

Preliminary Report of Results
California Young Lawyers Association Survey
The State Bar of California
May 2007

Spring Summit – Generation Next
June 1-2, 2007

Conducted by
Hertz Research
Petaluma, California

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Survey Background Facts
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The California Young Lawyers Association and The State Bar of California hired our firm to conduct a survey of its membership.

The primary goals of the survey were to assess how newer California attorneys were doing in the early stages of their legal practice, to measure their knowledge and use of existing member services and to determine if there were other benefits or services the State Bar could provide that would be useful to them.

The survey questionnaire was designed in consultation with CYLA staff and board members and was conducted online. In addition to the survey questions, respondents were shown brief video segments that provided contextual information.

Invitations to participate and reminder notices under the signature of the President of the State Bar were e-mailed to a random sampling of members who met the criteria for CYLA membership: 36 or younger or with less than five years of practice in California

A separate pool of respondents came from a public version of the survey that was posted on the CYLA website. The tabulated numbers of this report contain only the responses of the randomly selected members. The verbatim responses to the survey's open-ended questions were included for all survey respondents.

As of April 13, 2007, 1,820 surveys were completed. Of that total, 1,637 came from the random pool of respondents with the remaining 183 from the public version of the survey.

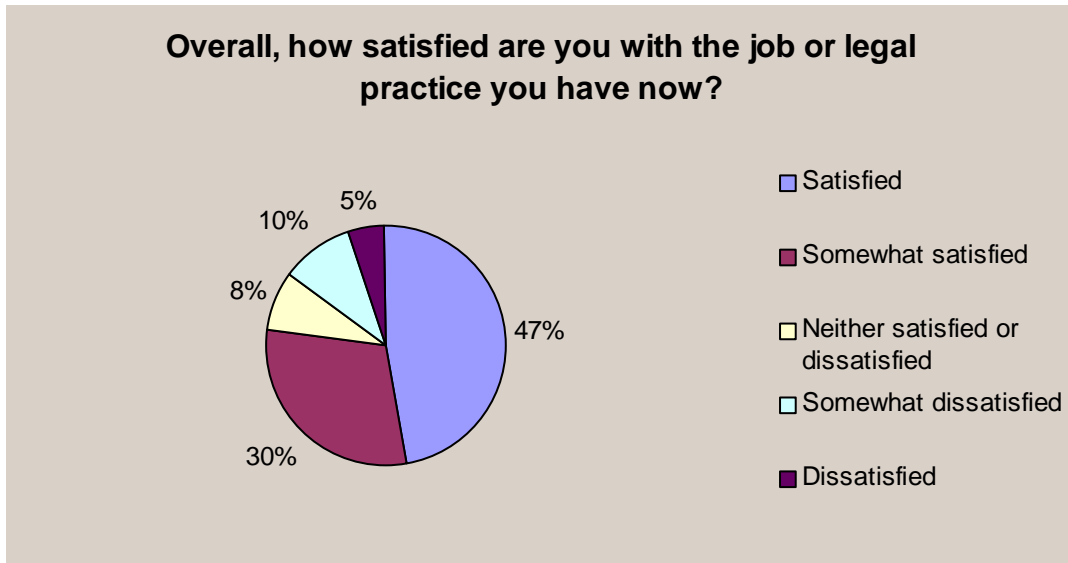
Regardless of methodology, all polls are potentially affected by a number of factors that may influence their accuracy. A common source of survey inaccuracy is sampling error. The number of respondents largely determines sampling error. Statistical theory indicates that in the case of a survey of this sample size (1,637 interviews), 95 percent of the time the results would be the same as interviewing the entire membership of the CYLA give or take approximately three percent.

However, other sources of error can also impact the accuracy of survey results conducted with all techniques. These include, but are not limited to, the likelihood of a possible respondent's Internet access, whether respondents are available or participate in the survey, the wording and ordering of questions and the techniques used to determine possible survey respondents. The cumulative impact of all these potential sources of error is impossible to assess precisely.

Executive Summary of Key Findings
California Young Lawyers Association Survey
The State Bar of California
May, 2007

Job Satisfaction

- More than three out of four members interviewed (77%) said they were either satisfied (47%) or somewhat satisfied (30%) with the job or legal practice they now have. 15% indicated they were either somewhat dissatisfied (10%) or very dissatisfied (5%) in this regard.

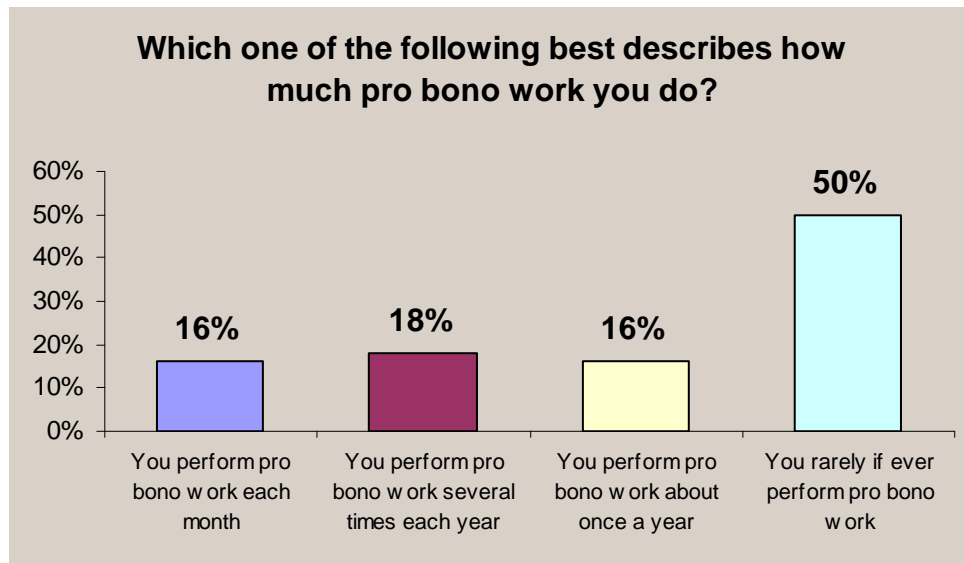


- 39% of those in private practice indicated they were satisfied with their job or law practice, a percentage considerably lower than those working in other areas of the legal system, such as district attorneys (83% satisfaction), public defenders (73%), in-house counsel (67%) or at government agencies (65%).
- Females (17%) were slightly more likely than males (13%) to say they were either somewhat dissatisfied or dissatisfied with their current job or legal practice.
- 48% indicated they took their current job both because it appealed to them professionally and because of economic need. 38% said they took their current position more because it appealed to them professionally and 13% more because of economic need.
- About half of the survey respondents (49%) said they planned on practicing law for the balance of their professional career. 25% indicated they planned on continuing to practice law but will probably do something else as well. 15% said they will probably do something other than practice law in the future.

- Among those who indicated they probably will do something else regardless of whether or not they continue to practice law, 58% said they were glad they went into the legal profession. This compares with 19% who said they wish they had not gone into law. 23% were unsure.

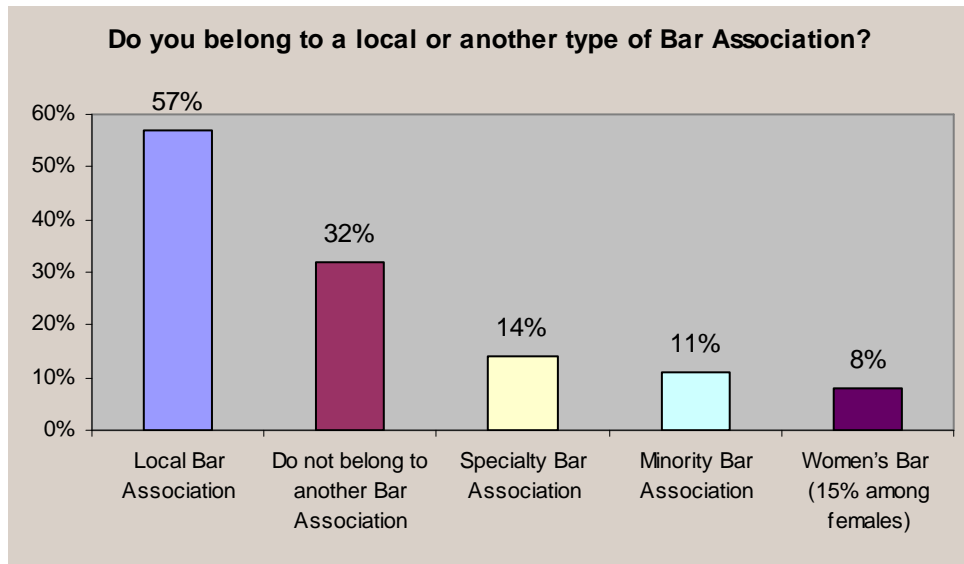
Pro bono Work, Local Bar Membership and Utilization of State Bar Resources

- 50% of those interviewed indicated they rarely, if ever, perform any pro bono work. 16% said they do pro bono work about once a year, 18% several times each year and 16% said they do some pro bono work each month.

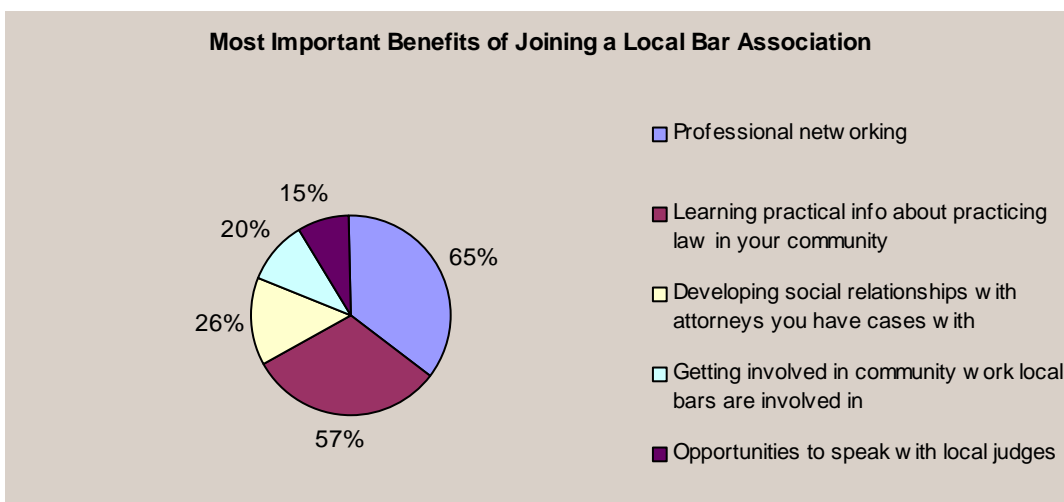


- While 43% of those in private practice said they rarely if ever perform any pro bono work, 69% of those employed as in-house counsel reported doing little if any pro bono work.
- Among those in private practice, solo practitioners (78%) were more likely than associates (51%) or partners (61%) to do some pro bono work each month.
- 15% said their employer strongly encouraged the performance of pro bono work while 18% said it was encouraged but not strongly. 29% said doing pro bono work was neither encouraged nor discouraged and 13% described their employer’s support for doing pro bono work as either limited or not encouraged. 25% were uncertain about their employer’s attitude regarding pro bono work.

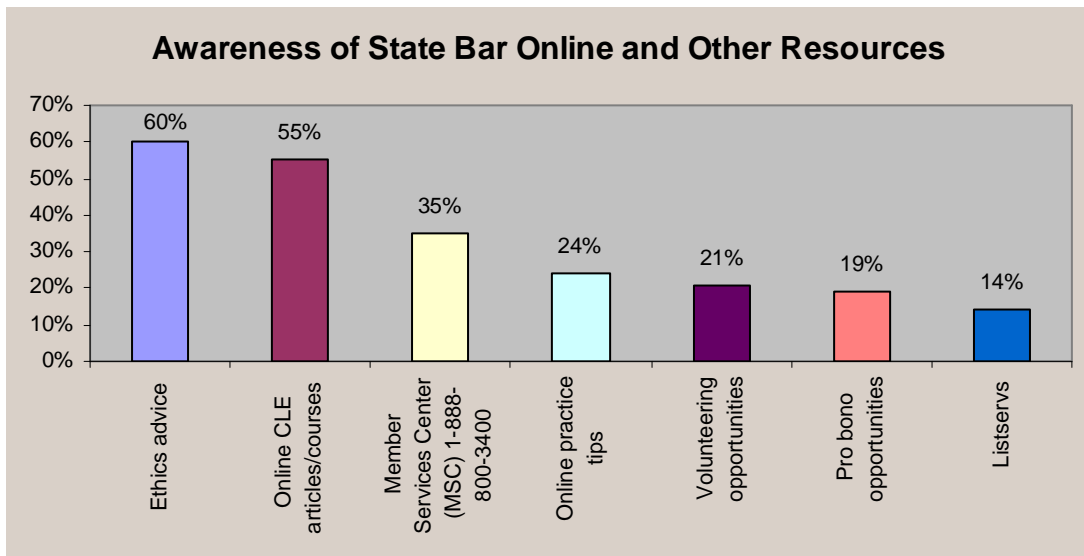
- 57% of the respondents indicated they belonged to a local bar association, 14% to a specialty bar, 11% to a minority bar and 8% to a women’s bar association (15% among females).



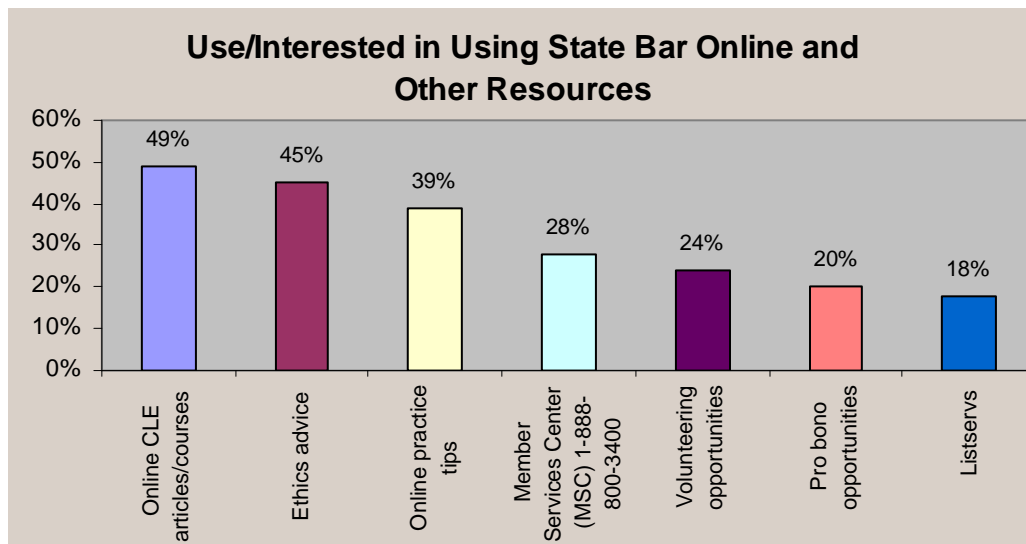
- Those in private practice, solo practitioners and attorneys residing in Southern California are more likely to belong to a local bar association.
- Professional networking (65%) and learning practical information about practicing law in their community (57%) were mentioned most often by respondents as key benefits of joining a local bar association.



- Outside of the ethics hotline (60%) and online CLE articles and courses (55%), the majority of newer members are unaware of a number of online and other resources made available by The State Bar.



- A significant number of respondents indicated they have used or would be interested in using some of these resources.



- There was also significant member interest in using a variety of other services designed to meet the needs and interests of newer State Bar members.

- 72% How to Guides for Firsts (Take your first deposition, court appearance...)
- 64% Seminars/publications that deal with your particular area of practice
- 52% Seminars/publications on legal career choices and professional development
- 40% Marketing/business development tips
- 39% Mentoring with an attorney experienced in your field
- 33% Seminars/publications on opening a law office

22% Legal support services such as secretarial or paralegal assistance
22% Internet, computer consulting and technical support
19% Back office support for functions such as payroll and accounting

CLE, Sections and Legal Specialization

- Nearly seven in ten (69%) newer attorneys said they prefer taking CLE at seminars or courses they attend in person.
- Two out of three respondents (67%) said they were aware of the State Bar's sections.
- Among those aware of the sections, 46% said they had joined a State Bar section. (29% of all newer members said they were section members)
- Among those who were unaware of the sections, after reading a brief description, 57% said they were either somewhat interested (45%) or definitely interested (12%) in joining a State Bar section.
- Those in private practice as well as in-house counsel are more likely to join sections than members with other types of law practices. Newer female attorneys are slightly more likely than newer male attorneys to be section members.
- 58% of the respondents indicated they were aware of the State Bar's Legal Specialization program. After reading a brief description of the program for those unaware of it, 61% of newer attorneys said they were either somewhat interested (36%) or definitely interested (25%) in becoming a certified legal specialist.
- Solo practitioners were more likely than other members to say they were definitely interested in becoming a certified legal specialist.

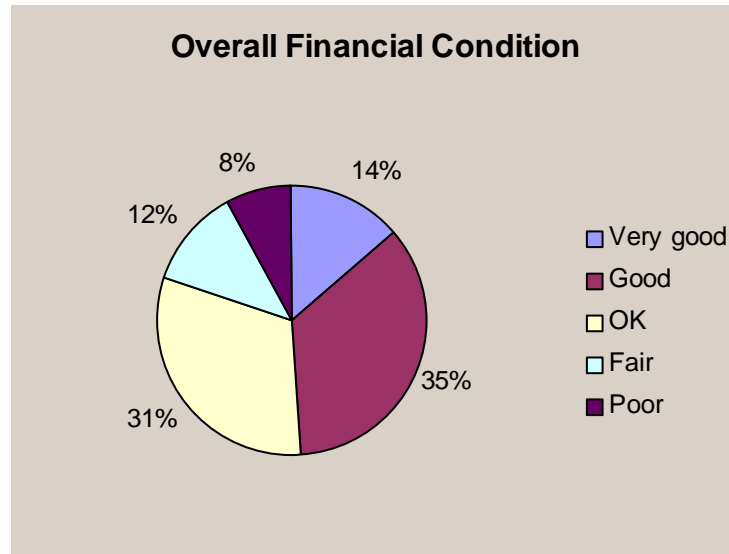
CYLA Program and Services

- 57% of those interviewed said they were not aware that members 36 years of age or less or those who have been practicing law in California for five years or less were automatically enrolled in CYLA.
- Nearly four out of five respondents (79%) said they were unaware of CYLA's quarterly electronic newsletter.
- Among those who have read the electronic newsletter, 43% described it as either useful (37%) or very useful (6%). 26% said it was not useful to them and 31% were not sure about this.
- 10% of those interviewed said they had visited the CYLA section of the State Bar website.

- Among those who visited the CYLA web page, 48% described it as either useful (43%) or very useful (5%). 19% said it was not useful and 33% were uncertain.

Overall Financial Condition/Awareness of State Bar Insurance and Discount Programs

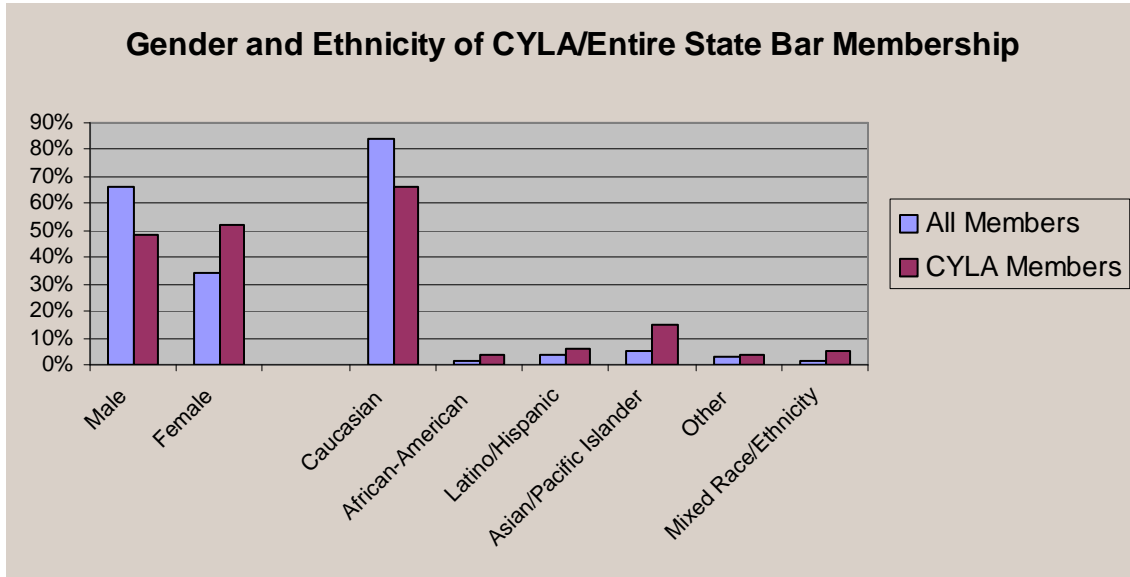
- About half of the newer attorneys interviewed (49%) characterized their current financial condition as either good (35%) or very good (14%). 31% said it was OK, 12%, fair and 8% indicated they were in poor financial condition overall.



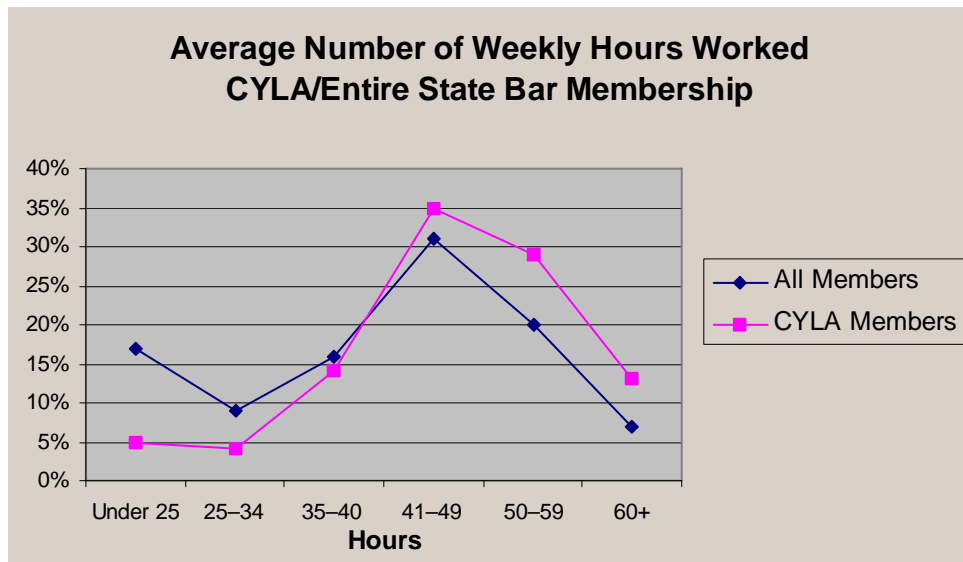
- 58% of the respondents said they had a significant amount of law school debt.
- 54% said the cost of living in the area where they worked was high or that their current job did not pay a high enough salary.
- 23% indicated they carried a high level of credit and debt.
- After reading a list of the group insurance programs available to members, 28% indicated they were aware the State Bar offered most or all of those programs. 40% indicated they were aware of some of these programs and 27% said they were not aware the State Bar offered most or all of these programs.
- After reading a list of discount programs available to members, 11% said they were aware of most or all of these programs, 31% said they were aware of some of them and 52% said they were not aware the State Bar offered most or all of these programs.

Demographics of CYLA Membership

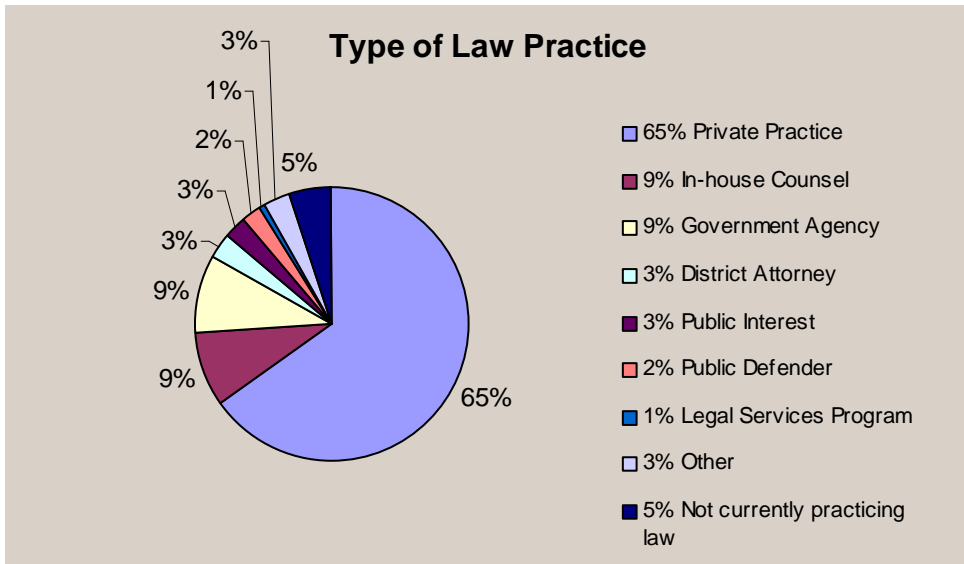
- Compared with the entire State Bar membership as measured in the 2006 demographic survey, CYLA members are considerably more diverse both in terms of gender and ethnicity.



- Newer members were also more likely to work longer hours than the State Bar membership as a whole as reported in the 2006 demographic survey.



- Approximately two-thirds (65%) of those interviewed indicated they were in private practice.



Summary Results
California Young Lawyers Association Survey
The State Bar of California
May, 2007

1. Since you were admitted to the State Bar of California, how many years have you been practicing law?

8% 1. Less than 1 year	17% 4. 3 years
13% 2. 1 year	14% 5. 4 years
18% 3. 2 years	30% 6. 5 years or more

2. What kind of law practice do you have? [Check all that apply]

65% 1. Private practice	3% 6. Public interest
9% 2. In-house counsel	1% 7. Legal services program
2% 3. Public defender	3% 8. Other
3% 4. District attorney	5% 9. Not currently practicing law
9% 5. Government agency	

[Ask only those not currently practicing law – After this, skip to CYLA Video Intro]

3. Is there a particular reason why you are not practicing law at this time?

See comments

4. Are you an associate, partner or solo practitioner? [Ask only those in private practice]

74% 1. Associate	10% 2. Partner	16% 3. Solo practitioner
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5. Roughly, how many attorneys practice in your firm or organization?

14% 1. Solo	14% 4. 21 - 75
21% 2. 2 - 5	31% 5. Over 75
20% 3. 6 – 20	

[Ask only solo practitioners]

6. Do you do independent contract work for other attorneys?

52% 1. Yes	48% 2. No
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7. On average, how many hours per week do you work in your law practice?

5% 1. Less than 25 hours	35% 4. 41 – 49 hours
4% 2. 25 - 34 hours	29% 5. 50 – 59 hours
14% 3. 35 – 40 hours	13% 6. 60 or more hours

8. Which one of the following best describes how much pro bono work you do?

- 16% 1. You perform pro bono work each month
- 18% 2. You perform pro bono work several times each year
- 16% 3. You perform pro bono work about once a year
- 50% 4. You rarely if ever perform pro bono work

9. How would you characterize the attitude of your employer regarding pro bono work?

- 15% 1. It is strongly encouraged
- 18% 2. It is encouraged but not strongly
- 29% 3. It is neither encouraged nor discouraged
- 13% 4. It is limited or not encouraged
- 25% 5. Not sure/No opinion

10. What is your primary area or field of legal practice?

[Ask only those in private practice]

- | | |
|-----------------------------------|---|
| 13% 1. Business/contracts | 7% 7. Labor and employment |
| 4% 2. Insurance | 7% 8. Intellectual prop//Copyright/Patent |
| 6% 3. Domestic/Family | 23% 9. Civil litigation |
| 2% 4. Civil rights/Discrimination | 4% 10. Estate/Trust planning |
| 5% 5. Real Estate | 3% 11. Personal injury |
| 5% 6. Criminal defense | 21% 12. Other |

11. Overall, how satisfied are you with the job or legal practice you have now?

- | | |
|---|------------------------------|
| 47% 1. Satisfied | 10% 4. Somewhat dissatisfied |
| 30% 2. Somewhat satisfied | 5% 5. Dissatisfied |
| 8% 3. Neither satisfied or dissatisfied | |

12. Did you take your current job more because it appealed to you professionally or more because of economic need?

- 38% 1. Appealed to you professionally
- 13% 2. Economic need
- 44% 3. Both
- 5% 4. For other reasons _____ [Specify]

13. What are your long-term career goals? [Check all that apply]
[Will add up to more than 100% due to multiple responses]

28% To become a partner	18% To work full time
20% To open your own practice	21% To work as a non-lawyer
19% To become an in-house counsel	10% To run for public office
16% To work part-time	25% Other _____ [Specify]

14. Do you think you will probably continue to practice law for the rest of your professional career or do you think you will probably wind up doing something else?

49% 1. Will continue practicing law [Skip to Q. 17]
15% 2. Will probably do something else
25% 3. Will probably do something else but continue to practice law
11% 4. Not sure/Haven't thought about it [Skip to Q. 17]

15. How much longer do you think you will probably continue to practice law?
[Among those who responded #2 or #3 in previous question]

1% 1. Under a year	26% 4. 6 – 10 years
6% 2. 1 – 2 years	31% 5. More than 10 years
21% 3. 3 – 5 years	15% 6. Not sure

16. Overall, are you glad you went into the legal profession or do you wish you had not?
[Among those who said they will probably do something else]

58% 1. Glad you went into law 19% 2. Wish you had not 23% 3. Not sure

17. Are there any comments you would like to add about the topics we've covered so far?

See comments

18. When you are looking for advice about professional development, where do you usually go? [Will add up to more than 100% due to multiple responses]

63% Partners or colleagues where you work
62% Other attorneys you know who have been practicing longer
36% Other attorneys you know who have been practicing as long as you have
14% The State Bar website
1% The CYLA website
8% Local bar website
15% Other legal websites
20% CLE courses
8% No one or no place in particular
6% Other _____ [Specify]

19. How do you typically learn about upcoming events of professional interest to you?
[Will add up to more than 100% due to multiple responses]

70% E-mail from the event sponsor	7% The State Bar website
29% Electronic Newsletters or listservs	25% Local Bar newsletter/mag./web
50% Mailed brochures or invitations	45% From a colleague
19% The California Bar Journal	5% Other _____ [Specify]
10% State Bar Sections publications	

20. Do you belong to a local or another type of Bar Association?
[Will add up to more than 100% due to multiple responses]

57% Local Bar Association	8% Women's Bar (15% among females)
11% Minority Bar Association	32% Not belong to another Bar Association
14% Specialty Bar Association	

[Ask only those who are members of a local bar association Q. 21 and 22]

21. Overall, what are the some of the most important things you get out of joining other bar associations? [Will add up to more than 100% due to multiple responses]

65% 1. Professional networking
26% 2. Developing social relationships with attorneys that you have cases with
15% 3. Opportunities to speak with local judges
57% 4. Learning practical information about practicing law in your community
20% 5. Getting involved in community work local bars are involved in
9% 6. Other _____ [Specify]

22. Altogether, what do you get out of joining other bar associations that you feel you can not get from the State Bar?

See comments

23. The State Bar offers a number of online and other resources. Please check all of these programs that you knew were available.[Will add up to more than 100% due to multiple responses]

24% Online practice tips
14% Listservs
55% Online CLE articles/courses
19% Pro bono opportunities
21% Volunteering opportunities
60% Ethics advice
35% Member Services Center (MSC) 1-888-800-3400

24. Now, please check all the ones you have used or would be most interested in using.
[Will add up to more than 100% due to multiple responses]

- 39% Online practice tips
- 18% Listservs
- 49% Online CLE articles/courses
- 20% Pro bono opportunities
- 24% Volunteering opportunities
- 45% Ethics advice
- 28% Member Services Center (MSC) 1-888-800-3400

25. Please tell us if you would be interested in using each of the following services designed to meet the needs and interests of newer State Bar members.
[Check all you would be interested in]

- 72% How to Guides for Firsts (Take your first deposition, court appearance...)
- 52% Seminars/publications on legal career choices and professional development
- 33% Seminars/publications on opening a law office
- 64% Seminars/publication that deal with your particular area of practice
- 39% Mentoring with an attorney experienced in your field
- 40% Marketing/Business development tips
- 22% Legal support services such as secretarial or paralegal assistance
- 19% Back office support for functions such as payroll and accounting
- 22% Internet, computer consulting and technical support

26. Are there any other types of business development services, programs or publications that would be useful to you?

See comments

27. What type of professional development and CLE courses do you prefer taking?
[Will add up to more than 100% due to multiple responses]

- 69% 1. Seminars/courses you attend in person
- 32% 2. Courses you take online
- 22% 3. Self-study courses
- 16% 4. No particular way you prefer

28. Do you have any suggestions on how CLE courses could be made more useful for newer attorneys?

See comments

29. Are you aware of the State Bar sections program, or are you not aware or don't know much about it?

67% 1. Aware of sections program

33% 2. Not aware/Don't know much about [Skip to Intro Q. 31]

30. Are you currently a member of any State Bar sections? [After this, skip to Q. 32]
[Among those who are aware of sections]

46% 1. Yes (29% of all newer attorneys interviewed)

54% 2. No

[Intro only for those who are unaware of Sections program]

Intro – Q. 31. The sections are voluntary organizations of attorneys and associates who share an area of interest. The sections help their members maintain expertise in their various fields of law, expand their professional contacts, and serve the profession, the public and the legal system. The State Bar of California has 16 sections, with annual fees ranging from \$60 to \$70.

Among many activities, sections publish newsletters to keep members informed of new developments; Establish committees through which members may actively participate; Present educational seminars on timely topics throughout the year; Originate legislation which, upon the Board's approval, is made a part of the State Bar's legislative program; Recommend positions on pending legislation to the Board of Governors; Comment on administrative regulations and rules of court.

31. How interested would you be in joining a State Bar section?

12% 1. Definitely interested

22% 3. Not interested

45% 2. Somewhat interested

21% 4. Not sure/No opinion

32. Are you aware of the State Bar's Legal Specialization program, or are you not aware or don't really know much about it?

58% 1. Aware of Legal Specialization program[Skip to Q.33]

42% 2. Not aware/Don't know much about it [Skip to Q. 33 Intro]

[Intro only for those unaware of the Legal Specialization Program]

Intro to Q. 33. The State Bar of California offers California lawyers the opportunity to become certified in eight areas of law practice.

In order to be identified as a "certified" specialist in California, an attorney must be certified either by The State Bar of California Board of Legal Specialization, or an organization whose certification program has been accredited by the State Bar. (Such an organization must have requirements for certification that are at least equal to those of the State Bar's program.)

California attorneys certified as specialists must pass a written examination in their specialty field, demonstrate a high level of experience in the specialty field, fulfill ongoing education requirements and be favorably evaluated by other attorneys and judges familiar with their work. Members of the public can find a certified legal specialist in their county by accessing Legal Specialist Search.

33. How interested would you be in becoming a Certified Legal Specialist once you have the required legal experience?

25% 1. Definitely interested	22% 3. Not interested
36% 2. Somewhat interested	17% 4. Not sure/No opinion

34. Are there any comments or suggestions you would like add about the State Bar's professional development programs and services.

See comments

35. Were you aware that all California attorneys who are 36 years of age or younger or in the first five years of active membership are automatically members of CYLA?

43% 1. Yes - Was aware of that	57% 2. No - Was not aware of that
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36. Did you know the CYLA has a quarterly electronic newsletter with news about services and events of interest to newer attorneys?

21% 1. Yes - Aware of that	79% 2. No – Not aware [Skip to Q. 38]
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37. How useful do you find this electronic newsletter?

6% 1. Very useful	26% 3. Not useful
37% 2. Useful	31% 4. Not sure

38. Have you visited the CYLA section of the State Bar web site?

10% 1. Visited
80% 2. Not visited [Skip to Q. 40]
10% 3. Not sure [Skip to Q. 40]

39. Overall, how would you rate the usefulness of the CYLA web site?

5% 1. Very useful	19% 3. Not useful
43% 2. Useful	33% 4. Not sure

40. Are there any ways the CYLA electronic newsletter, CYLA or State Bar web sites could be improved or are there any other services the CYLA could provide that would be useful to you? [See comments]

41. With your law practice now under way, how would you rate your overall financial condition?

14% 1. Very good	12% 4. Fair
35% 2. Good	8% 5. Poor
31% 3. OK	

42. Please check any of the following that are a significant concern for you at this time? [Will add up to more than 100% due to multiple responses]

58% You have a significant amount of law school debt
23% You have a high level of credit card debt
54% Cost of living where you work high/Current job not pay high enough salary
10% Other _____ [Specify]

43. The State Bar offers a number of group insurance programs for members. Please tell us if you were aware you could purchase these State Bar sponsored insurance programs.

Life Insurance
Homeowners Insurance
Auto Insurance
Professional Liability Insurance
Individual Disability Income Insurance
Business Overhead Expense Insurance
Workers' Compensation Insurance
Business Office Property and Liability Insurance
Accidental Death and Dismemberment Insurance (AD & D)
Long Term Care Insurance

28% 1. Was aware the State Bar offers most or all of these programs
40% 2. Was aware the State Bar offers some of these programs
27% 3. Was not aware the State Bar offers most or all of these programs
5% 4. Not sure

44. The State Bar is now offering a low cost malpractice insurance policy for attorneys admitted within the past year and entering solo practice in most areas of the law with an annual premium starting at about \$675. How interested would you be in purchasing such a policy? [Among those who meet criteria – Small sample]

58% 1. Definitely interested	15% 3. Not interested
27% 2. Somewhat interested	

50. What is your gender?

48% 1. Male 52% 2. Female

51. What is your ethnic or racial background?

66% 1. White 15% 4. Asian/Pacific Islander
4% 2. African-American 4% 5. Other
6% 3. Latino/Hispanic 5% 6. Mixed Race/Ethnicity

52. What is your domestic status?

35% 1. Single 9% 3. Living with Someone/Domestic partners
53% 2. Married 3% 4. Separated/Divorced

53. What is your sexual orientation or gender identity?

94% 1. Heterosexual 1% 4. Bisexual
3% 2. Gay <1% 5. Transgender
1% 3. Lesbian

54. What is the approximate annual income you receive from your legal practice?

12% 1. Under \$50,000 12% 4. \$150,000 - \$199,999
43% 2. \$50,000 - \$99,999 7% 5. \$200,000 - \$250,000
23% 3. \$100,000 - \$149,999 3% 6. Over \$250,000

55. Are there any additional comments you would like to add regarding the topics we covered or any other aspect of being a newer attorney?

See comments

56. Would you like to participate in in occasional State Bar research projects like this in the future?

55% 1. Yes 45% 2. No thanks