



Looking for a
new pond?

We can help you achieve your goals.

Fishing for a
great catch?

WISNIK INDUSTRY SNAPSHOT SURVEY

LEGAL RECRUITING

SPRING 2009



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Dear Friends of Wisnik,

After receiving over 50 responses from Recruiting Managers and Directors to our most recent snapshot survey, we would like to share the results with you.

We found that there is a lot of change going on in the legal recruiting industry right now! Legal recruiters are becoming more involved than ever with strategic initiatives such as recommending department reorganization; monitoring budgets; handling associate deferrals; and re-aligning the recruiting process. More emphasis is being placed on legal personnel issues and compensation models, and recruiters are conducting market research to keep their Firms abreast of trends. Additionally, Lateral Partner hiring and Partner integration has become a much larger responsibility for many of you.

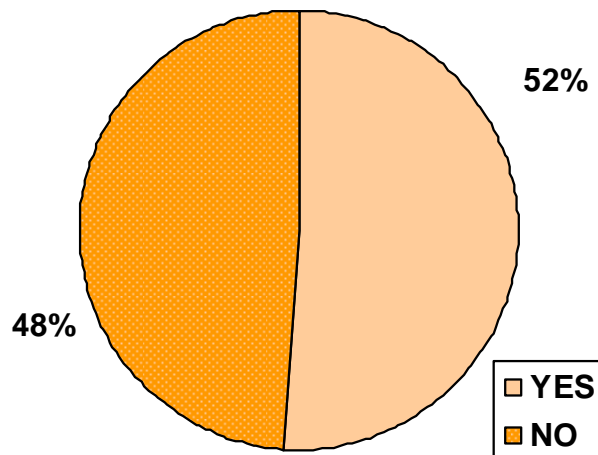
We also found that legal recruiters are committed to their Firms and the profession! 93 % of respondents plan to be in legal recruiting 3 years from now, and in an overwhelming response, you are motivated by the ever-changing challenges you encounter in your roles. Many of you also see this time as an opportunity to play an important role in redefining how your Firms will recruit in the future.

We hope you find the information within this survey helpful. We welcome your feedback and if there is any way we can help you to achieve your goals, please let us know.



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Has the focus of your job changed in the last 6 months?



“Changes in the legal industry have resulted in refocusing, reorganizing, and rethinking every aspect of the job”

.....
“There is a much greater emphasis on budgeting, strategic thinking and planning, while still running efficient programming”

.....
“I am dealing with many more Associate relations issues”

.....
“Our firm is focusing more on Lateral Partner recruiting and group acquisitions”

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What kinds of new projects and initiatives are you working on that you were not involved in 6 months ago?

- Monitoring market trends much more closely and recommending department reorganization alternatives to management
- Associate deferral programs, and communicating these messages to incoming first-years
- Modifying summer programs to be shorter and more cost-effective, and collaborating more closely with our finance department on all efforts
- More professional development for attorneys
- Revisiting Headhunter agreements, including more targeted outreach to search firms, and streamlining contracts with vendors
- More checks and balances in the lateral hiring process, including implementing an on-line attorney application process
- Higher volume and more attention to Partner candidates, and greater focus on lateral integration



What needs do your attorneys currently have that you would like to help them with?

“I would like to help with morale issues stemming from the economic slowdown – including managing a lower workload and dealing with job anxiety”

“I want to continue to provide career development training, such as presentation, public speaking, advanced writing, business development and communication skills”

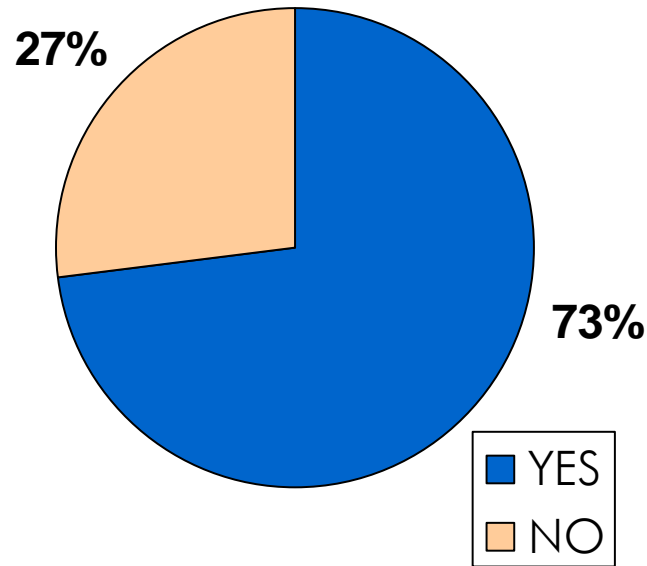
“I want to help our attorneys focus on their job instead of the fear of losing it”

“I would like to be of help in outplacement, and keep others aware of market knowledge and industry trends in general”

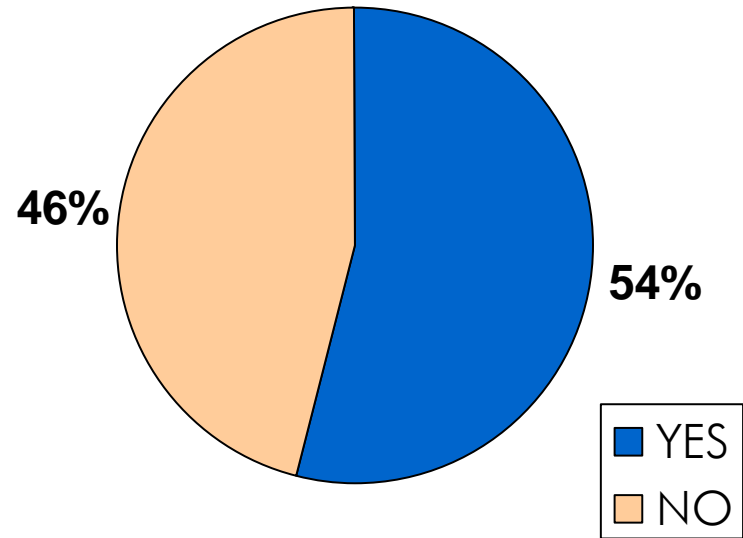


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Do you believe your recruiting department is adequately staffed?

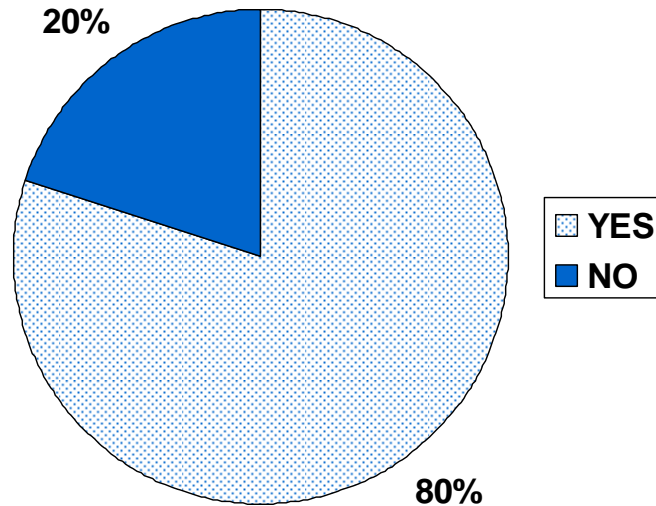


Are you concerned about your job safety in the next 12 months?

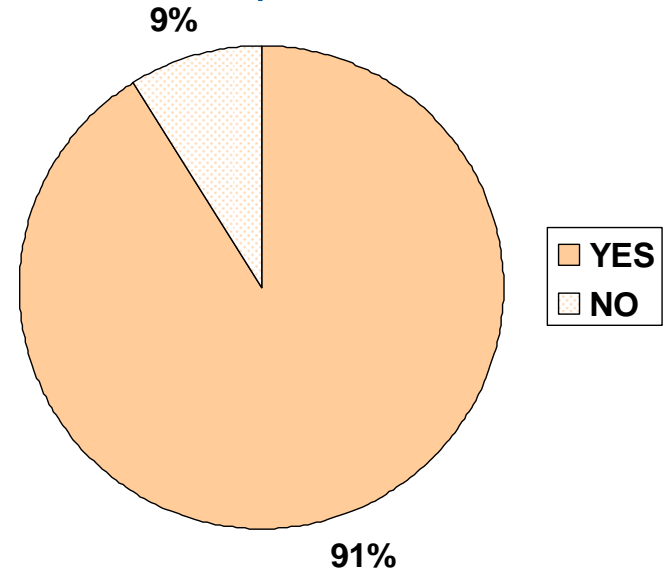


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Do you believe you are being fairly compensated?



If you were eligible to receive a bonus
In 2008, did you receive one?

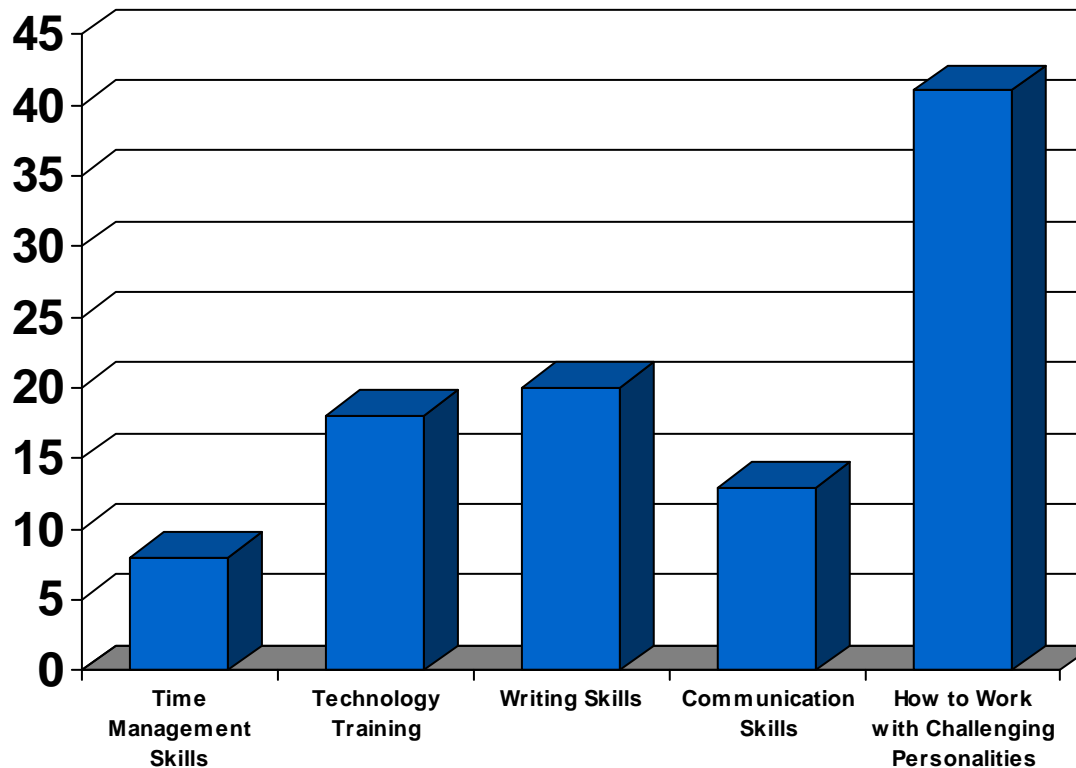


If yes, what percent of your base salary did the bonus amount to?

Average: 9.8%
Median: 7.5%
High: 30%
Low: 3%

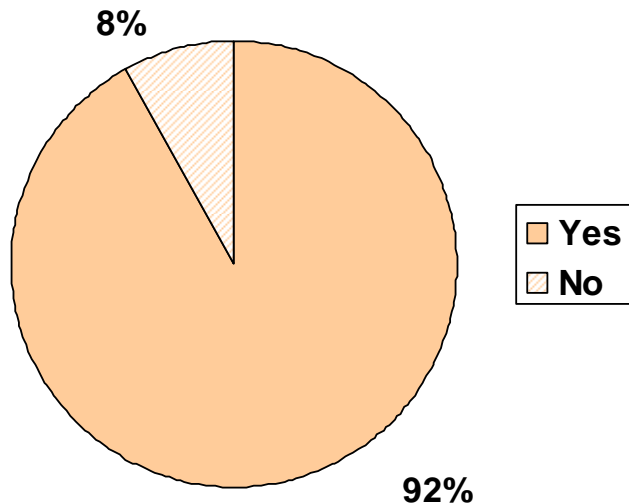
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If you could have additional professional training, which area would you like it to be in?



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Do you plan on being in legal recruiting 3 years from now?



“The personal satisfaction from people connections is the best reward”

“Legal recruiting gives me the opportunity to engage people and positively influence their careers.”

“I enjoy the constant contact with people and collaboration with the attorneys.”

“There is always something new and challenging ”

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What do you enjoy most about the legal recruiting industry?

Common Themes:

Influence:

- “It is rewarding to help young lawyers embark on a new career”
- “I enjoy having the ability to effect change within a firm and make an impact in its culture”
- “I like knowing I am part of the firm strategy”

Variety of Work:

- “I love having a role that is the bright spot of a firm – bringing in new lawyers, hosting events and programming, and helping to develop the top professionals”
- “Every day is a new challenge and I enjoy the rewards those challenges bring”
- “The industry is creative, flexible, and team oriented”

Interactive Environment:

- “I enjoy the social aspect of a professional job and building relationships with both my peers and attorneys”
- “I like always having the opportunity to meet new people”





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