

JAN 2023

# Savills Am Law 100 Return-To-Office Survey Results

[savills.us](https://www.savills.us)

savills

**~90% of Am Law 100 firms responded they are encouraging or mandating a set number of days in the office, with most firms encouraging or mandating 3 days per week**

| Am Law 100 Survey Results                    | Number of Days Encouraged/Mandated Per Week |            |            |         |                   |             |
|--|---|------------|------------|---------|-------------------|-------------|
|  | 1 day                                       | 2 days     | 3 days     | 4+ days | Other             | Total       |
| Return-To-Office Policy                      |   |            |            |         |                   |             |
| Firms <b>encouraging</b> attendance firmwide | -   | 15%        | 33%        | -       | 7% <sup>(1)</sup> | 55%         |
| Firms <b>mandating</b> attendance firmwide   | -   | 7%         | 34%        | -       | -                 | 41%         |
| Firms' policy varies by market               | -   | -          | -          | -       | 4% <sup>(2)</sup> | 4%          |
| <b>Total</b>                                 | -   | <b>22%</b> | <b>67%</b> | -       | <b>11%</b>        | <b>100%</b> |

**96% of firms** responded they are implementing return-to-office policies on a firmwide basis, with **41%** mandating attendance.

Notes: (1) Firms are encouraging attendance firmwide but have no set number of days per week.  
 (2) "Strongly encouraged" in gateway markets (top law firm markets); mandating 3 days per week in other markets.

# Key Takeaways

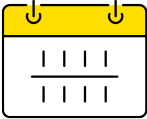
Nearly a third of Am Law 100 firms responded to our Return-To-Office Survey, with **~90% of Am Law 100 firms responding they are encouraging or mandating a set number of days per week** in the office.



**96% of firms responded they are implementing return-to-office firmwide rather than on an office-by-office basis.**



**67%** of firms responded that they are encouraging or mandating their attorneys to come to the office **3 days per week.**



Many firms mentioned they **implemented anchor days** (i.e., days that every team member comes into the workplace) to support hybrid work. Tuesday and Wednesday are the most common anchor days.

## Compliance with return-to-office policies varied between firms and by market.



Some firms reported anecdotally that they are seeing more compliance when return-to-office policies are mandated compared to when policies are encouraged.

Several firms noted that **support staff is in the office more days** per week than attorneys (often 4 days per week).

**We see firms becoming increasingly prescriptive in when and how often they expect their attorneys to be in the office:** Of the firms that implemented mandated return-to-office policies, one firm noted they are considering mandating Monday (in addition to mandating Tuesday through Thursday).