



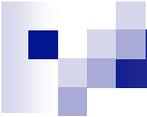
Survey Method

- **Sent over 200 surveys to New York City legal recruitment professionals**
 - Wisnik Career Enterprises, Inc. e-mailed survey on Thursday, September 15, 2005
 - NYCRA e-mailed survey on Friday, September 30, 2005
 - NYCRA and WCE emailed survey again on Monday, October 24, 2005
 - Distributed survey results at NYCRA Meeting on Tuesday, November 15, 2005
- **Received a total of 101 completed surveys via email/fax/mail**



Salary Survey Results

- Received a total of 101 Surveys
- Total Breakdown
 - Assistant: 22
 - Coordinator: 33
 - Manager: 29
 - Director (under 200 lawyers): 4
 - Director (200+ lawyers): 13

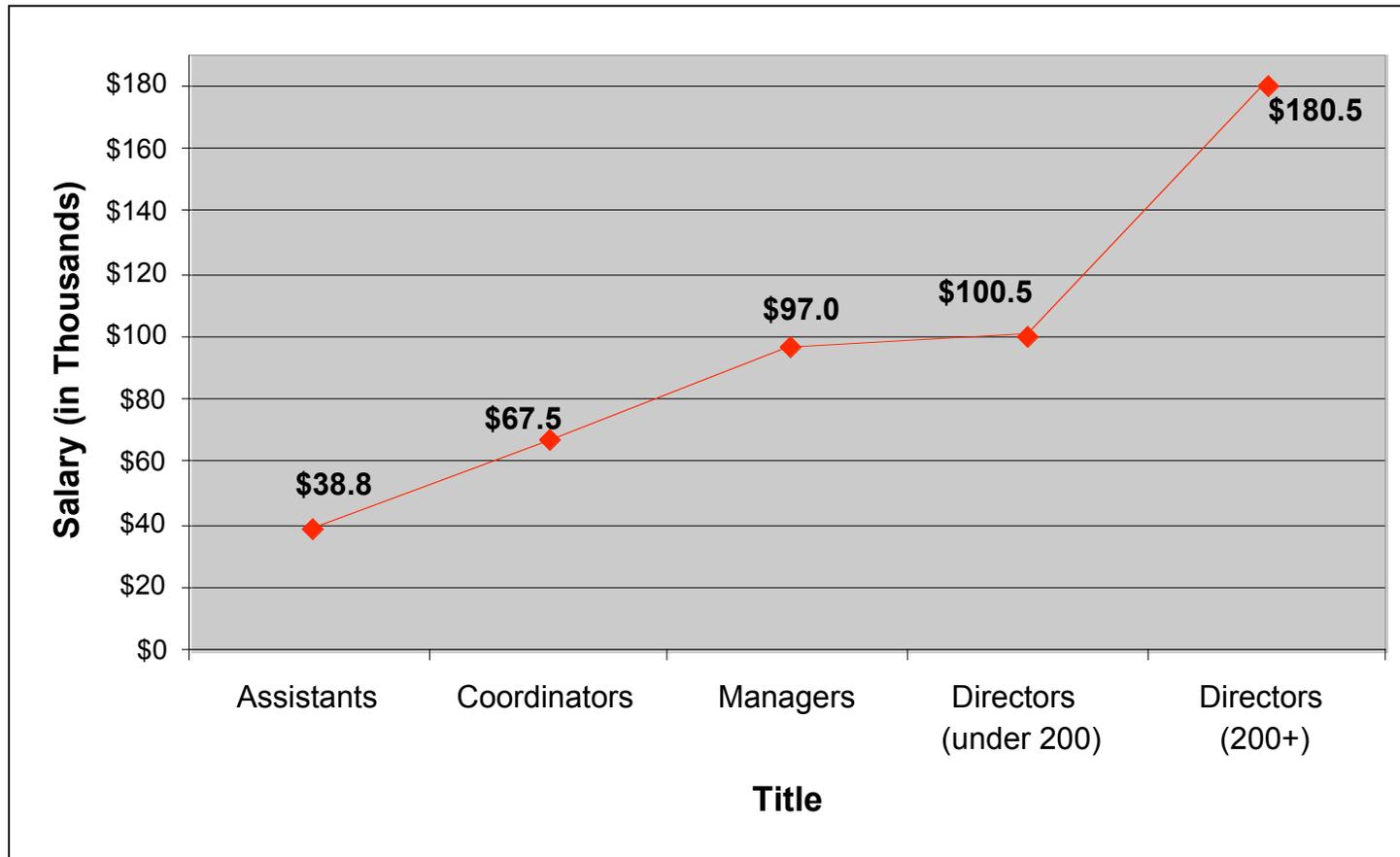


2005 Survey Results

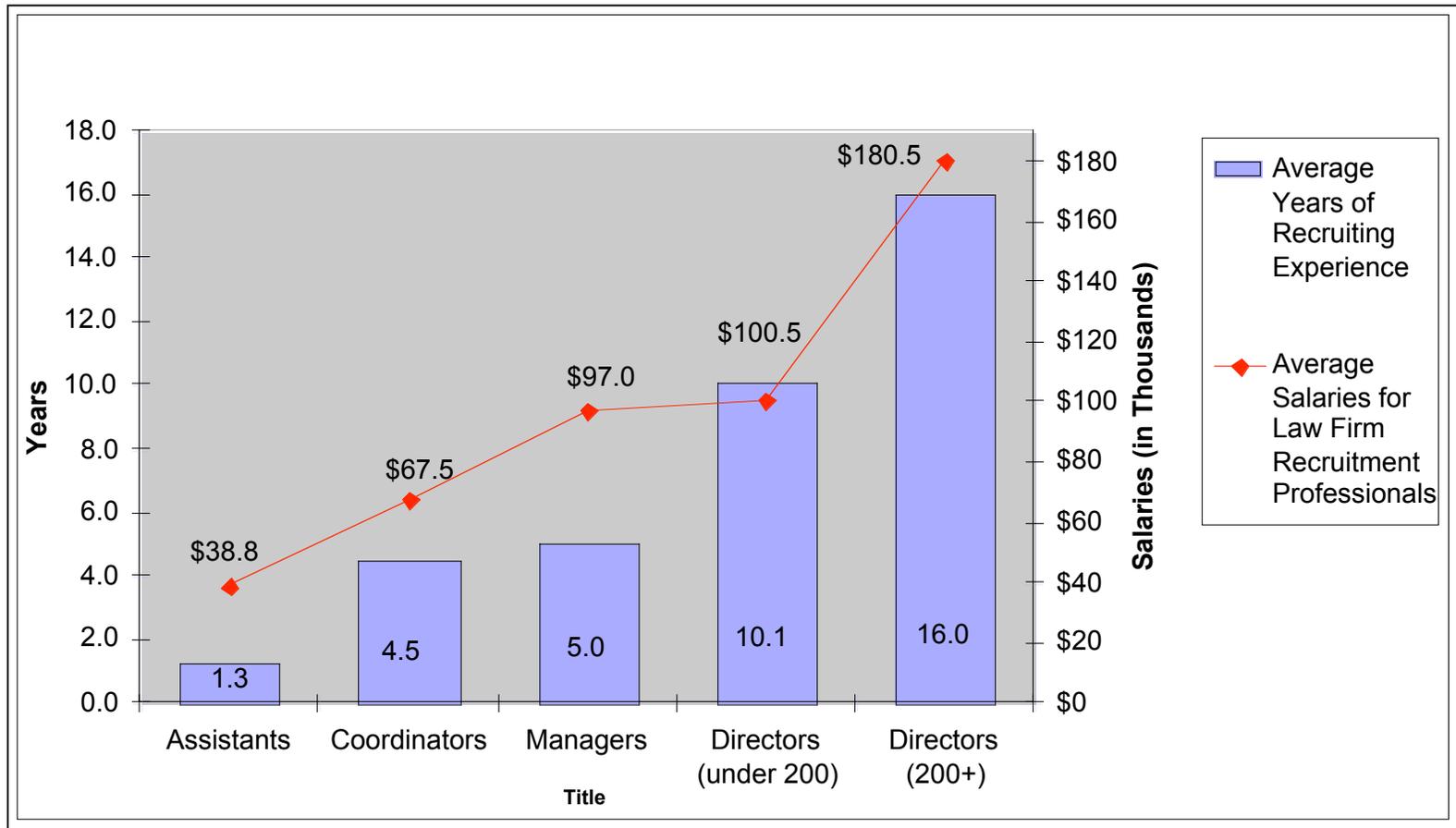
New York Law Firm Participants' Average Salaries

| <u>Title</u> | <u>Average Salary</u> | <u>Salary Range</u> |
|------------------------|-----------------------|---------------------|
| Assistants: | \$38.8k | \$30k - \$70k |
| Coordinators: | \$67.5k | \$30k - \$85k |
| Managers: | \$97k | \$66k - \$175k |
| Directors (under 200): | \$100.5k | \$81k - \$110k |
| Directors (200 +): | \$180.5k | \$126k - \$250k |

Average Salaries for Law Firm Recruitment Professionals



Average Salaries for Law Firm Recruitment Professionals VS. Average Years of Recruiting Experience



Average Salary, Overtime, Bonus & Summer Class by Size of Firm

Assistants = 22

| Firm Size: | <u>0-100</u> | <u>101-225</u> | <u>226-350</u> | <u>351-400</u> | <u>401-500</u> | <u>500+</u> |
|-----------------------|--------------|----------------|----------------|----------------|----------------|-------------|
| Average Salary: | | \$37.8k | \$37k | | | \$38.9k |
| Average Overtime: | | \$7.9k | * | | | \$8.3k |
| Average Bonus: | | \$1.5k | * | | | * |
| Average Summer Class: | | 11 | 31 | | | 55 |

* Not enough information provided

Average Bonus = \$1.5k

Average Salary, Overtime, Bonus & Summer Class by Size of New York Office

Assistants = 22

| Firm Size: | <u>0-100</u> | <u>101-225</u> | <u>226-350</u> | <u>351-400</u> | <u>401-500</u> | <u>500+</u> |
|-----------------------|--------------|----------------|----------------|----------------|----------------|-------------|
| Average Salary: | \$40k | \$40.8k | \$35.8k | \$38k | \$39k | |
| Average Overtime: | * | \$8.3k | \$5k | \$10k | \$8k | |
| Average Bonus: | * | \$1.5k | * | * | * | |
| Average Summer Class: | * | 23 | 31 | 53 | 102 | |

* Not enough information provided

Average Salary, Bonus & Summer Class by Size of Firm

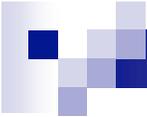
Coordinators = 33

9% of Coordinators Receive Overtime

| Firm Size: | <u>0-100</u> | <u>101-225</u> | <u>226-350</u> | <u>351-400</u> | <u>401-500</u> | <u>500+</u> |
|-----------------------|--------------|----------------|----------------|----------------|----------------|-------------|
| Average Salary: | \$77k | \$53k | \$69.3k | | \$60k | \$67.5k |
| Average Bonus: | \$5k | * | \$6k | | * | \$3.1k |
| Average Summer Class: | 4 | 10 | 18 | | 20 | 29 |

* Not enough information provided

Average Bonus = \$4.9k

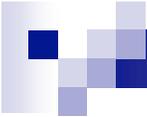


Average Salary, Bonus & Summer Class by Size of New York Office

Coordinators = 33

| Firm Size: | <u>0-100</u> | <u>101-225</u> | <u>226-350</u> | <u>351-400</u> | <u>401-500</u> | <u>500+</u> |
|-----------------------|--------------|----------------|----------------|----------------|----------------|-------------|
| Average Salary: | \$63.6k | \$55.6k | \$70k | \$63k | \$85k | |
| Average Bonus: | \$2.2 | \$2.7k | \$8k | \$6k | \$3k | |
| Average Summer Class: | 8 | 20 | 48 | 58 | 85 | |

* Not enough information provided



Average Salary, Bonus & Summer Class by Size of Firm

Managers = 29

| Firm Size: | <u>0-100</u> | <u>101-225</u> | <u>226-350</u> | <u>351-400</u> | <u>401-500</u> | <u>500+</u> |
|-----------------------|--------------|----------------|----------------|----------------|----------------|-------------|
| Average Salary: | \$100k | | \$87.2k | \$68k | \$90k | \$102k |
| Average Bonus: | * | | \$5.4k | * | * | \$9.1k |
| Average Summer Class: | 9 | | 20 | * | 37 | 26 |

* Not enough information provided

Average Bonus = \$12.75k

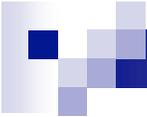


Average Salary, Bonus & Summer Class by Size of New York Office

Managers = 29

| Firm Size: | <u>0-100</u> | <u>101-225</u> | <u>226-350</u> | <u>351-400</u> | <u>401-500</u> | <u>500+</u> |
|-----------------------|--------------|----------------|----------------|----------------|----------------|-------------|
| Average Salary: | \$98k | \$97.5k | \$95.5k | | | \$103.7k |
| Average Bonus: | \$6.2k | \$5.3k | \$10k | | | \$18.3k |
| Average Summer Class: | 11 | 19 | 28 | | | 77 |

* Not enough information provided



Average Salary, Bonus & Summer Class by Size of Firm

Directors = 17

| Firm Size: | <u>0-100</u> | <u>101-225</u> | <u>226-350</u> | <u>351-400</u> | <u>401-500</u> | <u>500+</u> |
|-----------------------|--------------|----------------|----------------|----------------|----------------|-------------|
| Average Salary: | \$103k | \$101.8k | \$140k | \$163k | \$189k | \$185k |
| Average Bonus: | \$10k | \$6k | \$30k | \$20k | \$17.5k | \$25.6k |
| Average Summer Class: | 11 | 11 | 18 | 20 | 42 | 55 |

Average Bonus for under 200 = \$8.8k

Average Bonus for 200+ = \$24.5k

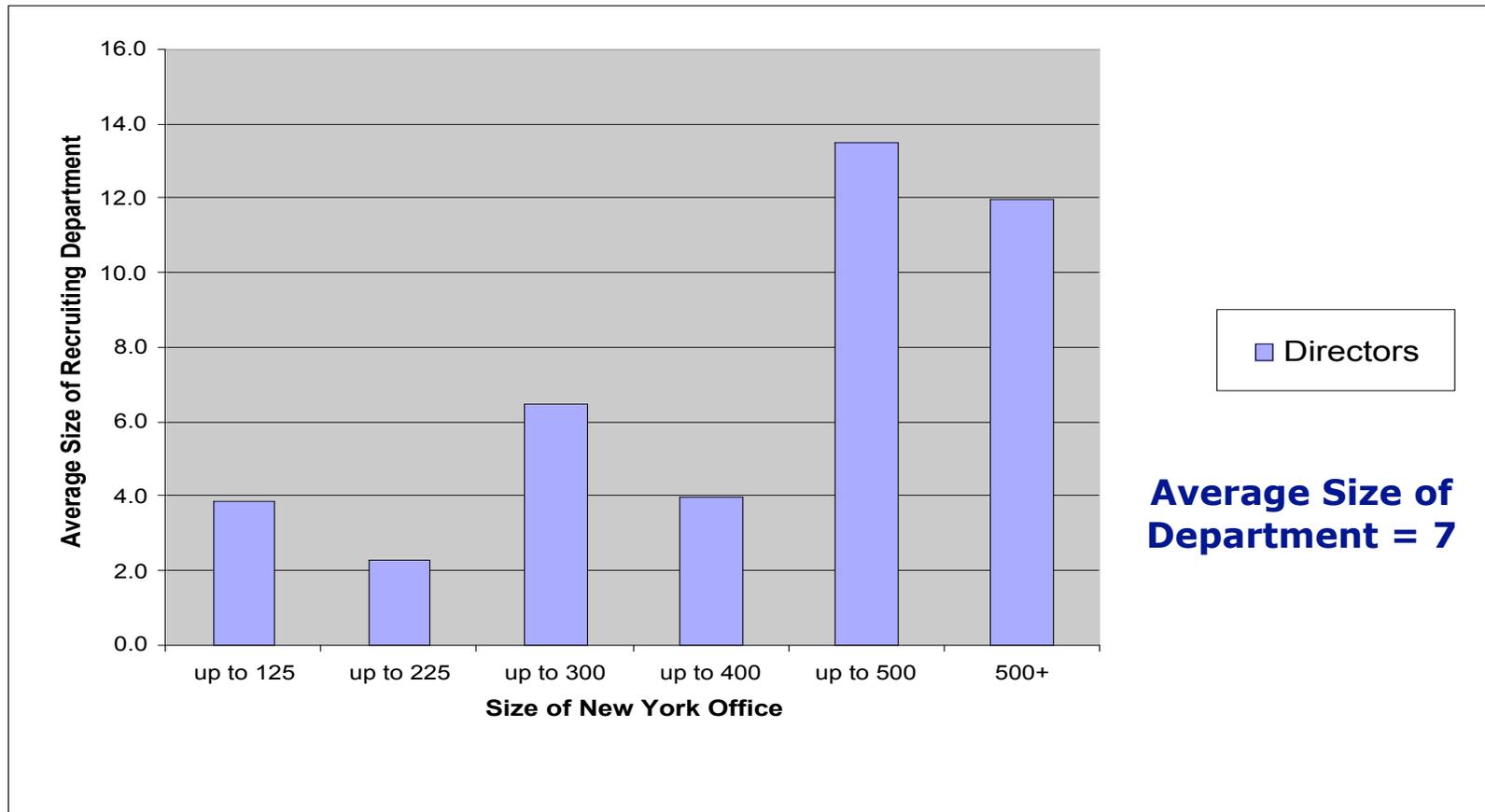


Average Salary, Bonus & Summer Class by Size of New York Office

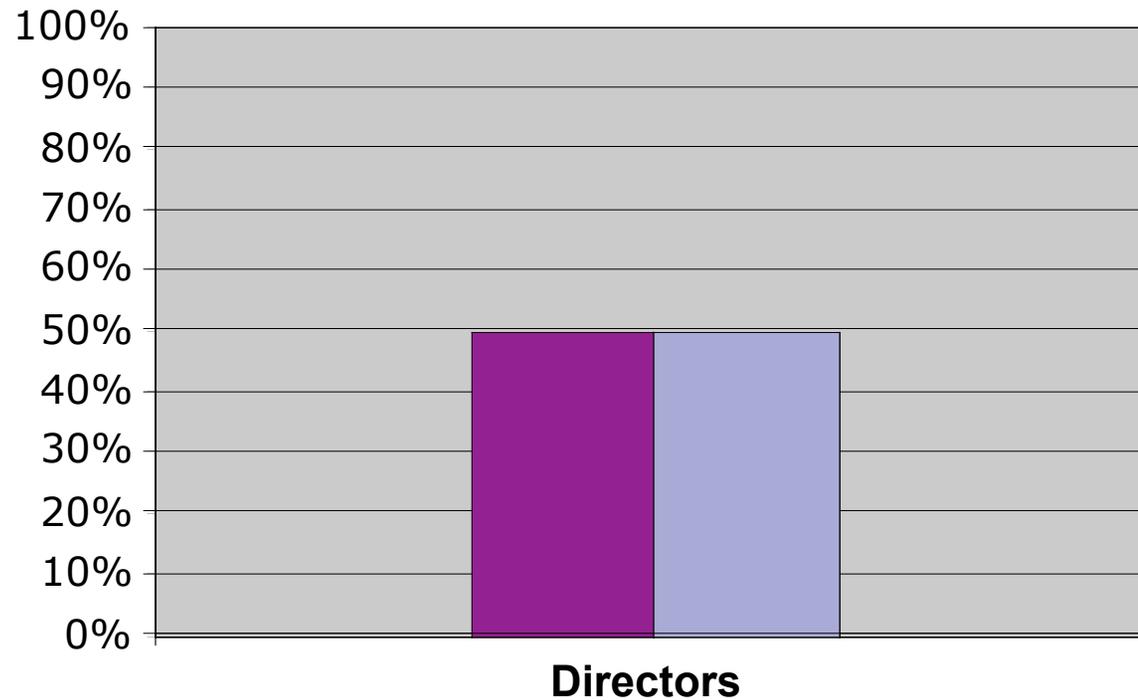
Directors = 17

| Firm Size: | <u>0-100</u> | <u>101-225</u> | <u>226-350</u> | <u>351-400</u> | <u>401-500</u> | <u>500+</u> |
|-----------------------|--------------|----------------|----------------|----------------|----------------|-------------|
| Average Salary: | \$124.6k | \$137k | \$151.8k | | \$206.5k | \$215k |
| Average Bonus: | \$10.6k | \$10k | \$25k | | \$25k | \$42.5k |
| Average Summer Class: | 9 | 12 | 19 | | 85 | 99 |

Size of New York Office vs. Size of Recruiting Department By Recruitment Directors

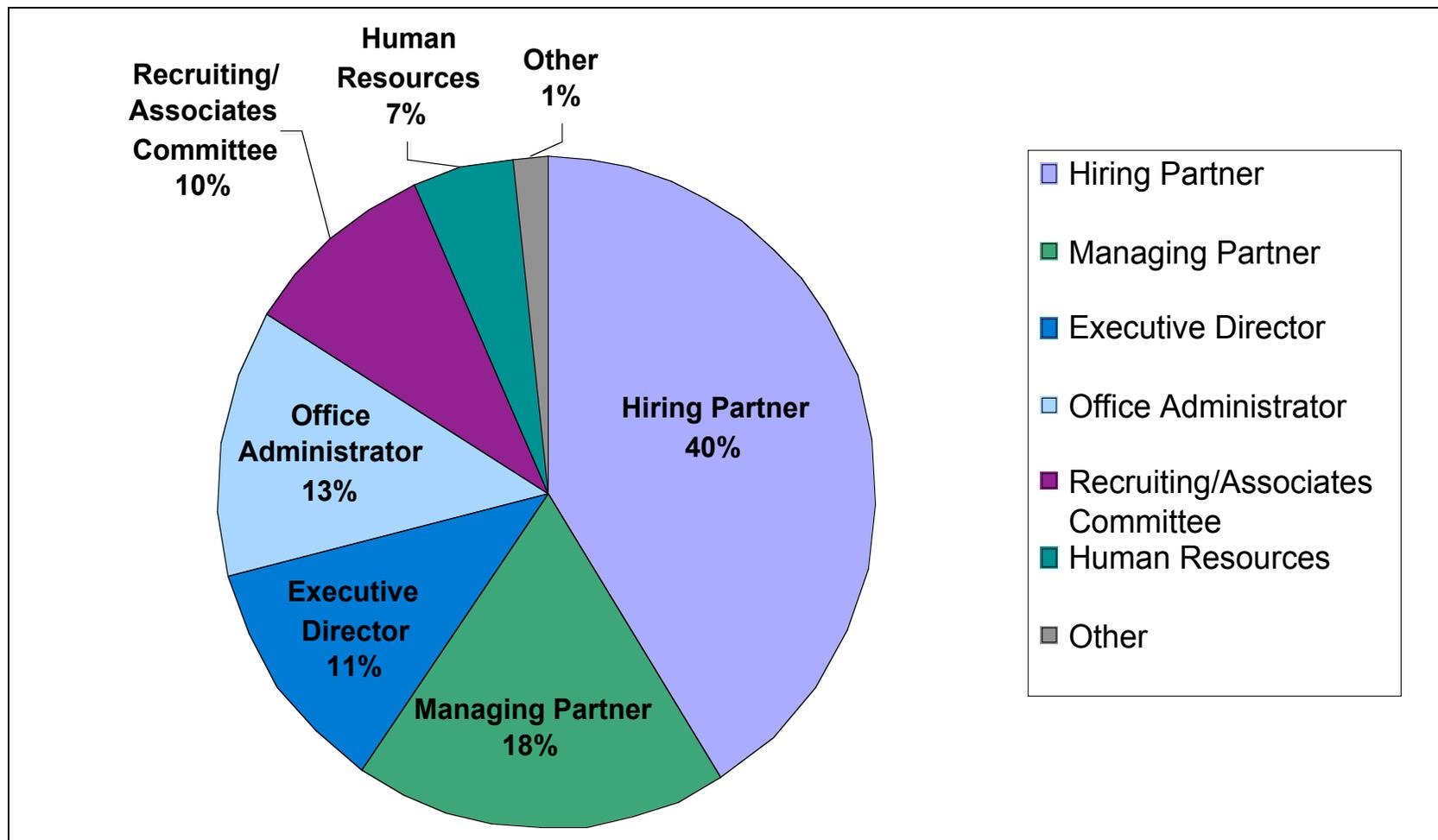


Percentage of Firm-Wide Recruitment Directors

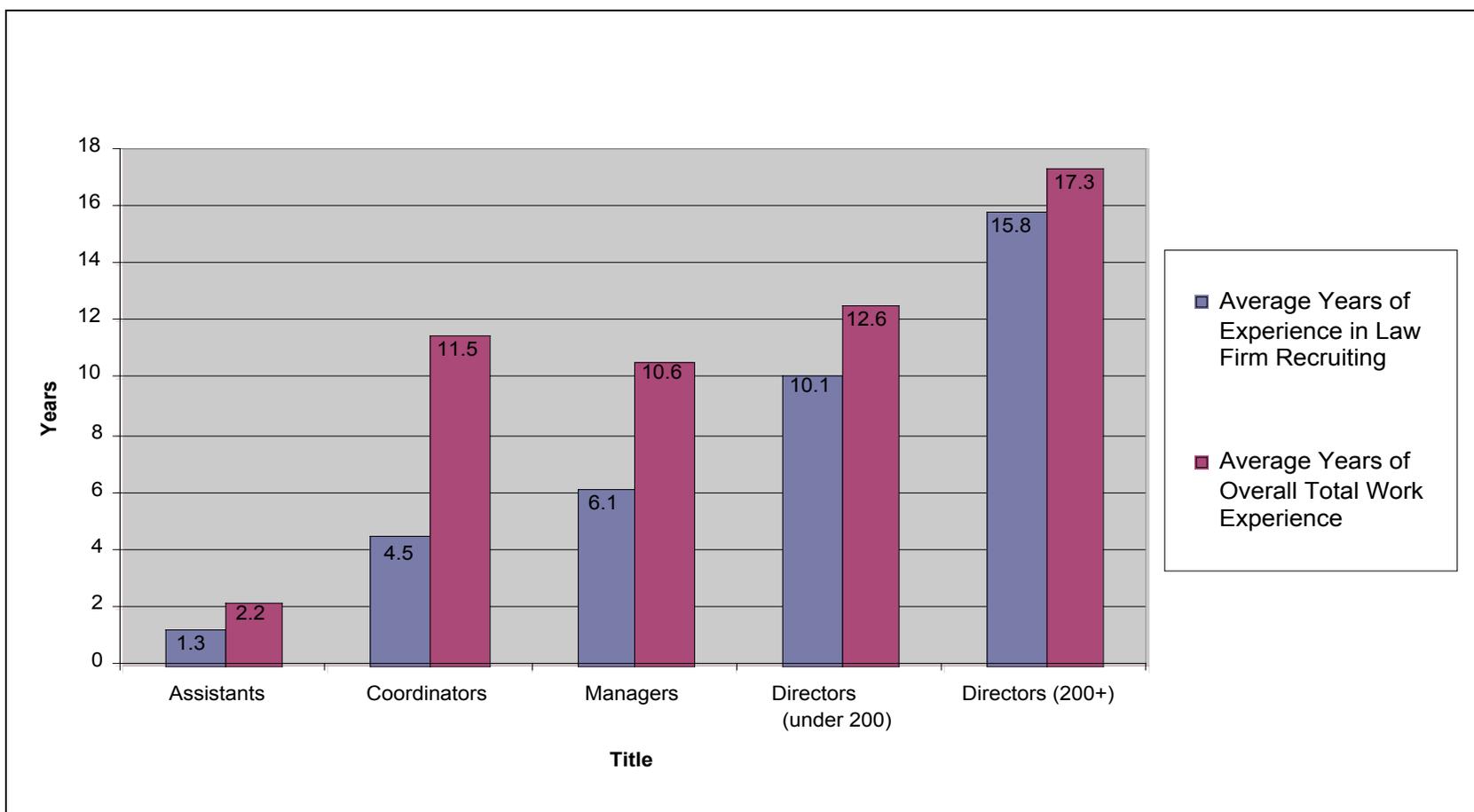


- With Firm-Wide Recruitment Directors
- Without Firm-Wide Recruitment Directors

Reporting Structure: Who the Law Firm Recruitment Department Reports To

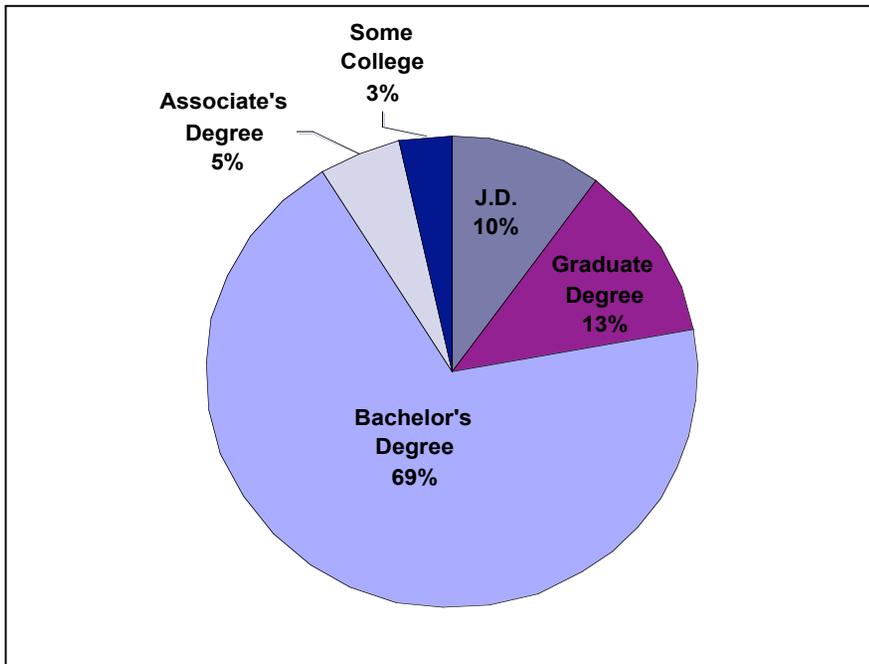


Average Years of Experience in Law Firm Recruitment Vs. Average Years of Overall Total Work Experience

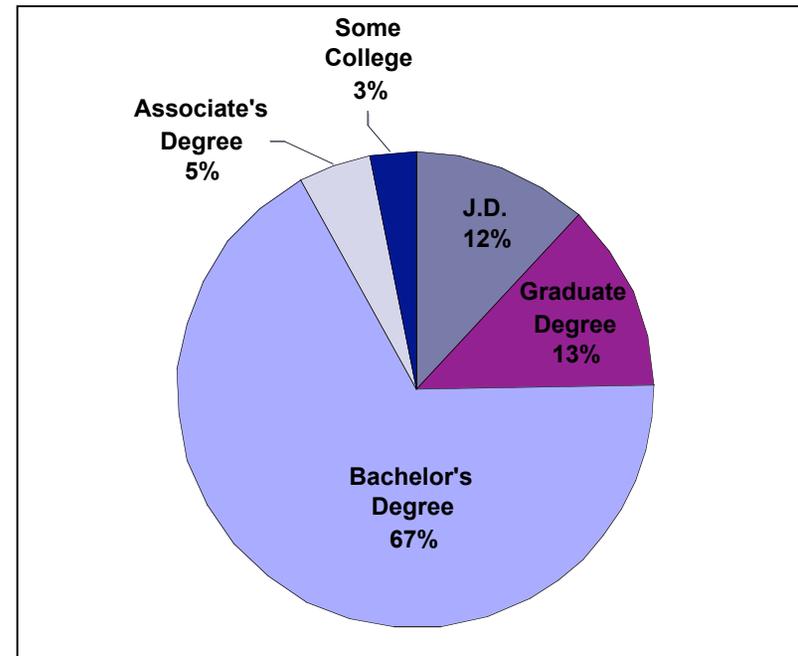


Highest Degree of Education Attained by Law Firm Recruitment Survey Participants

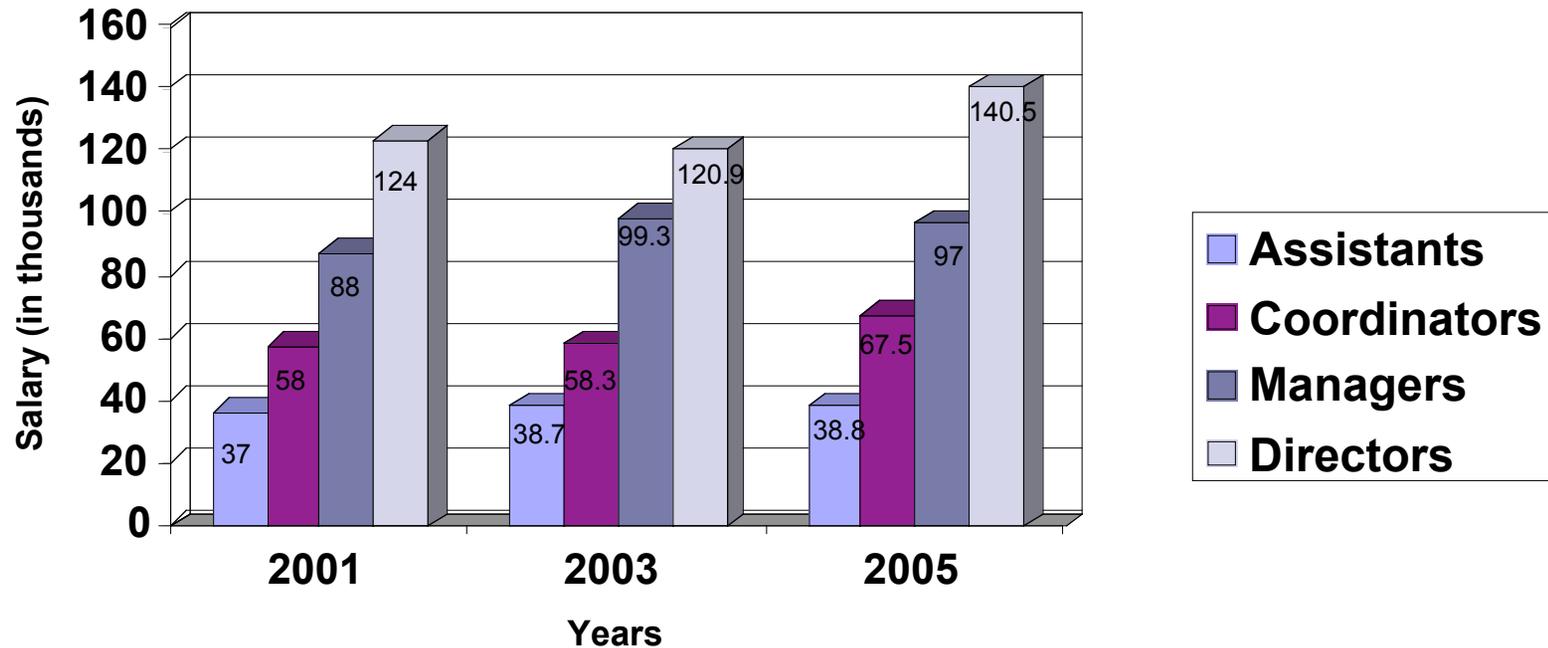
2005



2003



Average Salaries from '01, '03 & '05



Over the past 5 years, salaries have increased:

Assistants: 4.9%
Coordinators: 16.4%
Managers: 10.2%
Directors: 13.3%