

ALRA Industry Survey 2017

By Eva Wisnik

October 2017



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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 21 years, she has worked with over 100 law firms, including 74 of the AmLaw 100. Eva has placed over 600 Recruiting, Marketing and BD professionals into law firms nationwide, and 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

25 Respondents' Salary and Industry Information

■ By Position

- Director: 2
- Manager*: 12
- Sr. Coordinator: 2
- Coordinator: 6
- Assistant: 3

■ By Firm Size

- 1-250: 6
- 251-500: 3
- 501-750: 5
- 751-1000: 4
- 1000+: 7

NOTE: Due to the number of Director and Assistant responses, we were able to conduct only a limited analysis of these categories

* One Sr. Manager respondent was re-categorized as a Manager

Interesting Results

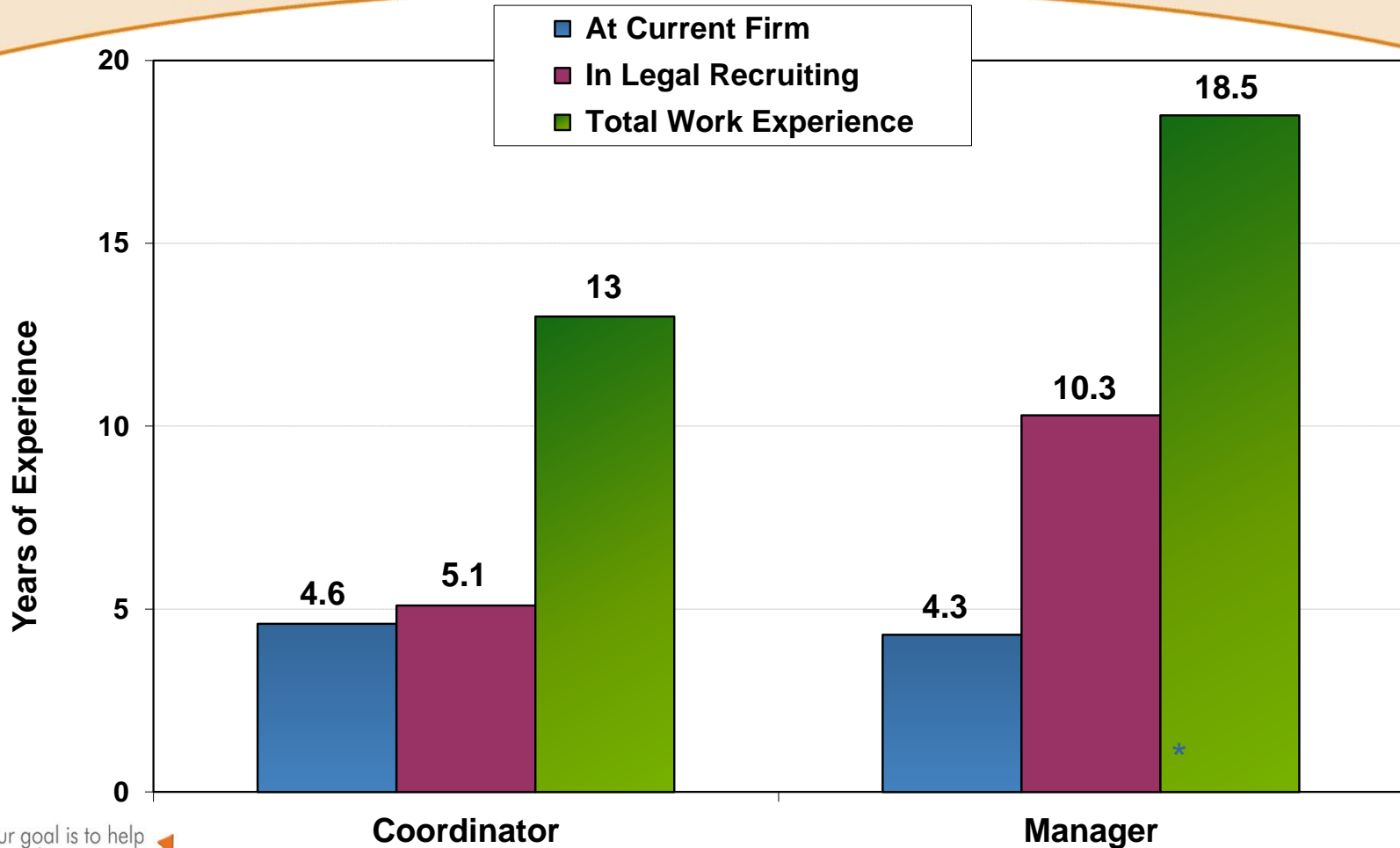
- 96% of you received a bonus, a raise, or both in 2016
- 36% of respondents said their departments have increased in size over the last 2 years, while 20% have decreased
- 32% of you have been promoted with a title change at your current firm in the past 2 years
- 55% of you attended the NALP Annual Education conference yourself or on a rotational basis within your department
- 20% of respondents have a graduate degree (J.D. or Masters)

36% of you have been with your current Firm for 4.5+ years

32% of you have joined legal recruiting in the last 3 years

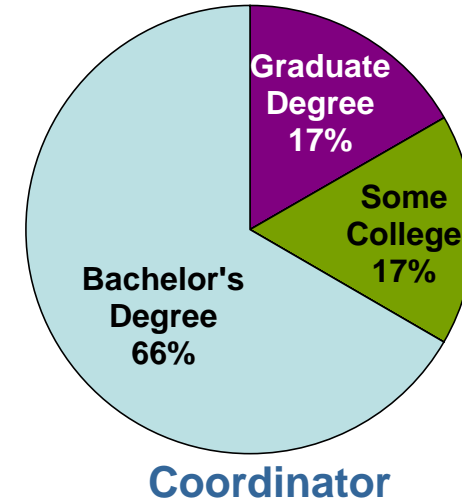
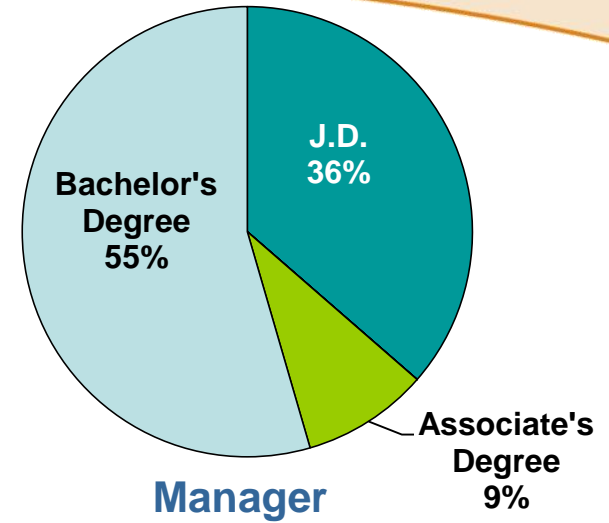
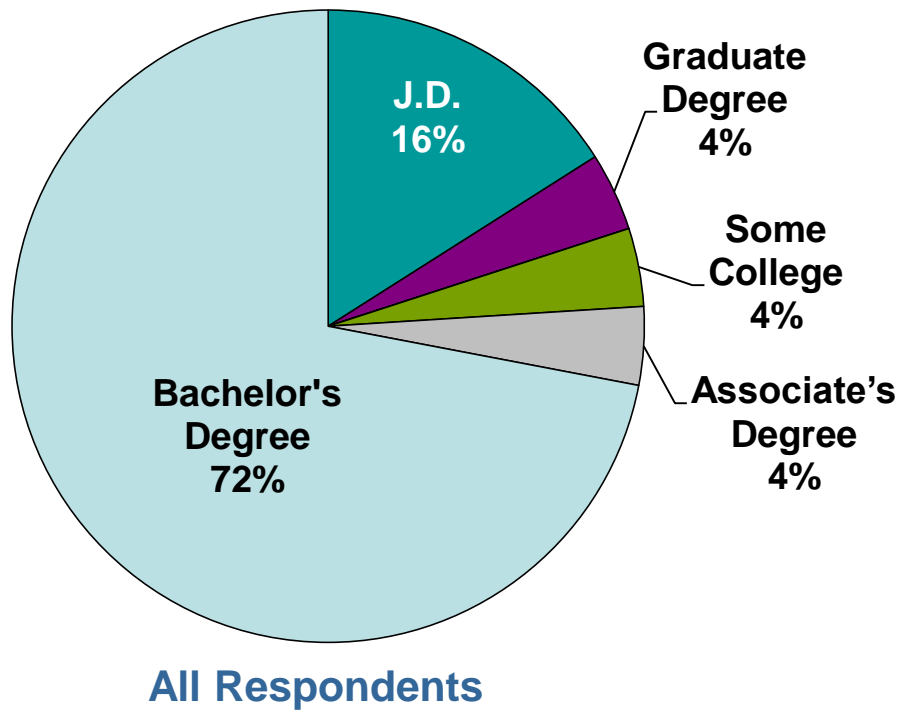
Profile of ALRA Professionals

Average Years of Experience



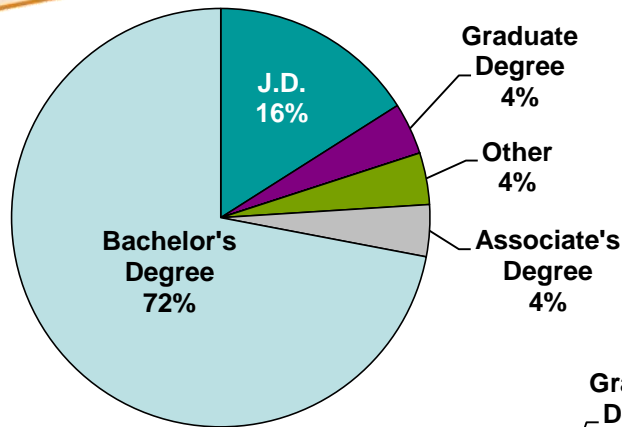
* Insufficient number of responses to provide Director and Assistant data

Highest Degree of Education, by Title

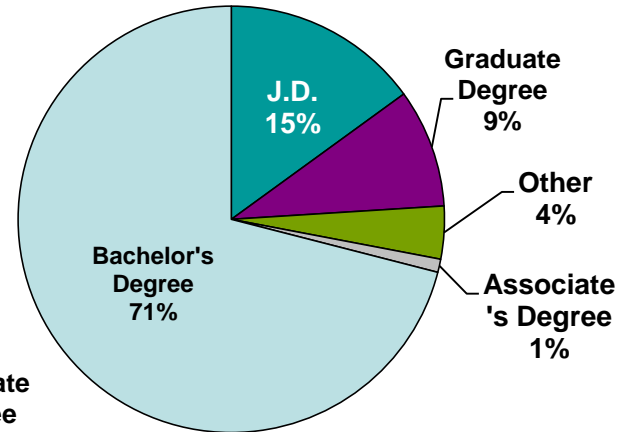


* Insufficient number of responses to provide Director and Assistant data

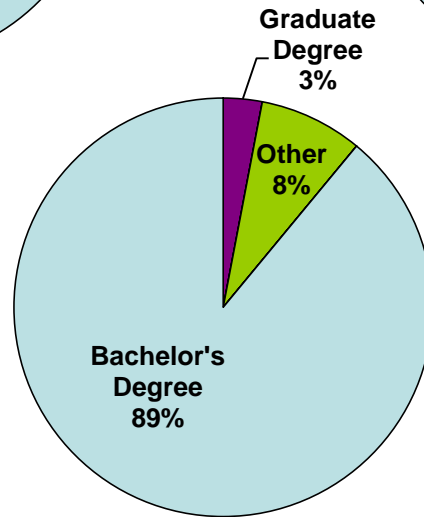
Highest Degree of Education, City Comparison



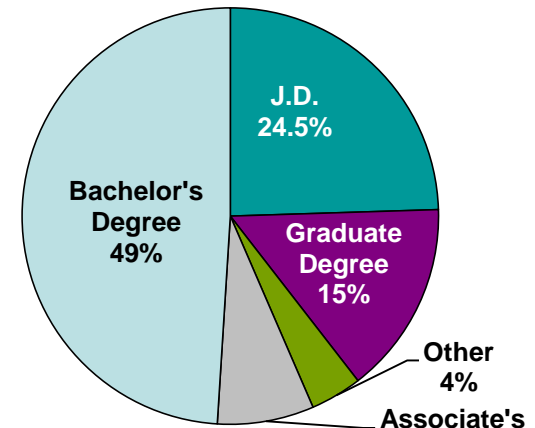
Atlanta



Chicago

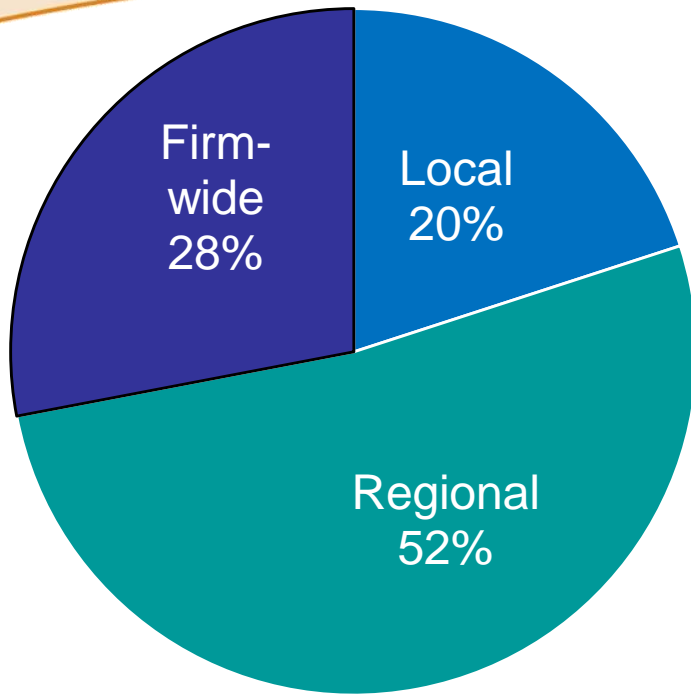


Dallas

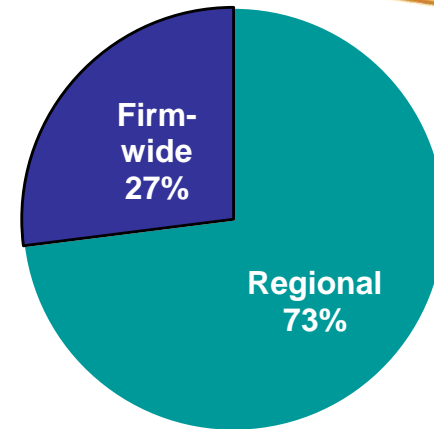


Philadelphia

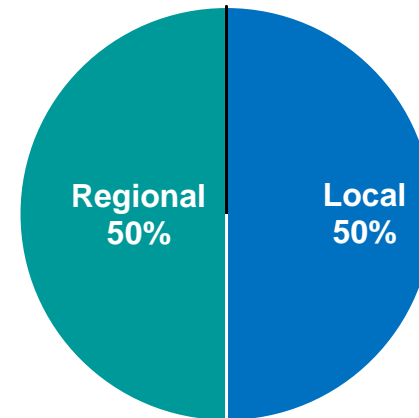
Is Your Position: Local, Regional, or Firm-wide?



All Respondents



Manager



Coordinator

* Insufficient number of responses to provide Director and Assistant data

Salary Trends

Average Salaries by Title

<u>Title (# responses)</u>	<u>Average Salary</u>
Director (2):	*
Manager (12):	\$97,742
Sr. Coord/ Exempt Coordinator (4)**:	\$64,625
Coordinator (3) – OT eligible:	\$50,333
Assistant (3) – OT eligible:	\$49,333

* Insufficient number of responses

** Due to similarity of salary numbers, Sr Coordinators and Coordinators are combined on salary slides.

NOTE: Based on consistency of salary numbers within specific titles, average salary number is provided with only 3 or 4 respondents. All salary numbers are base salary without overtime.

Average Salaries for Managers

<u>Title (# responses)</u>	<u>Avg. Salary</u>	<u>Median</u>	<u>25% - 75% Range</u>	<u>Avg. Bonus</u>	<u>Avg. Raise</u>
Manager (12):	\$97,742	\$95,000	\$90,000 - \$106,000	\$3,740	5.3%

Average Salaries by City: 2017 Atlanta 2016: Chicago, Dallas, Philadelphia

Average Salary

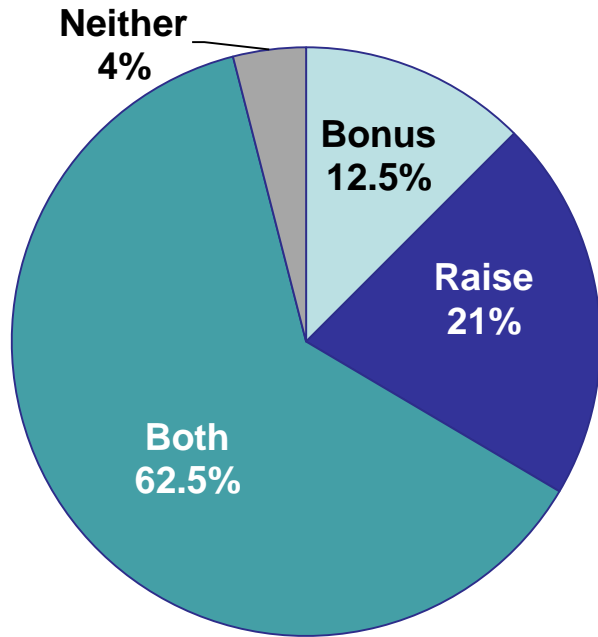
<u>Title</u>	<u>Atlanta</u>	<u>Chicago</u>	<u>Dallas</u>	<u>Philadelphia</u>
Director:	*	\$169,301	\$127,580	\$151,167
Manager:	\$97,742	\$99,648	\$86,154	\$102,000
Sr Coord/ Exempt Coord:	\$64,625	*	\$64,770	*
Coordinator – OT Eligible:	\$50,333	\$55,559	\$49,133	\$58,426
Assistant – OT Eligible:	\$49,333	\$48,106	*	*

* Insufficient number of responses
NOTE: All salary data is base salary without OT

Industry Findings

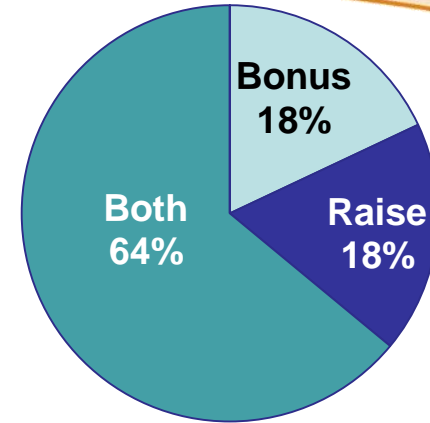
* For the comparisons with other cities, Atlanta is based off of 2017 data; all other cities are based off of 2016 salary survey data

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

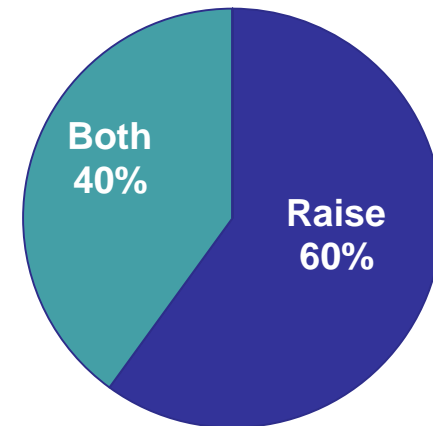


All Respondents

- Bonus
- Raise
- Both



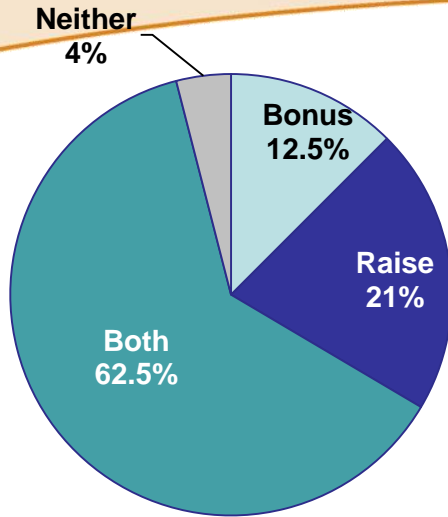
Manager



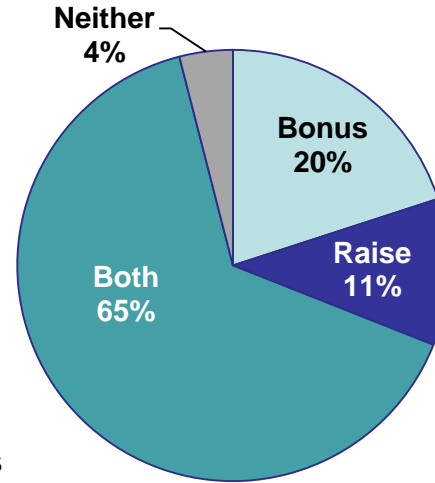
Coordinator

* Insufficient number of responses to provide Director and Assistant data

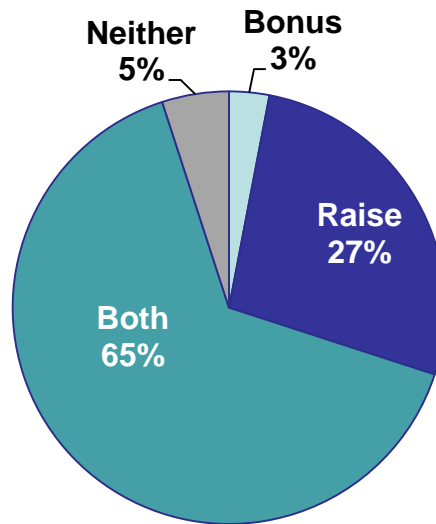
Bonus and/or Raise Last Year – City Comparison



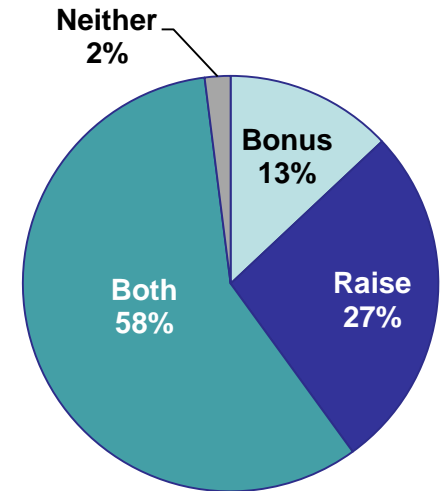
Atlanta



Chicago

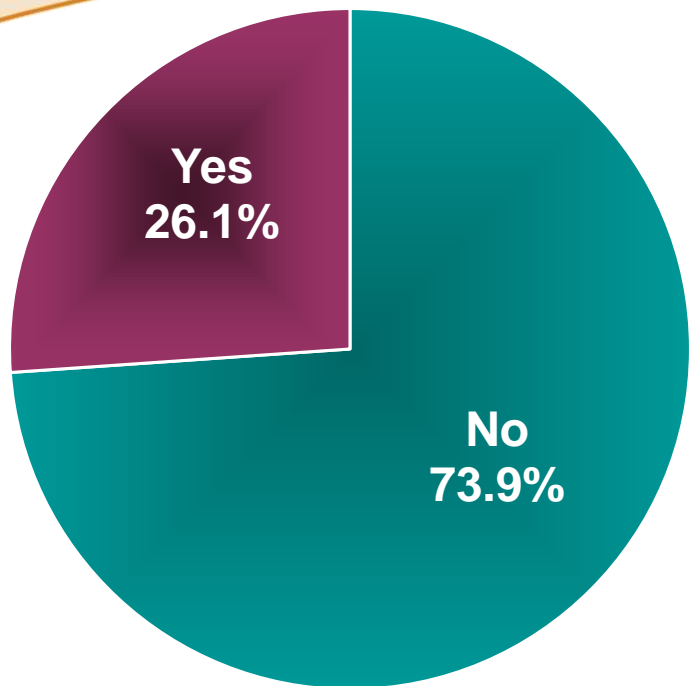


Dallas



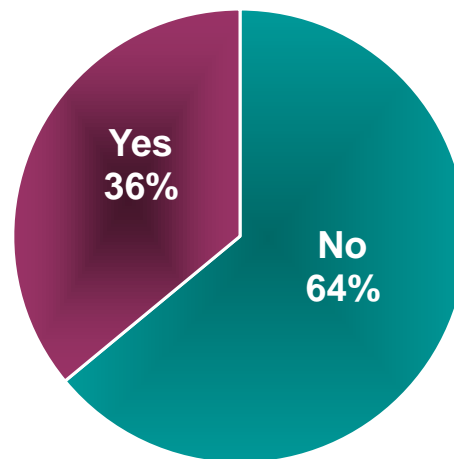
Philadelphia

Are You Satisfied With Your Current Compensation?

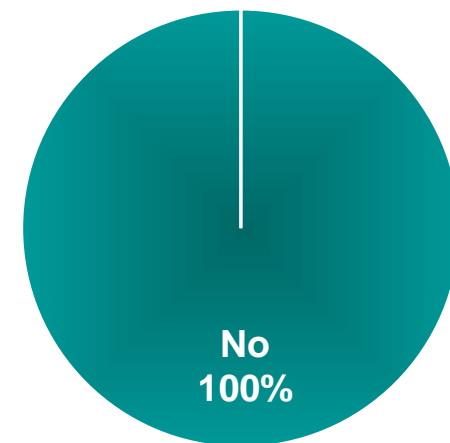


All Respondents

In 2013, 45% of total respondents were happy with their compensation, including 57% of Managers and 57% of Coordinators



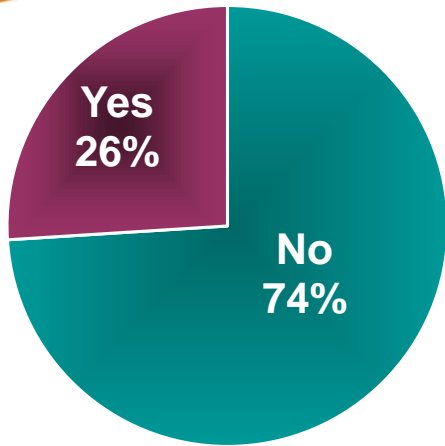
Manager



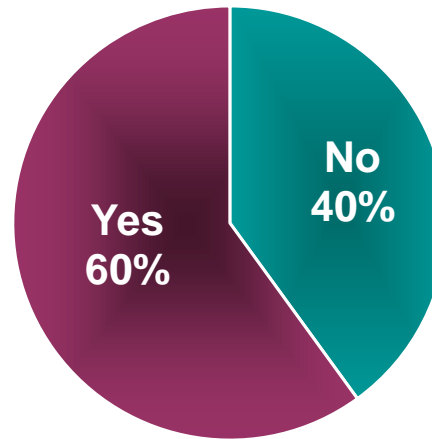
Coordinator

* Insufficient number of responses to provide Director and Assistant data

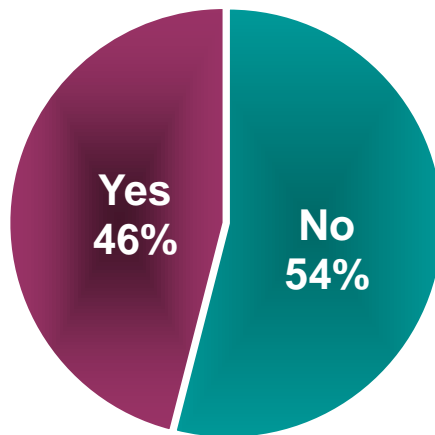
Compensation Satisfaction – Comparison by City



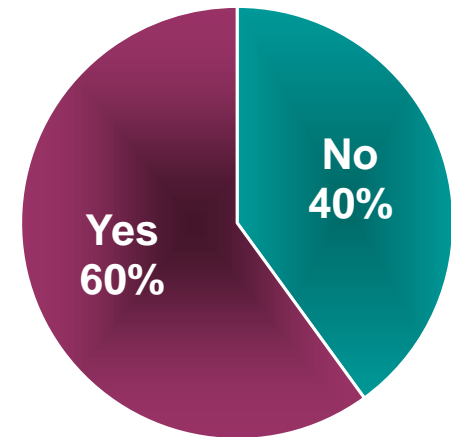
Atlanta



Chicago

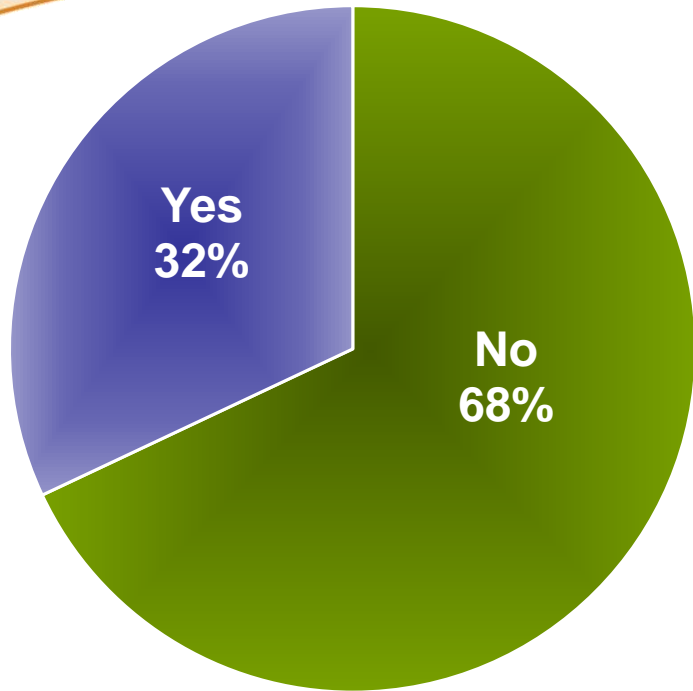


Dallas



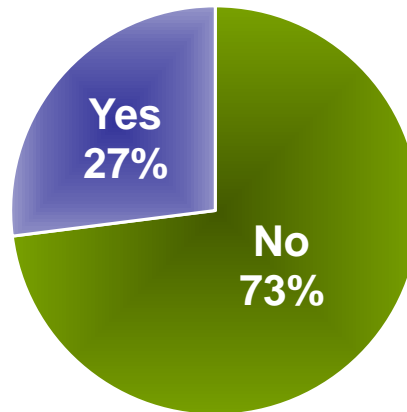
Philadelphia

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

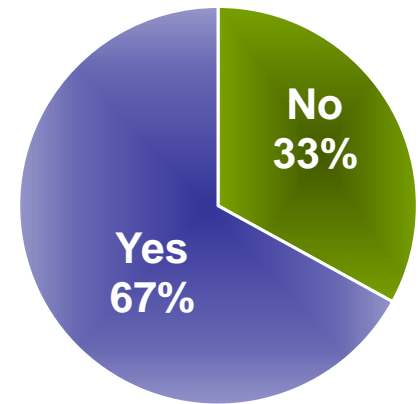


All Respondents

In 2013, 65% of total respondents had been promoted at their current firm in the last 2 years, including 78% of Managers and 63% of Coordinators



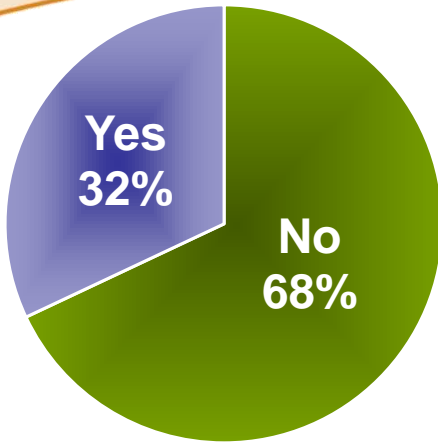
Manager



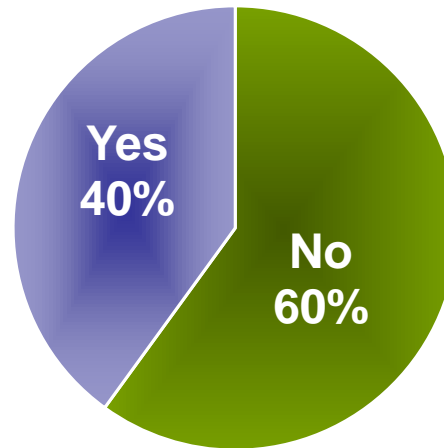
Coordinator

* Insufficient number of responses to provide Director and Assistant data

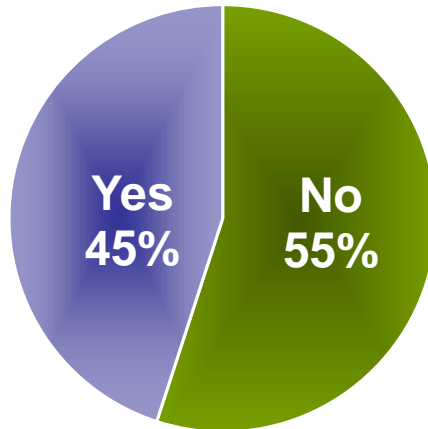
Promoted with a Title Change – Comparison by City



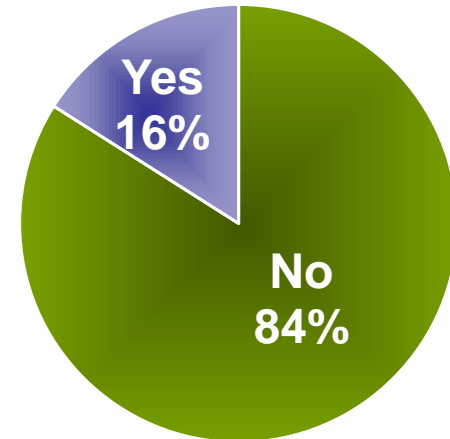
Atlanta



Chicago



Dallas



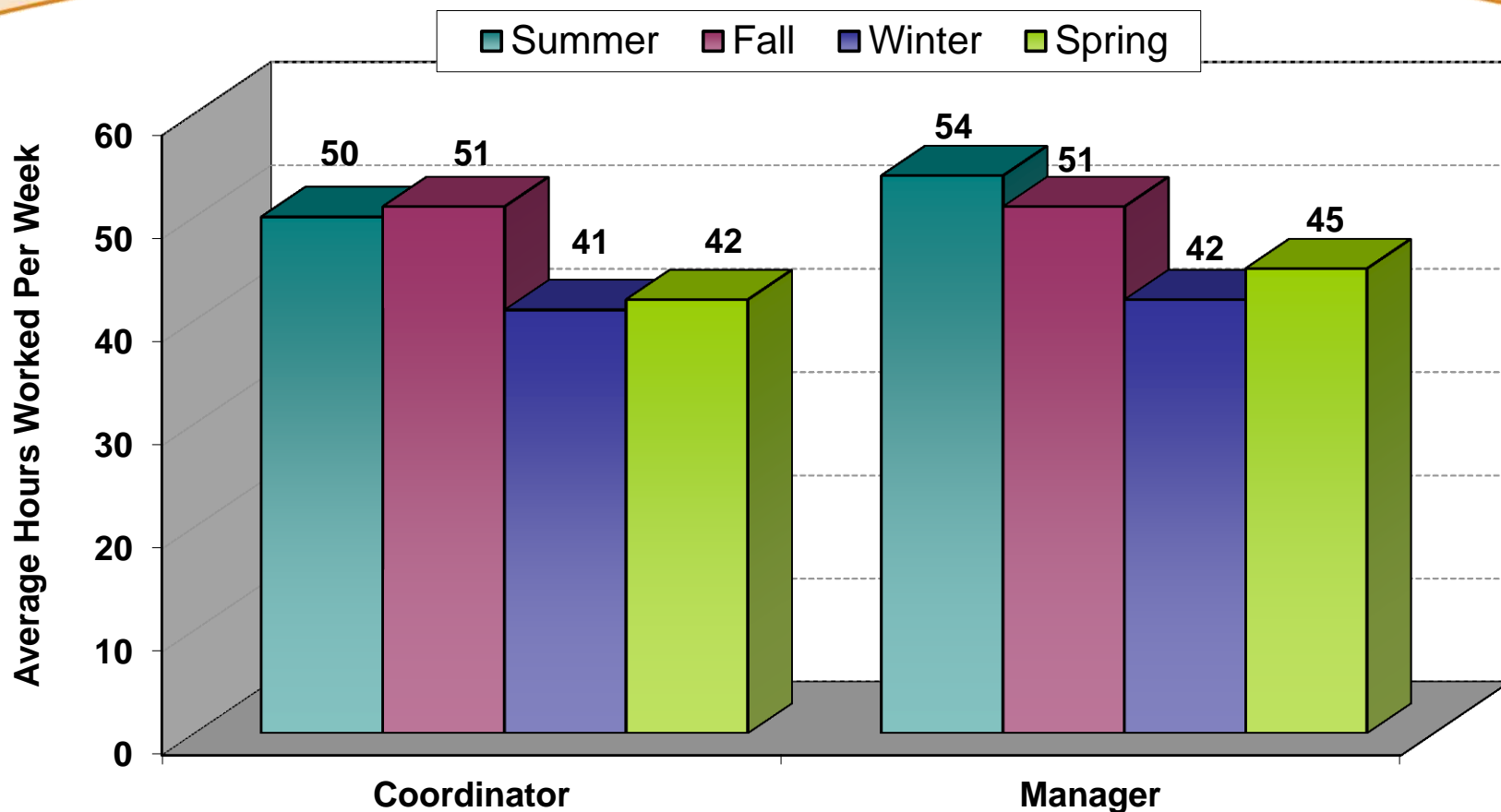
Philadelphia

Summary of Average Weekly Hours Worked, by Position

- **All Respondents: 47 hours/week**
- **Managers: 47.8 hours/week**
- **Coordinators: 45.9 hours/week**

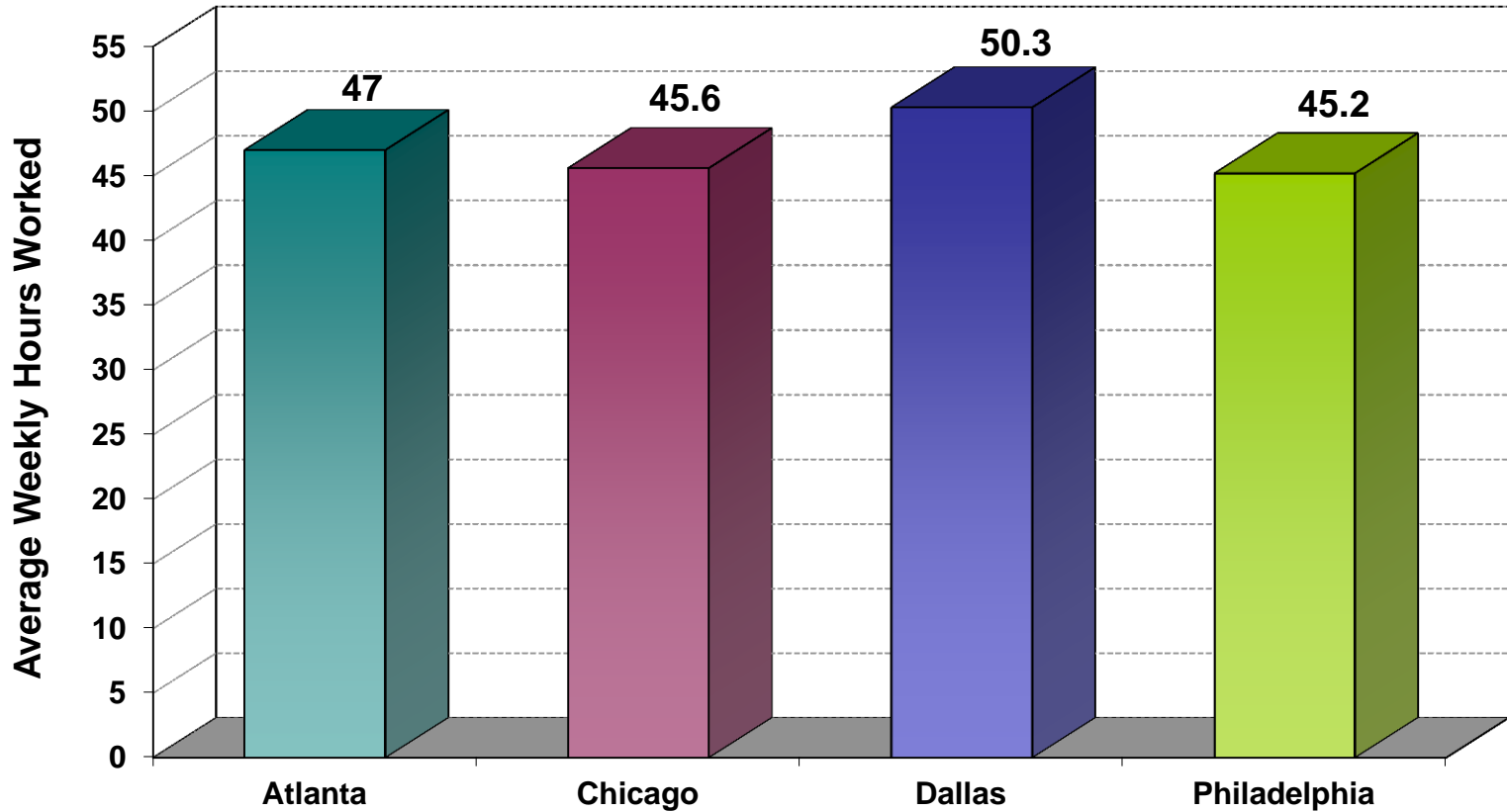
* **Insufficient number of responses to provide Director and Assistant data**

Average Weekly Hours Worked, By Season

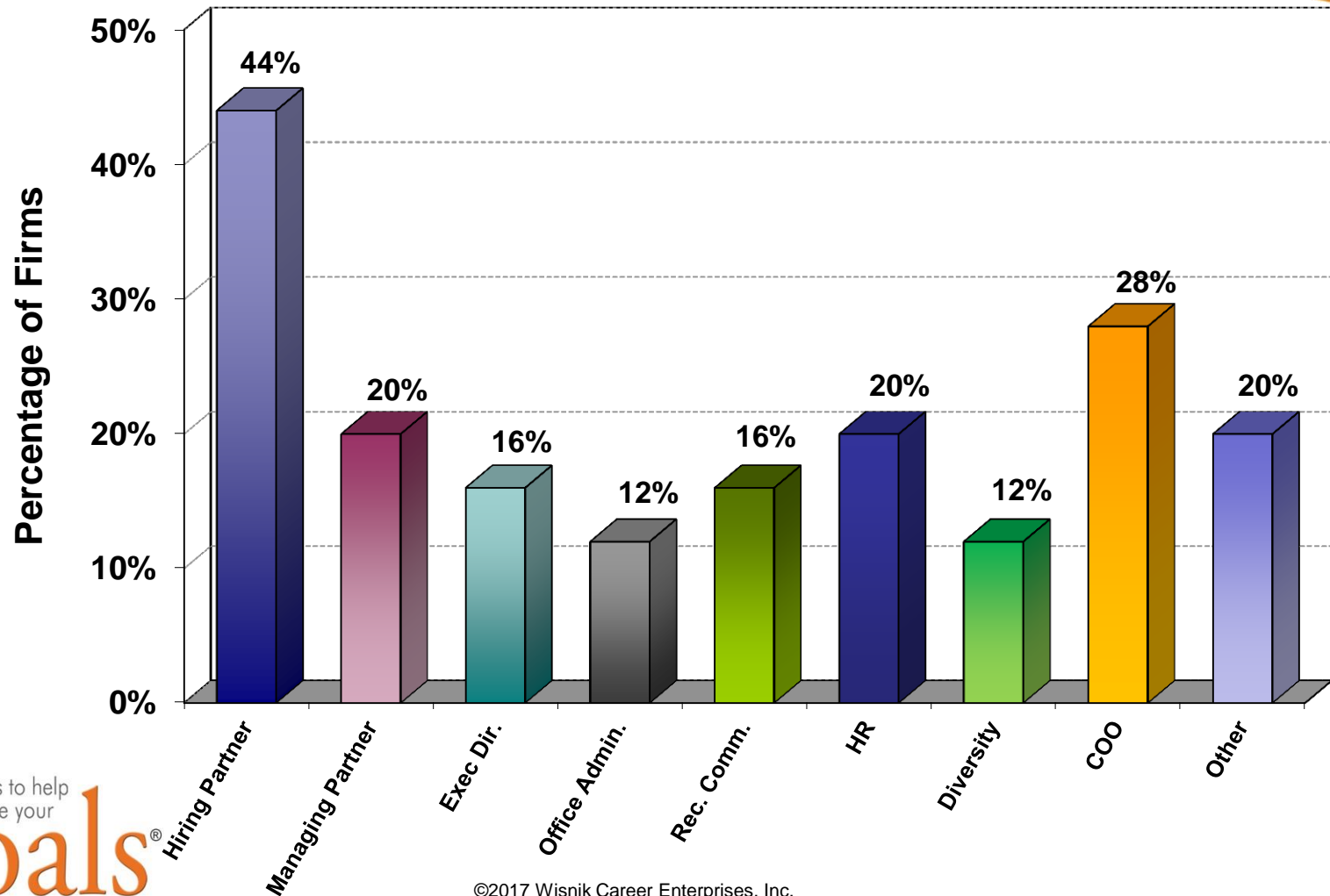


* Insufficient number of responses to provide Director and Assistant data

City Comparison: Average Weekly Hours Worked



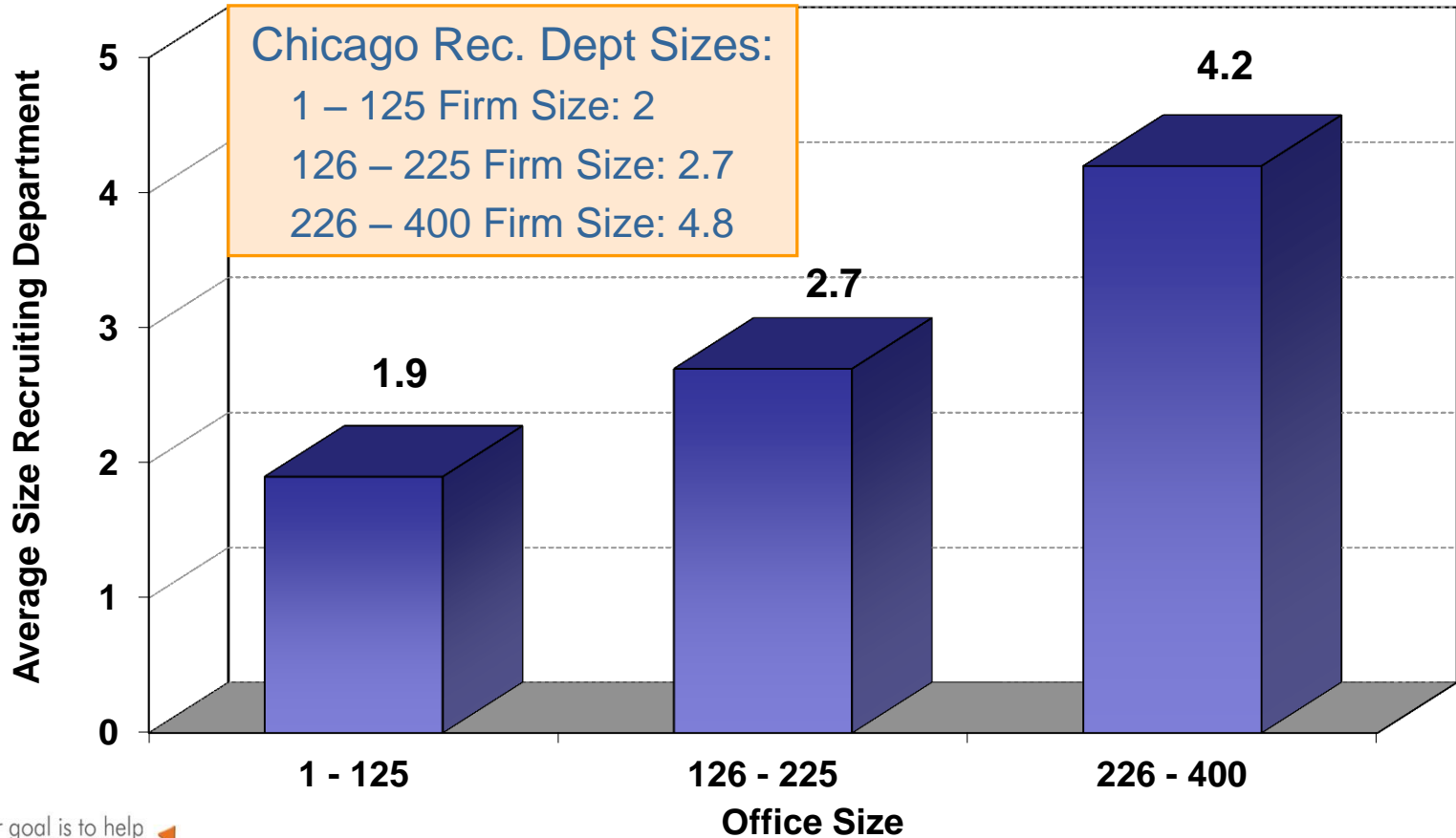
Reporting Structure: Who Does Recruiting Department Report To?



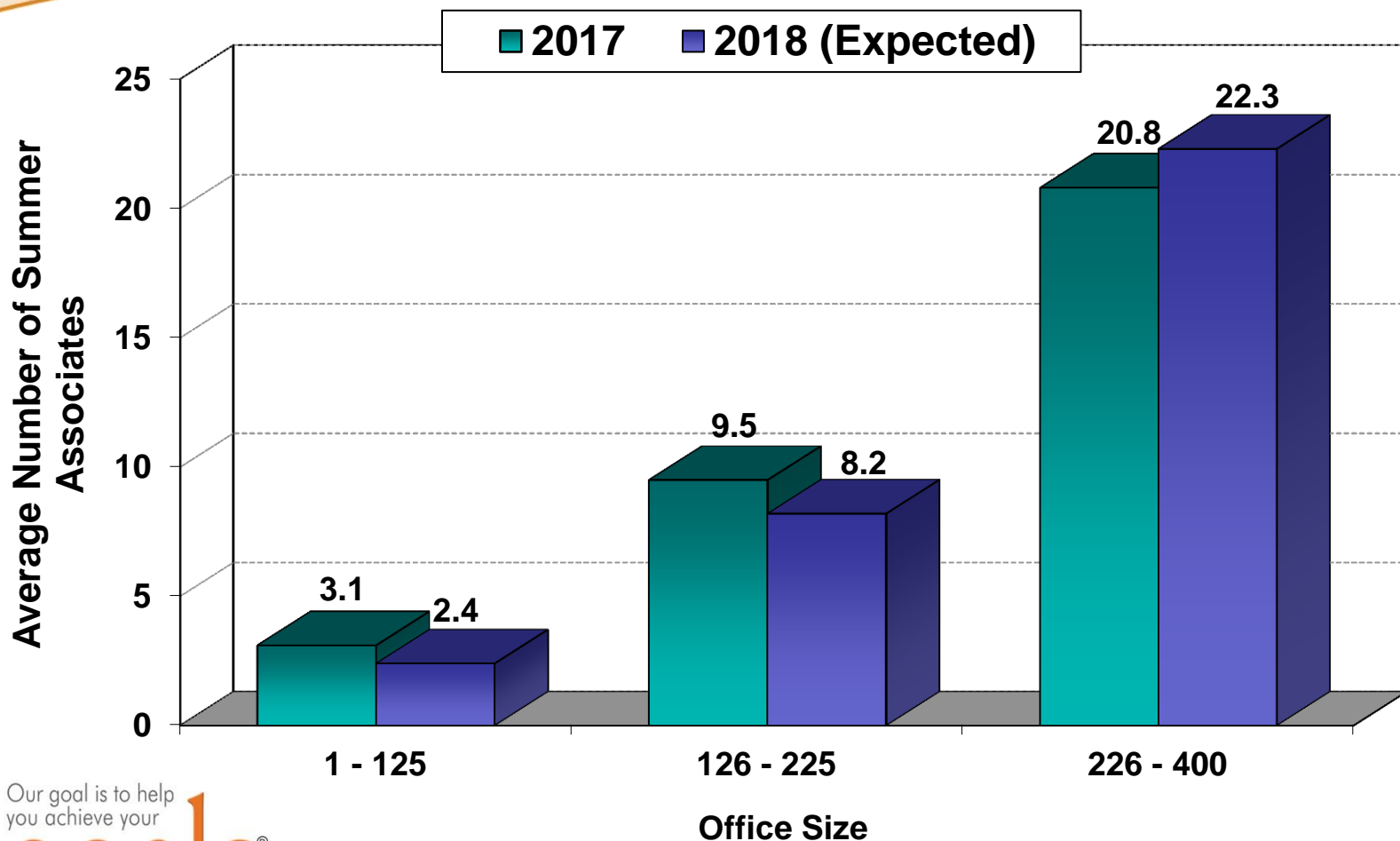
Our goal is to help
you achieve your

goals®

Size of Atlanta Office vs. Size of Atlanta Recruiting Department



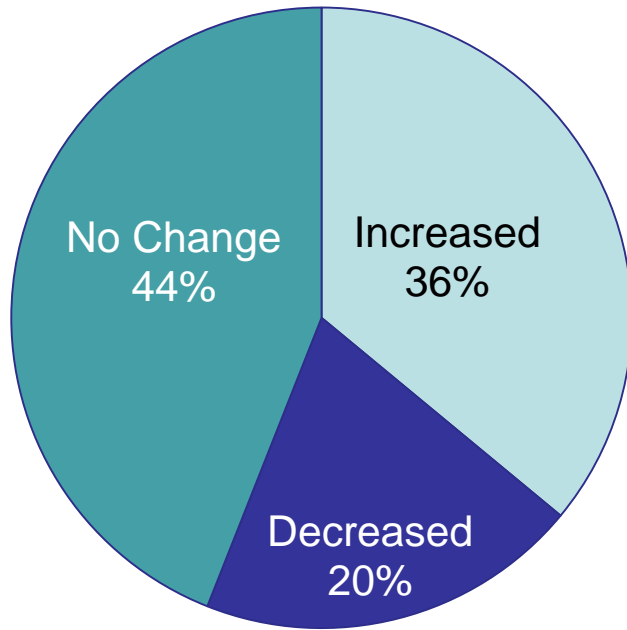
Size of Atlanta Office vs. Size of Atlanta Summer Associate Class



Our goal is to help
you achieve your

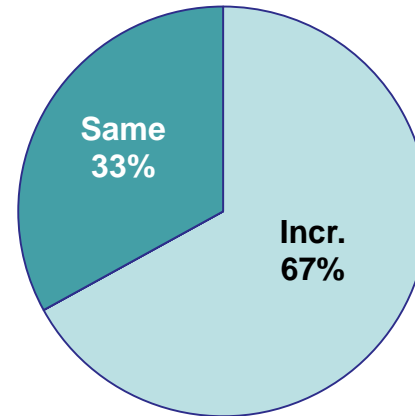
goals[®]

By Firm Size, has Your Department Increased in Size?

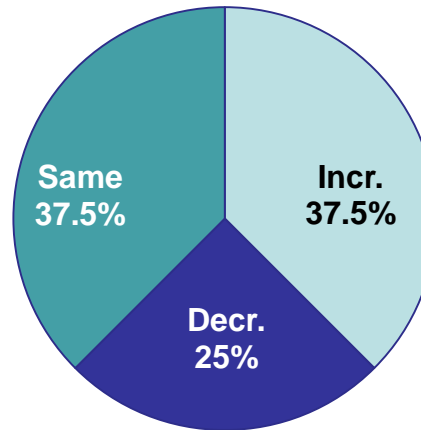


All Respondents

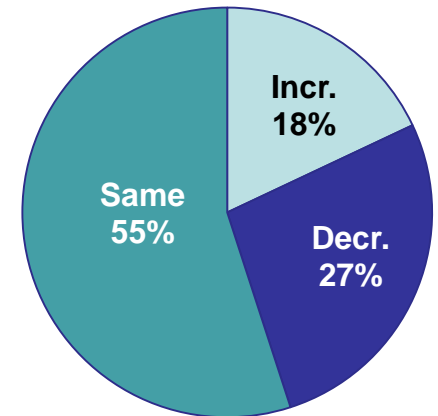
- Increased
- Decreased
- No Change



1 - 250



251-750



751+

Benefits Received: Average Days Paid Time Off (PTO)

Paid Time Off:
Includes Vacation, Sick and Personal Days

<u>Title</u>	<u>Average</u>	<u>Median</u>	<u>Range</u>	<u>Average Used</u>
Director:	*	*	*	*
Manager:	19.7 days	20 days	15 – 27	13.8
Coordinator:	18.3 days	20 days	15 – 20	15.7
Assistant:	*	*	*	*
Overall Total:	19.9 days	20 days	15 – 30	16.8

13% of respondents receive unlimited personal or sick days

* Insufficient number of responses

Your Responsibilities

Top Responsibilities by Position

16% of all respondents spend more than 50% of their time on PD

■ Manager Responsibilities

- Lateral associate recruiting
- Managing the recruiting staff
- Managing diversity programs
- Plan and manage OCI programs (calendar, programs and events, candidate follow-up)
- Plan and manage summer associate program (work assignments, evaluation process, offers)

Top Responsibilities by Position

■ Coordinator/Sr. Coord. Responsibilities

- Plan OCI events and interview schedules
- Coordinate summer associate training & orientation
- Plan summer associate events
- Coordinate end-of-summer evaluation for summer associates
- Organize travel and call-back interview schedule for candidates
- Conduct candidate correspondence & follow-up

■ Assistant

- Assist with planning OCI events and interview schedules
- Help organize summer associate orientation and events
- Coordinate summer associate evaluation process
- Prepare summer associate offer/decline letters
- Organize candidate & attorney travel and interview schedules

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