



2018 Law Firm Recruiting & PD Industry Snapshot



Wisnik Career Enterprises, Inc.
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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.

Dear Friends of Wisnik,

We wanted to share the combined findings from our 2018 Recruiting & PD surveys with you in this Wisnik Industry Snapshot. The following information is based on surveys sent to all levels of Legal Recruiting & PD professionals at top law firms across the nation in 2018. The results that follow were generated from 390 professionals in the Bay Area, DC, New York and Philadelphia.

Our goal in sharing this information with you is to offer benchmarks for where you 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, 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. As for the market, we have definitely seen a continued increase in new law firm Recruiting positions throughout the year and are hopeful that new opportunities will continue to grow. Best wished for a very happy and successful 2019 and please let us know if there is any way we can help you achieve your goals!

All the best,
Eva Wisnik

Biography



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 22 years, she has worked with over 120 law firms, including 86 of the AmLaw 100. Eva has placed over 800 Recruiting, PD and Marketing/BD professionals into law firms nation-wide, and has conducted over 625 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 50 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.

Table of Contents

Participant Response Breakdown

Slide 5

Summary of Interesting Survey Results

Slide 6

Profile of a Legal Recruiting Professional

Slide 7

Wisnik Salary Findings

Slide 12

Industry Findings

Slide 21

Salary Breakdown by City

Slide 27

Participant Response Breakdown

Total of 390 recruiting professionals' salary and industry information by:



Position

- Chief: 6
- Director: 43
- Senior Manager: 14
- Manager: 138
- Specialist/Analyst/
Sr. Coordinator: 51
- Coordinator: 88
- Assistant: 50



Location

- Bay Area: 80
- Washington, DC: 109
- New York: 155
- Philadelphia: 46



Firm Size*

- 1-250: 26
- 251-500: 54
- 501-750: 64
- 751-1,000: 81
- 1,001+: 43

***some respondents did not indicate firm size**

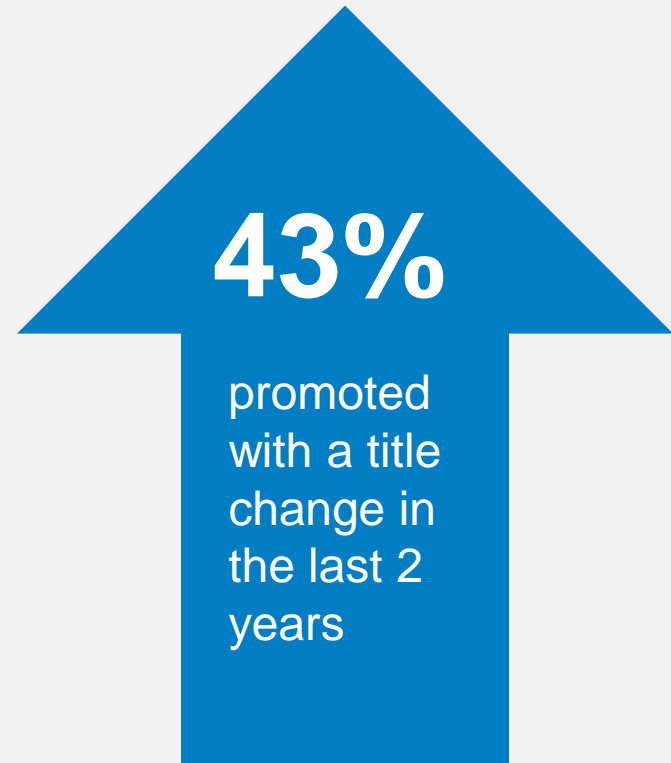
Summary of Interesting Survey Results

64% received a bonus
AND a raise last year

57% of you are satisfied with
your current compensation

40% of your departments grew in
size in the past two years

28% have a JD or graduate
degree

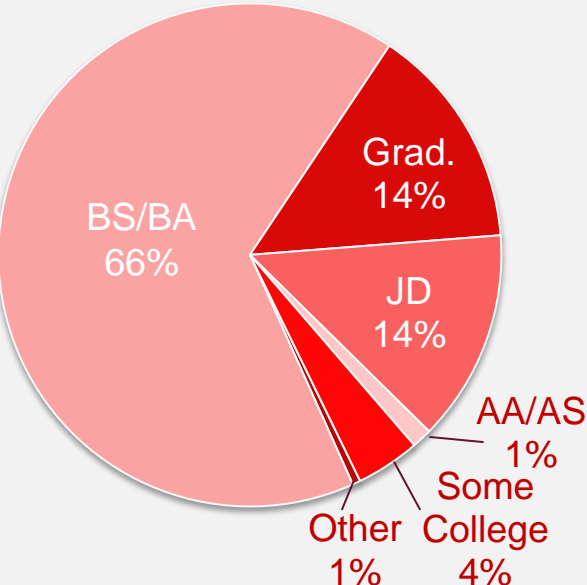


Profile of Legal Recruiting Professional

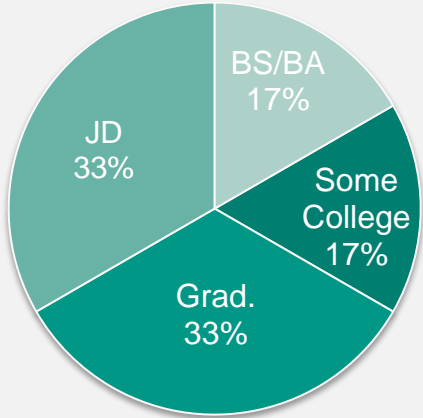


Highest Degree of Education by Job Title

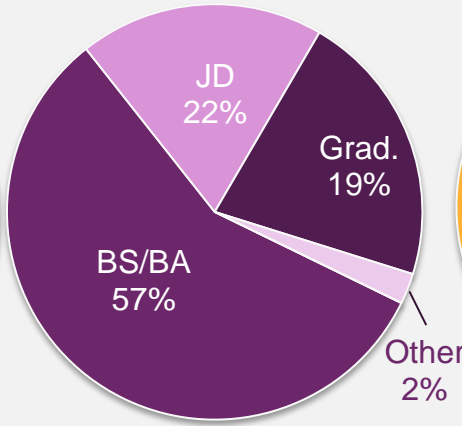
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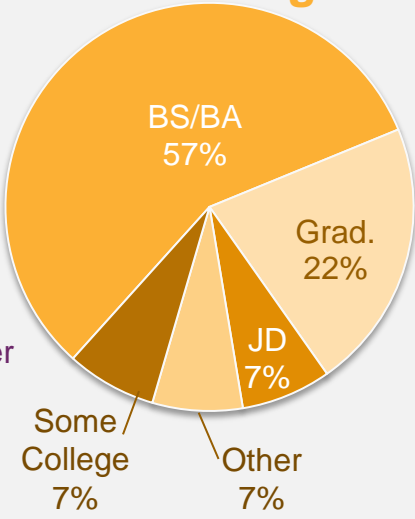
Chief



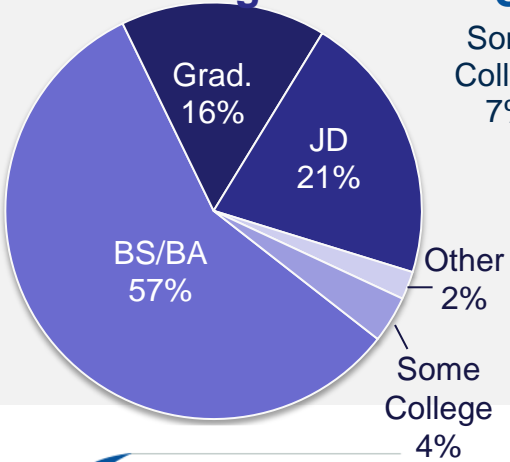
Director



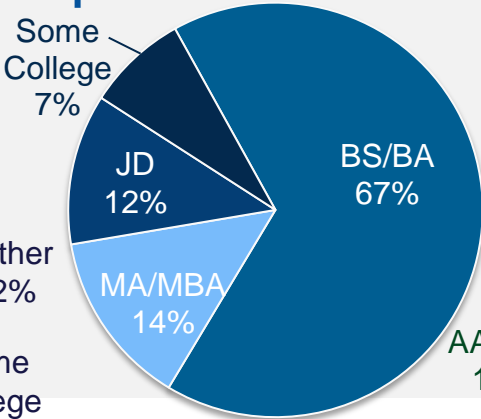
Sr. Manager



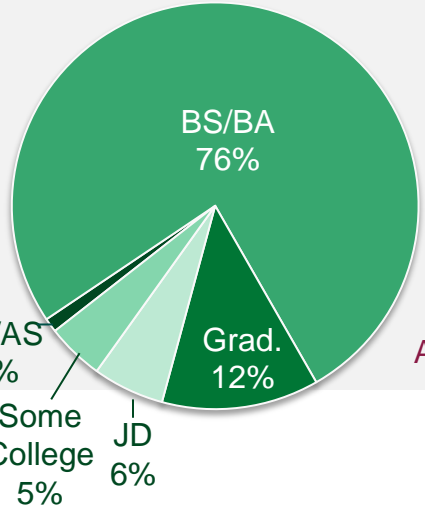
Manager



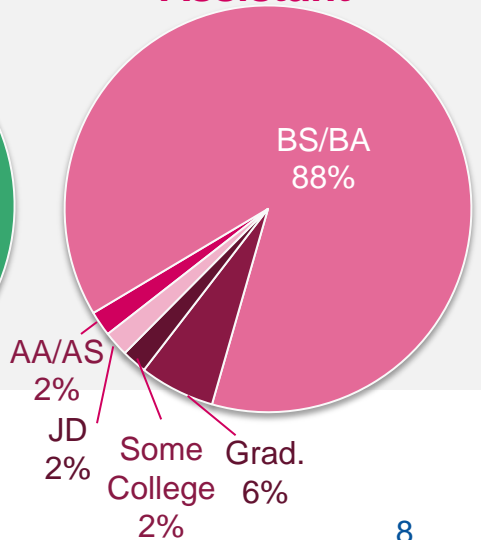
Specialist/Sr. Coordinator



Coordinator

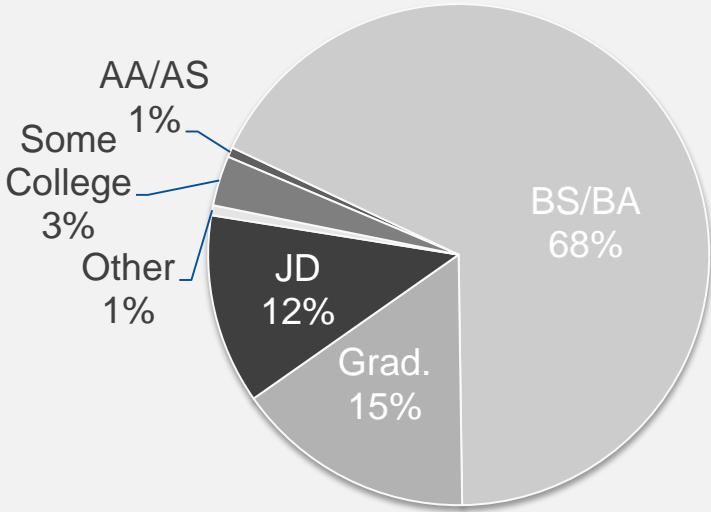


Assistant

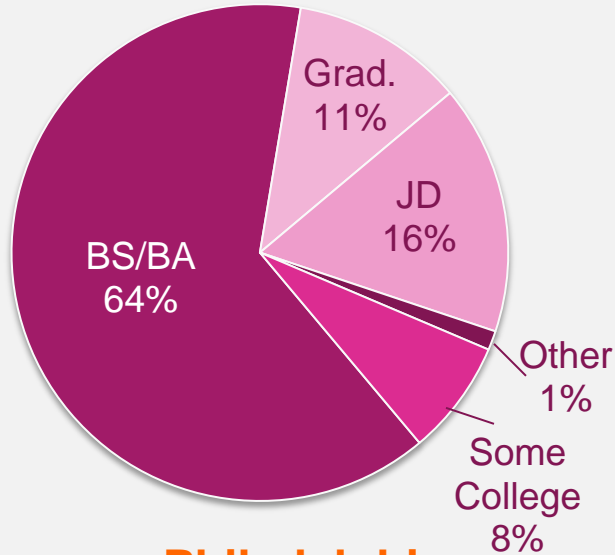


Highest Degree of Education, City Comparison

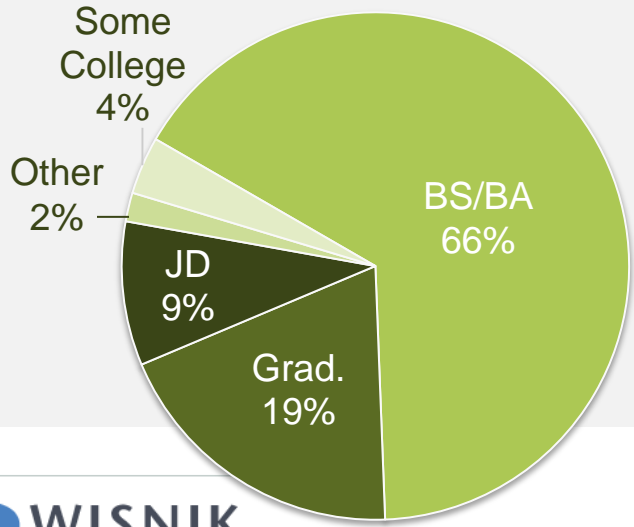
New York



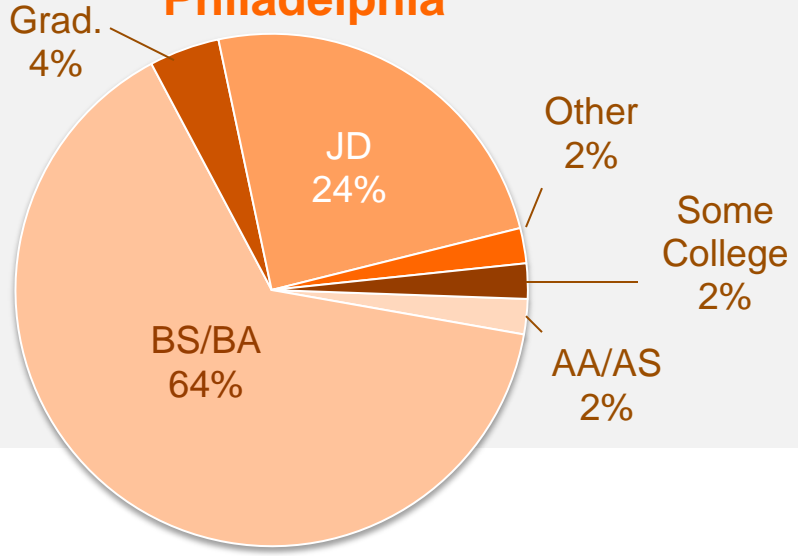
Bay Area



DC

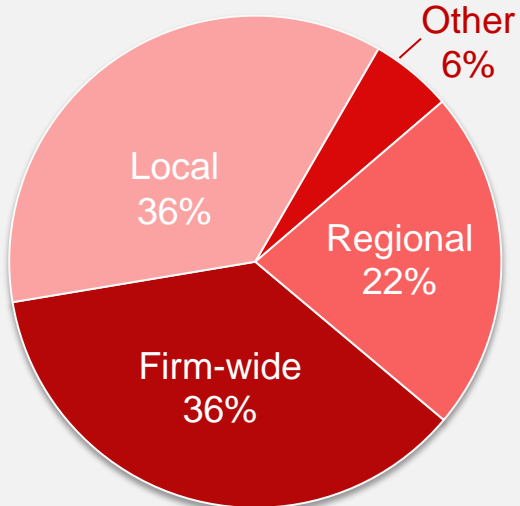


Philadelphia

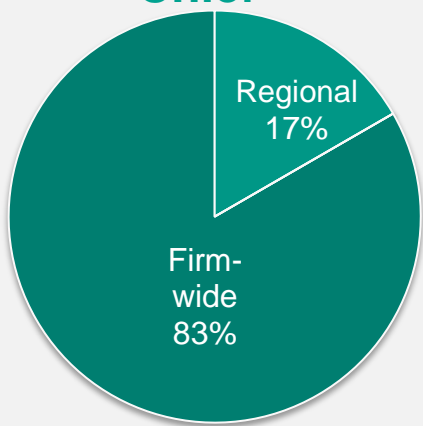


Are Your Position Responsibilities Local, Regional, or Firm-Wide?

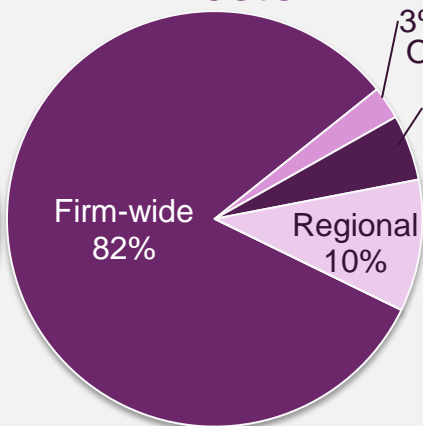
Overall



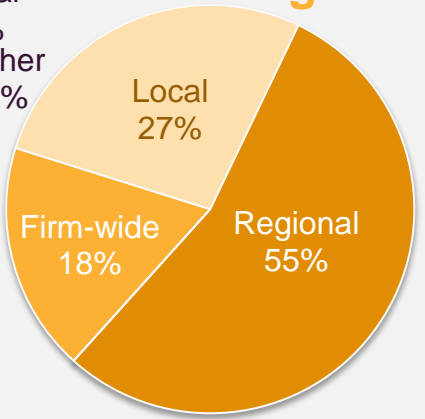
Chief



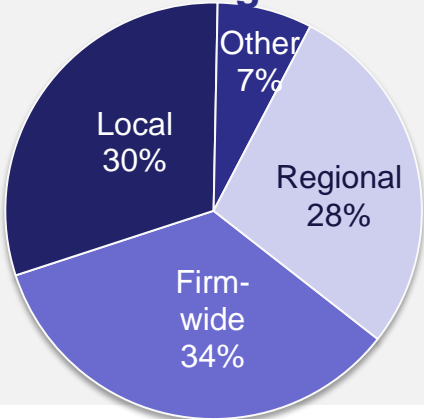
Director



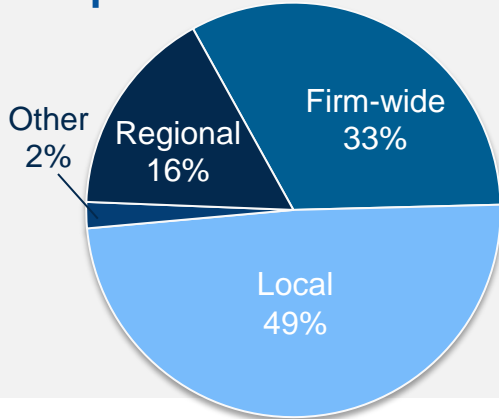
Sr. Manager



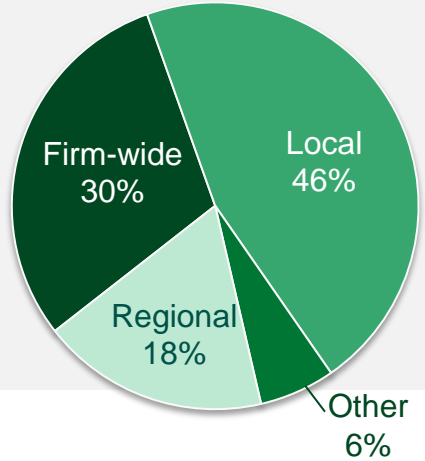
Manager



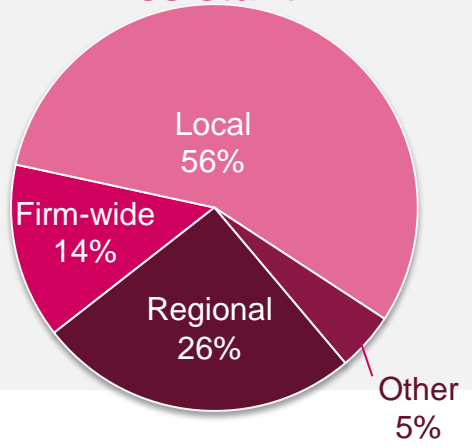
Specialist/Sr. Coordinator



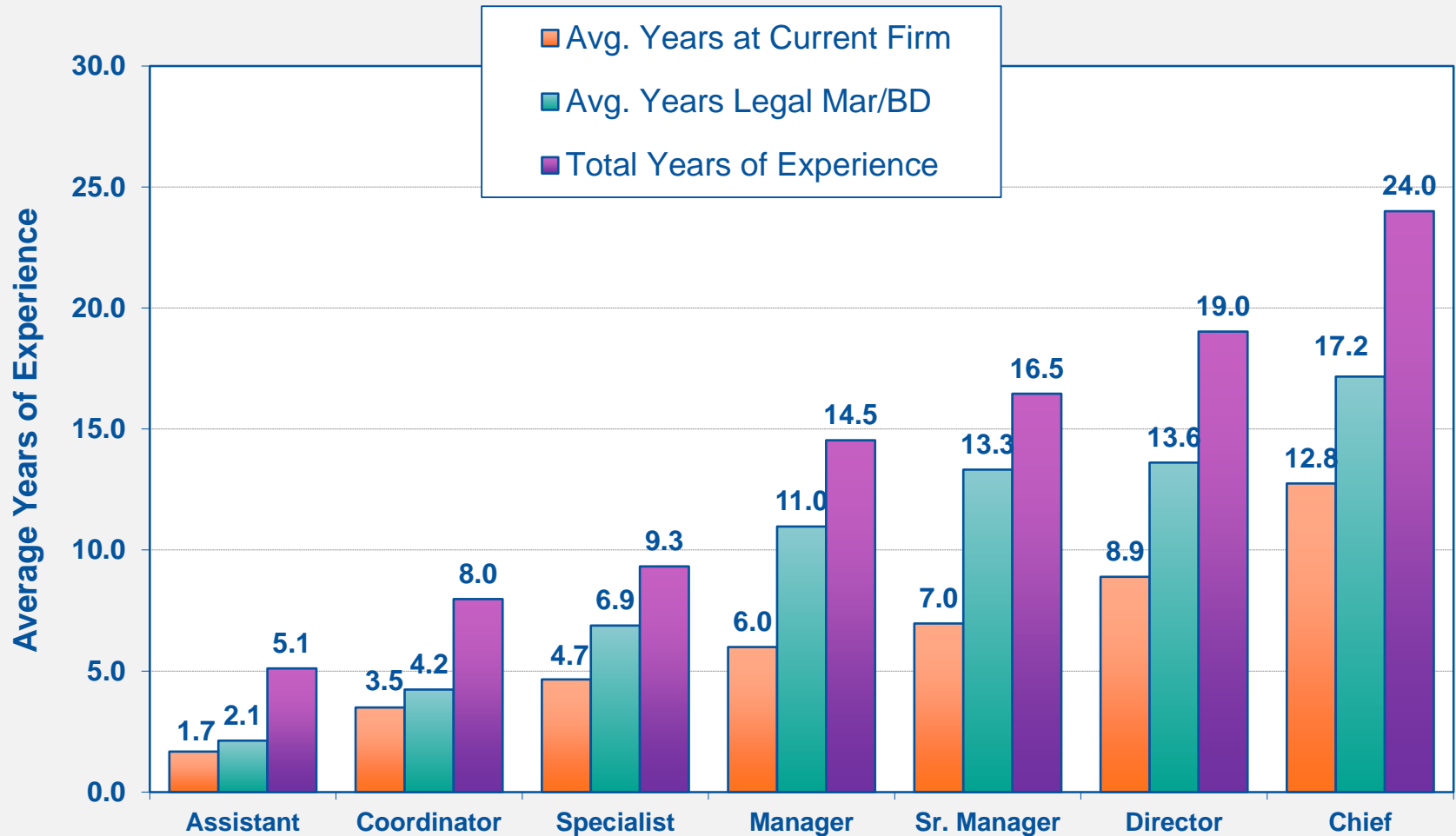
Coordinator



Assistant



Law Firm Recruiting Professionals: Years of Experience



Wisnik Salary Findings



National Average Salaries by Title

Cities Surveyed: Bay Area, Washington, DC, New York, Philadelphia

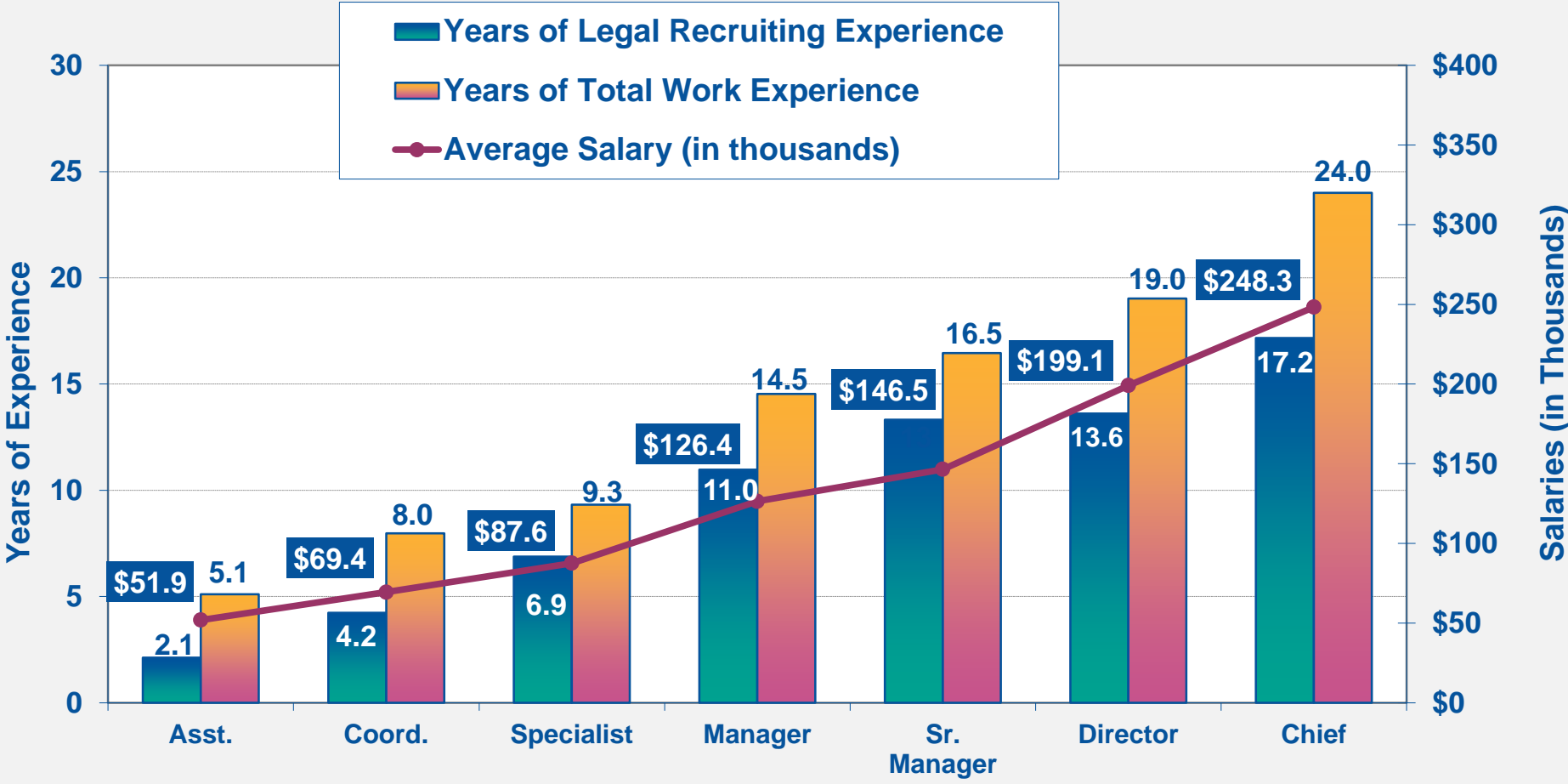
Title (# responses with salary data)	Average Salary	Median	25 - 75% Range	Average Bonus	Average Raise
Chief (6):	\$248,250	\$241,000	\$210.0k - \$306.9k	\$27,900	15.5%
Director (43):	\$199,134	\$186,414	\$155.0k - \$210.0k	\$30,927	5.3%
Sr. Manager (14):	\$146,455	\$140,000	\$135.0k - \$165.0k	\$10,917	5.8%
Manager (138):	\$126,350	\$125,000	\$111.4k - \$139.5k	\$9,766	6.2%
Specialist/Analyst Sr. Coord. (51):	\$87,609	\$85,000	\$79.4k - \$93.6k	\$4,325	7.1%
Coordinator (88):	\$69,426	\$68,000	\$61.1k - \$75.0k	\$3,820	5.3%
Assistant (50):	\$51,937	\$52,250	\$48.0k - \$55.0k	\$1,950	4.5%



Average Salaries by City

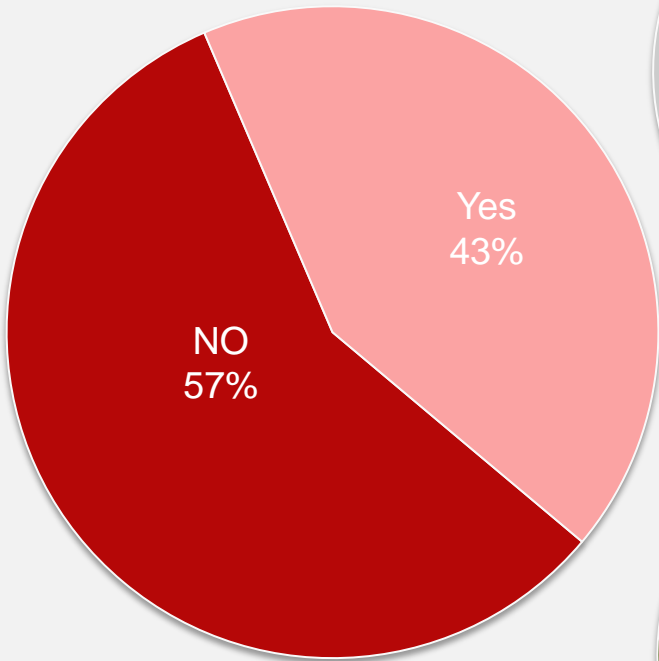
Title (# responses with salary data)	New York	DC	Bay Area	Philadelphia
Director (43):	\$234,009	\$167,610	\$185,000	\$144,222
Sr. Manager (14):	-	\$154,000	\$147,250	\$125,000
Manager (138):	\$136,130	\$118,589	\$127,946	\$109,044
Specialist/Analyst Sr. Coord. (51):	\$88,237	\$81,300	\$96,609	\$78,850
Coordinator (88):	\$70,999	\$66,764	\$78,316	\$57,426
Assistant (50):	\$52,420	\$50,298	\$57,300	\$46,333

National Average Salary vs. Average Years of Experience

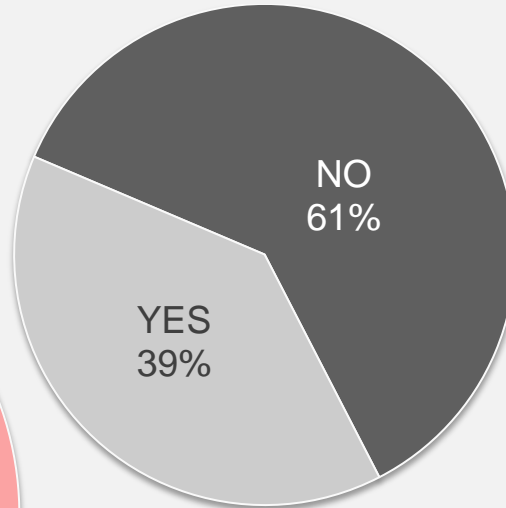


In the Past 2 Years, Have You Had a Promotion with a Title Change?, City Comparison

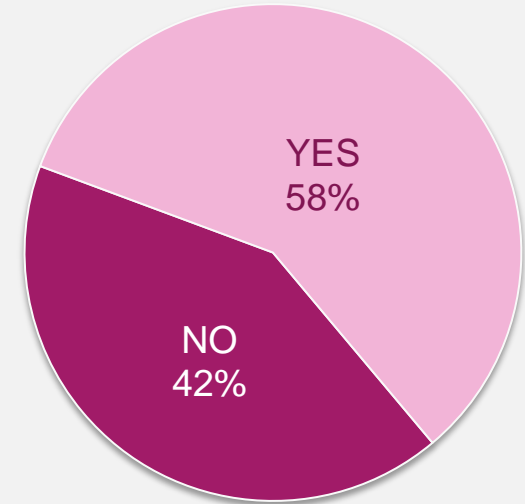
Overall



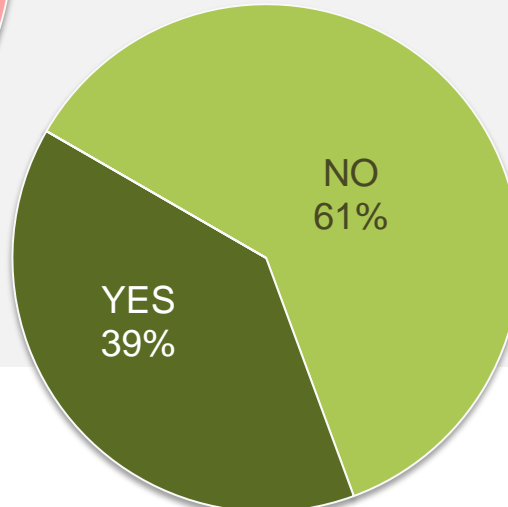
New York



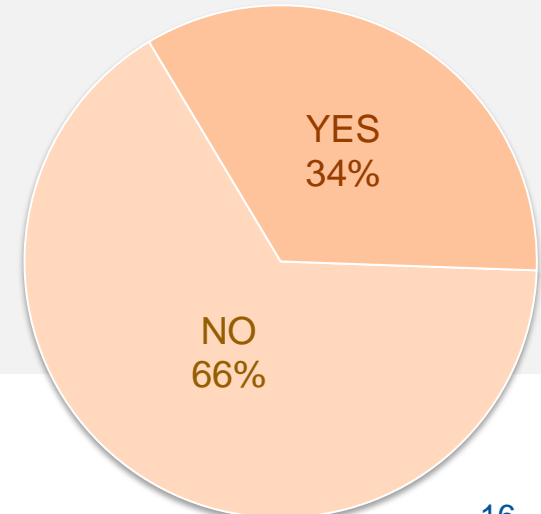
Bay Area



DC

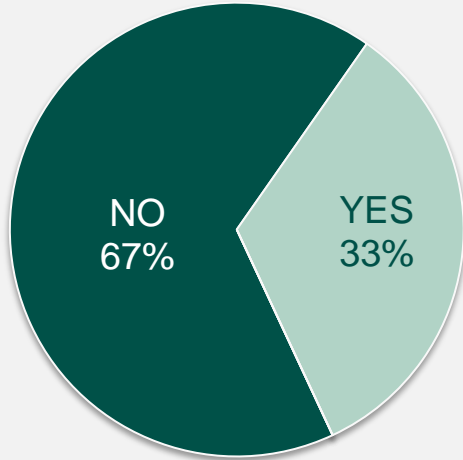


Philadelphia

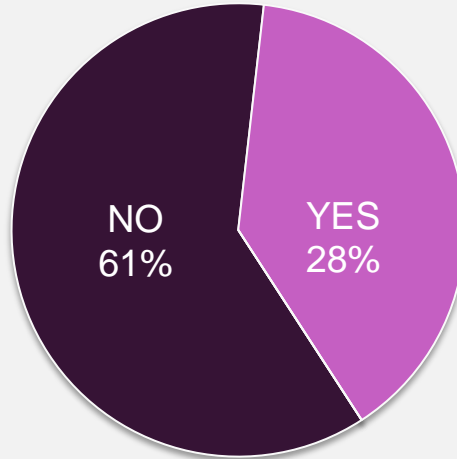


In the Past 2 Years, Have You Had a Promotion with a Title Change?

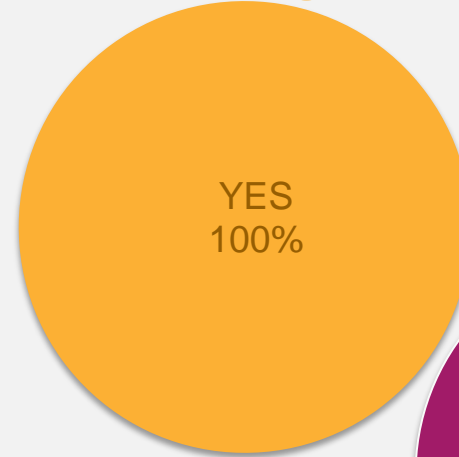
Chief



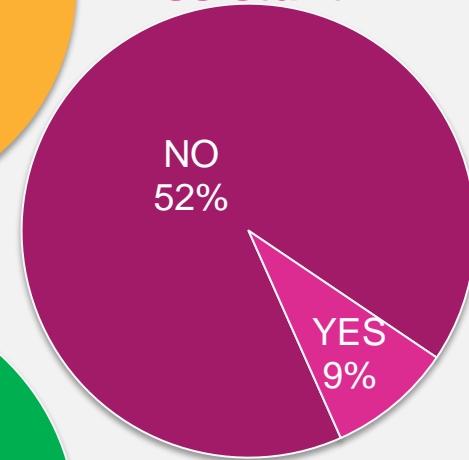
Director



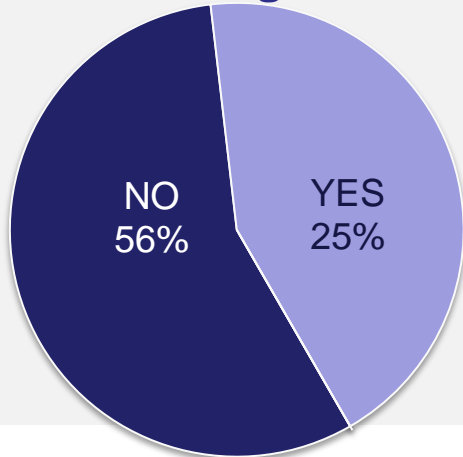
Sr. Manager



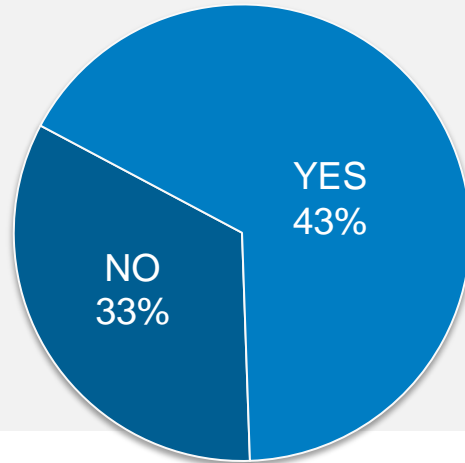
Assistant



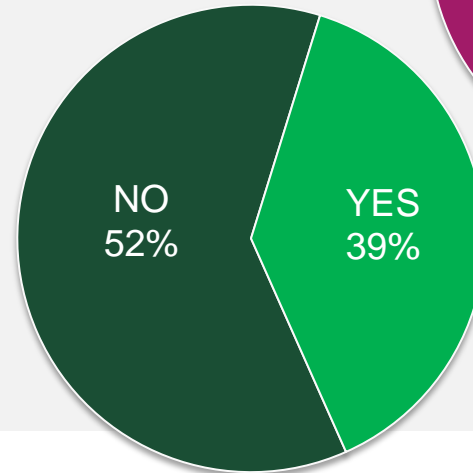
Manager



Specialist/Sr. Coordinator

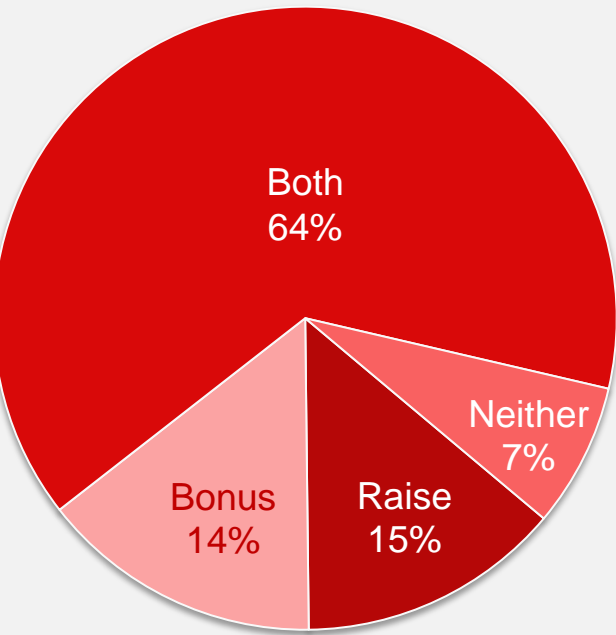


Coordinator

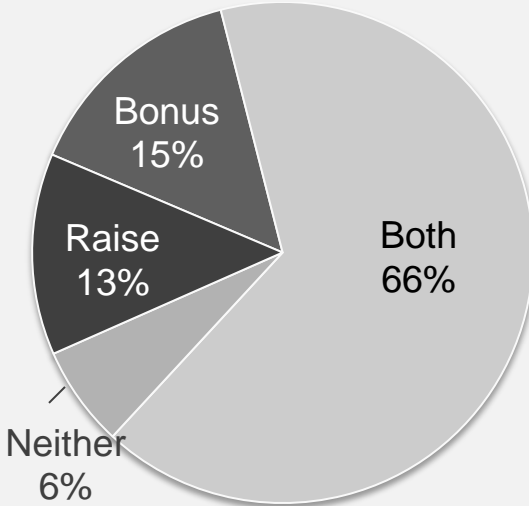


Did You Receive a Bonus/Raise Last Year?, City Comparison

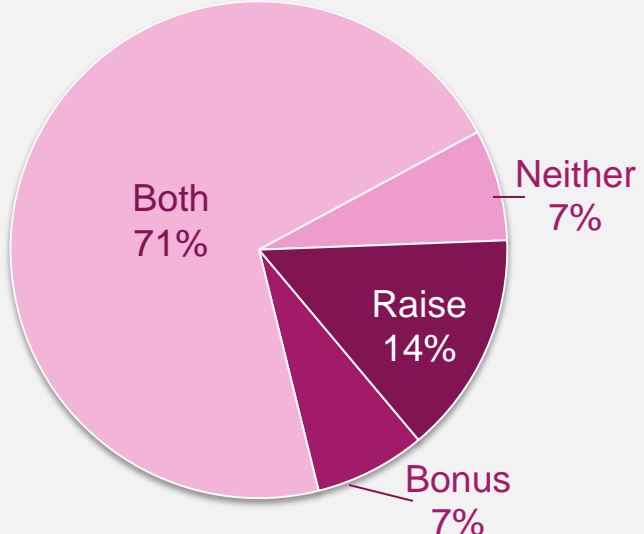
Overall



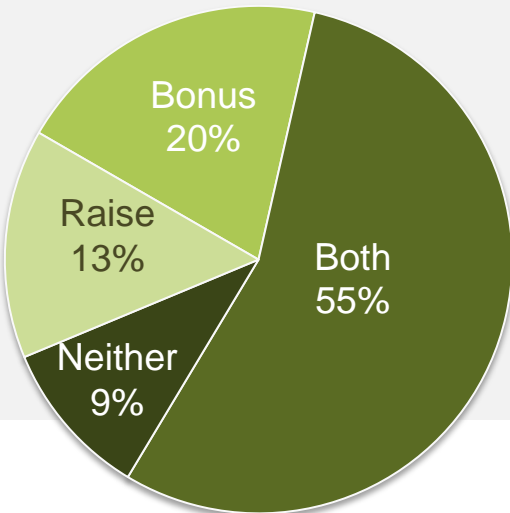
New York



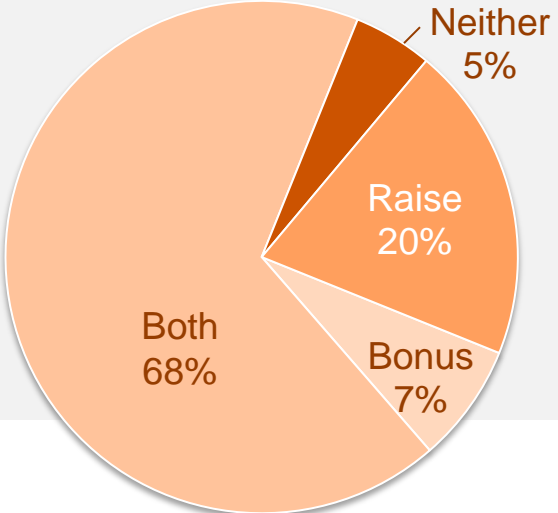
Bay Area



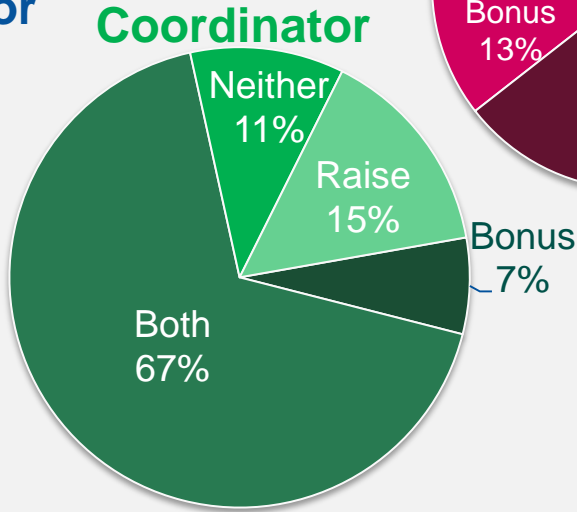
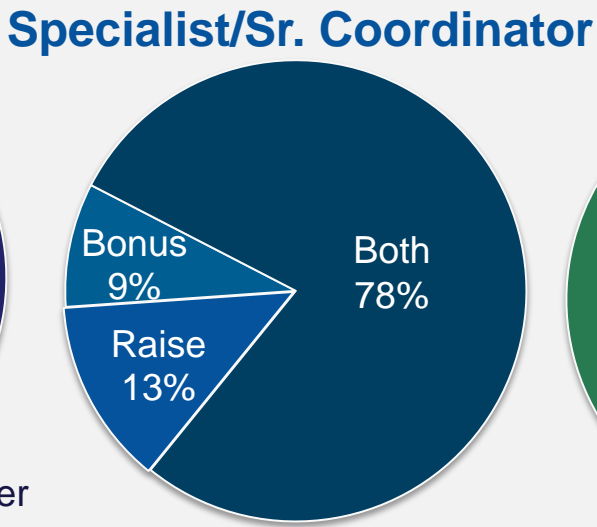
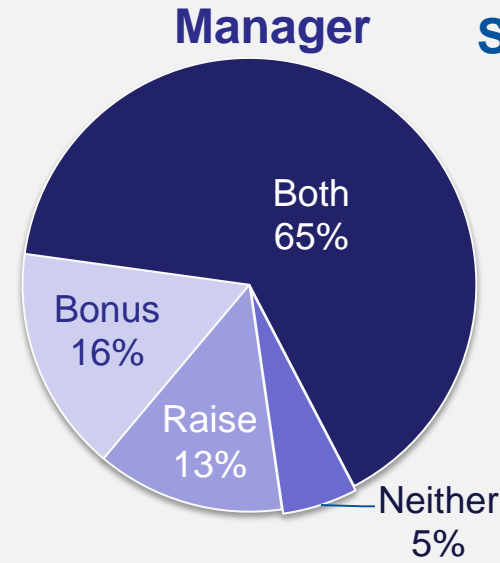
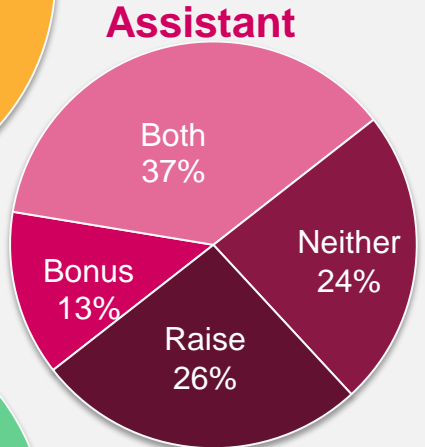
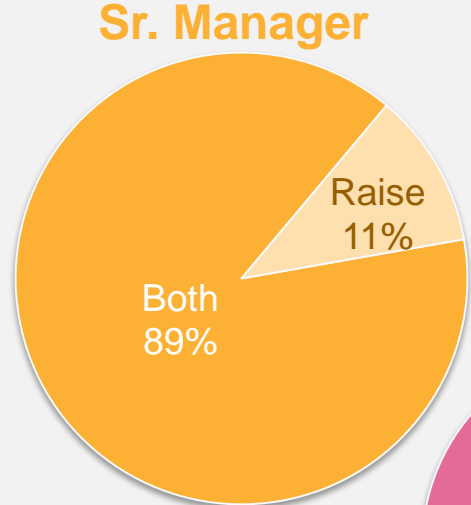
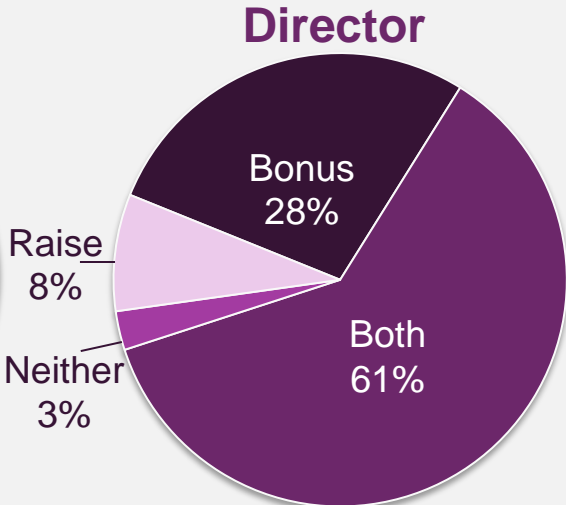
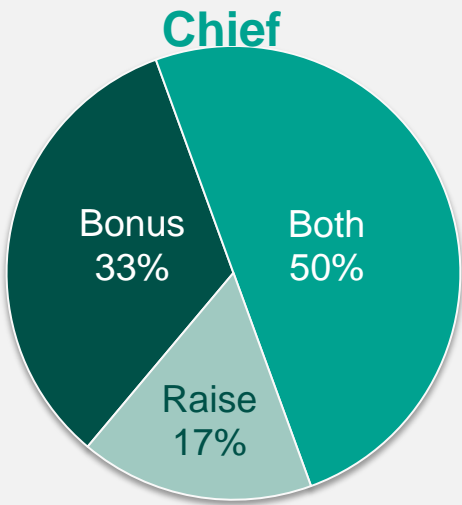
DC



Philadelphia

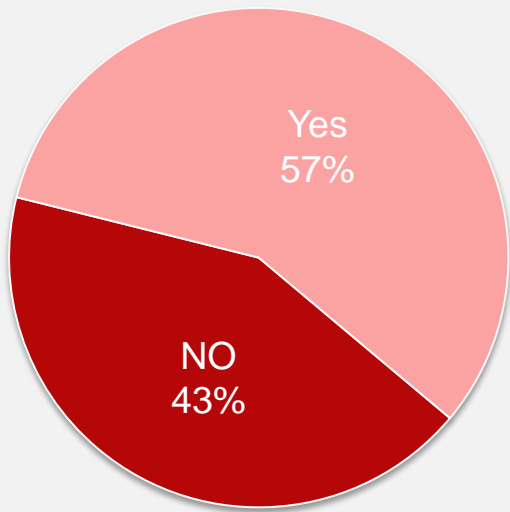


Did You Receive a Bonus/Raise Last Year?



Are You Satisfied with Your Compensation?

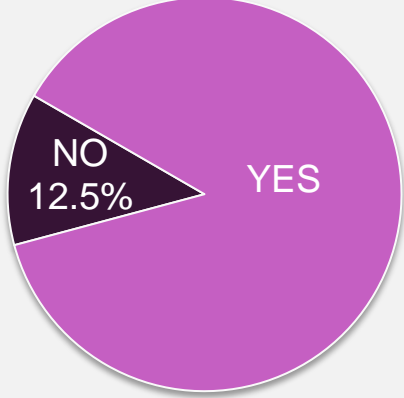
Overall



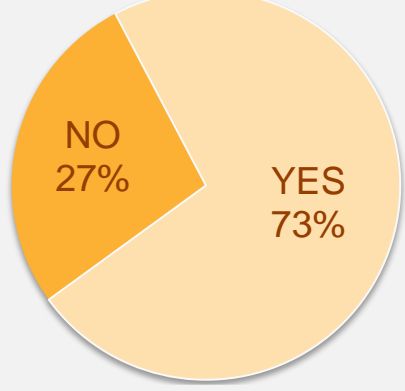
Chief



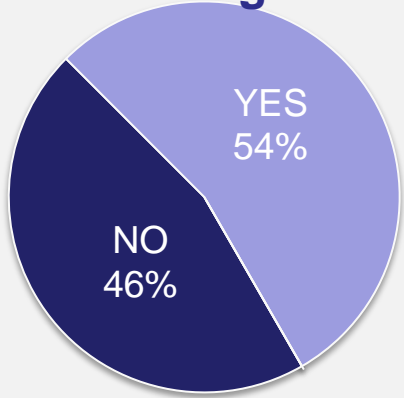
Director



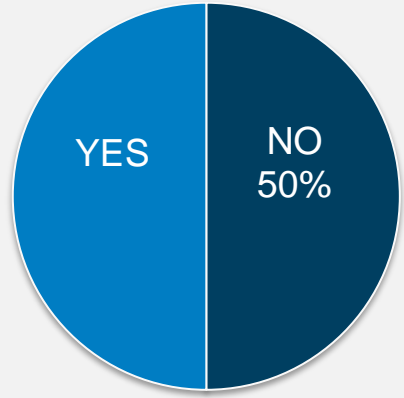
Sr. Manager



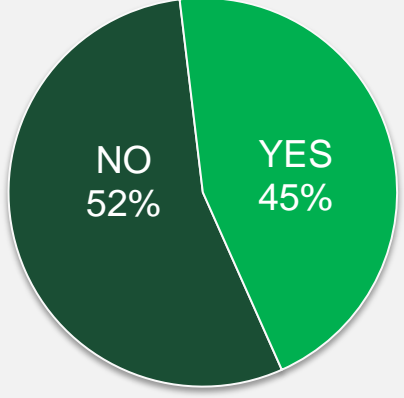
Manager



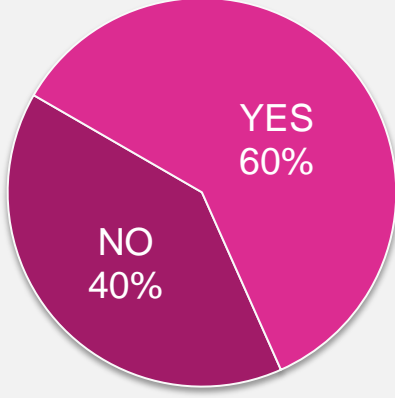
Specialist/
Sr. Coordinator



Coordinator



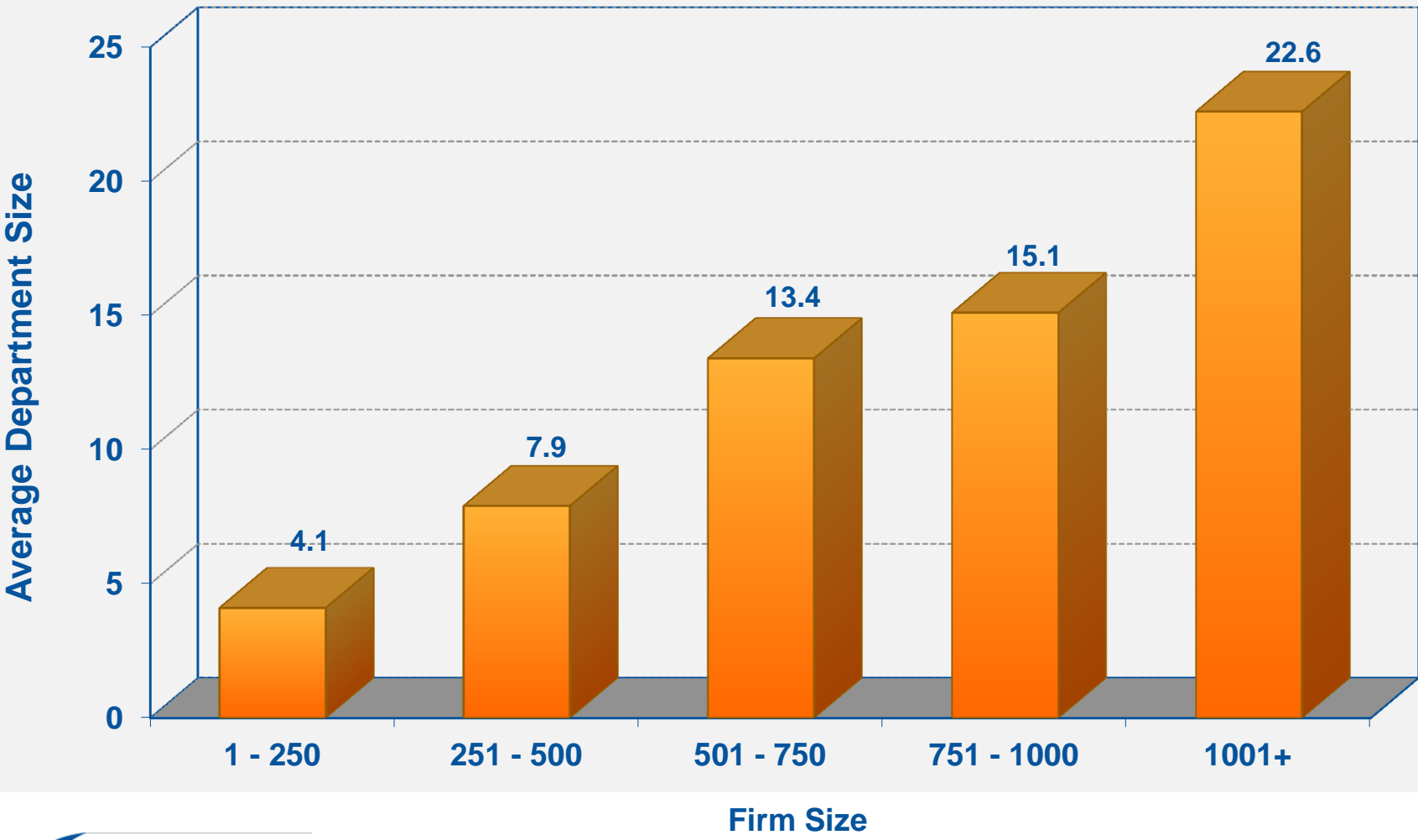
Assistant



Industry Findings

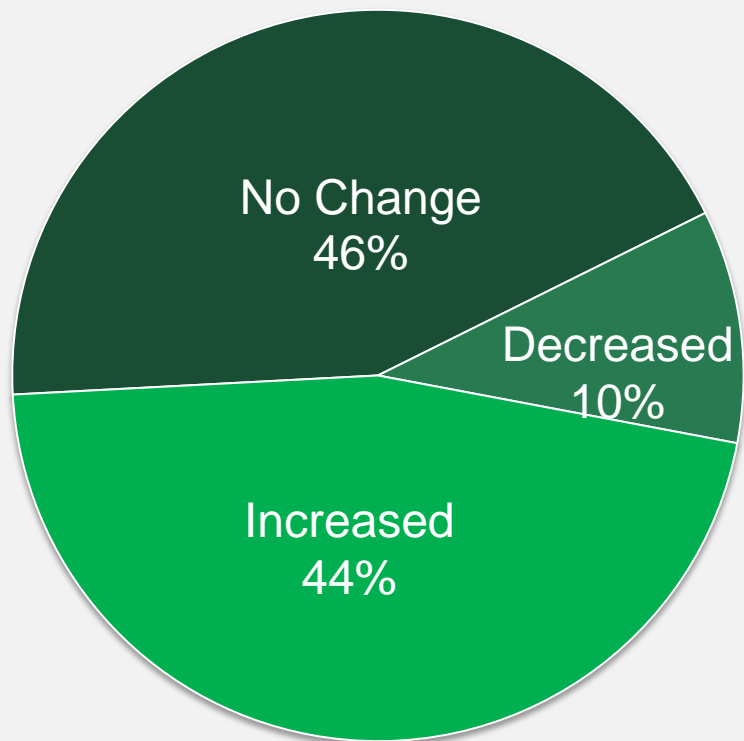


Size of Firm vs. Size of Recruiting Department

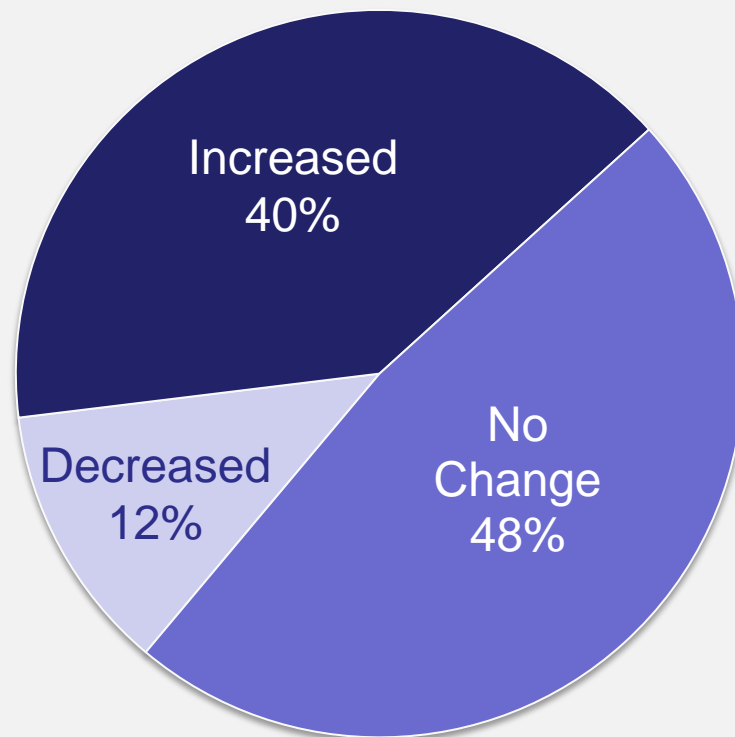


Department Size: 2016 to 2018 Comparison

2016

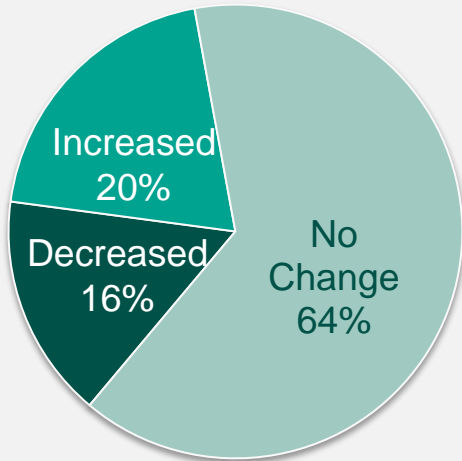


2018

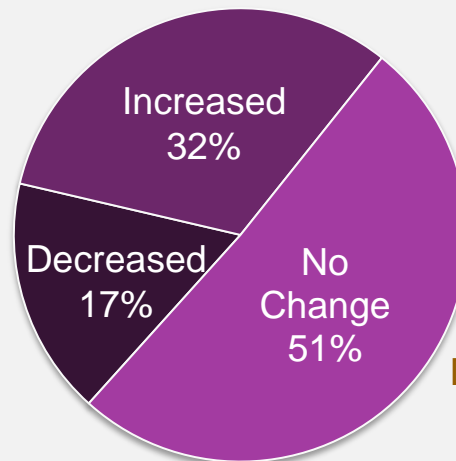


By Firm Size, has Your Department Increased in Size in the Past 2 Years?

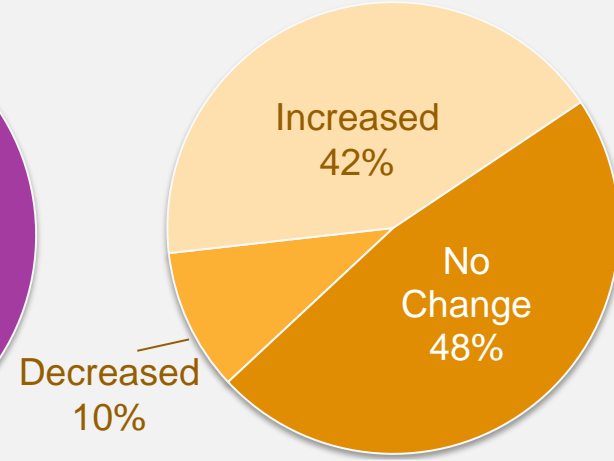
1-250



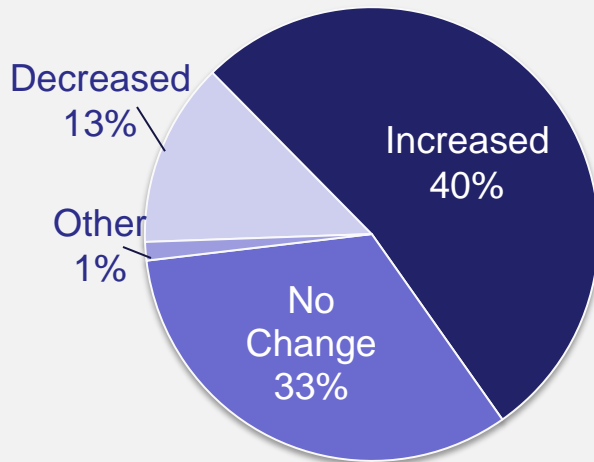
251-500



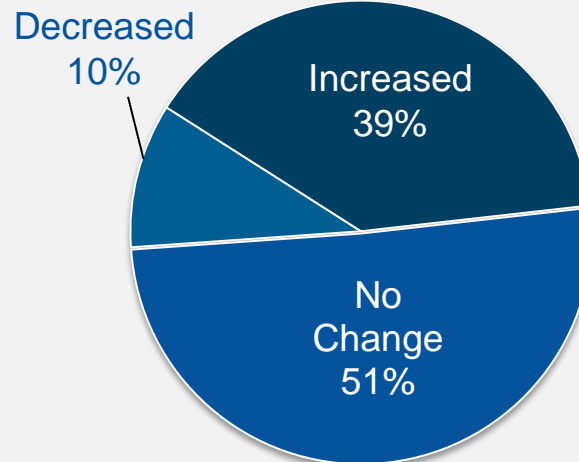
501-750



751-1000



1001+

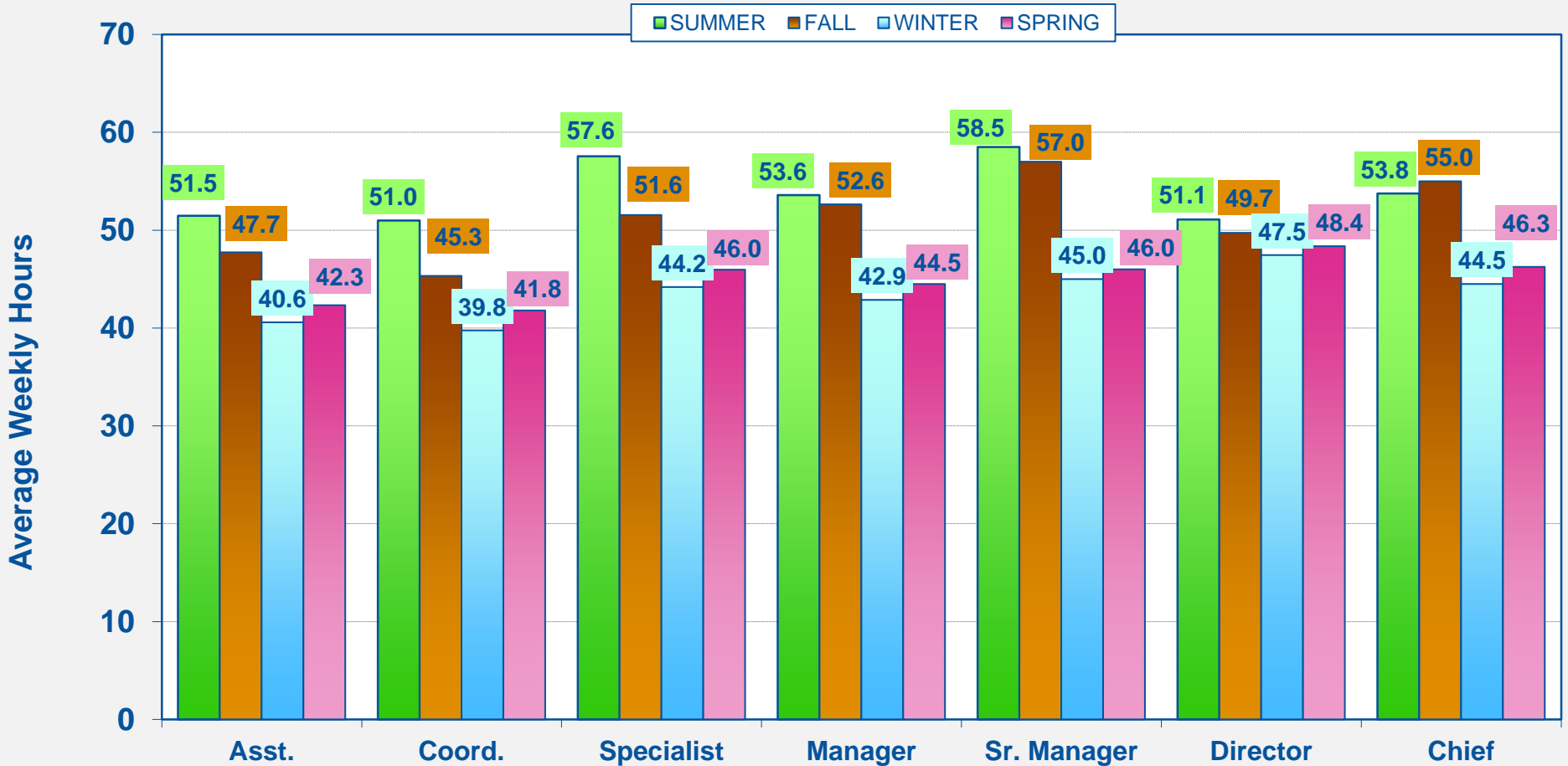


Average Hours Worked Per Week



*excluding New York data

Average Hours Worked Per Week, Breakdown by Season



*excluding New York data

Salary Breakdown by City



New York: Average Salaries by Title

<u>Title (# responses)</u>	<u>Avg. Salary</u>	<u>Median</u>	<u>25% - 75% Range</u>	<u>Avg. Bonus</u>	<u>Avg. Raise</u>
Director (25):	\$234,000	\$207,500	\$190K - \$295K	\$43,638	4.7%
Manager (53):	\$136,130	\$135,000	\$116K - \$159K	\$11,935	8.2%
Sr. Coord./Spec. (17):	\$88,237	\$89,775	\$83k - \$94k	\$5,167	7.1%
Coordinator – Exempt (10):	\$80,490	\$78,500	\$72K - \$89K	\$6,351	4%
Coordinator – OT eligible* (21):	\$66,480	\$68,500	\$60K - \$70K	\$3,772	7.6%
Assistant – OT eligible* (25):	\$52,420	\$53,000	\$48K - \$56K	\$2,613	3.7%

Philadelphia: Average Salaries by Title

<u>Title</u> (# responses)	<u>Avg. Salary</u>	<u>Median</u>	<u>Bonus</u>	<u>Raise</u>
Directors (9):	\$147,250	\$145,000	\$12,803	4.7%
Managers (11):	\$98,135	\$100,000	\$4,242	4.8%
Sr. Coord./Spec./ Analyst (5):	\$78,850	\$78,750	\$3,167	9.05%
Coordinators (10):	\$57,426	\$57,750	\$1,134	4.6%

Bay Area: Average Salaries by Title

<u>Title (# responses)</u>	<u>Avg. Salary</u>	<u>Median</u>	<u>25% - 75% Range</u>	<u>Avg. Bonus</u>	<u>Avg. Raise</u>
Sr. Manager (10):	\$151,300	\$145,500	\$138K - \$164K	\$14,432	5.4%
Manager (26):	\$127,562	\$125,750	\$113K - \$140K	\$10,069	5.3%
Sr. Coord./Spec. – Exempt (6):	\$104,500	\$106,000	\$93K - \$114K	\$6,463	11.8%
Sr. Coord/Spec. – OT eligible* (7):	\$83,632	\$81,900	\$77.5K - \$88K	\$4,576	5.4%
Coordinator – OT eligible* (11):	\$72,629	\$72,000	\$69K - \$75K	\$3,688	4%
Assistant – OT eligible* (5):	\$57,300	\$59,000	\$52.5K - \$61K	*	*

Washington, DC: Average Salaries by Title

<u>Title (# responses)</u>	<u>Avg. Salary</u>	<u>Median</u>	<u>25% - 75% Range</u>	<u>Avg. Bonus</u>	<u>Avg. Raise</u>
Chief/Director (8):	\$194,707	\$180,329	\$150K - \$213K	\$19,975	11.8%
Manager (34):	\$116,783	\$120,000	\$101K - \$130K	\$7,682	4.4%
Sr. Coord./Specialist (12):	\$79,325	\$82,800	\$74K - \$85.5K	\$3,513	6%
Coordinator – Exempt (5):	\$75,050	\$72,000	\$66K - \$82K	*	*
Coordinator – OT Eligible (16):	\$63,753	\$62,250	\$60K - \$70K	\$2,825	3.6%
Assistant (12):	\$50,298	\$50,500	\$47.5K - \$53.5K	\$1,133	3.2%



2018 Law Firm Recruiting & PD Industry Snapshot



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