

**2003 NEW YORK
LAW FIRM RECRUITERS
SALARY SURVEY**

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Wisnik Career Enterprises, Inc.
November 2003

SURVEY METHOD

- **Sent over 230 surveys to NYCRA members and New York City legal recruiters**
 - Emailed survey on Friday, October 24, 2003
 - NYCRA emailed survey on Wednesday, October 29, 2003
 - NYCRA and Wisnik Career Enterprises emailed survey again on Wednesday, November 5, 2003
 - Distributed survey at NYCRA Meeting on Thursday, November 13, 2003
- **Received a TOTAL of 101 completed surveys via email/fax/mail**

SURVEY RESULTS

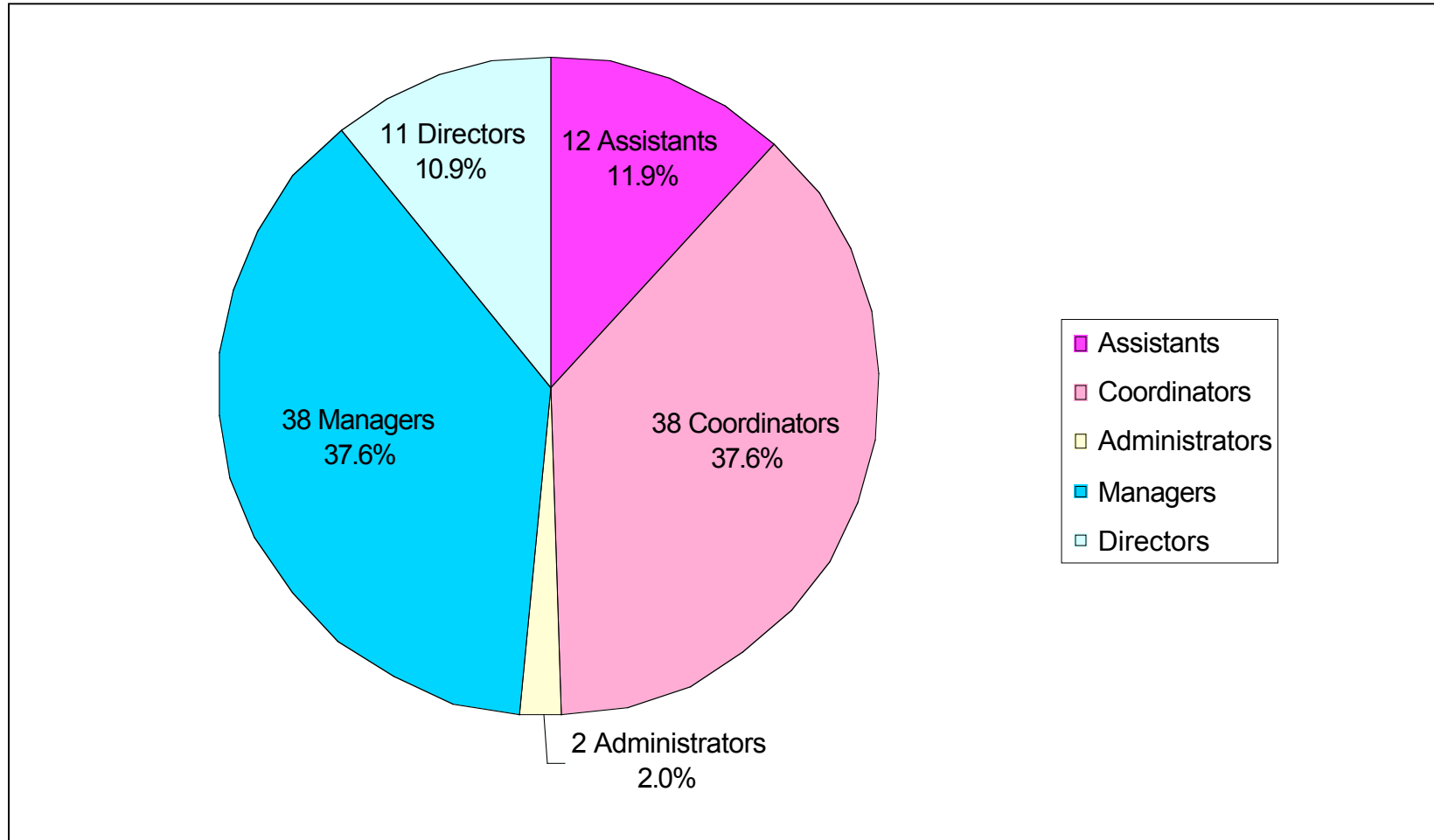
- Received a total of 101 completed surveys
- Total Breakdown
 - Assistants: 12
 - Coordinators: 38
 - Administrators: 2
 - Managers: 38
 - Directors: 11

SURVEY RESULTS

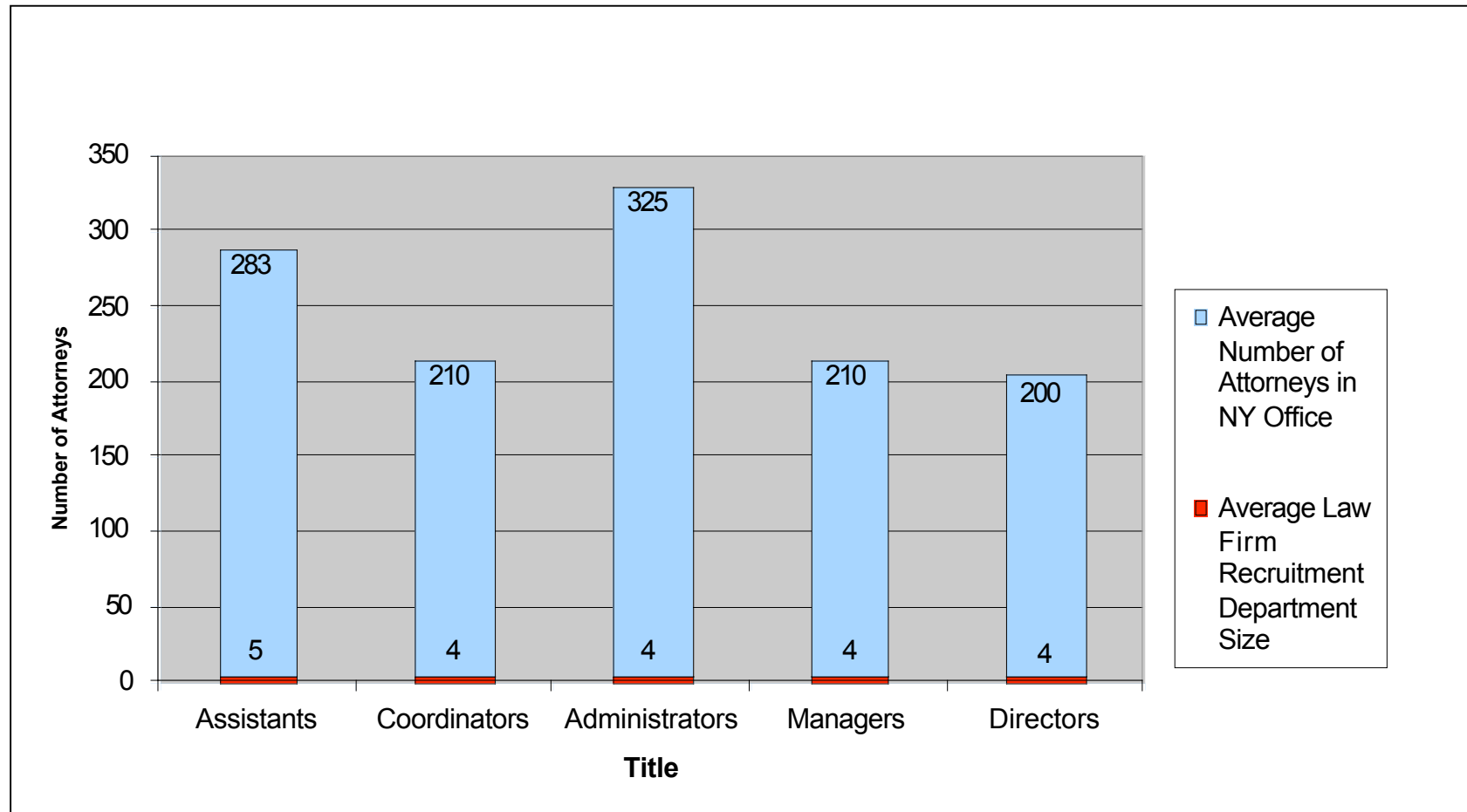
New York Law Firm Participants Average Salaries:

<u>Title</u>	<u>Salary</u>	<u>Salary Range</u>
Assistants:	\$38.7	30-50K
Coordinators:	\$58.3	36-90K
Administrators:	\$65.5	51-80K
Managers:	\$99.3	61-175K
Directors:	\$120.9	71-176+K

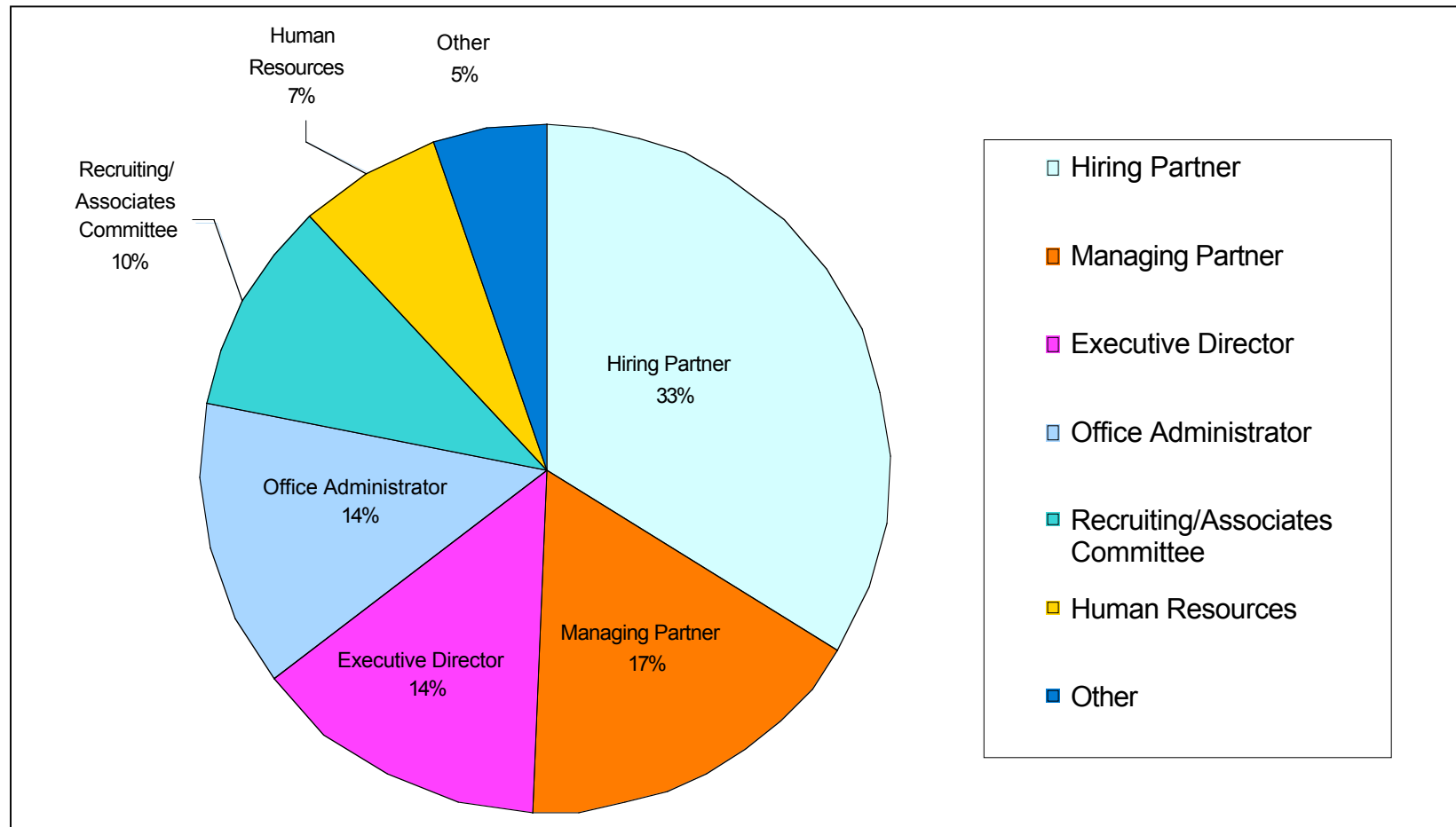
Distribution of Law Firm Recruitment Survey Participants



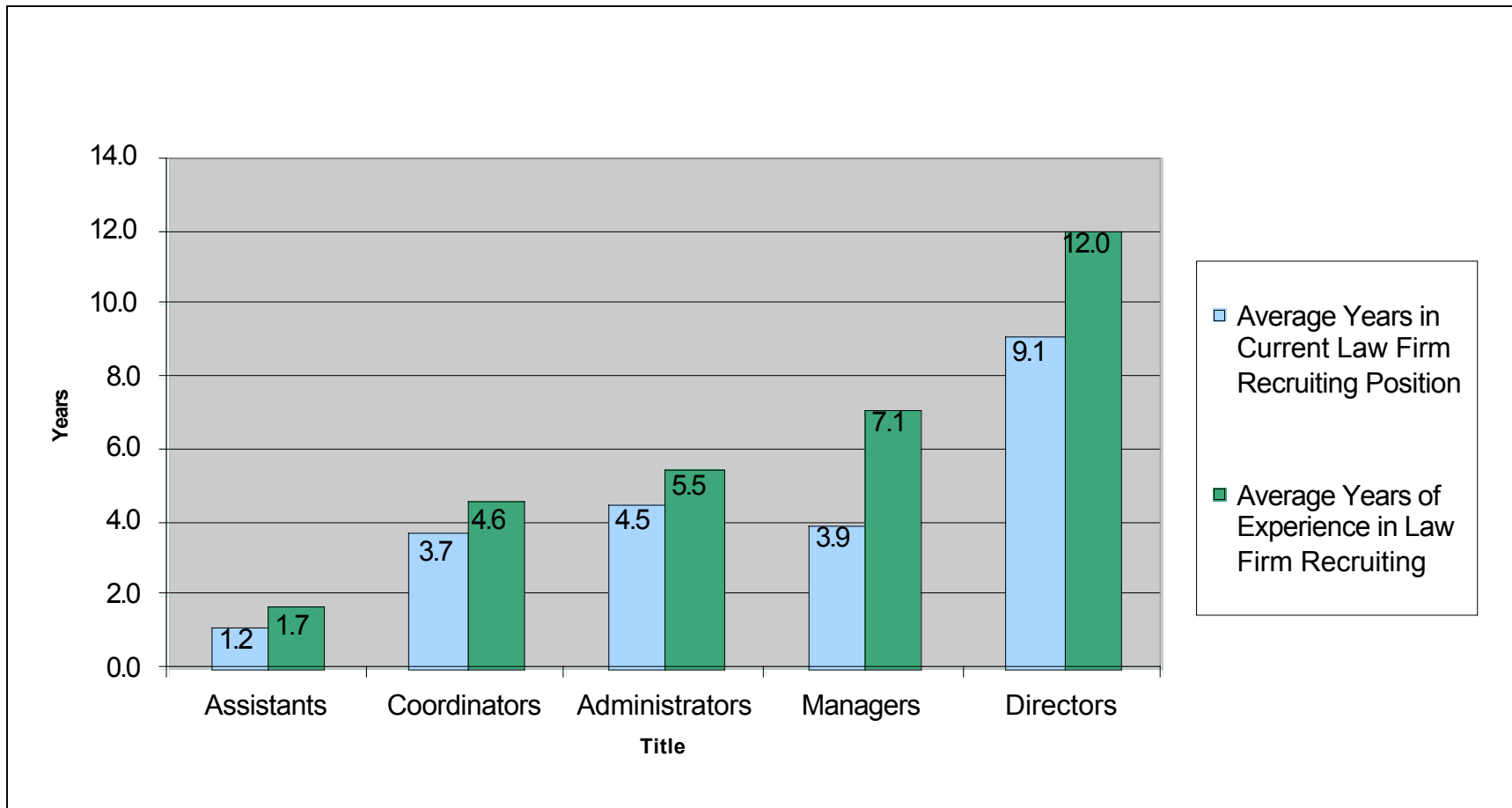
Average Law Firm Recruitment Department Size Versus Average Number of Attorneys in NY Office



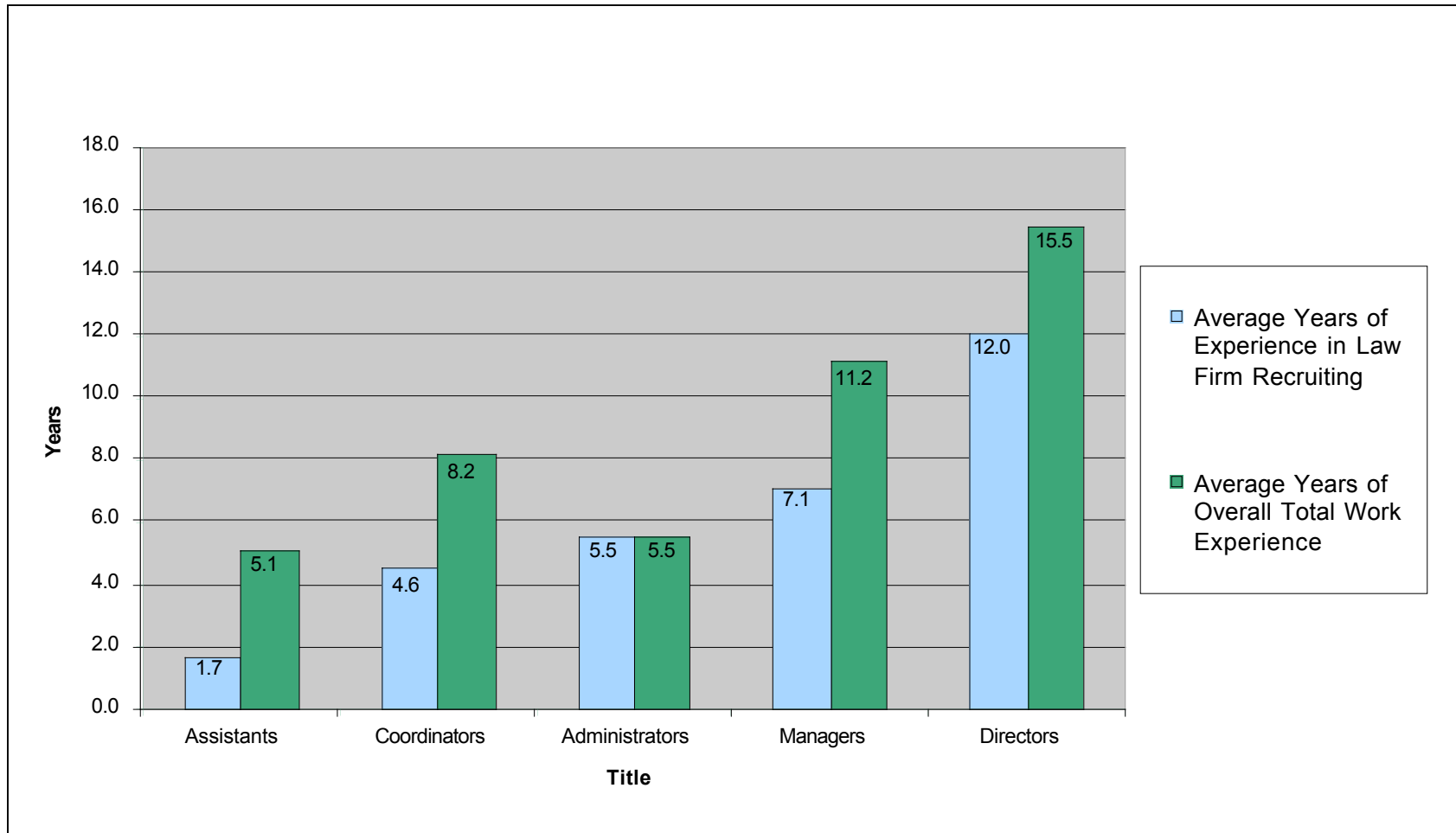
Reporting Structure: Who the Law Firm Recruitment Department Reports To



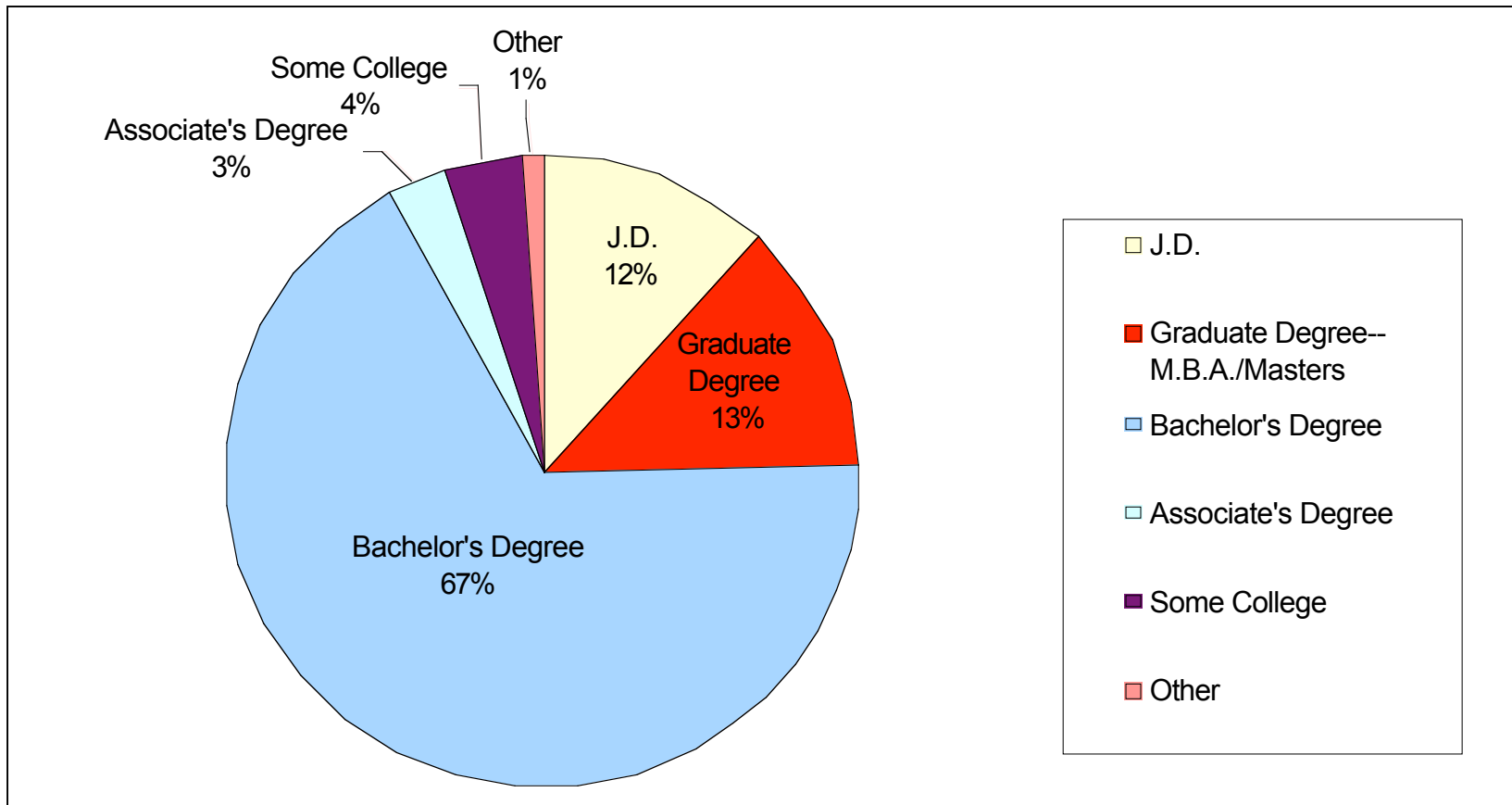
Average Years in Current Law Firm Recruitment Position Versus Average Years of Experience in Law Firm Recruiting



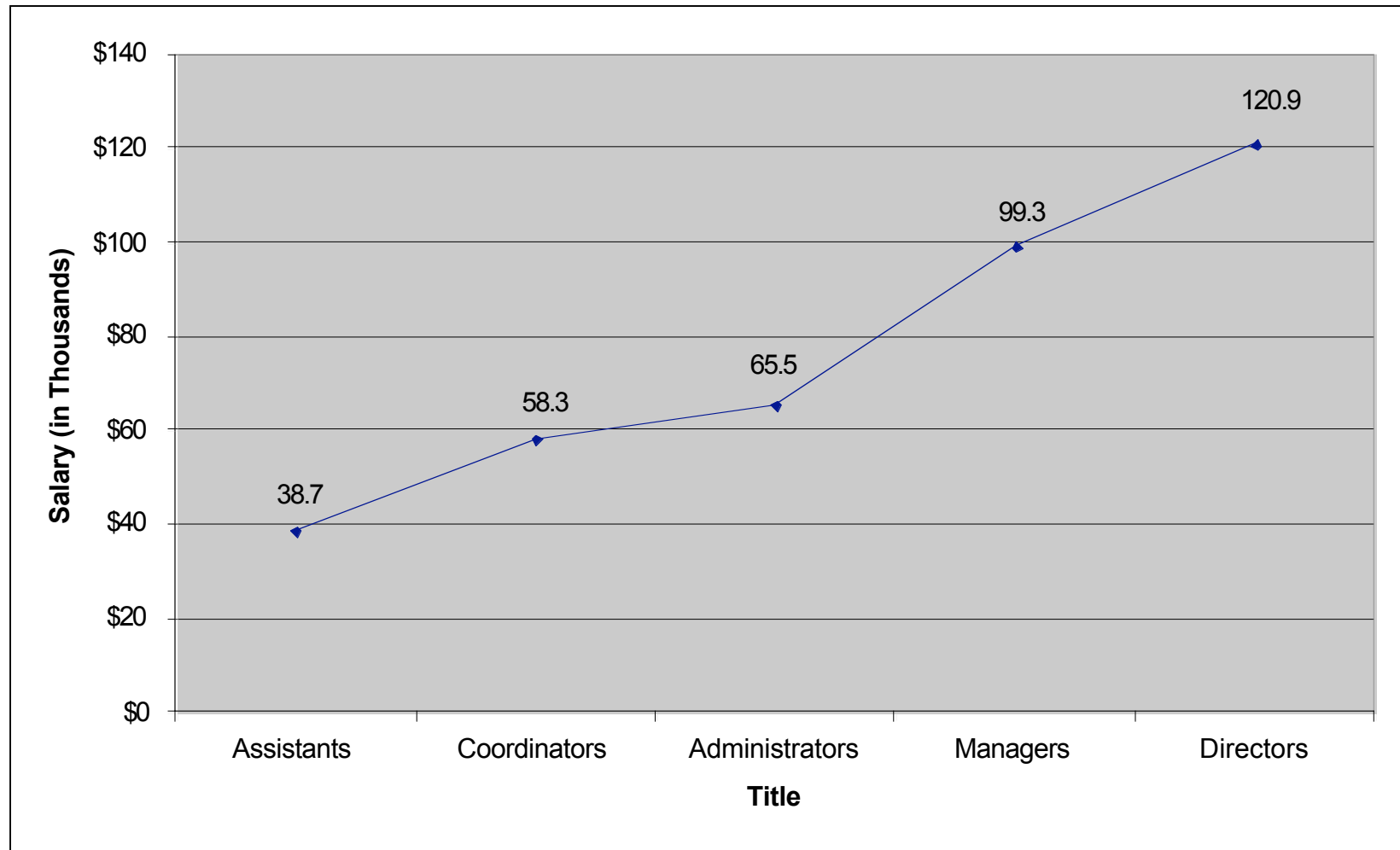
Average Years of Experience in Law Firm Recruitment Versus Average Years of Overall Total Work Experience



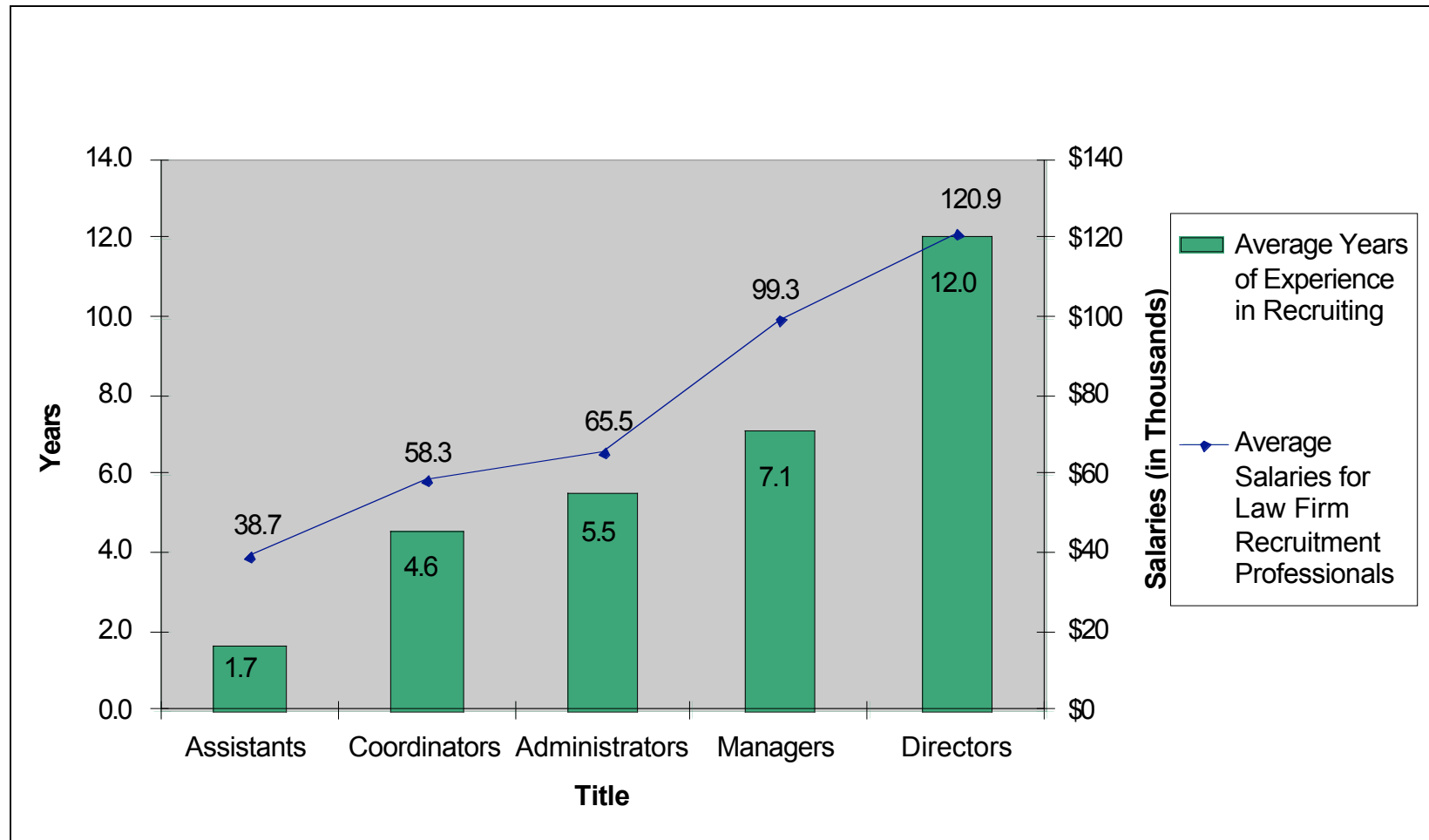
Highest Degree of Education Attained by Law Firm Recruitment Survey Participants



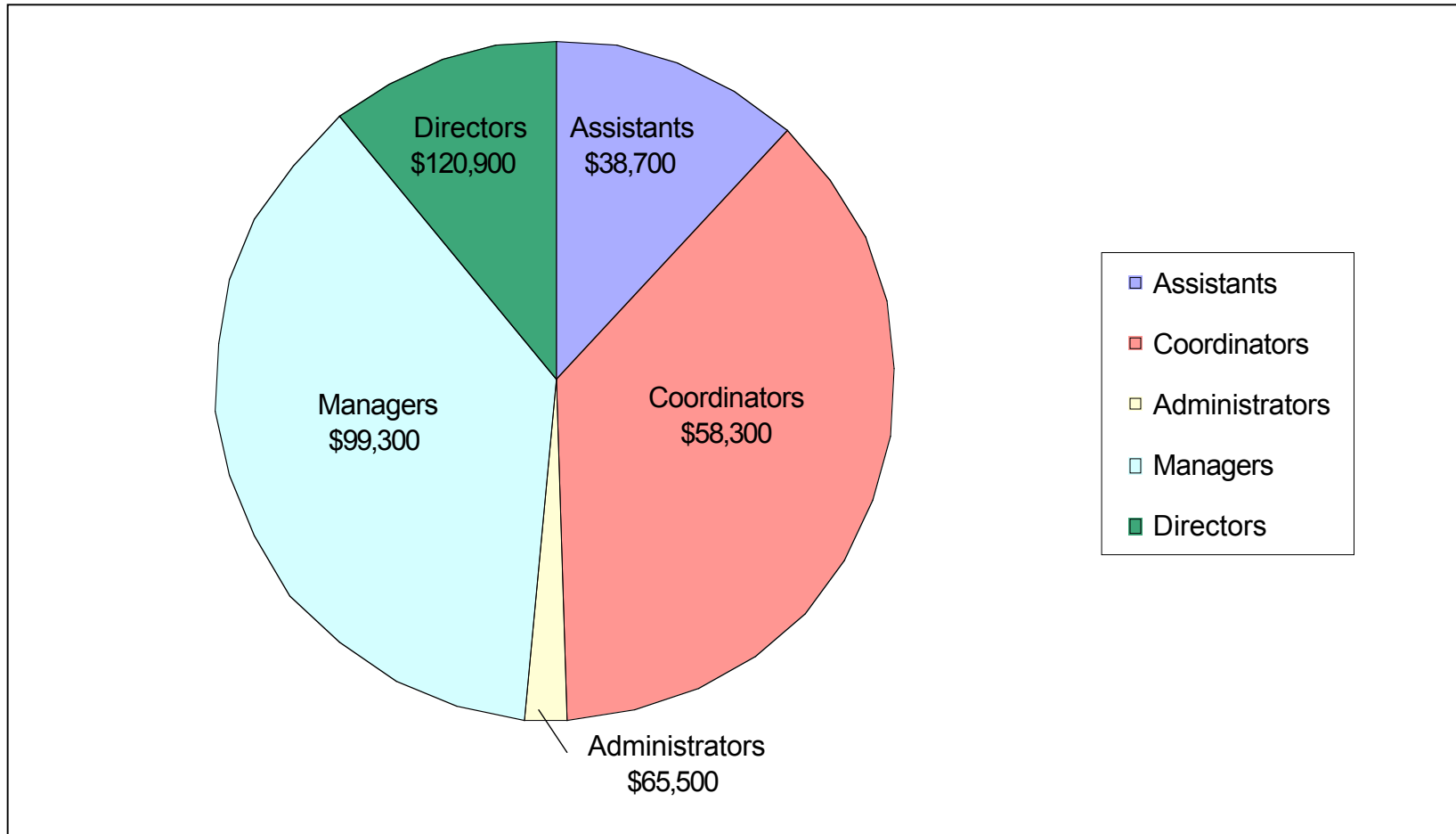
Average Salaries for Law Firm Recruitment Professionals



Average Salaries for Law Firm Recruitment Professionals Versus Average Years of Experience in Recruiting



Average Law Firm Recruitment Survey Participants Salary Distribution



Open-Ended Questions

Most Frequent Responses

- Comments about your firm's reporting structure or responsibilities
 - Reporting to HR and/or Recruiting is under the umbrella of the HR department
 - Directly report to the Hiring Partner, Managing Partner and Firm Administrator
 - Many work with Marketing and Professional Development Department's on various projects
- Any other comments about your organization's salary structure?
 - Needs restructuring
 - Should be tied more to performance and merit

Open-Ended Questions

- Are there any other incentives you receive?
 - Flex spending account
 - Tuition reimbursement
 - Training and development seminars
 - Association and professional membership dues, including NALP & SHRM
- How has your recruiting function or department changed over the past few years?
 - Increased in size because the firm has gone through growth - i.e. mergers, lateral hiring, and additional offices
 - Has decreased in size and there is more work for those who remain
 - More responsibilities, i.e. professional development, lateral hires, marketing initiatives

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