

NYCRA Industry Survey 2012

Presented to NYCRA

By Eva Wisnik

November 2012



Our goal is to help
you achieve your

goals

Wisnik Career Enterprises, Inc.
www.wisnik.com
212.370.1010 • ewisnik@wisnik.com

Our Goal Is To Help You Achieve Your Goals

Dear Friends of Wisnik,

The attached information is based on a survey sent to recruitment professionals in New York City in October 2012. The findings in this comprehensive industry report are based on feedback from 142 respondents. This is the 7th salary and industry survey Wisnik Career Enterprises has conducted for New York City Recruitment professionals over the past 15 years.

Our goal in sharing this information with you is to provide market information to the industry. There are a number of interesting results, including:

- 96% of respondents received a bonus, a raise, or both in 2011
- 32% of respondents said their departments have increased in size over the last 2 years, while 19% have decreased
- 57% have been promoted with a title change at their current firm
- 16% of respondents have a graduate degree and 12% have JDs
- 22% of survey participants joined legal recruiting in the last 3 years

We hope that you find the enclosed information valuable. Please let us know if there is any way we can help you achieve your goals!



All the best,
Eva Wisnik

Eva's Bio



Eva Wisnik
*President,
Wisnik Career
Enterprises, Inc.*

Eva Wisnik founded **Wisnik Career Enterprises, Inc.** 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 100 law firms, including 74 of the AmLaw 100. Wisnik has placed over 600 Recruiting, Marketing and BD professionals into law firms nationwide. Eva has conducted over 600 training programs for attorneys on topics that include Business Development Skills, Time Management and Myers Briggs. In addition, **Wisnik Career Enterprises, Inc.** has conducted over 30 salary surveys for law firm professionals since 1998.

Eva holds an MBA in Marketing from Fordham University and a BA in Psychology from Barnard College.

NYCRA Respondents

142 Respondents' Salary and Industry Information

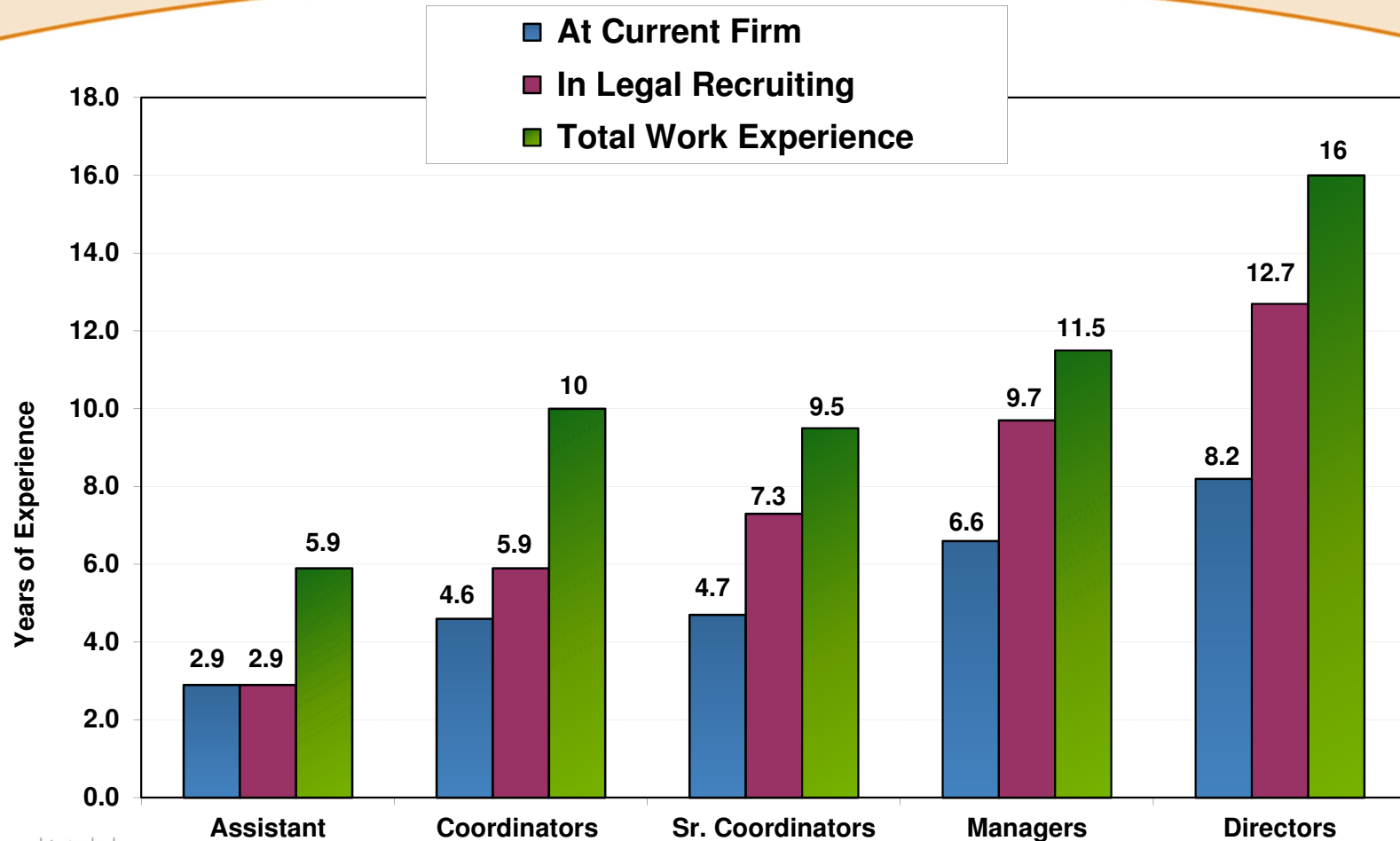
■ By Position

- Director: 19
- Manager: 47
- Senior Coordinator: 12
- Coordinator: 41
- Assistant: 23

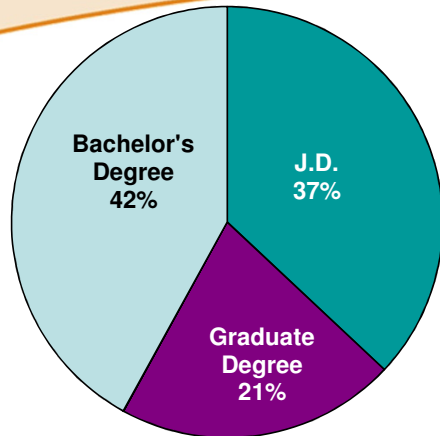
■ By Firm Size

- 1-250: 8
- 251-500: 28
- 501-750: 21
- 751-1000: 40
- 1000+: 44

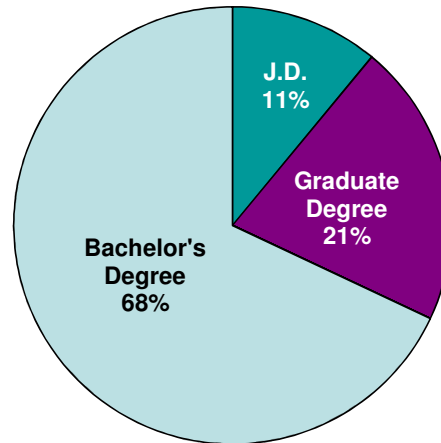
Average Years of Experience



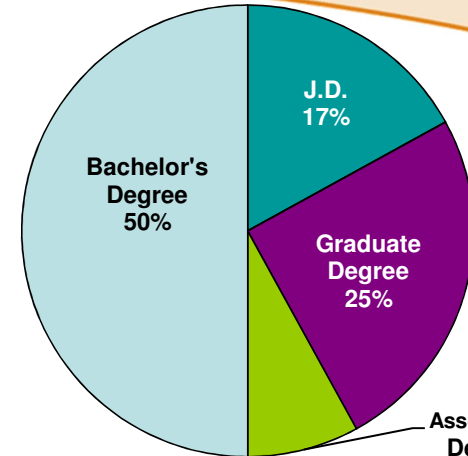
Highest Degree of Education, by Level



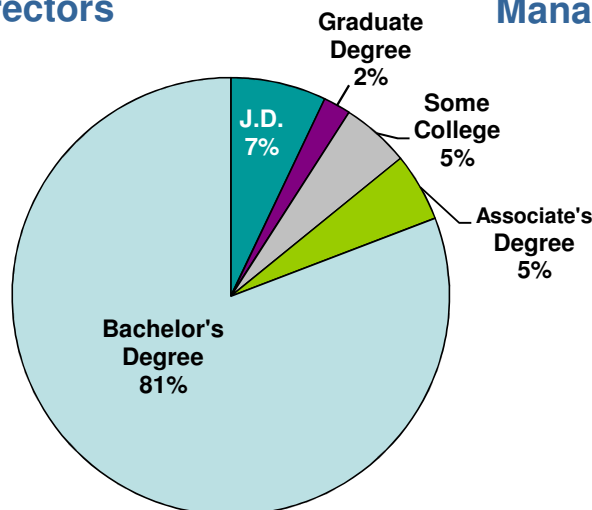
Directors



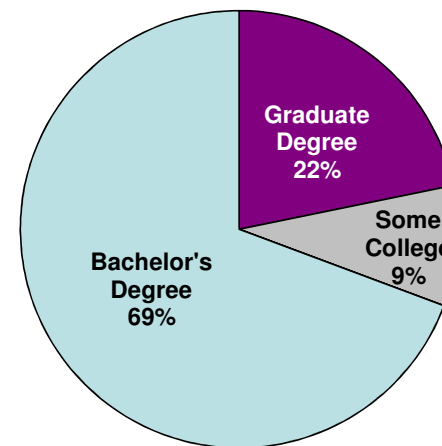
Managers



Sr. Coordinators



Coordinators



Assistants

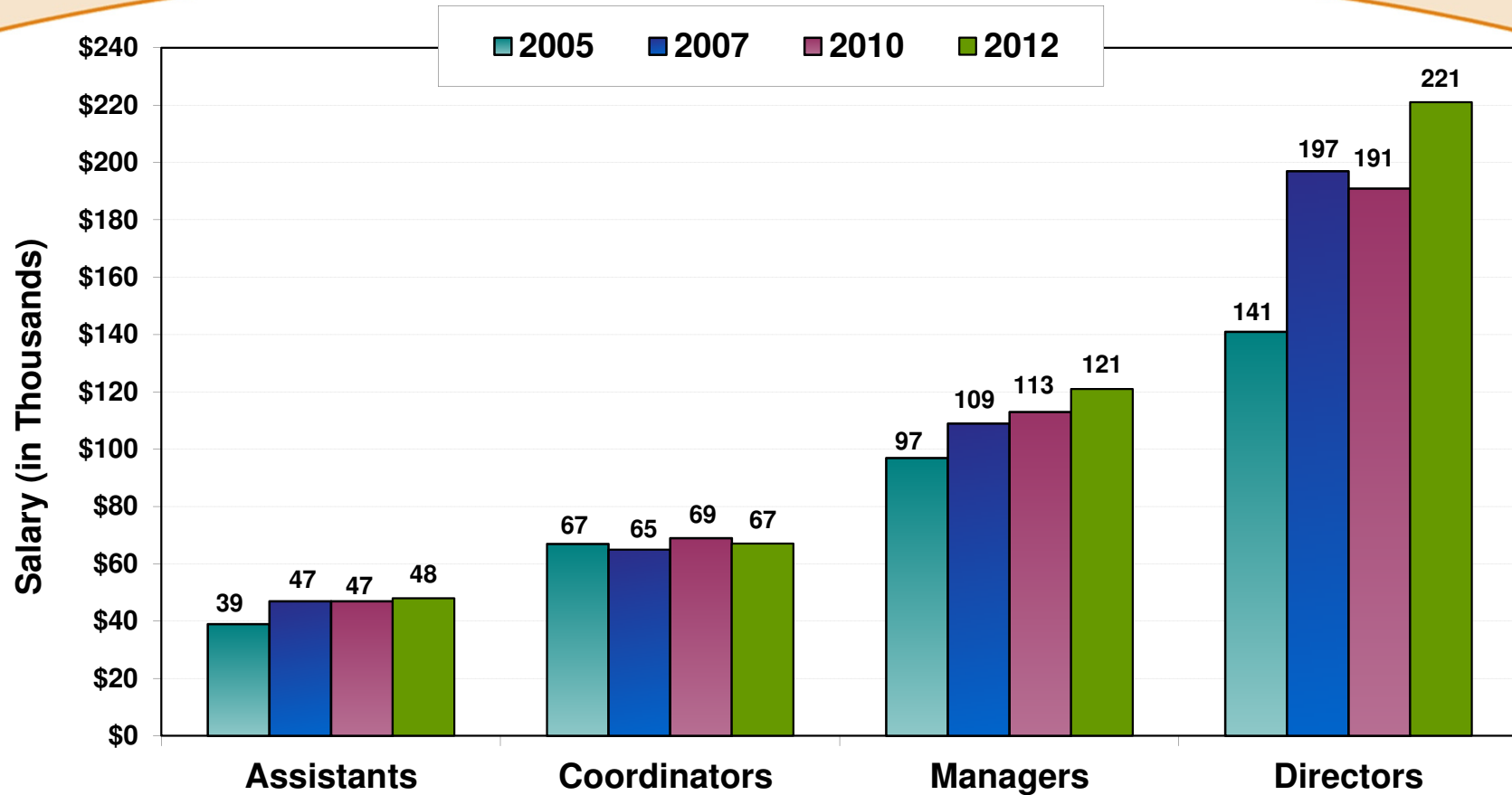
Average Salaries by Title

<u>Title</u> (# responses)	<u>Avg. Salary</u>	<u>Median</u>	<u>Salary Range</u>
Director (17):	\$220,613	\$200,000	\$90k - \$375k
Manager (45):	\$120,840	\$123,000	\$70k - \$198k
Sr. Coordinator (11):	\$83,777	\$82,500	\$75k - \$100k
Coordinator – Exempt (18):	\$75,211	\$76,500	\$60k - \$97k
Coordinator – OT eligible (17):	\$59,879	\$60,000	\$48k - \$77k
Assistant – OT eligible (18):	\$47,742	\$46,500	\$36k - \$62k

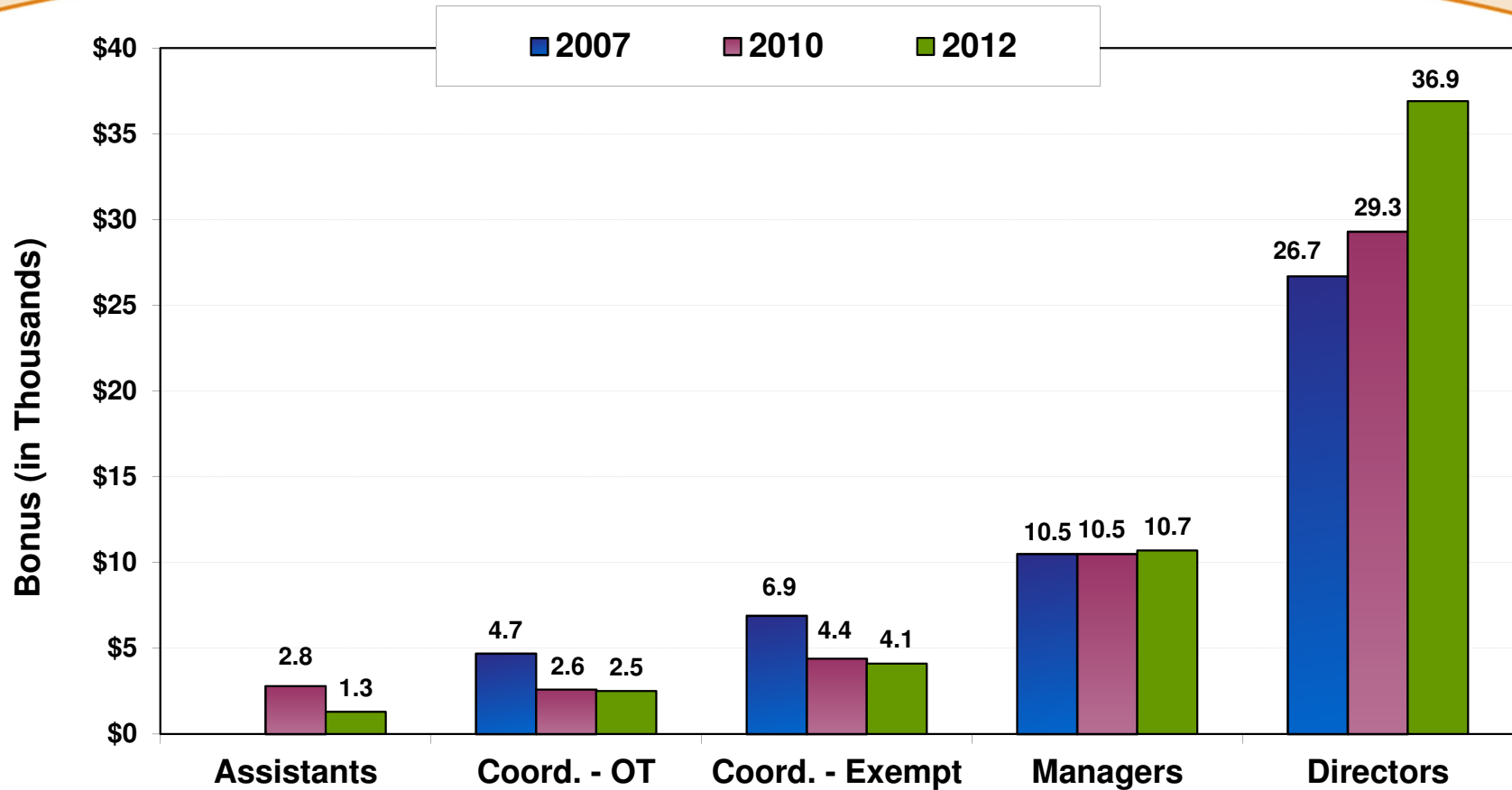
Percent Change from 2010:

Directors: 15.4% increase Managers: 6.6% increase Coordinators (Exempt): 3.2% increase
 Coordinators (OT eligible): 3.4% decrease Assistants (OT eligible): 3% increase

Salary Trends: 2005-2012



Bonus Comparisons: 2007-2012



Average Salary, Bonus, & Raise by Office Size

Director = 17
Average salary = \$220,613
Median = \$200,000

<u>Office Size:</u>	<u>1 - 225</u>	<u>226 - 400</u>	<u>401 - 500</u>	<u>501 - 1000</u>
Avg. Salary:	\$163,684	\$209,000	*	\$279,667
Salary Range:	\$90k - \$235k	\$180k - \$280k	*	\$190k - \$375k
Avg. Bonus:	\$9,600	\$25,400	*	\$69,167
Avg. Raise:	*	7%	*	8%

* Insufficient number of responses

Average Salary, Bonus, & Raise by Office Size

Managers = 45
Average salary = \$120,840
Median = \$123,000

<u>Office Size:</u>	<u>1 - 125</u>	<u>126 - 225</u>	<u>226 - 400</u>	<u>401 - 700</u>
Avg. Salary:	\$104,150	\$127,700	\$128,136	\$123,286
Salary Range:	\$70k - \$135k	\$75k - \$165k	\$95k - \$198k	\$82k - \$165k
Avg. Bonus:	\$7,950	\$9,631	\$11,530	\$20,200
Avg. Raise:	4.6%	4.3%	4.7%	7%

Average Salary, Bonus, & Raise by Office Size

Senior Coordinators = 11
Average salary = \$83,777
Median = \$82,500

<u>Office Size:</u>	<u>1 - 225</u>	<u>226 - 700</u>
Avg. Salary:	\$82,700	\$84,675
Salary Range:	\$75k - \$92k	\$75k - \$100k
Avg. Bonus:	*	\$5,030
Avg. Raise	*	*

* Insufficient number of responses

Average Salary, Bonus, & Raise by Office Size

Exempt Coordinators = 18
Avg. Salary = \$75,211
Median = \$76,500

<u>Office Size:</u>	<u>1 - 175</u>	<u>176 - 400</u>	<u>401 - 1000</u>
Avg. Salary:	\$74,619	\$76,911	\$73,125
Salary Range:	\$67k - \$86k	\$60k - \$97k	\$62k - \$84k
Avg. Bonus:	\$5,250	*	\$3,500
Avg. Raise:	6.9%	4.1%	3%

* Insufficient number of responses

Average Salary, Bonus, & Raise by Office Size

OT Coordinators = 17
Avg. salary = \$59,879
Median = \$60,000

<u>Office Size:</u>	<u>1 - 175</u>	<u>176 - 400</u>	<u>400+</u>
Avg. Salary:	\$59,135	\$62,250	*
Salary Range:	\$48k - \$66k	\$48k - \$77k	*
Avg. Bonus:	\$2,192	\$2,350	*
Avg. Raise:	*	8.3%	*

* Insufficient number of responses

Average Salary, Bonus, & Raise by Office Size

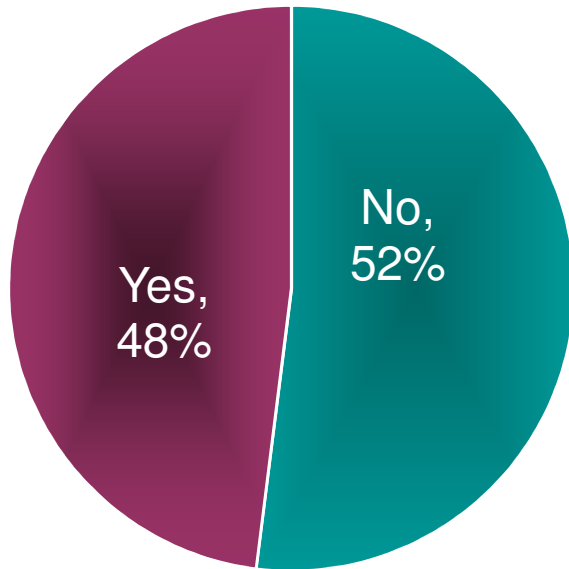
Assistants = 18
Average salary = \$47,742
Median = \$46,500

<u>Office Size:</u>	<u>1 - 225</u>	<u>226 - 500</u>	<u>501 - 1000</u>
Avg. Salary:	\$46,579	\$47,000	\$49,717
Salary Range:	\$36k - \$55k	\$44k - \$52k	\$42k - \$62k
Avg. Raise:		3.85%	3.4%

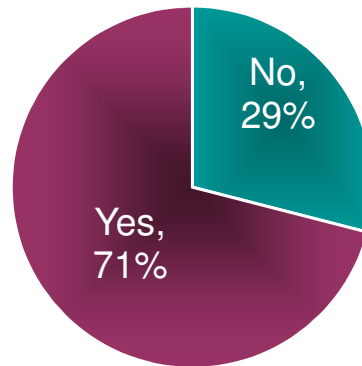
Overall Avg. OT * = \$5,911
Overall Avg. Bonus * = \$1,307

Industry Findings

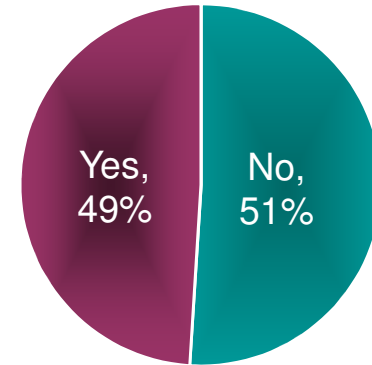
Are You Satisfied With Your Current Compensation?



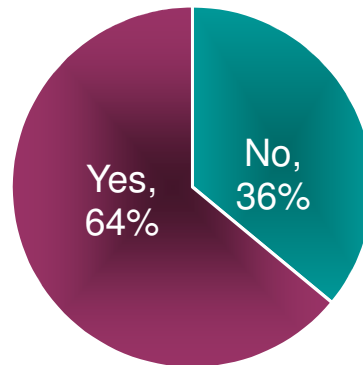
All Respondents



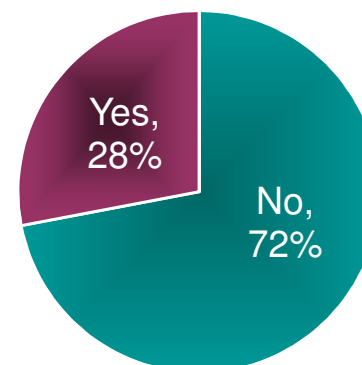
Director



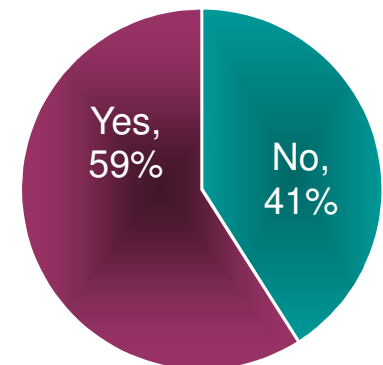
Manager



Sr. Coordinator

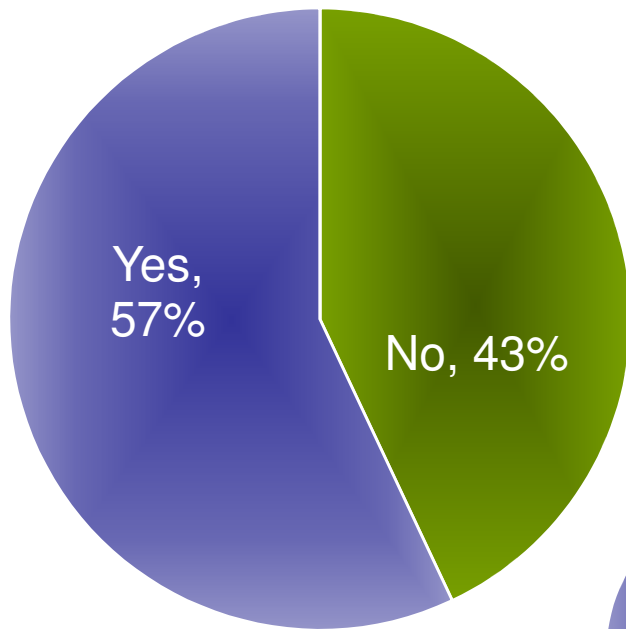


Coordinator

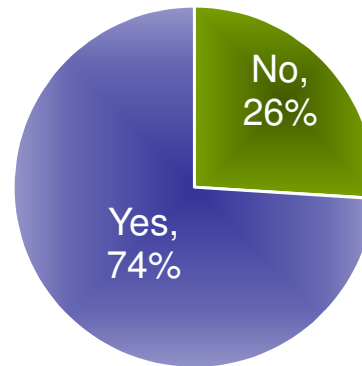


Assistant

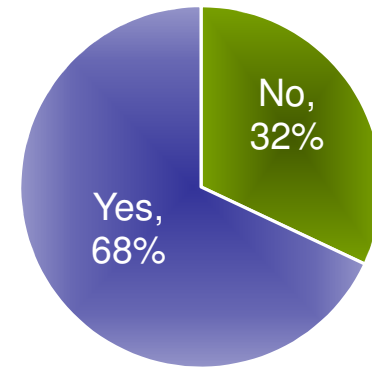
Have You Been Promoted with a Title Change at Your Current Firm?



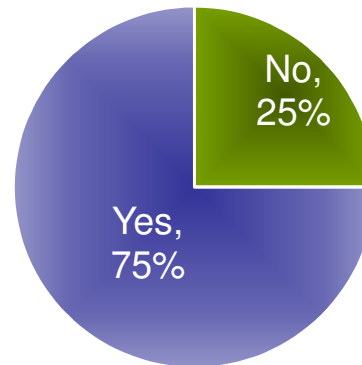
All Respondents



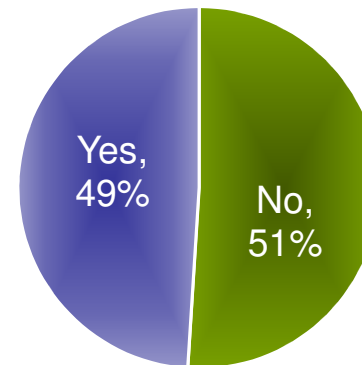
Director



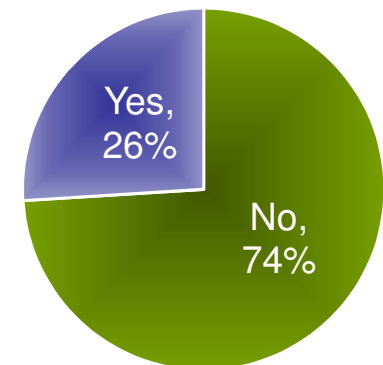
Manager



Sr. Coordinator

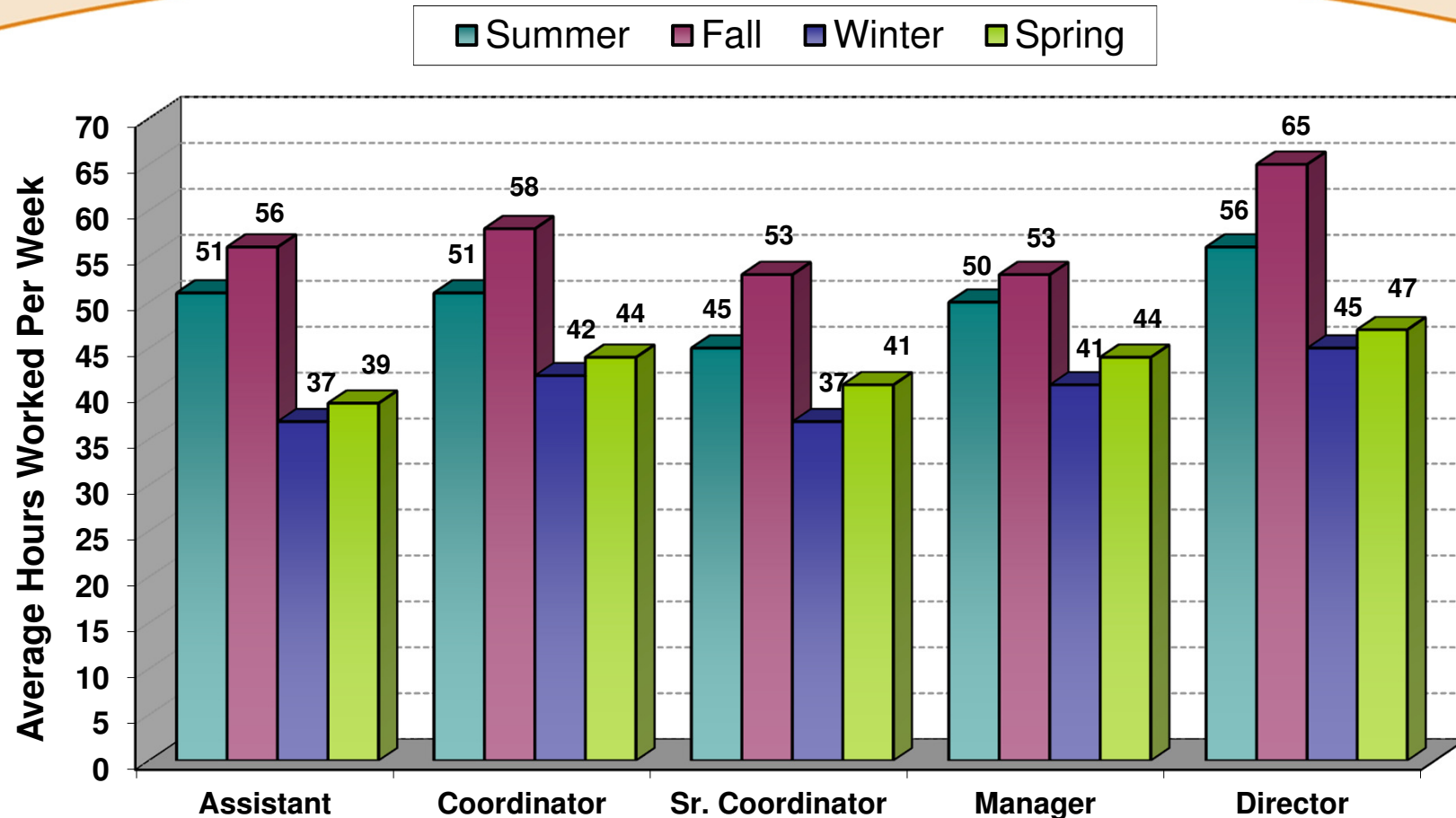


Coordinator



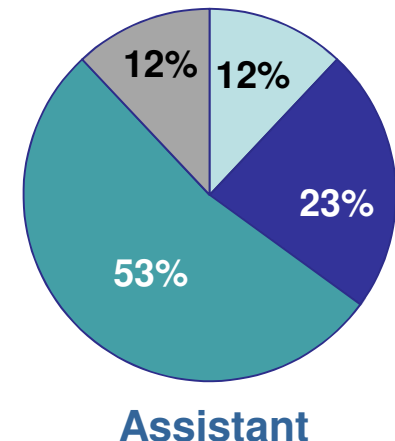
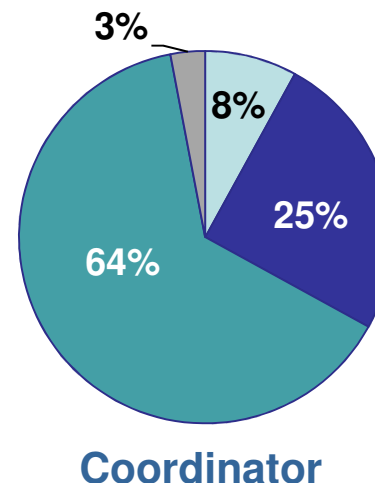
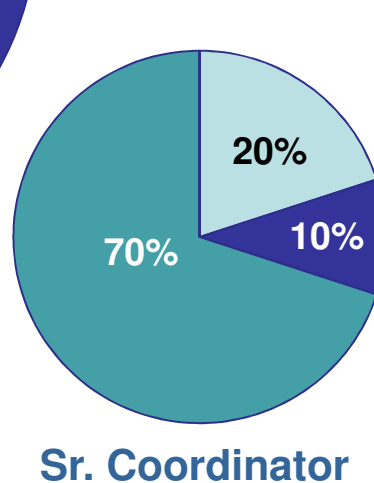
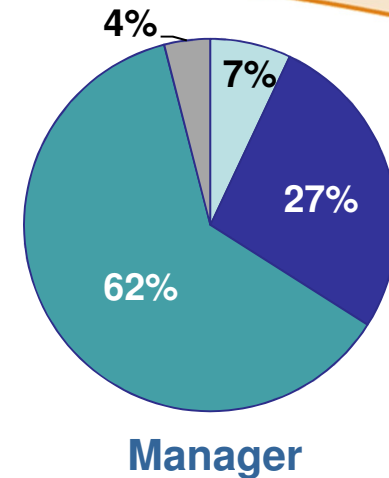
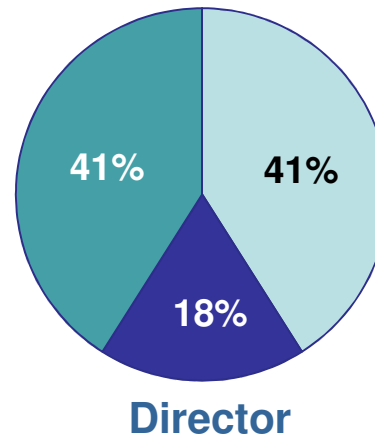
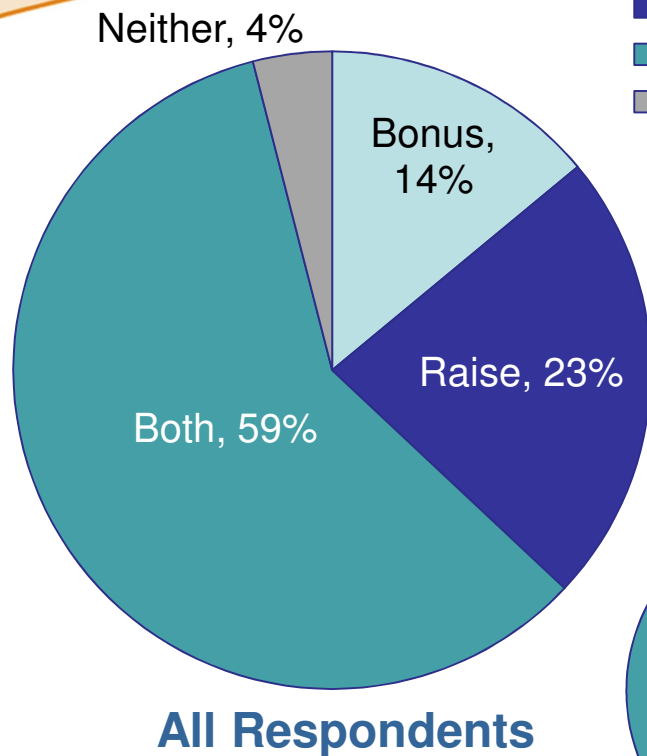
Assistant

Respondents' Average Hours Worked/Week By Season

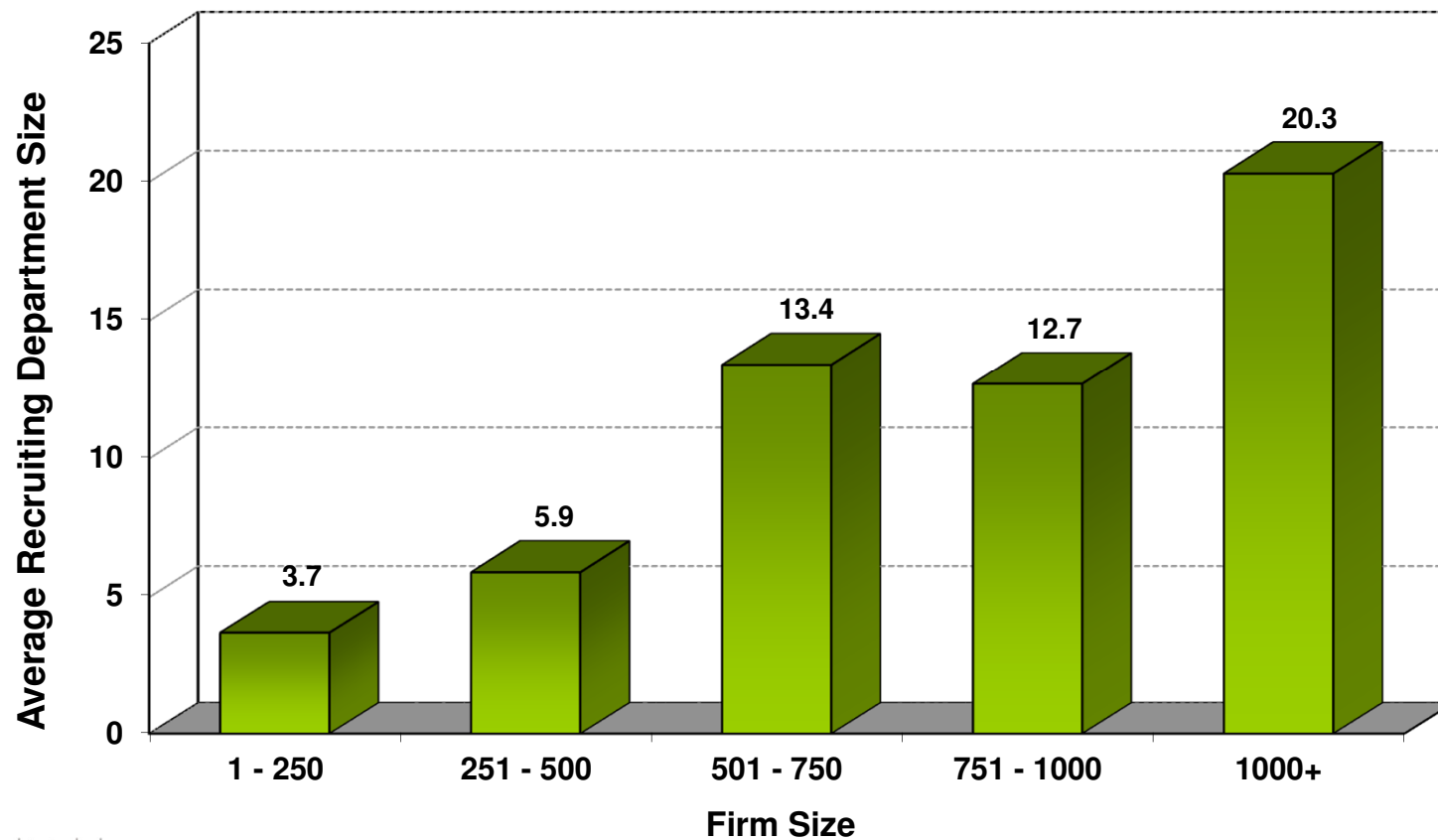


Did You Receive a Bonus and/or a Raise Last Year?

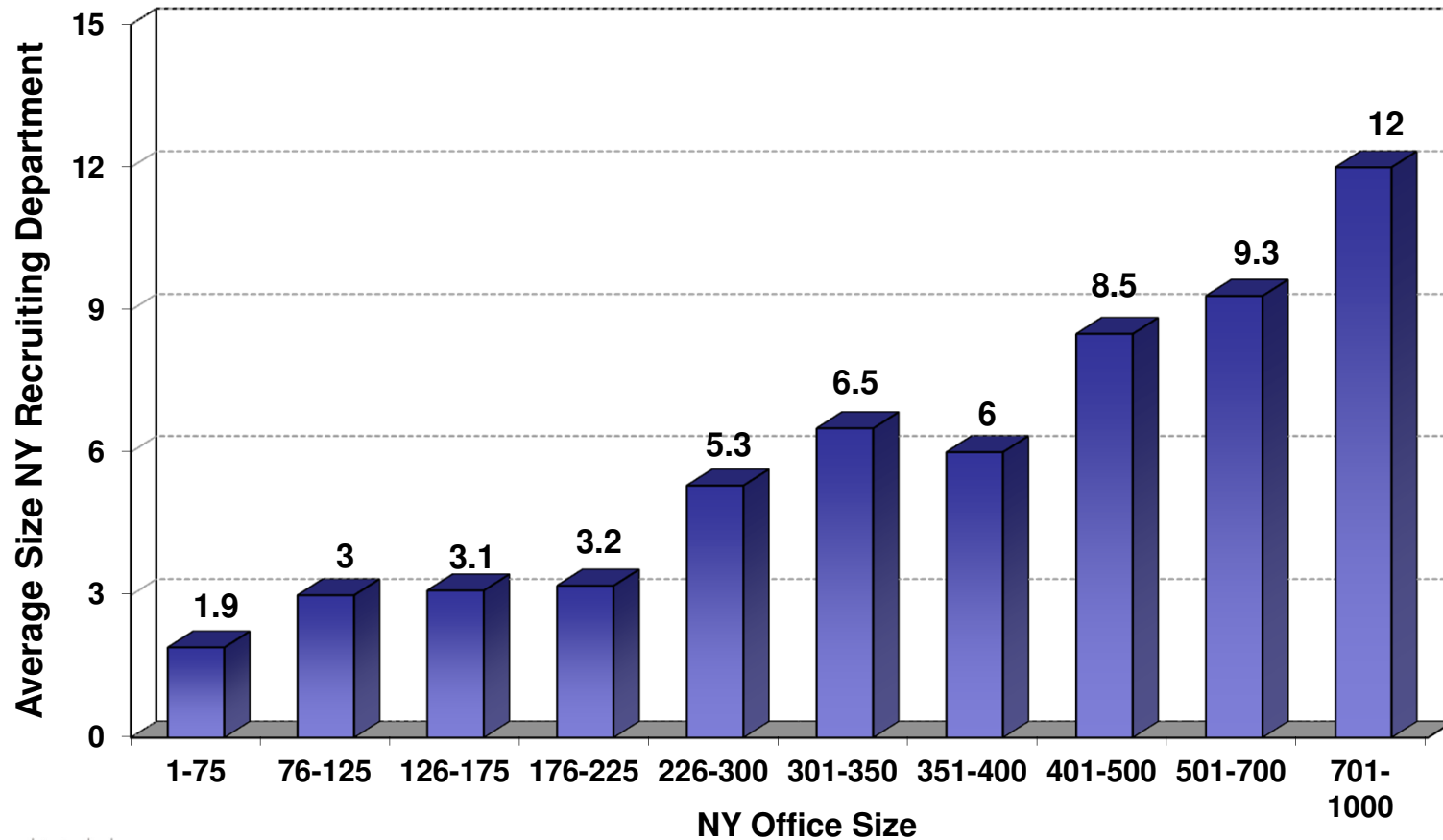
- Bonus
- Raise
- Both
- Neither



Size of Firm vs. Size of Firm-Wide Recruiting Department

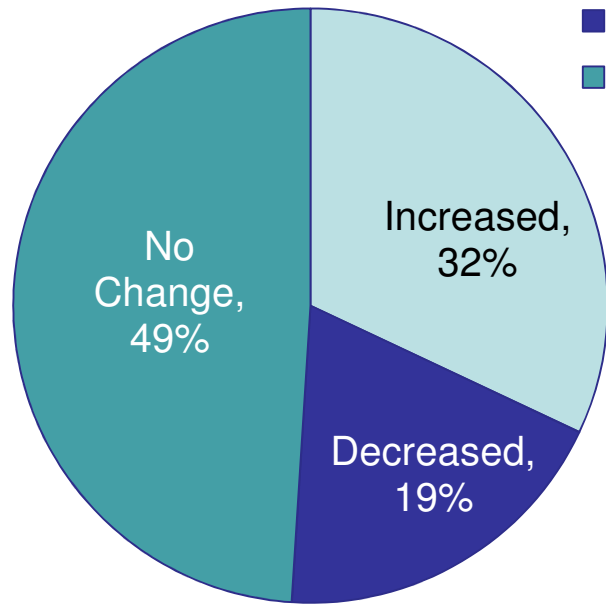


NY Office Size vs. Size of NY Recruiting Department

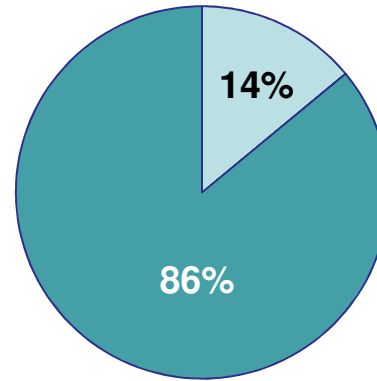


By Firm Size, has Your Department Increased in Size?

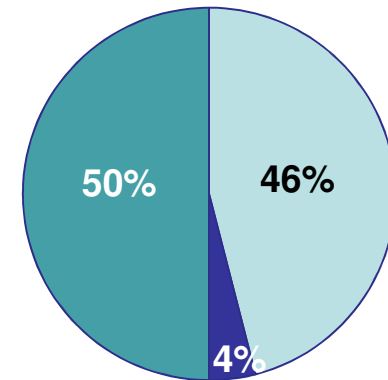
- Increased
- Decreased
- No Change



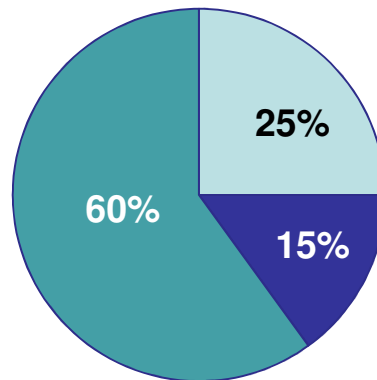
All Respondents



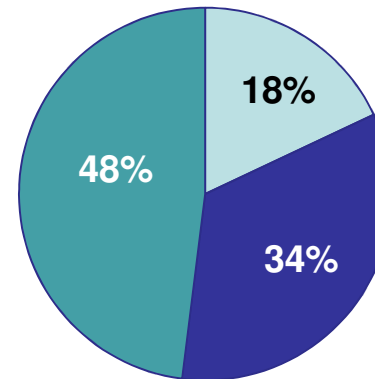
1 - 250



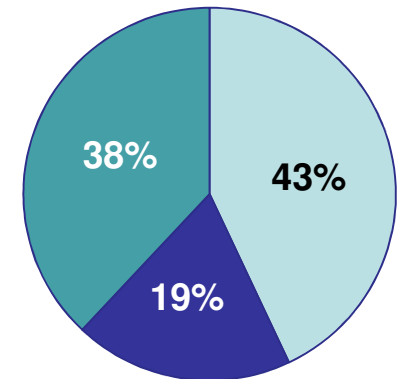
251-500



501-750



751-1000



1000+

NYCRA Industry Survey 2012

Presented to NYCRA

By Eva Wisnik

November 2012



Our goal is to help
you achieve your

goals

Wisnik Career Enterprises, Inc.
www.wisnik.com
212.370.1010 • ewisnik@wisnik.com