

2025 Law Firm Partner Compensation Report: What Partners Really Earn Across the Legal Industry



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LAW FIRM PARTNER COMPENSATION REPORT (2025): SALARY TRENDS BY FIRM SIZE, REGION, AND PRACTICE AREA

Report from BCG Attorney Search offers comprehensive data on partner salaries across the legal industry. Want to learn more? Click here

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Curious how much partners earn in today's legal market? Whether you're eyeing a lateral move, considering starting your firm, or seeking data to benchmark your compensation plan, the new **2025 Law Firm Partner Compensation Report by BCG Attorney Search** delivers the most detailed breakdown of partner pay across all firm sizes, regions, and practice areas.

This report is more than a snapshot—it's a strategic tool for law firm partners, associates on the partner track, solo practitioners, and law firm leaders shaping their compensation models for growth and retention.

□ Key Takeaways from the 2025 Report

- **\$1.3M** – Median equity partner compensation at large firms (600+ attorneys)
- **58%** of solo personal injury attorneys earn \$500K+

- **34%** of all solo practitioners earn \$250K+
- **\$387K** – Median equity partner compensation at small firms (≤100 attorneys)

Compensation by Firm Size: From Solo to Global Giants

The report reveals stark contrasts in compensation based on firm size:

Firm Type	Equity Partner Median	Non-Equity Partner Median	Key Characteristics
Solo Practitioners	Varies widely	N/A	100% profit retention, 100% business risk
Small Firms (≤100)	\$387,000	\$205,000	Regional focus, low overhead
Midsize Firms (101–600)	\$633,000	\$275,000	Multi-office, specialized services
Large Firms (600+)	\$1,300,000	\$400,000	International scope, complex transactions

Solo Practice: High Rewards, High Risk

Solo practitioners have the greatest income variability. While some struggle, others earn well into the seven figures, especially in high-value contingency areas like personal injury.

▣ High-Earning Solo Practice Areas

- **Personal Injury:** 58% earn \$500K+
- **Corporate Law:** 45% earn \$400K+
- **IP Law:** 42% earn \$350K+
- **Tax Law:** 38% earn \$300K+

⚠ Lower-Earning Solo Practice Areas

- **Trusts & Estates:** Over 50% earn <\$100K
- **General Practice:** Over 50% earn <\$100K
- **Family Law:** 45% earn <\$125K
- **Criminal Defense:** 40% earn <\$150K

▣ *Tip:* Personal injury success is often driven by smart marketing, effective referral networks, and high-value case selection.

Small Firms: Entrepreneurial Upside with Limitations

Smaller firms offer diverse income opportunities, but profitability depends heavily on team structure and specialization. Here's how partner pay breaks down based on firm size:

Firm Size	Common Range	% of Partners Earning \$250K+	Profile
2–5 attorneys	\$150K–\$299K	39%	Shared overhead, flexible collaboration
6–10	\$150K–\$250K	24%	Mid-level specialization, moderate growth
11–25	\$100K–\$500K	32%	Multi-practice offices, regional service models
26–50	\$150K–\$250K	35%	Formal structure, wider client base

Midsize Firms: The Compensation Sweet Spot?

Midsize firms—often 50–200 attorneys—bridge BigLaw sophistication with small-firm intimacy. The report finds a wide range of partner compensation with meaningful room for growth:

Equity Partner Compensation:

- **Median:** \$633,000
- **High Performers:** \$1M+
- **Entry Level:** \$400K–\$500K

Non-Equity Partner Compensation:

- **Median:** \$275,000
- **High Performers:** \$400K+
- **Entry Level:** \$225K–\$275K

These firms often attract lateral partners seeking greater autonomy, better lifestyle balance, and still-competitive pay.

Large Firms: High Risk, High Reward

Large firms offer top-dollar compensation—especially for equity partners—but expectations are steep. Business development targets, hours billed, and team management requirements tend to be significantly higher.

- **Equity Partner Median:** \$1.3M
 - **Non-Equity Partner Median:** \$400K
 - **Top Tiers:** \$2M+ common in NYC, DC, and international markets
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Regional & Practice Area Variations

BCG's report also dives deep into:

- **Regional Salary Differences:** Big coastal markets still dominate, but some mid-market regions offer impressive upside with lower cost of living.
 - **Practice Area Trends:** M&A, litigation, IP, and real estate remain lucrative, but PI and niche regulatory work offer high solo earning potential.
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Why This Report Matters

Whether you're:

- Planning a **lateral partner move**
- Launching a **solo or boutique firm**
- Leading a **firm compensation committee**
- Or just **benchmarking your earning potential**

The **2025 Partner Compensation Report** is a must-read. It offers not only salary data—but also market insights, trends, and strategy guides to help attorneys navigate a rapidly evolving profession.

FAQs

□ Who should read this report?

Partners, senior associates, law firm managers, solo attorneys, and legal recruiters.

□ Does the report cover both equity and non-equity partners?

Yes, with detailed medians, ranges, and structural differences.

□ Does geography matter?

Absolutely. Compensation varies significantly by city, region, and firm tier.

□ Where can I read the full report?

□ [Click here to access the full 2025 BCG Partner Compensation Report](#)

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