

2025 Billing Rate & Associate Salary Survey (BRASS) Initial Release

The **Billing Rate & Associate Salary Survey (BRASS)** is recognized as the industry leader in providing law firms with comprehensive benchmarking information across a broad spectrum of metrics.

The Survey maintains a strong and consistent participation base with over 250 of the largest national law firms participating.

Participants choose which metrics are most important to their Firm and our Data Form can be tailored to meet those needs - reducing the time investment to participate.

The Law Firm Survey Staff is committed to providing law firms with exceptional client service and meaningful insights into their business, resulting in a better understanding of their market position.

Survey Staff contact info

Please contact a Survey Staff member with any questions at **(201) 566-2100** or via email at us_pwc_law_firm_survey_team@pwc.com

Report/Product offerings

The Revenue Management Report (RMR) provides a wide range of metrics on the four core areas of revenue management.

The Talent Management Report (TMR) is a two-pronged Report that contains information on attorney & non-attorney compensation as well as diversity metrics.

The Partner Management Report (PMR) includes compensation and capital balance metrics for both groups of Partners.

The **Revenue360 Dashboard** supplements the RMR to allow multiple users at the Firm to interactively filter between both historical and current year benchmarks across multiple comparison groups.

Complimentary review of results

Discussions and reviews can be scheduled with the Survey Staff to assist participants in their understanding of the Survey results.



Timing

Data Form Due Date: April 18th

Distribution of Results: Early June

Highlights

Further insight on Leverage Ratios based on billable hours.

Each Firm will receive a complimentary Talent Management Report (TMR). This Report style not only provides insights into the compensation levels of the Associates, but more importantly, links bonuses received to the corresponding utilization levels by class year.

Participants have the option to submit and receive international office metrics. Any Firm that submits an office in local currency, will receive a complimentary Local Currency Report.

The Revenue360 Performance Analytics Dashboard file is once again included in the base participation fee.

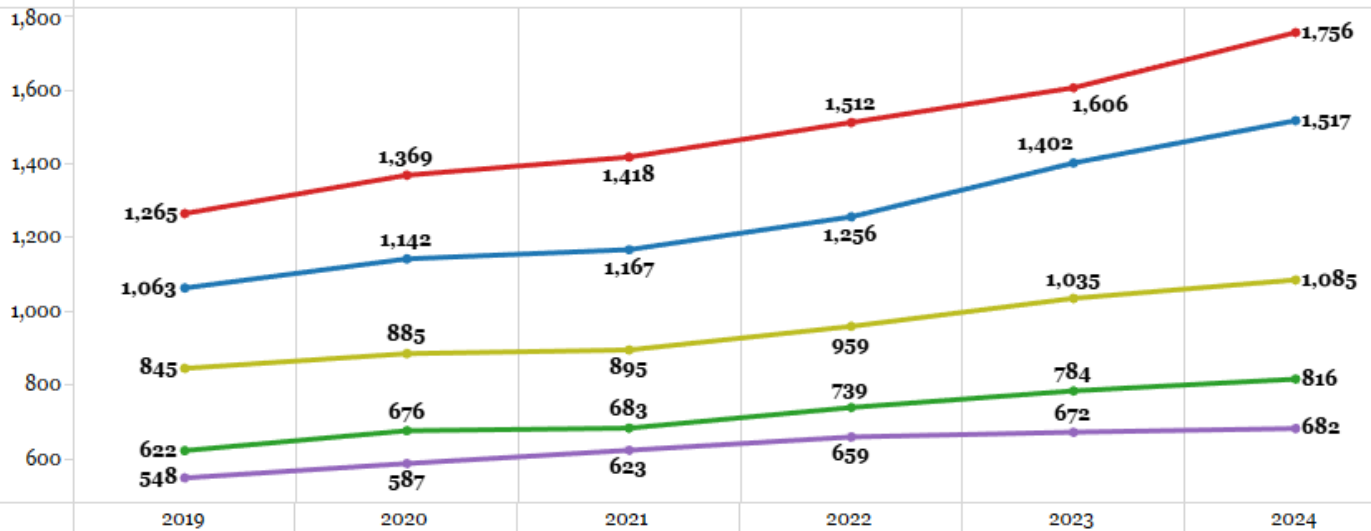
Pricing has been modified to be more cost-effective for small to mid-size firms.

www.pwc.com/us/lfsurveys

2025 Billing Rate & Associate Salary Survey

Timekeeper Class: EQ Partners
Group(s): All

Standard Billing Rate at January 1 of the stated year



■ AmLaw 25 - Participants
 ■ AmLaw Ranked - 26-50
 ■ AmLaw Ranked - 50-100
 ■ AmLaw Second 100 -
 ■ Non-AmLaw 200 Firms

Group Name		2019	2020	2021	2022	2023	2024
AmLaw 25 - Participants	1st Qtr	1,310	1,439	1,502	1,612	1,739	1,903
	Median	1,265	1,369	1,418	1,512	1,606	1,756
	3rd Qtr	1,137	1,287	1,352	1,367	1,453	1,676
AmLaw Ranked - 26-50	1st Qtr	1,125	1,178	1,236	1,341	1,450	1,595
	Median	1,063	1,142	1,167	1,256	1,402	1,517
	3rd Qtr	950	997	1,092	1,187	1,325	1,447
AmLaw Ranked - 50-100	1st Qtr	950	974	1,003	1,052	1,103	1,228
	Median	845	885	895	959	1,035	1,085
	3rd Qtr	711	748	762	813	896	946
AmLaw Second 100 -	1st Qtr	914	994	996	1,055	1,110	1,162
	Median	622	676	683	739	784	816
	3rd Qtr	560	597	578	620	640	659
Non-AmLaw 200 Firms	1st Qtr	698	750	750	820	829	837
	Median	548	587	623	659	672	682
	3rd Qtr	478	521	521	547	547	572

Participants reported that our one-on-one Firm reviews of their results was an added value to participation.

Our Dashboard offering and tailored webcasts to review trends were also key factors in their overall satisfaction.

Sample report

Please contact a Survey Staff member to better understand the content included in this Report/Product Offering at (201) 566-2100 or via email at us_pwc_law_firm_survey_team@pwc.com