

**AMERICAN BAR ASSOCIATION  
COMMISSION ON BILLABLE HOURS  
AMLAW 100 QUESTIONNAIRE**

Approximately what percentage of your inventory is based on billable hours as opposed to alternatives?

---

1) What billing alternatives have you used with success?

---

---

---

---

2) Please describe your salary and bonus policies for associates and the relationship to billable hours.

---

---

---

---

3) What relationship do billable hours have in determining partner compensation?

---

---

---

---

4) Do you have a minimum requirement for billable hours?

---

---

---

---

5) If you do, does that requirement allow for credit for anything beyond chargeable client work?

---

---

---

---

6) If your firm employs a method of evaluating associates in categories other than the amount of hours billed, please describe:

---

---

---

---

7) Does your firm conduct training for associates in keeping and billing time? If so, please describe any training approaches you think are particularly effective.

---

---

---

---

8) Would you be willing to participate in brief follow-up dialogue with a Commission member or staff, were we to decide to conduct short interviews with Managing Partners?

\_\_\_ Yes      \_\_\_ No