

SHORT REPORT

Key Metrics to Analyze Associate Attrition Problem at Leipold Durling & Jefferson

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Confidential

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All the data in this report is based on an Am Law 200 firm; however, it has been carefully altered to protect anonymity. This educational material is being provided to NALP as part of its 2016 Annual Education Conference.



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FIGURE 1. JDJ IS DROPPING IN AMLAW REVENUES, BUT RISING IN RPL AND PPP

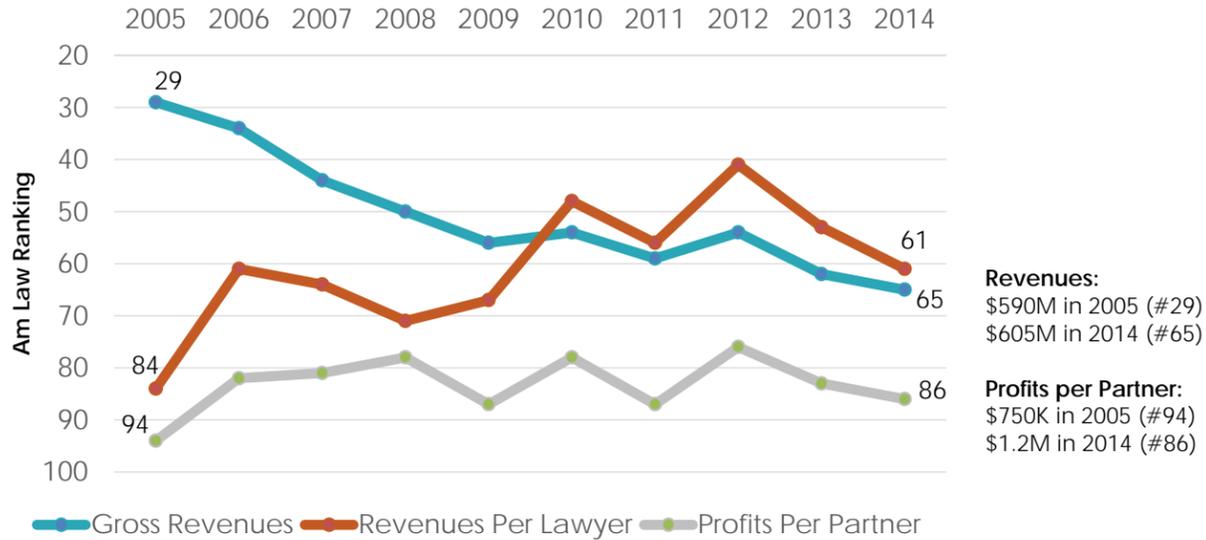


FIGURE 2. GREATER RELIANCE ON PARTNER TIMEKEEPERS.

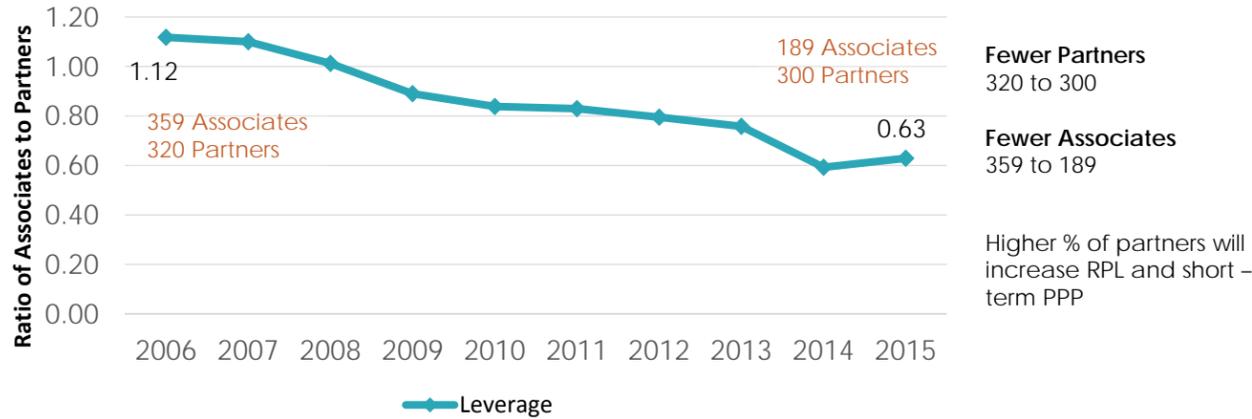


FIGURE 3. OLDER BUT MORE PROFITABLE: NOT A LONG-TERM PLAN.

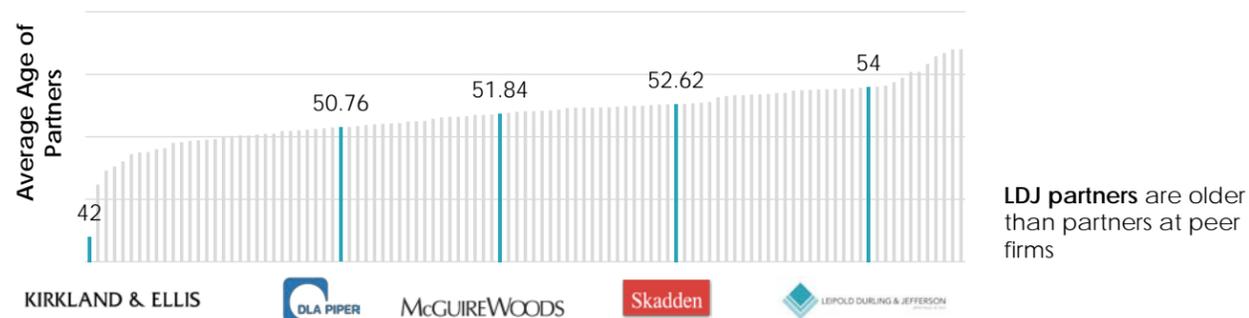


FIGURE 4. LDJ ASSOCIATE HIRING DROPPED SIGNIFICANTLY AFTER 2008.

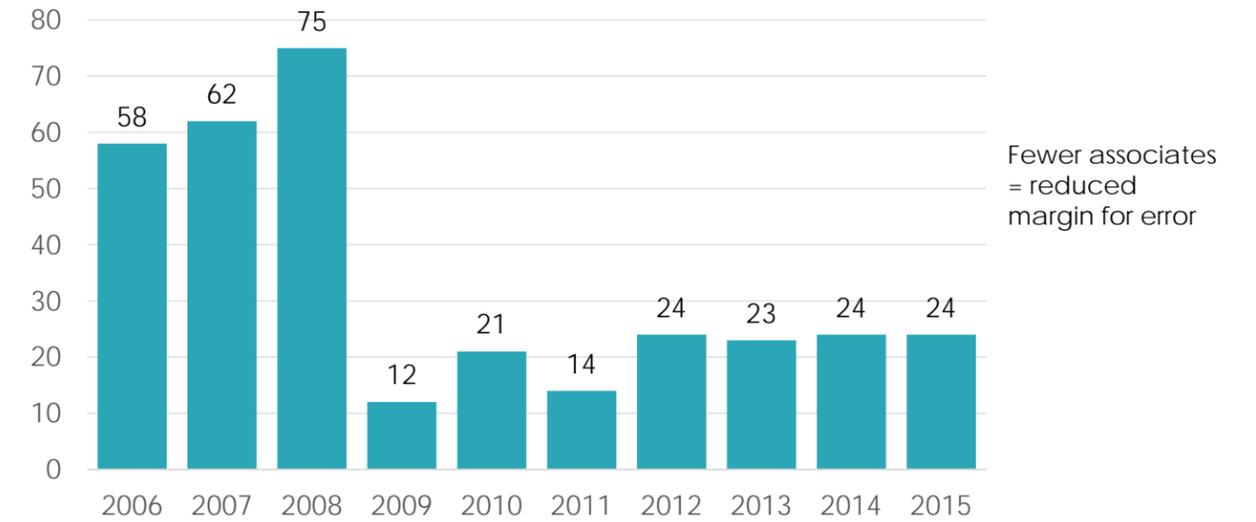


TABLE 1. 61% OF LDJ ASSOCIATES LEAVE TO GO TO ANOTHER LAW FIRM

PRACTICE GROUP	CURRENT ASSOCIATES	% LATERAL	AVG ASSOCIATE TENURE (YEARS)	LEFT SINCE 2011	LAW FIRM	IN-HOUSE	GOV'T / PUB INTEREST / OTHER	RANK OF AM 200 FIRM JOINED
Corp. & Transactional	67	57%	2.85	80	65% (n=52)	29% (n=23)	6% (n=5)	44
IP / Tech / Life Sciences	44	47%	3.14	49	57% (n=28)	24% (n=12)	18% (n=9)	55
Litigation	36	46%	3.08	34	56% (n=19)	18% (n=6)	26% (n=9)	62
Other Specialized Prac.	42	56%	2.62	25	64% (n=16)	20% (n=5)	16% (n=4)	52
LDJ Totals	189	53%	2.94	188	61% (n=115)	24% (n=46)	14% (n=27)	51

TABLE 2. NYC ASSOCIATES HAVE, ON AVERAGE, THE SHORTEST TENURE.

LOCATION	CURRENT ASSOCIATES	% LATERAL	AVG ASSOCIATE TENURE (YEARS)	LEFT SINCE 2011	LAW FIRM	IN-HOUSE	GOV'T / PUB INTEREST / OTHER	RANK OF AM 200 FIRM JOINED
Dallas (HQ)-Austin	54	54%	3.31	48	63% (n=30)	31% (n=15)	6% (n=3)	56
New York / London	36	46%	2.59	44	68% (n=30)	18% (n=8)	14% (n=6)	37
Washington / N. Va.	52	51%	2.95	58	55% (n=32)	17% (n=10)	28% (n=16)	52
Chicago	27	44%	3.12	23	61% (n=14)	35% (n=8)	4% (n=1)	74
SF/Silicon Valley	6	40%	3.24	8	63% (n=5)	38% (n=3)	0% (n=0)	43
All Others	14	83%	2.66	7	57% (n=4)	29% (n=2)	14% (n=1)	32
LDJ Totals	189	53%	2.94	188	61% (n=115)	24% (n=46)	14% (n=27)	51