

2024 Revenue Management Report

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

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.

Revenue Management Report

AmLaw Second 100 xNYC - (48 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 Floating Bar Charts Presented in this Report

Sample Firm's values are displayed as a solid line across the results for all years.

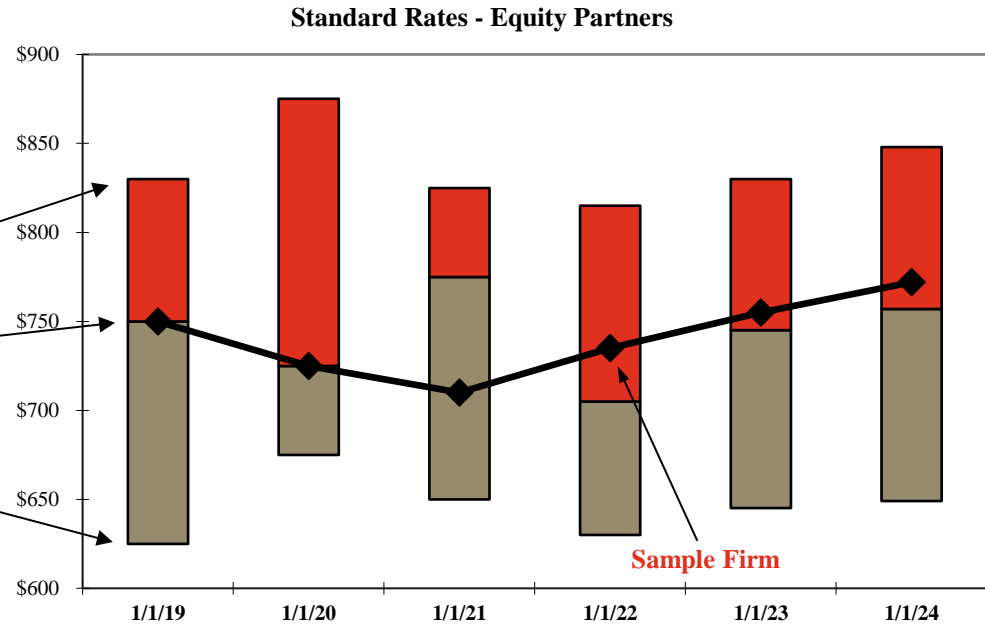
The group results are displayed as a floating bar chart for each year, which represents:

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's value is at the Median Level for years 2019 and 2020, above the Median Level and below the First Quartile Level for years 2022, 2023 and 2024 (i.e., in the Second Quartile), and below the Median Level and above the Third Quartile for 2021 (i.e., in the Third Quartile).



Guide to Interpreting the Statistics Presented in this Report

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

Median Value

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

Remarks:

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

Quartile Values

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

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

Remarks:

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

Example

The Sample comparison group below includes 11 members. The average Equity Partner standard billing rates are sorted in descending order and the median and quartile values are determined as follows:

Firm Value:	\$1,000	Firm Rank:	1	
	900		2	
	875		3	\$863 - Represents the value at the first quartile; 3.5 represents the entry point to the top 25%
	850 ←		4	
	850		5	
	840 ←		6	\$840 - Represents the value at the median; 6.0 represents the entry point to the top 50%
	800		7	
	750 ←		8	\$725 - Represents the value at the third quartile; 8.5 represents the entry point to the bottom 25%
	700		9	
	650		10	
	650		11	

Note: If your firm is ranked 12th in the above example, then your firm is NOT a member of the comparison group and falls below all 11 firms included in the group.

Comparison Group Information

AmLaw Second 100 xNYC -

Number of Members in the Group

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

Defined Size Range¹ of Group Members (# of Attorneys)

Maximum

Minimum

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

Average Size of Group Members¹ (# of Attorneys in the Firm, Office or Practice Area)

Reporting Entities Included in the Group

Number of Total Firms

Number of Principal Offices (including Single Office Firms)

Number of Non-Principal Offices

Group Information	
Number of Members in the Group	48
Maximum	No Maximum
Minimum	No Minimum
Average Size of Group Members ¹	323
Number of Total Firms	48
Number of Principal Offices (including Single Office Firms)	0
Number of Non-Principal Offices	0

Billing Rate Adjustment Practices

Your Firm	Number of Firms Reporting
Date of Last Partner Billing Rate Increase	
January 2, 2023 - March 31, 2023	1
April 1, 2023 - June 30, 2023	0
July 1, 2023 - September 30, 2023	1
October 1, 2023 - January 1, 2024	37
January 2, 2024 - March 1, 2024	0
Date of Last Associate/Sr. Attorney Lock-step/Class Year based Rate Increase	
January 2, 2023 - March 31, 2023	1
April 1, 2023 - June 30, 2023	1
July 1, 2023 - September 30, 2023	2
October 1, 2023 - January 1, 2024	36
January 2, 2024 - March 1, 2024	0

Date of Last Associate/Sr. Attorney

Scale based Rate Increase

January 2, 2023 - March 31, 2023	1
April 1, 2023 - June 30, 2023	0
July 1, 2023 - September 30, 2023	2
October 1, 2023 - January 1, 2024	36
January 2, 2024 - March 1, 2024	0

Your Firm	Number of Firms Reporting
Date of Last Associate/Sr. Attorney Scale based Rate Increase	
January 2, 2023 - March 31, 2023	1
April 1, 2023 - June 30, 2023	0
July 1, 2023 - September 30, 2023	2
October 1, 2023 - January 1, 2024	36
January 2, 2024 - March 1, 2024	0

¹ 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

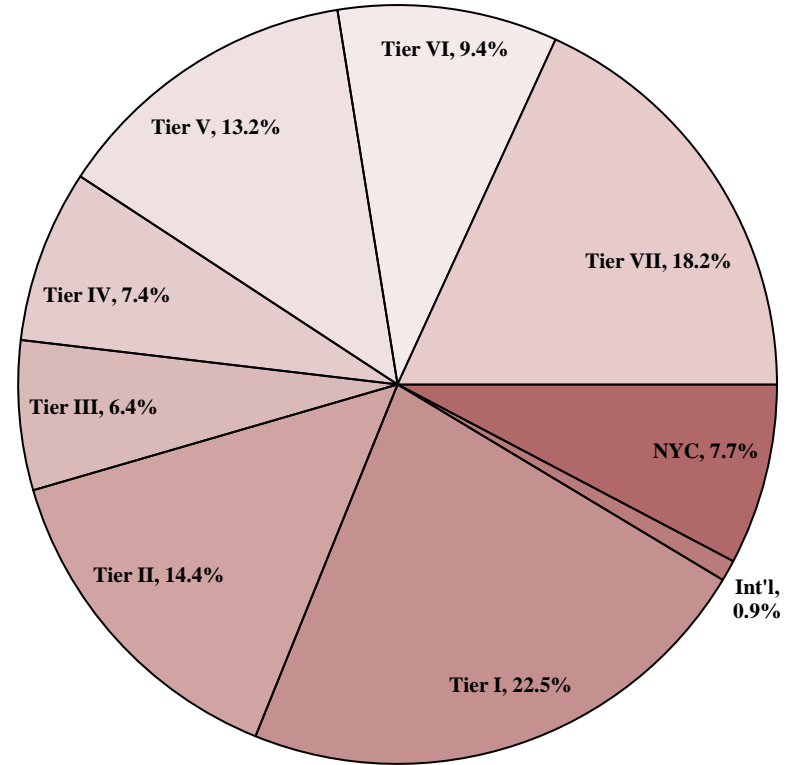
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AmLaw Second 100 xNYC - (48 members)

Geographic Footprint¹

Your Firm

Total Group



Your Firm	NYC	Int'l	Tier I	Tier II	Tier III	Tier IV	Tier V	Tier VI	Tier VII
Total Group	7.7%	0.9%	22.5%	14.4%	6.4%	7.4%	13.2%	9.4%	18.2%

- Tier I: Los Angeles Metro Area, San Francisco, Silicon Valley, Washington D.C. Metro Area, Boston, Hartford
- Tier II: Houston, Dallas, Chicago, Charlotte, San Antonio, Miami Metro Area (excl. Fr. Lauderdale & W. Palm Beach), San Diego
- Tier III: Wilmington DE, Atlanta, Austin, Philadelphia, Denver
- Tier IV: Seattle, Pittsburgh, Cleveland, Northern New Jersey, Sacramento, Richmond
- Tier V: Providence, Baltimore, New Orleans, Buffalo, Minneapolis, Cincinnati & Columbus, Portland, Phoenix, Detroit, South Florida (excl. Miami)
- Tier VI: Raleigh, Central Florida, Kansas City, St. Louis, Indianapolis
- Tier VII: All Other Cities
- NYC is excluded from all Tiers

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

** omitted due to insufficient data

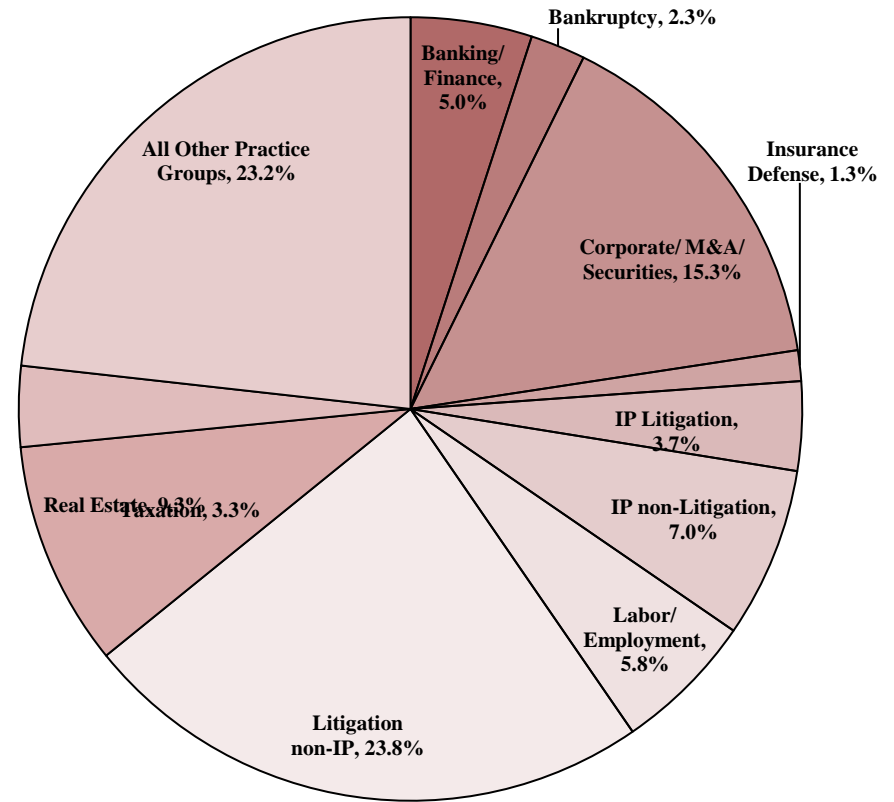
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Practice Group Footprint¹

Your Firm

Total Group



	Banking/Finance	Bankruptcy	Corporate/M&A/Securities	Insurance Defense	IP Litigation	IP non-Litigation	Labor/Employment	Litigation non-IP	Real Estate	Taxation	All Other Practice Groups
Your Firm											
Total Group	5.0%	2.3%	15.3%	1.3%	3.7%	7.0%	5.8%	23.8%	9.3%	3.3%	23.2%

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

** omitted due to insufficient data

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Summary of Key Statistics

	Your Firm		Group			Your Firm		Group		
	Period	Average Rank / Of	% Change - 1 year			Rank / Of	% Change - 1 year			
			1 st Quartile	Median	3 rd Quartile		1 st Quartile	Median	3 rd Quartile	
Standard Billing Rates	<i>As of 1/1/24</i>									
Equity Partners	/ 46	\$1,090	\$775	\$703	/ 45	8.6	6.4	4.7		
Non-Equity Partners	/ 43	916	675	609	/ 41	8.1	6.3	4.3		
Associates	/ 48	663	455	405	/ 46	9.1	6.5	4.2		
Worked Rates	<i>1/1/23 - 12/31/23</i>									
Equity Partners	/ 46	\$921	\$681	\$588	/ 45	7.1	5.4	3.8		
Non-Equity Partners	/ 42	805	590	520	/ 41	8.0	6.0	3.5		
Associates	/ 48	573	398	355	/ 46	9.1	6.3	3.8		
Billed Rates	<i>1/1/23 - 12/31/23</i>									
Equity Partners	/ 46	\$864	\$651	\$563	/ 45	7.1	4.6	2.8		
Non-Equity Partners	/ 42	706	557	492	/ 41	7.6	5.5	3.2		
Associates	/ 48	537	365	325	/ 46	8.3	4.2	1.9		
Billable Hours	<i>1/1/23 - 12/31/23</i>									
Equity Partners	/ 37	1,590	1,505	1,401	/ 34 ‡	3.4	(0.5)	(4.1)		
Non-Equity Partners	/ 34 ‡	1,503	1,424	1,334	/ 31 ‡	4.2	(0.5)	(4.9)		
Associates	/ 39	1,683	1,646	1,598	/ 35 ‡	3.8	(0.8)	(3.9)		
Leverage Ratios	<i>1/1/23 - 12/31/23</i>									
Ratio of Other Attorneys ¹ to Equity Partners	/ 46	2.82	2.04	1.49						
Ratio of Non-Partner Attorneys ² to Partners	/ 47	1.01	0.78	0.62						

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

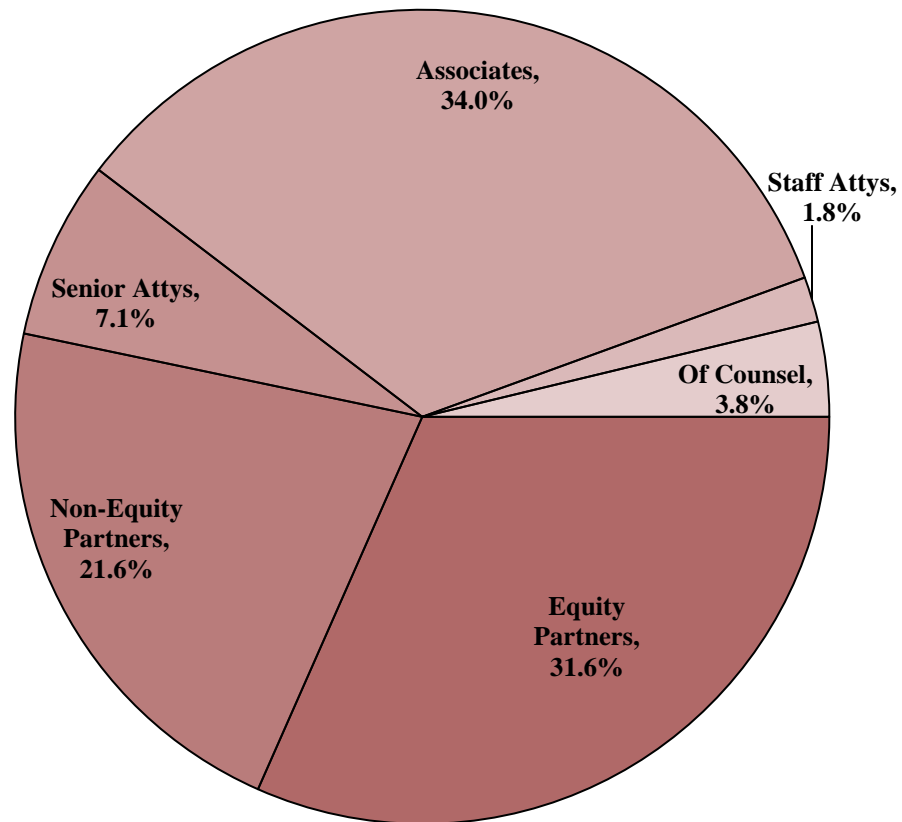
² Non-Partner Attorneys include Associates, Sr./Staff/eDiscovery Attorneys. Of Counsel attorneys are excluded from this calculation.

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

Attorney Footprint

Your Firm

Total Group



	Equity Partners	Non-Equity Partners	Senior Attys	Associates	Staff Attys	Of Counsel
Your Firm (%)						
Your Firm (FTE)						
Total Group (%)	31.6%	21.6%	7.1%	34.0%	1.8%	3.8%
Total Group (FTE)	4,659	3,194	1,045	5,020	264	555

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Historical Attorney Footprint¹

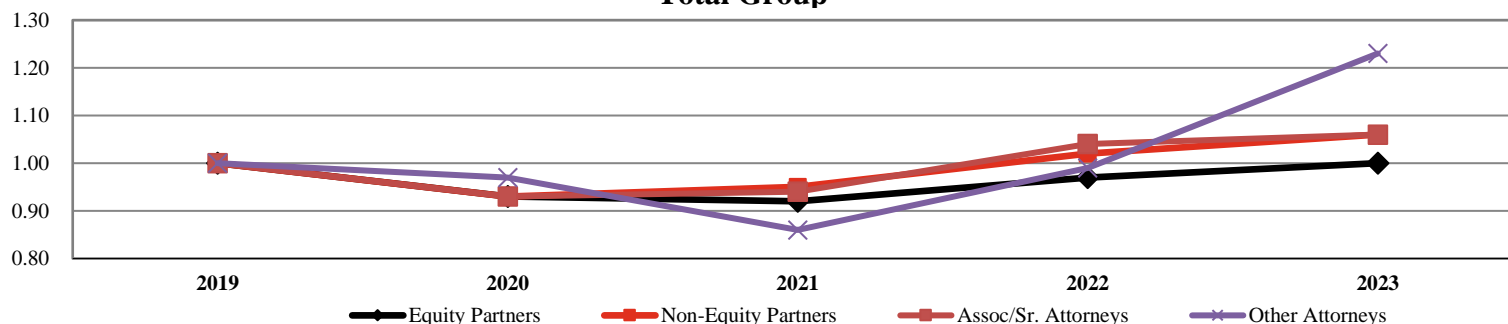
Your Firm



Your Firm (FTE)
 Equity Partner
 Non-Equity Partner
 Associates/Sr. Attorneys
 Other Attorneys²

	2019	2020	2021	2022	2023	% Chg: '19-'23
Equity Partner						
Non-Equity Partner						
Associates/Sr. Attorneys						
Other Attorneys ²						

Total Group



Total Group (FTE)
 Equity Partner
 Non-Equity Partner
 Associates/Sr. Attorneys
 Other Attorneys²

	2019	2020	2021	2022	2023	% Chg: '19-'23
Equity Partner	3,094	2,885	2,855	3,001	3,094	(0.0%)
Non-Equity Partner	2,044	1,896	1,934	2,082	2,175	6.4%
Associates/Sr. Attorneys	3,676	3,406	3,445	3,807	3,881	5.6%
Other Attorneys ²	392	380	339	387	483	23.4%

¹ Includes only those Firms that participated for the past 5 years; All values indexed to 2019.

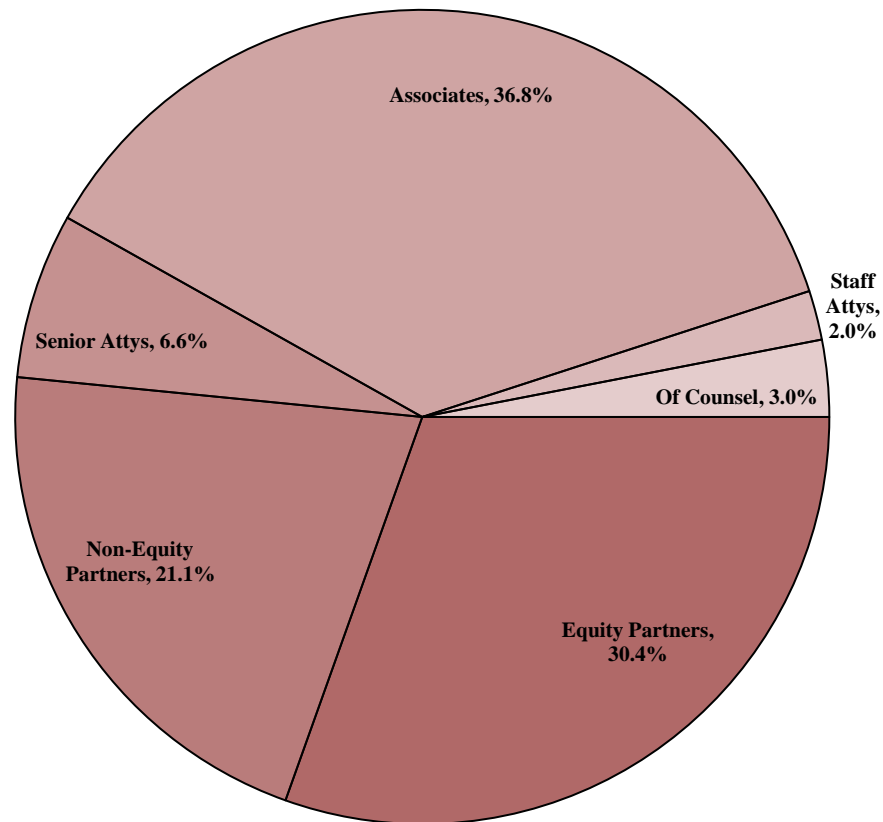
² Other Attorneys include Of Counsel and Staff & eDiscovery Attorneys.

** omitted due to insufficient data

Attorney Billable Hours by Classification

Your Firm

Total Group

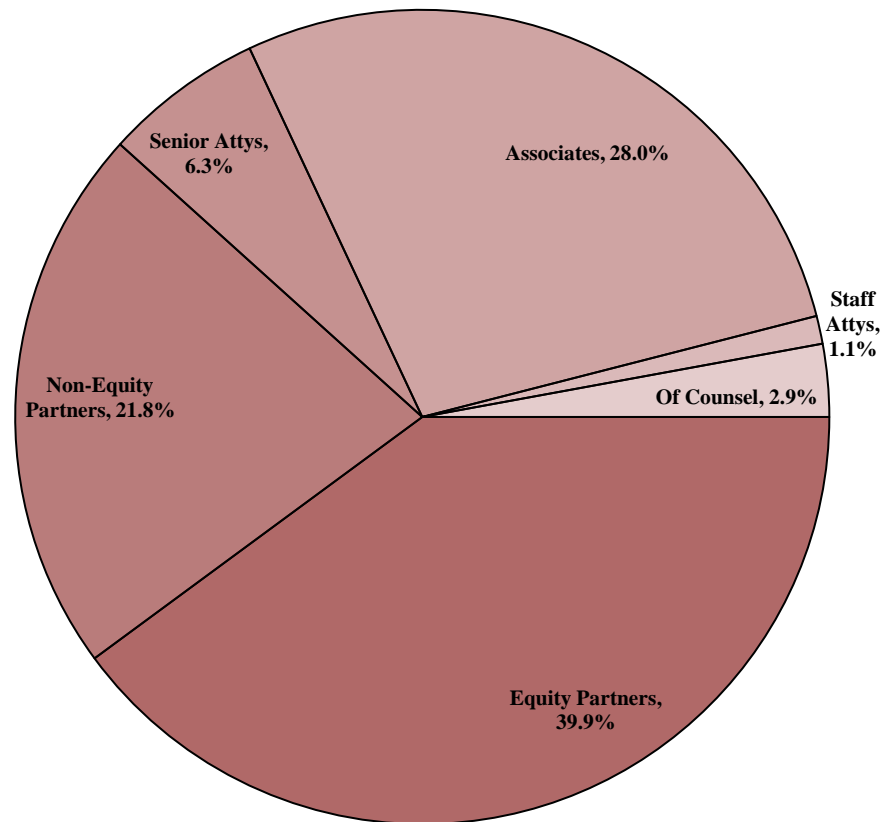


	Equity Partners	Non-Equity Partners	Senior Attys	Associates	Staff Attys	Of Counsel
Your Firm						
Total Group	30.4%	21.1%	6.6%	36.8%	2.0%	3.0%

Attorney Fees Billed by Classification

Your Firm

Total Group



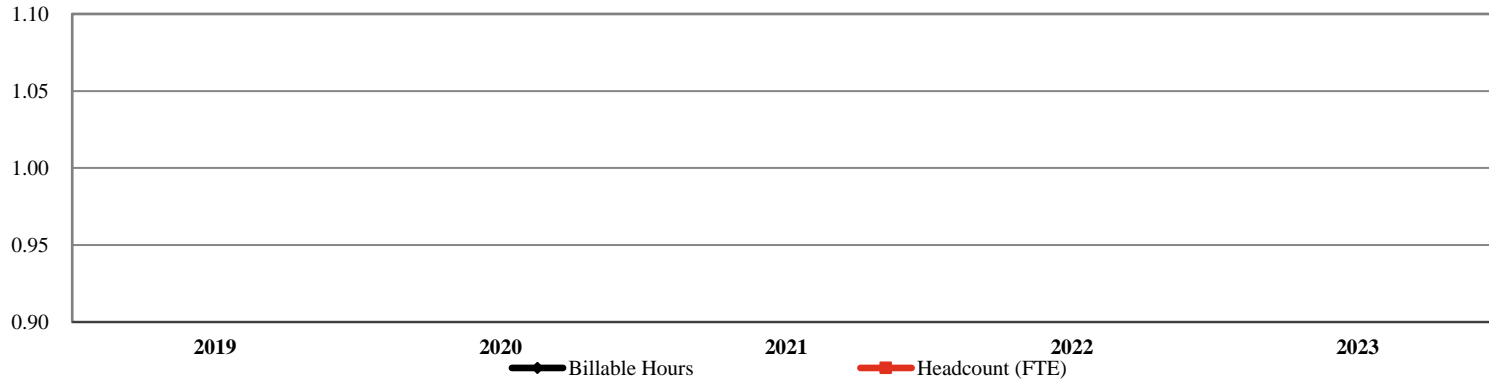
	Equity Partners	Non-Equity Partners	Senior Attys	Associates	Staff Attys	Of Counsel
Your Firm						
Total Group	39.9%	21.8%	6.3%	28.0%	1.1%	2.9%

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Attorney Capacity¹
 For the 12-month period ending December 31st of the stated year

Your Firm



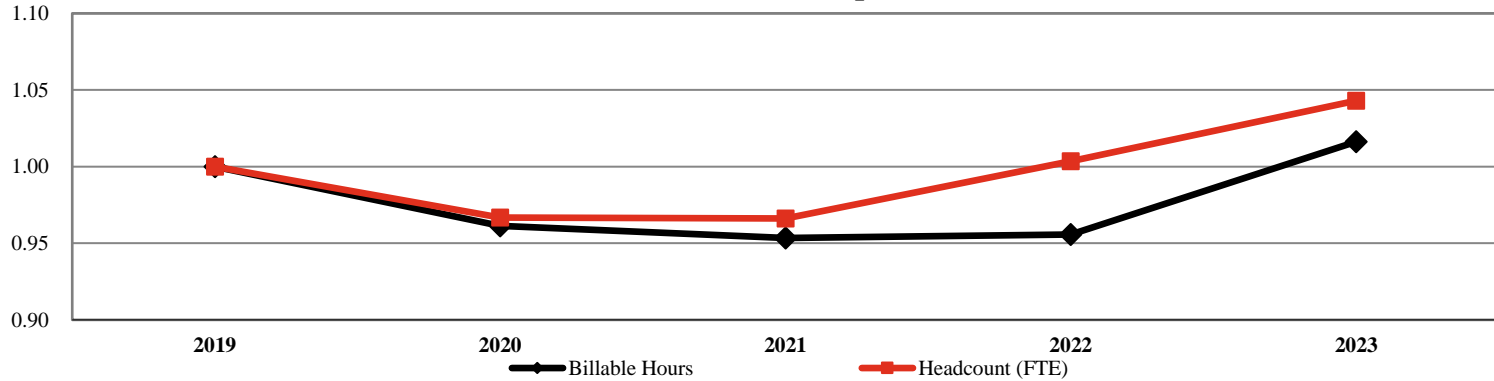
Your Firm

Billable Hours

Headcount (FTE)

	2019	2020	2021	2022	2023	% Chg: '19-'23
Billable Hours						
Headcount (FTE)						

Total Group²



Total Group

Billable Hours

Headcount (FTE)

	2019	2020	2021	2022	2023	% Chg: '19-'23
Billable Hours	13,732,219	13,200,129	13,092,725	13,123,830	13,955,027	1.6%
Headcount (FTE)	8,872	8,577	8,572	8,904	9,254	4.3%

¹ Includes only those Firms that participated for the past 5 years; All values indexed to 2019.

² Number of members represented in the group results: 29

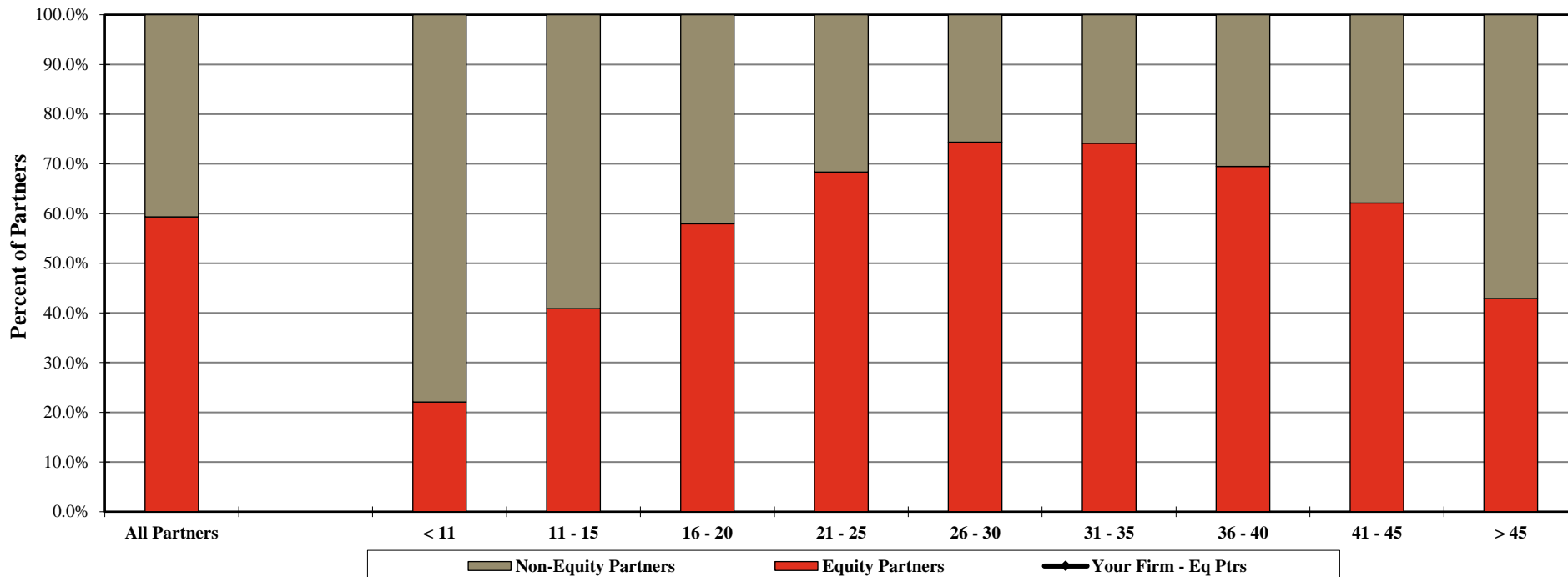
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Partner Demographics¹

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			22.1%	77.9%
11 - 15 Years			40.9%	59.1%
16 - 20 Years			57.9%	42.1%
21 - 25 Years			68.4%	31.6%
26 - 30 Years			74.4%	25.6%
31 - 35 Years			74.1%	25.9%
36 - 40 Years			69.5%	30.5%
41 - 45 Years			62.1%	37.9%
> 45 Years			42.9%	57.1%
All Partners			59.3%	40.7%

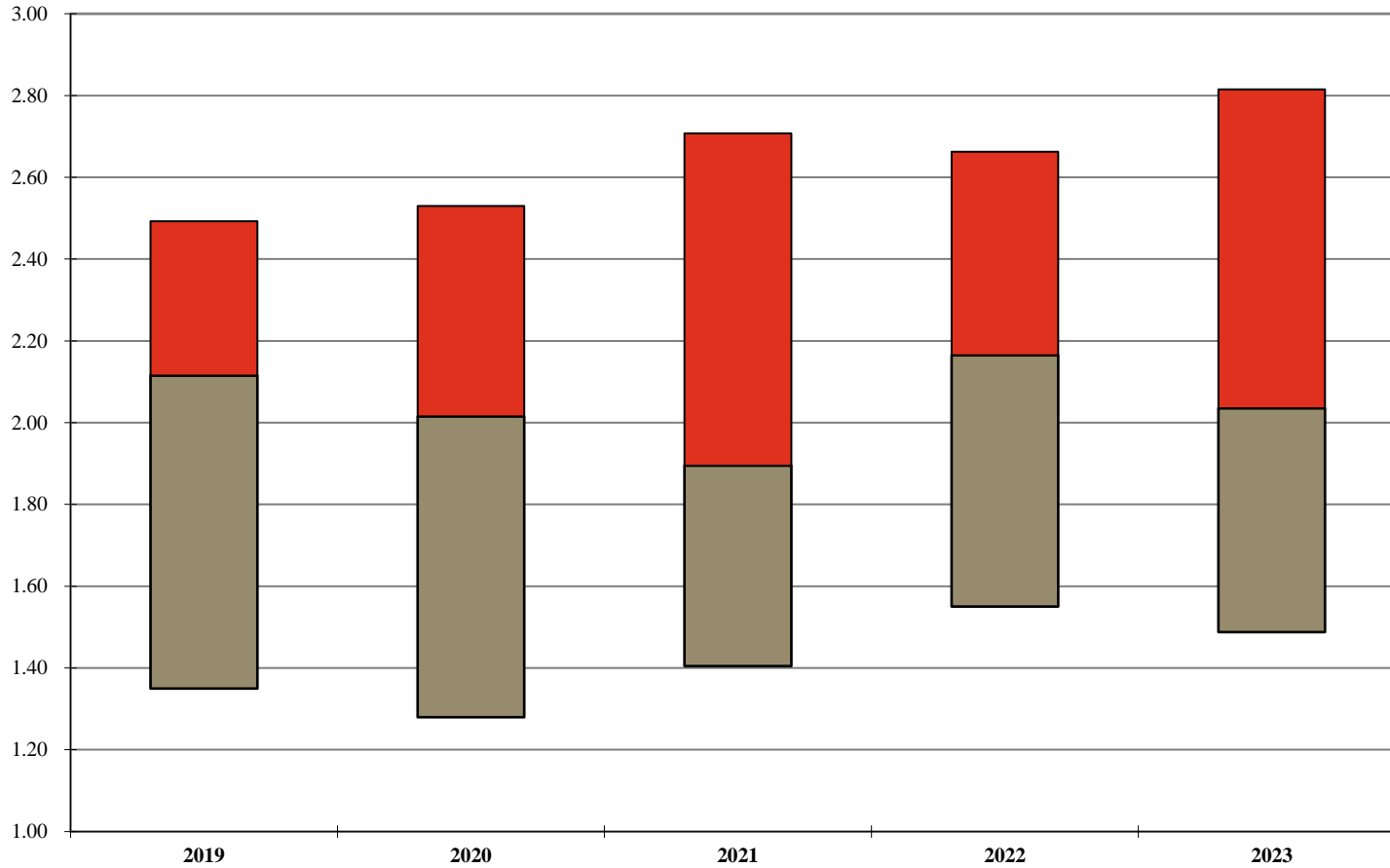
¹ Years of experience includes the length of time practicing law since passing the bar exam.
 ** omitted due to insufficient data

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Equity Partner Leverage¹

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



2019	2020	2021	2022	2023
2.49	2.53	2.71	2.66	2.82
2.12	2.02	1.90	2.17	2.04
1.35	1.28	1.41	1.55	1.49

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

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

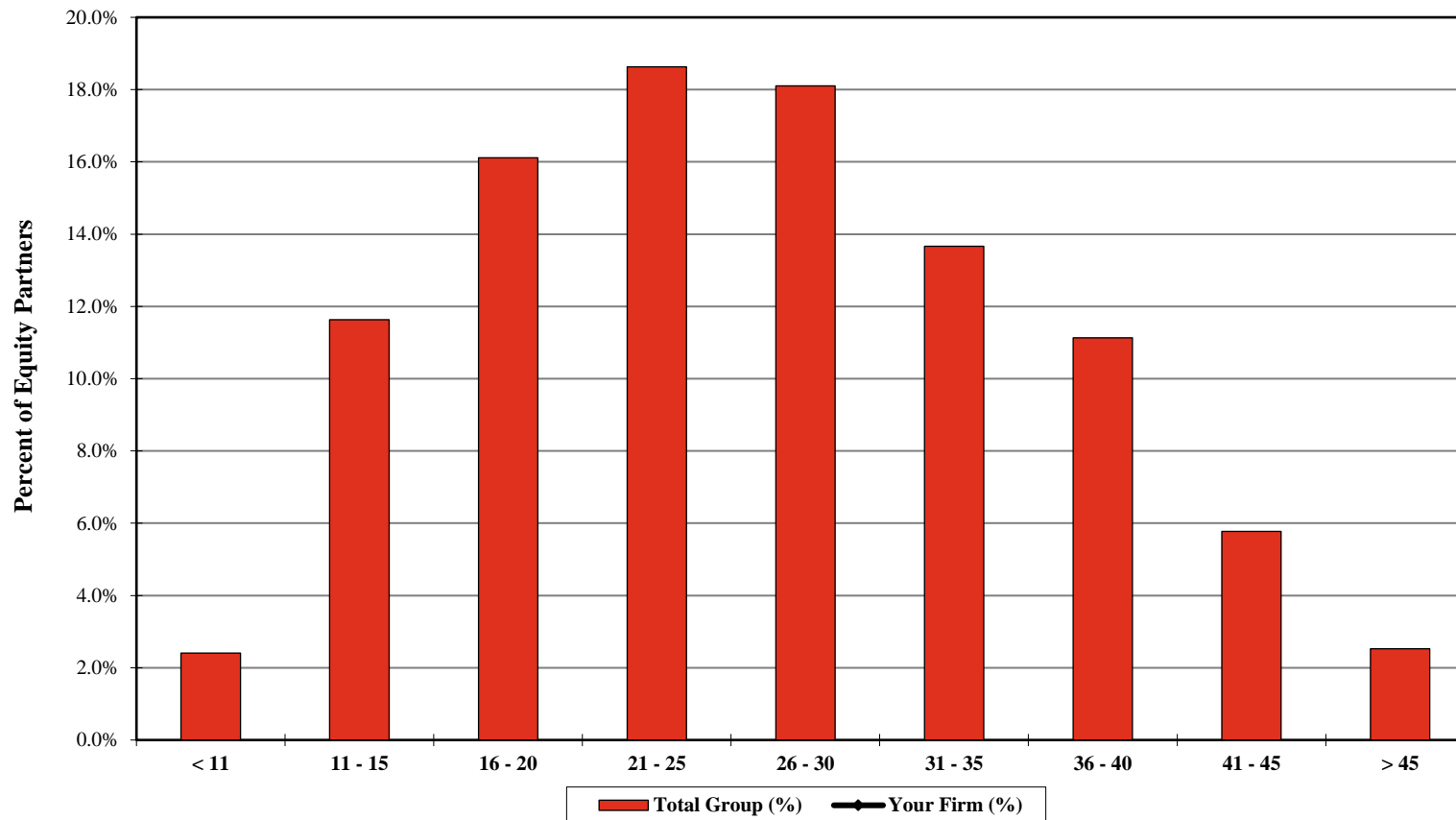
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Distribution of Equity Partners by Years of Experience¹

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
Your Firm (%)									
Your Firm (FTE)									
Total Group (%)	2.4%	11.6%	16.1%	18.6%	18.1%	13.7%	11.1%	5.8%	2.5%
Total Group (FTE)	112	542	751	868	843	636	519	269	117

¹ Years of experience includes the length of time practicing law since passing the bar exam.

** omitted due to insufficient data

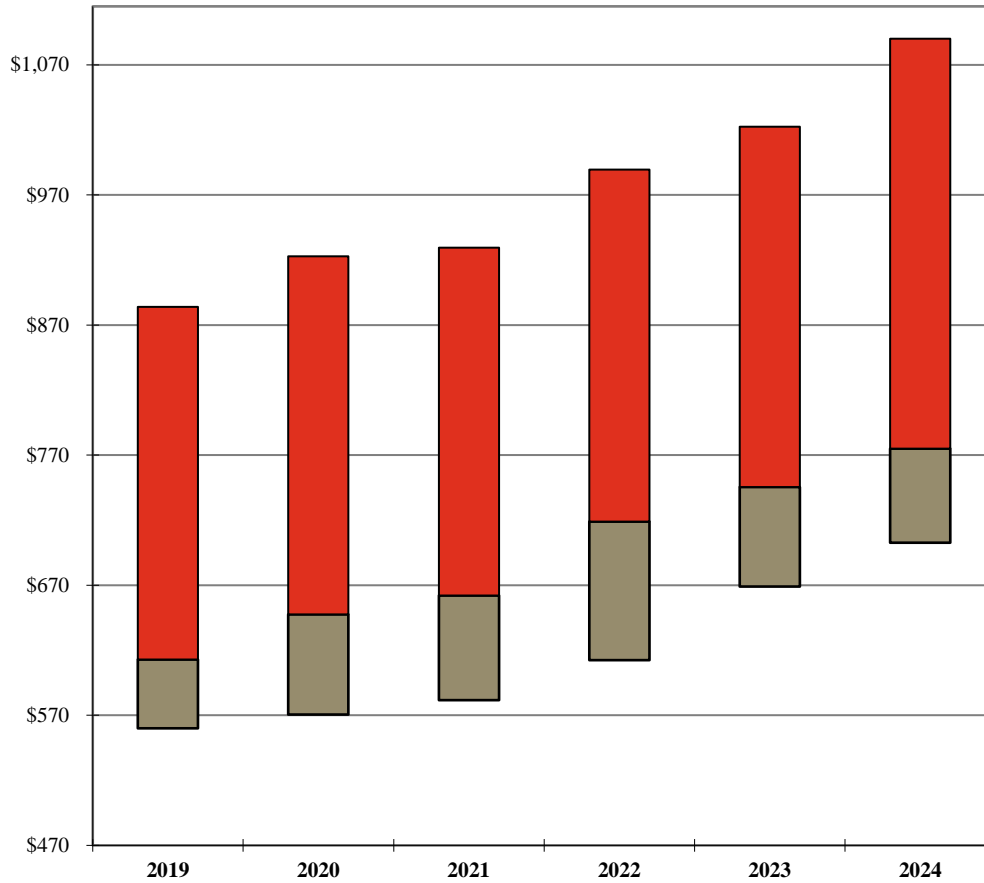
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Equity Partner Rates

Standard Rates

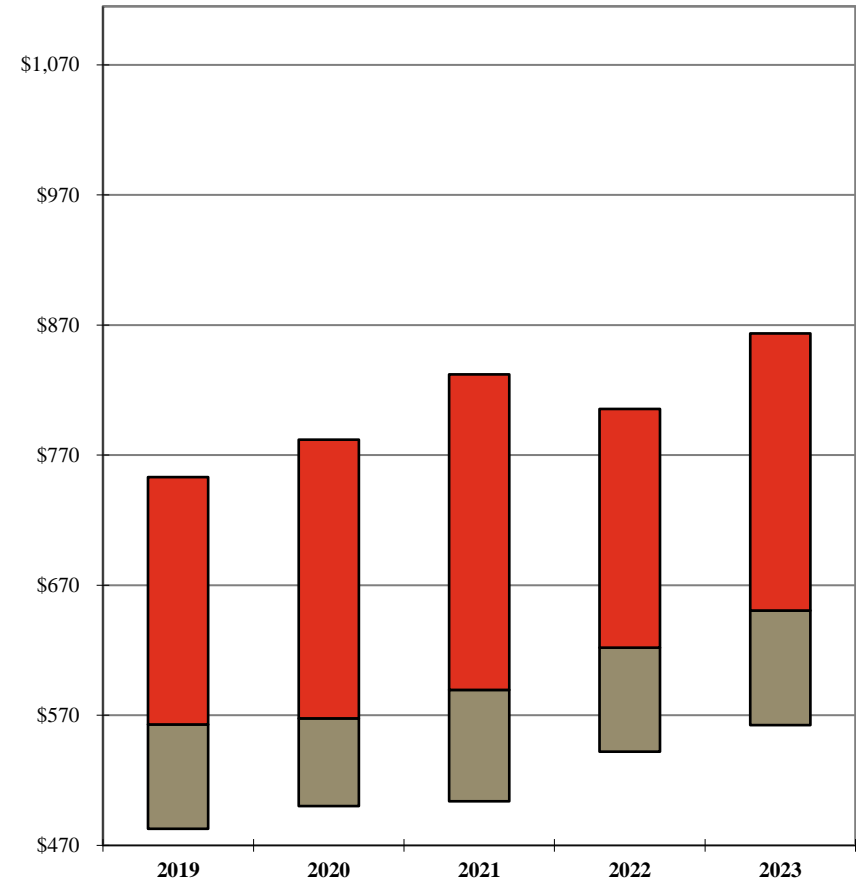
As of January 1st of the stated year



	2019	2020	2021	2022	2023	2024
Your Firm						
1st Qtle	\$884	\$923	\$930	\$990	\$1,023	\$1,090
Median	613	648	662	719	746	775
3rd Qtle	560	571	582	613	669	703

Billed Rates

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



	2019	2020	2021	2022	2023
Your Firm					
1st Qtle	\$753	\$782	\$832	\$806	\$864
Median	563	568	590	622	651
3rd Qtle	483	500	504	542	563

Additional detail can be found on Pages 79 and 100.

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

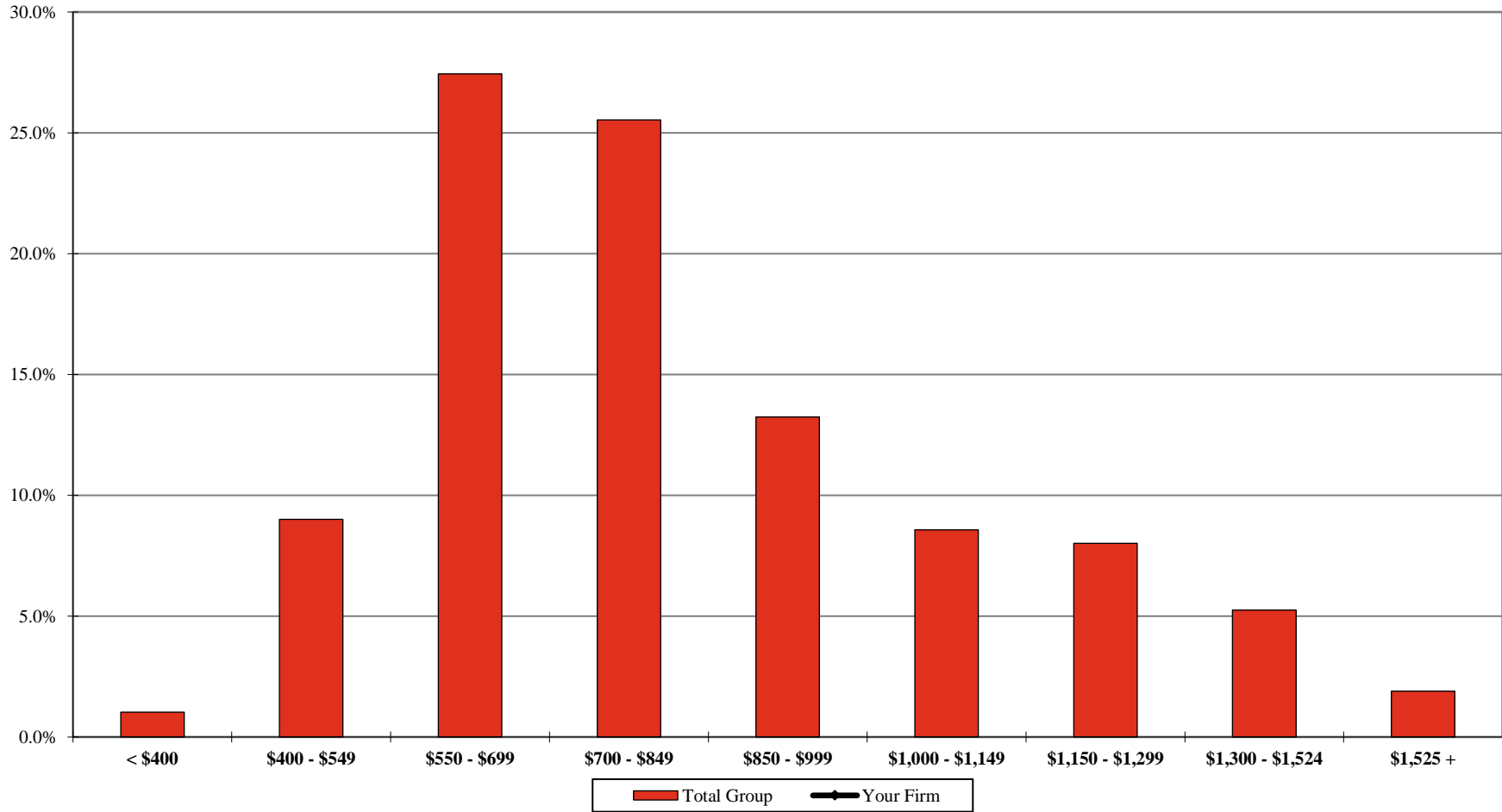
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Distribution of Equity Partner Standard Billing Rates

As of January 1, 2024



Your Firm
Total Group

	< \$400	\$400 - \$549	\$550 - \$699	\$700 - \$849	\$850 - \$999	\$1,000 - \$1,149	\$1,150 - \$1,299	\$1,300 - \$1,524	\$1,525 +
Your Firm									
Total Group	1.0%	9.0%	27.4%	25.5%	13.2%	8.6%	8.0%	5.2%	1.9%

Additional detail can be found on Page 81.

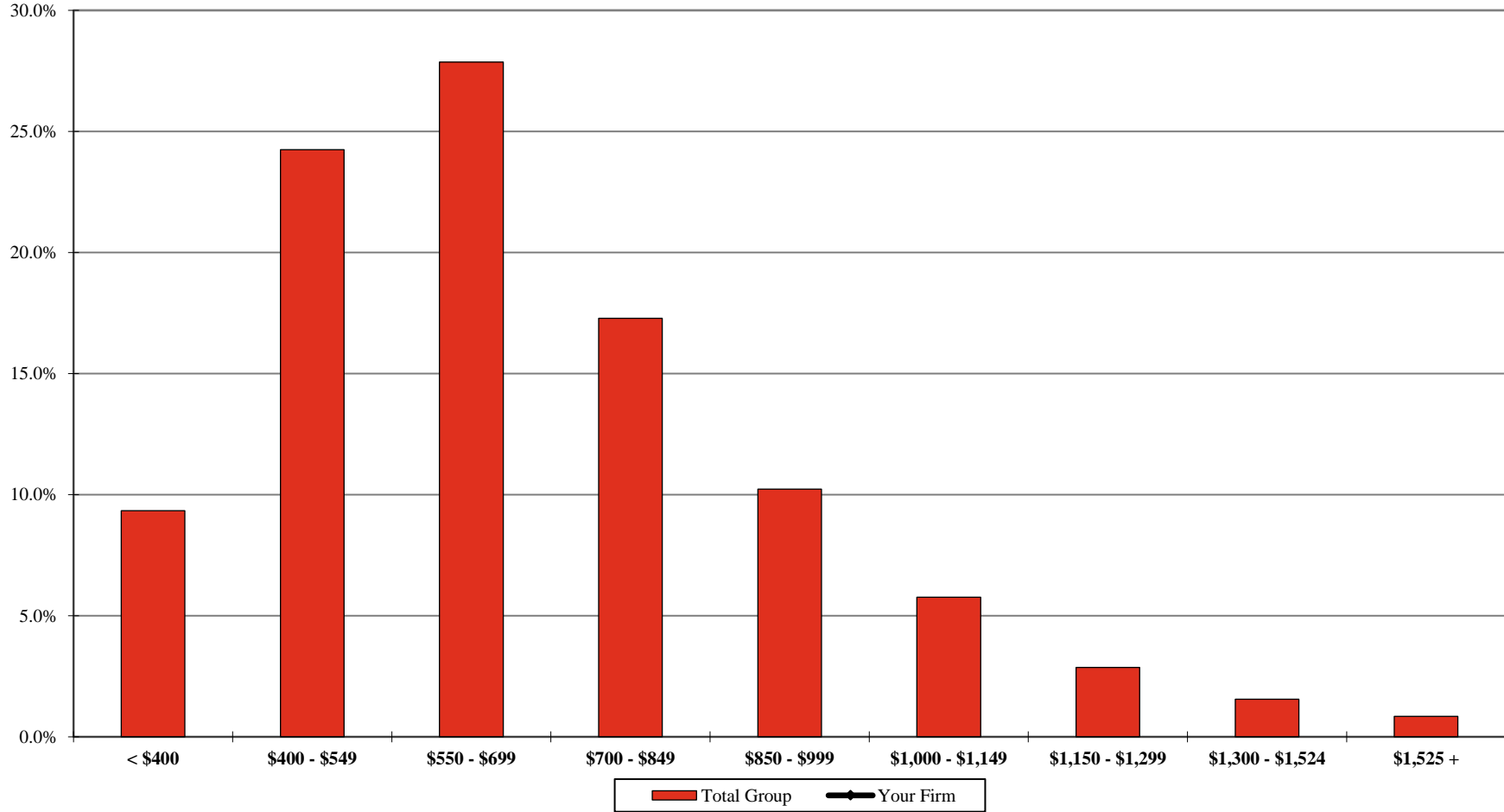
** omitted due to insufficient data

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Distribution of Equity Partner Billed Rates

For the 12-month period ending December 31, 2023



Your Firm
Total Group

	< \$400	\$400 - \$549	\$550 - \$699	\$700 - \$849	\$850 - \$999	\$1,000 - \$1,149	\$1,150 - \$1,299	\$1,300 - \$1,524	\$1,525 +
Your Firm									
Total Group	9.3%	24.2%	27.9%	17.3%	10.2%	5.8%	2.9%	1.6%	0.8%

Additional detail can be found on Page 102.

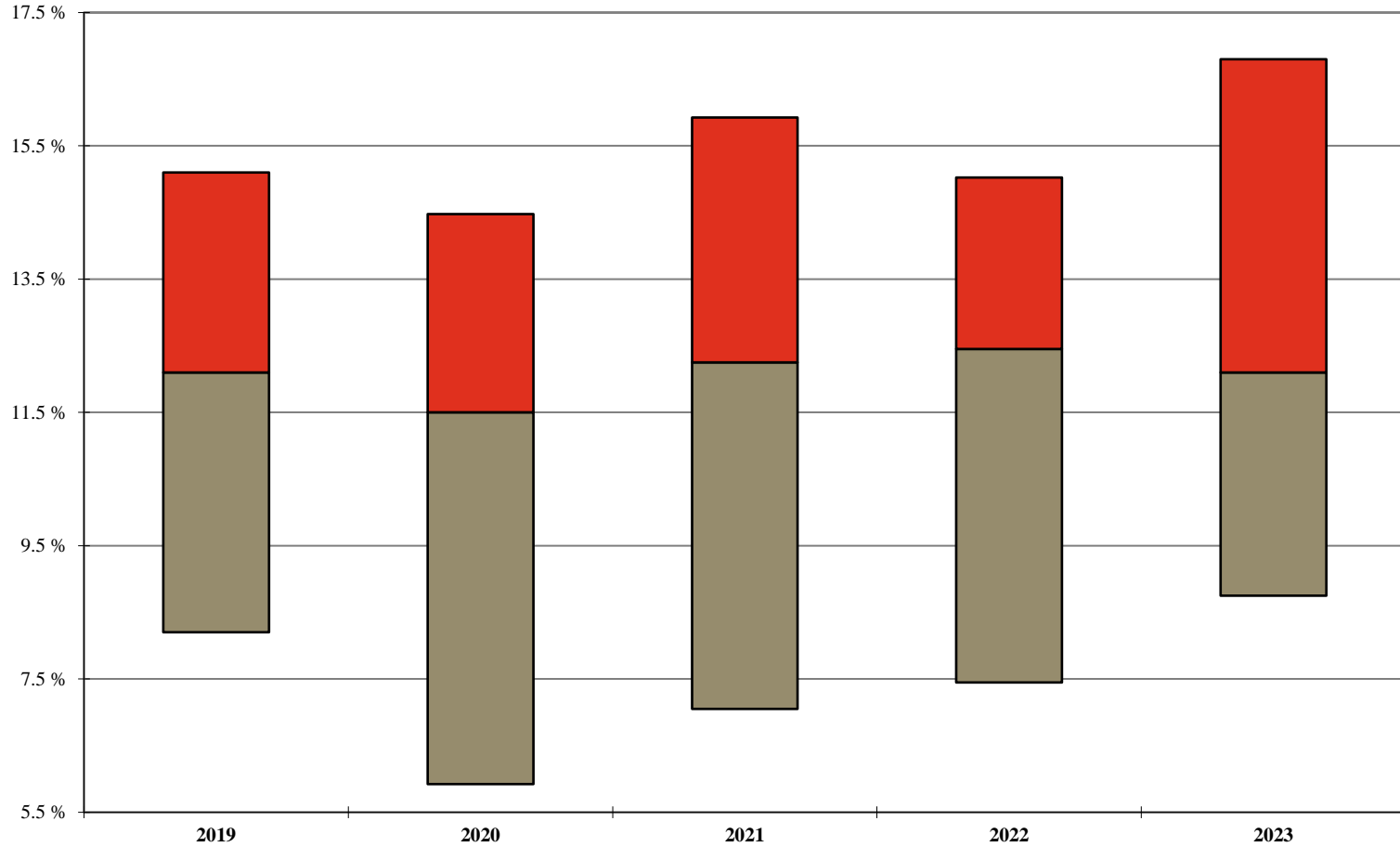
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Equity Partner Discounting¹

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



	2019	2020	2021	2022	2023
Your Firm					
1st Qtle	15.1%	14.5%	15.9%	15.0%	16.8%
Median	12.1%	11.5%	12.3%	12.5%	12.1%
3rd Qtle	8.2%	5.9%	7.1%	7.5%	8.8%

¹ Calculated as 100% minus the Average Billed Rate Realization for the 12-month period.
 Additional detail can be found on Page 111.
 Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.
 ** omitted due to insufficient data

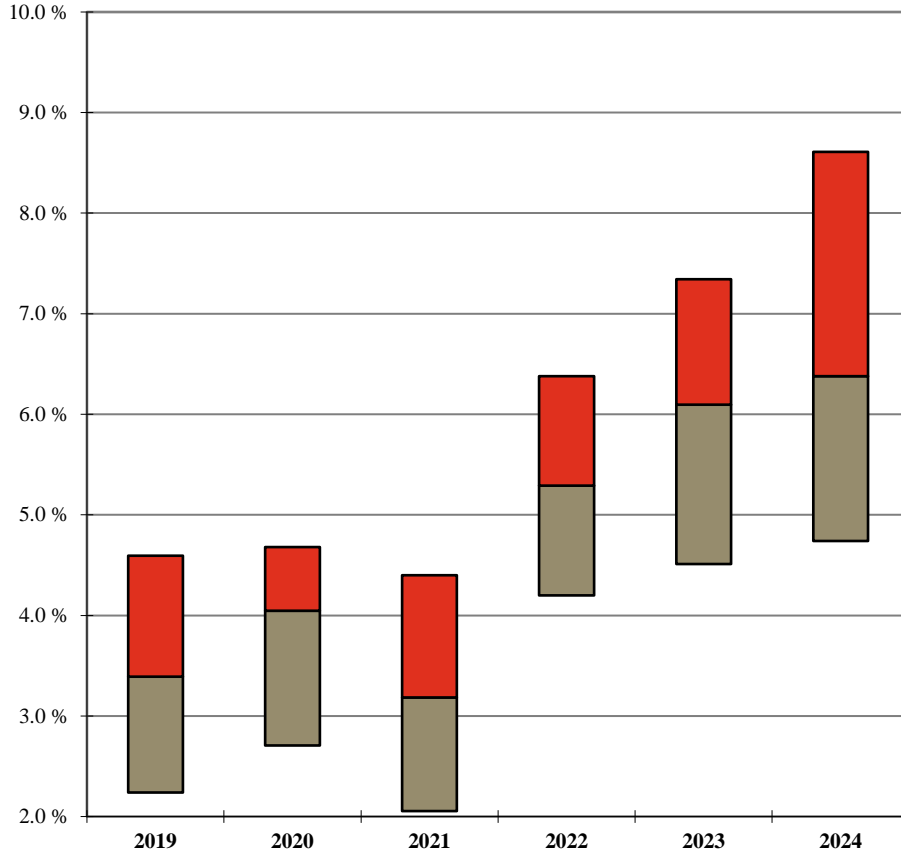
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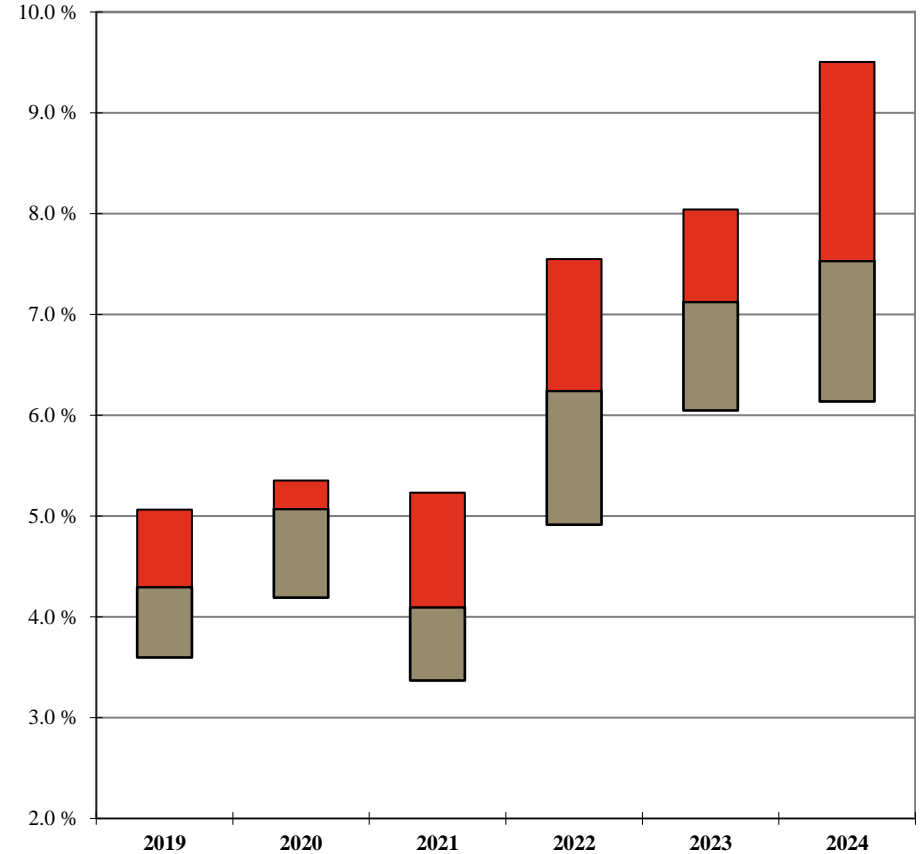
Annual Change¹: Equity Partner Standard Rates

As of January 1st of the stated year

'Net' Change



'Full Year' Change



	2019	2020	2021	2022	2023	2024
Your Firm						
1st Qtle	4.6%	4.7%	4.4%	6.4%	7.3%	8.6%
Median	3.4%	4.0%	3.2%	5.3%	6.1%	6.4%
3rd Qtle	2.2%	2.7%	2.1%	4.2%	4.5%	4.7%

	2019	2020	2021	2022	2023	2024
Your Firm						
1st Qtle	5.1%	5.4%	5.2%	7.6%	8.0%	9.5%
Median	4.3%	5.1%	4.1%	6.2%	7.1%	7.5%
3rd Qtle	3.6%	4.2%	3.4%	4.9%	6.0%	6.1%

¹ 'Net' Change is the overall change in the average Standard Billing Rate for the stated year; 'Full Year' Change is calculated only for those Equity Partners who were employed during the entire one year period, excluding Equity Partners who had a title change during the year.

Additional detail can be found on Pages 79 and 87.

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

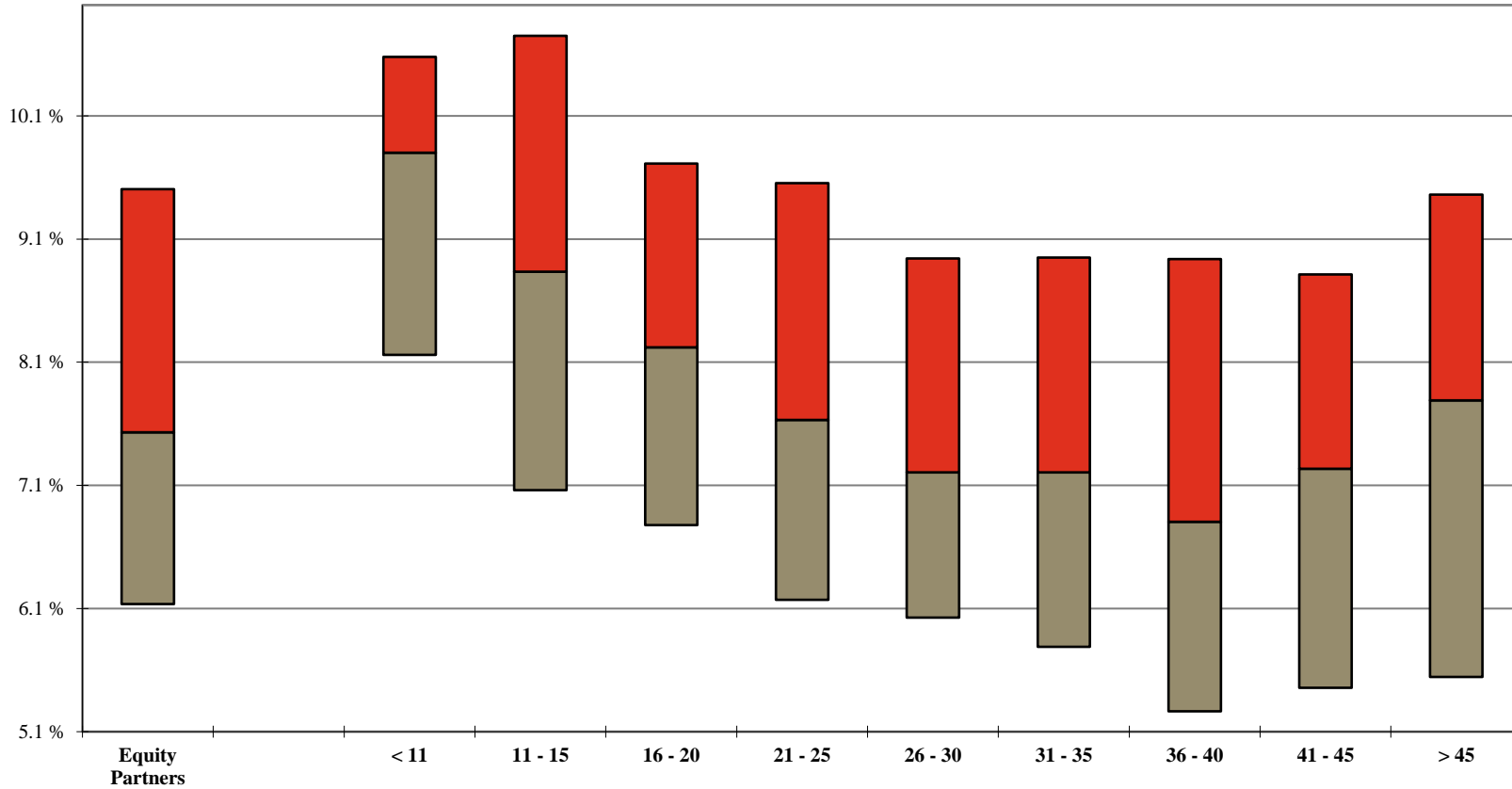
** omitted due to insufficient data

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

'Full Year'¹ Equity Partner Standard Rate Change by Years of Experience

As of January 1, 2024



Your Firm	Years of Experience									
	Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
1st Qtle	9.5%	10.6%	10.8%	9.7%	9.6%	8.9%	9.0%	8.9%	8.8%	9.5%
Median	7.5%	9.8%	8.8%	8.2%	7.6%	7.2%	7.2%	6.8%	7.2%	7.8%
3rd Qtle	6.1%	8.2%	7.1%	6.8%	6.2%	6.0%	5.8%	5.3%	5.5%	5.5%

¹ 'Full Year' Change is calculated only for those Equity Partners who were employed during the entire one year period, excluding Equity Partners who had a title change during the year.

Additional detail can be found on Page 87.

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

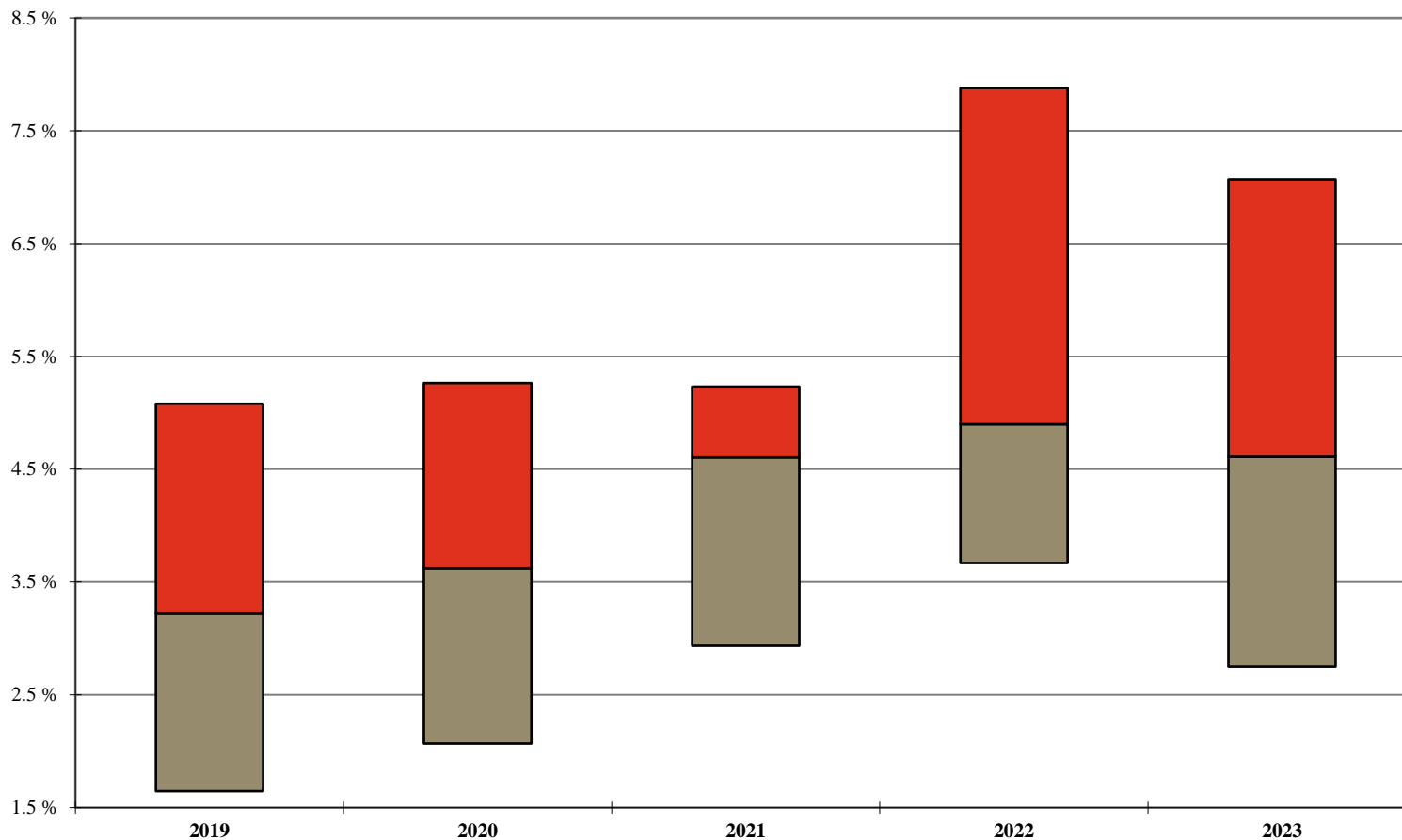
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2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Annual Change: Equity Partner Billed Rates

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



	2019	2020	2021	2022	2023
Your Firm					
1st Qtile	5.1%	5.3%	5.2%	7.9%	7.1%
Median	3.2%	3.6%	4.6%	4.9%	4.6%
3rd Qtile	1.6%	2.1%	2.9%	3.7%	2.8%

Additional detail can be found on Page 100.

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

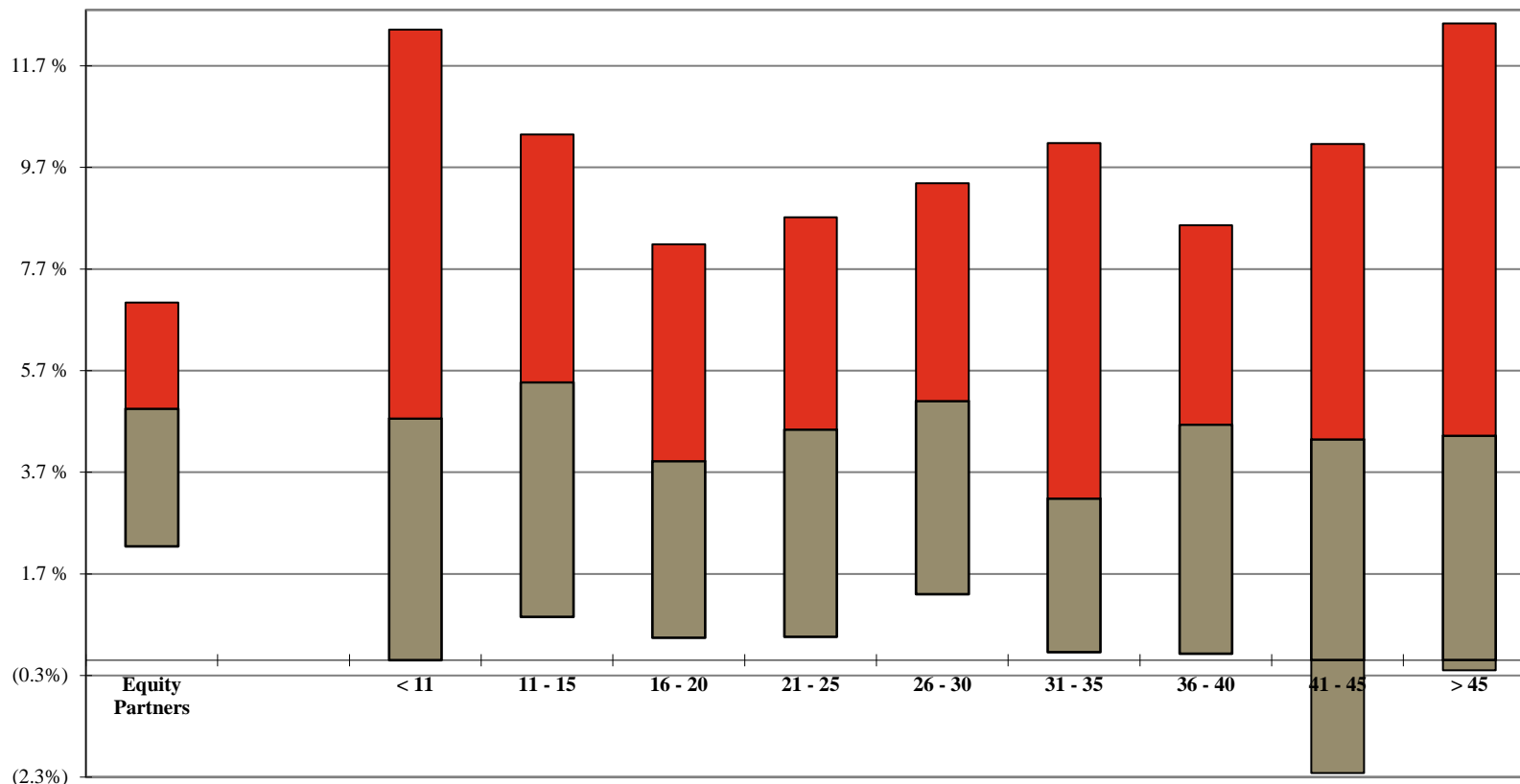
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2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

'Full Year'¹ Equity Partner Billed Rate Change by Years of Experience

As of January 1, 2024



		Years of Experience									
		Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
Your Firm											
	1st Qtle	7.0%	12.4%	10.4%	8.2%	8.7%	9.4%	10.2%	8.6%	10.2%	12.5%
	Median	5.0%	4.8%	5.5%	3.9%	4.5%	5.1%	3.2%	4.6%	4.4%	4.4%
	3rd Qtle	2.2%	0.0%	0.9%	0.4%	0.5%	1.3%	0.2%	0.1%	(2.2%)	(0.2%)

¹ 'Full Year' Change is calculated only for those Equity Partners who were employed during the entire one year period, excluding Equity Partners who had a title change during the year.

Additional detail can be found on Page 108.

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

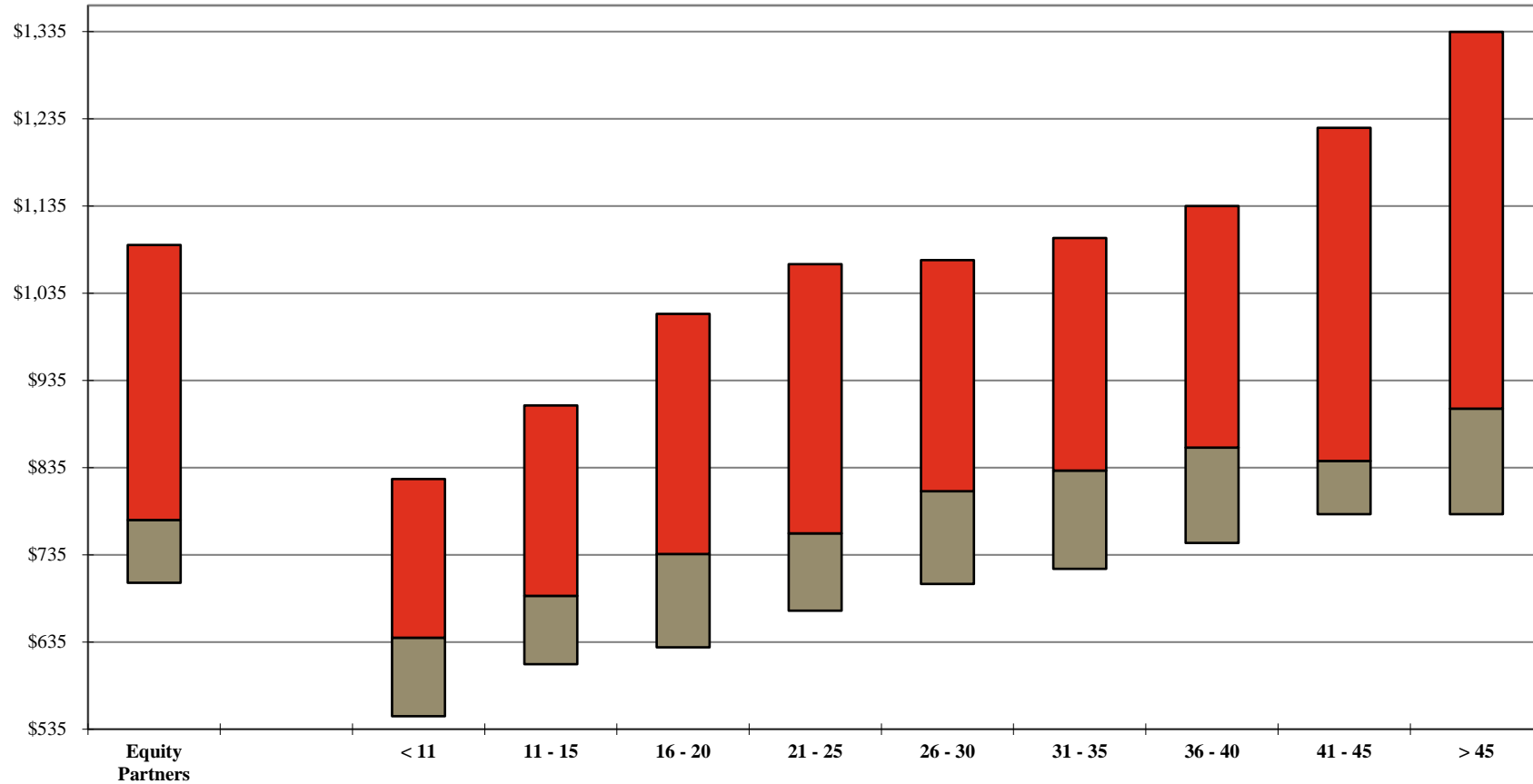
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2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Equity Partner Standard Rates by Years of Experience

As of January 1, 2024



Your Firm	Years of Experience									
	Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
1st Qtle	\$1,090	\$822	\$906	\$1,011	\$1,068	\$1,073	\$1,098	\$1,135	\$1,225	\$1,335
Median	775	640	688	736	760	808	832	858	843	903
3rd Qtle	703	550	610	629	671	702	719	749	782	782

Additional detail can be found on Page 79.

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

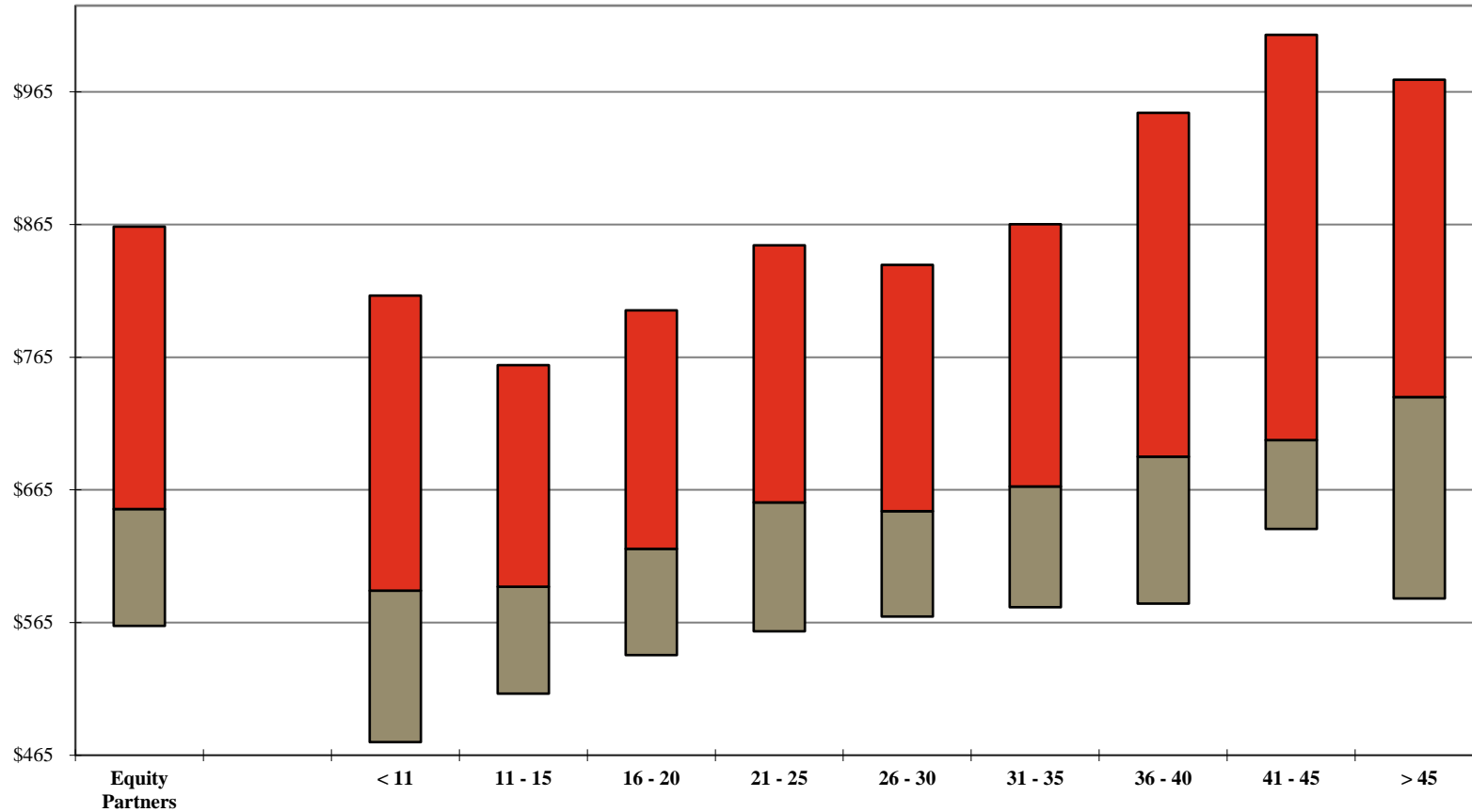
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Equity Partner Billed Rates by Years of Experience

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
Your Firm										
1st Qtle	\$864	\$812	\$759	\$800	\$849	\$835	\$865	\$949	\$1,008	\$974
Median	651	589	592	621	656	649	668	690	703	735
3rd Qtle	563	475	512	541	559	570	577	579	636	583

Additional detail can be found on Page 100.

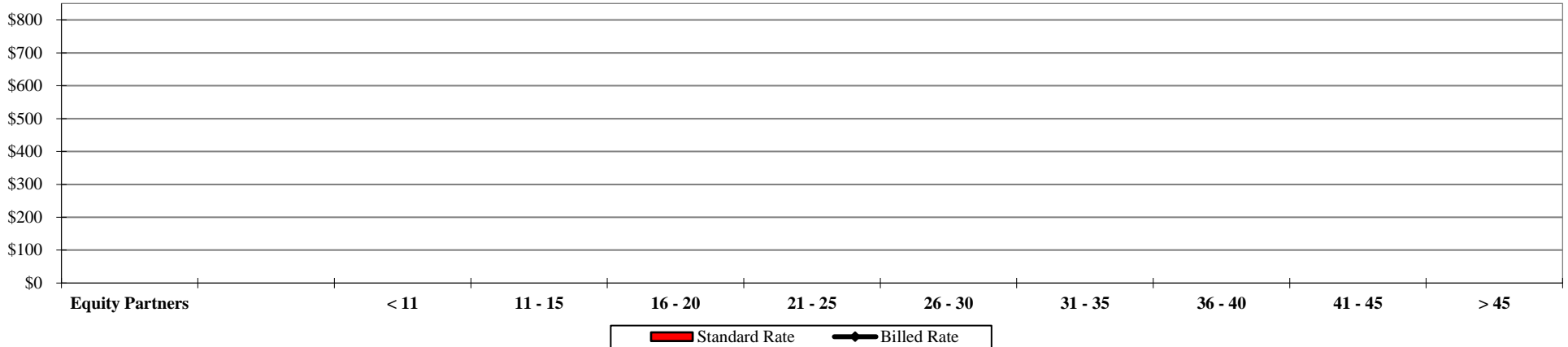
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2024 BRASS Initial Release - Revenue Management Report

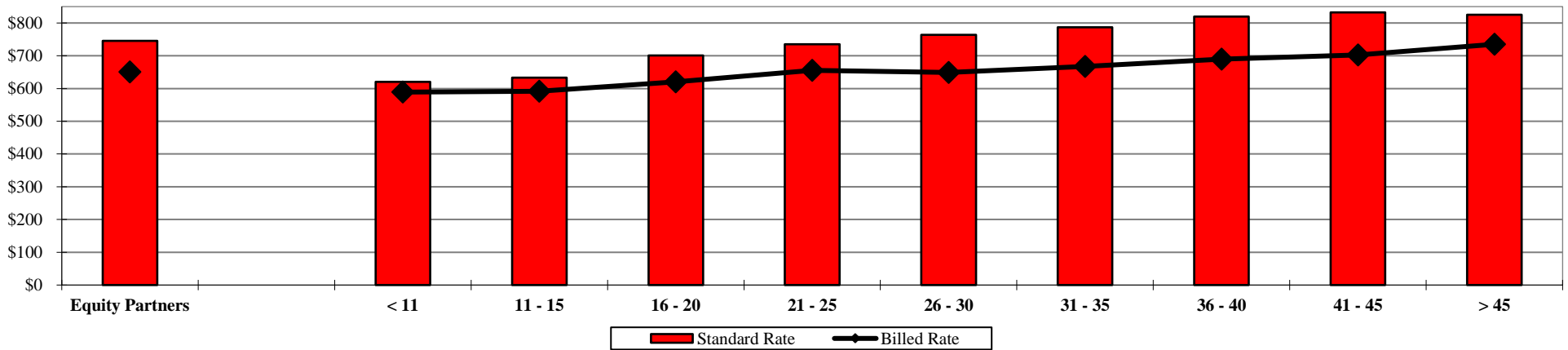
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Equity Partner Standard vs. Billed Rates by Years of Experience
 Standard Rates at January 1, 2023; Billed Rates for the 12-month period ending December 31, 2023
 Your Firm



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

Total Group (Median)



	Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
Standard Rate	\$746	\$620	\$633	\$701	\$735	\$764	\$787	\$820	\$832	\$825
Billed Rate	651	589	592	621	656	649	668	690	703	735

Additional detail can be found on Page 100.

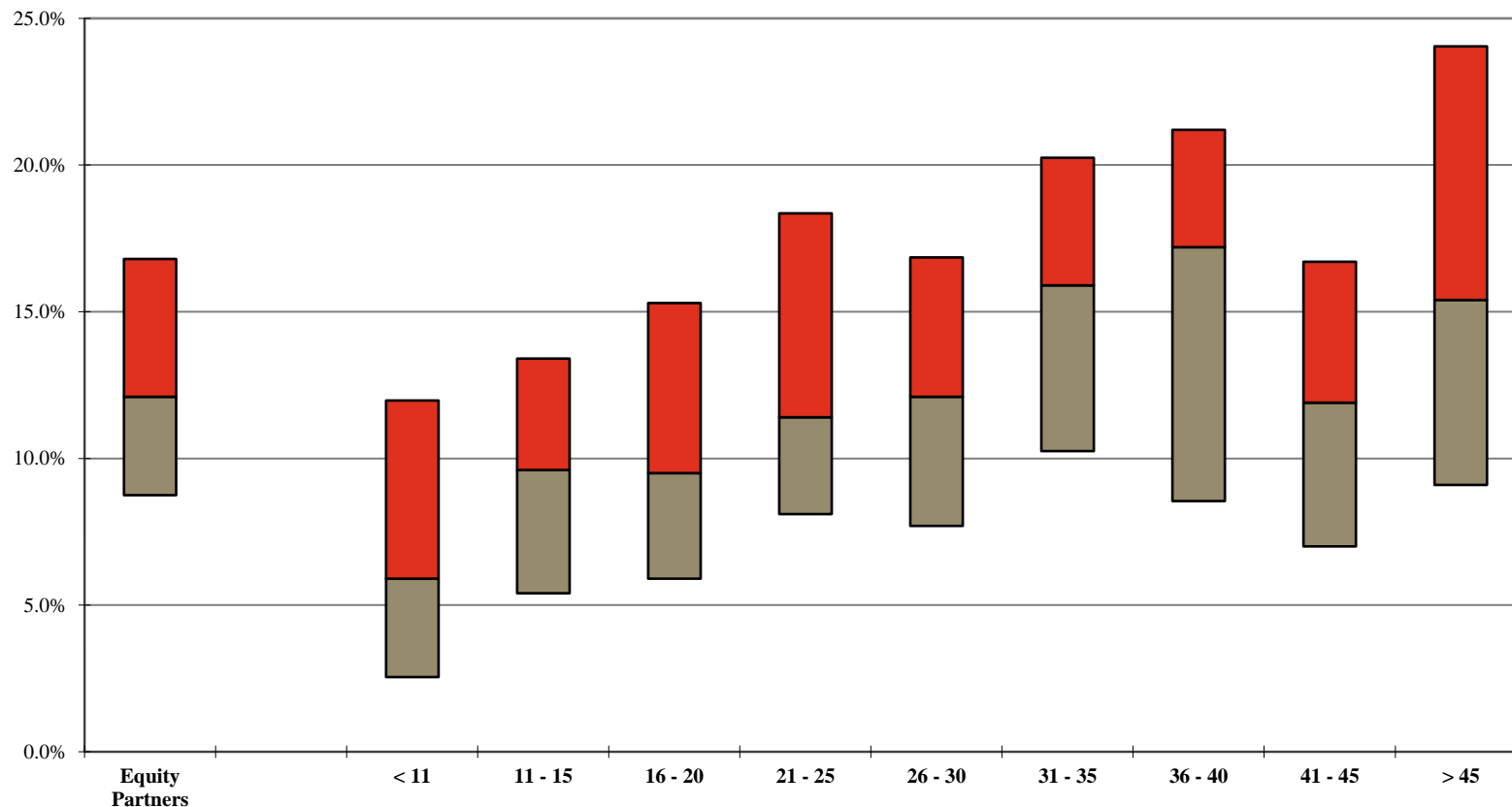
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2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Equity Partner Discounting¹ by Years of Experience

For the 12-month period ending December 31, 2023



Your Firm	Years of Experience									
	Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
1st Qtle	16.8%	12.0%	13.4%	15.3%	18.4%	16.9%	20.3%	21.2%	16.7%	24.1%
Median	12.1%	5.9%	9.6%	9.5%	11.4%	12.1%	15.9%	17.2%	11.9%	15.4%
3rd Qtle	8.8%	2.6%	5.4%	5.9%	8.1%	7.7%	10.3%	8.6%	7.0%	9.1%

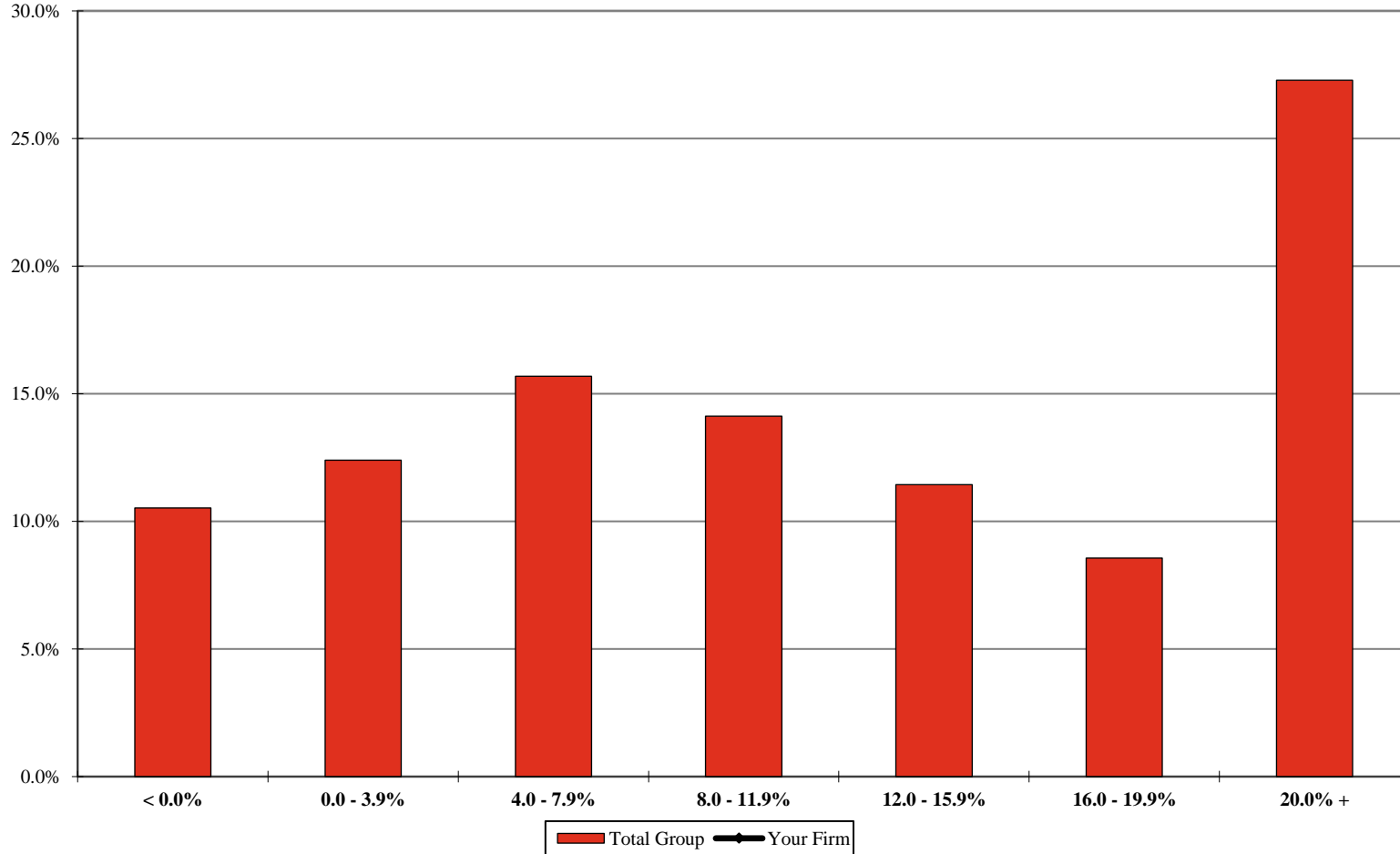
¹ Calculated as 100% minus the Average Billed Rate Realization for the 12-month period. Additional detail can be found on Page 111.
 Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.
 ** omitted due to insufficient data

2024 BRASS Initial Release - Revenue Management Report

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Distribution of Equity Partners by Discount Levels ¹

For the 12-month period ending December 31, 2023



	< 0.0%	0.0 - 3.9%	4.0 - 7.9%	8.0 - 11.9%	12.0 - 15.9%	16.0 - 19.9%	20.0% +
Your Firm							
Total Group	10.5%	12.4%	15.7%	14.1%	11.4%	8.6%	27.3%

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

Additional detail can be found on Page 113.

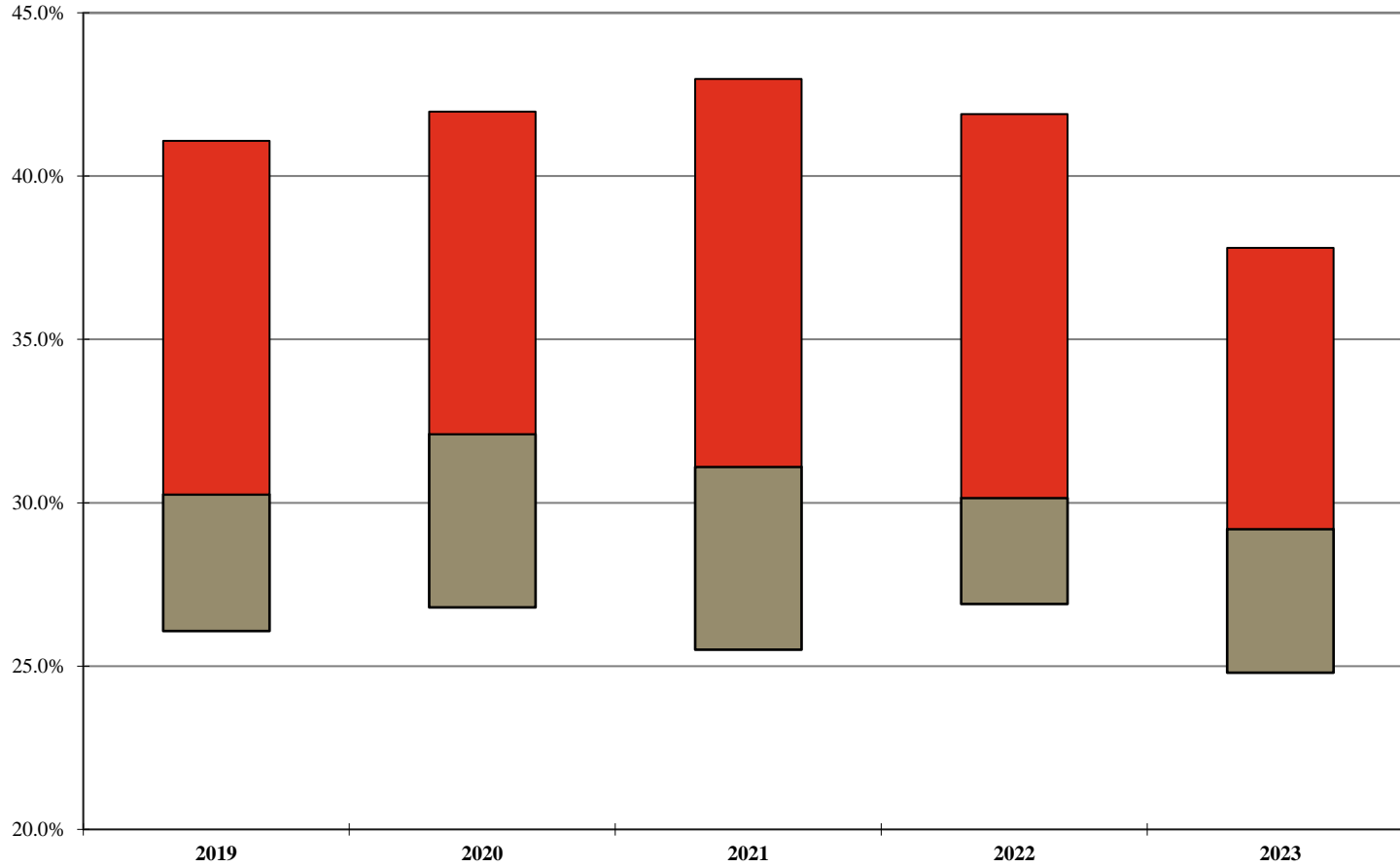
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AmLaw Second 100 xNYC - (48 members)

Equity Partner Hours as a Percentage of All Attorney Hours

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



	2019	2020	2021	2022	2023
Your Firm					
1st Qtle	41.1%	42.0%	43.0%	41.9%	37.8%
Median	30.3%	32.1%	31.1%	30.2%	29.2%
3rd Qtle	26.1%	26.8%	25.5%	26.9%	24.8%

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

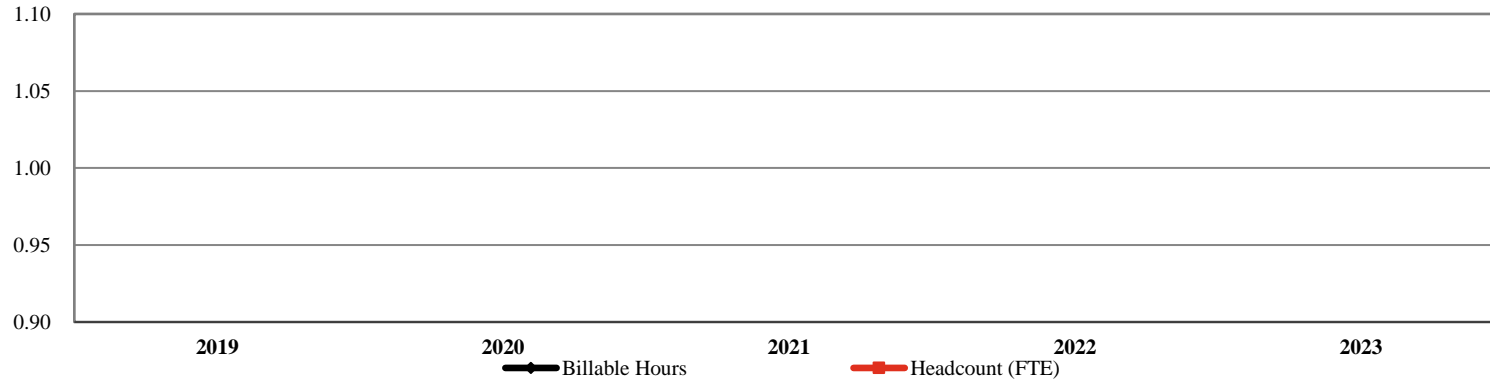
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AmLaw Second 100 xNYC - (48 members)

Equity Partner Capacity¹
 For the 12-month period ending December 31st of the stated year

Your Firm

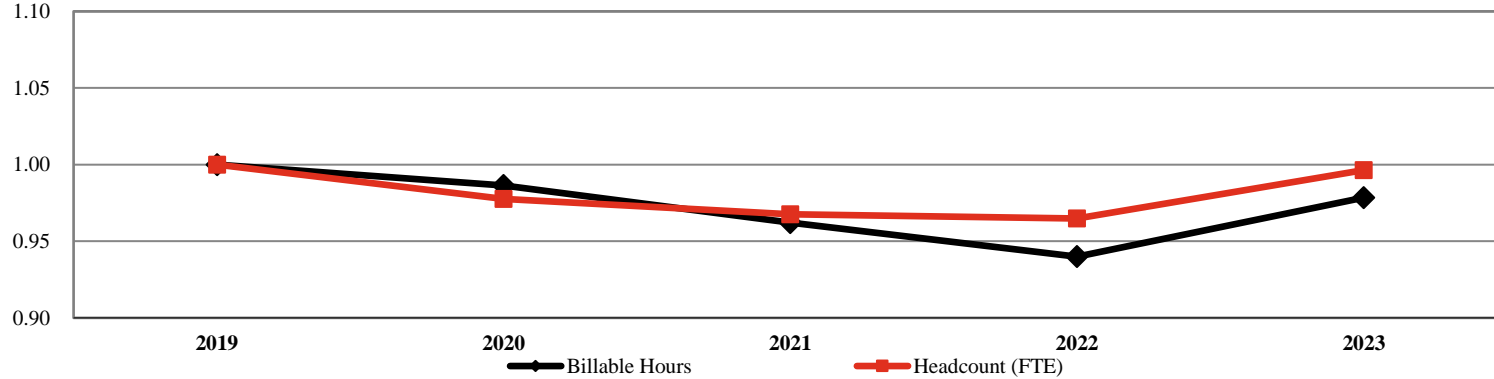


Your Firm

Billable Hours
 Headcount (FTE)

	2019	2020	2021	2022	2023	% Chg: '19-'23
Billable Hours						
Headcount (FTE)						

Total Group²



Total Group

Billable Hours
 Headcount (FTE)

	2019	2020	2021	2022	2023	% Chg: '19-'23
Billable Hours	4,470,976	4,410,278	4,301,781	4,202,442	4,374,586	(2.2%)
Headcount (FTE)	2,950	2,885	2,855	2,847	2,940	(0.4%)

¹ Includes only those Firms that participated for the past 5 years; All values indexed to 2019.

² Number of members represented in the group results: 29

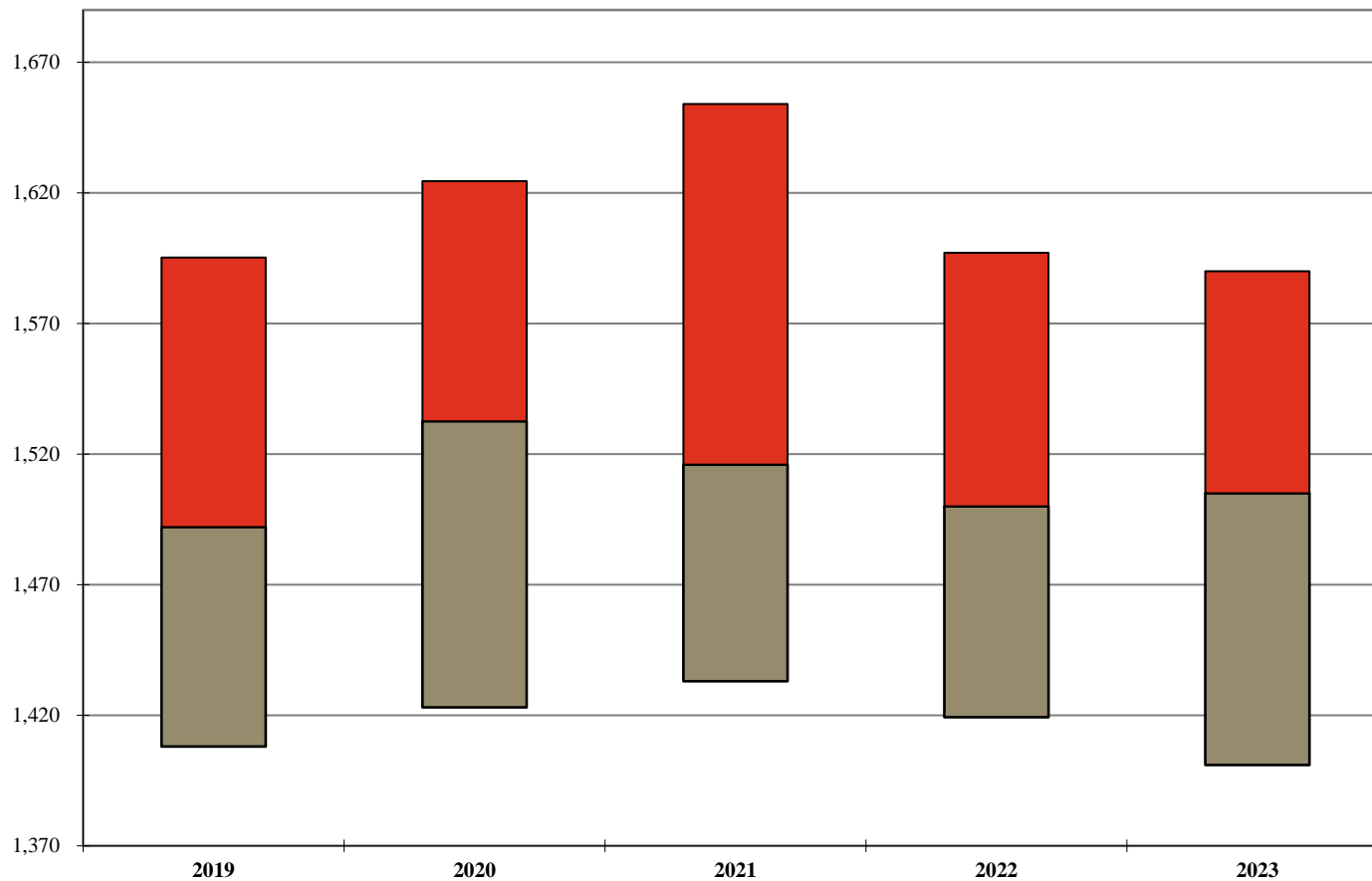
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2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Equity Partner Utilization

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



	2019	2020	2021	2022	2023	Change: '19-'23
Your Firm						
1st Qtle	1,595	1,625	1,654	1,597	1,590	(5)
Median	1,492	1,533	1,516	1,500	1,505	13
3rd Qtle	1,408	1,423	1,433	1,419	1,401	(7)

Additional detail can be found on Page 117.

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

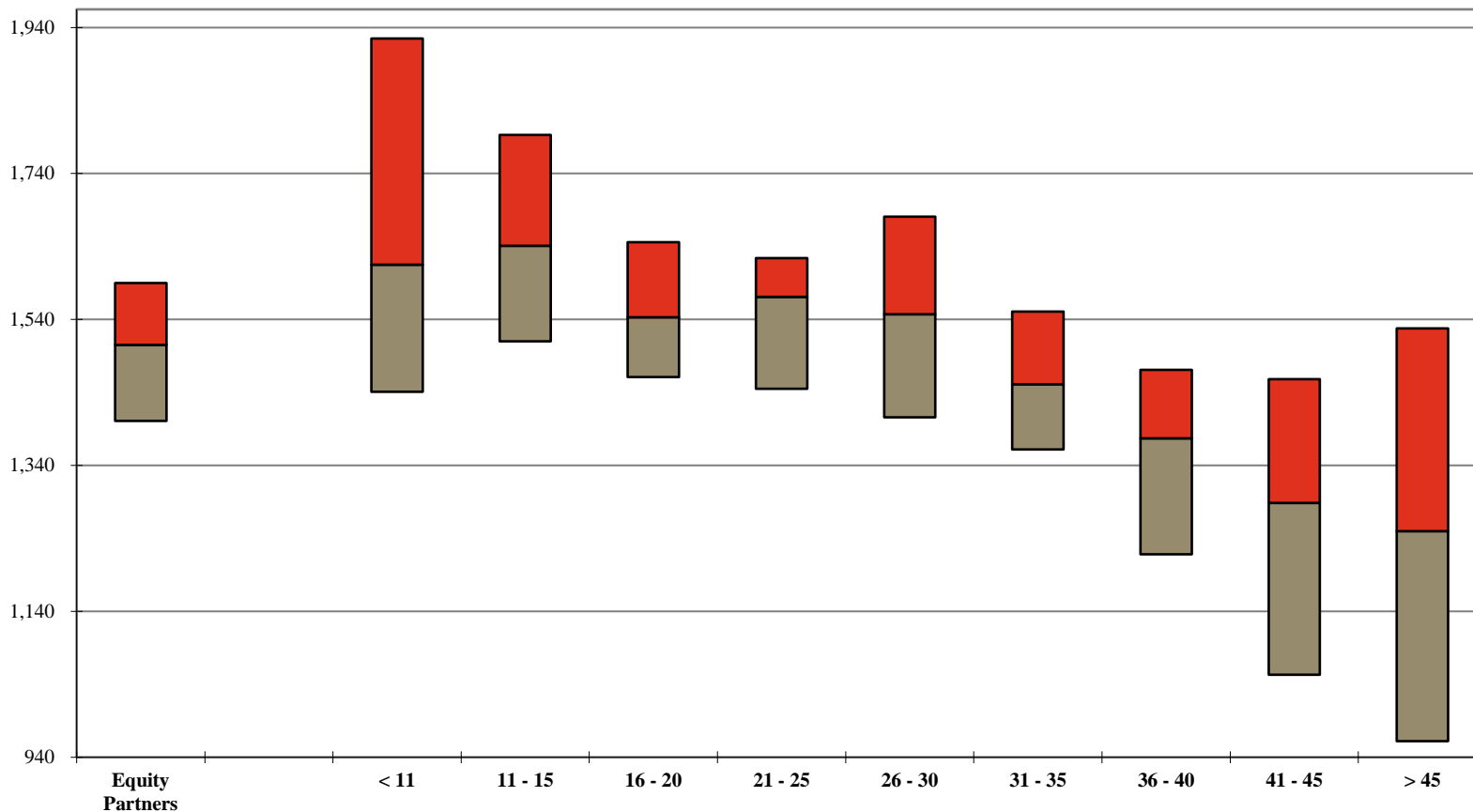
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2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Equity Partner Utilization by Years of Experience

For the 12-month period ending December 31, 2023



		Years of Experience									
Your Firm		Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
1st Qtle	1,590	1,925	1,793	1,646	1,624	1,681	1,551	1,471	1,458	1,528	
Median	1,505	1,615	1,641	1,543	1,571	1,547	1,451	1,377	1,289	1,250	
3rd Qtle	1,401	1,441	1,510	1,461	1,445	1,406	1,362	1,218	1,053	962	

Additional detail can be found on Page 117.

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

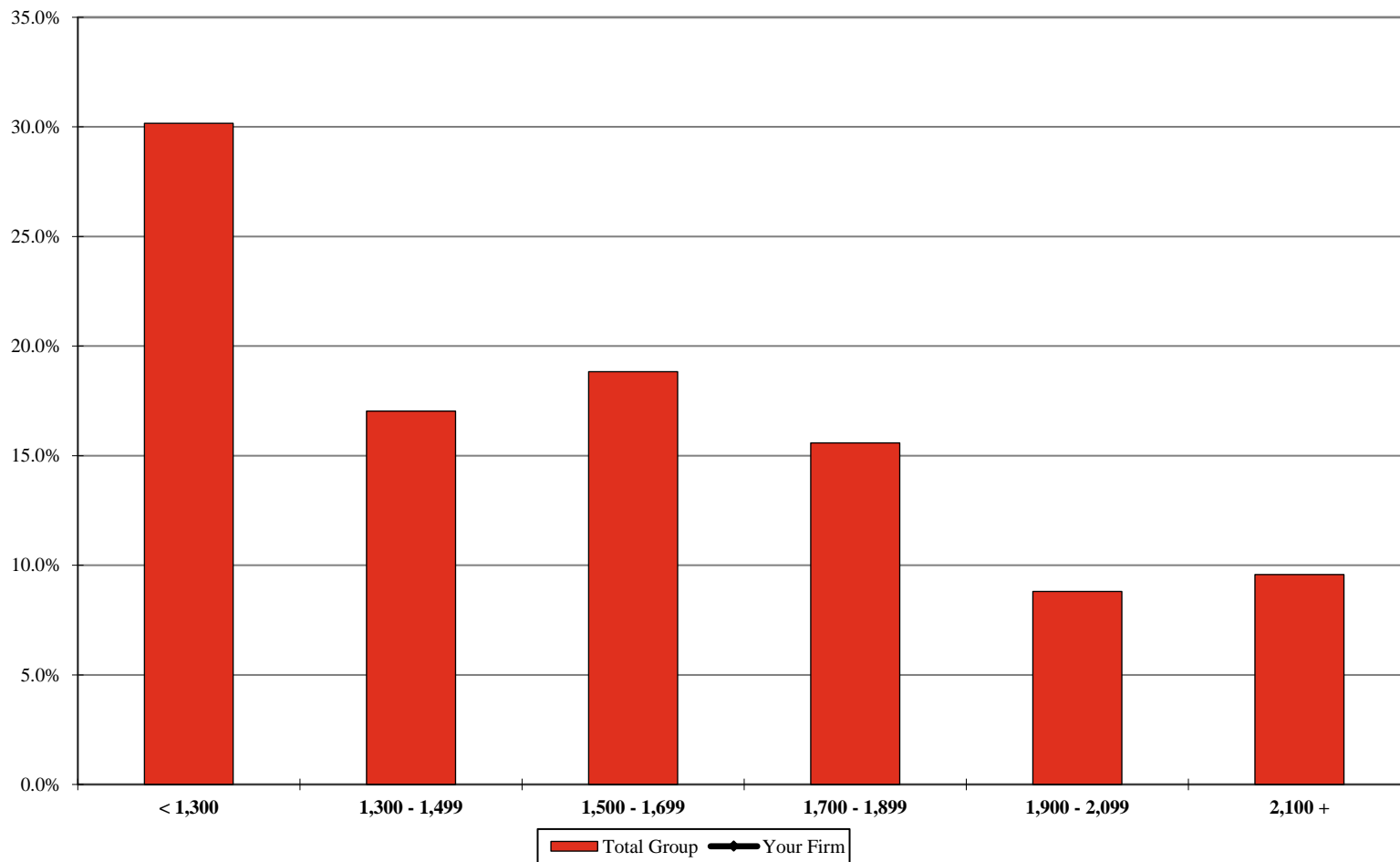
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2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Equity Partners by Utilization Levels ¹

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 +
Your Firm						
Total Group	30.2%	17.0%	18.8%	15.6%	8.8%	9.6%

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

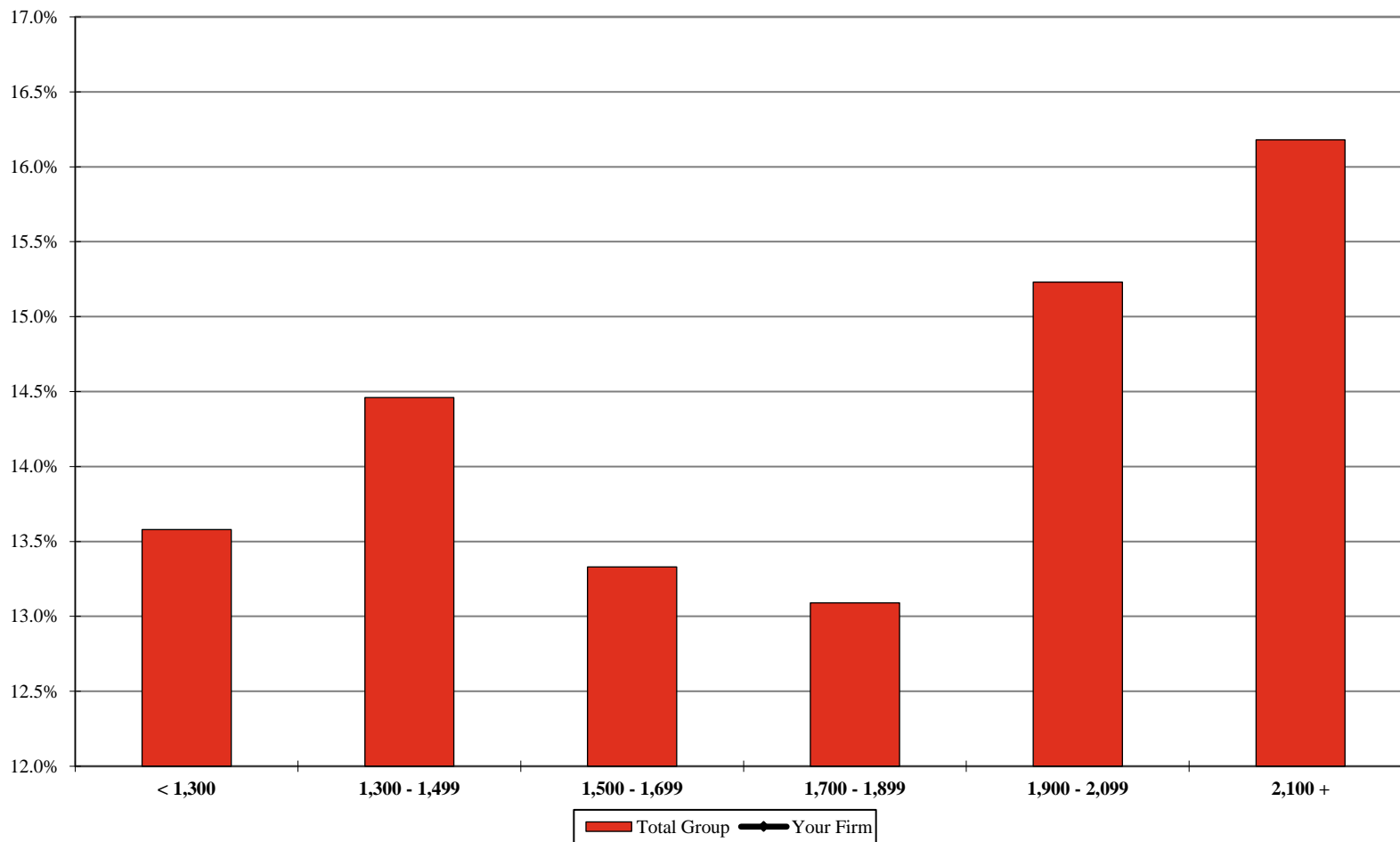
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2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Equity Partner Discounting¹ by Utilization Levels

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 +
Your Firm						
Total Group	13.6%	14.5%	13.3%	13.1%	15.2%	16.2%

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

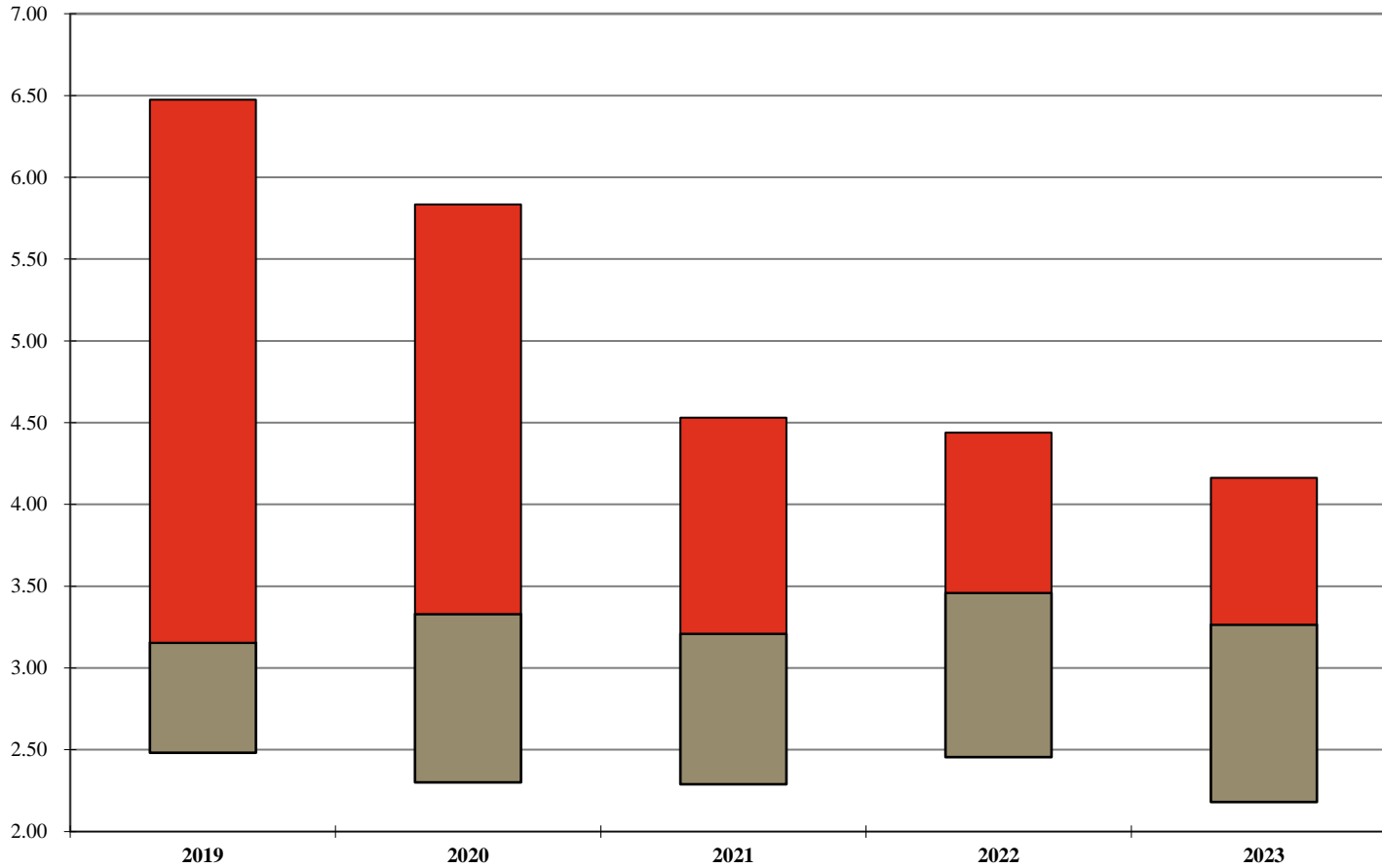
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2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Non-Equity Partner Leverage¹

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



	2019	2020	2021	2022	2023
Your Firm					
1st Qtle	6.48	5.84	4.53	4.44	4.16
Median	3.16	3.33	3.21	3.46	3.27
3rd Qtle	2.48	2.30	2.29	2.46	2.18

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

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

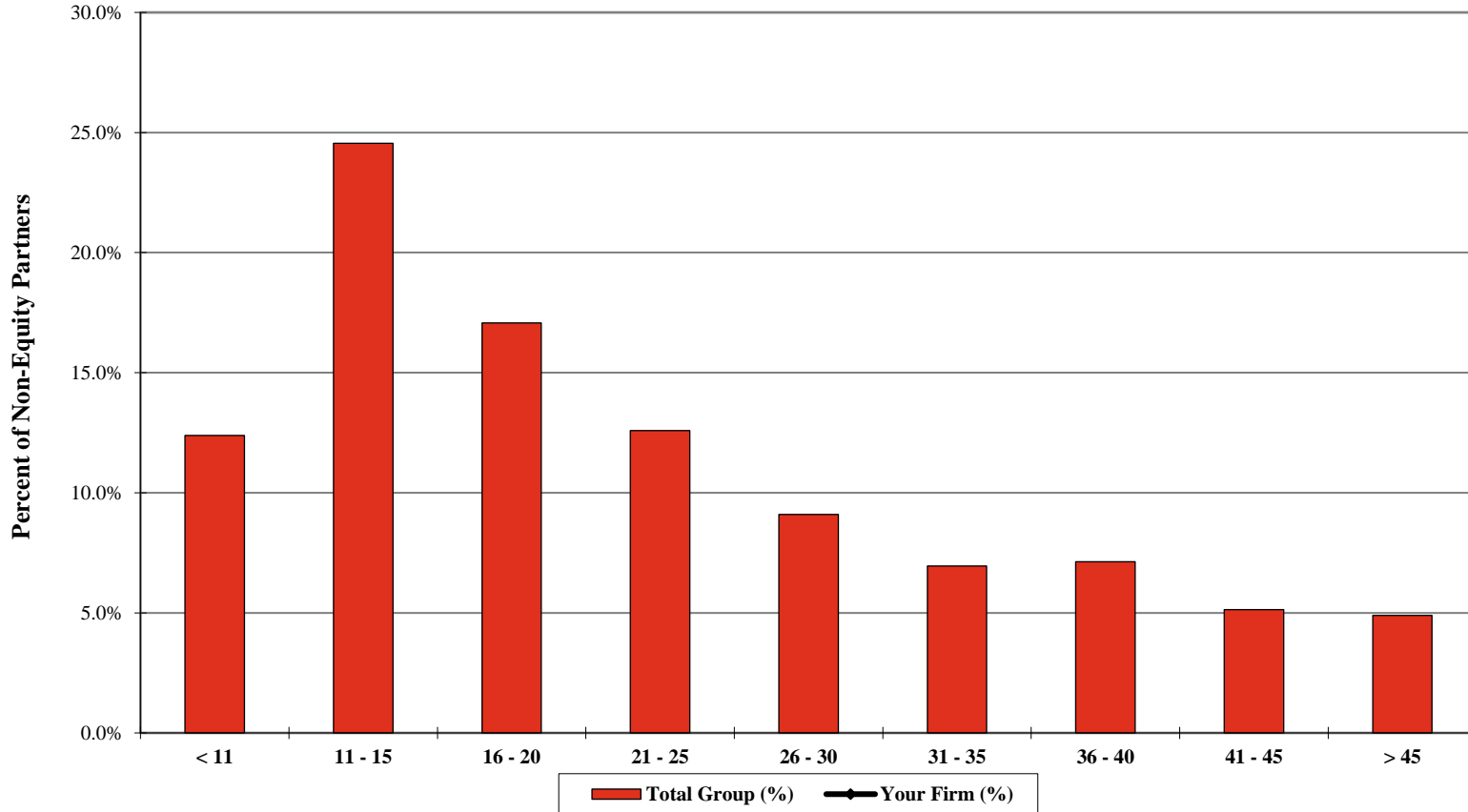
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2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Non-Equity Partners by Years of Experience¹

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
Your Firm (%)									
Your Firm (FTE)									
Total Group (%)	12.4%	24.6%	17.1%	12.6%	9.1%	6.9%	7.1%	5.1%	4.9%
Total Group (FTE)	396	784	545	402	291	222	228	164	156

¹ Years of experience includes the length of time practicing law since passing the bar exam.

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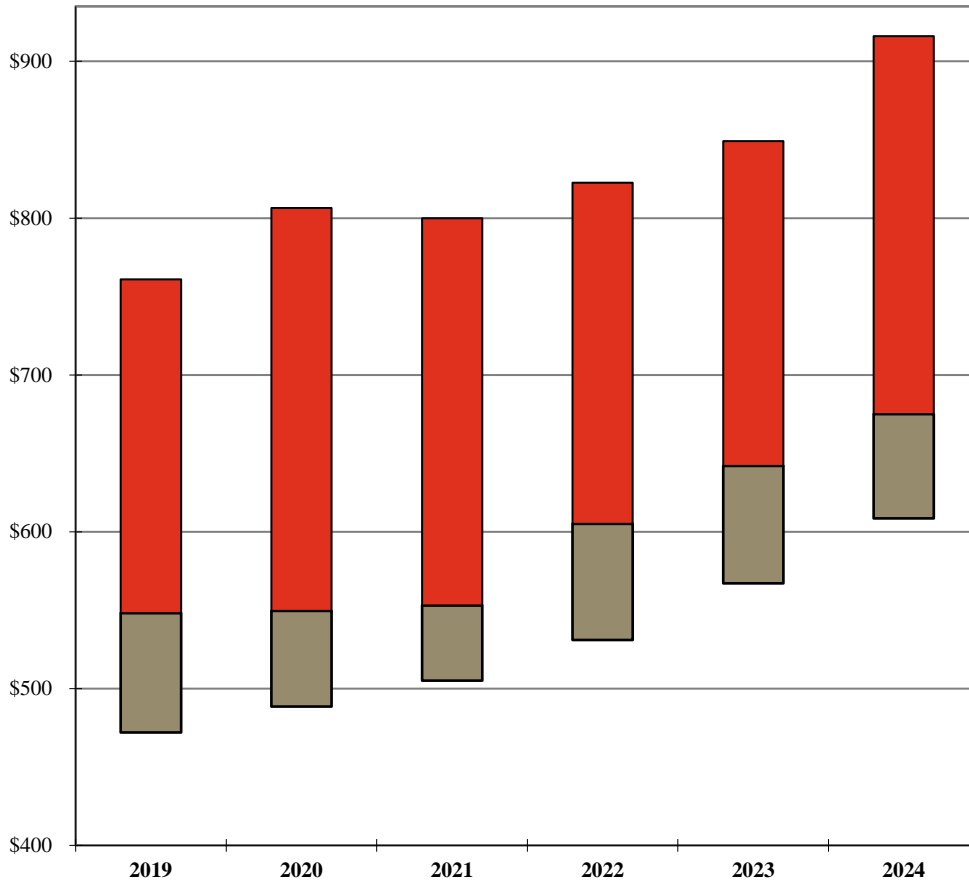
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Non-Equity Partner Rates

Standard Rates

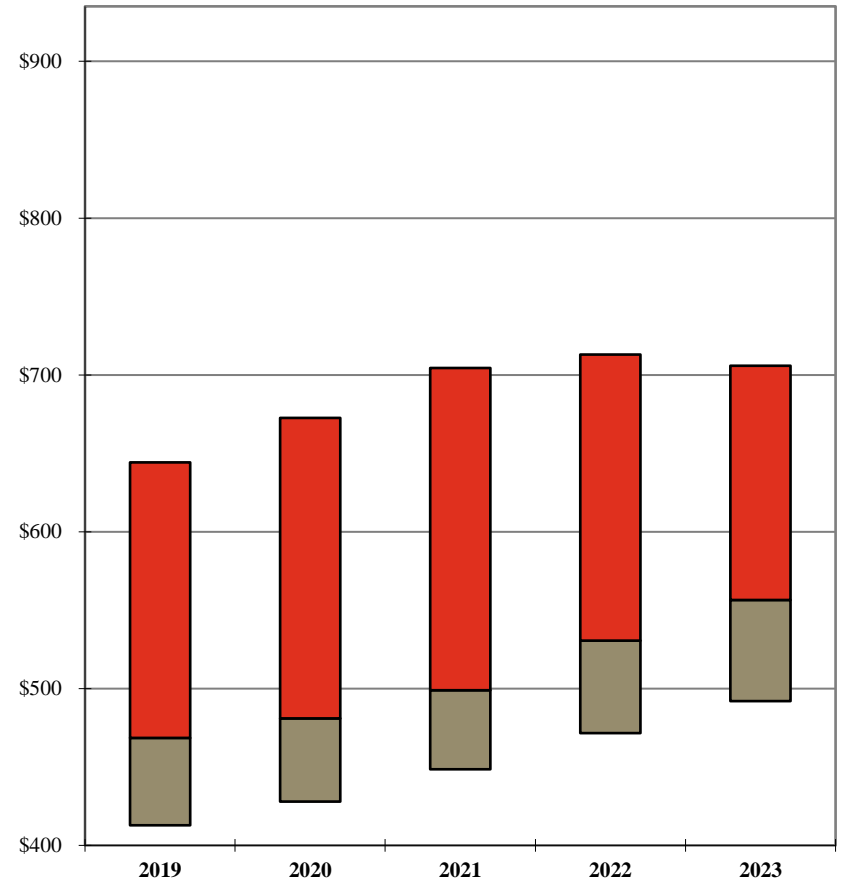
As of January 1st of the stated year



	2019	2020	2021	2022	2023	2024
Your Firm						
1st Qtle	\$761	\$807	\$800	\$823	\$849	\$916
Median	548	550	553	605	642	675
3rd Qtle	472	489	505	531	567	609

Billed Rates

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



	2019	2020	2021	2022	2023
Your Firm					
1st Qtle	\$644	\$673	\$705	\$713	\$706
Median	469	481	499	531	557
3rd Qtle	413	428	449	472	492

Additional detail can be found on Pages 79 and 100.

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

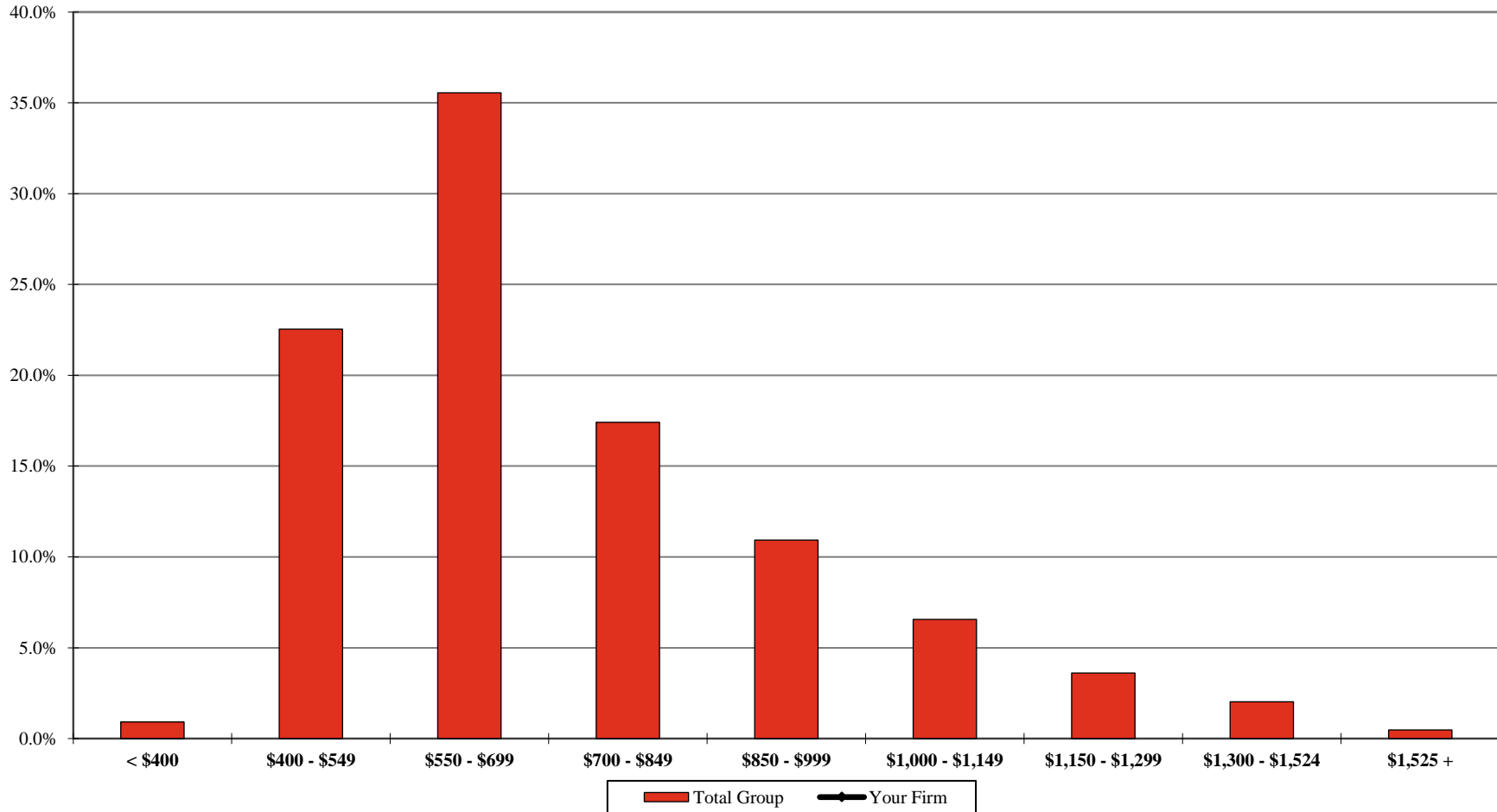
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2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Non-Equity Partner Standard Billing Rates

As of January 1, 2024



Your Firm
Total Group

	< \$400	\$400 - \$549	\$550 - \$699	\$700 - \$849	\$850 - \$999	\$1,000 - \$1,149	\$1,150 - \$1,299	\$1,300 - \$1,524	\$1,525 +
Your Firm									
Total Group	0.9%	22.5%	35.6%	17.4%	10.9%	6.6%	3.6%	2.0%	0.5%

Additional detail can be found on Page 82.

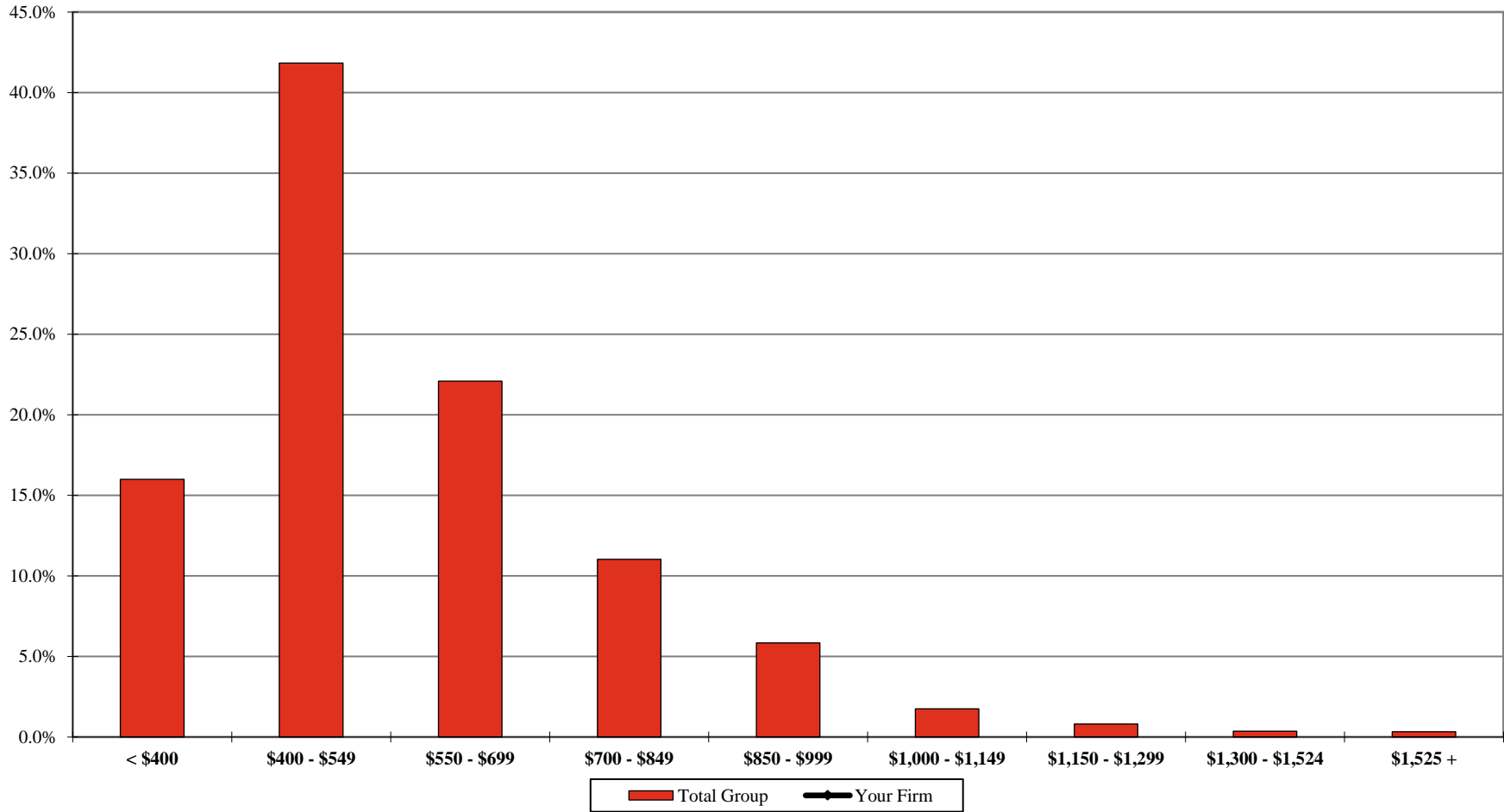
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2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Non-Equity Partner Billed Rates ¹

For the 12-month period ending December 31, 2023



Your Firm
Total Group

	< \$400	\$400 - \$549	\$550 - \$699	\$700 - \$849	\$850 - \$999	\$1,000 - \$1,149	\$1,150 - \$1,299	\$1,300 - \$1,524	\$1,525 +
Your Firm									
Total Group	16.0%	41.8%	22.1%	11.0%	5.8%	1.8%	0.8%	0.4%	0.3%

¹ Calculated by taking the actual value of amount billed during the period 1/1/2023 through 12/31/2023, divided by the corresponding billable hours worked.

Additional detail can be found on Page 103.

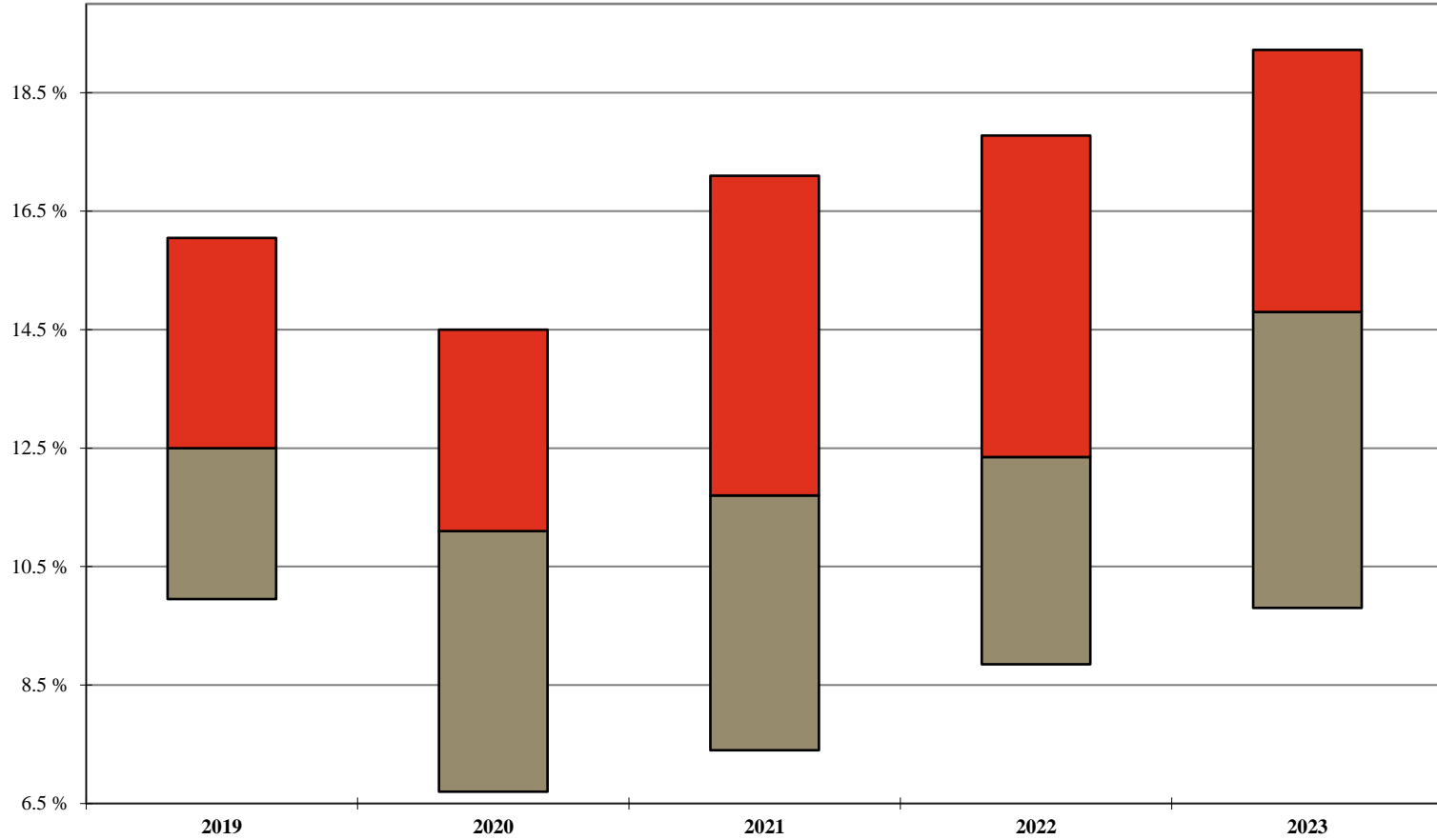
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AmLaw Second 100 xNYC - (48 members)

Non-Equity Partner Discounting¹

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



	2019	2020	2021	2022	2023
Your Firm					
1st Qtle	16.1%	14.5%	17.1%	17.8%	19.2%
Median	12.5%	11.1%	11.7%	12.4%	14.8%
3rd Qtle	10.0%	6.7%	7.4%	8.9%	9.8%

¹ Calculated as 100% minus the Average Billed Rate Realization for the 12-month period.
 Additional detail can be found on Page 111.
 Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.
 ** omitted due to insufficient data

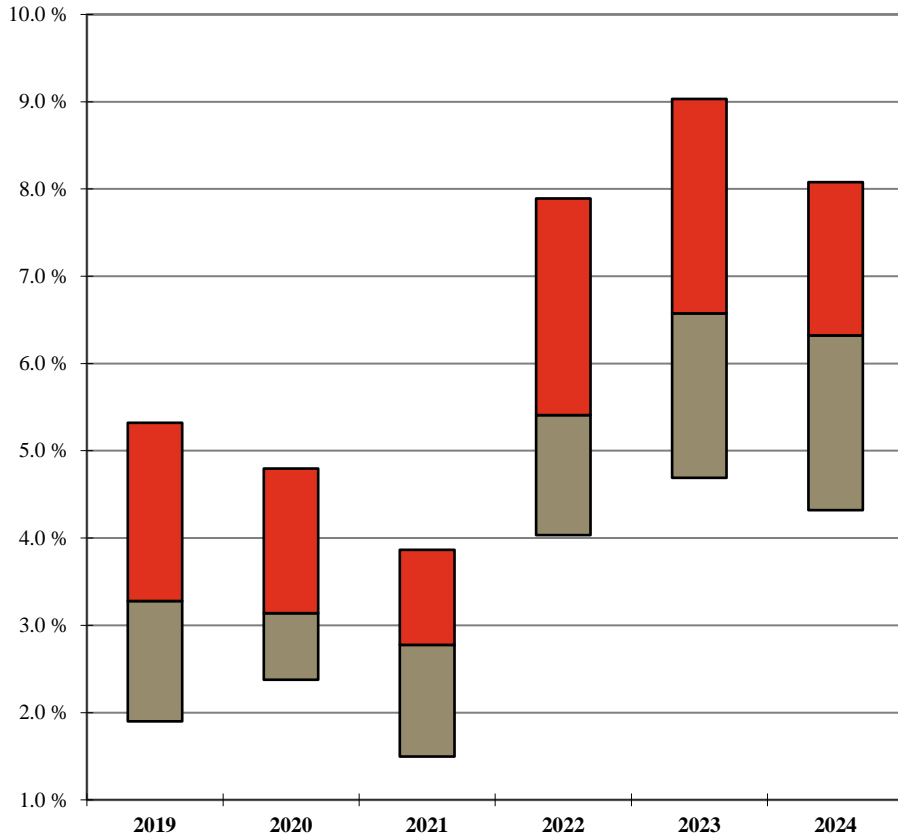
2024 BRASS Initial Release - Revenue Management Report

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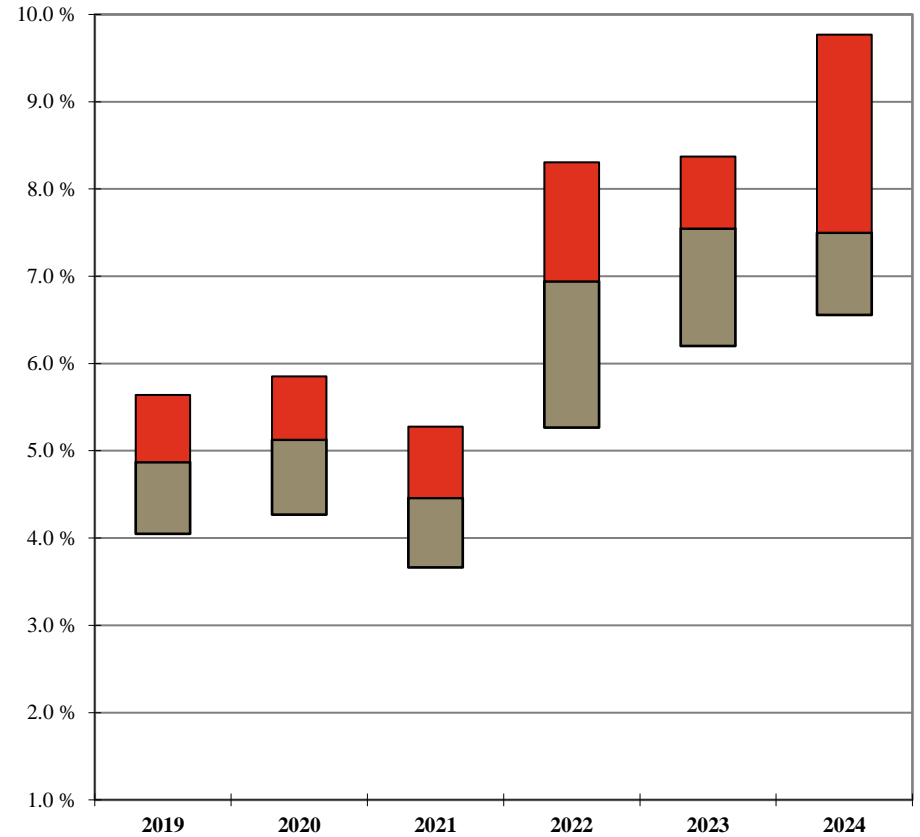
Annual Change¹: Non-Equity Partner Standard Rates

As of January 1st of the stated year

'Net' Change



'Full Year' Change



	2019	2020	2021	2022	2023	2024
Your Firm						
1st Qtile	5.3%	4.8%	3.9%	7.9%	9.0%	8.1%
Median	3.3%	3.1%	2.8%	5.4%	6.6%	6.3%
3rd Qtile	1.9%	2.4%	1.5%	4.0%	4.7%	4.3%

	2019	2020	2021	2022	2023	2024
Your Firm						
1st Qtile	5.6%	5.9%	5.3%	8.3%	8.4%	9.8%
Median	4.9%	5.1%	4.5%	6.9%	7.5%	7.5%
3rd Qtile	4.1%	4.3%	3.7%	5.3%	6.2%	6.6%

¹ 'Net' Change is the overall change in the average Standard Billing Rate for the stated year; 'Full Year' Change is calculated only for those Non-Equity Partners who were employed during the entire one year period, excluding Non-Equity Partners who had a title change during the year.

Additional detail can be found on Pages 79 and 87.

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

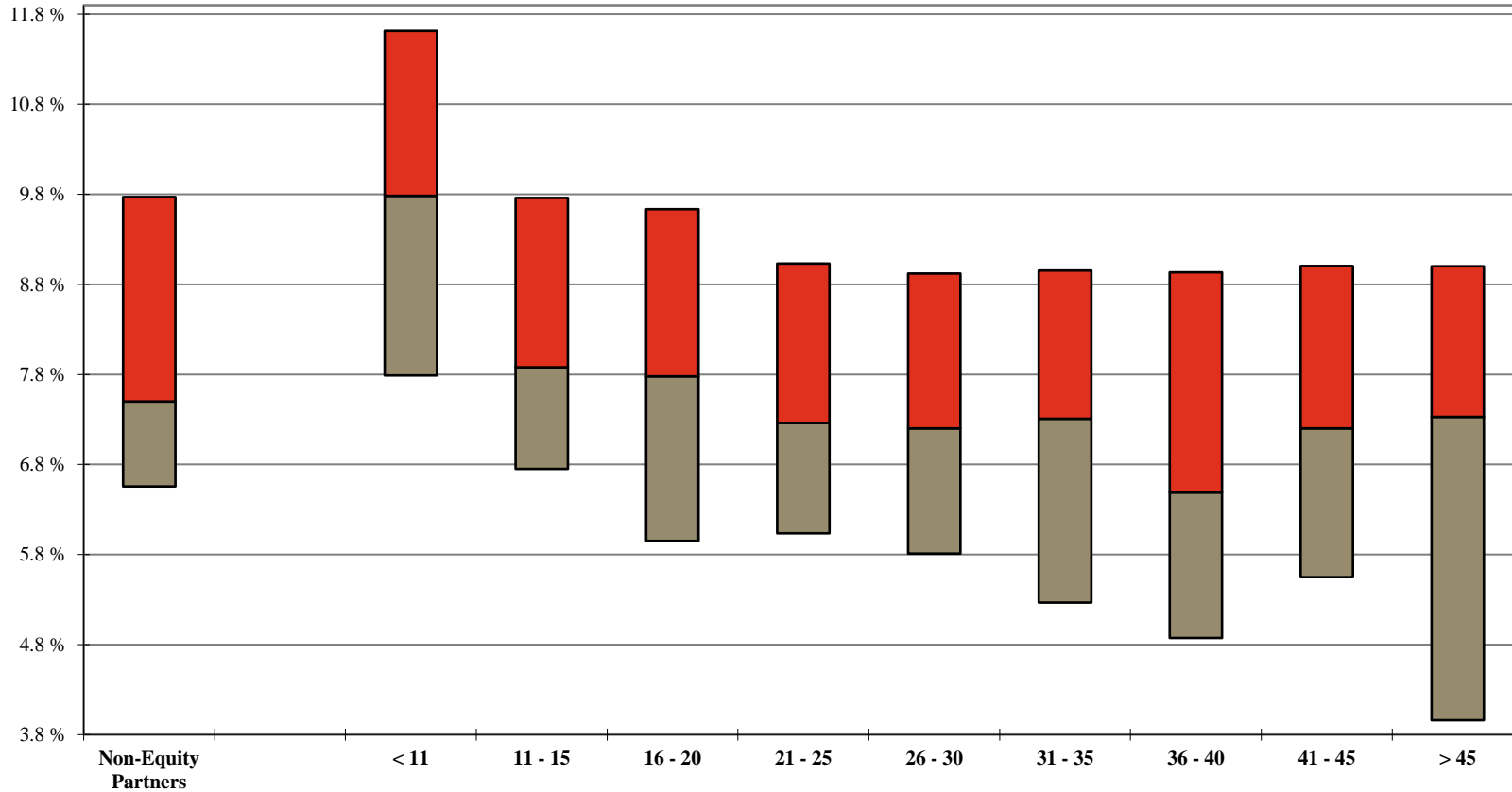
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2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

'Full Year'¹ Non-Equity Partner Standard Rate Change by Years of Experience

As of January 1, 2024



Your Firm	Years of Experience									
	Non-Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
1st Qtle	9.8%	11.6%	9.8%	9.6%	9.0%	8.9%	9.0%	8.9%	9.0%	9.0%
Median	7.5%	9.8%	7.9%	7.8%	7.3%	7.2%	7.3%	6.5%	7.2%	7.3%
3rd Qtle	6.6%	7.8%	6.8%	6.0%	6.0%	5.8%	5.3%	4.9%	5.6%	4.0%

¹ 'Full Year' Change is calculated only for those Non-Equity Partners who were employed during the entire one year period, excluding Non-Equity Partners who had a title change during the year.

Additional detail can be found on Page 87.

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

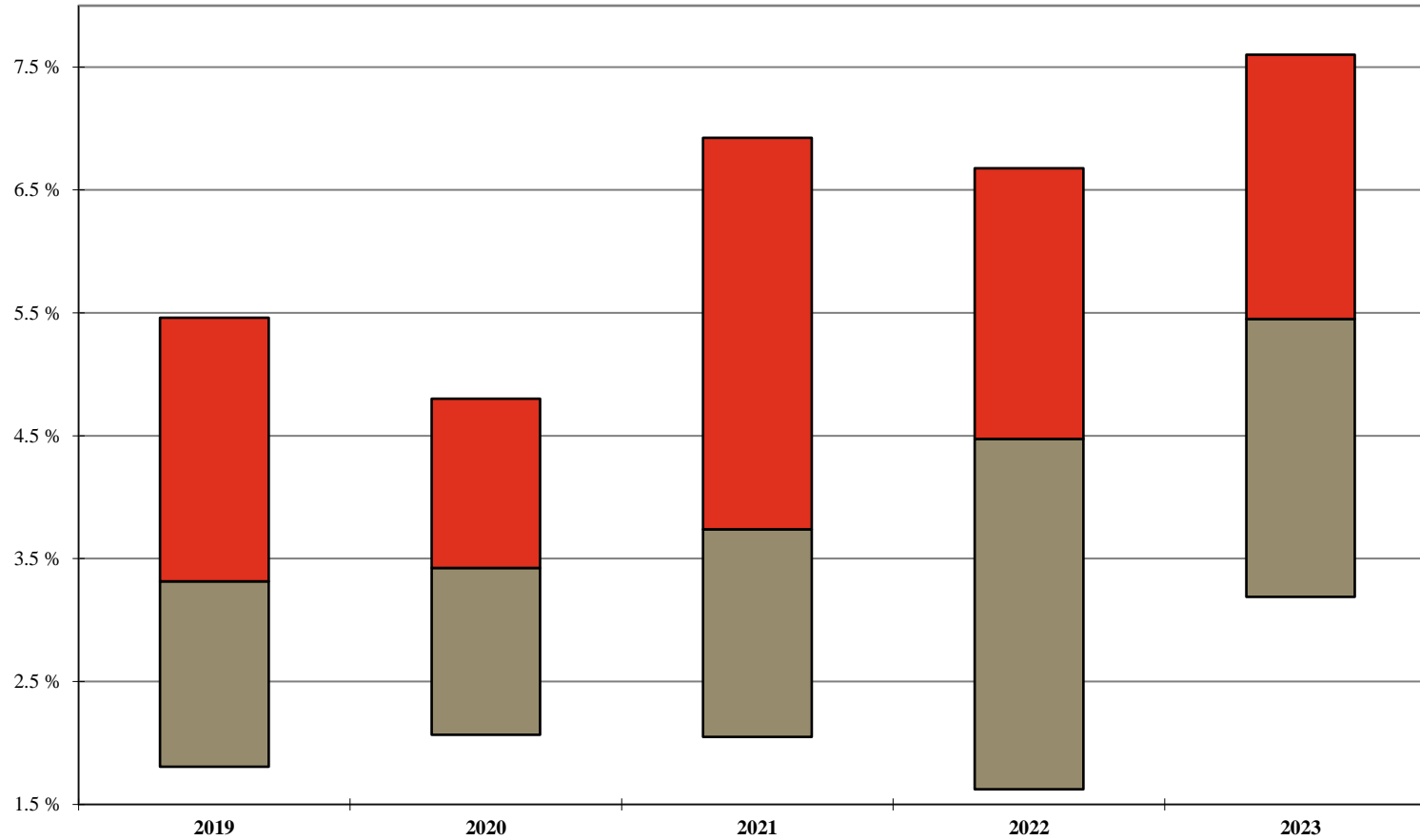
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2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Annual Change: Non-Equity Partner Billed Rates

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



	2019	2020	2021	2022	2023
Your Firm					
1st Qtle	5.5%	4.8%	6.9%	6.7%	7.6%
Median	3.3%	3.4%	3.7%	4.5%	5.5%
3rd Qtle	1.8%	2.1%	2.1%	1.6%	3.2%

Additional detail can be found on Page 100.

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

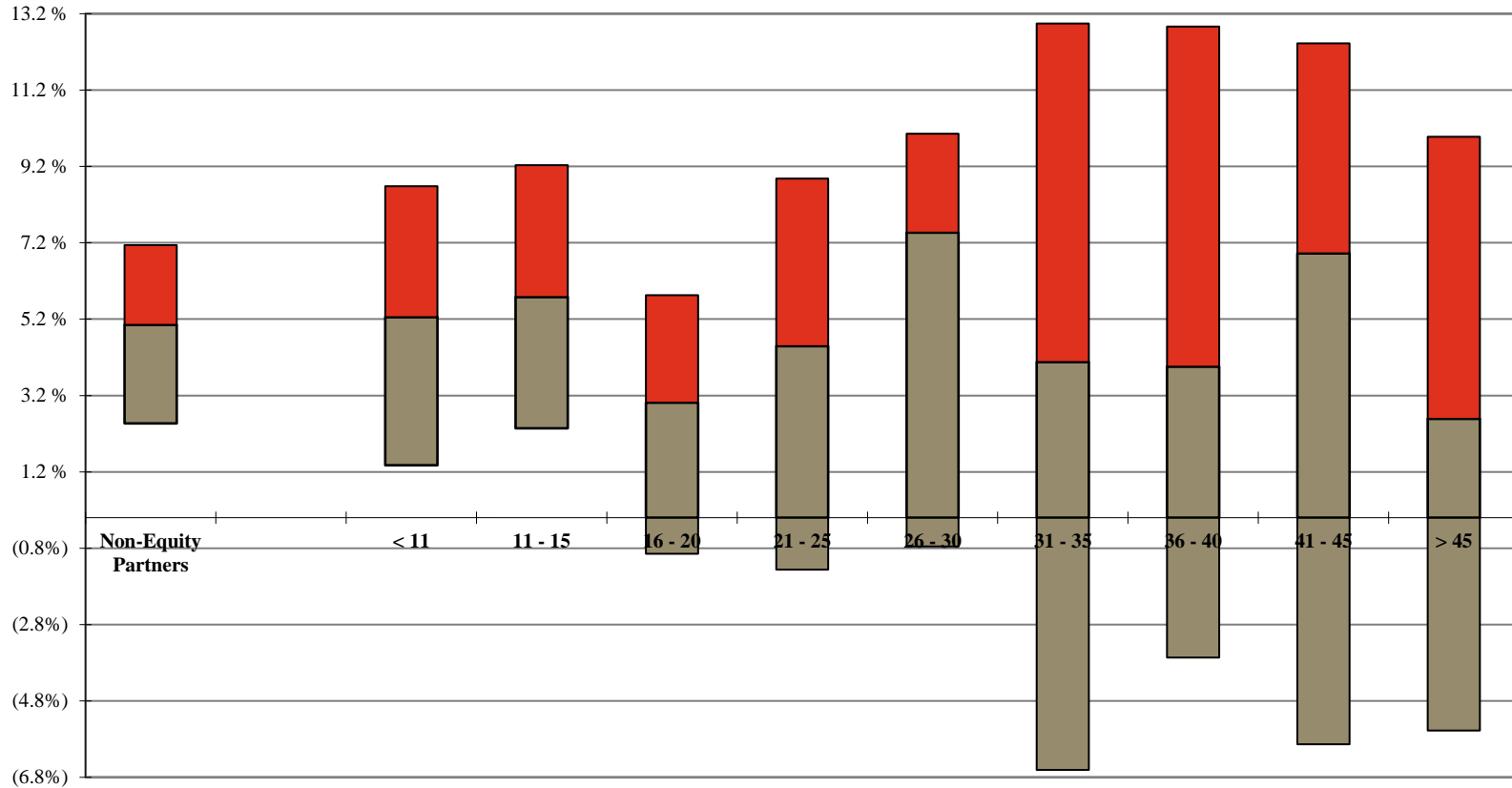
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2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

'Full Year'¹ Non-Equity Partner Billed Rate Change by Years of Experience

As of January 1, 2024



Your Firm	Years of Experience									
	Non-Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
1st Qtle	7.1%	8.7%	9.2%	5.8%	8.9%	10.1%	12.9%	12.9%	12.4%	10.0%
Median	5.1%	5.3%	5.8%	3.0%	4.5%	7.5%	4.1%	4.0%	6.9%	2.6%
3rd Qtle	2.5%	1.4%	2.3%	(0.9%)	(1.4%)	(0.8%)	(6.6%)	(3.7%)	(5.9%)	(5.6%)

¹ 'Full Year' Change is calculated only for those Non-Equity Partners who were employed during the entire one year period, excluding Non-Equity Partners who had a title change during the year.

Additional detail can be found on Page 108.

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

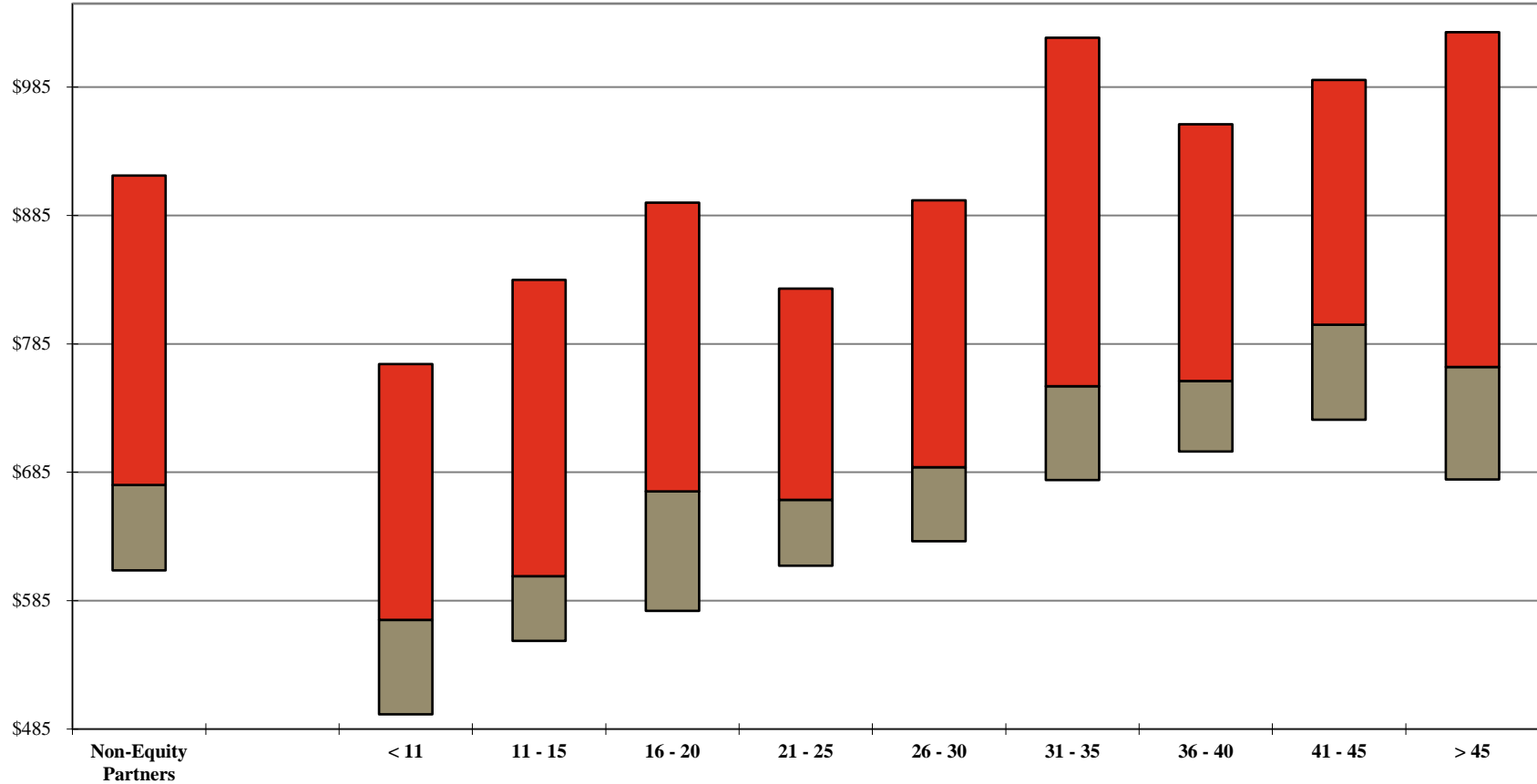
** omitted due to insufficient data

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Non-Equity Partner Standard Rates by Years of Experience

As of January 1, 2024



		Years of Experience									
Non-Equity Partners		< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45	
Your Firm	1st Qtle	\$916	\$769	\$835	\$895	\$828	\$897	\$1,024	\$956	\$991	\$1,028
	Median	675	570	604	670	664	689	752	756	800	767
	3rd Qtle	609	497	554	577	612	631	679	701	726	680

Additional detail can be found on Page 79.

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

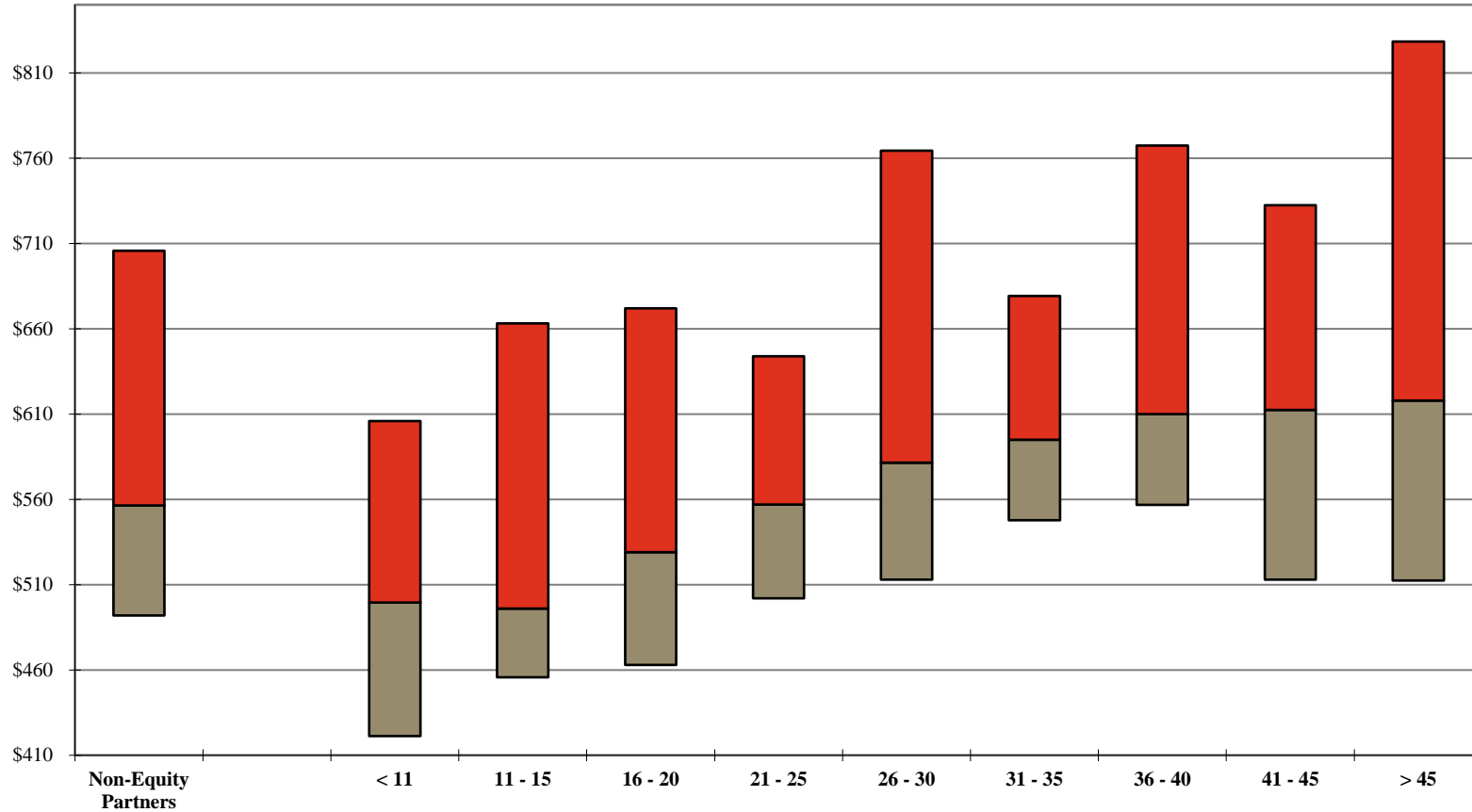
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Non-Equity Partner Billed Rates by Years of Experience

For the 12-month period ending December 31, 2023



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	\$706	\$606	\$663	\$672	\$644	\$765	\$679	\$768	\$733	\$829
Median	557	500	496	529	557	582	595	610	613	618
3rd Qtle	492	421	456	463	502	513	548	557	513	513

Additional detail can be found on Page 100.

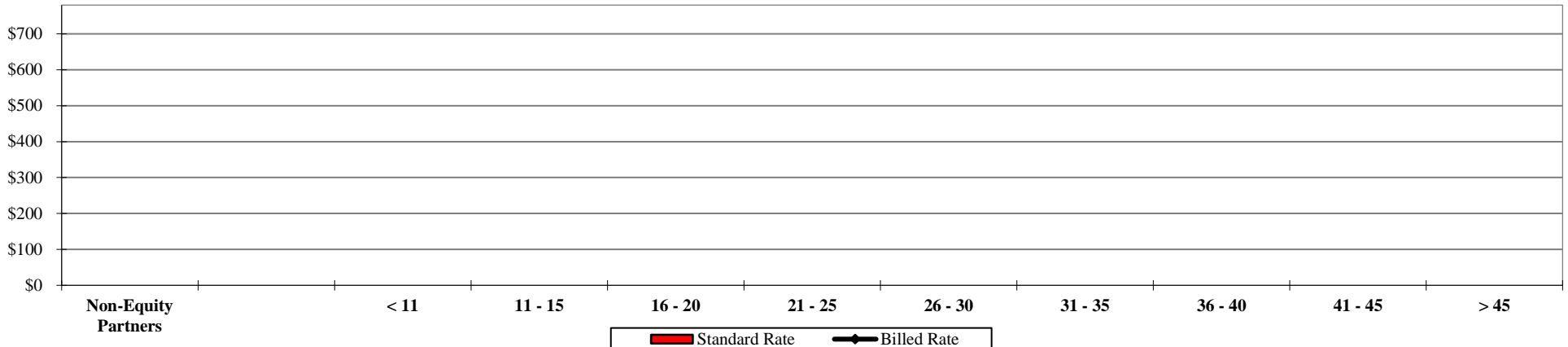
Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.

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2024 BRASS Initial Release - Revenue Management Report

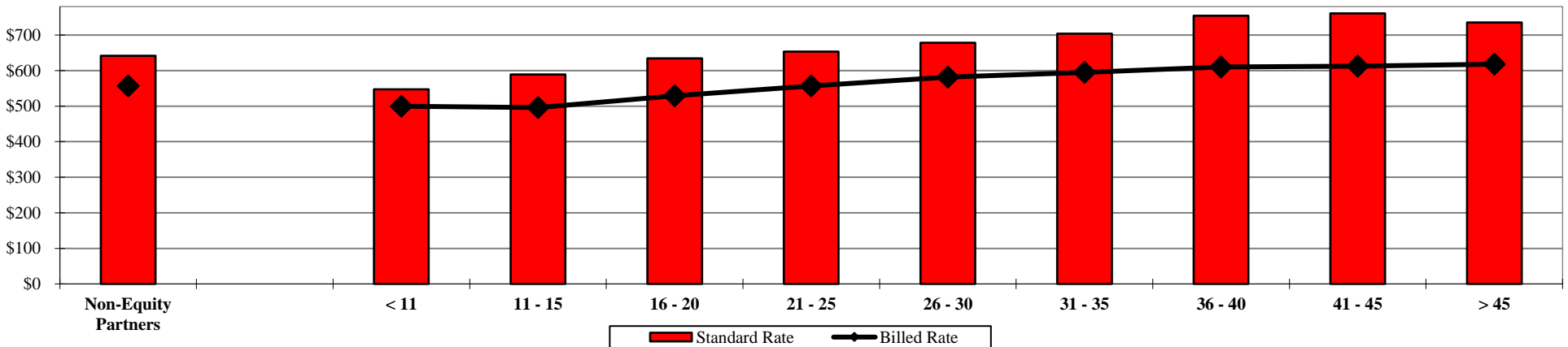
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Non-Equity Partner Standard vs. Billed Rates by Years of Experience
 Standard Rates at January 1, 2023; Billed Rates for the 12-month period ending December 31, 2023
 Your Firm



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

Total Group (Median)



	Non-Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
Standard Rate	\$642	\$547	\$589	\$634	\$653	\$678	\$704	\$754	\$761	\$736
Billed Rate	557	500	496	529	557	582	595	610	613	618

Additional detail can be found on Page 100.

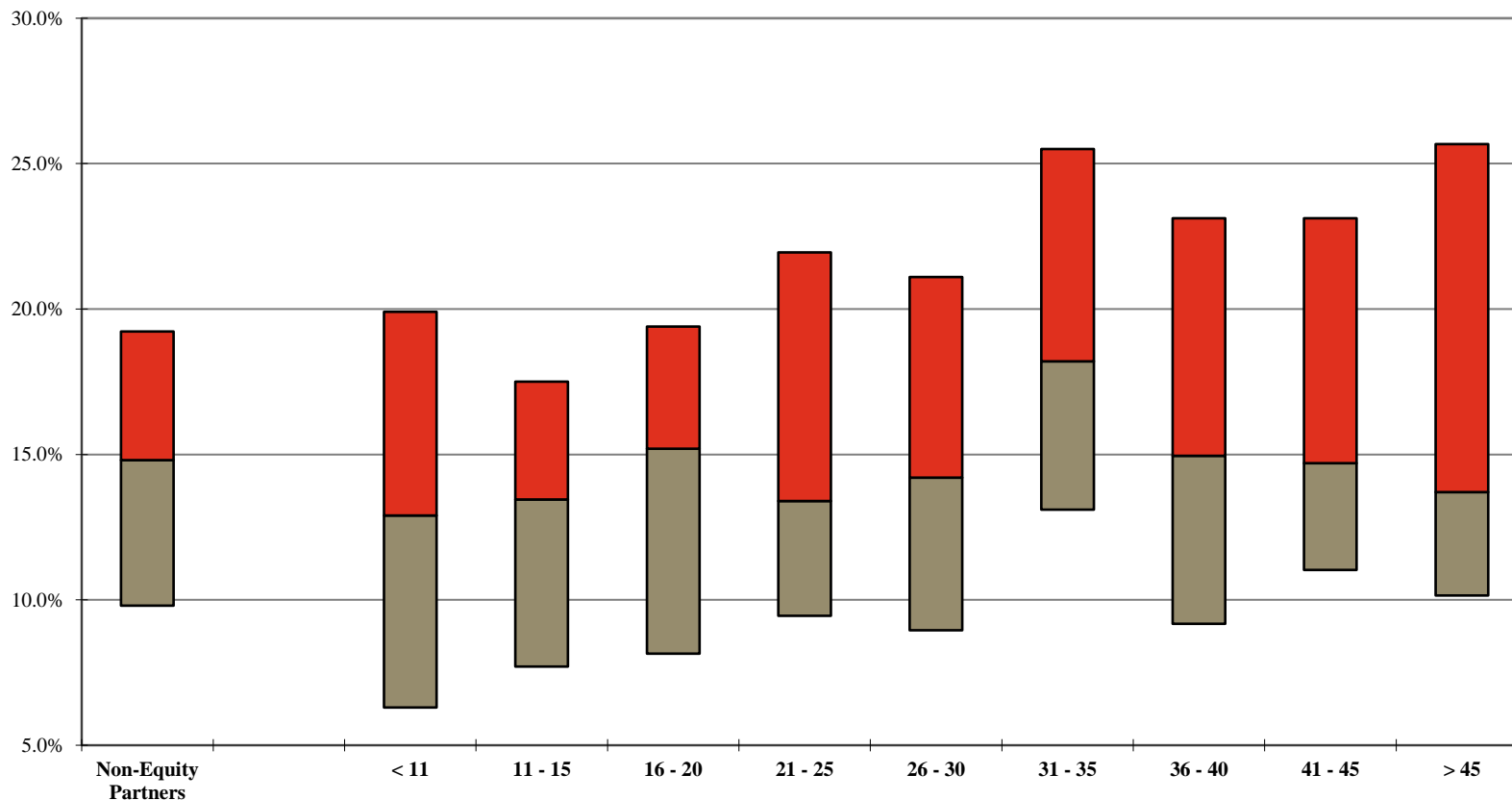
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Non-Equity Partner Discounting¹ by Years of Experience

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
Your Firm										
1st Qtle	19.2%	19.9%	17.5%	19.4%	22.0%	21.1%	25.5%	23.1%	23.1%	25.7%
Median	14.8%	12.9%	13.5%	15.2%	13.4%	14.2%	18.2%	15.0%	14.7%	13.7%
3rd Qtle	9.8%	6.3%	7.7%	8.2%	9.5%	9.0%	13.1%	9.2%	11.0%	10.2%

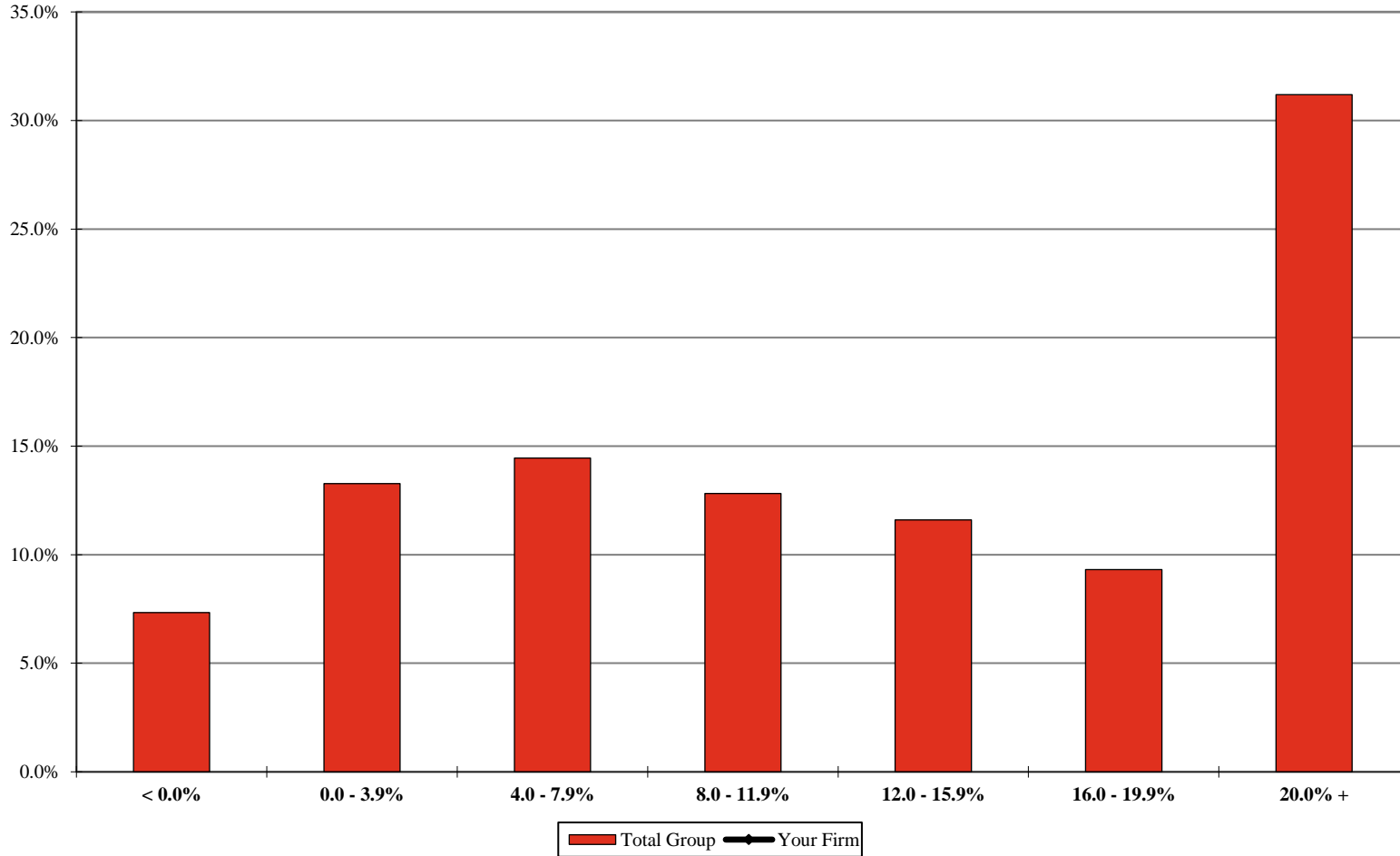
¹ Calculated as 100% minus the Average Billed Rate Realization for the 12-month period. Additional detail can be found on Page 111.
 Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.
 ** omitted due to insufficient data

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Distribution of Non-Equity Partners by Discount Levels¹

For the 12-month period ending December 31, 2023



	< 0.0%	0.0 - 3.9%	4.0 - 7.9%	8.0 - 11.9%	12.0 - 15.9%	16.0 - 19.9%	20.0% +
Your Firm							
Total Group	7.3%	13.3%	14.5%	12.8%	11.6%	9.3%	31.2%

¹ Includes the percentage of corresponding full-time, full-year individuals at each level. Discounting is calculated as 100% minus the Average Billed Rate Realization for the 12-month period. Additional detail can be found on Page 114.

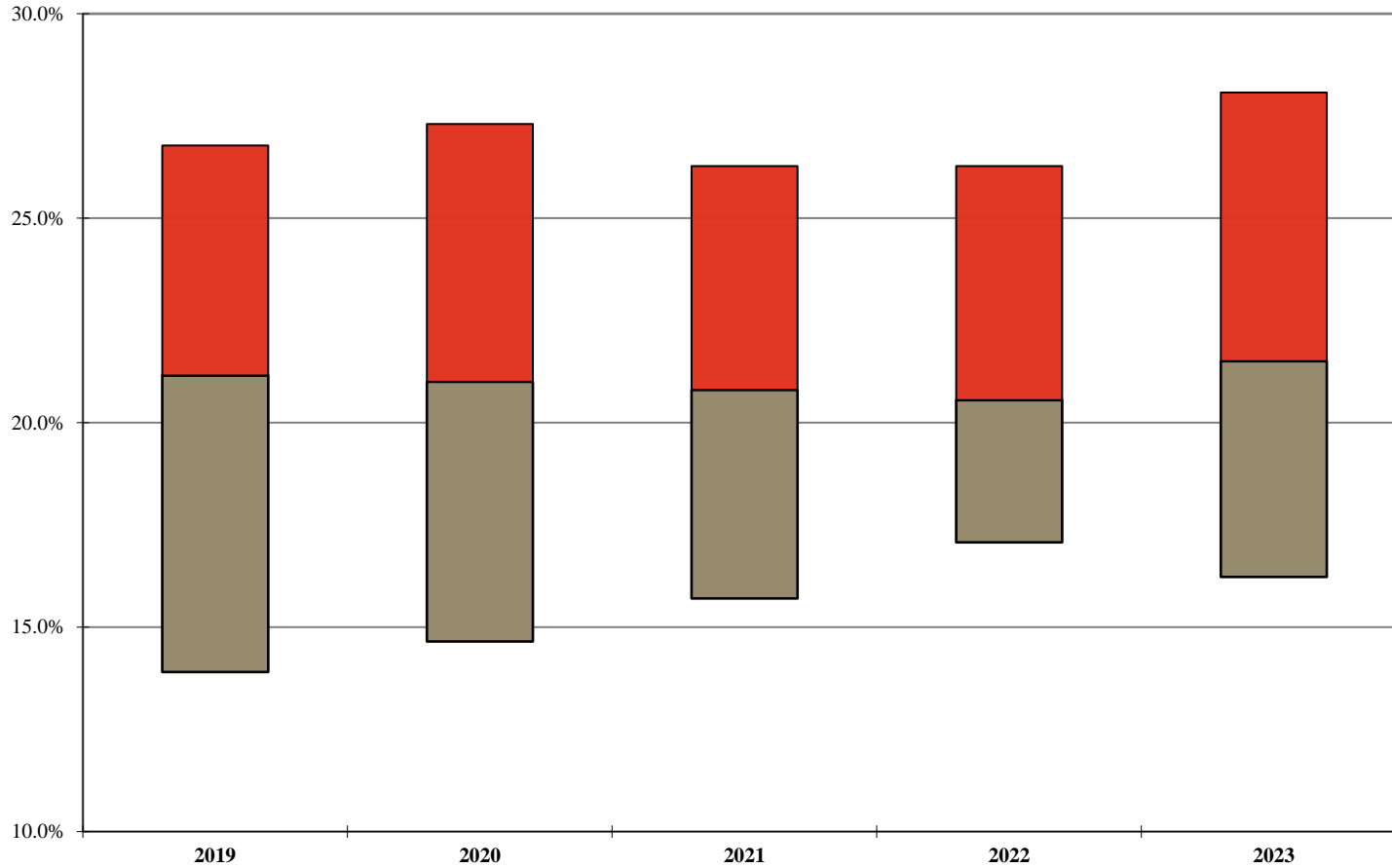
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Non-Equity Partner Hours as a Percentage of All Attorney Hours

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



	2019	2020	2021	2022	2023
Your Firm					
1st Qtle	26.8%	27.3%	26.3%	26.3%	28.1%
Median	21.2%	21.0%	20.8%	20.6%	21.5%
3rd Qtle	13.9%	14.7%	15.7%	17.1%	16.2%

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

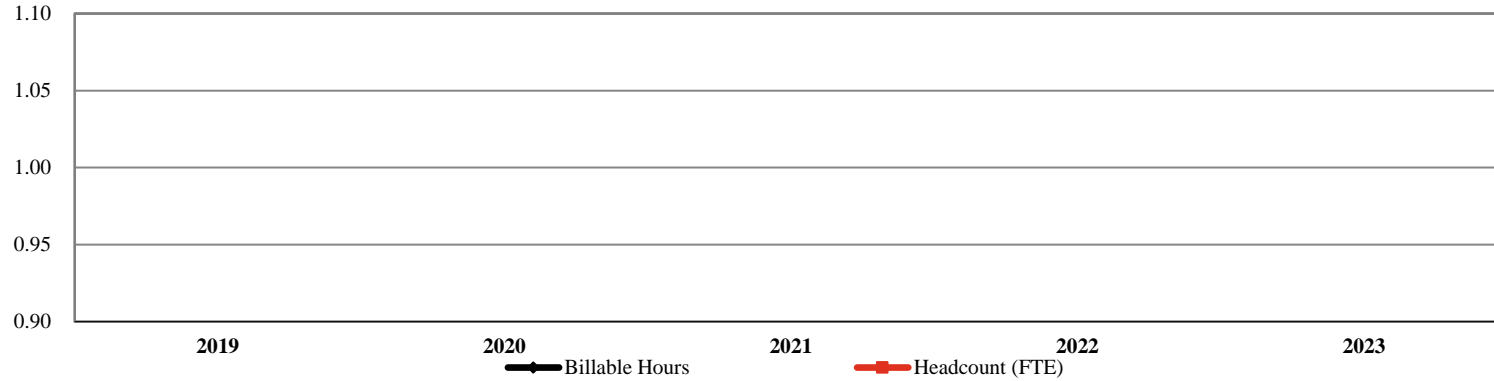
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Non-Equity Partner Capacity¹
 For the 12-month period ending December 31st of the stated year

Your Firm

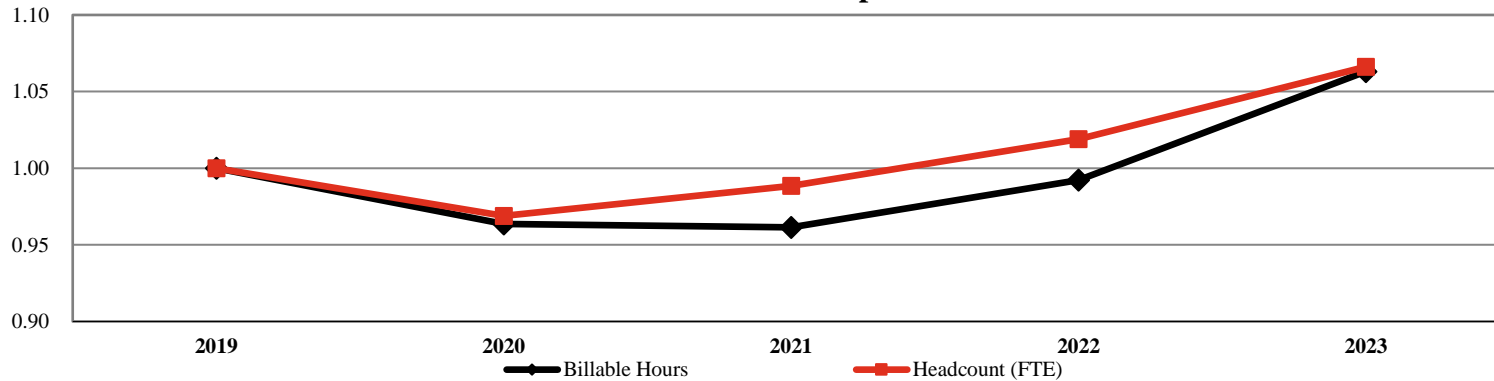


Your Firm

Billable Hours
 Headcount (FTE)

	2019	2020	2021	2022	2023	% Chg: '19-'23
Billable Hours						
Headcount (FTE)						

Total Group²



Total Group

Billable Hours
 Headcount (FTE)

	2019	2020	2021	2022	2023	% Chg: '19-'23
Billable Hours	2,765,102	2,664,396	2,658,425	2,743,368	2,939,608	6.3%
Headcount (FTE)	1,956	1,896	1,934	1,993	2,086	6.6%

¹ Includes only those Firms that participated for the past 5 years; All values indexed to 2019.

² Number of members represented in the group results: 27

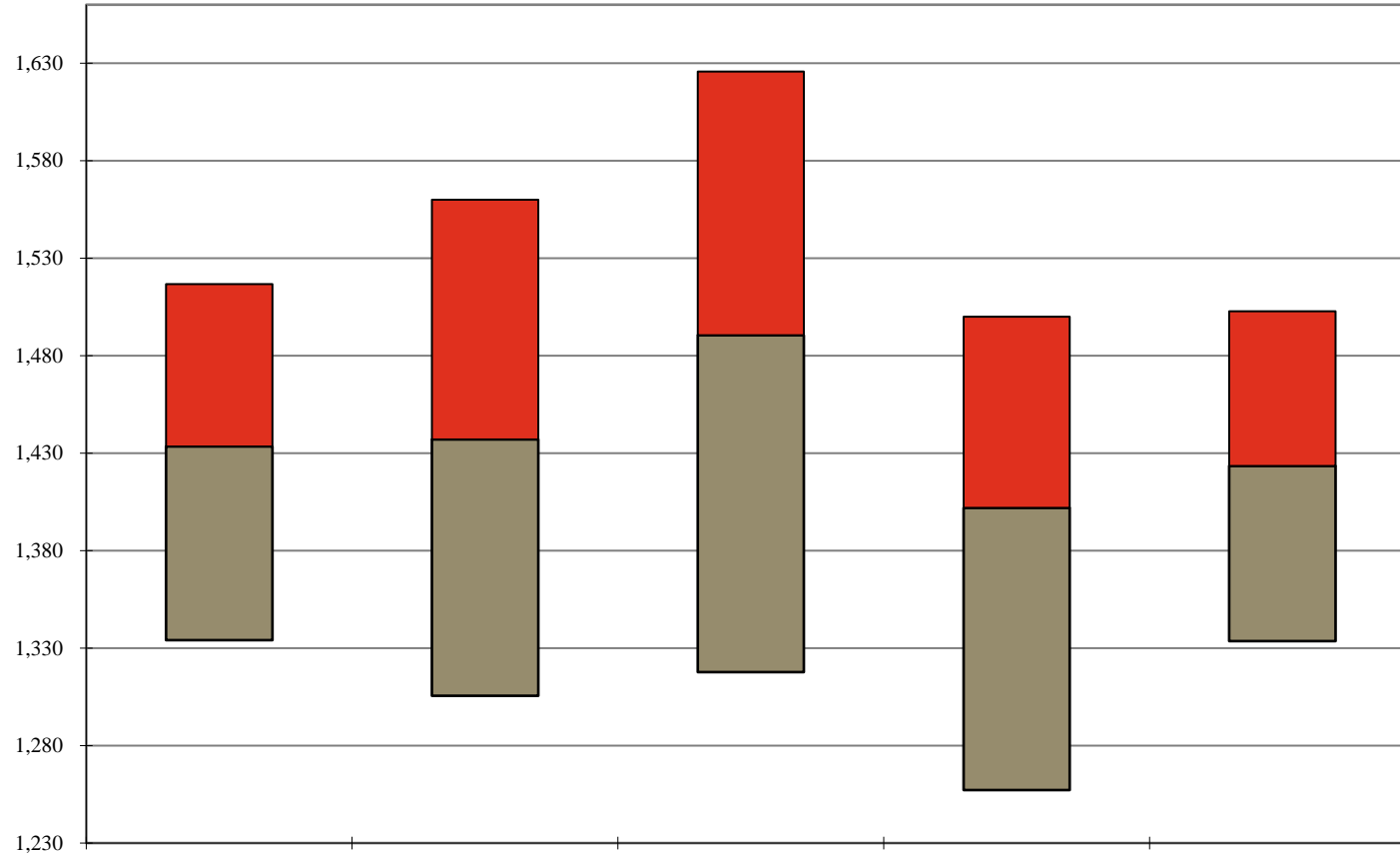
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AmLaw Second 100 xNYC - (48 members)

Non-Equity Partner Utilization

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



	2019	2020	2021	2022	2023	Change: '19-'23
Your Firm						
1st Qtle	1,517	1,560	1,626	1,500	1,503	(14)
Median	1,434	1,437	1,491	1,402	1,424	(10)
3rd Qtle	1,334	1,306	1,318	1,257	1,334	(1)

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

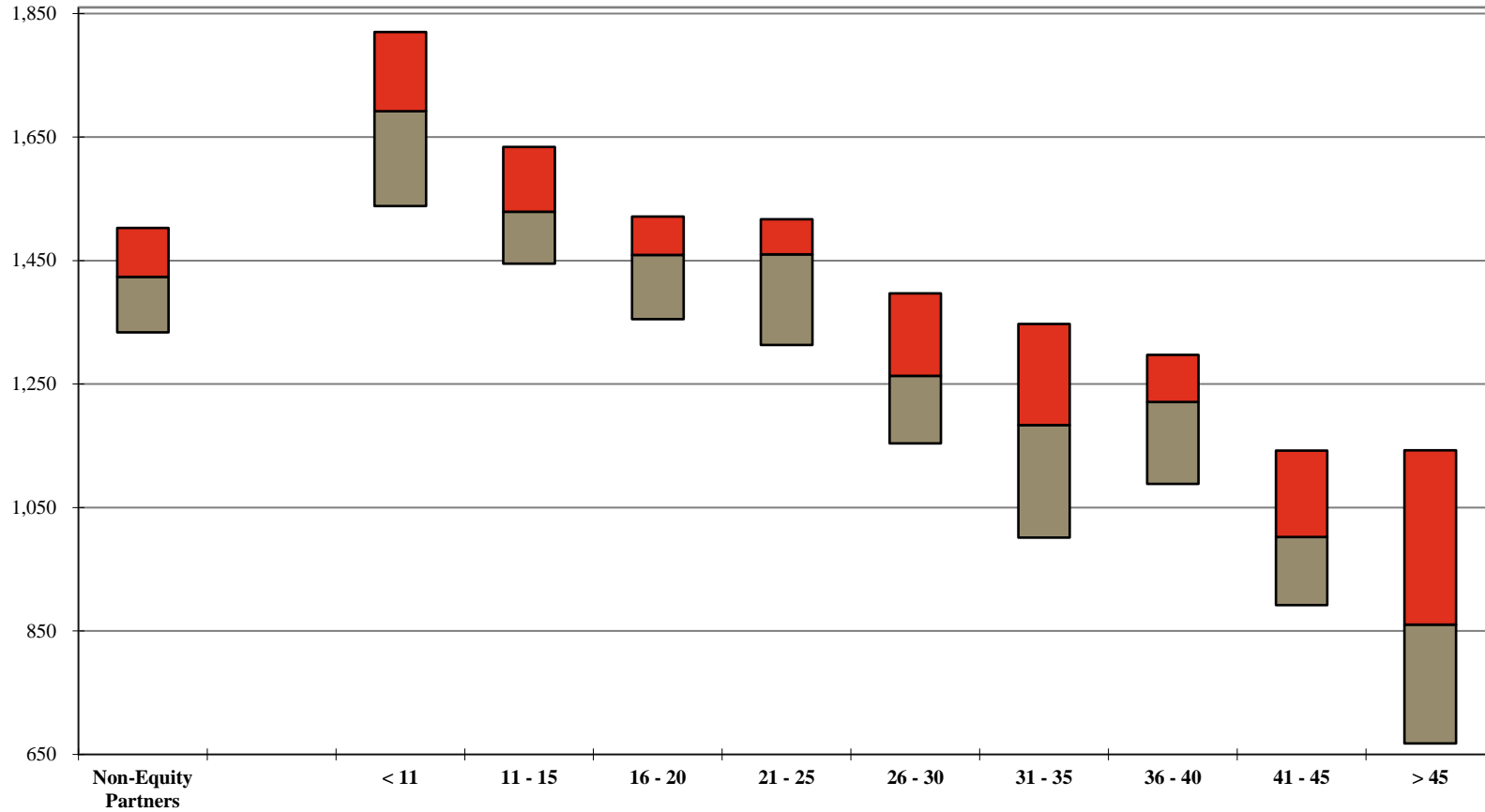
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AmLaw Second 100 xNYC - (48 members)

Non-Equity Partner Utilization by Years of Experience

For the 12-month period ending December 31, 2023



		Years of Experience									
Your Firm		Non-Equity Partners	< 11	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	> 45
1st Qtle	1,503	1,820	1,634	1,521	1,517	1,397	1,347	1,297	1,142	1,143	
Median	1,424	1,692	1,529	1,459	1,460	1,263	1,184	1,221	1,002	861	
3rd Qtle	1,334	1,538	1,445	1,355	1,313	1,154	1,001	1,088	892	668	

Additional detail can be found on Page 117.

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

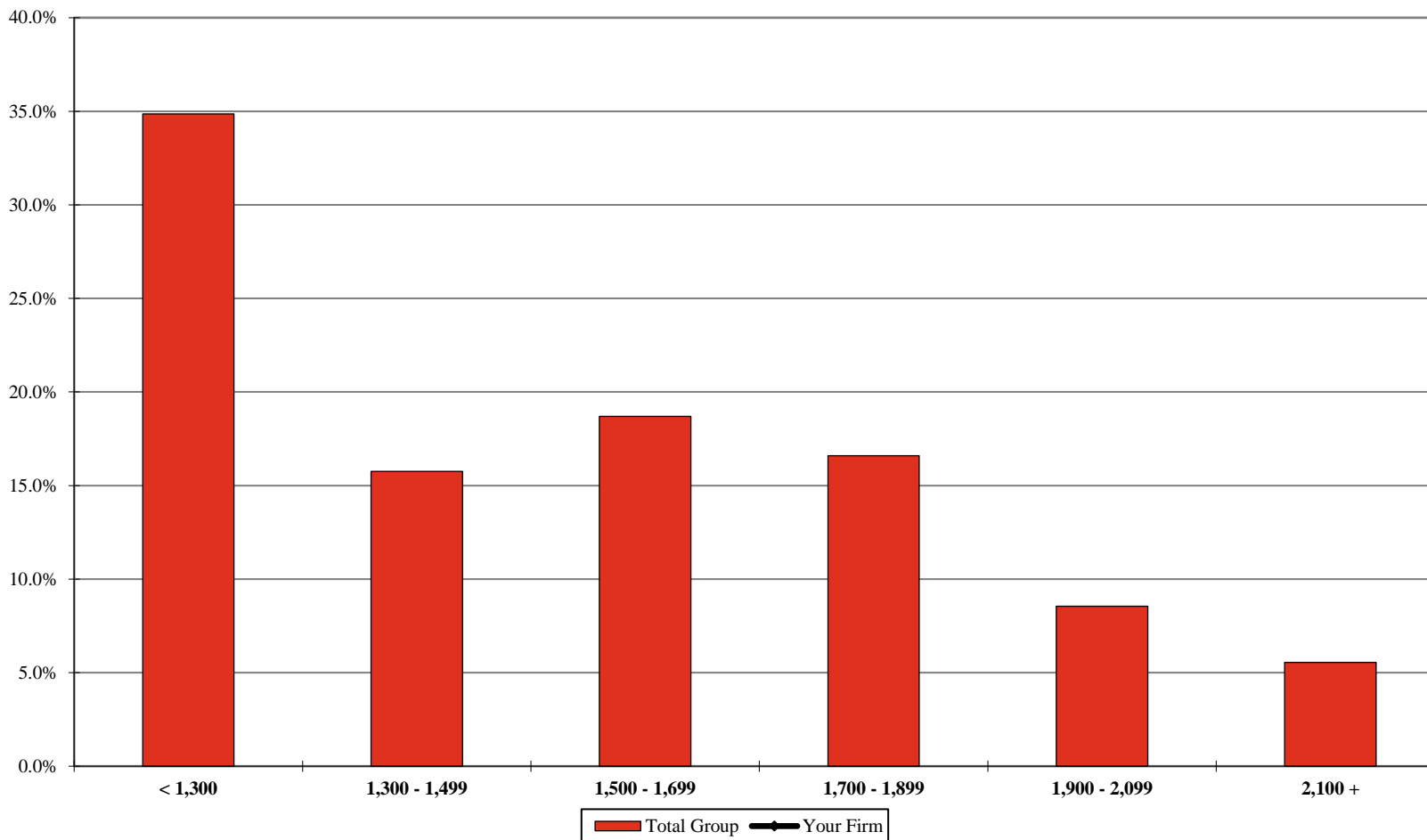
** omitted due to insufficient data

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Distribution of Non-Equity Partners by Utilization Levels¹

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 +
Your Firm						
Total Group	34.9%	15.7%	18.7%	16.6%	8.5%	5.5%

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

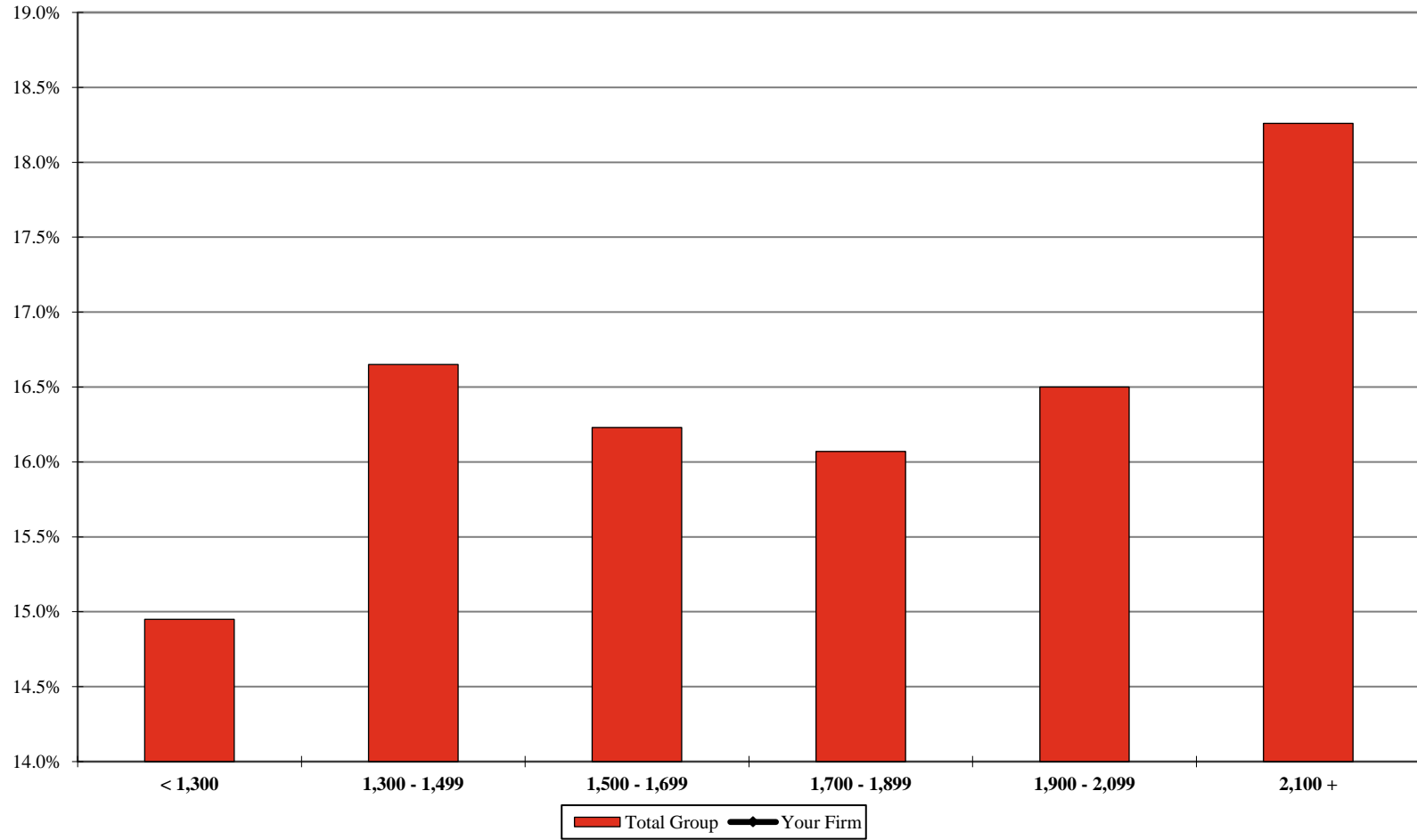
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Non-Equity Partner Discounting¹ by Utilization Levels

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 +
Your Firm						
Total Group	15.0%	16.7%	16.2%	16.1%	16.5%	18.3%

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

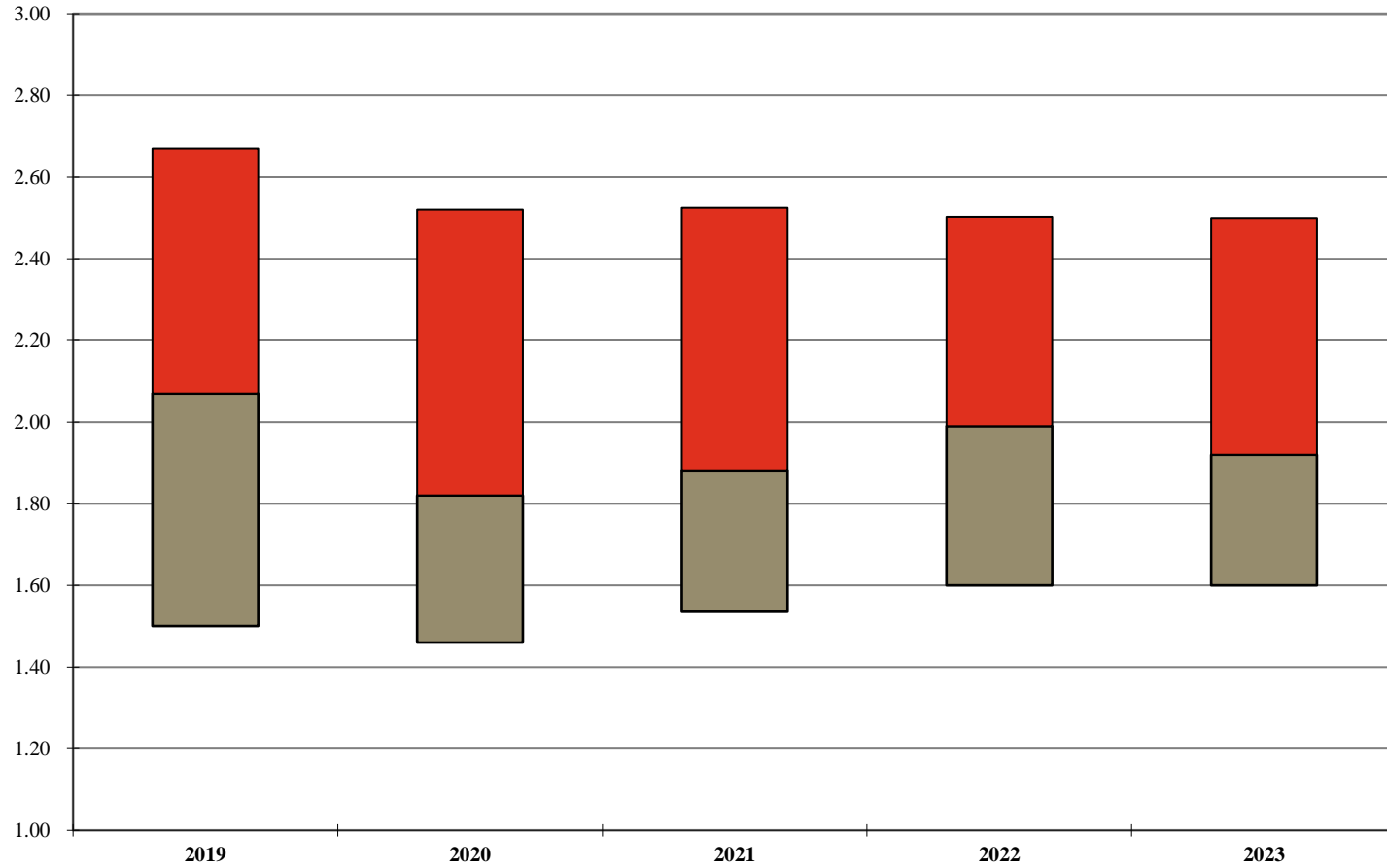
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Associate Leverage¹

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



	2019	2020	2021	2022	2023
Your Firm					
1st Qtle	2.67	2.52	2.53	2.50	2.50
Median	2.07	1.82	1.88	1.99	1.92
3rd Qtle	1.50	1.46	1.54	1.60	1.60

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

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

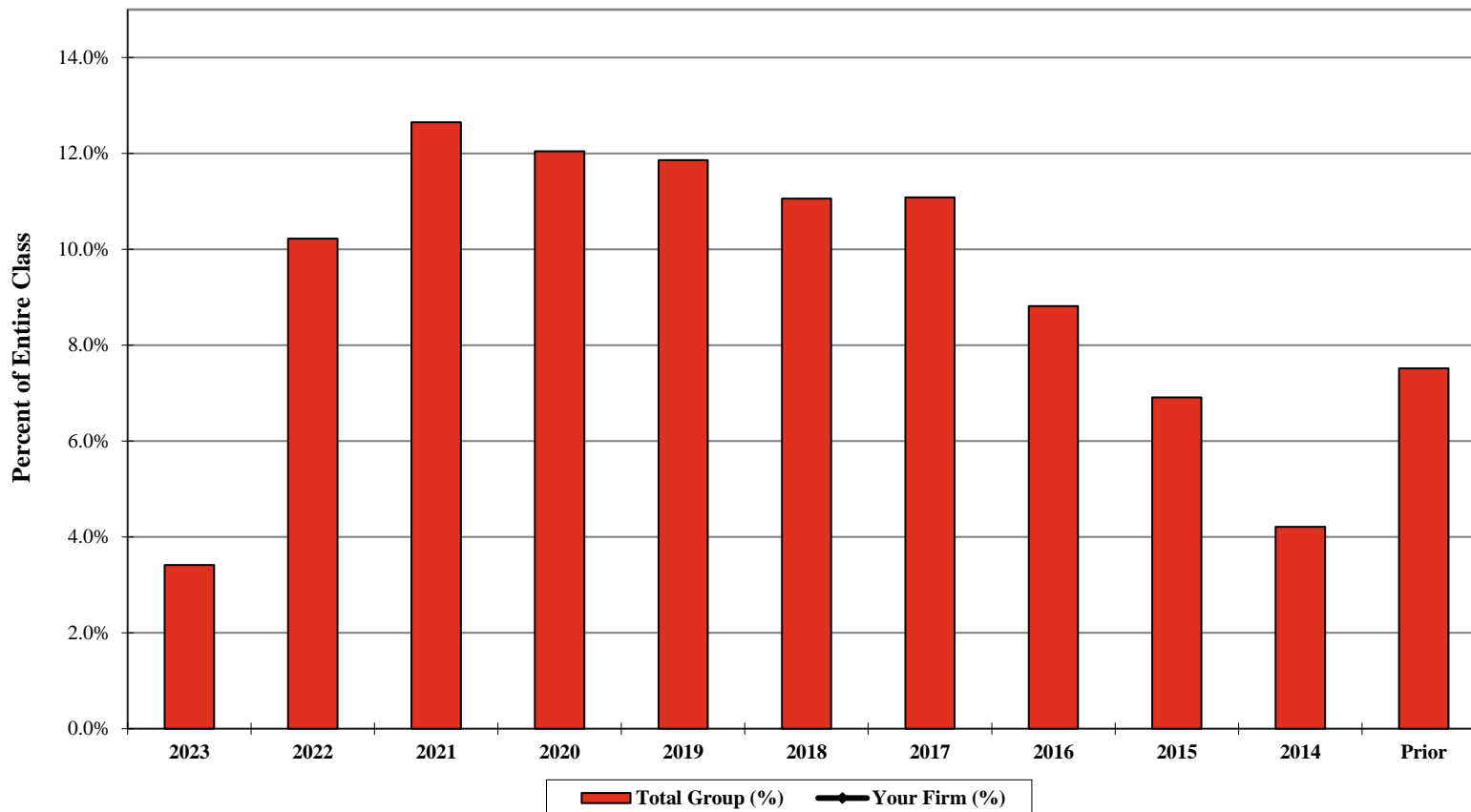
** omitted due to insufficient data

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Distribution of Associates by Law School Class Year

For the 12-month period ending December 31, 2023



	Law Class Year										
	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	Prior
Your Firm (%)											
Your Firm (FTE)											
Total Group (%)	3.4%	10.2%	12.6%	12.0%	11.9%	11.1%	11.1%	8.8%	6.9%	4.2%	7.5%
Total Group (FTE)	171	513	635	605	595	555	556	443	347	211	377

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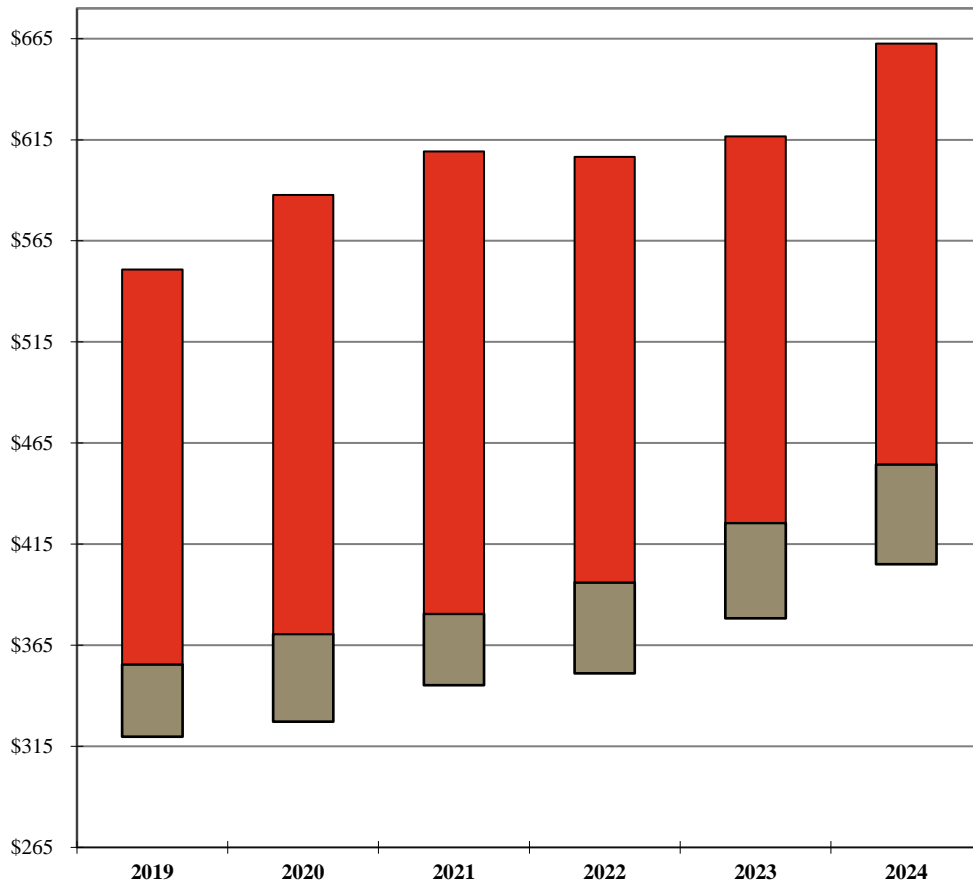
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Associate Rates

Standard Rates

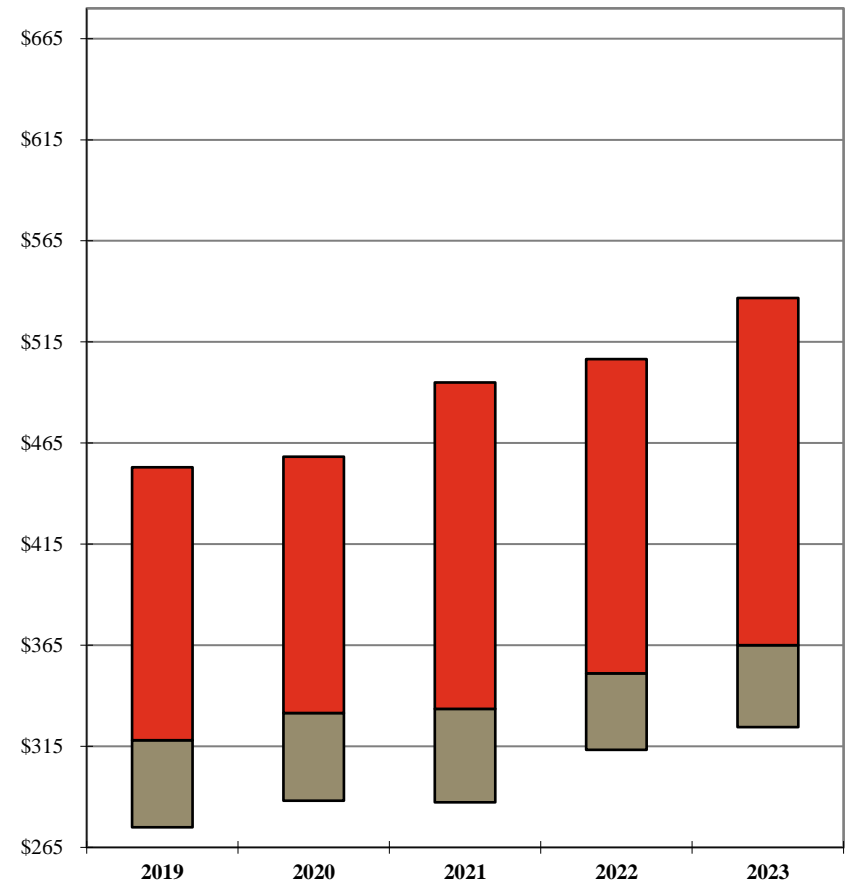
As of January 1st of the stated year



	2019	2020	2021	2022	2023	2024
Your Firm						
1st Qtle	\$551	\$588	\$609	\$607	\$617	\$663
Median	356	371	381	396	426	455
3rd Qtle	320	327	345	351	378	405

Billed Rates

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



	2019	2020	2021	2022	2023
Your Firm					
1st Qtle	\$453	\$458	\$495	\$507	\$537
Median	318	332	334	351	365
3rd Qtle	275	288	287	313	325

Additional detail can be found on Pages 84 and 105.

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

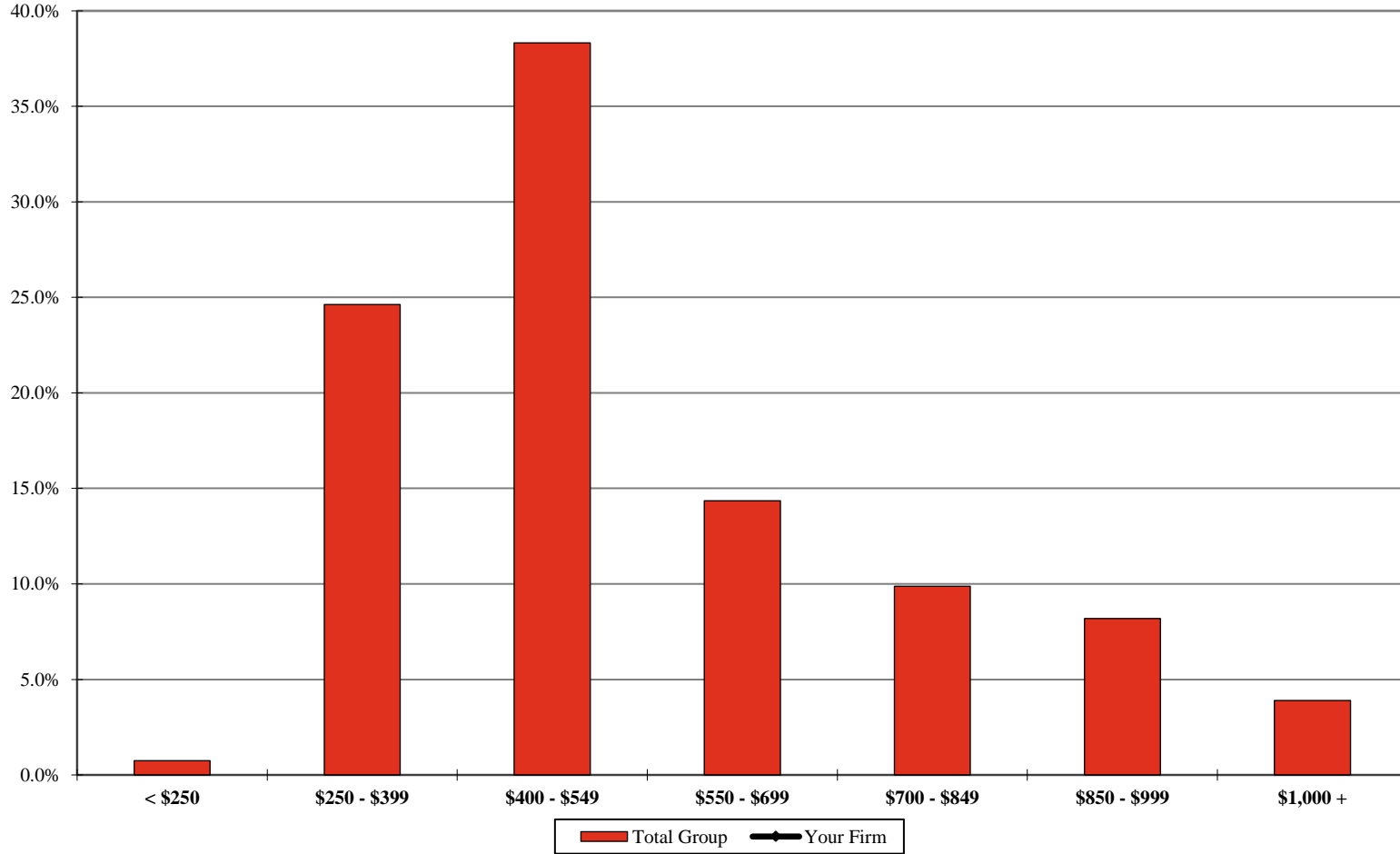
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Distribution of Associate Standard Billing Rates

As of January 1, 2024



	< \$250	\$250 - \$399	\$400 - \$549	\$550 - \$699	\$700 - \$849	\$850 - \$999	\$1,000 +
Your Firm							
Total Group	0.7%	24.6%	38.3%	14.4%	9.9%	8.2%	3.9%

Additional detail can be found on Page 86.

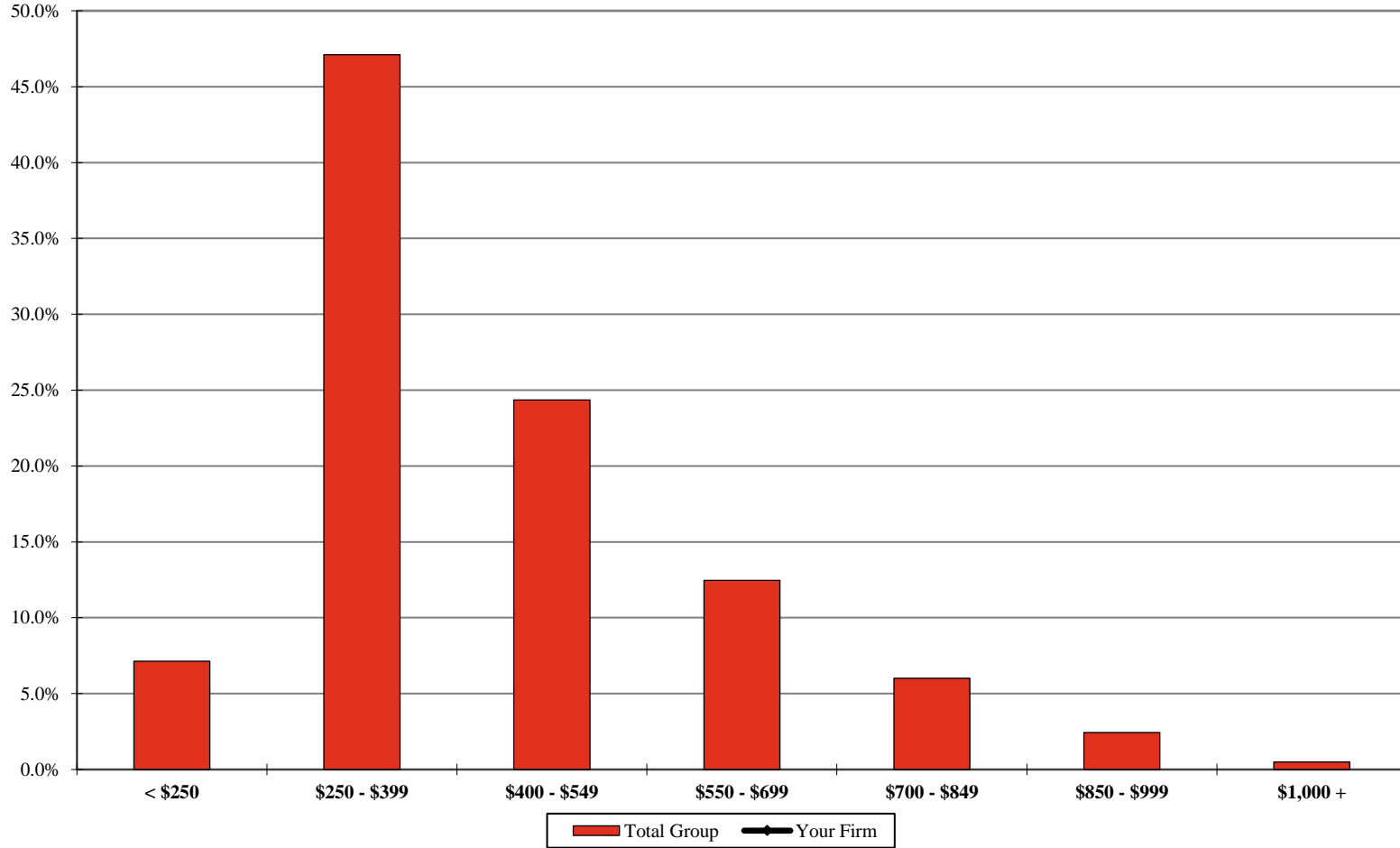
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Distribution of Associate Billed Rates ¹

For the 12-month period ending December 31, 2023



	< \$250	\$250 - \$399	\$400 - \$549	\$550 - \$699	\$700 - \$849	\$850 - \$999	\$1,000 +
Your Firm							
Total Group	7.1%	47.1%	24.4%	12.5%	6.0%	2.4%	0.5%

¹ Calculated by taking the actual value of amount billed during the period 1/1/2023 through 12/31/2023, divided by the corresponding billable hours worked.

Additional detail can be found on Page 106.

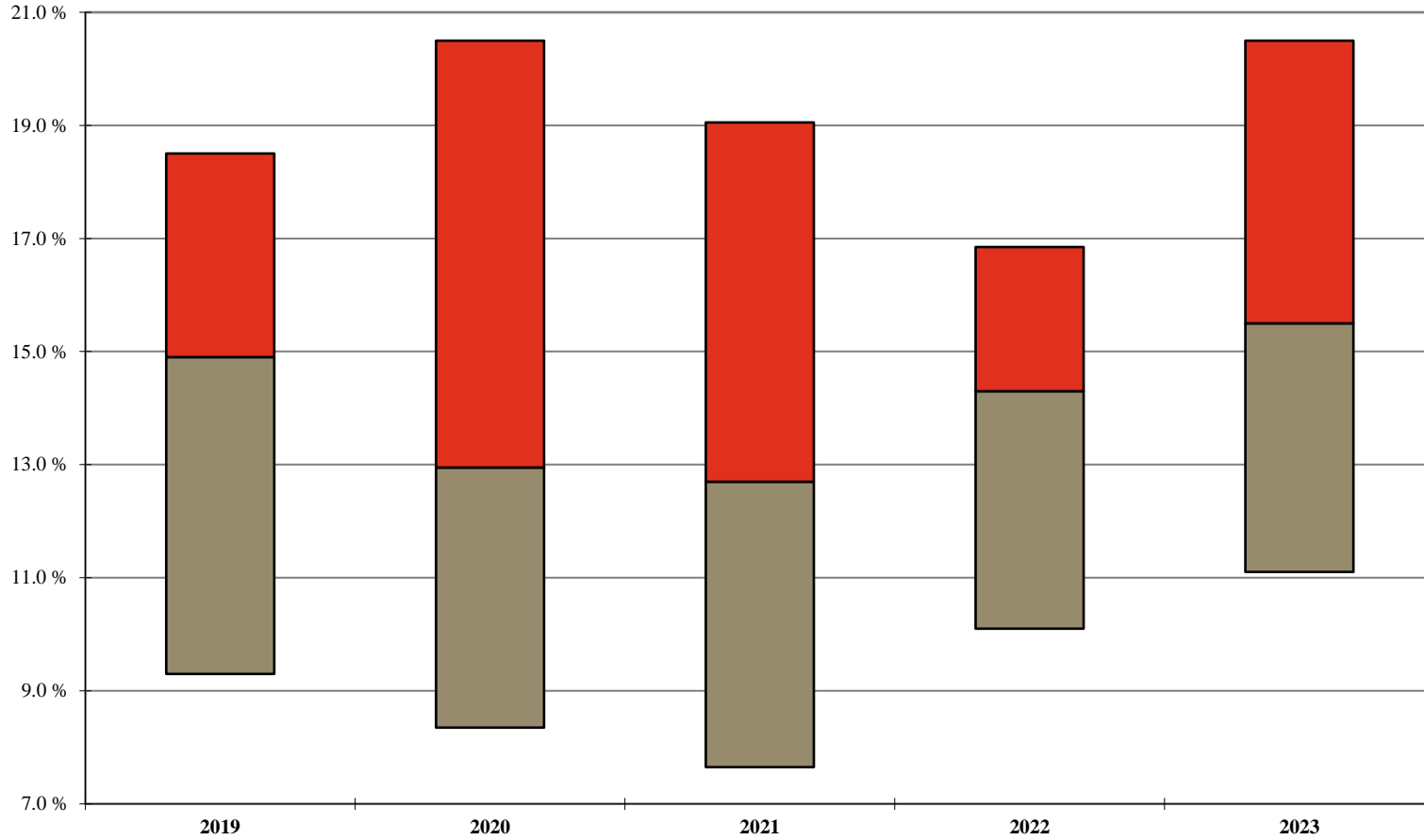
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Associate Discounting¹

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



	2019	2020	2021	2022	2023
Your Firm					
1st Qtle	18.5%	20.5%	19.1%	16.9%	20.5%
Median	14.9%	13.0%	12.7%	14.3%	15.5%
3rd Qtle	9.3%	8.4%	7.7%	10.1%	11.1%

¹ Calculated as 100% minus the Average Billed Rate Realization for the 12-month period.
 Additional detail can be found on Page 112.
 Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.
 ** omitted due to insufficient data

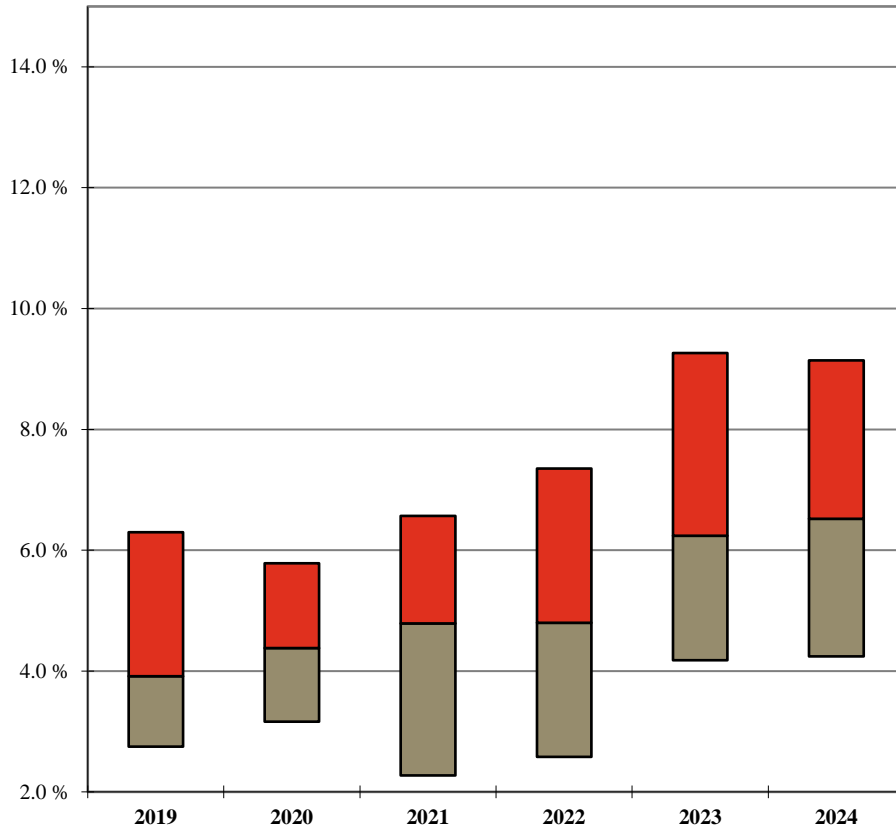
2024 BRASS Initial Release - Revenue Management Report

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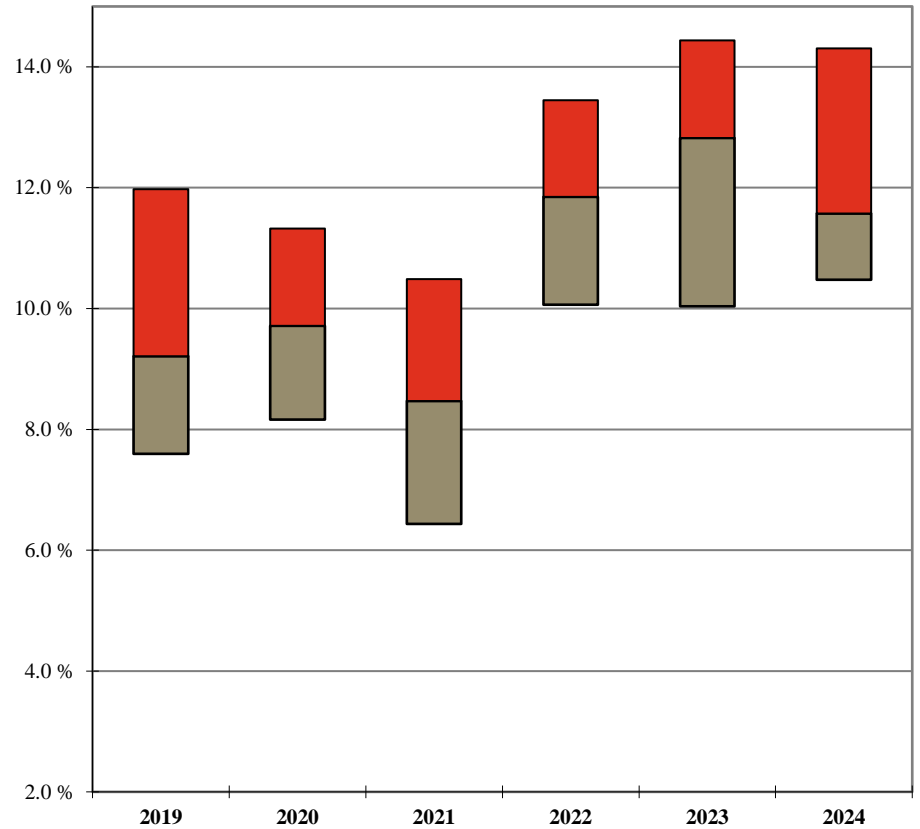
Annual Change¹: Associate Standard Rates

As of January 1st of the stated year

'Net' Change



'Full Year' Change



	2019	2020	2021	2022	2023	2024
Your Firm						
1st Qtle	6.3%	5.8%	6.6%	7.4%	9.3%	9.1%
Median	3.9%	4.4%	4.8%	4.8%	6.2%	6.5%
3rd Qtle	2.8%	3.2%	2.3%	2.6%	4.2%	4.2%

	2019	2020	2021	2022	2023	2024
Your Firm						
1st Qtle	12.0%	11.3%	10.5%	13.4%	14.4%	14.3%
Median	9.2%	9.7%	8.5%	11.9%	12.8%	11.6%
3rd Qtle	7.6%	8.2%	6.4%	10.1%	10.0%	10.5%

¹ 'Net' Change is the overall change in the average Standard Billing Rate for the stated year; 'Full Year' Change is calculated only for those Associates who were employed during the entire one year period, excluding Associates who had a title change during the year.

Additional detail can be found on Pages 84 and 89.

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

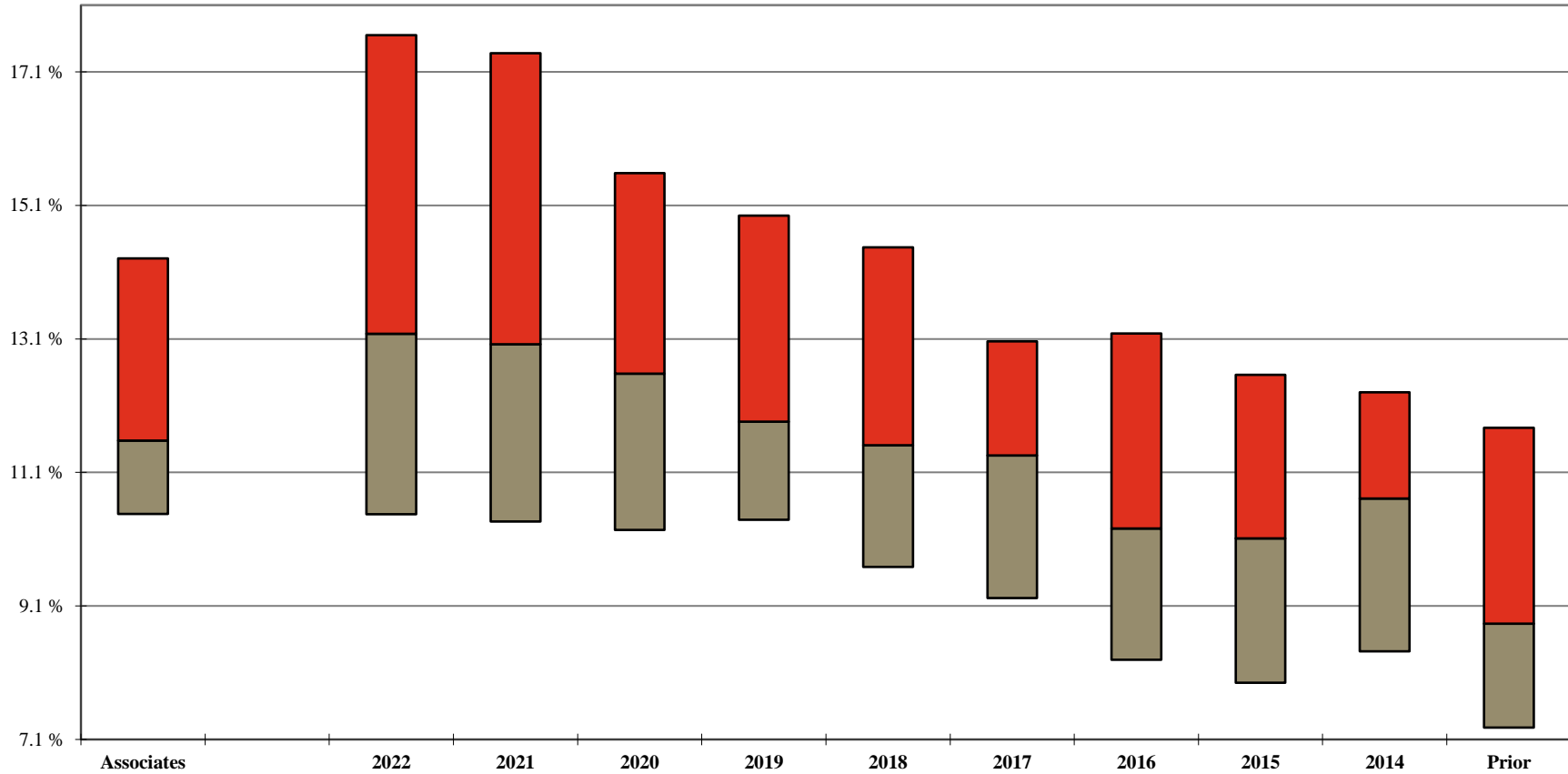
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'Full Year'¹ Associates Standard Rate Change by Class Year

As of January 1, 2024



Your Firm	Law Class Year										
	Associates	2022	2021	2020	2019	2018	2017	2016	2015	2014	Prior
1st Qtle	14.3%	17.7%	17.4%	15.6%	14.9%	14.5%	13.1%	13.2%	12.6%	12.3%	11.8%
Median	11.6%	13.2%	13.0%	12.6%	11.9%	11.5%	11.4%	10.3%	10.1%	10.7%	8.8%
3rd Qtle	10.5%	10.5%	10.4%	10.2%	10.4%	9.7%	9.2%	8.3%	8.0%	8.4%	7.3%

¹ 'Full Year' Change is calculated only for those Associates who were employed during the entire one year period, excluding Associates who had a title change during the year.

Additional detail can be found on Page 89.

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

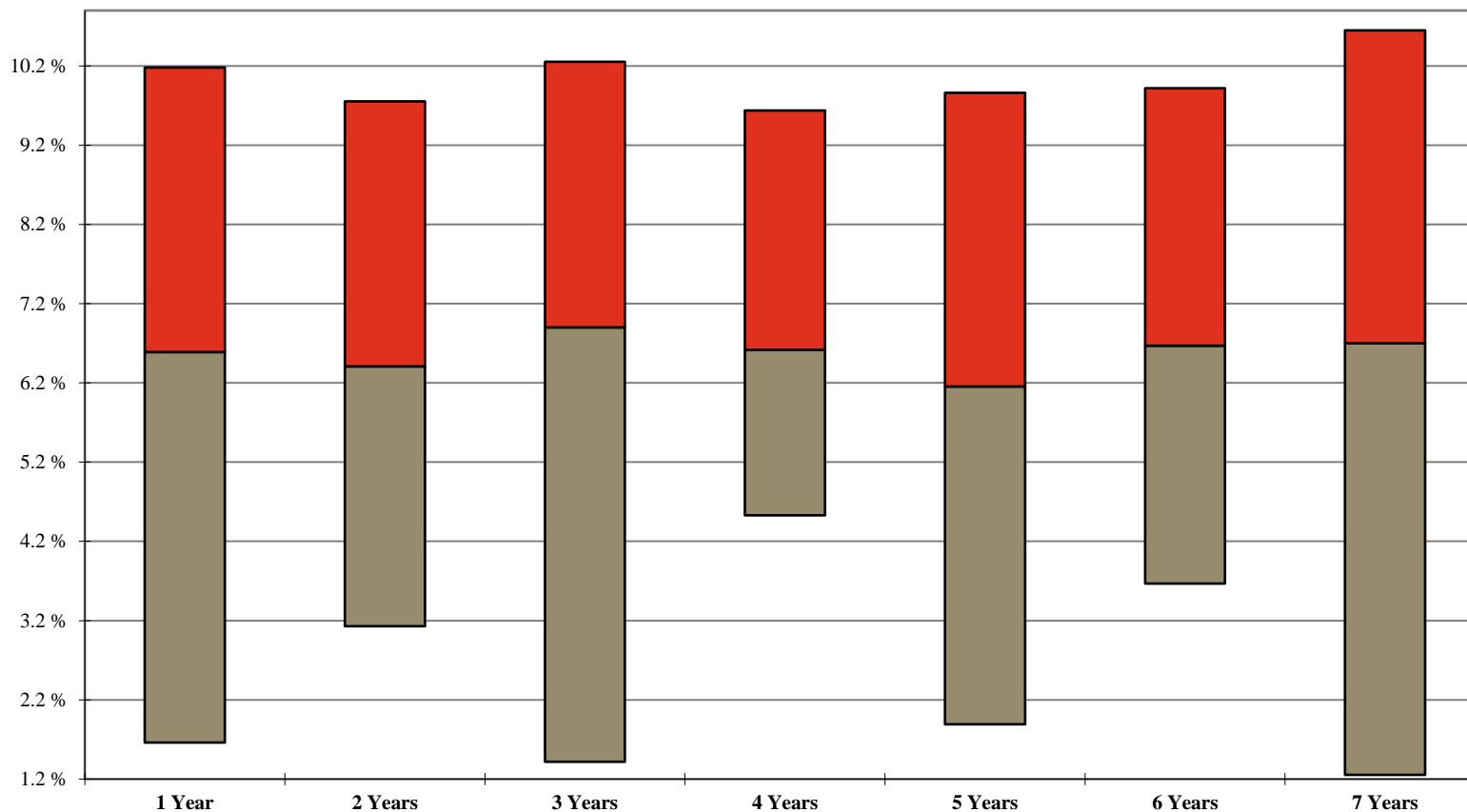
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Associate 'Full-Year' Standard Rate Change by Years of Experience ¹

As of January 1, 2024



		Years of Experience						
		1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years
Your Firm	1st Qtle	10.2%	9.8%	10.3%	9.6%	9.9%	9.9%	10.7%
	Median	6.6%	6.4%	6.9%	6.6%	6.2%	6.7%	6.7%
	3rd Qtle	1.7%	3.1%	1.4%	4.5%	1.9%	3.7%	1.3%

¹ Calculated as the percent change for an associate with the respective years of experience at 1/1/2024 to the corresponding years of experience at 1/1/2023. For example, an associate with one year of experience would be included in law school class year 2022 at 1/1/2024, and included in law school class year 2021 at 1/1/2023.

Additional detail can be found on Page 90.

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

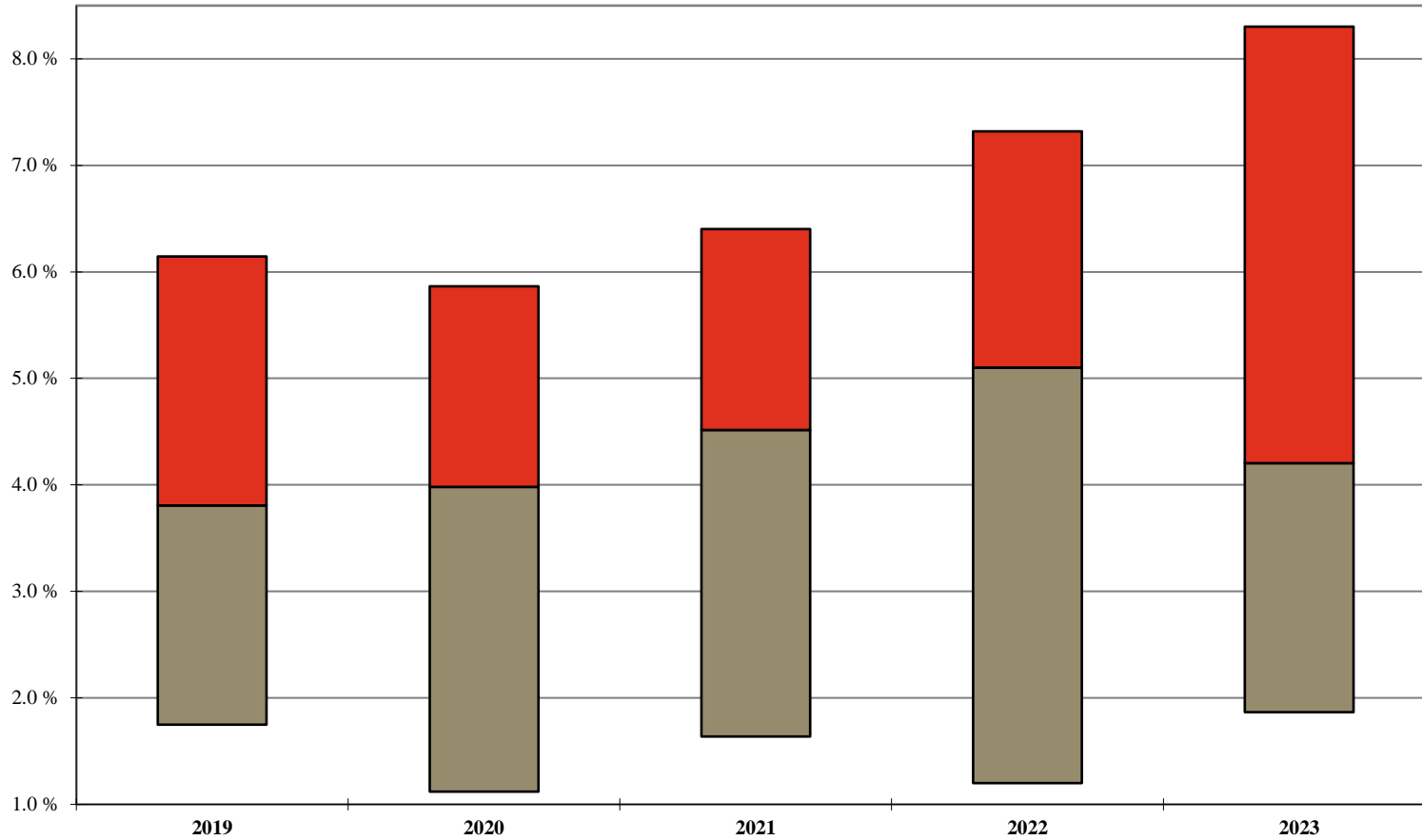
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2024 BRASS Initial Release - Revenue Management Report

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Annual Change: Associate Billed Rates

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



	2019	2020	2021	2022	2023
Your Firm					
1st Qtle	6.1%	5.9%	6.4%	7.3%	8.3%
Median	3.8%	4.0%	4.5%	5.1%	4.2%
3rd Qtle	1.7%	1.1%	1.6%	1.2%	1.9%

Additional detail can be found on Page 105.

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

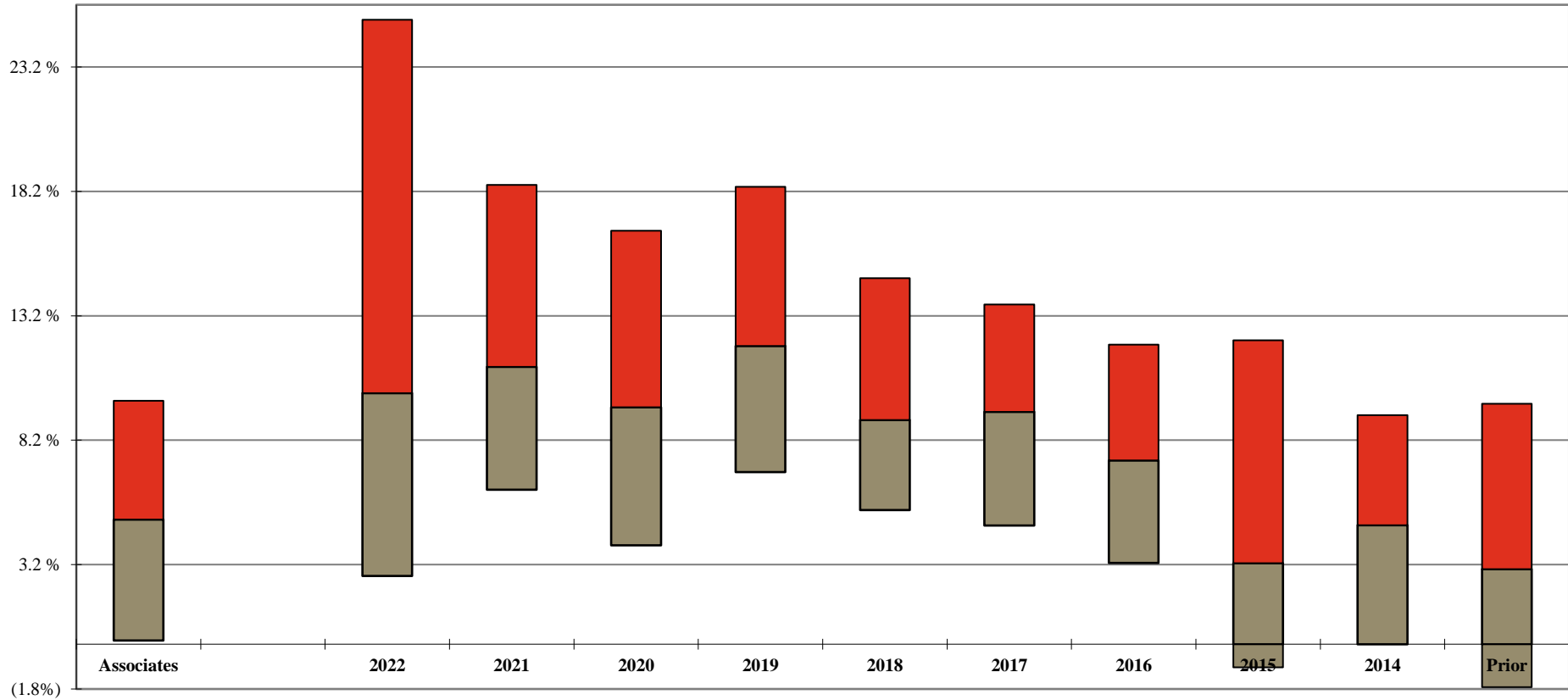
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'Full Year'¹ Associates Billed Rate Change by Class Year

As of January 1, 2024



Your Firm	Law Class Year										
	Associates	2022	2021	2020	2019	2018	2017	2016	2015	2014	Prior
1st Qtle	9.8%	25.1%	18.5%	16.6%	18.4%	14.7%	13.7%	12.0%	12.2%	9.2%	9.7%
Median	5.0%	10.1%	11.1%	9.5%	12.0%	9.0%	9.3%	7.4%	3.3%	4.8%	3.0%
3rd Qtle	0.1%	2.7%	6.2%	4.0%	6.9%	5.4%	4.8%	3.3%	(0.9%)	0.0%	(1.7%)

¹ 'Full Year' Change is calculated only for those Associates who were employed during the entire one year period, excluding Associates who had a title change during the year.

Additional detail can be found on Page 110.

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

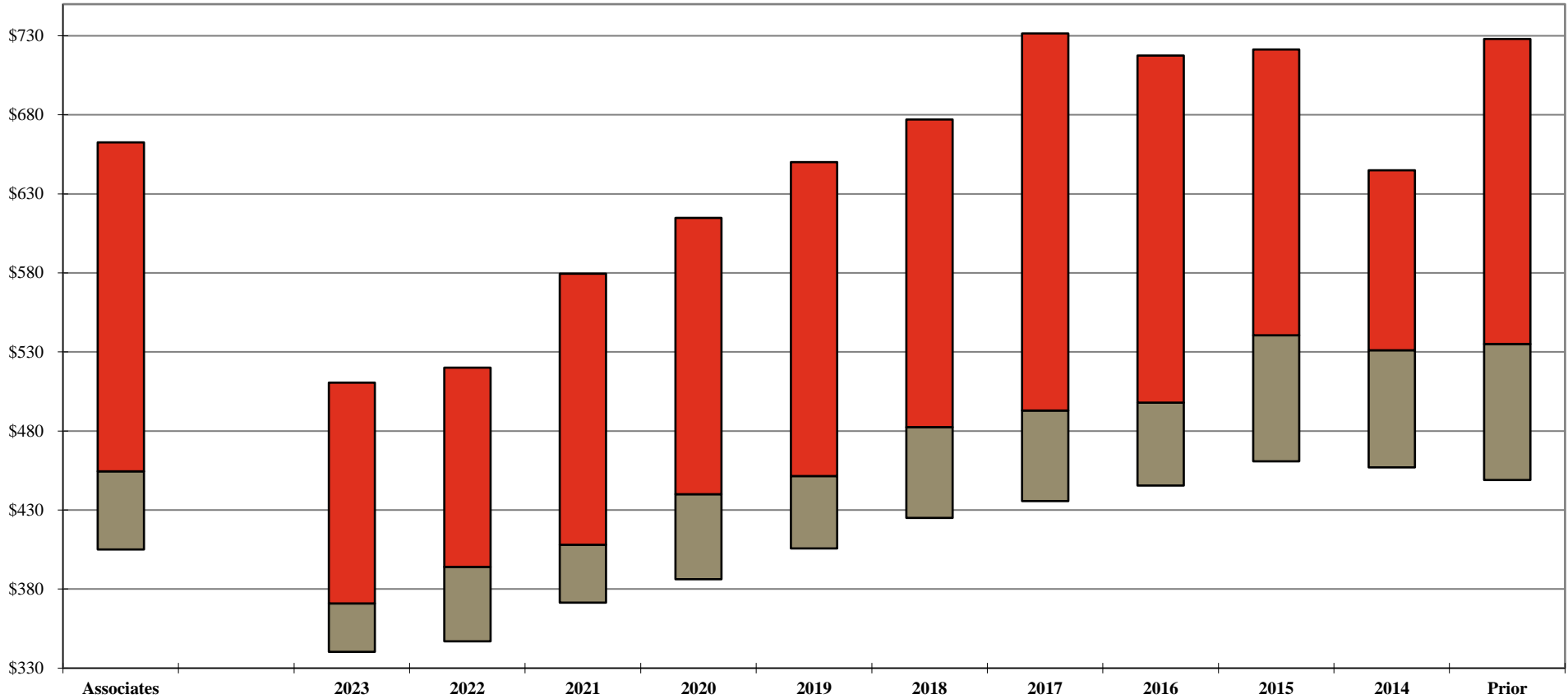
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2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Associate Standard Rates by Class Year

As of January 1, 2024



	Law Class Year											
	Associates	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	Prior
Your Firm												
1st Qtle	\$663	\$511	\$520	\$580	\$615	\$650	\$677	\$732	\$718	\$721	\$645	\$728
Median	455	371	394	408	440	452	483	493	498	541	531	535
3rd Qtle	405	340	347	372	386	406	425	436	446	461	457	449

Additional detail can be found on Page 84.

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

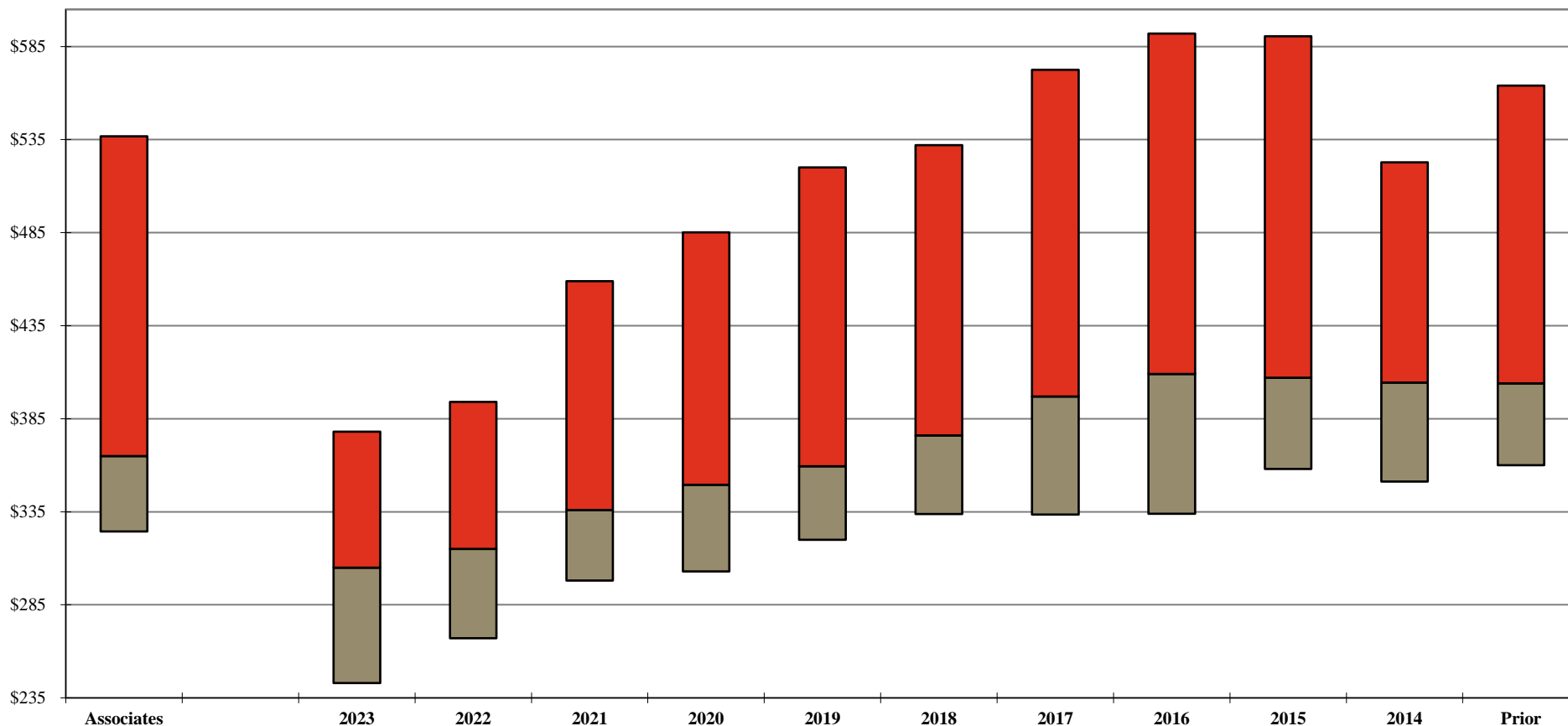
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AmLaw Second 100 xNYC - (48 members)

Associate Billed Rates by Class Year

For the 12-month period ending December 31, 2023



Your Firm	Law Class Year											
	Associates	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	Prior
1st Qtle	\$537	\$378	\$394	\$459	\$485	\$520	\$532	\$573	\$592	\$591	\$523	\$564
Median	365	305	315	336	350	360	376	397	409	407	405	404
3rd Qtle	325	243	267	298	303	320	334	334	334	358	351	360

Additional detail can be found on Page 105.

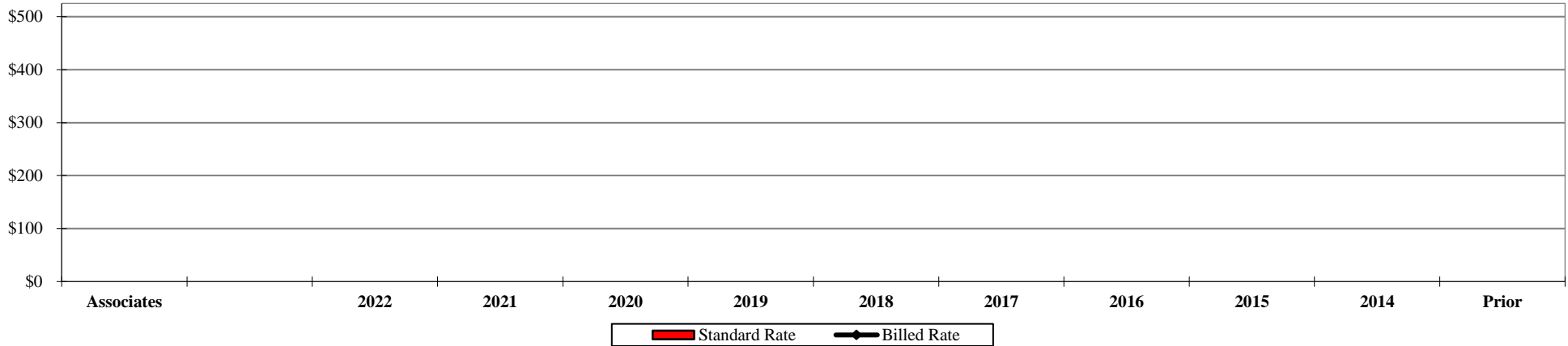
Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.

** omitted due to insufficient data

2024 BRASS Initial Release - Revenue Management Report

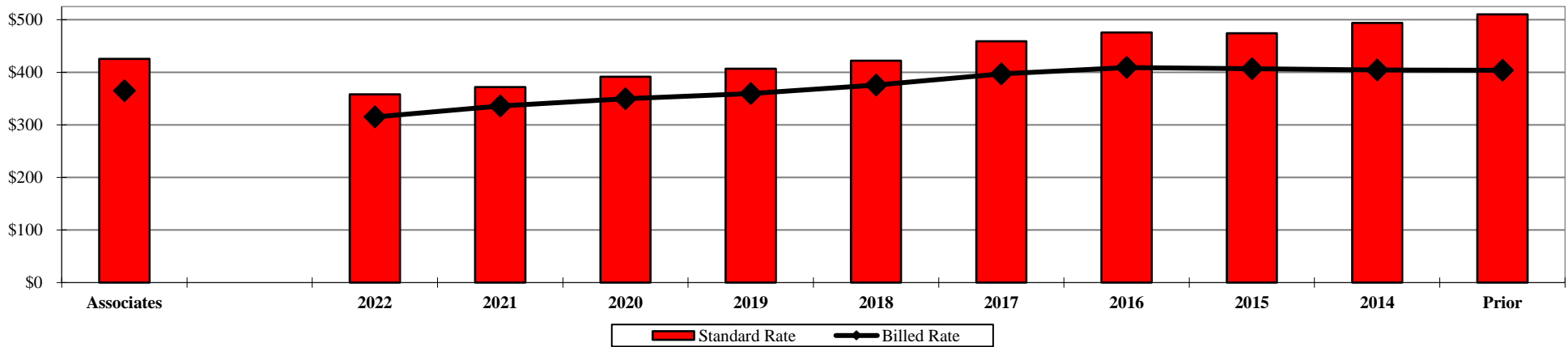
AmLaw Second 100 xNYC - (48 members)

Associate Standard vs. Billed Rates by Law Class Year
 Standard Rates at January 1, 2023; Billed Rates for the 12-month period ending December 31, 2023
 Your Firm



	Associates	2022	2021	2020	2019	2018	2017	2016	2015	2014	Prior
Standard Rate											
Billed Rate											

Total Group (Median)



	Associates	2022	2021	2020	2019	2018	2017	2016	2015	2014	Prior
Standard Rate	\$426	\$358	\$372	\$392	\$407	\$422	\$459	\$476	\$474	\$494	\$510
Billed Rate	365	315	336	350	360	376	397	409	407	405	404

Additional detail can be found on Page 105.

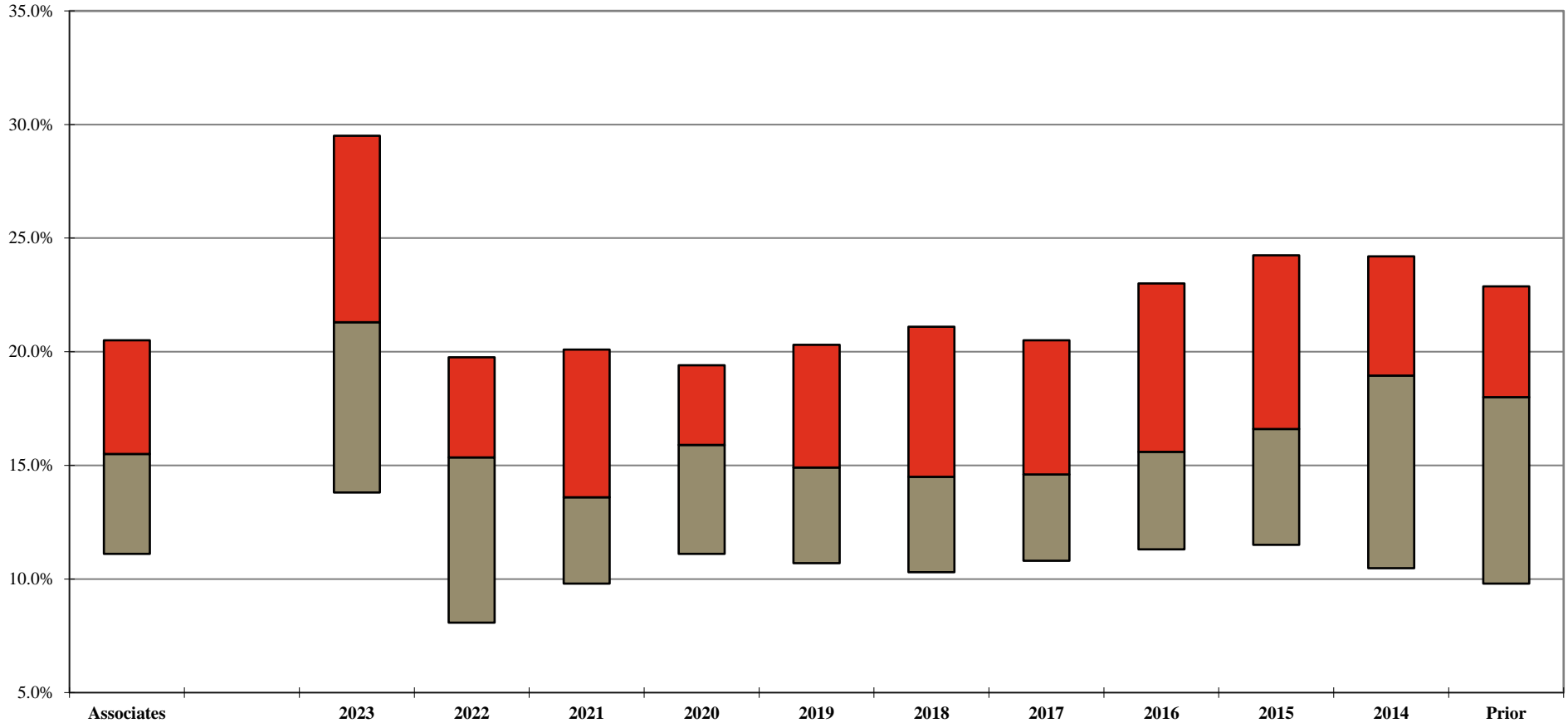
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2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Associate Discounting¹ by Class Year

For the 12-month period ending December 31, 2023



Your Firm	Law Class Year											
	Associates	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	Prior
1st Qtle	20.5%	29.5%	19.8%	20.1%	19.4%	20.3%	21.1%	20.5%	23.0%	24.3%	24.2%	22.9%
Median	15.5%	21.3%	15.4%	13.6%	15.9%	14.9%	14.5%	14.6%	15.6%	16.6%	19.0%	18.0%
3rd Qtle	11.1%	13.8%	8.1%	9.8%	11.1%	10.7%	10.3%	10.8%	11.3%	11.5%	10.5%	9.8%

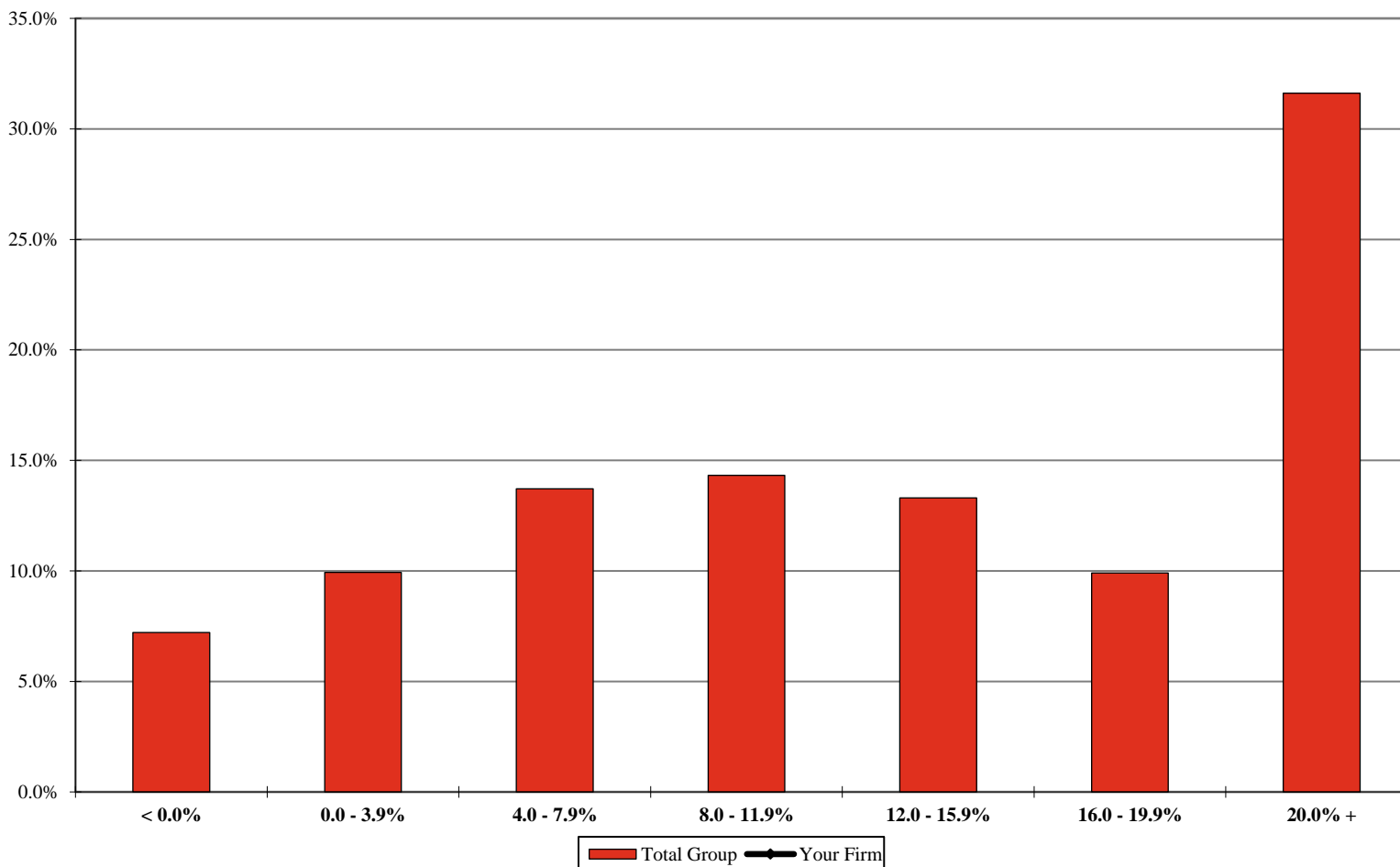
¹ Calculated as 100% minus the Average Billed Rate Realization for the 12-month period.
 Additional detail can be found on Page 112.
 Note: A floating bar is not displayed for a comparison group where the quartile values have been omitted.
 ** omitted due to insufficient data

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AmLaw Second 100 xNYC - (48 members)

Distribution of Associates by Discount Levels¹

For the 12-month period ending December 31, 2023



	< 0.0%	0.0 - 3.9%	4.0 - 7.9%	8.0 - 11.9%	12.0 - 15.9%	16.0 - 19.9%	20.0% +
Your Firm							
Total Group	7.2%	9.9%	13.7%	14.3%	13.3%	9.9%	31.6%

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

Additional detail can be found on Page 116.

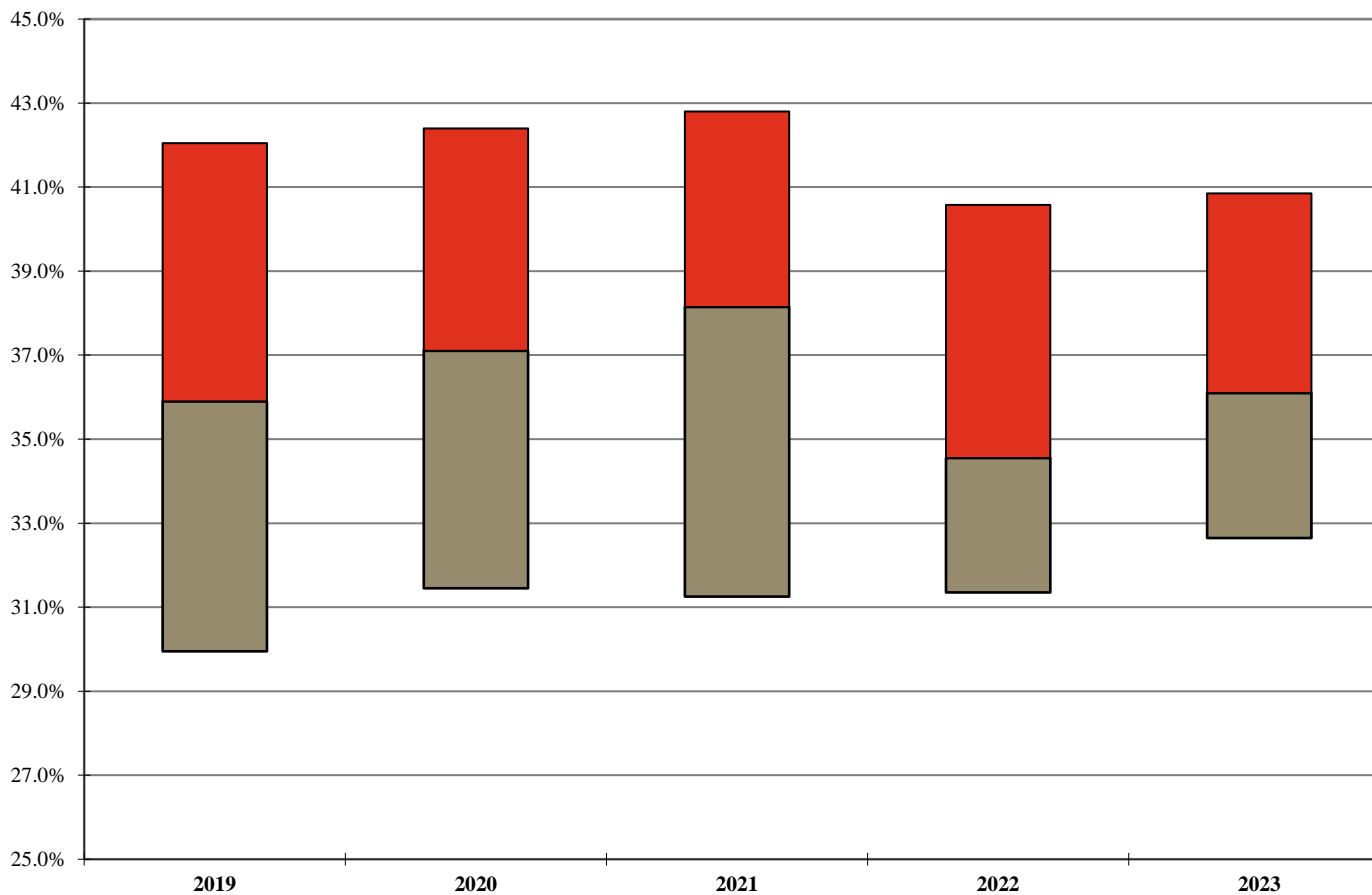
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Associate Hours as a Percentage of All Attorney Hours

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



	2019	2020	2021	2022	2023
Your Firm					
1st Qtile	42.1%	42.4%	42.8%	40.6%	40.9%
Median	35.9%	37.1%	38.2%	34.6%	36.1%
3rd Qtile	30.0%	31.5%	31.3%	31.4%	32.7%

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

** omitted due to insufficient data

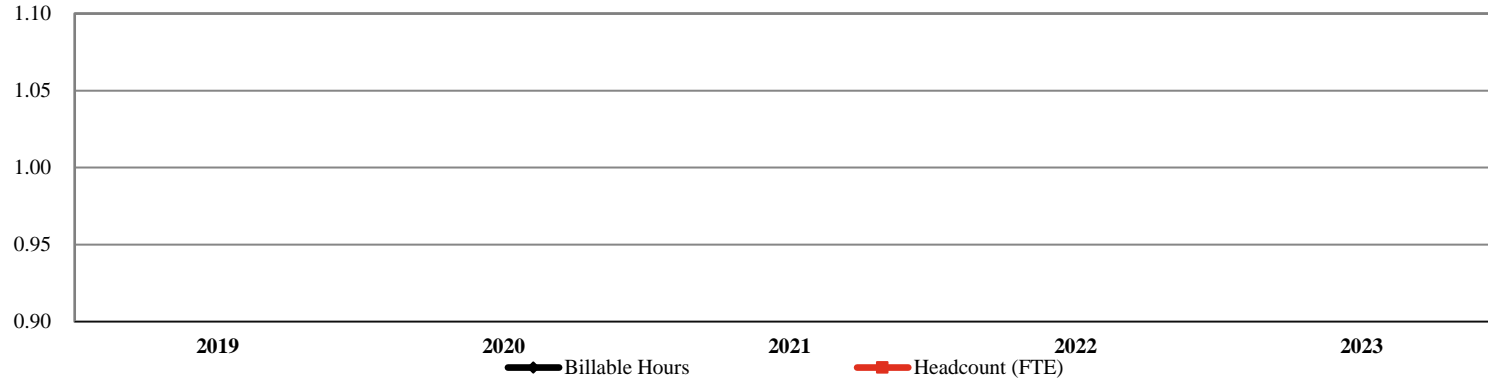
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Associate Capacity¹

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

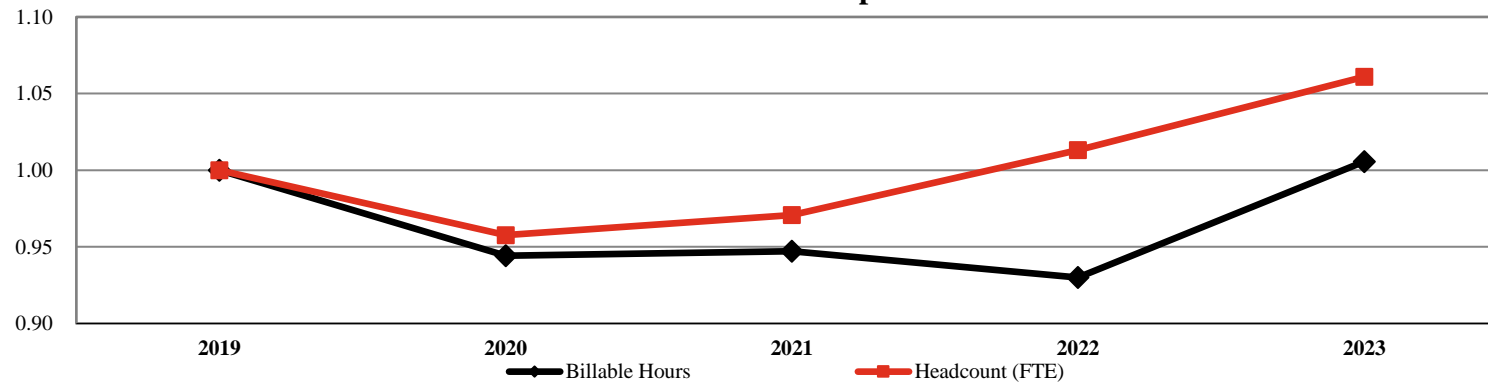
Your Firm



Your Firm

	2019	2020	2021	2022	2023	% Chg: '19-'23
Billable Hours						
Headcount (FTE)						

Total Group²



Total Group

	2019	2020	2021	2022	2023	% Chg: '19-'23
Billable Hours	5,012,138	4,733,045	4,747,171	4,661,145	5,040,469	0.6%
Headcount (FTE)	2,891	2,768	2,806	2,929	3,067	6.1%

¹ Includes only those Firms that participated for the past 5 years; All values indexed to 2019.

² Number of members represented in the group results: 29

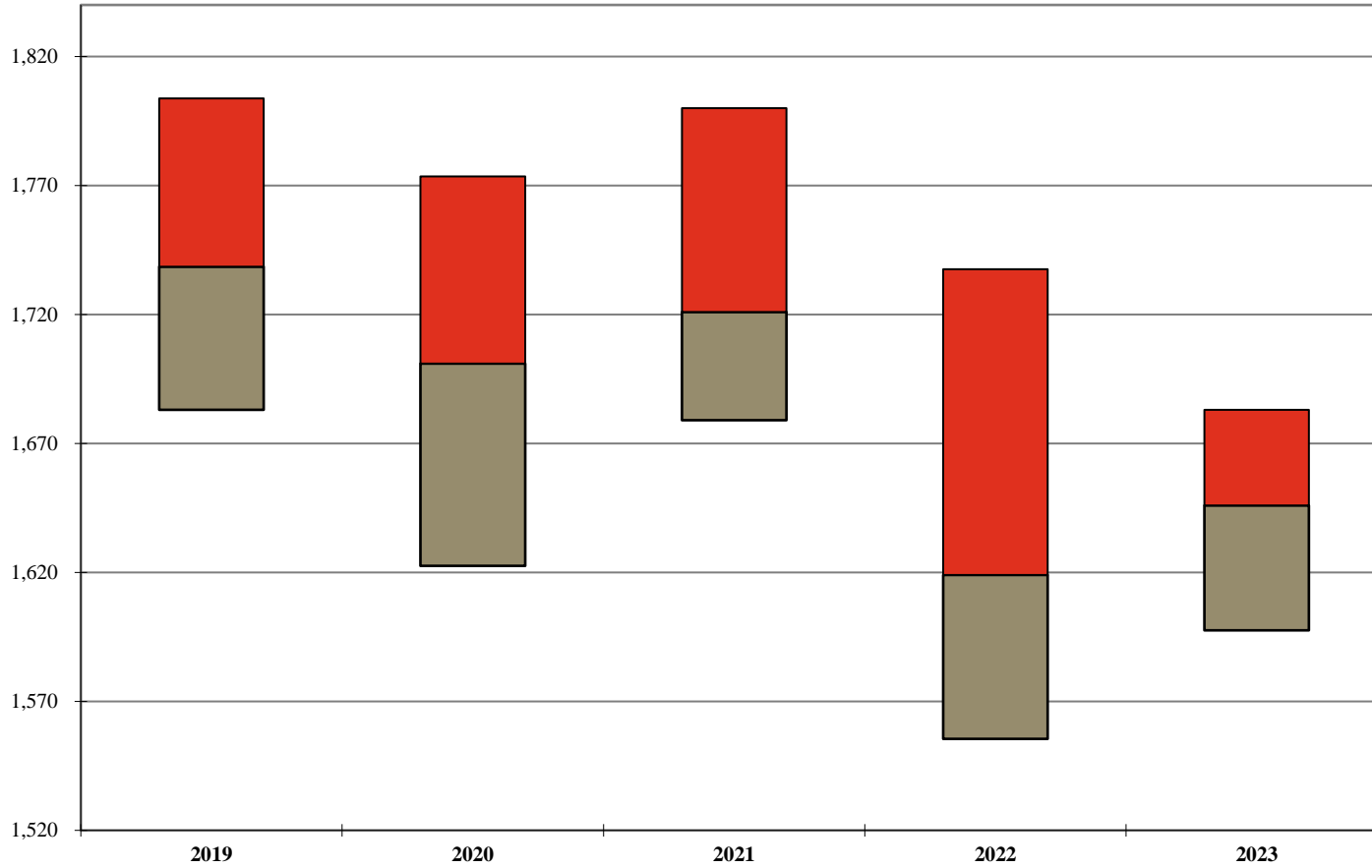
** omitted due to insufficient data

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AmLaw Second 100 xNYC - (48 members)

Associate Utilization

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



	2019	2020	2021	2022	2023	Change: '19-'23
Your Firm						
1st Qtle	1,804	1,774	1,800	1,738	1,683	(121)
Median	1,739	1,701	1,721	1,619	1,646	(93)
3rd Qtle	1,683	1,623	1,679	1,556	1,598	(86)

Additional detail can be found on Page 122.

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

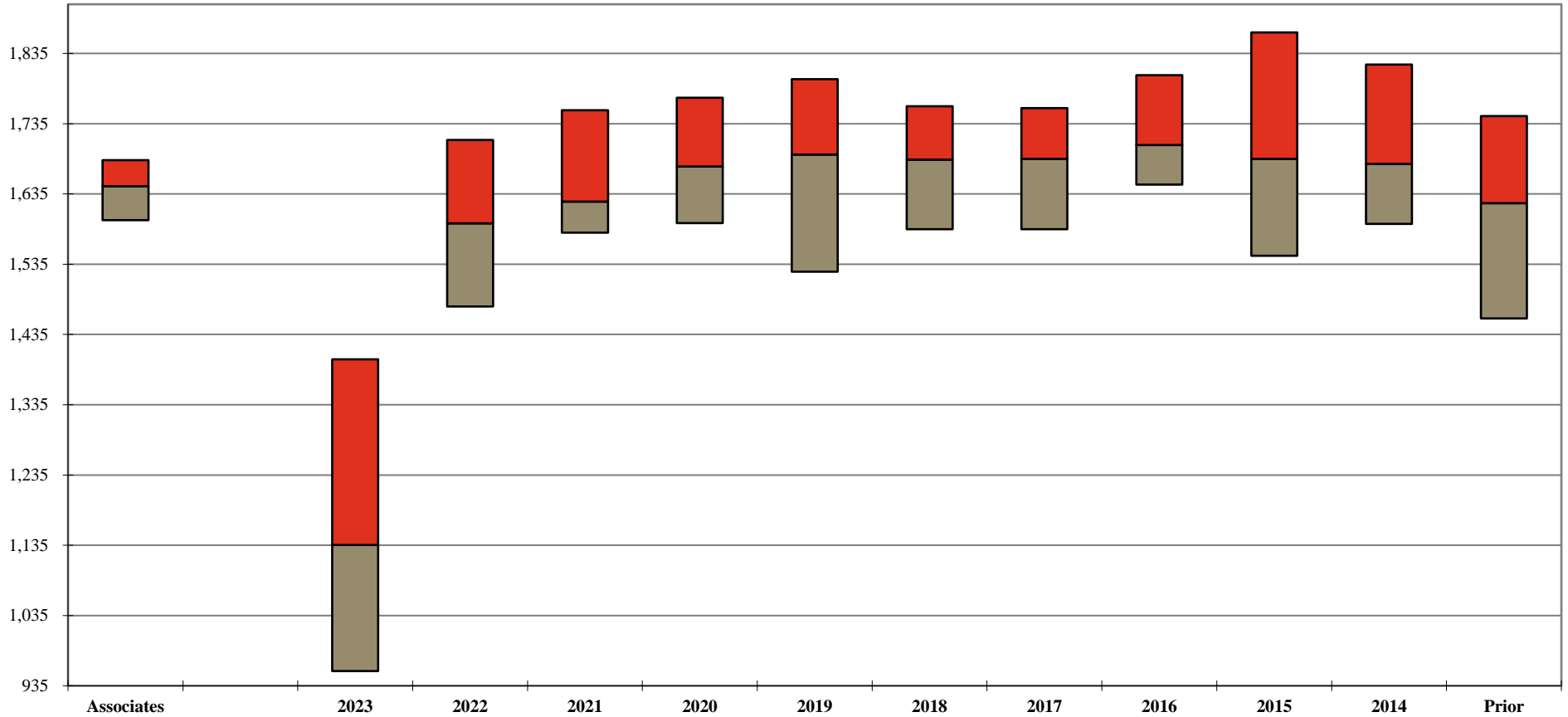
** omitted due to insufficient data

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Associate Utilization by Law Class Year

For the 12-month period ending December 31, 2023



Your Firm	Law Class Year											
	Associates	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	Prior
1st Qtle	1,683	1,400	1,712	1,754	1,772	1,799	1,760	1,757	1,804	1,865	1,819	1,746
Median	1,646	1,136	1,593	1,624	1,674	1,691	1,684	1,685	1,705	1,685	1,678	1,622
3rd Qtle	1,598	956	1,475	1,580	1,594	1,525	1,585	1,585	1,649	1,547	1,593	1,458

Additional detail can be found on Page 122.

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

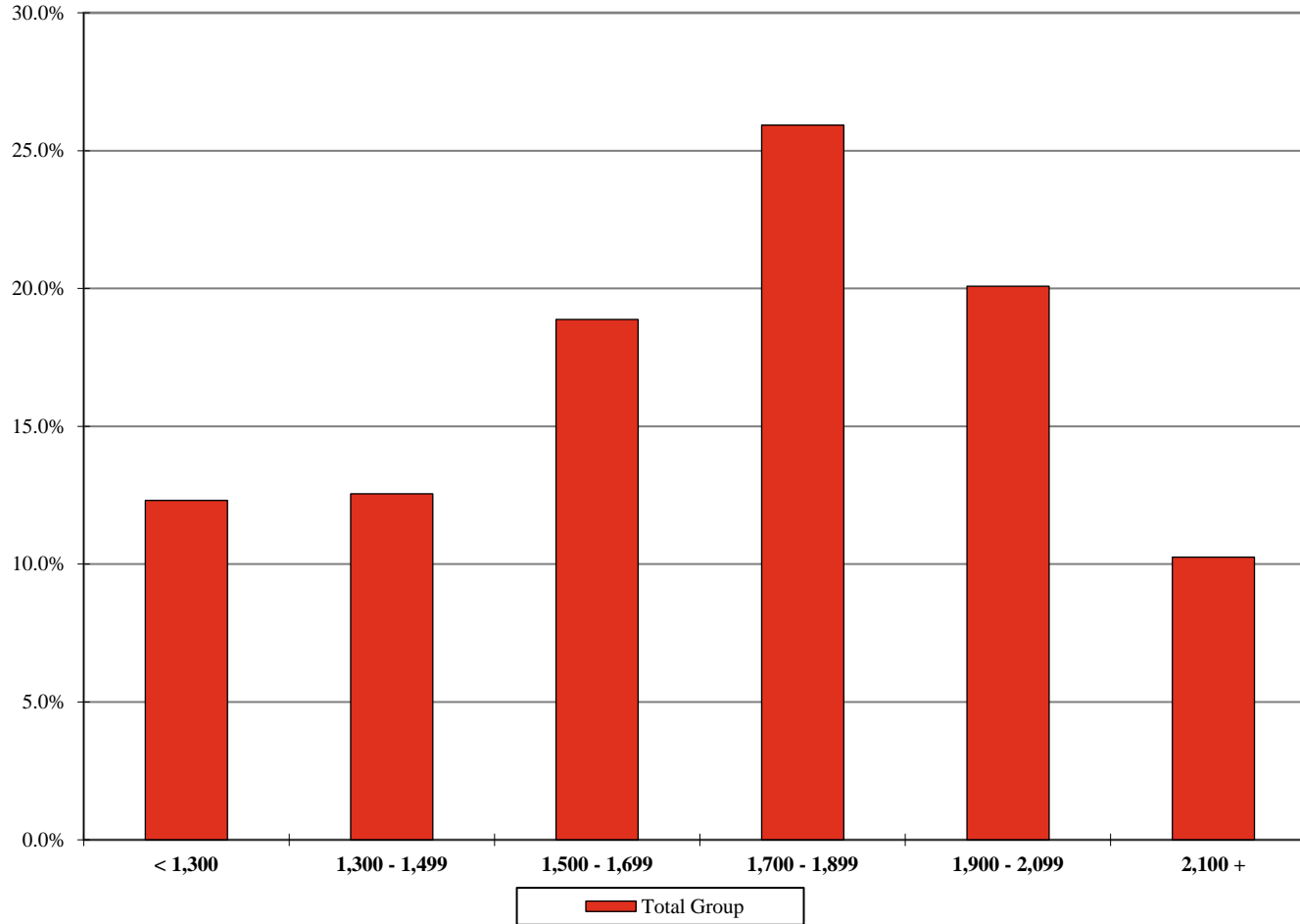
** omitted due to insufficient data

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Associates by Utilization Levels¹

For the 12-month period ending December 31, 2023



Your Firm
Total Group

< 1,300	1,300 - 1,499	1,500 - 1,699	1,700 - 1,899	1,900 - 2,099	2,100 +
12.3%	12.6%	18.9%	25.9%	20.1%	10.3%

¹ Includes the percentage of corresponding full-time, full-year individuals at each utilization level. Additional detail can be found on Page 123.

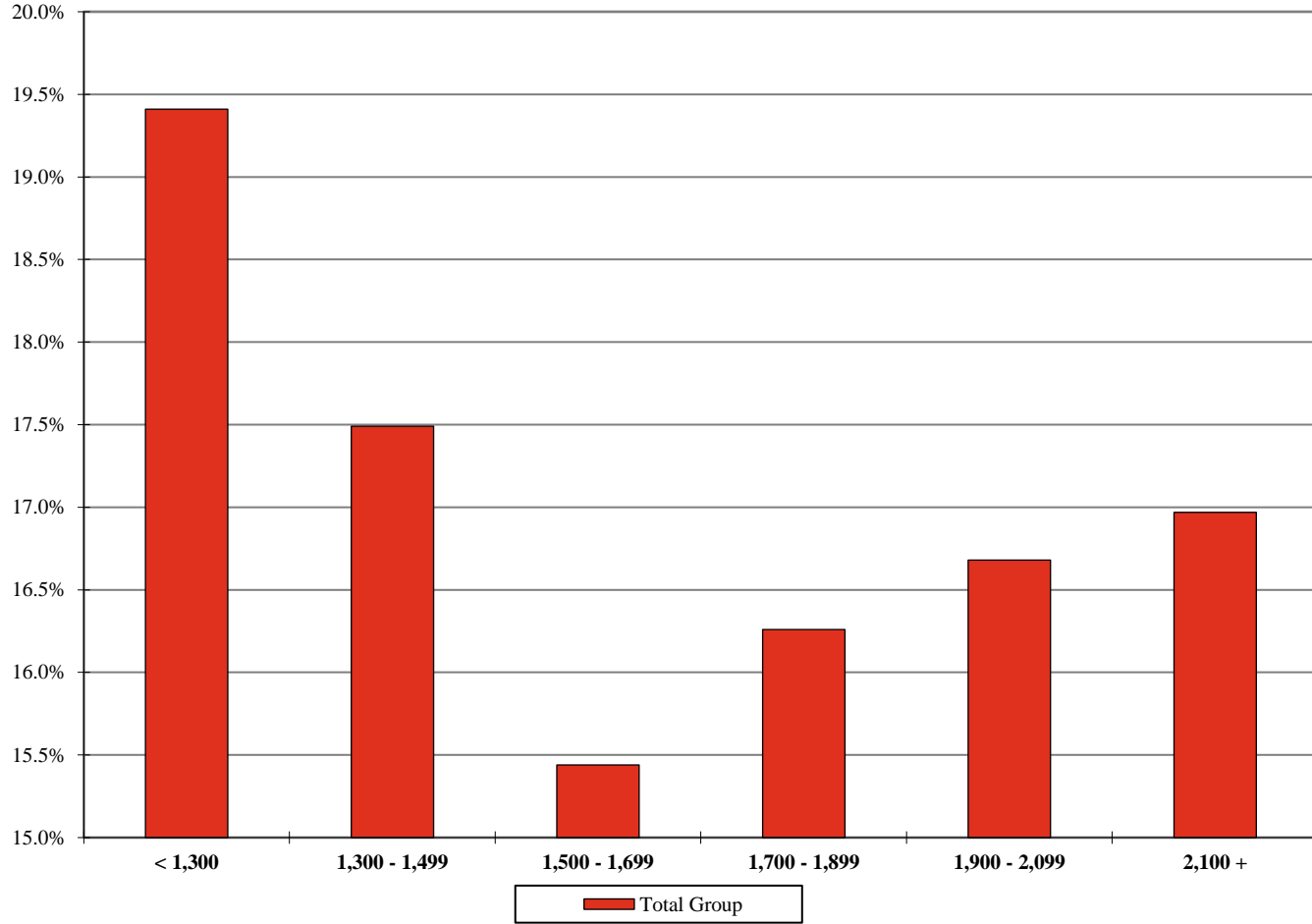
** omitted due to insufficient data

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Associate Discounting¹ by Utilization Levels

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 +
Your Firm						
Total Group	19.4%	17.5%	15.4%	16.3%	16.7%	17.0%

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

** omitted due to insufficient data

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Estimated Impact of Performance Improvements

	<i>Your Firm</i>	<i>2% Increase</i>			<i>5% Increase</i>		
	<i>Value</i>	<i>Target</i>	<i>Variance</i>	<i>\$ Impact per Equity Partner</i>	<i>Target</i>	<i>Variance</i>	<i>\$ Impact per Equity Partner</i>
Average Billable Hours <i>for the 12-month period ending 12/31/2023</i>							
Equity Partners							
Non-Equity Partners	‡						
Associates							
Standard Billing Rates at 1/1/2024							
Equity Partners							
Non-Equity Partners							
Associates							
Average Billed Rates <i>for the 12-month period ending 12/31/2023</i>							
Equity Partners							
Non-Equity Partners							
Associates							

Legend:

Variance - The difference between your firm's value and the target increase.

\$ Impact per Equity Partner - The net effect, on a per equity partner basis, of achieving the target increase level. Results of less than \$5,000 are denoted as such.

\$ Impact per Equity Partner Calculations:

*Average Billable Hours: (Variance) * (Average Billed Rate) * (FTE) / (Number of Equity Partners)*

*Standard Billing Rate: (Variance) * (Average Billable Hours) * (FTE) / (Number of Equity Partners)*

** Note: this calculation does not include any adjustment for write-offs from the standard rate at the time of billing.*

*Average Billed Rates: (Variance) * (Average Billable Hours) * (FTE) / (Number of Equity Partners)*

** omitted due to insufficient data

‡ less than 75% population response

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Attorney Billable Hour Targets

Target billable hour requirements:

	<i>Your Firm</i>		<i>Group</i>		
	<i>Average</i>	<i>Rank / Of</i>	<i>1st Quartile</i>	<i>Median</i>	<i>3rd Quartile</i>
Equity Partners		/ 24 ‡	1,750	1,675	1,600
Non-Equity Partners		/ 24 ‡	1,800	1,750	1,617
Associates		/ 29 ‡	1,900	1,894	1,800
Senior Attorneys/Counsel		/ 21 ‡	1,900	1,750	1,650
Staff Attorneys		/ 18 ‡	1,838	1,775	1,613
Of Counsel		/ 13 ‡	1,800	1,700	1,600
Paralegals		/ 24 ‡	1,600	1,500	1,488

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

Equity Partners	/ 22 ‡	43.5	34.9	24.0
Non-Equity Partners	/ 21 ‡	36.0	26.0	14.0
Associates	/ 25 ‡	44.6	30.8	25.3
Senior Attorneys/Counsel	/ 14 ‡	35.3	24.0	19.1
Staff Attorneys		**	**	**
Of Counsel	/ 10 ‡	32.3	28.6	16.3
Paralegals	/ 18 ‡	30.0	20.4	10.5

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Alternative Fee Arrangements (AFAs)

	Your Firm	Group	
		# of Members Responding	% Yes Responses
Does your firm track AFAs in your accounting system?	‡	31	93.5
Indicate the AFAs utilized by your firm:	‡	31	
Flat fees for some or all stages of a matter			96.8
Flat fee for the entire matter			100.0
Blended Rates			96.8
Incentive or success fees			80.6
Collars and/or fee caps			90.3
Contingency fees			100.0
Annual retainer fee for a portfolio of services			80.6
Holdbacks			48.4
Value Pricing			38.7
Other			0.0
The majority of AFAs are approved by:		30	
Billing Committee			26.7
CEO/Managing Partner			10.0
CFO/Finance Partner			10.0
COO			6.7
Practice Leaders			26.7
Relationship Partners			16.7
Other Partners			3.3
Over the past 5 years, how has the number of AFAs changed?		29	
Increased >50%			10.3
Increased 25% - 50%			6.9
Increased up to 25%			20.7
Decreased			24.1
No Change			20.7

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Alternative Fee Arrangements (AFAs)

	Your Firm	Group	
		# of Members Responding	% Yes Responses
Over the past 5 years, the approximate percentage of revenue generated from AFAs has:			
Increased >10%		28	21.4
Increased 5% - 10%			21.4
Increased up to 5%			25.0
Decreased			21.4
No Change			10.7
Over the next 5 years, how do you anticipate the amount of revenue generated from AFAs changing?			
Increase >10%		29	6.9
Increase <10%			48.3
Decrease			20.7
No Change			3.4
Indicate the alternative staffing arrangements utilized by your firm:			
Secondments	‡	30	76.7
Contract lawyers working at your law firm			83.3
Work outsourced to third party lawyers			50.0
Work outsourced to third party non-lawyers			30.0
Shared staffing/partnering with a third party/vendor			16.7
Other			3.3
None			13.3

	Your Firm		Group		
	Average	Rank / Of	1 st Quartile	Median	3 rd Quartile
Approximate percentage of revenue generated in 2023 from AFAs (000's)		/ 28 ‡	19.0	12.8	7.0

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

DETAILED METRICS

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Partner Standard Billing Rates

As of January 1, 2024

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	% Change - 2 year	% Change - 1 year			
								1 st Quartile	Median	3 rd Quartile	
Equity Partners											
High		/ 46	\$1,475	\$1,158	\$1,000			9.5	7.6	4.8	16.4
Middle		/ 46	1,073	745	691			8.7	5.8	4.1	13.8
Low		/ 46	800	550	491			10.1	6.3	0.0	10.0
Average		/ 46	1,090	775	703			8.6	6.4	4.7	13.3
<u>By Years of Experience</u>											
< 11 Years		/ 29 ‡	\$822	\$640	\$550		‡	10.5	9.4	4.4	16.3
11 - 15 Years		/ 46	906	688	610			10.7	7.2	5.2	14.5
16 - 20 Years		/ 46	1,011	736	629			8.8	5.8	2.7	12.9
21 - 25 Years		/ 46	1,068	760	671			9.1	6.7	3.9	13.9
26 - 30 Years		/ 46	1,073	808	702			9.3	7.4	3.1	14.4
31 - 35 Years		/ 46	1,098	832	719			9.0	6.4	3.5	13.5
36 - 40 Years		/ 46	1,135	858	749			11.3	6.7	3.1	13.8
41 - 45 Years		/ 44	1,225	843	782			10.1	4.3	0.5	13.1
> 45 Years		/ 28 ‡	1,335	903	782		‡	15.8	7.6	3.8	15.0
Non-Equity Partners											
High		/ 43	\$1,408	\$1,060	\$910		‡	11.9	6.7	0.0	17.2
Middle		/ 43	877	643	587		‡	9.3	7.2	5.5	15.0
Low		/ 43	713	480	443		‡	12.4	7.4	0.0	15.5
Average		/ 43	916	675	609		‡	8.1	6.3	4.3	14.8
<u>By Years of Experience</u>											
< 11 Years		/ 40	\$769	\$570	\$497		‡	10.5	6.5	3.4	15.4
11 - 15 Years		/ 42	835	604	554		‡	11.1	6.7	3.9	16.1
16 - 20 Years		/ 41	895	670	577		‡	8.5	6.1	1.8	13.3
21 - 25 Years		/ 40	828	664	612		‡	10.5	5.9	1.1	12.9
26 - 30 Years		/ 38	897	689	631		‡	9.8	6.4	2.9	13.9
31 - 35 Years		/ 39	1,024	752	679		‡	14.4	8.5	1.8	14.8
36 - 40 Years		/ 36	956	756	701		‡	13.1	5.4	0.1	12.9
41 - 45 Years		/ 35 ‡	991	800	726		‡	16.6	6.6	0.0	14.6
> 45 Years		/ 30 ‡	1,028	767	680		‡	8.0	5.9	0.0	12.5

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

2024 BRASS Initial Release - Revenue Management Report

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Partner Standard Billing Rates

As of January 1, 2024

	<i>Your Firm</i>		<i>Group</i>			<i>Your Firm</i>		<i>Group</i>			
	<i>Rate</i>	<i>Rank / Of</i>	<i>1st Quartile</i>	<i>Median</i>	<i>3rd Quartile</i>	<i>% Change - 1 Year</i>	<i>% Change - 2 year</i>	<i>1st Quartile</i>	<i>Median</i>	<i>3rd Quartile</i>	<i>Median % Change - 2 Year</i>
All Partner Composite											
High		/ 48	\$1,501	\$1,200	\$1,058			10.0	7.7	5.1	16.3
Middle		/ 48	998	708	635			8.0	6.2	4.3	13.0
Low		/ 48	725	493	446			12.2	7.1	0.3	15.4
Average		/ 48	1,012	724	650			8.4	6.1	4.8	12.9
<u>By Years of Experience</u>											
< 11 Years		/ 46	\$809	\$616	\$507			10.0	6.8	4.2	16.0
11 - 15 Years		/ 47	870	640	558			9.2	7.1	5.2	14.6
16 - 20 Years		/ 47	963	706	611			8.0	6.5	3.5	13.4
21 - 25 Years		/ 47	1,027	759	654			9.0	6.1	4.2	14.2
26 - 30 Years		/ 47	1,056	783	681			8.9	6.7	4.2	13.4
31 - 35 Years		/ 47	1,091	807	714			11.3	6.9	3.2	15.1
36 - 40 Years		/ 47	1,127	838	738			8.9	6.3	2.6	12.9
41 - 45 Years		/ 47	1,147	832	762			9.4	4.6	2.8	13.6
> 45 Years		/ 38	1,223	808	693		‡	12.0	6.3	1.1	14.3
Contract Partners			**	**	**			**	**	**	**

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

2024 BRASS Initial Release - Revenue Management Report

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Distribution of Equity Partner Standard Billing Rates

By Years of Experience - As of January 1, 2024

Equity Partners	Count*	< \$400	\$400 - \$474	\$475 - \$549	\$550 - \$624	\$625 - \$699	\$700 - \$774	\$775 - \$849	\$850 - \$924	\$925 - \$999	\$1,000 - \$1,074	\$1,075 - \$1,149	\$1,150 - \$1,224	\$1,225 - \$1,299	\$1,300 - \$1,374	\$1,375 - \$1,449	\$1,450 - \$1,524	\$1,525 +
< 11 Years																		
Your Firm	0																	
Total Group	149 ‡	6.7%	13.4%	6.7%	8.1%	18.1%	22.8%	4.7%		1.3%	2.0%	9.4%	3.4%	2.7%				0.7%
11 - 15 Years																		
Your Firm	0																	
Total Group	620	3.2%	2.7%	15.0%	13.9%	12.4%	9.8%	11.9%	8.4%	2.3%	2.4%	5.0%	4.5%	5.2%	1.8%	0.8%	0.2%	0.5%
16 - 20 Years																		
Your Firm	0																	
Total Group	786	1.7%	4.3%	8.7%	19.0%	18.2%	9.5%	5.3%	6.4%	5.5%	5.5%	4.5%	2.7%	3.9%	2.3%	1.4%	0.6%	0.6%
21 - 25 Years																		
Your Firm	0																	
Total Group	885	0.8%	2.4%	6.0%	13.7%	19.8%	12.8%	7.7%	6.0%	7.1%	6.4%	4.5%	3.2%	3.6%	0.9%	2.7%	1.0%	1.5%
26 - 30 Years																		
Your Firm	0																	
Total Group	852		1.8%	4.1%	11.7%	14.9%	19.7%	11.7%	7.2%	4.9%	4.2%	3.1%	4.8%	5.0%	1.4%	1.9%	2.0%	1.5%
31 - 35 Years																		
Your Firm	0																	
Total Group	642		0.9%	5.1%	9.0%	12.8%	18.1%	13.1%	7.6%	5.8%	4.0%	4.0%	5.8%	3.7%	1.6%	4.0%	1.7%	2.6%
36 - 40 Years																		
Your Firm	0																	
Total Group	510		0.6%	2.7%	9.4%	11.8%	16.9%	16.5%	12.0%	6.7%	3.1%	3.3%	3.1%	3.9%	1.4%	3.9%	2.0%	2.7%
41 - 45 Years																		
Your Firm	0																	
Total Group	272		0.7%	2.6%	7.0%	11.0%	14.7%	17.3%	17.3%	6.3%	2.6%	3.7%	3.7%	2.9%	1.5%	2.9%	2.2%	3.7%
> 45 Years																		
Your Firm	0																	
Total Group	123 ‡			4.1%	6.5%	4.9%	8.9%	21.1%	8.1%	4.1%	5.7%	4.9%	2.4%	4.1%	6.5%	1.6%	4.1%	13.0%
All Equity Partners																		
Your Firm	0																	
Total Group	4,840	1.0%	2.4%	6.6%	12.4%	15.0%	14.5%	11.0%	7.9%	5.3%	4.3%	4.2%	3.9%	4.1%	1.6%	2.3%	1.3%	1.9%

* Includes the number of corresponding headcount values at each level
 ** omitted due to insufficient data; ‡ less than 75% population response

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Non-Equity Partner Standard Billing Rates

By Years of Experience - As of January 1, 2024

Non-Equity Ptrs	Count*	< \$400	\$400 - \$474	\$475 - \$549	\$550 - \$624	\$625 - \$699	\$700 - \$774	\$775 - \$849	\$850 - \$924	\$925 - \$999	\$1,000 - \$1,074	\$1,075 - \$1,149	\$1,150 - \$1,224	\$1,225 - \$1,299	\$1,300 - \$1,374	\$1,375 - \$1,449	\$1,450 - \$1,524	\$1,525 +	
< 11 Years																			
Your Firm																			
Total Group	548	3.5%	12.8%	32.5%	19.5%	5.7%	7.1%	1.8%	2.9%	7.3%	2.7%	1.3%	2.0%	0.2%		0.2%	0.5%		
11 - 15 Years																			
Your Firm																			
Total Group	777	0.9%	6.3%	26.3%	23.8%	11.6%	6.4%	5.8%	2.3%	6.7%	4.0%	1.9%	2.1%	1.0%		0.8%			0.1%
16 - 20 Years																			
Your Firm																			
Total Group	543	0.6%	3.1%	18.6%	22.7%	16.0%	8.7%	4.6%	5.0%	8.7%	3.9%	3.1%	1.3%	2.2%	0.9%	0.7%			
21 - 25 Years																			
Your Firm																			
Total Group	423	0.2%	2.4%	10.9%	22.2%	24.6%	11.1%	5.9%	2.6%	7.1%	5.0%	3.3%	1.9%	1.4%		1.2%			0.2%
26 - 30 Years																			
Your Firm																			
Total Group	297	0.3%	1.7%	11.1%	15.8%	29.0%	12.1%	6.4%	4.7%	5.1%	4.0%	3.0%	3.0%	1.3%	0.7%	1.3%	0.3%		
31 - 35 Years																			
Your Firm																			
Total Group	225			7.1%	15.6%	20.9%	14.7%	12.4%	8.4%	4.4%	5.3%	2.7%	2.7%	2.2%	0.4%	2.2%	0.9%		
36 - 40 Years																			
Your Firm																			
Total Group	243		1.2%	7.8%	14.0%	13.6%	18.9%	16.0%	7.8%	3.3%	2.9%	2.9%	2.5%	2.5%	2.1%	2.1%	0.4%	2.1%	
41 - 45 Years																			
Your Firm																			
Total Group	182 ‡		0.5%	3.3%	9.3%	18.1%	18.7%	17.0%	7.7%	4.9%	4.4%	2.7%	3.3%	2.2%	1.6%	2.2%	2.2%	2.2%	1.6%
> 45 Years																			
Your Firm																			
Total Group	168 ‡		3.0%	2.4%	13.7%	21.4%	11.9%	10.7%	7.7%	6.5%	5.4%	4.2%	3.6%	1.2%	1.8%	0.6%	2.4%	3.6%	
All Non-Equity Partners																			
Your Firm																			
Total Group	3,412	0.9%	4.7%	17.8%	19.5%	16.1%	10.3%	7.1%	4.4%	6.5%	4.0%	2.5%	2.2%	1.4%	0.6%	1.0%	0.4%	0.5%	

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of All Partner Standard Billing Rates

By Years of Experience - As of January 1, 2024

All Partners	Count*	< \$400	\$400 - \$474	\$475 - \$549	\$550 - \$624	\$625 - \$699	\$700 - \$774	\$775 - \$849	\$850 - \$924	\$925 - \$999	\$1,000 - \$1,074	\$1,075 - \$1,149	\$1,150 - \$1,224	\$1,225 - \$1,299	\$1,300 - \$1,374	\$1,375 - \$1,449	\$1,450 - \$1,524	\$1,525 +
<i>< 11 Years</i>																		
Your Firm																		
Total Group	697	4.2%	12.9%	27.0%	17.1%	8.3%	10.5%	2.4%	2.3%	6.0%	2.6%	3.0%	2.3%	0.7%		0.1%	0.4%	0.1%
<i>11 - 15 Years</i>																		
Your Firm																		
Total Group	1,397	1.9%	4.7%	21.3%	19.4%	12.0%	7.9%	8.5%	5.0%	4.7%	3.3%	3.3%	3.1%	2.9%	0.8%	0.8%	0.1%	0.3%
<i>16 - 20 Years</i>																		
Your Firm																		
Total Group	1,329	1.2%	3.8%	12.7%	20.5%	17.3%	9.2%	5.0%	5.8%	6.8%	4.8%	3.9%	2.1%	3.2%	1.7%	1.1%	0.4%	0.4%
<i>21 - 25 Years</i>																		
Your Firm																		
Total Group	1,308	0.6%	2.4%	7.6%	16.4%	21.3%	12.2%	7.1%	4.9%	7.1%	6.0%	4.1%	2.8%	2.9%	0.6%	2.2%	0.7%	1.1%
<i>26 - 30 Years</i>																		
Your Firm																		
Total Group	1,149	0.1%	1.7%	5.9%	12.8%	18.5%	17.8%	10.4%	6.5%	5.0%	4.2%	3.0%	4.4%	4.1%	1.2%	1.7%	1.6%	1.1%
<i>31 - 35 Years</i>																		
Your Firm																		
Total Group	867		0.7%	5.7%	10.7%	14.9%	17.2%	12.9%	7.8%	5.4%	4.4%	3.7%	5.0%	3.3%	1.3%	3.6%	1.5%	2.0%
<i>36 - 40 Years</i>																		
Your Firm																		
Total Group	753		0.8%	4.4%	10.9%	12.4%	17.5%	16.3%	10.6%	5.6%	3.1%	3.2%	2.9%	3.5%	1.6%	3.3%	1.5%	2.5%
<i>41 - 45 Years</i>																		
Your Firm																		
Total Group	454		0.7%	2.9%	7.9%	13.9%	16.3%	17.2%	13.4%	5.7%	3.3%	3.3%	3.5%	2.6%	1.5%	2.6%	2.2%	2.9%
<i>> 45 Years</i>																		
Your Firm																		
Total Group	291		1.7%	3.1%	10.7%	14.4%	10.7%	15.1%	7.9%	5.5%	5.5%	4.5%	3.1%	2.4%	3.8%	1.0%	3.1%	7.6%
<i>All Partners</i>																		
Your Firm																		
Total Group	8,252	1.0%	3.4%	11.2%	15.3%	15.5%	12.8%	9.4%	6.5%	5.8%	4.2%	3.5%	3.2%	3.0%	1.2%	1.8%	1.0%	1.3%

* Includes the number of corresponding headcount values at each level

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Associate & Sr. Attorney Standard Billing Rates

As of January 1, 2024

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	% Change - 2 Year	1 st Quartile	Median	3 rd Quartile	
Associates											
<i>Class of</i>											
2023		/ 38	\$511	\$371	\$340						
2022		/ 47	520	394	347			16.3	11.7	7.3	
2021		/ 47	580	408	372			18.9	13.2	9.3	28.4
2020		/ 48	615	440	386			16.7	12.3	8.3	32.2
2019		/ 48	650	452	406			15.9	12.3	9.0	30.2
2018		/ 48	677	483	425			14.2	10.9	8.8	27.5
2017		/ 48	732	493	436			12.7	10.3	6.5	24.3
2016		/ 47	718	498	446			12.3	9.5	5.0	20.8
2015		/ 46	721	541	461			13.0	10.3	3.6	21.2
2014		/ 41	645	531	457		‡	11.5	6.2	1.5	17.5
Prior		/ 45	728	535	449			8.4	5.1	1.6	15.4
<i>All Associates</i>		/ 48	663	455	405			9.1	6.5	4.2	15.4
Sr. Attorneys											
<i>Class of</i>											
2016 - 2023		/ 15 ‡	\$805	\$515	\$456		‡	14.5	5.9	0.3	**
2015		/ 20 ‡	889	580	493		‡	12.5	6.0	0.0	**
2014		/ 23 ‡	861	517	480		‡	8.9	7.1	0.0	**
2013		/ 26 ‡	790	526	496		‡	10.2	7.9	4.2	16.5
2012		/ 22 ‡	903	560	475		‡	10.9	7.1	0.7	5.8
2011		/ 24 ‡	829	585	491		‡	7.7	5.7	0.5	13.0
2010		/ 20 ‡	896	577	497		‡	10.2	6.3	3.1	18.9
Prior		/ 37	844	614	570		‡	10.2	7.2	3.7	16.5
<i>All Sr. Attorneys</i>		/ 37	840	603	561		‡	9.9	7.1	4.0	15.2

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Other Timekeeper Standard Billing Rates

As of January 1, 2024

Your Firm		Group			Your Firm		Group			Median
Rate	Rank / Of	1 st	Median	3 rd	% Change -	% Change -	% Change - 1 Year			% Change -
		Quartile		Quartile	1 Year	2 Year	1 st	Median	3 rd	2 Year
							Quartile		Quartile	
Of Counsel										
<u>By Years of Experience</u>										
< 21 Years	/ 20 ‡	\$851	\$577	\$519	‡	‡	11.7	7.8	5.4	18.1
21 - 25 Years	/ 17 ‡	870	577	549	‡	‡	9.5	2.1	0.0	11.6
26 - 30 Years	/ 21 ‡	905	688	572	‡	‡	10.1	6.9	1.1	**
> 30 Years	/ 32 ‡	904	735	662	‡	‡	6.7	1.2	(2.3)	10.3
All Of Counsel	/ 34 ‡	880	686	599	‡	‡	8.4	5.7	1.5	11.1
Staff Attorneys										
<u>By Years of Experience</u>										
< 6 Years	/ 21 ‡	\$453	\$368	\$335	‡	‡	13.8	7.0	1.9	17.5
6 - 10 Years	/ 23 ‡	490	410	350	‡	‡	16.3	11.1	0.0	17.1
11 - 15 Years	/ 24 ‡	499	443	374	‡	‡	15.4	7.2	5.4	16.5
> 15 Years	/ 27 ‡	575	460	379	‡	‡	15.6	7.6	2.5	16.4
All Staff Attorneys	/ 34 ‡	512	412	368	‡	‡	13.0	7.9	0.8	14.8
eDiscovery Attorneys										
<u>By Years of Experience</u>										
< 6 Years		**	**	**			**	**	**	**
6 - 10 Years		**	**	**			**	**	**	**
11 - 15 Years		**	**	**			**	**	**	**
> 15 Years		**	**	**			**	**	**	**
All eDiscovery Attorneys		**	**	**			**	**	**	**
All Attorneys	/ 48	\$876	\$612	\$562			8.7	6.1	4.0	13.5
Contract Associates		**	**	**			**	**	**	**
Other Timekeepers										
Lobbyists		**	**	**			**	**	**	**
Specialists	/ 27 ‡	415	354	305	‡	‡	6.8	1.2	0.2	10.2
Litigation Support	/ 23 ‡	344	291	254	‡	‡	8.7	5.6	0.0	12.1
Patent Agents	/ 15 ‡	392	364	315	‡	‡	9.7	7.8	5.0	14.7
Case Clerks	/ 16 ‡	211	183	158	‡	‡	10.2	6.6	0.8	13.3
Law Clerks	/ 20 ‡	423	350	291	‡	‡	35.0	12.7	5.8	28.6
Paralegals										
High	/ 45	\$475	\$435	\$375			7.7	5.6	2.8	12.9
Middle	/ 45	380	310	278			9.8	6.1	3.9	12.5
Low	/ 45	265	220	160			10.8	5.8	0.0	12.9
Average	/ 45	375	305	276			7.9	5.6	3.7	12.3

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Associate & Sr. Attorney Standard Billing Rates

As of January 1, 2024

Associates	Count*	< \$250	\$250 - \$324	\$325 - \$399	\$400 - \$474	\$475 - \$549	\$550 - \$624	\$625 - \$699	\$700 - \$574	\$775 - \$849	\$850 - \$924	\$925 - \$999	\$1,000 +
2023													
Your Firm													
Total Group	455	0.7%	18.2%	33.6%	18.2%	12.5%	3.7%	9.9%	2.6%	0.2%		0.2%	
2022													
Your Firm													
Total Group	563	1.4%	12.4%	36.8%	17.4%	12.4%	3.6%	8.7%	5.5%	0.9%	0.4%	0.5%	
2021													
Your Firm													
Total Group	663	1.2%	5.9%	28.8%	24.4%	10.1%	5.4%	5.6%	6.3%	7.8%	3.8%	0.6%	
2020													
Your Firm													
Total Group	604	2.2%	3.1%	22.8%	24.8%	8.9%	8.6%	3.1%	8.8%	7.5%	5.1%	4.6%	0.3%
2019													
Your Firm													
Total Group	589	0.7%	1.9%	17.8%	32.3%	9.2%	6.8%	4.4%	2.5%	6.6%	8.0%	4.1%	5.8%
2018													
Your Firm													
Total Group	537	0.2%	5.2%	11.2%	28.5%	12.3%	7.6%	7.4%	1.7%	3.9%	6.7%	9.1%	6.1%
2017													
Your Firm													
Total Group	545		1.8%	7.5%	24.0%	22.9%	9.2%	7.9%	2.9%	4.4%	8.3%	5.9%	5.1%
2016													
Your Firm													
Total Group	420		2.9%	6.2%	21.0%	22.1%	6.4%	8.8%	5.5%	4.5%	7.9%	3.6%	11.2%
2015													
Your Firm													
Total Group	279		1.1%	7.9%	21.1%	26.2%	8.2%	10.0%	5.0%	4.3%	2.9%	4.7%	8.6%
2014													
Your Firm													
Total Group	169		1.8%	6.5%	18.3%	22.5%	14.8%	7.1%	5.9%	8.3%	1.8%	2.4%	10.7%
Prior													
Your Firm													
Total Group	302		2.0%	7.6%	21.5%	19.5%	14.9%	7.3%	9.9%	6.6%	2.6%	3.3%	4.6%
All Associates													
Your Firm													
Total Group	5,141	0.7%	5.6%	19.1%	23.6%	14.7%	7.3%	7.0%	5.0%	4.9%	4.6%	3.6%	3.9%
Sr. Attorneys													
Your Firm													
Total Group	1,123		0.4%	2.7%	11.0%	20.6%	14.9%	10.6%	8.5%	4.5%	9.1%	11.6%	6.2%

* Includes the number of corresponding headcount values at each level

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

'Full Year'¹ Partner Standard Billing Rates & Annual Percent Change

As of January 1, 2024

	Your Firm		Group			Your Firm		Group		
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	Rank / Of	1 st Quartile	Median	3 rd Quartile
Equity Partners										
High		/ 46	\$1,475	\$1,158	\$1,000		/ 46	9.9	8.2	5.8
Middle		/ 46	1,077	750	696		/ 46	9.0	7.0	5.9
Low		/ 46	855	550	499		/ 46	12.1	10.0	7.0
Average		/ 46	1,100	777	709		/ 46	9.5	7.5	6.1
<u>By Years of Experience</u>										
< 11 Years		/ 25 ‡	\$955	\$650	\$560		/ 25 ‡	10.6	9.8	8.2
11 - 15 Years		/ 46	907	672	590		/ 46	10.8	8.8	7.1
16 - 20 Years		/ 46	1,023	736	642		/ 46	9.7	8.2	6.8
21 - 25 Years		/ 46	1,056	761	680		/ 46	9.6	7.6	6.2
26 - 30 Years		/ 46	1,076	808	704		/ 46	8.9	7.2	6.0
31 - 35 Years		/ 46	1,098	832	720		/ 46	9.0	7.2	5.8
36 - 40 Years		/ 46	1,135	858	752		/ 46	8.9	6.8	5.3
41 - 45 Years		/ 44	1,225	844	786		/ 44	8.8	7.2	5.5
> 45 Years		/ 28 ‡	1,335	903	782		/ 28 ‡	9.5	7.8	5.5
Non-Equity Partners										
High		/ 42	\$1,411	\$1,063	\$908		/ 42	9.5	7.0	5.1
Middle		/ 42	891	650	589		/ 42	10.9	8.2	6.7
Low		/ 42	719	495	450		/ 42	11.6	9.5	7.3
Average		/ 42	926	684	611		/ 42	9.8	7.5	6.6
<u>By Years of Experience</u>										
< 11 Years		/ 38	\$772	\$586	\$522		/ 38	11.6	9.8	7.8
11 - 15 Years		/ 41	839	601	559		/ 41	9.8	7.9	6.8
16 - 20 Years		/ 40	911	676	579		/ 40	9.6	7.8	6.0
21 - 25 Years		/ 39	861	667	610		/ 39	9.0	7.3	6.0
26 - 30 Years		/ 37	903	693	631		/ 37	8.9	7.2	5.8
31 - 35 Years		/ 38	968	759	677		/ 38	9.0	7.3	5.3
36 - 40 Years		/ 36	956	767	699		/ 36	8.9	6.5	4.9
41 - 45 Years		/ 35 ‡	991	800	729		/ 35 ‡	9.0	7.2	5.6
> 45 Years		/ 29 ‡	1,063	769	684		/ 29 ‡	9.0	7.3	4.0

¹ Contains statistics only for Partners who were employed during the entire period from 1/1/2023 through 12/31/2023, excluding Partners who had a title change during the year.

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

'Full Year'¹ Partner Standard Billing Rates & Annual Percent Change

As of January 1, 2024

	Your Firm		Group			Your Firm		Group		
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	Rank / Of	1 st Quartile	Median	3 rd Quartile
All Partner Composite										
High		/ 47	\$1,508	\$1,200	\$1,078		/ 47	9.8	7.6	5.3
Middle		/ 47	1,020	720	648		/ 47	9.4	7.5	6.4
Low		/ 47	725	495	450		/ 47	12.1	9.8	7.3
Average		/ 47	1,034	729	659		/ 47	9.5	7.6	6.4
<u>By Years of Experience</u>										
< 11 Years		/ 44	\$856	\$623	\$533		/ 44	11.6	10.0	7.9
11 - 15 Years		/ 47	873	635	562		/ 47	9.7	8.2	7.1
16 - 20 Years		/ 47	965	706	611		/ 47	9.7	7.8	6.2
21 - 25 Years		/ 47	1,022	753	657		/ 47	9.2	7.6	6.3
26 - 30 Years		/ 47	1,056	790	683		/ 47	9.0	7.2	6.1
31 - 35 Years		/ 47	1,091	807	714		/ 47	8.8	7.1	5.8
36 - 40 Years		/ 47	1,127	817	739		/ 47	9.0	6.9	5.5
41 - 45 Years		/ 47	1,147	832	763		/ 47	8.6	7.0	5.6
> 45 Years		/ 37	1,225	834	715		/ 37	9.1	7.3	5.1
Contract Partners			**	**	**			**	**	**

¹ Contains statistics only for Partners who were employed during the entire period from 1/1/2023 through 12/31/2023, excluding Partners who had a title change during the year.
 ** omitted due to insufficient data; ‡ less than 75% population response

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

'Full Year'¹ Associate & Sr. Attorney Standard Billing Rates & Annual Percent Change

As of January 1, 2024

	Your Firm		Group			Your Firm		Group		
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	Rank / Of	1 st Quartile	Median	3 rd Quartile
Associates										
<i>Class of</i>										
2023		/ 25 ‡	\$491	\$384	\$343					
2022		/ 46	516	397	349		/ 46	17.7	13.2	10.5
2021		/ 47	575	410	368		/ 47	17.4	13.0	10.4
2020		/ 48	614	438	386		/ 48	15.6	12.6	10.2
2019		/ 48	649	449	406		/ 48	14.9	11.9	10.4
2018		/ 48	674	476	425		/ 48	14.5	11.5	9.7
2017		/ 48	733	501	433		/ 48	13.1	11.4	9.2
2016		/ 47	718	509	446		/ 47	13.2	10.3	8.3
2015		/ 45	730	542	463		/ 45	12.6	10.1	8.0
2014		/ 41	645	540	475		/ 41	12.3	10.7	8.4
Prior		/ 44	715	533	455		/ 44	11.8	8.8	7.3
<i>All Associates</i>		/ 48	669	460	408		/ 48	14.3	11.6	10.5
Sr. Attorneys										
<i>Class of</i>										
2016 - 2023		/ 15 ‡	\$713	\$525	\$470		/ 15 ‡	15.7	9.8	7.7
2015		/ 11 ‡	758	510	485		/ 11 ‡	11.6	7.9	6.2
2014		/ 20 ‡	922	509	480		/ 20 ‡	9.8	7.6	6.6
2013		/ 23 ‡	757	515	494		/ 23 ‡	11.0	7.8	7.2
2012		/ 19 ‡	899	560	508		/ 19 ‡	9.2	7.7	6.2
2011		/ 21 ‡	810	570	480		/ 21 ‡	9.9	7.6	6.7
2010		/ 19 ‡	880	598	497		/ 19 ‡	10.5	7.3	6.0
Prior		/ 36	847	621	565		/ 36	8.7	7.1	6.5
<i>All Sr. Attorneys</i>		/ 36	844	610	554		/ 36	8.7	7.4	6.9

¹ Contains statistics only for Associates & Sr. Attorneys who were employed during the entire period from 1/1/2023 through 12/31/2023, excluding timekeepers who had a title change during the year.

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Associate 'Full-Year' Standard Rate Change
By Years of Experience¹

Standard Billing Rate As of January 1, 2024

	Your Firm		Group % Change		
	% Change	Rank / Of	1st Quartile	Median	3rd Quartile
<u>Years of Experience</u>					
1 Year		/ 41	10.2	6.6	1.7
2 Years		/ 43	9.8	6.4	3.1
3 Years		/ 46	10.3	6.9	1.4
4 Years		/ 46	9.6	6.6	4.5
5 Years		/ 46	9.9	6.2	1.9
6 Years		/ 46	9.9	6.7	3.7
7 Years		/ 44	10.7	6.7	1.3

¹ Calculated as the percent change for an associate with the respective years of experience at 1/1/2024 to the corresponding years of experience at 1/1/2023. For example, an associate with one year of experience would be included in law school class year 2022 at 1/1/2024, and included in law school class year 2021 at 1/1/2023.

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

'Full Year'¹ Other Timekeeper Standard Billing Rates & Annual Percent Change

As of January 1, 2024

	Your Firm		Group			Your Firm		Group		
	Rate	Rank / Of	1 st	Median	3 rd	% Change - 1 Year	Rank / Of	% Change - 1 Year		
			Quartile		Quartile			1 st	Median	3 rd
			Quartile		Quartile			Quartile		Quartile
Of Counsel										
<u>By Years of Experience</u>										
< 21 Years		/ 19 ‡	\$881	\$580	\$532		/ 19 ‡	9.1	6.6	5.1
21 - 25 Years		/ 15 ‡	770	586	543		/ 15 ‡	10.5	7.8	6.6
26 - 30 Years		/ 18 ‡	885	672	548		/ 18 ‡	7.7	6.3	3.5
> 30 Years		/ 31 ‡	914	741	663		/ 31 ‡	8.6	6.1	4.9
All Of Counsel		/ 32 ‡	874	700	589		/ 32 ‡	9.5	6.3	4.7
Staff Attorneys										
<u>By Years of Experience</u>										
< 6 Years		/ 20 ‡	\$459	\$369	\$334		/ 20 ‡	12.7	7.4	4.3
6 - 10 Years		/ 20 ‡	483	413	349		/ 20 ‡	11.0	8.9	5.4
11 - 15 Years		/ 24 ‡	499	443	390		/ 24 ‡	11.2	7.9	6.7
> 15 Years		/ 27 ‡	575	460	379		/ 27 ‡	11.4	8.1	5.6
All Staff Attorneys		/ 34 ‡	512	410	368		/ 34 ‡	12.4	8.9	6.1
eDiscovery Attorneys										
<u>By Years of Experience</u>										
< 6 Years			**	**	**			**	**	**
6 - 10 Years			**	**	**			**	**	**
11 - 15 Years			**	**	**			**	**	**
> 15 Years			**	**	**			**	**	**
All eDiscovery Attorneys			**	**	**			**	**	**
All Attorneys		/ 48	\$889	\$617	\$577		/ 48	10.1	8.5	7.4
Contract Associates			**	**	**			**	**	**
Other Timekeepers										
Lobbyists			**	**	**			**	**	**
Specialists		/ 27 ‡	418	354	308		/ 27 ‡	9.7	7.4	6.0
Litigation Support		/ 23 ‡	344	291	254		/ 23 ‡	8.9	6.4	4.2
Patent Agents		/ 15 ‡	411	370	315		/ 15 ‡	10.4	8.1	6.0
Case Clerks		/ 13 ‡	208	180	160		/ 13 ‡	10.5	6.4	5.4
Law Clerks		/ 17 ‡	405	375	305		/ 17 ‡	12.5	7.0	5.2
Paralegals										
High		/ 45	\$475	\$420	\$375		/ 45	8.5	6.3	5.1
Middle		/ 45	380	313	275		/ 45	8.8	6.7	5.1
Low		/ 45	275	220	175		/ 45	15.4	7.7	4.7
Average		/ 45	375	307	277		/ 45	8.5	7.0	6.0

¹ Contains statistics only for Non-Partner timekeepers who were employed during the entire period from 1/1/2023 through 12/31/2023, excluding timekeepers who had a title change during the year.

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Partner Average Worked¹ Rates

For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 year	% Change - 2 year	1 st Quartile	Median	3 rd Quartile	
Equity Partners											
High		/ 46	\$1,452	\$1,055	\$966			10.5	6.7	3.0	14.7
Middle		/ 46	915	661	581			7.7	5.4	3.3	11.0
Low		/ 46	564	410	306			9.3	3.4	0.0	12.5
Average		/ 46	921	681	588			7.1	5.4	3.8	12.4
<u>By Years of Experience</u>											
< 11 Years		/ 26 ‡	\$784	\$611	\$511	‡	‡	9.7	5.7	2.0	15.6
11 - 15 Years		/ 46	802	601	526			10.2	6.4	3.0	14.7
16 - 20 Years		/ 46	871	628	551			7.8	5.5	2.2	11.9
21 - 25 Years		/ 46	921	664	584			8.6	5.0	2.4	12.4
26 - 30 Years		/ 46	953	672	594			9.4	5.9	3.0	12.2
31 - 35 Years		/ 46	975	708	609			8.9	5.6	0.9	11.1
36 - 40 Years		/ 46	1,007	733	604			9.8	4.9	1.2	9.2
41 - 45 Years		/ 44	1,063	740	668		‡	8.9	4.1	(1.0)	11.8
> 45 Years		/ 28 ‡	1,088	779	612	‡	‡	11.1	4.4	0.6	6.4
Non-Equity Partners											
High		/ 42	\$1,205	\$988	\$876		‡	12.0	6.2	1.7	15.7
Middle		/ 42	768	558	515		‡	8.6	6.4	3.6	12.4
Low		/ 42	436	326	279		‡	8.6	2.8	(1.7)	6.8
Average		/ 42	805	590	520		‡	8.0	6.0	3.5	11.3
<u>By Years of Experience</u>											
< 11 Years		/ 38	\$696	\$514	\$432		‡	10.9	5.5	2.2	13.0
11 - 15 Years		/ 40	781	522	475		‡	9.8	6.5	4.9	10.9
16 - 20 Years		/ 41	773	543	491		‡	8.1	3.8	1.3	9.1
21 - 25 Years		/ 39	715	566	530		‡	9.6	5.2	1.1	9.8
26 - 30 Years		/ 38	791	621	543		‡	11.8	5.4	1.6	10.3
31 - 35 Years		/ 38	740	632	549		‡	11.0	4.5	(6.8)	11.6
36 - 40 Years		/ 36	779	632	583		‡	9.7	4.8	(0.1)	12.5
41 - 45 Years		/ 32 ‡	737	656	568		‡	13.0	6.1	(0.1)	16.5
> 45 Years		/ 31 ‡	810	650	574		‡	10.6	5.1	0.2	13.0

¹ Calculated by taking the value of billable time worked during the period 1/1/2023 through 12/31/2023, divided by the corresponding billable hours worked.

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Partner Average Worked¹ Rates

For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 year	% Change - 2 year	1 st Quartile	Median	3 rd Quartile	
All Partner Composite											
High		/ 47	\$1,524	\$1,074	\$973			11.5	7.4	3.6	15.9
Middle		/ 47	879	623	548			7.8	5.7	3.6	11.0
Low		/ 47	470	322	279			7.2	3.4	(0.8)	12.1
Average		/ 47	890	640	562			6.8	5.7	3.9	12.2
<u>By Years of Experience</u>											
< 11 Years		/ 44	\$791	\$540	\$447			10.7	5.4	2.2	13.1
11 - 15 Years		/ 47	789	562	495			9.5	7.2	4.1	11.5
16 - 20 Years		/ 47	858	608	532			6.5	5.1	2.6	10.3
21 - 25 Years		/ 47	905	636	574			8.2	5.1	3.3	12.7
26 - 30 Years		/ 47	939	660	586			9.3	6.1	3.2	11.5
31 - 35 Years		/ 47	952	695	583			9.3	5.7	1.3	13.5
36 - 40 Years		/ 47	1,014	689	613			8.0	4.0	0.7	9.0
41 - 45 Years		/ 46	924	726	623			8.6	4.5	(0.7)	11.3
> 45 Years		/ 38	1,048	676	589		‡	12.3	5.8	0.1	9.9
Contract Partners			**	**	**			**	**	**	**

¹ Calculated by taking the value of billable time worked during the period 1/1/2023 through 12/31/2023, divided by the corresponding billable hours worked.

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Equity Partner Average Worked¹ Rates

By Years of Experience - For the 12-month period ending December 31, 2023

Equity Partners	Count*	< \$400	\$400 - \$474	\$475 - \$549	\$550 - \$624	\$625 - \$699	\$700 - \$774	\$775 - \$849	\$850 - \$924	\$925 - \$999	\$1,000 - \$1,074	\$1,075 - \$1,149	\$1,150 - \$1,224	\$1,225 - \$1,299	\$1,300 - \$1,374	\$1,375 - \$1,449	\$1,450 - \$1,524	\$1,525 +	
< 11 Years																			
Your Firm																			
Total Group	107 ‡	15.0%	8.4%	6.5%	18.7%	22.4%	10.3%		4.7%	5.6%	6.5%	1.9%							
11 - 15 Years																			
Your Firm																			
Total Group	511	10.0%	11.0%	13.3%	13.7%	10.2%	10.2%	7.6%	4.5%	4.7%	5.3%	5.9%	2.7%	0.6%	0.2%	0.2%			
16 - 20 Years																			
Your Firm																			
Total Group	699	9.7%	9.6%	17.9%	17.0%	10.6%	5.0%	6.2%	7.3%	3.6%	4.4%	4.0%	2.6%	1.1%	0.9%	0.1%			
21 - 25 Years																			
Your Firm																			
Total Group	820	6.6%	8.8%	13.3%	16.8%	13.0%	8.9%	6.1%	5.7%	6.7%	3.7%	4.5%	1.8%	1.6%	1.5%	0.5%	0.4%	0.1%	
26 - 30 Years																			
Your Firm																			
Total Group	806	6.0%	7.8%	12.7%	14.9%	15.1%	12.2%	8.3%	3.7%	3.5%	4.1%	3.0%	3.8%	2.5%	0.7%	1.0%	0.2%	0.5%	
31 - 35 Years																			
Your Firm																			
Total Group	604	7.3%	7.5%	10.9%	12.3%	15.7%	11.3%	8.4%	4.5%	5.1%	4.3%	2.0%	3.0%	3.8%	1.5%	0.5%	1.5%	0.5%	
36 - 40 Years																			
Your Firm																			
Total Group	491	3.9%	9.6%	10.2%	14.5%	14.1%	12.8%	9.4%	5.9%	4.5%	3.3%	2.9%	2.9%	2.4%	1.8%	0.4%	0.6%	1.0%	
41 - 45 Years																			
Your Firm																			
Total Group	239	2.9%	5.4%	9.6%	13.4%	13.0%	13.0%	14.6%	5.4%	4.6%	4.2%	3.3%	4.2%	1.3%	2.1%	1.7%	0.8%	0.4%	
> 45 Years																			
Your Firm																			
Total Group	105 ‡	3.8%	5.7%	7.6%	7.6%	9.5%	18.1%	7.6%	4.8%	3.8%	5.7%	4.8%	3.8%	2.9%	2.9%	2.9%	1.0%	7.6%	
All Equity Partners																			
Your Firm																			
Total Group	4,383	7.1%	8.6%	12.7%	14.9%	13.3%	10.3%	7.7%	5.2%	4.7%	4.2%	3.7%	2.8%	1.9%	1.2%	0.6%	0.5%	0.5%	

¹ Calculated by taking the value of billable time worked during the period 1/1/2023 through 12/31/2023, divided by the corresponding billable hours worked.

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

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Non-Equity Partner Average Worked¹ Rates

By Years of Experience - For the 12-month period ending December 31, 2023

Non-Equity Ptrs	Count*	< \$400	\$400 - \$474	\$475 - \$549	\$550 - \$624	\$625 - \$699	\$700 - \$774	\$775 - \$849	\$850 - \$924	\$925 - \$999	\$1,000 - \$1,074	\$1,075 - \$1,149	\$1,150 - \$1,224	\$1,225 - \$1,299	\$1,300 - \$1,374	\$1,375 - \$1,449	\$1,450 - \$1,524	\$1,525 +
< 11 Years																		
Your Firm																		
Total Group	345	24.3%	25.5%	24.9%	7.8%	1.7%	1.2%	4.1%	2.9%	4.6%	2.3%	0.3%	0.3%					
11 - 15 Years																		
Your Firm																		
Total Group	672	12.8%	24.0%	25.3%	14.6%	6.5%	3.4%	2.1%	3.3%	4.6%	2.2%	0.7%	0.4%					
16 - 20 Years																		
Your Firm																		
Total Group	465	11.6%	15.9%	24.5%	14.6%	11.0%	3.4%	4.7%	6.7%	2.4%	3.0%	1.3%	0.6%		0.2%			
21 - 25 Years																		
Your Firm																		
Total Group	349	7.7%	13.5%	23.8%	20.6%	11.7%	6.0%	3.4%	4.3%	4.6%	1.7%	2.0%	0.6%					
26 - 30 Years																		
Your Firm																		
Total Group	250	6.8%	10.8%	22.4%	19.2%	15.6%	6.8%	4.4%	2.4%	4.0%	4.4%	1.2%	0.8%	1.2%				
31 - 35 Years																		
Your Firm																		
Total Group	187	7.0%	10.7%	18.2%	20.9%	10.2%	12.3%	6.4%	3.7%	4.8%	3.7%	0.5%	1.1%	0.5%				
36 - 40 Years																		
Your Firm																		
Total Group	250	6.8%	10.8%	22.4%	19.2%	15.6%	6.8%	4.4%	2.4%	4.0%	4.4%	1.2%	0.8%	1.2%				
41 - 45 Years																		
Your Firm																		
Total Group	187	7.0%	10.7%	18.2%	20.9%	10.2%	12.3%	6.4%	3.7%	4.8%	3.7%	0.5%	1.1%	0.5%				
> 45 Years																		
Your Firm																		
Total Group	203	5.4%	10.3%	15.3%	16.3%	20.2%	10.8%	5.9%	3.4%	3.4%	2.0%	1.5%	2.5%	0.5%			0.5%	2.0%
All Non-Equity Partners																		
Your Firm																		
Total Group	143 ‡	7.0%	6.3%	15.4%	17.5%	18.2%	11.2%	4.9%	7.7%	5.6%	1.4%	2.8%		0.7%			1.4%	

¹ Calculated by taking the value of billable time worked during the period 1/1/2023 through 12/31/2023, divided by the corresponding billable hours worked.

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

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of All Partner Average Worked¹ Rates

By Years of Experience - For the 12-month period ending December 31, 2023

All Partners	Count*	< \$400	\$400 - \$474	\$475 - \$549	\$550 - \$624	\$625 - \$699	\$700 - \$774	\$775 - \$849	\$850 - \$924	\$925 - \$999	\$1,000 - \$1,074	\$1,075 - \$1,149	\$1,150 - \$1,224	\$1,225 - \$1,299	\$1,300 - \$1,374	\$1,375 - \$1,449	\$1,450 - \$1,524	\$1,525 +	
< 11 Years																			
Your Firm																			
Total Group	452	22.1%	21.5%	20.6%	10.4%	6.6%	3.3%	3.1%	3.3%	4.9%	3.3%	0.7%	0.2%						
11 - 15 Years																			
Your Firm																			
Total Group	1,183	11.6%	18.3%	20.1%	14.2%	8.1%	6.3%	4.5%	3.8%	4.6%	3.6%	3.0%	1.4%	0.3%	0.1%	0.1%			
16 - 20 Years																			
Your Firm																			
Total Group	1,164	10.5%	12.1%	20.5%	16.1%	10.7%	4.4%	5.6%	7.0%	3.1%	3.9%	2.9%	1.8%	0.7%	0.6%	0.1%			
21 - 25 Years																			
Your Firm																			
Total Group	1,169	6.9%	10.2%	16.4%	18.0%	12.7%	8.0%	5.3%	5.3%	6.1%	3.1%	3.8%	1.5%	1.1%	1.0%	0.3%	0.3%	0.1%	
26 - 30 Years																			
Your Firm																			
Total Group	1,056	6.2%	8.5%	15.0%	15.9%	15.2%	10.9%	7.4%	3.4%	3.6%	4.2%	2.6%	3.1%	2.2%	0.6%	0.8%	0.2%	0.4%	
31 - 35 Years																			
Your Firm																			
Total Group	791	7.2%	8.2%	12.6%	14.3%	14.4%	11.5%	8.0%	4.3%	5.1%	4.2%	1.6%	2.5%	3.0%	1.1%	0.4%	1.1%	0.4%	
36 - 40 Years																			
Your Firm																			
Total Group	694	4.3%	9.8%	11.7%	15.0%	15.9%	12.2%	8.4%	5.2%	4.2%	2.9%	2.4%	2.7%	1.9%	1.3%	0.3%	0.6%	1.3%	
41 - 45 Years																			
Your Firm																			
Total Group	382	4.5%	5.8%	11.8%	14.9%	14.9%	12.3%	11.0%	6.3%	5.0%	3.1%	3.1%	2.6%	0.8%	1.6%	1.0%	1.0%	0.3%	
> 45 Years																			
Your Firm																			
Total Group	230	3.9%	6.5%	10.9%	15.2%	11.3%	12.6%	6.5%	6.1%	4.8%	3.5%	4.3%	3.5%	1.3%	2.2%	2.2%	0.9%	4.3%	
All Partners																			
Your Firm																			
Total Group	7,126	8.7%	11.7%	16.4%	15.3%	12.2%	8.5%	6.3%	4.9%	4.5%	3.6%	2.7%	2.0%	1.3%	0.8%	0.4%	0.3%	0.4%	

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* 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 - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Associate & Sr. Attorney Average Worked¹ Rates

For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	% Change - 2 Year	% Change - 1 year			
								1 st Quartile	Median	3 rd Quartile	
Associates											
<i>Class of</i>											
2023		/ 34 ‡	\$440	\$345	\$302						
2022		/ 45	463	357	310		‡	12.6	8.8	4.0	
2021		/ 48	490	367	329			16.3	12.3	8.5	22.5
2020		/ 48	514	377	337			18.0	13.2	7.5	27.4
2019		/ 48	539	390	343			16.8	12.4	9.4	24.0
2018		/ 48	604	412	366			15.1	10.6	6.2	26.0
2017		/ 48	602	428	369			13.8	10.1	6.3	22.9
2016		/ 47	637	435	365			13.3	9.6	5.6	22.4
2015		/ 46	667	447	395			12.5	9.4	3.5	20.9
2014		/ 40	603	438	388			10.3	5.1	0.4	16.8
Prior		/ 42	554	438	391			9.2	6.2	0.0	13.0
<i>All Associates</i>		/ 48	573	398	355			9.1	6.3	3.8	12.7
Sr. Attorneys											
<i>Class of</i>											
2016 - 2023		/ 14 ‡	\$534	\$459	\$398			**	**	**	**
2015		/ 11 ‡	674	480	425			**	**	**	**
2014		/ 22 ‡	788	490	432		‡	9.9	5.8	0.4	**
2013		/ 23 ‡	648	488	397		‡	11.9	7.3	2.4	**
2012		/ 21 ‡	752	502	444		‡	9.8	2.2	0.0	**
2011		/ 21 ‡	735	526	436		‡	12.7	6.1	(1.6)	**
2010		/ 19 ‡	741	485	416		‡	10.1	6.3	0.0	**
Prior		/ 35 ‡	737	519	468		‡	10.3	6.4	1.7	14.4
<i>All Sr. Attorneys</i>		/ 35 ‡	721	506	467		‡	9.9	7.3	3.7	13.3

¹ Calculated by taking the value of billable time worked during the period 1/1/2023 through 12/31/2023, divided by the corresponding billable hours worked.

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Associate & Sr. Attorney Average Worked¹ Rates

For the 12-month period ending December 31, 2023

Associates	Count*	< \$250	\$250 - \$324	\$325 - \$399	\$400 - \$474	\$475 - \$549	\$550 - \$624	\$625 - \$699	\$700 - \$574	\$775 - \$849	\$850 - \$924	\$925 - \$999	\$1,000 +
2023													
Your Firm													
Total Group	**	**	**	**	**	**	**	**	**	**	**	**	**
2022													
Your Firm													
Total Group	378	6.6%	23.8%	32.8%	12.4%	13.0%	6.9%	4.0%	0.5%				
2021													
Your Firm													
Total Group	478	5.4%	20.5%	38.1%	9.0%	7.3%	8.8%	8.8%	2.1%				
2020													
Your Firm													
Total Group	447	5.6%	15.2%	32.4%	13.4%	7.2%	6.9%	11.0%	5.6%	2.7%			
2019													
Your Firm													
Total Group	436	3.7%	11.2%	36.7%	12.6%	8.7%	3.2%	5.7%	9.6%	3.9%	4.1%	0.2%	0.2%
2018													
Your Firm													
Total Group	415	5.1%	10.4%	27.2%	16.9%	6.5%	9.6%	3.9%	6.5%	6.7%	5.5%	1.7%	
2017													
Your Firm													
Total Group	397	1.5%	11.6%	23.4%	23.2%	8.1%	7.3%	4.5%	5.8%	5.5%	6.3%	2.8%	
2016													
Your Firm													
Total Group	328	1.8%	7.3%	22.6%	24.7%	7.0%	8.8%	5.2%	4.3%	6.7%	7.6%	3.0%	0.9%
2015													
Your Firm													
Total Group	246	1.2%	7.7%	20.7%	28.0%	8.5%	6.9%	4.9%	6.1%	5.3%	6.9%	3.3%	0.4%
2014													
Your Firm													
Total Group	160	1.9%	6.9%	13.8%	28.1%	15.6%	8.1%	7.5%	4.4%	3.1%	3.1%	5.0%	2.5%
Prior													
Your Firm													
Total Group	269	3.7%	4.5%	20.4%	25.3%	14.9%	8.6%	5.9%	4.5%	7.8%	1.5%	2.2%	0.7%
All Associates													
Your Firm													
Total Group	3,607	4.0%	12.8%	28.4%	18.5%	9.1%	7.4%	6.2%	4.9%	3.9%	3.2%	1.4%	0.3%
Sr. Attorneys													
Your Firm													
Total Group	697 ‡	1.3%	4.4%	13.8%	24.1%	17.1%	10.0%	6.7%	4.4%	6.0%	7.2%	3.6%	1.3%

¹ Calculated by taking the value of billable time worked during the period 1/1/2023 through 12/31/2023, divided by the corresponding billable hours worked.

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Other Timekeeper Average Worked¹ Rates

For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group			
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	% Change - 2 Year	1 st Quartile	Median	3 rd Quartile	Median % Change - 2 Year
Of Counsel											
<u>By Years of Experience</u>											
< 21 Years		/ 15 †	\$803	\$565	\$463	‡		8.2	4.5	2.2	**
21 - 25 Years		/ 12 †	746	526	469			**	**	**	**
26 - 30 Years		/ 13 †	651	501	476	‡		12.3	4.7	0.4	**
> 30 Years		/ 26 †	835	669	584	‡	‡	9.1	5.5	0.0	15.7
All Of Counsel		/ 28 †	829	624	496	‡	‡	7.8	3.9	0.2	13.0
Staff Attorneys											
<u>By Years of Experience</u>											
< 6 Years		/ 15 †	\$363	\$316	\$269	‡		19.2	6.1	2.0	**
6 - 10 Years		/ 17 †	398	331	301	‡	‡	17.6	7.8	2.3	16.8
11 - 15 Years		/ 22 †	459	374	305	‡	‡	15.7	8.4	0.2	17.5
> 15 Years		/ 23 †	460	383	290	‡	‡	9.9	6.0	(0.7)	13.6
All Staff Attorneys		/ 32 †	458	359	306	‡	‡	13.9	7.8	0.2	17.1
eDiscovery Attorneys											
<u>By Years of Experience</u>											
< 6 Years			**	**	**			**	**	**	**
6 - 10 Years			**	**	**			**	**	**	**
11 - 15 Years			**	**	**			**	**	**	**
> 15 Years			**	**	**			**	**	**	**
All eDiscovery Attorneys			**	**	**			**	**	**	**
All Attorneys		/ 48	\$719	\$535	\$488			8.1	5.8	3.2	11.0
Contract Associates			**	**	**			**	**	**	**
Other Timekeepers											
Lobbyists		/ 10 †	\$703	\$608	\$393			**	**	**	**
Specialists		/ 27 †	378	299	257	‡	‡	12.1	6.1	1.0	15.0
Litigation Support		/ 22 †	329	271	213	‡	‡	12.5	4.3	0.0	10.7
Patent Agents		/ 15 †	345	311	279	‡	‡	10.5	4.1	(3.5)	7.1
Case Clerks		/ 12 †	198	167	143	‡	‡	9.3	7.6	2.9	14.2
Law Clerks		/ 22 †	365	290	237	‡	‡	19.6	5.7	0.0	28.2
Paralegals											
High		/ 45	\$463	\$385	\$349			8.9	6.0	2.4	12.8
Middle		/ 45	312	269	227			9.6	6.0	2.7	11.5
Low		/ 45	202	132	104			11.2	2.4	0.0	5.1
Average		/ 45	324	271	225			8.5	5.8	3.6	11.0

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Partner Average Billed¹ Rates

For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group			
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 year	% Change - 2 Year	1 st Quartile	Median	3 rd Quartile	Median % Change - 2 Year
Equity Partners											
High		/ 46	\$1,452	\$1,088	\$951			11.2	4.9	(2.0)	10.8
Middle		/ 46	838	635	554			6.5	4.7	3.1	9.8
Low		/ 46	504	341	266			32.3	4.9	(3.5)	5.8
Average		/ 46	864	651	563			7.1	4.6	2.8	10.7
<u>By Years of Experience</u>											
< 11 Years		/ 26 ‡	\$812	\$589	\$475		‡	10.6	4.1	0.0	21.0
11 - 15 Years		/ 46	759	592	512			10.5	6.7	0.6	10.7
16 - 20 Years		/ 46	800	621	541			8.1	4.1	0.4	11.2
21 - 25 Years		/ 46	849	656	559			7.1	4.2	0.6	9.6
26 - 30 Years		/ 46	835	649	570			9.1	5.5	1.4	12.8
31 - 35 Years		/ 46	865	668	577			7.7	3.2	(0.6)	9.7
36 - 40 Years		/ 46	949	690	579			7.0	4.3	0.1	9.2
41 - 45 Years		/ 44	1,008	703	636			8.8	4.7	(1.1)	15.3
> 45 Years		/ 28 ‡	974	735	583		‡	12.0	4.3	0.6	7.8
Non-Equity Partners											
High		/ 42	\$1,400	\$1,010	\$850			18.5	4.7	(6.9)	11.7
Middle		/ 42	675	526	489			7.8	6.0	2.5	10.2
Low		/ 42	354	281	230			14.3	0.0	(13.1)	5.3
Average		/ 42	706	557	492			7.6	5.5	3.2	10.7
<u>By Years of Experience</u>											
< 11 Years		/ 38	\$606	\$500	\$421			8.9	6.2	0.9	10.5
11 - 15 Years		/ 40	663	496	456			8.9	6.3	3.0	12.9
16 - 20 Years		/ 41	672	529	463			7.3	3.5	0.7	7.9
21 - 25 Years		/ 39	644	557	502			9.7	4.3	0.1	6.3
26 - 30 Years		/ 38	765	582	513			12.1	4.3	1.1	9.3
31 - 35 Years		/ 38	679	595	548			9.6	4.8	(7.8)	10.8
36 - 40 Years		/ 36	768	610	557		‡	12.9	4.9	(2.4)	15.3
41 - 45 Years		/ 32 ‡	733	613	513		‡	14.4	6.9	(2.7)	10.9
> 45 Years		/ 31 ‡	829	618	513		‡	8.7	2.3	(1.7)	8.7

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Partner Average Billed¹ Rates

For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group			
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 year	% Change - 2 Year	1 st Quartile	Median	3 rd Quartile	Median % Change - 2 Year
All Partner Composite											
High		/ 47	\$1,631	\$1,221	\$977			12.0	4.3	(4.3)	10.7
Middle		/ 47	790	586	523			7.1	4.8	2.1	9.6
Low		/ 47	351	273	205			31.4	1.4	(14.1)	7.0
Average		/ 47	823	599	540			6.7	4.8	2.9	10.5
<u>By Years of Experience</u>											
< 11 Years		/ 44	\$670	\$512	\$424			10.8	6.1	0.9	11.5
11 - 15 Years		/ 47	722	530	470			8.9	5.7	2.8	11.2
16 - 20 Years		/ 47	773	582	517			6.4	4.2	2.1	11.0
21 - 25 Years		/ 47	812	632	548			8.1	4.9	1.5	8.7
26 - 30 Years		/ 47	830	623	562			9.1	5.6	2.3	11.6
31 - 35 Years		/ 47	863	645	554			7.6	3.0	0.2	10.5
36 - 40 Years		/ 47	970	670	581			9.1	3.4	0.3	10.6
41 - 45 Years		/ 46	910	693	598			8.9	4.0	(0.7)	12.1
> 45 Years		/ 38	946	639	571		‡	13.8	3.9	(2.2)	8.4
Contract Partners			**	**	**			**	**	**	**

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Equity Partner Average Billed¹ Rates

By Years of Experience - For the 12-month period ending December 31, 2023

Equity Partners	Count*	< \$400	\$400 - \$474	\$475 - \$549	\$550 - \$624	\$625 - \$699	\$700 - \$774	\$775 - \$849	\$850 - \$924	\$925 - \$999	\$1,000 - \$1,074	\$1,075 - \$1,149	\$1,150 - \$1,224	\$1,225 - \$1,299	\$1,300 - \$1,374	\$1,375 - \$1,449	\$1,450 - \$1,524	\$1,525 +	
< 11 Years																			
Your Firm																			
Total Group	107 ‡	17.8%	7.5%	12.1%	21.5%	15.9%	3.7%	0.9%	7.5%	3.7%	4.7%	0.9%	0.9%		1.9%	0.9%			
11 - 15 Years																			
Your Firm																			
Total Group	511	13.5%	12.3%	12.7%	15.7%	11.0%	9.6%	5.7%	3.9%	5.5%	4.1%	3.1%	1.6%	0.6%	0.4%	0.2%			0.2%
16 - 20 Years																			
Your Firm																			
Total Group	698	11.7%	11.3%	18.2%	17.0%	8.6%	7.6%	6.9%	6.3%	2.7%	2.7%	3.0%	1.6%	1.0%	0.3%	0.3%	0.1%		0.6%
21 - 25 Years																			
Your Firm																			
Total Group	814	8.1%	11.9%	13.4%	17.9%	10.7%	9.1%	7.1%	7.4%	5.3%	1.7%	2.8%	1.4%	1.6%	0.9%	0.5%			0.2%
26 - 30 Years																			
Your Firm																			
Total Group	804	8.1%	8.8%	15.5%	13.9%	16.0%	12.4%	5.2%	4.4%	4.4%	2.7%	2.9%	1.6%	1.4%	1.0%	0.4%	0.5%		0.7%
31 - 35 Years																			
Your Firm																			
Total Group	600	9.7%	9.8%	12.7%	13.2%	13.2%	11.2%	8.8%	6.0%	4.2%	2.2%	2.2%	1.8%	1.3%	1.2%	0.7%	0.7%		1.3%
36 - 40 Years																			
Your Firm																			
Total Group	489	6.5%	10.2%	11.5%	17.0%	12.9%	12.7%	6.5%	7.2%	3.7%	3.7%	2.7%	1.4%	1.0%	0.6%	0.6%	0.2%		1.6%
41 - 45 Years																			
Your Firm																			
Total Group	239	4.6%	9.2%	9.6%	13.0%	13.8%	14.2%	10.9%	6.3%	3.3%	5.4%	2.5%	2.5%	1.3%	1.3%	1.3%			0.8%
> 45 Years																			
Your Firm																			
Total Group	105 ‡	5.7%	7.6%	7.6%	9.5%	9.5%	15.2%	5.7%	7.6%	5.7%	6.7%	3.8%	3.8%	2.9%	1.9%		1.0%		5.7%
All Equity Partners																			
Your Firm																			
Total Group	4,368	9.3%	10.5%	13.8%	15.6%	12.2%	10.5%	6.8%	6.0%	4.3%	3.0%	2.7%	1.6%	1.2%	0.8%	0.5%	0.3%		0.8%

¹ Calculated by taking the actual value of amount billed during the period 1/1/2023 through 12/31/2023, divided by the corresponding billable hours worked.

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

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Non-Equity Partner Average Billed¹ Rates

By Years of Experience - For the 12-month period ending December 31, 2023

Non-Equity Ptrs	Count*	< \$400	\$400 - \$474	\$475 - \$549	\$550 - \$624	\$625 - \$699	\$700 - \$774	\$775 - \$849	\$850 - \$924	\$925 - \$999	\$1,000 - \$1,074	\$1,075 - \$1,149	\$1,150 - \$1,224	\$1,225 - \$1,299	\$1,300 - \$1,374	\$1,375 - \$1,449	\$1,450 - \$1,524	\$1,525 +	
< 11 Years																			
Your Firm																			
Total Group	345	29.6%	29.3%	20.3%	5.2%	2.9%	4.1%	2.0%	2.6%	2.0%	1.4%	0.3%	0.3%						
11 - 15 Years																			
Your Firm																			
Total Group	671	19.1%	27.1%	23.5%	12.1%	4.6%	2.8%	4.8%	2.5%	1.9%	0.7%	0.4%	0.3%						
16 - 20 Years																			
Your Firm																			
Total Group	466	14.4%	20.8%	23.4%	13.5%	7.7%	5.4%	6.7%	3.2%	1.9%	1.3%	0.9%	0.2%		0.4%				0.2%
21 - 25 Years																			
Your Firm																			
Total Group	348	12.1%	15.5%	25.6%	18.1%	9.8%	6.9%	3.2%	4.6%	2.6%	0.3%	0.9%	0.3%						0.3%
26 - 30 Years																			
Your Firm																			
Total Group	249	12.0%	13.7%	24.5%	20.1%	10.0%	4.0%	5.2%	2.4%	2.8%	2.8%	1.2%	0.8%	0.4%					
31 - 35 Years																			
Your Firm																			
Total Group	189	13.2%	12.2%	20.6%	14.8%	11.1%	10.1%	6.3%	5.3%	2.6%	1.1%		1.1%	0.5%					1.1%
36 - 40 Years																			
Your Firm																			
Total Group	203	7.4%	14.8%	15.8%	18.2%	13.3%	11.3%	7.9%	3.0%	1.5%	1.0%	1.0%	1.5%	1.0%		0.5%	0.5%		1.5%
41 - 45 Years																			
Your Firm																			
Total Group	142 ‡	12.0%	7.0%	16.9%	15.5%	16.9%	12.0%	7.0%	2.8%	5.6%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%		0.7%	
> 45 Years																			
Your Firm																			
Total Group	123 ‡	9.8%	13.0%	13.0%	16.3%	10.6%	9.8%	5.7%	8.1%	4.1%	0.8%	0.8%	1.6%	1.6%	0.8%	2.4%			1.6%
All Non-Equity Partners																			
Your Firm																			
Total Group	2,740	16.0%	20.0%	21.8%	14.0%	8.1%	5.9%	5.1%	3.4%	2.4%	1.1%	0.7%	0.5%	0.3%	0.1%	0.1%	0.1%		0.3%

¹ Calculated by taking the actual value of amount billed during the period 1/1/2023 through 12/31/2023, divided by the corresponding billable hours worked.

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

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of All Partner Average Billed¹ Rates

By Years of Experience - For the 12-month period ending December 31, 2023

All Partners	Count*	< \$400	\$400 - \$474	\$475 - \$549	\$550 - \$624	\$625 - \$699	\$700 - \$774	\$775 - \$849	\$850 - \$924	\$925 - \$999	\$1,000 - \$1,074	\$1,075 - \$1,149	\$1,150 - \$1,224	\$1,225 - \$1,299	\$1,300 - \$1,374	\$1,375 - \$1,449	\$1,450 - \$1,524	\$1,525 +	
< 11 Years																			
Your Firm																			
Total Group	452	26.8%	24.1%	18.4%	9.1%	6.0%	4.0%	1.8%	3.8%	2.4%	2.2%	0.4%	0.4%		0.4%	0.2%			
11 - 15 Years																			
Your Firm																			
Total Group	1,182	16.7%	20.7%	18.9%	13.6%	7.4%	5.8%	5.2%	3.1%	3.5%	2.2%	1.6%	0.8%	0.3%	0.2%	0.1%			0.1%
16 - 20 Years																			
Your Firm																			
Total Group	1,164	12.8%	15.1%	20.3%	15.6%	8.2%	6.7%	6.8%	5.1%	2.4%	2.1%	2.1%	1.0%	0.6%	0.3%	0.2%	0.1%		0.4%
21 - 25 Years																			
Your Firm																			
Total Group	1,162	9.3%	13.0%	17.0%	18.0%	10.4%	8.4%	5.9%	6.5%	4.5%	1.3%	2.2%	1.0%	1.1%	0.6%	0.3%			0.3%
26 - 30 Years																			
Your Firm																			
Total Group	1,053	9.0%	10.0%	17.7%	15.4%	14.6%	10.4%	5.2%	3.9%	4.0%	2.8%	2.5%	1.4%	1.1%	0.8%	0.3%	0.4%		0.6%
31 - 35 Years																			
Your Firm																			
Total Group	789	10.5%	10.4%	14.6%	13.6%	12.7%	10.9%	8.2%	5.8%	3.8%	1.9%	1.6%	1.6%	1.1%	0.9%	0.5%	0.5%		1.3%
36 - 40 Years																			
Your Firm																			
Total Group	692	6.8%	11.6%	12.7%	17.3%	13.0%	12.3%	6.9%	5.9%	3.0%	2.9%	2.2%	1.4%	1.0%	0.4%	0.6%	0.3%		1.6%
41 - 45 Years																			
Your Firm																			
Total Group	381	7.3%	8.4%	12.3%	13.9%	15.0%	13.4%	9.4%	5.0%	4.2%	3.7%	1.8%	1.8%	1.0%	1.0%	0.8%	0.3%		0.5%
> 45 Years																			
Your Firm																			
Total Group	228	7.9%	10.5%	10.5%	13.2%	10.1%	12.3%	5.7%	7.9%	4.8%	3.5%	2.2%	2.6%	2.2%	1.3%	1.3%	0.4%		3.5%
All Partners																			
Your Firm																			
Total Group	7,108	11.9%	14.1%	16.9%	15.0%	10.6%	8.8%	6.1%	5.0%	3.6%	2.3%	1.9%	1.2%	0.8%	0.6%	0.4%	0.2%		0.6%

¹ Calculated by taking the actual value of amount billed during the period 1/1/2023 through 12/31/2023, divided by the corresponding billable hours worked.

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

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Associate & Sr. Attorney Average Billed¹ Rates

For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		% Change - 1 Year			Median % Change - 2 Year
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 year	% Change - 2 Year	% Change - 1 Year			
								1 st Quartile	Median	3 rd Quartile	
Associates											
<i>Class of</i>											
2023		/ 33 ‡	\$378	\$305	\$243						
2022		/ 45	394	315	267		‡	17.0	11.2	3.1	
2021		/ 48	459	336	298			17.1	10.2	7.1	21.3
2020		/ 48	485	350	303			15.3	10.8	5.2	25.1
2019		/ 48	520	360	320			16.0	11.6	8.5	24.0
2018		/ 48	532	376	334			11.9	9.0	3.1	22.5
2017		/ 48	573	397	334			12.2	9.4	4.5	22.3
2016		/ 47	592	409	334			12.5	8.5	3.5	18.1
2015		/ 46	591	407	358			9.6	5.4	0.0	17.3
2014		/ 40	523	405	351			6.2	2.2	(1.3)	13.2
Prior		/ 42	564	404	360			8.4	5.6	0.0	11.4
<i>All Associates</i>		/ 48	537	365	325			8.3	4.2	1.9	10.1
Sr. Attorneys											
<i>Class of</i>											
2016 - 2023		/ 14 ‡	\$459	\$407	\$350			**	**	**	**
2015		/ 11 ‡	602	457	392			**	**	**	**
2014		/ 22 ‡	688	443	386		‡	13.1	3.9	(0.7)	**
2013		/ 23 ‡	615	435	385		‡	8.0	5.8	0.8	**
2012		/ 21 ‡	660	444	373		‡	14.9	5.0	0.0	**
2011		/ 20 ‡	611	484	355		‡	12.3	5.6	(0.9)	**
2010		/ 19 ‡	695	411	352		‡	11.3	2.8	(6.1)	**
Prior		/ 35 ‡	646	489	431		‡	11.5	5.3	0.0	13.0
<i>All Sr. Attorneys</i>		/ 35 ‡	664	483	438		‡	9.8	5.9	0.0	15.1

¹ Calculated by taking the actual value of amount billed during the period 1/1/2023 through 12/31/2023, divided by the corresponding billable hours worked.

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Associate & Sr. Attorney Average Billed¹ Rates

For the 12-month period ending December 31, 2023

Associates	Count*	< \$250	\$250 - \$324	\$325 - \$399	\$400 - \$474	\$475 - \$549	\$550 - \$624	\$625 - \$699	\$700 - \$774	\$775 - \$849	\$850 - \$924	\$925 - \$999	\$1,000 +
2023													
Your Firm													
Total Group	**	**	**	**	**	**	**	**	**	**	**	**	**
2022													
Your Firm													
Total Group	377	15.1%	29.4%	23.1%	14.1%	10.1%	6.1%	1.9%	0.3%				
2021													
Your Firm													
Total Group	478	10.3%	28.5%	31.0%	8.8%	9.8%	7.1%	4.4%	0.2%				
2020													
Your Firm													
Total Group	449	8.9%	22.5%	28.7%	9.8%	11.1%	9.8%	6.0%	1.8%	1.1%		0.2%	
2019													
Your Firm													
Total Group	438	5.3%	20.8%	32.0%	11.2%	8.0%	5.5%	6.4%	6.6%	2.1%	1.6%	0.5%	0.2%
2018													
Your Firm													
Total Group	415	6.5%	18.3%	25.8%	11.1%	10.8%	7.7%	6.7%	4.8%	4.3%	1.9%	1.4%	0.5%
2017													
Your Firm													
Total Group	397	3.8%	16.4%	25.7%	19.1%	8.1%	7.3%	5.8%	4.8%	4.5%	3.0%	1.3%	0.3%
2016													
Your Firm													
Total Group	329	4.6%	14.6%	24.3%	17.3%	8.5%	7.3%	6.4%	5.2%	4.0%	4.6%	1.8%	1.5%
2015													
Your Firm													
Total Group	246	4.1%	13.8%	24.0%	22.8%	8.9%	5.3%	6.9%	5.3%	3.3%	2.4%	2.8%	0.4%
2014													
Your Firm													
Total Group	161	3.1%	10.6%	21.1%	24.8%	12.4%	6.8%	6.8%	3.1%	3.1%	3.1%	3.1%	1.9%
Prior													
Your Firm													
Total Group	270	5.2%	13.3%	22.2%	24.4%	10.0%	4.8%	6.7%	7.8%	2.6%	1.1%		1.9%
All Associates													
Your Firm													
Total Group	3,613	7.1%	20.2%	26.9%	14.8%	9.5%	6.9%	5.6%	3.7%	2.3%	1.5%	0.9%	0.5%
Sr. Attorneys													
Your Firm													
Total Group	696 ‡	4.3%	8.0%	20.0%	20.5%	14.7%	8.3%	6.6%	5.2%	7.0%	2.3%	1.7%	1.3%

¹ Calculated by taking the actual value of amount billed during the period 1/1/2023 through 12/31/2023, divided by the corresponding billable hours worked.

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Other Timekeeper Average Billed¹ Rates

For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group			Median % Change - 2 Year
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 year	% Change - 2 Year	1 st Quartile	Median	3 rd Quartile	
Of Counsel											
<u>By Years of Experience</u>											
< 21 Years		/ 15 †	\$684	\$519	\$419	†		9.2	6.3	2.2	**
21 - 25 Years		/ 12 †	651	464	426	†		**	**	**	**
26 - 30 Years		/ 13 †	623	473	420	†		11.6	2.7	(0.7)	**
> 30 Years		/ 26 †	831	641	546	†	†	7.6	1.9	(3.0)	14.8
All Of Counsel		/ 28 †	810	579	484	†	†	8.2	3.4	(1.3)	14.7
Staff Attorneys											
<u>By Years of Experience</u>											
< 6 Years		/ 15 †	\$308	\$258	\$210	†		7.8	0.0	(8.2)	**
6 - 10 Years		/ 17 †	371	317	267	†	†	7.9	3.4	0.0	6.0
11 - 15 Years		/ 22 †	458	322	265	†	†	21.2	12.6	2.3	21.1
> 15 Years		/ 23 †	434	339	274	†	†	11.2	1.4	(2.1)	7.9
All Staff Attorneys		/ 32 †	421	315	272	†	†	10.0	3.7	(2.2)	9.5
eDiscovery Attorneys											
<u>By Years of Experience</u>											
< 6 Years			**	**	**			**	**	**	**
6 - 10 Years			**	**	**			**	**	**	**
11 - 15 Years			**	**	**			**	**	**	**
> 15 Years			**	**	**			**	**	**	**
All eDiscovery Attorneys			**	**	**			**	**	**	**
All Attorneys		/ 48	\$691	\$502	\$457			6.9	4.7	2.3	9.5
Contract Associates			**	**	**			**	**	**	**
Other Timekeepers											
Lobbyists			**	**	**			**	**	**	**
Specialists		/ 27 †	392	317	238	†	†	12.1	7.3	(4.1)	7.4
Litigation Support		/ 22 †	280	225	182	†	†	10.4	4.6	(1.0)	9.3
Patent Agents		/ 15 †	304	248	235	†	†	10.8	3.4	(3.5)	1.9
Case Clerks		/ 13 †	172	152	111	†	†	12.3	7.5	2.4	13.2
Law Clerks		/ 23 †	309	219	149	†	†	10.3	2.8	(1.7)	17.3
Paralegals											
High		/ 45	\$470	\$377	\$331			5.8	2.6	(2.6)	6.5
Middle		/ 45	285	246	191			9.4	6.2	1.9	10.0
Low		/ 45	157	101	73			18.6	2.1	(4.2)	6.5
Average		/ 45	294	238	199			8.1	4.9	1.6	9.4

¹ Calculated by taking the actual value of amount billed during the period 1/1/2023 through 12/31/2023, divided by the corresponding billable hours worked.

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

'Full Year'¹ Partner Average Billed Rates & Annual Percent Change

For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group		
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	Rank / Of	1 st Quartile	Median	3 rd Quartile
Equity Partners										
High		/ 46	\$1,452	\$1,088	\$947		/ 45	11.9	3.6	(4.6)
Middle		/ 46	836	637	554		/ 45	7.0	4.6	3.2
Low		/ 46	504	366	285		/ 45	25.6	5.1	(2.0)
Average		/ 46	872	653	568		/ 45	7.0	5.0	2.2
<u>By Years of Experience</u>										
< 11 Years		/ 25 ‡	\$842	\$594	\$490		/ 19 ‡	12.4	4.8	0.0
11 - 15 Years		/ 46	759	578	512		/ 45	10.4	5.5	0.9
16 - 20 Years		/ 46	795	619	541		/ 44	8.2	3.9	0.4
21 - 25 Years		/ 46	855	660	554		/ 45	8.7	4.5	0.5
26 - 30 Years		/ 46	838	652	573		/ 45	9.4	5.1	1.3
31 - 35 Years		/ 46	894	675	577		/ 45	10.2	3.2	0.2
36 - 40 Years		/ 46	949	689	589		/ 45	8.6	4.6	0.1
41 - 45 Years		/ 44	1,000	716	642		/ 43	10.2	4.4	(2.2)
> 45 Years		/ 28 ‡	970	735	602		/ 22 ‡	12.5	4.4	(0.2)
Non-Equity Partners										
High		/ 42	1,320	985	802		/ 41	12.1	3.0	(6.9)
Middle		/ 42	696	530	488		/ 41	6.8	5.0	2.0
Low		/ 42	355	299	235		/ 41	6.8	0.0	(9.3)
Average		/ 42	727	560	491		/ 41	7.1	5.1	2.5
<u>By Years of Experience</u>										
< 11 Years		/ 38	\$603	\$493	\$408		/ 34 ‡	8.7	5.3	1.4
11 - 15 Years		/ 41	690	497	454		/ 39	9.2	5.8	2.3
16 - 20 Years		/ 40	659	541	465		/ 38	5.8	3.0	(0.9)
21 - 25 Years		/ 39	650	575	500		/ 37	8.9	4.5	(1.4)
26 - 30 Years		/ 37	682	576	508		/ 35 ‡	10.1	7.5	(0.8)
31 - 35 Years		/ 38	681	598	529		/ 35 ‡	12.9	4.1	(6.6)
36 - 40 Years		/ 36	750	608	535		/ 33 ‡	12.9	4.0	(3.7)
41 - 45 Years		/ 35 ‡	724	608	524		/ 32 ‡	12.4	6.9	(5.9)
> 45 Years		/ 29 ‡	839	656	534		/ 27 ‡	10.0	2.6	(5.6)

¹ Contains statistics only for Partners who were employed during the entire period from 1/1/2023 through 12/31/2023, excluding Partners who had a title change during the year.

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

'Full Year'¹ Partner Average Billed Rates & Annual Percent Change

For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group		
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	Rank / Of	1 st Quartile	Median	3 rd Quartile
All Partner Composite										
High		/ 47	\$1,566	\$1,221	\$973		/ 46	11.7	3.7	(3.6)
Middle		/ 47	791	591	527		/ 46	7.2	4.6	2.0
Low		/ 47	383	288	217		/ 46	12.4	1.0	(13.9)
Average		/ 47	828	603	543		/ 46	6.6	4.5	2.5
<u>By Years of Experience</u>										
< 11 Years		/ 44	\$670	\$510	\$425		/ 43	10.5	6.1	1.4
11 - 15 Years		/ 47	712	532	471		/ 46	9.3	5.8	1.4
16 - 20 Years		/ 47	774	584	520		/ 46	7.6	4.6	1.1
21 - 25 Years		/ 47	814	634	546		/ 46	8.2	4.4	0.6
26 - 30 Years		/ 47	831	622	563		/ 46	8.8	5.5	2.9
31 - 35 Years		/ 47	889	646	553		/ 46	8.6	3.7	0.5
36 - 40 Years		/ 47	973	666	584		/ 46	8.4	3.2	0.3
41 - 45 Years		/ 47	941	691	606		/ 45	9.1	3.8	(0.8)
> 45 Years		/ 37	947	673	584		/ 34 ‡	10.4	4.1	(2.3)
Contract Partners										
			**	**	**			**	**	**

¹ Contains statistics only for Partners who were employed during the entire period from 1/1/2023 through 12/31/2023, excluding Partners who had a title change during the year.
 ** omitted due to insufficient data; ‡ less than 75% population response

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

'Full Year'¹ Associate & Sr. Attorney Average Billed Rates & Annual Percent Change

For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group		
	Rate	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	Rank / Of	1 st Quartile	Median	3 rd Quartile
Associates										
<i>Class of</i>										
2023		/ 25 ‡	\$420	\$312	\$242					
2022		/ 46	393	314	269		/ 27 ‡	25.1	10.1	2.7
2021		/ 47	465	335	297		/ 42	18.5	11.1	6.2
2020		/ 48	484	351	303		/ 44	16.6	9.5	4.0
2019		/ 48	516	361	322		/ 46	18.4	12.0	6.9
2018		/ 48	533	379	335		/ 46	14.7	9.0	5.4
2017		/ 48	570	400	338		/ 46	13.7	9.3	4.8
2016		/ 47	597	404	334		/ 45	12.0	7.4	3.3
2015		/ 45	555	400	364		/ 43	12.2	3.3	(0.9)
2014		/ 40	528	413	353		/ 37	9.2	4.8	0.0
Prior		/ 44	509	395	360		/ 41	9.7	3.0	(1.7)
All Associates		/ 48	529	363	325		/ 46	9.8	5.0	0.1
Sr. Attorneys										
<i>Class of</i>										
2016 - 2023		/ 15 ‡	486	404	362		/ 10 ‡	9.6	0.0	(15.4)
2015		/ 11 ‡	580	446	336			**	**	**
2014		/ 20 ‡	637	430	371		/ 13 ‡	12.5	1.9	(5.6)
2013		/ 23 ‡	502	411	374		/ 19 ‡	13.4	6.6	0.3
2012		/ 19 ‡	662	477	387		/ 17 ‡	25.1	9.0	0.0
2011		/ 21 ‡	625	487	378		/ 19 ‡	7.4	3.9	0.0
2010		/ 19 ‡	703	409	345		/ 17 ‡	18.3	5.4	(4.7)
Prior		/ 36	664	493	434			**	**	**
All Sr. Attorneys		/ 36	663	480	432		/ 35 ‡	12.3	4.5	0.0

¹ Contains statistics only for Associates & Sr. Attorneys who were employed during the entire period from 1/1/2023 through 12/31/2023, excluding timekeepers who had a title change during the year.

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Partner Realization¹

For the 12-month period ending December 31, 2023

	Your Firm		Group		
	Average Realization %	Rank / Of	1 st Quartile	Median	3 rd Quartile
Equity Partners					
Average		/ 43	91.3	87.9	83.2
<u>By Years of Experience</u>					
< 11 Years		/ 26 ‡	97.5	94.1	88.0
11 - 15 Years		/ 43	94.6	90.4	86.6
16 - 20 Years		/ 43	94.1	90.5	84.7
21 - 25 Years		/ 43	91.9	88.6	81.7
26 - 30 Years		/ 43	92.3	87.9	83.2
31 - 35 Years		/ 43	89.8	84.1	79.8
36 - 40 Years		/ 43	91.5	82.8	78.8
41 - 45 Years		/ 41	93.0	88.1	83.3
> 45 Years		/ 27 ‡	90.9	84.6	76.0
Non-Equity Partners					
Average		/ 40	90.2	85.2	80.8
<u>By Years of Experience</u>					
< 11 Years		/ 37	93.7	87.1	80.1
11 - 15 Years		/ 40	92.3	86.6	82.5
16 - 20 Years		/ 39	91.9	84.8	80.6
21 - 25 Years		/ 39	90.6	86.6	78.1
26 - 30 Years		/ 39	91.1	85.8	78.9
31 - 35 Years		/ 37	86.9	81.8	74.5
36 - 40 Years		/ 34 ‡	90.8	85.1	76.9
41 - 45 Years		/ 34 ‡	89.0	85.3	76.9
> 45 Years		/ 30 ‡	89.9	86.3	74.3
All Partner Composite					
Average		/ 44	90.7	87.6	81.8
<u>By Years of Experience</u>					
< 11 Years		/ 42	94.0	88.5	82.1
11 - 15 Years		/ 44	91.9	88.7	84.2
16 - 20 Years		/ 44	93.2	88.9	84.2
21 - 25 Years		/ 44	91.1	87.5	81.8
26 - 30 Years		/ 44	90.9	87.6	82.7
31 - 35 Years		/ 44	88.7	83.8	77.6
36 - 40 Years		/ 44	90.9	84.5	78.8
41 - 45 Years		/ 44	89.2	84.7	80.4
> 45 Years		/ 36	89.5	83.8	78.9
Contract Partners			**	**	**

¹ Calculated by dividing the Average Billed Rate for the one-year period ending 12/31/2023 by the Average Standard Rate for the one-year period ending 12/31/2023.

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Non-Partner Timekeeper Realization¹

For the 12-month period ending December 31, 2023

	<i>Your Firm</i>		<i>Group</i>		
	<i>Average Realization %</i>	<i>Rank / Of</i>	<i>1st Quartile</i>	<i>Median</i>	<i>3rd Quartile</i>
Associates					
<i>Class of</i>					
2023		/ 33 ‡	86.2	78.7	70.5
2022		/ 44	91.9	84.7	80.3
2021		/ 45	90.2	86.4	79.9
2020		/ 45	88.9	84.1	80.6
2019		/ 45	89.3	85.1	79.7
2018		/ 45	89.7	85.5	78.9
2017		/ 45	89.2	85.4	79.5
2016		/ 45	88.7	84.4	77.0
2015		/ 43	88.5	83.4	75.8
2014		/ 40	89.5	81.1	75.8
Prior		/ 42	90.2	82.0	77.1
<i>All Associates</i>		/ 45	88.9	84.5	79.5
Sr. Attorneys		/ 33 ‡	86.5	82.7	77.3
Other Attorneys					
Of Counsel		/ 31 ‡	89.3	84.4	79.1
Staff Attorneys		/ 32 ‡	90.0	78.3	71.6
eDiscovery Attorneys			**	**	**
All Attorneys		/ 45	88.7	86.0	82.2
Contract Associates			**	**	**
Other Timekeepers					
Lobbyists			**	**	**
Specialists		/ 25 ‡	96.8	89.5	79.6
Litigation Support		/ 23 ‡	91.5	82.8	66.3
Patent Agents		/ 15 ‡	87.7	76.5	70.8
Case Clerks		/ 14 ‡	92.0	82.9	77.1
Law Clerks		/ 23 ‡	88.6	69.3	52.2
Paralegals		/ 43	87.3	81.0	75.0

¹ Calculated by dividing the Average Billed Rate for the one-year period ending 12/31/2023 by the Average Standard Rate for the one-year period ending 12/31/2023.

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Equity Partners by Discount Levels¹

By Years of Experience - For the 12-month period ending December 31, 2023

Equity Partners	Count*	< 0.0%	0.0 - 3.9%	4.0 - 7.9%	8.0 - 11.9%	12.0 - 15.9%	16.0 - 19.9%	20.0% +
<i>< 11 Years</i>								
Your Firm								
Total Group	100 ‡	16.0%	14.0%	17.0%	14.0%	12.0%	14.0%	13.0%
<i>11 - 15 Years</i>								
Your Firm								
Total Group	475	10.7%	15.4%	18.7%	16.6%	11.2%	7.8%	19.6%
<i>16 - 20 Years</i>								
Your Firm								
Total Group	657	13.9%	12.9%	16.0%	12.8%	12.6%	9.9%	21.9%
<i>21 - 25 Years</i>								
Your Firm								
Total Group	780	10.5%	12.6%	16.3%	15.4%	10.5%	8.7%	26.0%
<i>26 - 30 Years</i>								
Your Firm								
Total Group	770	9.2%	12.3%	16.0%	14.2%	11.4%	7.8%	29.1%
<i>31 - 35 Years</i>								
Your Firm								
Total Group	577	8.7%	9.9%	14.7%	13.0%	9.5%	9.5%	34.7%
<i>36 - 40 Years</i>								
Your Firm								
Total Group	479	10.2%	9.0%	13.4%	13.4%	13.4%	6.7%	34.0%
<i>41 - 45 Years</i>								
Your Firm								
Total Group	233	9.4%	14.2%	14.6%	12.4%	12.0%	9.0%	28.3%
<i>> 45 Years</i>								
Your Firm								
Total Group	99 ‡	7.1%	19.2%	10.1%	14.1%	12.1%	5.1%	32.3%
<i>All Equity Partners</i>								
Your Firm								
Total Group	4,171	10.5%	12.4%	15.7%	14.1%	11.4%	8.6%	27.3%

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

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

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Non-Equity Partners by Discount Levels ¹
By Years of Experience - For the 12-month period ending December 31, 2023

Non-Equity Partners	Count*	< 0.0%	0.0 - 3.9%	4.0 - 7.9%	8.0 - 11.9%	12.0 - 15.9%	16.0 - 19.9%	20.0% +
< 11 Years								
Your Firm	0							
Total Group	331	11.2%	16.6%	16.0%	11.5%	12.4%	5.4%	26.9%
11 - 15 Years								
Your Firm	0							
Total Group	639	7.2%	13.8%	15.3%	11.4%	13.5%	9.9%	29.0%
16 - 20 Years								
Your Firm	0							
Total Group	452	7.1%	13.3%	14.2%	15.0%	8.2%	10.4%	31.9%
21 - 25 Years								
Your Firm	0							
Total Group	338 ‡	5.3%	14.5%	13.0%	12.4%	11.8%	12.1%	30.8%
26 - 30 Years								
Your Firm	0							
Total Group	239 ‡	5.4%	8.8%	20.1%	13.0%	11.3%	10.0%	31.4%
31 - 35 Years								
Your Firm	0							
Total Group	184 ‡	6.5%	9.2%	9.8%	14.1%	9.8%	8.7%	41.8%
36 - 40 Years								
Your Firm	0							
Total Group	194 ‡	8.2%	13.9%	12.4%	14.9%	14.9%	6.7%	28.9%
41 - 45 Years								
Your Firm	0							
Total Group	131 ‡	6.9%	12.2%	10.7%	13.0%	9.9%	8.4%	38.9%
> 45 Years								
Your Firm	0							
Total Group	117 ‡	8.5%	12.8%	14.5%	10.3%	11.1%	10.3%	32.5%
All Non-Equity Partners								
Your Firm	0							
Total Group	2,629	7.3%	13.3%	14.5%	12.8%	11.6%	9.3%	31.2%

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

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

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of All Partners by Discount Levels ¹

By Years of Experience - For the 12-month period ending December 31, 2023

All Partners	Count*	< 0.0%	0.0 - 3.9%	4.0 - 7.9%	8.0 - 11.9%	12.0 - 15.9%	16.0 - 19.9%	20.0% +
< 11 Years								
Your Firm								
Total Group	431	12.3%	16.0%	16.2%	12.1%	12.3%	7.4%	23.7%
11 - 15 Years								
Your Firm								
Total Group	1,114	8.7%	14.5%	16.8%	13.6%	12.5%	9.0%	25.0%
16 - 20 Years								
Your Firm								
Total Group	1,109	11.1%	13.1%	15.2%	13.7%	10.8%	10.1%	26.0%
21 - 25 Years								
Your Firm								
Total Group	1,118	8.9%	13.1%	15.3%	14.5%	10.9%	9.7%	27.5%
26 - 30 Years								
Your Firm								
Total Group	1,009	8.3%	11.5%	16.9%	13.9%	11.4%	8.3%	29.6%
31 - 35 Years								
Your Firm								
Total Group	761	8.1%	9.7%	13.5%	13.3%	9.6%	9.3%	36.4%
36 - 40 Years								
Your Firm								
Total Group	673	9.7%	10.4%	13.1%	13.8%	13.8%	6.7%	32.5%
41 - 45 Years								
Your Firm								
Total Group	364	8.5%	13.5%	13.2%	12.6%	11.3%	8.8%	32.1%
> 45 Years								
Your Firm								
Total Group	216 ‡	7.9%	15.7%	12.5%	12.0%	11.6%	7.9%	32.4%
All Equity Partners								
Your Firm								
Total Group	6,800	9.3%	12.7%	15.2%	13.6%	11.5%	8.9%	28.8%

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

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

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Associates & Sr. Attorneys by Discount Levels ¹

For the 12-month period ending December 31, 2023

Associates	Count*	< 0.0%	0.0 - 3.9%	4.0 - 7.9%	8.0 - 11.9%	12.0 - 15.9%	16.0 - 19.9%	20.0% +
2023								
Your Firm								
Total Group	**	**	**	**	**	**	**	**
2022								
Your Firm								
Total Group	354	6.5%	11.0%	12.4%	18.6%	13.6%	8.8%	29.1%
2021								
Your Firm								
Total Group	460	7.6%	11.7%	16.7%	16.5%	14.8%	8.0%	24.6%
2020								
Your Firm								
Total Group	418	7.7%	10.0%	12.4%	14.4%	12.9%	10.5%	32.1%
2019								
Your Firm								
Total Group	416	9.1%	11.1%	13.2%	15.6%	9.9%	11.1%	30.0%
2018								
Your Firm								
Total Group	393	8.7%	10.2%	12.5%	13.2%	14.5%	11.2%	29.8%
2017								
Your Firm								
Total Group	381	6.8%	10.2%	14.4%	12.1%	13.9%	8.9%	33.6%
2016								
Your Firm								
Total Group	312	5.8%	10.3%	14.7%	12.5%	14.4%	8.0%	34.3%
2015								
Your Firm								
Total Group	228	4.8%	6.1%	13.6%	14.9%	13.2%	14.0%	33.3%
2014								
Your Firm								
Total Group	149	6.7%	7.4%	16.1%	16.8%	8.7%	10.1%	34.2%
Prior								
Your Firm								
Total Group	250	7.6%	8.8%	12.8%	9.2%	14.0%	9.2%	38.4%
All Associates								
Your Firm								
Total Group	3,413	7.2%	9.9%	13.7%	14.3%	13.3%	9.9%	31.6%
Sr. Attorneys	Count*	< 0.0%	0.0 - 3.9%	4.0 - 7.9%	8.0 - 11.9%	12.0 - 15.9%	16.0 - 19.9%	20.0% +
Your Firm								
Total Group	639 ‡	3.6%	9.5%	12.1%	11.7%	9.5%	10.2%	43.3%

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

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Partner Average Billable Hours Worked

For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group			
	Average Hours	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	% Change - 2 Year	% Change - 1 Year			Median % Change - 2 Year
								1 st Quartile	Median	3 rd Quartile	
Equity Partners											
<u>By Years of Experience</u>											
< 11 Years	/ 21 ‡		1,925	1,615	1,441	‡	‡	0.5	(3.4)	(8.2)	(11.4)
11 - 15 Years	/ 37		1,793	1,641	1,510	‡	‡	5.5	(1.7)	(8.7)	(6.2)
16 - 20 Years	/ 37		1,646	1,543	1,461	‡	‡	3.6	(3.7)	(6.0)	(4.1)
21 - 25 Years	/ 37		1,624	1,571	1,445	‡	‡	8.6	(0.9)	(6.9)	(7.7)
26 - 30 Years	/ 37		1,681	1,547	1,406	‡	‡	3.8	(0.5)	(4.9)	(1.9)
31 - 35 Years	/ 37		1,551	1,451	1,362	‡	‡	5.6	0.3	(6.2)	(3.6)
36 - 40 Years	/ 37		1,471	1,377	1,218	‡	‡	6.7	0.3	(7.6)	(7.2)
41 - 45 Years	/ 36		1,458	1,289	1,053	‡	‡	9.6	(3.1)	(15.2)	(8.8)
> 45 Years	/ 22 ‡		1,528	1,250	962	‡	‡	45.7	0.9	(16.9)	(7.2)
All Equity Partners	/ 37		1,590	1,505	1,401	‡	‡	3.4	(0.5)	(4.1)	(5.0)
Non-Equity Partners											
<u>By Years of Experience</u>											
< 11 Years	/ 33 ‡		1,820	1,692	1,538	‡	‡	9.9	1.1	(7.4)	(3.8)
11 - 15 Years	/ 33 ‡		1,634	1,529	1,445	‡	‡	0.0	(2.5)	(5.7)	(6.3)
16 - 20 Years	/ 33 ‡		1,521	1,459	1,355	‡	‡	4.9	1.2	(4.4)	(4.9)
21 - 25 Years	/ 33 ‡		1,517	1,460	1,313	‡	‡	8.4	2.2	(4.8)	0.9
26 - 30 Years	/ 31 ‡		1,397	1,263	1,154	‡	‡	6.5	(4.4)	(12.8)	(6.6)
31 - 35 Years	/ 30 ‡		1,347	1,184	1,001	‡	‡	19.2	1.0	(8.6)	(8.9)
36 - 40 Years	/ 29 ‡		1,297	1,221	1,088	‡	‡	17.3	7.6	(8.0)	2.0
41 - 45 Years	/ 25 ‡		1,142	1,002	892	‡	‡	25.1	1.5	(26.2)	(7.4)
> 45 Years	/ 24 ‡		1,143	861	668	‡	‡	25.1	(3.2)	(19.5)	18.3
All Non-Equity Partners	/ 34 ‡		1,503	1,424	1,334	‡	‡	4.2	(0.5)	(4.9)	(5.1)

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Partner Average Billable Hours Worked

For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group			
	Average Hours	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	% Change - 2 Year	% Change - 1 Year		Median	
								1 st Quartile	Median	3 rd Quartile	% Change - 2 Year
All Partner Composite											
<u>By Years of Experience</u>											
< 11 Years		/ 37	1,820	1,710	1,544	‡	‡	7.0	(0.5)	(6.4)	(4.6)
11 - 15 Years		/ 38	1,654	1,555	1,483	‡	‡	(0.9)	(2.6)	(7.1)	(7.0)
16 - 20 Years		/ 38	1,628	1,524	1,433	‡	‡	2.9	(1.0)	(5.7)	(3.9)
21 - 25 Years		/ 38	1,601	1,516	1,414	‡	‡	6.1	(1.3)	(4.3)	(6.6)
26 - 30 Years		/ 38	1,601	1,451	1,344	‡	‡	3.0	(1.2)	(4.5)	(3.6)
31 - 35 Years		/ 38	1,457	1,362	1,282	‡	‡	8.3	(1.1)	(3.5)	(1.4)
36 - 40 Years		/ 38	1,413	1,319	1,218	‡	‡	6.4	0.6	(4.2)	(4.4)
41 - 45 Years		/ 37	1,374	1,159	1,020	‡	‡	7.7	0.7	(18.0)	(6.3)
> 45 Years		/ 30 ‡	1,228	1,061	797	‡	‡	17.3	(4.0)	(10.1)	1.3
All Partner Composite		/ 38	1,561	1,459	1,384	‡	‡	1.9	(1.3)	(3.4)	(5.6)

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Equity Partner Billable Hours Worked

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 +
<i>< 11 Years</i>							
Your Firm							
Total Group	91 ‡	16.5%	17.6%	23.1%	18.7%	12.1%	12.1%
<i>11 - 15 Years</i>							
Your Firm							
Total Group	402	17.4%	16.2%	27.4%	18.9%	11.7%	8.5%
<i>16 - 20 Years</i>							
Your Firm							
Total Group	538	20.1%	19.1%	22.7%	17.3%	10.6%	10.2%
<i>21 - 25 Years</i>							
Your Firm							
Total Group	641	27.8%	16.5%	19.8%	16.8%	9.0%	10.0%
<i>26 - 30 Years</i>							
Your Firm							
Total Group	624	29.6%	15.4%	19.7%	15.2%	8.7%	11.4%
<i>31 - 35 Years</i>							
Your Firm							
Total Group	469	35.0%	20.0%	14.5%	14.3%	7.0%	9.2%
<i>36 - 40 Years</i>							
Your Firm							
Total Group	367	44.7%	16.3%	12.5%	13.4%	6.5%	6.5%
<i>41 - 45 Years</i>							
Your Firm							
Total Group	186	49.5%	16.1%	9.7%	10.8%	6.5%	7.5%
<i>> 45 Years</i>							
Your Firm							
Total Group	75 ‡	64.0%	10.7%	5.3%	4.0%	4.0%	12.0%
<i>All Equity Partners</i>							
Your Firm							
Total Group	3,394	30.2%	17.0%	18.8%	15.6%	8.8%	9.6%

* 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 - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Non-Equity Partner Billable Hours Worked

By Years of Experience - For the 12-month period ending December 31, 2023

Non-Equity Partners	Count*	< 1,300	1,300 - 1,499	1,500 - 1,699	1,700 - 1,899	1,900 - 2,099	2,100 +
< 11 Years							
Your Firm	0						
Total Group	277 ‡	11.9%	11.6%	20.6%	27.4%	17.3%	11.2%
11 - 15 Years							
Your Firm	0						
Total Group	558 ‡	18.6%	18.5%	23.5%	21.9%	10.9%	6.6%
16 - 20 Years							
Your Firm	0						
Total Group	379 ‡	32.5%	13.7%	21.6%	17.7%	9.8%	4.7%
21 - 25 Years							
Your Firm	0						
Total Group	294 ‡	34.0%	18.7%	19.7%	13.6%	8.8%	5.1%
26 - 30 Years							
Your Firm	0						
Total Group	210 ‡	47.6%	16.2%	16.2%	11.4%	4.8%	3.8%
31 - 35 Years							
Your Firm	0						
Total Group	152 ‡	52.6%	18.4%	14.5%	8.6%	2.6%	3.3%
36 - 40 Years							
Your Firm	0						
Total Group	159 ‡	49.1%	18.9%	15.1%	10.1%	2.5%	4.4%
41 - 45 Years							
Your Firm	0						
Total Group	106 ‡	76.4%	7.5%	4.7%	8.5%	0.9%	1.9%
> 45 Years							
Your Firm	0						
Total Group	96 ‡	81.3%	9.4%	5.2%	3.1%		1.0%
All Non-Equity Partners							
Your Firm	0						
Total Group	2,235 ‡	34.9%	15.7%	18.7%	16.6%	8.5%	5.5%

* 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 - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of All Partner Billable Hours Worked

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 +
< 11 Years							
Your Firm							
Total Group	368	13.0%	13.0%	21.2%	25.3%	16.0%	11.4%
11 - 15 Years							
Your Firm							
Total Group	960	18.1%	17.5%	25.1%	20.6%	11.3%	7.4%
16 - 20 Years							
Your Firm							
Total Group	917	25.2%	16.9%	22.2%	17.4%	10.3%	8.0%
21 - 25 Years							
Your Firm							
Total Group	935	29.7%	17.2%	19.8%	15.8%	9.0%	8.4%
26 - 30 Years							
Your Firm							
Total Group	834	34.2%	15.6%	18.8%	14.3%	7.7%	9.5%
31 - 35 Years							
Your Firm							
Total Group	621	39.3%	19.6%	14.5%	12.9%	6.0%	7.7%
36 - 40 Years							
Your Firm							
Total Group	526	46.0%	17.1%	13.3%	12.4%	5.3%	5.9%
41 - 45 Years							
Your Firm							
Total Group	292	59.2%	13.0%	7.9%	9.9%	4.5%	5.5%
> 45 Years							
Your Firm							
Total Group	171 ‡	73.7%	9.9%	5.3%	3.5%	1.8%	5.8%
All Partners							
Your Firm							
Total Group	5,629	32.0%	16.5%	18.8%	16.0%	8.7%	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 - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Non-Partner Timekeeper Average Billable Hours Worked

For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group					
	Average Hours	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	% Change - 2 Year	% Change - 1 Year			Median		
								1 st Quartile	Median	3 rd Quartile	% Change - 2 Year		
Associates													
<u>Class of</u>													
2023		/ 34 ‡	1,400	1,136	956								
2022		/ 37	1,712	1,593	1,475	‡		50.1	40.3	24.6			
2021		/ 39	1,754	1,624	1,580	‡	‡	14.5	4.3	(1.7)	22.9		
2020		/ 39	1,772	1,674	1,594	‡	‡	7.7	(0.1)	(4.3)	3.6		
2019		/ 39	1,799	1,691	1,525	‡	‡	6.5	0.6	(5.3)	0.1		
2018		/ 39	1,760	1,684	1,585	‡	‡	6.4	(0.4)	(4.3)	(4.7)		
2017		/ 39	1,757	1,685	1,585	‡	‡	7.3	(1.6)	(5.7)	(4.7)		
2016		/ 38	1,804	1,705	1,649	‡	‡	9.6	(1.1)	(5.4)	(5.1)		
2015		/ 37	1,865	1,685	1,547	‡	‡	6.2	(1.9)	(10.2)	(3.3)		
2014		/ 31 ‡	1,819	1,678	1,593	‡	‡	5.2	(4.2)	(10.6)	(4.7)		
Prior		/ 33 ‡	1,746	1,622	1,458	‡	‡	2.6	(1.7)	(10.3)	(10.3)		
All Associates		/ 39	1,683	1,646	1,598	‡	‡	3.8	(0.8)	(3.9)	(3.5)		
Sr. Attorneys		/ 29 ‡	1,521	1,415	1,275	‡	‡	4.6	(1.8)	(5.6)	(5.1)		
Other Attorneys													
Of Counsel		/ 21 ‡	1,394	1,195	1,100	‡	‡	44.9	5.0	(5.5)	(0.4)		
Staff Attorneys		/ 28 ‡	1,602	1,469	1,329	‡	‡	16.3	0.4	(3.7)	1.6		
eDiscovery Attorneys			**	**	**			**	**	**	**		
All Attorneys		/ 39	1,572	1,495	1,460	‡	‡	2.3	(0.1)	(3.6)	(4.7)		
Other Timekeepers													
Lobbyists			**	**	**			**	**	**	**		
Specialists		/ 22 ‡	1,315	1,067	867	‡	‡	4.5	(2.5)	(9.5)	(13.3)		
Litigation Support		/ 17 ‡	799	680	492	‡	‡	20.1	7.4	(0.4)	(6.4)		
Patent Agents		/ 12 ‡	1,454	1,302	1,128	‡	‡	2.8	(2.3)	(8.2)	**		
Case Clerks		/ 12 ‡	969	818	402	‡	‡	4.4	0.8	(11.5)	(3.1)		
Law Clerks		/ 19 ‡	944	680	545	‡	‡	42.1	7.0	(2.6)	12.4		
Paralegals		/ 36	1,264	1,121	1,043	‡	‡	6.0	(1.4)	(6.7)	(2.4)		

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

2024 BRASS Initial Release - Revenue Management Report

AmLaw Second 100 xNYC - (48 members)

Distribution of Associate & Sr. Attorney Billable Hours Worked

For the 12-month period ending December 31, 2023

Associates	Count*	< 1,300	1,300 - 1,499	1,500 - 1,699	1,700 - 1,899	1,900 - 2,099	2,100 +
2023							
Your Firm							
Total Group	**	**	**	**	**	**	**
2022							
Your Firm							
Total Group	355	17.5%	14.6%	21.7%	22.5%	16.6%	7.0%
2021							
Your Firm							
Total Group	376	9.0%	13.0%	22.6%	24.5%	20.2%	10.6%
2020							
Your Firm							
Total Group	352	10.5%	13.4%	15.3%	30.1%	22.2%	8.5%
2019							
Your Firm							
Total Group	343	11.1%	12.5%	18.1%	25.7%	20.7%	12.0%
2018							
Your Firm							
Total Group	298	12.1%	10.7%	19.1%	25.2%	20.8%	12.1%
2017							
Your Firm							
Total Group	302	11.6%	11.9%	18.2%	25.2%	20.9%	12.3%
2016							
Your Firm							
Total Group	254	10.2%	8.7%	21.7%	27.6%	23.2%	8.7%
2015							
Your Firm							
Total Group	191	7.3%	12.6%	17.8%	27.7%	18.3%	16.2%
2014							
Your Firm							
Total Group	102 ‡	8.8%	14.7%	18.6%	27.5%	21.6%	8.8%
Prior							
Your Firm							
Total Group	193 ‡	13.0%	13.0%	15.0%	29.0%	21.2%	8.8%
All Associates							
Your Firm							
Total Group	2,819	12.3%	12.6%	18.9%	25.9%	20.1%	10.3%
Sr. Attorneys							
Your Firm							
Total Group	564 ‡	33.9%	15.1%	19.3%	17.2%	9.8%	4.8%

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

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

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Timekeeper Leverage Ratios

For the 12-month period ending December 31, 2023

For the 12-month period ending December 31, 2022

	<i>Your Firm</i>		<i>Group</i>				<i>Your Firm</i>		<i>Group</i>		
	<i>Ratio</i>	<i>Rank / Of</i>	<i>1st Quartile</i>	<i>Median</i>	<i>3rd Quartile</i>		<i>Ratio</i>	<i>Rank / Of</i>	<i>1st Quartile</i>	<i>Median</i>	<i>3rd Quartile</i>
Ratio of Other¹ Attys to Equity Partners		/ 46	2.82	2.04	1.49		/ 46	2.66	2.17	1.55	
Ratio of Non-Partner Attys² to Partners		/ 47	1.01	0.78	0.62		/ 46	0.99	0.79	0.58	
Ratio of Non-Partner Timekeepers³ to Partners		/ 47	1.30	1.14	0.91		/ 46	1.32	1.11	0.85	
Ratio of Paralegals to Attorneys		/ 45	0.16	0.13	0.10		/ 43	0.16	0.13	0.10	

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

² Non-Partner Attorneys include Associates, Sr./Staff/eDiscovery Attorneys. Of Counsel attorneys are excluded from this calculation.

³ Non-Partner Timekeepers include Associates, Sr./Staff/eDiscovery Attorneys, Lobbyists, Specialists, Litigation Support, Patent Agents, Case Clerks, Law Clerks and Paralegals. Of Counsel attorneys are excluded from this calculation.

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Partner Average Fees Billed

For the 12-month period ending December 31, 2023

	Your Firm		Group			Your Firm		Group			
	Average Fees	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	% Change - 2 Year	1 st Quartile	Median	3 rd Quartile	Median % Change - 2 Year
Equity Partners											
<u>By Years of Experience</u>											
< 11 Years	/ 21 ‡		\$1,232,860	\$1,038,009	\$693,261	‡	‡	9.8	2.6	(12.9)	6.4
11 - 15 Years	/ 37		1,191,900	1,024,201	809,187	‡	‡	12.6	5.6	(0.7)	2.5
16 - 20 Years	/ 37		1,286,808	1,032,616	872,511	‡	‡	12.9	2.5	(4.7)	7.7
21 - 25 Years	/ 37		1,302,763	1,081,492	804,198	‡	‡	12.7	2.1	(4.5)	2.3
26 - 30 Years	/ 37		1,250,931	1,054,411	832,351	‡	‡	10.6	3.4	(0.3)	12.1
31 - 35 Years	/ 37		1,290,504	944,388	834,639	‡	‡	18.4	5.0	(2.8)	10.1
36 - 40 Years	/ 37		1,164,403	1,011,039	754,647	‡	‡	15.2	7.2	(3.5)	4.5
41 - 45 Years	/ 36		1,244,175	942,876	717,801	‡	‡	19.0	2.7	(7.3)	15.0
> 45 Years	/ 22 ‡		1,200,180	891,410	684,396	‡	‡	84.3	13.9	3.8	(0.2)
All Equity Partners	/ 37		1,247,194	1,017,515	820,915	‡	‡	9.1	3.7	(0.4)	6.5
Non-Equity Partners											
<u>By Years of Experience</u>											
< 11 Years	/ 33 ‡		\$1,018,200	\$838,438	\$676,230	‡	‡	16.0	8.3	(2.8)	6.8
11 - 15 Years	/ 33 ‡		926,820	757,465	665,667	‡	‡	9.2	3.6	(6.5)	4.5
16 - 20 Years	/ 33 ‡		897,943	820,176	642,088	‡	‡	10.1	5.5	(1.8)	6.9
21 - 25 Years	/ 33 ‡		911,997	798,948	691,700	‡	‡	14.9	7.6	1.7	3.3
26 - 30 Years	/ 31 ‡		828,438	689,623	629,017	‡	‡	7.0	1.7	(5.2)	3.1
31 - 35 Years	/ 30 ‡		907,514	683,444	559,579	‡	‡	25.5	9.3	(7.5)	(5.8)
36 - 40 Years	/ 29 ‡		902,527	747,600	652,186	‡	‡	32.0	16.1	(5.3)	24.2
41 - 45 Years	/ 25 ‡		777,610	608,655	472,476	‡	‡	31.2	11.3	(20.9)	3.4
> 45 Years	/ 24 ‡		705,874	490,381	392,146	‡	‡	29.2	9.9	(13.7)	30.8
All Non-Equity Partners	/ 34 ‡		940,340	804,842	672,397	‡	‡	9.4	5.8	1.0	5.4
All Partner Composite											
<u>By Years of Experience</u>											
< 11 Years	/ 37		\$1,087,420	\$849,277	\$737,387	‡	‡	16.5	6.5	(1.4)	6.5
11 - 15 Years	/ 38		1,145,212	904,991	712,113	‡	‡	6.7	2.6	(1.2)	1.5
16 - 20 Years	/ 38		1,147,746	949,332	796,480	‡	‡	10.8	3.0	(2.3)	7.6
21 - 25 Years	/ 38		1,231,750	1,020,995	789,032	‡	‡	13.3	5.6	(3.0)	9.0
26 - 30 Years	/ 38		1,150,330	973,186	795,434	‡	‡	11.6	3.8	(0.3)	9.3
31 - 35 Years	/ 38		1,212,411	913,239	774,601	‡	‡	13.5	5.5	(0.2)	5.7
36 - 40 Years	/ 38		1,122,325	989,292	758,645	‡	‡	17.2	6.2	(3.4)	10.0
41 - 45 Years	/ 37		1,142,736	774,851	663,646	‡	‡	17.5	2.5	(6.8)	9.7
> 45 Years	/ 30 ‡		845,555	686,369	454,060	‡	‡	35.2	13.7	3.4	10.8
All Partner Composite	/ 38		1,170,460	922,169	770,025	‡	‡	8.1	4.3	0.8	5.8

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

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

	Your Firm		Group			Your Firm		% Change - 1 Year			Median
	Average Fees	Rank / Of	1 st Quartile	Median	3 rd Quartile	% Change - 1 Year	% Change - 2 Year	1 st Quartile	Median	3 rd Quartile	% Change - 2 Year
Associates											
Class of											
2023		/ 34 ‡	\$350,814	\$238,738	\$184,467						
2022		/ 37	604,707	436,301	385,458	‡		159.7	111.0	76.7	
2021		/ 39	672,650	549,130	488,606	‡	‡	37.6	23.2	17.7	109.2
2020		/ 39	759,376	582,157	521,575	‡	‡	27.9	15.4	6.2	53.5
2019		/ 39	765,035	614,851	531,637	‡	‡	25.0	15.2	6.5	27.8
2018		/ 39	830,515	648,773	568,665	‡	‡	19.4	9.6	7.2	22.8
2017		/ 39	852,266	648,944	592,000	‡	‡	16.1	10.7	2.7	13.9
2016		/ 38	976,454	719,135	593,593	‡	‡	17.5	10.5	1.9	16.2
2015		/ 37	952,328	755,476	624,650	‡	‡	15.8	7.3	(1.8)	13.2
2014		/ 31 ‡	918,411	763,359	637,687	‡	‡	14.4	2.8	(12.1)	3.2
Prior		/ 33 ‡	884,780	689,611	555,184	‡	‡	10.2	3.0	(5.6)	4.1
All Associates		/ 39	811,414	616,439	543,088	‡	‡	11.4	5.8	(0.8)	4.7
Sr. Attorneys		/ 29 ‡	\$932,960	\$707,470	\$561,174	‡	‡	16.2	5.4	(2.8)	2.2
Other Attorneys											
Of Counsel		/ 21 ‡	842,245	607,379	526,321	‡	‡	19.0	10.3	1.2	13.7
Staff Attorneys		/ 28 ‡	537,122	407,272	358,639	‡	‡	26.6	4.1	(7.9)	13.4
eDiscovery Attorneys			**	**	**			**	**	**	**
All Attorneys		/ 39	986,581	764,773	657,514	‡	‡	7.4	4.3	1.2	4.1
Paralegals		/ 36	345,357	280,278	200,032	‡	‡	13.0	5.1	(1.4)	8.3

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