



Suite 1110  
1025 Connecticut Avenue, NW  
Washington, DC 20036-5413  
Phone: 202-835-1001  
Fax: 202-835-1112  
Web: [www.nalp.org](http://www.nalp.org)

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## FOR IMMEDIATE RELEASE

Contact: Judith Collins, Director of Research  
or James Leipold, Executive Director

E-mail: [jcollins@nalp.org](mailto:jcollins@nalp.org) or [jleipold@nalp.org](mailto:jleipold@nalp.org)

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### **Part-time Lawyers Continue to Be the Exception at Law Firms, Ranks Made Up Mostly of Women, But Number of Male Partners Practicing Part-time Edges Up**

Most large law firms have made part-time schedules available to their experienced lawyers for many years, but overall the number of lawyers working part-time continues to be very small. In 2010, just 6.4% of lawyers were working part-time, and most of them, about 70%, were women. This reflects the fact that women are much more likely to be working part-time than men. Among women lawyers overall, 13.6% work part-time; among female partners, 11.9% are working part-time; and among women associates the figure was 10.3%. This contrasts with a rate of just 2.9% among all male lawyers. These are among the findings of the most recent analyses of the *NALP Directory of Legal Employers*, the annual compendium of employer information published by NALP. The *2010-2011 Directory* comprises listings primarily from large law firms and includes part-time use information for 1,310 individual law offices and firms and for over 129,000 lawyers.

In 2010, nearly all offices, 98%, allowed part-time schedules, either as an affirmative policy or on a case-by-case basis, but as has been the case since NALP first compiled this information in 1994, very few lawyers are working on a part-time basis, even though the percentage of offices allowing part-time schedules has increased from 86% over that time period. In 1994, just 2.4% of partners and associates were working part-time. By 2010, the number of lawyers working part-time had crept up to 6.4%. Likewise, although associates continue to be more likely to be working part-time than partners, part-time work among associates has increased only incrementally, from 4.0% in 1994 to 5.3% in 2010. The growth rate of part-time work among partners has been greater, rising from 1.2% in 1994 to 3.6% in 2010. Other lawyers, such as of counsel and staff attorneys, show the highest rate of part-time work, about 22%, compared with about 17% in 2006, the first year with comparable information. In 2010, nearly all associates working part-time (88.1%) were women; among partners working part-time, 64.1% were women. (See **Table 1.**) It is worth noting that, while the distribution of part-time associates among men and women has changed little over the five years that NALP has compiled this information, the distribution of part-time partners among men and women has shifted more notably — in 2006 almost 72% of part-time partners were women; in 2010 that figure was 64%.

NALPs' most recent data also reveal that part-time use varies a great deal by geographic location. The three largest markets — Chicago, New York City, and Washington, DC — account for

one-third of the lawyers reflected in the *Directory*, and show a sharp dichotomy with respect to part-time lawyers. Part-time partners are more than twice as common in both Chicago and Washington, DC — at 4.7% — than in New York City (2.0%) — as are women partners working part-time (16-17% in Chicago and Washington, DC, versus 7% in New York City). Part-time associates are also more common in Chicago (6.1%) and Washington, DC (6.9%) compared with New York City (3.8%). The percentage of women associates working part-time in Chicago and Washington, DC, is about 12%, compared with 7.8% in New York City.

Looking at all cities, the presence of part-time partners varies even more. (See **Table 2.**) For example, part-time partners are most common in Portland, OR, Seattle, San Diego, San Francisco, and Sacramento, with 7–9.7% of partners in those cities working part-time. Part-time women partners are most common in each of these cities as well, with the exception of Portland. But in a number of cities, fewer than 2% of partners are working part-time, and in half a dozen cities no male partners at all were reported as working part-time.

Cities also vary with respect to part-time associates, from just 2% in New Orleans and Birmingham, to between 9% and 12% in Sacramento, Portland, and San Diego. (See **Table 3.**) No male associates were reported as working part-time in a number of cities: Birmingham, Columbus, Ft. Lauderdale/West Palm Beach, New Orleans, St. Louis, and Nashville. The highest percentages of women associates working part-time were reported in Cincinnati (15.1%), Indianapolis (16.3%), and San Diego (19.7%).

Seven states, or portions of states not covered by the cities above, had sufficient information for a parallel analysis. Following the national patterns, all had higher percentages of part-time associates than part-time partners. The percentage of partners working part-time was highest in Virginia at 4.5% in an analysis that excluded Northern Virginia, as was the percentage of women partners working part-time (18.2%). Connecticut had the highest percentage of part-time associates at 8.7%, while the percentage of women associates working part-time was highest in Virginia (excluding Northern Virginia) at 18.2% and in Connecticut at 15.2%.

Entry-level lawyers in search of part-time schedules found their options more limited. Nationally, half of offices that offered a part-time option precluded entry-level associates from using that arrangement, and not quite 12% had an affirmative part-time policy that made the option available to all lawyers. Nonetheless, an entry-level lawyer's chances of finding part-time work were somewhat higher in Cincinnati, Columbus, Boston, Minneapolis, and San Diego. The cities least likely to offer a part-time option to entry-level lawyers were Houston, Phoenix, and New Orleans.

### **Part-Time Lawyer Ratios Differ from the Workforce at Large**

Interestingly, the lack of part-time lawyers at law firms distinguishes private law firm practice from both the U.S. workforce as a whole and from more defined segments of the workforce. According to the Bureau of Labor Statistics (BLS), not quite 14 % of employed individuals during 2009 usually worked part-time, as did a similar percentage (13.5%) of those employed in professional specialties (e.g., engineers, architects, physicians). These rates contrast markedly with the 6.4% rate among lawyers at major law firms.

**Table 1. Part-time Work at Law Firms in 2010—Summary by Lawyer Type**

	Total #	% Part-time	% Who Are Women Working Part-time	% Who Are Men Working Part-time	% of Women Working Part-time	% of Men Working Part-time	% of Part-time Lawyers Who Are Women
Partners.....	58,756	3.6%	2.3%	1.3%	11.9%	1.6%	64.1%
Associates.....	56,143	5.3	4.7	0.6	10.3	1.2	88.1
Other lawyers*.....	14,323	22.1	12.4	9.7	33.4	15.4	56.1
Total.....	129,222	6.4	4.5	1.9	13.6	2.9	69.6

\* Includes counsel/of counsel, staff attorneys, and senior attorneys.

Source: 2010-2011 NALP Directory of Legal Employers.

**Table 2. Part-time Lawyers — Partners at Law Firms — 2010**

	ALL PARTNERS				% of Women Partners Working Part-Time	% of Men Partners Working Part-time	% of Part-time Partners Who Are Women	# of Offices,
	# of Partners	% Part-time	% Who Are Women Working Part-time	% Who Are Men Working Part-time				
<b>Total.....</b>	<b>58,756</b>	<b>3.6%</b>	<b>2.3%</b>	<b>1.3%</b>	<b>11.9%</b>	<b>1.6%</b>	<b>64.1%</b>	<b>1,310</b>
<b>By # of Lawyers Firm-wide:</b>								
100 or fewer lawyers.....	6,541	3.6	2.1	1.5	10.6	1.9	58.3	236
101-250 lawyers.....	14,183	3.6	2.3	1.3	12.1	1.6	64.5	223
251-500 lawyers.....	12,845	3.9	2.4	1.4	12.3	1.8	62.5	274
501-700 lawyers.....	6,363	3.4	2.4	1.1	11.9	1.3	69.1	147
701+ lawyers.....	18,824	3.6	2.4	1.3	11.8	1.6	65.3	430
<b>Offices in:</b>								
Atlanta.....	1,272	3.0	1.9	1.1	10.8	1.3	63.2	30
Austin.....	343	0.3	0.3	0.0	1.4	0.0	100.0	15
Baltimore.....	616	5.5	3.9	1.6	20.0	2.0	70.6	11
Birmingham.....	291	1.0	1.0	0.0	5.3	0.0	100.0	5
Boston area.....	1,649	5.0	3.9	1.2	19.6	1.4	77.1	34
Charlotte.....	436	3.2	1.6	1.6	12.1	1.9	50.0	15
Chicago.....	3,957	4.7	3.4	1.3	17.0	1.6	73.0	60
Cincinnati.....	582	3.3	2.4	0.9	11.9	1.1	73.7	11
Cleveland.....	546	2.9	2.7	0.2	14.0	0.2	93.8	11
Columbus.....	546	1.3	0.7	0.5	4.3	0.7	57.1	12
Dallas.....	1,033	1.3	0.9	0.4	5.1	0.5	69.2	26
Denver.....	471	4.5	3.2	1.3	14.2	1.6	71.4	21
Detroit area.....	887	3.4	2.8	0.6	14.2	0.7	83.3	15
Ft. Lauderdale/W. Palm Beach.....	183	1.6	1.6	0.0	7.1	0.0	100.0	9
Grand Rapids.....	391	1.8	1.3	0.5	8.1	0.6	71.4	9
Houston.....	946	1.7	1.1	0.6	5.9	0.8	62.5	34
Indianapolis.....	755	4.9	2.5	2.4	12.2	3.0	51.4	12
Kansas City area.....	666	1.7	1.5	0.2	8.7	0.2	90.9	10
Las Vegas.....	174	2.9	1.1	1.7	5.3	2.2	40.0	12
Los Angeles area.....	2,267	3.5	2.2	1.2	11.4	1.5	64.6	80
Miami.....	653	2.3	0.9	1.4	4.1	1.8	40.0	20
Milwaukee.....	730	4.2	2.9	1.4	14.6	1.7	67.7	9
Minneapolis.....	1,307	6.4	3.6	2.8	16.8	3.6	56.0	20
Nashville.....	275	2.2	2.2	0.0	12.2	0.0	100.0	7
New Orleans.....	240	0.8	0.8	0.0	3.4	0.0	100.0	6
New York City.....	7,008	2.0	1.2	0.8	7.0	1.0	59.3	124
Northern NJ/Newark area.....	1,218	1.9	1.6	0.2	9.2	0.3	87.0	23
Northern Virginia.....	287	3.1	2.1	1.0	14.6	1.2	66.7	14

(continued)

(Table 2, continued)

	ALL PARTNERS				% of Women Partners Working Part-Time	% of Men Partners Working Part-time	% of Part-time Partners Who Are Women	# of Offices,
	# of Partners	% Part-time	% Who Are Women Working Part-time	% Who Are Men Working Part-time				
Orange Co., CA.....	551	4.2	1.8	2.4	12.0	2.8	43.5	27
Philadelphia .....	1,082	3.5	2.4	1.1	12.6	1.4	68.4	17
Phoenix.....	779	3.9	1.9	1.9	9.5	2.4	50.0	20
Pittsburgh.....	531	2.8	2.3	0.6	11.7	0.7	80.0	10
Portland, OR area .....	488	7.0	2.7	4.3	13.3	5.4	38.2	19
Raleigh/Durham .....	322	2.8	1.9	0.9	8.5	1.2	66.7	14
Sacramento.....	155	9.7	5.8	3.9	24.3	5.1	60.0	9
San Diego.....	350	8.6	4.6	4.0	25.0	4.9	53.3	18
San Francisco.....	1,511	7.5	4.4	3.1	18.1	4.1	58.4	52
San Jose area .....	854	6.3	3.0	3.3	15.6	4.1	48.1	43
Seattle area.....	956	7.5	4.2	3.3	18.6	4.3	55.6	31
St. Louis .....	670	6.4	3.3	3.1	16.7	3.9	51.2	8
Tampa/St. Petersburg.....	405	3.5	2.0	1.5	10.1	1.8	57.1	12
Washington, DC.....	5,555	4.7	3.2	1.5	15.9	1.8	68.3	116
Wilmington .....	314	0.3	0.3	0.0	1.9	0.0	100.0	11
<b>States:</b>								
Connecticut.....	637	3.5	2.2	1.3	11.5	1.6	63.6	22
Other areas in Florida .....	347	2.6	0.9	1.7	4.3	2.2	33.3	18
Kentucky .....	494	3.6	2.4	1.2	11.5	1.5	66.7	6
Other areas in New York State...	788	3.9	2.8	1.1	15.9	1.4	71.0	15
Other areas in Ohio .....	323	0.6	0.6	0.0	3.4	0.0	100.0	8
Other areas in Texas.....	231	1.3	0.9	0.4	5.0	0.5	66.7	9
Other areas in Virginia.....	508	4.5	2.4	2.2	18.2	2.5	52.2	11

Source: The 2010-2011 NALP Directory of Legal Employers. For law firms that repeated firm-wide part-time counts for each office listing, counts were retained for just one office to avoid double counting. The number of offices from which use is calculated is shown in the last column. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Cupertino, Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, San Jose, and Sunnyvale. The Northern New Jersey/Newark area includes offices in Newark, Short Hills, Roseland, West Orange, Florham Park, Hackensack, Morristown, Parsippany, Westfield, Bridgewater, and Woodbridge. Northern Virginia includes offices in Falls Church, McLean/Tysons Corner, Reston, Vienna, and Alexandria. State figures exclude cities reported separately.

**Table 3. Part-time Lawyers — Associates at Law Firms — 2010**

	ALL ASSOCIATES				% of Women Associates Working Part-time	% of Men Associates Working Part-time	% of Part-time Associates Who Are Women	# of Offices
	# of Associates	% Part-time	% Who Are Women Working Part-time	% Who Are Men Working Part-time				
<b>Total</b> .....	<b>56,143</b>	<b>5.3%</b>	<b>4.7%</b>	<b>0.6%</b>	<b>10.3%</b>	<b>1.2%</b>	<b>88.1%</b>	<b>1,310</b>
<b>By # of Lawyers Firm-wide:</b>								
100 or fewer lawyers .....	4,017	5.0	4.1	0.9	9.5	1.6	81.7	236
101-250 lawyers .....	9,002	4.8	4.2	0.6	9.5	1.0	88.4	223
251-500 lawyers .....	10,718	5.7	5.0	0.8	11.0	1.4	86.2	274
501-700 lawyers .....	6,364	6.0	5.3	0.7	11.8	1.2	89.0	147
701+ lawyers .....	26,042	5.2	4.6	0.5	10.0	1.0	89.5	430
<b>Offices in:</b>								
Atlanta .....	1,088	5.7	4.8	0.9	9.7	1.8	83.9	30
Austin .....	249	5.6	3.6	2.0	8.6	3.5	64.3	15
Baltimore .....	306	6.5	6.2	0.3	13.7	0.6	95.0	11
Birmingham .....	147	2.0	2.0	0.0	5.2	0.0	100.0	5
Boston area .....	1,645	7.5	6.6	0.9	13.8	1.8	87.9	34
Charlotte .....	362	5.2	2.8	2.5	7.2	4.0	52.6	15
Chicago .....	3,269	6.1	5.4	0.8	12.2	1.4	87.5	60
Cincinnati .....	360	7.5	6.7	0.8	15.1	1.5	88.9	11
Cleveland .....	392	7.7	6.9	0.8	14.8	1.4	90.0	11
Columbus .....	329	4.9	4.9	0.0	10.7	0.0	100.0	12
Dallas .....	1,054	4.2	3.8	0.4	9.7	0.6	90.9	26
Denver .....	374	6.7	6.1	0.5	12.8	1.0	92.0	21
Detroit area .....	445	6.3	5.8	0.4	13.7	0.8	92.9	15
Ft. Lauderdale/W. Palm Beach .....	114	6.1	6.1	0.0	13.5	0.0	100.0	9
Grand Rapids .....	138	4.3	3.6	0.7	8.6	1.3	83.3	9
Houston .....	953	4.0	3.3	0.7	7.5	1.3	81.6	34
Indianapolis .....	355	8.5	7.3	1.1	16.3	2.1	86.7	12
Kansas City area .....	394	3.6	3.3	0.3	7.9	0.4	92.9	10
Las Vegas .....	174	3.4	2.9	0.6	7.0	1.0	83.3	12
Los Angeles area .....	2,723	4.3	3.7	0.5	7.8	1.0	87.9	80
Miami .....	448	2.2	1.6	0.7	3.4	1.2	70.0	20
Milwaukee .....	418	5.7	5.0	0.7	10.9	1.3	87.5	9
Minneapolis .....	808	3.5	2.8	0.6	6.0	1.2	82.1	20
Nashville .....	225	3.6	3.6	0.0	8.4	0.0	100.0	7
New Orleans .....	147	2.0	2.0	0.0	3.7	0.0	100.0	6
New York City .....	13,148	3.8	3.5	0.3	7.8	0.6	91.5	124
Northern NJ/Newark area .....	1,144	6.6	6.1	0.4	13.6	0.8	93.3	23
Northern Virginia .....	279	5.0	3.9	1.1	11.5	1.6	78.6	14
Orange Co., CA .....	669	4.6	4.0	0.6	11.3	0.9	87.1	27
Philadelphia .....	1,046	5.4	5.2	0.2	11.3	0.4	96.4	17
Phoenix .....	511	3.5	2.5	1.0	6.2	1.7	72.2	20
Pittsburgh .....	399	6.5	5.8	0.8	12.2	1.4	88.5	10
Portland, OR area .....	270	12.2	7.4	4.8	13.7	10.5	60.6	19
Raleigh/Durham .....	211	4.7	3.8	0.9	9.3	1.6	80.0	14
Sacramento .....	184	9.2	7.6	1.6	13.2	3.8	82.4	9
San Diego .....	450	10.0	8.7	1.3	19.7	2.4	86.7	18
San Francisco .....	1,740	7.3	6.4	0.9	12.4	1.9	87.4	52
San Jose area .....	1,355	6.1	5.2	0.9	11.8	1.6	85.5	43
Seattle area .....	602	6.8	6.1	0.7	12.6	1.3	90.2	31
St. Louis .....	437	3.9	3.9	0.0	9.2	0.0	100.0	8
Tampa/St. Petersburg .....	249	2.8	2.4	0.4	5.3	0.7	85.7	12
Washington, DC .....	6,061	6.9	5.9	1.0	12.7	1.9	85.3	116
Wilmington .....	365	4.4	3.8	0.5	9.3	0.9	87.5	11

(continued)

(Table 3, continued)

	ALL ASSOCIATES				% of Women Associates Working Part-time	% of Men Associates Working Part-time	% of Part-time Associates Who Are Women	# of Offices
	# of Associates	% Part-time	% Who Are Women Working Part-time	% Who Are Men Working Part-time				
<b>States:</b>								
Connecticut.....	461	8.7	8.2	0.4	15.2	0.9	95.0	22
Other areas in Florida .....	227	2.2	1.8	0.4	4.0	0.8	80.0	18
Kentucky .....	275	2.2	1.1	1.1	2.3	2.1	50.0	6
Other areas in New York State...	429	7.0	6.8	0.2	14.4	0.4	96.7	15
Other areas in Ohio .....	159	2.5	1.9	0.6	4.4	1.1	75.0	8
Other areas in Texas.....	151	2.0	2.0	0.0	5.7	0.0	100.0	9
Other areas in Virginia.....	342	7.6	7.3	0.3	18.2	0.5	96.2	11

Source: The 2010-2011 NALP Directory of Legal Employers. For law firms that repeated firm-wide part-time counts for each office listing, counts were retained for just one office to avoid double counting. The number of offices from which use is calculated is shown in the last column. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Cupertino, Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, San Jose, and Sunnyvale. The Northern New Jersey/Newark area includes offices in Newark, Short Hills, Roseland, West Orange, Florham Park, Hackensack, Morristown, Parsippany, Westfield, Bridgewater, and Woodbridge. Northern Virginia includes offices in Falls Church, McLean/Tysons Corner, Reston, Vienna, and Alexandria. State figures exclude cities reported separately.

Table 4. Availability and Use of Part-time Schedules at Law Firms — 2010

	AVAILABILITY			USE BY ALL LAWYERS							# of Offices
	Part-time Available*	Not Available to Entry-level**	Affirmative Policy Applicable to All**	# of Lawyers	% Part-time Lawyers	% of Lawyers Who Are Women Working Part-time	% of Lawyers Who Are Men Working Part-time	% of Women Lawyers Working Part-time	% of Men Lawyers Working Part-time	% of Part-time Lawyers Who Are Women	
<b>Total .....</b>	<b>98.3%</b>	<b>50.1%</b>	<b>11.6%</b>	<b>129,222</b>	<b>6.4%</b>	<b>4.5%</b>	<b>1.9%</b>	<b>13.6%</b>	<b>2.9%</b>	<b>69.6%</b>	<b>1,310</b>
<b>By # of Lawyers Firm-wide:</b>											
100 or fewer lawyers .....	91.2	51.2	10.1	11,697	5.7	3.5	2.2	12.2	3.1	61.8	236
101-250 lawyers.....	97.9	54.7	9.8	26,180	6.0	3.9	2.1	13.1	3.0	65.0	223
251-500 lawyers.....	100.0	54.8	11.5	26,929	6.9	4.7	2.1	14.8	3.1	69.0	274
501-700 lawyers.....	100.0	63.1	4.5	14,369	6.9	5.1	1.9	15.2	2.8	73.2	147
701+ lawyers.....	100.0	38.8	20.5	50,047	6.4	4.7	1.7	13.1	2.7	72.8	430
<b>Offices in:</b>											
Atlanta.....	100.0	59.5	2.7	2,709	6.1	4.5	1.5	13.7	2.3	75.0	30
Austin .....	88.9	56.3	12.5	653	3.4	2.1	1.2	7.0	1.8	63.6	15
Baltimore.....	92.3	66.7	0.0	1,058	8.4	5.9	2.6	19.8	3.6	69.7	11
Birmingham.....	100.0	60.0	0.0	495	2.2	1.4	0.8	5.3	1.1	63.6	5
Boston area.....	100.0	31.6	21.1	3,611	8.2	6.4	1.8	18.6	2.7	78.4	34
Charlotte.....	94.4	41.2	17.7	887	6.7	2.8	3.8	11.4	5.1	42.4	15
Chicago.....	100.0	49.3	11.9	7,860	7.2	5.1	2.1	16.2	3.1	70.3	60
Cincinnati .....	100.0	33.3	0.0	1,071	5.8	4.8	1.0	15.6	1.5	82.3	11
Cleveland .....	100.0	50.0	0.0	1,090	6.5	5.1	1.4	16.1	2.0	78.9	11
Columbus.....	100.0	28.6	0.0	991	4.1	3.3	0.8	11.4	1.1	80.5	12
Dallas.....	97.1	67.7	5.9	2,307	4.2	3.0	1.2	10.5	1.6	72.2	26
Denver.....	100.0	42.3	15.4	959	8.4	5.8	2.6	17.0	4.0	69.1	21
Detroit area.....	100.0	58.8	11.8	1,477	5.2	3.9	1.4	14.1	1.9	74.0	15
Ft. Lauderdale/W. Palm Beach...	100.0	70.0	0.0	335	6.0	5.1	0.9	15.0	1.4	85.0	9
Grand Rapids .....	100.0	44.4	22.2	635	6.3	2.2	4.1	10.4	5.2	35.0	9
Houston.....	94.9	75.7	2.7	2,143	4.8	3.1	1.7	9.6	2.5	64.1	34
Indianapolis.....	91.7	45.5	9.1	1,288	8.9	5.7	3.1	18.8	4.5	64.9	12
Kansas City area.....	90.9	60.0	20.0	1,310	5.9	4.8	1.1	16.3	1.5	81.8	10

(Table 4, continued)

	AVAILABILITY			USE BY ALL LAWYERS							# of Offices
	Part-time Available*	Not Available to Entry-level**	Affirmative Policy Applicable to All**	# of Lawyers	% Part-time Lawyers	% of Lawyers Who Are Women Working Part-time	% of Lawyers Who Are Men Working Part-time	% of Women Lawyers Working Part-time	% of Men Lawyers Working Part-time	% of Part-time Lawyers Who Are Women	
Las Vegas.....	84.6	45.5	9.1	376	3.7	2.1	1.6	6.9	2.3	57.1	12
Los Angeles area.....	96.5	44.6	14.5	5,542	6.2	3.9	2.3	11.0	3.5	63.3	80
Miami.....	100.0	40.0	15.0	1,181	3.5	1.9	1.6	5.7	2.4	53.7	20
Milwaukee.....	88.9	50.0	12.5	1,227	6.2	4.7	1.5	15.7	2.1	76.3	9
Minneapolis.....	100.0	22.7	18.2	2,391	8.4	4.6	3.8	14.4	5.6	54.5	20
Nashville.....	100.0	62.5	0.0	546	4.8	3.7	1.1	12.2	1.6	76.9	7
New Orleans.....	100.0	87.5	0.0	448	2.9	2.7	0.2	7.3	0.4	92.3	6
New York City.....	100.0	54.4	12.3	22,463	4.2	3.3	0.9	9.4	1.4	79.1	124
Northern NJ/Newark area.....	95.7	63.6	13.6	2,639	5.4	4.7	0.8	15.1	1.1	86.0	23
Northern Virginia.....	100.0	53.3	6.7	638	6.0	3.9	2.0	15.6	2.7	65.8	14
Orange Co., CA.....	100.0	63.3	16.7	1,284	5.7	3.8	1.9	13.9	2.6	67.1	27
Philadelphia.....	100.0	52.4	9.5	2,411	7.0	5.4	1.6	16.2	2.4	77.4	17
Phoenix.....	100.0	85.0	5.0	1,467	5.3	3.1	2.2	10.3	3.1	59.0	20
Pittsburgh.....	100.0	50.0	10.0	1,049	5.7	4.6	1.1	14.7	1.7	80.0	10
Portland, OR area.....	100.0	50.0	15.0	823	10.4	4.6	5.8	14.6	8.5	44.2	19
Raleigh/Durham.....	100.0	50.0	22.2	584	6.5	4.5	2.1	14.9	2.9	68.4	14
Sacramento.....	100.0	70.0	20.0	397	12.8	8.6	4.3	20.5	7.4	66.7	9
San Diego.....	100.0	36.8	26.3	871	10.1	7.5	2.6	22.4	4.0	73.9	18
San Francisco.....	100.0	47.4	17.5	3,625	10.3	6.8	3.6	17.4	5.8	65.5	52
San Jose area.....	97.9	42.6	17.0	2,395	8.1	5.5	2.6	15.7	4.0	68.0	43
Seattle area.....	100.0	50.0	12.5	1,721	11.0	6.4	4.5	19.6	6.8	58.7	31
St. Louis.....	100.0	55.6	11.1	1,251	9.4	5.4	4.0	18.7	5.6	57.6	8
Tampa/St. Petersburg.....	100.0	66.7	16.7	700	4.6	3.4	1.1	11.6	1.6	75.0	12
Washington, DC.....	99.2	44.4	16.7	13,580	8.3	5.7	2.6	16.7	4.0	68.4	116
Wilmington.....	100.0	38.5	0.0	738	3.5	3.1	0.4	10.5	0.6	88.5	11
<b>States:</b>											
Connecticut.....	100.0	54.6	22.7	1,283	7.9	6.1	1.8	17.1	2.8	77.2	22
Other areas in Florida.....	100.0	67.9	7.1	635	5.5	3.1	2.4	10.3	3.4	57.1	18
Kentucky.....	100.0	36.4	0.0	901	7.3	4.4	2.9	14.4	4.2	60.6	6
Other areas in New York State.....	100.0	46.7	0.0	1,430	7.1	4.5	2.7	15.2	3.8	62.7	15
Other areas in Ohio.....	88.9	50.0	0.0	528	1.7	1.1	0.6	4.4	0.8	66.7	8
Other areas in Texas.....	100.0	81.8	9.1	467	3.9	2.1	1.7	8.2	2.3	55.6	9
Other areas in Virginia.....	100.0	46.7	26.7	896	7.3	5.5	1.8	21.8	2.4	75.4	11

\* Percentages are based on all offices and reflect availability either as an affirmative policy or on a case-by-case basis.

\*\* Percentages are based on offices that make part-time work available.

Source: The 2010-2011 NALP Directory of Legal Employers. For law firms that repeated firm-wide part-time counts for each office listing, counts were retained for just one office to avoid double counting. The number of offices from which use is calculated is shown in the last column. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Cupertino, Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, San Jose, and Sunnyvale. The Northern New Jersey/Newark area includes offices in Newark, Short Hills, Roseland, West Orange, Florham Park, Hackensack, Morristown, Parsippany, Westfield, Bridgewater, and Woodbridge. Northern Virginia includes offices in Falls Church, McLean/Tysons Corner, Reston, Vienna, and Alexandria. State figures exclude cities reported separately.

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