

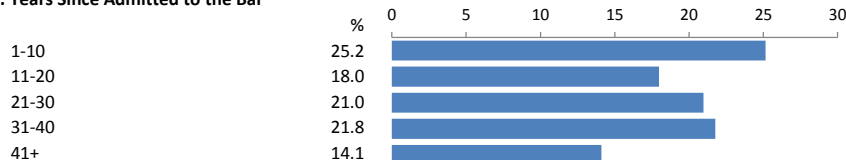
Summary Results of Five-Year Attorney Survey, 2017

1. Response Rate and Time Taken to Complete the Survey

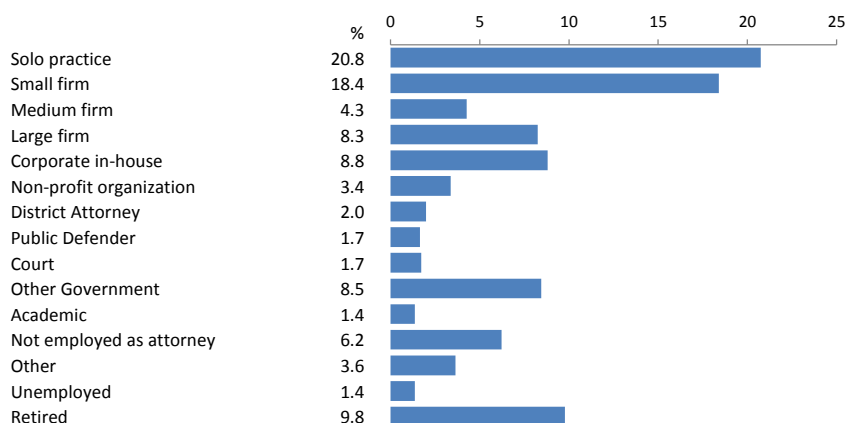
	# Delivered	# Responded	Response Rate	Average Time Taken (Min)
Full survey	112,899	8,562	7.6%	8.6
Short version 1 with reduced questions	56,489	4,356	7.7%	6.7
Short version 2 with reduced questions	56,499	4,343	7.7%	6.0
Total	225,887	17,261	7.6%	7.5

Attorney Background in Firm/Organization Type and Practice

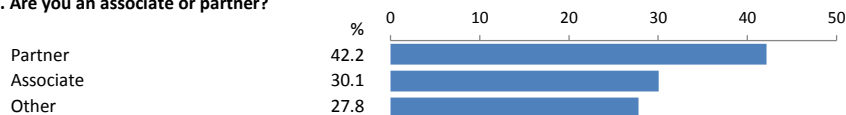
2. Years Since Admitted to the Bar



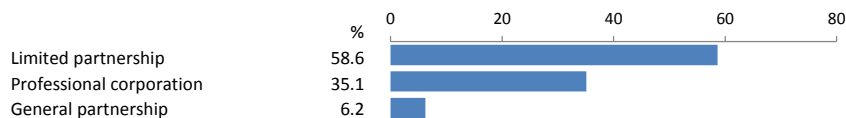
3. Which of the following best describes your current primary employment?



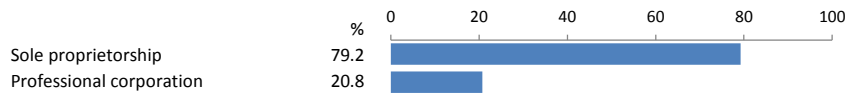
4. Are you an associate or partner?



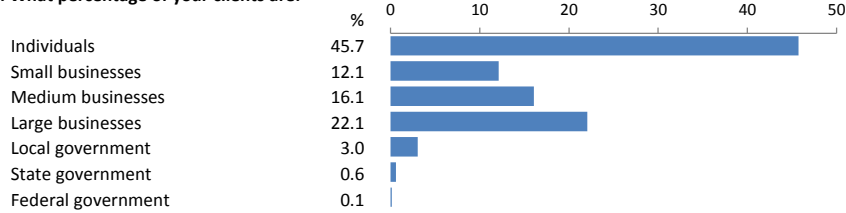
5. What type of legal entity is your private practice? (Sole practice and corporate in-house excluded)



6. What type of legal entity is your private practice? (Sole practice only)



7. What percentage of your clients are:

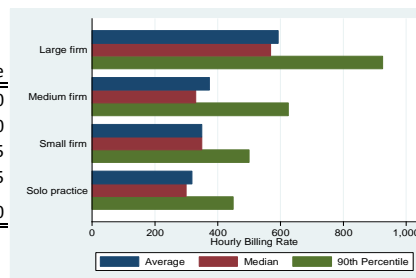


8. Client Type Served - by Firm/Org Type (%)

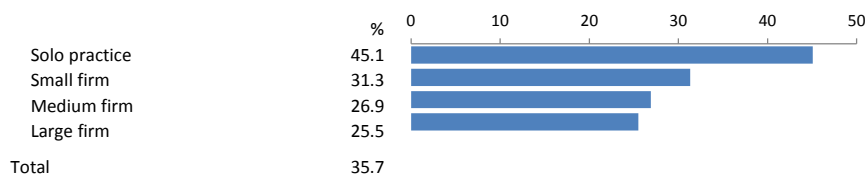
	Individuals	Small businesses	Medium businesses	Large businesses	Local government	State government	Federal government
Solo practice	71.1	14.5	8.6	3.8	1.1	0.5	0.2
Small firm	53.0	13.7	15.3	12.8	4.2	0.6	0.1
Medium firm	24.0	11.6	24.7	27.4	11.1	0.7	0.2
Large firm	8.4	8.8	26.3	51.3	3.6	1.2	0.1
Corporate in-house	5.0	4.9	23.9	65.3	0.3	0.4	0.2
Total	45.7	12.1	16.1	22.1	3.0	0.6	0.1

9. What is your average hourly billing rate?

	Mean	Median	90th %tile
Solo practice	318	300	450
Small firm	350	350	500
Medium firm	373	330	625
Large firm	592	568	925
Total	377	350	600

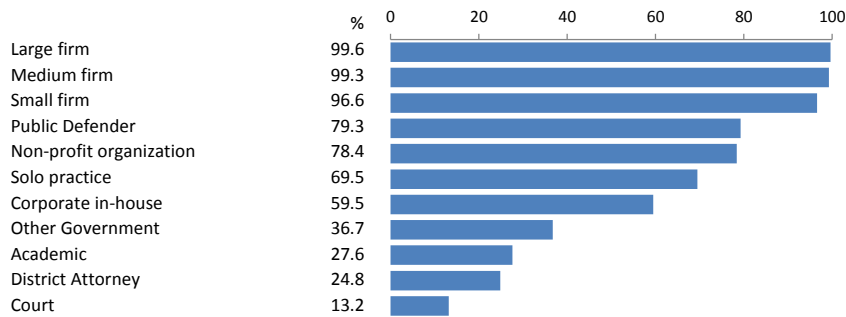


10. Do you provide services on an unbundled basis to clients, i.e., limited scope services--such as only drafting a motion or appearing at a hearing for an otherwise self-represented client? 35.7%

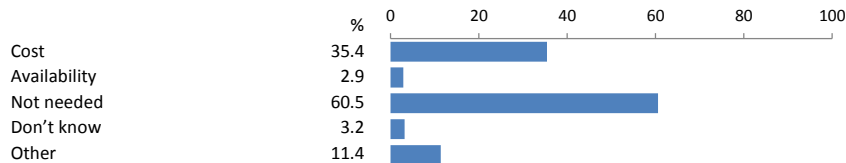


11. Are you covered by malpractice insurance?

66.2%

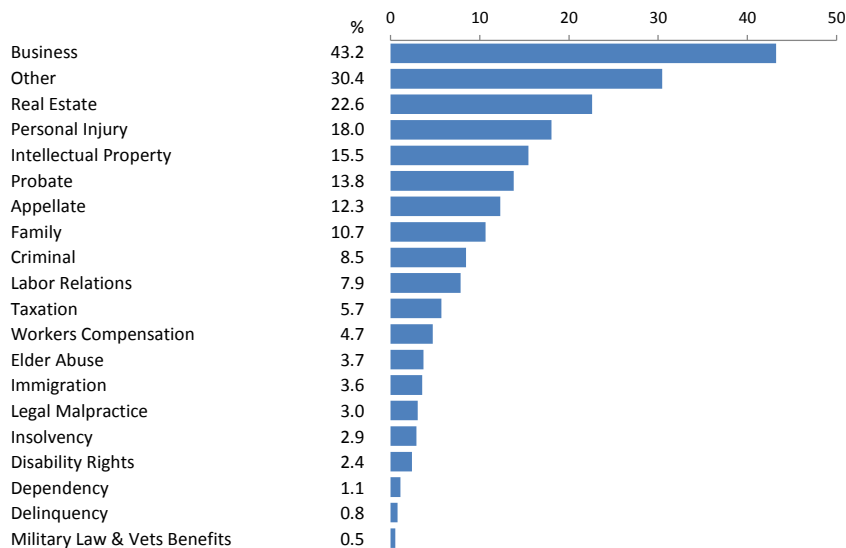


12. What are the reasons you are not covered by malpractice insurance?*



* Related to the response patterns in #11 above, cost was selected as a factor mostly by solo practitioners and those in small firms. More than 70 percent of "Not needed" responses came from corporate in-house attorneys or those in nonprofit or government agencies. The remaining 30 percent were selected by solo practitioners.

13. What are your areas of practice?



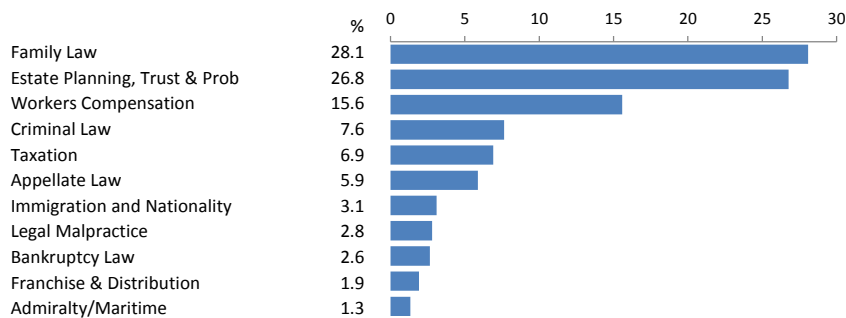
13a. Number of practice areas selected varies by firm type (%)

	Solo Practice	Small Firm	Midium Firm	Large Firm	Corporate In-house	Total
1	37.2	37.4	41.8	56.5	51.8	42.3
2	29.1	26.9	29.5	26.6	27.7	27.9
3	18.8	18.3	16.9	11.5	12.0	16.5
4 +	15.0	17.4	11.7	5.5	8.5	13.3
Total	100.0	100.0	100.0	100.0	100.0	100.0

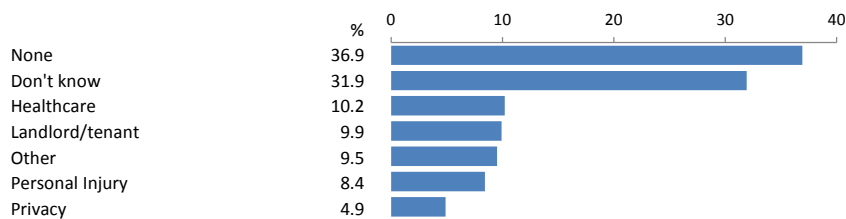
14. Are you certified by the State Bar in a legal specialty area? Percent Yes.* 4.4%

*More than 90 percent of those with a certified legal specialty came from the private sector, with approximately 40 percent each (of the total) from either solo practitioners or small firms.

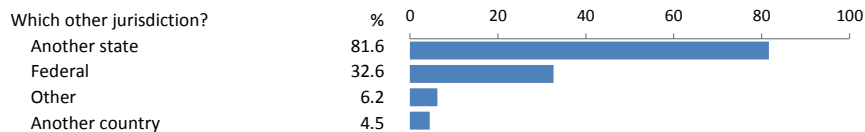
15. In which specialty areas are you currently certified?



16. Check any additional certified specialty areas that you think should be created.

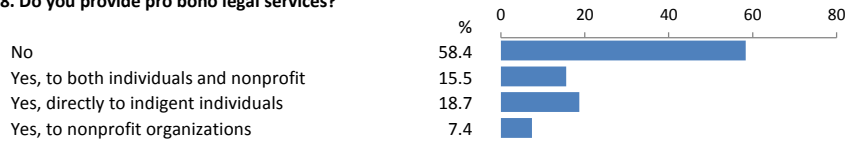


17. Are you licensed to practice law in another jurisdiction? Percent Yes. 24.3%

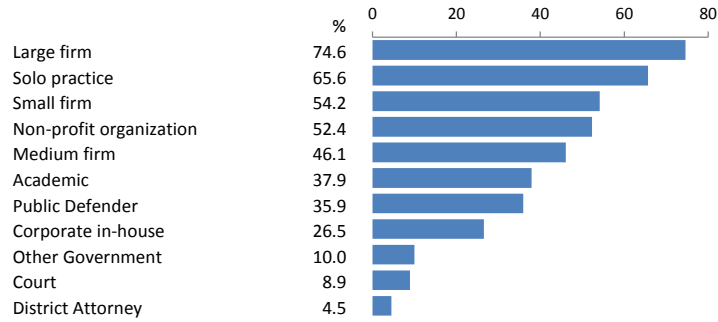


Pro Bono Legal Services

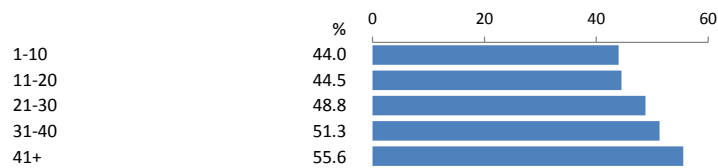
18. Do you provide pro bono legal services?



18a. Percent of respondents providing pro bono services varying by firm or organization type.

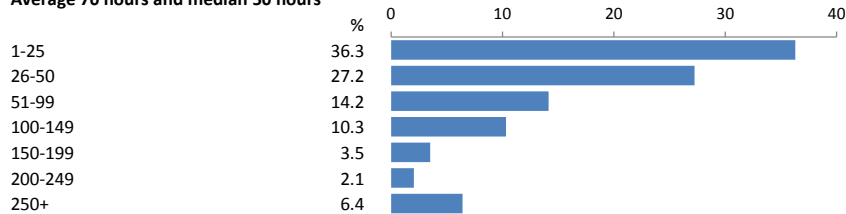


18b. Varying by age as well as measured by years since admitted to the Bar.

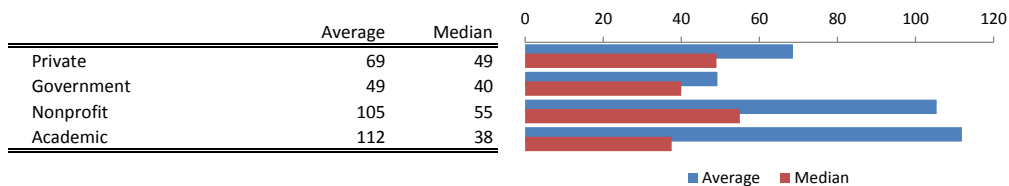


19. Approximately how many hours of pro bono legal work do you perform annually?

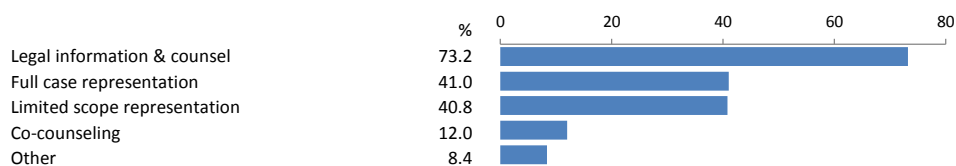
Average 70 hours and median 50 hours



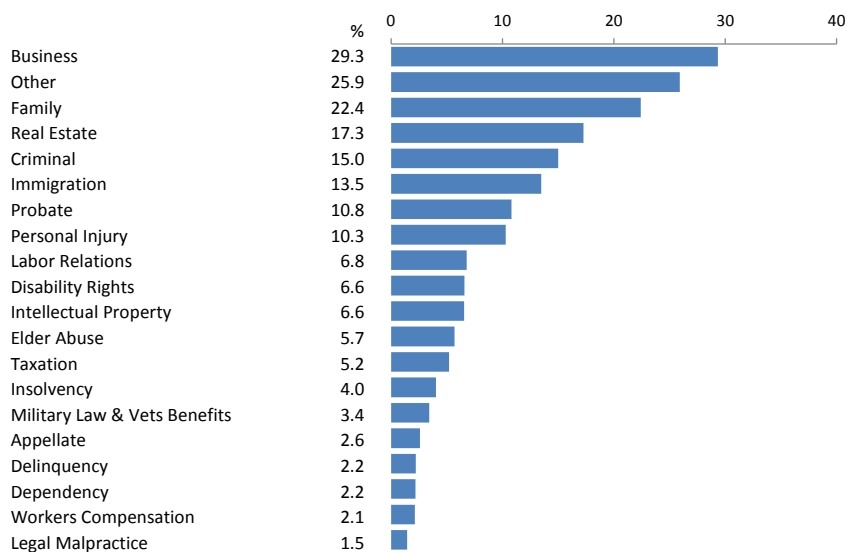
19a. With significant variance by employment background



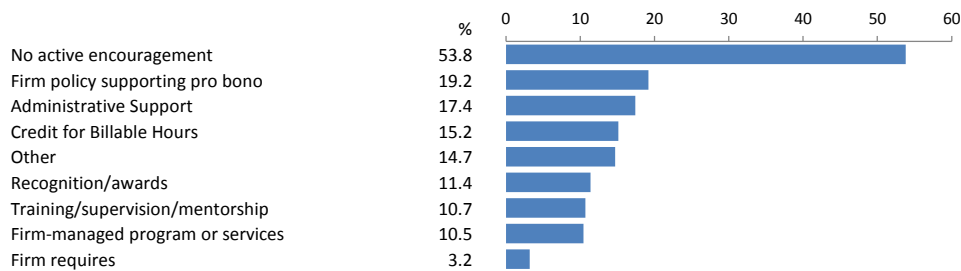
20. What types of pro bono services have you provided?



21. Please list the practice areas for your pro bono work.



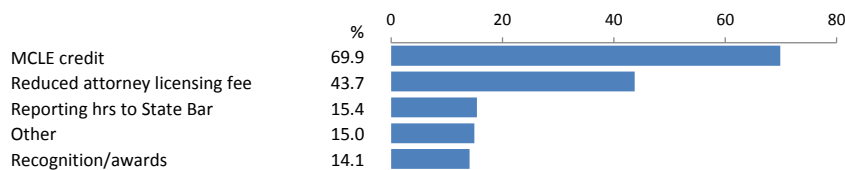
22. What does your employer do to encourage you to perform pro bono work?



22a. Different incentives for pro bono services varying across employment sectors.

	Private	Gov't	Nonprofit	Academic
No active encouragement	47.5	75.5	43.1	58.5
Firm policy supporting pro bono	29.5	2.9	9.8	3.5
Administrative Support	26.4	2.5	8.9	11.3
Credit for Billable Hours	23.8	1.3	4.3	1.4
Other	6.8	16.7	33.3	20.4
Recognition/awards	16.5	3.1	6.4	12.7
Training/supervision/mentorship	15.5	2.3	10.1	3.5
Firm-managed program or services	16.0	1.3	5.5	0.0
Firm requires	5.1	0.1	1.5	0.0

23. Is there anything the State Bar can do to help you provide pro bono legal services?

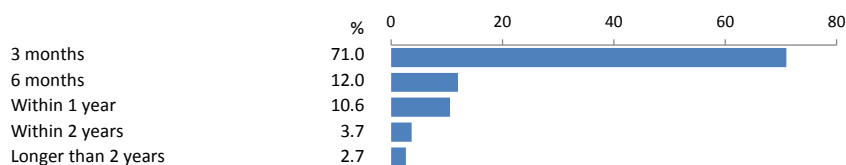


23a. Views regarding what the Bar can do in support of pro bono services varying across employment sector.

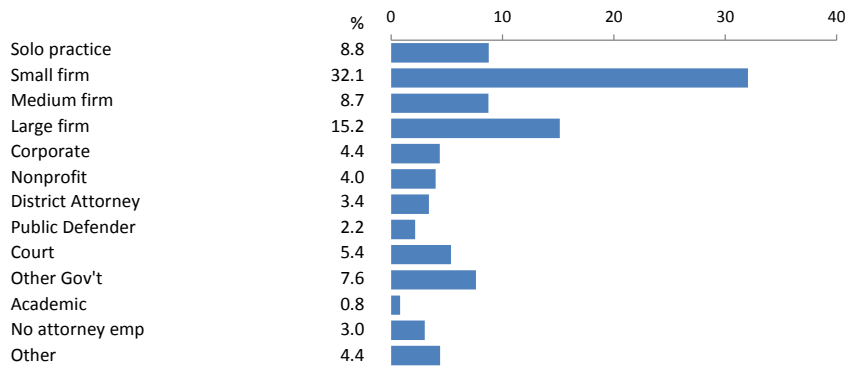
	Private	Gov't	Nonprofit	Academic
MCLE credit	76.7	55.5	74.1	54.7
Reduced attorney licensing fee	41.7	44.2	53.8	55.7
Reporting hrs to State Bar	16.2	13.6	25.9	19.8
Other	10.3	23.8	12.6	15.1
Recognition/awards	14.6	17.0	24.1	21.7

Career Path Since Law School

24. How soon after graduation from law school were you able to obtain law-related paid employment?



25. What type of paid employment did you first obtain after graduation from law school?



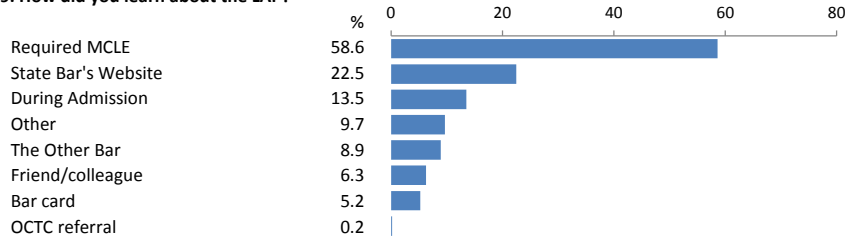
26. Since graduating from law school, approximately how many different law-related paid jobs have you had? Average (and median) 3

27. How long did you typically stay in each job (years)? Average 9.7 years and median 5 years

Awareness and Views Regarding Lawyer Assistance Program (LAP) and Minimum Continuing Legal Education (MCLE)

28. Are you aware of the confidential services offered by the Lawyer Assistance Program (LAP) to lawyers suffering from substance abuse or mental health issues? Percent Yes: 72%

29. How did you learn about the LAP?*

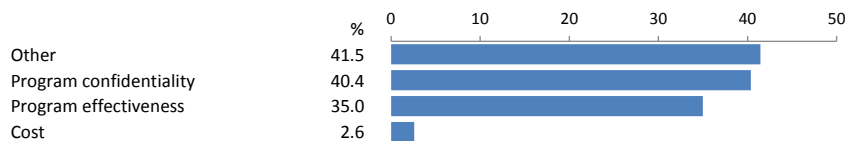


* The most common comments provided for the "Other" answer referred to law school as the source or considered it general knowledge. "Do not recall" is also a common response.

30. Have you ever used the services of the LAP? Percent Yes. 1.9%

31. If you had a friend or colleague in the legal profession who you thought was struggling with substance abuse or mental health problems, would you refer them to the LAP? Percent Yes. 85.1%

32. Why wouldn't you refer a friend or colleague to the LAP?***



*** A large number of those who selected "other" as the reason noted the existence of other programs that they thought might be more suitable; many also thought that it was ultimately the decision of the individual who needs it.

32a. Both gender and age (years since admitted to the Bar) play a role in the different weights given to confidentiality and

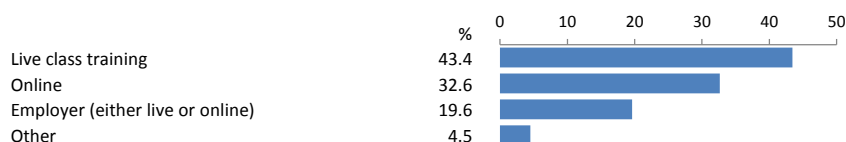
	Confidentiality	Effectiveness
Male	37.6	34.7
Female	31.4	44.8

32b. Years since admitted to the Bar

1-10	38.6	46.2
11-20	33.0	42.4
21-30	30.0	43.3
31-40	35.4	39.1
41+	47.5	30.3

33. Have you ever sought assistance for personal concerns about substance abuse or mental health? 13.4%

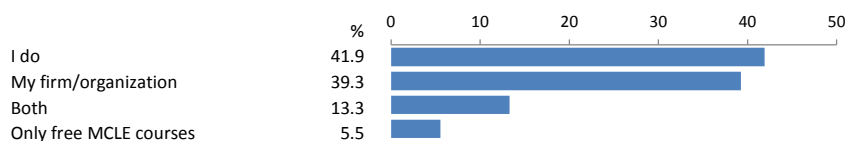
34. What percentage of your Minimum Continuing Legal Education (MCLE) is provided through:



34a. With significant variance across employment types

	Employer	Online	Live Class	Other	Total
Solo practice	2.3	43.8	49.2	4.6	100
Small firm	7.8	34.7	54.3	3.3	100
Medium firm	31.1	23.4	42.2	3.5	100
Large firm	51.2	19.3	27.5	2.3	100
Corporate in-house	18.7	37.2	42.7	2.0	101
Non-profit organization	20.5	31.0	45.8	2.5	100
District Attorney	68.6	6.0	25.1	1.3	101
Public Defender	67.3	6.6	24.9	1.0	100
Court	38.2	18.2	35.5	7.9	100
Other Government	40.7	17.0	30.9	11.8	100
Academic	13.4	31.6	27.5	27.4	100

35. Who pays the costs of your MCLE courses?

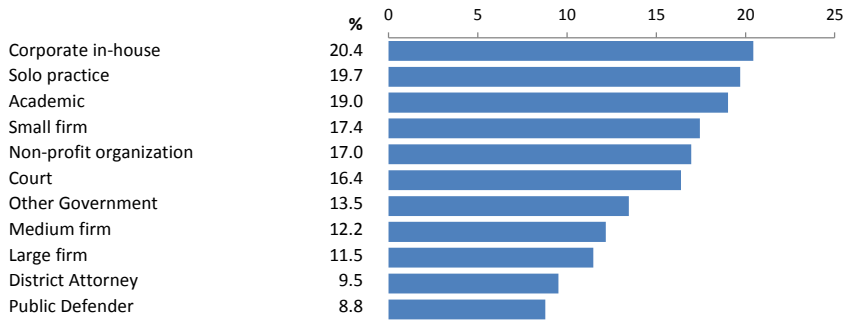


35a. With significant variance across employment types as well

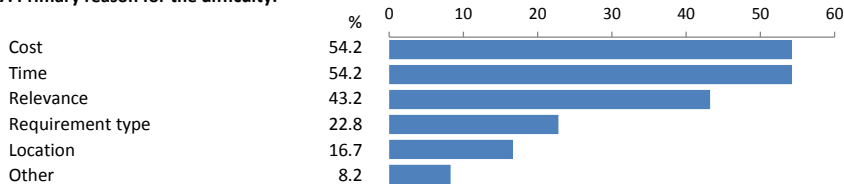
	I do	My Firm	Both	Only free MCLE courses
Solo practice	88.3	6.5	3.8	1.4
Small firm	23.4	59.5	16.6	0.5
Medium firm	7.8	73.5	17.4	1.4
Large firm	4.0	78.3	15.9	1.9
Corporate in-house	12.9	64.8	15.7	6.6
Non-profit organization	18.8	48.6	21.9	10.8
District Attorney	3.1	67.5	18.9	10.5
Public Defender	12.7	44.8	38.7	3.9
Court	23.0	37.9	27.0	12.1
Other Government	17.3	46.3	20.9	15.5
Academic	47.2	15.8	20.5	16.5

36. Do you find it difficult to comply with the requirement to complete 25 hours of MCLE every 3 years? Percent 19.2%
Yes.

36a. With noticeable difference across employment types



37. Primary reason for the difficulty:

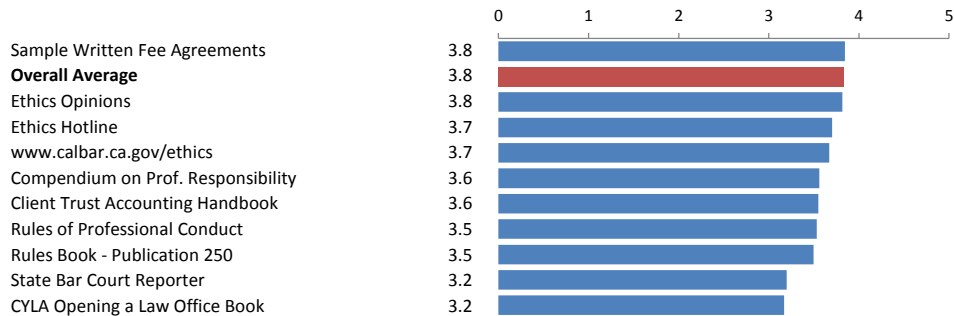


37a. Reasons cited varying across employment types

	Cost	Time	Relevance	Requirement Type	Location	Other
Solo practice	65.2	54.3	46.7	22.7	16.0	8.0
Small firm	43.0	65.9	41.1	20.6	18.0	4.9
Medium firm	41.0	73.8	41.0	29.5	6.6	3.3
Large firm	20.0	66.4	40.9	37.3	11.8	6.4
Corporate in-house	34.4	63.7	47.6	25.9	15.6	7.5
Non-profit organization	65.2	43.9	56.1	37.9	7.6	10.6
District Attorney	31.8	81.8	27.3	36.4	9.1	9.1
Public Defender	68.8	56.3	25.0	31.3	25.0	6.3
Court	60.0	56.7	36.7	26.7	16.7	6.7
Other Government	58.9	51.8	36.6	29.5	17.0	12.5
Academic	63.0	33.3	63.0	22.2	33.3	7.4

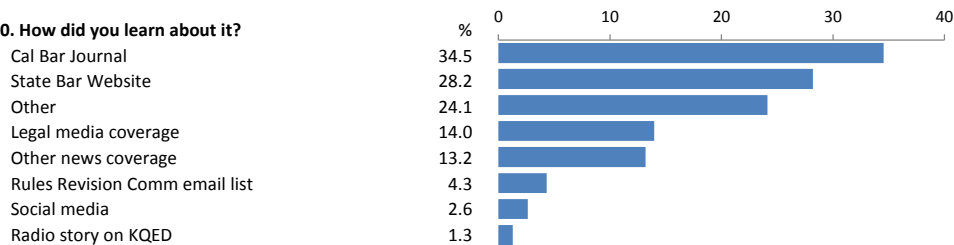
Satisfaction with Bar Resources for Improving Professional Competence

38. Please rate your level of satisfaction for any of the following State Bar professional responsibility resources that you have used. (1-5 scale)



39. Are you aware that the State Bar is conducting a study of the Rules of Professional Conduct with the goal of submitting a recommendation for comprehensive rule amendments to the Supreme Court of California by March 31, 2017? Percent Yes. 19.6%

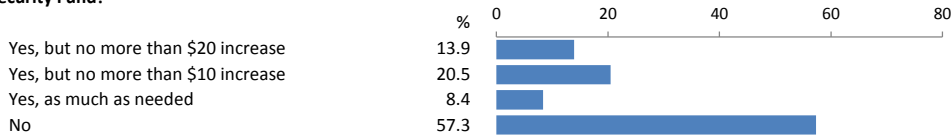
40. How did you learn about it?



Experience with the Client Security Fund and the Attorney Discipline System

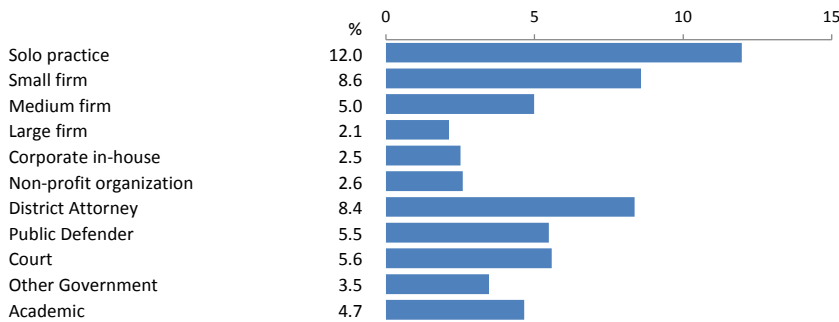
41. Have you ever advised someone who had money misappropriated by an attorney to file an application with the Client Security Fund? Percent Yes. 7.7%

42. Would you support an increase to the annual assessment that active attorneys pay to provide additional funds to the Client Security Fund?

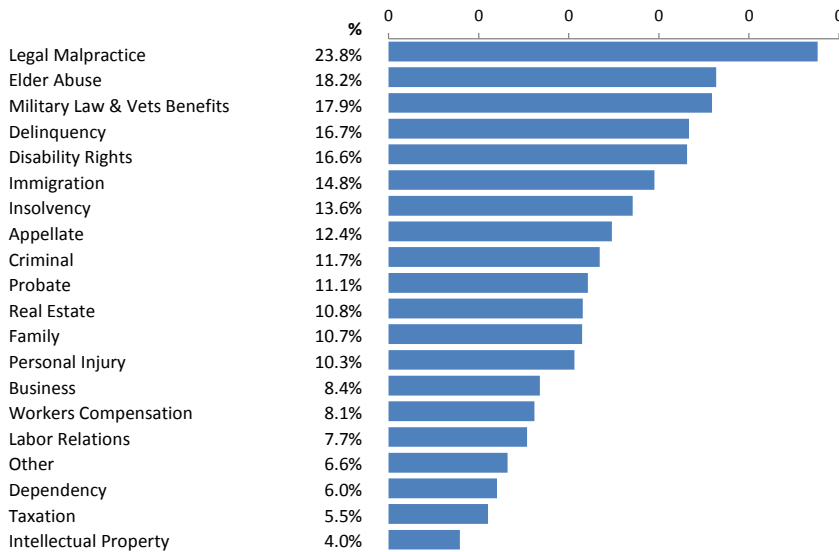


43. Have you ever filed a complaint with the State Bar against another attorney? Percent Yes. 6.9%

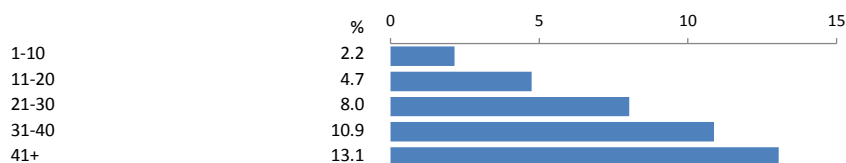
43a. With solo practice attorneys having the highest chance of having filed a complaint



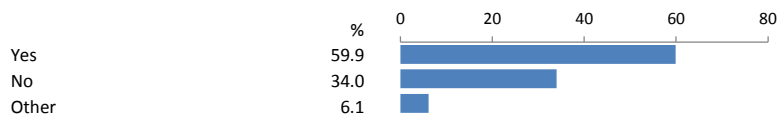
43b. The probability of filing a complaint varying across practice areas



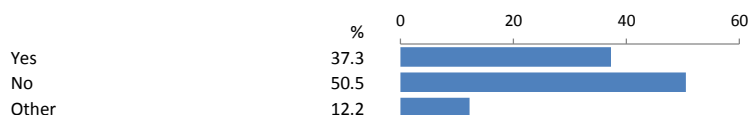
43c. Also showing difference across age groups as measured by the number of years since admitted to the Bar



44. Were you informed of the outcome/resolution of your complaint(s)?

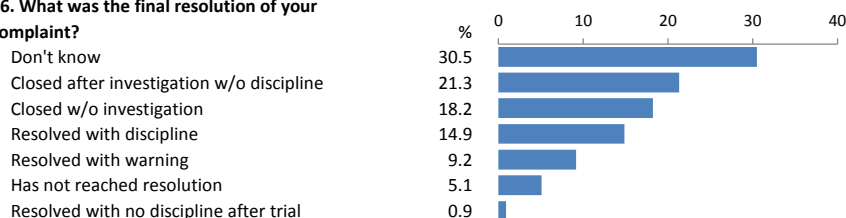


45. Positive Opinion of the Process?*



*No difference was found across either employment firm type or age groups as measured by years since admitted to the Bar.

46. What was the final resolution of your complaint?



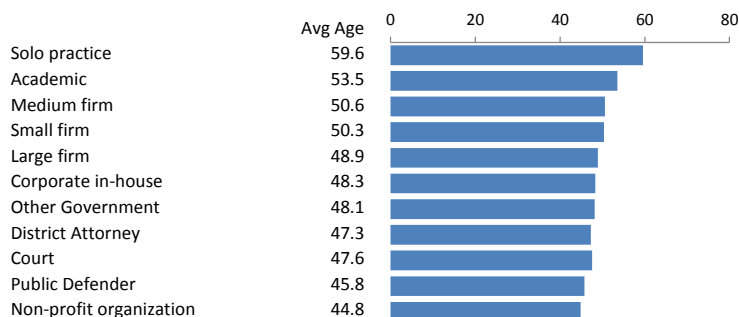
47. Did you attempt to address the misconduct you observed in another way? Percent Yes.

52.9%

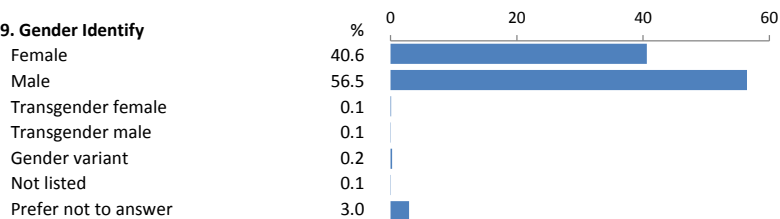
Demographics

48. Age of Respondents: average 54, median 55

48a. With significant difference across employment types



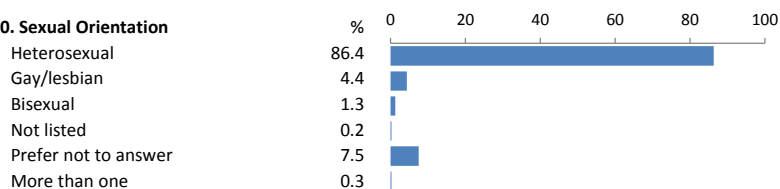
49. Gender Identify



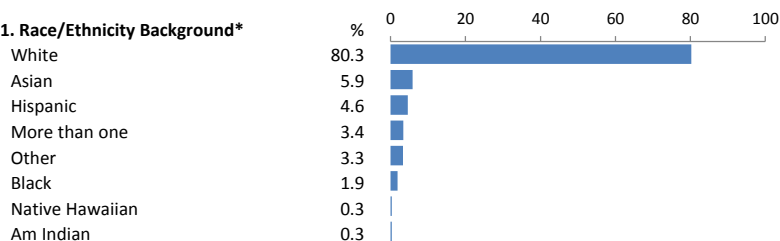
49a. Changing Composition of Gender Identity Groups Over Time (% within age group)

	Number of years Admitted to the Bar					Total
	1-10	11-20	21-30	31-40	41+	
Female	52.7	49.6	44.0	34.3	12.4	40.7
Male	44.7	46.9	52.7	62.4	85.9	56.3
Transgender female	0.1	0.1	0.1	0.0	0.1	0.1
Transgender male	0.1	0.0	0.0	0.1	0.0	0.1
Gender variant	0.6	0.3	0.1	0.1	0.0	0.2
Not listed	0.2	0.0	0.0	0.1	0.0	0.1
Prefer not to answer	2.5	3.1	3.7	3.3	1.9	3.0
Total	100.9	100.2	100.6	100.3	100.2	100.5

50. Sexual Orientation



51. Race/Ethnicity Background*

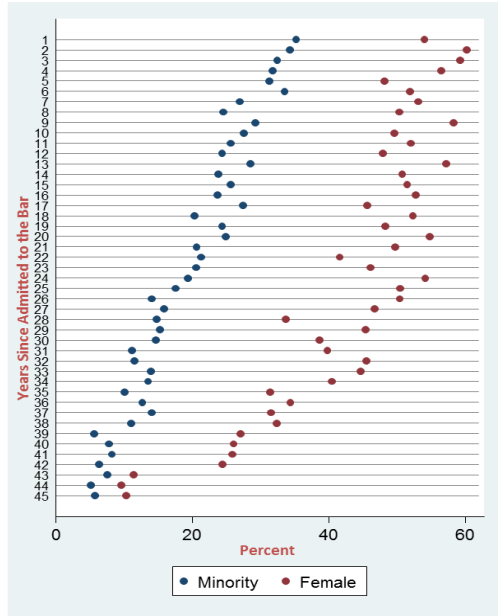


51a. Changing composition of race/ethnicity over time (% within age group)*

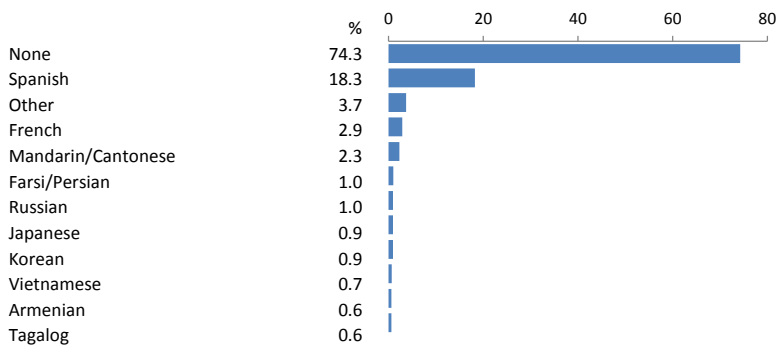
	Number of years Admitted to the Bar					Total
	1-10	11-20	21-30	31-40	41+	
Am Indian	0.3	0.4	0.2	0.3	0.3	0.3
Asian	10.9	8.4	4.3	2.2	1.1	5.8
Black	2.2	2.3	2.6	1.0	0.7	1.8
Hispanic	6.8	5.7	4.5	2.6	1.4	4.5
Native Hawaiian	0.3	0.7	0.3	0.2	0.1	0.3
White	69.1	75.1	82.8	88.8	94.0	80.8
Other	3.2	3.9	3.4	3.2	1.7	3.2
More than one	7.1	3.5	2.1	1.8	0.7	3.4
Total	100.0	100.0	100.0	100.0	100.0	100.0

* Note that the percentages of attorneys in the different race/ethnicity categories in Item 51 differ slightly from the percentages of attorneys in the same categories in Item 51a. These differences are caused by the fact that Item 51 is a snap-shot and uses all data reported by attorneys regarding their self-identification by race/ethnicity. Item 51a, in contrast, calculates the number of years since admission to the Bar which requires an additional variable, not shown in the table. Because not all attorneys provided information on their date of admission, Item 51a is based on a smaller number of responses than Item 51, causing slight differences in the composition of the responses relative to Item 51.

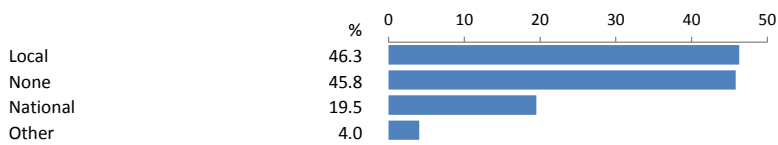
51b. Diversity of the legal profession in gender and race/ethnicity has been growing steadily over time.



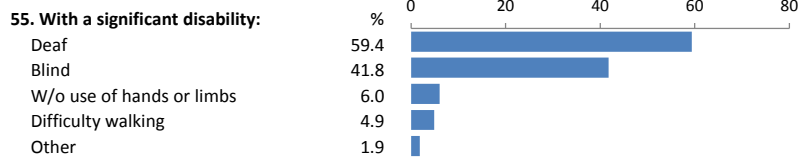
52. What languages other than English do you use in your legal practice?



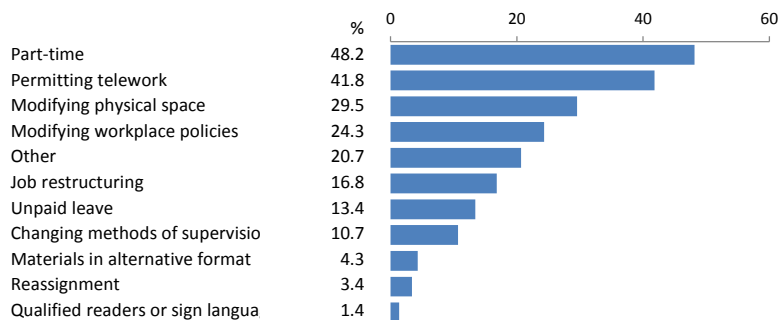
53. Do you belong to any voluntary Bar Association?



54. I identify as a person with a disability. Percent Yes. 4.5%



56. How can these disabilities be accommodated in your practice?



57. Are you a veteran who served in the active military, naval, or air service, and who was honorably discharged? 9.8%

58. Approximate annual income received from legal practice: average \$193,000, median \$135,000

