


Law360® Pulse Leaderboard Analytics

Methodology

The Law360 Pulse Leaderboard Analytics is designed as a companion tool to the Law360 Pulse rankings – allowing for additional exploration and assessment of law firms on measures used in Law360 Pulse rankings and reports. The tool uses data submitted by law firms as part of **Law360’s Annual Law Firm Survey**. In addition, the tool includes estimates of U.S. attorney and U.S. partner headcounts if a law firm did not submit those in order to create a more complete picture of law firm attorney staffing levels among the largest law firms in the U.S.

The law firms included in the tool are the 400 law firms included in the **Law360 400** – an annual ranking featuring the largest U.S.-based law firms and international firms with a U.S. component as measured by domestic attorney headcount.

The Law360 Annual Law Firm Survey goes out to firms in the first quarter of the year, and requests data from the previous year on law firm attorney staffing levels, diversity in the attorney ranks, law firm financials, and policies and practices, among other data points.

If a law firm did not provide a particular data point in their response to Law360’s Annual Law Firm Survey, the tool denotes the missing data using this symbol: 

The only estimated data in the tool is U.S. attorney headcounts. If an estimated U.S. lawyer count is used, the estimate is marked with an asterisk: *

Additional information on the Law360 Annual Law Firm Survey, including definitions of the data collected, is available [here](#).

The measures displayed in the tool are as follows:

Gross revenue(\$M): Gross revenue includes the total fees generated globally from legal services work prior to the subtraction of expenses. Gross revenue numbers are reported by law firms and rounded to the nearest million. Revenue values are represented in millions. Some firms provide financials based on their own fiscal year, rather than on a calendar year basis.

Revenue change vs. prior year (%): Revenue change is calculated as a percentage by subtracting the prior year’s global gross revenue from the most recent year’s global gross revenue. The difference is then divided by the prior year’s global gross revenue. The calculation is only shown if both years’ global gross revenue figures have been reported by the law firm.

Net Income (\$M): Net income is the total profits after expenses are deducted from gross revenues, resulting in the pool of funds used to compensate equity partners. Values are rounded to the nearest million.

Profit margin (%): Profit margin is net income expressed as a percentage of gross revenue.

Number of U.S. lawyers: U.S. headcount is reported by law firms or estimated from a law firm's website. If the U.S. attorney headcount is estimated, an asterisk is used to indicate this. Headcount data is as of Dec. 31 of the previous year.

Number of U.S. partners: U.S. partner counts include both equity and nonequity partners, and are reported by law firms, or estimated from a law firm's website. If the U.S. partner headcount is estimated, an asterisk is used to indicate this. Headcount data is as of Dec. 31 of the previous year.

% Female lawyers: The percentage of female lawyers is calculated by dividing the firm's count of U.S.-based female attorneys by the total number of U.S. attorneys for that firm. The number of female attorneys is reported by the law firm as part of the Law360 Annual Law Firm Survey. If firms do not disclose that data, it is not included in the tool.

% Minority lawyers: The percentage of minority lawyers is calculated by dividing the firm's count of U.S.-based minority attorneys by the total number of U.S. attorneys for that firm. Law360 collects data from law firms as part of the Law360 Annual Law Firm survey using the race and ethnicity categories used by the Equal Employment Opportunity Commission in its annual Employer Information EEO-1 survey. In our analyses, "minority" is defined as those who identify with any of these racial or ethnic groups: Hispanic or Latino, African American or Black, Asian American, Native American or Alaska Native, Native Hawaiian or Pacific Islander, and two or more races. If firms do not disclose that data, it is not included in the tool.

% LGBTQ+ lawyers: The percentage of LGBTQ+ lawyers is calculated by dividing the firm's count of U.S.-based LGBTQ+ attorneys by the total number of U.S. attorneys for that firm. Data is collected from law firms as part of the Law360 Annual Law Firm Survey. If firms do not disclose that data, it is not included in the tool.

% Pro bono participation: Pro bono participation is calculated as the percentage of U.S. attorneys who participated in pro bono service work over the course of the year. It is based on attorneys who were employed at the end of the calendar year, which brings pro bono participation percentages into alignment with the year-end headcounts that Law360 Pulse uses in other rankings and reports.

How Law360 Pulse Leaderboard Analytics Works:

Law360 Pulse Leaderboard Analytics allows users to compare the performance of a primary law firm against a comparison group of up to eight law firms that a user can select.

Available comparison indicators for the selected primary law firm are displayed in the first column

of the data table. Users can then compare these indicators against the median and mean averages of all firms in the comparison group. The table also displays the trend and variance of each indicator for the primary firm against the mean averages of the comparison group. Means and medians are calculated from rounded numbers.

Data will be updated in the tool as it becomes available. We welcome questions and feedback at surveys@law360.com.

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