

# PAUL USORO & CO SCORE CARD REPORT (2019)

## A. SUMMARY

No.		
1.	Lawyer Strength	37 Lawyers
2.	SAN	1
3.	Prestige	★ ★ ★ ★ ★
4.	Leadership	Paul Usoro SAN Mfon Usoro Muniru Liadi
5.	Years in Business	34 years
6.	Practice Area	Litigation, Appellate Litigation, Election Petition Dispute Resolution, Commercial, Advocacy & ADR, Banking & Finance, Corporate Restructuring, Mergers & Acquisition, Labour and Industrial Relations, Project Finance
7.	Location	Lagos, Abuja and Uyo

## B. ENTRY LEVEL LAWYERS SALARY COMPENSATION INDEX

1.	Less than N100,000 Monthly Salary
2.	N100,000 to N150,000 Monthly salary
3.	<b>N150,000 to N200,000 Monthly salary</b>
4.	N200,000 to N250,000 Monthly Salary
5.	N250,000 to N300,000 Monthly Salary
6.	Above N300,000 Monthly salary

## C. LAW FIRM SIZE

1.	Small ( 0 – 15 Lawyers)
2.	Medium ( 15 – 30 Lawyers)
3.	<b>Large ( 30 &amp; above Lawyers)</b>
4.	Big ( 50 & above Lawyers)

## D. TREND

<b>YEAR</b>	<b>2018</b>	<b>2019</b>	<b>MOVED DOWNWARDS IN RANKING FROM NO. 11 TO 12</b>
<b>RANKING</b>	<b>11</b>	<b>12</b>	

**11<sup>th</sup>** Overall ranking is **EXCELLENT**



# WHAT IS AFFECTING YOUR SCORE AND OVERALL RANKING

The Legal Year Magazine uses a whole range of factors to gauge the performance and competence of Law Firms. The upside factors will push your score up and downside factors will push your score down.

## **A. UPSIDE FACTORS**

1.	You have an ably qualified SAN in your Employ.
2.	You have remained in continuous business for over 34 years
3.	You are listed as one of the best Litigation Law Firms to work for (See Page 93). This means that you continue be an inspiration for young Lawyers.
4.	Your Principal Partner has an excellent and impeachable reputation within legal circles
5.	You have a very large Alumni size
6.	Your firm is renowned for its large intake of law internships during Law School Chamber Attachment / NYSC
7.	You have branch offices spread across the country
8.	You are one of the more renowned Law firms operating in Nigeria
9.	The top ranked Firms are those that have sufficient workload to sustain large workforce. Your Lawyer strength is Large. According to our research this puts you in Tier III Category.

## **B. DOWNSIDE FACTORS**

1.	Failure to complete and submit our survey questionnaire which would enable more accurate assessment and rating. Law Firms need to understand that our research effort is beneficial to them since it points out some of their shortcomings based on comparative analysis with their peer Firms.
2.	Experience is demonstrated through publication of well researched Articles and Periodicals. Publications indicate a clear mastery of designated practice area. In the course of carrying out verification process we did not come across any such Articles on your website.
3.	In the course of carrying out verification process, we reviewed transaction data detailed in a list of International Periodicals such as Thomson Reuters Project Finance International Annual report, Infrastructure Journal Magazine, etc. These sources disclose Nigerian Firms that handle complex transactions and are listed under Big ticket column (Page 6). Unfortunately, we did not come across the name of your firm.
4.	One of the aims of our research is to encourage local firms to abide the practice and culture of reputable Foreign Law firms. The standard practice in such jurisdiction is that firms are separate and independent from their founders and Principal Partners. To this end, you score low on corporate governance Index, since your Firm lacks appropriate structures that ensure its operation and survival outside the strict confines of the Founder and Principal Partner
5.	At the time of our research, we observed that you do not update your website on an annual basis
6.	Your Firm scores low on social corporate responsibility as it is renowned for sponsoring academic endowments, promoting pro bono work, sponsoring indigent law students, socio-development / or charitable contributions, employment of disabled staff, etc.