

Wisnik Law Firm Recruiting Industry Survey 2016

Summary of 2016 Recruiting Survey Data

By Eva Wisnik

November 2016



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Our Goal Is To Help You Achieve Your Goals

Dear Friends of Wisnik,

We wanted to share the findings from the Wisnik Combined 2016 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 throughout 2016 for Chicago, Dallas, New York, Philadelphia, the San Francisco Bay Area, and Washington, DC. The combined results that follow were generated from 555 responses. Thank you to all of those who participated!

Our goal in sharing this information with you is to offer a “state of the industry” report, as well as 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 for one of the cities surveyed, we would confidently quote them the numbers in this report. We have found that the new jobs we have received this year 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 Thanksgiving 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. She has worked with over 100 law firms, including 74 of the AmLaw 100. Wisnik Career Enterprises has placed more than 800 professionals into law firm recruiting, professional development, BD/Marketing, and legal personnel positions over the past 20 years. Eva has conducted over 600 training programs for attorneys on topics that include Business Development Skills, Time Management and Myers Briggs and 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.

Table of Contents

Section	Slide #
Participant Response Breakdown	5
Summary of Interesting Survey Results	6
Profile of a Recruiting Professional	7
Industry Findings: Salary & Benefit Trends	12
Industry Findings: Firm Structure and Staffing	24
Addendum I: Salary Breakdown by Position and Firm Size	34
Addendum II: Salary Breakdown by City	41

Summary of 2016 Recruiting Surveys

Total of 555 Respondents' Salary
and Industry Feedback

■ By Position

- Director: 95
- Manager: 196
- Sr. Coord./Spec.: 61
- Coordinator: 132
- Assistant: 71

■ By Location

- Chicago: 78
- Dallas: 38
- New York: 184
- Philadelphia: 53
- SF Bay Area: 90
- Washington, DC: 112

■ By Firm Size

- 1-250: 61
- 251-500: 98
- 501-750: 101
- 751-1000: 107
- 1001+: 182

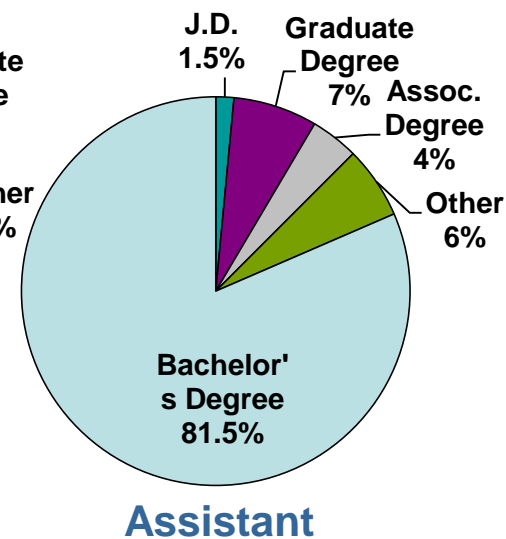
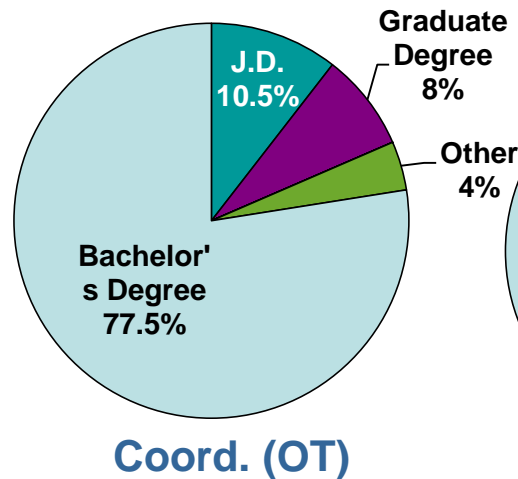
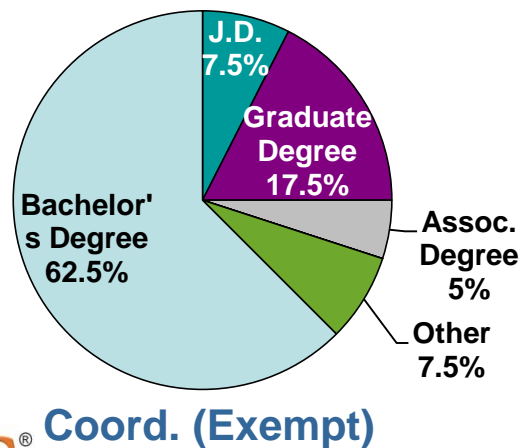
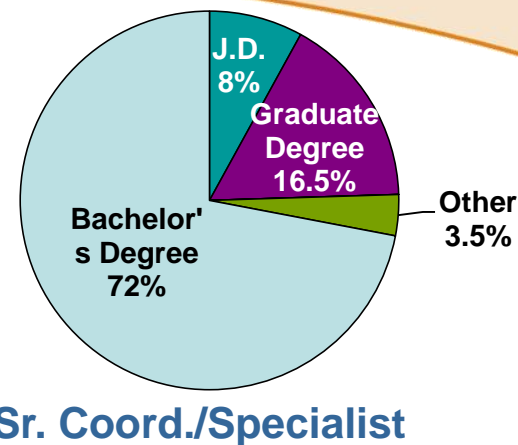
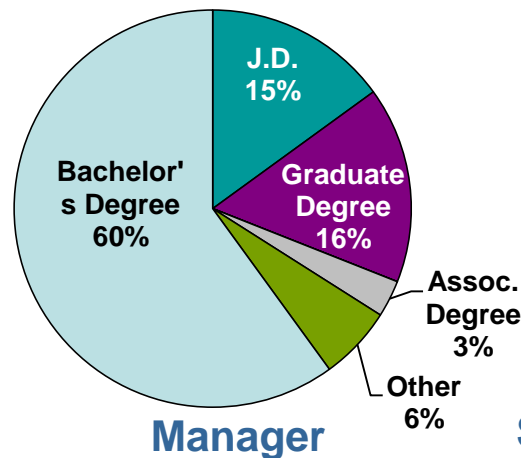
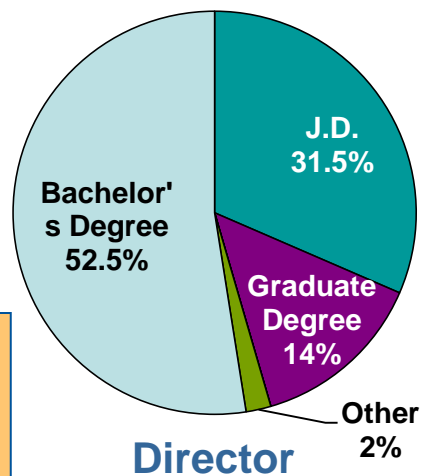
2016 Interesting Results

- 95.2% of respondents received a bonus, a raise, or both in 2016
- 38.5% have been promoted with a title change at their current firm
- 27.3% of respondents have a graduate degree (JD or Masters)
- 66.7% of your firms sponsored your attendance at the NALP Annual Education conference, either annually or on rotation

27.9% joined legal recruiting in the last 3 years
51.5% joined their current firm in the past 3 years
37.7% of respondents have 10+ years in legal recruiting

Profile of a 2016 Legal Recruiting Professional

Highest Degree of Education, by Job Title



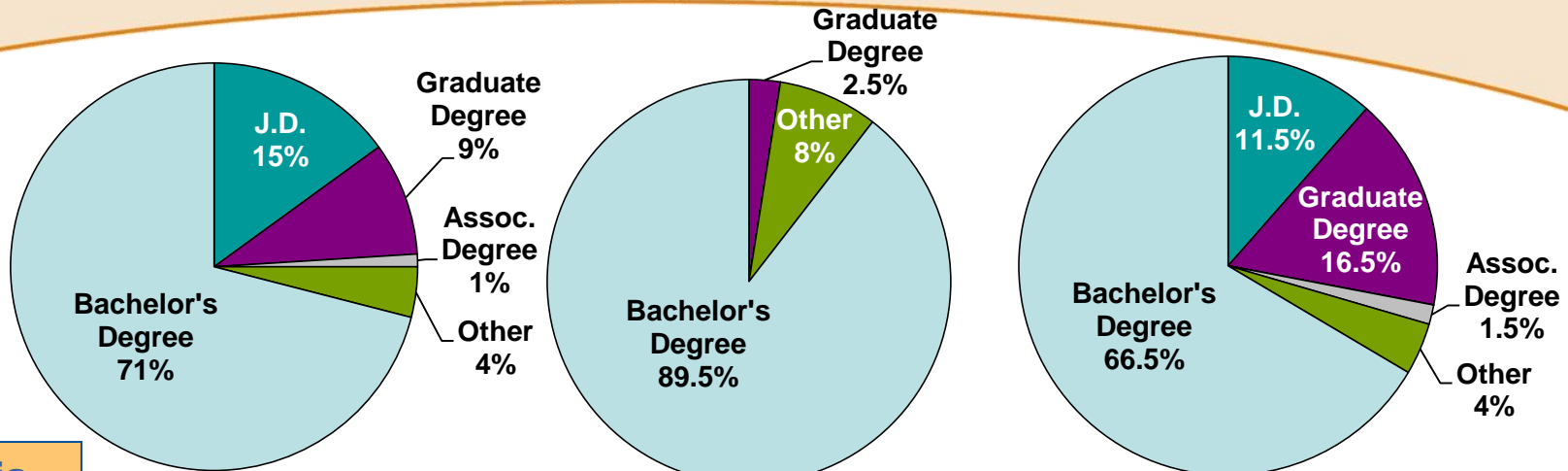
Overall, 66% respondents have a BA/BS, 14% a JD, and 13% a graduate degree (Masters/MBA)



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Highest Degree of Education, City Comparison

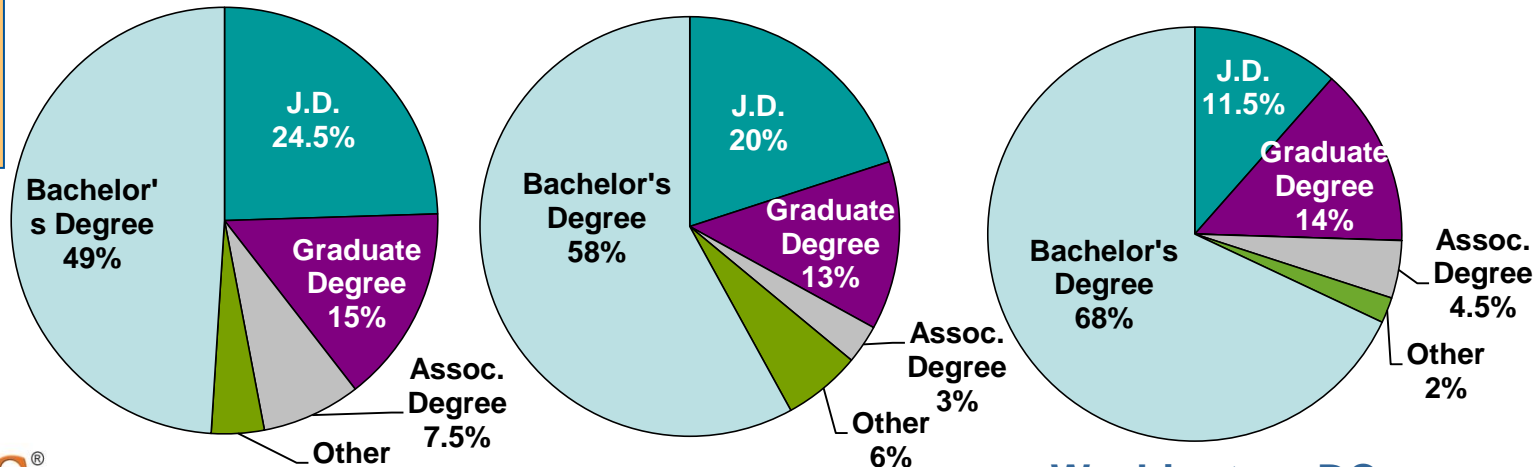


Chicago

Dallas

New York

Philadelphia has the highest percentage of both JDs and Master's/MBAs.

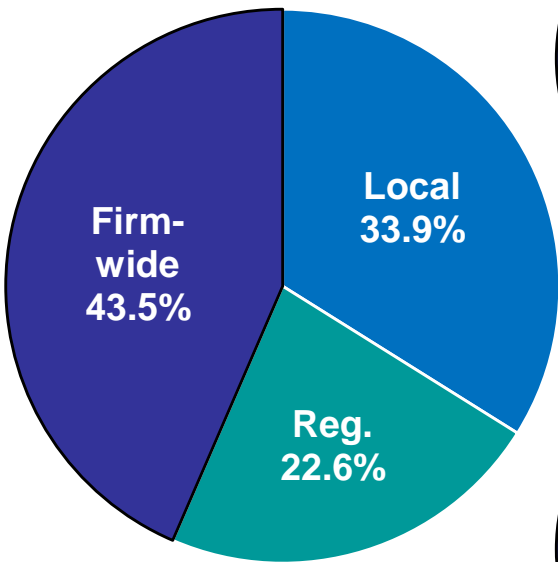


Philly

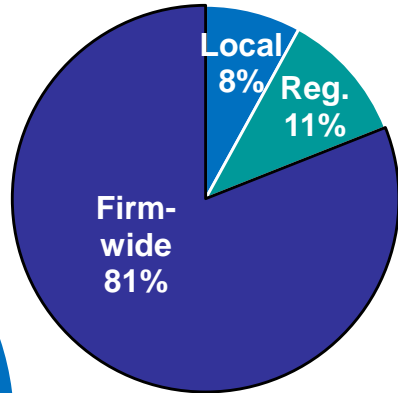
SF Bay Area

Washington, DC

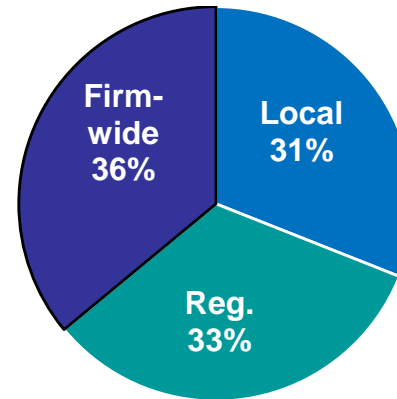
Are Your Position Responsibilities: Local, Regional, or Firm-wide?



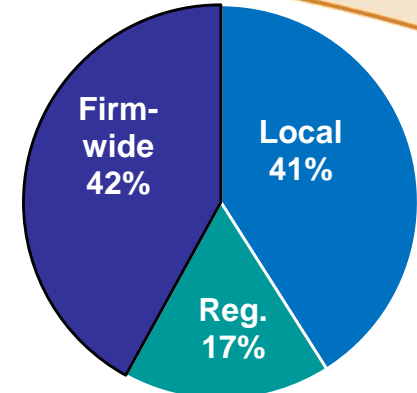
All Respondents



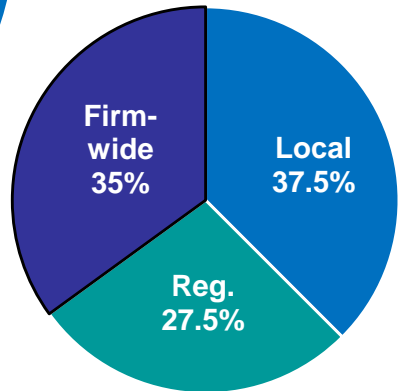
Director



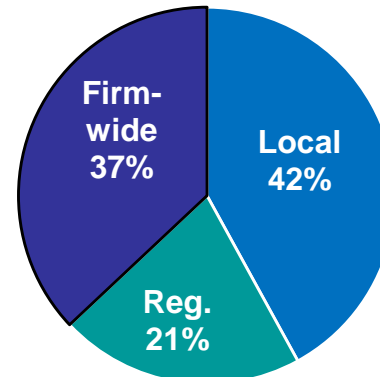
Manager



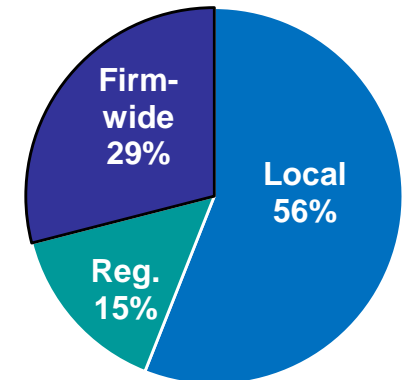
Sr. Coord./Specialist



Coord. (Exempt)

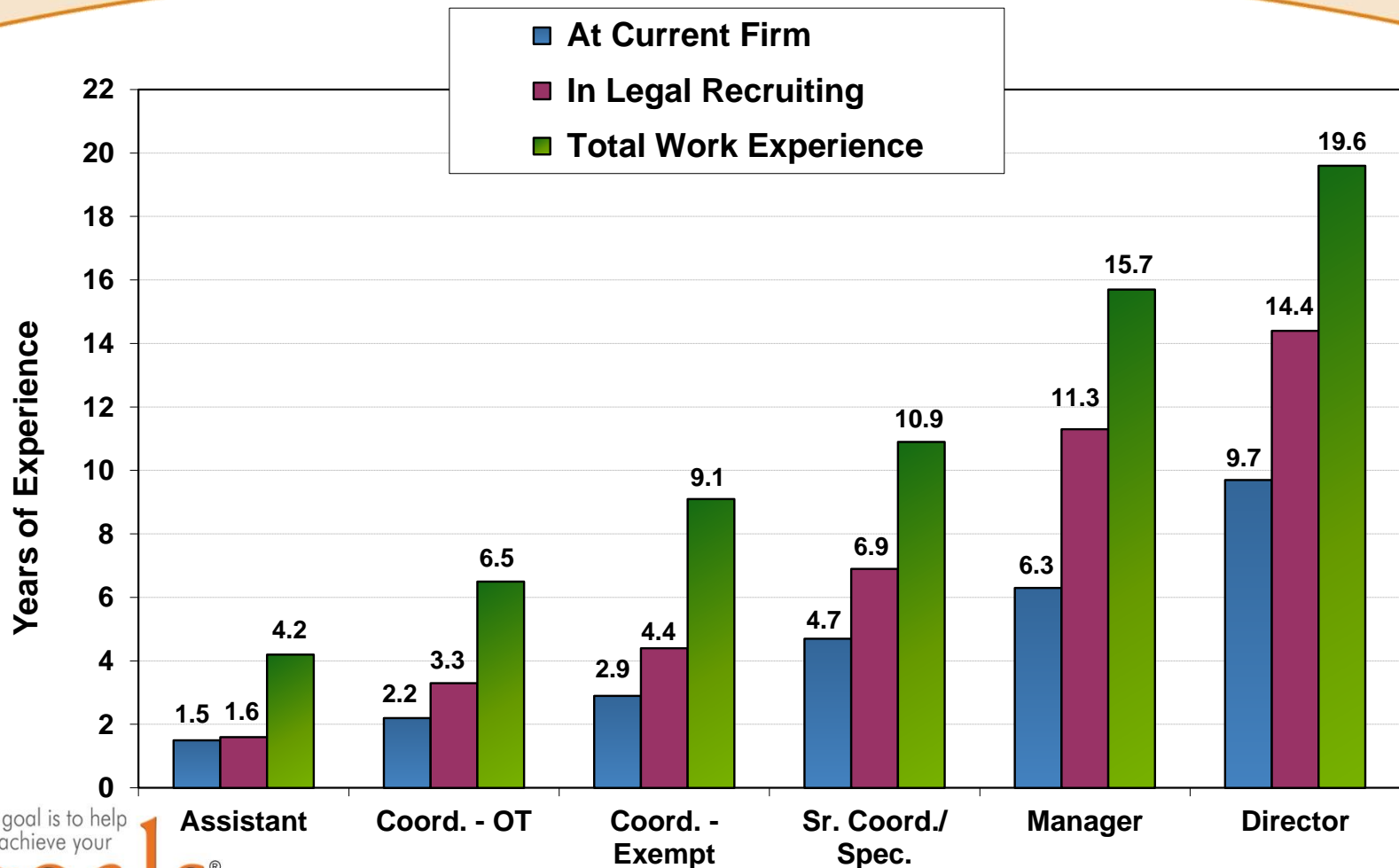


Coord. (OT)



Assistant

Average Years of Experience



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2016 Salary & Benefits Trends

National Average Salaries by Title

Cities surveyed: Chicago, Dallas, New York, Philadelphia, San Francisco Bay Area, Washington, D.C.

<u>Title</u> (# responses with salary data)	<u>Avg. Salary</u>	<u>Median</u>	<u>25% - 75% Range</u>	<u>Avg. Bonus</u>	<u>Avg. Raise</u>
Director (81):	\$189,457	\$177,000	\$150K - \$220K	\$25,162	4.9%
Manager (173):	\$115,598	\$115,000	\$99K - 126K	\$8,807	4.7%
Sr. Coord./Spec. (51):	\$83,338	\$85,000	\$75K - 92K	\$5,176	5.2%
Coordinator – Exempt (37):	\$72,454	\$71,000	\$65K - \$80K	\$5,112	5.2%
Coordinator – OT eligible* (75):	\$61,257	\$61,800	\$55K - \$70K	\$2,022	5.3%
Assistant – OT eligible* (58):	\$48,329	\$48,000	\$45K - \$51K	\$1,520	3.8%

* Salary data shown is base salary without OT

Average Salaries by City

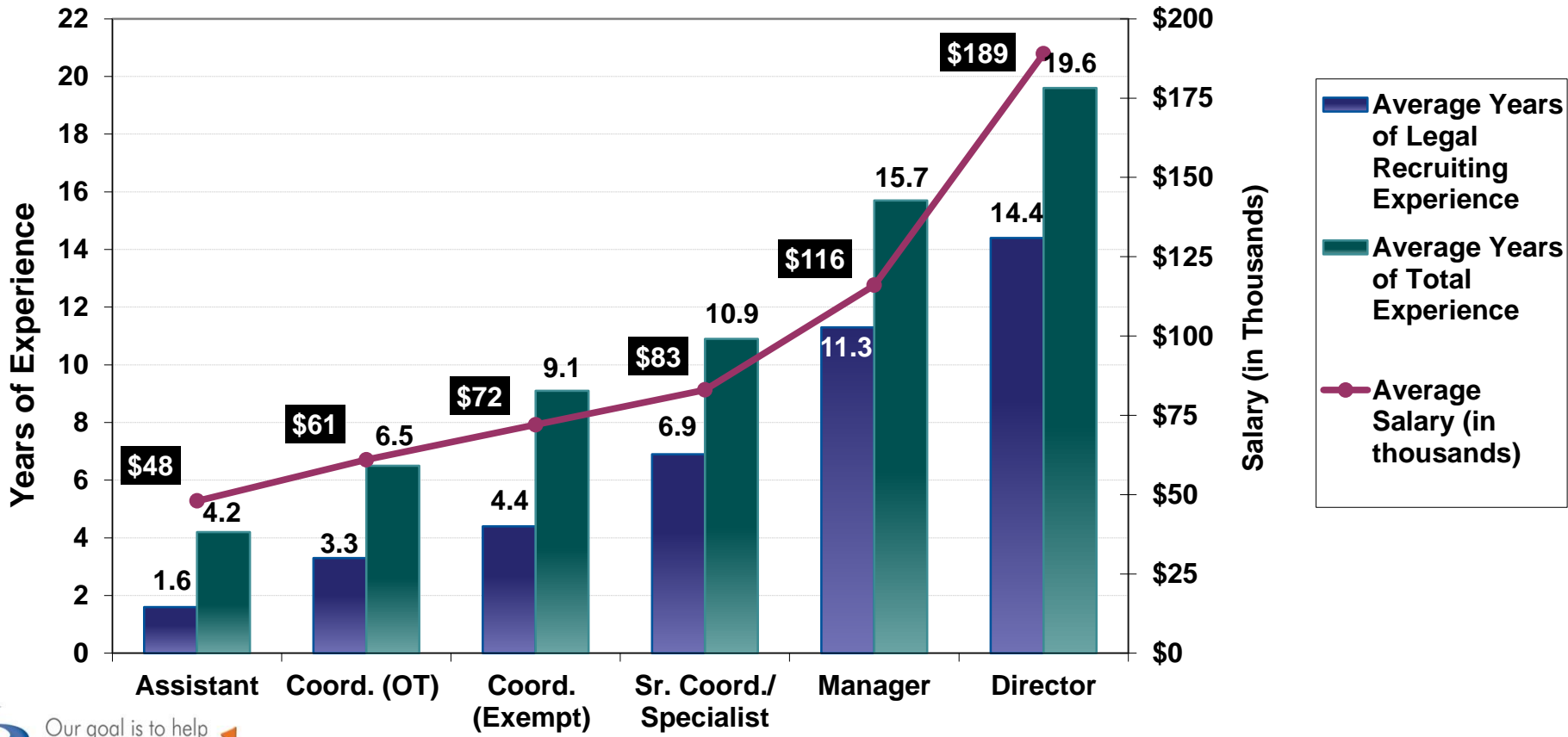
<u>Title</u>	<u>New York</u>	<u>DC</u>	<u>Bay Area</u>	<u>Chicago</u>	<u>Philly</u>	<u>Dallas</u>
Director/Chief:	\$229,485	\$189,455	\$188,591	\$169,301	\$151,167	\$127,580
Manager:	\$126,461	\$116,283	\$126,123	\$99,684	\$102,000	\$86,154
Sr. Coord./ Specialist:	\$89,833	\$80,042	\$89,375	\$79,147	\$72,630	*
Coordinator – Exempt:	\$78,658	\$66,631	*	*	*	\$64,770
Coordinator – OT Eligible**:	\$62,779	\$60,838	\$71,763	\$55,559	\$58,426 ^T	\$49,133
Assistant – OT Eligible**:	\$49,760	\$45,980	\$53,304	\$48,106	*	*

* Insufficient data

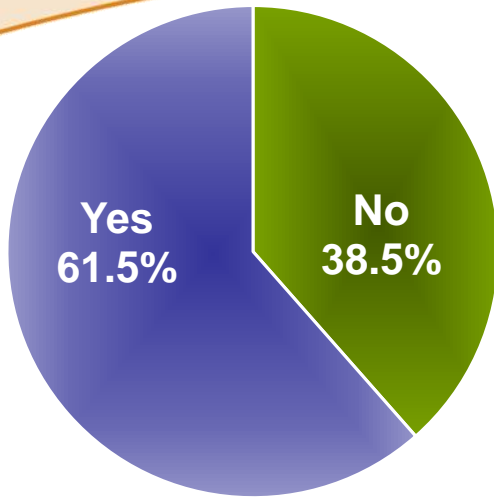
** Salary data shown is base salary without OT

^T Avg. salary is different than the salary given in the Philadelphia LRAP Survey, as Coordinators were not split into “OT” and “Exempt” categories for that survey

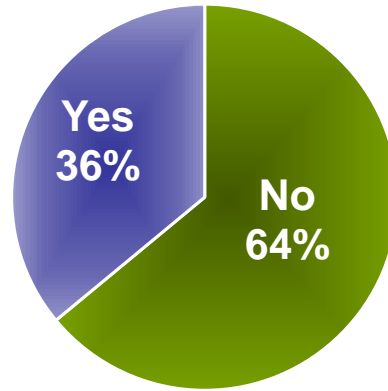
National Average Salary vs. Years of Experience



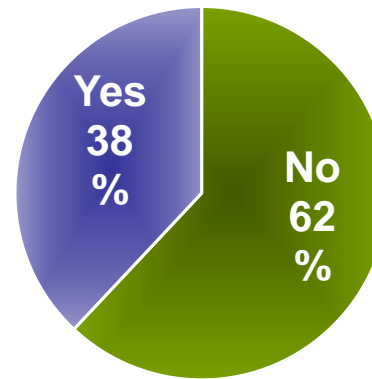
Have You Been Promoted with a Title Change at Your Current Firm?



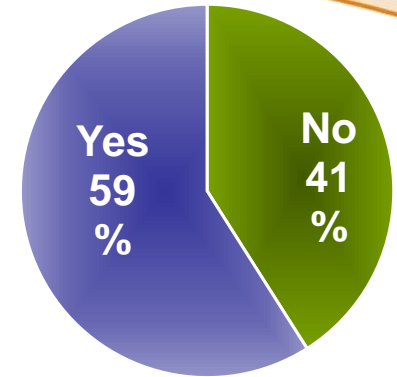
All Respondents



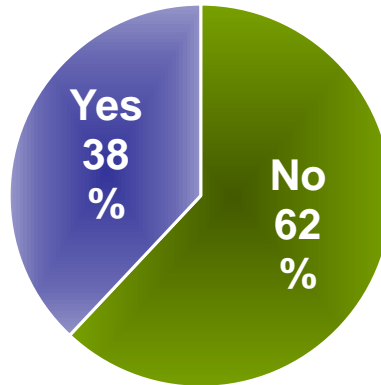
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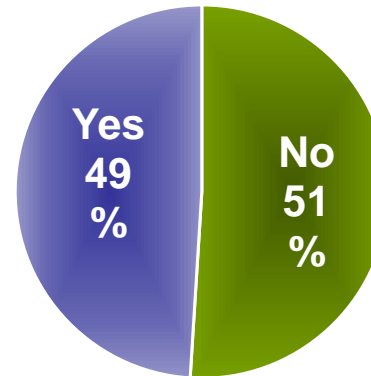
Manager



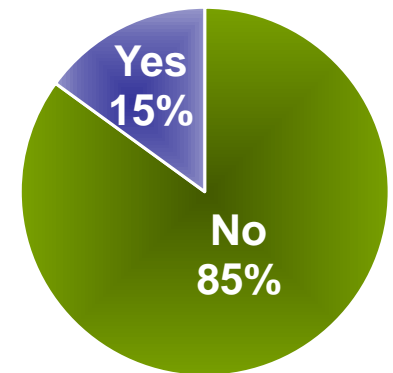
Sr. Coord./Specialist



Coord. (Exempt)



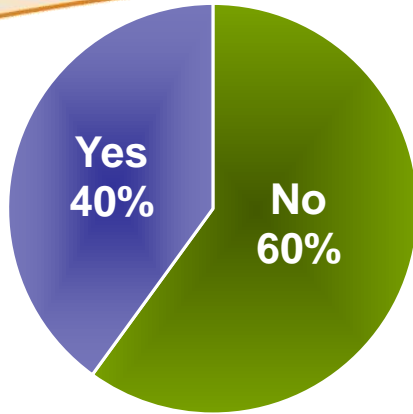
Coord. (OT)



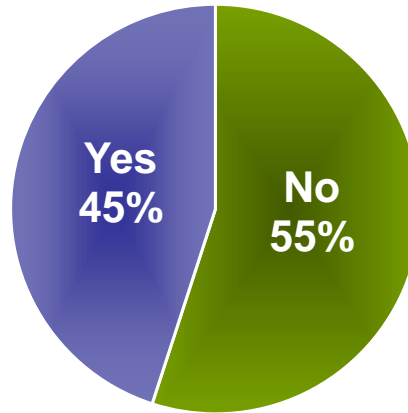
Assistant

Specialists and OT Eligible Coordinators are most likely to have received promotions at their current firms.

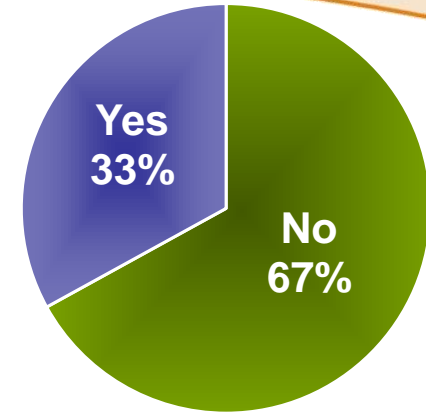
Promoted with a Title Change City Comparison



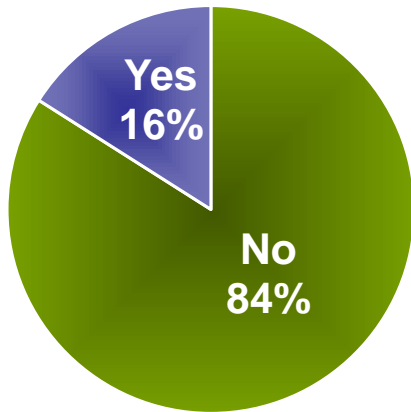
Chicago



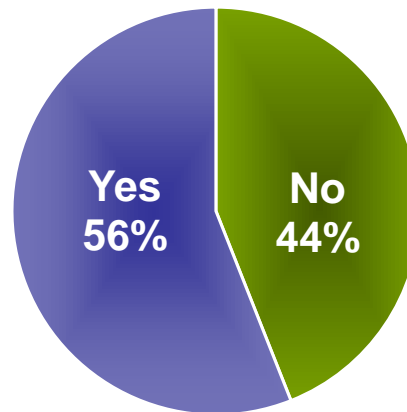
Dallas



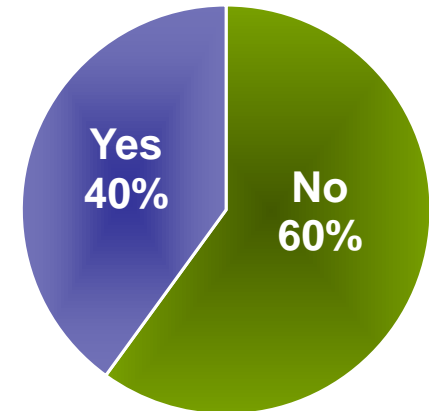
New York



Philadelphia

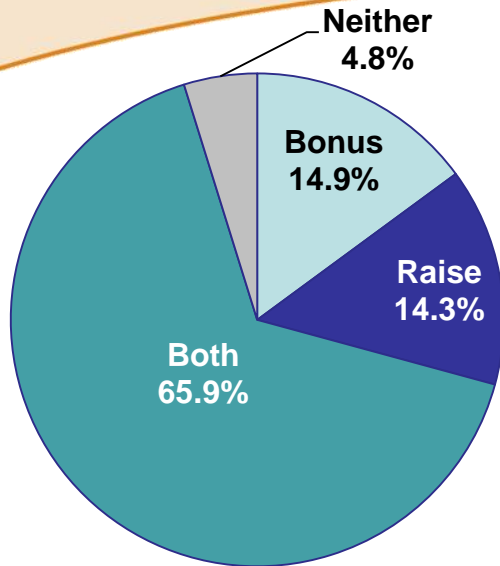


SF Bay Area

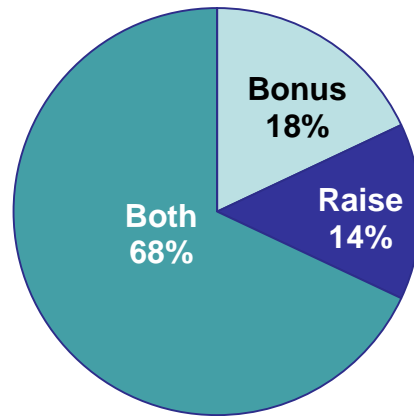


Washington, D.C.

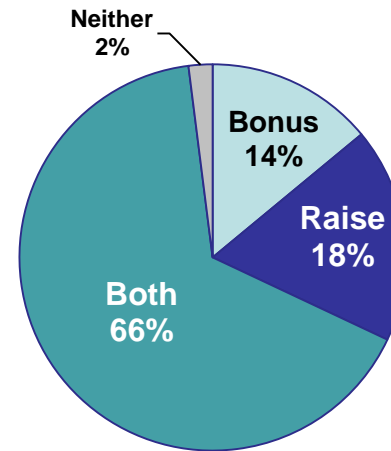
Did You Receive a Bonus and/or Raise Last Year?



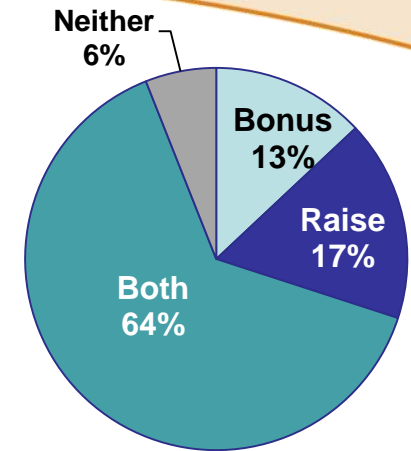
All Respondents



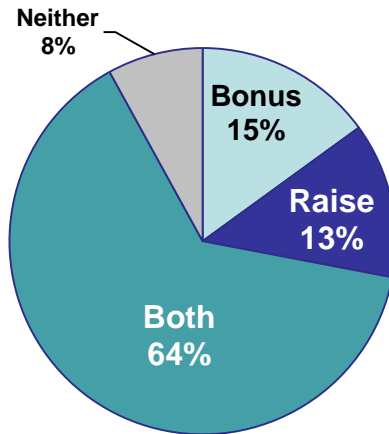
Director



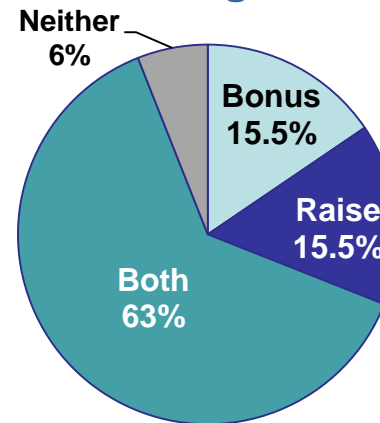
Manager



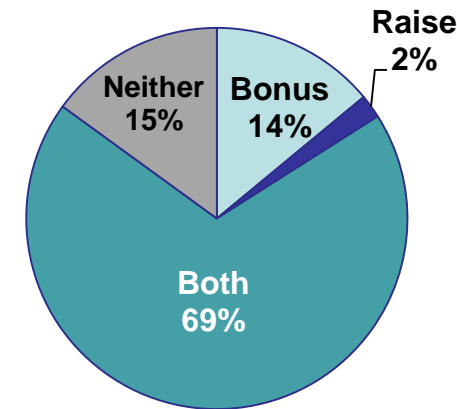
Sr. Coord./Specialist



Coord. (Exempt)



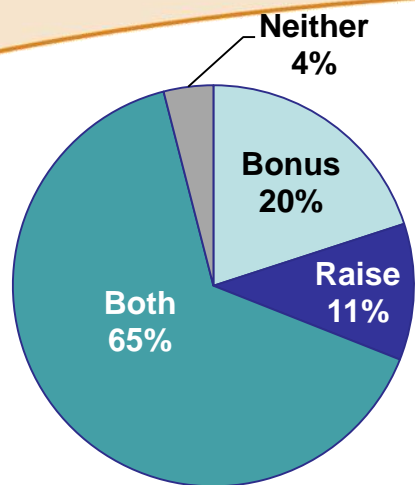
Coord. (OT)



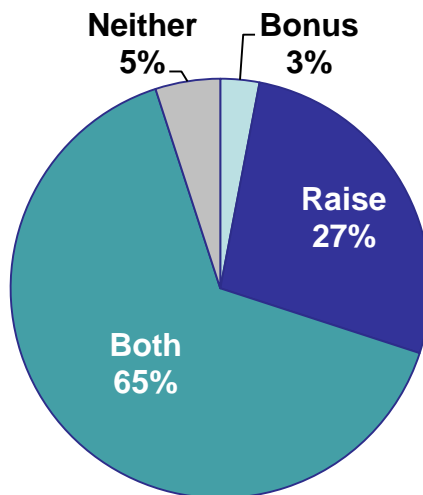
Assistant

Almost all of those who received *Neither* a bonus or a raise joined their current firm in the last year.

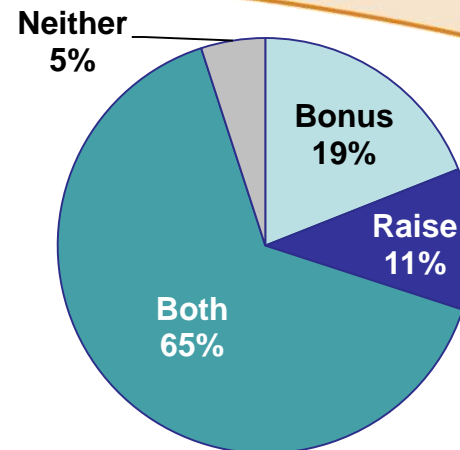
City Comparison: Did You Receive a Bonus and/or Raise Last Year?



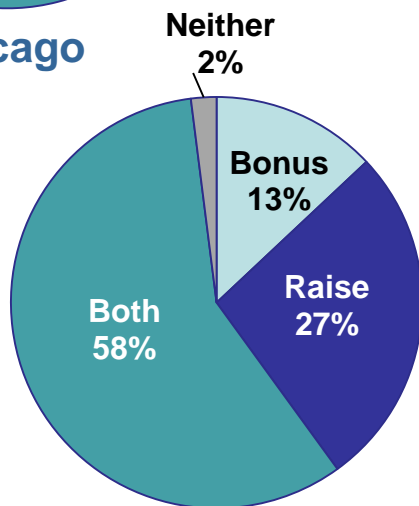
Chicago



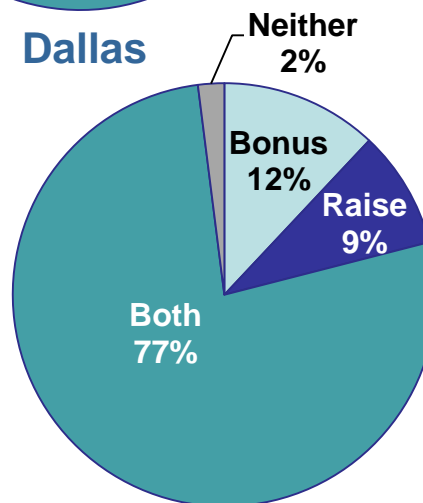
Dallas



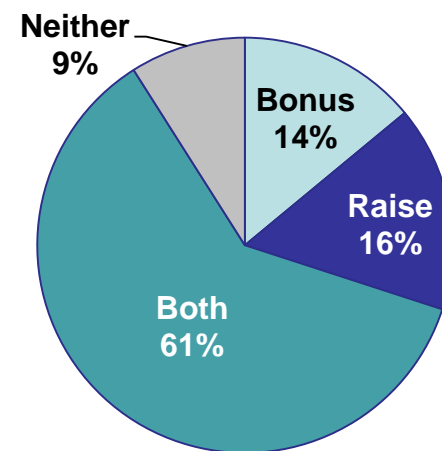
New York



Philadelphia



SF Bay Area



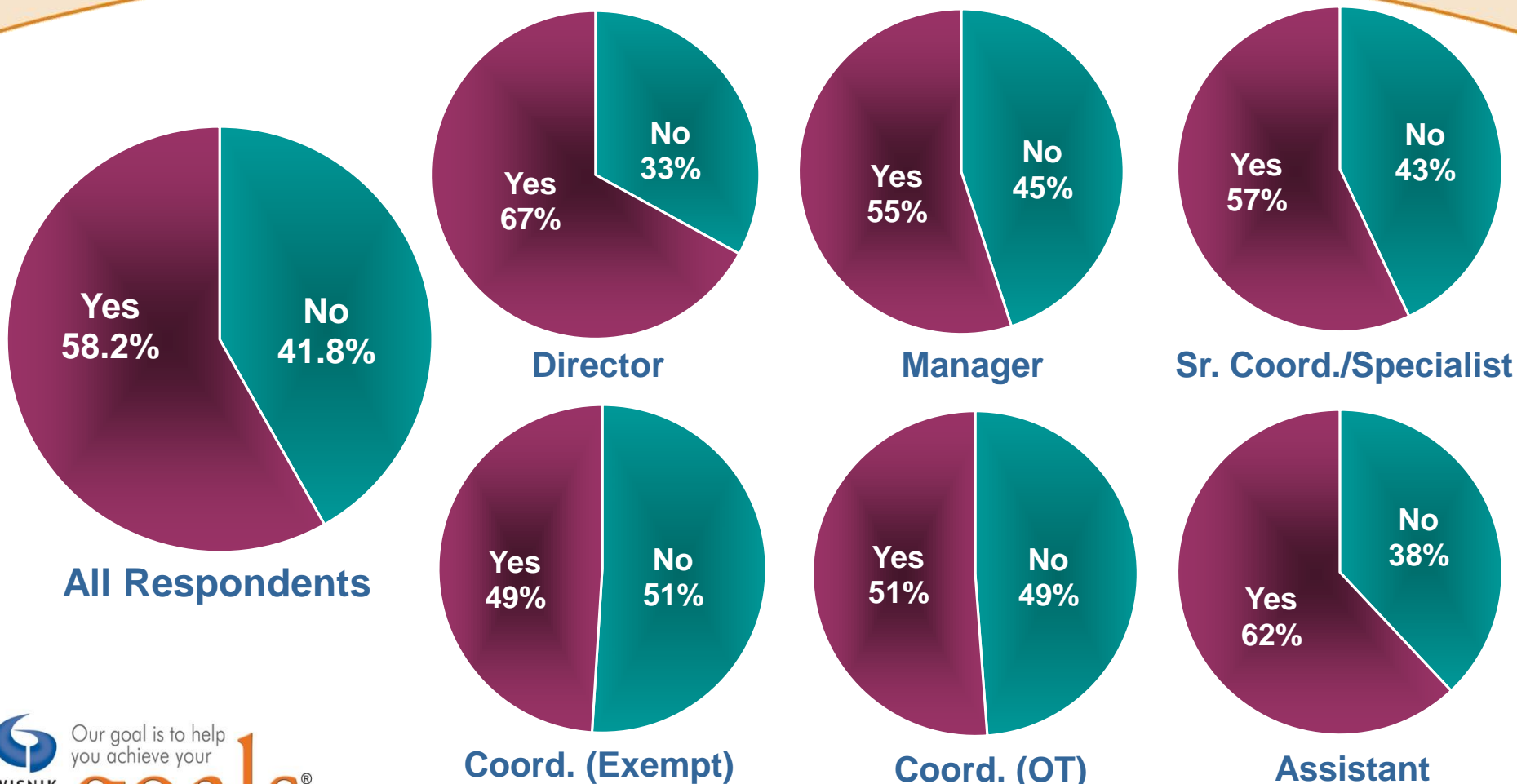
Washington, D.C.



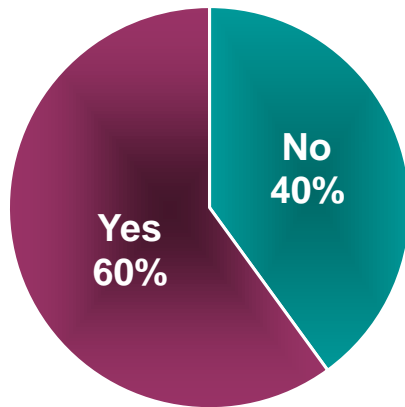
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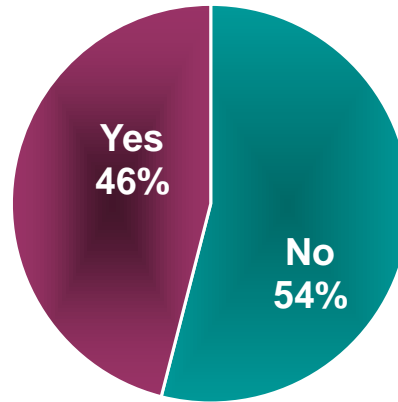
Are You Satisfied With Your Current Compensation?



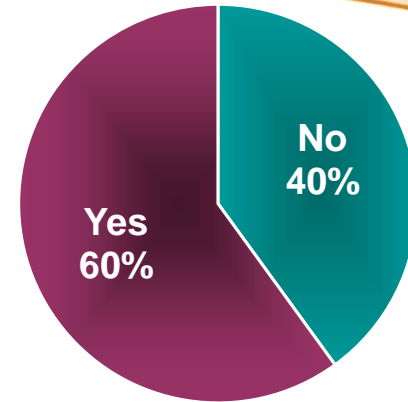
Are You Satisfied With Your Current Compensation – City Comparison



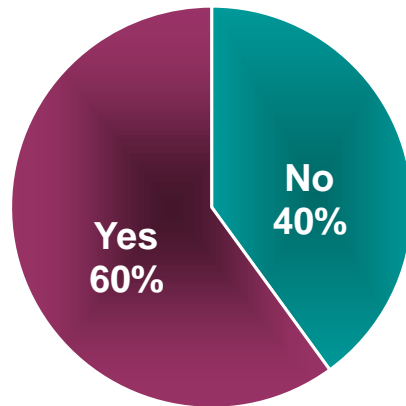
Chicago



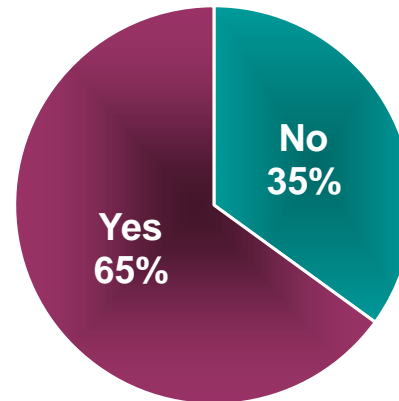
Dallas



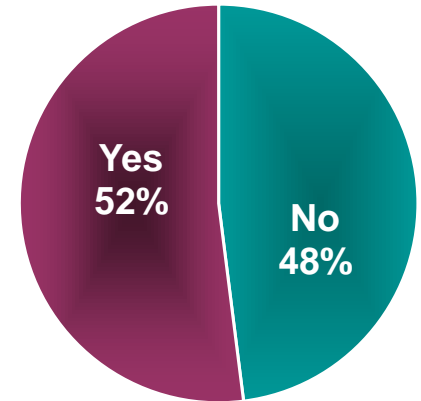
New York



Philadelphia



SF Bay Area



Washington, D.C.

Respondents from the SF Bay Area are the most satisfied with their compensation.

Benefits Received: Average Days Paid Time Off (PTO)

Paid Time Off:

Includes Vacation, Sick and Personal Days

<u>Title (# responses)</u>	<u>Average PTO</u>	<u>Median PTO</u>	<u>Receive Unlimited Sick days?</u>
Director (68):	25.6 days	25 days	46%
Manager (146):	24 days	25 days	29%
Sr. Coord./Spec. (46):	24.8 days	25 days	11%
Coordinator – Exempt (34):	25.4 days	25 days	27%
Coordinator – OT eligible (64):	22.1 days	22 days	0%
Assistant (50):	22.3 days	21 days	0%

Benefits Received*

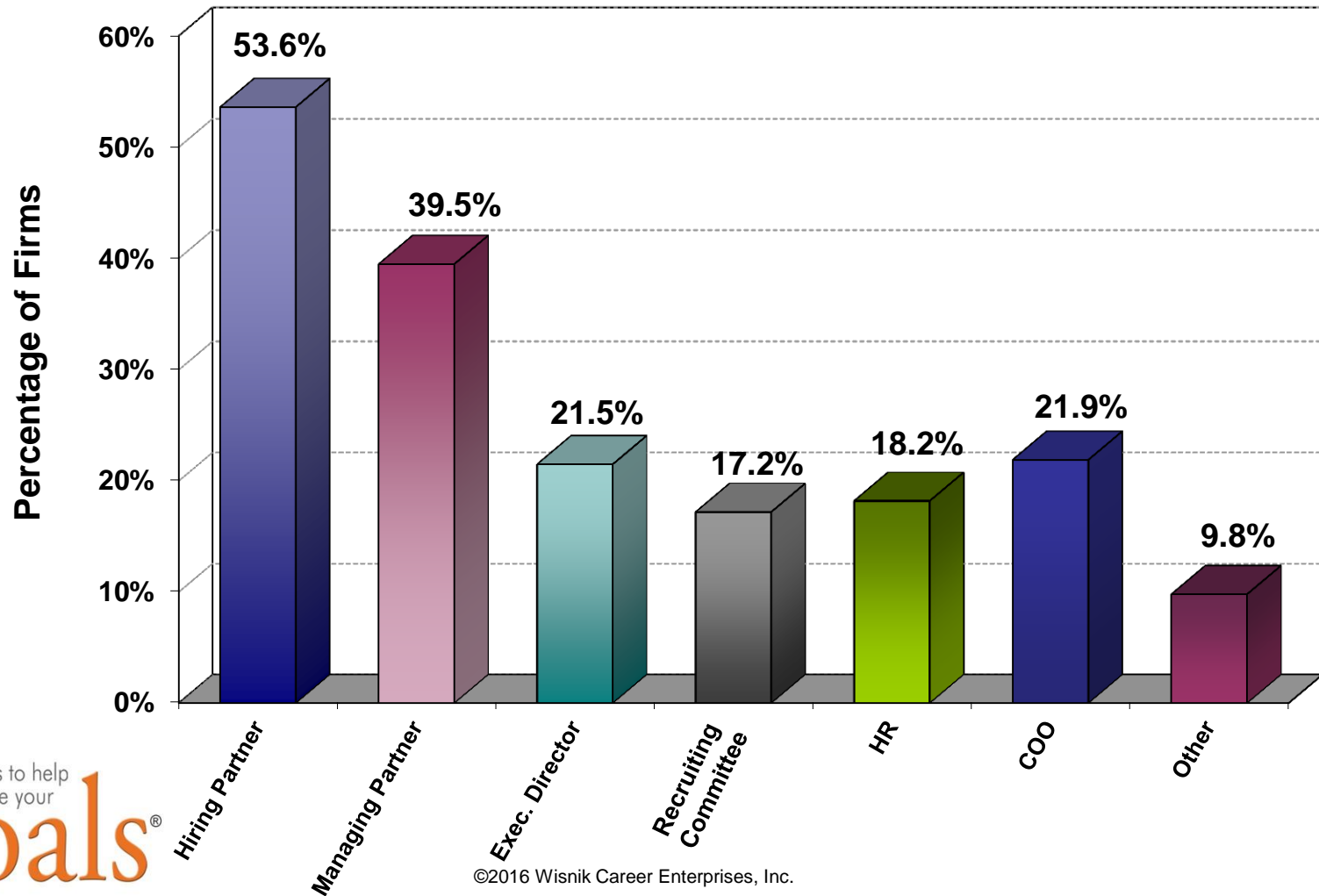
- 77% of respondents receive a Flexible Spending Account
- 60% can occasionally work from home
- 59% are provided with a PDA, smartphone, or cell phone
- 57% of you receive Health Club memberships or discounts
- 50% of respondents receive a laptop computer
- 49% of you receive transit discounts
- 40% have a firm-provided back-up Day Care option
- 99% are eligible for a 401K; 72.5% receive a contribution by the firm regardless of their own contribution and/or have a 401K matching plan

* No data from SF Bay Area or Philadelphia

2016 Industry Findings

Reporting Structure:

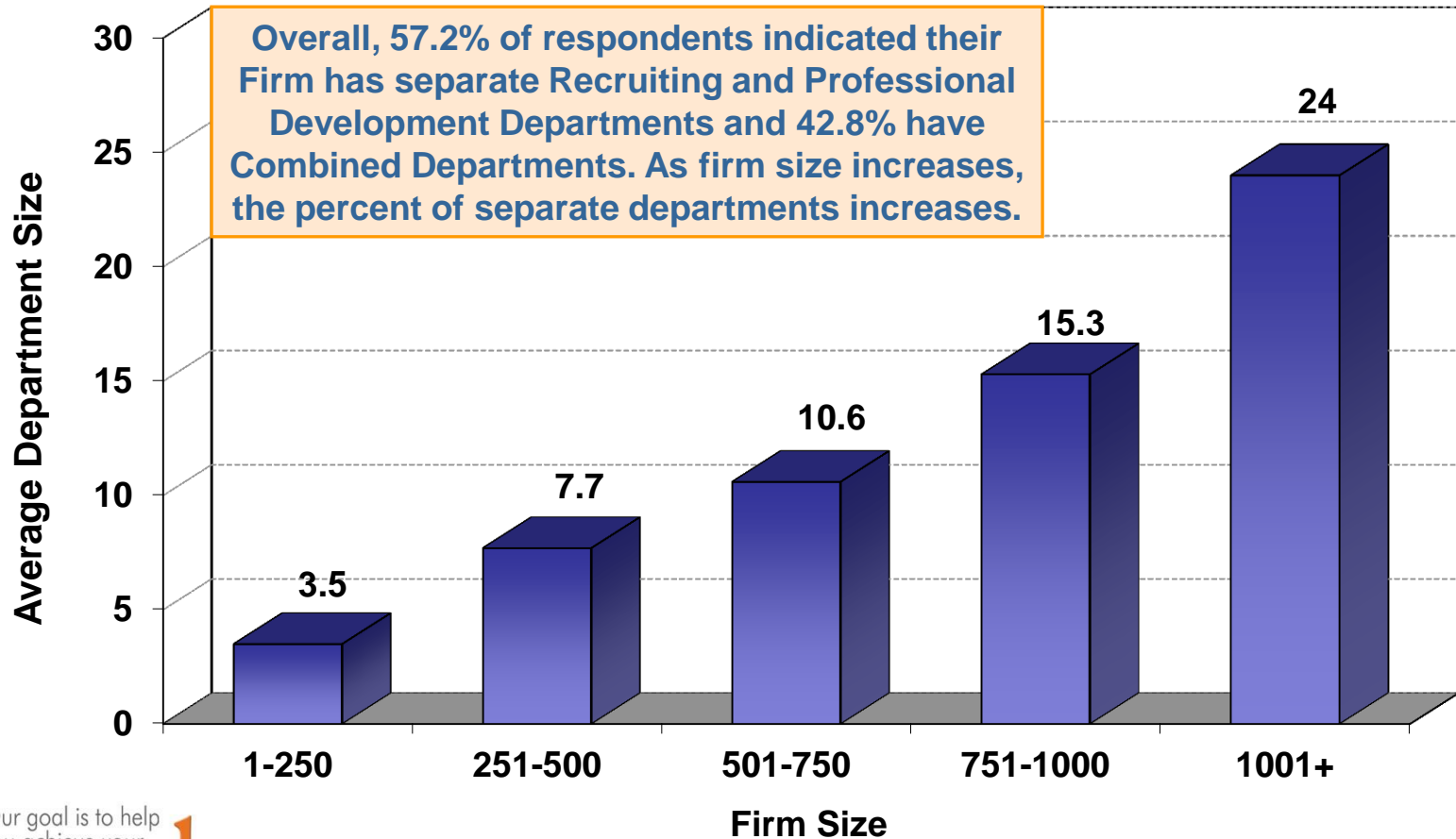
Who Does the Recruiting Department Report To?



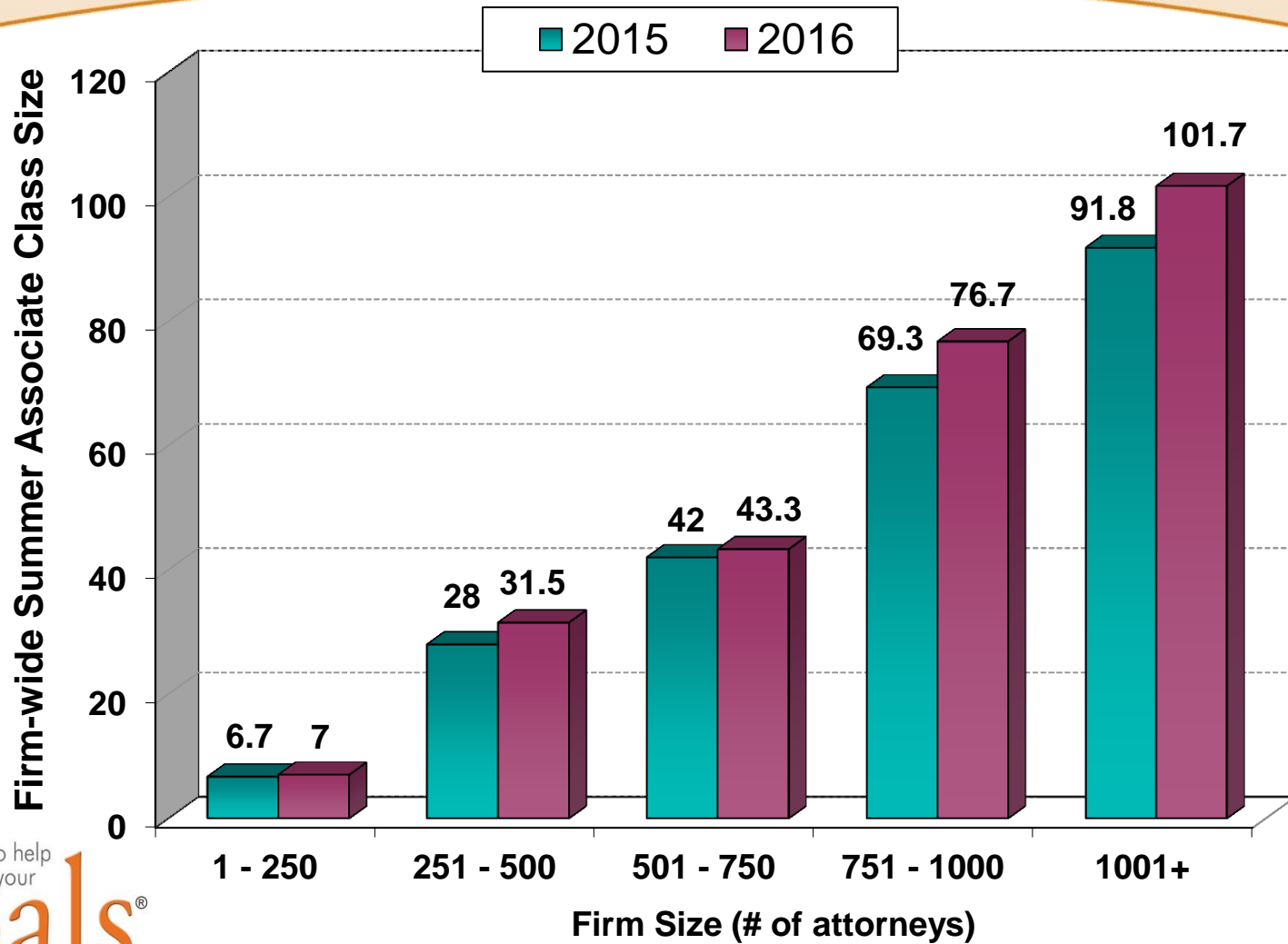
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Size of Firm vs. Size of Firm-wide Recruiting Department



Average Number of Firm-Wide Summer Associates by Firm Size

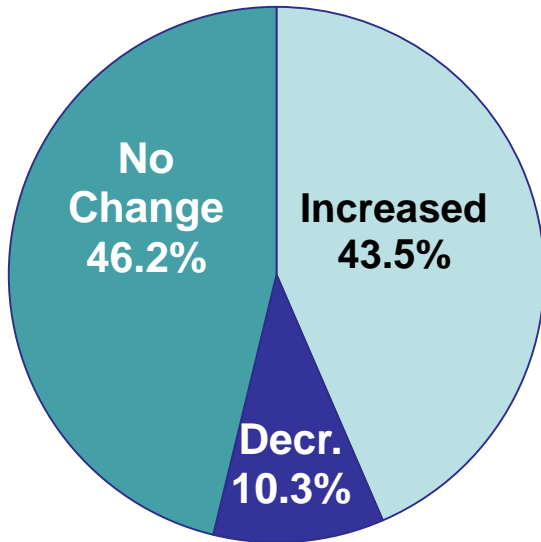


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you achieve your

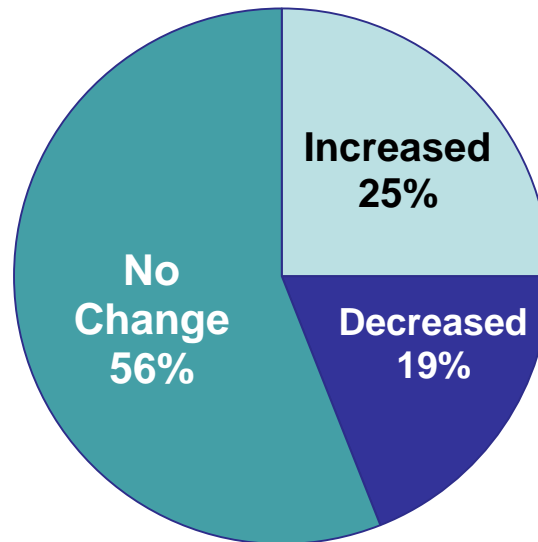
goals®

Department Size: 2011-2016 Comparison

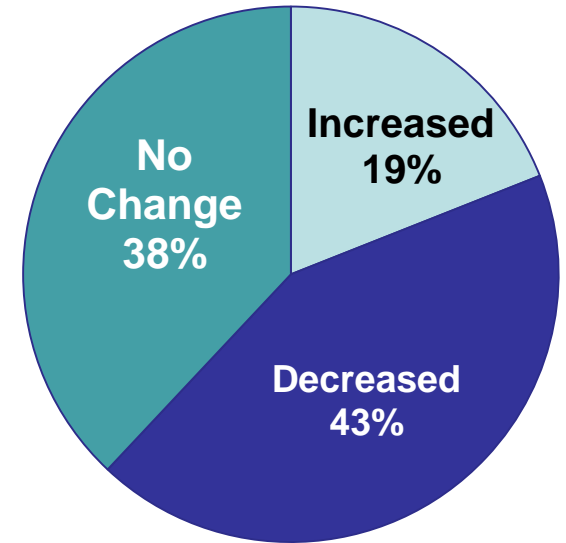
My Department Size has:



2016: All Respondents

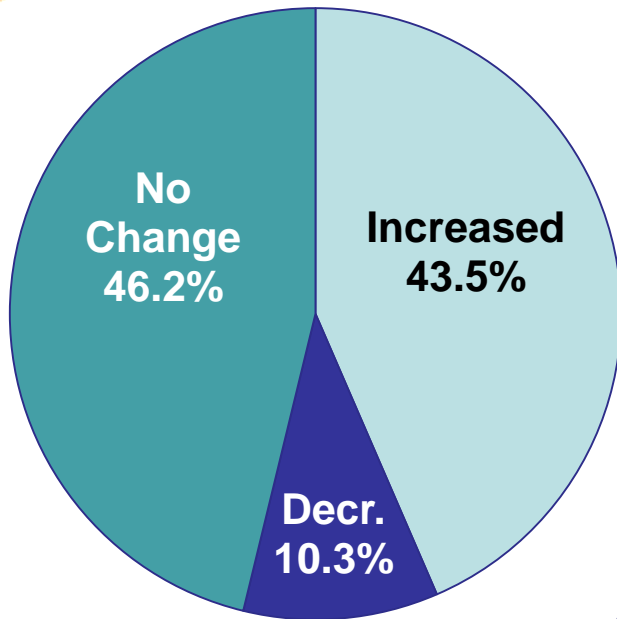


2014: All Respondents

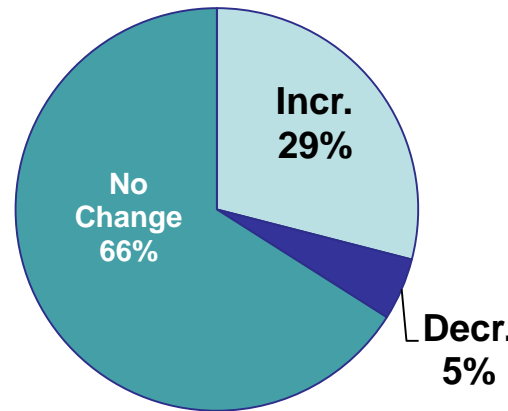


2011: All Respondents

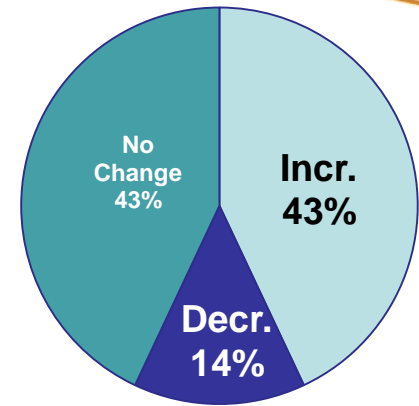
By Firm Size, has Your Department Increased in Size in the Past 2 Years?



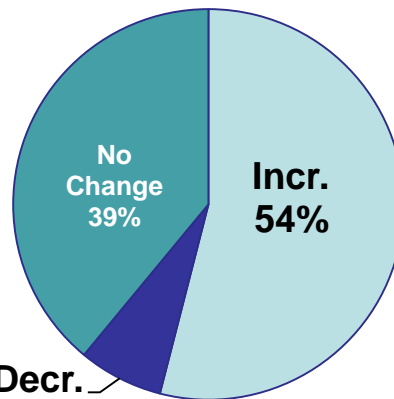
All Respondents



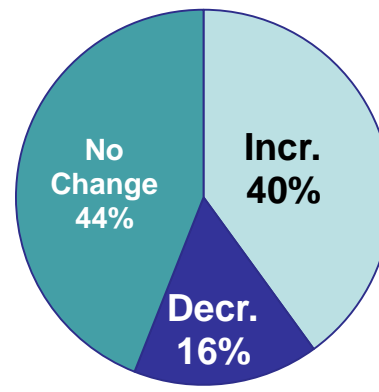
1 - 250



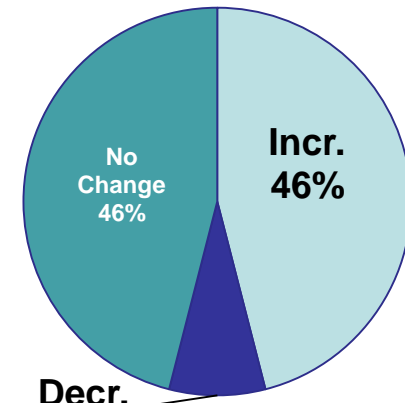
251-500



501-750

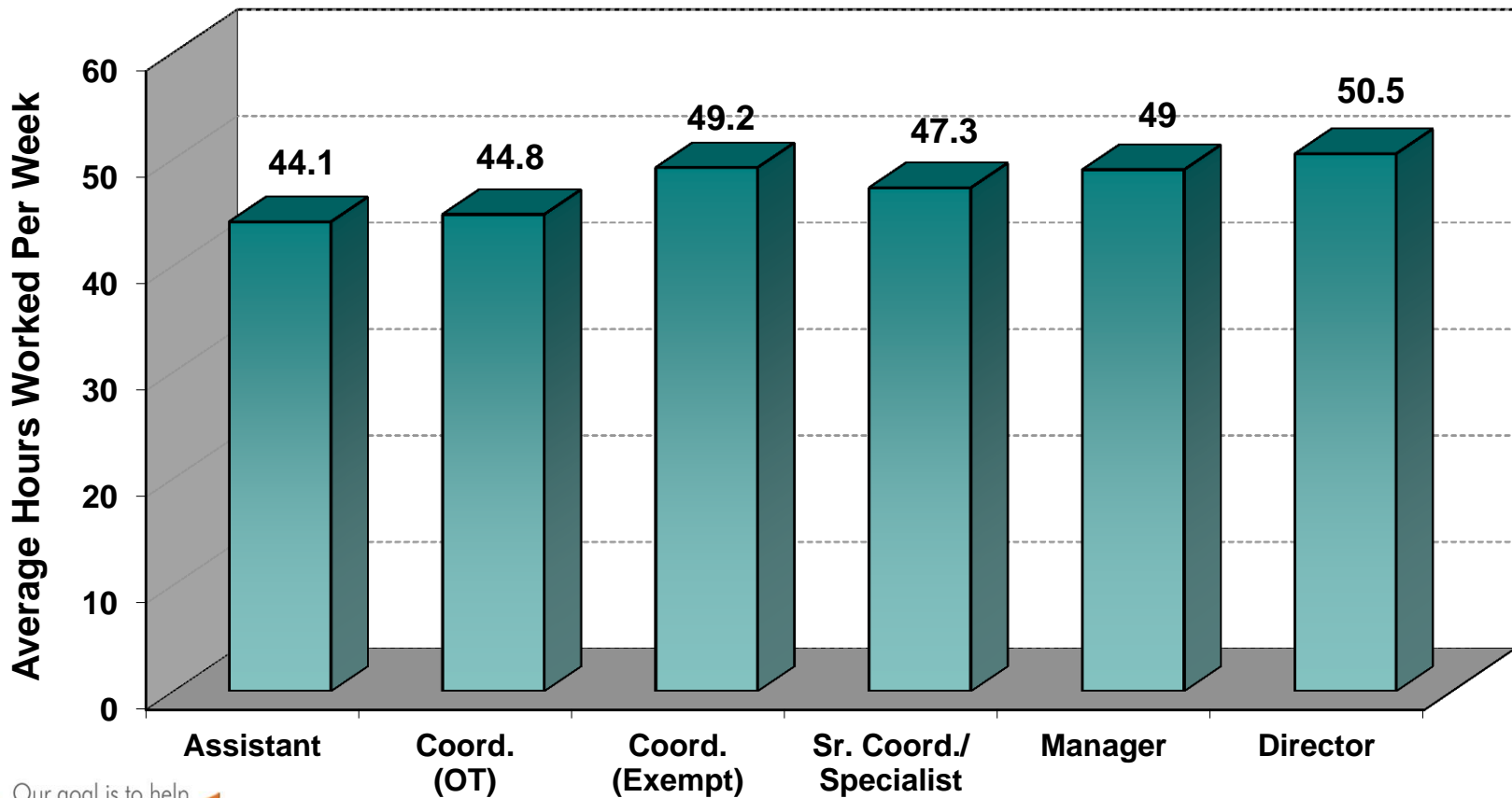


751-1000

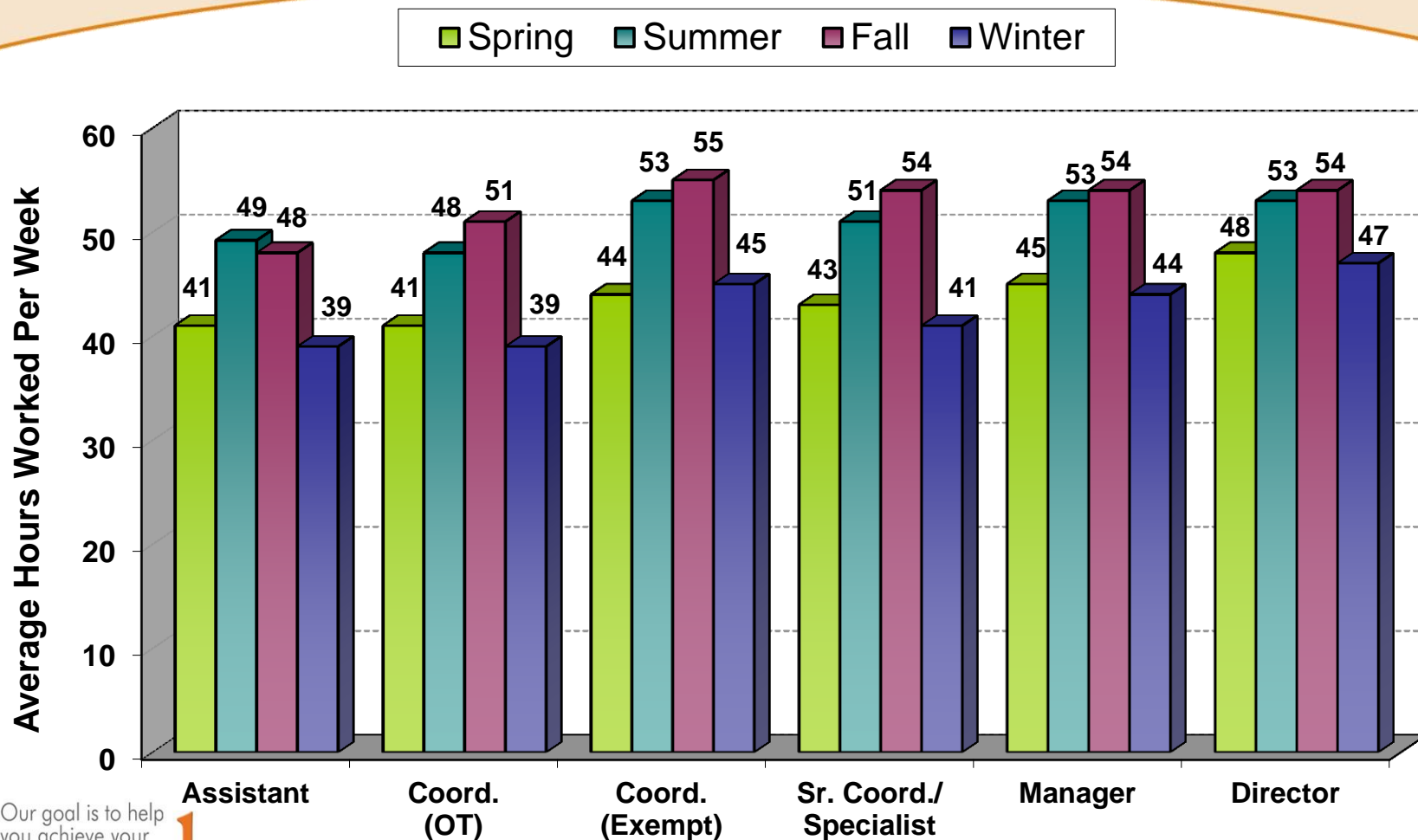


1001+

Average Weekly Hours Worked



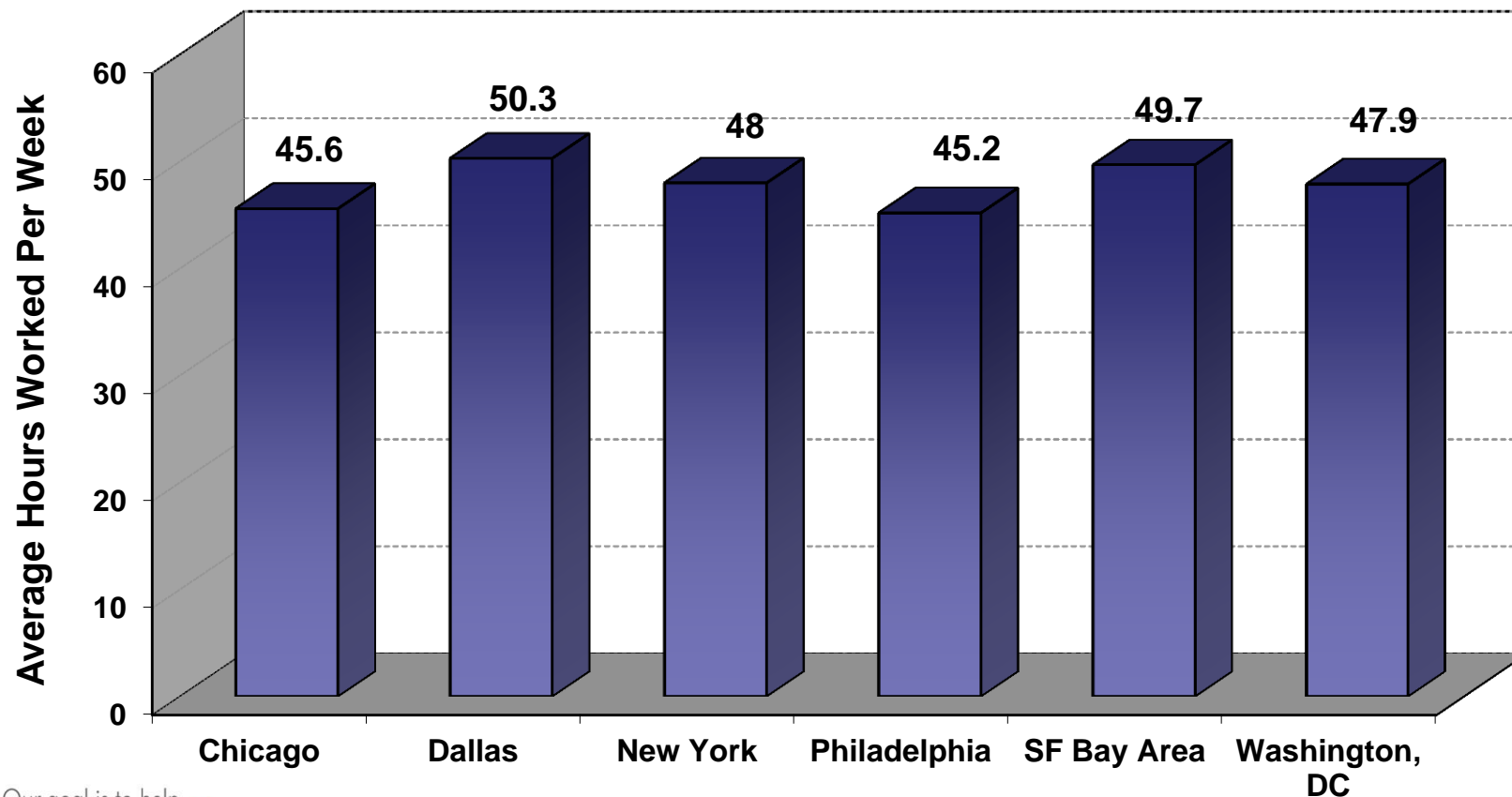
Average Weekly Hours Worked, Breakdown by Season



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goals[®]

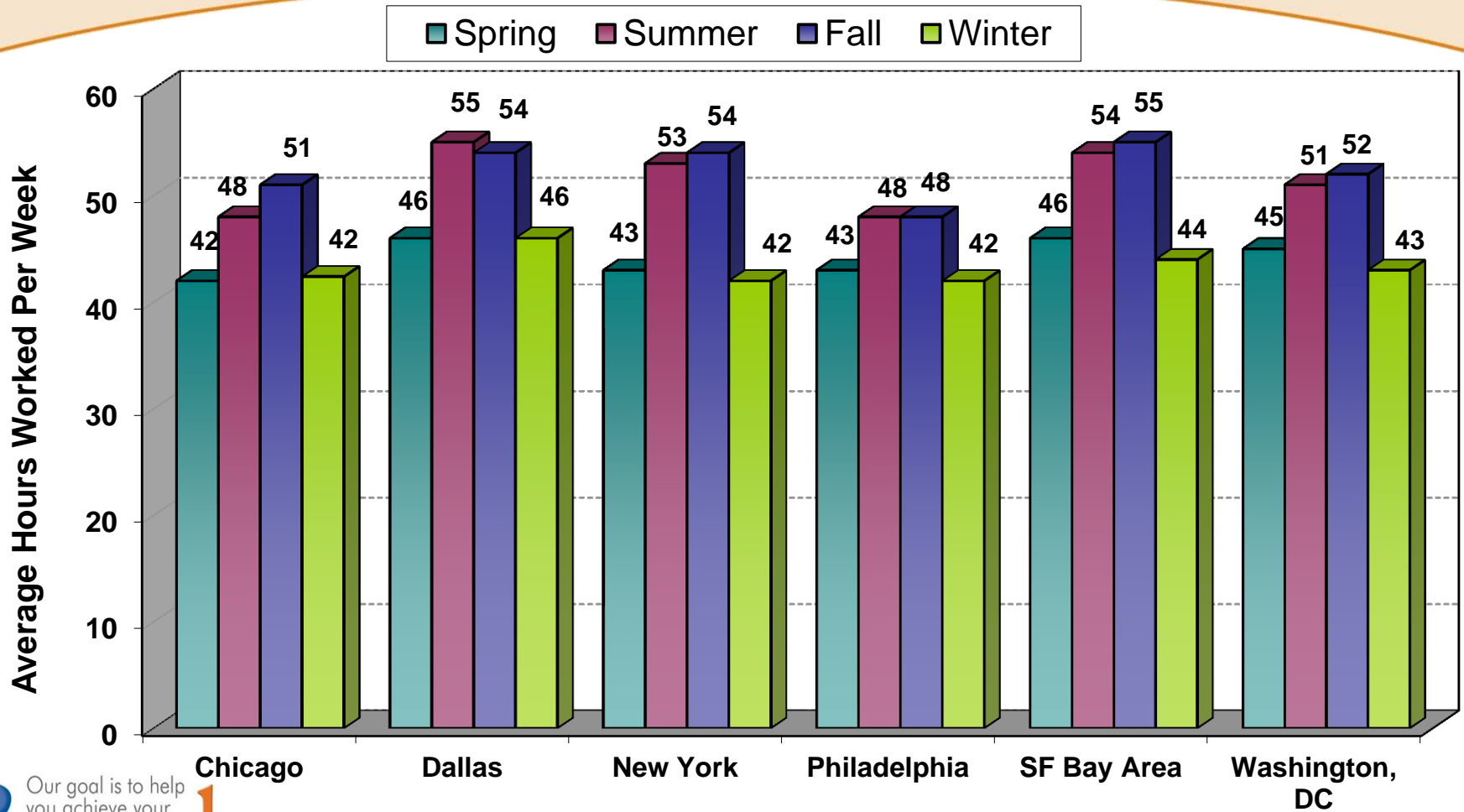
City Comparison: Overall Average Weekly Hours Worked



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City Comparison: Average Weekly Hours Worked, Breakdown by Season



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Addendum I: Salary Breakdown by Firm Size

National Average Salary, Bonus, & Raise by Firm Size

Directors = 81

Avg. Salary = \$189,457 Median = \$177,000
Avg. Bonus = \$25,162 Avg. Raise = 4.9%
Avg. Years Legal Recruiting Experience: 14.4
Avg. Tenure at Current Firm: 9.7 years

<u>Firm Size:</u>	<u>1-250</u>	<u>251-500</u>	<u>501-750</u>	<u>751-1000</u>	<u>1001+</u>
Average Salary:	\$131,156	\$198,346	\$195,368	\$210,067	\$217,250
Average Bonus:	\$10,393	\$27,714	\$25,200	\$35,167	\$25,444
Average Raise:	5.3%	4.5%	5.3%	5%	4.5%

National Average Salary, Bonus, & Raise by Firm Size

Managers = 173

Avg. Salary = \$115,598 Median = \$115,000
Avg. Bonus = \$8,807 Avg. Raise = 4.7%
Avg. Years Legal Recruiting Experience: 11.3
Avg. Tenure at Current Firm: 6.3 years

<u>Firm Size:</u>	<u>1-250</u>	<u>251-500</u>	<u>501-750</u>	<u>751-1000</u>	<u>1001+</u>
Average Salary:	\$109,075	\$112,785	\$104,532	\$118,649	\$120,589
Average Bonus:	\$7,000	\$7,027	\$6,892	\$10,558	\$9,556
Average Raise:	4.6%	5.4%	4.7%	4.3%	4.9%

National Average Salary, Bonus, & Raise by Firm Size

Sr. Coordinators/Specialists = 51
Avg. Salary = \$83,338 Median = \$85,000
Avg. Bonus = \$5,176 Avg. Raise = 5.2%
Avg. Years Legal Recruiting Experience: 6.9
Avg. Tenure at Current Firm: 4.7 years

<u>Firm Size:</u>	<u>1-250</u>	<u>251-500</u>	<u>501-750</u>	<u>751-1000</u>	<u>1001+</u>
Average Salary:	\$81,435	\$84,488	\$81,104	\$81,231	\$85,236
Average Bonus:	\$5,100	\$5,917	\$2,705	\$5,407	\$5,578
Average Raise:	6%	3.8%	3.4%	5.7%	5.9%

National Average Salary, Bonus, & Raise by Firm Size

Coordinators (Exempt) = 37
Avg. Salary = \$72,454 Median = \$71,000
Avg. Bonus = \$5,112 Avg. Raise = 5.2%
Avg. Years Legal Recruiting Experience: 4.4
Avg. Tenure at Current Firm: 2.9 years

<u>Firm Size:</u>	<u>1-500</u>	<u>501-1000</u>	<u>1001+</u>
Average Salary:	\$76,448	\$70,209	\$70,359
Average Bonus:	\$4,850	\$4,805	\$5,631
Average Raise:	4.7%	5%	5.8%

National Average Salary, Bonus, & Raise by Firm Size

Coordinators (OT Eligible) = 75

Avg. Salary = \$61,257 Median = \$61,800
Avg. Bonus = \$2,022 Avg. Raise = 5.3%
Avg. 2015 OT = \$9,231
Avg. Years Legal Recruiting Experience: 3.3
Avg. Tenure at Current Firm: 2.2 years

Firm Size:	<u>1-250</u>	<u>251-500</u>	<u>501-750</u>	<u>751-1000</u>	<u>1001+</u>
Average Salary:	\$61,107	\$63,549	\$56,086	\$65,668	\$61,853
Average Bonus:	\$2,167	\$2,475	\$1,727	\$1,719	\$2,193
Average Raise:	4.4%	4.4%	7.2%	3.2%	5.7%
Average OT:	\$11,807	\$5,040	\$9,530	\$8,683	\$10,098

National Average Salary, Bonus, & Raise by Firm Size

Assistants = 58

Avg. Salary = \$48,329 Median = \$48,000
Avg. Bonus = \$1,520 Avg. Raise = 3.8%
Avg. 2015 OT = \$6,051
Avg. Years Legal Recruiting Experience: 1.6
Avg. Tenure at Current Firm: 1.5 years

<u>Firm Size:</u>	<u>1-250</u>	<u>251-500</u>	<u>501-750</u>	<u>751-1000</u>	<u>1001+</u>
Average Salary:	\$48,571	\$46,143	\$46,789	\$48,733	\$49,465
Average Bonus:	*	\$911	\$1,514	\$1,555	\$1,950
Average Raise:	*	4.3%	5%	4.2%	2.6%
Average OT:	*	\$4,619	\$5,386	\$5,543	\$8,214

* Insufficient data

Addendum II: Salary Breakdown by City

Chicago: Average Salaries by Title

<u>Title</u> (# responses with salary data)	<u>Avg. Salary</u>	<u>Median</u>	<u>25% - 75% Range</u>	<u>Avg. Bonus</u>	<u>Avg. Raise</u>
Director (15):	\$169,301	\$160,000	\$147K - \$205K	\$18,231	4.6%
Manager (23):	\$99,684	\$100,000	\$91K - \$110K	\$6,688	3.6%
Sr. Coord./Spec. (10):	\$79,147	\$79,196	\$72K - \$89K	\$3,543	4.1%
Coordinator – OT eligible (11):	\$55,559	\$60,000	\$49K - \$62K	\$2,089	3%
Assistant – OT eligible (12):	\$48,106	\$49,000	\$46K - \$51K	\$1,517	2.6%

**NOTES: Salary data shown is base salary without OT.
Insufficient data for Exempt Coordinators**

Dallas: Average Salaries by Title

<u>Title</u> (# responses with salary data)	<u>Avg. Salary</u>	<u>Median</u>	<u>25% - 75% Range</u>	<u>Avg. Bonus</u>	<u>Avg. Raise</u>
Director (6):	\$127,580	\$142,000	\$109K - \$144K	\$14,803	6.5%
Manager (13):	\$86,154	\$90,000	\$70K - \$93K	\$4,888	4.8%
Coordinator – Exempt (6):	\$64,770	\$66,250	\$58K - \$70.5K	\$5,092	6.5%
Coordinator – OT eligible (9):	\$49,133	\$45,000	\$41K - \$60K	\$1,750	6.4%

**NOTES: Salary data shown is base salary without OT.
Insufficient data for Assistants and Senior Coordinators**

New York: Average Salaries by Title

<u>Title</u> (# responses with salary data)	<u>Avg. Salary</u>	<u>Median</u>	<u>25% - 75% Range</u>	<u>Avg. Bonus</u>	<u>Avg. Raise</u>
Director (28):	\$229,485	\$225,000	\$177K - \$245K	\$40,560	5%
Manager (45):	\$126,461	\$125,000	\$112K - \$135K	\$9,793	4.7%
Sr. Coord./Spec. (15):	\$89,833	\$90,000	\$85K - \$96K	\$6,827	6.8%
Coordinator – Exempt (18):	\$78,658	\$76,625	\$70K - \$90K	\$5,087	6.1%
Coordinator – OT eligible (19):	\$62,779	\$65,000	\$57K - \$68K	\$1,979	5%
Assistant – OT eligible (27):	\$49,760	\$48,500	\$46K - \$51K	\$1,522	3.9%

NOTE: Salary data shown is base salary without OT

Philadelphia: Average Salaries by Title

<u>Title</u> (# responses with salary data)	<u>Avg. Salary</u>	<u>Median</u>	<u>25% - 75% Range</u>	<u>Avg. Bonus</u>	<u>Avg. Raise</u>
Director (12):	\$151,167	\$143,500	\$123K - \$158K	\$12,900	4.9%
Manager (17):	\$102,000	\$100,000	\$90K - \$106K	\$4,564	5.9%
Sr. Coord./Spec. (6):	\$72,630	\$71,000	\$68.5K - \$74K	\$3,750	3.2%
Coordinator – OT eligible (7)*:	\$58,426	\$58,000	\$54K - \$62K	\$500	4.1%

* Avg. salary for Coordinators is different than the salary given in the Philadelphia LRAP Survey, as Coordinators were not split into “OT” and “Exempt” categories for that survey

NOTES: Salary data shown is base salary without OT. Insufficient data for Assistants and Exempt Coordinators

SF Bay Area: Average Salaries by Title

<u>Title</u> (# responses with salary data)	<u>Avg. Salary</u>	<u>Median</u>	<u>25% - 75% Range</u>	<u>Avg. Bonus</u>	<u>Avg. Raise</u>
Director (11):	\$188,591	\$184,500	\$168.5K - \$199K	\$23,182	3.6%
Manager (43):	\$126,123	\$123,000	\$116K - \$136K	\$11,846	5.2%
Sr. Coord./Spec. (8):	\$89,375	\$92,500	\$84.5K - \$96K	\$6,600	4.9%
Coordinator – OT eligible (16):	\$71,763	\$70,000	\$67K - \$75K	\$2,569	5%
Assistant – OT eligible (5):	\$53,304	\$55,000	\$52K - \$56K	\$2,600	*

* Insufficient data

NOTES: Salary data shown is base salary without OT. Insufficient data for Exempt Coordinators

Washington, DC: Average Salaries by Title

<u>Title</u> (# responses with salary data)	<u>Avg. Salary</u>	<u>Median</u>	<u>25% - 75% Range</u>	<u>Avg. Bonus</u>	<u>Avg. Raise</u>
Director (11):	\$189,455	\$200,000	\$160K - \$205K	\$15,833	5.7%
Manager (33):	\$116,283	\$118,000	\$103K - \$125K	\$6,739	4.6%
Sr. Coord./Spec. (12):	\$80,042	\$80,000	\$76.5K - \$85K	\$3,325	5.6%
Coordinator – Exempt (7):	\$66,631	\$65,000	\$62K - \$68.5K	\$5,795	4.8%
Coordinator – OT eligible (13):	\$60,838	\$60,000	\$55K - \$70K	\$2,122	5.4%
Assistant – OT eligible (10):	\$45,980	\$45,500	\$43K - \$49K	\$1,464	3.2%

NOTE: Salary data shown is base salary without OT

Wisnik Law Firm Recruiting Industry Survey 2016

Summary of 2016 Recruiting Survey Data

By Eva Wisnik

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