
	Associate	74	\$150	\$155	\$210	\$197	\$201	\$205
Baltimore MD	Partner	39	\$175	\$178	\$195	\$254	\$218	\$201
	Associate	38	\$150	\$155	\$170	\$183	\$192	\$201
Birmingham AL	Partner	44	\$180	\$180	\$323	\$244	\$267	\$266
	Associate	27	\$155	\$175	\$225	\$190	\$200	\$196
Boston MA	Partner	51	\$165	\$184	\$225	\$241	\$252	\$231
	Associate	44	\$155	\$157	\$175	\$211	\$194	\$178
Buffalo NY	Partner	60	\$150	\$155	\$190	\$170	\$167	\$165
	Associate	56	\$133	\$145	\$165	\$147	\$145	\$141
Charleston SC	Partner	21	\$174	\$185	\$215	\$201	\$200	\$201
	Associate	22	\$144	\$145	\$150	\$149	\$152	\$152
Charleston WV	Partner	52	\$160	\$160	\$190	\$185	\$183	\$185
Charlotte NC	Partner	23	\$165	\$175	\$195	\$210	\$229	\$215
	Associate	18	\$146	\$150	\$171	\$171	\$212	\$212
Chicago IL	Partner	204	\$175	\$205	\$275	\$261	\$296	\$284
	Associate	199	\$157	\$175	\$250	\$249	\$247	\$236
Cincinnati OH	Partner	20	\$151	\$160	\$180	\$197	\$193	\$184
	Associate	17	\$134	\$150	\$160	\$158	\$164	\$154
Cleveland OH	Partner	44	\$170	\$180	\$180	\$181	\$174	\$178
	Associate	29	\$155	\$160	\$160	\$157	\$153	\$153
Columbia SC	Partner	36	\$165	\$168	\$175	\$173	\$170	\$164
	Associate	28	\$150	\$150	\$150	\$151	\$150	\$146
Columbus OH	Partner	26	\$170	\$170	\$170	\$179	\$177	\$170
Dallas TX	Partner	35	\$198	\$205	\$265	\$249	\$261	\$271
	Associate	37	\$155	\$165	\$225	\$203	\$196	\$207
Denver CO	Partner	24	\$160	\$160	\$190	\$188	\$193	\$203
	Associate	19	\$140	\$150	\$150	\$168	\$169	\$161
Detroit MI	Partner	80	\$144	\$165	\$180	\$178	\$173	\$174
	Associate	66	\$129	\$144	\$150	\$147	\$148	\$149
Harrisburg PA	Partner	24	\$145	\$165	\$176	\$168	\$161	\$155
Hartford CT	Partner	16	\$210	\$273	\$463	\$328	\$319	\$285
	Associate	18	\$178	\$190	\$283	\$231	\$243	\$208
Houston TX	Partner	28	\$175	\$195	\$325	\$288	\$305	\$273
	Associate	22	\$154	\$260	\$355	\$265	\$217	\$207

**Insurance Defense - Litigation Only**

By City

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Indianapolis IN	Partner	21	\$145	\$169	\$181	\$186	\$186	\$194
	Associate	16	\$135	\$150	\$179	\$157	\$154	\$160
Jackson MS	Partner	14	\$183	\$205	\$283	\$234	\$234	\$229
Jacksonville FL	Partner	19	\$170	\$170	\$190	\$185	\$185	\$187
Kansas City MO	Partner	12	\$168	\$198	\$205	\$201	\$220	\$239
Lafayette LA	Partner	20	\$185	\$200	\$200	\$192	\$199	\$185
Lexington KY	Partner	20	\$154	\$160	\$160	\$161	\$150	\$160
	Associate	27	\$139	\$140	\$140	\$139	\$126	\$128
Los Angeles CA	Partner	134	\$195	\$228	\$275	\$263	\$278	\$254
	Associate	147	\$175	\$185	\$215	\$216	\$220	\$200
Miami FL	Partner	88	\$170	\$190	\$225	\$227	\$219	\$218
	Associate	67	\$160	\$160	\$175	\$170	\$173	\$176
Milwaukee WI	Partner	26	\$167	\$170	\$171	\$178	\$182	\$192
Minneapolis MN	Partner	53	\$160	\$175	\$185	\$199	\$207	\$206
	Associate	54	\$145	\$160	\$190	\$182	\$179	\$178
Nashville TN	Partner	15	\$159	\$165	\$170	\$167	\$160	\$177
	Associate	12	\$150	\$150	\$150	\$148	\$147	\$138
New Orleans LA	Partner	49	\$174	\$175	\$190	\$202	\$206	\$200
	Associate	32	\$150	\$150	\$159	\$157	\$165	\$176
New York NY	Partner	342	\$166	\$185	\$223	\$245	\$269	\$254
	Associate	366	\$145	\$160	\$185	\$190	\$208	\$197
Orlando FL	Partner	27	\$146	\$160	\$170	\$162	\$171	\$175
	Associate	17	\$130	\$150	\$160	\$145	\$154	\$159
Philadelphia PA	Partner	180	\$170	\$180	\$241	\$247	\$267	\$245
	Associate	213	\$150	\$160	\$185	\$200	\$225	\$212
Phoenix AZ	Partner	48	\$170	\$175	\$175	\$186	\$201	\$208
	Associate	38	\$150	\$160	\$173	\$169	\$168	\$172
Pittsburgh PA	Partner	83	\$160	\$165	\$170	\$171	\$176	\$172
	Associate	77	\$145	\$150	\$165	\$156	\$166	\$160
Raleigh NC	Partner	13	\$170	\$185	\$190	\$211	\$212	\$224
	Associate	23	\$150	\$150	\$165	\$171	\$181	\$165
Richmond VA	Partner	21	\$181	\$185	\$185	\$194	\$175	\$199
	Associate	29	\$160	\$165	\$165	\$180	\$159	\$174
San Diego CA	Partner	21	\$190	\$220	\$235	\$242	\$221	\$215
San Francisco CA	Partner	60	\$185	\$260	\$295	\$296	\$300	\$282
	Associate	47	\$175	\$175	\$189	\$194	\$223	\$209



**Section III: Practice Area Analysis** #38710**Insurance Defense - Litigation Only**

By City

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Seattle WA	Partner	16	\$210	\$250	\$350	\$278	\$310	\$294
	Associate	13	\$180	\$225	\$225	\$236	\$256	\$226
St. Louis MO	Partner	29	\$166	\$170	\$200	\$198	\$203	\$209
	Associate	12	\$148	\$163	\$185	\$175	\$196	\$216
Tampa FL	Partner	28	\$169	\$170	\$190	\$191	\$188	\$191
	Associate	20	\$154	\$160	\$160	\$161	\$156	\$156
Washington DC	Partner	73	\$355	\$450	\$826	\$573	\$548	\$533
	Associate	54	\$306	\$400	\$636	\$466	\$375	\$356

**Section III: Practice Area Analysis** #38714**Insurance Defense - Litigation Only**

By Years of Experience and Matter Type

**2019 -- Real Rates for Partners****Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 21 Years	Litigation	664	\$165	\$180	\$210	\$224	\$231	\$226
21 or More Years	Litigation	1409	\$165	\$178	\$220	\$222	\$236	\$229

**2019 -- Real Rates for Associates****Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 3 Years	Litigation	53	\$160	\$180	\$305	\$253	\$226	
3 to Fewer Than 7 Years	Litigation	254	\$150	\$165	\$215	\$225	\$215	\$189
7 or More Years	Litigation	517	\$150	\$165	\$195	\$204	\$208	\$200

**Section III: Practice Area Analysis** #38712**Insurance Defense - Litigation Only**

By Firm Size and Matter Type

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Litigation	Partner	287	\$185	\$240	\$305	\$259	\$250	\$247
		Associate	232	\$165	\$185	\$238	\$202	\$196	\$191
51-200 Lawyers	Litigation	Partner	277	\$220	\$300	\$370	\$312	\$308	\$298
		Associate	258	\$175	\$225	\$250	\$221	\$220	\$220
201-500 Lawyers	Litigation	Partner	142	\$300	\$425	\$595	\$461	\$460	\$418
		Associate	132	\$245	\$300	\$329	\$296	\$282	\$268
501-1,000 Lawyers	Litigation	Partner	195	\$490	\$585	\$725	\$630	\$607	\$557
		Associate	195	\$335	\$375	\$490	\$406	\$409	\$375
More Than 1,000 Lawyers	Litigation	Partner	107	\$625	\$803	\$1,015	\$826	\$793	\$736
		Associate	147	\$383	\$500	\$714	\$554	\$464	\$446

## Section III: Practice Area Analysis

### Intellectual Property - Patents

By City

2019 -- Real Rates for Partners and Associates						Trend Analysis (Mean)		
City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Atlanta GA	Partner	26	\$487	\$560	\$656	\$563	\$579	\$586
	Associate	24	\$331	\$452	\$536	\$443	\$420	\$404
Austin TX	Partner	26	\$421	\$652	\$769	\$591	\$499	\$485
	Associate	28	\$250	\$432	\$584	\$427	\$302	\$305
Boston MA	Partner	61	\$536	\$658	\$815	\$673	\$663	\$650
	Associate	62	\$382	\$450	\$582	\$481	\$459	\$464
Chicago IL	Partner	67	\$408	\$549	\$788	\$634	\$590	\$585
	Associate	45	\$260	\$348	\$595	\$439	\$376	\$374
Cleveland OH	Partner	17	\$278	\$293	\$925	\$513	\$513	\$495
	Associate	23	\$177	\$228	\$388	\$304	\$326	\$310
Dallas TX	Partner	28	\$475	\$754	\$870	\$679	\$720	\$676
	Associate	30	\$425	\$493	\$631	\$526	\$523	\$464
Denver CO	Partner	13	\$386	\$470	\$510	\$460	\$548	\$509
	Associate	17	\$300	\$300	\$365	\$345	\$404	\$361
Detroit MI	Partner	19	\$310	\$400	\$475	\$408	\$384	\$445
Houston TX	Partner	30	\$313	\$450	\$751	\$543	\$482	\$479
	Associate	58	\$159	\$225	\$281	\$234	\$234	\$243
Kansas City MO	Partner	11	\$289	\$373	\$431	\$372	\$390	\$389
	Associate	22	\$215	\$272	\$358	\$281	\$276	\$261
Los Angeles CA	Partner	39	\$643	\$868	\$1,035	\$850	\$832	\$762
	Associate	91	\$498	\$675	\$753	\$648	\$608	\$540
Minneapolis MN	Partner	25	\$314	\$353	\$421	\$388	\$441	\$483
	Associate	28	\$251	\$300	\$370	\$314	\$432	\$423
New York NY	Partner	93	\$550	\$800	\$979	\$785	\$812	\$717
	Associate	104	\$396	\$493	\$688	\$545	\$544	\$515
Philadelphia PA	Partner	46	\$608	\$690	\$772	\$688	\$670	\$623
	Associate	45	\$300	\$385	\$465	\$402	\$400	\$362
San Diego CA	Partner	11	\$844	\$972	\$986	\$960	\$866	\$713
San Francisco CA	Partner	44	\$725	\$950	\$1,110	\$913	\$904	\$789
	Associate	41	\$450	\$543	\$703	\$574	\$534	\$485
San Jose CA	Partner	20	\$500	\$742	\$988	\$733	\$776	\$615
	Associate	16	\$250	\$300	\$436	\$493	\$453	\$425
Seattle WA	Partner	14	\$442	\$500	\$648	\$550	\$610	\$549
	Associate	15	\$295	\$352	\$395	\$364	\$373	\$390
Washington DC	Partner	194	\$527	\$718	\$930	\$726	\$753	\$729
	Associate	203	\$350	\$471	\$621	\$504	\$484	\$467

**Intellectual Property - Patents**

By Years of Experience and Matter Type

**2019 -- Real Rates for Partners**

**Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 21 Years	Litigation	179	\$509	\$719	\$935	\$719	\$697	\$642
	Non-Litigation	189	\$369	\$466	\$678	\$537	\$525	\$473
21 or More Years	Litigation	191	\$600	\$811	\$977	\$808	\$808	\$763
	Non-Litigation	209	\$400	\$560	\$750	\$599	\$586	\$566

**2019 -- Real Rates for Associates**

**Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 3 Years	Litigation	23	\$383	\$460	\$565	\$471	\$447	
	Non-Litigation	12	\$288	\$320	\$479	\$385	\$322	
3 to Fewer Than 7 Years	Litigation	91	\$327	\$465	\$582	\$477	\$458	\$430
	Non-Litigation	56	\$288	\$325	\$450	\$386	\$384	\$337
7 or More Years	Litigation	94	\$437	\$595	\$745	\$596	\$568	\$538
	Non-Litigation	147	\$300	\$387	\$496	\$445	\$397	\$370

**Section III: Practice Area Analysis** #38715**Intellectual Property - Patents**

By Firm Size and Matter Type

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Litigation	Partner	47	\$396	\$531	\$623	\$554	\$517	\$501
		Associate	33	\$301	\$348	\$465	\$366	\$365	\$348
	Non-Litigation	Partner	118	\$300	\$365	\$428	\$394	\$398	\$374
		Associate	140	\$238	\$300	\$325	\$305	\$327	\$322
51-200 Lawyers	Litigation	Partner	93	\$438	\$550	\$743	\$598	\$608	\$651
		Associate	60	\$300	\$363	\$515	\$397	\$383	\$386
	Non-Litigation	Partner	117	\$390	\$464	\$618	\$518	\$493	\$496
		Associate	79	\$275	\$317	\$366	\$335	\$319	\$319
201-500 Lawyers	Litigation	Partner	61	\$543	\$674	\$774	\$683	\$664	\$661
		Associate	60	\$337	\$402	\$530	\$430	\$409	\$433
	Non-Litigation	Partner	104	\$452	\$600	\$714	\$589	\$578	\$558
		Associate	85	\$300	\$375	\$445	\$388	\$378	\$355
501-1,000 Lawyers	Litigation	Partner	127	\$700	\$895	\$1,044	\$888	\$897	\$827
		Associate	170	\$490	\$610	\$740	\$624	\$615	\$561
	Non-Litigation	Partner	118	\$582	\$750	\$1,010	\$790	\$772	\$708
		Associate	150	\$375	\$503	\$646	\$523	\$459	\$450

**Section III: Practice Area Analysis** #38716**Intellectual Property - Trademarks**

By City

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Chicago IL	Partner	23	\$436	\$665	\$777	\$610	\$506	\$583
	Associate	22	\$350	\$385	\$580	\$450	\$442	\$425
New York NY	Partner	31	\$504	\$575	\$695	\$621	\$598	\$633
	Associate	27	\$290	\$350	\$435	\$359	\$342	\$377
Washington DC	Partner	30	\$548	\$695	\$853	\$703	\$653	\$656
	Associate	23	\$385	\$490	\$598	\$496	\$459	\$439

**Section III: Practice Area Analysis****Intellectual Property - Trademarks**

By Years of Experience and Matter Type

**2019 -- Real Rates for Partners****Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 21 Years	Non-Litigation	37	\$379	\$560	\$803	\$587	\$570	\$609
21 or More Years	Litigation	15	\$512	\$620	\$697	\$624	\$632	\$650
	Non-Litigation	80	\$500	\$598	\$723	\$628	\$594	\$600

**2019 -- Real Rates for Associates****Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
3 to Fewer Than 7 Years	Non-Litigation	16	\$343	\$365	\$474	\$391	\$340	\$370
7 or More Years	Non-Litigation	32	\$339	\$391	\$500	\$440	\$400	\$410



**Section III: Practice Area Analysis** #38718**Intellectual Property - Trademarks**

By Firm Size and Matter Type

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Non-Litigation	Partner	36	\$420	\$475	\$570	\$496	\$495	\$491
		Associate	36	\$240	\$303	\$347	\$306	\$305	\$304
51-200 Lawyers	Non-Litigation	Partner	19	\$340	\$408	\$500	\$411	\$401	\$473
201-500 Lawyers	Non-Litigation	Partner	27	\$471	\$565	\$697	\$583	\$584	\$558
		Associate	25	\$322	\$366	\$388	\$359	\$385	\$370
501-1,000 Lawyers	Non-Litigation	Partner	30	\$535	\$665	\$768	\$661	\$669	\$664
		Associate	29	\$367	\$490	\$555	\$465	\$445	\$424
More Than 1,000 Lawyers	Non-Litigation	Partner	36	\$680	\$807	\$935	\$812	\$731	\$754
		Associate	28	\$363	\$520	\$600	\$495	\$512	\$486

**Section III: Practice Area Analysis** #38719**Intellectual Property - Other**

By City

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Chicago IL	Partner	44	\$575	\$780	\$991	\$789	\$653	\$588
	Associate	34	\$356	\$427	\$576	\$471	\$435	\$390
Los Angeles CA	Partner	15	\$556	\$644	\$832	\$700	\$679	\$806
	Associate	18	\$510	\$568	\$768	\$612	\$603	\$523
Minneapolis MN	Partner	13	\$380	\$550	\$595	\$510	\$490	\$670
New York NY	Partner	18	\$643	\$788	\$993	\$841	\$806	\$747
	Associate	49	\$467	\$556	\$720	\$590	\$541	\$556
Philadelphia PA	Associate	19	\$291	\$302	\$367	\$331	\$357	\$359
San Francisco CA	Partner	13	\$720	\$849	\$1,080	\$862	\$896	\$881
Washington DC	Partner	30	\$635	\$780	\$953	\$826	\$730	\$691
	Associate	13	\$495	\$518	\$638	\$545	\$529	\$485

**Intellectual Property - Other**

By Years of Experience and Matter Type

**2019 -- Real Rates for Partners**

**Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 21 Years	Litigation	16	\$534	\$659	\$835	\$705	\$593	\$470
	Non-Litigation	46	\$426	\$510	\$780	\$619	\$534	\$521
21 or More Years	Litigation	36	\$620	\$758	\$990	\$800	\$681	\$587
	Non-Litigation	89	\$500	\$628	\$803	\$677	\$595	\$628

**2019 -- Real Rates for Associates**

**Trend Analysis (Mean)**

Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
3 to Fewer Than 7 Years	Non-Litigation	16	\$282	\$358	\$437	\$403	\$362	\$369
7 or More Years	Litigation	13	\$550	\$684	\$730	\$652	\$592	\$454
	Non-Litigation	35	\$305	\$425	\$529	\$425	\$407	\$370

**Section III: Practice Area Analysis** #38721**Intellectual Property - Other**

By Firm Size and Matter Type

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Non-Litigation	Partner	38	\$379	\$475	\$543	\$492	\$423	\$425
		Associate	46	\$236	\$303	\$382	\$329	\$268	\$263
51-200 Lawyers	Non-Litigation	Partner	35	\$419	\$484	\$546	\$506	\$432	\$453
		Associate	23	\$258	\$300	\$360	\$308	\$295	\$277
	Litigation	Associate	16	\$300	\$344	\$406	\$376	\$298	\$341
201-500 Lawyers	Non-Litigation	Partner	29	\$400	\$464	\$570	\$506	\$526	\$554
		Associate	21	\$276	\$335	\$386	\$318	\$323	\$323
501-1,000 Lawyers	Litigation	Partner	30	\$621	\$769	\$986	\$809	\$759	\$648
		Associate	38	\$459	\$561	\$697	\$579	\$584	\$517
	Non-Litigation	Partner	31	\$615	\$689	\$778	\$727	\$678	\$714
		Associate	37	\$363	\$495	\$556	\$502	\$488	\$465
More Than 1,000 Lawyers	Non-Litigation	Partner	38	\$792	\$878	\$1,029	\$922	\$832	\$841
		Associate	37	\$424	\$540	\$649	\$529	\$543	\$555

**Real Estate**

By City

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Atlanta GA	Partner	51	\$250	\$305	\$450	\$384	\$355	\$372
	Associate	40	\$200	\$239	\$285	\$286	\$245	\$237
Baltimore MD	Partner	26	\$275	\$323	\$395	\$384	\$417	\$387
	Associate	37	\$225	\$266	\$288	\$323	\$257	\$330
Birmingham AL	Partner	33	\$290	\$300	\$370	\$332	\$315	\$280
	Associate	37	\$225	\$250	\$275	\$268	\$245	\$217
Boston MA	Partner	40	\$215	\$350	\$440	\$382	\$375	\$405
	Associate	32	\$175	\$225	\$315	\$272	\$330	\$271
Bridgeport CT	Partner	11	\$265	\$350	\$456	\$371	\$347	\$302
Chicago IL	Partner	79	\$251	\$325	\$455	\$441	\$456	\$468
	Associate	65	\$210	\$250	\$300	\$290	\$291	\$304
Cincinnati OH	Partner	17	\$365	\$410	\$435	\$410	\$429	\$463
	Associate	13	\$246	\$253	\$274	\$264	\$254	\$247
Cleveland OH	Partner	40	\$250	\$375	\$475	\$369	\$385	\$381
	Associate	35	\$189	\$233	\$250	\$242	\$247	\$254
Dallas TX	Partner	36	\$295	\$324	\$425	\$377	\$365	\$371
	Associate	26	\$244	\$295	\$420	\$330	\$302	\$272
Denver CO	Partner	46	\$275	\$395	\$503	\$436	\$380	\$377
	Associate	37	\$250	\$275	\$310	\$281	\$259	\$265
Detroit MI	Partner	28	\$200	\$225	\$300	\$265	\$257	\$249
Honolulu HI	Partner	17	\$250	\$275	\$300	\$275	\$289	\$268
Houston TX	Partner	24	\$300	\$425	\$550	\$435	\$402	\$314
	Associate	36	\$295	\$350	\$350	\$328	\$310	\$255
Indianapolis IN	Partner	12	\$235	\$287	\$388	\$299	\$319	\$332
	Associate	21	\$165	\$232	\$260	\$232	\$229	\$217
Jackson MS	Partner	13	\$295	\$300	\$356	\$318	\$309	\$277
Kansas City MO	Partner	22	\$225	\$308	\$343	\$311	\$298	\$299
Las Vegas NV	Partner	13	\$250	\$275	\$360	\$312	\$316	\$332
Little Rock AR	Partner	13	\$215	\$215	\$236	\$226	\$228	\$222
Los Angeles CA	Partner	119	\$310	\$400	\$539	\$459	\$441	\$432
	Associate	116	\$250	\$275	\$370	\$333	\$308	\$336
Memphis TN	Partner	13	\$260	\$285	\$320	\$284	\$263	\$265
Miami FL	Partner	68	\$275	\$375	\$636	\$450	\$403	\$392
	Associate	52	\$210	\$275	\$435	\$316	\$247	\$242
Milwaukee WI	Partner	13	\$283	\$308	\$379	\$350	\$326	\$282

**Real Estate**

By City

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Minneapolis MN	Partner	20	\$235	\$250	\$257	\$279	\$273	\$302
New Orleans LA	Partner	12	\$219	\$275	\$286	\$268	\$281	\$264
	Associate	16	\$199	\$220	\$229	\$218	\$203	\$196
New York NY	Partner	155	\$325	\$424	\$595	\$515	\$494	\$459
	Associate	148	\$250	\$300	\$385	\$348	\$345	\$310
Orlando FL	Partner	22	\$290	\$370	\$430	\$393	\$379	\$364
	Associate	15	\$230	\$230	\$279	\$263	\$251	\$254
Philadelphia PA	Partner	82	\$325	\$400	\$535	\$458	\$458	\$448
	Associate	62	\$275	\$308	\$325	\$320	\$286	\$290
Pittsburgh PA	Partner	15	\$220	\$230	\$288	\$274	\$272	\$270
	Associate	14	\$170	\$175	\$287	\$233	\$221	\$204
Portland OR	Partner	14	\$240	\$295	\$395	\$328	\$287	\$256
San Diego CA	Partner	31	\$213	\$272	\$350	\$371	\$273	\$278
	Associate	28	\$218	\$225	\$250	\$255	\$235	\$262
San Francisco CA	Partner	66	\$325	\$431	\$625	\$491	\$467	\$433
	Associate	39	\$265	\$320	\$525	\$414	\$412	\$361
Seattle WA	Partner	39	\$353	\$450	\$545	\$479	\$507	\$421
	Associate	22	\$250	\$370	\$470	\$367	\$403	\$276
St. Louis MO	Partner	30	\$325	\$340	\$425	\$357	\$329	\$320
Tampa FL	Partner	27	\$288	\$310	\$405	\$355	\$371	\$391
Washington DC	Partner	52	\$325	\$400	\$549	\$492	\$492	\$474
	Associate	32	\$240	\$275	\$360	\$377	\$347	\$310

**Real Estate**

By Years of Experience and Matter Type

**2019 -- Real Rates for Partners**

						<b>Trend Analysis (Mean)</b>		
Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 21 Years	Litigation	161	\$236	\$310	\$400	\$350	\$325	\$297
	Non-Litigation	330	\$257	\$319	\$443	\$386	\$354	\$340
21 or More Years	Litigation	339	\$250	\$310	\$403	\$355	\$356	\$352
	Non-Litigation	733	\$285	\$365	\$528	\$432	\$416	\$416

**2019 -- Real Rates for Associates**

						<b>Trend Analysis (Mean)</b>		
Years of Experience	Matter Type	n	First Quartile	Median	Third Quartile	2019	2018	2017
Fewer Than 3 Years	Litigation	13	\$175	\$210	\$230	\$218	\$205	
	Non-Litigation	25	\$193	\$240	\$300	\$272	\$227	
3 to Fewer Than 7 Years	Litigation	43	\$195	\$230	\$250	\$232	\$239	\$225
	Non-Litigation	111	\$215	\$250	\$300	\$276	\$264	\$264
7 or More Years	Litigation	122	\$195	\$243	\$300	\$276	\$257	\$240
	Non-Litigation	253	\$218	\$265	\$347	\$311	\$299	\$286

**Section III: Practice Area Analysis** #38725**Real Estate**

By Firm Size and Matter Type

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

Firm Size	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Litigation	Partner	279	\$225	\$275	\$340	\$296	\$296	\$279
		Associate	217	\$185	\$225	\$250	\$223	\$221	\$211
	Non-Litigation	Partner	513	\$230	\$286	\$360	\$313	\$309	\$297
		Associate	354	\$185	\$225	\$250	\$230	\$228	\$224
51-200 Lawyers	Litigation	Partner	147	\$220	\$302	\$385	\$341	\$324	\$306
		Associate	94	\$186	\$225	\$271	\$252	\$225	\$219
	Non-Litigation	Partner	271	\$295	\$340	\$445	\$371	\$379	\$373
		Associate	186	\$221	\$250	\$297	\$260	\$260	\$257
201-500 Lawyers	Litigation	Partner	117	\$310	\$400	\$495	\$424	\$412	\$394
		Associate	106	\$245	\$285	\$325	\$294	\$271	\$274
	Non-Litigation	Partner	248	\$306	\$400	\$521	\$436	\$460	\$442
		Associate	193	\$250	\$280	\$325	\$308	\$305	\$296
501-1,000 Lawyers	Litigation	Partner	48	\$393	\$525	\$678	\$539	\$517	\$543
		Associate	48	\$325	\$417	\$500	\$422	\$376	\$322
	Non-Litigation	Partner	148	\$468	\$541	\$746	\$620	\$552	\$552
		Associate	144	\$273	\$350	\$491	\$405	\$373	\$358
More Than 1,000 Lawyers	Litigation	Partner	12	\$555	\$861	\$930	\$780	\$798	\$858
	Non-Litigation	Partner	53	\$677	\$815	\$1,001	\$896	\$785	\$707
		Associate	52	\$398	\$493	\$559	\$519	\$519	\$436



# Section IV: In-Depth Analysis for Select US Cities



**2020 Real Rate Report**

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## Section IV: In-Depth Analysis for Select US Cities

### Boston MA

By Practice Area and Firm Size

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Commercial	51-200 Lawyers	Associate	13	\$380	\$425	\$510	\$439	\$355	\$406
Corporate: Other	50 Lawyers or Fewer	Partner	12	\$384	\$387	\$451	\$421	\$390	\$389
		Associate	12	\$305	\$353	\$382	\$343	\$340	\$310
	51-200 Lawyers	Partner	24	\$585	\$688	\$900	\$750	\$694	\$702
		Associate	28	\$340	\$415	\$510	\$424	\$379	\$362
	201-500 Lawyers	Partner	13	\$553	\$670	\$784	\$661	\$591	\$599
		Associate	15	\$407	\$511	\$602	\$498	\$455	\$431
More Than 1,000 Lawyers	Partner	23	\$701	\$823	\$943	\$840	\$881	\$891	
	Associate	22	\$376	\$411	\$499	\$440	\$523	\$477	
Employment and Labor: Other	501-1,000 Lawyers	Partner	12	\$465	\$528	\$586	\$534	\$480	\$568
Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Partner	16	\$768	\$879	\$1,055	\$923	\$848	\$934
		Associate	13	\$480	\$663	\$760	\$634	\$645	\$601
	More Than 1,000 Lawyers	Partner	33	\$891	\$990	\$1,134	\$1,026	\$1,049	\$1,108
Intellectual Property: Patents	51-200 Lawyers	Partner	21	\$669	\$815	\$856	\$792	\$738	\$746
		Associate	14	\$370	\$465	\$560	\$463	\$427	\$472
	201-500 Lawyers	Partner	23	\$608	\$658	\$714	\$662	\$682	\$650

# Section IV: In-Depth Analysis for Select US Cities

## Chicago IL

By Practice Area and Firm Size

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Commercial	50 Lawyers or Fewer	Partner	20	\$273	\$398	\$538	\$406	\$426	\$447
	51-200 Lawyers	Associate	11	\$247	\$266	\$266	\$275	\$264	\$278
		Partner	30	\$540	\$654	\$919	\$708	\$677	\$641
	201-500 Lawyers	Associate	24	\$432	\$455	\$568	\$507	\$455	\$427
		Partner	22	\$601	\$694	\$843	\$755	\$707	\$692
	501-1,000 Lawyers	Associate	39	\$415	\$450	\$550	\$475	\$465	\$443
		Partner	63	\$718	\$902	\$1,075	\$914	\$886	\$872
More Than 1,000 Lawyers	Associate	60	\$449	\$590	\$774	\$610	\$538	\$528	
	Partner	12	\$663	\$705	\$745	\$715	\$696	\$830	
Corporate: Mergers, Acquisitions and Divestitures	501-1,000 Lawyers	Partner	46	\$895	\$978	\$1,146	\$1,031	\$899	\$864
	More Than 1,000 Lawyers	Associate	51	\$496	\$659	\$853	\$672	\$528	\$538
Corporate: Other	51-200 Lawyers	Partner	13	\$490	\$575	\$640	\$576	\$569	\$490
		Associate	101	\$449	\$545	\$660	\$548	\$520	\$490
	201-500 Lawyers	Partner	74	\$723	\$794	\$951	\$814	\$760	\$732
		Associate	20	\$610	\$665	\$737	\$718	\$691	\$631
	501-1,000 Lawyers	Associate	23	\$373	\$393	\$481	\$466	\$424	\$412
		Partner	136	\$710	\$920	\$1,050	\$912	\$869	\$803
	More Than 1,000 Lawyers	Associate	139	\$475	\$555	\$705	\$591	\$530	\$490
Corporate: Regulatory and Compliance	201-500 Lawyers	Partner	23	\$603	\$786	\$868	\$750	\$686	\$829
		Associate	19	\$429	\$525	\$674	\$522	\$543	\$511
	501-1,000 Lawyers	Partner	12	\$608	\$790	\$880	\$758	\$657	\$739
		Associate	11	\$415	\$450	\$680	\$492	\$482	\$480
	More Than 1,000 Lawyers	Partner	58	\$734	\$866	\$985	\$882	\$883	\$850
		Associate	58	\$495	\$620	\$765	\$647	\$582	\$513
Corporate: Tax	More Than 1,000 Lawyers	Partner	49	\$800	\$935	\$1,050	\$947	\$836	\$850
		Associate	59	\$535	\$635	\$730	\$613	\$516	\$532
Employment and Labor: Compensation and Benefits	More Than 1,000 Lawyers	Partner	11	\$731	\$918	\$985	\$850	\$868	\$780

## Section IV: In-Depth Analysis for Select US Cities

### Chicago IL

By Practice Area and Firm Size

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	501-1,000 Lawyers	Associate	14	\$313	\$350	\$395	\$358	\$357	\$349
Employment and Labor: Other	501-1,000 Lawyers	Partner	26	\$540	\$554	\$665	\$578	\$568	\$582
		Associate	38	\$349	\$395	\$450	\$403	\$373	\$384
	More Than 1,000 Lawyers	Partner	21	\$604	\$786	\$973	\$809	\$891	\$815
		Associate	22	\$339	\$488	\$693	\$527	\$505	\$452
Finance and Securities: Debt/Equity Offerings	More Than 1,000 Lawyers	Partner	11	\$602	\$799	\$1,090	\$879	\$1,034	\$824
		Associate	11	\$409	\$450	\$736	\$575	\$527	\$447
Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Partner	27	\$730	\$810	\$870	\$806	\$788	\$794
		Associate	50	\$426	\$518	\$570	\$514	\$483	\$462
	More Than 1,000 Lawyers	Partner	80	\$816	\$990	\$1,203	\$1,041	\$1,025	\$1,039
		Associate	71	\$520	\$625	\$805	\$662	\$647	\$649
Finance and Securities: Loans and Financing	501-1,000 Lawyers	Partner	18	\$774	\$829	\$945	\$913	\$721	\$817
		Associate	27	\$513	\$594	\$690	\$601	\$523	\$526
	More Than 1,000 Lawyers	Partner	72	\$1,087	\$1,175	\$1,357	\$1,171	\$1,098	\$1,052
		Associate	47	\$500	\$635	\$792	\$633	\$665	\$658
Insurance Defense: Other	50 Lawyers or Fewer	Partner	37	\$220	\$315	\$315	\$275	\$274	\$270
	51-200 Lawyers	Partner	12	\$205	\$240	\$245	\$230	\$236	\$216
Insurance Defense: Personal Injury/Wrongful Death	50 Lawyers or Fewer	Partner	11	\$175	\$220	\$253	\$214	\$205	\$191
Insurance Defense: Property Damage	50 Lawyers or Fewer	Partner	28	\$190	\$300	\$315	\$268	\$256	\$263
		Associate	34	\$180	\$225	\$250	\$217	\$216	\$223

## Section IV: In-Depth Analysis for Select US Cities

#38730

### Chicago IL

By Practice Area and Firm Size

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Intellectual Property: Other	51-200 Lawyers	Partner	13	\$395	\$500	\$620	\$539	\$440	\$449
	More Than 1,000 Lawyers	Partner	23	\$803	\$905	\$1,071	\$956	\$861	\$709
		Associate	16	\$398	\$540	\$641	\$530	\$538	\$464
Intellectual Property: Patents	51-200 Lawyers	Partner	36	\$395	\$450	\$560	\$472	\$460	\$483
		Associate	23	\$248	\$264	\$309	\$285	\$281	\$274
	More Than 1,000 Lawyers	Partner	19	\$958	\$1,033	\$1,096	\$1,010	\$877	\$791
		Associate	20	\$487	\$621	\$743	\$642	\$561	\$475
Intellectual Property: Trademarks	More Than 1,000 Lawyers	Associate	11	\$355	\$540	\$580	\$491	\$491	\$485

## Section IV: In-Depth Analysis for Select US Cities

### Los Angeles CA

By Practice Area and Firm Size

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Bankruptcy and Collections	50 Lawyers or Fewer	Associate	14	\$235	\$266	\$280	\$261	\$252	\$249
Commercial	50 Lawyers or Fewer	Partner	21	\$312	\$398	\$494	\$420	\$442	\$464
		Associate	14	\$276	\$295	\$410	\$343	\$328	\$305
	51-200 Lawyers	Partner	17	\$525	\$680	\$757	\$616	\$648	\$654
	201-500 Lawyers	Partner	16	\$567	\$671	\$740	\$642	\$544	\$552
	501-1,000 Lawyers	Partner	19	\$640	\$695	\$878	\$779	\$723	\$747
		Associate	37	\$416	\$482	\$598	\$521	\$527	\$507
	More Than 1,000 Lawyers	Partner	34	\$935	\$1,045	\$1,219	\$1,108	\$966	\$1,007
		Associate	76	\$565	\$688	\$865	\$739	\$700	\$614
Corporate: Governance	More Than 1,000 Lawyers	Partner	12	\$875	\$922	\$1,024	\$950	\$994	\$972
Corporate: Mergers, Acquisitions and Divestitures	501-1,000 Lawyers	Associate	16	\$461	\$606	\$700	\$593	\$590	\$506
Corporate: Other	50 Lawyers or Fewer	Partner	23	\$383	\$419	\$475	\$443	\$407	\$422
		Associate	23	\$260	\$300	\$340	\$317	\$322	\$285
	51-200 Lawyers	Partner	20	\$575	\$743	\$875	\$758	\$828	\$824
		Associate	16	\$408	\$450	\$585	\$487	\$480	\$541
	201-500 Lawyers	Partner	31	\$485	\$601	\$795	\$629	\$601	\$536
		Associate	17	\$408	\$428	\$502	\$476	\$408	\$406
	501-1,000 Lawyers	Partner	38	\$609	\$755	\$941	\$803	\$743	\$710
		Associate	41	\$405	\$486	\$674	\$534	\$514	\$512
	More Than 1,000 Lawyers	Partner	90	\$895	\$1,012	\$1,148	\$1,024	\$983	\$945
		Associate	83	\$534	\$650	\$765	\$646	\$630	\$609
Corporate: Regulatory and Compliance	501-1,000 Lawyers	Partner	18	\$690	\$763	\$874	\$793	\$959	\$846
		Associate	28	\$474	\$580	\$690	\$583	\$607	\$541
	More Than 1,000 Lawyers	Partner	39	\$875	\$1,000	\$1,103	\$999	\$970	\$952
		Associate	72	\$575	\$668	\$805	\$694	\$608	\$579

## Section IV: In-Depth Analysis for Select US Cities

### Los Angeles CA

By Practice Area and Firm Size

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	501-1,000 Lawyers	Partner	13	\$400	\$450	\$495	\$483	\$533	\$472
		Associate	22	\$285	\$300	\$339	\$324	\$372	\$363
Employment and Labor: Other	51-200 Lawyers	Associate	11	\$375	\$460	\$488	\$477	\$415	\$419
	501-1,000 Lawyers	Partner	36	\$484	\$600	\$693	\$630	\$608	\$637
		Associate	32	\$335	\$405	\$466	\$433	\$486	\$469
	More Than 1,000 Lawyers	Partner	24	\$702	\$822	\$1,025	\$874	\$904	\$911
Associate		32	\$552	\$655	\$675	\$625	\$620	\$603	
Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Partner	25	\$685	\$775	\$936	\$832	\$758	\$805
		Associate	54	\$446	\$560	\$645	\$557	\$544	\$511
	More Than 1,000 Lawyers	Partner	54	\$1,095	\$1,250	\$1,463	\$1,256	\$1,141	\$1,110
		Associate	171	\$700	\$860	\$1,050	\$884	\$818	\$787
Finance and Securities: Loans and Financing	50 Lawyers or Fewer	Partner	12	\$300	\$437	\$585	\$459	\$386	\$391
	51-200 Lawyers	Partner	23	\$710	\$795	\$888	\$806	\$795	\$796
		Associate	17	\$435	\$545	\$617	\$537	\$537	\$600
	501-1,000 Lawyers	Associate	16	\$489	\$565	\$626	\$577	\$605	\$661
More Than 1,000 Lawyers	Associate	87	\$560	\$700	\$826	\$691	\$716	\$656	
	501-1,000 Lawyers	Associate	12	\$150	\$350	\$350	\$273	\$386	\$404
General Liability: Product and Product Liability	501-1,000 Lawyers	Partner	11	\$720	\$950	\$1,015	\$929	\$969	\$780
		Associate	45	\$675	\$730	\$830	\$735	\$677	\$538
	More Than 1,000 Lawyers	Partner	12	\$948	\$1,095	\$1,136	\$1,046	\$1,027	\$958
		Associate	32	\$446	\$600	\$695	\$608	\$643	\$634

## Section IV: In-Depth Analysis for Select US Cities

### New York NY

By Practice Area and Firm Size

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Bankruptcy and Collections	50 Lawyers or Fewer	Associate	17	\$244	\$305	\$310	\$312	\$312	\$257
		Partner	23	\$400	\$436	\$564	\$485	\$531	\$512
	201-500 Lawyers	Associate	24	\$296	\$310	\$380	\$329	\$377	\$376
		Partner	11	\$604	\$772	\$1,220	\$974	\$640	\$742
	501-1,000 Lawyers	Associate	15	\$640	\$866	\$1,205	\$869	\$403	\$458
		Partner	11	\$566	\$890	\$1,085	\$830	\$812	\$706
More Than 1,000 Lawyers	Associate	11	\$347	\$410	\$603	\$499	\$464	\$377	
	50 Lawyers or Fewer	Partner	28	\$364	\$490	\$594	\$502	\$431	\$427
51-200 Lawyers		Associate	17	\$316	\$360	\$460	\$394	\$392	\$359
	201-500 Lawyers	Partner	17	\$461	\$560	\$644	\$559	\$587	\$574
501-1,000 Lawyers		Associate	24	\$398	\$460	\$576	\$518	\$551	\$582
	More Than 1,000 Lawyers	Partner	35	\$576	\$611	\$778	\$739	\$800	\$748
501-1,000 Lawyers		Associate	114	\$453	\$690	\$867	\$713	\$729	\$671
	More Than 1,000 Lawyers	Partner	97	\$935	\$1,249	\$1,425	\$1,244	\$1,142	\$1,272
501-1,000 Lawyers		Associate	114	\$453	\$690	\$867	\$713	\$729	\$671
	More Than 1,000 Lawyers	Partner	59	\$968	\$1,143	\$1,459	\$1,183	\$1,067	\$1,018
501-1,000 Lawyers		Associate	65	\$568	\$727	\$1,013	\$804	\$680	\$693
	Corporate: Antitrust and Competition	Partner	30	\$1,249	\$1,493	\$1,500	\$1,388	\$1,280	\$1,170
Associate		93	\$595	\$750	\$847	\$730	\$651	\$614	
Corporate: Corporate Development	501-1,000 Lawyers	Associate	25	\$612	\$820	\$847	\$716	\$728	\$692
Corporate: Governance	501-1,000 Lawyers	Partner	52	\$1,249	\$1,394	\$1,500	\$1,340	\$1,266	\$1,257
		Associate	97	\$574	\$714	\$855	\$709	\$692	\$681
	More Than 1,000 Lawyers	Associate	14	\$550	\$650	\$727	\$657	\$734	\$703
Corporate: Mergers, Acquisitions and Divestitures	501-1,000 Lawyers	Partner	133	\$1,161	\$1,261	\$1,500	\$1,281	\$1,191	\$1,100
		Associate	264	\$564	\$750	\$865	\$728	\$670	\$614
	More Than 1,000 Lawyers	Partner	67	\$1,120	\$1,250	\$1,485	\$1,271	\$1,244	\$1,093
		Associate	109	\$550	\$785	\$951	\$762	\$762	\$691



## Section IV: In-Depth Analysis for Select US Cities

### New York NY

By Practice Area and Firm Size

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Corporate: Other	50 Lawyers or Fewer	Partner	46	\$305	\$415	\$566	\$450	\$469	\$454
		Associate	36	\$285	\$305	\$315	\$294	\$330	\$325
	51-200 Lawyers	Partner	29	\$435	\$525	\$695	\$567	\$556	\$519
		Associate	29	\$305	\$400	\$554	\$436	\$380	\$357
	201-500 Lawyers	Partner	103	\$500	\$805	\$1,180	\$862	\$772	\$717
		Associate	78	\$325	\$434	\$644	\$494	\$447	\$434
	501-1,000 Lawyers	Partner	199	\$1,065	\$1,249	\$1,375	\$1,197	\$1,144	\$1,100
		Associate	356	\$515	\$735	\$847	\$709	\$668	\$657
More Than 1,000 Lawyers	Partner	143	\$996	\$1,250	\$1,462	\$1,217	\$1,079	\$981	
	Associate	217	\$540	\$765	\$920	\$748	\$686	\$642	
Corporate: Partnerships and Joint Ventures	501-1,000 Lawyers	Partner	45	\$1,249	\$1,249	\$1,249	\$1,263	\$1,223	\$1,175
		Associate	62	\$612	\$847	\$847	\$779	\$728	\$651
Corporate: Regulatory and Compliance	51-200 Lawyers	Partner	16	\$541	\$661	\$805	\$656	\$640	\$611
		Associate	16	\$401	\$515	\$592	\$509	\$502	\$376
	201-500 Lawyers	Partner	30	\$641	\$723	\$963	\$836	\$881	\$826
		Associate	30	\$356	\$400	\$446	\$430	\$556	\$537
	501-1,000 Lawyers	Partner	79	\$983	\$1,249	\$1,406	\$1,178	\$1,130	\$1,083
		Associate	110	\$532	\$728	\$878	\$734	\$622	\$618
More Than 1,000 Lawyers	Partner	49	\$902	\$1,060	\$1,268	\$1,078	\$1,056	\$993	
	Associate	32	\$577	\$684	\$849	\$708	\$666	\$634	
Corporate: Tax	501-1,000 Lawyers	Partner	28	\$1,075	\$1,249	\$1,534	\$1,264	\$1,210	\$1,211
		Associate	50	\$424	\$564	\$701	\$560	\$597	\$650
	More Than 1,000 Lawyers	Partner	46	\$844	\$1,093	\$1,346	\$1,136	\$1,038	\$1,076
		Associate	53	\$465	\$666	\$893	\$734	\$742	\$698
Corporate: Treasury	501-1,000 Lawyers	Partner	11	\$1,177	\$1,177	\$1,439	\$1,299	\$1,085	\$1,008
		Associate	13	\$516	\$714	\$744	\$698	\$622	\$588
Employment and Labor: Compensation and Benefits	501-1,000 Lawyers	Partner	24	\$620	\$1,060	\$1,284	\$968	\$871	\$978
		Associate	11	\$288	\$325	\$475	\$410	\$505	\$610
	More Than 1,000 Lawyers	Associate	11	\$465	\$486	\$526	\$511	\$492	\$466

## Section IV: In-Depth Analysis for Select US Cities

### New York NY

By Practice Area and Firm Size

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	201-500 Lawyers	Associate	13	\$335	\$390	\$415	\$454	\$447	\$616
	501-1,000 Lawyers	Partner	28	\$450	\$473	\$546	\$571	\$622	\$533
		Associate	27	\$290	\$315	\$325	\$326	\$421	\$317
	More Than 1,000 Lawyers	Partner	11	\$640	\$758	\$829	\$753	\$735	\$746
Employment and Labor: Other	50 Lawyers or Fewer	Partner	21	\$490	\$646	\$796	\$630	\$588	\$562
		Associate	18	\$303	\$383	\$475	\$405	\$391	\$372
	51-200 Lawyers	Partner	11	\$610	\$680	\$750	\$662	\$547	\$602
	201-500 Lawyers	Partner	73	\$553	\$695	\$760	\$685	\$648	\$645
		Associate	73	\$350	\$410	\$595	\$466	\$426	\$426
	501-1,000 Lawyers	Partner	107	\$470	\$585	\$810	\$690	\$753	\$730
		Associate	72	\$325	\$411	\$680	\$515	\$596	\$532
	More Than 1,000 Lawyers	Partner	35	\$715	\$815	\$1,193	\$911	\$969	\$856
Associate		39	\$419	\$621	\$863	\$641	\$614	\$557	
Employment and Labor: Union Relations and Negotiations / NLRB	201-500 Lawyers	Partner	12	\$450	\$450	\$461	\$438	\$428	\$434
		Associate	13	\$264	\$320	\$360	\$310	\$265	\$285
	501-1,000 Lawyers	Partner	13	\$470	\$505	\$541	\$590	\$692	\$809
Environmental	51-200 Lawyers	Partner	12	\$350	\$390	\$515	\$426	\$405	\$393
Finance and Securities: Debt/Equity Offerings	501-1,000 Lawyers	Partner	40	\$944	\$1,055	\$1,330	\$1,099	\$1,119	\$1,086
		Associate	64	\$505	\$680	\$847	\$692	\$683	\$669
	More Than 1,000 Lawyers	Partner	29	\$624	\$910	\$1,316	\$998	\$912	\$940
		Associate	19	\$359	\$414	\$528	\$447	\$537	\$595
Finance and Securities: Investments and Other Financial Instruments	51-200 Lawyers	Partner	22	\$764	\$807	\$850	\$825	\$771	\$825
		Associate	17	\$400	\$591	\$653	\$540	\$567	\$507
	201-500 Lawyers	Partner	44	\$819	\$1,027	\$1,111	\$970	\$1,042	\$1,016
		Associate	47	\$428	\$512	\$692	\$561	\$587	\$554
	501-1,000 Lawyers	Partner	257	\$939	\$1,199	\$1,460	\$1,208	\$1,155	\$1,134
		Associate	465	\$560	\$680	\$867	\$713	\$698	\$697
	More Than 1,000 Lawyers	Partner	134	\$871	\$1,075	\$1,276	\$1,104	\$1,057	\$1,085
		Associate	106	\$466	\$615	\$743	\$608	\$662	\$695

## Section IV: In-Depth Analysis for Select US Cities

### New York NY

By Practice Area and Firm Size

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Finance and Securities: Loans and Financing	50 Lawyers or Fewer	Partner	33	\$333	\$565	\$678	\$563	\$554	\$629
		Associate	23	\$310	\$310	\$330	\$344	\$350	\$403
	201-500 Lawyers	Partner	97	\$1,105	\$1,275	\$1,415	\$1,207	\$1,091	\$1,055
		Associate	151	\$575	\$745	\$885	\$709	\$656	\$657
	501-1,000 Lawyers	Partner	95	\$1,049	\$1,255	\$1,505	\$1,251	\$1,179	\$1,155
		Associate	136	\$603	\$778	\$920	\$766	\$773	\$676
More Than 1,000 Lawyers	Partner	74	\$1,212	\$1,390	\$1,510	\$1,339	\$1,228	\$1,154	
	Associate	134	\$670	\$905	\$1,042	\$860	\$798	\$753	
Finance and Securities: Other	501-1,000 Lawyers	Partner	25	\$1,249	\$1,249	\$1,368	\$1,303	\$1,341	\$1,204
		Associate	36	\$720	\$847	\$847	\$790	\$698	\$653
Finance and Securities: SEC Filings and Financial Reporting	501-1,000 Lawyers	Partner	26	\$1,249	\$1,284	\$1,393	\$1,291	\$1,107	\$1,049
		Associate	39	\$609	\$730	\$874	\$738	\$576	\$540
	More Than 1,000 Lawyers	Partner	11	\$1,173	\$1,510	\$1,549	\$1,383	\$1,085	\$1,154
Finance and Securities: Securities and Banking Regulations	501-1,000 Lawyers	Partner	29	\$915	\$1,204	\$1,330	\$1,138	\$1,130	\$1,153
		Associate	28	\$554	\$639	\$705	\$629	\$624	\$651
General Liability: Other	50 Lawyers or Fewer	Partner	12	\$176	\$195	\$235	\$206	\$245	\$204
	More Than 1,000 Lawyers	Associate	23	\$685	\$810	\$853	\$757	\$690	\$367
General Liability: Product and Product Liability	501-1,000 Lawyers	Partner	11	\$625	\$680	\$920	\$799	\$688	\$706
Insurance Defense: Auto and Transportation	51-200 Lawyers	Partner	29	\$155	\$175	\$190	\$177	\$177	\$185
		Associate	22	\$135	\$149	\$173	\$154	\$163	\$166
Insurance Defense: Other	50 Lawyers or Fewer	Partner	19	\$175	\$185	\$258	\$216	\$230	\$202
		Associate	21	\$159	\$185	\$195	\$182	\$190	\$175
	51-200 Lawyers	Partner	37	\$169	\$200	\$244	\$231	\$220	\$229
		Associate	28	\$150	\$175	\$175	\$179	\$178	\$171

## Section IV: In-Depth Analysis for Select US Cities

### New York NY

By Practice Area and Firm Size

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Insurance Defense: Personal Injury/Wrongful Death	50 Lawyers or Fewer	Partner	50	\$163	\$174	\$189	\$176	\$179	\$176
		Associate	75	\$140	\$150	\$160	\$149	\$155	\$152
Insurance Defense: Property Damage	50 Lawyers or Fewer	Associate	45	\$134	\$146	\$153	\$145	\$153	\$149
	51-200 Lawyers	Partner	27	\$174	\$190	\$205	\$220	\$247	\$230
		Associate	25	\$150	\$150	\$155	\$158	\$169	\$172
201-500 Lawyers	Partner	12	\$199	\$225	\$378	\$280	\$237	\$248	
Intellectual Property: Other	501-1,000 Lawyers	Associate	33	\$556	\$620	\$812	\$663	\$644	\$680
Intellectual Property: Patents	50 Lawyers or Fewer	Partner	15	\$330	\$395	\$595	\$474	\$510	\$413
		Associate	18	\$378	\$465	\$500	\$459	\$466	\$370
	201-500 Lawyers	Partner	15	\$510	\$565	\$729	\$622	\$652	\$627
		Associate	16	\$325	\$375	\$375	\$366	\$369	\$385
	501-1,000 Lawyers	Partner	25	\$800	\$1,038	\$1,124	\$970	\$1,015	\$950
		Associate	34	\$473	\$595	\$817	\$612	\$681	\$623
More Than 1,000 Lawyers	Partner	27	\$868	\$975	\$985	\$946	\$927	\$910	
Associate	28	\$500	\$673	\$793	\$653	\$589	\$604		
Intellectual Property: Trademarks	50 Lawyers or Fewer	Partner	17	\$467	\$560	\$675	\$550	\$508	\$510
		Associate	19	\$258	\$315	\$385	\$332	\$322	\$318
Miscellaneous: General Advice & Counsel	More Than 1,000 Lawyers	Associate	17	\$660	\$907	\$1,025	\$842	\$702	\$717
Real Estate: Other	50 Lawyers or Fewer	Partner	11	\$375	\$475	\$550	\$464	\$425	\$405
		Associate	12	\$325	\$325	\$406	\$352	\$310	\$318
	201-500 Lawyers	Partner	11	\$524	\$555	\$580	\$609	\$694	\$622
		Associate	11	\$315	\$335	\$388	\$359	\$359	\$439
Requests for Information: Subpoena	501-1,000 Lawyers	Associate	12	\$515	\$650	\$883	\$666	\$488	\$433

## Section IV: In-Depth Analysis for Select US Cities

### Philadelphia PA

By Practice Area and Firm Size

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Bankruptcy and Collections	51-200 Lawyers	Partner	12	\$318	\$418	\$463	\$387	\$269	\$401
	201-500 Lawyers	Partner	24	\$490	\$525	\$550	\$524	\$508	\$502
	More Than 1,000 Lawyers	Partner	12	\$410	\$438	\$673	\$506	\$466	\$477
Commercial	50 Lawyers or Fewer	Partner	12	\$325	\$381	\$540	\$458	\$552	\$523
		Associate	14	\$213	\$272	\$312	\$302	\$294	\$302
	51-200 Lawyers	Partner	23	\$347	\$447	\$604	\$488	\$521	\$551
		Associate	15	\$185	\$302	\$336	\$281	\$317	\$293
	201-500 Lawyers	Partner	54	\$486	\$565	\$699	\$594	\$563	\$579
		Associate	49	\$288	\$305	\$351	\$333	\$314	\$337
	501-1,000 Lawyers	Partner	35	\$677	\$768	\$810	\$740	\$707	\$691
		Associate	21	\$336	\$470	\$520	\$471	\$491	\$443
More Than 1,000 Lawyers	Partner	31	\$720	\$850	\$1,021	\$922	\$714	\$715	
Corporate: Antitrust and Competition	More Than 1,000 Lawyers	Partner	15	\$831	\$865	\$1,035	\$899	\$873	\$886
Corporate: Mergers, Acquisitions and Divestitures	201-500 Lawyers	Partner	33	\$495	\$525	\$525	\$512	\$536	\$528
	501-1,000 Lawyers	Partner	24	\$690	\$795	\$875	\$812	\$824	\$641
		Associate	25	\$405	\$420	\$500	\$466	\$440	\$402
Corporate: Other	51-200 Lawyers	Partner	36	\$551	\$740	\$800	\$699	\$634	\$579
		Associate	37	\$350	\$405	\$464	\$409	\$350	\$331
	201-500 Lawyers	Partner	52	\$525	\$538	\$760	\$627	\$571	\$548
		Associate	53	\$325	\$325	\$385	\$354	\$338	\$326
	501-1,000 Lawyers	Partner	32	\$596	\$765	\$890	\$770	\$731	\$763
		Associate	31	\$420	\$475	\$568	\$515	\$509	\$472
	More Than 1,000 Lawyers	Partner	64	\$625	\$803	\$875	\$803	\$802	\$772
		Associate	74	\$380	\$402	\$499	\$464	\$463	\$431

## Section IV: In-Depth Analysis for Select US Cities

### Philadelphia PA

By Practice Area and Firm Size

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Corporate: Regulatory and Compliance	50 Lawyers or Fewer	Partner	11	\$434	\$520	\$620	\$530	\$568	\$520
	51-200 Lawyers	Partner	17	\$570	\$850	\$950	\$786	\$725	\$755
		Associate	15	\$350	\$420	\$500	\$435	\$381	\$360
	201-500 Lawyers	Partner	18	\$500	\$626	\$682	\$604	\$563	\$485
		Associate	17	\$252	\$292	\$368	\$316	\$308	\$281
More Than 1,000 Lawyers	Partner	33	\$625	\$789	\$803	\$729	\$727	\$763	
Employment and Labor: Other	201-500 Lawyers	Partner	12	\$434	\$478	\$527	\$487	\$596	\$539
	501-1,000 Lawyers	Partner	15	\$517	\$566	\$599	\$614	\$651	\$641
Finance and Securities: Investments and Other Financial Instruments	51-200 Lawyers	Partner	15	\$728	\$825	\$903	\$789	\$742	\$689
Finance and Securities: Loans and Financing	201-500 Lawyers	Partner	16	\$497	\$610	\$714	\$611	\$710	\$719
	501-1,000 Lawyers	Partner	13	\$786	\$915	\$1,160	\$966	\$726	\$724
	More Than 1,000 Lawyers	Partner	11	\$623	\$795	\$1,123	\$913	\$971	\$911
General Liability: Product and Product Liability	More Than 1,000 Lawyers	Associate	15	\$376	\$395	\$489	\$422	\$261	\$405
Insurance Defense: Other	50 Lawyers or Fewer	Partner	23	\$175	\$175	\$180	\$175	\$176	\$175
		Associate	31	\$160	\$160	\$160	\$158	\$164	\$160
Insurance Defense: Professional Liability	50 Lawyers or Fewer	Partner	20	\$400	\$400	\$400	\$366	\$228	\$212
		Associate	31	\$330	\$330	\$330	\$306	\$179	\$170

## Section IV: In-Depth Analysis for Select US Cities

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### Philadelphia PA

By Practice Area and Firm Size

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Insurance Defense: Property Damage	50 Lawyers or Fewer	Partner	16	\$173	\$180	\$180	\$175	\$177	\$170
		Associate	34	\$180	\$180	\$180	\$172	\$173	\$166
Intellectual Property: Patents	51-200 Lawyers	Partner	11	\$670	\$713	\$775	\$704	\$699	\$653
	201-500 Lawyers	Associate	15	\$288	\$288	\$333	\$311	\$339	\$302
		Partner	13	\$610	\$690	\$771	\$720	\$731	\$636
	501-1,000 Lawyers	Associate	13	\$414	\$452	\$482	\$484	\$424	\$362
Real Estate: Other	201-500 Lawyers	Partner	11	\$500	\$530	\$668	\$607	\$625	\$587

## Section IV: In-Depth Analysis for Select US Cities

### San Francisco CA

By Practice Area and Firm Size

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Commercial	51-200 Lawyers	Partner	12	\$373	\$635	\$751	\$605	\$508	\$644
	501-1,000 Lawyers	Partner	19	\$739	\$860	\$1,162	\$926	\$955	\$973
		Associate	16	\$320	\$398	\$668	\$516	\$584	\$536
Corporate: Other	501-1,000 Lawyers	Partner	34	\$680	\$931	\$1,199	\$916	\$872	\$773
		Associate	30	\$438	\$508	\$670	\$564	\$571	\$549
	More Than 1,000 Lawyers	Partner	21	\$760	\$876	\$1,024	\$894	\$988	\$891
		Associate	17	\$415	\$546	\$714	\$554	\$547	\$446
Corporate: Regulatory and Compliance	501-1,000 Lawyers	Partner	20	\$659	\$788	\$979	\$819	\$908	\$832
Employment and Labor: Other	501-1,000 Lawyers	Partner	27	\$468	\$549	\$594	\$548	\$595	\$541
Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Partner	28	\$775	\$1,010	\$1,130	\$1,023	\$965	\$926
		Associate	29	\$634	\$755	\$820	\$735	\$608	\$604
Intellectual Property: Patents	501-1,000 Lawyers	Partner	16	\$995	\$1,120	\$1,245	\$1,099	\$1,027	\$899



## Section IV: In-Depth Analysis for Select US Cities

### Washington DC

By Practice Area and Firm Size

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Commercial	50 Lawyers or Fewer	Partner	15	\$411	\$518	\$590	\$512	\$619	\$556
		Associate							
	51-200 Lawyers	Partner	13	\$610	\$680	\$700	\$676	\$632	\$590
		Associate							
	201-500 Lawyers	Partner	45	\$596	\$664	\$752	\$691	\$675	\$694
		Associate	48	\$350	\$438	\$508	\$445	\$408	\$439
	501-1,000 Lawyers	Partner	93	\$680	\$846	\$992	\$869	\$883	\$842
Associate		50	\$464	\$530	\$601	\$544	\$549	\$528	
More Than 1,000 Lawyers	Partner	99	\$793	\$950	\$1,193	\$994	\$887	\$868	
	Associate	59	\$476	\$625	\$746	\$634	\$603	\$557	
Corporate: Antitrust and Competition	501-1,000 Lawyers	Partner	33	\$740	\$857	\$960	\$896	\$893	\$890
		Associate	24	\$445	\$519	\$752	\$603	\$569	\$557
	More Than 1,000 Lawyers	Partner	29	\$745	\$796	\$905	\$842	\$848	\$864
		Associate	25	\$407	\$494	\$560	\$495	\$511	\$573
Corporate: Mergers, Acquisitions and Divestitures	201-500 Lawyers	Partner	14	\$653	\$784	\$805	\$740	\$786	\$712
		Associate	15	\$385	\$405	\$505	\$439	\$451	\$461
	501-1,000 Lawyers	Partner	18	\$702	\$938	\$1,080	\$931	\$978	\$991
		Associate							
Corporate: Other	50 Lawyers or Fewer	Partner	30	\$474	\$580	\$657	\$573	\$571	\$540
		Associate	28	\$345	\$590	\$590	\$474	\$415	\$387
	51-200 Lawyers	Partner	40	\$680	\$781	\$988	\$807	\$760	\$743
		Associate	18	\$415	\$593	\$650	\$559	\$560	\$501
	201-500 Lawyers	Partner	83	\$590	\$712	\$814	\$721	\$735	\$720
		Associate	48	\$382	\$508	\$623	\$515	\$462	\$435
	501-1,000 Lawyers	Partner	187	\$761	\$880	\$935	\$885	\$853	\$806
		Associate	200	\$490	\$525	\$593	\$545	\$524	\$485
	More Than 1,000 Lawyers	Partner	203	\$795	\$910	\$1,044	\$939	\$875	\$845
		Associate	174	\$455	\$554	\$720	\$591	\$592	\$545

## Section IV: In-Depth Analysis for Select US Cities

### Washington DC

By Practice Area and Firm Size

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017	
Corporate: Regulatory and Compliance	50 Lawyers or Fewer	Partner	61	\$523	\$575	\$630	\$582	\$561	\$547	
		Associate	33	\$293	\$329	\$369	\$362	\$299	\$318	
	51-200 Lawyers	Partner	40	\$602	\$788	\$968	\$787	\$747	\$681	
		Associate	28	\$335	\$375	\$569	\$453	\$416	\$425	
	201-500 Lawyers	Partner	54	\$640	\$705	\$870	\$730	\$710	\$710	
		Associate	40	\$355	\$460	\$516	\$469	\$433	\$446	
	501-1,000 Lawyers	Partner	151	\$740	\$871	\$1,000	\$890	\$893	\$863	
		Associate	143	\$458	\$530	\$632	\$566	\$580	\$540	
	More Than 1,000 Lawyers	Partner	143	\$819	\$925	\$1,058	\$969	\$915	\$871	
		Associate	117	\$460	\$593	\$720	\$593	\$579	\$562	
	Corporate: Tax	201-500 Lawyers	Partner	24	\$590	\$590	\$677	\$629	\$664	\$654
		More Than 1,000 Lawyers	Partner	48	\$840	\$944	\$1,175	\$1,028	\$953	\$945
	Associate		50	\$469	\$618	\$792	\$677	\$603	\$590	
	Employment and Labor: Other	201-500 Lawyers	Partner	19	\$550	\$701	\$735	\$697	\$619	\$644
Associate			17	\$513	\$625	\$625	\$559	\$576	\$562	
501-1,000 Lawyers		Partner	48	\$607	\$694	\$921	\$764	\$784	\$798	
		Associate	41	\$365	\$445	\$595	\$484	\$555	\$527	
More Than 1,000 Lawyers		Partner	22	\$596	\$719	\$836	\$768	\$789	\$788	
		Associate	18	\$375	\$436	\$621	\$479	\$447	\$483	
Environmental	501-1,000 Lawyers	Partner	11	\$774	\$853	\$893	\$786	\$801	\$717	
Finance and Securities: Investments and Other Financial Instruments	51-200 Lawyers	Partner	11	\$749	\$750	\$858	\$784	\$749	\$745	
	501-1,000 Lawyers	Partner	46	\$833	\$961	\$1,116	\$989	\$1,040	\$1,032	
		Associate	22	\$501	\$625	\$761	\$636	\$714	\$684	
	More Than 1,000 Lawyers	Partner	56	\$844	\$952	\$1,093	\$982	\$1,013	\$987	
Associate		21	\$480	\$630	\$829	\$654	\$631	\$717		
Finance and Securities: Loans and Financing	51-200 Lawyers	Partner	12	\$769	\$820	\$880	\$789	\$852	\$563	
	201-500 Lawyers	Partner	18	\$650	\$835	\$953	\$843	\$747	\$731	
		Associate	18	\$436	\$483	\$520	\$504	\$446	\$561	
	501-1,000 Lawyers	Partner	28	\$823	\$923	\$1,143	\$1,025	\$980	\$922	
	More Than 1,000 Lawyers	Partner	21	\$905	\$1,229	\$1,510	\$1,177	\$1,147	\$991	
		Associate	18	\$561	\$688	\$1,050	\$784	\$689	\$747	

## Section IV: In-Depth Analysis for Select US Cities

### Washington DC

By Practice Area and Firm Size

#### 2019 -- Real Rates for Partners and Associates

#### Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
General Liability: Product and Product Liability	501-1,000 Lawyers	Partner	14	\$554	\$740	\$856	\$717	\$672	\$720
		Associate	11	\$490	\$520	\$612	\$546	\$505	\$517
	More Than 1,000 Lawyers	Partner	11	\$935	\$966	\$1,013	\$965	\$995	\$951
		Associate	19	\$401	\$560	\$681	\$552	\$587	\$511
Government Relations	501-1,000 Lawyers	Partner	20	\$744	\$784	\$893	\$854	\$827	\$776
Intellectual Property: Other	501-1,000 Lawyers	Partner	12	\$698	\$779	\$828	\$818	\$754	\$725
Intellectual Property: Patents	50 Lawyers or Fewer	Partner	16	\$388	\$450	\$720	\$564	\$540	\$474
		Associate	17	\$302	\$325	\$346	\$332	\$314	\$308
	51-200 Lawyers	Partner	36	\$385	\$435	\$540	\$464	\$480	\$519
		Associate	30	\$300	\$330	\$365	\$337	\$310	\$325
	201-500 Lawyers	Partner	34	\$600	\$680	\$768	\$704	\$686	\$688
		Associate	35	\$377	\$444	\$533	\$455	\$406	\$422
	501-1,000 Lawyers	Partner	70	\$775	\$900	\$1,060	\$923	\$908	\$876
		Associate	74	\$490	\$609	\$695	\$620	\$582	\$596
	More Than 1,000 Lawyers	Partner	30	\$761	\$893	\$939	\$858	\$910	\$901
		Associate	38	\$496	\$525	\$692	\$586	\$634	\$525
Miscellaneous: General Advice & Counsel	More Than 1,000 Lawyers	Partner	11	\$888	\$1,200	\$1,200	\$1,078	\$735	\$896
Requests for Information: Subpoena	501-1,000 Lawyers	Partner	14	\$900	\$915	\$1,046	\$974	\$920	\$818

# Section V: International Analysis



**2020 Real Rate Report**

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## Countries

2019 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Country	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Argentina	Partner	31	\$52	\$56	\$287	\$168	\$169	\$206
	Associate	47	\$47	\$136	\$238	\$148	\$163	\$208
Australia	Partner	154	\$375	\$484	\$588	\$498	\$516	\$536
	Associate	221	\$234	\$302	\$409	\$325	\$342	\$339
	Paralegal	38	\$134	\$156	\$210	\$205	\$184	\$198
Austria	Partner	19	\$388	\$420	\$681	\$544	\$588	\$593
	Associate	28	\$365	\$639	\$718	\$553	\$475	\$482
Belgium	Partner	57	\$368	\$529	\$752	\$571	\$628	\$597
	Associate	136	\$245	\$339	\$474	\$385	\$382	\$405
	Paralegal	27	\$155	\$249	\$280	\$243	\$240	\$248
Brazil	Partner	96	\$287	\$401	\$500	\$414	\$383	\$386
	Associate	185	\$165	\$234	\$300	\$239	\$228	\$231
	Paralegal	112	\$75	\$75	\$106	\$97	\$111	\$120
Bulgaria	Associate	11	\$143	\$170	\$193	\$171	\$159	\$146
Canada	Partner	759	\$418	\$557	\$735	\$584	\$570	\$552
	Associate	461	\$285	\$385	\$492	\$409	\$387	\$356
	Paralegal	414	\$138	\$207	\$281	\$212	\$201	\$189
Cayman Islands	Partner	33	\$920	\$950	\$1,076	\$973	\$947	\$964
Chile	Partner	11	\$320	\$325	\$350	\$403	\$335	\$293
	Associate	18	\$202	\$255	\$308	\$263	\$204	\$207
China	Partner	132	\$498	\$624	\$841	\$663	\$674	\$672
	Associate	265	\$230	\$341	\$474	\$370	\$385	\$357
	Paralegal	99	\$175	\$243	\$318	\$252	\$232	\$214
Colombia	Partner	13	\$349	\$419	\$570	\$442	\$342	\$251
	Associate	42	\$190	\$222	\$329	\$256	\$252	\$224
Czech Republic	Partner	15	\$170	\$312	\$434	\$354	\$344	\$381
	Associate	31	\$227	\$289	\$331	\$271	\$233	\$276
	Paralegal	11	\$94	\$100	\$128	\$106	\$117	\$114
Denmark	Partner	15	\$425	\$509	\$548	\$487	\$480	\$467
	Associate	25	\$187	\$244	\$358	\$273	\$311	\$306
Finland	Partner	15	\$307	\$574	\$599	\$474	\$540	\$531
	Associate	36	\$234	\$332	\$417	\$332	\$316	\$325
	Paralegal	15	\$86	\$86	\$114	\$106	\$132	\$148

## Countries

2019 -- Real Rates for Partners, Associates, and Paralegals						Trend Analysis (Mean)		
Country	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
France	Partner	179	\$476	\$514	\$649	\$552	\$547	\$554
	Associate	362	\$275	\$350	\$450	\$375	\$367	\$350
	Paralegal	61	\$170	\$195	\$248	\$203	\$210	\$197
Germany	Partner	265	\$365	\$500	\$638	\$513	\$516	\$508
	Associate	422	\$328	\$366	\$469	\$412	\$391	\$378
	Paralegal	80	\$167	\$204	\$234	\$218	\$211	\$196
Greece	Associate	13	\$146	\$187	\$229	\$198	\$270	\$243
Hong Kong	Partner	76	\$730	\$842	\$1,009	\$873	\$816	\$801
	Associate	133	\$150	\$294	\$514	\$350	\$396	\$428
	Paralegal	44	\$235	\$280	\$338	\$294	\$263	\$251
India	Partner	28	\$312	\$327	\$375	\$352	\$361	\$369
	Associate	47	\$175	\$200	\$250	\$203	\$215	\$205
Indonesia	Associate	19	\$180	\$270	\$342	\$262	\$272	\$280
Ireland	Partner	79	\$442	\$557	\$605	\$523	\$543	\$536
	Associate	123	\$309	\$375	\$442	\$377	\$383	\$388
	Paralegal	81	\$160	\$172	\$230	\$198	\$213	\$211
Israel	Partner	32	\$234	\$391	\$467	\$371	\$397	\$368
	Associate	41	\$210	\$265	\$300	\$257	\$247	\$246
	Paralegal	27	\$110	\$150	\$210	\$155	\$152	\$142
Italy	Partner	41	\$303	\$477	\$598	\$495	\$478	\$546
	Associate	136	\$220	\$280	\$382	\$307	\$306	\$315
	Paralegal	23	\$111	\$147	\$209	\$154	\$132	\$151
Japan	Partner	89	\$300	\$440	\$655	\$498	\$449	\$450
	Associate	87	\$232	\$310	\$444	\$363	\$355	\$332
	Paralegal	38	\$118	\$161	\$198	\$168	\$175	\$148
Korea, Republic of	Partner	150	\$520	\$600	\$710	\$609	\$594	\$577
	Associate	157	\$220	\$300	\$350	\$286	\$303	\$308
	Paralegal	44	\$150	\$190	\$250	\$197	\$199	\$221
Luxembourg	Partner	33	\$598	\$676	\$760	\$673	\$716	\$708
	Associate	72	\$304	\$384	\$506	\$411	\$401	\$431
	Paralegal	16	\$211	\$254	\$275	\$245	\$233	\$248
Malaysia	Partner	11	\$380	\$517	\$600	\$473	\$493	\$363
	Associate	21	\$227	\$283	\$450	\$319	\$289	\$296

# Section V: International Analysis

## Countries

2019 -- Real Rates for Partners, Associates, and Paralegals

						Trend Analysis (Mean)		
Country	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Mexico	Partner	34	\$257	\$345	\$457	\$357	\$305	\$261
	Associate	59	\$211	\$263	\$320	\$282	\$267	\$222
	Paralegal	21	\$89	\$105	\$169	\$124	\$127	\$125
Netherlands	Partner	92	\$429	\$505	\$643	\$547	\$580	\$581
	Associate	242	\$270	\$339	\$435	\$356	\$373	\$382
	Paralegal	36	\$166	\$225	\$258	\$210	\$261	\$247
New Zealand	Partner	20	\$385	\$459	\$500	\$427	\$411	\$410
	Associate	26	\$175	\$287	\$425	\$341	\$311	\$280
Norway	Partner	19	\$344	\$376	\$419	\$395	\$453	\$408
	Associate	19	\$217	\$249	\$300	\$269	\$309	\$239
Philippines	Associate	17	\$176	\$218	\$256	\$203	\$191	\$208
Poland	Partner	26	\$183	\$216	\$277	\$266	\$305	\$453
	Associate	102	\$155	\$179	\$239	\$206	\$208	\$276
	Paralegal	18	\$83	\$94	\$106	\$99	\$97	\$112
Russian Federation	Partner	38	\$580	\$701	\$800	\$683	\$655	\$652
	Associate	109	\$300	\$350	\$475	\$380	\$379	\$369
	Paralegal	67	\$123	\$150	\$205	\$163	\$174	\$186
Saudi Arabia	Associate	13	\$385	\$414	\$510	\$426	\$445	\$451
Singapore	Partner	57	\$468	\$641	\$842	\$630	\$625	\$589
	Associate	93	\$302	\$442	\$610	\$464	\$445	\$428
	Paralegal	13	\$205	\$240	\$354	\$258	\$300	\$229
Slovakia	Associate	11	\$102	\$217	\$290	\$225	\$262	\$268
South Africa	Partner	28	\$255	\$340	\$391	\$323	\$324	\$310
	Associate	31	\$152	\$175	\$215	\$195	\$169	\$179
Spain	Partner	50	\$373	\$534	\$716	\$537	\$488	\$500
	Associate	151	\$253	\$359	\$474	\$378	\$350	\$361
	Paralegal	27	\$187	\$195	\$234	\$215	\$181	\$202
Sweden	Partner	17	\$334	\$358	\$417	\$404	\$441	\$453
	Associate	22	\$217	\$337	\$394	\$311	\$308	\$317
Switzerland	Partner	37	\$387	\$481	\$559	\$506	\$511	\$524
	Associate	50	\$285	\$347	\$406	\$353	\$328	\$353
Taiwan	Partner	31	\$336	\$360	\$459	\$394	\$426	\$422
	Associate	94	\$146	\$189	\$260	\$215	\$230	\$214
	Paralegal	37	\$115	\$200	\$200	\$165	\$186	\$161

# Section V: International Analysis

## Countries

2019 -- Real Rates for Partners, Associates, and Paralegals

						Trend Analysis (Mean)		
Country	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Thailand	Partner	14	\$210	\$388	\$834	\$505	\$470	\$462
	Associate	17	\$319	\$344	\$509	\$416	\$372	\$285
Turkey	Partner	13	\$345	\$401	\$443	\$395	\$391	\$412
	Associate	41	\$175	\$205	\$229	\$209	\$214	\$211
Ukraine	Partner	11	\$260	\$400	\$413	\$351	\$318	\$328
	Associate	18	\$210	\$290	\$315	\$272	\$271	\$210
United Arab Emirates	Partner	32	\$569	\$688	\$762	\$693	\$713	\$727
	Associate	63	\$345	\$440	\$535	\$459	\$494	\$489
	Paralegal	17	\$163	\$209	\$323	\$249	\$283	\$310
United Kingdom	Partner	615	\$626	\$733	\$894	\$764	\$733	\$718
	Associate	1149	\$358	\$482	\$608	\$494	\$487	\$477
	Paralegal	343	\$135	\$185	\$233	\$188	\$211	\$219
United States	Partner	14142	\$400	\$610	\$894	\$680	\$659	\$630
	Associate	14341	\$295	\$425	\$615	\$479	\$462	\$439
	Paralegal	6431	\$150	\$213	\$289	\$225	\$211	\$201



# Section V: International Analysis #38750

## Australia

By Role

### 2019 -- Real Rates for Partners, Associates, and Paralegals

### Trend Analysis (Mean)

Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Partner	154	\$375	\$484	\$588	\$498	\$516	\$536
Associate	221	\$234	\$302	\$409	\$325	\$342	\$339
Paralegal	38	\$134	\$156	\$210	\$205	\$184	\$198

## Australia

By Practice Area and Matter Type

### 2019 -- Real Rates for Partners, Associates, and Paralegals

### Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Commercial	Non-Litigation	Partner	21	\$356	\$380	\$463	\$401	\$463	\$451
		Associate	26	\$208	\$225	\$286	\$254	\$307	\$293
Corporate: Other	Non-Litigation	Associate	12	\$228	\$240	\$331	\$268	\$318	\$355
Corporate: Regulatory and Compliance	Non-Litigation	Partner	17	\$369	\$481	\$559	\$446	\$475	\$502
		Associate	31	\$227	\$300	\$362	\$302	\$297	\$321
Employment and Labor: Other	Non-Litigation	Associate	11	\$294	\$407	\$416	\$356	\$320	\$319
Intellectual Property: Patents	Litigation	Partner	14	\$295	\$489	\$605	\$486	\$605	\$632
		Associate	37	\$250	\$325	\$451	\$352	\$352	\$355
	Non-Litigation	Partner	21	\$295	\$473	\$589	\$466	\$490	\$560
		Associate	19	\$274	\$434	\$518	\$407	\$378	\$411
Intellectual Property: Trademarks	Non-Litigation	Associate	11	\$242	\$302	\$384	\$317	\$374	\$357

**Section V: International Analysis**

#38752

**Australia**

By Industry Group and Matter Type

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Financials Excluding Insurance	Non-Litigation	Partner	39	\$532	\$572	\$643	\$615	\$587	\$651
		Associate	54	\$244	\$352	\$408	\$344	\$390	\$366
Health Care	Litigation	Partner	19	\$311	\$395	\$596	\$468	\$551	\$558
		Associate	39	\$242	\$325	\$450	\$345	\$352	\$334
	Non-Litigation	Partner	20	\$402	\$535	\$671	\$545	\$524	\$540
		Associate	25	\$279	\$420	\$488	\$394	\$371	\$363
Industrials	Non-Litigation	Partner	13	\$460	\$535	\$671	\$558	\$585	\$609
Technology and Telecommunications	Non-Litigation	Partner	34	\$357	\$458	\$487	\$431	\$466	\$514
		Associate	59	\$209	\$272	\$354	\$293	\$296	\$309

**Section V: International Analysis**

#38753

**Australia**

By Firm Size

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
51-200 Lawyers	Partner	21	\$317	\$368	\$381	\$362	\$473	\$467
	Associate	28	\$195	\$278	\$394	\$301	\$314	\$323
201-500 Lawyers	Partner	17	\$527	\$582	\$594	\$564	\$582	\$633
	Associate	34	\$271	\$344	\$433	\$348	\$363	\$352
501-1,000 Lawyers	Associate	11	\$273	\$330	\$369	\$328	\$341	\$343
More Than 1,000 Lawyers	Partner	39	\$528	\$580	\$720	\$623	\$604	\$641
	Associate	57	\$304	\$375	\$427	\$373	\$403	\$393

# Section V: International Analysis

#38754

## Canada

By Role

### 2019 -- Real Rates for Partners, Associates, and Paralegals

### Trend Analysis (Mean)

Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Partner	759	\$418	\$557	\$735	\$584	\$570	\$552
Associate	461	\$285	\$385	\$492	\$409	\$387	\$356
Paralegal	414	\$138	\$207	\$281	\$212	\$201	\$189

**Canada**

By Practice Area and Matter Type

2019 -- Real Rates for Partners, Associates, and Paralegals							Trend Analysis (Mean)		
Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Bankruptcy and Collections	Non-Litigation	Partner	29	\$313	\$389	\$406	\$379	\$396	\$398
Commercial	Litigation	Partner	140	\$368	\$495	\$651	\$523	\$520	\$517
		Associate	123	\$285	\$374	\$494	\$407	\$389	\$353
	Non-Litigation	Partner	147	\$499	\$662	\$819	\$652	\$655	\$629
		Associate	69	\$390	\$490	\$659	\$525	\$470	\$422
		Paralegal	55	\$210	\$263	\$314	\$270	\$234	\$233
Corporate: Other	Litigation	Partner	61	\$452	\$630	\$734	\$606	\$572	\$518
		Associate	26	\$396	\$458	\$580	\$488	\$455	\$365
		Paralegal	46	\$214	\$256	\$311	\$254	\$218	\$193
	Non-Litigation	Partner	179	\$498	\$656	\$806	\$656	\$659	\$616
		Associate	76	\$339	\$450	\$620	\$483	\$479	\$442
		Paralegal	84	\$172	\$230	\$293	\$230	\$230	\$208
Corporate: Regulatory and Compliance	Litigation	Partner	14	\$486	\$614	\$773	\$635	\$686	\$539
	Non-Litigation	Partner	43	\$525	\$630	\$702	\$624	\$628	\$583
		Paralegal	11	\$233	\$282	\$328	\$277	\$251	\$221
Corporate: Tax	Non-Litigation	Partner	21	\$850	\$875	\$895	\$814	\$695	\$716
Employment and Labor: Other	Litigation	Partner	12	\$413	\$506	\$674	\$567	\$562	\$534
	Non-Litigation	Partner	45	\$424	\$525	\$634	\$566	\$514	\$490
		Associate	20	\$327	\$437	\$597	\$473	\$331	\$335
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Partner	87	\$590	\$760	\$872	\$742	\$716	\$683
		Associate	28	\$394	\$440	\$550	\$495	\$552	\$477
		Paralegal	36	\$281	\$300	\$361	\$302	\$267	\$247
Finance and Securities: Loans and Financing	Non-Litigation	Partner	30	\$547	\$644	\$704	\$619	\$626	\$668
		Paralegal	12	\$170	\$224	\$255	\$211	\$229	\$226
General Liability: Product and Product Liability	Litigation	Partner	15	\$470	\$528	\$580	\$540	\$520	\$497
Insurance Defense: Other	Litigation	Partner	17	\$225	\$290	\$335	\$315	\$318	\$253

# Section V: International Analysis

#38756

## Canada

By Practice Area and Matter Type

### 2019 -- Real Rates for Partners, Associates, and Paralegals

### Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Intellectual Property: Patents	Litigation	Partner	23	\$396	\$560	\$698	\$550	\$575	\$493
	Non-Litigation	Partner	22	\$315	\$435	\$463	\$421	\$436	\$441
		Associate	12	\$220	\$300	\$331	\$272	\$264	\$252
Intellectual Property: Trademarks	Non-Litigation	Partner	15	\$385	\$470	\$590	\$480	\$502	\$481

**Canada**

By Industry Group and Matter Type

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Consumer Services	Non-Litigation	Partner	16	\$555	\$696	\$770	\$672	\$759	\$817
Financials Excluding Insurance	Litigation	Partner	288	\$367	\$465	\$594	\$501	\$489	\$480
		Associate	146	\$395	\$492	\$653	\$526	\$496	\$439
	Non-Litigation	Partner	334	\$525	\$700	\$850	\$684	\$671	\$641
Health Care	Litigation	Partner	39	\$412	\$555	\$662	\$554	\$562	\$506
		Associate	13	\$298	\$333	\$411	\$329	\$314	\$281
	Non-Litigation	Partner	26	\$406	\$470	\$585	\$486	\$471	\$500
		Associate	11	\$238	\$278	\$333	\$289	\$286	\$304
Industrials	Litigation	Partner	13	\$463	\$667	\$690	\$579	\$410	\$396
		Associate	18	\$254	\$303	\$376	\$313	\$292	\$300
	Non-Litigation	Partner	53	\$417	\$503	\$627	\$550	\$464	\$436
Technology and Telecommunications	Litigation	Partner	20	\$427	\$556	\$605	\$549	\$556	\$506
		Associate	34	\$270	\$358	\$436	\$352	\$327	\$310
	Non-Litigation	Partner	63	\$401	\$533	\$636	\$518	\$492	\$502



**Section V: International Analysis**

#38758

**Canada**

By Firm Size

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Partner	61	\$350	\$397	\$466	\$420	\$411	\$406
	Associate	55	\$243	\$275	\$332	\$291	\$271	\$253
51-200 Lawyers	Partner	128	\$404	\$495	\$595	\$514	\$500	\$526
	Associate	69	\$266	\$350	\$450	\$375	\$340	\$346
201-500 Lawyers	Partner	268	\$486	\$649	\$805	\$641	\$640	\$595
	Associate	148	\$334	\$419	\$505	\$437	\$432	\$385
501-1,000 Lawyers	Partner	230	\$495	\$604	\$769	\$626	\$604	\$586
	Associate	138	\$335	\$442	\$585	\$478	\$432	\$383

# Section V: International Analysis #38759

## France

By Role

### 2019 -- Real Rates for Partners, Associates, and Paralegals

### Trend Analysis (Mean)

Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Partner	179	\$476	\$514	\$649	\$552	\$547	\$554
Associate	362	\$275	\$350	\$450	\$375	\$367	\$350
Paralegal	61	\$170	\$195	\$248	\$203	\$210	\$197

**France**

By Practice Area and Matter Type

2019 -- Real Rates for Partners, Associates, and Paralegals							Trend Analysis (Mean)		
Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Commercial	Litigation	Partner	17	\$377	\$494	\$531	\$461	\$500	\$472
		Associate	19	\$232	\$290	\$335	\$300	\$367	\$282
	Non-Litigation	Partner	15	\$469	\$550	\$684	\$568	\$495	\$492
		Associate	26	\$235	\$341	\$475	\$386	\$350	\$284
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	14	\$500	\$527	\$775	\$624	\$948	\$660
		Associate	21	\$315	\$476	\$626	\$499	\$481	\$429
Corporate: Other	Non-Litigation	Partner	32	\$353	\$456	\$540	\$512	\$467	\$493
		Associate	36	\$193	\$259	\$411	\$354	\$331	\$318
Corporate: Regulatory and Compliance	Non-Litigation	Partner	14	\$493	\$504	\$563	\$530	\$569	\$539
		Associate	21	\$252	\$265	\$334	\$310	\$312	\$316
Employment and Labor: Other	Non-Litigation	Associate	12	\$288	\$316	\$427	\$350	\$333	\$345
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Partner	25	\$510	\$594	\$758	\$641	\$630	\$770
		Associate	55	\$292	\$377	\$466	\$398	\$408	\$510

**Section V: International Analysis** #38761**France**

By Industry Group and Matter Type

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Financials Excluding Insurance	Litigation	Associate	11	\$290	\$300	\$425	\$353	\$346	\$410
	Non-Litigation	Partner	93	\$496	\$514	\$665	\$558	\$558	\$562
		Associate	204	\$290	\$373	\$454	\$382	\$372	\$368
Health Care	Litigation	Partner	12	\$594	\$648	\$705	\$644	\$653	\$598
		Associate	34	\$290	\$356	\$464	\$390	\$384	\$381
	Non-Litigation	Partner	18	\$569	\$707	\$843	\$709	\$655	\$559
		Associate	33	\$277	\$403	\$600	\$439	\$376	\$294
Technology and Telecommunications	Litigation	Associate	12	\$252	\$291	\$362	\$321	\$296	\$318
	Non-Litigation	Partner	30	\$432	\$495	\$568	\$488	\$489	\$512
		Associate	49	\$245	\$268	\$327	\$294	\$304	\$296

## France

By Firm Size

### 2019 -- Real Rates for Partners and Associates

### Trend Analysis (Mean)

Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Partner	16	\$316	\$362	\$453	\$409	\$404	\$438
	Associate	22	\$165	\$227	\$258	\$231	\$219	\$227
51-200 Lawyers	Partner	11	\$450	\$475	\$504	\$481	\$470	\$480
	Associate	21	\$239	\$250	\$317	\$270	\$258	\$246
501-1,000 Lawyers	Partner	21	\$500	\$500	\$550	\$558	\$566	\$627
	Associate	58	\$290	\$350	\$450	\$379	\$384	\$340
More Than 1,000 Lawyers	Partner	85	\$515	\$606	\$721	\$631	\$619	\$609
	Associate	206	\$304	\$399	\$490	\$418	\$403	\$395

# Section V: International Analysis

#38763

## Germany

By Role

### 2019 -- Real Rates for Partners, Associates, and Paralegals

### Trend Analysis (Mean)

Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Partner	265	\$365	\$500	\$638	\$513	\$516	\$508
Associate	422	\$328	\$366	\$469	\$412	\$391	\$378
Paralegal	80	\$167	\$204	\$234	\$218	\$211	\$196

**Germany**

By Practice Area and Matter Type

**2019 -- Real Rates for Partners, Associates, and Paralegals**

**Trend Analysis (Mean)**

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Commercial	Non-Litigation	Partner	33	\$353	\$411	\$501	\$407	\$426	\$414
		Associate	46	\$296	\$332	\$353	\$326	\$325	\$335
Corporate: Other	Litigation	Partner	13	\$357	\$563	\$625	\$504	\$561	\$594
	Non-Litigation	Partner	12	\$489	\$575	\$665	\$577	\$512	\$511
		Associate	14	\$376	\$422	\$556	\$470	\$402	\$351
Corporate: Regulatory and Compliance	Non-Litigation	Partner	37	\$353	\$402	\$548	\$471	\$468	\$505
		Associate	64	\$336	\$353	\$381	\$385	\$365	\$377
Corporate: Tax	Non-Litigation	Associate	13	\$371	\$450	\$534	\$450	\$453	\$387
Employment and Labor: Other	Non-Litigation	Associate	17	\$260	\$334	\$335	\$302	\$372	\$412
Finance and Securities: Loans and Financing	Non-Litigation	Partner	20	\$611	\$735	\$835	\$711	\$663	\$646
Intellectual Property: Other	Non-Litigation	Partner	13	\$307	\$328	\$406	\$344	\$371	\$380
Intellectual Property: Patents	Litigation	Partner	32	\$424	\$547	\$689	\$550	\$571	\$502
		Associate	30	\$333	\$360	\$437	\$386	\$385	\$362
	Non-Litigation	Partner	55	\$331	\$386	\$463	\$407	\$429	\$444
		Associate	46	\$278	\$338	\$373	\$374	\$343	\$346
Intellectual Property: Trademarks	Non-Litigation	Associate	15	\$355	\$378	\$393	\$374	\$375	\$345
		Paralegal	15	\$219	\$233	\$235	\$228	\$232	\$170

**Section V: International Analysis**

#38765

**Germany**

By Industry Group and Matter Type

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Financials Excluding Insurance	Non-Litigation	Partner	49	\$558	\$629	\$810	\$669	\$671	\$684
		Associate	124	\$362	\$435	\$575	\$468	\$458	\$443
Health Care	Litigation	Partner	28	\$428	\$545	\$697	\$563	\$578	\$527
		Associate	41	\$349	\$388	\$507	\$425	\$411	\$387
	Non-Litigation	Partner	49	\$376	\$412	\$509	\$463	\$465	\$488
		Associate	73	\$275	\$337	\$401	\$364	\$341	\$360
Industrials	Non-Litigation	Partner	27	\$326	\$337	\$488	\$445	\$448	\$417
		Associate	33	\$365	\$562	\$741	\$553	\$438	\$361
Technology and Telecommunications	Litigation	Partner	27	\$365	\$594	\$681	\$548	\$554	\$522
	Non-Litigation	Partner	81	\$353	\$413	\$541	\$453	\$435	\$424
		Associate	105	\$319	\$353	\$372	\$365	\$342	\$337



**Section V: International Analysis**

#38766

**Germany**

By Firm Size

**2019 -- Real Rates for Partners and Associates****Trend Analysis (Mean)**

Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Partner	13	\$329	\$386	\$458	\$377	\$406	\$376
	Associate	17	\$287	\$348	\$412	\$355	\$365	\$378
51-200 Lawyers	Partner	20	\$356	\$366	\$403	\$373	\$382	\$347
	Associate	14	\$275	\$312	\$335	\$317	\$304	\$282
201-500 Lawyers	Partner	45	\$353	\$412	\$500	\$420	\$433	\$398
	Associate	54	\$299	\$353	\$362	\$339	\$339	\$331
501-1,000 Lawyers	Associate	14	\$294	\$368	\$402	\$363	\$356	\$328
More Than 1,000 Lawyers	Partner	128	\$512	\$620	\$753	\$626	\$623	\$616
	Associate	274	\$343	\$407	\$549	\$445	\$427	\$412

# Section V: International Analysis #38767

## United Kingdom

By Role

2019 -- Real Rates for Partners, Associates, and Paralegals					Trend Analysis (Mean)		
Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Partner	615	\$626	\$733	\$894	\$764	\$733	\$718
Associate	1149	\$358	\$482	\$608	\$494	\$487	\$477
Paralegal	343	\$135	\$185	\$233	\$188	\$211	\$219

## United Kingdom

By Practice Area and Matter Type

### 2019 -- Real Rates for Partners, Associates, and Paralegals

### Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Commercial	Non-Litigation	Partner	33	\$567	\$682	\$761	\$711	\$612	\$574
		Associate	57	\$320	\$428	\$545	\$456	\$409	\$394
		Paralegal	14	\$138	\$194	\$217	\$187	\$163	\$182
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	11	\$819	\$900	\$1,152	\$966	\$789	\$741
		Associate	41	\$439	\$525	\$679	\$556	\$527	\$484
Corporate: Other	Litigation	Partner	25	\$688	\$822	\$1,218	\$897	\$739	\$749
		Associate	42	\$407	\$495	\$564	\$482	\$450	\$504
		Paralegal	16	\$142	\$191	\$208	\$193	\$188	\$270
	Non-Litigation	Partner	59	\$658	\$747	\$947	\$811	\$785	\$691
		Associate	93	\$445	\$513	\$635	\$561	\$519	\$448
		Paralegal	69	\$67	\$67	\$67	\$102	\$235	\$222
Corporate: Regulatory and Compliance	Non-Litigation	Partner	67	\$619	\$723	\$872	\$738	\$733	\$717
		Associate	104	\$354	\$437	\$548	\$460	\$476	\$478
		Paralegal	14	\$175	\$181	\$194	\$191	\$218	\$249
Corporate: Tax	Non-Litigation	Partner	29	\$698	\$846	\$1,046	\$884	\$706	\$774
		Associate	34	\$348	\$438	\$600	\$466	\$445	\$504
Employment and Labor: Agreements	Non-Litigation	Partner	23	\$550	\$701	\$701	\$623	\$509	\$530
		Associate	34	\$273	\$417	\$493	\$388	\$348	\$391
Employment and Labor: Other	Litigation	Associate	42	\$358	\$506	\$656	\$502	\$498	\$559
	Non-Litigation	Partner	41	\$533	\$627	\$743	\$643	\$635	\$658
		Associate	67	\$308	\$421	\$581	\$456	\$439	\$444
Finance and Securities: Debt/Equity Offerings	Non-Litigation	Partner	72	\$696	\$735	\$860	\$781	\$763	\$692
		Associate	163	\$362	\$505	\$632	\$518	\$496	\$455
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Partner	80	\$687	\$735	\$847	\$776	\$759	\$822
		Associate	161	\$390	\$501	\$607	\$511	\$500	\$507
		Paralegal	42	\$171	\$196	\$282	\$217	\$211	\$208

## Section V: International Analysis

### United Kingdom

By Practice Area and Matter Type

#### 2019 -- Real Rates for Partners, Associates, and Paralegals

#### Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Finance and Securities: Loans and Financing	Non-Litigation	Partner	59	\$696	\$1,019	\$1,200	\$984	\$959	\$933
		Associate	100	\$435	\$574	\$777	\$595	\$613	\$578
		Paralegal	15	\$275	\$297	\$361	\$318	\$285	\$257
Intellectual Property: Other	Non-Litigation	Partner	17	\$254	\$340	\$701	\$471	\$397	\$434
		Associate	18	\$315	\$411	\$619	\$464	\$306	\$355
Intellectual Property: Patents	Litigation	Partner	26	\$666	\$784	\$840	\$749	\$727	\$715
		Associate	42	\$421	\$496	\$613	\$500	\$478	\$462
	Non-Litigation	Partner	19	\$355	\$448	\$571	\$455	\$432	\$455
		Associate	21	\$305	\$349	\$404	\$363	\$325	\$324
		Paralegal	16	\$139	\$169	\$231	\$175	\$202	\$208
Intellectual Property: Trademarks	Non-Litigation	Associate	26	\$305	\$340	\$421	\$391	\$397	\$390
		Paralegal	22	\$183	\$193	\$218	\$205	\$202	\$195
Miscellaneous: General Advice & Counsel	Non-Litigation	Associate	14	\$439	\$513	\$664	\$507	\$437	\$378

**United Kingdom**

By Industry Group and Matter Type

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

Industry Group	Matter Type	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Consumer Services	Non-Litigation	Associate	12	\$360	\$410	\$515	\$467	\$465	\$349
Financials Excluding Insurance	Litigation	Partner	33	\$736	\$814	\$949	\$826	\$839	\$894
		Associate	70	\$381	\$509	\$584	\$498	\$508	\$599
	Non-Litigation	Partner	286	\$684	\$751	\$938	\$827	\$803	\$824
		Associate	572	\$387	\$505	\$634	\$522	\$519	\$521
Health Care	Litigation	Partner	38	\$626	\$776	\$896	\$754	\$742	\$700
		Associate	60	\$408	\$458	\$580	\$484	\$510	\$472
	Non-Litigation	Partner	47	\$442	\$650	\$757	\$643	\$634	\$604
		Associate	74	\$320	\$370	\$485	\$412	\$394	\$378
Industrials	Litigation	Partner	14	\$792	\$1,218	\$1,218	\$1,022	\$700	\$699
	Non-Litigation	Partner	42	\$280	\$768	\$1,192	\$757	\$529	\$560
		Associate	53	\$369	\$585	\$785	\$588	\$413	\$433
Technology and Telecommunications	Litigation	Partner	11	\$690	\$775	\$820	\$756	\$685	\$710
		Associate	18	\$344	\$503	\$596	\$496	\$416	\$450
	Non-Litigation	Partner	108	\$562	\$676	\$745	\$656	\$620	\$604
		Associate	204	\$297	\$411	\$515	\$425	\$419	\$387

**United Kingdom**

By Firm Size

**2019 -- Real Rates for Partners and Associates**

**Trend Analysis (Mean)**

Firm Size	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
50 Lawyers or Fewer	Partner	15	\$610	\$626	\$667	\$602	\$529	\$449
	Associate	20	\$305	\$340	\$393	\$351	\$413	\$390
51-200 Lawyers	Partner	22	\$255	\$317	\$504	\$437	\$483	\$483
	Associate	25	\$268	\$309	\$393	\$347	\$373	\$351
201-500 Lawyers	Partner	38	\$580	\$701	\$756	\$676	\$695	\$635
	Associate	71	\$355	\$428	\$493	\$427	\$448	\$384
501-1,000 Lawyers	Partner	20	\$797	\$1,058	\$1,266	\$1,027	\$844	\$864
	Associate	44	\$425	\$597	\$815	\$603	\$547	\$531
More Than 1,000 Lawyers	Partner	392	\$683	\$757	\$936	\$817	\$793	\$787
	Associate	775	\$364	\$507	\$634	\$513	\$515	\$510

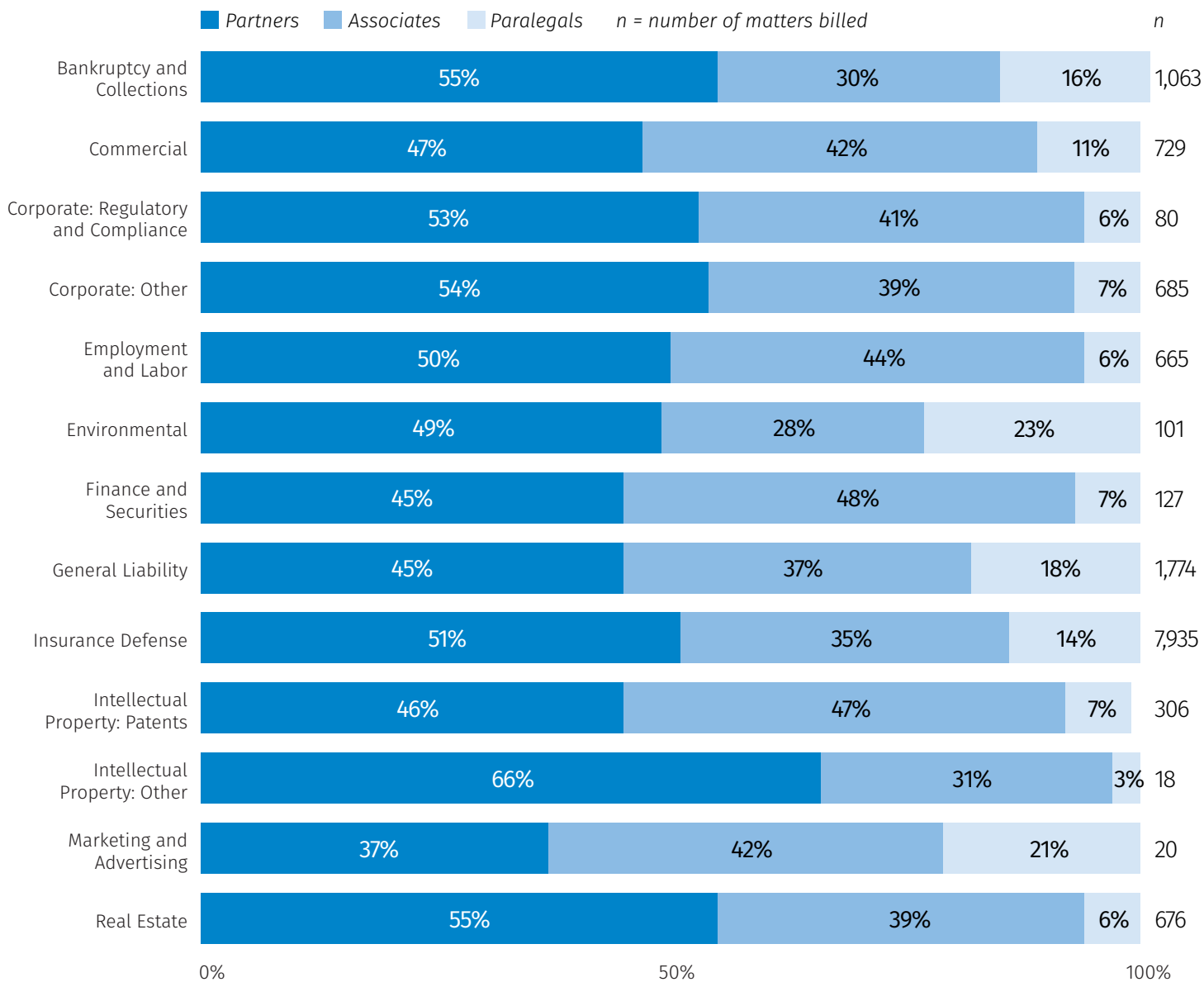
# Section VI: Matter Staffing Analysis



# Section VI: Matter Staffing Analysis #38773

## Short Litigation Matters, 40 to 100 Total Hours Billed

2017 to 2019 -- Percentage of Hours Billed per Matter

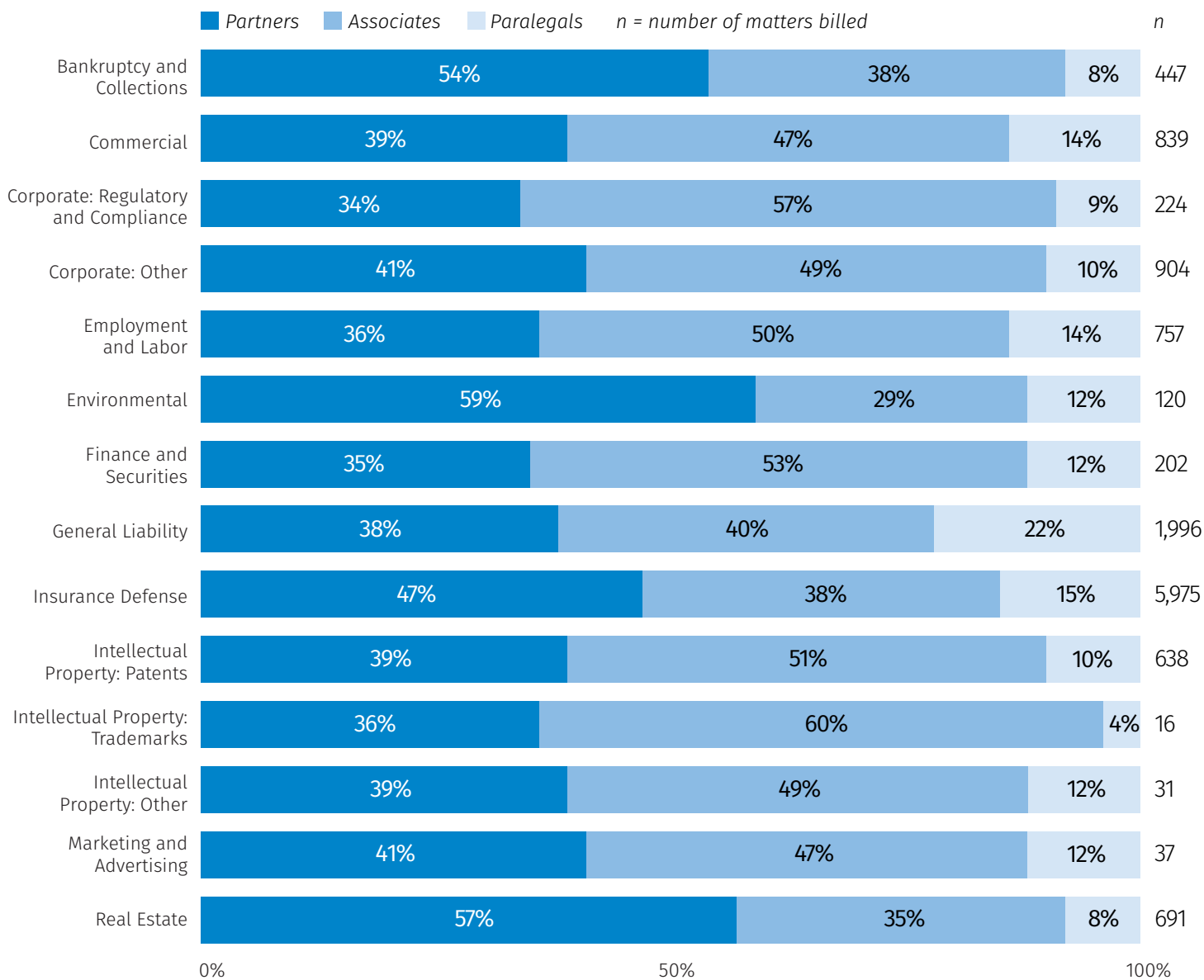




# Section VI: Matter Staffing Analysis #38774

## Long Litigation Matters, More Than 100 Total Hours Billed

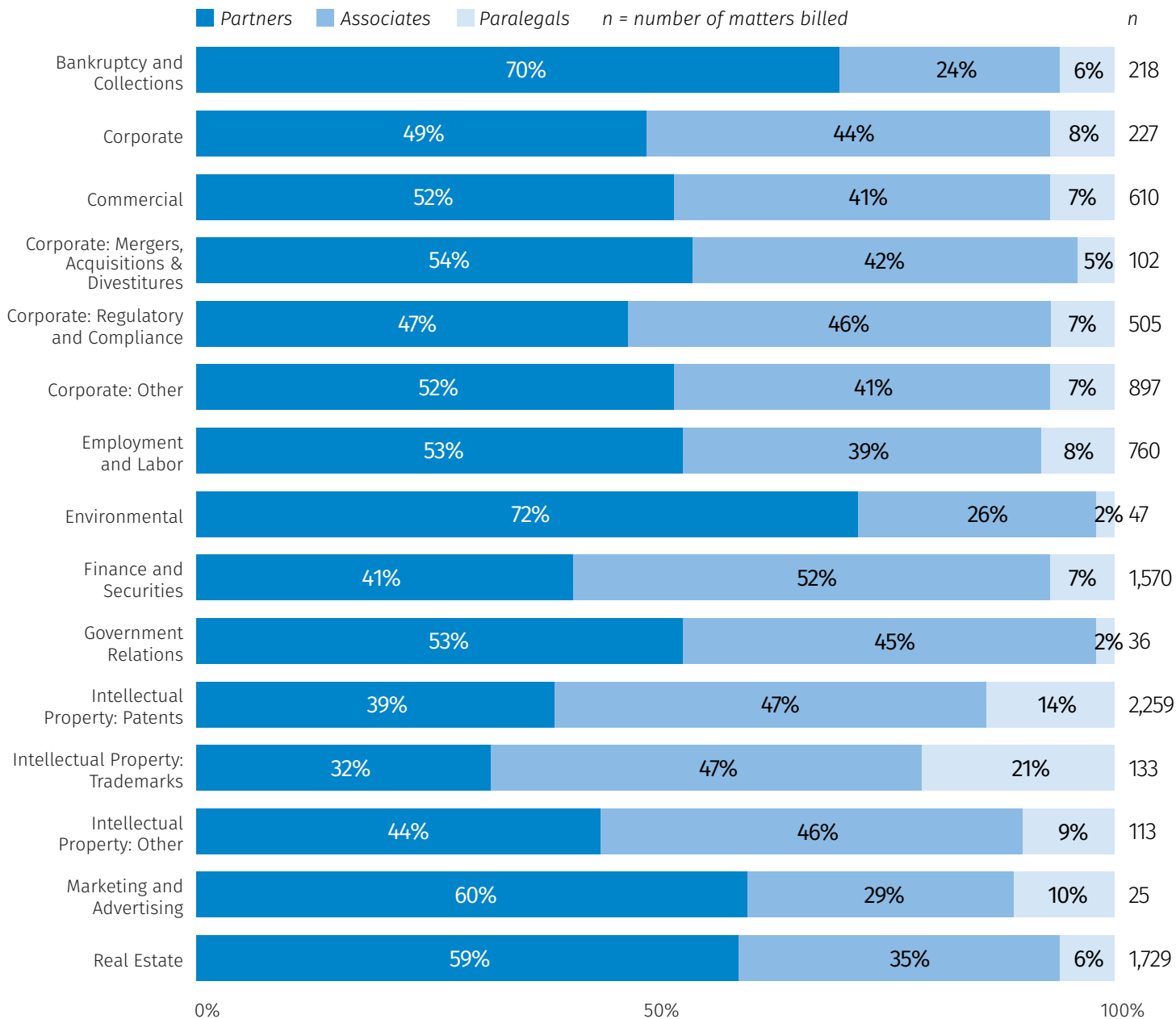
2017 to 2019 -- Percentage of Hours Billed per Matter



# Section VI: Matter Staffing Analysis #38775

## Short Non-Litigation Matters, 40 to 100 Total Hours Billed

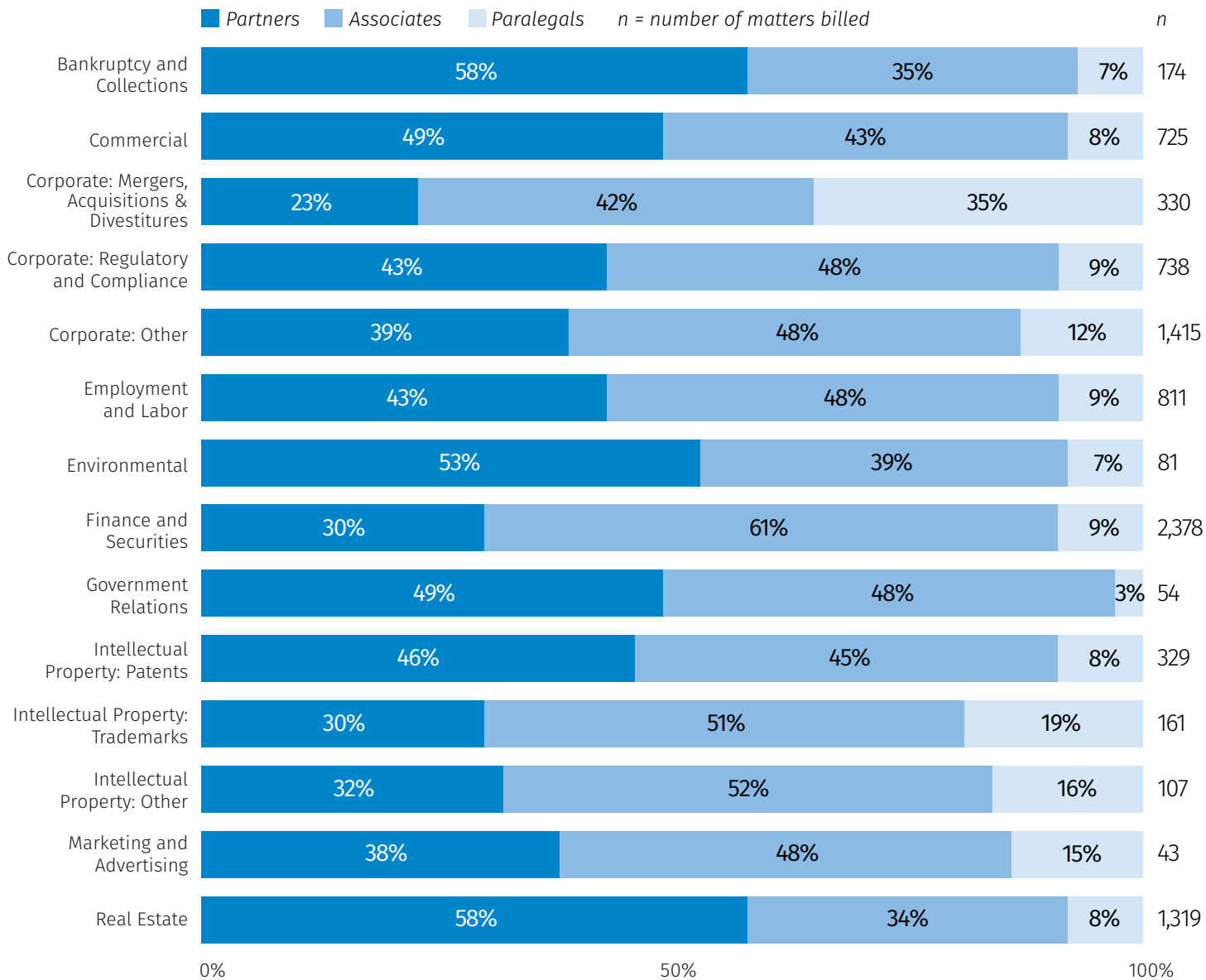
2017 to 2019 -- Percentage of Hours Billed per Matter



# Section VI: Matter Staffing Analysis #38776

## Long Non-Litigation Matters, More Than 100 Total Hours Billed

2017 to 2019 -- Percentage of Hours Billed per Matter



# Appendix: Data Methodology



2020 Real Rate Report

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## Appendix: Data Methodology

### Invoice Information

Data in Wolters Kluwer's ELM Solutions reference database and in the 2020 Real Rate Report were taken from invoice line item entries contained in invoices received and approved by participating companies.

Invoice data were received in the Legal Electronic Data Exchange Standard (LEDES) format (LEDES.org). The following information was extracted from those invoices and their line items:

- Law firm (which exists as a random number in the ELM Solutions reference database)
- Timekeeper ID (which exists as a random number in the ELM Solutions reference database)
- Matter ID (which exists as a random number in the ELM Solutions reference database)
- Timekeeper's position (role) within the law firm (partner, associate, paralegal, etc.)
- Uniform Task-Based Management System Code Set, Task Codes, and Activity Codes (UTBMS.com)
- Date of service
- Hours billed
- Hourly rate billed
- Fees billed

### Non-Invoice Information

To capture practice area details, the matter ID within each invoice was associated with matter profiles containing areas of work in the systems of each company. The areas of work were then systematically categorized into legal practice areas. Normalization of practice areas was done based on company mappings to system-level practice areas available in the ELM Solutions system and by naming convention.

The majority of analyses included in this report have been mapped to one of 12 practice areas, further divided into sub-areas and litigation/non-litigation (for more information on practice areas and sub-areas, please refer to pages 164-166).

To capture location and jurisdiction details, law firms and timekeepers were systematically mapped to the existing profiles within ELM Solutions systems, as well as with publicly available data sources for further validation and normalization. Where city location information is provided, it includes any address within that city's defined Core-Based Statistical Area (CBSA) as defined by the Office of Management and Budget (OMB). The CBSAs are urban centers with populations of 10,000 or more and include all adjacent counties that are economically integrated with that urban center.

Where the analyses focus on partners, associates, and paralegals, the underlying data occasionally included some sub-roles, such as "senior partner" or "junior associate." In such instances, those timekeeper sub-roles were placed within the broader partner, associate, and paralegal segments.

Demographics regarding law firm size, location, and lawyer years of experience were augmented by incorporating publicly available information.

## Appendix: Data Methodology

### A Note on US Cities

Throughout the report, we have used city names to refer to CBSA and consistently used the principal city in the CBSA to refer to the entire area. The following are the shorthand city names used in this report and the corresponding CBSA designations, as defined by the OMB.

Principal City	CBSA Name
Akron, OH	Akron, OH
Albany, NY	Albany-Schenectady-Troy, NY
Albuquerque, NM	Albuquerque, NM
Atlanta, GA	Atlanta-Sandy Springs-Alpharetta, GA
Atlantic City, NJ	Atlantic City-Hammonton, NJ
Austin, TX	Austin-Round Rock-Georgetown, TX
Baltimore, MD	Baltimore-Columbia-Towson, MD
Baton Rouge, LA	Baton Rouge, LA
Birmingham, AL	Birmingham-Hoover, AL
Boise City, ID	Boise City, ID
Boston, MA	Boston-Cambridge-Newton, MA-NH
Bridgeport, CT	Bridgeport-Stamford-Norwalk, CT
Buffalo, NY	Buffalo-Cheektowaga, NY
Burlington, VT	Burlington-South Burlington, VT
Charleston, SC	Charleston-North Charleston, SC
Charleston, WV	Charleston, WV
Charlotte, NC	Charlotte-Concord-Gastonia, NC-SC
Chicago, IL	Chicago-Naperville-Elgin, IL-IN-WI
Cincinnati, OH	Cincinnati, OH-KY-IN
Cleveland, OH	Cleveland-Elyria, OH
Columbia, SC	Columbia, SC
Columbus, OH	Columbus, OH
Dallas, TX	Dallas-Fort Worth-Arlington, TX
Dayton, OH	Dayton-Kettering, OH
Denver, CO	Denver-Aurora-Lakewood, CO
Des Moines, IA	Des Moines-West Des Moines, IA
Detroit, MI	Detroit-Warren-Dearborn, MI
Fresno, CA	Fresno, CA
Grand Rapids, MI	Grand Rapids-Kentwood, MI
Greenville, SC	Greenville-Anderson, SC
Harrisburg, PA	Harrisburg-Carlisle, PA
Hartford, CT	Hartford-East Hartford-Middletown, CT

## Appendix: Data Methodology

### A Note on US Cities

Principal City	CBSA Name
Honolulu, HI	Urban Honolulu HI
Houston, TX	Houston-The Woodlands-Sugar Land, TX
Indianapolis, IN	Indianapolis-Carmel-Anderson, IN
Jackson, MS	Jackson, MS
Jacksonville, FL	Jacksonville, FL
Kansas City, MO	Kansas City, MO-KS
Knoxville, TN	Knoxville, TN
Lafayette, LA	Lafayette, LA
Las Vegas, NV	Las Vegas-Henderson-Paradise, NV
Lexington, KY	Lexington-Fayette, KY
Little Rock, AR	Little Rock-North Little Rock-Conway, AR
Los Angeles, CA	Los Angeles-Long Beach-Anaheim, CA
Louisville, KY	Louisville/Jefferson County, KY-IN
Madison, WI	Madison, WI
Miami, FL	Miami-Fort Lauderdale-Pompano Beach, FL
Milwaukee, WI	Milwaukee-Waukesha, WI
Minneapolis, MN	Minneapolis-St. Paul-Bloomington, MN-WI
Nashville, TN	Nashville-Davidson-Murfreesboro-Franklin, TN
New Haven, CT	New Haven-Milford, CT
New Orleans, LA	New Orleans-Metairie, LA
New York, NY	New York-Newark-Jersey City, NY-NJ-PA
Oklahoma City, OK	Oklahoma City, OK
Omaha, NE	Omaha-Council Bluffs, NE-IA
Orlando, FL	Orlando-Kissimmee-Sanford, FL
Philadelphia, PA	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD
Phoenix, AZ	Phoenix-Mesa-Chandler, AZ
Pittsburgh, PA	Pittsburgh, PA
Portland, ME	Portland-South Portland, ME
Portland, OR	Portland-Vancouver-Hillsboro, OR-WA
Providence, RI	Providence-Warwick, RI-MA
Raleigh, NC	Raleigh-Cary, NC
Richmond, VA	Richmond, VA
Rochester, NY	Rochester, NY
Sacramento, CA	Sacramento-Roseville-Folsom, CA

## Appendix: Data Methodology

### A Note on US Cities

Principal City	CBSA Name
Salt Lake City, UT	Salt Lake City, UT
San Diego, CA	San Diego-Chula Vista-Carlsbad, CA
San Francisco, CA	San Francisco-Oakland-Berkeley, CA
San Jose, CA	San Jose-Sunnyvale-Santa Clara, CA
San Juan, PR	San Juan-Bayamon-Caguas, PR
Savannah, GA	Savannah, GA
Seattle, WA	Seattle-Tacoma-Bellevue, WA
St. Louis, MO	St. Louis, MO-IL
Syracuse, NY	Syracuse, NY
Tallahassee, FL	Tallahassee, FL
Tampa, FL	Tampa-St. Petersburg-Clearwater, FL
Toledo, OH	Toledo, OH
Trenton, NJ	Trenton-Princeton, NJ
Tulsa, OK	Tulsa, OK
Virginia Beach, VA	Virginia Beach-Norfolk-Newport News, VA-NC
Washington, DC	Washington-Arlington-Alexandria, DC-VA-MD-WV
Wheeling, WV	Wheeling, WV-OH



## Appendix: Data Methodology

### Anonymization of the Dataset

Prior to inclusion in the ELM Solutions reference database, we systematically scrubbed the data of any information that would identify a particular matter, company, law firm, invoice, or timekeeper (individual). To ensure relationships necessary for analysis, those variables were assigned randomly generated numbers. To maintain data integrity and allow for proper analysis, these numbers are linked across data tables to enforce their associations.

To further ensure anonymity and confidentiality:

- The information is published in such a manner as to make it reasonably impervious to reverse analysis should some attempt be made to determine what data might pertain to any company, law firm, timekeeper, invoice, or matter;
- The 2020 Real Rate Report will not reveal which ELM Solutions client or clients are included or excluded in its analyses;
- Clients are not and will not be informed as to whether their data are included within a particular facet of analysis; and
- No textual description of any legal work performed by any individual exists in the ELM Solutions reference database.

### A Note on Insurance Litigation

Our aim is to provide a point of comparison for companies purchasing law firm services. To improve comparability, we removed data related to insurance company defense litigation for all analyses unless noted otherwise. Insurance litigation tends to be less expensive than other types of litigation, as it is typically more repetitive and less complex.

### “Real Rate” Definition

The information in this report consists of data taken from client invoices submitted by law firms for work performed from 1/1/2017 through 12/31/2019. All Invoices were submitted through the ELM billing systems.

The analyses contained in this report are derived from aggregating hours, fees, and rates submitted as line items on those invoices. For a line item to qualify for inclusion in this report, it had to undergo multiple and rigorous testing processes to ensure its validity.

For example, for a rate to be loaded to the ELM Solutions reference database and used in this report, it must have been part of an invoice line entry in which all of the following items were included:

- Name of the biller
- Role of the biller
- Date of activity
- Hourly rate charged
- Time charged
- UTBMS code associated with the time charged
- Total amount charged for the activity

In addition, each line item’s hourly rate was validated against its “real rate” (calculated by dividing the total amount charged for the activity by the time charged). Any line items with an hourly rate that did not align closely with the real rate were not loaded to the reference database.

Real Rate = Line Item Total/Line Item Hours (Units) Example: \$4,000/10 Hours = Real Rate of \$400

Adjustments the client made to line item amounts subsequent to submission are not factored into the dataset. These types of adjustments may impact the effective rate paid by the client to the law firm but do not reflect the real rate billed.

## Appendix: Data Methodology

In short, the real rate is the rate appearing on an approved invoice at the invoice line item level.

Aggregations of data taken from millions of these line item-level invoice entries are the core of the information analyzed.

### A Note on Negotiated Rates and Billing

Practices law firms can generally follow vary for submitting “negotiated” rates on invoices. Firms may submit the negotiated rate as the hourly rate identified on the invoice line item, insert a vendor line item adjustment to ensure compliance, or provide a vendor invoice level adjustment to bring the total amount of the fees into compliance with agreed-on discounts. Although the former two are considered part of the real rate calculation, the latter can be problematic. It is not directly linked to a line item, and therefore, for the purposes of determining the rate, it should not be assumed that the adjustment is related to a specific line item. Invoice-level adjustments may represent a credit or some other type of adjustment placed on the invoice. To ensure these types of adjustments would not adversely impact the analysis contained within the 2020 Real Rate Report, the team reviewed the population of invoices and line items to determine what the deviation of the real rate might be based on inclusion or exclusion. The analysis demonstrated that the variance was not significant (less than 1%).

As such, we decided not to include the vendor-level adjustments in the report.

### Types of Matters Included in the Analysis

Matters within the ELM Solutions system are associated with areas of work described and defined by ELM Solutions clients. Those areas of work were analyzed and systematically categorized into legal practice areas. Normalization of practice areas was supported by mappings to system-level practice areas available in the ELM Solutions system and by naming convention.

All data included within this report have been mapped to a corresponding practice area. The majority of our analyses focus on the following 12 practice areas:

- Bankruptcy and Collections
- Commercial
- Corporate
- Employment and Labor
- Environmental
- Finance and Securities
- General Liability
- Government Relations
- Insurance Defense
- Intellectual Property
- Marketing and Advertising
- Real Estate

Within each client’s areas of work, sub-areas are often identified. The lists that follow identify client areas of work and, within those areas, the sub-areas underneath each practice area. Often, the same sub-area appears within different practice areas. For example, the sub-area “General/Other” when listed under “Commercial and Contracts” refers to general work provided regarding Commercial and Contracts matters. When listed under the “Employment and Labor” practice area, the same sub-area refers to work provided on Employment and Labor. Where applicable and practicable, each area and sub-area has been further subdivided into litigation and non- litigation work for the purposes of granular analysis.

### Bankruptcy and Collections

Chapter 11  
Collections  
General/Other  
Workouts and Restructuring

## Appendix: Data Methodology

### Commercial (Commercial Transactions and Agreements)

Contract Breach or Dispute  
General, Drafting, and Review  
General/Other

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### Corporate<sup>1</sup>

Antitrust and Competition	Partnerships and Joint Ventures
Corporate Development	Regulatory and Compliance
General/Other	Strategic Asset Management
Governance	Tax
Information and Technology	Treasury
Mergers, Acquisitions, and Divestitures	White Collar/Fraud/Abuse

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### Employment and Labor

ADA	General/Other
Agreements	Immigration
Compensation and Benefits	OFCCP
Discrimination, Retaliation, and Harassment/EEO	Union Relations and Negotiations/NLRB
Employee Dishonesty/Misconduct	Wages, Tips, and Overtime
ERISA	Wrongful Termination

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### Environmental

General/Other  
Health and Safety  
Permits  
Superfund  
Waste/Remediation

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### Finance and Securities

Commercial Loans and Financing	Investments and Other Financial Instruments
Debt/Equity Offerings	Loans and Financing
Fiduciary Services	SEC Filings and Financial Reporting
General/Other	Securities and Banking Regulations

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### General Liability

Asbestos/Mesothelioma	Personal Injury/Wrongful Death
Auto and Transportation	Premises
Consumer Related Claims	Product and Product Liability
Crime, Dishonesty and Fraud	Property Damage
General/Other	Toxic Tort

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### Government Relations

General/Other  
Lobbying and Relations

<sup>1</sup> All references to "Corporate: General/Other" in the 2020 Real Rate Report are the aggregation of all Corporate subareas excluding the Mergers, Acquisitions, and Divestitures sub-area and the Regulatory and Compliance sub-area.

## Appendix: Data Methodology

### Insurance Defense

Asbestos/Mesothelioma  
Auto and Transportation  
Errors and Omissions  
General/Other  
Personal Injury/Wrongful Death  
Product and Product Liability  
Professional Liability  
Property Damage  
Toxic Tort

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### Intellectual Property<sup>2</sup>

Copyrights  
General/Other  
Licensing  
Patents  
Trademarks

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### Marketing and Advertising

General/Other

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### Real Estate

Commercial  
Construction/Development  
Easement and Right of Way  
General/Other  
Land Use/Zoning/Restrictive Covenants  
Landlord/Tenant Issues  
Leasing  
Property/Land Acquisition or Disposition  
Titles

<sup>2</sup> All references to "Intellectual Property: General/Other" in the 2020 Real Rate Report are the aggregation of all Intellectual Property sub-areas excluding the Patents and Trademarks sub-areas.

## About Wolters Kluwer's ELM Solutions

Wolters Kluwer's ELM Solutions is the market-leading global provider of enterprise legal spend and matter management, contract lifecycle management, and legal analytics solutions. We provide a comprehensive suite of tools that address the growing needs of corporate legal operations departments to increase operational efficiency and reduce costs. Corporate legal and insurance claims departments trust our innovative technology and end-to-end customer experience to drive world-class business outcomes. Wolters Kluwer's ELM Solutions was named a leader in both the IDC MarketScape: Worldwide Enterprise Legal Spend Management 2020 Vendor Assessment and IDC MarketScape: Worldwide Enterprise Matter Management 2020 Vendor Assessment. The award-winning products include Passport®, the highest-rated ELM solution in the latest Hyperion MarketView™ Legal Market Intelligence Report; TyMetrix® 360°, the industry's leading SaaS-based e-billing and matter management solution; CLM Matrix, named a "strong performer" in the 2019 Q1 CLM Forrester Wave report; and the LegalVIEW® portfolio of legal analytics solutions based upon the industry's largest and most comprehensive legal spend database, with more than \$140 billion in invoices.