

2024

PARTNER

COMPENSATION

SURVEY

Friends,

We are pleased to provide you with the results of Major, Lindsey & Africa's 2024 Partner Compensation Survey—our eighth in a line of biennial surveys since 2010. MLA's Partner Compensation Survey continues to be the most comprehensive effort undertaken to identify partner compensation ranges, the criteria law firms use in determining partner compensation, and the level of satisfaction law firm partners have with their compensation and compensation systems.

Data for this survey was collected this past summer using an online questionnaire hosted by a third-party partner seeking information regarding compensation received by AmLaw 200 partners in 2023. As in all past surveys, responses went only to our third-party partner, and no personally identifiable information of respondents or their firms has been or will be shared with MLA, individually or in the aggregate. Thank you to all of you who participated in the survey—we very much appreciate your time.

We have once again learned a great deal from the survey, and you will see repeated themes that are now a part of the Big Law compensation landscape, including increased compensation and billing rates, disparities between equity and non-equity partners, and lateral movement. For a historical perspective, we have chosen to compare this year's results to those in our 2022 Survey regarding 2021 compensation and our 2014 Survey regarding 2013 compensation.

We hope that this report will provide important and relevant information for partners reflecting on their careers and those in law firm management tasked with optimizing their compensation systems.

Should you have any questions regarding the results of the survey, please feel free to reach out to either of us or to any of our Major, Lindsey & Africa Partner Practice Group colleagues.

Sincerely,

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Findings

Compensation

- Over the past ten years, average compensation for AmLaw 200 partners has nearly doubled. The average reported compensation, \$1,411,000, marks a 26% increase since our 2022 Survey and is almost double the \$716,000 average reported in our 2014 Survey. Median compensation for all 2024 respondents was \$800,000, up 19% from 2022 (\$675,000) and 68% from 2014 (\$475,000).

The significant increase in average compensation over the past two years compared to the median makes clear that compensation at the highest levels is growing at a more substantial rate.

- As we have consistently found, equity partners continue to earn significantly more than non-equity partners. Equity partners reported average compensation of \$1,937,000—more than three times higher than the \$558,000 average compensation reported by non-equity partners. This disparity is consistent with our 2014 Survey, which revealed that equity partners' average compensation (\$971,000) was almost three times the average compensation of non-equity partners (\$338,000).

Additionally, 42% of equity partners earned over \$1,500,000 in 2023, while more than 50% of non-equity partners earned less than \$500,000.

- Average compensation for equity and non-equity partners has surged since our 2022 Survey, rising by 32% and 21%, respectively. These increases are the largest in our survey's history. Prior to 2022, non-equity partner compensation typically saw only single-digit growth between biennial surveys. The dramatic rise in non-equity partner pay suggests recent market forces, particularly law firms' need to retain and attract talent at the non-equity level, have significantly impacted compensation strategies.
- Male respondents earned an average of \$1,662,000 in 2023—29% higher than female respondents (\$1,239,000). While this gap is significant, it has narrowed considerably from the 44% and 34% differentials we reported in our 2014 and 2022 Surveys, respectively.

Notably, the rate of increase in women's compensation matched that of men's for the first time in the history of our surveys, with both groups experiencing a 37% rise since the 2022 Survey.¹

- Our 2024 Survey data² reveals a narrowing compensation gap between partners of diverse ethnicities and those identifying as white. While ethnically diverse partners reported double-digit pay discrepancies compared to their white counterparts in 2014, the landscape appears to have shifted significantly over the past decade. In 2024, ethnically diverse partners reported average compensation 4% lower than white (non-Hispanic) partners (\$1,355,232 vs. \$1,416,893). However, it's important to note that this gap varies across different ethnicities, with some facing wider disparities than others.

¹ The rate of increase in compensation for men and women differs from the average increase for all respondents. This is due to not all respondents answering the question regarding their gender.

² The number of respondents for some non-white ethnicities is quite low, so we are reluctant to draw conclusions from the data. The numbers of respondents per ethnicity is set forth in more detail in the associated section of this report.

Originations

- Average originations for all respondents in the 2024 Survey were \$3,476,000, up 26% from 2022 and 78% from 2014. However, median reported originations were on par with those reported in 2022 and up only 19% from 2014. The differential between average and median originations suggests that there are significant outliers at the high end of reported originations.
- Both equity and non-equity partners reported increases in average originations in the 2024 Survey compared to the 2022 Survey, but equity partners reported a 32% increase to almost \$5,000,000 as compared to a 5% increase by non-equity partners to \$971,000.
- Consistent with each of our prior surveys equity partners on average, continue to generate more than four times the amount of business generated by non-equity partners. Median originations for equity partners were \$2,750,000, compared to \$750,000 for non-equity partners.
- As we have seen throughout MLA's fourteen years of survey data, men continue to significantly outpace women in originations. Male partners reported average originations of \$3,900,000, representing a 29% increase from our 2022 Survey. Female partners reported an 18% increase, with average originations of almost \$2,400,000.

Billing Rates, Billable Hours & Working Attorney Receipts

- Reported hourly billing rates ranged from \$200 to \$2,750. The average hourly billing rate for all 2024 Survey respondents was \$1,114, up 36% from 2022 (\$819) and 83% from 2014 (\$608). The median hourly rate reported in the 2024 Survey was \$1,075, up 41% from 2022 (\$762) and 75% from 2014 (\$613).

The average hourly rates reported in 2024 are 26% higher for equity partners than for non-equity partners. The average hourly billing rate for equity partners was \$1,218 (up 39% from 2022) as compared to \$935 for non-equity partners (up 31% from 2022). The median hourly billing rate reported by equity partners was \$1,198 as compared to \$875 for non-equity partners.

- Average billable hours³ reported in 2024 were 1,721—identical to those reported in 2022 and only 2% higher than the 1,686 average reported in 2014. We would not expect dramatic hours increases, for (as the saying goes) there are only 24 hours in a day. Equity partners on average reported billable hours of 1,704 as compared to 1,750 for non-equity partners, a divergence of only 3%.
- Working attorney receipts (WAR)⁴ ranged from a minimum of \$250,000 to a maximum of over \$5,000,000. Given the increase in billing rates, it is not surprising that the average WAR for all partners has risen 19% to \$1,643,910 since our 2022 Survey. By comparison, the average WAR for all partners in 2014 was \$1,097,000. The median reported WAR for the 2024 Survey was \$1,375,000⁵.

³ Aggregate billable hours numbers in this report were normalized to be comparable to numbers reported in previous surveys by omitting responses of fewer than 500 hours from the analysis.

⁴ Working Attorney Receipts is defined as the total dollar value collected (or expected to be collected) by your firm for work performed personally by you (i.e., your billable hours multiplied by your effective billing rate) in the 2023 fiscal year.

⁵ The disparity between the reported increase in billing rates and the reported increase in WAR is likely due to discounting or other variables not surveyed.

Compensation Drivers — Regression Analysis

- Our 2024 Survey data reaffirms that originations remain the dominant force shaping partner compensation, with billing rates playing a secondary role. Regression analysis, a statistical method for quantifying relationships between variables, supports this finding. The analysis reveals that originations alone account for 64% of compensation variation among partners; billing rates showed a 35% correlation to variation in compensation. Together, these two variables explain 72% of the observed compensation differences. Notably, the analysis suggests all other factors had a negligible impact on compensation levels.
- Equity partners, as a cohort, consistently outperform non-equity partners on both originations and billing rates, which directly translates to their substantially higher compensation.

Open/Closed Compensation Systems

- Consistent with our prior surveys, partners in open compensation systems (where access to other partners' compensation is easy to obtain or readily available) reported significantly higher average compensation—\$1,779,264 as compared to \$1,358,738 for partners in partially open systems (where access to other partners' compensation is difficult to obtain or limited) and \$1,009,991 for partners in closed systems (where partners do not have access to other partners' compensation). Median data is more closely grouped—median compensation for partners in "Open" systems was \$1,000,000, compared to those in "Partially Open" (\$775,000) and closed systems (\$625,000).
- Almost half (48%) of respondents reported being in open compensation systems, 20% reported being in partially open systems and 32% reported being in closed systems.

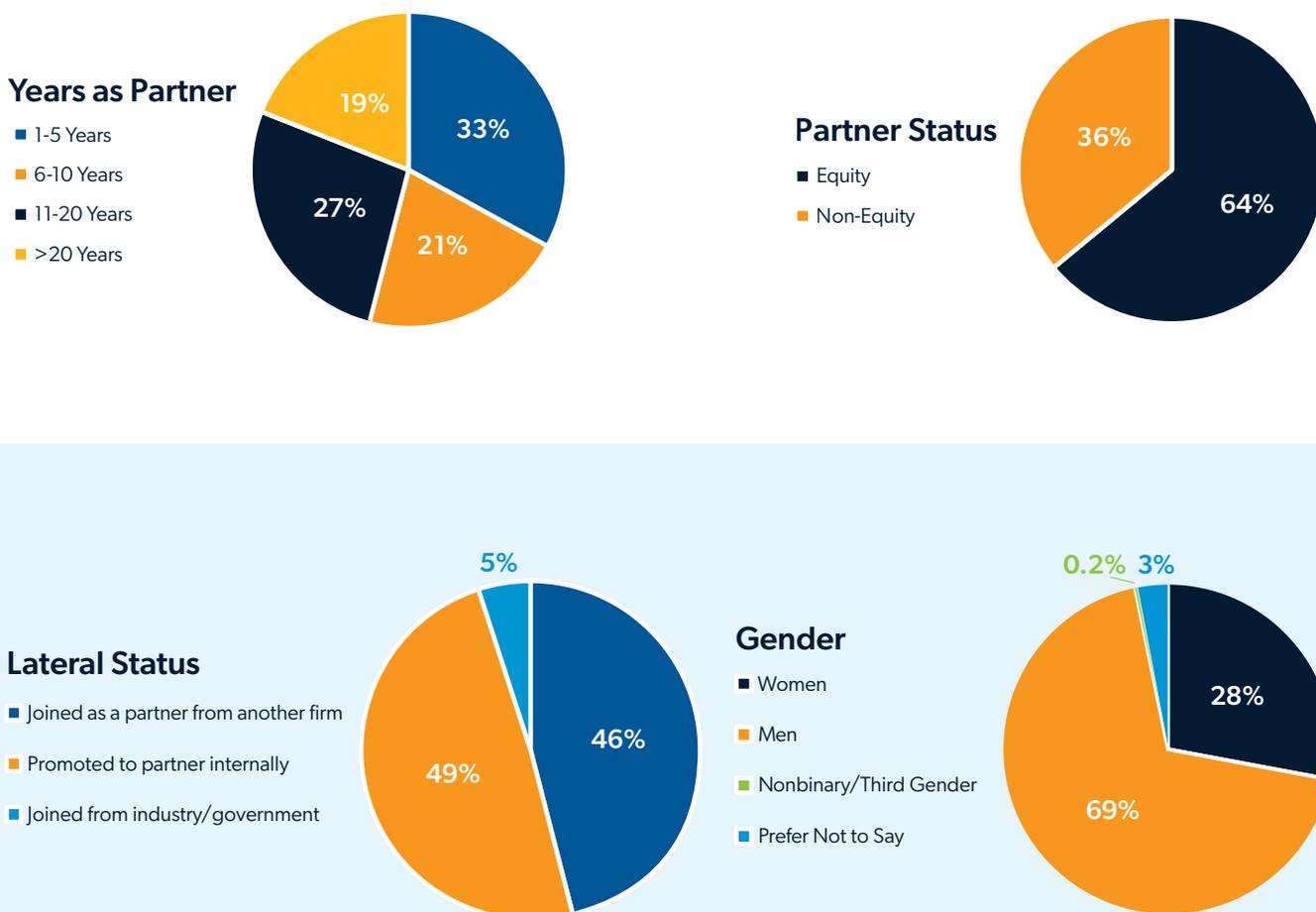
Satisfaction with 2023 Compensation

- Partners' satisfaction with their 2023 compensation was robust: 72% classified themselves as some level of "satisfied," with a quarter of all respondents reporting that they are "very satisfied." Conversely, only 22% classified themselves as some level of "dissatisfied," with only 5% of respondents reporting that they are "very dissatisfied." Six percent of respondents were neutral. These figures align with trends observed in previous surveys, indicating consistently high satisfaction with compensation among partners as a whole.
- However, when broken out by equity or non-equity partner status, a significant gap in satisfaction appears—80% of equity partners reported being some level of "satisfied" with their 2023 compensation (34% being "very satisfied"), compared to only 60% of non-equity partners (10% being "very satisfied"). Only 16% of equity partners reported being some level of "dissatisfied" (3% being "very dissatisfied"), compared to 32% of non-equity partners (8% being "very dissatisfied").
- Women partners reported very similar levels of satisfaction/dissatisfaction with their 2023 compensation as men across all categories. This contrasts with our 2022 Survey in which 31% of male partners reported being "very satisfied" versus only 26% of female partners being in that category, and 18% of male partners being at some level "dissatisfied" compared to 22% of female partners.

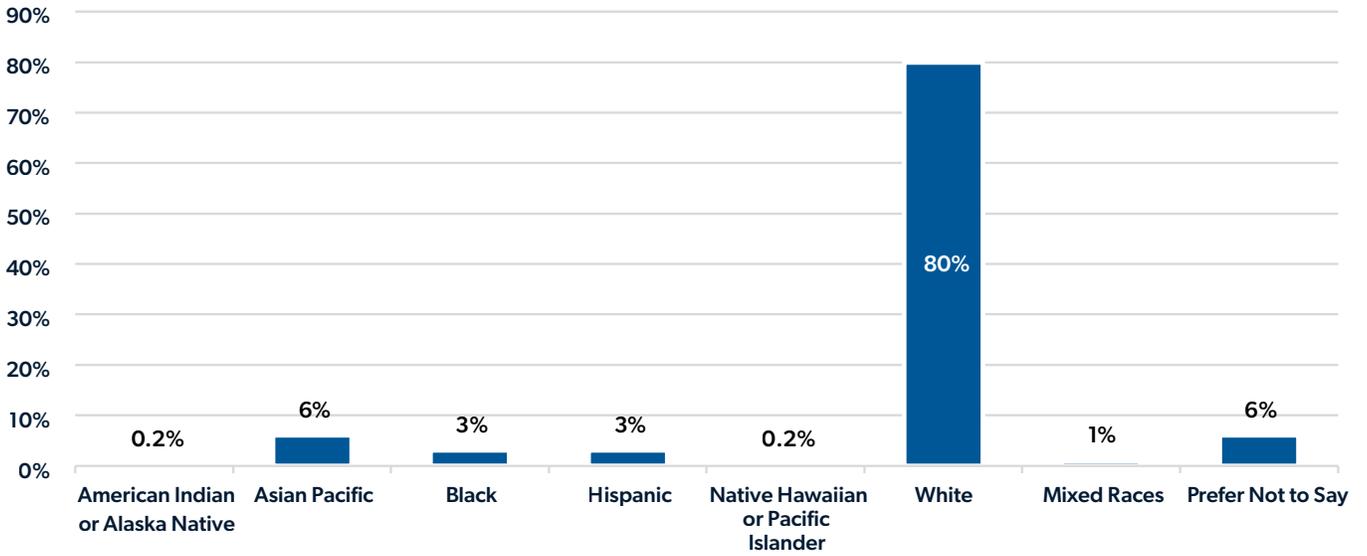
Practice Area

- Corporate partners reported the highest average compensation (\$1,922,000), as they have consistently over the history of our survey, and labor and employment partners reported the lowest (\$929,000).
- Unsurprisingly, corporate partners also reported the highest originations (\$5,248,000), billing rates (\$1,277 per hour), and WAR. Labor and employment partners reported the second lowest originations (\$2,390,000) and the lowest billing rates (\$826 per hour) and WAR.
- It is important to note, however, that labor and employment partners as a cohort reported a nearly identical level of satisfaction as corporate partners (74% vs. 75%).

2024 Survey Respondent Demographics

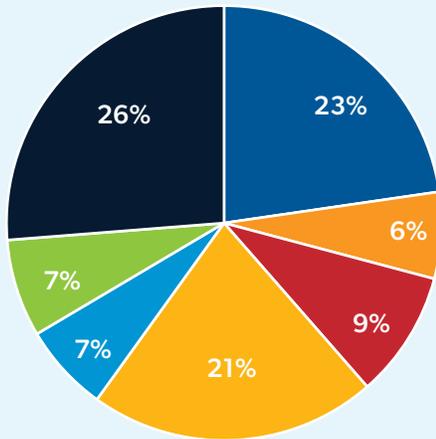


Ethnicity



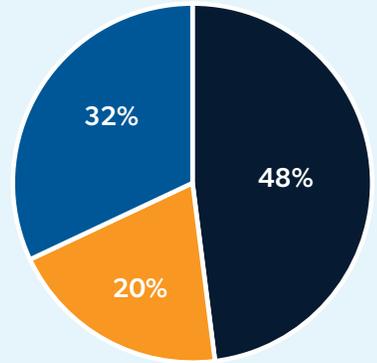
Practice Area

- Corporate
- Employment/Labor
- IP
- Litigation
- Real Estate
- Tax & ERISA
- Other



Open/Closed Compensation System

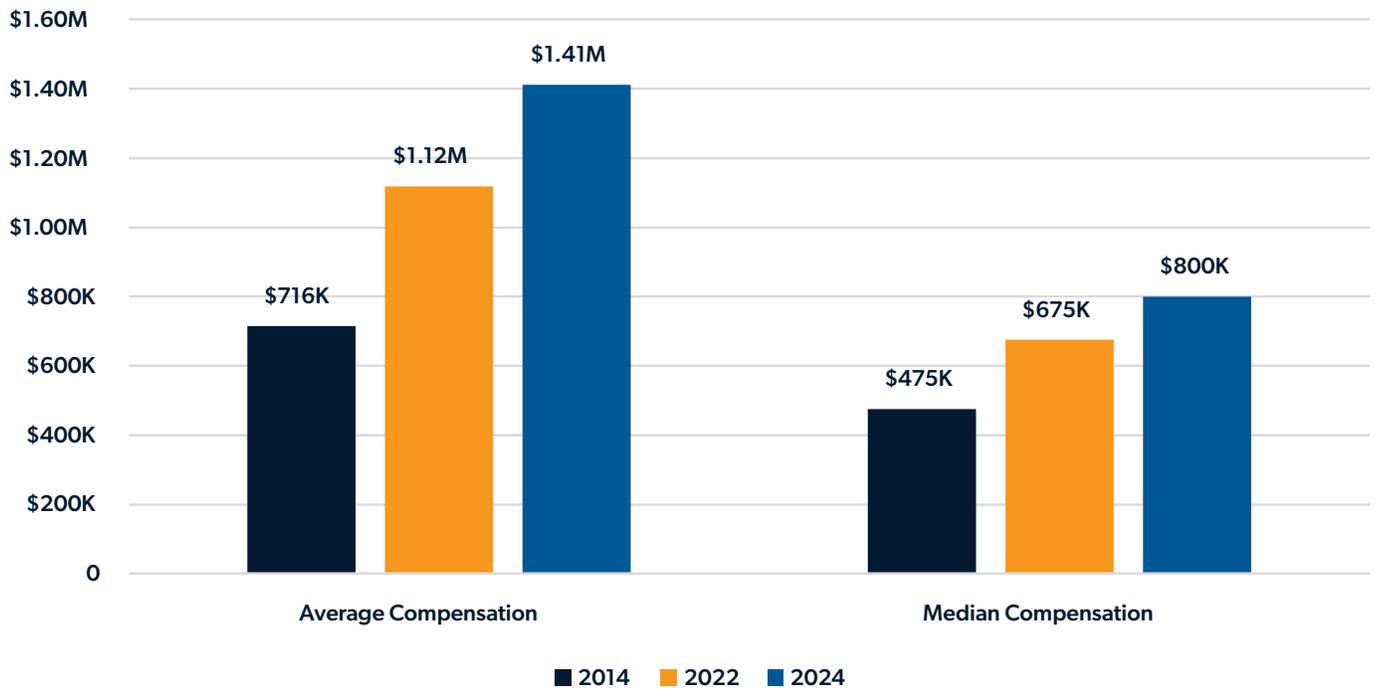
- Open
- Partially Open
- Closed



Survey Results | Compensation

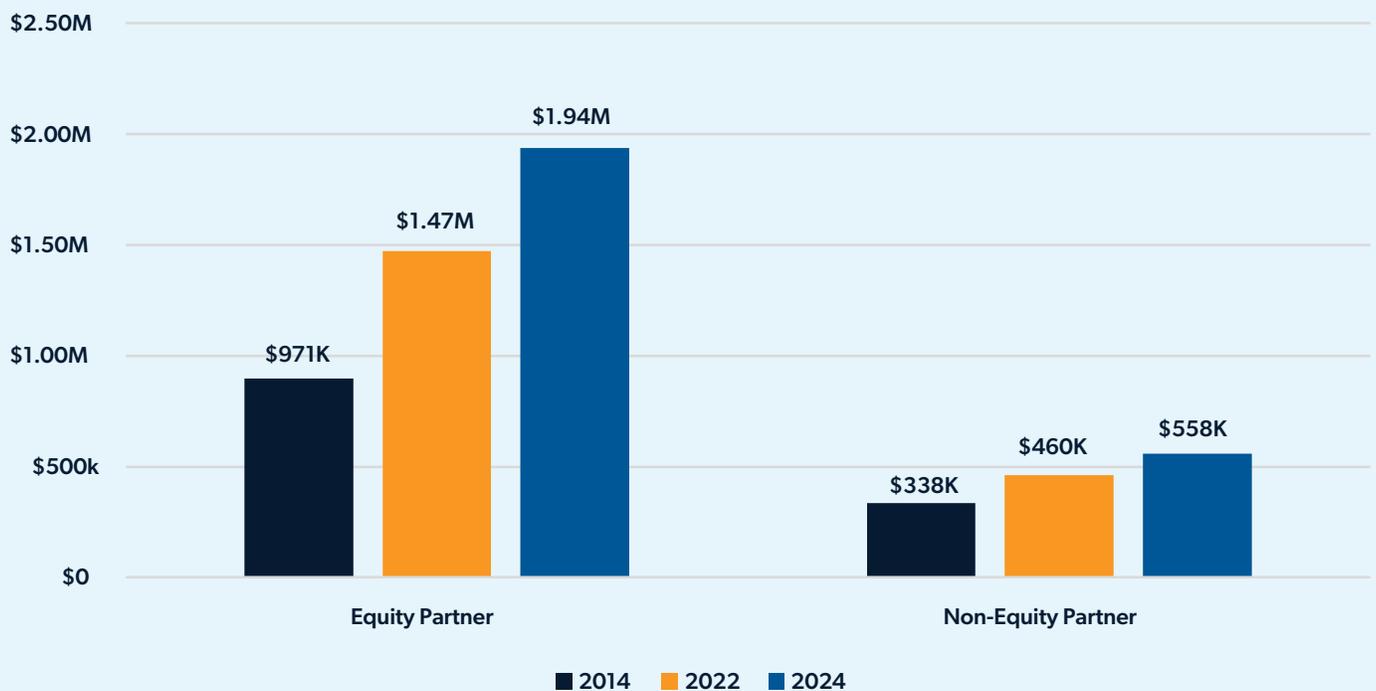
All Respondents

Average and Median Compensation (All Respondents)



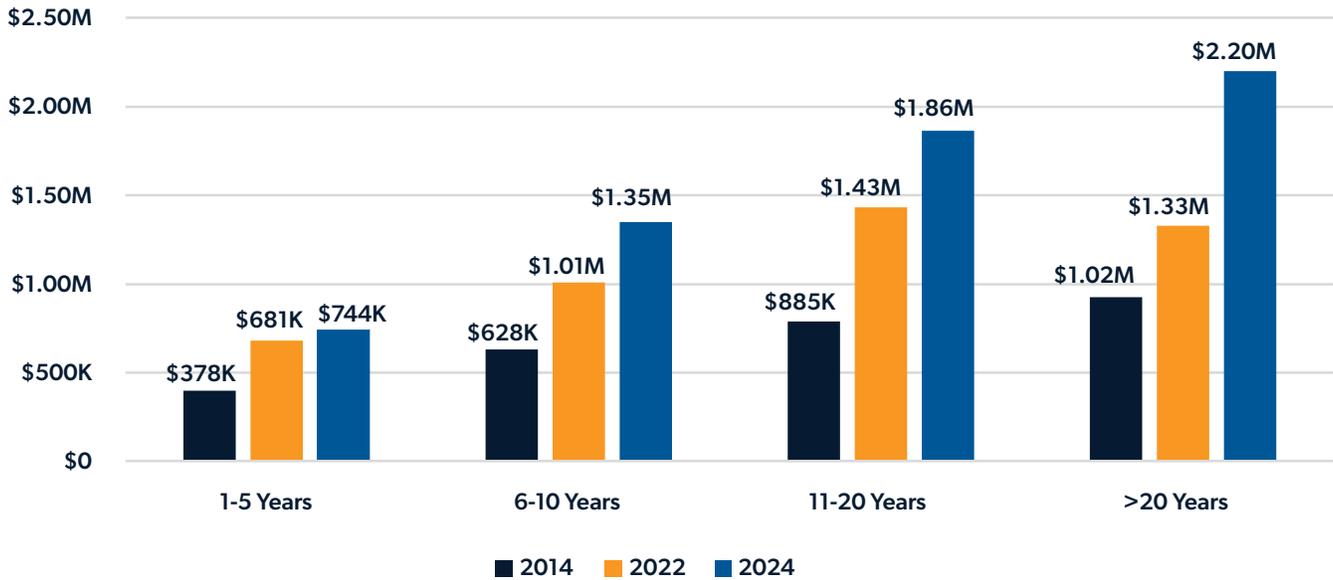
By Partnership Status

Average Compensation by Partnership Status



By Partnership Tenure — Total Years as Partner

Average Total Compensation by Partnership Tenure



By Practice Area

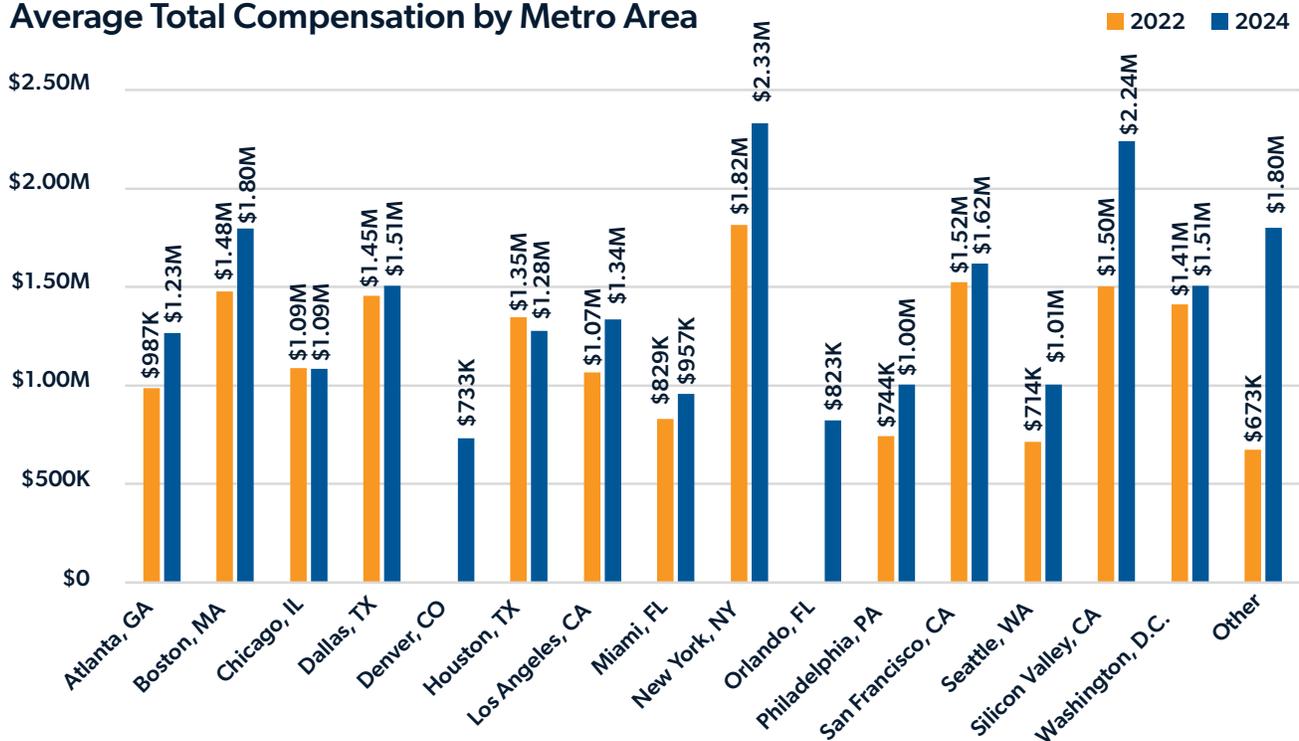
Average Total Compensation by Practice Area



By Metro Area

As with past surveys, we have opted to include only metropolitan areas with a statistically significant number of respondents. Denver and Orlando reached that threshold after they did not in 2022, whereas Minneapolis met the required number in 2022 but not in 2024.

Average Total Compensation by Metro Area



By Compensation System Transparency

We asked respondents: "Is your firm's compensation system open or closed?" They were given the following options:

- **Open:** Partners know what other partners' compensation is or can easily find out.
- **Partially open:** Information about other partners' compensation is limited or somewhat difficult to find out.
- **Closed:** Partners generally do not know what other partners' compensation is.

Average Total Compensation by Compensation System Transparency

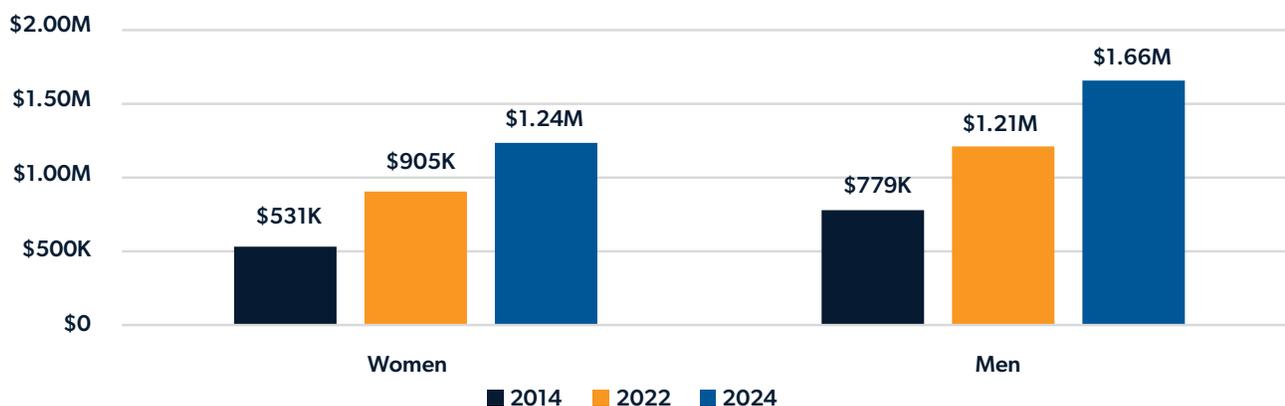


By Gender

Male partners earned an average of \$1,662,000 in 2023, 29% higher than female partners (\$1,239,000). This gap, while significant, has narrowed considerably from the 44% and 47% differentials we reported in our 2014 and 2020 Surveys. The average time as a partner at any firm reported by male partners is thirteen years and by female partners nine years. The median time as a partner at any firm reported by male partners is eleven years and by female partners six years.

Notably, the rate of increase in women's compensation matched that of men's for the first time in the history of our surveys, with both groups experiencing a 37% rise since the 2022 Survey. Our regression analysis did not show that gender had a statistically significant influence on compensation variability. As noted above, originations and to a lesser extent billing rates are the most statistically significant variables that influence compensation.

Total Average Compensation by Gender



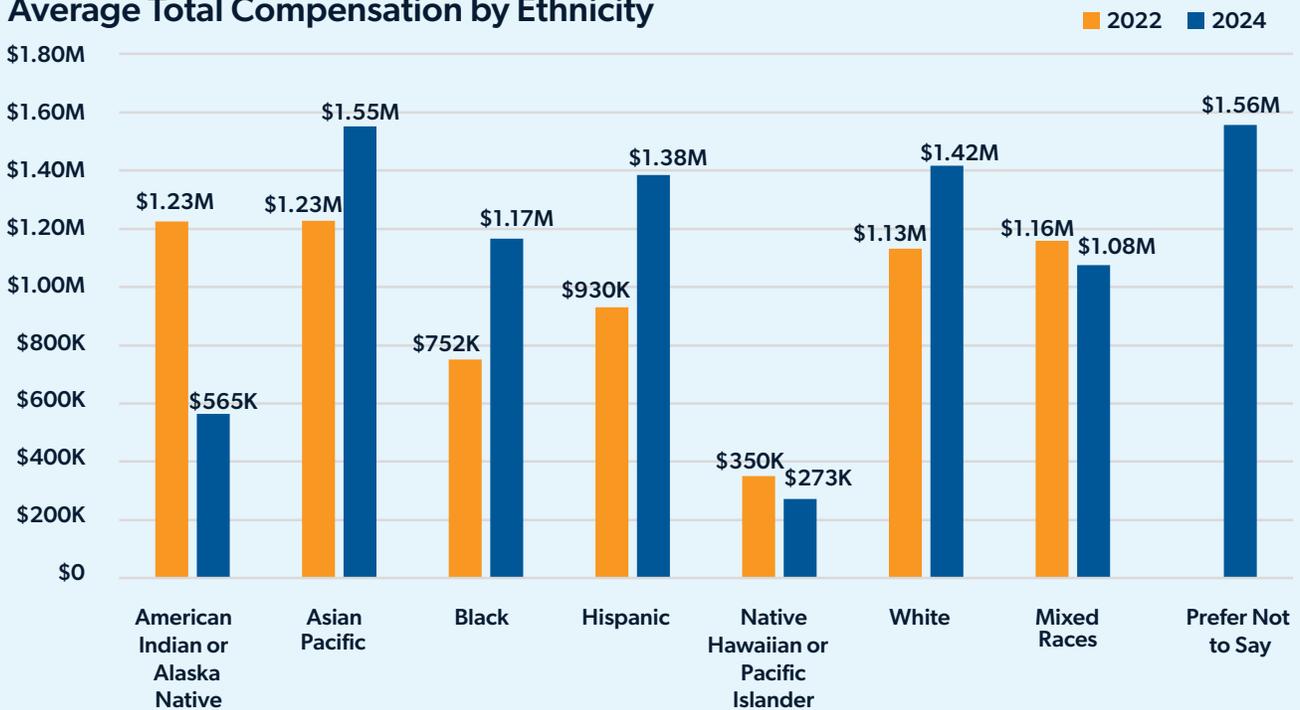
By Ethnicity

The ethnicity categories used in the survey and this report follow those used by the American Bar Association. Historically, because of the comparatively small number of ethnically diverse respondents, we have been reluctant to draw conclusions for those categories. We are, however, encouraged by the continued steady increases in responses from ethnically diverse partners.

The total numbers of respondents to the survey by ethnicity were as follows: white, not Hispanic (1,470); Black, not Hispanic (61); Hispanic (59); Asian Pacific, not Hispanic (107); American Indian, not Hispanic (4); Native Hawaiian or Pacific Islander, not Hispanic (3); mixed races (22). All other respondents either did not answer the question or selected "Prefer not to say."

Our 2024 Survey data reveals a narrowing compensation gap between partners of diverse ethnicities and those identifying as white. While ethnically diverse partners reported double-digit pay discrepancies compared to their white counterparts in 2014, the landscape appears to have shifted significantly over the past decade. In 2024, ethnically diverse partners reported an average compensation that was 4% lower than white (non-Hispanic) partners (\$1,355,232 vs. \$1,416,893). However, it's important to note that this gap varies across different ethnicities, with some facing wider disparities than others.

Average Total Compensation by Ethnicity



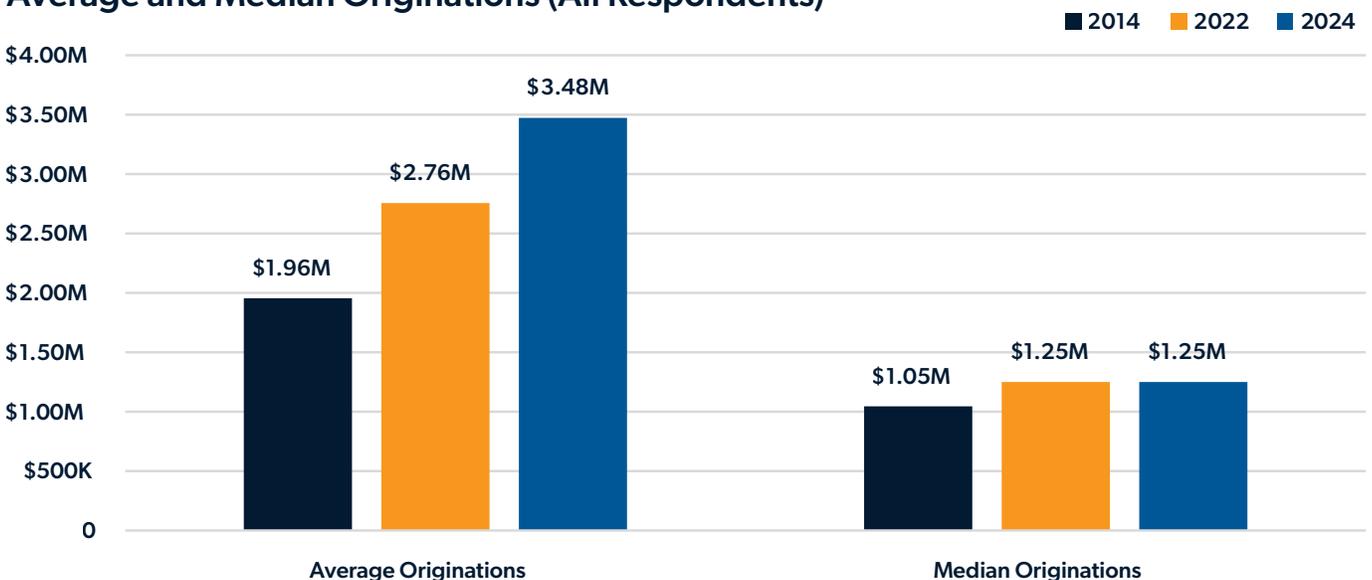
Originations

A total of 1,486 respondents provided their originations data, with reported originations ranging from less than \$500,000 to more than \$30,000,000.

All Respondents

Average originations for all respondents in the 2024 Survey were \$3,476,000, up 26% from 2022 and 78% from 2014. However, median reported originations were on par with those reported in 2022 and up only 19% from 2014. The differential between average and median originations suggests that there are significant outliers at the high end of reported originations.

Average and Median Originations (All Respondents)

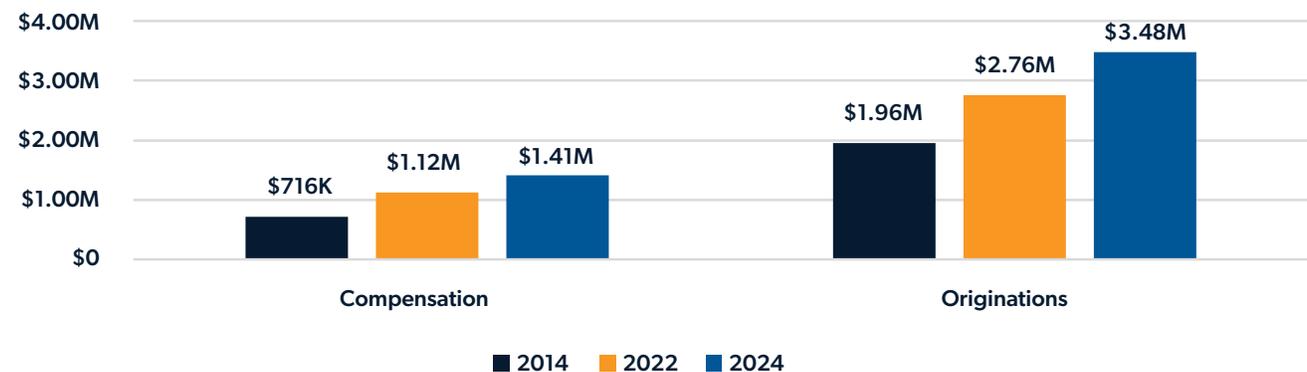


Originations vs. Compensation

Our 2024 Survey data reaffirms that originations remain the dominant force shaping partner compensation, with billing rates playing a secondary role. Regression analysis, a statistical method for quantifying relationships between variables, supports this finding. The analysis reveals that originations alone account for 64% of compensation variation among partners; billing rates showed a 35% correlation to variation in compensation. Together, these two variables explain 72% of the observed compensation differences. Notably, the analysis suggests all other factors had a negligible impact on compensation levels.

Equity partners, as a cohort, consistently outperform non-equity partners on both originations and billing rates, which directly translates to their substantially higher compensation.

Comparison of Average Originations to Average Compensation



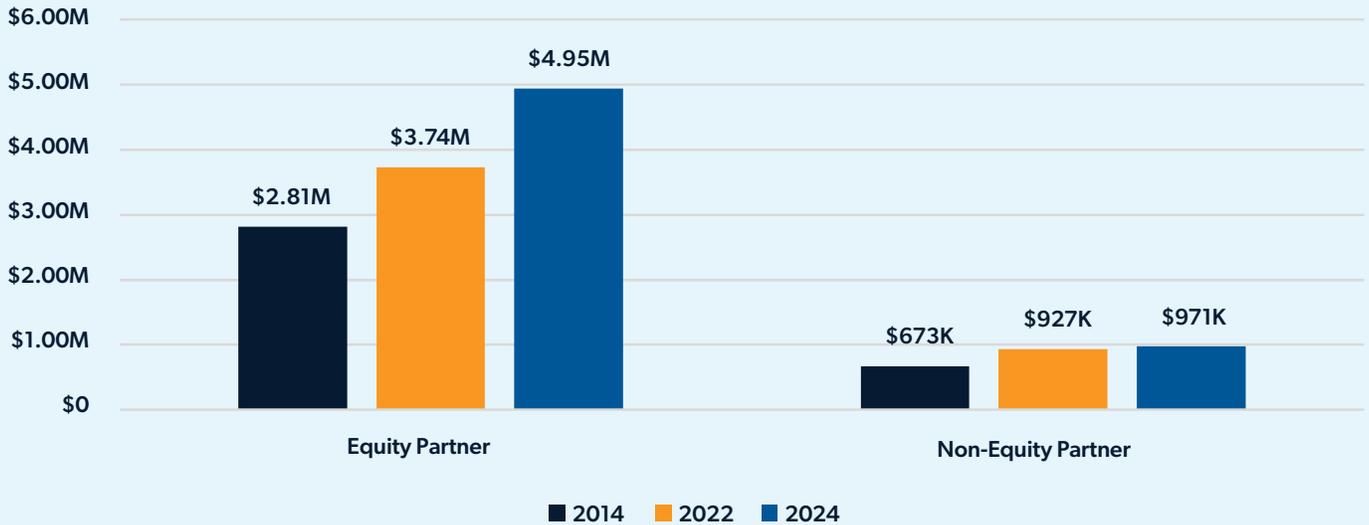
Comparison of Median Originations to Median Compensation



By Partnership Status

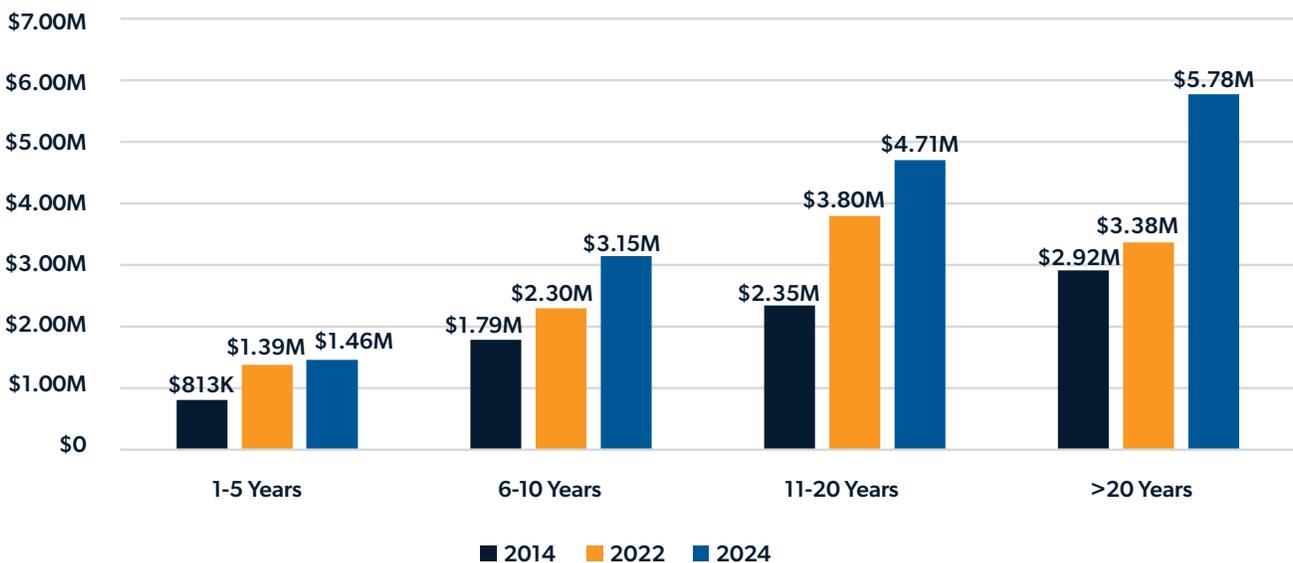
Both equity and non-equity partners reported increases in average originations in the 2024 Survey compared to the 2022 Survey, but equity partners reported a 32% increase to almost \$5,000,000 as compared to a 5% increase by non-equity partners to \$971,000.

Average Client Originations by Partner Status



By Partnership Tenure — Total Years as a Partner

Average Client Originations by Total Partnership Tenure



By Practice Area

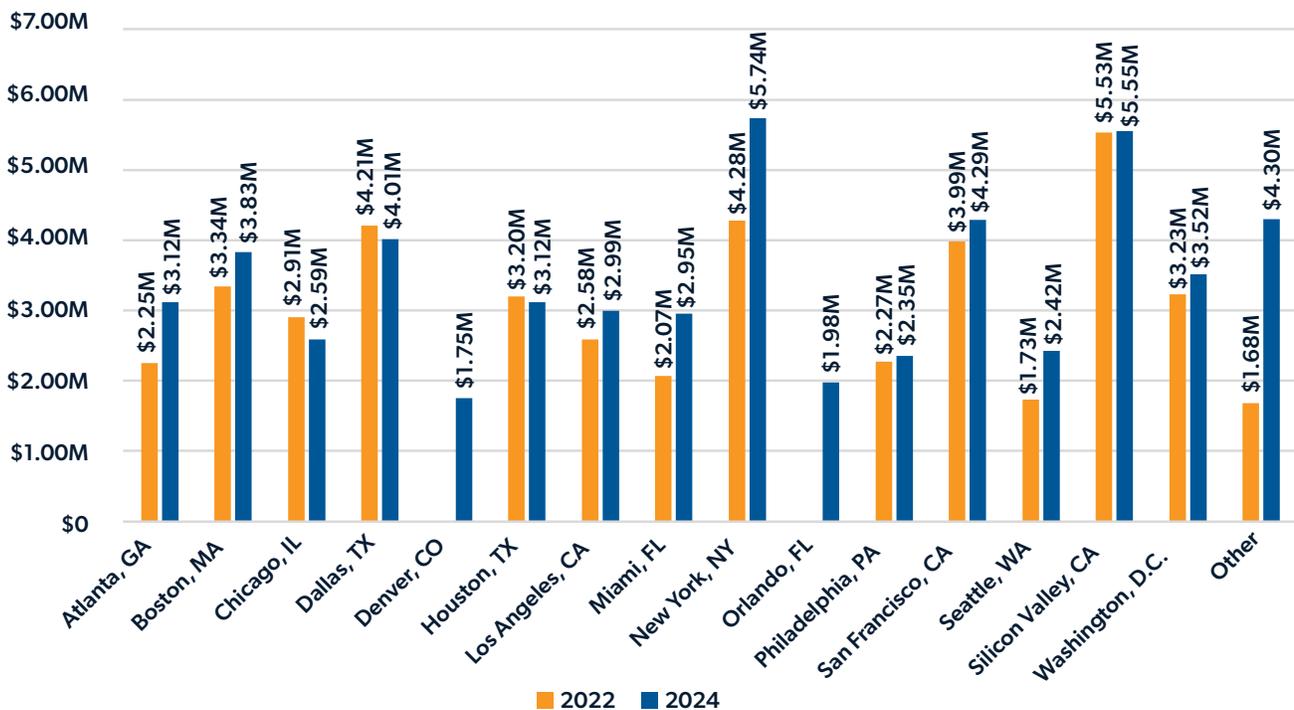
Average Client Originations by Practice Area



By Metro Area

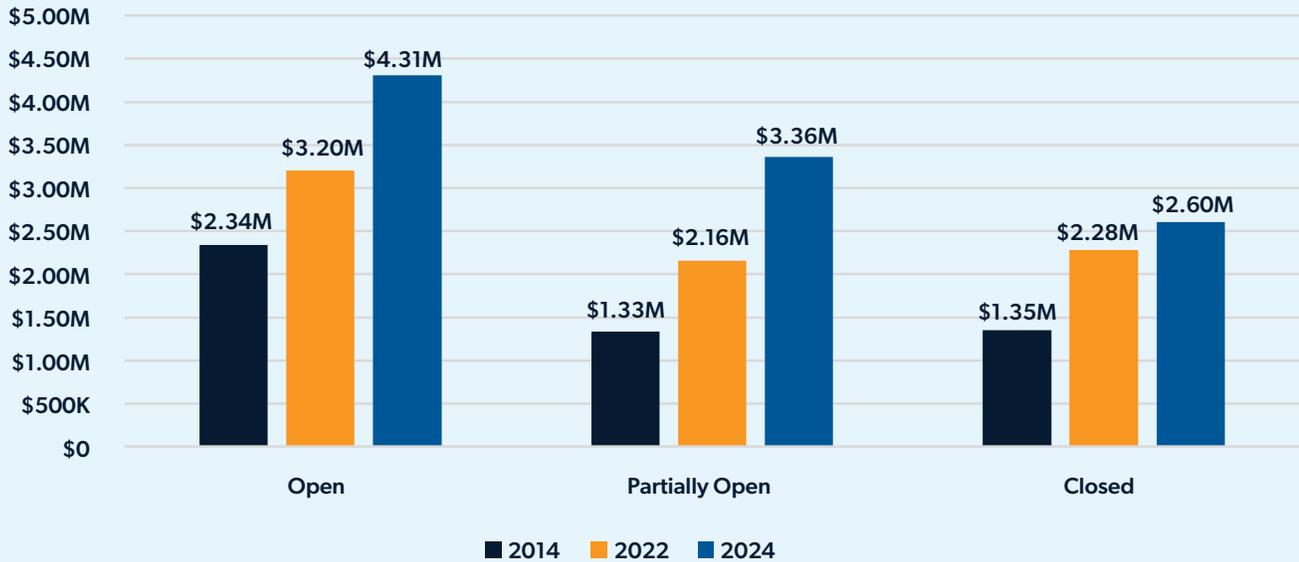
As with past surveys, we have opted to include only metropolitan areas with a statistically significant number of respondents. Denver and Orlando reached that threshold after they did not in 2022, whereas Minneapolis met the required number in 2022 but not in 2024.

Average Client Originations by Metro Area



By Compensation System Transparency

Average Client Originations by Compensation System Transparency

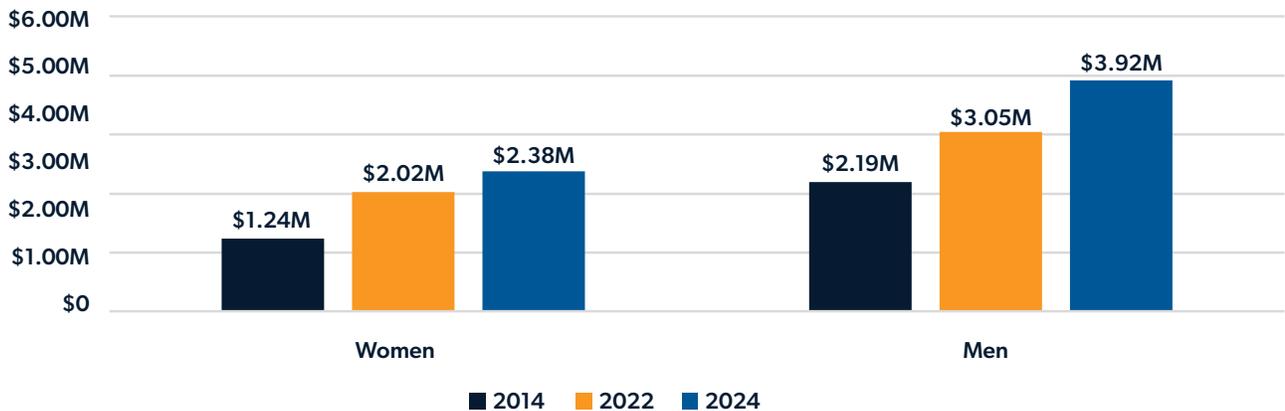


By Gender

As we have seen throughout MLA's fourteen years of survey data, men continue to significantly outpace women in originations. Male partners reported average originations of \$3,900,000, representing a 29% increase from our 2022 Survey. Female partners reported an 18% increase, with average originations of almost \$2,400,000.

As noted above, regression analysis suggests that 72% of variation in compensation is accounted for by originations and, to a lesser extent, billing rates.

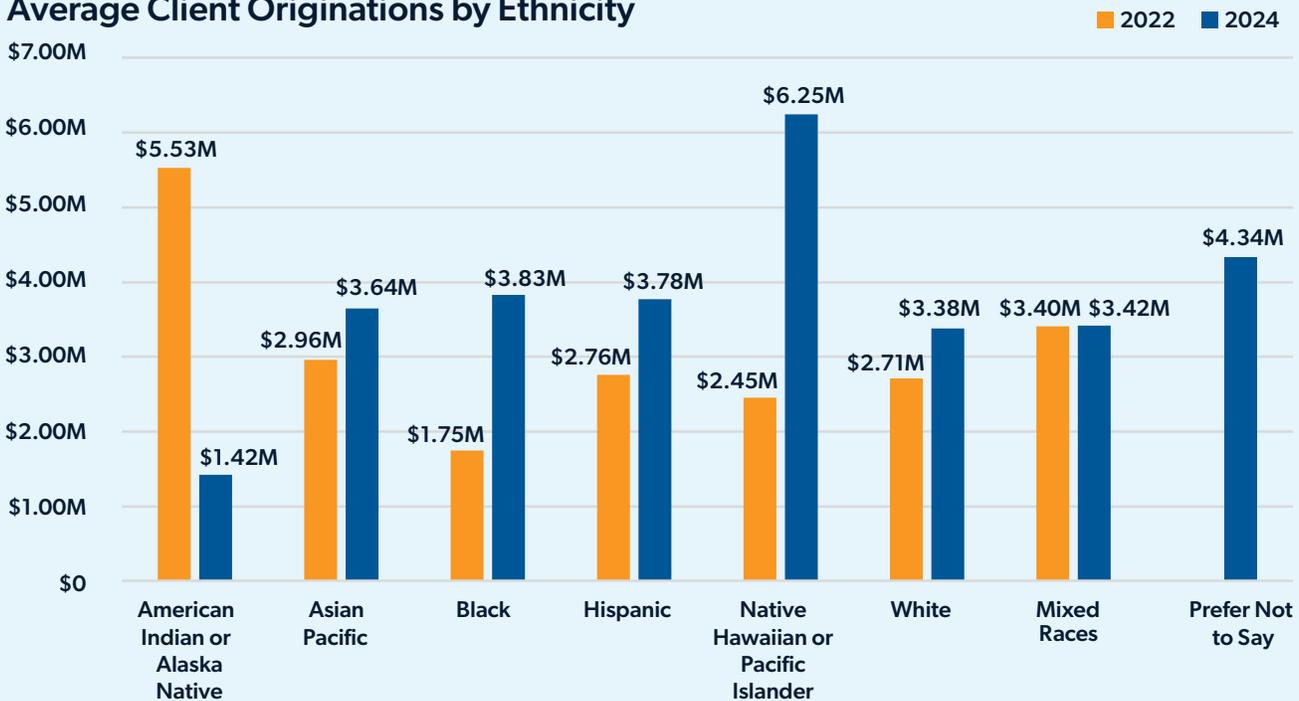
Average Client Originations by Gender



By Ethnicity

As noted previously, the total number of respondents to the survey by ethnicity was as follows: white, not Hispanic (1,470); Black, not Hispanic (61); Hispanic (59); Asian Pacific, not Hispanic (107); American Indian, not Hispanic (4); Native Hawaiian or Pacific Islander, not Hispanic (3); mixed races (22). All other respondents either did not answer the question or selected “Prefer not to say.”

Average Client Originations by Ethnicity



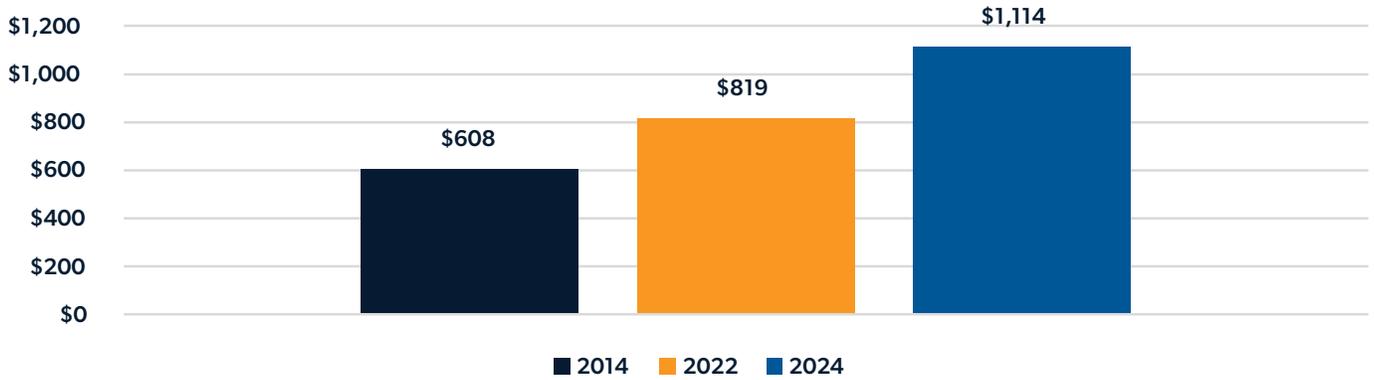
Billing Rates, Billable Hours & Working Attorney Receipts

Billing Rates

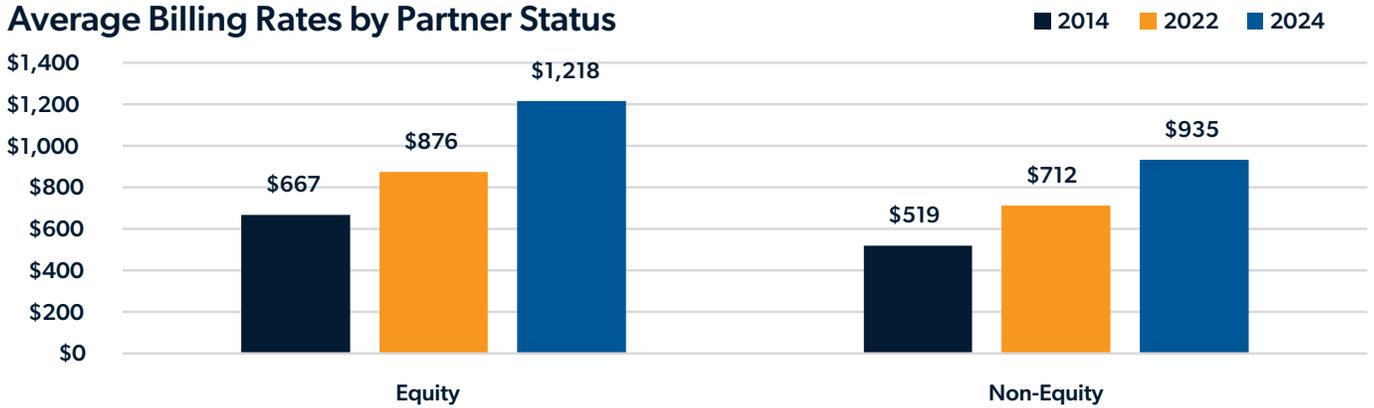
The average hourly billing rate for all 2024 Survey respondents was \$1,114, up 36% from 2022 (\$819) and a whopping 83% from 2014 (\$608), more than double the rate of inflation in the same period. The median hourly rate reported in the 2024 Survey was \$1,075, up 41% from 2022 (\$762) and 75% from 2014 (\$613).

The average hourly rates reported in 2024 are 26% higher for equity partners than for non-equity partners. The average hourly billing rate for equity partners was \$1,218 (up 39% from 2022) as compared to \$935 for non-equity partners (up 31% from 2022). The median hourly billing rate for equity partners was \$1,198 as compared to \$875 for non-equity partners.

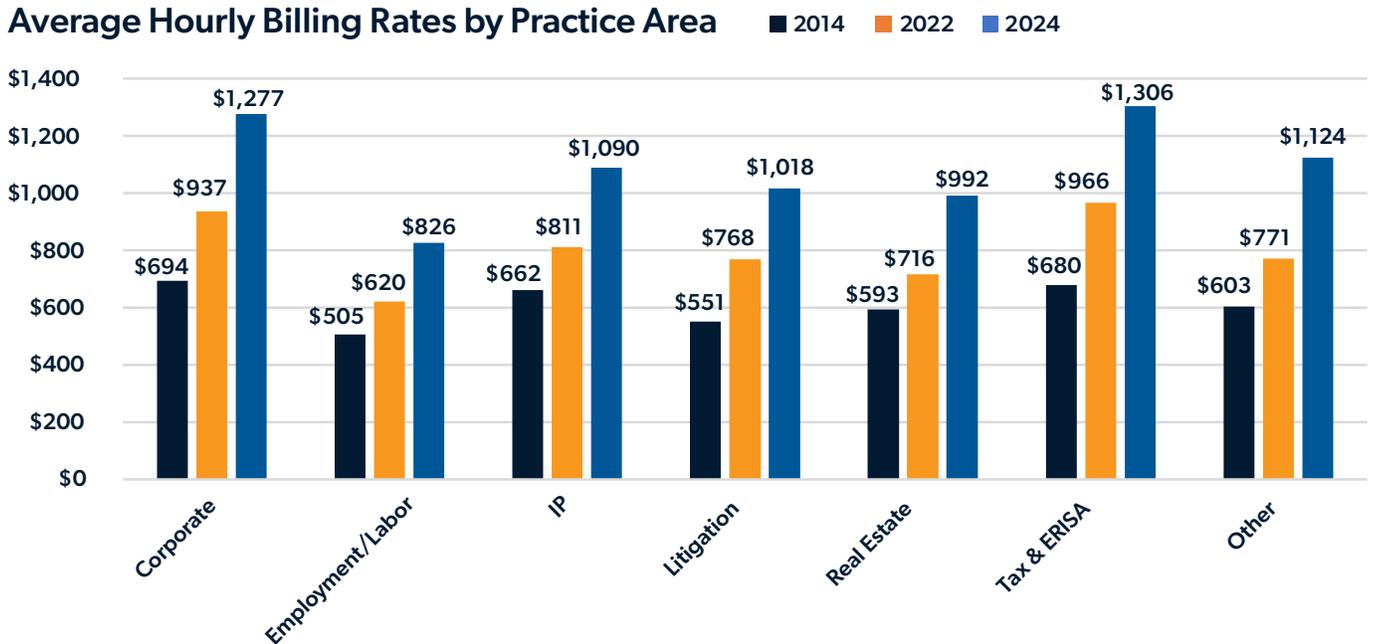
Average Billing Rates



Average Billing Rates by Partner Status

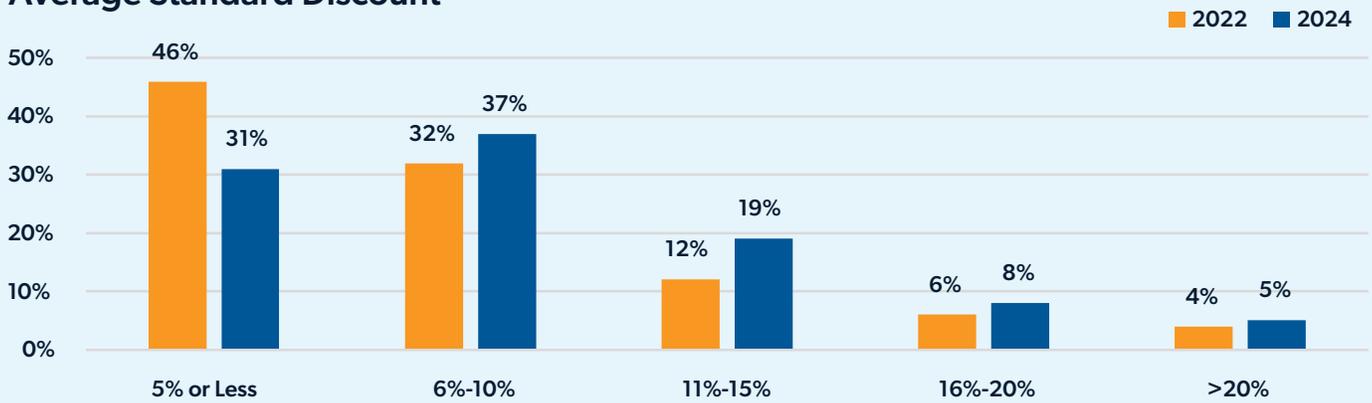


Average Hourly Billing Rates by Practice Area



Standard Discount Off Average Billing Rate⁶

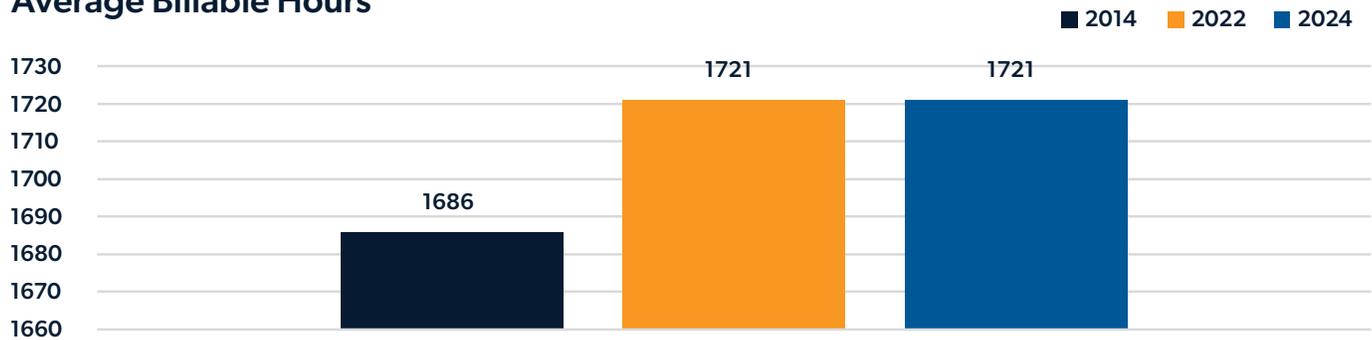
Average Standard Discount



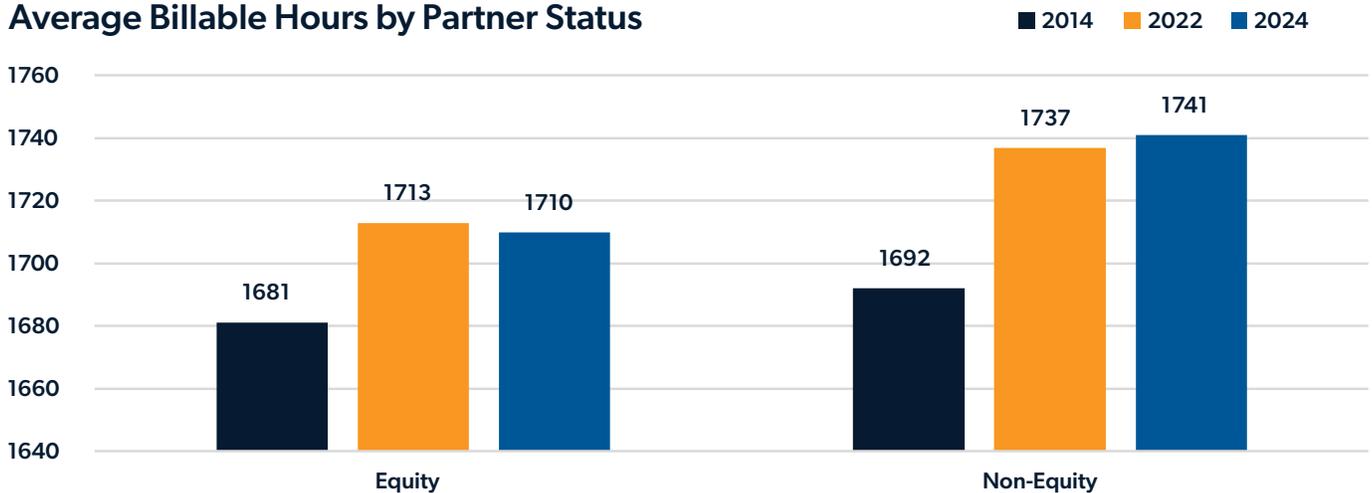
Billable Hours

Average billable hours⁷ reported in 2024 were 1,721—identical to those reported in 2022 and only 2% higher than the 1,686 average reported in 2014. We would not expect dramatic hours increases, for (as the saying goes) there are only 24 hours in a day. Equity partners on average reported billable hours of 1,704 as compared to 1,750 for non-equity partners, a divergence of only 3%.

Average Billable Hours



Average Billable Hours by Partner Status



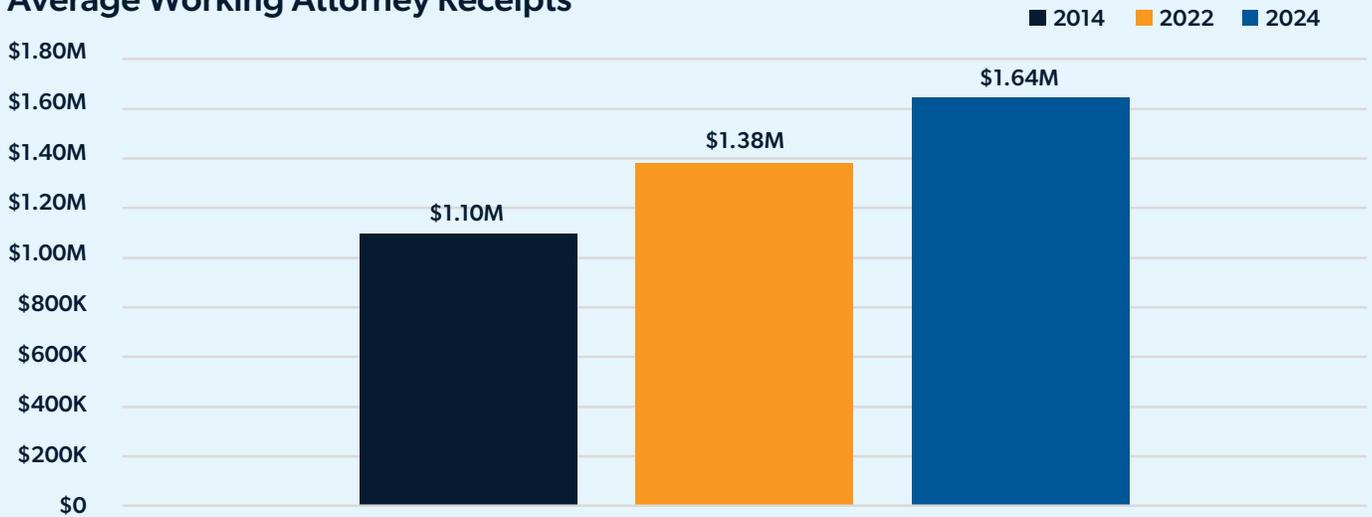
⁶ Standard discount data was not collected in 2014.

⁷ Aggregate billable hours numbers in this report were normalized to be comparable to numbers reported in previous surveys by omitting responses of fewer than 500 hours from the analysis.

Working Attorney Receipts

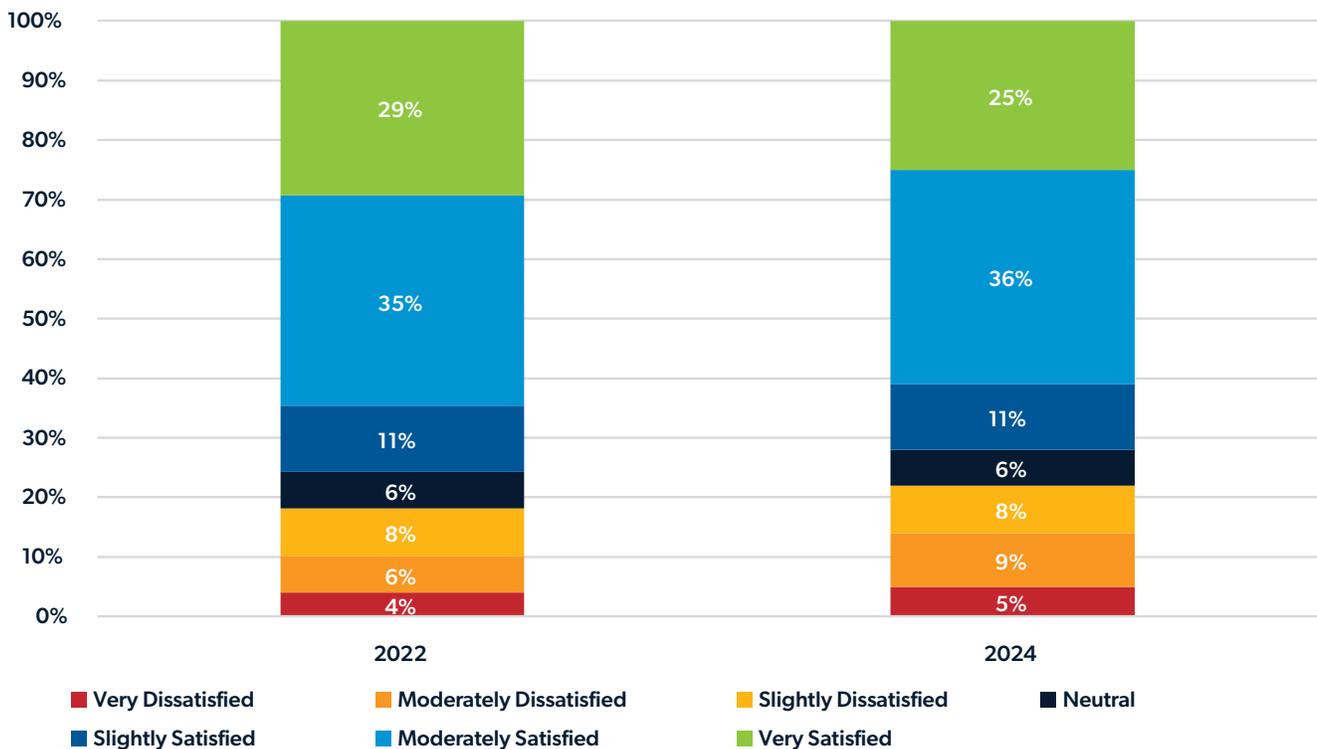
WAR⁸ ranged from a minimum of \$250,000 to a maximum of over \$5,000,000. Given the increase in billing rates, it is not surprising that the average WAR for all partners has risen 19% to \$1,643,910 since our 2022 Survey. By comparison, the average WAR for all partners in 2014 was \$1,097,000. The median reported WAR for the 2024 Survey was \$1,375,000.⁹

Average Working Attorney Receipts



Compensation Satisfaction

Overall Satisfaction

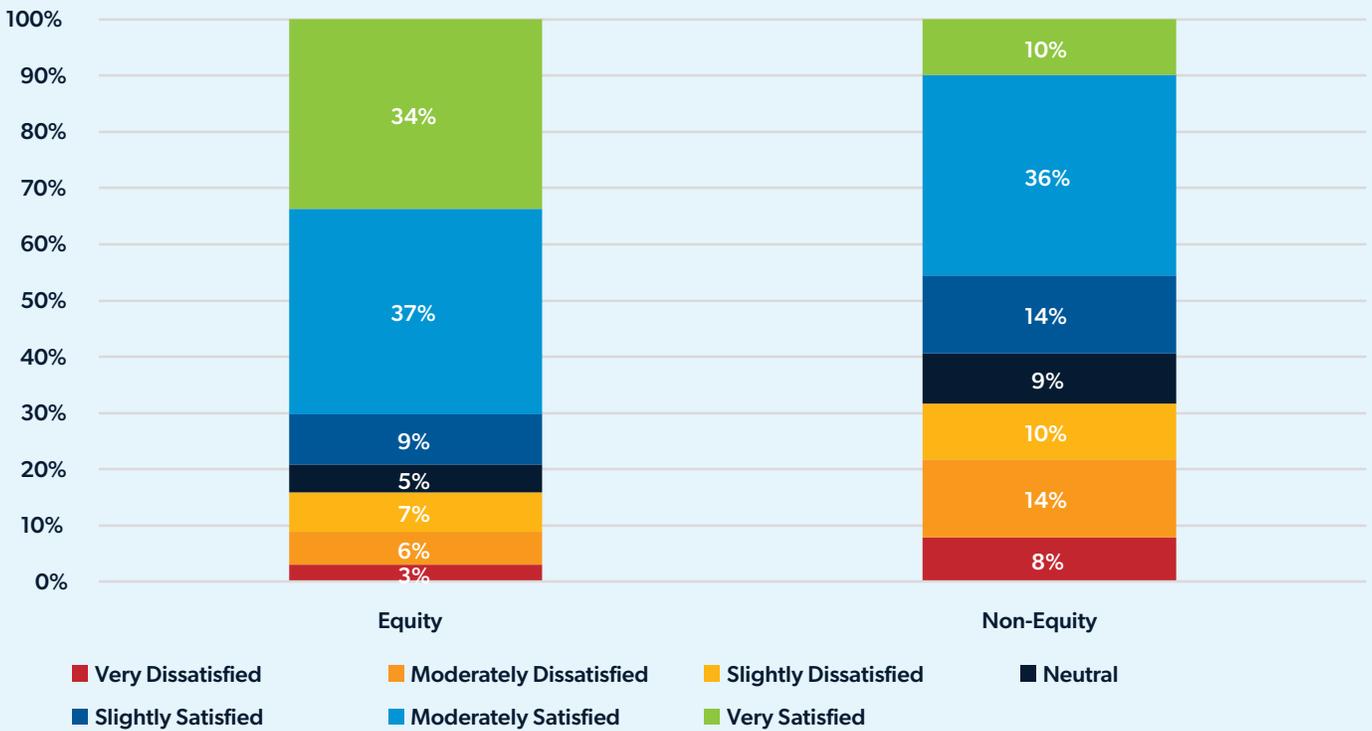


⁸ Working Attorney Receipts is defined as the total dollar value collected (or expected to be collected) by your firm for work performed personally by you (i.e., your billable hours multiplied by your effective billing rate) in the 2023 fiscal year.

⁹ The disparity between the reported increase in billing rates and the reported increase in WAR is likely due to discounting or other variables not surveyed.

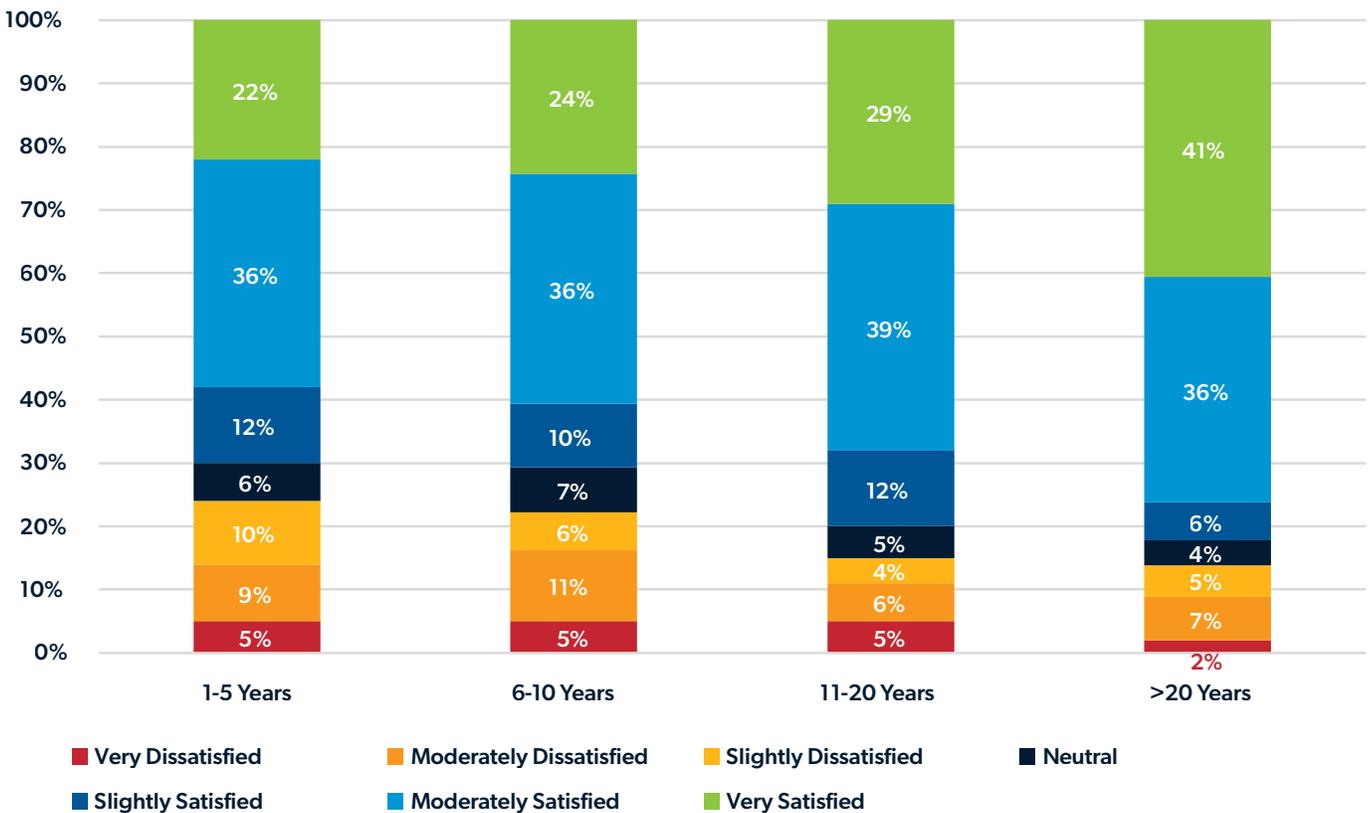
By Partnership Status

2024 Satisfaction with Total Compensation by Partner Status



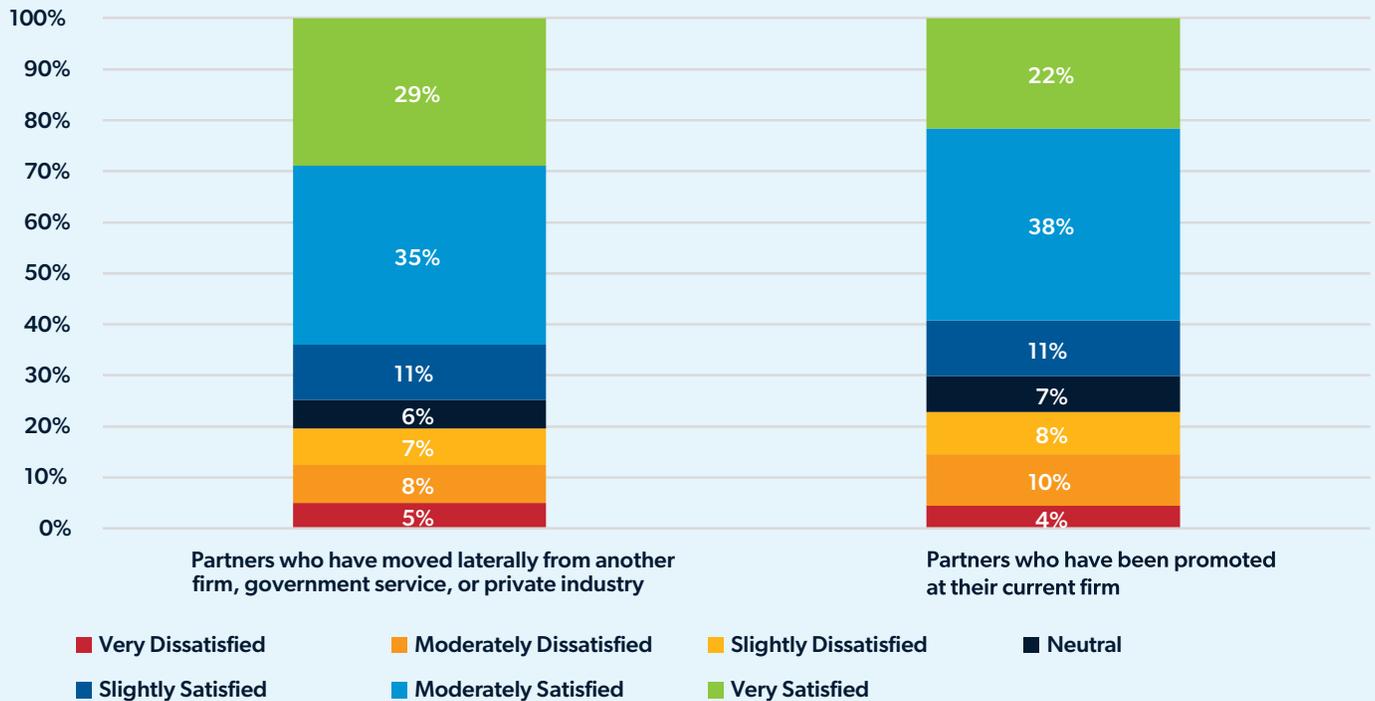
By Years at Current Firm

2024 Satisfaction with Compensation by Years at Current Firm



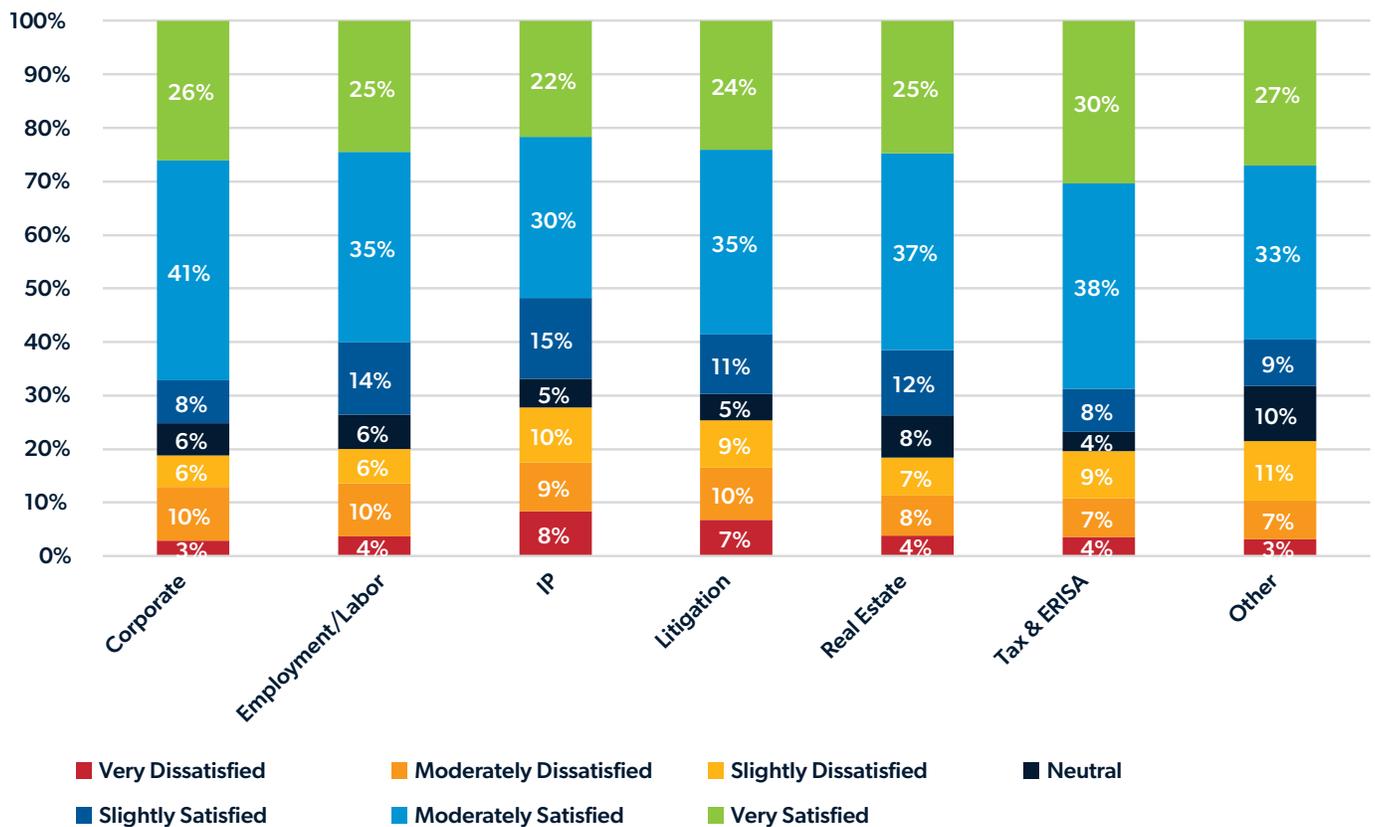
By Lateral Status

2024 Satisfaction with Compensation by Lateral Status



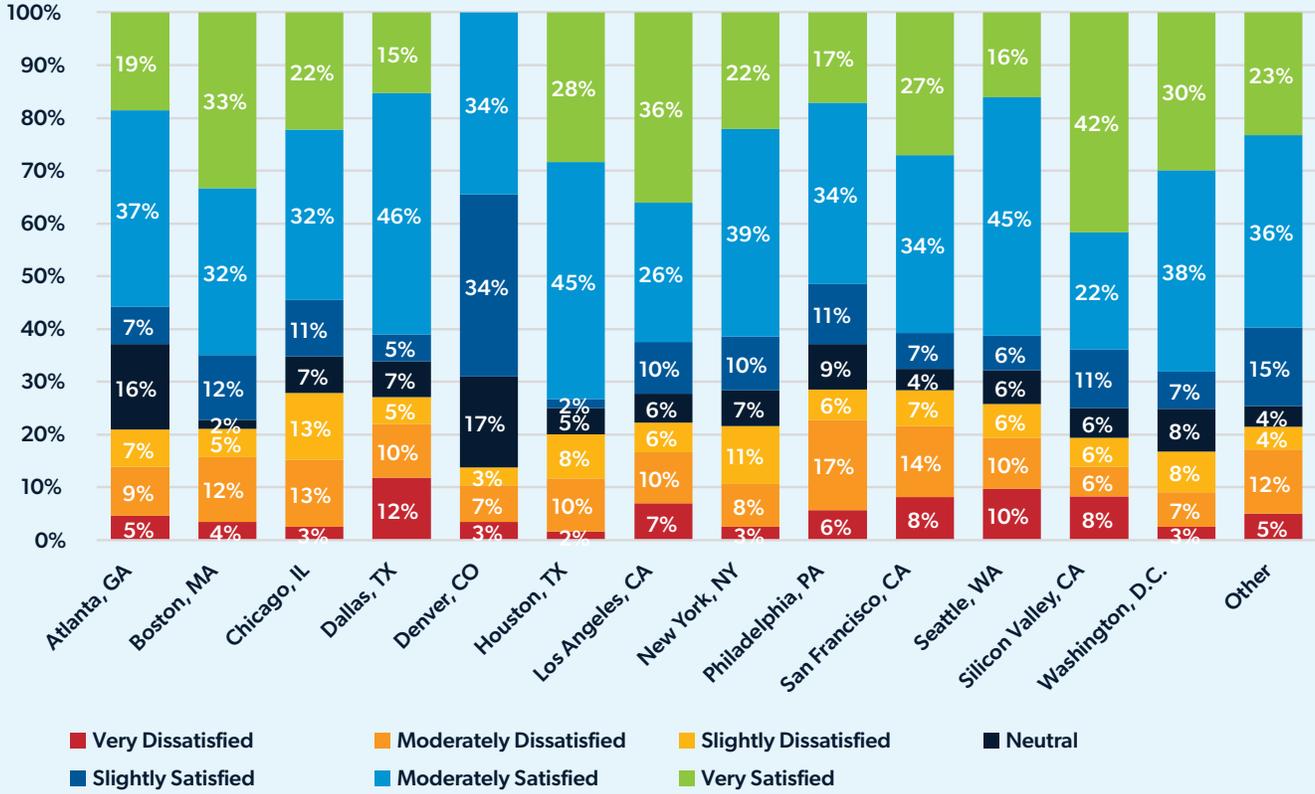
By Practice Area

2024 Satisfaction with Compensation by Practice Area



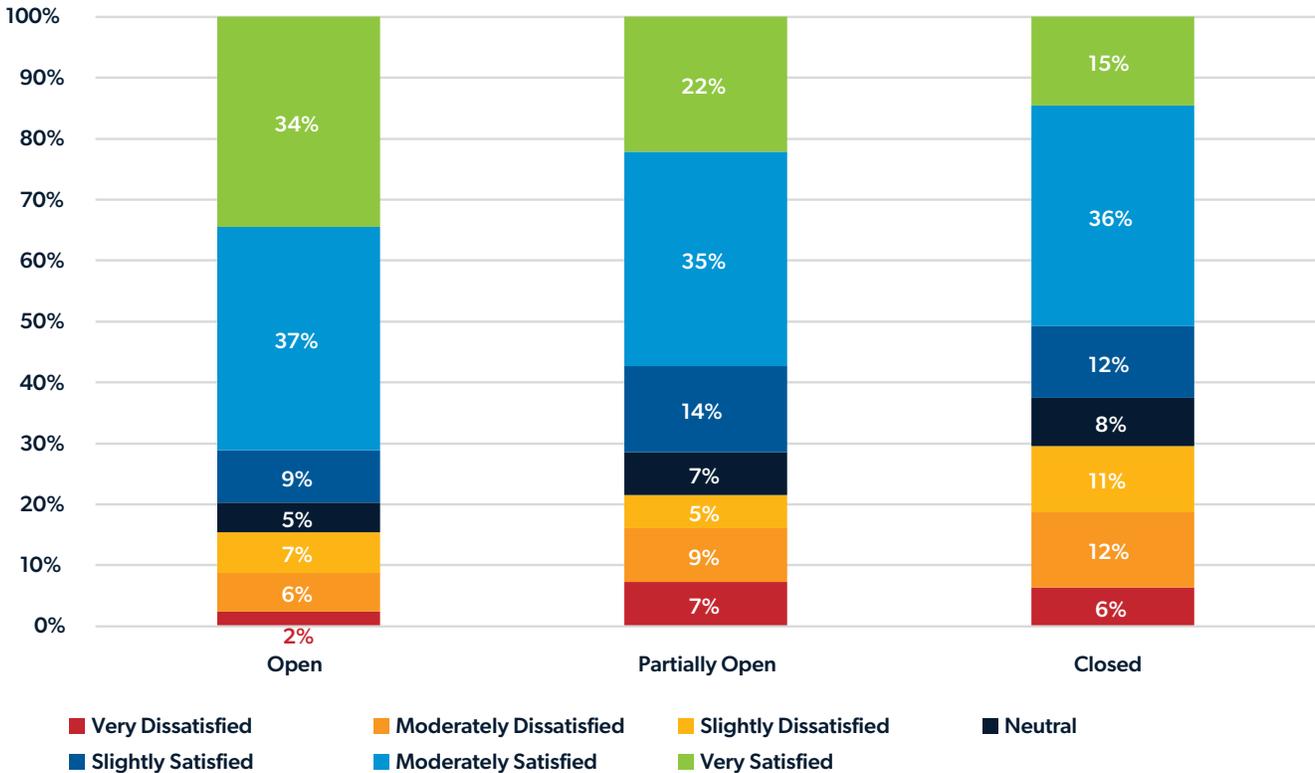
By Metro Area

2024 Satisfaction with Total Compensation by Metro Area



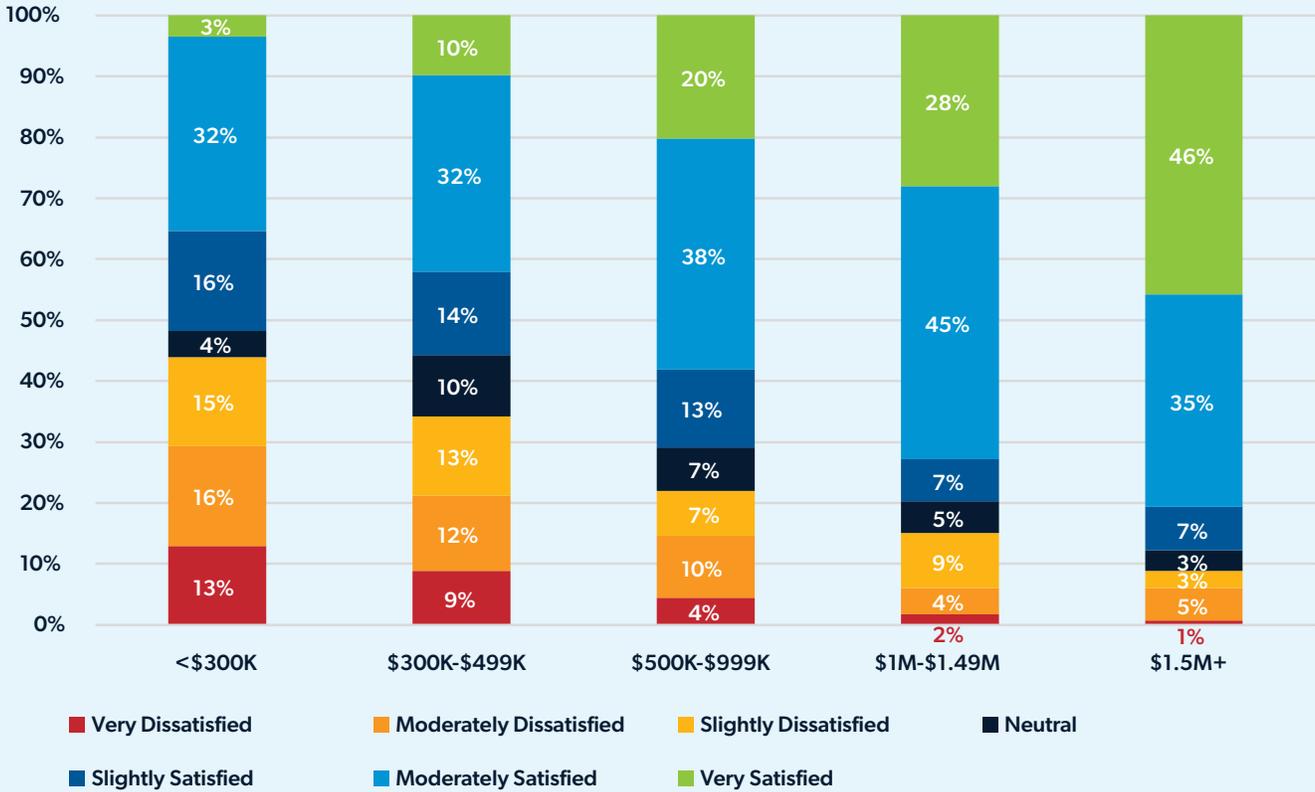
By Compensation System Transparency

2024 Satisfaction with Total Compensation by Compensation System Transparency



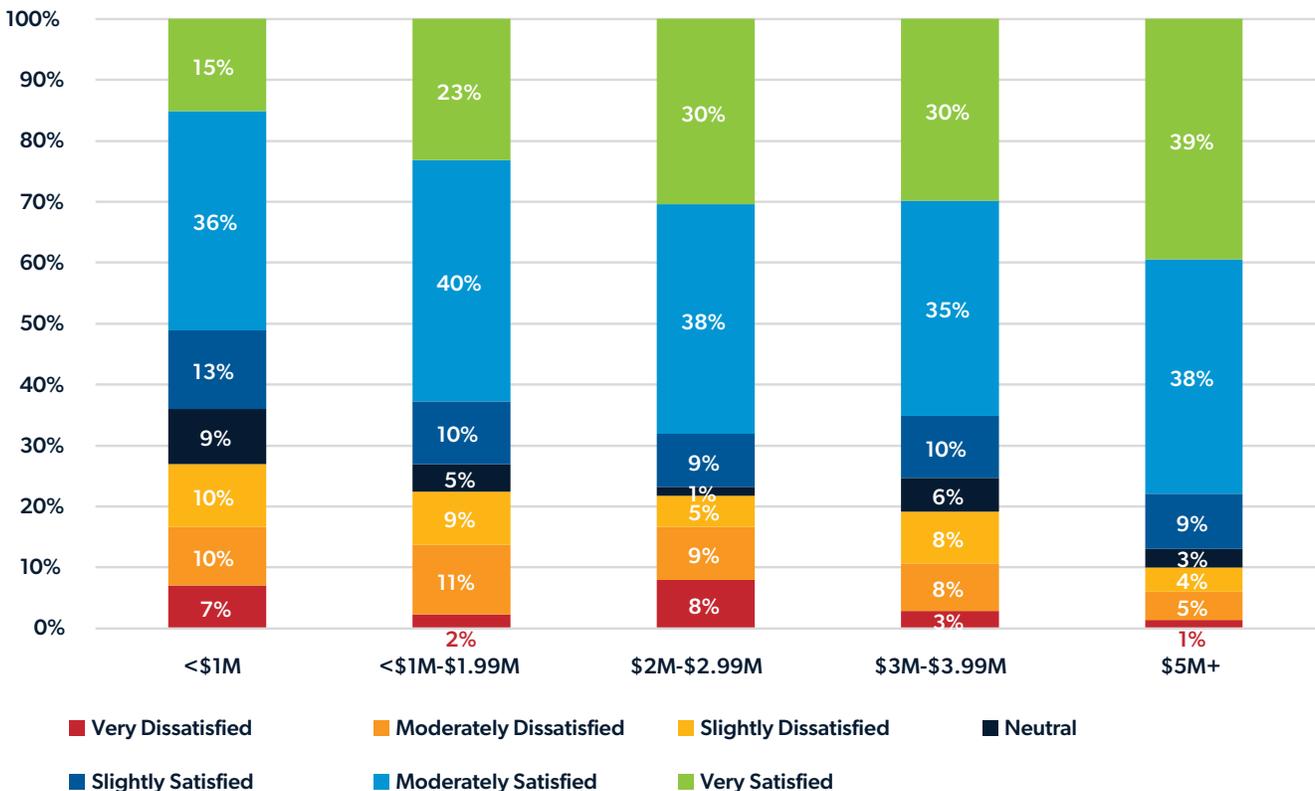
By Compensation

2024 Satisfaction with Total Compensation by Total Compensation



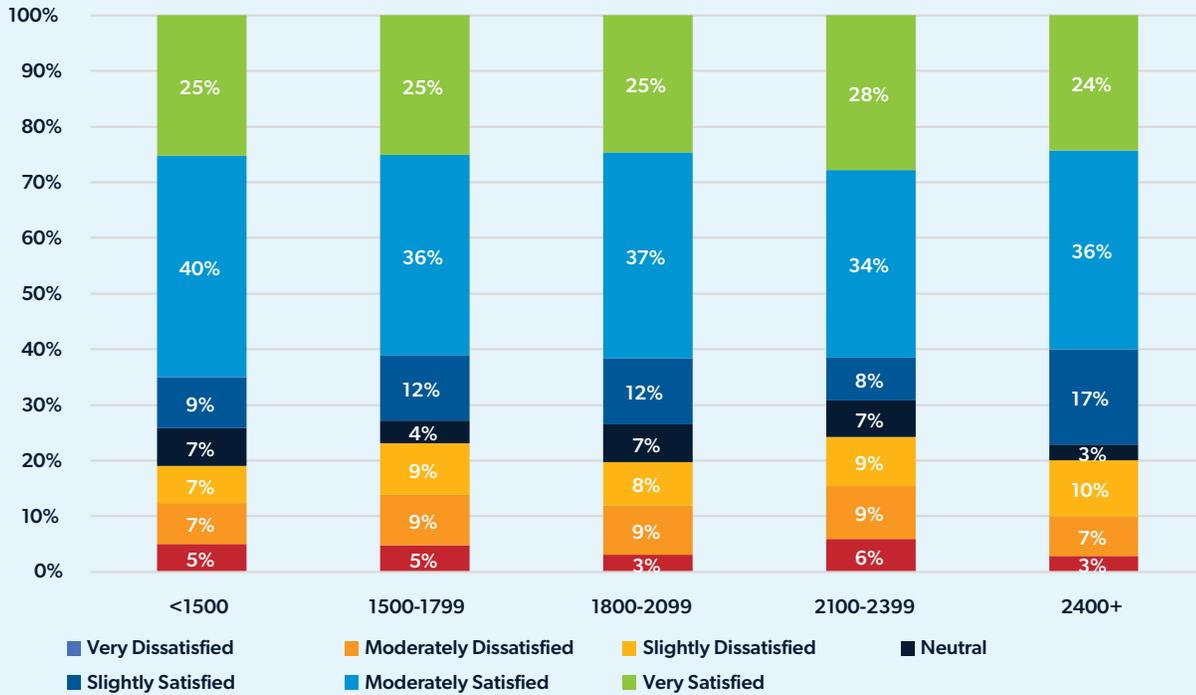
By Originations

2024 Satisfaction with Total Compensation by Total Client Originations



By Billable Hours

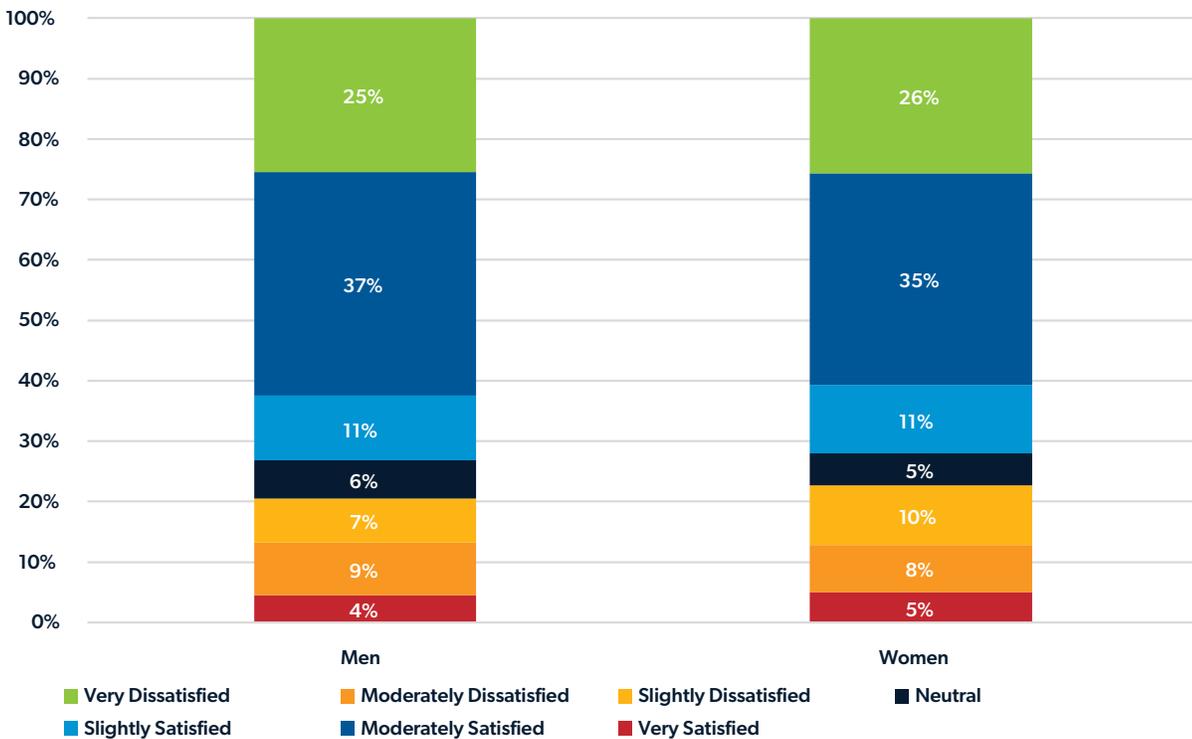
2024 Satisfaction with Total Compensation by Total Billable Hours



By Gender

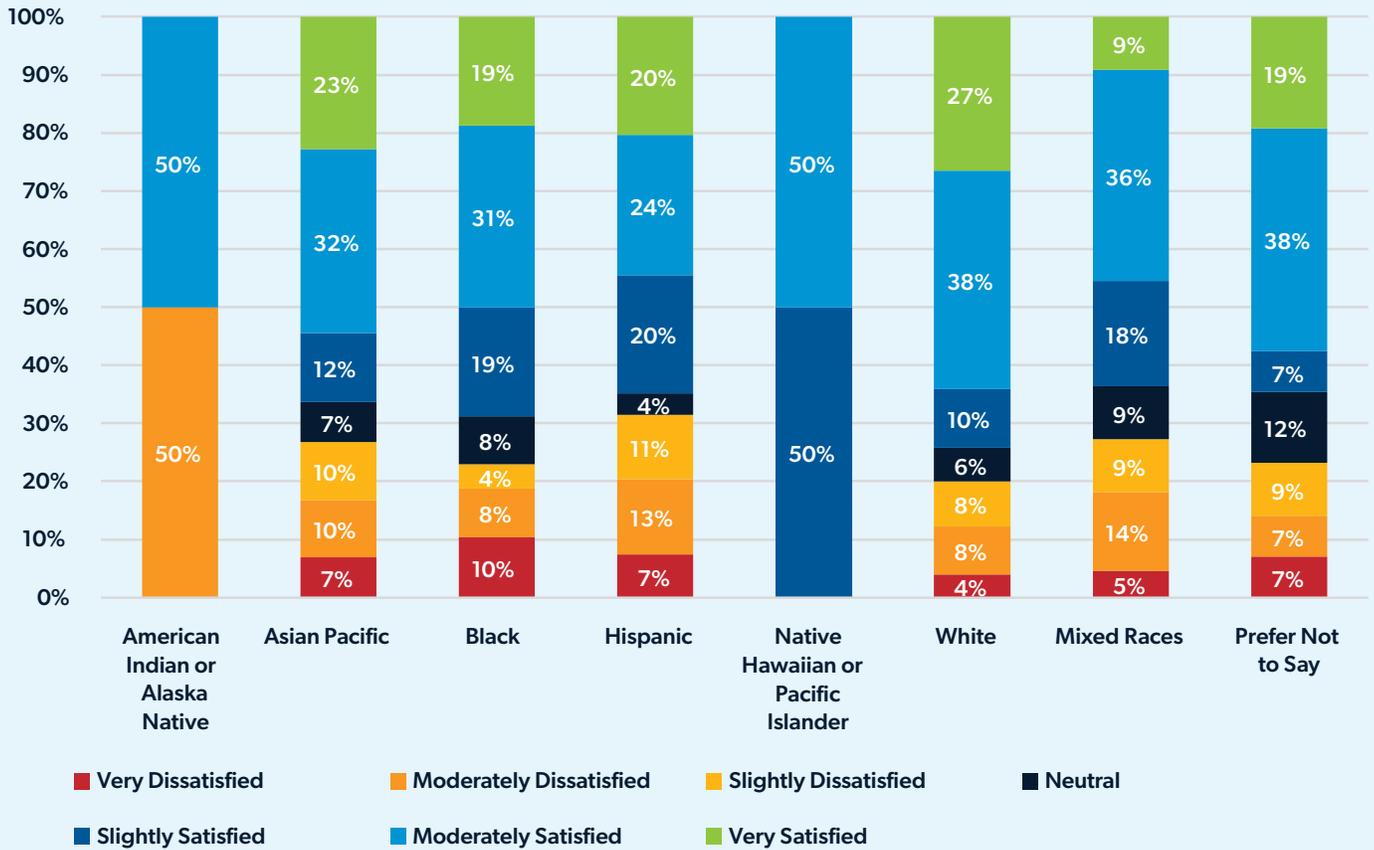
Women partners reported very similar levels of satisfaction/dissatisfaction with their 2023 compensation as men across all categories. This contrasts with our 2022 Survey in which 31% of male partners reported being “very satisfied” versus only 26% of female partners being in that category, and 18% of male partners being at some level “dissatisfied” compared to 22% of female partners.

2024 Satisfaction with Total Compensation by Gender



By Ethnicity

2024 Satisfaction with Total Compensation by Ethnicity



Methodology

The 2024 Survey was conducted this past summer in partnership with Western Management Group (WGM). Invitations containing a link to the questionnaire were emailed by WGM to 53,587 partners across the United States at AM Law 200 firms. The questionnaire link was accessible from June 27 to August 26, 2024.

Additionally, a small number of partners were invited to participate in the WGM-hosted survey via email from select partner recruiters at MLA. As noted earlier, all survey responses went only to WGM. No names of partners or their firms were collected by WGM, and no personally identifiable information of respondents collected by WGM has been or will be shared with MLA, either individually or in the aggregate.

A total of 1,718 responses were received by WGM. Assuming that all partners contacted received the invitation, the overall response rate was 3.1%. As is common with surveys of this nature, not every respondent answered every question.

For certain data categories where there was only a small number of respondents, it is difficult to draw statistically meaningful conclusions. This is true with regard to our data sorted by ethnicity, certain practice areas, and certain cities. We have endeavored to note this where we believe it is relevant for the reader.

For some questions, respondents were given ranges as response choices. For example, compensation values were typically grouped in \$50,000 ranges (e.g., \$800,000 to \$850,000). To calculate the data in such instances, we used the midpoint for all responses that were expressed as ranges. In those cases where midpoints were not identifiable (e.g., responses where one parameter of the range was open-ended), MLA identified an appropriately representative value to be used for those responses, applying criteria consistent with previous surveys.

Links

The report refers to changes over the past decade and since our last survey report. The 2014 and 2022 Surveys can be found by [clicking here](#).

The 2024 questionnaire can be found by [clicking here](#).

Statistical Terms

- The **median** (or the 50th percentile) is the value separating the higher half from the lower half of a data sample. For a data set, it may be thought of as the “middle” value. The basic feature of the median in describing data compared to the average is that it is not skewed by a small proportion of extremely large or small values and therefore provides a better representation of the center.
- The **average** (or mean) is the sum of a collection of numbers divided by the count of numbers in the collection.

Percentages may not total 100 because of decimal places/rounding.

About

The Authors



Karen A. Andersen is a partner at Major, Lindsey & Africa assisting individual partners and groups in navigating the lateral marketplace in Southern California and the Pacific Northwest. With over twenty years in partner recruiting both at MLA and in major law firms, Karen can adeptly identify synergistic opportunities as well as potential issues for both partners and firms.

Before opening the Seattle office of MLA in 2003, Karen served as managing director and general counsel to the advisor of two Bechtel Enterprises and GE Capital-sponsored venture capital funds. Prior to that, she practiced corporate securities law at Brobeck, Phleger & Harrison and as a partner at Davis Wright Tremaine and Summit Law Group. Karen returned to MLA in 2019 after ten years serving as the chief lateral partner recruitment officer for Perkins Coie and Pepper Hamilton.



Louis Ramos is a managing director in Major, Lindsey & Africa's Partner Practice Group in Washington, D.C. Having been a law firm partner, an assistant United States attorney and a senior in-house lawyer at a Fortune 100 company over his 22-year legal career, Lou brings a unique perspective to legal recruiting. He uses his extensive experience in the legal profession to advise potential candidates and clients on the lateral partner market overall as well as specific opportunities.

Prior to joining MLA, Lou was a partner at DLA Piper and Morgan Lewis, where he focused on significant white-collar litigation, government and internal investigations, and compliance counseling. Before returning to law firm practice, Lou was an assistant general counsel with Pfizer, where he managed a team of lawyers responsible for investigations around the globe.

Lou also served for over five years as an assistant United States attorney in the District of Columbia, where he was the lead prosecutor in nineteen jury trials and directed numerous investigations into violations of federal and local criminal laws, including mail and wire fraud, money laundering, counterfeiting, narcotics trafficking, human trafficking, murder, and other serious crimes. While at the U.S. Attorney's Office, Lou was the recipient of numerous special achievement awards and a commendation from the United States Secret Service for his work on a counterfeiting investigation. Lou started his career as a litigation associate at Fried, Frank, Harris, Shriver & Jacobson.

Major, Lindsey & Africa

Major, Lindsey & Africa is the world's leading legal search firm. The firm, founded in 1982, offers a range of **specialized recruiting** to meet the ever-changing legal and governance needs of law firms and corporations and to support the career aspirations of talented lawyers, compliance professionals and C-suite executives working to advance their career in the boardroom. With more than 25 offices and 200-plus search consultants around the world, Major, Lindsey & Africa uses its market knowledge and experience to partner with organizations to fulfill their legal and governance talent needs and provide solutions to increase team efficiency and effectiveness. Major, Lindsey & Africa is an **Allegis Group** company, the global leader in talent solutions. To learn more about Major, Lindsey & Africa, visit www.mlaglobal.com and follow MLA on [LinkedIn](#), [X](#), [Facebook](#), [YouTube](#) and [Instagram](#).

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Since 1972, Western Management Group has been an independent global leader in the design, development, and conduct of compensation and benefits surveys. Their practice is dedicated to providing timely, valid, and accurate market data to compensation and benefits professionals through the use of state-of-the-art tools and analyses.

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Recognized for their innovation, rapid response, flexibility, and expertise, WMG offers a full range of surveys for companies seeking the best information available for developing and managing employee compensation in an ever-changing marketplace.

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