THE ECONOMICS OF LAW PRACTICE IN NEW MEXICO

MAY 2017

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METHODOLOGY

This study was commissioned by the State Bar of New Mexico. The objective of this study was to understand issues relating to compensation, billing practices, and potential barriers that members face practicing law in New Mexico. The survey was designed to capture economic information based on several variables including: the number of years practicing law, areas of practice, classification/legal occupation, firm size, region, gender, ethnicity and age.

This self-administered study was conducted online. Email invitations were sent to all current members of the New Mexico State Bar who have an email address on record. The invitation contained a link to the online survey and a unique password. A total of 6,505 email invitations were delivered. The email invitation included a statement from the State Bar of New Mexico explaining the purpose of the study.

Respondents were given approximately one month to complete the survey. Several reminder emails and notices in the Bar Bulletin were sent over the course of the survey period encouraging members to participate. Of the 6,505 possible members who were eligible to participate in the study, a total of 703 surveys were completed which represents a response rate of 11%.

SUMMARY OF RESULTS

SUMMARY OF RESULTS

NUMBER OF YEARS PRACTICING LAW					
	TOTAL RESPONSES (N=703)	GENDER		ETHNICITY	
		MALE	FEMALE	HISPANIC	ANGLO
5 YEARS OR LESS	**17%**	15%	19%	23%	14%
6 TO 10 YEARS	**15%**	17%	14%	16%	15%
11 TO 20 YEARS	**24%**	20%	29%	25%	23%
21 TO 30 YEARS	**21%**	20%	23%	25%	20%
31 YEARS OR MORE	**22%**	29%	15%	10%	28%
MEAN	**19**	21	17	16	21
MEDIAN	**18**	20	16	14	20

As shown above, 17% of the survey respondents have been practicing law for five years or less, while 15% have been practicing for six to ten years, 24% from 11 to 20 years, 21% for 21 to 30 years, and 22% for 31 years or more. The average length of practice is 19 years.

It is observed that the female respondents have been practicing law for a shorter period of time on average than their male counterparts (17 years and 21 years, respectively). It should also be noted that Hispanic members have been practicing for a shorter period of time on average than Anglo members (16 years and 21 years, respectively).

EMPLOYMENT STATUS			
	TOTAL RESPONSES (N=703)	GENDER	
		MALE	FEMALE
FULL-TIME	**81%**	81%	81%
PART-TIME	**12%**	13%	10%
NOT CURRENTLY PRACTICING	**7%**	6%	9%

Overall, 81% of the survey respondents work full-time, while 12% practice law part-time and 7% are currently not practicing. Those who are not practicing were excluded from the results presented in the report.

AGREE/DISAGREE WITH STATEMENTS RELATING TO EXPERIENCES PRACTICING LAW IN NEW MEXICO

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME
TOTAL RESPONSES (N=650)
RANKED BY HIGHEST PERCENTAGE OF "STRONGLY AGREE" RESPONSES

	STRONGLY AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE/ DON'T KNOW
MY FIRM/ORGANIZATION IS COMMITTED TO DIVERSITY	42%	23%	15%	5%	3%	11%
I AM SATISFIED WITH MY CAREER	36%	40%	8%	10%	5%	*
THE COST OF LITIGATION HAS BECOME PROHIBITIVE IN RECENT YEARS	30%	37%	16%	5%	1%	12%
I HAVE A GOOD BALANCE BETWEEN WORK AND MY PERSONAL LIFE	29%	41%	7%	16%	6%	-
LAWYERS HAVE GOTTEN LESS CIVIL TO EACH OTHER OVER TIME	22%	34%	27%	11%	3%	4%
I WOULD RECOMMEND A LEGAL CAREER TO A YOUNG PERSON	16%	33%	20%	19%	11%	-
I HAVE GOOD OPPORTUNITIES FOR ADVANCEMENT PRACTICING LAW IN NEW MEXICO	15%	31%	19%	19%	10%	5%
NEW MEXICO IS A GOOD PLACE TO PRACTICE LAW IN TERMS OF COMPENSATION	5%	20%	20%	28%	23%	4%

*LESS THAN 1% REPORTED

Members were asked to rate how strongly they either agree or disagree with various statements relating to experience practicing law in New Mexico. As shown above, approximately two-thirds (65%) of respondents either *strongly agree* (42%) or *somewhat agree* (23%) that their **firm/organization is committed to diversity** compared to 8% who disagree. It is interesting to note that 78% of the Partners/Shareholders agree their firm is committed to diversity compared to 55% of Associates. Nearly one-in-five (19%) of the Associates do not believe their firm/organizations is committed to diversity. No significant differences are observed when looking at gender or race/ethnicity.

Three-in-four members either *strongly agree* (36%) or *somewhat agree* (40%) that **"I am satisfied with my career"**. Fifteen percent of respondents indicate that they are dissatisfied with the career, while 8% *neither agree nor disagree*. Partners/shareholders (82%) and Sole Practitioners (79%) are more apt than Associates (66%) and Government Attorneys (66%) to express satisfaction with their careers. Approximately one-in-four Associates and those who work for Government express dissatisfaction. As age and the number of years practicing law increases, so too does satisfactions levels.

Seven-in-ten members also either *strongly agree* (29%) or *somewhat agree* (41%) that they have **a good balance between work and their personal life**, though 22% *dis*agree. Nearly one-in-three (31%) Associates *dis*agree that they have a good balance between work and their personal life. Female attorneys (26%) are more apt than males (19%) to express dissatisfaction with their work/life balance.

Two-thirds of respondents either *strongly agree* (30%) or *somewhat agree* (37%) **the cost of litigation has become prohibitive** (just 6% *dis*agree). No significant demographic differences are observed.

The majority (58%) of members either *strongly agree* (22%) or *somewhat agree* (34%) **lawyers have gotten less civil to each other over time**, compared to 14% who *dis*agree. Older members/those who have been practicing law for a longer period of time are more likely than younger members to feel lawyers have become less civil over time. In fact, 72% of those who have been practicing for more than 30 years feel civility has diminished.

Just under half (49%) of members agree they would **recommend a legal career to a young person** (just 16% *strongly agree*). Three-in-ten members would not recommend someone pursue a legal career, while 20% *neither agree nor disagree*. Older and more experienced members are more apt to recommend a legal career than are younger and less experienced members. Members who are Associates and those who work for government are equally divided in terms of whether or not they would recommend someone younger pursue a legal career.

Less than half (46%) the respondents agree that they **have good opportunities for advancement practicing law in New Mexico** (just 15% *strongly agree*). Twenty-nine percent indicate that they do not have good opportunities for advancement. Just 36% of members working for government say they have good opportunities for advancement. Among Associates, 51% feel they have good opportunities, compared to 29% who disagree.

Members are twice as likely to disagree (51%) as they are to agree (25%) that **New Mexico is a good place to practice law in terms of compensation**. Seven-in-ten members who work for government do not believe New Mexico is a good place to practice law in terms of compensation, which is not surprising given the economic climate and lack of pay raises for government employees at the state and local levels.

PERCEIVED BARRIERS TO PRACTICING LAW AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME TOTAL RESPONSES (N=593) TOP 12 RESPONSES	
POOR ECONOMY	80%
INSUFFICIENT PROFITS	39%
NOT ENOUGH QUALIFIED SUPPORT STAFF	35%
LACK OF OPPORTUNITIES FOR ADVANCEMENT	34%
LACK OF TIME OFF/NOT ENOUGH PERSONAL TIME	34%
DIFFICULT TO ATTRACT NEW CLIENTS	31%
BIAS IN PAY/COMPENSATION	24%
BIAS IN HIRING PRACTICES	16%
GENDER DISCRIMINATION	16%
BIAS IN PROMOTION PRACTICES	13%
COMPETITION: TOO MANY LAW FIRMS	13%
COMPETITION: TOO MANY SOLO PRACTITIONERS	12%

When asked what they perceive to be as the biggest barriers to practicing law in New Mexico, four-in-five respondents mention the poor economy, while 39% cite insufficient profits, 35% indicate that not having enough qualified support staff is a barrier, 34% cite a the lack of time off/not enough personal time, and 31% report that it is difficult to attract new clients.

It should be noted that 24% of respondents feel there is a bias in pay/compensation, 16% feel there is a bias in hiring practices and 16% feel gender discrimination is a barrier. Each of these sentiments is much higher among female members than males. In fact, 37% of female respondents feel there is a bias in pay/compensation, while 30% say gender discrimination is a barrier they face.

EXPERIENCED BIAS OR DISCRIMINATION IN THE PAST 2 YEARS IN HIRING OR PROMOTIONS AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME					
	TOTAL RESPONSES (N=652)	GENDER		ETHNICITY	
		MALE	FEMALE	HISPANIC	ANGLO
YES	**16%**	9%	23%	24%	12%
NO	**84%**	91%	77%	76%	88%

BASIS OF THE BIAS OR DISCRIMINATION AMONG THOSE WHO EXPERIENCED BIAS OR DISCRIMINATION TOTAL RESPONSES (N=101) TOP 8 RESPONSES	
GENDER	**61%**
AGE	**43%**
ETHNICITY	**22%**
RACE	**14%**
SEXUAL ORIENTATION	**6%**
RELIGION	**3%**
A DISABILITY	**3%**
COMMITMENT TO ETHICS	**2%**

Sixteen percent of the survey respondents say they have directly experienced bias or discrimination in terms of hiring or promotions in the last two years. Women (23%) are more than twice as likely as men (9%) to say they have experienced bias or discrimination. Furthermore, Hispanics (24%) and other non-Anglo members (21%) are more inclined than Anglo members (12%) to say they have faced bias or discrimination in the last two years.

The large majority (61%) of members who say they have faced bias/discrimination in the last two years say it was based on gender, while 43% say it was based on age and 22% say it was based on race/ethnicity. Six percent of respondents say they have faced discrimination based on their sexual orientation.

WILL BE PRACTICING LAW 5 YEARS FROM NOW AMONG THOSE WHO PRACTICE LAW FULL OR PART-TIME TOTAL RESPONSES (N=616)	
YES	80%
NO	20%

NUMBER OF LAWYERS IN THE FIRM/ORGANIZATION AMONG THOSE WHO PRACTICE LAW FULL OR PART-TIME TOTAL RESPONSES (N=652)	
1 LAWYER (MYSELF)	26%
2 - 4 LAWYERS	21%
5 - 9 LAWYERS	17%
10 - 19 LAWYERS	10%
20 - 49 LAWYERS	10%
50 OR MORE LAWYERS	15%

Four-in-five members believe they will be practicing law five years from now. As one would expect, younger members are more apt than older members to say they see themselves practicing law five years from now. Over nine-in-ten members under the age of 55 expect to be practicing in five years compared to 57% of those age 55 or over. Interestingly, 69% of Sole Practitioners expect to be practicing in five years, though 31% do not.

Approximately one-in-four (26%) survey respondents indicate they are the only attorney in their organization/sole-practitioner, while 21% are in a firm/organization with 2-4 attorneys, 17% work with 5 to 9 attorneys, 10% have 10 to 19 attorneys, and 25% work in a firm/organization with 20 attorneys or more.

CLASSIFICATION OR LEGAL OCCUPATION AND INCOME FOR 2016 AMONG THOSE WHO PRACTICE LAW FULL-TIME AND PROVIDED 2016 INCOME TOTAL RESPONSES (N=569)			
		2016 TAXABLE INCOME TOTALS	
CLASSIFICATION	CLASSIFICATION PERCENTAGE	MEAN MEDIAN	$142,382 $100,000
PARTNER/SHAREHOLDER (N=135)	24%	MEAN MEDIAN	$210,502 $167,743
CITY, STATE, OR COUNTY GOVERNMENT (N=118)	21%	MEAN MEDIAN	$78,578 $75,000
ASSOCIATE (N=107)	19%	MEAN MEDIAN	$91,693 $84,847
SOLE PRACTITIONER (N=79)	15%	MEAN MEDIAN	$184,457 $120,041
IN-HOUSE COUNSEL (N=29)	5%	MEAN MEDIAN	$163,007 $135,791
FEDERAL GOVERNMENT (N=30)	5%	MEAN MEDIAN	$106,713 $97,997
OTHER (N=16)	3%	MEAN MEDIAN	$105,352 $99,987
SOLE PRACTITIONER WITH ONE OR MORE ASSOCIATES (N=18)	3%	MEAN MEDIAN	$286,166 $200,721
SOLE PRACTITIONER SHARING SPACE (N=14)	3%	MEAN MEDIAN	$128,921 $119,529
LEGAL AID/LEGAL SERVICE (N=9)	2%	MEAN MEDIAN	$62,403 $56,017
JUDGE (N=6)	1%	MEAN MEDIAN	$105,746 $115,159

The table above shows the average (mean) and median (midpoint where 50% fall above/below) net income levels (before taxes) for each professional classification among members who work full-time. The results exclude members who report working only part-time.

Partner/Shareholder who are working full-time report an average salary of $210,502 and a median salary of $167,743.

Attorneys working for City, State or County Governments made an average of $78,578 compared to an average of $106,713 made by lawyers working for the Federal Government.

Associates reported an average income of $91,693 in 2016, with a median salary of $84,847.

Sole practitioners report making an average of $184,457 though this appears to be somewhat skewed by several very high earning respondents. The median income for Sole practitioners is $120,041. It should be noted that among Sole-practitioners working on a part-time basis had an average income of $51,490 in 2016, with a median of only $38,017.

INCOME BEFORE TAXES FOR 2016:
OVERALL MEAN & MEDIAN AMONG MEMBERS PRACTICING FULL-TIME

		Region					Gender		UNM Graduate	
	Total Sample	Abq. Metro	Eastside	North Central	Northwest	Southwest	Male	Female	Yes	No
Mean	$142,382	$135,385	$153,585	$152,715	$97,863	$144,741	$157,469	$124,906	$121,787	$162,034
Median	$100,000	$100,000	$119,000	$90,000	$80,000	$101,000	$116,000	$87,856	$94,000	$110,000

		Years in Practice					Number of Lawyers in Firm/Organization					
	Total Sample	5 or Less	6 to 10 Years	11 to 20 Years	21 to 30 Years	31 Years or More	1 Lawyer/ Sole	2 to 4 Lawyers	5 to 9 Lawyers	10 to 19 Lawyers	20 to 49 Lawyers	50 or More Lawyers
Mean	$142,382	$83,316	$103,920	$142,238	$162,833	$210,477	$172,401	$153,334	$133,803	$125,105	$127,565	$125,449
Median	$100,000	$72,000	$90,000	$100,000	$126,000	$150,000	$118,000	$105,000	$90,000	$95,000	$100,000	$95,000

		Age				Ethnicity			If Sole, Associate or Shareholder			
	Total Sample	36 Years and Under	37 to 45 Years	46 to 54 Years	55 Years and Over	Hispanic	Anglo	Other	Plaintiff Attorney	Defense Attorney	Equally Plaintiff and Defense Attorney	Niether Plaintiff and Defense Attorney
Mean	$142,382	$93,314	$132,480	$148,568	$177,763	$128,608	$150,307	$117,004	$235,694	$161,858	$130,106	$144,587
Median	$100,000	$83,000	$93,000	$105,000	$125,000	$100,000	$100,000	$92,000	$139,000	$125,000	$100,000	$200,000

The table above shows the overall mean and median income for full-time lawyers in New Mexico. The overall average income for all lawyers in the state is $142,382 with a median income of $100,000. The difference between the mean (average) and median salaries is a result of the large overall range of wages.

The overall salary data shows those practicing in Northwestern New Mexico tend to make less on average than those working in other areas of the state, though the sample size is small for both the Northwest and Eastside (members on Eastside reported higher salaries on average).

Male attorneys have a higher average wage than do female attorneys. In part, this can be explained by the fact that female attorneys tend to be younger and have been practicing law for fewer years. They are also more likely than their male counterparts to work for government agencies which tend to pay at lower rates than other classifications.

It is also observed that Anglo attorneys tend to earn more on average than do Hispanic attorneys or those of other racial/ethnic backgrounds; however, the medians are very similar. Again, Hispanics and those of other racial/ethnic backgrounds tend to have been practicing for fewer years when compared to Anglo attorneys and are more apt to work in government positions.

PRIMARILY PRACTICE AS: AMONG THOSE WHO PRACTICE LAW FULL OR PART-TIME AND IDENTIFIED AS SOLE PRACTITIONER, SOLE PRACTITIONER WITH ASSOCIATE(S), SOLE PRACTITIONER SHARING SPACE, PARTNER/SHAREHOLDER, OR ASSOCIATE TOTAL RESPONSES (N=424)	
A DEFENSE ATTORNEY	29%
A PLAINTIFF ATTORNEY	22%
EQUALLY AS A PLAINTIFF/DEFENSE ATTORNEY	17%
NEITHER A PLAINTIFF/DEFENSE ATTORNEY	31%

Among members who are a Sole Practitioner, Partner/Shareholder, or Associate, 29% report being a defense attorney, while 22% are a plaintiff attorney, and 17% work equally as a plaintiff/defense attorney.

STANDARD HOURLY BILLING RATE (TOP 15 FIELDS OF LAW) AMONG THOSE WHO PRACTICE LAW FULL-TIME		
CLASSIFICATION	STANDARD HOURLY BILLING RATE	
CIVIL LITIGATION (N=149)	MEAN	$241
	MEDIAN	$250
BUSINESS/CORPORATIONS (N=65)	MEAN	$252
	MEDIAN	$250
CONTRACT LAW (N=62)	MEAN	$250
	MEDIAN	$250
ESTATE PLANNING/PROBATE/WILLS (N=61)	MEAN	$239
	MEDIAN	$250
EMPLOYMENT (N=55)	MEAN	$230
	MEDIAN	$221
FAMILY (N=54)	MEAN	$237
	MEDIAN	$250
REAL PROPERTY/LANDLORD-TENANT (N=54)	MEAN	$253
	MEDIAN	$250
GENERAL PRACTICE (N=41)	MEAN	$226
	MEDIAN	$235
PERSONAL INJURY/TORTS (N=35)	MEAN	$225
	MEDIAN	$220
ADMINISTRATIVE LAW (N=34)	MEAN	$242
	MEDIAN	$250
ENERGY & NATURAL RESOURCES (N=30)	MEAN	$260
	MEDIAN	$250
CONSTITUTIONAL/CIVIL RIGHTS (N=29)	MEAN	$237
	MEDIAN	$227
CRIMINAL (N=27)	MEAN	$217
	MEDIAN	$224
APPELLATE (N=25)	MEAN	$262
	MEDIAN	$250
INSURANCE (N=25)	MEAN	$226
	MEDIAN	$191

Respondents (who work full-time) were asked to indicate the different types of work they performed in 2016 and to give their usual hourly rate for each type of service. Overall there is not a wide disparity in terms of overall billing rate for the different fields, with an average high of $260 per hour for those working in Energy and Natural Resources to a low of $217 per hour for those working in criminal cases. Most commonly there is a median (midpoint) of $250 per hour.

BILLING METHODS USED AMONG THOSE WHO PRACTICE LAW FULL OR PART-TIME TOTAL RESPONSES (N=652)	
HOURLY RATES	57%
NOT APPLICABLE	30%
FLAT FEE	28%
RETAINERS	24%
CONTINGENT FEE	22%
CONTRACT RATES	17%

ENGAGE IN PRO-BONO WORK AMONG THOSE WHO PRACTICE LAW FULL OR PART-TIME TOTAL RESPONSES (N=651)	
YES	72%
NO	28%

PERCENTAGE OF UNCOLLECTABLE FEES AMONG THOSE WHO PRACTICE LAW FULL OR PART-TIME AND WHERE APPLICABLE TOTAL RESPONSES (N=321)
10.27%

When asked what are the different types of billing methods they utilize, the majority (57%) of members say they charge hourly rates, while 28% use flat fees, 24% use retainers, 22% charge contingency fees, and 17% use contract rates.

Nearly three-in-four members (72%) say they engage in Pro-Bono work. Older and more experienced members are more likely than younger members to provide Pro-Bono services. In fact, 80% of those age 55 and over say they do work Pro-Bono compared to 57% of those under the age of 37.

On average, members report that approximately 10% of the fees they charge are ultimately written off as uncollected.

FREQUENCY OF CHARGING FOR VARIOUS EXPENSES

AMONG THOSE WHO PRACTICE LAW FULL-TIME OR PART-TIME
TOTAL RESPONSES (N=641)
RANKED BY HIGHEST PERCENTAGE OF "ALWAYS" RESPONSES

	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	NOT APPLICABLE
ELECTRONIC FILING FEES	44%	15%	3%	1%	4%	34%
TIME SPENT ON TELEPHONE CALLS	28%	24%	5%	3%	8%	33%
LAWYER'S TRAVEL TIME AND/OR TRAVEL COSTS	21%	24%	13%	4%	6%	32%
PARALEGAL TIME/SERVICES	17%	19%	9%	5%	13%	38%
DUPLICATING/PHOTOCOPYING/POSTAGE EXPENSES	13%	20%	13%	9%	14%	31%
COMPUTERIZED LEGAL RESEARCH COSTS	7%	9%	12%	8%	29%	35%
SUPPORT STAFF TIME/SERVICES	5%	5%	15%	9%	27%	38%
OTHER COMPUTER TIME OR SERVICES	4%	4%	8%	9%	37%	38%

Members were asked to rate how often they charge clients for various expenses. As shown above, the majority (59%) say they *always* (44%) or *usually* (15%) charge clients for **electronic filing fees**, while just over half *always* (28%) or *usually* (24%) charge for time **spent on telephone calls**.

Over two-fifths (45%) either *always* (21%) or *usually* (24%) charge for lawyers' **travel time/costs** and 36% *always* or *usually* charge for **paralegal time/services.**

One-in-three say they *always* (13%) or *usually* (20%) charge for **duplicating/photocopying/postage expenses** and 16% *always* or *usually* charge for **computerized legal research costs**.

Relatively few of the respondents (10%) say they either *always* or *usually* charge for **support staff time/services** or **other computer time or services** (8%).

WHO PAYS STATE BAR DUES? AMONG THOSE WHO PRACTICE LAW FULL OR PART-TIME TOTAL RESPONSES (N=652)	
MY EMPLOYER	61%
MYSELF	37%

ARE YOU PAYING STUDENT LOANS? AMONG THOSE WHO PRACTICE LAW FULL OR PART-TIME TOTAL RESPONSES (N=652)	
YES	44%
NO	56%

Approximately three-fifths (61%) of the survey respondents say their employer pays their State Bar dues, while 37% say they pay their dues.

Over two-fifths (44%) of members say they are still paying their student loans.

DATA TABLES

COUNTY OF PRINCIPAL OFFICE

TOTAL SAMPLE (N=703)

QUESTION 1: PLEASE INDICATE THE COUNTY OF YOUR PRINCIPAL OFFICE WHERE MOST OF YOUR WORK IS DONE:

BERNALILLO	50%
SANTA FE	18%
OUT-OF-STATE	13%
DOÑA ANA	5%
SANDOVAL	3%
CHAVES	2%
SAN JUAN	2%
LEA	1%
LOS ALAMOS	1%
MCKINLEY	1%
OTERO	1%
SOCORRO	1%
TAOS	1%
VALENCIA	1%
CIBOLA	*
COLFAX	*
CURRY	*
EDDY	*
GRANT	*
LUNA	*
QUAY	*
SAN MIGUEL	*
TORRANCE	*

*LESS THAN 1% REPORTED.

NUMBER OF YEARS PRACTICING LAW

QUESTION 2: PLEASE INDICATE YOUR TOTAL YEARS OF PRACTICE IN LAW.

	Total Sample (n=703)	Region						Years of Experience Practicing Law					Current Status	
		ABQ Metro	North-west	North Central	Las Cruces/ Southwest	Eastside	Out-of-State	5 Years or less	6 – 10 Years	11-20 Years	21-30 Years	31 or more Years	Full-time	Part-time
5 or less	17%	16%	16%	13%	14%	15%	29%	100%	-	-	-	-	18%	5%
6 - 10	15%	15%	4%	18%	8%	8%	20%	-	100%	-	-	-	17%	8%
11 - 20	24%	26%	24%	20%	31%	20%	23%	-	-	100%	-	-	25%	19%
21 - 30	21%	23%	18%	19%	31%	22%	14%	-	-	-	100%	-	21%	18%
31 or more	22%	21%	38%	29%	16%	35%	13%	-	-	-	-	100%	19%	51%

	Total Sample (n=703)	Number of Lawyers at Current Firm						Occupation Type					If Sole, Associate, or Shareholder			
		1 Lawyer (myself)	2 - 4 Lawyers	5 - 9 Lawyers	10 - 19 Lawyers	20 - 49 Lawyers	50 or more Lawyers	Partner/ Share holder	Sole Practitioner	Associate	City, State, or County Government	All Others	Plaintiff Attorney	Defense Attorney	Equally Plaintiff and Defense Attorney	Neither Plaintiff nor Defense Attorney
5 or less	17%	4%	19%	22%	22%	14%	25%	3%	3%	51%	17%	14%	18%	17%	20%	15%
6 - 10	15%	9%	17%	18%	22%	14%	19%	12%	7%	23%	22%	15%	12%	19%	10%	13%
11 - 20	24%	28%	24%	21%	21%	22%	23%	26%	26%	13%	27%	26%	23%	21%	29%	19%
21 - 30	21%	25%	15%	26%	19%	25%	15%	24%	29%	8%	25%	18%	18%	20%	21%	22%
31 or more	22%	33%	24%	14%	15%	24%	18%	35%	34%	5%	9%	27%	29%	24%	20%	31%

	Total Sample (n=703)	Gender		Ethnicity			Age				Graduate of UNM Law School	
		Male	Female	Hispanic	White/ Caucasian	Other	36 and under	37 to 45 years	46 to 54 years	55 and over	Yes	No
5 or less	17%	15%	19%	23%	14%	22%	66%	13%	5%	1%	20%	14%
6 - 10	15%	17%	14%	16%	15%	17%	30%	35%	8%	2%	15%	15%
11 - 20	24%	20%	29%	25%	23%	28%	4%	53%	40%	10%	25%	23%
21 - 30	21%	20%	23%	25%	20%	23%	-	-	47%	27%	18%	25%
31 or more	22%	29%	15%	10%	28%	9%	-	-	-	60%	22%	23%

	Total Sample (n=703)	Identify as LGBT		Military Veteran		Has an ADA Disability	
		Yes	No	Yes	No	Yes	No
5 or less	17%	12%	17%	11%	18%	20%	17%
6 - 10	15%	15%	15%	12%	16%	10%	16%
11 - 20	24%	27%	24%	21%	24%	31%	24%
21 - 30	21%	36%	21%	17%	22%	25%	21%
31 or more	22%	11%	23%	39%	20%	15%	23%

CURRENTLY PRACTICE LAW

QUESTION 3: DO YOU CURRENTLY PRACTICE LAW?

	Total Sample (n=703)	Region						Years of Experience Practicing Law					Current Status	
		ABQ Metro	North-west	North Central	Las Cruces/ Southwest	Eastside	Out-of-State	5 Years or less	6 – 10 Years	11-20 Years	21-30 Years	31 or more Years	Full-time	Part-time
Full-time	81%	83%	80%	76%	78%	96%	77%	88%	88%	83%	81%	68%	100%	-
Part-time	12%	12%	20%	15%	14%	-	8%	3%	6%	9%	10%	27%	-	100%
Not currently practicing	7%	5%	-	9%	9%	4%	15%	9%	6%	8%	9%	5%	-	-

	Total Sample (n=703)	Number of Lawyers at Current Firm						Occupation Type					If Sole, Associate, or Shareholder			
		1 Lawyer (myself)	2 - 4 Lawyers	5 - 9 Lawyers	10 - 19 Lawyers	20 - 49 Lawyers	50 or more Lawyers	Partner/ Share holder	Sole Practitioner	Associate	City, State, or County Government	All Others	Plaintiff Attorney	Defense Attorney	Equally Plaintiff and Defense Attorney	Neither Plaintiff nor Defense Attorney
Full-time	81%	67%	90%	97%	93%	96%	97%	96%	66%	92%	98%	85%	90%	91%	91%	72%
Part-time	12%	33%	10%	3%	7%	4%	3%	4%	34%	8%	2%	15%	10%	9%	9%	28%
Not currently practicing	7%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

	Total Sample (n=703)	Gender		Ethnicity			Age				Graduate of UNM Law School	
		Male	Female	Hispanic	White/ Caucasian	Other	36 and under	37 to 45 years	46 to 54 years	55 and over	Yes	No
Full-time	81%	81%	81%	83%	80%	83%	91%	86%	88%	68%	82%	80%
Part-time	12%	13%	10%	10%	13%	10%	3%	6%	6%	23%	11%	12%
Not currently practicing	7%	6%	9%	8%	7%	8%	6%	8%	6%	8%	7%	7%

	Total Sample (n=703)	Identify as LGBT		Military Veteran		Has an ADA Disability	
		Yes	No	Yes	No	Yes	No
Full-time	81%	78%	81%	70%	82%	75%	81%
Part-time	12%	11%	12%	24%	10%	12%	12%
Not currently practicing	7%	11%	7%	6%	7%	13%	7%

AGREE/DISAGREE WITH VARIOUS STATEMENTS:
I AM SATISFIED WITH MY CAREER

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 4: PLEASE RATE HOW STRONGLY YOU EITHER AGREE OR DISAGREE WITH THE FOLLOWING STATEMENT: "I AM SATISFIED WITH MY CAREER."

		Region						Years of Experience Practicing Law					Current Status	
	Total Responses (n=650)	ABQ Metro	North-west	North Central	Las Cruces/ Southwest	Eastside	Out-of-State	5 Years or less	6 – 10 Years	11-20 Years	21-30 Years	31 or more Years	Full-time	Part-time
Strongly Agree	36%	35%	37%	36%	30%	39%	44%	29%	31%	27%	41%	50%	36%	35%
Somewhat Agree	40%	40%	32%	41%	43%	34%	43%	39%	43%	42%	39%	38%	40%	43%
Neither Agree nor Disagree	8%	8%	14%	7%	13%	12%	4%	14%	9%	10%	4%	4%	9%	3%
Somewhat Disagree	10%	10%	13%	12%	10%	11%	8%	14%	9%	14%	9%	7%	10%	10%
Strongly Disagree	5%	6%	4%	4%	5%	-	1%	4%	8%	7%	6%	1%	4%	7%
Not Applicable/Don't Know	*	*	-	-	-	4%	-	-	1%	-	1%	-	*	1%

		Number of Lawyers at Current Firm						Occupation Type					If Sole, Associate, or Shareholder			
	Total Responses (n=650)	1 Lawyer (myself)	2 - 4 Lawyers	5 - 9 Lawyers	10 - 19 Lawyers	20 - 49 Lawyers	50 or more Lawyers	Partner/ Share holder	Sole Practitioner	Associate	City, State, or County Government	All Others	Plaintiff Attorney	Defense Attorney	Equally Plaintiff and Defense Attorney	Neither Plaintiff nor Defense Attorney
Strongly Agree	36%	40%	34%	32%	41%	30%	39%	44%	44%	22%	28%	40%	41%	37%	30%	38%
Somewhat Agree	40%	38%	43%	37%	38%	51%	37%	38%	35%	44%	38%	45%	43%	41%	36%	36%
Neither Agree nor Disagree	8%	6%	12%	9%	8%	5%	6%	9%	7%	10%	11%	4%	5%	8%	12%	9%
Somewhat Disagree	10%	9%	9%	15%	11%	12%	8%	5%	8%	15%	18%	7%	8%	7%	12%	11%
Strongly Disagree	5%	5%	2%	7%	1%	2%	10%	3%	5%	9%	5%	2%	3%	7%	10%	4%
Not Applicable/Don't Know	*	1%	-	-	-	-	-	-	1%	-	-	1%	-	-	-	2%

*LESS THAN 1% REPORTED.

AGREE/DISAGREE WITH VARIOUS STATEMENTS:
I AM SATISFIED WITH MY CAREER (CONTINUED)

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 4 (CONTINUED): PLEASE RATE HOW STRONGLY YOU EITHER AGREE OR DISAGREE WITH THE FOLLOWING STATEMENT: "I AM SATISFIED WITH MY CAREER."

	TOTAL RESPONSES (N=650)	GENDER		ETHNICITY			AGE				GRADUATE OF UNM LAW SCHOOL	
		MALE	FEMALE	HISPANIC	WHITE/ CAUCASIAN	OTHER	36 AND UNDER	37 TO 45 YEARS	46 TO 54 YEARS	55 AND OVER	YES	NO
STRONGLY AGREE	36%	38%	34%	44%	34%	34%	30%	27%	34%	46%	37%	35%
SOMEWHAT AGREE	40%	41%	40%	33%	43%	37%	40%	47%	38%	37%	42%	38%
NEITHER AGREE NOR DISAGREE	8%	9%	7%	9%	8%	7%	13%	7%	7%	7%	6%	10%
SOMEWHAT DISAGREE	10%	9%	13%	11%	10%	9%	13%	13%	9%	9%	9%	11%
STRONGLY DISAGREE	5%	3%	7%	3%	4%	12%	4%	5%	11%	1%	5%	5%
NOT APPLICABLE/DON'T KNOW	*	1%	-	-	*	-	-	1%	1%	-	*	*

	TOTAL RESPONSES (N=650)	IDENTIFY AS LGBT		MILITARY VETERAN		HAS AN ADA DISABILITY	
		YES	NO	YES	NO	YES	NO
STRONGLY AGREE	36%	23%	37%	37%	36%	18%	37%
SOMEWHAT AGREE	40%	50%	39%	41%	40%	41%	40%
NEITHER AGREE NOR DISAGREE	8%	7%	8%	9%	8%	19%	7%
SOMEWHAT DISAGREE	10%	11%	10%	7%	11%	12%	10%
STRONGLY DISAGREE	5%	9%	4%	6%	5%	11%	5%
NOT APPLICABLE/DON'T KNOW	*	-	*	-	*	-	*

*LESS THAN 1% REPORTED.

AGREE/DISAGREE WITH VARIOUS STATEMENTS:
I HAVE GOOD OPPORTUNITIES FOR ADVANCEMENT PRACTICING LAW IN NEW MEXICO

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 5: PLEASE RATE HOW STRONGLY YOU EITHER AGREE OR DISAGREE WITH THE FOLLOWING STATEMENT: "I HAVE GOOD OPPORTUNITIES FOR ADVANCEMENT PRACTICING LAW IN NEW MEXICO."

		Region						Years of Experience Practicing Law					Current Status	
	Total Responses (n=650)	ABQ Metro	North-west	North Central	Las Cruces/ Southwest	Eastside	Out-of-State	5 Years or less	6 – 10 Years	11-20 Years	21-30 Years	31 or more Years	Full-time	Part-time
Strongly Agree	15%	18%	10%	11%	20%	18%	7%	12%	15%	12%	13%	22%	16%	9%
Somewhat Agree	31%	29%	28%	43%	30%	44%	22%	42%	35%	29%	25%	30%	32%	28%
Neither Agree nor Disagree	19%	21%	23%	12%	26%	23%	18%	17%	12%	19%	22%	23%	19%	22%
Somewhat Disagree	19%	20%	21%	19%	12%	9%	18%	21%	21%	22%	16%	14%	18%	23%
Strongly Disagree	10%	11%	14%	11%	11%	-	10%	2%	16%	14%	17%	3%	11%	7%
Not Applicable/Don't Know	5%	2%	4%	4%	-	7%	24%	5%	2%	5%	6%	8%	5%	11%

		Number of Lawyers at Current Firm						Occupation Type					If Sole, Associate, or Shareholder			
	Total Responses (n=650)	1 Lawyer (myself)	2 - 4 Lawyers	5 - 9 Lawyers	10 - 19 Lawyers	20 - 49 Lawyers	50 or more Lawyers	Partner/ Share holder	Sole Practitioner	Associate	City, State, or County Government	All Others	Plaintiff Attorney	Defense Attorney	Equally Plaintiff and Defense Attorney	Neither Plaintiff nor Defense Attorney
Strongly Agree	15%	14%	19%	15%	14%	11%	14%	27%	14%	12%	7%	14%	25%	14%	21%	17%
Somewhat Agree	31%	24%	33%	35%	35%	38%	32%	37%	25%	39%	29%	28%	33%	39%	26%	31%
Neither Agree nor Disagree	19%	22%	23%	16%	19%	18%	15%	17%	21%	19%	15%	24%	17%	19%	20%	22%
Somewhat Disagree	19%	20%	16%	18%	21%	22%	18%	11%	21%	18%	31%	15%	13%	17%	21%	16%
Strongly Disagree	10%	11%	4%	16%	12%	9%	12%	5%	10%	11%	16%	10%	9%	8%	7%	9%
Not Applicable/Don't Know	5%	9%	5%	1%	-	1%	10%	2%	9%	1%	3%	10%	4%	2%	5%	5%

AGREE/DISAGREE WITH VARIOUS STATEMENTS:
I HAVE GOOD OPPORTUNITIES FOR ADVANCEMENT PRACTICING LAW IN NEW MEXICO (CONTINUED)

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 5 (CONTINUED): PLEASE RATE HOW STRONGLY YOU EITHER AGREE OR DISAGREE WITH THE FOLLOWING STATEMENT: "I HAVE GOOD OPPORTUNITIES FOR ADVANCEMENT PRACTICING LAW IN NEW MEXICO."

	Total Responses (n=650)	Gender		Ethnicity			Age				Graduate of UNM Law School	
		Male	Female	Hispanic	White/ Caucasian	Other	36 and under	37 to 45 years	46 to 54 years	55 and over	Yes	No
Strongly Agree	15%	18%	11%	18%	15%	10%	12%	13%	16%	16%	17%	13%
Somewhat Agree	31%	30%	33%	35%	31%	29%	37%	32%	32%	27%	34%	29%
Neither Agree nor Disagree	19%	22%	16%	12%	21%	24%	18%	14%	13%	27%	20%	19%
Somewhat Disagree	19%	16%	22%	22%	18%	18%	21%	26%	15%	16%	14%	23%
Strongly Disagree	10%	7%	14%	10%	10%	11%	6%	13%	19%	5%	11%	10%
Not Applicable/Don't Know	5%	6%	4%	3%	6%	8%	5%	3%	5%	7%	4%	6%

	Total Responses (n=650)	Identify as LGBT		Military Veteran		Has an ADA Disability	
		Yes	No	Yes	No	Yes	No
Strongly Agree	15%	9%	16%	16%	15%	-	16%
Somewhat Agree	31%	25%	32%	24%	32%	22%	32%
Neither Agree nor Disagree	19%	15%	20%	28%	18%	25%	19%
Somewhat Disagree	19%	31%	18%	16%	19%	35%	18%
Strongly Disagree	10%	13%	10%	5%	11%	10%	11%
Not Applicable/Don't Know	5%	6%	5%	11%	5%	8%	5%

AGREE/DISAGREE WITH VARIOUS STATEMENTS:
I WOULD RECOMMEND A LEGAL CAREER TO A YOUNGER PERSON

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 6: PLEASE RATE HOW STRONGLY YOU EITHER AGREE OR DISAGREE WITH THE FOLLOWING STATEMENT: "I WOULD RECOMMEND A LEGAL CAREER TO A YOUNG PERSON."

		REGION						YEARS OF EXPERIENCE PRACTICING LAW					CURRENT STATUS	
	TOTAL RESPONSES (N=649)	ABQ METRO	NORTH-WEST	NORTH CENTRAL	LAS CRUCES/ SOUTHWEST	EASTSIDE	OUT-OF-STATE	5 YEARS OR LESS	6 – 10 YEARS	11-20 YEARS	21-30 YEARS	31 OR MORE YEARS	FULL-TIME	PART-TIME
STRONGLY AGREE	16%	17%	8%	19%	20%	15%	10%	10%	9%	14%	16%	29%	16%	15%
SOMEWHAT AGREE	33%	32%	46%	33%	24%	30%	40%	35%	34%	29%	36%	33%	33%	33%
NEITHER AGREE NOR DISAGREE	20%	21%	12%	20%	20%	32%	18%	22%	18%	21%	20%	20%	20%	21%
SOMEWHAT DISAGREE	19%	19%	20%	16%	25%	19%	21%	22%	25%	19%	17%	14%	19%	20%
STRONGLY DISAGREE	11%	12%	14%	11%	12%	4%	11%	12%	15%	17%	10%	4%	11%	11%

		NUMBER OF LAWYERS AT CURRENT FIRM						OCCUPATION TYPE					IF SOLE, ASSOCIATE, OR SHAREHOLDER			
	TOTAL RESPONSES (N=649)	1 LAWYER (MYSELF)	2 - 4 LAWYERS	5 - 9 LAWYERS	10 - 19 LAWYERS	20 - 49 LAWYERS	50 OR MORE LAWYERS	PARTNER/ SHARE HOLDER	SOLE PRACTITIONER	ASSOCIATE	CITY, STATE, OR COUNTY GOVERNMENT	ALL OTHERS	PLAINTIFF ATTORNEY	DEFENSE ATTORNEY	EQUALLY PLAINTIFF AND DEFENSE ATTORNEY	NEITHER PLAINTIFF NOR DEFENSE ATTORNEY
STRONGLY AGREE	16%	21%	15%	14%	16%	11%	17%	27%	23%	9%	8%	13%	27%	20%	20%	14%
SOMEWHAT AGREE	33%	27%	38%	37%	35%	33%	32%	38%	25%	28%	32%	40%	27%	33%	26%	34%
NEITHER AGREE NOR DISAGREE	20%	20%	20%	19%	17%	30%	19%	16%	21%	27%	21%	18%	23%	21%	19%	21%
SOMEWHAT DISAGREE	19%	21%	20%	16%	22%	14%	19%	12%	19%	19%	25%	20%	14%	17%	18%	19%
STRONGLY DISAGREE	11%	12%	8%	14%	11%	11%	13%	7%	12%	17%	14%	9%	9%	10%	17%	12%

AGREE/DISAGREE WITH VARIOUS STATEMENTS:
I WOULD RECOMMEND A LEGAL CAREER TO A YOUNGER PERSON (CONTINUED)

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 6 (CONTINUED): PLEASE RATE HOW STRONGLY YOU EITHER AGREE OR DISAGREE WITH THE FOLLOWING STATEMENT: "I WOULD RECOMMEND A LEGAL CAREER TO A YOUNG PERSON."

	TOTAL RESPONSES (N=649)	GENDER		ETHNICITY			AGE				GRADUATE OF UNM LAW SCHOOL	
		MALE	FEMALE	HISPANIC	WHITE/ CAUCASIAN	OTHER	36 AND UNDER	37 TO 45 YEARS	46 TO 54 YEARS	55 AND OVER	YES	NO
STRONGLY AGREE	16%	18%	14%	18%	15%	18%	11%	10%	13%	25%	18%	14%
SOMEWHAT AGREE	33%	32%	35%	36%	34%	25%	33%	32%	37%	31%	33%	33%
NEITHER AGREE NOR DISAGREE	20%	25%	15%	19%	22%	15%	22%	20%	17%	22%	19%	21%
SOMEWHAT DISAGREE	19%	16%	22%	16%	19%	24%	21%	21%	19%	17%	18%	20%
STRONGLY DISAGREE	11%	9%	14%	11%	10%	18%	13%	18%	15%	5%	10%	12%

	TOTAL RESPONSES (N=649)	IDENTIFY AS LGBT		MILITARY VETERAN		HAS AN ADA DISABILITY	
		YES	NO	YES	NO	YES	NO
STRONGLY AGREE	16%	5%	17%	21%	16%	7%	17%
SOMEWHAT AGREE	33%	33%	33%	22%	35%	23%	34%
NEITHER AGREE NOR DISAGREE	20%	17%	20%	24%	20%	24%	20%
SOMEWHAT DISAGREE	19%	31%	18%	23%	19%	24%	19%
STRONGLY DISAGREE	11%	14%	11%	10%	11%	23%	11%

AGREE/DISAGREE WITH VARIOUS STATEMENTS:
LAWYERS HAVE GOTTEN LESS CIVIL TO EACH OTHER OVER TIME

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 7: PLEASE RATE HOW STRONGLY YOU EITHER AGREE OR DISAGREE WITH THE FOLLOWING STATEMENT: "LAWYERS HAVE GOTTEN LESS CIVIL TO EACH OTHER OVER TIME."

		Region						Years of Experience Practicing Law					Current Status	
	Total Responses (n=651)	ABQ Metro	North-west	North Central	Las Cruces/ Southwest	Eastside	Out-of-State	5 Years or less	6 – 10 Years	11-20 Years	21-30 Years	31 or more Years	Full-time	Part-time
Strongly Agree	22%	20%	35%	23%	37%	19%	14%	12%	13%	23%	19%	35%	19%	35%
Somewhat Agree	34%	36%	22%	30%	35%	52%	28%	24%	29%	33%	42%	37%	35%	25%
Neither Agree nor Disagree	27%	26%	31%	31%	19%	8%	31%	35%	33%	27%	27%	15%	27%	24%
Somewhat Disagree	11%	11%	9%	9%	8%	21%	13%	10%	20%	10%	7%	10%	11%	8%
Strongly Disagree	3%	3%	-	4%	-	-	5%	2%	1%	3%	4%	2%	3%	2%
Not Applicable/Don't Know	4%	5%	4%	4%	-	-	9%	16%	5%	3%	-	-	4%	4%

		Number of Lawyers at Current Firm						Occupation Type					If Sole, Associate, or Shareholder			
	Total Responses (n=651)	1 Lawyer (myself)	2 - 4 Lawyers	5 - 9 Lawyers	10 - 19 Lawyers	20 - 49 Lawyers	50 or more Lawyers	Partner/ Share holder	Sole Practitioner	Associate	City, State, or County Government	All Others	Plaintiff Attorney	Defense Attorney	Equally Plaintiff and Defense Attorney	Neither Plaintiff nor Defense Attorney
Strongly Agree	22%	33%	21%	20%	18%	12%	13%	17%	34%	19%	21%	17%	34%	13%	15%	28%
Somewhat Agree	34%	29%	39%	32%	34%	44%	29%	46%	26%	28%	32%	34%	23%	41%	38%	34%
Neither Agree nor Disagree	27%	24%	20%	25%	26%	33%	38%	20%	24%	29%	34%	27%	25%	24%	23%	25%
Somewhat Disagree	11%	9%	12%	11%	15%	8%	12%	14%	9%	13%	8%	9%	12%	14%	22%	6%
Strongly Disagree	3%	2%	2%	7%	4%	-	1%	3%	4%	3%	1%	4%	4%	5%	1%	1%
Not Applicable/Don't Know	4%	2%	6%	4%	2%	3%	8%	-	3%	8%	3%	8%	1%	3%	1%	6%

AGREE/DISAGREE WITH VARIOUS STATEMENTS:
LAWYERS HAVE GOTTEN LESS CIVIL TO EACH OTHER OVER TIME (CONTINUED)

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 7 (CONTINUED): PLEASE RATE HOW STRONGLY YOU EITHER AGREE OR DISAGREE WITH THE FOLLOWING STATEMENT: "LAWYERS HAVE GOTTEN LESS CIVIL TO EACH OTHER OVER TIME."

	Total Responses (n=651)	Gender		Ethnicity			Age				Graduate of UNM Law School	
		Male	Female	Hispanic	White/ Caucasian	Other	36 and under	37 to 45 years	46 to 54 years	55 and over	Yes	No
Strongly Agree	22%	22%	21%	25%	21%	21%	13%	19%	18%	29%	21%	22%
Somewhat Agree	34%	34%	33%	29%	35%	31%	25%	33%	39%	35%	34%	33%
Neither Agree nor Disagree	27%	28%	25%	30%	25%	34%	36%	28%	26%	22%	27%	26%
Somewhat Disagree	11%	12%	10%	8%	12%	8%	13%	15%	9%	9%	10%	12%
Strongly Disagree	3%	2%	3%	1%	3%	4%	1%	2%	4%	3%	2%	4%
Not Applicable/Don't Know	4%	1%	8%	7%	4%	2%	11%	3%	5%	1%	6%	3%

	Total Responses (n=651)	Identify as LGBT		Military Veteran		Has an ADA Disability	
		Yes	No	Yes	No	Yes	No
Strongly Agree	22%	20%	21%	24%	21%	17%	22%
Somewhat Agree	34%	33%	34%	37%	33%	36%	33%
Neither Agree nor Disagree	27%	36%	26%	25%	27%	40%	26%
Somewhat Disagree	11%	8%	11%	9%	11%	3%	11%
Strongly Disagree	3%	-	3%	3%	3%	5%	3%
Not Applicable/Don't Know	4%	3%	4%	2%	5%	-	5%

AGREE/DISAGREE WITH VARIOUS STATEMENTS:
THE COST OF LITIGATION HAS BECOME PROHIBITIVE IN RECENT YEARS

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 8: PLEASE RATE HOW STRONGLY YOU EITHER AGREE OR DISAGREE WITH THE FOLLOWING STATEMENT: "THE COST OF LITIGATION HAS BECOME PROHIBITIVE IN RECENT YEARS."

		REGION						YEARS OF EXPERIENCE PRACTICING LAW					CURRENT STATUS	
	TOTAL RESPONSES (N=650)	ABQ METRO	NORTH-WEST	NORTH CENTRAL	LAS CRUCES/ SOUTHWEST	EASTSIDE	OUT-OF-STATE	5 YEARS OR LESS	6 – 10 YEARS	11-20 YEARS	21-30 YEARS	31 OR MORE YEARS	FULL-TIME	PART-TIME
STRONGLY AGREE	30%	30%	16%	32%	42%	33%	23%	17%	18%	32%	31%	44%	28%	40%
SOMEWHAT AGREE	37%	36%	43%	33%	32%	45%	41%	40%	35%	30%	42%	37%	38%	29%
NEITHER AGREE NOR DISAGREE	16%	16%	33%	17%	16%	9%	12%	19%	21%	19%	11%	11%	16%	18%
SOMEWHAT DISAGREE	5%	5%	4%	1%	2%	13%	5%	2%	9%	5%	4%	3%	5%	1%
STRONGLY DISAGREE	1%	1%	-	1%	2%	-	1%	1%	-	1%	1%	1%	1%	1%
NOT APPLICABLE/DON'T KNOW	12%	12%	4%	16%	5%	-	18%	20%	17%	12%	11%	4%	12%	11%

		NUMBER OF LAWYERS AT CURRENT FIRM						OCCUPATION TYPE					IF SOLE, ASSOCIATE, OR SHAREHOLDER			
	TOTAL RESPONSES (N=650)	1 LAWYER (MYSELF)	2 - 4 LAWYERS	5 - 9 LAWYERS	10 - 19 LAWYERS	20 - 49 LAWYERS	50 OR MORE LAWYERS	PARTNER/ SHARE HOLDER	SOLE PRACTITIONER	ASSOCIATE	CITY, STATE, OR COUNTY GOVERNMENT	ALL OTHERS	PLAINTIFF ATTORNEY	DEFENSE ATTORNEY	EQUALLY PLAINTIFF AND DEFENSE ATTORNEY	NEITHER PLAINTIFF NOR DEFENSE ATTORNEY
STRONGLY AGREE	30%	39%	25%	33%	22%	30%	24%	32%	37%	27%	20%	32%	30%	28%	35%	39%
SOMEWHAT AGREE	37%	29%	40%	40%	34%	44%	37%	47%	32%	34%	40%	30%	30%	46%	36%	34%
NEITHER AGREE NOR DISAGREE	16%	17%	18%	12%	24%	13%	13%	12%	14%	21%	19%	15%	23%	12%	17%	12%
SOMEWHAT DISAGREE	5%	6%	6%	3%	5%	3%	3%	6%	7%	3%	2%	5%	12%	5%	5%	2%
STRONGLY DISAGREE	1%	1%	2%	-	1%	3%	-	2%	-	1%	-	2%	1%	1%	1%	-
NOT APPLICABLE/DON'T KNOW	12%	9%	9%	12%	14%	9%	23%	3%	10%	14%	19%	16%	4%	7%	5%	13%

AGREE/DISAGREE WITH VARIOUS STATEMENTS:
THE COST OF LITIGATION HAS BECOME PROHIBITIVE IN RECENT YEARS (CONTINUED)

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 8 (CONTINUED): PLEASE RATE HOW STRONGLY YOU EITHER AGREE OR DISAGREE WITH THE FOLLOWING STATEMENT: "THE COST OF LITIGATION HAS BECOME PROHIBITIVE IN RECENT YEARS."

	TOTAL RESPONSES (N=650)	GENDER		ETHNICITY			AGE				GRADUATE OF UNM LAW SCHOOL	
		MALE	FEMALE	HISPANIC	WHITE/ CAUCASIAN	OTHER	36 AND UNDER	37 TO 45 YEARS	46 TO 54 YEARS	55 AND OVER	YES	NO
STRONGLY AGREE	30%	30%	29%	28%	31%	23%	23%	18%	30%	39%	33%	27%
SOMEWHAT AGREE	37%	40%	32%	37%	35%	43%	35%	40%	36%	36%	32%	41%
NEITHER AGREE NOR DISAGREE	16%	17%	15%	21%	14%	19%	19%	18%	17%	13%	17%	15%
SOMEWHAT DISAGREE	5%	5%	4%	1%	6%	3%	2%	11%	2%	4%	4%	6%
STRONGLY DISAGREE	1%	1%	1%	-	1%	1%	2%	-	1%	1%	1%	1%
NOT APPLICABLE/DON'T KNOW	12%	7%	18%	12%	12%	11%	18%	13%	13%	7%	13%	11%

	TOTAL RESPONSES (N=650)	IDENTIFY AS LGBT		MILITARY VETERAN		HAS AN ADA DISABILITY	
		YES	NO	YES	NO	YES	NO
STRONGLY AGREE	30%	23%	30%	37%	29%	18%	30%
SOMEWHAT AGREE	37%	56%	36%	38%	37%	50%	36%
NEITHER AGREE NOR DISAGREE	16%	2%	17%	13%	16%	17%	16%
SOMEWHAT DISAGREE	5%	2%	5%	1%	5%	-	5%
STRONGLY DISAGREE	1%	-	1%	1%	1%	3%	1%
NOT APPLICABLE/DON'T KNOW	12%	17%	12%	10%	12%	12%	12%

AGREE/DISAGREE WITH VARIOUS STATEMENTS:
NEW MEXICO IS A GOOD PLACE TO PRACTICE LAW IN TERMS OF COMPENSATION

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 9: PLEASE RATE HOW STRONGLY YOU EITHER AGREE OR DISAGREE WITH THE FOLLOWING STATEMENT: "NEW MEXICO IS A GOOD PLACE TO PRACTICE LAW IN TERMS OF COMPENSATION."

		REGION						YEARS OF EXPERIENCE PRACTICING LAW					CURRENT STATUS	
	TOTAL RESPONSES (N=648)	ABQ METRO	NORTH-WEST	NORTH CENTRAL	LAS CRUCES/ SOUTHWEST	EASTSIDE	OUT-OF-STATE	5 YEARS OR LESS	6 – 10 YEARS	11-20 YEARS	21-30 YEARS	31 OR MORE YEARS	FULL-TIME	PART-TIME
STRONGLY AGREE	5%	6%	-	1%	8%	9%	1%	2%	5%	2%	6%	8%	5%	3%
SOMEWHAT AGREE	20%	19%	16%	19%	25%	54%	15%	19%	18%	21%	19%	22%	20%	19%
NEITHER AGREE NOR DISAGREE	20%	18%	31%	17%	25%	26%	23%	26%	18%	16%	15%	25%	20%	19%
SOMEWHAT DISAGREE	28%	29%	34%	34%	22%	4%	18%	28%	31%	29%	23%	29%	28%	27%
STRONGLY DISAGREE	23%	26%	19%	26%	17%	7%	20%	19%	23%	27%	33%	14%	23%	24%
NOT APPLICABLE/DON'T KNOW	4%	2%	-	2%	2%	-	23%	6%	5%	4%	4%	2%	4%	7%

		NUMBER OF LAWYERS AT CURRENT FIRM						OCCUPATION TYPE					IF SOLE, ASSOCIATE, OR SHAREHOLDER			
	TOTAL RESPONSES (N=648)	1 LAWYER (MYSELF)	2 - 4 LAWYERS	5 - 9 LAWYERS	10 - 19 LAWYERS	20 - 49 LAWYERS	50 OR MORE LAWYERS	PARTNER/ SHARE HOLDER	SOLE PRACTITIONER	ASSOCIATE	CITY, STATE, OR COUNTY GOVERNMENT	ALL OTHERS	PLAINTIFF ATTORNEY	DEFENSE ATTORNEY	EQUALLY PLAINTIFF AND DEFENSE ATTORNEY	NEITHER PLAINTIFF NOR DEFENSE ATTORNEY
STRONGLY AGREE	5%	6%	7%	4%	7%	3%	1%	11%	7%	2%	-	3%	13%	2%	6%	6%
SOMEWHAT AGREE	20%	21%	19%	19%	19%	26%	18%	25%	24%	23%	14%	14%	27%	25%	20%	23%
NEITHER AGREE NOR DISAGREE	20%	25%	22%	19%	16%	13%	17%	17%	25%	24%	15%	20%	26%	19%	20%	19%
SOMEWHAT DISAGREE	28%	25%	23%	31%	33%	36%	26%	28%	23%	22%	36%	29%	18%	25%	36%	27%
STRONGLY DISAGREE	23%	20%	23%	25%	25%	20%	29%	16%	18%	24%	34%	26%	16%	26%	14%	19%
NOT APPLICABLE/DON'T KNOW	4%	3%	6%	3%	-	3%	8%	3%	3%	4%	2%	8%	-	2%	5%	6%

AGREE/DISAGREE WITH VARIOUS STATEMENTS:
NEW MEXICO IS A GOOD PLACE TO PRACTICE LAW IN TERMS OF COMPENSATION (CONTINUED)

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 9 (CONTINUED): PLEASE RATE HOW STRONGLY YOU EITHER AGREE OR DISAGREE WITH THE FOLLOWING STATEMENT: "NEW MEXICO IS A GOOD PLACE TO PRACTICE LAW IN TERMS OF COMPENSATION."

	TOTAL RESPONSES (N=648)	GENDER		ETHNICITY			AGE				GRADUATE OF UNM LAW SCHOOL	
		MALE	FEMALE	HISPANIC	WHITE/ CAUCASIAN	OTHER	36 AND UNDER	37 TO 45 YEARS	46 TO 54 YEARS	55 AND OVER	YES	NO
STRONGLY AGREE	5%	5%	5%	9%	4%	-	3%	4%	4%	6%	7%	3%
SOMEWHAT AGREE	20%	23%	17%	16%	20%	29%	16%	25%	19%	21%	21%	19%
NEITHER AGREE NOR DISAGREE	20%	24%	15%	22%	19%	21%	25%	15%	14%	24%	20%	19%
SOMEWHAT DISAGREE	28%	22%	34%	21%	30%	25%	28%	29%	28%	27%	27%	28%
STRONGLY DISAGREE	23%	22%	25%	28%	22%	24%	21%	23%	32%	19%	22%	24%
NOT APPLICABLE/DON'T KNOW	4%	4%	4%	5%	4%	1%	6%	4%	3%	3%	2%	6%

	TOTAL RESPONSES (N=648)	IDENTIFY AS LGBT		MILITARY VETERAN		HAS AN ADA DISABILITY	
		YES	NO	YES	NO	YES	NO
STRONGLY AGREE	5%	-	5%	4%	5%	-	5%
SOMEWHAT AGREE	20%	18%	20%	19%	20%	26%	20%
NEITHER AGREE NOR DISAGREE	20%	10%	21%	29%	19%	14%	20%
SOMEWHAT DISAGREE	28%	38%	27%	23%	29%	23%	28%
STRONGLY DISAGREE	23%	31%	23%	22%	23%	37%	23%
NOT APPLICABLE/DON'T KNOW	4%	3%	4%	2%	4%	-	4%

AGREE/DISAGREE WITH VARIOUS STATEMENTS:
I HAVE A GOOD BALANCE BETWEEN WORK AND MY PERSONAL LIFE

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 10: PLEASE RATE HOW STRONGLY YOU EITHER AGREE OR DISAGREE WITH THE FOLLOWING STATEMENT: "I HAVE A GOOD BALANCE BETWEEN WORK AND MY PERSONAL LIFE."

		REGION						YEARS OF EXPERIENCE PRACTICING LAW					CURRENT STATUS	
	TOTAL RESPONSES (N=650)	ABQ METRO	NORTH-WEST	NORTH CENTRAL	LAS CRUCES/ SOUTHWEST	EASTSIDE	OUT-OF-STATE	5 YEARS OR LESS	6 – 10 YEARS	11-20 YEARS	21-30 YEARS	31 OR MORE YEARS	FULL-TIME	PART-TIME
STRONGLY AGREE	29%	27%	47%	29%	21%	30%	40%	24%	32%	22%	32%	37%	28%	36%
SOMEWHAT AGREE	41%	44%	25%	44%	32%	39%	28%	40%	42%	43%	41%	38%	41%	36%
NEITHER AGREE NOR DISAGREE	7%	7%	9%	9%	4%	7%	7%	7%	10%	8%	5%	7%	7%	7%
SOMEWHAT DISAGREE	16%	15%	12%	15%	23%	16%	19%	24%	12%	15%	16%	14%	16%	15%
STRONGLY DISAGREE	6%	6%	8%	2%	20%	8%	6%	6%	5%	11%	6%	4%	6%	6%

		NUMBER OF LAWYERS AT CURRENT FIRM						OCCUPATION TYPE					IF SOLE, ASSOCIATE, OR SHAREHOLDER			
	TOTAL RESPONSES (N=650)	1 LAWYER (MYSELF)	2 - 4 LAWYERS	5 - 9 LAWYERS	10 - 19 LAWYERS	20 - 49 LAWYERS	50 OR MORE LAWYERS	PARTNER/ SHARE HOLDER	SOLE PRACTITIONER	ASSOCIATE	CITY, STATE, OR COUNTY GOVERNMENT	ALL OTHERS	PLAINTIFF ATTORNEY	DEFENSE ATTORNEY	EQUALLY PLAINTIFF AND DEFENSE ATTORNEY	NEITHER PLAINTIFF NOR DEFENSE ATTORNEY
STRONGLY AGREE	29%	36%	31%	18%	32%	27%	28%	27%	39%	15%	26%	38%	32%	20%	18%	36%
SOMEWHAT AGREE	41%	33%	38%	47%	44%	53%	39%	42%	31%	51%	46%	36%	35%	46%	55%	32%
NEITHER AGREE NOR DISAGREE	7%	8%	9%	10%	3%	3%	7%	8%	8%	3%	11%	7%	5%	9%	8%	7%
SOMEWHAT DISAGREE	16%	15%	18%	20%	9%	7%	22%	16%	14%	20%	15%	15%	21%	16%	16%	16%
STRONGLY DISAGREE	6%	7%	3%	4%	12%	10%	4%	6%	8%	11%	3%	4%	7%	10%	2%	10%

AGREE/DISAGREE WITH VARIOUS STATEMENTS:
I HAVE A GOOD BALANCE BETWEEN WORK AND MY PERSONAL LIFE (CONTINUED)

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 10 (CONTINUED): PLEASE RATE HOW STRONGLY YOU EITHER AGREE OR DISAGREE WITH THE FOLLOWING STATEMENT: "I HAVE A GOOD BALANCE BETWEEN WORK AND MY PERSONAL LIFE."

	TOTAL RESPONSES (N=650)	GENDER		ETHNICITY			AGE				GRADUATE OF UNM LAW SCHOOL	
		MALE	FEMALE	HISPANIC	WHITE/ CAUCASIAN	OTHER	36 AND UNDER	37 TO 45 YEARS	46 TO 54 YEARS	55 AND OVER	YES	NO
STRONGLY AGREE	29%	32%	26%	32%	29%	30%	27%	21%	29%	35%	30%	29%
SOMEWHAT AGREE	41%	40%	41%	35%	43%	36%	39%	45%	43%	38%	41%	40%
NEITHER AGREE NOR DISAGREE	7%	8%	6%	9%	7%	7%	8%	7%	8%	7%	8%	7%
SOMEWHAT DISAGREE	16%	14%	18%	15%	16%	17%	20%	17%	14%	15%	14%	18%
STRONGLY DISAGREE	6%	5%	8%	8%	5%	10%	6%	10%	6%	5%	7%	5%

	TOTAL RESPONSES (N=650)	IDENTIFY AS LGBT		MILITARY VETERAN		HAS AN ADA DISABILITY	
		YES	NO	YES	NO	YES	NO
STRONGLY AGREE	29%	30%	29%	38%	29%	14%	30%
SOMEWHAT AGREE	41%	34%	41%	39%	41%	41%	40%
NEITHER AGREE NOR DISAGREE	7%	10%	7%	4%	8%	8%	7%
SOMEWHAT DISAGREE	16%	26%	15%	11%	17%	30%	16%
STRONGLY DISAGREE	6%	-	7%	7%	6%	7%	6%

AGREE/DISAGREE WITH VARIOUS STATEMENTS:
MY FIRM/ORGANIZATION IS COMMITTED TO DIVERSITY

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 11: PLEASE RATE HOW STRONGLY YOU EITHER AGREE OR DISAGREE WITH THE FOLLOWING STATEMENT: " MY FIRM/ORGANIZATION IS COMMITTED TO DIVERSITY."

		REGION						YEARS OF EXPERIENCE PRACTICING LAW					CURRENT STATUS	
	TOTAL RESPONSES (N=650)	ABQ METRO	NORTH-WEST	NORTH CENTRAL	LAS CRUCES/ SOUTHWEST	EASTSIDE	OUT-OF-STATE	5 YEARS OR LESS	6 – 10 YEARS	11-20 YEARS	21-30 YEARS	31 OR MORE YEARS	FULL-TIME	PART-TIME
STRONGLY AGREE	42%	46%	27%	34%	38%	33%	49%	36%	44%	37%	47%	46%	43%	36%
SOMEWHAT AGREE	23%	23%	29%	24%	19%	21%	24%	24%	27%	27%	22%	19%	25%	13%
NEITHER AGREE NOR DISAGREE	15%	12%	23%	21%	22%	34%	8%	20%	16%	19%	10%	11%	15%	14%
SOMEWHAT DISAGREE	5%	5%	-	8%	2%	4%	4%	8%	4%	4%	6%	3%	5%	2%
STRONGLY DISAGREE	3%	4%	-	3%	5%	-	1%	4%	4%	2%	6%	1%	3%	2%
NOT APPLICABLE/DON'T KNOW	11%	10%	21%	11%	13%	7%	14%	8%	5%	11%	10%	19%	8%	34%

		NUMBER OF LAWYERS AT CURRENT FIRM						OCCUPATION TYPE					IF SOLE, ASSOCIATE, OR SHAREHOLDER			
	TOTAL RESPONSES (N=650)	1 LAWYER (MYSELF)	2 - 4 LAWYERS	5 - 9 LAWYERS	10 - 19 LAWYERS	20 - 49 LAWYERS	50 OR MORE LAWYERS	PARTNER/ SHARE HOLDER	SOLE PRACTITIONER	ASSOCIATE	CITY, STATE, OR COUNTY GOVERNMENT	ALL OTHERS	PLAINTIFF ATTORNEY	DEFENSE ATTORNEY	EQUALLY PLAINTIFF AND DEFENSE ATTORNEY	NEITHER PLAINTIFF NOR DEFENSE ATTORNEY
STRONGLY AGREE	42%	42%	36%	39%	38%	38%	61%	45%	45%	32%	38%	49%	53%	39%	32%	36%
SOMEWHAT AGREE	23%	10%	27%	30%	28%	38%	21%	33%	7%	23%	32%	22%	18%	25%	26%	16%
NEITHER AGREE NOR DISAGREE	15%	14%	22%	16%	21%	9%	6%	14%	11%	21%	14%	16%	11%	16%	25%	17%
SOMEWHAT DISAGREE	5%	2%	4%	6%	7%	10%	7%	5%	2%	11%	7%	1%	5%	6%	5%	5%
STRONGLY DISAGREE	3%	1%	2%	8%	2%	5%	2%	2%	2%	8%	5%	-	5%	4%	2%	2%
NOT APPLICABLE/DON'T KNOW	11%	32%	9%	2%	4%	-	3%	1%	33%	5%	5%	12%	7%	8%	10%	24%

AGREE/DISAGREE WITH VARIOUS STATEMENTS:
MY FIRM/ORGANIZATION IS COMMITTED TO DIVERSITY (CONTINUED)

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 11 (CONTINUED): PLEASE RATE HOW STRONGLY YOU EITHER AGREE OR DISAGREE WITH THE FOLLOWING STATEMENT: " MY FIRM/ORGANIZATION IS COMMITTED TO DIVERSITY."

	TOTAL RESPONSES (N=650)	GENDER		ETHNICITY			AGE				GRADUATE OF UNM LAW SCHOOL	
		MALE	FEMALE	HISPANIC	WHITE/ CAUCASIAN	OTHER	36 AND UNDER	37 TO 45 YEARS	46 TO 54 YEARS	55 AND OVER	YES	NO
STRONGLY AGREE	42%	43%	42%	51%	41%	31%	42%	35%	43%	45%	42%	42%
SOMEWHAT AGREE	23%	24%	23%	20%	24%	28%	24%	26%	28%	19%	21%	26%
NEITHER AGREE NOR DISAGREE	15%	17%	13%	15%	14%	22%	16%	21%	14%	12%	15%	15%
SOMEWHAT DISAGREE	5%	3%	7%	3%	6%	4%	6%	6%	4%	5%	5%	5%
STRONGLY DISAGREE	3%	2%	4%	5%	3%	3%	5%	3%	5%	1%	4%	2%
NOT APPLICABLE/DON'T KNOW	11%	11%	11%	5%	13%	12%	7%	9%	6%	18%	12%	10%

	TOTAL RESPONSES (N=650)	IDENTIFY AS LGBT		MILITARY VETERAN		HAS AN ADA DISABILITY	
		YES	NO	YES	NO	YES	NO
STRONGLY AGREE	42%	52%	42%	46%	42%	29%	43%
SOMEWHAT AGREE	23%	25%	23%	23%	24%	23%	23%
NEITHER AGREE NOR DISAGREE	15%	5%	16%	16%	15%	19%	15%
SOMEWHAT DISAGREE	5%	13%	4%	2%	5%	10%	5%
STRONGLY DISAGREE	3%	-	3%	3%	3%	-	3%
NOT APPLICABLE/DON'T KNOW	11%	5%	12%	11%	11%	19%	11%

PERCEIVED BARRIERS TO PRACTICING LAW

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME
TOTAL RESPONSES (N=593)

QUESTION 12: WHICH OF THE FOLLOWING, IF ANY, DO YOU SEE AS PERCEIVED BARRIERS TO PRACTICING LAW IN NEW MEXICO?

POOR ECONOMY	80%	HIGH COST/LACK OF CIVILITY	*
INSUFFICIENT PROFITS	39%	N/A - PRACTICE OUT OF STATE	*
NOT ENOUGH QUALIFIED SUPPORT STAFF	35%	JUDGES NOT SANCTIONING	*
LACK OF OPPORTUNITIES FOR ADVANCEMENT	34%	LACK OF CLIENTS WHO ARE ABLE TO PAY	*
LACK OF TIME OFF/NOT ENOUGH PERSONAL TIME	34%	LACK OF CAPABLE ATTORNEYS	*
DIFFICULT TO ATTRACT NEW CLIENTS	31%	LACK OF CIVILITY	*
BIAS IN PAY/COMPENSATION	24%	LACK OF IN-HOUSE POSITION	*
BIAS IN HIRING PRACTICES	16%	LEGAL SERVICES LACK FUNDS	*
GENDER DISCRIMINATION	16%	LENGTH OF CASE TO COST	*
BIAS IN PROMOTION PRACTICES	13%	LEVEL OF POVERTY IN NM	*
COMPETITION: TOO MANY LAW FIRMS	13%	LOW PAY FOR COURT APPOINTED ATTORNEYS	*
COMPETITION: TOO MANY SOLO PRACTITIONERS	12%	MAGISTRATES NOT LAWYERS	*
RACIAL DISCRIMINATION	5%	MANY UNDERSERVED IN THE COMMUNITY	*
SEXUAL ORIENTATION DISCRIMINATION	4%	NEPOTISM	*
COMPETITION FROM OUT-OF-STATE	1%	NOT ENOUGH FIRMS/AREAS	*
POOR QUALITY OF JUDICIARY	1%	OUTDATED BUSINESS PRACTICES	*
AGE BIAS/DISCRIMINATION	*	OUT-OF-STATE HIRING	*
ANTI-BUSINESS POLICIES	*	POLITICIZED ENVIRONMENT	*
AREAS OF LAW, PRACTICE	*	POOR GOVERNMENT/TAXES	*
BAD TAX POLICIES	*	POOR MANAGEMENT	*
BARRIERS NOT ACKNOWLEDGED	*	POOR POPULATION/CLIENTS	*
BIAS IN THE LEGAL SYSTEM	*	POVERTY	*
BIAS AGAINST NON-UNM LAWYERS	*	PRACTICE AREA DIVERSITY	*
BIASES THAT DON'T EXIST	*	RAMPANT NEPOTISM/CRONYISM	*
BUSINESS REGULATIONS	*	RECIPROCITY	*
COMPENSATION TOO LOW	*	SMALL STATE ECONOMY	*
COMPETITION WITH PRO-BONO	*	SOCIALIST STATE	*
COMPUTERIZATION	*	TOO FEW OPPORTUNITIES	*
COURT BIAS TO THE WEALTHY	*	TOO MUCH GOVERNMENT	*
GLASS CEILING FOR WOMEN	*	UNATTRACTIVE LOCATION	*
GOVERNMENT EMPLOYEE	*	UNETHICAL BILLING	*
HARD TO RAISE A FAMILY	*		

*LESS THAN 1% REPORTED.

EXPERIENCED BIAS OR DISCRIMINATION IN THE PAST 2 YEARS IN HIRING OR PROMOTIONS

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 13: IN THE PAST 2 YEARS HAVE YOU EXPERIENCED ANY BIAS OR DISCRIMINATION IN HIRING OR PROMOTIONS WHILE PRACTICING LAW IN NEW MEXICO?

	Total Responses (n=652)	Region						Years of Experience Practicing Law					Current Status	
		ABQ Metro	North-west	North Central	Las Cruces/ Southwest	Eastside	Out-of-State	5 Years or less	6 – 10 Years	11-20 Years	21-30 Years	31 or more Years	Full-time	Part-time
Yes	16%	16%	7%	23%	18%	8%	6%	20%	15%	20%	14%	10%	15%	16%
No	84%	84%	93%	77%	82%	92%	94%	80%	85%	80%	86%	90%	85%	84%

	Total Responses (n=652)	Number of Lawyers at Current Firm						Occupation Type					If Sole, Associate, or Shareholder			
		1 Lawyer (myself)	2 - 4 Lawyers	5 - 9 Lawyers	10 - 19 Lawyers	20 - 49 Lawyers	50 or more Lawyers	Partner/ Share holder	Sole Practitioner	Associate	City, State, or County Government	All Others	Plaintiff Attorney	Defense Attorney	Equally Plaintiff and Defense Attorney	Neither Plaintiff nor Defense Attorney
Yes	16%	10%	16%	24%	15%	15%	14%	9%	8%	24%	28%	12%	13%	14%	9%	15%
No	84%	90%	84%	76%	85%	85%	86%	91%	92%	76%	72%	88%	87%	86%	91%	85%

	Total Responses (n=652)	Gender		Ethnicity			Age				Graduate of UNM Law School	
		Male	Female	Hispanic	White/ Caucasian	Other	36 and under	37 to 45 years	46 to 54 years	55 and over	Yes	No
Yes	16%	9%	23%	24%	12%	21%	16%	21%	17%	12%	20%	12%
No	84%	91%	77%	76%	88%	79%	84%	79%	83%	88%	80%	88%

	Total Responses (n=652)	Identify as LGBT		Military Veteran		Has an ADA Disability	
		Yes	No	Yes	No	Yes	No
Yes	16%	33%	15%	13%	16%	32%	15%
No	84%	67%	85%	87%	84%	68%	85%

BASIS OF THE BIAS OR DISCRIMINATION

AMONG THOSE WHO EXPERIENCED BIAS OR DISCRIMINATION
TOTAL RESPONSES (N=101)

QUESTION 14: WHAT WAS THE BASIS OF THE BIAS OR DISCRIMINATION IN YOUR OPINION?

GENDER	61%
AGE	43%
ETHNICITY	22%
RACE	14%
SEXUAL ORIENTATION	6%
RELIGION	3%
A DISABILITY	3%
COMMITMENT TO ETHICS	2%
GENDER IDENTITY	1%
CRONYISM IN STATE GOVERNMENT	1%
UNWILLINGNESS TO KISS UP	1%
PERCEIVED AS "OUTSIDER"	1%
VETERAN STATUS	1%
POLITICAL	1%
POLITICAL CONNECTIONS	1%
NEPOTISM	1%
DISCRIMINATION IS VS. MEN	1%
I CAME FROM OUT OF STATE	1%
POLITICAL AFFILIATION	1%
PREGNANCY	1%

WILL BE PRACTICING LAW 5 YEARS FROM NOW

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 15: DO YOU SEE YOURSELF PRACTICING LAW 5 YEARS FROM NOW?

	TOTAL RESPONSES (N=616)	REGION						YEARS OF EXPERIENCE PRACTICING LAW					CURRENT STATUS	
		ABQ METRO	NORTH-WEST	NORTH CENTRAL	LAS CRUCES/ SOUTHWEST	EASTSIDE	OUT-OF-STATE	5 YEARS OR LESS	6 – 10 YEARS	11-20 YEARS	21-30 YEARS	31 OR MORE YEARS	FULL-TIME	PART-TIME
YES	80%	80%	79%	71%	83%	81%	89%	92%	92%	89%	85%	46%	85%	44%
NO	20%	20%	21%	29%	17%	19%	11%	8%	8%	11%	15%	54%	15%	56%

	TOTAL RESPONSES (N=616)	NUMBER OF LAWYERS AT CURRENT FIRM						OCCUPATION TYPE					IF SOLE, ASSOCIATE, OR SHAREHOLDER			
		1 LAWYER (MYSELF)	2 - 4 LAWYERS	5 - 9 LAWYERS	10 - 19 LAWYERS	20 - 49 LAWYERS	50 OR MORE LAWYERS	PARTNER/ SHARE HOLDER	SOLE PRACTITIONER	ASSOCIATE	CITY, STATE, OR COUNTY GOVERNMENT	ALL OTHERS	PLAINTIFF ATTORNEY	DEFENSE ATTORNEY	EQUALLY PLAINTIFF AND DEFENSE ATTORNEY	NEITHER PLAINTIFF NOR DEFENSE ATTORNEY
YES	80%	69%	83%	82%	80%	84%	88%	80%	69%	91%	84%	77%	80%	82%	88%	73%
NO	20%	31%	17%	18%	20%	16%	12%	20%	31%	9%	16%	23%	20%	18%	12%	27%

	TOTAL RESPONSES (N=616)	GENDER		ETHNICITY			AGE				GRADUATE OF UNM LAW SCHOOL	
		MALE	FEMALE	HISPANIC	WHITE/ CAUCASIAN	OTHER	36 AND UNDER	37 TO 45 YEARS	46 TO 54 YEARS	55 AND OVER	YES	NO
YES	80%	78%	82%	88%	78%	79%	93%	91%	92%	57%	80%	79%
NO	20%	22%	18%	12%	22%	21%	7%	9%	8%	43%	20%	21%

	TOTAL RESPONSES (N=616)	IDENTIFY AS LGBT		MILITARY VETERAN		HAS AN ADA DISABILITY	
		YES	NO	YES	NO	YES	NO
YES	80%	88%	79%	62%	82%	86%	80%
NO	20%	12%	21%	38%	18%	14%	20%

NUMBER OF LAWYERS IN THE FIRM/ORGANIZATION

AMONG THOSE WHO PRACTICE LAW FULL OR PART TIME

QUESTION 16: WHAT IS THE TOTAL NUMBER OF LAWYERS IN THE FIRM/ORGANIZATION IN WHICH YOU PRACTICE? (INCLUDE YOURSELF, PARTNERS OR SHAREHOLDERS AND ASSOCIATES, BUT NOT LAWYERS WHO SIMPLY SHARE SPACE.)

	TOTAL RESPONSES (N=652)	REGION						YEARS OF EXPERIENCE PRACTICING LAW					CURRENT STATUS	
		ABQ METRO	NORTH-WEST	NORTH CENTRAL	LAS CRUCES / SOUTH WEST	EASTSIDE	OUT-OF-STATE	5 YEARS OR LESS	6 – 10 YEARS	11-20 YEARS	21-30 YEARS	31 OR MORE YEARS	FULL-TIME	PART-TIME
1 LAWYER (MYSELF)	26%	25%	54%	22%	39%	31%	21%	7%	15%	31%	31%	37%	20%	66%
2 - 4 LAWYERS	21%	20%	31%	25%	20%	20%	17%	25%	23%	21%	15%	22%	22%	17%
5 - 9 LAWYERS	17%	18%	4%	24%	11%	16%	11%	23%	19%	15%	21%	10%	19%	4%
10 - 19 LAWYERS	10%	11%	4%	14%	6%	13%	6%	14%	15%	9%	9%	7%	11%	6%
20 - 49 LAWYERS	10%	11%	4%	8%	16%	9%	11%	9%	10%	10%	12%	11%	11%	3%
50 OR MORE LAWYERS	15%	16%	4%	7%	7%	11%	34%	23%	18%	14%	11%	12%	17%	4%

	TOTAL RESPONSES (N=652)	NUMBER OF LAWYERS AT CURRENT FIRM						OCCUPATION TYPE					IF SOLE, ASSOCIATE, OR SHAREHOLDER			
		1 LAWYER (MYSELF)	2 - 4 LAWYERS	5 - 9 LAWYERS	10 - 19 LAWYERS	20 - 49 LAWYERS	50 OR MORE LAWYERS	PARTNER/ SHAREHOLDER	SOLE PRACTITIONER	ASSOCIATE	CITY, STATE, OR COUNTY GOVERNMENT	ALL OTHERS	PLAINTIFF ATTORNEY	DEFENSE ATTORNEY	EQUALLY PLAINTIFF AND DEFENSE ATTORNEY	NEITHER PLAINTIFF NOR DEFENSE ATTORNEY
1 LAWYER (MYSELF)	26%	100%	-	-	-	-	-	2%	99%	-	2%	27%	36%	19%	31%	49%
2 - 4 LAWYERS	21%	-	100%	-	-	-	-	36%	1%	31%	16%	21%	32%	13%	33%	27%
5 - 9 LAWYERS	17%	-	-	100%	-	-	-	19%	1%	30%	27%	10%	24%	18%	13%	8%
10 - 19 LAWYERS	10%	-	-	-	100%	-	-	8%	-	14%	16%	14%	5%	9%	11%	3%
20 - 49 LAWYERS	10%	-	-	-	-	100%	-	20%	-	9%	12%	11%	-	21%	6%	6%
50 OR MORE LAWYERS	15%	-	-	-	-	-	100%	15%	-	16%	27%	18%	2%	20%	7%	8%

NUMBER OF LAWYERS IN THE FIRM/ORGANIZATION (CONTINUED)

AMONG THOSE WHO PRACTICE LAW FULL OR PART TIME

QUESTION 16 (CONTINUED): WHAT IS THE TOTAL NUMBER OF LAWYERS IN THE FIRM/ORGANIZATION IN WHICH YOU PRACTICE? (INCLUDE YOURSELF, PARTNERS OR SHAREHOLDERS AND ASSOCIATES, BUT NOT LAWYERS WHO SIMPLY SHARE SPACE.)

	TOTAL RESPONSES (N=652)	GENDER		ETHNICITY			AGE				GRADUATE OF UNM LAW SCHOOL	
		MALE	FEMALE	HISPANIC	WHITE/ CAUCASIAN	OTHER	36 AND UNDER	37 TO 45 YEARS	46 TO 54 YEARS	55 AND OVER	YES	NO
1 LAWYER (MYSELF)	26%	29%	22%	24%	26%	32%	8%	18%	23%	42%	28%	24%
2 - 4 LAWYERS	21%	23%	18%	18%	22%	21%	20%	25%	23%	18%	22%	20%
5 - 9 LAWYERS	17%	14%	21%	18%	17%	17%	22%	20%	19%	11%	19%	15%
10 - 19 LAWYERS	10%	8%	13%	16%	9%	11%	15%	14%	8%	8%	11%	10%
20 - 49 LAWYERS	10%	10%	11%	10%	11%	6%	10%	11%	10%	11%	9%	12%
50 OR MORE LAWYERS	15%	15%	15%	14%	16%	13%	25%	12%	17%	10%	11%	19%

	TOTAL RESPONSES (N=652)	IDENTIFY AS LGBT		MILITARY VETERAN		HAS AN ADA DISABILITY	
		YES	NO	YES	NO	YES	NO
1 LAWYER (MYSELF)	26%	18%	26%	33%	25%	26%	26%
2 - 4 LAWYERS	21%	33%	21%	29%	20%	33%	20%
5 - 9 LAWYERS	17%	13%	17%	14%	18%	13%	17%
10 - 19 LAWYERS	10%	5%	11%	6%	11%	7%	11%
20 - 49 LAWYERS	10%	12%	10%	8%	11%	7%	10%
50 OR MORE LAWYERS	15%	19%	15%	10%	16%	14%	15%

CLASSIFICATION OR LEGAL OCCUPATION FOR 2016

AMONG THOSE WHO PRACTICE LAW FULL OR PART TIME

QUESTION 17: PLEASE INDICATE YOUR CLASSIFICATION OR OTHER LEGAL OCCUPATION AND YOUR INCOME BEFORE TAXES FROM THIS ACTIVITY FOR THE YEAR 2016. INCLUDE ALL INCOME DERIVED FROM LEGAL WORK.

		Region						Years of Experience Practicing Law					Current Status	
	Total Responses (n=652)	ABQ Metro	North-west	North Central	Las Cruces/ Southwest	Eastside	Out-of-State	5 Years or less	6 – 10 Years	11-20 Years	21-30 Years	31 or more Years	Full-time	Part-time
Partner/Shareholder	22%	23%	11%	23%	15%	32%	17%	4%	17%	24%	24%	33%	**24%**	7%
Sole practitioner	19%	18%	36%	16%	30%	20%	19%	3%	9%	21%	27%	29%	**15%**	52%
City, State, or County Government	19%	15%	23%	36%	16%	12%	9%	19%	27%	21%	22%	8%	**21%**	2%
Associate	18%	21%	8%	9%	16%	12%	23%	55%	26%	10%	7%	4%	**19%**	12%
In-House Counsel	5%	6%	-	3%	-	7%	8%	2%	6%	7%	5%	6%	**5%**	6%
Federal Government	5%	5%	-	-	7%	-	14%	10%	5%	3%	4%	2%	**5%**	-
Other	4%	3%	-	5%	5%	-	10%	1%	3%	5%	2%	7%	**3%**	11%
Sole practitioner with one or more associates	3%	4%	4%	3%	4%	5%	-	2%	1%	2%	4%	6%	**3%**	3%
Sole practitioner sharing space	3%	3%	9%	3%	4%	4%	-	1%	4%	4%	1%	4%	**3%**	3%
Legal aid/Legal service	2%	3%	4%	1%	2%	-	-	2%	2%	2%	3%	1%	**2%**	5%
Judge	1%	1%	5%	1%	-	7%	-	-	-	2%	1%	1%	**1%**	-

		Number of Lawyers at Current Firm						Occupation Type					If Sole, Associate, or Shareholder			
	Total Responses (n=652)	1 Lawyer (myself)	2 - 4 Lawyers	5 - 9 Lawyers	10 - 19 Lawyers	20 - 49 Lawyers	50 or more Lawyers	Partner/ Share holder	Sole Practitioner	Associate	City, State, or County Government	All Others	Plaintiff Attorney	Defense Attorney	Equally Plaintiff and Defense Attorney	Neither Plaintiff nor Defense Attorney
Partner/Shareholder	22%	2%	36%	25%	16%	41%	22%	100%	-	-	-	-	24%	48%	31%	28%
Sole practitioner	19%	73%	1%	1%	-	-	-	-	100%	-	-	-	32%	17%	26%	43%
City, State, or County Government	19%	1%	14%	30%	29%	21%	33%	-	-	-	100%	-	-	-	1%	-
Associate	18%	-	26%	32%	24%	15%	19%	-	-	100%	-	-	31%	33%	33%	17%
In-House Counsel	5%	6%	3%	3%	13%	-	6%	-	-	-	-	23%	-	-	-	-
Federal Government	5%	1%	1%	3%	2%	10%	15%	-	-	-	-	20%	-	-	-	-
Other	4%	4%	4%	2%	4%	7%	2%	-	-	-	-	18%	-	-	-	-
Sole practitioner with one or more associates	3%	1%	13%	2%	-	-	-	-	-	-	-	14%	8%	1%	4%	7%
Sole practitioner sharing space	3%	9%	1%	-	2%	-	-	-	-	-	-	12%	5%	2%	5%	6%
Legal aid/Legal service	2%	-	-	2%	8%	5%	1%	-	-	-	-	9%	-	-	-	-
Judge	1%	2%	-	-	2%	-	2%	-	-	-	-	4%	-	-	-	-

CLASSIFICATION OR LEGAL OCCUPATION FOR 2016 (CONTINUED)

AMONG THOSE WHO PRACTICE LAW FULL OR PART TIME

QUESTION 17 (CONTINUED): PLEASE INDICATE YOUR CLASSIFICATION OR OTHER LEGAL OCCUPATION AND YOUR INCOME BEFORE TAXES FROM THIS ACTIVITY FOR THE YEAR 2016. INCLUDE ALL INCOME DERIVED FROM LEGAL WORK.

	TOTAL RESPONSES (N=652)	GENDER		ETHNICITY			AGE				GRADUATE OF UNM LAW SCHOOL	
		MALE	FEMALE	HISPANIC	WHITE/ CAUCASIAN	OTHER	36 AND UNDER	37 TO 45 YEARS	46 TO 54 YEARS	55 AND OVER	YES	NO
PARTNER/SHAREHOLDER	22%	25%	17%	18%	24%	12%	7%	22%	28%	25%	21%	22%
SOLE PRACTITIONER	19%	21%	17%	16%	20%	21%	4%	11%	16%	34%	19%	20%
CITY, STATE, OR COUNTY GOVERNMENT	19%	15%	23%	25%	17%	22%	20%	25%	22%	13%	17%	21%
ASSOCIATE	18%	16%	20%	18%	17%	20%	51%	17%	13%	4%	21%	15%
IN-HOUSE COUNSEL	5%	6%	4%	7%	5%	2%	4%	7%	5%	5%	4%	6%
FEDERAL GOVERNMENT	5%	3%	6%	7%	3%	10%	8%	6%	3%	3%	6%	3%
OTHER	4%	4%	4%	2%	4%	4%	1%	2%	5%	6%	4%	4%
SOLE PRACTITIONER WITH ONE OR MORE ASSOCIATES	3%	4%	3%	2%	4%	-	2%	2%	4%	4%	2%	5%
SOLE PRACTITIONER SHARING SPACE	3%	3%	3%	3%	3%	5%	1%	5%	2%	3%	3%	2%
LEGAL AID/LEGAL SERVICE	2%	2%	2%	2%	2%	1%	2%	2%	1%	3%	2%	2%
JUDGE	1%	2%	-	1%	1%	3%	-	2%	1%	1%	1%	1%

	TOTAL RESPONSES (N=652)	IDENTIFY AS LGBT		MILITARY VETERAN		HAS AN ADA DISABILITY	
		YES	NO	YES	NO	YES	NO
PARTNER/SHAREHOLDER	22%	16%	22%	22%	22%	22%	21%
SOLE PRACTITIONER	19%	18%	19%	24%	18%	19%	19%
CITY, STATE, OR COUNTY GOVERNMENT	19%	31%	18%	16%	19%	36%	18%
ASSOCIATE	18%	8%	19%	13%	18%	12%	18%
IN-HOUSE COUNSEL	5%	8%	5%	4%	5%	7%	5%
FEDERAL GOVERNMENT	5%	7%	5%	6%	4%	-	5%
OTHER	4%	2%	4%	9%	3%	-	4%
SOLE PRACTITIONER WITH ONE OR MORE ASSOCIATES	3%	7%	3%	3%	3%	3%	3%
SOLE PRACTITIONER SHARING SPACE	3%	-	3%	3%	3%	-	3%
LEGAL AID/LEGAL SERVICE	2%	2%	2%	-	2%	-	2%
JUDGE	1%	-	1%	1%	1%	-	1%

PRIMARILY PRACTICE AS

AMONG THOSE WHO PRACTICE LAW FULL OR PART-TIME AND IDENTIFIED AS SOLE PRACTITIONER, SOLE PRACTITIONER WITH ASSOCIATE(S), SOLE PRACTITIONER SHARING SPACE, PARTNER/SHAREHOLDER, OR ASSOCIATE

QUESTION 18: DO YOU PRIMARILY PRACTICE AS...

	TOTAL RESPONSES (N=424)	REGION						YEARS OF EXPERIENCE PRACTICING LAW					CURRENT STATUS	
		ABQ METRO	NORTH-WEST	NORTH CENTRAL	LAS CRUCES/ SOUTHWEST	EASTSIDE	OUT-OF-STATE	5 YEARS OR LESS	6 – 10 YEARS	11-20 YEARS	21-30 YEARS	31 OR MORE YEARS	FULL-TIME	PART-TIME
A PLAINTIFF ATTORNEY	22%	25%	11%	23%	22%	5%	18%	24%	19%	23%	19%	25%	24%	15%
A DEFENSE ATTORNEY	29%	30%	11%	30%	30%	23%	32%	29%	40%	28%	29%	26%	32%	17%
EQUALLY AS A PLAINTIFF/DEFENSE ATTORNEY	17%	17%	44%	10%	20%	32%	11%	20%	12%	22%	17%	13%	18%	10%
NEITHER A PLAINTIFF/DEFENSE ATTORNEY	31%	28%	34%	37%	28%	41%	40%	27%	29%	27%	34%	36%	26%	58%

	TOTAL RESPONSES (N=424)	NUMBER OF LAWYERS AT CURRENT FIRM						OCCUPATION TYPE					IF SOLE, ASSOCIATE, OR SHAREHOLDER			
		1 LAWYER (MYSELF)	2 - 4 LAWYERS	5 - 9 LAWYERS	10 - 19 LAWYERS	20 - 49 LAWYERS	50 OR MORE LAWYERS	PARTNER/ SHARE HOLDER	SOLE PRACTITIONER	ASSOCIATE	CITY, STATE, OR COUNTY GOVERNMENT	ALL OTHERS	PLAINTIFF ATTORNEY	DEFENSE ATTORNEY	EQUALLY PLAINTIFF AND DEFENSE ATTORNEY	NEITHER PLAINTIFF NOR DEFENSE ATTORNEY
A PLAINTIFF ATTORNEY	22%	24%	29%	35%	18%	-	4%	16%	24%	26%	-	32%	100%	-	-	-
A DEFENSE ATTORNEY	29%	16%	16%	34%	40%	69%	60%	42%	17%	35%	-	10%	-	100%	-	-
EQUALLY AS A PLAINTIFF/DEFENSE ATTORNEY	17%	15%	22%	15%	28%	11%	12%	16%	15%	20%	100%	16%	-	-	100%	-
NEITHER A PLAINTIFF/DEFENSE ATTORNEY	31%	45%	33%	17%	14%	20%	24%	26%	45%	19%	-	42%	-	-	-	100%

	TOTAL RESPONSES (N=424)	GENDER		ETHNICITY			AGE				GRADUATE OF UNM LAW SCHOOL	
		MALE	FEMALE	HISPANIC	WHITE/ CAUCASIAN	OTHER	36 AND UNDER	37 TO 45 YEARS	46 TO 54 YEARS	55 AND OVER	YES	NO
A PLAINTIFF ATTORNEY	22%	24%	20%	26%	21%	25%	25%	30%	15%	23%	23%	22%
A DEFENSE ATTORNEY	29%	27%	33%	27%	30%	30%	34%	26%	32%	27%	30%	29%
EQUALLY AS A PLAINTIFF/DEFENSE ATTORNEY	17%	19%	15%	20%	17%	9%	19%	19%	16%	15%	18%	16%
NEITHER A PLAINTIFF/DEFENSE ATTORNEY	31%	30%	32%	27%	31%	36%	22%	24%	36%	35%	29%	33%

	TOTAL RESPONSES (N=424)	IDENTIFY AS LGBT		MILITARY VETERAN		HAS AN ADA DISABILITY	
		YES	NO	YES	NO	YES	NO
A PLAINTIFF ATTORNEY	22%	17%	23%	27%	22%	28%	22%
A DEFENSE ATTORNEY	29%	17%	30%	21%	30%	41%	29%
EQUALLY AS A PLAINTIFF/DEFENSE ATTORNEY	17%	21%	16%	23%	17%	6%	17%
NEITHER A PLAINTIFF/DEFENSE ATTORNEY	31%	45%	30%	30%	32%	25%	31%

STANDARD HOURLY BILLING RATE

AMONG THOSE WHO PRACTICE LAW FULL-TIME

QUESTION 19: THE FOLLOWING IS A LIST OF VARIOUS FIELDS OR AREAS OF LAW. FROM THIS LIST, CHOOSE THOSE FIELDS IN WHICH YOU SPENT MOST OF YOUR PROFESSIONAL TIME DURING 2016. PLEASE INDICATE YOUR STANDARD HOURLY BILLING RATES FOR THAT FIELD OF LAW.

	FULL TIME	MEAN	MEDIAN
CIVIL LITIGATION	36%	$241	$249
CONTRACT LAW	19%	$249	$250
ADMINISTRATIVE LAW	18%	$242	$249
EMPLOYMENT	18%	$217	$224
CRIMINAL	16%	$217	$224
PERSONAL INJURY/TORTS	16%	$225	$220
BUSINESS/CORPORATIONS	14%	$252	$250
ESTATE PLANNING/PROBATE/WILLS	13%	$239	$248
FAMILY	13%	$237	$248
REAL PROPERTY/LANDLORD-TENANT	12%	$253	$248
APPELLATE	10%	$262	$250
CONSTITUTIONAL/CIVIL RIGHTS	10%	$237	$227
ENERGY & NATURAL RESOURCES	10%	$260	$251
GENERAL PRACTICE	10%	$226	$235
LEGISLATIVE & GOVERNMENTAL AFFAIRS	9%	$268	$237
INSURANCE	8%	$226	$191
STATE, LOCAL & MUNICIPAL	8%	$234	$200
ENVIRONMENTAL/WATER	6%	$269	$271
PUBLIC LAW	6%	$253	$221
ALTERNATIVE METHODS OF DISPUTE RESOLUTION/ MEDIATION/ARBITRATION	5%	$240	$241
CHILDREN'S LAW	5%	$194	$201

	FULL TIME	MEAN	MEDIAN
LEGAL AID/PRO BONO	5%	$5	$3
MEDICAL MALPRACTICE	5%	$211	$195
BANKRUPTCY	4%	$254	$250
ELDER LAW	4%	$217	$224
HEALTHCARE	4%	$228	$202
INDIAN/TRIBAL	4%	$281	$251
INTELLECTUAL PROPERTY/PATENT/ENTERTAINMENT	3%	$276	$255
PROFESSIONAL LIABILITY	3%	$206	$199
TAXATION	3%	$260	$248
WORKERS COMPENSATION	3%	$189	$177
CLASS ACTION/MASS TORTS	2%	$306	$339
IMMIGRATION	2%	$217	$238
OTHER	2%	$243	$225
ANIMAL LAW	1%	$250	$250
MILITARY/VETERANS LAW	1%	$250	$250
SOCIAL SECURITY	1%	$196	$196
ANTITRUST LITIGATION	*	$225	$225
COMMERCIAL LITIGATION	*	$250	$250
CONSUMER	*	$395	$395
EDUCATION	*	$220	$220
GAMING	*	$180	$180
MUNICIPAL FINANCE/SECURITIES	*	$394	$379

*LESS THAN 1% REPORTED.

BILLING METHOD USED

AMONG THOSE WHO PRACTICE LAW FULL OR PART-TIME

QUESTION 20: WHICH OF THE FOLLOWING BILLING METHODS DO YOU USE?

	TOTAL RESPONSES (N=652)	REGION						YEARS OF EXPERIENCE PRACTICING LAW					CURRENT STATUS	
		ABQ METRO	NORTH-WEST	NORTH CENTRAL	LAS CRUCES/ SOUTHWEST	EASTSIDE	OUT-OF-STATE	5 YEARS OR LESS	6 – 10 YEARS	11-20 YEARS	21-30 YEARS	31 OR MORE YEARS	FULL-TIME	PART-TIME
HOURLY RATES	57%	57%	64%	57%	60%	66%	48%	49%	53%	49%	60%	71%	54%	73%
NOT APPLICABLE	30%	29%	32%	34%	24%	23%	32%	33%	38%	34%	31%	17%	33%	9%
FLAT FEE	28%	27%	48%	21%	36%	28%	29%	20%	32%	31%	29%	26%	25%	46%
RETAINERS	24%	25%	41%	17%	31%	53%	16%	21%	24%	24%	27%	26%	25%	20%
CONTINGENT FEE	22%	24%	37%	16%	21%	32%	18%	23%	25%	21%	20%	24%	24%	12%
CONTRACT RATES	17%	18%	19%	14%	11%	27%	16%	12%	14%	17%	19%	22%	16%	27%
SALARY	1%	1%	-	2%	-	4%	1%	3%	1%	1%	1%	1%	1%	-
SALARIED STATE EMPLOYEE	*	*	-	-	3%	-	-	-	1%	1%	-	-	*	-
BLANK	*	*	-	-	-	-	-	-	-	-	-	1%	*	1%
HYBRID RETAIN AND CONTINGENCY	*	*	-	-	-	-	-	-	-	1%	-	-	*	-
RETAINER IS NOT BILLING	*	*	-	-	-	-	-	-	-	1%	-	-	*	-
UNKNOWN, BUT NOT HOURLY	*	*	-	-	-	-	-	1%	-	-	-	-	*	-
PRO BONO	*	-	-	-	3%	-	-	-	-	-	1%	-	*	-
SALARIED FEDERAL EMPLOYEE	*	-	-	-	-	-	1%	1%	-	-	-	-	*	-
DISCRETIONARY	*	-	-	1%	-	-	-	-	-	-	-	1%	*	-
GOVERNMENT LAWYER ON SALARY	*	-	-	1%	-	-	-	-	-	-	1%	-	*	-

*LESS THAN 1% REPORTED.

BILLING METHOD USED (CONTINUED)

AMONG THOSE WHO PRACTICE LAW FULL OR PART-TIME

QUESTION 20 (CONTINUED): WHICH OF THE FOLLOWING BILLING METHODS DO YOU USE?

		Number of Lawyers at Current Firm						Occupation Type					If Sole, Associate, or Shareholder			
	Total Responses (n=652)	1 Lawyer (myself)	2 - 4 Lawyers	5 - 9 Lawyers	10 - 19 Lawyers	20 - 49 Lawyers	50 or more Lawyers	Partner/ Share holder	Sole Practitioner	Associate	City, State, or County Government	All Others	Plaintiff Attorney	Defense Attorney	Equally Plaintiff and Defense Attorney	Neither Plaintiff nor Defense Attorney
HOURLY RATES	57%	70%	61%	52%	47%	59%	39%	91%	78%	76%	5%	33%	58%	91%	86%	88%
NOT APPLICABLE	30%	10%	19%	33%	51%	41%	53%	-	-	5%	88%	56%	1%	1%	4%	1%
FLAT FEE	28%	48%	35%	19%	14%	12%	14%	35%	52%	26%	2%	22%	34%	25%	56%	50%
RETAINERS	24%	37%	28%	20%	12%	21%	13%	34%	40%	33%	1%	14%	32%	29%	56%	38%
CONTINGENT FEE	22%	33%	35%	19%	13%	9%	7%	32%	35%	30%	-	15%	82%	13%	42%	15%
CONTRACT RATES	17%	26%	16%	17%	7%	14%	13%	28%	28%	18%	2%	9%	15%	29%	24%	24%
SALARY	1%	-	1%	2%	-	-	3%	-	-	-	4%	1%	-	-	-	-
SALARIED STATE EMPLOYEE	*	-	1%	-	-	-	1%	-	-	-	2%	-	-	-	-	-
BLANK	*	*	-	1%	-	-	-	1%	-	-	-	1%	1%	-	-	-
HYBRID RETAIN AND CONTINGENCY	*	-	1%	-	-	-	-	1%	-	-	-	-	2%	-	-	-
RETAINER IS NOT BILLING	*	1%	-	-	-	-	-	-	-	-	-	1%	-	1%	-	-
UNKNOWN, BUT NOT HOURLY	*	-	1%	-	-	-	-	-	-	1%	-	-	1%	-	-	-
PRO BONO	*	1%	-	-	-	-	-	-	-	-	-	1%	-	-	-	-
SALARIED FEDERAL EMPLOYEE	*	-	-	-	-	-	1%	-	-	-	-	1%	-	-	-	-
DISCRETIONARY	*	1%	-	-	-	-	-	-	1%	-	-	-	-	-	-	1%
GOVERNMENT LAWYER ON SALARY	*	-	-	1%	-	-	-	-	-	-	1%	-	-	-	-	-

*LESS THAN 1% REPORTED.

BILLING METHOD USED (CONTINUED)

AMONG THOSE WHO PRACTICE LAW FULL OR PART-TIME

QUESTION 20 (CONTINUED): WHICH OF THE FOLLOWING BILLING METHODS DO YOU USE?

	TOTAL RESPONSES (N=424)	GENDER		ETHNICITY			AGE				GRADUATE OF UNM LAW SCHOOL	
		MALE	FEMALE	HISPANIC	WHITE/ CAUCASIAN	OTHER	36 AND UNDER	37 TO 45 YEARS	46 TO 54 YEARS	55 AND OVER	YES	NO
HOURLY RATES	57%	61%	52%	49%	60%	52%	52%	45%	56%	66%	57%	56%
NOT APPLICABLE	30%	26%	34%	40%	26%	35%	34%	39%	31%	23%	31%	29%
FLAT FEE	28%	32%	23%	28%	28%	25%	23%	28%	30%	29%	28%	27%
RETAINERS	24%	27%	21%	20%	26%	25%	24%	21%	29%	24%	26%	23%
CONTINGENT FEE	22%	28%	15%	22%	22%	24%	25%	24%	20%	21%	24%	21%
CONTRACT RATES	17%	18%	16%	14%	18%	15%	12%	13%	15%	23%	17%	17%
SALARY	1%	*	2%	1%	1%	3%	1%	2%	1%	1%	*	2%
SALARIED STATE EMPLOYEE	*	*	*	-	*	-	1%	-	1%	-	*	*
BLANK	*	*	-	-	*	1%	-	-	-	1%	*	*
HYBRID RETAIN AND CONTINGENCY	*	*	-	1%	-	-	-	-	1%	-	*	-
RETAINER IS NOT BILLING	*	*	-	-	*	-	-	-	1%	-	*	-
UNKNOWN, BUT NOT HOURLY	*	-	*	-	*	-	-	-	1%	-	-	*
PRO BONO	*	-	*	1%	-	-	-	-	-	*	*	-
SALARIED FEDERAL EMPLOYEE	*	-	*	1%	-	-	1%	-	-	-	*	-
DISCRETIONARY	*	*	-	-	*	-	-	-	-	*	-	*
GOVERNMENT LAWYER ON SALARY	*	-	*	-	*	-	-	-	-	*	-	*

*LESS THAN 1% REPORTED.

BILLING METHOD USED (CONTINUED)

AMONG THOSE WHO PRACTICE LAW FULL OR PART-TIME

QUESTION 20 (CONTINUED): WHICH OF THE FOLLOWING BILLING METHODS DO YOU USE?

	TOTAL RESPONSES (N=424)	IDENTIFY AS LGBT		MILITARY VETERAN		HAS AN ADA DISABILITY	
		YES	NO	YES	NO	YES	NO
HOURLY RATES	57%	49%	57%	62%	56%	51%	57%
NOT APPLICABLE	30%	48%	29%	28%	30%	43%	29%
FLAT FEE	28%	26%	28%	31%	27%	39%	27%
RETAINERS	24%	23%	24%	26%	24%	11%	25%
CONTINGENT FEE	22%	21%	23%	18%	22%	17%	22%
CONTRACT RATES	17%	16%	17%	15%	17%	18%	17%
SALARY	1%	-	1%	-	1%	-	1%
SALARIED STATE EMPLOYEE	*	-	*	-	*	-	*
BLANK	*	-	*	1%	*	-	*
HYBRID RETAIN AND CONTINGENCY	*	-	*	-	*	-	*
RETAINER IS NOT BILLING	*	-	*	-	*	-	*
UNKNOWN, BUT NOT HOURLY	*	-	*	2%	-	-	*
PRO BONO	*	-	*	-	*	-	*
SALARIED FEDERAL EMPLOYEE	*	-	*	-	*	-	*
DISCRETIONARY	*	-	*	1%	-	-	*
GOVERNMENT LAWYER ON SALARY	*	-	*	-	*	-	*

*LESS THAN 1% REPORTED.

ENGAGE IN PRO-BONO WORK

AMONG THOSE WHO PRACTICE LAW FULL OR PART-TIME

QUESTION 21: DO YOU ENGAGE IN PRO BONO WORK? PRO BONO SERVICES ARE DEFINED AS LEGAL SERVICES (AS OPPOSED TO NON-LAW RELATED ACTIVITIES SUCH AS COACHING LITTLE LEAGUE) THAT ARE PERSONALLY PERFORMED WITHOUT AN EXPECTATION OF BEING PAID TO PERSONS OF LIMITED MEANS OR ORGANIZATIONS THAT SERVE PERSONS OF LIMITED MEANS.

	Total Responses (n=651)	Region						Years of Experience Practicing Law					Current Status	
		ABQ Metro	North-west	North Central	Las Cruces/ Southwest	Eastside	Out-of-State	5 Years or less	6 – 10 Years	11-20 Years	21-30 Years	31 or more Years	Full-time	Part-time
Yes	72%	76%	95%	67%	83%	80%	51%	61%	61%	73%	78%	83%	71%	84%
No	28%	24%	5%	33%	17%	20%	49%	39%	39%	27%	22%	17%	29%	16%

	Total Responses (n=651)	Number of Lawyers at Current Firm						Occupation Type					If Sole, Associate, or Shareholder			
		1 Lawyer (myself)	2 - 4 Lawyers	5 - 9 Lawyers	10 - 19 Lawyers	20 - 49 Lawyers	50 or more Lawyers	Partner/ Share holder	Sole Practitioner	Associate	City, State, or County Government	All Others	Plaintiff Attorney	Defense Attorney	Equally Plaintiff and Defense Attorney	Neither Plaintiff nor Defense Attorney
Yes	72%	91%	74%	67%	64%	67%	55%	86%	92%	75%	45%	63%	88%	82%	91%	86%
No	28%	9%	26%	33%	36%	33%	45%	14%	8%	25%	55%	37%	12%	18%	9%	14%

	Total Responses (n=651)	Gender		Ethnicity			Age				Graduate of UNM Law School	
		Male	Female	Hispanic	White/ Caucasian	Other	36 and under	37 to 45 years	46 to 54 years	55 and over	Yes	No
Yes	72%	76%	68%	69%	74%	69%	57%	73%	73%	80%	73%	72%
No	28%	24%	32%	31%	26%	31%	43%	27%	27%	20%	27%	28%

	Total Responses (n=651)	Identify as LGBT		Military Veteran		Has an ADA Disability	
		Yes	No	Yes	No	Yes	No
Yes	72%	70%	72%	71%	72%	72%	72%
No	28%	30%	28%	29%	28%	28%	28%

PERCENTAGE OF UNCOLLECTED FEES

AMONG THOSE WHO PRACTICE LAW FULL OR PART-TIME

QUESTION 22: IN A TYPICAL YEAR, APPROXIMATELY WHAT PERCENTAGE OF THE FEES YOU BILL ARE WRITTEN OFF AS UNCOLLECTIBLE?

	Total Responses (n=651)	Region						Years of Experience Practicing Law					Current Status	
		ABQ Metro	Northwest	North Central	Las Cruces/ Southwest	Eastside	Out-of-State	5 Years or less	6 – 10 Years	11-20 Years	21-30 Years	31 or more Years	Full-time	Part-time
Percentage	10.27%	8.90%	16.77%	9.41%	21.91%	9.30%	8.03%	11.45%	11.21%	10.77%	9.68%	9.53%	9.96%	12.14%

	Total Responses (n=651)	Number of Lawyers at Current Firm						Occupation Type					If Sole, Associate, or Shareholder			
		1 Lawyer (myself)	2 - 4 Lawyers	5 - 9 Lawyers	10 - 19 Lawyers	20 - 49 Lawyers	50 or more Lawyers	Partner/ Share holder	Sole Practitioner	Associate	City, State, or County Government	All Others	Plaintiff Attorney	Defense Attorney	Equally Plaintiff and Defense Attorney	Neither Plaintiff nor Defense Attorney
Percentage	10.27%	13.34%	8.57%	9.64%	8.20%	7.58%	8.54%	7.01%	11.76%	11.68%	17.42%	13.02%	12.19%	7.86%	13%	8.5%

	Total Responses (n=651)	Gender		Ethnicity			Age				Graduate of UNM Law School	
		Male	Female	Hispanic	White/ Caucasian	Other	36 and under	37 to 45 years	46 to 54 years	55 and over	Yes	No
Percentage	10.27%	9.78%	11.06%	11.59%	10.01%	10.01%	11.39%	10.25%	9.78%	10.17%	10.53%	10.04%

	Total Responses (n=651)	Identify as LGBT		Military Veteran		Has an ADA Disability	
		Yes	No	Yes	No	Yes	No
Percentage	10.27%	13.53%	10.27%	14.43%	9.76%	12.11%	10.22%

FREQUENCY OF CHARGING FOR VARIOUS EXPENSES: COMPUTERIZED LEGAL RESEARCH COSTS

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 23: HOW OFTEN DOES YOUR OFFICE CHARGE CLIENTS FOR COMPUTERIZED LEGAL RESEARCH COSTS?

	TOTAL RESPONSES (N=641)	REGION						YEARS OF EXPERIENCE PRACTICING LAW					CURRENT STATUS	
		ABQ METRO	NORTH-WEST	NORTH CENTRAL	LAS CRUCES/ SOUTHWEST	EASTSIDE	OUT-OF-STATE	5 YEARS OR LESS	6 – 10 YEARS	11-20 YEARS	21-30 YEARS	31 OR MORE YEARS	FULL-TIME	PART-TIME
ALWAYS	7%	7%	5%	8%	11%	9%	4%	8%	8%	5%	12%	4%	7%	6%
USUALLY	9%	9%	5%	9%	2%	11%	13%	12%	9%	11%	4%	10%	9%	10%
SOMETIMES	12%	13%	4%	10%	14%	12%	9%	10%	12%	10%	14%	12%	12%	11%
RARELY	8%	9%	10%	5%	5%	13%	9%	6%	4%	5%	11%	12%	8%	7%
NEVER	29%	29%	39%	26%	41%	29%	27%	27%	26%	29%	26%	37%	28%	36%
NOT APPLICABLE	35%	33%	36%	43%	27%	26%	37%	37%	42%	40%	33%	25%	36%	30%

	TOTAL RESPONSES (N=641)	NUMBER OF LAWYERS AT CURRENT FIRM						OCCUPATION TYPE					IF SOLE, ASSOCIATE, OR SHAREHOLDER			
		1 LAWYER (MYSELF)	2 - 4 LAWYERS	5 - 9 LAWYERS	10 - 19 LAWYERS	20 - 49 LAWYERS	50 OR MORE LAWYERS	PARTNER/ SHARE HOLDER	SOLE PRACTITIONER	ASSOCIATE	CITY, STATE, OR COUNTY GOVERNMENT	ALL OTHERS	PLAINTIFF ATTORNEY	DEFENSE ATTORNEY	EQUALLY PLAINTIFF AND DEFENSE ATTORNEY	NEITHER PLAINTIFF NOR DEFENSE ATTORNEY
ALWAYS	7%	9%	9%	9%	9%	-	3%	8%	9%	15%	-	4%	9%	6%	18%	11%
USUALLY	9%	6%	11%	9%	10%	9%	13%	22%	7%	15%	-	2%	10%	18%	11%	14%
SOMETIMES	12%	12%	9%	18%	11%	14%	8%	22%	13%	17%	-	6%	13%	21%	20%	15%
RARELY	8%	8%	8%	7%	3%	18%	6%	16%	9%	9%	1%	5%	11%	15%	10%	10%
NEVER	29%	45%	41%	20%	16%	21%	12%	32%	49%	35%	7%	24%	51%	34%	33%	39%
NOT APPLICABLE	35%	21%	23%	37%	52%	39%	58%	1%	12%	10%	92%	59%	8%	5%	8%	11%

FREQUENCY OF CHARGING FOR VARIOUS EXPENSES: COMPUTERIZED LEGAL RESEARCH COSTS (CONTINUED)

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 23 (CONTINUED): HOW OFTEN DOES YOUR OFFICE CHARGE CLIENTS FOR COMPUTERIZED LEGAL RESEARCH COSTS?

	Total Responses (n=641)	Gender		Ethnicity			Age				Graduate of UNM Law School	
		Male	Female	Hispanic	White/ Caucasian	Other	36 and under	37 to 45 years	46 to 54 years	55 and over	Yes	No
Always	7%	5%	9%	5%	7%	8%	10%	3%	9%	6%	8%	6%
Usually	9%	11%	7%	9%	10%	5%	13%	10%	6%	9%	9%	10%
Sometimes	12%	13%	10%	6%	13%	12%	8%	14%	13%	12%	11%	12%
Rarely	8%	8%	8%	8%	8%	6%	9%	2%	8%	10%	6%	10%
Never	29%	33%	25%	30%	29%	31%	23%	28%	29%	33%	31%	27%
Not Applicable	35%	30%	41%	42%	32%	39%	37%	43%	35%	29%	35%	35%

	Total Responses (n=641)	Identify as LGBT		Military Veteran		Has an ADA Disability	
		Yes	No	Yes	No	Yes	No
Always	7%	8%	7%	5%	7%	8%	7%
Usually	9%	12%	9%	11%	9%	10%	9%
Sometimes	12%	6%	12%	20%	11%	11%	11%
Rarely	8%	8%	8%	5%	8%	3%	8%
Never	29%	20%	30%	30%	29%	20%	30%
Not Applicable	35%	47%	34%	28%	36%	48%	35%

FREQUENCY OF CHARGING FOR VARIOUS EXPENSES: OTHER COMPUTER TIME AND SERVICES

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 24: HOW OFTEN DOES YOUR OFFICE CHARGE CLIENTS FOR OTHER COMPUTER TIME AND SERVICES?

	TOTAL RESPONSES (N=635)	REGION						YEARS OF EXPERIENCE PRACTICING LAW					CURRENT STATUS	
		ABQ METRO	NORTH-WEST	NORTH CENTRAL	LAS CRUCES/ SOUTHWEST	EASTSIDE	OUT-OF-STATE	5 YEARS OR LESS	6 – 10 YEARS	11-20 YEARS	21-30 YEARS	31 OR MORE YEARS	FULL-TIME	PART-TIME
ALWAYS	4%	4%	4%	4%	9%	-	-	2%	5%	4%	7%	2%	4%	4%
USUALLY	4%	4%	-	1%	6%	4%	3%	12%	1%	3%	2%	2%	4%	3%
SOMETIMES	8%	8%	10%	4%	2%	17%	9%	13%	9%	3%	9%	6%	8%	7%
RARELY	9%	9%	13%	8%	13%	14%	9%	8%	11%	12%	5%	10%	10%	8%
NEVER	37%	38%	31%	37%	39%	35%	37%	27%	28%	34%	42%	52%	36%	45%
NOT APPLICABLE	38%	36%	42%	45%	30%	31%	41%	39%	47%	44%	35%	28%	39%	34%

	TOTAL RESPONSES (N=635)	NUMBER OF LAWYERS AT CURRENT FIRM						OCCUPATION TYPE					IF SOLE, ASSOCIATE, OR SHAREHOLDER			
		1 LAWYER (MYSELF)	2 - 4 LAWYERS	5 - 9 LAWYERS	10 - 19 LAWYERS	20 - 49 LAWYERS	50 OR MORE LAWYERS	PARTNER/ SHARE HOLDER	SOLE PRACTITIONER	ASSOCIATE	CITY, STATE, OR COUNTY GOVERNMENT	ALL OTHERS	PLAINTIFF ATTORNEY	DEFENSE ATTORNEY	EQUALLY PLAINTIFF AND DEFENSE ATTORNEY	NEITHER PLAINTIFF NOR DEFENSE ATTORNEY
ALWAYS	4%	7%	6%	4%	2%	-	-	3%	8%	8%	-	3%	4%	3%	13%	5%
USUALLY	4%	3%	4%	4%	6%	2%	3%	4%	3%	10%	-	1%	1%	7%	12%	3%
SOMETIMES	8%	8%	6%	11%	8%	4%	8%	8%	10%	20%	-	2%	11%	15%	11%	9%
RARELY	9%	9%	9%	9%	6%	15%	10%	20%	10%	13%	2%	2%	8%	16%	15%	14%
NEVER	37%	51%	48%	30%	25%	34%	19%	63%	56%	31%	6%	29%	64%	48%	40%	53%
NOT APPLICABLE	38%	23%	25%	42%	54%	46%	60%	3%	13%	19%	92%	63%	11%	11%	11%	15%

FREQUENCY OF CHARGING FOR VARIOUS EXPENSES: OTHER COMPUTER TIME AND SERVICES (CONTINUED)

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 24 (CONTINUED): HOW OFTEN DOES YOUR OFFICE CHARGE CLIENTS FOR OTHER COMPUTER TIME AND SERVICES?

	TOTAL RESPONSES (N=635)	GENDER		ETHNICITY			AGE				GRADUATE OF UNM LAW SCHOOL	
		MALE	FEMALE	HISPANIC	WHITE/ CAUCASIAN	OTHER	36 AND UNDER	37 TO 45 YEARS	46 TO 54 YEARS	55 AND OVER	YES	NO
ALWAYS	4%	4%	5%	6%	3%	7%	5%	4%	3%	4%	5%	3%
USUALLY	4%	3%	4%	4%	3%	4%	9%	2%	3%	2%	4%	3%
SOMETIMES	8%	8%	7%	6%	8%	8%	13%	4%	5%	9%	8%	8%
RARELY	9%	11%	7%	10%	9%	9%	9%	10%	11%	8%	9%	10%
NEVER	37%	42%	32%	29%	41%	31%	22%	36%	40%	45%	37%	38%
NOT APPLICABLE	38%	32%	45%	46%	35%	41%	43%	44%	39%	32%	38%	38%

	TOTAL RESPONSES (N=635)	IDENTIFY AS LGBT		MILITARY VETERAN		HAS AN ADA DISABILITY	
		YES	NO	YES	NO	YES	NO
ALWAYS	4%	8%	4%	4%	4%	8%	4%
USUALLY	4%	-	4%	1%	4%	7%	3%
SOMETIMES	8%	2%	8%	10%	7%	10%	7%
RARELY	9%	13%	9%	11%	9%	-	10%
NEVER	37%	28%	38%	42%	37%	28%	38%
NOT APPLICABLE	38%	49%	37%	32%	39%	48%	38%

FREQUENCY OF CHARGING FOR VARIOUS EXPENSES: DUPLICATING/PHOTOCOPYING/POSTAGE EXPENSES

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 25: HOW OFTEN DOES YOUR OFFICE CHARGE CLIENTS FOR DUPLICATING/PHOTOCOPYING/POSTAGE EXPENSES?

		Region						Years of Experience Practicing Law					Current Status	
	Total Responses (n=644)	ABQ Metro	North-west	North Central	Las Cruces/ Southwest	Eastside	Out-of-State	5 Years or less	6 – 10 Years	11-20 Years	21-30 Years	31 or more Years	Full-time	Part-time
Always	13%	15%	5%	12%	13%	41%	3%	13%	8%	10%	18%	15%	14%	10%
Usually	20%	21%	18%	16%	25%	13%	18%	21%	23%	17%	16%	23%	20%	15%
Sometimes	13%	14%	22%	12%	11%	7%	9%	9%	11%	13%	13%	17%	12%	18%
Rarely	9%	9%	16%	10%	-	12%	13%	10%	10%	9%	7%	10%	9%	13%
Never	14%	13%	16%	10%	24%	9%	17%	13%	8%	14%	18%	14%	12%	25%
Not Applicable	31%	29%	23%	40%	27%	19%	39%	34%	40%	36%	29%	21%	33%	20%

		Number of Lawyers at Current Firm						Occupation Type					If Sole, Associate, or Shareholder			
	Total Responses (n=644)	1 Lawyer (myself)	2 - 4 Lawyers	5 - 9 Lawyers	10 - 19 Lawyers	20 - 49 Lawyers	50 or more Lawyers	Partner/ Share holder	Sole Practitioner	Associate	City, State, or County Government	All Others	Plaintiff Attorney	Defense Attorney	Equally Plaintiff and Defense Attorney	Neither Plaintiff nor Defense Attorney
Always	13%	12%	21%	16%	9%	7%	8%	16%	14%	20%	3%	13%	19%	14%	23%	19%
Usually	20%	19%	23%	20%	13%	24%	16%	34%	21%	33%	3%	7%	27%	34%	26%	26%
Sometimes	13%	16%	10%	13%	10%	19%	9%	25%	17%	16%	-	6%	12%	26%	16%	21%
Rarely	9%	16%	9%	9%	7%	4%	4%	9%	17%	12%	3%	6%	11%	10%	12%	14%
Never	14%	23%	18%	8%	9%	7%	7%	15%	24%	10%	4%	14%	25%	12%	19%	15%
Not Applicable	31%	14%	19%	34%	52%	39%	57%	2%	6%	8%	87%	54%	6%	5%	4%	5%

FREQUENCY OF CHARGING FOR VARIOUS EXPENSES: DUPLICATING/PHOTOCOPYING/POSTAGE EXPENSES (CONTINUED)

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 25 (CONTINUED): HOW OFTEN DOES YOUR OFFICE CHARGE CLIENTS FOR DUPLICATING/PHOTOCOPYING/POSTAGE EXPENSES?

	Total Responses (n=644)	Gender		Ethnicity			Age				Graduate of UNM Law School	
		Male	Female	Hispanic	White/ Caucasian	Other	36 and under	37 to 45 years	46 to 54 years	55 and over	Yes	No
Always	13%	14%	13%	9%	14%	15%	10%	9%	18%	14%	13%	14%
Usually	20%	21%	17%	21%	19%	18%	22%	21%	18%	19%	21%	18%
Sometimes	13%	15%	10%	6%	15%	10%	10%	14%	10%	16%	14%	12%
Rarely	9%	9%	9%	8%	9%	12%	12%	7%	10%	8%	8%	10%
Never	14%	14%	13%	16%	14%	8%	12%	10%	13%	17%	13%	15%
Not Applicable	31%	26%	37%	40%	28%	37%	36%	39%	32%	25%	32%	31%

	Total Responses (n=644)	Identify as LGBT		Military Veteran		Has an ADA Disability	
		Yes	No	Yes	No	Yes	No
Always	13%	13%	14%	17%	13%	3%	13%
Usually	20%	13%	20%	23%	19%	28%	19%
Sometimes	13%	6%	13%	10%	13%	-	13%
Rarely	9%	11%	9%	6%	10%	7%	9%
Never	14%	16%	14%	18%	13%	18%	13%
Not Applicable	31%	42%	31%	26%	32%	43%	31%

*LESS THAN 1% REPORTED.

FREQUENCY OF CHARGING FOR VARIOUS EXPENSES: SUPPORT STAFF TIME/SERVICES

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 26: HOW OFTEN DOES YOUR OFFICE CHARGE CLIENTS FOR **SUPPORT STAFF TIME/SERVICES?**

	TOTAL RESPONSES (N=637)	REGION						YEARS OF EXPERIENCE PRACTICING LAW					CURRENT STATUS	
		ABQ METRO	NORTH-WEST	NORTH CENTRAL	LAS CRUCES/ SOUTHWEST	EASTSIDE	OUT-OF-STATE	5 YEARS OR LESS	6 – 10 YEARS	11-20 YEARS	21-30 YEARS	31 OR MORE YEARS	FULL-TIME	PART-TIME
ALWAYS	5%	7%	4%	1%	8%	4%	2%	7%	6%	5%	6%	1%	6%	1%
USUALLY	5%	4%	4%	4%	16%	8%	7%	8%	6%	7%	2%	4%	5%	10%
SOMETIMES	15%	15%	19%	15%	5%	27%	13%	16%	19%	10%	14%	17%	15%	13%
RARELY	9%	9%	20%	8%	11%	9%	7%	9%	6%	11%	6%	13%	10%	7%
NEVER	27%	30%	12%	25%	23%	24%	28%	21%	19%	25%	31%	38%	27%	33%
NOT APPLICABLE	38%	35%	40%	47%	36%	28%	42%	38%	44%	43%	40%	27%	39%	35%

	TOTAL RESPONSES (N=637)	NUMBER OF LAWYERS AT CURRENT FIRM						OCCUPATION TYPE					IF SOLE, ASSOCIATE, OR SHAREHOLDER			
		1 LAWYER (MYSELF)	2 - 4 LAWYERS	5 - 9 LAWYERS	10 - 19 LAWYERS	20 - 49 LAWYERS	50 OR MORE LAWYERS	PARTNER/ SHARE HOLDER	SOLE PRACTITIONER	ASSOCIATE	CITY, STATE, OR COUNTY GOVERNMENT	ALL OTHERS	PLAINTIFF ATTORNEY	DEFENSE ATTORNEY	EQUALLY PLAINTIFF AND DEFENSE ATTORNEY	NEITHER PLAINTIFF NOR DEFENSE ATTORNEY
ALWAYS	5%	7%	7%	5%	7%	-	1%	3%	8%	11%	-	3%	7%	4%	15%	6%
USUALLY	5%	7%	8%	4%	3%	6%	3%	4%	7%	10%	1%	6%	5%	7%	8%	9%
SOMETIMES	15%	13%	21%	22%	12%	5%	9%	24%	13%	26%	1%	10%	23%	19%	23%	22%
RARELY	9%	10%	11%	7%	7%	11%	8%	14%	10%	16%	1%	6%	12%	15%	9%	16%
NEVER	27%	30%	30%	23%	21%	40%	20%	53%	33%	27%	5%	17%	42%	45%	30%	30%
NOT APPLICABLE	38%	33%	23%	40%	51%	39%	58%	2%	28%	10%	92%	58%	11%	10%	16%	17%

FREQUENCY OF CHARGING FOR VARIOUS EXPENSES: SUPPORT STAFF TIME/SERVICES (CONTINUED)

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 26 (CONTINUED): HOW OFTEN DOES YOUR OFFICE CHARGE CLIENTS FOR **SUPPORT STAFF TIME/SERVICES?**

	TOTAL RESPONSES (N=637)	GENDER		ETHNICITY			AGE				GRADUATE OF UNM LAW SCHOOL	
		MALE	FEMALE	HISPANIC	WHITE/ CAUCASIAN	OTHER	36 AND UNDER	37 TO 45 YEARS	46 TO 54 YEARS	55 AND OVER	YES	NO
ALWAYS	5%	4%	6%	7%	3%	11%	8%	6%	5%	3%	6%	4%
USUALLY	5%	7%	4%	4%	6%	5%	8%	7%	2%	5%	3%	8%
SOMETIMES	15%	14%	15%	12%	16%	14%	21%	12%	14%	14%	17%	13%
RARELY	9%	10%	8%	9%	10%	5%	6%	10%	11%	10%	9%	10%
NEVER	27%	31%	23%	26%	29%	19%	21%	21%	28%	34%	26%	28%
NOT APPLICABLE	38%	33%	45%	42%	36%	45%	36%	45%	40%	35%	39%	37%

	TOTAL RESPONSES (N=637)	IDENTIFY AS LGBT		MILITARY VETERAN		HAS AN ADA DISABILITY	
		YES	NO	YES	NO	YES	NO
ALWAYS	5%	-	5%	4%	5%	-	5%
USUALLY	5%	-	6%	10%	5%	6%	5%
SOMETIMES	15%	9%	15%	17%	15%	18%	14%
RARELY	9%	9%	9%	5%	10%	3%	10%
NEVER	27%	24%	28%	32%	27%	20%	28%
NOT APPLICABLE	38%	58%	37%	33%	39%	52%	38%

FREQUENCY OF CHARGING FOR VARIOUS EXPENSES: PARALEGAL TIME/SERVICES

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 27: HOW OFTEN DOES YOUR OFFICE CHARGE CLIENTS FOR **PARALEGAL STAFF TIME/SERVICES?**

		Region						Years of Experience Practicing Law					Current Status	
	Total Responses (n=641)	ABQ Metro	North-west	North Central	Las Cruces/ Southwest	Eastside	Out-of-State	5 Years or less	6 – 10 Years	11-20 Years	21-30 Years	31 or more Years	Full-time	Part-time
Always	17%	20%	5%	13%	18%	23%	12%	21%	12%	10%	25%	17%	18%	10%
Usually	19%	19%	8%	21%	23%	27%	18%	20%	25%	17%	11%	25%	20%	13%
Sometimes	9%	10%	21%	7%	-	11%	8%	5%	9%	7%	11%	10%	8%	12%
Rarely	5%	4%	13%	4%	7%	4%	3%	2%	2%	10%	2%	4%	4%	7%
Never	13%	14%	12%	8%	18%	5%	18%	14%	6%	13%	14%	16%	12%	20%
Not Applicable	38%	34%	42%	48%	34%	30%	41%	38%	46%	42%	37%	28%	38%	38%

		Number of Lawyers at Current Firm						Occupation Type					If Sole, Associate, or Shareholder			
	Total Responses (n=641)	1 Lawyer (myself)	2 - 4 Lawyers	5 - 9 Lawyers	10 - 19 Lawyers	20 - 49 Lawyers	50 or more Lawyers	Partner/ Share holder	Sole Practitioner	Associate	City, State, or County Government	All Others	Plaintiff Attorney	Defense Attorney	Equally Plaintiff and Defense Attorney	Neither Plaintiff nor Defense Attorney
Always	17%	13%	18%	27%	13%	16%	14%	27%	17%	31%	-	9%	14%	25%	31%	28%
Usually	19%	10%	21%	17%	17%	38%	22%	43%	9%	31%	1%	10%	13%	46%	25%	24%
Sometimes	9%	13%	13%	7%	6%	5%	1%	12%	14%	13%	-	5%	15%	11%	16%	11%
Rarely	5%	9%	6%	4%	3%	-	-	5%	8%	5%	1%	4%	11%	4%	8%	5%
Never	13%	22%	18%	7%	10%	3%	6%	10%	24%	12%	6%	13%	35%	6%	6%	15%
Not Applicable	38%	33%	23%	38%	51%	39%	57%	3%	28%	9%	92%	58%	12%	9%	14%	16%

FREQUENCY OF CHARGING FOR VARIOUS EXPENSES: PARALEGAL TIME/SERVICES (CONTINUED)

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 27 (CONTINUED): HOW OFTEN DOES YOUR OFFICE CHARGE CLIENTS FOR **PARALEGAL STAFF TIME/SERVICES?**

	Total Responses (n=641)	Gender		Ethnicity			Age				Graduate of UNM Law School	
		Male	Female	Hispanic	White/ Caucasian	Other	36 and under	37 to 45 years	46 to 54 years	55 and over	Yes	No
Always	17%	16%	18%	16%	17%	16%	21%	11%	17%	17%	17%	17%
Usually	19%	23%	15%	14%	21%	18%	20%	18%	19%	20%	19%	19%
Sometimes	9%	8%	9%	5%	10%	8%	8%	8%	8%	10%	9%	8%
Rarely	5%	5%	4%	5%	5%	3%	2%	6%	5%	4%	3%	6%
Never	13%	15%	10%	17%	12%	13%	12%	12%	12%	15%	13%	13%
Not Applicable	38%	33%	44%	42%	36%	43%	37%	45%	39%	34%	38%	37%

	Total Responses (n=641)	Identify as LGBT		Military Veteran		Has an ADA Disability	
		Yes	No	Yes	No	Yes	No
Always	17%	12%	18%	17%	17%	21%	16%
Usually	19%	13%	20%	23%	19%	11%	20%
Sometimes	9%	11%	8%	7%	9%	6%	9%
Rarely	5%	2%	4%	5%	5%	-	5%
Never	13%	9%	13%	19%	12%	11%	13%
Not Applicable	38%	53%	37%	30%	39%	51%	38%

FREQUENCY OF CHARGING FOR VARIOUS EXPENSES: LAWYERS' TRAVEL TIME AND/OR COSTS

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 28: HOW OFTEN DOES YOUR OFFICE CHARGE CLIENTS FOR **LAWYERS' TRAVEL TIME AND/OR TRAVEL COSTS?**

		Region						Years of Experience Practicing Law					Current Status	
	Total Responses (n=646)	ABQ Metro	North-west	North Central	Las Cruces/ Southwest	Eastside	Out-of-State	5 Years or less	6 – 10 Years	11-20 Years	21-30 Years	31 or more Years	Full-time	Part-time
Always	21%	23%	17%	15%	32%	28%	14%	24%	18%	14%	27%	22%	22%	13%
Usually	24%	25%	28%	26%	15%	34%	22%	22%	22%	23%	17%	36%	24%	26%
Sometimes	13%	13%	11%	13%	11%	7%	15%	11%	13%	13%	14%	14%	11%	25%
Rarely	4%	4%	5%	4%	4%	4%	3%	1%	2%	7%	4%	3%	3%	5%
Never	6%	7%	8%	2%	10%	-	10%	11%	3%	3%	9%	6%	5%	11%
Not Applicable	32%	29%	32%	41%	27%	26%	37%	32%	42%	39%	29%	19%	34%	20%

		Number of Lawyers at Current Firm						Occupation Type					If Sole, Associate, or Shareholder			
	Total Responses (n=646)	1 Lawyer (myself)	2 - 4 Lawyers	5 - 9 Lawyers	10 - 19 Lawyers	20 - 49 Lawyers	50 or more Lawyers	Partner/ Share holder	Sole Practitioner	Associate	City, State, or County Government	All Others	Plaintiff Attorney	Defense Attorney	Equally Plaintiff and Defense Attorney	Neither Plaintiff nor Defense Attorney
Always	21%	20%	29%	31%	20%	13%	6%	32%	25%	35%	1%	11%	33%	24%	41%	30%
Usually	24%	21%	28%	23%	15%	35%	26%	51%	20%	33%	4%	13%	26%	52%	31%	28%
Sometimes	13%	22%	14%	8%	6%	10%	8%	14%	25%	20%	-	7%	21%	16%	15%	23%
Rarely	4%	10%	3%	2%	1%	-	-	2%	11%	2%	1%	3%	8%	2%	5%	7%
Never	6%	11%	8%	1%	7%	3%	4%	1%	11%	5%	4%	10%	7%	2%	5%	8%
Not Applicable	32%	17%	19%	35%	51%	39%	56%	1%	8%	5%	91%	56%	5%	4%	3%	5%

FREQUENCY OF CHARGING FOR VARIOUS EXPENSES: LAWYERS' TRAVEL TIME AND/OR COSTS (CONTINUED)

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 28 (CONTINUED): HOW OFTEN DOES YOUR OFFICE CHARGE CLIENTS FOR **LAWYERS' TRAVEL TIME AND/OR TRAVEL COSTS?**

	Total Responses (n=646)	Gender		Ethnicity			Age				Graduate of UNM Law School	
		Male	Female	Hispanic	White/ Caucasian	Other	36 and under	37 to 45 years	46 to 54 years	55 and over	Yes	No
Always	21%	20%	22%	16%	22%	21%	26%	17%	20%	21%	20%	22%
Usually	24%	29%	20%	19%	28%	13%	20%	25%	26%	26%	25%	24%
Sometimes	13%	13%	13%	10%	13%	22%	12%	11%	8%	18%	13%	12%
Rarely	4%	4%	4%	4%	3%	3%	1%	5%	6%	3%	3%	4%
Never	6%	7%	5%	9%	5%	4%	7%	2%	7%	7%	6%	6%
Not Applicable	32%	28%	37%	41%	29%	36%	33%	40%	34%	26%	32%	32%

	Total Responses (n=646)	Identify as LGBT		Military Veteran		Has an ADA Disability	
		Yes	No	Yes	No	Yes	No
Always	21%	16%	21%	21%	21%	25%	21%
Usually	24%	9%	26%	31%	24%	11%	25%
Sometimes	13%	17%	13%	14%	13%	12%	13%
Rarely	4%	3%	4%	1%	4%	-	3%
Never	6%	13%	6%	6%	6%	8%	6%
Not Applicable	32%	42%	32%	27%	33%	43%	32%

FREQUENCY OF CHARGING FOR VARIOUS EXPENSES: TIME SPENT ON TELEPHONE CALLS

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 29: HOW OFTEN DOES YOUR OFFICE CHARGE CLIENTS FOR **TIME SPENT ON TELEPHONE CALLS?**

	Total Responses (n=643)	Region						Years of Experience Practicing Law					Current Status	
		ABQ Metro	North-west	North Central	Las Cruces/ Southwest	Eastside	Out-of-State	5 Years or less	6 – 10 Years	11-20 Years	21-30 Years	31 or more Years	Full-time	Part-time
Always	28%	28%	32%	24%	38%	40%	23%	27%	24%	21%	37%	30%	28%	26%
Usually	24%	25%	13%	26%	18%	29%	20%	17%	21%	20%	17%	39%	22%	36%
Sometimes	5%	4%	12%	5%	7%	-	5%	8%	5%	6%	4%	2%	4%	9%
Rarely	3%	4%	4%	2%	2%	4%	4%	2%	3%	4%	3%	3%	3%	2%
Never	8%	9%	4%	5%	9%	-	13%	12%	5%	10%	9%	4%	8%	9%
Not Applicable	33%	30%	36%	39%	26%	26%	36%	35%	41%	38%	30%	21%	35%	18%

	Total Responses (n=643)	Number of Lawyers at Current Firm						Occupation Type					If Sole, Associate, or Shareholder			
		1 Lawyer (myself)	2 - 4 Lawyers	5 - 9 Lawyers	10 - 19 Lawyers	20 - 49 Lawyers	50 or more Lawyers	Partner/ Share holder	Sole Practitioner	Associate	City, State, or County Government	All Others	Plaintiff Attorney	Defense Attorney	Equally Plaintiff and Defense Attorney	Neither Plaintiff nor Defense Attorney
Always	28%	31%	35%	30%	23%	25%	15%	47%	38%	40%	-	14%	24%	39%	51%	50%
Usually	24%	28%	23%	17%	15%	31%	24%	44%	28%	30%	1%	13%	24%	48%	32%	29%
Sometimes	5%	10%	4%	6%	2%	1%	-	2%	10%	10%	-	3%	7%	6%	8%	8%
Rarely	3%	6%	4%	2%	1%	1%	-	1%	8%	3%	1%	3%	9%	1%	1%	6%
Never	8%	8%	12%	9%	6%	3%	5%	5%	8%	10%	7%	10%	23%	2%	2%	5%
Not Applicable	33%	16%	20%	36%	52%	39%	56%	1%	7%	8%	91%	57%	11%	4%	6%	2%

FREQUENCY OF CHARGING FOR VARIOUS EXPENSES: TIME SPENT ON TELEPHONE CALLS (CONTINUED)

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 29 (CONTINUED): HOW OFTEN DOES YOUR OFFICE CHARGE CLIENTS FOR **TIME SPENT ON TELEPHONE CALLS?**

	Total Responses (n=643)	Gender		Ethnicity			Age				Graduate of UNM Law School	
		Male	Female	Hispanic	White/ Caucasian	Other	36 and under	37 to 45 years	46 to 54 years	55 and over	Yes	No
Always	28%	27%	29%	25%	29%	24%	27%	21%	32%	30%	28%	28%
Usually	24%	28%	18%	17%	26%	17%	19%	19%	17%	32%	23%	24%
Sometimes	5%	5%	5%	5%	4%	11%	6%	8%	3%	4%	6%	4%
Rarely	3%	4%	2%	3%	3%	1%	3%	3%	4%	3%	3%	4%
Never	8%	8%	8%	10%	7%	10%	10%	8%	10%	5%	8%	8%
Not Applicable	33%	28%	38%	40%	30%	36%	35%	41%	34%	26%	33%	32%

	Total Responses (n=643)	Identify as LGBT		Military Veteran		Has an ADA Disability	
		Yes	No	Yes	No	Yes	No
Always	28%	20%	29%	29%	28%	31%	28%
Usually	24%	26%	23%	26%	23%	10%	24%
Sometimes	5%	-	5%	7%	5%	6%	5%
Rarely	3%	-	3%	6%	3%	3%	3%
Never	8%	10%	8%	6%	8%	5%	8%
Not Applicable	33%	44%	32%	26%	33%	44%	32%

FREQUENCY OF CHARGING FOR VARIOUS EXPENSES: ELECTRONIC FILING FEES

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 30: HOW OFTEN DOES YOUR OFFICE CHARGE CLIENTS FOR **ELECTRONIC FILING FEES?**

	Total Responses (n=644)	Region						Years of Experience Practicing Law					Current Status	
		ABQ Metro	North-west	North Central	Las Cruces/ Southwest	Eastside	Out-of-State	5 Years or less	6 – 10 Years	11-20 Years	21-30 Years	31 or more Years	Full-time	Part-time
Always	44%	47%	50%	34%	45%	63%	40%	39%	36%	43%	49%	49%	45%	40%
Usually	15%	15%	15%	16%	16%	9%	18%	19%	18%	12%	9%	21%	15%	18%
Sometimes	3%	4%	-	3%	-	-	-	2%	3%	4%	3%	2%	2%	4%
Rarely	1%	1%	-	-	-	8%	-	-	-	1%	1%	1%	1%	-
Never	4%	3%	4%	2%	10%	-	5%	5%	1%	2%	6%	4%	3%	9%
Not Applicable	34%	30%	31%	45%	30%	19%	38%	36%	43%	38%	32%	23%	34%	30%

	Total Responses (n=644)	Number of Lawyers at Current Firm						Occupation Type					If Sole, Associate, or Shareholder			
		1 Lawyer (myself)	2 - 4 Lawyers	5 - 9 Lawyers	10 - 19 Lawyers	20 - 49 Lawyers	50 or more Lawyers	Partner/ Share holder	Sole Practitioner	Associate	City, State, or County Government	All Others	Plaintiff Attorney	Defense Attorney	Equally Plaintiff and Defense Attorney	Neither Plaintiff nor Defense Attorney
Always	44%	51%	58%	47%	32%	38%	21%	72%	62%	60%	3%	23%	68%	54%	72%	67%
Usually	15%	16%	14%	15%	9%	18%	18%	22%	16%	28%	3%	9%	20%	32%	18%	16%
Sometimes	3%	3%	4%	3%	3%	2%	-	4%	4%	4%	-	1%	4%	4%	3%	5%
Rarely	1%	1%	1%	1%	-	1%	-	1%	2%	-	-	1%	-	2%	-	1%
Never	4%	5%	4%	-	5%	3%	5%	1%	3%	2%	5%	8%	3%	1%	2%	1%
Not Applicable	34%	22%	19%	34%	51%	39%	57%	1%	13%	6%	89%	59%	5%	8%	4%	10%

FREQUENCY OF CHARGING FOR VARIOUS EXPENSES: ELECTRONIC FILING FEES (CONTINUED)

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 30 (CONTINUED): HOW OFTEN DOES YOUR OFFICE CHARGE CLIENTS FOR **ELECTRONIC FILING FEES?**

	Total Responses (n=644)	Gender		Ethnicity			Age				Graduate of UNM Law School	
		Male	Female	Hispanic	White/ Caucasian	Other	36 and under	37 to 45 years	46 to 54 years	55 and over	Yes	No
Always	44%	46%	41%	38%	46%	40%	41%	41%	43%	48%	43%	45%
Usually	15%	18%	13%	10%	17%	17%	18%	15%	12%	16%	17%	14%
Sometimes	3%	2%	3%	1%	3%	1%	2%	2%	5%	2%	3%	2%
Rarely	1%	1%	*	1%	1%	-	-	-	1%	2%	1%	1%
Never	4%	4%	3%	8%	3%	3%	5%	2%	4%	4%	4%	4%
Not Applicable	34%	29%	39%	42%	31%	39%	34%	40%	35%	29%	33%	35%

	Total Responses (n=644)	Identify as LGBT		Military Veteran		Has an ADA Disability	
		Yes	No	Yes	No	Yes	No
Always	44%	33%	45%	50%	43%	38%	44%
Usually	15%	11%	16%	12%	16%	10%	16%
Sometimes	3%	5%	3%	3%	2%	5%	3%
Rarely	1%	-	1%	2%	1%	-	1%
Never	4%	6%	3%	4%	4%	-	4%
Not Applicable	34%	45%	33%	29%	34%	47%	33%

*LESS THAN 1% REPORTED.

WHO PAYS STATE BAR DUES?

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 31: WHO PAYS YOUR STATE BAR DUES?

	TOTAL RESPONSES (N=650)	REGION						YEARS OF EXPERIENCE PRACTICING LAW					CURRENT STATUS	
		ABQ METRO	NORTH-WEST	NORTH CENTRAL	LAS CRUCES/ SOUTHWEST	EASTSIDE	OUT-OF-STATE	5 YEARS OR LESS	6 – 10 YEARS	11-20 YEARS	21-30 YEARS	31 OR MORE YEARS	FULL-TIME	PART-TIME
MYSELF	37%	33%	67%	29%	59%	38%	47%	21%	23%	45%	42%	46%	32%	74%
MY EMPLOYER	61%	65%	33%	68%	41%	54%	51%	78%	74%	55%	54%	51%	66%	26%
FIRM	1%	*	-	1%	-	8%	-	-	-	-	2%	1%	1%	-
DEPENDS ON THE BUDGET	*	-	-	1%	-	-	-	-	1%	-	-	-	*	-
MY EMPLOYER NM/AZ, SOMETIMES MYSELF	*	-	-	-	-	-	1%	-	-	-	-	1%	*	-
I DO (I AM OWNER OF THE FIRM)	*	1%	-	-	-	-	-	-	2%	-	-	1%	*	-
REIMBURSED BY EMPLOYER	*	-	-	-	-	-	1%	-	-	-	1%	-	*	-
STATE BAR	*	*	-	-	-	-	-	1%	-	-	-	-	*	-
VARIES YEAR TO YEAR	*	*	-	-	-	-	-	-	-	-	1%	-	*	-

	TOTAL RESPONSES (N=650)	NUMBER OF LAWYERS AT CURRENT FIRM						OCCUPATION TYPE					IF SOLE, ASSOCIATE, OR SHAREHOLDER			
		1 LAWYER (MYSELF)	2 - 4 LAWYERS	5 - 9 LAWYERS	10 - 19 LAWYERS	20 - 49 LAWYERS	50 OR MORE LAWYERS	PARTNER/ SHARE HOLDER	SOLE PRACTITIONER	ASSOCIATE	CITY, STATE, OR COUNTY GOVERNMENT	ALL OTHERS	PLAINTIFF ATTORNEY	DEFENSE ATTORNEY	EQUALLY PLAINTIFF AND DEFENSE ATTORNEY	NEITHER PLAINTIFF NOR DEFENSE ATTORNEY
MYSELF	37%	88%	30%	10%	9%	25%	18%	21%	96%	6%	9%	50%	49%	22%	48%	57%
MY EMPLOYER	61%	11%	68%	86%	88%	74%	80%	76%	2%	93%	89%	48%	50%	75%	52%	39%
FIRM	1%	-	1%	1%	2%	-	1%	2%	-	-	-	1%	-	2%	-	2%
DEPENDS ON THE BUDGET	*	-	-	-	1%	-	-	-	-	-	1%	-	-	-	-	-
MY EMPLOYER NM/AZ, SOMETIMES MYSELF	*	-	-	-	-	1%	-	-	-	-	-	1%	-	-	-	-
I DO (I AM OWNER OF THE FIRM)	*	1%	1%	-	-	-	1%	1%	1%	-	-	-	1%	1%	-	1%
REIMBURSED BY EMPLOYER	*	-	-	1%	-	-	-	-	-	-	-	1%	-	-	-	-
STATE BAR	*	1%	-	-	-	-	-	-	1%	-	-	-	-	1%	-	-
VARIES YEAR TO YEAR	*	-	-	1%	-	-	-	-	-	1%	-	-	-	-	-	1%

*LESS THAN 1% REPORTED.

WHO PAYS STATE BAR DUES? (CONTINUED)

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 31 (CONTINUED): WHO PAYS YOUR STATE BAR DUES?

	TOTAL RESPONSES (N=650)	GENDER		ETHNICITY			AGE				GRADUATE OF UNM LAW SCHOOL	
		MALE	FEMALE	HISPANIC	WHITE/ CAUCASIAN	OTHER	36 AND UNDER	37 TO 45 YEARS	46 TO 54 YEARS	55 AND OVER	YES	NO
MYSELF	37%	39%	34%	37%	35%	50%	20%	31%	36%	50%	37%	37%
MY EMPLOYER	61%	59%	63%	61%	63%	47%	78%	67%	63%	47%	61%	61%
FIRM	1%	1%	1%	1%	1%	-	-	-	1%	1%	*	1%
DEPENDS ON THE BUDGET	*	-	*	-	*	-	-	1%	-	-	*	-
MY EMPLOYER NM/AZ, SOMETIMES MYSELF	*	-	*	-	*	-	-	-	-	*	-	*
I DO (I AM OWNER OF THE FIRM)	*	1%	*	-	1%	-	1%	1%	-	*	-	1%
REIMBURSED BY EMPLOYER	*	*	-	1%	-	-	-	-	-	*	*	-
STATE BAR	*	-	*	-	*	-	1%	-	-	-	*	-
VARIES YEAR TO YEAR	*	-	*	-	-	2%	-	-	1%	-	*	-

	TOTAL RESPONSES (N=650)	IDENTIFY AS LGBT		MILITARY VETERAN		HAS AN ADA DISABILITY	
		YES	NO	YES	NO	YES	NO
MYSELF	37%	42%	36%	45%	36%	38%	37%
MY EMPLOYER	61%	58%	61%	55%	62%	62%	61%
FIRM	*	-	*	-	*	-	*
DEPENDS ON THE BUDGET	1%	-	1%	-	1%	-	1%
MY EMPLOYER NM/AZ, SOMETIMES MYSELF	*	-	*	-	*	-	*
I DO (I AM OWNER OF THE FIRM)	*	-	*	-	*	-	*
REIMBURSED BY EMPLOYER	*	-	*	-	*	-	*
STATE BAR	*	-	*	-	*	-	*
VARIES YEAR TO YEAR	*	-	*	-	*	-	*

*LESS THAN 1% REPORTED.

ARE YOU PAYING STUDENT LOANS?

AMONG THOSE CURRENTLY PRACTICING LAW FULL OR PART-TIME

QUESTION 32: ARE YOU STILL PAYING STUDENT LOANS? AMONG THOSE PRACTICING FULL- OR PART-TIME.

	Total Responses (n=652)	Region						Years of Experience Practicing Law					Current Status	
		ABQ Metro	North-west	North Central	Las Cruces/ Southwest	Eastside	Out-of-State	5 Years or less	6 – 10 Years	11-20 Years	21-30 Years	31 or more Years	Full-time	Part-time
Yes	44%	43%	30%	40%	47%	44%	52%	81%	77%	64%	12%	2%	47%	22%
No	56%	57%	70%	60%	53%	56%	48%	19%	23%	36%	88%	98%	53%	78%

	Total Responses (n=652)	Number of Lawyers at Current Firm						Occupation Type					If Sole, Associate, or Shareholder			
		1 Lawyer (myself)	2 - 4 Lawyers	5 - 9 Lawyers	10 - 19 Lawyers	20 - 49 Lawyers	50 or more Lawyers	Partner/ Share holder	Sole Practitioner	Associate	City, State, or County Government	All Others	Plaintiff Attorney	Defense Attorney	Equally Plaintiff and Defense Attorney	Neither Plaintiff nor Defense Attorney
Yes	44%	31%	48%	51%	54%	38%	49%	28%	26%	70%	58%	40%	37%	44%	50%	33%
No	56%	69%	52%	49%	46%	62%	51%	72%	74%	30%	42%	60%	63%	56%	50%	67%

	Total Responses (n=652)	Gender		Ethnicity			Age				Graduate of UNM Law School	
		Male	Female	Hispanic	White/ Caucasian	Other	36 and under	37 to 45 years	46 to 54 years	55 and over	Yes	No
Yes	44%	38%	50%	56%	37%	62%	80%	75%	42%	9%	47%	40%
No	56%	62%	50%	44%	63%	38%	20%	25%	58%	91%	53%	60%

	Total Responses (n=652)	Identify as LGBT		Military Veteran		Has an ADA Disability	
		Yes	No	Yes	No	Yes	No
Yes	44%	58%	43%	35%	45%	54%	43%
No	56%	42%	57%	65%	55%	46%	57%

DEMOGRAPHICS

DEMOGRAPHICS

TOTAL SAMPLE (N=703.)

GENDER	
MALE	53%
FEMALE	46%
AGE	
36 AND UNDER	19%
37 TO 45 YEARS	19%
46 TO 54 YEARS	24%
55 AND OVER	37%
ETHNICITY	
WHITE/CAUCASIAN	70%
HISPANIC	20%
TWO OR MORE RACES	5%
NATIVE AMERICAN OR NATIVE ALASKAN	2%
OTHER	2%
BLACK/AFRICAN-AMERICAN	1%
ASIAN-AMERICAN OR PACIFIC ISLANDER	1%
UNM LAW SCHOOL GRADUATE	
YES	48%
NO	52%
LGBT	
YES	6%
NO	94%
MILITARY VETERAN	
YES	11%
NO	89%
DISABILITY	
YES	4%
NO	96%

QUESTIONNAIRE

THE ECONOMICS OF LAW PRACTICE IN NEW MEXICO
2017 SURVEY

INSTRUCTIONS: MOST OF THESE QUESTIONS CAN BE COMPLETED EITHER BY CHECKING A RESPONSE OR BY FILLING IN THE BLANKS. IF THERE ARE ANY QUESTIONS RELATED TO YOUR FIRM OR ORGANIZATION THAT YOU CANNOT ANSWER, YOU MAY ASK A KNOWLEDGEABLE MEMBER OF YOUR FIRM OR ORGANIZATION TO HELP WITH YOUR ANSWER.

YOUR INDIVIDUAL RESPONSES WILL REMAIN COMPLETELY CONFIDENTIAL. YOUR PARTICIPATION IS CRUCIAL TO ENSURE THE THOROUGHNESS AND ACCURACY OF THIS STUDY.

1. PLEASE INDICATE THE COUNTY OF YOUR PRINCIPAL OFFICE WHERE MOST OF YOUR WORK IS DONE:

☐01	BERNALILLO	☐17	LUNA	☐33	VALENCIA
☐08	DOÑA ANA	☐24	SANDOVAL	☐06	CURRY
☐15	LINCOLN	☐31	TORRANCE	☐13	HIDALGO
☐22	RIO ARRIBA	☐04	CIBOLA	☐20	OTERO
☐29	SOCORRO	☐11	GUADALUPE	☐27	SANTA FE
☐02	CATRON	☐18	MCKINLEY	☐34	OUT-OF-STATE
☐09	EDDY	☐25	SAN JUAN	☐07	DE BACA
☐16	LOS ÁLAMOS	☐32	UNION	☐14	LEA
☐23	ROOSEVELT	☐05	COLFAX	☐21	QUAY
☐30	TAOS	☐12	HARDING	☐28	SIERRA
☐03	CHAVES	☐19	MORA		
☐10	GRANT	☐26	SAN MIGUEL		

2. PLEASE INDICATE YOUR TOTAL YEARS OF PRACTICE IN LAW: (ENTER NUMBER OF YEARS) _____ _____

3. DO YOU CURRENTLY PRACTICE LAW?

☐1 **FULL-TIME**
☐2 **PART-TIME**
☐3 **NOT CURRENTLY PRACTICING (SKIP TO INTRO TO QUESTION 34)**

PLEASE RATE HOW STRONGLY YOU EITHER AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS. RANDOMIZE

		Strongly Agree 5	Somewhat Agree 4	Neither Agree Nor Disagree 3	Somewhat Disagree 2	Strongly Disagree 1	Not Applicable/ Don't Know 6
4.	I AM SATISFIED WITH MY CAREER	5	4	3	2	1	6
5.	I HAVE GOOD OPPORTUNITIES FOR ADVANCEMENT PRACTICING LAW IN NEW MEXICO	5	4	3	2	1	6
6.	I WOULD RECOMMEND A LEGAL CAREER TO A YOUNG PERSON	5	4	3	2	1	6
7.	LAWYERS HAVE GOTTEN LESS CIVIL TO EACH OTHER OVER TIME	5	4	3	2	1	6
8.	THE COST OF LITIGATION HAS BECOME PROHIBITIVE IN RECENT YEARS	5	4	3	2	1	6
9.	NEW MEXICO IS A GOOD PLACE TO PRACTICE LAW IN TERMS OF COMPENSATION	5	4	3	2	1	6
10.	I HAVE A GOOD BALANCE BETWEEN WORK AND MY PERSONAL LIFE	5	4	3	2	1	6
11.	MY FIRM/ORGANIZATION IS COMMITTED TO DIVERSITY	5	4	3	2	1	6

12. WHICH OF THE FOLLOWING, IF ANY, DO YOU SEE AS PERCEIVED BARRIERS TO PRACTICING LAW IN NEW MEXICO? (CHECK ALL THAT APPLY)

- ☐01 BIAS IN HIRING PRACTICES
- ☐09 LACK OF OPPORTUNITIES FOR ADVANCEMENT
- ☐02 BIAS IN PAY/COMPENSATION
- ☐10 LACK OF TIME OFF/NOT ENOUGH PERSONAL TIME
- ☐03 BIAS IN PROMOTION PRACTICES
- ☐11 NOT ENOUGH QUALIFIED SUPPORT STAFF
- ☐04 COMPETITION: TOO MANY LAW FIRMS
- ☐12 POOR ECONOMY
- ☐05 COMPETITION: TOO MANY SOLO PRACTITIONERS
- ☐13 RACIAL DISCRIMINATION
- ☐06 DIFFICULT TO ATTRACT NEW CLIENTS
- ☐14 SEXUAL ORIENTATION DISCRIMINATION
- ☐07 GENDER DISCRIMINATION
- ☐08 INSUFFICIENT PROFITS
- ☐99 DO NOT PERCEIVE ANY BARRIERS
- ☐15 OTHER (SPECIFY)_____

13. IN THE PAST 2 YEARS HAVE YOU EXPERIENCED ANY BIAS OR DISCRIMINATION IN HIRING OR PROMOTIONS WHILE PRACTICING LAW IN NEW MEXICO?

- ☐01 YES
- ☐02 NO **(SKIP TO QUESTION 15)**

14. WHAT WAS THE BASIS OF THE BIAS OR DISCRIMINATION IN YOUR OPINION? (CHECK ALL THAT APPLY)

- ☐01 AGE
- ☐02 A DISABILITY
- ☐03 ETHNICITY
- ☐04 GENDER
- ☐05 GENDER IDENTITY
- ☐06 RACE
- ☐07 RELIGION
- ☐08 SEXUAL ORIENTATION
- ☐09 OTHER (PLEASE SPECIFY):

15. DO YOU SEE YOURSELF PRACTICING LAW 5 YEARS FROM NOW?

- ☐01 YES
- ☐02 NO

16. WHAT IS THE TOTAL NUMBER OF LAWYERS IN THE FIRM/ORGANIZATION IN WHICH YOU PRACTICE? (INCLUDE YOURSELF, PARTNERS OR SHAREHOLDERS AND ASSOCIATES, BUT NOT LAWYERS WHO SIMPLY SHARE SPACE)

- ☐1 1 LAWYER (MYSELF)
- ☐5 20 – 49 LAWYERS
- ☐2 2 - 4 LAWYERS
- ☐6 50 OR MORE LAWYERS
- ☐3 5 – 9 LAWYERS
- ☐4 10 – 19 LAWYERS

17. PLEASE INDICATE YOUR CLASSIFICATION OR OTHER LEGAL OCCUPATION AND YOUR INCOME BEFORE TAXES FROM THIS ACTIVITY FOR THE YEAR 2016. INCLUDE ALL INCOME DERIVED FROM LEGAL WORK. YOUR RESPONSE WILL REMAIN CONFIDENTIAL AND ANONYMOUS. (CHOOSE ONLY ONE CLASSIFICATION)

	PRACTICE OF LAW	TAXABLE INCOME (NEAREST $1,000)
☐01	SOLE PRACTITIONER	$ ____ , _____ , _____
☐02	SOLE PRACTITIONER WITH ONE OR MORE ASSOCIATES	$ ____ , _____ , _____
☐03	SOLE PRACTITIONER SHARING SPACE	$ ____ , _____ , _____
☐04	PARTNER/SHAREHOLDER	$ ____ , _____ , _____
☐05	ASSOCIATE	$ ____ , _____ , _____
☐06	JUDGE	$ ____ , _____ , _____
☐07	CITY, STATE, OR COUNTY GOVERNMENT	$ ____ , _____ , _____
☐08	FEDERAL GOVERNMENT	$ ____ , _____ , _____
☐09	IN-HOUSE COUNSEL	$ ____ , _____ , _____
☐10	PROFESSOR OF LAW	$ ____ , _____ , _____
☐11	LEGAL AID/LEGAL SERVICE	$ ____ , _____ , _____
☐12	OTHER (*PLEASE SPECIFY*)_____	$ ____ , _____ , _____
☐13	NOT PRACTICING AS A LAWYER	N/A

PROGRAMMING NOTE: IS ANSWER TO Q17 CODE 1-5 (SOLE, SOLE WITH ASSOCIATES, SOLE SHARING SPACE, PARTNER/SHAREHOLDER, ASSOCIATE)?

1. YES **(CONTINUE)**
2. NO **(SKIP TO Q.19)**

18. DO YOU PRIMARILY PRACTICE AS…

- ☐1 A PLAINTIFF ATTORNEY
- ☐2 A DEFENSE ATTORNEY
- ☐3 EQUALLY AS A PLAINTIFF/DEFENSE ATTORNEY
- ☐4 NEITHER A PLAINTIFF/DEFENSE ATTORNEY

19. THE FOLLOWING IS A LIST OF VARIOUS FIELDS OR AREAS OF LAW. FROM THIS LIST: 1.) CHOOSE THOSE FIELDS IN WHICH YOU SPENT MOST OF YOUR PROFESSIONAL TIME DURING 2016. 2) PLEASE INDICATE YOUR STANDARD HOURLY BILLING RATES FOR THAT FIELD OF LAW.

		STANDARD HOURLY BILLING RATE	NOT APPLICABLE
☐01	ADMINISTRATIVE LAW	$ __ , __ __ __	
☐02	ALTERNATIVE METHODS OF DISPUTE RESOLUTION/MEDIATION/ARBITRATION	$ __ , __ __ __	
☐03	ANIMAL LAW	$ __ , __ __ __	
☐04	ANTITRUST LITIGATION	$ __ , __ __ __	
☐05	APPELLATE	$ __ , __ __ __	
☐06	BANKRUPTCY	$ __ , __ __ __	
☐07	BUSINESS/CORPORATIONS	$ __ , __ __ __	
☐08	CHILDREN LAW	$ __ , __ __ __	
☐09	CIVIL LITIGATION	$ __ , __ __ __	
☐10	CLASS ACTION/MASS TORTS	$ __ , __ __ __	
☐11	CONSTITUTIONAL/CIVIL RIGHTS	$ __ , __ __ __	
☐12	CONTRACTS	$ __ , __ __ __	
☐13	CRIMINAL	$ __ , __ __ __	
☐14	ELDER LAW	$ __ , __ __ __	
☐15	EMPLOYMENT	$ __ , __ __ __	
☐16	ENERGY & NATURAL RESOURCES	$ __ , __ __ __	
☐17	ENVIRONMENTAL	$ __ , __ __ __	
☐18	ESTATE PLANNING/PROBATE/WILLS	$ __ , __ __ __	
☐19	FAMILY	$ __ , __ __ __	
☐20	GAMING	$ __ , __ __ __	
☐21	GENERAL PRACTICE	$ __ , __ __ __	
☐22	HEALTHCARE	$ __ , __ __ __	
☐23	IMMIGRATION	$ __ , __ __ __	
☐24	INDIAN/TRIBAL	$ __ , __ __ __	
☐25	INSURANCE	$ __ , __ __ __	
☐26	INTELLECTUAL PROPERTY/PATENT/ENTERTAINMENT	$ __ , __ __ __	
☐27	INTERNATIONAL	$ __ , __ __ __	
☐28	LEGAL AID/PRO BONO	$ __ , __ __ __	
☐29	LEGISLATIVE & GOVERNMENTAL AFFAIRS	$ __ , __ __ __	
☐30	MEDICAL MALPRACTICE	$ __ , __ __ __	
☐31	MILITARY/VETERANS LAW	$ __ , __ __ __	
☐32	PERSONAL INJURY/TORTS	$ __ , __ __ __	
☐33	PROFESSIONAL LIABILITY	$ __ , __ __ __	
☐34	PUBLIC LAW	$ __ , __ __ __	
☐35	REAL PROPERTY/LANDLORD-TENANT	$ __ , __ __ __	

19 **THE FOLLOWING IS A LIST OF VARIOUS FIELDS OR AREAS OF LAW. FROM THIS LIST: 1.) CHOOSE THOSE FIELDS IN WHICH YOU SPENT MOST OF YOUR PROFESSIONAL TIME DURING 2016. 2) PLEASE INDICATE YOUR STANDARD HOURLY BILLING RATES FOR THAT FIELD OF LAW.**

		STANDARD HOURLY BILLING RATE	NOT APPLICABLE
☐36	**SOCIAL SECURITY**	$ __ , __ __ __	
☐37	**STATE, LOCAL & MUNICIPAL**	$ __ , __ __ __	
☐38	**TAXATION**	$ __ , __ __ __	
☐39	**WORKERS COMPENSATION**	**$ __ , __ __ __**	
☐40	**OTHER** (PLEASE SPECIFY)_____		

20. **WHICH OF THE FOLLOWING BILLING METHODS DO YOU USE? (CHECK ALL THAT APPLY)**

☐01 CONTINGENT FEE
☐02 CONTRACT RATES
☐03 FLAT FEE
☐04 HOURLY RATES
☐05 RETAINERS
☐06 NOT APPLICABLE
☐07 OTHER (PLEASE SPECIFY)_____

21. **DO YOU ENGAGE IN PRO-BONO WORK?** ***[PRO BONO SERVICES ARE DEFINED AS LEGAL SERVICES (AS OPPOSED TO NON-LAW RELATED ACTIVITIES SUCH AS COACHING LITTLE LEAGUE) THAT ARE PERSONALLY PERFORMED WITHOUT AN EXPECTATION OF BEING PAID TO PERSONS OF LIMITED MEANS OR ORGANIZATIONS THAT SERVE PERSONS OF LIMITED MEANS.]***

☐1 YES
☐2 NO

22. **IN A TYPICAL YEAR, APPROXIMATELY WHAT PERCENTAGE OF THE FEES YOU BILL ARE WRITTEN OFF AS UNCOLLECTIBLE?_____**

HOW OFTEN DOES YOUR OFFICE CHARGE CLIENTS FOR THE FOLLOWING EXPENSES?

		ALWAYS 5	USUALLY 4	SOMETIMES 3	RARELY 2	NEVER 1	NOT APPLICABLE 6
23.	**COMPUTERIZED LEGAL RESEARCH COSTS**	5	4	3	2	1	6
24.	**OTHER COMPUTER TIME OR SERVICES**	5	4	3	2	1	6
25.	**DUPLICATING/PHOTOCOPYING/POSTAGE EXPENSES**	5	4	3	2	1	6
26.	**SUPPORT STAFF TIME/SERVICES**	5	4	3	2	1	6
27.	**PARALEGAL TIME/SERVICES**	5	4	3	2	1	6
28.	**LAWYERS' TRAVEL TIME AND/OR TRAVEL COSTS**	5	4	3	2	1	6
29.	**TIME SPENT ON TELEPHONE CALLS**	5	4	3	2	1	6
30.	**ELECTRONIC FILING FEES**	5	4	3	2	1	6

31. WHO PAYS YOUR STATE BAR DUES?

- ☐1 MYSELF
- ☐2 MY EMPLOYER
- ☐3 OTHER (SPECIFY)_____

32. ARE YOU STILL PAYING STUDENT LOANS?

- ☐1 YES
- ☐2 NO

THE FOLLOWING QUESTIONS ARE FOR STATISTICAL PURPOSES ONLY. YOUR ANSWERS WILL BE COMBINED WITH THOSE OF OTHER RESPONDENTS. ALL INDIVIDUAL RESPONSES WILL REMAIN COMPLETELY CONFIDENTIAL AND ANONYMOUS.

33. WHAT IS YOUR GENDER:

- ☐1 MALE
- ☐2 FEMALE
- ☐3 TRANSGENDER

34. DID YOU GRADUATE FROM UNM LAW SCHOOL?

- ☐1 YES
- ☐2 NO

35. WHAT IS YOUR CURRENT AGE?

- ☐1 36 AND UNDER
- ☐2 37 TO 45 YEARS
- ☐3 46 TO 54 YEARS
- ☐4 55 AND OVER

36. PLEASE INDICATE IF YOU ARE: (PLEASE SELECT ONE)

- ☐01 HISPANIC
- ☐02 WHITE/CAUCASIAN
- ☐03 BLACK/AFRICAN-AMERICAN
- ☐04 ASIAN-AMERICAN OR PACIFIC ISLANDER
- ☐05 NATIVE AMERICAN OR NATIVE ALASKAN
- ☐06 TWO OR MORE RACES
- ☐07 OTHER_____

37. PLEASE INDICATE IF YOU ARE LGBT: (LESBIAN/GAY/BISEXUAL/TRANSGENDER)

- ☐1 YES
- ☐2 NO

38. ARE YOU A MILITARY VETERAN?

☐1 YES
☐2 NO

39. DO YOU HAVE A DISABILITY WHICH, AS DEFINED BY THE AMERICANS WITH DISABILITIES ACT, MEANS A PHYSICAL OR MENTAL IMPAIRMENT THAT SUBSTANTIALLY LIMITS ONE OR MORE MAJOR LIFE ACTIVITIES?

☐1 YES
☐2 NO

(PROGRAMMING NOTE: REQUEST INFORMATION FOR DRAWING)

THANK YOU FOR YOUR PARTICIPATION.