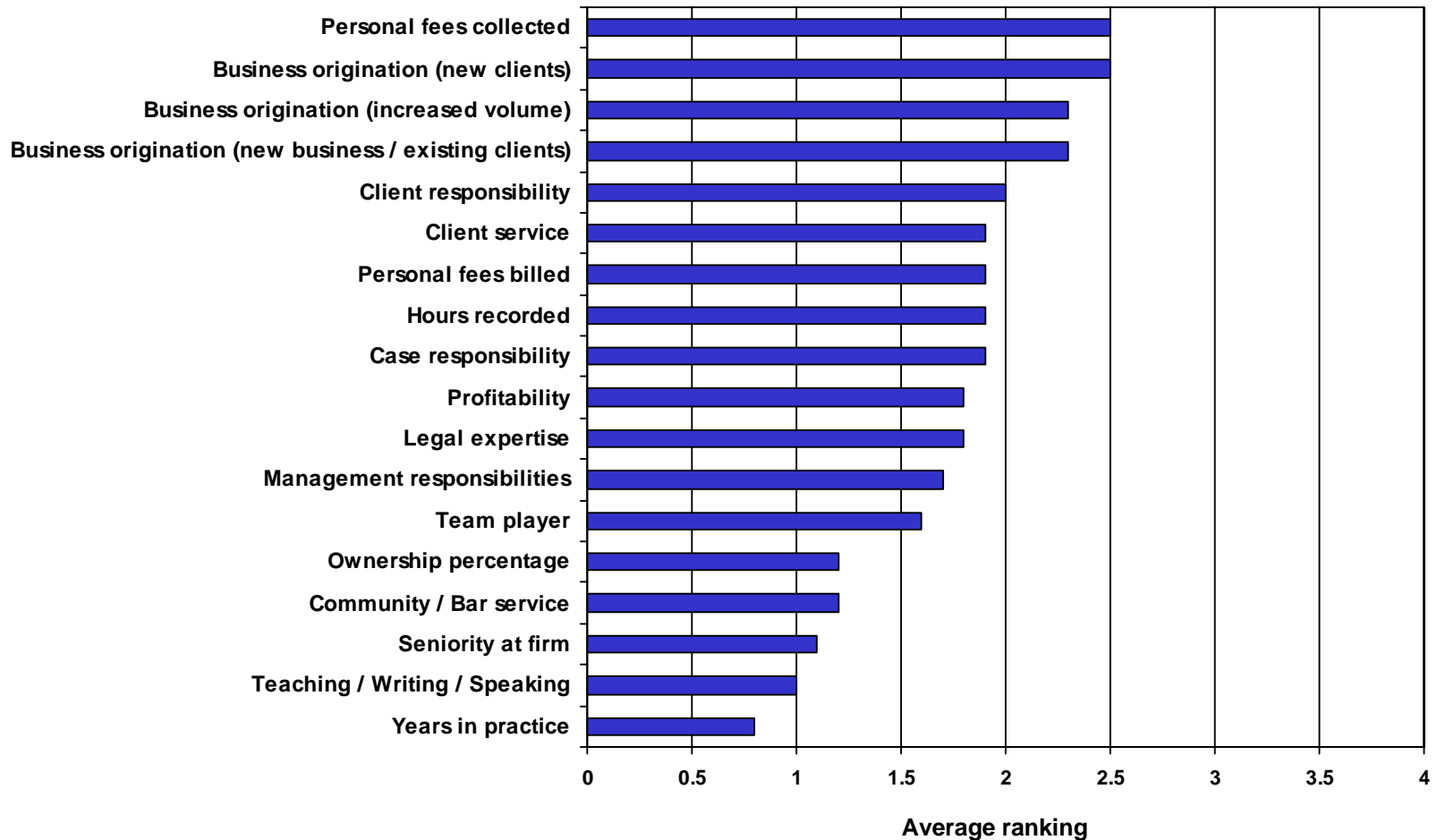


Importance of Formal Compensation Factors



4 – very important
3 – somewhat important
2 – little importance
1 – no importance

Source: Altman Weil 2006
Survey of Compensation Systems in Private Law Firms