

# Wisnik Law Firm Recruiting Combined Surveys 2013

Summary of 2012-2013 Recruiting Survey Data

By Eva Wisnik

November 2013



Wisnik Career Enterprises, Inc.  
www.wisnik.com  
212.370.1010 • ewisnik@wisnik.com

# Our Goal Is To Help You Achieve Your Goals

Dear Friends of Wisnik,

We wanted to share the findings from the Wisnik Combined 2012-2013 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, Chicago, Washington D.C., Los Angeles, Houston/Dallas, and Atlanta in late 2012 and throughout 2013. The combined results that follow were generated from 432 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*

# 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 17 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 30 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.

# Summary of 2012 & 2013 Recruiting Surveys

Total of 432 Respondents' Salary  
and Industry Information

## ■ By Position

- Director: 68
- Manager: 153
- Sr. Coordinator/  
Specialist: 20
- Coordinator: 136
  - Exempt: 53
  - OT Eligible: 69
- Assistant: 55

## ■ By Location

- New York: 142
- Chicago: 65
- Washington, D.C.: 81
- Los Angeles: 55
- Houston/Dallas: 66
- Atlanta: 23

## ■ By Firm Size

- 1-250: 58
- 251-500: 64
- 501-750: 79
- 751-1000: 93
- 1000+: 131

# Salary Trends

# Average Salaries by Title

*Cities surveyed include: New York, Chicago, Washington, D.C., Los Angeles, Houston/Dallas, Atlanta*

<u>Title (# responses with salary info)</u>	<u>Avg. Salary</u>	<u>Median</u>	<u>Avg. Bonus</u>	<u>Avg. Raise</u>
<b>Director (61):</b>	\$164,632	\$160,000	\$20,592	6%
<b>Manager (144):</b>	\$104,894	\$100,000	\$8,408	5.2%
<b>Sr. Coordinator/Specialist (18):</b>	\$82,120	\$81,333	\$5,259	4.9%
<b>Coordinator – Exempt (52):</b>	\$68,200	\$65,750	\$3,577	6.2%
<b>Coordinator – OT eligible* (68):</b>	\$58,534	\$59,300	\$2,225	5.9%
<b>Assistant – OT eligible* (47):</b>	\$45,235	\$45,000	\$1,259	4.8%

\* Salary data shown is base salary without OT

# Average Salaries by City

<u>Title</u>	<u>New York</u>	<u>Chicago</u>	<u>Washington, D.C.</u>	<u>Los Angeles</u>	<u>Houston/ Dallas</u>	<u>Atlanta</u>
<b>Director:</b>	\$220,613	\$150,509*	\$150,857	\$152,583	\$116,642	*
<b>Manager:</b>	\$120,840	\$99,132	\$105,339	\$108,786	\$76,419	\$85,171
<b>Sr. Coordinator/ Specialist:</b>	\$83,777	\$80,519	*	*	*	*
<b>Coordinator – Exempt:</b>	\$75,211	\$66,563	\$67,545	*	\$55,888	\$68,875
<b>Coordinator – OT Eligible**:</b>	\$59,879	\$56,571	\$63,882	\$65,533	\$50,379	\$44,250
<b>Assistant – OT Eligible**:</b>	\$47,742	\$48,500	\$46,063	*	\$39,200	*

\* Insufficient number of responses

\*\* Salary data shown is base salary without OT

# Average Salary, Bonus, & Raise by Firm Size

## Directors = 61

*Average salary = \$164,632    Median = \$160,000*  
*Average Bonus = \$20,592    Average Raise = 6%*

<b>Firm Size:</b>	<b><u>1-250</u></b>	<b><u>251-500</u></b>	<b><u>501-750</u></b>	<b><u>751-1000</u></b>	<b><u>1001+</u></b>
<b>Average Salary:</b>	\$125,863	\$175,193	\$148,362*	\$191,795	\$205,136
<b>Salary Range:</b>	\$68.8k - \$225k	\$82k - \$280k	\$95k - \$225k	\$125k - \$350k	\$140.5k - \$375k
<b>Average Bonus:</b>	\$9,033	\$17,333	\$16,700	\$28,278	\$37,450
<b>Average Raise:</b>	4.5%	7.7%	6.6%	5.5%	6.7%

\* Majority of respondents for Firm Size 501-750 from DC, LA, and Houston/Dallas.



# Average Salary, Bonus, & Raise by Firm Size

**Managers = 144**

*Average salary = \$104,894      Median = \$100,000*  
*Average Bonus = \$8,408      Average Raise = 5.2%*

<b>Firm Size:</b>	<b><u>1-250</u></b>	<b><u>251-500</u></b>	<b><u>501-750</u></b>	<b><u>751-1000</u></b>	<b><u>1001+</u></b>
<b>Average Salary:</b>	\$96,096	\$100,630	\$103,007	\$108,453	\$108,641
<b>Salary Range:</b>	\$57k - \$198k	\$60k - \$160k	\$70k - \$160k	\$70k - \$165k	\$60k - \$165k
<b>Average Bonus:</b>	\$12,985	\$8,383	\$7,941	\$8,267	\$7,165
<b>Average Raise:</b>	6%	6.1%	5.8%	4%	4.9%

# Average Salary, Bonus, & Raise by Firm Size

**Sr. Coordinators/Specialists = 18**

*Average salary = \$82,120      Median = \$81,333*  
*Average Bonus = \$5,259      Average Raise = 4.9%*

<u>Firm Size:</u>	<u>251-750</u>	<u>751-1000</u>	<u>1001+</u>
<b>Average Salary:</b>	\$78,255	\$82,898	\$84,042
<b>Salary Range:</b>	\$62k - \$92k	\$73.5k - \$100k	\$75k - \$102k
<b>Average Bonus:</b>	\$2,538	\$6,438	\$5,625
<b>Average Raise:</b>	3.6%	6.4%	3.5%

\* Insufficient data for Firm Size 1-250

# Average Salary, Bonus, & Raise by Firm Size

**Coordinators (Exempt) = 52**  
*Average salary = \$68,200    Median = \$65,750*  
*Average Bonus = \$3,577    Average Raise = 6.2%*

<u>Firm Size:</u>	<u>1-250</u>	<u>251-500</u>	<u>501-750</u>	<u>751-1000</u>	<u>1001+</u>
<b>Average Salary:</b>	\$68,125	\$64,200	\$66,789	\$67,625	\$71,723
<b>Salary Range:</b>	\$54k - \$86k	\$52.5k - \$80k	\$52k - \$84k	\$53k - \$97k	\$46.2k - \$113k
<b>Average Bonus:</b>	\$3,625	\$2,300	\$5,286	\$2,804	\$4,083
<b>Average Raise:</b>	6.6%	3.7%	3.3%	3.1%	4.5%

# Average Salary, Bonus, & Raise by Firm Size

**Coordinators (OT Eligible) = 68**  
*Average salary = \$59,426      Median = \$60,000*  
*Average Bonus = \$2,225      Average Raise = 5.9%*  
*Average 2012 OT = \$6,091*

<u>Firm Size:</u>	<u>1-250</u>	<u>251-500</u>	<u>501-750</u>	<u>751-1000</u>	<u>1001+</u>
<b>Average Salary:</b>	\$58,450	\$61,192	\$54,239	\$60,091	\$59,463
<b>Salary Range:</b>	\$40k - \$78k	\$48k - \$77.5k	\$37k - \$78k	\$43k - \$83k	\$44.9k - \$68k
<b>Average Bonus:</b>	\$2,159	\$2,889	\$1,630	\$2,483	\$2,191
<b>Average Raise:</b>	3.9%	5.1%	3.5%	5.4%	3.5%
<b>Average OT:</b>	\$733	\$4,425	\$4,829	*	\$13,849

\* Insufficient OT data for Firm Size 751-1000

# Average Salary, Bonus, & Raise by Firm Size

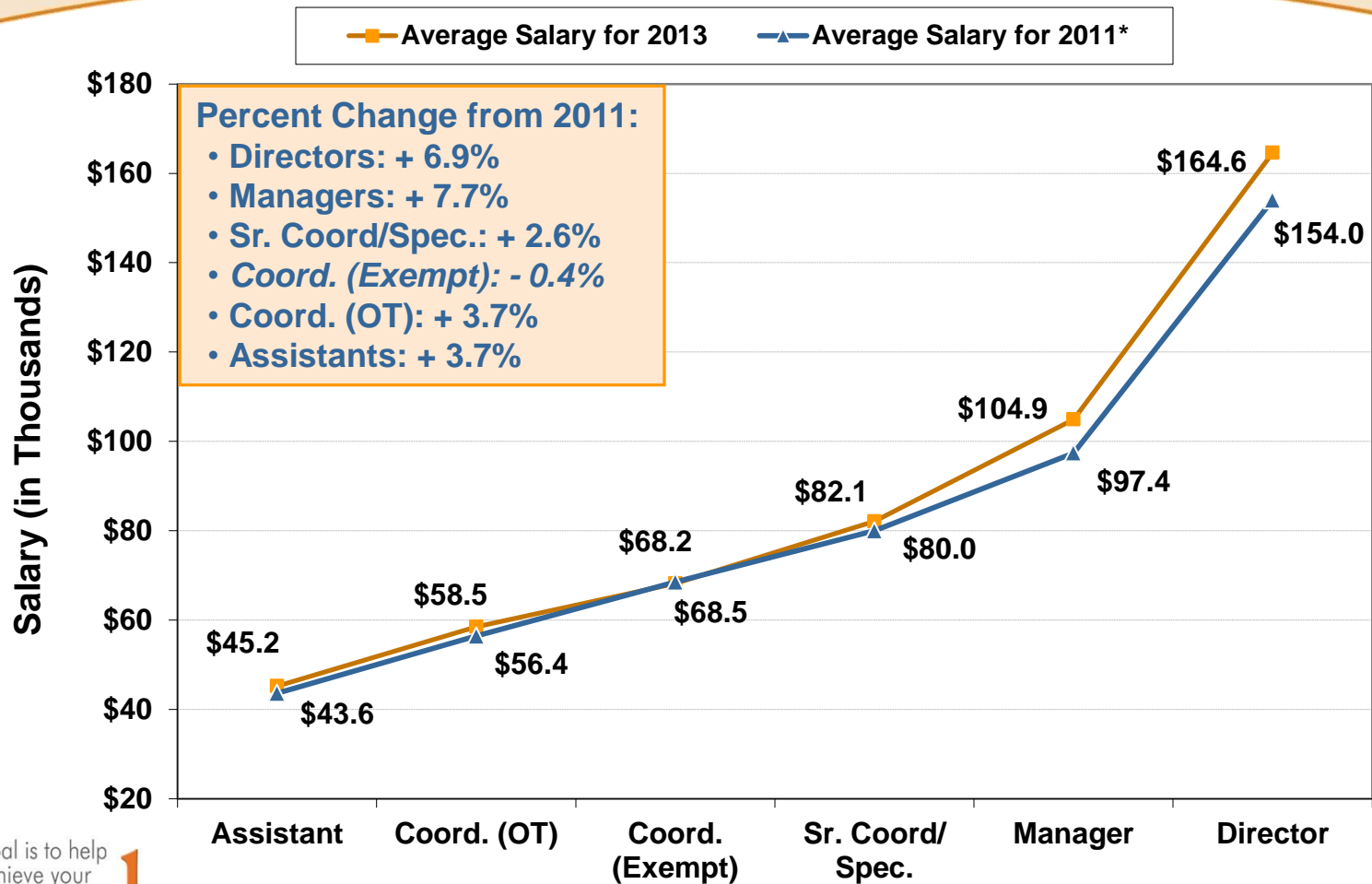
**Assistants = 47**

*Average salary = \$45,235      Median = \$45,000*  
*Average Bonus = \$1,259      Average Raise = 4.8%*  
*Average 2012 OT = \$4,139*

<u>Firm Size:</u>	<u>1-500</u>	<u>501-750</u>	<u>751-1000</u>	<u>1001+</u>
<b>Average Salary:</b>	\$42,714	\$43,104	\$46,889	\$46,726
<b>Salary Range:</b>	\$37k - \$50k	\$32.5k - \$62k	\$38k - \$52k	\$32.5k - \$58k
<b>Average Bonus:</b>	\$975	\$847	\$1,287	\$1,778
<b>Average Raise:</b>	*	2.9%	2.4%	4.2%
<b>Average OT:</b>	*	\$3,200	\$2,698	*

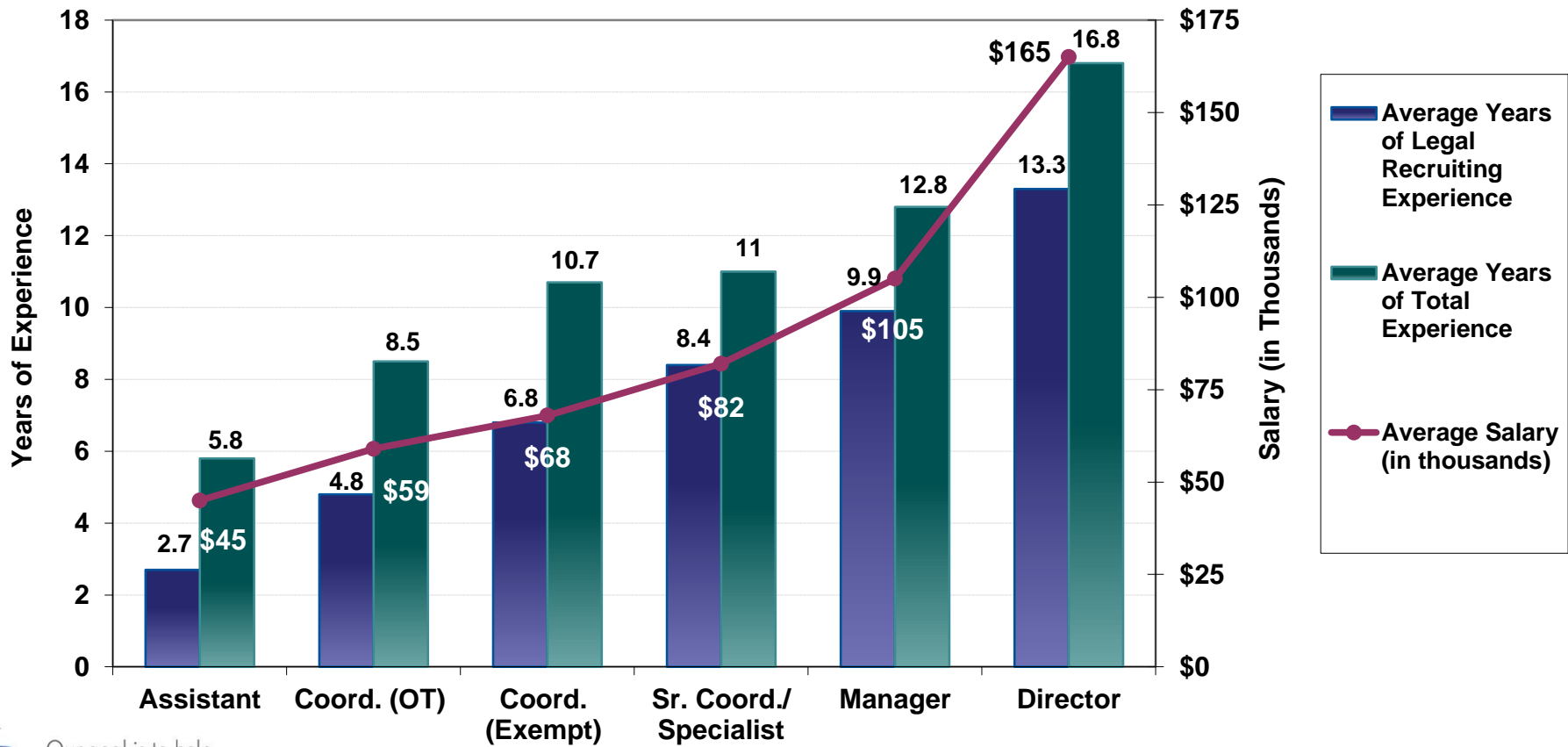
\* Insufficient number of responses

# Salary: 2013 & 2011 Comparison



\* 2011 data does not include Los Angeles

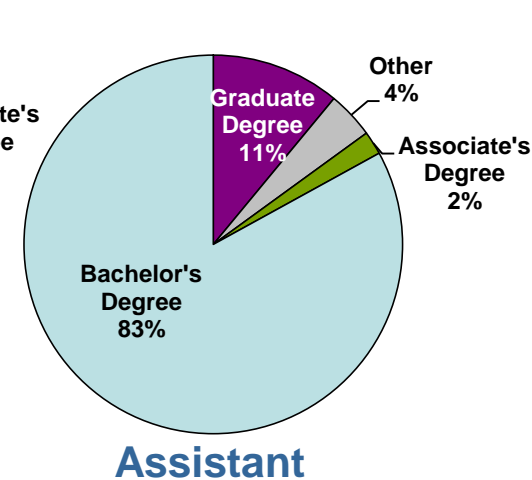
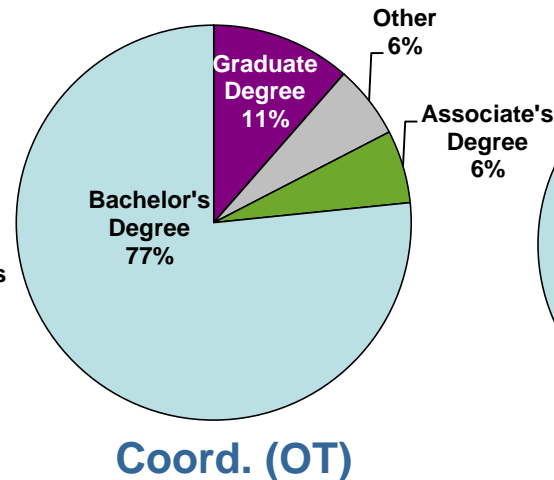
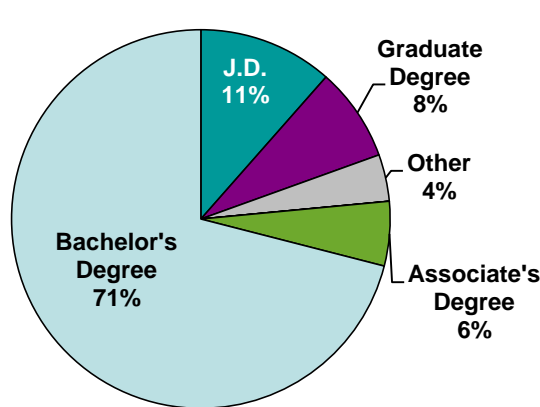
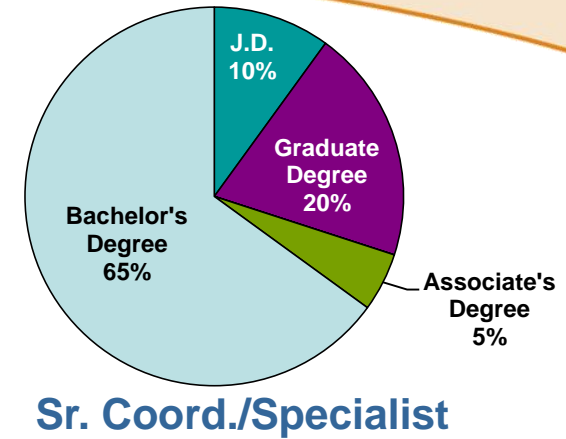
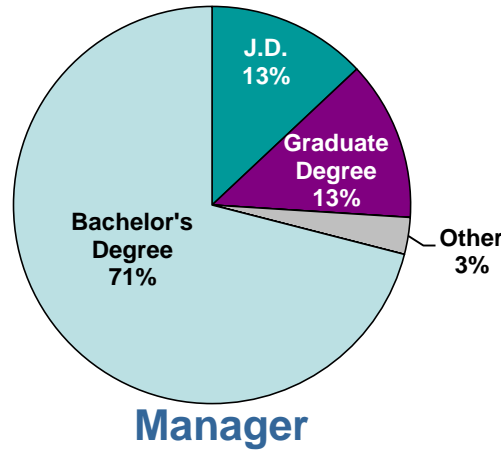
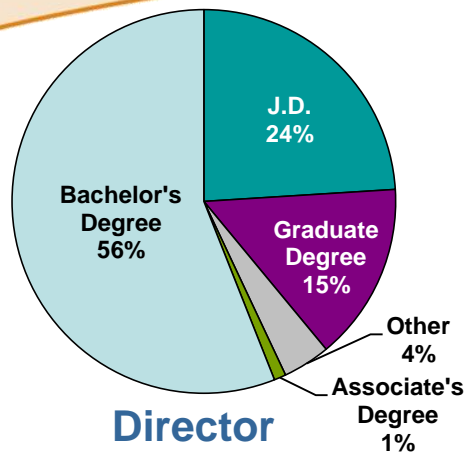
# Average Salary vs. Years of Experience



# Industry Findings



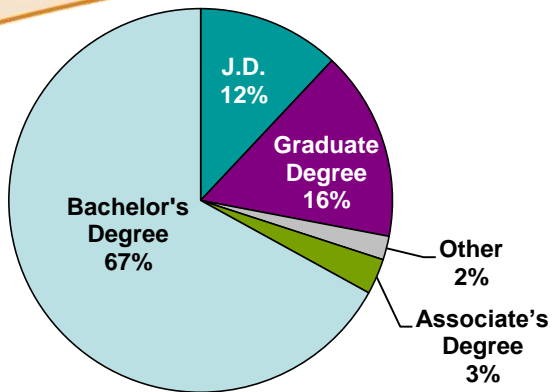
# 2013 Highest Degree of Education, by Job Title



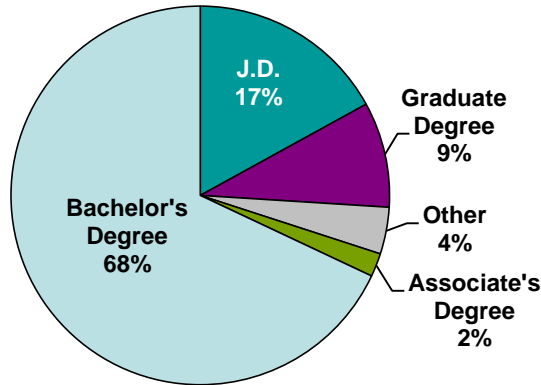
Our goal is to help you achieve your

**goals**<sup>®</sup>

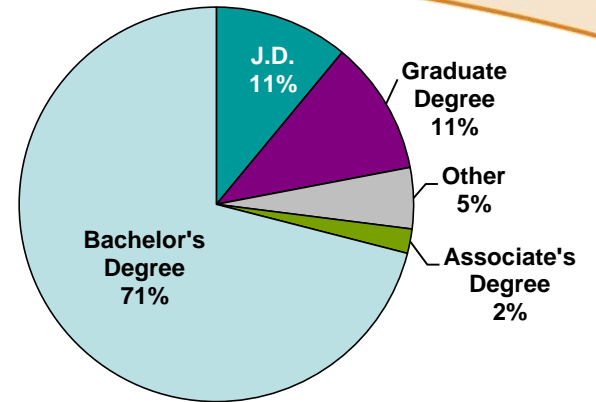
# Highest Degree of Education, City Comparison



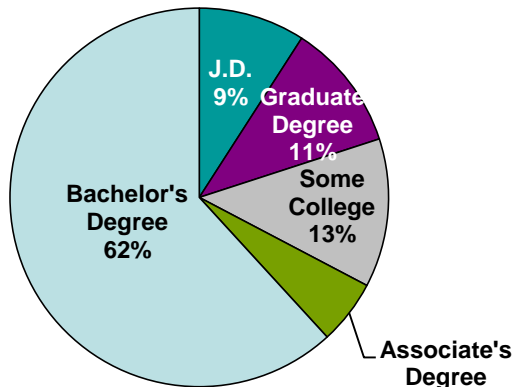
New York



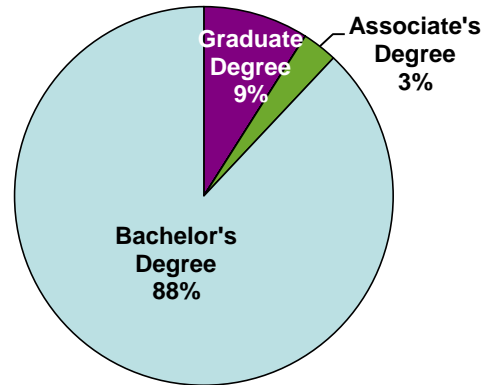
Chicago



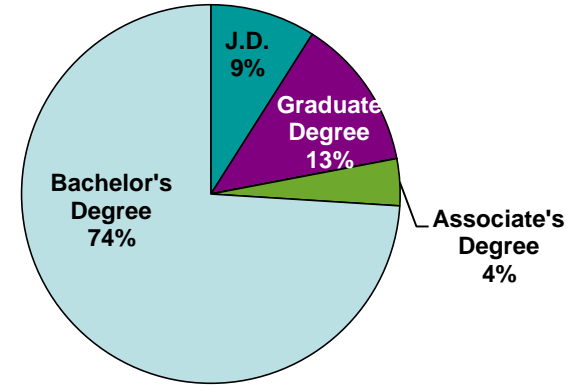
Washington, D.C.



Los Angeles

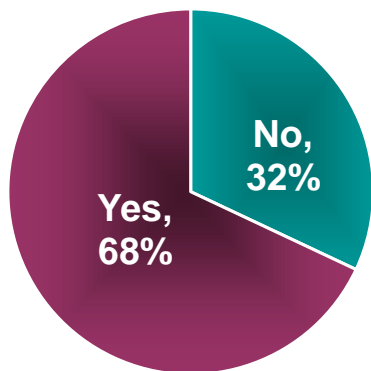


Houston/Dallas

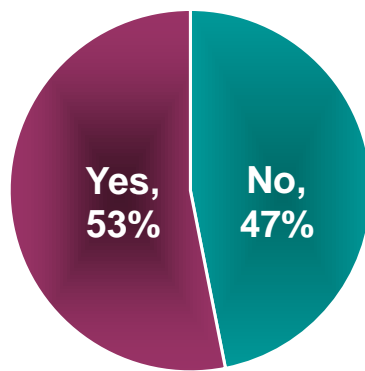


Atlanta

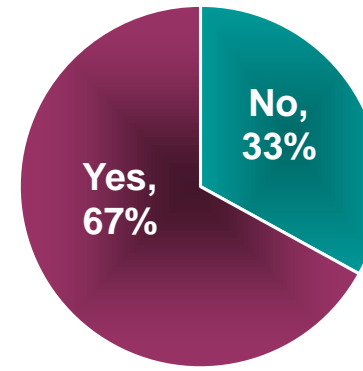
# Are You Satisfied With Your Current Compensation?



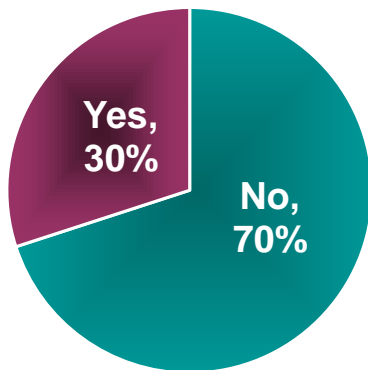
Director



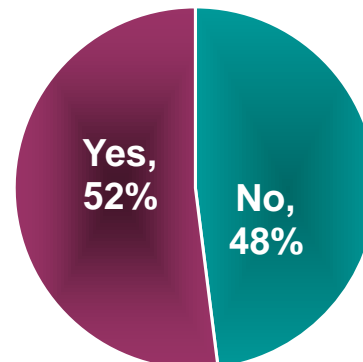
Manager



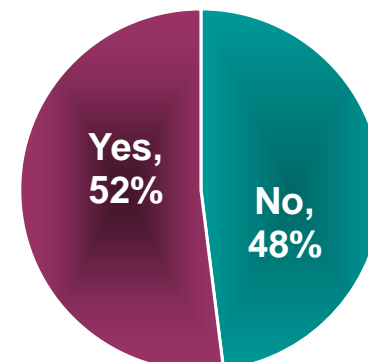
Sr. Coord./Specialist



Coord. (Exempt)

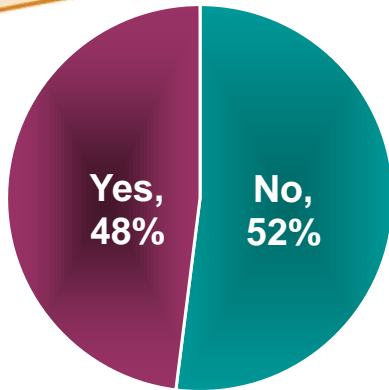


Coord. (OT)

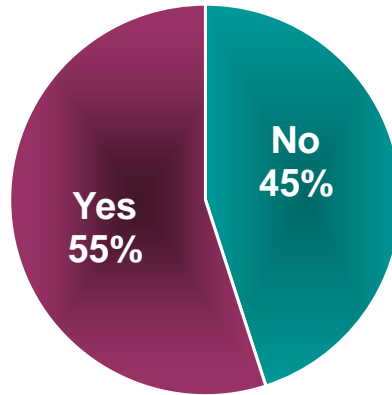


Assistant

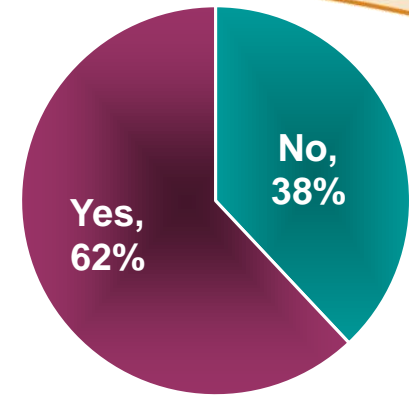
# Are You Satisfied With Your Current Compensation – City Comparison



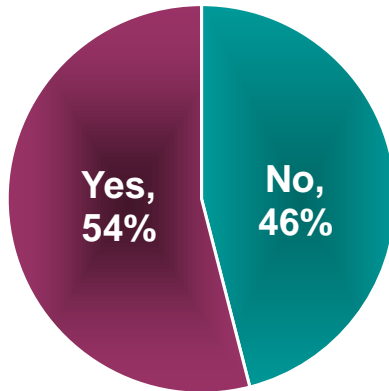
New York



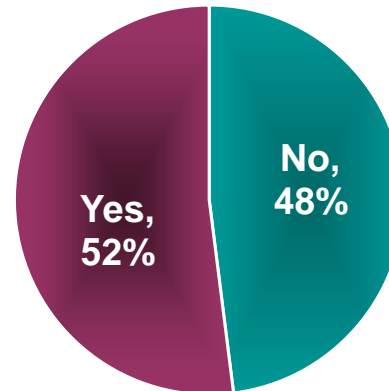
Chicago



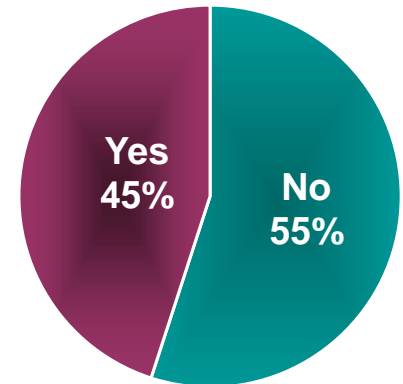
Washington, D.C.



Los Angeles

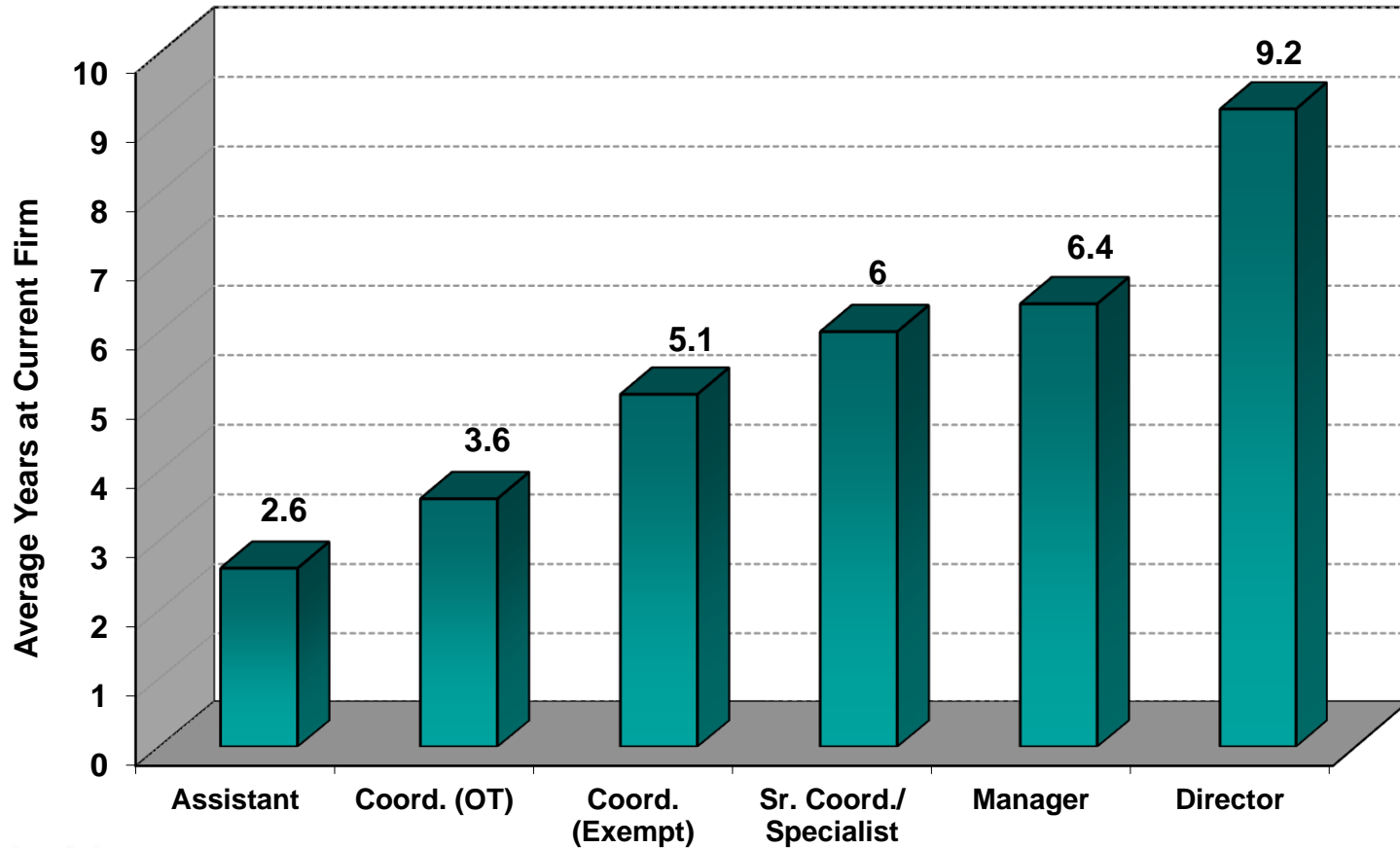


Houston/Dallas

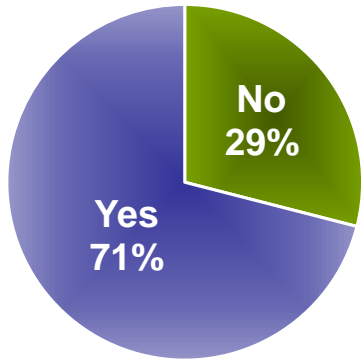


Atlanta

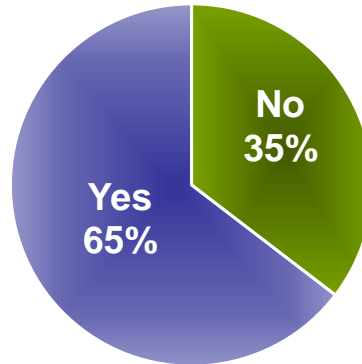
# Respondents' Average Years With Current Firm



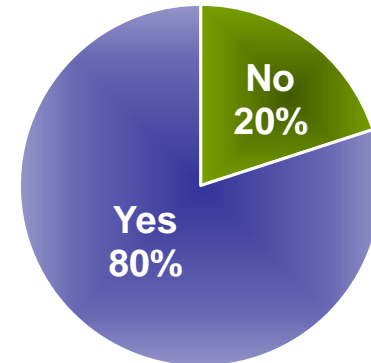
# Have You Been Promoted with a Title Change at Your Current Firm?



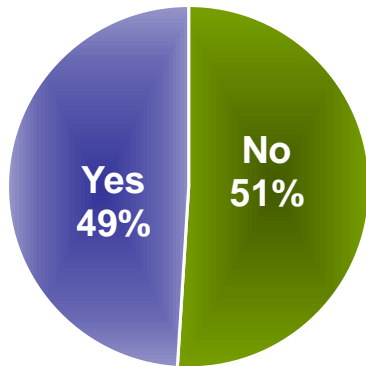
**Director**



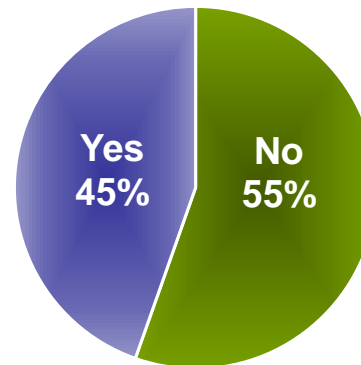
**Manager**



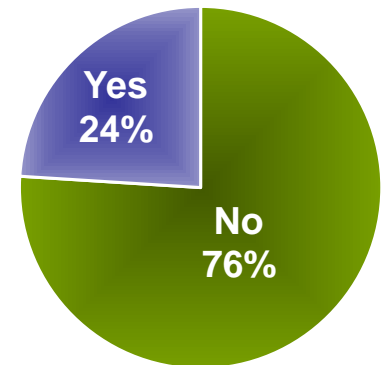
**Sr. Coord./Specialist**



**Coord. (Exempt)**

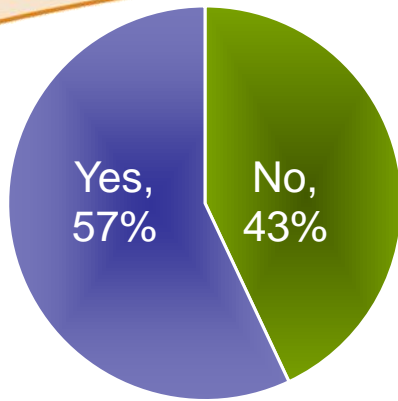


**Coord. (OT)**

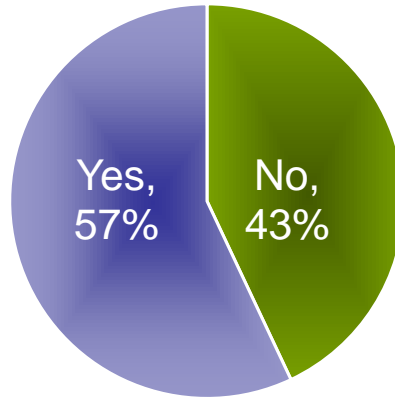


**Assistant**

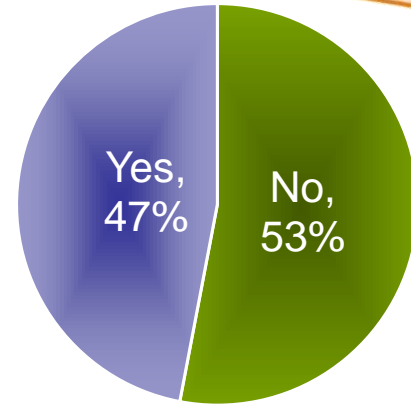
# Promoted with a Title Change – City Comparison



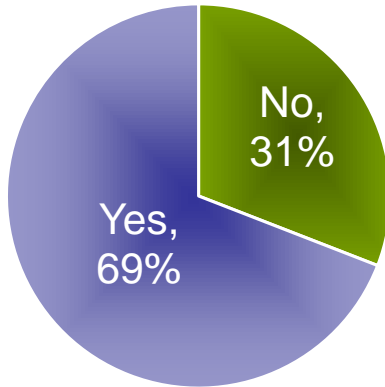
New York



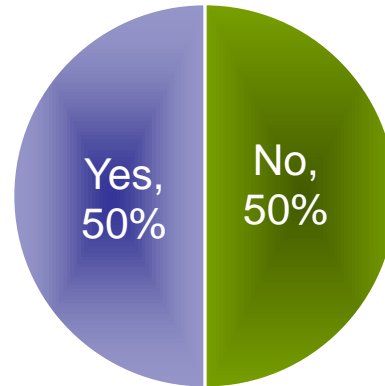
Chicago



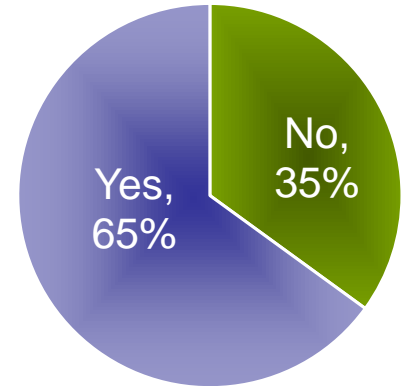
Washington, D.C.



Los Angeles

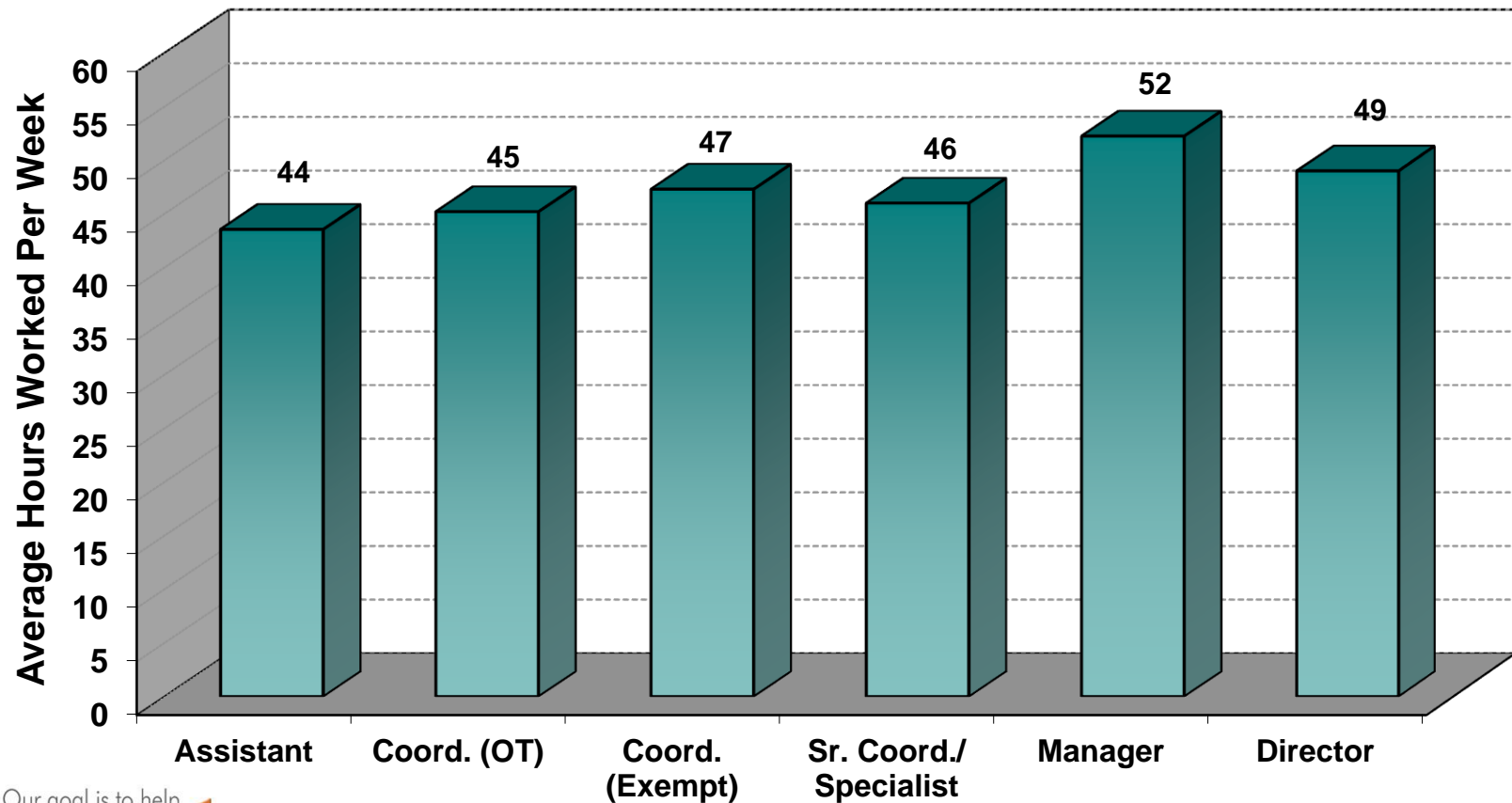


Houston/Dallas



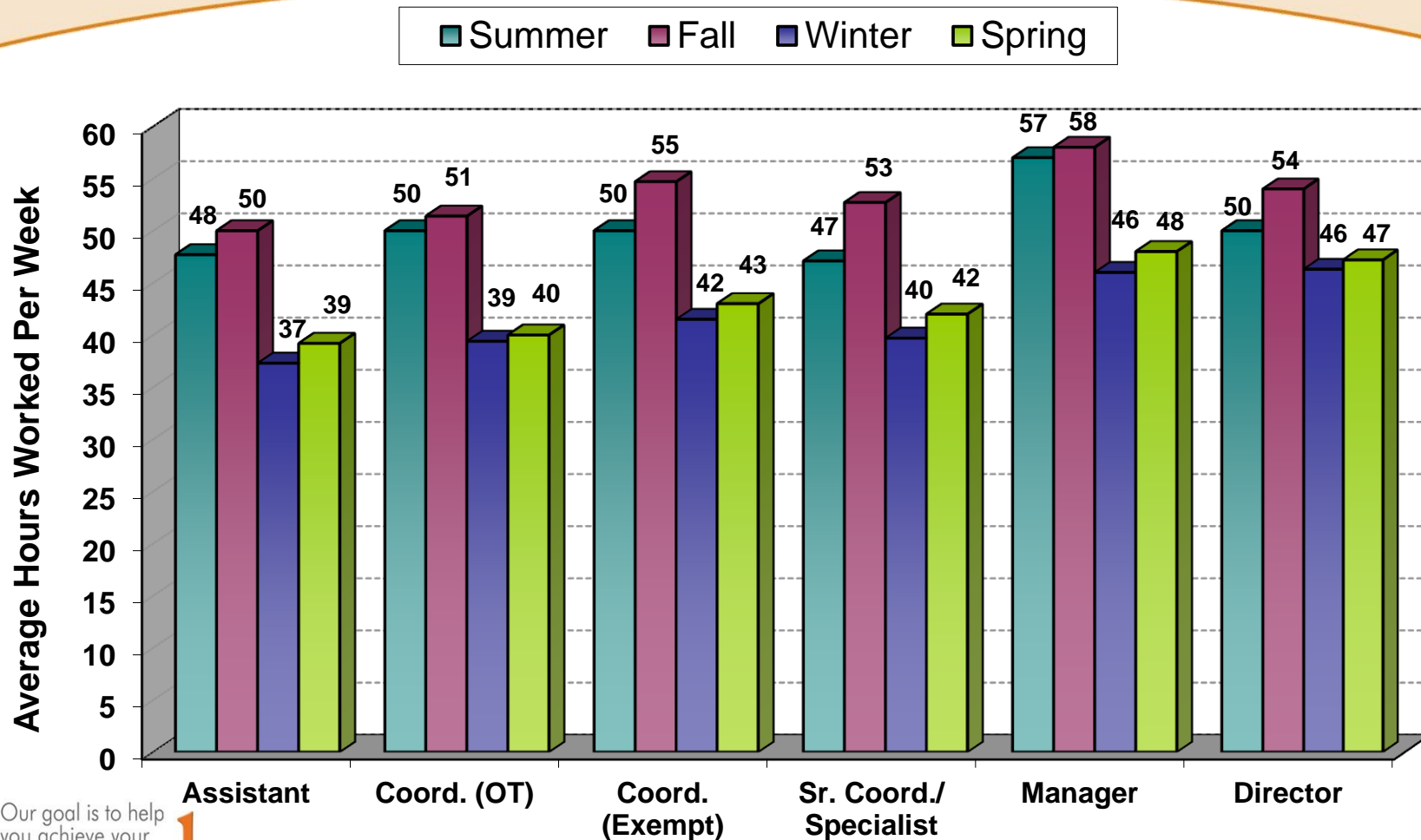
Atlanta

# Average Weekly Hours Worked





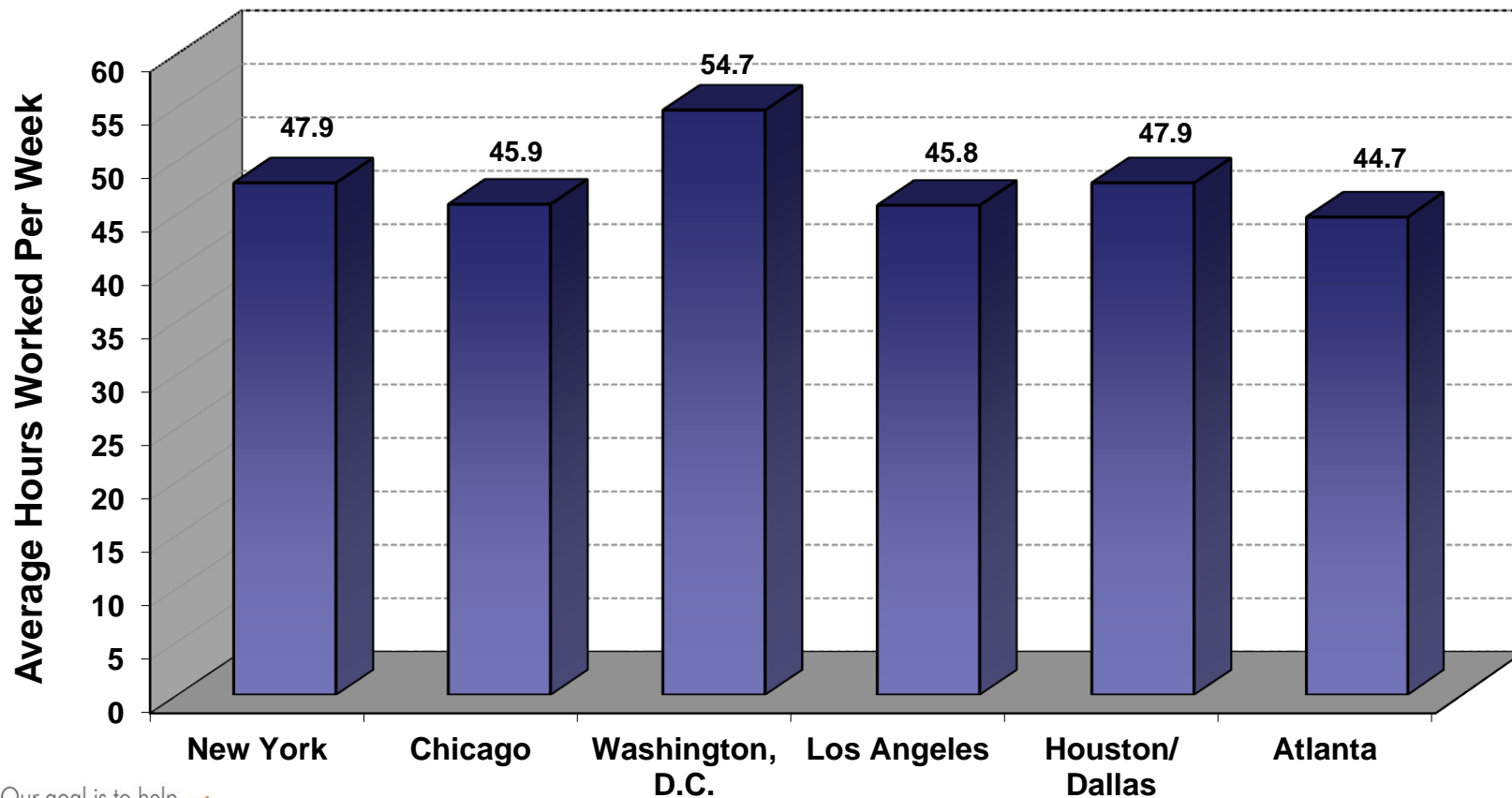
# Average Weekly Hours Worked, Breakdown by Season



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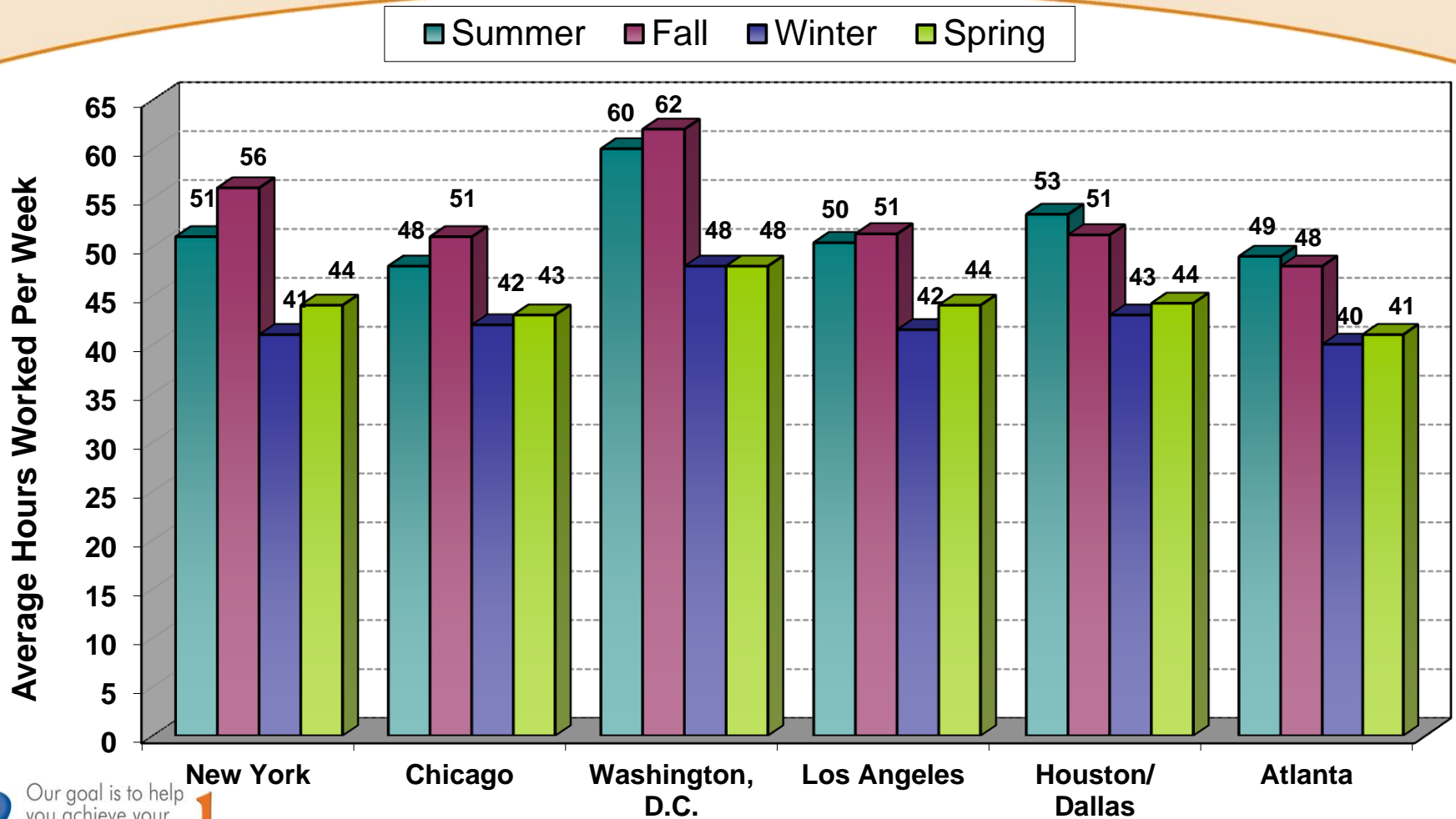
# City Comparison: Overall Average Weekly Hours Worked



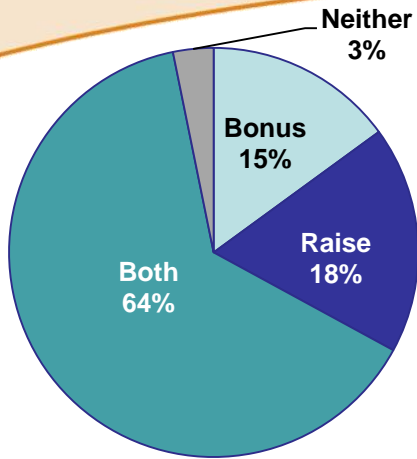
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goals®

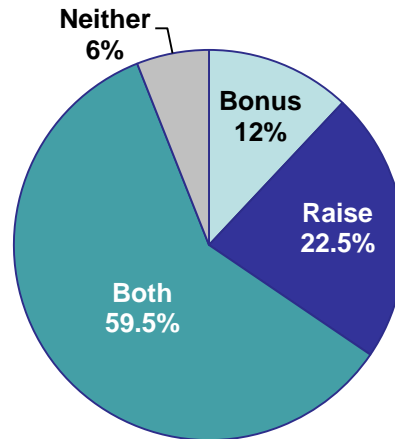
# City Comparison: Average Weekly Hours Worked, Breakdown by Season



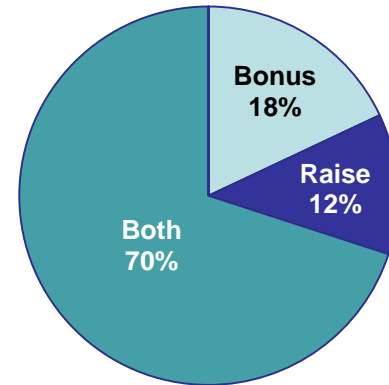
# Did You Receive a Bonus and/or Raise Last Year?



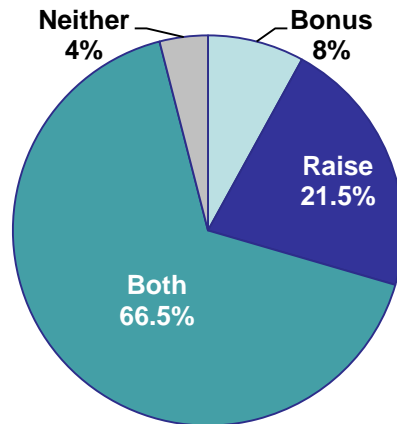
Director



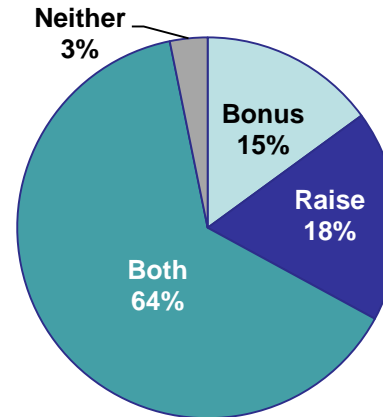
Manager



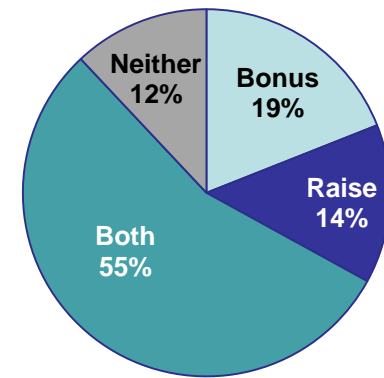
Sr. Coord./Specialist



Coord. (Exempt)

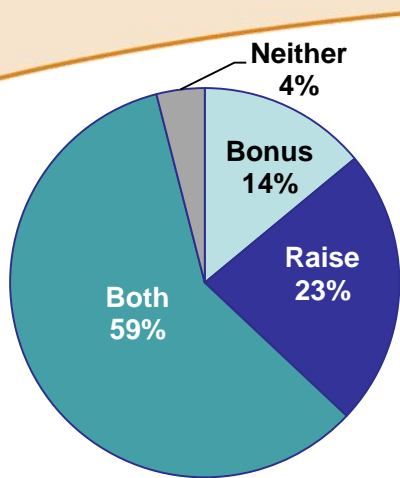


Coord. (OT)

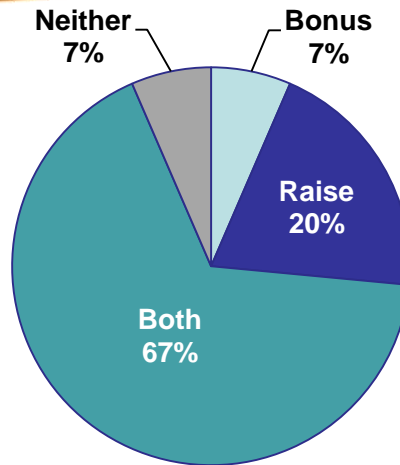


Assistant

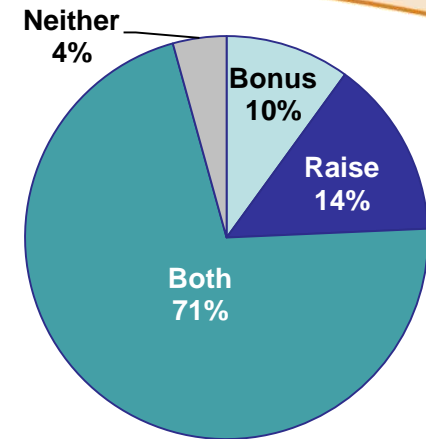
# City Comparison: 2012 Bonus and/or Raise



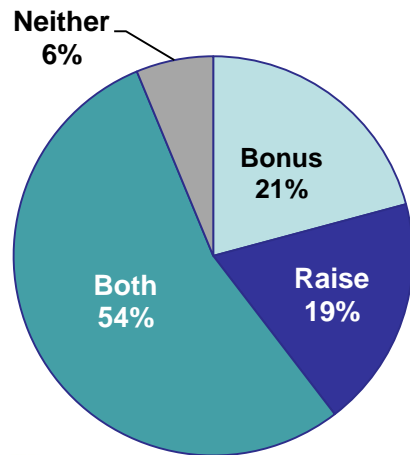
New York



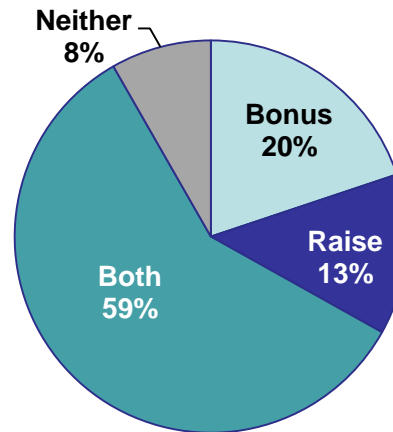
Chicago



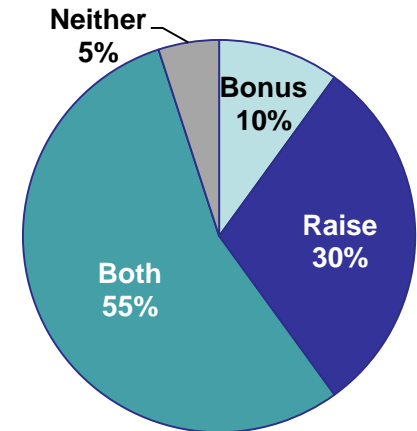
Washington, D.C.



Los Angeles



Houston/Dallas



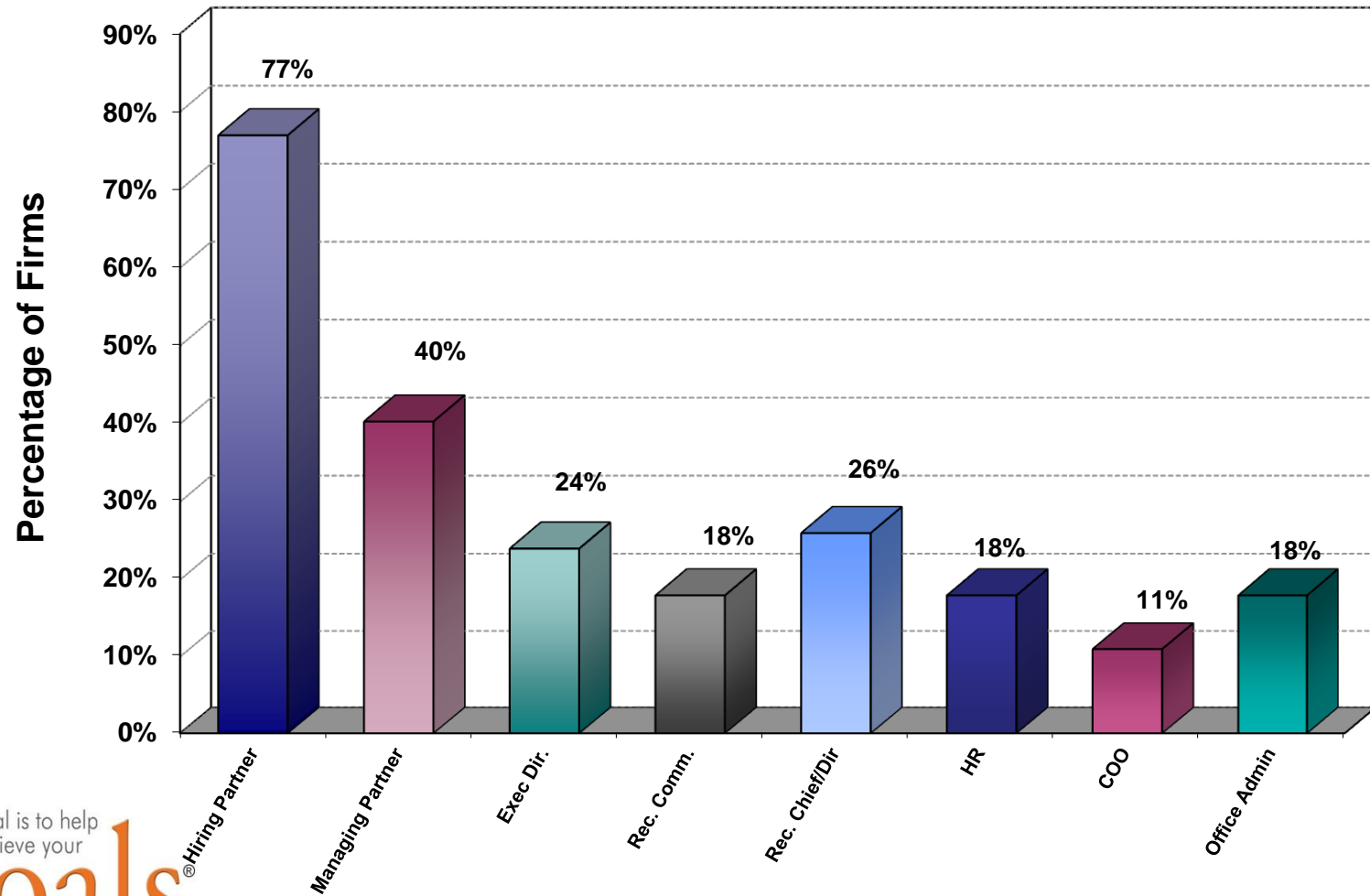
Atlanta



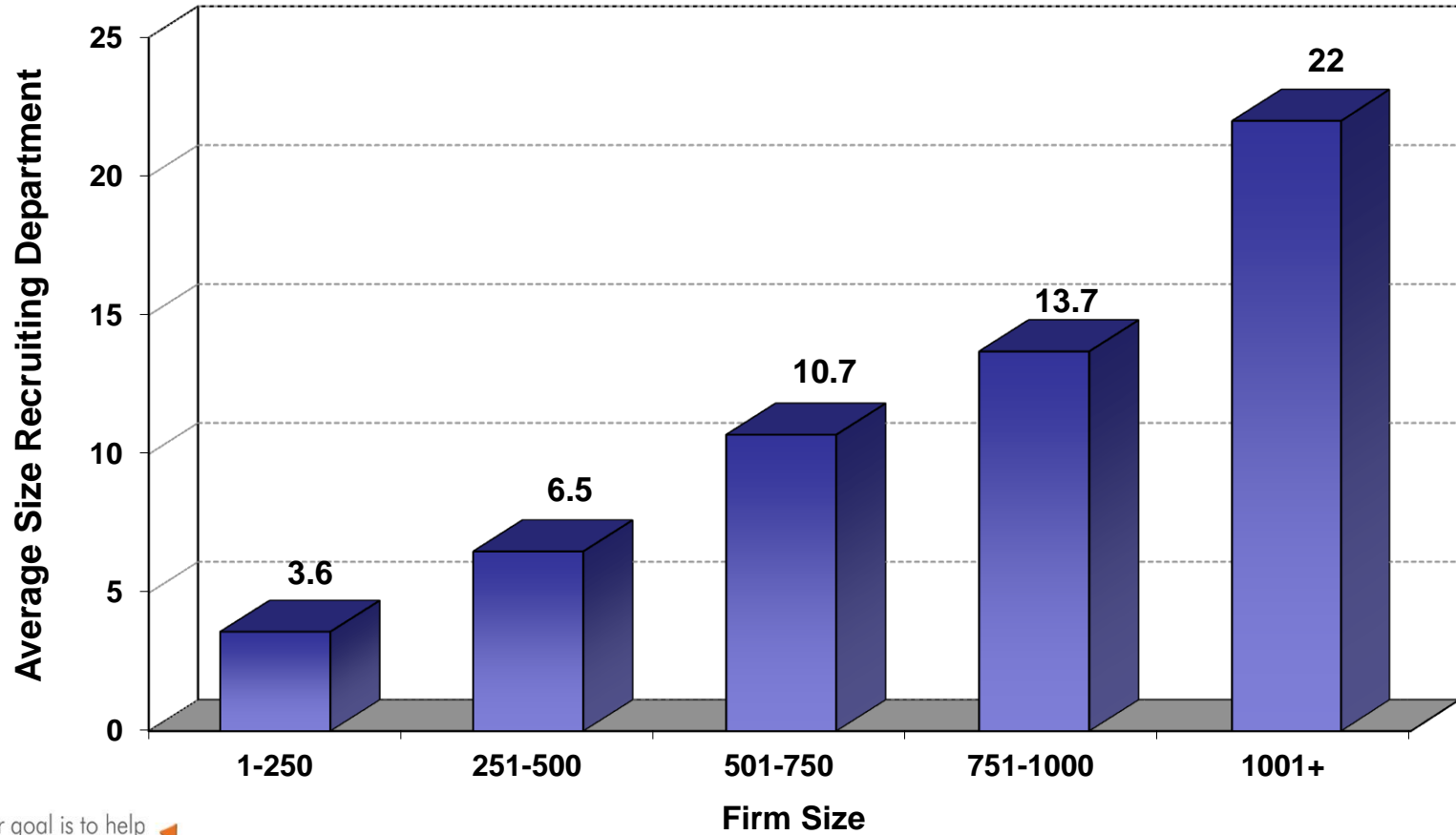
Our goal is to help  
you achieve your

goals<sup>®</sup>

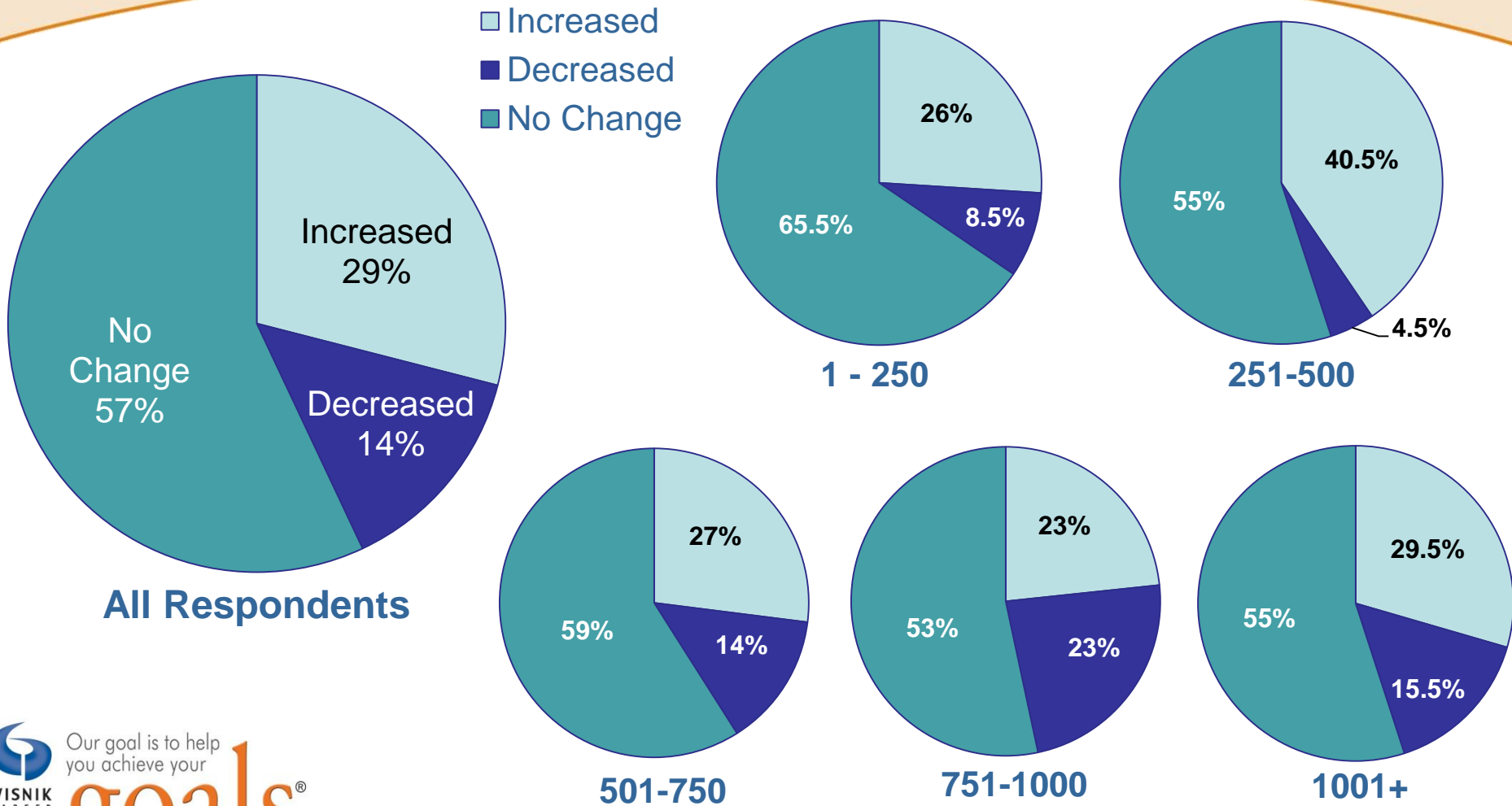
# Reporting Structure: Who Does Recruiting Department Report To?



# Size of Firm vs. Size of Recruiting Department



# By Firm Size, has Your Department Increased in Size?

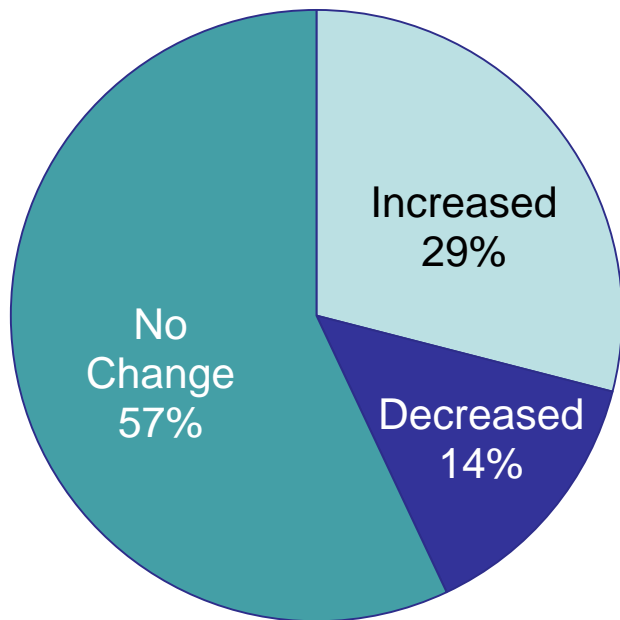




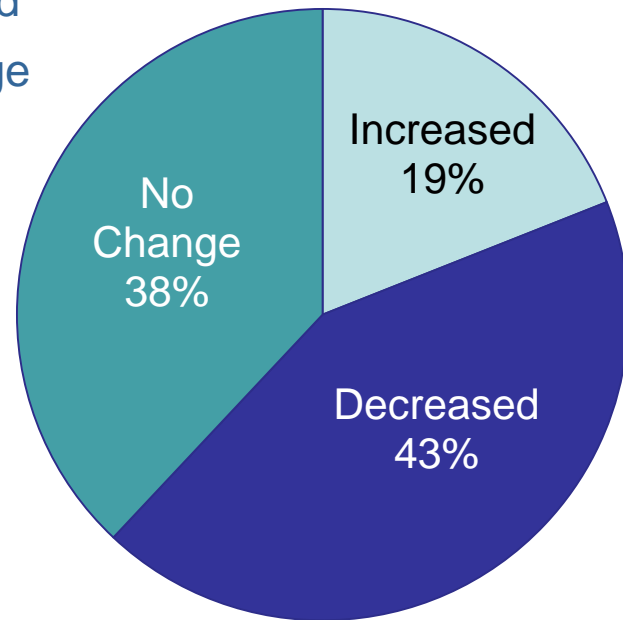
# Department Size: 2013 & 2011 Comparison

My Department Size has:

- Increased
- Decreased
- No Change



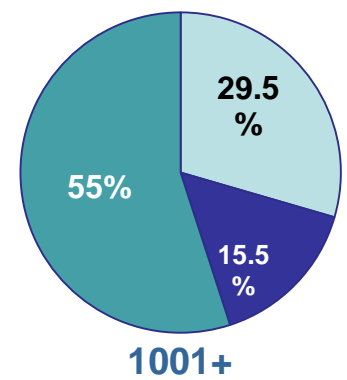
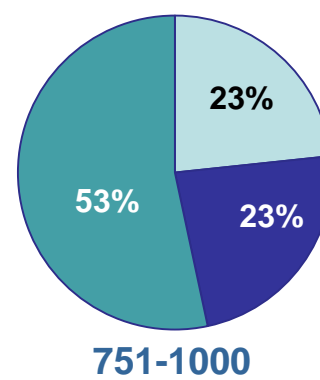
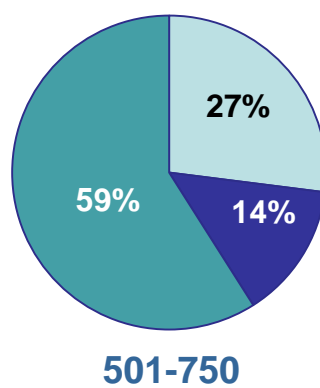
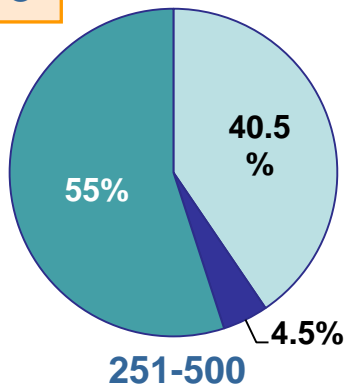
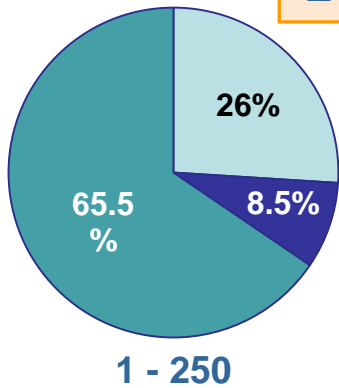
2013: All Respondents



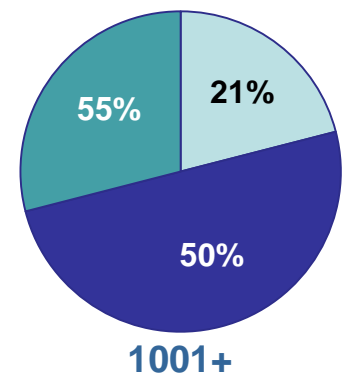
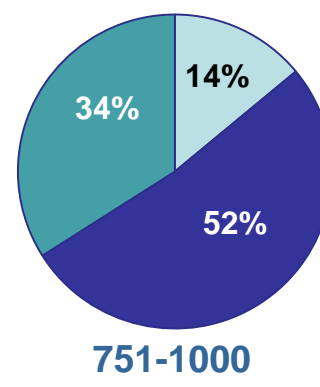
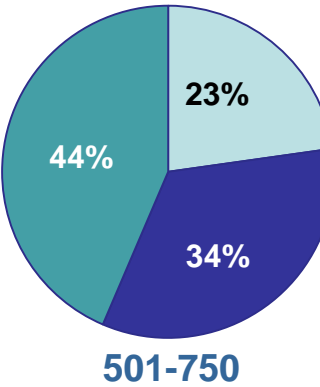
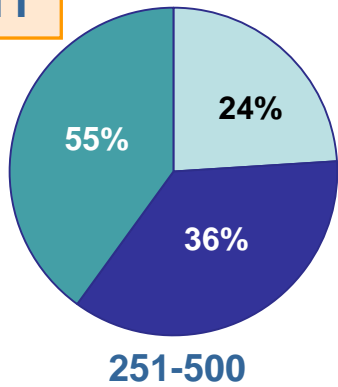
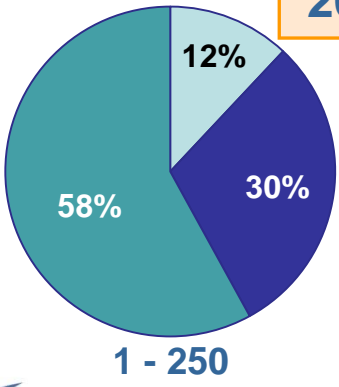
2011: All Respondents

# Department Size 2011 & 2013 Comparison, by Firm Size

2013



2011



My Department Size has:  Increased  Decreased  No Change

# Wisnik Law Firm Recruiting Combined Surveys 2013

Summary of 2012-2013 Recruiting Survey Data

By Eva Wisnik

November 2013



Wisnik Career Enterprises, Inc.  
www.wisnik.com  
212.370.1010 • ewisnik@wisnik.com