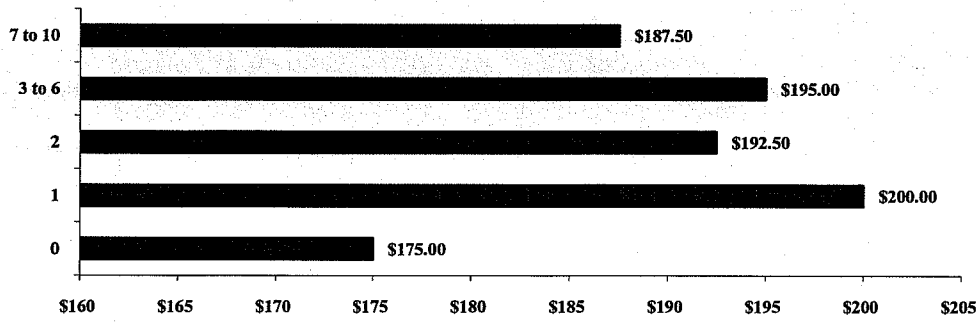


EXHIBIT 2

PART 3

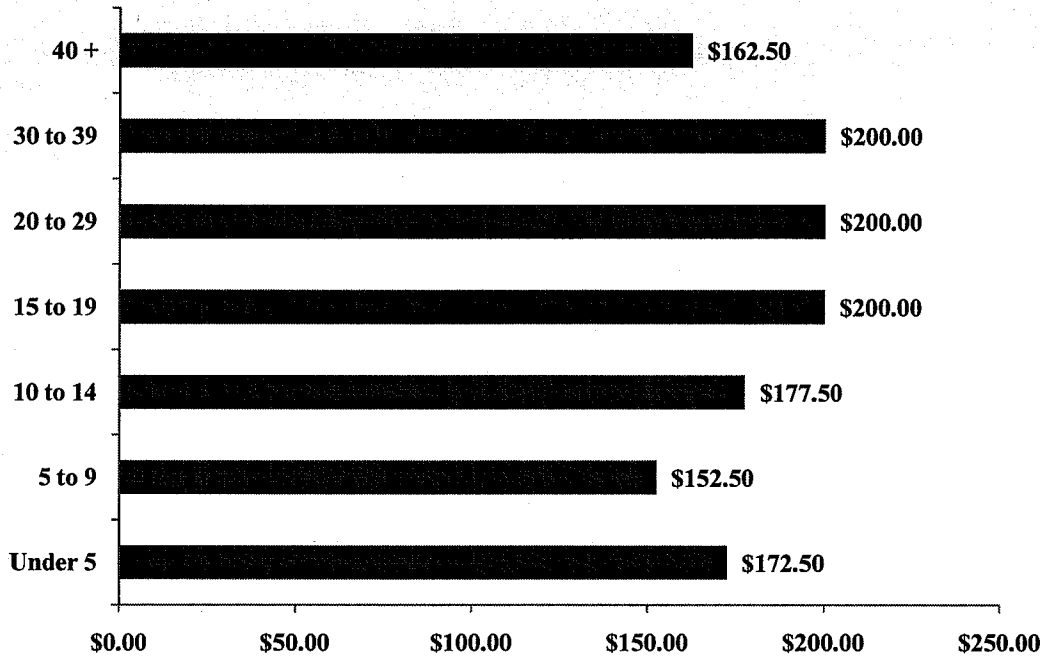
Top Median Hourly Litigation Billing Rates by Firm Size



Distribution of Hourly Litigation Billing Rates by Firm Size

	Count	Mean	Median 50th Percentile	10th Percentile	25th Percentile	75th Percentile	90th Percentile
0	5	\$172	\$175	\$140	\$145	\$198	-
1	221	\$198	\$200	\$150	\$153	\$225	\$250
2	32	\$200	\$193	\$136	\$170	\$250	\$268
3 to 6	35	\$218	\$195	\$135	\$155	\$250	\$370
7 to 10	9	\$224	\$188	\$120	\$160	\$270	-
11 to 20	2	-	-	-	-	-	-
More than 100	-	-	-	-	-	-	-
Group Total	305	\$201	\$195	\$150	\$155	\$225	\$272

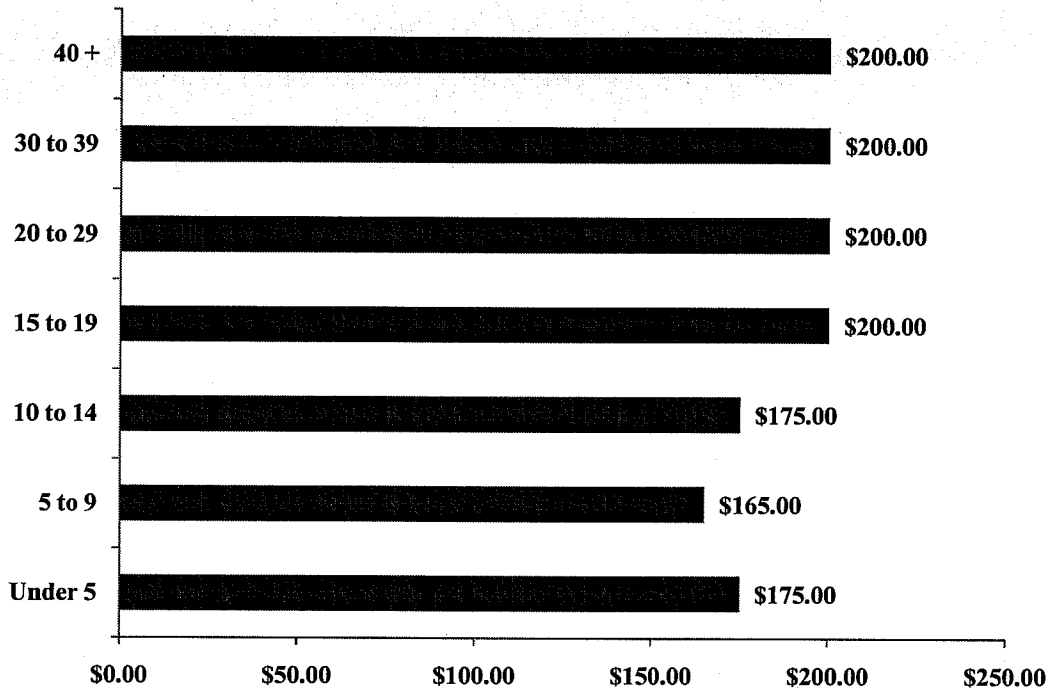
Median Hourly Transactional Billing Rates by Years in Practice



Distribution of Transactional Hourly Rate by Years in Practice (rounded to the nearest dollar)

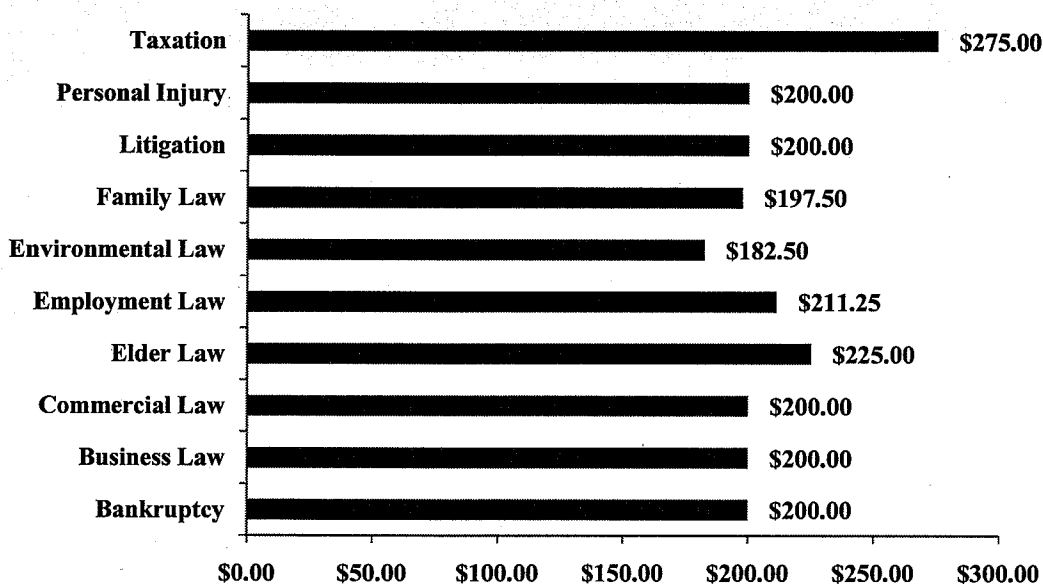
	N	Mean	Median (50th Percentile)	10th Percentile	25th Percentile	75th Percentile	90th Percentile
Under 5	26	\$167	\$173	\$139	\$150	\$191	\$200
5 to 9	18	\$171	\$153	\$137	\$150	\$189	\$250
10 to 14	28	\$185	\$178	\$148	\$156	\$200	\$237
15 to 19	39	\$191	\$200	\$150	\$165	\$200	\$250
20 to 29	109	\$208	\$200	\$150	\$175	\$250	\$250
30 to 39	71	\$210	\$200	\$150	\$160	\$250	\$275
40+	16	\$184	\$163	\$72	\$128	\$219	\$360

Median Hourly Litigation Billing Rates by Years in Practice

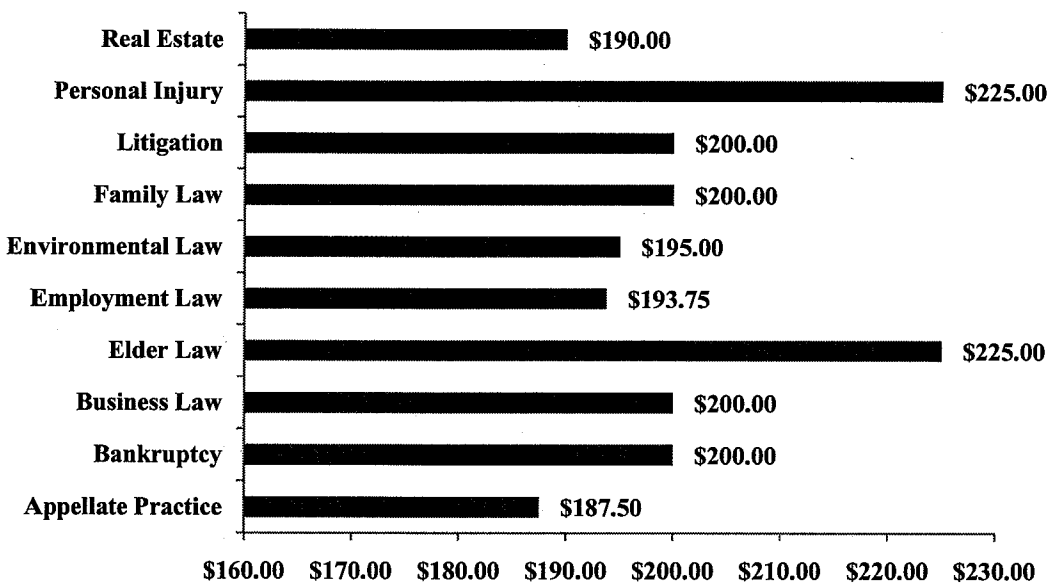


Distribution of Litigation Hourly Rate by Years in Practice (rounded to the nearest dollar)							
	Count	Mean	Median (50th Percentile)	10th Percentile	25th Percentile	75th Percentile	90th Percentile
Under 5	27	\$175	\$175	\$140	\$150	\$200	\$250
5 to 9	19	\$184	\$165	\$150	\$150	\$200	\$250
10 to 14	27	\$198	\$175	\$150	\$160	\$200	\$280
15 to 19	39	\$200	\$200	\$150	\$165	\$200	\$290
20 to 29	111	\$206	\$200	\$150	\$175	\$250	\$271
30 to 39	69	\$210	\$200	\$150	\$155	\$250	\$300
40+	13	\$195	\$200	\$85	\$130	\$263	\$300

Top 10 Median Hourly Transactional Billing Rates by Field of Practice



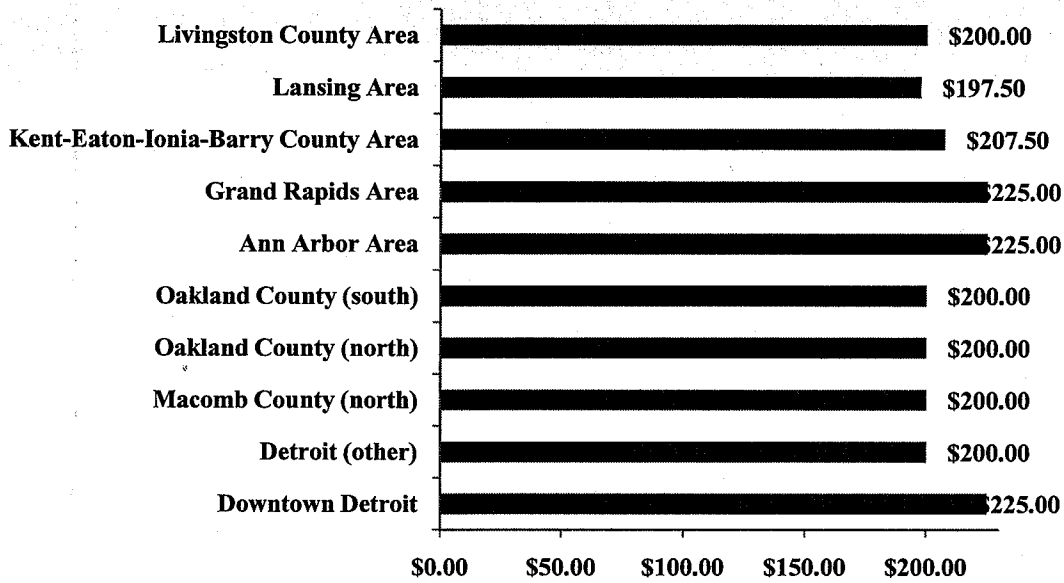
Top 10 Median Hourly Litigation Billing Rates by Field of Practice



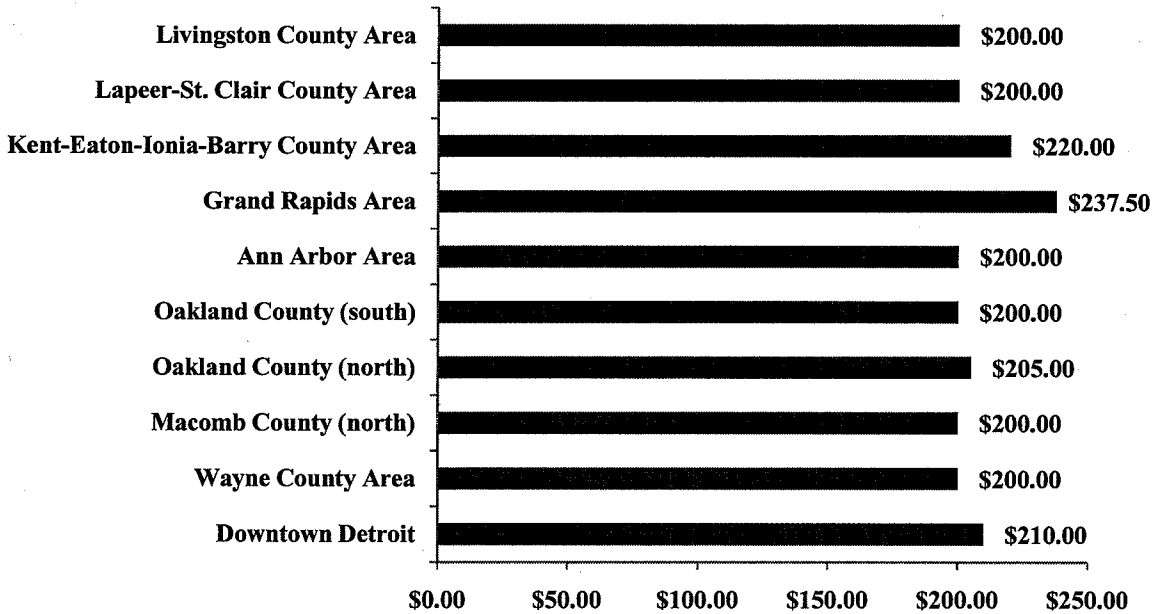
Hourly Transactional Billing Rate by Work Classification							
	Number	Mean	Median 50th Percentile	10th Percentile	25th Percentile	75th Percentile	90th Percentile
Sole Practitioner	197	\$190	\$185	\$150	\$150	\$200	\$250
Sole Practitioner With One or More Associates	38	\$212	\$198	\$150	\$175	\$250	\$292
Sole Practitioner Sharing Space	38	\$210	\$200	\$143	\$174	\$239	\$266
Managing Partner	34	\$210	\$200	\$145	\$166	\$250	\$288
Group Total	307	\$197	\$195	\$150	\$155	\$225	\$250

Hourly Litigation Billing Rate by Work Classification							
	Number	Mean	Median 50th Percentile	10th Percentile	25th Percentile	75th Percentile	90th Percentile
Sole Practitioner	194	\$195	\$193	\$150	\$150	\$218	\$250
Sole Practitioner With One or More Associates	39	\$212	\$193	\$135	\$160	\$250	\$350
Sole Practitioner Sharing Space	37	\$203	\$200	\$145	\$170	\$238	\$258
Managing Partner	35	\$216	\$200	\$145	\$170	\$250	\$320
Group Total	305	\$201	\$195	\$150	\$155	\$225	\$272

Top 10 Median Hourly Transactional Billing Rates by Region



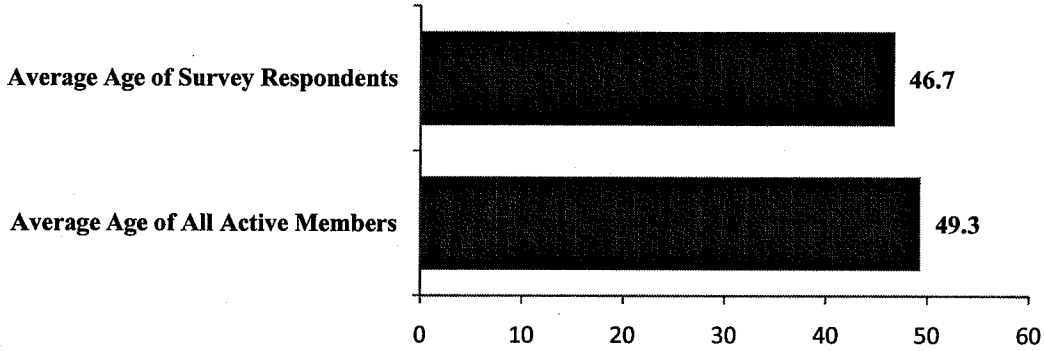
Top 10 Median Hourly Litigation Billing Rates by Region



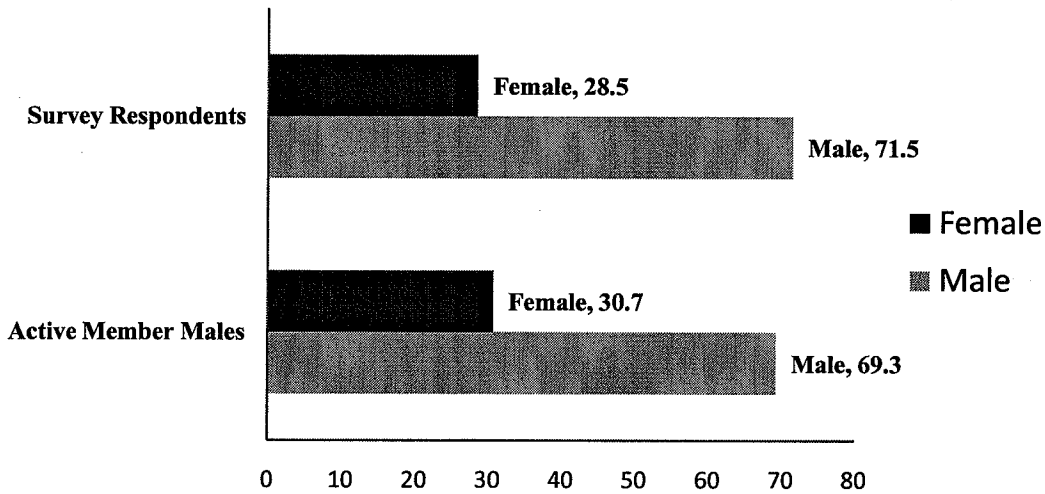
Reported Staff Salaries							
	N	Mean	Median 50th Percentile	10th Percentile	25th Percentile	75th Percentile	90th Percentile
Paralegal							
Annual Salary	5	\$42,693	\$39,000	\$20,000	\$25,000	\$42,797	\$71,119
Bonus	5	\$800	\$1,000	\$400	\$1,000	\$1000	\$1000
Total Compensation	5	\$43,493	\$40,000	\$21,000	\$26,000	\$43,797	\$71,519
Billing Rate	5	\$106.50	\$75.00	\$70.50	\$75.00	\$90.00	\$171.00
Office Administrator							
Annual Salary	9	\$56,680	\$67,000	\$19,000	\$26,667	\$72,800	\$79,800
Bonus	9	\$1,983	0	0	0	\$350	\$5,000
Total Compensation	9	\$58,663	\$67,000	\$19,670	\$26,667	\$72,800	\$91,800
Billing Rate	0	0	0	0	0	0	0
Secretary 2							
Annual Salary	10	\$38,334	\$37,923	\$20,570	\$27,237	\$40,053	\$56,900
Bonus	10	\$775	\$125	0	0	\$500	\$1,850
Total Compensation	10	\$39,109	\$38,173	\$20,595	\$27,612	\$42,178	\$61,400
Billing Rate	0	0	0	0	0	0	0
Secretary 1							
Annual Salary	6	\$35,028	\$29,284	\$22,799	\$24,211	\$39,300	\$53,000
Bonus	6	\$1,067	0	0	0	\$300	\$3,200
Total Compensation	6	\$36,094	\$29,284	\$22,999	\$24,511	\$39,300	\$56,000
Billing Rate	0	0	0	0	0	0	0
Office Clerk 3							
Annual Salary	5	\$26,552	\$29,000	\$20,000	\$20,000	\$29,474	\$32,361
Bonus	5	\$420	\$500	0	0	\$600	\$840
Total Compensation	5	\$26,972	\$29,000	\$20,540	\$20,600	\$29,474	\$32,961
Billing Rate	0	0	0	0	0	0	0

A PPENDIX: PROFILE OF SURVEY RESPONDENTS

Average Age of All Active Members and of Survey Respondents



Percentage of All Active Members and Survey Respondents by Gender



Demographics of Survey Respondents			
	All Attorneys	Males	Females
Age	46.7 years	47.9 years	43.6 years
Gender		71.5%	28.5%
Ethnicity			
Caucasian	93.0%	93.8%	90.9%
African American	2.7%	1.6%	5.3%
Hispanic or Latino	1.1%	1.2%	0.9%
Asian	0.7%	0.8%	0.3%
American Indian or Alaskan Native	0.3%	0.1%	0.6%
Native Hawaiian or Pacific Islander	0.2%	0.2%	0.0%
Two or More Races	2.2%	2.2%	2.0%
Years in Practice	18.8 years	20.4 years	14.9 years
Occupation Summary			
Private Practitioner	68.7%	51.5%	17.3%
Government Service	13.1%	11.8%	16.4%
Other Legal Occupations	14.6%	13.1%	18.4%
Other Non-legal Occupations or Not Practicing	5.2%	4.7%	6.4%
Full-time Legal Employment	66.9%	65.1%	71.3%
Part-time Legal Employment	33.1%	34.9%	28.7%

Work Classification of Survey Respondents	
Work Classification	% Participation
Sole Practitioner	20.0%
Sole Practitioner with one or more associates	3.8%
Sole Practitioner sharing space	3.8%
Managing Partner	4.2%
Equity Partner/Shareholder	16.5%
Non-Equity Partner	3.4%
Senior Associate	5.0%
Associate	11.9%
Academia/Professor of Law	1.3%
Contract Attorney	0.8%
In-house/ Corporate Counsel	8.8%
Legal Services Agency Attorney	1.9%
Lobbyist/Trade Association	0.2%
Judge	1.2%
Admin Law Judge/Referee	1.2%
County Prosecutor	1.9%
City/State/County/Other	7.3%
Federal Prosecutor	0.1%

Work Classification of Survey Respondents

Work Classification	% Participation
Other Federal	1.3%
Management, Non-legal	1.6%
Not practicing law	1.3%
Retired	0.9%
Unemployed, seeking legal employment	0.4%
Unemployed, seeking non-legal employment	0.0%
Other/Not Listed	1.0%

Major Field of Practice

Field of Practice	% Participation
General Practice	2.7%
Administrative Law	0.2%
Adoption	0.1%
Alternative Dispute Resolution (ADR)	0.5%
Appellate Practice	1.4%
Arbitration & Mediation	0.3%
Attorney Discipline Defense	0.0%
Automobile	0.6%
Aviation & Aerospace	0.1%
Bankruptcy	2.1%
Birth Injuries	0.1%
Business Law	3.4%
Carbon Monoxide Poisoning	0.0%
Civil Rights	0.2%
Class Actions	0.2%
Collections/Claim & Delivery	0.7%
Commercial Law	1.4%
Condemnation	0.2%
Condominium Law	0.1%
Construction Law	0.9%
Consumer Law	0.2%
Contracts	0.7%
Copyrights	0.1%
Criminal Law	2.7%
Drunk Driving Defense	0.2%
Elder Law	0.4%
Employment Law	1.9%
Environmental Law	0.7%
Family Law	5.0%
Federal False Claims (Qui Tam) Actions	0.0%
Government	0.2%
Immigration & Naturalization	0.5%
Insurance	1.5%

Major Field of Practice	
Field of Practice	% Participation
Insurance Coverage	0.5%
Intellectual Property	0.7%
Labor Law	0.9%
Landlord/Tenant	0.4%
Law Enforcement	0.0%
Legal Aid	0.0%
Legal Malpractice	0.3%
Lemon Law	0.1%
Litigation	6.8%
Medical Malpractice	1.3%
Municipal Law	1.3%
Native American Law	0.0%
Parents	0.5%
Personal Injury	2.5%
Police Misconduct	0.1%
Probate & Estate	4.7%
Professional Liability	0.1%
Public Finance	0.0%
Real Estate	2.4%
Real Property	1.0%
Regulatory Law	0.1%
School Law	0.2%
Securities	0.1%
Social Security	0.4%
Stock Broker Misconduct	0.0%
Taxation	0.9%
Tax Problem Resolution	0.0%
Trademarks	0.1%
Traffic Law	0.0%
Wills	0.8%
Workers' Comp. (Defense)	0.5%
Workers' Comp. (Plaintiff)	0.8%
Other/Not Listed	16.3%
Non-Private Practice: Government Service	11.3%
Non-Private Practice: Other Legal Occupations	11.2%
Non-Private Practice: Other Non-Legal Occupation	4.5%

Main Location of Practice	
Practice Location	% Participation
Downtown Detroit	9.1%
Detroit (Other)	4.3%
Wayne County Area	4.3%
Macomb County (north)	3.0%

Main Location of Practice	
Practice Location	% Participation
Macomb County (south)	1.8%
Oakland County (north)	8.3%
Oakland County (south)	21.6%
Ann Arbor Area	3.8%
Battle Creek Area	1.2%
Bay City Area	1.4%
Benton Harbor Area	1.4%
Central Michigan Area	1.3%
Elkhart-Goshen Area	0.1%
Flint Area	1.6%
Genesee-Shiawassee County Area	1.7%
Grand Rapids Area	5.7%
Ingham County Area	0.5%
Jackson Area	0.9%
Kalamazoo Area	2.8%
Kent-Eaton-Ionia-Barry County Area	1.8%
Lansing Area	9.3%
Lapeer-St.Clair County Area	1.3%
Livingston County Area	0.8%
Marquette Area	0.7%
Muskegon-Ludington Area	0.9%
Northern Michigan	2.4%
Ottawa-Allegan County Area	1.3%
Saginaw Area	1.2%
Thumb Area	0.4%
Toledo Area	0.6%
Traverse City Area	2.5%
Upper Peninsula (east)	0.4%
Upper Peninsula (west)	0.3%
Washtenaw County Area	1.2%

Respondents by Firm Size	
Firm Size (No. of Attorneys)	% Participation
0	1.9%
1	28.1%
2	10.3%
3 to 6	22.2%
7 to 10	9.3%
11 to 20	8.8%
21 to 50	9.9%
51 to 100	5.0%
More than 100	4.6%