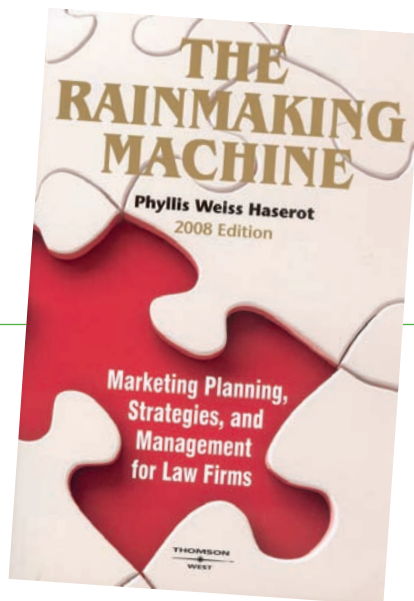


BOOK CLUB

The Rainmaking Machine

This issue of *Legal Management* features a “Law Firm Marketing” theme. For additional reading related to this theme, check out the 2008 Edition of *The Rainmaking Machine: Marketing Planning, Strategies, and Management for Law Firms*, available in the ALA Bookstore at www.alanet.org/bookstore.



Help Wanted

Legal Departments Increasing Use of Outside Counsel

Law firms continue to play a critical role in helping corporate legal departments manage rising caseloads. In fact, more than one-third (36 percent) of attorneys polled in a recent survey noted an increase in work with outside counsel during the past 12 months. Further, 94 percent of respondents also said they were satisfied with their law firms’ abilities to understand the business needs of their organizations.

The survey, developed by Robert Half Legal and conducted by an independent research firm, asked lawyers, “Has your corporate legal department increased or decreased its work with outside counsel during the last 12 months?” Their responses:

Increased.....	36%
Decreased	19%
No change.....	42%
Don't know	3%

“Legal departments are busier than ever and retaining outside firms for litigation, corporate governance, patent prosecution, e-discovery, and other matters,” said Charles Volkert, Executive Director of Robert Half Legal. “General counsel seek law firms that can quickly grasp the company’s business objectives and provide solid advice, particularly when it comes to identifying potential risk.”

BY THE NUMB3RS

Workplace wellness programs are growing rapidly outside of the United States, with **40%** of employers in Europe, Asia, and Africa now offering them.

Source: *Buck's Global Survey Resources*

Trend Spotting

Rate of Health Insurance Premium Hikes to Decline Slightly in 2009

According to results of the *2008 Associate Salary Survey*, recently released by NALP – The Association for Legal Career Professionals, the median (and, in fact, prevailing) first-year associate salary at firms of with 701 or more lawyers rose to \$160,000 this year, an increase of \$15,000 in only one year. This boost continues a pattern of increases that started in early 2006, and contrasts with a period of relative stability from 2000 to 2005.

At small firms with 25 or fewer lawyers, the median salary was \$73,000, compared with \$68,000 in 2007. The median starting salary for associates in firms of all sizes was \$120,000 – up considerably from the 2007 median of \$113,000, and driven in part by growth at the high end of the scale, but also by increases of at least \$5,000 in every firm size.

The prevailing salary in the largest firms rose to \$160,000 in several cities: Boston, Chicago, Los Angeles, and Orange County, the San Francisco Bay and Silicon Valley areas, and Washington, D.C. In New York, the prevailing salary had reached \$160,000 a year earlier.

More detailed results by city and region – including medians, averages, and ranges of base salaries for associates through the eighth year, as well as information on aggregate compensation for associates, and compensation structures – are found in the complete 2008 Associate Salary Survey, now available from NALP’s Bookstore. Learn more at www.nalp.org.

Did you know . . . ?

that more than **77%** of employees have no desire to fill their managers' shoes?

Source: OfficeTeam

Sign of the Times

LexisNexis Introduces Online Bankruptcy Law Center

LexisNexis recently debuted its Bankruptcy Law Center, a comprehensive online practice center specifically designed to provide bankruptcy attorneys with legal content and information resources aligned with their daily workflow requirements. The center is accessible through the Lexis Transactional Advisor section through *lexis.com*. Its launch coincides with a spike in demand for bankruptcy legal work.

According to the American Bankruptcy Institute, consumer bankruptcy filings increased by 31 percent in August over the same month last year, and *Lawyers.com* recently reported a 37 percent increase in the number of consumer searches for bankruptcy attorneys during the second quarter of 2008, as compared to the same quarter a year ago.

Against this backdrop, the new Bankruptcy Law Center addresses the significant challenge faced by transactional attorneys of searching through multiple sources of information to find the information and analysis needed to perform their daily tasks.

Corporate Connections



Alexander Gallo Holdings LLC acquired The Hobart West Group, a provider of court reporting and litigation support services. The transaction included acquisition of Hobart West Group subsidiaries, including **Esquire Deposition Services**, **Esquire Litigation Solutions**, and **DepoNet**.

CT Summation, a provider of litigation support and e-discovery solutions, announced a partnership with **IVIZE**, which will provide full-service hosting services using CT Summation's CaseVantage, the company's software-as-a-service Web application for online e-discovery hosting.

Hobs Legal Docs Ltd. expanded its service offerings with technology developed and marketed by **IPRO Corp.**

eMag Solutions LLC joined **AccountMaven's** business networking portal to provide channel partners with a single destination to access a wide range of service and product offerings.



Diversity Challenges

Law Firm Demographics Slow to Change

The percentage of women and minority lawyers at law firms continues to increase, although the rate of change is very slow, and minority women continue to be substantially underrepresented at the partnership level, reports NALP – The Association for Legal Career Professionals.

Minority women make up less than 2 percent of partners in the major law firms in the United States. At just 1.88 percent of partners, this group is thus particularly underrepresented in the partnership ranks, even more so than minority men, who account for just 4.21 percent of partners. These are the most significant findings of NALP's recent analyses of the *2008-2009 NALP Directory of Legal Employers* (NDLE), the annual compendium of legal employer data published by NALP. The representation of minority women partners is only slightly higher, 2.27 percent, at the largest firms of more than 700 lawyers.

During the 16 years that NALP has been compiling this information, law firms have made steady, albeit slow progress in increasing the presence of women and minorities among their lawyers and summer associates. In 2008, minorities account for 6.09 percent of partners in the major firms, and women account for 18.74 percent of the partners in these firms. In 2007, the figures were 5.40 percent and 18.34 percent, respectively. The total change since 1993, the first year for which NALP has comparable aggregate information, has been only marginal. At that time minorities accounted for 2.55 percent of partners, and women accounted for 12.27 percent of partners. Looking at all lawyers represented, minorities now make up just over 12 percent of lawyers at these law firms, just under one-third of lawyers at these same firms are women, and minority women account for just over 6 percent of lawyers at these firms.

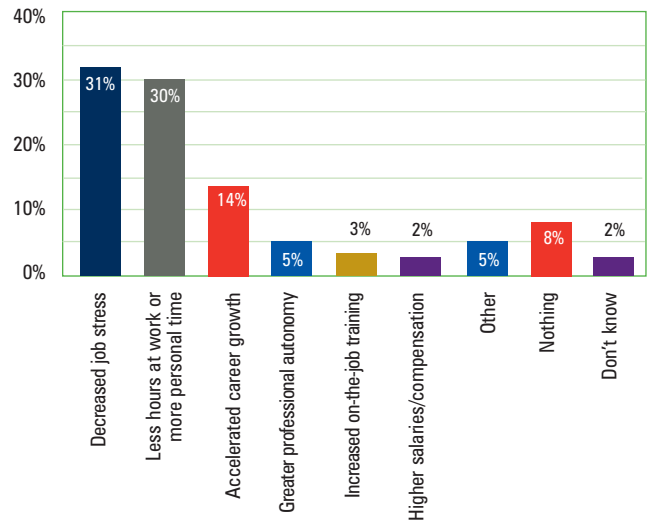
The 2008-2009 NALP Directory of Legal Employers, which provides the individual firm listings on which these aggregate analyses are based, is available online at www.nalpdirectory.com.



RAISING THE BAR

Lawyers Seek Less Stress on the Job

When it comes to retaining top legal talent, less stress and fewer hours on the job may matter more than compensation, a new survey shows. Thirty-one percent of attorneys interviewed cited reduced stress levels as the one aspect of their jobs that they would change. The survey, developed by Robert Half Legal, asked lawyers, "If you could change one aspect of your job as a lawyer, which one of the following would it be?" Their responses:



Quick Stat



More than **50%** of employers say it is challenging to find skilled professionals in today's job market, with Generation Y workers (those born between 1979 and 1994) cited as being the most difficult to recruit.

Source: Robert Half International and CareerBuilder.com

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