



THE FLORIDA BAR

Results of the 2008 Economics and Law Office Management Survey

February 2009

INTRODUCTION

The Florida Bar is the second 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 Florida Bar has a membership in excess of 85,000 attorneys.

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 85,000 Florida Bar members. 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 August 2008 to October 2008, 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 2008 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 late November 2008, The Florida Bar mailed 2,770 questionnaires to a random sample of its in-state membership. By the cut-off date in late December, the Bar had received 409 completed questionnaires, for a response rate of 15%.

Using a statistical analysis computer program entitled SPSS, the Florida Bar's Department of Research, Planning & Evaluation 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 2008 survey, a sample of 2,770 members was randomly selected from a master list of all in-state Florida Bar members in good standing. Although 409 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 75 percent in favor, it can be interpreted that between 70 and 80 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:

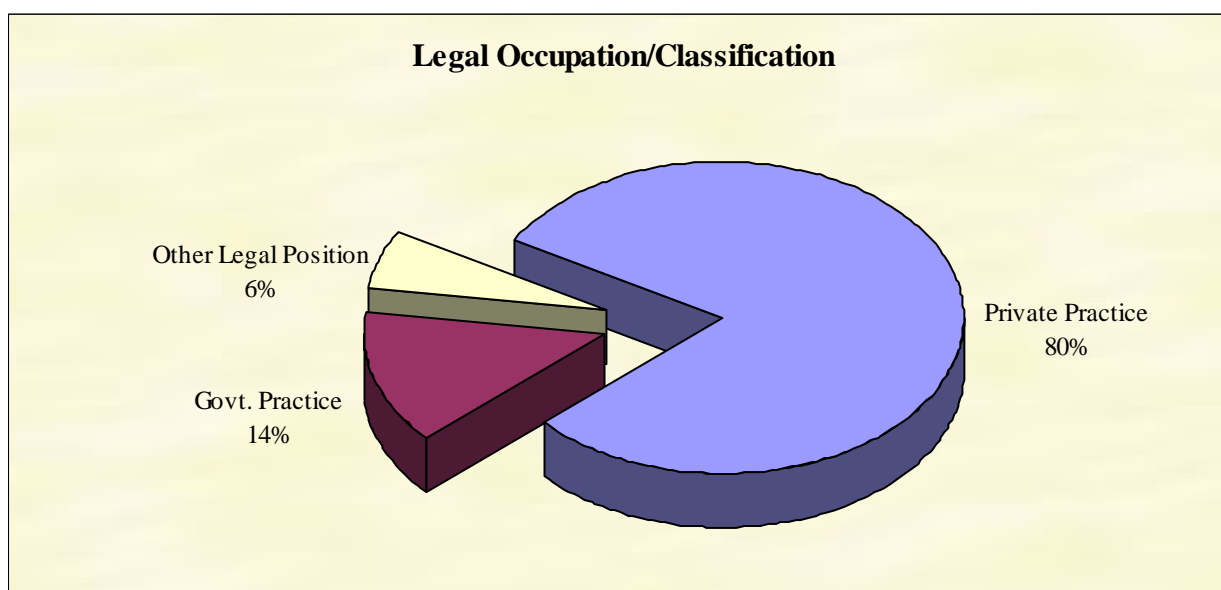
- mean:** the average for all values given for the total sample of each question. The mean is calculated by adding all of the responses and then dividing by the total number of responses received.
- median:** the middle value of a series of numbers which are initially rank ordered. Half the numbers will 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.

SECTION I: ECONOMICS

1. What is your legal occupation or classification?

<u>Private Practice</u>	<u>Percent</u>
Sole practitioner	30
Partner/shareholder	18
Associate	15
Managing partner	11
Practitioner with one or more associates	6
Of counsel	<1
<u>Government Practice</u>	
State government attorney	9
Local government attorney	3
Federal government attorney	1
Judge	<1
<u>Other Legal Position</u>	
Corporate counsel	4
Other position	2
Legal aid/legal service	<1

* Four-fifths (80%) of all respondents are employed in private practice positions. Additionally, 14% of all respondents are employed in government practice positions and 6% are employed in other legal positions.



**1A. Comparison between 2002 thru 2008 Economics & Law Office Management Surveys –
What is your legal occupation or classification?**

<u>Classification</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>
Sole practitioner	30	29	29	30
Partner/shareholder	19	19	18	18
Associate	13	13	14	15
Managing partner	10	11	12	11
Practitioner with one or more assoc.	5	5	5	6
Of counsel	n/a	0	<1	<1
State government attorney	10	10	10	9
Local government attorney	4	4	3	3
Federal government attorney	1	1	1	1
Judge	1	1	1	<1
Corporate counsel	5	5	5	4
Other position	2	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 2000.

1B. What is your legal occupation or classification? – BY GENDER

<u>Classification</u>	<u>Male Percent</u>	<u>Female Percent</u>
Sole practitioner	34	22
Partner/shareholder	20	14
Managing partner	14	6
Associate	15	16
Practitioner with one or more associates	7	4
Of counsel	<1	<1
State government attorney	5	16
Local government attorney	1	6
Federal government attorney	<1	2
Judge	<1	<1
Corporate counsel	2	9
Legal aid/legal service	<1	2
Other position	<1	2
Total	100%	100%

* Just over one-third (34%) of all male respondents are either managing partners or partner/shareholders. Comparatively, 20% of all female respondents are either managing partners or partner/shareholders.

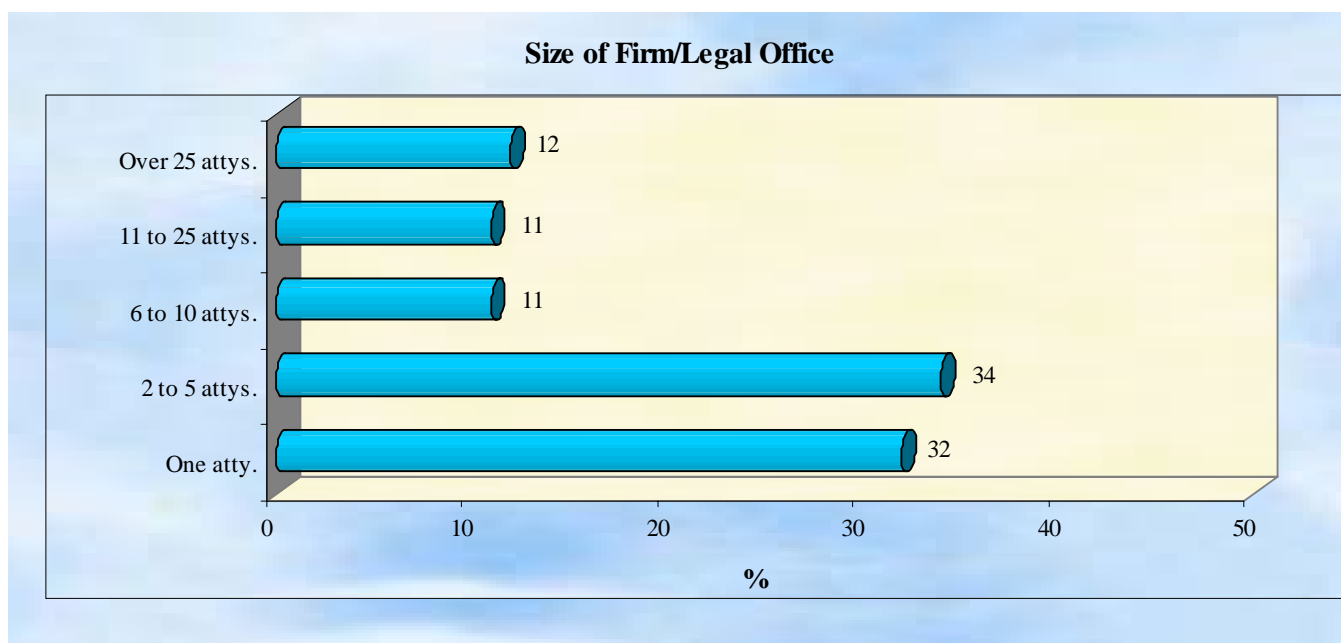
* One-quarter (25%) of all female respondents are employed in government practice positions. Comparatively, 7% of all male respondents are employed in government practice positions.

* Note that there is a significant difference in average years of experience. The average male respondent has 19 years of experience with The Florida Bar while the average female respondent has 9 years of experience (See Table 78 located on Page 72).

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

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

* About two-thirds (66%) of all respondents either operate a solo practice or work in small firms/legal offices consisting of five attorneys or less. Over three-quarters (77%) of all respondents either operate a solo practice or work in firms or legal offices consisting of ten attorneys or less.



2A. Comparison between 2000 thru 2008 Economics & Law Office Management Surveys – What is the total number of attorneys employed in your firm or legal work place?

<u>Category</u>	<u>2000 Survey Percent</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>
One attorney	32	32	32	32	32
2 to 5 attorneys	34	33	34	34	34
6 to 10 attorneys	12	11	12	12	11
11 to 25 attorneys	9	11	11	10	11
Over 25 attorneys	13	13	11	12	12

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

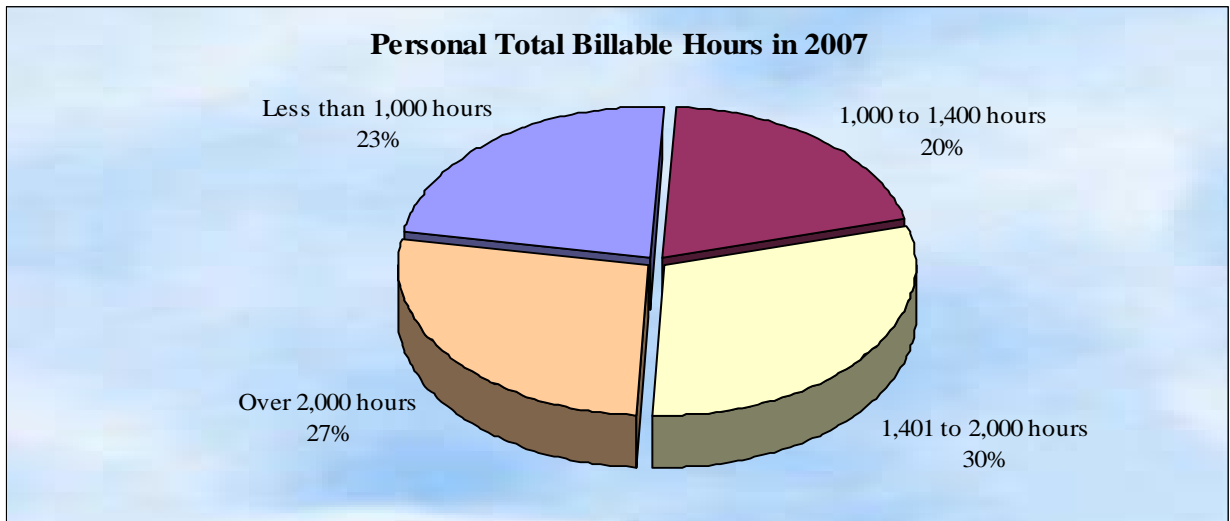
3. What were your personal total billable hours in 2007?

<u>Billable Hours</u>	<u>Percent</u>
Less than 1,000 hours	17
1,000 to 1,200 hours	7
1,201 to 1,400 hours	7
1,401 to 1,600 hours	6
1,601 to 1,800 hours	8
1,801 to 2,000 hours	8
2,001 to 2,200 hours	14
More than 2,200 hours	5
Does not apply to my position	28

3A. What were your personal total billable hours in 2007? (ONLY INCLUDES THOSE RESPONDENTS WHO REPORT KEEPING PERSONAL BILLABLE HOURS)

<u>Billable Hours</u>	<u>Percent</u>
Less than 1,000 hours	23
1,000 to 1,200 hours	10
1,201 to 1,400 hours	10
1,401 to 1,600 hours	8
1,601 to 1,800 hours	11
1,801 to 2,000 hours	11
2,001 to 2,200 hours	20
More than 2,200 hours	7

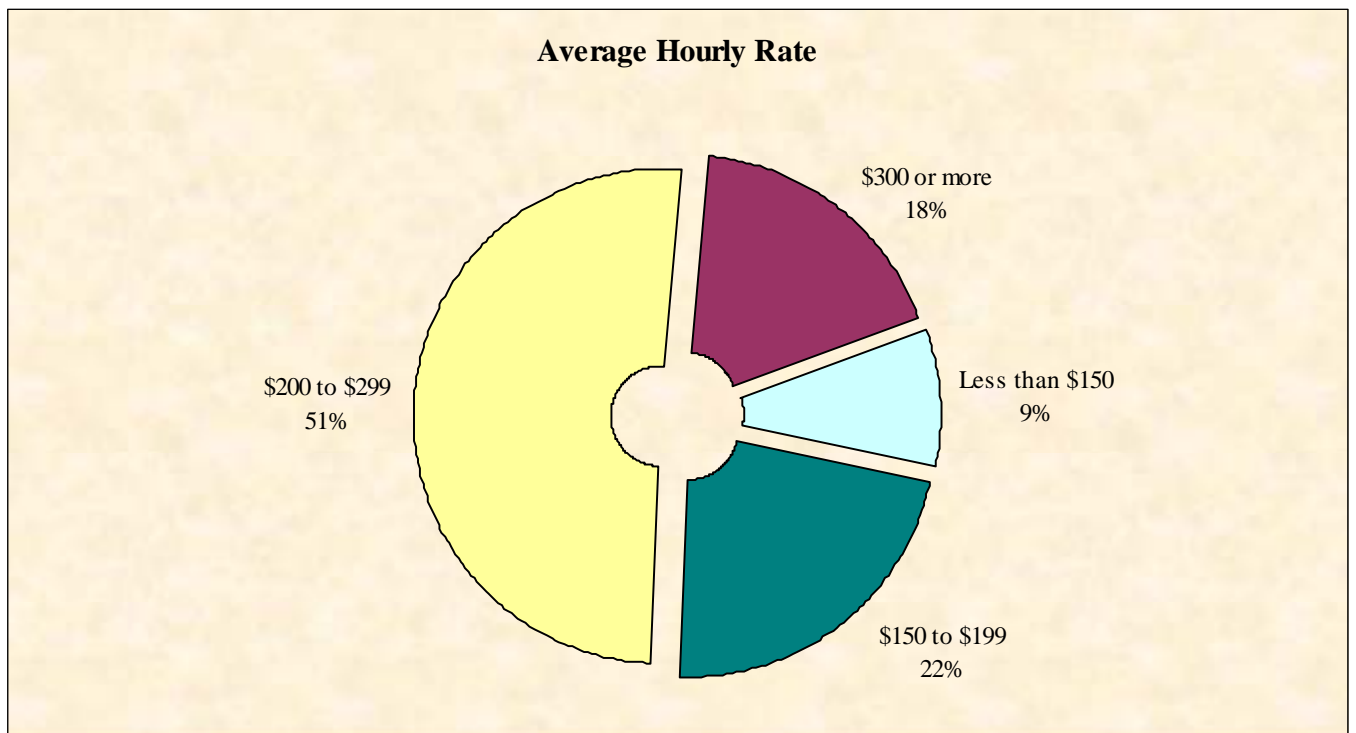
* Over one-quarter (28%) of all respondents do not maintain personal billable hours. When considering only those respondents who do maintain personal billable hours, nearly half (49%) report having over 1,600 billable hours in 2007. Nearly two-fifths (38%) report having over 1,800 billable hours in 2007, while just over one-quarter (27%) report having over 2,000 hours.



4. What is your average or standard hourly rate?

<u>Hourly Rate</u>	<u>Percent</u>
Less than \$100	5
\$100 to \$124	2
\$125 to \$149	2
\$150 to \$174	11
\$175 to \$199	11
\$200 to \$224	12
\$225 to \$249	19
\$250 to \$274	10
\$275 to \$299	10
\$300 to \$324	7
\$325 to \$349	4
\$350 or more	7

* A large majority (91%) of all respondents list their hourly rate at \$150 or more. Over two-thirds (69%) of all respondents list their hourly rate at \$200 or more, while 38% list their hourly rate as \$250 or more.



4A. Comparison between 2000 thru 2008 Economics & Law Office Management Surveys – What is your average or standard hourly rate?

<u>Hourly Rate</u>	<u>2000 Survey Percent</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>
Less than \$100	11	8	6	6	5
\$100 to \$149	22	18	16	11	4
\$150 to \$199	40	33	28	23	22
\$200 or more	27	42	50	60	69

* There is a significant increase since 2000 in the percentage of attorneys who charge \$200 or more per hour (2000 – 27%; 2002 – 42%; 2004 – 50%; 2006 – 60%; 2008– 69%).

4B. What is your average or standard hourly rate? – BY REGION OF FLORIDA

<u>Hourly Rate</u>	<u>North Region Percent</u>	<u>Cent/SW Region Percent</u>	<u>Southeast Region Percent</u>
Less than \$100	7	5	4
\$100 to \$149	7	4	3
\$150 to \$199	36	25	18
\$200 or more	50	66	75

* The Southeast region of Florida (75%) contains the highest percentage of respondents who charge an hourly rate of \$200 or more. The North region (50%) contains the highest percentage 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 80.

5. Does your firm or legal office employ legal assistants/paralegals?

<u>Category</u>	<u>Percent</u>
Yes	63
No	37

* Nearly two-thirds (63%) of all respondents work in firms or legal offices that employ legal assistants/paralegals.



5A. Comparison between 2000 thru 2008 Economics & Law Office Management Surveys – Does your firm or legal office employ legal assistants/paralegals?

<u>Category</u>	<u>2000 Survey Percent</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>
Yes	60	63	65	66	63
No	40	37	35	34	37

6. Are any types of standards or certifications required for paralegals or legal assistants?

<u>Category</u>	<u>Percent</u>
Yes	16
No	63
Don't Know	21

* Less than one-fifth (16%) of all respondents who work in firms or legal offices that employ paralegals report that their offices require certain standards for paralegals or some type of paralegal certification.

6A. Please describe the types of standards or certifications your office requires for paralegals or legal assistants.

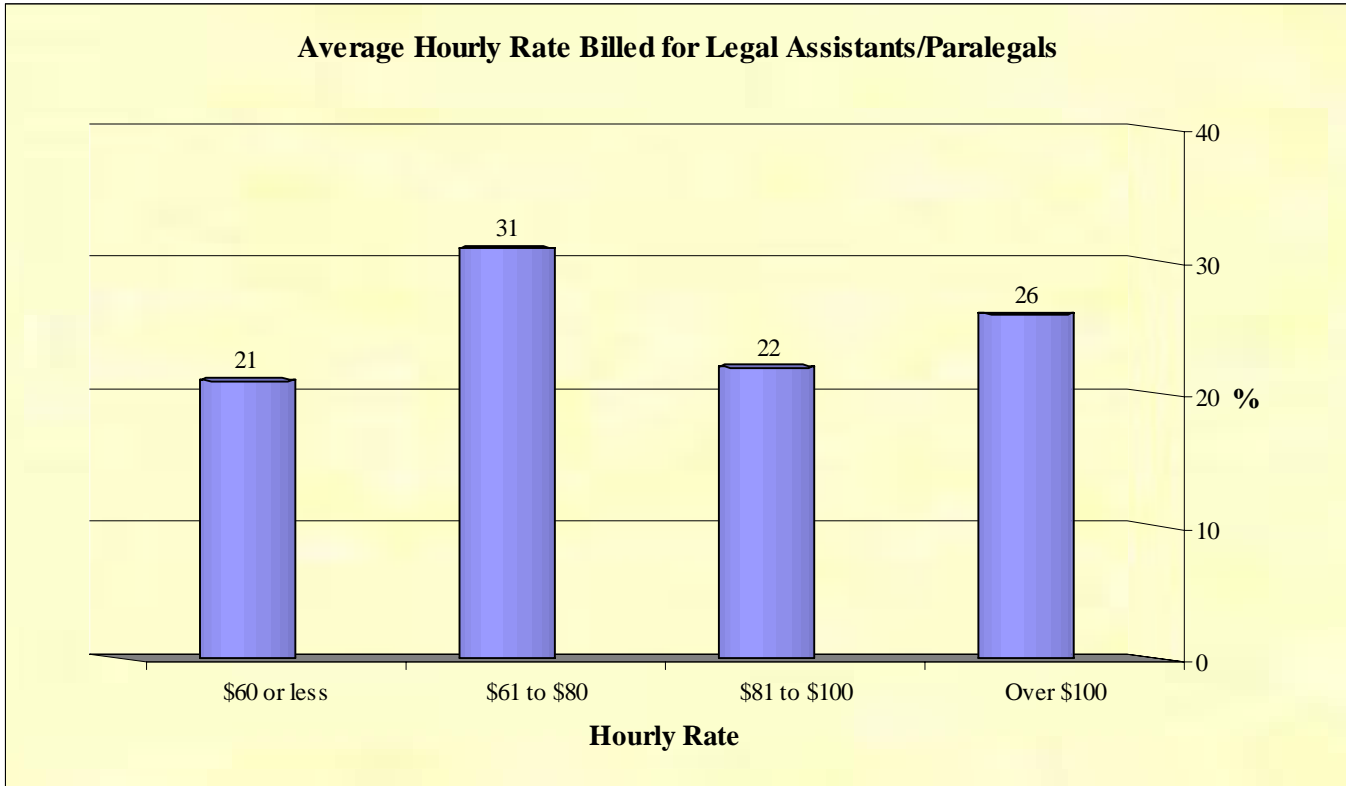
A total of 37 respondents listed a type of standard or certification that their firm or legal office requires for paralegals or legal assistants. Each standard or certification was reviewed and categorized. The table below lists the four most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Certificate/degree	15
Prior experience	6
Education/CLE	3
Writing/computer skills	3

7. What is the average or standard hourly rate billed for legal work performed by legal assistants/paralegals?

<u>Hourly Rate</u>	<u>Percent</u>
\$40 or less	11
\$41 to \$60	10
\$61 to \$80	31
\$81 to \$100	22
\$101 to \$120	11
More than \$120	15

* Just fewer than one-half (48%) 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. Over three-quarters (79%) of all respondents report that the hourly rate is over \$60.



7A. Comparison between 2000 thru 2008 Economics & Law Office Management Surveys – What is the average or standard hourly rate billed for legal work performed by legal assistants/paralegals?

<u>Hourly Rate</u>	<u>2000 Survey Percent</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>
\$40 or less	27	21	17	9	11
\$41 to \$60	24	17	12	11	10
\$61 to \$80	32	35	29	31	31
\$80 or more	17	27	42	49	48

* There was a significant increase between the 2000 and 2006 surveys 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; 49% in 2006). There is no significant change between the 2006 and 2008 surveys.

8. How many billable hours did legal assistants/paralegals average in your firm or legal office in 2007?

<u>Billable Hours</u>	<u>Percent</u>
500 or less hours	46
501 to 750 hours	6
751 to 1,000 hours	9
1,001 to 1,250 hours	16
1,251 to 1,500 hours	13
More than 1,500 hours	10

* Nearly half (46%) of all respondents report that legal assistants/paralegals in their firm or legal office averaged 500 billable hours or less in 2007. Almost one-quarter (23%) of all respondents report that legal assistants/paralegals averaged over 1,250 billable hours in 2007.

8A. Comparison between 2006 and 2008 Economics & Law Office Management Surveys – How many billable hours did legal assistants/paralegals average in your firm or legal office last year?

<u>Category</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>
500 or less hours	40	46
501 to 750 hours	8	6
751 to 1,000 hours	9	9
1,001 to 1,250 hours	15	16
1,251 to 1,500 hours	13	13
More than 1,500 hours	15	10

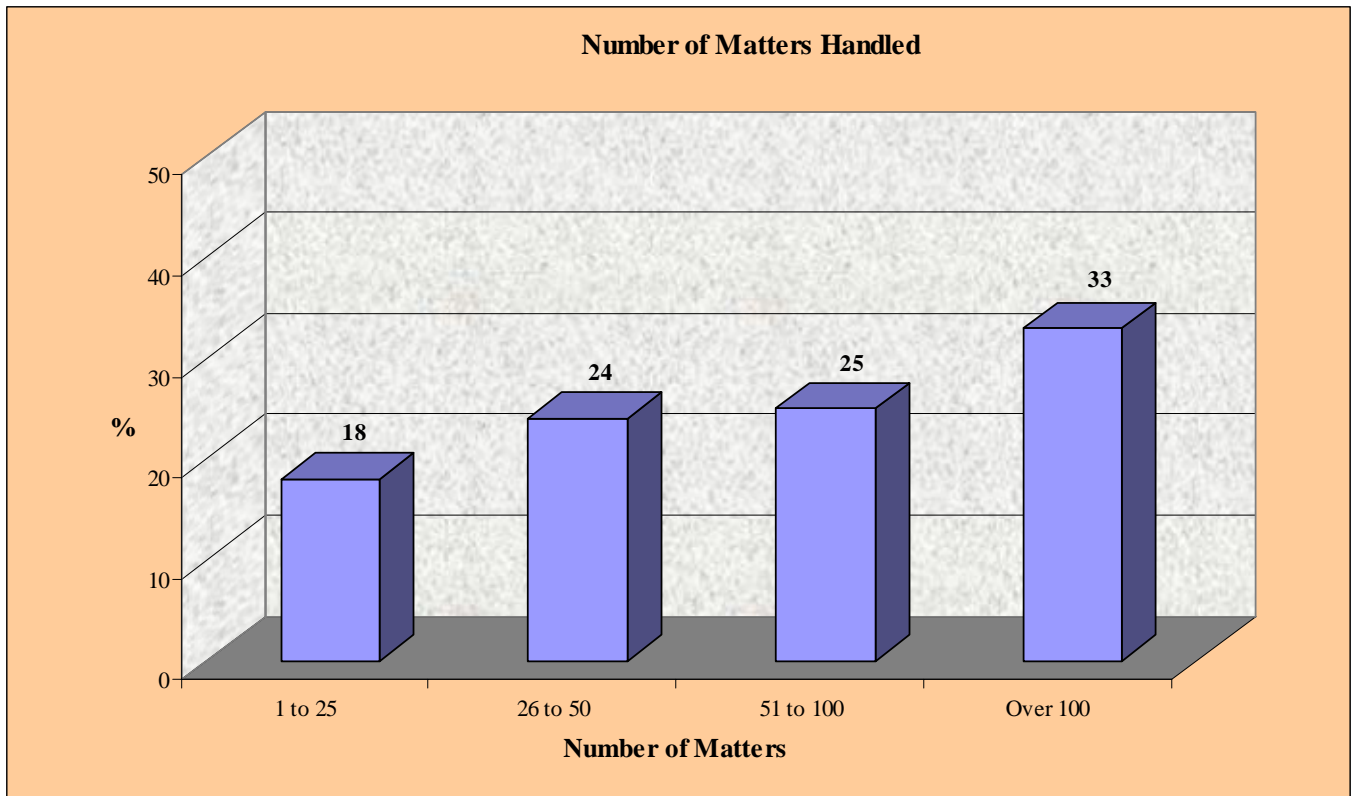
9. What is the primary method for billing that is used in your law firm or legal office? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Hourly rate	56
Fixed or flat fee	12
Contingency fee	8
Value based fee	8
Non-refundable retainer plus a combination of methods	8
A combination of methods	8
Volume discount	<1

**10. Overall, approximately how many total matters did you handle last year?
(ONLY INCLUDES APPLICABLE RESPONDENTS)**

<u>Category</u>	<u>Percent</u>
1 to 10 matters	4
11 to 25 matters	14
26 to 50 matters	24
51 to 75 matters	8
76 to 100 matters	17
101 to 200 matters	20
Over 200 matters	13

Median = 75 matters



**10A. Overall, approximately how many total matters did you handle last year? –
BY TYPE OF PRACTITIONER, GENDER & AGE GROUP**

<u>Type of Practitioner</u>	<u>Median # of Matters</u>
Government Practice Attorney	100
Partner/Shareholder	75
Sole Practitioner	75
Managing Partner	70
Associate	40
<u>Gender</u>	<u>Median # of Matters</u>
Male	75
Female	75
<u>Age Group</u>	<u>Median # of Matters</u>
35 or under	50
36 to 49	75
50 to 65	100
Over 65	50

**11. What percent of your cases are handled on a contingency fee basis?
(PRIVATE PRACTICE ATTORNEYS ONLY)**

<u>Category</u>	<u>Percent</u>
None	55
1 to 25%	28
26 to 50%	4
51 to 75%	3
Over 75%	10

* Almost half (45%) 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 one-quarter of the total number of cases they handle.

**11A. Comparison between 2000 thru 2008 Economics & Law Office Management Surveys –
What percent of your cases are handled on a contingency fee basis?
(PRIVATE PRACTICE ATTORNEYS ONLY)**

<u>Hours</u>	2000 Survey <u>Percent</u>	2002 Survey <u>Percent</u>	2004 Survey <u>Percent</u>	2006 Survey <u>Percent</u>	2008 Survey <u>Percent</u>
None	49	50	51	53	55
1 to 25%	31	32	30	29	28
26 to 50%	5	4	4	4	4
51 to 75%	3	3	4	4	3
Over 75%	12	11	11	10	10

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

<u>Category</u>	<u>Percent</u>
Less than 20%	10
20% to 29%	20
30% to 39%	63
40% to 49%	7
50% or more	<1

* Nearly two-thirds (63%) 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.

13. Do you keep time records?

<u>Category</u>	<u>Percent</u>
Always	52
Always, except in contingency or fixed fee cases	14
Sometimes	19
Never	15

* With an exception of contingency fee or fixed fee cases, approximately two thirds (66%) of all respondents always maintain time records. That percentage increases to 75% when only considering attorneys in private practice (see Table 13A).

13A. Do you keep time records? (PRIVATE PRACTICE ATTORNEYS ONLY)

<u>Category</u>	<u>Percent</u>
Always	57
Always, except in contingency or fixed fee cases	18
Sometimes	18
Never	7

13B. Comparison between 2004 thru 2008 Economics & Law Office Management Surveys – Do you keep time records? (PRIVATE PRACTICE ATTORNEYS ONLY)

<u>Category</u>	2004 Survey <u>Percent</u>	2006 Survey <u>Percent</u>	2008 Survey <u>Percent</u>
Always	56	56	57
Always, except in contingency or fixed fee cases	17	17	18
Sometimes	20	20	18
Never	7	7	7

14. How often does your firm or legal office use written fee agreements, retainer letters or fee contracts?

<u>Category</u>	<u>Percent</u>
Always	50
Usually	25
Seldom	13
Never	12

14A. Comparison between 2002 thru 2008 Economic and Law Office Management Surveys – How often does your firm or legal office use written fee agreements, retainer letters or fee contracts?

<u>Category</u>	2002 Survey <u>Percent</u>	2004 Survey <u>Percent</u>	2006 Survey <u>Percent</u>	2008 Survey <u>Percent</u>
Always	46	47	48	50
Usually	27	27	26	25
Seldom	15	16	15	13
Never	12	10	11	12

14B. How often does your firm or legal office use written fee agreements, retainer letters or fee contracts? (PRIVATE PRACTICE ATTORNEYS ONLY)

<u>Category</u>	<u>Percent</u>
Always	55
Usually	26
Seldom	13
Never	7

* Over half (55%) of all private practice respondents always use written fee agreements, retainer letters or fee contracts, while one-fifth (20%) seldom or never use them.

15. What do you regularly include in your billing statements to clients? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Itemized list of services performed	74
Itemized list of disbursements	64
Time spent by individual lawyers	64
Prior unpaid balance	62
Hourly rates of lawyers	59
Total time spent by lawyers	55
Narrative summary of activities and services	50
Legal assistant/paralegal charges	46
Remaining trust account balance	45

15A. What do you regularly include in your billing statements to clients? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY) (PRIVATE PRACTICE ATTORNEYS ONLY)

<u>Category</u>	<u>Percent</u>
Itemized list of services performed	83
Itemized list of disbursements	75
Time spent by individual lawyers	74
Prior unpaid balance	72
Hourly rates of lawyers	69
Total time spent by lawyers	65
Narrative summary of activities and services	61
Legal assistant/paralegal charges	52
Remaining trust account balance	52

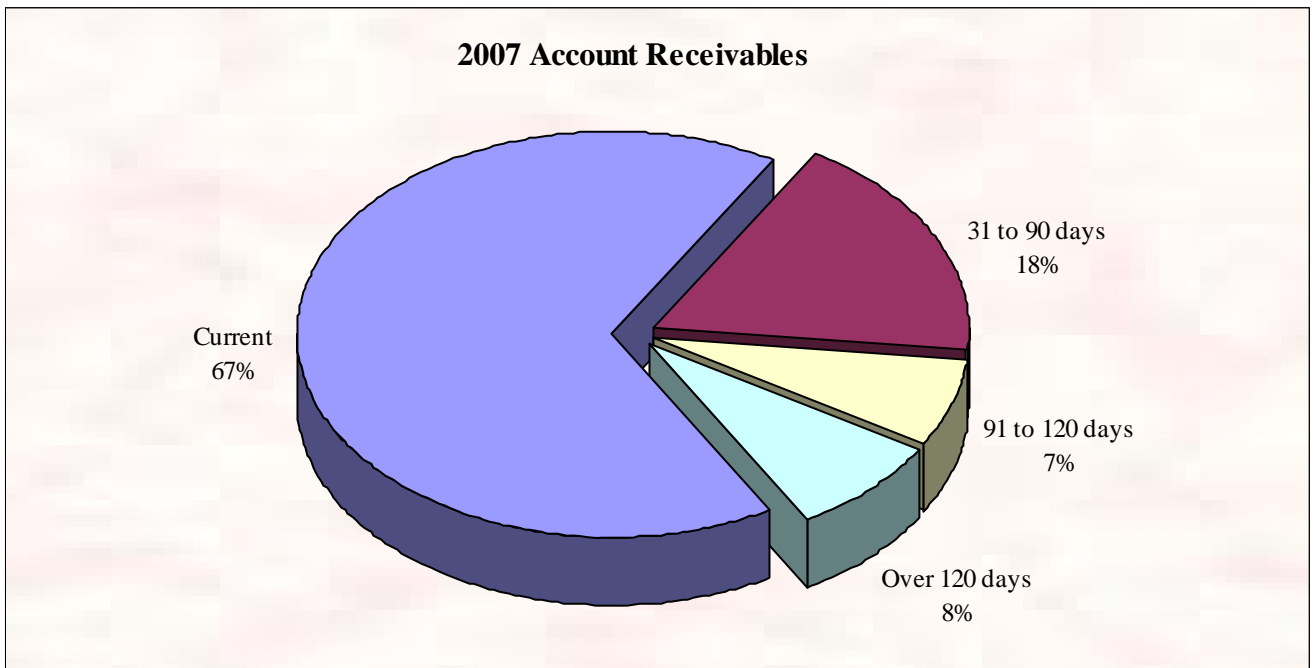
16. For 2007, please indicate your average monthly accounts receivable balance:

<u>Category</u>	<u>Percent</u>
\$5,000 or less	29
\$5,001 to \$10,000	13
\$10,001 to \$25,000	17
\$25,001 to \$50,000	19
\$50,001 to \$100,000	10
More than \$100,000	11

* Over two-fifths (42%) of all respondents had an average monthly accounts receivable balance of \$10,000 or less in 2007. Just over one-fifth (21%) had an average monthly accounts receivable balance of more than \$50,000.

17. Of your total fees billed for 2007, please indicate what percent of your account receivables were:

<u>Category</u>	<u>Percent</u>
Current	67
31 to 90 days	18
91 to 120 days	7
Over 120 days	8



17A. Comparison between 2000 thru 2008 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>	2000 Survey <u>Percent</u>	2002 Survey <u>Percent</u>	2004 Survey <u>Percent</u>	2006 Survey <u>Percent</u>	2008 Survey <u>Percent</u>
Current	63	64	66	67	67
31 to 90 days	23	23	20	19	18
Over 90 days	14	13	14	14	15

18. Which best describes your employment status?

<u>Status</u>	<u>Percent</u>
Full-time	91
Part-time	8
Unemployed	1
Retired	<1

* The majority of respondents (91%) are employed in full-time positions.

18A. Comparison between 2000 thru 2008 Economics & Law Office Management Surveys – Which best describes your employment status?

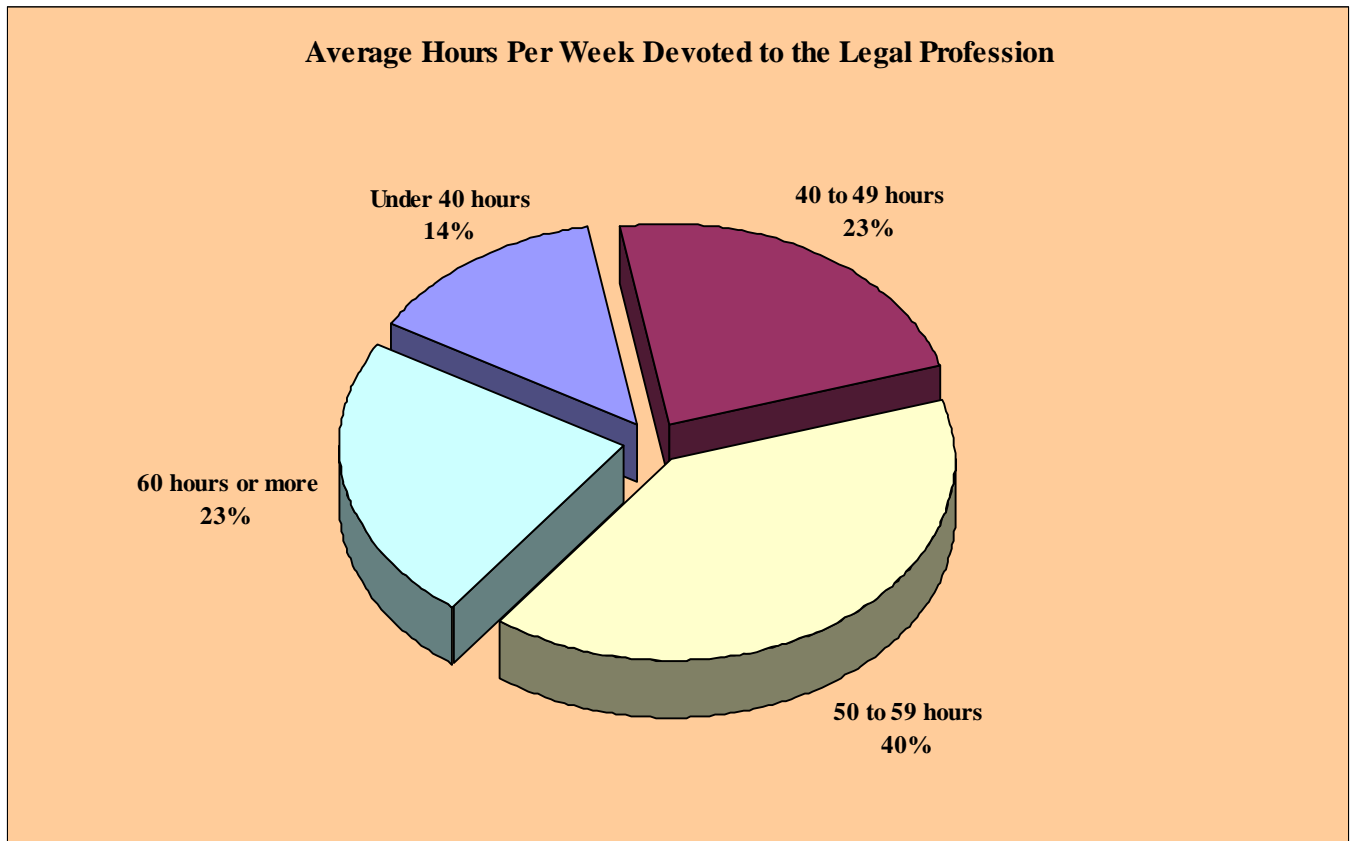
<u>Category</u>	2000 Survey <u>Percent</u>	2002 Survey <u>Percent</u>	2004 Survey <u>Percent</u>	2006 Survey <u>Percent</u>	2008 Survey <u>Percent</u>
Full-time	94	95	93	94	91
Part-time	5	5	5	5	8
Unemployed	<1	<1	<1	<1	1
Retired	<1	<1	<1	<1	<1

19. On the average, how many hours per week did you devote to the legal profession in 2007?

<u>Category</u>	<u>Percent</u>
Under 20 hours	3
20 to 29 hours	4
30 to 39 hours	7
40 to 49 hours	23
50 to 59 hours	40
60 hours or more	23

Mean = 51 hours
Median = 50 hours
Mode = 50 hours
Range = 5 to 100 hours

* Nearly two-thirds (63%) of all respondents work at least 50 hours per week. Just under one-quarter (23%) of all respondents work 60 hours or more per week.



**19A. Comparison between 2002 thru 2008 Economics & Law Office Management Surveys:
On the average, how many hours per week did you devote to the legal profession last year?
– BY LEGAL OCCUPATION/CLASSIFICATION**

<u>Classification</u>	2002 Survey Average Hours	2004 Survey Average Hours	2006 Survey Average Hours	2008 Survey Average Hours
Practitioner with one or more associates	53	55	55	55
Managing partner	52	53	55	55
Associate	55	55	55	50
Corporate counsel	50	50	50	50
Partner/shareholder	55	53	51	50
State government attorney	45	45	46	47
Sole practitioner	45	45	46	45

* Practitioners with one or more associates (55 hours), and managing partners (55 hours) report working the most hours in an average week. Sole practitioners (45 hours) report working the least hours in an average week.

**19B. Comparison between 2000 thru 2008 Economics & Law Office Management Surveys –
On the average, how many hours per week did you devote to the legal profession last year?
– BY GENDER AND REGION OF FLORIDA**

<u>Gender</u>	2000 Average Hours	2002 Average Hours	2004 Average Hours	2006 Average Hours	2008 Average Hours
Male	51	51	51	50	50
Female	50	49	49	50	50

<u>Region</u>	2000 Average Hours	2002 Average Hours	2004 Average Hours	2006 Average Hours	2008 Average Hours
Southeast	52	51	50	50	51
Central/Southwest	51	50	50	50	50
North	50	50	50	50	50

* For a complete listing of counties within regions, see Appendix A located on Page 80.

**19C. On the average, how many hours per week did you devote to the legal profession in 2007?
– BY AGE GROUP**

<u>Age Group</u>	<u>Average Hours</u>
35 years of age or under	52
36 to 49 years of age	51
50 to 65 years of age	47
Over 65 years of age	38

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

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

<u>Category</u>	<u>Average Hours</u>
Billable work	29
Office administration	7
Keeping current on non-billable law	5
Client development or marketing	4
Other legal matters	4
Non-billable bar association activities	1
Average Weekly Hours	50

20A. Comparison between 2002 thru 2008 Economics & Law Office Management Surveys – Of that amount, how many hours per week did you spend engaging in the following activities?

<u>Category</u>	<u>2002 Average Hours</u>	<u>2004 Average Hours</u>	<u>2006 Average Hours</u>	<u>2008 Average Hours</u>
Billable work	30	30	30	29
Office administration	6	6	7	7
Keeping current on non-billable law	3	4	3	5
Client development or marketing	3	3	4	4
Other legal matters	8	6	5	4
Non-billable bar association activities	<1	1	1	1
Average Weekly Hours	50	50	50	50

* There has been very little change over the years in the average hours per week spent on specific activities.

21. Based upon your law firm's gross receipts last year, what percentage do the following categories attain?

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

21A. Comparison between 2000 thru 2008 Economics & Law Office Management Surveys – Based upon your law firm's gross receipts last year, what percentage do the following categories attain?

<u>Category</u>	<u>2000 Survey Percent</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>
Lawyer compensation	51	50	50	50	50
Support staff salaries	19	20	20	20	20
All other expenses	30	30	30	30	30

* There is virtually no change since 2000 in the percentages of lawyer compensation, support staff salaries and other expenses based upon the gross receipts of law firms/legal offices.

22. 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.)

<u>Costs</u>	<u>Percent</u>
Less than \$1,000	55
\$1,000 to \$2,000	13
\$2,001 to \$4,000	11
\$4,001 to \$6,000	7
\$6,001 to \$8,000	1
Over \$8,000	13

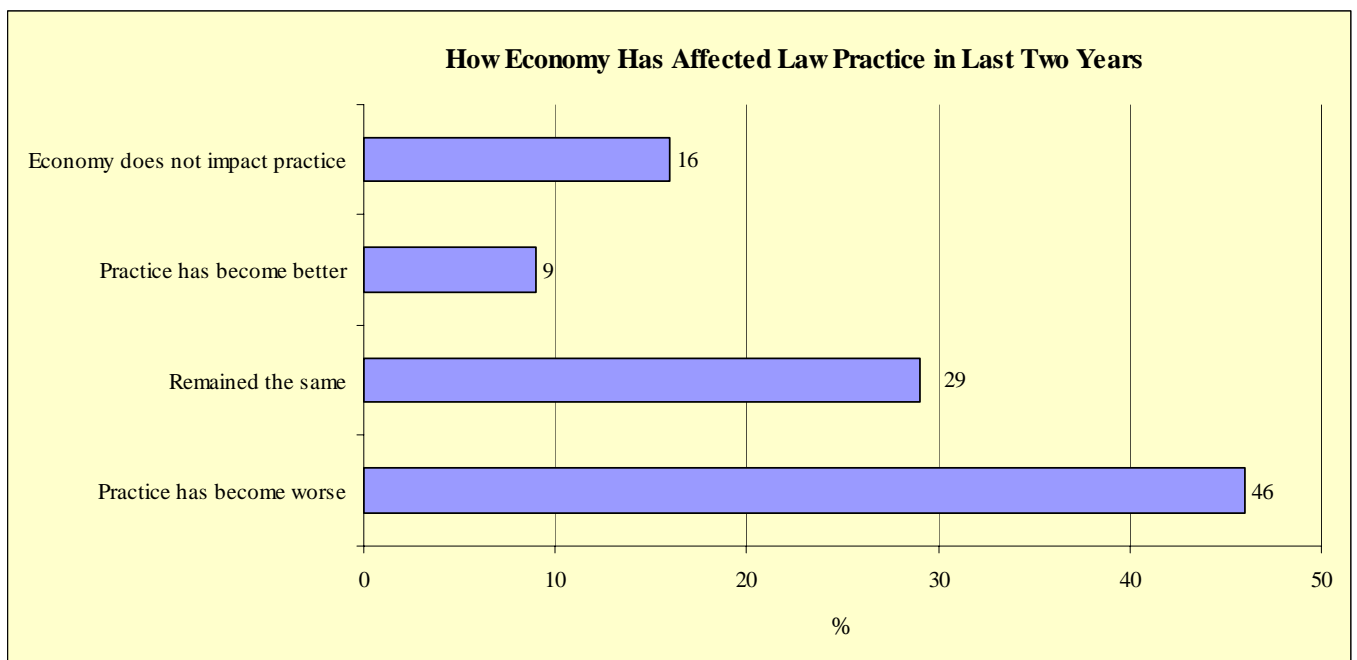
22A. Comparison between 2004 thru 2008 Economics & Law Office Management Surveys – Excluding personal injury cases, on average, what is your aggregate total outstanding advanced costs expanded on behalf of clients?

<u>Category</u>	<u>2004 Survey Percent</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>
Less than \$1,000	59	56	55
\$1,000 to \$2,000	12	11	13
\$2,001 to \$4,000	8	10	11
\$4,001 to \$6,000	5	6	7
\$6,001 to \$8,000	3	2	1
Over \$8,000	13	15	13

23. During the past two years, how has the economy affected your law practice?

<u>Category</u>	<u>Percent</u>
My practice has become worse	46
It has remained the same	29
My practice has become better	9
The economy does not impact my practice	16

* Almost half (46%) of all respondents report that their practice has worsened due to the economy, while 9% report that their practice has become better.



23A. During the past two years, how has the economy affected your law practice? – BY AGE GROUP, REGION AND GENDER

AGE GROUP

<u>Category</u>	35 or under yrs of age <u>Percent</u>	36 to 49 yrs of age <u>Percent</u>	50 to 65 yrs of age <u>Percent</u>	Over 65 yrs of age <u>Percent</u>
Practice has become better	7	13	10	0
Practice has become worse	44	44	48	63
Practice has remained the same	25	27	31	31
Economy does not impact practice	24	16	11	6

REGION

<u>Category</u>	North Region <u>Percent</u>	Central/SW Region <u>Percent</u>	Southeast Region <u>Percent</u>
Practice has become better	7	8	13
Practice has become worse	40	52	44
Practice has remained the same	31	27	29
Economy does not impact practice	22	13	14

GENDER

<u>Category</u>	Male <u>Percent</u>	Female <u>Percent</u>
Practice has become better	10	8
Practice has become worse	46	45
Practice has remained the same	33	21
Economy does not impact practice	11	26

24. In the next two years, how do you expect the economy will impact your practice?

<u>Category</u>	<u>Percent</u>
I believe I will have decreased business/profitability	43
I believe I will remain the same	30
I believe I will have increased business/profitability	12
The economy does not impact my practice	15

* Over two-fifths (43%) of all respondents expect to have decreased business/profitability in the next two years due to the economy, compared to 12% of all respondents who believe they will have increased business/profitability.

**24A. In the next two years, how do you expect the economy will impact your practice?
 – BY AGE GROUP, REGION AND GENDER**

<u>Category</u>	<u>AGE GROUP</u>			
	35 or under yrs of age <u>Percent</u>	36 to 49 yrs of age <u>Percent</u>	50 to 65 yrs of age <u>Percent</u>	Over 65 yrs of age <u>Percent</u>
Will have decreased business/profitability	40	40	46	44
Will have increased business/profitability	20	14	12	0
Practice will remain the same	22	29	31	50
Economy does not impact practice	18	17	11	6

<u>Category</u>	<u>REGION</u>		
	North Region <u>Percent</u>	Central/SW Region <u>Percent</u>	Southeast Region <u>Percent</u>
Will have decreased business/profitability	40	48	38
Will have increased business/profitability	8	10	16
Practice will remain the same	26	27	34
Economy does not impact practice	26	15	12

<u>Category</u>	<u>GENDER</u>	
	Male <u>Percent</u>	Female <u>Percent</u>
Will have decreased business/profitability	43	40
Will have increased business/profitability	12	14
Practice has remained the same	34	22
Economy does not impact practice	11	24

25. Please indicate the level of impact that each of the following factors currently has on your ability to successfully practice law?

<u>Category</u>	<u>Major Impact Percent</u>	<u>Minor Impact Percent</u>	<u>No Impact Percent</u>
Client expectations	57	25	18
Economy	51	37	12
Work/Life Balance	48	36	16
Quality of the judiciary	39	38	23
Technology	37	49	14
Increased competition	36	38	26
Court operations	34	41	25
Image of Lawyers	29	44	27
Professionalism	29	36	35
Increased specialization	17	37	46
Tort reform	16	29	55
Pro se litigants	14	32	54
Unauthorized Practice of Law	13	26	61
Increase in ADR	8	33	59

- * Over half of all respondents report that client expectations (57%) and the economy (51%) are factors that are currently having a major impact on their ability to successfully practice law. Almost half (48%) of all respondents also report that work/life balance is having a major impact on their ability to successfully practice law.
- * Over half of all respondents report that the unauthorized practice of law (61%), an increase in alternative dispute resolution (59%) and pro se litigation (54%) are factors that are currently having no impact on their ability to successfully practice law.

26. Average attorney annual salary by years of experience

ATTORNEYS

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$61,731	\$55,000	\$50,000
Recent law school graduates with experience (internship, clerkship)	\$64,001	\$57,500	\$50,000
Current employees with less than 3 years experience	\$71,022	\$65,000	\$60,000
Current employees with 3 to 5 years experience	\$81,939	\$75,000	\$75,000
Current employees with 6 to 8 years experience	\$100,641	\$95,000	\$90,000
Current employees with more than 8 years experience	\$117,502	\$110,000	\$100,000
Partner, shareholder, or member	\$154,918	\$130,000	\$125,000

* 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.

26A. Average attorney annual salary by years of experience – North Region

ATTORNEYS

North Region

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$51,508	\$50,000	\$50,000
Recent law school graduates with experience (internship, clerkship)	\$54,308	\$52,500	\$50,000
Current employees with less than 3 years experience	\$60,857	\$60,000	\$60,000
Current employees with 3 to 5 years experience	\$70,748	\$67,500	\$70,000
Current employees with 6 to 8 years experience	\$89,680	\$90,000	\$90,000
Current employees with more than 8 years experience	\$101,936	\$100,000	\$100,000
Partner, shareholder, or member	\$122,918	\$120,000	\$125,000

* 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 80.

26B. Average attorney annual salary by years of experience – Central/SW Region

ATTORNEYS

Central/Southwest Region

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$59,685	\$55,000	\$50,000
Recent law school graduates with experience (internship, clerkship)	\$61,280	\$55,000	\$50,000
Current employees with less than 3 years experience	\$63,533	\$60,000	\$60,000
Current employees with 3 to 5 years experience	\$75,523	\$75,000	\$75,000
Current employees with 6 to 8 years experience	\$90,779	\$90,000	\$90,000
Current employees with more than 8 years experience	\$114,642	\$100,000	\$100,000
Partner, shareholder, or member	\$141,161	\$120,000	\$125,000

* 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 80.

26C. Average attorney annual salary by years of experience – Southeast Region

ATTORNEYS

Southeast Region

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$64,319	\$57,500	\$55,000
Recent law school graduates with experience (internship, clerkship)	\$69,067	\$60,000	\$60,000
Current employees with less than 3 years experience	\$79,150	\$70,000	\$70,000
Current employees with 3 to 5 years experience	\$91,522	\$85,000	\$75,000
Current employees with 6 to 8 years experience	\$110,879	\$100,000	\$100,000
Current employees with more than 8 years experience	\$126,263	\$120,000	\$125,000
Partner, shareholder, or member	\$183,926	\$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 80.

26D. Comparison between 2002 thru 2008 Economics & Law Office Management Surveys – Average attorney annual salary by years of experience

ATTORNEYS				
<u>Attorneys</u>	<u>2002 Survey Median</u>	<u>2004 Survey Median</u>	<u>2006 Survey Median</u>	<u>2008 Survey Median</u>
Recent law school graduates with no experience	\$40,000	\$45,000	\$50,000	\$50,000
Current employees with less than 3 years experience	\$50,000	\$55,000	\$65,000	\$65,000
Current employees with 3 to 5 years experience	\$55,000	\$70,000	\$75,000	\$75,000
Current employees with 6 to 8 years experience	\$71,000	\$80,000	\$90,000	\$90,000
Current employees with more than 8 years of experience	\$90,000	\$100,000	\$110,000	\$110,000
Partner, shareholder, or member	\$125,000	\$135,000	\$145,000	\$125,000

26E. 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	\$34,210	\$30,000	\$30,000
Current employees with less than 5 years experience	\$37,744	\$35,000	\$35,000
Current employees with 5 to 10 years experience	\$44,724	\$42,000	\$40,000
Current employees with more than 10 years experience	\$48,077	\$46,000	\$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.

26F. 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	\$29,078	\$25,000	\$20,000
Current employees with less than 5 years experience	\$35,106	\$31,750	\$30,000
Current employees with 5 to 10 years experience	\$39,955	\$40,000	\$40,000
Current employees with more than 10 years experience	\$45,371	\$41,500	\$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 80.

26G. 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	\$33,347	\$30,000	\$30,000
Current employees with less than 5 years experience	\$35,787	\$35,000	\$35,000
Current employees with 5 to 10 years experience	\$42,563	\$40,000	\$40,000
Current employees with more than 10 years experience	\$46,957	\$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 80.

26H. 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	\$35,190	\$35,000	\$30,000
Current employees with less than 5 years experience	\$41,024	\$40,000	\$40,000
Current employees with 5 to 10 years experience	\$48,574	\$47,500	\$50,000
Current employees with more than 10 years experience	\$49,562	\$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 80.

26I. Comparison between 2002 thru 2008 Economics & Law Office Management Surveys – Average paralegal annual salary by years of experience

PARALEGALS				
<u>Paralegals</u>	<u>2002 Survey Median</u>	<u>2004 Survey Median</u>	<u>2006 Survey Median</u>	<u>2008 Survey Median</u>
New hires without experience	\$25,000	\$26,000	\$30,000	\$30,000
Current employees with less than 5 years experience	\$28,000	\$30,000	\$35,000	\$35,000
Current employees with 5 to 10 years experience	\$32,500	\$35,000	\$42,500	\$42,000
Current employees with more than 10 years experience	\$35,000	\$40,000	\$47,000	\$46,000

26J. 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	\$28,633	\$28,000	\$30,000
Current employees with less than 5 years experience	\$32,154	\$32,000	\$35,000
Current employees with 5 to 10 years experience	\$38,228	\$38,500	\$40,000
Current employees with more than 10 years experience	\$42,820	\$41,000	\$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.

26K. 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	\$26,678	\$25,000	\$25,000
Current employees with less than 5 years experience	\$31,109	\$30,000	\$30,000
Current employees with 5 to 10 years experience	\$35,050	\$35,000	\$35,000
Current employees with more than 10 years experience	\$38,831	\$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 80.

26L. 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	\$26,627	\$26,000	\$25,000
Current employees with less than 5 years experience	\$29,498	\$30,000	\$30,000
Current employees with 5 to 10 years experience	\$37,194	\$37,000	\$40,000
Current employees with more than 10 years experience	\$42,317	\$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 80.

26M. 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	\$30,598	\$29,000	\$30,000
Current employees with less than 5 years experience	\$35,438	\$35,000	\$35,000
Current employees with 5 to 10 years experience	\$41,644	\$40,000	\$40,000
Current employees with more than 10 years experience	\$44,209	\$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 80.

26N. Comparison between 2002 thru 2008 Economics & Law Office Management Surveys – Average legal secretary annual salary by years of experience

LEGAL SECRETARIES

<u>Legal Secretaries</u>	<u>2002 Survey Median</u>	<u>2004 Survey Median</u>	<u>2006 Survey Median</u>	<u>2008 Survey Median</u>
New hires without experience	\$25,000	\$25,000	\$27,000	\$28,000
Current employees with less than 5 years experience	\$28,000	\$28,000	\$32,000	\$32,000
Current employees with 5 to 10 years experience	\$33,000	\$35,000	\$38,000	\$38,500
Current employees with more than 10 years experience	\$38,000	\$39,500	\$42,000	\$41,000

27. Average annual salary for other positions within firm or legal office.

<u>Other Personnel</u>	<u>Median</u>	
Full time office manager/legal administrator (full-time)	\$60,000	(n = 65)
Bookkeeper or Controller (full-time)	\$40,000	(n = 40)
Secretary/office manager	\$40,000	(n = 25)
Law clerk	\$25,000	(n = 29)
Bookkeeper (part-time)	\$20,000	(n = 38)

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

SECTION II: LAW OFFICE MANAGEMENT

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

<u>Category</u>	<u>Percent</u>
None	49
One week's salary	6
Two or more weeks salary	11
Percentage of annual salary	15
Other	19

- * Almost half (49%) of all respondents report that attorneys in their firm or legal office do not receive a bonus. For those firms that do offer bonuses to attorneys, the most frequently mentioned bonus is a percentage of the annual salary, while "one week's salary" is most frequently mentioned for support staff (see Table 29). The most frequently mentioned responses under the 'Other' category are "based on productivity", "based on meeting goals", "based on profit", and "discretionary".

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

<u>Category</u>	<u>Percent</u>
None	30
One week's salary	23
Two or more weeks salary	20
Percentage of annual salary	12
Other	15

- * Over two-thirds (70%) of all respondents report that support staff in their firm or legal office receive some type of bonus. The most frequently mentioned responses under the 'Other' category are "based on performance" and "discretionary".

30A. Please indicate your firm or legal office's annual performance/merit salary increase in 2007 for ATTORNEYS.

<u>Category</u>	<u>Percent</u>
None	48
1% to 2%	2
3% to 4%	12
5% to 6%	19
7% to 8%	5
9% to 10%	7
Over 10%	7

30B. Please indicate your firm or legal office's annual performance/merit salary increase in 2007 for SUPPORT STAFF.

<u>Category</u>	<u>Percent</u>
None	27
1% to 2%	5
3% to 4%	22
5% to 6%	24
7% to 8%	5
9% to 10%	14
Over 10%	3

31. How many desktop computers are in use in your firm or legal office?

<u>Category</u>	<u>Percent</u>
1 computer	8
2 to 5 computers	42
6 to 10 computers	12
11 to 20 computers	11
21 to 50 computers	13
51 to 100 computers	5
More than 100 computers	9

32. How many years does your firm or legal office target between desktop replacements?

<u>Category</u>	<u>Percent</u>
Replaced on an annual basis	<1
2 years	7
3 years	22
4 years	22
5 or more years	15
When they quit working	33

33. Do lawyers in your firm or legal office use laptops while out of the office?

<u>Category</u>	<u>Percent</u>
Yes	70
No	30

33A. If yes, does your firm or legal office provide and maintain these laptops?

<u>Category</u>	<u>Percent</u>
Yes	78
No	22

33B. Firm or legal office provides and maintains laptops – BY TYPE OF PRACTICE

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Position Percent</u>
Yes	78	75	88

34. Please indicate whether your firm or legal office provides attorneys with any of the following PDA's:

<u>Category</u>	<u>Percent</u>
Blackberry	22
Palm Pilot	9
Other Personal Digital Assistant (PDA)	11
Firm/legal office does not provide PDA's	58

* Over two-fifths (42%) of respondents report that their firm or legal office provides attorneys with either a Blackberry, Palm Pilot or some other type of personal digital assistant.

35. Please indicate whether your firm or legal office provides and pays for cellular phones for attorneys.

<u>Category</u>	<u>Percent</u>
Yes	62
No	26
Does not apply	12

* Over three-fifths (62%) of respondents report that their firm or legal office provides and pays for cellular phones for attorneys.

36. Does your firm or legal office routinely scan and store incoming documents?

<u>Category</u>	<u>Percent</u>
Yes	47
No	53

* Nearly half (47%) of all firms or legal offices routinely scan and store incoming documents.

37. How many scanners are in use in your firm or legal office? (INCLUDES ONLY RESPONDENTS WHO REPORT THAT THEIR FIRM OR LEGAL OFFICE ROUTINELY SCANS AND STORES INCOMING DOCUMENTS)

<u>Category</u>	<u>Percent</u>
One scanner	44
2 to 5 scanners	46
6 to 10 scanners	6
More than 10 scanners	4

38. What kind of scanners does your firm or office currently use? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY) (INCLUDES ONLY RESPONDENTS WHO REPORT THAT THEIR FIRM OR LEGAL OFFICE ROUTINELY SCANS AND STORES INCOMING DOCUMENTS)

<u>Category</u>	<u>Percent</u>
Large walk-up combination copier/scanner	58
Individual desktop scanners	46
Other	8

39. My firm or legal office checks for conflicts using: (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Manual system (e.g. card file)	31
We ask other lawyers in the office	30
Time and billing/accounting software (e.g. TABS, Timeslips, Quickbooks)	26
Practice management software (e.g. Amicus Attorney, Client Profiles)	21

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

<u>Category</u>	<u>Percent</u>
External hard drive	37
Tape backup	27
CD/DVD Drive	27
Flash/Thumb/USB drive	19
Internet provider	16
Zip drive	10
Firm does not have a backup system	3

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

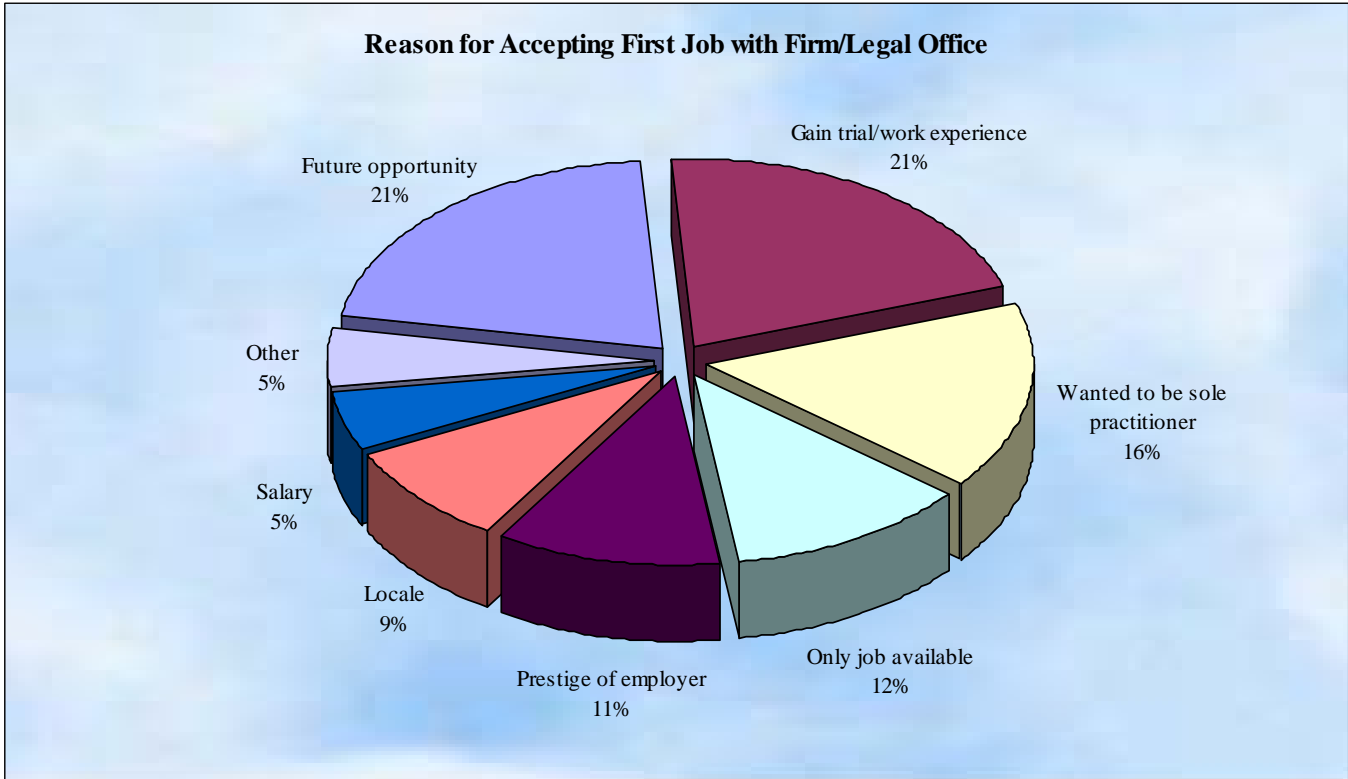
<u>Category</u>	<u>Percent</u>
Outsourcing to a company or person under contract	39
In-house personnel	34
Vendors	16
Other	11

* The most frequently mentioned responses under the ‘Other’ category are "friend/family member" and "outside expert".

42. When you took your first job with a firm or legal office, what was the primary reason for accepting that position?

<u>Reason</u>	<u>Percent</u>
Future opportunity	21
Gaining trial or work experience	21
Wanted to be a sole practitioner	16
Only job available	12
Prestige of employer	11
Locale	9
Salary	5
Other	5

* Just over one-fifth of all respondents either cite “future opportunity” (21%) or “gaining trial or work experience” (21%) as their primary reason for accepting their first job with a law firm or legal office. The most frequently mentioned reasons provided under the ‘Other’ category are “wanted to work in government practice" and nature of work".



42A. Primary reason for accepting first job with a law firm or legal office – BY GENDER

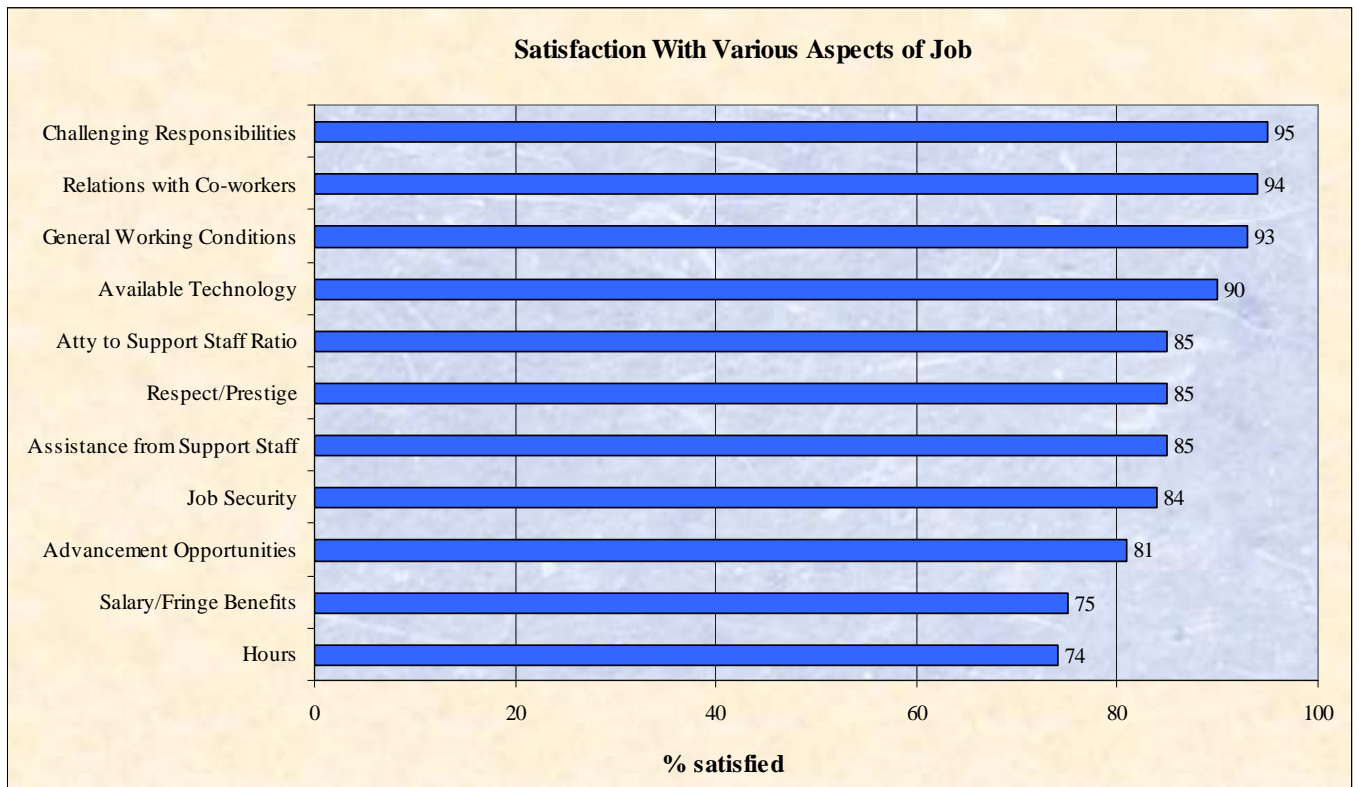
<u>Reason</u>	<u>Male Percent</u>	<u>Female Percent</u>
Gaining trial or work experience	23	17
Future opportunity	22	18
Wanted to be a sole practitioner	17	13
Prestige of employer	12	9
Only job available	9	18
Locale	9	8
Salary	3	9
Other	5	7

* Significant differences found across gender include a higher percentage of male respondents listing "gaining trial or work experience" as their primary reason for accepting their first job, while a higher percentage of female respondents list "only job available".

43. Please indicate whether or not you are satisfied with the following aspects of your legal position: (MULTIPLE RESPONSE QUESTION– CHECK ALL THAT APPLY)

<u>Category</u>	<u>Satisfied Percent</u>
Challenging responsibilities	95
Relations with co-workers	94
General working conditions	93
Available technology	90
Assistance from support staff	85
Attorney to support staff ratio	85
Respect and prestige	85
Job security	84
Advancement opportunities	81
Salary and fringe benefits	75
Hours	74

* At least 90% of all respondents are satisfied with the following aspects of their job: challenging responsibilities (95%); relations with co-workers (94%); general working conditions (93%); and available technology (90%).



43A. Comparison between 2002 thru 2008 Economics & Law Office Management Surveys – Satisfied with the following aspects of your legal position:

<u>Category</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>
Challenging responsibilities	92	92	94	95
Relations with co-workers	93	90	93	94
General working conditions	88	89	93	93
Available technology	n/a	90	91	90
Assistance from support staff	80	80	83	85
Attorney to support staff ratio	n/a	79	81	85
Respect and prestige	81	81	84	85
Job security	84	86	88	84
Advancement opportunities	75	77	79	81
Salary and fringe benefits	69	75	75	75
Hours	75	74	74	74

43B. Satisfied with the following aspects of your legal position – BY GENDER

<u>Category</u>	<u>Male Satisfied Percent</u>	<u>Female Satisfied Percent</u>
Challenging responsibilities	95	93
Relations with co-workers	96	89
General working conditions	94	90
Available technology	92	86
Assistance from support staff	87	83
Attorney to support staff ratio	88	83
Respect and prestige	89	79
Job security	90	74
Advancement opportunities	85	71
Salary and fringe benefits	79	66
Hours	78	70

* A higher percentage of male respondents are satisfied in various aspects of their job, with the biggest differences being satisfaction in job security (90% to 74%), advancement opportunities (85% to 71%); salary and fringe benefits (79% to 66%); and respect/prestige (89% to 79%).

43C. Satisfied with the following aspects of your legal position – BY TYPE OF PRACTICE

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Challenging responsibilities	95	95	86
General working conditions	94	90	91
Relations with co-workers	93	100	95
Available technology	91	81	90
Respect and prestige	88	73	75
Advancement opportunities	89	48	62
Attorney to support staff ratio	88	72	74
Job security	86	80	75
Assistance from support staff	84	95	68
Salary and fringe benefits	79	53	68
Hours	76	66	62

* A higher percentage of respondents in private practice are satisfied in various aspects of their job, with the biggest differences being satisfaction in advancement opportunities (89% to 48%); salary & fringe benefits (79% to 53%); attorney to support staff ratio (88% to 72%); and respect and prestige (88% to 73%).

44. In the PAST two years, has your firm or legal office increased or decreased its budget for any of the following areas?

<u>Category</u>	<u>Increased Percent</u>	<u>Decreased Percent</u>	<u>Remained the Same Percent</u>
Technology	38	11	51
Salary increases/bonuses	26	19	55
Marketing	24	18	58
New hires	21	22	57
Using outside consulting/experts	13	18	69
Printing	12	21	67
Continuing legal education	11	13	76
Travel	10	30	60
Association memberships	7	22	71

* A higher percentage of respondents report that their firm or legal office has increased its budget for technology (38% increased while 11% decreased). A higher percentage of respondents report that their firm or legal office has decreased its budget for travel (30% decreased while 10% increased) and association memberships (22% decreased while 7% increased).

44A. In the PAST two years, has your firm or legal office increased or decreased its budget for any of the following areas? -- BY TYPE OF PRACTICE

PRIVATE PRACTICE ATTORNEYS

<u>Category</u>	<u>Increased Percent</u>	<u>Decreased Percent</u>	<u>Remained the Same Percent</u>
Technology	39	10	51
Salary increases/bonuses	28	16	57
Marketing	25	16	59
New hires	23	19	58
Using outside consulting/experts	14	16	70
Printing	12	18	69
Continuing legal education	11	9	81
Travel	10	26	64
Association memberships	8	19	73

GOVERNMENT PRACTICE ATTORNEYS

<u>Category</u>	<u>Increased Percent</u>	<u>Decreased Percent</u>	<u>Remained the Same Percent</u>
Technology	24	29	47
Using outside consulting/experts	6	25	69
Continuing legal education	5	42	53
Salary increases/bonuses	5	45	50
Travel	0	68	32
Printing	0	61	39
Marketing	0	50	50
Association memberships	0	47	53
New hires	0	44	56

* A significantly higher percentage of attorneys in government practice report a decrease in various budget categories.

45. Which of the following benefits does your employer offer to each attorney?
 (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)
 (DOES NOT INCLUDE SOLE PRACTITIONERS)

<u>Category</u>	<u>Percent</u>
Medical insurance	79
Paid Bar dues	78
Paid vacation	76
Paid registration for CLE courses	71
Flexible work schedule	59
Life insurance	54
Paid parking	51
Dental insurance	50
Annual bonuses	49
Maternity leave	48
Disability compensation	36
Pension	34
Profit sharing	31
Paternity leave	24
Reimbursed certification/recertification expenses	23
Reimbursed Bar exam costs	15
College tuition	10
Relocation expenses	8

46. Which of the following benefits does your employer offer to each staff member?
 (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Paid vacation	81
Medical insurance	77
Annual bonuses	54
Flexible work schedule	49
Maternity leave	44
Life insurance	40
Paid parking	34
Dental insurance	33
Pension	25
Paternity leave	23
Disability compensation	18
Profit sharing	14
College tuition	8

**47. Please indicate which of the following your firm or legal office currently has in place:
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
Hurricane/disaster preparedness plan	49
Pro bono service policy	22
Technology committee	17
Strategic planning committee	16
Diversity sensitivity training program for associates and staff	8
Active program to recruit and retain minority associates	4

* Almost half (49%) of all respondents report that their firm or legal office has a hurricane/disaster preparedness plan in place.

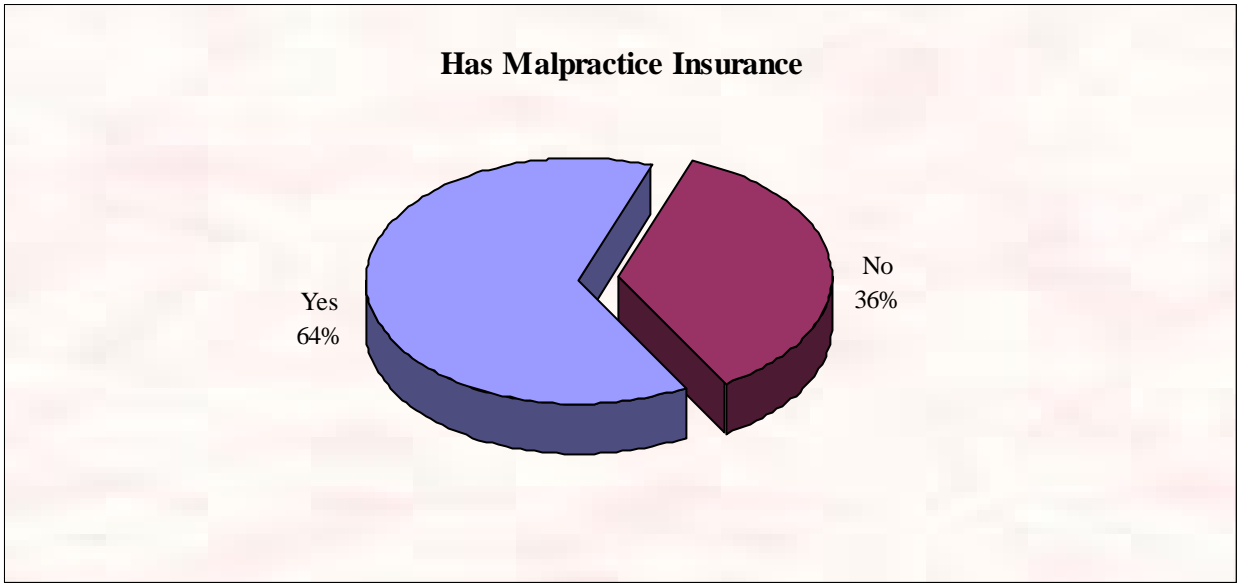
**47A. Comparison between 2006 and 2008 Economics & Law Office Management Surveys –
Please indicate which of the following your firm or legal office currently has in place
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>2006 Percent</u>	<u>2008 Percent</u>
Hurricane/disaster preparedness plan	50	49
Pro bono service policy	21	22
Technology committee	12	17
Strategic planning committee	11	16
Diversity sensitivity training program for associates and staff	8	8
Active program to recruit and retain minority associates	3	4

48. Do you have professional malpractice insurance?

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

* Nearly two-thirds (64%) of all respondents report having professional malpractice insurance.



48A. Do you have professional malpractice insurance? – BY REGION OF FLORIDA

<u>Region of Florida</u>	<u>Has Malpractice Insurance Percent</u>
Central/Southwest	68
Southeast	64
North	52

* For a complete listing of counties within regions, see Appendix A located on Page 80.

48B. Do you have professional malpractice insurance? – BY TYPE OF PRACTITIONER

<u>Classification</u>	<u>Has Malpractice Insurance Percent</u>
Partner/Shareholder	87
Associate	82
Managing Partner	81
Practitioner with one or more associates	77
Sole Practitioner	60
Corporate Counsel	22
State Government Attorney	15
Local Government Attorney	0
Federal Government Attorney	0

* Partners (partners/shareholders - 87%; managing partners - 81%) and associates (82%) are more likely to purchase malpractice insurance. Most respondents in government practice positions report that they do not carry malpractice insurance.

49. If you do not have professional malpractice insurance, please list your primary reason.

<u>Category</u>	<u>Percent</u>
Not cost effective	36
Not in private practice	31
Not necessary	21
Firm does not provide	4
Other	8

* Over one-third (36%) of respondents who do not have professional malpractice insurance report that a lack of cost effectiveness is the primary reason for not purchasing it. The most frequently listed responses under the 'Other' category are "just left firm" and "no money/finances available".

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

<u>Category</u>	<u>Percent</u>
\$100,000/\$300,000	9
\$250,000/\$500,000	13
\$500,000/\$500,000	10
\$500,000/\$1 million	16
\$1 million/\$1 million	23
\$1 million/\$2 million	12
\$3 million and above	10
Other	7

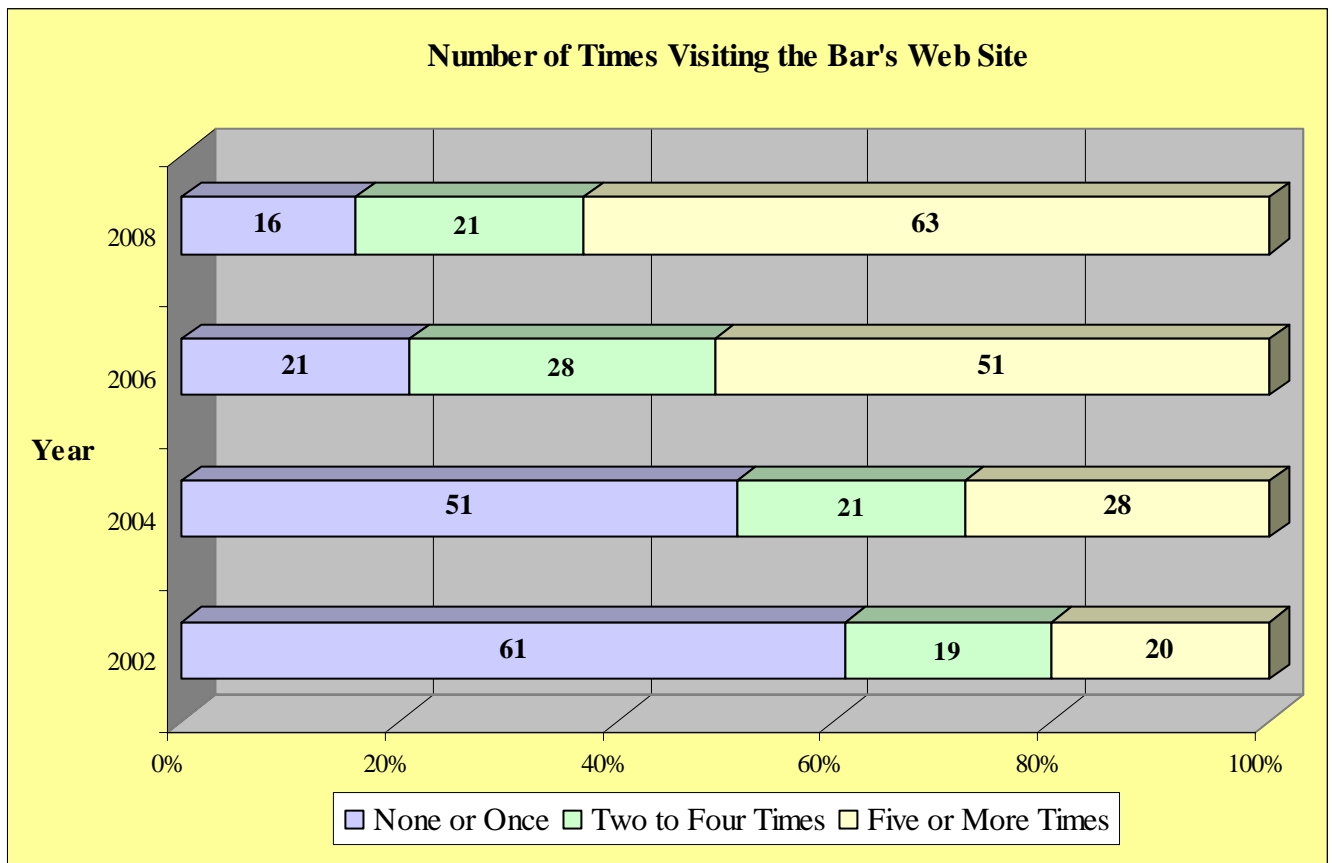
51. What is your annual deductible for malpractice insurance?

<u>Category</u>	<u>Percent</u>
Less than \$2,500	22
\$2,500 to \$5,000	31
\$5,001 to \$10,000	28
Over \$10,000	19

52. During the past year, how many times have you visited The Florida Bar's home page (www.FloridaBar.org)?

<u>Category</u>	<u>Percent</u>
None	13
Once	3
Twice	8
3 to 4 times	13
5 to 10 times	20
More than 10 times	43

* Nearly two-thirds (63%) of all respondents visited The Florida Bar's home page five or more times in the past year, while over two-fifths (43%) have visited the Bar's home page over ten times in the past year. Thirteen percent of all respondents have never visited The Florida Bar's home page.



52A. Comparison between 2000 thru 2008 Economics & Law Office Management Surveys – Number of times visiting The Florida Bar's home page (www.FloridaBar.org)

<u>Category</u>	<u>2000 Survey Percent</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>
None	60	50	39	15	13
Once	13	11	12	6	3
Twice	6	8	11	10	8
3 to 4 times	9	11	10	18	13
5 to 10 times	8	9	14	21	20
More than 10 times	4	11	14	30	43

* 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 2000.

52B. Number of times visiting The Florida Bar's home page (www.FloridaBar.org) – BY AGE GROUP

<u>Category</u>	<u>35 or under yrs of age Percent</u>	<u>36 to 49 yrs of age Percent</u>	<u>50 to 65 yrs of age Percent</u>	<u>Over 65 yrs of age Percent</u>
None	4	12	16	41
Once	0	4	3	0
Twice	7	6	11	6
3 to 4 times	7	9	19	12
5 to 10 times	24	19	20	24
More than 10 times	58	51	32	17

* Over four-fifths (82%) of all respondents 35 years of age or younger have visited the Bar's Web site at least five times in the past year. Over two-fifths (41%) of all respondents over 65 years of age did not visit the Web site in the past year.

53. Did you have any trouble finding what you were looking for at www.FloridaBar.org?

<u>Category</u>	<u>Percent</u>
Yes	15
No	85

* A large majority (85%) of respondents who have accessed the Bar's Web site do not report having any trouble in finding what they were looking for.

53A. If yes, please describe the problem:

A total of 43 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 four most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Problems finding/accessing CLE information	8
Organizational/layout problems (confusing, unorganized)	7
Problems with search engine	7
Difficulty in finding items in general	5

54. Please list any suggestions you may have regarding The Florida Bar's making its Web site easier for you to use.

A total of 60 suggestions were listed by respondents how The Florida Bar might make its Web site easier to use. Each suggestion was reviewed and categorized. The table below lists the four most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Improve CLE format	9
Improve search feature	9
Make easier to navigate/more user friendly	8
Increase availability; Web site is offline too much	6

55. How do you feel about the balance of information that The Florida Bar provides on its Web site for both its membership and the general public?

<u>Category</u>	<u>Percent</u>
It needs more information for members	13
It needs more information for the public	4
It is just right	83

* A large majority (83%) of respondents report that the balance of information that The Florida Bar provides on its Web site for both its membership and the general public is just right. Thirteen percent believe it should contain more information for members.

56. The last time you accessed the Bar's Web site, what were the primary items you were looking for? (MULTIPLE RESPONSE QUESTION - CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Attorney's phone number/address	56
CLE course schedule	43
Online reporting/checking status of CLE changes	37
Online CLE course registration	26
Ethics opinions	22
Links to legal resources	21
Online dues payment	19
Online membership records changes	15
Member benefits	14
Committee information	10
<i>Journal/News</i> articles	10
Rule updates	10
Section information	5
Law office management information changes	4
Legislative activity changes	2
Other	6
Wasn't looking for anything in particular; just surfing	2

* The most frequently listed responses under the 'Other' category are Fastcase/legal research.

57. Please indicate whether you have ever accessed The Florida Bar's Web site to obtain information on any of the following topics: (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Legal research	45
Advertising rules	32
Florida Bar meetings	9
Certification	8
Voluntary bars	5
Bar membership survey results	4
Judicial vacancies	3
Justice Teaching program	3
Paralegal registration	1
Judicial independence issues	<1

* Almost half of all respondents (45%) report that they have accessed the Bar's Web site to obtain information on legal research, while nearly one-third (32%) report having accessed the Bar's Web site to obtain information on advertising rules.

58. Have you ever accessed The Florida Bar's Web site from your Blackberry, PDA or phone?

<u>Category</u>	<u>Percent</u>
Yes	2
No	98

* Very few respondents report ever having accessed The Florida Bar's Web site from their Blackberry, PDA or cellular phone.

**59. Which of the following formats for receiving CLE do you prefer?
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
Live programs	65
Online seminars/Webcasts	35
CD's	35
DVD's	30
Audio tapes	26
Teleconferencing	24
Video replay	15
Workshops/training programs	15
Other	7

* Almost two-thirds (65%) of all respondents list live programs as a preferred method for receiving CLE. The most frequently mentioned item in the 'Other' category is "books".

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

<u>Benefit</u>	<u>Frequently Percent</u>	<u>Occasionally Percent</u>	<u>Never Percent</u>	<u>Unaware of Percent</u>
Fastcase	12	12	64	12
Car rental discounts	5	17	68	10
LexisNexis	5	7	76	12
Health/Disability/Life Insur. Prog.	5	5	80	10
FLMIC Professional Liability	5	3	80	12
Auto Insurance	5	<1	83	12
The Florida Bar Credit Card	4	3	80	13
ProDoc	4	3	79	14
UPS Express Shipping	3	3	76	18
DHL Express Shipping	2	4	79	15
Dell Computer Discounts	0	5	79	15

* Fastcase and Car rental discounts are the most widely used membership benefits.

61. Please indicate any other services or benefits that you would like to see The Florida Bar offer in the near future:

A total of 47 services or benefits were listed by respondents concerning what they would like to see The Florida Bar offer in the near future. Each suggestion was reviewed and categorized. The table below lists the four most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Hotel/air/travel discounts	18
Group health insurance	7
Retirement program	5
As much as possible	4

62. How would you rate the amount of materials you receive from The Florida Bar?

<u>Category</u>	<u>By E-mail Percent</u>	<u>By Mail Percent</u>
Too Much Material	15	15
Just the Right Amount	79	82
Too Little Material	6	3

* Around four-fifths of all respondents report that the amount of mail and e-mail they receive from The Florida Bar is just right.

63. How often do you read The Florida Bar News?

<u>Category</u>	<u>Percent</u>
Regularly	55
Occasionally	28
Rarely	14
Do not read at all	3

* Just over half (55%) of all respondents report that they regularly read The Florida Bar News. Only 3% report that they do not read it at all.

64. Overall, how important is *The Florida Bar News* to you?

<u>Category</u>	<u>Percent</u>
Very important	22
Somewhat important	37
Neither important nor not important	18
Not so important	18
Not important at all	5

* Just under three-fifths (59%) of all respondents report that *The Florida Bar News* is important to them.

65. How would you prefer to receive *The Florida Bar News* in the future -- through an electronic format or through the traditional printed and mailed version?

<u>Category</u>	<u>Percent</u>
I prefer the print format	52
I prefer the electronic format	19
Either method is fine	29

* By almost a 3 to 1 margin, respondents would prefer to receive the printed and mailed version of the Bar News in the future, compared to the electronic version. Nearly one-third (29%) of all respondents indicate that either method of delivery is fine.

66. How often do you access *The Florida Bar News* through the Bar's Web site?

<u>Category</u>	<u>Percent</u>
At least once a week	1
1 to 3 times per month	4
Less than once a month	20
Never	75

* Three-quarters (75%) of all respondents report that they have never accessed *The Florida Bar News* through the Bar's Web site. Of those who have accessed it, the majority report doing so less than once a month.

67. How often do you use the printed version of the Florida Bar Directory?

<u>Category</u>	<u>Percent</u>
At least once a week	7
1 to 3 times per month	10
Less than once a month	36
Never	47

* Almost half (47%) of all respondents report that they never use The Florida Bar Directory. For those who do utilize the printed version, the majority report using it less than once a month.

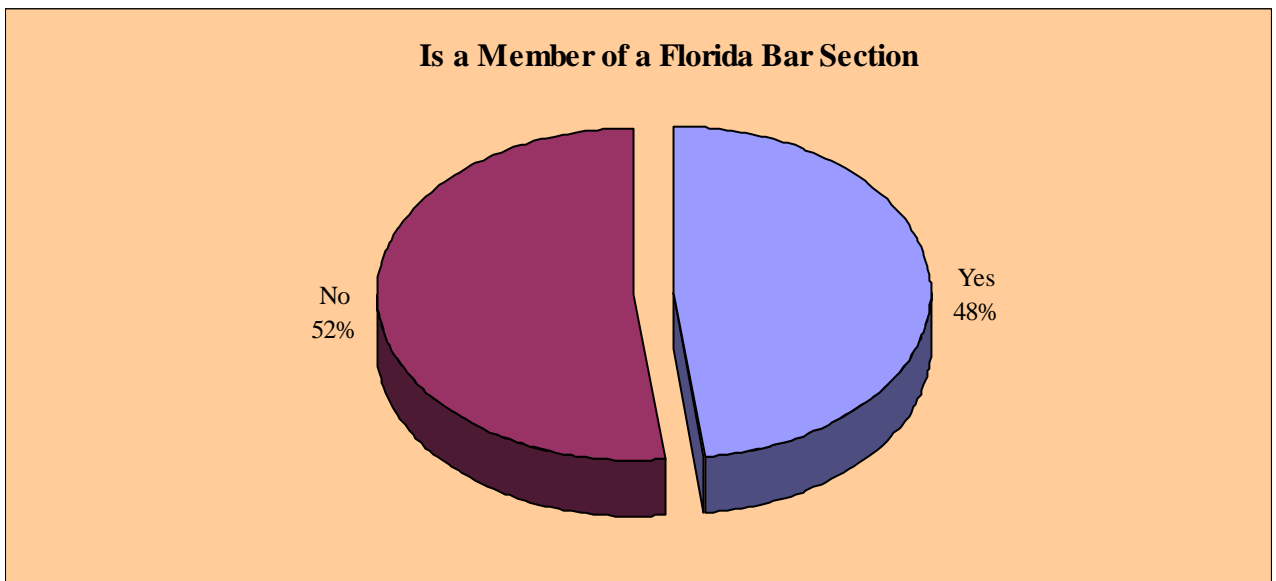
68. Almost all of the information printed in The Florida Bar Directory is also available on the Bar's Web site. With that in mind, which version of the Directory would you prefer to use in the future?

<u>Category</u>	<u>Percent</u>
The electronic version	30
The printed version	22
Either version is fine	48

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

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

* Slightly less than half (48%) of all respondents are a member of at least one Florida Bar section.



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 CLE program discounts	3.45
Section newsletter	3.13
Section legislative activity	2.84
Section directory	2.81
Section newsletter (on-line)	2.59
Section networking opportunities	2.57
Section meetings	2.54
Section committee involvement	2.51
Section service programs	2.39
Section retreat	1.95

* On a scale of 1 to 5, with 5 being very important and 1 being not important, CLE program discounts (3.45) and newsletters (3.13) are viewed by respondents as being the most important services offered by sections. A retreat (1.95) is viewed as the least important service by the majority of section members.

71. In your observation, of the attorneys in Florida that you have worked with over the past 5 years, what percent of those attorneys have demonstrated a lack of professionalism?

<u>Category</u>	<u>Percent</u>
5% or less	47
6% to 10%	25
11% to 20%	12
21% to 30%	9
31% to 40%	2
41% to 50%	3
More than 50%	2

* Just under half (47%) of all respondents report that 5% or less of Florida attorneys that they have worked with over the past 5 years have demonstrated a lack of professional behavior.

72. In your observation, of the judges in Florida that you have worked with over the past 5 years, what percent of those judges have demonstrated a lack of professionalism?

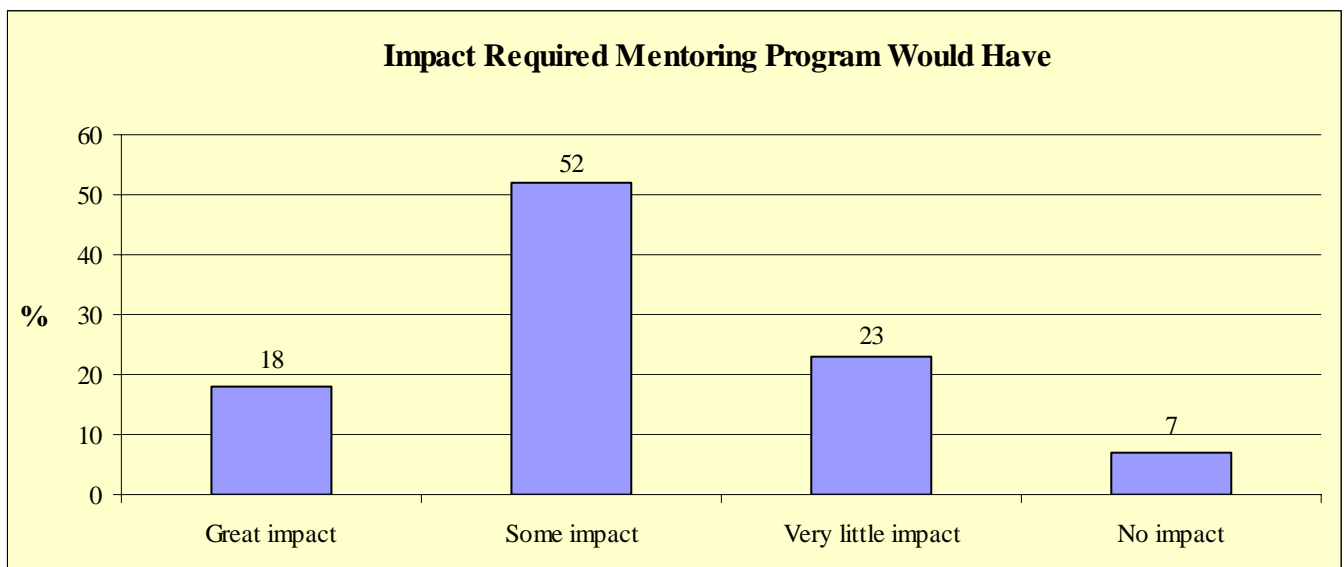
<u>Category</u>	<u>Percent</u>
5% or less	61
6% to 10%	19
11% to 20%	7
21% to 30%	7
31% to 40%	3
41% to 50%	2
More than 50%	1

* Just over three-fifths (61%) of all respondents report that 5% or less of Florida judges that they have worked with over the past 5 years have demonstrated a lack of professional behavior.

73. Please indicate the level of impact that you feel a mentoring program, required for new admittees to The Florida Bar, would have regarding the improvement of lawyer professionalism in the state?

<u>Category</u>	<u>Percent</u>
It would have great impact	18
It would have some impact	52
It would have very little impact	23
It would have no impact at all	7

* Nearly one-third (30%) of all respondents report that a required mentoring program for new admittees to the Bar would either have very little impact or no impact at all regarding the improvement of lawyer professionalism in the state. 18% report that the program would have great impact.



74. Which do you believe has contributed most to any lack of professionalism with the legal profession?

<u>Category</u>	<u>Percent</u>
General lack of respect, truth and courtesy in society today	30
Practice of law has become more of a business, rather than a profession	25
Increased competition for clients	13
The culture has become more coarse and unsophisticated	6
The quality of new lawyers entering the practice	5
Increased client expectations	2
Inadequate law school training	2
I do not believe there is a significant lack of professionalism	10
Other	7

* Almost one-third (30%) of all respondents report that a general lack of respect, truth and courtesy in society today has contributed most to a lack of professionalism within the legal profession. One-quarter (25%) of all respondents report that the practice of law becoming more of a business and less of a profession has contributed most.

75. Of the selections listed below, please rank order from a 1 to a 3 which ones you feel would have the most significant impact towards increasing the professionalism of attorneys: (RANK ORDER UP TO 3 SELECTIONS)

	<u>First Choice Percent</u>	<u>Second Choice* Percent</u>	<u>Third Choice* Percent</u>
Increasing judicial enforcement/sanctions	31	18	8
Increasing lawyer regulation/discipline	18	26	9
Increasing the professionalism education students receive in law school	16	13	13
Establishing a mentoring program requirement for new attorneys	16	9	14
Increasing public outreach efforts	8	6	11
Increasing the level of assistance with advisory opinions/ethics hotline	6	8	14
Increasing dialogue between law schools, the courts and The Florida Bar	5	5	8

* Note that not all respondents provided a second or third choice.

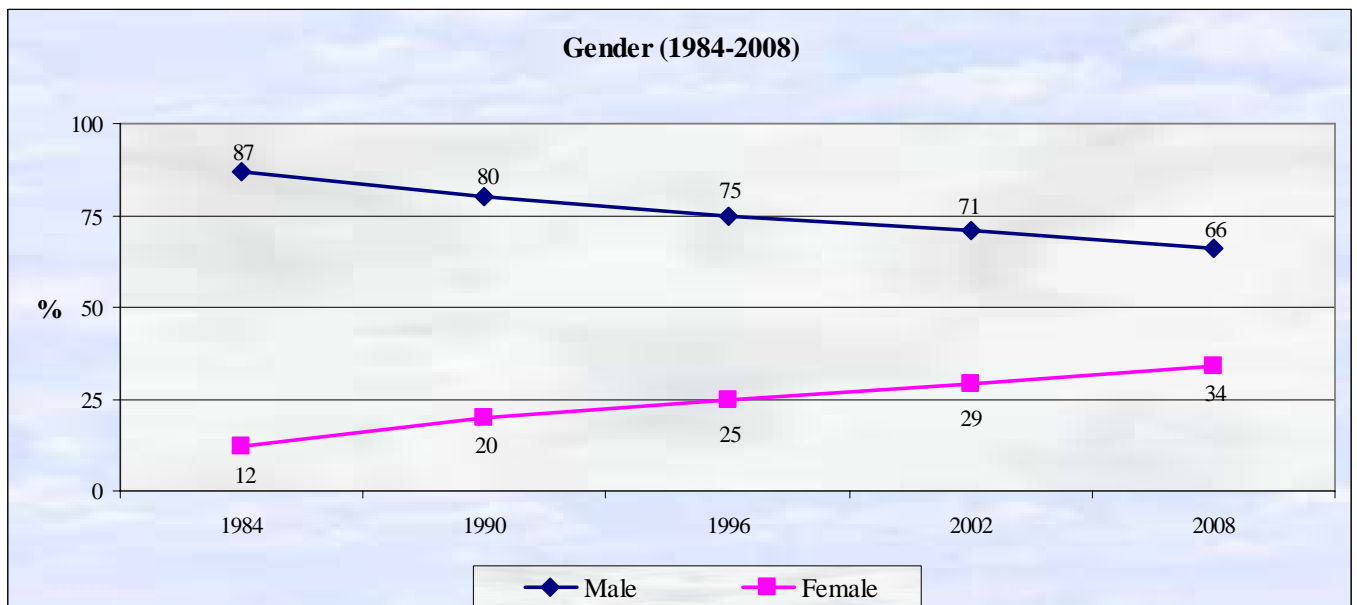
SECTION III: DEMOGRAPHICS

76. Gender

<u>Category</u>	<u>2008 Survey Percent</u>	<u>2008 Actual Bar Percent</u>
Male	66	66
Female	34	34

76A. Comparison between 1984 thru 2008 Economics & Law Office Management Surveys – GENDER

<u>Category</u>	<u>Male Percent</u>	<u>Female 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
2006 Economics Survey	68	32
2008 Economics Survey	66	34



77. Race or ethnic origin

<u>Category</u>	<u>Percent</u>
White/Caucasian	87
Hispanic/Latino	8
Black/African-American	3
Asian/Pacific Islander	<1
Native American	<1
Other	<1

77A. Comparison between 1992 thru 2008 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>All Others 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	1
2000 Economics Survey	91	6	2	1
2002 Economics Survey	90	7	2	1
2004 Economics Survey	89	7	2	2
2006 Economics Survey	89	7	2	2
2008 Economics Survey	87	8	3	2

78. Years licensed to practice with The Florida Bar

<u>Years of experience</u>	<u>Percent</u>
2 years or less	6
3 to 5 years	12
6 to 10 years	17
11 to 15 years	6
16 to 20 years	20
Over 20 years	39

Median – 17 Years of Experience

Male Median Years of Experience – 19 years

Female Median Years of Experience – 9 years

White Median Years of Experience – 18 years

Hispanic Median Years of Experience – 9 years

African-Amer. Median Years of Exp. – 6 years

Private Practice Median Years of Experience – 19 years

Gov't. Practice Median Years of Experience – 10 years

79. Years of age

<u>Age Group</u>	<u>Percent</u>
35 or under	20
36 to 49	40
50 to 65	35
Over 65	5

Median – 46 years of age

Male Median	–	48 years of age
Female Median	–	41 years of age
White Median	–	47 years of age
Hispanic Median	–	38 years of age
African-American Median	–	31 years of age
Private Practice Median	–	47 years of age
Government Practice Median	–	42 years of age
Other Legal Position Median	–	44 years of age

79A. Comparison between 2006 and 2008 Economics & Law Office Management Surveys – Years of age

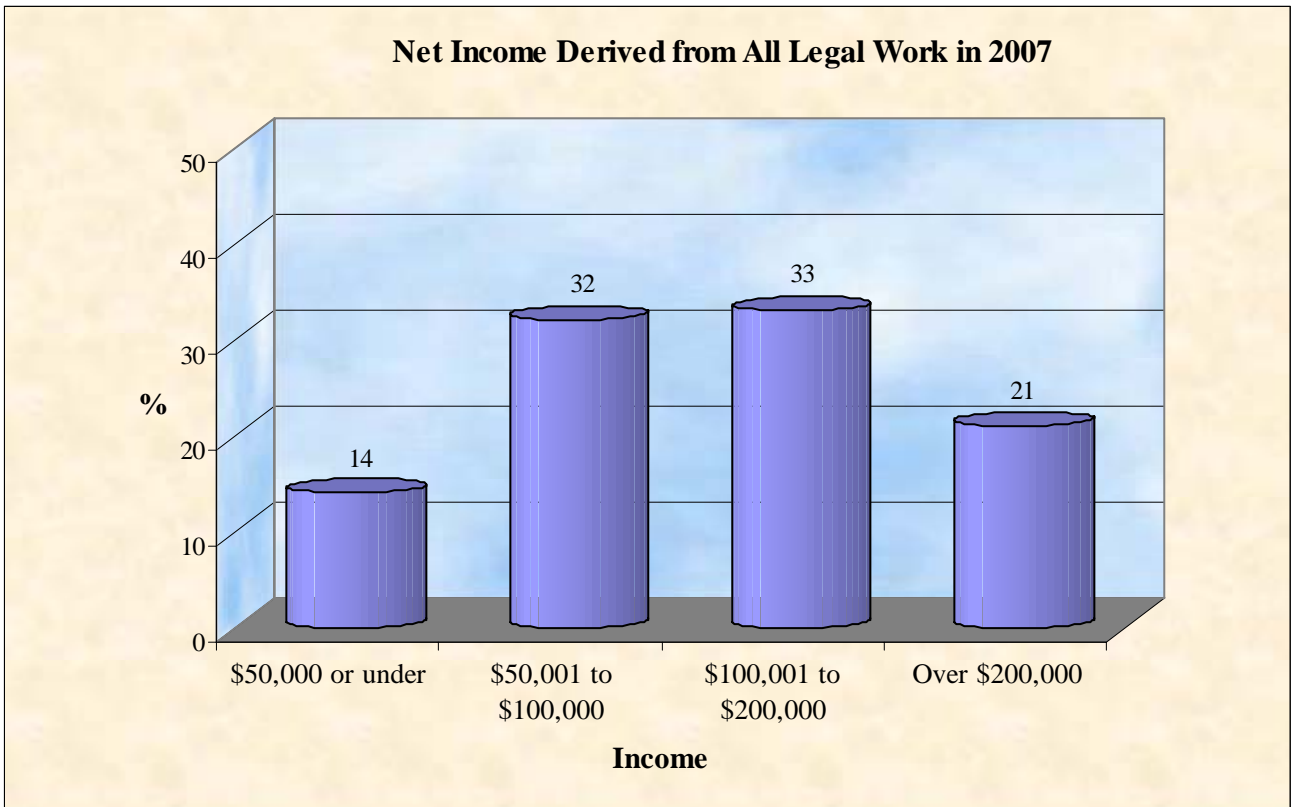
<u>Age Group</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>
35 or under	20	20
36 to 49	41	40
50 to 65	34	35
Over 65	5	5

80. Net income derived from all legal work in 2007

<u>Category</u>	<u>Percent</u>
Under \$25,000	3
\$25,000 to \$50,000	11
\$50,001 to \$75,000	18
\$75,001 to \$100,000	14
\$100,001 to \$200,000	33
Over \$200,000	21

Median Income = \$110,000

* Over half (54%) of all respondents report that their income derived from all legal work in 2007 was over \$100,000. Fourteen percent report that it was \$50,000 or less, while 21% report that it was over \$200,000.



80A. Comparison between 2000 thru 2008 Economics & Law Office Management Surveys – Net income derived from all legal work

<u>Category</u>	<u>2000 Survey Percent</u>	<u>2002 Survey Percent</u>	<u>2004 Survey Percent</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>
Under \$25,000	7	5	4	5	3
\$25,000 to \$50,000	18	15	13	8	11
\$50,001 to \$75,000	22	22	18	16	18
\$75,001 to \$100,000	16	17	15	17	14
\$100,001 to \$200,000	25	26	33	35	33
Over \$200,000	12	15	17	19	21
Median Income	\$82,000	\$85,000	\$100,000	\$110,000	\$110,000

80B. Net income derived from all legal work – BY LEGAL CLASSIFICATION

<u>Category</u>	<u>2002 Median Income</u>	<u>2004 Median Income</u>	<u>2006 Median Income</u>	<u>2008 Median Income</u>
Partners	\$150,000	\$170,000	\$185,000	\$180,000
Corporate Counsel	\$ 85,000	\$ 85,000	\$100,000	\$110,000
Sole Practitioner	\$ 75,000	\$ 85,000	\$105,000	\$100,000
Associate	\$ 57,000	\$ 70,000	\$ 85,000	\$ 90,000
State Government Atty.	\$ 45,000	\$ 50,000	\$ 70,000	\$ 60,000

80C. Net income derived from all legal work – BY GENDER, RACE and TYPE OF PRACTICE

<u>Gender</u>	<u>Median Income</u>
Male	\$125,000
Female	\$ 75,200
<u>Race</u>	<u>Median Income</u>
White	\$120,000
Hispanic	\$ 90,000
African-American	\$ 75,000
<u>Type of Practice</u>	<u>Median Income</u>
Private Practice	\$117,000
Other Legal Position	\$100,000
Government Practice	\$ 65,000

81. County in Florida of primary practice

<u>County</u>	2008 Survey Percent	2008 Actual Bar Percent
Alachua	1	1
Baker	0	<1
Bay	<1	<1
Bradford	0	<1
Brevard	2	2
Broward	12	13
Calhoun	0	<1
Charlotte	<1	1
Citrus	<1	<1
Clay	<1	<1
Collier	2	2
Columbia	0	<1
Duval	6	5
Escambia	1	1
Flagler	0	<1
Franklin	<1	<1
Gadsden	0	<1
Gilchrist	0	<1
Glades	0	<1
Gulf	0	<1
Hamilton	0	<1
Hendry	<1	<1
Hernando	<1	<1
Highlands	<1	<1
Hillsborough	9	9
Holmes	0	<1
Indian River	<1	<1
Jackson	0	<1
Jefferson	<1	<1
Lafayette	0	<1
Lake	<1	<1
Lee	2	2
Leon	4	5
Levy	0	<1
Liberty	0	<1
Madison	0	<1
Manatee	<1	<1
Marion	<1	<1
Martin	<1	<1
Miami-Dade	21	21
Monroe	<1	<1

(continued on next page)

<u>County</u>	<u>2008 Survey Percent</u>	<u>2008 Actual Percent</u>
Nassau	0	<1
Okaloosa	1	<1
Okeechobee	0	<1
Orange	8	8
Osceola	<1	<1
Palm	9	10
Pasco	<1	<1
Pinellas	6	5
Polk	2	1
Putnam	0	<1
St. Johns	<1	<1
St. Lucie	<1	<1
Santa Rosa	<1	<1
Sarasota	3	2
Seminole	1	1
Sumter	<1	<1
Suwanee	0	<1
Taylor	0	<1
Union	0	<1
Volusia	2	2
Wakulla	0	<1
Walton	0	<1
Washington	0	<1

82. Do you have an ADA-recognized disability?

<u>Category</u>	<u>Percent</u>
Yes	2
No	98

* Two percent of respondents report that they have an ADA-recognized disability.

**83. Please check all skill or function areas that are affected by your disability.
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
Hearing	<1
Mental Health	<1
Mobility	<1
Physical Health	<1
Vision	<1
Fine motor skills and dexterity	0
Respiratory	0
Speech	0
Other	0

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
Miami-Dade
Palm Beach

APPENDIX B:

Questionnaire

The Florida Bar
Economics and Law Office Management Survey
October 2008

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

- | | |
|--|---|
| <input type="checkbox"/> Managing partner | <input type="checkbox"/> Partner/shareholder/member |
| <input type="checkbox"/> Sole practitioner | <input type="checkbox"/> Practitioner with 1 or more associates |
| <input type="checkbox"/> Associate | <input type="checkbox"/> Of counsel |

Government Practice

- | | |
|--|--|
| <input type="checkbox"/> Judge | <input type="checkbox"/> Federal government attorney |
| <input type="checkbox"/> State government attorney | <input type="checkbox"/> Local government attorney |

Other Legal Position

- | | |
|--|--|
| <input type="checkbox"/> Corporate counsel | <input type="checkbox"/> Legal aid/legal service |
| <input type="checkbox"/> 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 2007?

- | | |
|--|--|
| <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"/> 2,001 to 2,200 hours |
| <input type="checkbox"/> 1,401 to 1,600 hours | <input type="checkbox"/> More than 2,200 hours |
| <input type="checkbox"/> Does not apply to my position | |

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

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 perform. NOTE: Not secretarial work.)

Yes No (SKIP TO 9)

6. Are any types of standards or certifications required for paralegals or legal assistants?

Yes (Please indicate: _____)
 No Don't know

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

\$40 or less \$81 to \$100
 \$41 to \$60 \$101 to \$120
 \$61 to \$80 More than \$120

8. How many billable hours did legal assistants/paralegals average in your firm or legal office in 2007?

500 hours or less 1,001 to 1,250 hours
 501 to 750 hours 1,251 to 1,500 hours
 751 to 1,000 hours More than 1,500 hours

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

Hourly rate Contingency fee
 Fixed or flat fee Value based fee
 Volume discount A combination of methods
 Non-refundable retainer plus a combination of methods

10. Overall, approximately how many total matters did you handle last year?

_____ matters Does not apply

11. What percent of your matters are handled on a contingency fee basis?

None (SKIP TO 13) 51 to 75%
 1 to 25% Over 75%
 26 to 50%

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

Less than 20% 40% to 49%
 20% to 29% 50% or more
 30% to 39%

13. Do you keep time records?

- Always
- Always, except in contingency or fixed fee cases
- Sometimes
- Never

14. How often does your firm use written fee agreements, retainer letters or fee contracts?

- Always
- Usually
- Seldom
- Never

**15. What do you regularly include in your billing statements to clients?
(CHECK ALL THAT APPLY)**

- Itemized list of services performed
- Time spent by individual lawyers
- Hourly rates of lawyers
- Prior unpaid balance
- Remaining trust account balance
- Itemized list of disbursements
- Total time spent by lawyers
- Legal assistant/paralegal charges
- Narrative summary of activities/services

16. For 2007, please indicate your average monthly accounts receivable balance:

- \$5,000 or less
- \$5,001 to \$10,000
- \$10,001 to \$25,000
- \$25,001 to \$50,000
- \$50,001 to \$100,000
- More than \$100,000

17. Of your total fees billed for 2007, please indicate what percent of your account receivables were:

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

18. Which best describes your employment status?

- Full-time
- Retired
- Part-time
- Unemployed

19. On the average, how many hours per week did you devote to the legal profession in 2007? (INCLUDE ALL HOURS DEVOTED TO THE PRACTICE OF LAW – NOT JUST BILLABLE HOURS)

_____ hours per week

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

- Billable work _____ hours per week
- Office administration _____ hours per week
- Client development or marketing _____ hours per week
- Keeping current on non-billable legal work _____ hours per week
- Bar service (local, voluntary or state) _____ hours per week
- Other legal matters _____ hours per week

21. Based upon your law firm's gross receipts for last year, what percentage do the following categories attain?

- a. All lawyer compensation _____%
- b. Support staff salaries _____%
- c. All other expenses _____%

22. 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 () \$4,001 to \$6,000
- () \$1,001 to \$2,000 () \$6,001 to \$8,000
- () \$2,001 to \$4,000 () More than \$8,000
- () Does not apply

23. During the past two years, how has the economy affected your law practice?

- () It has become better () It has become worse
- () It has remained the same
- () The economy does not impact my practice

24. In the NEXT two years, how do you expect the economy will impact your practice?

- () I believe I will have increased business/profitability
- () I believe it will remain the same
- () I believe I will have decreased business/profitability
- () The economy does not impact my practice

25. Please indicate the level of impact that each of the following factors currently has on your ability to successfully practice law?

	<u>No Impact</u>	<u>Minor Impact</u>	<u>Major Impact</u>
a. Client expectations	_____	_____	_____
b. Court operations	_____	_____	_____
c. Economy	_____	_____	_____
d. Image of lawyers	_____	_____	_____
e. Increased competition	_____	_____	_____
f. Increase in ADR	_____	_____	_____
g. Increased specialization	_____	_____	_____
h. Professionalism	_____	_____	_____
i. Pro se litigants	_____	_____	_____
j. Quality of the judiciary	_____	_____	_____
k. Technology	_____	_____	_____
l. Tort reform	_____	_____	_____
m. Work – life balance	_____	_____	_____
n. Unauthorized practice of law	_____	_____	_____

For question 26 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.**

26. Please indicate the AVERAGE ANNUAL SALARY levels for the following members of your firm: (NOTE: Salary Does Not Include Any Additional Bonuses or Compensation)

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. Secretary/office manager \$ _____
- r. Bookkeeper or controller (full-time) \$ _____
- s. Bookkeeper (part-time) \$ _____
- t. Law clerk \$ _____

27. 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 personnel in firm or legal office _____
(non-attorney/non-paralegal/non-legal secretary)

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

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

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

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

30. Please indicate your firm or legal office's annual performance/merit salary increase in 2007 for:

- a. Attorneys _____ %
- b. Non-lawyer staff _____ %

SECTION II: LAW OFFICE MANAGEMENT

31. How many desktop computers are in use in your firm or legal office?

- | | |
|---|--|
| <input type="checkbox"/> 1 computer | <input type="checkbox"/> 21 to 50 computers |
| <input type="checkbox"/> 2 to 5 computers | <input type="checkbox"/> 51 to 100 computers |
| <input type="checkbox"/> 6 to 10 computers | <input type="checkbox"/> More than 100 computers |
| <input type="checkbox"/> 11 to 20 computers | |

32. How many years does your firm or legal office target between desktop replacements?

- | | |
|--|---|
| <input type="checkbox"/> Replaced on an annual basis | <input type="checkbox"/> 4 years |
| <input type="checkbox"/> 2 years | <input type="checkbox"/> 5 or more years |
| <input type="checkbox"/> 3 years | <input type="checkbox"/> When they quit working |

33. Do lawyers in your firm or legal office use laptops while out of the office?

- | | |
|------------------------------|---|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No (SKIP TO 34) |
|------------------------------|---|

33a. If yes, does your firm or legal office provide and maintain these laptops?

- | | |
|------------------------------|-----------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No |
|------------------------------|-----------------------------|

34. Please indicate whether your firm or legal office provides attorneys with any of the following: (CHECK ALL THAT APPLY)

- Blackberry
- Palm Pilot
- Other Personal Digital Assistant (PDA)
- Firm/legal office does not provide PDA's

35. Does your firm or legal office provide and pay for cellular phones for attorneys?

- | | |
|---|-----------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| <input type="checkbox"/> Does not apply | |

36. Does your firm or legal office routinely scan and store incoming documents?

- | | |
|------------------------------|---|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No (SKIP TO 39) |
|------------------------------|---|

37. How many scanners are in use in your firm or legal office?

- | | |
|---------------------------------|--|
| <input type="checkbox"/> None | <input type="checkbox"/> 6 to 10 |
| <input type="checkbox"/> One | <input type="checkbox"/> More than ten |
| <input type="checkbox"/> 2 to 5 | |

38. What kind of scanners does your firm or office currently use? (CHECK ALL THAT APPLY)

- Large walk-up combination copier/scanner
 Individual desktop scanners
 Other (_____)

39. 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

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

- | | |
|--|--|
| <input type="checkbox"/> CD/DVD drive | <input type="checkbox"/> Internet provider |
| <input type="checkbox"/> External hard drive | <input type="checkbox"/> Tape backup |
| <input type="checkbox"/> Flash/Thumb/USB drive | <input type="checkbox"/> Zip drive |
| <input type="checkbox"/> Firm/office does not have a backup system | |

41. For technical assistance with computers or servers, my firm or legal office primarily relies on: (CHECK ONLY ONE RESPONSE)

- | | |
|--|----------------------------------|
| <input type="checkbox"/> In-house personnel | <input type="checkbox"/> Vendors |
| <input type="checkbox"/> Outsourcing to a company or person under contract | |
| <input type="checkbox"/> Other (_____) | |

42. 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"/> Only job available | <input type="checkbox"/> Gaining trial/work experience |
| <input type="checkbox"/> Wanted to be a sole practitioner | <input type="checkbox"/> Other (_____) |

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

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

44. In the PAST two years, has your firm or legal office increased or decreased its budget for any of the following areas? (CHECK ALL THAT APPLY)

	<u>Increased</u>	<u>Remained the Same</u>	<u>Decreased</u>
New hires	_____	_____	_____
Marketing	_____	_____	_____
Technology	_____	_____	_____
Salary increases/bonuses	_____	_____	_____
Using outside consulting/experts	_____	_____	_____
Continuing legal education	_____	_____	_____
Travel	_____	_____	_____
Association memberships	_____	_____	_____
Printing	_____	_____	_____

45. Which of the following benefits does your employer offer to attorneys? (CHECK ALL THAT APPLY)

- | | |
|---|--|
| <input type="checkbox"/> Life insurance | <input type="checkbox"/> Profit sharing |
| <input type="checkbox"/> Dental insurance | <input type="checkbox"/> Pension |
| <input type="checkbox"/> Medical insurance | <input type="checkbox"/> Annual bonuses |
| <input type="checkbox"/> Paid vacation | <input type="checkbox"/> Paid registration for CLE courses |
| <input type="checkbox"/> Flexible work schedule | <input type="checkbox"/> Disability compensation |
| <input type="checkbox"/> Maternity leave | <input type="checkbox"/> College tuition |
| <input type="checkbox"/> Paternity leave | <input type="checkbox"/> Relocation expenses |
| <input type="checkbox"/> Paid parking | <input type="checkbox"/> Reimbursed Bar exam costs |
| <input type="checkbox"/> Paid Bar dues | <input type="checkbox"/> Reimbursed certification/recertification expenses |

46. Which of the following benefits does your employer offer to staff members?
(CHECK ALL THAT APPLY)

- | | |
|---|--|
| <input type="checkbox"/> Life insurance | <input type="checkbox"/> Profit sharing |
| <input type="checkbox"/> Dental insurance | <input type="checkbox"/> Pension |
| <input type="checkbox"/> Medical insurance | <input type="checkbox"/> Annual bonuses |
| <input type="checkbox"/> Paid vacation | <input type="checkbox"/> Paid continuing education |
| <input type="checkbox"/> Flexible work schedule | <input type="checkbox"/> Disability compensation |
| <input type="checkbox"/> Maternity leave | <input type="checkbox"/> Paid parking |
| <input type="checkbox"/> Paternity leave | <input type="checkbox"/> College tuition |

47. Please indicate which of the following your firm or legal office currently has in place?
(CHECK ALL THAT APPLY)

- Hurricane/disaster preparedness plan
- Technology committee
- Strategic planning committee
- Diversity sensitivity training program for associates and staff
- Active program to recruit and retain minority associates
- Pro bono service policy

48. Do you have professional malpractice insurance?

- Yes (SKIP TO 50) No

49. If you do not have professional malpractice insurance, please list your primary reason.
(SELECT ONE RESPONSE AND SKIP TO 52)

- | | |
|---|--|
| <input type="checkbox"/> Not cost effective | <input type="checkbox"/> Not in private practice |
| <input type="checkbox"/> Not necessary | <input type="checkbox"/> Firm does not provide |
| <input type="checkbox"/> Other (_____) | |

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

- | | |
|--|--|
| <input type="checkbox"/> \$100,000/\$300,000 | <input type="checkbox"/> \$1 million/\$1 million |
| <input type="checkbox"/> \$250,000/\$500,000 | <input type="checkbox"/> \$1 million/\$2 million |
| <input type="checkbox"/> \$500,000/\$500,000 | <input type="checkbox"/> \$3 million and above |
| <input type="checkbox"/> \$500,000/\$1 million | <input type="checkbox"/> Other (_____) |

51. What is your annual deductible?

- | | |
|---|--|
| <input type="checkbox"/> \$2,500 or less | <input type="checkbox"/> \$5,001 to \$10,000 |
| <input type="checkbox"/> \$2,501 to \$5,000 | <input type="checkbox"/> Over \$10,000 |

52. During the past year, how many times have you visited The Florida Bar's homepage (www.FloridaBar.org)?

- | | |
|--|---|
| <input type="checkbox"/> None (SKIP TO 59) | <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 at *www.FloridaBar.org*?

Yes

No (SKIP TO 54)

53a. If yes, please describe the problem: (_____

_____)

54. Please list any suggestions you may have regarding The Florida Bar making its Web site easier for you to use.

55. How do you feel about the balance of information that The Florida Bar provides on its Web site for both its membership and the general public?

It needs more information for members (e.g. _____)

It needs more information for the public (e.g. _____)

It is just right

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

Attorney phone number/address

Member benefits

CLE course schedule

Online CLE course registration

Committee information

Online dues payment

Ethics opinions

Online membership records changes

Journal/News articles

Online reporting/checking status of CLE

Law office management information

Rules updates

Legislative activity

Section information

Links to legal resources

Other (_____)

I wasn't looking for anything in particular; just surfing

57. Please indicate whether you have ever accessed The Florida Bar's Web site to obtain information on any of the following topics: (CHECK ALL THAT APPLY)

Advertising rules

Judicial independence issues

Bar membership survey results

Justice Teaching program

Certification

Legal research

Florida Bar meetings

Paralegal registration

Judicial vacancies

Voluntary bars

58. Have you ever accessed The Florida Bar's Web site from your Blackberry, PDA or phone?

- () Yes (Which area(s)? _____)
 () No

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

- () Audio tapes () Online seminars/Webcasts
 () CD's () Teleconferencing
 () DVD's () Video replay
 () Live programs () Workshops/training programs
 () Other (_____)

60. 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>
Auto insurance	_____	_____	_____	_____
Car rental discounts	_____	_____	_____	_____
Dell Computer Discounts	_____	_____	_____	_____
DHL Express Shipping	_____	_____	_____	_____
Fastcase	_____	_____	_____	_____
FLMIC Professional Liability	_____	_____	_____	_____
Health/Disability/Life Insur. Programs	_____	_____	_____	_____
LexisNexis	_____	_____	_____	_____
ProDoc	_____	_____	_____	_____
The Florida Bar Credit Card	_____	_____	_____	_____
UPS Express Shipping	_____	_____	_____	_____

61. Please indicate any other services or benefits that you would like to see The Florida Bar offer in the near future:

62. How would you rate the amount of material you receive from The Florida Bar?

	<u>Too Little</u>	<u>Just Right</u>	<u>Too Much</u>
a. Mail	()	()	()
b. E-mail	()	()	()

63. How often do you read *The Florida Bar News*?

- Regularly Rarely
 Occasionally Do not read at all

64. Overall, how important is *The Florida Bar News* to you?

- Very important Not so important
 Somewhat important Not important at all
 Neither important nor not important

65. How would you prefer to receive *The Florida Bar News* in the future -- through an electronic format or through the traditional printed and mailed version?

- I prefer the electronic format I prefer the print format
 Either method is fine

66. How often do you access *The Florida Bar News* through the Bar's Web site?

- At least once a week Less than once a month
 1 to 3 times per month Never

67. How often do you use the printed version of the Florida Bar Directory?

- At least once a week Less than once a month
 1 to 3 times per month Never

68. Almost all of the information printed in *The Florida Bar Directory* is also available on the Bar's Web site. With that in mind, which version of the Directory would you prefer to use in the future?

- The printed version The electronic version
 Either version is fine

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>Service</u>	Very		Neutral		Not
	Important	4	3	2	Important
	<u>5</u>	<u>4</u>	<u>3</u>	<u>2</u>	<u>1</u>
CLE program discounts	_____	_____	_____	_____	_____
Committee involvement	_____	_____	_____	_____	_____
Directory	_____	_____	_____	_____	_____
Legislative activity	_____	_____	_____	_____	_____
Meetings	_____	_____	_____	_____	_____
Networking opportunities	_____	_____	_____	_____	_____
Newsletter	_____	_____	_____	_____	_____
Online newsletter	_____	_____	_____	_____	_____
Retreat	_____	_____	_____	_____	_____
Service programs	_____	_____	_____	_____	_____

71. In your observation, of the attorneys in Florida that you have worked with over the past 5 years, what percent of those attorneys have demonstrated a lack of professionalism?

- | | |
|-------------------------------------|--|
| <input type="checkbox"/> 5% or less | <input type="checkbox"/> 31% to 40% |
| <input type="checkbox"/> 6% to 10% | <input type="checkbox"/> 41% to 50% |
| <input type="checkbox"/> 11% to 20% | <input type="checkbox"/> More than 50% |
| <input type="checkbox"/> 21% to 30% | |

72. In your observation, of the judges in Florida that you have worked with over the past 5 years, what percent of those judges have demonstrated a lack of professionalism?

- | | |
|-------------------------------------|--|
| <input type="checkbox"/> 5% or less | <input type="checkbox"/> 31% to 40% |
| <input type="checkbox"/> 6% to 10% | <input type="checkbox"/> 41% to 50% |
| <input type="checkbox"/> 11% to 20% | <input type="checkbox"/> More than 50% |
| <input type="checkbox"/> 21% to 30% | |

73. Please indicate the level of impact that you feel a mentoring program, required for new admittees to The Florida Bar, would have regarding the improvement of lawyer professionalism in the state?

- | | |
|---|---|
| <input type="checkbox"/> It would have great impact | <input type="checkbox"/> It would have very little impact |
| <input type="checkbox"/> It would have some impact | <input type="checkbox"/> It would have no impact at all |

74. Which do you believe has contributed most to any lack of professionalism with the legal profession? (CHECK ONLY ONE RESPONSE)

- Increased competition for clients
- Increased client expectations
- The practice of law has become more of a business, rather than a profession
- The culture has become more coarse and unsophisticated
- The quality of new lawyers entering the practice
- Inadequate law school training
- General lack of respect, truth and courtesy in society today
- Other (_____)
- I do not believe there is a significant lack of professionalism

75. Of the selections listed below, **please rank order from a 1 to a 3** which ones you feel would have the **most significant impact** towards increasing the professionalism of attorneys: (RANK ORDER UP TO 3 SELECTIONS)

- () Increasing judicial enforcement/sanctions
- () Increasing lawyer regulation/discipline
- () Increasing the professionalism education students receive in law school
- () Establishing a mentoring program requirement for new attorneys
- () Increasing dialogue between law schools, the courts and The Florida Bar
- () Increasing the level of assistance with advisory opinions/ethics hotline
- () Increasing public outreach efforts
- () Other (_____)

SECTION III: DEMOGRAPHICS

76. What is your gender?

- () Male
- () Female

77. What is your race or ethnic origin?

- () African-American/Black
- () Asian/Pacific Islander
- () Hispanic/Latino
- () Native American
- () Caucasian/White
- () Other (_____)

78. How many years have you been licensed to practice with The Florida Bar?

_____ years

79. What is your age?

80. Please indicate **YOUR NET INCOME** derived from all legal work during 2007.

\$ _____

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

82. Do you have an ADA-recognized disability?

Yes

No

83. If yes, please check all skill or function areas that are affected by your disability.
(CHECK ALL THAT APPLY)

Mobility

Hearing

Vision

Respiratory

Speech

Physical Health

Fine motor skills and dexterity

Mental Health

Other (_____)

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.