

RADS

Industry Survey 2016

By Eva Wisnik

April 2016



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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 20 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 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.

Respondents

38 Respondents' Salary and Industry Information

■ By Position

- Director: 6
- Manager: 13
- Coordinator, no OT: 6
- Coordinator, OT: 9
- Assistant: 4

■ By Office Size

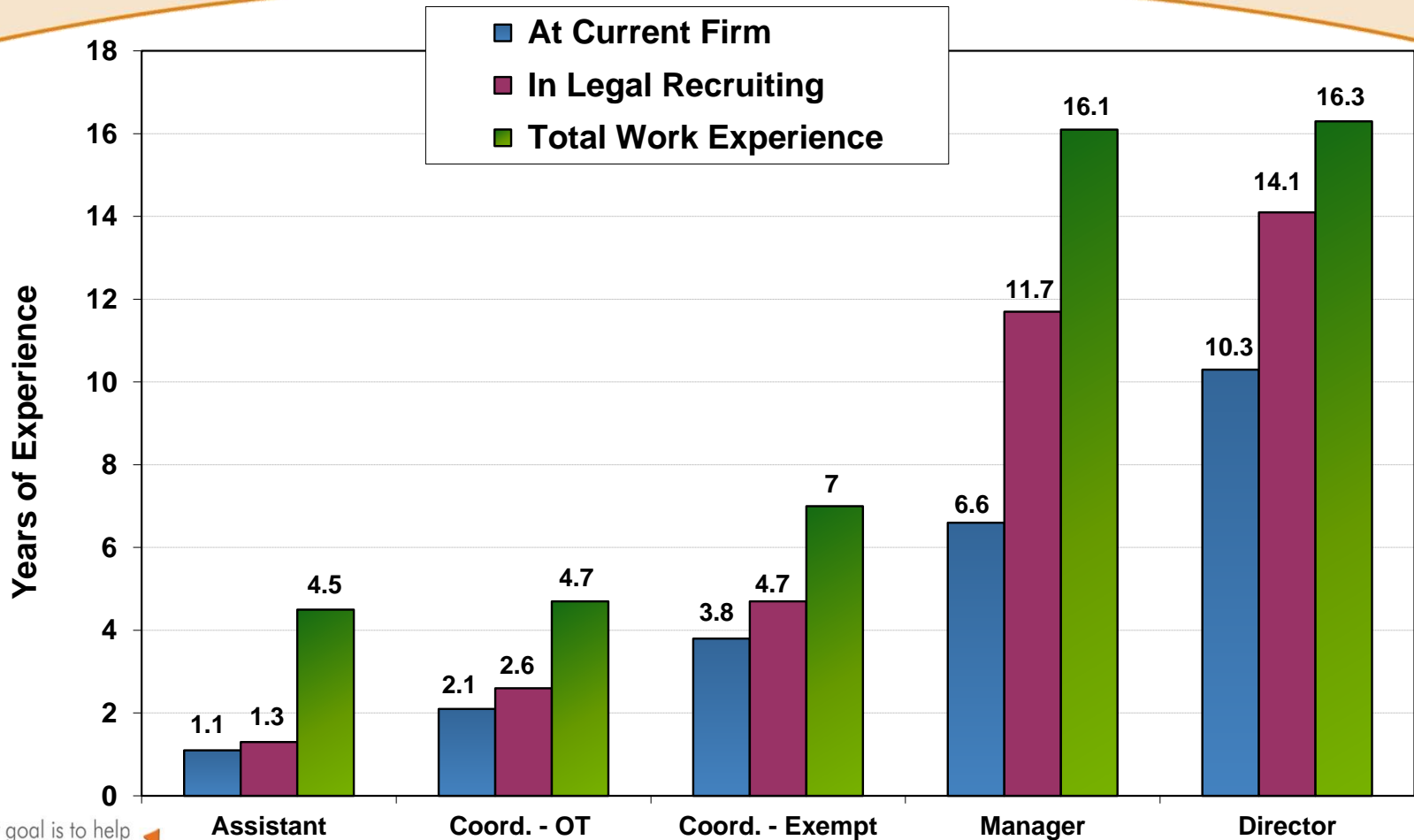
- 1-75: 11
- 76-125: 9
- 126-175: 11
- 176-225: 6
- 226-300: 1

■ By Firm Size

- 1-250: 5
- 251-500: 7
- 501-750: 8
- 751-1000: 7
- 1000+: 10

Profile of RADS Professionals

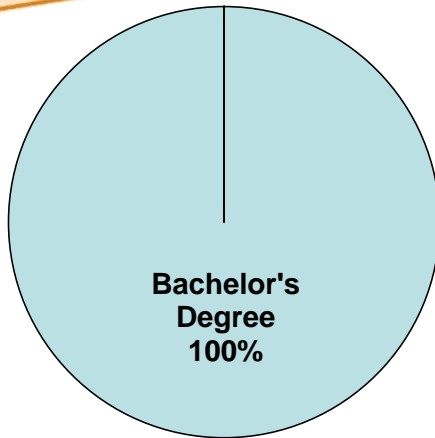
Average Years of Experience



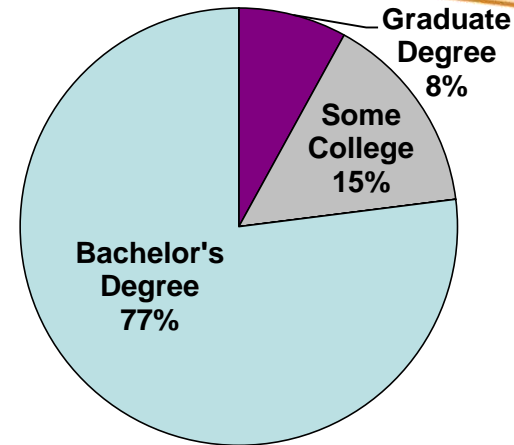
Our goal is to help you achieve your

goals®

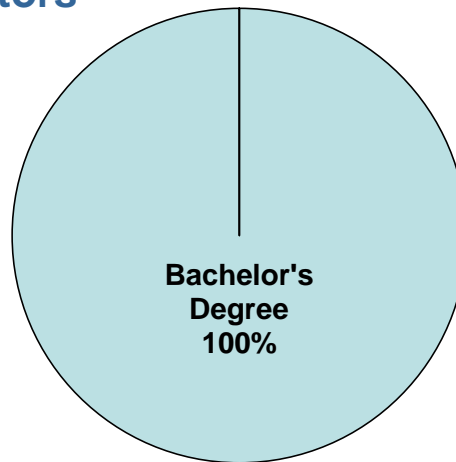
Highest Degree of Education, by Level



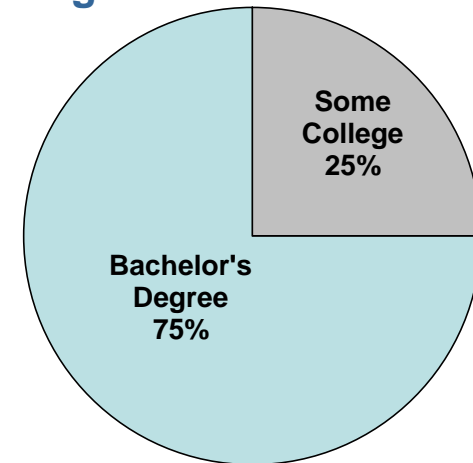
Directors



Managers

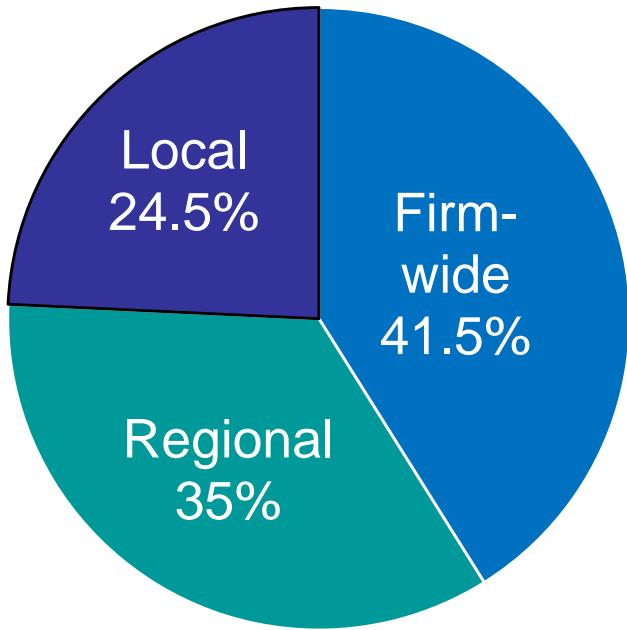


Coordinators

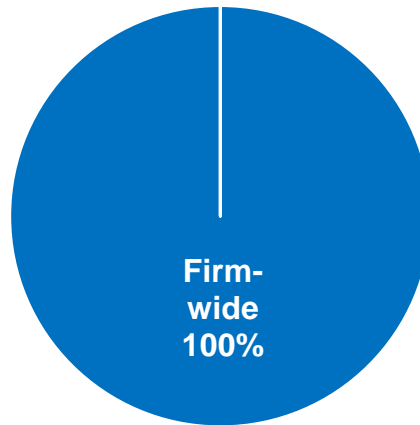


Assistants

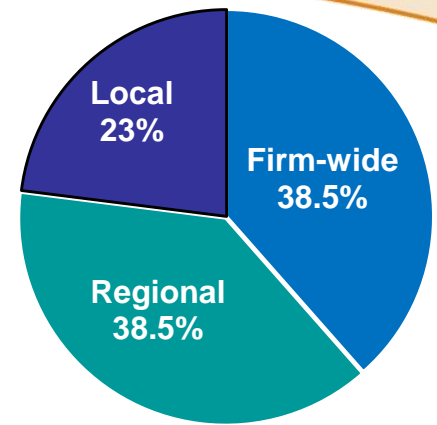
Is Your Position Firm-Wide, Regional, or Local?



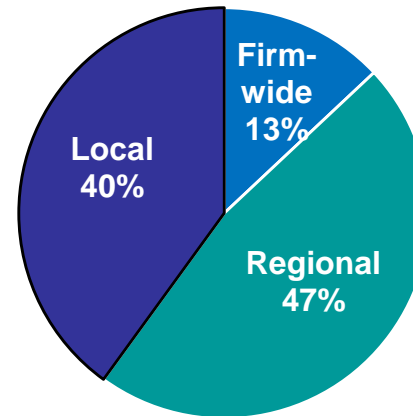
All Respondents



Directors



Managers



Coordinators

Salary Trends

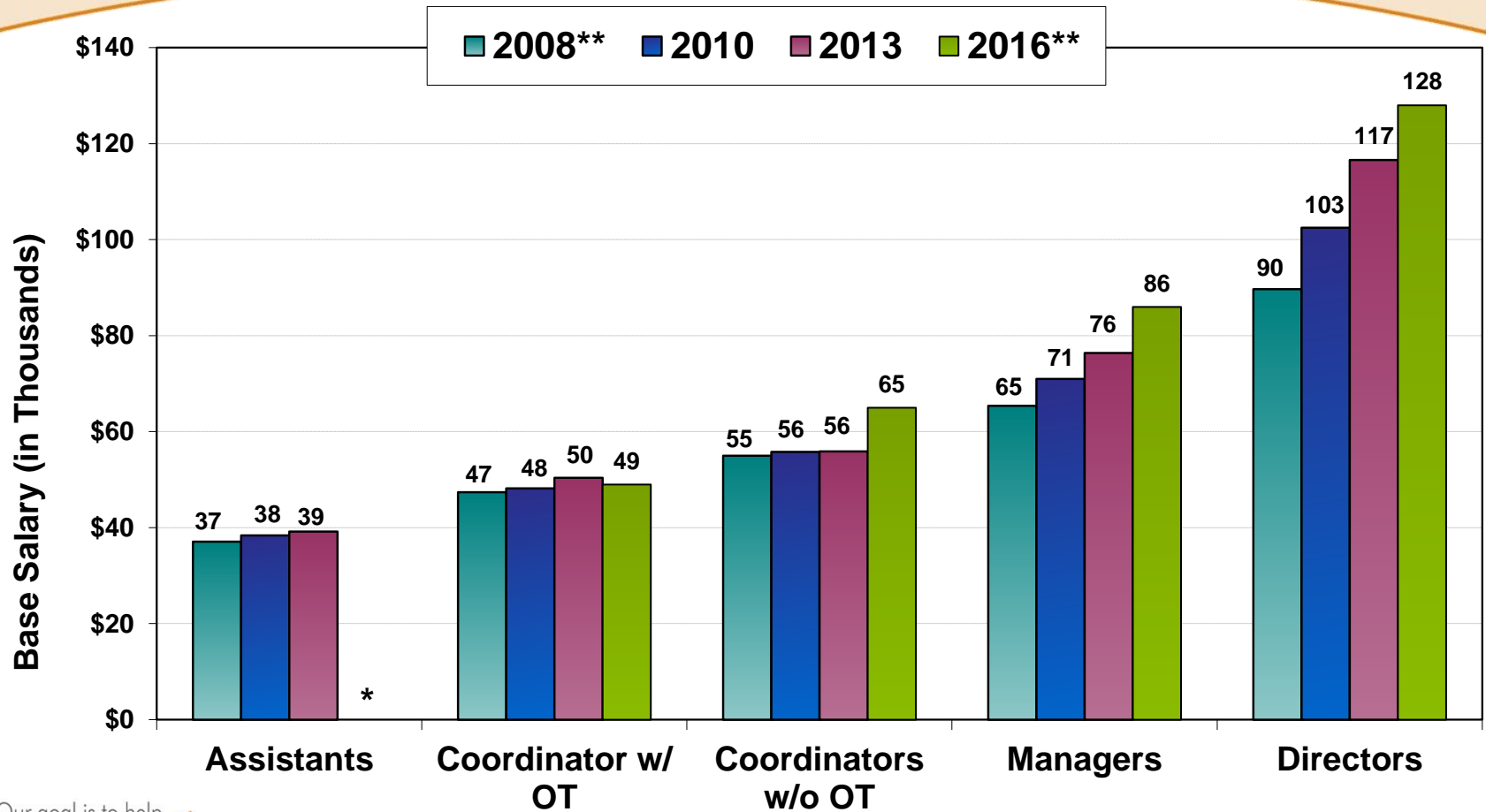
Average Salaries by Title

<u>Title (# responses)</u>	<u>Avg. Salary</u>	<u>Median</u>	<u>Bonus</u>	<u>Raise</u>
Director (6):	\$127,580	\$142,000	\$14,803	6.5%
Manager (13):	\$86,154	\$90,000	\$4,888	4.8%
Coordinator – Exempt (6):	\$64,770	\$66,250	\$5,092	6.5%
Coordinator – OT eligible (9):	\$49,133	\$45,000	\$1,750	6.4%

* Insufficient data for Assistant level salary analysis



Dallas & Houston Salary Trends: 2008-2016



* Insufficient data

** 2008 data is from HALRA only and 2016 is from RADS only

Average Salary, Bonus, & Raise by Office Size

Director

Average Salary = \$127,580

Average Bonus = \$14,083 Average Raise = 6.5%

Average Years of Legal Recruiting Exp. = 14.1

Office Size: 126 - 175

Avg. Salary: \$123,475

Avg. Bonus: \$12,900

Avg. Raise: 6%

* Insufficient number of responses for
breakdown of other office sizes

Average Salary, Bonus, & Raise by Office Size

Managers

Average Salary = \$86,154

Average Bonus = \$4,888 Average Raise = 4.8%

Average Years of Legal Recruiting Exp. = 11.7

<u>Office Size:</u>	<u>1 - 75</u>	<u>76 - 175</u>
Avg. Salary:	\$92,400	\$82,500
Avg. Bonus:	*	\$4,200
Avg. Raise:	3%	5.9%

* Insufficient number of responses for Office Size 176+ and Bonus data for Office Size 1-75

Average Salary, Bonus, & Raise by Office Size

Exempt Coordinators

Average Salary = \$64,770

Average Bonus = \$5,092 Average Raise = 6.5%

Average Years of Legal Recruiting Exp. = 4.7

Office Size: 1 - 125

Avg. Salary: \$64,724

Avg. Bonus: \$5,110

Avg. Raise: 6.9%

*** Insufficient number of responses for
breakdown of other office sizes**

Average Salary, Bonus, & Raise by Office Size

OT Coordinators

Average salary = \$49,133

Average Bonus = \$1,750 Average Raise = 6.4%

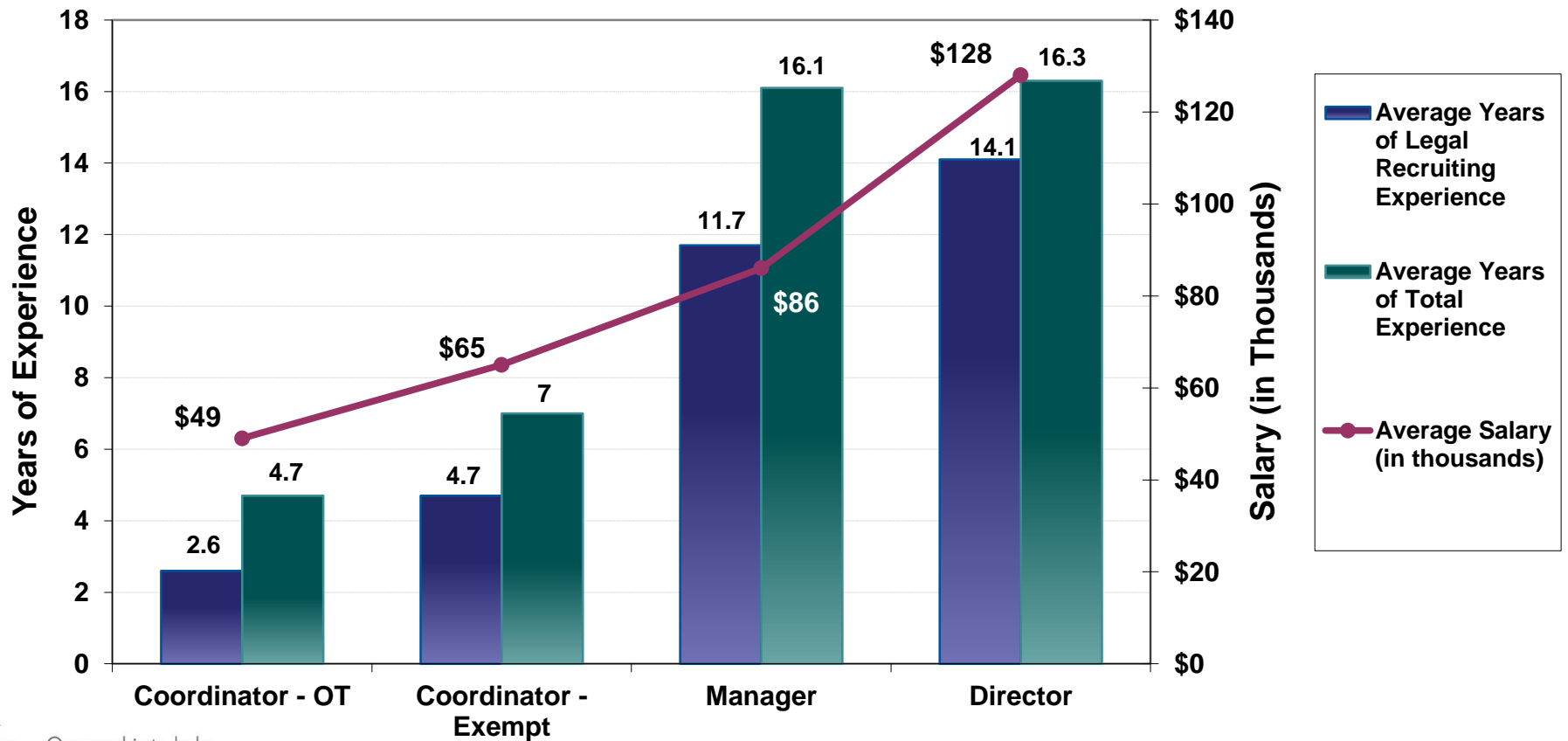
Average OT 2015: \$6,544 Average OT 2014: \$4,732

Average Years of Legal Recruiting Exp. = 2.6

<u>Office Size:</u>	<u>1 - 75</u>	<u>126 - 225</u>
Avg. Salary:	\$49,500	\$42,233
Avg. 2015 OT:	*	\$6,435
Avg. Bonus:	\$2,033	\$1,467
Avg. Raise:	3%	*

* Insufficient number of responses of for Office Sizes: 76-125 and 226+, as well as some OT and Raise data

Average Salary vs. Years of Experience



Your Responsibilities

Top Responsibilities by Position

■ Director Responsibilities

- Manage staff: 100%
- Lateral associate recruiting: 83%
- Diversity initiatives: 83%
- Conduct attorney exit interviews: 83%
- Participate in Recruiting Committee meetings: 83%
- Oversee attorney orientation: 68%

■ Manager Responsibilities

- Manage staff: 92%
- Participate in Recruiting Committee meetings: 92%
- Manage associate on-boarding: 85%
- Lateral associate recruiting: 85%
- Manage relationships with schools for OCI: 77%
- Conduct summer associate exit interviews: 77%

Top Responsibilities by Position

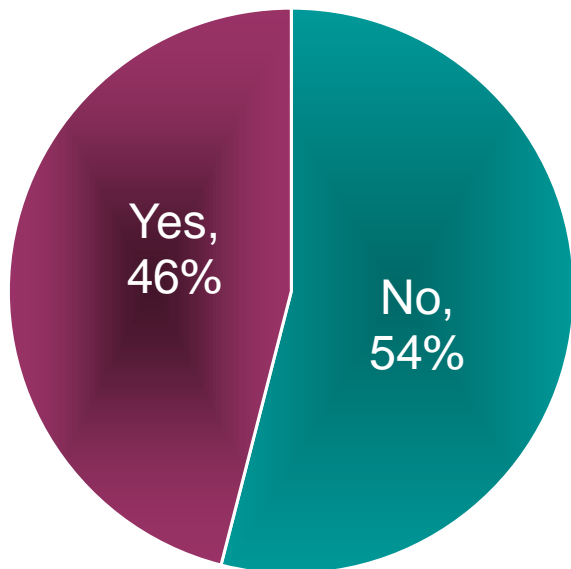
■ Coordinator* Responsibilities

- Plan OCI receptions: 87%
- Conduct candidate correspondence & follow-up: 87%
- Attend Recruiting Committee meetings about summer associates: 87%
- Prepare candidate offer/decline letters: 87%
- Organize candidate travel and interview schedule: 80%
- Plan summer associate events: 80%
- Assist with evaluations for summer associates: 80%
- Monitor summer associate assignments: 80%
- Coordinate summer associate on-boarding: 80%

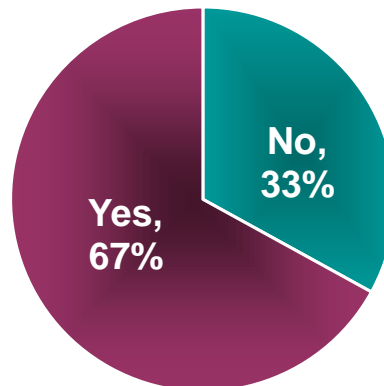
* No significant difference in responsibilities between OT and non-OT Coordinators. Insufficient responses to analyze Assistant responsibilities.

Industry Findings

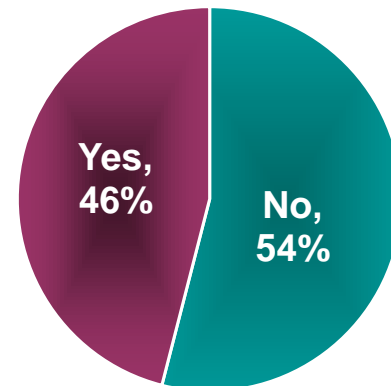
Are You Satisfied With Your Current Compensation?



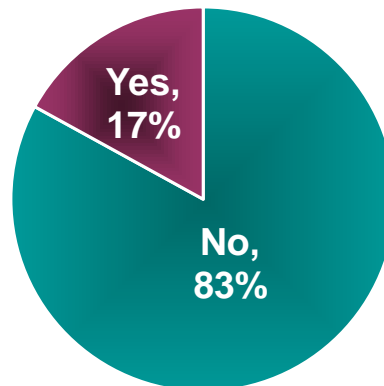
All Respondents



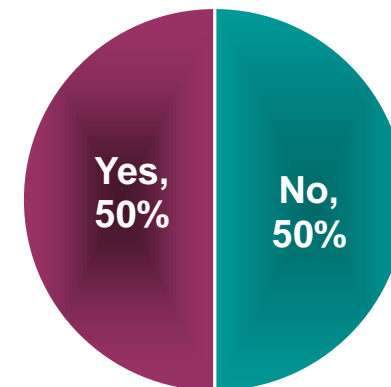
Director



Manager



Coord. - Exempt



Coord. - OT

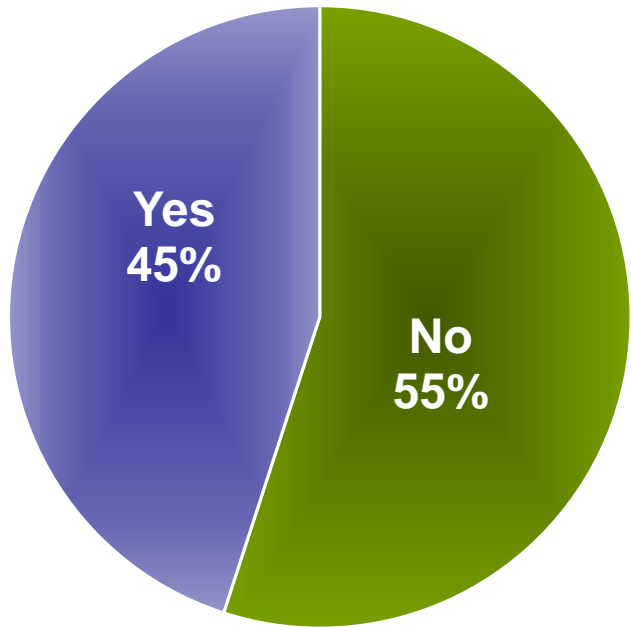
In 2014, 53% were satisfied with current compensation



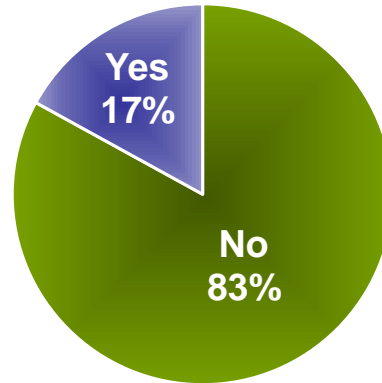
Our goal is to help you achieve your

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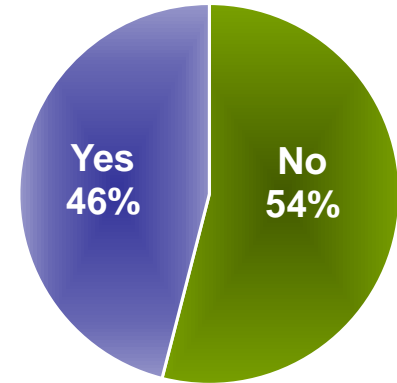
Have You Been Promoted with a Title Change at Your Current Firm?



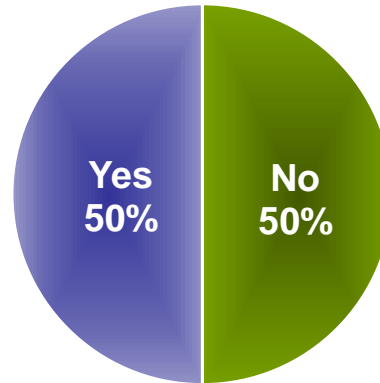
All Respondents



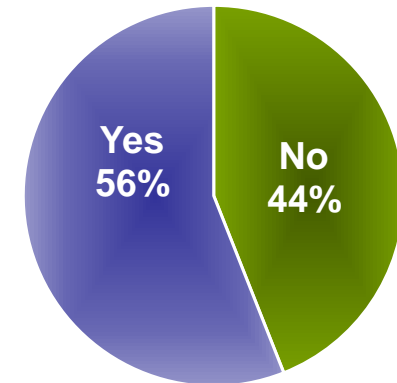
Director



Manager

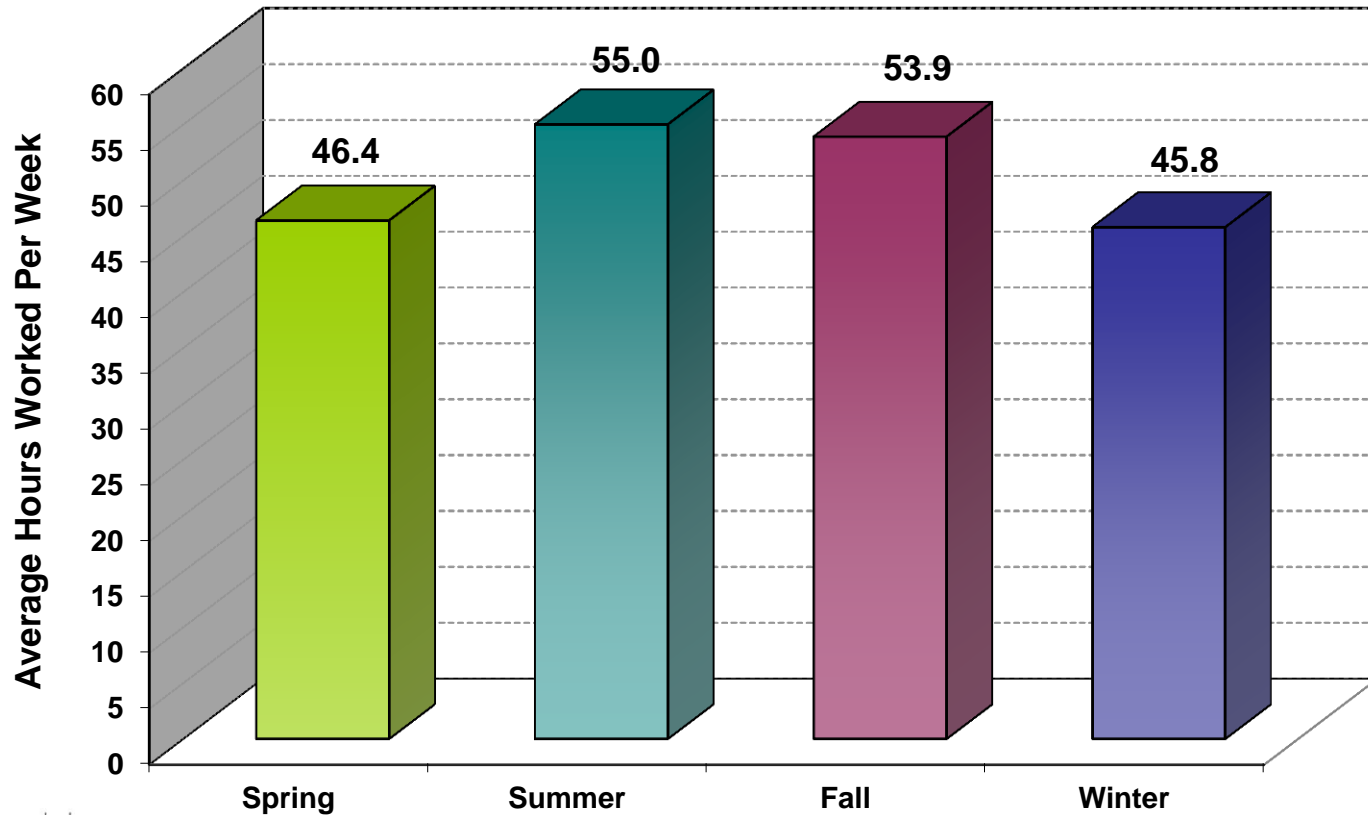


Coord. - Exempt

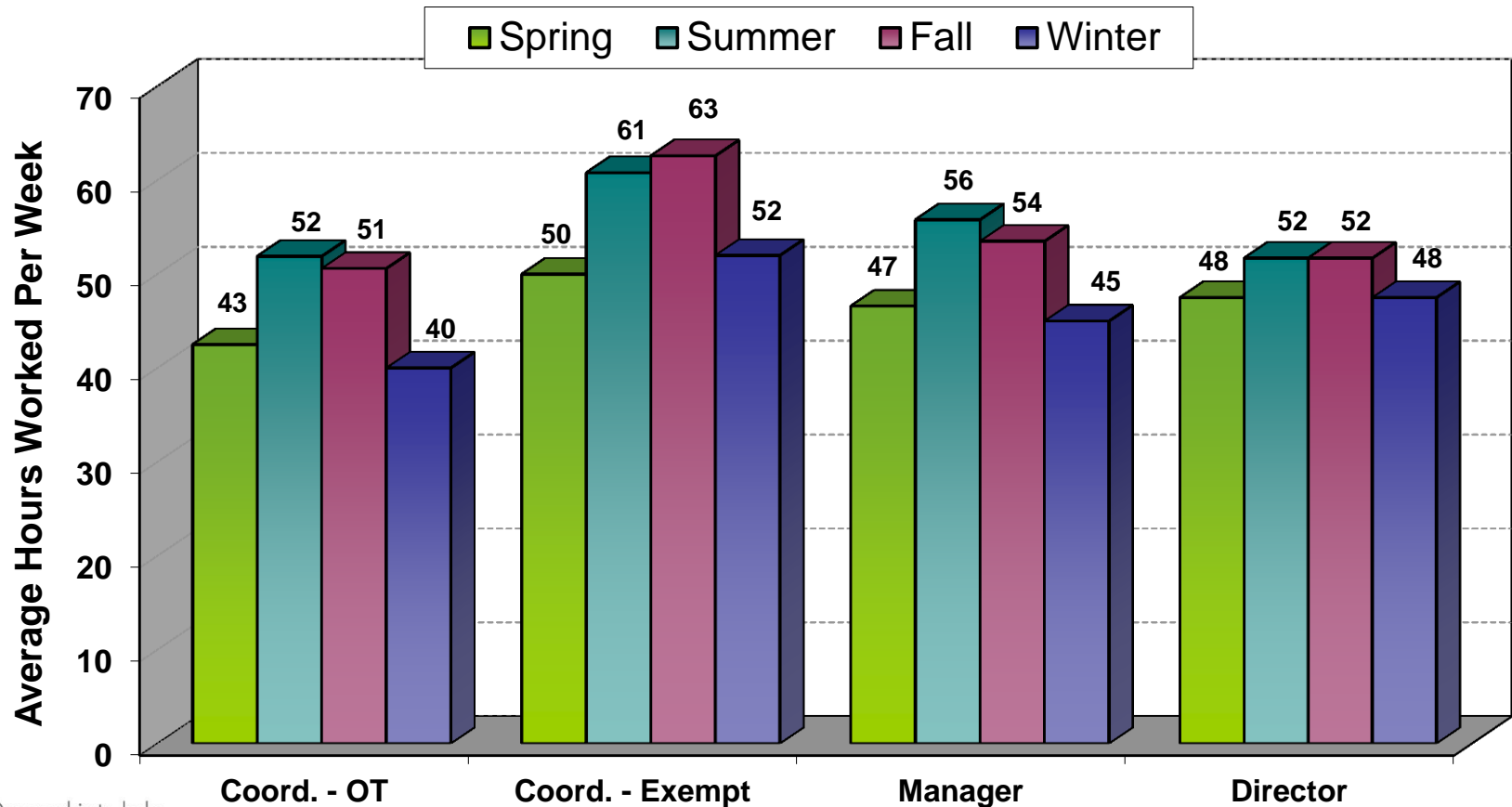


Coord. - OT

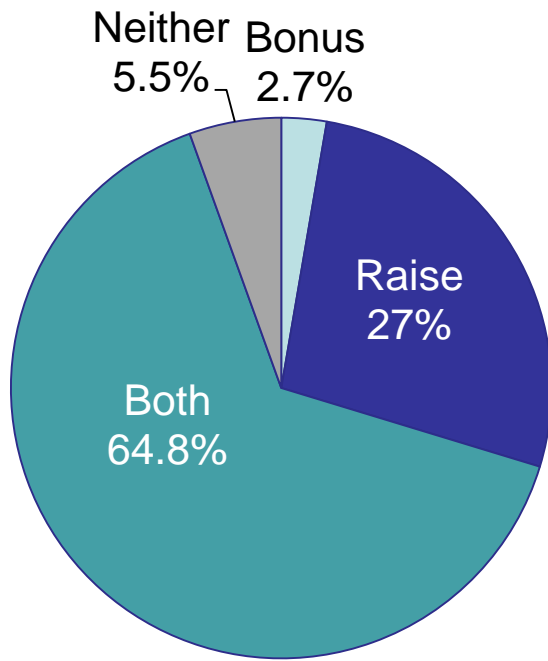
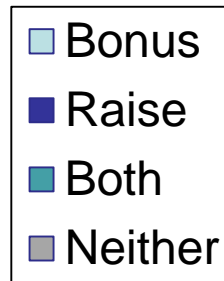
Dallas: Average Hours Worked Per Recruiting Season



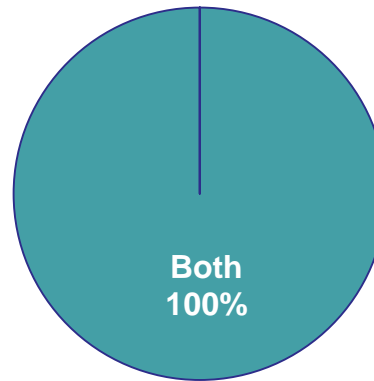
Respondents' Average Weekly Hours Worked, By Season



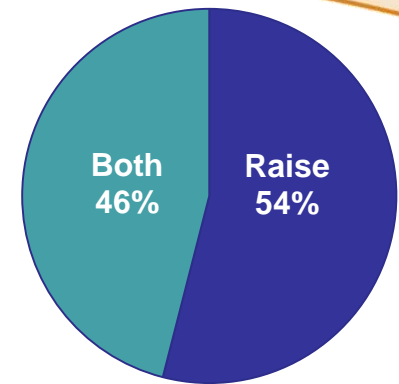
Did You Receive a Bonus and/or a Raise Last Year?



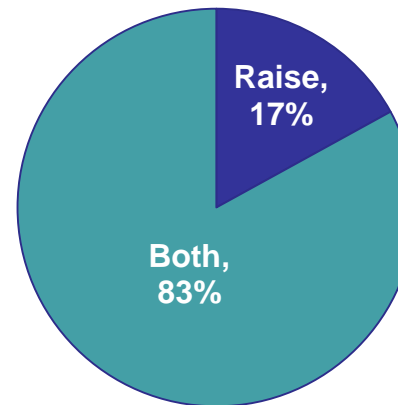
All Respondents



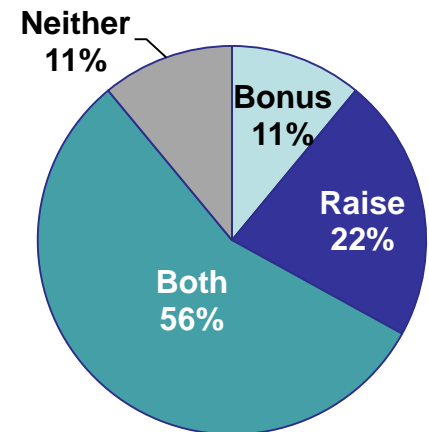
Director



Manager

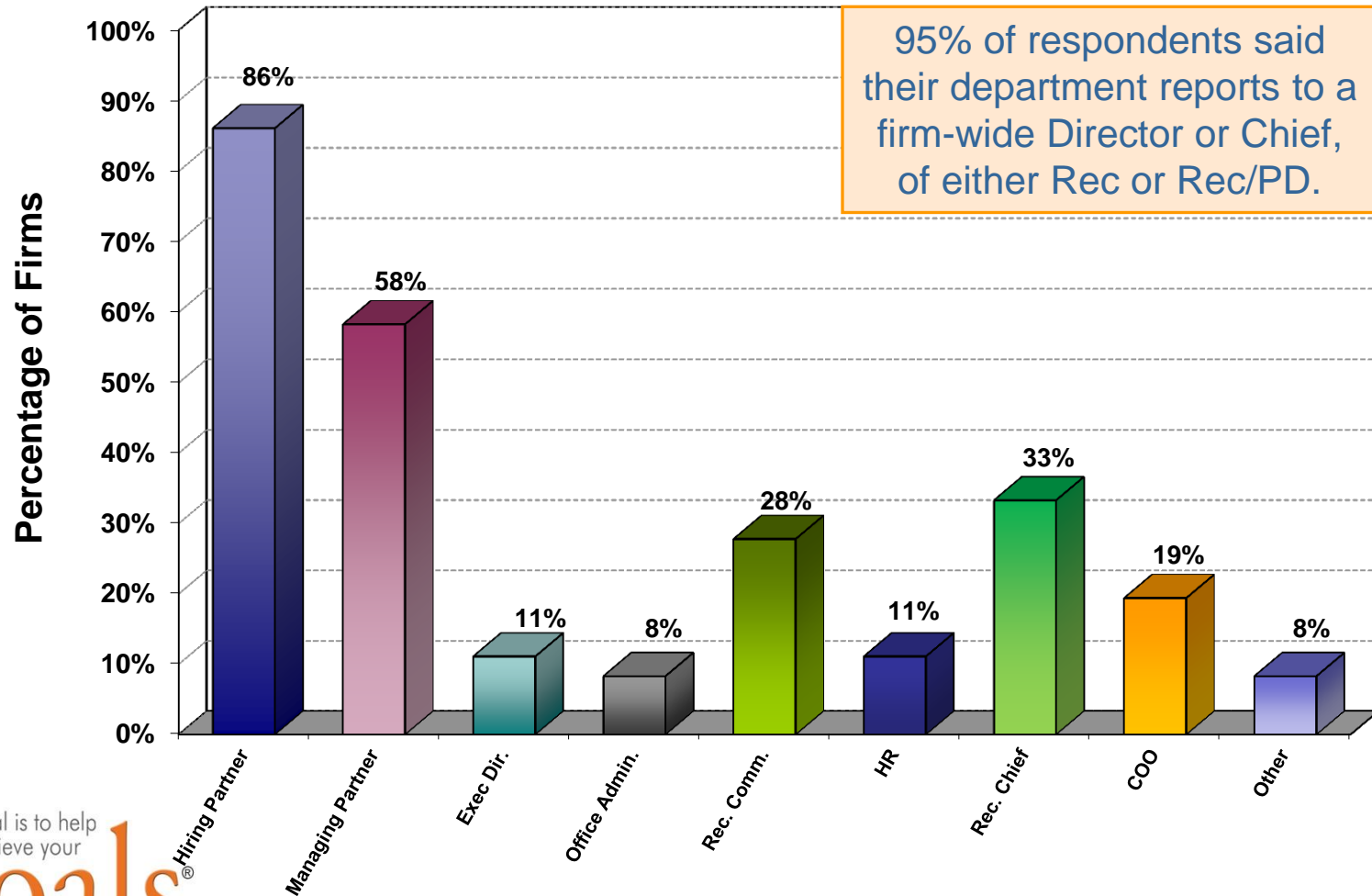


Coord. - Exempt



Coord. - OT

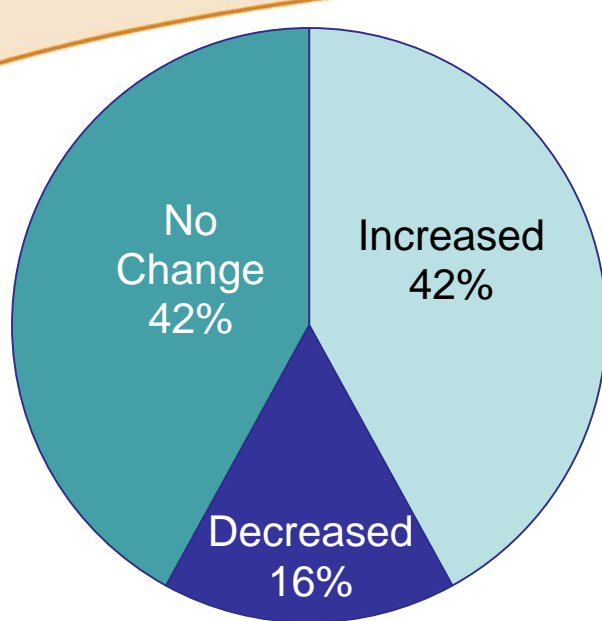
Reporting Structure: Who Does Recruiting Department Report To?



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goals

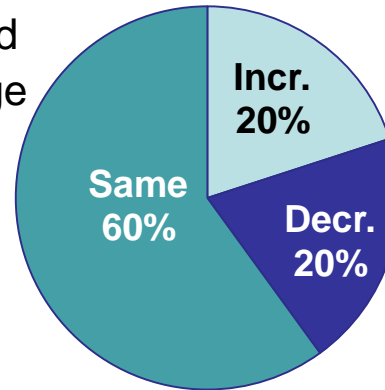
By Firm Size, has Your Department Increased in Size?



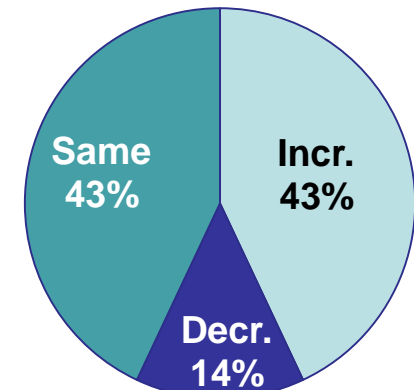
All Respondents

In 2014, 33% of respondents reported an increase in size and 8% a decrease in size

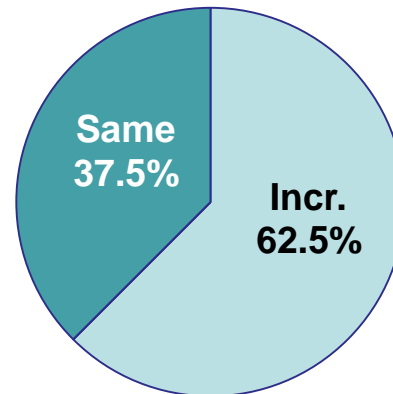
- Increased
- Decreased
- No Change



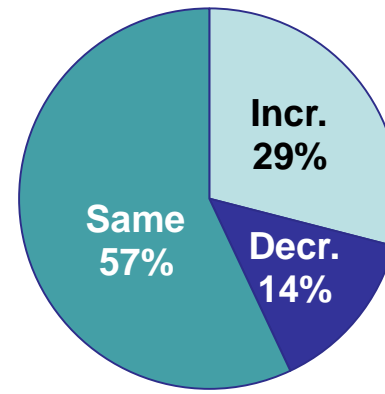
1 - 250



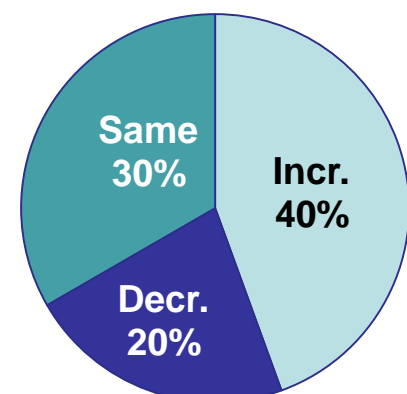
251-500



501-750

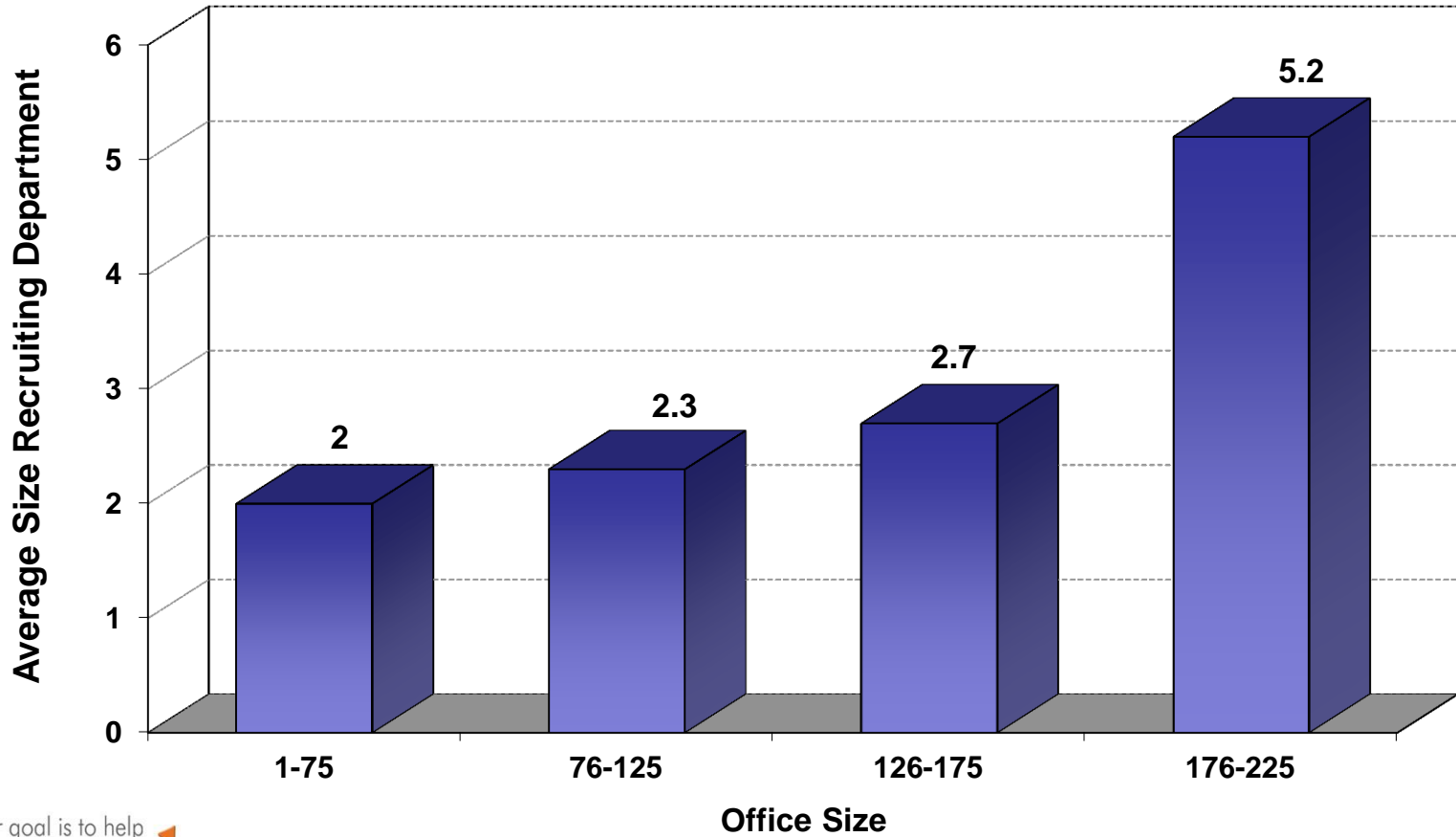


751-1000

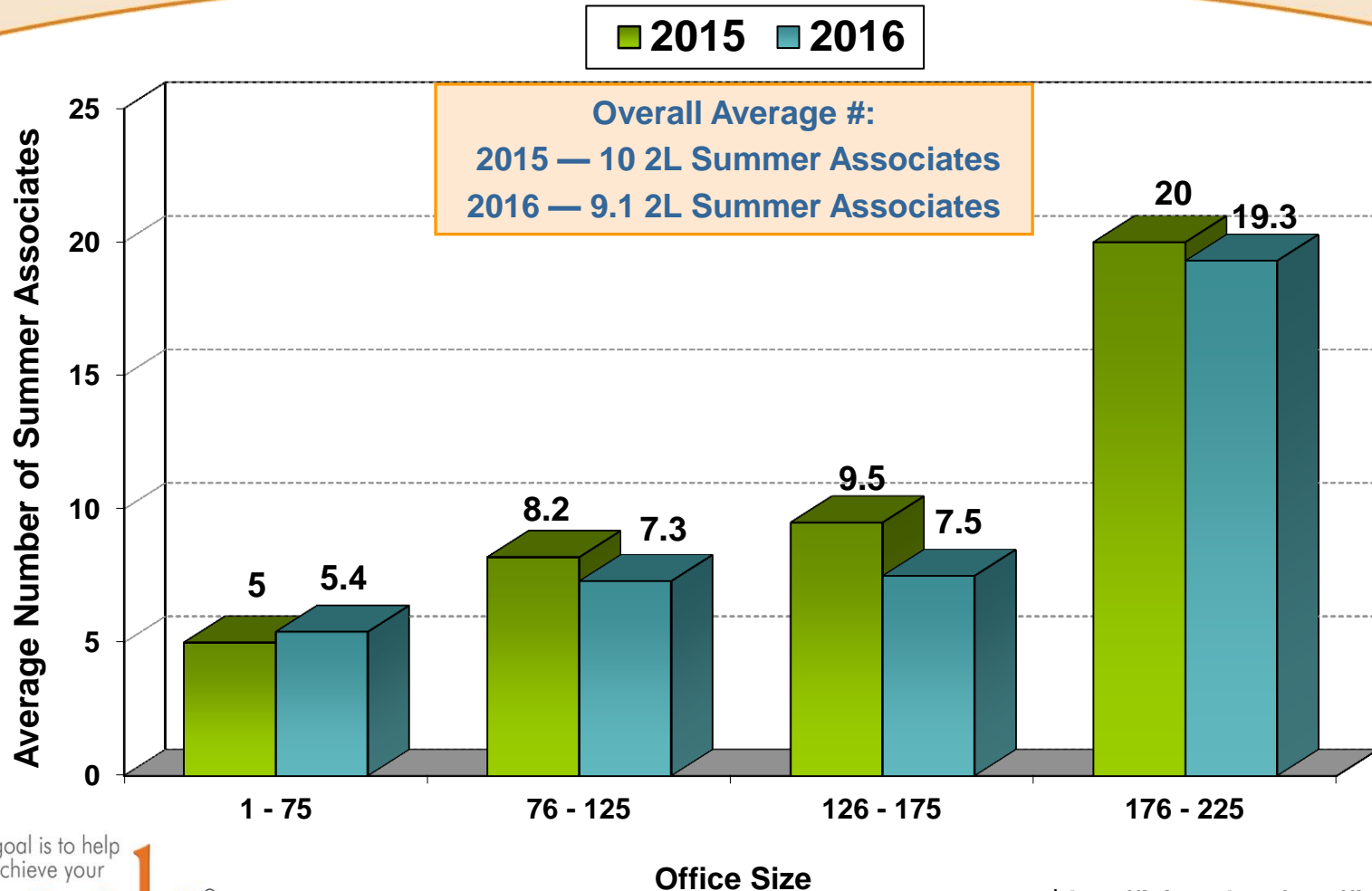


1000+

Office Size vs. Size of Office Recruiting Department

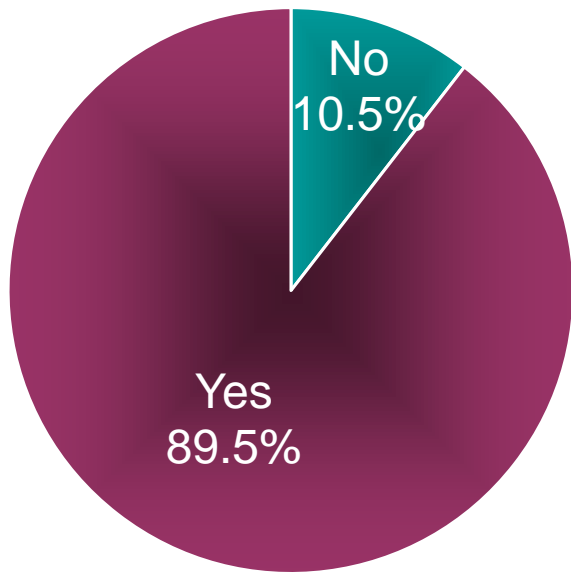


Size of Office vs. Size of 2L Summer Associate Class

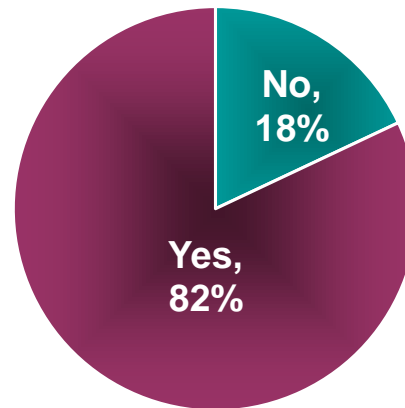


* Insufficient data for office size 226+

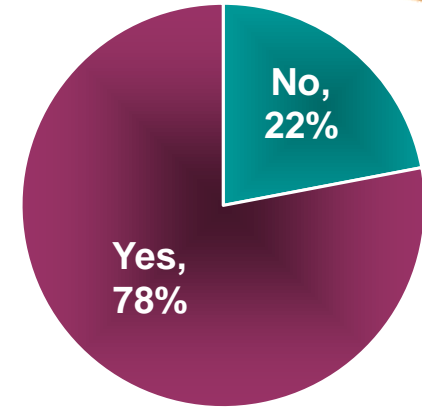
Do you have 1L Summer Associates? (by Office Size)



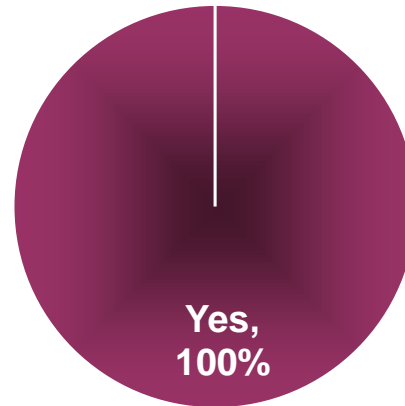
All Respondents



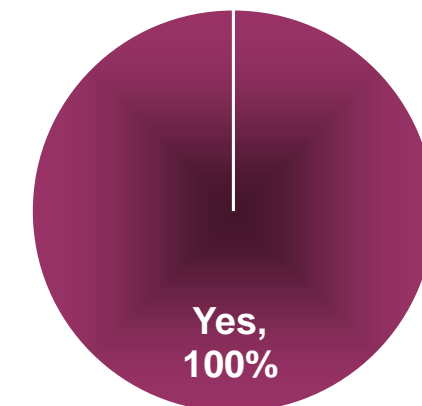
1 - 75



76 - 125

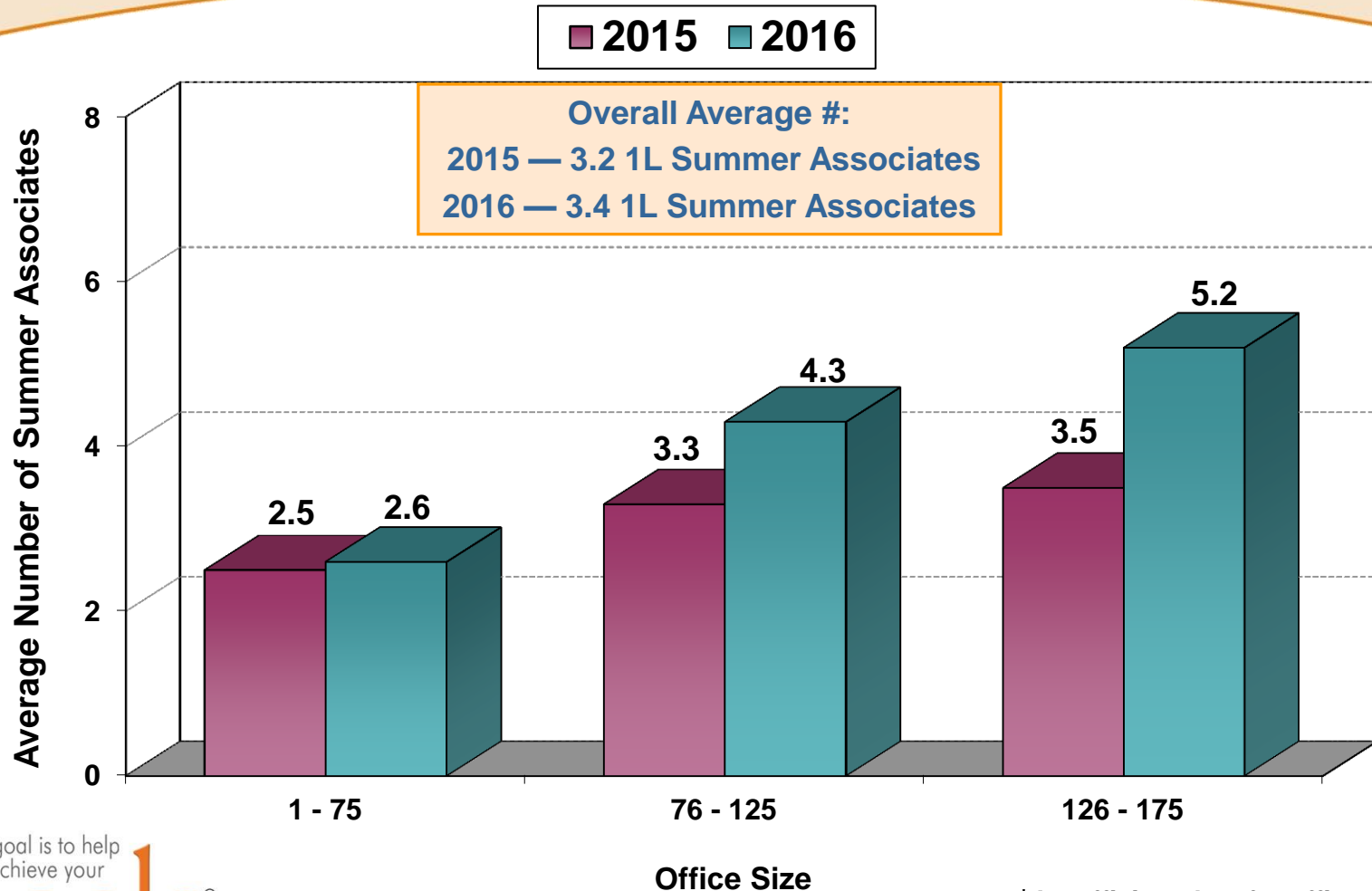


126 - 175



176 - 225

Size of Office vs. Size of 1L Summer Associate Class



* Insufficient data for office sizes 176+

Benefits Received

- 100% - 401K
- 78% - Laptop computer
- 65% - Periodic work from home
- 64% - Mileage reimbursement
- 62% - PDA or Smartphone
- 62% - Flexible Spending
- 43% - Health club discount
- 38% - Back-up day care
- 35% - Free parking for employees
- 24% - Completely medical coverage (no employee contribution)

Benefits Received: Average Days Paid Time Off (PTO)

PTO: Includes Vacation, Sick and Personal Days

<u>Title:</u>	<u>Average</u>	<u>Median</u>	<u>Range</u>
Director:	23.5 days	23 days	20 – 30
Manager:	22.6 days	20 days	15 – 35
Coordinator – Exempt:	23.6 days	24.5 days	15 – 30
Coordinator – OT:	22.5 days	20 days	14 – 30

8% of respondents receive unlimited personal or sick days
49% of respondents provided maternity* leave data; with
an average leave of 11.3 weeks

* Insufficient data for
paternity leave results

Interesting Results

- 94.5% of you received a bonus, a raise, or both in 2011
- 42% of respondents said their departments increased in size over the last 2 years, while 16% have decreased.
 - The decreases mainly came from firm sizes 1-250 and 1000+
 - NO respondents from firm size 500-750 reported a decrease in department size
- 45% have been promoted with a title change at their current firm
- 62.5% of you attended the NALP Annual Education conference (or do on a rotating schedule)

32% of you have been with your current Firm for 5+ years

37% of you have joined legal recruiting in the last 3 years

45% of you joined your current firm in the past 3 years

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