



Oregon
State
Bar

OREGON STATE BAR

2012 ECONOMIC SURVEY

Addendum Includes Additional Analyses by Race/Ethnicity Categories

AUGUST 2012 (REVISED JULY 2013)

©2012 OREGON STATE BAR
ALL RIGHTS RESERVED

Prepared by

FLIKIRS PROFESSIONAL SERVICES, INC.

851 Robin Road
Lexington, KY 40502
859-368-0200
flikirs@att.net

TABLE OF CONTENTS

INTRODUCTION

Purpose	1
Survey Design/Process	1
Explanation of Data Analysis	2
Validity of Sample	2
Comparison to Previous Surveys	3
Survey Table and Map	4

DATA ANALYSIS

Attorney Profile/Characteristics	6
Gender	6
Age	7
Race/Ethnicity	8
Disability	8
Sexual Orientation	8
Transgender	8
Years Admitted to Practice in Oregon	9
Total Years Admitted to Practice	10
Type of Employment	10
Area of Practice	11
Size of Practice	12
Level of Employment	12
Method of Pay	13
Compensation	14
All Respondents	15
Full-Time and Part-Time	15
Gender	17
Age	18
Years Admitted to Practice in Oregon	19
Total Years Admitted to Practice	20
Type of Employment	21
Area of Practice	22
Size of Practice	25
Level of Employment	26
Method of Pay	26
Billing Practices	28
Hours Billed	28
Method of Pay	28
Billing Rate	29
Total Years Admitted to Practice	29
Area of Private Practice	31
Billing Methods	33

Practice Profile/Characteristics	34
Hours Worked	34
Type of Employment	34
Pro-Bono/Community Service Hours	35
Career Satisfaction	36
Gender	36
Total Years Admitted to Practice	37
Type of Employment	37
Area of Practice	38
Level of Employment	39
Level of Non-Legal Employment	39
Gender	39
Total Years Admitted to Practice	40
Future Plans	41
Next Five Years	41
Type of Employment	41
Legal Career Satisfaction	41
QUESTIONNAIRE	42
ADDENDUM	A-1

INTRODUCTION

In May 2012, the Oregon State Bar commissioned an economic survey to be conducted of the membership of the Oregon State Bar. This survey was administered by FLIKIRS PROFESSIONAL SERVICES, INC., an independent survey firm. The survey was very similar to surveys conducted previously in 1994, 1998, 2002, and 2007. The following report details the survey process and the findings obtained from an analysis of the data contained in the survey questionnaires that were completed and returned.

PURPOSE

The purpose of this project was to gather demographic and economic information regarding Oregon attorneys. Data was gathered in six major areas.

- Attorney Profile and Characteristics – information regarding gender, age, race/ethnicity, disability, sexual orientation, transgender, years admitted to practice in Oregon, total years admitted to practice, type of employment, area of practice, size of practice, level of employment, and method of pay.
- Compensation – information regarding annual compensation for 2011 received from legal practice.
- Billing Practices for Attorneys in Private Practice – information regarding hours billed per month, hourly billing rate, and billing methods utilized.
- Practice Profile and Characteristics – information regarding total hours worked per month and hours spent in pro-bono and community service activities.
- Career Satisfaction – an overall rating of the attorney's satisfaction with his/her legal career or non-legal career.
- Future Plans – information regarding attorney's plans during the next five years.

SURVEY DESIGN/PROCESS

The project involved a survey of a sample of attorneys selected from the list of Oregon Active, Active Emeritus, and Active Pro Bono Members of the Oregon State Bar. This does not include out-of-state Active Members of the Oregon State Bar. For purposes of this project, the Bar membership was divided into seven geographic regions. From each region, a proportional random sample was selected comprised of one-third of the attorneys. The use of a random sample afforded every member within each region an equal chance of receiving a questionnaire. Proportional sampling assured that data from attorneys in any region did not distort the overall data.

The questionnaire was developed by the Oregon State Bar. The questionnaire design was limited to two pages to increase the rate of participation. Whenever possible, questions were designed to correspond to the data that was collected in the economic surveys that were conducted in 1994, 1998, 2002, and 2007 in order to facilitate comparison.

Attorneys sampled received an email or a cover letter from the president of the Oregon State Bar, the questionnaire, an identification code number, and a postage-paid return envelope in May 2012. After approximately two weeks, a reminder postcard was sent to those attorneys who had not responded. A replacement questionnaire, with an email or a cover letter, was re-sent to those attorneys who had not responded by the initial deadline.

Data from completed questionnaires was entered into a statistical computer program. Seven questionnaires were returned with a missing identification code number and 38 questionnaires were returned with only the identification code number. Thus, these questionnaires could not be used in the analysis.

EXPLANATION OF DATA ANALYSIS

The data analysis relies on descriptive statistics, including averages, medians, and percentiles. The average, also known as the mean, is calculated by adding all of the respondents' scores for a particular item and dividing by the total number of respondents. The median, also known as the midpoint, is the point at which 50% of the responses are above and 50% are below that number. The percentiles, e.g., 25th, 75th, and 95th, represent the point in the range of responses at which 25%, 75%, and 95% of the responses occur for a specific question. For example, the 95th percentile compensation amount is the compensation amount (may not be an actual reported compensation amount) at which 95% of the reported amounts were below and 5% of the compensation amounts were above. Statistical interpolation was used to compute the specific percentile points.

Items may not sum to 100% due to rounding. Data was indicated as n/a if no data was reported or if data from less than five individuals (for average, median, and percentile data) was reported in order to protect confidentiality.

VALIDITY OF SAMPLE

The respondents were compared overall with the total sample (including non-respondents) with regard to data available from the Oregon State Bar membership records, including region, gender, age, and years admitted to practice in Oregon. The regional comparison indicated that each region had a 2% or less difference between the respondent percentage and the total sample for that region.

When compared with the total sample, the percentage of women responding was only slightly higher than the percentage of men responding. Women represented 35% of the sample and 39% of the respondents. The respondents were compared to the total sample by the age categories used in the analysis. Of the five age categories, two categories had less than a 1% difference between the respondents and the total sample. The percentage of respondents in the under 30-years-old-category was slightly higher (a 4% difference) than the total sample. The percentage of respondents in the 60-years-old-or-over category was slightly lower (a 3% difference) than the total sample.

The respondents were also compared to the total sample by the categories used in the analysis of years admitted to practice in Oregon. Five of the eight categories of years admitted to practice had less than a 1% difference between the respondents and the total sample. Of the other categories, two had just over a 1% difference and for one category (0 to 3 years), the respondents were slightly over 2% more than the total sample.

Given the proportional sampling method by region, the number of respondents, and the similarity of respondents and non-respondents regarding gender, age, and years admitted to practice in Oregon, the data in this report can be viewed as representative of attorneys in Oregon.

COMPARISON TO PREVIOUS SURVEYS

Throughout this report, comparative data is presented comparing current data to data collected in the 2007 survey. Many of the averages for specific data are very similar to the 2007 data. The median age was the same as 2007, 47 years. The percentage of female respondents increased from 34% in the 2007 survey to 39% in 2012.

The average compensation reported in 2012 was 7% higher than reported in 2007 while the median compensation increased by 5%. The average hourly billing rate also increased by 13.6% from \$213 per hour in 2007 to \$242 per hour in 2012.

Average hours worked per month declined slightly between 2007 (185) and 2012 (182). Average pro-bono hours increased from 8.9 hours per month in 2007 to 9.2 hours in 2012. Community service hours increased from 11.6 hours per month in 2007 to 12.1 hours in 2012. The overall rating for legal career satisfaction (based on a 5-point scale) decreased slightly from 3.9 in 2007 to 3.8 in 2012.

The following table contains some highlights of the overall data collected in the five surveys conducted in 1994, 1998, 2002, 2007, and 2012.

Item/Survey Year	1994	1998	2002	2007	2012
Median Age	44	45	47	47	47
Gender – Females	25%	29%	30%	34%	39%
Average Number of Years in Practice	15	16	18	19	20
Lawyers in Private Practice *	76%	71%	71%	69%	67%
Full-Time Lawyers	81%	81%	78%	75%	72%
Average Compensation	\$73,630	\$83,805	\$102,643	\$116,727	\$124,861
Median Compensation	\$58,000	\$63,090	\$78,000	\$90,000	\$94,743
Median Hours Billed per Month – Private Practice	120	120	120	120	100
Average Hourly Billing Rate – Private Practice	\$123	\$138	\$174	\$213	\$242
Median Hourly Billing Rate – Private Practice	\$120	\$130	\$165	\$200	\$225
Average Hours Worked per Month – Full-Time	189	189	186	185	182
Average Pro Bono Hours per Month	9.3	9.2	9.1	8.9	9.2
Average Community Service Hours per Month	10.8	11.1	11.4	11.6	12.1
Legal Career Satisfaction – 5-point scale	3.5	3.6	3.7	3.9	3.8

* An additional 5% were in Private Non-Profit organizations in 1998, 2002, and 2007 and an additional 6% in 2012. In 1994, no distinction was made between Private Practice and Private Non-Profit organizations in the collection of data.

SURVEY TABLE AND MAP

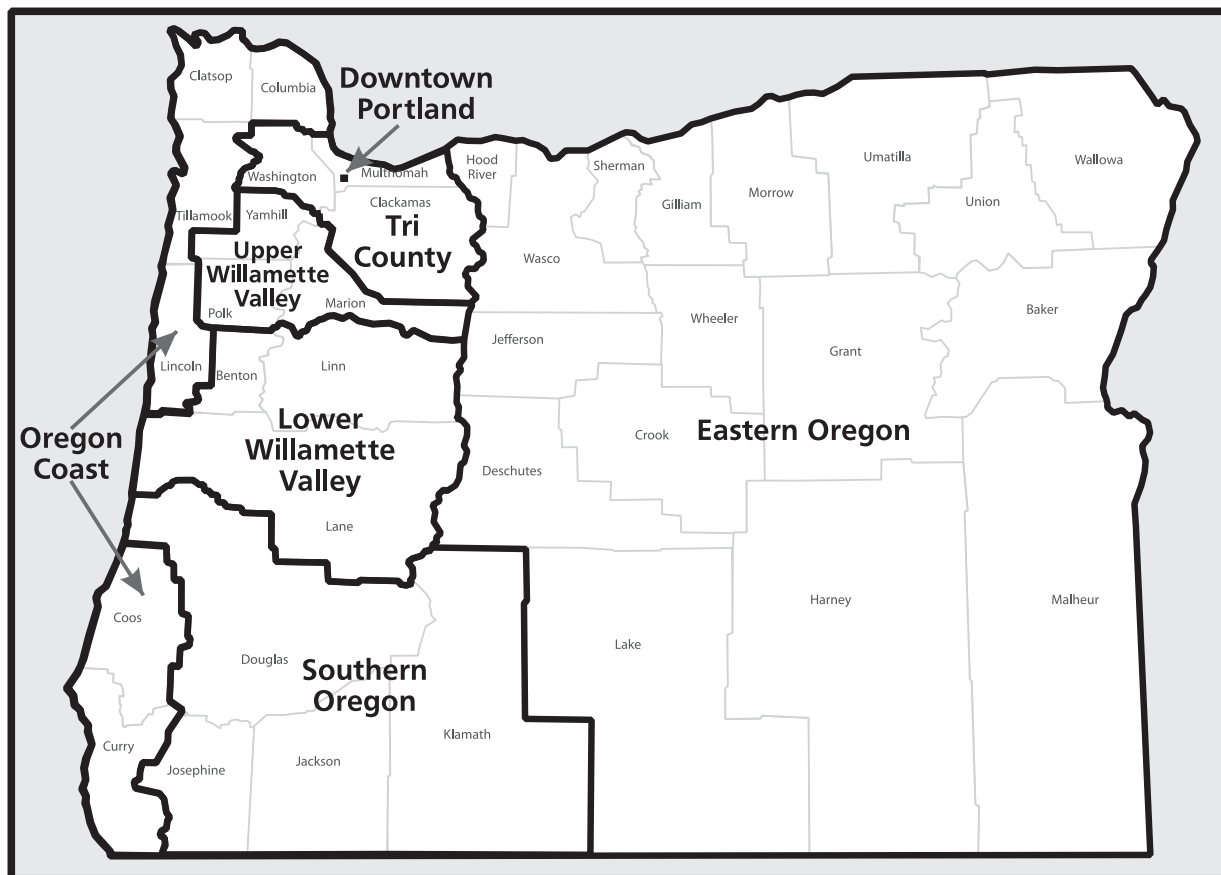
The sample was selected from the list of Oregon Active, Active Emeritus, and Active Pro Bono Members prepared by the Oregon State Bar as of May 2012. This does not include out-of-state Active Members of the Oregon State Bar. The survey sample comprised of one-third of the attorneys was selected on a regional basis using the seven geographic regions defined by the Bar in the previous surveys conducted in 1994, 1998, 2002, and 2007. The following table lists the seven regions, the number of individuals on the total Oregon Active, Active Emeritus, and Active Pro Bono Membership list, the percentage that each region represents of the total, the number of individuals in the sample selected, the number of completed questionnaires returned, and the percentage rate of return.

The overall return rate was 46.6%, represented by 1,889 completed questionnaires. This rate of return is considered to be acceptable for a survey of this type. The percentage rate of return for completed questionnaires by region closely parallels the percentage each region represents of the total bar membership as shown in the table below.

On the following page, a map of Oregon graphically displays the seven regions utilized for this survey.

Region	Membership Number	%	Sample Size	Returned Number	%
Downtown Portland (Zip Codes 97201, 97204, 97205, 97207, 97208, 97209, 97228, 97240, 97258)	3,866	31.8%	1,287	581	30.8%
Tri-County (Remainder of Portland and Multnomah County, plus Clackamas and Washington Counties)	3,924	32.3%	1,314	571	30.2%
Upper Willamette Valley (Marion, Polk, and Yamhill Counties)	1,452	11.9%	483	257	13.6%
Lower Willamette Valley (Benton, Lane, and Linn Counties)	1,161	9.6%	387	182	9.6%
Southern Oregon (Douglas, Jackson, Josephine, and Klamath Counties)	601	4.9%	200	101	5.3%
Eastern Oregon (Baker, Crook, Deschutes, Gilliam, Grant, Harney, Hood River, Jefferson, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wasco, and Wheeler Counties)	774	6.4%	258	130	6.9%
Oregon Coast (Clatsop, Columbia, Coos, Curry, Lincoln, and Tillamook Counties)	373	3.1%	124	67	3.5%
Totals	12,151	100%	4,053	1,889	100%

Sampling Regions



DATA ANALYSIS

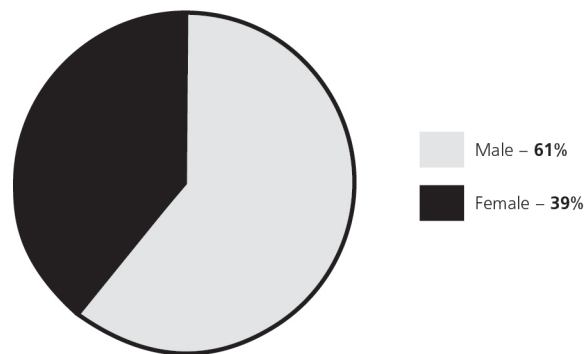
Throughout this report, data is presented in various categories. The categories used for age and years admitted to practice were the same as the 2007 Survey for comparative purposes. Data was indicated as n/a if no data was reported or if data from less than five individuals (for average, median, and percentile data) was reported in order to protect confidentiality.

ATTORNEY PROFILE/CHARACTERISTICS

The following tables present the characteristics and profile of Oregon attorneys. Descriptive data is presented for gender, age, race/ethnicity, disability, sexual orientation, transgender, years admitted to practice in Oregon, total years admitted to practice, type of employment, area of practice, size of practice, level of employment, and method of pay.

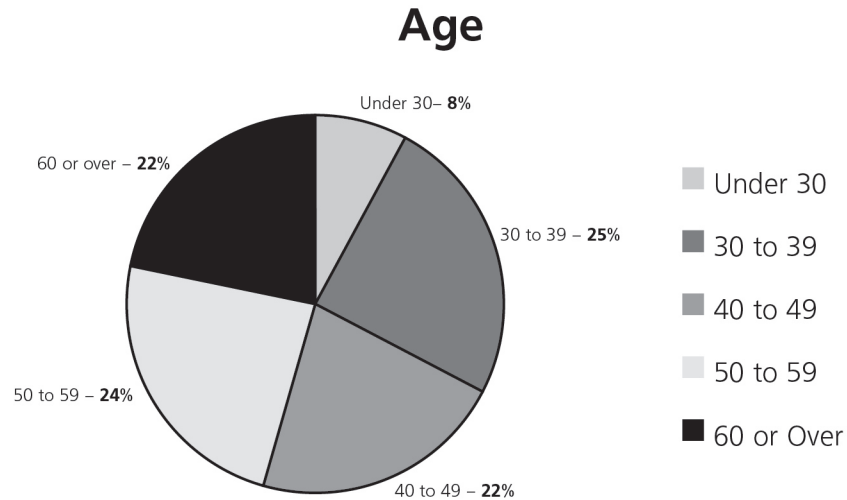
Gender: The following table lists the gender of respondents. For Oregon as a whole, the percentage of females was 39% and the percentage of males was 61% compared to the 2007 survey of 34% females and 66% males. Regional data varies somewhat with the Tri-County and Lower Valley regions having the highest percentage of females and the Southern Oregon and Eastern Oregon regions having the highest percentage of males.

Gender



Gender	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Male	61%	61%	57%	60%	58%	74%	68%	63%
Female	39%	39%	43%	40%	42%	26%	32%	37%

Age: The age of respondents, which was collected as the respondent’s actual age, was broken down into five categories. The highest concentration of attorneys (25%) was in the 30 to 39 age category with the median age being 47 years. In 2007, the highest concentration of attorneys was in the 50 to 59 age category with 31% and the median age was also 47 years. Regional data differs somewhat from the Oregon data.



Age Category	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Under 30	8%	6%	10%	10%	5%	5%	10%	3%
30-39	25%	28%	25%	26%	28%	15%	19%	14%
40-49	22%	25%	21%	17%	21%	26%	20%	16%
50-59	24%	24%	23%	26%	20%	24%	28%	32%
60 or Over	22%	17%	21%	22%	26%	29%	24%	35%
Median Age	47.0	45.0	47.0	47.0	47.0	51.0	51.0	56.0

Race/Ethnicity: The largest race/ethnicity category was White or Caucasian with 92%. Regional data closely followed Oregon data.

Race/Ethnicity	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
American Indian or Alaska Native	1%	1%	1%	0%	1%	0%	1%	2%
Asian or Pacific Islander	2%	3%	1%	2%	2%	1%	2%	3%
Black or African American	1%	2%	1%	0%	0%	0%	1%	0%
Hispanic or Latino	2%	1%	2%	3%	2%	1%	1%	3%
White or Caucasian	92%	91%	93%	92%	94%	96%	92%	91%
Multi Racial/Ethnic	2%	2%	2%	2%	1%	2%	3%	2%

Disability: Respondents were asked whether they have a disability (physical or mental impairment) that substantially limits one or more of their major life activities. Most respondents reported that they did not have a disability (97%).

Disability	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Yes	3%	2%	2%	6%	3%	5%	3%	3%
No	97%	98%	98%	94%	97%	95%	97%	97%

Sexual Orientation: Most respondents reported that their sexual orientation was heterosexual (96%).

Sexual Orientation	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Heterosexual	96%	95%	95%	96%	94%	100%	99%	98%
Gay, Lesbian, or Bisexual	4%	5%	5%	4%	6%	0%	1%	2%

Transgender: Respondents were asked if they identify as a transgender person. Only three respondents reported yes.

Transgender	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Yes	0%	0%	0%	0%	0%	0%	0%	0%
No	100%	100%	100%	100%	100%	100%	100%	100%

Years Admitted to Practice in Oregon: Data was collected on the number of years admitted to practice in the state of Oregon and the total number of years admitted to practice in any state. The data is presented in the following two tables. Eighteen percent of respondents were admitted to practice in another state prior to being admitted in Oregon, compared to 18% in the 2007 survey. This data does not identify the number of Oregon attorneys who have been admitted to practice in another state subsequent to being admitted in Oregon.

Twenty-three percent of attorneys were admitted to practice in Oregon in the category over 30 years. The smallest groups, with 6% and 7%, were the categories 13 to 15 years and 10 to 12 years. In 2007, the largest category of attorneys was 21 to 30 years with 24%. The average number of years in practice in Oregon was 18 years and the median number was 17 years. A comparison to the 2007 Survey indicates that the average number of years was 17 and the median was 15 years.

Years Admitted	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
0-3 Years	15%	12%	18%	16%	17%	11%	13%	10%
4-6 Years	11%	12%	10%	14%	14%	4%	8%	6%
7-9 Years	10%	12%	11%	7%	5%	9%	8%	3%
10-12 Years	7%	8%	6%	7%	7%	8%	6%	3%
13-15 Years	6%	6%	5%	5%	10%	4%	6%	7%
16-20 Years	11%	11%	11%	9%	11%	21%	12%	9%
21-30 Years	18%	23%	14%	19%	13%	15%	20%	25%
Over 30 Years	23%	17%	25%	23%	23%	29%	27%	36%
Average Number of Years	18	18	18	18	18	21	20	23
Median Number of Years	17	16	15	17	15	20	19	24

Total Years Admitted to Practice: The average number (20) and the median number (18) of total years admitted to practice were each greater than the average and median years admitted to practice in Oregon. Attorneys with over 15 years since being admitted to practice represent 55% of the respondents for total years admitted to practice compared with 52% for the same group in Oregon. In 2007, these numbers were 56% and 50% respectively.

Years Admitted	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
0-3 Years	12%	9%	16%	15%	14%	9%	11%	9%
4-6 Years	10%	12%	9%	13%	14%	3%	8%	6%
7-9 Years	8%	11%	10%	5%	4%	6%	6%	5%
10-12 Years	7%	8%	8%	6%	8%	8%	5%	2%
13-15 Years	6%	6%	5%	6%	8%	5%	6%	5%
16-20 Years	11%	11%	10%	9%	11%	21%	13%	8%
21-30 Years	19%	22%	15%	21%	15%	17%	22%	28%
Over 30 Years	25%	21%	26%	25%	27%	32%	31%	38%
Average Number of Years	20	19	19	19	19	22	22	24
Median Number of Years	18	17	17	19	17	20	22	25

Type of Employment: For Oregon, 67% of attorneys were in private practice with an additional 6% in private non-profit settings. For Oregon, government lawyers represent 15%, ranging from a low of 10% in Tri-County to a high of 38% in the Upper Valley region, which includes the Salem area. The largest concentration of corporate in-house counsel attorneys was in the Tri-County region with 13%. These numbers are similar to the 2007 survey data.

Type of Employment	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Private Practice	67%	75%	69%	47%	69%	65%	66%	63%
Private Non-Profit	6%	5%	5%	5%	8%	11%	5%	7%
Government Lawyer	15%	11%	10%	38%	11%	16%	16%	19%
Corporate In-House Counsel	8%	7%	13%	3%	6%	5%	4%	2%
Judge/Hearings Officer	4%	1%	3%	7%	6%	4%	8%	9%

Area of Practice: 1,009 attorneys in private practice reported an area of practice. The largest percentage for an area of practice was other private practice with 13% followed by family law with 12%, and general with 10%. The attorneys included in the general category did not identify an area that represented over 50% of their practice. In 2007, the general category represented 14%. The regional data indicates some differences in area of practice throughout the state.

Area of Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Type of Employment – Private								
Bankruptcy	3%	2%	3%	4%	1%	9%	3%	0%
Business/Corporate – Litigation	6%	11%	2%	4%	4%	6%	3%	3%
Business/Corporate – Transactional	8%	10%	8%	5%	8%	6%	1%	6%
Civil Litigation, Defendant (excludes Insurance Defense)	5%	10%	3%	0%	2%	0%	4%	0%
Civil Litigation, Insurance Defense	8%	13%	6%	2%	2%	4%	1%	0%
Civil Litigation, Plaintiff – (excludes Personal Injury)	6%	6%	7%	8%	7%	0%	4%	9%
Civil Litigation, Plaintiff – Personal Injury	8%	7%	8%	14%	6%	2%	4%	9%
Criminal – Private Bar	5%	4%	3%	9%	3%	6%	8%	6%
Family Law	12%	6%	13%	13%	14%	26%	23%	13%
Real Estate/Land Use/Environmental Law	5%	6%	4%	7%	3%	8%	4%	6%
Tax/Estate Planning	9%	7%	11%	8%	16%	8%	6%	6%
Workers Compensation	3%	2%	4%	5%	4%	2%	4%	0%
General (no area over 50%)	10%	3%	12%	8%	15%	21%	24%	19%
Other	13%	13%	14%	10%	14%	4%	10%	22%

In the 2002, 2007, and 2012 surveys, two additional categories of area of practice were included in the questionnaire. The practice area criminal-public defender received 53 responses and the practice area criminal-public prosecutor received 59 responses.

Size of Practice: Over half (56%) of attorneys work in offices with 1 to 6 lawyers. The totals of these first three categories ranged from a low of 36% in Portland to substantially higher percentages in many of the other regions. The highest concentration of 1 lawyer offices was in the Oregon Coast with 43%.

Size of Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
1 Lawyer Office	27%	14%	40%	24%	28%	37%	34%	43%
2 Lawyer Office	10%	6%	12%	7%	10%	11%	18%	25%
3-6 Lawyer Office	19%	16%	20%	16%	26%	26%	20%	16%
7-20 Lawyer Office	20%	21%	18%	15%	25%	21%	24%	14%
21-60 Lawyer Office	13%	23%	6%	18%	9%	4%	2%	0%
Over 60 Lawyer Office	11%	21%	4%	19%	2%	1%	2%	2%

Level of Employment: In Oregon, 72% of lawyers were working full-time and 9% were working part-time by choice, totaling 81%. In the 2007 survey, these numbers were 75% and 10%, respectively. Part-time lawyers by choice ranged from a low of 6% in the Southern Oregon region to a high of 12% in the Oregon Coast region.

For Oregon, 16% of respondents were not working as lawyers, or only working part-time due to a lack of legal work. This compares to 12% in 2007. Of these Oregon attorneys 38% were admitted in 2009 or after (0 to 3 years category). In 2007, 55% of these attorneys were in the 0 to 3 years category of years admitted to practice in Oregon. Of those respondents who reported not working as a lawyer, almost one-half (45%) reported that they were working, but not in legal work and not wanting legal work.

Level of Employment	Oregon No.	Oregon %	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Full-Time Lawyer	1366	72%	84%	59%	72%	70%	82%	78%	70%
Part-Time Lawyer by Choice	168	9%	7%	10%	10%	8%	6%	9%	12%
Part-Time Lawyer due to Lack of Legal Work	80	4%	2%	7%	3%	4%	3%	3%	3%
Retired	48	3%	1%	3%	2%	5%	3%	2%	4%
Not Working as a Lawyer (see below)	225	12%	5%	20%	13%	13%	6%	7%	10%

Level of Non-Legal Employment

NOTE: Twenty-eight (28) respondents who reported Not Working as a Lawyer (previous chart) did not report their level of employment (below). Percentages (below) reflect percent of all respondents who reported Level of Employment (previous chart).

Level of Non-Legal Employment	Oregon		Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
	No.	%							
Working, But Not in Legal Work and Not Wanting Legal Work	89	5%	2%	8%	7%	6%	4%	0%	3%
Working, But Not in Legal Work and Wanting Legal Work	70	4%	2%	7%	4%	4%	0%	3%	0%
Not Working	38	2%	1%	4%	0%	2%	2%	2%	4%

The following table presents the total years admitted to practice for those respondents who reported their level of employment as not working as a lawyer. Fifty percent of respondents in Oregon were in the categories under 10 years with the largest category being 0 to 3 years (32%). Regional data varied from the overall state data.

Level of Employment – Not Working as a Lawyer

Years Admitted	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
0-3 Years	32%	30%	34%	27%	35%	17%	33%	17%
4-6 Years	8%	13%	8%	3%	13%	0%	11%	0%
7-9 Years	10%	10%	13%	0%	4%	17%	0%	17%
10-12 Years	5%	0%	8%	3%	9%	0%	0%	0%
13-15 Years	4%	3%	5%	3%	4%	0%	0%	0%
16-20 Years	11%	7%	9%	17%	13%	17%	11%	17%
21-30 Years	12%	23%	9%	13%	9%	0%	11%	50%
Over 30 Years	18%	13%	14%	33%	13%	50%	33%	0%

Method of Pay: The following table regarding method of pay includes only those individuals working full-time or part-time as lawyers in all types of employment. Almost one-half (47%) were reported as being an owner as compared to 48% in 2007. This varied by region from a low of 35% in the Upper Valley to a high of 57% in the Oregon Coast region. Individuals paid by contract represented 4%.

Method of Pay	Oregon		Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
	No.	%							
Owner (Partner, Shareholder, Sole Practitioner)	703	47%	44%	52%	35%	45%	55%	52%	57%
Employee (salaried or hourly paid)	751	50%	54%	42%	64%	49%	43%	45%	41%
Contract (paid by hour or assignment)	55	4%	2%	7%	1%	6%	2%	3%	2%

COMPENSATION

Annual compensation data was collected for the year ended December 31, 2011. In addition to overall data, tables are presented for compensation by full-time and part-time, gender, age, years admitted to practice in Oregon, total years admitted to practice, type of employment, area of practice, size of practice, level of employment, and method of pay. The tables include average and median data. Some tables also include the 25th percentile (25% of the respondents had compensation below this point and 75% above), 75th percentile (75% below and 25% above), and 95th percentile (95% below and 5% above) data. Data was indicated as n/a if no data was reported or if data from less than five individuals (for average, median, and percentile data) was reported in order to protect confidentiality.

Caution should be exercised in reviewing the compensation tables. Unless otherwise indicated, compensation data is for all respondents including both full-time and part-time lawyers. Many factors may influence a specific compensation number, such as level of employment, years admitted to practice, size of practice, type of employment, and gender. Of these factors, the one that most influenced salary, for full-time attorneys, was total years admitted to practice. The next two factors that were most influential were whether the attorney was in private practice and size of practice. These were the same three factors identified in the 2007 survey.

Also, the particular mix of respondents may impact the average, median, and percentile computations. This is most pronounced when the number of respondents is small. In order to provide more detail, data was broken down among the seven regions of the state. Additionally, categories were created for items such as years admitted to practice, type of employment, area of practice, and size of practice. These tables contain up to 16 separate categories. In the regions with fewer attorneys and thus fewer respondents, the number of respondents in a particular category for a specific region may necessarily be small.

An additional consideration that can substantially affect the average and percentile computations is a large contingent fee award. This will have minimal effect on the median and 25th percentile data. When there is a large difference between the average and median compensation figures for a specific category, this may be because of a large contingent fee award.

All Respondents: Oregon compensation for 2011 for all respondents is presented in the following table. Compensation data for Portland was consistently higher than the other regions. Overall, the median compensation for Oregon attorneys in 2011 was \$94,743 compared to the 2006 median income of \$90,000 in the 2007 survey. The average compensation in 2011 was \$124,861 compared to the 2006 figure of \$116,727. The average was higher than the median due to the wide range of reported compensation data (74% of the respondents reported compensation less than the average of \$124,861) and the contingent fee award issue noted above.

2011 Compensation All Respondents

All Respondents	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Average	\$124,861	\$160,330	\$113,919	\$104,465	\$99,225	\$107,914	\$105,989	\$81,981
Median	\$94,743	\$120,000	\$80,000	\$80,000	\$82,000	\$87,800	\$98,000	\$75,000
25th Percentile	\$60,000	\$79,000	\$50,000	\$55,000	\$49,532	\$63,000	\$53,250	\$50,000
75th Percentile	\$150,000	\$200,000	\$122,750	\$120,000	\$120,150	\$130,000	\$121,396	\$111,000
95th Percentile	\$336,250	\$416,000	\$302,000	\$296,200	\$250,000	\$230,000	\$239,500	\$140,000
Number of Respondents	1,416	477	379	190	132	81	108	49

Full-Time and Part-Time: Because the various compensation tables presented in this report may be influenced by the mix of full-time versus part-time respondents, additional analyses were performed and are presented in the following table. The data includes average and median compensation for 2011 for full-time and part-time attorneys broken down by gender, age, total years admitted to practice, type of employment, area of practice, and size of practice. This table should be reviewed in conjunction with the various other compensation tables.

2011 Compensation by Full-Time and Part-Time

Selected Variables	Full-Time		Part-Time	
	Average	Median	Average	Median
Gender				
Male	\$154,510	\$112,000	\$55,178	\$35,000
Female	\$105,659	\$85,000	\$49,607	\$42,000
Age				
Under 30	\$68,685	\$56,000	\$17,690	\$15,600
30-39	\$88,530	\$78,750	\$43,764	\$33,500
40-49	\$145,000	\$112,000	\$37,413	\$33,940
50-59	\$168,600	\$120,300	\$71,250	\$55,000
60 or Over	\$167,600	\$125,000	\$61,515	\$44,000

2011 Compensation by Full-Time and Part-Time *Continued*

Selected Variables	Full-Time		Part-Time	
	Average	Median	Average	Median
Total Years Admitted to Practice				
0-3 Years	\$61,053	\$52,000	\$15,668	\$15,000
4-6 Years	\$75,147	\$70,000	\$41,684	\$42,000
7-9 Years	\$103,378	\$90,000	\$37,411	\$37,949
10-12 Years	\$123,506	\$100,000	\$53,632	\$34,640
13-15 Years	\$141,938	\$110,000	\$48,192	\$42,876
16-20 Years	\$156,399	\$114,468	\$48,763	\$55,000
21-30 Years	\$162,078	\$120,000	\$84,821	\$65,000
Over 30 Years	\$181,685	\$140,000	\$61,223	\$45,000
Type of Employment				
Private	\$150,868	\$108,466	\$51,538	\$30,000
Private Nonprofit	\$66,215	\$59,000	\$29,357	\$32,000
Government	\$94,689	\$95,000	\$63,000	\$60,000
Corporate In-House Counsel	\$167,615	\$123,000	\$62,452	\$40,000
Judge/Hearings Officer	\$108,271	\$114,000	n/a	n/a
Area of Practice				
Type of Employment – Private				
Bankruptcy	\$138,906	\$83,900	n/a	n/a
Business/Corporate – Litigation	\$192,715	\$140,000	n/a	n/a
Business/Corporate – Transactional	\$180,403	\$149,500	\$71,405	\$62,000
Civil Litigation, Defendant (excludes Insurance Defense)	\$159,125	\$125,000	n/a	n/a
Civil Litigation, Insurance Defense	\$171,418	\$96,000	n/a	n/a
Civil Litigation, Plaintiff (excludes Personal Injury)	\$116,309	\$82,000	\$34,913	\$38,000
Civil Litigation, Plaintiff – Personal Injury	\$204,786	\$150,000	\$67,571	\$48,000
Criminal – Private Bar	\$134,779	\$100,000	\$44,521	\$20,000
Family Law	\$99,637	\$71,000	\$36,895	\$22,348
Real Estate/Land Use/Environmental Law	\$165,051	\$150,000	n/a	n/a
Tax/Estate Planning	\$124,827	\$82,000	\$45,762	\$39,000
Workers, Compensation	\$139,419	\$93,000	\$79,400	\$80,000
General (no area over 50%)	\$100,060	\$85,000	\$44,728	\$30,000
Other	\$184,405	\$131,000	\$43,410	\$20,000
Type of Employment – Private Nonprofit or Government				
Criminal – Public Defender	\$68,246	\$60,000	n/a	n/a
Criminal – Public Prosecutor	\$93,979	\$86,000	n/a	n/a
Size of Practice				
1 Lawyer Office	\$120,278	\$90,000	\$43,172	\$25,000
2 Lawyer Office	\$128,010	\$86,000	\$40,170	\$35,000
3-6 Lawyer Office	\$125,105	\$93,000	\$46,793	\$38,898
7-20 Lawyer Office	\$130,374	\$100,000	\$61,230	\$55,000
21-60 Lawyer Office	\$162,163	\$116,266	\$97,327	\$79,112
Over 60 Lawyer Office	\$179,756	\$120,000	\$76,439	\$75,000

Gender: Compensation by gender is presented in the following table. For Oregon, the average compensation for males was \$143,409 and \$95,625 for females compared to 2006 average compensation of \$133,652 for males and \$82,061 for females. The median compensation was \$105,000 for males and \$80,000 for females compared to 2006 median compensation of \$100,000 for males and \$72,000 for females. Differences exist between male and female compensation throughout all regions of the state. Many factors may influence these differences including the percentage of part-time attorneys, the number of years admitted to practice, the type of employment, and the area of practice.

Over 16% of females reported working part time while only 11% of males reported working part-time. Males reported an average number of years admitted to practice of 22.2 years (median 22.0) and females reported an average of 15.3 years (median 13.0). Females represented 14% in the 0 to 3 years admitted to practice category, while males represented only 11%. Thirty-eight percent of females have been admitted to practice less than 10 years, while this number for males was only 26%. By contrast, 53% of males have been admitted for over 20 years, while only 32% of females have been admitted for over 20 years.

The type of employment categories included private practice (73% of males, 59% of females), and private non-profit and government combined (17% of males, 28% of females). The three areas of private practice with the highest average compensation were civil litigation - plaintiff - personal injury, business/corporate - litigation, and civil litigation - insurance defense. The percentage of males in one of these three areas was 23% and the percentage of females was 17%. The table immediately below presents compensation data for all respondents. See the second table for data for full-time attorneys by total years admitted to practice.

2011 Compensation by Gender

Gender		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Male	Average	\$143,409	\$184,963	\$134,773	\$123,176	\$102,633	\$119,385	\$120,288	\$85,351
	Median	\$105,000	\$140,000	\$89,000	\$90,000	\$82,000	\$104,000	\$106,500	\$79,000
	25th Percentile	\$65,000	\$90,000	\$53,000	\$55,000	\$47,500	\$65,000	\$69,148	\$59,994
	75th Percentile	\$175,000	\$247,500	\$142,250	\$150,000	\$130,500	\$150,000	\$150,000	\$110,750
	95th Percentile	\$395,199	\$457,000	\$404,344	\$324,000	\$262,500	\$260,363	\$290,143	\$135,500
Female	Average	\$95,625	\$119,946	\$85,683	\$76,291	\$94,600	\$77,152	\$76,858	\$82,419
	Median	\$80,000	\$98,000	\$75,000	\$67,300	\$75,144	\$71,000	\$65,000	\$71,850
	25th Percentile	\$54,613	\$64,000	\$42,000	\$54,500	\$51,868	\$61,125	\$47,300	\$47,750
	75th Percentile	\$116,720	\$147,000	\$111,000	\$94,000	\$119,250	\$85,567	\$107,500	\$117,750
	95th Percentile	\$210,000	\$285,000	\$177,000	\$121,000	\$246,250	\$124,450	\$154,662	\$145,000

The factor that most influenced compensation for full-time attorneys was total years admitted to practice. Additional analyses were performed regarding full-time attorneys by gender for the categories of total years admitted to practice. The following table presents this data.

2011 Compensation by Gender – Full-Time Attorneys

Gender		Total Years Admitted to Practice							
		0-3 Years	4-6 Years	7-9 Years	10-12 Years	13-15 Years	16-20 Years	21-30 Years	Over 30 Years
Male	Average	\$67,572	\$79,466	\$116,330	\$139,785	\$154,755	\$187,518	\$184,075	\$185,921
	Median	\$50,000	\$75,000	\$105,500	\$101,325	\$109,000	\$120,000	\$130,000	\$147,000
Female	Average	\$53,816	\$69,265	\$87,681	\$103,441	\$125,459	\$117,457	\$127,193	\$157,008
	Median	\$56,616	\$67,850	\$78,245	\$98,500	\$110,000	\$106,000	\$115,000	\$115,000

Age: Compensation data by five age categories is presented in the following table. For Oregon, both the average and median compensation figures increase from the under 30 years category until the 50 to 59 years category and then decline in the 60 or over years category. This was consistent with the data reported in the 2007 survey.

2011 Compensation by Age

Age Category		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
		Under 30	Average	\$62,105	\$100,498	\$39,022	\$57,617	\$45,436	n/a
	Median	\$55,000	\$72,000	\$38,000	\$55,500	\$42,000	n/a	\$45,000	n/a
30-39	Average	\$83,443	\$102,338	\$77,499	\$65,483	\$71,714	\$79,548	\$66,269	\$56,212
	Median	\$75,000	\$92,000	\$65,000	\$61,704	\$62,500	\$79,212	\$62,500	\$59,996
40-49	Average	\$130,563	\$150,751	\$138,075	\$105,426	\$97,059	\$125,113	\$93,750	\$101,375
	Median	\$100,677	\$122,000	\$90,000	\$92,000	\$86,000	\$102,000	\$78,000	\$110,500
50-59	Average	\$157,595	\$219,041	\$130,765	\$131,545	\$123,554	\$115,621	\$137,268	\$91,107
	Median	\$115,000	\$189,500	\$110,000	\$115,000	\$92,000	\$90,587	\$114,500	\$91,000
60 or Over	Average	\$145,743	\$195,425	\$129,330	\$146,366	\$127,551	\$109,225	\$127,733	\$83,412
	Median	\$113,000	\$155,250	\$90,000	\$120,000	\$105,000	\$99,000	\$107,000	\$70,500

Years Admitted to Practice in Oregon: Compensation data by eight categories of years admitted to practice in Oregon and total years admitted to practice is presented in the following two tables. For Oregon, the average compensation figures increased from the first category of 0 to 3 years through the final category of over 30 years and the median compensation figures increased from the first category of 0 to 3 years through the category of 13 to 15 years. In 2007, the Oregon average and median compensation increased from the first category of 0 to 3 years through 21 to 30 years and then the average declined in the final category of over 30 years. Average amounts in some categories were influenced by individuals having been admitted in another state prior to being admitted in Oregon. See also the 2011 Compensation by Total Years Admitted to Practice table on Page 20.

2011 Compensation by Years Admitted to Practice in Oregon

Years Admitted		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
0-3 Years	Average	\$65,411	\$102,049	\$57,933	\$47,442	\$40,991	\$71,333	\$46,794	\$56,398
	Median	\$52,000	\$71,500	\$40,000	\$48,000	\$40,500	\$63,000	\$46,000	\$59,992
4-6 Years	Average	\$75,529	\$86,980	\$73,493	\$66,831	\$56,364	n/a	\$97,621	n/a
	Median	\$69,772	\$80,000	\$65,000	\$56,000	\$52,491	n/a	\$95,000	n/a
7-9 Years	Average	\$99,739	\$121,809	\$86,480	\$87,054	\$85,132	\$88,167	\$68,600	n/a
	Median	\$87,500	\$109,500	\$73,500	\$76,000	\$64,026	\$100,000	\$65,000	n/a
10-12 Years	Average	\$120,118	\$127,491	\$159,685	\$97,546	\$102,017	\$91,219	\$66,428	n/a
	Median	\$98,000	\$103,163	\$110,000	\$81,129	\$89,750	\$85,125	\$55,913	n/a
13-15 Years	Average	\$124,906	\$168,760	\$109,535	\$109,982	\$113,038	n/a	\$82,000	n/a
	Median	\$108,466	\$130,000	\$76,000	\$89,000	\$107,932	n/a	\$87,500	n/a
16-20 Years	Average	\$137,431	\$147,813	\$150,934	\$123,711	\$112,219	\$129,306	\$113,096	\$106,000
	Median	\$101,500	\$114,734	\$101,000	\$92,000	\$114,000	\$83,000	\$100,000	\$110,000
21-30 Years	Average	\$160,160	\$217,708	\$119,667	\$113,714	\$142,300	\$123,798	\$147,747	\$79,469
	Median	\$120,000	\$185,000	\$107,041	\$114,000	\$114,500	\$90,500	\$115,000	\$78,000
Over 30 Years	Average	\$160,291	\$220,046	\$140,685	\$175,079	\$131,076	\$122,342	\$130,716	\$93,392
	Median	\$120,000	\$178,000	\$100,000	\$135,000	\$96,000	\$109,910	\$114,600	\$96,250

Total Years Admitted to Practice: For Oregon, the average and median compensation figures generally follow the same pattern as the data in the previous table, 2011 Compensation by Years Admitted to Practice in Oregon on Page 19.

2011 Compensation by Total Years Admitted to Practice

Years Admitted		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
0-3 Years	Average	\$53,378	\$88,762	\$38,496	\$44,748	\$33,145	\$59,571	\$44,935	n/a
	Median	\$48,893	\$65,000	\$38,810	\$46,000	\$31,006	\$60,000	\$45,000	n/a
4-6 Years	Average	\$71,072	\$80,474	\$68,127	\$65,790	\$61,147	n/a	\$68,933	n/a
	Median	\$67,750	\$80,000	\$65,000	\$56,000	\$67,500	n/a	\$70,000	n/a
7-9 Years	Average	\$95,808	\$114,851	\$84,718	\$85,970	\$72,509	n/a	\$68,714	n/a
	Median	\$81,500	\$105,000	\$79,000	\$68,352	\$64,026	n/a	\$65,000	n/a
10-12 Years	Average	\$113,524	\$126,876	\$122,121	\$89,741	\$99,445	\$97,406	\$72,238	n/a
	Median	\$98,000	\$101,325	\$76,000	\$80,000	\$85,000	\$100,625	\$55,913	n/a
13-15 Years	Average	\$129,710	\$174,523	\$123,691	\$104,067	\$108,880	\$77,800	\$92,571	n/a
	Median	\$106,500	\$131,000	\$76,000	\$86,500	\$98,841	\$70,000	\$100,000	n/a
16-20 Years	Average	\$141,909	\$144,513	\$172,794	\$125,539	\$117,767	\$125,483	\$116,762	n/a
	Median	\$106,000	\$120,000	\$100,000	\$94,486	\$114,000	\$82,500	\$100,000	n/a
21-30 Years	Average	\$154,707	\$212,843	\$123,343	\$116,322	\$123,384	\$120,698	\$138,446	\$81,340
	Median	\$116,440	\$177,500	\$109,541	\$114,000	\$114,000	\$90,500	\$114,750	\$78,000
Over 30 Years	Average	\$160,078	\$217,804	\$137,699	\$170,533	\$137,506	\$119,475	\$126,778	\$89,663
	Median	\$115,500	\$178,000	\$100,000	\$128,230	\$104,000	\$108,455	\$114,234	\$91,000

Type of Employment: Compensation data for 2011 by type of employment is presented in the following table. For Oregon, the highest average compensation was reported by corporate in-house counsel with \$157,287 and the lowest by private non-profit at \$61,083. Regional data indicates some variations from the Oregon data. The regional data was influenced by the small number of attorneys reporting in a particular type of employment in a specific region.

2011 Compensation by Type of Employment

Type of Employment		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Private Practice	Average	\$135,328	\$175,836	\$109,597	\$124,491	\$105,248	\$121,912	\$109,851	\$84,885
	Median	\$94,500	\$130,000	\$70,000	\$79,448	\$82,000	\$100,000	\$96,000	\$80,000
	25th Percentile	\$55,250	\$80,000	\$40,000	\$45,000	\$47,250	\$68,750	\$51,000	\$50,000
	75th Percentile	\$171,256	\$230,000	\$113,750	\$200,000	\$138,000	\$150,000	\$150,000	\$110,500
	95th Percentile	\$378,750	\$450,000	\$298,300	\$352,800	\$300,000	\$266,055	\$266,039	\$150,000
	Private Nonprofit	Average	\$61,083	\$64,563	\$59,689	\$68,222	\$55,458	\$50,838	\$56,885
Private Nonprofit	Median	\$54,000	\$50,757	\$53,000	\$59,596	\$55,746	\$54,000	\$51,000	n/a
	25th Percentile	\$44,250	\$44,000	\$38,324	\$52,000	\$43,250	\$42,125	\$47,000	n/a
	75th Percentile	\$66,297	\$61,000	\$68,000	\$70,000	\$67,750	\$62,250	\$66,593	n/a
	95th Percentile	\$115,900	\$114,550	\$127,765	\$127,600	\$78,300	\$75,350	\$73,186	n/a
	Government Lawyer	Average	\$91,576	\$103,978	\$98,551	\$82,801	\$98,581	\$89,959	\$82,408
Government Lawyer	Median	\$90,000	\$103,163	\$102,000	\$78,000	\$94,750	\$82,087	\$80,000	\$62,000
	25th Percentile	\$65,000	\$82,000	\$78,875	\$60,000	\$73,000	\$69,750	\$52,343	\$50,998
	75th Percentile	\$115,250	\$122,750	\$120,000	\$112,250	\$119,750	\$100,813	\$102,750	\$68,275
	95th Percentile	\$148,550	\$155,425	\$151,450	\$121,800	\$154,500	\$146,750	\$131,560	\$110,750
	Corporate In-House Counsel	Average	\$157,287	\$161,214	\$165,256	\$134,929	\$102,786	n/a	\$200,400
Corporate In-House Counsel	Median	\$120,000	\$132,000	\$113,000	\$81,500	\$90,000	n/a	\$175,000	n/a
	25th Percentile	\$90,000	\$104,250	\$90,000	\$75,500	\$66,966	n/a	\$120,000	n/a
	75th Percentile	\$174,250	\$190,000	\$160,000	\$171,500	\$135,000	n/a	\$180,000	n/a
	95th Percentile	\$428,950	\$342,500	\$447,600	\$273,500	\$198,750	n/a	\$368,000	n/a
	Judge/Hearings Officer	Average	\$103,697	n/a	\$112,429	\$98,819	\$94,688	n/a	\$97,508
Judge/Hearings Officer	Median	\$114,000	n/a	\$114,000	\$109,500	\$114,000	n/a	\$114,468	n/a
	25th Percentile	\$96,000	n/a	\$101,750	\$81,354	\$82,500	n/a	\$114,000	n/a
	75th Percentile	\$114,955	n/a	\$114,351	120,250	\$114,125	n/a	\$114,600	n/a
	95th Percentile	\$133,053	n/a	\$142,320	\$132,699	\$114,825	n/a	\$115,000	n/a

Area of Practice: The type of employment - private area reporting the highest average compensation was civil litigation - plaintiff - personal injury with \$191,446 (median \$150,000). The next highest areas for average compensation were business/corporate litigation with \$186,634 (median \$132,462) and civil litigation - insurance defense with \$171,448 (median \$96,000). The areas reporting the lowest average compensation in the type of employment - private were general (no area over 50%) with \$87,380 (median \$69,500) and family law with \$91,503 (median \$65,000). Regional data differs in certain categories, influenced by both the number of part-time lawyers and by the smaller number of individuals reporting data in some categories/regions. In the type of employment - private non-profit or government, the averages for both areas for which data was collected (criminal - public defender and criminal - public prosecutor) were lower at \$68,246 (median \$60,000) and \$91,694 (median \$83,000) than most of the above areas of private practice.

2011 Compensation by Area of Practice

Area of Practice		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Type of Employment – Private									
Bankruptcy	Average	\$121,390	\$234,397	\$53,497	n/a	n/a	\$99,342	n/a	n/a
	Median	\$67,500	\$260,000	\$59,625	n/a	n/a	\$87,800	n/a	n/a
	25th Percentile	\$52,250	\$102,839	\$45,000	n/a	n/a	\$50,000	n/a	n/a
	75th Percentile	\$134,433	\$350,000	\$62,428	n/a	n/a	\$109,910	n/a	n/a
	95th Percentile	\$350,000	\$388,570	\$75,500	n/a	n/a	\$197,982	n/a	n/a
	Average	\$186,634	\$209,931	\$141,167	n/a	n/a	n/a	n/a	n/a
Business/Corporate – Litigation	Median	\$132,462	\$160,000	\$74,000	n/a	n/a	n/a	n/a	n/a
	25th Percentile	\$90,500	\$105,000	\$72,000	n/a	n/a	n/a	n/a	n/a
	75th Percentile	\$250,000	\$265,500	\$124,000	n/a	n/a	n/a	n/a	n/a
	95th Percentile	\$492,000	\$492,000	\$391,250	n/a	n/a	n/a	n/a	n/a
	Average	\$158,006	\$189,485	\$126,345	\$171,200	\$126,804	n/a	n/a	n/a
Business/Corporate – Transactional	Median	\$125,000	\$148,500	\$113,000	\$150,000	\$108,966	n/a	n/a	n/a
	25th Percentile	\$74,500	\$93,750	\$71,000	\$120,000	\$74,375	n/a	n/a	n/a
	75th Percentile	\$220,000	\$247,500	\$163,500	\$230,000	\$185,000	n/a	n/a	n/a
	95th Percentile	\$400,000	\$427,500	\$277,500	\$310,000	\$213,000	n/a	n/a	n/a
Civil Litigation, Defendant (excludes Insurance Defense)	Average	\$156,617	\$170,521	\$106,727	n/a	n/a	n/a	n/a	n/a
	Median	\$122,500	\$155,000	\$80,000	n/a	n/a	n/a	n/a	n/a
	25th Percentile	\$81,750	\$105,500	\$72,500	n/a	n/a	n/a	n/a	n/a
	75th Percentile	\$198,750	\$220,000	\$103,546	n/a	n/a	n/a	n/a	n/a
	95th Percentile	\$295,000	\$301,000	\$213,869	n/a	n/a	n/a	n/a	n/a

2011 Compensation by Area of Practice *Continued*

Area of Practice		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Type of Employment – Private									
Civil Litigation, Insurance Defense	Average	\$171,448	\$188,773	\$106,147	n/a	n/a	n/a	n/a	n/a
	Median	\$96,000	\$106,000	\$80,000	n/a	n/a	n/a	n/a	n/a
	25th Percentile	\$75,000	\$80,000	\$65,000	n/a	n/a	n/a	n/a	n/a
	75th Percentile	\$201,872	\$245,000	\$120,000	n/a	n/a	n/a	n/a	n/a
	95th Percentile	\$550,000	\$640,000	\$215,600	n/a	n/a	n/a	n/a	n/a
	Average	\$96,995	\$100,337	\$122,293	\$91,714	\$75,833	n/a	n/a	n/a
Civil Litigation, Plaintiff (excludes Personal Injury)	Median	\$69,543	\$83,500	\$67,240	\$56,000	\$56,000	n/a	n/a	n/a
	25th Percentile	\$48,393	\$60,500	\$50,750	\$41,000	\$42,500	n/a	n/a	n/a
	75th Percentile	129,000	\$124,750	\$145,000	\$122,000	\$85,250	n/a	n/a	n/a
	95th Percentile	\$254,800	\$247,700	\$320,800	\$222,000	\$150,500	n/a	n/a	n/a
	Average	\$191,446	\$201,487	\$203,454	\$144,737	\$225,925	n/a	n/a	n/a
Civil Litigation, Plaintiff – Personal Injury	Median	\$150,000	\$150,000	\$95,000	\$114,724	\$208,700	n/a	n/a	n/a
	25th Percentile	\$73,750	\$78,750	\$60,000	\$50,000	\$163,100	n/a	n/a	n/a
	75th Percentile	\$226,625	\$213,750	\$175,000	\$223,625	\$286,250	n/a	n/a	n/a
	95th Percentile	\$524,806	\$601,250	\$800,000	\$342,831	\$343,613	n/a	n/a	n/a
	Average	\$123,497	\$189,900	\$74,104	\$138,750	n/a	n/a	\$94,489	n/a
Criminal – Private Bar	Median	\$92,000	\$200,000	\$86,000	\$103,500	n/a	n/a	\$94,500	n/a
	25th Percentile	\$70,000	\$97,500	\$60,000	\$41,000	n/a	n/a	\$76,250	n/a
	75th Percentile	\$157,500	\$237,500	\$90,000	\$211,500	n/a	n/a	\$109,750	n/a
	95th Percentile	\$265,750	\$366,700	\$118,399	\$327,750	n/a	n/a	\$115,950	n/a
	Average	\$91,503	\$122,424	\$58,861	\$118,344	\$100,525	\$91,120	\$94,100	n/a
Family Law	Median	\$65,000	\$77,706	\$43,500	\$85,000	\$63,000	\$70,000	\$95,000	n/a
	25th Percentile	\$40,000	\$55,375	\$24,319	\$50,000	\$23,000	\$50,000	\$46,500	n/a
	75th Percentile	\$111,250	\$158,750	\$73,500	\$110,000	\$118,750	\$125,000	\$150,000	n/a
	95th Percentile	\$253,250	\$262,250	\$148,400	\$350,000	\$290,500	\$221,040	\$157,462	n/a
	Average	\$155,707	\$209,444	\$96,012	\$193,167	n/a	n/a	n/a	n/a
Real Estate/Land Use/ Environmental Law	Median	\$130,000	\$157,500	\$90,000	\$225,000	n/a	n/a	n/a	n/a
	25th Percentile	\$77,500	\$107,500	\$63,565	\$168,750	n/a	n/a	n/a	n/a
	75th Percentile	\$220,500	\$243,750	\$112,000	\$232,500	n/a	n/a	n/a	n/a
	95th Percentile	\$382,000	\$451,250	\$179,500	\$283,750	n/a	n/a	n/a	n/a

2011 Compensation by Area of Practice *Continued*

Area of Practice		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Type of Employment – Private									
Tax/Estate Planning	Average	\$98,806	\$139,120	\$68,520	\$127,086	\$84,500	n/a	n/a	n/a
	Median	\$65,000	\$105,000	\$60,000	\$80,000	\$61,000	n/a	n/a	n/a
	25th Percentile	\$39,000	\$60,000	\$19,640	\$36,300	\$28,750	n/a	n/a	n/a
	75th Percentile	\$131,250	\$174,000	\$75,000	\$225,000	\$91,500	n/a	n/a	n/a
	95th Percentile	\$253,500	\$370,000	\$171,600	\$274,500	\$238,050	n/a	n/a	n/a
	Average	\$129,415	\$136,749	\$121,550	n/a	n/a	n/a	n/a	n/a
Workers' Compensation	Median	\$90,500	\$150,000	\$87,000	n/a	n/a	n/a	n/a	n/a
	25th Percentile	\$66,375	\$84,000	\$80,000	n/a	n/a	n/a	n/a	n/a
	75th Percentile	\$158,250	\$163,250	\$135,750	n/a	n/a	n/a	n/a	n/a
	95th Percentile	\$353,000	\$222,000	\$264,200	n/a	n/a	n/a	n/a	n/a
	Average	\$87,380	\$110,731	\$66,691	\$60,263	\$72,028	\$126,174	\$109,780	\$78,971
General (no area over 50%)	Median	\$69,500	\$65,000	\$51,000	\$67,300	\$49,065	\$105,000	\$100,345	\$70,000
	25th Percentile	\$35,750	\$52,500	\$26,775	\$42,750	\$30,000	\$80,750	\$90,500	\$50,000
	75th Percentile	\$110,000	\$140,000	\$70,000	\$72,250	\$86,250	\$151,250	\$139,000	\$105,000
	95th Percentile	\$234,780	\$300,000	\$182,017	\$98,500	\$196,242	\$245,805	\$191,983	\$147,500
Other	Average	\$159,935	\$190,608	\$177,673	\$105,375	\$100,672	n/a	\$89,238	\$99,143
	Median	\$110,000	\$150,000	\$83,500	\$75,000	\$103,220	n/a	\$27,000	\$111,000
	25th Percentile	\$50,000	\$90,000	\$39,100	\$25,500	\$70,444	n/a	\$21,334	\$70,500
	75th Percentile	\$185,000	\$230,000	\$162,907	\$161,000	\$130,500	n/a	\$146,000	\$127,500
	95th Percentile	\$400,000	\$395,625	\$620,000	\$255,850	\$189,500	n/a	\$229,600	\$137,000
	Average	\$68,246	\$89,560	n/a	\$54,235	n/a	n/a	n/a	n/a
Type of Employment – Private Nonprofit or Government									
Criminal – Public Defender	Median	\$60,000	\$64,500	n/a	\$56,616	n/a	n/a	n/a	n/a
	25th Percentile	\$51,750	\$50,000	n/a	\$56,000	n/a	n/a	n/a	n/a
	75th Percentile	\$71,209	\$121,640	n/a	\$63,500	n/a	n/a	n/a	n/a
	95th Percentile	\$136,832	\$155,460	n/a	\$66,000	n/a	n/a	n/a	n/a
	Average	\$91,694	\$104,394	\$117,571	\$86,883	n/a	\$98,375	\$81,543	\$57,832
Criminal – Public Prosecutor	Median	\$83,000	\$95,000	\$120,000	\$82,000	n/a	\$93,500	\$80,000	\$61,996
	25th Percentile	\$65,000	\$79,000	\$105,500	\$70,000	n/a	\$67,250	\$59,998	\$50,998
	75th Percentile	\$112,246	\$130,000	\$126,500	\$101,743	n/a	\$116,500	\$98,500	\$66,250
	95th Percentile	\$151,200	\$157,600	\$151,000	\$124,500	n/a	\$148,250	\$121,600	\$73,000
	Average	\$151,200	\$157,600	\$151,000	\$124,500	n/a	\$148,250	\$121,600	\$73,000

Size of Practice: Compensation data for 2011 by size of practice is presented in the following table. For Oregon, both the average and the median increase as the size of practice category increases. For many of the size of practice categories, the Portland region has higher average and median compensation than the other regions. These trends are comparable to the data reported in the 2007 survey.

2011 Compensation by Size of Practice

Size of Practice		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
1 Lawyer Office	Average	\$98,094	\$127,891	\$94,201	\$101,879	\$75,207	\$88,452	\$96,902	\$86,283
	Median	\$70,000	\$94,000	\$60,000	\$75,000	\$59,000	\$73,500	\$85,250	\$82,050
	25th Percentile	\$30,000	\$35,750	\$27,750	\$30,000	\$24,000	\$50,000	\$32,000	\$55,000
	75th Percentile	\$125,000	\$170,034	\$107,250	\$150,000	\$98,839	\$116,750	\$135,646	\$113,250
	95th Percentile	\$250,000	\$268,750	\$250,000	\$288,400	\$210,000	\$199,000	\$230,500	\$143,000
2 Lawyer Office	Average	\$115,555	\$142,862	\$145,248	\$65,947	\$103,072	\$104,434	\$98,243	\$71,733
	Median	\$79,500	\$102,839	\$70,000	\$53,000	\$68,500	\$98,000	\$95,000	\$60,000
	25th Percentile	\$49,250	\$67,500	\$52,500	\$45,250	\$35,250	\$72,000	\$60,000	\$48,000
	75th Percentile	\$130,000	\$185,000	\$175,000	\$77,500	\$132,500	\$110,000	\$114,967	\$115,000
	95th Percentile	\$300,000	\$288,750	\$383,000	\$148,000	\$303,150	\$205,242	\$166,800	\$134,000
3-6 Lawyer Office	Average	\$118,968	\$149,970	\$97,530	\$126,230	\$113,371	\$113,761	\$95,758	\$96,938
	Median	\$90,000	\$105,500	\$80,000	\$85,500	\$90,000	\$104,000	\$82,500	\$96,250
	25th Percentile	\$60,000	\$64,250	\$51,500	\$58,447	\$51,246	\$79,000	\$49,137	\$49,500
	75th Percentile	\$140,750	\$178,750	\$120,000	\$121,000	\$120,300	\$150,000	\$102,336	\$104,000
	95th Percentile	\$333,000	\$400,765	\$230,000	\$388,000	\$345,445	\$190,000	\$178,850	\$194,500
7-20 Lawyer Office	Average	\$125,732	\$143,295	\$131,678	\$99,047	\$102,987	\$133,694	\$108,827	\$64,856
	Median	\$98,000	\$120,000	\$95,000	\$80,000	\$78,500	\$97,000	\$110,000	\$64,000
	25th Percentile	\$65,000	\$78,811	\$65,000	\$65,000	\$60,000	\$65,000	\$74,959	\$59,996
	75th Percentile	\$148,500	\$167,250	\$120,000	\$115,000	\$134,000	\$138,500	\$135,000	\$66,000
	95th Percentile	\$250,000	\$350,750	\$340,800	\$236,600	\$220,450	\$398,000	\$190,000	\$94,300
21-60 Lawyer Office	Average	\$156,585	\$173,706	\$135,595	\$119,414	\$114,775	n/a	n/a	n/a
	Median	\$114,484	\$118,000	\$120,000	\$80,613	\$87,875	n/a	n/a	n/a
	25th Percentile	\$76,663	\$90,000	\$81,613	\$56,604	\$80,513	n/a	n/a	n/a
	75th Percentile	\$183,750	\$220,000	\$160,000	\$131,095	\$129,250	n/a	n/a	n/a
	95th Percentile	\$386,797	\$441,000	\$250,000	\$310,500	\$234,000	n/a	n/a	n/a

2011 Compensation by Size of Practice *Continued*

Size of Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Average	\$169,822	\$197,776	\$190,890	\$98,353	n/a	n/a	n/a	n/a
Median	\$120,000	\$152,500	\$109,000	\$104,500	n/a	n/a	n/a	n/a
25th Percentile	\$86,500	\$105,000	\$80,000	\$68,750	n/a	n/a	n/a	n/a
75th Percentile	\$225,000	\$271,250	\$308,000	\$120,000	n/a	n/a	n/a	n/a
95th Percentile	\$447,000	\$451,500	\$462,200	\$134,000	n/a	n/a	n/a	n/a

Level of Employment: Compensation data for 2011 broken down by level of employment is presented in the following table. Data, including the number of respondents, is presented for full-time lawyers and lawyers who were working part-time by choice. This data may be helpful in considering the impact that part-time lawyer compensation has on the regional data presented in other tables.

2011 Compensation by Level of Employment

Level of Employment	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast	
Full-Time Lawyer	Average	\$136,615	\$169,162	\$131,406	\$115,382	\$107,808	\$113,898	\$114,808	\$87,587
	Median	\$103,000	\$125,000	\$96,000	\$85,000	\$89,750	\$98,000	\$100,173	\$78,000
	Number	1,219	434	297	163	113	75	94	43
Part-Time Lawyer by Choice	Average	\$64,010	\$81,160	\$66,057	\$42,767	\$64,357	n/a	\$54,899	\$45,165
	Median	\$54,613	\$73,500	\$55,000	\$39,000	\$47,000	n/a	\$47,600	\$33,000
	Number	136	36	49	21	13	3	9	5

Method of Pay: The 2011 compensation data by method of pay is presented in the following table. Only individuals working full-time or part-time as lawyers in all types of employment were included. Owners reported the highest average compensation in all regions of the state.

2011 Compensation by Method of Pay

Method of Pay	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast	
Owner (Partner, Shareholder, Sole Practitioner)	Average	\$157,375	\$225,264	\$124,097	\$146,544	\$126,399	\$123,942	\$123,679	\$88,177
	Median	\$110,000	\$202,000	\$72,000	\$110,000	\$96,000	\$100,000	\$110,000	\$84,100
Employee (salaried or hourly paid)	Average	\$101,242	\$113,767	\$111,459	\$82,835	\$82,652	\$87,672	\$91,518	\$72,887
	Median	\$85,500	\$100,000	\$96,000	\$75,000	\$74,500	\$79,000	\$76,000	\$65,000
Contract (paid by hour or assignment)	Average	\$55,927	\$69,286	\$52,425	n/a	\$44,410	n/a	n/a	n/a
	Median	\$39,000	\$48,000	\$36,000	n/a	\$30,500	n/a	n/a	n/a

The following table presents additional information regarding two categories of method of pay, owner and employee. Data is provided for full-time lawyers by area of practice (includes only lawyers in private practice) and by total years admitted to practice. Compensation reported is consistently higher for owners than employees except for the first two categories (from 0 to 6 years) of total years admitted to practice where average employee compensation exceeds owner compensation.

2011 Compensation by Method of Pay – Full-Time Lawyers

Selected Variables Area of Practice	Owner		Employee	
	Average	Median	Average	Median
Type of Employment – Private				
Bankruptcy	\$154,911	\$94,238	n/a	n/a
Business/Corporate – Litigation	\$247,195	\$220,000	\$102,474	\$98,491
Business/Corporate – Transactional	\$200,757	\$188,500	\$146,959	\$120,000
Civil Litigation, Defendant (excludes Insurance Defense)	\$234,580	\$250,000	\$109,789	\$102,115
Civil Litigation, Insurance Defense	\$304,250	\$258,000	\$105,002	\$82,000
Civil Litigation, Plaintiff (excludes Personal Injury)	\$129,729	\$86,000	\$89,468	\$82,000
Civil Litigation, Plaintiff – Personal Injury	\$239,774	\$162,500	\$103,463	\$85,000
Criminal – Private Bar	\$138,578	\$96,000	n/a	n/a
Family Law	\$105,183	\$85,000	\$86,133	\$52,000
Real Estate/Land Use/Environmental Law	\$181,673	\$150,000	\$115,143	\$130,000
Tax/Estate Planning	\$150,230	\$135,000	\$71,033	\$62,600
Workers, Compensation	\$170,939	\$150,000	\$72,438	\$58,750
General (no area over 50%)	\$112,081	\$98,056	\$65,117	\$62,500
Other	\$220,171	\$160,000	\$101,205	\$93,000
Total Years Admitted to Practice				
0-3 Years	\$43,951	\$50,000	\$71,288	\$54,000
4-6 Years	\$67,824	\$62,500	\$81,753	\$79,224
7-9 Years	\$136,512	\$132,500	\$97,715	\$85,000
10-12 Years	\$162,012	\$125,000	\$106,318	\$97,245
13-15 Years	\$154,756	\$125,000	\$139,411	\$128,500
16-20 Years	\$193,274	\$135,000	\$121,500	\$93,000
21-30 Years	\$198,781	\$172,500	\$119,700	\$100,000
Over 30 Years	\$197,039	\$150,000	\$181,242	\$145,000

BILLING PRACTICES

Data regarding billing practices of Oregon attorneys in private practice was obtained in the survey. Data regarding hours billed per month, hours billed per month by method of pay, and hourly billing rate (analyzed by total years admitted to practice and by area of practice), is presented in the following tables.

Hours Billed: Average, median, 25th percentile, 75th percentile, and 95th percentile hours billed per month are included in the following table. This data includes attorneys in private practice working full-time or part-time by choice. Hours billed range from a high of 119 average hours and 130 median hours in Portland to a low of 78 average and 80 median hours in the Tri-County region. The Oregon average hours billed of 99 per month was lower than the average of 105 in the 2007 survey.

Hours Billed per Month – Private Practice

Hours Billed	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Average	99	119	78	85	88	89	87	92
Median	100	130	80	94	100	100	90	93
25th Percentile	60	95	30	40	45	54	48	45
75th Percentile	140	150	120	120	120	117	120	125
95th Percentile	172	177	160	153	156	140	173	200

Method of Pay: Hours billed per month are presented in the following table by method of pay for attorneys in private practice working full-time or part-time by choice. For Oregon, the median number of hours for employees was 130 and the Portland region was highest with 140 hours per month. For Oregon, the median number of hours for owners was 100 and the Portland region was 120. This data compares to the 2007 survey, which reported for Oregon the employee median of 135 hours and the owner median of 100 hours.

Hours Billed per Month by Method of Pay – Private Practice

Method of Pay		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Owner (Partner, Shareholder, Sole Practitioner)	Average	91	113	68	85	81	90	83	84
	Median	100	120	60	94	100	98	79	90
Employee (salaried or hourly paid)	Average	116	128	103	85	101	96	109	n/a
	Median	130	140	121	93	108	103	115	n/a
Contract (paid by hour or assignment)	Average	85	98	91	n/a	n/a	n/a	n/a	n/a
	Median	80	100	90	n/a	n/a	n/a	n/a	n/a

Billing Rate: The average, median, 25th percentile, 75th percentile, 95th percentile and high hourly billing rates are included in the following table. This data includes attorneys in private practice working full-time, part-time by choice, or part-time due to lack of legal work. For Oregon, the average and median billing rates of \$242 and \$225 per hour compare to \$213 and \$200 in the 2007 survey.

Hourly Billing Rate All Respondents – Private Practice

Hourly Billing Rate	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Average	\$242	\$284	\$216	\$218	\$230	\$215	\$209	\$190
Median	\$225	\$275	\$210	\$208	\$225	\$200	\$200	\$188
Low	\$20	\$60	\$21	\$20	\$20	\$115	\$45	\$33
25th Percentile	\$180	\$200	\$175	\$170	\$176	\$200	\$165	\$171
75th Percentile	\$295	\$350	\$250	\$275	\$250	\$240	\$243	\$200
95th Percentile	\$405	\$450	\$350	\$323	\$394	\$269	\$300	\$289
High	\$675	\$675	\$525	\$425	\$550	\$375	\$510	\$300
Number of Respondents	964	366	261	91	90	54	72	30

Total Years Admitted to Practice: Average, median, 25th percentile, 75th percentile, and 95th percentile hourly billing rates by total years admitted to practice are presented in the following table. This data includes attorneys in private practice working full-time, part-time by choice, or part-time due to lack of legal work. For Oregon, the average and median billing rates were generally higher with more years admitted to practice. Regional data exhibits some variations, but generally follows the trend of higher rates as years of experience increase.

Hourly Billing Rate by Total Years Admitted to Practice – Private Practice

Years Admitted		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
0-3 Years	Average	\$156	\$182	\$143	\$150	\$128	n/a	\$158	n/a
	Median	\$163	\$175	\$150	\$150	\$150	n/a	\$165	n/a
	25th Percentile	\$146	\$163	\$101	\$146	\$113	n/a	\$154	n/a
	75th Percentile	\$185	\$198	\$198	\$175	\$169	n/a	\$165	n/a
	95th Percentile	\$229	\$246	\$220	\$193	\$175	n/a	\$173	n/a
	Average	\$195	\$210	\$192	\$183	\$176	n/a	\$177	n/a
4-6 Years	Median	\$198	\$218	\$200	\$180	\$183	n/a	\$185	n/a
	25th Percentile	\$156	\$160	\$150	\$160	\$169	n/a	\$175	n/a
	75th Percentile	\$233	\$250	\$250	\$213	\$196	n/a	\$200	n/a
	95th Percentile	\$286	\$295	\$269	\$258	\$236	n/a	\$200	n/a
	Average	\$242	\$284	\$216	\$218	\$230	\$215	\$209	\$190

Hourly Billing Rate by Total Years Admitted to Practice – Private Practice *Continued*

Years Admitted	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast	
7-9 Years	Average	\$228	\$258	\$209	\$208	n/a	n/a	\$168	n/a
	Median	\$225	\$250	\$200	\$185	n/a	n/a	\$173	n/a
	25th Percentile	\$186	\$225	\$187	\$180	n/a	n/a	\$150	n/a
	75th Percentile	\$270	\$295	\$225	\$200	n/a	n/a	\$218	n/a
	95th Percentile	\$334	\$375	\$300	\$280	n/a	n/a	\$236	n/a
10-12 Years	Average	\$247	\$280	\$221	n/a	\$244	n/a	n/a	n/a
	Median	\$240	\$275	\$200	n/a	\$225	n/a	n/a	n/a
	25th Percentile	\$196	\$233	\$176	n/a	\$225	n/a	n/a	n/a
	75th Percentile	\$275	\$300	\$258	n/a	\$228	n/a	n/a	n/a
	95th Percentile	\$369	\$428	\$290	n/a	\$314	n/a	n/a	n/a
13-15 Years	Average	\$253	\$312	\$213	\$247	\$239	n/a	\$180	n/a
	Median	\$250	\$300	\$238	\$265	\$195	n/a	\$175	n/a
	25th Percentile	\$185	\$261	\$153	\$215	\$183	n/a	\$175	n/a
	75th Percentile	\$300	\$379	\$250	\$290	\$278	n/a	\$200	n/a
	95th Percentile	\$428	\$435	\$335	\$298	\$380	n/a	\$200	n/a
16-20 Years	Average	\$226	\$256	\$200	\$243	\$209	\$215	\$215	n/a
	Median	\$225	\$250	\$200	\$250	\$210	\$225	\$225	n/a
	25th Percentile	\$180	\$200	\$155	\$188	\$179	\$210	\$183	n/a
	75th Percentile	\$250	\$300	\$250	\$288	\$228	\$225	\$244	n/a
	95th Percentile	\$350	\$380	\$331	\$335	\$255	\$250	\$264	n/a
21-30 Years	Average	\$267	\$326	\$212	\$225	\$277	\$231	\$203	\$167
	Median	\$250	\$333	\$220	\$220	\$250	\$200	\$200	\$165
	25th Percentile	\$200	\$251	\$175	\$170	\$225	\$200	\$150	\$138
	75th Percentile	\$350	\$399	\$250	\$269	\$300	\$250	\$224	\$206
	95th Percentile	\$450	\$470	\$313	\$319	\$411	\$320	\$300	\$274
Over 30 Years	Average	\$282	\$340	\$259	\$270	\$274	\$229	\$257	\$217
	Median	\$250	\$350	\$250	\$275	\$250	\$225	\$250	\$200
	25th Percentile	\$211	\$275	\$200	\$240	\$229	\$200	\$200	\$195
	75th Percentile	\$350	\$400	\$300	\$300	\$278	\$250	\$275	\$250
	95th Percentile	\$450	\$500	\$375	\$350	\$487	\$275	\$350	\$285

Area of Private Practice: For attorneys in private practice, the average, median, 25th percentile, 75th percentile, and 95th percentile hourly billing rate by area of private practice is presented in the following table. This data includes attorneys in private practice working full-time, part-time by choice, or part-time due to lack of legal work. For Oregon, the average hourly billing rates range from a low of \$190 per hour for civil litigation-insurance defense to a high of \$291 for civil litigation-defendant (excludes insurance defense) The highest median billing rate was \$275 for both business/corporate - litigation and business/corporate - transactional. In general, the highest hourly billing rates were in Portland.

Hourly Billing Rate by Area of Practice – Private Practice

Area of Private Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast	
Bankruptcy	Average	\$269	\$356	\$231	n/a	n/a	\$259	n/a	n/a
	Median	\$250	\$380	\$225	n/a	n/a	\$250	n/a	n/a
	25th Percentile	\$210	\$305	\$200	n/a	n/a	\$220	n/a	n/a
	75th Percentile	\$320	\$410	\$250	n/a	n/a	\$250	n/a	n/a
	95th Percentile	\$416	\$429	\$312	n/a	n/a	\$350	n/a	n/a
Business/Corporate – Litigation	Average	\$284	\$311	\$252	n/a	n/a	n/a	n/a	n/a
	Median	\$275	\$300	\$248	n/a	n/a	n/a	n/a	n/a
	25th Percentile	\$225	\$255	\$174	n/a	n/a	n/a	n/a	n/a
	75th Percentile	\$328	\$360	\$258	n/a	n/a	n/a	n/a	n/a
	95th Percentile	\$450	\$450	\$459	n/a	n/a	n/a	n/a	n/a
Business/Corporate – Transactional	Average	\$285	\$345	\$235	\$235	\$251	n/a	n/a	n/a
	Median	\$275	\$350	\$240	\$240	\$235	n/a	n/a	n/a
	25th Percentile	\$204	\$281	\$175	\$240	\$200	n/a	n/a	n/a
	75th Percentile	\$350	\$405	\$300	\$275	\$259	n/a	n/a	n/a
	95th Percentile	\$468	\$488	\$350	\$275	\$383	n/a	n/a	n/a
Civil Litigation, Defendant (excludes Insurance Defense)	Average	\$291	\$309	\$233	n/a	n/a	n/a	n/a	n/a
	Median	\$250	\$275	\$235	n/a	n/a	n/a	n/a	n/a
	25th Percentile	\$225	\$225	\$210	n/a	n/a	n/a	n/a	n/a
	75th Percentile	\$375	\$375	\$263	n/a	n/a	n/a	n/a	n/a
	95th Percentile	\$450	\$453	\$293	n/a	n/a	n/a	n/a	n/a
Civil Litigation, Insurance Defense	Average	\$190	\$194	\$179	n/a	n/a	n/a	n/a	n/a
	Median	\$180	\$185	\$170	n/a	n/a	n/a	n/a	n/a
	25th Percentile	\$160	\$165	\$139	n/a	n/a	n/a	n/a	n/a
	75th Percentile	\$205	\$220	\$196	n/a	n/a	n/a	n/a	n/a
	95th Percentile	\$289	\$289	\$256	n/a	n/a	n/a	n/a	n/a

Hourly Billing Rate by Area of Practice – Private Practice *Continued*

Area of Private Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast	
Civil Litigation, Plaintiff (excludes Personal Injury)	Average	\$240	\$266	\$242	\$201	\$232	n/a	n/a	n/a
	Median	\$250	\$250	\$250	\$170	\$225	n/a	n/a	n/a
	25th Percentile	\$188	\$205	\$220	\$163	\$175	n/a	n/a	n/a
	75th Percentile	\$298	\$300	\$298	\$250	\$275	n/a	n/a	n/a
	95th Percentile	\$393	\$400	\$378	\$283	\$335	n/a	n/a	n/a
Civil Litigation, Plaintiff – Personal Injury	Average	\$264	\$280	\$274	\$215	\$298	n/a	n/a	n/a
	Median	\$250	\$250	\$275	\$213	\$325	n/a	n/a	n/a
	25th Percentile	\$200	\$239	\$213	\$153	\$265	n/a	n/a	n/a
	75th Percentile	\$344	\$350	\$350	\$275	\$350	n/a	n/a	n/a
	95th Percentile	\$396	\$385	\$403	\$335	\$370	n/a	n/a	n/a
Criminal – Private Bar	Average	\$214	\$260	\$197	\$198	n/a	n/a	\$182	n/a
	Median	\$200	\$225	\$213	\$185	n/a	n/a	\$170	n/a
	25th Percentile	\$150	\$194	\$164	\$150	n/a	n/a	\$154	n/a
	75th Percentile	\$250	\$356	\$250	\$250	n/a	n/a	\$194	n/a
	95th Percentile	\$373	\$429	\$266	\$300	n/a	n/a	\$238	n/a
Family Law	Average	\$214	\$250	\$202	\$240	\$203	\$200	\$202	n/a
	Median	\$200	\$250	\$200	\$225	\$195	\$200	\$200	n/a
	25th Percentile	\$175	\$195	\$164	\$200	\$150	\$200	\$161	n/a
	75th Percentile	\$250	\$295	\$231	\$290	\$250	\$225	\$213	n/a
	95th Percentile	\$346	\$350	\$300	\$347	\$290	\$230	\$313	n/a
Real Estate/Land Use/Environmental Law	Average	\$283	\$332	\$246	\$280	n/a	n/a	n/a	n/a
	Median	\$265	\$328	\$245	\$285	n/a	n/a	n/a	n/a
	25th Percentile	\$225	\$261	\$228	\$275	n/a	n/a	n/a	n/a
	75th Percentile	\$335	\$396	\$250	\$300	n/a	n/a	n/a	n/a
	95th Percentile	\$494	\$500	\$325	\$388	n/a	n/a	n/a	n/a
Tax/Estate Planning	Average	\$239	\$281	\$221	\$229	\$219	n/a	n/a	n/a
	Median	\$235	\$275	\$215	\$240	\$213	n/a	n/a	n/a
	25th Percentile	\$195	\$211	\$195	\$203	\$183	n/a	n/a	n/a
	75th Percentile	\$275	\$328	\$250	\$280	\$246	n/a	n/a	n/a
	95th Percentile	\$375	\$441	\$297	\$299	\$296	n/a	n/a	n/a

Hourly Billing Rate by Area of Practice – Private Practice *Continued*

Area of Private Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Workers' Compensation	Average	\$219	\$241	\$178	n/a	n/a	n/a	n/a
	Median	\$188	\$175	\$155	n/a	n/a	n/a	n/a
	25th Percentile	\$154	\$168	\$150	n/a	n/a	n/a	n/a
	75th Percentile	\$300	\$313	\$200	n/a	n/a	n/a	n/a
	95th Percentile	\$350	\$378	\$236	n/a	n/a	n/a	n/a
	General (no area over 50%)	Average	\$206	\$232	\$191	\$186	\$222	\$219
	Median	\$200	\$190	\$200	\$178	\$223	\$200	\$200
	25th Percentile	\$175	\$143	\$175	\$173	\$175	\$200	\$185
	75th Percentile	\$240	\$268	\$250	\$210	\$250	\$238	\$235
	95th Percentile	\$285	\$470	\$260	\$215	\$362	\$263	\$277
Other	Average	\$254	\$308	\$208	\$208	\$233	n/a	\$202
	Median	\$238	\$300	\$210	\$185	\$225	n/a	\$220
	25th Percentile	\$195	\$230	\$150	\$185	\$200	n/a	\$183
	75th Percentile	\$300	\$355	\$250	\$200	\$230	n/a	\$246
	95th Percentile	\$400	\$423	\$326	\$310	\$400	n/a	\$288

Billing Methods: For attorneys in private practice, data was reported for the change in billing methods for time billed on an hourly rate basis. The table below presents the percentage of responses by each of the four options regarding the change in the portion of hourly billing. Eighty-three percent of the responses were either not applicable (because they billed less than 1/3 on an hourly basis) or reported no change in the portion of hourly rate billing. For Oregon, more respondents (11%) had a decrease in the portion of hourly billing than those respondents who reported an increase (6%).

Change in Billing Methods – Private Practice

Change in Portion of Hourly Billing	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Not Applicable – Bill Less than 1/3 on Hourly Rate Basis	23%	18%	28%	29%	25%	17%	18%	38%
Decrease in Portion of Hourly Billing	11%	12%	12%	8%	12%	11%	10%	7%
Increase in Portion of Hourly Billing	6%	5%	8%	9%	3%	11%	4%	3%
No Change in Portion of Hourly Billing	60%	65%	52%	54%	60%	61%	68%	52%

PRACTICE PROFILE/CHARACTERISTICS

The following tables present data regarding the characteristics and profile of legal practice in Oregon. Data is provided for total hours worked per month, hours worked per month by type of employment, and hours spent in pro-bono and community service activities.

Hours Worked: Monthly hours worked for full-time and part-time lawyers by choice are presented in the following table. Average and median hours worked by full-time lawyers were fairly consistent throughout the seven regions. Average and median hours worked by part-time lawyers were less consistent among the regions. For Oregon, the average (182) and median (180) hours worked per month for full-time lawyers were almost the same as those in the 2007 survey, which were an average of 185 hours and median of 180 hours.

Hours Worked per Month

Level of Employment		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Full-Time Lawyer	Average	182	183	179	182	187	177	182	179
	Median	180	180	175	179	180	175	180	176
Part-Time Lawyer by Choice	Average	88	106	87	81	75	55	81	70
	Median	87	120	90	80	80	55	80	60

Type of Employment: Data regarding average and median hours worked per month by type of employment for full-time lawyers is presented in the following table. Most types of employment reported similar number of hours worked. For Private (180) and Private Non-Profit (179), the average data reflects slightly less hours worked per month than the 2007 data (185, 186). The category of Judge/Hearings Officer reflects more average hours worked (191) than the 2007 data (175).

Hours Worked per Month by Type of Employment

Type of Employment		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Private	Average	180	182	178	182	186	176	175	172
	Median	180	180	173	175	180	175	174	170
Private Nonprofit	Average	179	186	178	177	175	169	177	n/a
	Median	173	174	160	173	160	173	178	n/a
Government	Average	184	177	177	183	187	192	212	196
	Median	180	173	173	180	183	178	205	200
Corporate In-House Counsel	Average	188	192	186	183	200	n/a	n/a	n/a
	Median	180	200	180	175	200	n/a	n/a	n/a
Judge/Hearings Officer	Average	191	203	192	183	201	n/a	188	n/a
	Median	183	190	180	183	215	n/a	185	n/a

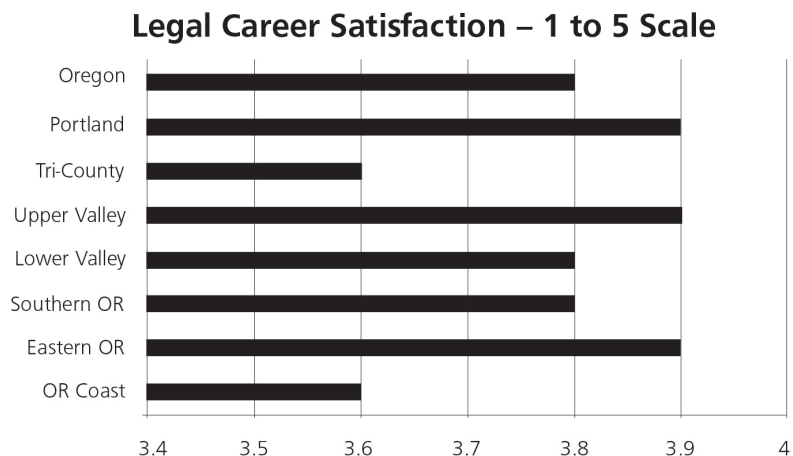
Pro-Bono/Community Service Hours: Pro-bono legal services were defined as legal services provided to individuals whom the attorney did not bill. This category does not include attorneys working for legal aid organizations or non-profit groups which provide legal services on a free or reduced fee basis. Only attorneys who reported providing pro-bono or community services are included. Forty-one percent of attorneys reported spending an average of 9.2 hours per month providing pro-bono legal services compared to 45% spending 8.9 hours in 2007. Community service was defined as volunteer service to charitable organizations, churches, or other community services. Fifty-one percent reported spending an average of 12.1 hours per month providing volunteer community services compared to 58% spending 11.6 hours in 2007.

Average Pro-Bono/Community Service Hours per Month by Type of Employment

Type of Employment		Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Private	Pro Bono	9.1	8.6	9.6	10.6	10.8	8.9	6.6	8.5
	Community	13.0	13.9	12.6	15.8	12.1	14.5	9.5	7.4
Private Nonprofit	Pro Bono	16.6	13.5	27.2	n/a	n/a	n/a	n/a	n/a
	Community	11.5	9.4	10.4	n/a	14.2	13.6	n/a	n/a
Government	Pro Bono	5.0	6.3	3.3	n/a	n/a	n/a	n/a	n/a
	Community	8.8	9.4	6.1	9.2	8.0	6.8	7.7	n/a
Corporate In-House Counsel	Pro Bono	7.2	4.5	8.3	n/a	n/a	n/a	n/a	n/a
	Community	9.7	8.1	8.5	n/a	9.1	n/a	n/a	n/a
Judge/Hearings Officer	Pro Bono	8.3	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Community	14.5	6.2	11.7	11.3	14.1	n/a	16.6	n/a

CAREER SATISFACTION

Career satisfaction was measured on a five-point scale with 1 = very dissatisfied and 5 = very satisfied. Satisfaction data is presented by gender, total years admitted to practice, type of employment, area of practice, and level of employment. Satisfaction was reported for both Legal Career (those respondents working as a lawyer) and Non-Legal Career (those respondents not working as a lawyer). The following chart presents the overall Oregon and regional data for those respondents working as a lawyer.



Gender: Oregon attorneys rated their legal career satisfaction at 3.8 with both males and females at 3.8. These ratings compare to 3.9 for all respondents, 3.9 for males, and 3.8 for females in 2007. Some regional data indicates slightly higher satisfaction ratings among females than males.

Legal Career Satisfaction by Gender (1=Very Dissatisfied, 5=Very Satisfied)

Gender	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
All Respondents	3.8	3.9	3.6	3.9	3.8	3.8	3.9	3.6
Male	3.8	3.9	3.6	3.8	3.8	3.8	3.9	3.6
Female	3.8	3.9	3.6	4.0	3.8	3.8	3.8	3.9

Total Years Admitted to Practice: Legal career satisfaction ratings by total years admitted to practice are presented in the following table. For Oregon, the legal career satisfaction ratings range from 3.4 to 4.0. In 2007, the ratings ranged from 3.7 to 4.1. Regional data exhibits greater variability.

Legal Career Satisfaction by Total Years Admitted to Practice (1=Very Dissatisfied, 5=Very Satisfied)

Years Admitted	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
0-3 Years	3.4	3.2	3.0	3.9	3.3	4.3	3.7	4.0
4-6 Years	3.7	3.8	3.3	3.9	3.7	n/a	3.9	n/a
7-9 Years	3.6	3.6	3.5	3.6	3.7	n/a	3.8	n/a
10-12 Years	3.8	3.9	3.8	3.6	4.0	3.8	3.7	n/a
16-20 Years	3.7	3.7	3.5	4.1	3.8	4.0	3.9	n/a
21-30 Years	3.9	4.0	3.6	4.0	3.8	3.8	3.7	4.1
Over 30 Years	4.0	4.3	3.9	4.0	4.1	3.7	4.0	3.8

Type of Employment: Legal career satisfaction ratings by type of employment are presented in the following table. For legal career satisfaction, judges/hearings officers reported the highest rating for Oregon (4.3) and in most of the regions. Private Practice and Private Non-Profit reported the lowest satisfaction rating for Oregon (3.7) and in most of the regions.

Legal Career Satisfaction by Type of Employment (1=Very Dissatisfied, 5=Very Satisfied)

Type of Employment	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Private	3.8	3.8	3.8	3.7	3.8	3.8	3.9	3.7
Private Nonprofit	4.0	4.2	3.9	3.7	4.2	4.0	n/a	n/a
Government	4.2	4.2	4.2	4.1	4.4	4.0	4.3	4.4
Corporate In-House Counsel	3.9	3.9	3.9	3.8	4.1	4.0	n/a	n/a
Judge/Hearings Officer	4.5	4.9	4.4	4.4	4.4	n/a	4.4	n/a

Area of Practice: Legal career satisfaction ratings by area of practice ratings are presented in the following table. For Oregon, legal career satisfaction ratings range from 3.5 to 4.3. Regional variations exist.

Legal Career Satisfaction by Area of Practice (1=Very Dissatisfied, 5=Very Satisfied)

Area of Practice	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Type of Employment – Private								
Bankruptcy	3.6	4.3	2.9	n/a	n/a	3.8	n/a	n/a
Business/Corporate – Litigation	4.0	4.1	3.8	n/a	n/a	n/a	n/a	n/a
Business/Corporate – Transactional	3.7	3.7	3.6	4.6	4.0	n/a	n/a	n/a
Civil Litigation, Defendant (excludes Insurance Defense)	3.8	3.8	3.8	n/a	n/a	n/a	n/a	n/a
Civil Litigation, Insurance Defense	3.5	3.4	3.6	n/a	n/a	n/a	n/a	n/a
Civil Litigation, Plaintiff (excludes Personal Injury)	3.6	3.8	3.4	3.1	4.0	n/a	n/a	n/a
Civil Litigation, Plaintiff – Personal Injury	3.8	3.9	3.7	3.2	4.3	n/a	n/a	n/a
Criminal – Private Bar	3.8	4.1	3.0	3.8	n/a	n/a	3.7	n/a
Family Law	3.5	3.9	3.1	4.1	3.0	3.4	3.6	n/a
Real Estate/Land Use/Environmental Law	3.9	3.9	3.6	3.9	n/a	n/a	n/a	n/a
Tax/Estate Planning	3.8	3.9	3.6	4.3	4.0	n/a	n/a	n/a
Workers' Compensation	3.8	4.3	4.0	3.2	n/a	n/a	n/a	n/a
General (no area over 50%)	3.5	3.3	3.3	3.9	3.2	3.9	3.9	3.4
Other	3.8	3.9	3.7	3.6	4.0	n/a	3.4	3.9
Type of Employment – Private Nonprofit or Government								
Criminal – Public Defender	4.1	4.0	n/a	4.2	n/a	n/a	3.8	n/a
Criminal – Public Prosecutor	4.3	4.4	4.4	4.6	n/a	4.1	3.9	3.8

Level of Employment: Legal career satisfaction ratings by level of employment are presented in the following table. This data has a much greater range of ratings than any of the other analyses of satisfaction. For Oregon, part-time lawyers due to lack of legal work have the lowest satisfaction rating at 2.4. This was also true for most of the regions. Full-time lawyers reported the highest satisfaction rating for Oregon at 3.9.

Legal Career Satisfaction by Level of Employment (1=Very Dissatisfied, 5=Very Satisfied)

Level of Employment	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Full-Time Lawyer	3.9	3.9	3.7	4.0	3.9	3.8	3.9	3.8
Part-Time Lawyer by Choice	3.8	4.2	3.7	3.6	3.7	n/a	3.6	2.8
Part-Time Lawyer Due to Lack of Legal Work	2.4	2.8	2.3	2.6	2.1	n/a	n/a	n/a

Level of Non-Legal Employment: Respondents not working as a lawyer reporting satisfaction ratings from 4.2, those working and not wanting legal work, to 2.4, those not working.

Non-Legal Career Satisfaction by Level of Non-Legal Employment (1=Very Dissatisfied, 5=Very Satisfied)

Level of Non-Legal Employment	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Working, But Not in Legal Work and Not Wanting Legal Work	4.2	4.0	4.2	4.3	4.5	4.8	n/a	3.5
Working, But Not in Legal Work and Wanting Legal Work	2.6	2.2	2.7	2.8	2.6	n/a	2.5	n/a
Not Working	2.4	2.3	2.3	n/a	2.0	3.0	3.0	2.3

Gender: Oregon attorneys not working as a lawyer rated their non-legal career satisfaction at 3.4 with males at 3.3 and females at 3.4. These ratings compare to attorneys working as a lawyer who rated their legal career satisfaction at 3.8 with males at 3.8 and females at 3.8. See previous table, Legal Career Satisfaction by Gender, on Page 36.

Non-Legal Career Satisfaction by Gender (1=Very Dissatisfied, 5=Very Satisfied)

Gender	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
All Respondents	3.4	3.0	3.3	3.8	3.4	4.2	2.9	3.2
Male	3.3	2.9	3.3	3.5	3.4	4.3	3.0	2.0
Female	3.4	3.1	3.3	4.1	3.3	4.0	2.0	3.7

Total Years Admitted to Practice: Non-legal career satisfaction ratings by total years admitted to practice for Oregon attorneys not working as a lawyer are presented in the following table. For Oregon, the non-legal career satisfaction ratings range from 2.7 to 4.1. These ratings compare to attorneys working as a lawyer who rated their legal career satisfaction at 3.4 to 4.0. See previous table, Legal Career Satisfaction by Total Years Admitted to Practice, on Page 37.

Non-Legal Career Satisfaction by Total Years Admitted to Practice (1=Very Dissatisfied, 5=Very Satisfied)

Years Admitted	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
0-3 Years	2.7	1.9	2.7	3.0	3.0	n/a	n/a	n/a
4-6 Years	3.3	n/a	3.4	n/a	n/a	n/a	n/a	n/a
7-9 Years	3.3	n/a	3.4	n/a	n/a	n/a	n/a	n/a
10-12 Years	3.3	n/a	3.0	n/a	n/a	n/a	n/a	n/a
13-15 Years	3.6	n/a	3.3	n/a	n/a	n/a	n/a	n/a
16-20 Years	3.8	n/a	3.9	4.0	n/a	n/a	n/a	n/a
21-30 Years	3.7	n/a	4.0	n/a	n/a	n/a	n/a	n/a
Over 30 Years	4.1	n/a	4.0	4.2	n/a	n/a	n/a	n/a

FUTURE PLANS

Next Five Years: Respondents were asked what their plans were during the next five years. Respondents may have reported more than one option so totals will not necessarily equal 100%. This question was not included in previous surveys. One-fourth of the respondents were either planning or contemplating to retire or planning to leave the profession but not retire. For the Oregon Coast region, this group was 45%.

Future Plans in Next Five Years

Changes Planned	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Planning or Contemplating to Retire	18%	14%	20%	20%	17%	27%	22%	30%
Planning to Leave the Profession but not Retire	7%	6%	12%	4%	6%	7%	1%	15%
Planning to Reduce Practice	10%	10%	11%	7%	8%	13%	11%	13%
None of the Above	69%	74%	63%	70%	72%	63%	71%	55%

Type of Employment: The Judge/Hearings Officer category was the largest category of respondents who were either planning or contemplating to retire or planning to leave the profession but not retire (34%).

Future Plans in Next Five Years by Type of Employment

Changes Planned	Private	Private Non-Profit	Government	Corporate In-House Counsel	Judge/Hearings Officer
Planning or Contemplating to Retire	17%	12%	19%	19%	34%
Planning to Leave the Profession but not Retire	8%	13%	5%	4%	0%
Planning to Reduce Practice	13%	5%	1%	3%	0%
None of the Above	62%	70%	74%	73%	66%

Legal Career Satisfaction: Fifty-two percent of the respondents who were very dissatisfied and 39% of the respondents who were dissatisfied reported they were either planning or contemplating to retire or were planning to leave the profession but not retire. Over two-thirds of the respondents who were not dissatisfied did not report any plans to change their practice.

Future Plans in Next Five Years by Legal Career Satisfaction

Changes Planned	Very Dissatisfied	Dissatisfied	Neither Satisfied nor Dissatisfied	Satisfied	Very Satisfied
Planning or Contemplating to Retire	19%	10%	16%	18%	20%
Planning to Leave the Profession but not Retire	33%	29%	6%	3%	1%
Planning to Reduce Practice	8%	12%	10%	10%	8%
None of the Above	40%	49%	68%	69%	71%

2012 OREGON STATE BAR ECONOMIC SURVEY

The information you provide will remain **strictly confidential** and will not be identified with any individual. Completed questionnaires will be seen only by personnel of FLIKIRS PROFESSIONAL SERVICES, INC. Select only **ONE** response to each question (except Question W) by checking the box to the left of your response or by filling in the blank. Thank you for participating!
Questions should be answered using data for 2011 unless otherwise indicated.

- A. **Password** Enter all 4 digits ___ ___ ___ ___ *(The password must be entered for survey to be valid. It was furnished to you in the cover letter/email.)*
- B. **Gender** 1 Male 2 Female
- C. **Age** as of 12/31/2011 _____
- D. **Race/Ethnicity** Select only one
 1 American Indian or Alaska Native
 2 Asian or Pacific Islander
 3 Black or African American
 4 Hispanic or Latino
 5 White or Caucasian
 6 Multi Racial/Ethnic
- E. **Disability** Do you have a disability (physical or mental impairment) that substantially limits one or more major life activities?
 1 Yes 2 No
- F. **Sexual Orientation** Select only one 1 Heterosexual 2 Gay, Lesbian, or Bisexual
- G. **Transgender** Do you identify as a transgender person? 1 Yes 2 No
- H. **Year admitted to Oregon State Bar** _____
- I. **Year first admitted to any state bar** *(including Oregon)* _____
- J. **Level of Employment** at 12/31/2011 Select only one
 1 Full-Time Lawyer
 2 Part-Time Lawyer by Choice
 3 Part-Time Lawyer Due to Lack of Legal Work
 4 Retired - **NOTE: If you select this option, STOP and submit the survey. Do not answer any more questions.**
 5 Not Working as Lawyer - **NOTE: If you select this option, SKIP to Question X near the end of the survey. Do not answer questions K through W.**
- K. **Type of employment** Indicate the type that represented 50% or more of your practice at 12/31/2011. Select only one
 1 Private
 2 Private Non-Profit
 3 Government
 4 Corporate In-House Counsel
 5 Judge/Hearings Officer
- L. **Area of practice** Indicate the area that represented 50% or more of your practice at 12/31/2011. Select only one
 1 Bankruptcy
 2 Business/Corporate - Litigation
 3 Business/Corporate - Transactional
 4 Civil Litigation - Defendant (excludes Insurance Defense)
 5 Civil Litigation - Insurance Defense
 6 Civil Litigation - Plaintiff (excludes Personal Injury)
 7 Civil Litigation - Plaintiff - Personal Injury
 8 Criminal - Private Bar
 9 Criminal - Public Defender
 10 Criminal - Public Prosecutor
 11 Family Law
 12 Real Estate/Land Use/Environmental Law
 13 Tax/Estate Planning
 14 Workers' Compensation
 15 General (no area over 50%)
 16 Other

(Continue on other side)

2012 OREGON STATE BAR ECONOMIC SURVEY

Size of Practice Indicate the number of lawyers in your office at 12/31/2011. Select only one

- 1 Lawyer Office
- 2 Lawyer Office
- 3 - 6 Lawyer Office
- 7 - 20 Lawyer Office
- 21 - 60 Lawyer Office
- Over 60 Lawyer Office

- M. **Hours Worked** What was the average number of hours per month that you worked in 2011? Include all hours in the office or on the job, whether billed or not. _____ hours per month
- N. **Pro-Bono** What was the average number of hours per month in 2011 you provided pro-bono legal services to individuals **whom you did not bill**? If none, enter 0. _____ hours per month
- O. **Community Service** What was the average number of hours per month in 2011 you volunteered for charitable organizations, churches, or other community services? If none, enter 0. _____ hours per month
- P. **Net Personal Income** What was your annual net personal income before taxes from your legal practice for the year ended **12/31/2011**? You may obtain the amount from your W-2, K-1, or Schedule C. If you practiced for less than one year, annualize your response, e.g., multiply six months income times two. \$_____ for the year ended **12/31/2011**
- Q. **Method of Pay** at 12/31/2011 Select only one
- Owner (e.g., Partner, Shareholder, Sole Practitioner)
 - Employee (e.g., salaried or hourly paid)
 - Contract (e.g., paid by hour or assignment)
- R. **Hourly Billing Rate** When you charged on an hourly basis, what was your usual billing rate per hour in 2011?
\$_____ per hour
- S. **Hours Billed** What was the average number of hours that you billed per month in 2011? _____ hours per month
- T. **Billing Methods** If you bill over *one-third* of your time on an hourly billing rate basis, which of the following represents any change in your billing methods over the last five years? Select only one
- Not applicable, bill less than one-third on an hourly rate basis
 - Decrease in portion of hourly billing method and increase in other billing methods, e.g., flat rate, value billing, etc.
 - Increase in portion of hourly billing method and decrease in other billing methods, e.g., flat rate, value billing, etc.
 - No change in portion of hourly billing method
- U. **Legal Career Satisfaction** How satisfied are you with your legal employment? Select only one
- | | | | | |
|----------------------------|----------------------------|---|----------------------------|----------------------------|
| <u>Very Dissatisfied</u> | <u>Dissatisfied</u> | <u>Neither Satisfied nor Dissatisfied</u> | <u>Satisfied</u> | <u>Very Satisfied</u> |
| 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
- V. **Future Plans** During the next five years, are you? Select all that apply
- Planning or contemplating to retire
 - Planning to leave the profession but not retire
 - Planning to reduce your practice
 - None of the above

STOP – Only persons not working as a lawyer should complete the following two questions.

- W. **Non-Legal Employment Status** Select only one
- Working, But Not in Legal Work and Not Wanting Legal Work
 - Working, But Not in Legal Work and Wanting Legal Work
 - Not Working
- X. **Non-Legal Career Satisfaction** How satisfied are you with your non-legal employment? Select only one
- | | | | | |
|----------------------------|----------------------------|---|----------------------------|----------------------------|
| <u>Very Dissatisfied</u> | <u>Dissatisfied</u> | <u>Neither Satisfied nor Dissatisfied</u> | <u>Satisfied</u> | <u>Very Satisfied</u> |
| 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |

Return Completed Survey Questionnaire by Friday, June 8, 2012

By MAIL: FLIKIRS PROFESSIONAL SERVICES, INC., 851 ROBIN RD., LEXINGTON, KY 40502 *or* **By FAX:** 503-345-6692
Questions? - Contact Bob Flick - Phone 859-368-0200 - Email flickirs@att.net





Oregon
State
Bar

OREGON STATE BAR

2012 ECONOMIC SURVEY

ADDENDUM

With Additional Analyses by Race/Ethnicity Categories

AUGUST 2012 (REVISED JULY 2013)

©2012 OREGON STATE BAR
ALL RIGHTS RESERVED

TABLE OF CONTENTS

Introduction	A-1
Purpose	A-1
Explanation of Data Analysis	A-1
Attorney Profile/Characteristics	A-2
Type of Employment	A-4
Areas of Practice	A-5
Size of Practice	A-7
Level of Employment	A-7
Compensation	A-9
Future Plans	A-13
Legal Career Satisfaction	A-13
Data Collected by the Oregon State Bar	A-14

ADDENDUM

INTRODUCTION

The following report will provide additional information to the Oregon State Bar 2012 Economic Survey report. This is the first time that this survey included demographic questions regarding race/ethnicity, disability, sexual orientation, and transgender. Basic demographic information was provided in the overall report. The data presented in this addendum will provide additional analyses by race/ethnicity categories.

EXPLANATION OF DATA ANALYSIS

The data analysis relies on descriptive statistics, including averages, medians, and percentiles. The average, also known as the mean, is calculated by adding all of the respondents' scores for a particular item and dividing by the total number of respondents. The median, also known as the midpoint, is the point at which 50% of the responses are above and 50% are below that number. The percentiles, e.g., 25th, 75th, and 95th, represent the point in the range of responses at which 25%, 75%, and 95% of the responses occur for a specific question. For example, the 95th percentile compensation amount is the compensation amount (may not be an actual reported compensation amount) at which 95% of the reported amounts were below and 5% of the compensation amounts were above. Statistical interpolation was used to compute the specific percentile points.

Items may not sum to 100% due to rounding. Data was indicated as "n/a" if no data was reported or if data from less than five individuals (for average, median, and percentile data) was reported in order to protect confidentiality.

EXPLANATION OF TABLES

Tables present data by two categories of race/ethnicity - White or Caucasian and All Other Racial/Ethnic. The five racial categories other than White or Caucasian did not have sufficient numbers of respondents to permit analysis by individual categories so the data was collapsed into an "all other" category. In addition to the race/ethnicity categories, data is presented for all respondents. Because not all respondents answered the race/ethnicity question, the total of the race/ethnicity respondents will not necessarily equal the total of all respondents.

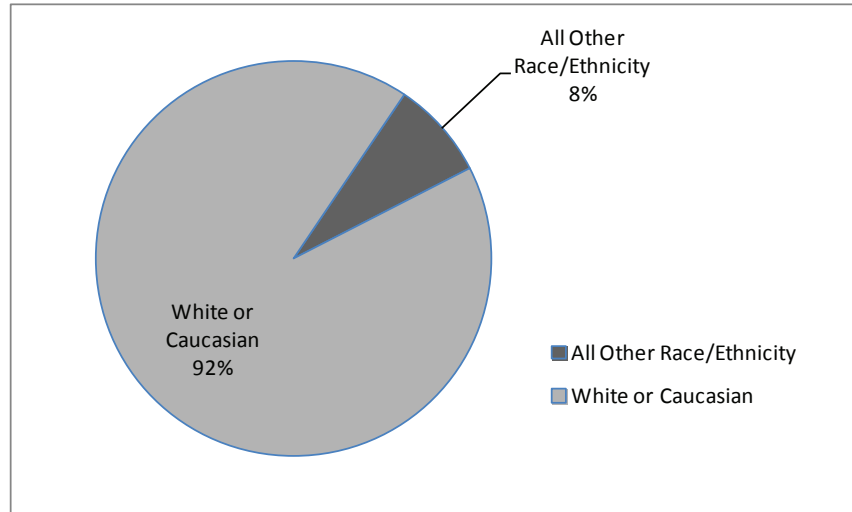
Data is presented for all of Oregon including the number of respondents and the percentage those respondents represent of the data being presented. The number of respondents has been reported because the number of respondents in certain sub-groups of the All Other Racial/Ethnic category is very small. Because of the small number of respondents in many of the categories in the following tables, caution should be exercised in drawing conclusions from this data.

Data is also reported for the geographical regions of Portland and All Other Regions. The areas included in these regions is detailed in the overall report.

ATTORNEY PROFILE/CHARACTERISTICS

The charts on pages A-2 and A-3 are the same as on page 8 of the Economic Survey and are repeated here for ease in reading the data in this addendum.

Race/Ethnicity: The largest race/ethnicity category was White or Caucasian with 92%. Regional data closely followed Oregon data.



Race/Ethnicity	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
American Indian or Alaska Native	1%	1%	1%	0%	1%	0%	1%	2%
Asian or Pacific Islander	2%	3%	1%	2%	2%	1%	2%	3%
Black or African American	1%	2%	1%	0%	0%	0%	1%	0%
Hispanic or Latino	2%	1%	2%	3%	2%	1%	1%	3%
White or Caucasian	92%	91%	93%	92%	94%	96%	92%	91%
Multi Racial/Ethnic	2%	2%	2%	2%	1%	2%	3%	2%

Disability: Respondents were asked whether they have a disability (physical or mental impairment) that substantially limits one or more of their major life activities. Most respondents reported that they did not have a disability (97%).

Disability	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Yes	3%	2%	2%	6%	3%	5%	3%	3%
No	97%	98%	98%	94%	97%	95%	97%	97%

Sexual Orientation: Most respondents reported that their sexual orientation was heterosexual (96%).

Sexual Orientation	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Heterosexual	96%	95%	95%	96%	94%	100%	99%	98%
Gay, Lesbian, or Bisexual	4%	5%	5%	4%	6%	0%	1%	2%

Transgender: Respondents were asked if they identify as a transgender person. Only three respondents reported yes.

Transgender	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Yes	0%	0%	0%	0%	0%	0%	0%	0%
No	100%	100%	100%	100%	100%	100%	100%	100%

TYPE OF EMPLOYMENT

All respondents reported the highest percentage in private practice (67%) followed by government (15%) and corporate in-house counsel (8%). The White or Caucasian category closely follows these numbers. Compared to all respondents, the All Other Racial/Ethnic category reported a lower percentage in private practice (60%) followed by a higher percentage in government (18%) and private non-profit (11%).

The Portland region reflects higher percentages in private practice and lower percentages in government than All Other Regions.

Type of Employment by Race/Ethnicity

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	%		
White or Caucasian				
Private	954	68%	76%	64%
Private Non-Profit	80	6%	5%	6%
Government	214	15%	11%	17%
Corporate In-House Counsel	106	8%	6%	8%
Judge/Hearings Officer	55	4%	1%	5%
All Other Racial/Ethnic				
Private	60	60%	64%	57%
Private Non-Profit	11	11%	7%	14%
Government	18	18%	14%	21%
Corporate In-House Counsel	9	9%	14%	5%
Judge/Hearings Officer	2	2%	0%	3%
All Respondents				
Private	1,028	67%	75%	63%
Private Non-Profit	91	6%	5%	6%
Government	235	15%	11%	17%
Corporate In-House Counsel	115	8%	7%	8%
Judge/Hearings Officer	57	4%	1%	5%
Total Respondents	1,526	100%	34%	66%

AREAS OF PRACTICE

The White or Caucasian category had the largest percentage in Other area of practice (18%) followed by the General area (11%). In the All Other Racial/Ethnic category, the highest percentage area was Business/Corporate – Transactional (15%) followed by Other (13%). The number of respondents in some of the 16 areas of practice were very low – most with fewer than 10 respondents.

Areas of Practice by Race/Ethnicity

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	%		
White or Caucasian				
<i>Type of Employment—Private</i>				
Bankruptcy	30	2%	2%	2%
Business/Corporate - Litigation	62	4%	8%	2%
Business/Corporate - Transactional	127	9%	10%	9%
Civil Litigation, Defendant (excludes Insurance Defense)	56	4%	8%	2%
Civil Litigation, Insurance Defense	87	6%	12%	3%
Civil Litigation, Plaintiff - (excludes Personal Injury)	69	5%	5%	5%
Civil Litigation, Plaintiff - Personal Injury	74	5%	6%	5%
Criminal - Private Bar	44	3%	3%	3%
Family Law	129	9%	6%	11%
Real Estate/Land Use/ Environmental Law	85	6%	6%	6%
Tax/Estate Planning	93	7%	6%	7%
Workers' Compensation	40	3%	2%	3%
General (no area over 50%)	158	11%	5%	14%
Other	248	18%	16%	18%
<i>Type of Employment—Private Nonprofit or Government</i>				
Criminal - Public Defender	47	3%	2%	4%
Criminal - Public Prosecutor	54	4%	3%	4%
All Other Racial/Ethnic				
<i>Type of Employment—Private</i>				
Bankruptcy	1	1%	0%	2%
Business/Corporate - Litigation	1	1%	2%	0%
Business/Corporate - Transactional	15	15%	29%	5%
Civil Litigation, Defendant (excludes Insurance Defense)	7	7%	7%	7%
Civil Litigation, Insurance Defense	7	7%	14%	2%

Areas of Practice by Race/Ethnicity (Continued)

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	%		
All Other Racial/Ethnic				
<i>Type of Employment—Private (Continued)</i>				
Civil Litigation, Plaintiff - (excludes Personal Injury)	10	10%	10%	10%
Civil Litigation, Plaintiff - Personal Injury	5	5%	5%	5%
Criminal - Private Bar	3	3%	5%	2%
Family Law	12	12%	2%	19%
Real Estate/Land Use/ Environmental Law	4	4%	7%	2%
Tax/Estate Planning	4	4%	2%	5%
Workers' Compensation	2	2%	0%	3%
General (no area over 50%)	8	8%	7%	9%
Other	13	13%	5%	19%
<i>Type of Employment—Private Nonprofit or Government</i>				
Criminal - Public Defender	6	6%	2%	9%
Criminal - Public Prosecutor	2	2%	2%	2%
All Respondents				
<i>Type of Employment—Private</i>				
Bankruptcy	32	2%	2%	2%
Business/Corporate - Litigation	65	4%	8%	2%
Business/Corporate - Transactional	143	9%	11%	9%
Civil Litigation, Defendant (excludes Insurance Defense)	63	4%	8%	2%
Civil Litigation, Insurance Defense	94	6%	12%	3%
Civil Litigation, Plaintiff - (excludes Personal Injury)	80	5%	5%	5%
Civil Litigation, Plaintiff - Personal Injury	79	5%	5%	5%
Criminal - Private Bar	47	3%	3%	3%
Family Law	142	9%	6%	11%
Real Estate/Land Use/ Environmental Law	89	6%	6%	6%
Tax/Estate Planning	100	7%	6%	7%
Workers' Compensation	43	3%	2%	3%
General (no area over 50%)	168	11%	5%	14%
Other	262	17%	15%	18%
<i>Type of Employment—Private Nonprofit or Government</i>				
Criminal - Public Defender	53	3%	2%	4%
Criminal - Public Prosecutor	59	4%	3%	4%
Total Respondents	1,519	100%	34%	66%

SIZE OF PRACTICE

The largest size of practice area reported for the White or Caucasian category was 1 Lawyer Office (28%) and the smallest area was 2 Lawyer Office (9%). The size categories for the All Other Racial/Ethnic category were more evenly distributed from a low of 13% to a high of 20%.

Size of Practice by Race/Ethnicity

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	%		
White or Caucasian				
1 Lawyer Office	385	28%	14%	35%
2 Lawyer Office	125	9%	5%	11%
3-6 Lawyer Office	262	19%	16%	20%
7-20 Lawyer Office	281	20%	21%	20%
21-60 Lawyer Office	181	13%	24%	8%
Over 60 Lawyer Office	148	11%	20%	6%
All Other Racial/Ethnic				
1 Lawyer Office	20	20%	10%	28%
2 Lawyer Office	19	19%	12%	25%
3-6 Lawyer Office	17	17%	12%	21%
7-20 Lawyer Office	13	13%	17%	11%
21-60 Lawyer Office	13	13%	20%	9%
Over 60 Lawyer Office	16	16%	29%	7%
All Respondents				
1 Lawyer Office	411	27%	14%	35%
2 Lawyer Office	146	10%	6%	12%
3-6 Lawyer Office	283	19%	16%	20%
7-20 Lawyer Office	294	20%	21%	19%
21-60 Lawyer Office	198	13%	23%	8%
Over 60 Lawyer Office	165	11%	21%	6%
Total Respondents	1,497	100%	34%	66%

LEVEL OF EMPLOYMENT

The White or Caucasian respondents reported 11% Not Working as a Lawyer and 4% Part-Time Lawyer due to Lack of Legal Work compared to the All Other Racial/Ethnic respondents who reported 21% Not Working as a Lawyer and 3% Part-Time Lawyer due to Lack of Legal Work. Nearly one-half (46%) of the White or Caucasian respondents who were Not Working as a Lawyer were Working, But Not in Legal Work and Not Wanting Legal Work. This compares to only 26% of the All Other Racial/Ethnic respondents. However, this represents only 6 respondents.

Level of Employment by Race/Ethnicity

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	%		
White or Caucasian				
Full-Time Lawyer	1,244	73%	84%	68%
Part-Time Lawyer by Choice	160	9%	8%	10%
Part-Time Lawyer due to Lack of Legal Work	75	4%	3%	5%
Retired	46	3%	1%	3%
Not Working as a Lawyer (Total)	189	11%	5%	14%
<i>Level of Non-Legal Employment</i>				
Working, But Not in Legal Work and Not Wanting Legal Work	78	46%	36%	48%
Working, But Not in Legal Work and Wanting Legal Work	59	35%	50%	33%
Not Working	32	19%	14%	20%
All Other Racial/Ethnic				
Full-Time Lawyer	99	70%	85%	62%
Part-Time Lawyer by Choice	7	5%	4%	6%
Part-Time Lawyer due to Lack of Legal Work	4	3%	0%	4%
Retired	1	1%	0%	1%
Not Working as a Lawyer (Total)	30	21%	12%	27%
<i>Level of Non-Legal Employment</i>				
Working, But Not in Legal Work and Not Wanting Legal Work	6	26%	33%	25%
Working, But Not in Legal Work and Wanting Legal Work	11	48%	33%	50%
Not Working	6	26%	33%	25%
All Respondents				
Full-Time Lawyer	1,366	72%	84%	67%
Part-Time Lawyer by Choice	168	9%	7%	10%
Part-Time Lawyer due to Lack of Legal Work	80	4%	2%	5%
Retired	48	3%	1%	3%
Not Working as a Lawyer (Total)	225	12%	5%	15%
<i>Level of Non-Legal Employment</i>				
Working, But Not in Legal Work and Not Wanting Legal Work	89	45%	36%	47%
Working, But Not in Legal Work and Wanting Legal Work	70	36%	48%	34%
Not Working	38	19%	16%	20%
Total Respondents	1,887	100%	31%	69%

COMPENSATION

The average compensation (\$127,086) and median compensation (\$96,000) for the White or Caucasian respondents was higher than that reported by the All Other Racial/Ethnic respondents – average (\$95,392) and median (\$77,000). It should be noted that the data reported for the All Other Racial/Ethnic category represents fewer than 100 respondents.

Compensation by Race/Ethnicity

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	\$		
White or Caucasian				
Average	1,313	127,086	162,568	109,325
Median	1,313	96,000	120,000	83,162
25th Percentile	1,313	60,000	79,250	53,000
75th Percentile	1,313	150,000	200,000	122,250
95th Percentile	1,313	350,000	425,000	298,000
All Other Racial/Ethnic				
Average	92	95,392	132,174	69,509
Median	92	77,000	114,500	59,798
25th Percentile	92	50,000	73,750	37,050
75th Percentile	92	130,000	173,034	85,525
95th Percentile	92	236,250	277,250	150,000
All Respondents				
Average	1,416	124,861	160,330	106,844
Median	1,416	94,743	120,000	82,000
25th Percentile	1,416	60,000	79,000	51,136
75th Percentile	1,416	150,000	200,000	120,000
95th Percentile	1,416	336,250	416,000	285,900

The data for Full-Time and Part-Time attorneys is presented in the following chart. Data for Full-Time attorneys is similar to the above table. However, for Part-Time attorneys, the average compensation amount for the All Other Racial/Ethnic respondents is higher than the White or Caucasian respondents. However, this represents only 9 respondents.

Compensation by Full-Time and Part-Time by Race/Ethnicity

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	\$		
White or Caucasian				
<i>Full-Time</i>				
Average	1,125	139,774	172,830	121,748
Median	1,125	106,000	127,857	95,000
<i>Part-Time</i>				
Average	187	51,145	63,199	47,761
Median	187	38,898	64,000	34,000
All Other Racial/Ethnic				
<i>Full-Time</i>				
Average	83	97,885	126,461	75,998
Median	83	80,000	107,500	63,000
<i>Part-Time</i>				
Average	9	72,400	n/a	25,943
Median	9	36,400	n/a	24,000
All Respondents				
<i>Full-Time</i>				
Average	1,219	136,615	169,162	118,621
Median	1,219	103,000	125,000	90,500
<i>Part-Time</i>				
Average	196	52,121	71,190	46,762
Median	196	38,825	65,000	33,000

It is difficult to analyze the data in the following chart because for the 8 categories of Total Years Admitted to Practice the number of respondents in the All Other Racial/Ethnic category ranges from only 4 to 16 respondents. In general, the average compensation figures of the two categories are closer together for the less experienced categories and farther apart for the more experienced categories. Again, due to the low number of responses, conclusions should not be made from this data.

Compensation by Total Years Admitted to Practice for Full-Time Attorneys

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	\$		
White or Caucasian				
<i>0-3 Years</i>				
Average	97	61,351	97,616	47,363
Median	97	52,000	65,000	48,000
<i>4-6 Years</i>				
Average	121	76,825	83,896	73,065
Median	121	75,000	82,000	65,000
<i>7-9 Years</i>				
Average	98	102,813	122,582	88,594
Median	98	90,000	110,000	75,000
<i>10-12 Years</i>				
Average	89	124,958	126,911	123,632
Median	89	100,677	103,163	98,000
<i>13-15 Years</i>				
Average	76	144,369	189,310	120,999
Median	76	110,000	155,000	97,000
<i>16-20 Years</i>				
Average	118	161,506	152,351	166,026
Median	118	114,734	122,000	110,000
<i>21-30 Years</i>				
Average	240	164,445	216,963	128,821
Median	240	120,000	180,000	114,000
<i>Over 30 Years</i>				
Average	276	183,140	243,611	156,684
Median	276	140,000	200,000	114,770
All Other Racial/Ethnic				
<i>0-3 Years</i>				
Average	16	59,250	n/a	56,500
Median	16	59,500	n/a	54,500
<i>4-6 Years</i>				
Average	16	62,462	92,492	48,812
Median	16	49,000	86,000	40,000
<i>7-9 Years</i>				
Average	10	108,914	117,767	n/a
Median	10	103,500	117,000	n/a

Compensation by Total Years Admitted to Practice for Full-Time Attorneys (Continued)

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	\$		
All Other Racial/Ethnic (Continued)				
<i>10-12 Years</i>				
Average	6	118,710	n/a	n/a
Median	6	88,629	n/a	n/a
<i>13-15 Years</i>				
Average	4	n/a	n/a	n/a
Median	4	n/a	n/a	n/a
<i>16-20 Years</i>				
Average	15	128,573	160,875	91,657
Median	15	120,000	155,000	102,000
<i>21-30 Years</i>				
Average	11	132,009	n/a	111,456
Median	11	86,000	n/a	84,100
<i>Over 30 Years</i>				
Average	5	122,400	n/a	n/a
Median	5	135,000	n/a	n/a
All Respondents				
<i>0-3 Years</i>				
Average	113	61,053	93,730	48,700
Median	113	52,000	65,000	48,000
<i>4-6 Years</i>				
Average	137	75,147	84,811	70,101
Median	137	70,000	84,000	65,000
<i>7-9 Years</i>				
Average	108	103,378	121,796	88,082
Median	108	90,000	110,000	75,000
<i>10-12 Years</i>				
Average	96	123,506	128,559	120,048
Median	96	100,000	101,325	96,000
<i>13-15 Years</i>				
Average	80	141,938	183,645	119,480
Median	80	110,000	141,000	97,000
<i>16-20 Years</i>				
Average	135	156,399	153,802	157,785
Median	135	114,468	122,000	108,500
<i>21-30 Years</i>				
Average	256	162,078	217,444	126,586
Median	256	120,000	180,000	114,000
<i>Over 30 Years</i>				
Average	284	181,685	237,959	156,419
Median	284	140,000	200,000	114,770

FUTURE PLANS

Over one-third (35%) of the White or Caucasian respondents reported that they were Planning or Contemplating to Retire, Planning to Leave the Profession but not Retire, or Planning to Reduce Practice. This compares to only 20% of the All Other Racial/Ethnic respondents.

Future Plans in Next Five Years by Race/Ethnicity

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	%		
White or Caucasian				
Planning or Contemplating to Retire	270	18%	14%	20%
Planning to Leave the Profession but not Retire	103	7%	6%	8%
Planning to Reduce Practice	150	10%	11%	10%
None of the Above	962	65%	70%	62%
All Other Racial/Ethnic				
Planning or Contemplating to Retire	5	5%	2%	7%
Planning to Leave the Profession but not Retire	10	10%	12%	8%
Planning to Reduce Practice	5	5%	5%	5%
None of the Above	81	80%	81%	80%
All Respondents				
Planning or Contemplating to Retire	280	17%	13%	20%
Planning to Leave the Profession but not Retire	115	7%	6%	8%
Planning to Reduce Practice	157	10%	10%	10%
None of the Above	1,054	66%	71%	63%
Total Respondents	1,606	100%	34%	66%

LEGAL CAREER SATISFACTION

The average satisfaction rating for the All Other Racial/Ethnic respondents was slightly lower (3.6) than the rating for the White or Caucasian respondents (3.8).

Legal Career Satisfaction Rating by Race/Ethnicity

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	Rating		
White or Caucasian	1,401	3.8	3.9	3.7
All Other Racial/Ethnic	96	3.6	3.8	3.5
Total Respondents	1,514	3.8	3.9	3.7

DATA COLLECTED BY THE OREGON STATE BAR

The information on this page was not collected during the tabulation of the economic survey and only is included for additional information on the race and ethnicity of members of the Oregon State Bar.

Each month the Oregon State Bar creates a breakdown of various types of bar membership.. This data includes breakdown by type (active, inactive, firms, resigned, etc.), county, region, out-of-state, sections, and others including race/ethnicity.

The chart below reports the race/ethnicity of active bar members as of August 30, 2012, the same month as the economic survey results were tabulated. Race/ethnicity data has been recorded by the bar since 1997 and the information was and is voluntarily provided by the member at the time of admittance to the bar. Thus, the bar's records of race and ethnicity of its members are incomplete. Beginning in fall 2012, the bar expanded this voluntary collection to include additional fields of data for gender identification, disability, and sexual orientation.

Active OSB Membership by Race/Ethnicity

Race/Ethnicity	Count	% of Those Reporting	% of Active Membership
Asian	366	4.3	2.5
Black	98	1.2	0.7
Hispanic	214	2.5	1.5
Multi or Other	194	2.3	1.3
Native American	81	1.0	0.5
White	7,488	88.7	51.1
Total Reporting	8,441	100%	57.6
Declined/Not Stated	6,222		42.4
Total Active Membership	14,663		100%

Of the 57.6% of active members who have reported, 6.5% reported their race or ethnicity as other than white. Since the number of members who have declined or not stated their race or ethnicity is so large (6,222 or 42% of all active members), the bar cannot state the information is representative of the race and ethnic membership of the bar and is presented only as additional information to this addendum.

