
Economic Survey of Lawyers in Alabama 2014



prepared by the
Practice Management Assistance Program
a member service
of the
Alabama State Bar

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Introduction

This report presents the results of a survey of Alabama State Bar members. Information concerning the economic aspects of the practice of law in Alabama, including information on lawyer income, lawyer employment, practice setting, legal staffing, billing methods, hours and rates, use of fee agreements, accounts receivable and collections, overhead and expenses, and retirement plans and activities was collected through this survey. Certain questions were asked only of private practice attorneys, retired attorneys and unemployed attorneys, respectively. For the first time the survey included questions directed to member respondents who are not engaged in legal employment regarding their current job and their reasons for choosing it.

Methodology

Between March 19, 2015 and April 27, 2015, the Alabama State Bar sent an email to 4,308 randomly selected members in good standing, both regular and special members, requesting that they participate in an online survey estimated to take no more than one half hour to complete. Of those selected at random to participate, 949 started the survey and all of them completed it, for a 22% response rate and a 100% completion rate. Because not all questions were asked of all respondents and not all respondents responded to all of the questions which they were asked, percentages within this survey report are based on the actual number of individuals who responded to each particular question.

All probability samples contain some sampling error – the extent to which the views of respondents differ from the views held by the entire population from which the sample was selected. For this survey, one can be 99% confident that the results for each part of the survey which was taken by all of the respondents are not more than 4.05% (+ or – 4.05%) different from that of the entire population of Alabama lawyers. Sampling error is greater when subgroups of respondents, such as those engaged in private practice, are examined. Sampling error does not reflect the influence of other factors, such as question wording or order, which can also influence the results of the survey.

Several measures of central tendency are mentioned in this report. For those who are not familiar with the definitions of these terms, we provide the following:

mean – the average for all values given in response to a particular question. The mean is calculated by adding all of the responses provided and then dividing that sum by the total number of responses.

median – the middle value of a series of numbers which are first placed in rank order. Half of the values will be greater than the median and half

will be less than the median. Because the median value truly is “in the middle” it is often a better indication of midpoint response than is the mean, which can be distorted by one or two responses that are much higher or lower than the rest.

Demographics of Respondents

All respondents were asked to provide demographic information so that we could determine whether the respondent pool accurately reflected the demographic makeup of the bar as a whole, as indicated by our membership records.

Almost 66% of respondents were male and 34% were female. At the time the survey was conducted, males made up 69% of membership and females made up 31%, based on information contained in our membership records. The majority of the survey takers (89.4%) classified themselves as Caucasian, 6.8% classified themselves as African American, 2.8% stated that they do not classify themselves by race, and around 1% classified themselves as Asian, Hispanic, Native American or Other. At the time the survey was conducted, 92% of our members were Caucasian, 6.5% were African American and 1.5% were classified as Other, based on self-classification at the time of admission to the Alabama State Bar.

The survey respondents ranged in age from under 30 to over 71, with the largest single group (26%) falling into the 51 – 60 age group. The next largest age group was 41 – 50 (23%) followed by the 61-70 age group (20%) and the 31 – 40 age group (19%). Thus, over half (51%) of the survey takers were between the ages of 41 and 70, reflecting the aging of the Alabama State Bar. Only 7% of the respondents were under 30 years of age, and 5% were 71 and over. The median age range for survey takers was 51 to 60 years.

The largest single group of respondents (27%) reported that they have been admitted to the Alabama State Bar for 11 – 20 years. The two next largest groups were 20-30 years and more than 30 years (24.5% and 24%, respectively). Only 15% of the respondents have been admitted for 4-10 years, and 9.5% have been admitted for less than 4 years. The median range of years in practice was 11 to 20 years.

Regular members made up 71% of the respondents while special member respondents were 29%. At the time of the survey, 81% of the Alabama State Bar membership were regular members and 19% were special members. Thus, it appears that the gender and race of the survey respondents were roughly in line with the bar’s membership records, however, the percentage of women and the percentage of special members who responded to the survey was slightly higher than their representation in the bar as a whole. Nonetheless, we believe that the survey results are fairly representative of the circumstances and opinions of the overall membership.

Narrative Summary

Employment Setting and Income Information

The survey began by seeking information about general work setting and gross income from the respondents. The goal was to capture a picture of how much Alabama State Bar members, as a whole earn, regardless of whether they are in private practice or employed in some other setting.

Of those responding to the survey, 71.7% were employed full time (40 hours or more per week) in a legal job and an additional 9.8% were employed part time (less than 40 hours per week) in a legal job. For the first time we asked specific questions about non-legal employment, and found that 8.3% of the respondents were employed in full time non-legal jobs and 1.7% were employed in part-time non-legal jobs. Retirees made up 5.5% of respondents. One and a half percent (1.5%) of respondents were unemployed but seeking legal work, 0.5% were unemployed seeking non-legal work and 1% of the respondents were unemployed but not seeking work of any type. Only 2.9% of respondents were unemployed in 2014, down from 4.6% in 2010.

Respondents came from all different firm-size settings. The largest single group was solo practitioners at 28.85% of respondents. Respondents from firms of 2 to 5 lawyers were next at 27.65%, reflecting the fact that about two-thirds of Alabama lawyers practice in firms of five lawyers or fewer, based on information on firm size from the bar's membership database. Respondents from other firm settings were as follows: 6 – 10 lawyers at 10.29%; 11 – 20 lawyers at 7.62%; 21 – 50 lawyers at 9.22%; 51 – 100 lawyers at 4.95% and more than 100 lawyers at 11.36% of respondents.

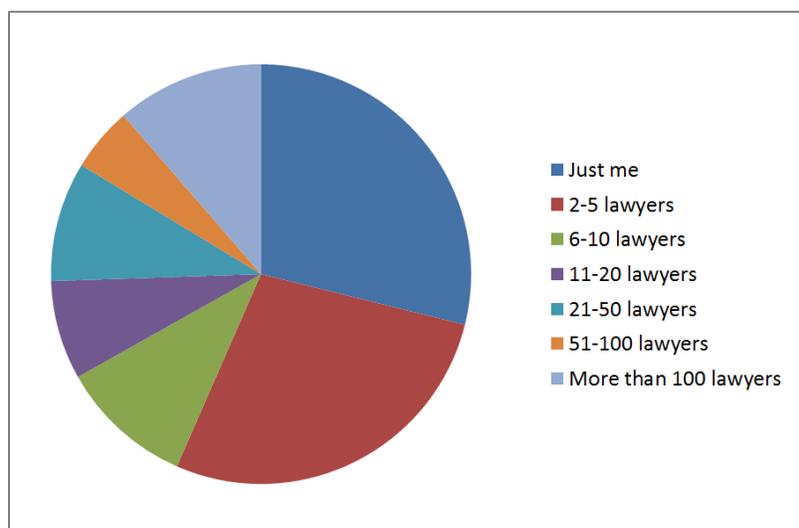


Figure 1. Number of lawyers in firm or organization

Perhaps reflective of an improvement in economic conditions following the end of the recession which began in 2008, the largest single group of respondents (15.5%) indicated that they made between \$50,001 and \$75,000 in 2014. The next largest group (14%) stated that they made between \$75,001 and \$100,000. Forty-one percent (41%) of respondents reported income of more than \$100,000 per year. The median salary range for all respondents was between \$75,001 and \$100,000.

When comparing the surveys conducted by the bar in 1986, 1998 and 2009, it appears that individual lawyer income may again be on the rise, with fewer lawyers reporting income of less than \$50,000 than in any year other than 1998, and more lawyers reporting income of more than \$100,000 than in any of the previous surveys, and up substantially from 2009. The percentage of lawyers reporting income of between \$50,000 and \$100,000 remained relatively even across all four surveys, but has continuously trended downward, falling from about 35% in 2009 to about 29% in 2014. The number of respondents in the less than \$50,000 range decreased from 37% in 2009 to about 24% in 2014, while the number of respondents in the more than \$100,000 range beat the high of 40% set in the 1998 survey, reaching over 45%.

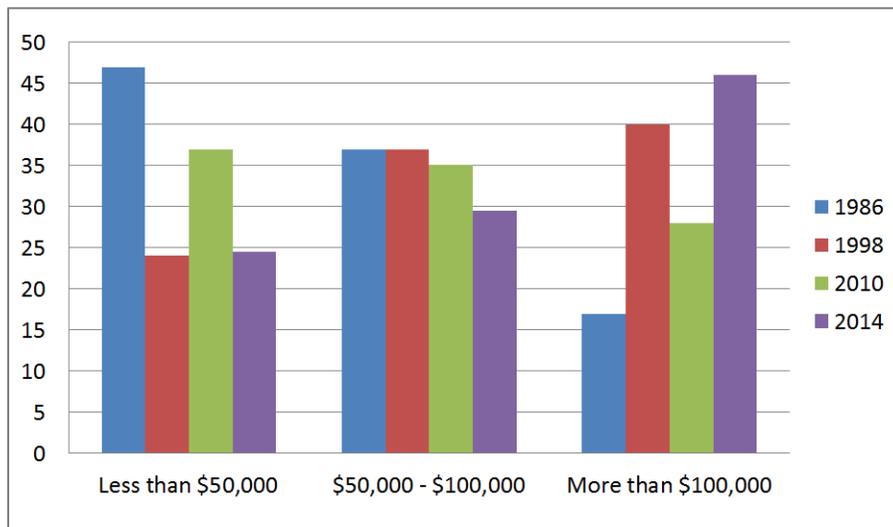


Figure 2. Income before taxes (after deducting expenses if self-employed)

This seems to agree with the responses to whether income increased, decreased or remained the same in 2014 compared to 2013. Forty-four and seven-tenths percent (44.7%) of all respondents indicated that their income increased between 2013 and 2014, 31.4% indicated that it remained the same, and only 21.5% stated that it decreased over that one year period. The other 2.4% indicated that they did not know.

Firm size continues to correlate with higher income. Of those who identified themselves as being the only lawyer in their organization, 43% reported earning less than \$50,000; 27% reported earning between \$50,000 and \$100,000; and 30% reported earning over \$100,000. By comparison, in firms with 2 to 5 lawyers, 25.5%

reported income before taxes of less than \$50,000, 33% reported earning between \$50,000 and \$100,000, and 41.5% reported income before taxes of over \$100,000. In organizations with over 50 lawyers, 75% reported income before taxes of over \$100,000, and 33% reported income of over \$200,000 in 2014.

Interestingly, 6 respondents who identified themselves as the only lawyer in their organization reported earning more than \$350,000, the top figure we asked about, in 2014. Nine respondent in firms of 2 – 5 lawyers, 3 respondents from firms of 6 – 10 lawyers, and 3 respondents from firms of 11 – 20 lawyers indicated reaching this income level, reflecting the possibility of high earnings from the practice of law in any firm size setting.

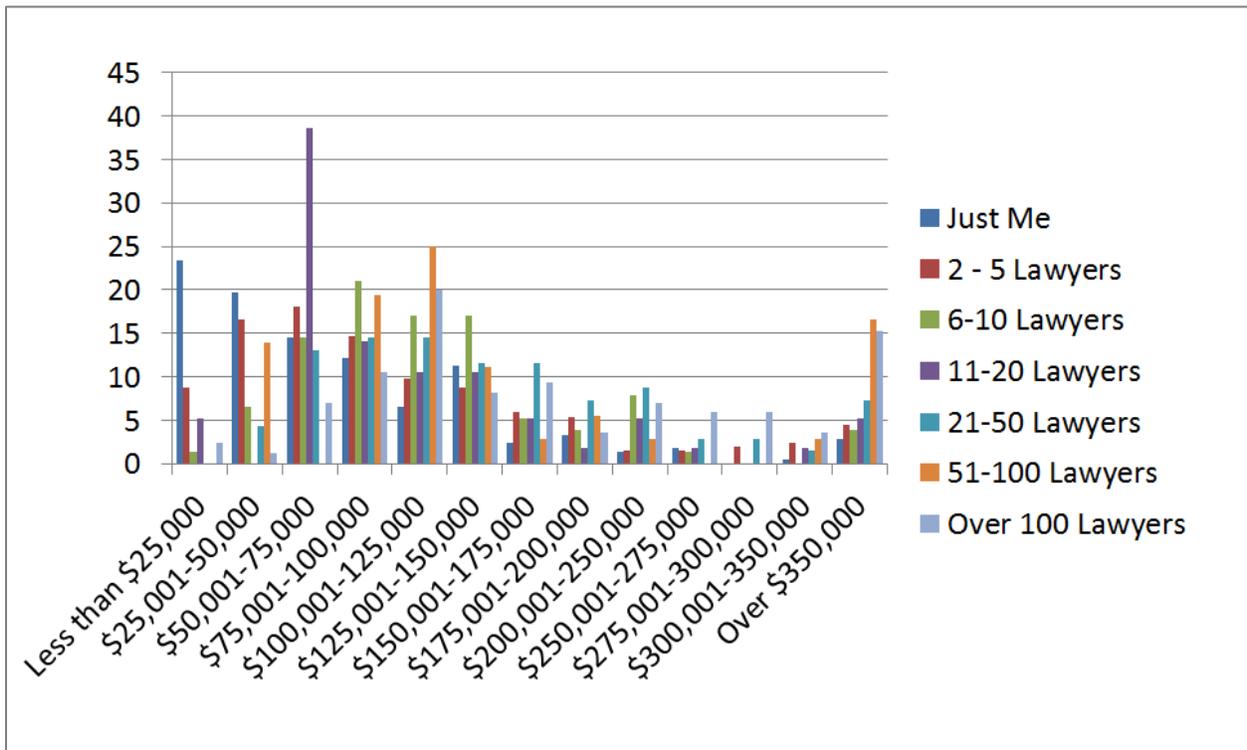


Figure 3. Income by firm size in 2014.

These numbers, when compared with the results of the 2009 survey, seem to indicate that the incomes of Alabama State Bar members are once again rising after the downturn caused by the recession that began in late 2008. Whether this rise will continue, or will falter as a result of the trend toward commoditization of certain types of law practice and the lower income levels that often results from a commodity practice and increased competition, cannot be predicted.

Attorney and Staff Benefits

The survey attempted to determine what benefits were available to both lawyers and legal support staff members in both law firms and from other employers. Almost 68% of respondents reported that their employer provided them with paid vacations and holidays and 62% reported receiving paid sick leave. Almost 62% percent reported that their firm made retirement fund contributions on their behalf. Other popular benefits were reimbursement of CLE expenses (84%) and professional dues and membership fees (82%). Twenty-three percent (23%) received paid medical insurance for the attorney and 55% reported that medical insurance for their immediate family members was also paid for by their firms. Forty-three percent (43%) reported having access to a flexible work schedule, but only 1.4% reported that their firm offered the possibility of a sabbatical.

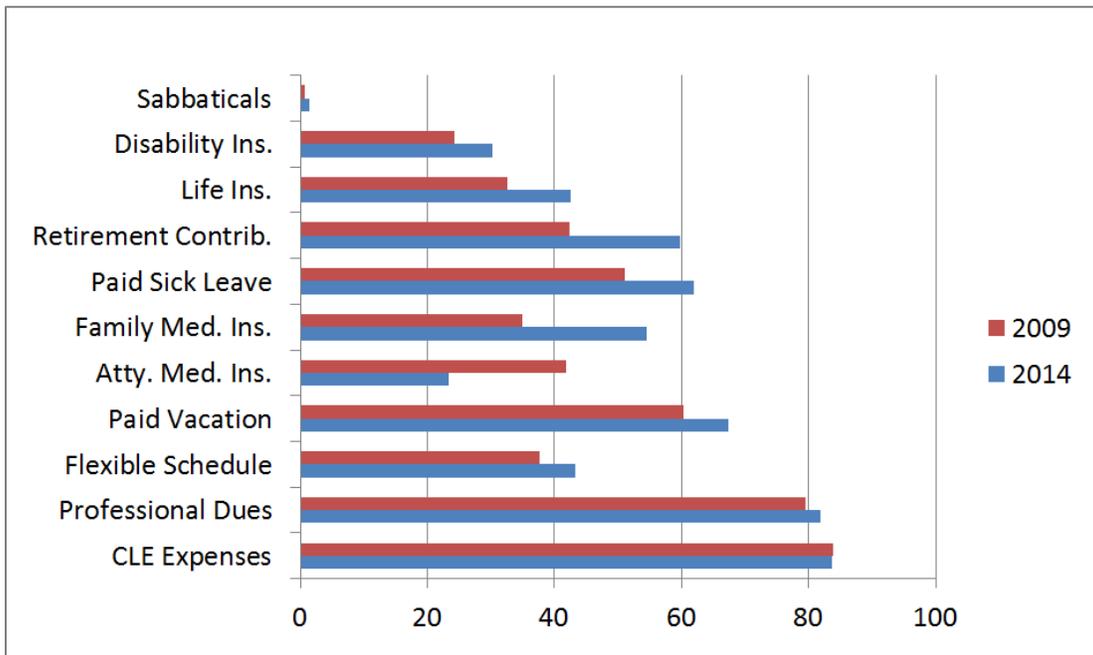


Figure 4. Comparison of benefits provided to lawyers by their firm or employer

Fringe benefits for support staff were actually more generous in some cases than were benefits for attorneys, with 92% of respondents reporting that their firm or organization provided paid vacations and holidays for employees in 2014. Eighty-seven percent (87%) provided paid sick leave and 60% made retirement contributions on behalf of support staff. Almost 23% reported that support staff members received paid medical insurance for the staff member and 47% reported that their firm or organization provided medical insurance for both staff and the employees' immediate family members.

With only a few exceptions, benefits for both attorneys and non-attorney staff members appear to be slightly more generous now than they were 5 years ago.

Private Practice Attorneys

Private practice attorneys were asked a number of questions about their firms that were not applicable to attorneys working in other settings. Because of the smaller number of respondents answering these questions, the confidence level in the responses in this section is lower than for the survey as a whole.

Written Fee Agreements

The largest single group of respondents in private practice (50%) reported that they always use a written fee agreement or engagement letter, followed by 35% who usually use one, 13% who seldom use one and 2% who never use one. When compared to the results of the three previous surveys, it appears that the use of written fee agreements continues to increase, with the number always using them exceeding those usually using them for the first time and the number of attorneys never using them continuing to decrease.

Billing Methods

The largest single group of private practice attorney respondents (51%) indicated that they utilize hourly billing as their primary billing method, followed by 19% who utilize a combination of two or more billing methods. Sixteen percent (16%) use contingent billing as their primary method. Around 14% primarily use fixed or flat fees. As in 2009, no one reported using value-based fees (fixed fee plus bonus for results) as their primary billing method.

The majority of private practice attorneys in Alabama do not seem to utilize contingency fee billing, with 32% reporting that they use contingency fees in 25% or fewer of their cases and 48% reporting that they never charge contingency fees. Around 15% of attorneys reported using contingency billing in over 75% of their cases. In 1998 around 20% of respondents said that they never used contingency billing. In 2009 only 5.8% of private practice attorney respondents reported using contingency billing in over 75% of their cases.

For those who did report using contingency billing, 59% reported that the average percentage of the award they received if they won the case was between 30% and 39%. The next largest group (18%) reported receiving between 40 and 49% of the award. These figures are in line with the results of the previous surveys.

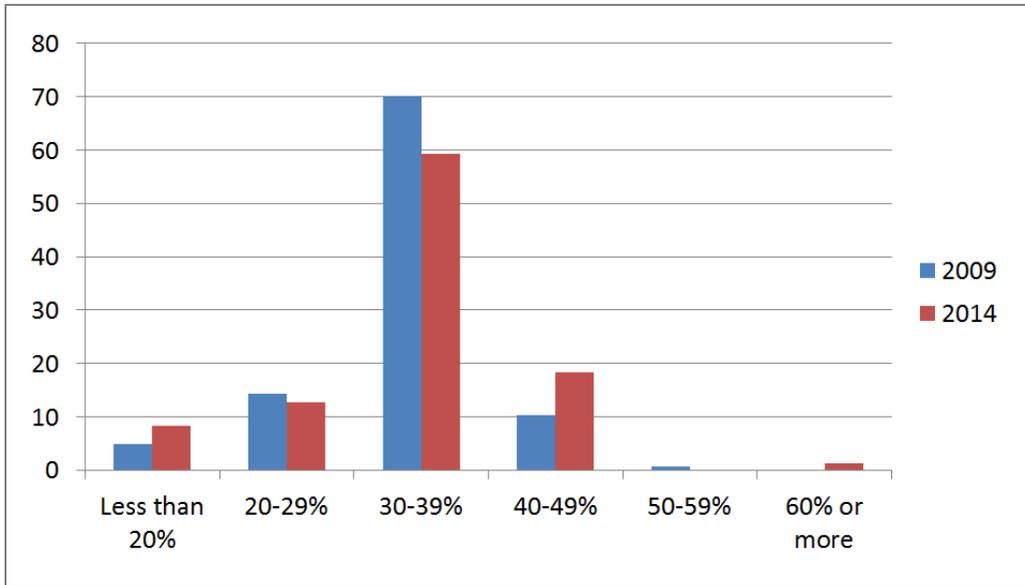


Figure 5. Comparison of percentage of award received by attorney or law firm in contingency cases

Time Records

Over half (55%) of respondents in private practice always keep written time records, with another 21% reporting that they always keep them except in contingency or fixed fee cases, while 19% reported that they keep written time records only for selected cases. Around 5% of Alabama attorneys in private practice reported that they never keep written time records. These figures show a slight rise in the use of written time records from 2009.

In a change from previous surveys, and reflective of the increased adoption of technology in the law office, the largest single group of private practice respondents (33%) reported that they now enter time directly into a time and billing software product or system. Twenty-eight percent (28%) continue to use paper time sheets which are later entered into time and billing software, while 26% use paper timesheets which someone types up to create a bill. Around 12% reported that they reconstruct their time records from calendar entries and file review. For those who automate time entry, Quickbooks, Juris, Timeslips, and PC Law were the most frequently named products, followed by Elite, ProLaw, Time Matters, Tabs and Clio. Several respondents mentioned using self-created systems, some of which utilize Excel spreadsheets.

As would probably be expected, the most frequently used minimum billing time interval was 6 minutes (0.1 hour) reported by 70% of the private practice respondents, followed by 15 minutes (14% of respondents), 10 minutes (6% of respondents), and 5 minutes (5% of respondents).

Billing Statement Information

When asked what information they regularly include on their billing statements, 88% of private practice respondents reported itemizing services. Seventy two percent (72%) included the total time spent by all lawyers and 69% percent also included the time spent by individual lawyers. Seventy percent (70%) reported including the prior unpaid balance and 59% reported including an itemized list of disbursements. Less than 40% stated that they include the remaining balance in trust or the total time spent by legal assistants/paralegals or their hourly rate on their statements. Slightly over 50% of private practice respondents reported including a narrative summary of activities or services.

Standard Hourly Rates

The largest single group of private practice attorney respondents (14.5%) reported their standard hourly rate to be between \$200 and \$224 per hour. The median standard hourly rate was in the range between \$175 and \$199 per hour. Forty-four percent (44%) of those surveyed charged less than \$200 per hour, while the other 56% charged a standard hourly rate of more than \$200 per hour.

When compared to the previous surveys, hourly rates charged by attorneys continue to rise. In 2009 the median standard hourly rate was between \$150 and \$174.

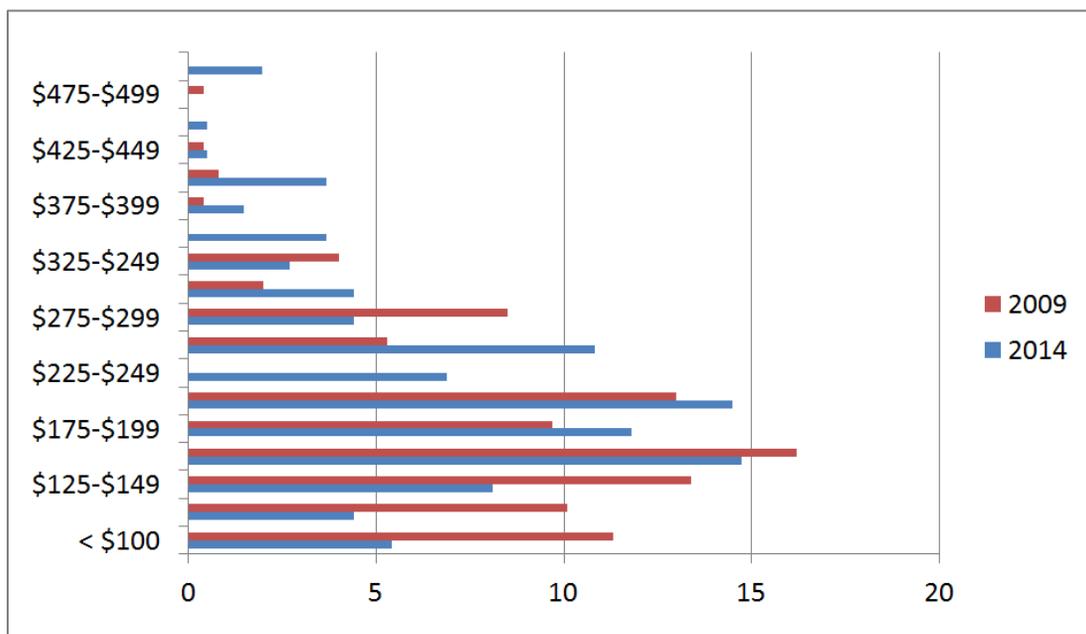


Figure 6. Standard hourly rates charged by Alabama attorneys

Minimum Hourly Billing Requirements

The overwhelming majority of private practice attorneys (83%) reported that their firm did not have a stated yearly standard minimum annual billable hours requirement in 2014.

For those firms which did have published billing requirements for associates/non-equity attorneys and partners/shareholders in 2014, almost 62% stated that the requirement for associates/non-equity attorneys was between 1,801 and 2000 hours. With regard to minimum billing requirements for partners/shareholders, the largest single group (51%) reported the requirement as also falling in the 1,801 to 2000 hours range. Around 28% reported requiring between 1600 and 1800 hours, and about 7% required 1200 hours or less of such attorneys. Only 7% of respondents reported requiring more than 2000 hours. These numbers are not substantially different than the findings in 2009.

Despite these published minimum billing requirements, when all private practice attorney respondents were asked how many hours they personally billed in 2014, the single largest group (43%) reported billing 1,000 hours or less, however 8% reported billing more than 2,000 hours during that year.

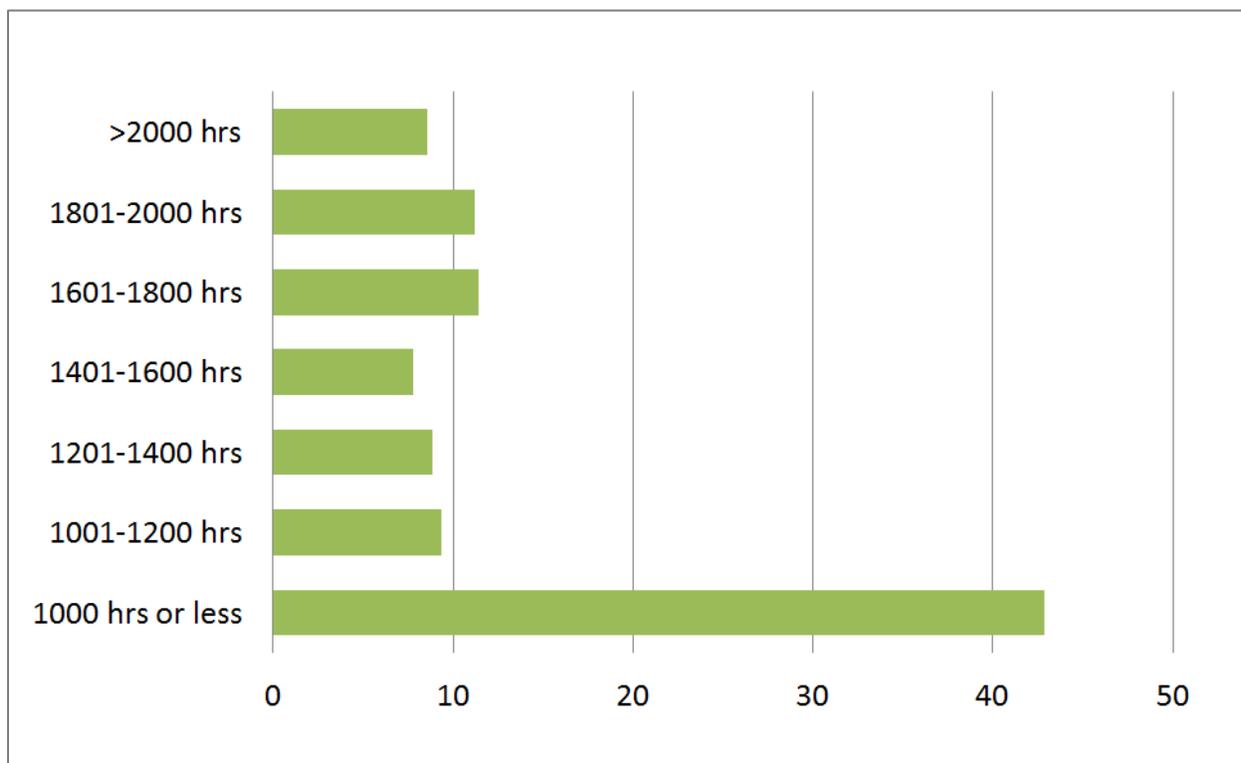


Figure 7. Hours actually billed in 2014

Caseload

The survey also attempted to obtain a picture of the average private practice attorney's caseload. When asked how many cases they handled, the respective responses were as follows:

	2009	2014
Less than 25	27.4%	24.9%
26-50	19.4%	21.5%
51-100	21.8%	23.8%
101-150	14.7%	13.9%
151-200	6.3%	4.5%
More than 200	10.3%	11.4%

From this we can determine that around 70% of Alabama attorneys in private practice handle 100 or fewer cases per year.

Accounts Receivable

Because unpaid legal fees can be a substantial drain on a law firm, the survey attempted to determine the average monthly accounts receivable balance carried by Alabama firms. Surprisingly, 30% of private practice respondents (the largest single group) reported that their firm does not prepare a report on this information. Eleven percent (11%) of respondents reported that their average monthly accounts receivable balance was \$1,000 or less, 16% reported it to be between \$1,001 and \$5,000; 9% reported it to be between \$5,001 and \$10,000; and 7% reported it to be between \$10,001 and \$20,000. Thirteen percent (13%) reported average monthly accounts receivable balances of over \$50,000.

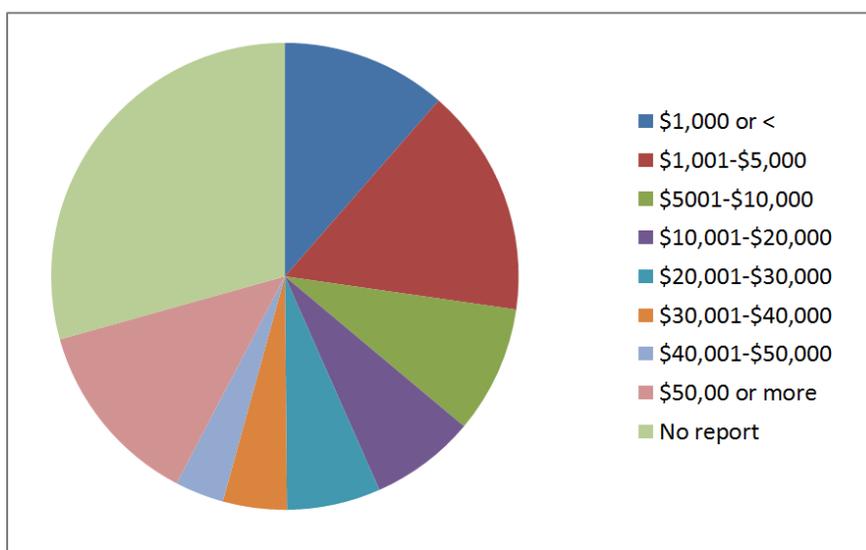


Figure 8. Average monthly accounts receivable balance carried by firms

Excluding personal injury cases, 33% of private practice respondents reported that their firm did not advance costs in 2014, while 45% reported advancing costs of \$1,000 or less on behalf of each client. When comparing these figures with the survey from 2009, it appears that on the low end more firms are not advancing costs at all, while firms that do finance cases that are not personal injury cases are advancing more to facilitate the settlement or trial of these cases than they did 5 years ago.

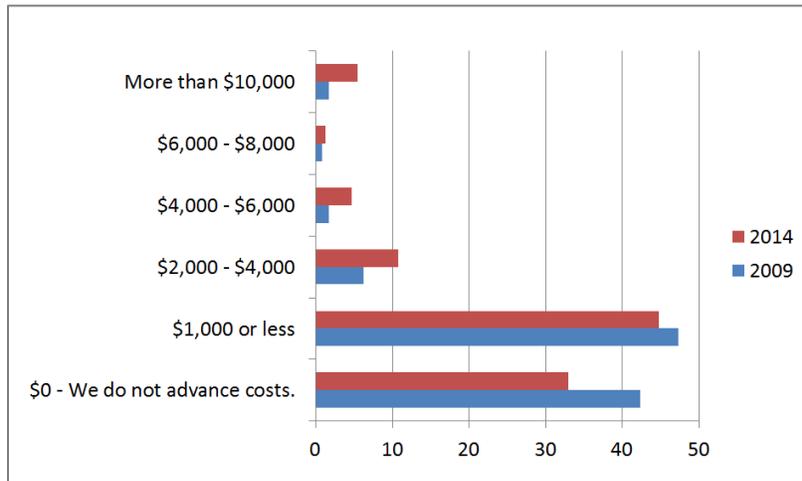


Figure 9. Costs advanced by firms in non-personal injury cases

The survey respondents believed that the majority of their fees billed in 2014 were paid in a timely manner, with 15% reporting that they collected all fees billed that year, 32% reporting that they failed to collect less than 5% of billed fees, 22% reporting that they failed to collect between 5 and 9% of billed fees, and 17% reporting that they failed to collect between 10 and 20% of billed fees. Seven percent (7%) reported failure to collect between 21 and 30% of fees billed, and another 7% reported failure to collect over 30% of their fees billed in 2014.

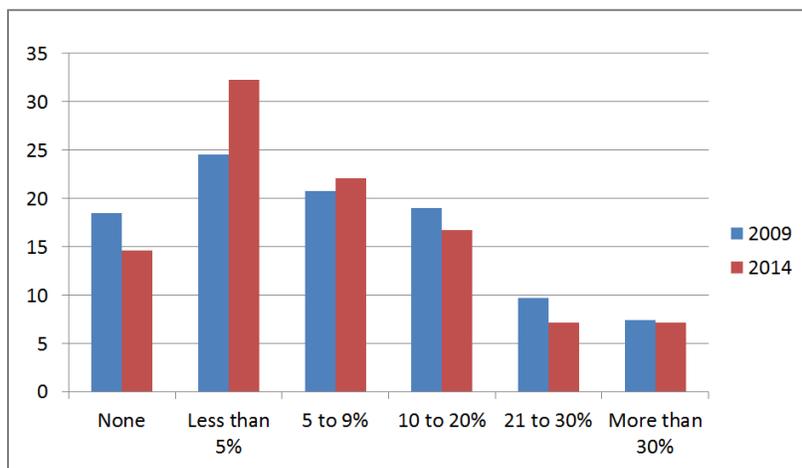


Figure 10. Comparison of fees firms failed to collect

A staggering 88% of private practice attorneys reported that they do not charge interest on past due fees. Almost 59% reported that they do not accept credit or debit cards for payment of fees or costs, which is down substantially from the 79% of respondents who reported that they did not accept credit cards when the last survey was done in 2009.

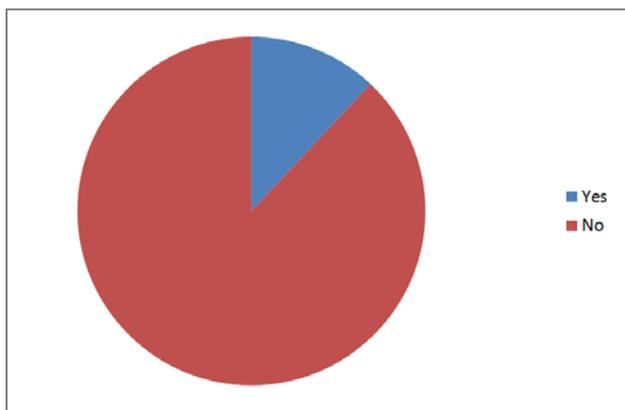


Figure 11. Attorneys who do not charge interest on past due fees

Of the respondents who indicated that they do accept electronic payments for legal fees and expenses, 90% accept credit cards, 72% accept debit cards, 32% accept e-check/direct debit/ACH payments, and 15% accept PayPal.

Areas of Practice

Private practice attorneys were asked to indicate up to 3 primary areas of practice. This year, civil litigation was the single most reported area with 33% of respondents saying they worked in this area, followed by 27% who indicated domestic, family and adoptions, and 23% who indicated personal injury. Twenty-two percent (22%) stated that they engaged in criminal legal work, and 20% in wills, estates and trusts to round out the top five practice areas.

The least selected areas of practice were once again securities, mergers and acquisitions; antitrust; and pensions and benefits. Banking and finance, health law, and intellectual property law were all up, but only slightly, from the 2009 survey. See the questions and responses at the end of this report for the full breakdown of all respondents and practice areas.

For the first time we asked the private practice respondents whether any of their top 3 areas of practice had been added or dropped over the last 5 years. Seventy-six (76%) indicated that they had not added practice areas but, of those who did, the most frequently added areas were domestic, family and adoption at 20%, wills, estates and trusts at 19% and criminal law at 18%. Likewise, almost 81% indicated that they had not dropped any of their top 3 areas of practice over the last five year. The ones who

said that they had were most likely to have dropped criminal work (26%), real estate (13%) and domestic, family and adoptions (12%). The most frequently cited reasons for dropping an area of practice was that it was either unprofitable, no longer available – as in the case of indigent criminal appointments, or because the respondent did not enjoy doing it.

Associate Attorneys and the Jobs Outlook

Given the difficulty that many law school graduates have had in finding jobs since the economic slowdown that began in 2008, we revised some of the survey questions regarding associate attorneys and sought to also obtain information about the level of skills and experience that it is necessary for a candidate to possess in order to be hired and promoted in a law firm today. We also sought to obtain information about non-equity attorneys with more than 3 years' experience, as more firms create non-partnership employment tracks.

In order to determine whether the staffing of law firms is moving away from the associate-partner structure many practitioners are familiar with, private practice attorneys were asked about their current employment tracks. Thirty-six percent (36%) indicated that they have only an associate to partnership track, 16% indicated that they have only a non-partnership track, and 48% indicated the availability of both partnership and non-partnership tracks at their firms.

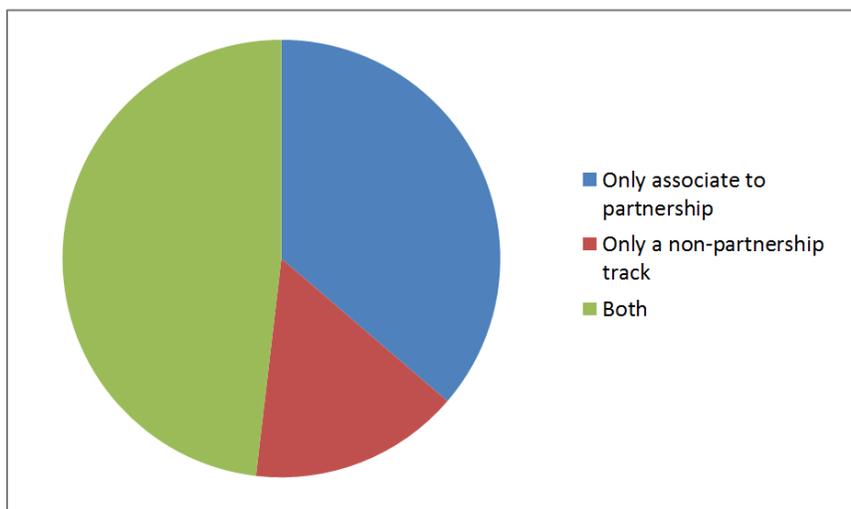


Figure 12. Employment tracks in firms

Private practice attorneys were also asked whether they hired new attorneys during 2014, who they hired, and the starting compensation of those hires. Almost 59% of respondents said that in 2014 their firm did not hire any employee (non-equity) attorneys. Of those who did hire such an attorney, around 26% said they hired only

attorneys with 3 years' experience or less, 14.5% said they hired only attorneys with more than 3 years' experience, and almost 60% said they hired attorneys from both these categories.

For lawyers with 3 years of less experience, the largest single group of respondents (21.5%) reported a starting salary in the range between \$50,000 and \$75,000. The next largest group (16.5%) reported a starting salary in the range between \$25,000 and \$50,000. Twelve percent (12%) reported a starting salary in the range between \$75,000 and \$100,000, and 10% reported a starting salary in the range between \$100,000 and \$125,000.

The median starting salary range was between \$50,000 and \$75,000. Thus, it appears that the financial downturn has resulted in a lowering of the starting salaries of relatively inexperienced lawyers. In comparison, the median starting salary range for new attorneys in 2009 was between \$75,000 and \$100,000.

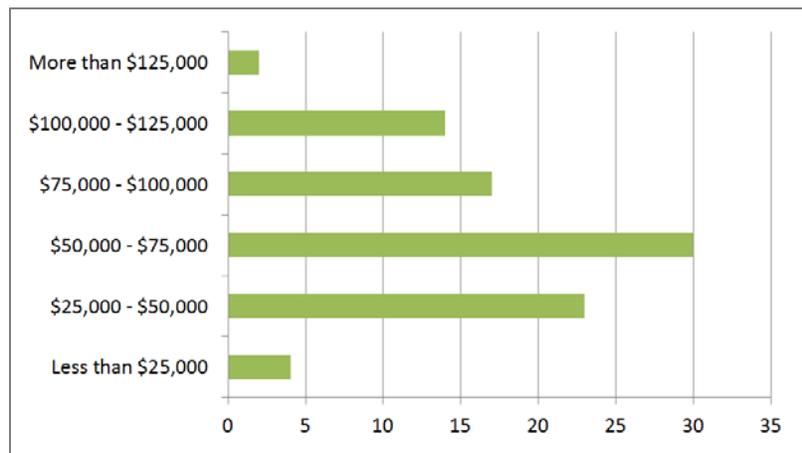


Figure 13. Starting salaries for attorneys with 3 years' experience or less

Private practice respondents were asked to indicate how non-equity attorney compensation was determined in 2014. Almost 35% responded that they had no associate attorneys but, of those who did, the majority (61%) responded that associates were paid a fixed salary plus a year end bonus. Other compensation plans were fixed salary only (24%), and fixed salary plus percentage of fees associate personally generates (12.5%), and hourly rate multiplied by hours worked (2.25%).

When asked whether their firm had already or planned to hire one or more associate or non-equity attorneys (someone having less than 3 years' experience) in 2015, 70% responded no, while 30% responded that they did, indicating a continued poor hiring outlook for recent law school graduates. Likewise, 67% of respondents indicated that they had no plans to hire summer law clerks in 2015, even though almost 56% of respondents indicated that they had hired summer law clerks during some of the years between 2009 and 2014.

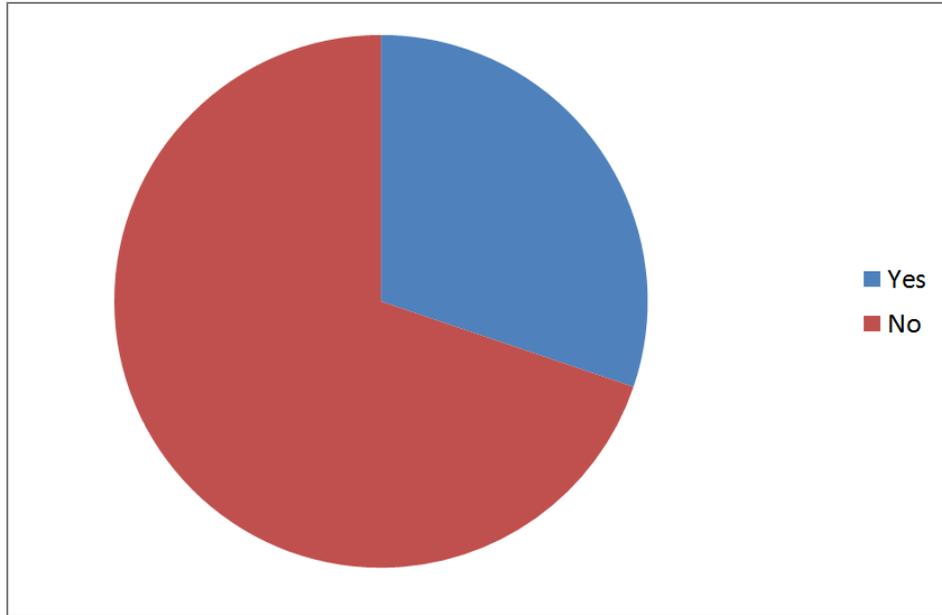


Figure 14. Have you or do you plan to hire associate (non-equity) attorneys during 2015?

When asked about how law firms find candidates with 3 years' experience or less for employment, it appears that who you now continues to be at least as important as what you know. Seventy-six percent (76%) of respondents indicated that they seek candidates they already know. Respondents were asked to select all options that applied, and other responses included utilizing law school career services offices at 42.5%, summer law clerk programs at 41%, seeking lawyers with judicial clerkships at 25% and seeking lawyers with specific pre-law education or employment experience at 15%.

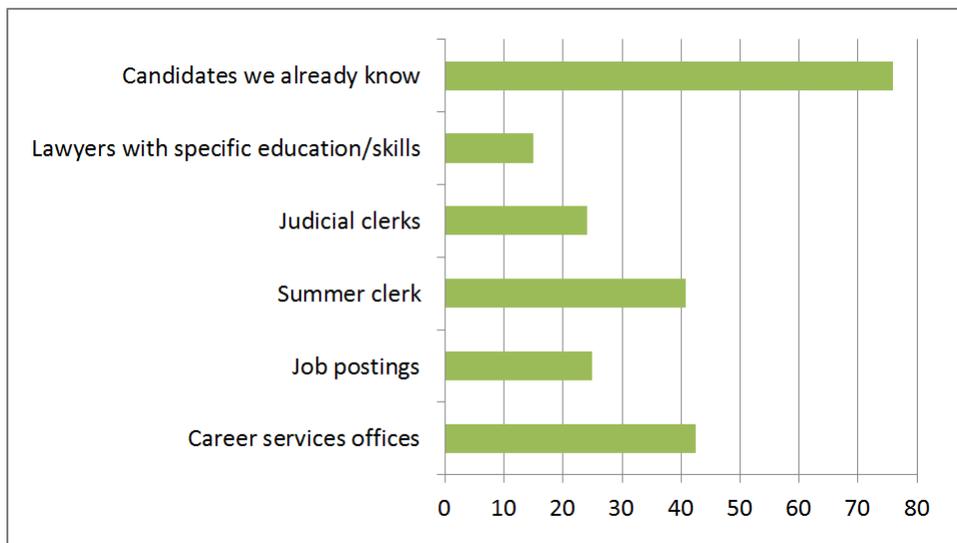


Figure 15. Factors in hiring a new lawyer with less than 3 years' experience

Respondents were also asked to rank in order of importance various factors considered when hiring new attorneys. Those factors included law school attended, law school grades, law school activities, judicial clerkships, specific pre-law education or work experience, ability to integrate into firm culture, ability to bring in new clients, and expanding the gender and ethnic diversity of the firm.

The majority of respondents ranked ability to integrate with existing firm culture as the most important factor, followed by law school grades. Other highly ranked factors were the ability to bring in new business, followed by specific pre-law education or work experience. Sadly, increasing the diversity of the law firm was ranked the most important factor by only 5.13% of those who responded to this question, and was ranked lower than 3rd in importance by almost 84% of respondents.

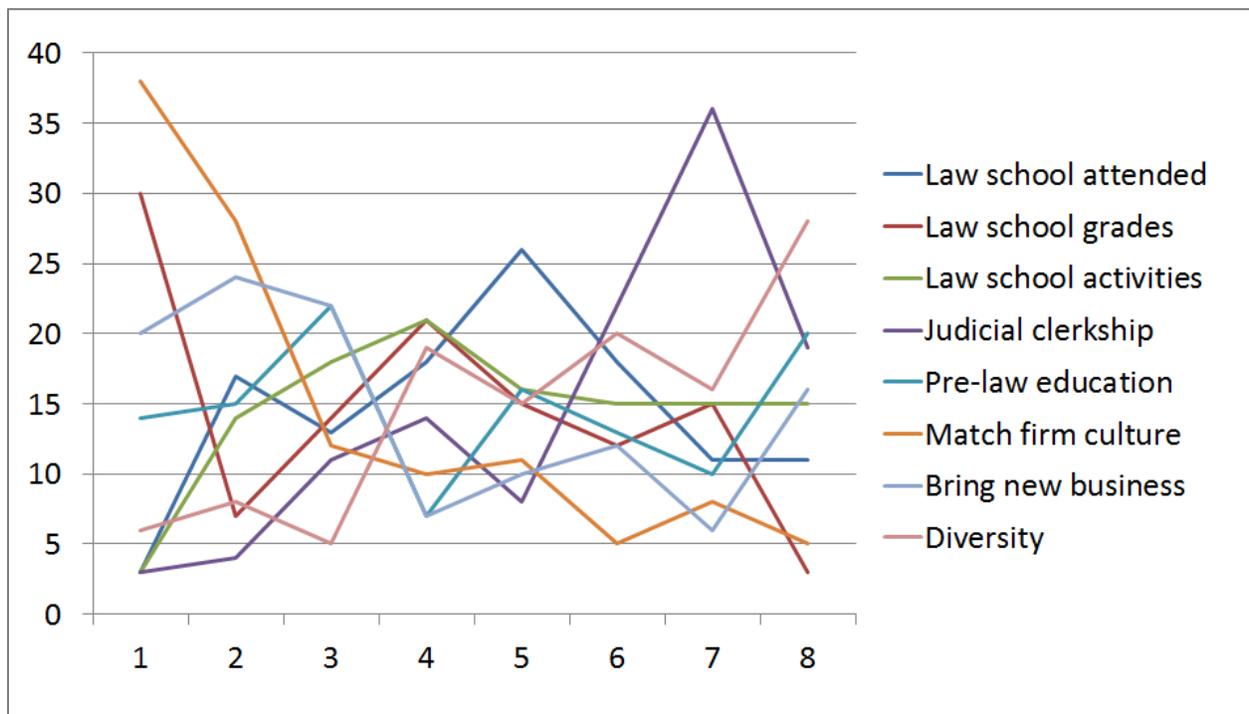


Figure 16. Ranking of factors considered in order of importance when hiring a new attorney

Overhead costs

Private practice attorney respondents were asked to provide information on overhead and lawyer compensation as a percentage of gross receipts. The median reported percentage of gross income of the various expenses and lawyer compensation was as follows: rent or other occupancy expense – 10%, staff salaries – 22.5%, equipment expense – 5%, client development expense – 5%, legal research expense – 3%, all other miscellaneous expenses – 7%, and lawyer compensation – 45% of gross receipts.

These figures are generally in line with national benchmarks, although lawyer compensation at below 50% is a little less than the national average, and is less than desirable. Some respondents answered “I don’t know” to each of these questions, reflecting many lawyers’ reluctance to treat their law practice as a business or prepare or consult financial reports related to firm performance.

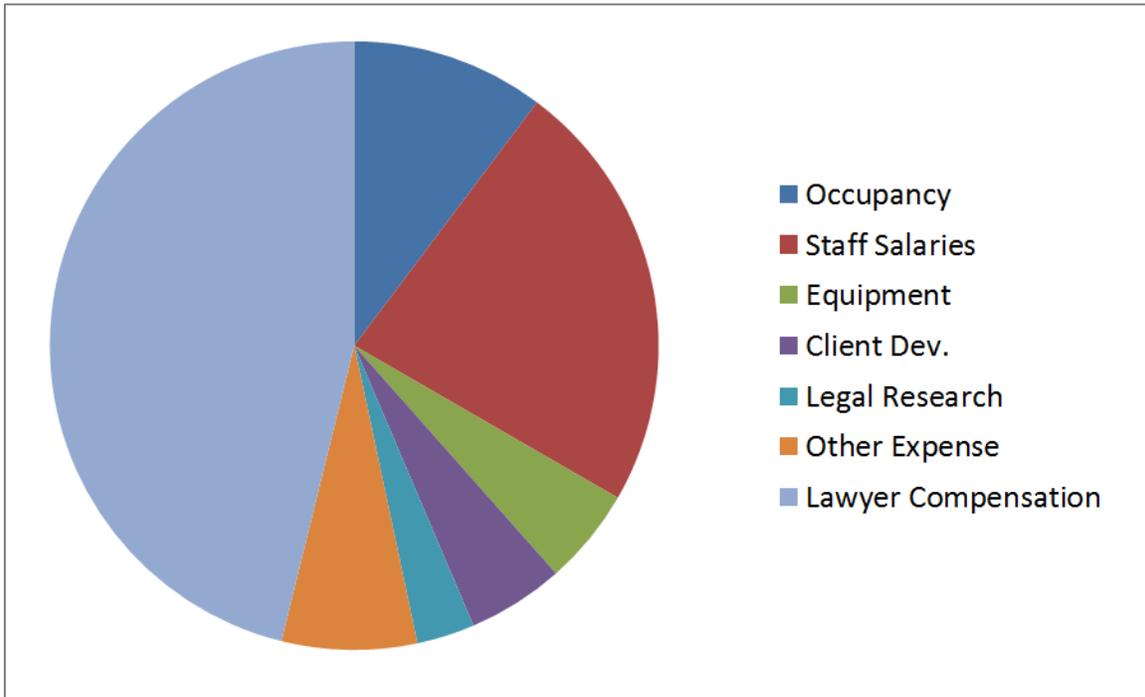


Figure 17. Expenses as a percentage of gross income

Lawyers in Non-Legal Employment

Ninety-three (93) respondents indicated that, although they continue to maintain membership in the Alabama State Bar, they were employed in non-legal jobs and, of that number, 88% stated that they voluntarily chose to work outside the legal field.

The reasons for making this choice were numerous and varied, but many cited greater income, greater job security, better working conditions and better retirement planning options as their motivating factors. A few cited a hostile or vitriolic culture within the practice of law, or boredom with the practice of law. Some indicated that they felt they were doing greater public good in their non-legal positions, while others had established careers in other fields before attending law school. See the questions at the end of this survey report for all of the responses.

Administrative Assistance

Information about the use and cost of support staff can help lawyers in all settings determine prevailing wages.

Legal Secretaries

Respondents in both private practice and other legal employment settings were asked about the legal secretaries they employed. Reflecting the reliance by many lawyers on technology, 37% of respondents indicated that they did not employ a legal secretary in 2014. This is down slightly from the more than 50% of the survey respondents in 2009 who indicated that they did not employ a legal secretary. For those who did, salaries ranged primarily from less than \$25,000 to between \$60,000 and \$65,000. The median salary for legal secretaries in 2014 was between \$35,000 and \$45,000.

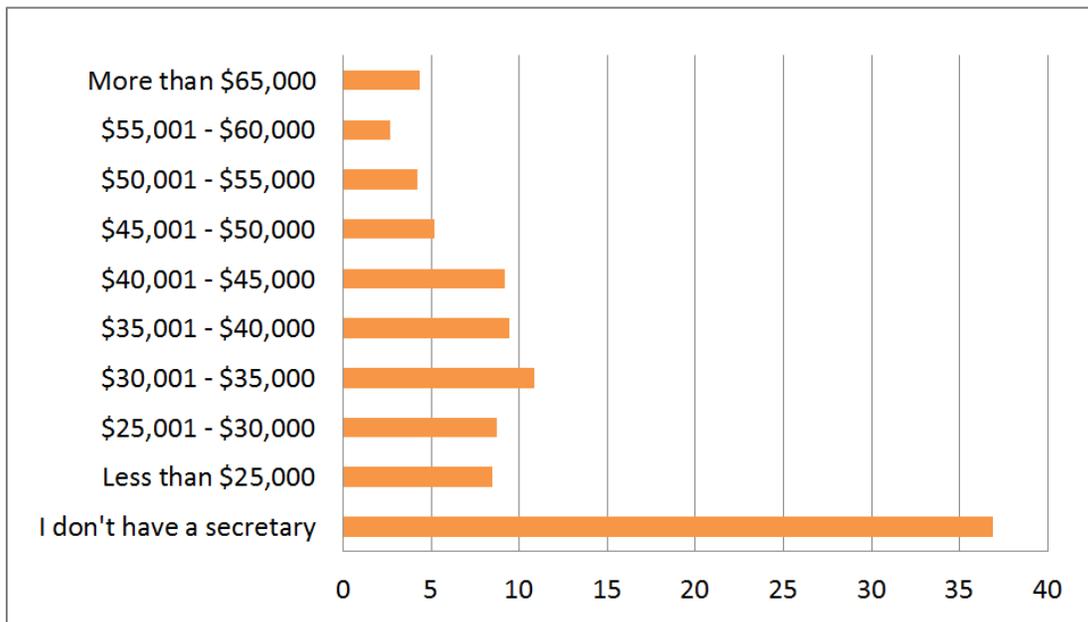


Figure 18. Employment of and salary ranges for legal secretaries

The level of experience among the legal secretaries employed by the respondents seems to be pretty evenly varied, with 19% reporting 5 – 10 years of experience, 20% reporting 10 – 15 years of experience, 20% reporting 15 – 20 years of experience and 19% reporting that their legal secretaries had more than 20 years of experience. There was a very small group (2%) who reported utilizing a legal secretary with less than one year of experience, and 12% reported that their legal secretary had 1 – 3 years' experience.

When compared with the experience levels of legal secretaries in 2009, it appears that the contingent of legal secretaries is aging and that fewer people, with less experience, are entering this field.

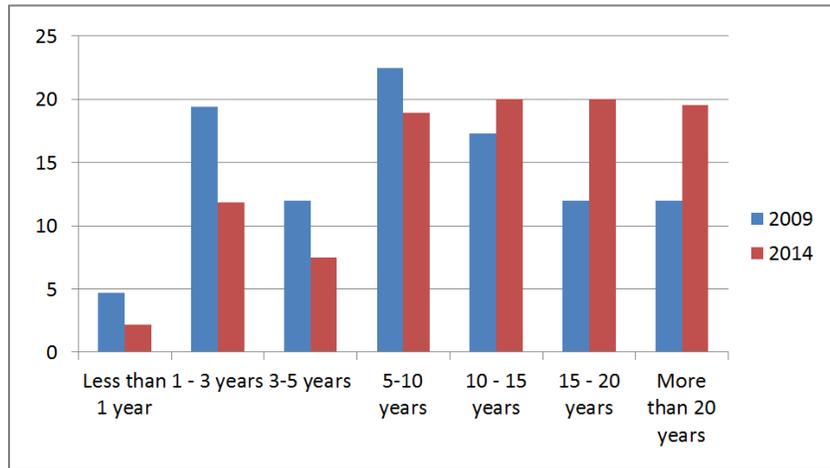


Figure 19. Comparison of years of experience of legal secretaries

When analyzed by firm size, as one might expect, there was a trend toward a greater number of respondents from smaller firms having less experienced legal secretaries while respondents from larger firms tended to have more experienced secretaries, most likely reflecting a tendency by the secretaries to seek, and find, benefits with a larger firm as they gained experience.

Legal Assistants/Paralegals

The respondents were also asked whether their organization employed legal assistants or paralegals, which was defined as an employee who performs legal tasks under the respondent’s supervision which the respondent would otherwise perform. Fifty-five percent (55%) of respondents stated that they did, which is an increase from the 45% who responded affirmatively in 2009.

A negligible percentage stated that their firm or organization would only accept an undergraduate degree in paralegal studies from a potential employee, while 5% said that they would only accept a certificate from a certifying organization. Twenty-one percent (21%) indicated that they would accept either. Forty-six percent (46%) indicated that in 2014 they had no standards that a potential paralegal employee must meet and a little more than one quarter (26%) stated that they did not know what their organization’s requirements for legal assistants or paralegals were.

Salaries for paralegals ranged from less than \$25,000 to more than \$80,000 per year, with around 50% of the respondents saying that paralegals in their organization

made between \$35,000 and \$55,000 annually. The median salary range for paralegals in 2014 was \$40,000 to \$45,000, up from a median range of \$35,000 to \$45,000 in 2009.

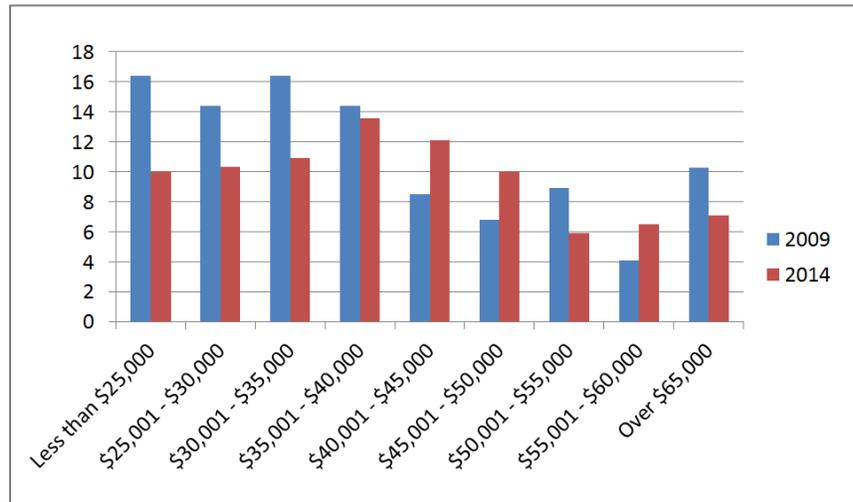


Figure 20. Comparison of salary ranges for legal assistants/paralegals

When asked for the average or standard hourly rate billed by their firm or organization for paralegal time, 40% responded that they were with corporate or government employers and did not bill for paralegal time. The single largest group of respondents (12%) responded that they billed between \$71 and \$80 per hour for paralegal time. Interestingly, almost 10% of respondents indicated that their firm billed paralegal time at more than \$120 per hour. These figures are in line with what was reported in 2009.

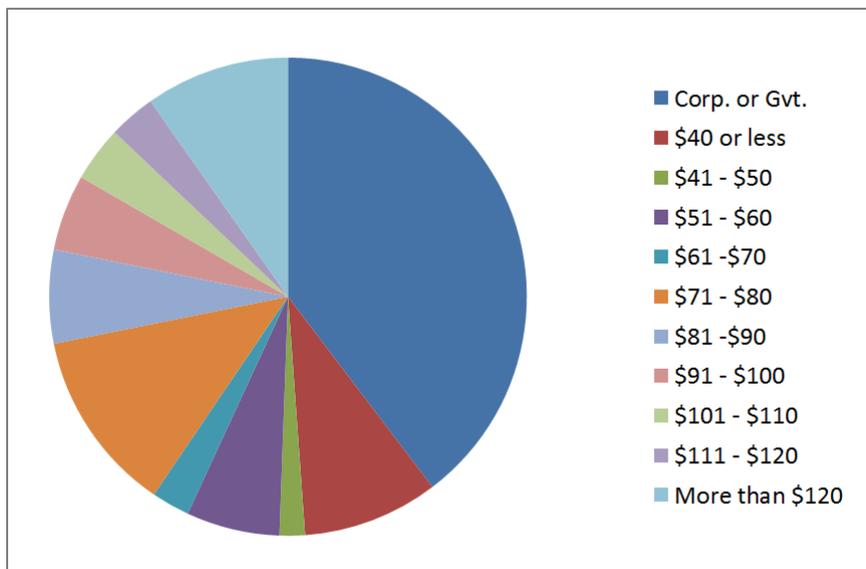


Figure 21. Standard hourly rates charged for legal assistants/paralegals

The average number of billable hours produced by paralegals varied. The largest single group of respondents (22%) stated that paralegals in their organizations billed, on average, 500 or fewer hours per year; however, around 31% of respondents reported that paralegals in their organization billed between 501 and 1,600 hours, and 5% indicated that their paralegals billed over 1600 hours, on average. The larger the firm, the greater the number of reported billable hours by paralegals.

Retirement

Questions about retirement were asked of both working respondents and those who were already retired at the time they took the survey.

Still working lawyers were asked if they intended to retire. Fifty-seven percent (58%) indicated that they did while 42% indicated that they did not plan to do so. For those who did plan to retire, not surprisingly, age 65 was both the average and the median age anticipated for retirement, with the respondent planning for the earliest retirement striving to do so by age 38, and the two respondents planning for the latest retirement citing ages of over 100 as their retirement targets. Fortunately, 80% of respondents indicated that they have a funded retirement plan other than Social Security (up from 60% in 2009) while only 20% responded that they did not.

Only 44% of respondents indicated that they plan to do some type of paid work after retiring from the practice of law, with the most frequent answers about the type of work planned being teaching and "not yet sure." Some indicated an interest in continuing to practice part time or engage in mediation. Respondents were also asked about their plans for volunteerism during retirement. Eighty-seven percent (87%) indicated that they plan to do volunteer work, with community, civic, church and legal being the most frequently cited arenas. See the survey questionnaire and responses at the end of this report for all responses.

Respondents who were retired at the time they took the survey were asked how old they were when they retired. The median age of retirement for this group was 60 years. Ninety-two percent (92%) indicated that they have a funded retirement program other than Social Security. Eighty percent (80%) of them stated that they did not engage in any paid work after retirement, and 57% indicated that they were not involved in volunteer work, either.

Unemployed Attorneys

The survey also attempted to gather information on unemployed attorneys. At the time the survey was taken, of those who indicated that they were unemployed, the largest single group (33%) stated that they had been unemployed for more than 1 year. Twenty-five percent (25%) had been unemployed for more than 3 years, 18%

for 3 to 6 months, 11% for less than 3 months and another 11% for 6 months to 1 year.

The largest single group of the unemployed survey respondents (35%) indicated that they graduated from the University of Alabama School of Law, followed by Other (27%), Cumberland School of Law (15%), Jones (15%) and Birmingham School of Law (8%). The largest single group of the unemployed (31%) had been members of the Alabama state bar less than 4 years, with 27% having been members 4 to 10 years, 23% having been members for 11 to 20 years, and 19% having been members for 20 to 30 years. None of the unemployed lawyers had been members of the bar for more than 30 years.

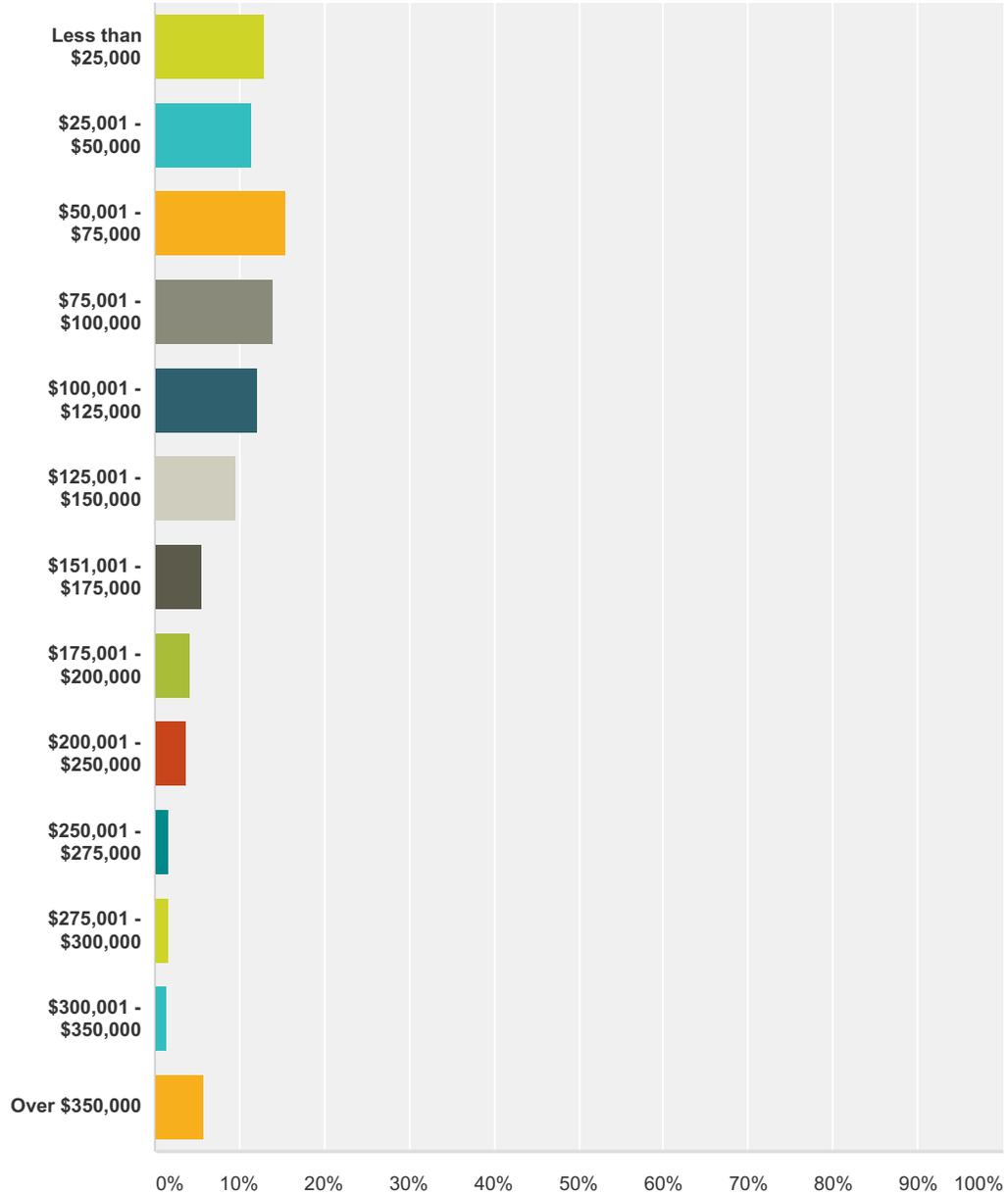
The unemployed survey respondents attributed their unemployment to the following causes:

- 31% – inability to find a job after law school
- 27% – unemployed by choice
- 23% – other
- 8% – inability to maintain a practice due to financial issues
- 11% – law firm layoff
- 0% – inability to maintain a practice due to management issues

These figures are roughly in line with the responses in 2009.

**Q1 How much did you earn before taxes
(after deducting expenses if self-employed)
in 2014?**

Answered: 930 Skipped: 19



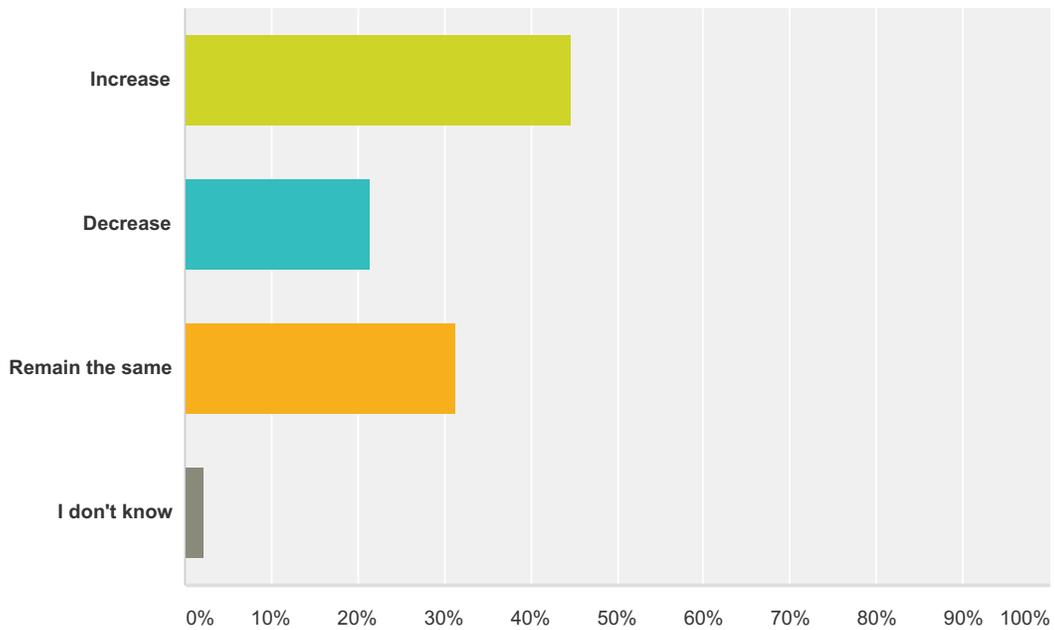
Answer Choices	Responses	
Less than \$25,000	13.01%	121
\$25,001 - \$50,000	11.51%	107
\$50,001 - \$75,000	15.48%	144
\$75,001 - \$100,000	13.98%	130

Economics of Law Practice 2014

\$100,001 - \$125,000	12.15%	113
\$125,001 - \$150,000	9.68%	90
\$151,001 - \$175,000	5.59%	52
\$175,001 - \$200,000	4.19%	39
\$200,001 - \$250,000	3.66%	34
\$250,001 - \$275,000	1.72%	16
\$275,001 - \$300,000	1.61%	15
\$300,001 - \$350,000	1.51%	14
Over \$350,000	5.91%	55
Total		930

Q2 Compared to 2013, did your income before taxes:

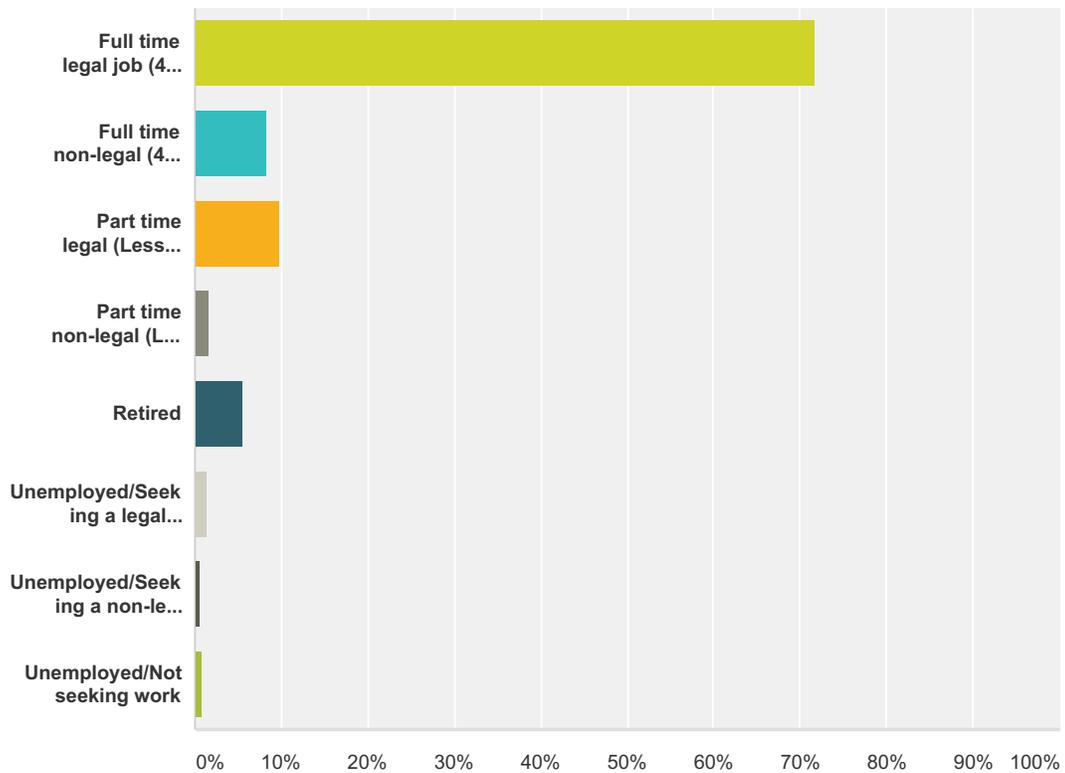
Answered: 933 Skipped: 16



Answer Choices	Responses
Increase	44.69% 417
Decrease	21.54% 201
Remain the same	31.40% 293
I don't know	2.36% 22
Total	933

Q3 Which of the following best describes your employment status in 2014?

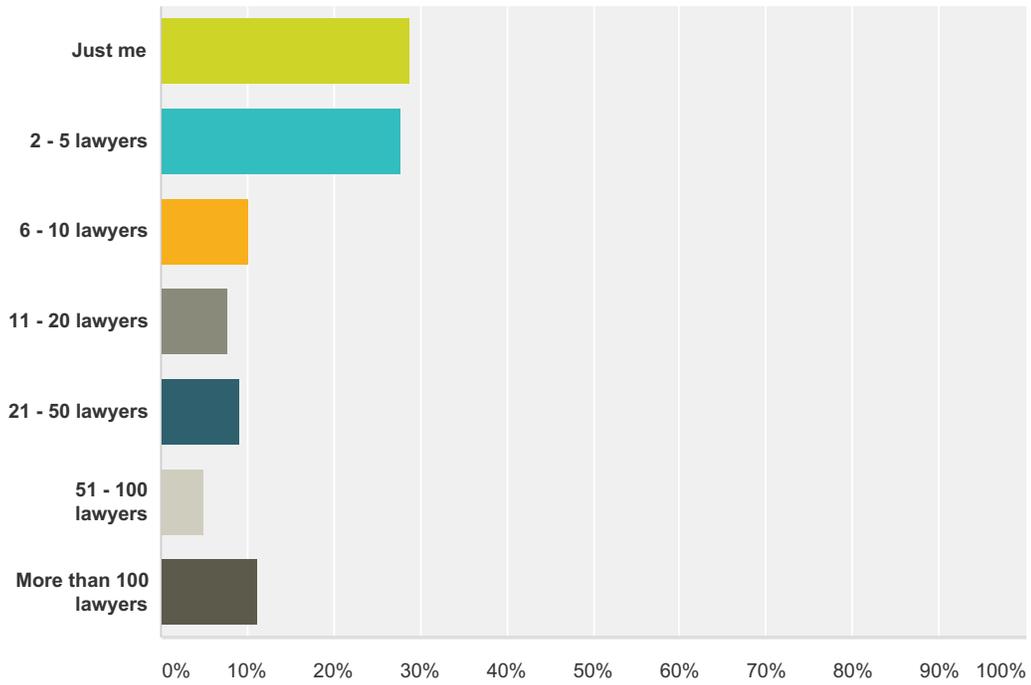
Answered: 937 Skipped: 12



Answer Choices	Responses
Full time legal job (40 hours per week or more)	71.72% 672
Full time non-legal (40 hours per week or more)	8.32% 78
Part time legal (Less than 40 hours per week)	9.82% 92
Part time non-legal (Less than 40 hour per week)	1.71% 16
Retired	5.55% 52
Unemployed/Seeking a legal position	1.49% 14
Unemployed/Seeking a non-legal position	0.53% 5
Unemployed/Not seeking work	0.85% 8
Total	937

Q4 How many lawyers were in your firm or organization during 2014?

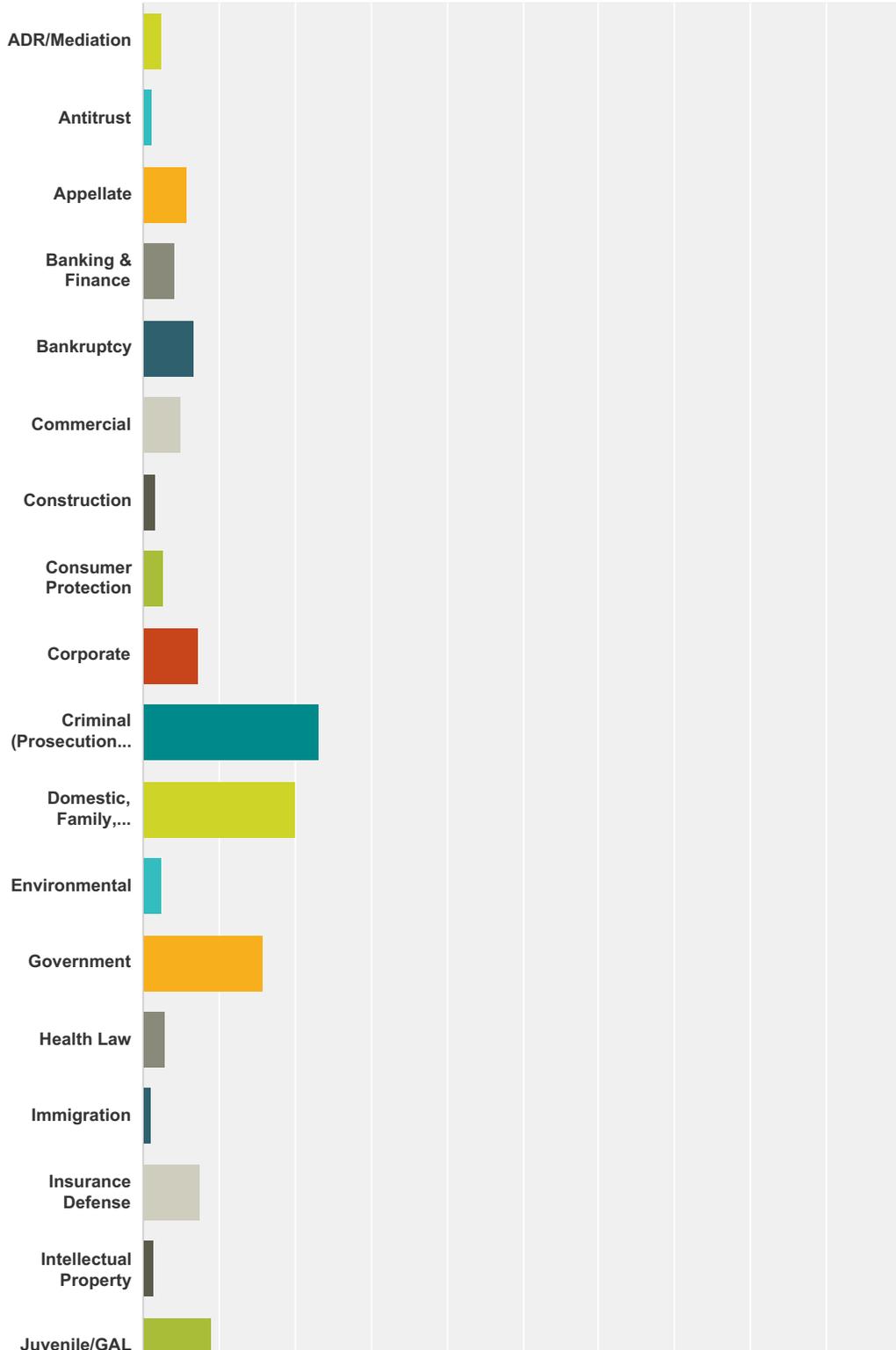
Answered: 748 Skipped: 201



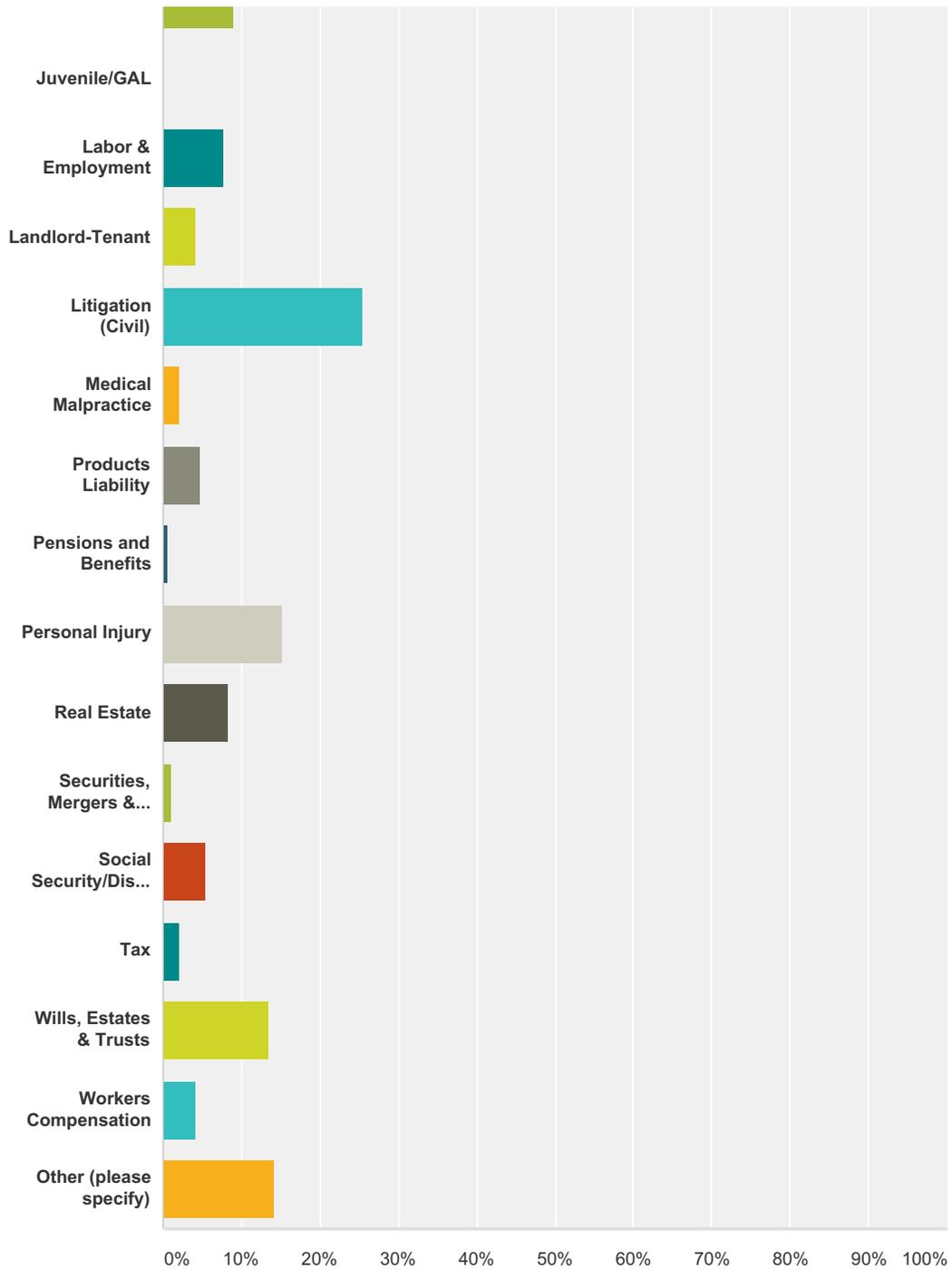
Answer Choices	Responses
Just me	28.88% 216
2 - 5 lawyers	27.67% 207
6 - 10 lawyers	10.29% 77
11 - 20 lawyers	7.62% 57
21 - 50 lawyers	9.22% 69
51 - 100 lawyers	4.95% 37
More than 100 lawyers	11.36% 85
Total	748

Q5 What were your primary practice areas in 2014 (by billing if in private practice or by time spent if you held a judicial office or government or corporate position)? Choose up to 3.

Answered: 743 Skipped: 206



Economics of Law Practice 2014



Answer Choices	Responses
ADR/Mediation	2.56% 19
Antitrust	1.21% 9
Appellate	5.92% 44
Banking & Finance	4.17% 31
Bankruptcy	6.73% 50
Commercial	4.98% 37

Economics of Law Practice 2014

Construction	1.75%	13
Consumer Protection	2.69%	20
Corporate	7.40%	55
Criminal (Prosecution or Defense)	23.15%	172
Domestic, Family, Adoptions	20.05%	149
Environmental	2.56%	19
Government	15.88%	118
Health Law	2.96%	22
Immigration	0.94%	7
Insurance Defense	7.54%	56
Intellectual Property	1.48%	11
Juvenile/GAL	9.02%	67
Juvenile/GAL	0.00%	0
Labor & Employment	7.67%	57
Landlord-Tenant	4.17%	31
Litigation (Civil)	25.57%	190
Medical Malpractice	2.15%	16
Products Liability	4.71%	35
Pensions and Benefits	0.54%	4
Personal Injury	15.34%	114
Real Estate	8.34%	62
Securities, Mergers & Acquisitions	0.94%	7
Social Security/Disability	5.38%	40
Tax	2.15%	16
Wills, Estates & Trusts	13.59%	101
Workers Compensation	4.17%	31
Other (please specify)	14.27%	106
Total Respondents: 743		

#	Other (please specify)	Date
1	MEDIATOR SERVICES-VARIOUS	4/27/2015 11:02 AM
2	I am a sitting Judge	4/24/2015 11:32 AM
3	Education and School Law	4/23/2015 4:23 PM

Economics of Law Practice 2014

4	Probate Court : Elder Law -Guardianships & Conservatorships	4/21/2015 3:50 PM
5	elder law	4/21/2015 9:27 AM
6	False Claims Act	4/21/2015 8:53 AM
7	Medical and commercial collections	4/21/2015 7:39 AM
8	SPEEDING TICKETS	4/21/2015 7:21 AM
9	Gen counsel to nonprofit assn	4/21/2015 6:23 AM
10	Criminal court	4/21/2015 5:39 AM
11	Municipal finance	4/21/2015 5:31 AM
12	Municipal	4/15/2015 10:16 AM
13	I am a District Court Judge.	4/9/2015 11:12 AM
14	variety	4/8/2015 3:29 PM
15	Administrative	4/8/2015 9:53 AM
16	Judge	4/7/2015 9:27 PM
17	State & local taxes	4/7/2015 5:11 AM
18	ADA Access suits defense	4/6/2015 5:04 PM
19	Special Judge	4/6/2015 2:15 PM
20	Government employee	4/6/2015 9:29 AM
21	Administrative	4/6/2015 9:13 AM
22	Employment	4/6/2015 6:42 AM
23	contracts	4/4/2015 12:41 PM
24	I am a judge	4/4/2015 11:30 AM
25	Full Service	4/3/2015 4:00 PM
26	education	4/3/2015 3:27 PM
27	Regulatory Compliance	4/3/2015 1:36 PM
28	Energy	4/3/2015 10:58 AM
29	Energy	4/3/2015 10:08 AM
30	Adoption Handling estates	4/3/2015 9:38 AM
31	Mass Tort - Class Action	4/3/2015 9:22 AM
32	Public Benefits	4/3/2015 9:12 AM
33	ERISA employee insurance and pension litigation	4/3/2015 9:06 AM
34	regulatory compliance	4/3/2015 8:54 AM
35	Civil rights	4/3/2015 8:37 AM
36	Work at a law school	4/3/2015 8:15 AM
37	Contracts and debt collection	4/3/2015 8:12 AM
38	creditor's rights	4/3/2015 8:05 AM
39	administrative law	4/3/2015 7:38 AM
40	Collections - District/Small Claims - Civil	4/3/2015 6:38 AM
41	civil rights	4/3/2015 6:33 AM

Economics of Law Practice 2014

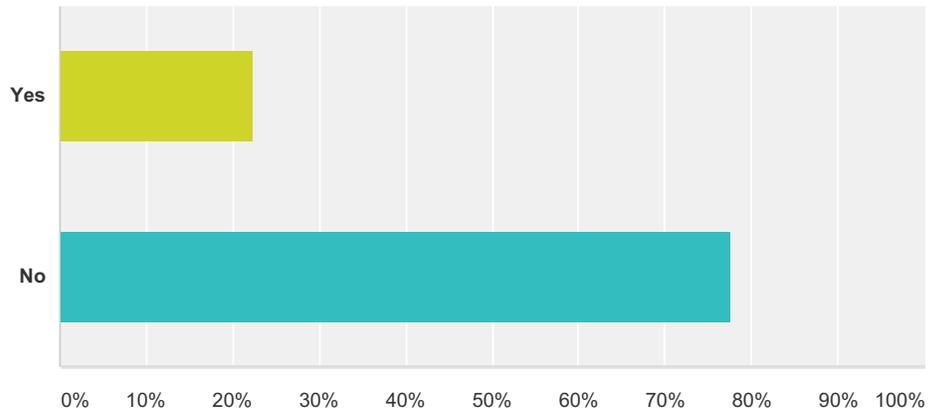
42	Civil Rights Litigation	4/1/2015 9:29 AM
43	Work as nonpracticing attorney for company	3/30/2015 4:30 PM
44	Public Finance	3/30/2015 2:56 PM
45	Work at a law firm, I do not practice	3/30/2015 1:23 PM
46	Law Professor	3/28/2015 2:16 PM
47	Counsel - State insurance regulation including administrative law	3/26/2015 11:06 AM
48	Probate - involuntary commitment	3/25/2015 10:47 AM
49	Aviation	3/24/2015 12:01 PM
50	civil immunity plaintiff side	3/24/2015 11:32 AM
51	Veteran's Disability Compensation	3/23/2015 9:45 PM
52	money judgment collections	3/23/2015 6:43 PM
53	Energy	3/23/2015 12:55 PM
54	Administrative Law	3/23/2015 5:04 AM
55	Legal Editing	3/20/2015 3:01 PM
56	Probate	3/20/2015 12:10 PM
57	Assistant District Attorney	3/20/2015 10:58 AM
58	Probate	3/20/2015 9:41 AM
59	probate	3/19/2015 4:40 PM
60	judge	3/19/2015 4:09 PM
61	Business litigation	3/19/2015 4:08 PM
62	Technology	3/19/2015 3:59 PM
63	circuit court	3/19/2015 3:00 PM
64	Insurance subrogation	3/19/2015 1:22 PM
65	Education	3/19/2015 1:17 PM
66	Subrogation	3/19/2015 1:10 PM
67	education	3/19/2015 1:08 PM
68	Education	3/19/2015 12:16 PM
69	Lawsuit Defense & FDCPA Lawsuits	3/19/2015 12:09 PM
70	Business Consulting	3/19/2015 11:32 AM
71	civil rights	3/19/2015 11:02 AM
72	Military, Government Contracts, Ethics	3/19/2015 10:43 AM
73	legal practice management	3/19/2015 10:36 AM
74	Veterans Compensation Benefits	3/19/2015 10:35 AM
75	Settlement Administration	3/19/2015 10:33 AM
76	habeas corpus litigation	3/19/2015 10:30 AM
77	Ethics and Professional Responsibility	3/19/2015 10:14 AM
78	Mass Tort - Asbestos	3/19/2015 10:13 AM
79	Civil Rights	3/19/2015 10:08 AM

Economics of Law Practice 2014

80	BP claims, general practice items	3/19/2015 10:05 AM
81	Collections	3/19/2015 9:51 AM
82	LGBT issues	3/19/2015 9:32 AM
83	Privacy Act; FOIA	3/19/2015 9:23 AM
84	Ex-offender reentry	3/19/2015 9:23 AM
85	non-profit administration	3/19/2015 9:00 AM
86	Guardianship, Conservatorship, and other Probate Matters	3/19/2015 8:58 AM
87	Staff specialist advising about court rules and procedures	3/19/2015 8:50 AM
88	Public Utilities and Administrative Law	3/19/2015 8:45 AM
89	Compliance/white collar/internal corporate investigations	3/19/2015 8:37 AM
90	switched jobs mid year and became federal judicial law clerk	3/19/2015 8:37 AM
91	Elder Law	3/19/2015 8:33 AM
92	Higher Ed	3/19/2015 8:28 AM
93	Civil Rights	3/19/2015 8:23 AM
94	Administrative Law	3/19/2015 8:21 AM
95	legal research	3/19/2015 8:17 AM
96	CREDITOR'S ATTORNEY/ PART TIME MILITARY JAG	3/19/2015 8:16 AM
97	International	3/19/2015 8:15 AM
98	Whatever I could do.	3/19/2015 8:11 AM
99	Full time judge	3/19/2015 8:01 AM
100	Pharmaceutical liability	3/19/2015 7:59 AM
101	Education Law	3/19/2015 7:53 AM
102	Administrative	3/19/2015 7:53 AM
103	Municipal Judge	3/19/2015 7:41 AM
104	Transportation	3/19/2015 7:26 AM
105	Management	3/19/2015 7:23 AM
106	Contract Attorney for MDL Work/Discovery Review Teams	3/19/2015 7:16 AM

Q6 Were any of your top 3 practice areas added in the last 5 years?

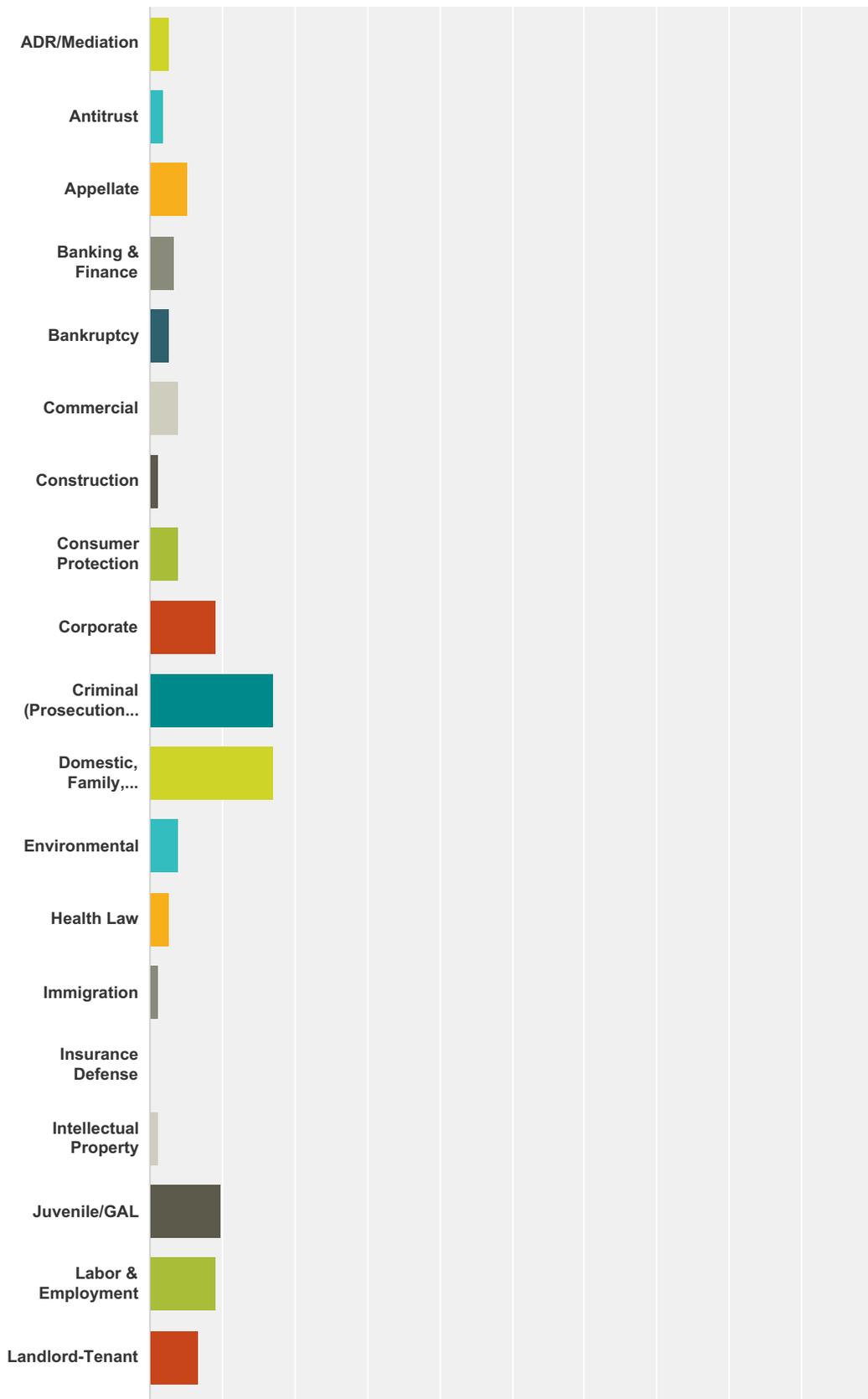
Answered: 728 Skipped: 221



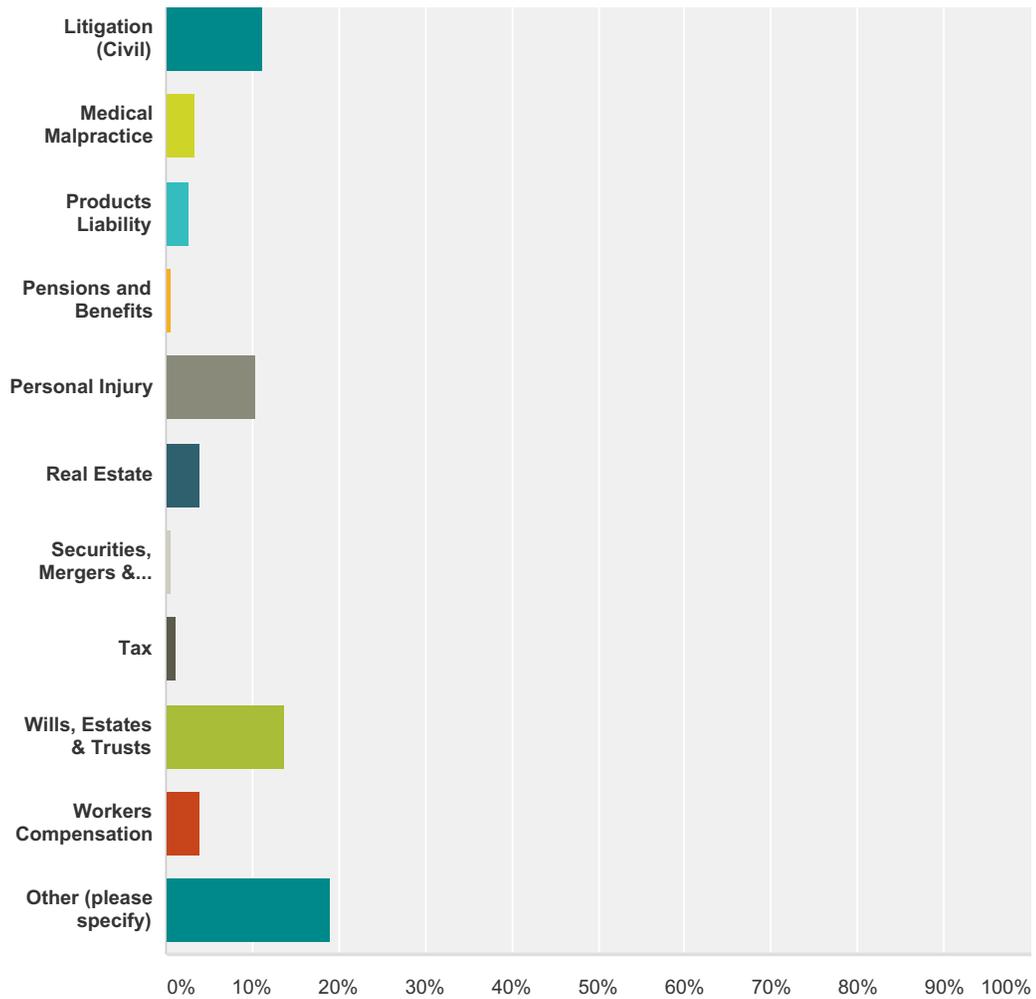
Answer Choices	Responses
Yes	22.25% 162
No	77.75% 566
Total	728

Q7 Which of the following practice areas did you add in the last 5 years?

Answered: 152 Skipped: 797



Economics of Law Practice 2014



Answer Choices	Responses
ADR/Mediation	2.63% 4
Antitrust	1.97% 3
Appellate	5.26% 8
Banking & Finance	3.29% 5
Bankruptcy	2.63% 4
Commercial	3.95% 6
Construction	1.32% 2
Consumer Protection	3.95% 6
Corporate	9.21% 14
Criminal (Prosecution or Defense)	17.11% 26
Domestic, Family, Adoptions	17.11% 26
Environmental	3.95% 6

Economics of Law Practice 2014

Health Law	2.63%	4
Immigration	1.32%	2
Insurance Defense	0.00%	0
Intellectual Property	1.32%	2
Juvenile/GAL	9.87%	15
Labor & Employment	9.21%	14
Landlord-Tenant	6.58%	10
Litigation (Civil)	11.18%	17
Medical Malpractice	3.29%	5
Products Liability	2.63%	4
Pensions and Benefits	0.66%	1
Personal Injury	10.53%	16
Real Estate	3.95%	6
Securities, Mergers & Acquisitions	0.66%	1
Tax	1.32%	2
Wills, Estates & Trusts	13.82%	21
Workers Compensation	3.95%	6
Other (please specify)	19.08%	29
Total Respondents: 152		

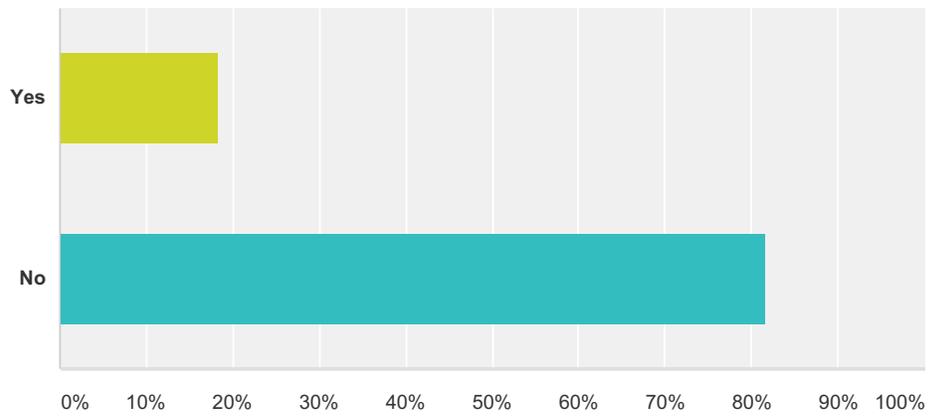
#	Other (please specify)	Date
1	Government	4/21/2015 10:03 AM
2	False Claims Act	4/21/2015 8:53 AM
3	variety	4/8/2015 3:30 PM
4	Administrative	4/8/2015 9:53 AM
5	none	4/7/2015 10:04 AM
6	ADA Access suits defense	4/6/2015 5:04 PM
7	none	4/6/2015 2:47 PM
8	Social security disability	4/3/2015 4:22 PM
9	Government	4/3/2015 11:15 AM
10	Social Security	4/3/2015 9:54 AM
11	Government	4/3/2015 9:39 AM
12	MassTort - Class Action	4/3/2015 9:22 AM
13	Civil forfeiture	4/3/2015 9:05 AM
14	All I have been practicing less than 5 years.	4/3/2015 8:16 AM

Economics of Law Practice 2014

15	Civil Rights Litigation	4/1/2015 9:30 AM
16	Veteran's Disability Compensation	3/23/2015 9:45 PM
17	Patent Litigation	3/19/2015 2:30 PM
18	Subrogation	3/19/2015 1:11 PM
19	BP claims	3/19/2015 10:06 AM
20	work for State	3/19/2015 10:03 AM
21	FINRA arbitrations	3/19/2015 9:56 AM
22	social security disability	3/19/2015 9:30 AM
23	Social security/disability	3/19/2015 9:09 AM
24	Compliance/white collar/internal corporate investigations	3/19/2015 8:38 AM
25	Pharmaceutical liability (just started working)	3/19/2015 7:59 AM
26	administrative	3/19/2015 7:53 AM
27	Municipal Judge	3/19/2015 7:42 AM
28	Management	3/19/2015 7:23 AM
29	Contract Attorney	3/19/2015 7:17 AM

Q8 Have you dropped any practice areas in the last 5 years?

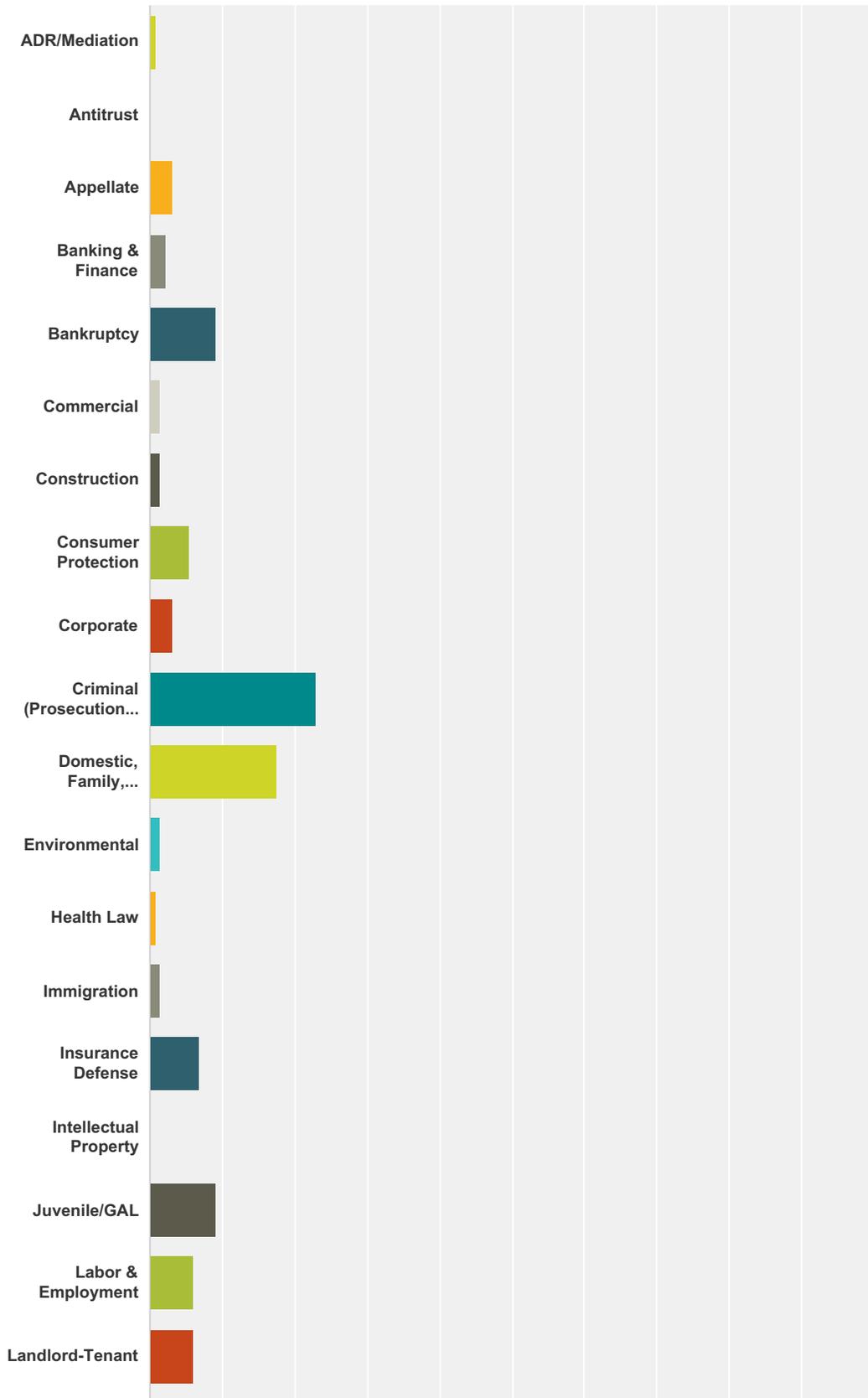
Answered: 729 Skipped: 220



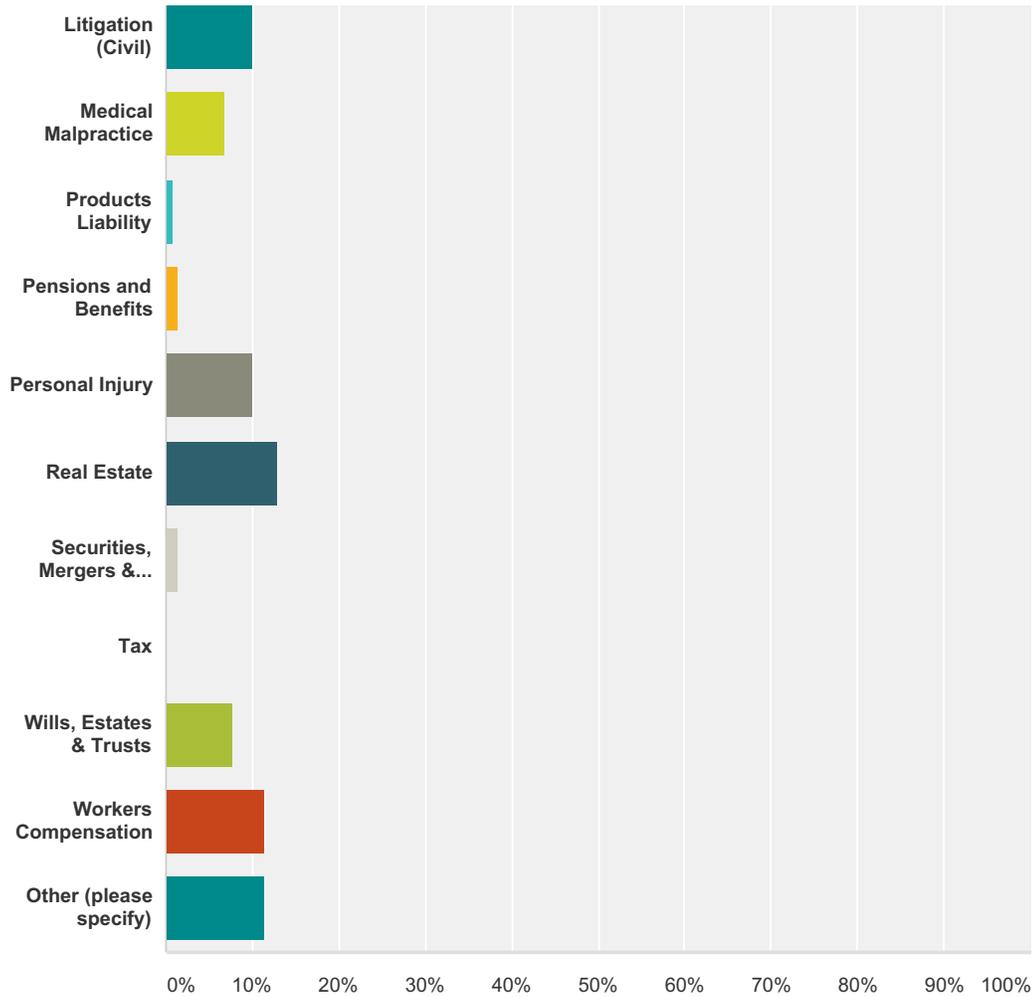
Answer Choices	Responses	
Yes	18.38%	134
No	81.62%	595
Total		729

Q9 Which of the following practice areas did you drop in the last 5 years?

Answered: 131 Skipped: 818



Economics of Law Practice 2014



Answer Choices	Responses
ADR/Mediation	0.76% 1
Antitrust	0.00% 0
Appellate	3.05% 4
Banking & Finance	2.29% 3
Bankruptcy	9.16% 12
Commercial	1.53% 2
Construction	1.53% 2
Consumer Protection	5.34% 7
Corporate	3.05% 4
Criminal (Prosecution or Defense)	22.90% 30
Domestic, Family, Adoptions	17.56% 23
Environmental	1.53% 2

Economics of Law Practice 2014

Health Law	0.76%	1
Immigration	1.53%	2
Insurance Defense	6.87%	9
Intellectual Property	0.00%	0
Juvenile/GAL	9.16%	12
Labor & Employment	6.11%	8
Landlord-Tenant	6.11%	8
Litigation (Civil)	9.92%	13
Medical Malpractice	6.87%	9
Products Liability	0.76%	1
Pensions and Benefits	1.53%	2
Personal Injury	9.92%	13
Real Estate	12.98%	17
Securities, Mergers & Acquisitions	1.53%	2
Tax	0.00%	0
Wills, Estates & Trusts	7.63%	10
Workers Compensation	11.45%	15
Other (please specify)	11.45%	15
Total Respondents: 131		

#	Other (please specify)	Date
1	Unemployment	4/21/2015 7:18 PM
2	Debt Collections	4/21/2015 8:14 AM
3	Mental commitments	4/7/2015 8:43 AM
4	Settlement Administration	4/6/2015 1:43 PM
5	government	4/4/2015 12:43 PM
6	appointed cases	4/3/2015 7:28 PM
7	Divorce- still do a lot of adoption	4/3/2015 9:38 AM
8	Collections	3/21/2015 5:06 PM
9	Anything in Federal Court	3/21/2015 11:08 AM
10	Social Security	3/19/2015 8:23 PM
11	Insurance subrogation	3/19/2015 1:22 PM
12	Collections	3/19/2015 10:36 AM
13	Government Agency	3/19/2015 9:55 AM
14	Chapter 13 Bankruptcy	3/19/2015 9:42 AM

15	Contract Attorney	3/19/2015 7:17 AM
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Q10 Why did you drop this (these) practice area(s)?

Answered: 112 Skipped: 837

#	Responses	Date
1	Too costly for the risk.	5/11/2015 11:36 AM
2	CONFLICTS- WIFE IS ASSISTANT DA	4/27/2015 11:04 AM
3	I didn't like it.	4/27/2015 7:41 AM
4	High risk for low return.	4/25/2015 8:33 AM
5	I was previously employed by an agency that solely did domestic relations. I am now employed by an organization that does not do domestic relations cases.	4/23/2015 9:19 AM
6	N/A	4/22/2015 10:37 AM
7	Could not afford to continue.	4/21/2015 7:18 PM
8	No appointments.	4/21/2015 6:31 PM
9	Not economical	4/21/2015 4:12 PM
10	No clients with income to pay fees.	4/21/2015 12:01 PM
11	There are very few public interest law offices doing civil litigation in Birmingham.	4/21/2015 10:06 AM
12	The comp system is broken. It rewards sketchy doctors and claimants and fosters malingerers.	4/21/2015 9:37 AM
13	I hate the losers charged with crimes.	4/21/2015 9:03 AM
14	Wanted to devote more time to domestic law.	4/21/2015 9:03 AM
15	Not enough work	4/21/2015 8:53 AM
16	I was already on the bottom of the totem pole locally in building a real estate practice. In 2009, my title insurer pulled out of Alabama altogether. I essentially started over.	4/21/2015 8:43 AM
17	Not enough business.	4/21/2015 8:14 AM
18	COMMUN FUND DOCTRINE And Obama Care subrogation	4/21/2015 7:22 AM
19	not enough to justify time	4/21/2015 6:29 AM
20	pay too low	4/17/2015 1:37 PM
21	Too much time required for too little income realized.	4/10/2015 8:04 AM
22	Became assistant district attorney	4/9/2015 9:13 AM
23	No profit	4/7/2015 10:38 AM
24	Income	4/7/2015 8:43 AM
25	Moved to a new firm	4/6/2015 1:43 PM
26	I retired from the United States Attorney's Office. In June 2014, I started my own firm.	4/4/2015 12:43 PM
27	To time consuming not enough pay	4/3/2015 4:23 PM
28	To concentrate on areas of primary focus	4/3/2015 2:10 PM
29	Personal preferrance	4/3/2015 1:33 PM
30	Obtained a new employment doing real estate transactions.	4/3/2015 12:39 PM
31	We downsized attorney staff bc of a downturn in our major areas, and the dropped practices were not profitable	4/3/2015 10:53 AM

Economics of Law Practice 2014

32	Did not care for Criminal defense work	4/3/2015 10:48 AM
33	I just don't like doing personal injury work.	4/3/2015 9:55 AM
34	Terrible area of practice.	4/3/2015 9:38 AM
35	Jefferson county public defenders office opened.	4/3/2015 9:37 AM
36	No profits, clients unwilling to pay. Large amounts of time used but clients feel that time expended is not worth paying for.	4/3/2015 9:07 AM
37	Unfavorable law	4/3/2015 8:45 AM
38	Left large firm and opened small firm practice in a smaller market.	4/3/2015 8:41 AM
39	Didn't like it	4/3/2015 8:33 AM
40	Moved to new firm.	4/3/2015 8:13 AM
41	Changed firms.	4/3/2015 8:05 AM
42	Not enough work to spread between the lawyers traditionally doing this work.	4/3/2015 7:53 AM
43	Went in-house and left private practice	4/3/2015 7:43 AM
44	changed jobs	4/3/2015 7:32 AM
45	Unable to get completely paid.	4/3/2015 5:50 AM
46	became full-time neutral	4/2/2015 12:59 PM
47	To try and focus on the civil practice areas and this practice area seemed to be less and less.	3/30/2015 2:03 PM
48	My clients no longer write or service workers compensation insurance	3/30/2015 9:37 AM
49	Poor return for time invested.	3/23/2015 8:33 PM
50	Law changes and not qualified to work in these areas any longer.	3/23/2015 8:58 AM
51	Low fee rates. Excessive meddling by insurance carriers.	3/22/2015 7:31 PM
52	No longer profitable areas of my practice. The lawyers I have to deal with now are not collegial and routinely engage in activities, just to build their fees.	3/21/2015 5:06 PM
53	Expenses plus problems with electronic filing	3/21/2015 11:08 AM
54	Because I lost my jobs and had to take the first job available. This lead to learning new area and not working in old area.	3/20/2015 2:16 PM
55	Too time consuming	3/20/2015 11:29 AM
56	Too many television commercials and billboards to compete with.	3/20/2015 10:39 AM
57	Focus on other areas of practice, especially immigration.	3/20/2015 4:49 AM
58	promoted out of it	3/19/2015 8:43 PM
59	They did not pay and Social Security I could not continue to represent knowing it is a pyramid scheme to defraud the next generation at the benefit of the older generation.	3/19/2015 8:23 PM
60	Went to work for government	3/19/2015 4:46 PM
61	I did not believe that I possessed the experience or expertise necessary to represent my clients in the manner I expected.	3/19/2015 4:31 PM
62	Moved in-house with healthcare technology company	3/19/2015 3:59 PM
63	Went to work for State.	3/19/2015 3:51 PM
64	Focus on other areas.	3/19/2015 3:12 PM
65	Left private practice for full time prosecution	3/19/2015 1:51 PM
66	Devoted more time to oil and gas work.	3/19/2015 1:28 PM

Economics of Law Practice 2014

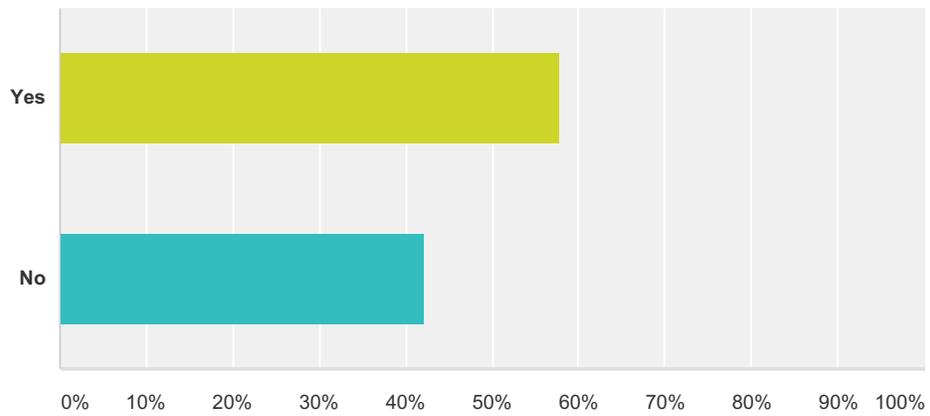
67	The change in the law required to be available all the time for creditor meeting and the pay was too low to justify continuing in filed of practice that was losing money.	3/19/2015 1:11 PM
68	I changed from a private personal injury practice during the middle of 2014 to employment in a Corporate/Subrogation unit.	3/19/2015 1:11 PM
69	I took a different position in the District Attorney's Office in the child support division.	3/19/2015 1:07 PM
70	moved to Alabama	3/19/2015 12:19 PM
71	Trying to retire	3/19/2015 12:17 PM
72	New Law Firm	3/19/2015 12:09 PM
73	Too stressful, unprofessional	3/19/2015 11:36 AM
74	Changed law firms.	3/19/2015 10:47 AM
75	The attorney who did this work left the firm	3/19/2015 10:36 AM
76	Was not profitable and Client went bankrupt.	3/19/2015 10:36 AM
77	Takes away time from family.	3/19/2015 10:28 AM
78	Wasn't making money. Left private practice to go into federal service.	3/19/2015 10:16 AM
79	Close to retirement.	3/19/2015 10:10 AM
80	Hired to just do workers compensation defense	3/19/2015 10:00 AM
81	Another government agency moved legal work to its own lawyers.	3/19/2015 9:55 AM
82	Pay too low, time required too great	3/19/2015 9:49 AM
83	Least enjoyable	3/19/2015 9:43 AM
84	It is not worth the enormous amount of time required.	3/19/2015 9:42 AM
85	Too much time for too little money	3/19/2015 9:33 AM
86	Economic loss	3/19/2015 9:31 AM
87	Changed jobs.	3/19/2015 9:26 AM
88	left private practice and became employed at court	3/19/2015 9:13 AM
89	Not profitable for me	3/19/2015 9:11 AM
90	Public defenders office among other reasons.	3/19/2015 9:10 AM
91	Lost a client.	3/19/2015 8:59 AM
92	Too time consuming; not enough money. Soul sucking.	3/19/2015 8:59 AM
93	Changed jobs	3/19/2015 8:54 AM
94	I was appointed Circuit Clerk	3/19/2015 8:39 AM
95	took new job as federal law clerk; didn't want time demands and pressure of litigation	3/19/2015 8:39 AM
96	Not financially worth it. Too many clients not paying for services.	3/19/2015 8:38 AM
97	different job	3/19/2015 8:36 AM
98	Left the struggle of private practice to accept a government position	3/19/2015 8:35 AM
99	Moved to a different focus with my practice	3/19/2015 8:34 AM
100	left private practice due to firm going out of business and went to work for a corporation	3/19/2015 8:33 AM
101	Started prosecution	3/19/2015 8:27 AM
102	Circuit criminal is too much stress.	3/19/2015 8:09 AM
103	Went in-house	3/19/2015 8:07 AM

Economics of Law Practice 2014

104	In-house counsel	3/19/2015 8:06 AM
105	I was not practicing for many years and was hired in a new practice area.	3/19/2015 7:50 AM
106	No longer trying jury cases	3/19/2015 7:50 AM
107	Employed with the government.	3/19/2015 7:43 AM
108	No longer trying jury cases	3/19/2015 7:43 AM
109	New job.	3/19/2015 7:17 AM
110	Real estate practice slowly disappeared due to changes in lending practices of FIs.	3/19/2015 7:12 AM
111	Change of employer.	3/19/2015 6:12 AM
112	Lack of return. WC statute limits fees and courts with an agenda on workers injuries. CRIMINAL collection cost on fees.	3/19/2015 5:51 AM

Q11 Do you plan to retire from the practice of law?

Answered: 728 Skipped: 221



Answer Choices	Responses
Yes	57.83% 421
No	42.17% 307
Total	728

Q12 At what age do you plan to retire?

Answered: 416 Skipped: 533

#	Responses	Date
1	67	6/4/2015 3:40 PM
2	57- 60	5/11/2015 11:36 AM
3	65	4/28/2015 4:40 PM
4	68	4/27/2015 12:39 PM
5	UNKNOWN	4/27/2015 11:04 AM
6	66	4/27/2015 7:42 AM
7	67	4/24/2015 3:09 PM
8	63 years	4/24/2015 11:32 AM
9	80	4/23/2015 9:32 PM
10	55	4/23/2015 8:16 PM
11	65-70	4/23/2015 4:24 PM
12	62	4/23/2015 9:22 AM
13	70	4/22/2015 8:01 PM
14	60	4/22/2015 1:52 PM
15	75	4/22/2015 1:04 PM
16	65	4/22/2015 9:50 AM
17	51	4/22/2015 7:14 AM
18	76	4/21/2015 7:48 PM
19	70	4/21/2015 7:19 PM
20	6565	4/21/2015 5:56 PM
21	68	4/21/2015 3:55 PM
22	Depends on health status	4/21/2015 3:50 PM
23	63	4/21/2015 3:13 PM
24	67	4/21/2015 2:56 PM
25	52	4/21/2015 2:32 PM
26	75	4/21/2015 2:29 PM
27	104	4/21/2015 2:15 PM
28	55	4/21/2015 1:33 PM
29	62	4/21/2015 12:49 PM
30	70	4/21/2015 12:31 PM
31	75	4/21/2015 11:35 AM
32	68	4/21/2015 11:31 AM
33	70	4/21/2015 11:16 AM

Economics of Law Practice 2014

34	62 if possible	4/21/2015 11:03 AM
35	62 if possible	4/21/2015 11:00 AM
36	64	4/21/2015 10:53 AM
37	70	4/21/2015 10:48 AM
38	62	4/21/2015 10:19 AM
39	70	4/21/2015 10:11 AM
40	70	4/21/2015 10:07 AM
41	35-50	4/21/2015 10:04 AM
42	57	4/21/2015 9:58 AM
43	71-74	4/21/2015 9:53 AM
44	70	4/21/2015 9:50 AM
45	75	4/21/2015 9:49 AM
46	65	4/21/2015 9:45 AM
47	75	4/21/2015 9:38 AM
48	59	4/21/2015 9:35 AM
49	70	4/21/2015 9:28 AM
50	63	4/21/2015 9:12 AM
51	62	4/21/2015 9:04 AM
52	67	4/21/2015 8:57 AM
53	65ish	4/21/2015 8:54 AM
54	as soon as possible	4/21/2015 8:46 AM
55	68	4/21/2015 8:43 AM
56	55	4/21/2015 8:42 AM
57	60	4/21/2015 8:37 AM
58	65	4/21/2015 8:30 AM
59	68	4/21/2015 8:24 AM
60	65	4/21/2015 8:14 AM
61	65	4/21/2015 8:14 AM
62	60	4/21/2015 7:44 AM
63	70	4/21/2015 7:40 AM
64	65	4/21/2015 7:21 AM
65	65	4/21/2015 7:16 AM
66	70	4/21/2015 6:58 AM
67	not sure	4/21/2015 6:46 AM
68	65	4/21/2015 6:34 AM
69	72	4/21/2015 6:24 AM
70	65	4/21/2015 5:32 AM
71	75	4/21/2015 5:32 AM

Economics of Law Practice 2014

72	71	4/21/2015 5:16 AM
73	70	4/17/2015 1:38 PM
74	65	4/13/2015 5:01 PM
75	67	4/13/2015 3:14 PM
76	Not sure.	4/9/2015 11:13 AM
77	66	4/9/2015 11:08 AM
78	70	4/9/2015 9:13 AM
79	70	4/8/2015 11:59 AM
80	55	4/8/2015 9:54 AM
81	70	4/7/2015 3:52 PM
82	65	4/7/2015 11:21 AM
83	60	4/7/2015 10:35 AM
84	70	4/7/2015 5:12 AM
85	80	4/6/2015 9:14 PM
86	between 60-70	4/6/2015 8:35 PM
87	unsure	4/6/2015 6:33 PM
88	65	4/6/2015 5:04 PM
89	63	4/6/2015 4:24 PM
90	When I am ready	4/6/2015 3:51 PM
91	67	4/6/2015 3:12 PM
92	60-62	4/6/2015 2:50 PM
93	70	4/6/2015 1:43 PM
94	65	4/6/2015 12:07 PM
95	60	4/6/2015 10:58 AM
96	70	4/6/2015 10:56 AM
97	65	4/6/2015 10:53 AM
98	65	4/6/2015 10:03 AM
99	62	4/6/2015 9:48 AM
100	60	4/6/2015 9:37 AM
101	unknown	4/6/2015 9:22 AM
102	65	4/6/2015 9:18 AM
103	unknown	4/6/2015 9:17 AM
104	68 to 70	4/6/2015 9:13 AM
105	55	4/6/2015 9:12 AM
106	as soon as i can	4/6/2015 8:20 AM
107	62	4/5/2015 10:14 AM
108	60	4/4/2015 4:48 PM
109	60-70	4/3/2015 5:23 PM

Economics of Law Practice 2014

110	70	4/3/2015 4:23 PM
111	70	4/3/2015 4:19 PM
112	65	4/3/2015 4:10 PM
113	unknown	4/3/2015 3:28 PM
114	70	4/3/2015 3:26 PM
115	65	4/3/2015 3:13 PM
116	65	4/3/2015 3:12 PM
117	65	4/3/2015 3:01 PM
118	55	4/3/2015 2:10 PM
119	55-60	4/3/2015 1:41 PM
120	65	4/3/2015 12:47 PM
121	70	4/3/2015 12:40 PM
122	60	4/3/2015 12:11 PM
123	75-80	4/3/2015 12:11 PM
124	65	4/3/2015 11:50 AM
125	65	4/3/2015 11:42 AM
126	as young as possible	4/3/2015 11:15 AM
127	65	4/3/2015 10:58 AM
128	67	4/3/2015 10:53 AM
129	soon	4/3/2015 10:49 AM
130	62 maybe	4/3/2015 10:38 AM
131	60	4/3/2015 10:05 AM
132	75	4/3/2015 9:55 AM
133	not sure	4/3/2015 9:54 AM
134	65	4/3/2015 9:50 AM
135	50	4/3/2015 9:45 AM
136	65+	4/3/2015 9:39 AM
137	70	4/3/2015 9:39 AM
138	55	4/3/2015 9:34 AM
139	70	4/3/2015 9:26 AM
140	51	4/3/2015 9:24 AM
141	65	4/3/2015 9:21 AM
142	66	4/3/2015 9:12 AM
143	65	4/3/2015 9:11 AM
144	65	4/3/2015 9:08 AM
145	65	4/3/2015 9:07 AM
146	58	4/3/2015 9:06 AM
147	70	4/3/2015 9:03 AM

Economics of Law Practice 2014

148	67	4/3/2015 9:01 AM
149	65	4/3/2015 8:59 AM
150	68	4/3/2015 8:57 AM
151	72	4/3/2015 8:53 AM
152	unknown	4/3/2015 8:52 AM
153	65	4/3/2015 8:50 AM
154	50	4/3/2015 8:49 AM
155	68	4/3/2015 8:38 AM
156	60	4/3/2015 8:37 AM
157	I don't	4/3/2015 8:34 AM
158	65	4/3/2015 8:29 AM
159	ASAP	4/3/2015 8:26 AM
160	62	4/3/2015 8:20 AM
161	60	4/3/2015 8:16 AM
162	60	4/3/2015 8:10 AM
163	70	4/3/2015 8:09 AM
164	65	4/3/2015 8:02 AM
165	70	4/3/2015 7:53 AM
166	65	4/3/2015 7:49 AM
167	70	4/3/2015 7:44 AM
168	?	4/3/2015 7:38 AM
169	66	4/3/2015 7:14 AM
170	75	4/3/2015 7:07 AM
171	65	4/3/2015 6:55 AM
172	70	4/3/2015 6:39 AM
173	70	4/3/2015 6:22 AM
174	75	4/3/2015 6:11 AM
175	65	4/3/2015 5:51 AM
176	70	4/3/2015 3:46 AM
177	67	4/2/2015 10:54 AM
178	70	4/1/2015 3:22 PM
179	59	3/31/2015 2:51 PM
180	My crystal ball is in the shop	3/30/2015 9:11 PM
181	60	3/30/2015 5:15 PM
182	66	3/30/2015 4:23 PM
183	68	3/30/2015 2:03 PM
184	70	3/28/2015 11:52 AM
185	65	3/27/2015 3:02 PM

Economics of Law Practice 2014

186	60	3/27/2015 2:20 PM
187	70	3/27/2015 6:49 AM
188	61	3/26/2015 9:04 PM
189	75	3/26/2015 12:21 AM
190	65	3/25/2015 1:33 PM
191	Unknown: at this rate, never.	3/25/2015 10:47 AM
192	65	3/25/2015 8:22 AM
193	65	3/24/2015 3:37 PM
194	No real number in mind. Maybe 80?	3/23/2015 9:46 PM
195	70	3/23/2015 8:33 PM
196	70	3/23/2015 5:58 PM
197	unknown	3/23/2015 3:29 PM
198	70	3/23/2015 1:50 PM
199	60-65	3/23/2015 1:14 PM
200	66	3/23/2015 11:47 AM
201	65	3/23/2015 10:57 AM
202	67	3/23/2015 10:45 AM
203	70	3/23/2015 8:58 AM
204	as soon as possible.	3/23/2015 8:55 AM
205	66	3/23/2015 5:05 AM
206	66	3/22/2015 7:31 PM
207	55	3/22/2015 5:30 PM
208	67	3/22/2015 4:56 PM
209	66	3/22/2015 4:31 PM
210	I plan to cut back to no more than 40 hours/week at age 70. Now I work 60+ hours/week	3/21/2015 5:06 PM
211	70	3/21/2015 4:16 PM
212	63	3/21/2015 3:53 PM
213	70	3/21/2015 11:18 AM
214	80	3/21/2015 11:09 AM
215	65	3/20/2015 11:23 PM
216	70	3/20/2015 7:06 PM
217	65	3/20/2015 5:31 PM
218	52	3/20/2015 4:55 PM
219	as soon as affordable and of age	3/20/2015 4:03 PM
220	55	3/20/2015 3:39 PM
221	65	3/20/2015 3:30 PM
222	65	3/20/2015 3:02 PM
223	70	3/20/2015 2:45 PM

Economics of Law Practice 2014

224	70	3/20/2015 2:11 PM
225	55	3/20/2015 1:10 PM
226	65	3/20/2015 12:10 PM
227	Do not know	3/20/2015 11:30 AM
228	Mid to late 60's	3/20/2015 11:00 AM
229	65	3/20/2015 10:41 AM
230	55	3/20/2015 10:39 AM
231	63	3/20/2015 10:33 AM
232	67	3/20/2015 9:46 AM
233	62	3/20/2015 9:02 AM
234	62-65	3/20/2015 8:51 AM
235	Unsure	3/20/2015 7:32 AM
236	70	3/20/2015 6:17 AM
237	65.	3/20/2015 4:49 AM
238	62	3/19/2015 8:43 PM
239	68	3/19/2015 8:32 PM
240	65	3/19/2015 8:23 PM
241	64	3/19/2015 5:42 PM
242	61	3/19/2015 5:27 PM
243	62	3/19/2015 4:54 PM
244	67	3/19/2015 4:51 PM
245	72	3/19/2015 4:46 PM
246	Unknown	3/19/2015 4:42 PM
247	70	3/19/2015 4:41 PM
248	75-80	3/19/2015 4:31 PM
249	75	3/19/2015 4:12 PM
250	70	3/19/2015 4:09 PM
251	70	3/19/2015 4:00 PM
252	62	3/19/2015 3:52 PM
253	DON'T KNOW YET	3/19/2015 3:39 PM
254	as soon as possible	3/19/2015 3:19 PM
255	65	3/19/2015 3:17 PM
256	100	3/19/2015 3:13 PM
257	don't know	3/19/2015 3:00 PM
258	70	3/19/2015 2:50 PM
259	mid 60's	3/19/2015 2:30 PM
260	70	3/19/2015 2:29 PM
261	unsure	3/19/2015 2:24 PM

Economics of Law Practice 2014

262	64	3/19/2015 1:51 PM
263	63	3/19/2015 1:44 PM
264	57	3/19/2015 1:27 PM
265	68	3/19/2015 1:14 PM
266	56	3/19/2015 1:09 PM
267	73	3/19/2015 12:54 PM
268	65	3/19/2015 12:49 PM
269	65	3/19/2015 12:29 PM
270	65	3/19/2015 12:19 PM
271	62	3/19/2015 12:17 PM
272	55	3/19/2015 12:09 PM
273	73	3/19/2015 12:08 PM
274	55	3/19/2015 12:01 PM
275	65	3/19/2015 11:59 AM
276	78	3/19/2015 11:54 AM
277	60	3/19/2015 11:37 AM
278	Unknown	3/19/2015 11:36 AM
279	60	3/19/2015 11:35 AM
280	51	3/19/2015 11:32 AM
281	67	3/19/2015 11:28 AM
282	unknown	3/19/2015 11:25 AM
283	70	3/19/2015 11:24 AM
284	67	3/19/2015 11:19 AM
285	67	3/19/2015 11:14 AM
286	70	3/19/2015 11:06 AM
287	70	3/19/2015 11:05 AM
288	?	3/19/2015 10:57 AM
289	75	3/19/2015 10:55 AM
290	66	3/19/2015 10:53 AM
291	65-70	3/19/2015 10:46 AM
292	67	3/19/2015 10:44 AM
293	65	3/19/2015 10:43 AM
294	62	3/19/2015 10:37 AM
295	65	3/19/2015 10:36 AM
296	50	3/19/2015 10:34 AM
297	65	3/19/2015 10:28 AM
298	70	3/19/2015 10:16 AM
299	70	3/19/2015 10:15 AM

Economics of Law Practice 2014

300	65	3/19/2015 10:14 AM
301	70	3/19/2015 10:14 AM
302	68	3/19/2015 10:12 AM
303	60	3/19/2015 10:11 AM
304	62	3/19/2015 10:07 AM
305	65	3/19/2015 10:06 AM
306	65	3/19/2015 10:05 AM
307	65	3/19/2015 10:04 AM
308	67	3/19/2015 10:04 AM
309	70	3/19/2015 10:03 AM
310	The earliest possible age	3/19/2015 9:58 AM
311	75	3/19/2015 9:57 AM
312	62	3/19/2015 9:55 AM
313	65	3/19/2015 9:55 AM
314	Earliest possible	3/19/2015 9:51 AM
315	60	3/19/2015 9:50 AM
316	70	3/19/2015 9:49 AM
317	65	3/19/2015 9:49 AM
318	60	3/19/2015 9:47 AM
319	69	3/19/2015 9:46 AM
320	55	3/19/2015 9:43 AM
321	65	3/19/2015 9:42 AM
322	60	3/19/2015 9:41 AM
323	70	3/19/2015 9:40 AM
324	65	3/19/2015 9:40 AM
325	68	3/19/2015 9:33 AM
326	unsure	3/19/2015 9:33 AM
327	65	3/19/2015 9:32 AM
328	70	3/19/2015 9:31 AM
329	60-ish	3/19/2015 9:26 AM
330	75	3/19/2015 9:26 AM
331	67	3/19/2015 9:26 AM
332	58	3/19/2015 9:25 AM
333	60	3/19/2015 9:25 AM
334	60	3/19/2015 9:24 AM
335	60	3/19/2015 9:23 AM
336	60	3/19/2015 9:15 AM
337	60	3/19/2015 9:13 AM

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338	63 to 65	3/19/2015 9:11 AM
339	Unknown	3/19/2015 9:10 AM
340	66	3/19/2015 9:09 AM
341	65	3/19/2015 9:09 AM
342	68	3/19/2015 9:06 AM
343	60	3/19/2015 9:02 AM
344	60	3/19/2015 9:00 AM
345	66	3/19/2015 8:59 AM
346	Unknown	3/19/2015 8:59 AM
347	70	3/19/2015 8:56 AM
348	80	3/19/2015 8:55 AM
349	70	3/19/2015 8:54 AM
350	65	3/19/2015 8:53 AM
351	Unknown	3/19/2015 8:51 AM
352	61	3/19/2015 8:51 AM
353	50	3/19/2015 8:49 AM
354	70	3/19/2015 8:47 AM
355	68-72	3/19/2015 8:46 AM
356	67	3/19/2015 8:45 AM
357	65	3/19/2015 8:40 AM
358	75	3/19/2015 8:40 AM
359	65	3/19/2015 8:38 AM
360	80	3/19/2015 8:37 AM
361	unknown	3/19/2015 8:36 AM
362	65	3/19/2015 8:35 AM
363	65	3/19/2015 8:34 AM
364	65	3/19/2015 8:34 AM
365	65	3/19/2015 8:29 AM
366	62	3/19/2015 8:29 AM
367	80	3/19/2015 8:28 AM
368	65	3/19/2015 8:27 AM
369	65	3/19/2015 8:26 AM
370	60	3/19/2015 8:26 AM
371	55	3/19/2015 8:23 AM
372	60	3/19/2015 8:22 AM
373	75	3/19/2015 8:21 AM
374	66	3/19/2015 8:21 AM
375	65	3/19/2015 8:18 AM

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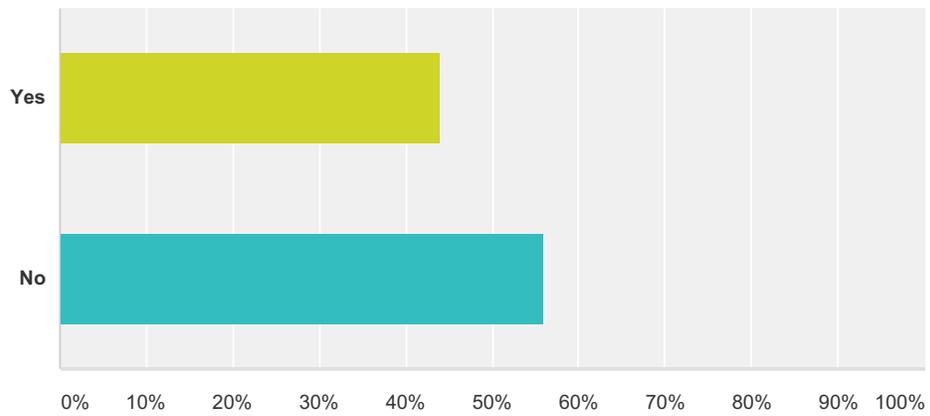
376	65	3/19/2015 8:17 AM
377	65	3/19/2015 8:16 AM
378	Unknown.	3/19/2015 8:12 AM
379	65	3/19/2015 8:12 AM
380	70	3/19/2015 8:09 AM
381	70	3/19/2015 8:09 AM
382	65-70	3/19/2015 8:08 AM
383	70	3/19/2015 8:05 AM
384	Never if I don't make enough money	3/19/2015 8:04 AM
385	65	3/19/2015 8:02 AM
386	undecided	3/19/2015 8:00 AM
387	65	3/19/2015 7:56 AM
388	70	3/19/2015 7:55 AM
389	55	3/19/2015 7:54 AM
390	75 or older	3/19/2015 7:53 AM
391	70	3/19/2015 7:52 AM
392	60	3/19/2015 7:51 AM
393	65	3/19/2015 7:50 AM
394	70	3/19/2015 7:49 AM
395	70	3/19/2015 7:49 AM
396	65-70	3/19/2015 7:44 AM
397	65	3/19/2015 7:43 AM
398	not sure	3/19/2015 7:42 AM
399	65	3/19/2015 7:42 AM
400	61	3/19/2015 7:39 AM
401	38	3/19/2015 7:38 AM
402	70	3/19/2015 7:34 AM
403	62	3/19/2015 7:29 AM
404	77	3/19/2015 7:28 AM
405	53	3/19/2015 7:26 AM
406	56	3/19/2015 7:23 AM
407	63	3/19/2015 7:22 AM
408	60	3/19/2015 7:19 AM
409	70	3/19/2015 7:17 AM
410	70	3/19/2015 7:12 AM
411	65	3/19/2015 7:08 AM
412	80	3/19/2015 6:55 AM
413	65	3/19/2015 6:25 AM

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414	65	3/19/2015 6:23 AM
415	74	3/19/2015 6:12 AM
416	70	3/19/2015 3:20 AM

Q13 Do you plan to do any type of paid work after retiring from the practice of law?

Answered: 418 Skipped: 531



Answer Choices	Responses
Yes	44.02% 184
No	55.98% 234
Total	418

Q14 What type of paid work do you plan to do after retiring from legal work?

Answered: 178 Skipped: 771

#	Responses	Date
1	part time teaching	4/28/2015 4:41 PM
2	MEDIATION EXCLUSIVELY	4/27/2015 11:04 AM
3	Continue Social Security disability from home for a short time.	4/27/2015 7:43 AM
4	landscape design	4/24/2015 3:09 PM
5	I have not decided.	4/24/2015 11:33 AM
6	restaurant	4/23/2015 8:16 PM
7	Mediation	4/22/2015 9:50 AM
8	not sure.	4/22/2015 7:14 AM
9	Estate Planning.	4/21/2015 7:20 PM
10	Teaching	4/21/2015 3:55 PM
11	Light caseload of elder law / mental health law	4/21/2015 3:51 PM
12	Unsure	4/21/2015 3:13 PM
13	mediation? non-profit org's? of counsel?	4/21/2015 2:56 PM
14	Unsure, maybe writing.	4/21/2015 2:32 PM
15	consulting; teaching	4/21/2015 1:33 PM
16	Teach	4/21/2015 11:36 AM
17	Consulting	4/21/2015 11:31 AM
18	Teach/coach football	4/21/2015 11:16 AM
19	Unknown at this time.	4/21/2015 11:03 AM
20	Volunteer/pro bono	4/21/2015 10:19 AM
21	Consultant	4/21/2015 9:58 AM
22	unknown	4/21/2015 9:53 AM
23	Not sure	4/21/2015 9:45 AM
24	whatever I can find	4/21/2015 9:38 AM
25	elder law	4/21/2015 9:28 AM
26	Not sure	4/21/2015 9:12 AM
27	anything but this	4/21/2015 8:47 AM
28	Entrepreneur	4/21/2015 8:42 AM
29	private healthcare	4/21/2015 8:31 AM
30	unknown	4/21/2015 8:25 AM
31	Something part-time that I enjoy. E.g. marshall at a golf course.	4/21/2015 7:45 AM
32	Work in legal field on part-time basis.	4/21/2015 7:40 AM

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33	Timber & land management	4/9/2015 11:08 AM
34	Unsure	4/8/2015 9:56 AM
35	Teaching	4/7/2015 11:21 AM
36	Consulting / mediation	4/7/2015 5:13 AM
37	juvenile and GAL	4/6/2015 4:25 PM
38	Selling bait and tackle	4/6/2015 3:55 PM
39	Teaching	4/6/2015 12:07 PM
40	Undetermined	4/6/2015 10:58 AM
41	Consulting/Criminal Litigation	4/6/2015 10:53 AM
42	Law or university professor	4/6/2015 10:03 AM
43	Something that pays a living wage in exchange for the stress and aggravation of work.	4/6/2015 9:37 AM
44	Perhaps teaching, consultation	4/6/2015 9:19 AM
45	Perhaps teach government contract law or history	4/6/2015 6:43 AM
46	Teach	4/3/2015 4:20 PM
47	part-time mediation	4/3/2015 3:14 PM
48	Of Counsel for	4/3/2015 12:40 PM
49	something in a sunny and sandy location	4/3/2015 11:51 AM
50	misc legal representation or management	4/3/2015 11:43 AM
51	looking	4/3/2015 10:49 AM
52	agriculture	4/3/2015 10:38 AM
53	not sure	4/3/2015 9:54 AM
54	Teaching	4/3/2015 9:45 AM
55	consulting	4/3/2015 9:35 AM
56	uncertain	4/3/2015 9:26 AM
57	not sure, but not legal!	4/3/2015 9:24 AM
58	Either consulting (I was a law librarian before becoming an appellate attorney) or teaching legal research and writing.	4/3/2015 9:22 AM
59	Law work but mainly wills, etc.	4/3/2015 9:12 AM
60	Undecided	4/3/2015 9:09 AM
61	Serve drinks on a cruise boat.	4/3/2015 9:08 AM
62	CONSULTING	4/3/2015 9:06 AM
63	I dont know	4/3/2015 9:01 AM
64	Consult	4/3/2015 8:54 AM
65	Anything but legal work	4/3/2015 8:49 AM
66	Consulting or contract work	4/3/2015 8:38 AM
67	NOT SURE AT THIS POINT	4/3/2015 8:37 AM
68	dunno	4/3/2015 8:26 AM
69	Teaching	4/3/2015 8:20 AM

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70	No idea.	4/3/2015 8:16 AM
71	unkownunless I become a professional snow ski instructor, fly fishing guide or tennis pro.	4/3/2015 8:11 AM
72	mediation	4/3/2015 7:53 AM
73	Unsure	4/3/2015 6:55 AM
74	Legal consulting for local churches.	4/3/2015 5:51 AM
75	Mediation on a limited basis.	4/2/2015 10:54 AM
76	part time legal work	4/1/2015 3:22 PM
77	immigration	3/31/2015 2:52 PM
78	Write Novels, Sail, Fly	3/30/2015 9:11 PM
79	Not sure, but probably consulting.	3/30/2015 5:15 PM
80	Consulting	3/30/2015 4:23 PM
81	I have not decided, I may want to attempt to work for a large firm part time or go into another field part time.	3/30/2015 2:04 PM
82	Unknown	3/25/2015 8:22 AM
83	uncertain	3/24/2015 3:37 PM
84	contract legal work	3/23/2015 5:58 PM
85	unknown	3/23/2015 3:29 PM
86	unknown	3/23/2015 1:50 PM
87	Consulting in research automation, and part-time teaching if available.	3/23/2015 11:48 AM
88	unsure	3/23/2015 10:45 AM
89	don't know.	3/23/2015 8:55 AM
90	Probably volunteer work through church	3/23/2015 5:04 AM
91	hospitality	3/22/2015 5:30 PM
92	I plan to keep on practicing on a more limited basis	3/21/2015 5:06 PM
93	Aviation sales	3/20/2015 11:24 PM
94	Anything that does not invlove lawyering	3/20/2015 4:55 PM
95	Legal editing	3/20/2015 3:02 PM
96	unsure	3/20/2015 2:46 PM
97	Do not know	3/20/2015 11:30 AM
98	consulting	3/20/2015 10:39 AM
99	consulting	3/20/2015 10:33 AM
100	Unsure	3/20/2015 8:51 AM
101	Other than law	3/20/2015 7:32 AM
102	consultant	3/20/2015 6:17 AM
103	Teaching.	3/20/2015 4:50 AM
104	Something more relaxing...	3/19/2015 8:23 PM
105	working for non-profit organization	3/19/2015 5:27 PM
106	Unknown	3/19/2015 4:43 PM
107	anything not related to law	3/19/2015 3:19 PM

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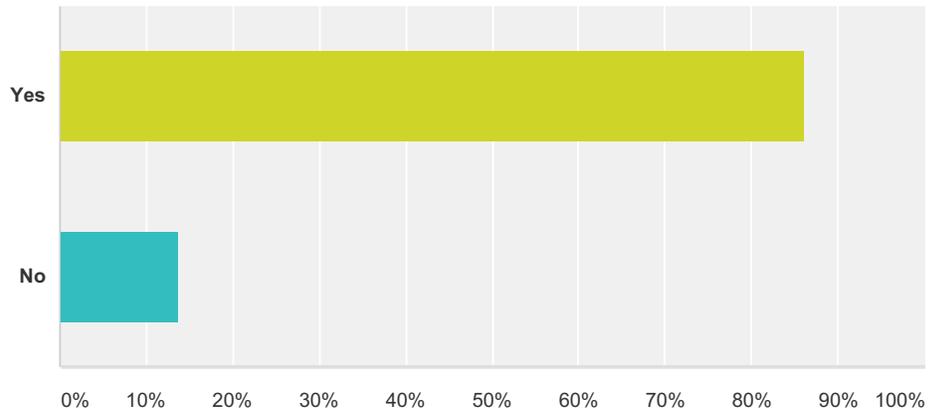
108	Don't know.	3/19/2015 3:18 PM
109	don't know	3/19/2015 3:00 PM
110	Odd jobs	3/19/2015 2:50 PM
111	Legal Consulting/Part-time legal work	3/19/2015 2:29 PM
112	Teaching Consulting	3/19/2015 1:28 PM
113	teaching	3/19/2015 1:14 PM
114	Not sure yet.	3/19/2015 1:09 PM
115	Of Counsel Legal Work Mainly for Medical Insurance Purposes	3/19/2015 12:09 PM
116	I have several other business interests from real estate development to physician lab testing facilities.	3/19/2015 12:01 PM
117	Consulting	3/19/2015 11:59 AM
118	Business consulting	3/19/2015 11:37 AM
119	mediation	3/19/2015 11:37 AM
120	Part-time legal work; mediation; arbitration.	3/19/2015 11:24 AM
121	Undecided at this time.	3/19/2015 11:20 AM
122	legal or non-paid work	3/19/2015 11:05 AM
123	Haven't decided yet	3/19/2015 10:57 AM
124	Teaching	3/19/2015 10:53 AM
125	auto mechanic	3/19/2015 10:28 AM
126	Teaching or consulting	3/19/2015 10:17 AM
127	Substitute teaching or ALJ work	3/19/2015 10:12 AM
128	Public Interest	3/19/2015 10:07 AM
129	unknown	3/19/2015 10:05 AM
130	Writing, consulting, editing	3/19/2015 9:57 AM
131	Traffic hearing officer or senior judge.	3/19/2015 9:56 AM
132	Mediation.	3/19/2015 9:49 AM
133	lobbyist	3/19/2015 9:49 AM
134	Teaching	3/19/2015 9:47 AM
135	unknown	3/19/2015 9:43 AM
136	author & similar	3/19/2015 9:43 AM
137	Unknown	3/19/2015 9:32 AM
138	consulting	3/19/2015 9:26 AM
139	anything else	3/19/2015 9:26 AM
140	Physical Therapy Assistant; see private Pilates clients	3/19/2015 9:24 AM
141	Mechanic	3/19/2015 9:15 AM
142	Nonprofit	3/19/2015 9:11 AM
143	Mediation	3/19/2015 9:09 AM
144	Not sure. Perhaps teaching.	3/19/2015 9:02 AM
145	Teaching	3/19/2015 9:00 AM

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146	Undecided	3/19/2015 8:59 AM
147	Unknown	3/19/2015 8:51 AM
148	nongovernmental practice of law	3/19/2015 8:46 AM
149	unknown	3/19/2015 8:46 AM
150	Domestic Relations	3/19/2015 8:40 AM
151	Lobbying	3/19/2015 8:38 AM
152	Either part-time legal work or consulting	3/19/2015 8:36 AM
153	Something creative, part-time	3/19/2015 8:30 AM
154	Legal	3/19/2015 8:27 AM
155	Something not as demanding or stressful.	3/19/2015 8:23 AM
156	retail	3/19/2015 8:22 AM
157	unknown	3/19/2015 8:22 AM
158	Consulting, Lobbying	3/19/2015 8:21 AM
159	I may entertain helping out with Veteran's Court local Court's something pro bono. Hopefully I will not have to depend on still making money if so I will stay with this creditor's practice I am in and simply reduce my hours and help out veteran's through veteran's Court or something to that effect. Maybe do wills and POA's at the VA that type of thing	3/19/2015 8:19 AM
160	Consulting	3/19/2015 8:16 AM
161	part time legal	3/19/2015 8:09 AM
162	Don't know	3/19/2015 8:08 AM
163	consulting	3/19/2015 8:05 AM
164	unsure	3/19/2015 8:02 AM
165	clergy	3/19/2015 7:56 AM
166	mediation	3/19/2015 7:55 AM
167	Teaching.	3/19/2015 7:49 AM
168	Pastor church	3/19/2015 7:43 AM
169	Of counsel attorney	3/19/2015 7:40 AM
170	Non legal work. Will start my own business.	3/19/2015 7:39 AM
171	Mediation & private judging	3/19/2015 7:30 AM
172	Computer technology.	3/19/2015 7:27 AM
173	I dont know yet	3/19/2015 7:23 AM
174	Consulting	3/19/2015 7:17 AM
175	undecided at this point	3/19/2015 7:09 AM
176	Unknown at this time	3/19/2015 6:57 AM
177	Consulting	3/19/2015 6:23 AM
178	Mediation.	3/19/2015 6:13 AM

Q15 Do you plan to do any volunteer work after retirement?

Answered: 419 Skipped: 530



Answer Choices	Responses
Yes	86.16% 361
No	13.84% 58
Total	419

Q16 What type of volunteer work do you plan to do after retirement?

Answered: 336 Skipped: 613

#	Responses	Date
1	Continue current service with a non-profit charitable public education ministry	6/4/2015 3:42 PM
2	Civic, governmental commissions and boards	5/11/2015 11:37 AM
3	assist volunteer groups with tree planting projects	4/28/2015 4:42 PM
4	Various church activities	4/27/2015 12:40 PM
5	WHATEVER COMES ALONG AND STRIKES MY FANCY	4/27/2015 11:05 AM
6	Not sure.	4/27/2015 7:43 AM
7	unknown	4/24/2015 3:09 PM
8	I do not know	4/24/2015 11:34 AM
9	community based non-profit	4/23/2015 8:16 PM
10	Empowerment programs for women and children	4/23/2015 9:23 AM
11	?	4/22/2015 8:01 PM
12	I do not know	4/22/2015 1:52 PM
13	Church	4/22/2015 1:04 PM
14	Contribute time to my Church	4/22/2015 9:51 AM
15	undecided	4/21/2015 7:48 PM
16	Work with POOR.	4/21/2015 7:21 PM
17	Missionary	4/21/2015 3:56 PM
18	Anything that offers to help people less fortunate	4/21/2015 3:51 PM
19	Animal welfare	4/21/2015 3:13 PM
20	mentoring; Habitat 4 Humanity; HS civics education;	4/21/2015 2:57 PM
21	Religious and community oriented.	4/21/2015 2:33 PM
22	Local charities	4/21/2015 2:30 PM
23	Making balloon animals	4/21/2015 2:15 PM
24	charitable organizations and church	4/21/2015 1:33 PM
25	unsure	4/21/2015 12:31 PM
26	children	4/21/2015 11:32 AM
27	Teach/coach football	4/21/2015 11:16 AM
28	Unknown at this time.	4/21/2015 11:03 AM
29	Unknown at this time.	4/21/2015 11:01 AM
30	community volunteer work with our children's policy council, senior citizens, and schools.	4/21/2015 10:55 AM
31	consumer advocacy/non-profit support	4/21/2015 10:19 AM
32	unknown	4/21/2015 10:12 AM

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33	not sure	4/21/2015 10:07 AM
34	Note sure yet. Not legal. Serve on boards, chair committees, etc.	4/21/2015 10:04 AM
35	Church related	4/21/2015 9:58 AM
36	unknown, art museum	4/21/2015 9:54 AM
37	not sure	4/21/2015 9:46 AM
38	whatever is needed	4/21/2015 9:38 AM
39	church, conservation	4/21/2015 9:36 AM
40	work with children and elderly	4/21/2015 9:28 AM
41	Not sure	4/21/2015 9:12 AM
42	nursing home, church, school and community	4/21/2015 9:04 AM
43	Assist those who can't afford a lawyer for divorces and post divorce work, maybe Wills also.	4/21/2015 8:58 AM
44	Pro bono and non-profit	4/21/2015 8:54 AM
45	Church based volunteer work along with mission projects to build churches	4/21/2015 8:42 AM
46	Legal	4/21/2015 8:37 AM
47	therapeutic horsemanship	4/21/2015 8:31 AM
48	volunteer at underprivileged school	4/21/2015 8:25 AM
49	MCVLP	4/21/2015 8:15 AM
50	I do a lot of work at my church and will continue to do so.	4/21/2015 7:41 AM
51	Charitable	4/21/2015 7:21 AM
52	Something not related to law and fulfilling	4/21/2015 7:16 AM
53	church, Birmingham Botanical Gardens, Birmingham Zoo	4/21/2015 6:47 AM
54	Rotary	4/21/2015 6:35 AM
55	Civic club, other nonprofits	4/21/2015 6:26 AM
56	Adult literacy tutoring; miscellaneous civic club projects	4/21/2015 5:34 AM
57	Teach kids	4/21/2015 5:16 AM
58	church, community	4/17/2015 1:38 PM
59	non-profit and church related	4/13/2015 5:02 PM
60	Some legal work; some charitable work.	4/9/2015 11:13 AM
61	Church	4/9/2015 11:08 AM
62	religious organization	4/9/2015 9:14 AM
63	civic	4/8/2015 12:00 PM
64	Homeless Shelter or Habitat for Humanity	4/8/2015 9:56 AM
65	undecided	4/7/2015 3:52 PM
66	Consulting	4/7/2015 11:21 AM
67	Work with high school students.	4/7/2015 10:35 AM
68	Various organizations with my undergrad university. Help with the poor.	4/6/2015 8:37 PM
69	That's over 30 years away. Who knows what type of volunteer work will be available then? Teaching kids to drive flying cars?	4/6/2015 5:05 PM

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70	Rescuing distressed fishermen	4/6/2015 3:55 PM
71	Serve on boards, do work through my church, etc.	4/6/2015 2:51 PM
72	Sunday School	4/6/2015 12:07 PM
73	Undetermined	4/6/2015 10:59 AM
74	Do not know	4/6/2015 10:56 AM
75	Charitable	4/6/2015 10:54 AM
76	Art museum, church	4/6/2015 10:03 AM
77	Tutor or Mentor, Non-profit	4/6/2015 9:49 AM
78	Fundraising for nonprofits.	4/6/2015 9:38 AM
79	Ministry	4/6/2015 9:22 AM
80	Pro bono, charities involving youth	4/6/2015 9:19 AM
81	community	4/6/2015 9:17 AM
82	health care, senior citizens, church	4/6/2015 9:14 AM
83	Unclear	4/6/2015 6:44 AM
84	church	4/4/2015 4:48 PM
85	Missions	4/3/2015 5:24 PM
86	Helping educate people who need help	4/3/2015 4:24 PM
87	Work with charitable organizations, pro bono advice	4/3/2015 4:20 PM
88	LiteracyGroups, Homeless Shelters	4/3/2015 4:11 PM
89	Church related	4/3/2015 3:26 PM
90	work with troubled youth	4/3/2015 3:14 PM
91	Church related	4/3/2015 3:13 PM
92	Don't know yet. Probably church related.	4/3/2015 3:01 PM
93	I do not know.	4/3/2015 2:55 PM
94	Various	4/3/2015 2:10 PM
95	Not sure	4/3/2015 1:42 PM
96	church/mission	4/3/2015 12:47 PM
97	Work to help with development for a college or women's organization	4/3/2015 12:12 PM
98	Church	4/3/2015 12:11 PM
99	assist the poor and underprivileged	4/3/2015 11:51 AM
100	Church	4/3/2015 11:43 AM
101	faith based volunteer work and/or mission work	4/3/2015 11:15 AM
102	Church	4/3/2015 10:58 AM
103	child advocacy	4/3/2015 10:50 AM
104	undecided	4/3/2015 10:38 AM
105	Dogs On Call Church	4/3/2015 10:05 AM
106	not sure but probably non profit area.	4/3/2015 9:55 AM
107	Something related to my practice areas.	4/3/2015 9:51 AM

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108	Unknown	4/3/2015 9:45 AM
109	Helping out the Boy Scouts and the Birmingham Zoo	4/3/2015 9:40 AM
110	Church/faith related volunteer work	4/3/2015 9:39 AM
111	local charities, church, and mental health organizations	4/3/2015 9:35 AM
112	church, nonprofit, children and horses	4/3/2015 9:27 AM
113	victim services	4/3/2015 9:24 AM
114	Have worked in animal rescue for past 10 years; plan to increase time spent in rescue work.	4/3/2015 9:23 AM
115	Public interest law for low income persons/families. Also volunteer work with non-profits such as food bank, 2-1-1 program or similar agencies.	4/3/2015 9:14 AM
116	Church and some pro bono work.	4/3/2015 9:12 AM
117	Church mission work	4/3/2015 9:09 AM
118	Church	4/3/2015 9:08 AM
119	CHURCH	4/3/2015 9:07 AM
120	Don't know at this stage -- that is still 20 years away	4/3/2015 9:04 AM
121	Specifically People-oriented services; Community, Youth, Sr. Citizens Assistance, and the like. Serving on Board(s)...	4/3/2015 9:02 AM
122	what ever is needed	4/3/2015 9:01 AM
123	Church and pro bono work	4/3/2015 8:57 AM
124	Rotary Club	4/3/2015 8:54 AM
125	Church based	4/3/2015 8:53 AM
126	Civic	4/3/2015 8:51 AM
127	Unsure	4/3/2015 8:38 AM
128	HUMANE SOCIETY	4/3/2015 8:38 AM
129	Not sure	4/3/2015 8:35 AM
130	civic club	4/3/2015 8:20 AM
131	TBD.	4/3/2015 8:17 AM
132	legal aid; environmental work	4/3/2015 8:12 AM
133	Continue to volunteer with civil rights and/or anti-death penalty organizations. Take cases from those areas of practice.	4/3/2015 8:10 AM
134	non-profit boards and volunteer with elementary homework helpers	4/3/2015 7:54 AM
135	Legal	4/3/2015 7:50 AM
136	Whatever is most needed in my area	4/3/2015 7:44 AM
137	Church, Local arts, literacy	4/3/2015 6:55 AM
138	Unknown	4/3/2015 6:39 AM
139	Charity boards	4/3/2015 6:22 AM
140	Local non-profits	4/3/2015 6:12 AM
141	Veterans Administration.	4/3/2015 5:51 AM
142	not decided	4/2/2015 10:54 AM
143	church and local charities	4/1/2015 3:23 PM

Economics of Law Practice 2014

144	immigration	3/31/2015 2:52 PM
145	Work with PETA et al., homeless, education of the poor	3/30/2015 9:12 PM
146	Working with children (improving their literacy skills and social etiquette).	3/30/2015 5:15 PM
147	Legal Services of Alabama	3/30/2015 4:23 PM
148	missions	3/28/2015 11:52 AM
149	unsure but working with individuals in need	3/27/2015 2:20 PM
150	Don 't know	3/26/2015 9:05 PM
151	Consulting/Service	3/26/2015 12:22 AM
152	I'm not certain yet.	3/25/2015 1:33 PM
153	Volunteer Firefighter.	3/25/2015 10:48 AM
154	Unknown	3/25/2015 8:22 AM
155	counseling	3/24/2015 3:39 PM
156	board service non profit orgs	3/24/2015 11:33 AM
157	Retirement is so far away, I really don't know. Maybe something with veterans or military families.	3/23/2015 9:46 PM
158	Not sure yet.	3/23/2015 8:34 PM
159	church and non profits	3/23/2015 5:58 PM
160	prision ministry	3/23/2015 3:30 PM
161	unknown	3/23/2015 1:50 PM
162	Unsure (too far in the future).	3/23/2015 1:15 PM
163	Increase time spent working with no-kill animal shelters and animal rescue network.	3/23/2015 11:48 AM
164	I don't know.	3/23/2015 10:57 AM
165	unsure	3/23/2015 10:46 AM
166	not sure at this time	3/23/2015 8:58 AM
167	church work with the homeless	3/23/2015 8:56 AM
168	Through church	3/23/2015 5:05 AM
169	Church and other charitable.	3/22/2015 7:32 PM
170	Working with young LGBT young people	3/22/2015 5:31 PM
171	Missions, church volunteer, maybe pro bono legal work	3/22/2015 4:57 PM
172	church	3/22/2015 4:31 PM
173	church and civic	3/21/2015 11:18 AM
174	More Church work/go on a mission trip, historical organizations, volunteer at local school and museum, clean cemetery and roadways	3/21/2015 11:11 AM
175	Probate	3/20/2015 5:31 PM
176	Church	3/20/2015 4:55 PM
177	work with adult reading program, volunteer work at and for my church	3/20/2015 4:04 PM
178	Education/pro bono legal	3/20/2015 3:39 PM
179	church and civic activities	3/20/2015 3:31 PM
180	Church	3/20/2015 3:02 PM

Economics of Law Practice 2014

181	unsure	3/20/2015 2:46 PM
182	unsure	3/20/2015 1:10 PM
183	Wills	3/20/2015 12:10 PM
184	Do not know	3/20/2015 11:31 AM
185	not sure	3/20/2015 10:41 AM
186	guardian ad litem for foster children	3/20/2015 10:40 AM
187	Nonprofit Arts Organizations	3/20/2015 10:34 AM
188	church or civic related	3/20/2015 8:52 AM
189	Foot soldier in the "war on coal"	3/20/2015 7:33 AM
190	education related	3/20/2015 6:17 AM
191	Church.	3/20/2015 4:50 AM
192	food bank	3/19/2015 8:43 PM
193	Non-profit and pro bono	3/19/2015 8:32 PM
194	various/ working with youth	3/19/2015 5:42 PM
195	community service	3/19/2015 5:27 PM
196	Legal related	3/19/2015 4:55 PM
197	Humane Society.	3/19/2015 4:51 PM
198	Don't know	3/19/2015 4:46 PM
199	Unknown	3/19/2015 4:43 PM
200	not sure	3/19/2015 4:42 PM
201	I plan to act as an advocate for political issues in which I am interested.	3/19/2015 4:32 PM
202	speak with students about the law. assist with needed church activities	3/19/2015 4:13 PM
203	Disabled sports Pro bono legal	3/19/2015 4:09 PM
204	Non-profit, and maybe mentoring	3/19/2015 4:00 PM
205	Church and community civic activities	3/19/2015 3:52 PM
206	CHURCH AND CIVIC WORK	3/19/2015 3:39 PM
207	not sure. Just nothing related to law	3/19/2015 3:19 PM
208	Church, non-profit ministries	3/19/2015 3:18 PM
209	Unknown at this time.	3/19/2015 3:13 PM
210	don't know	3/19/2015 3:01 PM
211	Various faith related	3/19/2015 2:50 PM
212	Church and other activities - working with youth	3/19/2015 2:30 PM
213	Legal consulting	3/19/2015 2:29 PM
214	unsure	3/19/2015 2:24 PM
215	church related	3/19/2015 1:52 PM
216	pro bono	3/19/2015 1:44 PM
217	Church related	3/19/2015 1:28 PM
218	church and work for private school	3/19/2015 1:14 PM

Economics of Law Practice 2014

219	Not sure yet	3/19/2015 1:09 PM
220	School tutoring.	3/19/2015 12:55 PM
221	charity/church	3/19/2015 12:49 PM
222	Kiwanis	3/19/2015 12:29 PM
223	community work, environmental, education	3/19/2015 12:20 PM
224	I've agreed to help other attorneys get started doing education law	3/19/2015 12:18 PM
225	Pro Bono Work and Church Related Work	3/19/2015 12:09 PM
226	church and city	3/19/2015 12:08 PM
227	Volunteer for hospital or city organizations	3/19/2015 11:55 AM
228	Unknown, community education, fundraising.	3/19/2015 11:37 AM
229	educational and historical	3/19/2015 11:37 AM
230	Church	3/19/2015 11:29 AM
231	Work with legal aid office; support the needy in my community through my church activities.	3/19/2015 11:25 AM
232	Civic and church	3/19/2015 11:25 AM
233	Undecided at this time.	3/19/2015 11:20 AM
234	church	3/19/2015 11:14 AM
235	work with domestic violence victims, animals and indigent people	3/19/2015 11:06 AM
236	with my church	3/19/2015 10:58 AM
237	Coordinate project development for a social justice non-profit	3/19/2015 10:56 AM
238	Counseling	3/19/2015 10:53 AM
239	Not certain	3/19/2015 10:45 AM
240	Church, community, possibly legal	3/19/2015 10:44 AM
241	community arts organizations	3/19/2015 10:37 AM
242	church, salvation army	3/19/2015 10:29 AM
243	Teaching	3/19/2015 10:17 AM
244	unsure at this time	3/19/2015 10:16 AM
245	I don't know yet. Depends on what's available... and what my wife signs me up for.	3/19/2015 10:14 AM
246	Church, community volunteer.	3/19/2015 10:14 AM
247	Church work	3/19/2015 10:13 AM
248	Most likely related to small scale food production, urban farming.	3/19/2015 10:07 AM
249	Public Interest	3/19/2015 10:07 AM
250	Not sure	3/19/2015 10:04 AM
251	Church, helping draft wills and estate planning	3/19/2015 9:57 AM
252	Unsure	3/19/2015 9:55 AM
253	Legal, political, and habitat for humanity	3/19/2015 9:51 AM
254	ordained ministry	3/19/2015 9:50 AM
255	Teaching/mentoring.	3/19/2015 9:49 AM
256	legal	3/19/2015 9:49 AM

Economics of Law Practice 2014

257	Church; hunger relief.	3/19/2015 9:47 AM
258	unknown	3/19/2015 9:43 AM
259	Teaching, church mission, other as opportunity presents	3/19/2015 9:41 AM
260	Church, missions.	3/19/2015 9:40 AM
261	Church and civic	3/19/2015 9:40 AM
262	Nothing in particular.	3/19/2015 9:33 AM
263	Gay rights issues and politics	3/19/2015 9:33 AM
264	Church	3/19/2015 9:26 AM
265	Undecided at this time.	3/19/2015 9:26 AM
266	undecided	3/19/2015 9:26 AM
267	faith based	3/19/2015 9:26 AM
268	church	3/19/2015 9:24 AM
269	working with persons with disabilities	3/19/2015 9:24 AM
270	Church work	3/19/2015 9:15 AM
271	pro bono legal work and non-legal service based on community needs	3/19/2015 9:14 AM
272	Helping the elderly	3/19/2015 9:12 AM
273	Have not decided yet.	3/19/2015 9:12 AM
274	Unknown	3/19/2015 9:10 AM
275	Community	3/19/2015 9:09 AM
276	Church	3/19/2015 9:06 AM
277	Something with kids.	3/19/2015 9:02 AM
278	The B'ham Bar Association	3/19/2015 9:00 AM
279	non-legal	3/19/2015 9:00 AM
280	Undecided	3/19/2015 8:59 AM
281	Assist churches with legal work, time, etc.	3/19/2015 8:55 AM
282	not certain	3/19/2015 8:54 AM
283	Animal rescue organizations	3/19/2015 8:51 AM
284	Mission work	3/19/2015 8:47 AM
285	nongovernmental practice of law	3/19/2015 8:46 AM
286	unknown	3/19/2015 8:46 AM
287	Church	3/19/2015 8:40 AM
288	civic and church	3/19/2015 8:40 AM
289	Political	3/19/2015 8:38 AM
290	skinning greaseballs	3/19/2015 8:37 AM
291	Whatever interests me at the time	3/19/2015 8:36 AM
292	animal care	3/19/2015 8:36 AM
293	Outreach ministries through Church, Volunteer Lawyers Program, Boys and Girls Club	3/19/2015 8:35 AM
294	volunteering at gardens and visiting elderly people	3/19/2015 8:34 AM

Economics of Law Practice 2014

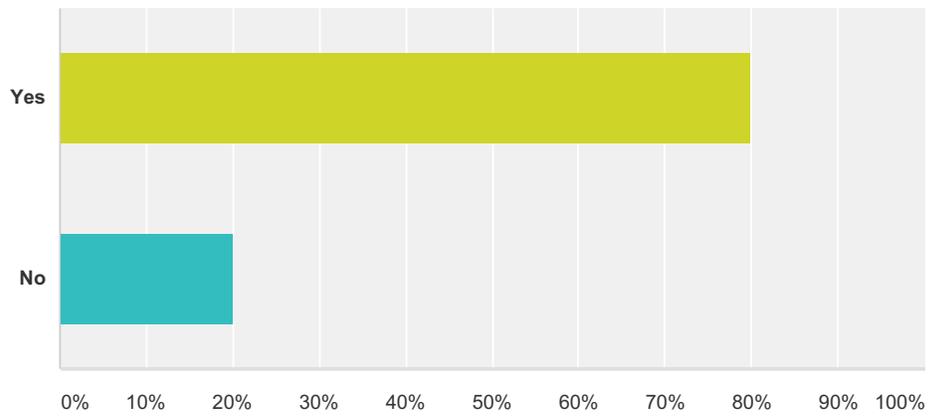
295	aid to poor and homeless	3/19/2015 8:30 AM
296	Teaching	3/19/2015 8:30 AM
297	church, community	3/19/2015 8:29 AM
298	Pro bono	3/19/2015 8:28 AM
299	Church	3/19/2015 8:27 AM
300	unknown	3/19/2015 8:26 AM
301	I'm only 27, so it's hard to say.	3/19/2015 8:24 AM
302	Helping in any way I can with the under-educated, homeless, children, and animals	3/19/2015 8:22 AM
303	church and civic	3/19/2015 8:22 AM
304	church related	3/19/2015 8:22 AM
305	Anything to do with Veteran's	3/19/2015 8:19 AM
306	I am a member of several boards and I intend on continuing as long as I can.	3/19/2015 8:12 AM
307	?	3/19/2015 8:12 AM
308	Not sure	3/19/2015 8:10 AM
309	Church based	3/19/2015 8:08 AM
310	Whatever strikes my fancy	3/19/2015 8:05 AM
311	unsure	3/19/2015 8:03 AM
312	undecided	3/19/2015 8:00 AM
313	missionary	3/19/2015 7:56 AM
314	any	3/19/2015 7:55 AM
315	Assistance to military veterans	3/19/2015 7:54 AM
316	Animal welfare	3/19/2015 7:53 AM
317	Unknown	3/19/2015 7:51 AM
318	Stephen ministry	3/19/2015 7:51 AM
319	Civic organizations.	3/19/2015 7:50 AM
320	church	3/19/2015 7:49 AM
321	Church	3/19/2015 7:43 AM
322	Sports related	3/19/2015 7:42 AM
323	Community service projects through Rotary.	3/19/2015 7:40 AM
324	Arts organization	3/19/2015 7:40 AM
325	more work at church	3/19/2015 7:30 AM
326	church-community	3/19/2015 7:28 AM
327	Food bank.	3/19/2015 7:27 AM
328	I dont know yet	3/19/2015 7:24 AM
329	Working with people with MR	3/19/2015 7:23 AM
330	Church	3/19/2015 7:17 AM
331	Social and religious	3/19/2015 7:13 AM
332	undecided	3/19/2015 7:09 AM

Economics of Law Practice 2014

333	Community and teaching	3/19/2015 6:59 AM
334	LDS mission	3/19/2015 6:24 AM
335	Through SAVLP.	3/19/2015 6:13 AM
336	Community civic with lions club	3/19/2015 3:20 AM

Q17 Do you have a funded retirement plan other than Social Security?

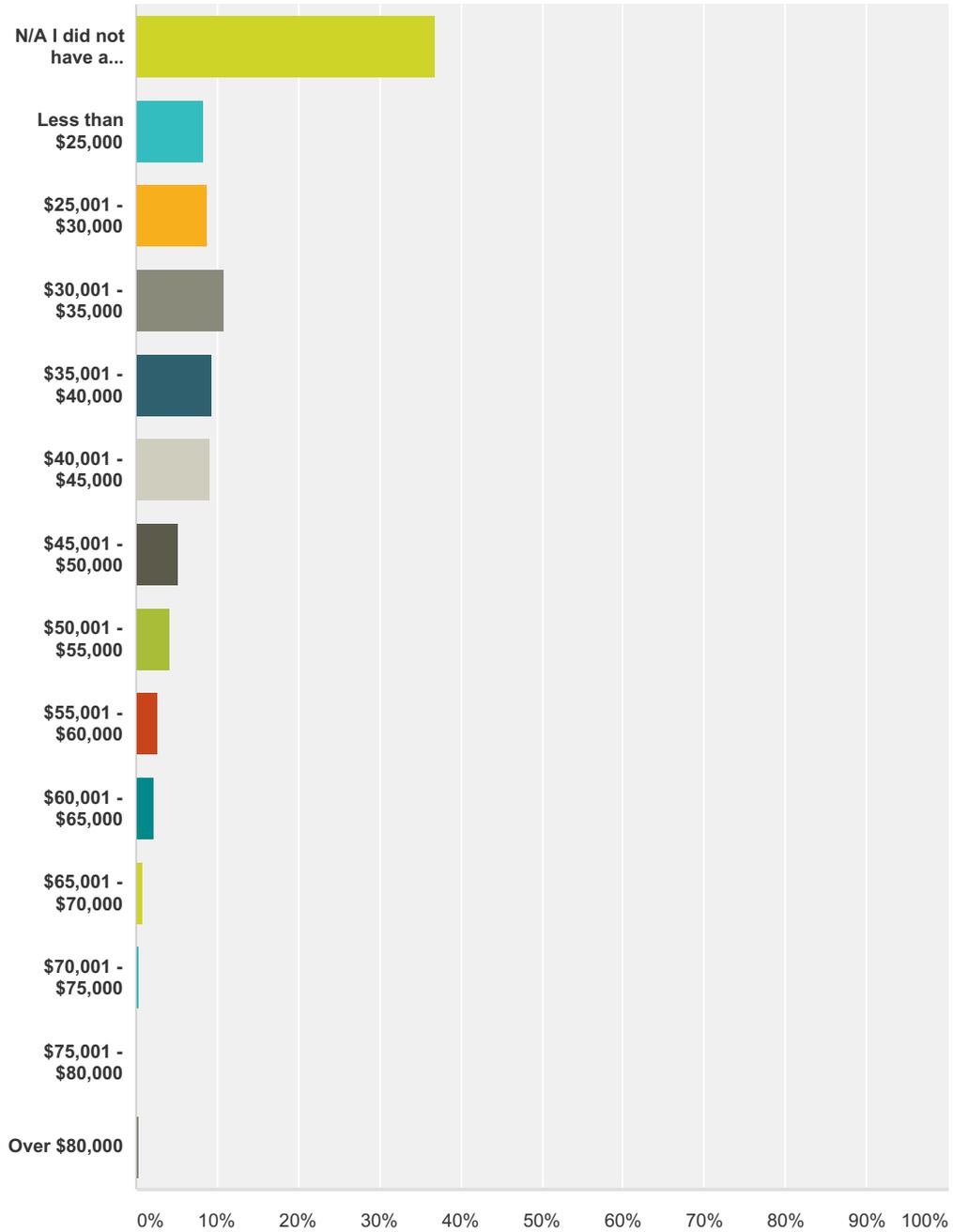
Answered: 722 Skipped: 227



Answer Choices	Responses
Yes	79.92% 577
No	20.08% 145
Total	722

Q18 How much was the legal secretary who most frequently worked for you in 2014 paid?

Answered: 710 Skipped: 239



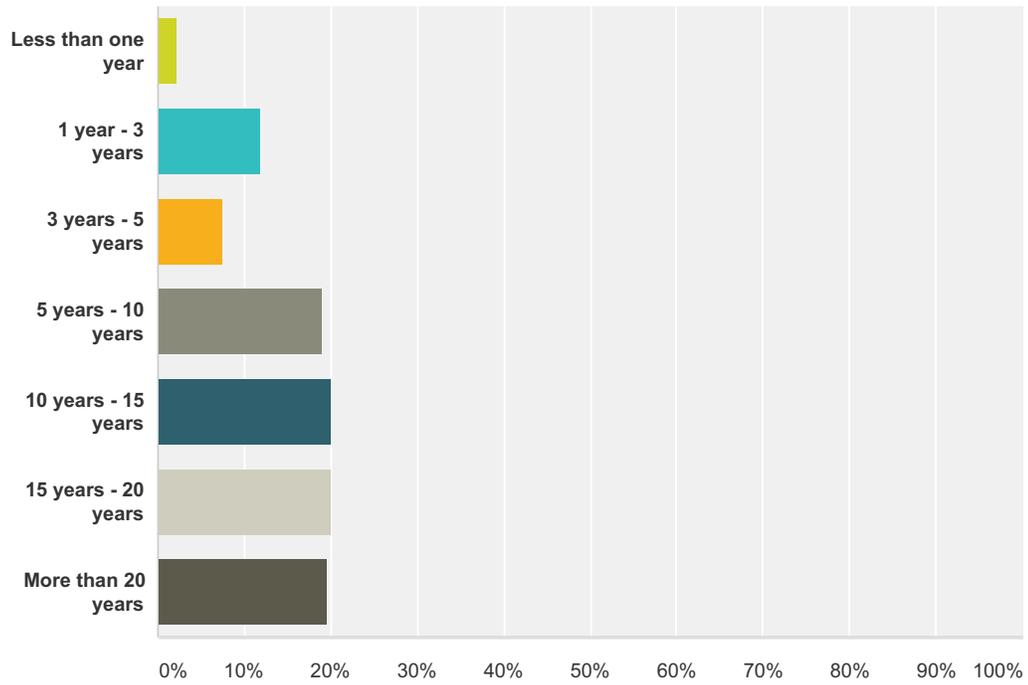
Answer Choices	Responses	
N/A I did not have a secretary in 2014.	36.90%	262
Less than \$25,000	8.45%	60
\$25,001 - \$30,000	8.73%	62

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\$30,001 - \$35,000	10.85%	77
\$35,001 - \$40,000	9.44%	67
\$40,001 - \$45,000	9.15%	65
\$45,001 - \$50,000	5.21%	37
\$50,001 - \$55,000	4.23%	30
\$55,001 - \$60,000	2.68%	19
\$60,001 - \$65,000	2.39%	17
\$65,001 - \$70,000	0.85%	6
\$70,001 - \$75,000	0.42%	3
\$75,001 - \$80,000	0.28%	2
Over \$80,000	0.42%	3
Total		710

Q19 How many years of experience does that legal secretary have?

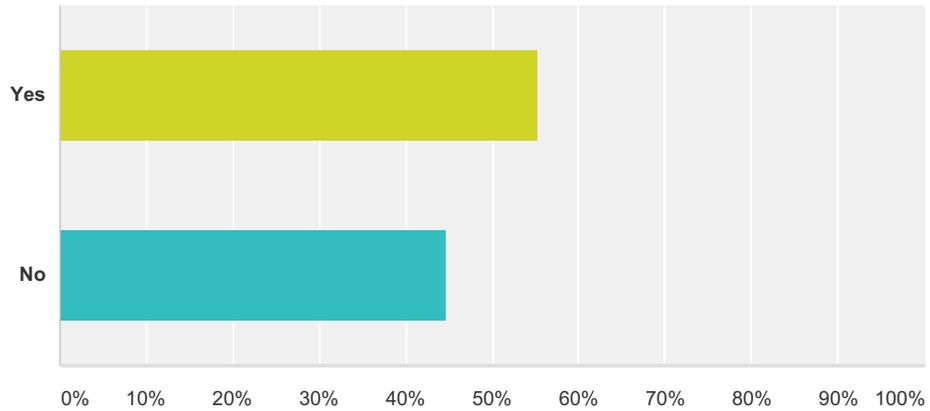
Answered: 455 Skipped: 494



Answer Choices	Responses	Count
Less than one year	2.20%	10
1 year - 3 years	11.87%	54
3 years - 5 years	7.47%	34
5 years - 10 years	18.90%	86
10 years - 15 years	20.00%	91
15 years - 20 years	20.00%	91
More than 20 years	19.56%	89
Total		455

**Q20 Did your firm or organization employ legal assistants/paralegals during 2014?
(Defined as an employee who performs legal tasks under your supervision that you as an attorney would otherwise perform.)**

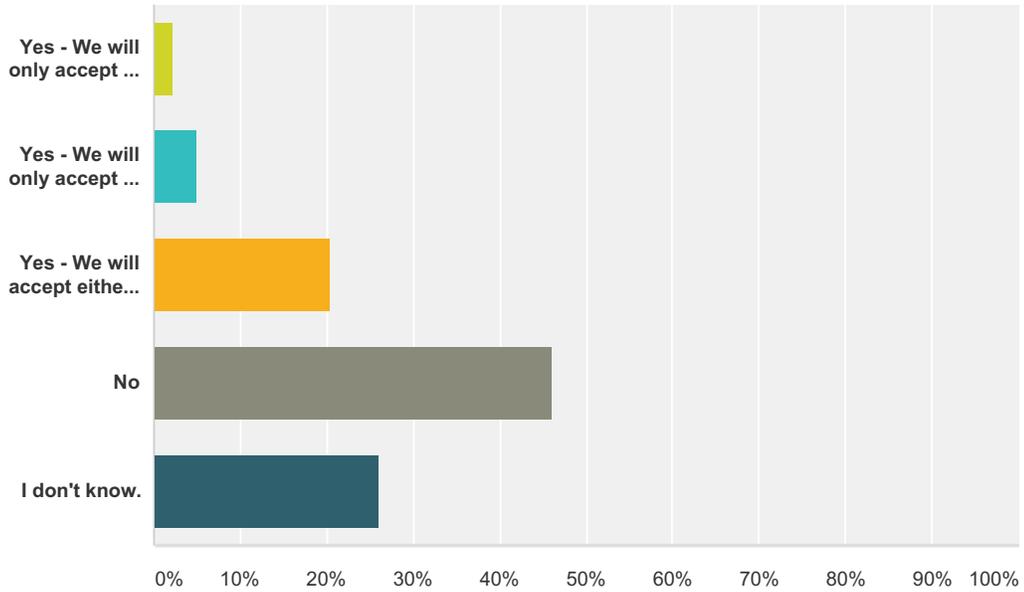
Answered: 715 Skipped: 234



Answer Choices	Responses
Yes	55.24% 395
No	44.76% 320
Total	715

Q21 Does your firm or organization require that legal assistants/paralegals meet any standards or have a certificate?

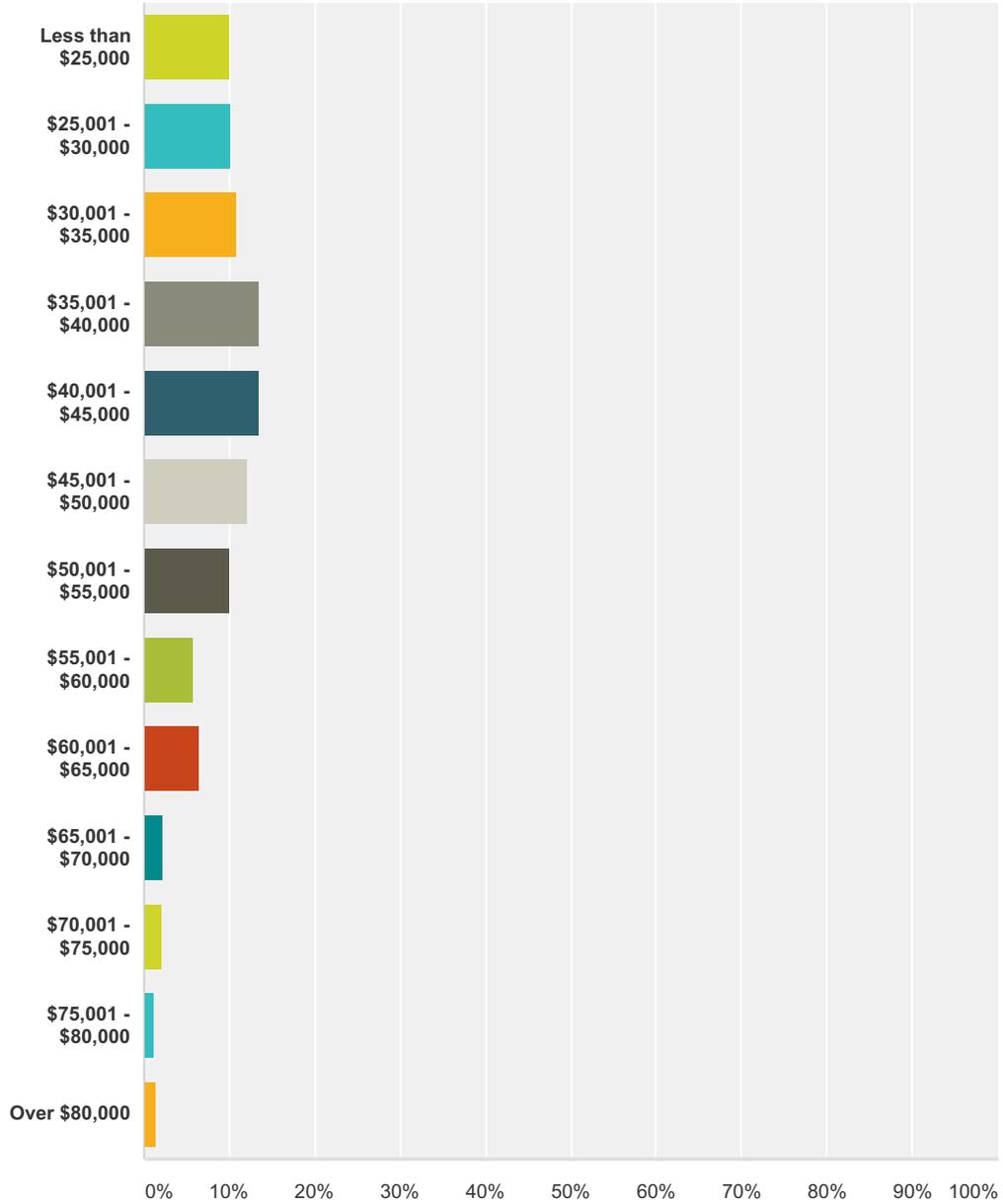
Answered: 382 Skipped: 567



Answer Choices	Responses	
Yes - We will only accept an undergraduate degree in paralegal studies.	2.36%	9
Yes - We will only accept a paralegal certificate from a certifying organization.	4.97%	19
Yes - We will accept either of the above.	20.42%	78
No	46.07%	176
I don't know.	26.18%	100
Total		382

Q22 How much was the legal assistant you worked with most frequently during 2014 paid?

Answered: 339 Skipped: 610



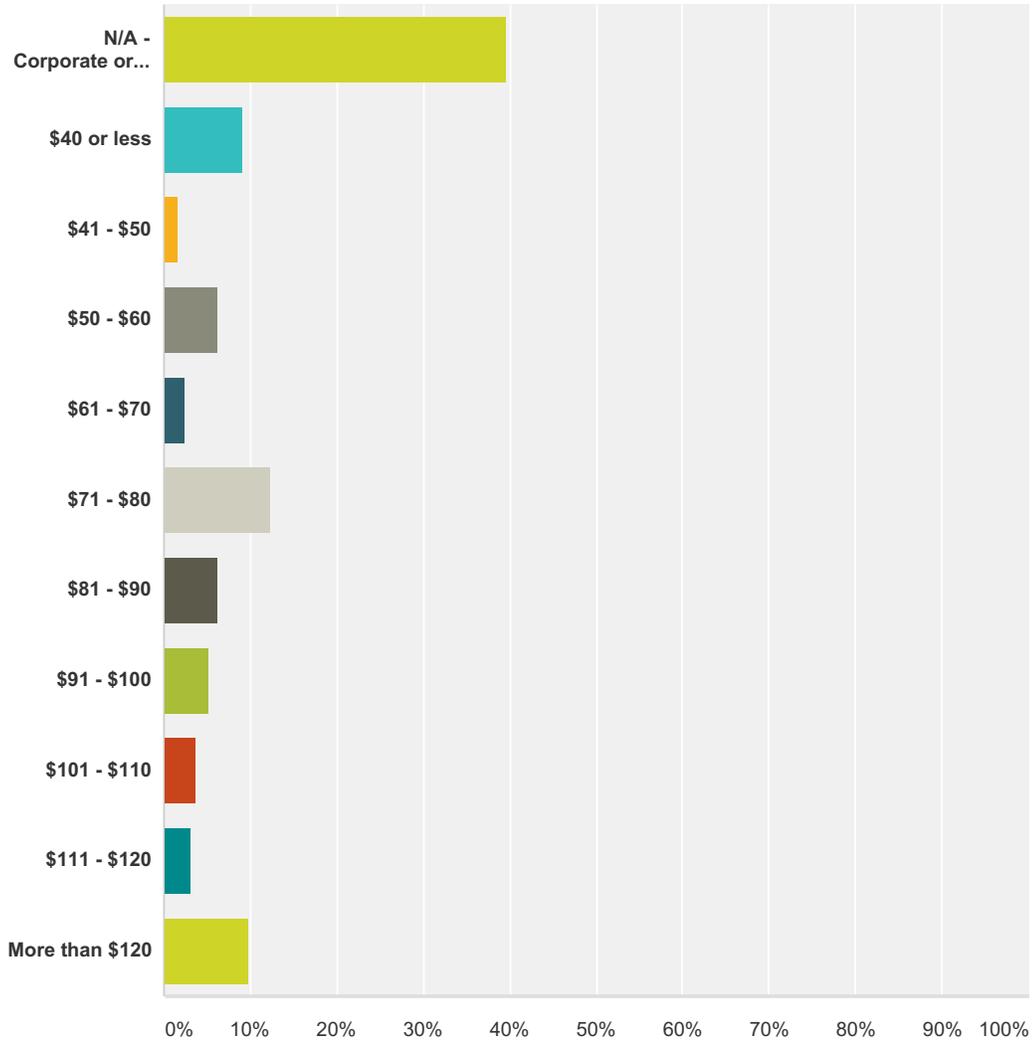
Answer Choices	Responses	
Less than \$25,000	10.03%	34
\$25,001 - \$30,000	10.32%	35
\$30,001 - \$35,000	10.91%	37
\$35,001 - \$40,000	13.57%	46

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\$40,001 - \$45,000	13.57%	46
\$45,001 - \$50,000	12.09%	41
\$50,001 - \$55,000	10.03%	34
\$55,001 - \$60,000	5.90%	20
\$60,001 - \$65,000	6.49%	22
\$65,001 - \$70,000	2.36%	8
\$70,001 - \$75,000	2.06%	7
\$75,001 - \$80,000	1.18%	4
Over \$80,000	1.47%	5
Total		339

Q23 What was the average or standard hourly rate billed by your office for legal assistants/paralegals during 2014?

Answered: 348 Skipped: 601



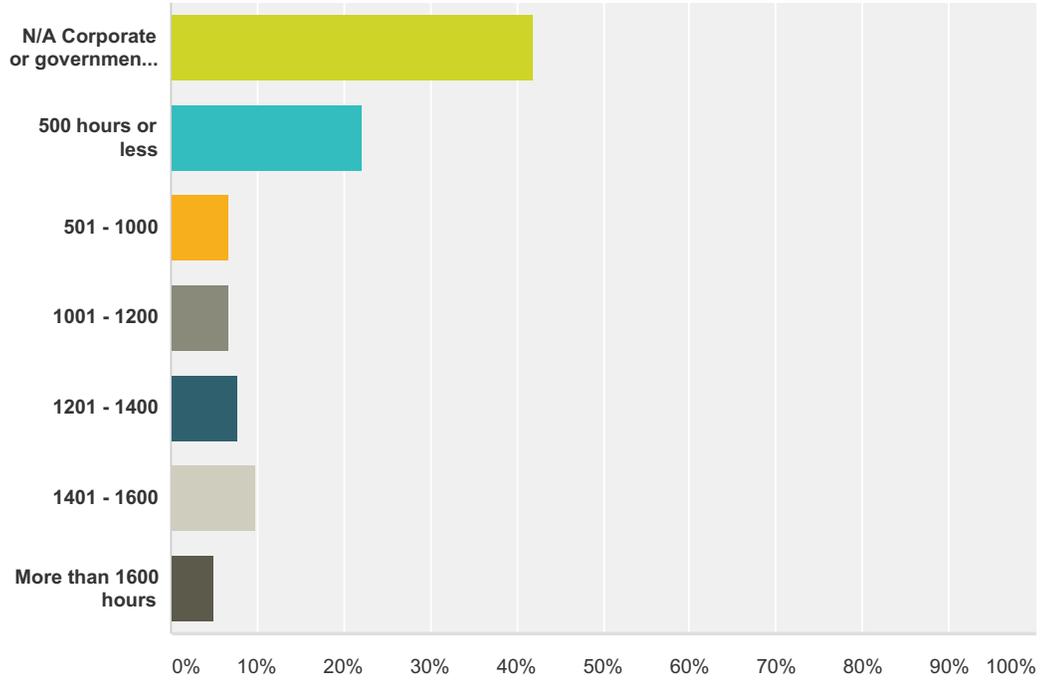
Answer Choices	Responses	
N/A - Corporate or government employer	39.66%	138
\$40 or less	9.20%	32
\$41 - \$50	1.72%	6
\$50 - \$60	6.32%	22
\$61 - \$70	2.59%	9
\$71 - \$80	12.36%	43
\$81 - \$90	6.32%	22

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\$91 - \$100	5.17%	18
\$101 - \$110	3.74%	13
\$111 - \$120	3.16%	11
More than \$120	9.77%	34
Total		348

Q24 How many billable hours did legal assistants/paralegals average in your law firm or organization in 2014?

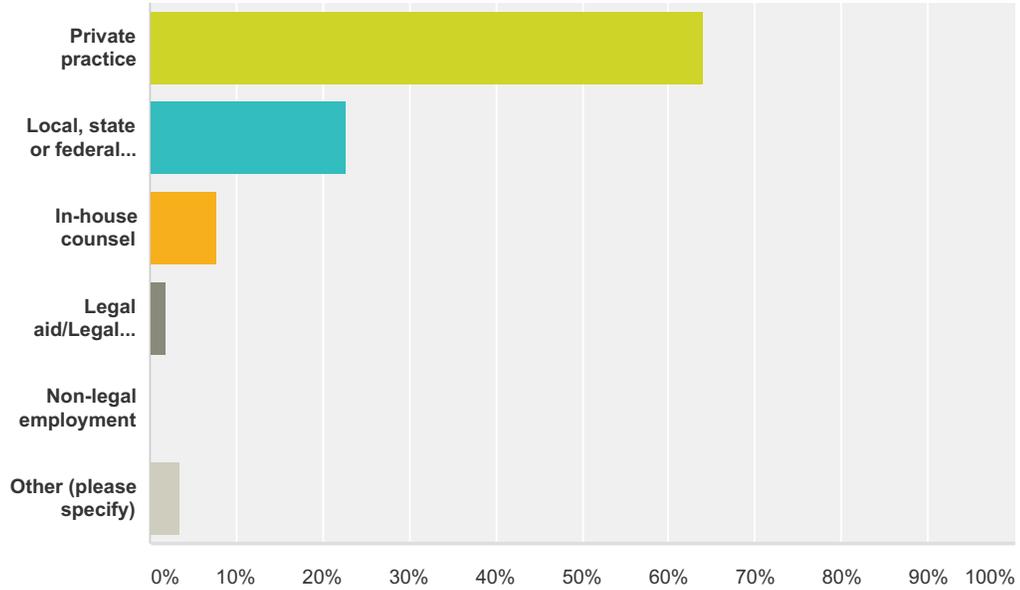
Answered: 339 Skipped: 610



Answer Choices	Responses
N/A Corporate or government employer	41.89% 142
500 hours or less	22.12% 75
501 - 1000	6.78% 23
1001 - 1200	6.78% 23
1201 - 1400	7.67% 26
1401 - 1600	9.73% 33
More than 1600 hours	5.01% 17
Total	339

Q25 Which one of the following best describes your practice setting during 2014?

Answered: 711 Skipped: 238



Answer Choices	Responses
Private practice	63.99% 455
Local, state or federal government/judiciary	22.78% 162
In-house counsel	7.74% 55
Legal aid/Legal services	1.97% 14
Non-legal employment	0.00% 0
Other (please specify)	3.52% 25
Total	711

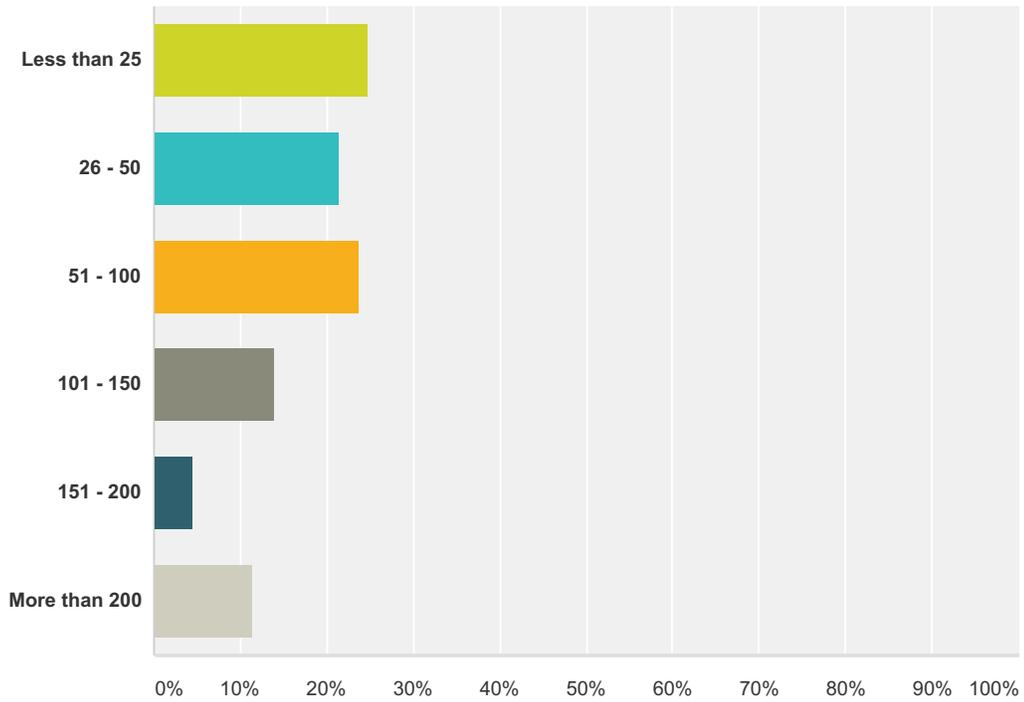
#	Other (please specify)	Date
1	Judiciary / Attorney	4/22/2015 10:38 AM
2	State prosecution	4/21/2015 2:34 PM
3	I was in private practice for 8 months, then was employed by the state	4/21/2015 11:17 AM
4	government	4/21/2015 8:32 AM
5	law school	4/3/2015 6:25 PM
6	Public Defender Office	4/3/2015 9:05 AM
7	regulatory compliance	4/3/2015 8:57 AM
8	Non-profit public interest	4/3/2015 8:39 AM

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9	Law school (administrator/faculty)	4/3/2015 8:16 AM
10	Law clerk for part of year, private practice for part of year	4/1/2015 9:31 AM
11	Employed by company that provides legal services & solutions to law firms	3/30/2015 4:35 PM
12	Not currently practicing	3/30/2015 1:25 PM
13	Legal Education	3/28/2015 2:18 PM
14	1/2 year law firm; 1/2 year solo practice (I am answering survey using solo practice for info)	3/23/2015 6:45 PM
15	private practice and I own a title insurance company	3/23/2015 8:59 AM
16	law clinic @ UA school of law	3/23/2015 8:56 AM
17	Prosecutor	3/20/2015 11:02 AM
18	Circuit Judge	3/19/2015 5:29 PM
19	Bankruptcy Trustee	3/19/2015 3:45 PM
20	Law librarian	3/19/2015 1:44 PM
21	I spent 6 months in private practice and 6 months as in-house in 2014	3/19/2015 1:14 PM
22	Full time judge	3/19/2015 8:07 AM
23	Title Company	3/19/2015 7:44 AM
24	Mediation & arbitration	3/19/2015 6:17 AM
25	I worked as paralegal.	3/19/2015 6:15 AM

Q26 Approximately how many cases did you handle in 2014?

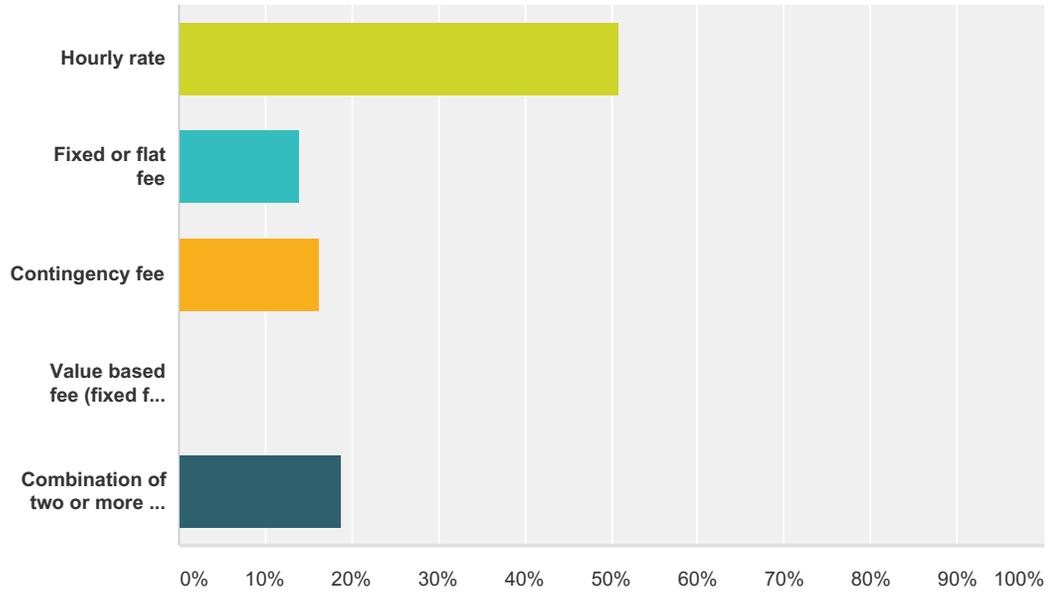
Answered: 438 Skipped: 511



Answer Choices	Responses
Less than 25	24.89% 109
26 - 50	21.46% 94
51 - 100	23.74% 104
101 - 150	13.93% 61
151 - 200	4.57% 20
More than 200	11.42% 50
Total	438

Q27 What was the primary method of billing used in your law firm or legal office last year?

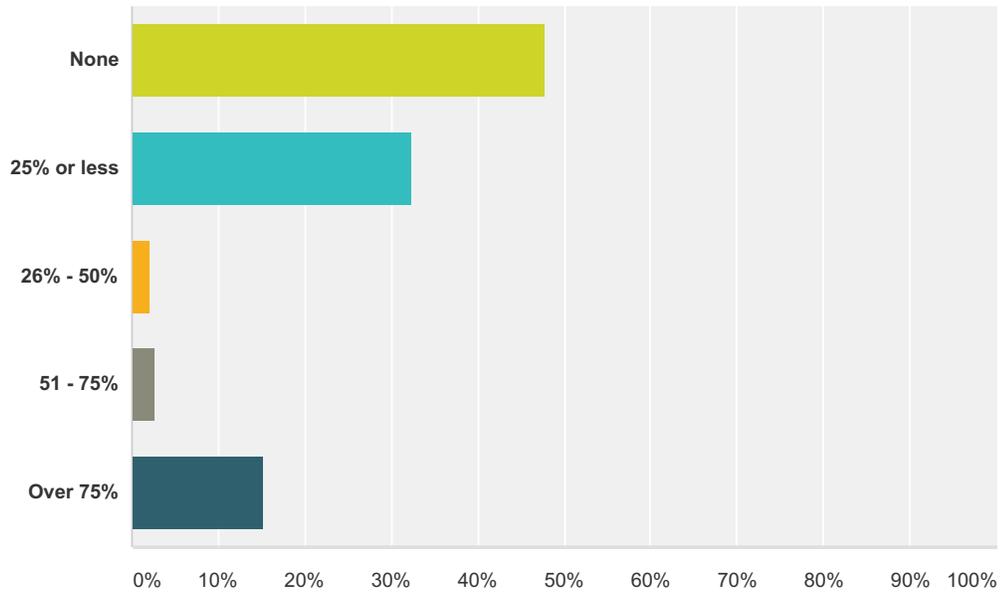
Answered: 445 Skipped: 504



Answer Choices	Responses
Hourly rate	51.01% 227
Fixed or flat fee	13.93% 62
Contingency fee	16.18% 72
Value based fee (fixed fee plus bonus for results)	0.00% 0
Combination of two or more of above	18.88% 84
Total	445

Q28 What percentage of your cases were handled on a contingency fee basis?

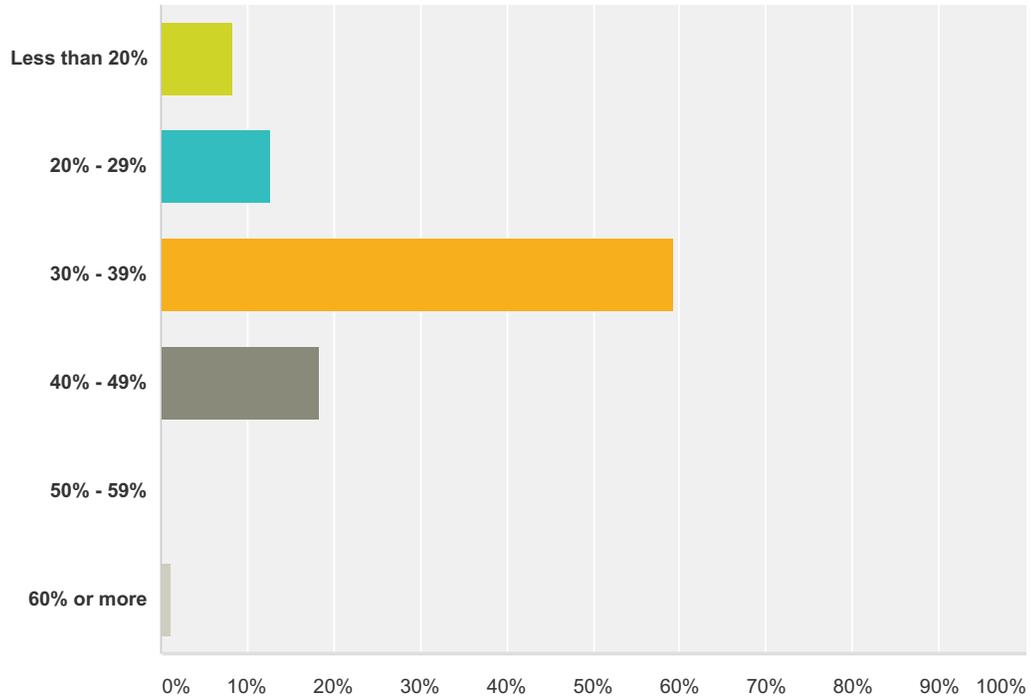
Answered: 446 Skipped: 503



Answer Choices	Responses
None	47.76% 213
25% or less	32.29% 144
26% - 50%	2.02% 9
51 - 75%	2.69% 12
Over 75%	15.25% 68
Total	446

Q29 What is the average percentage of the award that you receive in contingency fee cases if you win?

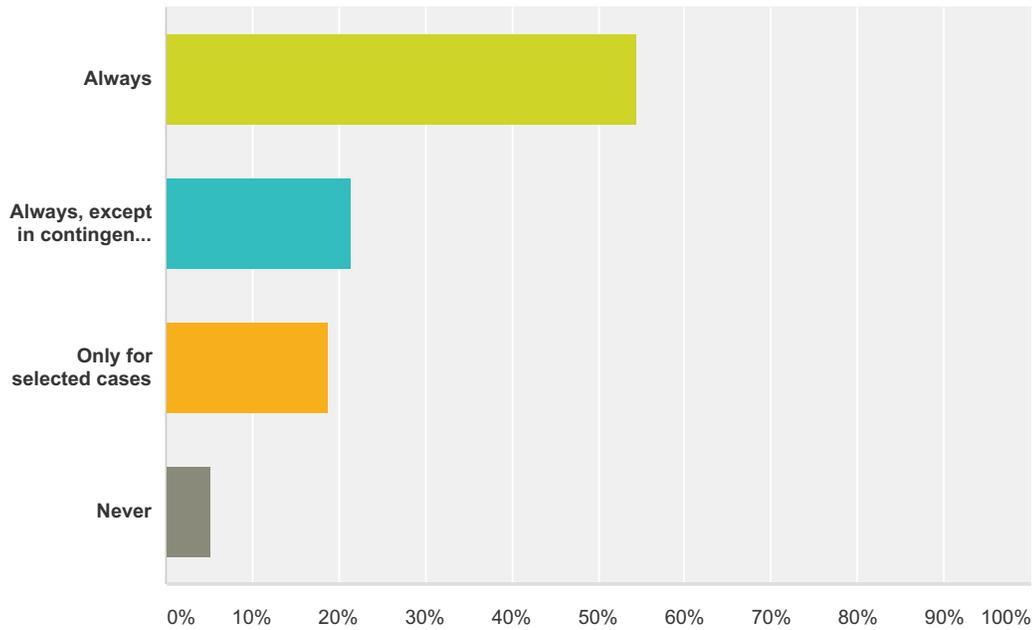
Answered: 228 Skipped: 721



Answer Choices	Responses	
Less than 20%	8.33%	19
20% - 29%	12.72%	29
30% - 39%	59.21%	135
40% - 49%	18.42%	42
50% - 59%	0.00%	0
60% or more	1.32%	3
Total		228

Q30 Do you keep written time records?

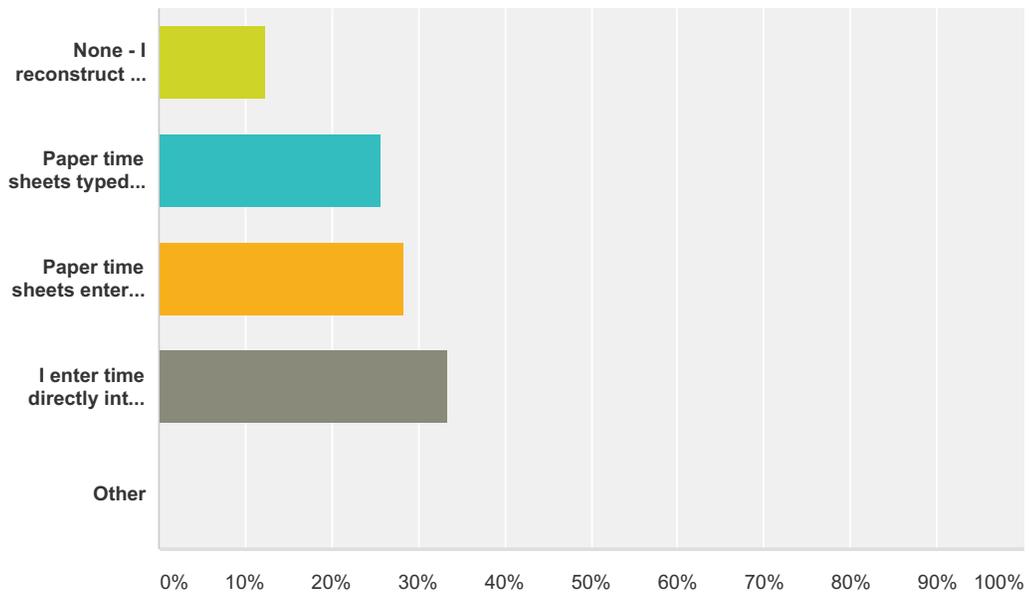
Answered: 442 Skipped: 507



Answer Choices	Responses
Always	54.52% 241
Always, except in contingency or fixed fee cases	21.49% 95
Only for selected cases	18.78% 83
Never	5.20% 23
Total	442

Q31 What system do you use to capture your time?

Answered: 419 Skipped: 530



Answer Choices	Responses	
None - I reconstruct my time from calendar entries, file review, etc.	12.41%	52
Paper time sheets typed into a bill	25.78%	108
Paper time sheets entered into time and billing software or system	28.40%	119
I enter time directly into time and billing software or system	33.41%	140
Other	0.00%	0
Total		419

Q32 What time and billing software or system do you use?

Answered: 222 Skipped: 727

#	Responses	Date
1	QuickBooks	5/11/2015 11:39 AM
2	juris	4/24/2015 3:12 PM
3	Quickbooks and Clio	4/23/2015 8:20 PM
4	iTimeKeep	4/23/2015 4:25 PM
5	Juris	4/22/2015 1:53 PM
6	Time Slips	4/22/2015 10:57 AM
7	Timeslips	4/22/2015 9:57 AM
8	juris	4/22/2015 9:45 AM
9	Excel	4/21/2015 7:25 PM
10	Excel	4/21/2015 4:52 PM
11	Timeslips	4/21/2015 3:58 PM
12	Aderant	4/21/2015 3:15 PM
13	Word	4/21/2015 2:34 PM
14	HoursTracker	4/21/2015 2:23 PM
15	AbacusLaw	4/21/2015 1:51 PM
16	office of indigent defense	4/21/2015 12:52 PM
17	NA	4/21/2015 12:36 PM
18	ProLaw	4/21/2015 11:40 AM
19	TABS	4/21/2015 11:39 AM
20	Quick Books	4/21/2015 11:34 AM
21	Juris	4/21/2015 11:05 AM
22	Billing Tracker	4/21/2015 10:57 AM
23	Elite	4/21/2015 10:22 AM
24	QuickBooks	4/21/2015 10:13 AM
25	Webview	4/21/2015 10:12 AM
26	tps	4/21/2015 9:52 AM
27	time slips	4/21/2015 9:47 AM
28	clockworks	4/21/2015 9:39 AM
29	PCLAW	4/21/2015 9:37 AM
30	clio	4/21/2015 9:33 AM
31	PC Law	4/21/2015 9:30 AM
32	Amicus-PCLaw	4/21/2015 9:26 AM

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33	Elite	4/21/2015 9:15 AM
34	Elite	4/21/2015 8:56 AM
35	TABS	4/21/2015 8:48 AM
36	Juris	4/21/2015 8:14 AM
37	Quickbooks	4/21/2015 7:48 AM
38	Juris	4/21/2015 7:24 AM
39	Excel	4/21/2015 7:19 AM
40	Time Matters	4/21/2015 7:00 AM
41	CP	4/21/2015 6:04 AM
42	Aderant	4/21/2015 5:38 AM
43	Needles	4/21/2015 5:20 AM
44	Timeslips	4/17/2015 1:40 PM
45	Quick Books	4/15/2015 10:43 AM
46	Time Slips	4/10/2015 11:42 AM
47	Amicus	4/10/2015 8:09 AM
48	time slips	4/10/2015 7:39 AM
49	Quickbooks	4/9/2015 3:59 PM
50	Clockworks	4/7/2015 11:01 AM
51	Quickbooks	4/7/2015 10:40 AM
52	Excel	4/7/2015 10:37 AM
53	prolaw	4/6/2015 5:07 PM
54	excel spreadsheet specific to my billing needs	4/6/2015 4:27 PM
55	Clio	4/6/2015 4:00 PM
56	Quickbooks	4/6/2015 2:56 PM
57	quickbooks	4/6/2015 2:49 PM
58	Tabs	4/6/2015 12:38 PM
59	Juris	4/6/2015 12:01 PM
60	Bottomline	4/6/2015 11:00 AM
61	excel	4/6/2015 10:34 AM
62	citrix	4/6/2015 9:52 AM
63	Intapp	4/4/2015 4:51 PM
64	Timeslips	4/4/2015 3:41 PM
65	timeslips	4/4/2015 9:10 AM
66	Timeslips	4/4/2015 8:09 AM
67	Webview	4/3/2015 3:42 PM
68	Elite	4/3/2015 3:04 PM
69	choas	4/3/2015 2:57 PM
70	Timeslips	4/3/2015 2:12 PM

Economics of Law Practice 2014

71	widows XP	4/3/2015 1:38 PM
72	Aderant	4/3/2015 12:14 PM
73	Unknown	4/3/2015 12:12 PM
74	PC Law	4/3/2015 11:53 AM
75	timeslips	4/3/2015 11:44 AM
76	Elite	4/3/2015 11:01 AM
77	personal system - non-high tech	4/3/2015 10:59 AM
78	Cosmolex	4/3/2015 10:23 AM
79	Amicus and PC Law	4/3/2015 10:15 AM
80	DTE	4/3/2015 9:59 AM
81	Rocket Matter	4/3/2015 9:56 AM
82	Aderant	4/3/2015 9:54 AM
83	Chaos Legal Billing	4/3/2015 9:47 AM
84	AIDCC fee dec system for appointed cases	4/3/2015 9:43 AM
85	Timeslips- Just converted to QuickBooks	4/3/2015 9:41 AM
86	Elite	4/3/2015 9:36 AM
87	Trialworks	4/3/2015 9:34 AM
88	Time Matters	4/3/2015 9:25 AM
89	I don't know	4/3/2015 9:25 AM
90	PC Law	4/3/2015 9:11 AM
91	PCLAW	4/3/2015 9:08 AM
92	DTE	4/3/2015 8:59 AM
93	only enter time in files using dropbox	4/3/2015 8:55 AM
94	Quick Books	4/3/2015 8:51 AM
95	Clio	4/3/2015 8:44 AM
96	Clio	4/3/2015 8:20 AM
97	Quickbooks	4/3/2015 8:18 AM
98	Juris	4/3/2015 8:18 AM
99	CMS	4/3/2015 8:15 AM
100	time slips	4/3/2015 8:08 AM
101	Juris	4/3/2015 7:58 AM
102	DTI	4/3/2015 7:46 AM
103	n/a	4/3/2015 7:40 AM
104	Bill4Time	4/3/2015 7:09 AM
105	Don't know name	4/3/2015 6:15 AM
106	TimeMaster for iPad and iPhone	4/3/2015 5:25 AM
107	Dont know	4/2/2015 1:01 PM
108	Juris	4/2/2015 10:57 AM

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109	TABS	4/1/2015 3:25 PM
110	Cosmolex	3/31/2015 5:45 PM
111	My own	3/30/2015 9:18 PM
112	Webview	3/30/2015 5:16 PM
113	Omega	3/30/2015 2:59 PM
114	Tabs	3/28/2015 11:55 AM
115	PCLAW	3/27/2015 11:13 PM
116	Juris	3/25/2015 1:38 PM
117	Not sure. Office manager and paralegals handle that.	3/25/2015 8:24 AM
118	MyCase	3/24/2015 5:01 PM
119	PerfectLaw	3/24/2015 12:05 PM
120	Quick Books	3/23/2015 8:36 PM
121	Juris	3/23/2015 6:00 PM
122	timeslips	3/23/2015 11:00 AM
123	Orion	3/23/2015 8:06 AM
124	Juris	3/22/2015 5:05 PM
125	Webview	3/21/2015 11:21 AM
126	Timeslips	3/20/2015 11:28 PM
127	Time matters	3/20/2015 5:34 PM
128	Total Office	3/20/2015 4:31 PM
129	TimeMatters	3/20/2015 3:41 PM
130	Office of Indigent Defense system	3/20/2015 3:05 PM
131	ProLaw	3/20/2015 2:36 PM
132	DTE Axiom	3/20/2015 9:50 AM
133	PC Law	3/20/2015 8:59 AM
134	time matters	3/20/2015 8:24 AM
135	Elite	3/19/2015 8:35 PM
136	PCLaw	3/19/2015 5:31 PM
137	Elite	3/19/2015 5:12 PM
138	Elite	3/19/2015 4:54 PM
139	TABS3	3/19/2015 4:12 PM
140	Firm's - don't know the name	3/19/2015 3:45 PM
141	quickbooks	3/19/2015 3:21 PM
142	Windows Based	3/19/2015 3:15 PM
143	TABS	3/19/2015 2:12 PM
144	legalbilling	3/19/2015 1:42 PM
145	juris	3/19/2015 1:24 PM
146	prolaw back office	3/19/2015 1:17 PM

Economics of Law Practice 2014

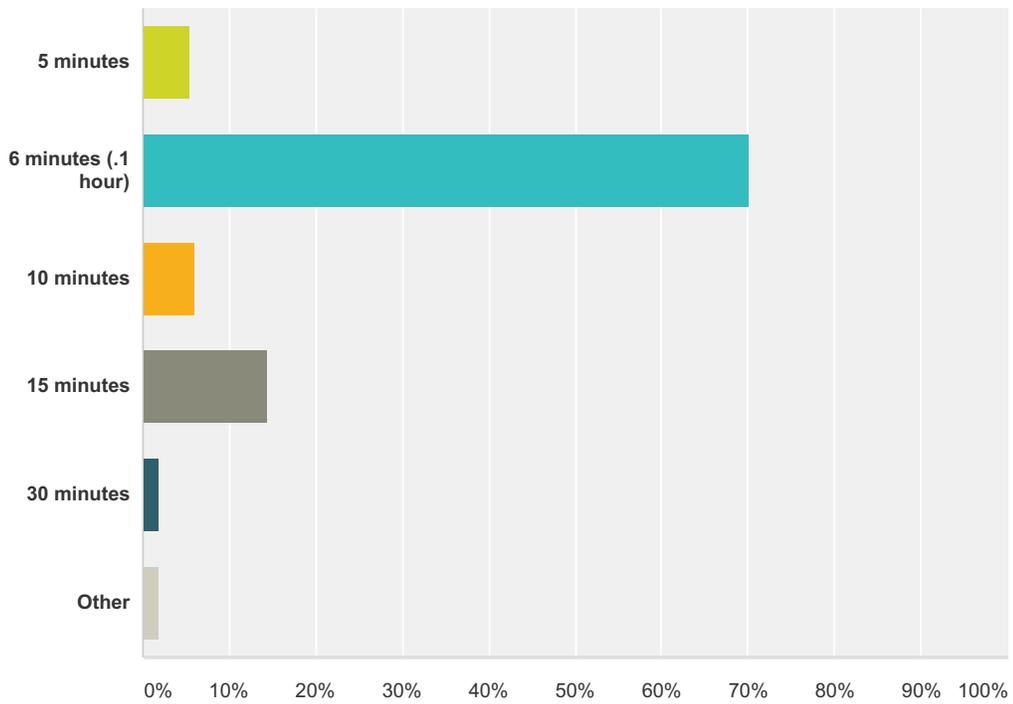
147	Legal Billing	3/19/2015 1:13 PM
148	quickbooks	3/19/2015 1:01 PM
149	Verdict	3/19/2015 12:57 PM
150	juris	3/19/2015 12:22 PM
151	Time Slips	3/19/2015 12:20 PM
152	Enterprise Solutions	3/19/2015 11:58 AM
153	Clio	3/19/2015 11:38 AM
154	Orion Law Management System	3/19/2015 11:29 AM
155	ProVantage	3/19/2015 11:12 AM
156	Quickbooks	3/19/2015 11:08 AM
157	Amicus Attorney	3/19/2015 11:04 AM
158	Time Matters	3/19/2015 10:50 AM
159	Time Matters	3/19/2015 10:44 AM
160	none	3/19/2015 10:31 AM
161	Time 59	3/19/2015 10:30 AM
162	Time Matters	3/19/2015 10:17 AM
163	pc law	3/19/2015 10:14 AM
164	Trial Works	3/19/2015 10:08 AM
165	Juris	3/19/2015 10:03 AM
166	Abacus	3/19/2015 9:59 AM
167	unknown	3/19/2015 9:58 AM
168	Excel	3/19/2015 9:57 AM
169	Time matters	3/19/2015 9:54 AM
170	LMS	3/19/2015 9:52 AM
171	Abacus Law	3/19/2015 9:49 AM
172	elite	3/19/2015 9:45 AM
173	freshbooks	3/19/2015 9:45 AM
174	clio	3/19/2015 9:42 AM
175	Timeslips	3/19/2015 9:41 AM
176	Tabs	3/19/2015 9:33 AM
177	dont know name	3/19/2015 9:24 AM
178	Orion	3/19/2015 9:14 AM
179	Timeslips	3/19/2015 9:13 AM
180	Microsoft Money	3/19/2015 9:13 AM
181	Tabs	3/19/2015 9:11 AM
182	Aderant	3/19/2015 9:08 AM
183	Quickbooks	3/19/2015 9:02 AM
184	clockworks	3/19/2015 9:00 AM

Economics of Law Practice 2014

185	Elite Webview	3/19/2015 8:56 AM
186	Elite	3/19/2015 8:56 AM
187	ProLaw	3/19/2015 8:56 AM
188	PCLaw	3/19/2015 8:53 AM
189	aderant	3/19/2015 8:49 AM
190	Federal CJA system	3/19/2015 8:49 AM
191	PC law, Jr.	3/19/2015 8:48 AM
192	Clio	3/19/2015 8:44 AM
193	ProLaw	3/19/2015 8:43 AM
194	timeslips	3/19/2015 8:42 AM
195	aderant	3/19/2015 8:39 AM
196	Juris	3/19/2015 8:37 AM
197	elite	3/19/2015 8:27 AM
198	quickbooks	3/19/2015 8:27 AM
199	Juris	3/19/2015 8:24 AM
200	Juris	3/19/2015 8:19 AM
201	Bill4Time	3/19/2015 8:18 AM
202	Juris	3/19/2015 8:18 AM
203	Practice Master	3/19/2015 8:17 AM
204	Quickbooks	3/19/2015 8:13 AM
205	Prolaw	3/19/2015 8:12 AM
206	Na	3/19/2015 8:11 AM
207	Perfect Practice	3/19/2015 8:11 AM
208	abacus accounting	3/19/2015 8:08 AM
209	Aderant	3/19/2015 8:06 AM
210	Aderant Epert Time	3/19/2015 8:05 AM
211	pro law	3/19/2015 8:03 AM
212	rainmaker	3/19/2015 7:58 AM
213	Juris	3/19/2015 7:58 AM
214	Tabs	3/19/2015 7:54 AM
215	I don't know the name	3/19/2015 7:53 AM
216	juris	3/19/2015 7:52 AM
217	PC Law	3/19/2015 7:48 AM
218	juris	3/19/2015 7:46 AM
219	Time and Chaos	3/19/2015 7:43 AM
220	Juris	3/19/2015 7:29 AM
221	prevail	3/19/2015 5:54 AM
222	Quick books	3/19/2015 3:27 AM

Q33 What minimum time interval do you use to record time?

Answered: 409 Skipped: 540



Answer Choices	Responses	
5 minutes	5.38%	22
6 minutes (.1 hour)	70.17%	287
10 minutes	6.11%	25
15 minutes	14.43%	59
30 minutes	1.96%	8
Other	1.96%	8
Total		409

#	Other (please specify)	Date
1	minutes	4/21/2015 10:57 AM
2	try daily to keep record	4/8/2015 3:33 PM
3	Varies by client. Default is 15 min, but some clients require 6 min. minimum	4/3/2015 3:05 PM
4	I don't record time because I work on a contingency fee basis but I keep dated notes in my file.	4/3/2015 9:31 AM
5	Actual time	4/3/2015 6:36 AM
6	.2	4/3/2015 5:26 AM
7	1 hour	3/31/2015 2:53 PM

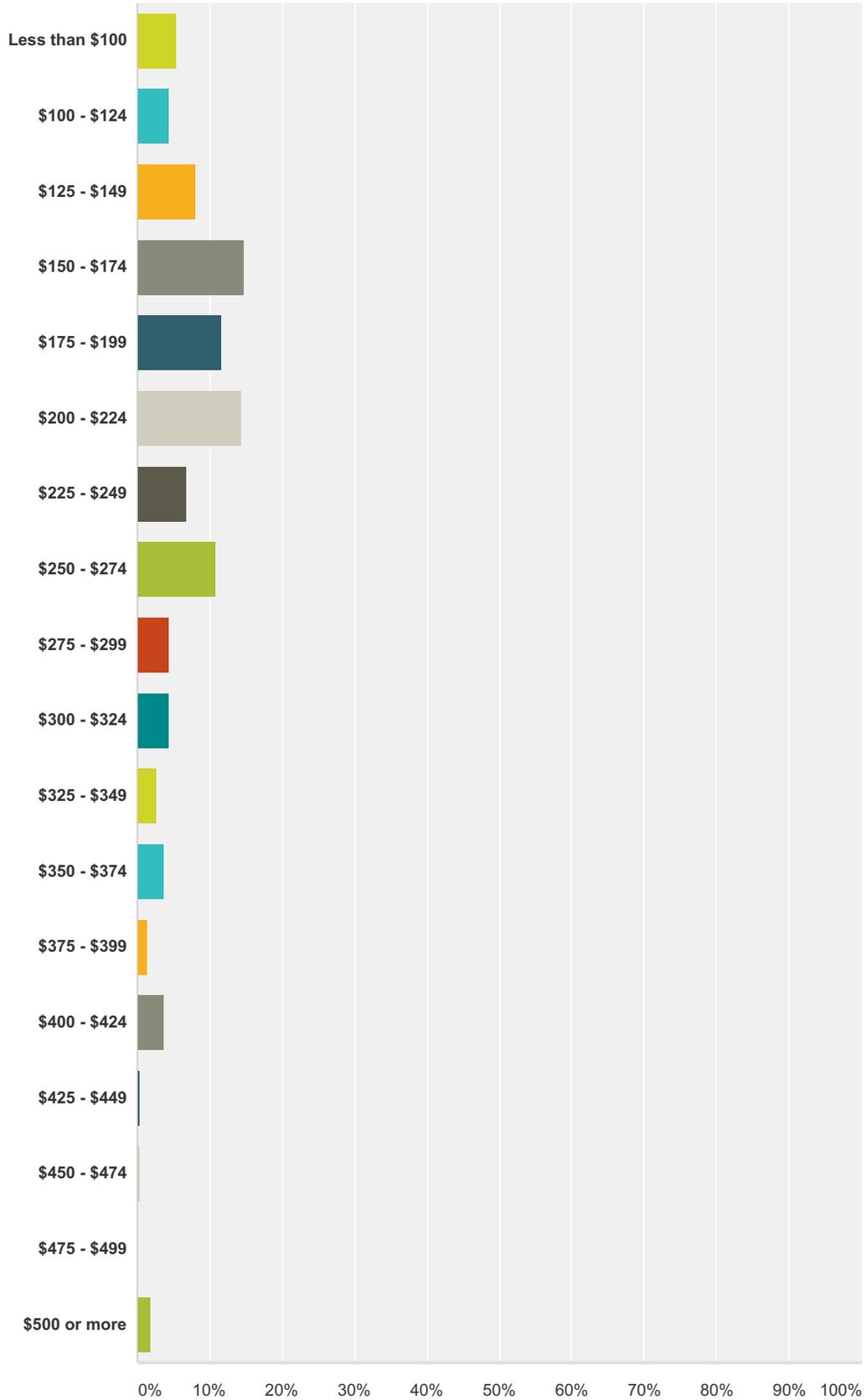
Economics of Law Practice 2014

8	3 minutes	3/24/2015 5:01 PM
9	phone calls get billed even if not five minutes	3/21/2015 11:13 AM
10	use 10ths of an hour, i.e. 1-6 minutes is .1, 7-12 minutes is .2	3/20/2015 4:08 PM
11	Bankruptcy attorneys are paid a flat or "no-look" fee for Chapter 13 work, and I quote a flat fee for any Chapter 7 cases that I handle, so I don't normally keep time records for each case.	3/19/2015 2:31 PM
12	I do not understand the question. If you are asking how I record time - I use time slips after each task. It takes a few seconds to fill out a time slip. That is reconciled by my secretary when she receives the file. It takes little time to accomplish if you keep up with it.	3/19/2015 8:34 AM

Q34 What is your average or standard hourly rate?

Answered: 407 Skipped: 542

Economics of Law Practice 2014



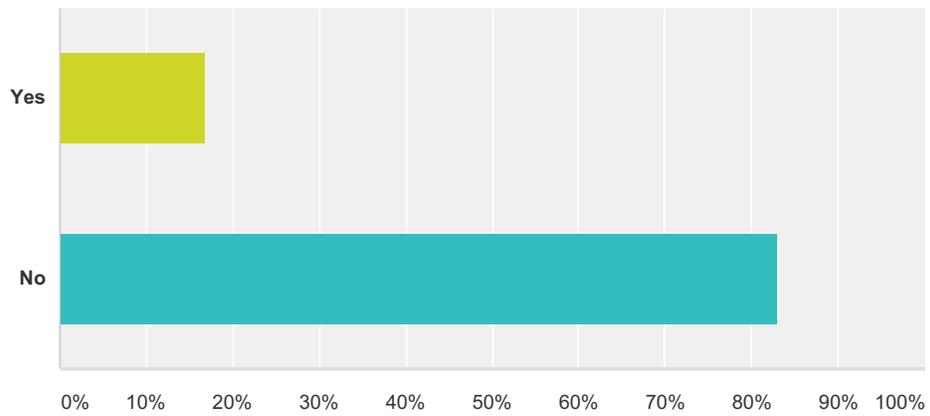
Answer Choices	Responses
Less than \$100	5.41%

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\$100 - \$124	4.42%	18
\$125 - \$149	8.11%	33
\$150 - \$174	14.74%	60
\$175 - \$199	11.79%	48
\$200 - \$224	14.50%	59
\$225 - \$249	6.88%	28
\$250 - \$274	10.81%	44
\$275 - \$299	4.42%	18
\$300 - \$324	4.42%	18
\$325 - \$349	2.70%	11
\$350 - \$374	3.69%	15
\$375 - \$399	1.47%	6
\$400 - \$424	3.69%	15
\$425 - \$449	0.49%	2
\$450 - \$474	0.49%	2
\$475 - \$499	0.00%	0
\$500 or more	1.97%	8
Total		407

Q35 Does your firm have a yearly standard minimum billing requirement?

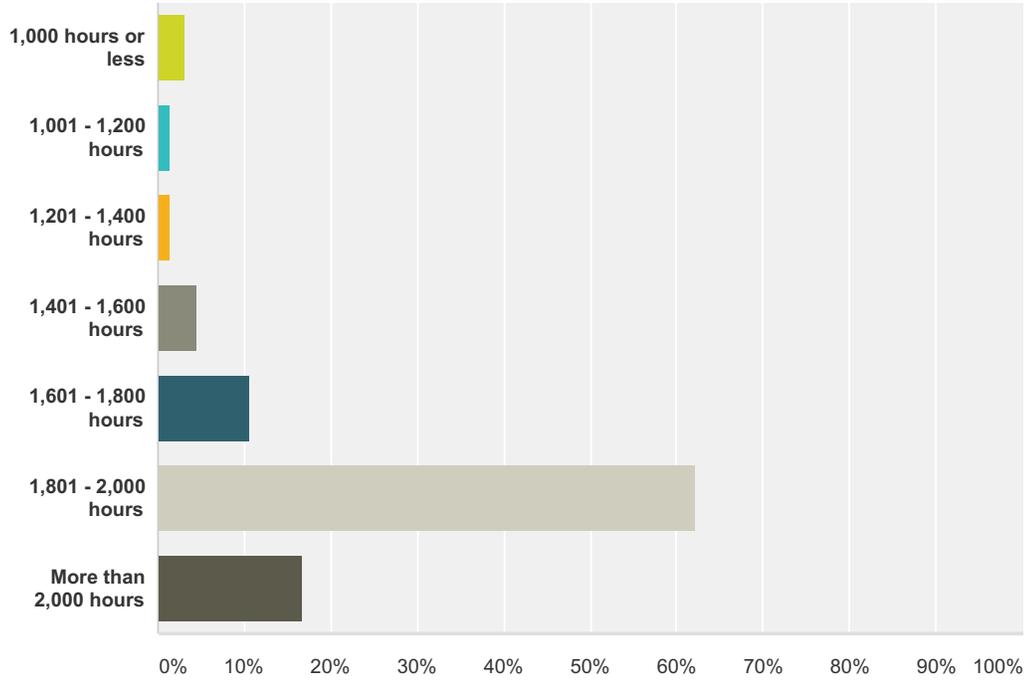
Answered: 409 Skipped: 540



Answer Choices	Responses
Yes	16.87% 69
No	83.13% 340
Total	409

Q36 What was your firm's minimum billing requirement for non-owner attorneys (associates) in 2014?

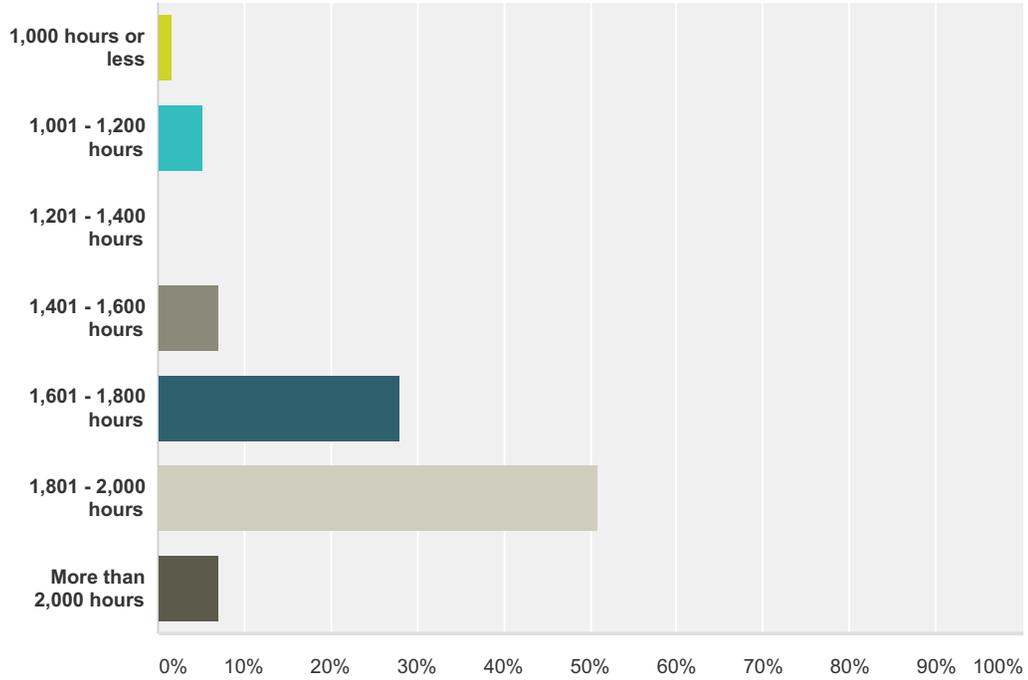
Answered: 66 Skipped: 883



Answer Choices	Responses
1,000 hours or less	3.03% 2
1,001 - 1,200 hours	1.52% 1
1,201 - 1,400 hours	1.52% 1
1,401 - 1,600 hours	4.55% 3
1,601 - 1,800 hours	10.61% 7
1,801 - 2,000 hours	62.12% 41
More than 2,000 hours	16.67% 11
Total	66

Q37 What was your firm's minimum billing requirement for partners/shareholders in 2014?

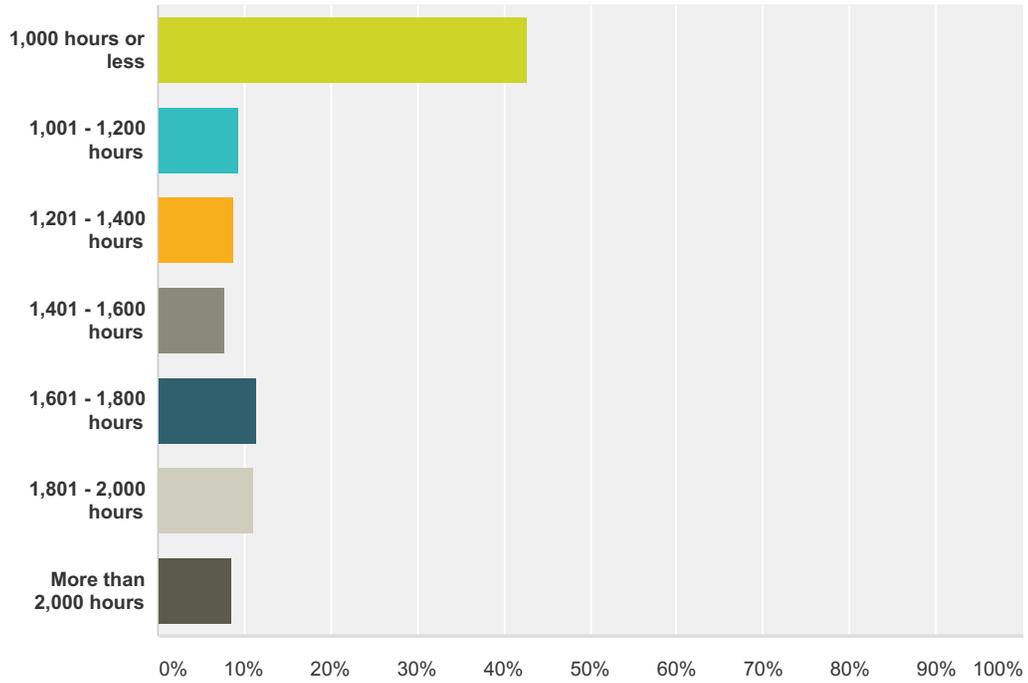
Answered: 57 Skipped: 892



Answer Choices	Responses
1,000 hours or less	1.75% 1
1,001 - 1,200 hours	5.26% 3
1,201 - 1,400 hours	0.00% 0
1,401 - 1,600 hours	7.02% 4
1,601 - 1,800 hours	28.07% 16
1,801 - 2,000 hours	50.88% 29
More than 2,000 hours	7.02% 4
Total	57

Q38 How many hours did you bill in 2014?

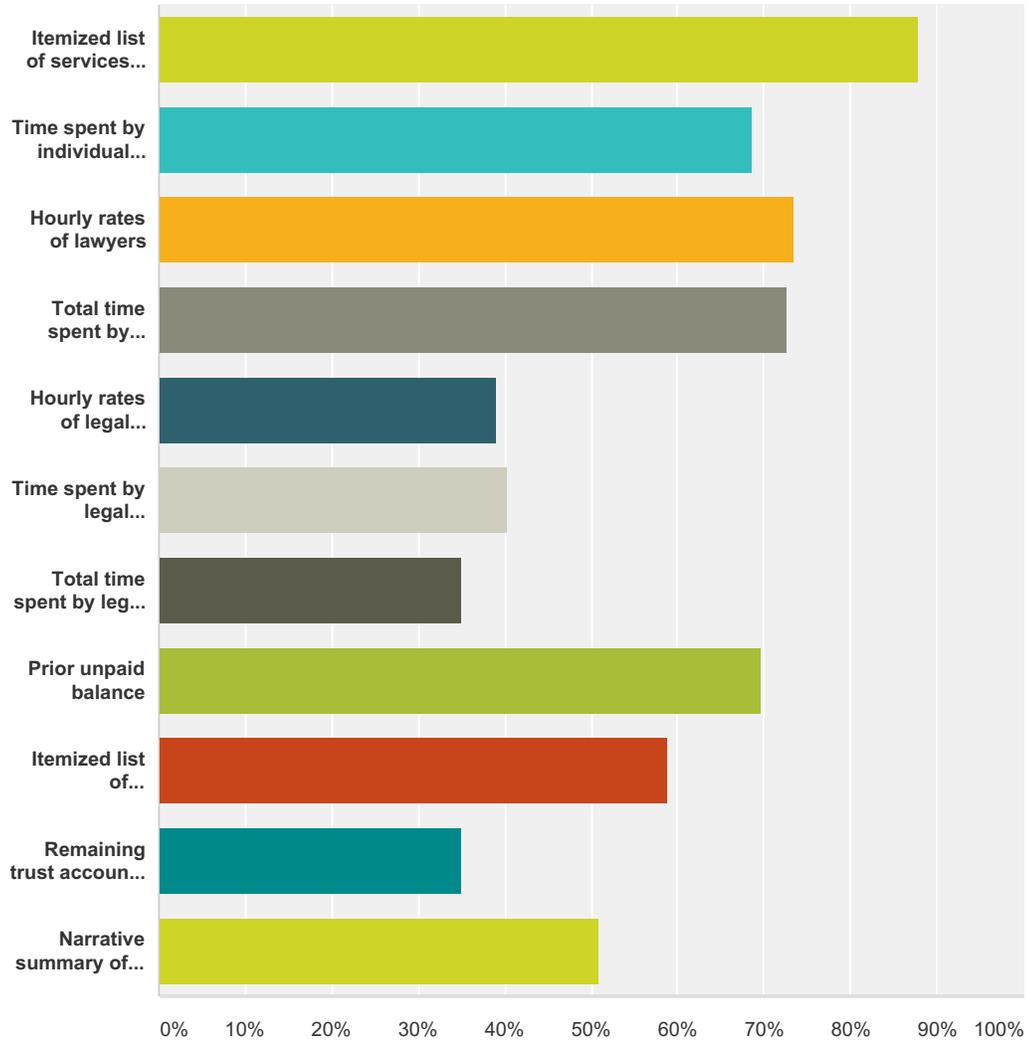
Answered: 385 Skipped: 564



Answer Choices	Responses	
1,000 hours or less	42.86%	165
1,001 - 1,200 hours	9.35%	36
1,201 - 1,400 hours	8.83%	34
1,401 - 1,600 hours	7.79%	30
1,601 - 1,800 hours	11.43%	44
1,801 - 2,000 hours	11.17%	43
More than 2,000 hours	8.57%	33
Total		385

Q39 What information do you regularly include in your billing statements to clients? (Check all that apply.)

Answered: 402 Skipped: 547



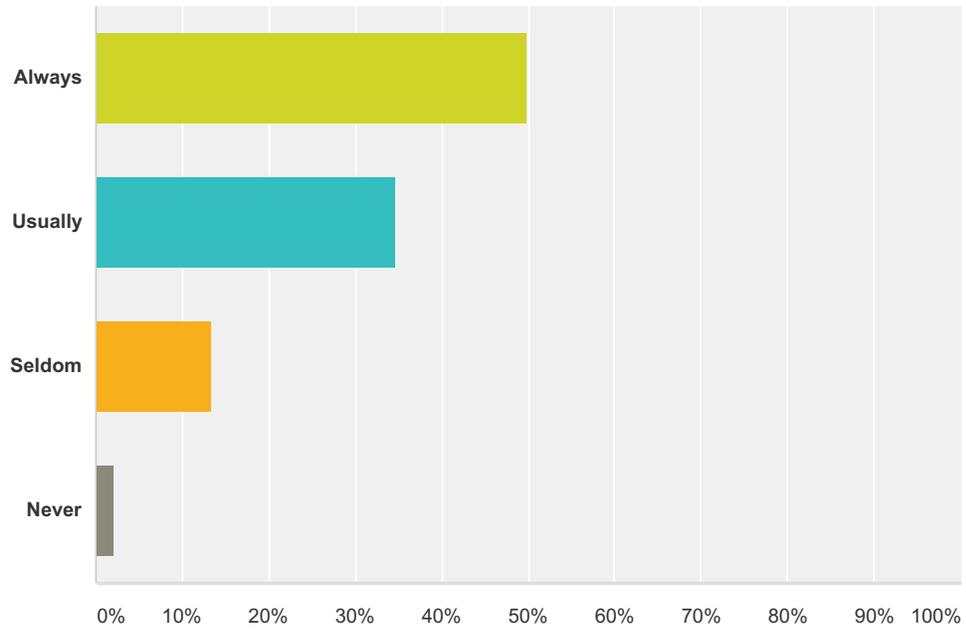
Answer Choices	Responses
Itemized list of services provided	87.81% 353
Time spent by individual lawyers	68.66% 276
Hourly rates of lawyers	73.38% 295
Total time spent by lawyers	72.64% 292
Hourly rates of legal assistants/paralegals	39.05% 157
Time spent by legal assistants/paralegals	40.30% 162
Total time spent by legal assistants/paralegals	35.07% 141

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Prior unpaid balance	69.65%	280
Itemized list of disbursements	58.96%	237
Remaining trust account balance	35.07%	141
Narrative summary of activities/services	51.00%	205
Total Respondents: 402		

Q40 How often do you use a written fee agreement or retainer letter?

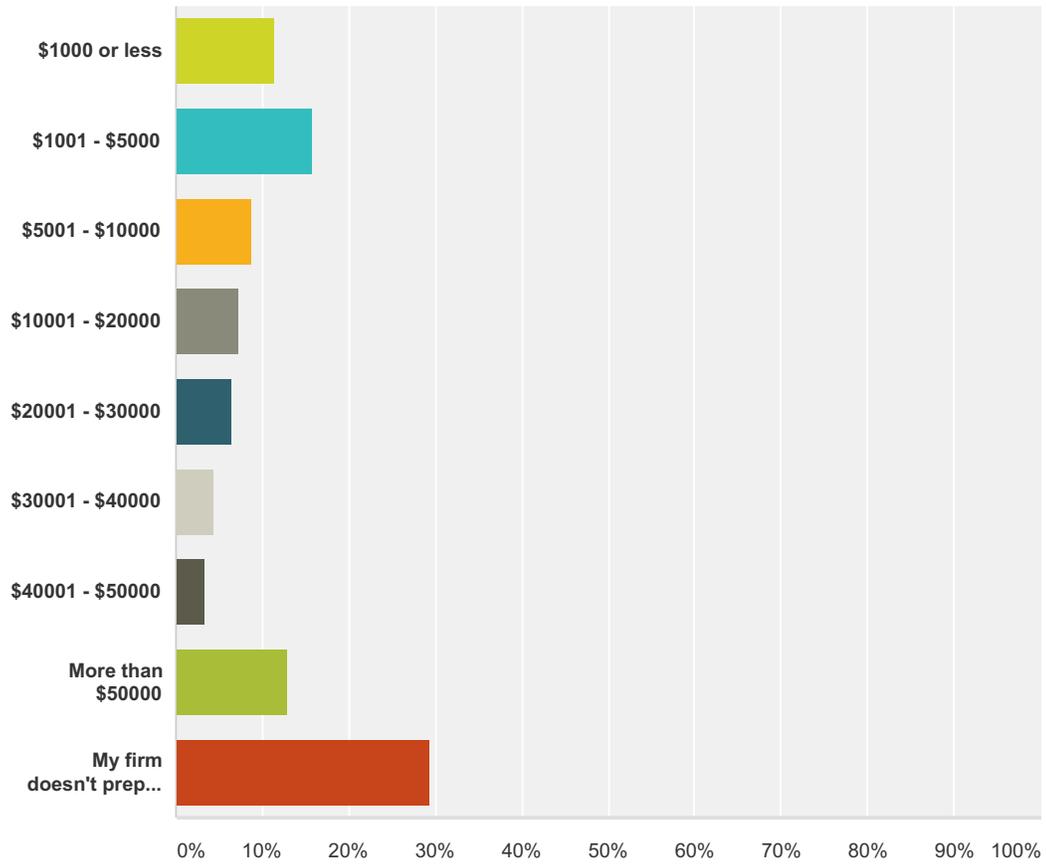
Answered: 421 Skipped: 528



Answer Choices	Responses	Count
Always	49.88%	210
Usually	34.68%	146
Seldom	13.30%	56
Never	2.14%	9
Total		421

Q41 Please indicate your average monthly accounts receivable balance for 2014:

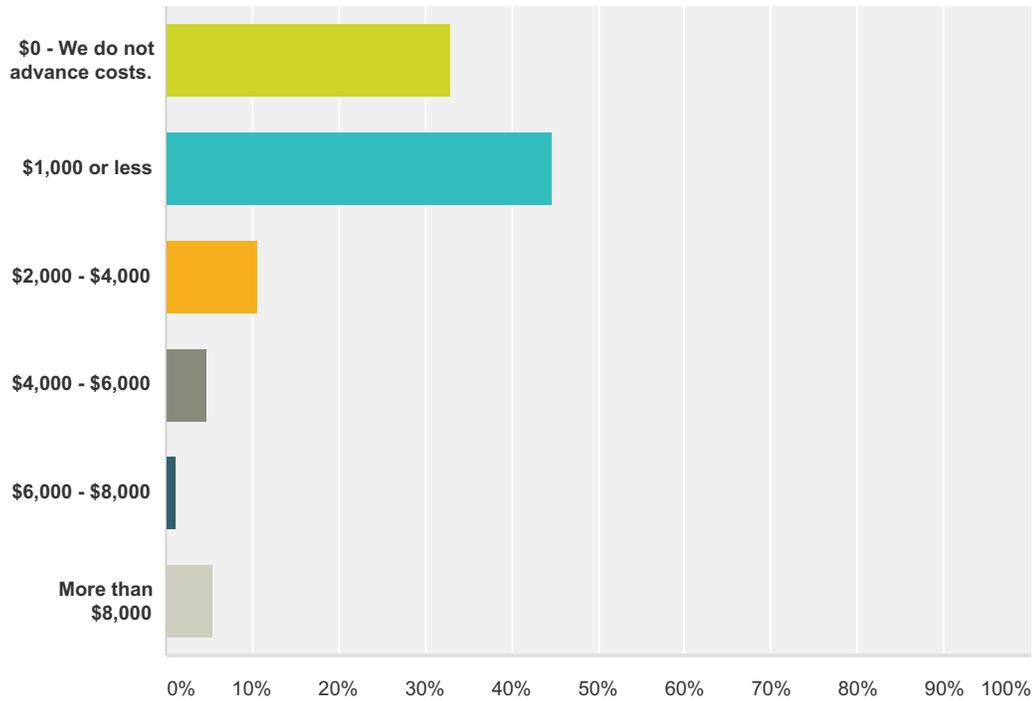
Answered: 385 Skipped: 564



Answer Choices	Responses	
\$1000 or less	11.43%	44
\$1001 - \$5000	15.84%	61
\$5001 - \$10000	8.83%	34
\$10001 - \$20000	7.27%	28
\$20001 - \$30000	6.49%	25
\$30001 - \$40000	4.42%	17
\$40001 - \$50000	3.38%	13
More than \$50000	12.99%	50
My firm doesn't prepare a report on this information.	29.35%	113
Total		385

**Q42 Excluding personal injury cases, on average what is the total amount of costs advanced on behalf of each client?
(Examples: filing fees, service of process charges, long distance, court reporter charges, etc.)**

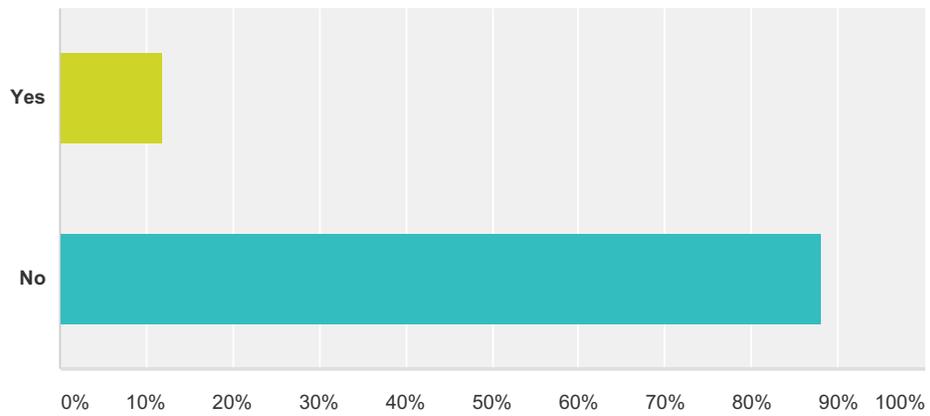
Answered: 382 Skipped: 567



Answer Choices	Responses	Count
\$0 - We do not advance costs.	32.98%	126
\$1,000 or less	44.76%	171
\$2,000 - \$4,000	10.73%	41
\$4,000 - \$6,000	4.71%	18
\$6,000 - \$8,000	1.31%	5
More than \$8,000	5.50%	21
Total		382

Q43 Do you charge interest on past due fees?

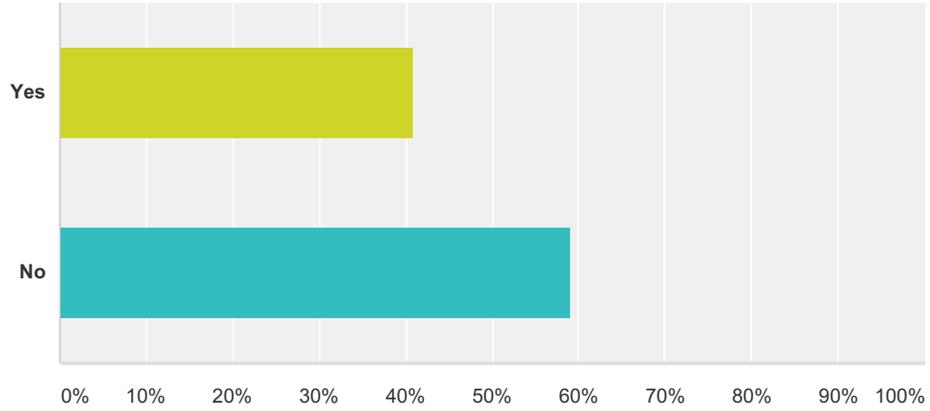
Answered: 392 Skipped: 557



Answer Choices	Responses
Yes	11.99% 47
No	88.01% 345
Total	392

Q44 Does your firm accept electronic payment, such as credit or debit cards, for fees and costs?

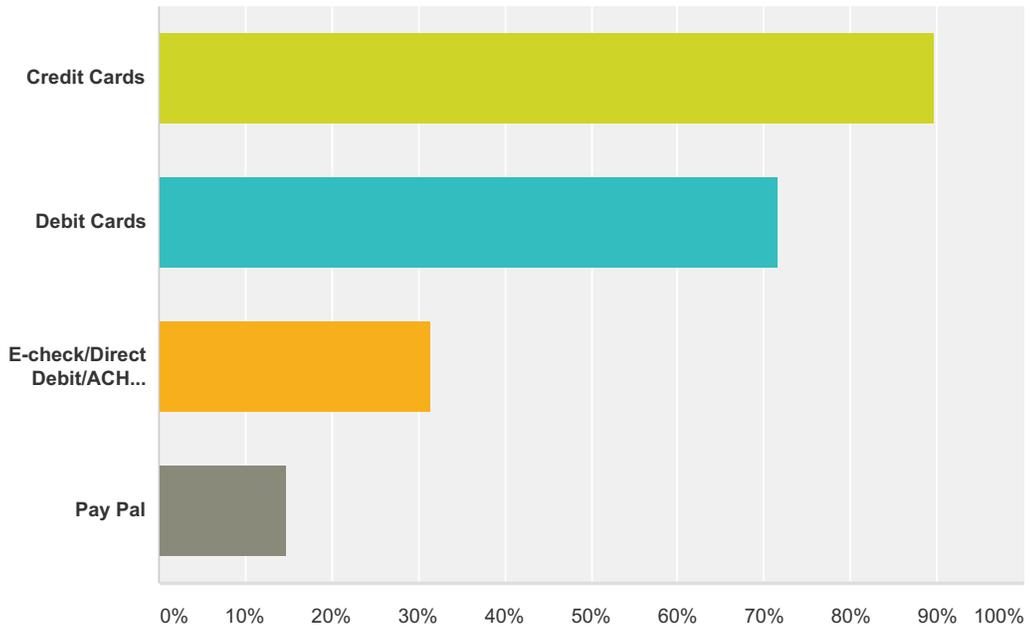
Answered: 398 Skipped: 551



Answer Choices	Responses
Yes	40.95% 163
No	59.05% 235
Total	398

Q45 Please indicate all forms of electronic payment your firm accepted in 2014.

Answered: 155 Skipped: 794



Answer Choices	Responses
Credit Cards	89.68% 139
Debit Cards	71.61% 111
E-check/Direct Debit/ACH Payment	31.61% 49
Pay Pal	14.84% 23
Total Respondents: 155	

#	Other (please specify)	Date
1	wire transfer	4/3/2015 3:07 PM
2	direct electronic deposit	4/3/2015 10:20 AM
3	wire transfers	4/3/2015 8:03 AM
4	Wire transfer	3/19/2015 4:42 PM
5	dont know	3/19/2015 9:24 AM

Q46 As of the end of 2014, please indicate what percentage of your accounts receivable were in each category. (Total should equal 100%)

Answered: 284 Skipped: 665

Answer Choices	Responses	
0-30 Days	93.66%	266
31-60 Days	78.17%	222
61 -90 Days	70.07%	199
Over 90 Days	75.35%	214

#	0-30 Days	Date
1	20%	4/28/2015 4:50 PM
2	25	4/27/2015 11:12 AM
3	70	4/23/2015 8:23 PM
4	85	4/23/2015 4:31 PM
5	100%	4/23/2015 8:08 AM
6	50	4/22/2015 1:08 PM
7	70	4/22/2015 10:59 AM
8	10	4/21/2015 7:54 PM
9	40	4/21/2015 7:29 PM
10	70	4/21/2015 4:55 PM
11	70	4/21/2015 4:25 PM
12	50	4/21/2015 4:00 PM
13	15	4/21/2015 3:57 PM
14	25	4/21/2015 3:52 PM
15	40	4/21/2015 3:16 PM
16	20	4/21/2015 2:37 PM
17	100	4/21/2015 12:08 PM
18	80	4/21/2015 11:47 AM
19	50	4/21/2015 11:41 AM
20	75	4/21/2015 11:36 AM
21	50	4/21/2015 11:07 AM
22	90	4/21/2015 10:59 AM
23	50	4/21/2015 10:17 AM
24	10	4/21/2015 10:13 AM
25	90	4/21/2015 9:55 AM

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26	0	4/21/2015 9:47 AM
27	10	4/21/2015 9:41 AM
28	60	4/21/2015 9:39 AM
29	50	4/21/2015 9:35 AM
30	70	4/21/2015 9:33 AM
31	10	4/21/2015 9:28 AM
32	40	4/21/2015 9:21 AM
33	75	4/21/2015 9:09 AM
34	0	4/21/2015 9:06 AM
35	40	4/21/2015 9:04 AM
36	75	4/21/2015 9:00 AM
37	70	4/21/2015 8:59 AM
38	58	4/21/2015 8:49 AM
39	80	4/21/2015 8:46 AM
40	40	4/21/2015 8:30 AM
41	5	4/21/2015 8:21 AM
42	80	4/21/2015 8:17 AM
43	100	4/21/2015 6:49 AM
44	100	4/21/2015 6:33 AM
45	50	4/21/2015 5:42 AM
46	99	4/17/2015 1:42 PM
47	80	4/15/2015 11:01 AM
48	50	4/13/2015 9:28 PM
49	80	4/13/2015 3:19 PM
50	50	4/10/2015 12:53 PM
51	30	4/10/2015 8:23 AM
52	90	4/9/2015 4:02 PM
53	60	4/9/2015 12:36 PM
54	70%	4/9/2015 11:19 AM
55	95	4/8/2015 12:03 PM
56	85	4/7/2015 11:04 AM
57	90	4/7/2015 10:41 AM
58	50	4/7/2015 10:39 AM
59	80	4/7/2015 10:07 AM
60	5	4/7/2015 8:46 AM
61	100	4/7/2015 8:27 AM
62	100	4/7/2015 5:17 AM
63	10%	4/6/2015 4:04 PM

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64	25%	4/6/2015 3:08 PM
65	?	4/6/2015 2:54 PM
66	100	4/6/2015 2:53 PM
67	50	4/6/2015 12:53 PM
68	75	4/6/2015 9:55 AM
69	100	4/6/2015 9:42 AM
70	75	4/6/2015 9:24 AM
71	25	4/6/2015 8:24 AM
72	30	4/4/2015 5:25 PM
73	65	4/4/2015 3:44 PM
74	100%	4/4/2015 12:47 PM
75	100%	4/4/2015 9:26 AM
76	30	4/4/2015 9:12 AM
77	0	4/4/2015 8:14 AM
78	70	4/3/2015 4:29 PM
79	50%	4/3/2015 4:03 PM
80	55	4/3/2015 3:08 PM
81	30	4/3/2015 3:00 PM
82	100	4/3/2015 2:57 PM
83	10%	4/3/2015 2:16 PM
84	50%	4/3/2015 1:44 PM
85	90	4/3/2015 12:51 PM
86	100	4/3/2015 12:49 PM
87	80	4/3/2015 12:19 PM
88	20	4/3/2015 11:55 AM
89	85	4/3/2015 11:46 AM
90	25	4/3/2015 11:33 AM
91	25	4/3/2015 11:20 AM
92	90	4/3/2015 11:20 AM
93	10	4/3/2015 11:10 AM
94	6	4/3/2015 11:06 AM
95	75	4/3/2015 11:06 AM
96	90%	4/3/2015 11:04 AM
97	100%	4/3/2015 11:03 AM
98	50	4/3/2015 10:51 AM
99	20	4/3/2015 10:43 AM
100	20%	4/3/2015 10:26 AM
101	30	4/3/2015 9:58 AM

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102	60	4/3/2015 9:50 AM
103	10	4/3/2015 9:47 AM
104	60	4/3/2015 9:41 AM
105	25	4/3/2015 9:38 AM
106	25	4/3/2015 9:36 AM
107	80	4/3/2015 9:31 AM
108	50%	4/3/2015 9:29 AM
109	100	4/3/2015 9:27 AM
110	65	4/3/2015 9:27 AM
111	Don't know	4/3/2015 9:21 AM
112	90	4/3/2015 9:15 AM
113	0-30 days	4/3/2015 9:10 AM
114	60	4/3/2015 9:01 AM
115	25	4/3/2015 8:57 AM
116	33	4/3/2015 8:48 AM
117	50	4/3/2015 8:46 AM
118	50	4/3/2015 8:40 AM
119	20	4/3/2015 8:36 AM
120	55	4/3/2015 8:23 AM
121	30	4/3/2015 8:20 AM
122	90	4/3/2015 8:11 AM
123	50	4/3/2015 8:10 AM
124	50	4/3/2015 8:04 AM
125	5	4/3/2015 8:01 AM
126	25	4/3/2015 7:12 AM
127	25%	4/3/2015 6:54 AM
128	100	4/3/2015 6:28 AM
129	70	4/3/2015 6:18 AM
130	50	4/3/2015 5:32 AM
131	100	4/3/2015 3:50 AM
132	100	4/2/2015 7:29 PM
133	10	3/31/2015 5:48 PM
134	0	3/31/2015 2:54 PM
135	90	3/30/2015 9:20 PM
136	10	3/30/2015 5:16 PM
137	25	3/30/2015 4:27 PM
138	5	3/30/2015 3:53 PM
139	50	3/30/2015 3:02 PM

Economics of Law Practice 2014

140	50	3/30/2015 2:10 PM
141	40	3/28/2015 11:57 AM
142	50	3/27/2015 11:14 PM
143	40	3/27/2015 3:05 PM
144	75	3/26/2015 12:27 AM
145	65	3/25/2015 1:43 PM
146	50	3/25/2015 11:24 AM
147	20	3/25/2015 9:43 AM
148	15	3/25/2015 8:26 AM
149	95	3/24/2015 5:02 PM
150	50 %	3/24/2015 3:47 PM
151	100	3/23/2015 9:51 PM
152	15	3/23/2015 8:38 PM
153	60	3/23/2015 6:04 PM
154	90%	3/23/2015 3:37 PM
155	50	3/23/2015 8:10 AM
156	100	3/22/2015 5:33 PM
157	40	3/22/2015 5:12 PM
158	100	3/22/2015 1:02 PM
159	25	3/21/2015 5:11 PM
160	50	3/21/2015 11:25 AM
161	10	3/21/2015 11:15 AM
162	75	3/20/2015 11:33 PM
163	60	3/20/2015 7:13 PM
164	25	3/20/2015 4:23 PM
165	100	3/20/2015 3:09 PM
166	60	3/20/2015 9:51 AM
167	60	3/20/2015 8:26 AM
168	0	3/20/2015 6:21 AM
169	20	3/20/2015 4:57 AM
170	40	3/19/2015 6:59 PM
171	75	3/19/2015 5:13 PM
172	50%	3/19/2015 4:46 PM
173	unknown	3/19/2015 4:38 PM
174	99	3/19/2015 3:49 PM
175	50	3/19/2015 3:23 PM
176	60	3/19/2015 2:34 PM
177	80%	3/19/2015 1:55 PM

Economics of Law Practice 2014

178	plaintiff's firm-contingency fees- do not apply	3/19/2015 1:43 PM
179	35	3/19/2015 1:39 PM
180	80	3/19/2015 12:23 PM
181	100	3/19/2015 12:14 PM
182	26	3/19/2015 12:02 PM
183	90	3/19/2015 12:02 PM
184	70	3/19/2015 11:40 AM
185	80%	3/19/2015 11:31 AM
186	70	3/19/2015 11:19 AM
187	5	3/19/2015 11:18 AM
188	80	3/19/2015 11:11 AM
189	75	3/19/2015 11:08 AM
190	10	3/19/2015 11:02 AM
191	99	3/19/2015 10:46 AM
192	50	3/19/2015 10:33 AM
193	60	3/19/2015 10:33 AM
194	100	3/19/2015 10:27 AM
195	25	3/19/2015 10:23 AM
196	50	3/19/2015 10:19 AM
197	30	3/19/2015 10:19 AM
198	5	3/19/2015 10:18 AM
199	NA	3/19/2015 10:17 AM
200	70%	3/19/2015 10:15 AM
201	75	3/19/2015 10:01 AM
202	90	3/19/2015 9:59 AM
203	25	3/19/2015 9:57 AM
204	50	3/19/2015 9:55 AM
205	50	3/19/2015 9:54 AM
206	25	3/19/2015 9:49 AM
207	25	3/19/2015 9:45 AM
208	80%	3/19/2015 9:44 AM
209	90	3/19/2015 9:43 AM
210	75	3/19/2015 9:41 AM
211	50	3/19/2015 9:37 AM
212	30%	3/19/2015 9:35 AM
213	90	3/19/2015 9:34 AM
214	20	3/19/2015 9:24 AM
215	dont know	3/19/2015 9:24 AM

Economics of Law Practice 2014

216	70%	3/19/2015 9:16 AM
217	10	3/19/2015 9:16 AM
218	100	3/19/2015 9:15 AM
219	75	3/19/2015 9:13 AM
220	50	3/19/2015 9:11 AM
221	10%	3/19/2015 9:09 AM
222	60	3/19/2015 9:06 AM
223	70	3/19/2015 9:04 AM
224	25	3/19/2015 9:03 AM
225	50	3/19/2015 8:57 AM
226	100	3/19/2015 8:57 AM
227	90%	3/19/2015 8:55 AM
228	80%	3/19/2015 8:52 AM
229	5	3/19/2015 8:52 AM
230	20	3/19/2015 8:52 AM
231	N/A All contingency fee work	3/19/2015 8:46 AM
232	60	3/19/2015 8:45 AM
233	95	3/19/2015 8:42 AM
234	10	3/19/2015 8:41 AM
235	70	3/19/2015 8:29 AM
236	75	3/19/2015 8:29 AM
237	2	3/19/2015 8:28 AM
238	50	3/19/2015 8:27 AM
239	30	3/19/2015 8:26 AM
240	50%	3/19/2015 8:24 AM
241	N/A	3/19/2015 8:23 AM
242	i am not privy to this information	3/19/2015 8:23 AM
243	No idea	3/19/2015 8:21 AM
244	60	3/19/2015 8:17 AM
245	5	3/19/2015 8:17 AM
246	85%	3/19/2015 8:13 AM
247	50	3/19/2015 8:11 AM
248	70	3/19/2015 8:10 AM
249	50	3/19/2015 8:08 AM
250	75	3/19/2015 8:08 AM
251	60	3/19/2015 8:00 AM
252	60	3/19/2015 8:00 AM
253	99	3/19/2015 7:56 AM

Economics of Law Practice 2014

254	40	3/19/2015 7:54 AM
255	100	3/19/2015 7:50 AM
256	100	3/19/2015 7:50 AM
257	5	3/19/2015 7:48 AM
258	0	3/19/2015 7:42 AM
259	50	3/19/2015 7:31 AM
260	100	3/19/2015 7:30 AM
261	100	3/19/2015 7:27 AM
262	90%	3/19/2015 7:26 AM
263	99	3/19/2015 7:21 AM
264	60	3/19/2015 5:56 AM
265	70	3/19/2015 5:41 AM
266	10	3/19/2015 3:34 AM
#	31-60 Days	Date
1	20%	4/28/2015 4:50 PM
2	25	4/27/2015 11:12 AM
3	5	4/23/2015 8:23 PM
4	10	4/23/2015 4:31 PM
5	15	4/22/2015 10:59 AM
6	50	4/22/2015 10:02 AM
7	30	4/21/2015 7:54 PM
8	10	4/21/2015 7:29 PM
9	10	4/21/2015 4:55 PM
10	20	4/21/2015 4:25 PM
11	50	4/21/2015 4:00 PM
12	35	4/21/2015 3:57 PM
13	25	4/21/2015 3:52 PM
14	40	4/21/2015 3:16 PM
15	30	4/21/2015 2:37 PM
16	10	4/21/2015 11:47 AM
17	25	4/21/2015 11:41 AM
18	25	4/21/2015 11:36 AM
19	25	4/21/2015 11:07 AM
20	5	4/21/2015 10:59 AM
21	25	4/21/2015 10:17 AM
22	10	4/21/2015 10:13 AM
23	0	4/21/2015 9:47 AM
24	40	4/21/2015 9:41 AM

Economics of Law Practice 2014

25	20	4/21/2015 9:39 AM
26	10	4/21/2015 9:35 AM
27	20	4/21/2015 9:33 AM
28	30	4/21/2015 9:28 AM
29	30	4/21/2015 9:21 AM
30	15	4/21/2015 9:09 AM
31	0	4/21/2015 9:06 AM
32	20	4/21/2015 9:04 AM
33	15	4/21/2015 9:00 AM
34	20	4/21/2015 8:59 AM
35	16	4/21/2015 8:49 AM
36	10	4/21/2015 8:46 AM
37	40	4/21/2015 8:30 AM
38	5	4/21/2015 8:21 AM
39	15	4/21/2015 8:17 AM
40	100%	4/21/2015 7:46 AM
41	20	4/21/2015 5:42 AM
42	5	4/15/2015 11:01 AM
43	20	4/13/2015 9:28 PM
44	20	4/13/2015 3:19 PM
45	25	4/10/2015 12:53 PM
46	20	4/10/2015 8:23 AM
47	15	4/9/2015 12:36 PM
48	20%	4/9/2015 11:19 AM
49	5	4/8/2015 12:03 PM
50	12	4/7/2015 11:04 AM
51	25	4/7/2015 10:39 AM
52	10	4/7/2015 10:07 AM
53	10	4/7/2015 8:46 AM
54	0	4/6/2015 4:04 PM
55	?	4/6/2015 2:54 PM
56	20	4/6/2015 12:53 PM
57	100	4/6/2015 10:36 AM
58	20	4/6/2015 9:55 AM
59	25	4/6/2015 9:24 AM
60	10	4/6/2015 8:24 AM
61	40	4/4/2015 5:25 PM
62	15	4/4/2015 3:44 PM

Economics of Law Practice 2014

63	30	4/4/2015 9:12 AM
64	0	4/4/2015 8:14 AM
65	20	4/3/2015 4:29 PM
66	30	4/3/2015 3:08 PM
67	30	4/3/2015 3:00 PM
68	10%	4/3/2015 2:16 PM
69	30%	4/3/2015 1:44 PM
70	5	4/3/2015 12:51 PM
71	10	4/3/2015 12:19 PM
72	30	4/3/2015 11:55 AM
73	5	4/3/2015 11:46 AM
74	50	4/3/2015 11:33 AM
75	75	4/3/2015 11:20 AM
76	10	4/3/2015 11:20 AM
77	10	4/3/2015 11:10 AM
78	2	4/3/2015 11:06 AM
79	4	4/3/2015 11:06 AM
80	10%	4/3/2015 11:04 AM
81	50	4/3/2015 10:51 AM
82	20	4/3/2015 10:43 AM
83	25%	4/3/2015 10:26 AM
84	10	4/3/2015 9:58 AM
85	20	4/3/2015 9:50 AM
86	40	4/3/2015 9:41 AM
87	50	4/3/2015 9:38 AM
88	25	4/3/2015 9:36 AM
89	10	4/3/2015 9:31 AM
90	30%	4/3/2015 9:29 AM
91	10	4/3/2015 9:27 AM
92	0	4/3/2015 9:15 AM
93	20	4/3/2015 9:01 AM
94	50	4/3/2015 8:57 AM
95	pending cases	4/3/2015 8:55 AM
96	33	4/3/2015 8:48 AM
97	40	4/3/2015 8:46 AM
98	40	4/3/2015 8:40 AM
99	40	4/3/2015 8:36 AM
100	15	4/3/2015 8:23 AM

Economics of Law Practice 2014

101	30	4/3/2015 8:20 AM
102	5	4/3/2015 8:11 AM
103	15	4/3/2015 8:10 AM
104	20	4/3/2015 8:04 AM
105	5	4/3/2015 8:01 AM
106	20	4/3/2015 7:12 AM
107	25%	4/3/2015 6:54 AM
108	15	4/3/2015 6:18 AM
109	20	4/3/2015 5:32 AM
110	25	3/31/2015 5:48 PM
111	0	3/31/2015 2:54 PM
112	8	3/30/2015 9:20 PM
113	15	3/30/2015 3:53 PM
114	15	3/30/2015 2:10 PM
115	40	3/28/2015 11:57 AM
116	10	3/27/2015 11:14 PM
117	10	3/27/2015 3:05 PM
118	10	3/26/2015 12:27 AM
119	25	3/25/2015 1:43 PM
120	20	3/25/2015 11:24 AM
121	20	3/25/2015 9:43 AM
122	45	3/25/2015 8:26 AM
123	0	3/23/2015 9:51 PM
124	0	3/23/2015 8:38 PM
125	20	3/23/2015 6:04 PM
126	5%	3/23/2015 3:37 PM
127	25	3/23/2015 8:10 AM
128	20	3/22/2015 5:12 PM
129	25	3/21/2015 5:11 PM
130	20	3/21/2015 11:25 AM
131	25	3/21/2015 11:15 AM
132	15	3/20/2015 11:33 PM
133	20	3/20/2015 7:13 PM
134	25	3/20/2015 4:23 PM
135	20	3/20/2015 9:51 AM
136	20	3/20/2015 8:26 AM
137	0	3/20/2015 6:21 AM
138	30	3/20/2015 4:57 AM

Economics of Law Practice 2014

139	40	3/19/2015 6:59 PM
140	25	3/19/2015 5:13 PM
141	10%	3/19/2015 4:46 PM
142	unknown	3/19/2015 4:38 PM
143	24	3/19/2015 3:23 PM
144	20	3/19/2015 2:34 PM
145	5%	3/19/2015 1:55 PM
146	50	3/19/2015 1:39 PM
147	5	3/19/2015 1:16 PM
148	10	3/19/2015 12:23 PM
149	31	3/19/2015 12:02 PM
150	5	3/19/2015 12:02 PM
151	10	3/19/2015 11:40 AM
152	10%	3/19/2015 11:31 AM
153	20	3/19/2015 11:19 AM
154	5	3/19/2015 11:18 AM
155	15	3/19/2015 11:08 AM
156	20	3/19/2015 11:02 AM
157	1	3/19/2015 10:46 AM
158	50	3/19/2015 10:41 AM
159	25	3/19/2015 10:33 AM
160	20	3/19/2015 10:33 AM
161	0	3/19/2015 10:27 AM
162	20	3/19/2015 10:19 AM
163	70	3/19/2015 10:19 AM
164	55	3/19/2015 10:18 AM
165	NA	3/19/2015 10:17 AM
166	8%	3/19/2015 10:15 AM
167	25	3/19/2015 10:01 AM
168	5	3/19/2015 9:59 AM
169	25	3/19/2015 9:57 AM
170	30	3/19/2015 9:55 AM
171	20	3/19/2015 9:54 AM
172	50	3/19/2015 9:49 AM
173	25	3/19/2015 9:45 AM
174	10%	3/19/2015 9:44 AM
175	10	3/19/2015 9:43 AM
176	25	3/19/2015 9:41 AM

Economics of Law Practice 2014

177	30	3/19/2015 9:37 AM
178	30	3/19/2015 9:35 AM
179	5	3/19/2015 9:34 AM
180	25	3/19/2015 9:24 AM
181	dont know	3/19/2015 9:24 AM
182	20%	3/19/2015 9:16 AM
183	20	3/19/2015 9:16 AM
184	10	3/19/2015 9:13 AM
185	30	3/19/2015 9:11 AM
186	30%	3/19/2015 9:09 AM
187	20	3/19/2015 9:06 AM
188	10	3/19/2015 9:04 AM
189	50	3/19/2015 9:03 AM
190	25	3/19/2015 8:57 AM
191	0	3/19/2015 8:57 AM
192	15%	3/19/2015 8:52 AM
193	5	3/19/2015 8:52 AM
194	40	3/19/2015 8:52 AM
195	20	3/19/2015 8:45 AM
196	2	3/19/2015 8:42 AM
197	30	3/19/2015 8:41 AM
198	70	3/19/2015 8:37 AM
199	10	3/19/2015 8:29 AM
200	15	3/19/2015 8:29 AM
201	48	3/19/2015 8:28 AM
202	20	3/19/2015 8:27 AM
203	20	3/19/2015 8:26 AM
204	25%	3/19/2015 8:24 AM
205	N/A	3/19/2015 8:23 AM
206	No idea	3/19/2015 8:21 AM
207	20	3/19/2015 8:17 AM
208	30	3/19/2015 8:17 AM
209	10%	3/19/2015 8:13 AM
210	25	3/19/2015 8:11 AM
211	5	3/19/2015 8:10 AM
212	25	3/19/2015 8:08 AM
213	15	3/19/2015 8:08 AM
214	25	3/19/2015 8:00 AM

Economics of Law Practice 2014

215	25	3/19/2015 8:00 AM
216	1	3/19/2015 7:56 AM
217	30	3/19/2015 7:54 AM
218	5	3/19/2015 7:48 AM
219	15	3/19/2015 7:31 AM
220	5%	3/19/2015 7:26 AM
221	10	3/19/2015 5:41 AM
222	10	3/19/2015 3:34 AM
#	61 -90 Days	Date
1	20%	4/28/2015 4:50 PM
2	20%	4/27/2015 7:50 AM
3	5	4/23/2015 8:23 PM
4	10	4/22/2015 10:59 AM
5	40	4/22/2015 10:02 AM
6	50	4/21/2015 7:54 PM
7	10	4/21/2015 7:29 PM
8	10	4/21/2015 4:55 PM
9	5	4/21/2015 4:25 PM
10	35	4/21/2015 3:57 PM
11	0	4/21/2015 3:52 PM
12	10	4/21/2015 3:16 PM
13	50	4/21/2015 2:37 PM
14	20	4/21/2015 11:41 AM
15	15	4/21/2015 11:07 AM
16	5	4/21/2015 10:59 AM
17	15	4/21/2015 10:17 AM
18	10	4/21/2015 10:13 AM
19	0	4/21/2015 9:47 AM
20	20	4/21/2015 9:41 AM
21	20	4/21/2015 9:39 AM
22	10	4/21/2015 9:35 AM
23	10	4/21/2015 9:33 AM
24	30	4/21/2015 9:28 AM
25	20	4/21/2015 9:21 AM
26	5	4/21/2015 9:09 AM
27	0	4/21/2015 9:06 AM
28	20	4/21/2015 9:04 AM
29	8	4/21/2015 9:00 AM

Economics of Law Practice 2014

30	5	4/21/2015 8:59 AM
31	12	4/21/2015 8:49 AM
32	10	4/21/2015 8:46 AM
33	15	4/21/2015 8:30 AM
34	5	4/21/2015 8:17 AM
35	20	4/21/2015 5:42 AM
36	5	4/15/2015 11:01 AM
37	15	4/13/2015 9:28 PM
38	25	4/10/2015 12:53 PM
39	30	4/10/2015 8:23 AM
40	5	4/9/2015 12:36 PM
41	3	4/7/2015 11:04 AM
42	13	4/7/2015 10:39 AM
43	5	4/7/2015 10:07 AM
44	10	4/7/2015 8:46 AM
45	0	4/6/2015 4:04 PM
46	75%	4/6/2015 3:08 PM
47	?	4/6/2015 2:54 PM
48	20	4/6/2015 12:53 PM
49	5	4/6/2015 9:55 AM
50	10	4/6/2015 8:24 AM
51	30	4/4/2015 5:25 PM
52	10	4/4/2015 3:44 PM
53	0	4/4/2015 8:14 AM
54	50%	4/3/2015 4:03 PM
55	10	4/3/2015 3:08 PM
56	30	4/3/2015 3:00 PM
57	10%	4/3/2015 2:16 PM
58	15%	4/3/2015 1:44 PM
59	5	4/3/2015 12:51 PM
60	4	4/3/2015 12:19 PM
61	40	4/3/2015 11:55 AM
62	5	4/3/2015 11:46 AM
63	25	4/3/2015 11:33 AM
64	10	4/3/2015 11:10 AM
65	7	4/3/2015 11:06 AM
66	5	4/3/2015 11:06 AM
67	20	4/3/2015 10:43 AM

Economics of Law Practice 2014

68	20%	4/3/2015 10:26 AM
69	10	4/3/2015 9:50 AM
70	0	4/3/2015 9:41 AM
71	25	4/3/2015 9:38 AM
72	25	4/3/2015 9:36 AM
73	5	4/3/2015 9:31 AM
74	15%	4/3/2015 9:29 AM
75	10	4/3/2015 9:27 AM
76	2	4/3/2015 9:15 AM
77	10	4/3/2015 9:01 AM
78	25	4/3/2015 8:57 AM
79	33	4/3/2015 8:48 AM
80	9	4/3/2015 8:46 AM
81	20	4/3/2015 8:36 AM
82	15	4/3/2015 8:23 AM
83	30	4/3/2015 8:20 AM
84	4	4/3/2015 8:11 AM
85	15	4/3/2015 8:10 AM
86	20	4/3/2015 8:04 AM
87	5	4/3/2015 8:01 AM
88	20	4/3/2015 7:12 AM
89	10%	4/3/2015 6:54 AM
90	10	4/3/2015 6:18 AM
91	20	4/3/2015 5:32 AM
92	35	3/31/2015 5:48 PM
93	0	3/31/2015 2:54 PM
94	1	3/30/2015 9:20 PM
95	35	3/30/2015 5:16 PM
96	65	3/30/2015 3:53 PM
97	20	3/30/2015 2:10 PM
98	10	3/28/2015 11:57 AM
99	10	3/27/2015 11:14 PM
100	0	3/26/2015 12:27 AM
101	7	3/25/2015 1:43 PM
102	20	3/25/2015 11:24 AM
103	30	3/25/2015 9:43 AM
104	25	3/25/2015 8:26 AM
105	0	3/23/2015 9:51 PM

Economics of Law Practice 2014

106	0	3/23/2015 8:38 PM
107	10	3/23/2015 6:04 PM
108	1%	3/23/2015 3:37 PM
109	15	3/23/2015 8:10 AM
110	20	3/22/2015 5:12 PM
111	25	3/21/2015 5:11 PM
112	20	3/21/2015 11:25 AM
113	20	3/21/2015 11:15 AM
114	5	3/20/2015 11:33 PM
115	20	3/20/2015 7:13 PM
116	25	3/20/2015 4:23 PM
117	80	3/20/2015 4:10 PM
118	10	3/20/2015 9:51 AM
119	10	3/20/2015 8:26 AM
120	0	3/20/2015 6:21 AM
121	40	3/20/2015 4:57 AM
122	10	3/19/2015 6:59 PM
123	30%	3/19/2015 4:46 PM
124	unknown	3/19/2015 4:38 PM
125	24	3/19/2015 3:23 PM
126	15	3/19/2015 2:34 PM
127	5%	3/19/2015 1:55 PM
128	10	3/19/2015 1:39 PM
129	15	3/19/2015 1:16 PM
130	10	3/19/2015 12:23 PM
131	24	3/19/2015 12:02 PM
132	5	3/19/2015 12:02 PM
133	10	3/19/2015 11:40 AM
134	5%	3/19/2015 11:31 AM
135	7	3/19/2015 11:19 AM
136	10	3/19/2015 11:08 AM
137	10	3/19/2015 11:02 AM
138	0	3/19/2015 10:46 AM
139	15	3/19/2015 10:33 AM
140	10	3/19/2015 10:33 AM
141	0	3/19/2015 10:27 AM
142	20	3/19/2015 10:19 AM
143	20	3/19/2015 10:18 AM

Economics of Law Practice 2014

144	NA	3/19/2015 10:17 AM
145	10%	3/19/2015 10:15 AM
146	5	3/19/2015 9:59 AM
147	25	3/19/2015 9:57 AM
148	10	3/19/2015 9:55 AM
149	20	3/19/2015 9:54 AM
150	0	3/19/2015 9:49 AM
151	25	3/19/2015 9:45 AM
152	10%	3/19/2015 9:44 AM
153	0	3/19/2015 9:43 AM
154	20	3/19/2015 9:37 AM
155	30	3/19/2015 9:35 AM
156	5	3/19/2015 9:34 AM
157	20	3/19/2015 9:24 AM
158	dont know	3/19/2015 9:24 AM
159	10%	3/19/2015 9:16 AM
160	20	3/19/2015 9:16 AM
161	10	3/19/2015 9:13 AM
162	15	3/19/2015 9:11 AM
163	30%	3/19/2015 9:09 AM
164	10	3/19/2015 9:06 AM
165	10	3/19/2015 9:04 AM
166	25	3/19/2015 9:03 AM
167	15	3/19/2015 8:57 AM
168	0	3/19/2015 8:57 AM
169	10%	3/19/2015 8:55 AM
170	10	3/19/2015 8:52 AM
171	20	3/19/2015 8:52 AM
172	10	3/19/2015 8:45 AM
173	1	3/19/2015 8:42 AM
174	20	3/19/2015 8:41 AM
175	25	3/19/2015 8:37 AM
176	10	3/19/2015 8:29 AM
177	5	3/19/2015 8:29 AM
178	27	3/19/2015 8:28 AM
179	20	3/19/2015 8:27 AM
180	20	3/19/2015 8:26 AM
181	15%	3/19/2015 8:24 AM

Economics of Law Practice 2014

182	N/A	3/19/2015 8:23 AM
183	No idea	3/19/2015 8:21 AM
184	15	3/19/2015 8:17 AM
185	30	3/19/2015 8:17 AM
186	4%	3/19/2015 8:13 AM
187	15	3/19/2015 8:11 AM
188	5	3/19/2015 8:10 AM
189	25	3/19/2015 8:08 AM
190	5	3/19/2015 8:08 AM
191	10	3/19/2015 8:00 AM
192	10	3/19/2015 8:00 AM
193	0	3/19/2015 7:56 AM
194	20	3/19/2015 7:54 AM
195	15	3/19/2015 7:48 AM
196	15	3/19/2015 7:31 AM
197	20	3/19/2015 5:56 AM
198	15	3/19/2015 5:41 AM
199	10	3/19/2015 3:34 AM
#	Over 90 Days	Date
1	40%	4/28/2015 4:50 PM
2	50	4/27/2015 11:12 AM
3	80%	4/27/2015 7:50 AM
4	20	4/23/2015 8:23 PM
5	5	4/23/2015 4:31 PM
6	50	4/22/2015 1:08 PM
7	5	4/22/2015 10:59 AM
8	10	4/22/2015 10:02 AM
9	10	4/21/2015 7:54 PM
10	40	4/21/2015 7:29 PM
11	100	4/21/2015 6:36 PM
12	10	4/21/2015 4:55 PM
13	5	4/21/2015 4:25 PM
14	15	4/21/2015 3:57 PM
15	75	4/21/2015 3:52 PM
16	10	4/21/2015 3:16 PM
17	100	4/21/2015 12:55 PM
18	100	4/21/2015 12:42 PM
19	10	4/21/2015 11:47 AM

Economics of Law Practice 2014

20	5	4/21/2015 11:41 AM
21	10	4/21/2015 11:07 AM
22	10	4/21/2015 10:17 AM
23	70	4/21/2015 10:13 AM
24	10	4/21/2015 9:55 AM
25	100	4/21/2015 9:47 AM
26	30	4/21/2015 9:41 AM
27	0	4/21/2015 9:39 AM
28	30	4/21/2015 9:35 AM
29	30	4/21/2015 9:28 AM
30	10	4/21/2015 9:21 AM
31	5	4/21/2015 9:09 AM
32	0	4/21/2015 9:06 AM
33	20	4/21/2015 9:04 AM
34	2	4/21/2015 9:00 AM
35	5	4/21/2015 8:59 AM
36	14	4/21/2015 8:49 AM
37	0	4/21/2015 8:46 AM
38	5	4/21/2015 8:30 AM
39	90	4/21/2015 8:21 AM
40	10	4/21/2015 5:42 AM
41	1	4/17/2015 1:42 PM
42	10	4/15/2015 11:01 AM
43	15	4/13/2015 9:28 PM
44	20	4/10/2015 8:23 AM
45	10	4/9/2015 4:02 PM
46	20	4/9/2015 12:36 PM
47	10%	4/9/2015 11:19 AM
48	0	4/7/2015 11:04 AM
49	10	4/7/2015 10:41 AM
50	12	4/7/2015 10:39 AM
51	5	4/7/2015 10:07 AM
52	75	4/7/2015 8:46 AM
53	100%	4/6/2015 8:42 PM
54	0	4/6/2015 4:04 PM
55	?	4/6/2015 2:54 PM
56	10	4/6/2015 12:53 PM
57	55	4/6/2015 8:24 AM

Economics of Law Practice 2014

58	10	4/4/2015 3:44 PM
59	40	4/4/2015 9:12 AM
60	0	4/4/2015 8:14 AM
61	10	4/3/2015 4:29 PM
62	5	4/3/2015 3:08 PM
63	10	4/3/2015 3:00 PM
64	70%	4/3/2015 2:16 PM
65	5%	4/3/2015 1:44 PM
66	1	4/3/2015 12:19 PM
67	10	4/3/2015 11:55 AM
68	5	4/3/2015 11:46 AM
69	70	4/3/2015 11:10 AM
70	85	4/3/2015 11:06 AM
71	16	4/3/2015 11:06 AM
72	40	4/3/2015 10:43 AM
73	35%	4/3/2015 10:26 AM
74	60	4/3/2015 9:58 AM
75	10	4/3/2015 9:50 AM
76	90	4/3/2015 9:47 AM
77	0	4/3/2015 9:41 AM
78	25	4/3/2015 9:36 AM
79	5	4/3/2015 9:31 AM
80	5%	4/3/2015 9:29 AM
81	15	4/3/2015 9:27 AM
82	8	4/3/2015 9:15 AM
83	10	4/3/2015 9:01 AM
84	indigent representation	4/3/2015 8:55 AM
85	1	4/3/2015 8:46 AM
86	10	4/3/2015 8:40 AM
87	20	4/3/2015 8:36 AM
88	15	4/3/2015 8:23 AM
89	10	4/3/2015 8:20 AM
90	1	4/3/2015 8:11 AM
91	20	4/3/2015 8:10 AM
92	10	4/3/2015 8:04 AM
93	85	4/3/2015 8:01 AM
94	35	4/3/2015 7:12 AM
95	15%	4/3/2015 6:54 AM

Economics of Law Practice 2014

96	5	4/3/2015 6:18 AM
97	100	4/3/2015 5:55 AM
98	10	4/3/2015 5:32 AM
99	30	3/31/2015 5:48 PM
100	0	3/31/2015 2:54 PM
101	1	3/30/2015 9:20 PM
102	55	3/30/2015 5:16 PM
103	75	3/30/2015 4:27 PM
104	15	3/30/2015 3:53 PM
105	50	3/30/2015 3:02 PM
106	15	3/30/2015 2:10 PM
107	10	3/28/2015 11:57 AM
108	30	3/27/2015 11:14 PM
109	50	3/27/2015 3:05 PM
110	15	3/26/2015 12:27 AM
111	3	3/25/2015 1:43 PM
112	10	3/25/2015 11:24 AM
113	30	3/25/2015 9:43 AM
114	15	3/25/2015 8:26 AM
115	5	3/24/2015 5:02 PM
116	50%	3/24/2015 3:47 PM
117	0	3/23/2015 9:51 PM
118	0	3/23/2015 8:38 PM
119	10	3/23/2015 6:04 PM
120	4%	3/23/2015 3:37 PM
121	10	3/23/2015 8:10 AM
122	20	3/22/2015 5:12 PM
123	25	3/21/2015 5:11 PM
124	10	3/21/2015 11:25 AM
125	35	3/21/2015 11:15 AM
126	5	3/20/2015 11:33 PM
127	0	3/20/2015 7:13 PM
128	25	3/20/2015 4:23 PM
129	20	3/20/2015 4:10 PM
130	100	3/20/2015 11:41 AM
131	10	3/20/2015 9:51 AM
132	10	3/20/2015 8:26 AM
133	0	3/20/2015 6:21 AM

Economics of Law Practice 2014

134	10	3/20/2015 4:57 AM
135	0	3/19/2015 6:59 PM
136	10%	3/19/2015 4:46 PM
137	unknown	3/19/2015 4:38 PM
138	1	3/19/2015 3:49 PM
139	2	3/19/2015 3:23 PM
140	5	3/19/2015 2:34 PM
141	10%	3/19/2015 1:55 PM
142	5	3/19/2015 1:39 PM
143	80	3/19/2015 1:16 PM
144	100	3/19/2015 12:25 PM
145	19	3/19/2015 12:02 PM
146	0	3/19/2015 12:02 PM
147	10	3/19/2015 11:40 AM
148	5%	3/19/2015 11:31 AM
149	3	3/19/2015 11:19 AM
150	90	3/19/2015 11:18 AM
151	20	3/19/2015 11:11 AM
152	60	3/19/2015 11:02 AM
153	0	3/19/2015 10:46 AM
154	50	3/19/2015 10:41 AM
155	10	3/19/2015 10:33 AM
156	10	3/19/2015 10:33 AM
157	0	3/19/2015 10:27 AM
158	75	3/19/2015 10:23 AM
159	10	3/19/2015 10:19 AM
160	20	3/19/2015 10:18 AM
161	NA	3/19/2015 10:17 AM
162	12%	3/19/2015 10:15 AM
163	100	3/19/2015 10:14 AM
164	85%	3/19/2015 10:00 AM
165	0	3/19/2015 9:59 AM
166	25	3/19/2015 9:57 AM
167	10	3/19/2015 9:55 AM
168	10	3/19/2015 9:54 AM
169	25	3/19/2015 9:49 AM
170	25	3/19/2015 9:45 AM
171	0	3/19/2015 9:43 AM

Economics of Law Practice 2014

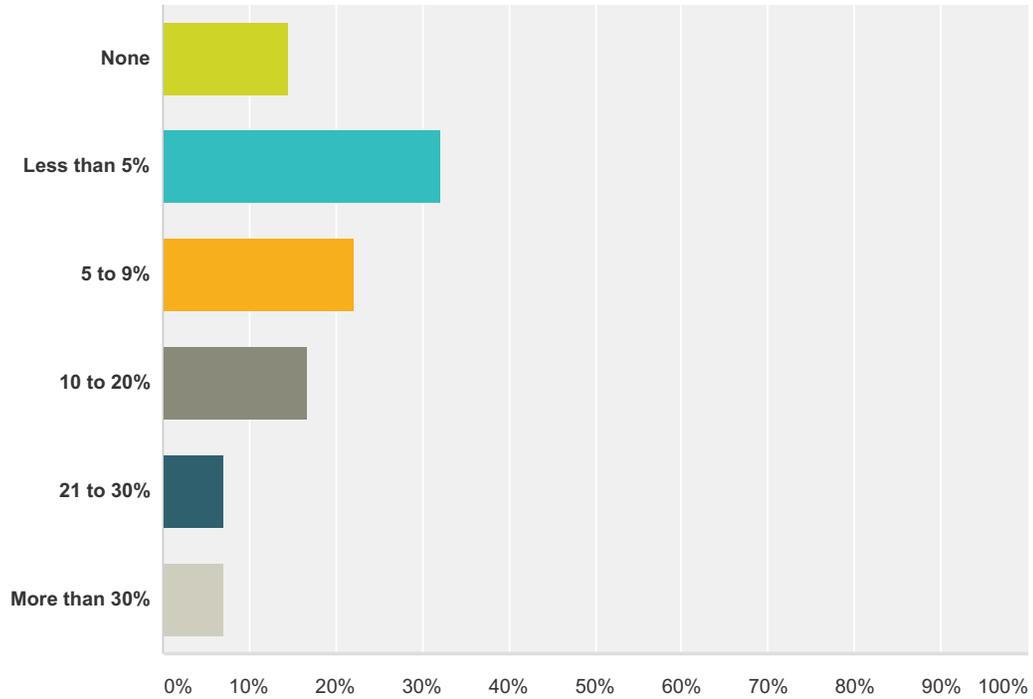
172	10	3/19/2015 9:35 AM
173	35	3/19/2015 9:24 AM
174	dont know	3/19/2015 9:24 AM
175	50	3/19/2015 9:16 AM
176	5	3/19/2015 9:13 AM
177	5	3/19/2015 9:11 AM
178	30%	3/19/2015 9:09 AM
179	10	3/19/2015 9:06 AM
180	10	3/19/2015 9:04 AM
181	10	3/19/2015 8:57 AM
182	0	3/19/2015 8:57 AM
183	5%	3/19/2015 8:52 AM
184	80	3/19/2015 8:52 AM
185	20	3/19/2015 8:52 AM
186	10	3/19/2015 8:45 AM
187	1	3/19/2015 8:42 AM
188	40	3/19/2015 8:41 AM
189	5	3/19/2015 8:37 AM
190	10	3/19/2015 8:29 AM
191	5	3/19/2015 8:29 AM
192	21	3/19/2015 8:28 AM
193	10	3/19/2015 8:27 AM
194	30	3/19/2015 8:26 AM
195	`0%	3/19/2015 8:24 AM
196	N/A	3/19/2015 8:23 AM
197	No idea	3/19/2015 8:21 AM
198	05	3/19/2015 8:17 AM
199	35	3/19/2015 8:17 AM
200	less than 1%	3/19/2015 8:13 AM
201	10	3/19/2015 8:11 AM
202	20	3/19/2015 8:10 AM
203	5	3/19/2015 8:08 AM
204	5	3/19/2015 8:00 AM
205	5	3/19/2015 8:00 AM
206	0	3/19/2015 7:56 AM
207	10	3/19/2015 7:54 AM
208	75	3/19/2015 7:48 AM
209	20	3/19/2015 7:31 AM

Economics of Law Practice 2014

210	5%	3/19/2015 7:26 AM
211	1	3/19/2015 7:21 AM
212	20	3/19/2015 5:56 AM
213	5	3/19/2015 5:41 AM
214	70	3/19/2015 3:34 AM

Q47 Approximately what percentage of fees billed in 2014 did you or your firm fail to collect?

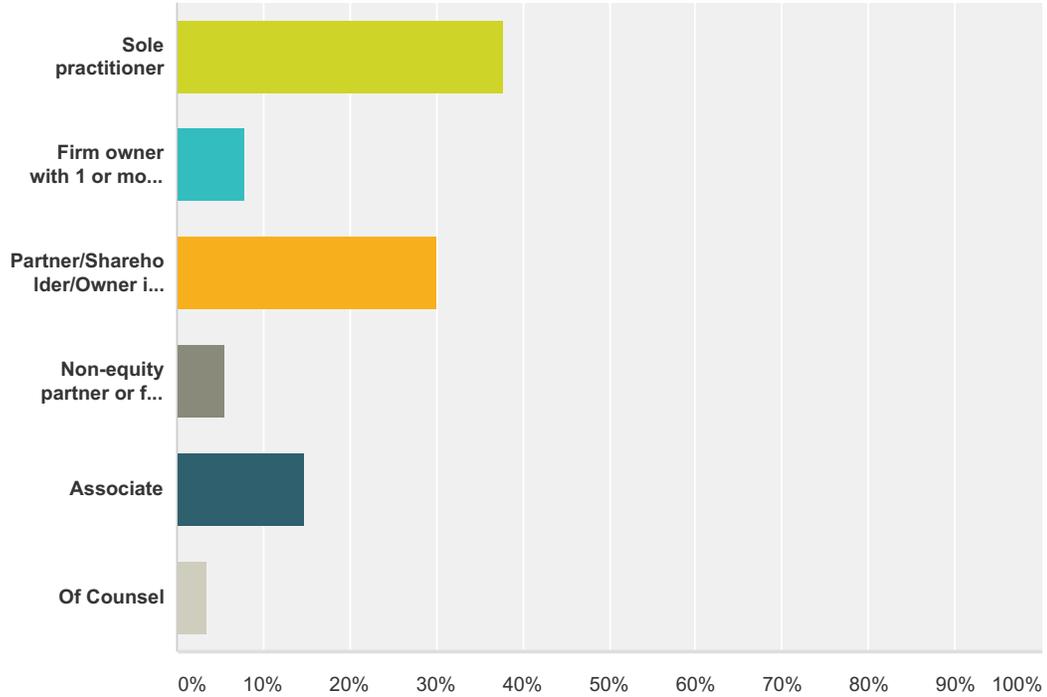
Answered: 335 Skipped: 614



Answer Choices	Responses	
None	14.63%	49
Less than 5%	32.24%	108
5 to 9%	22.09%	74
10 to 20%	16.72%	56
21 to 30%	7.16%	24
More than 30%	7.16%	24
Total		335

Q48 Which of the following best describes your position within your firm during the majority of 2014:

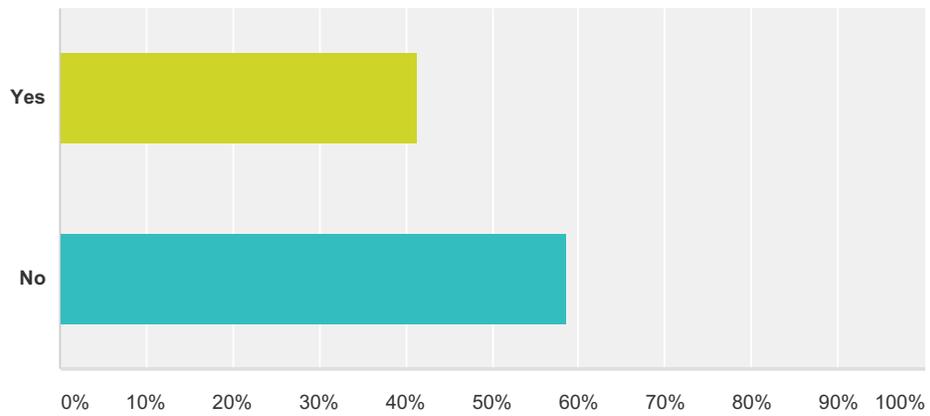
Answered: 402 Skipped: 547



Answer Choices	Responses
Sole practitioner	37.81% 152
Firm owner with 1 or more non-owner lawyer employees	7.96% 32
Partner/Shareholder/Owner in multi-owner firm	30.10% 121
Non-equity partner or firm member	5.72% 23
Associate	14.93% 60
Of Counsel	3.48% 14
Total	402

Q49 Did your firm hire any employee (non-equity) lawyers in 2014?

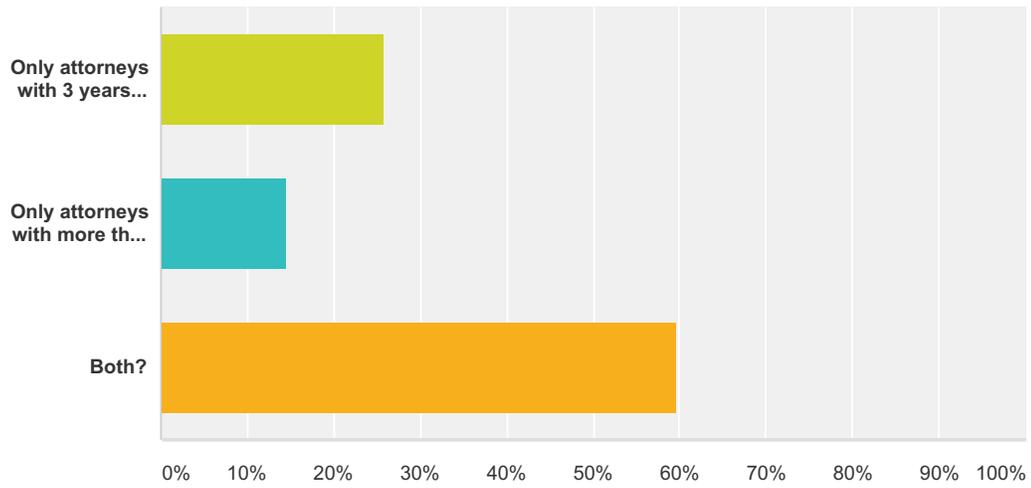
Answered: 155 Skipped: 794



Answer Choices	Responses
Yes	41.29% 64
No	58.71% 91
Total	155

Q50 Did you hire...

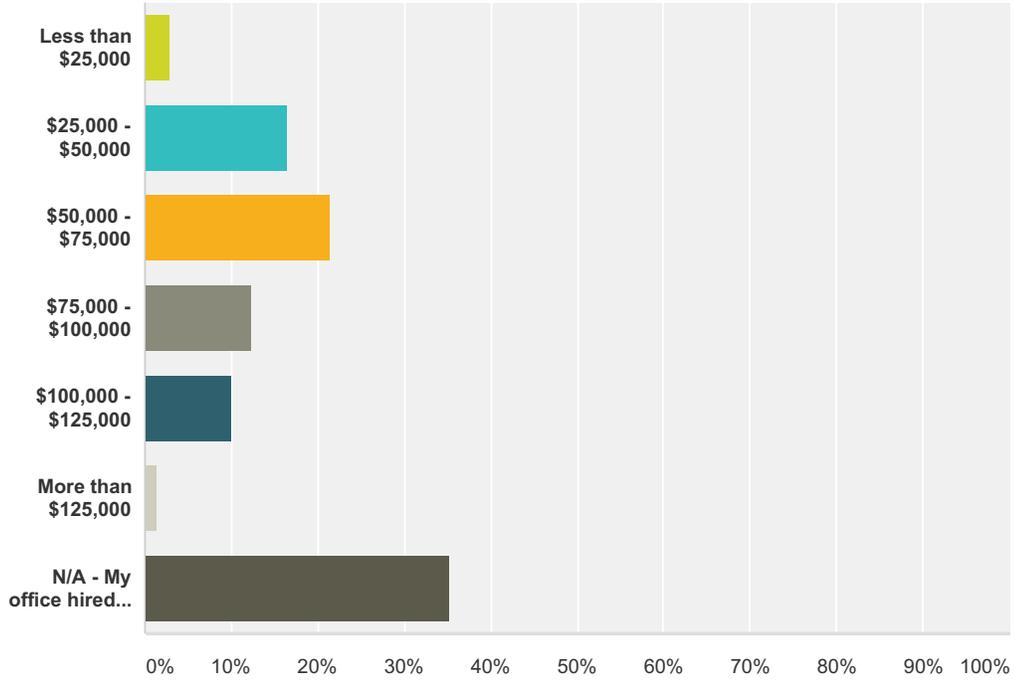
Answered: 62 Skipped: 887



Answer Choices	Responses
Only attorneys with 3 years experience or less?	25.81% 16
Only attorneys with more than 3 years experience?	14.52% 9
Both?	59.68% 37
Total	62

Q51 What is the starting compensation at your firm for non-equity lawyers with 3 years experience or less?

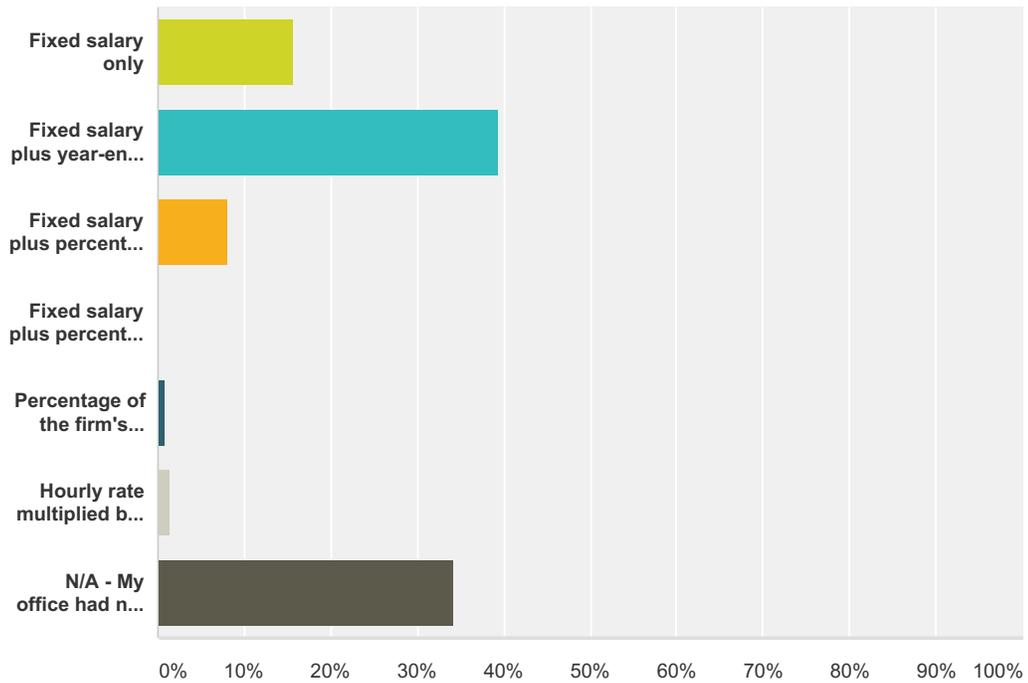
Answered: 139 Skipped: 810



Answer Choices	Responses	
Less than \$25,000	2.88%	4
\$25,000 - \$50,000	16.55%	23
\$50,000 - \$75,000	21.58%	30
\$75,000 - \$100,000	12.23%	17
\$100,000 - \$125,000	10.07%	14
More than \$125,000	1.44%	2
N/A - My office hired no lawyers with 3 years experience or less during 2014	35.25%	49
Total		139

Q52 How is that compensation determined?

Answered: 134 Skipped: 815

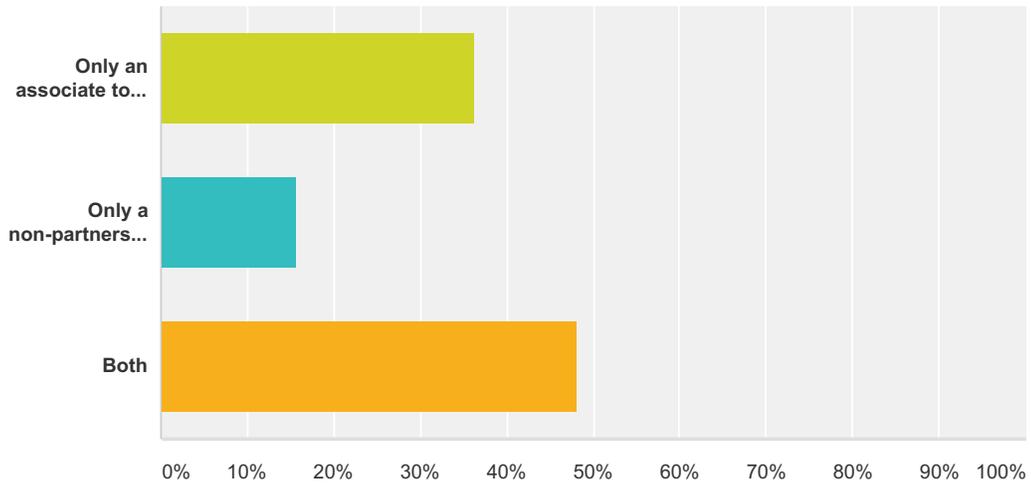


Answer Choices	Responses
Fixed salary only	15.67% 21
Fixed salary plus year-end bonus	39.55% 53
Fixed salary plus percentage of fees that lawyer personally generated	8.21% 11
Fixed salary plus percentage of firm's net income	0.00% 0
Percentage of the firm's gross income	0.75% 1
Hourly rate multiplied by hours worked	1.49% 2
N/A - My office had no non-owner lawyers in 2014.	34.33% 46
Total	134

#	Other (please specify)	Date
1	Fixed salary with opportunity for year end bonuses	4/21/2015 9:00 AM
2	What is available after all bills are paid. Our goal is to form a strong foundation without going into debt. Money is disbursed to myself and any support staff when a profit is made.	4/4/2015 12:50 PM
3	Generally speaking, salaries are determined by graduation year, previous experience and hiring office location.	3/30/2015 5:17 PM
4	unknown	3/19/2015 8:53 AM
5	several of the above options - varies by lawyer and need	3/19/2015 8:09 AM

Q53 Which of the following does your firm have for employee attorneys?

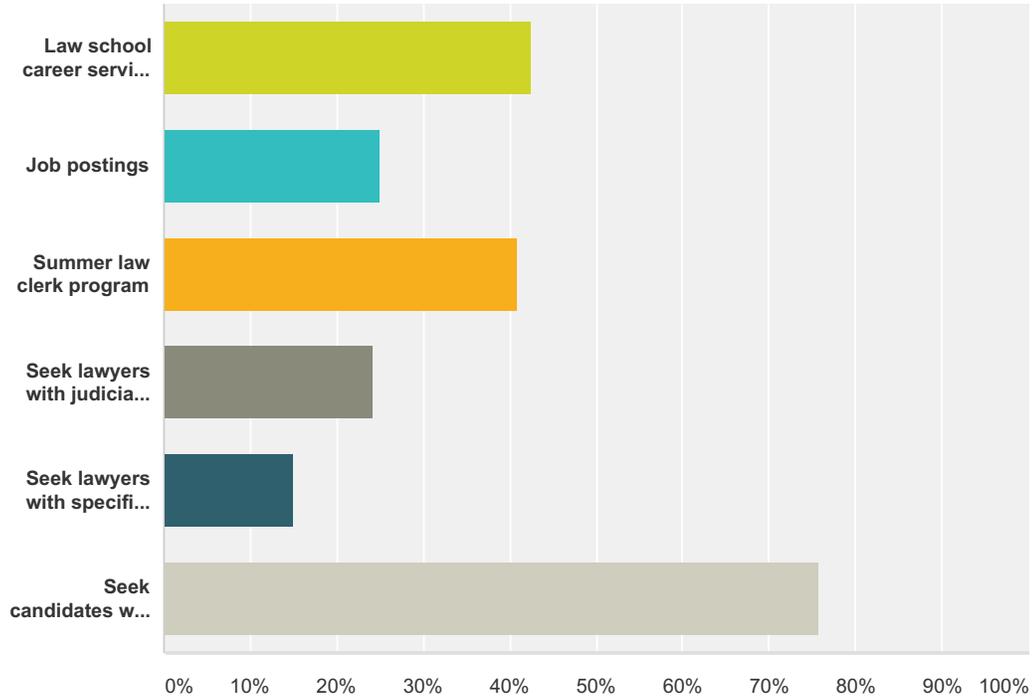
Answered: 135 Skipped: 814



Answer Choices	Responses
Only an associate to partnership track	36.30% 49
Only a non-partnership track	15.56% 21
Both	48.15% 65
Total	135

Q54 When your firm hires a new lawyer with 3 years experience or less which of the following do you use? (Check all that apply.)

Answered: 120 Skipped: 829



Answer Choices	Responses
Law school career services offices	42.50% 51
Job postings	25.00% 30
Summer law clerk program	40.83% 49
Seek lawyers with judicial clerkships	24.17% 29
Seek lawyers with specific pre-law education or employment experience	15.00% 18
Seek candidates we already know	75.83% 91
Total Respondents: 120	

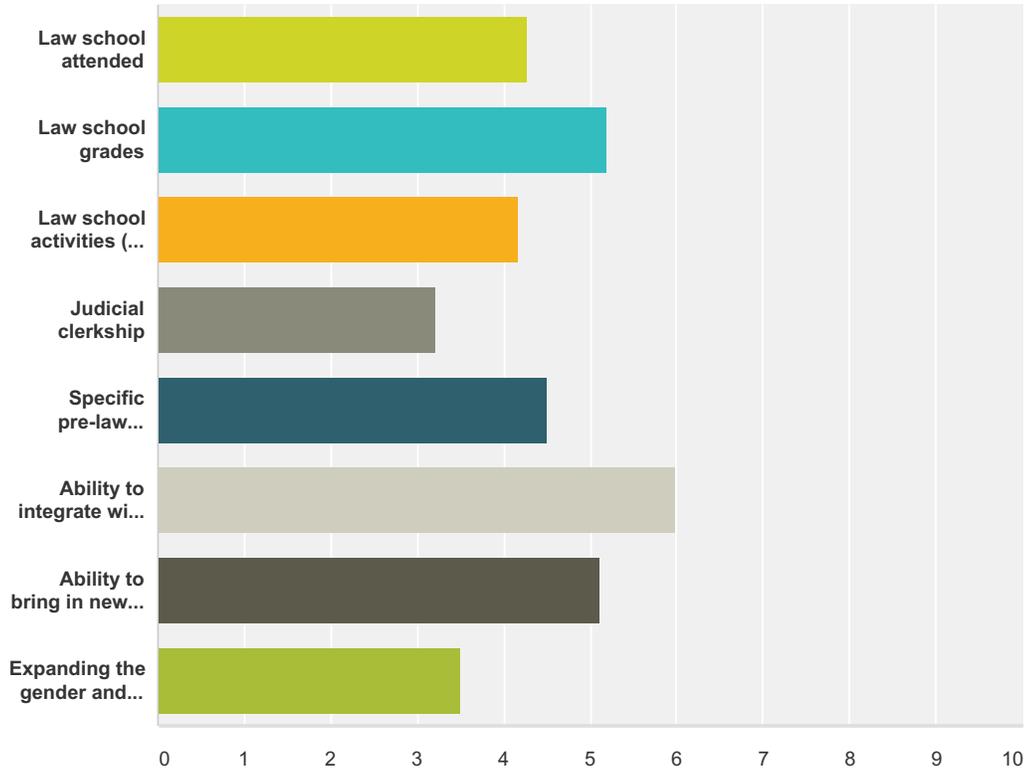
#	Other (please specify)	Date
1	NA	4/21/2015 11:38 AM
2	Word of mouth; resumes sent to us.	4/21/2015 11:10 AM
3	Not applicable	4/21/2015 9:37 AM
4	Referrals	4/10/2015 11:48 AM
5	N/A - has never happened	4/7/2015 10:41 AM

Economics of Law Practice 2014

6	Only have one associate, son of a partner; however, he was qualified	4/3/2015 12:54 PM
7	outside referral	4/1/2015 3:29 PM
8	word of mouth referral	3/23/2015 8:16 AM
9	unsolicited resumes; recommendations from other lawyers or law professors	3/22/2015 5:18 PM
10	Although we have had as many as 3 associates at a time, we have not had an associate attorney for 8 years. We have 2 partners. We were very disappointed with the work ethic of the last few associates. We have no plans to hire an associate any time in the near future.	3/21/2015 5:14 PM
11	No. 48 does not work. We hire based on grades, law school, law review, clerkship, diversity, ability to integrate, and legal experience	3/19/2015 8:45 PM
12	Will not hire an attorney with 3 years experience, must have at least 5 years prefer 10 years experience	3/19/2015 1:18 PM
13	Do not hire.	3/19/2015 9:14 AM
14	I cannot afford to hire anyone.	3/19/2015 8:19 AM

Q55 Please rank the following in order of importance when considering the hiring of a new attorney:

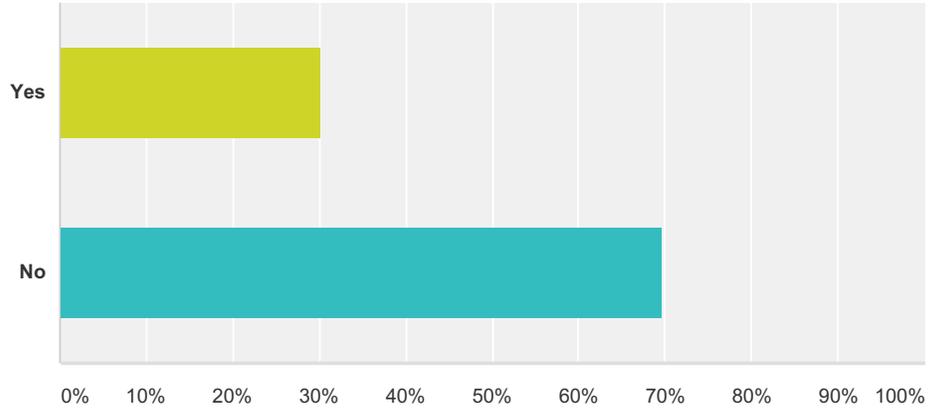
Answered: 117 Skipped: 832



	1	2	3	4	5	6	7	8	Total	Score
Law school attended	2.56% 3	14.53% 17	11.11% 13	15.38% 18	22.22% 26	15.38% 18	9.40% 11	9.40% 11	117	4.29
Law school grades	25.64% 30	5.98% 7	11.97% 14	17.95% 21	12.82% 15	10.26% 12	12.82% 15	2.56% 3	117	5.19
Law school activities (law review, moot court, etc.)	2.56% 3	11.97% 14	15.38% 18	17.95% 21	13.68% 16	12.82% 15	12.82% 15	12.82% 15	117	4.18
Judicial clerkship	2.56% 3	3.42% 4	9.40% 11	11.97% 14	6.84% 8	18.80% 22	30.77% 36	16.24% 19	117	3.22
Specific pre-law education or work experience	11.97% 14	12.82% 15	18.80% 22	5.98% 7	13.68% 16	11.11% 13	8.55% 10	17.09% 20	117	4.50
Ability to integrate with firm culture	32.48% 38	23.93% 28	10.26% 12	8.55% 10	9.40% 11	4.27% 5	6.84% 8	4.27% 5	117	6.00
Ability to bring in new business	17.09% 20	20.51% 24	18.80% 22	5.98% 7	8.55% 10	10.26% 12	5.13% 6	13.68% 16	117	5.12
Expanding the gender and ethnic diversity of the firm	5.13% 6	6.84% 8	4.27% 5	16.24% 19	12.82% 15	17.09% 20	13.68% 16	23.93% 28	117	3.50

Q56 Has your firm hired or does it plan to hire one or more non-equity attorneys with 3 years practice experience or less in 2015?

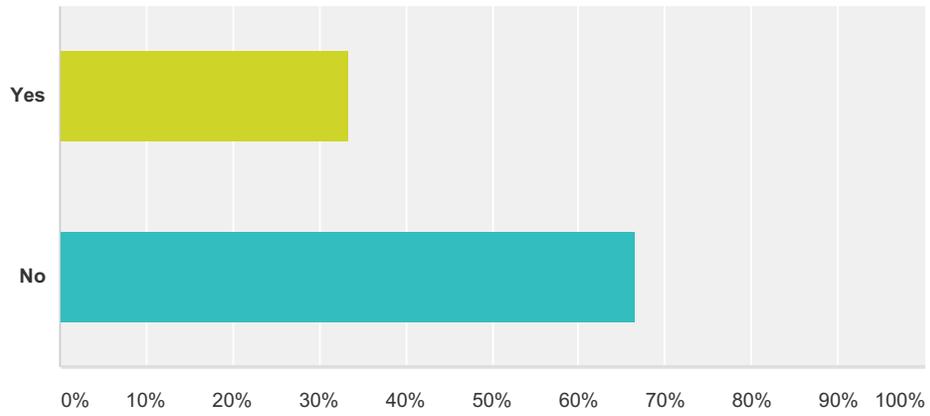
Answered: 149 Skipped: 800



Answer Choices	Responses	
Yes	30.20%	45
No	69.80%	104
Total		149

Q57 Will your firm hire summer law clerks in 2015?

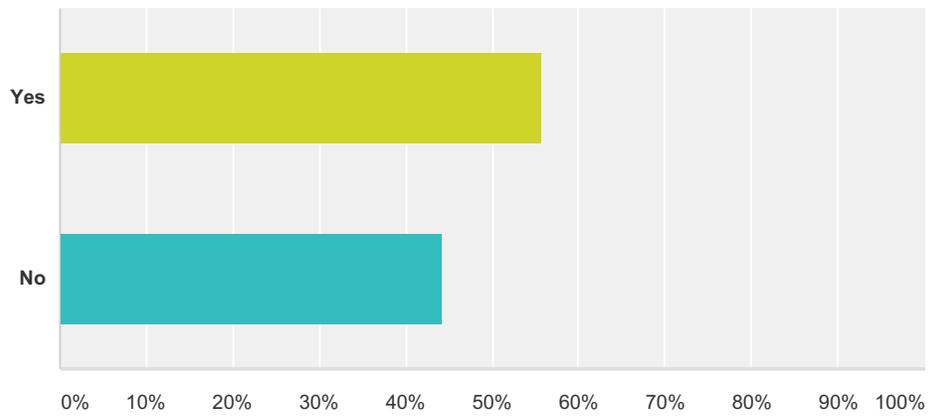
Answered: 150 Skipped: 799



Answer Choices	Responses
Yes	33.33% 50
No	66.67% 100
Total	150

Q58 Did your firm hire summer law clerks in any of the years from 2009 through 2014?

Answered: 149 Skipped: 800



Answer Choices	Responses	
Yes	55.70%	83
No	44.30%	66
Total		149

Q59 Based on you firm's 2014 gross receipts, what percentage did you spend on each of the following (total should equal 100%):

Answered: 86 Skipped: 863

Answer Choices	Responses
Occupancy (Rent or Office Payment)	96.51% 83
Support Staff Salaries	97.67% 84
Equipment	95.35% 82
Client Development Activities	88.37% 76
Legal Research Costs	86.05% 74
Miscellaneous/Other	91.86% 79
Lawyer Income	96.51% 83

#	Occupancy (Rent or Office Payment)	Date
1	6	4/23/2015 8:31 PM
2	10%	4/22/2015 10:24 AM
3	20	4/21/2015 4:58 PM
4	15	4/21/2015 2:41 PM
5	20	4/21/2015 11:44 AM
6	15	4/21/2015 11:39 AM
7	10	4/21/2015 11:03 AM
8	20	4/21/2015 10:20 AM
9	5%	4/21/2015 10:01 AM
10	10	4/21/2015 9:44 AM
11	5	4/21/2015 9:43 AM
12	25	4/21/2015 9:38 AM
13	15	4/21/2015 8:51 AM
14	12	4/21/2015 8:23 AM
15	10	4/21/2015 5:26 AM
16	5	4/8/2015 12:09 PM
17	5	4/7/2015 10:42 AM
18	15	4/7/2015 10:10 AM
19	15	4/6/2015 1:22 PM
20	10	4/6/2015 12:31 PM
21	5	4/6/2015 9:50 AM

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22	20	4/4/2015 5:28 PM
23	60%	4/4/2015 12:52 PM
24	20	4/4/2015 9:17 AM
25	10	4/3/2015 12:55 PM
26	10	4/3/2015 11:59 AM
27	10	4/3/2015 11:50 AM
28	10	4/3/2015 11:37 AM
29	5	4/3/2015 11:17 AM
30	3	4/3/2015 11:15 AM
31	20%	4/3/2015 11:09 AM
32	40	4/3/2015 9:30 AM
33	7.5	4/3/2015 8:47 AM
34	5	4/3/2015 8:21 AM
35	5	4/3/2015 8:12 AM
36	10	4/3/2015 8:11 AM
37	10	4/3/2015 7:16 AM
38	2	4/3/2015 6:36 AM
39	10	3/31/2015 5:51 PM
40	5	3/30/2015 9:26 PM
41	15	3/28/2015 12:03 PM
42	20	3/27/2015 11:18 PM
43	35	3/23/2015 9:54 PM
44	5	3/23/2015 3:42 PM
45	about 10% revenue estimated	3/23/2015 8:18 AM
46	10	3/22/2015 1:10 PM
47	15	3/21/2015 5:15 PM
48	5	3/20/2015 11:40 PM
49	5	3/20/2015 7:21 PM
50	5	3/20/2015 6:25 AM
51	10	3/20/2015 5:03 AM
52	15%	3/19/2015 4:49 PM
53	20	3/19/2015 4:14 PM
54	4%	3/19/2015 2:46 PM
55	5	3/19/2015 2:37 PM
56	0	3/19/2015 1:19 PM
57	2	3/19/2015 12:18 PM
58	5	3/19/2015 12:11 PM
59	3	3/19/2015 12:09 PM

Economics of Law Practice 2014

60	10	3/19/2015 11:35 AM
61	40%	3/19/2015 10:49 AM
62	0	3/19/2015 10:19 AM
63	.2	3/19/2015 9:59 AM
64	13	3/19/2015 9:47 AM
65	15	3/19/2015 9:44 AM
66	dont know	3/19/2015 9:26 AM
67	50%	3/19/2015 9:19 AM
68	41%	3/19/2015 9:16 AM
69	o	3/19/2015 9:16 AM
70	10	3/19/2015 9:10 AM
71	6	3/19/2015 8:54 AM
72	5	3/19/2015 8:52 AM
73	10	3/19/2015 8:47 AM
74	60	3/19/2015 8:43 AM
75	4	3/19/2015 8:33 AM
76	6	3/19/2015 8:31 AM
77	5	3/19/2015 8:23 AM
78	35	3/19/2015 8:21 AM
79	10%	3/19/2015 8:16 AM
80	10	3/19/2015 8:03 AM
81	0	3/19/2015 7:53 AM
82	10	3/19/2015 7:31 AM
83	10	3/19/2015 3:40 AM
#	Support Staff Salaries	Date
1	12	4/23/2015 8:31 PM
2	15%	4/22/2015 10:24 AM
3	40	4/21/2015 4:58 PM
4	25	4/21/2015 2:41 PM
5	20	4/21/2015 11:44 AM
6	25	4/21/2015 11:39 AM
7	35	4/21/2015 11:03 AM
8	25	4/21/2015 10:20 AM
9	30%	4/21/2015 10:01 AM
10	30	4/21/2015 9:44 AM
11	10	4/21/2015 9:43 AM
12	40	4/21/2015 9:38 AM
13	20	4/21/2015 8:51 AM

Economics of Law Practice 2014

14	8	4/21/2015 8:23 AM
15	20	4/21/2015 5:26 AM
16	20	4/13/2015 9:32 PM
17	25	4/8/2015 12:09 PM
18	25	4/7/2015 10:42 AM
19	10	4/7/2015 10:10 AM
20	25	4/6/2015 1:22 PM
21	10	4/6/2015 12:31 PM
22	15	4/6/2015 9:50 AM
23	18	4/4/2015 9:17 AM
24	35	4/3/2015 12:55 PM
25	10	4/3/2015 11:59 AM
26	20	4/3/2015 11:50 AM
27	15	4/3/2015 11:37 AM
28	40	4/3/2015 11:17 AM
29	7	4/3/2015 11:15 AM
30	50%	4/3/2015 11:09 AM
31	45	4/3/2015 9:30 AM
32	29	4/3/2015 9:00 AM
33	12.5	4/3/2015 8:47 AM
34	10	4/3/2015 8:21 AM
35	65	4/3/2015 8:12 AM
36	25	4/3/2015 8:11 AM
37	20	4/3/2015 7:16 AM
38	10	4/3/2015 6:36 AM
39	40	3/31/2015 5:51 PM
40	3	3/30/2015 9:26 PM
41	35	3/28/2015 12:03 PM
42	25	3/27/2015 11:18 PM
43	0	3/23/2015 9:54 PM
44	15%	3/23/2015 3:42 PM
45	a lot.	3/23/2015 8:18 AM
46	30	3/22/2015 1:10 PM
47	50	3/21/2015 5:15 PM
48	30	3/20/2015 11:40 PM
49	25	3/20/2015 7:21 PM
50	30	3/20/2015 6:25 AM
51	45	3/20/2015 5:03 AM

Economics of Law Practice 2014

52	60%	3/19/2015 4:49 PM
53	25	3/19/2015 4:14 PM
54	9%	3/19/2015 2:46 PM
55	32	3/19/2015 2:37 PM
56	0	3/19/2015 1:19 PM
57	25	3/19/2015 12:18 PM
58	20	3/19/2015 12:11 PM
59	38	3/19/2015 12:09 PM
60	20	3/19/2015 11:35 AM
61	25%	3/19/2015 10:49 AM
62	20	3/19/2015 10:19 AM
63	.3	3/19/2015 9:59 AM
64	15	3/19/2015 9:47 AM
65	0	3/19/2015 9:44 AM
66	dont know	3/19/2015 9:26 AM
67	30%	3/19/2015 9:19 AM
68	0%	3/19/2015 9:16 AM
69	30	3/19/2015 9:16 AM
70	20	3/19/2015 9:10 AM
71	20	3/19/2015 8:54 AM
72	5	3/19/2015 8:52 AM
73	15	3/19/2015 8:47 AM
74	0	3/19/2015 8:43 AM
75	30	3/19/2015 8:33 AM
76	0	3/19/2015 8:31 AM
77	25	3/19/2015 8:23 AM
78	15	3/19/2015 8:21 AM
79	50%	3/19/2015 8:16 AM
80	25	3/19/2015 8:14 AM
81	10	3/19/2015 8:03 AM
82	25	3/19/2015 7:53 AM
83	15	3/19/2015 7:31 AM
84	60	3/19/2015 3:40 AM
#	Equipment	Date
1	2	4/23/2015 8:31 PM
2	5%	4/22/2015 10:24 AM
3	10	4/21/2015 4:58 PM
4	5	4/21/2015 2:41 PM

Economics of Law Practice 2014

5	5	4/21/2015 11:44 AM
6	10	4/21/2015 11:39 AM
7	5	4/21/2015 11:03 AM
8	5	4/21/2015 10:20 AM
9	8%	4/21/2015 10:01 AM
10	10	4/21/2015 9:44 AM
11	5	4/21/2015 9:43 AM
12	5	4/21/2015 9:38 AM
13	5	4/21/2015 8:51 AM
14	5	4/21/2015 8:23 AM
15	5	4/21/2015 5:26 AM
16	5	4/13/2015 9:32 PM
17	8	4/8/2015 12:09 PM
18	5	4/7/2015 10:42 AM
19	3	4/7/2015 10:10 AM
20	5	4/6/2015 1:22 PM
21	10	4/6/2015 12:31 PM
22	5	4/6/2015 9:50 AM
23	25	4/4/2015 5:28 PM
24	20%	4/4/2015 12:52 PM
25	5	4/3/2015 12:55 PM
26	3	4/3/2015 11:59 AM
27	5	4/3/2015 11:50 AM
28	3	4/3/2015 11:37 AM
29	2	4/3/2015 11:17 AM
30	3	4/3/2015 11:15 AM
31	5%	4/3/2015 11:09 AM
32	5	4/3/2015 9:30 AM
33	1	4/3/2015 9:00 AM
34	2	4/3/2015 8:47 AM
35	5	4/3/2015 8:21 AM
36	10	4/3/2015 8:12 AM
37	5	4/3/2015 8:11 AM
38	5	4/3/2015 7:16 AM
39	2	4/3/2015 6:36 AM
40	10	3/31/2015 5:51 PM
41	2	3/30/2015 9:26 PM
42	10	3/28/2015 12:03 PM

Economics of Law Practice 2014

43	5	3/27/2015 11:18 PM
44	25	3/23/2015 9:54 PM
45	1%	3/23/2015 3:42 PM
46	5	3/22/2015 1:10 PM
47	5	3/21/2015 5:15 PM
48	5	3/20/2015 11:40 PM
49	5	3/20/2015 7:21 PM
50	5	3/20/2015 6:25 AM
51	5	3/20/2015 5:03 AM
52	20%	3/19/2015 4:49 PM
53	5	3/19/2015 4:14 PM
54	5%	3/19/2015 2:46 PM
55	4	3/19/2015 2:37 PM
56	20	3/19/2015 1:19 PM
57	5	3/19/2015 12:18 PM
58	5	3/19/2015 12:11 PM
59	1	3/19/2015 12:09 PM
60	5	3/19/2015 11:35 AM
61	5%	3/19/2015 10:49 AM
62	15	3/19/2015 10:19 AM
63	.05	3/19/2015 9:59 AM
64	0	3/19/2015 9:47 AM
65	5	3/19/2015 9:44 AM
66	dont know	3/19/2015 9:26 AM
67	10%	3/19/2015 9:16 AM
68	10	3/19/2015 9:16 AM
69	2	3/19/2015 9:10 AM
70	5	3/19/2015 8:54 AM
71	5	3/19/2015 8:52 AM
72	8	3/19/2015 8:47 AM
73	30	3/19/2015 8:43 AM
74	2	3/19/2015 8:33 AM
75	5	3/19/2015 8:31 AM
76	15	3/19/2015 8:23 AM
77	5%	3/19/2015 8:16 AM
78	5	3/19/2015 8:14 AM
79	10	3/19/2015 8:03 AM
80	0	3/19/2015 7:53 AM

Economics of Law Practice 2014

81	5	3/19/2015 7:31 AM
82	5	3/19/2015 3:40 AM
#	Client Development Activities	Date
1	12	4/23/2015 8:31 PM
2	5%	4/22/2015 10:24 AM
3	10	4/21/2015 4:58 PM
4	5	4/21/2015 2:41 PM
5	5	4/21/2015 11:44 AM
6	10	4/21/2015 11:03 AM
7	5	4/21/2015 10:20 AM
8	10%	4/21/2015 10:01 AM
9	0	4/21/2015 9:44 AM
10	5	4/21/2015 9:43 AM
11	2	4/21/2015 8:51 AM
12	5	4/21/2015 8:23 AM
13	5	4/21/2015 5:26 AM
14	10	4/13/2015 9:32 PM
15	1	4/8/2015 12:09 PM
16	3	4/7/2015 10:42 AM
17	3	4/7/2015 10:10 AM
18	5	4/6/2015 1:22 PM
19	20	4/6/2015 12:31 PM
20	5	4/6/2015 9:50 AM
21	0	4/4/2015 9:17 AM
22	5	4/3/2015 12:55 PM
23	5	4/3/2015 11:59 AM
24	5	4/3/2015 11:50 AM
25	7	4/3/2015 11:37 AM
26	2	4/3/2015 11:17 AM
27	1	4/3/2015 11:15 AM
28	5%	4/3/2015 11:09 AM
29	5	4/3/2015 9:30 AM
30	0	4/3/2015 8:47 AM
31	5	4/3/2015 8:21 AM
32	5	4/3/2015 8:12 AM
33	10	4/3/2015 8:11 AM
34	5	4/3/2015 7:16 AM
35	15	4/3/2015 6:36 AM

Economics of Law Practice 2014

36	10	3/31/2015 5:51 PM
37	18	3/30/2015 9:26 PM
38	1	3/28/2015 12:03 PM
39	0	3/27/2015 11:18 PM
40	25	3/23/2015 9:54 PM
41	0	3/23/2015 3:42 PM
42	25	3/22/2015 1:10 PM
43	5	3/20/2015 11:40 PM
44	0	3/20/2015 7:21 PM
45	0	3/20/2015 6:25 AM
46	10	3/20/2015 5:03 AM
47	15	3/19/2015 4:14 PM
48	10%	3/19/2015 2:46 PM
49	2	3/19/2015 2:37 PM
50	10	3/19/2015 1:19 PM
51	15	3/19/2015 12:18 PM
52	20	3/19/2015 12:11 PM
53	5	3/19/2015 12:09 PM
54	5	3/19/2015 11:35 AM
55	5%	3/19/2015 10:49 AM
56	5	3/19/2015 10:19 AM
57	.05	3/19/2015 9:59 AM
58	0	3/19/2015 9:47 AM
59	10	3/19/2015 9:44 AM
60	dont know	3/19/2015 9:26 AM
61	15%	3/19/2015 9:16 AM
62	1	3/19/2015 9:16 AM
63	0	3/19/2015 9:10 AM
64	19	3/19/2015 8:54 AM
65	5	3/19/2015 8:52 AM
66	5	3/19/2015 8:47 AM
67	0	3/19/2015 8:43 AM
68	3	3/19/2015 8:33 AM
69	15	3/19/2015 8:31 AM
70	5	3/19/2015 8:23 AM
71	5%	3/19/2015 8:16 AM
72	5	3/19/2015 8:14 AM
73	5	3/19/2015 8:03 AM

Economics of Law Practice 2014

74	0	3/19/2015 7:53 AM
75	2	3/19/2015 7:31 AM
76	5	3/19/2015 3:40 AM
#	Legal Research Costs	Date
1	1	4/23/2015 8:31 PM
2	5%	4/22/2015 10:24 AM
3	10	4/21/2015 4:58 PM
4	5	4/21/2015 2:41 PM
5	5	4/21/2015 11:44 AM
6	5	4/21/2015 11:03 AM
7	10	4/21/2015 10:20 AM
8	4%	4/21/2015 10:01 AM
9	0	4/21/2015 9:44 AM
10	2	4/21/2015 9:43 AM
11	10	4/21/2015 9:38 AM
12	3	4/21/2015 8:51 AM
13	5	4/21/2015 8:23 AM
14	1	4/21/2015 5:26 AM
15	10	4/13/2015 9:32 PM
16	1	4/8/2015 12:09 PM
17	2	4/7/2015 10:42 AM
18	N/a	4/6/2015 1:22 PM
19	5	4/6/2015 12:31 PM
20	2	4/6/2015 9:50 AM
21	5	4/3/2015 12:55 PM
22	5	4/3/2015 11:59 AM
23	5	4/3/2015 11:50 AM
24	2	4/3/2015 11:37 AM
25	1	4/3/2015 11:17 AM
26	1	4/3/2015 11:15 AM
27	1%	4/3/2015 11:09 AM
28	2	4/3/2015 9:30 AM
29	0	4/3/2015 8:47 AM
30	5	4/3/2015 8:21 AM
31	0	4/3/2015 8:12 AM
32	10	4/3/2015 8:11 AM
33	5	4/3/2015 7:16 AM
34	1	4/3/2015 6:36 AM

Economics of Law Practice 2014

35	5	3/31/2015 5:51 PM
36	0	3/30/2015 9:26 PM
37	5	3/28/2015 12:03 PM
38	15	3/23/2015 9:54 PM
39	1	3/23/2015 3:42 PM
40	1	3/22/2015 1:10 PM
41	5	3/20/2015 11:40 PM
42	2	3/20/2015 7:21 PM
43	5	3/20/2015 6:25 AM
44	3	3/20/2015 5:03 AM
45	3	3/19/2015 4:14 PM
46	.5%	3/19/2015 2:46 PM
47	1	3/19/2015 2:37 PM
48	20	3/19/2015 1:19 PM
49	3	3/19/2015 12:18 PM
50	2	3/19/2015 12:11 PM
51	1	3/19/2015 12:09 PM
52	5	3/19/2015 11:35 AM
53	1%	3/19/2015 10:49 AM
54	5	3/19/2015 10:19 AM
55	.05	3/19/2015 9:59 AM
56	1	3/19/2015 9:47 AM
57	0	3/19/2015 9:44 AM
58	dont know	3/19/2015 9:26 AM
59	5%	3/19/2015 9:16 AM
60	5	3/19/2015 9:16 AM
61	2	3/19/2015 9:10 AM
62	6	3/19/2015 8:54 AM
63	2.5	3/19/2015 8:52 AM
64	5	3/19/2015 8:47 AM
65	0	3/19/2015 8:43 AM
66	1	3/19/2015 8:33 AM
67	4	3/19/2015 8:31 AM
68	0	3/19/2015 8:23 AM
69	5%	3/19/2015 8:16 AM
70	5	3/19/2015 8:14 AM
71	2	3/19/2015 8:03 AM
72	10	3/19/2015 7:53 AM

Economics of Law Practice 2014

73	3	3/19/2015 7:31 AM
74	5	3/19/2015 3:40 AM
#	Miscellaneous/Other	Date
1	11	4/23/2015 8:31 PM
2	10%	4/22/2015 10:24 AM
3	10	4/21/2015 4:58 PM
4	40	4/21/2015 2:41 PM
5	5	4/21/2015 11:44 AM
6	10	4/21/2015 11:39 AM
7	5	4/21/2015 11:03 AM
8	5	4/21/2015 10:20 AM
9	3%	4/21/2015 10:01 AM
10	0	4/21/2015 9:44 AM
11	3	4/21/2015 9:43 AM
12	10	4/21/2015 8:51 AM
13	5	4/21/2015 8:23 AM
14	14	4/21/2015 5:26 AM
15	5	4/13/2015 9:32 PM
16	10	4/8/2015 12:09 PM
17	5	4/7/2015 10:42 AM
18	4	4/7/2015 10:10 AM
19	10	4/6/2015 1:22 PM
20	5	4/6/2015 12:31 PM
21	8	4/6/2015 9:50 AM
22	55	4/4/2015 5:28 PM
23	10%	4/4/2015 12:52 PM
24	4	4/4/2015 9:17 AM
25	5	4/3/2015 11:50 AM
26	3	4/3/2015 11:37 AM
27	30	4/3/2015 11:17 AM
28	12	4/3/2015 11:15 AM
29	4%	4/3/2015 11:09 AM
30	2	4/3/2015 9:30 AM
31	10	4/3/2015 9:00 AM
32	38	4/3/2015 8:47 AM
33	10	4/3/2015 8:21 AM
34	0	4/3/2015 8:12 AM
35	5	4/3/2015 8:11 AM

Economics of Law Practice 2014

36	15	4/3/2015 7:16 AM
37	10	4/3/2015 6:36 AM
38	5	3/31/2015 5:51 PM
39	2	3/30/2015 9:26 PM
40	0	3/23/2015 9:54 PM
41	4	3/22/2015 1:10 PM
42	5	3/21/2015 5:15 PM
43	0	3/20/2015 11:40 PM
44	3	3/20/2015 7:21 PM
45	5	3/20/2015 6:25 AM
46	2	3/20/2015 5:03 AM
47	5%	3/19/2015 4:49 PM
48	10	3/19/2015 4:14 PM
49	26.5%	3/19/2015 2:46 PM
50	30	3/19/2015 2:37 PM
51	30	3/19/2015 1:19 PM
52	3	3/19/2015 12:18 PM
53	3	3/19/2015 12:11 PM
54	28	3/19/2015 12:09 PM
55	5	3/19/2015 11:35 AM
56	5%	3/19/2015 10:49 AM
57	10	3/19/2015 10:19 AM
58	.05	3/19/2015 9:59 AM
59	20	3/19/2015 9:47 AM
60	0	3/19/2015 9:44 AM
61	dont know	3/19/2015 9:26 AM
62	20%	3/19/2015 9:19 AM
63	0%	3/19/2015 9:16 AM
64	4	3/19/2015 9:16 AM
65	16	3/19/2015 9:10 AM
66	19	3/19/2015 8:54 AM
67	15	3/19/2015 8:52 AM
68	7	3/19/2015 8:47 AM
69	10	3/19/2015 8:43 AM
70	20	3/19/2015 8:33 AM
71	10	3/19/2015 8:31 AM
72	15	3/19/2015 8:23 AM
73	25	3/19/2015 8:21 AM

Economics of Law Practice 2014

74	5%	3/19/2015 8:16 AM
75	10	3/19/2015 8:14 AM
76	8	3/19/2015 8:03 AM
77	15	3/19/2015 7:53 AM
78	20	3/19/2015 7:31 AM
79	5	3/19/2015 3:40 AM
#	Lawyer Income	Date
1	56	4/23/2015 8:31 PM
2	50%	4/22/2015 10:24 AM
3	0	4/21/2015 4:58 PM
4	5	4/21/2015 2:41 PM
5	40	4/21/2015 11:44 AM
6	40	4/21/2015 11:39 AM
7	30	4/21/2015 11:03 AM
8	30	4/21/2015 10:20 AM
9	40%	4/21/2015 10:01 AM
10	50	4/21/2015 9:44 AM
11	70	4/21/2015 9:43 AM
12	20	4/21/2015 9:38 AM
13	45	4/21/2015 8:51 AM
14	60	4/21/2015 8:23 AM
15	40	4/21/2015 5:26 AM
16	50	4/13/2015 9:32 PM
17	50	4/8/2015 12:09 PM
18	55	4/7/2015 10:42 AM
19	65	4/7/2015 10:10 AM
20	40	4/6/2015 1:22 PM
21	40	4/6/2015 12:31 PM
22	60	4/6/2015 9:50 AM
23	10%	4/4/2015 12:52 PM
24	58	4/4/2015 9:17 AM
25	40	4/3/2015 12:55 PM
26	57	4/3/2015 11:59 AM
27	50	4/3/2015 11:50 AM
28	60	4/3/2015 11:37 AM
29	20	4/3/2015 11:17 AM
30	73	4/3/2015 11:15 AM
31	15%	4/3/2015 11:09 AM

Economics of Law Practice 2014

32	1	4/3/2015 9:30 AM
33	60	4/3/2015 9:00 AM
34	45	4/3/2015 8:47 AM
35	50	4/3/2015 8:21 AM
36	10	4/3/2015 8:12 AM
37	35	4/3/2015 8:11 AM
38	40	4/3/2015 7:16 AM
39	60	4/3/2015 6:36 AM
40	20	3/31/2015 5:51 PM
41	80	3/30/2015 9:26 PM
42	34	3/28/2015 12:03 PM
43	50	3/27/2015 11:18 PM
44	0	3/23/2015 9:54 PM
45	78&	3/23/2015 3:42 PM
46	60%	3/23/2015 8:18 AM
47	25	3/22/2015 1:10 PM
48	25	3/21/2015 5:15 PM
49	50	3/20/2015 11:40 PM
50	55	3/20/2015 7:21 PM
51	50	3/20/2015 6:25 AM
52	25	3/20/2015 5:03 AM
53	22	3/19/2015 4:14 PM
54	45%	3/19/2015 2:46 PM
55	27	3/19/2015 2:37 PM
56	20	3/19/2015 1:19 PM
57	47	3/19/2015 12:18 PM
58	50	3/19/2015 12:11 PM
59	24	3/19/2015 12:09 PM
60	50	3/19/2015 11:35 AM
61	20%	3/19/2015 10:49 AM
62	40	3/19/2015 10:19 AM
63	.3	3/19/2015 9:59 AM
64	51	3/19/2015 9:47 AM
65	70	3/19/2015 9:44 AM
66	dont know	3/19/2015 9:26 AM
67	29%	3/19/2015 9:16 AM
68	50	3/19/2015 9:16 AM
69	50	3/19/2015 9:10 AM

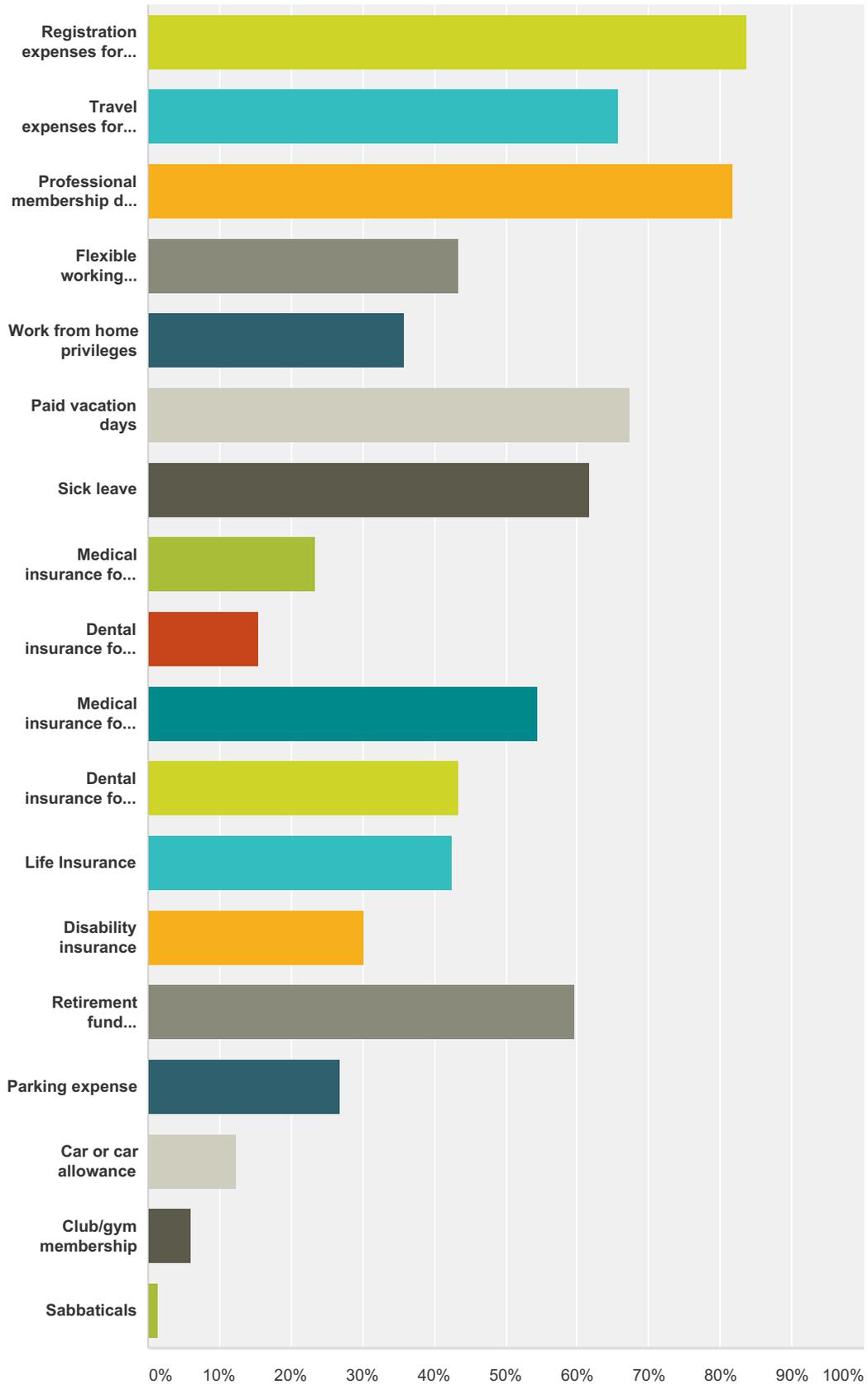
Economics of Law Practice 2014

70	25	3/19/2015 8:54 AM
71	62.5	3/19/2015 8:52 AM
72	50	3/19/2015 8:47 AM
73	0	3/19/2015 8:43 AM
74	40	3/19/2015 8:33 AM
75	60	3/19/2015 8:31 AM
76	35	3/19/2015 8:23 AM
77	25	3/19/2015 8:21 AM
78	20%	3/19/2015 8:16 AM
79	50	3/19/2015 8:14 AM
80	55	3/19/2015 8:03 AM
81	50	3/19/2015 7:53 AM
82	45	3/19/2015 7:31 AM
83	10	3/19/2015 3:40 AM

Q60 Does your firm or organization pay for any of the following benefits for its lawyers? (Check all that apply.)

Answered: 577 Skipped: 372

Economics of Law Practice 2014



Answer Choices	Responses
Registration expenses for CLE courses	83.71% 483

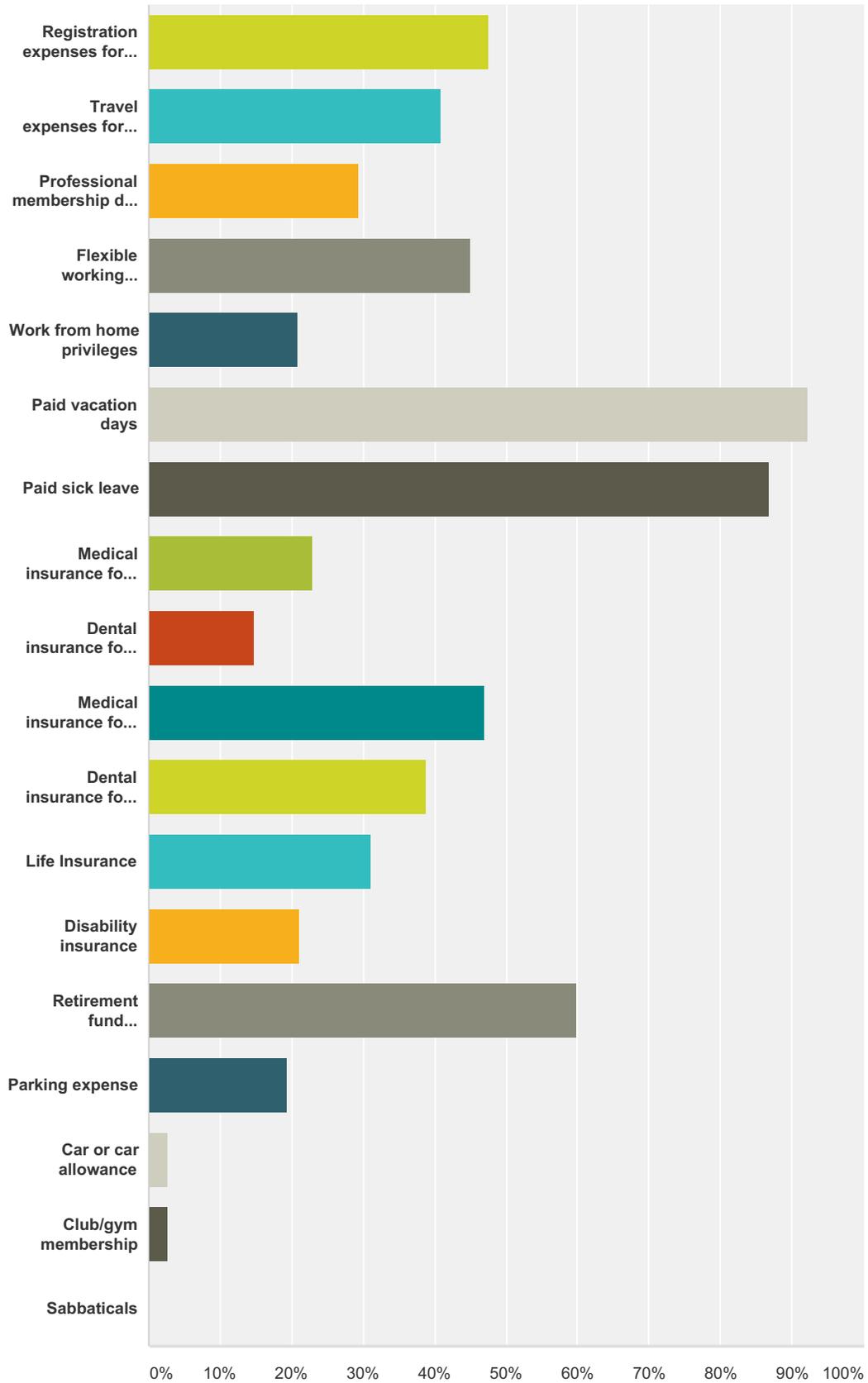
Economics of Law Practice 2014

Travel expenses for CLE courses	65.68%	379
Professional membership dues (ASB, ABA, local bar, specialty bar dues, etc.)	81.80%	472
Flexible working schedule	43.33%	250
Work from home privileges	35.88%	207
Paid vacation days	67.42%	389
Sick leave	61.87%	357
Medical insurance for the attorney only	23.40%	135
Dental insurance for the attorney only	15.42%	89
Medical insurance for the attorney and family members	54.59%	315
Dental insurance for the attorney and family members	43.33%	250
Life Insurance	42.63%	246
Disability insurance	30.33%	175
Retirement fund contributions	59.79%	345
Parking expense	26.86%	155
Car or car allowance	12.31%	71
Club/gym membership	6.07%	35
Sabbaticals	1.39%	8
Total Respondents: 577		

Q61 Does your firm or organization pay for any of the following benefits for non-lawyer employees? (Check all that apply.)

Answered: 465 Skipped: 484

Economics of Law Practice 2014



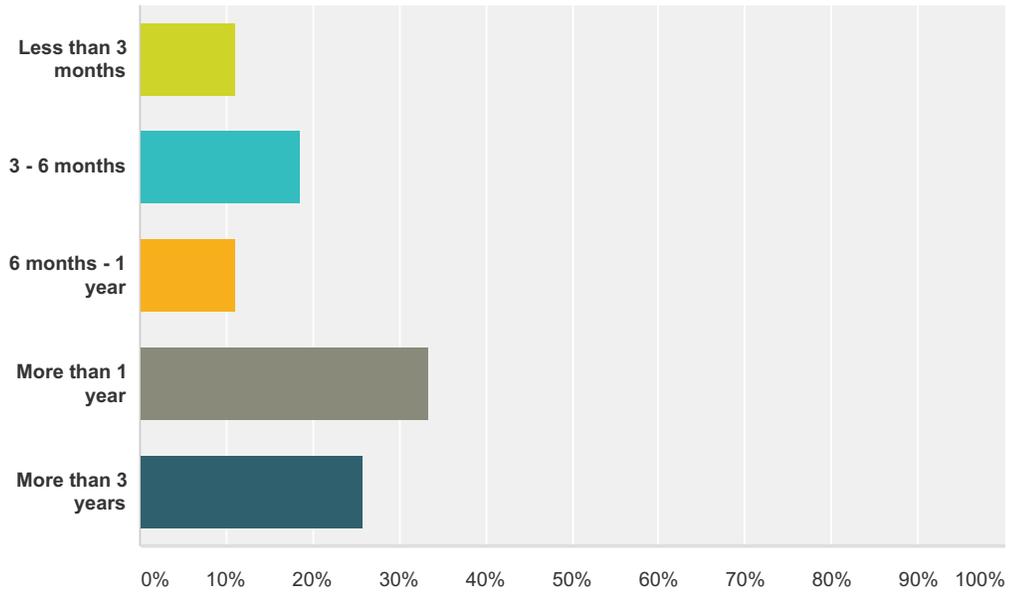
Answer Choices	Responses
Registration expenses for training or continuing education courses	47.53% 221

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Travel expenses for training or continuing education courses	40.86%	190
Professional membership dues (paralegal associations, etc.)	29.46%	137
Flexible working schedule	45.16%	210
Work from home privileges	20.86%	97
Paid vacation days	92.26%	429
Paid sick leave	86.88%	404
Medical insurance for the attorney	23.01%	107
Dental insurance for the attorney	14.84%	69
Medical insurance for the attorney and family members	46.88%	218
Dental insurance for the attorney and family members	38.92%	181
Life Insurance	31.18%	145
Disability insurance	21.08%	98
Retirement fund contributions	60.00%	279
Parking expense	19.35%	90
Car or car allowance	2.80%	13
Club/gym membership	2.80%	13
Sabbaticals	0.22%	1
Total Respondents: 465		

Q62 How long have you been unemployed?

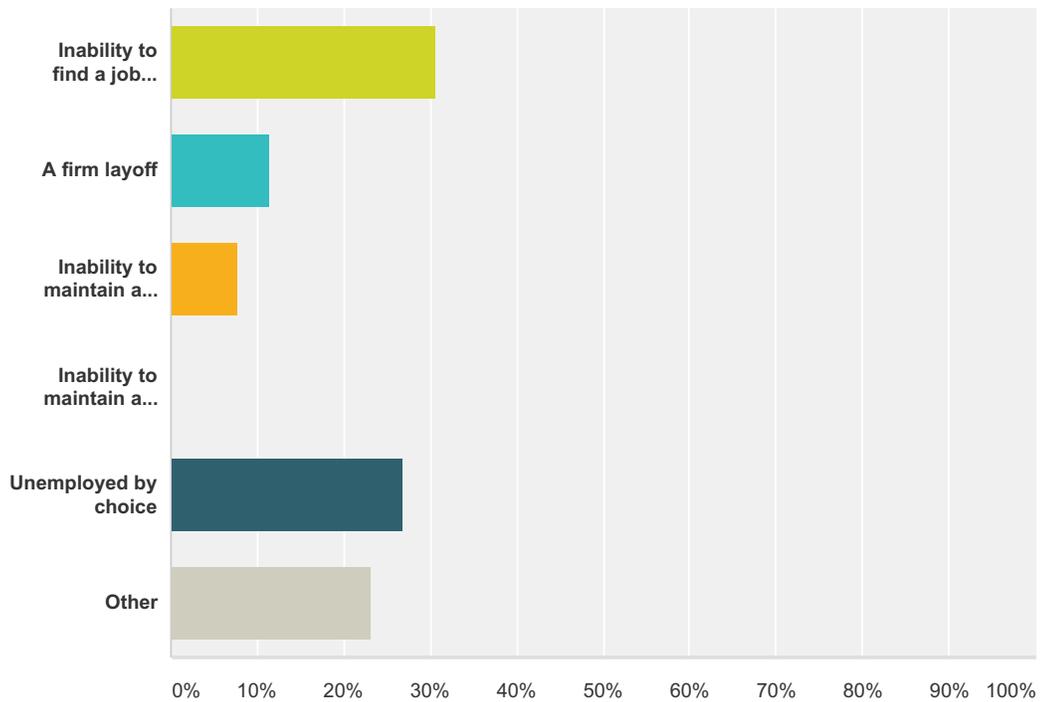
Answered: 27 Skipped: 922



Answer Choices	Responses	Count
Less than 3 months	11.11%	3
3 - 6 months	18.52%	5
6 months - 1 year	11.11%	3
More than 1 year	33.33%	9
More than 3 years	25.93%	7
Total		27

Q63 Which of the following do you believe caused your unemployment?

Answered: 26 Skipped: 923



Answer Choices	Responses
Inability to find a job after law school	30.77% 8
A firm layoff	11.54% 3
Inability to maintain a practice due to financial issues	7.69% 2
Inability to maintain a practice due to management issues	0.00% 0
Unemployed by choice	26.92% 7
Other	23.08% 6
Total	26

#	Other (please specify)	Date
1	Unable to find legal job after law school. Tried solo practice for a while but lacked finances and practical knowledge of practicing law to really get off the ground. After a year of struggling to pay my bills I've decided to seek new opportunities in a non legal career	4/7/2015 9:05 PM
2	Inability to find a job after relocating	4/3/2015 8:00 AM
3	After I had to quit work during pregnancy, I was unable to find another job for about 3 years. So when we moved out of state, I decided to change careers. But I am still unemployed.	4/3/2015 7:46 AM
4	I had a child	3/26/2015 3:22 PM
5	Changing careers: Leaving law	3/23/2015 7:43 PM

6	Judicial law clerk-Judge retired and was not replaced.	3/22/2015 3:01 PM
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Q64 At what age did you retire?

Answered: 48 Skipped: 901

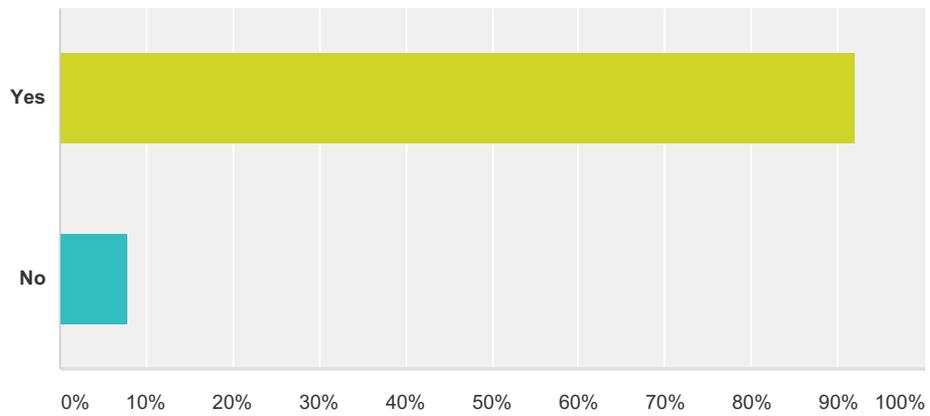
#	Responses	Date
1	60	4/22/2015 11:42 AM
2	67	4/22/2015 7:18 AM
3	55	4/21/2015 8:28 PM
4	65	4/21/2015 6:01 PM
5	47	4/21/2015 12:09 PM
6	70	4/21/2015 5:38 AM
7	60	4/10/2015 12:55 PM
8	62	4/6/2015 10:46 AM
9	51	4/6/2015 1:03 AM
10	63	4/4/2015 5:59 PM
11	55	4/4/2015 4:38 PM
12	62	4/4/2015 10:25 AM
13	66	4/3/2015 7:49 PM
14	70	4/3/2015 5:37 PM
15	65	4/3/2015 9:38 AM
16	55	4/3/2015 9:00 AM
17	45	4/3/2015 8:03 AM
18	64	4/3/2015 7:54 AM
19	44 (disabled)	4/3/2015 6:09 AM
20	60	4/3/2015 5:54 AM
21	67	3/30/2015 4:25 PM
22	66	3/29/2015 7:15 AM
23	59	3/27/2015 10:36 AM
24	66	3/27/2015 7:53 AM
25	55	3/21/2015 7:20 PM
26	60	3/20/2015 2:33 PM
27	53	3/20/2015 1:04 PM
28	55	3/20/2015 10:08 AM
29	65	3/19/2015 7:24 PM
30	50	3/19/2015 5:26 PM
31	59	3/19/2015 4:28 PM
32	82	3/19/2015 1:43 PM
33	53	3/19/2015 1:24 PM

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34	64	3/19/2015 1:15 PM
35	55	3/19/2015 12:11 PM
36	72	3/19/2015 9:42 AM
37	57	3/19/2015 9:22 AM
38	72	3/19/2015 9:14 AM
39	72	3/19/2015 9:03 AM
40	68	3/19/2015 8:46 AM
41	42	3/19/2015 8:40 AM
42	56	3/19/2015 8:28 AM
43	75	3/19/2015 8:02 AM
44	50	3/19/2015 7:15 AM
45	66	3/19/2015 6:16 AM
46	57	3/19/2015 6:05 AM
47	70	3/19/2015 5:24 AM
48	55	3/19/2015 4:23 AM

Q65 Do you have a funded retirement plan other than Social Security?

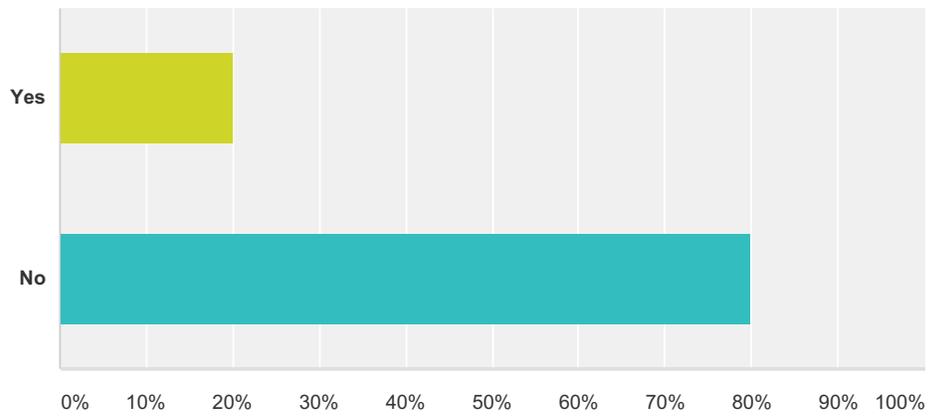
Answered: 50 Skipped: 899



Answer Choices	Responses
Yes	92.00% 46
No	8.00% 4
Total	50

Q66 Did you engage in any paid (non-legal) work in 2014?

Answered: 50 Skipped: 899



Answer Choices	Responses
Yes	20.00% 10
No	80.00% 40
Total	50

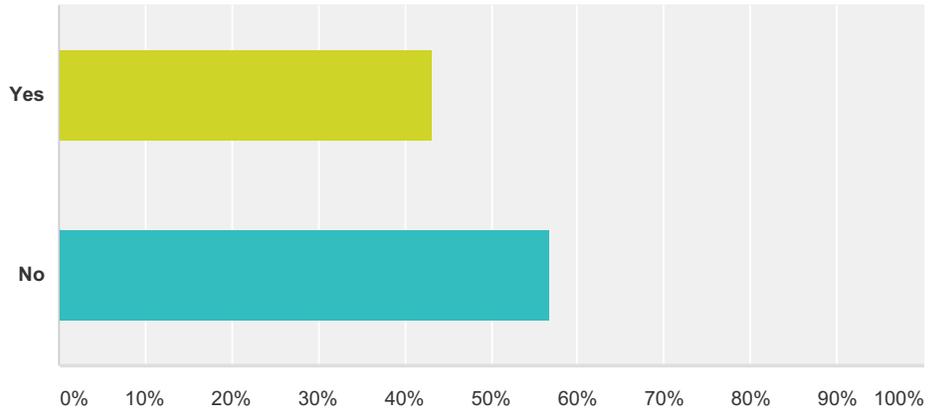
Q67 What type of work did you do?

Answered: 11 Skipped: 938

#	Responses	Date
1	Mostly volunteer but a couple of advice matters	4/22/2015 11:42 AM
2	General civil and criminal	4/21/2015 9:03 AM
3	Director of Alabama Child Defend	4/6/2015 10:46 AM
4	Taught a course. just to get out of huse	4/4/2015 6:01 PM
5	teaching	3/27/2015 10:37 AM
6	taught at a college	3/27/2015 7:53 AM
7	Computer consulting	3/20/2015 1:04 PM
8	Consulting	3/19/2015 1:15 PM
9	plaintiff and general practice	3/19/2015 11:09 AM
10	Volunteer for charitable entity with minimal pay	3/19/2015 6:06 AM
11	Photography	3/19/2015 4:23 AM

Q68 Did you do any volunteer work in 2014?

Answered: 51 Skipped: 898



Answer Choices	Responses	
Yes	43.14%	22
No	56.86%	29
Total		51

Q69 What type of volunteer work did you do?

Answered: 21 Skipped: 928

#	Responses	Date
1	Guardianship, and work for ACLU	4/22/2015 11:43 AM
2	President of the board of the Crisis Center.	4/21/2015 5:40 AM
3	city of Birmingham	4/10/2015 12:55 PM
4	Literacy Council of West Alabama Greensboro Opera House board HERO, Church	4/6/2015 11:40 AM
5	church - sports administratio, HS Ref	4/4/2015 6:02 PM
6	Coordinate a benevolence fund at my church.	4/4/2015 10:26 AM
7	Meals on Wheels, Food Pantry Manager for the Help Center, legislative advocacy for the poor	4/3/2015 7:50 PM
8	legal	4/3/2015 9:00 AM
9	Preparing tax returns for active duty and retired military.	4/3/2015 8:05 AM
10	Church	4/3/2015 7:54 AM
11	SAVLP, local research assistance, church	3/29/2015 7:16 AM
12	Consider teaching as volunteer work, as paid only a minimal amount	3/27/2015 7:54 AM
13	Nonprofit and Foundation Board Service	3/20/2015 10:09 AM
14	MS, Society and several other charities	3/19/2015 1:25 PM
15	Helping raise funds in capital campaign for art museum, primarily preparing applications for grants from foundations	3/19/2015 9:45 AM
16	Fundraising for art museum	3/19/2015 9:14 AM
17	Fundraising for art museum	3/19/2015 9:04 AM
18	Mentor and advise student groups at The University of Alabama	3/19/2015 8:48 AM
19	Tax work for a nonprofit	3/19/2015 8:29 AM
20	ADVISOR TO COMMUNITY SERVICES.	3/19/2015 6:17 AM
21	Christian missionary to Asia; used legal expertise to aid charity	3/19/2015 6:06 AM

Q70 In what non-legal field do you currently work?

Answered: 92 Skipped: 857

#	Responses	Date
1	Corporate	5/11/2015 12:22 PM
2	Insurance	4/23/2015 1:30 PM
3	Benefits Consulting	4/23/2015 11:07 AM
4	federal government but I do legal work part time	4/23/2015 6:32 AM
5	Nursing Case Management	4/22/2015 12:28 PM
6	Medical	4/21/2015 9:21 PM
7	Labor Relations - Human Resources	4/21/2015 8:41 PM
8	Retired from college teaching, now writing.	4/21/2015 3:36 PM
9	education	4/21/2015 2:50 PM
10	I work as a Charitable Planned Giving Officer for a large non-profit legal organization.	4/21/2015 11:21 AM
11	Legal education	4/21/2015 9:54 AM
12	Non-Profit Organization	4/21/2015 9:53 AM
13	Energy at Southern Company in Supply Chain. I use my legal skills but this is not an attorney position	4/21/2015 8:15 AM
14	Commercial Construction Consulting	4/21/2015 8:06 AM
15	Higher education	4/21/2015 7:18 AM
16	Insurance	4/13/2015 11:13 PM
17	state government	4/6/2015 3:27 PM
18	Securities	4/6/2015 1:11 PM
19	I was the COO of Sterne Agee Group, Inc. (financial services firm) until May 2014 and am now the COO of Wherible GPS, Inc. (GPS tracking start-up company)	4/6/2015 1:00 PM
20	Insurance-related estate, business and tax planning	4/6/2015 9:41 AM
21	Education	4/6/2015 6:32 AM
22	Airline Pilot	4/4/2015 7:39 PM
23	tax consulting	4/4/2015 2:54 PM
24	Start-up	4/3/2015 4:58 PM
25	Transportation & logistics	4/3/2015 4:57 PM
26	sales	4/3/2015 4:18 PM
27	FBI	4/3/2015 3:08 PM
28	Healthcare Risk Management & Performance Improvement	4/3/2015 2:07 PM
29	University Research Administration	4/3/2015 1:32 PM
30	Utility Company	4/3/2015 10:48 AM
31	Education	4/3/2015 9:50 AM
32	Insurance litigation specialist in 2014; now unemployed. Preparing for FL bar.	4/3/2015 9:38 AM

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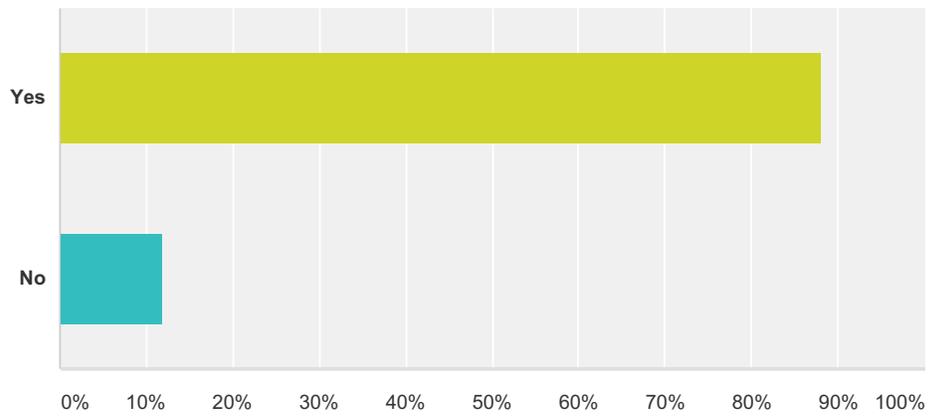
33	Education	4/3/2015 9:29 AM
34	Engineering	4/3/2015 9:19 AM
35	Police Investigator	4/3/2015 9:16 AM
36	Public school teacher counselor	4/3/2015 8:53 AM
37	Trust and Wealth Management	4/3/2015 8:49 AM
38	Consulting	4/3/2015 8:42 AM
39	Accounting	4/3/2015 8:40 AM
40	Education non-profit	4/3/2015 8:21 AM
41	Investments	4/3/2015 8:06 AM
42	Real Estate	4/3/2015 7:54 AM
43	Non-profit	4/3/2015 7:39 AM
44	Teacher/writer	4/3/2015 6:12 AM
45	corporate	4/3/2015 3:57 AM
46	Law librarian in law school setting. Degree and license helpful but not required. Chose to make the step to get additional education after library work and degree.	4/1/2015 9:22 AM
47	I work in Compliance at Regions Bank. The position began in August 2014. During January-May 2014, I was still attending The University of Alabama. From May-July, I was unemployed and studying for the bar exam. I was seeking employment and would have worked during the summer if I would have found an Alabama-based opportunity.	3/31/2015 10:57 AM
48	Wealth Management	3/28/2015 6:02 PM
49	customer service	3/26/2015 7:53 PM
50	Engineering	3/25/2015 12:39 PM
51	Healthcare Administration	3/23/2015 9:53 PM
52	Banking	3/23/2015 7:43 PM
53	University of Maryland, College Park labor relations	3/23/2015 4:54 PM
54	Federal Government - U.S. Department of State	3/23/2015 6:47 AM
55	entertainment	3/22/2015 2:54 PM
56	Finance	3/22/2015 7:06 AM
57	Undergraduate education	3/20/2015 3:25 PM
58	Education	3/20/2015 12:23 PM
59	Administrative position in a state agency	3/19/2015 5:26 PM
60	Advertising/marketing	3/19/2015 4:29 PM
61	Judiciary	3/19/2015 4:00 PM
62	State Government	3/19/2015 3:23 PM
63	Credit Counseling and mediation	3/19/2015 2:37 PM
64	Oil and gas	3/19/2015 1:29 PM
65	Customer Service	3/19/2015 12:34 PM
66	Education	3/19/2015 11:48 AM
67	Medicine-physician	3/19/2015 11:45 AM
68	Federal Law Enforcement	3/19/2015 11:30 AM

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69	Accounting	3/19/2015 10:54 AM
70	Accounting - Taxation	3/19/2015 10:49 AM
71	corporate	3/19/2015 10:48 AM
72	Compliance, Insurance, Health Care	3/19/2015 10:35 AM
73	corporate executive	3/19/2015 10:26 AM
74	Supply Chain Managment	3/19/2015 10:24 AM
75	Government/Regulatory	3/19/2015 10:12 AM
76	corporate executive	3/19/2015 10:01 AM
77	banking	3/19/2015 9:57 AM
78	Education	3/19/2015 9:48 AM
79	Real Estate Management, Banking and Metal Fabricating	3/19/2015 9:35 AM
80	Digital Communications/IT	3/19/2015 9:34 AM
81	State government	3/19/2015 9:26 AM
82	business	3/19/2015 9:12 AM
83	Trust administration in financial industry	3/19/2015 9:01 AM
84	Political consulting/campaign management	3/19/2015 8:34 AM
85	Government	3/19/2015 7:47 AM
86	Education	3/19/2015 7:44 AM
87	Engineering	3/19/2015 6:59 AM
88	Artist	3/19/2015 6:28 AM
89	restaurant business	3/19/2015 6:17 AM
90	Banking	3/19/2015 5:34 AM
91	Transportation	3/19/2015 5:11 AM
92	International Development	3/19/2015 5:07 AM

Q71 Did you voluntarily choose to work outside the legal field?

Answered: 93 Skipped: 856



Answer Choices	Responses
Yes	88.17% 82
No	11.83% 11
Total	93

Q72 Why did you choose to work outside the legal field?

Answered: 79 Skipped: 870

#	Responses	Date
1	Location	4/23/2015 1:30 PM
2	More interesting	4/23/2015 11:07 AM
3	My practice does not yield enough for me to live comfortably	4/23/2015 6:32 AM
4	Higher salary than for starting attorney positions.	4/22/2015 12:28 PM
5	Job security.	4/21/2015 9:22 PM
6	I was already established in my career prior to going to law school.	4/21/2015 8:42 PM
7	I was not permitted to focus on appellate work when last I was a member of a firm in 1991. Today, the appellate specialty presence is everywhere.	4/21/2015 3:37 PM
8	disenchanted by legal profession	4/21/2015 2:51 PM
9	I was intrigued by the career field of non-profit fundraising.	4/21/2015 11:22 AM
10	Accepted a position with legal education dept with college which is steady income and rewarding.	4/21/2015 9:57 AM
11	Many years of experience prior to passing the bar	4/21/2015 8:06 AM
12	* The level of incivility and incompetence in the legal environment * Incompetence of elected judges * Not willing to manage a solo practice * Didn't enjoy legal practice, i.e. quality of life, work satisfaction was very low	4/21/2015 7:21 AM
13	Vitriolic legal culture	4/6/2015 4:03 PM
14	financial reasons	4/6/2015 3:28 PM
15	Opportunity to Obtain Equity Incentives and participate in the growth of a company	4/6/2015 1:01 PM
16	Greater opportunity, more stable employment, still got to work in legally-related fields	4/6/2015 9:42 AM
17	Better working conditions.	4/6/2015 6:33 AM
18	Previous Employment with airline until furloughed; twice.	4/4/2015 7:39 PM
19	can work from home	4/4/2015 2:54 PM
20	Better hours	4/3/2015 4:58 PM
21	Income	4/3/2015 4:18 PM
22	Salary and Retirement Plan	4/3/2015 2:07 PM
23	No jobs in the Legal field.	4/3/2015 1:33 PM
24	It is legal related, but I do not actively practice.	4/3/2015 10:49 AM
25	Hours	4/3/2015 9:50 AM
26	Was employed in the legal field and told I would not advance from current position.	4/3/2015 9:39 AM
27	Career prior to becoming a lawyer	4/3/2015 9:30 AM
28	Family Business	4/3/2015 9:19 AM
29	To better my retirement.	4/3/2015 9:16 AM
30	Decrease hours of working	4/3/2015 8:50 AM
31	It was all that I knew how to do.	4/3/2015 8:43 AM

Economics of Law Practice 2014

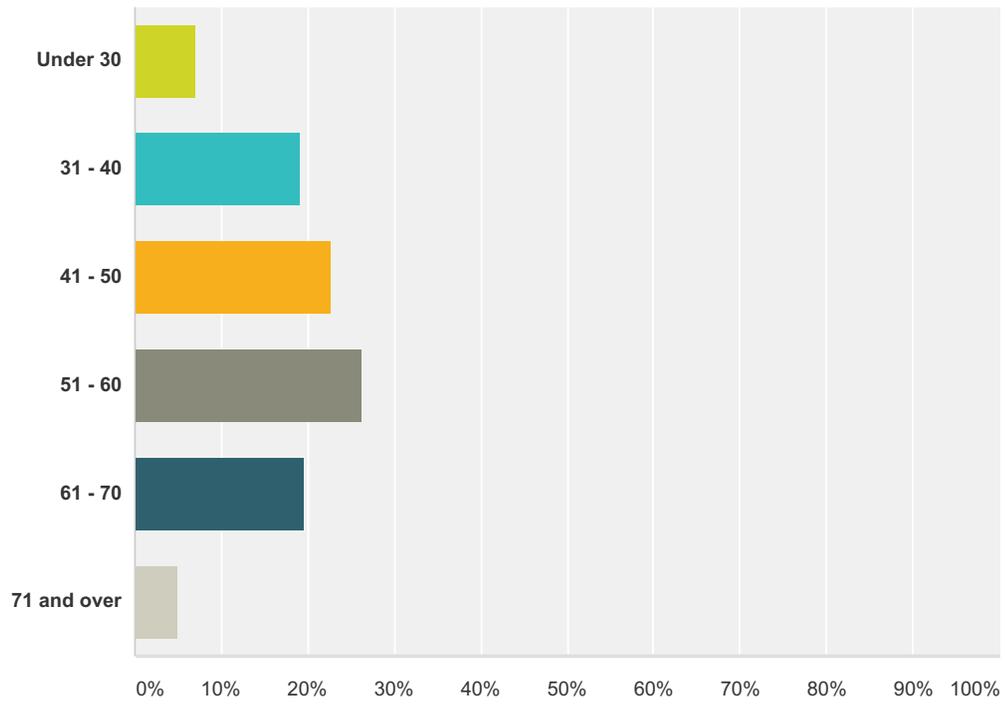
32	The legal system is too hostile, and that includes the judges, and the court clerks. I was appointed guardian/conservator in a number of cases where the judge gave me the equivalent of \$10 an hour for my services, while at the same time, giving the guardian ad litem \$400 for the hour he spent reviewing the case before the hearing. A federal judge awarded me \$2,300 for a disability case, and the social security administration refused to pay it. Afterward, I could not get the judicial office to return my telephone calls and help me collect my fee. If I want to work for \$10 an hour, I will work for McDonald's.	4/3/2015 8:42 AM
33	More rewarding and less stressfull	4/3/2015 8:21 AM
34	Enjoyment of what I do.	4/3/2015 7:56 AM
35	Care about the issues I am working toward - improves the community	4/3/2015 7:40 AM
36	Retired from private practice to go in house with private company to have better quality of life	4/3/2015 6:42 AM
37	Follow my passion after successful legal career	4/3/2015 6:13 AM
38	opportunity	4/3/2015 3:57 AM
39	This goes to the working definition I think you are using. The degree is a subject specialty for me. It helped me in my duties as law firm librarian and then academic law librarian. Age and gender would have made practicing law difficult.	4/1/2015 9:25 AM
40	My legal skills were used in Compliance. Also, the hours gave me a work-life balance, the salary was strong, and there are better career advancement opportunities than the legal field could offer.	3/31/2015 10:58 AM
41	I very much enjoyed the practice of Law and have the utmost appreciation for the practice of law . My career early on lead into the direction of being a wealth manager and I have concentrated in this area.	3/28/2015 6:03 PM
42	Maintained existing position when entered the Bar.	3/25/2015 12:40 PM
43	personal/work life balance minimize risk of malpractice, firm debt, etc. better benefits in non-legal job	3/23/2015 9:54 PM
44	I like working in a bank.	3/23/2015 7:44 PM
45	I have one "client" whose focus is on teaching, research, and service. I am contributing to a higher order of goals.	3/23/2015 4:56 PM
46	Mostly the sense of duty and public service; desire to enjoy weekends away from the office (although as a diplomat I am on-duty 24/7), holidays, and to have a better quality of life. My legal background is extremely relevant to what I do now, but I never intended to use it to practice law in a courtroom.	3/23/2015 6:50 AM
47	seeking new experiences	3/22/2015 2:56 PM
48	Opportunity to serve others	3/22/2015 7:06 AM
49	Practically speaking, the firm I worked for was acquired by a larger firm that discontinued the work I was doing (fired my mentor and proceeded to fire everyone I worked with one-by-one). Preferentially, I didn't care for the new culture or its management. Consequently, I sought out other legal jobs in the region. But, since it was 2009 / 2010 when the aftershocks of the recession were still reverberating, there were virtually no firms hiring. I had a job offer in education for more than a contract gig at a large Birmingham-based firm was wiling to pay me. And it came with benefits. Practically and preferentially, it made more sense for me to work in education, a field I had experience with and enjoyed, than to stay in a lousy job that paid me well or take a different lousy job that would pay me less than my work was worth.	3/20/2015 3:37 PM
50	I found my practice to be a combination of intense pressure and excruciating boredom.	3/20/2015 12:23 PM
51	1. Looking for a new challenge 2. Promotional opportunity	3/19/2015 5:29 PM
52	I needed a steady paycheck.	3/19/2015 4:30 PM
53	Local judges were retiring, and I was encouraged to run for election as a state court trial judge.	3/19/2015 4:01 PM
54	Retired	3/19/2015 2:37 PM
55	Monetary gain	3/19/2015 1:29 PM
56	I was already in the position when I attended law school, then was too close to retirement to leave.	3/19/2015 11:48 AM
57	I had MD before JD	3/19/2015 11:46 AM
58	Job entered after Bachelors Degree	3/19/2015 11:30 AM

Economics of Law Practice 2014

59	I am also a CPA and Taxation is my specialty	3/19/2015 10:49 AM
60	opportunity--great possibilities	3/19/2015 10:48 AM
61	I still use my legal education in all of my employment since 1964	3/19/2015 10:35 AM
62	Initially went from outside to in house and then followed opportunities that were for the benefit of the employer and, ultimately, myself.	3/19/2015 10:27 AM
63	Nature of work, stability in uncertain economy, insurance/retirement benefits	3/19/2015 10:13 AM
64	First move was within the legal field (outside to in house). Subsequent moves were determined by opportunities and some happenstance.	3/19/2015 10:01 AM
65	preferred nonlegal work	3/19/2015 9:58 AM
66	More money and do the legal work as well. I am in house attorney for the companies that I am majority owner of.	3/19/2015 9:35 AM
67	Better opportunity	3/19/2015 9:34 AM
68	More enjoyable at this time in my life.	3/19/2015 9:27 AM
69	dual degrees in business & law	3/19/2015 9:13 AM
70	More money, more opportunities	3/19/2015 9:01 AM
71	found it not compatible to raising children and did not want to return when children were older	3/19/2015 8:36 AM
72	Work in politics	3/19/2015 7:47 AM
73	Enjoy education.	3/19/2015 7:44 AM
74	I was working outside the legal field prior to obtaining a law license.	3/19/2015 6:59 AM
75	After decades in the legal profession, I realized that I was tired of toting water for other people. There are better ways to spend what time I have left.	3/19/2015 6:29 AM
76	More lucrative and better lifestyle.	3/19/2015 6:17 AM
77	Position hires attorneys but we are not actively engaged in practice. Related to undergraduate & MBA degrees.	3/19/2015 5:36 AM
78	Necessity	3/19/2015 5:11 AM
79	It is development in the justice sector but not typical legal work. I wanted to work internationally	3/19/2015 5:07 AM

Q73 How old are you?

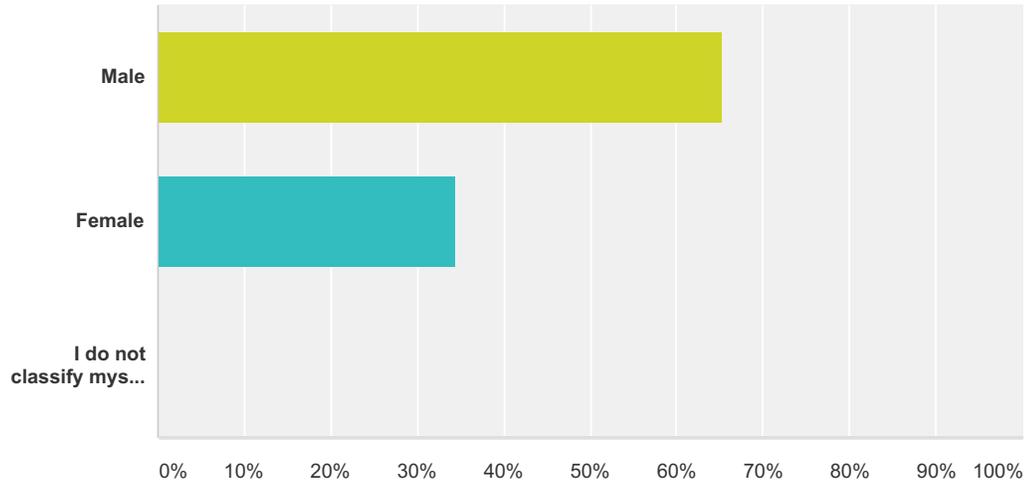
Answered: 794 Skipped: 155



Answer Choices	Responses
Under 30	7.18% 57
31 - 40	19.27% 153
41 - 50	22.67% 180
51 - 60	26.32% 209
61 - 70	19.52% 155
71 and over	5.04% 40
Total	794

Q74 What is your gender?

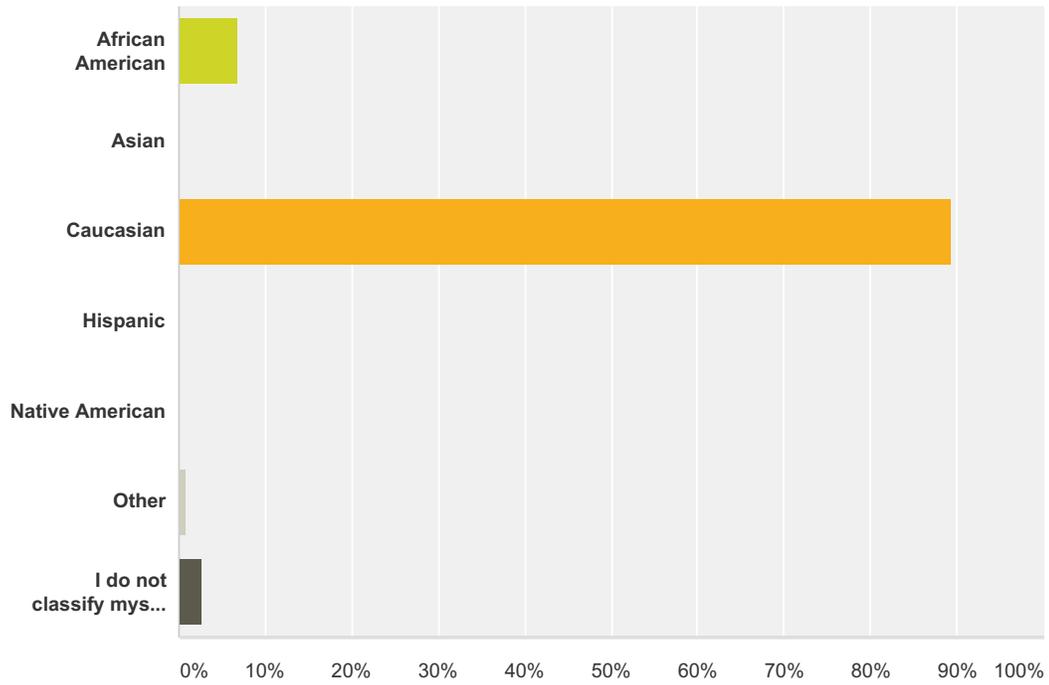
Answered: 794 Skipped: 155



Answer Choices	Responses	
Male	65.37%	519
Female	34.51%	274
I do not classify myself by gender.	0.13%	1
Total		794

Q75 How do you classify yourself ethnically?

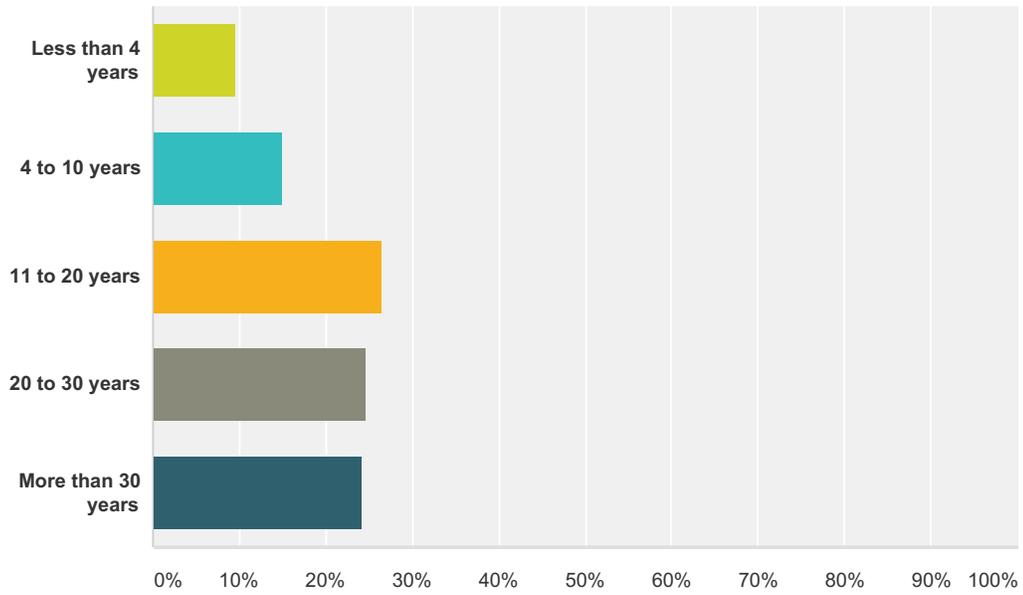
Answered: 794 Skipped: 155



Answer Choices	Responses	Count
African American	6.80%	54
Asian	0.00%	0
Caucasian	89.42%	710
Hispanic	0.00%	0
Native American	0.13%	1
Other	0.88%	7
I do not classify myself ethnically.	2.77%	22
Total		794

Q76 How many years have you been admitted to the Alabama State Bar?

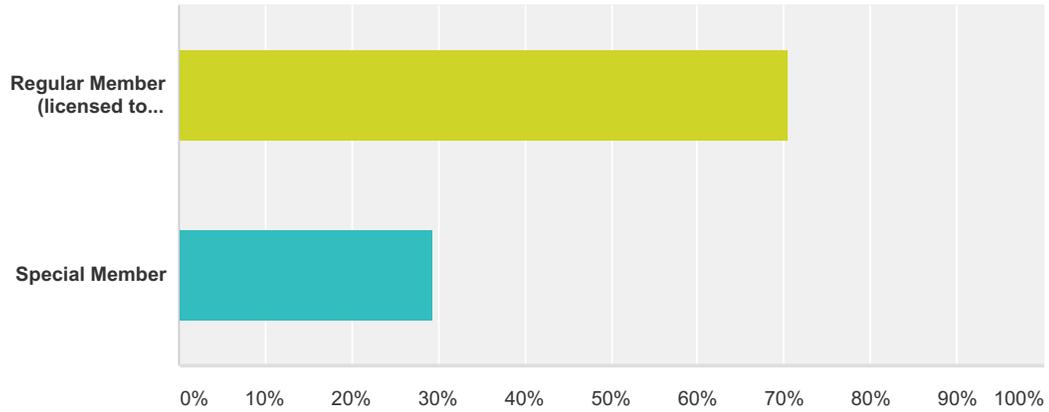
Answered: 794 Skipped: 155



Answer Choices	Responses
Less than 4 years	9.57% 76
4 to 10 years	14.99% 119
11 to 20 years	26.57% 211
20 to 30 years	24.56% 195
More than 30 years	24.31% 193
Total	794

Q77 In 2014 were you a...

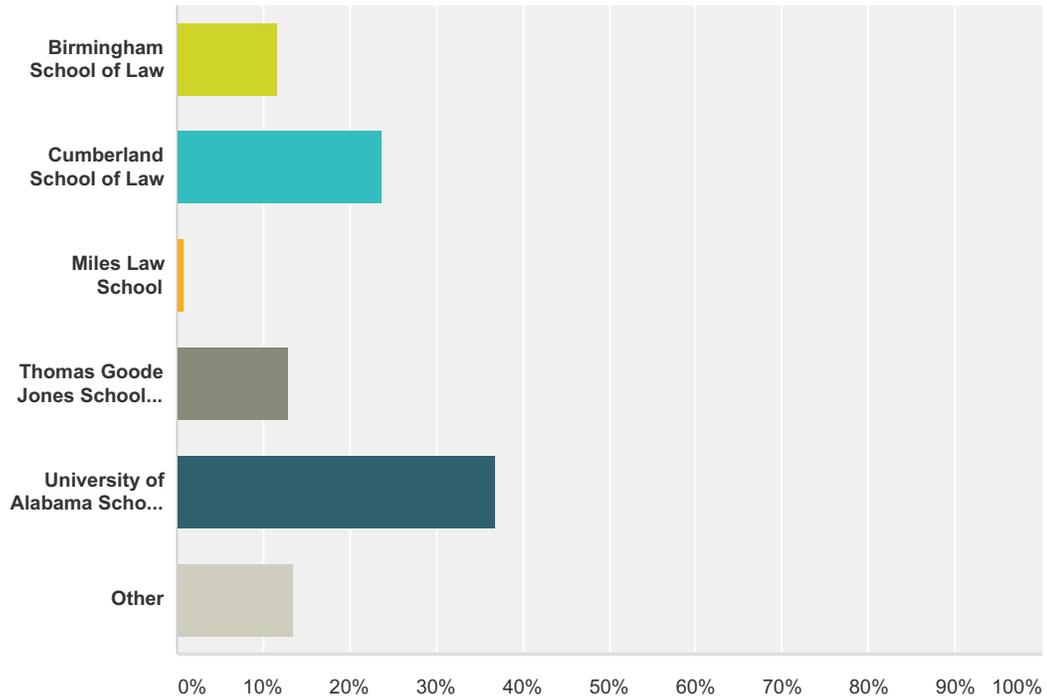
Answered: 794 Skipped: 155



Answer Choices	Responses
Regular Member (licensed to practice law)	70.65% 561
Special Member	29.35% 233
Total	794

Q78 Where did you go to law school?

Answered: 780 Skipped: 169



Answer Choices	Responses
Birmingham School of Law	11.79% 92
Cumberland School of Law	23.72% 185
Miles Law School	0.90% 7
Thomas Goode Jones School of Law	12.95% 101
University of Alabama School of Law	37.05% 289
Other	13.59% 106
Total	780

#	Other (please specify)	Date
1	Georgetown University Law Center	4/23/2015 4:34 PM
2	Howard University	4/23/2015 8:10 AM
3	Emory	4/22/2015 11:45 AM
4	University of Mississippi School of Law	4/21/2015 8:31 PM
5	Th.G. Jones grad who attended UA School of Law and was first in my class in 1969.	4/21/2015 3:39 PM
6	Tulane	4/21/2015 3:19 PM
7	Catholic University of America	4/21/2015 11:46 AM
8	Southern University Law Center	4/21/2015 11:19 AM

Economics of Law Practice 2014

9	University of Miami	4/21/2015 10:38 AM
10	Stanford University Law School	4/21/2015 10:10 AM
11	St. John's U Law School	4/21/2015 10:03 AM
12	Ole Miss Law School	4/21/2015 9:53 AM
13	Tulane	4/21/2015 9:51 AM
14	Mississippi College School of Law	4/21/2015 9:45 AM
15	University of Miami	4/21/2015 9:39 AM
16	George Washington University	4/21/2015 9:07 AM
17	University of Mississippi	4/21/2015 8:25 AM
18	University of Florida College of Law	4/21/2015 7:24 AM
19	Vanderbilt University	4/21/2015 6:50 AM
20	Mississippi College School of Law	4/8/2015 8:27 AM
21	emory	4/7/2015 3:57 PM
22	Vanderbilt	4/6/2015 5:08 PM
23	Ole Miss	4/6/2015 9:57 AM
24	University of Houston Law Center	4/6/2015 8:53 AM
25	Columbia	4/3/2015 6:27 PM
26	University of Richmond	4/3/2015 4:14 PM
27	Wake Forest University	4/3/2015 4:05 PM
28	Charlotte School of Law	4/3/2015 2:59 PM
29	University of Tennessee	4/3/2015 2:14 PM
30	Emory University School of Law	4/3/2015 1:40 PM
31	Out of State	4/3/2015 11:11 AM
32	Baylor University	4/3/2015 10:25 AM
33	Emory for JD and Georgetown LLM	4/3/2015 10:07 AM
34	Stetson	4/3/2015 9:53 AM
35	Mississippi College School of Law	4/3/2015 9:43 AM
36	University of Virginia	4/3/2015 9:28 AM
37	Mississippi college	4/3/2015 9:24 AM
38	Catholic University of America	4/3/2015 9:07 AM
39	Thmoas M. Cooley Law School MI	4/3/2015 9:04 AM
40	Dedman School of Law, Southern Methodist University	4/3/2015 8:57 AM
41	out of state aba accredited university	4/3/2015 8:54 AM
42	University of Tennessee College of Law	4/3/2015 8:48 AM
43	Harvard	4/3/2015 8:41 AM
44	Marshall-Wythe School of Law at the College of William & Mary	4/3/2015 8:23 AM
45	UCLA School of Law	4/3/2015 8:07 AM
46	Fordham	4/3/2015 8:03 AM

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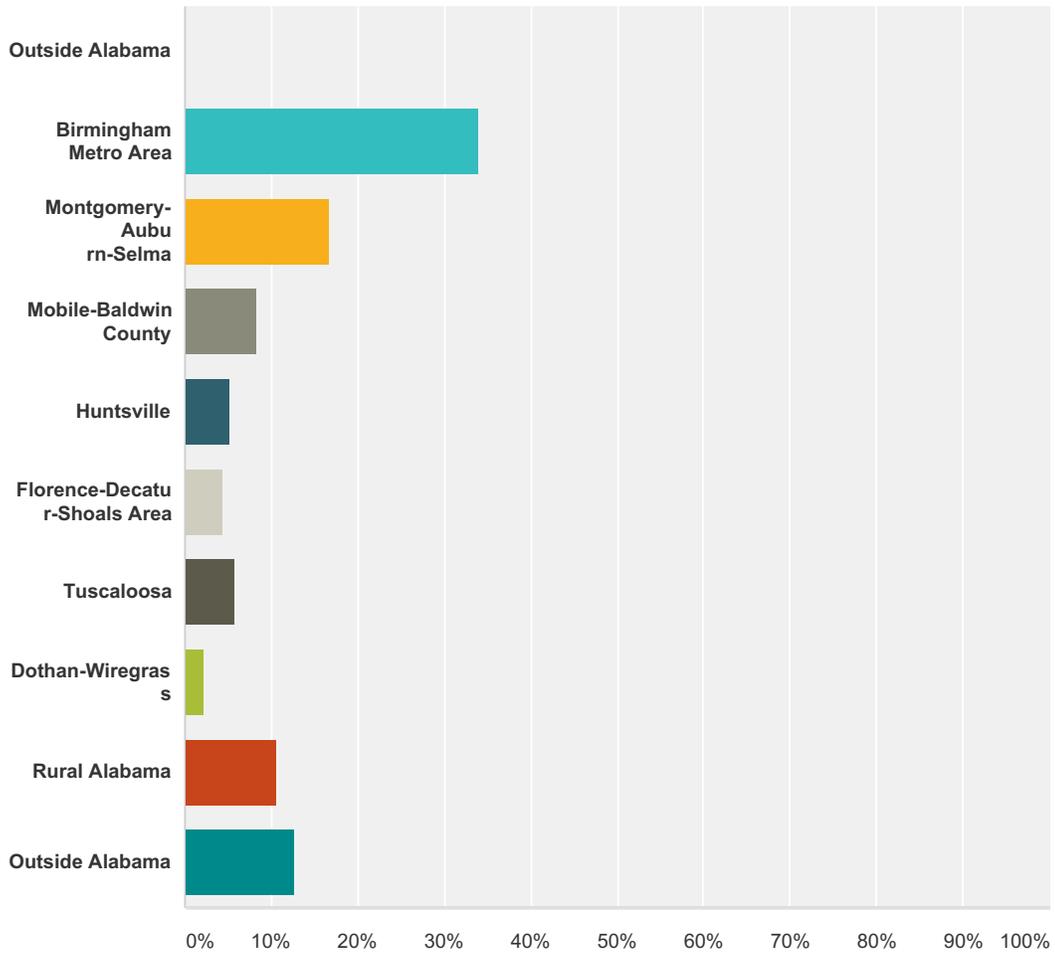
47	Mississippi College School of Law	4/3/2015 8:02 AM
48	University of Baltimore School of Law	4/3/2015 7:56 AM
49	University of South Carolina School of Law	4/3/2015 6:59 AM
50	Cleveland Marshall College of Law	4/3/2015 6:40 AM
51	UCLA School of Law	4/3/2015 6:15 AM
52	University of Texas	4/2/2015 11:08 AM
53	University of Virginia School of Law	4/1/2015 9:33 AM
54	University of Houston	3/31/2015 2:55 PM
55	and I was at the bottom of the class if wondering	3/30/2015 9:28 PM
56	Tulane Law School	3/30/2015 4:36 PM
57	Duke University	3/26/2015 9:08 PM
58	Florida A&M University College of Law	3/26/2015 3:23 PM
59	Tulane University	3/25/2015 8:11 PM
60	Texas Southern University-Thurgood Marshall School of Law	3/24/2015 3:51 PM
61	Univ. of Memphis	3/24/2015 12:14 PM
62	Tulane	3/23/2015 7:44 PM
63	Thomas M. Cooley	3/23/2015 6:46 PM
64	Washington University in St. Louis	3/23/2015 11:51 AM
65	University of Georgia	3/23/2015 8:21 AM
66	University of Texas	3/22/2015 5:21 PM
67	University of Texas School of Law	3/22/2015 7:07 AM
68	Wake Forest University	3/20/2015 4:24 PM
69	Mississippi College School of Law	3/20/2015 3:11 PM
70	Duke	3/20/2015 12:24 PM
71	Vanderbilt	3/20/2015 9:11 AM
72	Loyola University New Orleans	3/19/2015 7:04 PM
73	University of Tennessee	3/19/2015 5:51 PM
74	Howard University School of Law	3/19/2015 5:31 PM
75	Mississippi	3/19/2015 5:14 PM
76	No.	3/19/2015 4:54 PM
77	The College of William and Mary in Virginia	3/19/2015 4:40 PM
78	Mississippi College School of Law	3/19/2015 4:30 PM
79	George Washington Law Schook	3/19/2015 3:52 PM
80	Vanderbilt	3/19/2015 2:47 PM
81	University of Illinois College of Law	3/19/2015 2:25 PM
82	Duke	3/19/2015 1:46 PM
83	Loyola University of New Orleans School of Law	3/19/2015 1:45 PM
84	Jones Law Institute	3/19/2015 1:44 PM

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85	Delaware Law School of Widener University	3/19/2015 1:13 PM
86	Southern Illinois University	3/19/2015 12:10 PM
87	Georgia State College of Law	3/19/2015 11:54 AM
88	Vanderbilt	3/19/2015 11:22 AM
89	Emory	3/19/2015 11:17 AM
90	Tulsa	3/19/2015 11:10 AM
91	Vanderbilt University	3/19/2015 11:09 AM
92	Vanderbilt University Law School	3/19/2015 11:05 AM
93	Vanderbilt	3/19/2015 10:50 AM
94	University of Texas	3/19/2015 10:46 AM
95	Vanderbilt School of Law, Nashville, TN	3/19/2015 10:37 AM
96	Vanderbilt University School of Law	3/19/2015 10:27 AM
97	Seattle University, Seattle, Washington	3/19/2015 10:20 AM
98	Loyola Law School	3/19/2015 10:18 AM
99	University of Mississippi School of Law	3/19/2015 10:16 AM
100	University of Georgia School of Law	3/19/2015 10:09 AM
101	Vanderbilt University School of Law	3/19/2015 10:03 AM
102	Florida	3/19/2015 9:59 AM
103	University of Mississippi	3/19/2015 9:57 AM
104	univ of miami	3/19/2015 9:54 AM
105	Harvard	3/19/2015 9:46 AM
106	University of Virginia	3/19/2015 9:39 AM
107	University of South Carolina School of Law	3/19/2015 9:31 AM
108	Tulane	3/19/2015 9:30 AM
109	Washington and Lee University School of Law	3/19/2015 9:29 AM
110	Harvard Law School	3/19/2015 9:26 AM
111	Mississippi College	3/19/2015 9:17 AM
112	New York University	3/19/2015 9:03 AM
113	Out-of-state Law School	3/19/2015 8:58 AM
114	Vanderbilt Law School	3/19/2015 8:31 AM
115	University of Memphis	3/19/2015 8:26 AM
116	Yale Law	3/19/2015 8:22 AM
117	LLM from NYU	3/19/2015 7:59 AM
118	University of Louisville.	3/19/2015 7:59 AM
119	University of Mississippi School of Law	3/19/2015 7:53 AM
120	St. John' s University	3/19/2015 7:34 AM
121	Univ of New Mexico	3/19/2015 6:20 AM
122	UNIVERSITY OF CHICAGO, CHICAGO IL	3/19/2015 6:19 AM

Q79 Which of the following best describes your geographical setting during 2014?

Answered: 794 Skipped: 155



Answer Choices	Responses
Outside Alabama	0.00% 0
Birmingham Metro Area	34.01% 270
Montgomery-Auburn-Selma	16.62% 132
Mobile-Baldwin County	8.44% 67
Huntsville	5.16% 41
Florence-Decatur-Shoals Area	4.28% 34
Tuscaloosa	5.79% 46
Dothan-Wiregrass	2.27% 18
Rural Alabama	10.71% 85

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Outside Alabama	12.72%	101
Total		794