



Our goal is to help
you achieve your

goals

ATLANTA LEGAL RECRUITING ASSOCIATION

INDUSTRY SURVEY SPRING 2011

Presented By:
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EVA'S BIO



Eva Wisnik
President,
Wisnik Career
Enterprises, Inc.

Eva Wisnik founded Wisnik Career Enterprises in 1996 after serving as Director of Recruitment and Training for Schulte Roth & Zabel and Cadwalader, Wickersham & Taft. Over the past 15 years, she has worked with over 120 law firms, including 74 of the AmLaw 100. Eva has conducted 29 salary and industry snapshot surveys for the legal recruiting and legal marketing industries.

Eva holds an MBA in Marketing from Fordham University and a BA in Psychology from Barnard College. She has compiled Core Competency Models for professionals in both Legal Recruiting and Marketing.

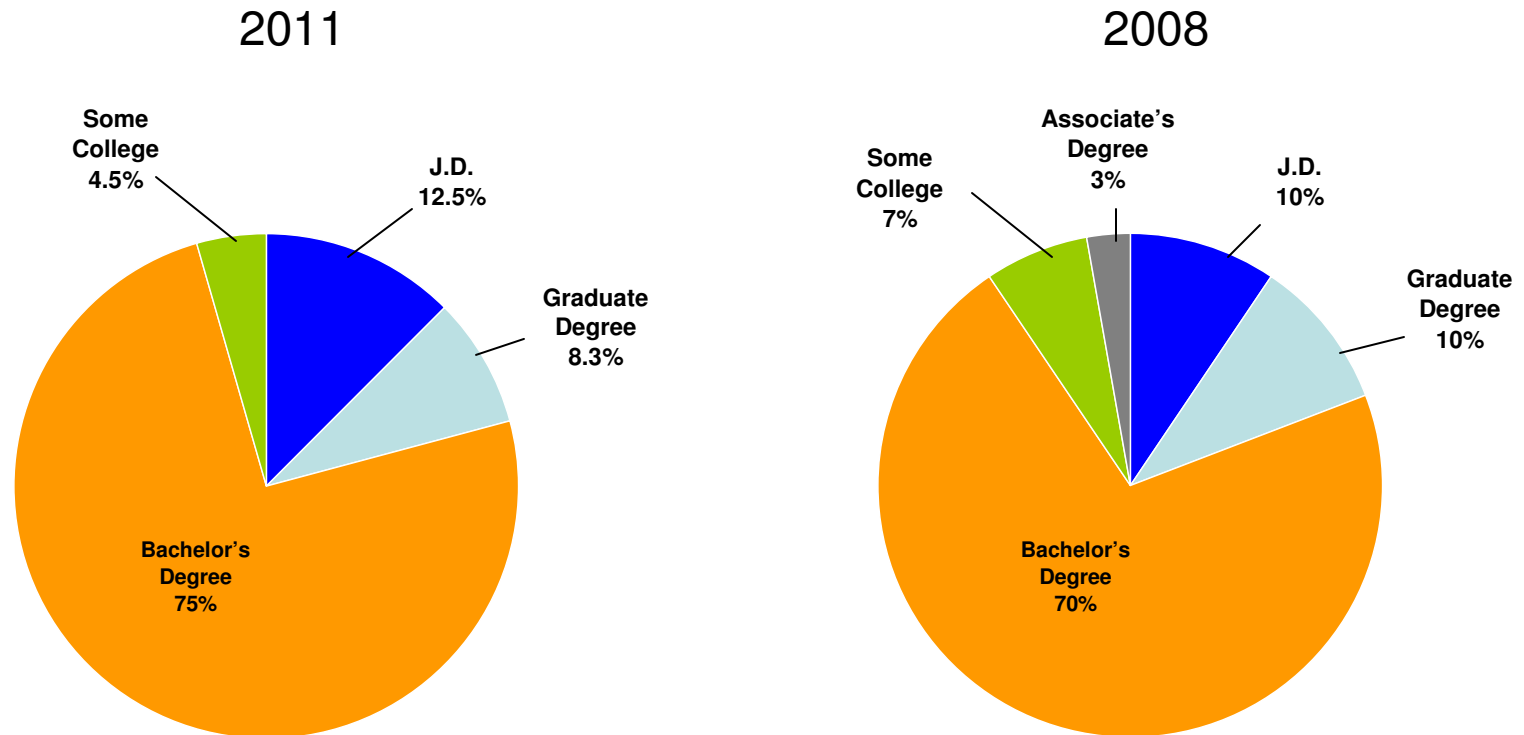
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SALARY SURVEY RESULTS

- Received a total of 22 Surveys
- Total Breakdown
 - Directors: 7
 - Managers: 7
 - Coordinators: 8

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Highest Degree of Education Attained by ALRA Survey Participants



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PROFILE OF SURVEY RESPONDENTS

- 87.5% of you work full-time
- 54.2% of you hold a firm-wide position
- 79.2% of your firms have a firm-wide Director/Chief
- 41.7% of you have been with your current firm for an average of 4-5 years

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2011 SURVEY RESULTS
ATLANTA LEGAL RECRUITING ASSOCIATION'S
AVERAGE SALARIES

<u>Title</u>	<u>Average Salary</u>	<u>Median</u>	<u>Salary Range</u>
Directors:	\$115,857	\$108,000	\$93K-\$163K
Managers:	\$88,000	\$93,000	\$73K-\$98K
Coordinators:	\$52,313	\$53,000	\$33K-\$63K

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2011 SURVEY RESULTS

ATLANTA LEGAL RECRUITING ASSOCIATION'S AVERAGE SALARIES AND SUMMER CLASS SIZES

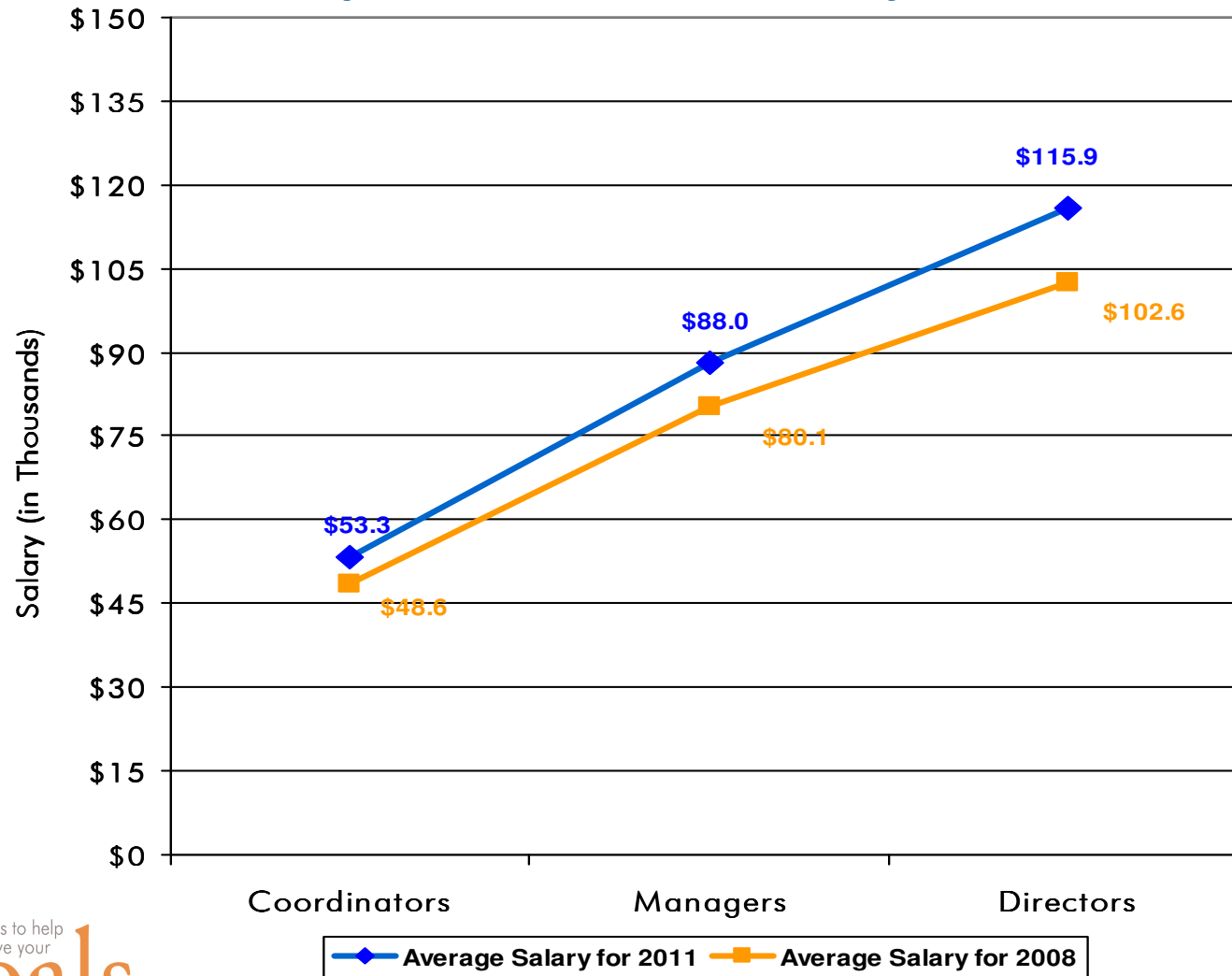
Title	Average Salary	Median	Salary Range	Bonus	Summer Class 2010	Summer Class 2011
Directors	\$115,857	\$108,000	\$93K-\$163K	\$17,250	7	9
Managers:	\$88,000	\$93,000	\$73K-\$98K	\$6,333	5	5
Coordinators	\$52,313	\$53,000	\$33K-\$63K	\$1,771	7	7

Salary Percent Change from 2008:

Directors +12%, Managers +9%, Coordinators +10%

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Average Salaries for Atlanta Legal Recruiters



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Average Salary and Bonuses

Level	Average Base Salary 2008	Average Base Salary 2010	Average Bonus 2008	Average Bonus 2010
Directors	\$102,643	\$115,857	\$4,938	\$6,521
Managers	\$80,143	\$88,000	\$4,042	\$4,750
Coordinators	\$48,643	\$52,313	\$1,588	\$1,400

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Average Salaries by City

<u>Title</u>	<u>Atlanta</u>	<u>Washington, DC</u>	<u>New York City</u>
Directors	\$115,857	\$166,333	\$191,200
Managers	\$88,000	\$96,971	\$113,330
Coordinators	\$52,313	\$64,607	\$69,191

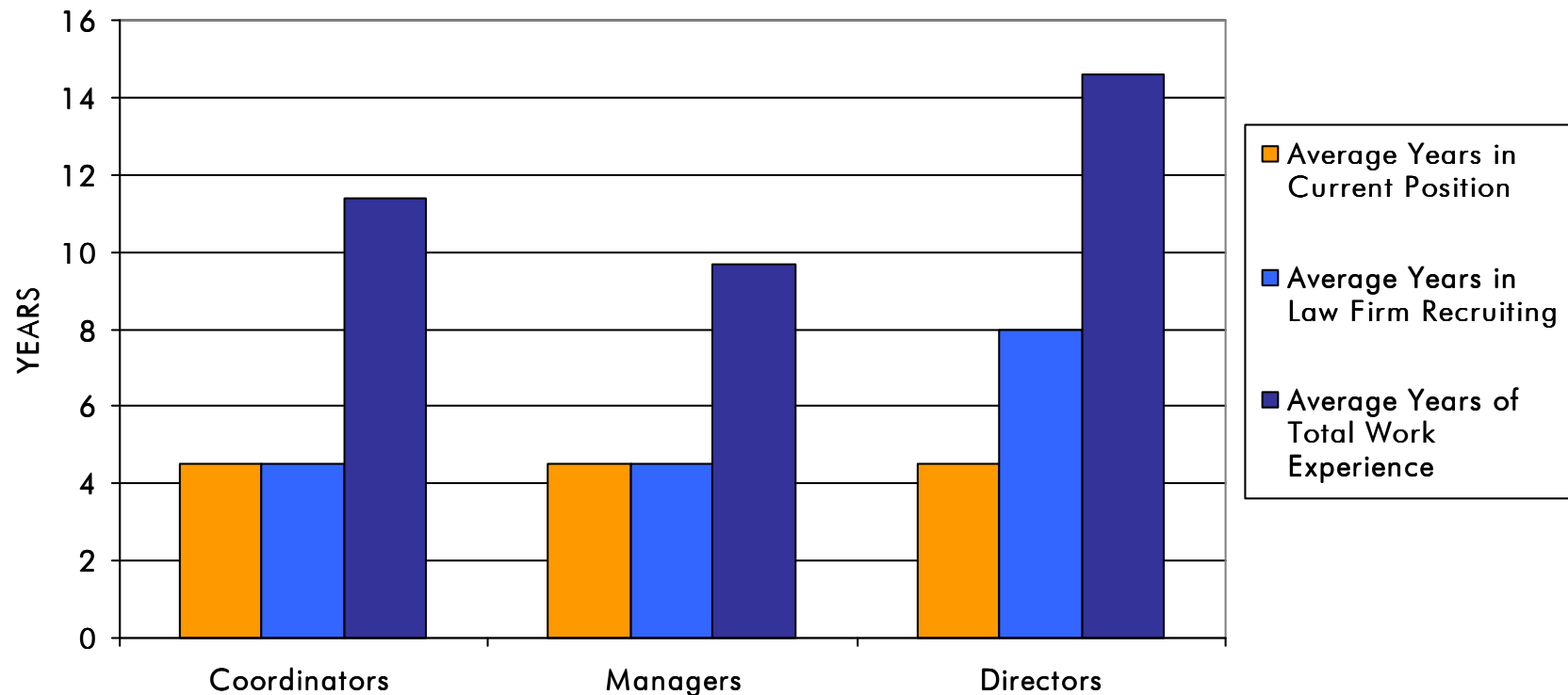
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Average Number of Positions in Atlanta Departments by Office Size

Office Size	
1-75	Average Department Size = 1.3 Most common positions = Director
76-125	Average Department Size = 1 Most common positions = Director
126-175	Average Department Size = 3 Most common positions = Coordinator, Manager, Director
176-225	Average Department Size = 2.7 Most common positions = Coordinator, Manager, Director
226-350	Average Department Size = 5 Most common positions = Coordinator, Manager, Director
351-500	Average Department Size = 3.6 Most common positions = Coordinator, Manager, Director

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Average Years in Current Position vs. Average Years in Law Firm Recruiting vs. Average Years of Total Work Experience



The average years in Law Firm Recruiting for Coordinators was 2.8 in 2008 and is now 4.5 years

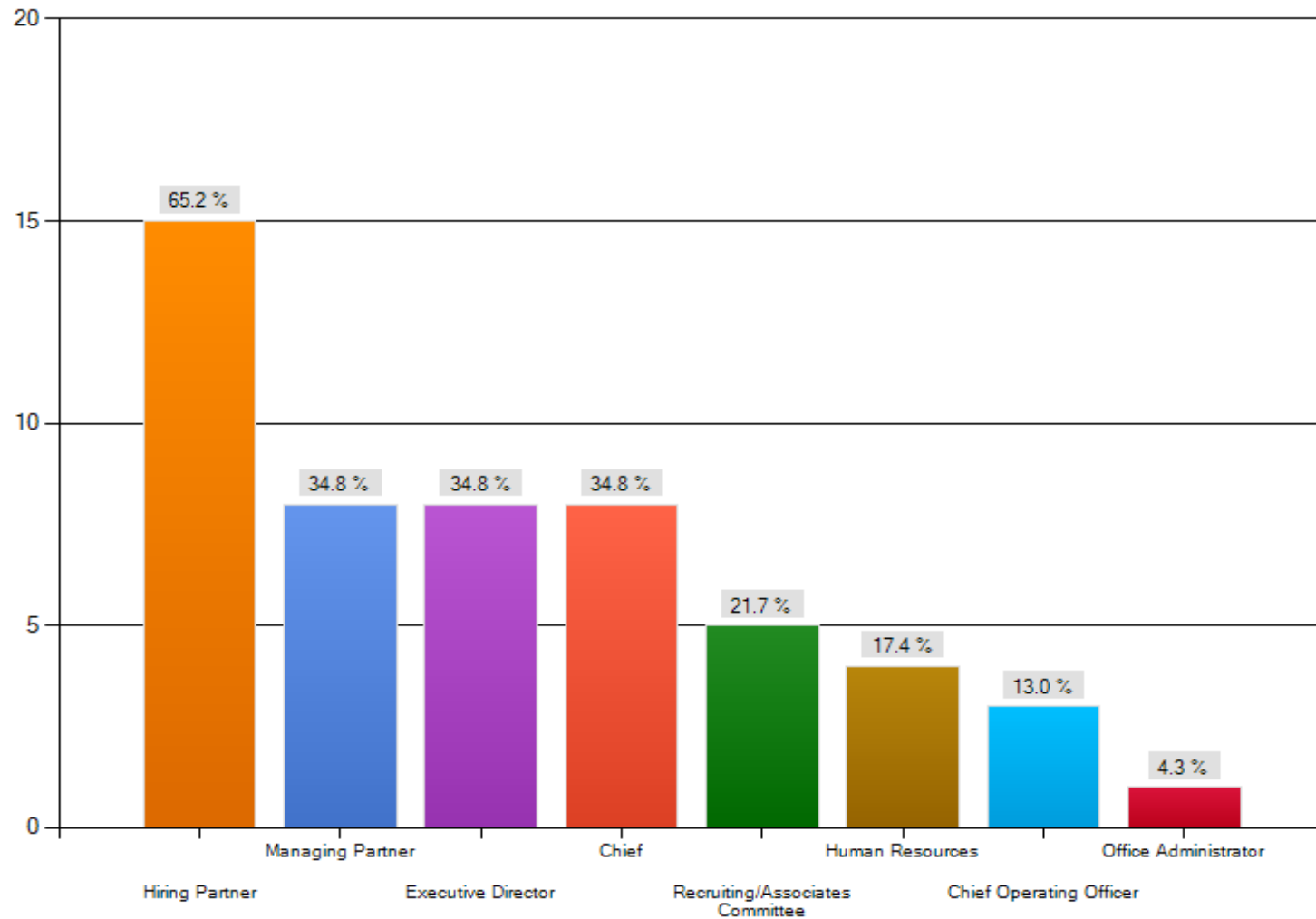
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Survey Respondents' General Responsibilities

	Responsibility of Department	Your Responsibility
Recruiting of law students	82.6%	82.6%
Managing summer program	78.3%	87.0%
Lateral recruiting	81.0%	71.4%
Partner recruiting	80.0%	60.0%
Attorney Orientation	64.3%	71.4%
Attorney development/training	55.6%	66.7%
CLE coordination	62.5%	62.5%
Administering evaluation process for attorneys	83.3%	66.7%
Managing recruitment staff	70.6%	52.9%
Exit Interviews	87.5%	50.0%
Diversity Initiatives	66.7%	75.0%
Paralegal recruiting	66.7%	66.7%
Staff/Contract Attorney hiring	80.0%	80.0%
Other Responsibilities (i.e. HR/marketing/office management)	33.3%	100.0%

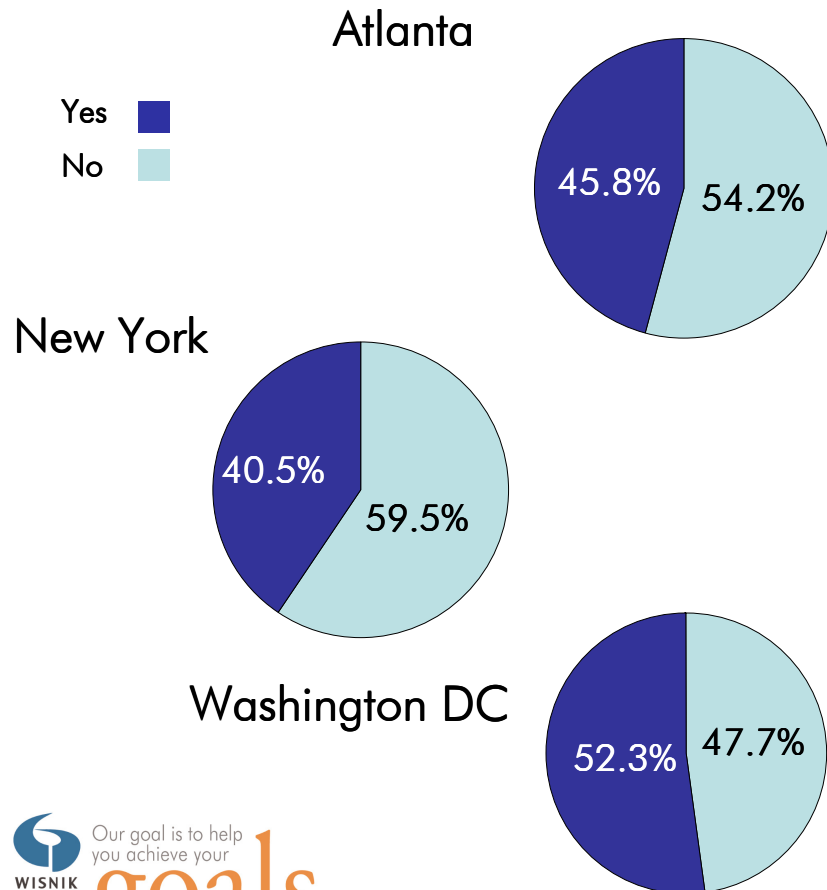
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Who Does Your Department Report To?



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

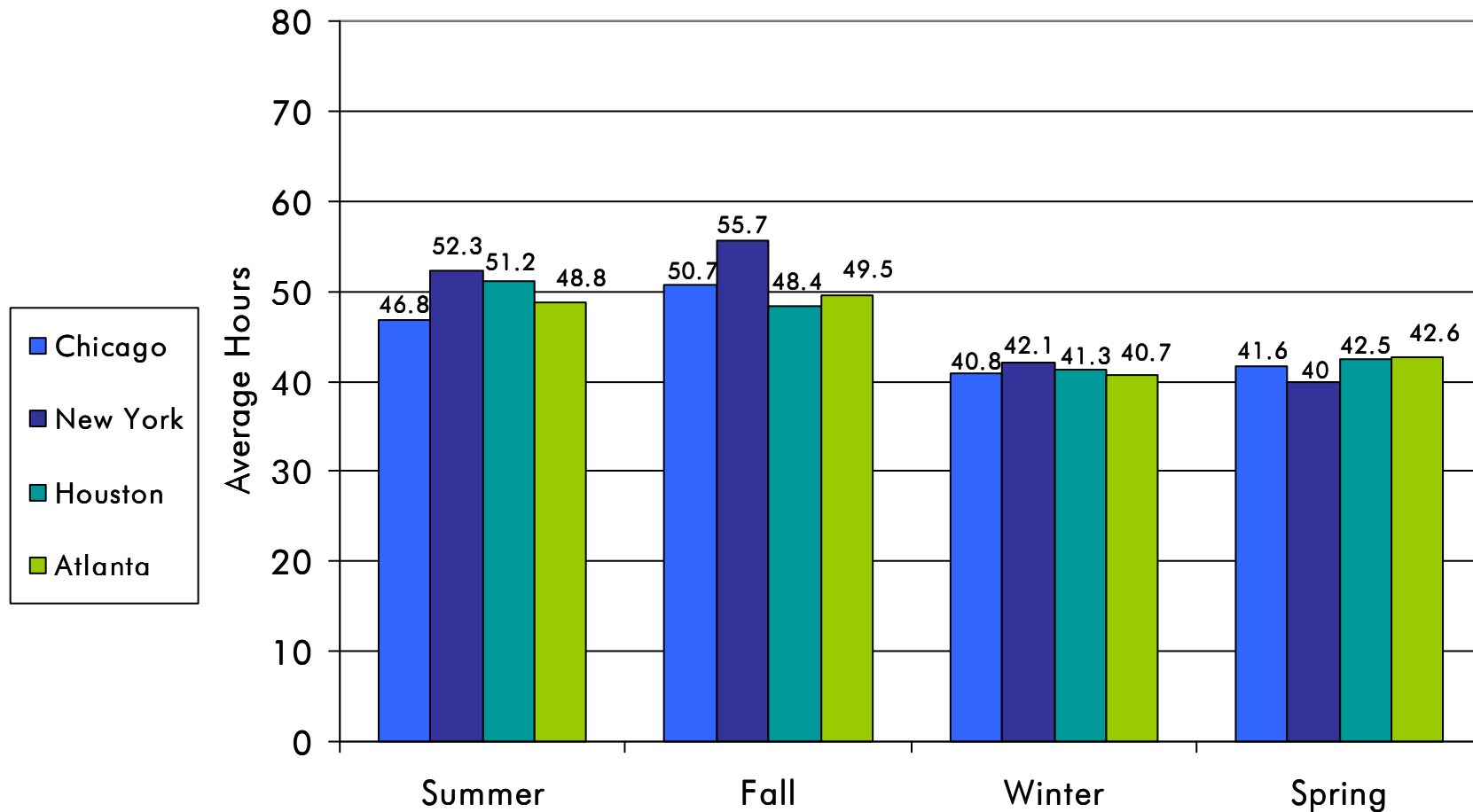


What other benefits do you receive?

COMPENSATION	RESPONDENTS
Bonus	69.6%
401K Plan	100%
Average vacation days	18 days
Work from home - Regularly	6.3%
Work from home - Periodically	45%
Flex Days	17.6%
Day care - On-site	25%
Day care - Back up	31.3%
PDA/Blackberry	76.2%
Cell phone	27.8%
Computer (Laptop)	42.1%
Transportation discounts	64.7%
Health Club memberships/discounts	52.6%
Flexible Spending	95.2%
Free parking	17.6%

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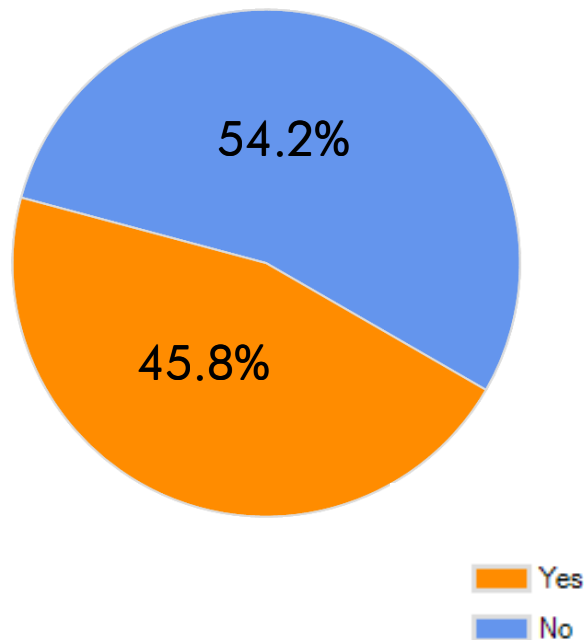
Survey Respondents' Average Hours Worked per Week each Season



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SUMMARY OF INTERESTING SURVEY RESULTS

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



- 69.6% of you received bonuses in 2010
- Only 25% of you were able to attend the 2010 NALP Conference
- 66.7% of respondents' surveyed indicated that their departments decreased in size over the past two years



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