

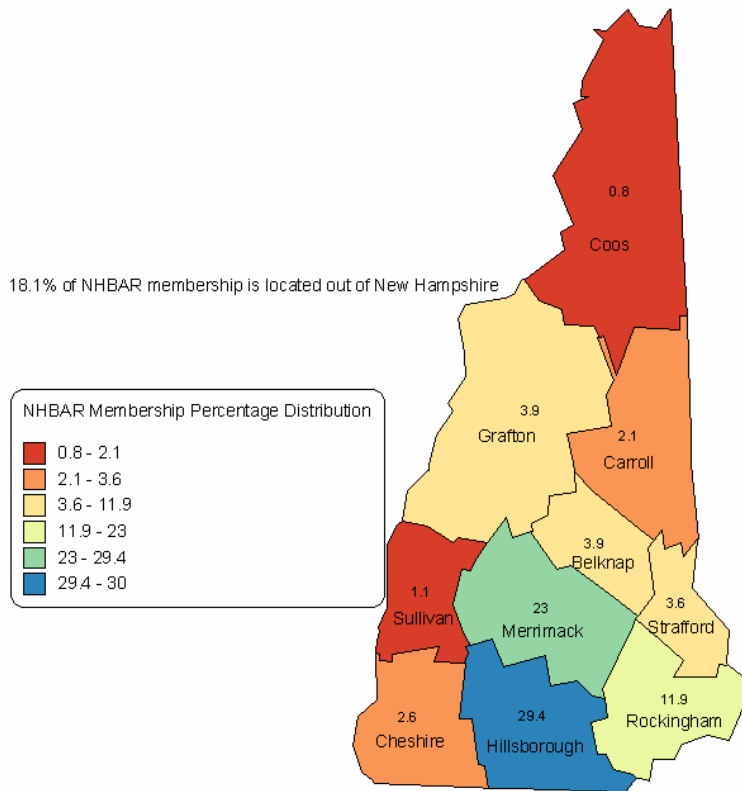


New Hampshire

BAR ASSOCIATION

Equal Justice Under Law

2006 Statistical Supplement



New Hampshire Bar Association
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New Hampshire Bar Membership Survey Scorecard

The following report shows the results of New Hampshire Bar Association membership surveys in 2004/2005, and in prior years. The last few pages of the report include some New Hampshire economic indicators that are of interest to the legal profession.

The data contained in this report is considered to be timely and an important tool in understanding the economics of New Hampshire Bar members and the operation experiences they encounter on a short and long-term basis.

The most recent surveys of the New Hampshire Bar Association membership were done in September 2004 and April 2005. The September 2004 survey included 1,485 usable surveys, a response rate representing 36% of the New Hampshire Bar membership. The May 2005 survey had 771 returns for a 19.3% response rate. Given the fact that the sample population in both surveys comprised the entire membership, the 36% response rate in the September 2004 survey represents at the 95% confidence level an accurate perspective of the membership with a margin of error of +/- 2%, while the 19.3% response rate in the May 2005 survey represents at the 95% confidence level an accurate perspective of the membership with a margin of error of +/- 3.17%.

The New Hampshire Bar membership has changed in the last five years. Bar members are older, and the membership “gender divide” has decreased significantly.

Members of the New Hampshire Bar Association are more likely to be female than they were five years ago. While the Bar female membership was just over 25 percent five years ago, more than one third of the Bar members were women in the latest survey.

The New Hampshire Bar membership is also older. Thirty one percent of the Bar membership was over the age of 50 five years ago. In the last survey, the share of Bar members over the age of 50 has increase by almost ten share points, to forty percent.

The geographic distribution of in-state New Hampshire Bar members has not changed significantly in the last five years. About half of the in-state New Hampshire Bar members still work in Hillsborough and Rockingham counties.

Scorecard

In State (New Hampshire) Bar Membership	Percent of Membership	
	<u>2000</u>	<u>2004</u>
Region 1 (Carroll, Coos, Grafton, Sullivan)	9.9%	9.7%
Region 2 (Belknap, Cheshire, Merrimack, Strafford)	38.9%	40.5%
Region 3 (Hillsborough, Rockingham)	51.2%	49.8%
	100.0%	100.0%
Gender		
Male	73.5%	65.0%
Female	26.5%	35.0%
	100.0%	100.0%
Age Group		
Under Age 30	4.7%	3.5%
Ages 31 to 40	28.7%	22.2%
Ages 41 to 50	35.9%	34.0%
Over Age 50	30.7%	40.3%
	100.0%	100.0%

Source: New Hampshire Bar Association Surveys

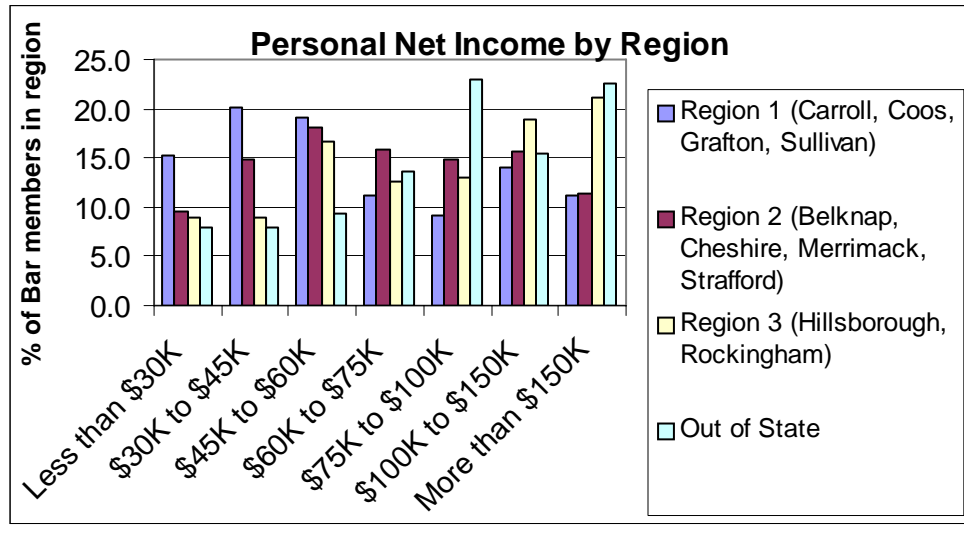
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Personal Net Income by Region

State of New Hampshire household income and wages are lower in northern and western New Hampshire than in southern and seacoast New Hampshire. This also holds true for the New Hampshire Bar Association membership. Bar members in Region 1, which comprises Carroll, Coos, Grafton and Sullivan counties, have a median annual income of under \$60,000 (half of the Bar members in Region 1 are above, and half below this value). Bar members who have offices in Hillsborough and Rockingham counties (Region 3) had annual median incomes close to \$100,000. Out of state members of the New Hampshire Bar Association tend to have higher incomes than in-state members of the Bar.

Personal Net Income by Region (Percent of Bar members in the region)	Less than \$30K	\$30K to \$45K	\$45K to \$60K	\$60K to \$75K	\$75K to \$100K	\$100K to \$150K	More than \$150K
Region 1 (Carroll, Coos, Grafton, Sullivan)	15.2	20.2	19.2	11.1	9.1	14.1	11.1
Region 2 (Belknap, Cheshire, Merrimack, Strafford)	9.6	14.8	18	15.8	14.8	15.6	11.4
Region 3 (Hillsborough, Rockingham)	8.9	8.9	16.6	12.6	13.0	19.0	21.1
Out of State	8.0	8.0	9.4	13.6	23.0	15.5	22.5
Total	9.4	11.5	15.9	13.7	15.2	16.8	17.4

Source: New Hampshire Bar Association Surveys



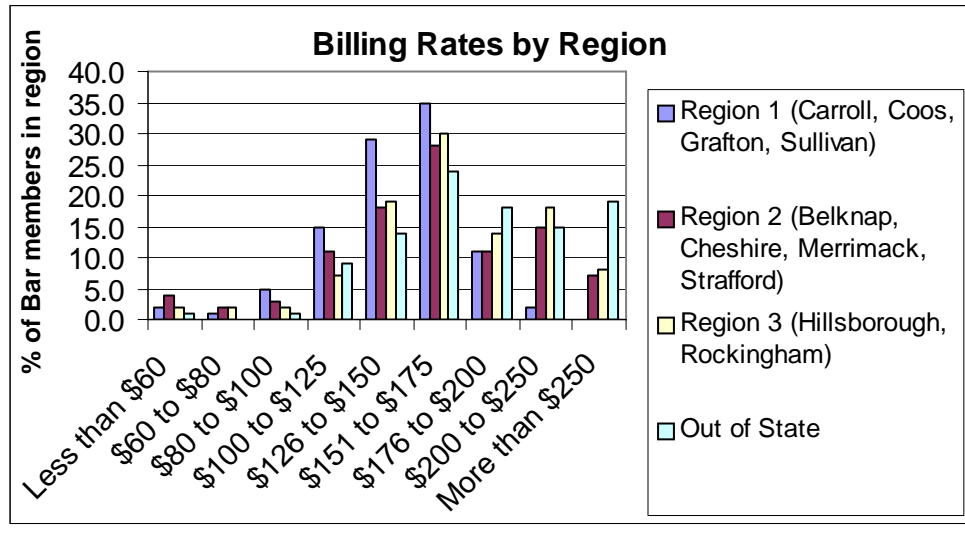
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Billing Rates by Region

Billing rates for New Hampshire Bar Association members are higher in southern New Hampshire than in northern New Hampshire. The median hourly billing rate is under \$150 in Region 1, while the median hourly billing rate is higher elsewhere in the State of New Hampshire. Since billing rates are related to income, out-of-state New Hampshire Bar members also tend to have higher billing rates than in-state Bar members. The median hourly billing rate for out-of-state New Hampshire Bar members is over \$175.

Billing Rates by Region (Percent of Bar members in the region)	<u>Less</u> <u>than</u> <u>\$60</u>	<u>\$60</u> <u>to</u> <u>\$80</u>	<u>\$80</u> <u>to</u> <u>\$100</u>	<u>\$100</u> <u>to</u> <u>\$125</u>	<u>\$126</u> <u>to</u> <u>\$150</u>	<u>\$151</u> <u>to</u> <u>\$175</u>	<u>\$176</u> <u>to</u> <u>\$200</u>	<u>\$200</u> <u>to</u> <u>\$250</u>	<u>More</u> <u>than</u> <u>\$250</u>
Region 1 (Carroll, Coos, Grafton, Sullivan)	2.0	1.0	5.0	15.0	29.0	35.0	11.0	2.0	
Region 2 (Belknap, Cheshire, Merrimack, Strafford)	4.0	2.0	3.0	11.0	18.0	28.0	11.0	15.0	7.0
Region 3 (Hillsborough, Rockingham)	2.0	2.0	2.0	7.0	19.0	30.0	14.0	18.0	8.0
Out of State	1.0	0.0	1.0	9.0	14.0	24.0	18.0	15.0	19.0
Total	2.3	1.4	2.3	9.1	18.8	28.4	13.4	15.2	9.1

Source: New Hampshire Bar Association Surveys



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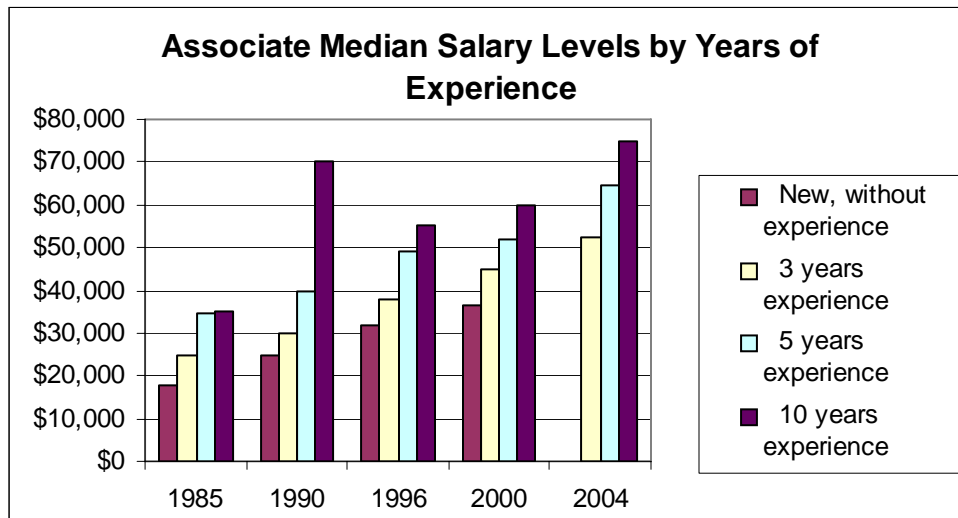
Median Salary Levels for Staff in New Hampshire

Changes in the median salary levels for staff at New Hampshire Bar member firms shows gains in productivity for the member firms. Staff salary levels increased again in the latest survey, and more experienced staff are rewarded with higher wages.

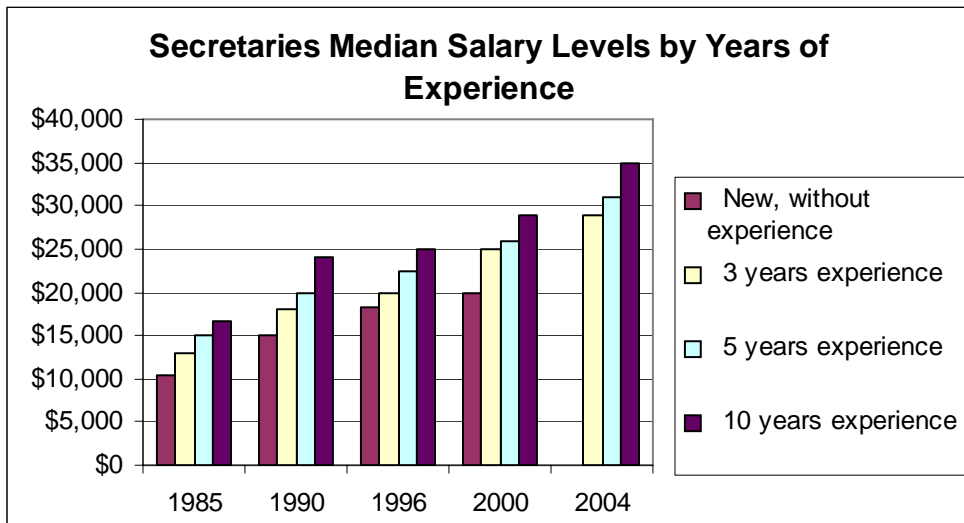
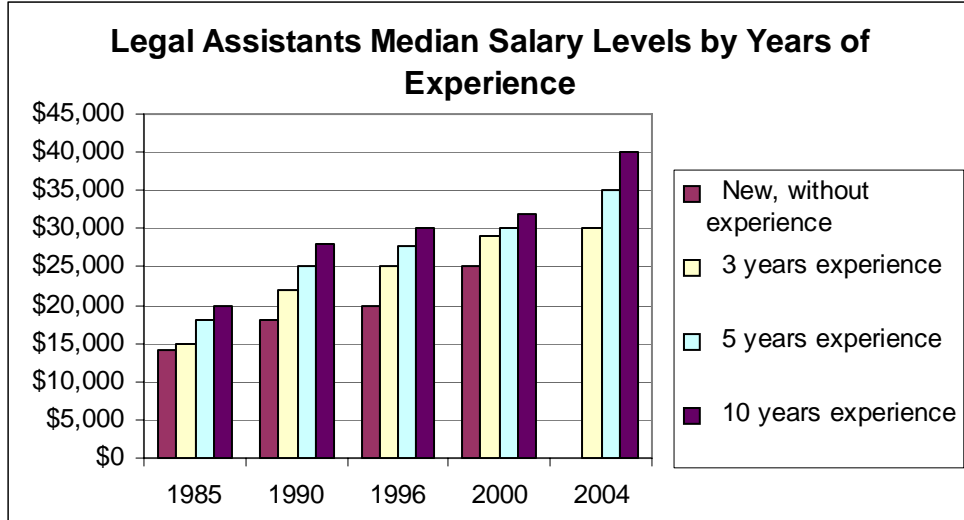
Median Annual Salary Levels

	<u>1985</u>	<u>1990</u>	<u>1996</u>	<u>2000</u>	<u>2004</u>
Associates					
New, without experience	\$18,000	\$25,000	\$32,000	\$36,500	
3 years experience	\$25,000	\$30,167	\$38,000	\$45,000	\$52,500
5 years experience	\$34,800	\$40,000	\$49,250	\$52,000	\$64,500
10 years experience	\$35,000	\$70,000	\$55,000	\$60,000	\$75,000
Legal Assistants					
New, without experience	\$14,000	\$18,000	\$20,000	\$25,000	
3 years experience	\$15,000	\$22,000	\$25,000	\$29,000	\$30,000
5 years experience	\$18,000	\$25,000	\$27,750	\$30,000	\$35,000
10 years experience	\$20,000	\$28,000	\$30,000	\$32,000	\$40,000
Secretaries					
New, without experience	\$10,500	\$15,000	\$18,350	\$20,000	
3 years experience	\$13,000	\$18,000	\$20,000	\$25,000	\$29,000
5 years experience	\$15,000	\$20,000	\$22,500	\$26,000	\$31,000
10 years experience	\$16,600	\$24,000	\$25,000	\$29,000	\$35,000

Source: New Hampshire Bar Association Surveys



Median Salary Levels for Staff in New Hampshire (continued)



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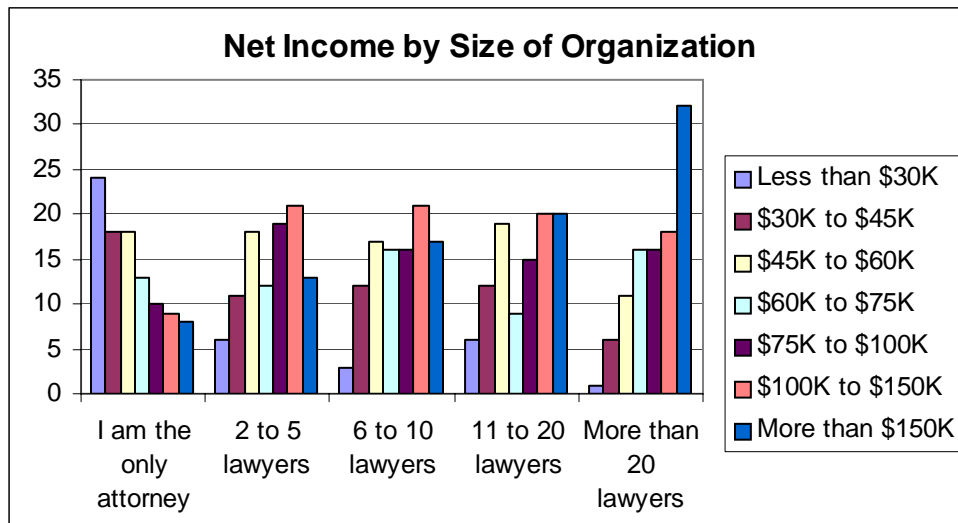
Net Income by Size of Organization

The more lawyers employed in a business firm that also has a member of the New Hampshire Bar Association, the higher the likely income of the New Hampshire Bar members employed in that organization. In firms where the New Hampshire Bar member is the only attorney, that member's median income is between \$45,000 and \$60,000 annually (half of the Bar members are above, and half below these values). For firms with more than 20 lawyers, the median income of the Bar members in that firm is over \$100,000.

Net Income by Size of Organization (%)

	<u>I am the only</u> <u>attorney</u>	<u>2 to 5</u> <u>lawyers</u>	<u>6 to 10</u> <u>lawyers</u>	<u>11 to 20</u> <u>lawyers</u>	<u>More than 20</u> <u>lawyers</u>
Less than \$30K	24	6	3	6	1
\$30K to \$45K	18	11	12	12	6
\$45K to \$60K	18	18	17	19	11
\$60K to \$75K	13	12	16	9	16
\$75K to \$100K	10	19	16	15	16
\$100K to \$150K	9	21	21	20	18
More than \$150K	8	13	17	20	32

Source: New Hampshire Bar Association Surveys



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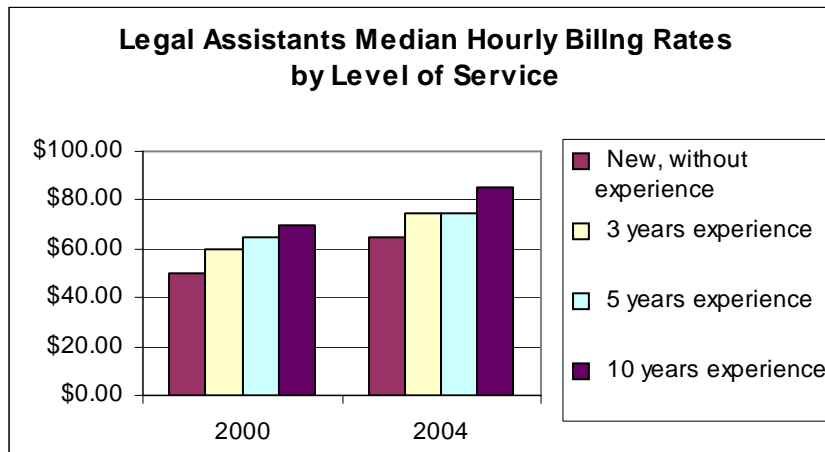
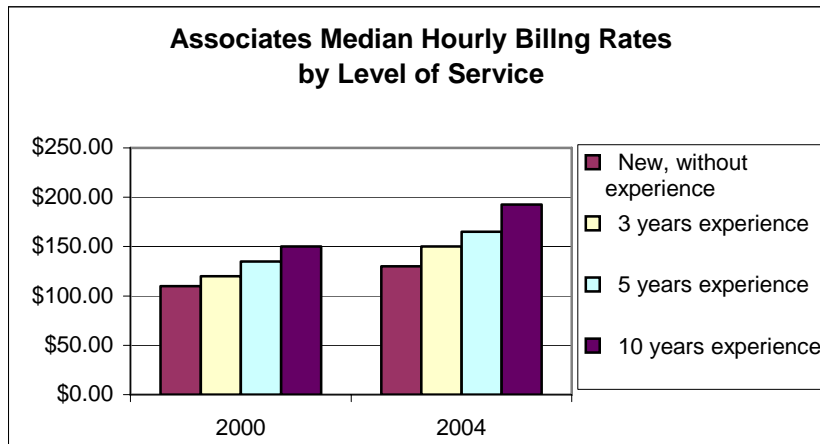
Staff Median Hourly Billing Rates by Level of Service

Hourly billing rates for Associates and Legal Assistants increase with their level of experience. Over the last four years Associates with more experience (ten years or more) have shown a faster increase in their hourly billing rates than for Associates with less than ten years experience. New Legal Assistants without experience, on the other hand, have shown a faster rate of increase in hourly billing rates than for those with more experience.

Median Hourly Billing Rates by Level of Service

	<u>2000</u>	<u>2004</u>	<u>Percent Increase</u>
<u>Associates</u>			
New, without experience	\$110.00	\$130.00	18.2%
3 years experience	\$120.00	\$150.00	25.0%
5 years experience	\$135.00	\$165.00	22.2%
10 years experience	\$150.00	\$192.50	28.3%
<u>Legal Assistants</u>			
New, without experience	\$50.00	\$65.00	30.0%
3 years experience	\$60.00	\$75.00	25.0%
5 years experience	\$65.00	\$75.00	15.4%
10 years experience	\$70.00	\$85.00	21.4%

Source: New Hampshire Bar Association Surveys



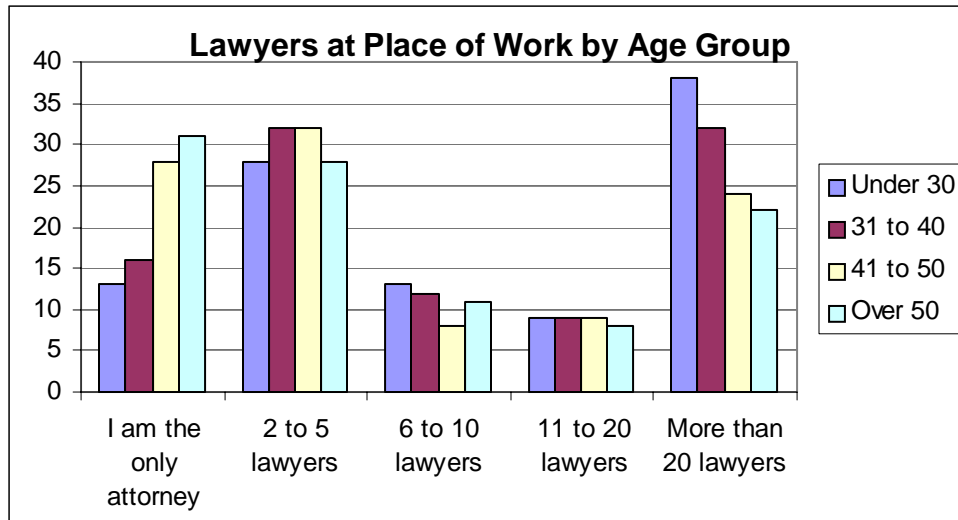
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Lawyers at Place of Work by Age Group

If a New Hampshire Bar member is the only attorney where they work, they are likely to be older, while those members employed in firms with many attorneys are likely to be younger. About one third of the New Hampshire Bar members employed in a firm where they are the only attorney are over the age of 50 years old. On the other hand, about two thirds of the New Hampshire Bar members employed in a firm with more than 20 lawyers employed are under the age of 40.

Lawyers at Place of Work by Age Group (%)	<u>Under 30</u>	<u>31 to 40</u>	<u>41 to 50</u>	<u>Over 50</u>
I am the only attorney	13	16	28	31
2 to 5 lawyers	28	32	32	28
6 to 10 lawyers	13	12	8	11
11 to 20 lawyers	9	9	9	8
More than 20 lawyers	38	32	24	22

Source: New Hampshire Bar Association Surveys



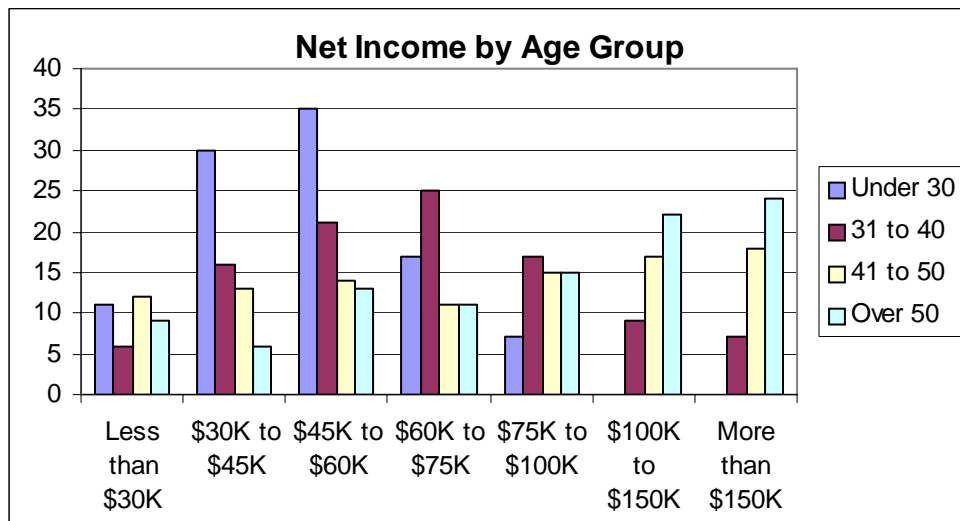
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Net Income by Age Group

New Hampshire Bar Association members have incomes that rise along with their ages. The median income of a New Hampshire Bar member under 30 years old is slightly over \$45,000 per year (half the members under 30 make less, half make more). On the other end of the age distribution, the median income of New Hampshire Bar members over the age of 50 exceeds \$100,000 per year.

Net Income by Age Group (%)	<u>Under 30</u>	<u>31 to 40</u>	<u>41 to 50</u>	<u>Over 50</u>
Less than \$30K	11	6	12	9
\$30K to \$45K	30	16	13	6
\$45K to \$60K	35	21	14	13
\$60K to \$75K	17	25	11	11
\$75K to \$100K	7	17	15	15
\$100K to \$150K		9	17	22
More than \$150K		7	18	24

Source: New Hampshire Bar Association Surveys



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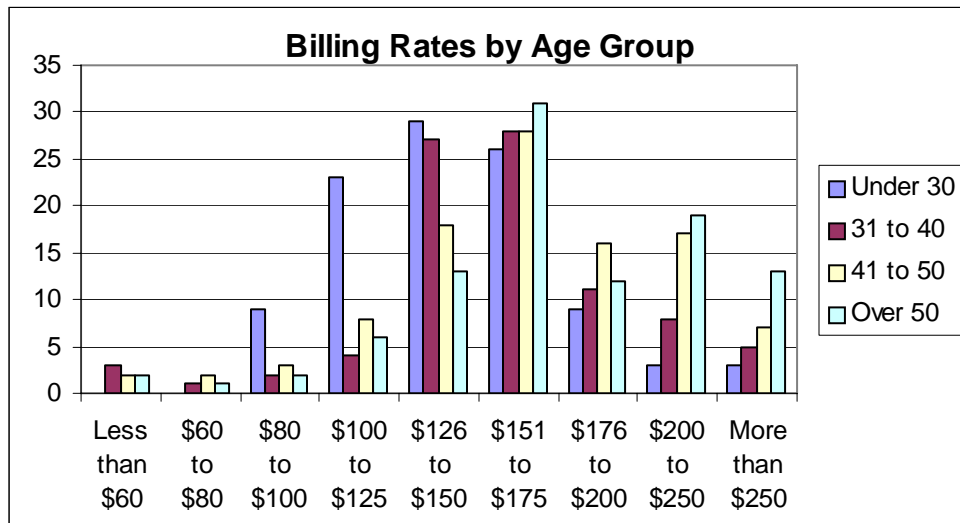
Billing Rates by Age Group

Billing rates for New Hampshire Bar members also tend to increase as their age increases. The median billing rate for lawyers under the age of 30 is less than \$150 per hour, while the median billing rate for lawyers over the age of 50 is just under \$175 per hour.

Interestingly, the percentage of young lawyers, (under 30 years of age), with billing rates that are less than \$80 an hour is too small to measure. This may be due to the fact that lawyers at the beginning of their careers tend to work in larger law firms, which probably have higher than average billing rates.

Billing Rate Proportional by Age Group (%)	<u>Under 30</u>	<u>31 to 40</u>	<u>41 to 50</u>	<u>Over 50</u>
Less than \$60		3	2	2
\$60 to \$80		1	2	1
\$80 to \$100	9	2	3	2
\$100 to \$125	23	4	8	6
\$126 to \$150	29	27	18	13
\$151 to \$175	26	28	28	31
\$176 to \$200	9	11	16	12
\$200 to \$250	3	8	17	19
More than \$250	3	5	7	13

Source: New Hampshire Bar Association Surveys



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New Hampshire Bar Members by Age and Gender

In the year 2000 women comprised 26.5 percent of the New Hampshire Bar membership. In the latest survey for 2004/2005, 35 percent of the Bar members are women. An almost ten percent increase in share in about five years represents a rapidly declining gender divide.

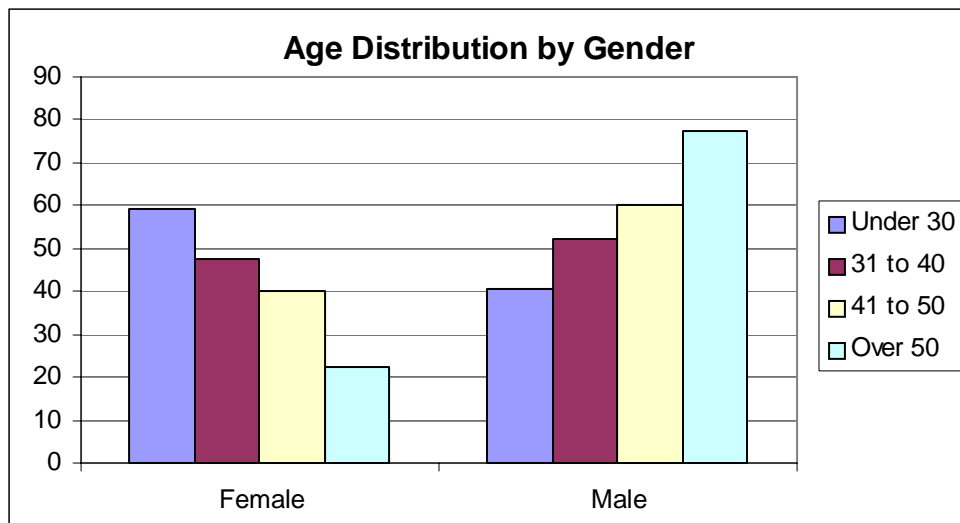
Occupations are considered by the Department of Labor as ‘nontraditional’ if a gender makes up 25 percent or less of the employees in that occupation – so the lawyer occupation is no longer ‘nontraditional’ in New Hampshire.

Not surprisingly female lawyers tend to be younger, while male lawyers are older, when the male and female New Hampshire Bar members are compared by age group.

Age Distribution by Gender
% of total

	<u>Female</u>	<u>Male</u>
Under 30	59.2	40.8
31 to 40	47.6	52.4
41 to 50	39.9	60.1
Over 50	22.5	77.5

Source: New Hampshire Bar Association Surveys



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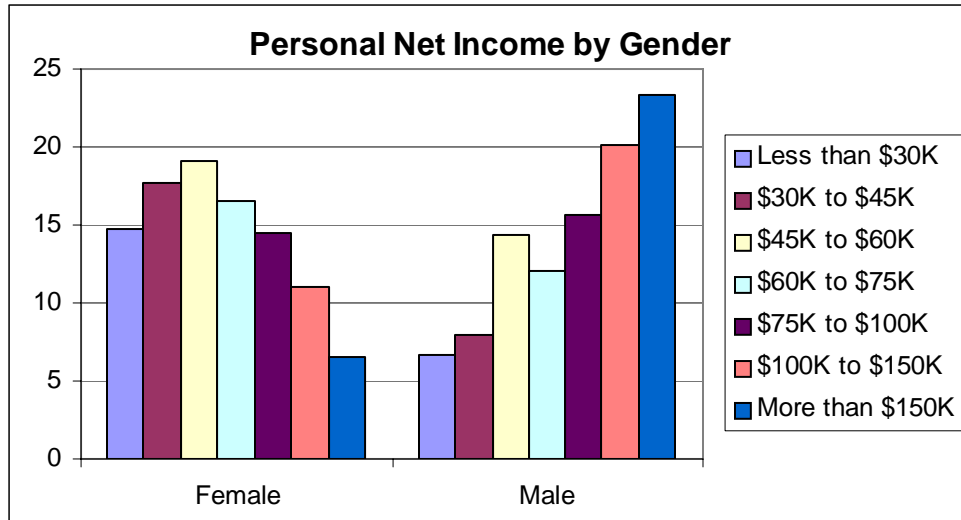
Personal Net Income by Gender

Female lawyers, as a group, tend to make less than their male counterparts. The median annual income for female New Hampshire Bar members is under \$60,000, while the median annual income for male lawyers is about \$100,000.

Personal Net Income by Gender
% of total

	<u>Female</u>	<u>Male</u>
Less than \$30K	14.7	6.7
\$30K to \$45K	17.7	8.0
\$45K to \$60K	19.1	14.4
\$60K to \$75K	16.6	12.1
\$75K to \$100K	14.5	15.6
\$100K to \$150K	11.0	20.1
More than \$150K	6.5	23.3

Source: New Hampshire Bar Association Surveys



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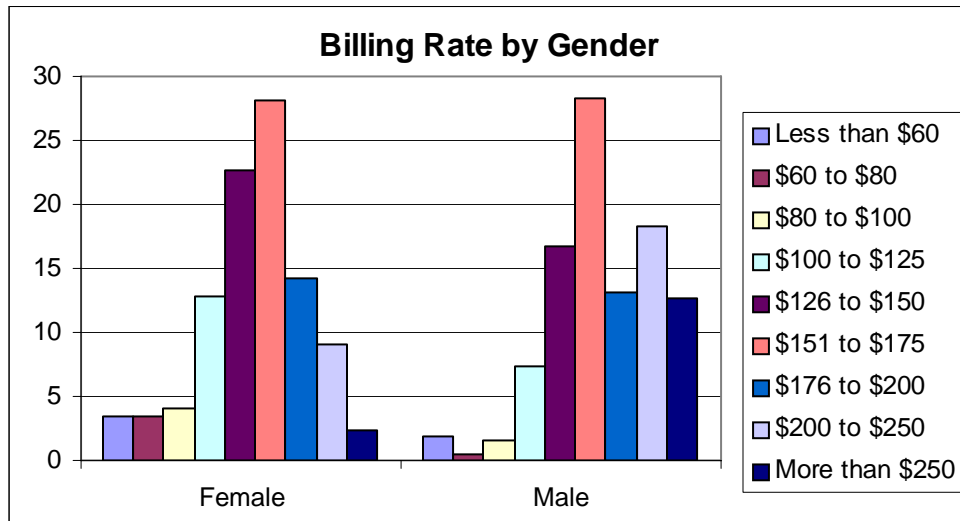
Billing Rates Proportional by Gender

Female members of the New Hampshire Bar Association also tend to have lower billing rates than their male counterparts.

Billing Rates Proportional by Gender
% of total

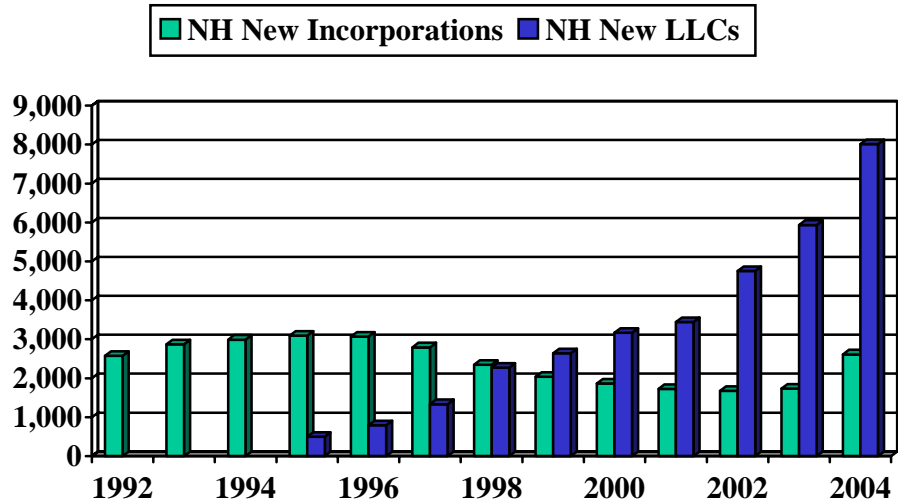
	<u>Female</u>	<u>Male</u>
Less than \$60	3.4	1.8
\$60 to \$80	3.4	0.5
\$80 to \$100	4.0	1.5
\$100 to \$125	12.8	7.4
\$126 to \$150	22.7	16.7
\$151 to \$175	28.1	28.3
\$176 to \$200	14.2	13.1
\$200 to \$250	9.1	18.3
More than \$250	2.3	12.6

Source: New Hampshire Bar Association Surveys

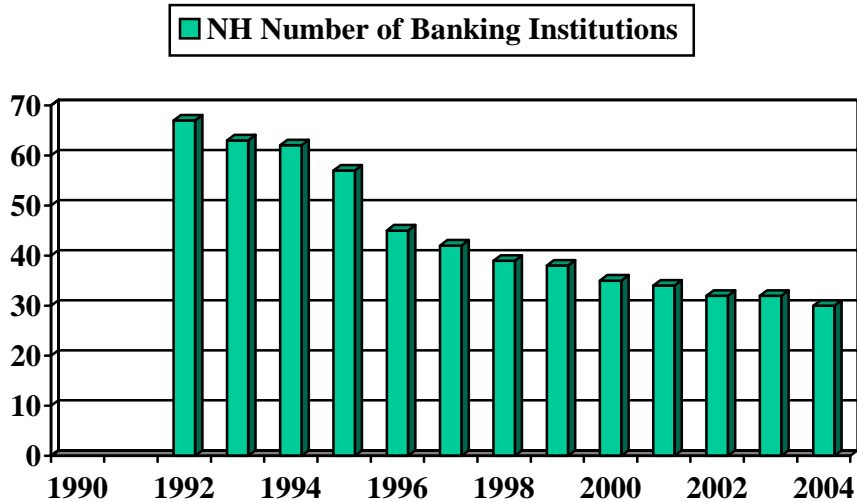


Economic Indicators of Interest to the New Hampshire Legal Profession

Granite State incorporations have been on the decline, in favor of Limited Liability Corporations

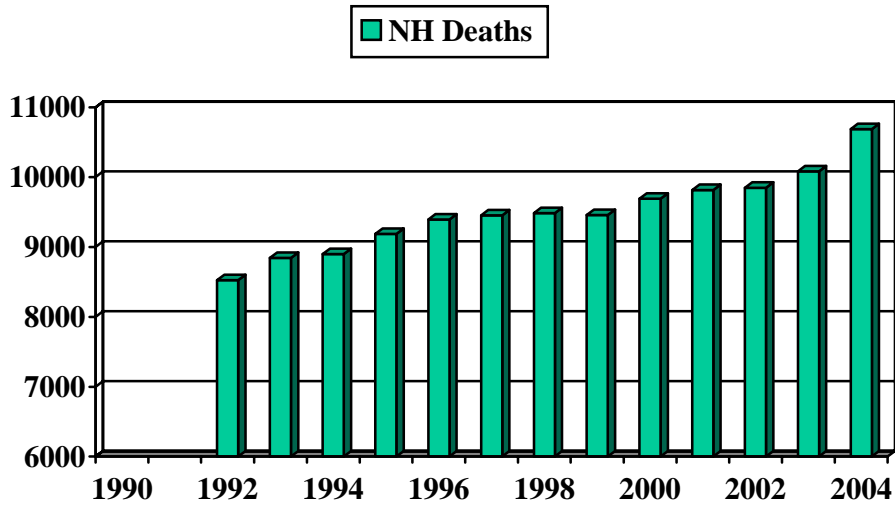


While Granite State banks have been involved in merger mania.

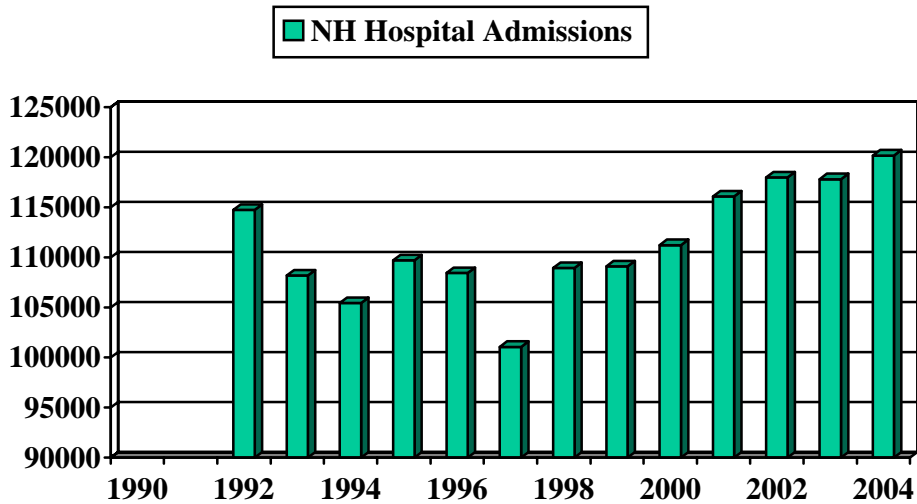


Economic Indicators of Interest to the New Hampshire Legal Profession

Granite State deaths rise with an increasingly older population.

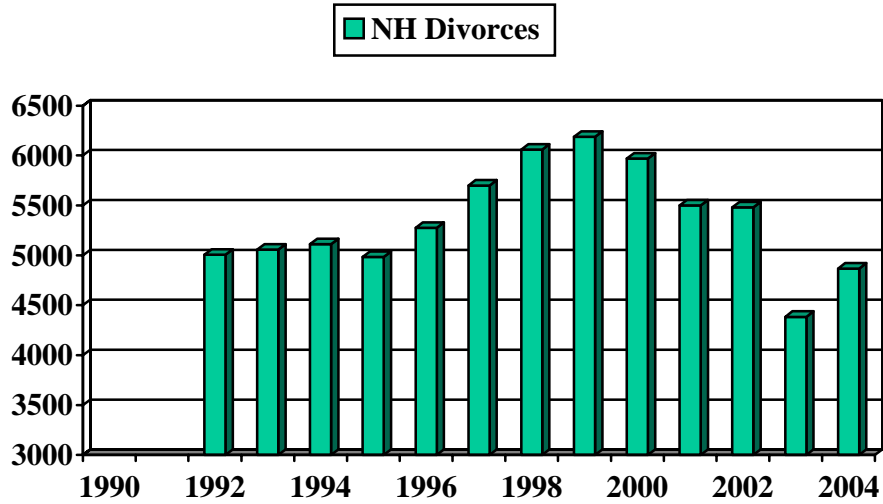


An increasing, and aging, population requires more health care.

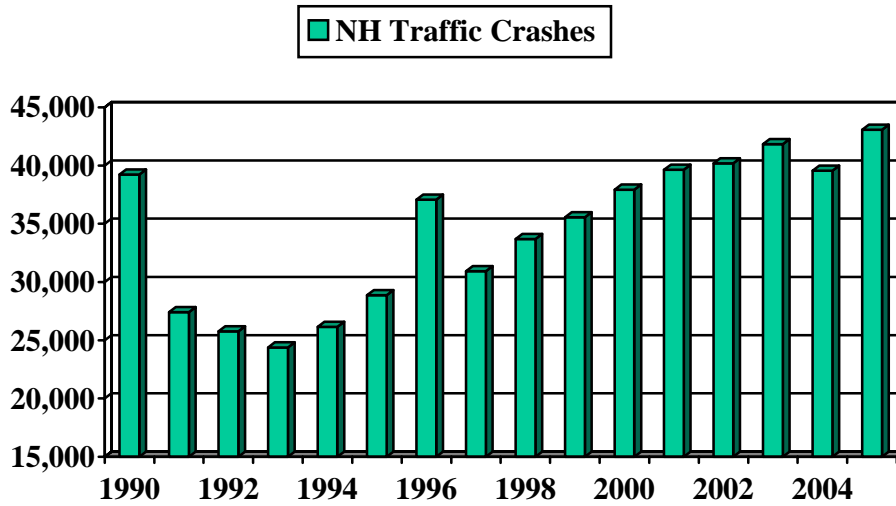


Economic Indicators of Interest to the New Hampshire Legal Profession

The Granite State divorce rate has been dropping.

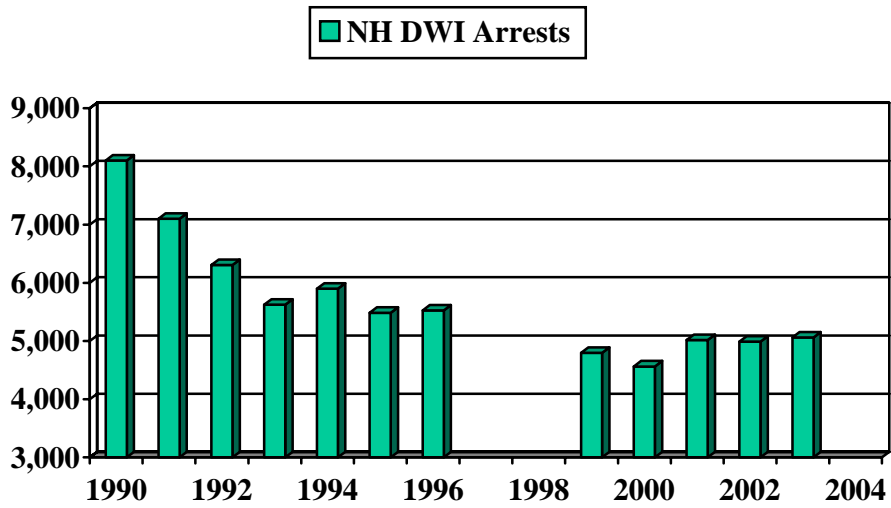


Granite State drivers have been increasingly bumping into each other.

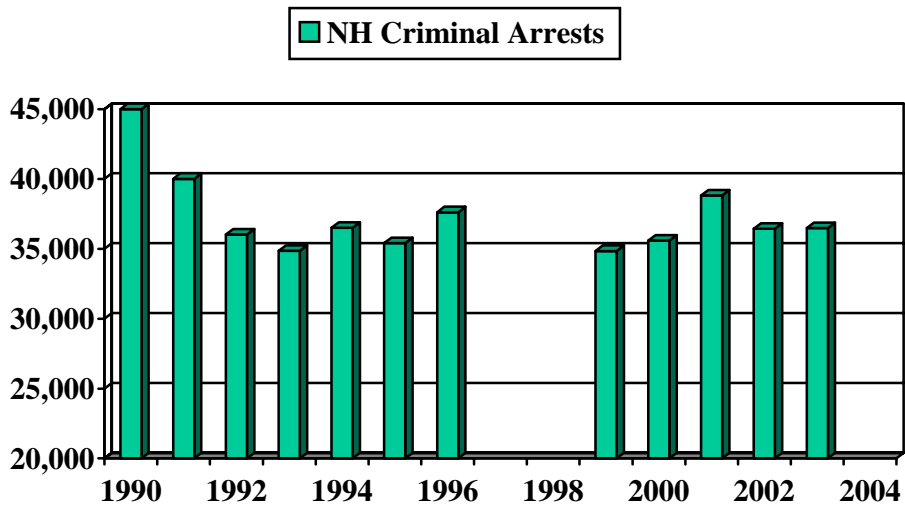


Economic Indicators of Interest to the New Hampshire Legal Profession

Granite State driving under the influence arrests dropped by almost half in the last two decades.

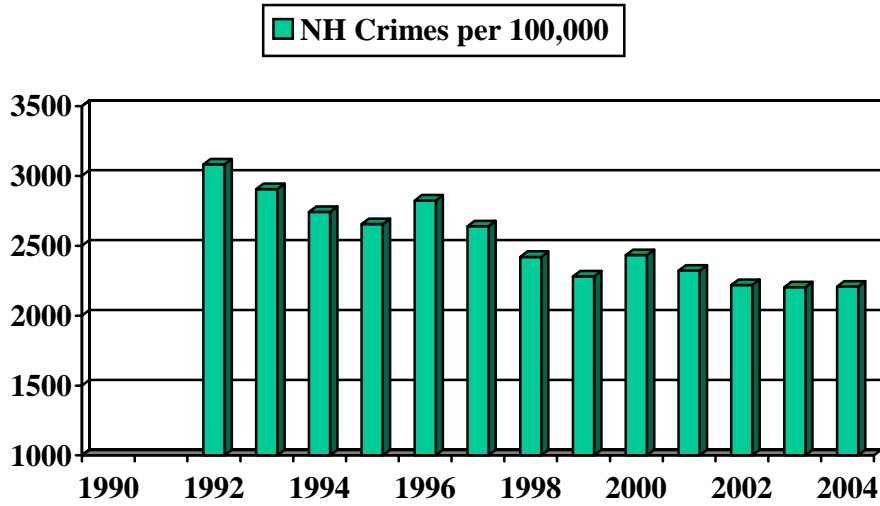


Granite State criminal arrests have also slowed considerably



Economic Indicators of Interest to the New Hampshire Legal Profession

The Granite State crime rate dropped by one third from 1992 to 2004.



Perhaps because there are more clients out of circulation.

