



Total Consulting Fees

	LESS THAN \$1,000,000		\$1,000,000 TO \$3,999,999		\$4,000,000 TO \$14,999,999		\$15,000,000 & OVER	
	Typical	Middle Range	Typical	Middle Range	Typical	Middle Range	Typical	Middle Range
BUSINESS DEVELOPMENT COSTS								
Total Business Development Costs (time @ total salary & bonus compensation cost, and \$ open):								
As a % of Total Consulting Fee Revenues	11.0%	19.9	9.8%	4.3 - 13.2	9.2%	8.0 - 11.1	5.7%	3.9 - 14.0
As a % of New Client Fees	41.8%	73.9	33.8%	16.3 - 49.5	58.1%	38.3 - 84.3	17.0%	10.9 - 28.5
BILLING RATES								
Hourly Billing Rate for Employees Earning:								
\$35,000/Yr Base Salary	\$45	88	\$75	50 - 100	\$135	ISD	\$94	79 - 105
\$60,000/Yr Base Salary	\$145	150	\$138	125 - 175	\$180	110 - 190	\$153	150 - 164
\$75,000/Yr Base Salary	\$200	244	\$180	150 - 215	\$175	131 - 219	\$180	180 - 192
\$125,000/Yr Base Salary	\$250	250	\$250	200 - 300	\$265	226 - 284	\$288	248 - 324
Billing Rates to Earnings Multipliers:								
Overall Company (Times)	4.8	ISD	4.9	3.9 - 5.6	6.2	ISD	5.2	4.8 - 5.5
\$35,000/Yr Consultant (Base Salary) (Times)	5.1	4.5 - 5.2	4.5	3.0 - 5.9	6	ISD	5.6	4.7 - 6.2
\$60,000/Yr Consultant (Base Salary) (Times)	5	3.8 - 5.2	4.8	4.3 - 6.1	6.2	3.8 - 6.6	5.3	5.2 - 5.7
\$75,000/Yr Consultant (Base Salary) (Times)	5.6	4.7 - 6.8	5	4.2 - 6.0	4.9	3.6 - 6.1	5	5.0 - 5.3
\$125,000/Yr Consultant (Base Salary) (Times)	4.2	2.8 - 4.2	4.2	3.3 - 5.0	4.4	3.8 - 4.7	4.8	4.1 - 5.4
Standard Hourly Billing Rates for:								
Senior Partners or Equivalent	\$219	275	\$245	204 - 289	\$375	328 - 409	\$408	332 - 465
Junior Partners or Equivalent	ISD	ISD	\$195	158 - 273	\$308	268 - 338	\$350	318 - 403
Senior Management Consultants	\$153	213	\$183	146 - 228	\$240	184 - 278	\$293	232 - 332
Management Consultants	\$100	ISD	\$130	120 - 165	\$170	146 - 197	\$199	181 - 233
Entry Level Consultants	ISD	ISD	\$125	100 - 160	\$168	ISD - 150	\$165	144 - 182
Research Associates	ISD	ISD	\$75	75 - 125	ISD	ISD - 125	\$131	100 - 132
Maximum Hourly Billing Rates for:								
Senior Partners or Equivalent	\$250	300	\$300	250 - 350	\$438	400 - 440	\$525	475 - 574
Junior Partners or Equivalent	ISD	ISD	\$200	198 - 310	\$363	ISD - 345	\$460	375 - 493
Senior Management Consultants	\$163	213	\$210	181 - 250	\$280	280 - 345	\$398	294 - 500
Management Consultants	\$123	ISD	\$155	143 - 175	\$210	ISD - 153	\$260	230 - 358
Entry Level Consultants	ISD	ISD	\$120	108 - 153	\$215	ISD - 150	\$230	200 - 283
Research Associates	ISD	ISD	\$75	75 - 169	ISD	ISD - 169	\$170	130 - 187
% Increase Last Yr in Billing Rates for:								
Senior Partners or Equivalent	4.0%	4.0 - 7.0	10.0%	5.0 - 11.4	ISD	ISD - 11.4	3.1%	ISD - ISD
Junior Partners or Equivalent	ISD	ISD	10.0%	7.0 - 15.0	ISD	ISD - 15.0	3.6%	ISD - ISD
Senior Management Consultants	ISD	ISD	10.0%	5.0 - 10.0	ISD	ISD - 10.0	6.4%	ISD - ISD
Management Consultants	ISD	ISD	8.5%	5.3 - 10.0	6.0%	ISD - 10.0	ISD	ISD - ISD
Entry Level Consultants	ISD	ISD	10.0%	4.0 - 17.0	ISD	ISD - 17.0	5.2%	ISD - ISD
Research Associates	ISD	ISD	ISD	ISD - 10.0	ISD	ISD - 10.0	ISD	ISD - ISD
Total Consulting Staff	4.0%	3.5 - 4.0	6.2%	3.0 - 10.0	3.9%	ISD - 10.0	3.7%	ISD - ISD
Typical Percentage Mark-Up on Project Specific "Billed Expenses" - If Applicable	ISD	ISD	15.0%	ISD - ISD	ISD	ISD - ISD	ISD	ISD - ISD

2003 Survey (with 2002 data)

2003 National PCPS / TSCPA Management of an Accounting Practice Survey
Respondent Results Report Prepared for: Kentucky Society of CPAs

THE FOLLOWING REPORT CONTAINS PRIVATE AND CONFIDENTIAL INFORMATION.

SECTION I

SUMMARY GRAPHS

Definitions:

All KY Firms	All firms in Kentucky
KY - Small	All small firms in Kentucky
KY - Med	All medium-sized firms in Kentucky
KY - Large	All large firms in Kentucky

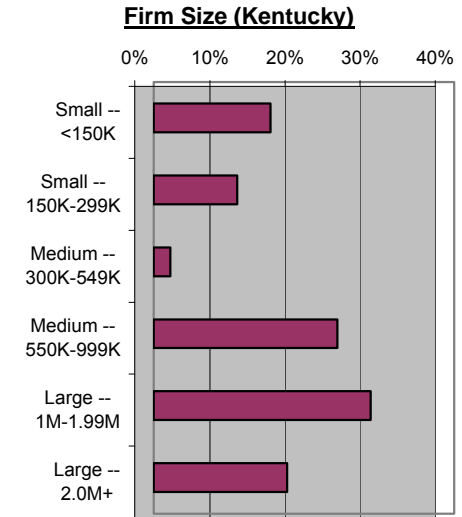
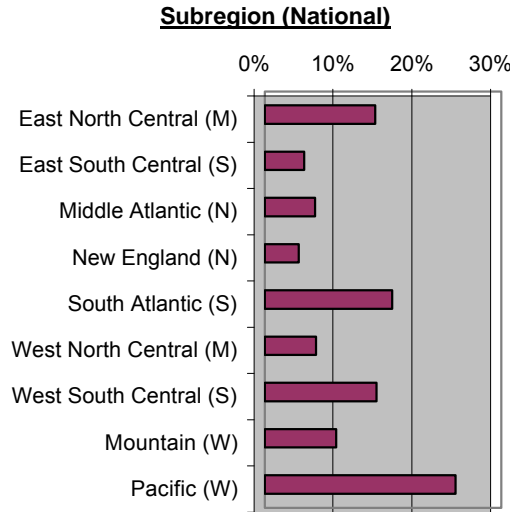
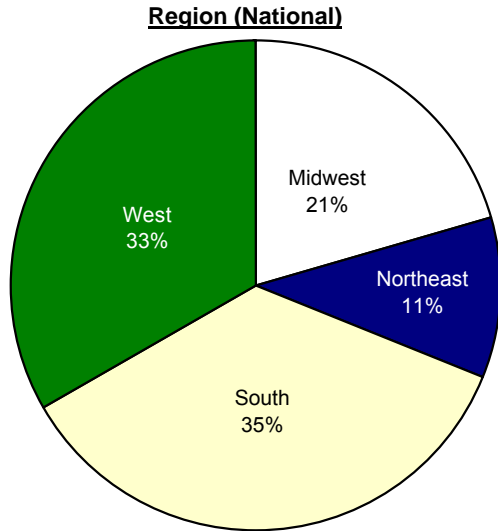
As defined herein, "Large" refers to firms with more than \$1 million in revenue, "Medium" to firms with \$300,000 to \$1 million in revenue, and "Small" to firms with less than \$300,000 in revenue.

Caveats

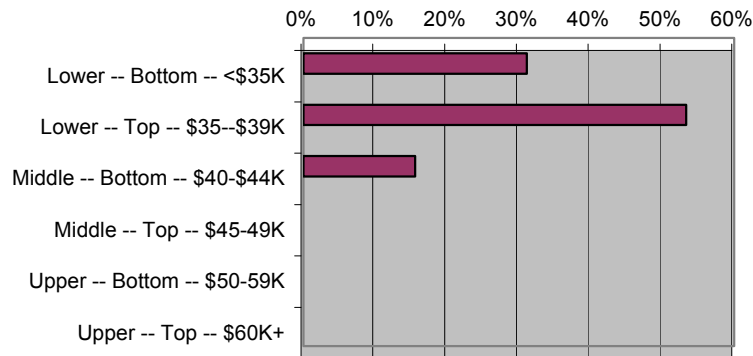
- Graphs may occasionally be stretched or condensed. Each report has been automatically prepared, so optimal scaling was not always possible. Please note that the actual numbers will be provided in the following tables.
- In certain cases, respondents did not provide internally consistent answers, or their responses transparently indicated that the question had been misunderstood. In such cases, we endeavored to revise the answers to reflect our best understanding of the intention of the respondent.
- There is also an online report available for the 2003 MAP that will enable you to define your own benchmarks. See your invitation email for details.

2003 National PCPS / TSCPA Management of an Accounting Practice Survey
Respondent Results Report Prepared for: Kentucky Society of CPAs

SELECTED DEMOGRAPHICS -- NATIONAL



Average Household Income in Firm's Area (By 3-Digit Zip): Kentucky



What is Average Household Income? (AHI)

AHI is a measure developed by the U.S. Department of the Census that divides all income earned within a given area by the total number of households therein. We have assigned each firm an AHI based on zip codes provided (by taking the first three digits of the zip, to smooth data).

We provide AHI data to enable firms to benchmark their practice performance against firms with comparable cost of living indicators. For example, a firm in Manhattan may be more comparable to firms in other ultra-costly areas such as Boston, San Francisco and Los Angeles. A firm in Enid, Oklahoma may compare themselves to other rural communities that have a very low cost of living -- providing them with valuable benchmarks even though few firms in their immediate vicinity may have completed the survey.

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SELECTED DEMOGRAPHICS -- Kentucky

Firm Type:

Sole prac., no employees	6.7%
Single-office firm	82.2%
Unified multi-office firm*	8.9%
Office of small reg. firm	2.2%
Office of reg./nat. firm	0.0%
Office of a 'Big 4' firm	0.0%

Firm Tenure:

Less than one year	4.4%
1 to 5 years	11.1%
6 to 10 years	6.7%
11 to 20 years	28.9%
21 or more years	48.9%

Fiscal Year End Date:

1/02-11/02	4.4%
12/02	80.0%
1/03-5/03	4.4%
6/03	8.9%
7/03-9/03	2.2%

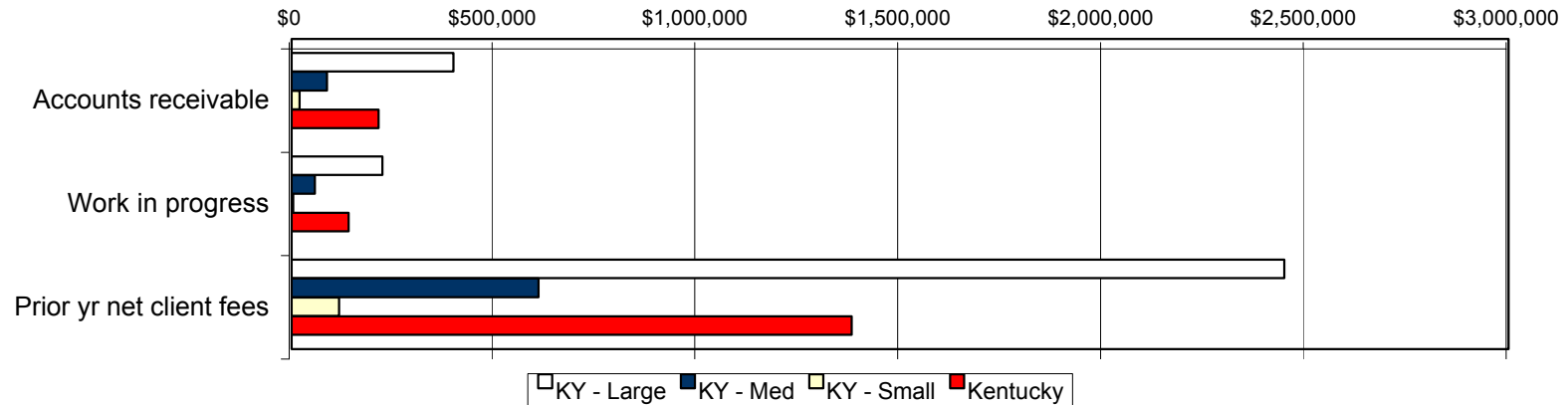
Change in client Fees:

None	86.4%
Inc. -- gen. growth	2.3%
Inc. -- other	6.8%
Decrease	2.3%

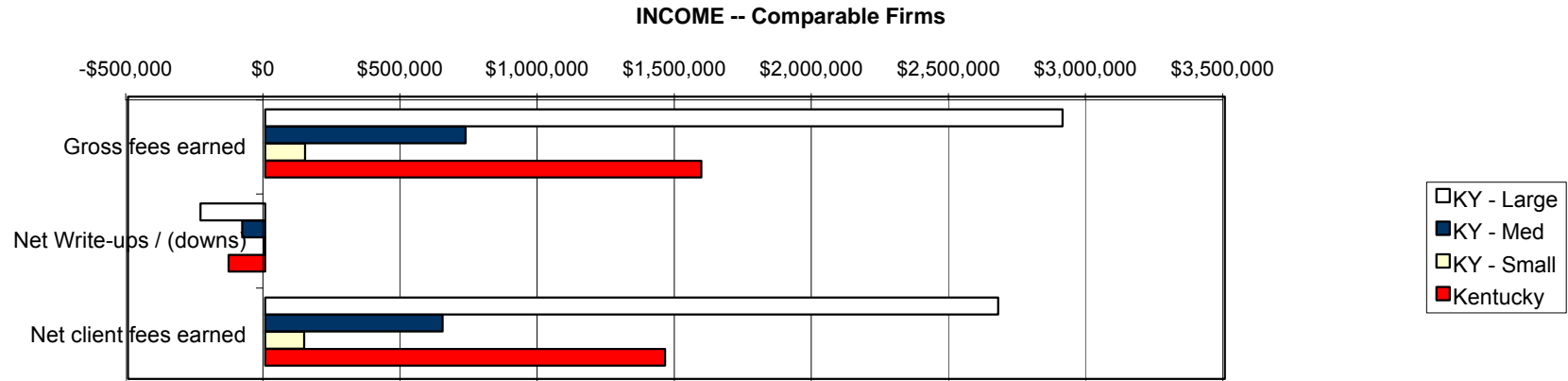
Satellite Office:

13.3% have satellite offices

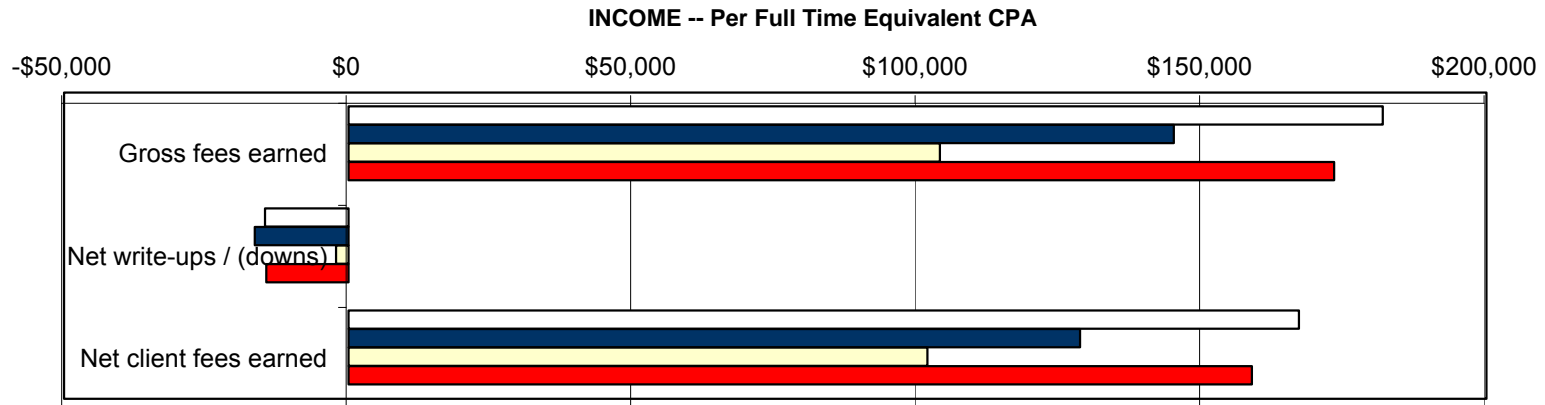
SELECTED FINANCIALS



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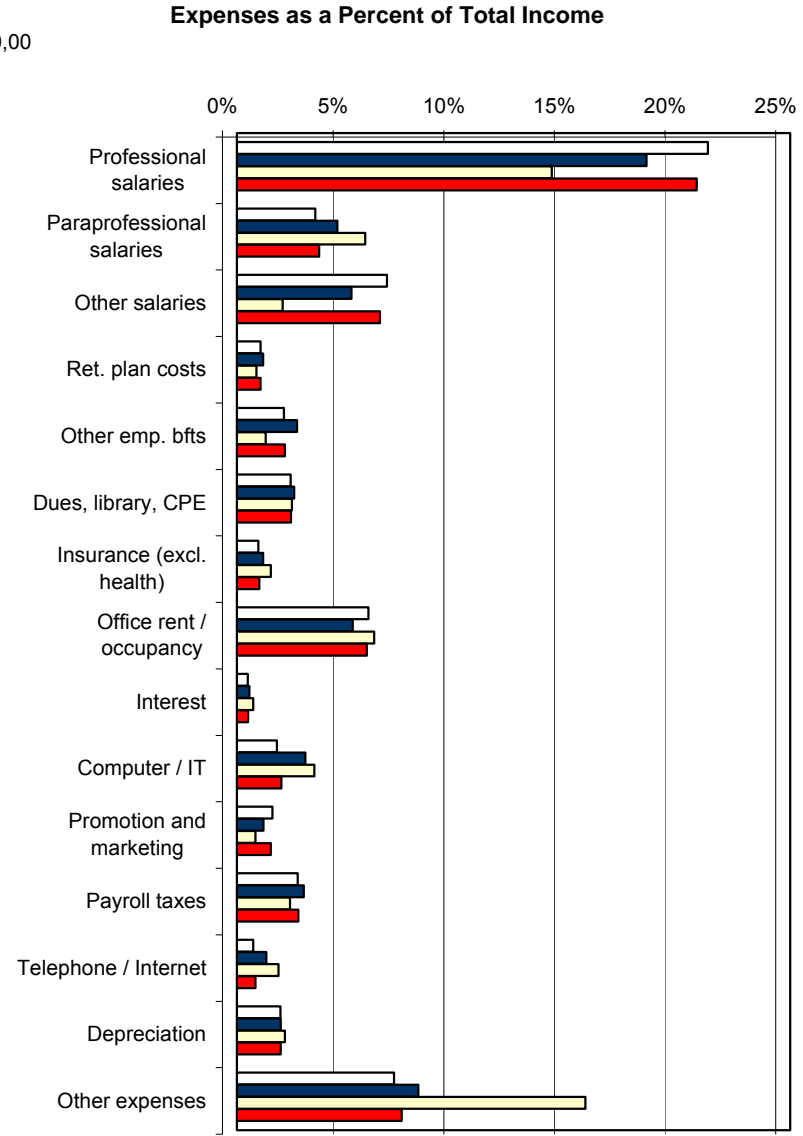
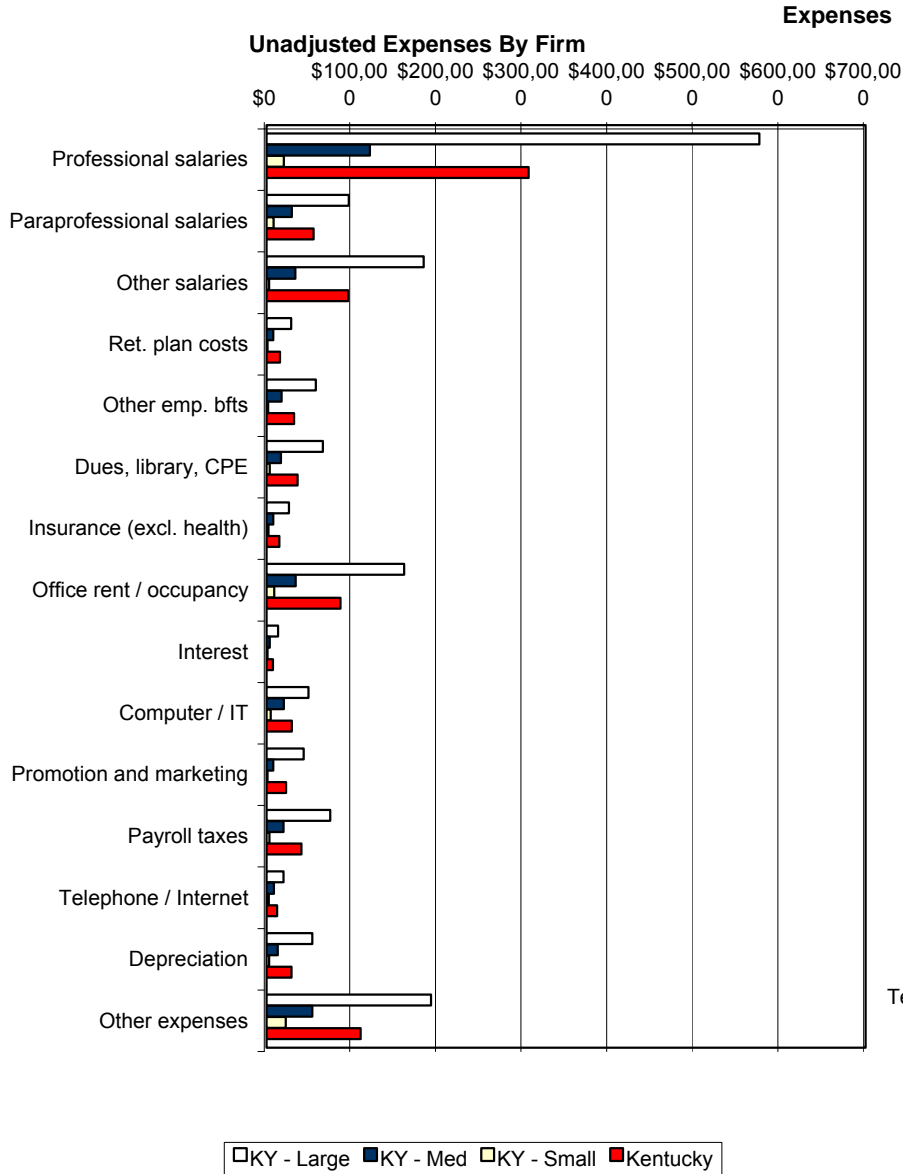


"Other Income" and "Interest Income" are excluded above and below to simplify the graphs. These did not exceed 1.0% for any respondent class. Please note that (1) additional charts in this section will refer to "Total Income", which is slightly greater than the "Net Client Fees" above, and (2) Interest and Other -- rents and royalties is included in the following detailed tables.



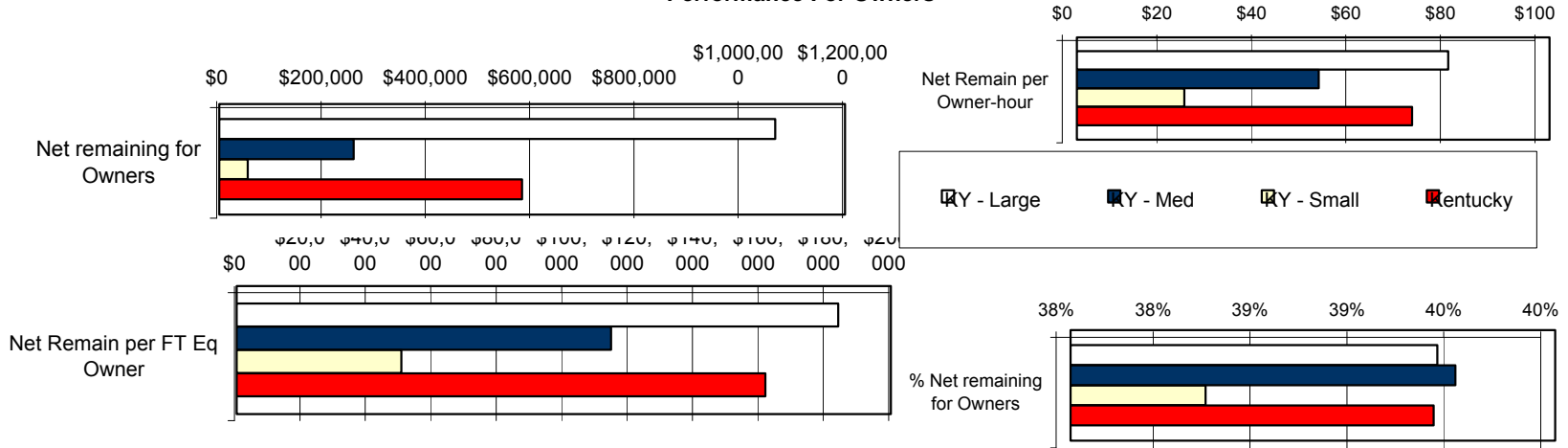
Above, the various income statistics have been divided by the total number of full-time equivalent accountants, providing an alternate perspective on productivity.

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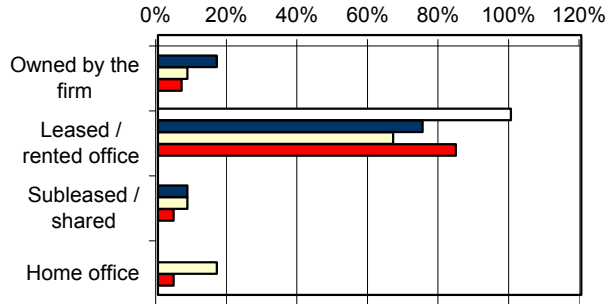


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Performance For Owners

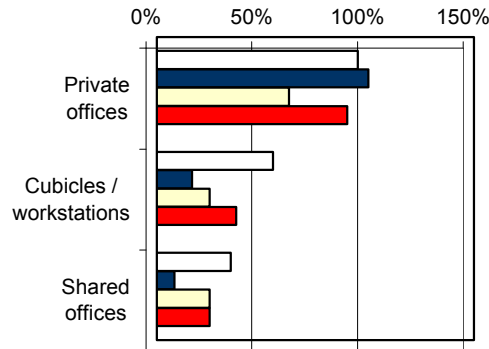


Office Types

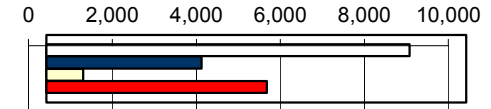


Premises

Offices Provided



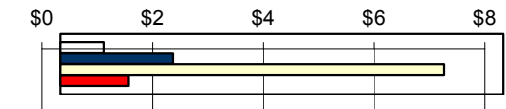
Square feet



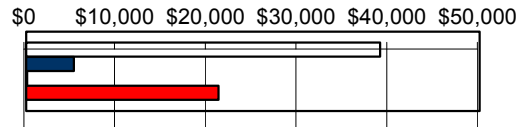
Rent Per Foot



Rent Per CPA

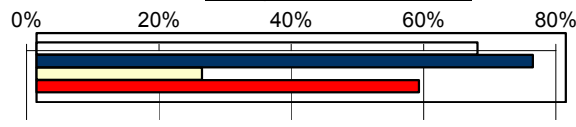


Bad Debt Written Off

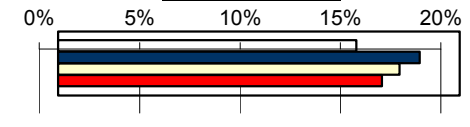


Accounts Receivable

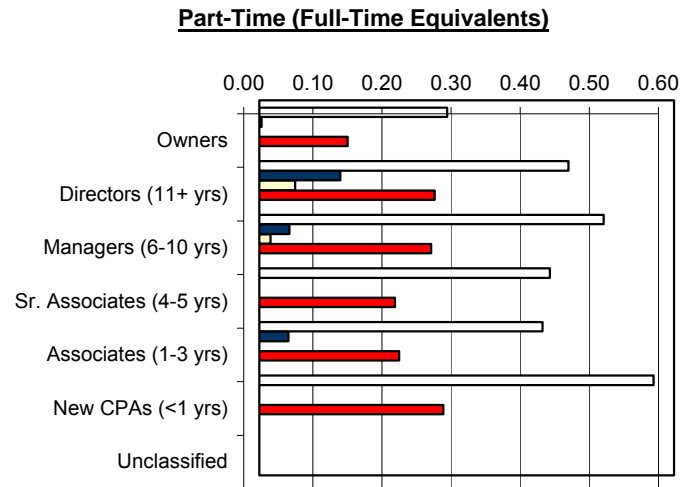
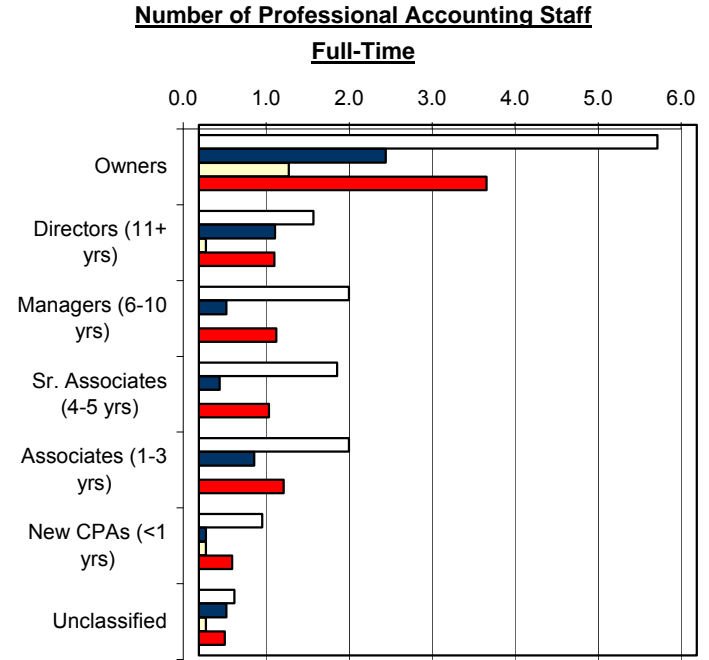
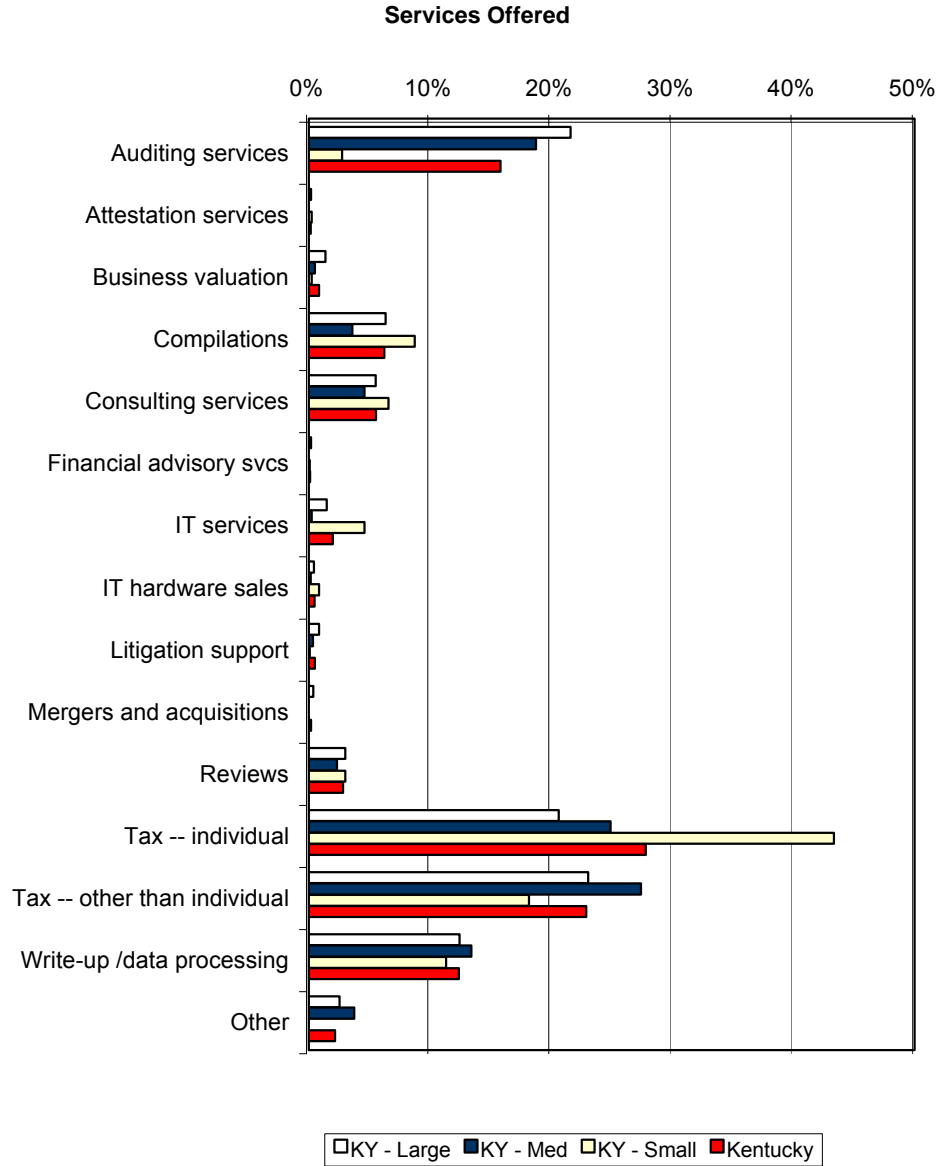
Charge Interest on A/R?



Interest Amount



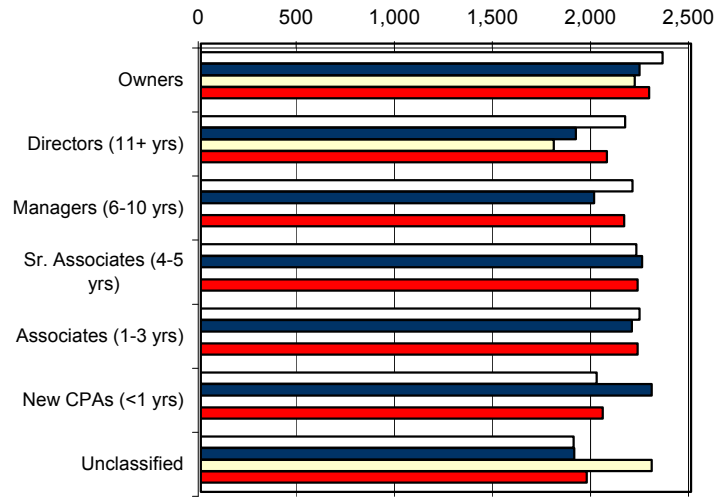
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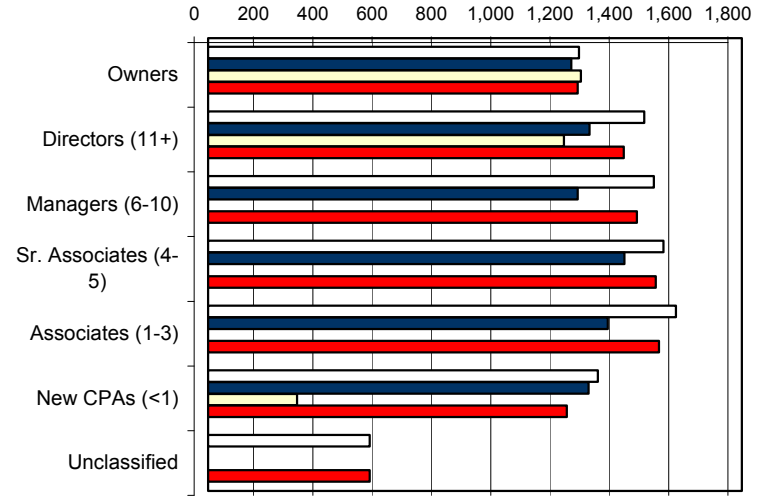
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Professional Accounting Staff -- Compensated and Chargeable Hours, and Chargeability Ratio

Compensated Hours per Full-Time Professional Accountant

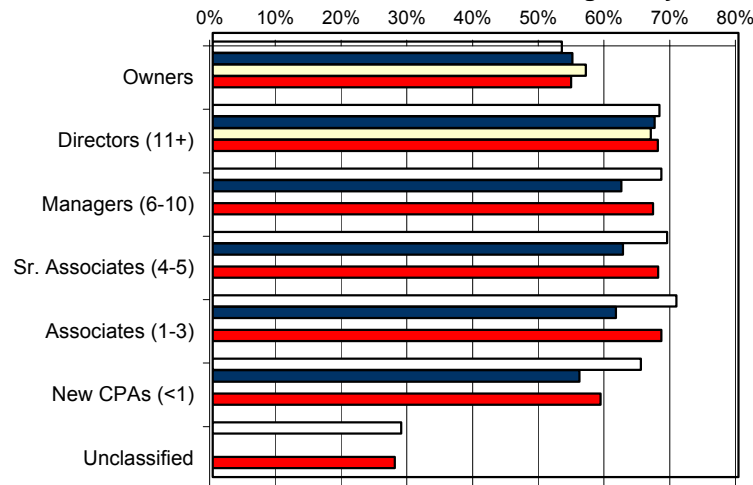


Chargeable Hours per Full-Time Professional Accountant



KY - Large
 KY - Med
 KY - Small
 Kentucky

Full-Time Professional Accountants -- Chargeability Ratio

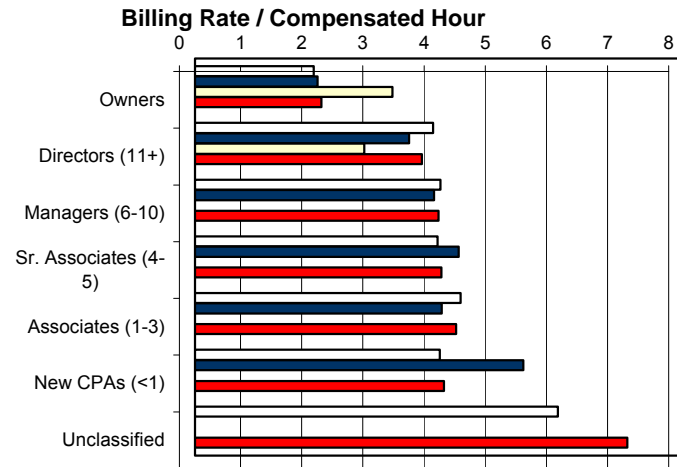
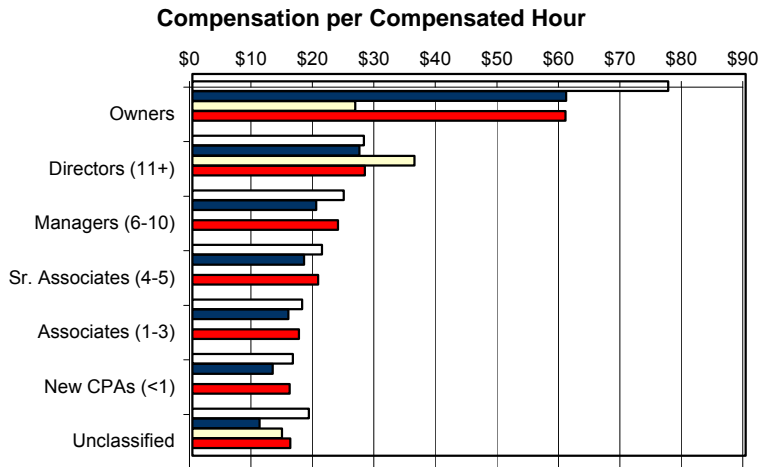
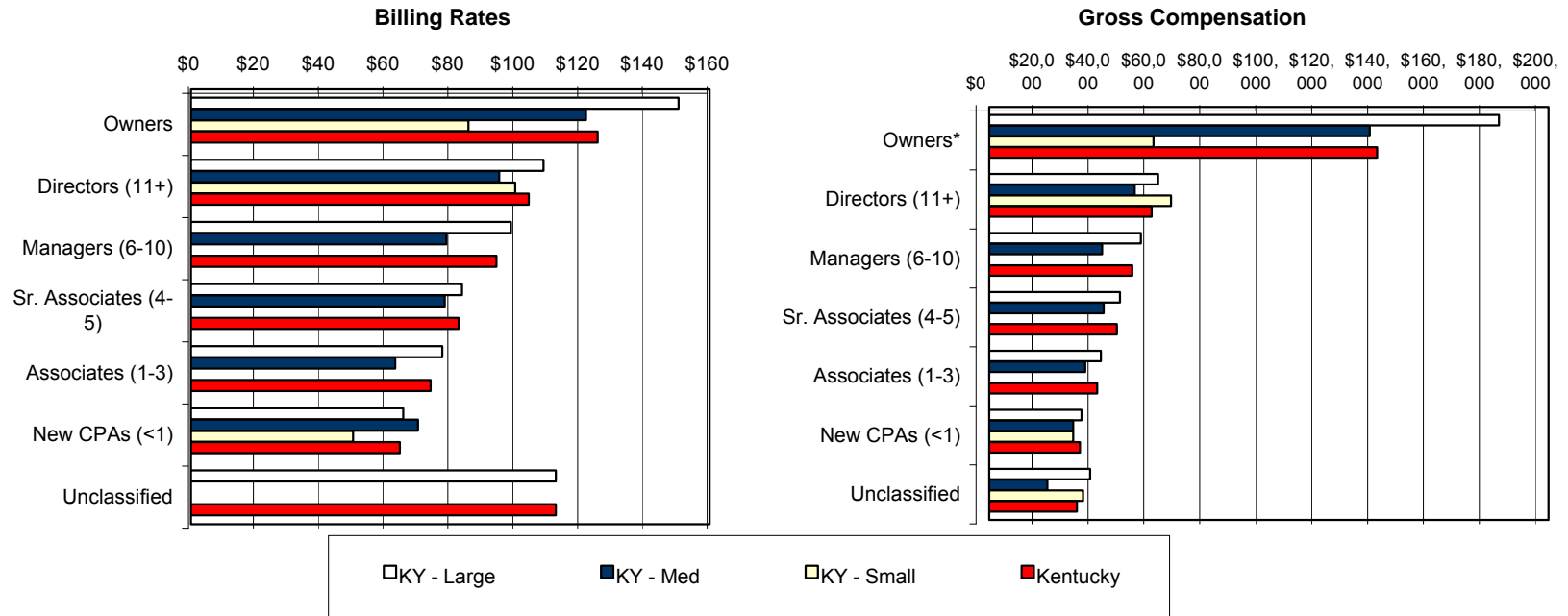


Please note that the statistics highlighted on this page are based on information entered for full-time professional accountants.

Part-time compensated and chargeable hours are omitted from these graphs in the interest of brevity. Complete detail about these statistics is available in the tables on the following pages.

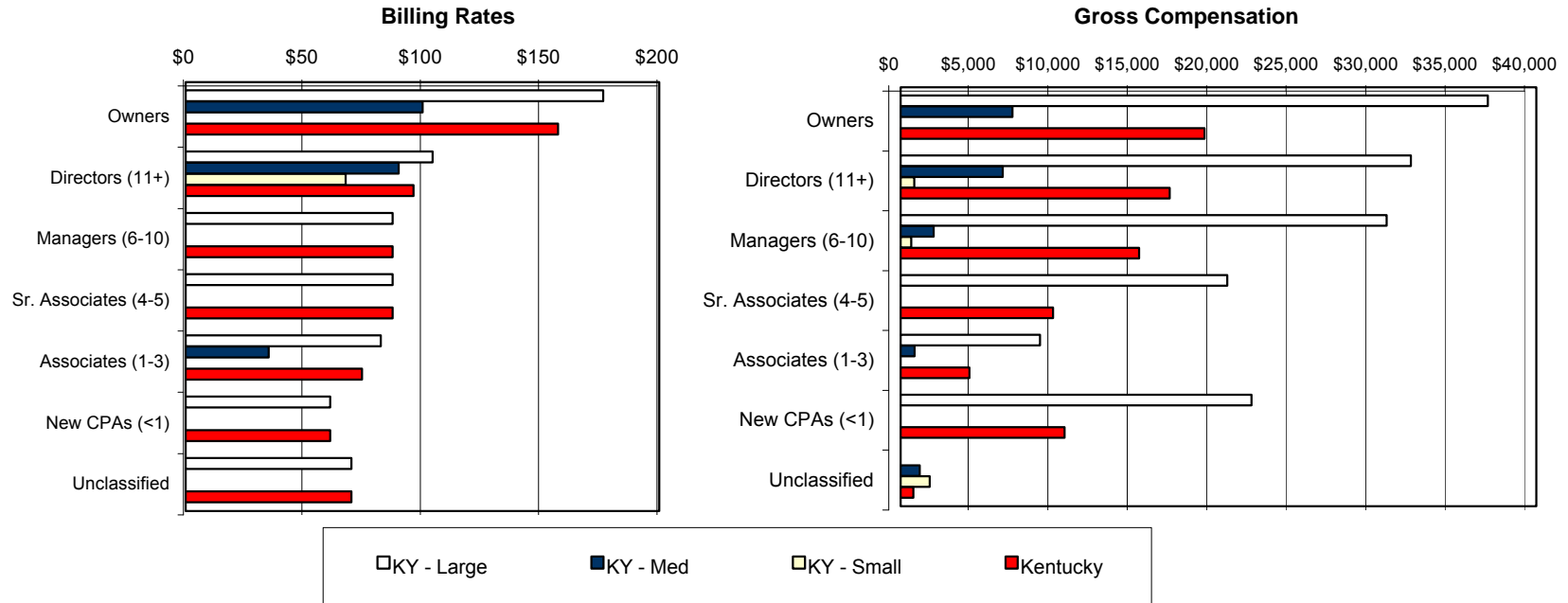
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Statistics for Full-Time Professional Accounting Staff



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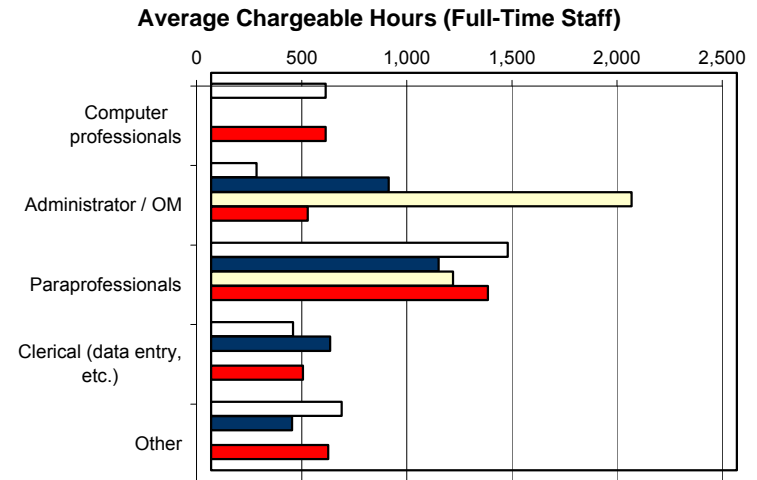
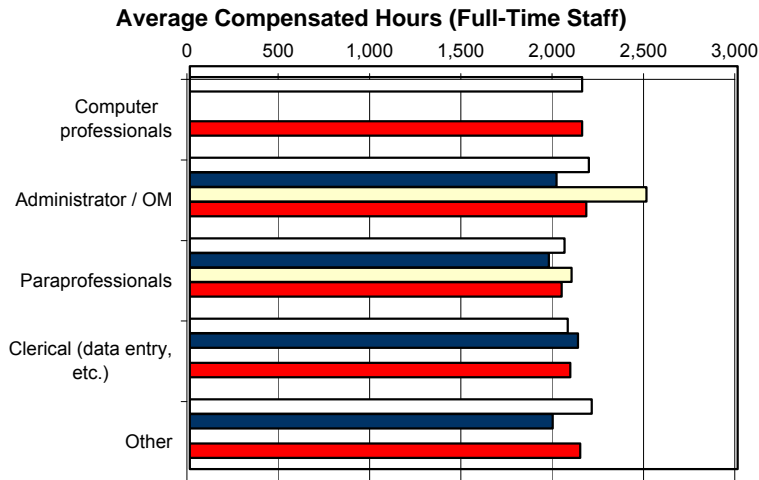
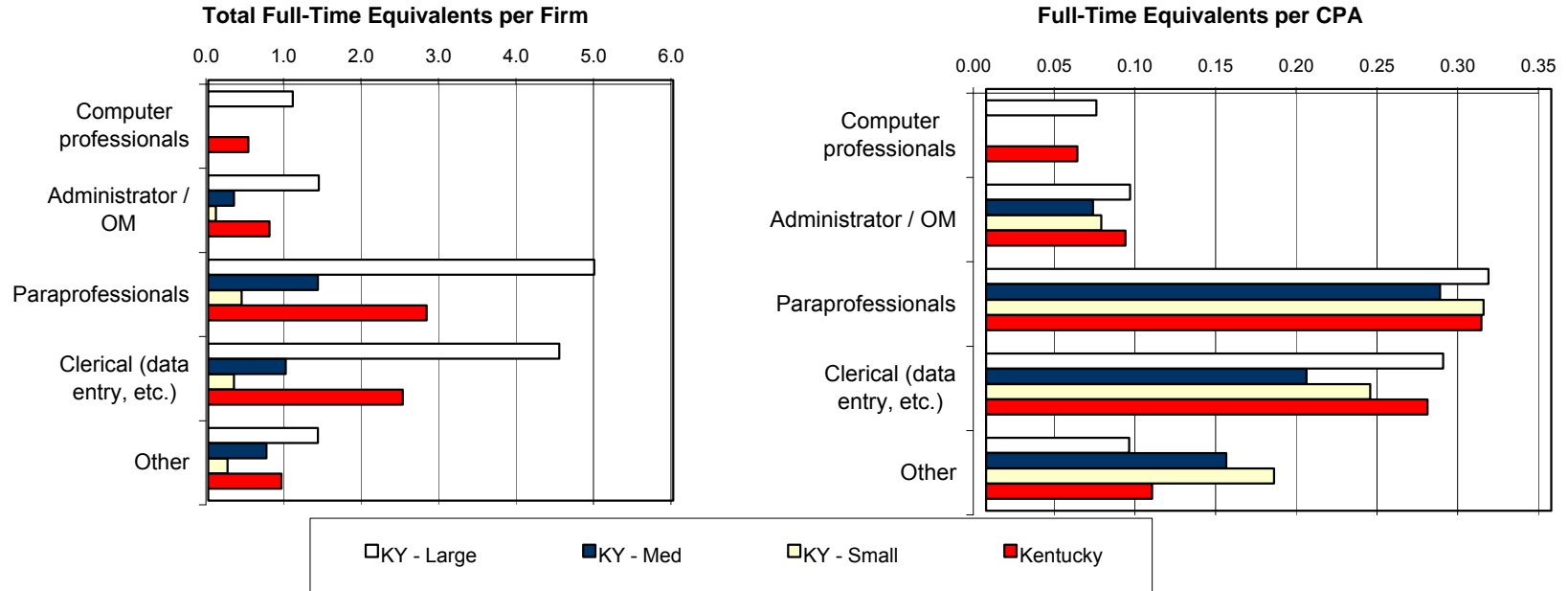
Statistics for Part-Time Professional Accounting Staff (continued)



2003 National PCPS / TSCPA Management of an Accounting Practice Survey

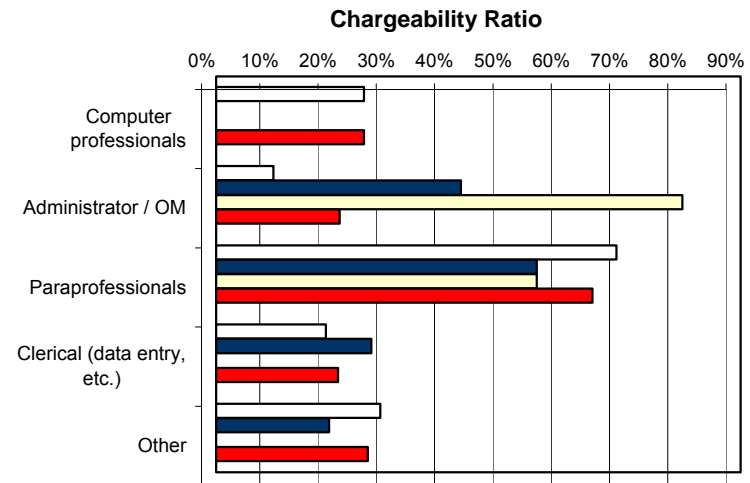
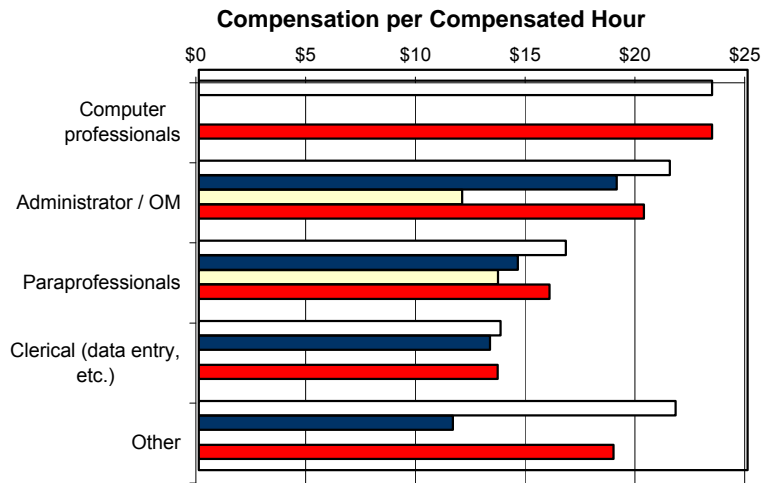
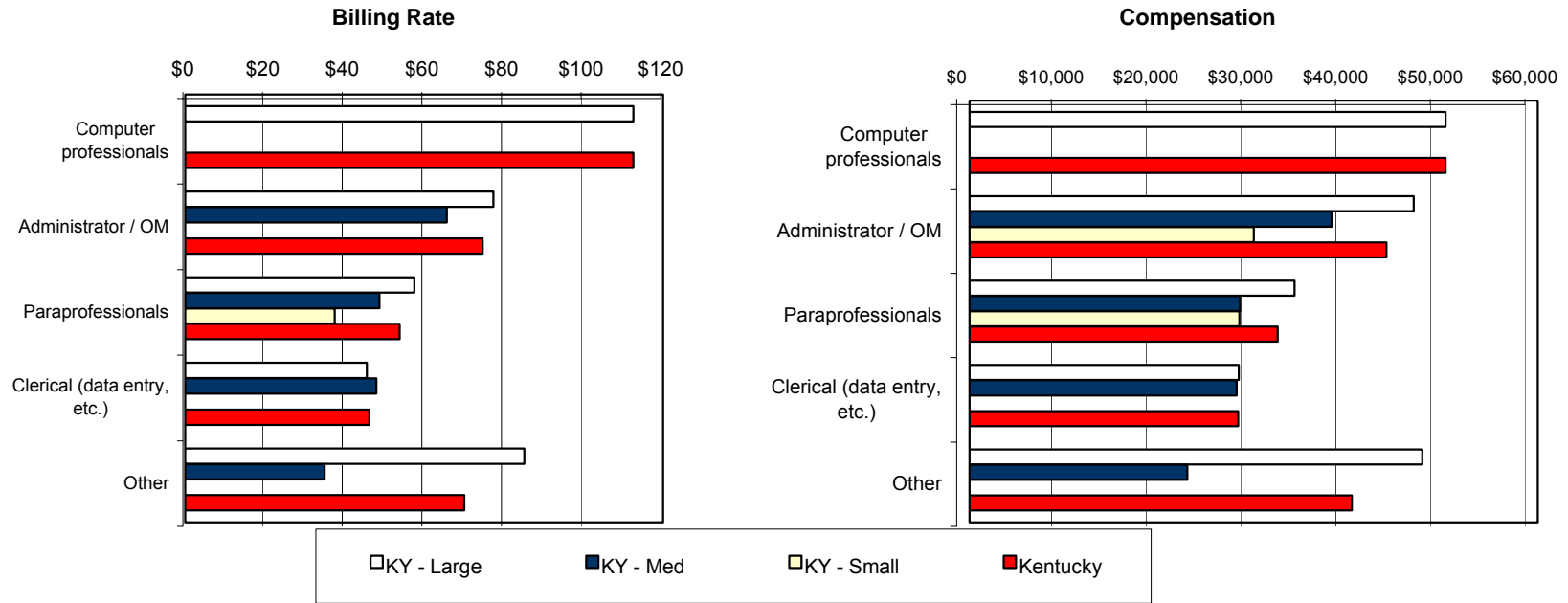
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Statistics for Non-Accounting Staff



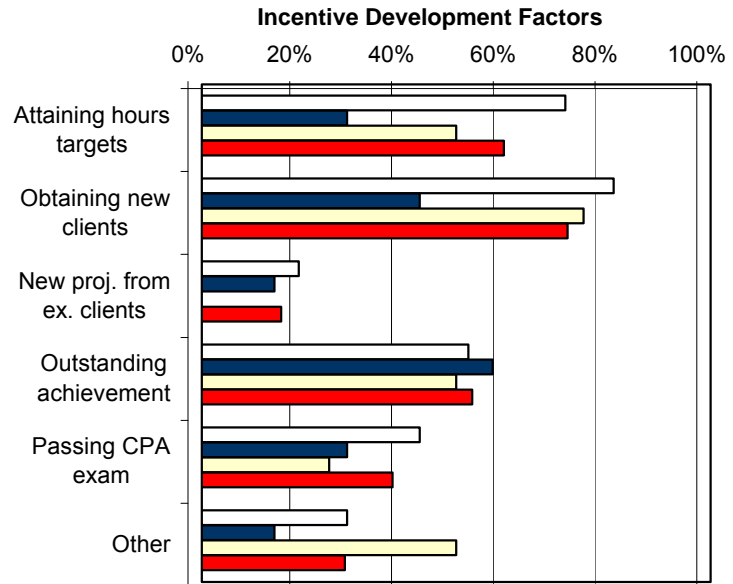
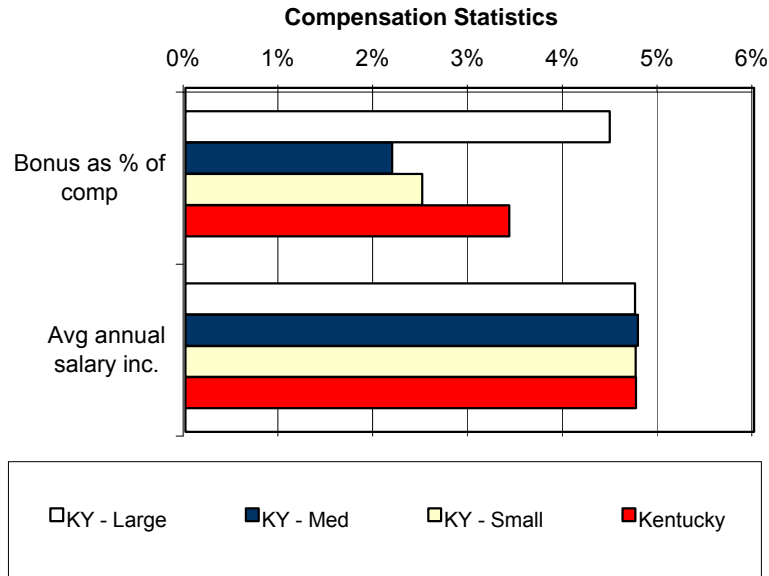
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Statistics for Non-Accounting Staff (continued)



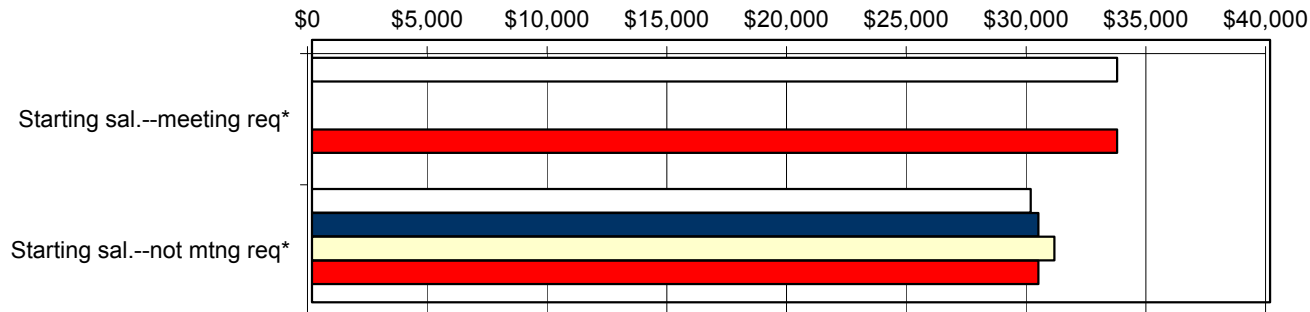
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Compensation Background and Statistics



About 80% of respondents reported a calendar year basis for their salary figures.

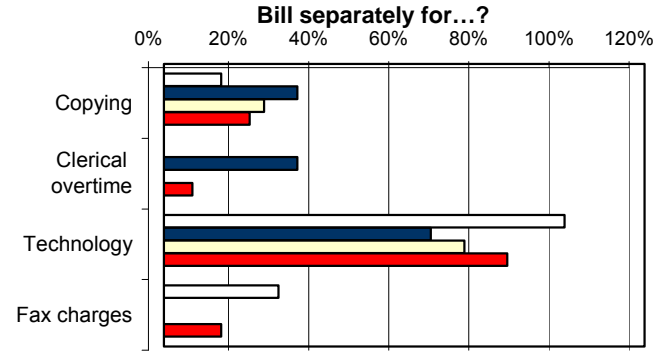
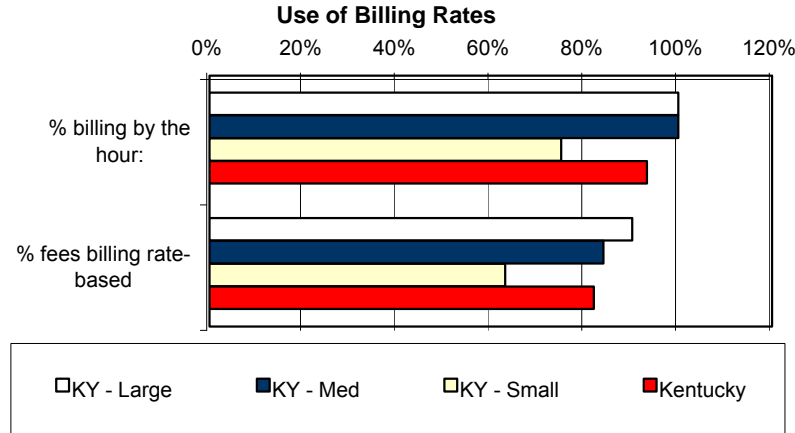
Starting Salaries for New CPAs



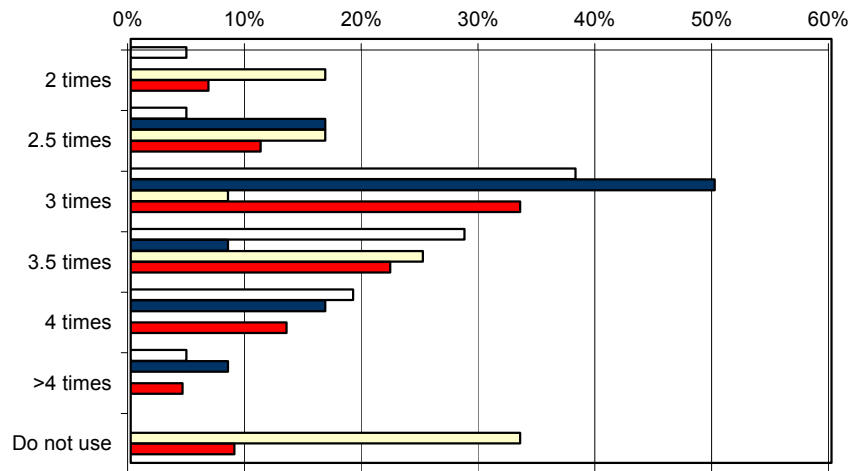
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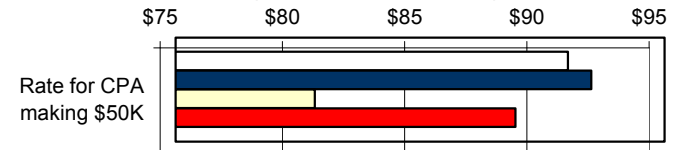
Billing Practices



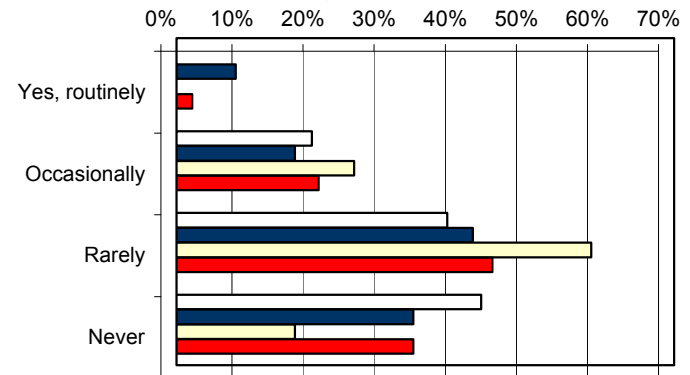
Approximate Ratio of Billing Rate to Comp



Billing Rate for CPA Making \$50K

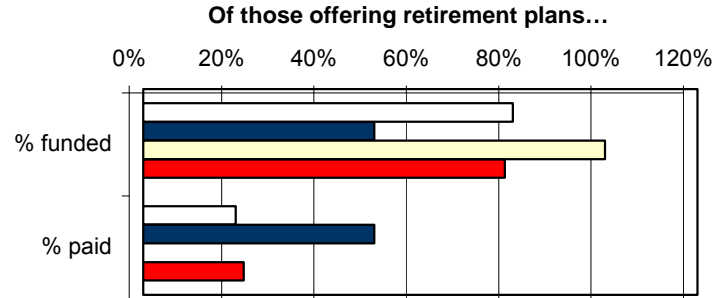
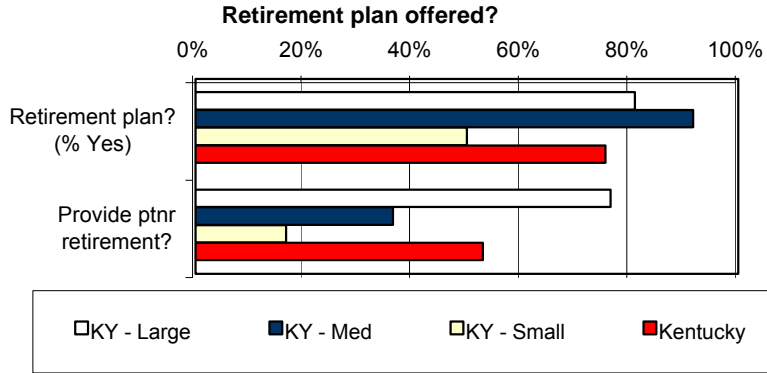


Adjust Billing Rates Seasonally?

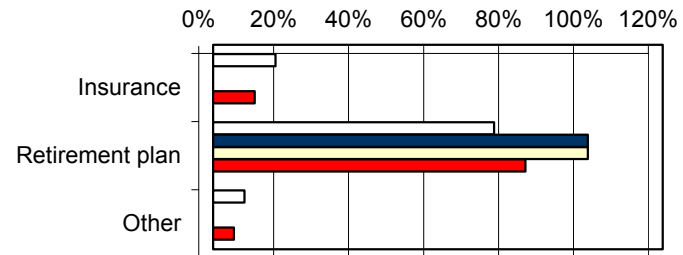


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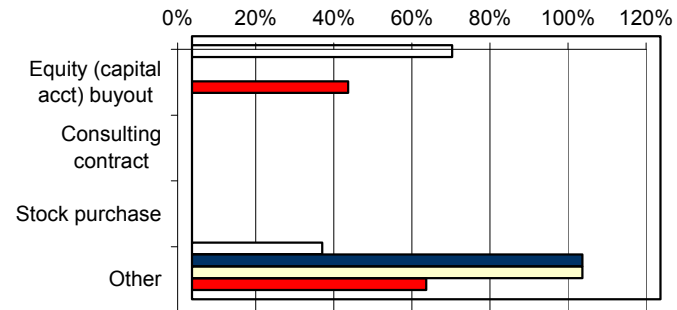
Retirement Plans



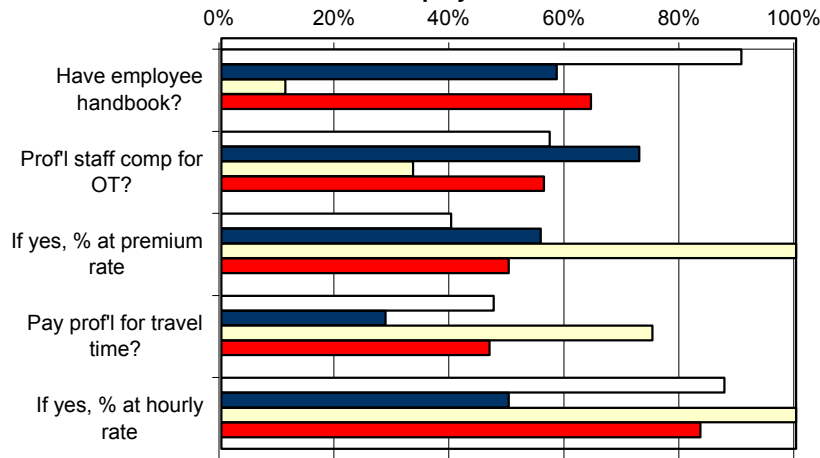
Funding type (% of those funded)



Paid type (% of those paid)

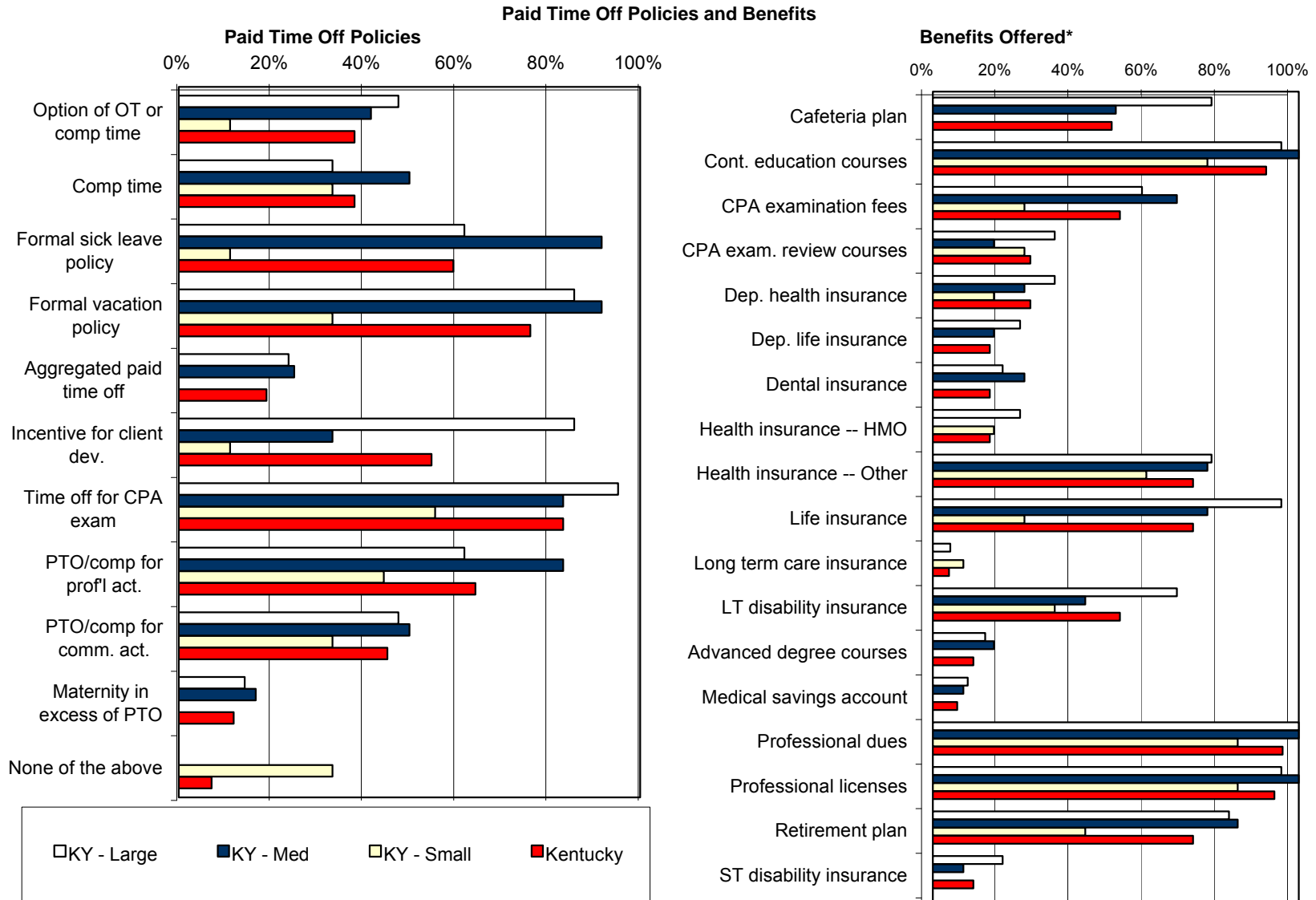


Miscellaneous Employee Policies



2003 National PCPS / TSCPA Management of an Accounting Practice Survey

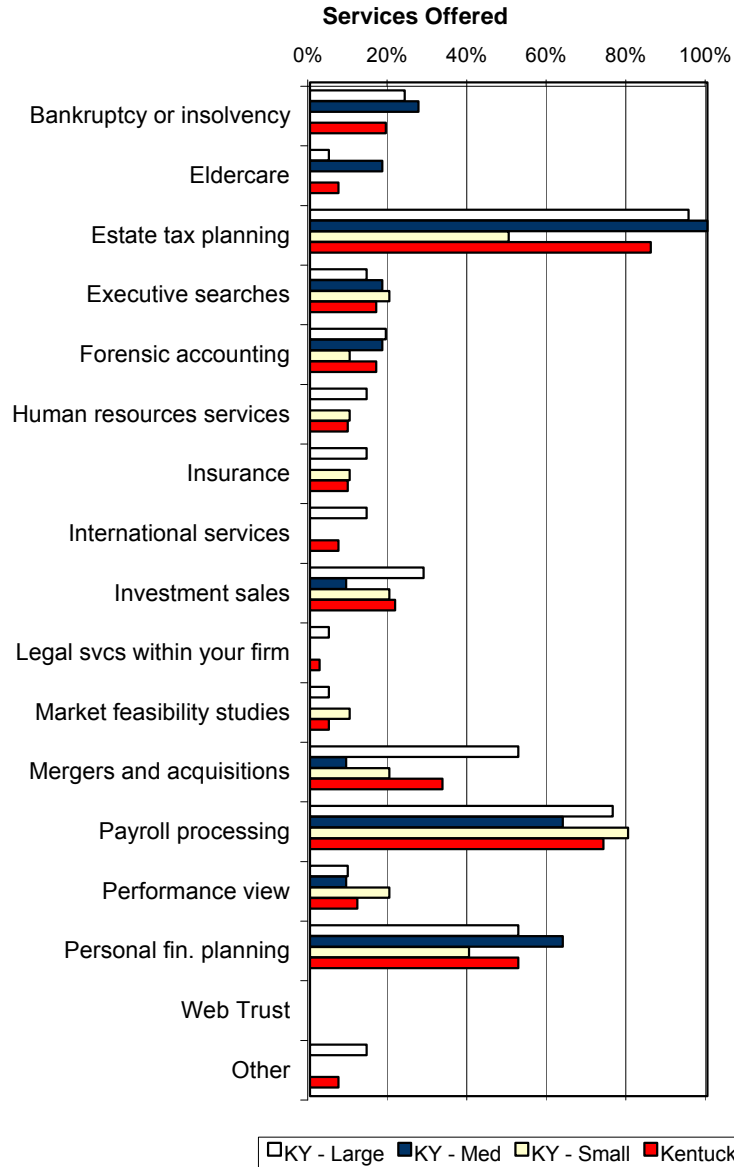
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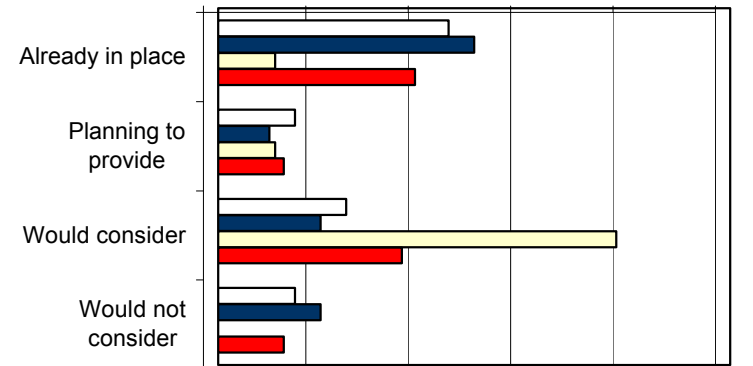
* In the "Benefits Offered" graph and tables, sole practitioners who marked pay for the specified benefits through their firm are included as offering the benefit (i.e., health insurance).

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Respondent Results Report Prepared for: Kentucky Society of CPAs

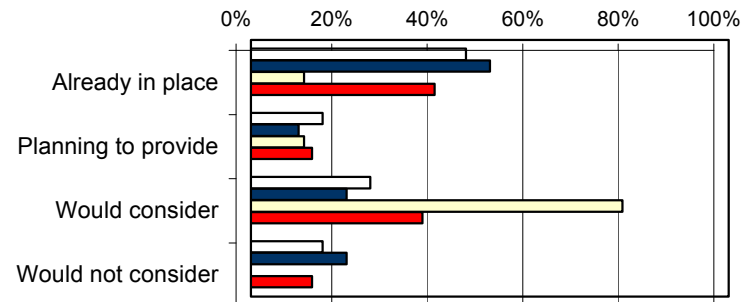
Services Offered and Strategic Initiatives



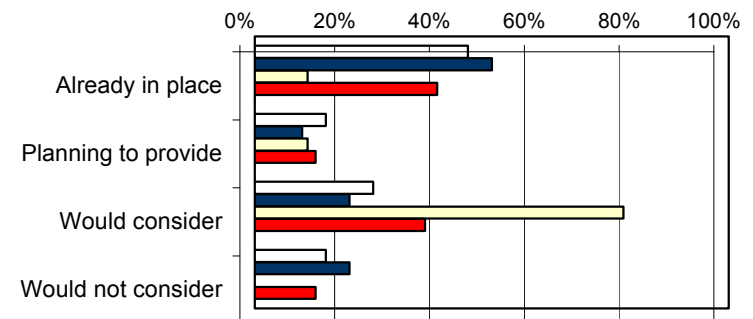
Strategic Initiatives
Hiring non-CPA professionals



Making non-CPAs owners



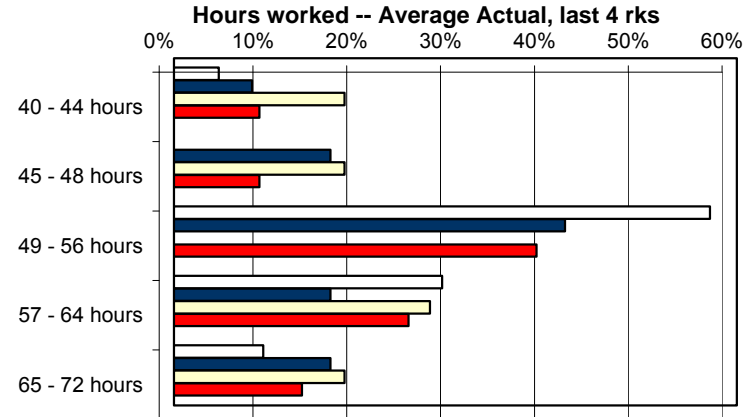
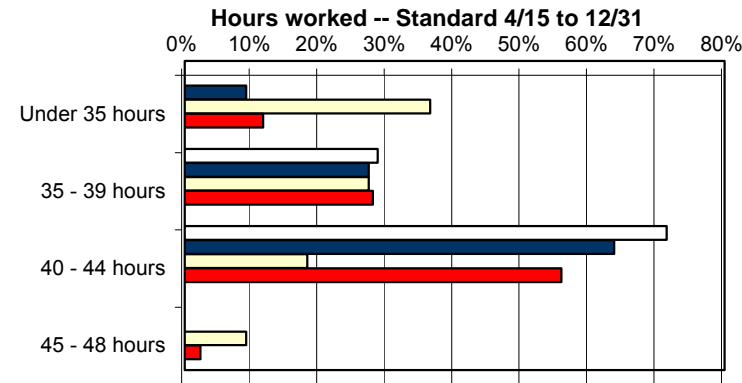
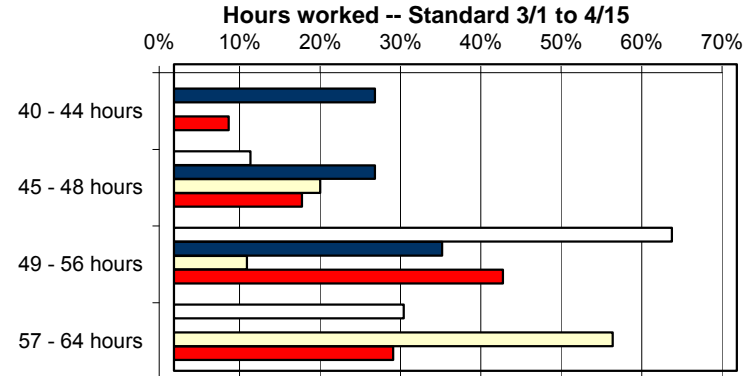
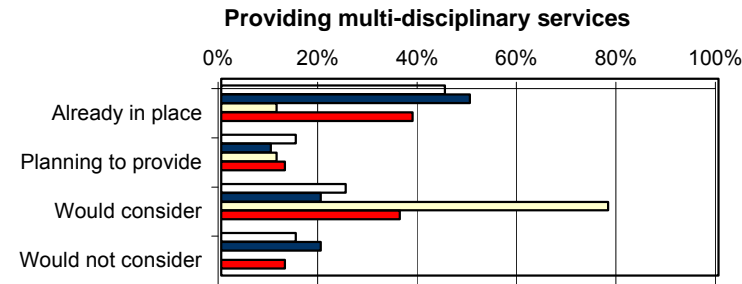
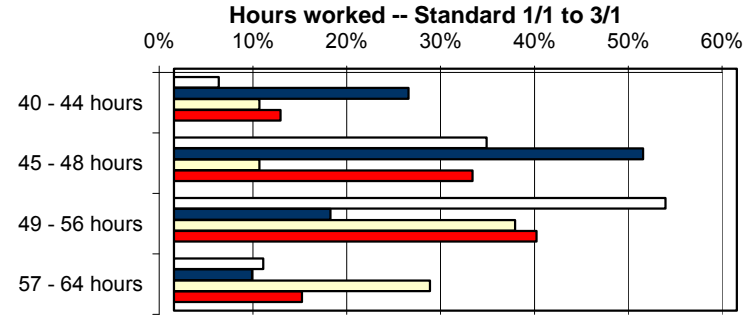
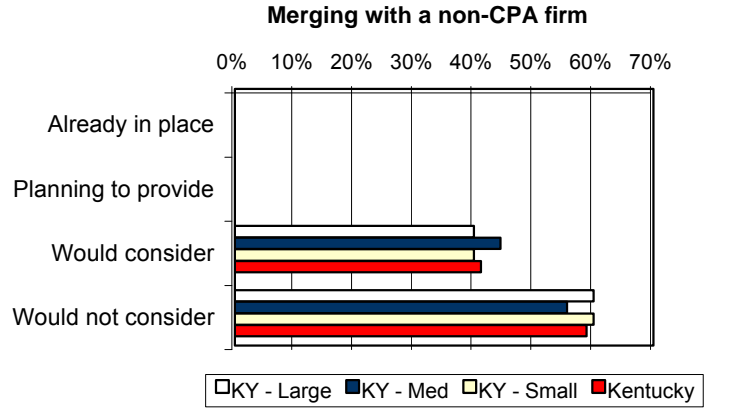
Hiring interns



2003 National PCPS / TSCPA Management of an Accounting Practice Survey

Respondent Results Report Prepared for: Kentucky Society of CPAs

Strategic Initiatives and Hours Worked

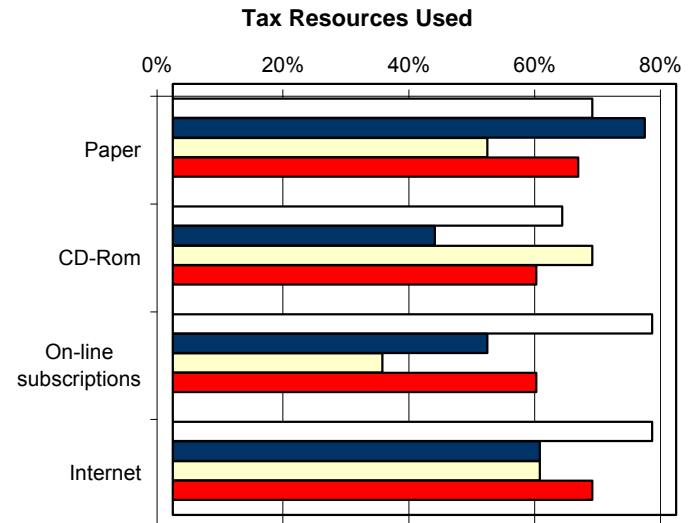
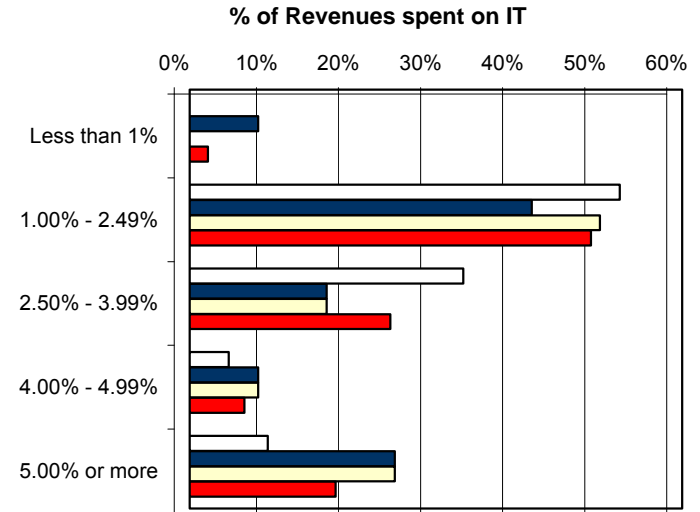
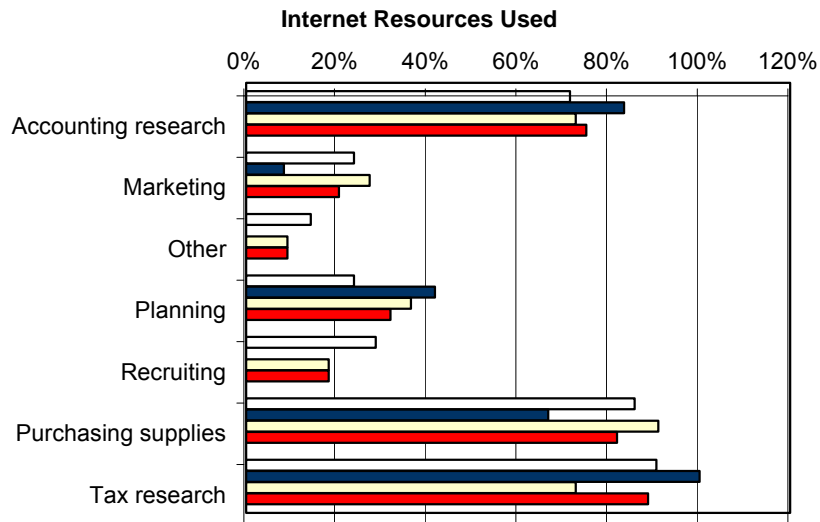
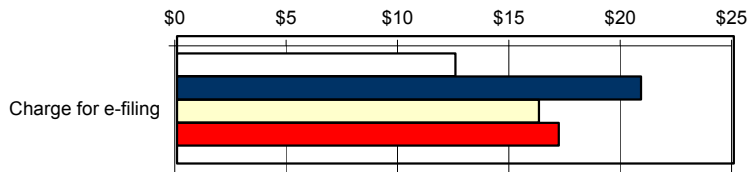
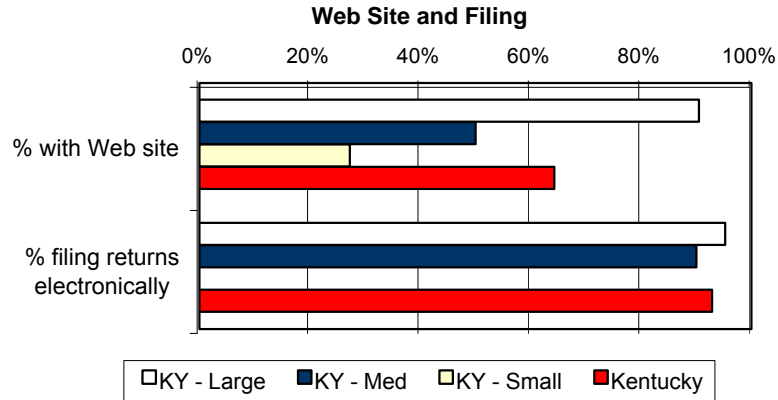


* Excludes the lowest volume hour buckets.

2003 National PCPS / TSCPA Management of an Accounting Practice Survey

Respondent Results Report Prepared for: Kentucky Society of CPAs

Technology Initiatives



2003 National PCPS / TSCPA Management of an Accounting Practice Survey
Respondent Results Report Prepared for: Kentucky Society of CPAs

APPENDIX II
CUSTOMIZED TABLES

	Kentucky				Firm Size (Minor) for Midwest Region					
	Small Firms	Medium Firms	Large Firms		Small	Medium	Large			
	12	12	21		<150K	150-299K	300-549K	550-999K		
All KY Firms	45				95	86	101	110	130	103
Total # of Respondents										

Region (as defined by U.S. Census)

Midwest	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Northeast	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
South	100.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
West	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

SubRegion (as defined by U.S. Census)

East North Central (M)	0.0%	0.0%	0.0%	0.0%	69.5%	67.4%	63.4%	64.5%	73.1%	70.9%
East South Central (S)	100.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Middle Atlantic (N)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New England (N)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
South Atlantic (S)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
West North Central (M)	0.0%	0.0%	0.0%	0.0%	30.5%	32.6%	36.6%	35.5%	26.9%	29.1%
West South Central (S)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Mountain (W)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Pacific (W)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other (O)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Average Household Income (see graphs or summary for definition)

Lower -- Bottom -- <\$35K	31.1%	33.3%	41.7%	23.8%	6.3%	9.3%	6.9%	5.5%	8.5%	8.7%
Lower -- Top -- \$35-\$39K	53.3%	50.0%	41.7%	61.9%	26.3%	32.6%	22.8%	28.2%	21.5%	33.0%
Middle -- Bottom -- \$40-\$44K	15.6%	16.7%	16.7%	14.3%	17.9%	15.1%	35.6%	30.9%	30.0%	30.1%
Middle -- Top -- \$45-49K	0.0%	0.0%	0.0%	0.0%	13.7%	10.5%	7.9%	10.9%	13.8%	8.7%
Upper -- Bottom -- \$50-59K	0.0%	0.0%	0.0%	0.0%	23.2%	18.6%	9.9%	15.5%	13.8%	9.7%
Upper -- Top -- \$60K+	0.0%	0.0%	0.0%	0.0%	12.6%	14.0%	16.8%	9.1%	12.3%	9.7%

Firm Size

Small -- <150K	15.6%	58.3%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Small -- 150K-299K	11.1%	41.7%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Medium -- 300K-549K	2.2%	0.0%	8.3%	0.0%	0.0%	0.0%	82.2%	0.0%	0.0%	0.0%
Medium -- 550K-999K	24.4%	0.0%	91.7%	0.0%	0.0%	0.0%	17.8%	100.0%	0.0%	0.0%
Large -- 1M-1.99M	28.9%	0.0%	0.0%	61.9%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Large -- 2.0M+	17.8%	0.0%	0.0%	38.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%

	All KY Firms		Kentucky				Firm Size (Minor) for Midwest Region				
	45	12	Small Firms	Medium Firms	Large Firms	Small		Medium		Large	
						<150K	150-299K	300-549K	550-999K	1-1.99M	2.0M+
Total # of Respondents	45	12	21	95	86	101	110	130	103		

Firm Type	6.7%	25.0%	0.0%	57.9%	9.3%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Sole prac., no employees	6.7%	25.0%	0.0%	57.9%	9.3%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Single-office firm	82.2%	75.0%	100.0%	41.1%	88.4%	94.1%	90.0%	80.8%	60.2%	31.1%	0.0%
Unified multi-office firm*	8.9%	0.0%	0.0%	1.1%	2.3%	4.0%	8.2%	15.4%	31.1%	4.9%	0.0%
Office of small reg. firm	2.2%	0.0%	0.0%	0.0%	0.0%	1.0%	1.8%	3.8%	4.9%	0.0%	0.0%
Office of reg./nat. firm	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.9%	0.0%	0.0%
Office of a 'Big 4' firm	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
% with Satellite Offices	13.3%	16.7%	0.0%	5.3%	7.0%	6.9%	9.1%	14.6%	35.0%		
No +/- 20% chg. client fees	86.4%	58.3%	91.7%	68.1%	84.9%	83.2%	88.1%	94.6%	95.1%		
Incr. -- Merger	2.3%	8.3%	0.0%	2.1%	1.2%	0.0%	1.8%	0.0%	2.9%		
Incr. -- General growth	6.8%	16.7%	8.3%	23.4%	11.6%	11.9%	11.0%	4.6%	1.9%		
Incr. -- Other	2.3%	8.3%	0.0%	5.3%	0.0%	0.0%	0.0%	0.8%	0.0%		
Decr. -- Sale/downsize	0.0%	0.0%	0.0%	0.0%	1.2%	2.0%	0.0%	0.0%	0.0%		
Decr. -- Client/staff loss	2.3%	8.3%	0.0%	0.0%	1.2%	2.0%	0.0%	0.0%	0.0%		
Decr. -- Other	0.0%	0.0%	0.0%	1.1%	0.0%	1.0%	0.0%	0.0%	0.0%		

Firm Tenure:	4.4%	16.7%	0.0%	6.3%	2.4%	0.0%	0.0%	0.8%	0.0%
Less than one year	4.4%	16.7%	0.0%	6.3%	2.4%	0.0%	0.0%	0.8%	0.0%
1 to 5 years	11.1%	33.3%	8.3%	43.2%	5.9%	7.9%	11.0%	1.5%	1.0%
6 to 10 years	6.7%	25.0%	0.0%	14.7%	23.5%	16.8%	11.9%	6.2%	0.0%
11 to 20 years	28.9%	25.0%	41.7%	20.0%	45.9%	42.6%	36.7%	26.2%	11.7%
21 or more years	48.9%	0.0%	50.0%	15.8%	22.4%	32.7%	40.4%	65.4%	87.4%

Most Recent FY End Date	4.4%	8.3%	8.3%	0.0%	0.0%	5.9%	4.5%	9.2%	19.4%
1/02-11/02	4.4%	0.0%	0.0%	0.0%	0.0%	5.9%	4.5%	9.2%	19.4%
12/02	80.0%	83.3%	83.3%	96.8%	96.5%	87.1%	93.6%	79.2%	64.1%
1/03-5/03	4.4%	0.0%	8.3%	2.1%	3.5%	5.9%	0.9%	6.2%	8.7%
6/03	8.9%	8.3%	8.3%	1.1%	0.0%	1.0%	0.9%	5.4%	6.8%
7/03-9/03	2.2%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%

Member in...	46.7%	83.3%	0.0%	26.3%	30.2%	50.5%	51.8%	52.3%	55.3%
PCPS	46.7%	16.7%	66.7%	26.3%	30.2%	50.5%	51.8%	52.3%	55.3%
AICPA	91.1%	83.3%	83.3%	77.9%	82.6%	92.1%	87.3%	94.6%	95.1%
AICPA Major Firms Group	4.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%	2.9%
Large Firm Network Group	4.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%
Medium Firm Network Group	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	2.3%	5.8%
Small Firm Network Group	0.0%	0.0%	0.0%	1.1%	4.7%	4.0%	6.4%	7.7%	4.9%
None of the above	4.4%	16.7%	0.0%	21.1%	17.4%	7.9%	8.2%	1.5%	1.9%

	Kentucky			Firm Size (Minor) for Midwest Region						
	All KY Firms	Small Firms	Medium Firms	Small			Medium			Large
				<150K	150-299K	300-549K	550-999K	1-1.99M	2.0M+	
Total # of Respondents	45	12	12	21	86	101	110	130	103	

Financial Information

A/R, WIP, and Prior Year

Accounts receivable	\$214,573	\$19,640	\$87,501	\$398,577	\$12,569	\$35,636	\$73,881	\$120,597	\$249,994	\$980,932
Work in progress	\$140,757	\$4,188	\$57,332	\$223,476	\$2,894	\$9,643	\$27,110	\$45,495	\$120,131	\$406,587
Prior yr net client fees	\$1,380,803	\$116,726	\$608,990	\$2,447,222	\$67,546	\$206,179	\$410,618	\$710,349	\$1,367,043	\$5,090,983

Income:

Gross fees earned	\$1,590,872	\$145,637	\$730,875	\$2,908,148	\$88,165	\$226,984	\$448,088	\$811,809	\$1,549,128	\$5,879,833
Net Write-ups / (downs)	-\$132,735	-\$3,047	-\$82,963	-\$235,283	-\$2,009	-\$1,852	-\$23,870	-\$49,195	-\$108,193	-\$596,114
Net client fees earned	\$1,458,137	\$142,590	\$647,912	\$2,672,865	\$86,156	\$225,132	\$424,218	\$762,614	\$1,440,934	\$5,283,720
Interest income	\$5,044	\$128	\$2,386	\$9,373	\$51	\$332	\$1,175	\$2,242	\$2,661	\$15,816
Other - rents & royalties	\$11,923	\$140	\$2,893	\$23,816	\$148	\$349	\$2,571	\$2,678	\$6,107	\$39,181
Total income	\$1,475,105	\$142,858	\$653,191	\$2,706,054	\$86,355	\$225,812	\$427,964	\$767,534	\$1,449,702	\$5,338,718

Expenses (excluding Owners)

Professional salaries	\$306,416	\$20,329	\$120,857	\$575,929	\$2,085	\$19,960	\$71,002	\$168,741	\$325,864	\$1,571,453
Paraprofessional salaries	\$54,887	\$8,281	\$29,656	\$95,937	\$5,689	\$21,310	\$28,442	\$45,564	\$65,580	\$157,388
Other salaries	\$95,432	\$2,963	\$33,830	\$183,473	\$4,079	\$10,744	\$26,096	\$30,451	\$74,881	\$254,952
Ret. plan costs	\$15,884	\$1,265	\$7,698	\$28,915	\$577	\$1,572	\$3,835	\$8,048	\$15,445	\$57,816
Other emp. bfts	\$32,032	\$1,866	\$17,745	\$57,435	\$1,203	\$2,840	\$8,253	\$17,243	\$34,179	\$169,374
Dues, library, CPE	\$36,142	\$3,554	\$16,885	\$65,767	\$2,965	\$4,673	\$8,962	\$15,680	\$30,014	\$95,045
Insurance (excl. health)	\$14,840	\$2,198	\$7,758	\$26,112	\$1,152	\$2,306	\$4,593	\$8,484	\$14,970	\$43,807
Office rent / occupancy	\$86,510	\$8,868	\$34,190	\$160,775	\$5,678	\$15,157	\$28,867	\$47,851	\$79,270	\$299,888
Interest	\$7,503	\$1,057	\$3,647	\$13,389	\$887	\$2,009	\$3,783	\$6,389	\$8,800	\$32,837
Computer / IT	\$29,622	\$4,994	\$20,241	\$49,055	\$3,197	\$5,987	\$11,392	\$18,245	\$34,938	\$95,070
Promotion and marketing	\$22,714	\$1,194	\$7,850	\$43,504	\$1,564	\$2,864	\$6,029	\$9,255	\$18,184	\$108,458
Payroll taxes	\$40,918	\$3,420	\$19,703	\$74,469	\$1,497	\$6,476	\$14,227	\$26,021	\$47,503	\$154,752
Telephone / Internet	\$12,314	\$2,692	\$8,723	\$19,865	\$2,217	\$3,915	\$5,983	\$8,597	\$13,504	\$37,639
Depreciation	\$29,157	\$3,107	\$12,948	\$53,306	\$2,760	\$5,687	\$8,996	\$16,645	\$24,376	\$84,568
Other expenses	\$109,950	\$22,503	\$53,547	\$192,151	\$11,438	\$27,866	\$39,053	\$67,791	\$117,846	\$445,014
Total expenses	\$894,322	\$88,291	\$395,276	\$1,640,081	\$46,988	\$133,366	\$269,515	\$495,003	\$905,353	\$3,608,062

Net remaining for Owners	\$580,783	\$54,567	\$257,915	\$1,065,974	\$39,368	\$92,447	\$158,448	\$272,531	\$544,348	\$1,730,656
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Net Remain per FT Eq Owner	\$161,583	\$50,369	\$114,466	\$183,929	\$36,310	\$77,872	\$101,431	\$131,938	\$164,004	\$244,401
Net Remain per Owner-hour	\$71	\$23	\$51	\$79	\$19	\$35	\$43	\$57	\$68	\$101

	Kentucky				Firm Size (Minor) for Midwest Region					
	All KY Firms	Small Firms	Medium Firms	Large Firms	Small	Medium	Large			
	45	12	12	21	<150K	150-299K	300-549K	550-999K		
Total # of Respondents					95	86	101	110	130	103

Financial Information as a Percent of Net Client Fees

A/R, WIP, and Prior Year

Accounts receivable	14.5%	13.7%	13.4%	14.7%	14.6%	15.8%	17.3%	15.7%	17.2%	18.4%
Work in progress	9.5%	2.9%	8.8%	8.3%	3.4%	4.3%	6.3%	5.9%	8.3%	7.6%
Prior yr net client fees	93.6%	81.7%	93.2%	90.4%	78.2%	91.3%	95.9%	92.5%	94.3%	95.4%

Income:

Gross fees earned	107.8%	101.9%	111.9%	107.5%	102.1%	100.5%	104.7%	105.8%	106.9%	110.1%
Net write-ups / (downs)	-9.0%	-2.1%	-12.7%	-8.7%	-2.3%	-0.8%	-5.6%	-6.4%	-7.5%	-11.2%
Net client fees earned	98.8%	99.8%	99.2%	98.8%	99.8%	99.7%	99.1%	99.4%	99.4%	99.0%
Interest income	0.3%	0.1%	0.4%	0.3%	0.1%	0.1%	0.3%	0.3%	0.2%	0.3%
Other - rents & royalties	0.8%	0.1%	0.4%	0.9%	0.2%	0.2%	0.6%	0.3%	0.4%	0.7%
Total income	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Expenses:

Professional salaries	20.8%	14.2%	18.5%	21.3%	2.4%	8.8%	16.6%	22.0%	22.5%	29.4%
Paraprofessional salaries	3.7%	5.8%	4.5%	3.5%	6.6%	9.4%	6.6%	5.9%	4.5%	2.9%
Other salaries	6.5%	2.1%	5.2%	6.8%	4.7%	4.8%	6.1%	4.0%	5.2%	4.8%
Ret. plan costs	1.1%	0.9%	1.2%	1.1%	0.7%	0.7%	0.9%	1.0%	1.1%	1.1%
Other emp. bfts	2.2%	1.3%	2.7%	2.1%	1.4%	1.3%	1.9%	2.2%	2.4%	3.2%
Dues, library, CPE	2.5%	2.5%	2.6%	2.4%	3.4%	2.1%	2.1%	2.0%	2.1%	1.8%
Insurance (excl. health)	1.0%	1.5%	1.2%	1.0%	1.3%	1.0%	1.1%	1.1%	1.0%	0.8%
Office rent / occupancy	5.9%	6.2%	5.2%	5.9%	6.6%	6.7%	6.7%	6.2%	5.5%	5.6%
Interest	0.5%	0.7%	0.6%	0.5%	1.0%	0.9%	0.9%	0.8%	0.6%	0.6%
Computer / IT	2.0%	3.5%	3.1%	1.8%	3.7%	2.7%	2.7%	2.4%	2.4%	1.8%
Promotion and marketing	1.5%	0.8%	1.2%	1.6%	1.8%	1.3%	1.4%	1.2%	1.3%	2.0%
Payroll taxes	2.8%	2.4%	3.0%	2.8%	1.7%	2.9%	3.3%	3.4%	3.3%	2.9%
Telephone / Internet	0.8%	1.9%	1.3%	0.7%	2.6%	1.7%	1.4%	1.1%	0.9%	0.7%
Depreciation	2.0%	2.2%	2.0%	2.0%	3.2%	2.5%	2.1%	2.2%	1.7%	1.6%
Other expenses	7.5%	15.8%	8.2%	7.1%	13.2%	12.3%	9.1%	8.8%	8.1%	8.3%
Total expenses	60.6%	61.8%	60.5%	60.6%	54.4%	59.1%	63.0%	64.5%	62.5%	67.6%

% Net remaining for Owners	39.4%	38.2%	39.5%	39.4%	45.6%	40.9%	37.0%	35.5%	37.5%	32.4%
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Income Per CPA -- Selected Statistics

Gross fees earned	\$173,228	\$103,920	\$145,026	\$181,774	\$73,794	\$128,793	\$145,966	\$162,344	\$174,503	\$206,029
Net write-ups / (downs)	-\$14,453	-\$2,174	-\$16,462	-\$14,706	-\$1,682	-\$1,051	-\$7,776	-\$9,838	-\$12,188	-\$20,888
Net client fees earned	\$158,775	\$101,745	\$128,564	\$167,068	\$72,113	\$127,742	\$138,191	\$152,506	\$162,315	\$185,141

	Kentucky				Firm Size (Minor) for Midwest Region					
	All KY Firms		Kentucky		Small		Medium		Large	
	Small Firms	Medium Firms	Large Firms		<150K	150-299K	300-549K	550-999K	1-1.99M	2.0M+
Total # of Respondents	45	12	21		95	86	101	110	130	103

Primary Office

Owned by the firm	6.7%	8.3%	16.7%	0.0%	4.2%	19.8%	11.9%	8.2%	12.3%	12.6%
Leased / rented office	84.4%	66.7%	75.0%	100.0%	55.8%	67.4%	87.1%	90.0%	86.2%	86.4%
Subleased / shared	4.4%	8.3%	8.3%	0.0%	7.4%	3.5%	0.0%	0.9%	0.8%	0.0%
Home office	4.4%	16.7%	0.0%	0.0%	32.6%	8.1%	0.0%	0.0%	0.0%	1.0%
Other	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%	1.0%	0.9%	0.8%	0.0%

Primary office area (sq. ft)	5,255	879	3,694	8,648	646	1,277	2,114	3,176	5,171	11,971
Square feet per CPA	572	627	733	541	541	725	689	635	583	419
Annual rent per square foot	\$11.32	\$9.71	\$10.26	\$12.62	\$15.35	\$12.93	\$13.64	\$13.84	\$13.65	\$15.80
Annual rent per CPA	\$1.23	\$6.93	\$2.04	\$0.79	\$12.85	\$7.33	\$4.44	\$2.77	\$1.54	\$0.55

Office types provided to staff (may not total 100%)

'Hotel' offices	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%	2.9%
Private offices	90.0%	62.5%	100.0%	95.0%	32.4%	73.1%	83.0%	88.1%	91.5%	90.3%
Cubicles / workstations	37.5%	25.0%	16.7%	55.0%	40.5%	32.1%	34.0%	45.0%	65.9%	88.3%
Shared offices	25.0%	25.0%	8.3%	35.0%	24.3%	20.5%	11.0%	15.6%	20.2%	22.3%
Other	0.0%	0.0%	0.0%	0.0%	5.4%	3.8%	2.0%	0.9%	0.0%	0.0%

FY '02 bad debt written off	\$21,197	\$114	\$5,249	\$39,036	\$487	\$2,363	\$5,588	\$8,430	\$17,985	\$81,369
Charge int. on A/R? (% Yes)	57.8%	25.0%	75.0%	66.7%	31.6%	39.5%	46.5%	56.4%	53.8%	65.0%
-- Interest amount	16.1%	17.0%	18.0%	14.9%	17.3%	16.3%	16.6%	15.4%	15.7%	14.8%

Delinquent fee methods used (may not total 100%):

Collection agencies	32.4%	0.0%	30.0%	50.0%	20.8%	27.3%	28.9%	30.5%	37.8%	43.6%
Factoring	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	0.0%	2.1%	1.8%	2.1%
Suit for Fees	26.5%	12.5%	30.0%	31.3%	13.0%	16.7%	25.3%	26.3%	27.0%	34.0%
Other	64.7%	87.5%	50.0%	62.5%	71.4%	63.6%	56.6%	55.8%	54.1%	48.9%

Accounts Receivable Aging:

Current	47.1%	60.3%	42.8%	42.0%	64.7%	52.1%	51.6%	42.8%	40.5%	41.8%
Over 30 Days	15.7%	7.9%	19.3%	18.1%	9.0%	14.8%	15.3%	15.5%	14.5%	16.0%
Over 60 Days	10.4%	10.5%	7.5%	12.1%	7.6%	9.7%	10.0%	8.8%	9.5%	10.5%
Over 90 Days	26.7%	21.3%	30.4%	27.8%	18.7%	23.4%	23.1%	33.2%	35.5%	31.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.3%	100.0%	100.0%

	All KY Firms		Kentucky				Firm Size (Minor) for Midwest Region					
	45	12	Small Firms	Medium Firms	Large Firms	Small		Medium		Large		
						<150K	150-299K	300-549K	550-999K	1-1.99M	2.0M+	
Total # of Respondents	45	12		12	21	95	86	101	110	130	103	
Proportion of Services:												
Auditing services	15.8%	2.8%	2.8%	18.8%	21.6%	3.6%	5.4%	7.4%	8.9%	13.1%	20.1%	
Attestation services	0.2%	0.3%	0.3%	0.0%	0.2%	0.1%	0.3%	0.8%	0.9%	0.4%	0.7%	
Business valuation	0.8%	0.3%	0.3%	0.5%	1.4%	1.3%	0.6%	1.6%	1.5%	1.5%	1.1%	
Compilations	6.2%	8.8%	8.8%	3.6%	6.3%	11.1%	15.5%	13.6%	14.6%	11.4%	8.8%	
Consulting services	5.6%	6.6%	6.6%	4.6%	5.5%	15.0%	7.2%	7.8%	8.1%	8.3%	9.5%	
Financial advisory svcs	0.1%	0.1%	0.1%	0.0%	0.2%	0.8%	0.6%	1.7%	1.4%	1.2%	2.4%	
IT services	2.0%	4.6%	4.6%	0.3%	1.5%	1.7%	1.0%	0.4%	0.7%	1.2%	2.0%	
IT hardware sales	0.5%	0.8%	0.8%	0.2%	0.4%	0.2%	0.3%	0.0%	0.0%	0.1%	0.1%	
Litigation support	0.5%	0.1%	0.1%	0.3%	0.9%	0.4%	0.3%	0.7%	0.5%	0.7%	0.7%	
Mergers and acquisitions	0.2%	0.0%	0.0%	0.0%	0.4%	0.0%	0.3%	0.4%	0.3%	0.3%	0.7%	
Reviews	2.8%	3.0%	3.0%	2.3%	3.0%	2.4%	2.7%	3.5%	3.5%	5.6%	4.9%	
Tax -- individual	27.8%	43.3%	43.3%	24.9%	20.6%	29.8%	29.2%	25.1%	20.9%	20.6%	15.9%	
Tax -- other than individual	22.9%	18.2%	18.2%	27.4%	23.0%	18.3%	18.5%	19.9%	20.6%	21.3%	20.7%	
Write-up /data processing	12.4%	11.3%	11.3%	13.4%	12.4%	12.2%	16.0%	14.4%	15.6%	11.6%	8.9%	
Other	2.2%	0.0%	0.0%	3.8%	2.5%	3.2%	2.2%	2.6%	2.4%	2.8%	3.5%	
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	99.9%	100.0%	100.0%	

	Kentucky				Firm Size (Minor) for Midwest Region					
	All KY Firms		Large Firms		Small		Medium		Large	
	45	12	21	86	101	110	130	2.0M+	103	

Total # of Respondents

Professional Accounting Staff -- Non-Owner staff has assigned by either years as an accountant OR by title

	Number of Full-Time Professional Accounting Staff (average number of full time accountants by class reported for firms)									
Owners	3.467	1.083	2.250	5.524	1.084	1.186	1.505	2.045	3.285	7.010
Directors (11+ yrs)	0.911	0.083	0.917	1.381	0.021	0.070	0.297	0.618	1.362	3.118
Managers (6-10 yrs)	0.933	0.000	0.333	1.810	0.000	0.081	0.139	0.500	0.869	4.784
Sr. Associates (4-5 yrs)	0.844	0.000	0.250	1.667	0.021	0.035	0.178	0.373	0.662	4.980
Associates (1-3 yrs)	1.022	0.000	0.667	1.810	0.011	0.081	0.188	0.436	0.908	5.167
New CPAs (<1 yrs)	0.400	0.083	0.083	0.762	0.000	0.023	0.050	0.118	0.200	1.097
Unclassified	0.311	0.083	0.333	0.429	0.053	0.221	0.535	0.636	1.008	0.456
Total CPAs	7.889	1.333	4.833	13.381	1.189	1.698	2.891	4.727	8.292	26.612

Number of Part-Time Full-Time Equivalents (total number of compensated hours for part-time accountants by class divided by 2,080 for each firm)

Owners	0.128	0.000	0.003	0.272	0.000	0.001	0.057	0.020	0.035	0.072
Directors (11+ yrs)	0.254	0.052	0.117	0.447	0.000	0.023	0.073	0.118	0.244	0.369
Managers (6-10 yrs)	0.248	0.016	0.044	0.498	0.005	0.022	0.004	0.065	0.098	0.411
Sr. Associates (4-5 yrs)	0.196	0.000	0.000	0.420	0.000	0.002	0.011	0.022	0.093	0.427
Associates (1-3 yrs)	0.202	0.000	0.042	0.410	0.000	0.017	0.030	0.035	0.105	0.408
New CPAs (<1 yrs)	0.266	0.000	0.000	0.570	0.000	0.000	0.003	0.012	0.011	0.241
Unclassified	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Total CPAs	1.295	0.068	0.206	2.618	0.005	0.065	0.179	0.273	0.585	1.927

Total Full-Time Equivalents (Full-time professional accountants plus part time equivalents)

Owners	3.594	1.083	2.253	5.796	1.084	1.187	1.562	2.066	3.319	7.081
Directors (11+ yrs)	1.165	0.135	1.034	1.828	0.021	0.093	0.370	0.736	1.606	3.486
Managers (6-10 yrs)	1.182	0.016	0.377	2.308	0.005	0.103	0.143	0.565	0.967	5.196
Sr. Associates (4-5 yrs)	1.041	0.000	0.250	2.087	0.021	0.037	0.189	0.395	0.754	5.407
Associates (1-3 yrs)	1.225	0.000	0.709	2.219	0.011	0.098	0.219	0.472	1.013	5.574
New CPAs (<1 yrs)	0.666	0.083	0.083	1.332	0.000	0.023	0.053	0.130	0.211	1.338
Unclassified	0.311	0.083	0.333	0.429	0.053	0.221	0.535	0.636	1.008	0.456
Total CPAs	9.184	1.401	5.040	15.999	1.195	1.762	3.070	5.001	8.877	28.539

	Kentucky				Firm Size (Minor) for Midwest Region					
	All KY Firms		Large Firms		Small		Medium		Large	
	45	12	21	21	<150K	150-299K	300-549K	550-999K	1-1.99M	2.0M+
Total # of Respondents	45	12	21	21	95	86	101	110	130	103

Professional Accounting Staff -- Compensated and Chargeable Hours

Full-Time -- Average compensated hours by class (average number of compensated hours per full time accountant by class)

Owners	2,286	2,213	2,238	2,354	1,960	2,213	2,360	2,310	2,405	2,420
Directors (11+ yrs)	2,070	1,800	1,913	2,164	N/A	1,926	2,161	2,113	2,101	2,282
Managers (6-10 yrs)	2,158	N/A	2,005	2,202	N/A	1,999	2,094	2,202	2,182	2,301
Sr. Associates (4-5 yrs)	2,227	N/A	2,250	2,221	2,140	2,483	2,108	2,092	2,223	2,238
Associates (1-3 yrs)	2,227	N/A	2,197	2,237	2,200	2,078	2,135	2,191	2,173	2,220
New CPAs (<1 yrs)	2,050	N/A	2,300	2,019	N/A	2,220	1,615	2,267	2,144	2,016
Unclassified	1,968	2,300	1,904	1,901	2,338	1,855	2,046	2,028	2,002	2,020

Part-Time -- Compensated hours per firm (total number of compensated hours for part-time accountants by class)

Owners	266	0	7	565	0	2	119	42	72	149
Directors (11+ yrs)	528	108	244	930	0	47	151	246	508	767
Managers (6-10 yrs)	517	33	91	1,036	11	46	9	136	203	856
Sr. Associates (4-5 yrs)	408	0	0	874	0	3	22	47	192	888
Associates (1-3 yrs)	421	0	88	852	0	35	63	73	218	848
New CPAs (<1 yrs)	554	0	0	1,187	0	0	7	25	23	500
Unclassified	0	0	0	0	0	0	0	0	0	0

Full-Time -- Chargeable Hours (average number of chargeable hours per full time accountant by class)

Owners	1,246	1,257	1,224	1,251	1,189	1,419	1,432	1,291	1,302	1,268
Directors (11+)	1,402	1,200	1,286	1,470	81	799	1,285	1,351	1,341	1,362
Managers (6-10)	1,446	N/A	1,246	1,504	N/A	1,494	1,477	1,539	1,422	1,474
Sr. Associates (4-5)	1,509	N/A	1,404	1,536	1,800	1,858	1,671	1,452	1,513	1,523
Associates (1-3)	1,520	N/A	1,348	1,578	1,600	1,452	1,579	1,543	1,545	1,560
New CPAs (<1)	1,210	300	1,283	1,315	N/A	1,800	1,196	1,521	1,310	1,259
Unclassified	545	N/A	N/A	545	N/A	N/A	1,068	834	606	394

Part-Time -- Chargeable Hours (total number of chargeable hours for part-time accountants by class)

Owners	135	0	5	286	0	2	69	23	35	53
Directors (11+)	392	88	185	684	0	39	115	182	354	497
Managers (6-10)	360	30	71	714	7	39	6	99	141	592
Sr. Associates (4-5)	263	0	0	563	0	3	14	39	128	662
Associates (1-3)	274	0	50	559	0	26	51	52	147	614
New CPAs (<1)	361	0	0	774	0	5	5	21	17	334
Unclassified	23	0	0	50	0	32	6	4	6	53

Full-Time Professional Accounting Staff -- Chargeability Ratio (Chargeable Hours / Compensated Hours)

Owners	55%	57%	55%	53%	61%	64%	61%	56%	54%	52%
Directors (11+)	68%	67%	67%	68%	N/A	41%	59%	64%	64%	60%
Managers (6-10)	67%	N/A	62%	68%	N/A	75%	71%	70%	65%	64%
Sr. Associates (4-5)	68%	N/A	62%	69%	84%	75%	79%	69%	68%	68%
Associates (1-3)	68%	N/A	61%	71%	73%	70%	74%	70%	71%	70%
New CPAs (<1)	59%	N/A	56%	65%	N/A	81%	74%	67%	61%	62%
Unclassified	28%	N/A	N/A	29%	N/A	N/A	52%	41%	30%	19%

	Kentucky				Firm Size (Minor) for Midwest Region					
	All KY Firms		Medium Firms		Small		Medium		Large	
	45	12	12	21	<150K	150-299K	300-549K	550-999K	1-1.99M	2.0M+
Total # of Respondents					95	86	101	110	130	103

Professional Accounting Staff -- Billing Rates and Gross Compensation or Net Remaining

Full-Time Professional Accounting Staff -- Average Billing Rates

Owners	\$125.50	\$85.58	\$121.81	\$150.42	\$93.77	\$111.13	\$128.32	\$142.27	\$150.02	\$182.35
Directors (11+)	\$104.20	\$100.00	\$95.08	\$108.73	\$60.00	\$107.17	\$89.25	\$102.43	\$109.46	\$144.68
Managers (6-10)	\$94.26	N/A	\$78.75	\$98.70	N/A	\$79.00	\$80.83	\$91.96	\$97.79	\$118.01
Sr. Associates (4-5)	\$82.53	N/A	\$78.33	\$83.58	\$117.50	\$56.00	\$69.90	\$82.33	\$82.16	\$93.81
Associates (1-3)	\$73.93	N/A	\$63.00	\$77.57	\$85.00	\$55.71	\$68.76	\$72.29	\$72.37	\$77.91
New CPAs (<1)	\$64.40	\$50.00	\$70.00	\$65.50	N/A	\$77.50	\$70.63	\$67.33	\$67.96	\$71.03
Unclassified	\$112.56	N/A	N/A	\$112.56	N/A	N/A	\$65.00	\$76.17	\$75.73	\$98.30

Part-Time Professional Accounting Staff -- Average Billing Rates

Owners	\$157.25	\$100.00	\$176.33	\$200.00	\$102.50	\$161.20	\$157.42	\$166.91
Directors (11+)	\$96.29	\$67.50	\$104.27	N/A	\$94.69	\$94.35	\$106.08	\$147.44
Managers (6-10)	\$87.43	N/A	\$87.43	N/A	\$85.00	\$75.90	\$71.80	\$88.50
Sr. Associates (4-5)	\$87.43	N/A	\$87.43	N/A	\$85.00	\$75.90	\$71.80	\$88.50
Associates (1-3)	\$74.50	N/A	\$82.40	\$71.67	\$72.50	\$57.71	\$68.11	\$75.41
New CPAs (<1)	\$61.00	N/A	\$61.00	\$42.00	\$44.00	\$59.38	\$66.00	\$63.43
Unclassified	\$70.00	N/A	\$70.00	\$35.00	\$75.00	\$45.00	\$73.33	\$92.00

Full-Time Professional Accounting Staff -- Gross compensation (if Owner, net remaining) -- (average gross compensation per full-time employee)

Owners*	\$ 138,772	\$ 58,699	\$ 136,055	\$ 182,268	\$ 46,468	\$ 86,587	\$ 115,453	\$ 148,981	\$ 178,270	\$ 245,832
Directors (11+)	\$ 58,113	\$ 65,000	\$ 52,002	\$ 60,403	N/A	\$ 40,967	\$ 51,516	\$ 56,712	\$ 63,818	\$ 81,233
Managers (6-10)	\$ 51,127	N/A	\$ 40,405	\$ 54,191	N/A	\$ 53,895	\$ 46,126	\$ 53,983	\$ 55,359	\$ 65,398
Sr. Associates (4-5)	\$ 45,605	N/A	\$ 40,900	\$ 46,781	\$ 31,500	\$ 31,247	\$ 43,605	\$ 47,651	\$ 46,741	\$ 48,587
Associates (1-3)	\$ 38,565	N/A	\$ 34,326	\$ 39,978	\$ 48,000	\$ 35,604	\$ 38,391	\$ 38,452	\$ 39,270	\$ 41,416
New CPAs (<1)	\$ 32,435	\$ 30,000	\$ 30,000	\$ 33,044	N/A	\$ 38,500	\$ 29,151	\$ 39,781	\$ 37,784	\$ 33,735
Unclassified	\$ 31,330	\$ 33,500	\$ 20,785	\$ 36,060	\$ 27,750	\$ 32,895	\$ 34,518	\$ 39,456	\$ 41,814	\$ 41,506

Part-Time Professional Accounting Staff -- Salary or Net Remaining (if Owners)

Owners	\$ 19,115	N/A	\$ 7,035	\$ 36,940	N/A	\$ 598	\$ 8,172	\$ 8,002	\$ 6,920	\$ 27,712
Directors (11+)	\$ 16,922	\$ 864	\$ 6,417	\$ 32,100	N/A	\$ 1,132	\$ 4,245	\$ 6,959	\$ 15,829	\$ 32,861
Managers (6-10)	\$ 15,000	\$ 667	\$ 2,083	\$ 30,572	\$ 184	\$ 964	\$ 236	\$ 3,685	\$ 5,150	\$ 24,000
Sr. Associates (4-5)	\$ 9,587	N/A	N/A	\$ 20,544	N/A	\$ 87	\$ 527	\$ 1,032	\$ 3,730	\$ 20,457
Associates (1-3)	\$ 4,325	N/A	\$ 875	\$ 8,769	N/A	\$ 554	\$ 1,215	\$ 1,478	\$ 3,709	\$ 17,264
New CPAs (<1)	\$ 10,308	N/A	N/A	\$ 22,088	N/A	\$ 70	\$ 246	\$ 384	\$ 345	\$ 9,254
Unclassified	\$ 807	\$ 1,833	\$ 1,192	N/A	\$ 463	\$ 702	\$ 3,059	\$ 2,901	\$ 3,250	\$ 1,859

* This number does not exactly match the number calculated earlier on page 23. Some respondents firms entered net remaining amounts for individual owners that did not sum exactly to the amount remaining in the financial statement. In instances where this difference was large, the net remaining was replaced by the total average net remaining per Owner (i.e., total net remaining divided by the number of Owners). In instances where the difference was not large, entries by respondents were preserved to enable more detailed statistical analyses (which are improved when there is line-item detail for each Owner).

	Kentucky				Firm Size (Minor) for Midwest Region					
	All KY Firms		Medium Firms		Small		Medium		Large	
	45	12	12	21	<150K	150-299K	300-549K	550-999K	1-1.99M	2.0M+
Total # of Respondents					95	86	101	110	130	103

Professional Accounting Staff -- Selected Ratios

Full-Time -- Compensation by Compensated Hour

Owners	\$ 60.71	\$ 26.52	\$ 60.79	\$ 77.42	\$ 23.71	\$ 39.12	\$ 48.92	\$ 64.49	\$ 74.11	\$ 101.58
Directors (11+)	\$ 28.07	\$ 36.11	\$ 27.18	\$ 27.92	N/A	\$ 21.27	\$ 23.83	\$ 26.84	\$ 30.38	\$ 35.60
Managers (6-10)	\$ 23.69	N/A	\$ 20.15	\$ 24.61	N/A	\$ 26.96	\$ 22.03	\$ 24.52	\$ 25.37	\$ 28.42
Sr. Associates (4-5)	\$ 20.48	N/A	\$ 18.18	\$ 21.06	\$ 14.72	\$ 12.58	\$ 20.69	\$ 22.78	\$ 21.02	\$ 21.71
Associates (1-3)	\$ 17.32	N/A	\$ 15.62	\$ 17.87	\$ 21.82	\$ 17.13	\$ 17.98	\$ 17.55	\$ 18.07	\$ 18.66
New CPAs (<1)	\$ 15.82	N/A	\$ 13.04	\$ 16.37	N/A	\$ 17.34	\$ 18.06	\$ 17.55	\$ 17.62	\$ 16.73
Unclassified	\$ 15.92	\$ 14.57	\$ 10.91	\$ 18.97	\$ 11.87	\$ 17.73	\$ 16.87	\$ 19.46	\$ 20.88	\$ 20.55

Part-Time -- Compensation by Compensated Hour (not calculated if average compensated hours is less than 40, for statistical reasons)

Owners	\$ 71.98	N/A	N/A	\$ 65.35	N/A	\$ 68.72	\$ 190.97	\$ 96.41	\$ 186.30
Directors (11+)	\$ 32.04	\$ 7.98	\$ 26.33	\$ 34.50	N/A	\$ 23.86	\$ 28.03	\$ 28.31	\$ 31.18
Managers (6-10)	\$ 29.03	N/A	\$ 22.94	\$ 29.50	N/A	\$ 20.96	N/A	\$ 27.18	\$ 25.35
Sr. Associates (4-5)	\$ 23.50	N/A	N/A	\$ 23.50	N/A	N/A	N/A	\$ 22.06	\$ 19.39
Associates (1-3)	\$ 10.27	N/A	\$ 9.95	\$ 10.29	N/A	N/A	\$ 19.18	\$ 20.15	\$ 16.98
New CPAs (<1)	\$ 18.61	N/A	N/A	\$ 18.61	N/A	N/A	N/A	N/A	\$ 18.49
Unclassified	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Full-Time Professional Accounting Staff -- Billing Rate / Compensation per Hour

Owners	2.07	3.23	2.00	1.94	3.95	2.84	2.62	2.21	2.02	1.80
Directors (11+)	3.71	2.77	3.50	3.89	N/A	5.04	3.74	3.82	3.60	4.06
Managers (6-10)	3.98	N/A	3.91	4.01	N/A	2.93	3.67	3.75	3.85	4.15
Sr. Associates (4-5)	4.03	N/A	4.31	3.97	7.98	4.45	3.38	3.61	3.91	4.32
Associates (1-3)	4.27	N/A	4.03	4.34	3.90	3.25	3.82	4.12	4.00	4.18
New CPAs (<1)	4.07	N/A	5.37	4.00	N/A	4.47	3.91	3.84	3.86	4.24
Unclassified	7.07	N/A	N/A	5.93	N/A	N/A	3.85	3.91	3.63	4.78

Part-Time Professional Accounting Staff -- Billing Rate / Compensation per Hour

Owners	2.18	N/A	N/A	2.70	N/A	N/A	1.49	0.84	1.63	0.90
Directors (11+)	3.00	8.46	3.42	3.02	N/A	3.36	3.38	3.33	3.40	3.44
Managers (6-10)	3.01	N/A	#VALUE!	2.96	N/A	4.29	N/A	2.79	2.83	3.16
Sr. Associates (4-5)	3.72	N/A	N/A	3.72	N/A	N/A	N/A	3.44	3.70	3.84
Associates (1-3)	7.25	N/A	3.52	8.01	N/A	N/A	3.78	2.86	4.01	3.70
New CPAs (<1)	3.28	N/A	N/A	3.28	N/A	N/A	N/A	N/A	N/A	3.43
Unclassified	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

	Kentucky				Firm Size (Minor) for Midwest Region					
	All KY Firms	Small Firms		Medium Firms	Small		Medium		Large	
		45	12	12	<150K	150-299K	300-549K	550-999K	1-1.99M	2.0M+
Total # of Respondents					95	86	101	110	130	103
Non-Accounting Staff										

Full-Time Number of Non-Accounting Employees Per Firm

Computer professionals	0.45	0.00	0.00	0.00	0.00	0.00	0.03	0.08	0.21	1.14
Administrator / OM	0.55	0.10	0.25	0.58	0.15	0.62	0.68	1.16	0.69	1.16
Paraprofessionals	1.40	0.18	0.58	0.67	0.02	0.22	0.64	0.75	1.96	3.02
Clerical (data entry, etc.)	1.67	0.00	0.50	0.50	0.02	0.13	0.08	0.28	1.44	4.73
Other	0.50	0.00	0.28	2.00	0.21	1.05	1.90	2.80	0.32	2.44
Non-CPA Total	4.56	0.28	2.00	8.30	0.21	1.05	1.90	2.80	4.62	12.49

Part-Time -- Number Full Time Equivalents (Part-Time Compensated Hours / 2080)

Computer professionals	0.07	0.00	0.00	0.00	0.01	0.05	0.04	0.02	0.03	0.27
Administrator / OM	0.24	0.00	0.08	0.83	0.14	0.40	0.40	0.17	0.09	0.10
Paraprofessionals	1.42	0.25	0.83	0.33	0.14	0.45	0.35	0.55	0.72	1.38
Clerical (data entry, etc.)	0.84	0.33	0.25	0.67	0.26	0.12	0.16	0.20	0.80	1.41
Other	0.44	0.25	0.83	1.50	0.03	1.16	0.98	1.68	0.31	0.73
Non-CPA Total	3.02	0.83	1.50	5.14	0.45	1.16	0.98	1.68	1.95	3.89

Total Full-Time Equivalents

Computer professionals	0.52	0.00	0.00	0.00	0.01	0.05	0.07	0.10	0.24	1.41
Administrator / OM	0.79	0.10	0.33	1.43	0.02	0.23	0.50	0.71	0.78	1.26
Paraprofessionals	2.82	0.43	1.42	4.98	0.28	1.01	1.08	1.70	2.68	4.40
Clerical (data entry, etc.)	2.51	0.33	1.00	4.53	0.29	0.68	0.99	1.50	2.24	6.13
Other	0.94	0.25	0.75	1.42	0.05	0.24	0.24	0.48	0.63	3.17
Non-CPA Total	7.58	1.12	3.50	13.44	0.66	2.21	2.88	4.48	6.57	16.38

Full-Time Equivalents Non-CPAs per Full-Time Equivalent CPA

Computer professionals	0.057	0.000	0.000	0.068	0.009	0.026	0.024	0.020	0.027	0.050
Administrator / OM	0.086	0.071	0.066	0.089	0.019	0.128	0.163	0.142	0.088	0.044
Paraprofessionals	0.307	0.308	0.281	0.311	0.238	0.576	0.351	0.340	0.301	0.154
Clerical (data entry, etc.)	0.273	0.238	0.198	0.283	0.240	0.384	0.322	0.300	0.252	0.215
Other	0.103	0.178	0.149	0.089	0.045	0.138	0.079	0.095	0.071	0.111
Non-CPA Total	0.826	0.796	0.694	0.840	0.551	1.252	0.938	0.897	0.740	0.574

	Kentucky				Firm Size (Minor) for Midwest Region					
	All KY Firms	Small Firms	Medium Firms	Large Firms	Small	Medium	Large			
	45	12	12	21	<150K	150-299K	300-549K	550-999K		
Total # of Respondents					95	86	101	110	130	103

Non-Accounting Staff -- Compensated and Chargeable Hours

Average Compensated Hours for Full-Time Non-Accounting Staff

Computer professionals	2,149	N/A	N/A	2,149	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A
Administrator / OM	2,172	2,500	2,008	2,185	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A
Paraprofessionals	2,037	2,090	1,966	2,053	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A
Clerical (data entry, etc.)	2,084	N/A	2,126	2,069	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A
Other	2,137	N/A	1,987	2,202	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A

Average Compensated Hours for Part-Time Non-Accounting Staff

Computer professionals	76	0	0	163	5	47	17	23	36	284
Administrator / OM	218	0	33	448	13	123	44	204	124	122
Paraprofessionals	1,097	175	558	1,932	89	224	314	416	590	1,258
Clerical (data entry, etc.)	677	318	102	1,211	149	235	263	494	583	1,244
Other	429	18	258	760	11	60	90	85	252	673

Full-Time -- Chargeable Hours per Full-Time Employee

Computer professionals	545	2,000	844	545	200	635	1,068	834	606	394
Administrator / OM	460	1,150	1,081	215	530	1,217	787	439	309	211
Paraprofessionals	1,316	436	566	1,410	490	902	1,394	1,325	1,337	1,360
Clerical (data entry, etc.)	436	556	385	390	0	822	685	588	567	514
Other	556	621	621	621	0	822	604	823	831	642

Part-Time -- Total Chargeable Hours Per Firm

Computer professionals	23	0	0	50	0	32	6	4	6	53
Administrator / OM	6	0	0	13	0	32	4	34	20	12
Paraprofessionals	779	167	327	1,387	47	173	219	299	415	878
Clerical (data entry, etc.)	167	146	54	244	52	82	73	191	161	324
Other	184	18	135	307	11	19	63	33	104	225

Full-Time -- Billing Rates

Computer professionals	\$112.56			\$112.56			\$65.00	\$76.17	\$75.73	\$98.30
Administrator / OM	\$74.69		\$65.67	\$77.40	\$45.00	\$54.17	\$53.37	\$61.76	\$63.63	\$83.04
Paraprofessionals	\$53.87	\$37.50	\$48.80	\$57.50	\$45.73	\$47.57	\$49.85	\$60.13	\$59.70	\$69.21
Clerical (data entry, etc.)	\$46.22		\$48.00	\$45.59	\$25.50	\$33.54	\$37.09	\$47.98	\$48.37	\$54.45
Other	\$70.10		\$35.00	\$85.14		\$40.43	\$38.67	\$68.93	\$55.14	\$92.97

Part-Time -- Billing Rates

Computer professionals	\$70.00			\$70.00	\$35.00	\$61.25	\$75.00	\$45.00	\$73.33	\$92.00
Administrator / OM	\$49.67		\$49.67	\$49.67	\$40.33	\$41.50	\$42.50	\$51.60	\$55.40	\$66.83
Paraprofessionals	\$53.93	\$22.50	\$59.67	\$58.50	\$37.38	\$34.82	\$38.50	\$50.53	\$58.89	\$65.05
Clerical (data entry, etc.)	\$38.50	\$25.00	\$45.00	\$39.38	\$44.33	\$38.33	\$58.13	\$56.65	\$41.15	\$50.65
Other	\$71.17	\$45.00	\$60.00	\$101.00	\$44.33	\$44.70	\$63.69	\$63.69	\$63.69	\$75.05

	Kentucky				Firm Size (Minor) for Midwest Region						
	All KY Firms	Small Firms	Medium Firms	Large Firms	Small			Medium			Large
					<150K	150-299K	300-549K	550-999K	1-1.99M	2.0M+	
Total # of Respondents	45	12	12	21	95	86	101	110	130	103	

Non-Accounting Staff -- Billing Rates, Compensation, and Selected Ratios

Full-Time Non-Accounting Staff -- Compensation

Computer professionals	50,248	30,000	38,237	50,248	41,674	41,349	37,718	53,452
Administrator / OM	44,036	28,500	28,564	46,893	33,005	37,680	39,676	58,392
Paraprofessionals	32,554	28,374	28,211	34,308	30,982	32,671	32,386	38,078
Clerical (data entry, etc.)	28,374	40,373	23,001	28,439	20,236	27,181	27,331	31,535
Other	40,373			47,818	24,707	30,699	30,892	48,827

Part-Time Non-Accounting Staff -- Total Compensation

Computer professionals	\$1,922	\$0	\$0	\$4,120	\$45	\$727	\$534	\$263	\$291	\$6,658
Administrator / OM	\$6,097	\$0	\$175	\$12,964	\$176	\$1,683	\$814	\$3,570	\$2,058	\$2,762
Paraprofessionals	\$16,758	\$2,083	\$6,534	\$30,985	\$1,455	\$3,544	\$4,900	\$6,740	\$9,214	\$20,152
Clerical (data entry, etc.)	\$5,919	\$2,379	\$996	\$10,755	\$1,397	\$2,034	\$2,509	\$6,225	\$6,333	\$16,520
Other	\$4,058	\$210	\$3,425	\$6,619	\$129	\$759	\$1,100	\$826	\$2,964	\$17,091

Full-Time --- Compensation per Compensated Hour*

Computer professionals	\$23.38	N/A	N/A	\$23.38	N/A	N/A	N/A	N/A	N/A	N/A
Administrator / OM	\$20.28	\$12.00	\$19.04	\$21.46	N/A	N/A	N/A	N/A	N/A	N/A
Paraprofessionals	\$15.98	\$13.64	\$14.53	\$16.71	N/A	N/A	N/A	N/A	N/A	N/A
Clerical (data entry, etc.)	\$13.62	N/A	\$13.27	\$13.74	N/A	N/A	N/A	N/A	N/A	N/A
Other	\$18.89	N/A	\$11.58	\$21.72	N/A	N/A	N/A	N/A	N/A	N/A

Full-Time --- Chargeability Ratio

Computer professionals	25.4%	N/A	N/A	25.4%	N/A	N/A	N/A	N/A	N/A	N/A
Administrator / OM	21.2%	80.0%	42.0%	9.9%	N/A	N/A	N/A	N/A	N/A	N/A
Paraprofessionals	64.6%	55.0%	55.0%	68.7%	N/A	N/A	N/A	N/A	N/A	N/A
Clerical (data entry, etc.)	20.9%	N/A	26.6%	18.9%	N/A	N/A	N/A	N/A	N/A	N/A
Other	26.0%	N/A	19.4%	28.2%	N/A	N/A	N/A	N/A	N/A	N/A

	Kentucky				Firm Size (Minor) for Midwest Region					
	Small Firms	Medium Firms	Large Firms		Small	Medium	Large			
	All KY Firms	Small Firms	Medium Firms	Large Firms	<150K	150-299K	300-549K	550-999K	1-1.99M	2.0M+
Total # of Respondents	45	12	12	21	95	86	101	110	130	103

Compensation Background and Statistics

Compensation Year Basis

Fiscal 2002	24.4%	8.3%	33.3%	28.6%	9.5%	11.6%	19.8%	19.1%	25.4%	35.9%
Calendar 2002	68.9%	83.3%	66.7%	61.9%	88.4%	88.4%	80.2%	76.4%	72.3%	54.4%
Other	6.7%	8.3%	0.0%	9.5%	2.1%	0.0%	0.0%	4.5%	2.3%	9.7%
Bonus as % of comp	3.4%	2.5%	2.2%	4.5%	5.9%	3.9%	4.1%	5.1%	5.7%	5.0%
Avg annual salary inc.	4.8%	4.8%	4.8%	4.7%	2.3%	4.5%	4.6%	5.0%	4.7%	5.0%

Factors in bonus calc (may not total 100%)

Attaining hours targets	59.4%	50.0%	28.6%	71.4%	15.0%	24.5%	43.8%	44.9%	53.8%	72.0%
Obtaining new clients	71.9%	75.0%	42.9%	81.0%	20.0%	26.5%	34.4%	34.8%	47.1%	65.9%
New proj. from ex. clients	15.6%	0.0%	14.3%	19.0%	10.0%	8.2%	14.1%	7.9%	19.2%	50.0%
Outstanding achievement	53.1%	50.0%	57.1%	52.4%	55.0%	59.2%	62.5%	65.2%	59.6%	65.9%
Passing CPA exam	37.5%	25.0%	28.6%	42.9%	5.0%	2.0%	10.9%	20.2%	24.0%	40.2%
Other	28.1%	50.0%	14.3%	28.6%	5.0%	6.1%	12.5%	16.9%	24.0%	36.6%

Number of New CPA hires and Starting Salaries (by whether meeting 150 hour requirement)

# new hires--meeting req.	0.36	0.00	0.00	0.76	0.03	0.04	0.09	0.19	0.29	1.06
# new hires--not meeting req	0.16	0.08	0.33	0.10	0.01	0.02	0.07	0.13	0.18	0.74
Starting sal.--meeting req*	\$33,611	\$33,611	\$30,333	\$33,611	\$31,667	\$22,250	\$33,000	\$34,313	\$33,483	\$37,160
Starting sal.--not mting req*	\$30,333	\$31,000	\$30,333	\$30,000	\$21,000	\$30,000	\$26,429	\$31,250	\$32,674	\$35,339

* Starting salary amounts are approximate.

	Kentucky				Firm Size (Minor) for Midwest Region					
	All KY Firms	Small Firms	Medium Firms	Large Firms	Small	Medium	Large			
	45	12	12	21	<150K	150-299K	300-549K	550-999K		
Total # of Respondents	45	12	12	21	95	86	101	110	130	103

Billing Detail

% billing by the hour:	93.3%	75.0%	100.0%	100.0%	75.8%	84.9%	94.1%	96.4%	98.5%	94.2%
% fees billing rate-based	82.0%	63.1%	84.0%	90.2%	64.4%	67.7%	78.6%	84.5%	86.0%	86.4%

No standard billing rates for... (may not total 100%)

Professional staff	40.0%	50.0%	50.0%	0.0%	68.8%	61.9%	47.1%	52.6%	62.5%	42.9%
Clerical/administrative	80.0%	66.7%	100.0%	100.0%	81.3%	90.5%	82.4%	89.5%	100.0%	71.4%

Bill separately for.. (may not total 100%)

Copying	21.4%	25.0%	33.3%	14.3%	69.6%	50.0%	58.6%	45.0%	45.1%	60.9%
Clerical overtime	7.1%	0.0%	33.3%	0.0%	21.7%	25.0%	13.8%	7.5%	11.8%	10.9%
Technology	85.7%	75.0%	66.7%	100.0%	47.8%	65.0%	62.1%	67.5%	72.5%	76.1%
Fax charges	14.3%	0.0%	0.0%	28.6%	39.1%	30.0%	41.4%	32.5%	33.3%	39.1%

Approx comp/billing rate ratio (X times salary per hour)

2 times	6.7%	16.7%	0.0%	4.8%	7.9%	12.9%	3.0%	2.7%	3.9%	2.0%
2.5 times	11.1%	16.7%	16.7%	4.8%	10.1%	11.8%	18.2%	18.2%	14.0%	13.7%
3 times	33.3%	8.3%	50.0%	38.1%	14.6%	28.2%	38.4%	24.5%	27.9%	16.7%
3.5 times	22.2%	25.0%	8.3%	28.6%	7.9%	14.1%	15.2%	25.5%	29.5%	38.2%
4 times	13.3%	0.0%	16.7%	19.0%	5.6%	9.4%	9.1%	15.5%	15.5%	19.6%
>4 times	4.4%	0.0%	8.3%	4.8%	0.0%	3.5%	5.1%	4.5%	3.9%	4.9%
Do not use	8.9%	33.3%	0.0%	0.0%	53.9%	20.0%	11.1%	9.1%	5.4%	4.9%

Rate for CPA making \$50K	\$88.91	\$80.70	\$92.00	\$91.05	\$88.17	\$85.19	\$88.26	\$88.24	\$86.03	\$93.36
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Adjust billing rates seasonally?

Yes, routinely	2.2%	0.0%	8.3%	0.0%	12.6%	17.4%	16.8%	10.0%	7.0%	9.7%
Occasionally	20.0%	25.0%	16.7%	19.0%	30.5%	34.9%	27.7%	26.4%	27.9%	29.1%
Rarely	44.4%	58.3%	41.7%	38.1%	28.4%	22.1%	24.8%	24.5%	28.7%	10.7%
Never	33.3%	16.7%	33.3%	42.9%	28.4%	25.6%	30.7%	39.1%	36.4%	50.5%

	Kentucky				Firm Size (Minor) for Midwest Region					
	All KY Firms	Small Firms	Medium Firms	Large Firms	Small			Medium		Large
					<150K	150-299K	300-549K	550-999K	1-1.99M	
Total # of Respondents	45	12	12	21	95	86	101	110	130	103

Policies and Procedures

Retirement plan? (% Yes)	75.6%	50.0%	91.7%	81.0%	34.7%	65.1%	85.1%	90.0%	91.5%	88.3%
Provide ptrn retirement?	52.9%	16.7%	36.4%	76.5%	45.5%	25.9%	37.6%	45.9%	48.3%	72.0%

Of those with...

% funded	78.3%	100.0%	50.0%	80.0%	92.9%	92.9%	82.6%	72.9%	43.8%	42.9%
% paid	21.7%	0.0%	50.0%	20.0%	7.1%	7.1%	17.4%	27.1%	56.3%	57.1%

Funding type (% of those funded)

Insurance	11.1%	0.0%	0.0%	16.7%	0.0%	0.0%	4.7%	8.7%	13.9%	15.2%
Retirement plan	83.3%	100.0%	100.0%	75.0%	94.4%	93.3%	86.0%	84.8%	80.6%	60.6%
Other	5.6%	0.0%	0.0%	8.3%	5.6%	6.7%	9.3%	6.5%	5.6%	24.2%

Paid type (% of those paid)

Equity (capital acct) buyout	40.0%	0.0%	0.0%	66.7%	100.0%	0.0%	28.6%	41.7%	37.1%	36.6%
Consulting contract	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.4%	4.9%
Stock purchase	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	57.1%	33.3%	28.6%	14.6%
Other	60.0%	100.0%	100.0%	33.3%	0.0%	0.0%	14.3%	25.0%	22.9%	43.9%

Have employee handbook?	64.3%	11.1%	58.3%	90.5%	23.1%	24.7%	52.5%	68.2%	82.9%	97.1%
Profl staff comp for OT?	56.1%	33.3%	72.7%	57.1%	28.2%	48.7%	60.0%	61.8%	56.9%	61.4%
If yes, % at premium rate	50.0%	100.0%	55.6%	40.0%	80.0%	75.0%	55.2%	42.2%	25.0%	28.1%
Pay profl for travel time?	46.7%	75.0%	28.6%	47.4%	38.9%	67.2%	65.1%	63.4%	62.0%	66.0%
If yes, % at hourly rate	83.3%	100.0%	50.0%	87.5%	83.3%	97.1%	98.0%	88.3%	91.2%	88.3%

Paid Time Off Policies

Option of OT or comp time	38.1%	11.1%	41.7%	47.6%	13.9%	22.1%	30.0%	43.1%	39.2%	43.7%
Comp time	38.1%	33.3%	50.0%	33.3%	25.0%	9.1%	29.0%	36.7%	43.8%	46.6%
Formal sick leave policy	59.5%	11.1%	91.7%	61.9%	19.4%	33.8%	50.0%	56.9%	62.3%	57.3%
Formal vacation policy	76.2%	33.3%	91.7%	85.7%	33.3%	61.0%	82.0%	81.7%	86.9%	73.8%
Aggregated paid time off	19.0%	0.0%	25.0%	23.8%	8.3%	16.9%	33.0%	33.9%	26.9%	34.0%
Incentive for client dev.	54.8%	11.1%	33.3%	85.7%	16.7%	19.5%	29.0%	29.4%	46.9%	64.1%
Time off for CPA exam	83.3%	55.6%	83.3%	95.2%	13.9%	42.9%	65.0%	78.9%	83.1%	92.2%
PTO/comp for profl act.	64.3%	44.4%	83.3%	61.9%	25.0%	45.5%	77.0%	78.0%	81.5%	82.5%
PTO/comp for comm. act.	45.2%	33.3%	50.0%	47.6%	11.1%	19.5%	47.0%	51.4%	56.2%	56.3%
Maternity in excess of PTO	11.9%	0.0%	16.7%	14.3%	5.6%	5.2%	12.0%	12.8%	14.6%	18.4%
None of the above	7.1%	33.3%	0.0%	0.0%	41.7%	16.9%	4.0%	0.0%	0.0%	0.0%

	All KY Firms			Kentucky			Firm Size (Minor) for Midwest Region						
	Small Firms	Medium Firms	Large Firms	Small	Medium	Large	Small			Medium			
							<150K	150-299K	300-549K	550-999K	1-1.99M	2.0M+	
Total # of Respondents	45	12	21	95	86	101	110	130	103				

Benefits Offered (For sole practitioners, benefits paid through the firm)

Cafeteria plan	48.9%	0.0%	50.0%	7.3%	12.8%	34.3%	50.9%	74.6%	83.5%
Cont. education courses	91.1%	75.0%	100.0%	92.7%	78.2%	89.9%	96.4%	98.5%	98.1%
CPA examination fees	51.1%	25.0%	66.7%	4.9%	29.5%	40.4%	47.3%	46.2%	52.4%
CPA exam. review courses	26.7%	25.0%	16.7%	1.2%	16.7%	20.2%	30.9%	25.4%	26.2%
Dep. health insurance	26.7%	16.7%	25.0%	23.2%	29.5%	43.4%	48.2%	50.0%	66.0%
Dep. life insurance	15.6%	0.0%	16.7%	1.2%	9.0%	10.1%	8.2%	15.4%	25.2%
Dental insurance	15.6%	0.0%	25.0%	6.1%	9.0%	16.2%	23.6%	20.8%	41.7%
Health insurance -- HMO	15.6%	16.7%	0.0%	6.1%	19.2%	23.2%	17.3%	22.3%	30.1%
Health insurance -- Other	71.1%	58.3%	75.0%	26.8%	41.0%	49.5%	63.6%	64.6%	72.8%
Life insurance	71.1%	25.0%	75.0%	11.0%	34.6%	50.5%	67.3%	82.3%	91.3%
Long term care insurance	4.4%	8.3%	0.0%	1.2%	2.6%	1.0%	0.9%	0.8%	5.8%
LT disability insurance	51.1%	33.3%	41.7%	7.3%	10.3%	15.2%	27.3%	48.5%	63.1%
Advanced degree courses	11.1%	0.0%	16.7%	4.9%	3.8%	7.1%	13.6%	13.8%	27.2%
Medical savings account	6.7%	0.0%	8.3%	4.9%	1.3%	2.0%	4.5%	7.7%	9.7%
Professional dues	95.6%	83.3%	100.0%	78.0%	69.2%	90.9%	96.4%	95.4%	96.1%
Professional licenses	93.3%	83.3%	100.0%	70.7%	66.7%	82.8%	88.2%	89.2%	97.1%
Retirement plan	71.1%	41.7%	83.3%	24.4%	57.7%	81.8%	86.4%	85.4%	87.4%
ST disability insurance	11.1%	0.0%	8.3%	0.0%	2.6%	11.1%	11.8%	20.0%	44.7%
Other	2.2%	8.3%	0.0%	7.3%	3.8%	5.1%	6.4%	3.8%	4.9%
% using engagement letters	88.9%	83.3%	83.3%	82.1%	82.6%	91.1%	93.6%	94.6%	98.1%
% w/ control of client funds	13.3%	16.7%	19.0%	14.7%	8.1%	16.8%	11.8%	12.3%	15.5%

Services Offered

Bankruptcy or insolvency	19.0%	0.0%	27.3%	16.7%	11.0%	10.5%	7.7%	15.1%	29.4%
Eldercare	7.1%	0.0%	18.2%	9.0%	11.0%	14.7%	5.8%	15.9%	15.7%
Estate tax planning	85.7%	50.0%	100.0%	41.0%	63.0%	81.1%	78.8%	87.3%	94.1%
Executive searches	16.7%	20.0%	18.2%	3.8%	2.7%	2.1%	6.7%	11.9%	44.1%
Forensic accounting	16.7%	10.0%	18.2%	10.3%	8.2%	11.6%	9.6%	20.6%	38.2%
Human resources services	9.5%	10.0%	0.0%	10.3%	6.8%	9.5%	15.4%	11.9%	31.4%
Insurance	9.5%	10.0%	0.0%	3.8%	5.5%	16.8%	13.5%	10.3%	24.5%
International services	7.1%	0.0%	0.0%	1.3%	1.4%	3.2%	3.8%	4.0%	12.7%
Investment sales	21.4%	20.0%	9.1%	12.8%	11.0%	21.1%	20.2%	20.6%	27.5%
Legal svcs within your firm	2.4%	0.0%	0.0%	1.3%	1.4%	2.1%	0.0%	0.8%	1.0%
Market feasibility studies	4.8%	10.0%	0.0%	6.4%	2.7%	5.3%	8.7%	7.9%	21.6%
Mergers and acquisitions	33.3%	20.0%	9.1%	16.7%	13.7%	26.3%	31.7%	49.2%	73.5%
Payroll processing	73.8%	80.0%	63.6%	71.8%	83.6%	75.8%	76.9%	69.0%	60.8%
Performance view	11.9%	20.0%	9.1%	10.3%	2.7%	13.7%	12.5%	11.1%	11.8%
Personal fin. planning	52.4%	40.0%	63.6%	25.6%	39.7%	47.4%	52.9%	56.3%	74.5%
Web Trust	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%
Other	7.1%	0.0%	0.0%	15.4%	11.0%	5.3%	8.7%	14.3%	18.6%

	Kentucky				Firm Size (Minor) for Midwest Region					
	Small Firms	Medium Firms	Large Firms		Small	Medium	Large			
	All KY Firms	Medium Firms	Large Firms		<150K	150-299K	300-549K	550-999K		
Total # of Respondents	45	12	21		95	86	101	110	130	103

Considerations of selected strategic initiatives:

Hiring non-CPA professionals

Already in place	38.5%	11.1%	50.0%	45.0%	17.5%	32.5%	33.0%	38.7%	45.9%	64.7%
Planning to provide	12.8%	11.1%	10.0%	15.0%	12.5%	7.8%	12.1%	5.7%	8.2%	2.9%
Would consider	35.9%	77.8%	20.0%	25.0%	42.5%	42.9%	36.3%	47.2%	34.4%	24.5%
Would not consider	12.8%	0.0%	20.0%	15.0%	27.5%	16.9%	18.7%	8.5%	11.5%	7.8%

Making non-CPAs Owners

Already in place	5.6%	22.2%	0.0%	0.0%	1.4%	0.0%	0.0%	4.0%	6.2%	8.7%
Planning to provide	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	3.5%	5.0%	4.4%	3.3%
Would consider	30.6%	22.2%	20.0%	41.2%	22.9%	18.3%	23.5%	32.0%	30.1%	28.3%
Would not consider	63.9%	55.6%	80.0%	58.8%	75.7%	80.3%	72.9%	59.0%	59.3%	59.8%

Hiring interns

Already in place	38.1%	10.0%	36.4%	52.4%	6.3%	6.5%	12.5%	17.9%	29.3%	59.6%
Planning to provide	7.1%	10.0%	0.0%	9.5%	10.0%	3.9%	10.4%	6.6%	5.7%	7.1%
Would consider	40.5%	50.0%	45.5%	33.3%	50.0%	50.6%	52.1%	51.9%	50.4%	30.3%
Would not consider	14.3%	30.0%	18.2%	4.8%	33.8%	39.0%	25.0%	23.6%	14.6%	3.0%

Merging with a non-CPA firm

Already in place	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	1.7%	9.1%
Planning to provide	0.0%	0.0%	0.0%	0.0%	4.2%	0.0%	1.2%	0.0%	0.9%	0.0%
Would consider	41.2%	40.0%	44.4%	40.0%	28.2%	25.6%	28.2%	27.6%	34.8%	35.2%
Would not consider	58.8%	60.0%	55.6%	60.0%	67.6%	74.4%	70.6%	71.4%	62.6%	55.7%

Providing multi-disciplinary services

Already in place	13.5%	0.0%	9.1%	25.0%	6.3%	5.4%	5.6%	13.1%	10.9%	24.7%
Planning to provide	2.7%	10.0%	0.0%	0.0%	3.8%	5.4%	10.1%	3.0%	5.0%	5.6%
Would consider	56.8%	60.0%	63.6%	50.0%	45.6%	43.2%	41.6%	43.4%	57.1%	49.4%
Would not consider	27.0%	30.0%	27.3%	25.0%	44.3%	45.9%	42.7%	40.4%	26.9%	20.2%

	All KY Firms		Kentucky				Firm Size (Minor) for Midwest Region				
	45	12	Small Firms	Medium Firms	Large Firms	Small		Medium		Large	
						<150K	150-299K	300-549K	550-999K	1-1.99M	2.0M+
Total # of Respondents	45	12	21	86	101	110	130	103			
Hours worked											

Standard -- 4/15 to 12/31

Under 35 hours	11.6%	36.4%	9.1%	0.0%	40.9%	24.4%	9.0%	7.5%	4.7%	1.0%
35 - 39 hours	27.9%	27.3%	27.3%	28.6%	19.4%	39.0%	21.0%	24.3%	23.3%	23.5%
40 - 44 hours	55.8%	18.2%	63.6%	71.4%	26.9%	28.0%	66.0%	62.6%	68.2%	68.6%
45 - 48 hours	2.3%	9.1%	0.0%	0.0%	6.5%	4.9%	1.0%	2.8%	1.6%	2.9%
49 - 56 hours	2.3%	9.1%	0.0%	0.0%	4.3%	2.4%	1.0%	0.9%	0.8%	2.9%
57 - 64 hours	0.0%	0.0%	0.0%	0.0%	1.1%	1.2%	2.0%	1.9%	0.8%	1.0%
65 - 72 hours	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Over 72 hours	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%

Minimum expected -- 1/1 to 3/1

Under 35 hours	0.0%	0.0%	0.0%	0.0%	7.8%	4.8%	1.0%	0.0%	0.0%	0.0%
35 - 39 hours	4.5%	18.2%	0.0%	0.0%	5.6%	3.6%	2.0%	1.8%	0.8%	0.0%
40 - 44 hours	11.4%	9.1%	25.0%	4.8%	14.4%	20.5%	16.3%	11.9%	10.2%	5.0%
45 - 48 hours	31.8%	9.1%	50.0%	33.3%	13.3%	26.5%	21.4%	22.9%	15.6%	10.9%
49 - 56 hours	38.6%	36.4%	16.7%	52.4%	23.3%	26.5%	38.8%	53.2%	59.4%	71.3%
57 - 64 hours	13.6%	27.3%	8.3%	9.5%	15.6%	13.3%	20.4%	8.3%	13.3%	11.9%
65 - 72 hours	0.0%	0.0%	0.0%	0.0%	8.9%	2.4%	0.0%	0.9%	0.8%	1.0%
Over 72 hours	0.0%	0.0%	0.0%	0.0%	11.1%	2.4%	0.0%	0.9%	0.0%	0.0%

Minimum expected -- 3/1 to 4/15

Under 35 hours	0.0%	0.0%	0.0%	0.0%	6.7%	3.6%	0.0%	0.0%	0.0%	0.0%
35 - 39 hours	4.5%	18.2%	0.0%	0.0%	4.4%	3.6%	3.0%	0.9%	0.8%	0.0%
40 - 44 hours	6.8%	0.0%	25.0%	0.0%	16.7%	16.9%	9.0%	2.8%	5.5%	5.0%
45 - 48 hours	15.9%	18.2%	25.0%	9.5%	5.6%	14.5%	16.0%	10.2%	7.9%	5.9%
49 - 56 hours	40.9%	9.1%	33.3%	61.9%	17.8%	28.9%	37.0%	61.1%	60.6%	65.3%
57 - 64 hours	27.3%	54.5%	0.0%	28.6%	22.2%	16.9%	31.0%	19.4%	22.0%	18.8%
65 - 72 hours	4.5%	0.0%	16.7%	0.0%	15.6%	10.8%	3.0%	4.6%	3.1%	5.0%
Over 72 hours	0.0%	0.0%	0.0%	0.0%	11.1%	4.8%	1.0%	0.9%	0.0%	0.0%

Average actual, last 4 wks of busy season

Under 35 hours	0.0%	0.0%	0.0%	0.0%	6.7%	3.6%	0.0%	0.0%	0.0%	0.0%
35 - 39 hours	2.3%	9.1%	0.0%	0.0%	4.4%	3.6%	1.0%	0.0%	0.0%	0.0%
40 - 44 hours	9.1%	18.2%	8.3%	4.8%	7.8%	8.4%	5.0%	3.8%	3.9%	2.0%
45 - 48 hours	9.1%	18.2%	16.7%	0.0%	10.0%	20.5%	7.0%	4.7%	8.5%	4.1%
49 - 56 hours	38.6%	0.0%	41.7%	57.1%	15.6%	21.7%	39.0%	44.3%	46.5%	42.9%
57 - 64 hours	25.0%	27.3%	16.7%	28.6%	17.8%	13.3%	32.0%	29.2%	33.3%	36.7%
65 - 72 hours	13.6%	18.2%	16.7%	9.5%	17.8%	16.9%	14.0%	15.1%	6.2%	13.3%
Over 72 hours	2.3%	9.1%	0.0%	0.0%	20.0%	12.0%	2.0%	2.8%	1.6%	1.0%

	Kentucky				Firm Size (Minor) for Midwest Region					
	All KY Firms	Small Firms		Medium Firms	Small		Medium		Large	
		45	12	12	<150K	150-299K	300-549K	550-999K	1-1.99M	2.0M+
Total # of Respondents				21	86	101	110	130	103	

Technology Initiatives

% with Web site	64.3%	27.3%	50.0%	90.5%	40.5%	44.0%	63.3%	73.0%	90.8%	98.0%
% filing returns electronically	92.9%	90.9%	90.0%	95.2%	87.3%	93.3%	85.6%	92.0%	83.3%	86.3%
Charge for e-filing	\$17.14	\$16.25	\$20.83	\$12.50	\$17.55	\$19.45	\$27.25	\$20.76	\$28.14	\$25.81

Internet resources used

Accounting research	75.0%	72.7%	83.3%	71.4%	72.9%	63.0%	78.8%	75.9%	82.0%	92.2%
Marketing	20.5%	27.3%	8.3%	23.8%	25.9%	19.8%	28.3%	27.8%	34.4%	54.9%
Other	9.1%	9.1%	0.0%	14.3%	18.8%	21.0%	15.2%	19.4%	19.5%	18.6%
Planning	31.8%	36.4%	41.7%	23.8%	24.7%	16.0%	32.3%	26.9%	32.8%	46.1%
Recruiting	18.2%	18.2%	0.0%	28.6%	4.7%	3.7%	15.2%	24.1%	27.3%	72.5%
Purchasing supplies	81.8%	90.9%	66.7%	85.7%	72.9%	67.9%	71.7%	76.9%	75.8%	77.5%
Tax research	88.6%	72.7%	100.0%	90.5%	90.6%	84.0%	98.0%	91.7%	92.2%	95.1%

% of Revenues spent on IT

Less than 1%	2.2%	0.0%	8.3%	0.0%	4.3%	3.5%	3.0%	4.5%	4.7%	3.0%
1.00% - 2.49%	48.9%	50.0%	41.7%	52.4%	23.4%	29.1%	19.0%	39.1%	35.7%	37.4%
2.50% - 3.99%	24.4%	16.7%	16.7%	33.3%	17.0%	20.9%	37.0%	31.8%	37.2%	30.3%
4.00% - 4.99%	6.7%	8.3%	8.3%	4.8%	21.3%	20.9%	18.0%	14.5%	9.3%	17.2%
5.00% or more	17.8%	25.0%	25.0%	9.5%	34.0%	25.6%	23.0%	10.0%	13.2%	12.1%

Tax research resources used:

Paper	64.4%	50.0%	75.0%	66.7%	58.4%	39.5%	48.5%	52.7%	61.7%	81.4%
CD-Rom	57.8%	66.7%	41.7%	61.9%	66.3%	76.7%	73.3%	58.2%	61.7%	80.4%
On-line subscriptions	57.8%	33.3%	50.0%	76.2%	34.8%	32.6%	56.4%	57.3%	74.2%	84.3%
Internet	66.7%	58.3%	58.3%	76.2%	69.7%	58.1%	65.3%	63.6%	68.0%	82.4%

VIRGINIA LAWYERS WEEKLY'S 75 LARGEST LAW FIRMS IN VIRGINIA

1 **McGUIREWOODS LLP**
 One James Center
 901 East Cary Street
 Richmond, Va. 23219
 (804) 775-1000

Va. Attorneys 1-02 1-03	President/Managing Partner
318 301	William J. Strickland

Rates: N/A

Representative Clients
N/A

Areas of Practice
 Corporate & Financial Services
 Commercial & Product Litigation
 Labor & Employment
 Real Estate & Environmental
 Taxation & Employee Benefits

Developments
 N/A

3 **WILLIAMS MULLEN,
 A PROFESSIONAL CORP.**
 1021 East Cary Street
 Richmond, Va. 23219
 (804) 643-1991

Va. Attorneys 1-02 1-03	President/Managing Partner
181 188	Julius P. Smith Jr.

Rates: N/A

Representative Clients
 LandAmerica Financial
 Group, Inc.; Universal
 Corporation; Sun Trust Bank;
 Media General, Inc.; Hill,
 Rogal & Hamilton Company

Areas of Practice
 Business/Corporate, Litigation,
 Banking, Real Estate, Labor &
 Employment, Intellectual Property,
 Health Care, International,
 Governmental Affairs, Estate Planning

Developments
 Firm's subsidiary, Williams Mullen Public Affairs, acquired Janus-Merritt
 Strategies, LLC, a leading federal lobbying and government relations firm.

2 **HUNTON & WILLIAMS LLP**
 951 E. Byrd St., E. Tower
 Riverfront Plaza
 Richmond, Va. 23219
 (804) 788-7266

Va. Attorneys 1-02 1-03	President/Managing Partner
298 249	Thurston R. Moore

Rates: N/A

Representative Clients
 N/A

Areas of Practice
 Litigation
 Capital Markets
 Project Finance
 Technology
 M & A

Developments
 Voted top 10 in corporate defense by industry trade publication's survey,
 among Fortune 250.

4 **TROUTMAN SANDERS LLP**
 1111 East Main Street
 Richmond, Va. 23219
 (804) 697-1200

Va. Attorneys 1-02 1-03	President/Managing Partner
175 175	Robert W. Webb Jr.

Rates: N/A

Representative Clients
 Wachovia Bank
 Bank of America
 Dominion Resources
 CADMUS
 CSX

Areas of Practice
 Finance
 Litigation
 Corporate
 Government Relations
 Real Estate


Developments
 Began operations as Troutman Sanders in all offices worldwide as of April 1,
 2002; consolidated entire Trusts & Estates practice in Richmond's West End (Lubbe,
 Ave.) in May; opened office at 150 W. Main in Norfolk for litigation.

PennStuart

Since 1890

is pleased to announce

Lisa Frisina Clement



is now a shareholder with the firm.

Joined PennStuart in 1999
 Graduate of the T.C. Williams School of Law at the
 University of Richmond
 Practice focuses on representing employers and insurers
 before the Virginia Workers' Compensation Commission in
 Virginia and civil defense litigation and appellate matters
 before state and federal courts.

Membership in the Virginia Association of Defense
 Attorneys, the Richmond City Bar Association and the
 Metropolitan Richmond Women's Bar Association
 Selection, PennStuart's Recruiting Committee and on the
 Board of Directors for VSA Age of Virginia.

Abingdon Office Abingdon, Virginia Tel: (276) 628-5151 Fax: (276) 628-5621	Bristol Office Bristol, Virginia Tel: (276) 466-4800 Fax: (276) 466-8672	Richmond Office Richmond, Virginia Tel: (804) 813-1770 Fax: (804) 819-1753
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BK & K BEAN KINNEY & KORMAN

ATTORNEYS

To better meet its expanding client service needs,
 Bean, Kinney & Korman, P.C. is pleased to have promoted
 and recruited the following exceptional professionals:

SHAREHOLDERS:

Mitchell B. Weltzman	Commercial litigation/bankruptcy
James V. Irving	Commercial litigation/business
Raighne C. Delahey	Commercial litigation
Thomas W. Repczynski	Commercial litigation/landlord-tenant
Sabiha Malik	Business transactions/lending

ASSOCIATES:

Tracy A. Meyer	Domestic Relations
Scott J. Spooner	Commercial litigation/intellectual property
Alan C. Bowden	Commercial litigation/business transactions

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VIRGINIA LAWYERS WEEKLY'S 75 LARGEST LAW FIRMS IN VIRGINIA

5 KAUFMAN & CANOLES PC Va. Attorneys
1-02 1-03 President/Managing Partner
150 W. Main Street 108 119 Gus J. James II
Suite 2100
Norfolk, Va. 23510
(757) 624-3000

Rates: N/A

Areas of Practice
Commercial/Business
Tax
Labor & Employment
Litigation
Real Estate

Representative Clients
Workflow Management
Circuit City
Owens Corning
Harbor Group
Medical Protective Co.

Developments
Opened Richmond office; appointed as Special Counsel to the Attorney General's Office (ERISA & Immigration); launched ancillary businesses: Equity Strategies LLC and Virginia Financial Services.

7 SHAW PITTMAN LLP Va. Attorneys
1-02 1-03 President/Managing Partner
1650 Lyons Blvd. 93 101 Stephen B. Hutler
McLean, Va. 22102
(703) 770-7900

Rates: to \$1000/hr.

Areas of Practice
Technology/IP/Communications
Real Estate
Corporate & Securities
Employment & Immigration
Financial Institutions/Tax

Representative Clients
St. Paul Companies
Fannie Mae
Washington Redskins
American Express
J. P. Morgan Chase

Developments
Shaw Pittman became the world's first law firm to establish a Global Sourcing Consulting group. Shaw Pittman represented St. Paul in the largest piece of commercial litigation in history.

6 LECLAIR RYAN, A PROFESSIONAL CORP. Va. Attorneys
1-02 1-03 President/Managing Partner
707 E. Main St., 11th Fl. 106 111 Michael Herr
Richmond, Va. 23219
(804) 783-2003

Rates: \$25-375/hr.

Areas of Practice
Corporate/Finance
Securities Litigation
Creditors' Rights
Medical Malpractice/Products Liability
Energy
Developments
N/A

Representative Clients
N/A

8 REEDSMITH LLP Va. Attorneys
1-02 1-03 President/Managing Partner
3110 Fairview Park Drive 82 87 Gregory B. Jordan
Suite 1400
Falls Church, Va. 22042
(703) 641-4200

Rates: N/A

Areas of Practice
Market Trial
Real Estate
Government Services

Representative Clients
N/A

Developments
N/A

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CAROLYN P. OAST	RODNEY S. DILLMAN
TERESA R. WARNER	ANTONY K. JONES
THOMAS C. DAWSON, JR.	DEBORAH B. VAUGHN
PETER S. LAKE	MARY J. MCCLELLAN
JASON E. DODD	ADMINISTRATOR

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9

**OBLOM SPIVAK MCCLELLAND
MAIER & NEUSTADT PC**
1940 Duke Street
Alexandria, Va. 22314
(703) 413-3000

Va. Attorneys		President/Managing Partner
1-02	1-03	
80	83	Marvin J. Spivak

Rates: N/A

Representative Clients
N/A

Areas of Practice
Intellectual Property

Developments

For the 12th year in a row, the firm obtained more U.S. patents than any other firm in the nation. The firm moved to their new 205,000 sq. ft. office building at 1940 Duke Street in Alexandria.

11

**HIRSCHLER FLEISCHER,
A PROFESSIONAL CORP.**
701 East Byrd Street
Richmond, Va. 23219
(804) 771-9500

Va. Attorneys		President/Managing Partner
1-02	1-03	
61	65	James W. Theobald

Rates: N/A

Representative Clients
WIUNK
chemtreat
Colonial Downs
Dominic's of New York
HHHunt

Areas of Practice
Commercial Real Estate
Corporate & Commercial Law
Civil Litigation
Healthcare Law
Securities Law

Developments
N/A

10

WILCOX AND SAVAGE PC
One Commercial Place
Suite 1800
Norfolk, Va. 23510
(757) 628-5500

Va. Attorneys		President/Managing Partner
1-02	1-03	
62	66	Robert L. Dewey

Rates: \$100-340/hr.

Representative Clients
Norfolk Southern Corp.
Landmark Communications
Sentra Healthcare
Metro Machine Corp.
The Weather Channel, Inc.

Areas of Practice
Litigation
Corporate Services & Finance
Commercial Real Estate
Tax & Estate
Labor & Employment

Developments

Expansion of intellectual property practice in late 2002/early 2003.

12

**WATTS, TILDER, HOFFAR &
FITZGERALD LLP**
7925 Westpark Drive
Suite 400
McLean, Va. 22102
(703) 749-1000

Va. Attorneys		President/Managing Partner
1-02	1-03	
55	60	Robert B. Watt

Rates: N/A

Representative Clients
Mills Corp.
Sunrise Assisted Living, Inc.
St. Paul Surety
Alstom Power, Inc.
Washington Group Int'l

Areas of Practice
Construction Law
Surety Law
Government Contracts
Commercial Real Estate
Maritime Construction

Developments

Firm reached benchmark of 80 attorneys.

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Michael J. Rothermel
Hallet M. Culbreth
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D. Tilghman Broadus, Jr.

OF COUNSEL
Malcolm M. Christian
R. Lee Stephens, Jr.

411 East Franklin Street, Suite 600, Richmond, VA 23219
Phone: (804) 788-1190 Fax: (804) 788-0570
www.spottsfain.com
Contact: Hugh M. Fain, III, Managing Director

THOMPSON & McMULLAN, P.C.

100 Shockoe Slip
Richmond, Virginia 23219
Telephone (804) 649-7545
Facsimile (804) 780-1813
Web Site: www.t-mlaw.com

Thompson & McMullan was formed in 1973 and serves business and community needs with excellence and integrity. The firm is located in the historic Shockoe Slip area of downtown Richmond, Virginia.

Hugh T. Antrim
Karen E. Dunivan
Paul G. Izzo
Charles W. Laughlin
Robert C. Lyne, Jr.
R. Shawn Majette
Christopher M. Malone
Christopher M. McCarthy
C. Grice McMullan, Jr.

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J. Christopher Morris
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Neil S. Talegsonkar
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John B. Thompson
Wilson R. Trice
William W. Turner

Robert A. Warwick

Questions and Information Contact Christopher M. Malone

Cite this page, 17-VLW-1195

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VIRGINIA LAWYERS WEEKLY'S 75 LARGEST LAW FIRMS IN VIRGINIA

13 **BIRCH, STEWART, KOLASCH & BIRCH LLP**
 8110 Galehouse Road
 Suite 500 E
 Falls Church, Va. 22044
 (703) 205-8000

Va. Attorneys 1-02	1-03	President/Managing Partner John M. Sadowski
38	57	

Rates: \$125-430/hr.

Representative Clients
N/A

Areas of Practice
 Patents
 Trademarks
 Copyrights
 Licensing
 Litigation

Developments
 Number three patent granted firm in the United States.

14 **HOGAN & HARTSON LLP**
 8300 Greensboro Drive
 McLean, Virginia 22102
 (703) 610-6100

Va. Attorneys 1-02	1-03	President/Managing Partner Dennis K. Moyer
59	55	

Rates: N/A

Representative Clients
N/A

Areas of Practice
 Corporate, Securities, & Finance
 Intellectual Property/Technology
 Real Estate
 Labor & Employment
 Litigation

Developments
 In 2002, Hogan & Hartson merged with Squadron, Ellenoff, Plesent & Sheinfeld LLP, enhancing the firm's capabilities in the New York and Los Angeles markets and in a number of key industry sectors. In addition, Hogan & Hartson expanded its practice in Asia through opening a new office in Beijing, China.

14 **WOODS, ROGERS & HAZLEGROVE PLC**
 10 S. Jefferson Street
 Suite 1400
 Roanoke, Va. 24011
 (540) 983-7600

Va. Attorneys 1-02	1-03	President/Managing Partner Daniel F. Layman Jr.
66	55	

Rates: N/A

Representative Clients
 Norfolk Southern
 American Electric Power
 Carilion
 Optical Cable
 Wachovia

Areas of Practice
 Litigation
 General Corporate/Business
 Intellectual Property & IT Law
 Health Law
 Labor & Employment Law

Developments
 Opened an office in Lynchburg in 2002.

15 **SANDS ANDERSON MARKS & MILLER**
 801 E. Main Street
 PO Box 1998
 Richmond, Va. 23218
 (804) 648-1636


Va. Attorneys 1-02	1-03	President/Managing Partner C. Thomas Ebel
55	54	

Rates: N/A

Representative Clients
 10% of Counties in Virginia
 Numerous reg. authorities
 Commonwealth of Virginia
 Several Fortune 500 Corps.
 Several healthcare companies

Areas of Practice
 Civil Litigation
 Business Law
 Legislative & Administrative Law
 Local Government Law
 Real Estate & Construction Law

Developments
 We continued expansion of Radford and Research Triangle, NC offices.



**Patten Wornom Hatten
& Diamonstein, L.C.**

Congratulates

H. Duncan Garnett, Jr.

On Becoming President-Elect

Of

The Virginia Trial Lawyers Association.

2003-2004

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 Newport News, VA 23602

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**CHADWICK, WASHINGTON, OLTERS,
MORIARTY & LYNN, P.C.**

is pleased to announce that

Jerry M. Wright, Jr.

*has become an associate of the firm,
practicing in the Glen Allen office.*

*Jerry comes to us after serving six years with the
Supreme Court of Virginia as Senior Staff Attorney.*

.....

100 Concourse Boulevard Suite 106 Glen Allen, Virginia 23059 (804) 346-5400 Fax (804) 966-9919	7979 Old Georgetown Road Suite 600 Bethesda, Maryland 20814 (301) 652-1448 Fax (301) 718-4399	9990 Lee Highway Suite 200 Fairfax, Virginia 22030 (703) 352-1900 Fax (703) 352-5293
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16

GENTRY LOCKE RAKES & MOORE
10 Franklin Road
Roanoke, Va. 24011
(540) 983-9300

Va. Attorneys
1-02 1-03

President/Managing Partner

G. Michael Pace Jr.

Rates: \$100-350/hr.

Areas of Practice

Commercial Transactions
Litigation Banking
Employment
Estate & Bus. Succession Planning
Health Care

Developments

Creation of Corporate Capital Resources LLC, specializing in business succession planning for private, closely held companies.

Representative Clients

SunTrust Bank
Wal-Mart Stores, Inc.
Lewis-Gale Clinic LLC
Petroleum Marketers, Inc.
AIG Claim Services, Inc.

18

COOLEY GODWARD LLP
One Freedom Square
11951 Freedom Dr.
Reston, Va. 20190
(703) 456-8000

Va. Attorneys
1-02 1-03

President/Managing Partner

Joe Conroy

Rates: \$50-700/hr.

Areas of Practice

Corporate Control & Governance
Patent Counseling & Protection
Contract & Commercial Disputes
Employment & Labor Counseling
Fund Formation

Developments

Addition of an Information Security & Cybercrime Practice Group and the hiring of a Vice President of Business Development.

Representative Clients

The Carlyle Group
Fisher-Price
AT&T
Owens Corning
Primus

16

BURNS DOANE SWECKER & MATHIS LLP
1737 King St., Ste. 500
Alexandria, Va. 22314
(703) 836-6620

Va. Attorneys
1-02 1-03

President/Managing Partner

R. Danny Huntington

Rates: N/A

Areas of Practice

Intellectual Property

Developments

N/A

Representative Clients

Bayer BioScience, NV
Deere & Co.
Rhodia
Philip Morris
Althena Neurosciences, Inc.

19

CHRISTIAN & BARTON LLP
909 E. Main Street
Suite 1200
Richmond, Va. 23219
(804) 697-4100

Va. Attorneys
1-02 1-03

President/Managing Partner

J. Edward Betts

Rates: N/A

Areas of Practice

Litigation
Corporate
Public Sector
Real Estate/Environmental
Public Utilities

Developments

N/A

Representative Clients

Media General, Inc.
First Hospital Corporation
City of Norfolk
Wachovia, N.A.
Capital Reg. Airport Comm.

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20 VANDEVENTER BLACK LLP
 500 World Trade Center
 Norfolk, Va. 23510
 (757) 446-8600

Va. Attorneys 1-02-1-03	President/Managing Partner
46-46	William E. Franczek

Rates: N/A

Areas of Practice:
 Commercial Transactions & Litig.
 Construction & Public Contracts
 Labor & Employment
 International & Immigration
 Maritime

Representative Clients:
 Va. International Terminals
 Norfolk Airport Authority
 Wachovia Bank
 Tidewater-Skanska Constr.
 American International Grp.

Developments:
 Relocated Raleigh, NC office to downtown. Expanded international business law practice area. Celebrating 120th anniversary this year.

22 VENABLE LLP
 8010 Towers Crescent Dr.
 Suite 300
 Vienna, Va. 22182
 (703) 760-1600

Va. Attorneys 1-02-1-03	President/Managing Partner
43-43	James L. Shea

Rates: \$155,460/hr.

Areas of Practice:
 Business
 Real Estate
 Government Contracts
 Litigation
 Labor

Representative Clients:
 Raytheon Company
 Gannett Company, Inc.
 Verizon Wireless
 Marriott International
 Dulles Transit Partners

Developments:
 N/A

21 ODIN FELDMAN & PITTLEMAN PC
 2302 Lee Highway
 Suite 7100
 Fairfax, Va. 22031
 (703) 218-2100

Va. Attorneys 1-02-1-03	President/Managing Partner
42-24	Dexter S. Odín

Rates: N/A

Areas of Practice:
 Litigation
 Business & Tax
 Labor & Employment
 Creditors' Rights & Bankruptcy
 Intellectual Property

Representative Clients:
 The Hair Cutery
 Upper Occoquan Sewage Authority, BB&T, Va. Primus Telecommunications, Stewart Title

Developments:
 N/A

23 HOLLAND & KNIGHT LLP
 1300 Tyson Blvd.
 Suite 700
 McLean, Va. 22102
 (703) 720-8600


Va. Attorneys 1-02-1-03	President/Managing Partner
26-36	Richard O. Duvall

Rates: N/A

Areas of Practice:
 Government Contracts
 Litigation
 Corporate & Securities
 Intellectual Property
 Business Law

Representative Clients:
 N/A

Developments:
 N/A



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- Bankruptcy - Biotechnology
- Business Expansion and Location
- Corporate Law & Commerce
- Employee Benefits - Employment
- Energy/Telecom - Environmental
- Estate Planning - Government Relations
- Health Care - Intellectual Property
- International - Labor - Litigation
- Real Estate and Finance
- Strategic Transactions - Tax
- Voting Rights

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1100 N. Glebe Road
Suite 800
Arlington, Va. 22201
(703) 816-4000

Va. Attorneys 1-02 1-03	President/Managing Partner
30 33	Larry S. Nixon

Rates: \$180-500/hr.

Areas of Practice
Intellectual Property
Patent
Trademark
Copyright
Litigation

Developments
N/A

Representative Clients
Sharp Corporation
Nintendo of America
General Electric Company
Moore North America
Toshiba

26 HOFHEIMER NUSBAUM PC
1700 Dominion Tower
999 Waterside Drive
Norfolk, Va. 23510
(757) 622-3366

Va. Attorneys 1-02 1-03	President/Managing Partner
28 31	William A. Old Jr.

Rates: N/A.

Areas of Practice
Corporate & Securities
Civil Litigation
Health Care, Labor & Employment
Real Estate
Tax & Estate Planning

Developments
N/A

Representative Clients
Dollar Tree Stores
Busch Entertainment Group
Holl Auto Group
S.L. Nusbaum Realty Co.
NAI Harvey Lindsay R.E.

25 WICKWIRE GAVIN PC
8100 Boone Boulevard
Suite 700
Vienna, Va. 22182
(703) 790-8750

Va. Attorneys 1-02 1-03	President/Managing Partner
29 32	Shannon J. Briglia

Rates: \$185-435/hr.

Areas of Practice
Construction
Government Contracts
Corporate & Commercial
Surety & Fidelity
Litigation

Developments
First female managing partner, Shannon J. Briglia.

Representative Clients
Emery Worldwide
Baker Concrete Construction
Amtrak
Metro Wash. Airport Auth.
Sigal Construction Corp.

26 PENNSTUART
208 E. Main Street
Abingdon, Va. 24212
(276) 628-5151

Va. Attorneys 1-02 1-03	President/Managing Partner
29 31	W. Bradford Stallard

Rates: \$110-225/hr.

Areas of Practice
Business & Corporate Law
Commercial Litigation
Insurance Defense & Coverage Lit.
Medical, Legal & Prof. Liab. Def.
Workers' Comp. & Occ. Disease

Developments
Construction began on PennStuart's new Bristol, Tenn. office building which will open to serve East Tennessee clients in mid-2003.

Representative Clients
State Volunteers
The Pittston Company
Purdue Pharma
Liberty Mutual
Northern Va. Electric Co-op.

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The Law Firm of
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Richard F. Dzubin
a member of the bar of the Commonwealth of Virginia,
who was formerly employed as an associate attorney
with Bowman and Brooke LLP,
has become an associate with the firm.

Mr. Dzubin will primarily concentrate on commercial and civil litigation, including personal injury matters. He also has criminal trial experience. He has been admitted to practice in all courts of the Commonwealth of Virginia, as well as the U.S. Court of Appeals for the Fourth Circuit, U.S. District Court for the Eastern District of Virginia, U.S. District Bankruptcy Court for the Eastern District of Virginia, and the U.S. District Court for the Western District of Virginia. The firm's practice will continue to concentrate in the areas of complex civil and criminal litigation and appeals in state and federal courts, as well as domestic relations, bankruptcy, civil rights and personal injuries, wills, trusts and estates, business transactions, corporate matters, employment and land use.

Alexandria Office 1317 King Street Alexandria, Virginia 22314 Telephone: (703) 836-7441 Facsimile: (703) 836-0265	Fairfax Office 3977 Chain Bridge Road, Suite 201 Fairfax, Virginia 22030 Telephone: (703) 359-5669 E-mail: Lawyrcrs@RGRCLaw.com
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28 **CHANDLER FRANKLIN & O'BRYAN**
1010 Ednam Center
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Charlottesville, Va. 22903
(434) 971-7273

Areas of Practice
Personal Injury
Nursing Home
Workers' Compensation
Product Liability
Medical Negligence

Developments
N/A

Va. Attorneys 1-02 1-03
30 29
President/Managing Partner
LB. Chandler
Rates: N/A

Representative Clients
N/A

29 **WHARTON ALDHIZER & WEAVER PLC**
100 South Mason Street
Harrisonburg, Va. 22801
(540) 434-0316

Areas of Practice
Corporate & Business Law
Civil & Commercial Litigation
Estate & Taxation Law
Municipal & Education Law
Health Care

Developments
N/A

Va. Attorneys 1-02 1-03
31 27
President/Managing Partner
Stephen W. Mijo
Rates: N/A

Representative Clients
Rockingham County
Valley Health System
Transprint, USA, Inc.
Pilgrim's Pride Corporation
Rockingham Mem. Hospi

29 **WALSH, COLUCCI, LUBELEY, ENRICH & TERPAK PC**
2200 Clarendon Blvd.
13th floor
Arlington, Va. 22201
(703) 528-4700

Areas of Practice
Zoning
Land Use
Commercial Real Estate
Civil Litigation
Business Law

Developments
Name changed from Walsh, Colucci, Stockhouse, Enrich & Lubeley PC.

Va. Attorneys 1-02 1-03
25 27
President/Managing Partner
Martin D. Walsh
Rates: N/A

Representative Clients
N/A

31 **MCCANDLISH HOLTON PC**
1111 E. Main Street
Suite 1500
Richmond, Va. 23231
(804) 775-3100

Areas of Practice
Employment
Health Care
Real Estate
Government Relations
Strategic Transactions

Developments
The addition of Conrad B. Mattox III to our firm's Health Care practice.

Va. Attorneys 1-02 1-03
32 26
President/Managing Partner
David Clark
Rates: \$175-210/hr.

Representative Clients
Smith Package
Dominion Virginia Power
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APC Realty & Equipment
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Sands Anderson Marks & Miller
welcomes our McLean firm members.

J. Jonathan Schraub
Danny M. Howell
join as Shareholders

and

Paige A. Levy
joins as Counsel

We also welcome to our Radford office

L. Thompson Hanes
who joins as Counsel.

April 2003

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VIRGINIA LAWYERS WEEKLY'S 75 LARGEST LAW FIRMS IN VIRGINIA

31 REES BROOME & DIAZ
 8133 Leesburg Pike
 9th Floor
 Vienna, Va. 22182
 (703) 893-7376

Va. Attorneys		President/Managing Partner
1-02	1-03	
27	26	N/A

Rates: \$150-300/hr.

Areas of Practice
 Bankruptcy
 Taxation
 Estate Planning
 Community Association
 Real Estate
Developments
 N/A

Representative Clients
 N/A

**33 WRIGHT ROBINSON
 OSTHIMER & TATUM**
 411 E. Franklin St.
 Suite 400
 Richmond, Va. 23219
 (804) 783-1100

Va. Attorneys		President/Managing Partner
1-02	1-03	
24	25	Murray H. Wright

Rates: N/A

Areas of Practice
 Construction
 Products Liability
 Insurance Defense
 Litigation Management
 Commercial
Developments
 N/A

Representative Clients
 N/A

**33 HUFF POOLE &
 MAHONEY PC**
 4705 Columbus Street
 Virginia Beach, Va. 23462
 (757) 499-1841

Va. Attorneys		President/Managing Partner
1-02	1-03	
22	25	Glen A. Huff

Rates: N/A

Areas of Practice
 Litigation
 Business
 Divorce & Family Law
 Trusts & Estates
 Medical Malpractice Defense
Developments
 N/A

Representative Clients
 The Casna Aircraft Co.
 Freedom Automotive, Inc.
 Travelers

**36 BEAN KINNEY &
 KORMAN PC**
 2000 North 14th St.
 Suite 100
 Arlington, Va. 22201
 (703) 525-4000

Va. Attorneys		President/Managing Partner
1-02	1-03	
24	24	James W. Korman

Rates: \$175-400/hr.

Areas of Practice
 Litigation
 Family Law
 Commercial, Real Estate, and Zoning
 Business Representation
 Personal Injury
Developments
 N/A

Representative Clients
 United Bank
 Bank of America
 Chicago Title Co.
 Sport & Health Co.
 Airlines Reporting Co.

**33 JONES BLECHMAN WOLTZ &
 KELLY PC**
 701 Town Center Drive
 Suite 800
 Newport News, Va. 23606
 (757) 873-8000

Va. Attorneys		President/Managing Partner
1-02	1-03	
26	25	Svein J. Lassen

Rates: \$50-150/hr.

Areas of Practice
 Business & Technology
 Employment Law
 Commercial Litigation
 Real Estate
 Trusts & Estate Planning
Developments
 Newport News office relocated to Town Center in Oyster Point. Two new associates added.

Representative Clients
 Riverside Healthcare Systems
 Virginia Healthcare, Inc.
 Newport News Econ. Dev. Auth.
 Hampton Roads Sanitation Dist.
 Centura Bank

36 FRAMME LAW FIRM PC
 830 E. Main St.
 19th floor
 Richmond, Va. 23219
 (804) 649-1334

Va. Attorneys		President/Managing Partner
1-02	1-03	
N/A	24	Lawrence H. Framme III

Rates: \$175-300/hr.

Areas of Practice
 Business Corporate
 Immigration
 Construction
 Litigation
Developments
 Growth and development of business services group and immigration practice.

Representative Clients
 NIS
 Imperial Building
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36

PENDER & COWARD PC
222 Central Park Ave.
Virginia Beach, Va.
23462
(757) 490-3000

Areas of Practice:
Employment Law
Commercial Collections
Workers' Comp
Litigation
Insurance Defense

Developments:
Moved to new offices in January 2003

Va. Attorneys
1-02 1-03

President/Managing Partner

25 24 Richard H. Matthews

Rates: N/A

Representative Clients
N/A

40

**AKIN, GUMP, STRAUSS,
HAUER & FELD LLP**
628 International Drive
Penthouse 204
McLean, Va. 22102
(703) 891-7500

Areas of Practice:
Telecommunications and
Information Technology
Litigation
Labor and Employment
Intellectual Property

Developments:
N/A

Va. Attorneys
1-02 1-03

President/Managing Partner

N/A 22

Jeffrey K. Sherwood

Rates: N/A

Representative Clients:
America Online
Cable & Wireless
CITGO
Level 3
National Rural Utilities Coop.
Finance Corporation

39

**KALBAUGH, PFUND &
MESSERSMITH PC**
9030 Stony Point Parkway
Suite 540
Richmond, Va. 23235
(804) 320-6300

Areas of Practice:
Construction/Commercial Litigation
Motor Carrier Liability
Workers' Compensation
Fraud/Coverage
Employment Practices Litigation

Developments:
In 2002, KP&M continued to expand its involvement in the practice areas of construction/commercial, motor carrier liability and workers' compensation. Another area of significant expansion for KP&M was in the area of EPLI/employment law, particularly in the Northern Virginia office.

Va. Attorneys
1-02 1-03

President/Managing Partner

22 23 G.A. Kalbaugh, Jr.

Rates: \$100-300/hr.

Representative Clients:
Zurich NA
Safeco Insurance
Travelers
Home Depot
MetLife Auto & Home

40

McCANDLISH & LILLARD
11350 Random Hills
Road, Suite 500
Fairfax, Va. 22030
(703) 273-2288

Areas of Practice:
General Civil Litigation
Business And Corporate Law
Medical Malpractice Defense
Land Use and Development Law
Wills, Trusts, and Estates Law

Developments:
N/A

Va. Attorneys
1-02 1-03

President/Managing Partner

22 22

Randolph A. Suttiff

Rates: \$125-350/hr.

Representative Clients:
INOVA Health Systems
Claude Moore Charitable Found.
Human Resources Institute
Bell Atlantic Virginia
Sibley Hospital

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118 South Royal Street, Alexandria, Virginia 22314

PennStuart
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is pleased to announce the following new associates have joined our firm.

 <p>Jesse F. Narron Graduate of the T.C. Williams School of Law at the University of Richmond. Practice focuses on insurance defense litigation and representation of clients in workers' compensation law and employment law matters. Member of the Virginia State Bar Association, the Virginia Association of Defense Attorneys, the Richmond City Bar Association and the Henric County Bar Association.</p>	 <p>Cameron S. Bell Graduate of the University of Tennessee College of Law. Practice focuses on general civil defense, including mining, commercial and business litigation, insurance defense and medical malpractice. Licensed to practice law in both Tennessee and Virginia.</p>
 <p>Karl Lou Frank Graduate of the Marshall-Wyng School of Law at the College of William and Mary. Practice focuses on general law and corporate divestiture matters. Member of the Virginia State Bar Association, the Virginia Trial Lawyers Association, the Virginia Western Attorneys & Association and the Young Lawyers Conference.</p>	 <p>Anne L. Musgrove Graduate of the Washington and Lee University School of Law. Practice focuses on insurance defense, including automobile and professional liability, and general litigation, including malpractice. Director and the member of the Virginia Association of Defense Attorneys and the Virginia Association of Trial Attorneys, and the Young Lawyers Division.</p>

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Arlington Office: (703) 466-4800 Fax: (703) 466-8672
Abingdon Office: (276) 628-5191 Fax: (276) 628-5621
www.pennstuart.com

VIRGINIA LAWYERS WEEKLY'S 75 LARGEST LAW FIRMS IN VIRGINIA

40

CLIFF & BERRIDGE PC
 277 S. Washington Street
 Alexandria, Va. 22314
 (703) 836-6400

Va. Attorneys
 1-02 1-03
 23 22

President/Managing Partner
 Executive Committee

Rates: N/A

Areas of Practice
 Intellectual Property

Representative Clients
 N/A

Developments
 N/A

44

ALLEN ALLEN ALLEN & ALLEN
 1809 Staples Mill Road
 Richmond, Va. 23230
 (804) 353-1200

Va. Attorneys
 1-02 1-03
 23 21

President/Managing Partner
 W. Coleman Allen Jr.

Rates: Contingency

Areas of Practice
 Personal Injury
 Medical Malpractice

Representative Clients
 N/A

Developments
 N/A

43

PATTEN WORNOM HATTEN & DIAMONSTEIN LC
 12350 Jefferson Avenue
 Suite 360
 Newport News, Va. 23602
 (757) 223-4500

Va. Attorneys
 1-02 1-03
 20 22

President/Managing Partner
 Robert R. Hatten

Rates: \$125-300/hr

Areas of Practice
 Personal Injury Litigation
 Products Liability (Asbestos Lit.)
 General Civil Practice
 Admin Banking & Business Const.
 Corporate Development

Representative Clients
 Virginia Asbestos Victims
 Newport News Town Center
 Waste Management, Inc.
 Cox Communications
 Canon Virginia Inc.

Developments
 N/A

45

DURETTEBRADSHAW PLC
 600 E. Main Street
 Twentieth Floor
 Richmond, Va. 23219
 (804) 775-6900

Va. Attorneys
 1-02 1-03
 24 20

President/Managing Partner
 Wyatt B. Durette Jr.

Rates: \$150-365/hr

Areas of Practice
 Bankruptcy
 Business Tax
 Commercial & Complex Litigation
 Health Law
 Insurance Defense

Representative Clients
 Halifax Corporation
 7-Eleven Inc.
 Nationwide Insurance Co.
 Sprint Corporation
 Westvaco Corporation

Developments
 We added a new office in Middleham and continued to expand our national complex litigation practice.


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45 **FURPPEN DENSMORE MORSE & JESSIE PC**
 10 South Jefferson St.
 Suite 1800
 Roanoke, Va. 24011
 (540) 510-3000

Va. Attorneys 1-02 1-03	President/Managing Partner David E. Perry
25 20	Rates: N/A

Areas of Practice:
 Business, Banking & Securities Law
 Labor, Employment & Immigration Law
 Commercial & Healthcare Litigation
 Technology (and Biotech) Law
 Tax & Employee Benefits Law

Representative Clients:
 Advance Auto Parts
 Calanese Acetate
 First Citizens Bank
 Tele-Works, Inc.
 Mead Westvaco

Developments:
 N/A

48 **HANCOCK DANIEL JOHNSON & NAGLE PC**
 4112 Inlake Drive
 Glen Allen, Va. 23060
 (804) 967-9604

Va. Attorneys 1-02 1-03	President/Managing Partner B. Page Gravelly Jr.
N/A 19	Rates: N/A

Areas of Practice:
 Health Law
 Business Law
 Professional Liability Defense
 Governmental Affairs
 Employment Law

Representative Clients:
 Culpeter Regional Hospital
 Riverside Health System
 Medical Society of Virginia
 Chesapeake General Hosp.
 Prince William Health System

Developments:
 N/A

45 **TAYLOR & WALKER PC**
 555 Main Street
 Suite 1300
 Norfolk, Va. 23510
 (757) 625-7300

Va. Attorneys 1-02 1-03	President/Managing Partner William C. Walker
20 20	Rates: N/A

Areas of Practice:
 Product Liability
 Professional Malpractice
 Employment Law
 Workers' Compensation
 Insurance Defense

Representative Clients:
 CNA Insurance
 Fireman's Fund
 The Hartford
 Liberty Mutual Insurance Co.
 Norfolk Ship Building & Drydock

Developments:
 N/A

48 **HUNZIKER LYON & LEGGETT PC**
 6862 Elm St., Suite 220
 McLean, Va. 22101
 (703) 734-9068

Va. Attorneys 1-02 1-03	President/Managing Partner Jonathan E. Lyon
N/A 19	Rates: N/A

Areas of Practice:
 Real Estate (Residential & Comm.)
 Business Transactions
 Construction
 Litigation

Representative Clients:
 N/A

Developments:
 N/A

TAVENNER & BERAN, PLC
 Attorneys at Law

Is Pleased to Announce that

Christopher T. McGee
 has joined the firm as a partner

and


Shannon D. Franklin
 has become associated with the firm.

McGee, a 1985 graduate of Hampden-Sydney College, worked at Sovran Investment Corporation before earning his J.D. from The T.C. Williams School of Law in 1993 where he was the Executive Editor of the University of Richmond Law Review. He then clerked for the Honorable Blackwell N. Shelley, of the United States Bankruptcy Court for the Eastern District of Virginia. McGee's practice will include handling bankruptcy and commercial litigation. He was most recently a partner at Spinella, Owings & Shaia, P.C.

Franklin received a B.S. in business from Virginia Commonwealth University in 1996, cum laude, and worked as a certified public accountant before attending law school. She received an MBA and JD from University of Richmond in 2001, cum laude. During law school she was the Managing Editor of the University of Richmond Law Review, a John Marshall Scholar, and a member of the McNeill Law Society. After graduation, she clerked for the Honorable Douglas O. Tice Jr. of the United States Bankruptcy Court for the Eastern District of Virginia. Franklin's practice will concentrate on creditor's rights and bankruptcy.

1015 East Main Street, First Floor
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Donald N. Patten, Litigation Group

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 bridge@pwhd.com
 rgilliland@pwhd.com

VIRGINIA LAWYERS WEEKLY'S 75 LARGEST LAW FIRMS IN VIRGINIA

48 SPOTTS FAIR CHAPPELL & ANDERSON PC
 411 E. Franklin Street
 Suite 600
 Richmond, Va. 23219
 (804) 788-1190

Va. Attorneys 1-02 1-03	President/Managing Partner Meade A. Spotts
19 19	

Rates: N/A

Areas of Practice
 Corporate Law
 Real Estate Law
 Business Transactions
 Business & Commercial Litigation
 Creditors' Rights

Representative Clients
 Allied Waste Industries, Inc.
 SunTrust Bank
 Wilson Trucking
 Viacom, Inc.
 First Virginia Bank

Developments
 N/A

48 WOLCOTT RIVERS WHEARY BASNIGHT & KELLY PC
 One Columbus Center
 Suite 1100
 Virginia Beach, Va. 23462
 (757) 497-6633

Va. Attorneys 1-02 1-03	President/Managing Partner Carl A. Eason
N/A 19	

Rates: N/A

Areas of Practice
 Banking
 Creditors' Rights
 Estate Planning & Taxation
 Corporate
 Commercial Real Estate

Representative Clients
 BB&T
 GMAC
 PGA Tour
 Ford Motor Company
 Rauch & Company

Developments
 Added two new attorneys to the firm.

48 THOMPSON & McMILLAN PC
 100 Shockoe Slip, 3rd Fl.
 Richmond, Va. 23219
 (804) 649-7545

Va. Attorneys 1-02 1-03	President/Managing Partner Christopher M. Malone
N/A 19	

Rates: \$140-350/hr.

Areas of Practice
 Commercial Transactions & Lit.
 Business Organization & Finance
 Financial Services
 Elder Law & Disability Planning
 Estate Planning & Administration

Representative Clients
 N/A

Developments
 Developed strong emphasis in area of consumer finance litigation and advice to financial institutions and consumers.

53 CANTOR ARKEMA PC
 823 E. Main Street
 Richmond, Va. 23219
 (804) 644-1400

Va. Attorneys 1-02 1-03	President/Managing Partner Grant S. Grayson
N/A 18	

Rates: \$135-260/hr.

Areas of Practice
 Corporate
 Bankruptcy
 Plaintiffs' Tort Litigation
 Commercial Litigation
 Commercial Real Estate

Representative Clients
 N/A

Developments
 Added two associates.

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53 GLASSER & GLASSER PLC

Va. Attorneys	President/Managing Partner
1-02 1-03	
19 18	Richard S. Glasser

1919 1818
Rates: N/A

Areas of Practice
Wrongful Death & Personal Injury
Asbestos & Lead Litigation
Creditors' Rights
Banking & Real Estate
Professional Responsibility

Representative Clients
N/A

Developments
Michael Glasser completed tenure as President of the Virginia State Bar; firm re-appointed special counsel to Attorney General of Virginia for claims and collections; celebrated 70th anniversary.

53 MORRIS AND MORRIS PC

Va. Attorneys	President/Managing Partner
1-02 1-03	
N/A 18	James W. Morris III

1818
Rates: N/A

Areas of Practice
Product Liability
Commercial Litigation
Employment Litigation
Construction Litigation
Insurance Litigation

Representative Clients
Wal-Mart
Zurich North America
State Farm
Whirlpool
Procter & Gamble

Developments
N/A

53 MIDKIFF MUNCE & ROSS PC

Va. Attorneys	President/Managing Partner
1-02 1-03	
N/A 18	Charles F. Midkiff

1818
Rates: N/A

Areas of Practice
Insurance Defense
Workers' Compensation
General Liability
Property Damage
Coverage

Representative Clients
PMA Group
Zurich U.S. Insurance
Harleysville Insurance Co.
Penn National Insurance Co.
Dominion Virginia Power

Developments
N/A

57 BLANKINSHIP & KEITH PC

Va. Attorneys	President/Managing Partner
1-02 1-03	
N/A 17	Elizabeth C. Morrogh

1717
Rates: \$165-350/hr.

Areas of Practice
State & Federal Litigation
General Business Matters
Personal Injury
Wills, Trusts, Estates/Family Law
Commercial Real Estate/Land Use

Representative Clients
Inova Health Systems
Cherry Chase Bank
Fair City/County School Boards
Lakarge Corporation
Springfield Industrial Park

Developments
N/A

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WILLIAM B. CALLAHAN, OFFICER
PH 540.777.6908 wcallahan@leclairryan.com

RICHARD D. SCOTT, ASSOCIATE
PH 540.777.6907 rscott@leclairryan.com

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Wrongful death damages	Tax controversies
Commercial damages/lost profits analysis	Business interruption losses
Wrongful discharge	Critique of other expert reports
Breach of contract	Preparation of schedules and exhibits for trial
Shareholder/partner suits	Punitive damages
Reasonable compensation	Financial support for mediations
Valuations of degrees and licenses	Search for unreported income and hidden assets
Business valuations	Tax strategies for proposed settlement negotiations
Present value analysis for pension, profit sharing and deferred compensation plans	Tracing of marital and separate property assets

Innsbrook Office - The North Park Building
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Glen Allen, Virginia 23060
(804) 270-0026
Fax (804) 270-6020

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57 **HARMAN CLAYTOR
CORRIGAN & WELLMAN**
4951 Lake Brook Drive
Suite 100
Glen Allen, Va. 23060
(804) 747-5200

Va. Attorneys
1-02 1-03
N/A 17

President/Managing Partner
David P. Corrigan

Rates: N/A

Areas of Practice:
General Civil Litigation
Products Liability
Construction
Employment
Trucking & Insurance Coverage Lit.

Representative Clients
N/A

Developments
N/A

57 **SHUTTLEWORTH RUIOFF
GIORDANO & SWAIN PC**
4525 South Boulevard
Suite 300
Virginia Beach, Va. 23452
(757) 671-6000

Va. Attorneys
1-02 1-03
N/A 17

President/Managing Partner
Thomas B. Shuttleworth

Rates: \$125-375/hr.

Areas of Practice:
Plaintiffs-only Personal Injury
Commercial Litigation
Business
Criminal Defense
Real Estate

Representative Clients
Allen Iverson
Greyhound Lines, Inc.
ARAI Americas, Inc.
Boo Williams AAU Basketball League

Developments
N/A

57 **MICHE HAMLETT LOWRY
RASMUSSEN & TWEEL PC**
500 Court Square
Charlottesville, Va. 22920
(540) 951-7200

Va. Attorneys
1-02 1-03
N/A 17

President/Managing Partner
Edward B. Lowry

Rates: \$70-350/hr.

Areas of Practice:
Family Law
Personal Injury
Securities Arbitration
Wills, Trusts & Estates
Corporate

Representative Clients
Muhammed Ali
Guaranty Bank
Patricia Kluge
Regional Ten Comm. Serv. Bd.
Bank of America

Developments
N/A

57 **SMITH PACHTER,
McWHORTER & ALLEN PLC**
8000 Towers Crescent Dr.
Suite 900
Vienna, Va. 22182
(703) 847-6300

Va. Attorneys
1-02 1-03
N/A 17*

President/Managing Partner
Randall C. Allen

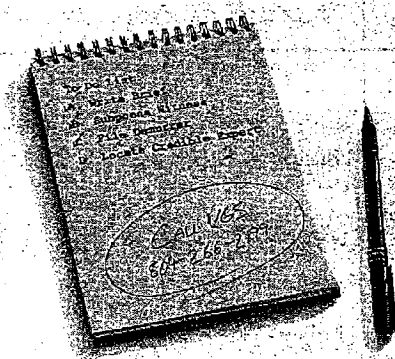
Rates: N/A

Areas of Practice:
N/A

Representative Clients
N/A

Developments
N/A

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VIRGINIA LAWYERS WEEKLY'S 75 LARGEST LAW FIRMS IN VIRGINIA

62 COOPER SPONG & DAVIS PC
200 High St., Suite 500
Portsmouth, Va. 23704
(757) 397-3481

Va. Attorneys 1-02 1-03
N/A 16
President/Managing Partner
David R. Tynch

Rates: \$104-210/hr.

Areas of Practice:
Corporate
Healthcare & Hospital Law
Environmental Law
Estate Planning
Immigration Law

Representative Clients:
Bon Secours
Ridale Honda
Almont Shipping
Don Comer Ford
Sasser Construction

Developments
N/A

64 GOODMAN ALLEN & FREEMAN
2501 Highwoods Parkway
Suite 210
Glen Allen, Va. 23060
(804) 346-0600

Va. Attorneys 1-02 1-03
N/A 15
President/Managing Partner
Charles M. Allen

Rates: N/A

Areas of Practice:
Medical Malpractice Defense
Healthcare
Intellectual Property
Products Liability
Commercial Litigation

Representative Clients:
Bon Secours Health Systems
Commonwealth Medical Lab.
HCI
Medicorp
The Doctors Co.

Developments
N/A

62 MARKS & HARRISON PC
1512 Willow Lawn Drive
Richmond, Va. 23230
(804) 282-0999

Va. Attorneys 1-02 1-03
N/A 16
President/Managing Partner
James G. Harrison

Rates: N/A

Areas of Practice:
Personal Injury
Workers' Compensation
Social Security Disability

Representative Clients
N/A

Developments
N/A

64 VANDERPOOL FROSTICK & NISHANIAN PC
9200 Church Street
Manassas, Va. 20110
(703) 369-4738

Va. Attorneys 1-02 1-03
N/A 15
President/Managing Partner
Michael R. Vanderpool

Rates: \$145-260

Areas of Practice:
Corporate and Business
Commercial Real Estate
Civil Litigation
Zoning and Land Use
Commercial Lending



Representative Clients:
Prince William Health System
Northern Va. Electric Cooperative
Airline Pilots Association
7-Eleven, Inc.
Resource Bank

Developments
N/A

Divorce Settlement...? Knowledge Is Power.

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**66 MOODY STROPLE KLOEPPEL
 BASLORE & HIGGINTHAM INC.**
 500 Crawford St., #300,
 Portsmouth, Va. 23704
 (757) 393-4093

Va. Attorneys 1-02 1-03	President/Managing Partner
N/A 14	Willard J. Moody Sr.

Rates: N/A

Areas of Practice
 Federal Employers' Liability Act
 Personal Injury
 Occupational Diseases
 Asbestosis
 Medical Malpractice

Developments
 N/A

Representative Clients
 N/A

66 WOOLENHART PLC
 707 S. Jefferson St.
 Suite 300
 Roanoke, Va. 24016
 (540) 343-2451

Va. Attorneys 1-02 1-03	President/Managing Partner
N/A 14	John L. Cooley

Rates: \$90-175/hr.

Areas of Practice
 Civil Litigation
 Medical Malpractice Defense

Representative Clients
 Carilion Healthcare
 Nationwide Insurance Co.
 St. Paul Insurance Co.
 National Bank of Commerce
 Professionals' Advocates

Developments
 Changed law firm name from Woolen & Hart PC to WoolenHart PLC

**66 TRICHILIO BANCROFT MCGAVIN
 HORVATH & JUDKINS**
 3920 University Drive
 Fairfax, Va. 22030
 (703) 385-1000

Va. Attorneys 1-02 1-03	President/Managing Partner
N/A 14	Benjamin J. Trichilo

Rates: \$110-250/hr.

Areas of Practice
 Product Liability
 Personal Injury
 Workers' Compensation
 Construction
 Municipal Government

Representative Clients
 Erie Insurance Group
 Hartford Insurance Co.
 Hartford Mutual Ins. Co.
 Marriott Corporation
 Virginia Farm Bureau

Developments
 Added two new lawyers to assist with increased case load.

**66 COHEN GETTINGS &
 CAULKINS PC**
 2200 Wilson Blvd.
 Suite 800
 Arlington, Va. 22201
 (703) 525-2260

Va. Attorneys 1-02 1-03	President/Managing Partner
N/A 14	Harvey B. Cohen

Rates: \$130-390/hr.

Areas of Practice
 Civil Litigation
 Criminal Litigation
 Corporate & Business Transactions
 Franchise Law & Litigation
 Virginia Local Trial Counsel

Representative Clients
 Warner Bros.
 USAirways, Inc.
 Randolph Cellular, Inc.
 Greater Atlantic Bank
 New Boston Fund

Developments
 Expansion of trial practice.

Medical Malpractice
 Workers' Compensation
 Defective Products
 Hospital Negligence
 Brain and Spinal Injuries
 Wrongful Death
 Asbestos Claims
 Automobile Accidents
 Birth Injuries
 Burn and Scald Injuries
 Construction Accidents
 Lead Paint Claims
 Social Security/Disability Claims

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66 **JOHNSON AYERS & MATTHEWS**
210 First St., S.W.
Suite 300
Roanoke, Va. 24009
(540) 767-2000

Va. Attorneys: 1-02, 1-03
President/Managing Partner: N/A
Rates: N/A

Areas of Practice: Insurance/Personal Injury, Product Liability, Workers' Compensation, Local Government/Eminent Domain, Corporate/Commercial

Representative Clients: N/A

Developments: N/A

71 **PARKER POLLARD & BROWN PC**
5511 Staples Mill Road
Richmond, Va. 23228
(804) 262-3600

Va. Attorneys: 1-02, 1-03
President/Managing Partner: Barry W. Willard
Rates: \$110-275/hr.

Areas of Practice: Business, Banking, Litigation, Family Law, Estate Planning

Representative Clients: BB&T, Roof Systems of Virginia, North Lake Land Investments LLC, James River Petroleum, Inc., Commonwealth Dealers Life Insurance

Developments: N/A

71 **ALBO & OBLON LLP**
2200 Clarendon Blvd.
Suite 1102
Arlington, Va. 22201
(703) 312-0410

Va. Attorneys: 1-02, 1-03
President/Managing Partner: David A. Oblon
Rates: \$175-250/hr.

Areas of Practice: Employment Law, Criminal Defense, General Civil Litigation, Government Contracts

Representative Clients: N/A

Developments: We won the largest employment law jury verdict of 2002.

71 **WALTON & ADAMS PC**
1925 Isaac Newton Sq.
Suite 250
Reston, Va. 20190
(703) 790-8000

Va. Attorneys: 1-02, 1-03
President/Managing Partner: Edmund L. Walton Jr.
Rates: \$150-325/hr.

Areas of Practice: Business & Banking, General Litigation, Land Use, Estate Planning, Administration

Representative Clients: Loudoun County, Virginia, Southern Financial Bank, Virginia Brown Auto Group, Passport Automotive Group, Virginia Dept. of Transport.

Developments: Undertook representation of Loudoun County in major land use litigation.

71 **EDMONDS & WILLIAMS PC**
800 Main Street
PO Box 958
Lynchburg, Va. 24505
(434) 846-9000

Va. Attorneys: 1-02, 1-03
President/Managing Partner: N/A
Rates: N/A

Areas of Practice: N/A

Representative Clients: N/A

Developments: N/A

75 **BARNES & BATZLI PC**
Centre Court, Suite A
940 Courthouse Road
Chesterfield, Va. 23832
(804) 796-1000

Va. Attorneys: 1-02, 1-03
President/Managing Partner: Edward D. Barnes
Rates: \$140-325/hr.

Areas of Practice: Family Law, Criminal Defense

Representative Clients: N/A

Developments: N/A

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"One of the downsides of being a sole practitioner is not having a partner or associate with whom you can bounce ideas or get an opinion. Access to the Forum is like working in a huge law firm and having access to some of the best legal minds in the state. Thank you, Lawyers Weekly!"

-- Donna Zils Banfield

LAWYERS WEEKLY

VIRGINIA LAWYERS WEEKLY'S 75 LARGEST LAW FIRMS IN VIRGINIA

75 BOWEN CHAMPLIN CARR & ROCKECHARLIE
1919 Huguenot Road
Richmond, Va. 23235
(804) 379-1900

Va. Attorneys		President/Managing Partner
1-02	1-03	
N/A	12	Alexandra D. Bowen

Rates: \$125-250/hr.

Areas of Practice
Criminal Defense
Bankruptcy
Collections
Personal Injury
Family Law

Representative Clients
Central Furniture
Universal Heating & Plumb.
Numerous individuals

Developments
One partner left and five attorneys joined the practice.

75 MCKENRY DANCIGERS WARNER DAWSON & LAKE PC
700 Newton Rd, Suite 15
Norfolk, Va. 23502
(757) 461-2500

Va. Attorneys		President/Managing Partner
1-02	1-03	
N/A	12	George J. Dancigers

Rates: N/A

Areas of Practice
Insurance Defense
Workers' Compensation
Domestic Relations
Criminal Defense
Medical Malpractice

Representative Clients
Slate Farm Auto Insurance
Nationwide Mutual Ins. Co
American International Grp
American General Finance
Professional Risk Mgt. Service

Developments
The firm has changed its name from Heilig McKenry as of March 2003.

75 CRENSHAW WARE & MARTIN PLC
1200 Bank of America Center
Norfolk, Va. 23510
(757) 623-3000

Va. Attorneys		President/Managing Partner
1-02	1-03	
N/A	12	David H. Sump

Rates: \$120-250

Areas of Practice
Redevelopment and Housing
Maritime Law
Employment Law
Creditors' Rights and Bankruptcy
Commercial Real Estate and Land Use

Representative Clients
Norfolk Redevelopment and Housing Authority
CNA Commercial Insurance
Exxon-Mobil
Suntrust Bank
Verizon Wireless

Developments
N/A

75 STREET LAW FIRM LLP
339 West Main Street
PO Box 2100
Grundy, Va. 24614
(276) 935-2128

Va. Attorneys		President/Managing Partner
1-02	1-03	
N/A	12*	N/A

Rates: N/A

Areas of Practice
N/A

Representative Clients
N/A

Developments
N/A

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75 FAGGETT & FRIEDEN PC
1435 Crossways Blvd.
Suite 200
Chesapeake, Va. 23320
(757) 424-3232

Va. Attorneys		President/Managing Partner
1-02	1-03	
N/A	12	David Y. Faggert

Rates: N/A

Areas of Practice
Commercial Real Estate
Banking
Taxation
Estate Planning and Administration
Commercial and Corporate Matters

Representative Clients
N/A

Developments
Relocation planned for Summer 2003 to Virginia Beach's new Town Center.

75 REDMON PAYTON & BRASWELL LLP
510 King St., Suite 301
Alexandria, Va. 22314
(703) 684-2000

Va. Attorneys		President/Managing Partner
1-02	1-03	
N/A	12	Grant Redmon

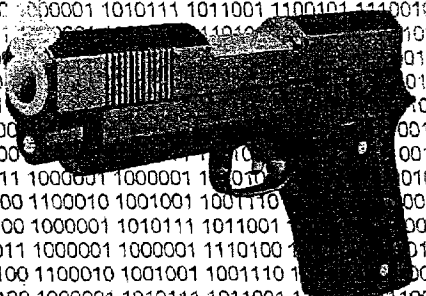
Rates: \$75-350

Areas of Practice
N/A

Representative Clients
N/A

Developments
N/A

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EnCE, CNE, MCSE, MCP+I, NT Certified Independent
Professional and Certified Internetwork Professional,
Member - High Technology Crime Investigation Association