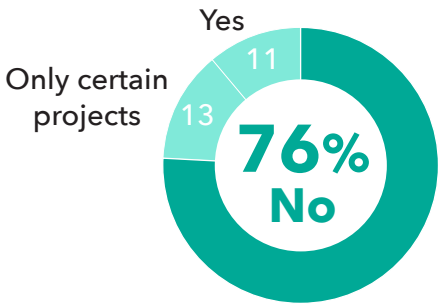


ATTORNEY WORKLOAD AND HOURS (2024 Q1 & Q2)

Bloomberg Law’s Attorney Workload and Hours Survey asked 989 legal professionals about the first half of 2024 (Q1 & Q2). We asked them questions about the hours they worked and billed, their levels of job satisfaction, working from home, cannabis use, and diversity in the workplace.

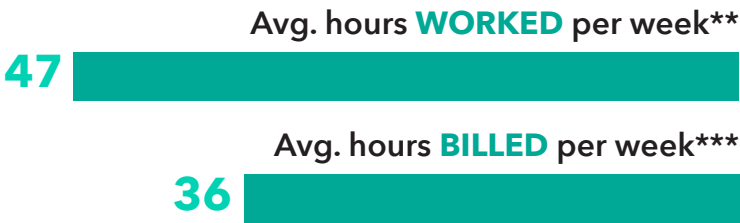
60% of the lawyers surveyed for this report are billable hour attorneys.

Are you required to **TRACK YOUR TIME** by either project or matter?*



*Non-billable = 40% of respondents

HOW MANY HOURS DID YOU WORK
each week in the first half of 2024?
HOW MANY HOURS DID YOU BILL each week?



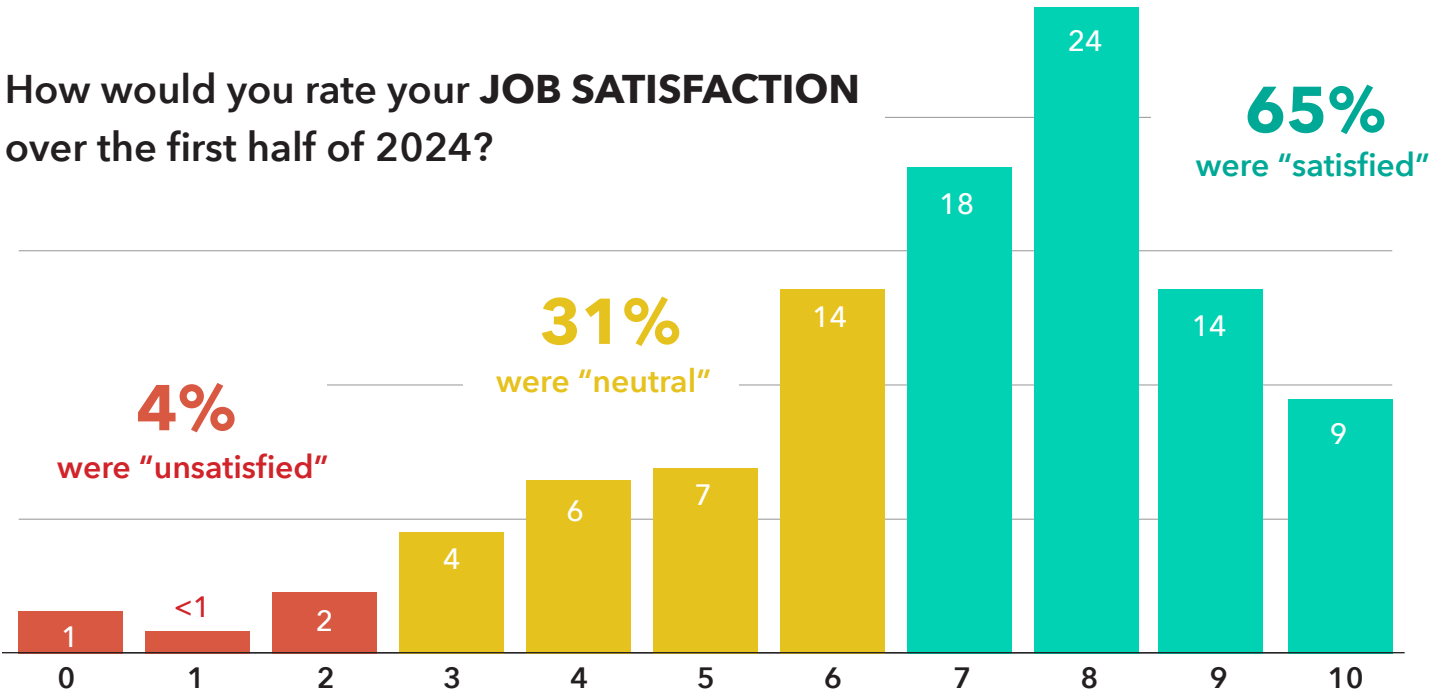
**100% of respondents

***Billable = 60% of respondents

JOB SATISFACTION

Respondents rated their Q1 & Q2 job satisfaction on a scale from 0 (very unsatisfied) to 10 (very satisfied). **The percentage of satisfied lawyers has jumped 13 percentage points since last December**, continuing the trend. Satisfied attorneys have risen by a total of 18 points since August of 2023, while unsatisfied lawyers have dropped from 15% to 4%.

How would you rate your **JOB SATISFACTION** over the first half of 2024?



METHODOLOGY: Bloomberg Law fielded this survey anonymously online from July 30 to August 19, 2024. Some percentages may not equal 100% due to rounding.

On average, attorneys surveyed felt burnout in their job 40% of the time over the course of the first six months of 2024, though there's a bit of variation depending on the professional level of the person asked: Junior associates report feeling burnout 42% of the time, compared to mid-level and senior associates who are burned out 48% and 50% of the time, respectively. Partners feel burned out least often— just over a third of the time at 36%.

About **WHAT PERCENTAGE OF THE TIME HAVE YOU FELT BURNOUT** in your job during the past six months? (Averaged by professional title)



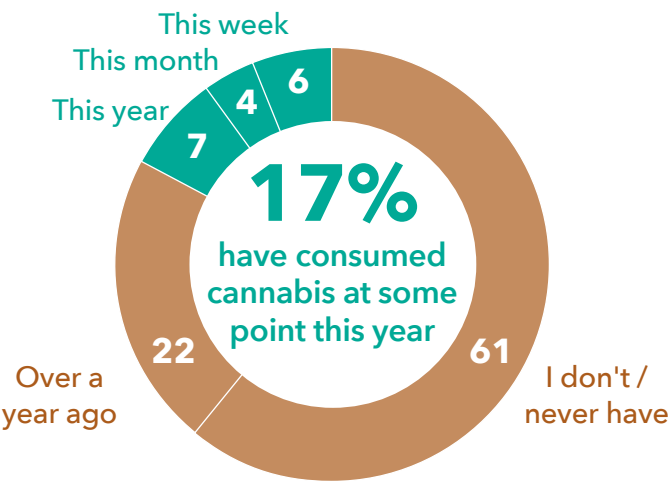
*"Counsel" includes counsel at law firms, in-house counsel, associate/assistant general counsel, general counsel and CLO.

CANNABIS CONSUMPTION

Speaking of feeling burned out... we also asked lawyers about their experiences with one means of stress relief in particular: cannabis. Of the 1 out of 6 attorneys who say that they've consumed cannabis recently, relaxation is one of the top reasons as to why.

17% of respondents have used cannabis this year; 10% within the past month. The two most popular reasons attorneys give for using cannabis are having fun/socializing with others, and relaxing. Beyond that, attorneys also turn to cannabis for more "medicinal" purposes like facilitating sleep and help with appetite or pain relief.

WHEN WAS THE LAST TIME you consumed any form of cannabis?



WHY DO YOU USE cannabis?

To relax	27%
For fun / To socialize	27%
To sleep	19
For medicinal use (help dealing with physical pain, appetite, etc.)	10
To be creative	2
Other	2
To focus	1

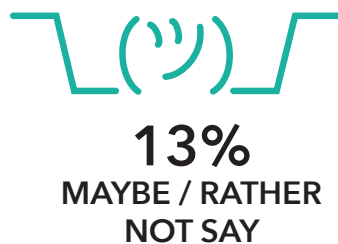
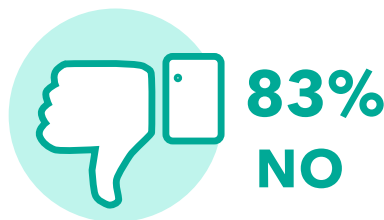
For 45% of legal professionals surveyed, cannabis is legal for recreational use. When asked if they would be more likely to use cannabis if it were legal in their state to do so recreationally, the vast majority (8 out of 10) said "no."

TO THE BEST OF YOUR KNOWLEDGE, is cannabis medically legal, recreationally legal, or illegal in your state or jurisdiction?

Recreationally legal	45%
Medical only	19
Don't know/not sure	13
Fully illegal	10
Medical and decriminalized	9
Decriminalized	4

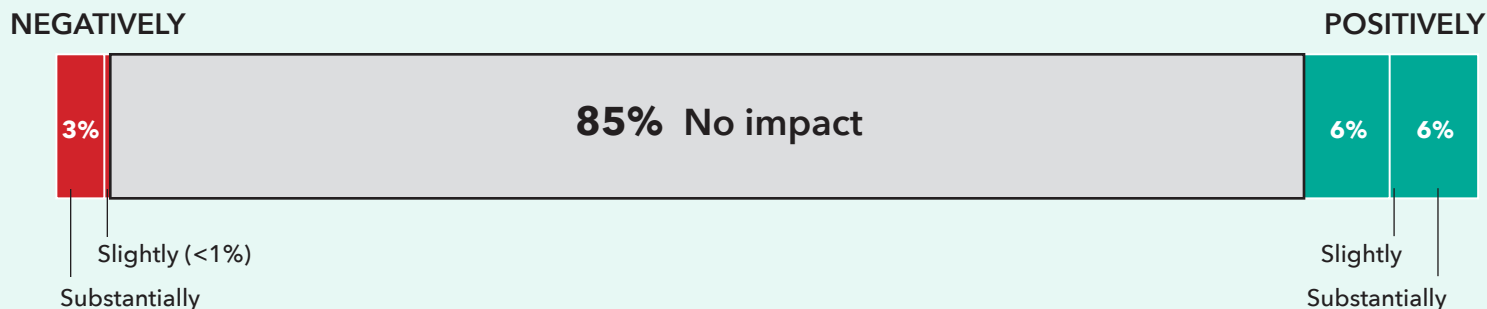


Would you be **MORE LIKELY TO USE CANNABIS** if it were recreationally legal in your state?



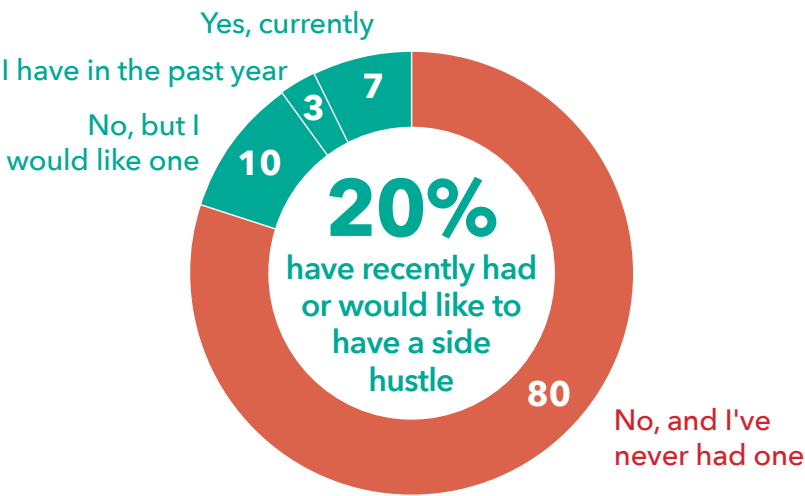
12% of attorneys who currently use cannabis (either sporadically or within the last year) say that their use of cannabis improves their job performance, while 4% say their performance suffers as a result of cannabis use. The remaining 85% say their use of cannabis doesn't have a notable effect on their ability to do their jobs.

**How does your current use of cannabis
IMPACT YOUR PERFORMANCE AT WORK?**



Although most of the attorneys we surveyed have never had a temporary, part-time, freelance, or contract position (i.e. 'side gig' or 'side hustle') in addition to their full-time job, **one-tenth of respondents either currently do have a side hustle or have had one within the past year**; and another 10% say that they don't currently have one but would like to have one.

IN ADDITION TO YOUR FULL-TIME ROLE, do you have or have you had a "side hustle" (an additional temporary, part-time, freelance, or contract position)?



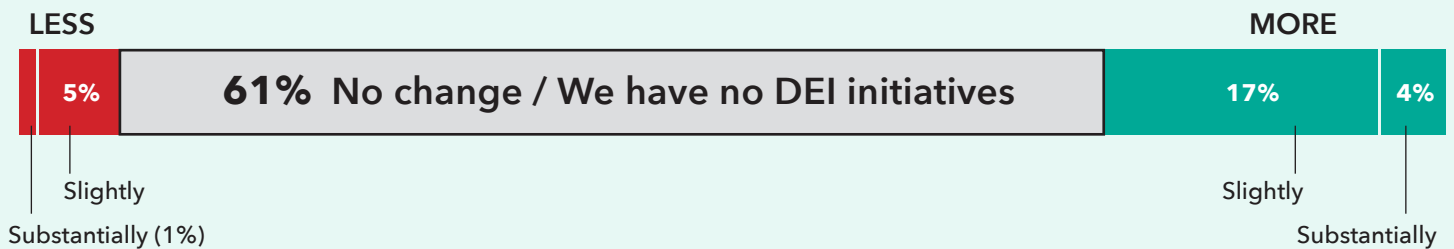
Many of those working a side gig do so primarily for money, either to help pay off debts or supplement their income, and almost half (48%) work a side gig to pursue a passion or personal interest. That said, 30% use their side gig to boost their professional skills and development and 9% use it to provide networking opportunities. In fact, 65% of respondents with a side gig indicate that their secondary job is still in the legal industry.

WHAT ARE YOUR PRIMARY REASONS for having and maintaining your side gig? *(Select all that apply)*

To pursue a passion or personal interest	48%
To supplement my income (unrelated to having debt)	37
For professional development or skill enhancement	30
To reduce financial stress or pay off debt	24
Other	19
For networking opportunities	9

21% of lawyers report that their workplace has increased guidance or information about its DEI initiatives within the past year, though most say there's been no change (50%) or that their organizations have no such DEI initiatives (11%).

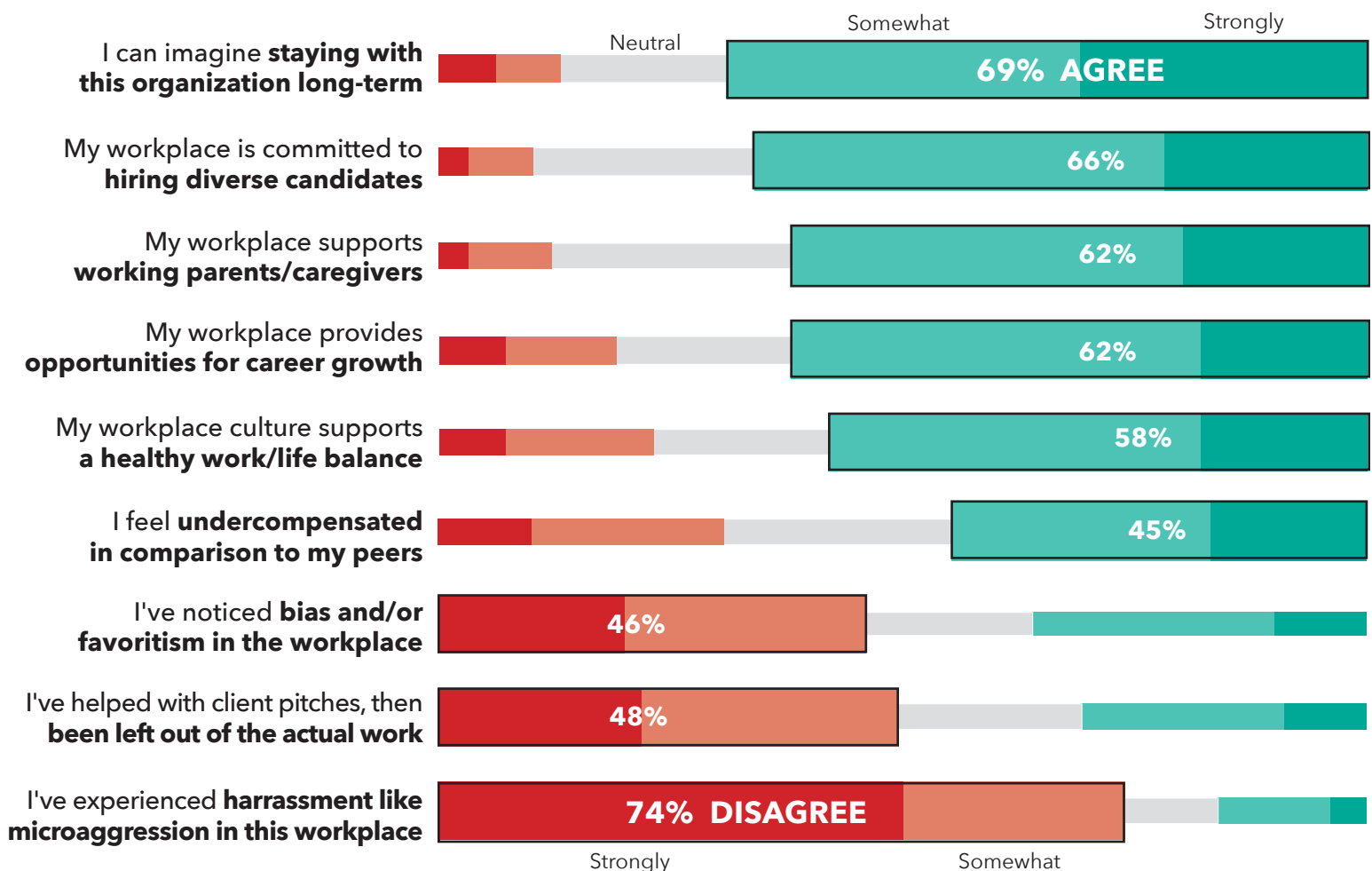
How has your organization adjusted the amount of **GUIDANCE OR INFORMATION ON ITS INTERNAL DEI INITIATIVES** within the past year?*



*12% chose Don't know/Rather not say

Although most attorneys see their workplaces as supportive and committed to promoting employee diversity, career growth and work/life balance, 45% feel undercompensated compared to their peers.

How much do you **AGREE** or **DISAGREE** with each of the following statements?



IS WORKING FROM HOME WORKING FOR YOU?

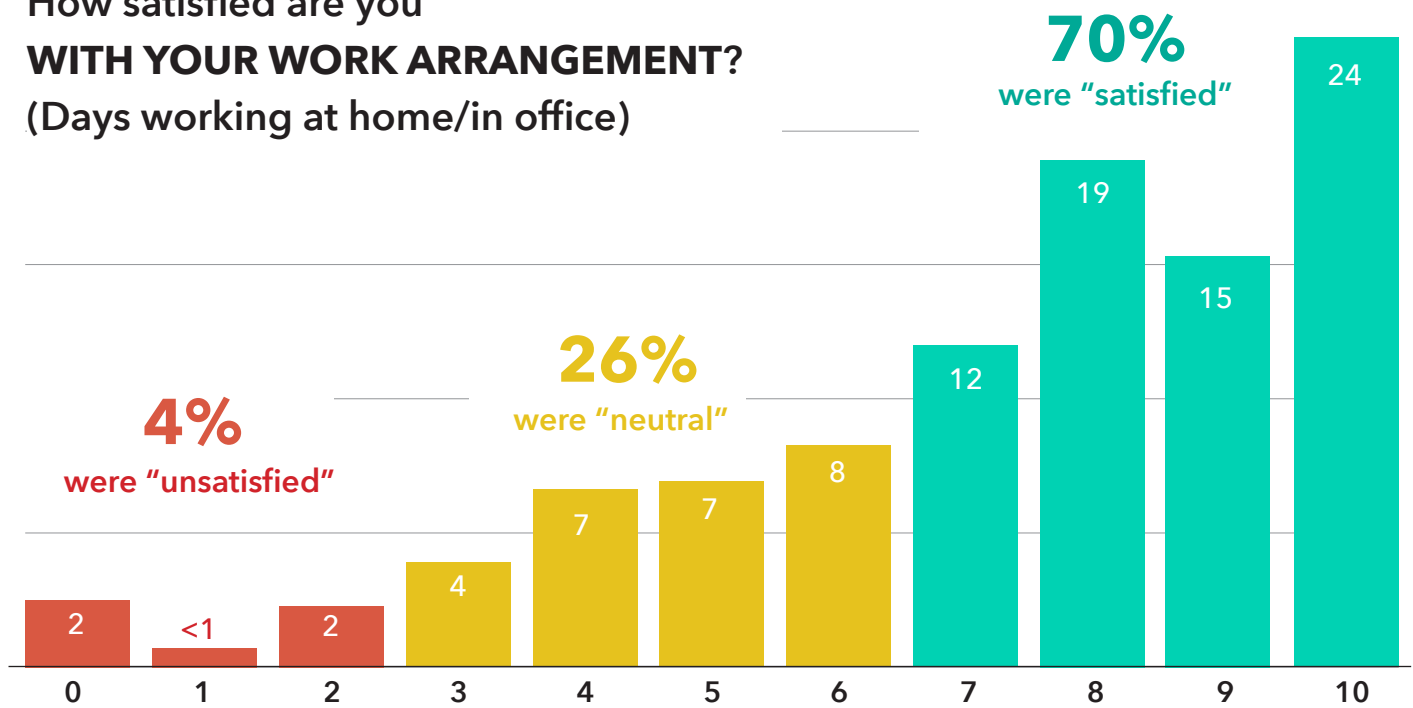
48% of attorneys have some sort of hybrid working arrangement, working part of the week in the office and part of the week remotely. 29% come into the office 5 days a week and 16% are fully remote. When separated out by job title, nearly half of partners work in the office full time, while associates and counsel are more likely to only come in 3-4 days a week.

	OVERALL	Associate	Counsel	Partner
Full-time (5 days in-office)	29%	28	20	45
HYBRID (3-4 DAYS IN OFFICE)	32%	40	31	27
Hybrid (1-2 days in office)	16%	12	19	10
Fully remote (but in the area)	6%	5	7	4
Fully remote (from anywhere)	10%	7	14	7
Other	7%	8	9	7

Attorneys are generally quite satisfied with how often they work in the office and remotely.

On a scale from 0-10 ("very unsatisfied" to "very satisfied,") 70% of respondents chose 7 or higher when rating their work arrangement. Not only are the majority satisfied, but they tend to be on the higher end of satisfied, with most respondents selecting 8, 9 or 10. Only 4% describe themselves as unsatisfied with their situation.

How satisfied are you
WITH YOUR WORK ARRANGEMENT?
(Days working at home/in office)

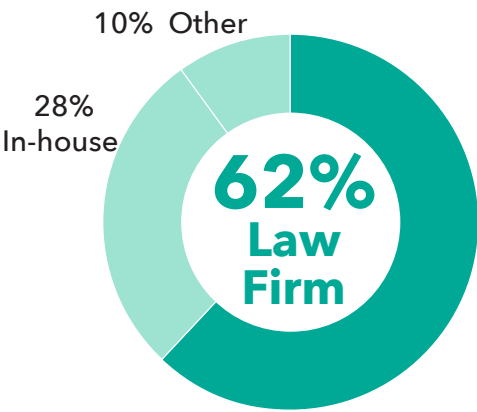


RESPONDENT DEMOGRAPHICS

Which best describes your
PROFESSIONAL TITLE?

Partner	33%
Associate/Asst. General Counsel	11
Senior Associate	9
In-House Counsel	9
General Counsel/Chief Legal Officer	9
Counsel	8
General Attorney/Staff Attorney	7
Mid-level Associate	7
Junior Associate	4
Other	3

Which best describes your
work **ORGANIZATION?**



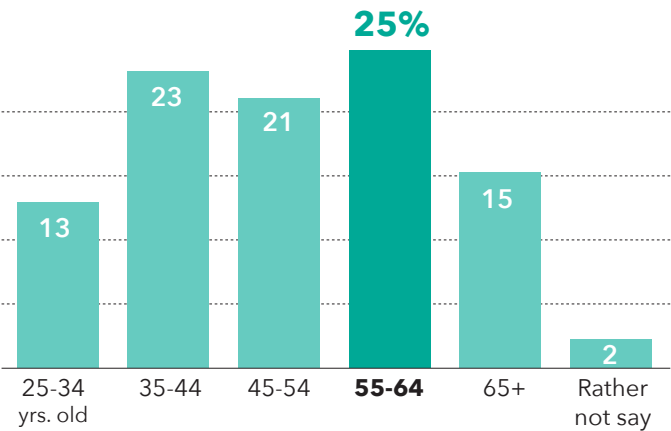
HOW MANY YEARS have you
been in the legal industry?

30 or more years	32%
25 to 29	14
20 to 24	13
15 to 19	9
10 to 14	12
5 to 9	13
Less than 5 years	7

What is your **RACE/ETHNICITY?**

White	77.0%
Other/Rather not say	7.5
Multi-racial	4.5
Asian	3.8
Hispanic, Latino/a/x, or Spanish	3.1
Black or African American	3.5
Middle Eastern or North African	0.3
American Indian or Alaska Native	0.1
Native Hawaiian or Pacific Islander	0.1

What is your **AGE?**



What is your **GENDER?**

