



Survey Method

- **Sent over 50 surveys to Dallas legal recruitment & professional development professionals**
 - Wisnik Career Enterprises, Inc. e-mailed survey on Wednesday, February 22, 2006
 - RADS e-mailed survey on Monday, March 6, 2006
 - Distributed survey results at RADS Meeting on Wednesday, April 5, 2006
- **Received a total of 42 completed surveys via email/fax/mail**



Salary Survey Results

- Received a total of 42 Surveys
- Total Breakdown
 - Assistant: 7
 - Coordinator: 20
 - Manager: 10
 - Director: 5 (Dallas & Houston)

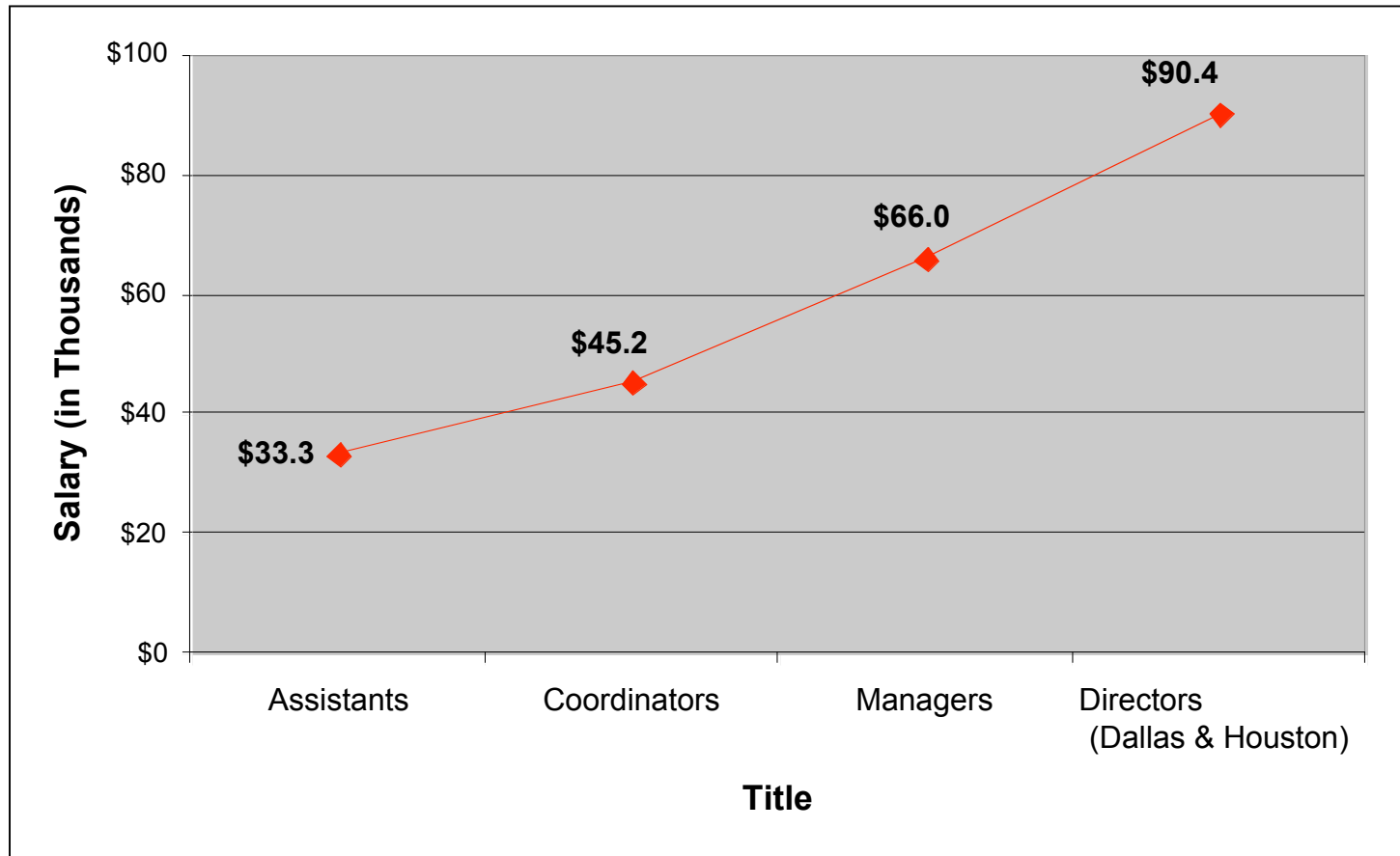


2006 Survey Results

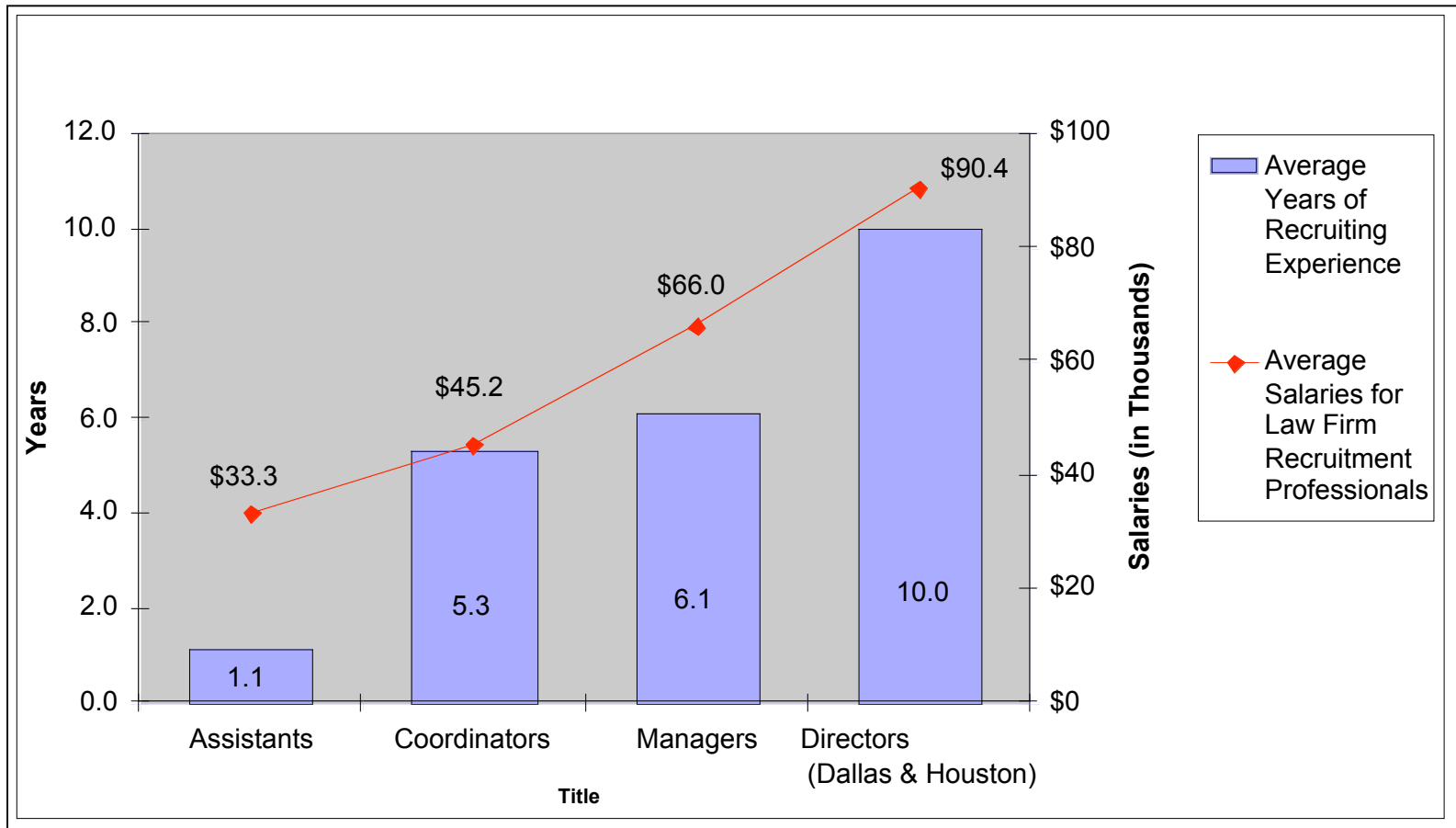
Dallas Law Firm Participants' Average Salaries

<u>Title</u>	<u>Average Salary</u>	<u>Salary Range</u>
Assistants:	\$33.3K	\$30 - \$40K
Coordinators:	\$45.2K	\$30 - \$65K
Managers:	\$66K	\$46 - \$85K
Directors from Dallas & Houston:	\$90.4K	\$56 - \$150K

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 Dallas Office

Assistants = 7

Firm Size:	<u>1-100</u>	<u>101-150</u>	<u>201-250</u>
Average Salary:	\$32.5K	\$35.3K	\$32.5K
Average Bonus:	\$200	\$3.6K	\$573
Average Summer Class:	18	31	34

Average Salary: \$33.3K

Average OT: \$3K

Average Bonus: \$1.2K



Average Salary, Bonus & Summer Class by Size of Dallas Office

Coordinators = 20

22% of Coordinators Receive Overtime

Firm Size:	<u>1-100</u>	<u>101-150</u>	<u>151-200</u>
Average Salary:	\$47.9K	\$44.7K	\$37K
Average Bonus:	\$1.9K	\$2.8K	\$1.5K
Average Summer Class:	7	23	25

Average Salary: \$45.2K

Average OT: \$5.8K

Average Bonus: \$2.2k



Average Salary, Bonus & Summer Class by Size of Dallas Office

Managers = 10

Firm Size:	<u>1-100</u>	<u>101-150</u>	<u>151-200</u>
Average Salary:	\$66.8K	\$59.7K	\$71.3K
Average Bonus:	\$7K	\$7.3K	\$4.9K
Average Summer Class:	13	29	35

Average Salary: \$66K
Average Bonus: \$6.3K



Average Salary, Bonus & Summer Class by Size of Dallas/Houston Office

Directors (Dallas & Houston) = 5

Firm Size:	<u>1-100</u>	<u>151-200</u>	<u>301-350</u>
Average Salary:	\$95.7K	\$63K	\$101K
Average Bonus:	\$6.6K	\$2.6K	\$5K
Average Summer Class:	8	29	68

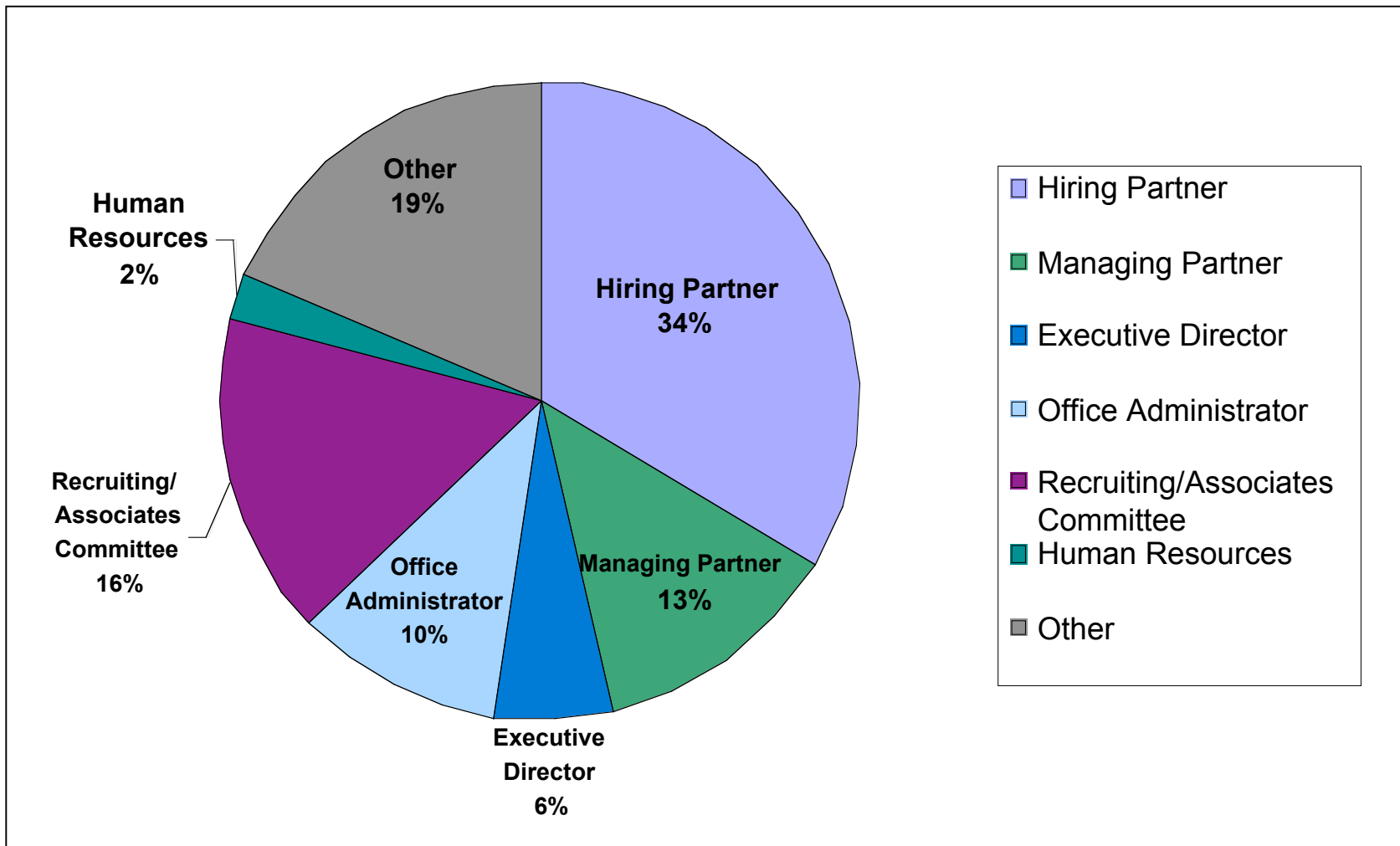
Average Salary: \$90.4K

Average Bonus: \$5.2K

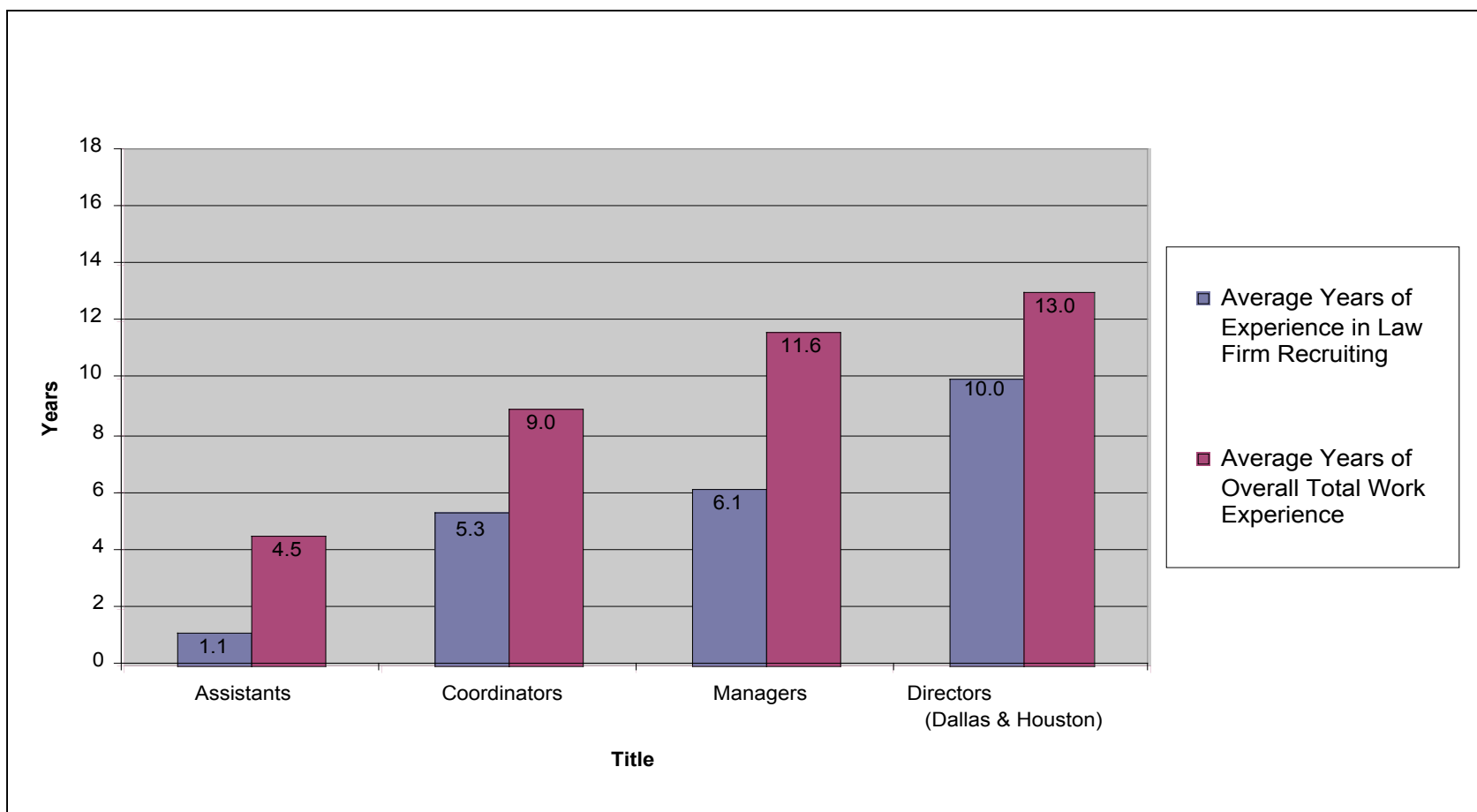
Percentage of Firm-Wide Recruitment Directors



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 Dallas Law Firm Recruitment Survey Participants

