

INTRODUCTION

The Florida Bar is the third largest unified state bar association in the United States. Its recorded history dates back to 1889 when it consisted of just a small voluntary group of lawyers in a state with a total population of under 400,000 persons. Out of this small group grew the Florida State Bar Association, formed in 1907. Still a voluntary organization, its main focus was to publish a legal journal, draft court procedures, and present occasional educational courses for attorneys. Membership in this voluntary association never exceeded 2,500 attorneys.

After the close of World War I in 1920, there was a sharp growth in the number of attorneys in the state of Florida. Those attorneys, however, had no cohesive organization, and under two-thirds of them belonged to the voluntary state bar association.

In the 1930's, it was proposed that all attorneys, upon admission to practice, be required to obtain membership in the Florida State Bar Association. Many years later, the Supreme Court of Florida, after rejecting the original proposal, instructed state Bar officials to proceed in forming an integrated bar. As a result, 3,758 attorneys automatically became members of The Florida Bar in 1950. By the early 1960's, The Florida Bar had grown to include 7,000 members. Ten years later, the Bar's membership had increased to 12,000 members and, by 1980, the Bar consisted of

27,000 members. Today, the Bar has a membership in excess of 66,000 attorneys in good standing.

Because of the large rise in membership over the past few decades, the Bar sponsors an economics and law office management survey. This survey is performed every two years in order to supply Bar members with useful data which will assist them in their daily practice. The survey is intended to keep attorneys informed on how their colleagues are doing in terms of salary information, benefits, hourly rates, number of hours worked, law office composition, and more.

For obvious financial reasons, it was decided to randomly sample a select number of members rather than survey all 66,000 Florida Bar members in good standing. A properly chosen random sample allows inferences to be made about the composition of the entire lawyer population from those expressed in the sample.

BACKGROUND

From May 2004 to August 2004, the Department of Research, Planning & Evaluation of The Florida Bar solicited opinions from numerous experts, both on Bar staff and on various committees of The Florida Bar, as to what the appropriate subjects should be

for the 2004 survey. After extensive research, questions were developed by Mike J. Garcia, Director of Research, Planning & Evaluation for the Bar.

A random list of mailing labels was developed and individual labels were affixed to the questionnaire booklets. In September 2004, The Florida Bar mailed 2,751 questionnaires to a random sample of its in-state membership. By the cut-off date in May, the Bar had received 459 completed questionnaires, for a response rate of 17%. This response rate is much lower than the rate of the past Economics and Law Office Management Surveys, and is attributed to the state of Florida encountering four hurricanes during the time the survey was disseminated.

The questionnaires were collected by staff at The Florida Bar and were brought unopened to a contracted specialist for coding and data entry. Using a statistical analysis computer program entitled SPSS, the data entry specialist coded and entered all completed surveys. Questionnaires were verified and all data was carefully edited for accuracy and completeness. The director then applied the appropriate statistical tests to the data and compiled the report.

SAMPLE

For the 2004 survey, a sample of 2,751 members was randomly selected from a master

list of all in-state Florida Bar members in good standing. Although 459 questionnaires were returned, not all questions were answered by all respondents. Therefore, percentages are based on the actual number of individuals who responded to each particular question. For this sample, the error of estimation rate is approximately plus or minus 5 percent at the 95 percent level of confidence. This signifies that we can be 95 percent sure that, if all members of The Florida Bar were interviewed, that the results would be within plus or minus 5 percent of what this sample found. If, for example, a question achieved a percentage breakdown of 60 percent in favor, it can be interpreted that between 55 and 65 percent of Florida Bar members are in favor.

In reporting the results, all percentages were rounded to the nearest whole percent (example: 34.5% equals 35%). For this reason, totals may not all equal 100 percent. Note that several questions are "Multiple Response Questions." This means that respondents were encouraged to check all responses which apply to a given situation. Thus, multiple response questions will not total 100 percent. Several measures of central tendency are mentioned throughout this report:

mean: the average for all values given for the total sample of each question. The mean is calculated by adding all of the responses and then dividing by the total number of responses received.

median: the middle value of a series of numbers which are initially rank ordered.

Half the numbers will be greater than the median and half the numbers will be less than the median.

mode: the point for which most values are given for the entire sample.

range: the highest and lowest values given for the total sample for each question.

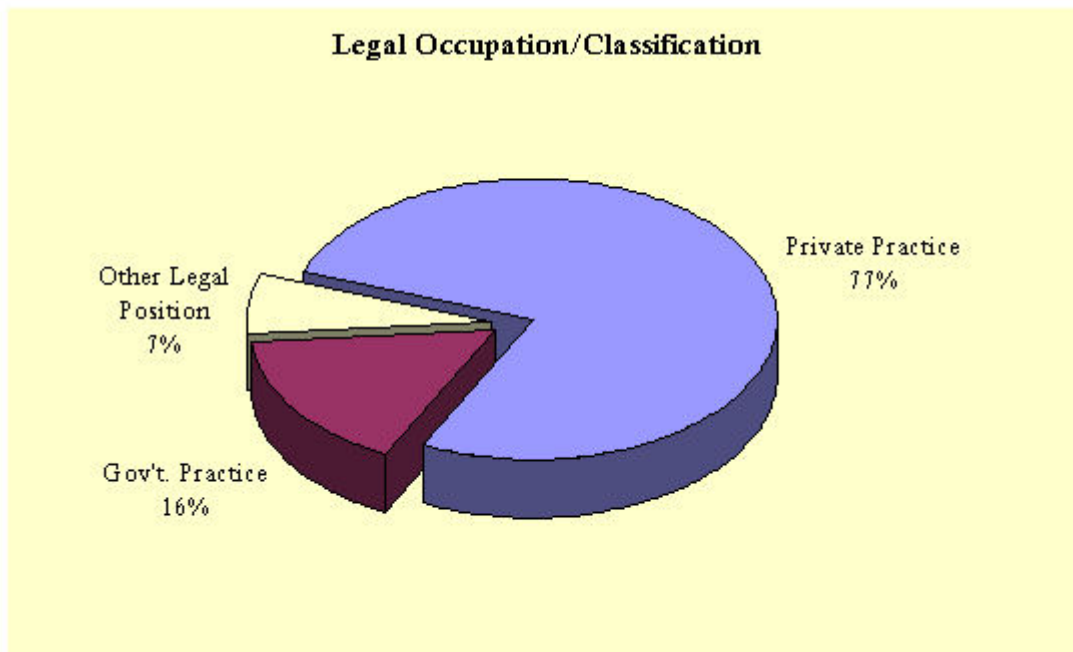
Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

SECTION I: ECONOMICS

1. Legal occupation or classification

<u>Private Practice</u>	<u>Percent</u>
Sole practitioner	29
Partner/shareholder	19
Associate	13
Managing partner	11
Practitioner with 1 or more associates	5
Of counsel	0
 <u>Government Practice</u>	
State government attorney	10
Local government attorney	4
Judge	1
Federal government attorney	1
 <u>Other Legal Position</u>	
Corporate counsel	5
Other position	2
Legal aid/legal service	<1

* Over three-quarters (77%) of all respondents are employed in private practice positions. Additionally, 16% are employed in government practice positions and about 7% are employed in some other legal position.



1A. Comparison between 1998 thru 2004 Economics & Law Office Management Surveys --
 Legal occupation/classification

<u>Classification</u>	<u>1998 Survey Percent</u>	<u>2000 Survey Percent</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>
Sole practitioner	31	30	30	29
Partner/shareholder	20	19	19	19
Associate	12	12	13	13
Managing partner	9	10	10	11
Practitioner with 1 or more associates	3	5	5	5
Of counsel	n/a	n/a	n/a	0
State government attorney	10	10	10	10
Local government attorney	3	4	4	4
Judge	1	2	1	1
Federal government attorney	1	<1	1	1
Corporate counsel	5	5	5	5
Other position	3	2	2	2
Legal aid/legal service	1	<1	<1	<1
Total	100%	100%	100%	100%

* There has been no significant change across all employment classifications since 1998.

1B. Legal occupation/classification -- BY Gender

<u>Classification</u>	<u>Male Percent</u>	<u>Female Percent</u>
Sole practitioner	32	23
Partner/shareholder	21	15
Managing partner	13	4
Associate	11	20
Practitioner with 1 or more associates	6	<1
Of counsel	<1	0
State government attorney	7	16
Local government attorney	2	7
Judge	<1	1
Federal government attorney	1	2
Corporate counsel	5	6
Legal aid/legal service	2	3
Other position	<1	2
Total	100%	100%

* Just over one-third (34%) of all male respondents are either managing partners or partner/shareholders. Comparatively, 19% of all female respondents are either managing partners or partner/shareholders.

* Over one-quarter (26%) of all female respondents are employed in government practice positions. Comparatively, 10% of all male respondents are employed in government practice positions.

* Note that there is a significant difference in average years of experience. The average male respondent has 18 years of experience with The Florida Bar while the average female respondent has 10 years of experience (See TABLE 75).

1C. Legal occupation/classification -- BY Age Group

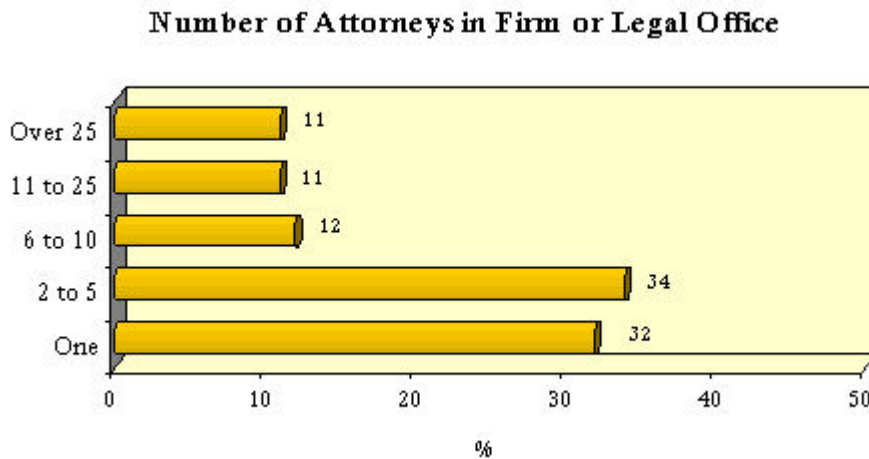
<u>Category</u>	Age Group			
	35 or under	36-49	50-65	Over 65
	yrs of age <u>Percent</u>	yrs of age <u>Percent</u>	yrs of age <u>Percent</u>	yrs of age <u>Percent</u>
Sole practitioner	12	29	35	60
Partner/shareholder	12	20	22	25
Associate	38	10	4	0
Managing partner	5	11	15	10
Practitioner with 1 or more associates	1	5	6	0
Of counsel	0	0	0	0
State government attorney	15	10	8	0
Local government attorney	4	5	<1	0
Judge	0	<1	2	0
Federal government attorney	2	1	2	0
Corporate counsel	7	5	1	5
Other position	4	2	2	0
Legal aid/legal service	0	1	2	0
Total	100%	100%	100%	100%

* Attorneys 35 years of age or younger are more likely to be employed as associates. Attorneys over the age of 50 are more likely to be sole practitioners or employed as a partner.

2. Total number of attorneys employed in firm or legal office

<u>Category</u>	<u>Percent</u>
One attorney	32
2 to 5 attorneys	34
6 to 10 attorneys	12
11 to 25 attorneys	11
Over 25 attorneys	11

* About two-thirds (66%) of all respondents either work in small firms of five attorneys or less or operate a solo practice. Just over three-quarters (78%) of all respondents work in firms consisting of ten attorneys or less or operate a solo practice.



2A. Comparison between 2000 thru 2004 Economics & Law Office Management Surveys -- Total number of attorneys employed in firm or legal office

<u>Category</u>	<u>2000 Survey Percent</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>
One attorney	32	32	32
2 to 5 attorneys	34	33	34
6 to 10 attorneys	12	11	12
11 to 25 attorneys	9	11	11
Over 25 attorneys	13	13	11

* There is no significant difference since 2000 in the breakdown of the total number of attorneys employed by firms or legal offices.

3. Total personal billable hours in 2003

<u>Billable Hours</u>	<u>Percent</u>
Less than 1,000 hours	13
1,000 to 1,200 hours	6
1,201 to 1,400 hours	9
1,401 to 1,600 hours	7
1,601 to 1,800 hours	6
1,801 to 2,000 hours	10
More than 2,000 hours	12
Does not apply to my position	37

* Over one-third (37%) of all respondents do not maintain personal billable hours.

3A. Total personal billable hours in 2003 (ONLY INCLUDES THOSE RESPONDENTS WHO REPORT KEEPING PERSONAL BILLABLE HOURS)

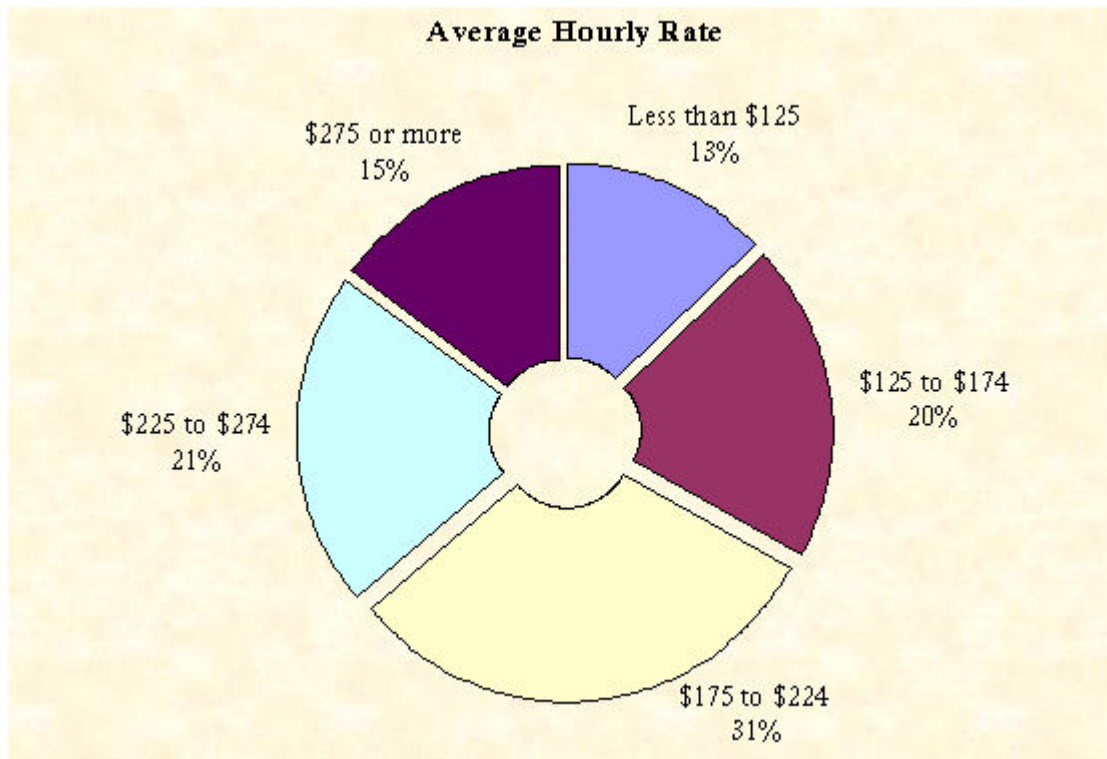
<u>Billable Hours</u>	<u>Percent</u>
Less than 1,000 hours	20
1,000 to 1,200 hours	9
1,201 to 1,400 hours	15
1,401 to 1,600 hours	10
1,601 to 1,800 hours	10
1,801 to 2,000 hours	16
More than 2,000 hours	19

* When considering only those respondents who maintain personal billable hours, almost half (45%) report having over 1,600 billable hours in 2003. Just over one third (35%) report having over 1,800 billable hours in 2003.

4. Average or standard hourly rate

<u>Hourly Rate</u>	<u>Percent</u>
Less than \$100	6
\$100 to \$124	7
\$125 to \$149	9
\$150 to \$174	11
\$175 to \$199	17
\$200 to \$224	14
\$225 to \$249	9
\$250 to \$274	12
\$275 to \$299	2
\$300 or more	13

* Nearly four-fifths (78%) of all respondents list their hourly rate at \$150 or higher. Two-thirds (67%) of all respondents list their hourly rate at \$175 or higher, while half (50%) of all respondents list their hourly rate at \$200 or higher.



4A. Comparison between 1998 thru 2004 Economics & Law Office Management Surveys -- Average or standard hourly rate

<u>Hourly Rate</u>	1998 Survey <u>Percent</u>	2000 Survey <u>Percent</u>	2002 Survey <u>Percent</u>	2004 Survey <u>Percent</u>
Less than \$100	11	11	8	6
\$100 to \$124	9	6	4	7
\$125 to \$149	17	16	14	9
\$150 to \$174	24	21	13	11
\$175 to \$199	17	19	20	17
\$200 or more	22	27	42	50

* There is a significant increase since 1998 in the percentage of attorneys who charge \$200 or more per hour (1998 -- 22%; 2000 -- 27%; 2002 -- 42%; 2004 -- 50%).

4B. Average or standard hourly rate -- BY Region of Florida

<u>Hourly Rate</u>	North <u>Percent</u>	Cent/SW <u>Percent</u>	Southeast <u>Percent</u>
Less than \$100	11	7	4
\$100 to \$149	13	19	14
\$150 to \$199	41	24	24
\$200 to \$249	22	27	20
\$250 to \$299	8	14	18
\$300 or more	5	9	20

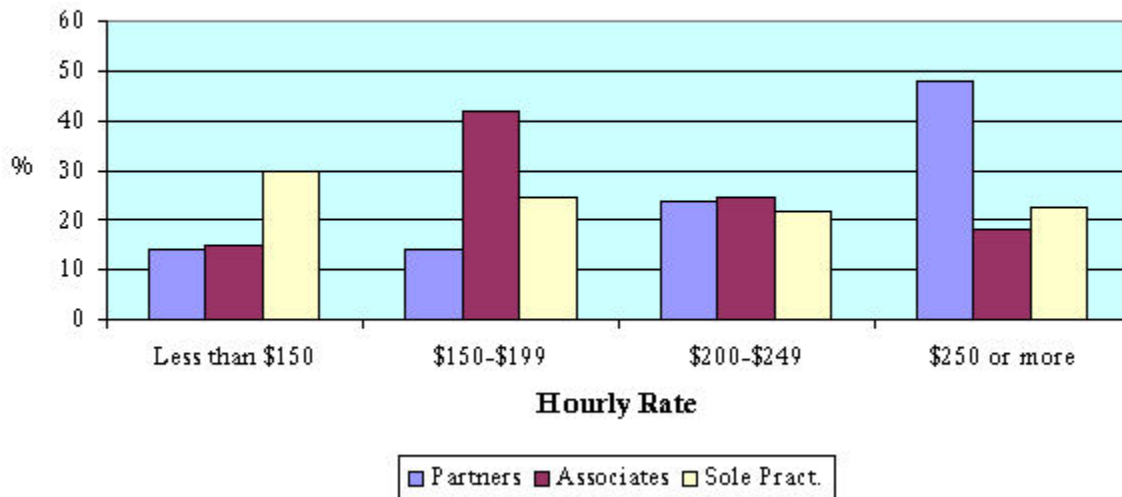
* The Southeast region of Florida contains the highest percentage (58%) of respondents who charge an hourly rate of \$200 or more. The North region contains the highest percentage (65%) of respondents who charge an hourly rate of \$199 or less. **For a complete listing of counties within regions, see Appendix A located on Page 96.**

4C. Average or standard hourly rate -- BY Legal occupation/classification

<u>Hourly Rate</u>	<u>Managing Partner Part./Shareholder Percent</u>	<u>Associate Percent</u>	<u>Sole Practitioner Percent</u>
Less than \$100	<1	6	5
\$100 to \$124	6	7	5
\$125 to \$149	8	2	20
\$150 to \$174	5	15	16
\$175 to \$199	9	27	9
\$200 to \$224	17	17	7
\$225 to \$249	7	8	15
\$250 to \$274	18	10	16
\$275 to \$299	2	2	1
\$300 or more	28	6	6

* Nearly three-quarters (72%) of all managing partners and partner/shareholders report an average hourly rate of \$200 or more. 57% of associates report an hourly rate of less than \$200, while nearly half (46%) of sole practitioners report an hourly rate of \$174 or less.

Hourly Rate by Employment Classification



5. Firm or legal office employs legal assistants/paralegals

<u>Category</u>	<u>Percent</u>
Yes	65
No	35

* Almost two-thirds (65%) of all respondents are employed in firms or legal offices that employ legal assistants/paralegals.



5A. Comparison between 2000 thru 2004 Economics & Law Office Management Surveys -- Firm or legal office employs legal assistants/paralegals

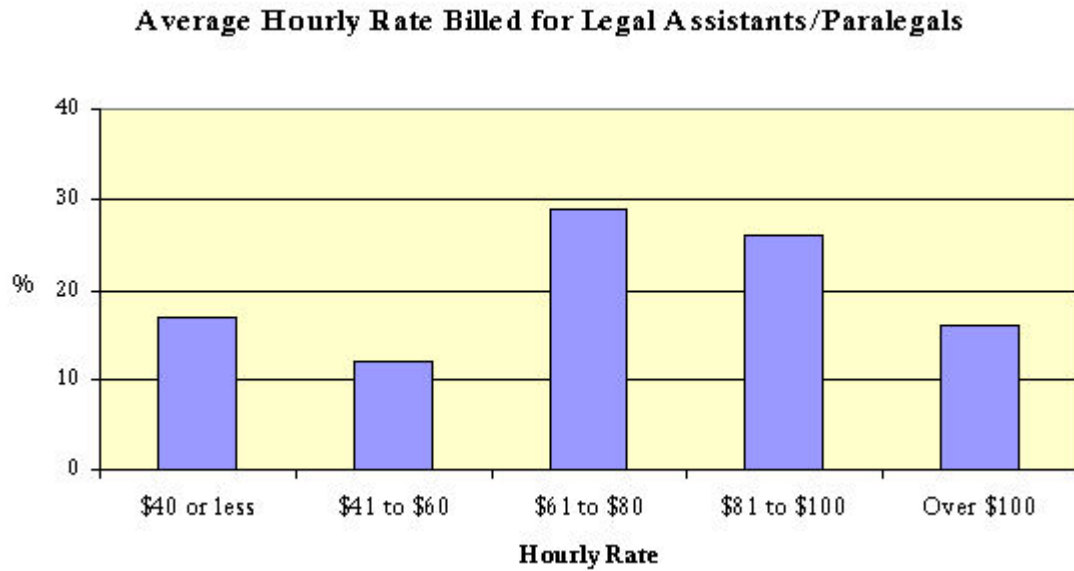
<u>Category</u>	<u>2000 Survey Percent</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>
Yes	60	63	65
No	40	37	35

* There has been a slight increase since 2000 in the percentage of firms or legal offices that employ legal assistants/paralegals.

6. Average or standard hourly rate billed for legal assistants/paralegals

Hourly Rate	Percent
\$40 or less	17
\$41 to \$60	12
\$61 to \$80	29
\$81 to \$100	26
\$101 to \$120	8
More than \$120	8

* Over two-fifths (42%) of all respondents report that the hourly rate billed for legal work performed by legal assistants or paralegals in their firm or legal office is over \$80. Nearly three-quarters (71%) report that the hourly rate is over \$60.



6A. Comparison between 2000 thru 2004 Economics & Law Office Management Surveys -- Average or standard hourly rate billed for legal assistants/paralegals

<u>Hourly Rate</u>	<u>2000 Survey Percent</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>
\$40 or less	27	21	17
\$41 to \$60	24	17	12
\$61 to \$80	32	35	29
\$80 or more	17	27	42

* There is a significant increase since 2000 in the percentage of law firms/legal offices that bill more than \$80 an hour for work performed by legal assistants/paralegals (17% in 2000; 27% in 2002; 42% in 2004).

6B. Average or standard hourly rate billed for legal assistants/paralegals -- BY Region of Florida

<u>Hourly Rate</u>	<u>North Percent</u>	<u>Cent/SW Percent</u>	<u>Southeast Percent</u>
\$40 or less	19	14	19
\$41 to \$60	19	13	9
\$61 to \$80	39	30	20
\$81 to \$100	17	25	33
\$101 to \$120	4	9	9
More than \$120	2	8	10

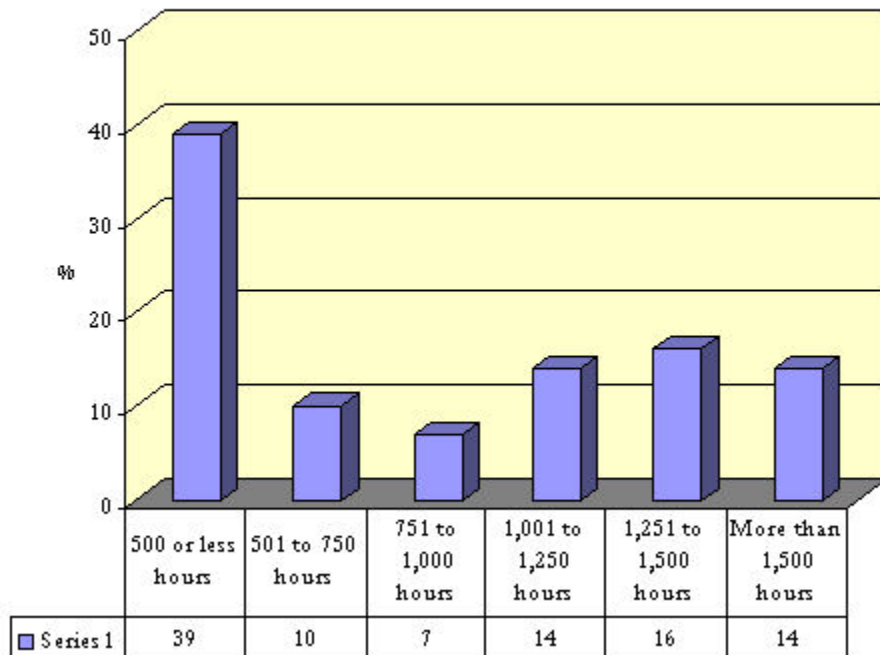
* The Southeast region (52%) of Florida contains the highest percentage of respondents whose firm or legal office charges an hourly rate of over \$80 for legal assistants/paralegals. The North region (77%) contains the highest percentage of respondents who charge an hourly rate of \$80 or less.

7. Billable hours averaged by legal assistants/paralegals in law firm or legal office in 2003

<u>Billable Hours</u>	<u>Percent</u>
500 or less hours	39
501 to 750 hours	10
751 to 1,000 hours	7
1,001 to 1,250 hours	14
1,251 to 1,500 hours	16
More than 1,500 hours	14

* Nearly half (49%) of all respondents report that legal assistants/paralegals in their firm or legal office averaged 750 billable hours or less in 2003. Almost one-third (30%) of all respondents report that legal assistants/paralegals averaged over 1,250 billable hours in 2003.

Billable Hours Averaged by Legal Assistants/Paralegals



8. Billing methods that office uses (MULTIPLE RESPONSE QUESTION)

<u>Category</u>	<u>Percent</u>
Hourly rate	51
Fixed or flat fee	15
Contingency fee	14
Value based fee	1
Volume discount	0
Uses a combination of above listed methods	19

**8A. Billing methods that office uses (MULTIPLE RESPONSE QUESTION)
(PRIVATE PRACTICE ATTORNEYS ONLY)**

<u>Category</u>	<u>Percent</u>
Hourly rate	54
Fixed or flat fee	18
Contingency fee	15
Value based fee	1
Volume discount	0
Uses a combination of above listed methods	23

9. Percent of cases that are handled on a contingency fee basis

<u>Category</u>	<u>Percent</u>
None	51
1 to 25%	30
26 to 50%	4
51 to 75%	4
Over 75%	11

* Just under half (49%) of all respondents report that their firm or legal office handles contingency fee cases. Of those who accept cases on a contingency fee basis, the majority report that these types of cases comprise less than 25% of the total number of cases they handle.

9A. Comparison between 2000 thru 2004 Economics & Law Office Management Surveys – Percent of cases that are handled on a contingency fee basis

<u>Hours</u>	<u>2000 Survey Percent</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>
None	49	50	51
1 to 25%	31	32	30
26 to 50%	5	4	4
51 to 75%	3	3	4
Over 75%	12	11	11

* There is no significant difference since 2000 in the percent of cases that are handled on a contingency fee basis.

10. Average percentage of the contingency award received if case is won

<u>Category</u>	<u>Percent</u>
Less than 20%	6
20% to 29%	20
30% to 39%	64
40% to 49%	7
50% or more	3

* Almost two-thirds (64%) of all respondents who handle contingency fee cases report that their firm or legal office receives between 30 and 39 percent of the amount awarded if the case is won.

11. Keeps time records

<u>Category</u>	<u>Percent</u>
Always	53
Always, except in contingency or fixed fee cases	14
Sometimes	19
Never	14

* With an exception of contingency fee or fixed fee cases, two thirds (67%) of all respondents always maintain time records. That percentage increases to 73% when only considering attorneys in private practice (see Table 11A).

11A. Keeps time records (PRIVATE PRACTICE ATTORNEYS ONLY)

<u>Category</u>	<u>Percent</u>
Always	56
Always, except in contingency or fixed fee cases	17
Sometimes	20
Never	7

12. System used to capture time

<u>Category</u>	<u>Percent</u>
Computer based time billing program	53
Paper time sheets	37
Paper date book	6
Other	5

* Over half (53%) of all respondents use a computer based time billing program. Over one-third (37%) use paper time sheets. The most frequently mentioned responses under the 'Other' category are "computer time sheets/statements" and "file notes/manual computation."

13. Time interval used to indicate time spent

<u>Category</u>	<u>Percent</u>
5 minutes	7
6 minutes	63
10 minutes	8
15 minutes	19
30 minutes	2
Other	1

* Almost two-thirds (63%) of all respondents report that six minute time intervals are used to keep track of time spent.

13A. Time interval used to indicate time spent – BY Type of practice

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>
5 minutes	7	7
6 minutes	68	27
10 minutes	8	9
15 minutes	15	44
30 minutes	1	9
Other	1	4

* While over two-thirds (68%) of private practice respondents use six minute intervals to indicate time spent, over two-fifths (44%) of government practice respondents use 15 minute intervals.

14. Comparison between 2002 and 2004 Economic and Law Office Management Surveys – Frequency of using written fee contracts

<u>Category</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>
Always	46	47
Usually	27	27
Seldom	15	16
Never	12	10

14B. Frequency of using written fee contracts (PRIVATE PRACTICE ATTORNEYS ONLY)

<u>Category</u>	<u>Percent</u>
Always	51
Usually	29
Seldom	17
Never	3

* Just over half (51%) of all private practice respondents always use written fee contracts, while 20% seldom or never use them.

15. How firm discloses what costs will be charged to clients and the basis or rate for such costs

<u>Category</u>	<u>Percent</u>
Written fee contract that covers costs too	67
Separate written disclosure on billings only	13
Orally	13
Other	8

* Two-thirds (67%) of all respondents use a written fee contract to disclose what costs will be charged to clients and the basis/rate for such costs. The most frequently mentioned responses under the 'Other' category are "settlement statements" and "government office."

**16. Items regularly included in billing statements to clients
(MULTIPLE RESPONSE QUESTION)**

<u>Category</u>	<u>Percent</u>
Itemized list of services performed	67
Itemized list of disbursements	60
Time spent by individual lawyers	56
Hourly rates of lawyers	55
Prior unpaid balance	54
Total time spent by lawyers	51
Narrative summary of activities and services	50
Legal assistant/paralegal charges	37
Remaining trust account balance	33

**16A. Items regularly included in billing statements to clients
(MULTIPLE RESPONSE QUESTION -- PRIVATE PRACTICE ATTORNEYS ONLY)**

<u>Category</u>	<u>Percent</u>
Itemized list of services performed	79
Itemized list of disbursements	75
Time spent by individual lawyers	68
Hourly rates of lawyers	67
Prior unpaid balance	67
Total time spent by lawyers	63
Narrative summary of activities and services	61
Legal assistant/paralegal charges	47
Remaining trust account balance	42

- * At least three-quarters of all private practice respondents include an itemized list of services performed (79%) and an itemized list of disbursements (75%) in their billing statements to clients.

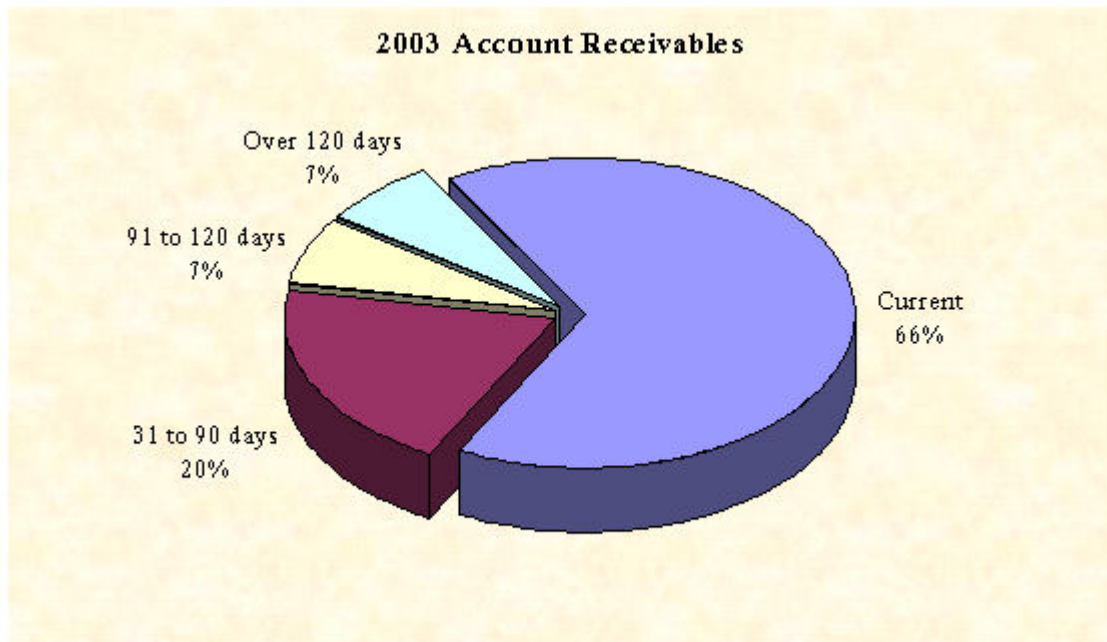
17. 2003 average monthly accounts receivable balance

<u>Category</u>	<u>Percent</u>
Less than \$1,000	15
\$1,000 to \$5,000	12
\$5,001 to \$10,000	14
\$10,001 to \$20,000	14
\$20,001 to \$30,000	12
\$30,001 to \$40,000	8
\$40,001 to \$50,000	4
More than \$50,000	21

- * Just over two-fifths (41%) of all respondents had an average monthly accounts receivable balance of \$10,000 or less in 2003. Just over one-fifth (21%) had an average monthly accounts receivable balance of over \$50,000.

18. For total fees billed for 2003, the percentage of account receivables which are current, 31 to 90 days, 91 to 120 days, or over 120 days:

<u>Category</u>	<u>Percent</u>
Current	66
31 to 90 days	20
91 to 120 days	7
Over 120 days	7



18A. Comparison between 2000 thru 2004 Economics & Law Office Management Surveys -- For total fees billed, the percentage of account receivables which are current, 31 to 90 days, or over 90 days:

<u>Category</u>	<u>2000 Survey Percent</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>
Current	63	64	66
31 to 90 days	23	23	20
Over 90 days	14	13	14

19. Percentage of charged fees in 2003 which will not be collected

<u>Category</u>	<u>Percent</u>
None	16
Less than 5%	29
5% to 9%	28
10% to 20%	21
More than 20%	6

19A. Comparison between 2000 thru 2004 Economics & Law Office Management Surveys -- Percentage of charged fees which will not be collected

<u>Category</u>	<u>2000 Survey Percent</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>
None	14	16	16
Less than 5%	26	27	29
5% to 9%	28	28	28
10% to 20%	24	22	21
More than 20%	8	7	6

* There has been a slight amount of change since 2000 in the percentage of charged fees that will not be collected.

20. Employment status

<u>Status</u>	<u>Percent</u>
Full-time	93
Part-time	6
Retired	<1
Unemployed	<1

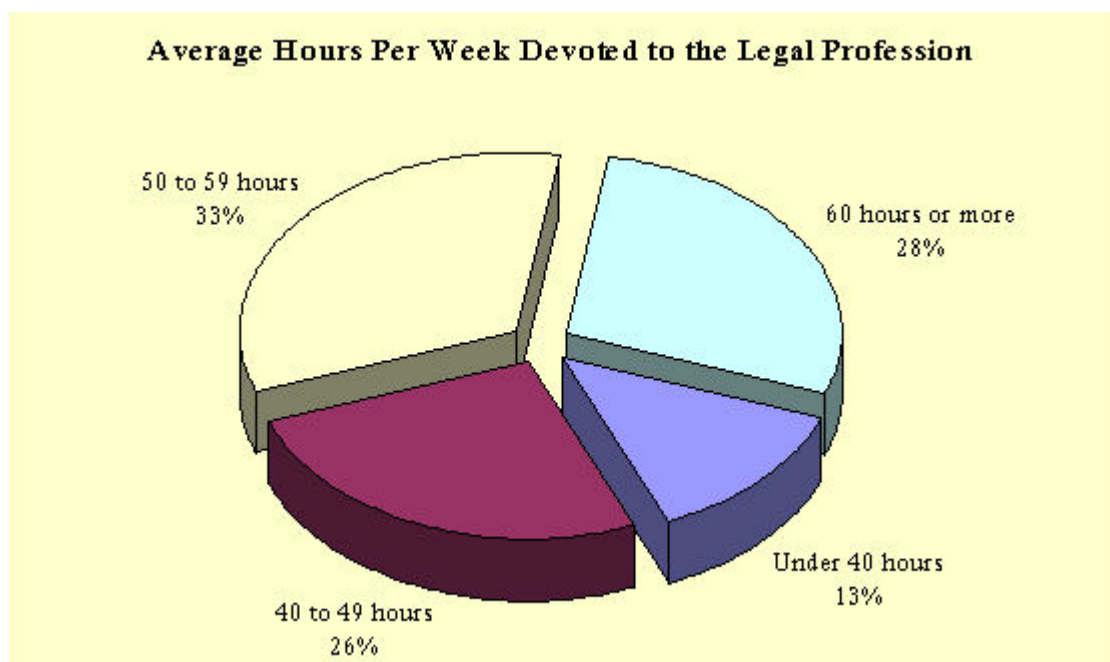
* The majority of respondents (93%) are employed in full-time positions.

21. Average hours per week devoted to the legal profession

<u>Category</u>	<u>Percent</u>
Under 20 hours	2
20 to 29 hours	4
30 to 39 hours	7
40 to 49 hours	26
50 to 59 hours	33
60 hours or more	28

Mean = 50 hours
Median = 50 hours
Range = 3 to 90 hours

* Just over three-fifths (61%) of all respondents work at least 50 hours per week. Over one-quarter (28%) of all respondents work at least 60 hours per week.



21A. Comparison between 2000 thru 2004 Economics & Law Office Management Surveys: Average hours per week devoted to the legal profession -- BY Legal occupation/classification

	2000 Survey Average <u>Hours</u>	2002 Survey Average <u>Hours</u>	2004 Survey Average <u>Hours</u>
<u>Private Practice</u>			
Associate	56	55	55
Practitioner with 1 or more associates	54	53	55
Partner/shareholder	53	55	53
Managing partner	52	52	53
Sole practitioner	47	45	45
Local government attorney	47	50	50
State government attorney	50	45	45
Federal government attorney	46	45	45
Judge	43	45	44
<u>Other Legal Position</u>			
Corporate counsel	50	50	50

* Associates (55 hours), practitioners with 1 or more associates (55 hours), partner/shareholders (53 hours), and managing partners (53 hours) report working the most hours in an average week.

* The hours worked by corporate counsel remain unchanged since 2000.

21B. Comparison between 2000 thru 2004 Economics & Law Office Management Surveys -- Average hours per week devoted to the legal profession -- BY Gender and Region of Florida

<u>Gender</u>	2000 Average <u>Hours</u>	2002 Average <u>Hours</u>	2004 Average <u>Hours</u>
Male	51	51	51
Female	50	49	49

<u>Region of Florida</u>	2000 Average <u>Hours</u>	2002 Average <u>Hours</u>	2004 Average <u>Hours</u>
Southeast	52	51	50
Central/Southwest	51	50	50
North	50	50	50

* For a complete listing of counties within regions, see Appendix A located on Page 96.

21C. Average hours per week devoted to the legal profession -- BY Age Group

<u>Age Group</u>	Average <u>Hours</u>
35 years of age or under	55
36 to 49 years of age	50
50 to 65 years of age	48
Over 65 years of age	42

* There is a correlation between years of age and average hours worked per week as younger attorneys average more hours at work.

22. Average hours per week spent engaging in the following activities:

<u>Category</u>	<u>Average Hours</u>
Billable work	30
Office administration	6
Keeping current on non-billable law	4
Client development or marketing	3
Non-billable bar association activities	1
Planned pro bono	<1
Other legal matters	6
Average Weekly Hours	50

22A. Comparison between 2000 thru 2004 Economics & Law Office Management Surveys -- Average hours per week spent engaging in the following activities:

<u>Category</u>	<u>2000 Average Hours</u>	<u>2002 Average Hours</u>	<u>2004 Average Hours</u>
Billable work	30	30	30
Office administration	6	6	6
Keeping current on non-billable law	3	3	4
Client development or marketing	3	3	3
Non-billable bar association activities	1	<1	1
Planned pro bono	-	-	<1
Other legal matters	8	8	6
Average Weekly Hours	51	50	50

* There is virtually no change since 2000 in the average hours per week spent on specific activities.

23. Percentages of lawyer compensation, support staff salaries, and other expenses based upon law firm's 2003 gross receipts

<u>Category</u>	<u>Percent</u>
Lawyer compensation	50
Support staff salaries	20
All other expenses	30

23A. Comparison between 1998 thru 2004 Economics & Law Office Management Surveys -- Percentages of lawyer compensation, support staff salaries and other expenses based upon law firm's gross receipts

<u>Category</u>	<u>1998 Survey Percent</u>	<u>2000 Survey Percent</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>
Lawyer compensation	49	51	50	50
Support staff salaries	20	19	20	20
All other expenses	31	30	30	30

* There is virtually no change since 1998 in the percentages of lawyer compensation, support staff salaries and other expenses based upon the gross receipts of law firms/legal offices.

24. Aggregate total outstanding advanced costs expanded on behalf of clients, excluding personal cases (cost examples: filing fees paid by firm, Service of Process charges, long-distance charges, court reporter charges, etc.)

<u>Costs</u>	<u>Percent</u>
Under \$1,000	59
\$1,000 to \$2,000	12
\$2,001 to \$4,000	8
\$4,001 to \$6,000	5
\$6,001 to \$8,000	3
Over \$8,000	13

25. Average attorney annual salary by years of experience

ASSOCIATES

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$49,261	\$45,000	\$40,000
Recent law school graduates with experience (internship, clerkship)	\$53,737	\$50,000	\$50,000
Current employees with less than 3 years experience	\$60,522	\$55,000	\$50,000
Current employees with 3 to 5 years experience	\$71,958	\$70,000	\$70,000
Current employees with 6 to 8 years experience	\$81,802	\$80,000	\$75,000
Current employees with more than 8 years experience	\$103,267	\$100,000	\$100,000
Partner, shareholder, or member	\$154,574	\$135,000	\$150,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

25A. Average attorney annual salary by years of experience -- North Region

ASSOCIATES

North Region

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$43,714	\$40,000	\$40,000
Recent law school graduates with experience (internship, clerkship)	\$45,650	\$45,000	\$45,000
Current employees with less than 3 years experience	\$53,157	\$50,000	\$50,000
Current employees with 3 to 5 years experience	\$65,160	\$65,000	\$60,000
Current employees with 6 to 8 years experience	\$74,954	\$75,000	\$75,000
Current employees with more than 8 years experience	\$91,589	\$90,700	\$100,000
Partner, shareholder, or member	\$132,030	\$120,000	\$100,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

* For a complete listing of counties within regions, see Appendix A located on Page 96.

25B. Average attorney annual salary by years of experience -- Central/SW Region

ASSOCIATES

Central/Southwest Region

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$48,505	\$45,000	\$40,000
Recent law school graduates with experience (internship, clerkship)	\$52,560	\$50,000	\$50,000
Current employees with less than 3 years experience	\$60,490	\$55,000	\$50,000
Current employees with 3 to 5 years experience	\$71,527	\$70,000	\$60,000
Current employees with 6 to 8 years experience	\$82,176	\$80,000	\$80,000
Current employees with more than 8 years experience	\$102,939	\$100,000	\$100,000
Partner, shareholder, or member	\$153,358	\$125,000	\$150,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

* For a complete listing of counties within regions, see Appendix A located on Page 96.

25C. Average attorney annual salary by years of experience -- Southeast Region

ASSOCIATES

Southeast Region

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$51,880	\$50,000	\$50,000
Recent law school graduates with experience (internship, clerkship)	\$57,467	\$55,000	\$55,000
Current employees with less than 3 years experience	\$64,149	\$60,000	\$60,000
Current employees with 3 to 5 years experience	\$73,034	\$70,000	\$70,000
Current employees with 6 to 8 years experience	\$85,267	\$85,000	\$85,000
Current employees with more than 8 years experience	\$107,450	\$100,000	\$100,000
Partner, shareholder, or member	\$161,631	\$150,000	\$150,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

* For a complete listing of counties within regions, see Appendix A located on Page 96.

25D. Comparison between 2000 thru 2004 Economics & Law Office Management Surveys – Average attorney annual salary by years of experience

ASSOCIATES

<u>Attorneys</u>	<u>2000 Survey Median</u>	<u>2002 Survey Median</u>	<u>2004 Survey Median</u>
Recent law school graduates with no experience	\$35,000	\$40,000	\$45,000
Current employees with less than 3 years experience	\$42,000	\$50,000	\$55,000
Current employees with 3 to 5 years experience	\$50,000	\$55,000	\$70,000
Current employees with 6 to 8 years experience	\$65,000	\$71,000	\$80,000
Current employees with more than 8 years of experience	\$85,000	\$90,000	\$100,000
Partner, shareholder, or member	\$125,000	\$125,000	\$135,000

25E. Average paralegal annual salary by years of experience

PARALEGALS

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$27,520	\$26,000	\$25,000
Current employees with less than 5 years experience	\$32,044	\$30,500	\$30,000
Current employees with 5 to 10 years experience	\$40,291	\$40,000	\$40,000
Current employees with more than 10 years experience	\$45,478	\$45,000	\$40,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.

25F. Average paralegal annual salary by years of experience -- North Region

PARALEGALS

North Region

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$25,632	\$25,000	\$25,000
Current employees with less than 5 years experience	\$29,409	\$30,000	\$30,000
Current employees with 5 to 10 years experience	\$35,818	\$35,000	\$40,000
Current employees with more than 10 years experience	\$39,965	\$40,000	\$40,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.

* For a complete listing of counties within regions, see Appendix A located on Page 96.

25G. Average paralegal annual salary by years of experience -- Central/SW Region

PARALEGALS

Central/Southwest Region

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$27,110	\$26,000	\$25,000
Current employees with less than 5 years experience	\$31,949	\$30,000	\$30,000
Current employees with 5 to 10 years experience	\$39,951	\$40,000	\$40,000
Current employees with more than 10 years experience	\$45,237	\$44,000	\$40,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.

* For a complete listing of counties within regions, see Appendix A located on Page 96.

25H. Average paralegal annual salary by years of experience -- Southeast Region

PARALEGALS

Southeast Region

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$29,671	\$30,000	\$30,000
Current employees with less than 5 years experience	\$34,086	\$34,000	\$30,000
Current employees with 5 to 10 years experience	\$43,447	\$42,000	\$45,000
Current employees with more than 10 years experience	\$49,265	\$50,000	\$50,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.

* For a complete listing of counties within regions, see Appendix A located on Page 96.

25I. Comparison between 2000 thru 2004 Economics & Law Office Management Surveys – Average paralegal annual salary by years of experience

PARALEGALS

<u>Paralegals</u>	<u>2000 Survey Median</u>	<u>2002 Survey Median</u>	<u>2004 Survey Median</u>
New hires without experience	\$25,000	\$26,000	\$26,000
Current employees with less than 5 years experience	\$28,000	\$30,000	\$30,500
Current employees with 5 to 10 years experience	\$32,500	\$35,000	\$40,000
Current employees with more than 10 years experience	\$35,000	\$40,000	\$45,000

25J. Average legal secretary annual salary by years of experience

LEGAL SECRETARIES

<u>Legal Secretaries</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$25,759	\$25,000	\$25,000
Current employees with less than 5 years experience	\$28,325	\$28,000	\$30,000
Current employees with 5 to 10 years experience	\$34,785	\$35,000	\$35,000
Current employees with more than 10 years experience	\$38,395	\$39,500	\$40,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.

25K. Average legal secretary annual salary by years of experience -- North Region

LEGAL SECRETARIES

North Region

<u>Legal Secretaries</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$22,668	\$21,000	\$25,000
Current employees with less than 5 years experience	\$26,804	\$26,000	\$30,000
Current employees with 5 to 10 years experience	\$31,846	\$30,000	\$30,000
Current employees with more than 10 years experience	\$34,960	\$35,000	\$35,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.

* For a complete listing of counties within regions, see Appendix A located on Page 96.

25L. Average legal secretary annual salary by years of experience -- Central/SW Region

LEGAL SECRETARIES
Central/Southwest Region

<u>Legal Secretaries</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$25,878	\$25,000	\$25,000
Current employees with less than 5 years experience	\$28,051	\$28,000	\$28,000
Current employees with 5 to 10 years experience	\$34,188	\$35,000	\$35,000
Current employees with more than 10 years experience	\$37,480	\$38,000	\$40,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.

* For a complete listing of counties within regions, see Appendix A located on Page 96

25M. Average legal secretary annual salary by years of experience -- Southeast Region

LEGAL SECRETARIES

Southeast Region

<u>Legal Secretaries</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$25,908	\$25,000	\$25,000
Current employees with less than 5 years experience	\$30,898	\$30,000	\$30,000
Current employees with 5 to 10 years experience	\$38,254	\$38,000	\$40,000
Current employees with more than 10 years experience	\$43,511	\$45,000	\$45,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.

* For a complete listing of counties within regions, see Appendix A located on Page 96.

25N. Comparison between 2000 thru 2004 Economics & Law Office Management Surveys – Average legal secretary annual salary by years of experience

LEGAL SECRETARIES

<u>Legal Secretaries</u>	<u>2000 Survey Median</u>	<u>2002 Survey Median</u>	<u>2004 Survey Median</u>
New hires without experience	\$21,000	\$25,000	\$25,000
Current employees with less than 5 years experience	\$25,000	\$28,000	\$28,000
Current employees with 5 to 10 years experience	\$30,000	\$33,000	\$35,000
Current employees with more than 10 years experience	\$34,000	\$38,000	\$39,500

26. Average annual salary for other positions in the legal office:

<u>Other Legal Position</u>	<u>Median</u>	
Bookkeeper (full-time)	\$40,000	(n = 39)
Bookkeeper (part-time)	\$20,000	(n = 32)
Human resources manger/recruiting manager	\$58,870	(n = 17)
Law clerk	\$32,000	(n = 42)
Marketing director	\$46,000	(n = 12)
Office manager/legal administrator (full-time)	\$57,500	(n = 65)
Records manager	\$28,000	(n = 4)
Secretary/office manager	\$35,000	(n = 35)

* Please note that very few respondents listed the salary for most of the above listed positions. The “n” equals the total number of responses received for each category.

SECTION II: LAW OFFICE MANAGEMENT

27. Type of bonus generally given to attorneys

<u>Category</u>	<u>Percent</u>
None	51
One week's salary	10
Two or more weeks salary	17
Percentage of annual salary	22

* Over half (51%) of all respondents report that they do not receive a bonus.

28. Type of bonus generally given to support staff

<u>Category</u>	<u>Percent</u>
None	44
One week's salary	16
Two or more weeks salary	28
Percentage of annual salary	12

* Over half (56%) of all respondents report that support staff in their firm or legal office receives some type of bonus. For those that do receive bonuses, the most frequently mentioned bonus for attorneys is a percentage of the annual salary, while “two or more weeks salary” is most frequently mentioned for support staff.

**29. Number of attorneys firm or legal office hired in 2003
(ONLY INCLUDES FIRMS OR LEGAL OFFICES WITH TWO OR MORE ATTORNEYS)**

<u>Category</u>	<u>Percent</u>
None	55
One attorney	16
Two attorneys	11
Three attorney	5
Four attorneys	2
Five or more attorneys	11

* Over two-fifths (45%) of all firms or legal offices with two or more attorneys hired at least one attorney in 2003.

30. Number of beginning attorneys (without prior legal experience) firm or legal office hired in 2003 (ONLY INCLUDES FIRMS OR LEGAL OFFICES WITH TWO OR MORE ATTORNEYS)

<u>Category</u>	<u>Percent</u>
None	78
One attorney	8
Two attorneys	6
Three attorneys	3
Four attorneys	<1
Five or more attorneys	5

* Just under four-fifths (78%) of all firms or legal offices with two or more attorneys did not hire any beginning (without prior legal experience) attorneys in 2003.

31. Number of attorneys firm or legal office plans to hire in 2004 (ONLY INCLUDES FIRMS OR LEGAL OFFICES WITH TWO OR MORE ATTORNEYS)

<u>Category</u>	<u>Percent</u>
None	54
One attorney	21
Two attorneys	10
Three attorneys	6
Four attorneys	3
Five or more attorneys	6

* Just over half (54%) of all firms or legal offices with two or more attorneys are not planning to hire any attorneys in 2004.

31A. Number of attorneys firm or legal office plans to hire in 2004 – By Type of Practice (ONLY INCLUDES FIRMS OR LEGAL OFFICES WITH TWO OR MORE ATTORNEYS)

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>
None	68	70
1 attorney	14	17
2 attorneys	7	5
3 attorneys	4	3
4 attorneys	2	2
5 or more attorneys	5	3

32. Primary reason for accepting first job with a law firm or legal office

<u>Reason</u>	<u>Percent</u>
Future opportunity	27
Gaining trial/work experience	20
Only job available	11
Locale	9
Prestige of employer	8
Salary	7
Personal friendships	2
Partnership potential	1
Other	15

* Over one-quarter (27%) of all respondents cite “future opportunity” as their main reason for accepting their first job with a law firm or legal office, while one-fifth (20%) cite “gaining trial or work experience” as their primary reason. The most frequently mentioned reason under the ‘Other’ category is “wanted to become a sole practitioner/started own firm”. “Type of work” and “joining a family firm” are other responses that are mentioned several times.

32A. Primary reason for accepting first job with a law firm or legal office – BY Type of practice

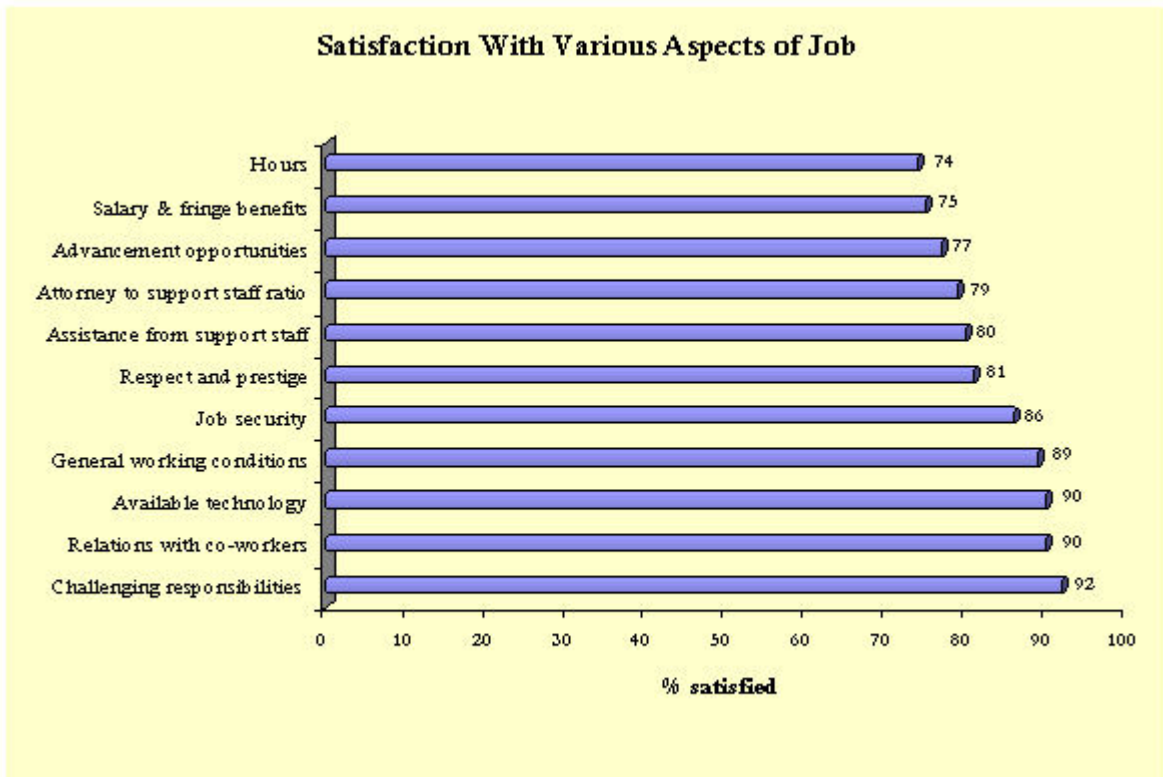
<u>Reason</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>
Future opportunity	26	29
Gaining trial/work experience	20	21
Only job available	9	24
Prestige of employer	9	3
Locale	9	10
Salary	8	3
Personal friendships	2	2
Partnership potential	1	0
Other	16	7

* A higher percentage of respondents in government practice positions list "only job available" as their primary reason for accepting their first job.

33. Satisfied with the following aspects of job:

<u>Category</u>	<u>Satisfied Percent</u>
Challenging responsibilities	92
Relations with co-workers	90
Available technology	90
General working conditions	89
Job security	86
Respect and prestige	81
Assistance from support staff	80
Attorney to support staff ratio	79
Advancement opportunities	77
Salary & fringe benefits	75
Hours	74

* At least 85% of respondents are satisfied with the following aspects of their job: challenging responsibilities (92%), relations with co-workers (90%), available technology (90%), general working conditions (89%), and job security (86%).



33A. Comparison between 2002 and 2004 Economics & Law Office Management Surveys – Satisfied with the following aspects of job:

<u>Category</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>
Challenging responsibilities	92	92
Relations with co-workers	93	90
Available technology	n/a	90
General working conditions	88	89
Job security	84	86
Respect and prestige	81	81
Assistance from support staff	80	80
Attorney to support staff ratio	n/a	79
Advancement opportunities	75	77
Salary & fringe benefits	69	75
Hours	75	74

33B. Satisfied with the following aspects of job – BY Gender

<u>Category</u>	<u>Male Satisfied Percent</u>	<u>Female Satisfied Percent</u>
Available technology	89	92
Challenging responsibilities	94	88
General working conditions	89	88
Relations with co-workers	91	87
Job security	86	85
Hours	70	81
Respect and prestige	83	79
Assistance from support staff	82	78
Attorney to support staff ratio	80	78
Advancement opportunities	80	70
Salary & fringe benefits	77	69

* A higher percentage of male respondents are satisfied in various aspects of their job, with the biggest differences being satisfaction in advancement opportunities (80% to 70%); salary & fringe benefits (77% to 69%); and challenging responsibilities (94% to 88%).

* A higher percentage of female respondents report satisfaction with work hours (81% to 70%).

33C. Satisfied with the following aspects of job – BY Type of practice

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>
Challenging responsibilities	93	86
Relations with co-workers	92	88
General working conditions	92	81
Available technology	91	79
Respect and prestige	87	72
Job security	84	86
Advancement opportunities	84	46
Attorney to support staff ratio	82	67
Assistance from support staff	81	79
Salary & fringe benefits	80	57
Hours	72	90

* The most significant job satisfaction differences between private practice attorneys and government practice attorneys are found in advancement opportunities (84% satisfied - priv. pract.; 46% satisfied - gov't. pract.); salary & fringe benefits (80% satisfied - priv. pract.; 57% satisfied - gov't. pract.), respect & prestige (87% satisfied - priv. pract.; 72% satisfied - gov't. pract.); and hours (90% satisfied - gov't. pract.; 72% satisfied - priv. pract.).

33D. Satisfied with the following aspects of job -- BY Age Group

<u>Category</u>	35 or under yrs of age <u>Percent</u>	36-49 yrs of age <u>Percent</u>	50-65 yrs of age <u>Percent</u>	Over 65 yrs of age <u>Percent</u>
Available technology	92	90	87	100
Challenging responsibilities	90	94	89	100
General working conditions	90	89	87	100
Relations with co-workers	90	90	90	100
Job security	89	83	85	100
Respect and prestige	86	78	81	94
Attorney to support staff ratio	81	77	84	73
Assistance from support staff	77	79	86	94
Hours	72	73	74	86
Advancement opportunities	72	79	77	100
Salary & fringe benefits	67	75	81	87

34. Advertises (other than including name in small type in the telephone white or yellow pages)

<u>Category</u>	<u>Percent</u>
Yes	39
No	61

* Just under two-fifths (39%) of all respondents are employed in a firm or legal office that uses some form of advertising.

34A. Advertises (PRIVATE PRACTICE ATTORNEYS ONLY)

<u>Category</u>	<u>Percent</u>
Yes	48
No	52

* Nearly half (48%) of all private practice respondents are employed in a firm or legal office that uses some form of advertising.



34B. Comparison between 1998 thru 2004 Economics & Law Office Management Surveys -- Advertises (PRIVATE PRACTICE ATTORNEYS ONLY)

<u>Category</u>	1998 Survey <u>Percent</u>	2000 Survey <u>Percent</u>	2002 Survey <u>Percent</u>	2004 Survey <u>Percent</u>
Yes	44	46	47	48
No	56	54	53	52

* The percentage of private practice firms that advertise has increased very slightly every two years since 1998.

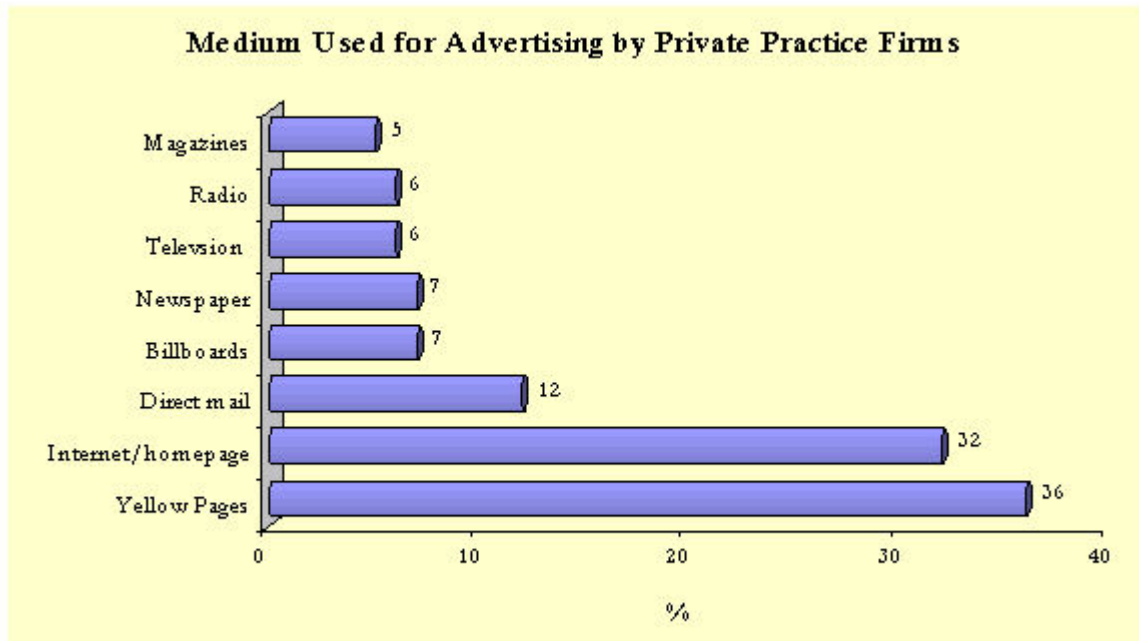
35. Medium currently used for advertising (MULTIPLE RESPONSE QUESTION)

<u>Category</u>	<u>Percent</u>
Yellow Pages	29
Internet/home page	26
Direct mail	10
Newspaper	6
Billboards	6
Television	5
Radio	4
Magazines	4

**35A. Medium currently used for advertising (PRIVATE PRACTICE ATTORNEYS)
(MULTIPLE RESPONSE QUESTION)**

<u>Category</u>	<u>Percent</u>
Yellow Pages	36
Internet/home page	32
Direct mail	12
Billboards	7
Newspaper	7
Television	6
Radio	6
Magazines	5

* Over one third (36%) of all private practice firms or legal offices place an ad in the Yellow Pages.



**35B. Comparison between 1998 thru 2004 Economics & Law Office Management Surveys -- Medium currently used for advertising (PRIVATE PRACTICE ATTORNEYS)
(MULTIPLE RESPONSE QUESTION)**

<u>Category</u>	1998 Survey <u>Percent</u>	2000 Survey <u>Percent</u>	2002 Survey <u>Percent</u>	2004 Survey <u>Percent</u>
Yellow Pages	34	37	37	36
Internet/home page	11	17	29	32
Direct mail	7	8	11	12
Billboards	<1	2	5	7
Newspaper	11	10	9	7
Television	4	6	7	6
Radio	3	4	5	6
Magazines	6	3	5	5

* Lawyer advertising on the Internet has increased significantly since 1998 (11% to 32%). Direct mail, television, and billboard advertising also have increased significantly.

36. Percentage of total firm revenue that firm invests in marketing activities

<u>Category</u>	<u>Percent</u>
1% or less	28
2 to 3%	17
4 to 5%	20
6 to 10%	22
11 to 20%	7
Over 20%	6

Median Revenue = 5%

**37. Frequency of personal use of a computer at work
(MULTIPLE RESPONSE QUESTION)**

<u>Category</u>	<u>Daily Percent</u>	<u>Weekly Percent</u>	<u>Monthly Percent</u>	<u>Never Percent</u>
Internet access	93	6	1	<1
Word processing software	84	3	3	10
E-mail outside firm or office	83	6	4	7
E-mail inside firm or office	79	4	1	16
Legal research: Online services	34	32	20	14
PDA (Personal Digital Assistant)	25	4	2	69
Scanner for text or images	17	16	20	47
Instant messaging	13	7	6	74
Legal research: CD-Rom	7	9	14	70
Web conferencing	2	1	5	92

* On a daily basis, over four-fifths of all respondents use a computer at work for Internet access (93%), word processing software (84%), and e-mail usage outside of the office (83%).

**37A. Frequency of personal use of a computer at work – BY Gender
(DAILY/WEEKLY USAGE) (MULTIPLE RESPONSE QUESTION)**

<u>Category</u>	<u>Male Daily/Weekly Percent</u>	<u>Female Daily/Weekly Percent</u>
Internet access	98	100
Word processing software	84	95
E-mail outside firm or office	88	91
E-mail inside firm or office	79	91
Legal research: Online services	64	69
Scanner for text or images	32	36
PDA (Personal Digital Assistant)	32	23
Instant messaging	20	20
Legal research: CD-Rom	15	18
Web conferencing	3	5

**37B. Frequency of personal use of a computer at work – BY Age Group
(DAILY/WEEKLY USAGE) (MULTIPLE RESPONSE QUESTION)**

<u>Category</u>	Under 50 yrs old	50 yrs or older
	Daily/Weekly <u>Percent</u>	Daily/Weekly <u>Percent</u>
Internet access	100	93
Word processing software	97	73
E-mail outside firm or office	91	86
E-mail inside firm or office	86	78
Legal research: Online services	70	59
Scanner for text or images	34	32
PDA (Personal Digital Assistant)	33	25
Instant messaging	20	21
Legal research: CD-Rom	14	19
Web conferencing	3	4

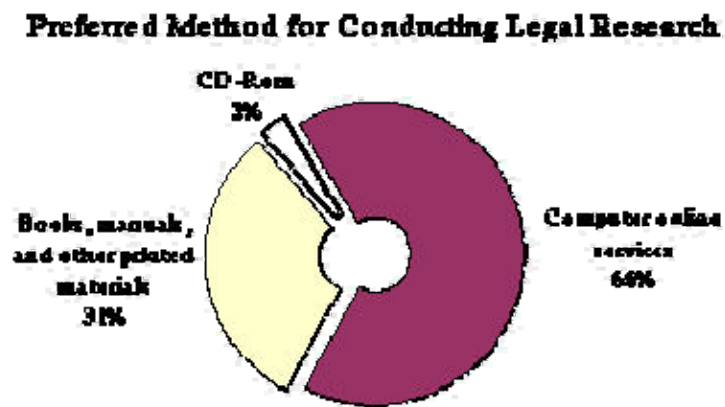
**37C. Frequency of personal use of a computer at work – BY Type of Practice
(DAILY/WEEKLY USAGE) (MULTIPLE RESPONSE QUESTION)**

<u>Category</u>	Private	Gov't.
	Practice <u>Percent</u>	Practice <u>Percent</u>
Internet access	99	97
Word processing software	86	96
E-mail outside firm or office	90	84
E-mail inside firm or office	80	94
Legal research: Online services	64	77
Scanner for text or images	35	19
PDA (Personal Digital Assistant)	33	16
Instant messaging	20	23
Legal research: CD-Rom	18	4
Web conferencing	3	3

38. Preferred method for conducting legal research

<u>Category</u>	<u>Percent</u>
Computer online services	66
Books, manuals, and other printed materials	31
CD-Rom	3
Other	<1

* About two-thirds (66%) of respondents prefer using computer online services to conduct legal research.



38A. Preferred method for conducting legal research – BY Age Group

<u>Category</u>	35 or under	36-49	50-65	Over 65
	yrs of age	yrs of age	yrs of age	yrs of age
	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>
Computer online services	87	71	55	0
Books, manuals, printed materials	11	24	42	96
CD-Rom	1	5	2	4
Other	1	0	1	0

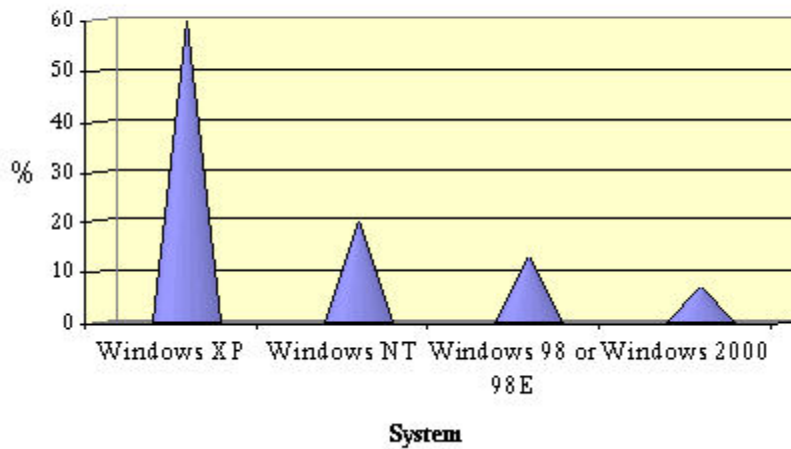
* There is a strong correlation between age and preferred method for conducting legal research. While a large majority (87%) of respondents 35 years of age or younger prefer computer online services, almost all (96%) respondents over 65 years of age prefer books, manuals or printed materials.

39. Operating system used on the majority of computers in firm or legal office

<u>Category</u>	<u>Percent</u>
Windows XP	60
Windows NT	20
Windows 98 or 98E	13
Windows 2000	7

* Three-fifths (60%) of all firms or legal offices currently use Windows XP.

Operating System Used on Majority of Computers in Office



40. Word processing software that firm or legal office uses (MULTIPLE RESPONSE QUESTION)

<u>Category</u>	<u>Percent</u>
Microsoft Word for DOS or Windows	51
WordPerfect for DOS or Windows	24
Both of the above	25

* Over three-quarters (76%) of all firms or legal offices use Microsoft Word. Just under half (49%) use WordPerfect.

**40A. Time billing accounting software that firm or legal office uses
(MULTIPLE RESPONSE QUESTION)**

<u>Category</u>	<u>Percent</u>
Timeslips	15
PC Law	7
Juris	5
TABS	4
Perfect Practice	2
Perfect Law	<1
ESILAW	0
Other	24

* The most frequently listed responses under the 'Other' category are Quickbooks, Prolaw, Amicus, DTE and CMS.

**40B. Document management software that firm or legal office uses
(MULTIPLE RESPONSE QUESTION)**

<u>Category</u>	<u>Percent</u>
ProDoc	8
Client Profiles	6
iManage (Interwoven)	3
Hummingbird/PC Docs	2
Worldox	<1
Other	16

* The most frequently listed responses under the 'Other' category are Prolaw, Time Matters, and Docs Open.

**40C. Practice management software that firm or legal office uses
(MULTIPLE RESPONSE QUESTION)**

<u>Category</u>	<u>Percent</u>
Time Matters	7
Client Profiles	6
Amicus Attorney	6
Abacus	2
Perfect Law	<1
Other	13

* The most frequently listed responses under the 'Other' category are Practice Master, Prolaw, and PC Law.

**40D. Accounting only software that firm or legal office uses
(MULTIPLE RESPONSE QUESTION)**

<u>Category</u>	<u>Percent</u>
QuickBooks	24
Quicken	9
Peachtree	1
Other	13

* The most frequently listed responses under the 'Other' category are PC Law, Microsoft Money, and Prolaw.

**41. Firm or legal office checks for conflicts using:
(MULTIPLE RESPONSE QUESTION)**

<u>Category</u>	<u>Percent</u>
Manual system	32
We ask other lawyers in the office	31
Time and billing or accounting software	26
Practice management software	23

**41. Firm or legal office maintains docket and calendars using:
(MULTIPLE RESPONSE QUESTION)**

<u>Category</u>	<u>Percent</u>
Manual system	45
Outlook	31
Practice management software	26
Other	16

* The most frequently mentioned responses under the 'Other' category are: Groupwise, Lotus, Computer Calendar, Palm Pilot, and Time Matters.

43. Firm or legal office backs up the information/data on its computers or servers using: (MULTIPLE RESPONSE QUESTION)

<u>Category</u>	<u>Percent</u>
Tape backup	30
CD-ROM	26
External hard drive	14
Zip drive	11
ASP (e.g. Iron Mountain)	<1
Other	8
Firm does not have a backup system	5

* The most frequently mentioned response under the 'Other' category is disks.

44. Firm or legal office backs up its computer information and data:

<u>Category</u>	<u>Percent</u>
Daily	66
Weekly	20
Monthly	9
Other	5

* About two-thirds (66%) of all firms and legal offices back up their computer information and data on a daily basis.

* The most frequently mentioned responses under the 'Other' category are "varies" and "on an as-needed basis".

45. For technical assistance with computers or servers, firm or legal office primarily relies on:

<u>Category</u>	<u>Percent</u>
In-house personnel	41
Outsourcing to a company or person under contract	33
Vendors	9
Other	17

* The most frequently mentioned response under the 'Other' category is "consultants".

**46. Firm or legal office has the following security measures in place:
(MULTIPLE RESPONSE QUESTION)**

<u>Category</u>	<u>Percent</u>
Virus protection	87
Firewall (software or hardware)	67
Written computer policy on employee use	34
Encryption	17

* A large majority (87%) of firms or legal offices have computer virus protection. Two-thirds (67%) have either a software or hardware firewall.

**47. Firm or legal office is equipped with Wi-Fi
(MULTIPLE RESPONSE QUESTION)**

<u>Category</u>	<u>Percent</u>
No	47
I am unaware of Wi-Fi	40
Yes - in the office	10
Yes - on the road	3

48. Firm or legal office has Internet access

<u>Category</u>	<u>Percent</u>
Yes	100
No	<1

* Almost every respondent reports that their firm or legal office has access to the Internet.

48A. Comparison between 2000 thru 2004 Economics & Law Office Management Surveys -- Firm or legal office has Internet access

<u>Category</u>	<u>2000 Survey Percent</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>
Has Internet access	85	99	100

49. Has personally used the Internet in the past three months

<u>Category</u>	<u>Percent</u>
Yes	97
No	3

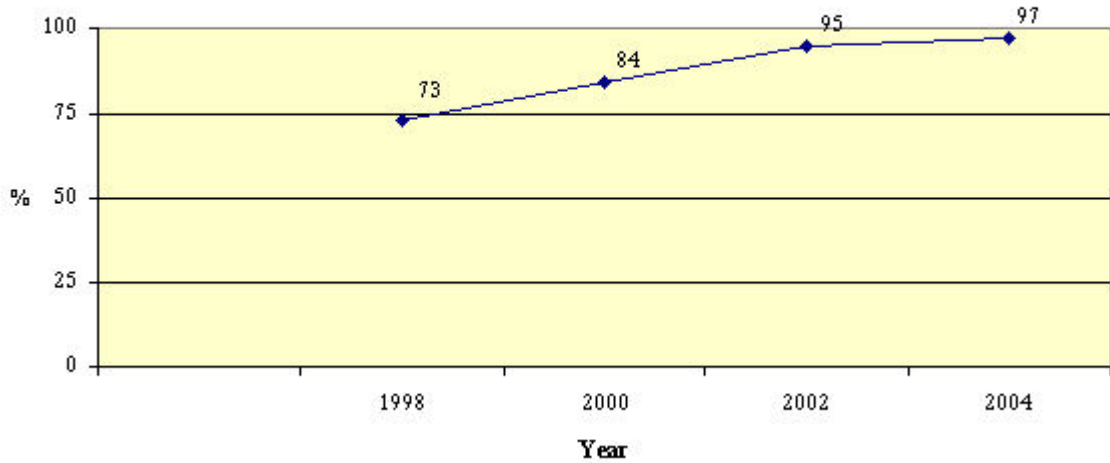
* Almost all (97%) respondents have used the Internet in the past three months.

49A. Comparison between 1998 thru 2004 Economics & Law Office Management Surveys -- Has personally used the Internet in the past three months

<u>Category</u>	1998 Survey Percent	2000 Survey Percent	2002 Survey Percent	2004 Survey Percent
Used Internet in past 3 mos.	73	84	95	97

* Internet access has increased significantly since 1998.

Used Internet in past 3 mos.



49B. Has personally used the Internet in the past three months -- BY Age Group

<u>Category</u>	35 or under yrs of age Percent	36-49 yrs of age Percent	50-65 yrs of age Percent	Over 65 yrs of age Percent
Used Internet	100	100	95	75

* 100% of respondents under the age of 50 have personally used the Internet in the past three months.

50. Main reason for not accessing the Internet during the past three months

<u>Category</u>	<u>Percent</u>
Do not have time	33
Have not learned how to use	25
Do not care to use the Internet	17
Do not have access	17
Do not think it would be helpful	8
Cost	0
Security concerns	0
Fearful of viruses	0

51. Primary method for connecting to the Internet

<u>Category</u>	<u>Percent</u>
DSL	40
T1	17
Dial-up via modem	14
Cable	12
ISDN	2
Other	<1
Don't know	15

* DSL is the most frequently mentioned method for connecting to the Internet.

51A. Primary method for connecting to the Internet (ONLY INCLUDES THOSE RESPONDENTS WHO KNOW HOW THEY CONNECT)

<u>Category</u>	<u>Percent</u>
DSL	47
T1	20
Dial-up via modem	17
Cable	14
ISDN	2
Other	<1

* Of those respondents who know how they connect to the Internet, just under half (47%) connect via a digital subscriber line (DSL) and one-fifth (20%) connect via a T1 line.

52. Number of times visiting The Florida Bar's home page on the Internet's World Wide Web

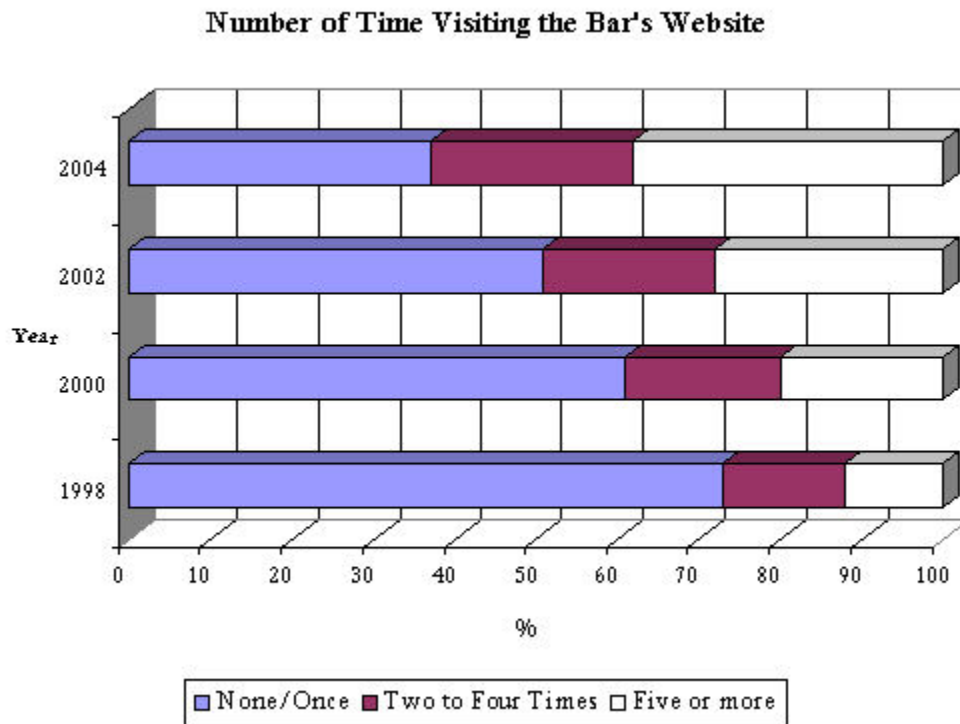
<u>Category</u>	<u>Percent</u>
None	28
Once	9
Twice	10
3 to 4 times	15
5 to 10 times	15
More than 10 times	24

* Just under two-fifths (37%) of all respondents have either never visited The Florida Bar's home page or have visited just once. Nearly two-fifths (39%) of all respondents have visited The Florida Bar's home page five or more times.

52A. Comparison between 1998 thru 2004 Economics & Law Office Management Surveys -- Number of times visiting The Florida Bar's home page on the Internet's World Wide Web

<u>Category</u>	<u>1998 Survey Percent</u>	<u>2000 Survey Percent</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>
None	60	50	39	28
Once	13	11	12	9
Twice	6	8	11	10
3 to 4 times	9	11	10	15
5 to 10 times	8	9	14	15
More than 10 times	4	11	14	24

* The percentage of respondents who have visited the Bar's web site, as well as the number of times they report visiting, have significantly increased since 1998.



52B. Number of times visiting The Florida Bar's home page on the Internet's World Wide Web – BY Age Group

<u>Category</u>	35 or under	36-49	50-65	Over 65
	yrs of age <u>Percent</u>	yrs of age <u>Percent</u>	yrs of age <u>Percent</u>	yrs of age <u>Percent</u>
None	13	22	40	65
Once	1	15	5	9
Twice	9	10	10	9
3 to 4 times	18	16	15	4
5 to 10 times	14	16	15	4
More than 10 times	45	21	15	9

* Nearly three-fifths (59%) of all respondents 35 years of age or younger have visited the Bar's web site at least five times. Additionally, 40% of respondents between the ages of 50 and 65 and nearly two-thirds (65%) of those over the age 65 have never visited the web site.

53. Had problems finding items on the Bar's web site. (ONLY INCLUDES THOSE RESPONDENTS WHO HAVE VISITED THE BAR'S HOME PAGE)

<u>Category</u>	<u>Percent</u>
Yes	19
No	81

53A. Specific problems finding items on Bar's web site

A total of 52 problems were listed by respondents concerning difficulties they encountered in finding items on the Bar's web site. Each problem was reviewed and categorized. The table below lists the six most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Problems finding/accessing CLE information	9
Layout problems (confusing, unorganized)	8
Problems locating attorneys under attorney search	6
Web site too slow	6
Problems with links	5
Problems accessing various forms	5

54. Primary item(s) searched for when last on the Bar's web site
(MULTIPLE RESPONSE QUESTION)

<u>Category</u>	<u>Percent</u>
Attorney's phone number/address	41
CLE course schedule	24
Ethics opinions	18
Links to legal resources	15
Member benefits	12
Online membership records changes	9
Journal/News articles	8
Online dues payment	8
Rules updates	7
Online CLE course registration	7
Committee information	6
E-mail links to Bar staff	3
Section information	3
Daily news summary	1
Other	7
Wasn't looking for anything in particular; just surfing	6

* The most frequently listed responses under the 'Other' category are employment ads, CLE forms or information, and JNC application.

55. Types of interactive services would like to see offered on the Bar's web site
in the near future (MULTIPLE RESPONSE QUESTION)

<u>Category</u>	<u>Percent</u>
Online CLER hour status	41
Online directory	28
Membership e-mail links	14
Membership web site links	11
Attorney chat rooms	11
Online Bar meeting registration	10
Adaptable desktop (portal)	3
Other	3

56. Suggestions for making the Bar's web site more useful to firm/legal office

A total of 33 suggestions were listed by respondents. The table below lists the four most frequently mentioned categories.

<u>Category</u>	<u>Percent</u>
Better organization, simplify	27
Easier access to forms, rules	15
Online CLE documents, hours	15
Separate sites for members and public	9

57. Current home page

A total of 339 respondents listed their preferred home page. The table below lists the six most frequently mentioned home pages and their percentages.

<u>Category</u>	<u>Percent</u>
MSN	26
Yahoo	12
AOL	11
Firm web page	10
Government web page	9
Google	8

58. Preferred legal research provider

<u>Category</u>	<u>Percent</u>
Westlaw	54
Lexis/Nexis	18
Combination of both of the above	12
Other	16

* The most frequently mentioned responses under the 'Other' category are Versus law, Lois law, and Find law.

59. Plans to switch online legal researcher provider in the near future

<u>Category</u>	<u>Percent</u>
Yes	3
No	97

* Very few respondents are planning to switch their online legal research provider in the future. The two most frequently mentioned reasons listed by respondents planning to switch are “cost” and “ease of use”.

60. Firm/legal office currently has web page

<u>Category</u>	<u>Percent</u>
Yes	60
No	40

* Nearly three-fifths (60%) of all firms/legal offices have web pages.

60A. Firm/legal office currently has web page – BY Size of firm

<u>Category</u>	<u>Has A Web Page Percent</u>
One attorney	35
2 to 5 attorneys	58
6 to 10 attorneys	85
11 to 20 attorneys	88
More than 20 attorneys	94

* The larger the size of firm or legal office, the more likely they are to have their own web page.

60B. Firm/legal office currently has web page – BY Size of firm (ONLY CONSIDERING PRIVATE PRACTICE ATTORNEYS)

<u>Category</u>	<u>Has A Web Page Percent</u>
One attorney	31
2 to 5 attorneys	56
6 to 10 attorneys	85
11 to 20 attorneys	93
More than 20 attorneys	100

61. Primary reason for not having a web page

A total of 97 respondents cited a primary reason for not having a web page. The table below lists the six most frequently mentioned reasons and the number of responses for each.

<u>Category</u>	<u>Number of Responses</u>
Do not need a web page	28
Cost/expense	16
No time/too busy	13
Intend to/haven't done so yet	10
Small client base	6
Not necessary for type of office	5

62. Preferred formats for receiving CLE (MULTIPLE RESPONSE QUESTION)

<u>Category</u>	<u>Percent</u>
Live programs	71
Audio tapes	33
CD's	24
Workshops/training programs	21
Online seminars/webcasts	14
Teleconferencing	5

* Almost three-quarters (71%) of all respondents list live programs as a preferred format for receiving CLE. One-third (33%) list audio tapes and just under one-quarter (24%) list CDs as preferred format.

**62A. Preferred formats for receiving CLE – BY Type of practice
(MULTIPLE RESPONSE QUESTION)**

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't Practice Percent</u>
Live programs	71	72
Audio tapes	35	24
CD's	23	28
Workshops/training programs	19	29
Online seminars/webcasts	15	16
Teleconferencing	4	4

* A higher percentage of private practice respondents prefer audio tapes (35% to 24%) for receiving CLE, while a higher percentage of government practice attorneys prefer video workshops or training programs (29% to 19%).

63. Benefits offered to attorneys by employer

<u>Category</u>	<u>Percent</u>
Medical insurance	74
Paid Bar dues	70
Paid vacation	70
Paid registration for CLE courses	59
Life insurance	52
Flexible work schedule	51
Annual bonuses	48
Paid parking	41
Pension	38
Dental insurance	35
Maternity leave	33
Disability compensation	33
Profit sharing	30
Paternity leave	17
Reimbursed Bar exam costs	11
Relocation expenses	9
College tuition	6

**63A. Benefits offered to attorneys by employer
(DOES NOT INCLUDE SOLE PRACTITIONERS)**

<u>Category</u>	<u>Percent</u>
Medical insurance	87
Paid vacation	85
Paid Bar dues	82
Paid registration for CLE courses	70
Life insurance	67
Annual bonuses	59
Flexible work schedule	55
Paid parking	53
Pension	50
Dental insurance	45
Maternity leave	44
Disability compensation	41
Profit sharing	36
Paternity leave	23
Reimbursed Bar exam costs	15
Relocation expenses	12
College tuition	6

**64. Firm or legal office provides the following items to the majority of attorneys
(MULTIPLE RESPONSE QUESTION)**

<u>Category</u>	<u>Percent</u>
Cellular phone	51
Laptop/notebook PC	24
PDA	11
Pager	4
Handheld e-mail units to attorneys	3
Tablet PC	<1

* Just over one-half (51%) of respondents report that their firm or legal office provides them with a cellular phone. Nearly one-quarter (24%) report that a laptop or notebook personal computer is provided.

65. Frequency of use of membership benefits offered by The Florida Bar

<u>Benefit</u>	<u>Frequently Percent</u>	<u>Occasionally Percent</u>	<u>Never Percent</u>	<u>Unaware of Percent</u>
Lexis-Nexis	10	5	70	15
FLMIC Professional Liability	8	<1	75	17
MBNA Affinity Credit Card	6	5	74	15
Health/Disability/Life Insur. Programs	4	1	80	15
Airborne Express Shipping	4	3	70	23
Car rental discounts	3	23	63	11
UPS Express Shipping	3	5	71	22
Auto Insurance	2	2	80	16
JurisCo Court & Surety Bonds	<1	5	78	17

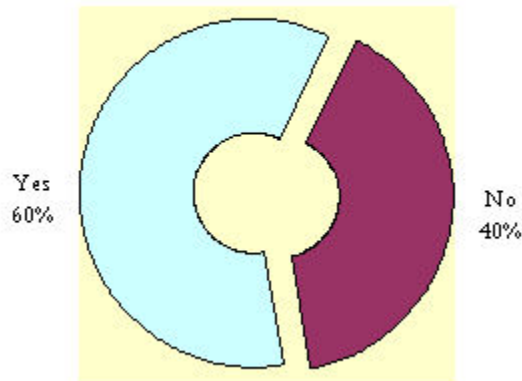
* Car rental discounts are the most widely used membership benefit as 26% of all respondents report at least occasionally using that service.

66. Has malpractice insurance

<u>Category</u>	<u>Percent</u>
Yes	60
No	40

* Three-fifths (60%) of all respondents have malpractice insurance.

Has Malpractice Insurance



66A. Has malpractice insurance -- BY Region of Florida

<u>Region of Florida</u>	Has Malpractice Insurance Percent
Central/Southwest	65
Southeast	58
North	55

* **For a complete listing of counties within regions, see Appendix A located on Page 96.**

66B. Has malpractice insurance -- BY Type of practitioner

<u>Category</u>	Has Malpractice Insurance Percent
Partner/Shareholder	82
Managing Partner	81
Associate	79
Practitioner with one or more associates	62
Sole Practitioner	61
Corporate Counsel	30
State Gov't. Attorney	0
Local Gov't. Attorney	0
Federal Gov't. Attorney	0

* Partners (partners/shareholders - 82%; managing partners - 81%) and associates (79%) are more likely to have malpractice insurance than other types of attorneys. All respondents in government practice report that they do not carry malpractice insurance.

66C. Has malpractice insurance -- BY Age Group

<u>Age Group</u>	<u>Has Malpractice Insurance Percent</u>
35 years of age or under	58
36 to 49 years of age	58
50 to 65 years of age	63
Over 65 years of age	63

67. Coverage limit per claim

<u>Category</u>	<u>Percent</u>
\$100,000/\$300,000	14
\$250,000/\$500,000	17
\$500,000/\$500,000	11
\$500,000/\$1 million	11
\$1 million/\$1 million	16
\$1 million/\$2 million	10
\$3 million and above	16
Other	5

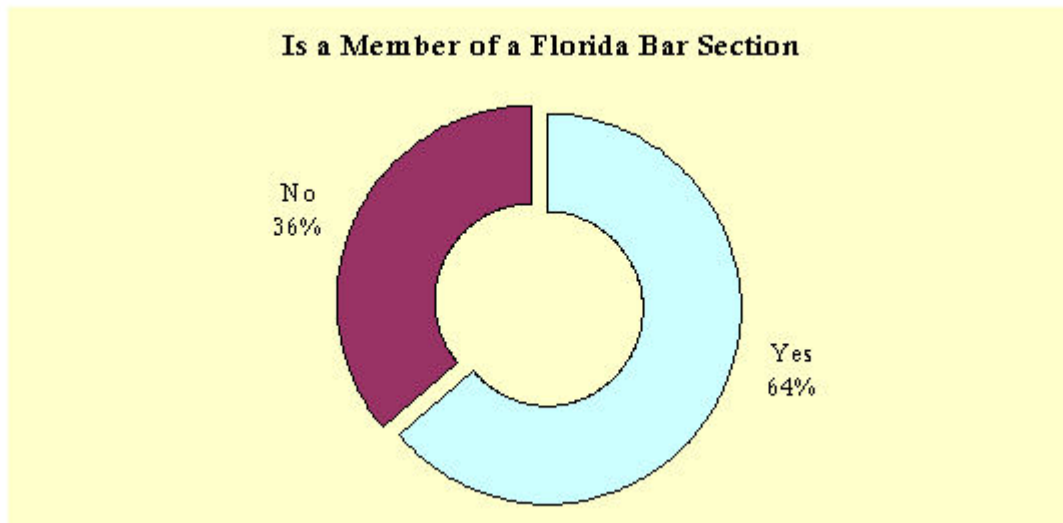
68. Amount of deductible for malpractice insurance

<u>Category</u>	<u>Percent</u>
Under \$2,500	19
\$2,500 to \$5,000	41
\$5001 to \$10,000	27
Over \$10,000	13

69. Is a member of a Florida Bar section

<u>Category</u>	<u>Percent</u>
Yes	64
No	36

* Almost two-thirds (64%) of all respondents are a member of at least one Florida Bar section.



69A. Is a member of a Florida Bar section – BY Gender

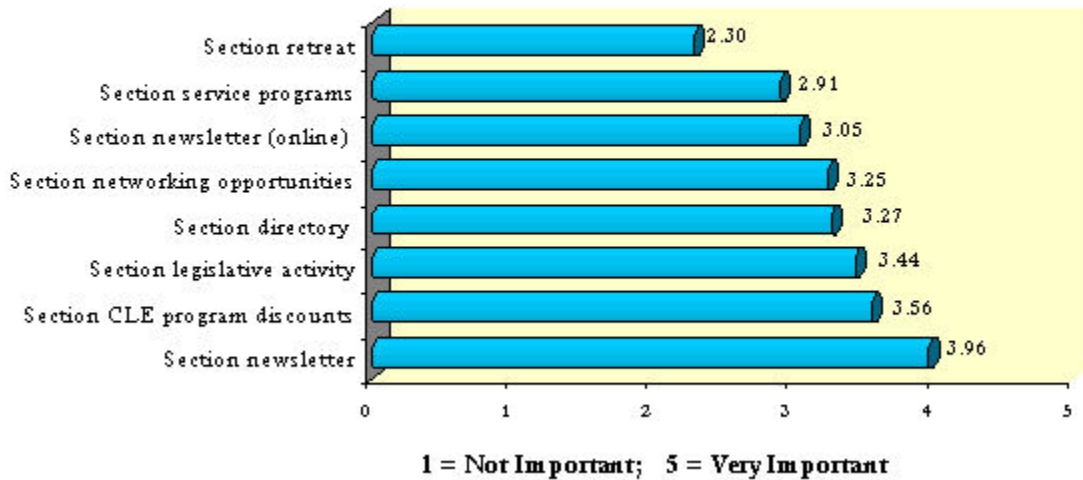
<u>Category</u>	<u>Percent</u>
Female	67
Male	62

70. Rating of services offered by Florida Bar sections (Mean scores applied; five point scale: 5 = very important; 3 = neutral; 1 = not important) (INCLUDES ONLY THOSE RESPONDENTS WHO BELONG TO A SECTION)

<u>Service</u>	<u>Mean Score</u>
Section newsletter	3.96
Section CLE program discounts	3.56
Section legislative activity	3.44
Section directory	3.27
Section networking opportunities	3.25
Section newsletter (online)	3.05
Section service programs	2.91
Section retreat	2.30

* On a scale of 1 to 5, with 5 being very important and 1 being not important, newsletters (3.96) and CLE program discounts (3.56) are viewed by respondents as being the most important services offered by sections. A retreat (2.30) is viewed as the least important service by the majority of section members.

Rating of Various Section Services



71. Is Board certified

<u>Category</u>	<u>Percent</u>
Yes	12
No	88

72. Plans on becoming Board certified in the near future

<u>Category</u>	<u>Percent</u>
Yes	27
No	73

* 12% of respondents are Board certified (See TABLE 71) while an additional 27% plan to become certified in the near future.

SECTION III: DEMOGRAPHICS

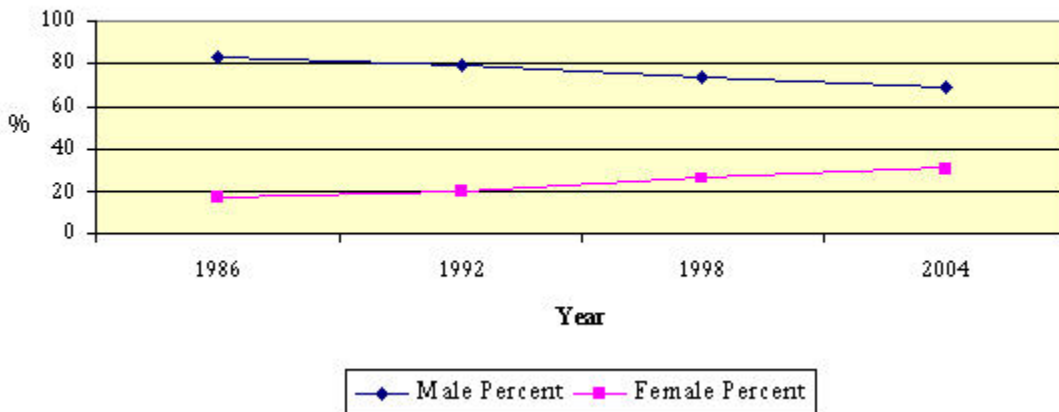
73. Gender

<u>Category</u>	2004 <u>Survey</u> <u>Percent</u>	<u>Actual Bar</u> <u>Percent</u>
Male	69	69
Female	31	31

73A. Comparison between 1984 thru 2004 Economics & Law Office Management Surveys -- Gender

<u>Category</u>	<u>Male</u> <u>Percent</u>	<u>Female</u> <u>Percent</u>
1984 Economics Survey	87	12
1986 Economics Survey	83	17
1990 Economics Survey	80	20
1992 Economics Survey	79	20
1994 Economics Survey	77	23
1996 Economics Survey	75	25
1998 Economics Survey	74	26
2000 Economics Survey	73	27
2002 Economics Survey	71	29
2004 Economics Survey	69	31

Gender (1986 - 2004)



74. Race or ethnic origin

<u>Category</u>	<u>Percent</u>
White	89
Hispanic	7
African-American	2
Asian	1
Other	<1

74A. Comparison between 1992 thru 2004 Economics & Law Office Management Surveys -- Race or ethnic origin

<u>Category</u>	<u>White Percent</u>	<u>Hispanic Percent</u>	<u>Afr-Amer. Percent</u>	<u>Other Percent</u>
1992 Economics Survey	94	3	2	<1
1994 Economics Survey	93	4	2	1
1996 Economics Survey	92	5	2	1
1998 Economics Survey	91	6	2	2
2000 Economics Survey	91	6	2	1
2002 Economics Survey	90	7	2	1
2004 Economics Survey	89	7	2	<1

75. Years of experience with The Florida Bar

<u>Category</u>	<u>Percent</u>
2 years or less	5
3 to 5 years	11
6 to 10 years	19
11 to 15 years	12
16 to 20 years	16
Over 20 years	37

Median: 16 Years of Experience

Male Median Years of Experience: 18 years

Female Median Years of Experience: 10 years

White Median Years of Experience: 17 years

African-American Years of Experience: 13 years

Hispanic Years of Experience: 11 years

Private Practice Median Years of Experience: 17 years

Government Practice Years of Experience: 12 years

Other Legal Position Years of Experience: 10 years

76. Years of age

<u>Category</u>	<u>Percent</u>
35 or under	23
36 to 49	41
50 to 65	31
Over 65	5

Median: 45 years of age

Male Median: 47 years of age

Female Median: 42 years of age

White Median: 46 years of age

African-American Median: 41 years of age

Hispanic Median: 38 years of age

Private Practice Median: 47 years of age

Government Practice Median: 42 years of age

Other Legal Position Median: 42 years of age

77. Net income derived from all legal work in 2003

<u>Category</u>	<u>Percent</u>
Under \$25,000	4
\$25,000 to \$50,000	13
\$50,001 to \$75,000	18
\$75,001 to \$100,000	15
\$100,001 to \$200,000	33
Over \$200,000	17

Median Income = \$100,000

77A. Comparison between 2000 thru 2004 Economics & Law Office Management Surveys -- Net income derived from all legal work

<u>Category</u>	<u>1998 Percent</u>	<u>2000 Percent</u>	<u>2002 Percent</u>	<u>2004 Percent</u>
Under \$25,000	7	7	5	4
\$25,000 to \$50,000	23	18	15	13
\$50,001 to \$75,000	21	22	22	18
\$75,001 to \$100,000	15	16	17	15
\$100,001 to \$200,000	25	25	26	33
Over \$200,000	9	12	15	17
Median Income	\$75,000	\$82,000	\$85,000	\$100,000

77B. Net income derived from all legal work in 2003 -- BY Legal classification

<u>Category</u>	<u>2002 Median Income</u>	<u>2004 Median Income</u>
Managing Partner	\$160,000	\$180,000
Partner/Shareholder	\$130,000	\$150,000
Corporate Counsel	\$ 85,000	\$ 85,000
Sole Practitioner	\$ 75,000	\$ 85,000
Associate	\$ 57,000	\$ 70,000
State Gov't Attorney	\$ 45,000	\$ 50,000

77C. Net income derived from all legal work in 2003 -- BY Gender, Race & Age Group

<u>Gender</u>	<u>Median Income</u>
Male	\$110,000
Female	\$ 70,000

<u>Race</u>	<u>Median Income</u>
White	\$105,000
Hispanic	\$100,000
African-American	\$ 75,000
Other	\$ 65,000

<u>Age Group</u>	<u>Median Income</u>
35 or under years of age	\$ 75,000
36 to 49 years of age	\$115,000
50 to 65 years of age	\$120,000
Over 65 years of age	\$ 80,000

<u>Type of Practice</u>	<u>Median Income</u>
Private Practice	\$120,000
Other Legal Position	\$ 80,000
Gov't. Practice	\$ 65,000

78. County in Florida of primary practice

<u>County</u>	<u>Survey Percent</u>	<u>Actual Percent</u>
Alachua	1	1
Baker	<1	<1
Bay	<1	<1
Bradford	<1	<1
Brevard	2	1
Broward	13	11
Charlotte	<1	<1
Citrus	<1	<1
Collier	1	<1
Columbia	<1	1
Duval	5	4
Escambia	1	1
Hendry	<1	<1
Hernando	<1	<1
Hillsborough	9	7
Indian River	<1	<1
Jackson	<1	<1
Lake	<1	<1
Lee	3	2
Leon	5	4
Manatee	1	<1
Marion	<1	<1
Martin	1	<1
Miami	21	18
Monroe	1	<1
Nassau	<1	<1
Okaloosa	<1	<1
Orange	8	6
Osceola	<1	<1
Palm	8	8
Pasco	<1	<1
Pinellas	5	4
Polk	1	1
St. Johns	<1	<1
St. Lucie	<1	<1
Santa Rosa	<1	<1
Sarasota	2	2
Seminole	1	1
Sumter	<1	<1
Volusia	2	1

79. Primary area of legal service provided in 2003 (TOP LISTED CATEGORIES)

<u>Category</u>	<u>Percent</u>
Real Estate	10
Criminal	9
Personal Injury	9
Family	8
Civil	7
Government	6
General Practice	5
Commercial Litigation	4
Insurance	4
Corporate	3
Litigation	3
Workers' Compensation	3
Probate	3
Bankruptcy	2
Business	2
Employment	2
Estates	2
Tax	2
Trial	2

APPENDIX A:

Counties Comprising Regions

Counties Comprising Regions

North

Alachua
Baker
Bay
Bradford
Calhoun
Citrus
Clay
Columbia
Dixie
Duval
Escambia
Flagler
Franklin
Gadsden
Gilchrist
Gulf
Hamilton
Hernando
Holmes
Jackson
Jefferson
Lafayette
Lake
Leon
Levy
Liberty
Madison
Marion
Nassau
Okaloosa
Putnam
St. Johns
Santa Rosa
Sumter
Suwannee
Taylor
Union
Volusia
Wakulla
Walton
Washington

Central/Southwest

Brevard
Charlotte
Collier
DeSoto
Glades
Hardee
Hendry
Highlands
Hillsborough
Indian River
Lee
Manatee
Martin
Monroe
Okeechobee
Orange
Osceola
Pasco
Pinellas
Polk
St. Lucie
Sarasota
Seminole

Southeast

Broward
Dade
Palm Beach

APPENDIX B:

Questionnaire

**The Florida Bar
Economics and Law Office Management Survey
July 2004**

SECTION I: THE ECONOMICS OF LAW PRACTICE

The first section of this survey deals with the economics of law practice. Please complete all applicable questions by checking the appropriate response or by filling in the blank. Please provide only one response per question, except where noted. If there are two responses that might fit your particular situation, choose the one that more closely fits.

If your firm has several branch offices, please answer for the office in which you perform the majority of your practice. All questions should be answered by you as an individual attorney, but feel free to seek assistance, if needed, from others in your firm. Be assured that you will remain anonymous. **If you are not a private practitioner, kindly respond only to those questions that apply to your occupation.**

**1. What is your legal occupation or classification?
(PLEASE CHECK ONLY ONE RESPONSE)**

Private Practice

- () Managing partner
- () Partner/shareholder
- () Sole practitioner
- () Practitioner with 1 or more associates
- () Associate
- () Of counsel

Government Practice

- () Judge
- () Federal government attorney
- () State government attorney
- () Local government attorney

Other Legal Position

- () Corporate counsel
- () Legal aid/legal service
- () Other (_____)

2. What is the total number of attorneys employed in your firm or legal work place?

_____ attorney(s)

3. What were your personal total billable hours in 2003?

- | | |
|--|--|
| <input type="checkbox"/> 1,000 hours or less | <input type="checkbox"/> 1,601 to 1,800 hours |
| <input type="checkbox"/> 1,001 to 1,200 hours | <input type="checkbox"/> 1,801 to 2,000 hours |
| <input type="checkbox"/> 1,201 to 1,400 hours | <input type="checkbox"/> More than 2,000 hours |
| <input type="checkbox"/> 1,401 to 1,600 hours | |
| <input type="checkbox"/> Does not apply to my position | |

**4. What is your average or standard hourly rate?
(CHECK ONLY ONE RESPONSE)**

- | | |
|--|--|
| <input type="checkbox"/> Less than \$100 | <input type="checkbox"/> \$200 - \$224 |
| <input type="checkbox"/> \$100 - \$124 | <input type="checkbox"/> \$225 - \$249 |
| <input type="checkbox"/> \$125 - \$149 | <input type="checkbox"/> \$250 - \$274 |
| <input type="checkbox"/> \$150 - \$174 | <input type="checkbox"/> \$275 - \$299 |
| <input type="checkbox"/> \$175 - \$199 | <input type="checkbox"/> \$300 or more |

5. Does your firm or legal office employ legal assistants/paralegals? (defined as an employee working under your supervision who performs a task that otherwise you as the attorney would preform. NOTE: Not secretarial work.)

- Yes No (SKIP TO 8)

**6. What is the average or standard hourly rate billed for legal assistants/paralegals?
(CHECK ONLY ONE RESPONSE)**

- | | |
|---------------------------------------|--|
| <input type="checkbox"/> \$40 or less | <input type="checkbox"/> \$81 - \$100 |
| <input type="checkbox"/> \$41 - \$60 | <input type="checkbox"/> \$101 - \$120 |
| <input type="checkbox"/> \$61 - \$80 | <input type="checkbox"/> More than \$120 |

7. How many billable hours did legal assistants/paralegals average in your firm or legal office in 2003?

- | | |
|---|--|
| <input type="checkbox"/> 500 hours or less | <input type="checkbox"/> 1,001 to 1,250 hours |
| <input type="checkbox"/> 501 to 750 hours | <input type="checkbox"/> 1,251 to 1,500 hours |
| <input type="checkbox"/> 751 to 1,000 hours | <input type="checkbox"/> More than 1,500 hours |

**8. What is the primary method for billing that is used in your law firm or legal office?
(CHECK ONLY ONE RESPONSE)**

- | | |
|--|---|
| <input type="checkbox"/> Hourly rate | <input type="checkbox"/> Contingency fee |
| <input type="checkbox"/> Fixed or flat fee | <input type="checkbox"/> Value based fee |
| <input type="checkbox"/> Volume discount | <input type="checkbox"/> A combination of methods |

9. What percent of your cases are handled on a contingency fee basis?

- | | |
|---|------------------------------------|
| <input type="checkbox"/> None (SKIP TO 11) | <input type="checkbox"/> 51 to 75% |
| <input type="checkbox"/> 1 to 25% | <input type="checkbox"/> Over 75% |
| <input type="checkbox"/> 26 to 50% | |

10. Of those contingency fee cases, what is the average percentage of the award that you receive if you win the case?

- | | |
|--|--------------------------------------|
| <input type="checkbox"/> Less than 20% | <input type="checkbox"/> 40% to 49% |
| <input type="checkbox"/> 20% to 29% | <input type="checkbox"/> 50% or more |
| <input type="checkbox"/> 30% to 39% | |

11. Do you keep time records?

- Always
 Always, except in contingency or fixed fee cases
 Sometimes
 Never (**SKIP TO 14**)

12. What system do you generally use to capture your time?

- Paper date book Paper time sheets
 Computer based time billing program Other (_____)

13. What time interval do you use to indicate time spent?

- | | |
|-------------------------------------|--|
| <input type="checkbox"/> 5 minutes | <input type="checkbox"/> 15 minutes |
| <input type="checkbox"/> 6 minutes | <input type="checkbox"/> 30 minutes |
| <input type="checkbox"/> 10 minutes | <input type="checkbox"/> Other (_____) |

14. How often does your firm use written fee contracts?

- | | |
|----------------------------------|---------------------------------|
| <input type="checkbox"/> Always | <input type="checkbox"/> Seldom |
| <input type="checkbox"/> Usually | <input type="checkbox"/> Never |

15. How does your firm disclose what costs will be charged to clients and the basis or rate for such costs?

- Written fee contract that covers costs too
 Separate written disclosure on billings only
 Orally
 Other (_____)

16. What do you regularly include in your billing statements to clients?

(CHECK ALL THAT APPLY)

- | | |
|---|--|
| <input type="checkbox"/> Itemized list of services performed | <input type="checkbox"/> Itemized list of disbursements |
| <input type="checkbox"/> Time spent by individual lawyers | <input type="checkbox"/> Total time spent by lawyers |
| <input type="checkbox"/> Hourly rates of lawyers | <input type="checkbox"/> Legal assistant/paralegal charges |
| <input type="checkbox"/> Prior unpaid balance | <input type="checkbox"/> Remaining trust account balance |
| <input type="checkbox"/> Narrative summary of activities/services | |

17. For 2003, please indicate your average monthly accounts receivable balance:

- | | |
|---|---|
| <input type="checkbox"/> \$1,000 or less | <input type="checkbox"/> \$20,001 to \$30,000 |
| <input type="checkbox"/> \$1,001 to \$5,000 | <input type="checkbox"/> \$30,001 to \$40,000 |
| <input type="checkbox"/> \$5,001 to \$10,000 | <input type="checkbox"/> \$40,001 to \$50,000 |
| <input type="checkbox"/> \$10,001 to \$20,000 | <input type="checkbox"/> More than \$50,000 |

18. Of your total fees billed for 2003, what percent of your account receivables were...?

- Current _____%
- 31-90 days _____%
- 91-120 days _____%
- Over 120 days _____%

19. Approximately, what percentage of charged fees for 2003 will you or your firm fail to collect?

- | | |
|---------------------------------------|--|
| <input type="checkbox"/> None | <input type="checkbox"/> 10% to 20% |
| <input type="checkbox"/> Less than 5% | <input type="checkbox"/> More than 20% |
| <input type="checkbox"/> 5% to 9% | |

20. Which best describes your employment status?

- | | |
|------------------------------------|-------------------------------------|
| <input type="checkbox"/> Full-time | <input type="checkbox"/> Part-time |
| <input type="checkbox"/> Retired | <input type="checkbox"/> Unemployed |

21. On the average, how many hours per week did you devote to the legal profession in 2003? (INCLUDE ALL HOURS DEVOTED TO THE PRACTICE OF LAW -- NOT JUST BILLABLE HOURS)

_____ hours per week

22. Of that amount, how many hours per week did you spend engaging in the following activities?

a. Billable work _____ hours per week

b. Office administration _____ hours per week

c. Client development or marketing _____ hours per week

d. Keeping current on non-billable work _____ hours per week

e. Non-billable bar association activities _____ hours per week

f. Other legal matters _____ hours per week

g. Planned pro bono _____ hours per week

23. Based upon your law firm's 2003 gross receipts, what percentage do the following categories attain?

a. All lawyer compensation _____%

b. Support staff salaries _____%

c. All other expenses _____%

24. Excluding personal injury cases, on average, what is your aggregate total outstanding advanced costs expanded on behalf of clients? (Cost examples: filing fees paid by firm, Service of Process charges, long-distance charges, court reporter charges, etc.)

() \$1,000 or less

() \$1,001 to \$2,000

() \$2,001 to \$4,000

() \$4,001 to \$6,000

() \$6,001 to \$8,000

() More than \$8,000

For question 25 please indicate the average annual salary for the various members of your firm or legal office. If you do not know what those amounts are, kindly tear this page off at the perforation and hand it to an office manager or someone in the firm who is knowledgeable on this salary information. **Once this page has been completed, please enclose it with the survey, or have the designated person mail the page to: Economics Survey, The Florida Bar, 651 E. Jefferson Street, Tallahassee, Florida 32399-2300.**

25. Please indicate the AVERAGE ANNUAL SALARY levels for the following members of your firm:

Attorneys

- a. Recent law school graduates with no experience \$ _____
- b. Recent law school graduates with experience (internship, clerkship) \$ _____
- c. Current employees with less than 3 years of experience \$ _____
- d. Current employees with 3 to 5 years of experience \$ _____
- e. Current employees with 6 to 8 years of experience \$ _____
- f. Current employees with more than 8 years of experience \$ _____
- g. Partner, shareholder, or member \$ _____

Legal Assistants/Paralegals

- h. New hires without experience \$ _____
- i. Current employees with less than 5 years of experience \$ _____
- j. Current employees with 5 to 10 years of experience \$ _____
- k. Current employees with more than 10 years of experience \$ _____

Legal Secretaries

- l. New hires without experience \$ _____
- m. Current employees with less than 5 years of experience \$ _____
- n. Current employees with 5 to 10 years of experience \$ _____
- o. Current employees with more than 10 years of experience \$ _____

Other Personnel

- p. Full-time office manager/legal administrator \$ _____
- q. Human resources manager/recruiting manager \$ _____
- r. Secretary/office manager \$ _____
- s. Bookkeeper or controller (full-time) \$ _____
- t. Bookkeeper (part-time) \$ _____
- u. Marketing director \$ _____
- v. Records manager \$ _____
- w. Law clerk \$ _____

26. Please indicate the following:

- a. Total number of attorneys in firm or legal office _____
- b. Total number of legal assistants/paralegals in firm or legal office _____
- c. Total number of legal secretaries in firm or legal office _____
- d. Total number of other secretaries in firm or legal office _____

27. What type of bonus is generally given to attorneys?

- () None () 2 or more weeks salary
- () 1 week's salary () Percentage of annual salary

28. What type of bonus is generally given to support staff?

- () None () 2 or more weeks salary
- () 1 week's salary () Percentage of annual salary

SECTION II: LAW OFFICE MANAGEMENT

29. How many attorneys did your firm or legal office hire in 2003?

_____ attorney(s)

30. Of the number of attorneys listed above in Question 29, how many were beginning attorneys (without prior legal experience)?

_____ attorney(s)

31. How many attorneys does your firm or legal office plan to hire in 2004?

_____ attorney(s)

32. When you took your first job with a firm, what was the primary reason for accepting that position? (CHECK ONLY ONE RESPONSE)

- | | |
|--|--|
| <input type="checkbox"/> Prestige of employer | <input type="checkbox"/> Locale |
| <input type="checkbox"/> Future opportunity | <input type="checkbox"/> Salary |
| <input type="checkbox"/> Personal friendships | <input type="checkbox"/> Only job available |
| <input type="checkbox"/> Gaining trial/work experience | <input type="checkbox"/> Partnership potential |
| <input type="checkbox"/> Other (_____) | |

33. Please indicate whether or not you are satisfied with the following aspects of your legal position:

<u>Category</u>	<u>Satisfied</u>	<u>Unsatisfied</u>
Challenging responsibilities	()	()
Advancement opportunities	()	()
Hours	()	()
Relations with co-workers	()	()
Assistance from support staff	()	()
Attorney to support staff ratio	()	()
Salary/fringe benefits	()	()
Respect/prestige	()	()
Job security	()	()
General working conditions	()	()
Available technology	()	()

34. Do you or your firm advertise (NOT including having your name in small type in the telephone white or yellow pages)?

() Yes () No (SKIP TO 37)

35. Please indicate each medium you currently use for advertising: (CHECK ALL THAT APPLY)

() Billboards () Newspaper
 () Direct mail () Radio
 () Internet/homepage () Television
 () Magazines () Yellow Pages

36. Approximately what percentage of total firm revenue does your firm invest in marketing activities?

_____ %

37. Please indicate your personal frequency of use of a computer at your workplace:

<u>Category</u>	<u>Daily</u>	<u>Weekly</u>	<u>Monthly</u>	<u>Never</u>
Word processing software	_____	_____	_____	_____
Internet access	_____	_____	_____	_____
E-mail outside firm or office	_____	_____	_____	_____
E-mail inside firm or office	_____	_____	_____	_____
Legal research: CD-Rom	_____	_____	_____	_____
Legal research: Online services	_____	_____	_____	_____
Web conferencing	_____	_____	_____	_____
Instant messaging	_____	_____	_____	_____
PDA (Personal Digital Assistant)	_____	_____	_____	_____
Scanner for text or images	_____	_____	_____	_____

38. Which of the following methods for conducting legal research do you prefer? (CHECK ONLY ONE RESPONSE)

() Computer online services () Books, manuals, other printed materials
 () CD-Rom () Other (_____)

39. Which operating system is used on the majority of computers in your firm or legal office?

- | | |
|-------------------------------------|--|
| <input type="checkbox"/> Windows XP | <input type="checkbox"/> Windows 2000 |
| <input type="checkbox"/> Windows NT | <input type="checkbox"/> Windows 98 or 98E |

**40. The majority of my firm or legal office's computers use the following software:
(PLEASE CHECK ALL THAT APPLY -- If you are unaware, please leave blank)**

a. WORD PROCESSING

- | | |
|--|--------------------------------------|
| <input type="checkbox"/> Microsoft Word | <input type="checkbox"/> WordPerfect |
| <input type="checkbox"/> Both of the above | |

b. TIME BILLING ACCOUNTING SOFTWARE

- | | |
|--------------------------------------|---|
| <input type="checkbox"/> PC Law | <input type="checkbox"/> TABS |
| <input type="checkbox"/> Juris | <input type="checkbox"/> Timeslips |
| <input type="checkbox"/> Perfect Law | <input type="checkbox"/> Perfect Practice |
| <input type="checkbox"/> ESILAW | <input type="checkbox"/> Other (_____) |

c. DOCUMENT MANAGEMENT SOFTWARE

- | | |
|---|--|
| <input type="checkbox"/> Worldox | <input type="checkbox"/> Hummingbird/PC Docs |
| <input type="checkbox"/> ProDoc | <input type="checkbox"/> Client Profiles |
| <input type="checkbox"/> iManage (Interwoven) | <input type="checkbox"/> Other (_____) |

d. PRACTICE MANAGEMENT SOFTWARE

- | | |
|--|--|
| <input type="checkbox"/> Abacus | <input type="checkbox"/> Amicus Attorney |
| <input type="checkbox"/> Client Profiles | <input type="checkbox"/> TimeMatters |
| <input type="checkbox"/> Perfect Law | <input type="checkbox"/> Other (_____) |

e. ACCOUNTING ONLY SOFTWARE

- | | |
|-------------------------------------|--|
| <input type="checkbox"/> QuickBooks | <input type="checkbox"/> Quicken |
| <input type="checkbox"/> Peachtree | <input type="checkbox"/> Other (_____) |

41. My firm or legal office checks for conflicts using: (CHECK ALL THAT APPLY)

- Practice management software (e.g. Amicus Attorney, Client Profiles)
- Time & billing or accounting software (e.g. TABS, Timeslips, Quickbooks)
- Manual system (e.g. card file)
- We ask other lawyers in the office

**42. My firm or legal office maintains docket and calendars using:
(CHECK ALL THAT APPLY)**

- Practice management software Outlook
 A manual system Other (_____)

**43. My firm or legal office backs up the information/data on its computers or servers using:
(CHECK ALL THAT APPLY)**

- Tape backup CD-ROM
 Zip drive External hard drive
 ASP (e.g. Iron Mountain) Other (_____)
- Firm/office does not have a backup system **(SKIP TO 45)**

44. My firm or legal office backs up its computer information and data:

- Daily Monthly
 Weekly Other (_____)

45. For technical assistance with computers or servers, my firm or legal office primarily relies on:

- In-house personnel Vendors
 Outsourcing to a company or person under contract
 Other (_____)

**46. My firm or legal office has the following security measures in place:
(CHECK ALL THAT APPLY)**

- Virus protection Firewall (software or hardware)
 Encryption Written computer policy on employee use

47. Is your firm or legal office equipped with Wi-Fi? (CHECK ALL THAT APPLY)

- Yes - in the office Yes - on the road
 No I am unaware of Wi-Fi

48. Does your firm or legal office have Internet access?

- Yes No

49. Have you personally used the Internet in the past three months?

- Yes (SKIP TO 51) No

50. What is your main reason for not accessing the Internet?
(CHECK ONLY ONE RESPONSE AND THEN SKIP TO 60)

- | | |
|---|--|
| <input type="checkbox"/> Do not care to use the Internet | <input type="checkbox"/> Have not learned how to use |
| <input type="checkbox"/> Do not think it would be helpful | <input type="checkbox"/> Do not have access |
| <input type="checkbox"/> Cost | <input type="checkbox"/> Do not have time |
| <input type="checkbox"/> Security concerns | <input type="checkbox"/> Fearful of viruses |

51. How do you generally connect to the Internet? (CHECK ONLY ONE RESPONSE)

- | | |
|--|--|
| <input type="checkbox"/> Dial-up via modem | <input type="checkbox"/> Cable |
| <input type="checkbox"/> ISDN | <input type="checkbox"/> DSL |
| <input type="checkbox"/> T1 | <input type="checkbox"/> Other (_____) |
| <input type="checkbox"/> Don't know | |

52. During the past year, how many times have you visited The Florida Bar's homepage (www.flabar.org) on the Internet's World Wide Web?

- | | |
|--|---|
| <input type="checkbox"/> None (SKIP TO 57) | <input type="checkbox"/> 3 to 4 times |
| <input type="checkbox"/> Once | <input type="checkbox"/> 5 to 10 times |
| <input type="checkbox"/> Twice | <input type="checkbox"/> More than 10 times |

53. Did you have any problem finding what you were looking for on the Bar's website?

- Yes No

(If Yes, please describe the problem: _____

_____)

54. The last time you accessed the Bar's website, what were the primary items you were looking for? (CHECK ALL THAT APPLY)

- | | |
|--|--|
| <input type="checkbox"/> Attorney's phone number/address | <input type="checkbox"/> Links to legal resources |
| <input type="checkbox"/> CLE course schedule | <input type="checkbox"/> Member benefits |
| <input type="checkbox"/> Committee information | <input type="checkbox"/> Online CLE course registration |
| <input type="checkbox"/> Daily news summary | <input type="checkbox"/> Online dues payment |
| <input type="checkbox"/> E-mail links to Bar staff | <input type="checkbox"/> Online membership records changes |
| <input type="checkbox"/> Ethics opinions | <input type="checkbox"/> Rules updates |
| <input type="checkbox"/> <i>Journal/News</i> articles | <input type="checkbox"/> Section information |
| <input type="checkbox"/> Other (_____) | |
- I wasn't looking for anything in particular; just surfing

55. What types of interactive services would you like to see on the Bar's website in the near future? (CHECK ALL THAT APPLY)

- | | |
|---|--|
| <input type="checkbox"/> Adaptable desktop (portal) | <input type="checkbox"/> Online Bar meeting registration |
| <input type="checkbox"/> Attorney chat rooms | <input type="checkbox"/> Online CLER hour status |
| <input type="checkbox"/> Membership e-mail links | <input type="checkbox"/> Online directory |
| <input type="checkbox"/> Membership website links | <input type="checkbox"/> Other (_____) |

56. What suggestions do you have for making the Bar's website more useful to your firm or legal office?

57. What is your current home page (the page that first appears on your screen when you connect to the Internet)?

58. Who is your preferred online legal research provider?

- | | |
|--|--|
| <input type="checkbox"/> Westlaw | <input type="checkbox"/> LexisNexis |
| <input type="checkbox"/> Both of the above | <input type="checkbox"/> Other (_____) |

59. Are you planning to switch online legal research providers in the near future?

() Yes (Reason: _____) () No

60. Does your firm or legal office have a web page?

() Yes (SKIP TO 62) () No

61. If no, what is your primary reason for not having a web page:

62. Which of the following formats for receiving CLE do you prefer?
(CHECK ALL THAT APPLY)

() Live programs () CD's
() Workshops/training programs () Audio tapes
() Online seminars/Webcasts () Teleconferencing

63. Which of the following benefits does your employer offer to each attorney?
(CHECK ALL THAT APPLY)

() Life insurance () Medical insurance
() Dental insurance () Pension
() Profit sharing () College tuition
() Paid registration for CLE courses () Paid vacation
() Flexible work schedule () Disability compensation
() Maternity leave () Paternity leave
() Paid parking () Annual bonuses
() Paid Bar dues () Reimbursed Bar exam costs
() Relocation expenses

64. Does your firm or legal office provide any of the following items to the majority of attorneys: (CHECK ALL THAT APPLY)

() Cellular phone () Pager
() PDA () Tablet PC
() Laptop/notebook PC () Handheld e-mail units to attorneys

65. Please indicate how regularly you use the following Florida Bar membership benefits:

<u>Benefit</u>	<u>Frequently</u>	<u>Occasionally</u>	<u>Never</u>	<u>Unaware of</u>
Airborne Express Shipping	_____	_____	_____	_____
Auto insurance	_____	_____	_____	_____
Car rental discounts	_____	_____	_____	_____
FLMIC Professional Liability	_____	_____	_____	_____
Health/Disability/Life Insur. Programs	_____	_____	_____	_____
JurisCo Court & Surety Bonds	_____	_____	_____	_____
LexisNexis	_____	_____	_____	_____
MBNA Affinity Credit Card	_____	_____	_____	_____
UPS Express Shipping	_____	_____	_____	_____

66. Do you have malpractice insurance?

Yes No **(SKIP TO 69)**

67. What is your coverage limit per incident and claims?

\$100,000/\$300,000 \$1 million/\$1 million
 \$250,000/\$500,000 \$1 million/\$2 million
 \$500,000/\$500,000 \$3 million and above
 \$500,000/\$1 million Other (_____)

68. What is your annual deductible?

\$2,500 or less \$5,001 to \$10,000
 \$2,501 to \$5,000 Over \$10,000

69. Are you a member of any Florida Bar section?

Yes No **(SKIP TO 71)**

70. Please rate the following services offered by Florida Bar sections from a high rating of 'very important' (5) to a low rating of 'not important' (1):

<u>Important Service</u>	Very Neutral <u>5</u>	<u>4</u>	<u>3</u>	<u>2</u>	Not Important <u>1</u>
Section directory	_____	_____	_____	_____	_____
Section newsletter	_____	_____	_____	_____	_____
Section newsletter (online)	_____	_____	_____	_____	_____
Section service programs	_____	_____	_____	_____	_____
Section retreat	_____	_____	_____	_____	_____
Section legislative activity	_____	_____	_____	_____	_____
Section CLE program discounts	_____	_____	_____	_____	_____
Section networking opportunities	_____	_____	_____	_____	_____

71. Are you Board certified?

() Yes **(SKIP TO 73)**

() No

72. Do you plan to become Board certified in the near future?

() Yes

() No

SECTION III: DEMOGRAPHICS

73. What is your gender?

Male

Female

74. What is your race or ethnic origin?

African-American

Asian

Hispanic

White

Other (_____)

75. In what year were you admitted to The Florida Bar?

76. In what year were you born?

19_____

77. Please indicate YOUR NET INCOME BEFORE TAXES derived from all legal work during 2003.

\$_____

**78. In what COUNTY in Florida is your primary practice?
(PLEASE LIST ONLY ONE COUNTY)**

**79. What was the primary area of legal service that you provided in 2003?
(PLEASE LIST ONLY ONE AREA)**

_____ law

MAILING INSTRUCTIONS

Thank you for completing this survey. Please remove your mailing label and fold the survey so that the Bar's address appears on the outside, staple the survey, and mail it back to The Florida Bar. Once again, thank you for your time and consideration.

** The results of this survey will be published in October, 2004. If you would like to receive a copy of the final report, please contact Carrin Lister at The Florida Bar at (850) 561-5739. The cost for the report is only \$35 plus local sales tax.