

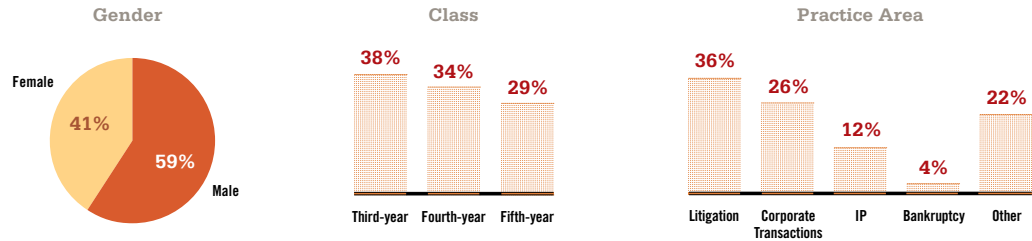


# By the Numbers

How midlevels see their careers and their prospects.

## The Respondents

Nationally 5,361 midlevels from 149 firms responded to our survey. Here are some of the group's characteristics.



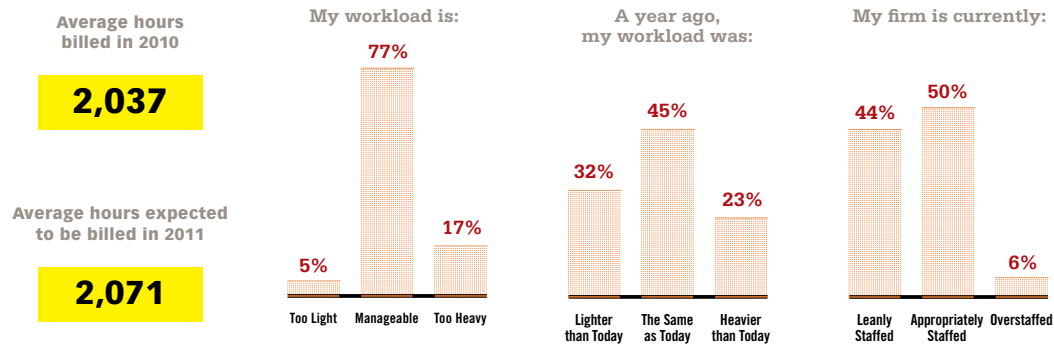
Average student loan balance

**\$57,994**

About 87% of the respondents said they are married or live with a significant other. Thirty-six percent of respondents have children.

## Workload

Although respondents said they expect to bill more hours in 2011 than in 2010, most said their workloads are manageable.



Respondents said they did an average of

**118 hours**

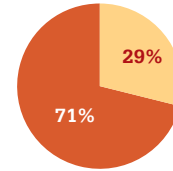
of pro bono work in 2010.

Numbers may not add up to 100 percent due to rounding.

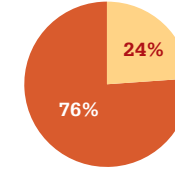
## Compensation

Alternative approaches to associate pay have made significant inroads at our respondents' firms.

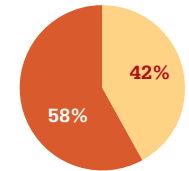
Has your firm switched to merit-based pay for associates?



Has your firm instituted a competency model for associate pay?



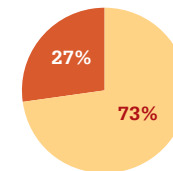
Did you receive a spring bonus in 2011?



## The Future

While almost three quarters of respondents say they are on a partnership track at their firms, few expect to actually reach that goal.

Do you consider yourself to be on the partnership track?



What do you expect to be doing in five years?



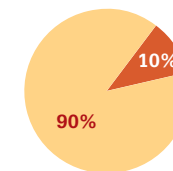
If you leave the firm, what will be your primary reason?



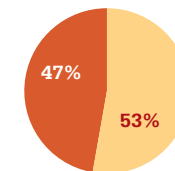
## Retention

Respondents are closely divided on the question of whether their firms are doing enough to keep them, but few say they are actively looking for work elsewhere.

If you had to do it again, would you come to work at this firm?



Do you believe your firm is doing enough to retain associates?



Are you actively looking for a job right now?

