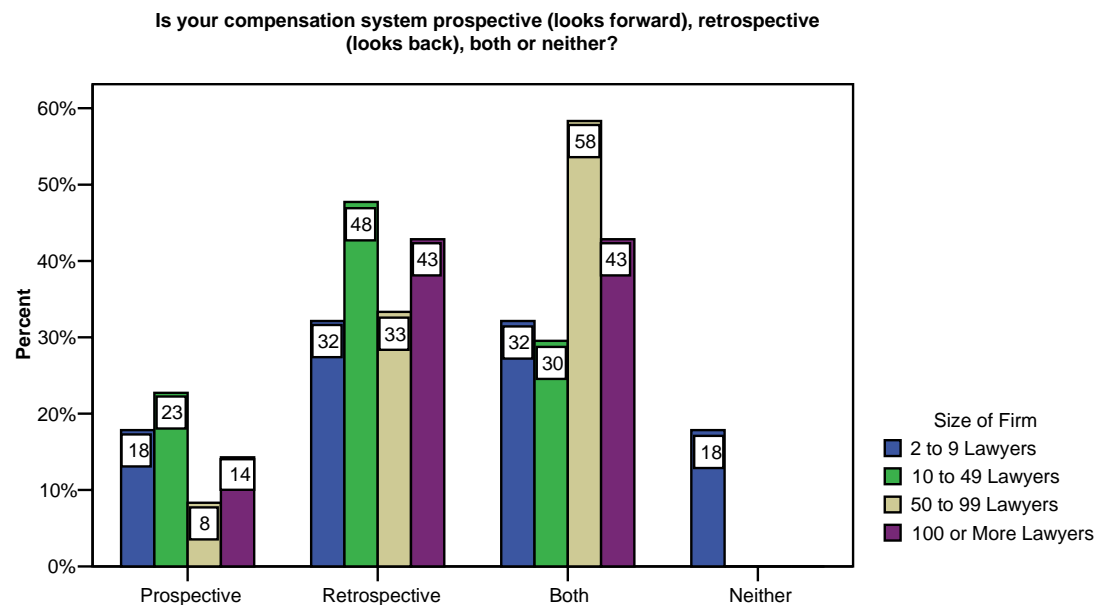
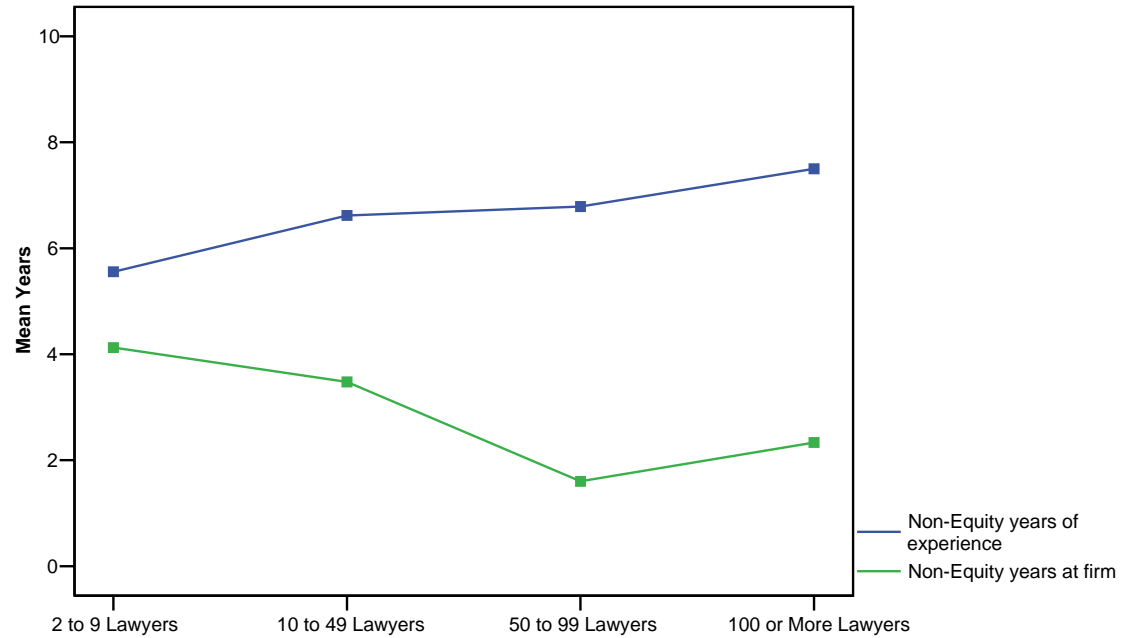


ORIENTATION OF COMPENSATION SYSTEM



Is your compensation system prospective (looks forward), retrospective (looks back), both or neither?	Size of Firm								Total	
	2 to 9 Lawyers		10 to 49 Lawyers		50 to 99 Lawyers		100 or More Lawyers		#	%
	#	%	#	%	#	%	#	%		
Prospective	5	17.9%	10	22.7%	1	8.3%	1	14.3%	17	18.7%
Retrospective	9	32.1%	21	47.7%	4	33.3%	3	42.9%	37	40.7%
Both	9	32.1%	13	29.5%	7	58.3%	3	42.9%	32	35.2%
Neither	5	17.9%	0	--	0	--	0	--	5	5.5%
Total	28	100.0%	44	100.0%	12	100.0%	7	100.0%	91	100.0%

CONSIDERATION FOR NON-EQUITY PARTNERSHIP



What is the normal length of time to be considered for partnership?	Size of Firm								Total	
	2 to 9 Lawyers		10 to 49 Lawyers		50 to 99 Lawyers		100 or More Lawyers		#	Mean
	#	Mean	#	Mean	#	Mean	#	Mean		
Non-Equity years of experience	9	5.6	21	6.6	7	6.8	5	7.5	42	6.5
Non-Equity years at firm	8	4.1	21	3.5	5	1.6	3	2.3	37	3.3