

# 2024 Partner Management Report

Compiled from the 2024 Billing Rate &  
Associate Salary Survey Initial Release

[www.pwc.com/us/lfsurveys](http://www.pwc.com/us/lfsurveys)

Issued: June 2024



## PwC Law Firm Surveys

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

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

# Partner Management Report

*AmLaw 100 - Domestic Offices (71 members)*

Issued: June 2024

**Group Report**

**Confidential**

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

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## Guide to Interpreting the Statistics Presented in this Report

The statistics reported in the PricewaterhouseCoopers 2024 Partner Management Report include quartile and median group information based on the number of members in each comparison group. As such, the PwC Survey results are generated and presented in the Final Reports using Microsoft® Excel worksheet functions.

### Median Value

The middle value of a set of numbers arranged in descending order. The median, unlike the mean, is not affected by extreme data values. The median divides the data so that half of all the data items are greater than or equal to the median.

#### Remarks:

- If a range of numbers contains empty cells, those values are ignored; however, cells with the value zero are included.
- If there is an even number of values in the set, then the median returns the average of the two values in the middle.

### Quartile Values

Any of three points that divide an ordered distribution into four parts each containing one-quarter of the values.

One-fourth of the data lies above the first quartile (hence three-quarters below it). Similarly, one-quarter of the data lies below the third quartile (hence three-quarters above it). The first and third quartiles are the medians of the lower half and upper half of the data.

#### Remarks:

- A quartile is a number or cutoff, and not a range of values. Your Firm may be above or below the first quartile, but not in the first quartile.
- The second quartile is by definition the median.

### Guide to Interpreting the Floating Bar Charts Presented in this Report:

Sample Firm's values are displayed as a solid line across the results for all years. The group results are displayed as a floating bar chart for each year, which represents:

First Quartile Value

Median Value

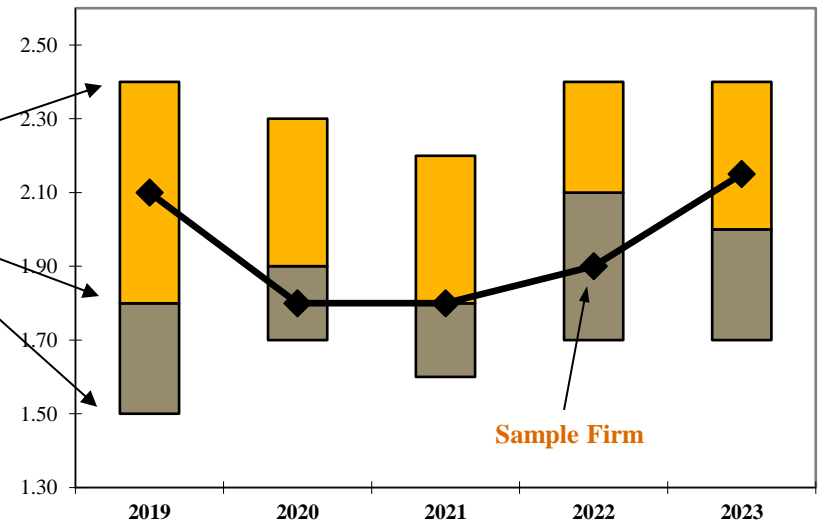
Third Quartile Value

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

### Example Interpretation of this Graph:

Sample Firm value is at the Median Level for year 2021, above the Median Level and below the First Quartile Level for years 2019 and 2023 (i.e., in the Second Quartile), and below the Median Level and above the Third Quartile for year 2020 and 2022 (i.e., in the Third Quartile).

Ratio of Highest to Lowest Compensation



### Comparison Group Information

#### AmLaw 100 - Domestic Offices

**Number of Members in the Group**  
**Your Office or Practice Area Displayed in this Report is a Member of the Group**

**Number of Members in the Group that submitted Partner Compensation Data**  
**Your Firm submitted Partner Compensation Data**

**Defined Size Range<sup>1</sup> of Group Members (# of Attorneys)**

*Maximum*  
*Minimum*

**Your Firm, Office or Practice Area Size (# of Attorneys)**

**Average Size of Group Members<sup>1</sup> (# of Attorneys in the Firm, Office or Practice Area)**

**Reporting Entities Included in the Group (Geographic Comparison Groups Only)**

*Number of Total Firms*  
*Number of Principal Offices (including Single Office Firms)*  
*Number of Non-Principal Offices*

Group Information	
Number of Members in the Group	71
Number of Members in the Group that submitted Partner Compensation Data	21
Defined Size Range <sup>1</sup> of Group Members (# of Attorneys)	No
<i>Maximum</i>	No Maximum
<i>Minimum</i>	No Minimum
Your Firm, Office or Practice Area Size (# of Attorneys)	939
Reporting Entities Included in the Group (Geographic Comparison Groups Only)	
<i>Number of Total Firms</i>	71
<i>Number of Principal Offices (including Single Office Firms)</i>	0
<i>Number of Non-Principal Offices</i>	0

### Partner Compensation Adjustment Practices

**Partner Compensation**  
**(most recent fiscal year-end)**

January 2, 2023 - March 31, 2023  
 April 1, 2023 - June 30, 2023  
 July 1, 2023 - September 30, 2023  
 October 1, 2023 - January 1, 2024  
 January 2, 2024 - March 1, 2024

Your Firm	Number of Firms Reporting
January 2, 2023 - March 31, 2023	1
April 1, 2023 - June 30, 2023	1
July 1, 2023 - September 30, 2023	0
October 1, 2023 - January 1, 2024	41
January 2, 2024 - March 1, 2024	1

<sup>1</sup> Firm, Office or Practice Area size as of 1/1/2024. For all comparison groups that have a defined size range and include data for total firms and individual offices of multi-office firms, group membership is based on the size of the total firm and not the size of the individual office. This may result in the average size of group members to fall below the minimum size range for the group.

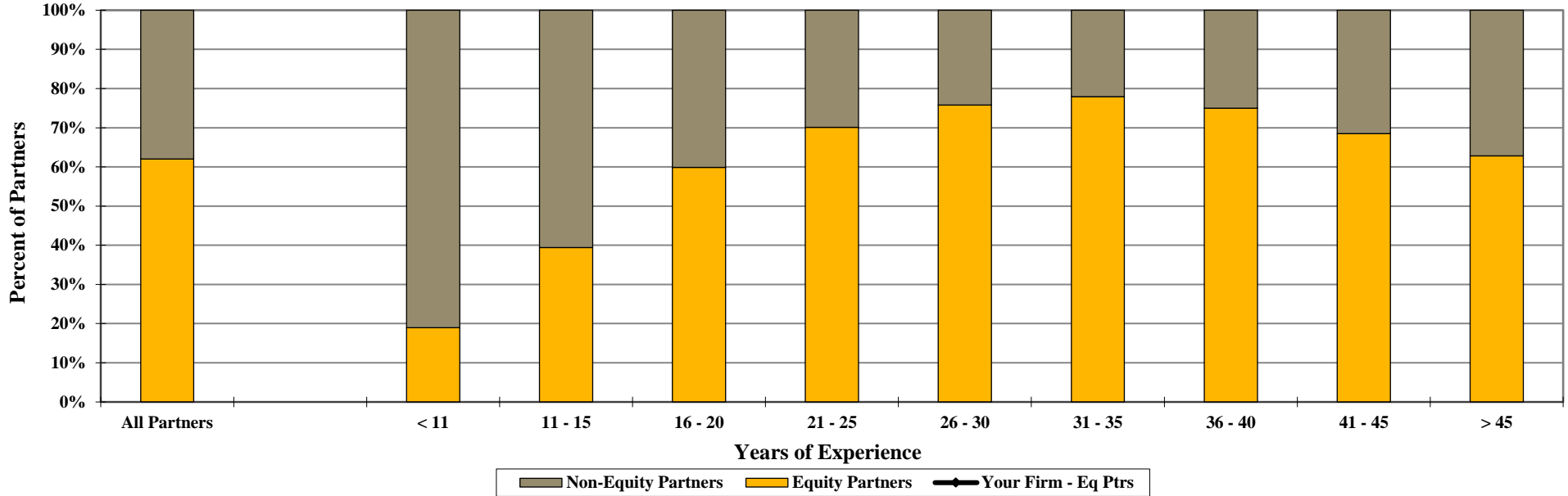
\*\* omitted due to insufficient data

## SUMMARY CHARTS

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

**Distribution of All Partners by Years of Experience<sup>1</sup>**  
For the 12-month period ending December 31, 2023



<u>By Years of Experience</u>	<i>Your Firm</i>		<i>Total Group</i>	
	<i>Equity Partners</i>	<i>Non-Equity Partners</i>	<i>Equity Partners</i>	<i>Non-Equity Partners</i>
< 11 Years			18.9%	81.1%
11 - 15 Years			39.4%	60.6%
16 - 20 Years			59.8%	40.2%
21 - 25 Years			70.1%	29.9%
26 - 30 Years			75.8%	24.2%
31 - 35 Years			77.9%	22.1%
36 - 40 Years			75.0%	25.0%
41 - 45 Years			68.5%	31.5%
> 45 Years			62.8%	37.2%
<b>All Partners</b>			62.0%	38.0%

<sup>1</sup> Years of experience includes the length of time practicing law since passing the bar exam; Values may not sum to 100% if the law class years were not provided for all Partners.

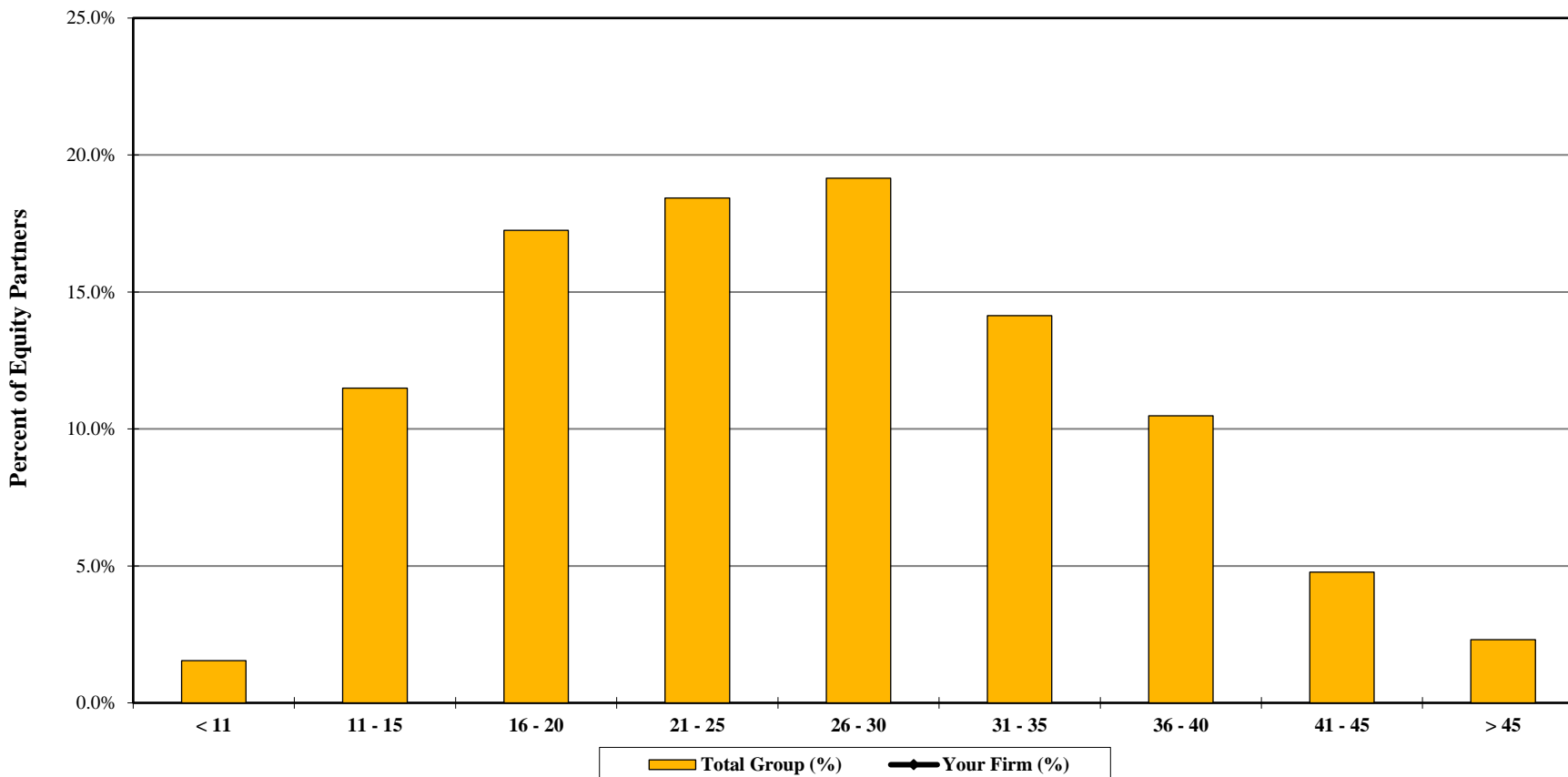


2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

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

For the 12-month period ending December 31, 2023



Equity Partners by Years of Experience									
	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
<b>Your Firm (%)</b>									
<b>Your Firm (FTE)</b>									
<b>Total Group (%)</b>	1.5%	11.5%	17.3%	18.4%	19.2%	14.1%	10.5%	4.8%	2.3%
<b>Total Group (FTE)</b>	227	1,686	2,532	2,704	2,810	2,074	1,539	700	339

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

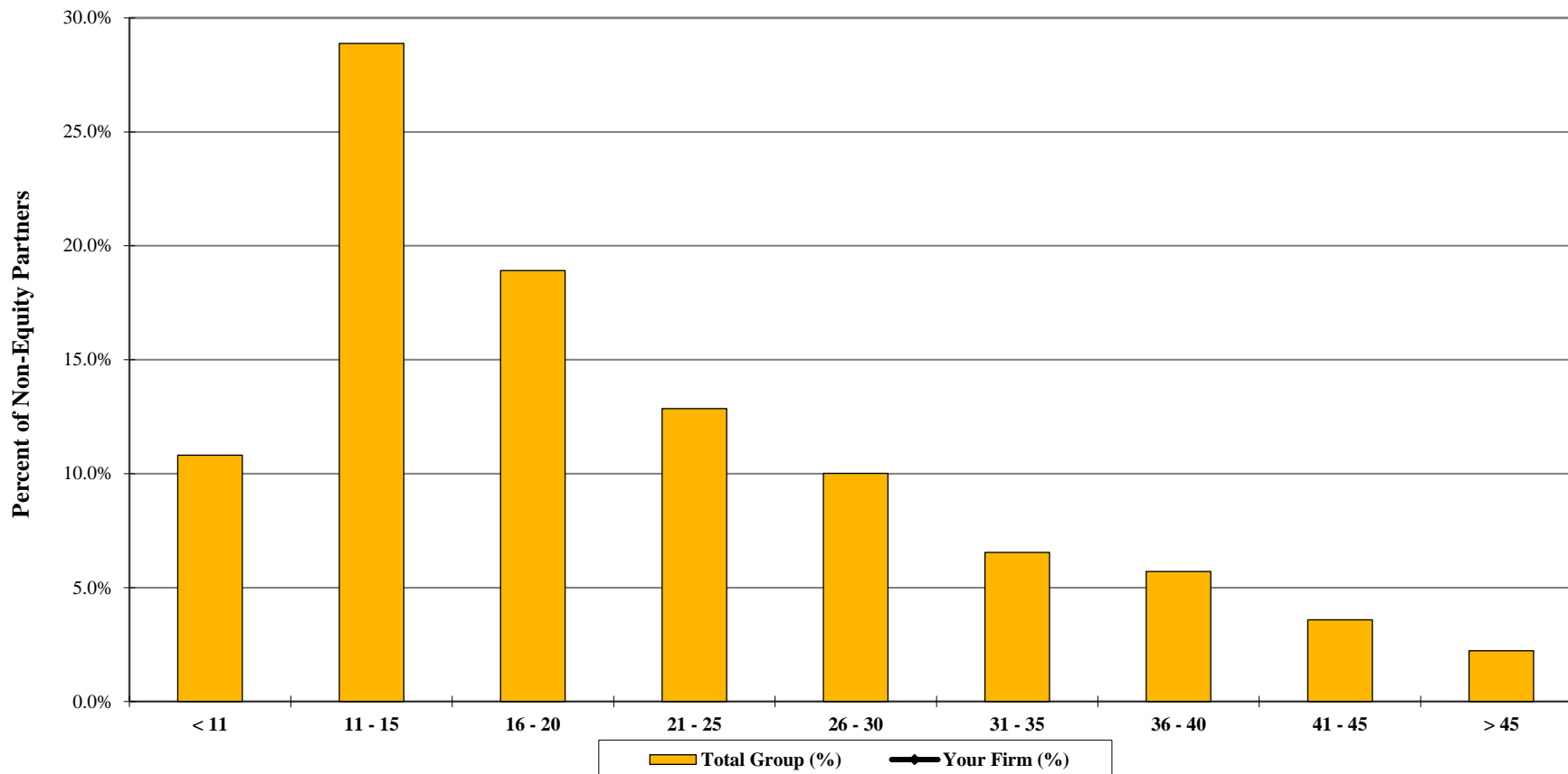
\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

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

For the 12-month period ending December 31, 2023



Non-Equity Partners by Years of Experience

	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
<b>Your Firm (%)</b>									
<b>Your Firm (FTE)</b>									
<b>Total Group (%)</b>	10.8%	28.9%	18.9%	12.9%	10.0%	6.5%	5.7%	3.6%	2.2%
<b>Total Group (FTE)</b>	971	2,594	1,699	1,155	899	588	513	322	200

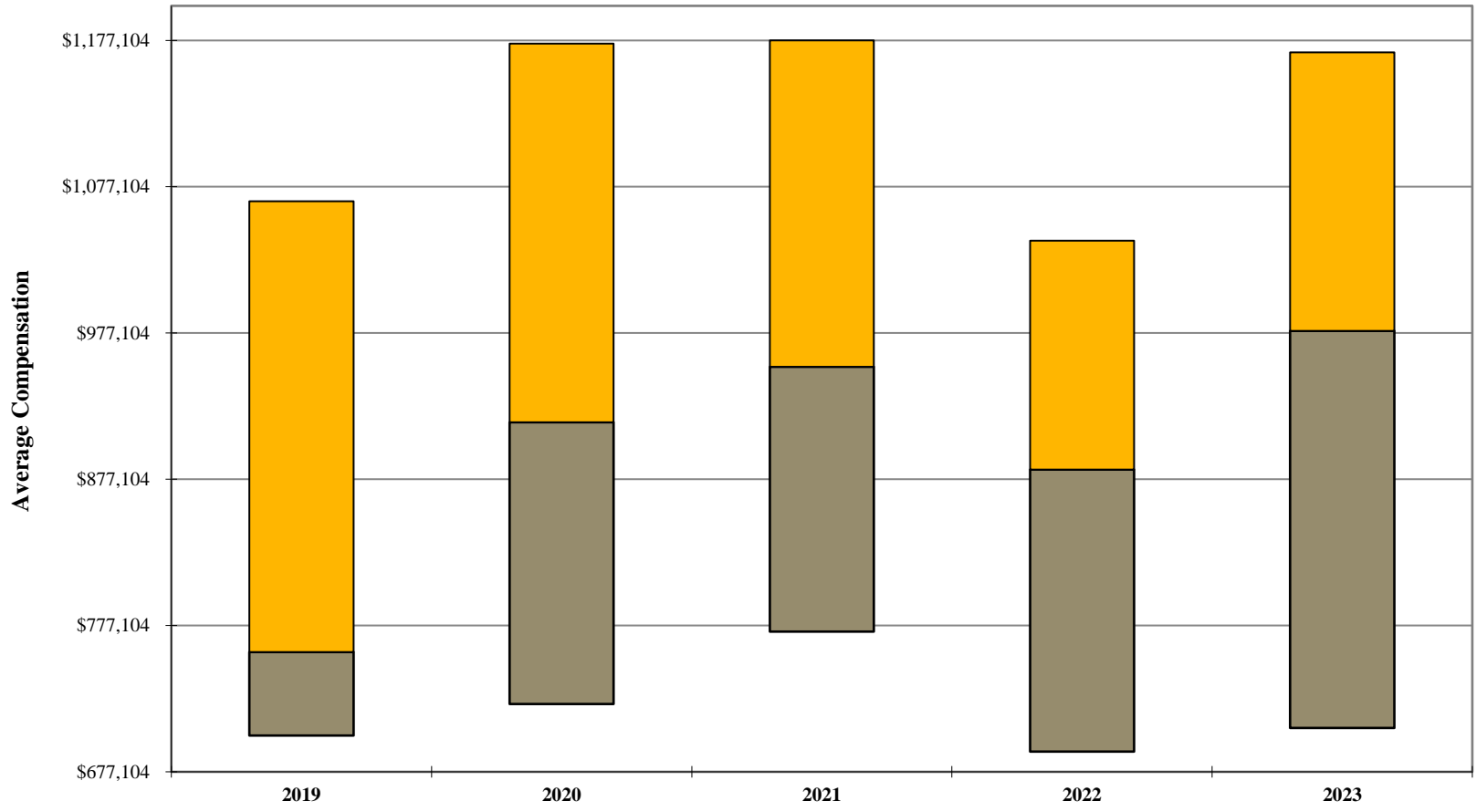
<sup>1</sup> Years of experience includes the length of time practicing law since passing the bar exam.

\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members^)

**Historical Compensation for All Partners**  
At the fiscal year-end of the stated year



	2019	2020	2021	2022	2023
<b>Your Firm</b>					
<b>1st Qtle</b>	\$1,067,117	\$1,175,029	\$1,177,224	\$1,040,147	\$1,169,047
<b>Median</b>	759,060	916,141	954,021	883,717	978,558
<b>3rd Qtle</b>	701,893	723,449	772,887	690,923	707,077

Additional detail can be found on Page 36.

^ Membership on this page includes only those participants that submitted partner compensation.

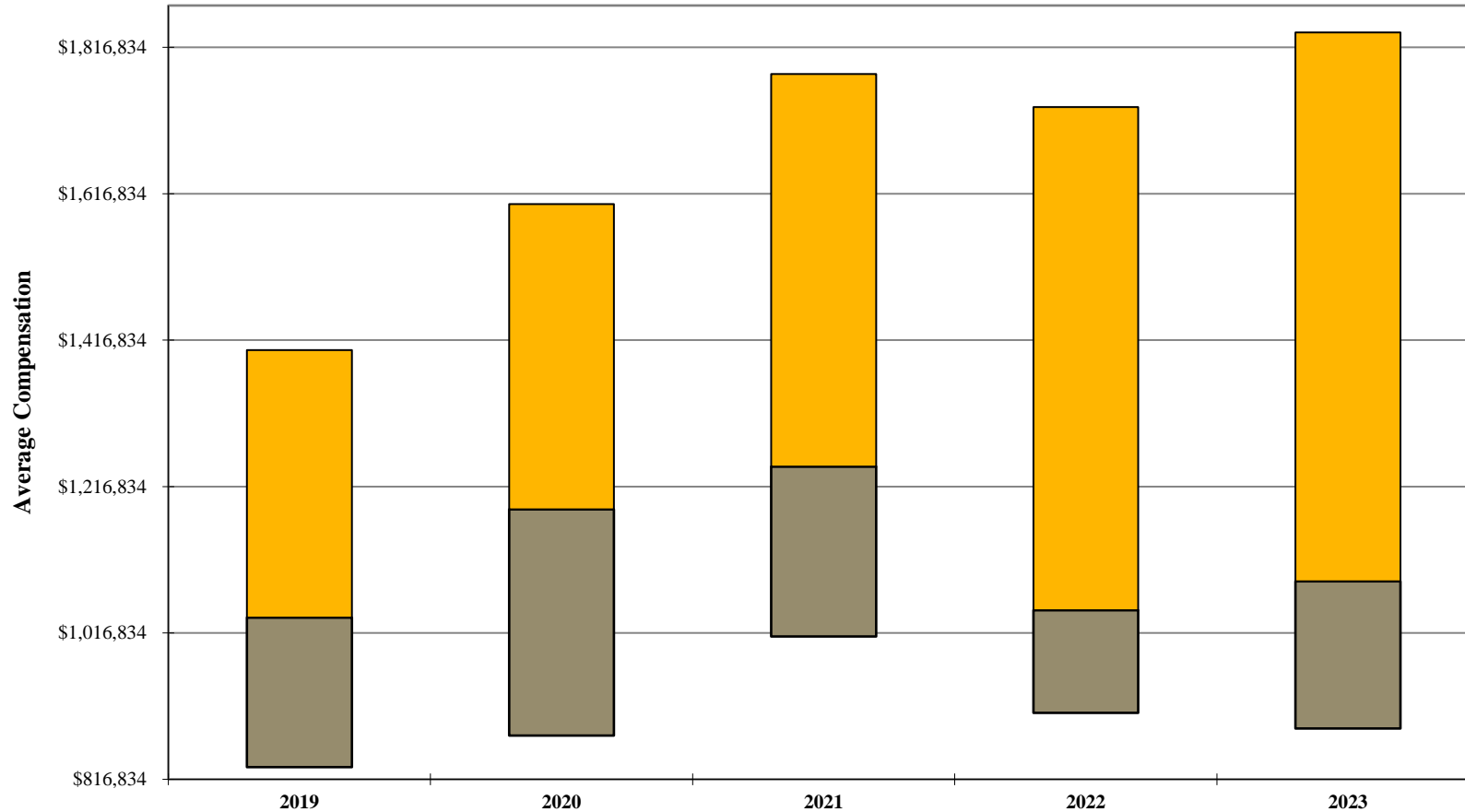
Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.

\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members^)

**Historical Compensation - Equity Partners**  
At the fiscal year-end of the stated year



	2019	2020	2021	2022	2023
<b>Your Firm</b>					
<b>1st Qtle</b>	\$1,403,170	\$1,602,607	\$1,780,280	\$1,735,041	\$1,837,184
<b>Median</b>	1,037,754	1,185,498	1,244,169	1,047,690	1,087,238
<b>3rd Qtle</b>	833,504	876,400	1,011,911	907,642	886,434

Additional detail can be found on Page 35.

^ Membership on this page includes only those participants that submitted partner compensation.

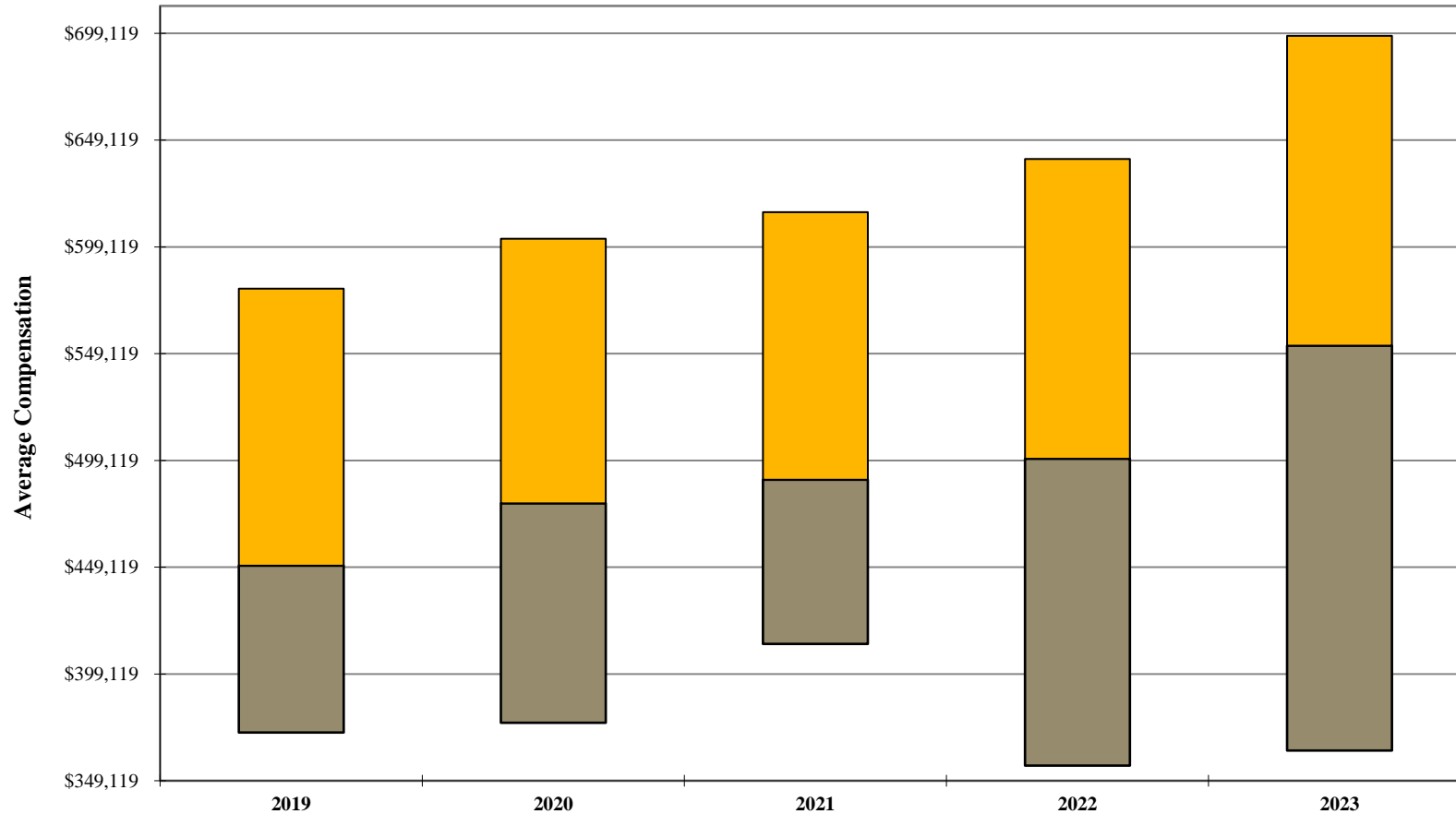
Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.

\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members^)

**Historical Compensation - Non-Equity Partners**  
At the fiscal year-end of the stated year



	2019	2020	2021	2022	2023
<b>Your Firm</b>					
<b>1st Qtle</b>	\$579,518	\$602,948	\$615,344	\$640,270	\$698,002
<b>Median</b>	449,900	479,004	490,079	499,832	552,903
<b>3rd Qtle</b>	371,667	376,302	413,132	356,244	363,212

Additional detail can be found on Page 35.

^ Membership on this page includes only those participants that submitted partner compensation.

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

\*\* omitted due to insufficient data

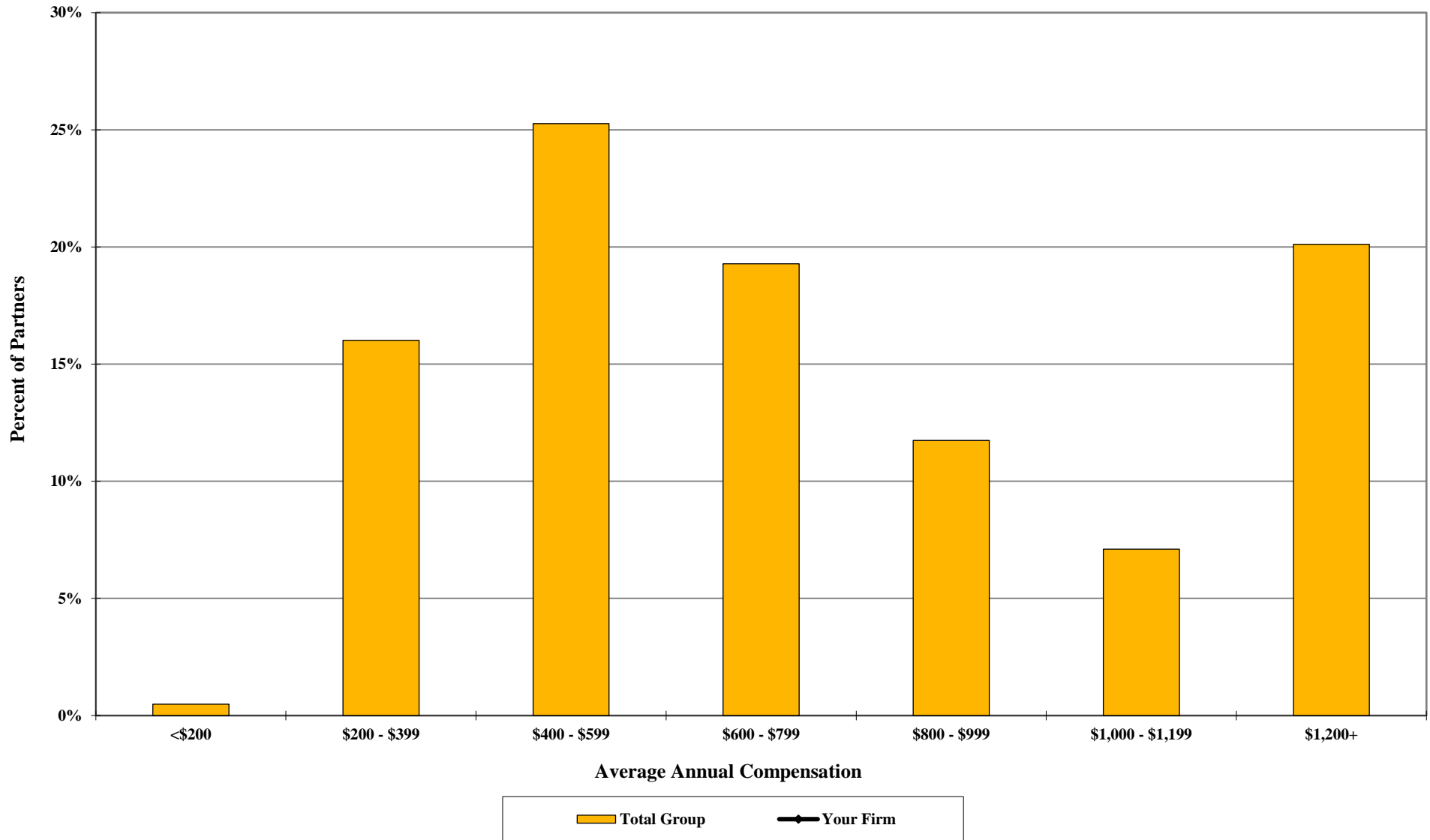
2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members<sup>^</sup>)

**Distribution of All Partners by Compensation Intervals**

*As of the most recent fiscal year-end; Values reported only for full-time partners that were at your firm for the entire one-year period; in 000's*

**All Partners**



Additional detail can be found on Page 39.

<sup>^</sup> Membership on this page includes only those participants that submitted partner compensation.

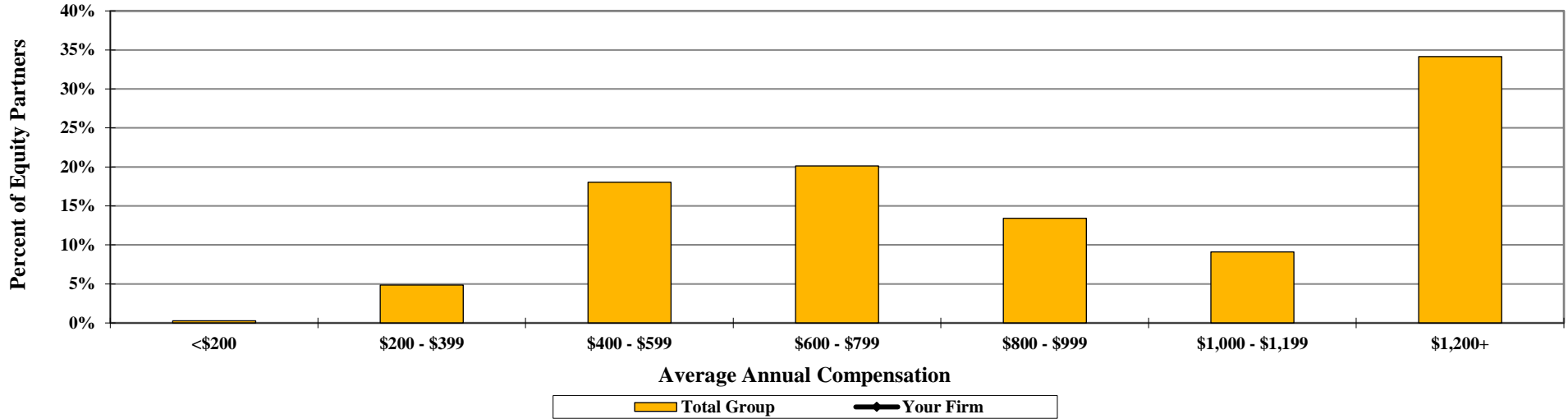
2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members<sup>^</sup>)

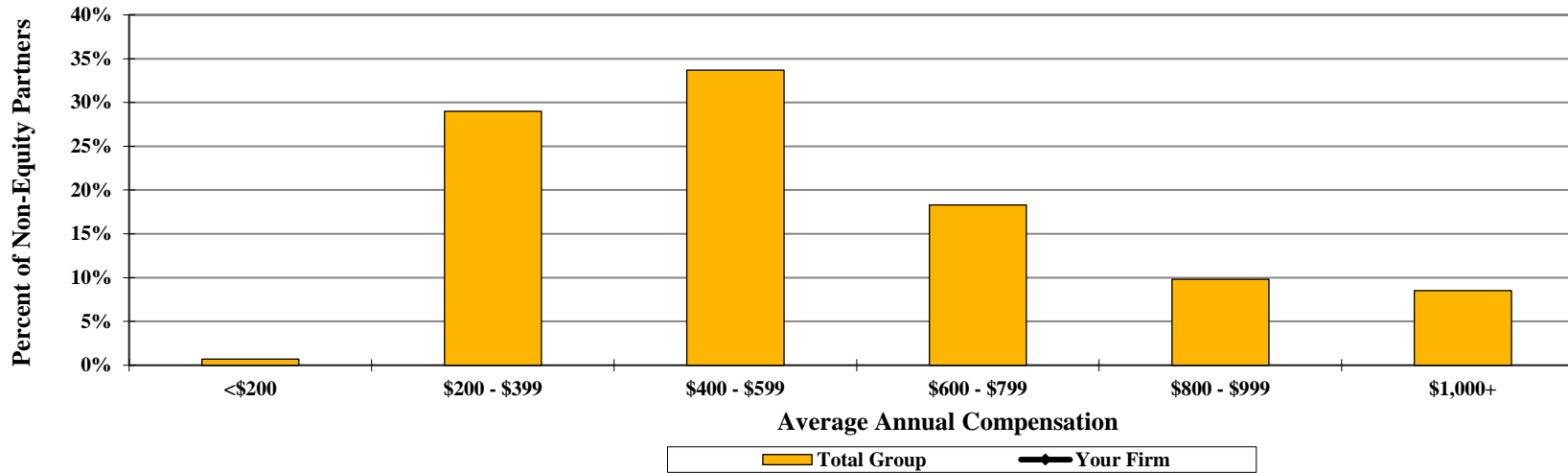
**Distribution of Partners by Compensation Intervals**

As of the most recent fiscal year-end; Values reported only for full-time partners that were at your firm for the entire one-year period; in 000's

**Equity Partners**



**Non-Equity Partners**



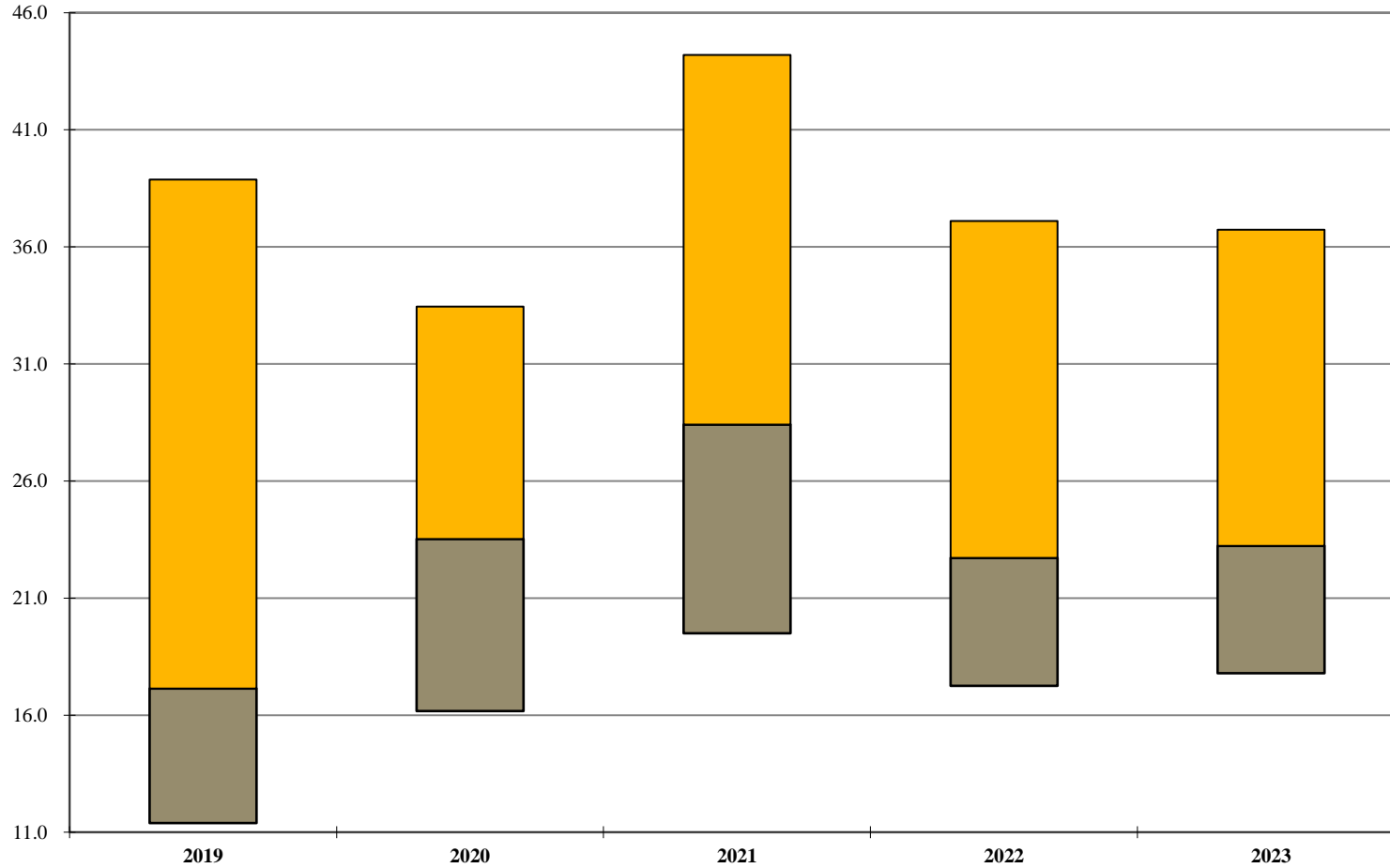
Additional detail can be found on Page 37 and 38.

<sup>^</sup> Membership on this page includes only those participants that submitted partner compensation.

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members<sup>^</sup>)

**Ratio of Highest to Lowest Compensation for All Partners**  
*At the fiscal year-end of the stated year*



	2019	2020	2021	2022	2023
<b>Your Firm</b>					
<b>1st Qtle</b>	38.9	33.5	44.2	37.1	36.7
<b>Median</b>	17.1	23.5	28.4	22.7	23.2
<b>3rd Qtle</b>	11.4	16.2	19.5	17.2	17.8

Additional detail can be found on Page 41.

<sup>^</sup> Membership on this page includes only those participants that submitted partner compensation.

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

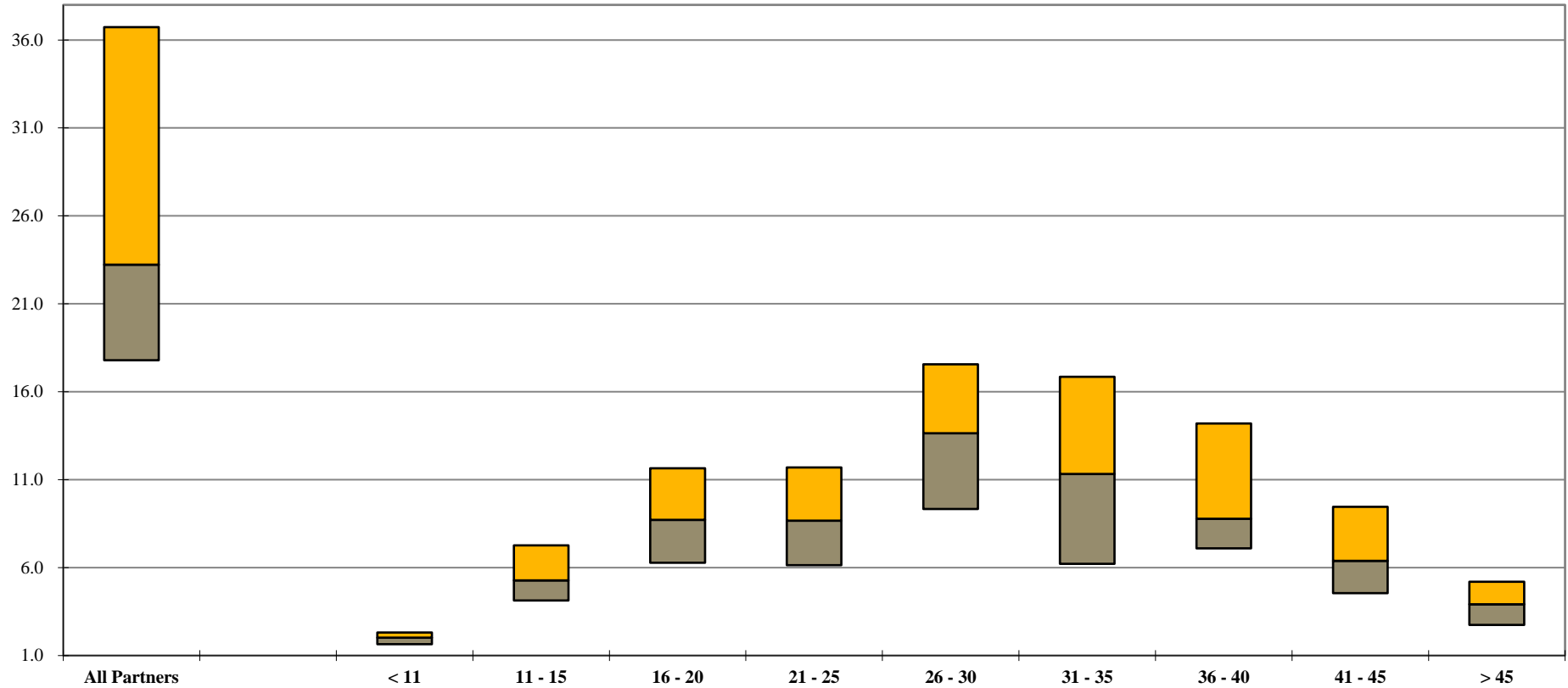
\*\* omitted due to insufficient data



2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members^)

**Ratio of Highest to Lowest Compensation for All Partners by Experience**  
As of the most recent fiscal year-end



		Years of Experience									
		All Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
<b>Your Firm</b>											
<b>1st Qtle</b>		36.7	2.3	7.3	11.7	11.7	17.6	16.9	14.2	9.5	5.2
<b>Median</b>		23.2	2.0	5.3	8.7	8.7	13.6	11.3	8.8	6.4	3.9
<b>3rd Qtle</b>		17.8	1.7	4.1	6.3	6.1	9.3	6.2	7.1	4.6	2.7

Additional detail can be found on Page 41.

^ Membership on this page includes only those participants that submitted partner compensation.

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

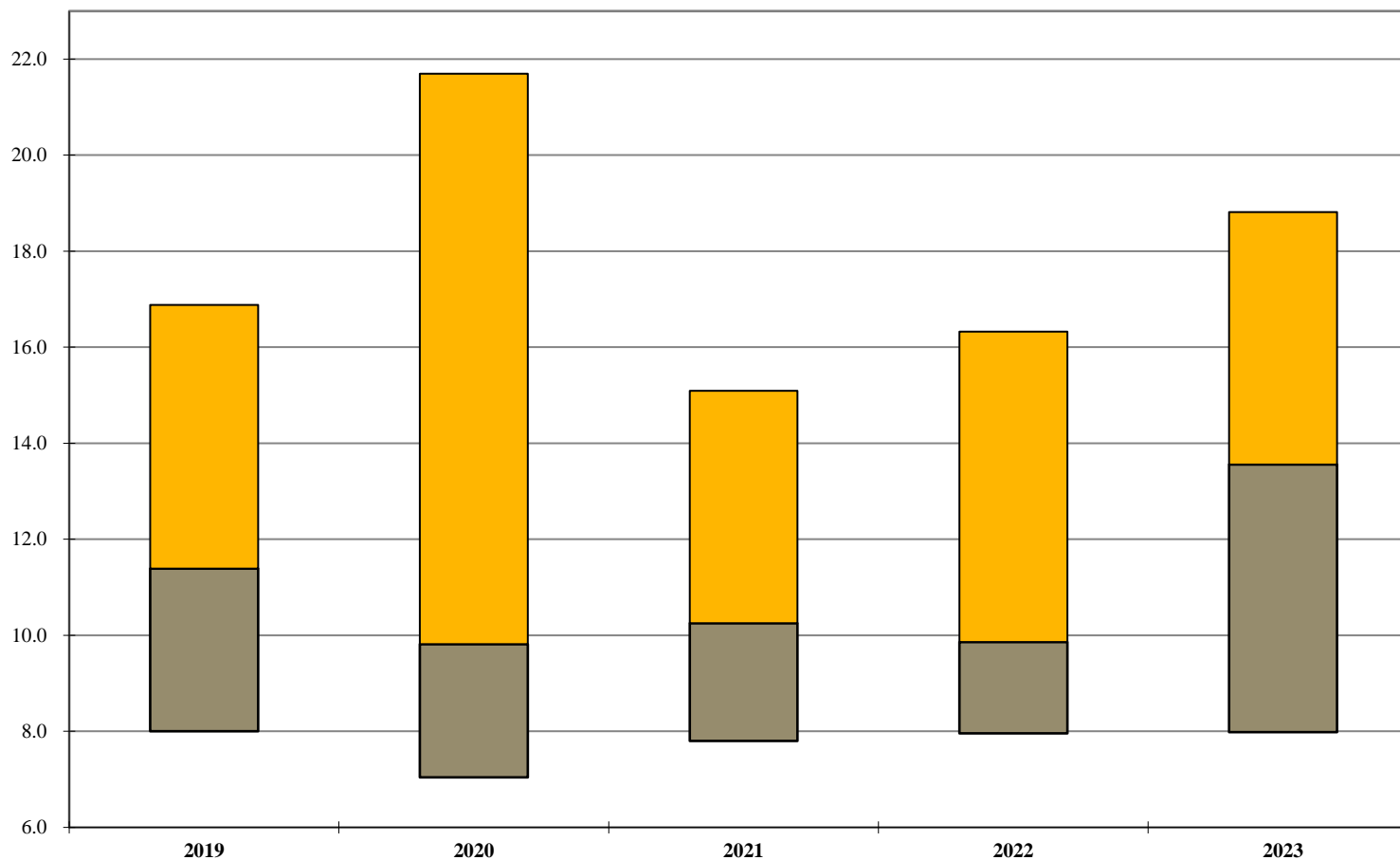
\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members<sup>^</sup>)

**Ratio of Highest to Lowest Compensation - Equity Partners**

At the fiscal year-end of the stated year



	2019	2020	2021	2022	2023
<b>Your Firm</b>					
<b>1st Qtile</b>	16.9	21.7	15.1	16.3	18.8
<b>Median</b>	11.4	9.8	10.3	9.9	13.6
<b>3rd Qtile</b>	8.0	7.0	7.8	8.0	8.0

Additional detail can be found on Page 40.

<sup>^</sup> Membership on this page includes only those participants that submitted partner compensation.

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

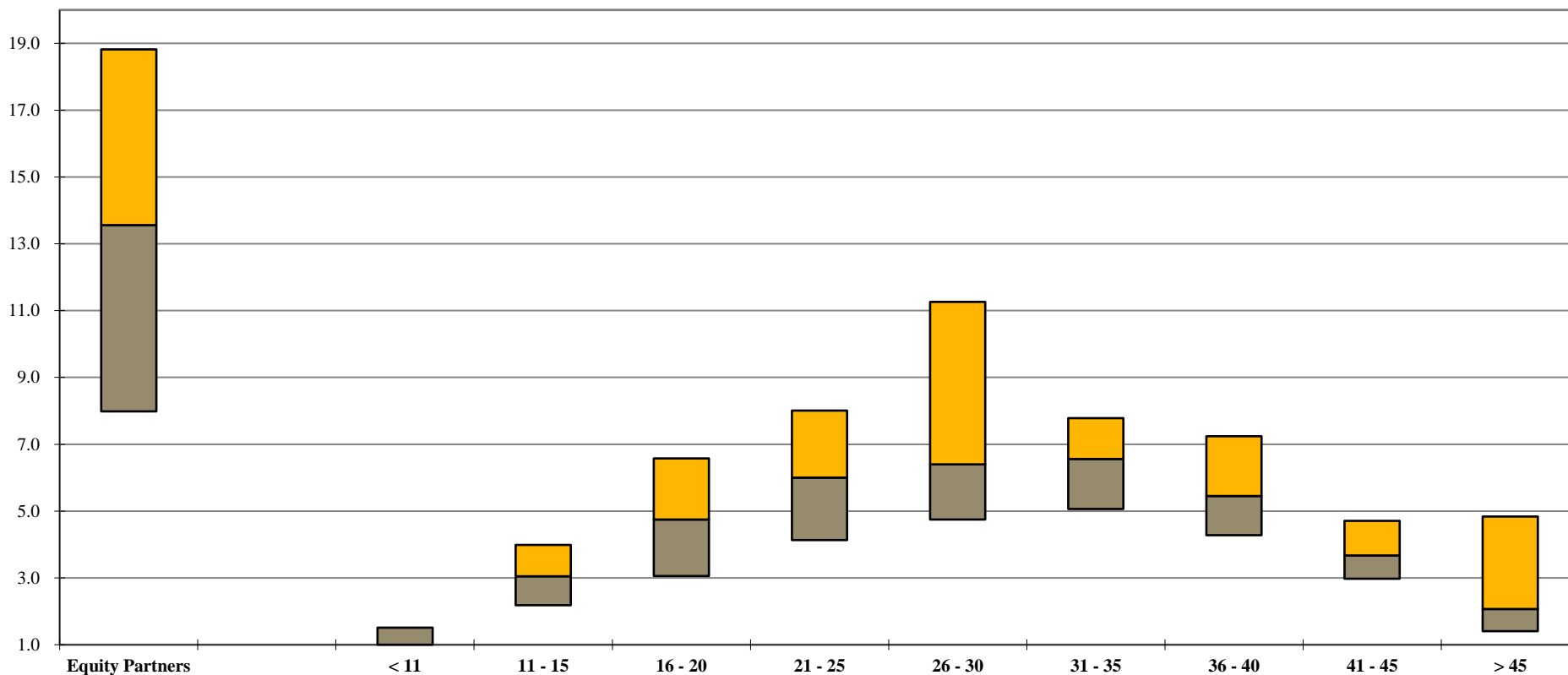
\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members^)

**Ratio of Highest to Lowest Compensation by Years of Experience - Equity Partners**

As of the most recent fiscal year-end



	Years of Experience									
	Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
<b>Your Firm</b>										
<b>1st Qtle</b>	18.8	**	4.0	6.6	8.0	11.3	7.8	7.2	4.7	4.8
<b>Median</b>	13.6	1.5	3.1	4.8	6.0	6.4	6.6	5.5	3.7	2.1
<b>3rd Qtle</b>	8.0	**	2.2	3.1	4.1	4.7	5.1	4.3	3.0	1.4

Additional detail can be found on Page 40.

^ Membership on this page includes only those participants that submitted partner compensation.

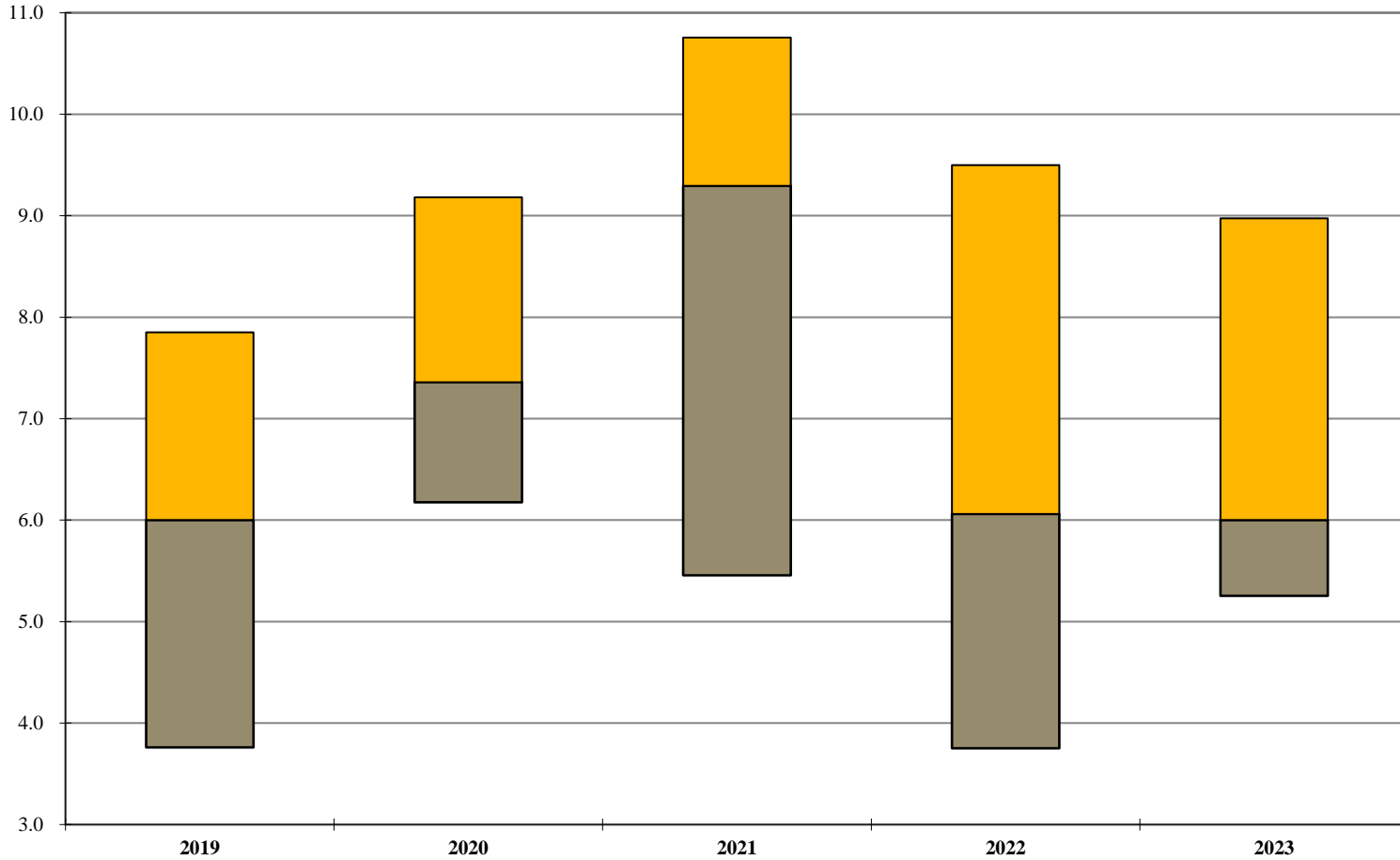
Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.

\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members<sup>^</sup>)

**Ratio of Highest to Lowest Compensation - Non-Equity Partners**  
*At the fiscal year-end of the stated year*



	2019	2020	2021	2022	2023
<b>Your Firm</b>					
<b>1st Qtle</b>	7.9	9.2	10.8	9.5	9.0
<b>Median</b>	6.0	7.4	9.3	6.1	6.0
<b>3rd Qtle</b>	3.8	6.2	5.5	3.8	5.3

Additional detail can be found on Page 40.

<sup>^</sup> Membership on this page includes only those participants that submitted partner compensation.

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

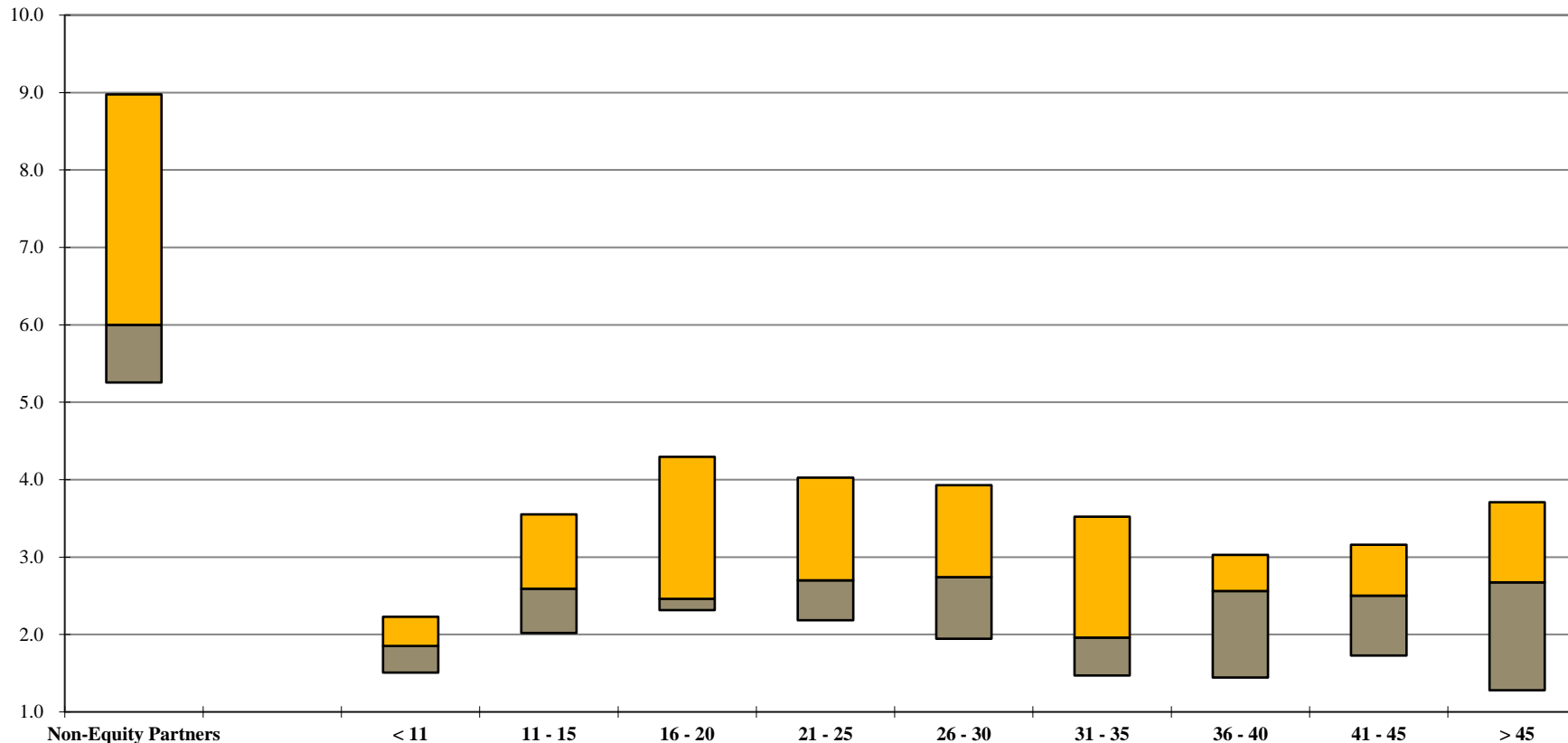
\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members^)

**Ratio of Highest to Lowest Compensation by Years of Experience - Non-Equity Partners**

As of the most recent fiscal year-end



Your Firm	Years of Experience									
	Non-Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
1st Qtle	9.0	2.2	3.6	4.3	4.0	3.9	3.5	3.0	3.2	3.7
Median	6.0	1.9	2.6	2.5	2.7	2.7	2.0	2.6	2.5	2.7
3rd Qtle	5.3	1.5	2.0	2.3	2.2	1.9	1.5	1.4	1.7	1.3

Additional detail can be found on Page 40.

^ Membership on this page includes only those participants that submitted partner compensation.

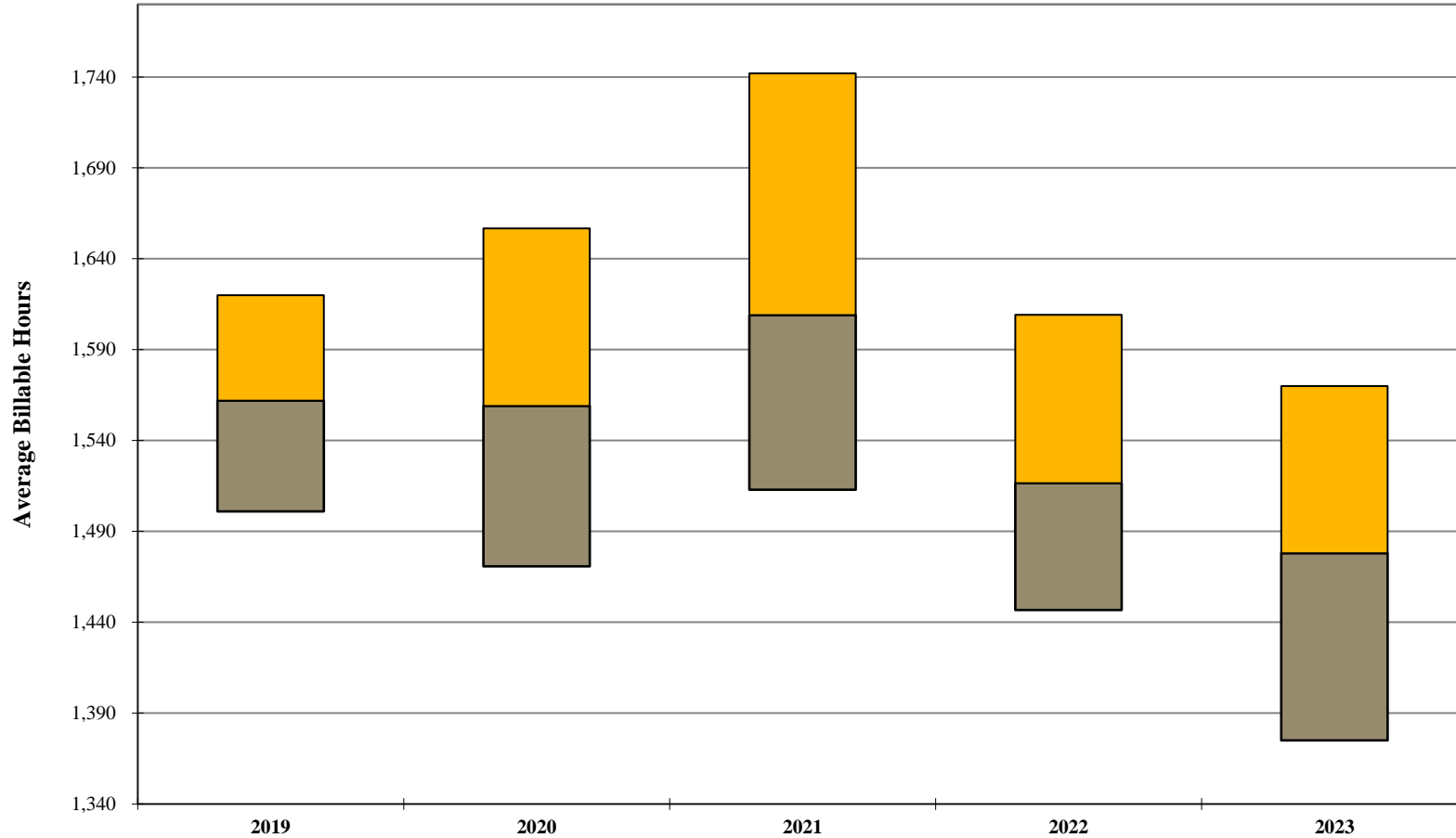
Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.

\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

**Average Billable Hours for All Partners**  
For the 12-month period ending December 31, 2023



	2019	2020	2021	2022	2023	Change: '19-'23
<b>Your Firm</b>						
<b>1st Qtle</b>	1,620	1,657	1,742	1,609	1,570	(50)
<b>Median</b>	1,562	1,559	1,609	1,517	1,478	(84)
<b>3rd Qtle</b>	1,501	1,471	1,513	1,447	1,375	(126)

Additional detail can be found on Page 43.

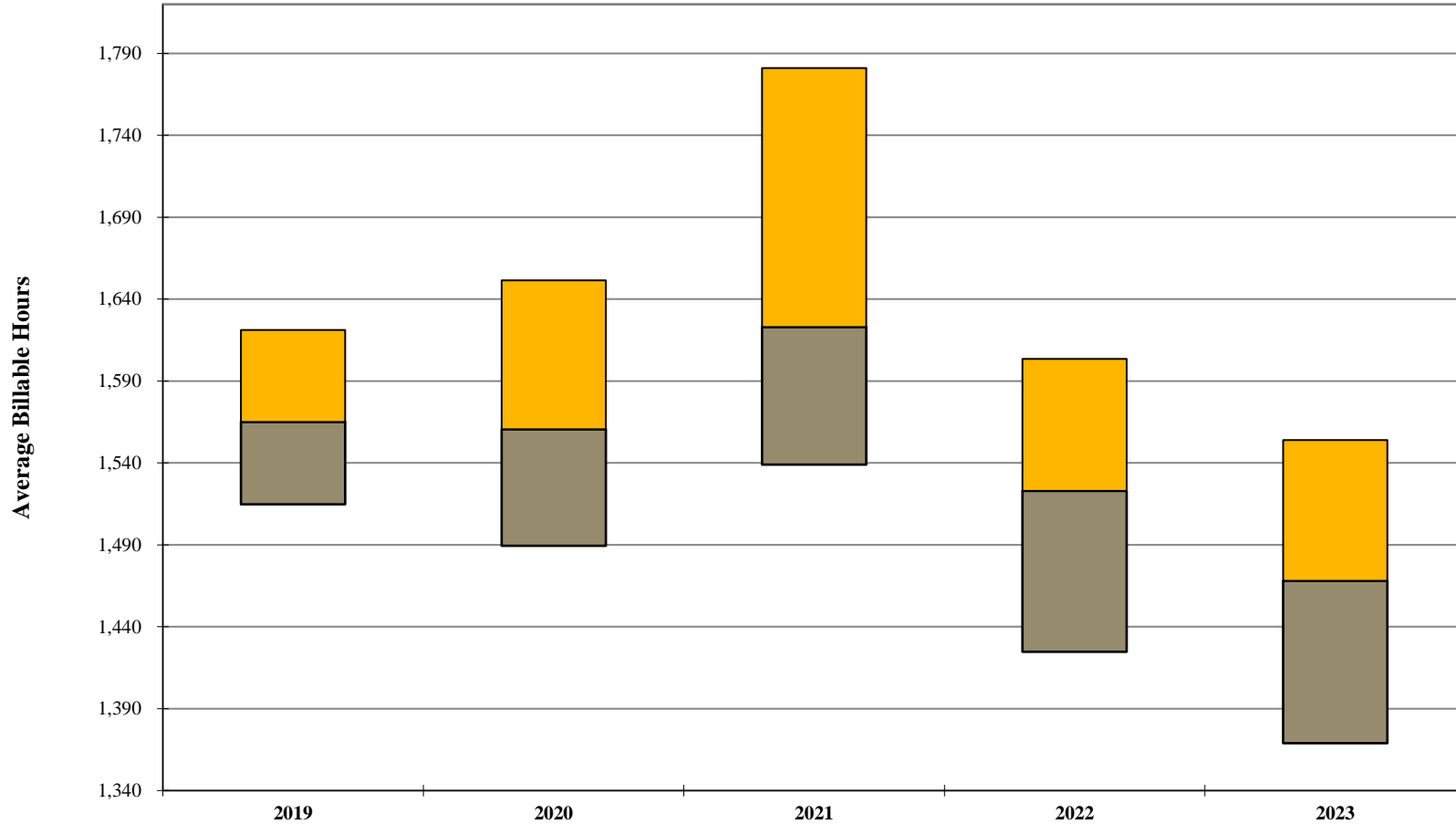
Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.

\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

**Average Billable Hours - Equity Partners**  
For the 12-month period ending December 31, 2023



	2019	2020	2021	2022	2023	Change: '19-'23
<b>Your Firm</b>						
<b>1st Qtle</b>	1,621	1,652	1,781	1,604	1,554	(67)
<b>Median</b>	1,565	1,561	1,623	1,523	1,468	(97)
<b>3rd Qtle</b>	1,515	1,490	1,539	1,425	1,369	(146)

Additional detail can be found on Page 42.

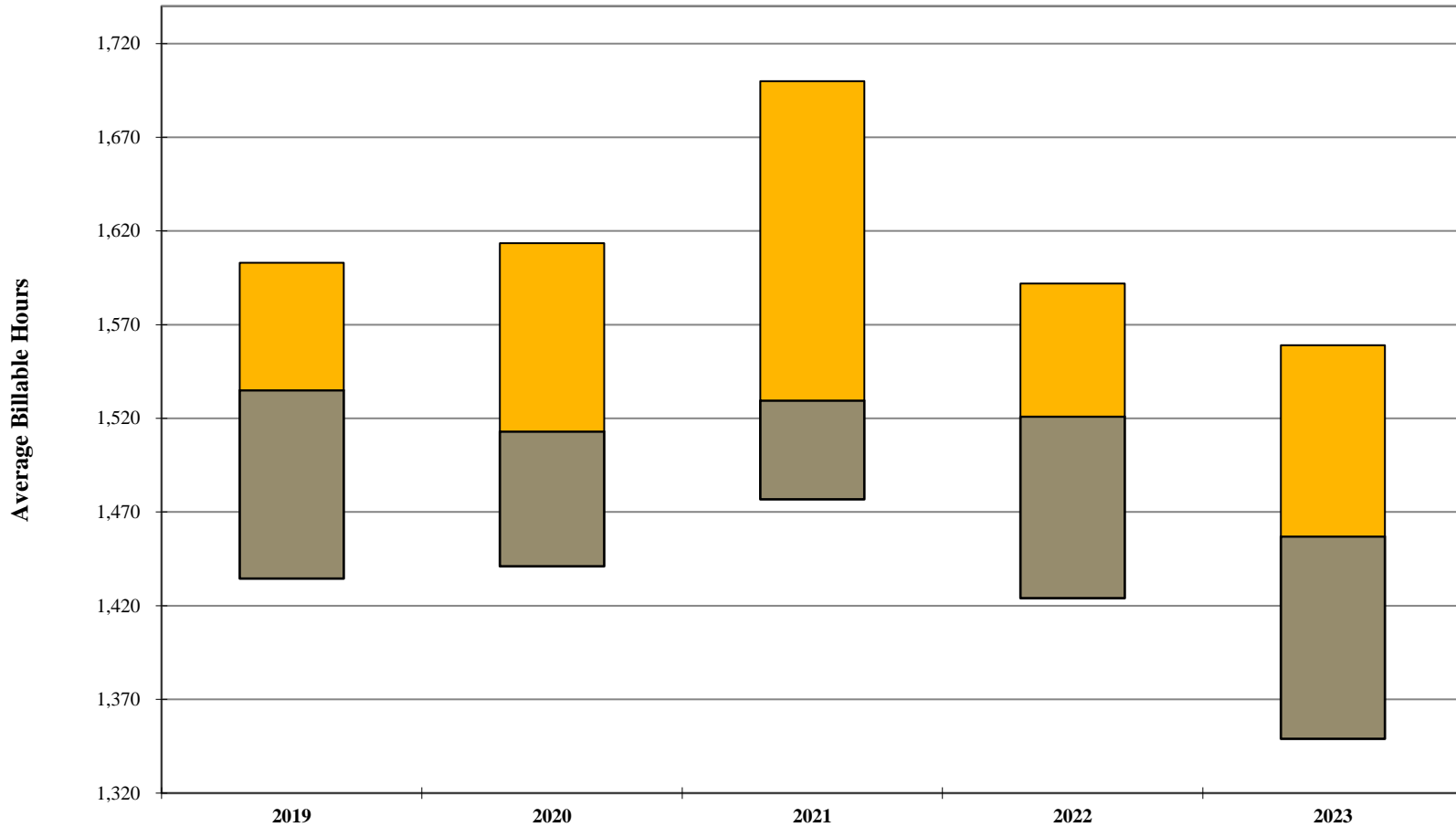
Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.

\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

**Average Billable Hours - Non-Equity Partners**  
For the 12-month period ending December 31, 2023



	2019	2020	2021	2022	2023	Change: '19-'23
<b>Your Firm</b>						
<b>1st Qtle</b>	1,603	1,614	1,700	1,592	1,559	(44)
<b>Median</b>	1,535	1,513	1,530	1,521	1,457	(78)
<b>3rd Qtle</b>	1,435	1,441	1,477	1,424	1,349	(86)

Additional detail can be found on Page 42.

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

\*\* omitted due to insufficient data

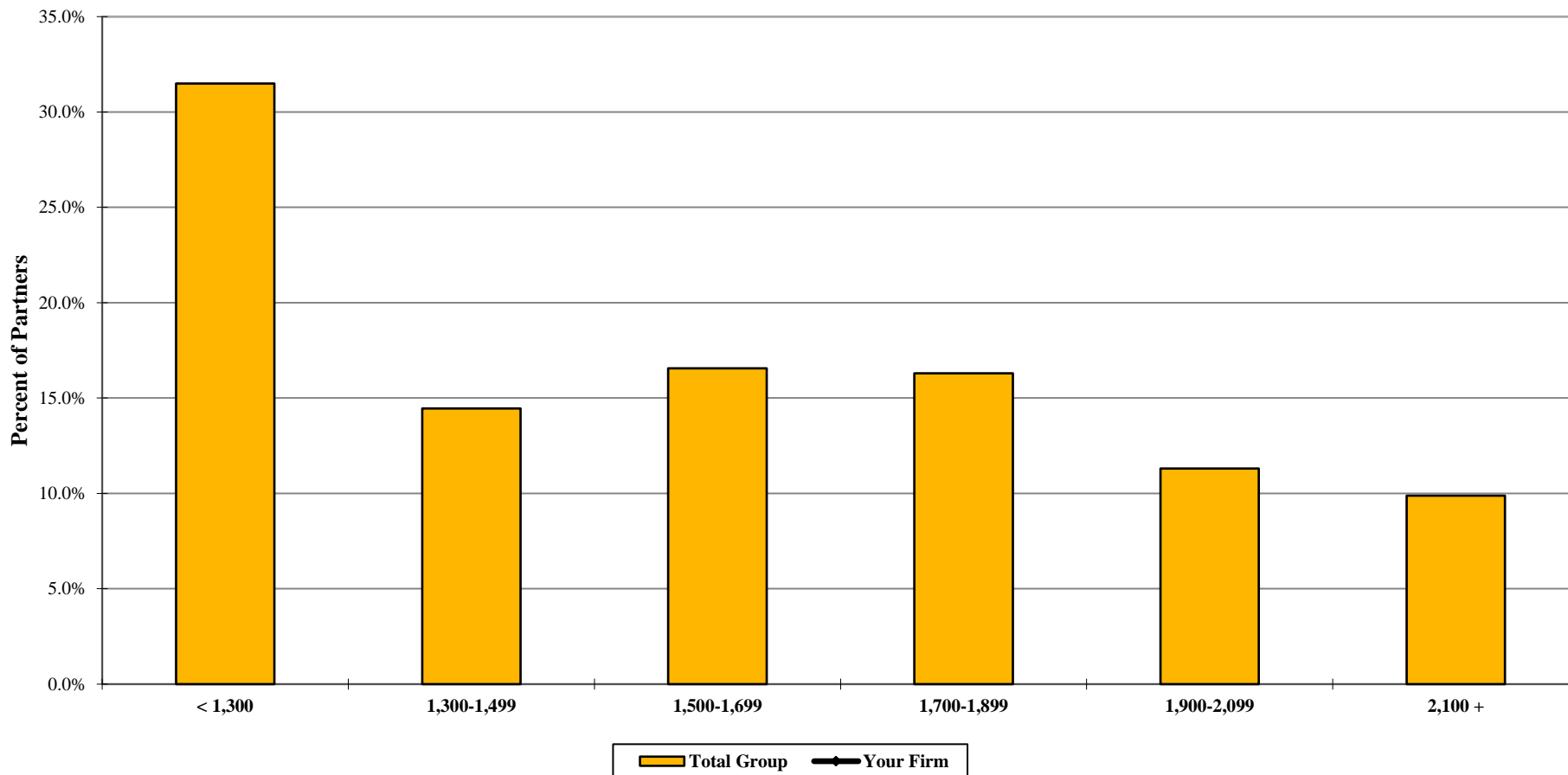


2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

**Distribution of All Partners by Utilization Levels <sup>1</sup>**

For the 12-month period ending December 31, 2023



	< 1,300	1,300-1,499	1,500-1,699	1,700-1,899	1,900-2,099	2,100 +
<b>Your Firm</b>						
<b>Total Group</b>	31.5%	14.5%	16.6%	16.3%	11.3%	9.9%

<sup>1</sup> Includes the percentage of corresponding full-time, full-year individuals at each level.

Additional detail can be found on Page 46.

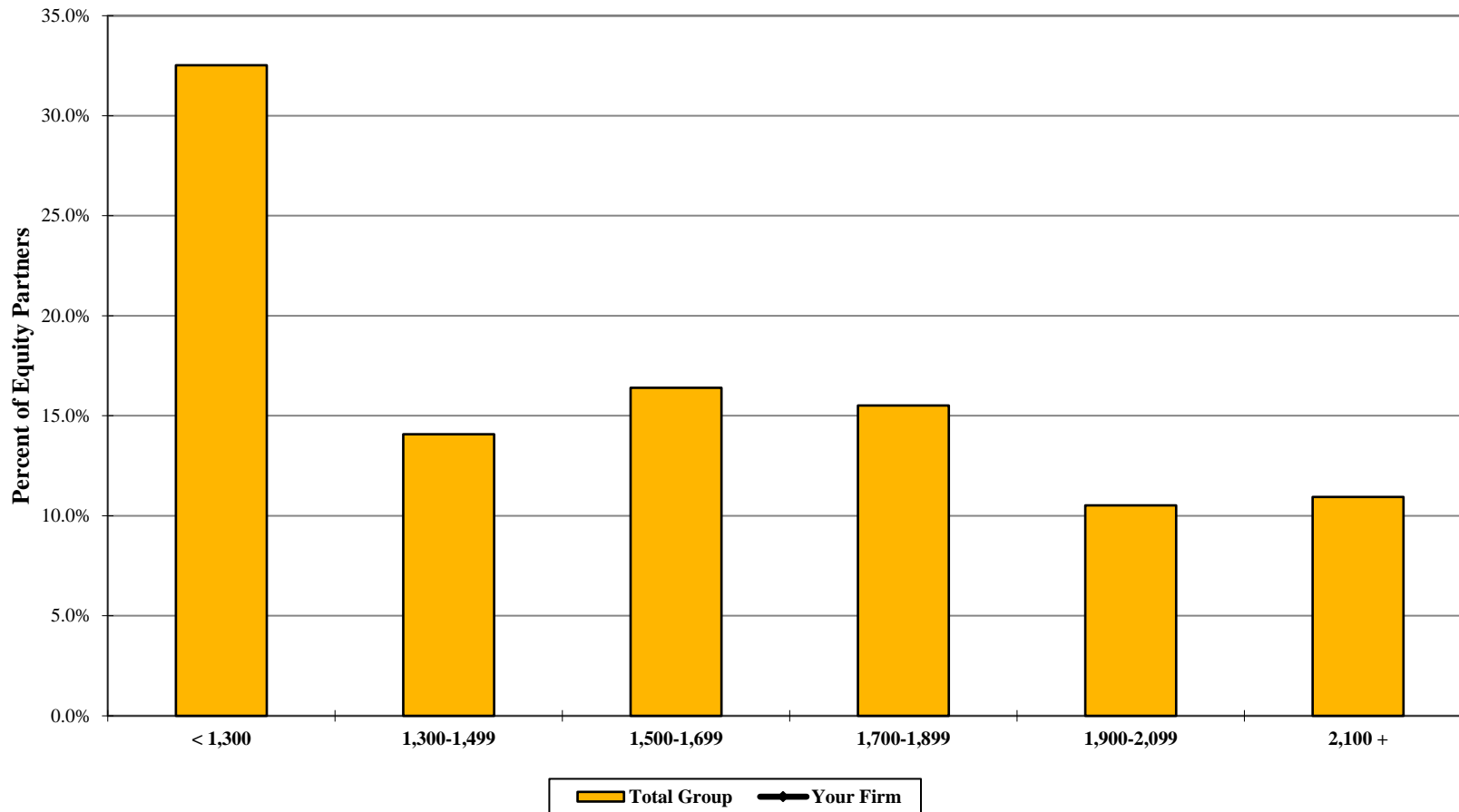
\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

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

For the 12-month period ending December 31, 2023



	< 1,300	1,300-1,499	1,500-1,699	1,700-1,899	1,900-2,099	2,100 +
<b>Your Firm</b>						
<b>Total Group</b>	32.5%	14.1%	16.4%	15.5%	10.5%	10.9%

<sup>1</sup> Includes the percentage of corresponding full-time, full-year individuals at each level.

Additional detail can be found on Page 44.

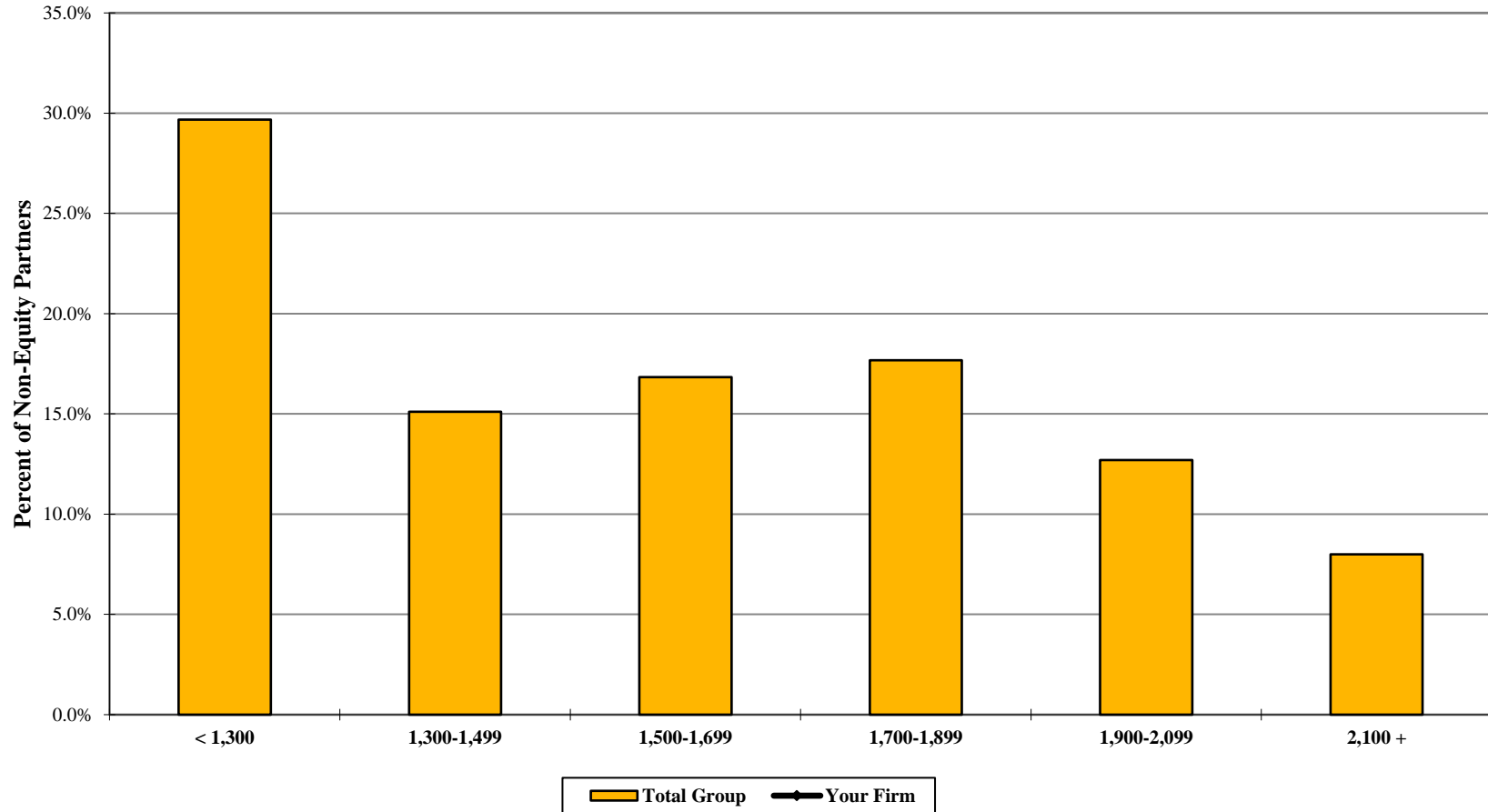
\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

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

For the 12-month period ending December 31, 2023



	< 1,300	1,300-1,499	1,500-1,699	1,700-1,899	1,900-2,099	2,100 +
<b>Your Firm</b>						
<b>Total Group</b>	29.7%	15.1%	16.8%	17.7%	12.7%	8.0%

<sup>1</sup> Includes the percentage of corresponding full-time, full-year individuals at each level.

Additional detail can be found on Page 45.

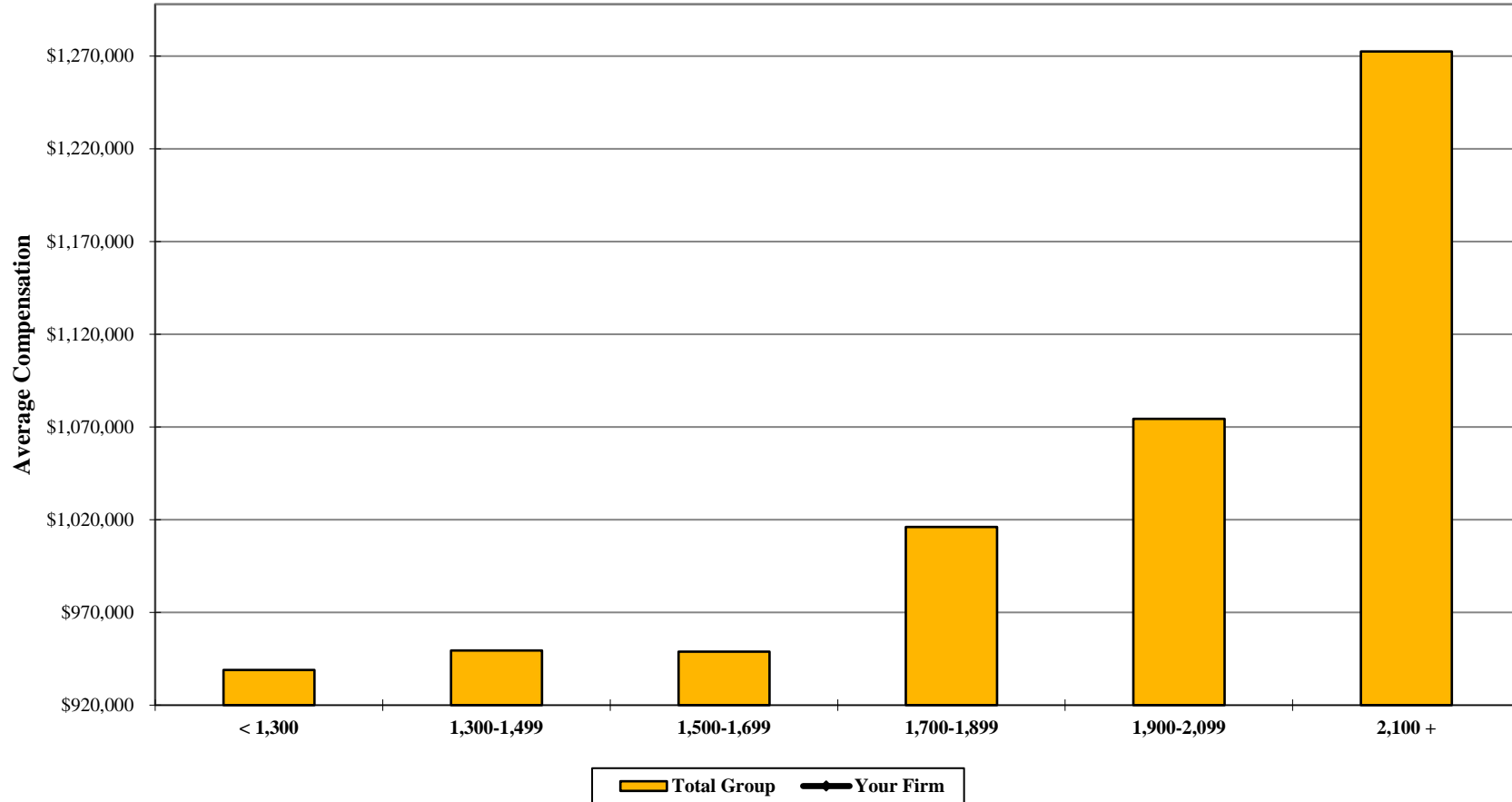
\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members^)

**Average Compensation for All Partners by Utilization Levels**

As of the most recent fiscal year-end; Values reported only for full-time partners that were at your firm for the entire one-year period



	< 1,300	1,300-1,499	1,500-1,699	1,700-1,899	1,900-2,099	2,100 +
<b>Your Firm</b>						
<b>Total Group</b>	\$938,920	\$949,417	\$948,892	\$1,016,039	\$1,074,445	\$1,272,535

Additional detail can be found on Page 49.

^ Membership on this page includes only those participants that submitted partner compensation.

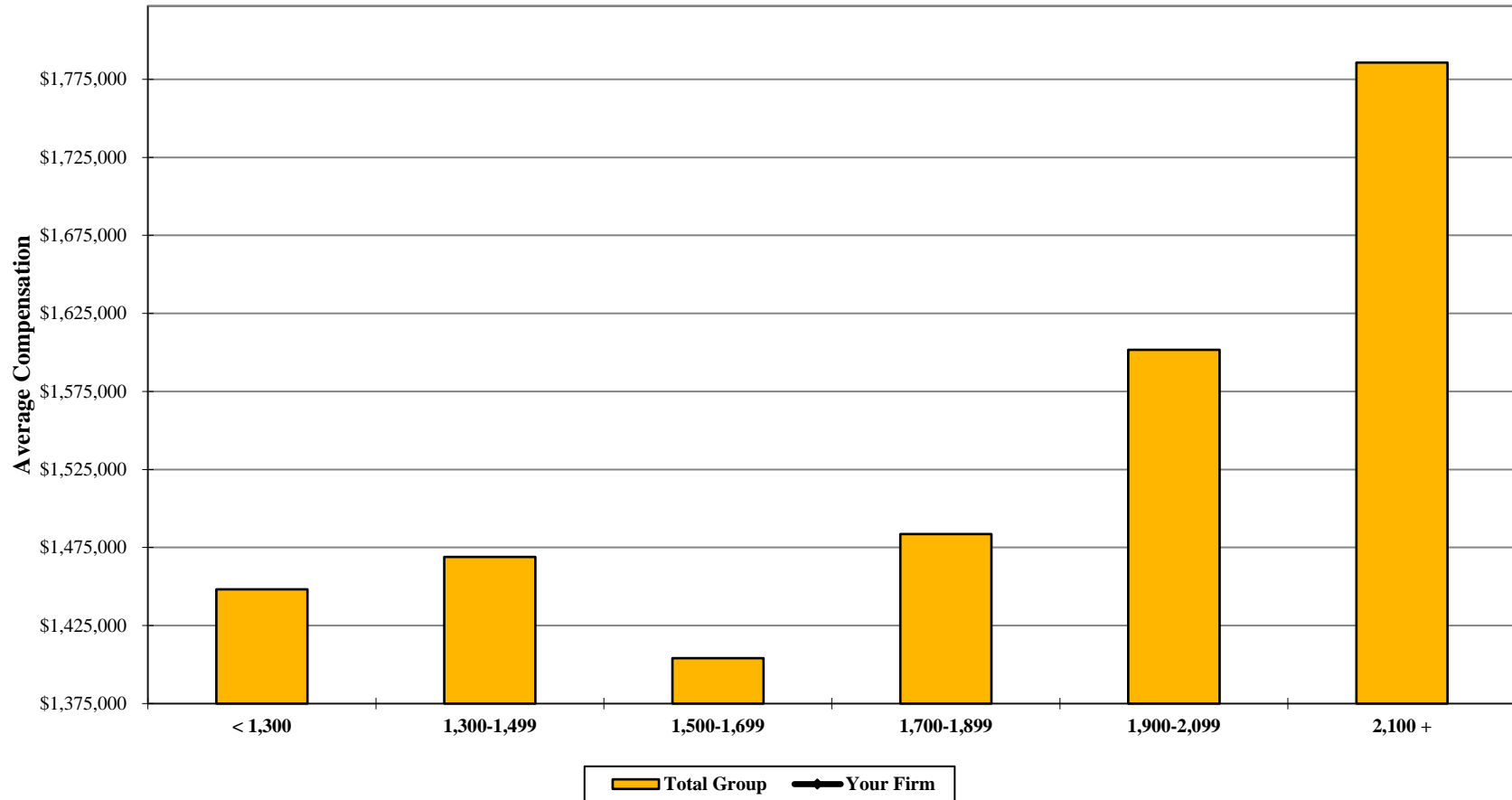
\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members^)

**Average Compensation by Utilization Levels - Equity Partners**

As of the most recent fiscal year-end; Values reported only for full-time partners that were at your firm for the entire one-year period



	< 1,300	1,300-1,499	1,500-1,699	1,700-1,899	1,900-2,099	2,100 +
<b>Your Firm</b>						
<b>Total Group</b>	\$1,448,202	\$1,468,978	\$1,404,045	\$1,483,607	\$1,601,657	\$1,785,734

Additional detail can be found on Page 47.

^ Membership on this page includes only those participants that submitted partner compensation.

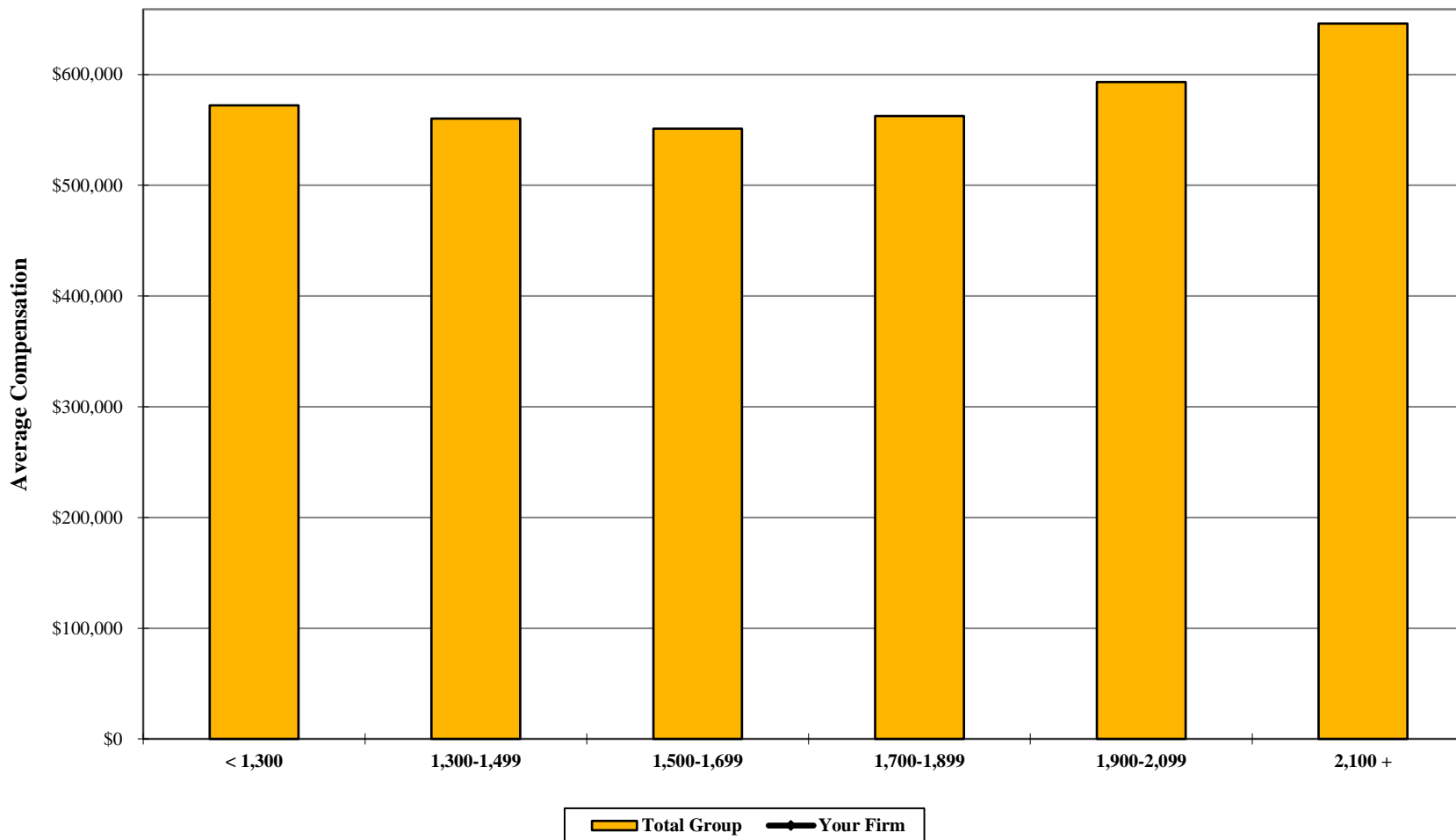
\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members^)

**Average Compensation by Utilization Levels - Non-Equity Partners**

As of the most recent fiscal year-end; Values reported only for full-time partners that were at your firm for the entire one-year period



	< 1,300	1,300-1,499	1,500-1,699	1,700-1,899	1,900-2,099	2,100 +
<b>Your Firm</b>						
<b>Total Group</b>	\$572,289	\$560,348	\$551,006	\$562,433	\$593,183	\$645,991

Additional detail can be found on Page 48.

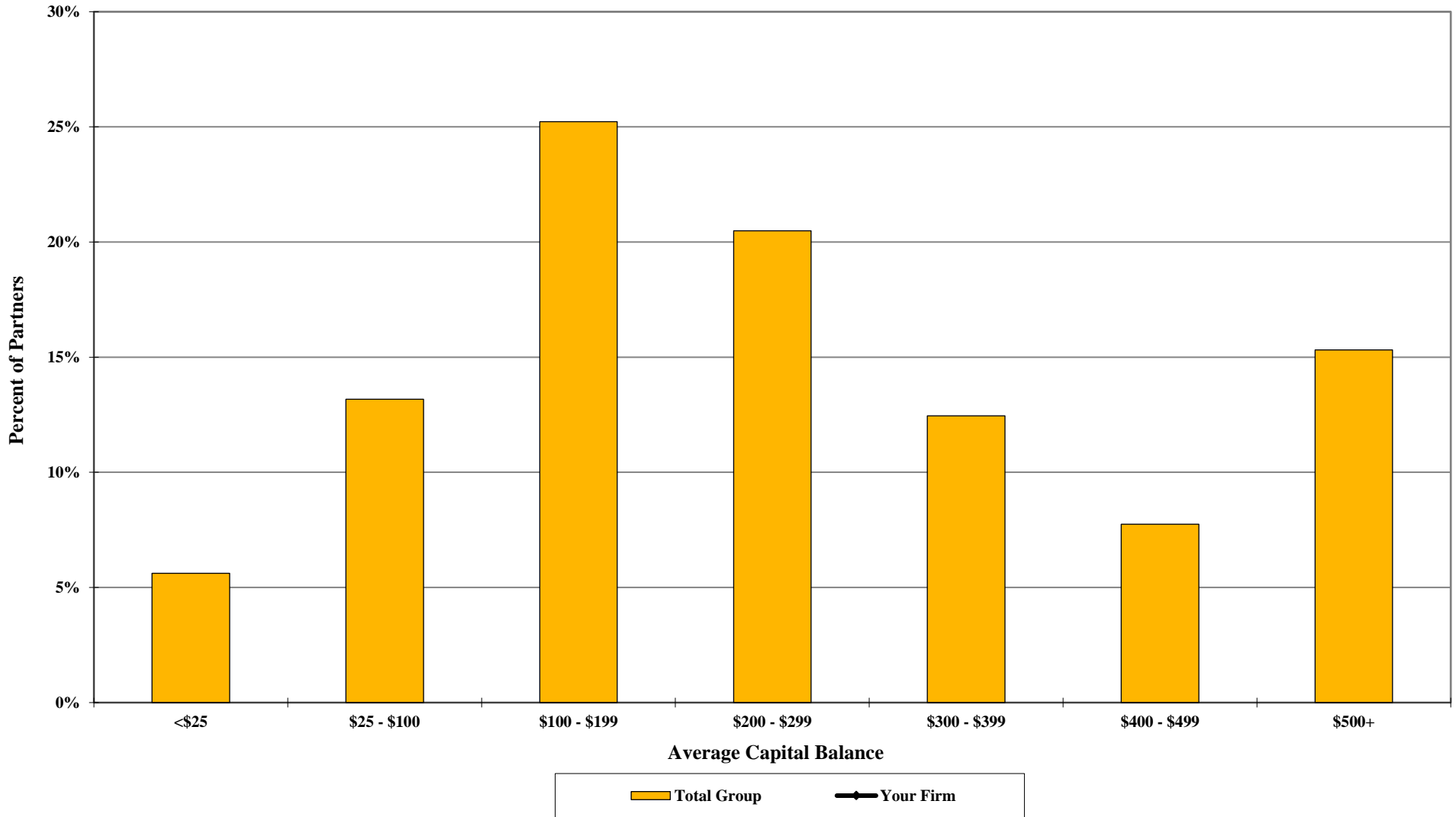
^ Membership on this page includes only those participants that submitted partner compensation.

\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members<sup>^</sup>)

**Distribution of All Partners by Capital Balance Intervals**  
*As of the most recent fiscal year-end; in 000's*



Additional detail can be found on Page 54.

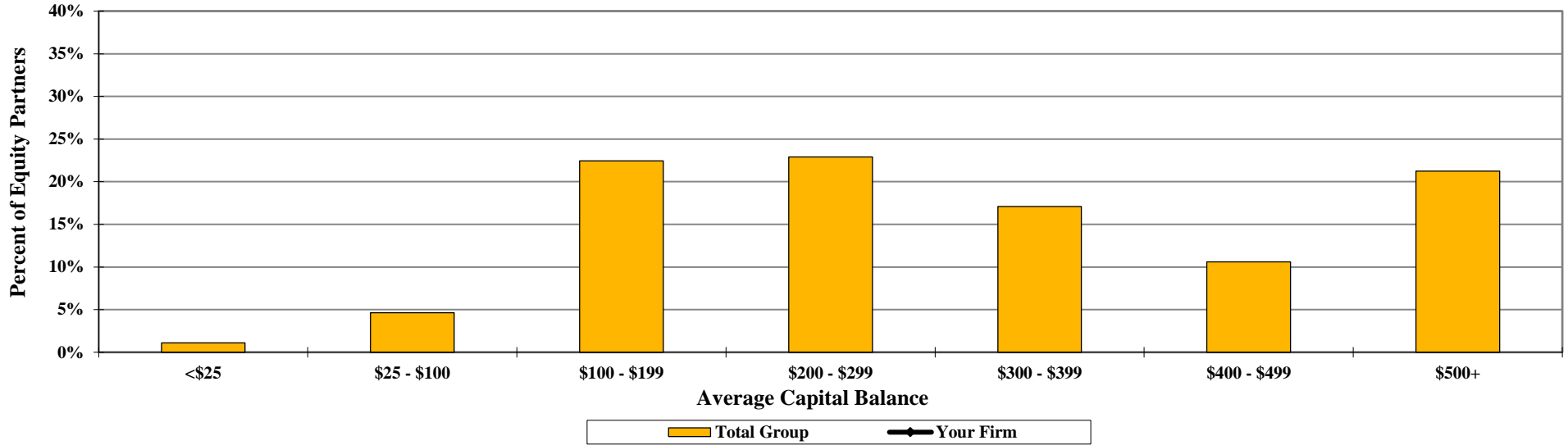
<sup>^</sup> Membership on this page includes only those participants that submitted partner compensation.

2024 BRASS Initial Release - Partner Management Report

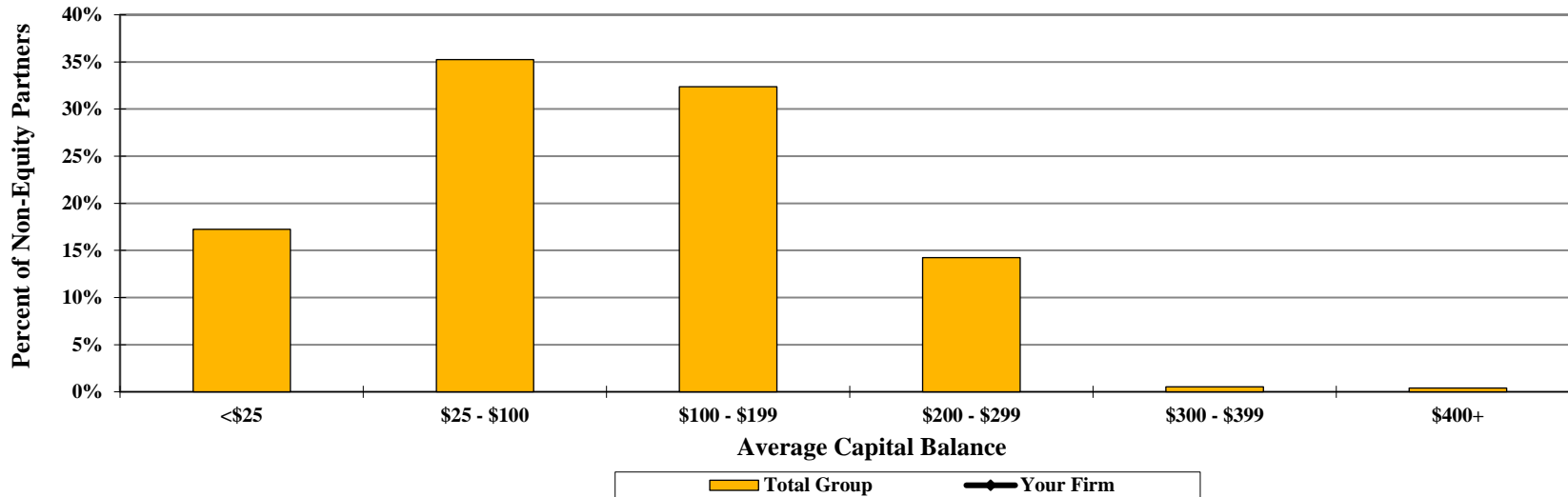
AmLaw 100 - Domestic Offices (21 members^)

**Distribution of Partners by Capital Balance Intervals**  
*As of the most recent fiscal year-end; in 000's*

**Equity Partners**



**Non-Equity Partners**



Additional detail can be found on Page 52 and 53.

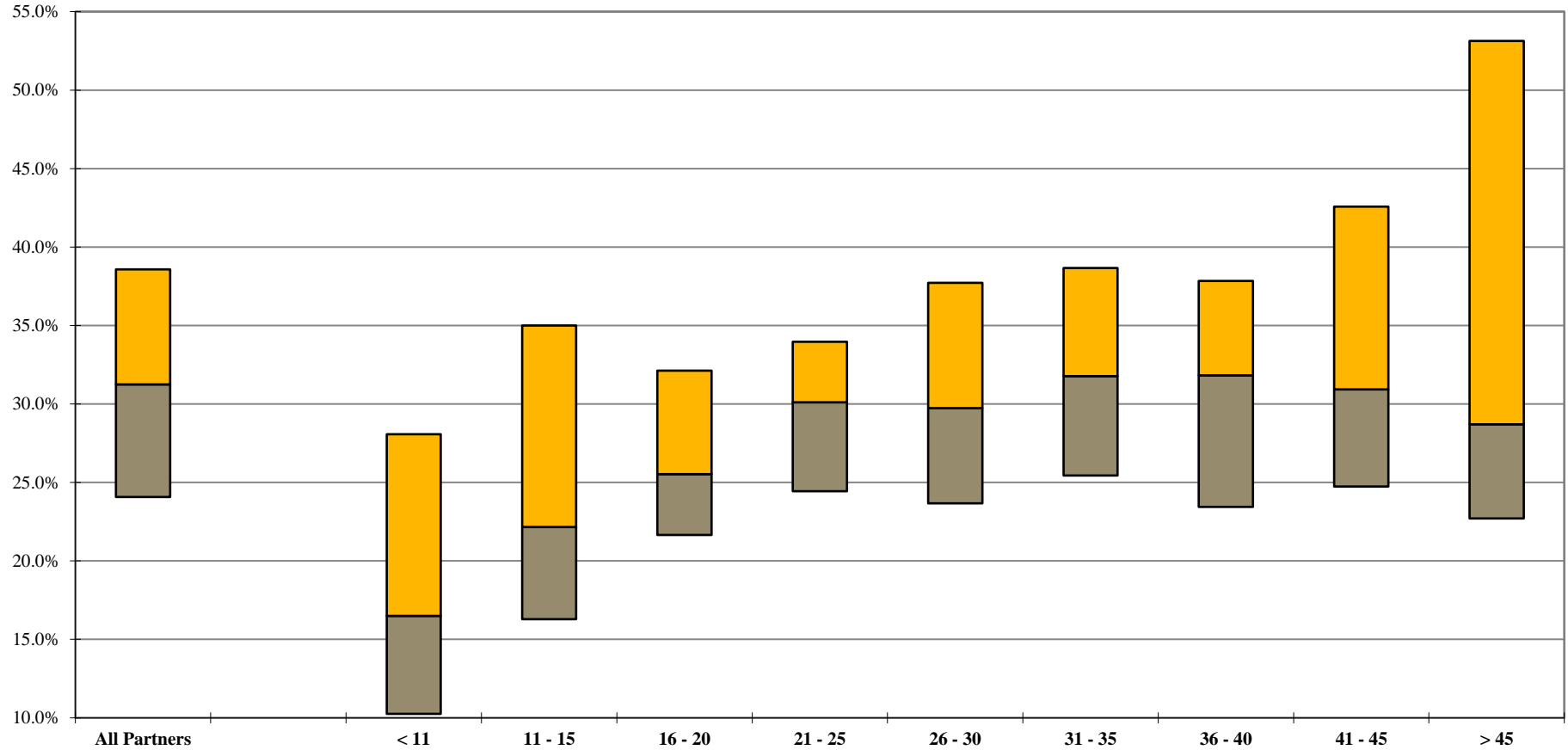
^ Membership on this page includes only those participants that submitted partner compensation.



2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members^)

**Percentage of Capital Balance to Compensation for All Partners**  
As of the most recent fiscal year-end



	Years of Experience									
	All Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
<b>Your Firm</b>										
<b>1st Qtle</b>	38.6%	28.1%	35.0%	32.1%	34.0%	37.7%	38.7%	37.8%	42.6%	53.1%
<b>Median</b>	31.2%	16.5%	22.2%	25.5%	30.1%	29.7%	31.8%	31.8%	30.9%	28.7%
<b>3rd Qtle</b>	24.1%	10.3%	16.3%	21.7%	24.4%	23.7%	25.4%	23.4%	24.7%	22.7%

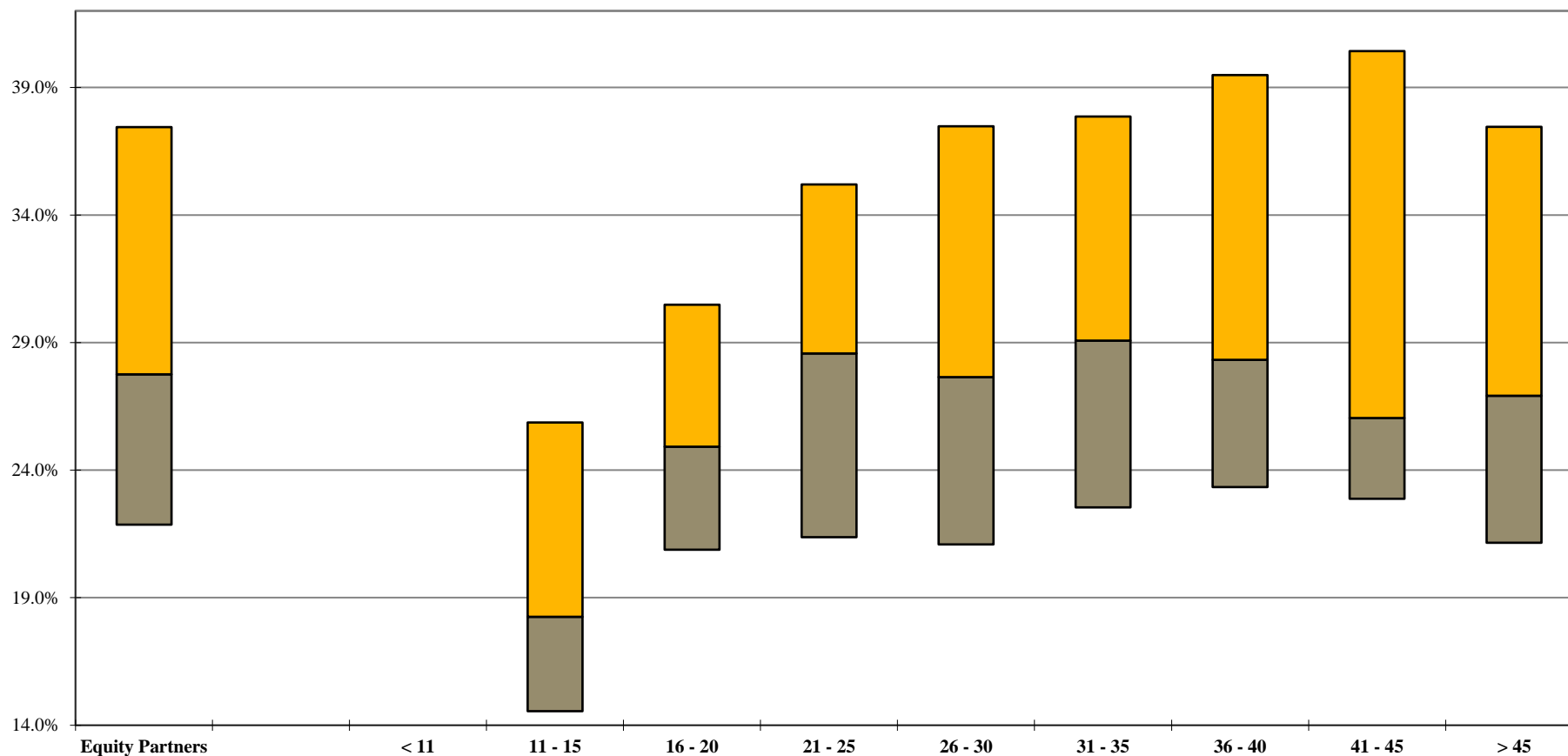
^ Membership on this page includes only those participants that submitted partner compensation.  
 Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.  
 \*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members^)

Percentage of Capital Balance to Compensation - Equity Partners

As of the most recent fiscal year-end



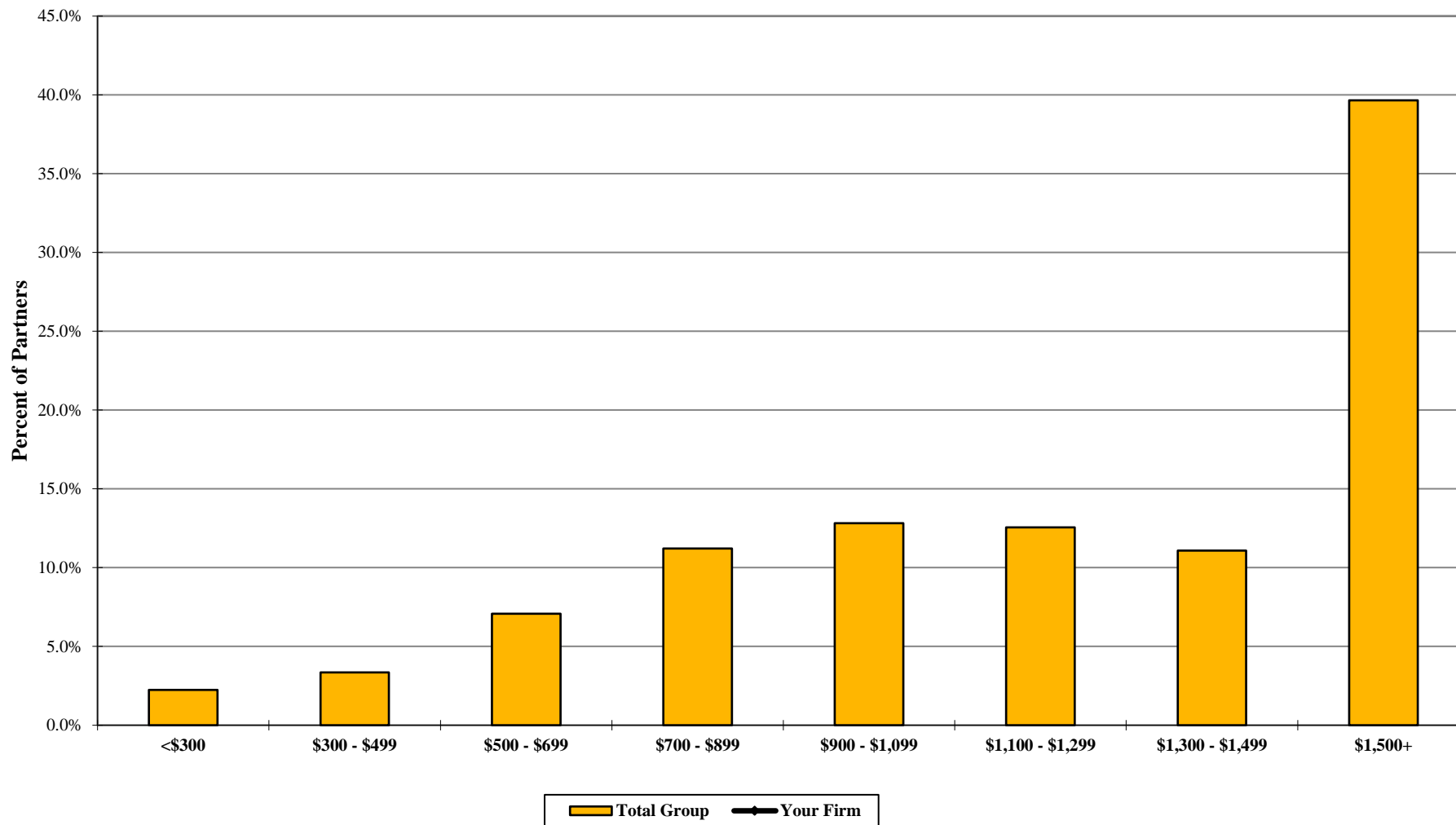
Your Firm	Years of Experience									
	Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
1st Qtle	37.4%	**	25.9%	30.5%	35.2%	37.5%	37.9%	39.5%	40.4%	37.5%
Median	27.8%	**	18.3%	24.9%	28.6%	27.7%	29.1%	28.3%	26.0%	26.9%
3rd Qtle	21.9%	**	14.6%	20.9%	21.4%	21.1%	22.5%	23.3%	22.9%	21.2%

^ Membership on this page includes only those participants that submitted partner compensation.  
 Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.  
 \*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

**Distribution of All Partners by Fees Billed<sup>1</sup>**  
 For the 12-month period ending December 31, 2023; in 000's



	<\$300	\$300 - \$499	\$500 - \$699	\$700 - \$899	\$900 - \$1,099	\$1,100 - \$1,299	\$1,300 - \$1,499	\$1,500+
<b>Your Firm</b>								
<b>Total Group</b>	2.2%	3.3%	7.1%	11.2%	12.8%	12.6%	11.1%	39.7%

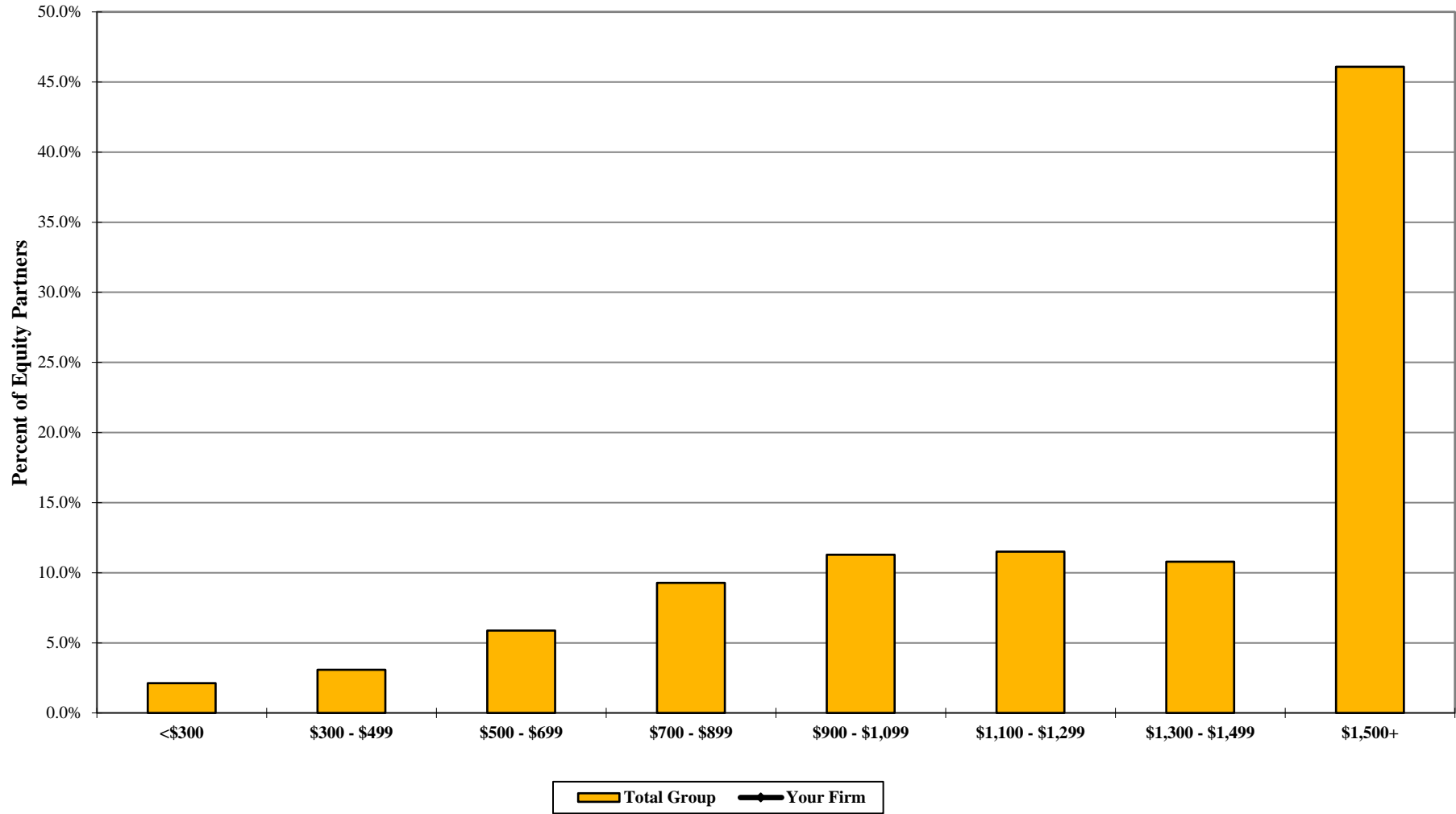
<sup>1</sup> Includes the percentage of corresponding full-time, full-year individuals at each level.  
 \*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

**Distribution of Equity Partners by Fees Billed<sup>1</sup>**

For the 12-month period ending December 31, 2023; in 000's



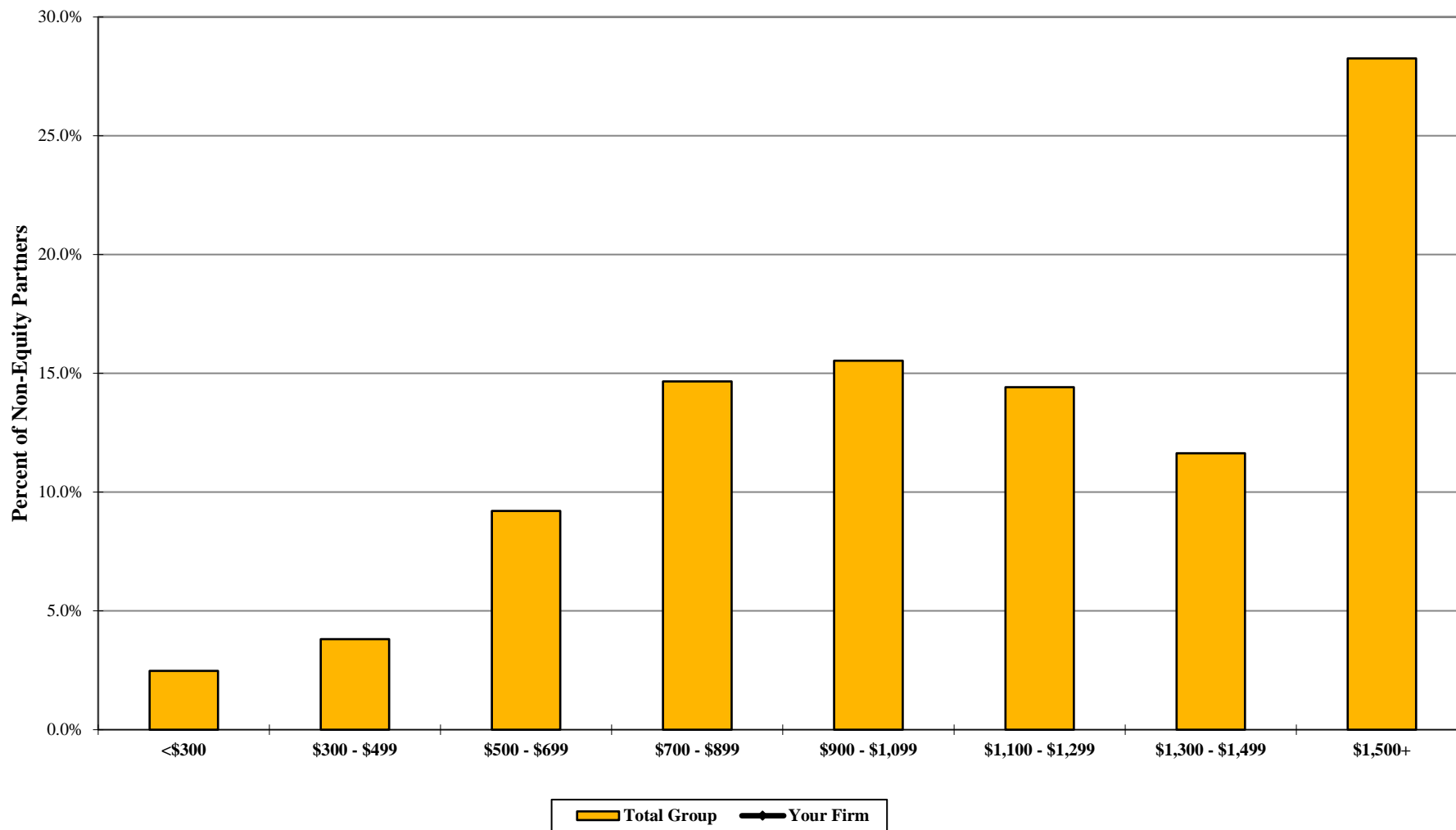
	<\$300	\$300 - \$499	\$500 - \$699	\$700 - \$899	\$900 - \$1,099	\$1,100 - \$1,299	\$1,300 - \$1,499	\$1,500+
<b>Your Firm</b>								
<b>Total Group</b>	2.1%	3.1%	5.9%	9.3%	11.3%	11.5%	10.8%	46.1%

<sup>1</sup> Includes the percentage of corresponding full-time, full-year individuals at each level.

\*\* omitted due to insufficient data

### Distribution of Non-Equity Partners by Fees Billed<sup>1</sup>

For the 12-month period ending December 31, 2023; in 000's



	<\$300	\$300 - \$499	\$500 - \$699	\$700 - \$899	\$900 - \$1,099	\$1,100 - \$1,299	\$1,300 - \$1,499	\$1,500+
<b>Your Firm</b>								
<b>Total Group</b>	2.5%	3.8%	9.2%	14.7%	15.5%	14.4%	11.6%	28.3%

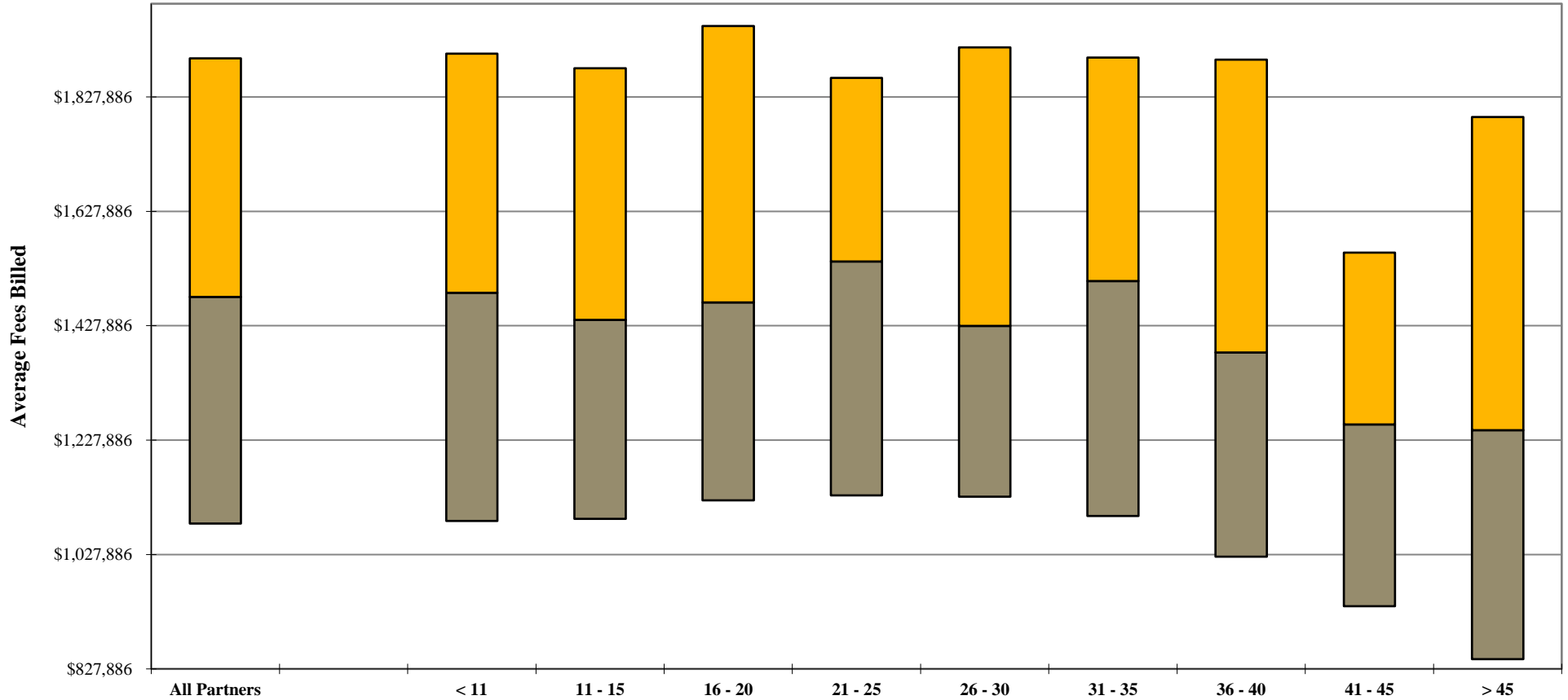
<sup>1</sup> Includes the percentage of corresponding full-time, full-year individuals at each level.

\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

**Average Fees Billed for All Partners by Years of Experience**  
For the 12-month period ending December 31, 2023



	Years of Experience									
	All Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
<b>Your Firm</b>										
<b>1st Qtle</b>	\$1,895,476	\$1,903,705	\$1,877,926	\$1,951,834	\$1,861,229	\$1,914,667	\$1,896,837	\$1,892,911	\$1,555,510	\$1,792,580
<b>Median</b>	1,478,343	1,485,628	1,438,136	1,468,598	1,539,979	1,427,385	1,505,939	1,381,024	1,255,399	1,245,225
<b>3rd Qtle</b>	1,082,136	1,086,426	1,090,416	1,122,509	1,131,180	1,128,856	1,095,263	1,024,082	937,295	844,782

Additional detail can be found on Page 56.

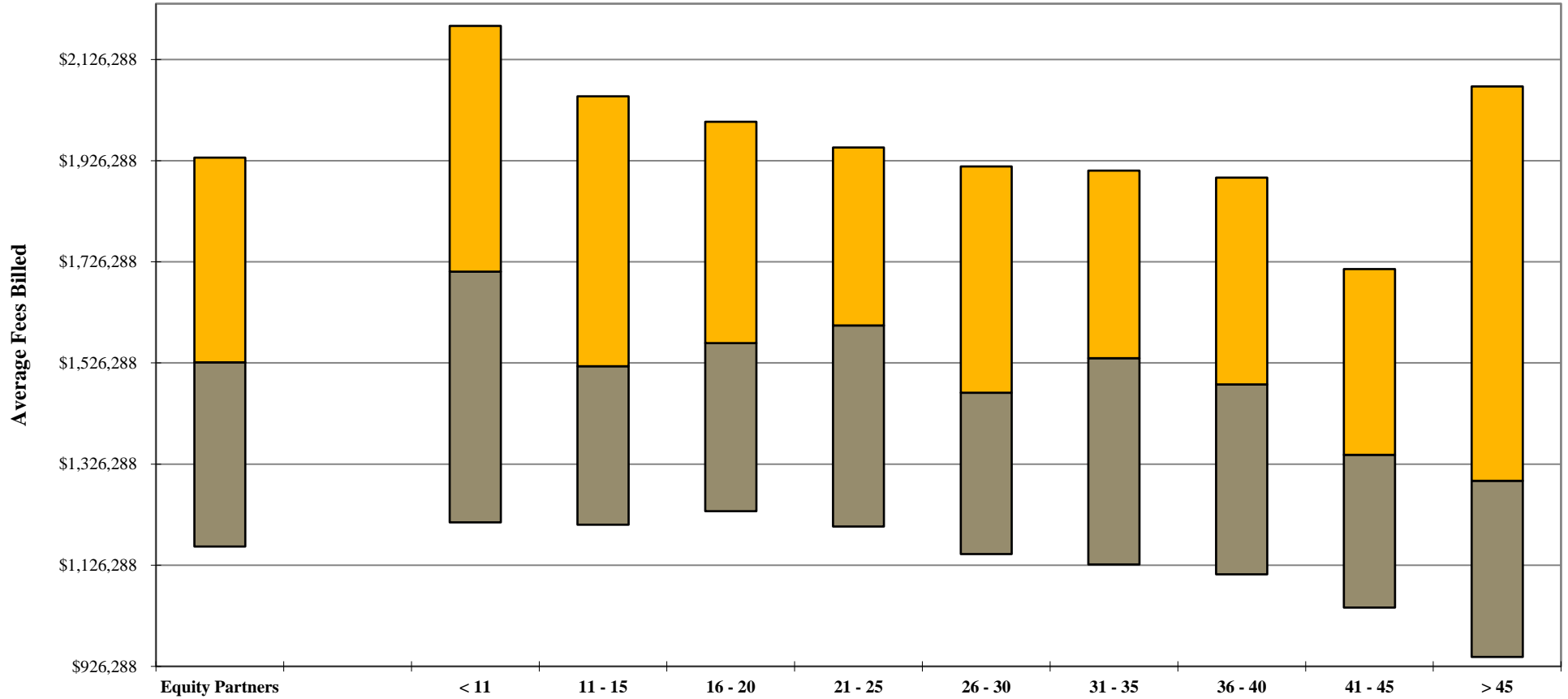
Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.

\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

**Average Fees Billed for Equity Partners by Years of Experience**  
For the 12-month period ending December 31, 2023



	Years of Experience									
	Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
<b>Your Firm</b>										
<b>1st Qtle</b>	\$1,932,441	\$2,192,846	\$2,053,445	\$2,003,331	\$1,952,246	\$1,914,667	\$1,906,763	\$1,892,911	\$1,711,767	\$2,073,219
<b>Median</b>	1,527,328	1,706,994	1,520,018	1,565,489	1,600,223	1,467,219	1,535,950	1,483,732	1,344,641	1,293,377
<b>3rd Qtle</b>	1,163,351	1,210,998	1,206,305	1,233,001	1,202,604	1,148,440	1,127,871	1,108,507	1,042,779	945,192

Additional detail can be found on Page 55.

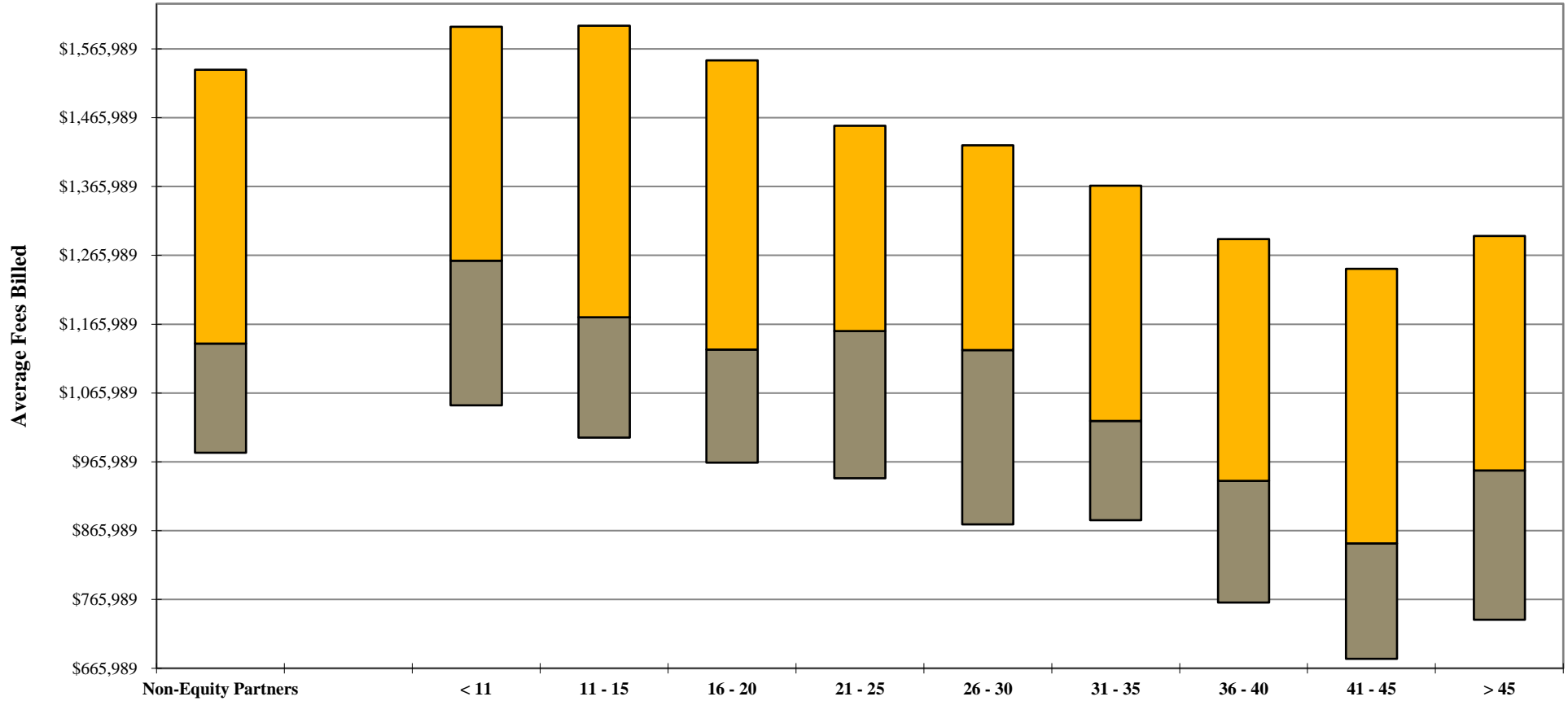
Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.

\*\* omitted due to insufficient data

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

**Average Fees Billed for Non-Equity Partners by Years of Experience**  
For the 12-month period ending December 31, 2023



	Years of Experience									
	Non-Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
<b>Your Firm</b>										
<b>1st Qtle</b>	\$1,535,810	\$1,598,038	\$1,599,663	\$1,549,290	\$1,454,165	\$1,425,723	\$1,367,097	\$1,289,729	\$1,246,339	\$1,294,274
<b>Median</b>	1,137,647	1,258,225	1,175,971	1,128,938	1,155,861	1,128,428	1,025,384	938,258	847,417	953,637
<b>3rd Qtle</b>	979,338	1,048,241	1,001,302	964,665	942,055	875,090	881,115	761,556	679,581	736,707

Additional detail can be found on Page 55.

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

\*\* omitted due to insufficient data



## DETAILED METRICS

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members<sup>^</sup>)

**Partner Compensation**  
As of the most recent fiscal year-end

Values reported only for full-time partners that were at your firm for the entire one-year period

	Your Firm		Group			Your Firm	Group		
	Average	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile		% Change - 1 Year		
						1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	
<b>Equity Partners</b>									
High		/ 19	\$6,660,229	\$4,784,006	\$3,614,370		20.2	4.9	1.4
Middle		/ 19	1,429,497	880,000	721,018		9.1	7.2	(1.1)
Low		/ 19	610,135	399,416	251,947		22.4	7.8	(10.1)
Average		/ 19	1,837,184	1,087,238	886,434		11.8	4.8	(2.8)
<b><u>By Years of Experience</u></b>									
< 11 Years		/ 6 ‡	**	\$628,200	**		**	17.7	**
11 - 15 Years		/ 18	1,504,695	827,709	636,165		22.2	11.4	2.4
16 - 20 Years		/ 19	1,528,384	1,043,747	800,940		10.3	3.4	(7.6)
21 - 25 Years		/ 19	1,804,154	1,121,818	847,462		11.8	0.1	(6.9)
26 - 30 Years		/ 19	1,944,209	1,213,566	952,148		10.5	6.2	(4.4)
31 - 35 Years		/ 19	2,051,664	1,170,716	989,009		13.4	9.0	0.1
36 - 40 Years		/ 19	1,585,121	1,100,012	907,872		17.4	9.7	(0.1)
41 - 45 Years		/ 18	1,760,264	1,069,163	875,605		12.3	1.8	(11.7)
> 45 Years		/ 17	1,622,222	1,040,420	837,500		9.7	3.6	(16.9)
<b>Non-Equity Partners</b>									
High		/ 19	\$2,673,826	\$1,454,000	\$825,000		43.8	7.8	(2.1)
Middle		/ 19	648,334	500,000	362,500		9.9	5.1	(2.5)
Low		/ 19	298,831	200,000	184,500		42.6	3.9	(11.2)
Average		/ 19	698,002	552,903	363,212		9.7	5.0	2.4
<b><u>By Years of Experience</u></b>									
< 11 Years		/ 18	\$652,385	\$527,056	\$424,518		16.1	7.6	(1.5)
11 - 15 Years		/ 19	680,881	506,852	368,589		13.1	2.1	(0.8)
16 - 20 Years		/ 19	731,289	543,416	364,529		10.7	2.8	(0.2)
21 - 25 Years		/ 19	763,551	570,646	361,796		17.8	9.8	2.4
26 - 30 Years		/ 19	752,392	538,568	384,910		8.5	0.4	(5.5)
31 - 35 Years		/ 19	805,557	547,523	395,434		14.1	5.5	0.2
36 - 40 Years		/ 19	690,399	533,064	358,870		8.6	0.9	(4.0)
41 - 45 Years		/ 17	678,192	526,429	396,250		13.7	(5.2)	(10.0)
> 45 Years		/ 14 ‡	721,588	509,562	368,438		17.7	(9.2)	(23.3)

<sup>^</sup> Membership on this page includes only those participants that submitted partner compensation.

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

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members<sup>^</sup>)

**Partner Compensation**  
As of the most recent fiscal year-end

Values reported only for full-time partners that were at your firm for the entire one-year period

	Your Firm		Group			Your Firm	Group		
	Average	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile		% Change - 1 Year		
						1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	
<b>All Partners</b>									
High		/ 19	\$6,660,229	\$4,784,006	\$3,614,370		20.2	4.9	1.4
Middle		/ 19	929,897	760,000	598,969		6.9	4.3	(4.3)
Low		/ 19	298,831	200,000	184,500		55.9	5.0	(6.7)
Average		/ 19	1,169,047	978,558	707,077		10.3	3.1	(3.2)
<b><u>By Years of Experience</u></b>									
< 11 Years		/ 17	\$611,222	\$509,128	\$479,944		17.0	8.7	(4.4)
11 - 15 Years		/ 19	850,578	617,279	476,368		12.1	6.3	0.6
16 - 20 Years		/ 19	1,062,569	855,540	639,978		12.8	3.3	(5.3)
21 - 25 Years		/ 19	1,256,968	1,045,348	732,543		10.6	3.0	(7.0)
26 - 30 Years		/ 19	1,342,211	1,131,180	824,268		13.2	5.4	3.1
31 - 35 Years		/ 19	1,589,151	1,051,743	864,835		13.6	6.3	0.2
36 - 40 Years		/ 19	1,357,168	988,701	818,424		16.8	7.7	(4.1)
41 - 45 Years		/ 18	1,319,373	969,288	772,844		2.8	(1.0)	(15.5)
> 45 Years		/ 18	1,200,504	887,651	735,506		18.9	0.8	(7.8)

<sup>^</sup> Membership on this page includes only those participants that submitted partner compensation.  
<sup>\*\*</sup> omitted due to insufficient data; <sup>‡</sup> less than 75% population response

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members<sup>^</sup>)

**Distribution of Partner Compensation**

**By Years of Experience**

As of the most recent fiscal year-end; Values reported only for full-time partners that were at your firm for the entire one-year period; in 000's

Equity Partners	Count*	<\$200	\$200 - \$399	\$400 - \$599	\$600 - \$799	\$800 - \$999	\$1,000-\$1,199	\$1,200+
<b>&lt; 11 Years</b>								
Your Firm								
<b>Total Group</b>	22 ‡		13.6%	59.1%	18.2%	4.5%		4.5%
<b>11 - 15 Years</b>								
Your Firm								
<b>Total Group</b>	278	1.1%	12.2%	31.3%	21.9%	12.6%	6.5%	14.4%
<b>16 - 20 Years</b>								
Your Firm								
<b>Total Group</b>	572	0.3%	6.1%	25.9%	20.5%	11.7%	7.5%	28.0%
<b>21 - 25 Years</b>								
Your Firm								
<b>Total Group</b>	624	0.5%	4.5%	15.2%	20.7%	13.5%	8.8%	36.9%
<b>26 - 30 Years</b>								
Your Firm								
<b>Total Group</b>	706	0.3%	3.1%	17.6%	19.0%	13.7%	8.5%	37.8%
<b>31 - 35 Years</b>								
Your Firm								
<b>Total Group</b>	579		3.3%	12.4%	18.5%	13.3%	10.9%	41.6%
<b>36 - 40 Years</b>								
Your Firm								
<b>Total Group</b>	397		3.0%	11.3%	22.9%	13.6%	10.6%	38.5%
<b>41 - 45 Years</b>								
Your Firm								
<b>Total Group</b>	191		5.8%	13.6%	21.5%	16.8%	12.0%	30.4%
<b>&gt; 45 Years</b>								
Your Firm								
<b>Total Group</b>	78		5.1%	15.4%	12.8%	19.2%	12.8%	34.6%
<b>All Equity Partners</b>								
Your Firm								
<b>Total Group</b>	3,447	0.3%	4.9%	18.0%	20.1%	13.4%	9.1%	34.1%

<sup>^</sup> Membership on this page includes only those participants that submitted partner compensation; \* Includes the number of corresponding full-time, full-year individuals at each level

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

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members<sup>^</sup>)

### Distribution of Partner Compensation

#### By Years of Experience

As of the most recent fiscal year-end; Values reported only for full-time partners that were at your firm for the entire one-year period; in 000's

Non-Equity Ptrs	Count*	<\$200	\$200 - \$399	\$400 - \$599	\$600 - \$799	\$800 - \$999	\$1,000+
<b>&lt; 11 Years</b>							
Your Firm	0						
<b>Total Group</b>	<b>299</b>		<b>21.1%</b>	<b>46.2%</b>	<b>24.7%</b>	<b>6.7%</b>	<b>1.3%</b>
<b>11 - 15 Years</b>							
Your Firm	0						
<b>Total Group</b>	<b>855</b>	<b>0.1%</b>	<b>31.8%</b>	<b>36.4%</b>	<b>18.2%</b>	<b>8.1%</b>	<b>5.4%</b>
<b>16 - 20 Years</b>							
Your Firm	0						
<b>Total Group</b>	<b>586</b>	<b>0.2%</b>	<b>28.2%</b>	<b>32.3%</b>	<b>18.3%</b>	<b>11.4%</b>	<b>9.7%</b>
<b>21 - 25 Years</b>							
Your Firm	0						
<b>Total Group</b>	<b>386</b>	<b>0.5%</b>	<b>26.2%</b>	<b>28.8%</b>	<b>19.7%</b>	<b>13.5%</b>	<b>11.4%</b>
<b>26 - 30 Years</b>							
Your Firm	0						
<b>Total Group</b>	<b>294</b>	<b>1.4%</b>	<b>33.7%</b>	<b>28.2%</b>	<b>15.3%</b>	<b>10.5%</b>	<b>10.9%</b>
<b>31 - 35 Years</b>							
Your Firm	0						
<b>Total Group</b>	<b>189</b>		<b>30.2%</b>	<b>32.3%</b>	<b>15.3%</b>	<b>10.1%</b>	<b>12.2%</b>
<b>36 - 40 Years</b>							
Your Firm	0						
<b>Total Group</b>	<b>184</b>	<b>1.6%</b>	<b>27.7%</b>	<b>28.3%</b>	<b>15.8%</b>	<b>10.9%</b>	<b>15.8%</b>
<b>41 - 45 Years</b>							
Your Firm	0						
<b>Total Group</b>	<b>103</b>	<b>3.9%</b>	<b>30.1%</b>	<b>35.9%</b>	<b>11.7%</b>	<b>8.7%</b>	<b>9.7%</b>
<b>&gt; 45 Years</b>							
Your Firm	0						
<b>Total Group</b>	<b>62 ‡</b>	<b>9.7%</b>	<b>30.6%</b>	<b>22.6%</b>	<b>21.0%</b>	<b>4.8%</b>	<b>11.3%</b>
<b>All Non-Equity Partners</b>							
Your Firm	0						
<b>Total Group</b>	<b>2,958</b>	<b>0.7%</b>	<b>29.0%</b>	<b>33.7%</b>	<b>18.3%</b>	<b>9.8%</b>	<b>8.5%</b>

<sup>^</sup> Membership on this page includes only those participants that submitted partner compensation; \* Includes the number of corresponding full-time, full-year individuals at each level

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

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members<sup>^</sup>)

**Distribution of Partner Compensation**

**By Years of Experience**

As of the most recent fiscal year-end; Values reported only for full-time partners that were at your firm for the entire one-year period; in 000's

All Partners	Count*	<\$200	\$200 - \$399	\$400 - \$599	\$600 - \$799	\$800 - \$999	\$1,000-\$1,199	\$1,200+
<b>&lt; 11 Years</b>								
Your Firm								
<b>Total Group</b>	<b>321</b>		<b>20.6%</b>	<b>47.0%</b>	<b>24.3%</b>	<b>6.5%</b>	<b>0.9%</b>	<b>0.6%</b>
<b>11 - 15 Years</b>								
Your Firm								
<b>Total Group</b>	<b>1,133</b>	<b>0.4%</b>	<b>27.0%</b>	<b>35.1%</b>	<b>19.2%</b>	<b>9.2%</b>	<b>3.9%</b>	<b>5.3%</b>
<b>16 - 20 Years</b>								
Your Firm								
<b>Total Group</b>	<b>1,158</b>	<b>0.3%</b>	<b>17.3%</b>	<b>29.1%</b>	<b>19.3%</b>	<b>11.6%</b>	<b>6.6%</b>	<b>15.9%</b>
<b>21 - 25 Years</b>								
Your Firm								
<b>Total Group</b>	<b>1,010</b>	<b>0.5%</b>	<b>12.8%</b>	<b>20.4%</b>	<b>20.3%</b>	<b>13.5%</b>	<b>7.8%</b>	<b>24.8%</b>
<b>26 - 30 Years</b>								
Your Firm								
<b>Total Group</b>	<b>1,000</b>	<b>0.6%</b>	<b>12.1%</b>	<b>20.7%</b>	<b>17.9%</b>	<b>12.8%</b>	<b>7.5%</b>	<b>28.4%</b>
<b>31 - 35 Years</b>								
Your Firm								
<b>Total Group</b>	<b>768</b>		<b>9.9%</b>	<b>17.3%</b>	<b>17.7%</b>	<b>12.5%</b>	<b>9.9%</b>	<b>32.7%</b>
<b>36 - 40 Years</b>								
Your Firm								
<b>Total Group</b>	<b>581</b>	<b>0.5%</b>	<b>10.8%</b>	<b>16.7%</b>	<b>20.7%</b>	<b>12.7%</b>	<b>10.8%</b>	<b>27.7%</b>
<b>41 - 45 Years</b>								
Your Firm								
<b>Total Group</b>	<b>294</b>	<b>1.4%</b>	<b>14.3%</b>	<b>21.4%</b>	<b>18.0%</b>	<b>13.9%</b>	<b>9.2%</b>	<b>21.8%</b>
<b>&gt; 45 Years</b>								
Your Firm								
<b>Total Group</b>	<b>140</b>	<b>4.3%</b>	<b>16.4%</b>	<b>18.6%</b>	<b>16.4%</b>	<b>12.9%</b>	<b>8.6%</b>	<b>22.9%</b>
<b>All Partners</b>								
Your Firm								
<b>Total Group</b>	<b>6,405</b>	<b>0.5%</b>	<b>16.0%</b>	<b>25.3%</b>	<b>19.3%</b>	<b>11.7%</b>	<b>7.1%</b>	<b>20.1%</b>

<sup>^</sup> Membership on this page includes only those participants that submitted partner compensation; \* Includes the number of corresponding full-time, full-year individuals at each level

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

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members<sup>^</sup>)

**Partner Compensation Ratios**

As of most recent fiscal year-end

	<i>Your Firm</i>		<i>Group</i>		
	<i>Average</i>	<i>Rank / Of</i>	<i>1<sup>st</sup> Quartile</i>	<i>Median</i>	<i>3<sup>rd</sup> Quartile</i>
<b>Equity Partners</b>					
<b>Ratio of Highest to Lowest Compensation</b>					
<u><i>Avg. by Years of Experience</i></u>					
< 11 Years		/ 6 ‡	**	1.5	**
11 - 15 Years		/ 18	4.0	3.1	2.2
16 - 20 Years		/ 19	6.6	4.8	3.1
21 - 25 Years		/ 19	8.0	6.0	4.1
26 - 30 Years		/ 19	11.3	6.4	4.7
31 - 35 Years		/ 19	7.8	6.6	5.1
36 - 40 Years		/ 19	7.2	5.5	4.3
41 - 45 Years		/ 18	4.7	3.7	3.0
> 45 Years		/ 17	4.8	2.1	1.4
<i>All Equity Partners</i>		/ 19	18.8	13.6	8.0
<b>Ratio of Equity Partner Compensation to 1st Year Associate Compensation</b>					
		/ 18	8.3	5.2	4.4
<b>Non-Equity Partners</b>					
<b>Ratio of Highest to Lowest Compensation</b>					
<u><i>Avg. by Years of Experience</i></u>					
< 11 Years		/ 18	2.2	1.9	1.5
11 - 15 Years		/ 19	3.6	2.6	2.0
16 - 20 Years		/ 19	4.3	2.5	2.3
21 - 25 Years		/ 19	4.0	2.7	2.2
26 - 30 Years		/ 19	3.9	2.7	1.9
31 - 35 Years		/ 19	3.5	2.0	1.5
36 - 40 Years		/ 19	3.0	2.6	1.4
41 - 45 Years		/ 17	3.2	2.5	1.7
> 45 Years		/ 14 ‡	3.7	2.7	1.3
<i>All Non-Equity Partners</i>		/ 19	9.0	6.0	5.3
<b>Ratio of Non-Equity Partner Compensation to 1st Year Associate Compensation</b>					
		/ 18	3.3	2.5	1.9

<sup>^</sup> Membership on this page includes only those participants that submitted partner compensation.

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

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members<sup>^</sup>)

**Partner Compensation**

As of most recent fiscal year-end

	<i>Your Firm</i>		<i>Group</i>		
	<i>Average</i>	<i>Rank / Of</i>	<i>1<sup>st</sup> Quartile</i>	<i>Median</i>	<i>3<sup>rd</sup> Quartile</i>
<b>All Partners</b>					
<b>Ratio of Highest to Lowest Compensation</b>					
<u><i>Avg. by Years of Experience</i></u>					
< 11 Years		/ 17	2.3	2.0	1.7
11 - 15 Years		/ 19	7.3	5.3	4.1
16 - 20 Years		/ 19	11.7	8.7	6.3
21 - 25 Years		/ 19	11.7	8.7	6.1
26 - 30 Years		/ 19	17.6	13.6	9.3
31 - 35 Years		/ 19	16.9	11.3	6.2
36 - 40 Years		/ 19	14.2	8.8	7.1
41 - 45 Years		/ 18	9.5	6.4	4.6
> 45 Years		/ 18	5.2	3.9	2.7
<b>All Partner Composite</b>		/ 19	36.7	23.2	17.8
<b>Ratio of All Partner Compensation to 1st Year Associate Compensation</b>		/ 18	5.3	4.4	3.5

<sup>^</sup> Membership on this page includes only those participants that submitted partner compensation.

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



2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

**Partner Average Billable Hours**  
For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year
	Average Hours	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 Year	% Change - 2 Year	% Change - 1 Year			
								1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	
<b>Equity Partners</b>											
<u>Avg. by Years of Experience</u>											
< 11 Years		/ 33 ‡	1,894	1,716	1,622		‡	0.5	(6.2)	(14.1)	(15.2)
11 - 15 Years		/ 64	1,787	1,645	1,506			0.3	(3.1)	(8.4)	(9.6)
16 - 20 Years		/ 65	1,662	1,564	1,487			(1.3)	(4.4)	(8.8)	(11.1)
21 - 25 Years		/ 65	1,615	1,500	1,388			0.5	(4.2)	(9.4)	(9.9)
26 - 30 Years		/ 65	1,604	1,445	1,349			(1.0)	(4.1)	(8.1)	(10.1)
31 - 35 Years		/ 65	1,490	1,392	1,264			0.1	(3.4)	(7.9)	(8.8)
36 - 40 Years		/ 65	1,505	1,310	1,208			3.4	(3.7)	(7.1)	(9.5)
41 - 45 Years		/ 62	1,416	1,271	1,150			3.8	(6.0)	(11.6)	(9.2)
> 45 Years		/ 52 ‡	1,488	1,197	974		‡	3.3	(8.4)	(20.6)	(11.0)
<b>All Equity Partners</b>		/ 65	1,554	1,468	1,369			(1.9)	(3.7)	(6.0)	(10.4)
<b>Non-Equity Partners</b>											
<u>Avg. by Years of Experience</u>											
< 11 Years		/ 45 ‡	1,768	1,649	1,546		‡	(2.4)	(5.9)	(8.4)	(10.5)
11 - 15 Years		/ 47 ‡	1,689	1,586	1,484		‡	(0.6)	(3.5)	(7.7)	(8.1)
16 - 20 Years		/ 46 ‡	1,625	1,486	1,330		‡	0.3	(4.5)	(10.5)	(8.7)
21 - 25 Years		/ 45 ‡	1,541	1,428	1,346		‡	4.4	(1.3)	(6.9)	(5.4)
26 - 30 Years		/ 46 ‡	1,457	1,350	1,222		‡	5.2	(1.5)	(8.1)	(7.1)
31 - 35 Years		/ 44 ‡	1,435	1,296	1,216		‡	7.4	(1.3)	(10.2)	(3.6)
36 - 40 Years		/ 42 ‡	1,303	1,203	987		‡	1.8	(4.2)	(13.9)	(5.9)
41 - 45 Years		/ 38 ‡	1,255	1,015	810		‡	19.0	(7.7)	(19.0)	(5.5)
> 45 Years		/ 32 ‡	1,251	1,036	924		‡	22.0	(1.2)	(14.7)	(4.6)
<b>All Non-Equity Partners</b>		/ 47 ‡	1,559	1,457	1,349		‡	(1.1)	(3.9)	(6.8)	(7.6)

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

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

**Partner Average Billable Hours**  
For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group			
	Average Hours	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 Year	% Change - 2 Year	% Change - 1 Year			Median % Change - 2 Year
								1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	
<b>All Partner Composite</b>											
<u>Avg. by Years of Experience</u>											
< 11 Years		/ 62	1,776	1,649	1,564			(0.9)	(6.2)	(9.9)	(11.2)
11 - 15 Years		/ 65	1,687	1,605	1,508			0.1	(3.2)	(6.5)	(9.2)
16 - 20 Years		/ 65	1,645	1,564	1,430			(0.7)	(4.0)	(8.7)	(9.8)
21 - 25 Years		/ 65	1,578	1,490	1,382			0.2	(3.3)	(7.7)	(9.6)
26 - 30 Years		/ 65	1,551	1,435	1,346			(0.3)	(3.5)	(7.8)	(8.7)
31 - 35 Years		/ 65	1,472	1,369	1,273			0.8	(3.2)	(7.2)	(8.8)
36 - 40 Years		/ 65	1,429	1,271	1,175			2.5	(3.3)	(8.2)	(9.3)
41 - 45 Years		/ 62	1,346	1,201	1,039			5.9	(6.0)	(14.1)	(7.4)
> 45 Years		/ 55	1,384	1,089	908		‡	6.6	(4.0)	(17.8)	(8.3)
<b>All Partner Composite</b>		/ 65	1,570	1,478	1,375			(1.1)	(3.6)	(6.2)	(9.3)

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

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

**Distribution of Partner Billable Hours**  
 By Years of Experience - For the 12-month period ending December 31, 2023

Equity Partners	Count*	< 1,300	1,300-1,499	1,500-1,699	1,700-1,899	1,900-2,099	2,100 +
<b>&lt; 11 Years</b>							
Your Firm							
<b>Total Group</b>	<b>189 ‡</b>	<b>21.7%</b>	<b>8.5%</b>	<b>16.9%</b>	<b>19.6%</b>	<b>12.7%</b>	<b>20.6%</b>
<b>11 - 15 Years</b>							
Your Firm							
<b>Total Group</b>	<b>1,470</b>	<b>19.9%</b>	<b>13.1%</b>	<b>18.4%</b>	<b>18.9%</b>	<b>14.5%</b>	<b>15.2%</b>
<b>16 - 20 Years</b>							
Your Firm							
<b>Total Group</b>	<b>2,244</b>	<b>23.4%</b>	<b>13.6%</b>	<b>18.4%</b>	<b>19.1%</b>	<b>12.8%</b>	<b>12.7%</b>
<b>21 - 25 Years</b>							
Your Firm							
<b>Total Group</b>	<b>2,415</b>	<b>29.4%</b>	<b>15.4%</b>	<b>16.1%</b>	<b>16.4%</b>	<b>11.6%</b>	<b>11.2%</b>
<b>26 - 30 Years</b>							
Your Firm							
<b>Total Group</b>	<b>2,519</b>	<b>32.9%</b>	<b>14.3%</b>	<b>17.2%</b>	<b>14.8%</b>	<b>10.2%</b>	<b>10.7%</b>
<b>31 - 35 Years</b>							
Your Firm							
<b>Total Group</b>	<b>1,884</b>	<b>38.2%</b>	<b>14.0%</b>	<b>16.1%</b>	<b>14.8%</b>	<b>8.6%</b>	<b>8.3%</b>
<b>36 - 40 Years</b>							
Your Firm							
<b>Total Group</b>	<b>1,381</b>	<b>45.2%</b>	<b>15.1%</b>	<b>13.8%</b>	<b>11.5%</b>	<b>6.7%</b>	<b>7.7%</b>
<b>41 - 45 Years</b>							
Your Firm							
<b>Total Group</b>	<b>612</b>	<b>50.2%</b>	<b>14.1%</b>	<b>12.3%</b>	<b>9.5%</b>	<b>5.2%</b>	<b>8.8%</b>
<b>&gt; 45 Years</b>							
Your Firm							
<b>Total Group</b>	<b>290 ‡</b>	<b>61.4%</b>	<b>9.7%</b>	<b>9.3%</b>	<b>5.9%</b>	<b>6.6%</b>	<b>7.2%</b>
<b>All Equity Partners</b>							
Your Firm							
<b>Total Group</b>	<b>13,063</b>	<b>32.5%</b>	<b>14.1%</b>	<b>16.4%</b>	<b>15.5%</b>	<b>10.5%</b>	<b>10.9%</b>

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

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

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

**Distribution of Partner Billable Hours**  
By Years of Experience - For the 12-month period ending December 31, 2023

Non-Equity Ptrs	Count*	< 1,300	1,300-1,499	1,500-1,699	1,700-1,899	1,900-2,099	2,100 +
<b>&lt; 11 Years</b>							
Your Firm	0						
<b>Total Group</b>	771 ‡	17.0%	12.3%	18.7%	21.9%	16.9%	13.2%
<b>11 - 15 Years</b>							
Your Firm	0						
<b>Total Group</b>	2,151 ‡	19.2%	14.4%	18.4%	21.4%	17.1%	9.5%
<b>16 - 20 Years</b>							
Your Firm	0						
<b>Total Group</b>	1,416 ‡	25.0%	15.8%	16.5%	20.1%	14.0%	8.6%
<b>21 - 25 Years</b>							
Your Firm	0						
<b>Total Group</b>	956 ‡	32.2%	17.5%	16.5%	15.6%	11.0%	7.2%
<b>26 - 30 Years</b>							
Your Firm	0						
<b>Total Group</b>	741 ‡	36.7%	16.9%	17.5%	14.0%	8.2%	6.6%
<b>31 - 35 Years</b>							
Your Firm	0						
<b>Total Group</b>	484 ‡	41.5%	18.4%	17.4%	13.2%	5.4%	4.1%
<b>36 - 40 Years</b>							
Your Firm	0						
<b>Total Group</b>	418 ‡	53.6%	15.1%	13.2%	9.3%	6.5%	2.4%
<b>41 - 45 Years</b>							
Your Firm	0						
<b>Total Group</b>	243 ‡	68.3%	9.5%	10.7%	6.2%	3.7%	1.6%
<b>&gt; 45 Years</b>							
Your Firm	0						
<b>Total Group</b>	150 ‡	65.3%	10.0%	8.0%	8.0%	4.7%	4.0%
<b>All Non-Equity Partners</b>							
Your Firm	0						
<b>Total Group</b>	7,364 ‡	29.7%	15.1%	16.8%	17.7%	12.7%	8.0%

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

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

**Distribution of Partner Billable Hours**  
*By Years of Experience - For the 12-month period ending December 31, 2023*

All Partners	Count*	< 1,300	1,300-1,499	1,500-1,699	1,700-1,899	1,900-2,099	2,100 +
<i>&lt; 11 Years</i>							
Your Firm							
<b>Total Group</b>	<b>960</b>	<b>17.9%</b>	<b>11.6%</b>	<b>18.3%</b>	<b>21.5%</b>	<b>16.0%</b>	<b>14.7%</b>
<i>11 - 15 Years</i>							
Your Firm							
<b>Total Group</b>	<b>3,621</b>	<b>19.5%</b>	<b>13.9%</b>	<b>18.4%</b>	<b>20.4%</b>	<b>16.0%</b>	<b>11.8%</b>
<i>16 - 20 Years</i>							
Your Firm							
<b>Total Group</b>	<b>3,660</b>	<b>24.0%</b>	<b>14.5%</b>	<b>17.7%</b>	<b>19.5%</b>	<b>13.3%</b>	<b>11.1%</b>
<i>21 - 25 Years</i>							
Your Firm							
<b>Total Group</b>	<b>3,371</b>	<b>30.2%</b>	<b>16.0%</b>	<b>16.2%</b>	<b>16.1%</b>	<b>11.4%</b>	<b>10.1%</b>
<i>26 - 30 Years</i>							
Your Firm							
<b>Total Group</b>	<b>3,260</b>	<b>33.7%</b>	<b>14.8%</b>	<b>17.3%</b>	<b>14.6%</b>	<b>9.8%</b>	<b>9.8%</b>
<i>31 - 35 Years</i>							
Your Firm							
<b>Total Group</b>	<b>2,368</b>	<b>38.9%</b>	<b>14.9%</b>	<b>16.3%</b>	<b>14.4%</b>	<b>7.9%</b>	<b>7.5%</b>
<i>36 - 40 Years</i>							
Your Firm							
<b>Total Group</b>	<b>1,799</b>	<b>47.1%</b>	<b>15.1%</b>	<b>13.6%</b>	<b>11.0%</b>	<b>6.6%</b>	<b>6.5%</b>
<i>41 - 45 Years</i>							
Your Firm							
<b>Total Group</b>	<b>855</b>	<b>55.3%</b>	<b>12.7%</b>	<b>11.8%</b>	<b>8.5%</b>	<b>4.8%</b>	<b>6.8%</b>
<i>&gt; 45 Years</i>							
Your Firm							
<b>Total Group</b>	<b>440</b>	<b>62.7%</b>	<b>9.8%</b>	<b>8.9%</b>	<b>6.6%</b>	<b>5.9%</b>	<b>6.1%</b>
<i>All Partners</i>							
Your Firm							
<b>Total Group</b>	<b>20,427</b>	<b>31.5%</b>	<b>14.5%</b>	<b>16.6%</b>	<b>16.3%</b>	<b>11.3%</b>	<b>9.9%</b>

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

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

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members<sup>^</sup>)

**Average Compensation by Utilization Levels**  
**By Years of Experience - For the 12-month period ending December 31, 2023**

Equity Partners	Average*	< 1,300	1,300-1,499	1,500-1,699	1,700-1,899	1,900-2,099	2,100 +
<b>&lt; 11 Years</b>							
Your Firm							
<b>Total Group</b>	\$780,423 ‡	\$749,744	\$356,048	\$571,117	\$676,760	\$675,916	\$594,860
<b>11 - 15 Years</b>							
Your Firm							
<b>Total Group</b>	\$1,265,017	\$1,016,734	\$838,551	\$858,218	\$1,226,978	\$1,543,285	\$1,289,532
<b>16 - 20 Years</b>							
Your Firm							
<b>Total Group</b>	\$1,286,051	\$1,137,922	\$1,327,098	\$1,126,757	\$1,326,983	\$1,305,130	\$1,343,952
<b>21 - 25 Years</b>							
Your Firm							
<b>Total Group</b>	\$1,477,224	\$1,315,455	\$1,548,210	\$1,508,143	\$1,470,593	\$1,387,720	\$1,685,618
<b>26 - 30 Years</b>							
Your Firm							
<b>Total Group</b>	\$1,589,225	\$1,522,557	\$1,344,082	\$1,446,754	\$1,543,239	\$1,588,410	\$1,841,804
<b>31 - 35 Years</b>							
Your Firm							
<b>Total Group</b>	\$1,609,751	\$1,496,613	\$1,775,462	\$1,621,946	\$1,724,530	\$1,874,101	\$2,039,901
<b>36 - 40 Years</b>							
Your Firm							
<b>Total Group</b>	\$1,612,023	\$1,208,907	\$1,392,113	\$1,774,507	\$1,428,546	\$2,011,622	\$2,499,655
<b>41 - 45 Years</b>							
Your Firm							
<b>Total Group</b>	\$1,614,482	\$1,380,514	\$906,819	\$1,127,088	\$1,462,282	\$1,874,313	\$2,409,866
<b>&gt; 45 Years</b>							
Your Firm							
<b>Total Group</b>	\$1,550,431	\$1,334,822	\$1,161,316	\$1,239,202	\$2,499,181	\$901,737	\$3,521,450
<b>All Equity Partners</b>							
Your Firm							
<b>Total Group</b>	\$1,498,923	\$1,448,202	\$1,468,978	\$1,404,045	\$1,483,607	\$1,601,657	\$1,785,734

<sup>^</sup> Membership on this page includes only those participants that submitted partner compensation

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

## 2024 BRASS Initial Release - Partner Management Report

 AmLaw 100 - Domestic Offices (21 members<sup>^</sup>)

**Average Compensation by Utilization Levels**  
 By Years of Experience - For the 12-month period ending December 31, 2023

Non-Equity Ptrs	Average*	< 1,300	1,300-1,499	1,500-1,699	1,700-1,899	1,900-2,099	2,100 +
<b>&lt; 11 Years</b>							
Your Firm							
<b>Total Group</b>	\$527,666	\$492,961	\$480,759	\$532,411	\$552,051	\$530,515	\$589,657
<b>11 - 15 Years</b>							
Your Firm							
<b>Total Group</b>	\$537,515	\$512,762	\$520,177	\$527,661	\$537,443	\$569,900	\$625,468
<b>16 - 20 Years</b>							
Your Firm							
<b>Total Group</b>	\$582,417	\$566,714	\$512,434	\$566,088	\$560,943	\$613,934	\$758,455
<b>21 - 25 Years</b>							
Your Firm							
<b>Total Group</b>	\$632,270	\$691,932	\$572,288	\$574,244	\$591,194	\$606,228	\$703,499
<b>26 - 30 Years</b>							
Your Firm							
<b>Total Group</b>	\$589,668	\$590,530	\$549,735	\$571,708	\$640,224	\$642,481	\$711,627
<b>31 - 35 Years</b>							
Your Firm							
<b>Total Group</b>	\$590,191	\$555,737	\$588,340	\$532,151	\$555,919	\$770,105	\$502,686
<b>36 - 40 Years</b>							
Your Firm							
<b>Total Group</b>	\$578,100	\$587,193	\$610,467	\$652,712	\$698,746	\$430,553	\$532,083
<b>41 - 45 Years</b>							
Your Firm							
<b>Total Group</b>	\$568,294	\$566,805	\$819,755	\$387,113	\$686,705	\$645,413	
<b>&gt; 45 Years</b>							
Your Firm							
<b>Total Group</b>	\$638,989 ‡	\$511,468	\$587,081	\$1,464,481	\$531,798	\$778,715	\$745,000
<b>All Non-Equity Partners</b>							
Your Firm							
<b>Total Group</b>	\$570,969	\$572,289	\$560,348	\$551,006	\$562,433	\$593,183	\$645,991

<sup>^</sup> Membership on this page includes only those participants that submitted partner compensation

<sup>\*\*</sup> omitted due to insufficient data; ‡ less than 75% population response

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members<sup>^</sup>)

**Average Compensation by Utilization Levels**  
*By Years of Experience - For the 12-month period ending December 31, 2023*

All Partners	Average*	< 1,300	1,300-1,499	1,500-1,699	1,700-1,899	1,900-2,099	2,100 +
<i>&lt; 11 Years</i>							
Your Firm							
<b>Total Group</b>	\$537,515	\$511,670	\$471,851	\$539,902	\$566,664	\$541,130	\$595,550
<i>11 - 15 Years</i>							
Your Firm							
<b>Total Group</b>	\$669,215	\$595,664	\$646,782	\$648,319	\$700,691	\$725,316	\$731,067
<i>16 - 20 Years</i>							
Your Firm							
<b>Total Group</b>	\$888,101	\$784,274	\$950,518	\$818,281	\$905,802	\$946,894	\$1,032,444
<i>21 - 25 Years</i>							
Your Firm							
<b>Total Group</b>	\$1,081,916	\$963,521	\$1,072,526	\$1,033,751	\$1,070,909	\$1,058,303	\$1,369,601
<i>26 - 30 Years</i>							
Your Firm							
<b>Total Group</b>	\$1,212,745	\$1,082,309	\$1,053,708	\$1,176,287	\$1,226,731	\$1,391,611	\$1,498,038
<i>31 - 35 Years</i>							
Your Firm							
<b>Total Group</b>	\$1,282,805	\$1,167,166	\$1,297,744	\$1,363,634	\$1,433,002	\$1,609,589	\$1,686,811
<i>36 - 40 Years</i>							
Your Firm							
<b>Total Group</b>	\$1,186,709	\$969,698	\$1,046,483	\$1,199,777	\$1,238,287	\$1,687,544	\$2,302,160
<i>41 - 45 Years</i>							
Your Firm							
<b>Total Group</b>	\$1,115,590	\$940,357	\$849,042	\$995,872	\$1,270,518	\$1,693,790	\$2,409,866
<i>&gt; 45 Years</i>							
Your Firm							
<b>Total Group</b>	\$1,241,204	\$964,955	\$959,753	\$1,193,160	\$1,318,751	\$862,307	\$3,115,035
<i>All Partners</i>							
Your Firm							
<b>Total Group</b>	\$1,004,261	\$938,920	\$949,417	\$948,892	\$1,016,039	\$1,074,445	\$1,272,535

<sup>^</sup> Membership on this page includes only those participants that submitted partner compensation

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



2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members^)

**Partner Permanent Capital Balance**  
As of the most recent fiscal year-end

	Your Firm		Group		
	Average	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile
<b>Equity Partners</b>					
High		/ 13 ‡	\$1,754,120	\$1,475,293	\$1,147,500
Middle		/ 13 ‡	404,000	315,139	229,500
Low		/ 13 ‡	191,250	105,000	49,550
Average		/ 13 ‡	534,142	392,155	278,198
<u>Avg. by Years of Experience</u>					
< 11 Years			**	**	**
11 - 15 Years		/ 12 ‡	307,975	284,979	189,554
16 - 20 Years		/ 13 ‡	386,950	313,438	223,051
21 - 25 Years		/ 13 ‡	527,162	410,616	243,540
26 - 30 Years		/ 13 ‡	645,341	402,050	302,467
31 - 35 Years		/ 13 ‡	603,871	438,681	317,482
36 - 40 Years		/ 13 ‡	506,453	416,209	300,056
41 - 45 Years		/ 12 ‡	613,900	373,287	277,258
> 45 Years		/ 11 ‡	542,467	382,901	299,903
<b>Non-Equity Partners</b>					
High		/ 5 ‡	\$466,656	\$299,000	\$243,737
Middle		/ 5 ‡	182,136	179,062	60,931
Low		/ 5 ‡	59,813	28,340	14,500
Average		/ 5 ‡	184,402	165,103	63,811
<u>Avg. by Years of Experience</u>					
< 11 Years			**	**	**
11 - 15 Years		/ 5 ‡	137,926	60,404	59,813
16 - 20 Years			**	**	**
21 - 25 Years			**	**	**
26 - 30 Years			**	**	**
31 - 35 Years			**	**	**
36 - 40 Years		/ 5 ‡	225,056	139,257	69,508
41 - 45 Years			**	**	**
> 45 Years			**	**	**

^ Membership on this page includes only those participants that submitted partner compensation.  
\*\* omitted due to insufficient data; ‡ less than 75% population response

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members^)

**Partner Permanent Capital Balance**  
As of the most recent fiscal year-end

	<i>Your Firm</i>		<i>Group</i>		
	<i>Average</i>	<i>Rank / Of</i>	<i>1<sup>st</sup> Quartile</i>	<i>Median</i>	<i>3<sup>rd</sup> Quartile</i>
<b>All Partners</b>					
High		/ 13 ‡	\$1,754,120	\$1,475,293	\$1,147,500
Middle		/ 13 ‡	308,101	229,500	161,924
Low		/ 13 ‡	78,750	49,550	27,500
Average		/ 13 ‡	412,338	278,198	228,766
<u><i>Avg. by Years of Experience</i></u>					
< 11 Years		/ 8 ‡	\$151,036	\$116,302	\$49,535
11 - 15 Years		/ 13 ‡	272,210	205,488	94,274
16 - 20 Years		/ 13 ‡	336,920	226,554	179,915
21 - 25 Years		/ 13 ‡	410,616	316,855	243,540
26 - 30 Years		/ 13 ‡	468,271	363,003	296,435
31 - 35 Years		/ 13 ‡	542,194	438,681	307,408
36 - 40 Years		/ 13 ‡	422,967	382,386	219,376
41 - 45 Years		/ 12 ‡	613,900	304,831	241,759
> 45 Years		/ 11 ‡	542,467	309,167	212,010

^ Membership on this page includes only those participants that submitted partner compensation.  
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2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members<sup>^</sup>)

**Distribution of Partner Permanent Capital Balance**

**By Years of Experience**

As of the most recent fiscal year-end; Values reported only for full-time partners that were at your firm for the entire one-year period; in 000's

Equity Partners	Count*	<\$25	\$25 - \$100	\$100 - \$199	\$200 - \$299	\$300 - \$399	\$400 - \$499	\$500+
<i>&lt; 11 Years</i>								
Your Firm								
<b>Total Group</b>	**	**	**	**	**	**	**	**
<i>11 - 15 Years</i>								
Your Firm								
<b>Total Group</b>	176 ‡	6.3%	17.0%	37.5%	18.2%	10.2%	5.1%	5.7%
<i>16 - 20 Years</i>								
Your Firm								
<b>Total Group</b>	311 ‡	1.3%	7.1%	28.3%	28.6%	14.5%	10.0%	10.3%
<i>21 - 25 Years</i>								
Your Firm								
<b>Total Group</b>	373 ‡	0.5%	2.4%	19.8%	23.6%	20.6%	12.3%	20.6%
<i>26 - 30 Years</i>								
Your Firm								
<b>Total Group</b>	379 ‡	0.5%	3.2%	18.2%	21.4%	19.5%	9.2%	28.0%
<i>31 - 35 Years</i>								
Your Firm								
<b>Total Group</b>	351 ‡	0.3%	1.4%	15.4%	22.5%	17.1%	11.7%	31.6%
<i>36 - 40 Years</i>								
Your Firm								
<b>Total Group</b>	211 ‡		2.8%	19.4%	24.6%	14.7%	11.4%	27.0%
<i>41 - 45 Years</i>								
Your Firm								
<b>Total Group</b>	117 ‡		1.7%	21.4%	24.8%	19.7%	14.5%	17.9%
<i>&gt; 45 Years</i>								
Your Firm								
<b>Total Group</b>	44 ‡		4.5%	22.7%	11.4%	25.0%	18.2%	18.2%
<i>All Equity Partners</i>								
Your Firm								
<b>Total Group</b>	1,991 ‡	1.1%	4.6%	22.5%	22.9%	17.1%	10.6%	21.2%

<sup>^</sup> Membership on this page includes only those participants that submitted partner compensation; \* Includes the number of corresponding full-time, full-year individuals at each level

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

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members^)

**Distribution of Partner Permanent Capital Balance  
By Years of Experience**

As of the most recent fiscal year-end; Values reported only for full-time partners that were at your firm for the entire one-year period; in 000's

Non-Equity Ptrs	Count*	<\$25	\$25 - \$100	\$100 - \$199	\$200 - \$299	\$300 - \$399	\$400+
<b>&lt; 11 Years</b>							
Your Firm	0						
<b>Total Group</b>	**	**	**	**	**	**	**
<b>11 - 15 Years</b>							
Your Firm	0						
<b>Total Group</b>	182 ‡	30.8%	30.2%	31.9%	7.1%		
<b>16 - 20 Years</b>							
Your Firm	0						
<b>Total Group</b>	**	**	**	**	**	**	**
<b>21 - 25 Years</b>							
Your Firm	0						
<b>Total Group</b>	**	**	**	**	**	**	**
<b>26 - 30 Years</b>							
Your Firm	0						
<b>Total Group</b>	**	**	**	**	**	**	**
<b>31 - 35 Years</b>							
Your Firm	0						
<b>Total Group</b>	**	**	**	**	**	**	**
<b>36 - 40 Years</b>							
Your Firm	0						
<b>Total Group</b>	72 ‡	1.4%	44.4%	29.2%	22.2%	2.8%	
<b>41 - 45 Years</b>							
Your Firm	0						
<b>Total Group</b>	**	**	**	**	**	**	**
<b>&gt; 45 Years</b>							
Your Firm	0						
<b>Total Group</b>	**	**	**	**	**	**	**
<b>All Non-Equity Partners</b>							
Your Firm	0						
<b>Total Group</b>	772 ‡	17.2%	35.2%	32.4%	14.2%	0.5%	0.4%

^ Membership on this page includes only those participants that submitted partner compensation; \* Includes the number of corresponding full-time, full-year individuals at each level  
 \*\* omitted due to insufficient data; ‡ less than 75% population response

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (21 members^)

**Distribution of Partner Permanent Capital Balance**

**By Years of Experience**

As of the most recent fiscal year-end; Values reported only for full-time partners that were at your firm for the entire one-year period; in 000's

All Partners	Count*	<\$25	\$25 - \$100	\$100 - \$199	\$200 - \$299	\$300 - \$399	\$400 - \$499	\$500+
<b>&lt; 11 Years</b>								
Your Firm								
<b>Total Group</b>	<b>64 ‡</b>	<b>26.6%</b>	<b>29.7%</b>	<b>39.1%</b>	<b>1.6%</b>	<b>1.6%</b>		<b>1.6%</b>
<b>11 - 15 Years</b>								
Your Firm								
<b>Total Group</b>	<b>358 ‡</b>	<b>18.7%</b>	<b>23.7%</b>	<b>34.6%</b>	<b>12.6%</b>	<b>5.0%</b>	<b>2.5%</b>	<b>2.8%</b>
<b>16 - 20 Years</b>								
Your Firm								
<b>Total Group</b>	<b>472 ‡</b>	<b>7.6%</b>	<b>17.2%</b>	<b>28.8%</b>	<b>23.5%</b>	<b>9.5%</b>	<b>6.6%</b>	<b>6.8%</b>
<b>21 - 25 Years</b>								
Your Firm								
<b>Total Group</b>	<b>501 ‡</b>	<b>2.4%</b>	<b>11.6%</b>	<b>24.6%</b>	<b>21.4%</b>	<b>15.6%</b>	<b>9.2%</b>	<b>15.4%</b>
<b>26 - 30 Years</b>								
Your Firm								
<b>Total Group</b>	<b>467 ‡</b>	<b>3.0%</b>	<b>9.4%</b>	<b>20.8%</b>	<b>20.8%</b>	<b>15.8%</b>	<b>7.5%</b>	<b>22.7%</b>
<b>31 - 35 Years</b>								
Your Firm								
<b>Total Group</b>	<b>407 ‡</b>	<b>2.0%</b>	<b>5.7%</b>	<b>19.2%</b>	<b>21.1%</b>	<b>14.7%</b>	<b>10.1%</b>	<b>27.3%</b>
<b>36 - 40 Years</b>								
Your Firm								
<b>Total Group</b>	<b>283 ‡</b>	<b>0.4%</b>	<b>13.4%</b>	<b>21.9%</b>	<b>24.0%</b>	<b>11.7%</b>	<b>8.5%</b>	<b>20.1%</b>
<b>41 - 45 Years</b>								
Your Firm								
<b>Total Group</b>	<b>149 ‡</b>		<b>6.7%</b>	<b>23.5%</b>	<b>27.5%</b>	<b>15.4%</b>	<b>12.8%</b>	<b>14.1%</b>
<b>&gt; 45 Years</b>								
Your Firm								
<b>Total Group</b>	<b>62 ‡</b>		<b>9.7%</b>	<b>27.4%</b>	<b>16.1%</b>	<b>19.4%</b>	<b>14.5%</b>	<b>12.9%</b>
<b>All Partners</b>								
Your Firm								
<b>Total Group</b>	<b>2,763 ‡</b>	<b>5.6%</b>	<b>13.2%</b>	<b>25.2%</b>	<b>20.5%</b>	<b>12.5%</b>	<b>7.7%</b>	<b>15.3%</b>

^ Membership on this page includes only those participants that submitted partner compensation; \* Includes the number of corresponding full-time, full-year individuals at each level

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

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

**Partner Average Fees Billed**  
For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group			
	Average Fees	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 Year	% Change - 2 Year	% Change - 1 Year			Median % Change - 2 Year
								1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	
<b>Equity Partners</b>											
<u>Avg. by Years of Experience</u>											
< 11 Years	/ 33 ‡		\$2,192,846	\$1,706,994	\$1,210,998	‡	‡	22.9	(0.0)	(10.8)	(0.7)
11 - 15 Years	/ 64		2,053,445	1,520,018	1,206,305			8.8	0.0	(5.9)	(0.5)
16 - 20 Years	/ 65		2,003,331	1,565,489	1,233,001			6.1	1.2	(4.6)	3.2
21 - 25 Years	/ 65		1,952,246	1,600,223	1,202,604			8.7	(0.5)	(2.8)	(0.1)
26 - 30 Years	/ 65		1,914,667	1,467,219	1,148,440			6.5	1.6	(4.3)	2.6
31 - 35 Years	/ 65		1,906,763	1,535,950	1,127,871			7.1	1.8	(3.5)	0.3
36 - 40 Years	/ 65		1,892,911	1,483,732	1,108,507			9.7	2.5	(7.8)	2.9
41 - 45 Years	/ 62		1,711,767	1,344,641	1,042,779			7.3	0.1	(9.6)	0.7
> 45 Years	/ 52 ‡		2,073,219	1,293,377	945,192	‡	‡	19.1	1.5	(12.0)	(2.2)
<b>All Equity Partners</b>	/ 65		1,932,441	1,527,328	1,163,351			3.8	1.2	(2.1)	1.1
<b>Non-Equity Partners</b>											
<u>Avg. by Years of Experience</u>											
< 11 Years	/ 45 ‡		\$1,598,038	\$1,258,225	\$1,048,241	‡	‡	10.3	2.6	(2.7)	2.6
11 - 15 Years	/ 47 ‡		1,599,663	1,175,971	1,001,302	‡	‡	7.9	3.2	(0.9)	7.4
16 - 20 Years	/ 46 ‡		1,549,290	1,128,938	964,665	‡	‡	9.5	1.0	(3.4)	6.0
21 - 25 Years	/ 45 ‡		1,454,165	1,155,861	942,055	‡	‡	11.4	6.0	(0.3)	6.2
26 - 30 Years	/ 46 ‡		1,425,723	1,128,428	875,090	‡	‡	8.5	2.6	(3.3)	4.1
31 - 35 Years	/ 44 ‡		1,367,097	1,025,384	881,115	‡	‡	16.0	9.5	0.4	14.0
36 - 40 Years	/ 42 ‡		1,289,729	938,258	761,556	‡	‡	9.9	2.8	(9.2)	2.5
41 - 45 Years	/ 39 ‡		1,246,339	847,417	679,581	‡	‡	15.5	(4.1)	(14.3)	1.7
> 45 Years	/ 32 ‡		1,294,274	953,637	736,707	‡	‡	26.9	3.7	(14.6)	8.4
<b>All Non-Equity Partners</b>	/ 47 ‡		1,535,810	1,137,647	979,338	‡	‡	5.8	2.9	(0.5)	4.8

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

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (71 members)

**Partner Average Fees Billed**  
For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group			
	Average Fees	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	% Change - 1 Year	% Change - 2 Year	% Change - 1 Year			Median % Change - 2 Year
								1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	
<b>All Partner Composite</b>											
<u>Avg. by Years of Experience</u>											
< 11 Years		/ 62	\$1,903,705	\$1,485,628	\$1,086,426			10.5	2.8	(4.3)	1.1
11 - 15 Years		/ 65	1,877,926	1,438,136	1,090,416			9.0	2.7	(1.5)	5.0
16 - 20 Years		/ 65	1,951,834	1,468,598	1,122,509			6.4	2.1	(2.2)	3.1
21 - 25 Years		/ 65	1,861,229	1,539,979	1,131,180			7.2	2.8	(1.2)	2.3
26 - 30 Years		/ 65	1,914,667	1,427,385	1,128,856			7.0	1.5	(2.6)	3.6
31 - 35 Years		/ 65	1,896,837	1,505,939	1,095,263			7.2	1.3	(2.6)	2.2
36 - 40 Years		/ 65	1,892,911	1,381,024	1,024,082			8.9	2.0	(7.4)	0.3
41 - 45 Years		/ 62	1,555,510	1,255,399	937,295			6.6	(0.7)	(11.4)	0.2
> 45 Years		/ 55	1,792,580	1,245,225	844,782		‡	18.7	2.3	(10.1)	(0.8)
<b>All Partner Composite</b>		/ 65	1,895,476	1,478,343	1,082,136		‡	5.1	1.6	(1.2)	2.1

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

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (47 members^)

Partner Admission Policies

	Your Firm (designated with an X)	# of Responses	% of Grp. Resp. - Yes		
<b>1. The 'typical' progression of an Associate/Sr. Attorney to Equity Partner status:</b>		24			
a. Must be admitted as a 'Non-Equity' Partner prior to admission to Equity Partner			50.0		
b. In most cases admitted as a 'Non-Equity' Partner prior to Equity Partner status ( <i>exceptions exist</i> )			37.5		
c. Directly to Equity Partner status			12.5		
<b>2. The Firm has an alternative (<i>non-partner</i>) career path for an Associate/Sr. Attorney:</b>		23			
a. Yes, it is a formal policy allowing Associates/Sr. Attorneys to stay with the Firm without becoming a Partner			39.1		
b. Yes, but it is not formalized and is permissible only to 'select' Associates/Sr. Attorneys ( <i>e.g., case by case</i> )			56.5		
c. No, it is strictly an 'up or out' progression			4.3		
<b>3. The 'typical' admission to Equity Partner status for lateral-hire partners (or of similar status in-house):</b>		24			
a. Must be admitted as a 'Non-Equity' Partner prior to Equity Partner status			8.3		
b. In most cases, admitted as a 'Non-Equity' Partner prior to Equity Partner status ( <i>exceptions exist</i> )			37.5		
c. Hired on a contractual basis for a designated period of time			4.2		
d. Directly to Equity Partner status			29.2		
			Group		
		1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	
<b>4. Typical number of years as a 'Non-Equity' Partner before Equity Partner admission:</b>	‡	6.0	4.3	3.0	
<b>5. Typical number of years as an Associate/Sr. Attorney before Equity Partner admission:</b>		**	**	**	
<b>6. Typical number of years that an Associate/Sr. Attorney becomes 'off-track' and transitions to an alternative career path:</b>	‡	10.0	8.0	8.0	
<b>7. Typical number of years as Lateral 'Non-Equity' Partner or Contract Partner before Equity Partner:</b>		**	**	**	

^ Membership on this page includes only those participants that submitted partner related data.

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



2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (47 members^)

**Equity Partner Compensation Policies**

	Your Firm <i>(designated with an X)</i>	# of Responses	% of Grp. Resp. - Yes
<b>1. The type of Compensation System at the firm:</b>	‡	<b>24</b>	
a. Pure lockstep ( <i>combination formula</i> )			8.3
b. Partial lockstep ( <i>subjective</i> )			12.5
c. Non-lockstep			70.8
<b>2. The Compensation System transparency type:</b>	‡	<b>24</b>	
a. Open system			50.0
b. Closed system			12.5
c. Partially open system			37.5
<b>3. The three most significant factors impacting Equity Partner Compensation:</b>	‡	<b>24</b>	
a. Originations		16	66.7
b. Realization		2	8.3
c. All revenue generated		13	54.2
d. Collections on working attorney hours		5	20.8
e. Billable hours		7	29.2
f. Non-billable hours			
g. Business development		4	16.7
h. Good citizenship		3	12.5
i. Management responsibility		6	25.0
j. Seniority			
k. Profit margin		7	29.2
l. Quality of lawyering		1	4.2
m. Good leverage ( <i>pushing down work to other attorneys</i> )			

**Treatment of Non-Equity Partners**

	Your Firm	<b>Group</b>		
	‡	<i>1<sup>st</sup> Quartile</i>	<i>Median</i>	<i>3<sup>rd</sup> Quartile</i>
<b>1. Percentage of Non-Equity Partners who are eligible for promotion to Equity status</b>	‡	100.0%	100.0%	81.5%
<b>2. Percentage of Non-Equity Partners who contribute capital</b>		**	**	**
<b>3. Percentage of Non-Equity Partners who have voting privileges</b>		**	**	**

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2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (47 members^)

Equity Partner Retirement Information

	Your Firm (designated with an X)	# of Responses	% of Grp. Resp. - Yes	
<b>1. The firm has a mandatory retirement policy:</b>	‡	24		
a. Yes, and there are no exceptions			0.0	
b. Yes, but there are allowable exceptions or extensions			16.7	
c. Yes, the Equity Partner must have a change in status (e.g., Non-Equity Partner, Of Counsel Attorney)			12.5	
d. No, we removed or abandoned the mandatory policy			29.2	
e. No, we never had a mandatory retirement policy			41.7	
f. Not currently, but considering one in the near future		0.0		
<b>2. The age your firm requires partners to leave the firm, or change their Equity status within the firm is:</b>		‡	**	
<b>(Firms responding to 1a, 1b, or 1c)</b>				
a. < 60				
b. 60 - 63				
c. 64 - 67				
d. 68 - 71				
e. 72 - 75				
f. > 75				
<b>3. The firm has a transition phase prior to retiring, or changing status, from the firm?</b>	‡	23	47.8	
<b>4. The age your firm typically begins the transition phase:</b>			**	
<b>(Firms responding 'Yes' to 3)</b>	‡	22		
a. < 55			15	68.2
b. 55 - 60			4	18.2
c. 61 - 65			9	40.9
d. 66 - 70			13	59.1
e. > 70			5	22.7
<b>5. The firm provides the following type of support for partners who retire:</b>				
a. Qualified defined benefit plan (including cash balance plans)			13	59.1
b. Non-qualified or unfunded retirement plan			5	22.7
c. Non-qualified or unfunded retirement plan that has been frozen or discontinued (select partners only)			13	59.1
d. 401(k) elective deferrals			12	54.5
e. 401(k) matching contributions	10	45.5		
f. Qualified defined contribution plan with non-elective contributions	12	54.5		
g. Post-retirement healthcare benefits	11	50.0		
h. Payments for performing client services after retirement	6	27.3		
i. Office space	2	9.1		
j. Secretary or administrative staff services				
k. Bar dues				
l. Nothing				

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2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (47 members^)

Equity Partner Retirement Information (continued)

	Your Firm (designated with an X)	# of Responses	% of Grp. Resp. - Yes		
<b>6. Provide benefits through a qualified defined benefit plan:</b>		<b>15</b>			
(Firms responding 'Yes' to 5a)					
a. A new plan with no previous qualified defined benefit plans			13.3		
b. A replacement plan to a previously terminated qualified defined benefit plan			60.0		
c. A conversion of a previous qualified defined benefit plan			6.7		
<b>7. Different types of qualified defined benefit plan offered:</b>		<b>15</b>			
(Firms responding 'Yes' to 5a)					
a. Cash Balance Plan			93.3		
b. Final Average or Career Average Pay Plan			0.0		
c. Pension Equity Plan			6.7		
d. Variable Annuity Plan			0.0		
<b>8. Interest credit basis used on Cash Balance Plan:</b>		<b>13</b>			
(Firms responding to 7a)					
a. Fixed Income Based (e.g., fixed return or 30 year Treasury rate)			15.4		
b. Equity Based (e.g., S&P 500 index)			0.0		
c. Return on actual plan assets			84.6		
<b>9. Any adjustments or other limitations imposed on the interest credit basis?</b>		<b>12</b>			
(Firms responding to 7a)					
a. No			83.3		
b. Yes, Fixed Cap (same rate for all years)			0.0		
c. Yes, Variable Cap (based on an index)			0.0		
d. Yes, Basis point reduction on asset return			0.0		
<b>10. To the extent your firm sponsors a qualified defined benefit plan (including cash balance plans), the average amount deductible contribution that each Equity Partner is making while active is:</b>	<b>Your Firm</b>	<b>Group</b>			
a. Minimum amount		<b>1<sup>st</sup> Quartile</b>	<b>Median</b>	<b>3<sup>rd</sup> Quartile</b>	
b. Average amount (for all partners who contribute)		\$7,763	\$4,003	\$750	
c. Maximum amount		159,973	73,888	48,500	
		363,500	260,000	140,375	
<b>11. Do partners have a desire to make larger deferrals?</b>	<b>Your Firm</b>	<b># of Responses</b>	<b>% of Grp. Resp. - Yes</b>		
		14	50.0		
<b>12. Does the plan permit in-service distributions after age 62?</b>		16	93.8		

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

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (47 members^)

**Equity Partner Retirement Information (continued)**

	Your Firm (designated with an X)	<u># of Responses</u>	<u>% of Grp. Resp. - Yes</u>
<b>13. Are partners notified of their accumulated benefits in the defined benefit plan?</b>	‡	<b>18</b>	
<b>(Firms responding 'Yes' to 5a)</b>			
a. Daily via partner access to online portal			33.3
b. Quarterly via individual benefit statements			11.1
c. Annually via individual benefit statements			50.0
<b>14. Are Non-qualified plan benefits funded?</b>	‡	<b>13</b>	
<b>(Firms responding 'Yes' to 5b or 5c)</b>			
a. No - benefits paid annually from firm earnings			84.6
b. Offset by qualified plan benefit			0.0
c. Rabbi Trust			0.0
d. Variable universal life insurance policies			7.7
<b>15. Is there a cap on benefit payments related to distributable income?</b>	‡	<b>11</b>	
<b>(Firms responding to 14a)</b>			
a. No			36.4
b. Less than 5%			36.4
c. Between 5% and 10%			18.2
d. More than 10%			9.1

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2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (47 members^)

New Partner Capital Buy-In

	Lateral Partners			Organic Partners		
	Your Firm	# of Resp.	% of Group Resp.	Your Firm	# of Resp.	% of Group Resp.
<b>1. Initial Buy-In is:</b>	‡	<b>19</b>		‡	<b>21</b>	
a. A one-time contribution based on a fixed amount		4	21.1		3	14.3
b. A one-time contribution based on points		6	31.6		5	23.8
c. Over a defined time period and is based on a fixed amount		3	15.8		5	23.8
d. Over an undefined time period and is based on a fixed amount		1	5.3		1	4.8
e. Over a defined time period and is based on partner tenure or points		1	5.3		2	9.5
f. No contribution is required		3	15.8		3	14.3
g. Other		2	10.5		3	14.3
<b>2. Funding of Initial Buy-in:</b>	‡	<b>18</b>		‡	<b>19</b>	
a. The firm has a bank arrangement to finance at favorable rates		16	88.9		15	78.9
b. Partners expected to raise the funds independently		2	11.1		4	21.1
c. The firm has an established deferred payment program		3	16.7		5	26.3
d. The firm has a deferred forgiveness program						
<b>3. Amount of Initial Capital Contribution is:</b>	‡	<b>19</b>		‡	<b>20</b>	
a. Formula based on the modified-cash basis value of the firm						
b. Formula based on the accrual basis value of the firm (e.g., including WIP and A/R)						
c. Formula based on first-year earnings		4	21.1		4	20.0
d. Formula based on current and/or anticipated earnings		6	31.6		6	30.0
e. Formula based on fixed point value (may include other factors, e.g., partner tenure)		5	26.3		5	25.0
f. Fixed dollar amount		1	5.3		1	5.0
g. No contribution is required					1	5.0
h. Other		3	15.8		3	15.0
	<b>Your Firm</b>	<b># of Resp.</b>	<b>Median</b>	<b>Your Firm</b>	<b># of Resp.</b>	<b>Median</b>
<b>4. If Initial Buy-In is over a defined time period, what is the number of years to be fully contributed?</b>		**	**		**	**

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

2024 BRASS Initial Release - Partner Management Report

AmLaw 100 - Domestic Offices (37 members^)

**Partner Turnover**  
For the 12-month period ending December 31, 2023

	Your Firm		Group		
	Percent	Rank / Of	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile
<b>Equity Partners</b>					
<b>Total at the end of the prior year (as of 12/31/2022)</b>			100.0%	100.0%	100.0%
<u>Additions</u>					
<i>Lateral Admissions (Attorneys who joined the Firm with prior experience)</i>					
Hired directly into Equity Partner status		/ 17 ‡	3.7	2.8	2.0
Promoted from an interim classification at the firm		/ 10 ‡	4.8	2.5	1.7
<i>Organic Admissions (Attorneys whose only experience was at the firm)</i>					
Promoted from a Non-Equity Partner		/ 20 ‡	8.7	5.1	3.8
Promoted from an Associate/Sr. Attorney/Counsel			**	**	**
<u>Reductions</u>					
Classification change to Non-Equity Partner status (e.g., de-equitized)		/ 20 ‡	6.3	4.1	2.8
Classification change to Of Counsel Attorney		/ 16 ‡	3.4	2.7	1.1
Terminations		/ 23 ‡	3.5	2.5	1.7
Retirements		/ 13 ‡	1.8	1.0	0.5
<b>Total at the end of the current year (as of 12/31/2023)</b>		/ 24 ‡	102.7	101.2	98.3
<b>Non-Equity Partners</b>					
<b>Total at the end of the prior year (as of 12/31/2022)</b>			100.0%	100.0%	100.0%
<u>Additions</u>					
Lateral Admissions (Attorneys who joined the Firm with prior experience)		/ 22 ‡	14.2	8.0	5.4
Organic Admissions (Attorneys whose only experience was at the firm)		/ 22 ‡	11.9	7.9	4.0
Attorneys who were previously Equity Partners at the Firm		/ 20 ‡	6.3	4.9	3.3
<u>Reductions</u>					
Promoted to Equity Partner		/ 22 ‡	9.9	5.6	3.9
Status change (other than Equity Partner)		/ 20 ‡	3.4	2.4	1.3
Terminations		/ 22 ‡	11.1	8.9	4.6
Retirements		/ 8 ‡	2.0	1.0	0.8
<b>Total at the end of the current year (as of 12/31/2023)</b>		/ 22 ‡	113.1	104.8	100.1

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