



NEW YORK CITY RECRUITMENT ASSOCIATION

INDUSTRY SURVEY FALL 2010

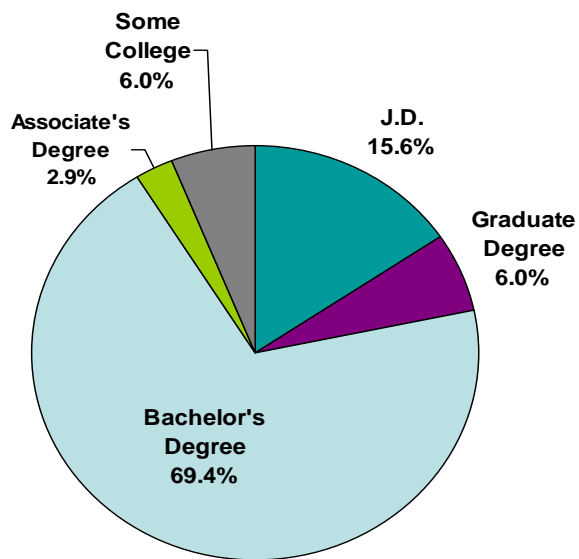
Presented By:
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SALARY SURVEY RESULTS

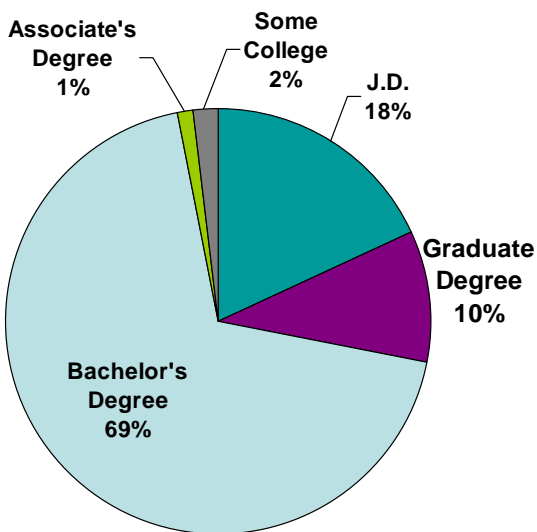
- Received a total of 120 Surveys
- Total Breakdown
 - Director: 20
 - Manager: 44
 - Coordinator: 47
 - Assistant: 9

Highest Degree of Education Attained by NYCRA Survey Participants

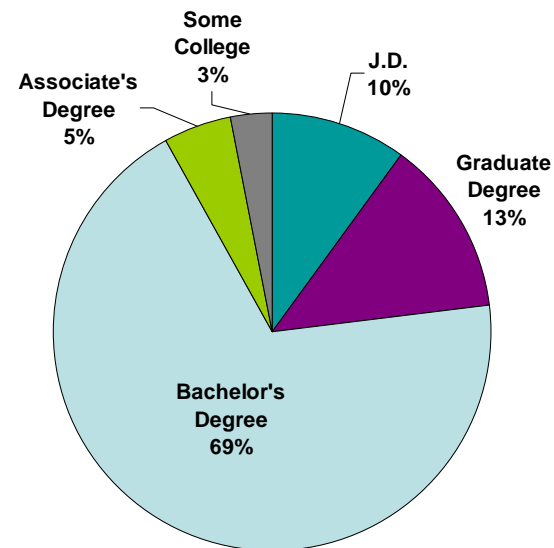
2010



2007



2005



PROFILE OF SURVEY RESPONDENTS

- 95.4% of you work full-time
- 54.3% of you hold a firm-wide position
- 69.5% of your firms have a firm-wide Director/Chief
- 48.5% of you have a seat on your firm's employment committee
- 29.9% of you have been with your current firm for an average of 4.5 years

2010 SURVEY RESULTS NEW YORK LAW FIRM RECRUITERS' AVERAGE SALARIES

<u>Title</u>	<u>Average Salary</u>	<u>Median</u>	<u>Salary Range</u>
Directors:	\$191,200	\$188,000	\$75K-\$300K+
Managers:	\$113,330	\$105,500	\$61K-\$200K
Coordinators:	\$69,191	\$68,000	\$41K-\$105K
Assistants:	\$46,333	\$48,000	\$36K-\$55K

Salary Percent Change from 2007

Directors -3%, Coordinators +11%, Managers +4%, Assistants 0%



2010 SURVEY RESULTS

NEW YORK LAW FIRM RECRUITERS' AVERAGE SALARIES AND SUMMER CLASS SIZES

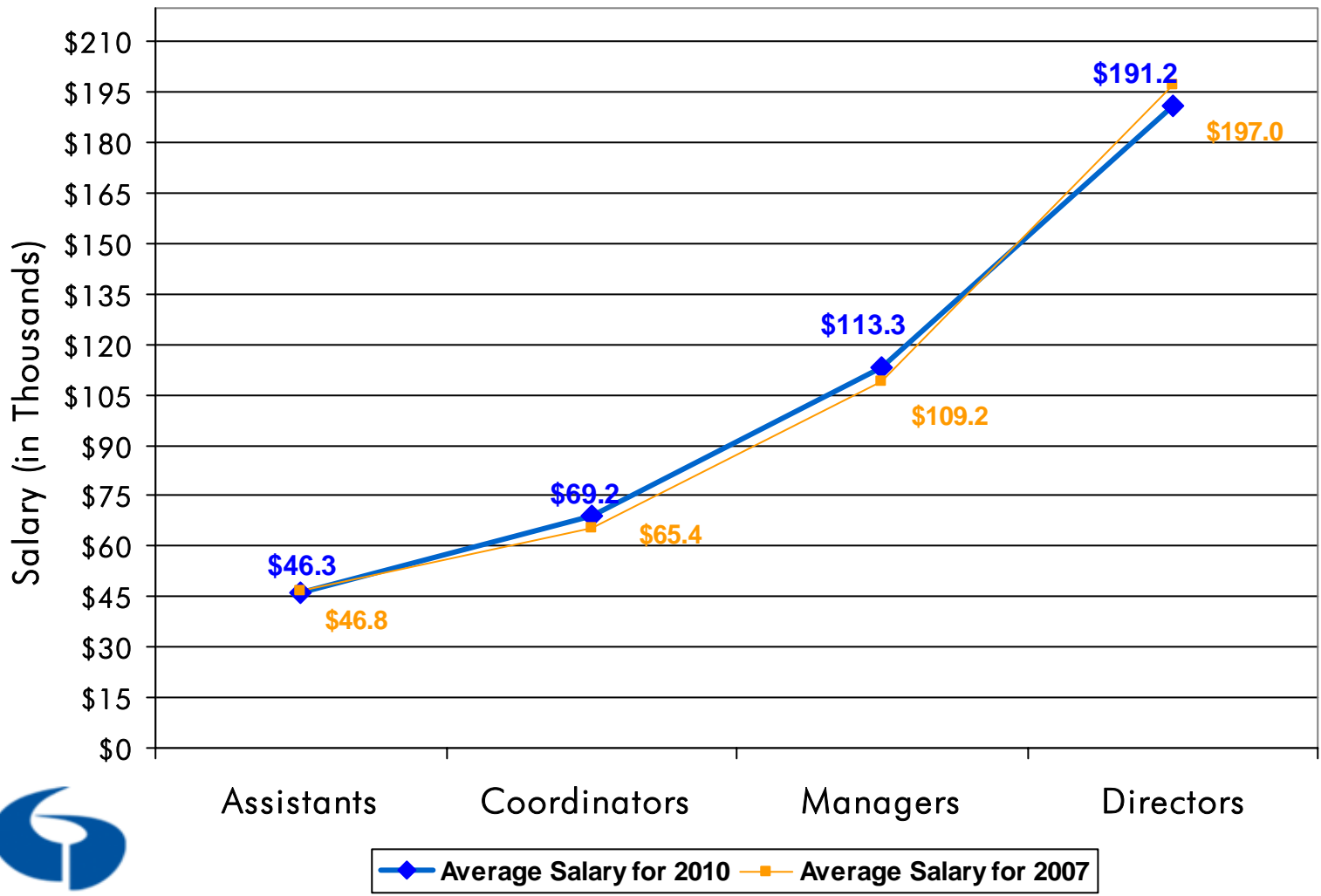
Title	Average Salary	Median	Salary Range	Bonus	Summer Class 2010	Summer Class 2009
Directors	\$191,200	\$188,000	\$75K-\$300K+	\$29,333	23	43
Managers:	\$113,330	\$105,500	\$61K-\$200K	\$10,540	17	29
Coordinators	\$69,191	\$68,000	\$41K-\$105K	\$3,772	28	48
Assistants:	\$46,333	\$48,000	\$36K-\$55K	\$2,775	43	67

Average Summer Class Size for 2010 is 28

Average Summer Class Size for 2009 was 47



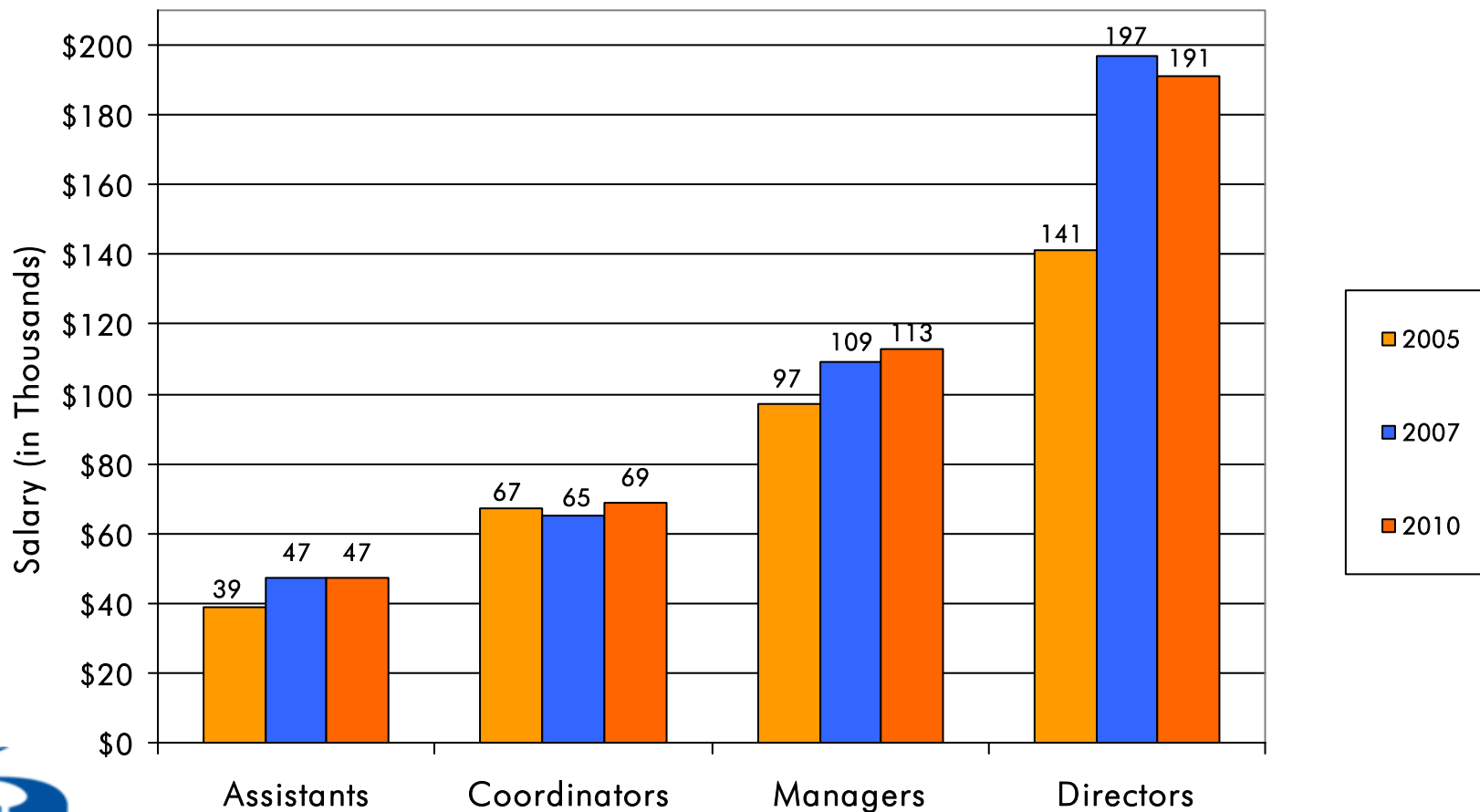
Average Salaries for Law Firm Recruitment Professionals



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Average Salaries for Law Firm Recruitment Professionals

2005 vs. 2007 vs. 2010



Assistant Salary Data by Firm Size:

ATTORNEYS in NEW YORK OFFICE	AVERAGE	RANGE
1-175	\$43,000	41K-45K
176-350	\$46,300	46K-50K
351-700	\$49,600	46K-50K

Average Base Salary for Assistants is \$46,333

Average Overtime for Assistants is \$1,175
Compared to \$2,167 in 2007



Coordinators Salary Data by Firm Size:

ATTORNEYS in NEW YORK OFFICE	AVERAGE	RANGE
1-125	\$73,500	51K-105K
126-225	\$69,250	51K-85K
226-400	\$72,265	46K-95K
401-1000	\$61,450	41K-80K

Average Base Salary for Coordinators is \$69,192

Coordinators w/ OT Salary Data by Firm Size:

ATTORNEYS in NEW YORK OFFICE	AVERAGE	RANGE
76-225	\$66,000	48K-83K
226-500	\$60,417	53K-78K
501-1000	\$59,900	51K-55K

Average Salary for Coordinators w/ OT is \$62,000

Average OT for 2009 was \$6,535

Average OT for 2007 was \$11,091



Coordinators w/o OT Salary Data by Firm Size:

ATTORNEYS in NEW YORK OFFICE	AVERAGE	RANGE
1-125	\$74,187	43K-103K
126-225	\$70,000	53K-83K
226-350	\$75,300	48K-93K
351-1000	\$72,214	63K-83K

Average Base Salary for Coordinators w/o OT is \$72,900

Average Bonus is \$4,438

Average Base Salary was \$69,250 in 2007

Average Bonus was \$6,891 in 2007



Managers Salary Data by Firm Size:

ATTORNEYS in NEW YORK OFFICE	AVERAGE	RANGE
1-125	\$98,715	61K-130K
126-225	\$115,105	86K-175K
226-350	\$126,475	81K-200K
351-500	\$89,260	66K-150K
501-700	\$134,250	96-175

Average Base Salary for Managers is \$113,329
and Average Bonus is \$10,540
For 2007, Average Base Salary for Managers was \$109,888
and Average Bonus was \$10,357



Directors Salary Data by Firm Size:

ATTORNEYS in NEW YORK OFFICE	AVERAGE	RANGE
1-175	\$164,665	116K-225K
176-350	\$190,900	75K-225K
351-1000	\$211,687	140K-288K

Average Base Salary for Directors is \$191,200 and
Average Bonus is \$29,333

For 2007, Average Base Salary was \$196,921 and
Average Bonus was \$26,700



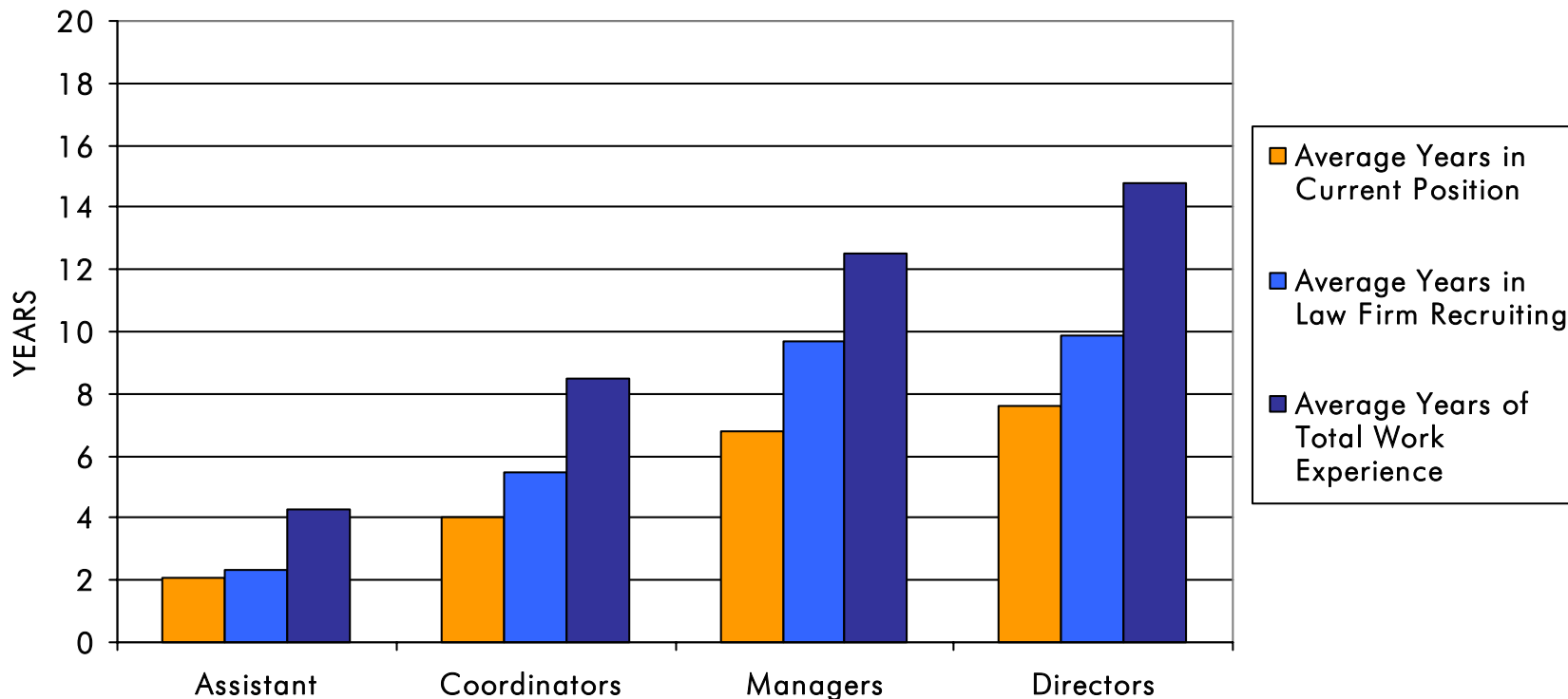
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Average Number of Positions in New York Department by Office Size

Office Size	
1-75	Average Department Size = 1.7 Most common positions = Coordinator, Director
76-175	Average Department Size = 2.2 Most common positions = Coordinator, Manager
176-225	Average Department Size = 3.7 Most common positions = Assistants, Coordinator, Manager
226-350	Average Department Size = 5 Most common positions = Coordinator, Manager, Director
351-500	Average Department Size = 7 Most common positions = Coordinator, Manager, Director
501-700	Average Department Size = 7.4 Most common positions = Assistant, Coordinator, Manager, Director
701-1000	Average Department Size = 12 Most common positions = Assistant, Manager, Coordinator, Director

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Average Years in Current Position vs. Average Years of Experience vs. Average Years of Total Work Experience



The average years in Law Firm Recruiting for Assistants was 1.4 in 2007 and is now 2 years

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Survey Respondents' Responsibilities for Summer Program

	Your Responsibility	Responsibility of Department
Coordinate Summer Associate training and orientation	68.5%	77.4%
Plan social events, section parties, summer associates lunches and firm parties	69.8%	73.8%
Monitor Summer Associate work projects and assignments	65.5%	75.6%
Receive evaluations for Summer Associates	65%	74%
Organize clerkship reviews	43.9%	80.7%
Participate in Recruiting Committee meetings	72.4%	70.7%
Conduct Summer Associate exit interviews	56.3%	70.8%
Prepare offer and decline letters for associate and Summer Associate candidates	48.8%	78.4%



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Survey Respondents' Responsibilities for Law Student Recruiting

	Your Responsibility	Responsibility of Department
Plan Fall on-campus interview calendar	62%	74.4%
Coordinate with various law schools to schedule interview dates	53.3%	76.7%
Plan pre and post on-campus interview receptions	68.1%	75%
Organize travel and schedules for interviewing attorneys	58.2%	73.6%
Arrange travel and interview schedules for candidates	56.7%	75%
Conduct correspondence and follow-up with candidates	69.4%	73.4%
Participate in Recruiting Committee meetings	76.7%	69.2%



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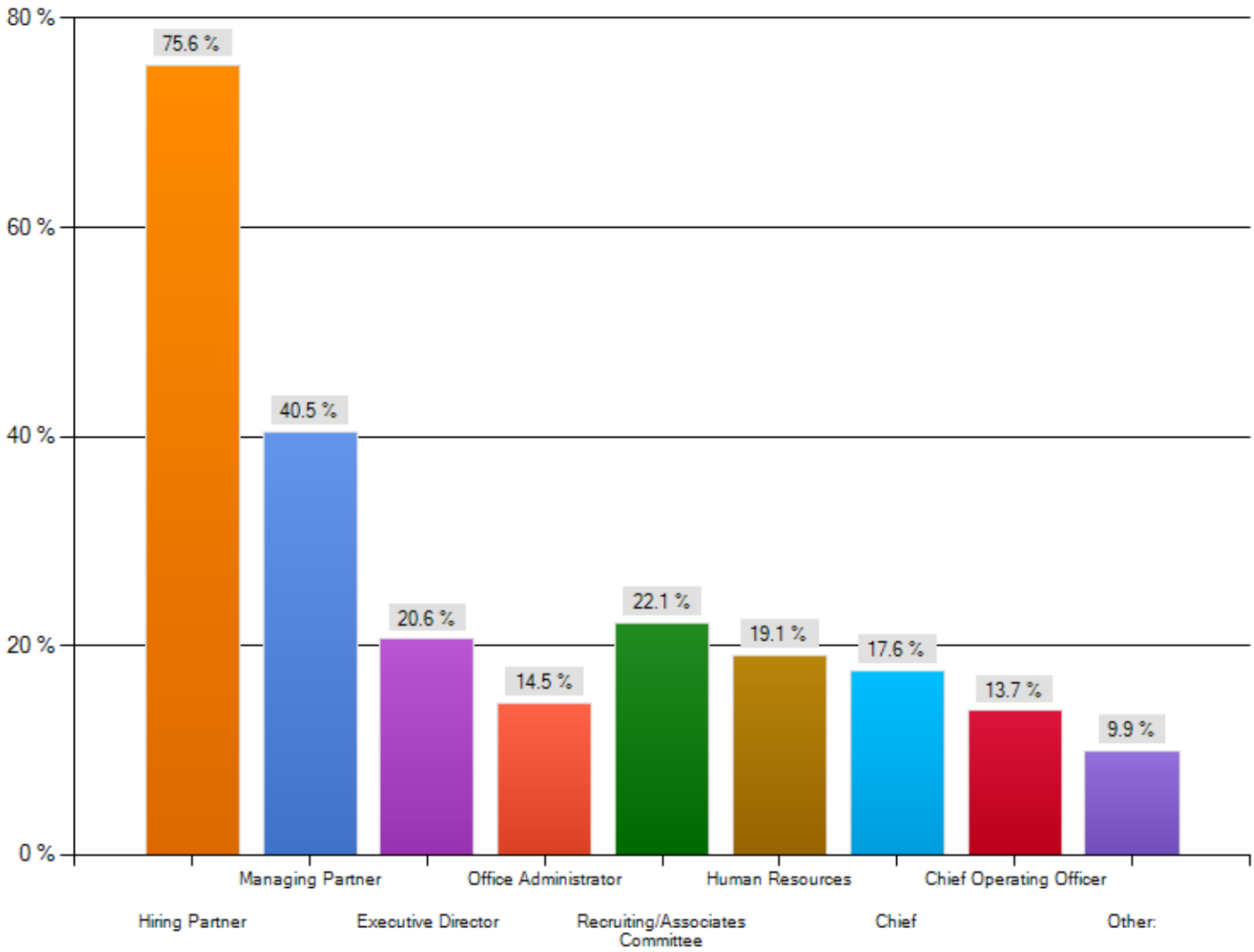
Survey Respondents' General Responsibilities

	Your Responsibility	Responsibility of Department
Lateral recruiting	61.5%	74.6%
Partner recruiting	45.3%	73.3%
Attorney Orientation	60.8%	72.2%
Attorney development/training	48%	78%
CLE coordination	42.6%	74.5%
Administering evaluation process for attorneys	42.9%	81%
Managing recruitment staff	58.2%	73.6%
Exit Interviews	54.9%	70.6%
Diversity Initiatives	50.6%	83.5%
Paralegal recruiting	37.5%	75%
Staff/Contract Attorney Hiring	58.1%	72.1%
Practice Group Management/Training	29.2%	95.8%
Other Responsibilities (i.e. HR/marketing/office management)	73.3%	62.2%



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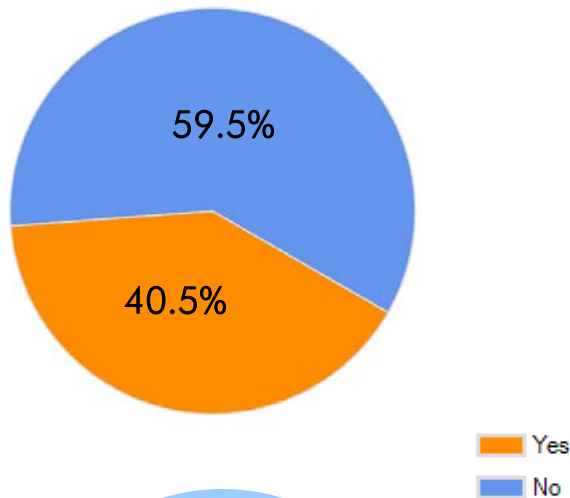
Who Does Your Department Report To?



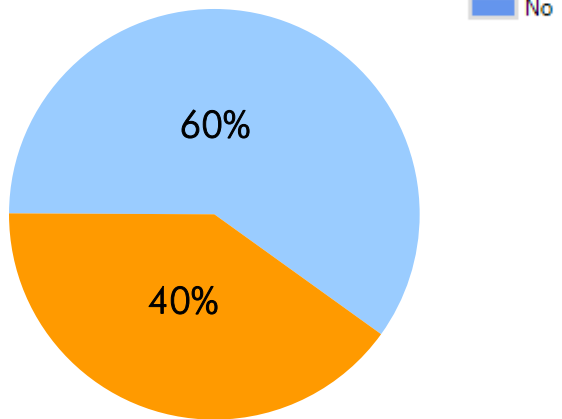
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Do you believe you are being fairly compensated for your responsibilities?

2010



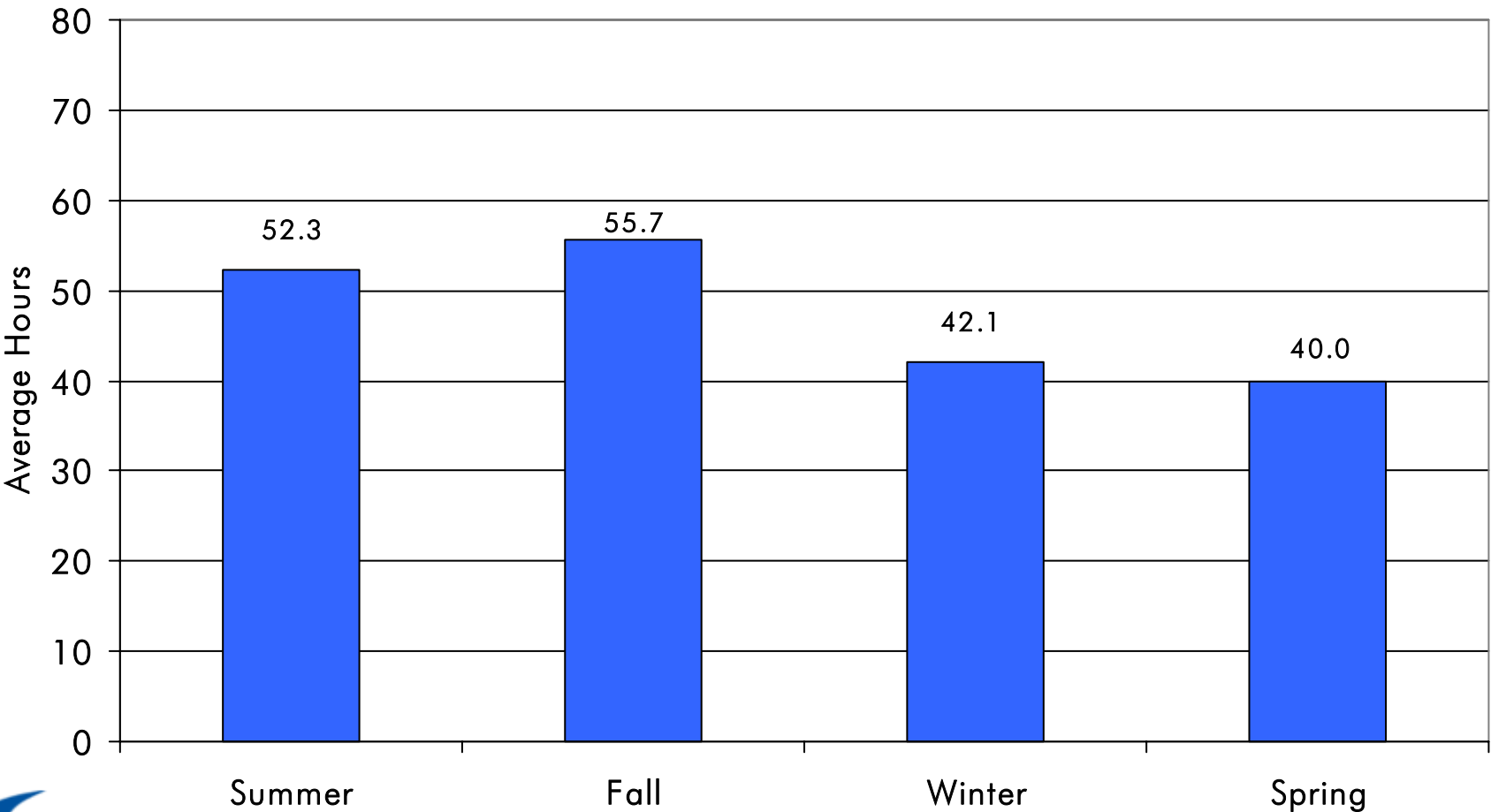
2007



What other benefits do you receive?

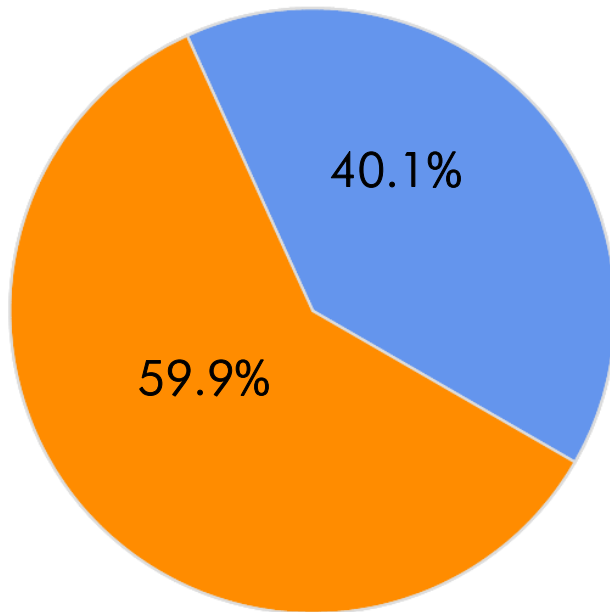
COMPENSATION	% RESPONDENTS
Bonus	80.5%
401K Plan	100%
Average Vacation Days	20 days
Work From Home-Regularly	7.2%
Work From Home- Periodically	34.4%
Part Time	6.3%
Flex Days	9.1%
Day Care- On-site	6.9%
Day Care- Back up	48.8%
PDA/Blackberry	94.2%
Cell Phone	13.3%
Computer (laptop)	33.7%
Transportation Discounts	68.3%
Mileage Reimbursement	35.9%
Health club Memberships/Discounts	84.3%
Flexible Spending	93.5%

Survey Respondents' Average Hours Worked per Season



SUMMARY OF INTERESTING SURVEY RESULTS

Since you have been with your current organization, have you had a promotion with a title change?



Yes
No

- 80.5% of you received bonuses in 2009
- Only 40% of you were able to attend the NALP Conference
- 62.2% of respondents' surveyed indicated that their departments decreased in size over the past two years

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WHAT QUESTIONS DO YOU HAVE BASED ON
THESE FINDINGS?





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