

The 2023
Leopard Law
Firm Index
Top 20



The Legal Industry's Most Inclusive and Up-to-Date Law Firm Rating System

Leopard Law Firm Index is a dynamic rating system that objectively ranks law firms for profitability, viability, growth, and potential opportunity. Updated twice weekly using hard data instead of self-reported survey material, the Index focuses on the overall health of a law firm – in real-time.

These are the firms achieved the overall top 20 ranking in 2023:

- | | | | |
|----|---|----|--|
| 1 | Latham & Watkins LLP | 11 | Jones Day |
| 2 | Holland & Knight LLP | 12 | K & L Gates |
| 3 | Kirkland & Ellis LLP | 13 | Paul, Weiss, Rifkind, Wharton & Garrison LLP |
| 4 | Greenberg Traurig LLP | 14 | WilmerHale |
| 5 | Morgan, Lewis & Bockius LLP | 15 | Willkie Farr & Gallagher LLP |
| 6 | DLA Piper | 16 | Debevoise & Plimpton LLP |
| 7 | Ropes & Gray LLP | 17 | Orrick, Herrington & Sutcliffe LLP |
| 8 | Gibson, Dunn & Crutcher LLP | 18 | Ogletree Deakins Nash Smoak & Stewart PC |
| 9 | Goodwin | 19 | McDermott Will & Emery LLP |
| 10 | Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates | 20 | Littler Mendelson PC |

The 2023 Leopard Law Firm Index Top 200



Dynamic Key Indicators for More Accurate Growth and Stability Metrics

The Leopard Law Firm Index provides ranking metrics that accurately reflect a firm's strengths and weaknesses. The Index is based on key weighted indicators of law firm sustainability and eliminates the bias for relative law firm size.

These factors include:

- Promotions to partner
- Increases or decreases in revenue per lawyer (RPL) over a five-year period
- Relative success in lateral recruiting and general retention (partner and associates)
- Relative success recruiting and retaining entry-level attorneys
- Percentage of women partners
- Average attorney tenure
- Growth or decline in attorney headcount
- Ethnic diversity within the firm

Leopard Solutions clients with access to the Leopard Law Firm Index, as part of their subscription to Leopard BI, can look behind the numbers and see what is driving each firm's score.

Scores change as the firm changes, and knowing what drives that change can be important when choosing a firm for representation or making a career decision. Learn more about the Leopard Law Firm Index at LeopardSolutions.com.

Rank	Firm	Score
1	Latham & Watkins LLP	490
2	Holland & Knight LLP	488
3	Kirkland & Ellis LLP	484
4	Greenberg Traurig LLP	480
5	Morgan, Lewis & Bockius LLP	464
6	DLA Piper	462
7	Ropes & Gray LLP	462
8	Gibson, Dunn & Crutcher LLP	461
9	Goodwin	461
10	Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates	460
11	Jones Day	456
12	K & L Gates	453
13	Paul, Weiss, Rifkind, Wharton & Garrison LLP	449
14	WilmerHale	446
15	Willkie Farr & Gallagher LLP	446
16	Debevoise & Plimpton LLP	445
17	Orrick, Herrington & Sutcliffe LLP	444
18	Ogletree Deakins Nash Smoak & Stewart PC	443
19	McDermott Will & Emery LLP	443
20	Littler Mendelson PC	443
21	Sidley Austin LLP	441
22	Dentons	441
23	Venable LLP	441
24	Winston & Strawn LLP	440
25	Quinn Emanuel Urquhart & Sullivan, LLP	439
26	Gordon Rees Scully Mansukhani LLP	439
27	Wilson Sonsini Goodrich & Rosati	438
28	Alston & Bird LLP	438
29	Polsinelli PC	438
30	Sheppard, Mullin, Richter & Hampton LLP	437
31	Husch Blackwell LLP	437
32	Proskauer Rose LLP	437
33	Barnes & Thornburg LLP	436
34	Arnold & Porter Kaye Scholer LLP	435
35	Jackson Lewis PC	435
36	Wilson Elser	434
37	Cozen O Connor	434
38	Vinson & Elkins LLP	434
39	Morrison & Foerster LLP	431
40	Nelson Mullins Riley & Scarborough	431
41	BakerHostetler	431
42	Simpson Thacher & Bartlett LLP	430
43	Mayer Brown LLP	430
44	Dechert LLP	430
45	Katten Muchin Rosenman LLP	430
46	Squire Patton Boggs	430
47	ArentFox Schiff LLP	429
48	Akerman LLP	429
49	Covington & Burling	429
50	Blank Rome LLP	428




Rank	Firm	Score
51	Duane Morris LLP	428
52	Norton Rose Fulbright	427
53	Taft Stettinius & Hollister LLP	427
54	Baker Donelson Bearman Caldwell & Berkowitz PC	427
55	Fox Rothschild LLP	427
56	Mintz, Levin, Cohn, Ferris, Glovsky and Popeo P.C.	427
57	Davis Wright Tremaine LLP	426
58	Fried, Frank, Harris, Shriver & Jacobson LLP	425
59	Paul Hastings LLP	425
60	Haynes and Boone, LLP	425
61	Bradley Arant Boult Cummings LLP	424
62	Dinsmore & Shohl LLP	424
63	Davis Polk & Wardwell	423
64	Frost Brown Todd	423
65	Freshfields Bruckhaus Deringer	422
66	Akin, Gump, Strauss, Hauer & Feld, LLP	422
67	McGuireWoods LLP	421
68	Fisher & Phillips LLP	420
69	Hogan Lovells	419
70	Jenner & Block LLP	418
71	Hinshaw & Culbertson LLP	418
72	Kutak Rock LLP	417
73	Kilpatrick Townsend & Stockton LLP	417
74	Pillsbury Winthrop Shaw Pittman LLP	415
75	Jackson Walker LLP	415
76	King & Spalding LLP	414
77	Foley & Lardner LLP	412
78	Bryan Cave Leighton Paisner	412
79	White & Case	411
80	Nixon Peabody LLP	411
81	Kramer Levin Naftalis & Frankel LLP	411
82	Womble Bond Dickinson	409
83	Shook, Hardy & Bacon LLP	408
84	Schulte Roth & Zabel LLP	407
85	Wood, Smith, Henning & Berman LLP	407
86	Sullivan & Cromwell LLP	407
87	Reed Smith LLP	407
88	Perkins Coie LLP	407
89	O Melveny & Myers LLP	406
90	Buchalter PC	406
91	Quarles & Brady LLP	406
92	Locke Lord LLP	406
93	Foley Hoag LLP	406
94	Hanson Bridgett LLP	405
95	Fenwick & West	405
96	Snell & Wilmer LLP	405
97	Clark Hill PLC	405
98	Hunton Andrews Kurth	404
99	Milbank LLP	404
100	Dorsey & Whitney LLP	404

Rank	Firm	Score	Rank	Firm	Score
101	Clifford Chance	404	151	Patterson, Belknap, Webb & Tyler LLP	391
102	Carlton Fields PA	403	152	Marshall Dennehey, P.C.	391
103	Williams & Connolly LLP	403	153	Baker McKenzie	391
104	Lewis Brisbois Bisgaard & Smith LLP	403	154	Dykema Gossett PLLC	391
105	Atkinson, Andelson, Loya, Ruud & Romo	403	155	Butler Snow LLP	391
106	Epstein Becker & Green PC	403	156	Hawkins Parnell & Young LLP	391
107	Constangy Brooks Smith & Prophete LLP	402	157	Weil Gotshal & Manges LLP	390
108	Freeman Mathis & Gary LLP	402	158	Gray Robinson	390
109	Spencer Fane	402	159	McAngus Goudelock & Courie LLC	390
110	Cole Scott & Kissane	401	160	Steptoe & Johnson, PLLC	389
111	Honigman LLP Attorneys & Counselors	401	161	Luks Santaniello Petrillo & Jones	389
112	Chapman and Cutler LLP	401	162	Troutman Pepper Hamilton Sanders LLP	389
113	Manatt, Phelps & Phillips LLP	400	163	Moore & Van Allen PLLC	389
114	Ice Miller	400	164	Armstrong Teasdale	389
115	Holland & Hart	400	165	Cleary, Gottlieb, Steen & Hamilton	389
116	Buchanan Ingersoll & Rooney PC	399	166	Stearns Weaver Miller Weissler Alhadeff & Sitterson PA	389
117	Benesch Friedlander Coplan & Aronoff LLP	399	167	Linklaters	389
118	Vedder Price	399	168	Chamberlain Hrdlicka	388
119	Kasowitz Benson Torres LLP	399	169	Bond Schoeneck & King PLLC	388
120	Day Pitney LLP	398	170	Kelley Kronenberg	388
121	Brownstein Hyatt Farber Schreck	398	171	Susman Godfrey L.L.P.	387
122	McCarter & English	398	172	Offit Kurman	387
123	Goldberg Segalla LLP	398	173	Parker Poe Adams & Bernstein LLP	387
124	Fredrikson & Byron PA	398	174	Allen & Overy LLP	387
125	Maynard Nexsen PC	398	175	Sterne Kessler Goldstein Fox	387
126	Stinson LLP	397	176	Kennedys Law LLP	387
127	Quintairos Prieto Wood & Boyer, PA	396	177	Baker Botts LLP	387
128	Thompson, Coe, Cousins & Irons, LLP	396	178	Steptoe LLP	387
129	Lewis Roca Rothgerber Christie LLP	396	179	Lowenstein Sandler	387
130	Burke, Williams & Sorensen, LLP	396	180	Seyfarth Shaw LLP	386
131	Rivkin Radler	395	181	Smith Gambrell & Russell LLP	386
132	Brown Rudnick LLP	395	182	Adams and Reese LLP	385
133	Knobbe Martens Olson & Bear, LLP	395	183	Amundsen Davis LLC	385
134	Thompson Coburn LLP	395	184	Rimon PC	385
135	Fish & Richardson	395	185	Kubicki Draper	384
136	Crowell & Moring LLP	395	186	Shumaker Loop and Kendrick LLP	384
137	Dickinson Wright PLLC	394	187	Kelley Drye & Warren LLP	384
138	Robinson & Cole	394	188	Fragomen	384
139	The Chartwell Law Offices, LLP	394	189	Clyde & Co LLP	383
140	Goulston & Storrs	394	190	Jones Walker	383
141	Pryor Cashman LLP	394	191	Manning Gross & Massenburg LLP	383
142	Withers Worldwide	394	192	Cole Schotz	382
143	Choate Hall & Stewart LLP	393	193	Resnick & Louis	382
144	O Hagan Meyer Pllc	393	194	Rutan & Tucker, LLP	382
145	Phelps Dunbar LLP	393	195	Hall Booth Smith PC	381
146	Bass Berry & Sims	393	196	Stradley Ronon Stevens & Young LLP	380
147	Cravath, Swaine & Moore LLP	392	197	Munger, Tolles & Olson LLP	380
148	Gunster	392	198	Fennemore Craig PC	380
149	Allen Matkins Leck Gamble Mallory & Natsis LLP	392	199	Barclay Damon LLP	379
150	Arnall Golden Gregory LLP	392	200	Vorys, Sater, Seymour and Pease, LLP	379

Our Methodology

The Leopard Law Firm Index is based on key weighted indicators of law firm sustainability and eliminates the bias for relative law firm size.

These factors include:

	<p>1. Promos</p> <ul style="list-style-type: none"> • Promotions to partner
	<p>2. RPL Scored</p> <p>3. ROI Laterals</p> <p>4. ROI Entry Levels</p> <p>5. % of Women Partners</p> <ul style="list-style-type: none"> • Growth/decline in revenue per lawyer (RPL) over a 5-year period, indicating increases or declines in how clients value the lawyers at a firm • Relative success in lateral recruiting an retention (partner and association)
	<p>6. Tenure</p> <p>7. Growth Decline</p> <p>8. Ethnic Diversity</p> <ul style="list-style-type: none"> • Average lawyer tenure at a firm which speaks to relative stability at firms • Growth or decline in lawyer headcount • Ethnic diversity within the firm

The Leopard Law Firm Index was created to provide a unique insight into each firm in our database. Our ranking metrics were formulated to provide a true picture of firm stability by using data that is not ‘gameable’ by the players in the industry. Firms looking at strategies to improve their index score will vary by individual firms and are based on each firm’s history, capabilities, and aspirations. This is an ever-changing metric as firms change throughout the year.

We see firms each year that go under but are still ranked among the top firms in the country by other ranking systems.

“*Financials do not tell the entire story about firm health.*”

We have compiled the data points that more accurately reflect a firm’s strengths and weaknesses. Having better insight is essential in planning, forecasting, and ensuring success. Better underlying data can provide a better understanding and a more accurate outlook for each firm.

Leopard Solutions clients with access to the Leopard Law Firm Index, as part of their subscription to Leopard BI, can look behind the numbers and see what is driving each firm’s score. They can also benchmark their own firm against their competitors. Our ranking system is applied to all firms in our database to give a more in-depth view of the legal marketplace. Scores change as the firm changes, and knowing what is driving that change can be important when choosing a firm for representation or making a career decision.