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Contact: Judith Collins (jcollins@nalp.org), Director of Research
James Leipold (jleipold@nalp.org), Executive Director

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Rate of Part-time Work Among Lawyers Drops for Third Year in 2013, Especially Among Women, But Most Working Part-time Are Women

Although nearly all large law firms make part-time schedules available to their experienced lawyers, the percentage of lawyers working part-time continues to remain in single digits; in 2013 just 6.1% of lawyers were working part-time compared to 6.2% in 2012. Most of these part-time lawyers, almost 70%, were women. This reflects the fact that women are much more likely to be working part-time than men. Among women lawyers overall, 12.9% worked part-time; among female partners, 10.5% were working part-time; and among women associates the figure was 9.5%. Part-time work was highest among female “other lawyers” (counsel, senior attorneys, and staff attorneys) at 29.6%. This contrasts with a rate of just 2.8% among all male lawyers. All the figures for women are down from 2012; for example, the 12.9% overall usage rate among women compares with 13.5% in 2012. The figures for men overall, in contrast, rose just a hair from 2.7% to 2.8%. 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 *2013-2014 Directory* comprises listings from primarily large law firms and includes part-time use information for over 1,000 individual law offices and firms and over 113,000 lawyers.

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), about 13.7% of employed individuals during 2012 usually worked part-time, as did a similar percentage (13.1%) of those employed in professional specialties as a whole (e.g., architects, engineers, lawyers, and physicians). These rates contrast markedly with the 6.1% rate among lawyers at major law firms.

In 2013, part-time schedules were nearly universally available, 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 to nearly 100% in most markets. In 1994, just 2.4% of partners and associates were working part-time. By 2013, the number of lawyers working part-time stood at 6.1%, after reaching 6.4% in 2010 and dropping to 6.2% in 2011 and 2012. 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 and then declining in subsequent years to 4.7% in 2013. The rate of part-time work is lowest among partners, at 3.4%, and up from just 1.2% in 1994. The rate was as high as 3.6% in 2010. Other lawyers, such as of counsel and staff attorneys, show the highest rate of part-time work, almost 20%, compared with about 17% in 2006, the first year with comparable information. In 2013, nearly all associates working part-time (90.6%) are women; among partners working part-time, 63.1% are 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 seven 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; the 2013 figure is the lowest over the seven-year period.

“The utilization of part-time schedules for all lawyers has dropped now for three years in a row, and it has dropped for both partners and associates. Given the direction the data is heading, I feel confident calling this a post-recessionary trend at this point,” noted James Leipold, NALP’s Executive Director. “We have also seen utilization drop for women, and actually rise just slightly for men. That is a bit surprising. Of course women continue to make up the vast majority of lawyers in large law firms who utilize part-time schedules. What we don’t know from the data we have is anything about causation. We can identify the trend but we cannot say why it is happening. It may be that in this economic climate there is a perceived pressure to not utilize the part-time option. There may also be economic concerns for families that are driving more lawyers to choose to work full-time. But these are just two possible hypotheses out of many. Law has always been an outlier among the professions for part-time utilization, but with nearly universal availability at this point, it is surprising to see utilization among large law firm lawyers falling even further. One other finding worth emphasizing,” noted Leipold, “is that the disparity in utilization between men and women, while still vast, is gradually closing.”

NALP’s 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 much more common in both Chicago and Washington, DC — at 3.5% and 4.4%, respectively — than in New York City (1.7%) — as are women partners working part-time (about 11% in Chicago and 15% in Washington, DC versus 6.7% in New York City). Part-time associates are also more common in Chicago (5.0%) and Washington, DC (5.8%) compared with New York City (3.9%). The percentages of women associates working part-time in Chicago and Washington, DC are 10.1% and 11.6%, respectively, compared with 7.8% in New York City. In Chicago and Washington, DC, about one-fifth of other lawyers were working part-time, but in New York, not quite 14% were doing so. The percentage of female other lawyers working part-time was also among the highest in Chicago at almost 40%.

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 Minneapolis, Seattle and Portland, with 8% of partners in those cities working part-time. Part-time women partners are most common in Seattle as well, along with Cincinnati and San Francisco. But in nine cities, fewer than 2% of partners are working part-time, and in two of these cities no male partners at all were reported as working part-time.

Cities also vary with respect to part-time associates, from less than 2% in Tampa and Houston to 9% or more in Portland, and San Francisco. (See **Table 3.**) No male associates were reported as working part-time in eight

cities, including Charlotte and Columbus. The highest percentages of women associates working part-time were reported in Portland and Columbus at about 17% each. The rate of part-time work among other lawyers reached almost half in Seattle, but the higher figures were generally found in cities collectively reporting relatively small numbers of other lawyers. (See **Table 4.**)

Five 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 Tennessee, at 5.3%, as was the percentage of women partners working part-time, at 18.9%. Connecticut had the highest percentage of part-time associates at 8.4%, and the highest percentage of women associates working part-time at 13%.

Entry-level lawyers in search of part-time schedules found their options more limited. Nationally, somewhat less than half of offices that offered a part-time option precluded entry-level associates from using that arrangement. Among the largest firms, about one-third of offices did not make part-time schedules available to entry-level associates. Among the cities with at least 25 listings in the *Directory*, offices in Boston and the San Jose area were most likely to make part-time schedules available to entry-level associates.

About NALP: NALP is an association of over 2,500 legal career professionals who advise law students, lawyers, law offices, and law schools in North America and beyond. What brings NALP members together is a common belief in three fundamental things. First, all law students and lawyers should benefit from a fair and ethical hiring process. Second, law students and lawyers are more successful when supported by professional development and legal career professionals. Third, a diverse and inclusive legal profession best serves clients and our communities. That's why NALP members work together every day to collect and publish accurate legal employment data and information, and champion education and standards for recruiting, professional and career development, and diversity and inclusion. For more than 40 years, NALP has played an essential role in the success of our members and the lawyers and law students they serve.

NALP maintains an online archive of press releases at www.nalp.org/pressreleases. For additional information about NALP research, contact Judith Collins (jcollins@nalp.org), Director of Research, or James G. Leipold (jleipold@nalp.org), Executive Director, at 202-835-1001. Mailing address: National Association for Law Placement, 1220 19th Street NW, Suite 401, Washington, DC 20036-2405.

Table 1. Part-time Work at Law Firms in 2013 — 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	51,155	3.4%	2.1%	1.3%	10.5%	1.6%	63.1%
Associates	47,017	4.7	4.3	0.4	0.5	0.8	90.6
Other lawyers*	15,152	19.6	11.3	8.3	29.6	13.4	57.9
Total	113,324	6.1	4.3	1.9	12.9	2.8	69.7

* Includes counsel/of counsel, staff attorneys, and senior attorneys. Source: 2013-2014 NALP Directory of Legal Employers.

Table 2. Part-time Lawyers — Partners at Law Firms — 2013

	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				
Total	51,155	3.4%	2.1%	1.3%	10.5%	1.6%	63.1%	1,017
By # of Lawyers Firm-wide:								
100 or fewer lawyers	4,148	3.3	1.8	1.5	8.7	1.9	53.3	137
101-250 lawyers	11,080	3.5	2.1	1.4	10.8	1.7	60.6	175
251-500 lawyers	9,790	4.6	2.8	1.8	13.3	2.3	61.3	166
501-700 lawyers	8,237	2.6	1.6	1.1	8.1	1.3	60.1	191
701+ lawyers	17,900	3.0	2.1	0.9	10.1	1.1	70.4	348
Offices in:								
Atlanta	1,429	2.3	0.9	1.4	4.6	1.7	39.4	24
Austin	240	0.8	0.4	0.4	2.1	0.5	50.0	12
Baltimore	288	4.2	2.4	1.7	12.1	2.2	58.3	5
Boston area	933	3.2	2.1	1.1	10.3	1.4	66.7	24
Charlotte	379	4.5	2.9	1.6	18.3	1.9	64.7	10
Chicago	2,841	3.5	2.3	1.3	11.3	1.6	64.0	49
Cincinnati	323	5.6	5.0	0.6	23.5	0.8	88.9	8
Cleveland	401	2.5	2.5	0.0	12.8	0.0	100.0	7
Columbus	397	3.3	3.0	0.3	15.4	0.3	92.3	11
Dallas	1,048	1.1	1.0	0.2	4.8	0.2	83.3	24
Denver	639	5.0	2.7	2.3	10.6	3.1	53.1	24
Detroit area	537	2.6	2.4	0.2	10.5	0.2	92.9	8
Ft. Lauderdale/W. Palm Beach	150	0.0	0.0	0.0	0.0	0.0	—	8
Houston	802	0.7	0.4	0.4	1.9	0.5	50.0	28
Indianapolis	537	1.3	1.1	0.2	5.6	0.2	85.7	7
Kansas City	655	3.7	2.7	0.9	14.2	1.1	75.0	7
Los Angeles area	1,773	2.7	1.5	1.2	7.4	1.5	56.3	65
Miami	388	1.8	1.0	0.8	4.2	1.0	57.1	12
Milwaukee	706	4.7	3.1	1.6	14.7	2.0	66.7	7
Minneapolis	1,203	8.0	3.7	4.2	15.6	5.6	46.9	17
New York City	5,602	1.7	1.2	0.6	6.7	0.7	67.3	96
Northern NJ/Newark area	701	1.6	1.3	0.3	7.6	0.3	81.8	14
Northern Virginia	212	3.8	2.4	1.4	20.0	1.6	62.5	9

(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	505	3.4	2.0	1.4	13.2	1.6	58.8	19
Philadelphia	710	3.9	2.4	1.5	11.6	2.0	60.7	12
Phoenix	407	6.4	2.5	3.9	10.5	5.1	38.5	11
Pittsburgh	326	3.4	2.5	0.9	12.1	1.2	72.7	6
Portland, OR area	384	10.2	3.6	6.5	19.2	8.0	35.9	12
Raleigh/Durham	287	3.5	2.4	1.0	11.1	1.3	70.0	10
San Diego	203	2.5	2.0	0.5	9.5	0.6	80.0	15
San Francisco	1,178	7.6	4.3	3.3	16.9	4.4	56.7	40
San Jose area	730	6.3	3.6	2.7	18.1	3.4	56.5	33
Seattle area	943	8.5	4.5	4.0	18.4	5.3	52.5	27
St. Louis	783	5.9	3.1	2.8	14.5	3.6	52.2	8
Tampa	204	2.0	1.0	1.0	6.1	1.2	50.0	8
Washington, DC	4,159	4.4	3.1	1.3	15.1	1.6	70.7	91
Wilmington.....	196	0.5	0.5	0.0	2.4	0.0	100.0	8
States:								
Connecticut	328	1.5	1.2	0.3	5.1	0.4	80.0	9
Other areas in Florida.....	318	0.6	0.6	0.0	3.4	0.0	100.0	16
Other areas in New Jersey	245	2.0	1.6	0.4	9.1	0.5	80.0	8
Other areas in New York State ..	593	3.4	2.5	0.8	13.0	1.0	75.0	9
Tennessee.....	228	5.3	3.1	2.2	18.9	2.6	58.3	7

Source: The 2013-2014 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 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, Florham Park, Hackensack, Morristown, Parsippany, Westfield, and Woodbridge. Northern Virginia includes offices in Falls Church, McLean/Tysons Corner, Fairfax, Reston, and Alexandria. State figures exclude cities reported separately. City and state areas had at least five offices and collectively reported at least 100 associates.

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Table 3. Part-time Lawyers — Associates at Law Firms — 2013

	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 Associates	% of Associates Who Are Women Working Part-time	% of Associates Who Are Men Working Part-time				
Total	47,017	4.7%	4.3%	0.4%	9.5%	0.8%	90.6%	1,017
By # of Lawyers Firm-wide:								
100 or fewer lawyers	2,306	5.2	4.6	0.6	10.5	1.1	88.2	137
101-250 lawyers	6,428	4.8	4.4	0.4	10.0	0.7	91.6	175
251-500 lawyers	7,286	5.5	5.0	0.6	11.0	1.0	89.8	166
501-700 lawyers	7,592	4.3	3.9	0.4	8.6	0.8	89.6	191
701+ lawyers	23,405	4.5	4.1	0.4	9.1	0.7	91.2	348
Offices in:								
Atlanta	1,165	3.3	3.1	0.2	7.1	0.3	94.7	24
Austin	140	5.7	3.6	2.1	8.9	3.6	62.5	12
Baltimore	148	5.4	5.4	0.0	11.6	0.0	100.0	5
Boston area	1,089	6.0	5.4	0.6	11.9	1.0	90.8	24
Charlotte	209	2.4	2.4	0.0	6.1	0.0	100.0	10
Chicago	2,197	5.0	4.5	0.5	10.2	0.9	90.0	49
Cincinnati	129	3.1	2.3	0.8	5.9	1.3	75.0	8
Cleveland	256	6.6	5.5	1.2	14.0	1.9	82.4	7
Columbus	203	8.9	8.9	0.0	18.6	0.0	100.0	11
Dallas	804	3.9	3.6	0.2	9.4	0.4	93.5	24
Denver	486	7.2	6.2	1.0	14.4	1.8	85.7	24
Detroit area	175	4.6	4.6	0.0	11.1	0.0	100.0	8
Ft. Lauderdale/W. Palm Beach	106	2.8	2.8	0.0	6.4	0.0	100.0	8
Houston	744	1.7	1.5	0.3	3.6	0.5	84.6	28
Indianapolis	224	4.5	3.6	0.9	8.3	1.6	80.0	7
Kansas City	335	4.5	4.2	0.3	9.4	0.5	93.3	7
Los Angeles area	2,037	4.2	3.8	0.4	8.0	0.7	90.7	65
Miami	287	3.8	3.5	0.3	7.6	0.6	90.9	12
Milwaukee	370	5.1	4.9	0.3	12.1	0.5	94.7	7
Minneapolis	630	6.2	5.9	0.3	12.1	0.6	94.9	17
New York City	10,496	3.9	3.5	0.3	7.8	0.6	91.6	96
Northern NJ/Newark area	559	7.7	7.7	0.0	17.0	0.0	100.0	14
Northern Virginia	186	2.7	1.6	1.1	4.3	1.7	60.0	9
Orange Co., CA	505	5.1	4.6	0.6	11.9	1.0	88.5	19
Philadelphia	747	8.2	7.9	0.3	16.0	0.5	96.7	12
Phoenix	229	7.0	6.1	0.9	14.4	1.5	87.5	11
Pittsburgh	247	8.1	6.5	1.6	15.0	2.9	80.0	6
Portland, OR area	194	10.3	8.8	1.5	17.7	3.1	85.0	12
Raleigh/Durham	149	2.0	2.0	0.0	4.8	0.0	100.0	10
San Diego	289	4.5	4.5	0.0	11.8	0.0	100.0	15
San Francisco	1,252	9.0	7.4	1.6	14.4	3.3	82.3	40
San Jose area	1,152	6.5	5.1	1.4	12.2	2.4	78.7	33
Seattle area	520	6.2	5.0	1.2	11.2	2.1	81.3	27
St. Louis	380	5.5	5.0	0.5	10.9	1.0	90.5	8
Tampa	104	1.9	1.0	1.0	2.2	1.7	50.0	8
Washington, DC	4,449	5.8	5.3	0.5	11.6	0.9	91.9	91
Wilmington	202	2.5	2.0	0.5	5.4	0.8	80.0	8

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(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 Associates	% of Associates Who Are Women Working Part-time	% of Associates Who Are Men Working Part-time				
States:								
Connecticut	225	8.4	7.6	0.9	13.8	2.0	89.5	9
Other areas in Florida	167	6.6	6.0	0.6	13.2	1.1	90.9	16
Other areas in New Jersey	174	2.9	2.9	0.0	7.7	0.0	100.0	8
Other areas in New York State ..	338	4.1	4.1	0.0	9.5	0.0	100.0	9
Tennessee	124	6.5	5.6	0.8	12.1	1.5	87.5	7

Source: The 2013-2014 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 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, Florham Park, Hackensack, Morristown, Parsippany, Westfield, and Woodbridge. Northern Virginia includes offices in Falls Church, McLean/Tysons Corner, Fairfax, Reston, and Alexandria. State figures exclude cities reported separately. City and state areas had at least five offices and collectively reported at least 100 associates.

Table 4. Part-time Lawyers — Other Lawyers at Law Firms — 2013

	OTHER LAWYERS							ALL LAWYERS							# of Offices
	# of Other Lawyers	% Part-time Other Lawyers	% of Other Lawyers Who Are Women Working Part-time	% of Other Lawyers Who Are Men Working Part-time	% of Women Other Lawyers Working Part-time	% of Men Other Lawyers Working Part-time	% of Part-time Other Lawyers Who Are Women	# 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	
Total	15,152	19.6%	11.3%	8.3%	29.6%	13.4%	57.9%	113,324	6.1%	4.3%	1.9%	12.9%	2.8%	69.7%	1,017
By # of Lawyers Firm-wide:															
100 or fewer lawyers ..	831	21.1	10.1	11.0	32.8	15.8	48.0	7,285	5.9	3.6	2.3	12.5	3.3	60.8	137
101-250 lawyers	2,457	20.8	10.5	10.3	32.2	15.3	50.3	19,965	6.1	3.9	2.2	13.4	3.1	64.2	175
251-500 lawyers	2,896	19.9	12.5	7.3	31.8	12.1	63.1	19,972	7.2	5.0	2.1	15.4	3.2	70.0	166
501-700 lawyers	2,757	18.5	11.4	7.1	27.9	12.0	61.5	18,586	5.7	4.0	1.7	12.0	2.5	70.0	191
701+ lawyers	6,211	19.3	11.3	8.0	28.1	13.4	58.5	47,516	5.9	4.3	1.6	12.2	2.4	73.2	348
Offices in:															
Atlanta	470	13.6	9.4	4.3	25.3	6.8	68.8	3,064	4.4	3.0	1.4	9.6	2.0	68.9	24
Austin	54	20.4	9.3	11.1	22.7	18.8	45.5	434	4.8	2.5	2.3	8.8	3.2	52.4	12
Baltimore	82	20.7	6.1	14.6	16.1	23.5	29.4	518	7.1	3.9	3.3	12.7	4.7	54.1	5
Boston area	246	28.0	18.3	9.8	45.5	16.3	65.2	2,268	7.2	5.5	1.8	15.7	2.7	75.6	24
Charlotte	81	29.6	18.5	11.1	55.6	16.7	62.5	669	6.9	4.6	2.2	18.3	3.0	67.4	10
Chicago	512	21.7	15.0	6.6	39.9	10.7	69.4	5,550	5.8	4.3	1.5	13.9	2.1	74.8	49
Cincinnati	71	14.1	9.9	4.2	26.9	6.7	70.0	523	6.1	5.0	1.1	17.9	1.6	81.3	8
Cleveland	129	10.1	8.5	1.6	18.3	2.9	84.6	786	5.1	4.5	0.6	14.7	0.9	87.5	7
Columbus	131	9.2	6.1	3.1	19.5	4.4	66.7	731	5.9	5.2	0.7	17.6	1.0	88.4	11
Dallas	239	15.1	9.2	5.9	22.9	9.8	61.1	2,091	3.8	2.9	0.9	9.9	1.2	77.2	24
Denver	225	26.2	11.6	14.7	31.7	23.1	44.1	1,350	9.3	5.4	3.9	16.2	5.9	57.9	24
Detroit area	126	19.0	10.3	8.7	29.5	13.4	54.2	838	5.5	4.1	1.4	14.2	2.0	73.9	8
Ft. Lauderdale/W. Palm Beach	37	16.2	13.5	2.7	26.3	5.6	83.3	293	3.1	2.7	0.3	7.5	0.5	88.9	8

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(Table 4, continued)

	OTHER LAWYERS							ALL LAWYERS							# of Offices
	# of Other Lawyers	% Part-time Other Lawyers	% of Other Lawyers Who Are Women Working Part-time	% of Other Lawyers Who Are Men Working Part-time	% of Women Other Lawyers Working Part-time	% of Men Other Lawyers Working Part-time	% of Part-time Other Lawyers Who Are Women	# 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 Law- yers Working Part-time	% of Part-time Lawyers Who Are Women	
Houston	228	18.4	7.5	11.0	18.1	18.7	40.5	1,774	3.4	1.7	1.7	5.6	2.5	50.8	28
Indianapolis	119	8.4	5.9	2.5	17.5	3.8	70.0	880	3.1	2.4	0.7	8.6	0.9	77.8	7
Kansas City	267	21.0	13.5	7.5	31.0	13.2	64.3	1,257	7.6	5.4	2.1	17.3	3.1	71.6	7
Los Angeles area.....	441	19.3	10.4	8.8	28.4	14.0	54.1	4,251	5.2	3.6	1.6	10.1	2.5	68.9	65
Miami.....	62	11.3	8.1	3.2	20.0	5.4	71.4	737	3.4	2.6	0.8	7.5	1.2	76.0	12
Milwaukee.....	120	27.5	15.8	11.7	50.0	17.1	57.6	1,196	7.1	4.9	2.2	17.5	3.0	69.4	7
Minneapolis	240	38.3	18.3	20.0	53.7	30.4	47.8	2,073	11.0	6.1	4.9	18.6	7.2	55.5	17
New York City.....	2,167	13.6	8.9	4.8	23.6	7.6	65.1	18,265	4.4	3.4	0.9	9.6	1.4	78.8	96
Northern NJ/ Newark area	272	13.6	9.2	4.4	26.0	6.8	67.6	1,532	5.9	5.0	0.9	16.5	1.3	84.6	14
Northern Virginia.....	42	35.7	21.4	14.3	56.3	23.1	60.0	440	6.4	3.9	2.5	15.3	3.3	60.7	9
Orange Co., CA	51	19.6	7.8	11.8	20.0	19.4	40.0	1,061	5.0	3.5	1.5	12.8	2.1	69.8	19
Philadelphia	239	20.1	10.0	10.0	25.3	16.7	50.0	1,696	8.1	5.9	2.2	16.4	3.4	73.0	12
Phoenix.....	60	30.0	15.0	15.0	47.4	22.0	50.0	696	8.6	4.7	3.9	15.6	5.6	55.0	11
Pittsburgh	150	10.0	6.0	4.0	18.8	5.9	60.0	723	6.4	4.6	1.8	14.9	2.6	71.7	6
Portland, OR area.....	49	40.8	10.2	30.6	35.7	42.9	25.0	627	12.6	5.7	6.9	19.7	9.7	45.6	12
Raleigh/Durham.....	41	36.6	19.5	17.1	44.4	30.4	53.3	477	5.9	3.8	2.1	12.5	3.0	64.3	10
San Diego.....	46	21.7	17.4	4.3	34.8	8.7	80.0	538	5.2	4.6	0.6	14.3	0.8	89.3	15
San Francisco.....	383	29.5	14.6	14.9	33.9	26.1	49.6	2,813	11.2	7.1	4.1	18.0	6.8	63.3	40
San Jose area	194	23.2	12.9	10.3	28.4	18.9	55.6	2,076	8.0	5.3	2.7	15.3	4.1	66.3	33
Seattle area	181	47.0	21.0	26.0	59.4	40.2	44.7	1,644	12.0	6.4	5.5	20.2	8.1	53.8	27
St. Louis	167	34.7	20.4	14.4	54.8	22.9	58.6	1,330	9.4	5.8	3.6	19.2	5.2	61.6	8
Tampa	42	4.8	2.4	2.4	6.7	3.7	50.0	350	2.3	1.1	1.1	4.3	1.6	50.0	8
Washington, DC	1,721	20.0	11.3	8.8	28.5	14.5	56.2	10,329	7.6	5.4	2.2	15.6	3.3	71.3	91
Wilmington.....	29	3.4	3.4	0.0	9.1	0.0	100.0	427	1.6	1.4	0.2	4.8	0.3	85.7	8
States:															
Connecticut.....	86	20.9	17.4	3.5	50.0	5.4	83.3	639	6.6	5.6	0.9	15.5	1.5	85.7	9
Other areas in Florida	62	22.6	6.5	16.1	19.0	24.4	28.6	547	4.9	2.9	2.0	10.3	2.8	59.3	16
Other areas in New Jersey.....	50	24.0	16.0	8.0	42.1	12.9	66.7	469	4.7	3.6	1.1	13.3	1.5	77.3	8
Other areas in New York State.....	107	21.5	12.1	9.3	41.9	13.2	56.5	1,038	5.5	4.0	1.4	14.3	2.0	73.7	9
Tennessee.....	28	28.6	7.1	21.4	16.7	37.5	25.0	380	7.4	4.2	3.2	15.0	4.4	57.1	7

Source: The 2013-2014 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 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, Florham Park, Hackensack, Morristown, Parsippany, Westfield, and Woodbridge. Northern Virginia includes offices in Falls Church, McLean/Tysons Corner, Fairfax, Reston, and Alexandria. State figures exclude cities reported separately. City and state areas had at least five offices and collectively reported at least 100 associates.