

BigLaw Partner Pay Revealed: Equity vs. Non-Equity Earnings & ROI by Practice Area

BCG Attorney Search has released its latest **BigLaw Partner Compensation Report: Equity vs. Non-Equity Earnings & ROI by Practice Area**, offering the most detailed breakdown yet of partnership earnings, return on investment, and how compensation varies by practice specialty.

Read the full report here: [BigLaw Partner Compensation Report: Equity vs. Non-Equity Earnings & ROI by Practice Area](#)



What This Report Uncovers

Equity vs. Non-Equity Pay Gaps

The report confirms significant compensation disparities:

- **Non-equity partners** typically take home **\$400K-\$750K annually** [BCG ATTORNEY SEARCH](#).
- **Equity partners** earn far more—ranging from **\$800K to \$5 million or more**, with the highest echelons at top firms pulling in **\$10M-\$15M annually**.
- A recent survey by Major, Lindsey & Africa places average equity partner pay at **\$1.93 million**, while non-equity partners average **\$558K**.

Rising Billing Rates and Business Originations

BigLaw billing rates are soaring, alongside partner revenue generation:

- The average partner billing rate has soared to **\$1,114 per hour**, a **36% surge since 2022**
- Originations—revenue brought in by partners—jumped **26%**, now averaging around **\$3.4 million each**

Practice Area & ROI Insights

While the full report details variations across practice areas, key trends include:

- Rainmaker partners in high-demand fields like **corporate**, **litigation**, and **IP** often command the highest payouts.
- ROI varies substantially based on one's book of business, specialization, and revenue generation ability.

What It Means for Attorneys and Firms

For Lawyers:

- Generating strong originations is the most reliable path to equity partnership and top-tier compensation.
- Navigating lateral opportunities in practice areas like corporate M&A, IP, or high-stakes litigation may significantly boost ROI.

For Firms:

- Many BigLaw firms now utilize a **two-tiered partnership model**—deploying non-equity partners as strategic lever, while preserving equity for top rainmakers.
- Transparent pay systems correlate with higher reported partner satisfaction.

Final Thought

In today's BigLaw economy, title alone isn't enough. Compensation increasingly reflects the value an attorney brings through business origination and market-climbing expertise. This BCG report offers a roadmap to navigating that landscape effectively.

Curious how much BigLaw partners really make? Discover the latest insights on equity vs. non-equity

earnings, ROI by practice area, and what it takes to reach the top tier of compensation.

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