



AMERICAN **BAR** ASSOCIATION

Center for Bar Leadership

2024 ECONOMICS OF PRACTICE SURVEY STATE BAR ASSOCIATION OF NORTH DAKOTA

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For use by the State Bar Association of North Dakota

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METHODS

In April 2024, current members of the State Bar Association of North Dakota were sent a 35 question survey. A total of 217 members out of 2,900 completed all or part of the survey for a response rate of 7.5%. This represents 6.2% of the total active in-state members of the State Bar Association of North Dakota. Because not all respondents answered every survey question, the total number of respondents varies between questions.

The results were filtered across categories of respondents. Listed below are the categories used for filtering responses and the number of respondents in each category.

Employer Location

- Primary Employer In-State (184)
- Primary Employer Out-of-State (33)

Employment Setting

- Judiciary (20)
- Government (46)
- Private Business/Corporate - includes Legal Department and Non-Legal Department (17)
- Law Firm (124)

Firm Size

- Solo (32)
- 2-5 (58)
- 6-15 (44)
- 16-25 (17)
- 26-40 (10)
- 41 or more (16)

Private Practice Position

- Solo Practitioner (29)
- Associate (24)
- Partner/Owner or Shareholder - includes Equity and Non-Equity Partner/Owner (68)

Years Practicing as a Lawyer

- 10 years or under (69)
- 11-20 years (61)
- 21-30 years (36)
- 31 or more years (50)

Age

- Under 36 years (46)
- 36-45 years (72)
- Over 45 years (99)

Gender

- Male (115)
- Female (100)

The data provides measures of central tendency and spread or distribution. Throughout the report, several terms are used to describe the results of the survey:

- **Percentage of Responses:** The percentage of survey respondents who choose each option for multi-select/select all that apply question types.
- **Percentage:** The percentage of survey respondents who choose each option for single select/select one only questions types.
- **Collapsed Categories:** The combining of existing scale categories into condensed categories.
- **Mean:** The mean is the arithmetic average of numeric results.
- **Median:** The median represents the center point of a distribution of numbers. For example, for a set of numbers (1,3,5,7,9), the median number is 5.
- **Range:** For salary data Minimum and Maximum values are reported to describe the range of values.

Data is presented as whole percentages and one decimal point. Percentages with one (or no) decimal point were used when rounding was necessary for visual clarity in tables and graphs. When rounding, the following rules were used to avoid rounding bias: when the number to the left is 4 or less, round down; and when the number to the right is 5 or greater, round up. Occasionally, rounding resulted in percentages that did not total exactly 100%.

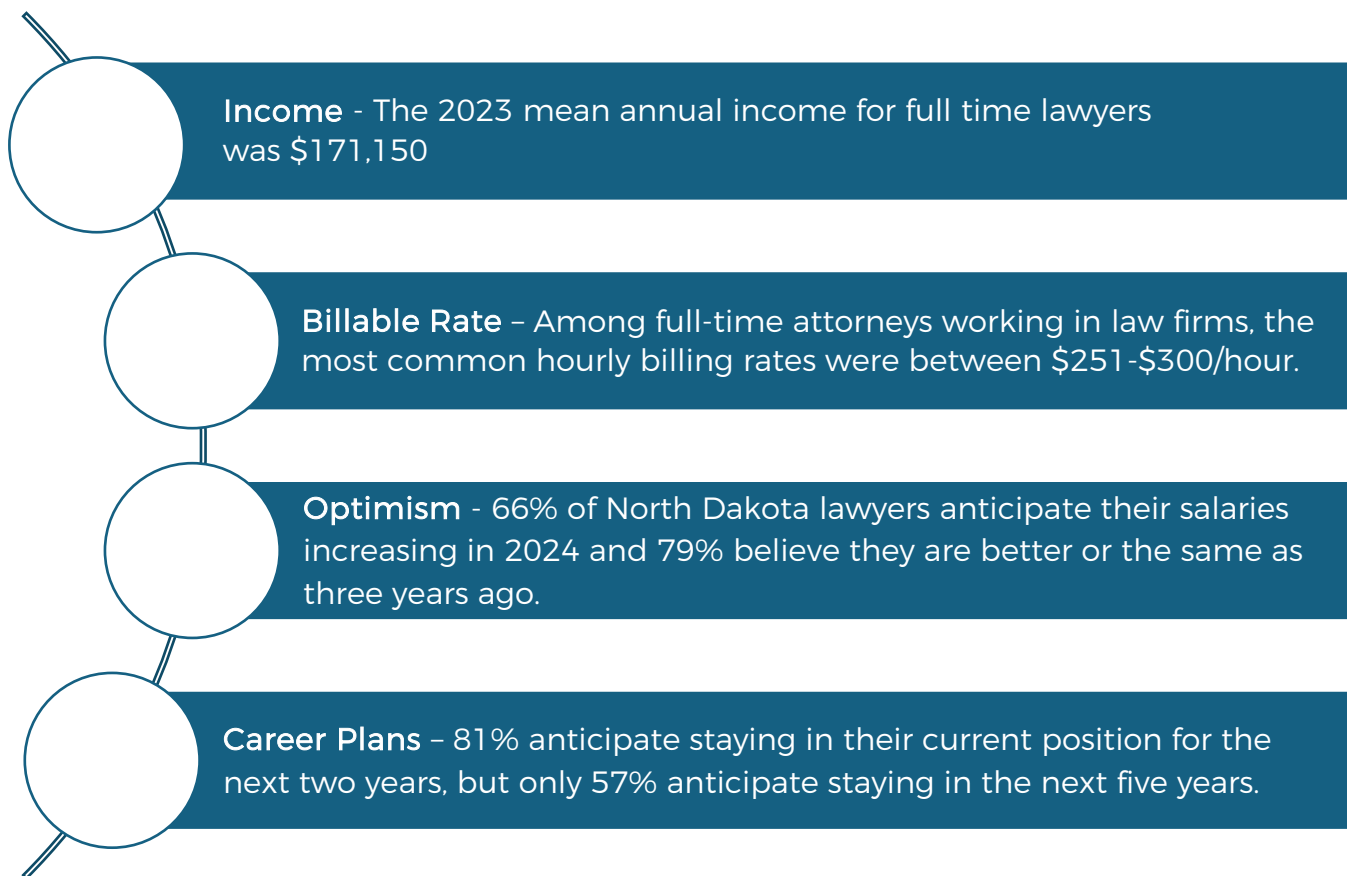
Some report questions were filtered to exclude data. All salary-related data includes only full-time attorneys in the calculations (sixteen respondents were part-time). In total, 180 respondents shared their salary information. On the salary tables, when the number of responses were low and we felt that anonymity was compromised through disaggregation, we did not report the data. All law firm billing rates/practices-related data includes only respondents with a law firm employment setting. In total, 217 respondents shared their employment setting.

Questions with an 'Other' category were reviewed and, where possible, recorded and added to existing categories.

The data was tabulated by Rebecca Green-Jablonsky, rebecca.green@americanbar.org, with support from Rachel Ellett, PhD, rachel.ellett@americanbar.org, both from the American Bar Association Center for Bar Leadership.

EXECUTIVE SUMMARY

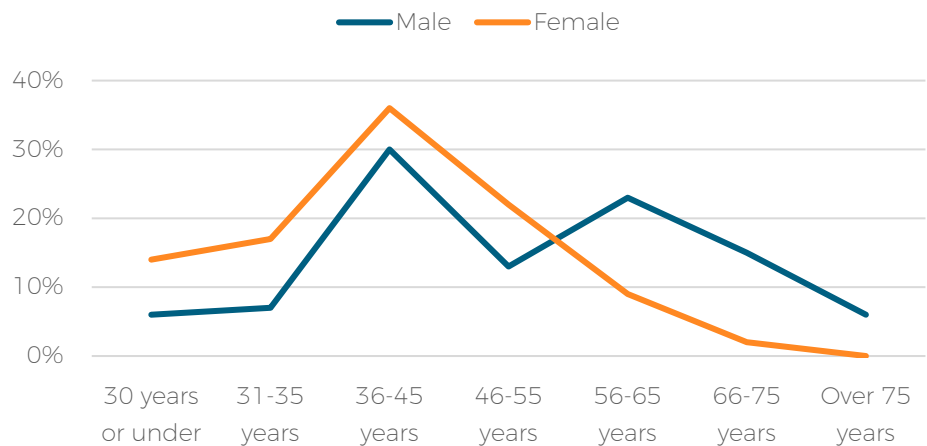
Highlights



Demographics and Practice Setting

North Dakota’s lawyer population has stayed steady over the last ten years at around 1,600 (ABA NLPS). Given the small lawyer population, the 217 survey responses is robust and represents a diverse cross-section by location and demographics. A total of 217 members out of 2,900 completed all or part of the survey for a response rate of 7.5%. This represents 6.2% of the total active in-state members of the State Bar of North Dakota.

Respondents by Age and Gender

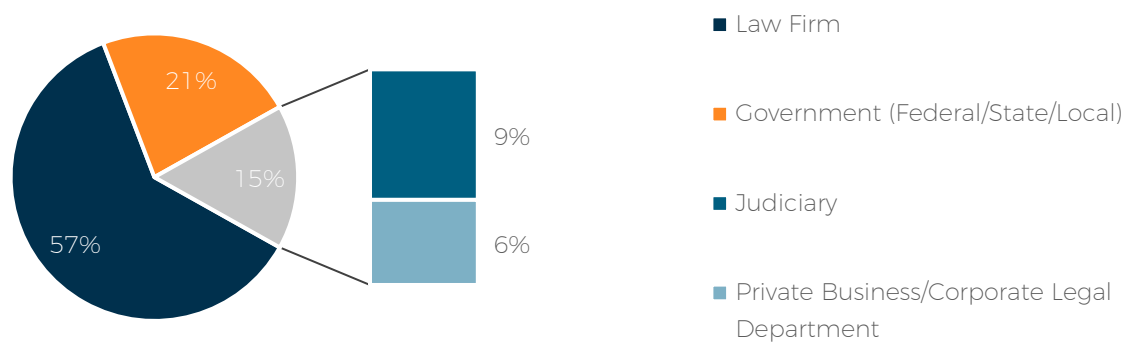


The majority of survey respondents primarily practice in North Dakota (85%), with a strong concentration in the metropolitan areas of Cass (32%) and Burleigh (28%). The highest concentration of survey respondents fell within the five most populous North Dakota counties.

Respondents were close to evenly divided between male (53%) and female (46%)¹, but a greater percentage of under-55 female lawyers responded and a lower percentage of female respondents over 55.

As for (respondents') practice setting, over half of the survey respondents work in a law firm:

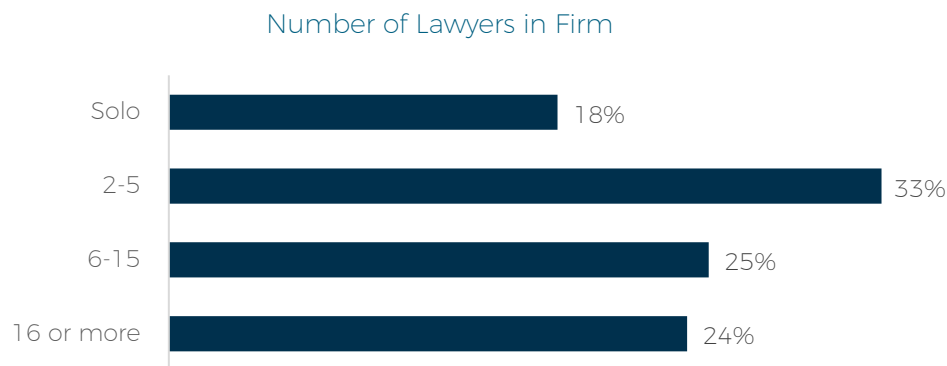
Respondents by Primary Employer Setting



As we might expect to see given the higher percentage of respondents over 36 years old, 47% of private practice lawyers are equity partners.

¹ [2023 National Lawyer Population Survey](#) reported 39% women, 61% male lawyers.

A wide range of law firm sizes are represented in the survey responses, offering variation in billing and salary data.



Billing Rates & Overhead

Although demand for legal services tends to fluctuate over time and across practice areas, nationally most law firms have steadily increased their billable rate over the last twenty years.² For SBAND, among full-time attorneys working in law firms, the most common hourly billing rates were between \$251-\$300/hour. The overall median billing rate was \$300 per hour.

	Min	Max	Median	Mean	Responses
What is your hourly rate charge?	\$150	\$750	\$300	\$315	114

Forty-two percent of survey respondents changed their hourly rate in 2024. Of those, 61% increased their rate between 5% and 10%, with an overall median rate increase of 10%.

For attorneys billing on a contingency fee basis, less than 25% of their cases are contingency. Thirty-eight percent have begun offering clients flat fee options in lieu of hourly billing.

For private practice lawyers, the median billable hours standard or requirement is 1,650.

Annual Billable Hours Ranges	Min	Max	Median	Mean	Responses
Below 1,500 hours	960	1,200	1,020	1,076	5
1,500-1,700 hours	1,500	1,700	1,650	1,647	21
Over 1,700 hours	1,750	2,000	1,800	1,838	4

The volatility of the economy in recent years has been accompanied by fears of skyrocketing overhead expenses for law firms. Overhead costs vary depending on the size, location and type of law firm. In this survey over 38% of respondents reported overhead costs of 30% or higher.

² See [State-of-US-Legal-Market-2024.pdf \(thomsonreuters.com\)](#)

Salary

The 2023 mean income for full-time lawyers was \$171,150. The mean out-of-state salary is \$209,497 and in-state salary is \$165,479.

This is slightly below the 2023 national mean income for lawyers, which is \$176,470 (Bureau of Labor Statistics 2023³), but higher than the BLS' reported mean wage for North Dakota lawyers, which was \$128,030.

Over the last ten years lawyer salaries have grown nationally by 34%.⁴ This compares to a growth rate of 41% for North Dakota.⁵ So while the mean salary remains lower than the national average, the salary growth rate for the state outpaced the national rate of growth by 7%.

Employment Settings (Full-time Status)	Min	Max	Median	Mean	Responses
Judiciary	\$75,000	\$257,900	\$157,935	\$152,192	16
Government	\$50,339	\$192,000	\$96,000	\$103,902	36
Private Business/Corporate	\$40,000	\$780,054	\$168,000	\$255,781	16
Law Firm	\$30,000	\$663,000	\$150,000	\$183,282	90

The employment setting with the highest median annual salary is private business/corporate and the setting with the lowest annual median salary is government.

Turning to private practice lawyers, 69% of partner/owner shareholders make \$150,000 or greater per year versus 47% of solo practitioners. Sixty-seven percent of associate lawyers made \$99,999 or less in 2023.

Looking ahead, 66% of North Dakota lawyers anticipate their salaries increasing in 2024. If we disaggregate the responses by salary bracket, we see that the group most likely to anticipate a salary increase are those making between \$85,000 and \$199,000.

Overall expectations around salary in 2024 align with respondents' assessment of their economic circumstances today compared to three years ago. Seventy-nine percent believe their economic circumstances are better or the same as three years ago.

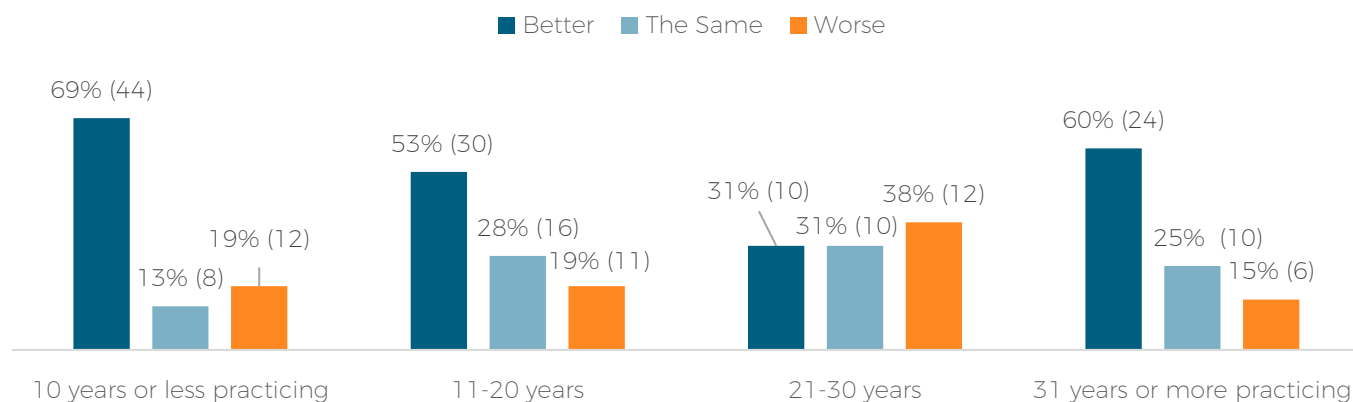
If we filter those responses by years practicing as a lawyer, we see greater negative perceptions of economic circumstance for those who have been practicing for 21-30 years.

³ See [Lawyers \(bls.gov\)](#) Note: BLS data does not include lawyers who are self-employed.

⁴ 2013 BLS national mean income for lawyers was \$131,990

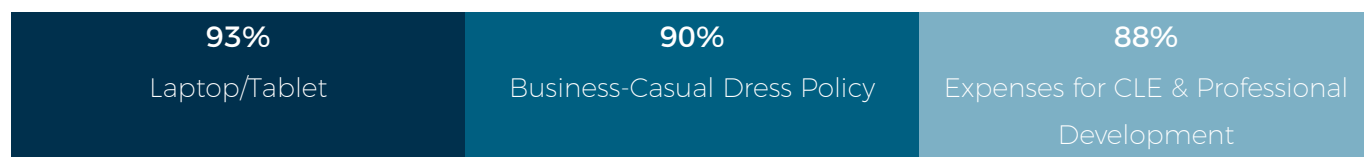
⁵ 2013 North Dakota mean salary was \$90,850

Economic Circumstances by Years Practicing

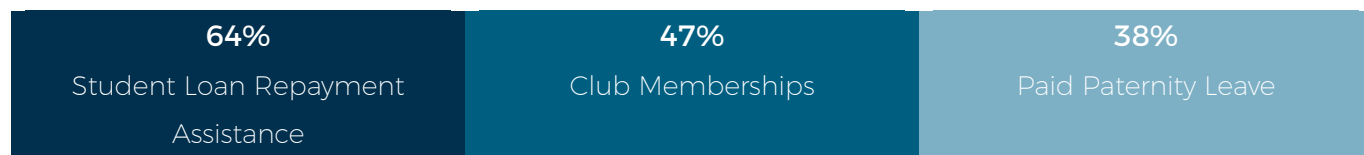


Salary Benefits and Retirement

The top three benefits (in order of importance) that employers provided were:

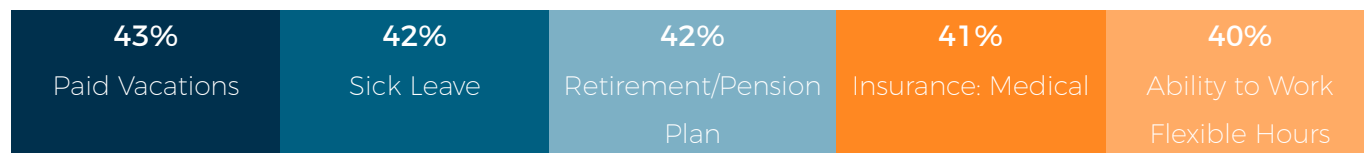


The top three benefits respondents *wished* their employers would provide were:



These benefits speak to a desire for more resources directed towards attorney wellness.

When looking for a new job, respondents ranked the following benefits as most important:



On average, participating attorneys report taking 15 days of vacation per year, with the greatest number of responses falling in the 6-10 days category.

As for retirement and succession, 35% of respondents reported that their organization matches their retirement fund contributions, up to a maximum amount, and 63% of firms currently have a succession plan in place.

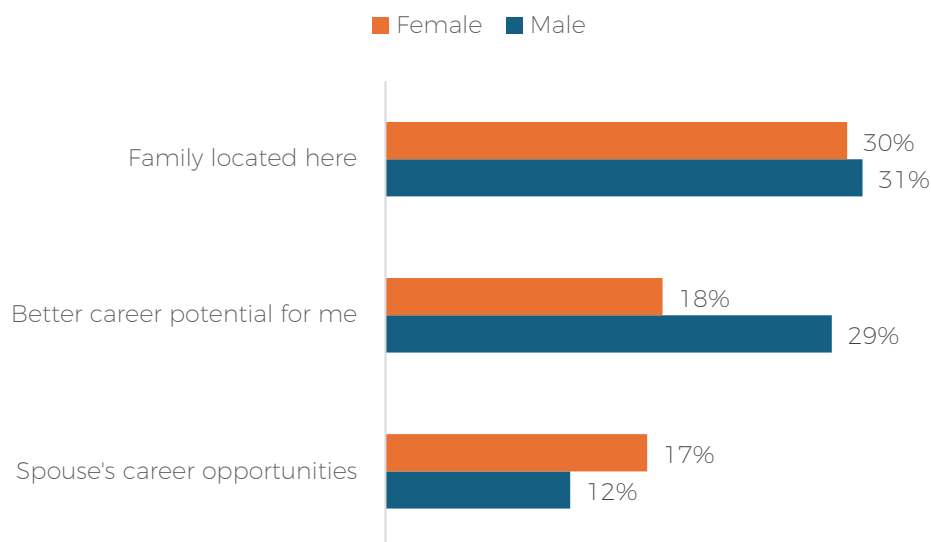
Career Satisfaction

A majority of respondents anticipate staying in their current position for the next two years (81%), but this drops to 57% at the 5-year mark. Around 18% intend to retire within either the next two or five years and 8% are considering leaving the profession in either the next 2 or 5 years.

While overall satisfaction levels are high for this group of North Dakota lawyers, only half would recommend a legal career to others. The top obstacles to overall career satisfaction are: adequate mentoring and training, work/life balance and adequate compensation. The top rewards of a legal career are: autonomy and empowerment, meaningful work and a satisfying level of challenge and variety. These responses track evenly across male and female lawyers except for work/life balance and mentoring/training being more significant obstacles for women attorneys.

Respondents aged 36-45 most strongly agreed that they were adequately compensated for the work they do and were most likely to recommend a legal career to others.

Decision to Practice in Current Community by Gender



Finally, when asked about their decision to practice in their current community female respondents were *less likely* to indicate better career potential for themselves, and *more likely* to indicate that their spouses career opportunities guided their decision making. Male and female respondents equally indicated family as a reason for practicing in their current community.

1. DEMOGRAPHICS

Figure 1.1 - Is your primary practice outside of North Dakota?

217 Responses

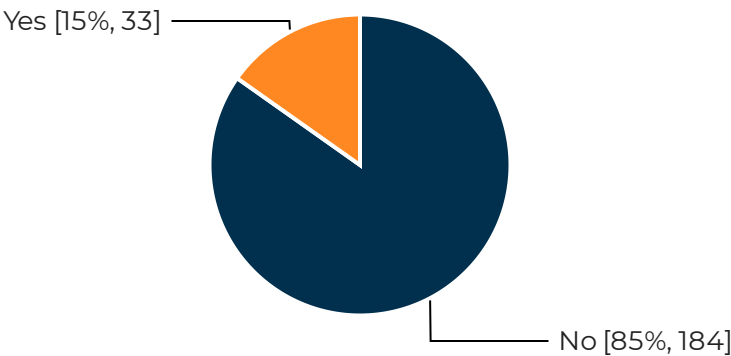


Table 1.1 - In which state is your primary practice/employment in? (*Primary Practice Outside of North Dakota*)

23 Responses

State	Percentage
Minnesota	43%
South Dakota	13%
Colorado	13%
Texas	9%
Oklahoma	4%
Nebraska	4%
Montana	4%
Florida	4%
Alabama	4%

Figure 1.2 - In what county is your primary practice/employment? *(Primary Practice in North Dakota)*

146 Responses

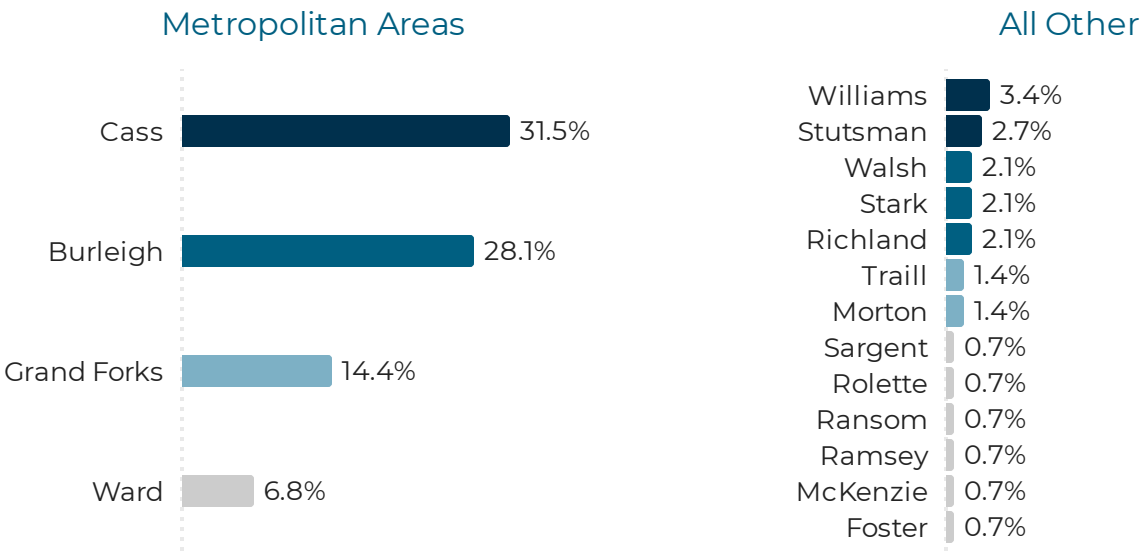


Figure 1.3 - How long have you been licensed as a lawyer?

216 Responses

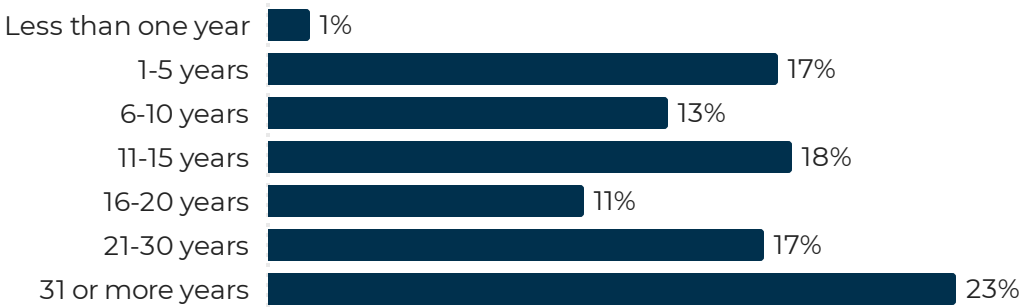


Figure 1.4 - What is your age?

217 Responses

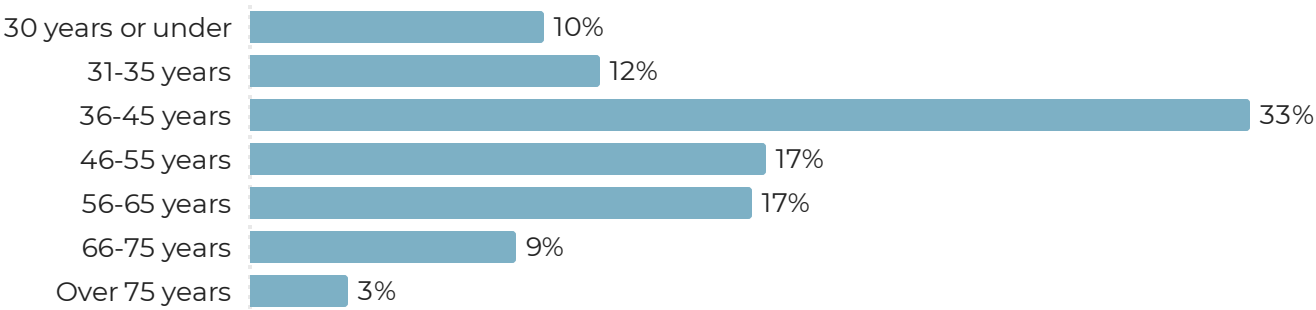


Figure 1.5 - What is your gender?

217 Responses

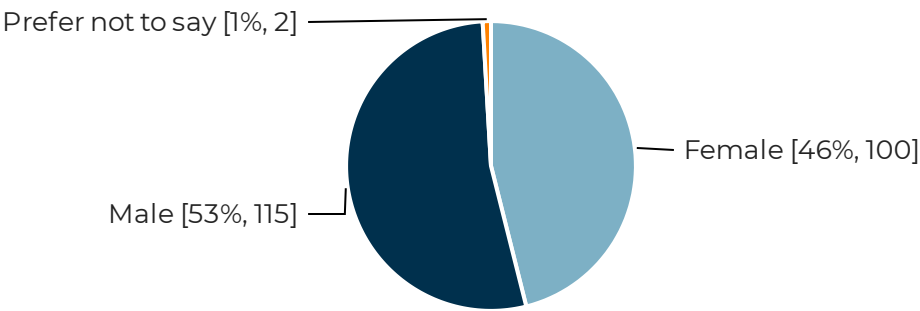


Table 1.2 - Age and Gender

Age	Male		Female	
30 years or under	6%	7	14%	14
31-35 years	7%	8	17%	17
36-45 years	30%	35	36%	36
46-55 years	13%	15	22%	22
56-65 years	23%	26	9%	9
66-75 years	15%	17	2%	2
Over 75 years	6%	7	0%	0
Total		115		100

2. PRACTICE SETTING

Table 2.1 - Which best describes your primary employer setting? Check one.

217 Responses

Primary Employer Setting in Order of Highest Percentage	Percentage
Law Firm	57.1%
Government (Federal/State/Local)	21.2%
Judiciary	9.2%
Private Business/Corporate Legal Department	6.0%
Non-profit or Legal aid/Legal services	1.8%
Private Business/Corporate Non-Legal Department	1.8%
Retired	0.9%
Education/Academic	0.9%
Currently unemployed (for reasons other than retirement)	0.5%
Other Non-profit Organization	0.5%
Other (please specify)	0.0%

Figure 2.1 - Are you in private practice?

217 Responses

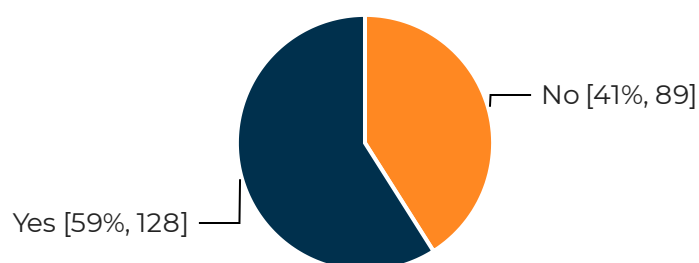
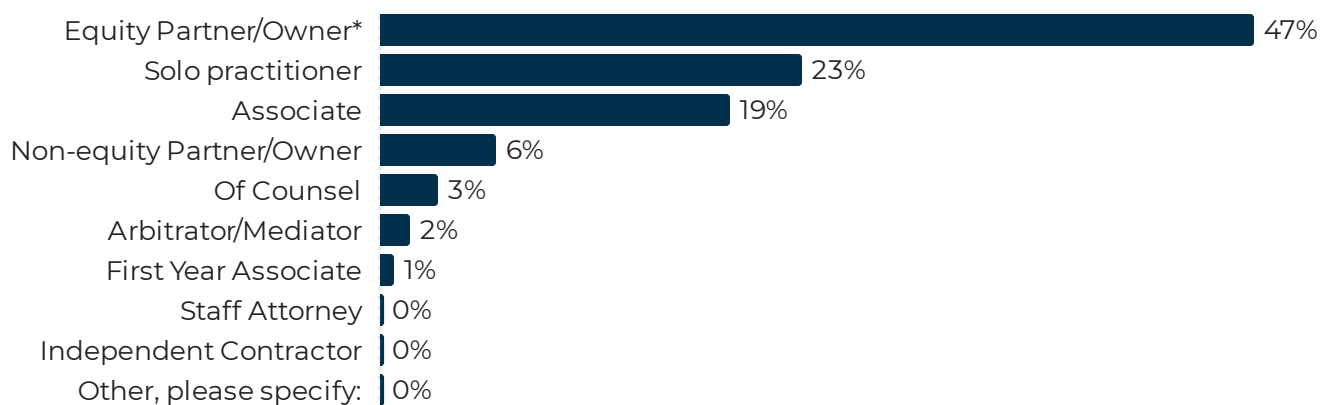


Figure 2.2 - Which best describes your current position in private practice?

128 Responses



*Equity Partner/Owner or Shareholder in Firm

Table 2.2 - Private Practice Position by Age

Age	Solo Practitioner	Associate	Partner/Owner or Shareholder
30 years or under	3% 1	29% 7	3% 2
31-35 years	3% 1	33% 8	10% 7
36-45 years	28% 8	33% 8	38% 26
46-55 years	17% 5	4% 1	15% 10
56-65 years	28% 8	0% 0	21% 14
66-75 years	10% 3	0% 0	9% 6
Over 75 years	10% 3	0% 0	4% 3
Total	29	24	68

Figure 2.3 - What is the number of lawyers in your firm/organization?

177 Responses

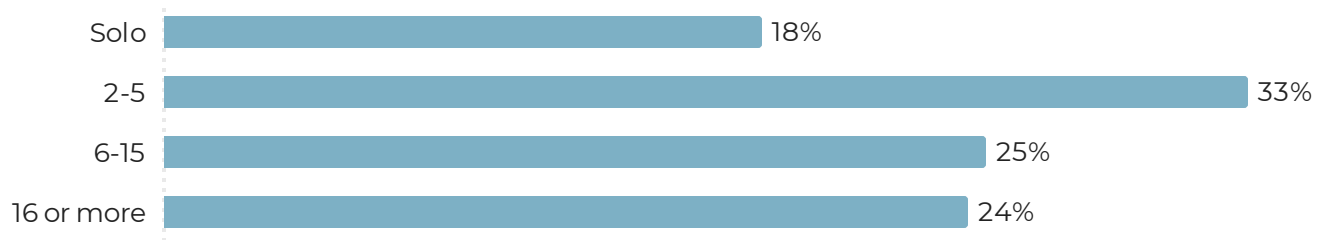


Table 2.3 - Firm Size All Responses

	Min	Max	Median	Mean	Responses
Number of lawyers in your firm/organization?	1	1,500	5	41	177

Table 2.4 - Firm Size Ranges

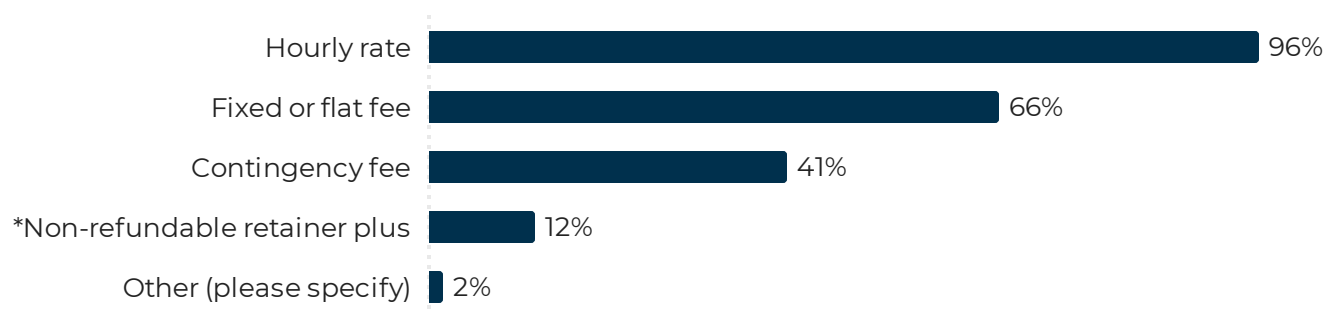
	Min	Max	Median	Mean	Responses
2-5	2	5	3	3	58
6-15	6	15	10	9	44
16-25	16	25	20	21	17
26-40	28	40	34	34	10
41 or more	45	1,500	155	376	16

3. LAW FIRM BILLING RATES & PRACTICES

All questions in this section are filtered by the law firm employment setting.

Figure 3.1 - What are the methods for billing used in your firm/organization? Please check all that apply.

123 Responses



*Non-refundable retainer plus a combination of methods

Other please specify: refundable retainer, Chicken or food in exchange for representing clients

Table 3.1 - Billing Methods by Firm Size

Billing Methods	Solo		2-5		6-15		16-25		26-40		41 or more	
Hourly rate	50%	23	46%	36	41%	24	47%	8	27%	3	38%	12
Fixed or flat fee	37%	17	32%	25	31%	18	29%	5	18%	2	25%	8
Contingency fee	7%	3	19%	15	26%	15	18%	3	27%	3	25%	8
Non-refundable retainer plus	2%	1	4%	3	2%	1	6%	1	27%	3	13%	4
Other (please specify)	4%	2	0%	0	0%	0	0%	0	0%	0	0%	0
Total		46		79		58		17		11		32

Figure 3.2 - What is your hourly rate/charge? (If your hourly rate is a range, please enter the mid-point of the range).

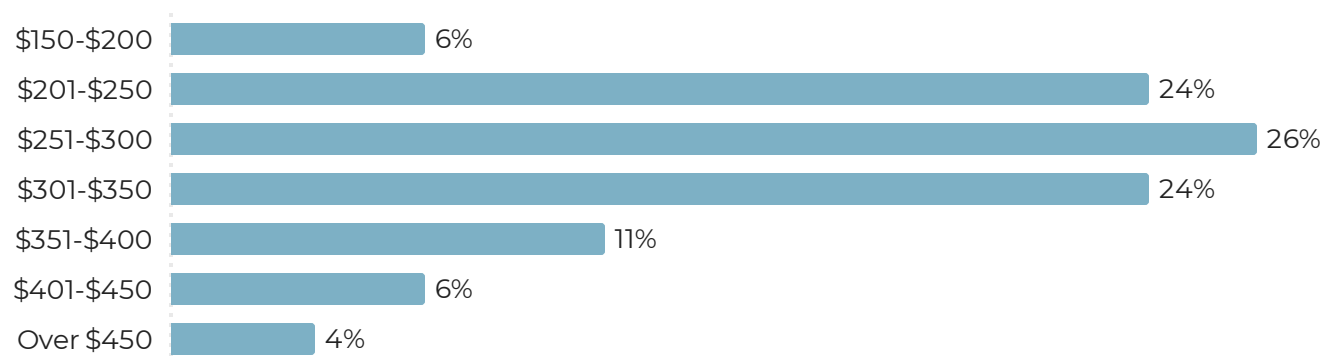


Table 3.2 - Hourly Rate All Responses

	Min	Max	Median	Mean	Responses
What is your hourly rate/charge?	\$150	\$750	\$300	\$315	114

Table 3.3 - Hourly Rate Ranges

	Min	Max	Median	Mean	Responses
\$150-\$200	\$150	\$200	\$200	\$189	7
\$201-\$250	\$215	\$250	\$250	\$242	27
\$251-\$300	\$260	\$300	\$300	\$290	30
\$301-\$350	\$305	\$350	\$350	\$337	27
\$351-\$400	\$360	\$400	\$400	\$388	12
\$401-\$450	\$415	\$450	\$425	\$432	7
Over \$450	\$485	\$750	\$665	\$641	4

Table 3.4 - Hourly Rate/Charge by Firm Size

Hourly Rate Ranges	Solo		2-5		6-15		16-25		26-40		41 or more		Total
\$150-\$200	67%	4	17%	1	17%	1	0%	0	0%	0	0%	0	6
\$201-\$250	33%	8	50%	12	17%	4	0%	0	0%	0	0%	0	24
\$251-\$300	19%	5	38%	10	27%	7	4%	1	0%	0	12%	3	26
\$301-\$350	11%	3	33%	9	30%	8	15%	4	4%	1	7%	2	27
\$351-\$400	8%	1	25%	3	8%	1	8%	1	17%	2	33%	4	12
\$401-\$450	0%	0	14%	1	29%	2	29%	2	0%	0	29%	2	7
Over \$450	33%	1	0%	0	33%	1	0%	0	0%	0	33%	1	3

Figure 3.3 - What year did your rate last change?

113 Responses

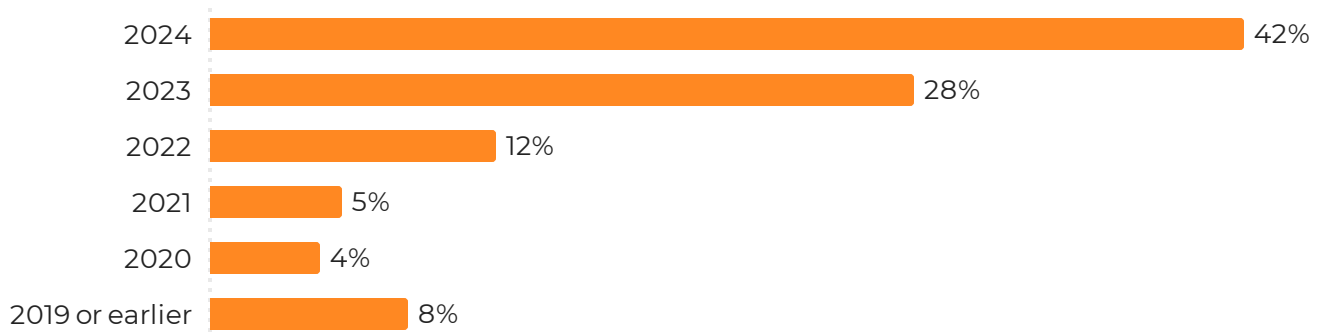


Figure 3.4 - By what percentage did your rate last change?

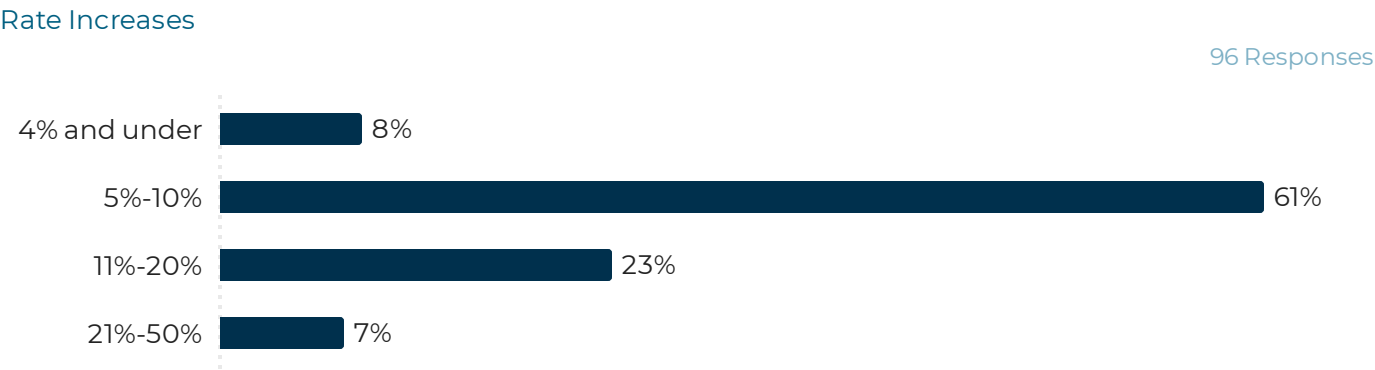


Table 3.5 - Rate Increase All Responses	Min	Max	Median	Mean	Responses
By what percentage did your rate last change?	0.1%	50.0%	10.0%	11.0%	96

Table 3.6 - Rate Increase Ranges	Min	Max	Median	Mean	Responses
4% and under	0.1%	4.0%	2.3%	2.1%	8
5%-10%	5.0%	10.0%	8.0%	8.0%	59
11%-20%	11.0%	20.0%	15.0%	16.0%	22
21%-50%	25.0%	50.0%	25.0%	30.7%	7

Table 3.7 - Percentage Rate Increased by Firm Size

Rate Increase Ranges	Solo		2-5		6-15		16-25		26-40		41 or more		Total
4% and under	13%	1	63%	5	13%	1	0%	0	0%	0	13%	1	8
5%-10%	18%	9	27%	14	25%	13	12%	6	6%	3	12%	6	51
11%-20%	23%	5	41%	9	27%	6	0%	0	0%	0	9%	2	22
21%-50%	33%	2	50%	3	17%	1	0%	0	0%	0	0%	0	6

Figure 3.5 - What percentage of your cases are handled on a contingency-fee basis?

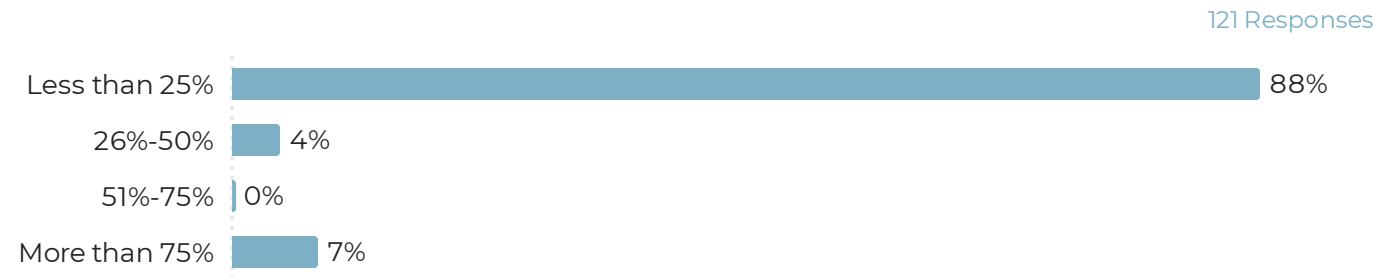


Figure 3.6 - Have you begun offering your clients flat fee options in lieu of hourly billing?

121 Responses

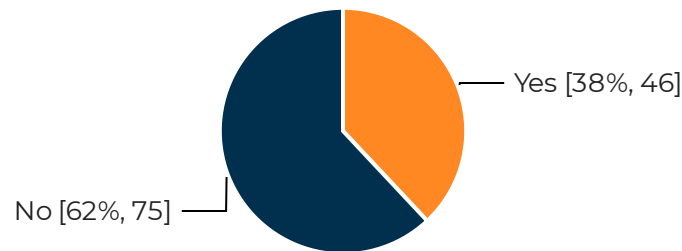


Table 3.8 - Law Firms Offering Clients Flat Fee Options by Firm Size

Answer	Solo		2-5		6-15		16-25		26-40		41 or more	
Yes	78%	18	32%	12	32%	8	22%	2	33%	1	8%	1
No	22%	5	68%	26	68%	17	78%	7	67%	2	92%	11
Total		23		38		25		9		3		12

Figure 3.7 - Please indicate what percentage of your work is conducted on a flat fee basis.

44 Responses

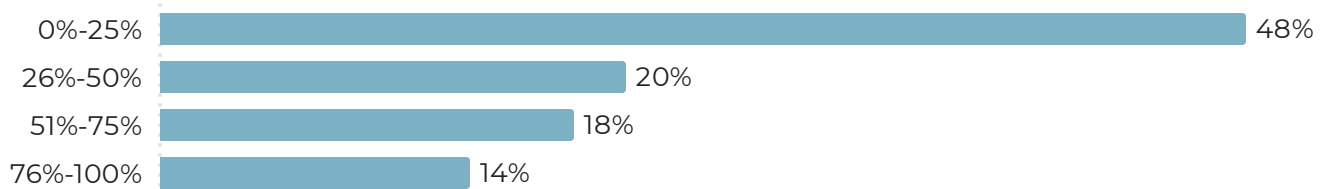


Table 3.9 - What are your primary areas of practice? Please select up to three.

122 Responses

Primary Areas of Practice	Percentage of Responses
Civil Litigation	40.2%
Estate Planning/Probate	35.2%
Real Estate	23.0%
Domestic & Family Law	23.0%
Criminal Law	19.7%
Creditor/Debtor	12.3%

Oil and Gas	9.0%
Business	9.0%
Insurance	8.2%
Government/Administrative	8.2%
Guardianship/Conservator	6.6%
Agricultural Law	5.7%
Tax Law	4.9%
Federal Practice	4.9%
Elder Law	4.9%
Appellate Practice	4.9%
Alt. Dispute Resolution	4.9%
Health Law	4.1%
Other	3.3%
Corporate Counsel	3.3%
Social Security	2.5%
Natural Resources	2.5%
Labor & Employment Law	2.5%
Juvenile Law	2.5%
Intellectual Property	1.6%
Workers' Compensation	0.8%
Securities Law	0.8%
Indian Law	0.8%
Education	0.8%
Data, Privacy and Security	0.8%
Civil Rights	0.8%
Banking	0.8%

4. NUMBER OF HOURS BILLED/WORKED

Figure 4.1 - What is your employment status? *(All Respondents)*

216 Responses

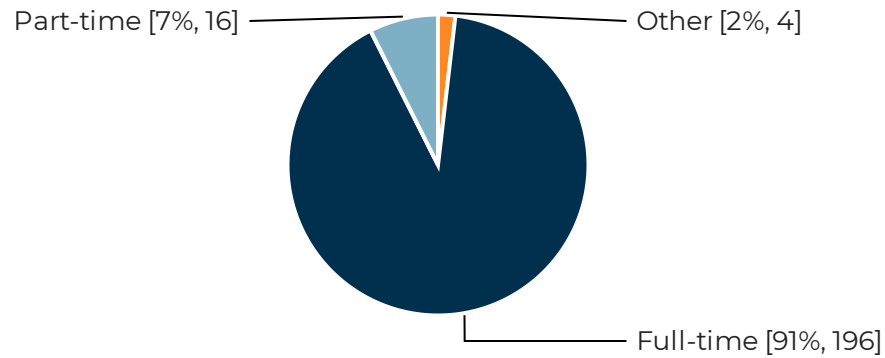


Figure 4.2 - How many billable hours did you work in 2023? *(Employment Setting Law Firm)*

123 Responses

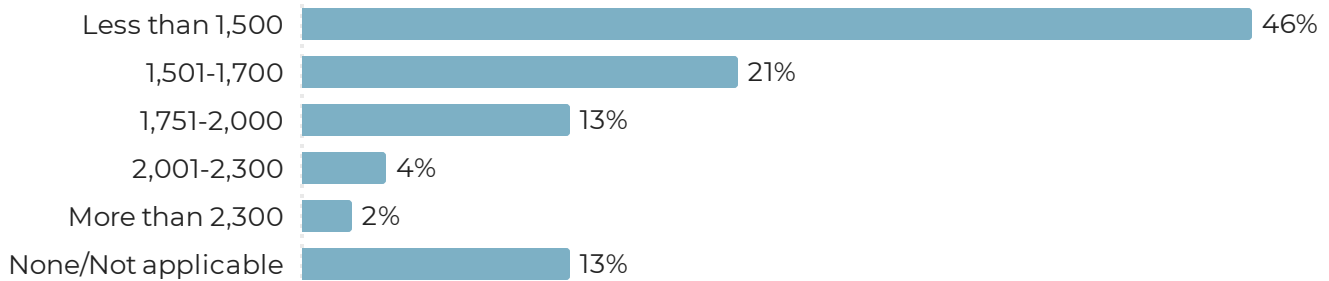


Table 4.1 - Billable Hours Worked in 2023 by Age *(Employment Setting Law Firm)*

Billable Hours	Age 30 or under		31-35		36-45		46-55		56-65		66-75		Over age 75	
Less than 1,500	64%	7	25%	4	44%	18	60%	9	45%	10	46%	6	60%	3
1,501-1,700	0%	0	38%	6	17%	7	13%	2	18%	4	38%	5	40%	2
1,751-2,000	9%	1	6%	1	17%	7	27%	4	14%	3	0%	0	0%	0
2,001-2,300	0%	0	0%	0	5%	2	0%	0	9%	2	8%	1	0%	0
Over 2,300	0%	0	0%	0	5%	2	0%	0	5%	1	0%	0	0%	0
N/A	27%	3	31%	5	12%	5	0%	0	9%	2	8%	1	0%	0
Total		11		16		41		15		22		13		5

Table 4.2 - Billable Hours Worked in 2023 by Gender (*Employment Setting Law Firm*)

Billable Hours	Male		Female	
Less than 1,500 hours	43%	32	52%	25
1,501-1,700 hours	26%	19	13%	6
1,751-2,000 hours	14%	10	13%	6
2,001-2,300 hours	5%	4	2%	1
More than 2,300 hours	1%	1	4%	2
None/Not applicable	11%	8	17%	8
Total		74		48

Table 4.3 - Billable Hours Worked in 2023 by Firm Size (*Employment Setting Law Firm*)

Billable Hours	Solo		2-5		6-15		16-25		26-40		41 or more	
Less than 1,500 hours	63%	15	49%	19	28%	7	33%	3	33%	1	58%	7
1,501-1,700 hours	17%	4	18%	7	20%	5	33%	3	33%	1	25%	3
1,751-2,000 hours	4%	1	13%	5	16%	4	22%	2	33%	1	8%	1
2,001-2,300 hours	0%	0	5%	2	8%	2	0%	0	0%	0	8%	1
More than 2,300 hours	4%	1	3%	1	4%	1	0%	0	0%	0	0%	0
None/Not applicable	13%	3	13%	5	24%	6	11%	1	0%	0	0%	0
Total		24		39		25		9		3		12

Figure 4.3 - How many pro bono legal service hours did you work in 2023? (*All Respondents*)

215 Responses

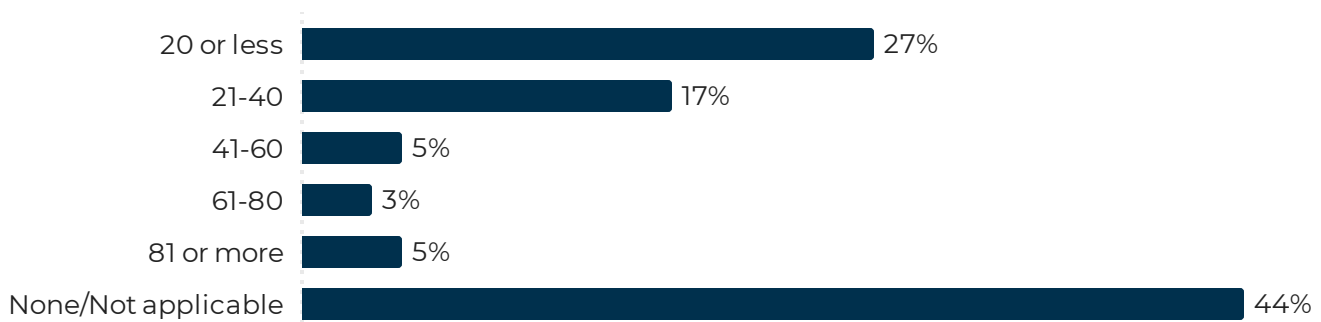


Table 4.4 - Pro Bono Legal Service Hours Worked in 2023 by Employment Setting

Pro Bono Hours	Judiciary		Government		Private Business/Corporate		Law Firm	
20 or less	11%	2	7%	3	24%	4	37%	46
21-40 hours	5%	1	0%	0	18%	3	27%	33
41-60 hours	0%	0	0%	0	6%	1	7%	9
61-80 hours	0%	0	0%	0	0%	0	6%	7
81 hours or more	0%	0	2%	1	0%	0	7%	8
None/N/A	84%	16	91%	42	53%	9	16%	20
Total		19		46		17		123

Table 4.5 - Pro Bono Legal Service Hours Worked in 2023 by Age

Pro Bono Hours	Age 30 or under		31-35		36-45		46-55		56-65		66-75		Over age 75	
20 or less	19%	4	12%	3	26%	19	30%	11	35%	12	26%	5	43%	3
21-40 hours	14%	3	32%	8	11%	8	16%	6	21%	7	21%	4	14%	1
41-60 hours	0%	0	0%	0	4%	3	5%	2	6%	2	11%	2	14%	1
61-80 hours	0%	0	4%	1	7%	5	3%	1	0%	0	0%	0	0%	0
81 hours or more	0%	0	8%	2	3%	2	5%	2	9%	3	0%	0	14%	1
None/N/A	67%	14	44%	11	49%	35	41%	15	29%	10	42%	8	14%	1
Total		21		25		72		37		34		19		7

Table 4.6 - Pro Bono Legal Service Hours Worked in 2023 by Gender

Pro Bono Hours	Male		Female	
20 or less	33%	37	18%	18
21-40 hours	19%	22	15%	15
41-60 hours	4%	4	6%	6
61-80 hours	4%	5	2%	2
81 hours or more	5%	6	4%	4
None/N/A	35%	39	55%	55
Total		113		100

Figure 4.4 - Does your law firm have an annual billable hours standard or requirement? (*Employment Setting Law Firm*)

121 Responses

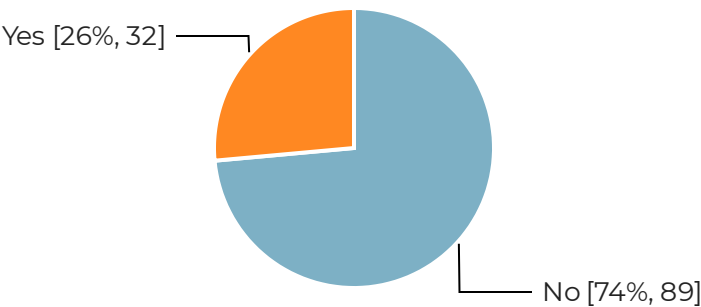


Figure 4.5 - Please indicate the number of annual billable hours. (*Employment Setting Law Firm*)

30 Responses



Table 4.7 - Annual Billable Hours All Responses	Min	Max	Median	Mean	Responses
Please indicate the number of hours.	960	2,000	1,650	1,577	30

Table 4.8 - Annual Billable Hours Ranges	Min	Max	Median	Mean	Responses
Below 1,500 hours	960	1,200	1,020	1,076	5
1,500-1,700 hours	1,500	1,700	1,650	1,647	21
Over 1,700 hours	1,750	2,000	1,800	1,838	4

5. FULL-TIME EMPLOYEE SALARY/INCOME

All questions in this section are filtered by the full-time employment status.

Figure 5.1 - What was your adjusted gross income (after business expenses but before taxes) in 2023? (If you are an employee, what appears on your W2?)

163 Responses

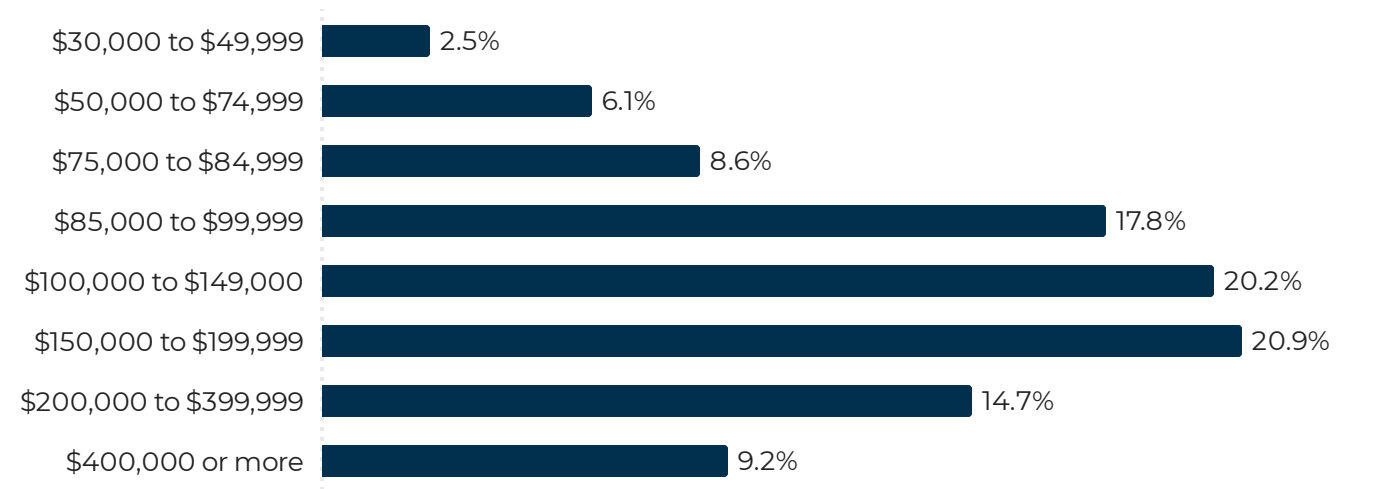


Table 5.1 - Income Ranges	Min	Max	Median	Mean	Responses
\$30,000 to \$49,999	\$30,000	\$44,500	\$38,500	\$37,875	4
\$50,000 to \$74,999	\$50,339	\$70,000	\$62,540	\$62,142	10
\$75,000 to \$84,999	\$75,000	\$83,976	\$80,000	\$79,927	14
\$85,000 to \$99,999	\$85,000	\$99,000	\$90,000	\$91,730	29
\$100,000 to \$149,000	\$100,000	\$145,000	\$120,000	\$119,733	33
\$150,000 to \$199,999	\$150,000	\$199,000	\$167,153	\$168,109	34
\$200,000 to \$399,999	\$200,000	\$360,000	\$242,891	\$246,932	24
\$400,000 or more	\$400,000	\$780,054	\$465,000	\$516,804	15

Table 5.2 - Income All Responses	Min	Max	Median	Mean	Responses
What was your adjusted gross income?	\$30,000	\$780,054	\$130,000	\$171,150	163

Table 5.3 - Adjusted Gross Income by Employer Location

Income Ranges	Primary Employer Out-of-State		Primary Employer In-State	
\$30,000 to \$49,999	5%	1	2%	3
\$50,000 to \$74,999	10%	2	6%	8
\$75,000 to \$84,999	5%	1	9%	13
\$85,000 to \$99,999	10%	2	19%	27
\$100,000 to \$149,000	19%	4	20%	29
\$150,000 to \$199,999	14%	3	22%	31
\$200,000 to \$399,999	24%	5	13%	19
\$400,000 or more	14%	3	8%	12
Total		21		142

Table 5.4 - Income by Employer Location All Responses

	Mean	Median	Responses
Primary Employer Out-of-State	\$209,497	\$150,000	21
Primary Employer In-State	\$165,479	\$125,250	142

Table 5.5 - Adjusted Gross Income by Employment Setting

Income Ranges	Judiciary		Government		Private Business/Corporate		Law Firm	
\$30,000 to \$49,999	0%	0	0%	0	6%	1	3%	3
\$50,000 to \$74,999	0%	0	8%	3	13%	2	6%	5
\$75,000 to \$84,999	6%	1	14%	5	6%	1	8%	7
\$85,000 to \$99,999	13%	2	36%	13	0%	0	12%	11
\$100,000 to \$149,000	25%	4	31%	11	13%	2	18%	16
\$150,000 to \$199,999	38%	6	11%	4	19%	3	22%	20
\$200,000 to \$399,999	19%	3	0%	0	19%	3	20%	18
\$400,000 or more	0%	0	0%	0	25%	4	11%	10
Total		16		36		16		90

Table 5.6 - Income by Employment Setting All Responses

	Mean	Median	Responses
Judiciary	\$152,192	\$157,935	16
Government	\$103,902	\$960,00	36
Private Business/Corporate	\$255,781	\$168,000	16
Law Firm	\$183,282	\$150,000	90

Table 5.7 - Adjusted Gross Income by Private Practice Position

Income Ranges	Solo Practitioner		Associate		Partner/Owner or Shareholder	
\$30,000 to \$49,999	13%	2	5%	1	0%	0
\$50,000 to \$74,999	0%	0	10%	2	5%	3
\$75,000 to \$84,999	13%	2	14%	3	4%	2
\$85,000 to \$99,999	0%	0	38%	8	5%	3
\$100,000 to \$149,000	27%	4	14%	3	16%	9
\$150,000 to \$199,999	40%	6	14%	3	21%	12
\$200,000 to \$399,999	7%	1	0%	0	32%	18
\$400,000 or more	0%	0	5%	1	16%	9
Total		15		21		56

Table 5.8 - Income by Private Practice Position All Response

	Mean	Median	Responses
Solo Practitioner	\$131,144	\$140,000	15
Associate	\$125,526	\$90,000	21
Partner/Owner or Shareholder	\$226,021	\$192,000	56

Table 5.9 - Adjusted Gross Income by Top 10 Primary Practice Areas

Income by Primary Practice Areas All Responses	Min	Max	Mean	Median	Responses
Business	\$66,000	\$650,000	\$217,365	\$170,500	14
Civil Litigation	\$78,000	\$663,000	\$186,431	\$151,000	49
Creditor/Debtor	\$30,000	\$223,540	\$136,501	\$140,000	13
Criminal Law	\$50,339	\$275,000	\$133,094	\$120,918	38
Domestic & Family Law	\$30,000	\$680,000	\$139,459	\$101,500	28
Estate Planning/Probate	\$30,000	\$465,000	\$138,693	\$130,000	35
Insurance	\$83,000	\$260,000	\$167,375	\$167,500	8
Oil and Gas	\$95,000	\$450,000	\$215,500	\$212,500	8
Real Estate	\$37,000	\$400,000	\$151,708	\$135,000	24

Figure 5.2 - Do you anticipate your earnings in 2024 to increase, decrease, or stay the same?

190 Responses

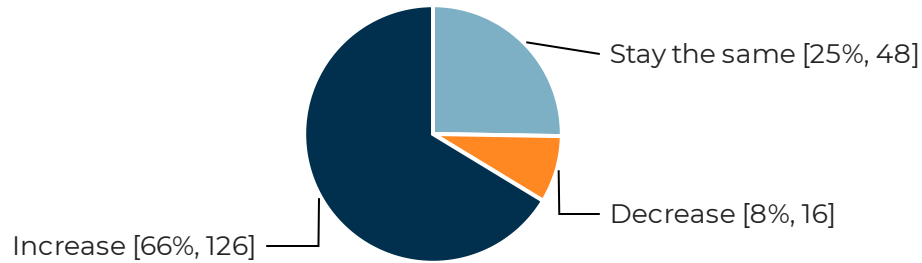


Table 5.10 - 2024 Anticipated Earnings Change by Salary

Salary Ranges	Earnings Increase		Earnings Decrease		Earnings Stay the Same		Total
\$30,000 to \$49,999	75%	3	0%	0	25%	1	4
\$50,000 to \$74,999	90%	9	0%	0	10%	1	10
\$75,000 to \$84,999	86%	12	7%	1	7%	1	14
\$85,000 to \$99,999	79%	23	3%	1	17%	5	29
\$100,000 to \$149,000	79%	26	6%	2	15%	5	33
\$150,000 to \$199,999	65%	22	6%	2	29%	10	34
\$200,000 to \$399,999	46%	11	4%	1	50%	12	24
\$400,000 or more	40%	6	33%	5	27%	4	15

Table 5.11 - 2024 Anticipated Earnings Change by Employment Setting

Employment Setting	Earnings Increase		Earnings Decrease		Earnings Stay the Same		Total
Judiciary	72%	13	6%	1	22%	4	18
Government	91%	40	0%	0	9%	4	44
Private Business/Corporate	69%	11	19%	3	13%	2	16
Law Firm	55%	58	11%	12	34%	36	106

Table 5.12 - 2024 Anticipated Earnings Change by Private Practice Position

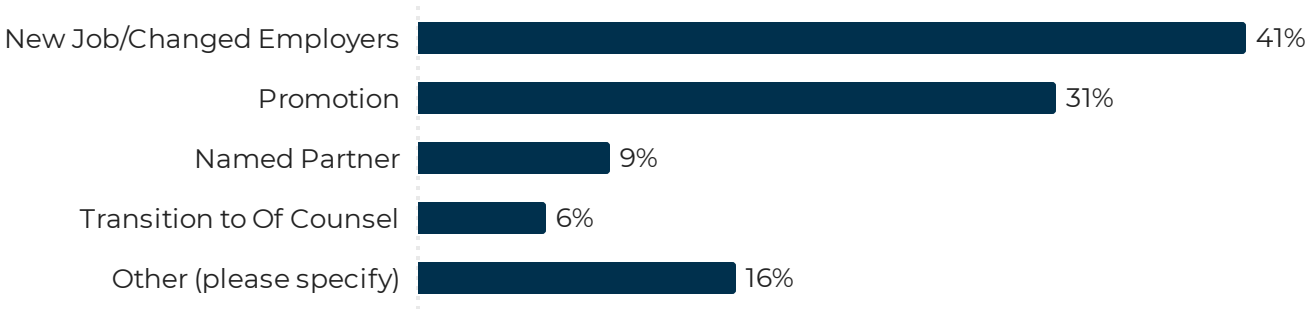
Private Practice Position	Earnings Increase		Earnings Decrease		Earnings Stay the Same		Total
Solo Practitioner	41%	9	18%	4	41%	9	22
Associate	71%	17	8%	2	21%	5	24
Partner/Owner or Shareholder	55%	34	10%	6	35%	22	62

Table 5.13 - 2024 Anticipated Earnings Change by Gender

Gender	Earnings Increase		Earnings Decrease		Earnings Stay the Same		Total
Male	60%	59	11%	11	29%	29	99
Female	73%	65	6%	5	21%	19	89

Figure 5.3 - What changed in your position?

32 Responses



Other please specify: Sold business, part-time law clerk (in school) to full time associate after passing the bar, Enough attorneys died that I got more work, passed bar exam to become an attorney instead of a law clerk, new title/duties

Figure 5.4 - Overall, do you think your economic circumstances are better, worse, or the same compared to three years ago?

192 Responses

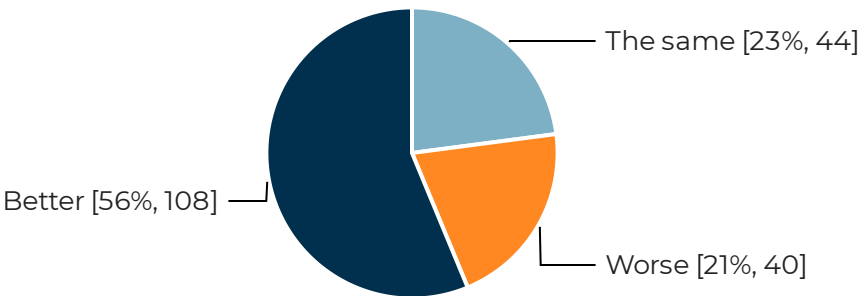


Figure 5.5 - Economic Circumstance Opinions by Gender

192 Responses

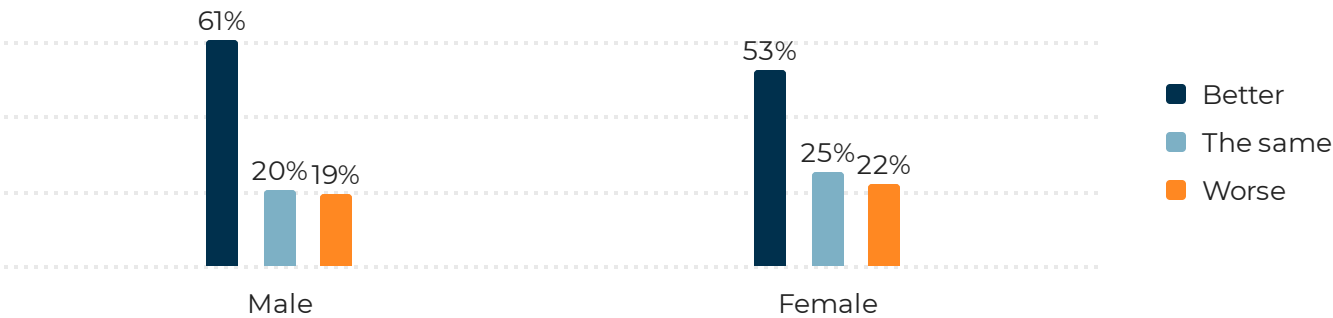
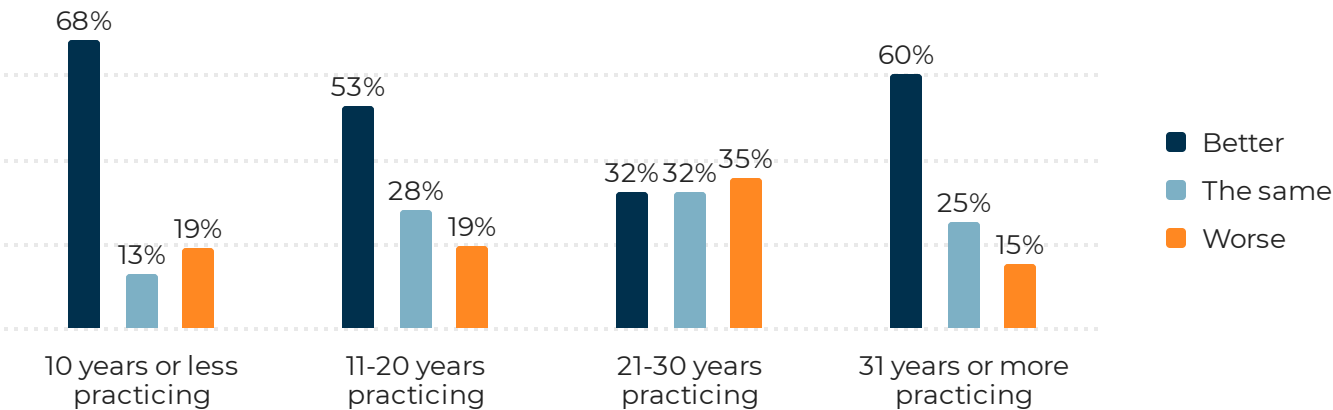


Figure 5.6 - Economic Circumstance Opinions by Years Practicing as a Lawyer

191 Responses



6. BENEFITS

Table 6.1 - We would like to know the availability and importance of various employment benefits. *(Employer Provides)*

Employment Benefits in Order of Highest Percentage		208 Responses
		My employer currently provides
Laptop/Tablet		93%
Business-casual dress policy		90%
Expenses for CLE & professional development		88%
Paid annual licensure (mandatory assessment to the Attorney Services Division)		87%
Retirement/pension plan		87%
Mileage reimbursement/Vehicle stipend		87%
Ability to work flexible hours		85%
Insurance: Medical		85%
Ability to work remotely		83%
Paid SBAND Membership dues		83%
Paid sick leave		83%
Parking paid or provided by employer		82%
Employee assistance plan		82%
Paid vacations		81%
Paid other professional membership dues (if applicable)		81%
Insurance: Life		77%
Insurance: Dental		77%
Insurance: Disability		75%
Cafeteria benefit plan (FSA Flexible Spending Account for dependent care, pretax premiums and medical account)		70%
Other (please specify)		67%
Health Savings Account Contribution		66%
Paid cell phone		64%
Paid maternity leave		63%
Paid paternity leave		54%
Club memberships		45%
I do not know their benefits		30%
Student loan repayment assistance		22%

Table 6.2 - We would like to know the availability and importance of various employment benefits. *(Wish Employer Provided)*

208 Responses

Employment Benefits in Order of Highest Percentage	I wish my employer provided
Student loan repayment assistance	64%
Club memberships	47%
Paid paternity leave	38%
Other (please specify)	33%
Paid maternity leave	30%
Paid cell phone	27%
Health Savings Account Contribution	24%
Cafeteria benefit plan (FSA Flexible Spending Account for dependent care, pretax premiums and medical account)	21%
Insurance: Disability	20%
Insurance: Dental	16%
Ability to work remotely	15%
Paid SBAND Membership dues	14%
Insurance: Life	14%
Ability to work flexible hours	14%
Parking paid or provided by employer	13%
Paid other professional membership dues (if applicable)	13%
Employee assistance plan	12%
Paid annual licensure (mandatory assessment to the Attorney Services Division)	9%
Mileage reimbursement/Vehicle stipend	9%
Retirement/pension plan	8%
Insurance: Medical	8%
Business-casual dress policy	8%
Paid sick leave	7%
Expenses for CLE & professional development	7%
Paid vacations	7%
Laptop/Tablet	4%

Table 6.3 - We would like to know the availability and importance of various employment benefits. *(Important in New Job Search)*

208 Responses

Employment Benefits in Order of Highest Percentage	Important if searching for a new job
Paid vacations	43%
Paid sick leave	42%
Retirement/pension plan	42%
Insurance: Medical	41%
Ability to work flexible hours	40%
Ability to work remotely	39%
Insurance: Dental	39%
Student loan repayment assistance	39%
Paid annual licensure (mandatory assessment to the Attorney Services Division)	38%
Cafeteria benefit plan (FSA Flexible Spending Account for dependent care, pretax premiums and medical account)	38%
Insurance: Disability	36%
Expenses for CLE & professional development	36%
Insurance: Life	36%
Other (please specify)	33%
Laptop/Tablet	33%
Paid SBAND Membership dues	32%
Paid other professional membership dues (if applicable)	31%
Paid cell phone	30%
Paid maternity leave	29%
Mileage reimbursement/Vehicle stipend	29%
Parking paid or provided by employer	29%
Paid paternity leave	28%
Health Savings Account Contribution	27%
Business-casual dress policy	25%
Club memberships	22%
Employee assistance plan	21%

Figure 6.1 - On average, how many vacation days do you take a year? (*Full-time Employment Status*)

184 Responses



Table 6.4 - Vacation Days All Responses

	Min	Max	Median	Mean
On average, how many vacation days do you take a year?	0	192	12	15

Table 6.5 - Vacation Day Ranges

	Min	Max	Median	Mean	Responses
0-5 days	0	5	4	3	35
6-10 days	6	10	10	10	52
11-15 days	12	15	15	14	44
16-25 days	18	25	20	21	41
26-40 days	26	40	30	33	9
More than 40 days	60	192	90	114	3

Table 6.6 - Vacation Days Taken Per Year by Years Practicing as a Lawyer (*Full-time Employment Status*)

Vacation Day Ranges	10 years or less		11-20 years		21-30 years		31 or more years	
0-5 days	25%	15	18%	10	14%	4	13%	5
6-10 days	29%	17	33%	18	28%	8	23%	9
11-15 days	31%	18	27%	15	21%	6	13%	5
16-25 days	14%	8	18%	10	31%	9	35%	14
26-40 days	2%	1	2%	1	3%	1	15%	6
More than 40 days	0%	0	2%	1	3%	1	3%	1
Total		59		55		29		40

Table 6.7 - Vacation Days Taken Per Year by Billable Hours Worked in 2023 (*Full-time Employment Status*)

Vacation Days	Less than 1,500 hours		1,501-1,700 hours		1,751-2,000 hours		2,001-2,300 hours		More than 2,300 hours	
0-5 days	19%	8	7%	2	28%	5	33%	2	22%	2
6-10 days	26%	11	32%	9	33%	6	50%	3	11%	1
11-15 days	19%	8	25%	7	17%	3	17%	1	44%	4
16-25 days	33%	14	18%	5	17%	3	0%	0	22%	2
26-40 days	2%	1	14%	4	6%	1	0%	0	0%	0
More than 40 days	2%	1	4%	1	0%	0	0%	0	0%	0
Total		43		28		18		6		9

Table 6.8 - How are your employer's retirement plan contributions made?

211 Responses

Employer Retirement Contributions

Percentage

Matches my contributions, up to a maximum amount	35%
Contributes a set percentage of my salary each year	27%
Contributes a set dollar amount each year	3%
Matches my contributions with no maximum amount	1%
Matches my contributions up to a maximum amount and contributes a percentage of my salary each year	12%
None/not applicable	21%

7. LAW FIRM ADMINISTRATION/BUDGETING

All questions in this section are filtered by the law firm employment setting.

Figure 7.1 - What percentage of your firm's gross income was allocated to overhead costs in 2023?

118 Responses

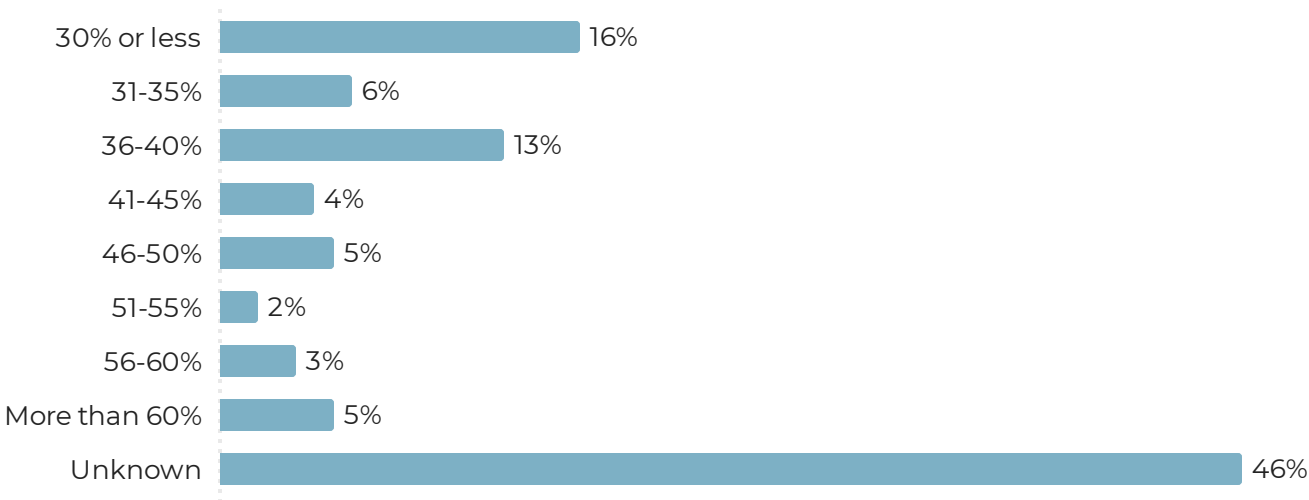


Table 7.1 - Please indicate which of the following your firm or organization currently has in place. Check all that apply.

41 Responses

Programs/Policies/Plans	Percentage of Responses
Succession plan	63%
Strategic planning committee	51%
Pro bono service policy	41%
Active program to recruit and retain minority associates	32%
Hurricane/disaster preparedness plan	24%
Diversity sensitivity training program for associates and staff	22%

8. CAREER PLANS & SATISFACTION

Table 8.1 - Please check the options below which best describes your career plans for the next 2-years and the next 5-years.

Career Plans	My career plan in 2-years		My career plan in 5-years	
I expect to be in the same or similar employment setting	81%	163	57%	114
I plan to retire	7%	14	11%	22
I plan to begin scaling back my practice and/or semi-retire	5%	10	12%	24
I plan to leave the legal field altogether	4%	9	7%	14
I plan to transition to another specialty within the practice of law	3%	7	6%	13
I plan to leave the practice of law but will look for employment in the legal field	2%	4	6%	12
Not applicable, I am not currently practicing law	1%	3	1%	3
I plan to switch my private practice setting, e.g., switch from a small practice to a large practice, etc.	1%	2	3%	6
Other (please specify)	0%	0	1%	3
Total		201		201

Other please specify: I may have to transition to private practice for salary concerns.; In 30 years the legal community will cease to exist because of organizations like yours who don't care that AI are replacing us with worse product, but vastly cheaper for companies.; Plan to go reduced hours.

Figure 8.1 - The State Bar Association of North Dakota would like to better understand lawyers' current levels of career satisfaction. Rate your satisfaction level. Collapsed categories **Agree= 5 & 4, Neither agree nor disagree= 3, and Disagree= 1 & 2.**

210 Responses

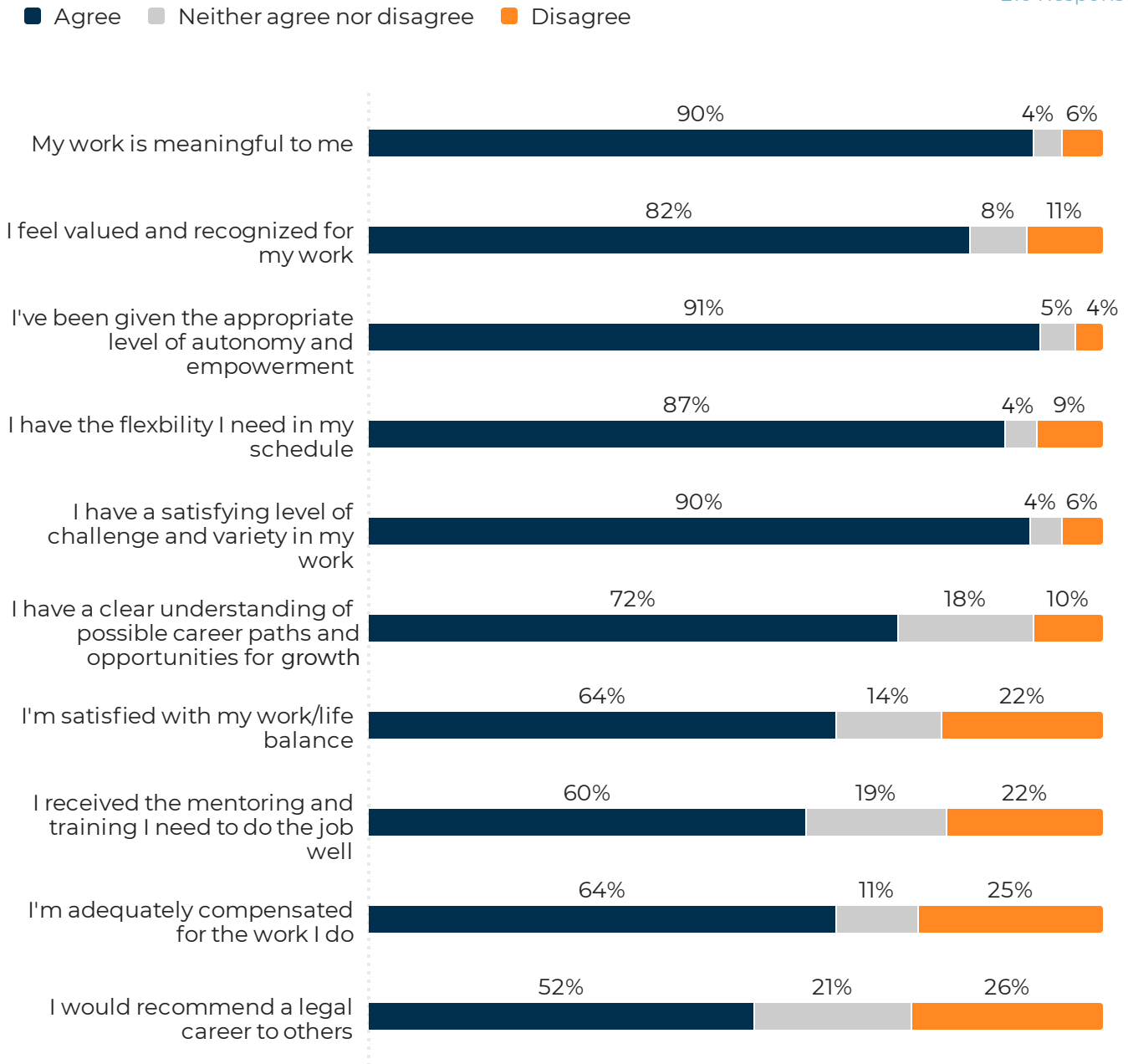


Figure 8.2 - The State Bar Association of North Dakota would like to better understand lawyers' current levels of career satisfaction. Rate your satisfaction level. Collapsed categories **Agree= 5 & 4** (Gender)

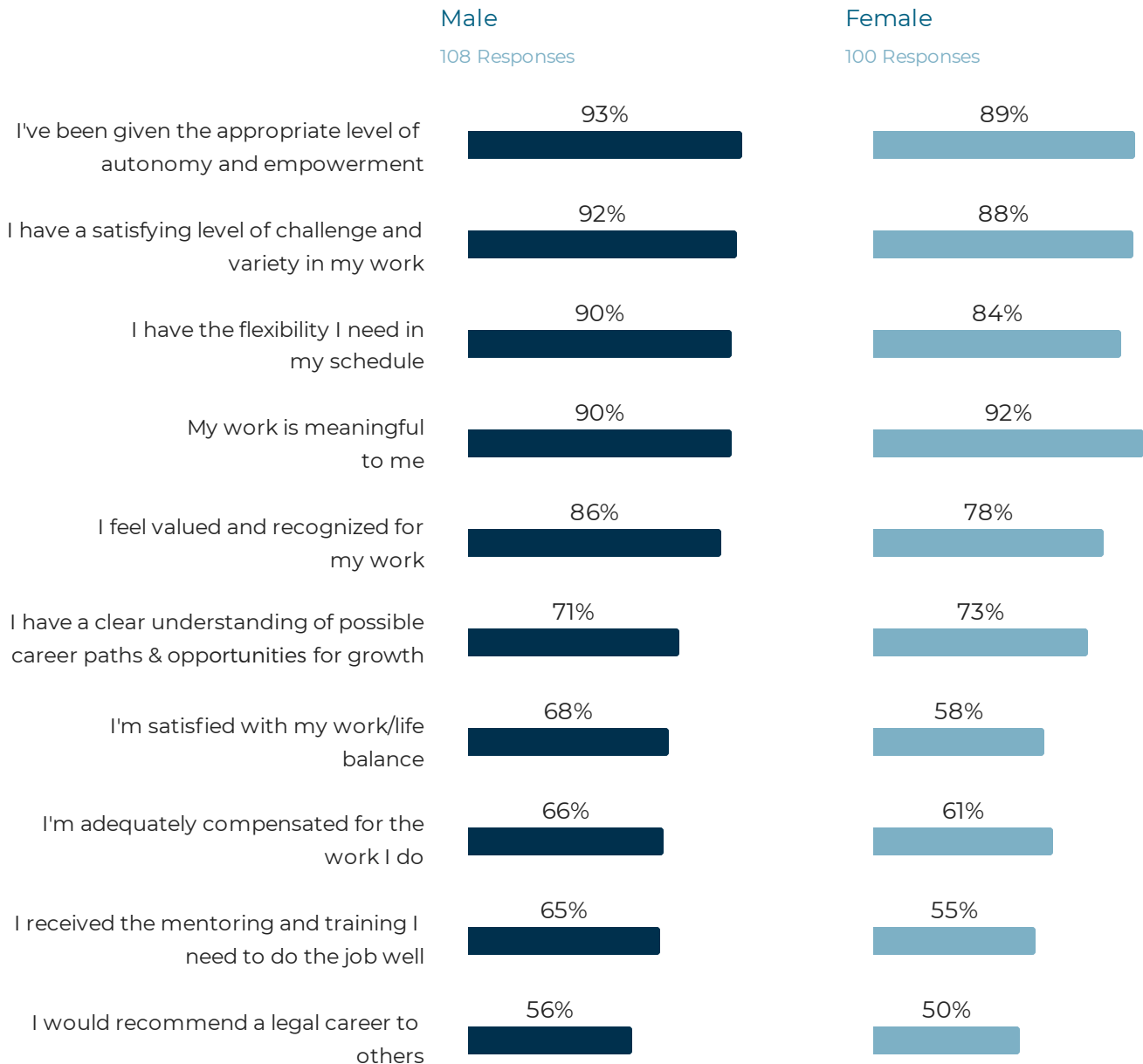


Figure 8.3 - The State Bar Association of North Dakota would like to better understand lawyers' current levels of career satisfaction. Rate your satisfaction level. Collapsed categories **Agree= 5 & 4 (Age)**

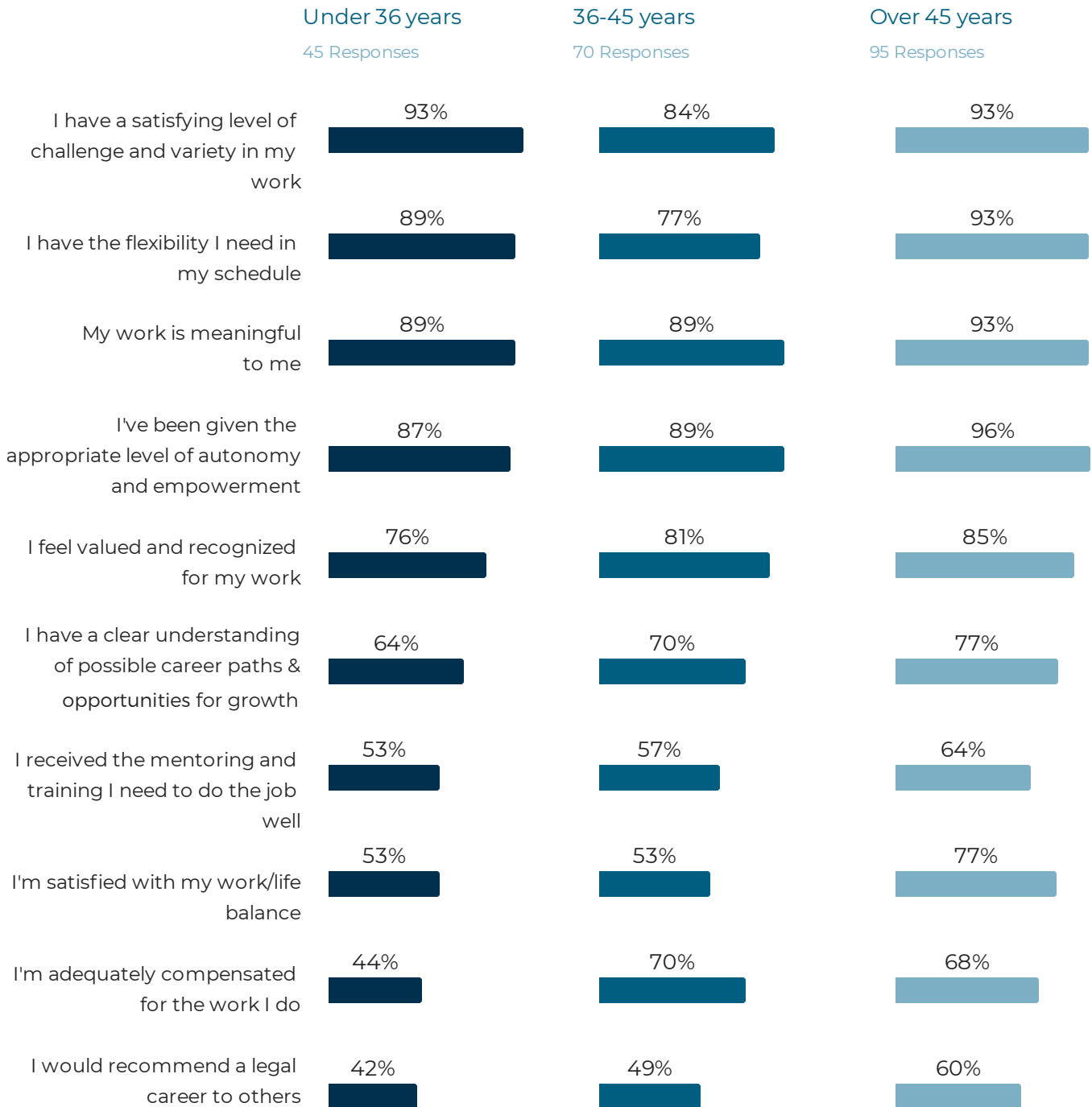


Figure 8.4 - What contributed to your decision to practice in your current community? Check up to three.

200 Responses

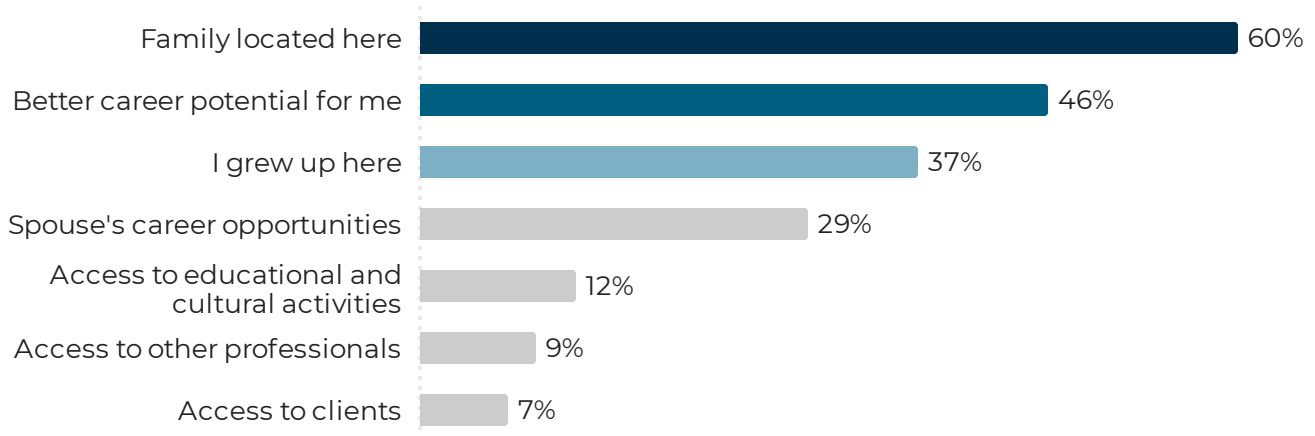


Table 8.2 - Decision to Practice in Current Community by Gender

Decisions	Male		Female	
Family located here	31%	61	30%	58
Better career potential for me	29%	58	18%	34
Spouse's career opportunities	12%	24	17%	32
Access to clients	4%	7	3%	6
I grew up here	16%	31	21%	41
Access to educational and cultural activities	6%	12	6%	11
Access to other professionals	3%	6	6%	11
Total		199		193

Table 8.3 - Decision to Practice in Current Community by Age

Decisions	Under 36 years		36-45 years		Over 45 years	
Family located here	30%	29	33%	40	29%	51
Better career potential for me	20%	19	22%	27	26%	46
Spouse's career opportunities	13%	12	17%	21	14%	24
Access to clients	1%	1	4%	5	4%	7
I grew up here	18%	17	22%	27	16%	29
Access to educational and cultural activities	8%	8	1%	1	8%	14
Access to other professionals	10%	10	2%	2	3%	5
Total		96		123		176

Table 8.4 - Decision to Practice in Current Community by Employment Setting

Decision	Judiciary		Government		Private Business/Corporate		Law Firm	
Family located here	34%	12	31%	24	27%	9	30%	72
Better career potential for me	26%	9	26%	20	24%	8	21%	51
Spouse's career opportunities	14%	5	13%	10	12%	4	15%	36
Access to clients	0%	0	1%	1	0%	0	5%	12
I grew up here	17%	6	21%	16	18%	6	18%	44
Access to educational and cultural activities	6%	2	4%	3	12%	4	5%	13
Access to other professionals	3%	1	5%	4	6%	2	4%	10
Total		35		78		33		238