

Hourly Billing Rates

	Equity Partner		Percent Change	Non-Equity Partner		Percent Change	7th-Year Associate		Percent Change
	2005	2004		2005	2004		2005	2004	
Survey Averages	\$364	\$346	5.2%	\$315	\$296	6.4%	\$250	\$246	1.6%
CITY									
Austin/San Antonio	\$314	\$308	1.8%	\$288	\$288	0.0%	\$209	\$204	2.4%
Dallas/Fort Worth	\$386	\$362	6.4%	\$352	\$329	6.9%	\$271	\$268	1.5%
Houston	\$399	\$380	5.1%	\$306	\$286	7.2%	\$264	\$254	3.9%
Other	\$219	\$218	0.8%	\$187	\$179	4.5%	\$183	\$180	1.9%
Number of Lawyers									
100+	\$456	\$435	4.8%	\$369	\$350	5.6%	\$308	\$300	2.5%
50 - 99	\$429	\$406	5.6%	\$379	\$350	8.4%	\$246	\$236	4.1%
30 - 49	\$306	\$295	3.9%	\$276	\$269	2.5%	\$229	\$225	1.5%
< 30	\$299	\$283	5.7%	\$203	\$189	7.0%	\$226	\$222	1.6%
	4th-Year Associate		Percent Change	1st-Year Associate		Percent Change	Senior Legal Assistant		Percent Change
	2005	2004		2005	2004		2005	2004	
Survey Averages	\$224	\$208	7.7%	\$173	\$161	7.5%	\$117	\$111	5.4%
CITY									
Austin/San Antonio	\$198	\$189	4.9%	\$175	\$168	4.5%	\$103	\$100	3.2%
Dallas/Fort Worth	\$245	\$223	9.7%	\$181	\$167	8.4%	\$113	\$106	6.9%
Houston	\$222	\$206	7.8%	\$172	\$161	6.6%	\$113	\$108	4.7%
Other	\$163	\$163	0.0%	\$135	\$128	5.2%	\$92	\$90	1.9%
Number of Lawyers									
100+	\$264	\$249	6.0%	\$191	\$174	9.8%	\$149	\$142	4.9%
50 - 99	\$227	\$199	14.1%	\$182	\$165	10.4%	\$117	\$107	8.8%
30 - 49	\$205	\$195	5.1%	\$162	\$156	3.7%	\$102	\$98	4.1%
< 30	\$194	\$187	3.7%	\$148	\$148	0.0%	\$99	\$95	4.2%