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**WASHINGTON AREA LEGAL RECRUITMENT
ADMINISTRATORS ASSOCIATION
FALL 2012 INDUSTRY SURVEY FOR LAW FIRMS,
GOVERNMENT AGENCIES AND
LAW SCHOOL CAREER SERVICES**

Presented By:
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SURVEY RESULTS FOR LAW FIRMS, GOVERNMENT AGENCIES AND LAW SCHOOL CAREER SERVICES

110 Survey Responses

- 85 Law Firms & Government Agencies

- Chief: 2
- Director: 9
- Manager: 34
- Coordinator: 29
- Assistant: 9

- 25 Law Schools Career Services

- Director: 7
- Career Counselor: 4
- Recruiting Personnel: 4
- Assistant/Associate Director: 6
- Administrative Staff: 1
- Assistant/Associate Dean: 3

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SUMMARY OF INTERESTING RESULTS

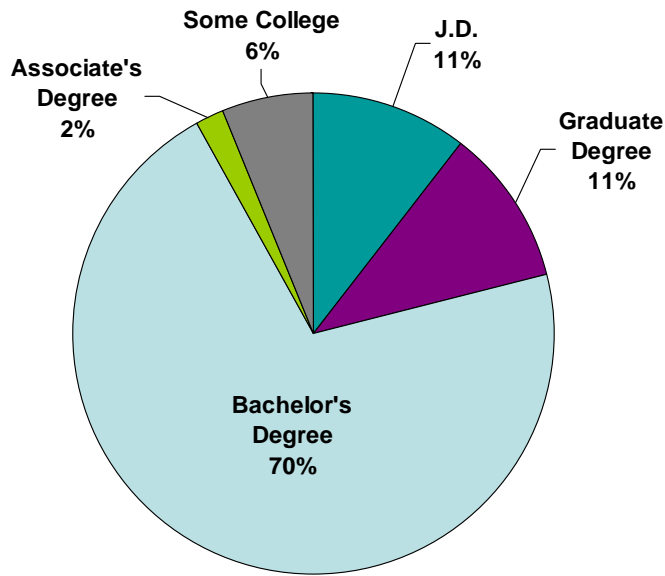
Law Firms and Agencies

- 67% of you have been with your current firm for 5 years or less
- 34% have been in the legal recruiting field for 10+ years
- 96% received a bonus, a raise, or both
- 46% attended the NALP Annual Education Conference
- 37% feel they are not fairly compensated for their responsibilities
- 33% of law firms/agencies' departments have increased in size
- You worked an average of 55 hours/week, compared to 47 hours/week in 2010

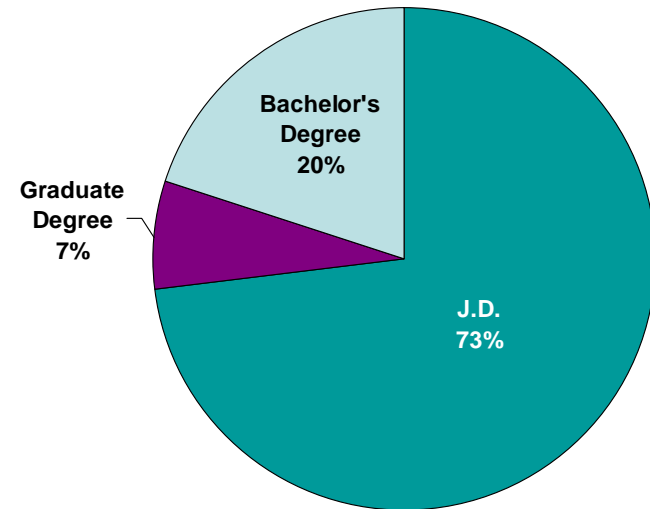
Law School Career Services

- 68% of you have been with your current school for 5 years or less
- 16% have been in law school recruiting for 10+ years
- 72% work for a private institution
- 57% received raises
- 58% attended the NALP Annual Education Conference
- 62.5% feel they are not fairly compensated for their responsibilities
- 24% of career services departments have decreased in size
- You worked an average of 43 hours/week, compared to 47.5 hours/week in 2010

Highest Degree of Education Attained by WALRAA Survey Participants



Firms/Agencies

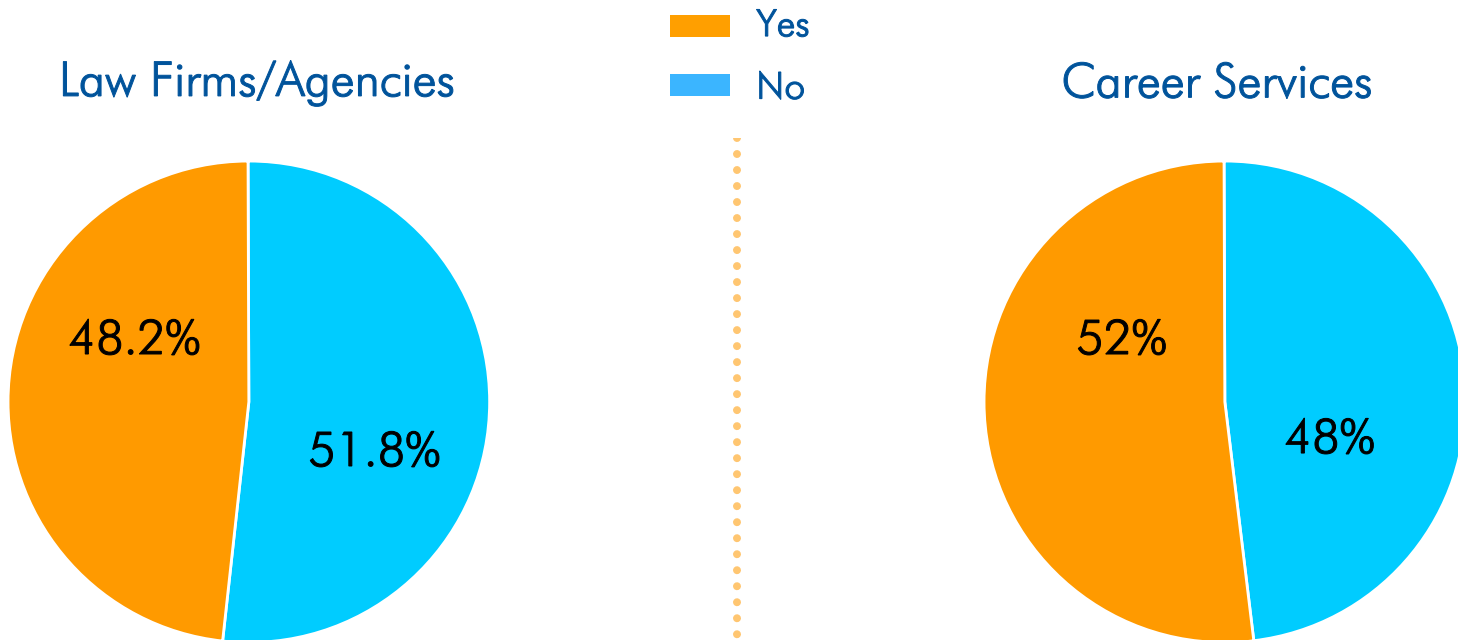


Career Services

Of the 2012 survey respondents, 11% of Law Firm/Agency professionals have JDs compared to 73% of those in Law School Career Services

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



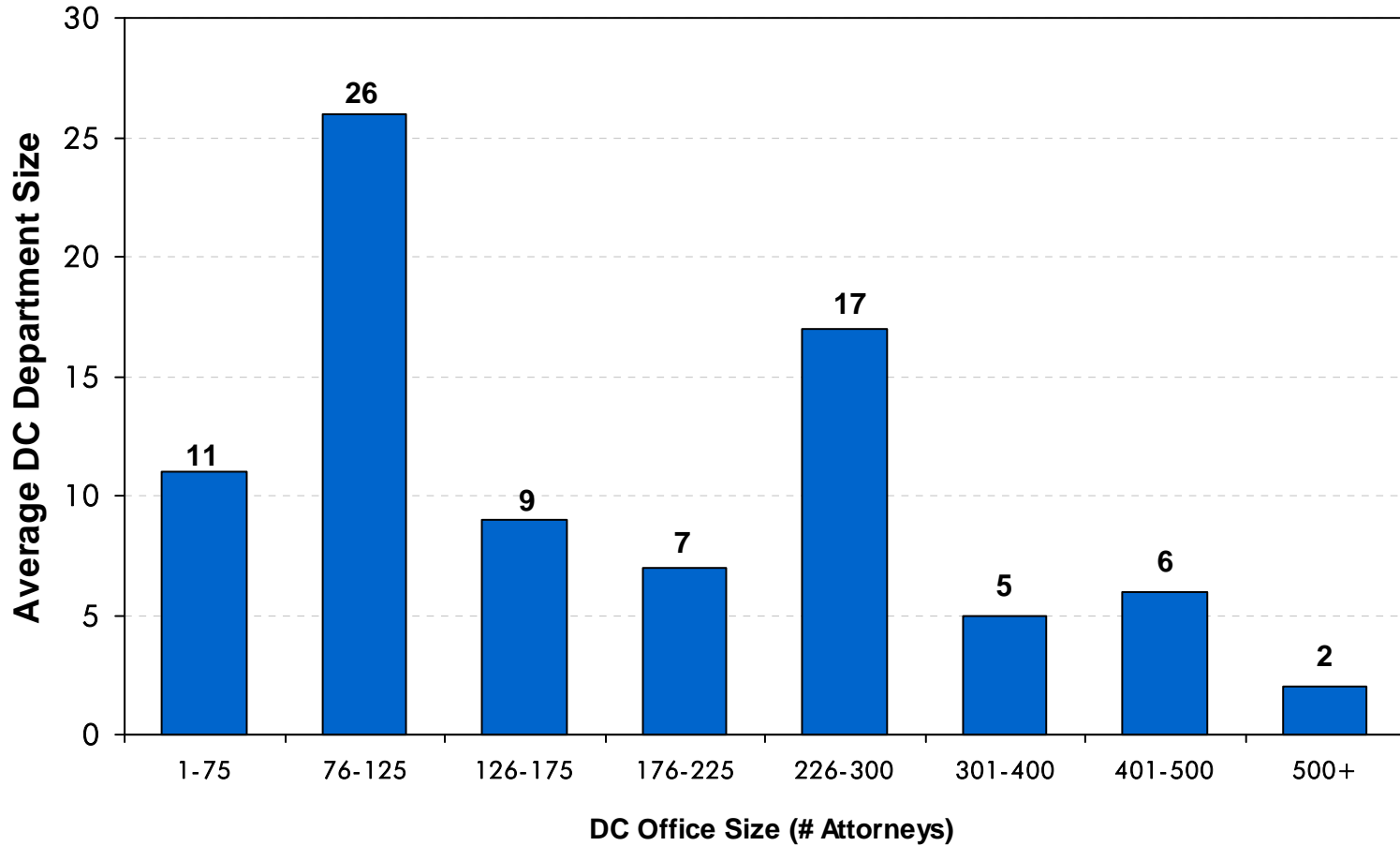
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SALARY SURVEY RESULTS FOR LAW FIRMS AND GOVERNMENT AGENCIES

- 85 survey responses
 - Chief: 2
 - Director: 9
 - Manager: 34
 - Coordinator: 29
 - Assistant: 9

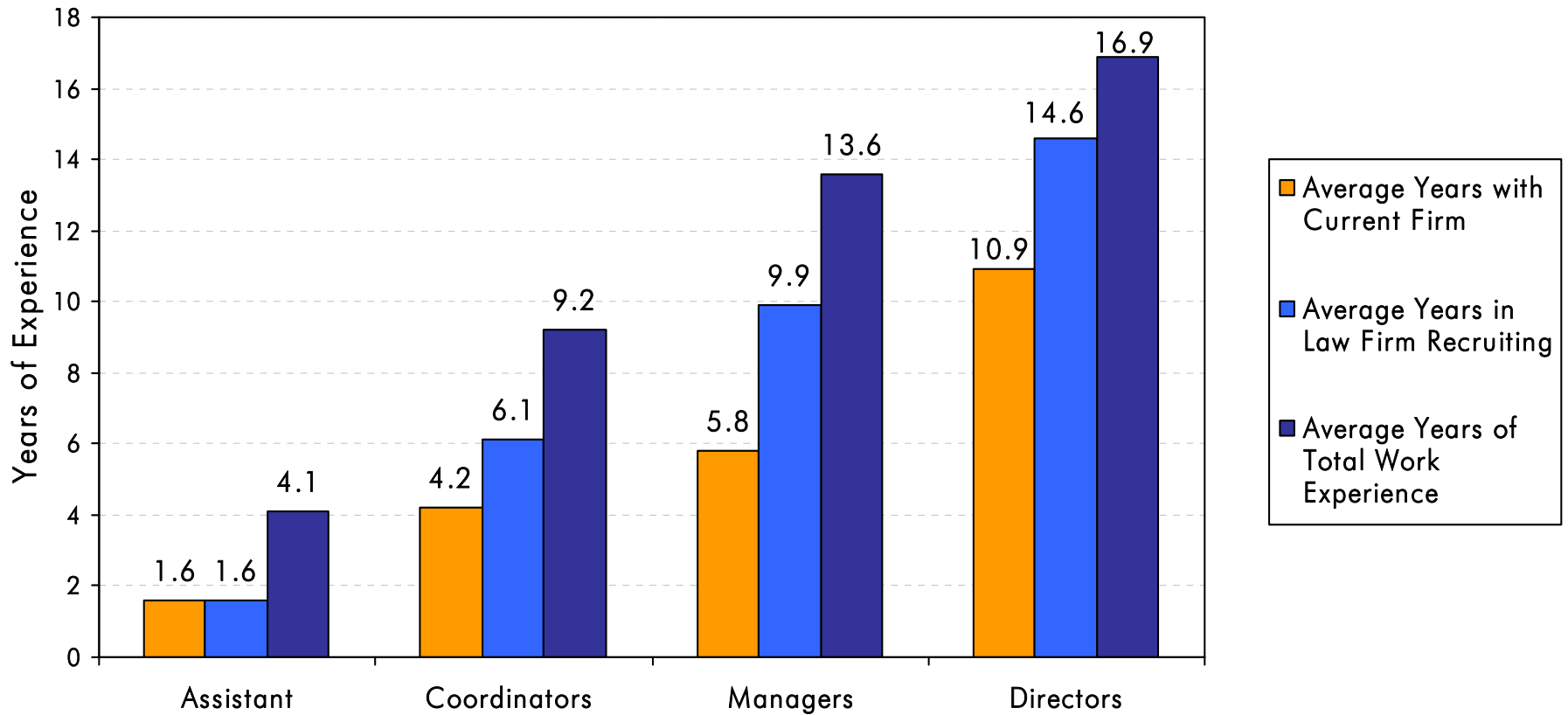
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Number of Respondents by Office Size



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Firms/Agencies Average Years of Experience: Current Firm vs. Legal Recruiting Field vs. Total Work



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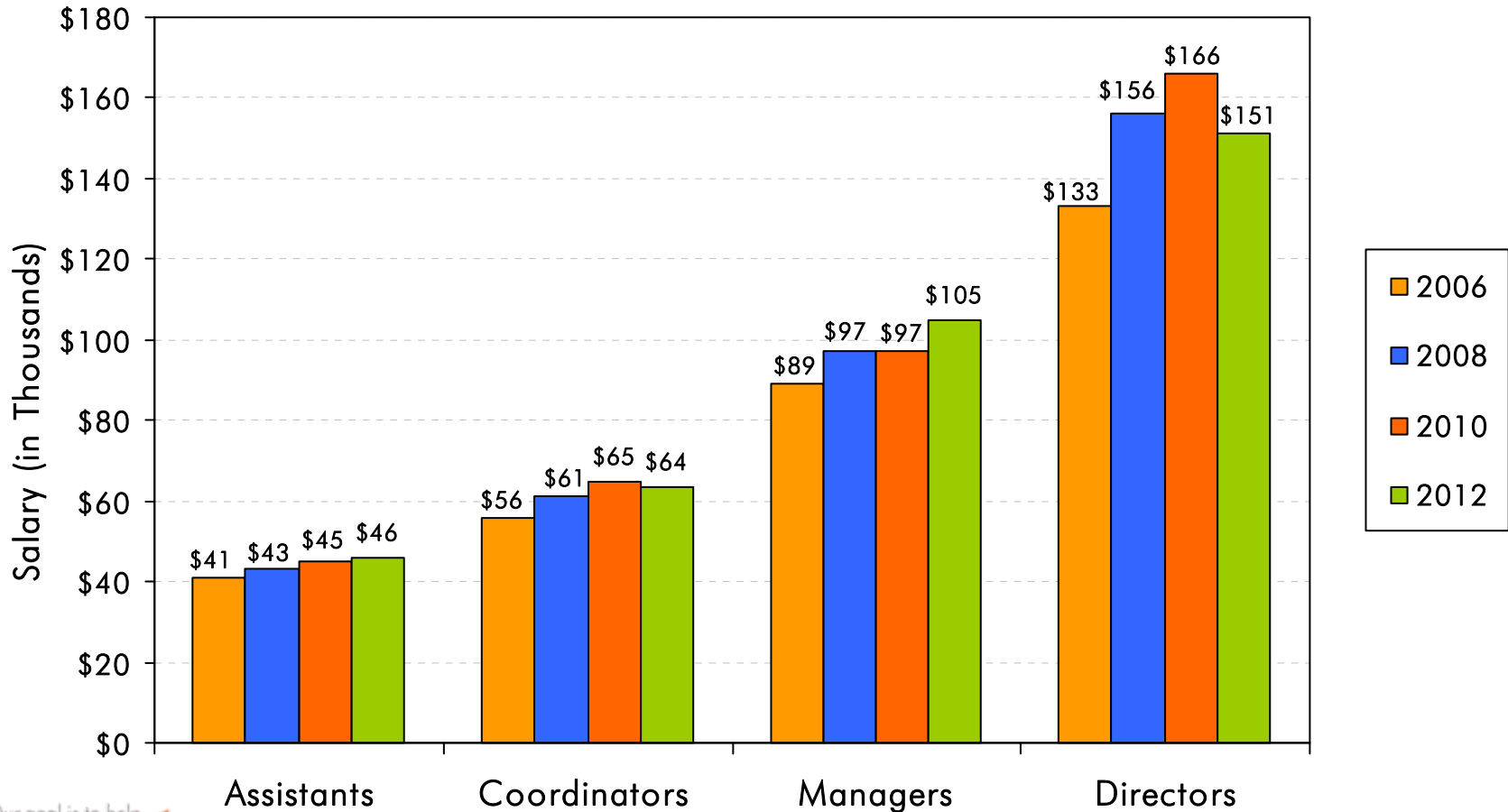
Law Firms and Government Agencies Average Salaries

| <u>Title</u> | <u>Avg. Salary</u> | <u>Median</u> | <u>Range</u> | <u>Avg. Bonus</u> |
|---------------|--------------------|---------------|--------------|-------------------|
| Directors: | \$150,857 | \$163,000 | 123K-163K | \$9,125 |
| Managers: | \$105,339 | \$98,000 | 78K-140.5K | \$6,619 |
| Coordinators: | \$ 63,556 | \$63,000 | 53K-83K | \$2,744 |
| Assistants: | \$46,063 | \$48,000 | 32.5K-58K | \$1,675 |

Salary Percent Change from 2010:
Directors 9.3% decrease, Managers 8.6% increase,
Coordinators 1.6% decrease, Assistants 1.9% increase

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Average Salaries for WALRAA Law Firm/Agencies: 2006, 2008, 2010 & 2012



Assistant Salary Data by DC Office Size:

Average Base Salary for Assistants is \$46,063

| OFFICE SIZE (# Attorneys) | AVERAGE | RANGE |
|---------------------------|----------|-------------|
| 1-175 | \$41,645 | 32.5K - 48K |
| 176+ | \$50,500 | 48K-58K |

Coordinators Salary Data by DC Office Size:

Average Coordinator Salary without OT is \$63,556

2011 Average OT = \$5,876 2009 Average OT = \$4,202

2010 Average OT = \$4,832 2008 Average OT = \$7,208

| OFFICE SIZE (# Attorneys) | AVERAGE (w/o OT) | RANGE |
|---------------------------|------------------|-----------|
| 1-125 | \$65,500 | 53K - 83K |
| 126-225 | \$68,000 | 63K - 73K |
| 226+ | \$59,818 | 53K - 73K |

| Years of Legal Rec. Exp. | AVERAGE (w/o OT) | RANGE |
|--------------------------|------------------|-----------|
| 4-5 | \$60,916 | 53K - 73K |
| 6-7 | \$70,143 | 63K - 83K |

71% of Coordinator survey respondents have between 4 to 7 years of legal recruiting experience

Managers Salary Data by DC Office Size:

Average Base Salary for Managers is \$105,339

| OFFICE SIZE (# Attorneys) | AVERAGE | RANGE |
|---------------------------|-----------|--------------|
| 1-75 | \$103,000 | 83K - 123K |
| 76-125 | \$108,312 | 93K – 140.5K |
| 126-225 | \$108,625 | 88K – 140.5K |
| 226+ | \$101,333 | 78K - 123K |

55% of Manager survey respondents have 8 to 15 years of legal recruiting experience, with an average salary of \$107,412

Directors Salary Data by DC Office Size:

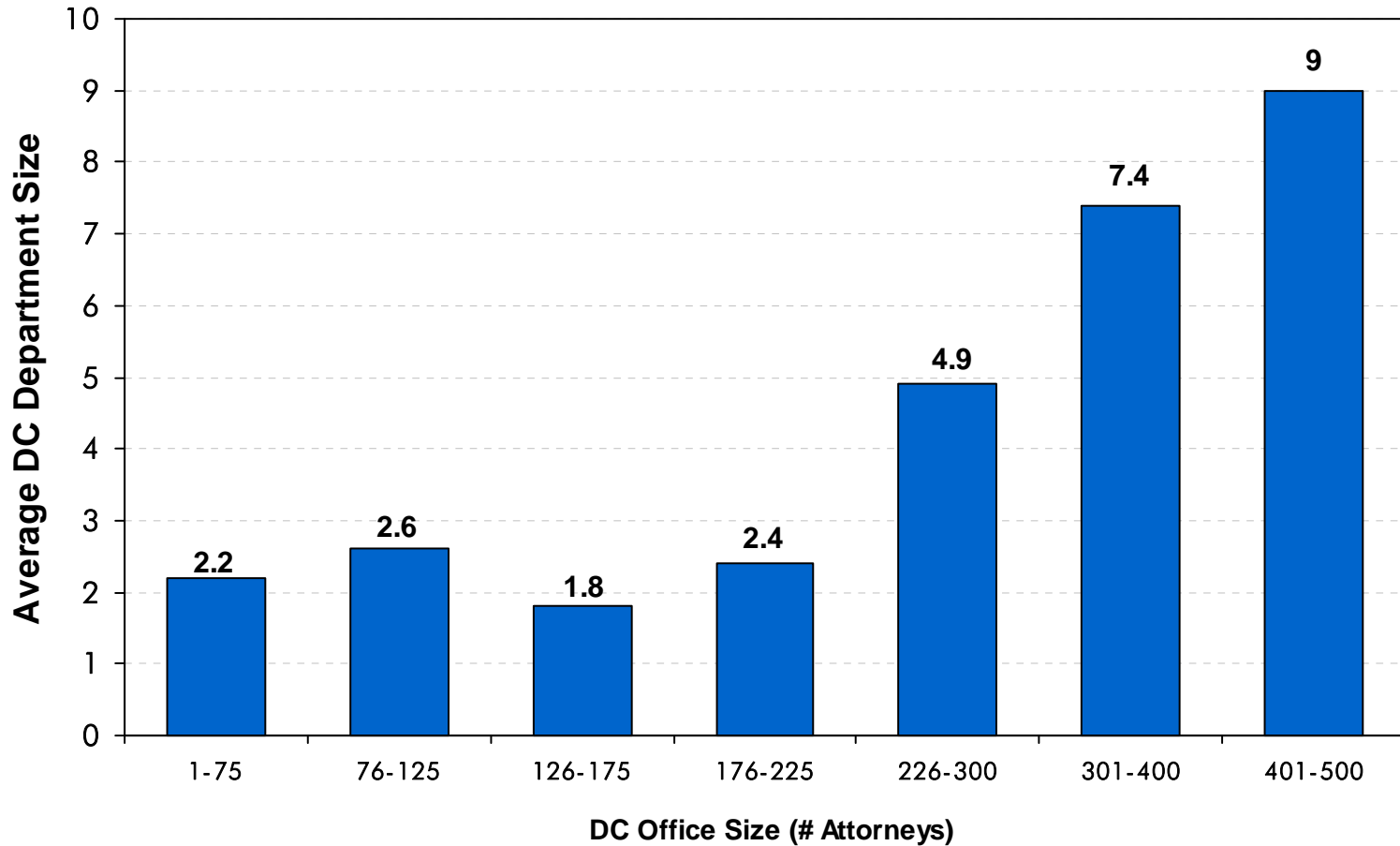
Average Base Salary for Directors is \$150,857

| OFFICE SIZE (# Attorneys) | AVERAGE | RANGE |
|---------------------------|-----------|-------------|
| 1-75 | * | * |
| 76-300 | \$152,583 | 123K - 163K |
| 300+ | * | * |

* Insufficient data

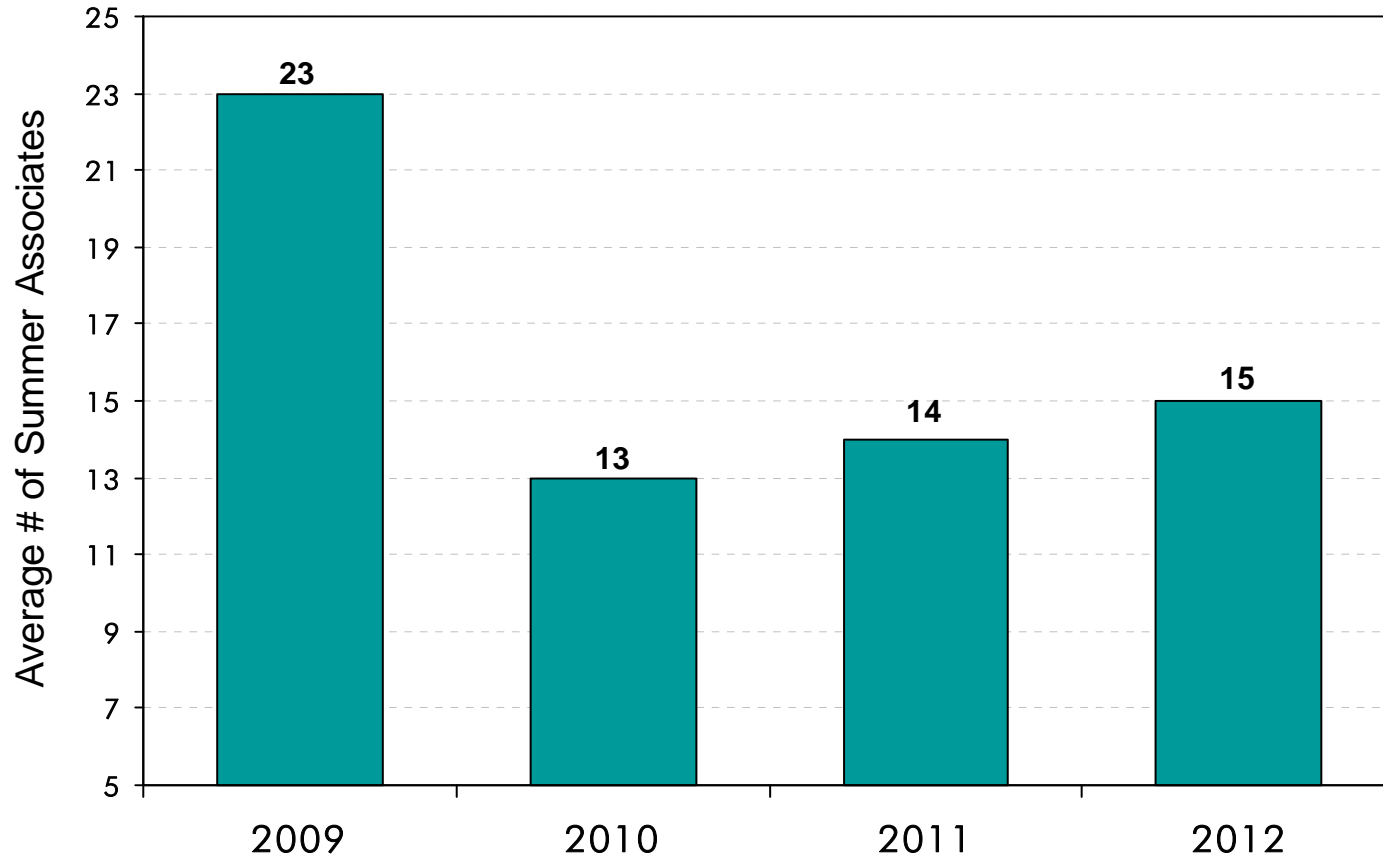
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Number of Department Positions by Office Size



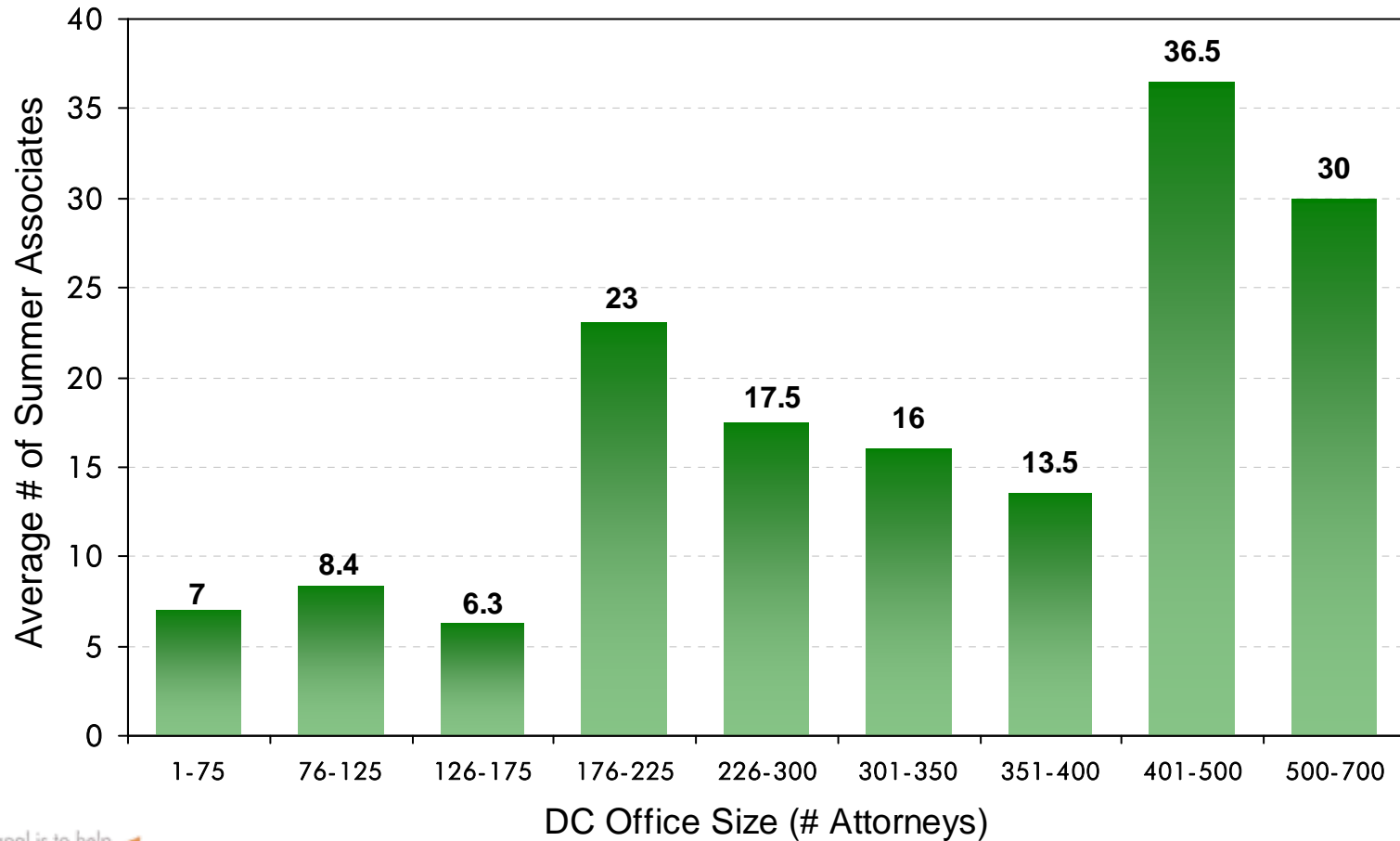
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Average Summer Associates Class Size 2009 to 2012



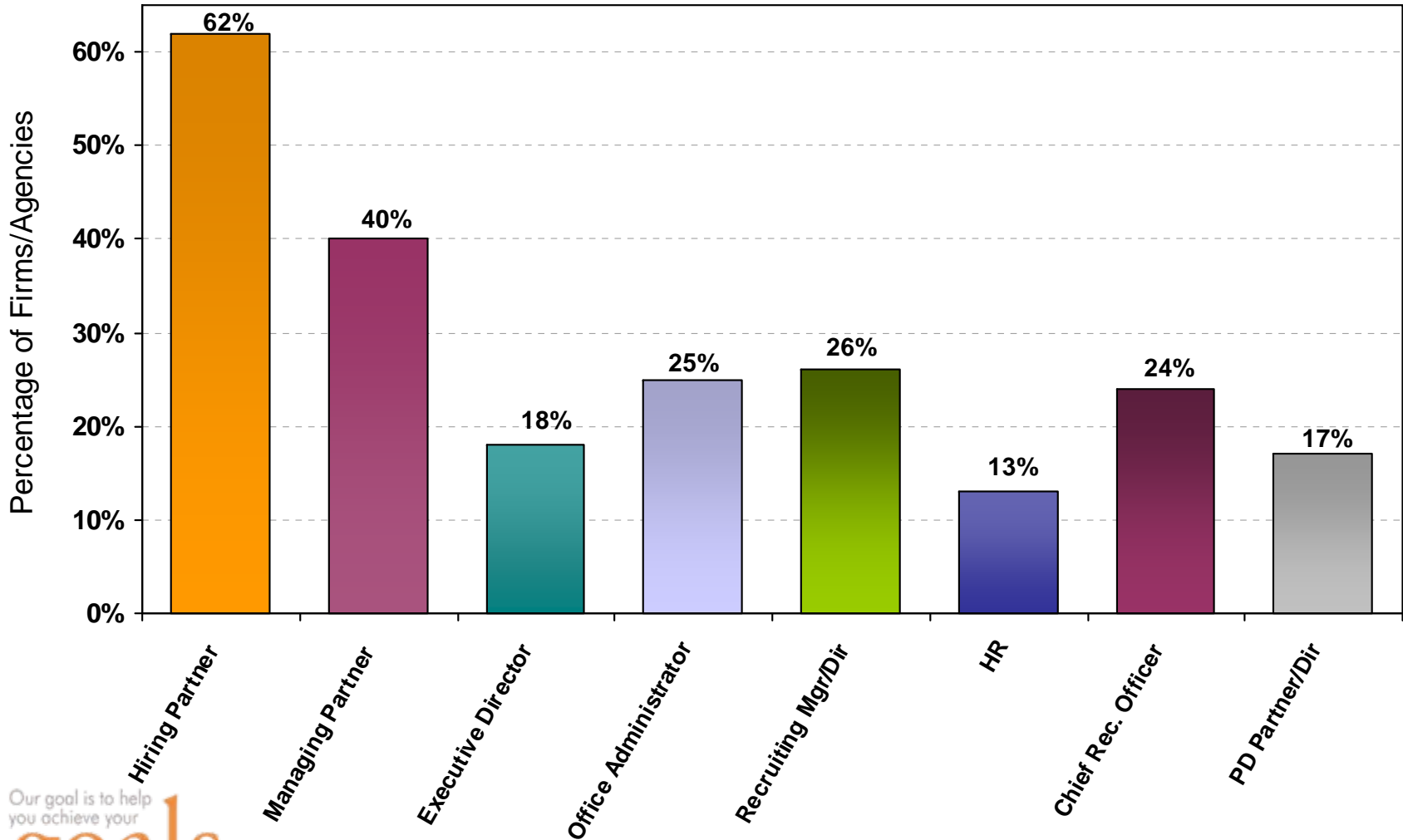
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Average 2012 Summer Class Size by Office Size



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Who Does Your Department Report To?



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Respondents' Responsibilities for Summer Program

| Responsibility | Responsibility of Department | Your Responsibility |
|---|------------------------------|---------------------|
| Coordinate Summer Associate training and orientation | 96.3% | 70% |
| Plan social events, section parties, summer associates lunches and firm parties | 97.5% | 23.8% |
| Monitor Summer Associate work projects and assignments | 92.5% | 70% |
| Receive evaluations for Summer Associates | 95% | 68.8% |
| Organize clerkship reviews | 33.8% | 18.8% |
| Participate in Recruiting Committee meetings | 91.3% | 73.8% |
| Conduct Summer Associate exit interviews | 80% | 51.3% |
| Prepare offer and decline letters for associate and Summer Associate candidates | 97.5% | 53.8% |
| Database entry | 93.8% | 43.8% |
| Budget planning | 92.5% | 67.5% |

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Respondents' Responsibilities for Law Student Recruiting

| Responsibility | Responsibility of Department | Your Responsibility |
|---|------------------------------|---------------------|
| Plan Fall on-campus interview calendar | 95% | 65% |
| Coordinate with various law schools to schedule interview dates | 92.5% | 52.5% |
| Plan pre and post on-campus interview receptions | 86.3% | 60% |
| Organize travel and schedules for interviewing attorneys | 82.5% | 45% |
| Arrange travel and interview schedules for candidates | 90% | 57.5% |
| Conduct correspondence and follow-up with candidates | 95% | 73.8% |
| Participate in Recruiting Committee meetings | 93.8% | 73.8% |
| Database entry | 91.3% | 41.3% |
| Budget preparation | 92.5% | 58.8% |

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Respondents' Responsibilities for Professional Development

| Responsibility | Responsibility of Department | Your Responsibility |
|--|------------------------------|---------------------|
| Managing Attorney Program | 53.8% | 21.3% |
| Managing Attorney Professional Development (i.e., CLE) | 52.5% | 22.5% |
| Training and Orientation | 66.3% | 37.5% |
| Mentoring | 60% | 26.3% |
| Associate evaluations | 55% | 22.5% |
| In-house programming | 55% | 21.3% |
| Lawyer personnel | 45% | 16.3% |
| Budget planning | 51.3% | 17.5% |

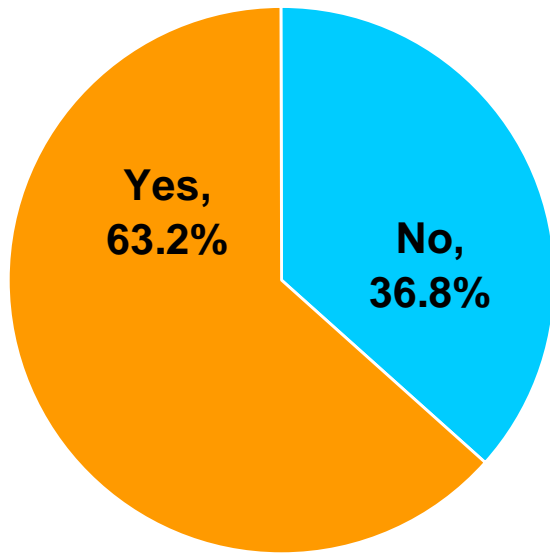
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Survey Respondents' General Responsibilities

| Responsibility | Responsibility of Department | Your Responsibility |
|--|------------------------------|---------------------|
| Lateral recruiting | 98.7% | 70% |
| Partner recruiting | 62.5% | 28.8% |
| Attorney Orientation | 80% | 52.5% |
| CLE coordination | 56.3% | 23.8% |
| Administering evaluation process for attorneys | 57.5% | 22.5% |
| Managing recruitment staff | 83.8% | 50% |
| Exit Interviews | 56.3% | 23.8% |
| Diversity Initiatives | 80% | 42.5% |
| Paralegal recruiting | 12.5% | 8.8% |
| Staff/Contract Attorney Hiring | 41.3% | 28.8% |
| Practice Group Management/Training | 25% | 8.8% |
| Other responsibilities (i.e. HR/marketing) | 36.3% | 28.8% |
| Office Administration | 22.5% | 15% |
| Attorney integration | 73.8% | 41.3% |
| Budget planning | 86.3% | 55% |

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

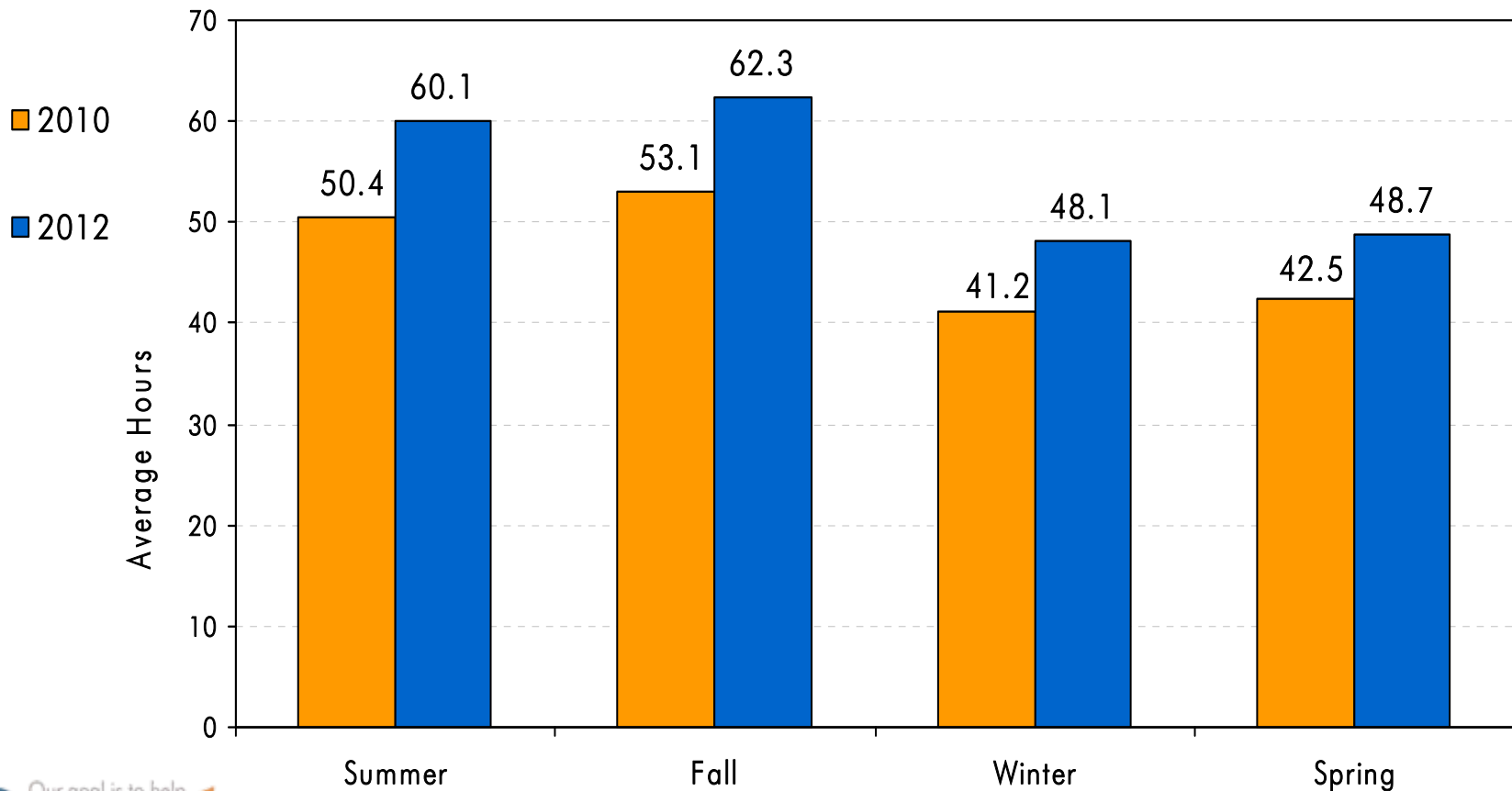


What other benefits do you receive?

| | |
|------------------------------|---------|
| Bonus | 81.9 % |
| 401K Plan | 98.7 % |
| Average Vacation Days | 20 days |
| Work From Home-Regularly | 6.9 % |
| Work From Home- Periodically | 41.5 % |
| Part Time | 5.7 % |
| Flex Days | 25.5 % |
| Day Care- On-Site | 19.2 % |
| Day Care- Back Up | 67.2 % |
| PDA/Blackberry | 83.6 % |
| Cell Phone | 18.9 % |
| Computer (Laptop) | 49.2 % |
| Transportation Discounts | 66.1 % |
| Mileage Reimbursement | 44.1 % |
| Health Club Benefits | 80 % |
| Flexible Spending | 89.4 % |
| Free Parking | 5.8 % |
| Tuition Reimbursement | 39.7 % |

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Firm/Agency Respondents' Average Weekly Hours per Season, 2010 and 2012



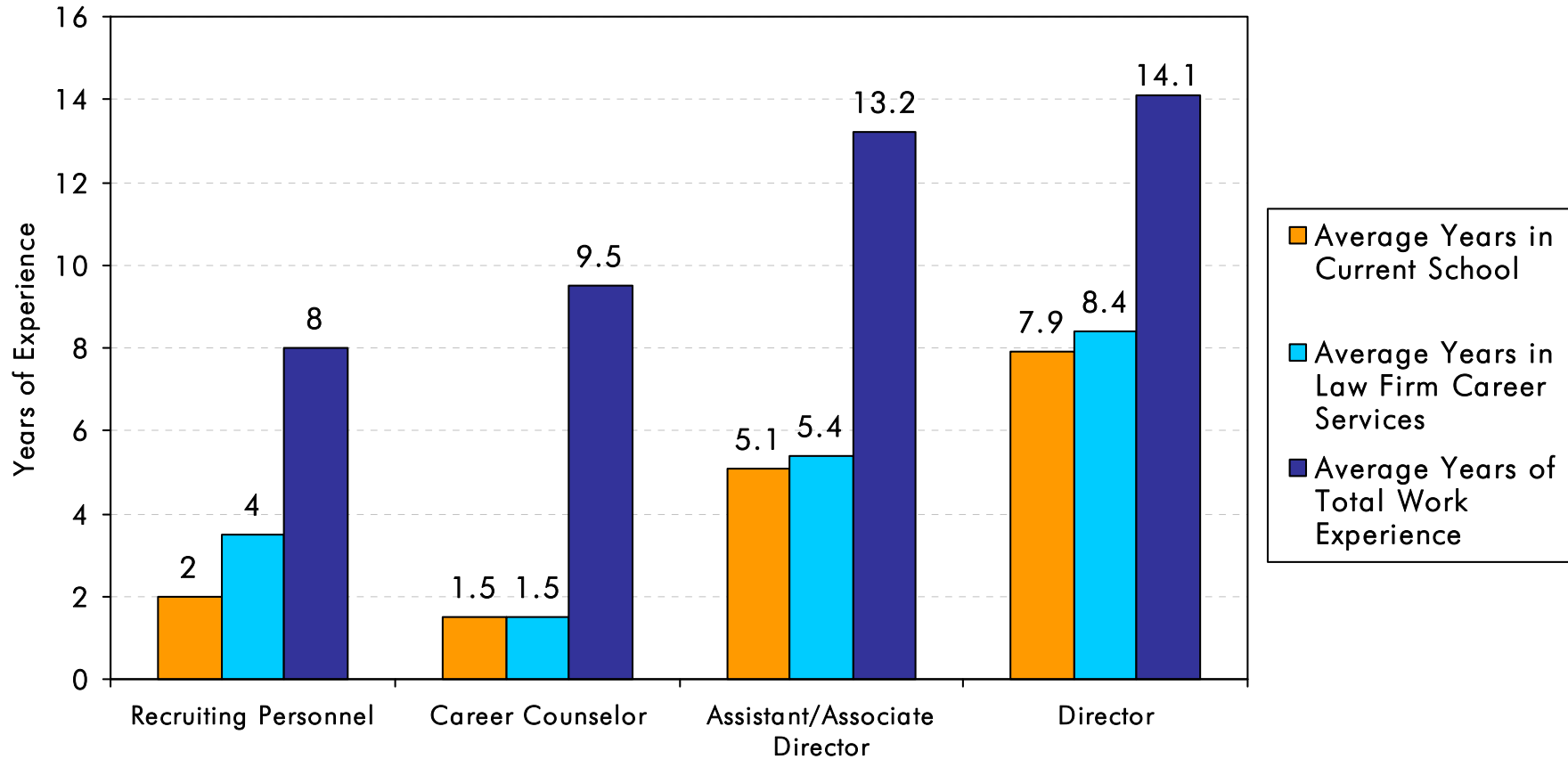
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SALARY SURVEY RESULTS FOR LAW SCHOOL CAREER SERVICES

- 25 survey responses
 - Assistant/Associate Dean: 3
 - Administrative Staff: 1
 - Director: 7
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Average Years of Experience: Current School vs. Legal Career Services vs. Total Work



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Law School Career Services Survey Participants' Average Salaries

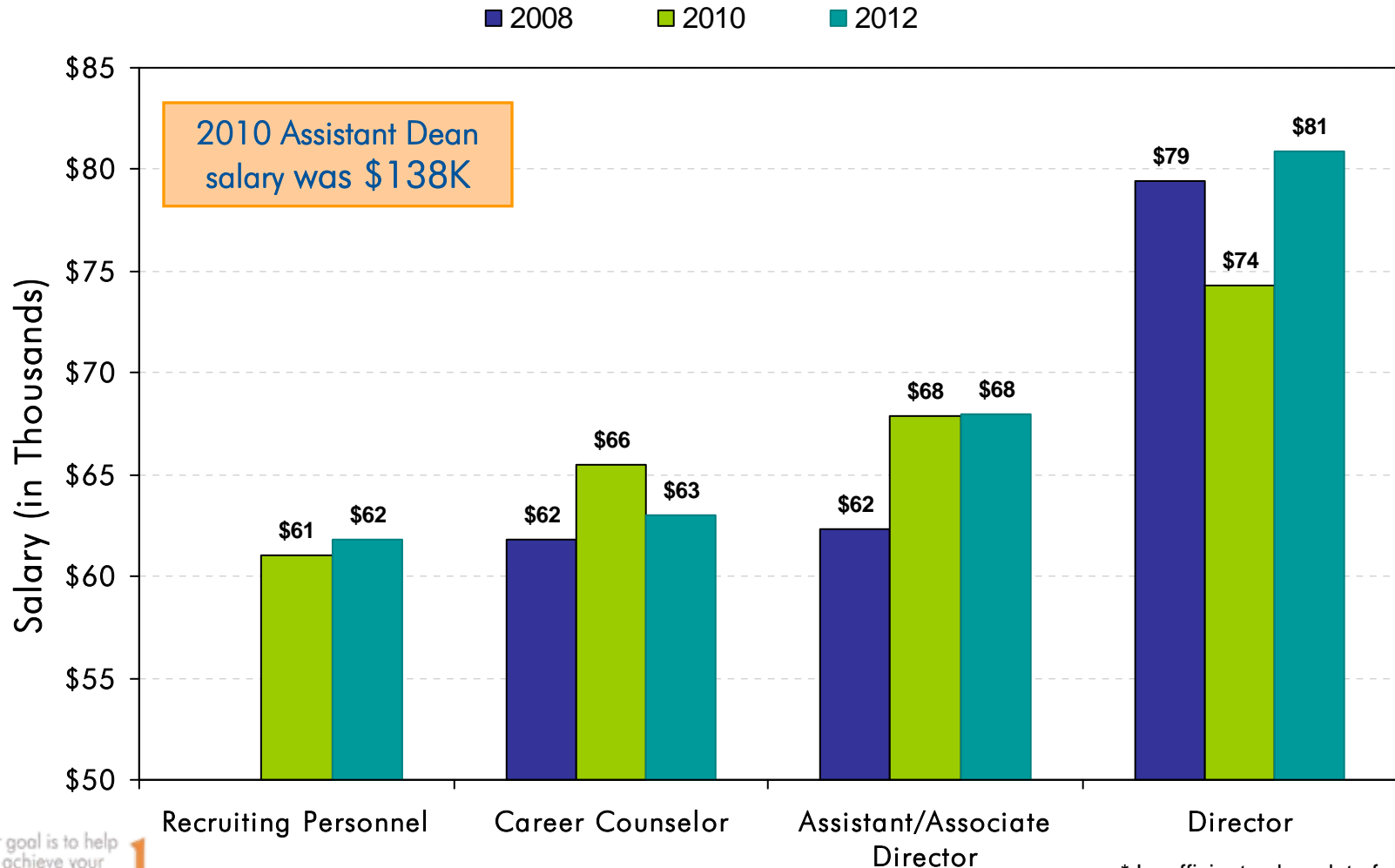
| <u>Title</u> | <u>Avg. Salary</u> | <u>Median</u> | <u>Range</u> |
|----------------------------------|--------------------|---------------|--------------|
| Directors: | \$80,857 | \$95,500 | 68K-113K |
| Assistant/Associate Director: | \$68,000 | \$68,000 | 48K-78K |
| Career Counselors: | \$63,000 | \$58,000 | 53K-73K |
| Recruiting Personnel: | \$61,750 | \$58,000 | 53K-68K |

Salary Percent Changes from 2010:

Directors 8.8% increase, Assistant/Associate Directors <1% increase,
Career Counselors 3.8% decrease, and Recruiting Personnel 2.1% increase

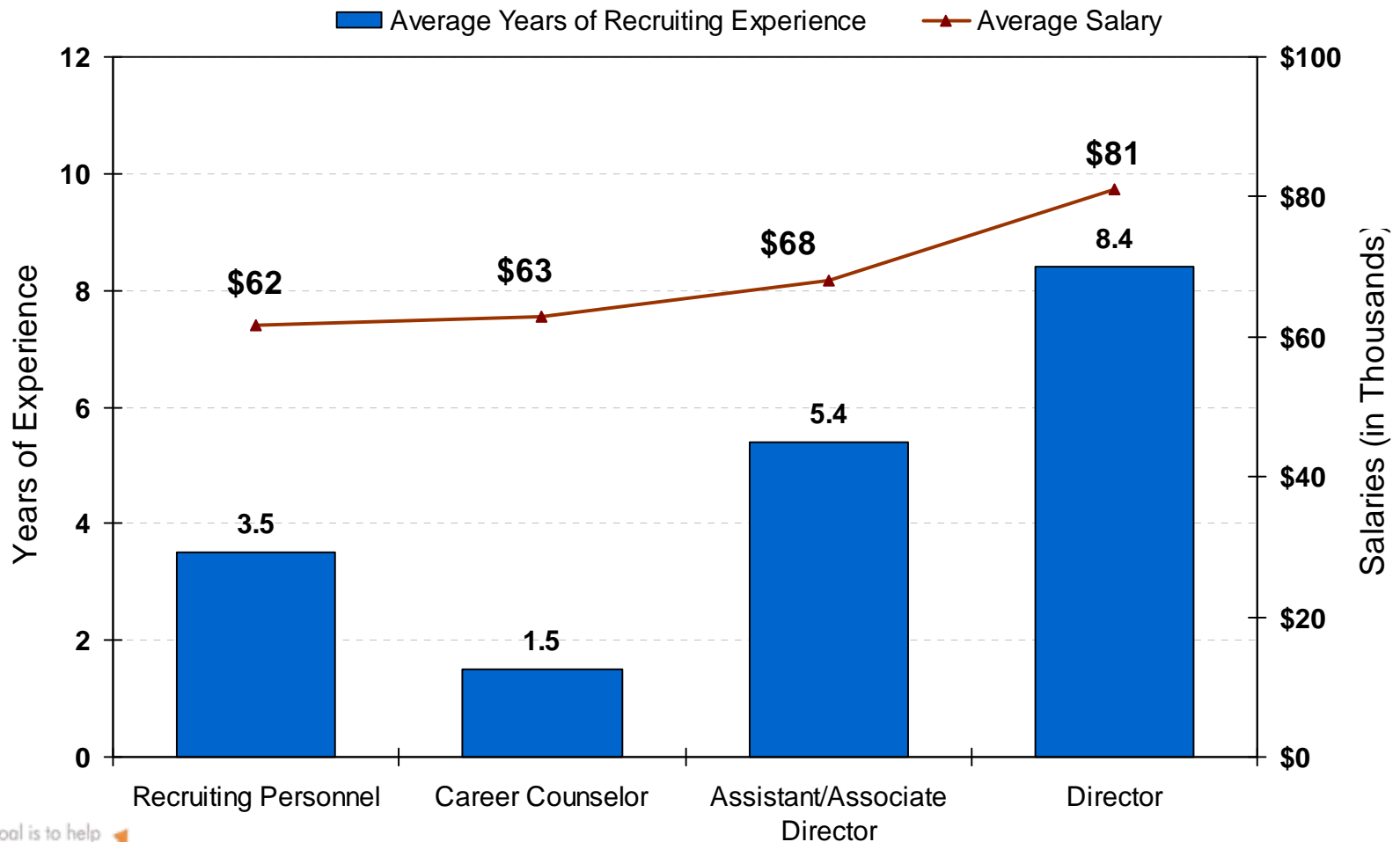
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Average Salaries for Law Firm Career Services Professionals



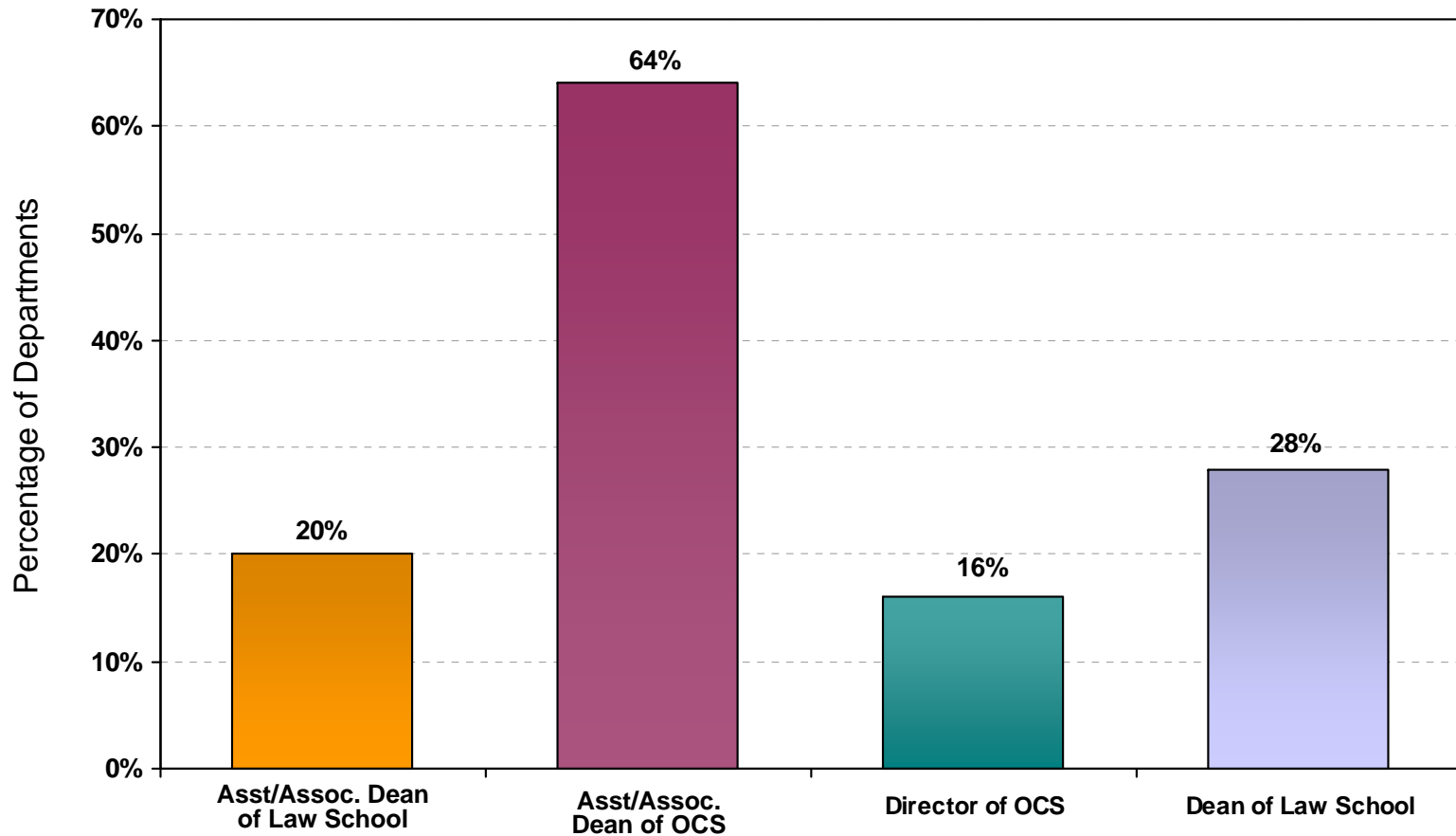
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Law School Career Services: Average Salaries vs. Average Years of Career Services Experience



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Who Does Your Department Report To?



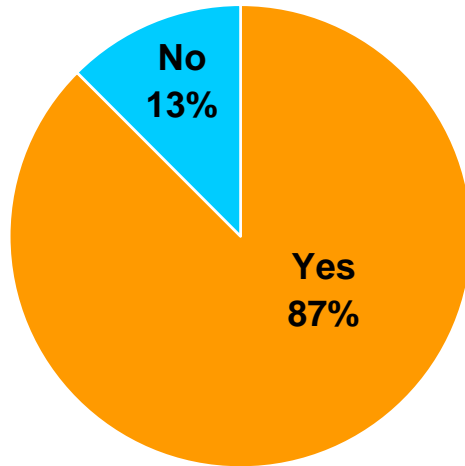
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Law School Division of Responsibilities

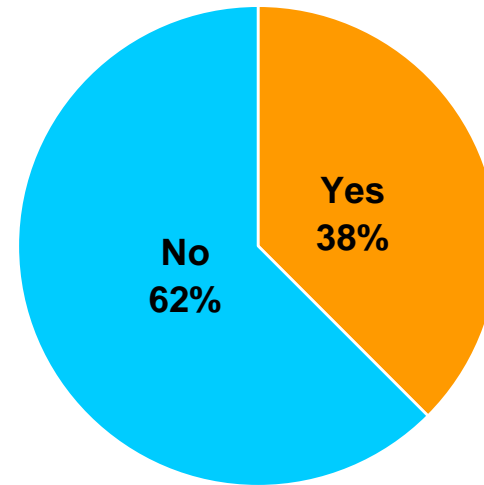
| Responsibilities | Responsibility of Department | Your Responsibility | Another Department in the Law School |
|--|------------------------------|---------------------|--------------------------------------|
| On-campus recruiting | 96% | 44% | 0% |
| Alumni counseling | 92% | 32% | 4% |
| Employer relations | 96% | 56% | 0% |
| LL.M. Counseling | 60% | 24% | 36% |
| Judicial Clerkship counseling | 96% | 28% | 4% |
| Government counseling | 84% | 40% | 16% |
| Public Interest counseling | 84% | 40% | 20% |
| Private Sector counseling | 96% | 60% | 0% |
| Program Development | 68% | 84% | 0% |
| Student Professional Development | 92% | 68% | 0% |
| Accepted/Admitted Student recruiting | 20% | 12% | 80% |
| Diversity Initiatives | 88% | 20% | 32% |
| Alumni Relations/Development | 40% | 8% | 76% |
| Managing staff | 88% | 48% | 16% |
| Other responsibilities (i.e. HR/marketing/office management) | 60% | 28% | 28% |

Survey Respondents' Responsibilities

Have you experienced an increase in responsibility?

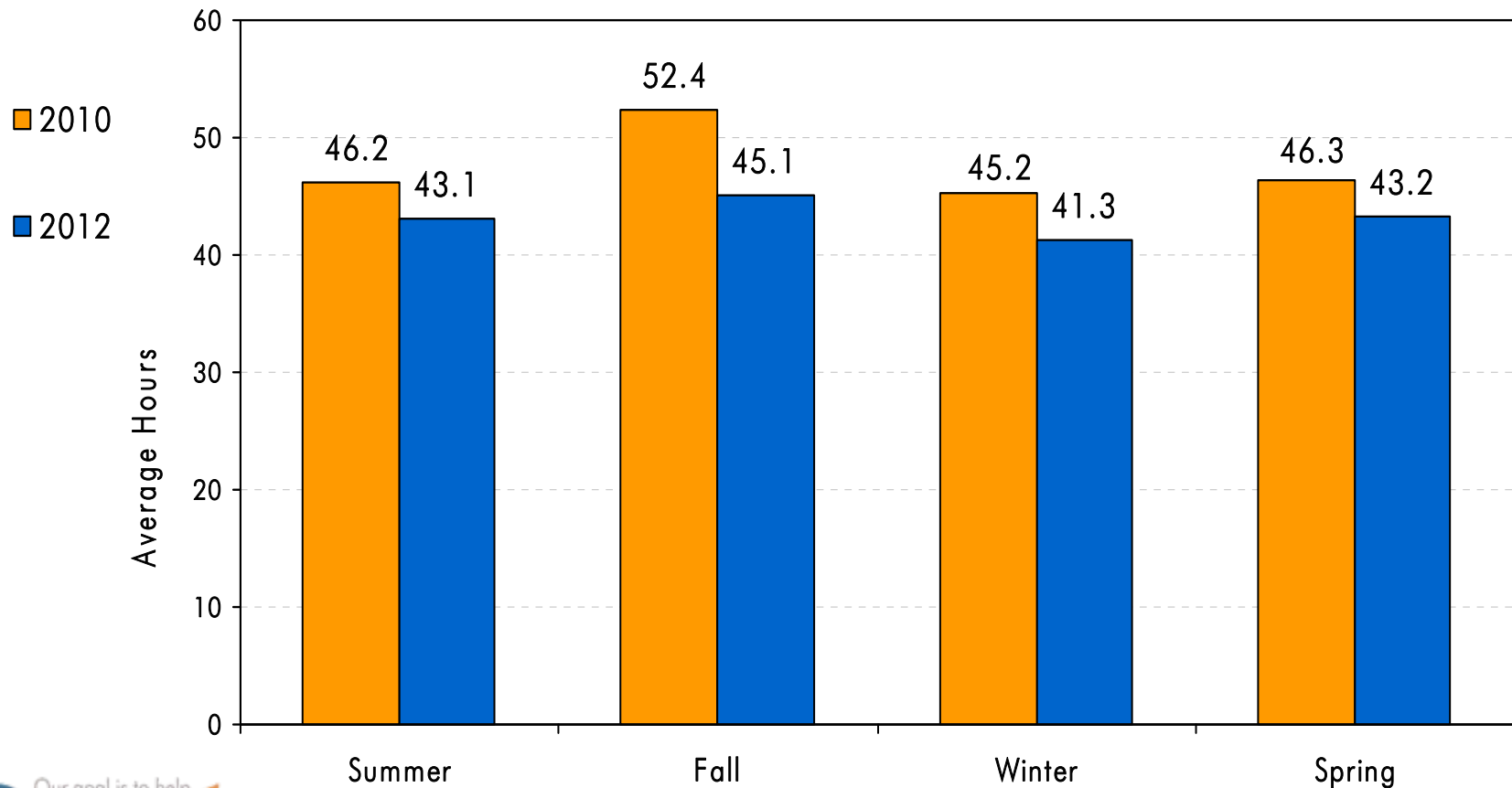


Do you believe you are being fairly compensated for your responsibilities?



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Career Services Respondents' Average Weekly Hours per Season, 2010 and 2012



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WHAT QUESTIONS DO YOU HAVE BASED
ON THESE FINDINGS?



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