

STATE BAR OF MICHIGAN

# 2007 Economics of Law Practice Summary Report



**SBM**  
STATE BAR OF MICHIGAN

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# **THE 2007 STATE BAR OF MICHIGAN ECONOMICS OF LAW SURVEY**

The State Bar of Michigan Economics of Law Practice Survey provides Michigan attorneys with a resource that allows them access to the most current law practice economic information available collected by the State Bar of Michigan. The survey results are provided as a free service to members of the State Bar of Michigan.

The State Bar of Michigan Economics of Law Practice Survey has two practical objectives:

- To provide timely, relevant, and accurate information to inform and guide the practical management decisions of Michigan attorneys.
- To track and illustrate changes and trends within the legal profession over time.

The survey monitors and reports on several points of information that are useful to attorneys:

- Attorney income
- Prevailing average hourly billing rates for attorneys and legal assistants
- Time allocated to billable and non-billable professional activities
- Overhead expenses and management practices
- Staff compensation and benefits
- Perceptions regarding current and future economic circumstances related to the practice of law

Collection and reporting of this information is designed in a manner to differentiate among the various regional and local markets where sufficient data is available. Data is only reported for subgroups (such as field of practice, geographic location, firm size, etc.) where there are five or more respondents.

In addition to this summary report, the full survey results are available on the survey website at [www.lawpracticeeconomics.com](http://www.lawpracticeeconomics.com). The website, provided by Synergy Management Solutions, Inc., allows for custom queries on several data points, and results are provided in ready-to-use charts, tables, and graphs.

The previous eight Economics of Law Practice Surveys were conducted by the State Bar of Michigan in paper format in July 1981, April 1984, June 1988, March 1991, April 1994, April 1997, June 2000, and June 2003.

In April 2007, the Law Practice Management Section of the State Bar released the 2007 Economics of Law Practice Survey in an online format via the Internet at [www.LawPracticeEconomics.com](http://www.LawPracticeEconomics.com), a service of Synergy Management Solutions, Inc.

For the 2007 Economics of Law Practice Survey, all members of the State Bar were invited to participate in the online survey or by paper survey if no e-mail address was available for the member. In the past, a sample size of only 25 percent of active members was selected to participate using a paper-based questionnaire. In 2003 1,200 individuals provided usable responses to the survey, and in 2007, 1,297 provided usable responses. All survey information is

collected and maintained in a confidential manner and reported in aggregate. No individual member or firm is identified.

The 2007 survey requested income data for the last complete calendar year. The 2007 report reflects the income earned by attorneys and firms in the previous calendar year. This procedure is consistent with all prior Economics of Law Practice Surveys.

To help interpret the information presented in the survey results, the following is a brief discussion of statistical terms, including measures of central tendency (median and mean) and measures of dispersion (spread).

**Mean** – The mean (also called the average or arithmetic average) is calculated by adding the values of all responses, then dividing by the number of responses.

For example, three responses (30, 1, and 2) are reported. The average is calculated by adding their values ( $30 + 1 + 2 = 33$ ) and then dividing by the number of responses (3). Thus, the average is ( $33 \div 3 = 11$ ).

**Median** – The median is the middle value of a series, or distribution of values, which is initially rank-ordered (from low to high or vice versa). By definition, half the numbers are greater and half are less than the median.

For example, three responses (30, 1, and 2) are reported. The median is the middle number of the order of distribution (1, 2, 30), or 2. By comparison, the average of this same distribution, as shown above, is ( $33 \div 3 = 11$ ).

Use of the median as a statistical metric of central tendency reduces the effect of 'outliers' (extremely high or low values, such as the data point of 30 in the previous example), while the average does not. Median values are utilized throughout the results to denote the measure of central tendency.

**Percentiles** – In addition to the median, four other percentile values are used in the survey results to reveal the spread or dispersion of a particular data distribution. The percentiles include:

- **10th Percentile** – Ten percent of the values are less and ninety percent are more than this value.
- **25th Percentile** – Also referred to as the 'lower quartile.' One-fourth of the values are less and three-fourths are more than this value.
- **Median or 50th Percentile** – Also referred to as the 'median.' Half of the values are less and half are more than this value.
- **75th Percentile** – Also referred to as the 'upper quartile.' Three-fourths of the values are less and one-fourth are more than this value.
- **90th Percentile** – Ninety percent of the values are less and ten percent are more than this value.

# **A** T A GLANCE

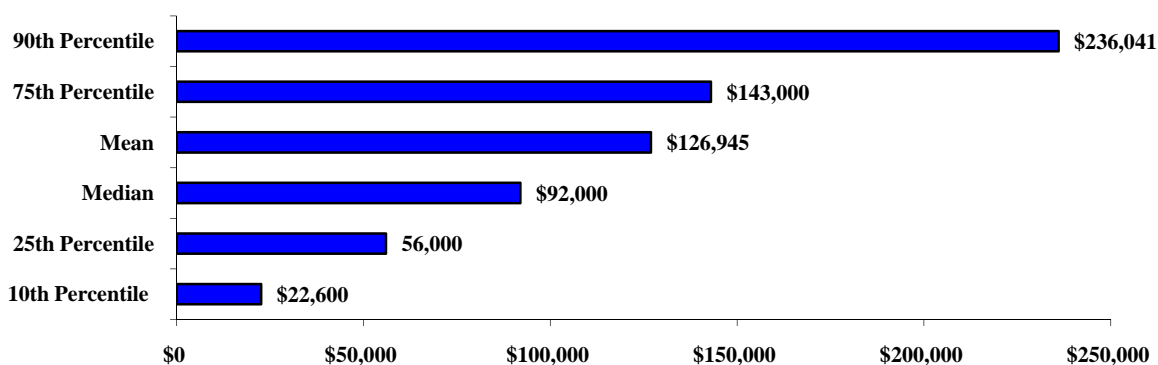
The tables in the 2007 Economics of Law Practice Report are intended to be self explanatory. Some observations include:

- The average age of survey respondents was consistent with the average age of all active members of the State Bar of Michigan. The average age for survey respondents was 46.7 years, while the average of all active members is 49.3 years.
- The gender split of survey respondents was consistent with the gender split of all active members of the State Bar of Michigan. 71.5 percent of survey respondents were male compared to 69.3 percent of all active members.
- The largest group of survey participants was solo practitioners (20.0 percent). Solo practitioners with one or more associates comprised an additional 3.8 percent while solo practitioners sharing space comprised an additional 3.8 percent.
- The median gross personal income for a Michigan attorney reported in the survey was \$92,000.
- Median gross personal income for females was lower than for males regardless of years in practice.
- The median salary for females in private practice was 67% of the median salary for males in private practice.
- In general, gross personal income increased with firm size for private practitioners.
- Of the individuals reporting the amount of time spent on unbilled community service per week, the median was two hours.
- 24.5 percent reported the practice of law was becoming less satisfying 8.3 percent reported it was unsatisfying enough to quit practicing and 5.3 percent reported it was becoming unsatisfying enough to change their practice area. 18.4 percent reported that it was becoming more satisfying and 43.4 percent reported that their satisfaction remains the same.
- 52.4 percent reported their view that there are too many attorneys.
- 61.7 percent reported that current economic conditions are worse than previous years.

- The median reported transactional and litigation hourly rates were the same at \$195.
- Private practitioners have relatively similar median hourly transactional and litigation rates regardless of work classification.

# **I** NCOME AND WORKLOAD

**Gross Personal Income before Taxes for All Respondents**



**Gross Personal Income before Taxes by Work Classification**

Work Classification	Number	Mean	Median (50th Percentile)	10th Percentile	25th Percentile	75th Percentile	90th Percentile
Sole Practitioner	247	\$81,884	\$62,500	\$6,178	\$25,000	\$115,500	\$167,000
Sole Practitioner with One or More Associates	47	\$307,506	\$180,000	\$46,000	\$87,500	\$296,250	\$805,764
Sole Practitioner Sharing Space	46	\$111,571	\$71,788	\$6,500	\$41,250	\$166,000	\$266,000
Managing Partner	51	\$251,215	\$143,000	\$40,000	\$74,142	\$245,000	\$500,000
Equity Partner/Shareholder	205	\$206,301	\$155,000	\$65,400	\$108,000	\$250,000	\$387,110
Non- Equity Partner	42	\$158,202	\$128,500	\$75,000	\$94,750	\$173,750	\$237,400
Senior Associate	63	\$109,038	\$96,000	\$62,200	\$74,500	\$112,750	\$135,600
Associate	154	\$68,356	\$65,500	\$26,780	\$45,000	\$86,500	\$105,000
Academia/ Professor of Law	19	\$85,792	\$70,000	\$31,800	\$47,500	\$121,000	\$162,400
Contract Attorney	10	\$77,850	\$65,000	\$24,300	\$31,750	\$124,875	\$152,000
In- House Corporate Counsel	133	\$142,104	\$120,000	\$55,200	\$81,000	\$160,000	\$210,000
Legal Services Agency Attorney	27	\$74,520	\$57,200	\$43,000	\$51,500	\$70,500	\$84,400
Lobbyist/Trade Association	3	-	-	-	-	-	-
Judge	14	\$124,775	\$139,919	\$72,300	\$138,679	\$140,000	\$149,589
Admin Law Judge/Referee	15	\$89,253	\$89,000	\$59,520	\$81,000	\$99,500	\$114,800
County Prosecutor	23	\$65,731	\$67,307	\$46,139	\$51,000	\$78,000	\$88,200
City/State/County/Other	93	\$87,654	\$91,000	\$47,000	\$68,600	\$109,000	\$119,800
Federal Prosecutor	2	-	-	-	-	-	-
Other Federal	31	\$96,864	\$97,000	\$57,088	\$72,500	\$130,000	\$144,000



### Gross Personal Income before Taxes by Work Classification

Work Classification	Number	Mean	Median (50th Percentile)	10th Percentile	25th Percentile	75th Percentile	90th Percentile
Management, Non-Legal	23	\$131,971	\$110,000	\$61,800	\$72,100	\$150,000	\$265,200
Not Practicing Law	18	\$52,660	\$39,445	\$0	\$10,250	\$54,250	\$91,000
Retired	14	\$25,914	\$1,250	\$0	\$0	\$17,000	\$97,990
Unemployed Seeking Legal Emp.	5	\$4,400	\$0	\$0	\$0	\$4,000	\$12,400
Other/Not Listed	12	\$118,812	\$41,500	\$1,400	\$10,870	\$64,532	\$96,613
<b>Total</b>	<b>1297</b>	<b>\$126,945</b>	<b>\$92,000</b>	<b>\$22,600</b>	<b>\$56,000</b>	<b>\$143,000</b>	<b>\$236,041</b>

### Gross Personal Income before Taxes by Major Field of Practice

	Number	Mean	Median 50th Percentile	10th Percentile	25th Percentile	75th Percentile	90th Percentile
General Practice	56	\$65,583	\$55,500	\$4,000	\$25,750	\$93,836	\$152,500
Administrative Law	1	-	-	-	-	-	-
Adoption	1	-	-	-	-	-	-
Alternative Dispute Resolution (ADR)	5	\$106,116	\$107,581	\$31,200	\$42,000	\$117,000	\$190,800
Appellate Practice	20	\$121,250	\$107,500	\$49,500	\$63,750	\$138,500	\$172,800
Arbitration & Mediation	3	-	-	-	-	-	-
Attorney Discipline Defense	0	-	-	-	-	-	-
Automobile	8	\$341,309	\$76,000	\$24,240	\$52,800	\$266,318	\$1,030,391
Aviation & Aerospace	1	-	-	-	-	-	-
Bankruptcy	34	\$111,422	\$104,000	\$34,000	\$54,250	\$149,750	\$194,900
Birth Injuries	0	-	-	-	-	-	-
Business Law	47	\$134,708	\$103,000	\$14,770	\$66,250	\$192,500	\$256,000
Carbon Monoxide Poisoning	0	-	-	-	-	-	-
Civil Rights	1	-	-	-	-	-	-
Class Actions	2	-	-	-	-	-	-
Collections/Claim & Delivery	10	\$138,300	\$100,000	\$63,500	\$67,750	\$211,750	\$252,500
Commercial Law	19	\$149,052	\$110,000	\$58,800	\$67,500	\$180,000	\$216,800
Condemnation	3	-	-	-	-	-	-
Condominium Law	1	-	-	-	-	-	-
Construction Law	14	\$134,071	\$87,500	\$37,900	\$51,500	\$183,750	\$288,000
Consumer Law	3	-	-	-	-	-	-
Contracts	6	\$170,000	\$135,000	\$37,500	\$70,000	\$241,250	\$337,500
Copyrights	0	-	-	-	-	-	-
Criminal Law	43	\$102,849	\$45,000	\$5,700	\$29,300	\$142,500	\$199,600

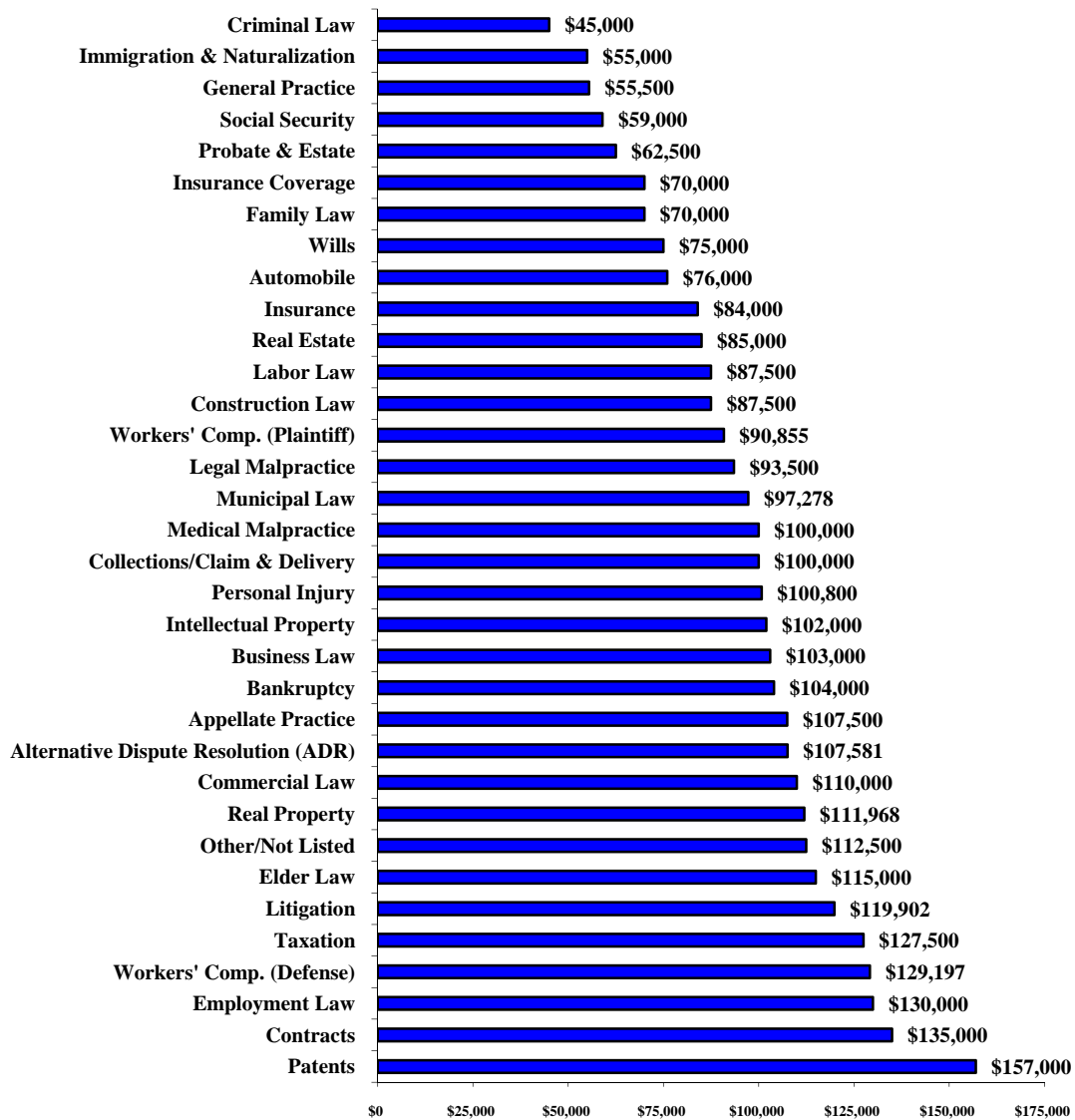
## Gross Personal Income before Taxes by Major Field of Practice

	Number	Mean	Median 50th Percentile	10th Percentile	25th Percentile	75th Percentile	90th Percentile
Drunk Driving Defense	0	-	-	-	-	-	-
Elder Law	9	\$118,819	\$115,000	\$63,351	\$65,000	\$150,000	\$179,550
Employment Law	31	\$179,088	\$130,000	\$80,000	\$91,000	\$231,000	\$310,000
Environmental Law	15	\$199,067	\$161,000	\$45,800	\$112,000	\$279,000	\$330,800
Family Law	72	\$86,514	\$70,000	\$14,910	\$39,450	\$132,650	\$169,900
Federal False Claims (Qui Tam) Actions	0	-	-	-	-	-	-
Government	4	-	-	-	-	-	-
Immigration & Naturalization	8	\$295,277	\$55,000	\$32,600	\$42,666	\$72,500	\$656,000
Insurance	15	\$131,433	\$84,000	\$31,891	\$62,600	\$116,000	\$307,000
Insurance Coverage	9	\$89,777	\$70,000	\$3,200	\$42,000	\$94,000	\$211,200
Intellectual Property	14	\$257,050	\$102,000	\$26,200	\$81,250	\$172,250	\$813,000
Labor Law	12	\$113,186	\$87,500	\$48,050	\$70,625	\$158,418	\$223,500
Landlord/Tenant	3	-	-	-	-	-	-
Law Enforcement	0	-	-	-	-	-	-
Legal Aid	0	-	-	-	-	-	-
Legal Malpractice	5	\$106,100	\$93,500	\$65,200	\$70,000	\$115,000	\$160,000
Lemon Law	2	-	-	-	-	-	-
Litigation	98	\$165,191	\$119,902	\$57,500	\$90,625	\$194,000	\$316,000
Medical Malpractice	21	\$288,346	\$100,000	\$57,500	\$65,000	\$330,000	\$1,000,000
Municipal Law	18	\$119,938	\$97,278	\$41,882	\$69,250	\$154,250	\$225,400
Native American Law	0	-	-	-	-	-	-
Patents	15	\$238,820	\$157,000	\$94,000	\$104,000	\$287,500	\$486,000
Personal Injury	39	\$179,960	\$100,800	\$28,700	\$74,000	\$150,000	\$262,000
Police Misconduct	2	-	-	-	-	-	-
Probate & Estate	65	\$85,762	\$62,500	\$6,493	\$37,500	\$100,000	\$180,000
Professional Liability	1	-	-	-	-	-	-
Public Finance	0	-	-	-	-	-	-
Real Estate	37	\$109,889	\$85,000	\$17,600	\$50,000	\$126,000	\$192,000
Real Property	12	\$102,494	\$111,968	\$10,800	\$30,750	\$158,750	\$189,500
Regulatory Law	1	-	-	-	-	-	-
School Law	3	-	-	-	-	-	-
Securities	2	-	-	-	-	-	-
Social Security	5	\$83,400	\$59,000	\$42,200	\$53,000	\$80,000	\$146,000
Stock Broker Misconduct	0	-	-	-	-	-	-
Taxation	16	\$150,886	\$127,500	\$71,150	\$90,750	\$150,000	\$275,000
Tax Problem Resolution	0	-	-	-	-	-	-
Trademarks	0	-	-	-	-	-	-
Traffic Law	1	-	-	-	-	-	-

## Gross Personal Income before Taxes by Major Field of Practice

	Number	Mean	Median 50th Percentile	10th Percentile	25th Percentile	75th Percentile	90th Percentile
Wills	9	\$76,515	\$75,000	\$35,800	\$60,640	\$112,000	\$121,000
Workers' Comp. (Defense)	8	\$149,755	\$129,197	\$67,896	\$102,500	\$208,750	\$247,000
Workers' Comp. (Plaintiff)	11	\$220,557	\$90,855	\$38,000	\$81,000	\$206,000	\$317,280
Other/Not Listed	14	\$140,011	\$112,500	\$45,200	\$82,500	\$159,000	\$283,408
<b>Total</b>	<b>1,297</b>	<b>\$126,945</b>	<b>\$92,000</b>	<b>\$22,600</b>	<b>\$56,000</b>	<b>\$143,000</b>	<b>\$236,041</b>

## Median Gross Income before Taxes by Major Field of Practice



<b>Gross Personal Income Before Taxes by Years in Practice and Gender, All Attorneys</b>								
		Number	Mean	Median 50th Percentile	10th Percentile	25th Percentile	75th Percentile	90th Percentile
4 or fewer	Male	99	\$56,932	\$50,000	\$2,319	\$33,500	\$80,000	\$101,200
4 or fewer	Female	73	\$49,469	\$45,000	\$0	\$20,000	\$73,000	\$93,200
4 or fewer	Total	172	\$53,765	\$50,000	\$0	\$28,450	\$75,750	\$100,000
5 to 9	Male	107	\$85,637	\$75,000	\$23,000	\$55,000	\$108,500	\$150,000
5 to 9	Female	56	\$68,672	\$63,500	\$7,078	\$35,625	\$84,375	\$120,000
5 to 9	Total	163	\$79,808	\$72,000	\$15,200	\$49,000	\$100,000	\$134,000
10 to 14	Male	116	\$112,739	\$96,000	\$39,790	\$65,792	\$150,000	\$197,500
10 to 14	Female	60	\$85,769	\$80,000	\$28,000	\$53,750	\$99,000	\$131,000
10 to 14	Total	176	\$103,545	\$90,000	\$33,500	\$61,500	\$139,939	\$192,500
15 to 19	Male	94	\$190,540	\$121,250	\$60,750	\$80,000	\$186,500	\$278,500
15 to 19	Female	50	\$100,969	\$91,000	\$24,360	\$51,900	\$130,000	\$175,793
15 to 19	Total	144	\$159,439	\$114,168	\$45,300	\$74,000	\$171,109	\$258,800
20 to 29	Male	263	\$174,999	\$117,000	\$43,406	\$75,000	\$179,162	\$309,938
20 to 29	Female	108	\$101,798	\$85,200	\$38,700	\$53,152	\$120,500	\$217,400
20 to 29	Total	371	\$153,690	\$105,000	\$40,000	\$68,154	\$159,500	\$290,000
30 to 39	Male	209	\$179,958	\$130,000	\$38,880	\$89,000	\$200,000	\$325,724
30 to 39	Female	22	\$114,444	\$90,566	\$40,770	\$62,500	\$109,750	\$233,000
30 to 39	Total	231	\$173,718	\$125,000	\$39,600	\$80,000	\$180,500	\$317,280
40 & over	Male	39	\$101,446	\$60,000	\$0	\$7,790	\$157,500	\$276,000
40 & over	Female	1						
40 & over	Total	40	\$101,522	\$60,000	\$0	\$7,895	\$153,750	\$275,500
Total	Male	927	\$143,884	\$100,000	\$28,840	\$61,250	\$156,261	\$257,600
Total	Female	370	\$84,508	\$73,000	\$11,800	\$43,000	\$104,000	\$145,200
Total	Total	1,297	\$126,945	\$92,000	\$22,600	\$56,000	\$143,000	\$236,041

<b>Median Gross Income Before Taxes by Years in Practice and Gender for All Attorneys and Private Practitioners, Displaying the % of Female to Male Incomes</b>								
Practice Years	All Attorneys				Private Practice Attorneys			
	All	Male	Female	% of Female to Male \$	Total	Male	Female	% of Female to Male \$
4 or fewer	\$50,000	\$50,000	\$45,000	90%	\$49,300	50,000	40,000	80%
Number	172	99	73		119	71	48	
5-9	\$72,000	\$75,000	\$64,000	85%	\$73,000	\$80,000	\$70,000	88%
Number	163	107	56		109	79	30	
10-14	\$90,000	\$96,000	\$80,000	83%	\$90,000	\$100,000	\$70,000	70%
Number	176	116	60		125	82	43	
15-19	\$114,168	\$121,250	\$91,000	75%	\$125,000	\$142,000	\$95,000	67%

**Median Gross Income Before Taxes by Years in Practice and Gender for All Attorneys and Private Practitioners, Displaying the % of Female to Male Incomes**

Practice Years	All Attorneys				Private Practice Attorneys			
	All	Male	Female	% of Female to Male \$	Total	Male	Female	% of Female to Male \$
<b>Number</b>	<b>144</b>	<b>94</b>	<b>50</b>		<b>91</b>	<b>67</b>	<b>24</b>	
<b>20-29</b>	<b>\$105,000</b>	<b>\$117,000</b>	<b>\$85,200</b>	<b>73%</b>	<b>\$116,000</b>	<b>\$125,000</b>	<b>\$96,000</b>	<b>77%</b>
<b>Number</b>	<b>371</b>	<b>263</b>	<b>108</b>		<b>234</b>	<b>173</b>	<b>61</b>	
<b>30-39</b>	<b>\$125,000</b>	<b>\$130,000</b>	<b>\$91,000</b>	<b>70%</b>	<b>\$140,000</b>	<b>\$143,000</b>	<b>\$90,000</b>	<b>63%</b>
<b>Number</b>	<b>231</b>	<b>209</b>	<b>22</b>		<b>159</b>	<b>146</b>	<b>13</b>	
<b>40+</b>	<b>\$60,000</b>	<b>\$60,000</b>			<b>\$60,000</b>	<b>\$60,000</b>		
<b>Number</b>	<b>40</b>	<b>39</b>	<b>1</b>		<b>28</b>	<b>28</b>	<b>0</b>	
<b>Total</b>	<b>\$92,000</b>	<b>\$127,000</b>	<b>\$73,000</b>	<b>57%</b>	<b>\$95,000</b>	<b>\$105,000</b>	<b>\$70,100</b>	<b>67%</b>
<b>Number</b>	<b>1,297</b>	<b>927</b>	<b>370</b>		<b>865</b>	<b>646</b>	<b>219</b>	

**Median Gross Income for Private Practitioners by Firm Size**

	Sole Practitioner		Sole Practitioner with One or More Associates		Sole Practitioner Sharing Space		Managing Partner	
	N	Median	N	Median	N	Median	N	Median
<b>0</b>	<b>6</b>	<b>\$20,000</b>			<b>1</b>	<b>-</b>		
<b>1</b>	<b>221</b>	<b>\$60,000</b>	<b>6</b>	<b>\$144,000</b>	<b>32</b>	<b>\$65,000</b>	<b>2</b>	<b>-</b>
<b>2</b>	<b>3</b>	<b>-</b>	<b>21</b>	<b>\$125,000</b>	<b>4</b>	<b>-</b>	<b>11</b>	<b>\$75,000</b>
<b>3 to 6</b>	<b>3</b>	<b>-</b>	<b>19</b>	<b>\$225,000</b>	<b>5</b>	<b>\$140,000</b>	<b>21</b>	<b>\$138,000</b>
<b>7 to 10</b>			<b>1</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>8</b>	<b>\$245,000</b>
<b>11 to 20</b>					<b>1</b>	<b>-</b>	<b>4</b>	<b>-</b>
<b>21 to 50</b>								
<b>51 to 100</b>							<b>1</b>	<b>-</b>
<b>100+</b>							<b>1</b>	<b>-</b>

	Equity Partner/Shareholder		Non-Equity Partner		Senior Associate		Associate	
	N	Median	N	Median	N	Median	N	Median
<b>0</b>								
<b>1</b>	<b>3</b>	<b>-</b>			<b>2</b>	<b>-</b>	<b>1</b>	<b>-</b>
<b>2</b>	<b>21</b>	<b>\$120,000</b>	<b>1</b>		<b>3</b>	<b>-</b>	<b>16</b>	<b>\$41,000</b>
<b>3 to 6</b>	<b>59</b>	<b>\$135,000</b>	<b>11</b>	<b>\$78,000</b>	<b>24</b>	<b>\$80,000</b>	<b>46</b>	<b>\$57,000</b>
<b>7 to 10</b>	<b>37</b>	<b>\$148,000</b>	<b>6</b>	<b>\$100,000</b>	<b>7</b>	<b>\$100,000</b>	<b>21</b>	<b>\$65,000</b>
<b>11 to 20</b>	<b>20</b>	<b>\$172,000</b>	<b>8</b>	<b>\$155,000</b>	<b>9</b>	<b>\$105,000</b>	<b>18</b>	<b>\$75,000</b>
<b>21 to 50</b>	<b>31</b>	<b>\$200,000</b>	<b>7</b>	<b>\$125,000</b>	<b>14</b>	<b>\$115,000</b>	<b>28</b>	<b>\$79,000</b>
<b>51 to 100</b>	<b>19</b>	<b>\$186,000</b>	<b>6</b>	<b>\$160,000</b>	<b>3</b>		<b>13</b>	<b>\$95,000</b>
<b>100+</b>	<b>14</b>	<b>\$320,000</b>	<b>3</b>		<b>1</b>		<b>6</b>	<b>\$100,000</b>

**Median Gross Income for Private Practitioners and Non-Private Practitioners  
by Firm Size**

		Non-Private Practice		Private Practice		Group Total	
		N	Median	N	Median	N	Median
0		10	\$6,000	7	\$25,000	17	\$18,000
1		60	\$80,000	273	\$65,000	333	\$68,000
2		42	\$89,000	80	\$85,000	122	\$87,000
3 to 6		88	\$92,000	189	\$90,000	277	\$91,000
7 to 10		41	\$84,000	81	\$105,000	122	\$100,000
11 to 20		51	\$85,000	61	\$125,000	112	\$105,000
21 to 50		53	\$90,000	81	\$115,000	134	\$107,000
51 to 100		21	\$104,000	43	\$143,000	64	\$118,000
More than 100		44	\$97,000	25	\$259,000	69	\$115,000
<b>Group Total</b>		<b>410</b>	<b>\$89,000</b>	<b>840</b>	<b>\$95,000</b>	<b>1250</b>	<b>\$92,000</b>

**Gross Income Before Taxes by Practice Region**

		N	Mean	Median 50th Percentile	10th Percentile	25th Percentile	75th Percentile	95th Percentile
Ann Arbor Area		45	\$163,992	\$95,000	\$41,800	\$65,000	\$162,000	\$264,000
Battle Creek Area		14	\$99,496	\$94,000	\$46,750	\$73,250	\$130,000	\$143,485
Bay City Area		17	\$156,949	\$78,000	\$18,000	\$50,000	\$150,000	\$408,168
Benton Harbor Area		17	\$126,873	\$70,000	\$16,400	\$60,000	\$150,000	\$164,800
Central Michigan Area		16	\$71,535	\$65,000	24,502	\$44,433	\$92,500	\$106,000
Downtown Detroit		109	\$149,108	\$102,000	\$53,600	\$70,000	\$150,000	\$292,999
Elkhart-Goshen Area		0	0	0	0	0	0	0
Flint Area		19	\$95,045	\$97,000	\$41,580	\$56,628	\$115,850	\$136,000
Genesee-Shiawassee County Area		20	\$130,105	\$95,400	\$34,700	\$64,575	\$170,000	\$200,600
Grand Rapids Area		68	\$128,152	\$102,000	\$44,960	\$62,125	\$156,366	\$243,600
Ingham County Area		6	\$40,305	\$31,000	\$12,500	\$19,000	\$42,873	\$77,416
Jackson Area		11	\$72,545	\$60,000	\$7,000	\$48,000	\$95,500	115,000
Kalamazoo Area		34	\$119,348	\$100,000	\$21,509	\$62,125	\$142,250	\$209,200
Kent-Eaton-Ionia- Barry County Area		22	\$67,630	\$50,000	\$5,258	\$29,500	\$103,500	\$133,500
Lansing Area		112	\$96,368	\$90,000	\$28,740	\$54,375	\$127,000	\$160,570
Lapeer-St.Clair County		16	\$109,315	\$90,650	\$19,500	\$39,900	\$116,951	\$195,168

Gross Income Before Taxes by Practice Region							
	N	Mean	Median 50th Percentile	10th Percentile	25th Percentile	75th Percentile	95th Percentile
Area							
Livingston County Area	10	\$86,750	\$89,000	\$36,250	\$63,000	\$122,000	\$140,500
Macomb County (North)	36	\$95,172	\$77,500	\$32,000	\$44,750	\$109,000	\$215,000
Macomb County (South)	22	\$101,273	\$55,000	\$17,500	\$45,000	\$141,250	\$254,070
Marquette Area	8	\$75,842	\$79,000	\$27,450	\$53,320	\$85,500	\$121,393
Muskegon-Ludington Area	11	\$96,545	\$45,000	\$0	\$17,500	\$163,500	\$238,408
Northern Michigan	29	\$92,132	\$85,000	\$15,477	\$44,000	\$120,000	\$167,634
Oakland County (North)	100	\$193,850	\$120,000	\$39,763	\$73,050	\$180,750	\$325,600
Oakland County (South)	258	\$139,819	\$98,250	\$25,000	\$60,000	\$150,000	\$253,000
Detroit (Other)	52	\$93,289	\$84,200	\$11,700	\$49,125	\$120,000	\$184,000
Ottawa-Allegan County Area	15	\$116,138	\$80,000	\$30,400	\$43,601	\$146,138	\$191,200
Saginaw Area	13	\$82,845	\$73,000	\$18,800	\$38,000	\$85,000	\$138,600
Thumb Area	5	\$100,400	\$125,000	\$37,800	\$42,000	\$150,000	\$150,000
Toledo Area	7	\$69,000	\$57,000	\$22,000	\$42,000	\$106,000	\$115,200
Traverse City Area	30	\$109,271	\$77,500	\$36,700	\$57,500	\$114,750	\$201,800
Upper Peninsula (East)	5	\$38,546	\$13,733	\$4,400	\$11,000	\$48,000	\$91,200
Upper Peninsula (West)	0	\$0	\$0	\$0	\$0	\$0	\$0
Washtenaw County Area	14	\$146,214	\$60,500	\$8,600	\$13,500	\$146,750	\$261,000
Wayne County Area	50	\$110,540	\$81,500	\$5,630	\$31,500	\$133,750	\$301,000
Non-Michigan	101	\$147,620	\$110,000	\$43,000	\$70,000	\$160,000	\$256,000
Total	1297	\$126,945	\$92,000	\$22,600	\$56,000	\$143,000	\$236,041

Median Hours Spent Per Week on Work Related Activities by Work Classification							
	N	Legal Work Based on Hourly Rate	Legal Work Based on Fixed Rate	Legal Work Based on Contingent Fee	Office Admin.	Marketing Activities	Non-Legal Employment
Sole Practitioner	239	20	10	2	5	2	0
Sole Practitioner with 1 or More Associates	47	29	5	5	5	3	2

Median Hours Spent Per Week on Work Related Activities by Work Classification								
	N	Legal Work Based on Hourly Rate	Legal Work Based on Fixed Rate	Legal Work Based on Contingent Fee	Office Admin.	Marketing Activities	Non-Legal Employment	
Sole Practitioner Sharing Space	47	20	10	1	5	2	0	
Managing Partner	51	30	10	1	5	3	0	
Equity Partner / Shareholder	202	35	2	5	5	3	0	
Non-Equity Partner	43	40	1	3	5	4	0	
Senior Associate	63	35	5	1	4	3	0	
Associate	151	35	2	0	3	2	0	
Academic Professor of Law	13	0	0	0	2	0	38	
Contract Attorney	10	15	-	-	1	-	0	
In-House Corporate Counsel	115	0	40	0	5	0	0	
Legal Services Agency Attorney	26	20	35	0	8	0	0	
Lobbyist/Trade Association	3	-	-	-	-	-	-	
Judge	8	3	-	-	5	-	0	
Admin Law Judge / Referee	12	40	-	-	5	-	0	
County Prosecutor	21	19	40	0	0	0	0	
City/State/County / Other	83	31	40	0	5	0	0	
Federal Prosecutor	2	-	-	-	-	-	-	
Other Federal	27	0	40	0	5	0	0	
Management, Non-Legal	23	0	0	0	5	0	50	
Not Practicing Law	16	0	0	0	0	0	40	
Retired	12	0	0	0	0	0	0	
Unemployed, Seeking Non Legal Employment	0	-	-	-	-	-	-	
Other/Not Listed	11	40	17	-	5	0	0	
<b>Total</b>	<b>1229</b>	<b>25</b>	<b>6</b>	<b>0</b>	<b>5</b>	<b>2</b>	<b>0</b>	

Median Annual Non-Billable Hours by Work Classification						
	N	Continuing Legal Education	Pro Bono Work	Other Unbilled Legal Work	Unbilled Community Service	
Sole Practitioner	237	16	20	30	156	
Sole Practitioner with One or More Associates	46	16	12	20	104	
Sole Practitioner Sharing Space	47	15	20	20	104	
Managing Partner	48	20	20	30	156	
Equity Partner/ Shareholder	197	20	20	40	208	
Non-Equity Partner	42	15	20	40	104	



<b>Median Annual Non-Billable Hours by Work Classification</b>						
	<b>N</b>	<b>Continuing Legal Education</b>	<b>Pro Bono Work</b>	<b>Other Unbilled Legal Work</b>	<b>Unbilled Community Service</b>	
Senior Associate	58	15	10	20	52	
Associate	135	15	10	20	52	
Academic Professor of Law	16	10	10	15	-	
Contract Attorney	8	12	3	5	-	
In-House Corporate Counsel	117	20	1	-	52	
Legal Services Agency Attorney	24	23	25	-	104	
Lobbyist/Trade Association	3	-	-	-	-	
Judge	11	40	-	-	520	
Admin Law Judge/Referee	14	28	5	-	-	
County Prosecutor	19	16	-	-	156	
City/State/County Other	83	12	-	-	104	
Federal Prosecutor	2	-	-	-	-	
Other Federal	26	10	-	-	-	
Management, Non-Legal	19	10	-	8	52	
Not Practicing Law	13	-	-	-	-	
Retired	9	-	10	-	52	
Unemployed, Seeking Non-Legal Employment	0	-	-	-	-	
Other	11	8	2	5	26	
<b>Total</b>	<b>1188</b>	<b>16</b>	<b>12</b>	<b>20</b>	<b>104</b>	

# **A** **TTORNEY PERCEPTIONS**

## **Expectation of Satisfaction with the Practice of Law**

Becoming More Satisfying	18.4%
Becoming Less Satisfying	24.5%
Becoming Unsatisfying Enough to Stop Practicing Law	8.3%
Remaining the Same	43.4%
Becoming Unsatisfying Enough to Change My Practice Area	5.3%

## **Relative Amount of Personal Workload**

Insufficient to Keep Me Busy	22.0%
More than I Can Handle	21.3%
All I Can Handle	56.7%

## **Personal Satisfaction from the Practice of Law**

A Great Deal	34.7%
Too Little	23.9%
Enough	39.3%
None	2.2%

## **Perceptions Concerning the Number of Attorneys**

About Right	42.5%
Too Few	5.1%
Too Many	52.4%

## **Perceptions of Current Economic Conditions Compared to Prior Years**

Better	7.3%
About the Same	31.0%
Worse	61.7%

## **Perceptions of Future Economic Conditions**

Better	9.0%
About the Same	39.8%
Worse	51.3%

# **P RIVATE PRACTITIONERS AND MANAGING PARTNERS – FIRM DATA**

## **If Your Firm Employs Paralegals or Legal Assistants, How are Their Services Billed?**

	<b>N</b>	<b>Percent</b>
<b>Do Not Employ Any</b>	127	41.4
<b>No Separate Charge</b>	42	13.7
<b>Included in Attorney Charge</b>	30	9.8
<b>Hourly Basis</b>	93	30.3
<b>Self-Developed Fee Schedule</b>	11	3.6
<b>Other System</b>	4	1.3
<b>Total</b>	307	100.0

## **By How Much Did Your Firm Change the Hourly Billing Rate Last Time it Was Reviewed?**

	<b>N</b>	<b>Percent</b>
<b>Increase by 5% or Less</b>	72	19.5%
<b>6% to 10%</b>	108	29.2%
<b>11% to 19%</b>	53	14.3%
<b>20% or More</b>	28	7.6%
<b>Decreased in %</b>	3	.8%
<b>No Change</b>	106	28.6%
<b>Total</b>	370	100.0%

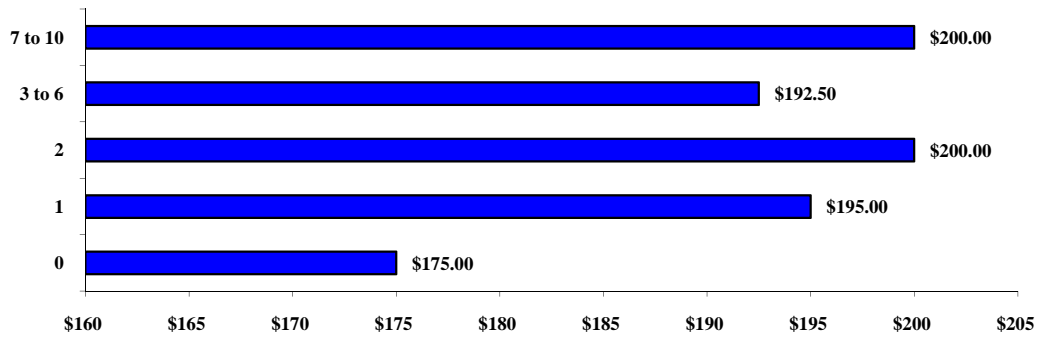
## **How Often Does Your Firm Review Hourly Billing Rates?**

	<b>N</b>	<b>Percent</b>
<b>More Often than Every 6 Months</b>	22	5.8%
<b>7 to 11 Months</b>	40	10.6%
<b>12 to 17 Months</b>	189	50.1%
<b>18 to 24 Months</b>	27	7.2%
<b>Longer than 24 Months</b>	99	26.3%
<b>Total</b>	377	100.0%

### What Percentage of Your Billings are Uncollectable?

	N	Percent
Less than 3%	175	47.0%
3% to 8%	84	22.6%
9% to 12%	60	16.1%
13% or More	53	14.2%
<b>Total</b>	<b>372</b>	<b>100.0%</b>

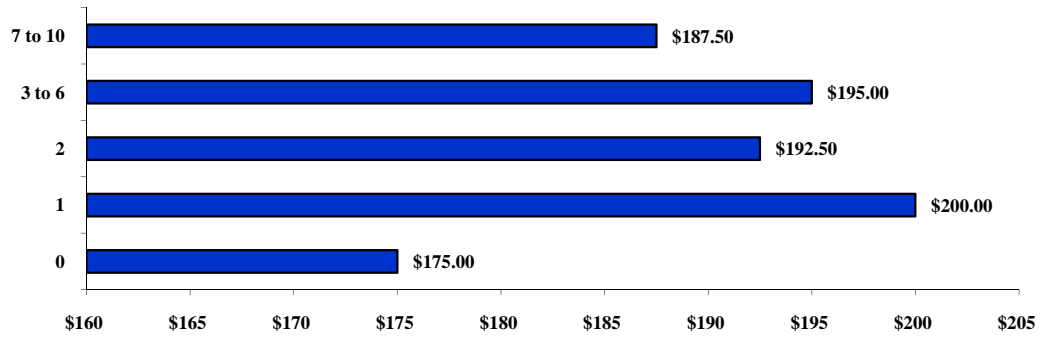
### Top Median Hourly Transactional Billing Rates by Firm Size



### Distribution of Hourly Transactional Billing Rates by Firm Size

	Count	Mean	Median 50th Percentile	10th Percentile	25th Percentile	75th Percentile	90th Percentile
0	5	\$173	\$175	\$125	\$138	\$208	.
1	225	\$194	\$195	\$150	\$150	\$213	\$250
2	31	\$203	\$200	\$152	\$175	\$225	\$250
3 to 6	34	\$206	\$193	\$140	\$154	\$231	\$300
7 to 10	9	\$231	\$200	\$120	\$181	\$250	.
11 to 20	2	-	-	-	-	-	-
More than 100	1	-	-	-	-	-	-
<b>Total</b>	<b>307</b>	<b>\$197</b>	<b>\$195</b>	<b>\$150</b>	<b>\$155</b>	<b>\$225</b>	<b>\$250</b>

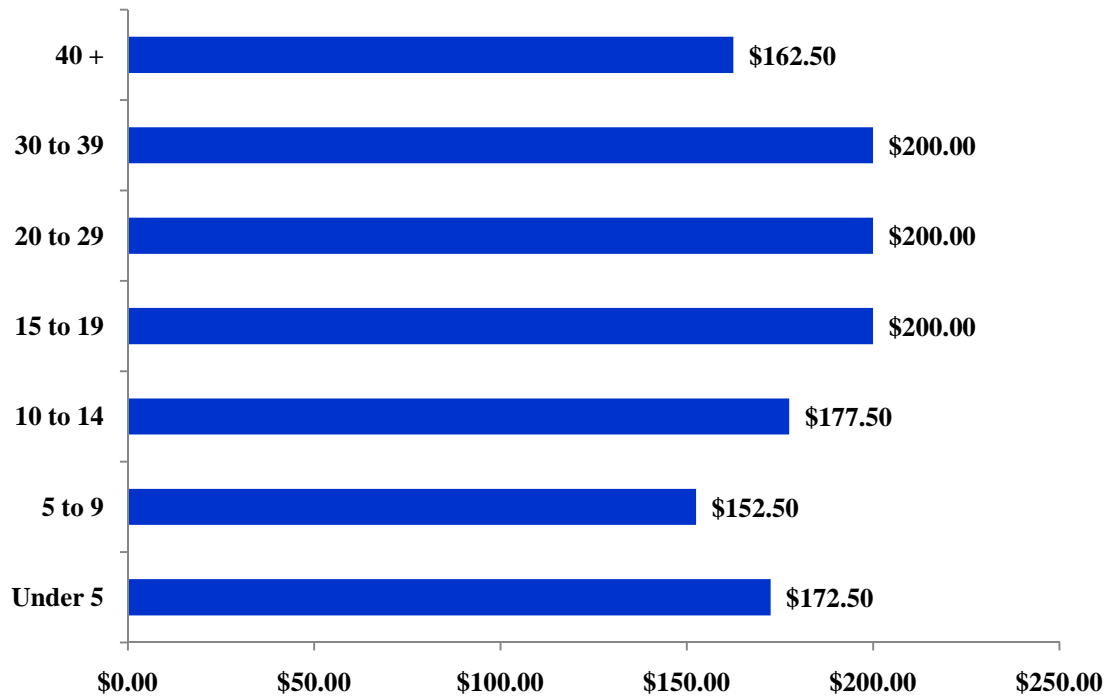
### Top Median Hourly Litigation Billing Rates by Firm Size



### Distribution of Hourly Litigation Billing Rates by Firm Size

	Count	Mean	Median 50th Percentile	10th Percentile	25th Percentile	75th Percentile	90th Percentile
0	5	\$172	\$175	\$140	\$145	\$198	.
1	221	\$198	\$200	\$150	\$153	\$225	\$250
2	32	\$200	\$193	\$136	\$170	\$250	\$268
3 to 6	35	\$218	\$195	\$135	\$155	\$250	\$370
7 to 10	9	\$224	\$188	\$120	\$160	\$270	.
11 to 20	2	-	-	-	-	-	-
More than 100	-	-	-	-	-	-	-
<b>Group Total</b>	<b>305</b>	<b>\$201</b>	<b>\$195</b>	<b>\$150</b>	<b>\$155</b>	<b>\$225</b>	<b>\$272</b>

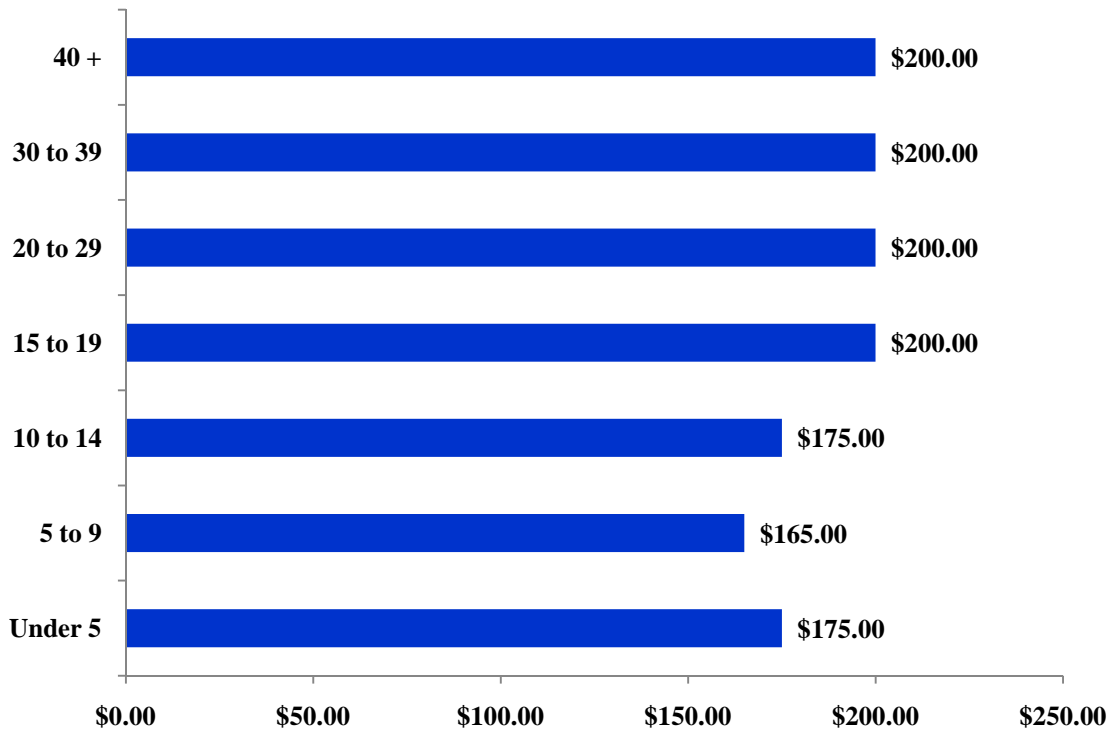
### Median Hourly Transactional Billing Rates by Years in Practice



**Distribution of Transactional Hourly Rate by Years in Practice (rounded to the nearest dollar)**

	N	Mean	Median (50th Percentile)	10th Percentile	25th Percentile	75th Percentile	90th Percentile
Under 5	26	\$167	\$173	\$139	\$150	\$191	\$200
5 to 9	18	\$171	\$153	\$137	\$150	\$189	\$250
10 to 14	28	\$185	\$178	\$148	\$156	\$200	\$237
15 to 19	39	\$191	\$200	\$150	\$165	\$200	\$250
20 to 29	109	\$208	\$200	\$150	\$175	\$250	\$250
30 to 39	71	\$210	\$200	\$150	\$160	\$250	\$275
40+	16	\$184	\$163	\$72	\$128	\$219	\$360

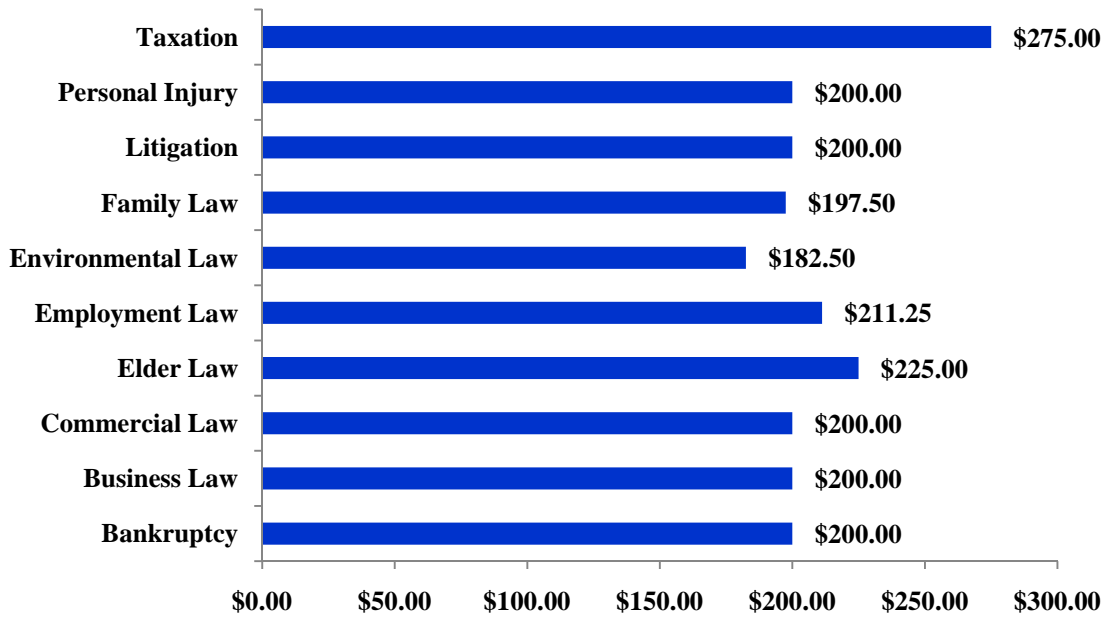
### Median Hourly Litigation Billing Rates by Years in Practice



**Distribution of Litigation Hourly Rate by Years in Practice (rounded to the nearest dollar)**

	Count	Mean	Median (50th Percentile)	10th Percentile	25th Percentile	75th Percentile	90th Percentile
Under 5	27	\$175	\$175	\$140	\$150	\$200	\$250
5 to 9	19	\$184	\$165	\$150	\$150	\$200	\$250
10 to 14	27	\$198	\$175	\$150	\$160	\$200	\$280
15 to 19	39	\$200	\$200	\$150	\$165	\$200	\$290
20 to 29	111	\$206	\$200	\$150	\$175	\$250	\$271
30 to 39	69	\$210	\$200	\$150	\$155	\$250	\$300
40+	13	\$195	\$200	\$85	\$130	\$263	\$300

**Top 10 Median Hourly Transactional Billing Rates by Field of Practice**



**Top 10 Median Hourly Litigation Billing Rates by Field of Practice**





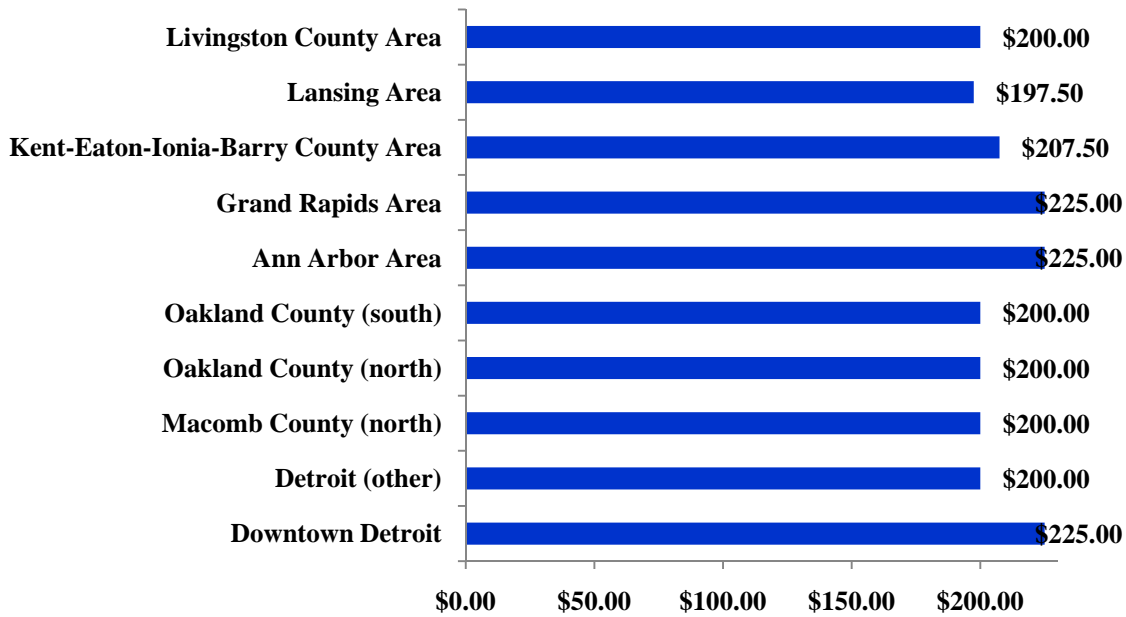
### Hourly Transactional Billing Rate by Work Classification

	Number	Mean	Median 50th Percentile	10th Percentile	25th Percentile	75th Percentile	90th Percentile
Sole Practitioner	197	\$190	\$185	\$150	\$150	\$200	\$250
Sole Practitioner With One or More Associates	38	\$212	\$198	\$150	\$175	\$250	\$292
Sole Practitioner Sharing Space	38	\$210	\$200	\$143	\$174	\$239	\$266
Managing Partner	34	\$210	\$200	\$145	\$166	\$250	\$288
<b>Group Total</b>	<b>307</b>	<b>\$197</b>	<b>\$195</b>	<b>\$150</b>	<b>\$155</b>	<b>\$225</b>	<b>\$250</b>

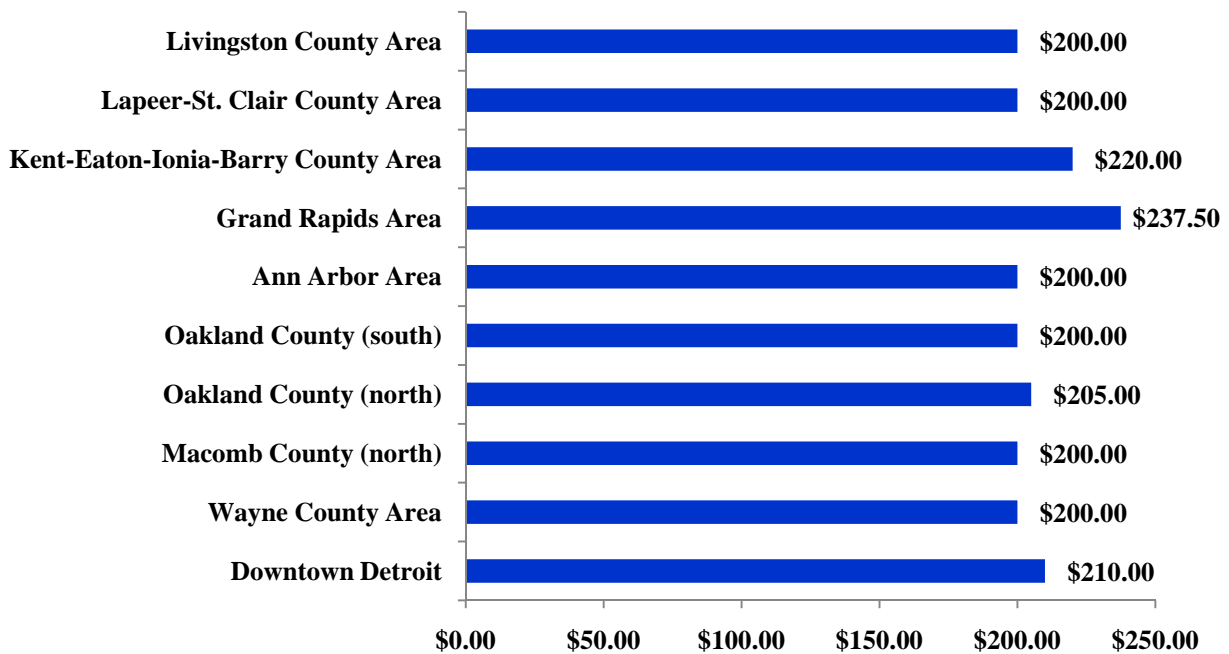
### Hourly Litigation Billing Rate by Work Classification

	Number	Mean	Median 50th Percentile	10th Percentile	25th Percentile	75th Percentile	90th Percentile
Sole Practitioner	194	\$195	\$193	\$150	\$150	\$218	\$250
Sole Practitioner With One or More Associates	39	\$212	\$195	\$135	\$160	\$250	\$350
Sole Practitioner Sharing Space	37	\$203	\$200	\$145	\$170	\$238	\$258
Managing Partner	35	\$216	\$200	\$145	\$170	\$250	\$320
<b>Group Total</b>	<b>305</b>	<b>\$201</b>	<b>\$195</b>	<b>\$150</b>	<b>\$155</b>	<b>\$225</b>	<b>\$272</b>

### Top 10 Median Hourly Transactional Billing Rates by Region



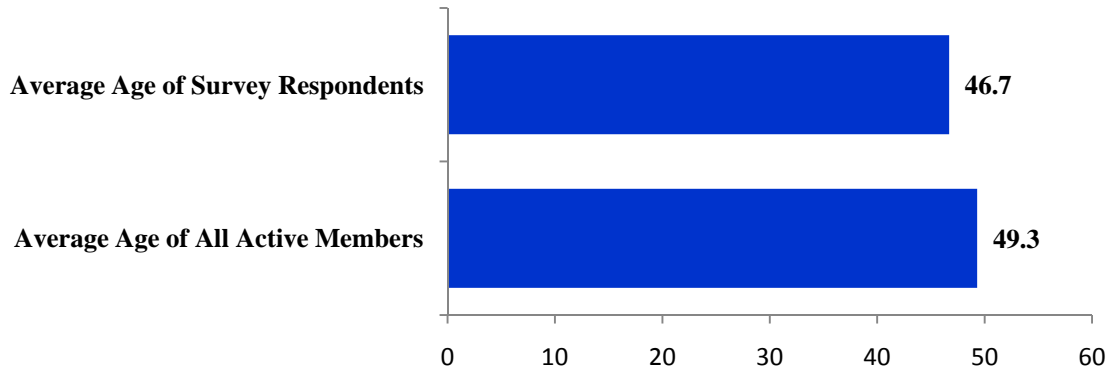
### Top 10 Median Hourly Litigation Billing Rates by Region



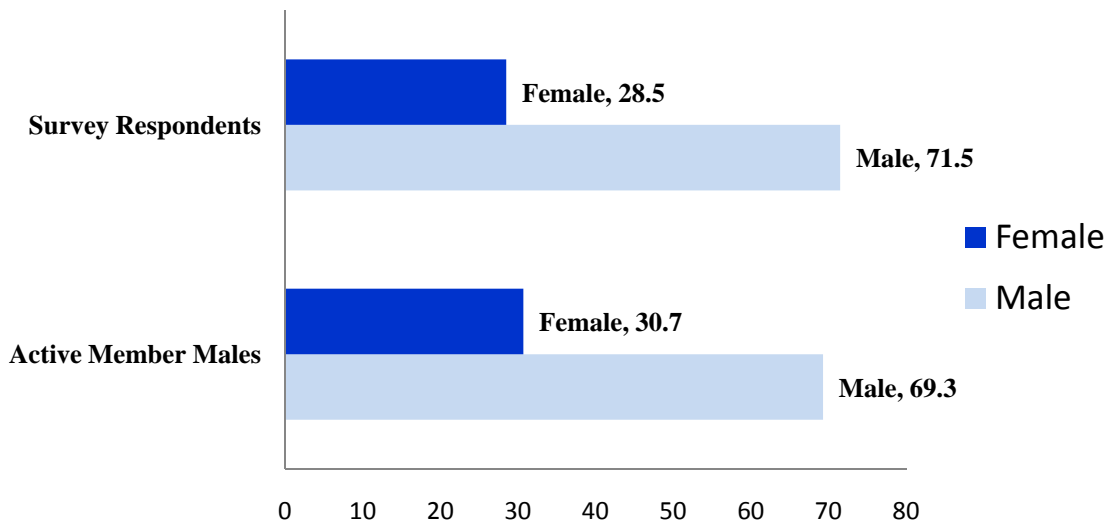
<b>Reported Staff Salaries</b>							
	<b>N</b>	<b>Mean</b>	<b>Median 50th Percentile</b>	<b>10th Percentile</b>	<b>25th Percentile</b>	<b>75th Percentile</b>	<b>90th Percentile</b>
<b><u>Paralegal</u></b>							
<b>Annual Salary</b>	5	\$42,693	\$39,000	\$20,000	\$25,000	\$42,797	\$71,119
<b>Bonus</b>	5	\$800	\$1,000	\$400	\$1,000	\$1,000	\$1,000
<b>Total Compensation</b>	5	\$43,493	\$40,000	\$21,000	\$26,000	\$43,797	\$71,519
<b>Billing Rate</b>	5	\$106.50	\$75.00	\$70.50	\$75.00	\$90.00	\$171.00
<b><u>Office Administrator</u></b>							
<b>Annual Salary</b>	9	\$56,680	\$67,000	\$19,000	\$26,667	\$72,800	\$79,800
<b>Bonus</b>	9	\$1,983	0	0	0	\$350	\$5,000
<b>Total Compensation</b>	9	\$58,663	\$67,000	\$19,670	\$26,667	\$72,800	\$91,800
<b>Billing Rate</b>	0	0	0	0	0	0	0
<b><u>Secretary 2</u></b>							
<b>Annual Salary</b>	10	\$38,334	\$37,923	\$20,570	\$27,237	\$40,053	\$56,900
<b>Bonus</b>	10	\$775	\$125	0	0	\$500	\$1,850
<b>Total Compensation</b>	10	\$39,109	\$38,173	\$20,595	\$27,612	\$47,178	\$61,400
<b>Billing Rate</b>	0	0	0	0	0	0	0
<b><u>Secretary 1</u></b>							
<b>Annual Salary</b>	6	\$35,028	\$29,284	\$22,799	\$24,211	\$39,300	\$53,000
<b>Bonus</b>	6	\$1,067	0	0	0	\$300	\$3,200
<b>Total Compensation</b>	6	\$36,094	\$29,284	\$22,999	\$24,511	\$39,300	\$56,000
<b>Billing Rate</b>	0	0	0	0	0		
<b><u>Office Clerk 3</u></b>							
<b>Annual Salary</b>	5	\$26,552	\$29,000	\$20,000	\$20,000	\$29,474	\$32,361
<b>Bonus</b>	5	\$420	\$500	0	0	\$600	\$840
<b>Total Compensation</b>	5	\$26,972	\$29,000	\$20,540	\$20,600	\$29,474	\$32,961
<b>Billing Rate</b>	0	0	0	0	0	0	0

# **A** PPENDIX: PROFILE OF SURVEY RESPONDENTS

**Average Age of All Active Members and of Survey Respondents**



**Percentage of All Active Members and Survey Respondents by Gender**



### Demographics of Survey Respondents

	All Attorneys	Males	Females
Age	46.7 years	47.9 years	43.6 years
Gender		71.5%	28.5%
Ethnicity			
Caucasian	93.0%	93.8%	90.9%
African American	2.7%	1.6%	5.3%
Hispanic or Latino	1.1%	1.2%	0.9%
Asian	0.7%	0.8%	0.3%
American Indian or Alaskan Native	0.3%	0.1%	0.6%
Native Hawaiian or Pacific Islander	0.2%	0.2%	0.0%
Two or More Races	2.2%	2.2%	2.0%
Years in Practice	18.8 years	20.4 years	14.9 years
Occupation Summary			
Private Practitioner	68.7%	51.5%	17.3%
Government Service	13.1%	11.8%	16.4%
Other Legal Occupations	14.6%	13.1%	18.4%
Other Non-legal Occupations or Not Practicing	5.2%	4.7%	6.4%
Full-time Legal Employment	66.9%	65.1%	71.3%
Part-time Legal Employment	33.1%	34.9%	28.7%

### Work Classification of Survey Respondents

Work Classification	% Participation
Sole Practitioner	20.0%
Sole Practitioner with one or more associates	3.8%
Sole Practitioner sharing space	3.8%
Managing Partner	4.2%
Equity Partner/Shareholder	16.5%
Non-Equity Partner	3.4%
Senior Associate	5.0%
Associate	11.9%
Academia/Professor of Law	1.3%
Contract Attorney	0.8%
In-house/ Corporate Counsel	8.8%
Legal Services Agency Attorney	1.9%
Lobbyist/Trade Association	0.2%
Judge	1.2%
Admin Law Judge/Referee	1.2%
County Prosecutor	1.9%
City/State/County/Other	7.3%
Federal Prosecutor	0.1%

## Work Classification of Survey Respondents

Work Classification	% Participation
Other Federal	1.3%
Management, Non-legal	1.6%
Not practicing law	1.3%
Retired	0.9%
Unemployed, seeking legal employment	0.4%
Unemployed, seeking non-legal employment	0.0%
Other/Not Listed	1.0%

## Major Field of Practice

Field of Practice	% Participation
General Practice	2.7%
Administrative Law	0.2%
Adoption	0.1%
Alternative Dispute Resolution (ADR)	0.5%
Appellate Practice	1.4%
Arbitration & Mediation	0.3%
Attorney Discipline Defense	0.0%
Automobile	0.6%
Aviation & Aerospace	0.1%
Bankruptcy	2.1%
Birth Injuries	0.1%
Business Law	3.4%
Carbon Monoxide Poisoning	0.0%
Civil Rights	0.2%
Class Actions	0.2%
Collections/Claim & Delivery	0.7%
Commercial Law	1.4%
Condemnation	0.2%
Condominium Law	0.1%
Construction Law	0.9%
Consumer Law	0.2%
Contracts	0.7%
Copyrights	0.1%
Criminal Law	2.7%
Drunk Driving Defense	0.2%
Elder Law	0.4%
Employment Law	1.9%
Environmental Law	0.7%
Family Law	5.0%
Federal False Claims (Qui Tam) Actions	0.0%
Government	0.2%
Immigration & Naturalization	0.5%
Insurance	1.5%

<b>Major Field of Practice</b>	
<b>Field of Practice</b>	<b>% Participation</b>
Insurance Coverage	0.5%
Intellectual Property	0.7%
Labor Law	0.9%
Landlord/Tenant	0.4%
Law Enforcement	0.0%
Legal Aid	0.0%
Legal Malpractice	0.3%
Lemon Law	0.1%
Litigation	6.8%
Medical Malpractice	1.3%
Municipal Law	1.3%
Native American Law	0.0%
Patents	0.5%
Personal Injury	2.5%
Police Misconduct	0.1%
Probate & Estate	4.7%
Professional Liability	0.1%
Public Finance	0.0%
Real Estate	2.4%
Real Property	1.0%
Regulatory Law	0.1%
School Law	0.2%
Securities	0.1%
Social Security	0.4%
Stock Broker Misconduct	0.0%
Taxation	0.9%
Tax Problem Resolution	0.0%
Trademarks	0.1%
Traffic Law	0.0%
Wills	0.8%
Workers' Comp. (Defense)	0.5%
Workers' Comp. (Plaintiff)	0.8%
Other/Not Listed	16.3%
Non-Private Practice: Government Service	11.3%
Non-Private Practice: Other Legal Occupations	11.2%
Non-Private Practice: Other Non-Legal Occupation	4.5%

<b>Main Location of Practice</b>	
<b>Practice Location</b>	<b>% Participation</b>
Downtown Detroit	9.1%
Detroit (Other)	4.3%
Wayne County Area	4.3%
Macomb County (north)	3.0%

### Main Location of Practice

Practice Location	% Participation
Macomb County (south)	1.8%
Oakland County (north)	8.3%
Oakland County (south)	21.6%
Ann Arbor Area	3.8%
Battle Creek Area	1.2%
Bay City Area	1.4%
Benton Harbor Area	1.4%
Central Michigan Area	1.3%
Elkhart-Goshen Area	0.1%
Flint Area	1.6%
Genesee-Shiawassee County Area	1.7%
Grand Rapids Area	5.7%
Ingham County Area	0.5%
Jackson Area	0.9%
Kalamazoo Area	2.8%
Kent-Eaton-Ionia-Barry County Area	1.8%
Lansing Area	9.3%
Lapeer-St.Clair County Area	1.3%
Livingston County Area	0.8%
Marquette Area	0.7%
Muskegon-Ludington Area	0.9%
Northern Michigan	2.4%
Ottawa-Allegan County Area	1.3%
Saginaw Area	1.2%
Thumb Area	0.4%
Toledo Area	0.6%
Traverse City Area	2.5%
Upper Peninsula (east)	0.4%
Upper Peninsula (west)	0.3%
Washtenaw County Area	1.2%

### Respondents by Firm Size

Firm Size (No. of Attorneys)	% Participation
0	1.9%
1	28.1%
2	10.3%
3 to 6	22.2%
7 to 10	9.3%
11 to 20	8.8%
21 to 50	9.9%
51 to 100	5.0%
More than 100	4.6%