STATE BAR OF TEXAS

DEPARTMENT OF RESEARCH & ANALYSIS

2011 INCOME FACT SHEET

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Introduction

This report is published periodically about the economics of law practice in Texas. This report can be a valuable competitive tool in today's environment, with the many practice areas and the wide variety of geographical locations that define Texas. To make such information available to attorneys, the State Bar's Department of Research and Analysis conducted the Texas Attorney Survey – Status 2011 on May 21, 2012. A goal of the survey was to obtain information on income earned in 2011 by Texas attorneys.

This report presents the data collected on full-time active attorney's net income before taxes. The report provides detailed breakdowns of income by occupation, law firm size, years of experience in private practice, area of practice, demographics, and region of the state. The time frame of reference for all data described in this report is calendar year 2011.

A questionnaire was emailed on May 21, 2012 to all active State Bar of Texas attorneys who have not opted out of taking surveys (N = 87,113). The survey's response rate was 10 percent, with a total of 9,053 attorneys responding. A more detailed description of the survey's method and a copy of the questionnaire are included at the end of this report (Appendix A).

This report on income displays the median income by category (50th percentile values). The median is the midpoint of a distribution of values. In salary surveys the median salary is the preferred measure of average salary, rather than the mean, because it more accurately represents the typical salary.

2011 Median Income by Gender, Race/Ethnicity and Occupation

	2011 Income Survey Fact Sheet								
	Median Incomes by Primary Occupations								
	Private Law Practice	For-Profit Corporate/In-House Counsel	Non-Profit Corporate/In-House Counsel	Full-Time Judge	Other Judicial Branch	Government Attorney	Law Faculty	Other Law Related	Non-Law Related
All Full-Time Attorneys									
Full-Time attorneys	**$113,120**	**$163,541**	**$87,272**	**$134,375**	**$68,124**	**$82,735**	**$97,499**	**$85,383**	**$61,667**
	(N = 3,265)	(N = 612)	(N = 150)	(N = 63)	(N = 67)	(N = 1,034)	(N = 30)	(N = 205)	(N = 29)
Gender									
Male	**$123,079**	**$173,511**	**$108,333**	**$134,375**	**$68,999**	**$88,447**	**$106,250**	**$79,614**	**$35,000**
	(N = 2,111)	(N = 373)	(N = 58)	(N = 36)	(N = 35)	(N = 498)	(N = 17)	(N = 75)	(N = 17)
Female	**$91,852**	**$149,999**	**$76,249**	**$129,687**	**$63,333**	**$77,831**	**$93,333**	**$70,909**	**$79,999**
	(N = 1,014)	(N = 208)	(N = 88)	(N = 21)	(N = 30)	(N = 496)	(N = 12)	(N = 110)	(N = 8)
Race/Ethnicity									
Caucasian/Anglo	**$116,655**	**$169,279**	**$97,999**	**$131,579**	**$66,666**	**$84,101**	**$97,499**	**$76,999**	**$63,333**
	(N = 2,581)	(N = 485)	(N = 106)	(N = 48)	(N = 56)	(N = 753)	(N = 26)	(N = 142)	(N = 22)
African-American/Black	**$81,111**	**$137,500**	**$95,000**	~	~	**$74,500**	~	**$69,999**	~
	(N = 90)	(N = 27)	(N = 7)	(N = 3)	(N = 0)	(N = 55)	(N = 2)	(N = 16)	(N = 1)
Hispanic/Latino	**$90,294**	**$121,874**	**$65,000**	~	**$65,000**	**$83,235**	~	**$75,000**	~
	(N = 299)	(N = 40)	(N = 26)	(N = 4)	(N = 6)	(N = 127)	(N = 1)	(N = 16)	(N = 2)
Asian/Pacific Islander	**$101,562**	**$162,500**	~	~	~	**$70,833**		**$59,999**	~
	(N = 73)	(N = 18)	(N = 4)	(N = 1)	(N = 0)	(N = 25)	(N =)	(N = 8)	(N = 0)
American Indian or Alaskan Native	**$99,999**	~	~	~	~	**$79,999**	~	~	~
	(N =10)	(N = 2)	(N = 1)	(N = 1)	(N = 0)	(N = 10)	(N = 0)	(N =2)	(N = 0)
Other Race	**$95,000**	**$149,999**	~	~	~	**$79,999**	~	~	~
	(N = 63)	(N = 8)	(N = 2)	(N = 0)	(N = 1)	(N = 22)	(N = 0)	(N = 2)	(N = 0)

2011 Median Income by Years of Experience and Occupation

	2011 Income Survey Fact Sheet								
	Median Incomes by Primary Occupations								
	Private Law Practice	For-Profit Corporate/In-House Counsel	Non-Profit Corporate/In-House Counsel	Full-Time Judge	Other Judicial Branch	Government Attorney	Law Faculty	Other Law Related	Non-Law Related
Years of Experience									
2 or less years	**$63,600**	**$79,999**	**$55,714**	~	**$59,999**	**$63,809**	~	**$60,714**	~
	(N = 330)	(N = 20)	(N = 12)	(N = 4)	(N = 10)	(N = 96)	(N = 0)	(N =29)	(N = 2)
3 to 6 years	**$84,218**	**$121,153**	**$68,333**	~	**$55,000**	**$66,136**	~	**$58,499**	**$65,000**
	(N = 453)	(N = 82)	(N = 28)	(N = 4)	(N = 14)	(N = 165)	(N = 2)	(N = 33)	(N = 9)
7 to 10 years	**$99,736**	**$157,031**	**$69,999**	~	~	**$71,905**	~	**$75,999**	~
	(N = 311)	(N = 121)	(N = 14)	(N = 0)	(N = 5)	(N = 124)	(N = 3)	(N = 30)	(N = 4)
11 to 15 years	**$115,983**	**$179,167**	**$89,999**	~	**$69,999**	**$79,515**	~	**$69,999**	~
	(N = 348)	(N = 109)	(N = 24)	(N = 4)	(N = 10)	(N = 135)	(N = 4)	(N = 22)	(N = 2)
16 to 20 years	**$130,859**	**$164,583**	**$105,000**	**$133,928**	**$106,250**	**$94,500**	~	**$82,500**	~
	(N = 441)	(N = 67)	(N = 16)	(N = 13)	(N = 7)	(N = 157)	(N = 3)	(N = 18)	(N = 3)
21 to 25 years	**$149,073**	**$152,083**	**$88,749**	**$124,999**	**$106,250**	**$94,285**	~	**$87,499**	~
	(N = 368)	(N = 63)	(N = 15)	(N = 10)	(N = 7)	(N = 96)	(N = 5)	(N = 15)	(N = 5)
Over 25 years	**$152,083**	**$209,677**	**$108,928**	**$138,636**	**$89,999**	**$99,482**	**$124,999**	**$114,062**	~
	(N = 993)	(N = 140)	(N = 39)	(N = 28)	(N = 14)	(N =)	(N = 12)	(N = 57)	(N = 4)

Note: Years of experience based on year first licensed in any jurisdiction

2011 Median Income by Age and Occupation

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	2011 Income Survey Fact Sheet								
	Median Incomes by Primary Occupations								
	Private Law Practice	For-Profit Corporate/In-House Counsel	Non-Profit Corporate/In-House Counsel	Full-Time Judge	Other Judicial Branch	Government Attorney	Law Faculty	Other Law Related	Non-Law Related
Age									
21 to 25 years	**$63,333**	~	~	~	~	**$53,333**	~	~	~
	(N = 28)	(N = 2)	(N = 0)	(N = 0)	(N = 2)	(N = 8)	(N = 0)	(N = 4)	(N = 0)
26 to 30 years	**$74,200**	**$83,333**	**$51,667**	~	**$55,714**	**$56,922**	~	**$57,999**	~
	(N = 314)	(N = 38)	(N = 14)	(N = 1)	(N = 16)	(N =)	(N = 1)	(N = 32)	(N = 1)
31 to 35 years	**$101,119**	**$132,894**	**$71,000**	~	**$75,000**	**$67,222**	~	**$59,999**	**$65,000**
	(N = 392)	(N = 70)	(N = 23)	(N = 2)	(N = 9)	(N = 136)	(N = 2)	(N = 28)	(N = 6)
36 to 40 years	**$112,878**	**$149,999**	**$72,500**	~	**$55,000**	**$75,000**	~	**$77,499**	~
	(N = 362)	(N = 88)	(N = 25)	(N = 3)	(N = 6)	(N = 118)	(N = 3)	(N = 19)	(N = 4)
41 to 45 years	**$130,682**	**$187,500**	**$95,000**	**$128,125**	~	**$90,869**	~	**$81,667**	~
	(N = 356)	(N = 88)	(N = 22)	(N = 7)	(N = 4)	(N = 130)	(N = 5)	(N = 19)	(N = 4)
46 to 50 years	**$134,375**	**$181,250**	**$117,499**	~	**$85,000**	**$92,500**	~	**$89,999**	~
	(N = 324)	(N = 76)	(N = 15)	(N = 5)	(N = 6)	(N = 125)	(N = 3)	(N = 26)	(N = 1)
51 to 55 years	**$139,583**	**$186,250**	**$115,624**	**$149,999**	**$95,000**	**$96,999**	~	**$95,000**	~
	(N = 393)	(N = 89)	(N = 21)	(N = 8)	(N = 7)	(N = 141)	(N = 4)	(N = 18)	(N = 3)
56 to 60 years	**$132,143**	**$193,749**	**$106,250**	**$123,213**	**$95,000**	**$102,273**	**$79,999**	**$118,749**	~
	(N = 412)	(N = 71)	(N = 9)	(N = 15)	(N = 9)	(N = 116)	(N = 6)	(N = 21)	(N = 3)
61 to 65 years	**$108,673**	**$172,499**	**$104,167**	**$137,500**	~	**$99,614**	~	**$124,999**	~
	(N = 292)	(N = 41)	(N = 9)	(N = 9)	(N = 5)	(N = 75)	(N = 2)	(N = 10)	(N = 2)
More than 65 years	**$120,108**	**$174,999**	**$69,999**	**$146,874**	~	**$92,500**	~	**$59,999**	~
	(N = 231)	(N = 12)	(N = 6)	(N = 7)	(N = 1)	(N = 23)	(N = 3)	(N = 8)	(N = 1)

2011 Median Incomes by Practice Area

	2011 Income Survey Fact Sheet
	Median Incomes by Practice Area
Practice Area (private practitioners only)	
Administrative and Public	**$119,230** (N = 86)
ADR	**$122,726** (N = 70)
Antitrust	**$124,999** (N = 8)
Appellate	**$160,000** (N = 184)
Aviation	**$137,500** (N = 11)
Bankruptcy	**$107,354** (N = 176)
Business	**$119,444** (N = 564)
Construction	**$123,999** (N = 134)
Consumer	**$95,999** (N = 82)
Creditor-Debtor	**$96,363** (N = 158)
Criminal	**$73,276** (N = 528)
Elder Law	**$69,999** (N = 46)
Entertainment	**$66,666** (N = 14)
Environmental	**$145,833** (N = 46)
Ethics-Legal Malpractice	**$104,167** (N = 26)
Family	**$76,117** (N = 658)
Government/Administrative	**$124,218** (N = 87)
Health Care	**$131,250** (N = 100)
Immigration	**$74,000** (N = 82)

Note: Attorneys could report working in more than one practice area.

2011 Median Incomes by Practice Area (Continued)

	2011 Income Survey Fact Sheet
	Median Incomes by Practice Area
Practice Area**** (private practitioners only)	
Insurance	**$117,499** (N = 214)
Intellectual Property	**$152,381** (N = 176)
International	**$166,666** (N = 28)
Juvenile	**$73,750** (N = 64)
Labor-Employment	**$122,726** (N = 242)
Law Office Management	**$141,666** (N = 18)
Litigation: Commercial	**$141,015** (N = 894)
Litigation: Personal Injury	**$122,523** (N = 703)
Military	~ (N = 4)
Oil & Gas	**$153,226** (N = 228)
Other	**$113,793** (N = 210)
Public Utility Law	**$141,666** (N = 20)
Real Estate	**$112,873** (N = 477)
School Law	**$120,833** (N = 50)
Securities Law	**$172,499** (N = 68)
Social Security Law	**$68,999** (N = 27)
Taxation	**$118,749** (N = 112)
Technology	**$124,999** (N = 22)
Wills-Trusts-Probate	**$83,589** (N = 584)

Note: Attorneys could report working in more than one practice area.

2011 Median Incomes by Practice Area and Region

	2011 Income Survey Fact Sheet												
	Median Incomes by Practice Area and Region												
	Houston-Baytown-Sugarland MSA	Dallas-Fort Worth-Arlington MSA	Austin-Round Rock MSA	San Antonio MSA	El Paso MSA	Corpus Christi MSA	Beaumont-Port Arthur MSA	Central Texas MSAs	East & NE Texas MSAs	South Texas MSAs	West Texas MSAs	Non-Metro Areas	Out of State
Practice Area by Region(private practitioners only)													
Administrative and Public	**$156,250**	**$76,666**	**$155,000**	**$112,500**	~	~	~	~	~	~	~	~	~
	(N = 11)	(N = 10)	(N = 34)	(N = 11)	(N = 2)	(N = 0)	(N = 0)	(N = 1)	(N = 1)	(N = 1)	(N = 3)	(N = 0)	(N = 1)
ADR	**$118,749**	**$114,285**	**$162,500**	~	~	~	~	~	~	~	~	~	~
	(N = 24)	(N = 20)	(N = 8)	(N = 4)	(N = 1)	(N = 2)	(N = 2)	(N = 0)	(N = 0)	(N = 1)	(N = 3)	(N = 1)	(N = 0)
Antitrust	~	~	~	~	~	~	~	~	~	~	~	~	~
	(N = 3)	(N = 2)	(N = 0)	(N = 1)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 1)	(N = 0)	(N = 0)	(N = 0)	(N = 0)
Appellate	**$182,143**	**$174,999**	**$149,999**	**$137,500**	**$208,333**	~	~	~	~	~	~	~	~
	(N = 52)	(N = 40)	(N = 30)	(N = 16)	(N = 9)	(N = 3)	(N = 3)	(N = 1)	(N = 3)	(N = 1)	(N = 4)	(N = 2)	(N = 3)
Aviation	~	**$120,833**	~	~	~	~	~	~	~	~	~	~	~
	(N = 3)	(N = 7)	(N = 0)	(N = 1)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)
Bankruptcy	**$91,667**	**$109,375**	**$79,999**	**$119,999**	~	~	~	~	**$79,999**	~	**$112,500**	~	~
	(N = 43)	(N = 62)	(N = 14)	(N = 18)	(N = 0)	(N = 3)	(N = 1)	(N = 0)	(N = 6)	(N = 3)	(N = 8)	(N = 2)	(N = 3)
Business	**$140,277**	**$111,538**	**$118,055**	**$112,500**	~	**$99,999**	**$149,999**	~	**$116,666**	**$78,333**	**$97,499**	**$89,999**	**$149,999**
	(N = 139)	(N = 178)	(N = 67)	(N = 37)	(N = 2)	(N = 6)	(N = 6)	(N = 3)	(N = 16)	(N = 13)	(N = 19)	(N = 12)	(N = 12)
Construction	**$131,250**	**$123,749**	**$89,999**	**$158,333**	~	~	~	~	~	~	~	~	~
	(N = 35)	(N = 43)	(N = 16)	(N = 16)	(N = 1)	(N = 3)	(N = 1)	(N = 1)	(N = 3)	(N = 1)	(N = 1)	(N = 0)	(N = 2)
Consumer	**$131,250**	**$69,999**	**$89,999**	~	~	~	~	~	~	~	~	~	~
	(N = 32)	(N = 26)	(N = 8)	(N = 4)	(N = 3)	(N = 1)	(N = 2)	(N = 1)	(N = 2)	(N = 0)	(N = 0)	(N = 0)	(N = 1)
Creditor-Debtor	**$98,333**	**$87,499**	**$78,333**	**$162,500**	~	~	~	~	~	~	~	~	~
	(N = 45)	(N = 45)	(N = 15)	(N = 7)	(N = 2)	(N = 1)	(N = 1)	(N = 2)	(N = 5)	(N = 4)	(N = 5)	(N = 5)	(N = 3)
Criminal	**$69,582**	**$76,176**	**$72,777**	**$64,000**	**$78,333**	**$75,000**	**$75,000**	**$59,999**	**$68,333**	**$109,375**	**$76,249**	**$82,500**	**$99,999**
	(N = 105)	(N =)	(N = 55)	(N = 58)	(N = 17)	(N = 9)	(N = 6)	(N = 20)	(N = 17)	(N = 19)	(N = 27)	(N = 47)	(N = 8)
Elder Law	**$66,666**	**$65,000**	~	~	~	~	~	~	~	~	~	~	~
	(N = 12)	(N = 9)	(N = 3)	(N = 2)	(N = 1)	(N = 2)	(N = 1)	(N = 0)	(N = 5)	(N = 0)	(N = 2)	(N = 1)	(N = 1)
Entertainment	~	**$69,999**	~	~	~	~	~	~	~	~	~	~	~
	(N = 3)	(N = 6)	(N = 5)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)
Environmental	**$121,874**	~	**$170,833**	~	~	~	~	~	~	~	~	~	~
	(N = 13)	(N = 5)	(N = 14)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 1)	(N = 0)	(N = 1)	(N = 0)	(N = 2)
Ethics-Legal Malpractice	**$75,000**	**$124,999**	~	~	~	~	~	~	~	~	~	~	~
	(N = 9)	(N = 8)	(N = 3)	(N = 3)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 1)	(N = 1)	(N = 1)
Family	**$94,091**	**$71,364**	**$68,333**	**$71,923**	**$76,999**	**$65,000**	**$74,999**	**$49,999**	**$75,000**	**$106,250**	**$73,000**	**$85,000**	~
	(N = 147)	(N = 174)	(N = 54)	(N = 67)	(N = 15)	(N = 8)	(N = 9)	(N = 14)	(N = 31)	(N = 15)	(N = 25)	(N = 52)	(N = 5)
Government/Administrative	**$137,500**	**$108,333**	**$118,749**	~	~	~	~	~	~	~	~	~	~
	(N = 14)	(N = 14)	(N = 19)	(N = 5)	(N = 3)	(N = 4)	(N = 1)	(N = 2)	(N = 4)	(N = 1)	(N = 3)	(N = 2)	(N = 2)
Health Care	**$121,874**	**$102,500**	**$170,833**	**$225,000**	~	~	~	~	~	~	~	~	~
	(N = 21)	(N = 27)	(N = 13)	(N = 11)	(N = 2)	(N = 0)	(N = 3)	(N = 0)	(N = 2)	(N = 2)	(N = 4)	(N = 0)	(N = 1)
Immigration	**$70,833**	**$73,333**	**$79,999**	**$65,000**	~	~	~	~	~	~	~	~	~
	(N = 33)	(N = 18)	(N = 8)	(N = 8)	(N = 2)	(N = 1)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 2)

Note: Attorneys could report working in more than one practice area.

2011 Median Incomes by Practice Area and Region (Continued)

	2011 Income Survey Fact Sheet												
	Median Incomes by Practice Area and Region												
	Houston-Baytown-Sugarland MSA	Dallas-Fort Worth-Arlington MSA	Austin-Round Rock MSA	San Antonio MSA	El Paso MSA	Corpus Christi MSA	Beaumont-Port Arthur MSA	Central Texas MSAs	East & NE Texas MSAs	South Texas MSAs	West Texas MSAs	Non-Metro Areas	Out of State
Practice Area by Region(private practitioners only)													
Insurance	**$137,500**	**$109,821**	**$104,167**	**$162,500**	~	~	**$112,500**	~	~	~	~	~	~
	(N = 63)	(N = 63)	(N = 23)	(N = 14)	(N = 3)	(N = 3)	(N = 8)	(N = 0)	(N = 4)	(N = 2)	(N = 2)	(N = 1)	(N = 3)
Intellectual Property	**$135,416**	**$151,389**	**$178,125**	**$143,749**	~	~	~	~	~	~	~	~	~
	(N = 57)	(N = 49)	(N = 33)	(N = 9)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 5)	(N = 0)	(N = 1)	(N = 0)	(N = 5)
International	**$166,666**	**$168,749**	~	~	~	~	~	~	~	~	~	~	~
	(N = 14)	(N = 7)	(N = 1)	(N = 2)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)
Juvenile	**$75,000**	**$59,999**	**$72,500**	**$59,999**	~	~	~	~	~	~	~	**$85,000**	~
	(N = 10)	(N = 20)	(N = 11)	(N = 10)	(N = 0)	(N = 0)	(N = 0)	(N = 2)	(N = 2)	(N = 1)	(N = 1)	(N = 6)	(N = 0)
Labor-Employment	**$92,500**	**$115,624**	**$160,416**	**$115,624**	**$225,000**	~	~	~	**$85,000**	**$149,999**	**$89,999**	~	**$124,999**
	(N = 45)	(N = 60)	(N = 27)	(N = 21)	(N = 7)	(N = 1)	(N = 3)	(N = 0)	(N = 7)	(N = 8)	(N = 6)	(N = 3)	(N = 8)
Law Office Management	~	**$124,999**	~	~	~	~	~	~	~	~	~	~	~
	(N = 2)	(N = 10)	(N = 3)	(N = 1)	(N = 0)	(N = 0)	(N = 0)	(N = 1)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 1)
Litigation: Commercial	**$139,999**	**$133,750**	**$162,500**	**$153,846**	**$275,000**	**$117,499**	~	**$68,333**	**$204,167**	**$124,999**	**$99,166**	**$106,250**	**$158,333**
	(N = 270)	(N = 264)	(N = 93)	(N = 64)	(N = 7)	(N = 15)	(N = 5)	(N = 7)	(N = 27)	(N = 16)	(N = 29)	(N = 17)	(N = 10)
Litigation: Personal Injury	**$130,882**	**$115,416**	**$141,666**	**$118,749**	**$124,999**	**$114,285**	**$120,833**	**$69,999**	**$118,749**	**$149,999**	**$99,999**	**$112,500**	**$145,833**
	(N = 198)	(N = 167)	(N = 48)	(N = 65)	(N = 16)	(N = 24)	(N = 13)	(N = 8)	(N = 25)	(N = 28)	(N = 24)	(N = 18)	(N = 15)
Military	~	~	~	~	~	~	~	~	~	~	~	~	~
	(N = 0)	(N = 0)	(N = 1)	(N = 3)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)
Oil & Gas	**$161,764**	**$164,999**	**$162,500**	**$106,250**	~	~	~	~	**$89,999**	~	**$99,999**	**$112,500**	**$174,999**
	(N = 68)	(N = 50)	(N = 13)	(N = 22)	(N = 0)	(N = 3)	(N = 0)	(N = 0)	(N = 12)	(N = 0)	(N = 24)	(N = 9)	(N = 6)
Other	**$118,055**	**$95,000**	**$133,333**	**$137,500**	~	~	**$79,999**	~	**$112,500**	~	~	~	**$137,500**
	(N = 67)	(N = 47)	(N = 24)	(N = 16)	(N = 3)	(N = 4)	(N = 6)	(N = 4)	(N = 6)	(N = 5)	(N = 2)	(N = 5)	(N = 7)
Public Utility Law	~	~	**$120,833**	~	~	~	~	~	~	~	~	~	~
	(N = 4)	(N = 2)	(N = 7)	(N = 0)	(N = 1)	(N = 1)	(N = 0)	(N = 1)	(N = 0)	(N = 0)	(N = 1)	(N = 0)	(N = 1)
Real Estate	**105,769**	**$113,636**	**$119,642**	**$133,333**	~	**$112,500**	**$149,999**	**$112,500**	**$76,666**	**$85,000**	**$156,250**	**$78,333**	**$137,500**
	(N = 110)	(N = 130)	(N = 49)	(N = 40)	(N = 5)	(N = 10)	(N = 6)	(N = 9)	(N = 14)	(N = 15)	(N = 15)	(N = 31)	(N = 9)
School Law	**$124,999**	**$92,500**	**$162,500**	**$98,333**	~	~	~	~	~	~	~	~	~
	(N = 6)	(N = 9)	(N = 14)	(N = 7)	(N = 1)	(N = 0)	(N = 2)	(N = 0)	(N = 0)	(N = 2)	(N = 1)	(N = 1)	(N = 2)
Securities Law	**$168,749**	**$210,000**	**$168,749**	~	~	~	~	~	~	~	~	~	~
	(N = 20)	(N = 26)	(N = 7)	(N = 1)	(N = 0)	(N = 0)	(N = 0)	(N = 1)	(N = 0)	(N = 0)	(N = 0)	(N = 1)	(N = 2)
Social Security Law	~	~	~	**$59,999**	~	~	~	~	~	~	~	~	~
	(N = 3)	(N = 4)	(N = 3)	(N = 8)	(N = 1)	(N = 1)	(N = 0)	(N = 0)	(N = 2)	(N = 0)	(N = 2)	(N = 1)	(N = 0)
Taxation	**$120,833**	**$114,999**	**$162,500**	**$199,999**	~	~	~	~	~	~	~	~	~
	(N = 35)	(N = 32)	(N = 16)	(N = 6)	(N = 1)	(N = 1)	(N = 1)	(N = 1)	(N = 0)	(N = 0)	(N = 3)	(N = 2)	(N = 3)
Technology	**$124,999**	**$112,500**	~	~	~	~	~	~	~	~	~	~	~
	(N = 6)	(N = 7)	(N = 2)	(N = 1)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 1)
Wills-Trusts-Probate	**$78,999**	**$79,166**	**$69,999**	**$79,999**	**$75,000**	**$69,999**	**$99,999**	**$65,000**	**$79,999**	**$79,999**	**$82,500**	**$87,999**	**$124,999**
	(N = 128)	(N = 155)	(N = 42)	(N = 48)	(N = 12)	(N = 12)	(N = 8)	(N = 9)	(N = 28)	(N = 10)	(N = 33)	(N = 50)	(N = 8)

Note: Attorneys could report working in more than one practice area.

2011 Median Incomes by Primary Occupation and Region

	2011 Income Survey Fact Sheet								
	Median Incomes by Primary Occupation and Region								
	Private Law Practice	For-Profit Corporate/In-House Counsel	Non-Profit Corporate/In-House Counsel	Full-Time Judge	Other Judicial Branch	Government Attorney	Law Faculty	Other Law Related	Non-Law Related
Region									
Houston-Baytown-Sugarland MSA	**$119,564**	**$189,583**	**$78,333**	**$124,999**	**$58,749**	**$79,999**	~	**$77,222**	~
	(N = 874)	(N = 195)	(N = 33)	(N = 6)	(N = 9)	(N = 112)	(N = 1)	(N = 55)	(N = 5)
Dallas-Fort Worth-Arlington MSA	**$109,774**	**$146,982**	**$112,500**	**$133,333**	**$65,000**	**$90,312**	~	**$81,667**	**$69,999**
	(N = 874)	(N = 193)	(N = 23)	(N = 16)	(N = 10)	(N = 169)	(N = 5)	(N = 45)	(N = 6)
Austin-Round Rock MSA	**$122,282**	**$162,500**	**$86,249**	**$108,333**	**$69,999**	**$79,749**	**$59,999**	**$79,999**	~
	(N = 382)	(N = 48)	(N = 45)	(N = 8)	(N = 10)	(N = 300)	(N = 6)	(N = 18)	(N = 2)
San Antonio MSA	**$102,083**	**$124,999**	**$99,999**	~	~	**$92,143**	~	**$78,333**	~
	(N = 269)	(N = 36)	(N = 10)	(N = 2)	(N = 5)	(N = 63)	(N = 0)	(N = 9)	(N = 2)
El Paso MSA	**$106,250**	~	~	~	~	**$95,000**	~	~	~
	(N = 47)	(N = 3)	(N = 1)	(N = 1)	(N = 2)	(N = 38)	(N = 0)	(N = 3)	(N = 0)
Corpus Christi MSA	**$105,682**	~	~	~	~	**$59,999**	~	~	~
	(N = 53)	(N = 2)	(N = 1)	(N = 1)	(N = 1)	(N = 18)	(N = 0)	(N = 1)	(N = 0)
Beaumont-Port Arthur MSA	**$119,999**	~	~	~	~	**$71,667**	~	~	~
	(N = 34)	(N = 1)	(N = 2)	(N = 0)	(N = 2)	(N = 9)	(N = 0)	(N = 0)	(N = 1)
Central Texas MSAs	**$66,874**	~	~	~	~	**$84,000**	~	~	~
	(N = 35)	(N = 3)	(N = 5)	(N = 1)	(N = 2)	(N = 22)	(N = 0)	(N = 2)	(N = 0)
East & NE Texas MSAs	**$99,999**	**$131,250**	~	~	~	**$69,999**	~	**$59,999**	~
	(N = 94)	(N = 7)	(N = 3)	(N = 2)	(N = 0)	(N = 28)	(N = 0)	(N = 6)	(N = 0)
South Texas MSAs	**$112,500**	~	**$49,999**	~	~	**$69,999**	~	~	~
	(N = 59)	(N = 2)	(N = 6)	(N = 3)	(N = 1)	(N = 26)	(N = 2)	(N = 4)	(N = 0)
West Texas MSAs	**$92,727**	**$95,000**	**$55,000**	~	~	**$70,833**	~	~	~
	(N = 110)	(N = 6)	(N = 6)	(N = 0)	(N = 2)	(N = 45)	(N = 2)	(N = 3)	(N = 0)
Non-Metro Areas	**$88,749**	~	~	**$129,167**	~	**$69,999**	~	~	~
	(N = 106)	(N = 2)	(N = 3)	(N = 10)	(N = 3)	(N = 42)	(N = 0)	(N = 2)	(N = 1)
Out of State	**$151,786**	**$245,832**	~	~	~	**$105,357**	~	~	~
	(N = 63)	(N = 25)	(N = 1)	(N = 2)	(N = 4)	(N = 33)	(N = 2)	(N = 5)	(N = 0)

2011 Median Incomes by Years of Experience and Region

	2011 Income Survey Fact Sheet						
	Median Incomes by Years of Experience and Region						
	2 or less years	3 to 6 years	7 to 10 years	11 to 15 years	16 to 20 years	21 to 25 years	Over 25 years
Region by Years of Experience							
Houston-Baytown-Sugarland MSA	**$65,576**	**$88,213**	**$109,659**	**$122,158**	**$122,221**	**$153,676**	**$154,878**
	(N = 105)	(N = 195)	(N = 169)	(N = 155)	(N = 156)	(N = 131)	(N = 370)
Dallas-Fort Worth-Arlington MSA	**$67,692**	**$82,647**	**$112,500**	**$112,000**	**$121,982**	**$128,846**	**$131,465**
	(N = 130)	(N = 193)	(N = 154)	(N = 162)	(N = 177)	(N = 138)	(N = 375)
Austin-Round Rock MSA	**$57,856**	**$76,874**	**$79,499**	**$94,375**	**$95,000**	**$111,458**	**$120,192**
	(N = 72)	(N = 118)	(N = 91)	(N = 103)	(N = 119)	(N = 95)	(N = 219)
San Antonio MSA	**$61,000**	**$82,500**	**$102,778**	**$112,500**	**$118,749**	**$112,500**	**$115,833**
	(N = 35)	(N = 51)	(N = 38)	(N = 48)	(N = 57)	(N = 51)	(N = 111)
El Paso MSA	~	**$69,999**	**$86,666**	**$85,000**	**$108,333**	**$108,333**	**$110,937**
	(N = 1)	(N = 10)	(N = 12)	(N = 13)	(N = 18)	(N = 12)	(N = 29)
Corpus Christi MSA	**$66,666**	**$69,999**	**$62,500**	**$108,333**	**$77,999**	**$89,999**	**$131,250**
	(N = 6)	(N = 8)	(N = 7)	(N = 8)	(N = 8)	(N = 6)	(N = 33)
Beaumont-Port Arthur MSA	~	**$156,250**	~	~	**$79,999**	~	**$124,999**
	(N = 5)	(N = 7)	(N = 5)	(N = 5)	(N = 6)	(N = 5)	(N = 16)
Central Texas MSAs	**$59,999**	**$85,000**	**$79,999**	**$69,999**	**$128,125**	~	**$104,167**
	(N = 8)	(N = 9)	(N = 8)	(N = 12)	(N = 11)	(N = 3)	(N = 22)
East & NE Texas MSAs	**$66,666**	**$65,000**	**$79,999**	**$89,999**	**$79,999**	**$124,999**	**$119,642**
	(N = 18)	(N = 21)	(N = 10)	(N = 16)	(N = 14)	(N = 20)	(N = 41)
South Texas MSAs	**$65,000**	**$83,750**	**$79,999**	**$85,000**	**$121,874**	**$69,999**	**$131,250**
	(N = 12)	(N = 17)	(N = 12)	(N = 15)	(N = 15)	(N = 10)	(N = 23)
West Texas MSAs	**$61,000**	**$72,500**	**$85,000**	**$118,749**	**$106,250**	**$87,499**	**$141,666**
	(N = 31)	(N = 24)	(N = 15)	(N = 11)	(N = 19)	(N = 19)	(N = 52)
Non-Metro Areas	**$71,250**	**$65,000**	**$72,500**	**$69,999**	**$128,125**	**$116,666**	**$95,000**
	(N = 19)	(N = 23)	(N = 7)	(N = 8)	(N = 28)	(N = 20)	(N = 60)
Out of State	**$85,000**	**$99,999**	**$112,500**	**$122,499**	**$149,999**	**$212,500**	**$164,999**
	(N = 9)	(N = 18)	(N = 17)	(N = 23)	(N = 16)	(N = 17)	(N = 34)

Note: Years of experience based on year first licensed in any jurisdiction

2011 Median Incomes by Firm Size

	2011 Income Survey Fact Sheet
	Median Incomes by Firm Size
Firm Size (private practitioners only)	
Solo Practitioners	**$84,830** (N = 1,009)
2 to 5 attorneys	**$99,264** (N = 825)
6 to 10 attorneys	**$122,193** (N = 289)
11 to 24 attorneys	**$118,990** (N = 285)
25 to 40 attorneys	**$132,500** (N = 169)
41 to 60 attorneys	**$156,250** (N = 75)
61 to 100 attorneys	**$144,999** (N = 94)
101 to 200 attorneys	**$169,791** (N = 71)
201 to 400	**$204,545** (N = 100)
Over 400 attorneys	**$205,903** (N = 187)

2011 Median Incomes by Firm Size and Region

	2011 Income Survey Fact Sheet									
	Median Incomes by Firm Size and Region									
	Solo Practitioners	2 to 5 attorneys	6 to 10 attorneys	11 to 24 attorneys	25 to 40 attorneys	41 to 60 attorneys	61 to 100 attorneys	101 to 200 attorneys	201 to 400	Over 400
Firm Size by Region (private practitioners only)										
Houston-Baytown-Sugarland MSA	**$85,416**	**$103,571**	**$130,357**	**$131,944**	**$115,624**	**$153,125**	**$174,999**	**$189,999**	**$191,666**	**$208,823**
	(N = 237)	(N = 224)	(N = 73)	(N = 81)	(N = 42)	(N = 11)	(N = 28)	(N = 22)	(N = 30)	(N = 76)
Dallas-Fort Worth-Arlington MSA	**$78,999**	**$91,818**	**$116,346**	**$117,360**	**$127,083**	**$118,749**	**$120,833**	**$152,083**	**$275,000**	**$226,785**
	(N = 246)	(N = 218)	(N = 77)	(N = 71)	(N = 59)	(N = 19)	(N = 33)	(N = 17)	(N = 32)	(N = 61)
Austin-Round Rock MSA	**$96,428**	**$86,666**	**$143,749**	**$114,062**	**$216,666**	**$174,999**	**$162,500**	**$208,333**	**$237,499**	**$187,500**
	(N = 115)	(N = 90)	(N = 34)	(N = 35)	(N = 12)	(N = 14)	(N = 11)	(N = 9)	(N = 18)	(N = 27)
San Antonio MSA	**$76,153**	**$107,143**	**$121,874**	**$114,999**	**$118,749**	**$162,500**	~	**$225,000**	~	**$174,999**
	(N = 96)	(N = 66)	(N = 21)	(N = 34)	(N = 11)	(N = 7)	(N = 4)	(N = 8)	(N = 3)	(N = 6)
El Paso MSA	**$112,500**	**$78,749**	~	~	~	~	~	~	~	~
	(N = 25)	(N = 11)	(N = 3)	(N = 3)	(N = 2)	(N = 0)	(N = 0)	(N = 1)	(N = 0)	(N = 0)
Corpus Christi MSA	**$103,125**	**$174,999**	**$124,999**	**$89,999**	~	~	~	~	~	~
	(N = 19)	(N = 12)	(N = 6)	(N = 6)	(N = 4)	(N = 1)	(N = 1)	(N = 0)	(N = 0)	(N = 0)
Beaumont-Port Arthur MSA	**$75,000**	~	**$174,999**	~	~	~	~	~	~	~
	(N = 12)	(N = 5)	(N = 6)	(N = 4)	(N = 5)	(N = 1)	(N = 1)	(N = 0)	(N = 0)	(N = 0)
Central Texas MSAs	**$63,333**	**$66,249**	~	~	~	~	~	~	~	~
	(N = 16)	(N = 13)	(N = 0)	(N = 1)	(N = 1)	(N = 1)	(N = 0)	(N = 0)	(N = 0)	(N = 0)
East & NE Texas MSAs	**$95,000**	**$85,000**	**$124,999**	**$88,333**	~	~	~	~	~	~
	(N = 34)	(N = 31)	(N = 16)	(N = 9)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)	(N = 0)
South Texas MSAs	**$76,249**	**$122,499**	~	**$79,999**	~	~	~	~	~	~
	(N = 23)	(N = 19)	(N = 4)	(N = 6)	(N = 2)	(N = 0)	(N = 0)	(N = 1)	(N = 0)	(N = 0)
West Texas MSAs	**$82,500**	**$79,285**	**$91,667**	**$92,500**	**$174,999**	**$237,499**	~	~	~	~
	(N = 33)	(N = 35)	(N = 13)	(N = 11)	(N = 8)	(N = 7)	(N = 1)	(N = 0)	(N = 0)	(N = 0)
Non-Metro Areas	**$83,571**	**$108,333**	~	~	~	~	~	~	~	~
	(N = 63)	(N = 34)	(N = 2)	(N = 2)	(N = 0)	(N = 0)	(N = 1)	(N = 0)	(N = 1)	(N = 0)
Out of State	**$117,499**	**$137,500**	**$137,500**	~	~	~	~	~	~	~
	(N = 19)	(N = 11)	(N = 7)	(N = 4)	(N = 4)	(N = 2)	(N = 4)	(N = 5)	(N = 2)	(N = 4)

APPENDIX A
Method

Data Collection

Attorney Income information was collected in the Texas Attorney Survey – Status 2011. The questionnaire (Appendix A) was emailed on May 21, 2012 to 87,113 active attorneys licensed by the State Bar of Texas, maintaining active membership in the State Bar of Texas, and who did not opt out of taking surveys.

The survey's results are presented in part by geographic region, which is broken down into 12 economic areas that were based on metropolitan and non-metropolitan areas. Attorneys that reported being out-of-state were also put into a separate category. The metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, and cited by the Texas State Data Center and Office of the State Demographer. The definitions were retrieved from their web page[1]. There were 1,830 responding attorneys from the Houston-Sugar Land-Baytown and 1,192 from the Dallas-Fort Worth-Alrington MSAs, 635 attorneys from the Austin-Round Rock MSA, 337 attorneys from the San Antonio MSA, and 1,436 attorneys from each remaining regions.

Response Rate

The cutoff date of the survey was June 4, 2012. As of the deadline there were 9,053 responses to the questionnaire, for an overall response rate of 10 percent. Response rates for each region (those providing the county they practiced in in 2011) are shown in the table below.

	2011 Income Survey Fact Sheet				
	2011 Survey Response Rates				
	Active State Bar of Texas Members	% of State Bar Membership	SBOT Survey Respondents	% of Respondents	Response Rate
Regions					
Houston-Baytown-Sugarland MSA	25,727	29%	1,830	27%	7%
Dallas-Fort Worth-Arlington MSA	24,357	27%	1,826	27%	7%
Austin-Round Rock MSA	10,550	12%	1,117	17%	11%
San Antonio MSA	6,170	7%	527	8%	9%
El Paso MSA	1,202	1%	128	2%	11%
Corpus Christi MSA	1,033	1%	104	2%	10%
Beaumont-Port Arthur MSA	813	1%	68	1%	8%
Central Texas MSAs	987	1%	100	1%	10%
East & NE Texas MSAs	2,180	2%	188	3%	9%
South Texas MSAs	1,820	2%	132	2%	7%
West Texas MSAs	2,389	3%	231	3%	10%
Non-Metro Areas	3,359	4%	296	4%	9%
Out of State	9,155	10%	189	3%	2%

*Numbers based on those reporting the county they practice in.

[1] Texas State Data Center and Office of the State Demographer. *Texas County Cross-Reference* (Online), http://txsdc.utsa.edu/reference/GeoCountyMaster.aspx

Regions and Counties in Each Region

1 Houston-Sugar Land-Baytown MSA
- Austin
- Brazoria
- Chambers
- Fort Bend
- Galveston
- Harris
- Liberty
- Montgomery
- San Jacinto
- Waller

2 Dallas-Fort Worth-Arlington MSA
- Collin
- Dallas
- Delta
- Denton
- Ellis
- Hunt
- Johnson
- Kaufman
- Parker
- Rockwall
- Tarrant
- Wise

3 Austin-Round Rock MSA
- Bastrop
- Caldwell
- Hays
- Travis
- Williamson

4 San Antonio MSA
- Atascosa
- Bandera
- Bexar
- Comal
- Guadalupe
- Kendall
- Medina
- Wilson

5 El Paso MSA
- El Paso

6 Corpus Christi MSA
- Aransas
- Nueces
- San Patricio

7 Beaumont-Port Arthur MSA
- Hardin
- Jefferson
- Orange

8 Central Texas MSAs
- Waco MSA
  - McLennan
- Killeen-Temple-Fort Hood MSA
  - Bell
  - Coryell
  - Lampasas

9 East & NE Texas MSAs
- *College Station-Bryan MSA*
  - Brazos
  - Burleson
  - Robertson
- *Longviewl MSA*
  - Gregg
  - Rusk
  - Upshur
- *Sherman-Denison MSA*
  - Grayson
- *Texarkana MSA*
  - Bowie
- *Tyler MSA*
  - Smith
- *Victoria MSA*
  - Calhoun
  - Goliad
  - Victoria
- *Wichita Falls MSA*
  - Archer
  - Clay
  - Wichita

10 South Texas MSAs
- *Brownsville-Harlingen MSA*
  - Cameron
- *Laredo MSA*
  - Webb
- *McAllen-Edinburg-Pharr MSA*
  - Hidalgo

11 West Texas MSAs
- *Abilene MSA*
  - Callahan
  - Jones
  - Taylor
- *Amarillo MSA*
  - Armstrong
  - Carson
  - Potter
  - Randall
- *Lubbock MSA*
  - Crosby
  - Lubbock
- *Midland MSA*
  - Midland
- *Odessa MSA*
  - Ector
- *San Angelo MSA*
  - Irion
  - Tom Green

12 Non-Metropolitan Counties
- Anderson
- Andrews
- Angelina
- Bailey

Regions and Counties in Each Region (continued)

12 Non-Metropolitan Counties (continued)

Baylor
Bee
Blanco
Borden
Bosque
Brewster
Briscoe
Brooks
Brown
Burnet
Camp
Cass
Castro
Cherokee
Childress
Cochran
Coke
Coleman
Collingsworth
Colorado
Comanche
Concho
Cooke
Cottle
Crane
Crockett
Culberson
Dallam
Dawson
Deaf Smith
De Witt
Dickens
Dimmit
Donley
Duval
Eastland
Edwards
Erath
Falls
Fannin
Fayette
Fisher
Floyd
Foard
Franklin
Freestone
Frio
Gaines
Garza
Gillespie
Glasscock
Gonzales
Gray
Grimes
Hale
Hall
Hamilton
Hansford
Hardeman
Harrison
Hartley
Haskell
Hemphill
Henderson
Hill
Hockley
Hood
Hopkins
Houston
Howard
Hudspeth
Hutchinson
Jack
Jackson
Jasper
Jeff Davis
Jim Hogg
Jim Wells
Karnes
Kenedy
Kent
Kerr
Kimble
King
Kinney
Kleberg
Knox
Lamar
Lamb
La Salle
Lavaca
Lee
Leon
Limestone
Lipscomb
Live Oak
Llano
Loving
Lynn
Madison
Marion
Martin
Mason
Matagorda
Maverick
McCulloch
McMullen
Menard
Milam
Mills
Mitchell
Montague
Moore
Morris
Motley
Nacogdoches
Navarro
Newton
Nolan
Ochiltree
Oldham
Palo Pinto
Panola
Parmer
Pecos
Polk
Presidio
Rains
Reagan
Real
Red River
Reeves
Refugio
Roberts
Runnels
Sabine
San Augustine
San Saba
Schleicher
Scurry
Shackelford
Shelby
Sherman
Somervell
Starr
Stephens
Sterling
Stonewall
Sutton
Swisher
Terrell
Terry
Throckmorton
Titus
Trinity
Tyler
Upton
Uvalde
Val Verde
Van Zandt
Walker
Ward
Washington
Wharton
Wheeler
Wilbarger
Willacy
Winkler
Wood
Yoakum
Young
Zapata
Zavala

State Bar of Texas Attorney Survey -- Status 2011

Email:

Dear Attorney,

Every other year the State Bar of Texas collects information from its members to be used as a benchmark for the practice of law in Texas. This valuable information is used by the Office of Court Administration as part of its biannual report to the Texas Legislature on attorney salary comparisons and judicial turnover.

This information is also used by the State Bar to produce reports on the economics of the practice of law in Texas. These reports can be a valuable competitive tool in today's environment, with the many practice areas and the wide variety of geographical locations that define Texas. Please take the time to visit the Research and Analysis website to see how this information is used.

This year attorneys who participate will have the opportunity to be entered in a drawing to win a new iPad.

This survey is completely anonymous and the process is secure. If you have any questions, please call 1 (800) 204-2222 ext 1724.

Completion of the survey should take no more than 5 minutes.

Please complete the survey by **June 4 at 5pm**.

Click here to take part in the survey.

Thank you for your help.

Sincerely,
State Bar of Texas
Department of Research and Analysis

Instructions:

Each question can be answered by simply selecting a response or filling in a blank. These questions are for information related to calendar year 2011.
This survey is completely anonymous and the process is secure. If you have any questions, please call 1 (800) 204-2222 ext 1724.

Completion of the survey should take no more than 5 minutes.

Please complete this questionnaire by June 4, 2012 at 5pm.

Thank you for your participation.

Survey Questions:

1. For 2011, what was your primary occupation?

a____ Private law practice
b____ For-profit Corporate/In-House Counsel
c____ Non-profit Corporate/In-House Counsel
d____ Full-Time Judge
e____ Other judicial branch *(Please specify:)* _____
f____ Government attorney *(Please indicate what kind:)*
g____City h____County i____State j____Federal
k____ Law faculty
l____ Other law related *(Please specify:)*___
m____Non-law related *(Please specify:)* ___
n____ Unemployed/Looking for work
o____ Unemployed/Not looking for work
p____ Retired/Not working

2. For 2011, if you were in private law practice, how many attorneys, including yourself, worked in your firm?
(Please include attorneys at all locations of your firm in the total.)

Number of attorneys (*can be approximate*): _____

3. For 2011, if you worked as a private law practitioner, please list the areas of practice that account for *25 percent or more of the time you spent practicing law* and the *typical* hourly rate (*if applicable*) you charged in each area.

	Practice Area	Hourly Rate
a	_____	_____
b	_____	_____
c	_____	_____
d	_____	_____

4. What was your approximate net income (including any bonus) before taxes derived from your primary occupation *as an attorney* during calendar year 2011?_____

5. If you received a bonus for 2011, what was it? _____

6. In calendar year 2011, did you work:
a____Full-time *(entire year)* b____Part-time *(entire year)* c____Other *(Please specify:)*_____

7. Position in calendar year 2009 (*if private practice*):
a____First-Year Associate
b____Second-Year Associate
c____Third-Year Associate
d____Fourth-Year Associate
e____Fifth-Year Associate
f____Sixth-Year Associate
g____Seventh-Year Associate
h____Eighth-Year Associate
i____Of Counsel
j____Non-Equity Partner
k____Equity Partner
l____Sole practitioner
m____Other *(Please specify:)*_____

8. Years of experience as an attorney, up to and including calendar year 2011: _____

9. Average number of hours *per week* in 2011 in primary occupation as an attorney: _____

10. *If applicable,* average number of *billable* hours *per week* in 2011, as an attorney: _____

11. In which Texas county is your office located (in 2011)? _____

12. In which year were you first licensed to practice law in any jurisdiction? _____

13. In which year were you born? _____

14. What is your Gender? a____Male b____Female

15. What is your race/ethnicity?

a___White (not Hispanic)
b___African-American/Black (not Hispanic)
c___Hispanic
d___Asian/Pacific Islander
e___American Indian or Alaskan Native
f____Other

16. If you do not want to participate in the drawing to win the new iPad please continue to the next question or click submit. If you would like to be entered in the drawing please provide your Bar number below. Bar cards entered for the drawing will not be associated with the surveys, and will be removed after the drawing is complete. Terms and Conditions.

Bar Card Number for iPad Drawing: _____

17. Please provide any additional comments regarding the information collected with this survey:

_____

_____

_____