



2021 LRAP Industry Survey



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 current findings from the 2021 Wisnik LRAP Industry Survey with you. The following information is based on a survey sent to all levels of legal Recruiting and PD professionals at top law firms in Philadelphia in April 2021. The results that follow were generated from 47 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, we would confidently quote them the numbers in this report. We have found that the new jobs we have received in the past year fall into these ranges.

We hope that you find the enclosed information valuable. Your responses to this Wisnik LRAP Industry Survey help us to capture and confirm market trends. As for the market, we have definitely seen a continued increase in new law firm Recruiting and PD positions since January and are hopeful that new opportunities will continue to grow. 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 25 years, she has worked with over 120 law firms, including 86 of the AmLaw 100. Eva has placed over 1000 Marketing and BD professionals into law firms nationwide, and has conducted over 700 training programs for attorneys and law firm professionals 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

Participant Response Breakdown

Total of 47 Recruiting and PD professionals' salary and industry information by:



Position

- Chief: 2*
- Director: 11
- Manager: 16
- Specialist/Sr. Coordinator: 5
- Coordinator: 10
- Assistant: 3



Firm Size

- 1-250: 5
- 251-500: 2*
- 501-750: 7
- 751-1000: 23
- 1001-1300: 4
- 1301+: 5



Office Size

- 1-75: 4
- 76-125: 19
- 126-175: 4
- 176-225: 12
- 226-300: 5
- 301-350: 2*
- 351-400: 1*

* = these results will not be included in the breakdowns, due to insufficient data

Profile of LRAP Professionals



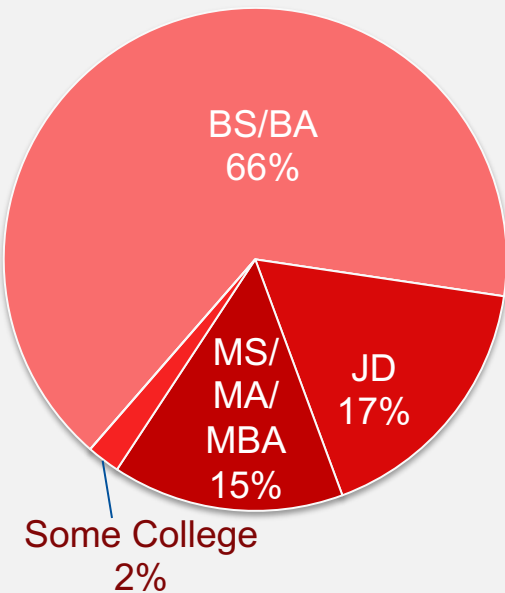
Average Years of Experience



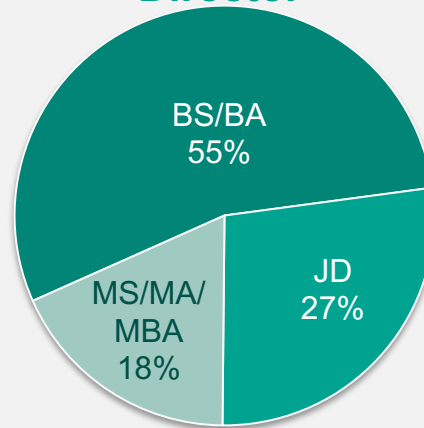
Highest Degree of Education by Job Title

For those with a JD,
the average time
spent in practice was
7.5 years.

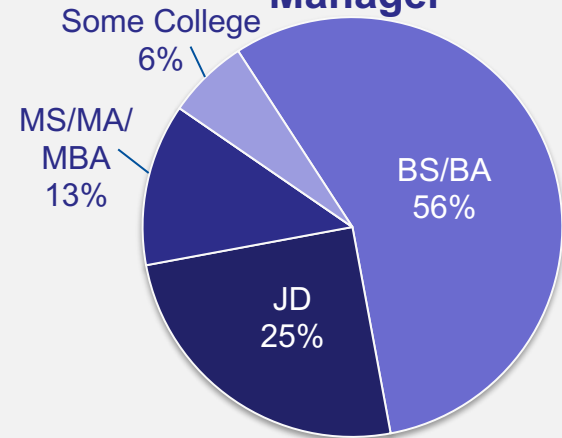
Overall



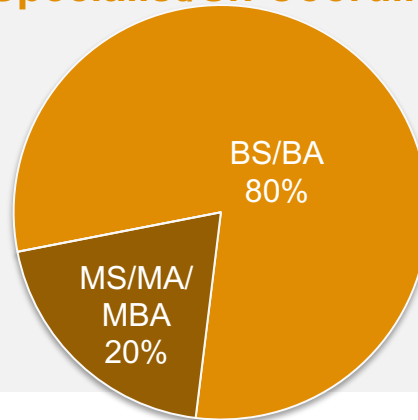
Director



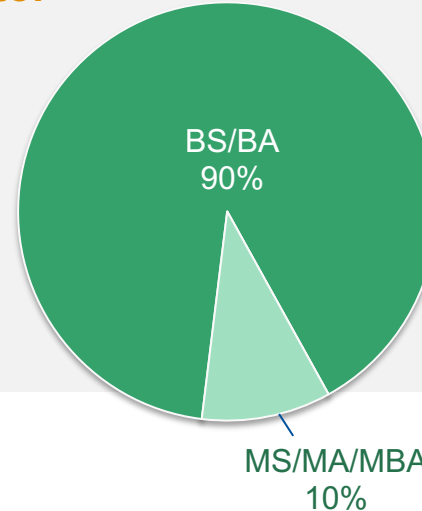
Manager



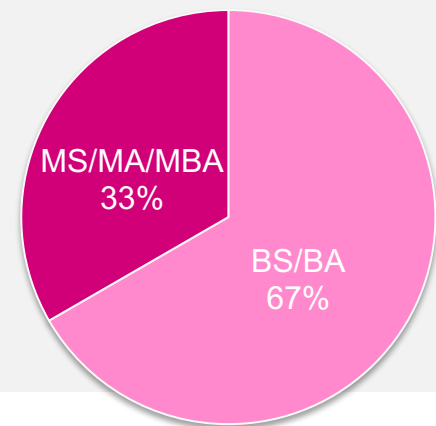
Specialist/Sr. Coordinator



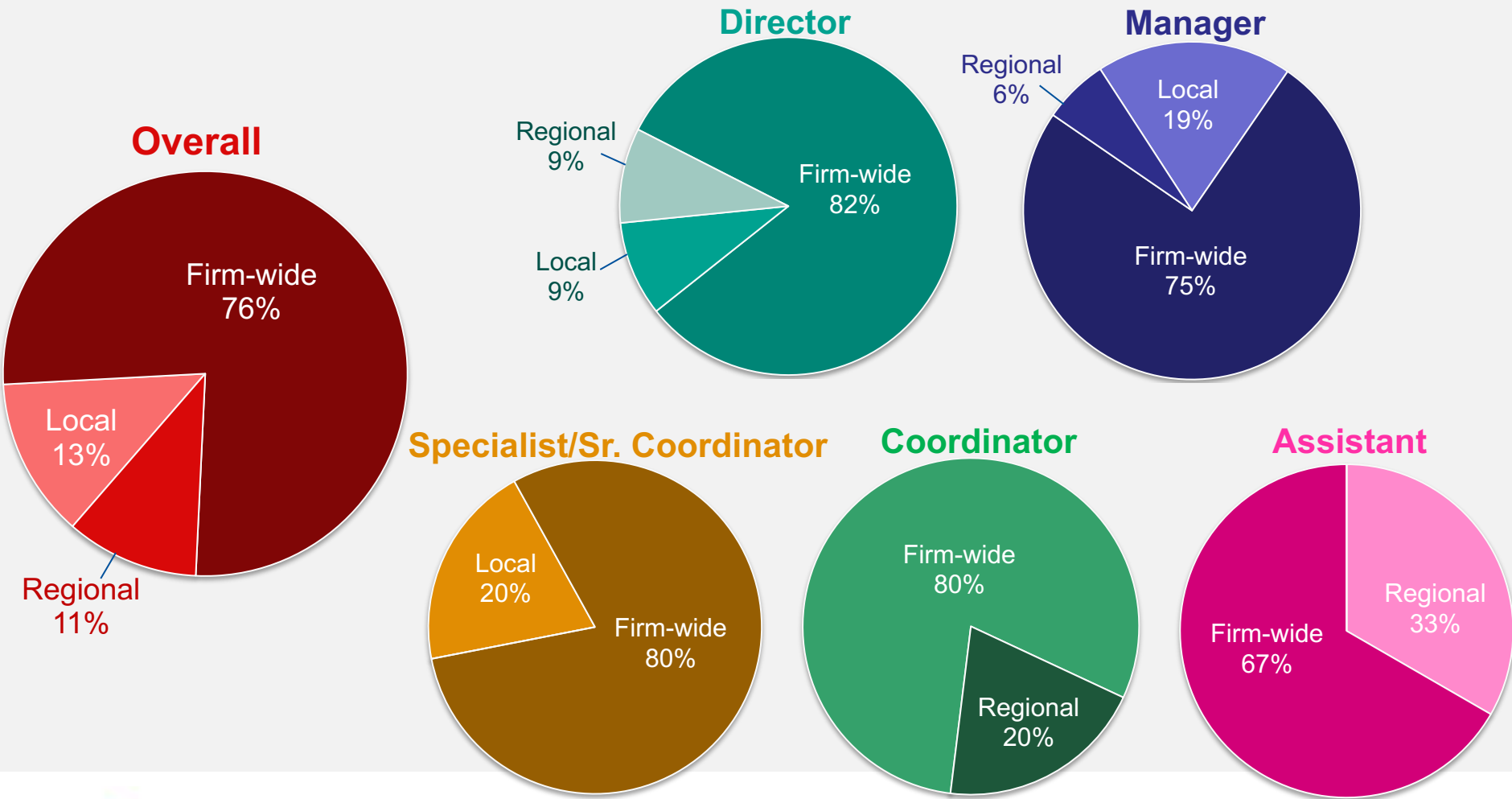
Coordinator



Assistant



Is Your Position Firm-Wide, Regional or Local?



Salary Trends



All Respondents: Average Salaries, By Title

Title (# responses with salary data)	Average Salary	Median	25 - 75% Range
Director (11):	\$160,200	\$160,250	\$142.5k - \$172.9k
Manager (16):	\$115,884	\$120,000	\$108.2k - \$125.0k
Specialist/ Sr. Coordinator (5):	\$76,825	\$73,500	\$68.8k - \$81.5k
Coordinator (10):	\$61,680	\$62,000	\$60.0k - \$64.8k
Assistant (3):	\$52,000	\$51,000	\$49.0k - \$54.5k

Changes in average salaries since 2018 survey:

Director: **8.8% increase**

Manager: **18.1% increase**

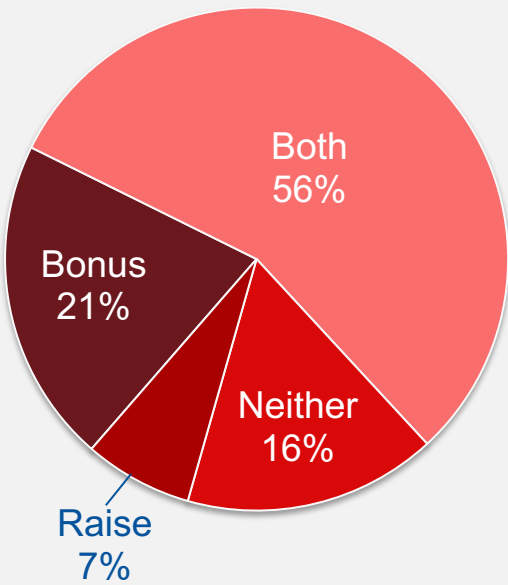
Specialist/Sr. Coordinator: **2.6% decrease**

Coordinator: **7.4% increase**

Assistant: ***insufficient data***

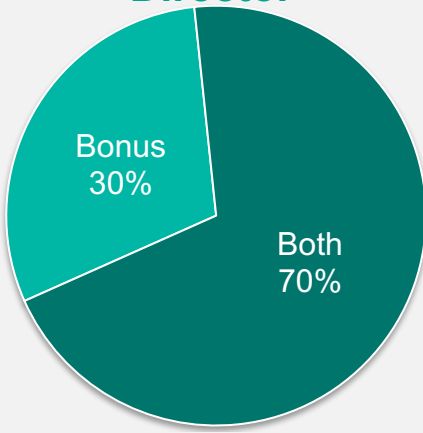
Did You Receive a Bonus/Raise in 2020?

Overall

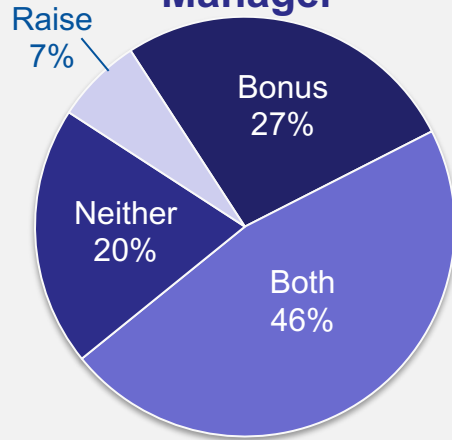


In **2018**, **85%** of people got **raises**. In **2020**, this **decreased to 63%**.
In **2018**, **61%** of people got **bonuses**. In **2020**, this **increased to 77%**.

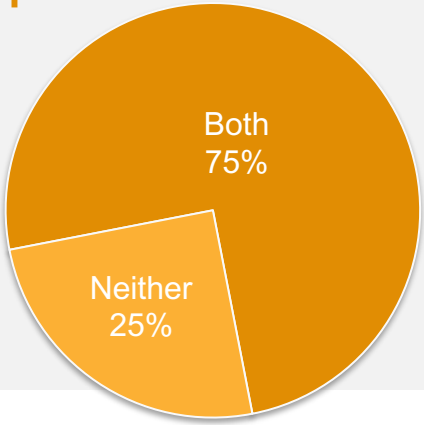
Director



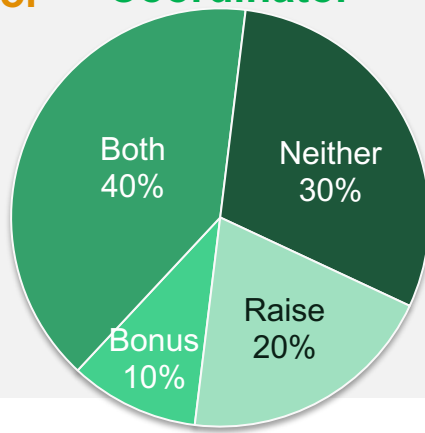
Manager



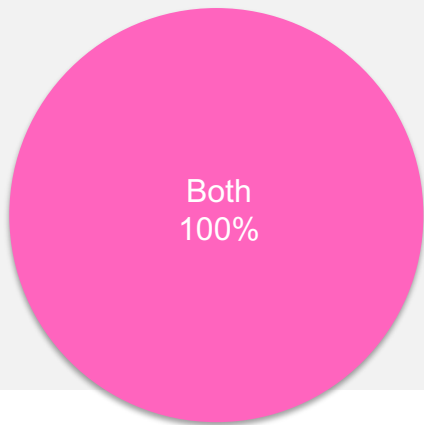
Specialist/Sr. Coordinator



Coordinator



Assistant

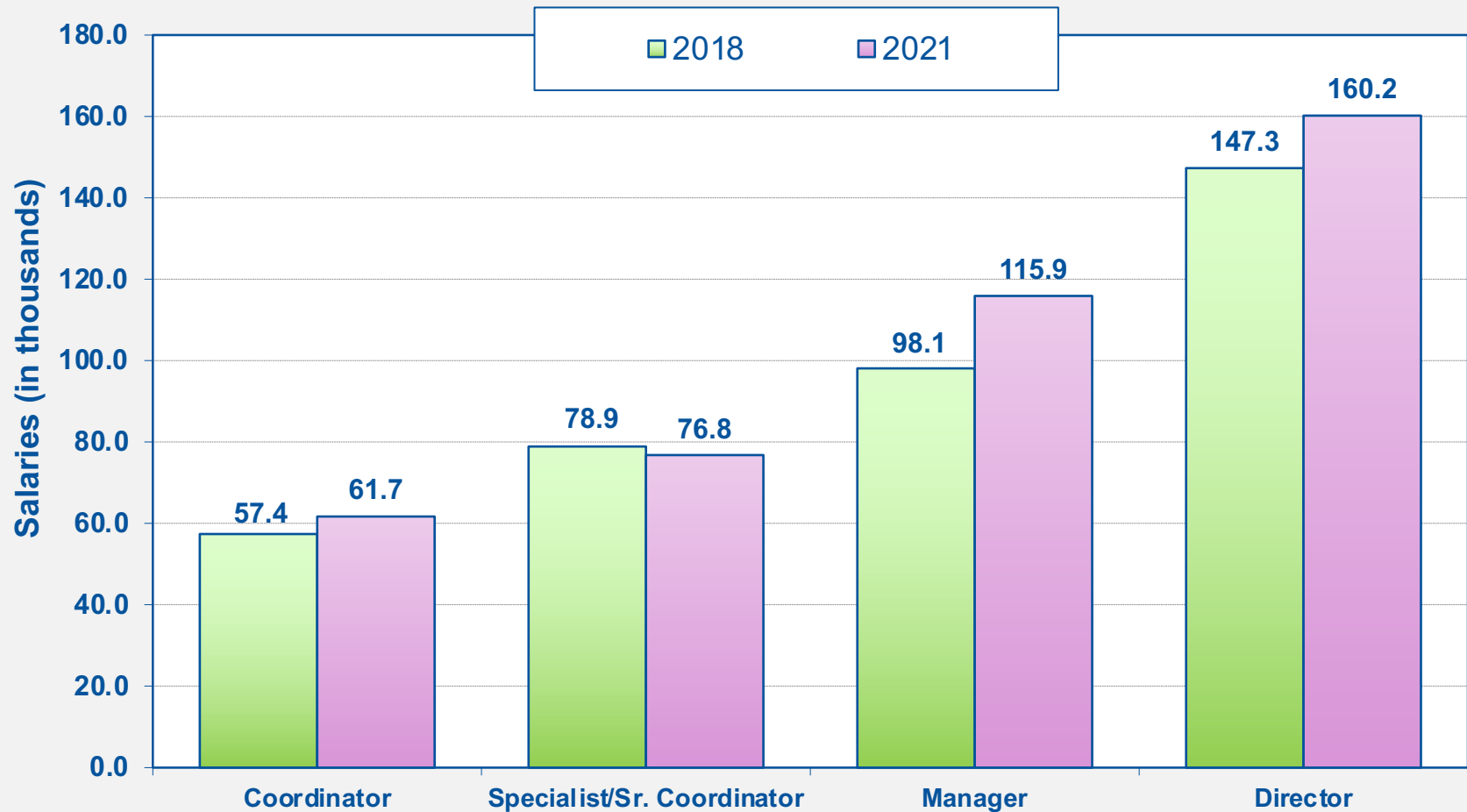


All Respondents: Average Bonus & Raise (2020 vs. 2018), By Title

Title (# responses with salary data)	Average Bonus ('20)	Average Bonus ('18)	Average Raise ('20)	Average Raise ('18)
Director (11):	\$10,250	\$12,803	4.8%	4.7%
Manager (16):	\$4,446	\$4,242	5.1%	4.8%
Specialist/ Sr. Coordinator (5):	\$4,050	\$3,167	5.3%	9.1%
Coordinator (10):	\$2,133	\$1,134	3.0%	4.6%

*insufficient data for Assistants

Salary Trends: 2018-2021



*insufficient data for Assistants

Average Salary vs. Average Years of Experience

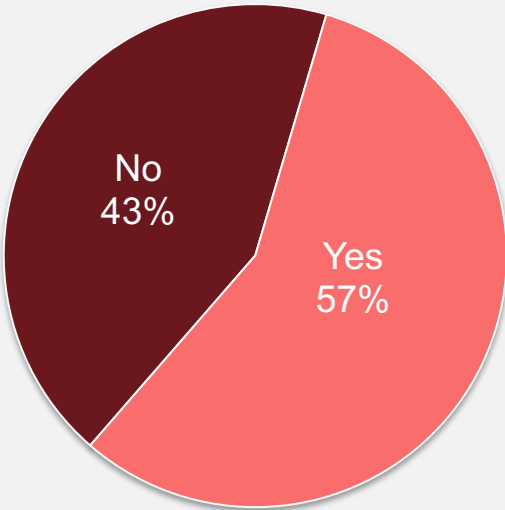


Industry Findings

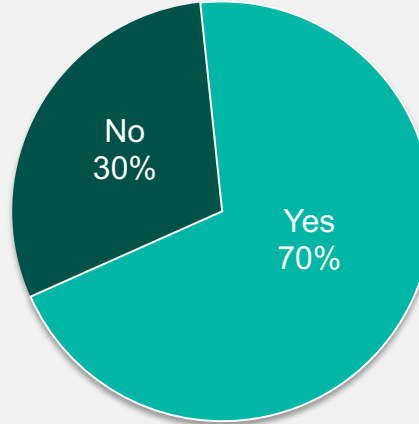


Do You Believe You Are Fairly Compensated?

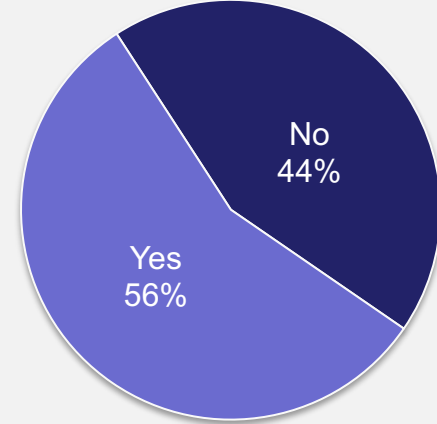
Overall



Director

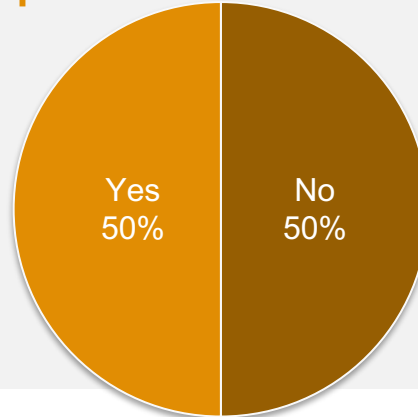


Manager

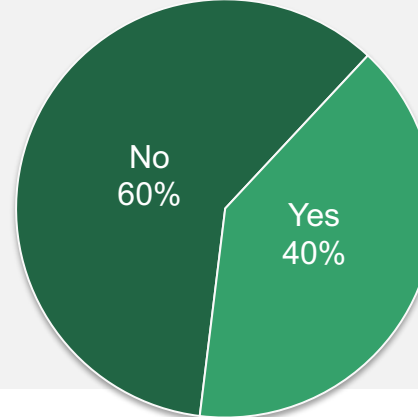


**In 2018, 75%
were satisfied
with their
salaries.**

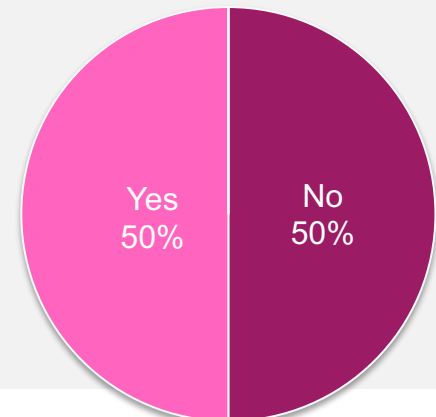
Specialist/Sr. Coordinator



Coordinator

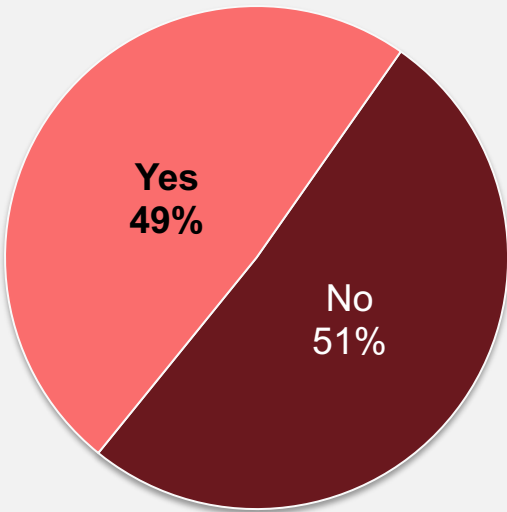


Assistant

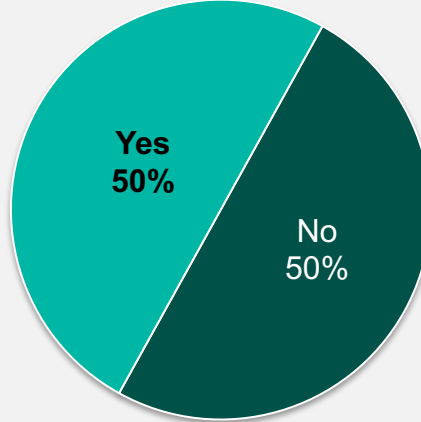


Did You Experience a Salary Cut in 2020?

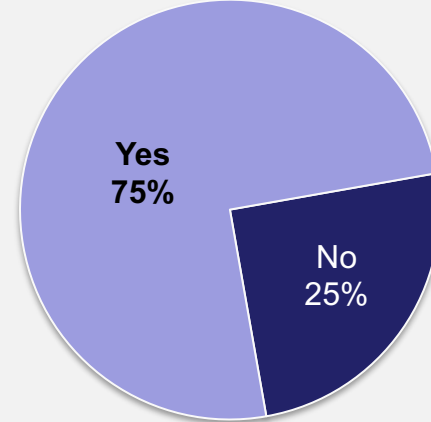
Overall



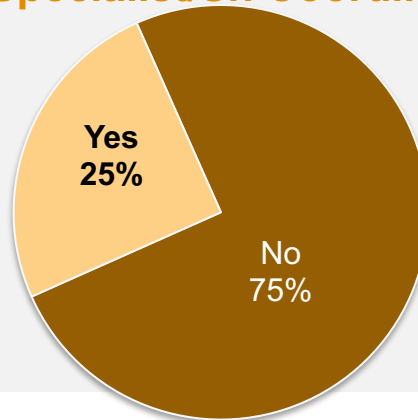
Director



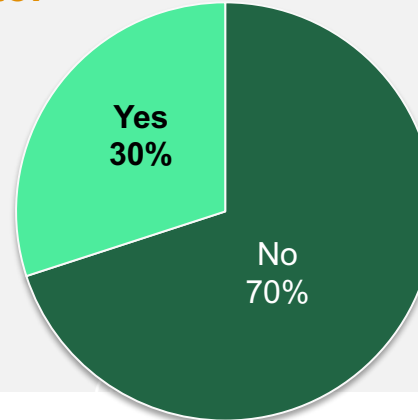
Manager



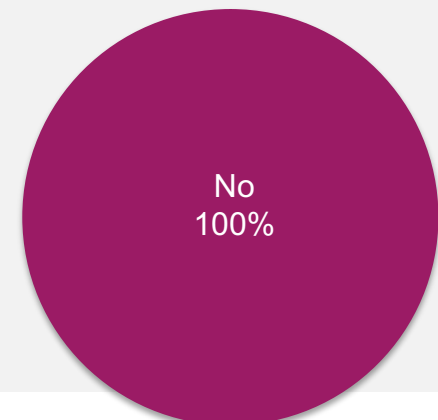
Specialist/Sr. Coordinator



Coordinator



Assistant



Salary Cuts, Breakdown by Firm Size:
1-250: 40.0%
251-500: *insufficient data*
501-750: 85.7%
751-1000: 45.5%
1001-1300: 50.0%
1301+: 20.0%

Additional Information Regarding Salary Cuts

95.5% of cut salaries were fully reinstated in 2021

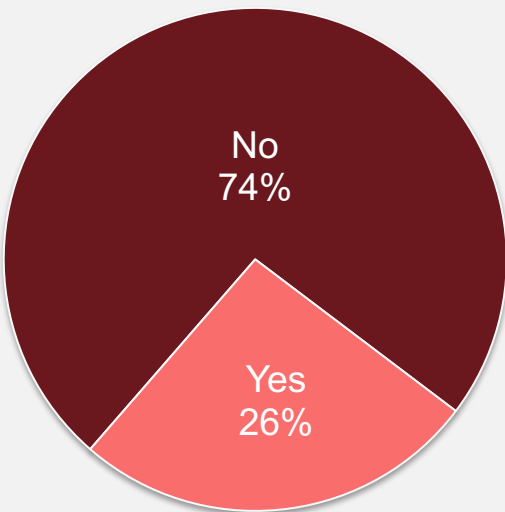
86.4% of respondents received back pay to compensate them for the cut

On average, salaries were cut by

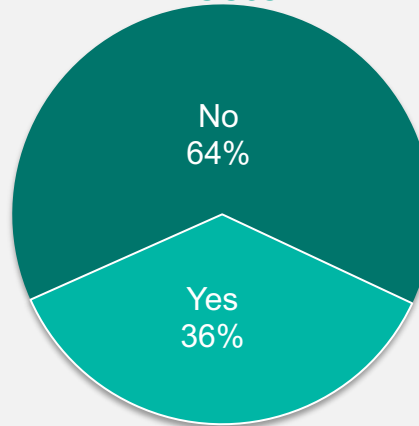
10.0%

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

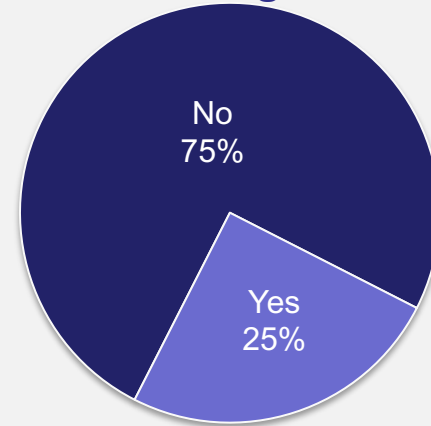
Overall



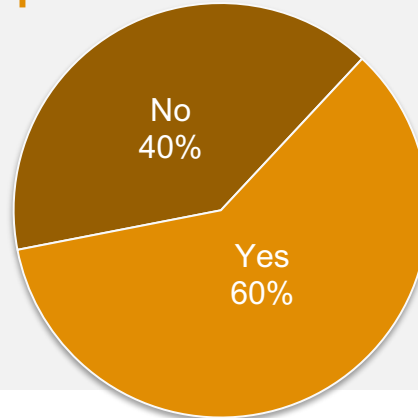
Director



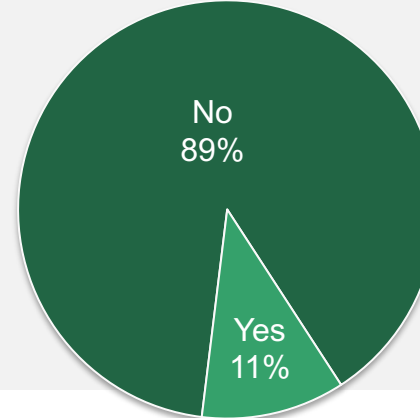
Manager



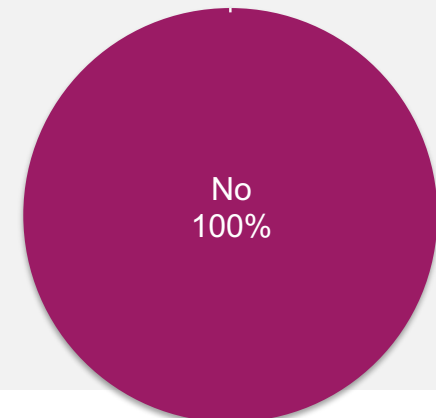
Specialist/Sr. Coordinator



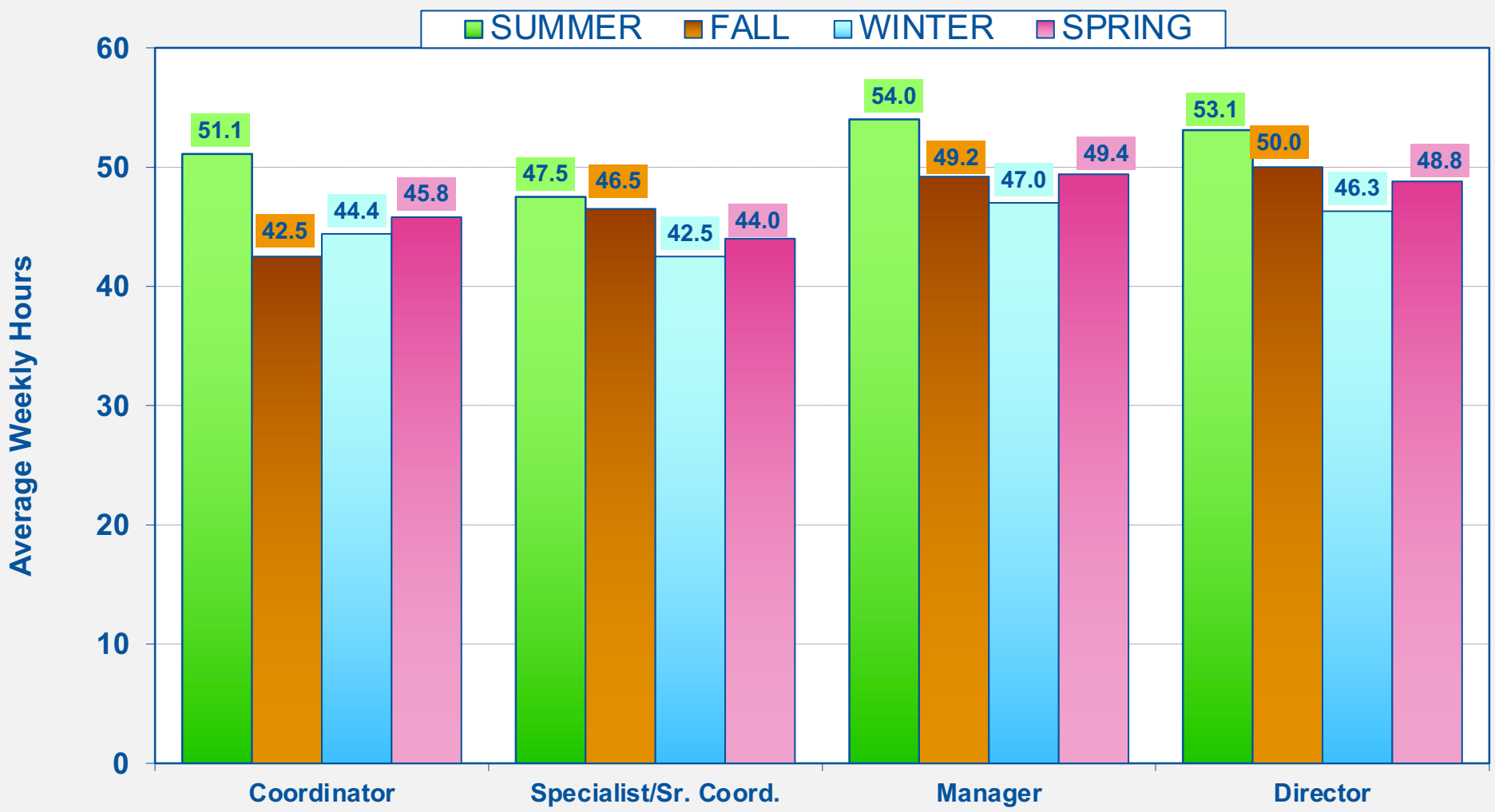
Coordinator



Assistant



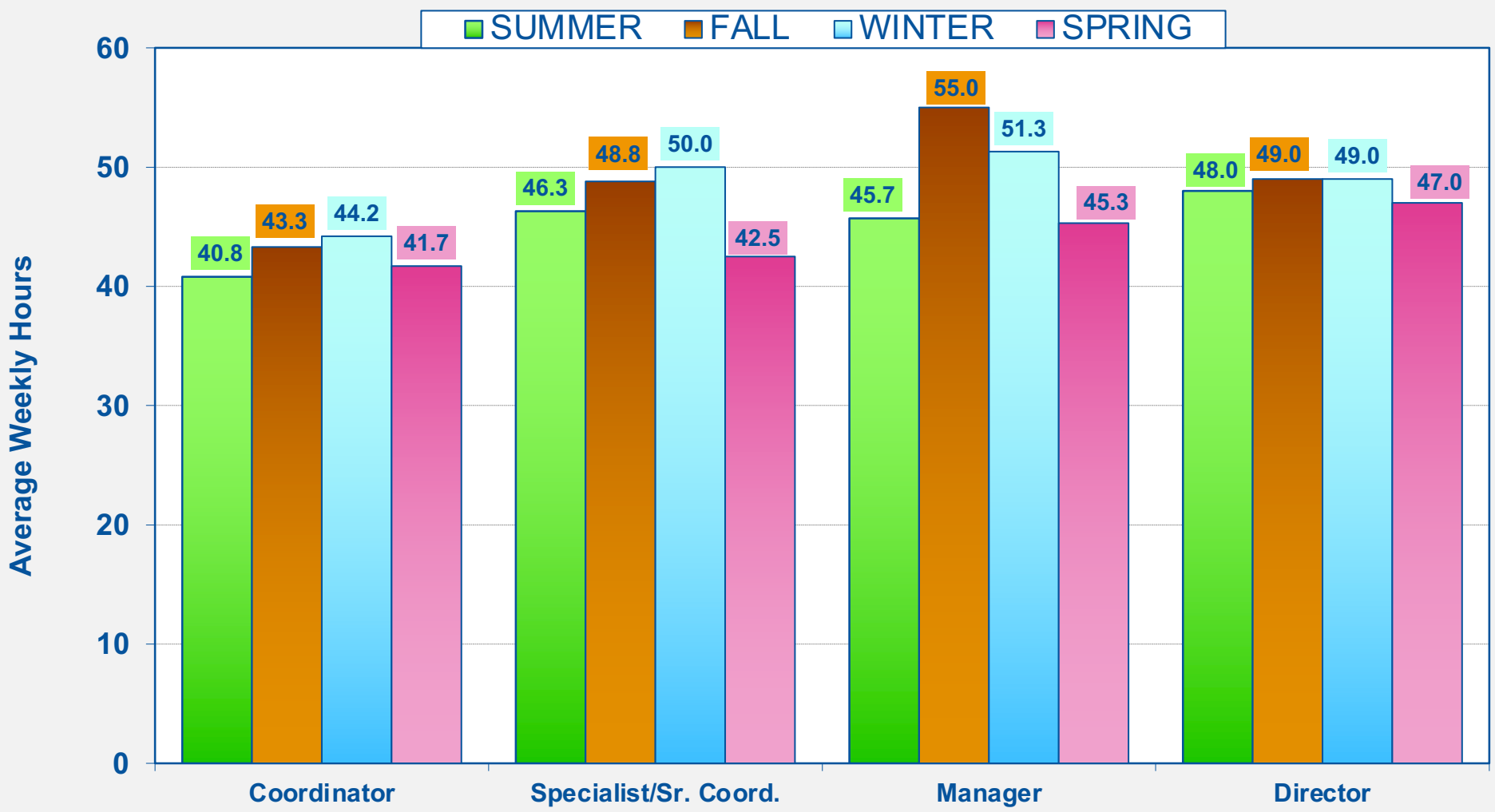
Average Hours Worked Per Week in 2020, Breakdown by Season



*insufficient data for Assistants



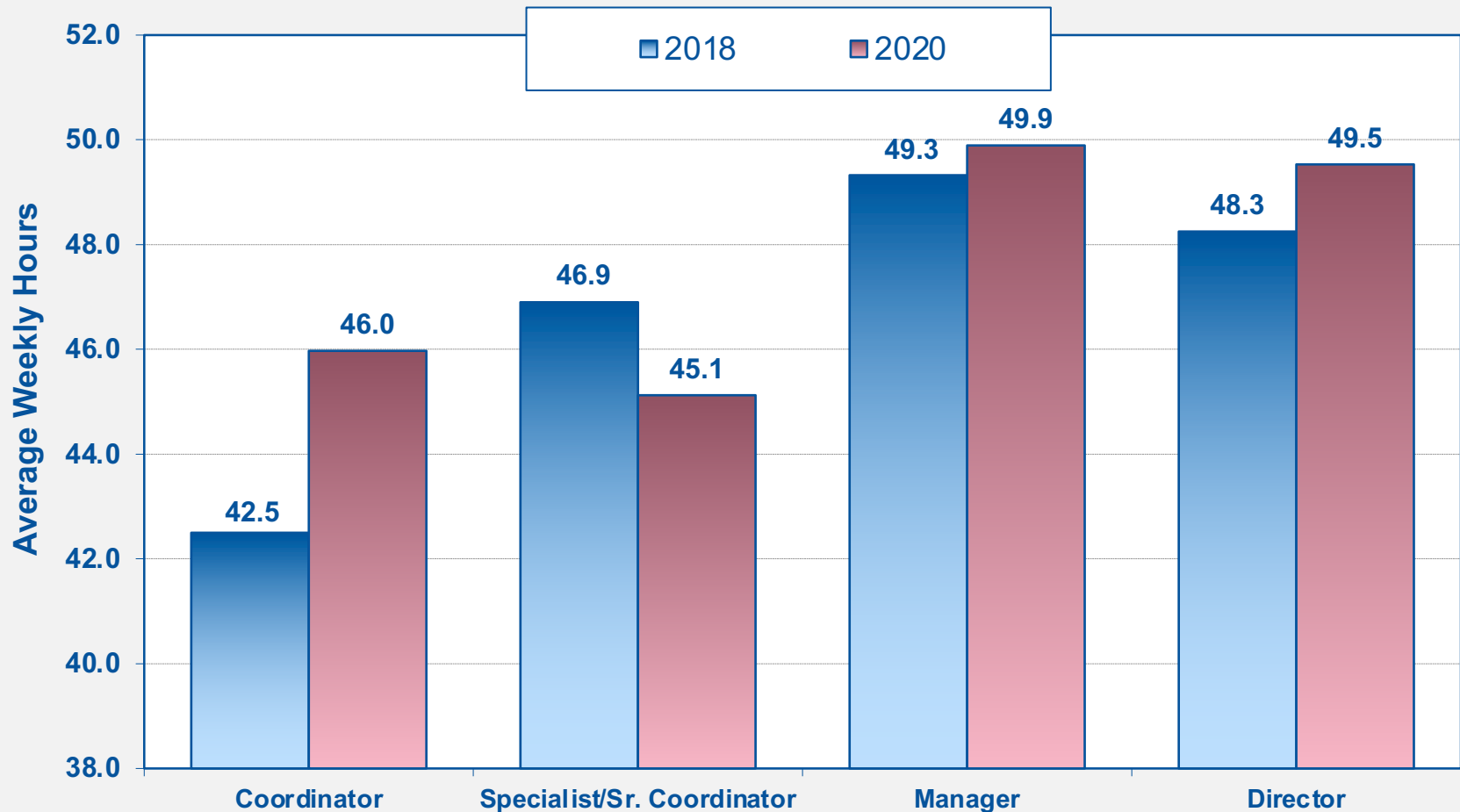
Average Hours Worked Per Week in 2018, Breakdown by Season



*insufficient data for Assistants



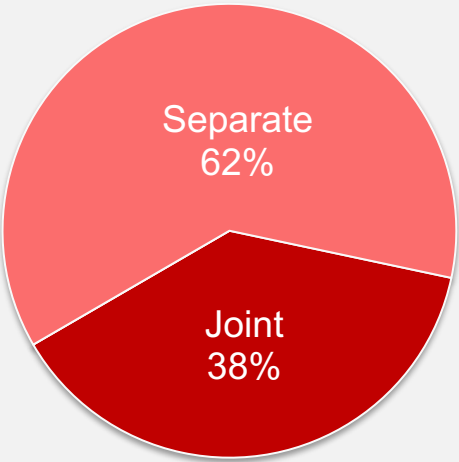
Comparison of Average Hours Worked Per Week, 2018 vs. 2020



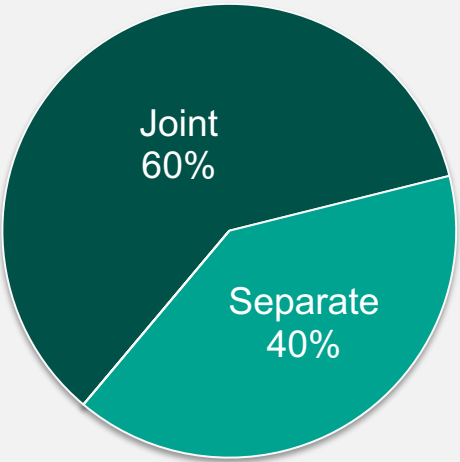
*insufficient data for Assistants

Are Your Recruiting and PD Departments Separate or Joint? – By Firm Size

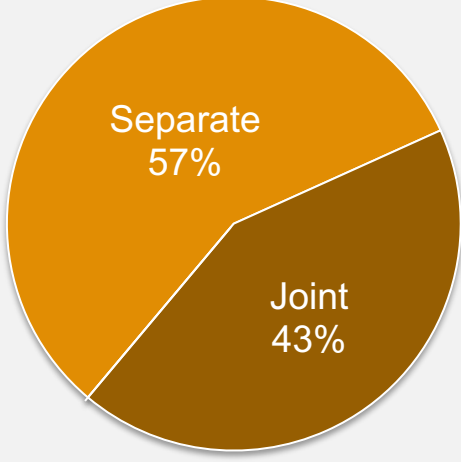
All Respondents



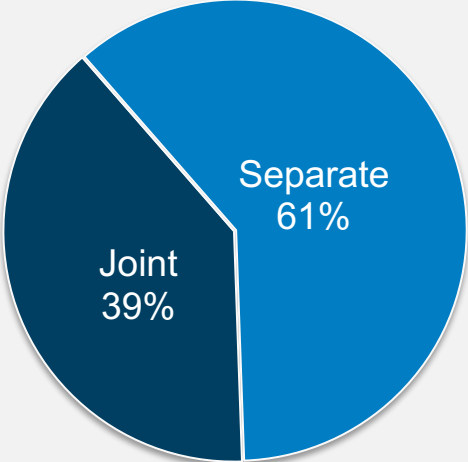
1-250



501-750



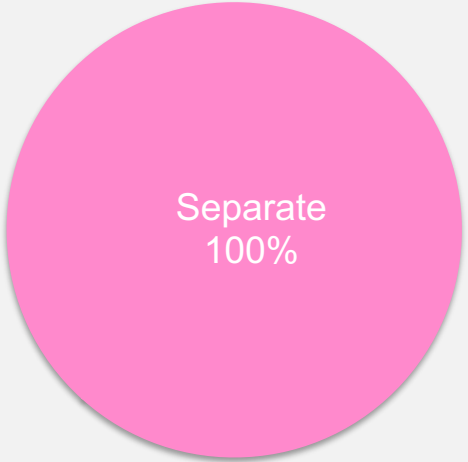
751-1000



1001-1300



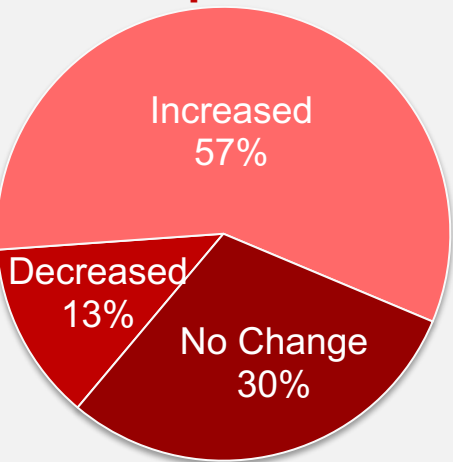
1301+



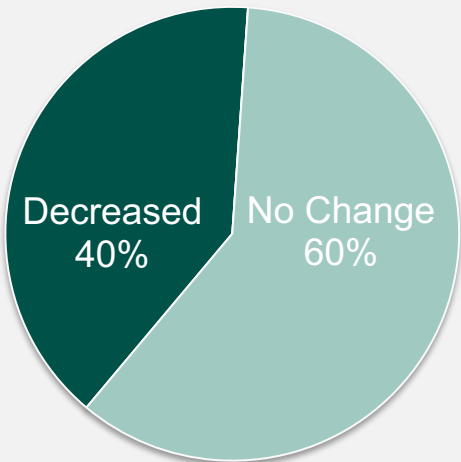
*insufficient data for 251-500

In the Past 2 Years, Has Your Dept. Size Changed?

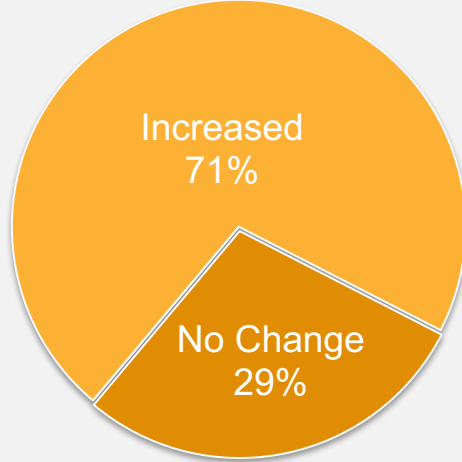
All Respondents



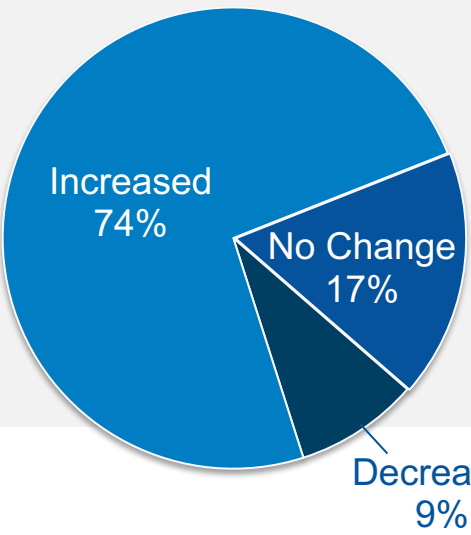
1-250



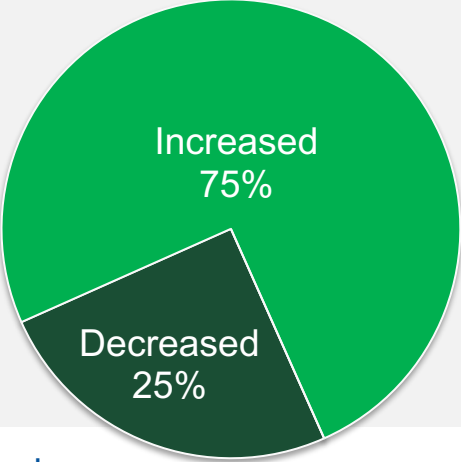
501-750



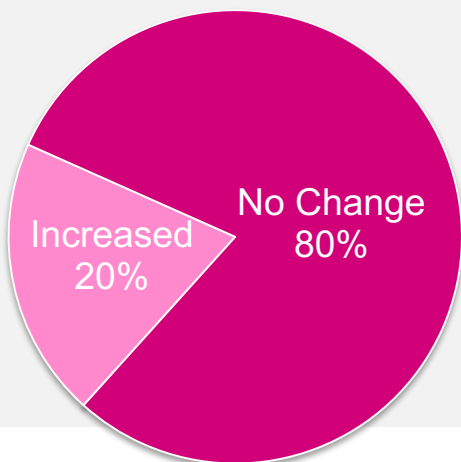
751-1000



1001-1300



1301+

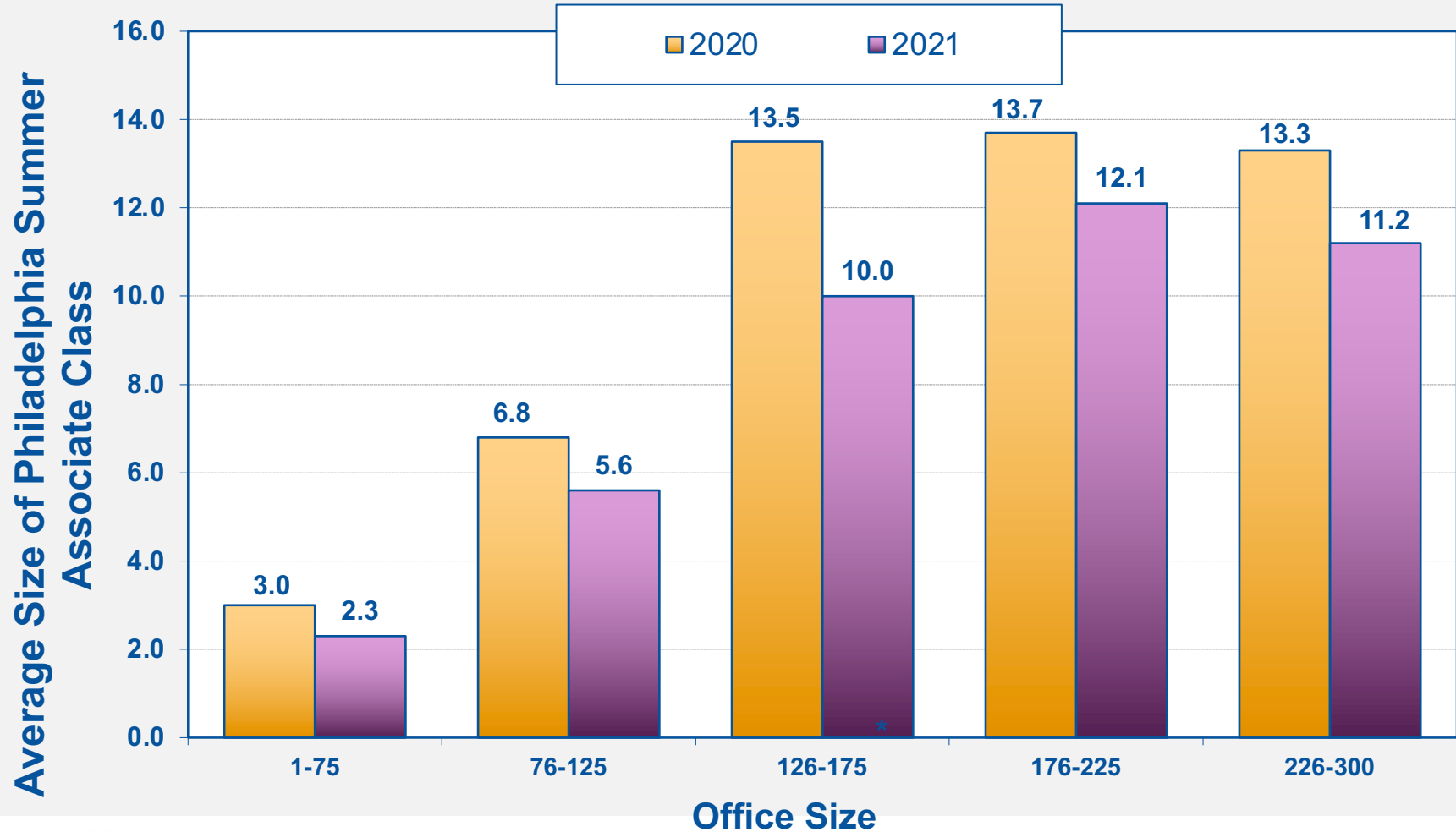


Small Firms (1-500) were 42.9% likely to decrease. Large Firms (501+) were 7.7% likely to decrease.

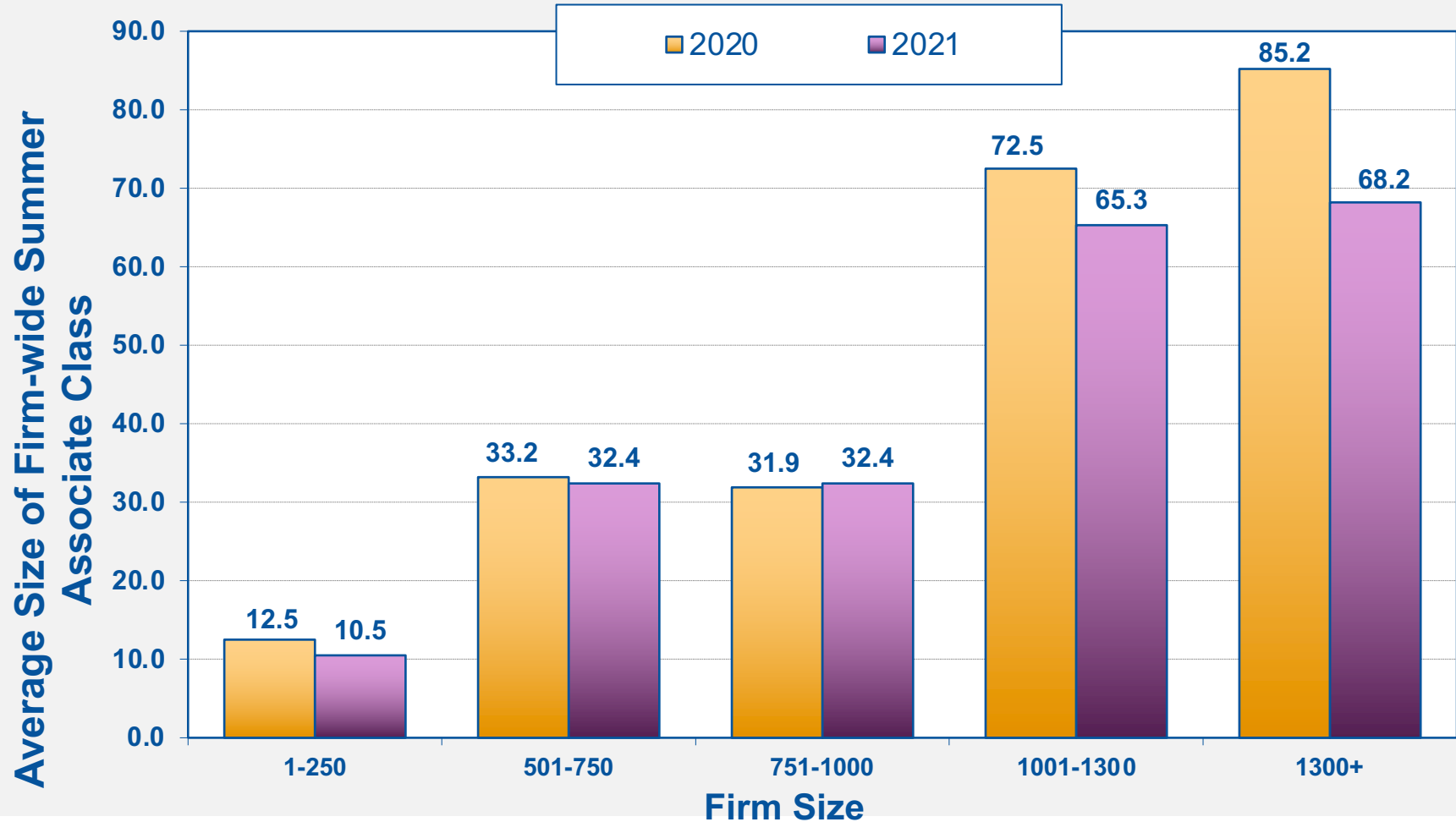
*insufficient data for 251-500



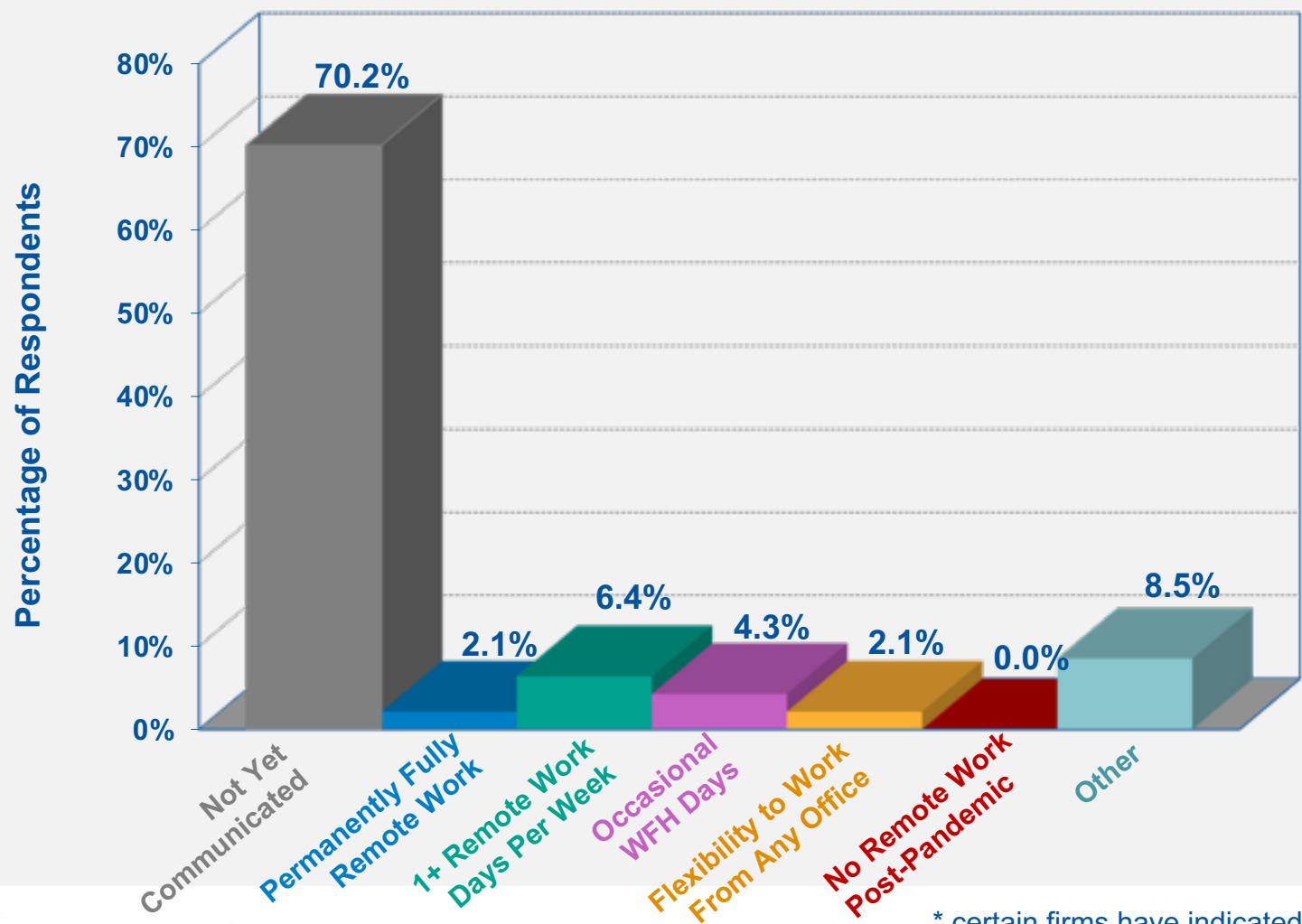
Philadelphia Office Size vs. Size of Philadelphia 2L Summer Associate Class: 2020 to 2021 Comparison



Firm Size vs. Size of Firm-wide 2021 2L Summer Associate Class: 2020 to 2021 Comparison



Will Firms Have Post-Pandemic Flexible Work Arrangements?



* certain firms have indicated more than one option

Importance of Post-Pandemic Flexible Work Arrangements: Average Ranking (1 Not Important – 5 Very Important)

<u>Title</u> (# responses)	<u>Fully Remote Position</u>	<u>Hybrid Workweek</u>	<u>Flexible Hours</u>	<u>Ability to Work in an Office Location</u>	<u>Option to Occasionally Work Remotely</u>
Director (11):	2.4	4.6	4.3	3.6	4.8
Manager (16):	2.5	4.7	4.2	3.1	4.1
Specialist/Sr. Coordinator (5):	2.3	5.0	4.5	3.5	5.0
Coordinator (10):	2.9	4.5	4.0	3.3	4.8

*insufficient data for Assistants

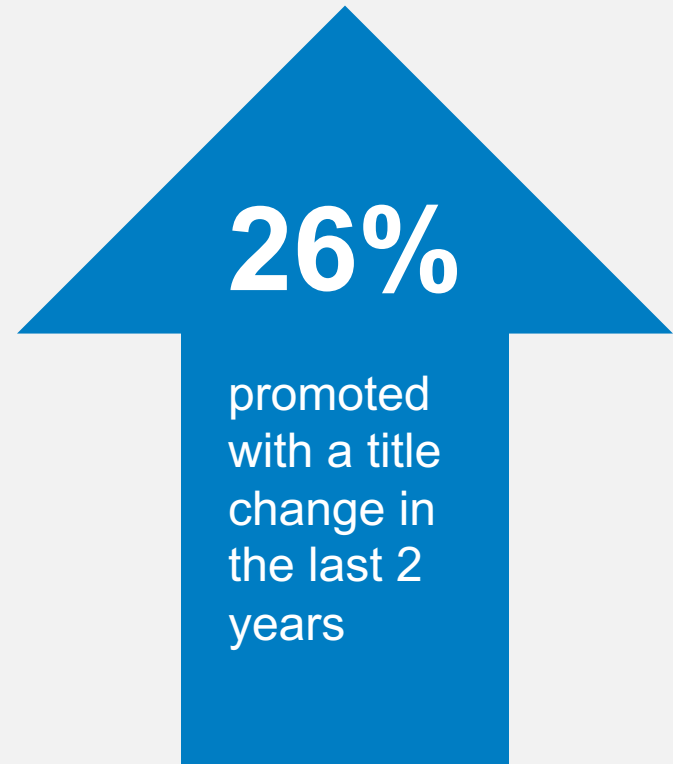
Summary of Interesting Survey Results

49% of respondents took a salary cut in 2020 – 95.5% were fully reinstated in 2021

57% of respondents believe they are fairly compensated

62% of Recruiting and PD departments are separate

40% have been in Recruiting/PD for 8 or more years



Addendum



Average Salary, Bonus & Raise by Firm Size

All Directors: 11

Avg. Salary: \$160,200

Median Salary: \$160,250

Avg. Bonus: \$10,250

Avg. Raise: 4.8%

<u>Firm Size:</u>	<u>751-1000</u>
Average Salary:	\$165,125
Median:	\$160,250
Average Bonus:	\$11,250
Average Raise:	6.0%

*insufficient data for 1-250; 251-500; 501-750; 1001-1300; 1301+

Average Salary, Bonus & Raise by Firm Size

All Managers: 16

Avg. Salary: \$115,884

Median Salary: \$120,000

Avg. Bonus: \$4,446

Avg. Raise: 5.1%

<u>Firm Size:</u>	<u>501-750</u>	<u>751-1000</u>
Average Salary:	\$127,200	\$115,875
Median:	\$125,000	\$115,125
Average Bonus:	\$4,000	\$5,200
Average Raise:	5.0%	4.2%

*insufficient data for 1-250; 251-500; 1001-1300; 1301+

Average Salary, Bonus, Raise & OT by Firm Size

All Specialists/Sr. Coordinators: 5

Avg. Salary: \$76,825 Median Salary: \$73,500

Avg. Bonus: \$4,050 Avg. Raise: 5.3%

*insufficient data for firm size breakdown (all sizes)

Average Salary, Bonus, Raise & OT by Firm Size

All Coordinators: 10

Avg. Salary: \$61,680 **Median Salary:** \$62,000

Avg. Bonus: \$2,133 **Avg. Raise:** 3.0%

Avg. OT (2020): \$3,340

<u>Firm Size:</u>	<u>751-1000</u>
Average Salary:	\$61,257
Median:	\$61,000
Average Bonus:	<i>insufficient data</i>
Average Raise:	3.0%

*insufficient data for 1-250; 251-500; 501-750; 1001-1300; 1301+

Average Salary, Bonus, Raise & OT by Firm Size

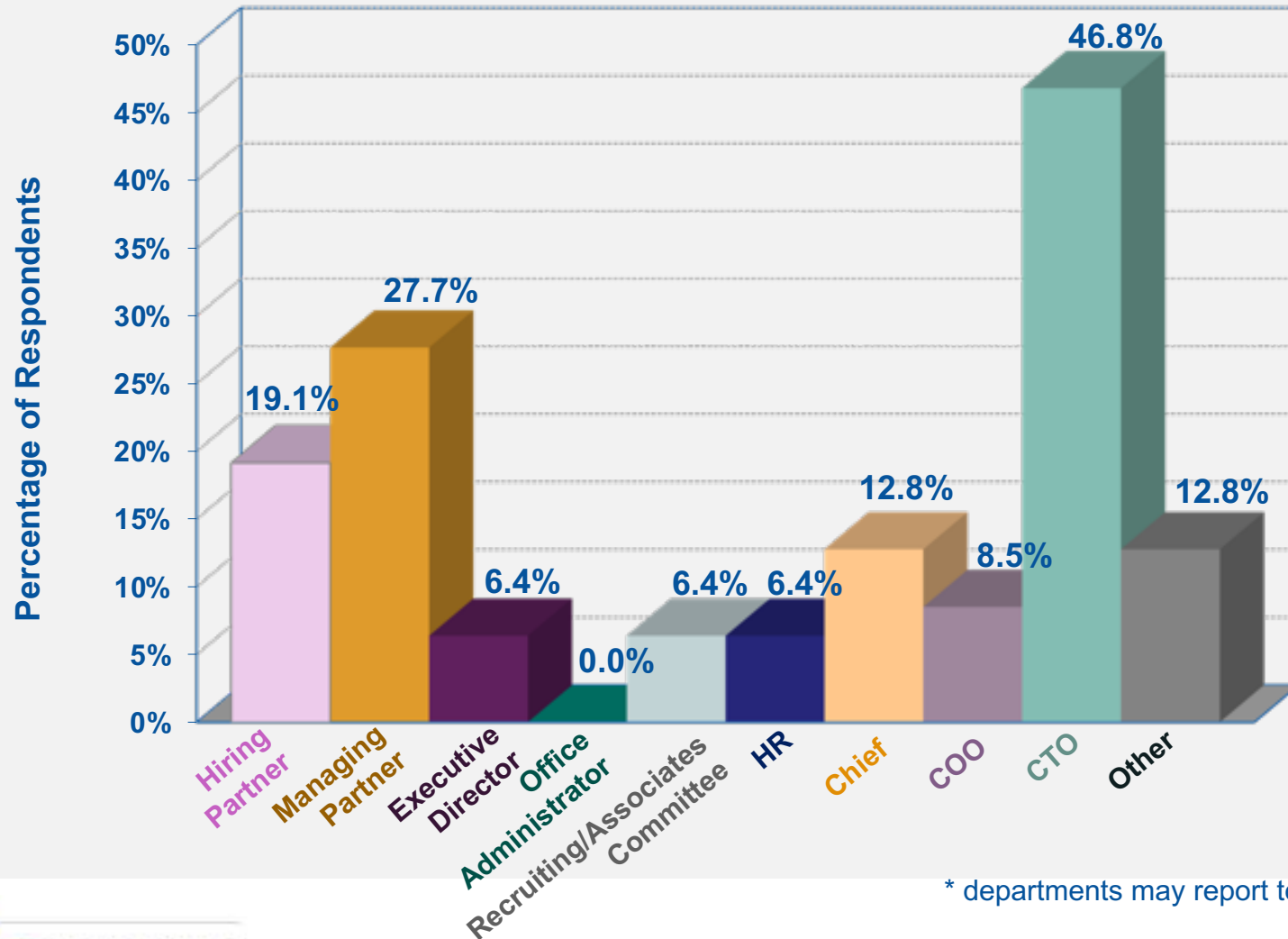
All Assistants: 3

Avg. Salary: \$52,000

Median Salary: \$51,000

*insufficient data for firm size breakdown (all sizes) and bonus/raise numbers

Who Does the Recruiting/PD Dept. Report To?



* departments may report to more than one entity

Benefits Received

- 66.7% of Firms allow employees to work part-time.
- 27.8% of Firms provide Flex Days.
- 45.7% of Firms provide backup daycare, and 3.0% of Firms have onsite daycare.
- 31.4% of Firms provide a mobile device to employees, while 60.0% offer mobile service.
- 91.7% of Firms provide employees with computers/laptops.
- 74.3% of Firms offer transportation discounts, mileage reimbursement, or transportation stipends.
- 62.9% of Firms offer a Health Club membership or discount.
- 94.6% of Firms provide a flexible spending account.
- 94.6% of Firms provide a health savings account.
- 92.7% of employees contribute to the cost of their medical care plans.
- 100.0% of Firms have a 401k program, and 57.5% of Firms offer 401k matching.
- 13.2% of Firms have a pension plan.
- Only 8.8% of Firms offer free parking.

Benefits Received: Average Days Paid Time Off (PTO)

PTO includes Vacation, Sick and Personal Days

<u>Title (# responses)</u>	<u>Average (days)</u>	<u>Median (days)</u>	<u>Range (days)</u>
Director (11):	31.0	30.0	25-36
Manager (16):	26.1	28.0	17-35
Specialist/Sr. Coordinator (5):	26.3	27.5	20-30
Coordinator (10):	18.1	20.5	4-23

**2.9% of respondents
receive unlimited PTO.**

*insufficient data for Assistants

Benefits Received:

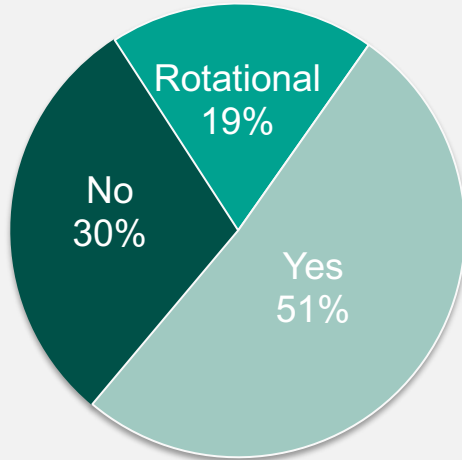
Average Days Maternity and Paternity Leave

<u>Title</u> (# responses)	<u>Average Maternity</u> <u>(days)</u>	<u>Median Maternity</u> <u>(days)</u>
Director (11):	61.8	56.0
Manager (16):	66.0	72.0
Specialist/Sr. Coordinator (5):	93.3	90.0
Coordinator (10):	48.0	30.0

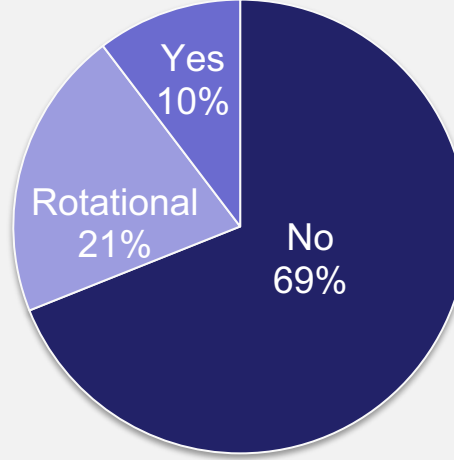
*insufficient data for Paternity Leave; Assistants

Did Your Firm Sponsor Your Attendance at Any of the Following Conferences Last Year?

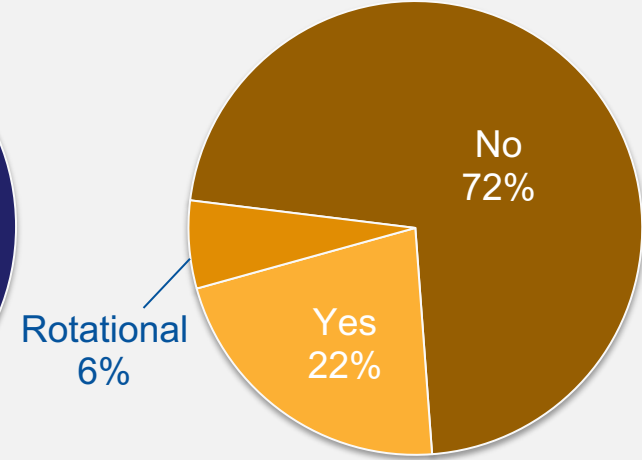
NALP Annual Education Conference



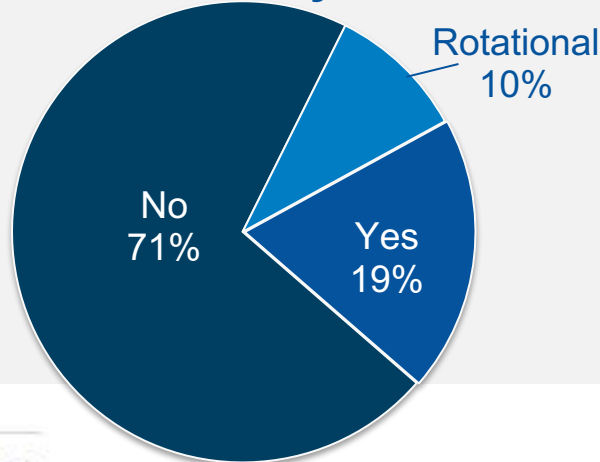
NALP Newer Professionals Forum



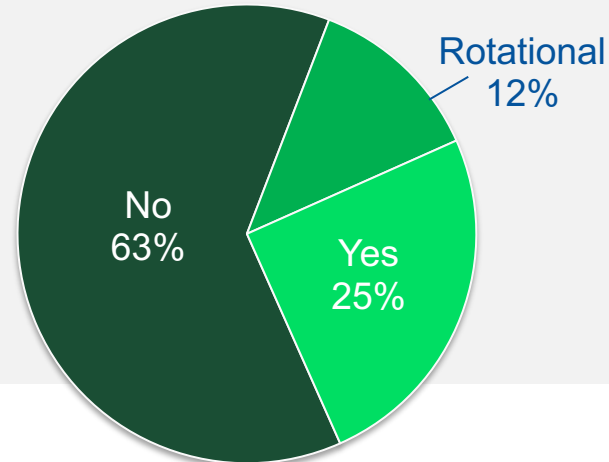
NALP/ALI-ABA Professional Development Institute



NALP Diversity Summit



PDC Conference





2021 LRAP Industry Survey



Wisnik Career Enterprises, Inc.
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