

Wisnik Law Firm Recruiting Combined Surveys 2014

Summary of 2014 Recruiting Survey Data

By Eva Wisnik

December 2014



Wisnik Career Enterprises, Inc.
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Our Goal Is To Help You Achieve Your Goals

Dear Friends of Wisnik,

We wanted to share the findings from the Wisnik Combined 2014 Law Firm Recruiting Surveys with you. The attached information is based on surveys sent to members of legal recruiting professional associations in several cities. Surveys were conducted for New York, Washington D.C., Philadelphia, and the Bay Area throughout 2014. The combined results that follow were generated from 405 responses. Thank you to all of those who participated!

Our goal in sharing this information with you is to offer benchmarks for where you, your staff, and your department fall as compared to your peers. We believe that these salary and bonus numbers reflect the current market accurately. By this, I mean that if a firm were to call tomorrow and ask us what they needed to pay a recruiting manager in New York, we would confidently quote them the numbers in this report. We have found that the new jobs we have received since January fall into these ranges.

We hope that you find the enclosed information valuable. Your responses to our surveys help us to capture and confirm market trends. Have a wonderful Fall and please let us know if there is any way we can help you achieve your goals!

All the best,
*Eva Wisnik
& Ann Sawner*



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. She has worked with over 100 law firms, including 74 of the AmLaw 100. Eva has conducted over 600 training programs for attorneys on topics that include Business Development Skills, Time Management and Myers Briggs and has conducted over 35 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.

Ann Sawner is Wisnik's Manager of Operations & Special Projects. Ann holds a Master's in Organizational Psychology from Columbia University. In addition to working with clients and candidates, Ann also develops training program and has managed and analyzed data from over 15 legal industry salary surveys. She earned her BA from the University of Virginia in both Economics and Spanish.

Summary of 2014 Recruiting Surveys

Total of 405 Respondents' Salary
and Industry Information

■ By Position

- Chief: 6
- Director: 65
- Manager: 146
- Sr. Coord./Specialist/
Admin: 49
- Coordinator: 102
- Assistant: 37

■ By Location

- New York: 144
- Washington, D.C.: 127
- Philadelphia: 48
- Bay Area: 86

■ By Firm Size

- 1-250: 42
- 251-500: 76
- 501-750: 79
- 751-1000: 72
- 1000+: 131

Salary Trends

Average Salaries by Title

Cities surveyed: New York, Washington, D.C., Philadelphia, and the San Francisco Bay Area

<u>Title (# responses with salary info)</u>	<u>Avg. Salary</u>	<u>Median</u>	<u>Avg. Bonus</u>	<u>Avg. Raise</u>
Chief (5):	\$313,000	\$305,000	\$32,000	*
Director (51):	\$176,813	\$175,000	\$19,771	5%
Manager (132):	\$116,060	\$112,750	\$8,430	4.6%
Sr. Coor/Specialist/Admin (42):	\$82,639	\$81,500	\$5,829	5%
Coordinator – Exempt (26):	\$67,834	\$65,000	\$3,825	4.2%
Coordinator – OT eligible* (61):	\$62,832	\$61,000	\$2,438	5.1%
Assistant – OT eligible* (31):	\$46,437	\$45,000	\$1,328	4%

* Salary data shown is base salary without OT

Average Salaries by City

<u>Title</u>	<u>New York</u>	<u>Washington, D.C.</u>	<u>Philadelphia</u>	<u>Bay Area</u>
Director:	\$219,477	\$169,222	\$150,280	\$165,964
Manager:	\$126,878	\$109,311	\$85,722	\$118,677
Sr. Coor/ Specialist/Admin:	\$86,780	\$72,389	*	\$83,482
Coordinator – Exempt:	\$73,455	\$62,244	*	*
Coordinator – OT Eligible**:	\$66,299	\$61,519	\$59,394	\$62,045
Assistant – OT Eligible**:	\$47,115	\$45,472	*	\$45,457

* Insufficient number of responses for Chief data and some city specific data

** Salary data shown is base salary without OT

Average Salary, Bonus, & Raise by Firm Size

Directors = 51

Average salary = \$176,813 Median = \$175,000
Average Bonus = \$19,771 Average Raise = 5%

Firm Size:	<u>1-250</u>	<u>251-500</u>	<u>501-750</u>	<u>751-1000</u>	<u>1001+</u>
Average Salary:	\$143,111	\$179,654	\$165,371	\$215,833	\$183,375
Salary Range:	\$91k - \$200k	\$118k - \$290k	\$133k - \$205k	\$140k - \$300k	\$145k - \$260k
Average Bonus:	\$7,929	\$21,833	\$15,458	\$28,625	\$24,111
Average Raise:	4.1%	4.4%	5.1%	5.9%	5.4%

Average Salary, Bonus, & Raise by Firm Size

Managers = 132

Average salary = \$116,060 Median = \$112,750
Average Bonus = \$8,430 Average Raise = 4.6%

Firm Size:	<u>1-250</u>	<u>251-500</u>	<u>501-750</u>	<u>751-1000</u>	<u>1001+</u>
Average Salary:	\$113,263	\$117,196	\$105,847	\$117,663	\$120,187
Salary Range:	\$80k - \$152k	\$78.5k - \$200k	\$75k - \$150k	\$80k - \$149k	\$73.5k - \$182.5k
Average Bonus:	\$8,414	\$7,662	\$7,667	\$7,638	\$9,760
Average Raise:	3.6%	3.9%	6.7%	4%	4.6%

Average Salary, Bonus, & Raise by Firm Size

Sr. Coordinators/Specialists = 42

Average salary = \$82,639 Median = \$81,500

Average Bonus = \$5,829 Average Raise = 5%

<u>Firm Size:</u>	<u>251-500</u>	<u>501-750</u>	<u>751-1000</u>	<u>1001+</u>
Average Salary:	\$75,964	\$80,610	\$92,397	\$84,042
Salary Range:	\$55k - \$100k	\$57.5k - \$98k	\$77k - \$109k	\$67.5k - \$97.5k
Average Bonus:	\$3,944	\$4,700	\$6,953	\$7,318
Average Raise:	6.9%	3%	3.8%	5.2%

* Insufficient data for Firm Size 1-250

Average Salary, Bonus, & Raise by Firm Size

Coordinators (Exempt) = 26
Average salary = \$67,834 Median = \$65,000
Average Bonus = \$3,825 Average Raise = 4.2%

<u>Firm Size:</u>	<u>251-500</u>	<u>501-750</u>	<u>751-1000</u>	<u>1001+</u>
Average Salary:	\$66,083	\$61,000	\$66,700	\$72,718
Salary Range:	\$55k - \$93k	\$55k - \$75k	\$66.5k - \$86k	\$53k - \$95k
Average Bonus:	*	\$2,000	\$1,650	\$6,289
Average Raise:	2.5%	*	5.7%	4.1%

* Insufficient data for Firm Size 1-250

Average Salary, Bonus, & Raise by Firm Size

Coordinators (OT Eligible) = 61
Average salary = \$62,832 Median = \$61,000
Average Bonus = \$2,483 Average Raise = 5.1%
Average 2013 OT = \$7,342

<u>Firm Size:</u>	<u>1-250</u>	<u>251-500</u>	<u>501-750</u>	<u>751-1000</u>	<u>1001+</u>
Average Salary:	\$66,617	\$65,933	\$59,749	\$61,780	\$61,932
Salary Range:	\$54k - \$85k	\$46k - \$87.5k	\$47k - \$89k	\$51.5k - \$68k	\$49k - \$80k
Average Bonus:	*	\$2,810	\$2,298	\$1,832	\$2,672
Average Raise:	3.4%	6.7%	4.8%	5.2%	4.3%
Average OT:	\$5,966	\$6,092	\$6,614	\$5,603	\$10,321

* Insufficient number of responses

Average Salary, Bonus, & Raise by Firm Size

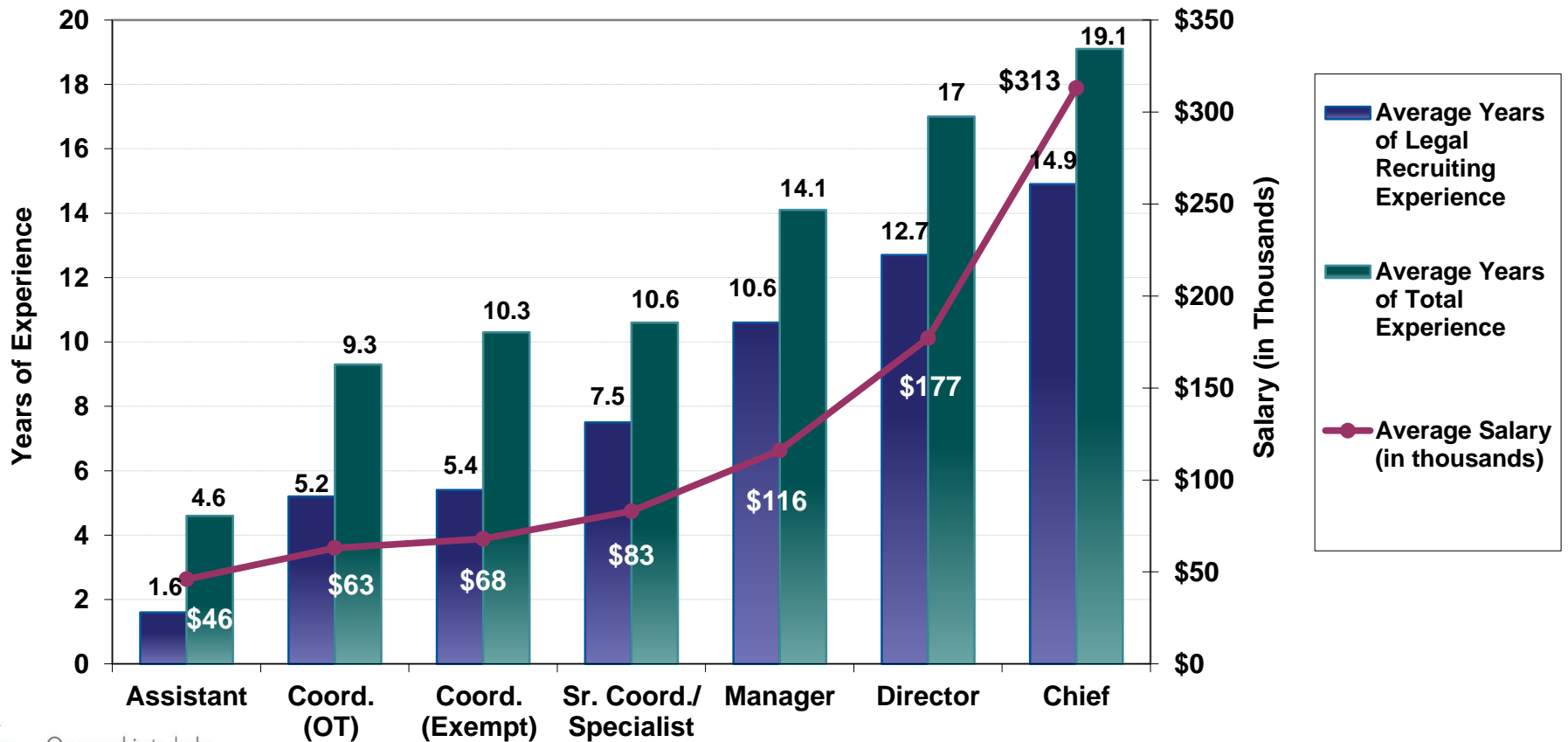
Assistants = 31

Average salary = \$46,437 Median = \$45,000
Average Bonus = \$1,328 Average Raise = 4%
Average 2013 OT = \$5,601

<u>Firm Size:</u>	<u>1-500</u>	<u>501-750</u>	<u>751-1000</u>	<u>1001+</u>
Average Salary:	\$43,460	\$42,624	\$46,714	\$47,325
Salary Range:	\$38k - \$46k	\$40k - \$45k	\$43k - \$57k	\$40k - \$59.5k
Average Bonus:	*	\$1,403	*	\$1,695
Average Raise:	4.2%	6.5%	*	2.3%
Average OT:	*	*	\$3,933	\$6,788

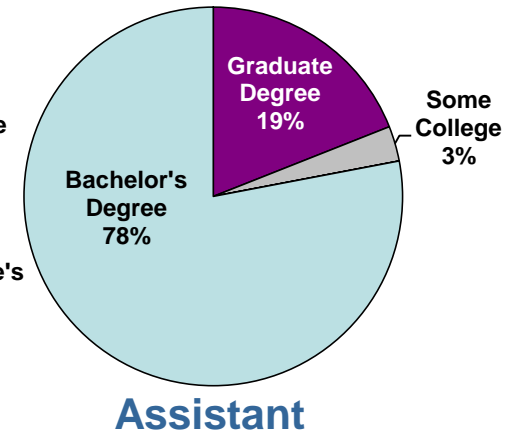
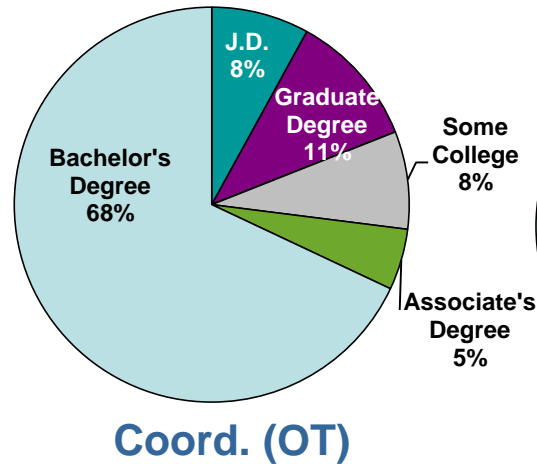
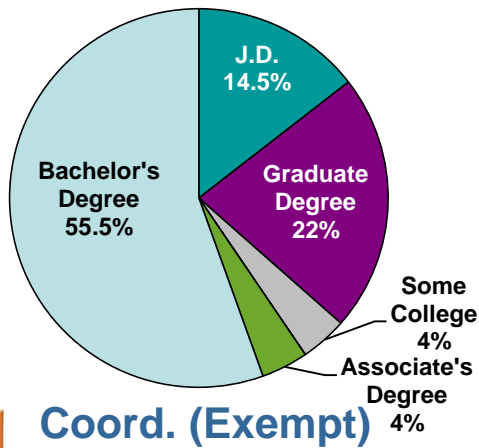
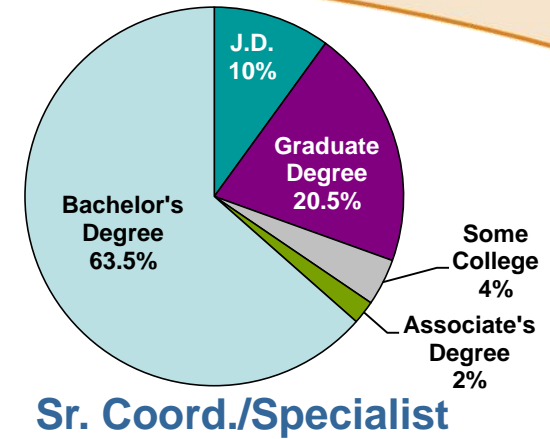
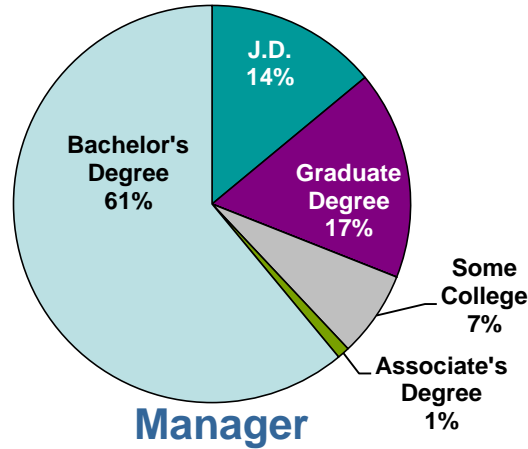
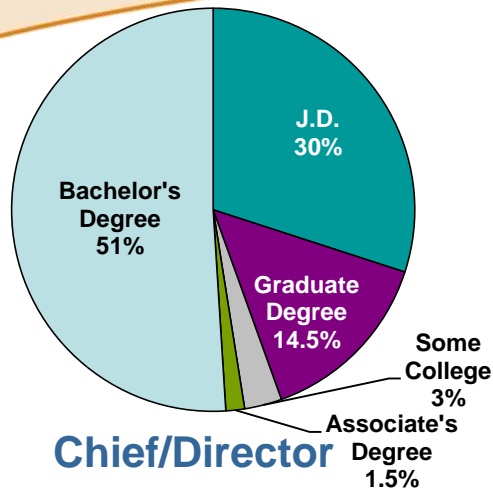
* Insufficient number of responses

Average Salary vs. Years of Experience

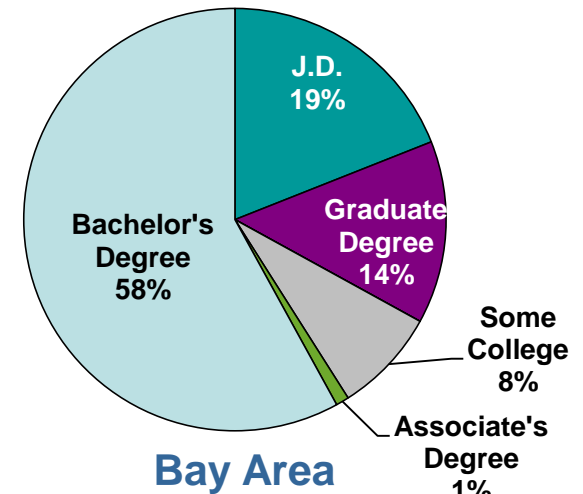
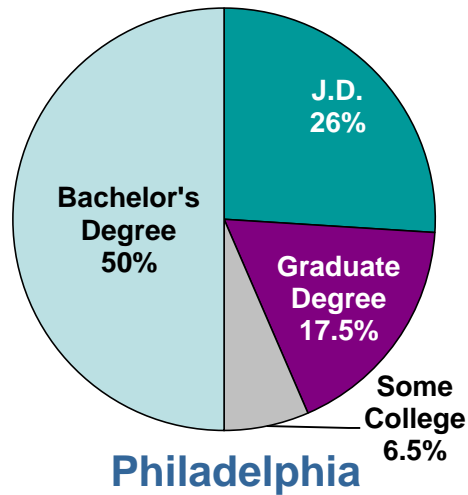
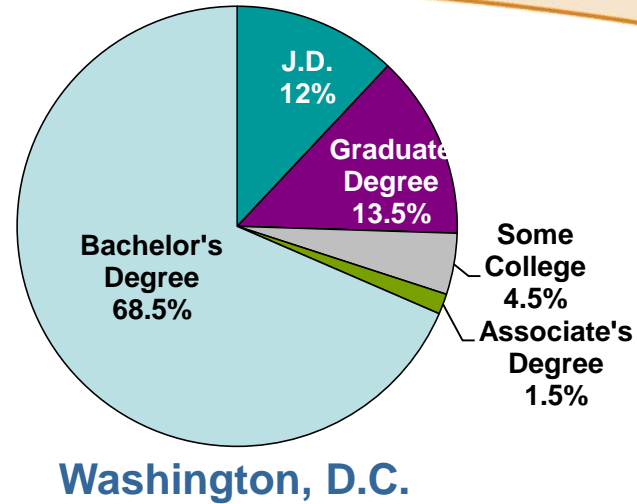
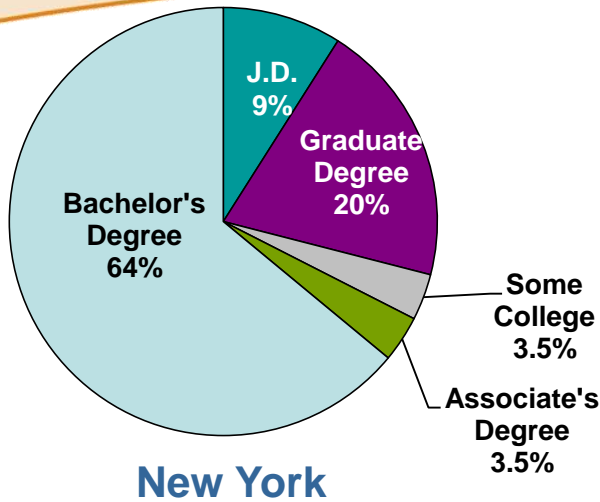


Industry Findings

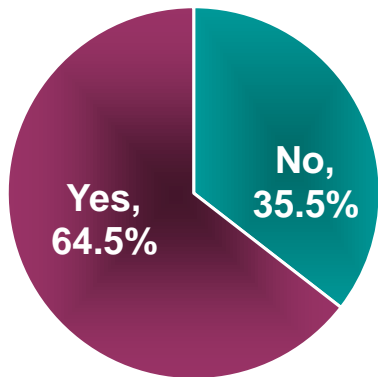
2013 Highest Degree of Education, by Job Title



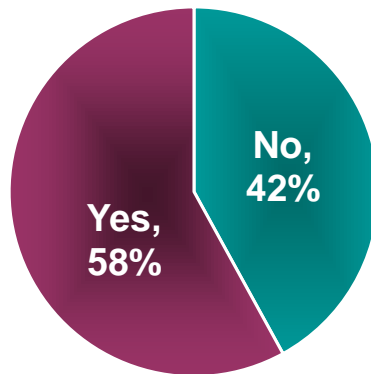
Highest Degree of Education, City Comparison



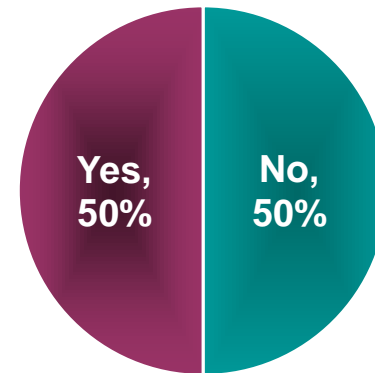
Are You Satisfied With Your Current Compensation?



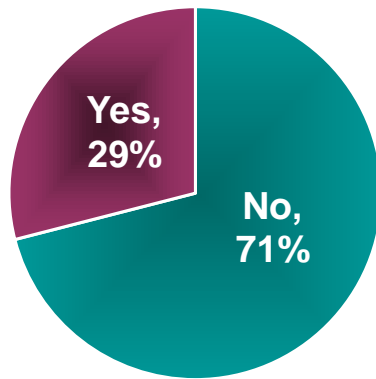
Chief/Director



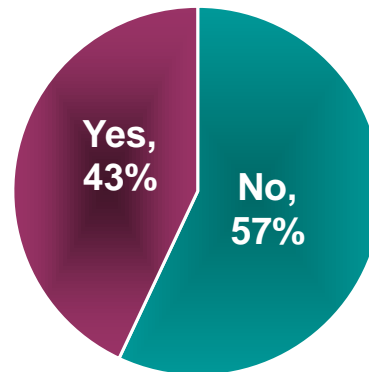
Manager



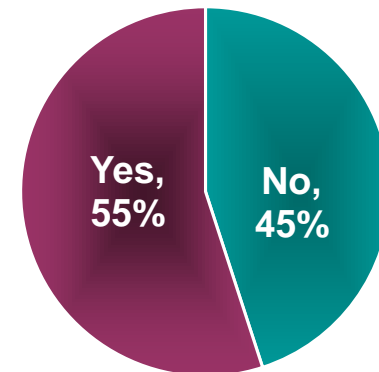
Sr. Coord./Specialist



Coord. (Exempt)

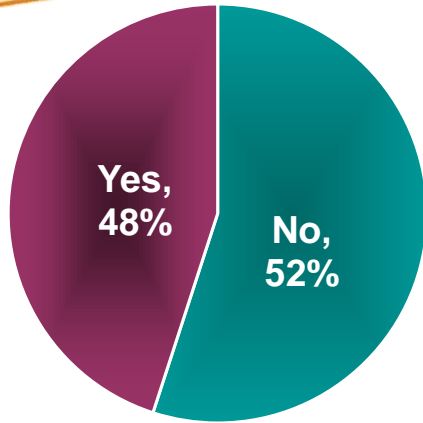


Coord. (OT)

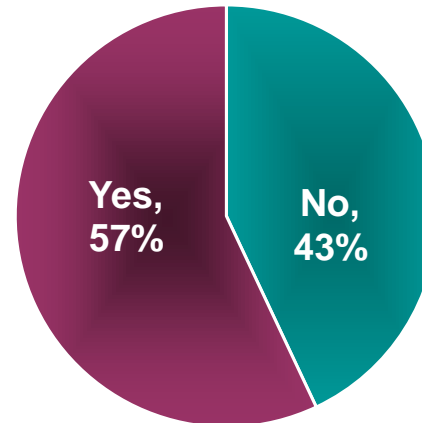


Assistant

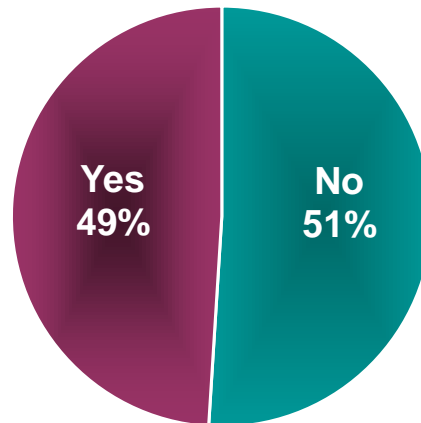
Are You Satisfied With Your Current Compensation – City Comparison



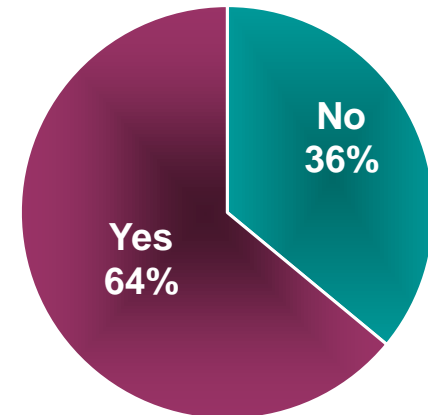
New York



Washington, D.C.

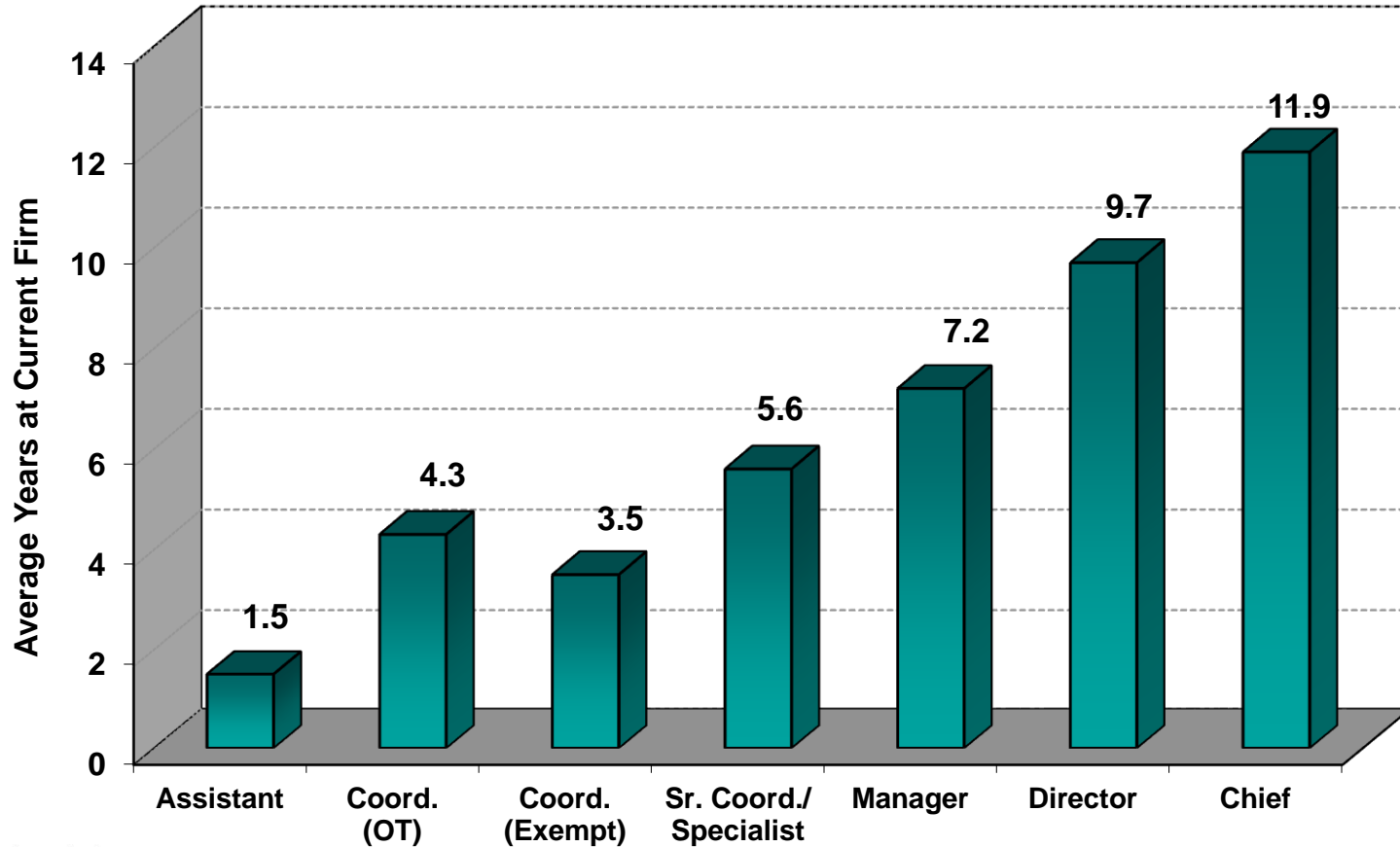


Philadelphia

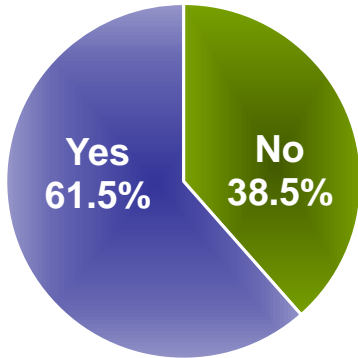


Bay Area

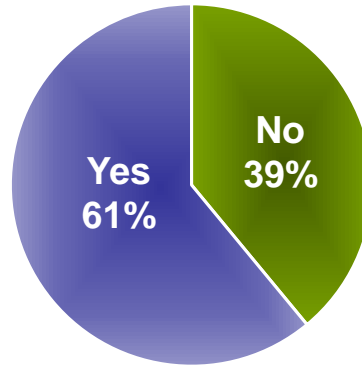
Respondents' Average Years With Current Firm



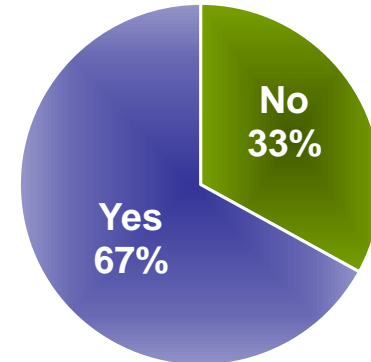
Have You Been Promoted with a Title Change at Your Current Firm?



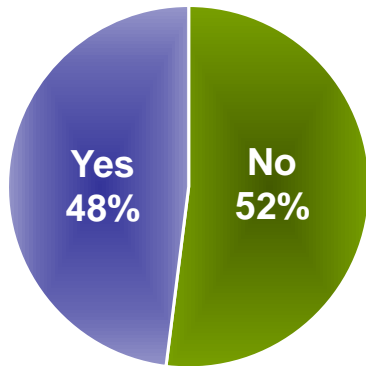
Chief/Director



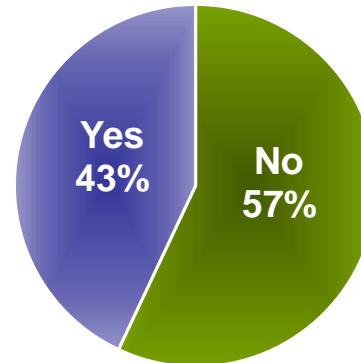
Manager



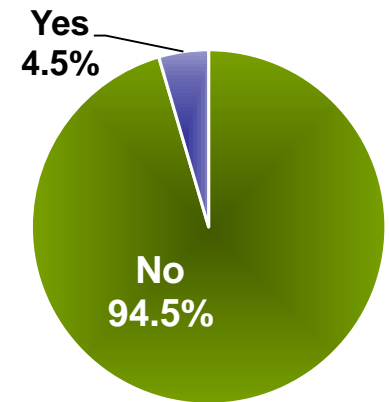
Sr. Coord./Specialist



Coord. (Exempt)

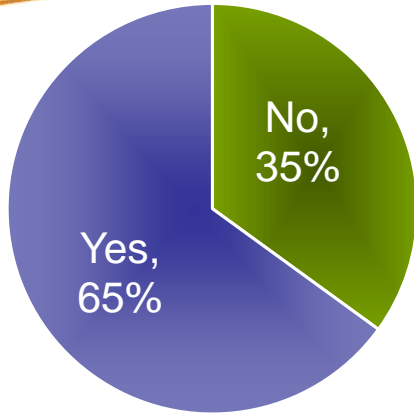


Coord. (OT)

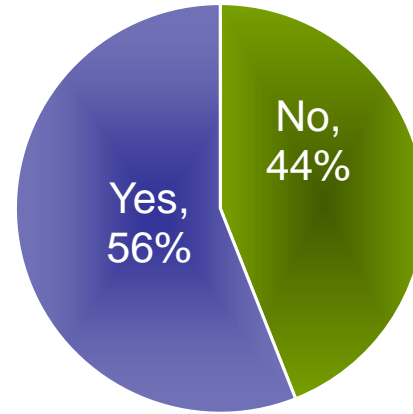


Assistant

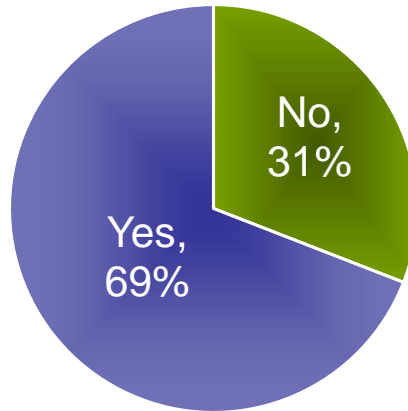
Promoted with a Title Change – City Comparison



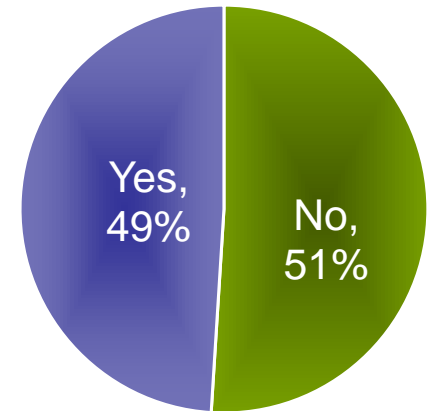
New York



Washington, D.C.

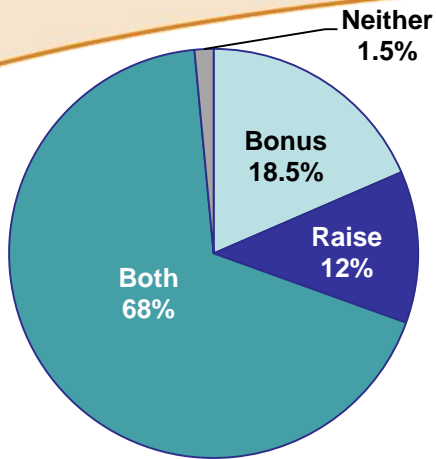


Philadelphia

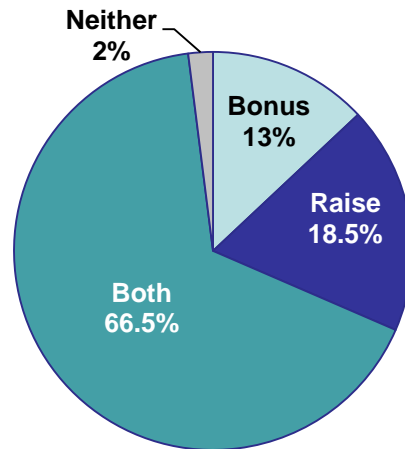


Bay Area

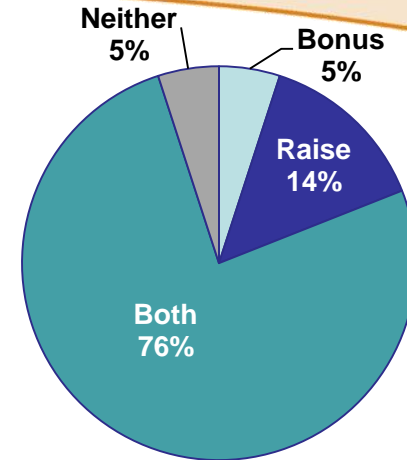
Did You Receive a Bonus and/or Raise Last Year?



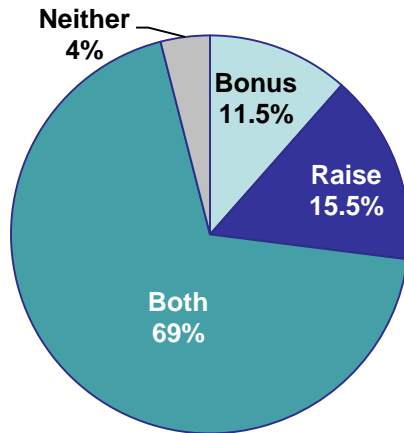
Chief/Director



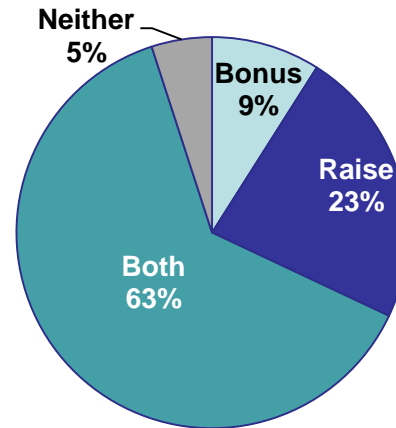
Manager



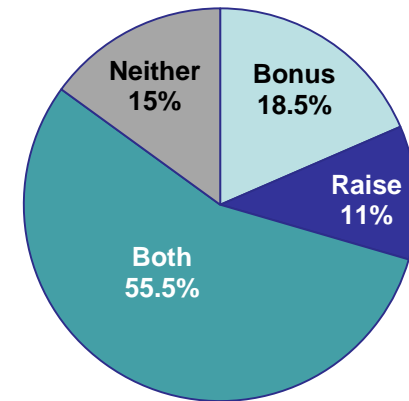
Sr. Coord./Specialist



Coord. (Exempt)

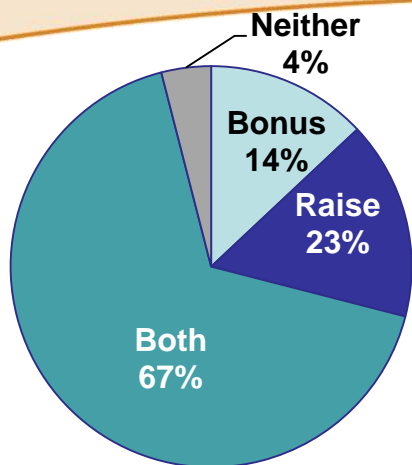


Coord. (OT)

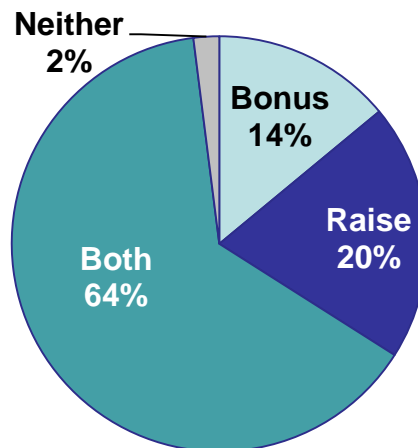


Assistant

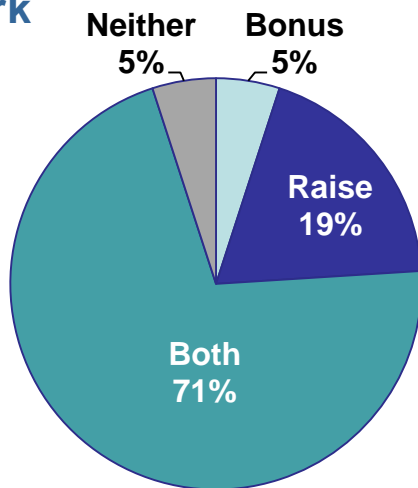
City Comparison: Did You Receive a Bonus and/or Raise Last Year?



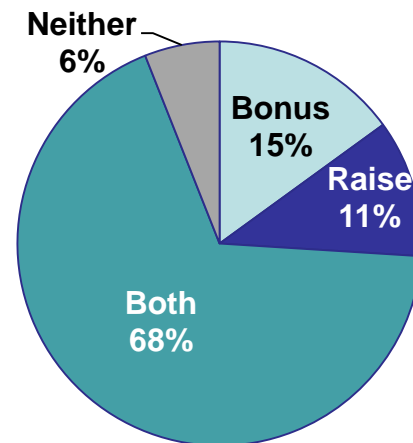
New York



Washington, D.C.

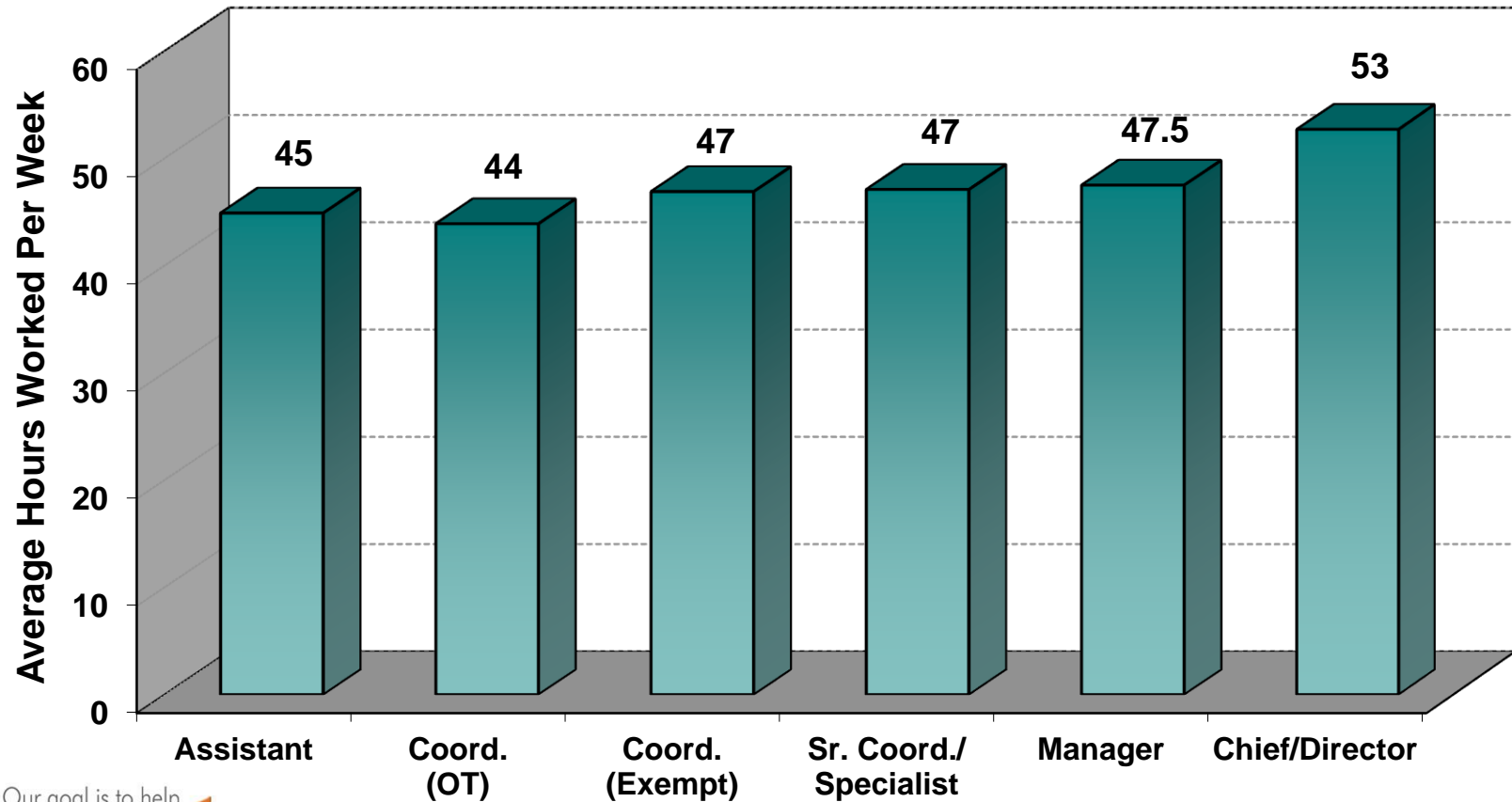


Philadelphia

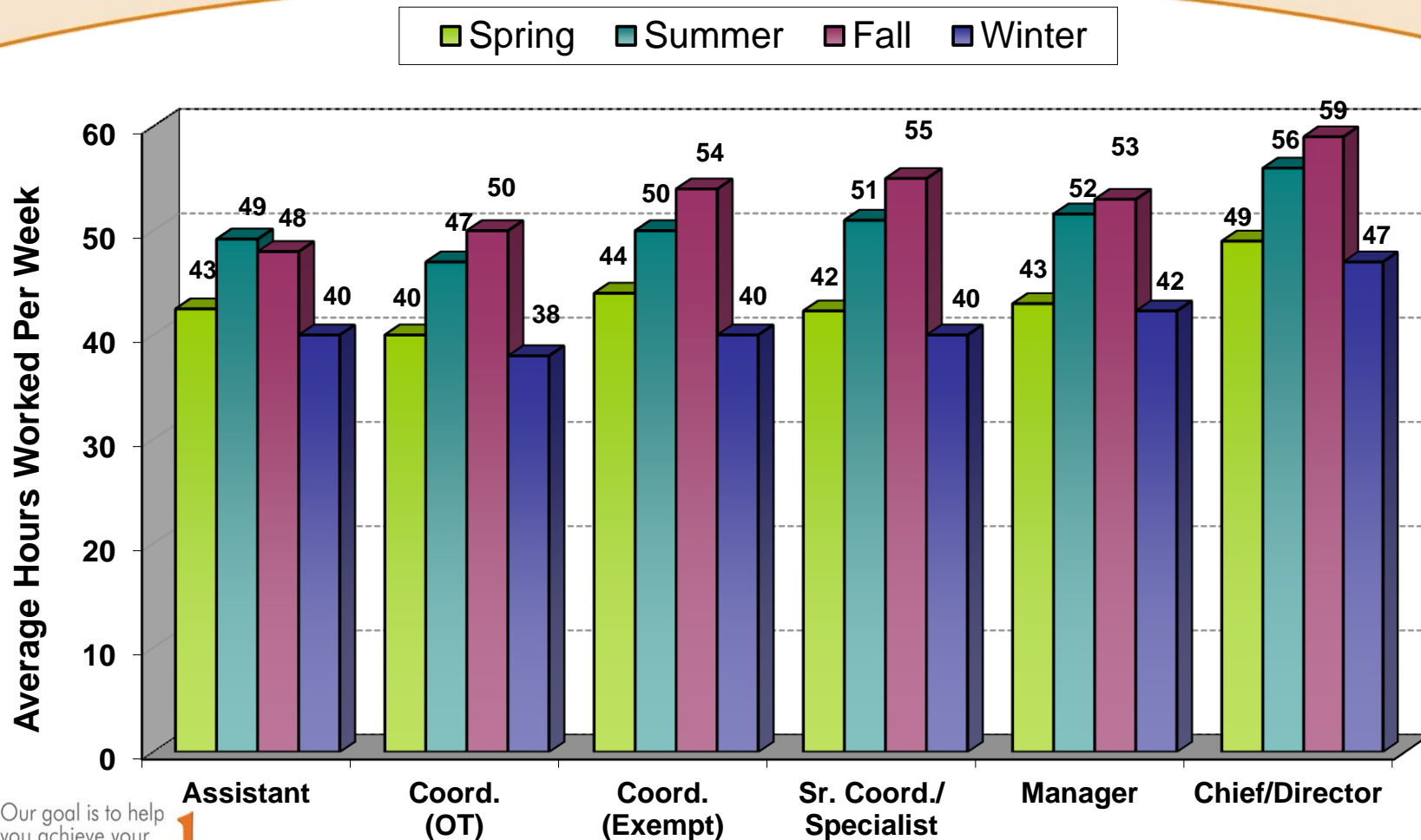


Bay Area

Average Weekly Hours Worked



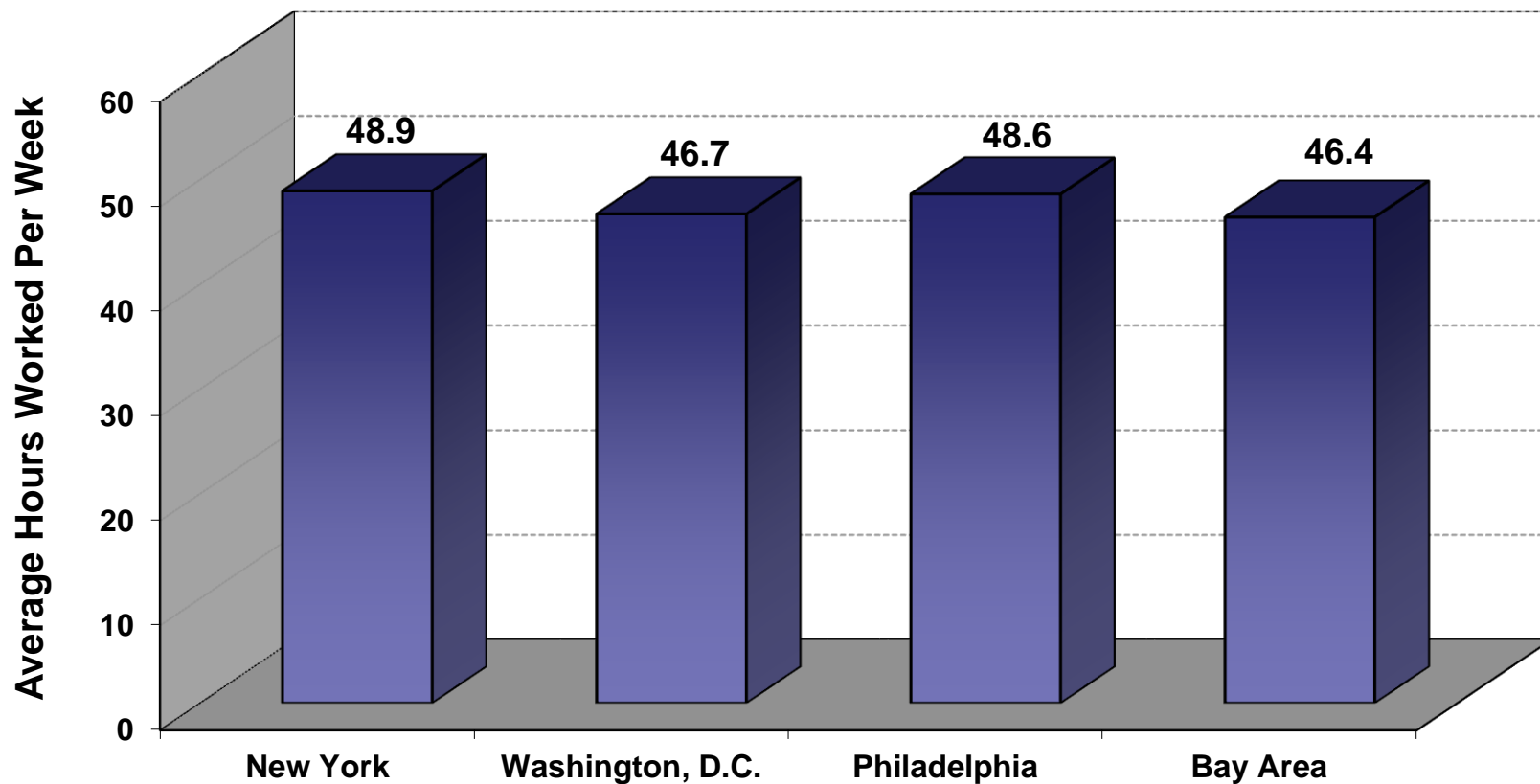
Average Weekly Hours Worked, Breakdown by Season



Our goal is to help you achieve your

goals[®]

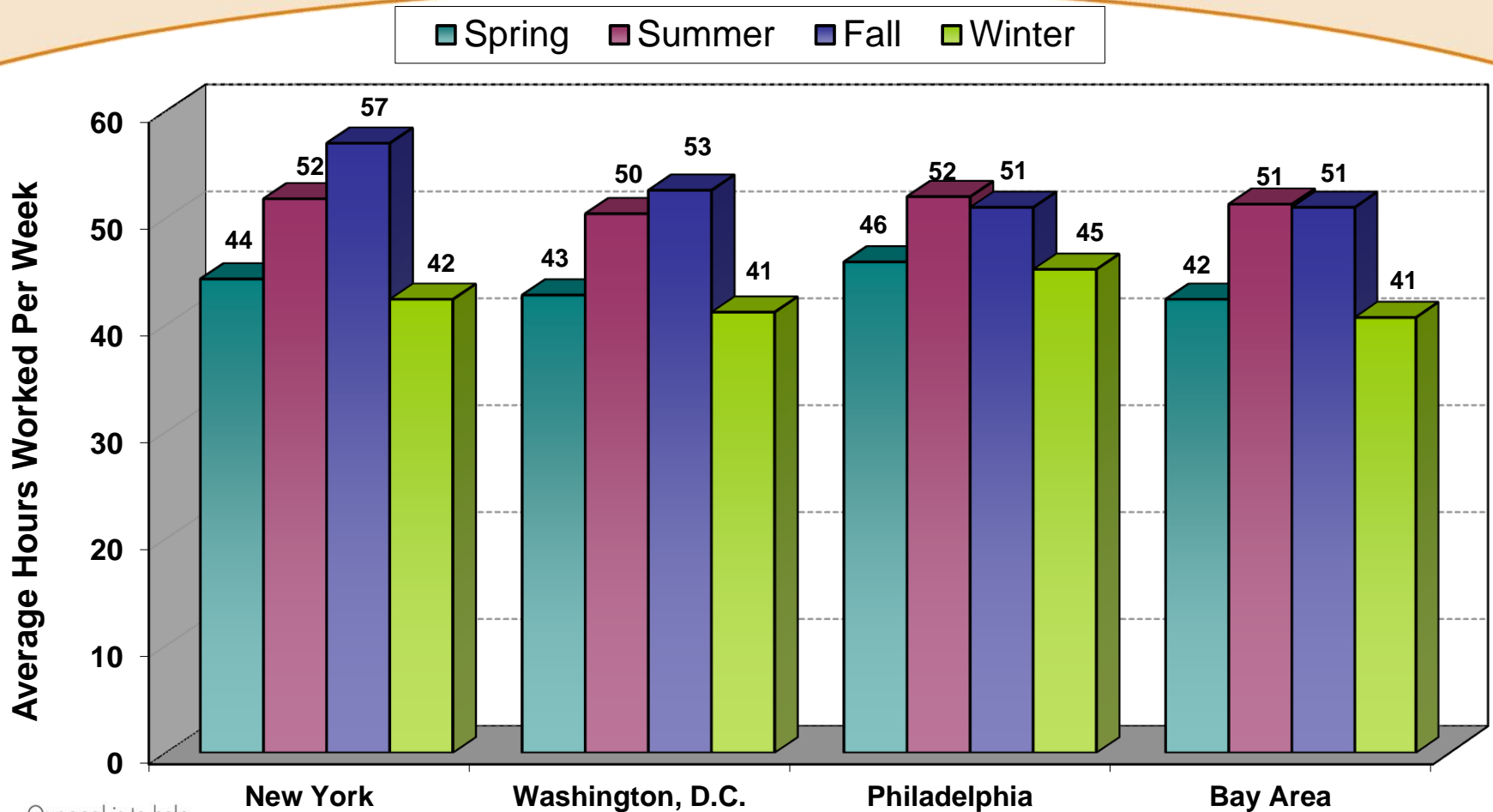
City Comparison: Overall Average Weekly Hours Worked



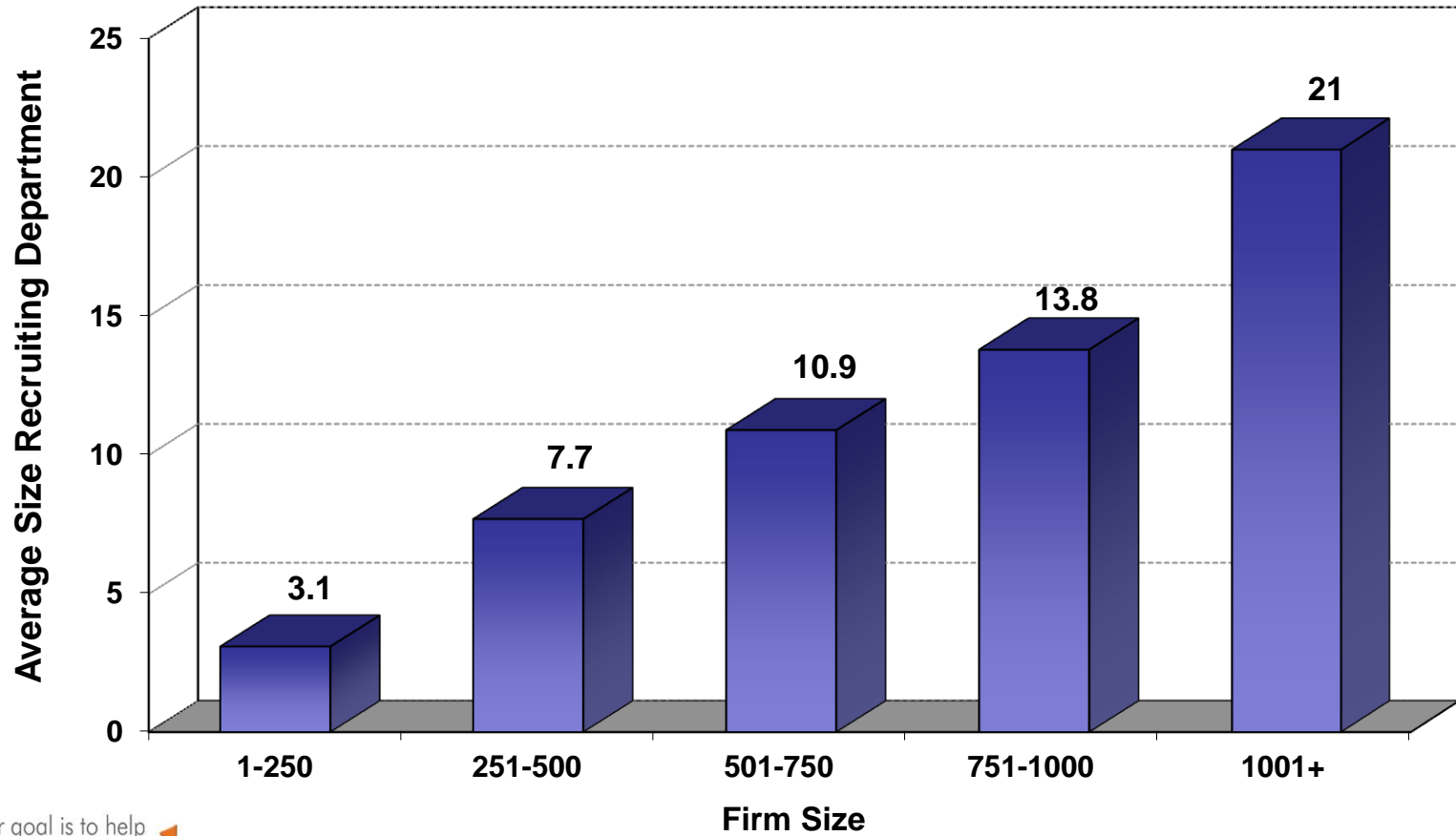
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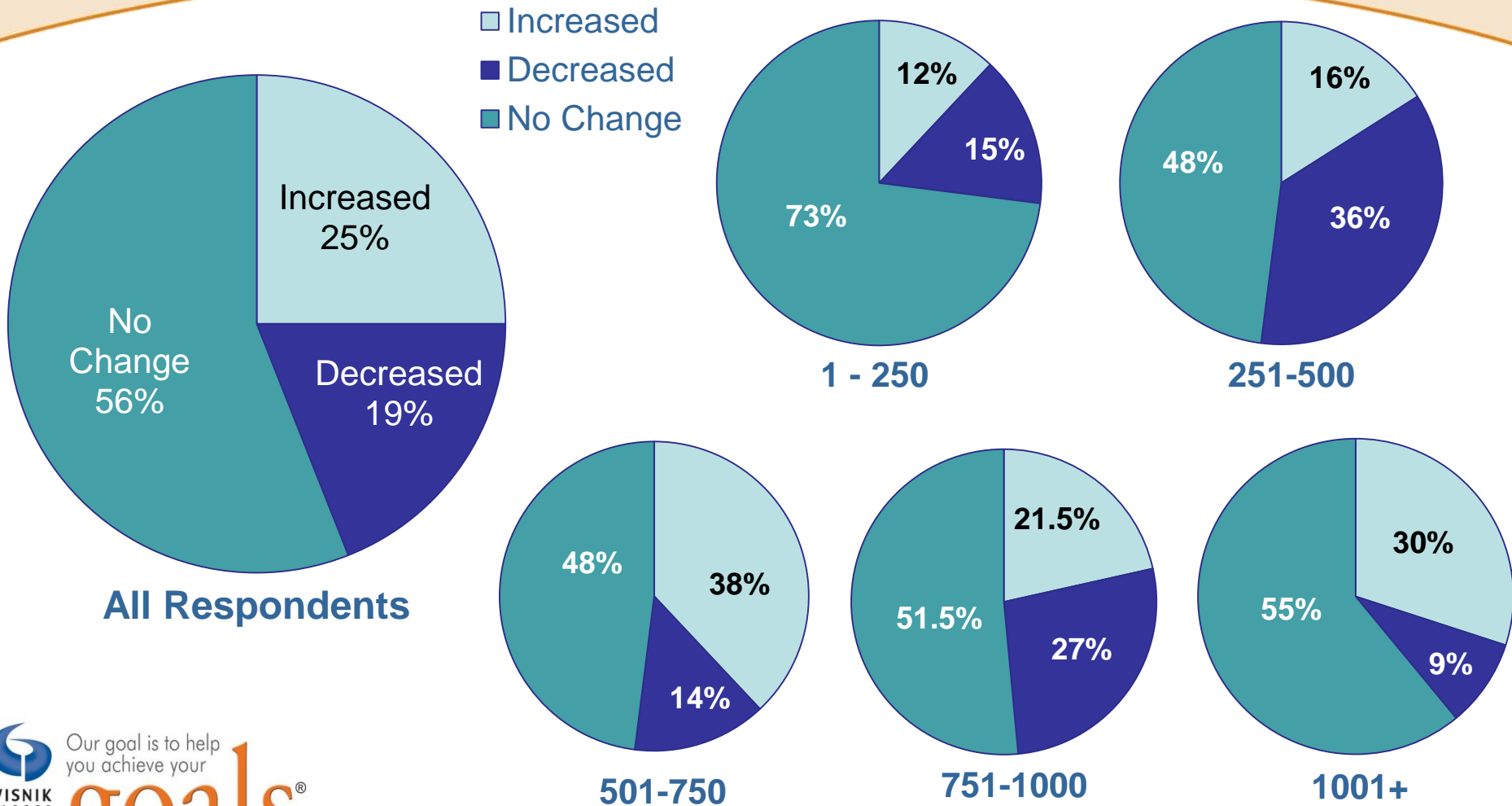
City Comparison: Average Weekly Hours Worked, Breakdown by Season



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

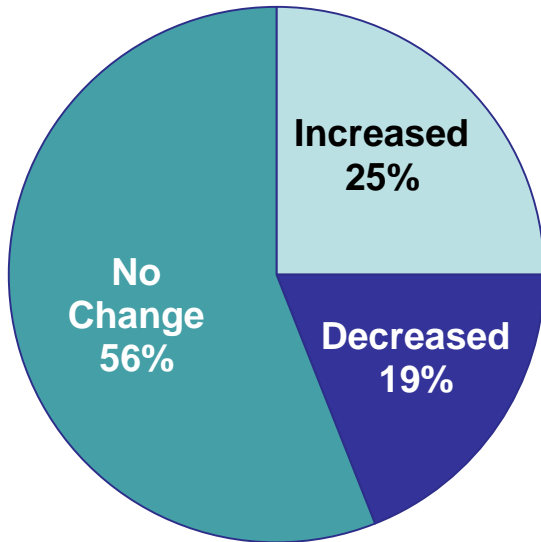


By Firm Size, has Your Department Increased in Size?

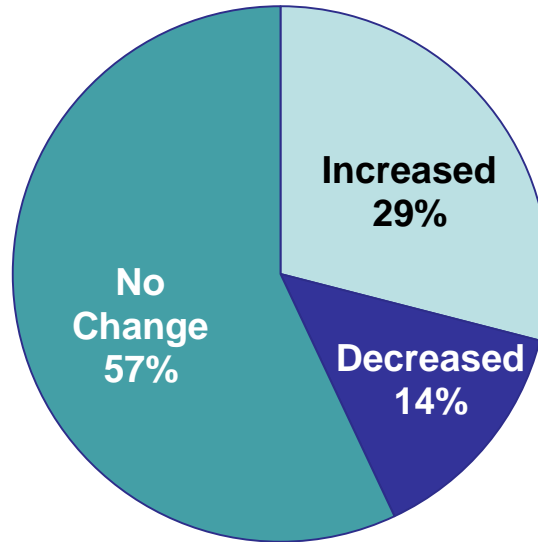


Department Size: 2011-2014 Comparison

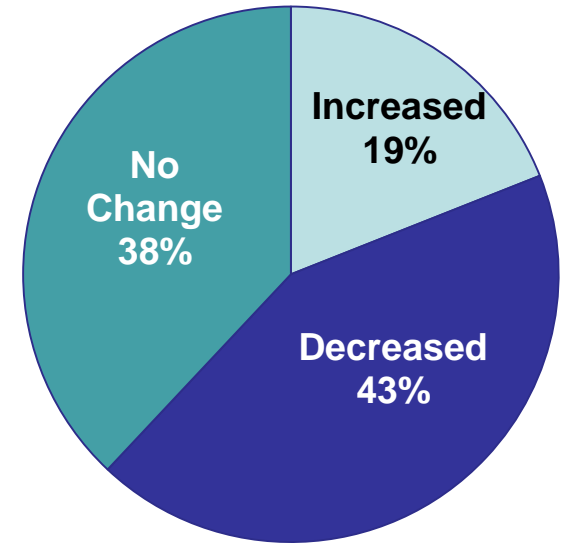
My Department Size has:



2014: All Respondents



2013: All Respondents



2011: All Respondents

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December 2014



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