



The Law360 Annual Law Firm Survey

*[This is the guide to the 2023 Law360 Law Firm Survey. Note that this guide can be downloaded as a Word document as well as a PDF. Please complete the online survey via the link sent to your firm's contacts. This link **should not** be shared with anyone outside your firm. If your firm did not receive a link, please notify surveys@law360.com]*

Welcome to the 2023 Law360 Law Firm Survey! If you're looking for the survey that your firm previously filled out for the Diversity Snapshot and Glass Ceiling rankings, you've come to the right place.

The survey focuses on law firms that are U.S.-based or have at least 50 attorneys in the United States. Answers to frequently asked questions about our survey can be found [here](#). If you have questions, please email surveys@law360.com.

Contact Information

- Your name

- Your email address

- Your title

- Your firm's name

Please begin typing your firm's name and select it if it appears. Please do not record your firm's name differently than it appears in this field; published names will need to conform to Law360's style guide and will not always reflect what's seen here.

- Are any of your firm's lawyers based outside of the United States?
 - Yes
 - No

If your law firm only wants to confirm total attorney headcounts, indicate that here and you will be routed to that section of the survey.

Please note that confirming headcounts only and declining to respond to the rest of the survey would make the firm ineligible for the [Diversity Snapshot](#), [Women in Law](#) report and [Law360 Pulse Social Impact Leaders](#). It would also receive a penalty on its score for the [Law360 Pulse Leaderboard](#).

- I'm here for the entire survey!
 - If YES, the firm continues to the rest of the survey.
- I only want to provide the firm's total headcount.
 - If YES: Total headcounts
 - Enter your firm's total number of attorneys as headcounts, NOT full-time equivalents, as of **Dec. 31, 2022**.

	Global	U.S.
Total partners		
Total nonpartners		

Firm Structure

Law360 uses the following definitions for each attorney level:

- **Equity partners** are defined as partners who receive a majority of their compensation from a share of the firm's profits.
- **Nonequity partners** are defined as partners who do not receive a majority of their compensation from a share of the firm's profits.

If your firm has any nonequity partners, please select the two-tier option below.

- What kind of partnership structure does your firm have?
 - One tier (all partners are equity)
 - Two tier (there are equity and nonequity partners)
 - Other (please explain here; the two-tier version of this survey follows)

- Is your firm structured as a Swiss verein?
 - Yes
 - No
- IF TWO TIER: Are you providing details on both equity and nonequity partners?
 - Yes
 - No

A full partner breakdown is preferred and supplied by the vast majority of firms, but Law360 also welcomes submissions for total partners. If you click **No**, the online form will guide you to enter data on a total-partner basis throughout the survey.

Overall Attorney Headcounts

Where headcount figures are requested, each attorney who worked at your firm as of Dec. 31 should be counted once, regardless of whether they're full-time or part-time. All attorney data should be on this basis, with the exception of the 2022 FTE (full-time equivalent) requests in the table below.

In addition, Law360 uses the following definitions for each attorney level:

- **Equity partners** are partners who receive a majority of their compensation from a share of the firm's profits.
- **Nonequity partners** are partners who do not receive a majority of their compensation from a share of the firm's profits.
- **Associates** are salaried attorneys who do not receive a share of the firm's profits. Typically, they have "associate" in their job titles.
- **Other lawyers** are attorneys who are not partners or associates and are not temporarily employed attorneys hired for one particular matter. Typically, they are senior counsel, special counsel, of counsel and staff attorneys.

For more tips on counting attorneys in your firm's totals, please see our [FAQ](#).

2022 Headcounts

Enter the total number of attorneys your firm had in the following categories as of **Dec. 31, 2022**.

	Global headcount	Global FTE	U.S. headcount	U.S. FTE
Equity partners				
Nonequity partners				
Associates				
Other lawyers				

	Nonbinary								
	Declines to identify gender								
Associates	Male								
	Female								
	Nonbinary								
	Declines to identify gender								
Other lawyers	Male								
	Female								
	Nonbinary								
	Declines to identify gender								

Summer Associates

Please provide details on the firm's U.S.-based summer associates. The data collected in this section will be used for stories on law firm diversity.

- Does your firm have a summer associate program?
 - Yes
 - No
- If the firm collects data on summer associates but declines to share it with Law360, please indicate that below.
 - Firm will report this data.
 - Firm declines to disclose this data.
- How many U.S.-based summer associates did your firm have in 2022? _____

Demographic information of U.S.-based summer associates in 2022:

	Summer Associates			
	Male	Female	Nonbinary	Declines to identify gender
Hispanic or Latino				
Black or African American				

Asian				
White				
Native Hawaiian or other Pacific Islander				
Native American or Alaska Native				
Two or more races				
Declines to identify race or ethnicity				

LGBTQ+ Attorneys

This section seeks data about attorneys who self-identify as lesbian, gay, bisexual, transgender and queer, with a plus sign to recognize all sexual orientations and gender identities used by members of the community. For more details, please refer to the glossary from the [Human Rights Campaign](#).

- Does the firm track LGBTQ+ representation for purposes of diversity and inclusion?
 - Yes
 - No
- If YES: Please provide details on the firm's U.S.-based LGBTQ+ attorneys. The data collected in this section will be used for stories on law firm diversity and may also be used in Law360 rankings. If the firm does collect this data but declines to share it with Law360, please indicate that below.
 - Firm will report this data.
 - Firm declines to disclose this data.
- If firm will report this data:

	U.S. headcount
Equity partners	
Nonequity partners	
Associates	
Other lawyers	
Summer associates	

Attorneys with Disabilities

Please note that our survey follows the disability definitions used by the [U.S. Department of Labor](#).

- Does the firm track disability representation for purposes of diversity and inclusion?
 - Yes
 - No
- If YES: Please provide details on the firm's U.S.-based attorneys with disabilities. The data collected in this section will be used for stories on law firm diversity and may also be used in Law360 rankings. If the firm does collect this data but declines to share it with Law360, please indicate that below.
 - Firm will report this data.
 - Firm declines to disclose this data.
- IF firm will report this data:

	U.S. headcount
Equity partners	
Nonequity partners	
Associates	
Other lawyers	
Summer associates	

Promotions

- Did the firm promote U.S.-based attorneys to partner in 2022?
 - Yes
 - No
- How many U.S.-based attorneys were promoted?

IF ONE TIER:

- Total number of attorneys promoted to equity partner _____

IF TWO TIER:

- Total number of attorneys promoted to any type of partner. (Please count both equity and nonequity partners promoted from associate, counsel or nonequity ranks. For example, an associate attorney's promotion to nonequity partner and a

nonequity partner's promotion to equity partner should both be counted here.)

- Total number of attorneys promoted to equity partner. (This should include any attorneys who newly became equity partners after an internal promotion. This would include both promotions from associate or counsel ranks to equity partner and promotions from nonequity partner to equity partner.) _____

All Partner Promotions

FOR TWO TIER ONLY: Please provide the demographics of all U.S. attorneys who were promoted to any type of partner in the chart below. That should include promotions to both equity and nonequity partner.

	Total Partner Promotions			
	Male	Female	Nonbinary	Declines to identify gender
Hispanic or Latino				
Black or African American				
Asian				
White				
Native Hawaiian or other Pacific Islander				
Native American or Alaska Native				
Two or more races				
Declines to identify race or ethnicity				

Equity Partner Promotions

FOR ONE TIER AND TWO TIER: Please provide the demographics of all U.S. attorneys who were promoted to equity partner in the chart below.

	Equity Partner Promotions			
	Male	Female	Nonbinary	Declines to identify gender
Hispanic or Latino				
Black or African American				

	Declines to identify gender								
Nonequity partners	Male								
	Female								
	Nonbinary								
	Declines to identify gender								
Associates	Male								
	Female								
	Nonbinary								
	Declines to identify gender								
Other lawyers	Male								
	Female								
	Nonbinary								
	Declines to identify gender								

Leadership

Firms that don't provide information about their leadership will likely receive penalties on the Social Impact Leaders and Leaderboard rankings.

Head(s) of Firm

- Name the head(s) of the firm (CEO, chair and/or firmwide managing partner) and their title(s) as of Dec. 31, 2022. _____
- How many individuals did you enter in the box above? _____
- In the next section, please provide demographic data on the head(s) of the firm. If the firm declines to submit this data, please indicate that here:
 - Yes, the firm will provide demographic data.
 - No, the firm declines to provide demographic data.

Demographic data on the head(s) of the firm:

	Head(s) of the Firm			
	Male	Female	Nonbinary	Declines to identify gender
Hispanic or Latino				
Black or African American				
Asian				
White				
Native Hawaiian or other Pacific Islander				
Native American or Alaska Native				
Two or more races				
Declines to identify race or ethnicity				

Executive Committee

- Does your firm have an executive committee, management committee and/or board as the highest governing body of the firm?
 - Yes
 - No
- IF YES: How many U.S.-based members did the committee and/or board have as of Dec. 31, 2022? _____
- In the next section, please provide the demographic data of the committee and/or board. If the firm declines to submit this data, please indicate that here:
 - Yes, the firm will provide demographic data.
 - No, the firm declines to provide demographic data.

Demographic information of the U.S. members of your firm's executive committee, management committee and/or board as of Dec. 31, 2022:

	Executive or Management Committee Members			
	Male	Female	Nonbinary	Declines to identify gender
Hispanic or Latino				

Black or African American				
Asian				
White				
Native Hawaiian or other Pacific Islander				
Native American or Alaska Native				
Two or more races				
Declines to identify race or ethnicity				

Practice Area Leaders

- Does your firm have attorneys leading its U.S. practice groups or departments?
 - Yes
 - No

- IF YES: How many attorneys at the firm led U.S. practice groups or departments as of Dec. 31, 2022? Please do not include attorneys who lead a specific office or geographic region rather than a specific practice area. _____

- In the next section, please provide demographic data on your firm's practice area leaders. If the firm declines to submit this data, please indicate that here:
 - Yes, the firm will provide demographic data.
 - No, the firm declines to provide demographic data.

Demographic information of U.S. practice area leaders as of Dec. 31, 2022:

	Practice Group or Department Leaders			
	Male	Female	Nonbinary	Declines to identify gender
Hispanic or Latino				
Black or African American				
Asian				
White				
Native Hawaiian or other Pacific Islander				
Native American or Alaska Native				
Two or more races				

Declines to identify race or ethnicity				
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Diversity and Inclusion Initiatives and Programs

Please answer the following questions on the diversity actions, initiatives and staff that the firm has in place. Leaving these questions blank will likely result in penalties on the Social Impact Leaders and Leaderboard rankings.

- Does the firm have a written diversity action plan that has been communicated to all employees, and includes a set of initiatives whose progress is measured and tracked by management?
 - Yes
 - Not yet, but the firm is in the process of assembling a diversity action plan
 - No

- Does your firm have a designated full-time or part-time diversity manager who has no billable hour, client service or business development requirements?
 - Yes
 - Not yet, but the firm plans to hire a diversity manager in the near future
 - No

If YES: Please list the name and title of the diversity manager. _____

- Does the firm have a written policy that permits attorneys to work part-time and/or have a time-flexible schedule?
 - Yes
 - Not yet, but the firm plans to offer this in the near future
 - No

- How many days of paid parental leave does the firm provide as a maximum? _____

- Does the firm have a permanent policy in place allowing attorneys to work from home at least one day per week?
 - Yes, we offer a permanent work-from-home option to attorneys
 - We are developing a long-term work-from-home solution
 - No

Additional Diversity Data

- If your firm identifies attorneys' race and ethnicity by a standard other than the EEOC definitions, please share details here for Law360's future consideration:

(Maximum 500 characters)

- Does your firm specifically track whether attorneys and members of your firm's leadership team are of Middle Eastern or North African (MENA) descent?
 - Yes
 - No
- How many members of each level of your firm's leadership team are of Middle Eastern or North African descent?

	U.S. headcount
Head(s) of firm	
Executive or management committee members	
Department of practice area leaders	

Firm Financials

Important: Financial data points are important components of the Law360 Pulse Social Impact Leaders, [Prestige Leaders](#) and Leaderboard rankings. Omitting charitable contributions may result in a penalty on Social Impact Leaders and Leaderboard rankings, and omitting other financial data may make the firm ineligible for separate rankings. Law360 will calculate figures such as revenue per lawyer based on the data provided in this section.

If the firm declines to share this data with Law360, please indicate that here.

- Firm will report financial data.
- Firm declines to disclose financial data.

We prefer that you provide financials on a calendar-year time frame, ending Dec. 31. If your firm cannot report data on a calendar-year basis, please note that below.

- Can your firm provide financials on a calendar-year time frame?
 - Yes
 - No
- If NO: What is the reporting period of the financial data you are providing?
 - Start date: _____
 - End date: _____
- Please provide the following financial figures for 2022 in U.S. dollars. Figures should be rounded to the nearest dollar.

Enter your financial information in the following format, with the dollar sign and commas included: \$5,000,000. Please provide totals, adding together U.S. and international figures. For details on definitions Law360 uses for financials, please see our [FAQ](#).

	Total
Gross revenue	
Net income (total compensation for equity partners)	
Total compensation for nonequity partners	
Charitable contributions	

Pro Bono

For details on what qualifies as pro bono work, please see our [FAQ](#).

This section requests totals. Law360 Pulse will compute participation rates and output based on this data. Pro bono participant totals cannot exceed your firm's previously provided headcounts. These data points are important components of the [Pro Bono ranking](#), Law360 Pulse Social Impact Leaders and Law360 Pulse Leaderboard. If you elect not to provide us with pro bono data, your firm will likely receive penalties in those rankings.

Pro Bono Workload

- How many of your firm's U.S. attorneys participated in pro bono work in 2022?
Please write in headcounts, not FTE, and include only attorneys who worked at the firm as of Dec. 31.
- How many U.S. attorneys at your firm met the American Bar Association's [recommendation](#) to work at least 50 pro bono hours in 2022?
Please write in headcounts, not FTE, and include only attorneys who worked at the firm as of Dec. 31.
- How many total pro bono hours did your firm's U.S. attorneys log in 2022?
Please include hours worked by attorneys employed at the firm as of Dec. 31 as well as those who left prior to that date.

Pro Bono by Practice Area

- Will your firm indicate whether its U.S. attorneys completed pro bono work across a series of focus areas?
Firms that select 'no' would likely receive a penalty on the Social Impact Leaders ranking.

- IF YES: Did your firm's U.S. attorneys complete pro bono work in any of the following areas in 2022? Please select all that apply.
 - Child and family programs
 - Civil rights, civil liberties and human rights
 - Criminal justice and prisoners' rights
 - Domestic violence and abuse
 - Education
 - Employment
 - Health care and medical issues
 - Housing and homelessness
 - Human trafficking
 - Immigration and deportation
 - Military and veterans' affairs
 - Nonprofit operations
 - Physical and developmental disabilities
 - Racial, ethnic, gender and LGBTQ+ discrimination
 - Religious freedoms
 - Reproductive rights
 - Sustainability and environmental matters
 - Voter protection

Responsible Business

Practices

- Does your firm have a practice focusing on sustainability and environmental, social and corporate governance (ESG) initiatives?
 - Yes
 - Not yet, but the firm is preparing to establish this practice
 - No

- Does the firm advise clients on making their operations compliant with environmental regulations?
 - Yes
 - Not yet, but the firm is preparing to offer this service
 - No

Priorities

- Has your firm undergone a [materiality assessment](#) to understand its impacts and ESG priorities within the past five years? If this assessment spanned multiple years, please reference the most recent year that it took place.
 - IF NO: Did your firm undergo a materiality assessment more than five years ago?
 - IF NO: Is your firm planning to undergo a materiality assessment in the near future?

- Does your firm require suppliers to sign a code of conduct affirming that they will adhere to certain responsible-business requirements for environmental practices, labor rights and human rights?
 - Yes
 - Not yet, but the firm is assembling a code of conduct for suppliers
 - No

- Does your firm participate in the United Nations Global Compact?
 - Yes
 - Not yet, but we plan to participate in the future
 - No

- Does your firm participate in the Science-Based Target initiative?
 - Yes
 - Not yet, but we plan to participate in the future
 - No

- Does your firm disclose emissions data through CDP (formerly known as the Carbon Disclosure Project)?
 - Yes
 - Not yet, but we plan to participate in the future
 - No

- Does your firm have an emissions target in place?
 - Yes
 - Not yet, but the firm is working to put together an emissions target
 - No
 - IF YES: Fill in the blanks: Our firm has pledged to cut greenhouse gas emissions [percentage] by the year [future year], as compared to levels from the year [past year].

Comments

- If any of the data points you submitted require further clarification, please enter those notes and specify the affected figures here:

(Max. 500 characters)

- Do you have any additional notes or suggestions for a future installment of this survey?
(Max. 500 characters)

End of Survey

Ready to submit your survey responses? Please proceed to the next page, where you will be given an opportunity to review your answers.

Once you have reviewed your answers, you can create a copy for your records by printing the page to PDF on your computer. You must print to PDF in order to create a copy for your records, as the next page will not automatically generate a PDF.

After you have created the PDF, **hit Continue at the bottom of the page to submit your survey**. You must do this to complete the process; if you do not hit **Continue**, your survey will not be submitted. After you press this button, a copy of the submission will be sent to the email address provided on the first page of this form. The email will show all questions, rather than only the ones your firm answered.