

# PEER MONITOR

INSIGHT. ADVANTAGE. COMPETITIVE INTELLIGENCE.

## STAFFING RATIOS

Balancing expenses – while ensuring your firm’s capacity to offer compelling legal solutions – is no easy task. And even when you balance them, how can you ensure that you’re operating at the most cost-effective level?

**Peer Monitor® Staffing Ratios** allows you to examine effective staffing models and establish the best staffing ratio for your firm.

Using Peer Monitor’s comparative reporting template, you can compare your firm’s staffing ratios with those of selected peers and explore scenarios of change at your firm in staffing positions, compensation models, and lawyer FTEs.

### Features

By participating in **Staffing Ratios**, you will receive many of the same benefits as the core Peer Monitor program, including the ability to select your peer groups and review results at a role level, which supports actionable decision making.

Additional key **Staffing Ratios** features allow you to:

- Review ratios across all major operational categories, such as administration, marketing, technology, practice management, and high-interest areas like project management
- Analyze results down to individual role levels
- Review comparative firm data in a sleek format with up to two years of historical data
- Analyze ratios based on the peer group medians and quartiles, in addition to a new best-in-class average of the most efficient peer group firms
- Review the results on a staff-per-100 lawyer basis, as well as a cost-per-lawyer basis

### LEARN MORE. CONTACT US TODAY.

**Ruth Bowen**

ruth.bowen@thomsonreuters.com | 651.687.6891

**Heidi Allen**

heidi.allen@thomsonreuters.com | 651.687.4837

### Key Benefits

- Engage with a support system to help your firm measure cost savings and efficiencies in the delivery of legal services
- Explore the financial and structural impact of making key changes and investments in staff
- Receive an accurate understanding of your firm’s ranking and efficiency in its staffing category and headcount at the individual role level to enable targeted cost savings
- Receive transparent insights to peer group investment into new positions

### Getting Started

We make implementing **Peer Monitor Staffing Ratios** easy, thorough, and manageable by leveraging the expertise of our dedicated deployment team and clearly defined role taxonomy with associated descriptions. Plus, our consulting team ensures apples-to-apples submission and seamless integration into the **Staffing Ratio** reporting structure.

PEER MONITOR®	2015 STAFFING RATIO RESULTS											
	2013					2014						
	Upper Quartile	Median	Lower Quartile	Mean	Best-In-Class*	My Firm	Upper Quartile	Median	Lower Quartile	Mean	Best-In-Class*	My Firm
<b>MARKETING / BUSINESS DEVELOPMENT</b>												
Business Development	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Public Relations	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Communications	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Marketing & Bus Dev. - FTEs per 100 Lawyers												
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Marketing & Bus Dev. - Compensation per Lawyer												
	0	0	0	0	0	0	0	0	0	0	0	0
<b>HUMAN RESOURCES</b>												
Personnel Administration / Development	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Benefits Administration	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Compensation Administration	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Support Staff Recruiting	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Human Resources - FTEs per 100 Lawyers												
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Human Resources - Compensation per Lawyer												
	0	0	0	0	0	0	0	0	0	0	0	0
<b>RECRUITING &amp; TALENT</b>												
Campus / Summer Program	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Lateral Attorney Hiring	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Legal Staff Administration / Professional Development	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Recruiting & Talent - FTEs per 100 Lawyers												
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Recruiting & Talent - Compensation per Lawyer												
	0	0	0	0	0	0	0	0	0	0	0	0
All Support Staff - FTEs per 100 Lawyers												
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Support Staff - Compensation per Lawyer												
	0	0	0	0	0	0	0	0	0	0	0	0

*Ratios are provided in a clear, straightforward report that illustrates the firm’s results compared to the peer group median, upper and lower quartiles, and a new best-in-class average. This best-in-class ranking represents the average ratios for the 5 firms with the lowest staff-to-lawyer ratio of the selected peer group.*



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