



The Law360 Annual Law Firm Survey

This is the guide to the 2021 Law360 Law Firm Survey. To complete the survey, follow [this link](#) to the online form.

Welcome to the 2021 Law360 Law Firm Survey! If you're a longtime survey participant, and you're looking for the survey that you usually fill out for the Glass Ceiling and Diversity Snapshot rankings, you've come to the right place. You'll notice a few more questions than previously — we're expanding our business of law coverage to include some brand new rankings we're in the process of developing.

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 headcount survey are available [here](#). Questions or concerns? Email surveys@law360.com.

Contact Information

- Your Name_____
- Your Email Address _____
- Your Title_____
- Your Firm's Name_____

Thank you! The survey begins on the next page. If your law firm only wants to confirm a total U.S. attorney headcount, indicate that here. You will be routed to that section of the survey.

Please note that confirming headcount only and declining to respond to the rest of the survey will make the firm ineligible for rankings beyond our listing of law firms by U.S. attorney headcount.

- ☐ I'm here for the entire survey
- ☐ I only want to provide the firm's total headcount.

Law Firm Information

- Is your firm a boutique?
 - ☐ Yes
 - ☐ No
- If YES, What kind of law does it focus on? _____
- What kind of partnership structure does your firm have? *(For purposes of this survey, "One Tier" firms have only equity partners, while "Two Tier" firms have both equity and nonequity partners.)*
 - ☐ One Tier
 - ☐ Two Tier
 - ☐ Other (Please explain). Please note that if you choose "other" you will be given the Two Tier version of this survey. _____
- If Two Tier: Are you providing details on both nonequity and equity partners?
 - ☐ Yes
 - ☐ No

(If your firm only wants to provide total partner data, instead of specifics on both nonequity and equity partners, we still welcome your submission, but please note that the firm will be ineligible for any rankings that take into account equity partners. Most of our diversity rankings do consider equity partners, and the vast majority of two tier firms do disclose nonequity and equity data. If you click No, the online form will guide you to only enter nonpartner and total partner data throughout the survey.)

Overall Attorney Headcount

Enter the total number of attorneys your firm had in the following categories. Where headcount figures are requested, figures should be **headcount**, NOT full-time equivalent, **as of Dec. 31, 2020**.

Where full-time equivalent counts are requested – the figures should be average FTE (full-time equivalent) lawyer counts for the calendar year 2020. For firms with only U.S.-based attorneys, global headcount and U.S. headcount will be the same.

	Global Headcount (headcount only)	Global Headcount (FTE)	U.S. Headcount (headcount only)	U.S. Headcount (FTE)
Equity Partners				
Nonequity Partners				
Associates				
Other Lawyers				
Total Attorneys				

Enter the total number of attorneys your firm had in the following categories. Where headcount figures are requested, figures should be **headcount**, NOT full-time equivalent, as of **Dec. 31, 2019**. Where full-time equivalent counts are requested – the figures should be average FTE (full-time equivalent) lawyer counts for the calendar year 2019. For firms with only U.S.-based attorneys, global headcount and U.S. headcount will be the same.

	Global Headcount - (headcount only)	Global Headcount (FTE)	U.S. Headcount (headcount only)	U.S. Headcount (FTE)
Equity Partners				
Nonequity Partners				
Associates				
Other Lawyers				
Total Attorneys				

Law Firm Demographics

List how many **U.S.-based attorneys** your firm had in the following categories (headcount, not full-time equivalent) as of **Dec. 31, 2020**.

For all further questions on the survey we will only be asking for headcount numbers on U.S.-based attorneys as of Dec. 31, 2020. The data collected in this section will be used for Law360's Glass Ceiling Report and Diversity Snapshot, as well as other rankings in development and stories on law firm diversity.

Count each attorney as "1" in one category. If an attorney chooses to not identify as any race, ethnicity or gender, mark them in the applicable "Declines to Identify" category.

Please note that our survey follows the definitions of race and ethnicity categories used by the Equal Employment Opportunity Commission in its annual Employer Information EEO-1 survey.

		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	Total
Equity Partners	Male									
	Female									
	Non-binary									
	Declines to Identify									
Nonequity Partners	Male									
	Female									
	Non-binary									
	Declines to Identify									
Associates	Male									
	Female									
	Non-binary									
	Declines to Identify									
Other Lawyers	Male									
	Female									
	Non-binary									
	Declines to Identify									

LGBTQ Attorneys

- Does the firm track LGBTQ representation for purposes of diversity & 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. If the firm does collect this data but declines to share it with Law360, please indicate that below. Be aware that declining to provide details may make the firm ineligible for rankings that include this data.
 - ☐ Firm will report data
 - ☐ Firm declines to disclose LGBTQ data

- If “Firm will report data”:

[illegible]

Attorneys with Disabilities:

- Does the firm track disability representation for purposes of diversity & 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. If the firm does collect this data but declines to share it with Law360, please indicate that below. Be aware that declining to provide details may make the firm ineligible for rankings that include this data.

- ❑ Firm will report data

❏ Firm declines to disclose data on attorneys with disabilities

- IF “Firm will report data”:

Attorneys with Disabilities	Equity Partners				Nonequity Partners				Associates				Other Lawyers			
	Male	Female	Non-binary	Declines to Identify	Male	Female	Non-binary	Declines to Identify	Male	Female	Non-binary	Declines to Identify	Male	Female	Non-binary	Declines to Identify

Law Firm Partner Promotions

- Did the firm promote attorneys to partner in 2020?
 - ☐ Yes
 - ☐ No

IF NO: What was the most recent year the firm promoted a class of attorneys to partner?

_____.

- How many attorneys were promoted? Please include only U.S.-based attorneys. We are looking for headcount, not FTE. *Two tier firms will be asked to provide data on all partner promotions (counting any internal promotions to either equity or nonequity partner from any rank) as well as data on equity partner promotions only. If the firm did not promote a class of attorneys in 2020, please use data from the most recent partnership class you indicated in a previous question.* _____

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 became new equity partners who were promoted internally. This would include both promotions from associate or counsel ranks to equity partner and promotions from nonequity partner to equity partner.)* _____

- FOR TWO TIER ONLY: Please describe the demographics of all attorneys who were promoted to **any type of partner** in the chart below. Please include only U.S.-based attorneys. Please include promotions to any type of partner position (in other words, both equity and nonequity partner promotions). If the firm did not promote a class of attorneys in 2020, please use data from the most recent partnership class you indicated in a previous question.
-

	Total Partner Promotions			
	Male	Female	Nonbinary	Declines to Identify
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				
Total				

FOR ONE TIER AND TWO TIER: Please describe the demographics of all attorneys who were promoted to **equity** partner in the chart below. Please include only U.S.-based attorneys. If the firm did not promote a class of attorneys in 2020, please use data from the most recent partnership class you indicated in a previous question.

	Equity Partner Promotions			
	Male	Female	Nonbinary	Declines to Identify
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				
Total				

Law Firm Hiring

Please list the number of U.S.-based attorneys who joined the firm in 2020 in the applicable categories on the next page. This would include first-year associates and lateral hires to any position.

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

- ☐ Firm will report new hire data
☐ Firm declines to report new hire data

IF “Firm will report new hire data”:

		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 Partners	Male								
	Female								
	Non-binary								
	Declines to Identify								
Nonequity Partners	Male								
	Female								
	Non-binary								
	Declines to Identify								
Associates	Male								
	Female								
	Non-binary								
	Declines to Identify								
Other Lawyers	Male								
	Female								
	Non-binary								
	Declines to Identify								
Total									

Law Firm Leadership

- Name the head(s) of the firm (CEO, chairman or firmwide managing partner) as of Dec. 31, 2020. Please include name and title here _____
- Please provide the demographic data on the firm's managing partner(s) on the next page. PLEASE NOTE: Most firms will have only one managing partner. If the firm has only one managing partner, there should be only one entry in the table. If the firm declines to submit this data, please indicate that here:
 - ☐ Yes, firm will provide demographic data.
 - ☐ No, firm declines to provide demographic data.

	Managing Partner(s)			
	Male	Female	Nonbinary	Declines to Identify
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				
Total				

- Does your firm have an executive or management committee? ("Executive or management committee" should represent the highest governing body of the firm. Please count only U.S.-based members.)
 - ☐ Yes
 - ☐ No
- IF YES: How many members does the executive or management committee have? ____
- IF YES: Please provide the demographic information of the members of your firm's executive, management or highest ranking committee as of Dec. 31, 2020. (NOTE: Please count only U.S.-based members.)

	Executive or Management Committee Members			
	Male	Female	Nonbinary	Declines to Identify
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				
Total				

How many attorneys at the firm are leaders of U.S. practice groups or departments? _____

Please provide the demographic information of attorneys in those leadership positions.

	Practice Group or Department Leaders			
	Male	Female	Nonbinary	Declines to Identify
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				
Total				

Law Firm Diversity and Inclusion Initiatives and Programs

Please answer the following questions on the law firm's diversity actions, initiatives and staff as of Dec. 31, 2020.

- 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
 - ☐ In progress
 - ☐ No
- Does your law firm have a designated full-time or part-time diversity manager who has no billable hour, client service or business development requirements?
 - ☐ Yes
 - ☐ In progress
 - ☐ No

If YES, please list the name and title of the diversity manager. _____

- Does the firm provide paid parental leave of at least 90 days?
 - ☐ Yes
 - ☐ In progress
 - ☐ No
- Does the firm have a written flextime or part-time policy that permits attorneys to be part-time and/or have a flexible schedule?
 - ☐ Yes
 - ☐ In progress
 - ☐ No

Firm Financials

Law360 is expanding the data we collect from law firms as part of our effort to create a holistic picture of law firm performance. This includes financial performance, which we plan to incorporate as part of a broad ranking of law firms later this year. If you elect not to provide us with financial information, including gross revenue and net income, you may not be eligible for any series or rankings that include firm financials.

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

Please provide the following financial data for 2020. All figures should be in U.S. dollars.

Enter your financial information in the following format: \$5,000,000.

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. For many U.S.-based firms, global revenue and U.S. revenue will be the same.

- Is your firm structured as a Swiss verein?
 - ☐ Yes
 - ☐ No
 - ☐ Other (please describe) _____
- 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 2020.

	Global	U.S.
Gross Revenue		
Net Income (total compensation for equity partners)		
Total Compensation for Nonequity Partners		

- Please provide the following financial figures for 2019:

	Global	U.S.
Gross Revenue		
Net Income (total compensation for equity partners)		
Total Compensation for Nonequity Partners		

Law Firm Innovation

Law360 is expanding the data we collect from law firms as part of our effort to create a holistic picture of law firm performance. This includes questions on law firm innovation, which we plan to incorporate as part of a broad ranking of law firms later this year. If you choose to skip these questions, your firm may not be eligible for any series or rankings that look at innovation.

- Does your law firm have any technology-centric subsidiaries, partnerships or affiliates (e.g. an ideas lab or innovation hub)?
 - ☐ Yes
 - ☐ No
- Which of the following forms of alternative fee arrangements does the firm currently make available to clients? Select all that apply:
 - ☐ Fee caps
 - ☐ Fixed fees for single engagements
 - ☐ Full contingencies
 - ☐ Holdbacks/partial contingencies/success fees
 - ☐ Portfolio fixed fees
 - ☐ Evergreen retainers
 - ☐ Risk collars
- Does your firm have a technology committee?
 - ☐ Yes
 - ☐ No
- Please indicate if your firm has officers who have the following titles or fill equivalent roles at the C-suite level. In addition, please note if such officers are seated on the executive committee.

	Firm has C-level officer with this title	Officer is on executive committee
Chief Innovation Officer		
Chief Technology Officer		
Chief Knowledge Officer		
Data Protection Officer		
Chief Pricing Officer		
Chief Experience Officer		
Chief Client Officer		

END OF SURVEY

Thank you for completing the 2021 Law360 Law Firm Survey.

To submit your survey, 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**.

PLEASE NOTE: the next page will not automatically generate a PDF. You must print to PDF on your computer in order to create a copy for your records.

After you have created the PDF, hit **Finish** at the bottom of the page to submit your survey.

Please remember to hit **Finish** to complete the process. If you do not hit **Finish**, your survey will remain unsubmitted.

Any questions, please contact us at surveys@law360.com.

If you discover a mistake in your survey data before the rankings are published, please let us know immediately by sending an email to surveys@law360.com. No changes to published data are permitted unless firms can provide Law360 with clear, verifiable data that shows a mistake was made.