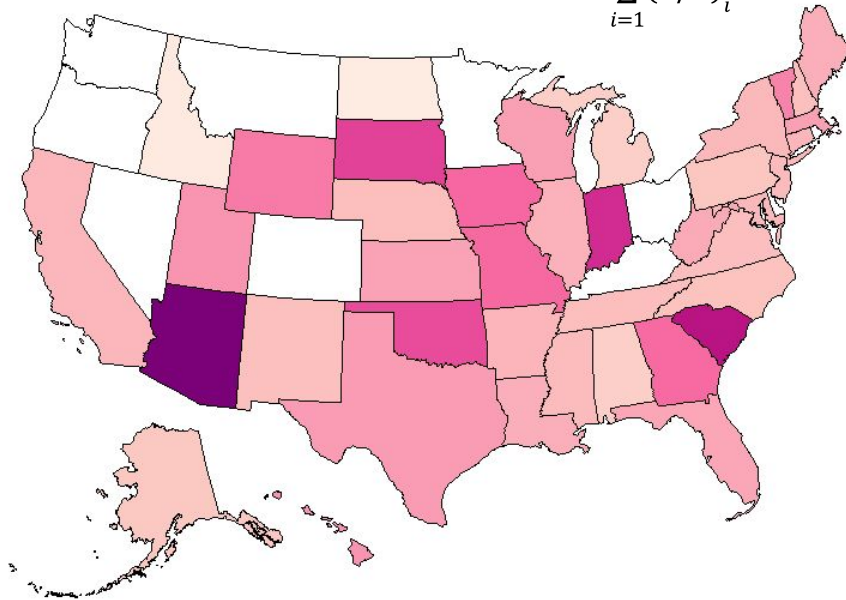


ABA Attorney Recruitment Guidelines: by the numbers

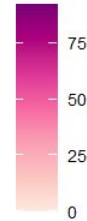
Sophie Guo
Carrie Hang
Henoc Codjie
Lipsa Tripathy
Alejandra Camargo

Attorney Recruitment Plan

Equity factor for state i :
$$p_i = \frac{(C/A)_i}{\sum_{i=1}^{42} (C/A)_i}$$



Client to Attorney Ratio



Recruitment
Allocation

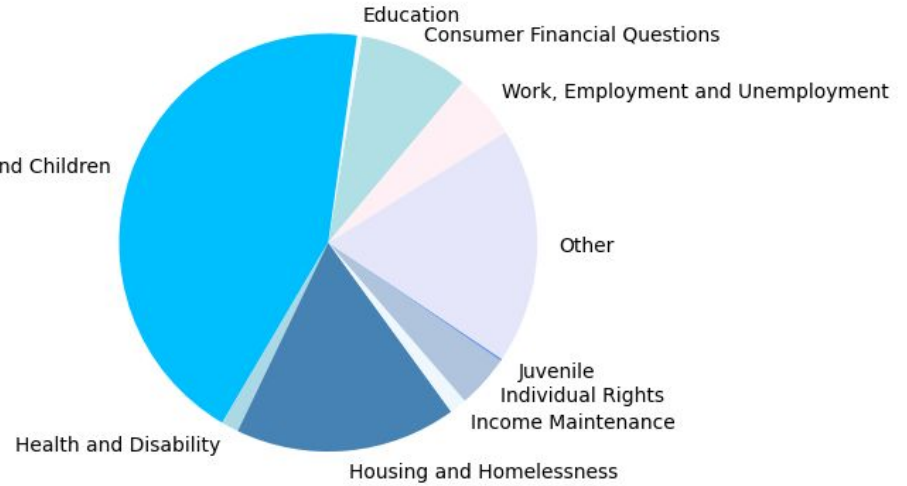
State	Factor
AZ	0.0775821
SC	0.0615183
IN	0.0547413
SD	0.0486872
OK	0.0462368
IA	0.0389562
MO	0.0385339
GA	0.0382448
WY	0.0347487
VT	0.0326129

Recruitment for state i (n_i) = equity factor (p_i) * Total recruitment (N)

Most-requested areas of expertise

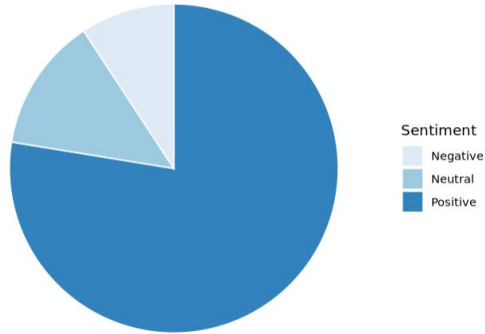
Distribution of Questions over Categories

Category	Percentage
Family and Children	43.7468
Other	18.2636
Housing and Homelessness	17.1309
Consumer Financial Questions	8.5139
Work, Employment, and Unemployment	5.0212
Individual Rights	4.0970
Health and Disability	1.3343
Income Maintenance	1.3249
Education	0.3914
Juvenile	0.1760



Question Analysis

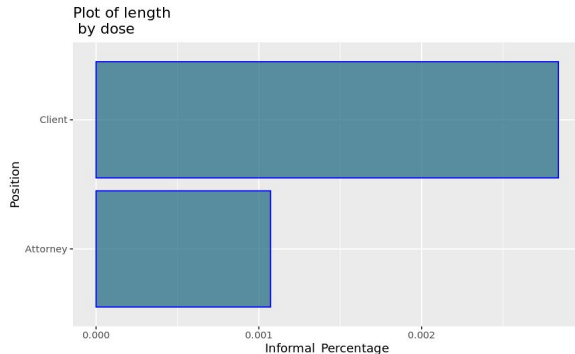
Sentiment Analysis



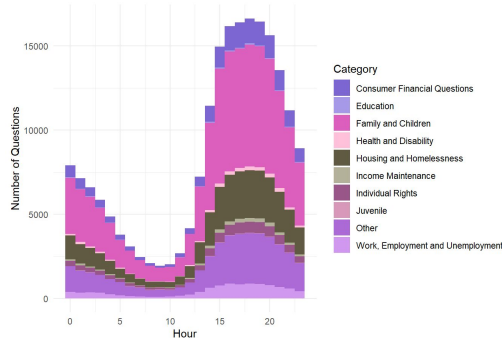
Language and Sentiment Between Clients and Attorneys:

- Good News
 - The vast majority of clients show a positive interactions with their attorneys and answers
 - Clients will respond better to similar manners of speaking
 - Study: Thomas J, McDonagh D. Shared language:Towards more effective communication. Australas Med J. 2013;6(1):46-5
- Bad News
 - Disconnect with language used by the attorneys and the clients
- Suggestions
 - Less formal language in responses
 - Match attorneys region to client regions

Formal/ Informal Language Analysis



Daily Distribution of Questions



Bonus Suggestion:

- For more effective and quick turn-around, aim towards the evening for responses