

# LAALRA Industry Survey 2013

By Eva Wisnik

June 2013



Wisnik Career Enterprises, Inc.  
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# Eva's Bio



**Eva Wisnik**  
*President,  
Wisnik Career  
Enterprises, Inc.*

**Eva Wisnik** founded **Wisnik Career Enterprises, Inc.** in 1996 after serving as Director of Recruitment and Training for Schulte Roth & Zabel and Cadwalader, Wickersham & Taft. Over the past 15 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.

# Respondents

## 56 Respondents' Salary and Industry Information

### ■ By Position

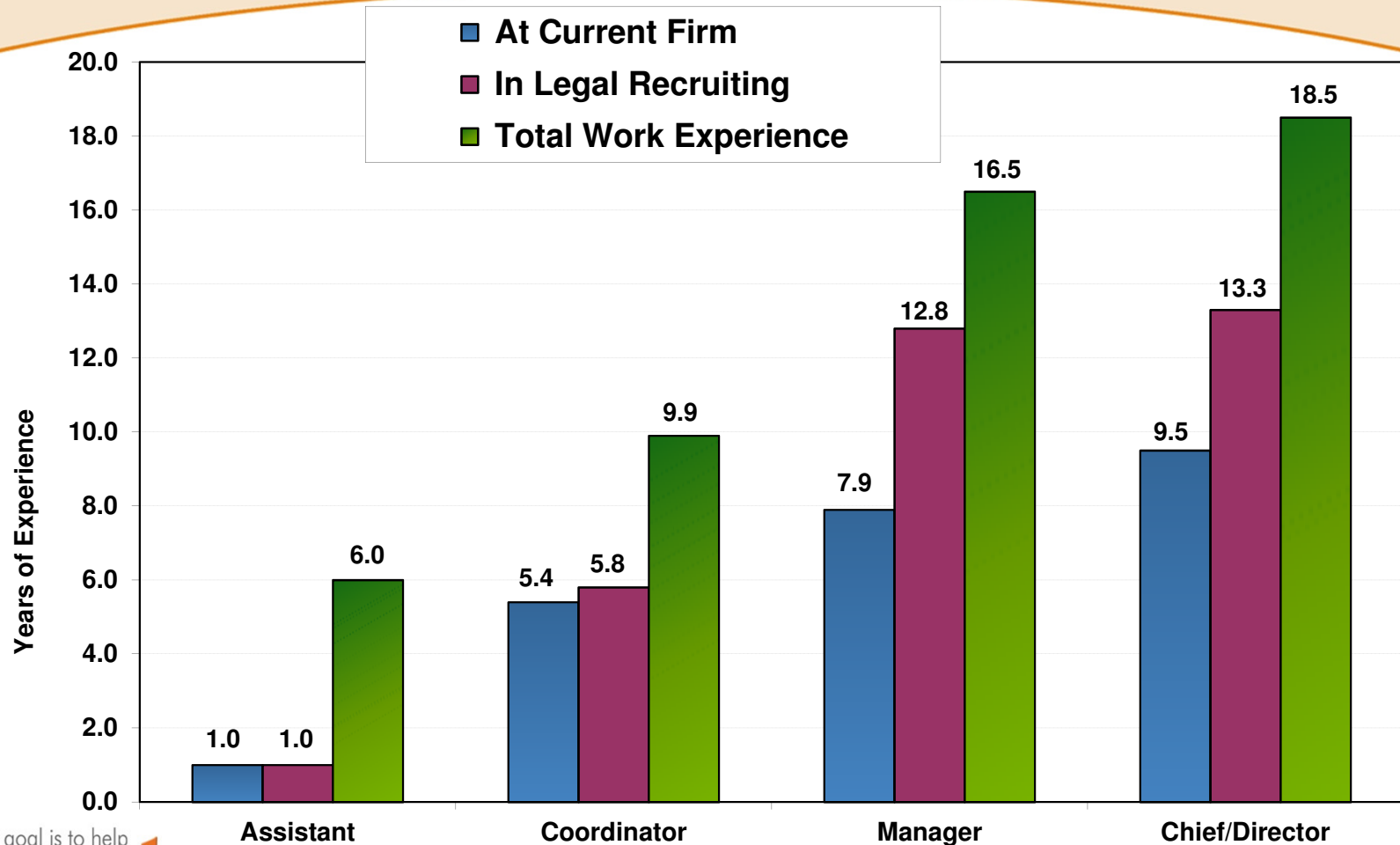
- Chief & Director: 13
- Manager: 25
- Coordinator: 14
- Assistant: 4

### ■ By Firm Size

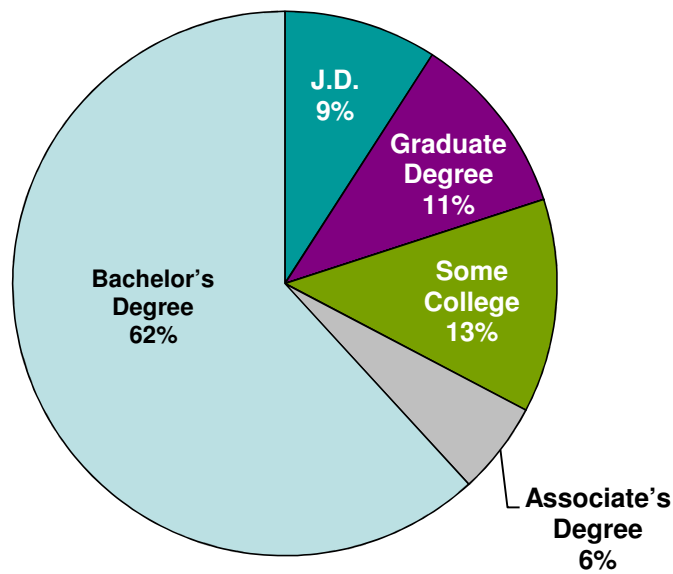
- 1-250: 13
- 251-500: 5
- 501-750: 8
- 751-1000: 11
- 1000+: 19

# Profile of LAALRA Professionals

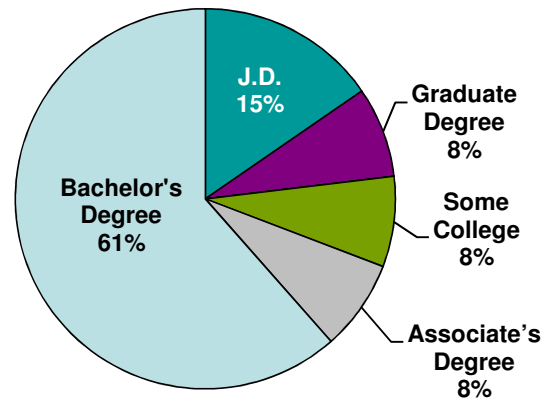
# Average Years of Experience



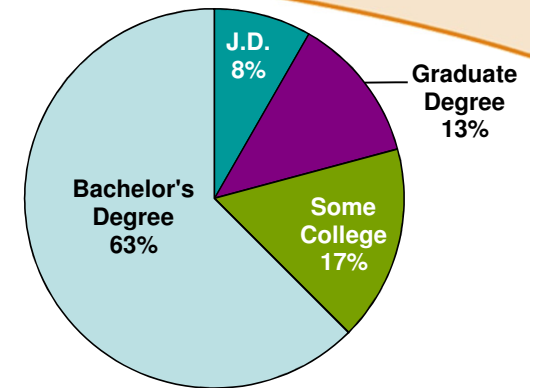
# Highest Degree of Education, by Level



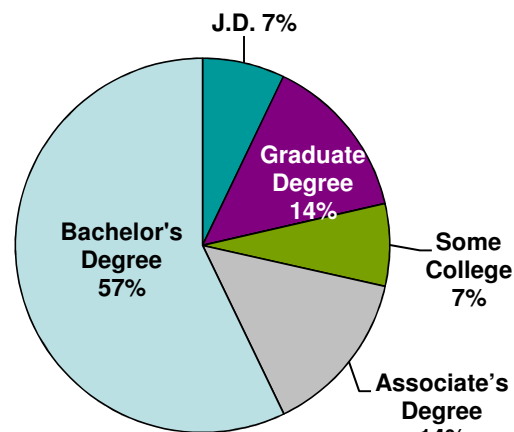
**All Respondents**



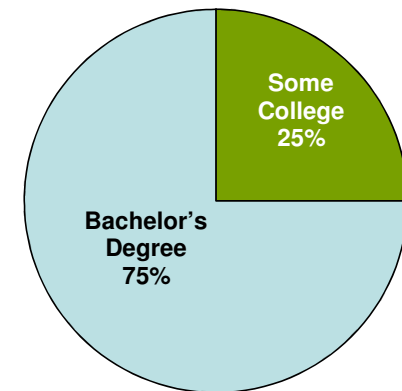
**Directors & Chiefs**



**Managers**

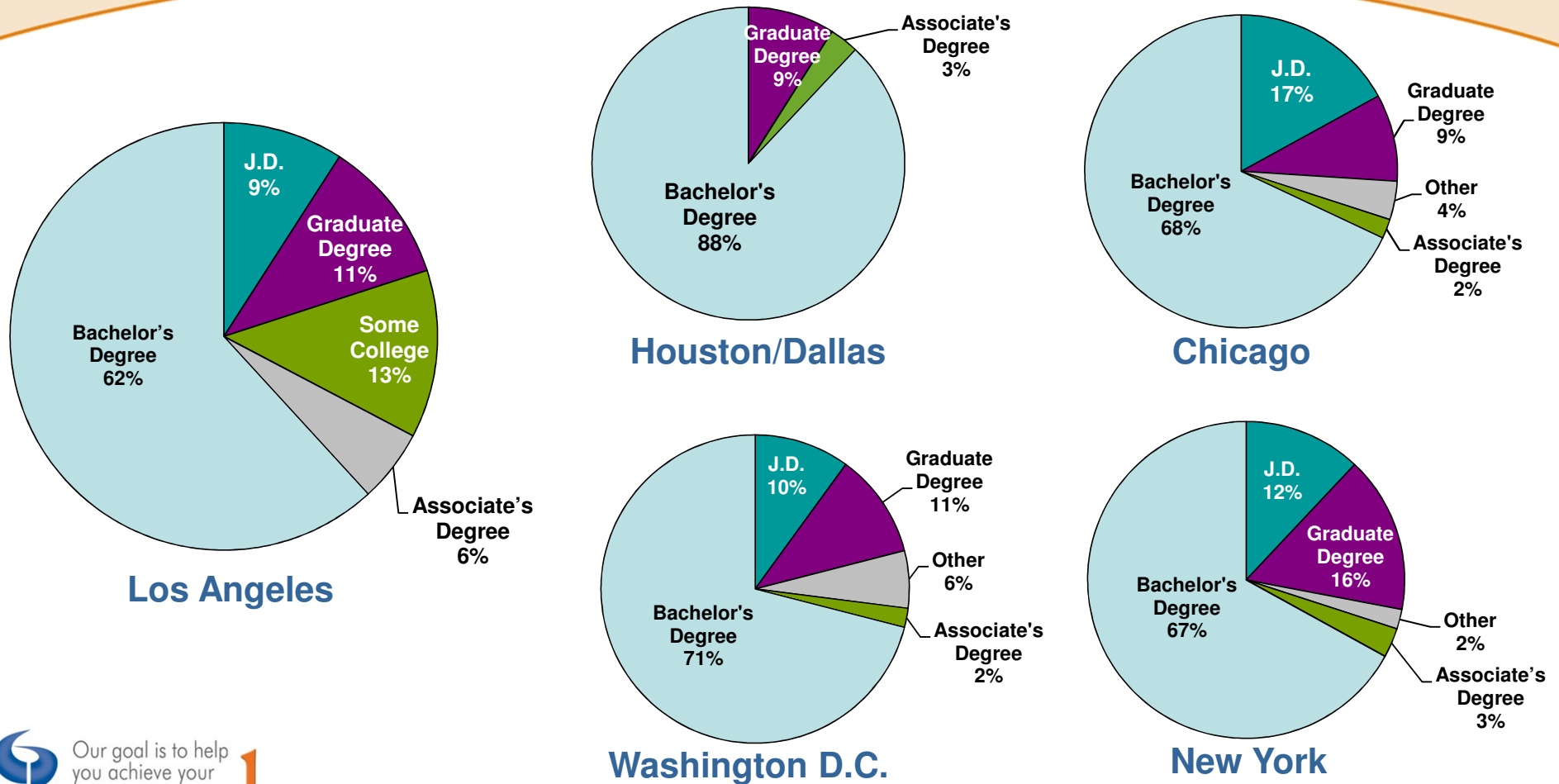


**Coordinators**

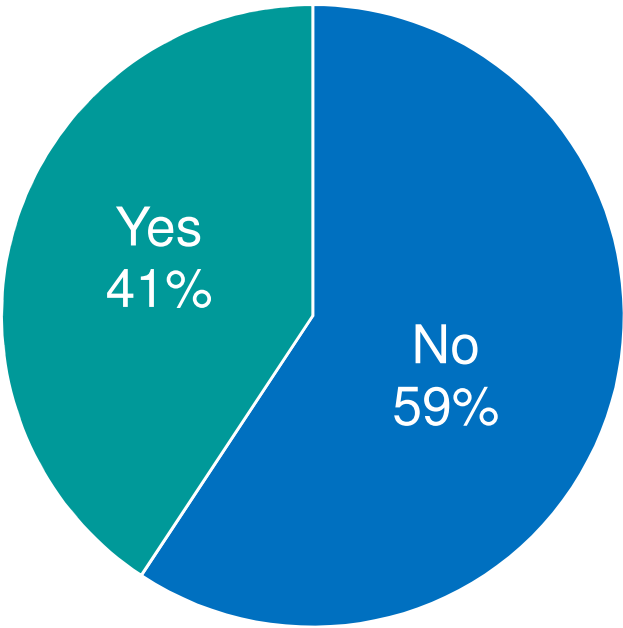


**Assistants**

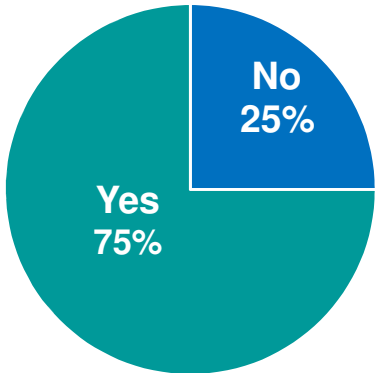
# Highest Degree of Education, City Comparison



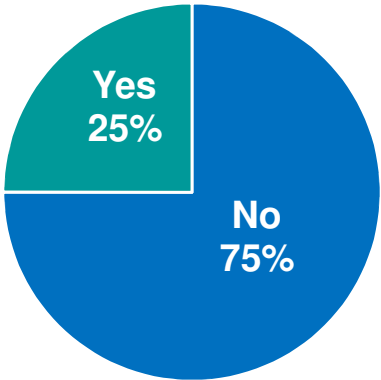
# Is Your Position Firm-Wide?



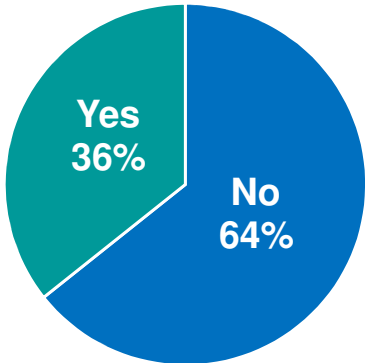
All Respondents



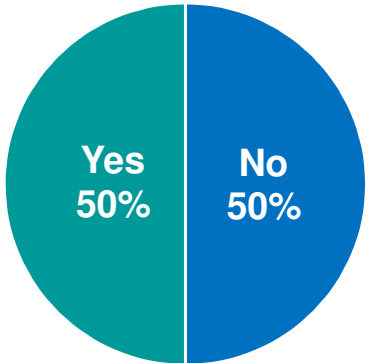
Directors



Managers



Coordinators



Assistants



# Salary Trends

# Average Salaries by Title

<u>Title (# responses)</u>	<u>Avg. Salary</u>	<u>Median</u>	<u>Salary Range</u>
<b>Director &amp; Chief (12):</b>	\$152,583	\$149,500	\$103k - \$225k
<b>Manager (22):</b>	\$108,786	\$111,000	\$74.4k - \$141k
<b>Coordinator – Combined (14):</b>	\$66,116	\$65,000	\$46.2k - \$93k
<b>Coordinator – OT eligible** (9):</b>	\$65,533	\$65,000	\$54k - \$78k
<b>Assistant – OT eligible** (4):</b>	\$49,000	\$50,000	\$41k - \$56k

**Note: Insufficient number of responses for Exempt Coordinators**  
**\*\* Salary data shown is base salary without OT**

# Average Salaries by City: Los Angeles, Houston/Dallas, Chicago

## Average Salary

<u>Title</u>	<u>Los Angeles</u>	<u>Houston/Dallas</u>	<u>Chicago</u>
<b>Director &amp; Chief:</b>	\$152,583	\$116,642	\$159,920
<b>Manager:</b>	\$108,786	\$76,419	\$99,132
<b>Coordinator – Exempt:</b>	*	\$55,888	\$66,563
<b>Coordinator – OT Eligible**:</b>	\$65,533	\$50,379	\$56,571
<b>Assistant – OT Eligible**:</b>	\$49,000	\$39,200	\$48,500

\* Insufficient number of responses

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

# Average Salary, Bonus, & Raise by Office Size

**Director/Chief**  
*Average salary = \$152,583*  
*Median = \$149,500*

<u>Office Size:</u>	<u>1 - 75</u>	<u>76-175</u>
<b>Avg. Salary:</b>	\$157,400	\$149,143
<b>Salary Range:</b>	\$103k - \$225k	\$107k – \$200k
<b>Avg. Bonus:</b>	\$20,550	\$11,329
<b>Avg. Raise:</b>	5%	4%

# Average Salary, Bonus, & Raise by Office Size

## Managers

*Average salary = \$108,786*

*Median = \$111,000*

<u>Office Size:</u>	<u>1 - 75</u>	<u>76 - 125</u>	<u>126 - 225</u>
<b>Avg. Salary:</b>	\$105,556	\$103,788	\$122,600
<b>Salary Range:</b>	\$75k - \$135k	\$74.4k - \$141k	\$95k - \$136k
<b>Avg. Bonus:</b>	\$8,583	\$6,750	\$16,000
<b>Avg. Raise:</b>	3%	2.75%	*

\* Insufficient number of responses

# Average Salary, Bonus, & Raise by Office Size

## Coordinators (Combined)

*Avg. salary = \$66,116*

*Median = \$65,000*

<u>Office Size:</u>	<u>1 - 125</u>	<u>126 - 225</u>
<b>Avg. Salary:</b>	\$63,839	\$69,760
<b>Avg. 2012 OT:</b>	*	*
<b>Salary Range:</b>	\$46.2k - \$78k	\$54k - \$93k
<b>Avg. Bonus:</b>	\$2,257	*
<b>Avg. Raise:</b>	3%	*

### For those who received OT:

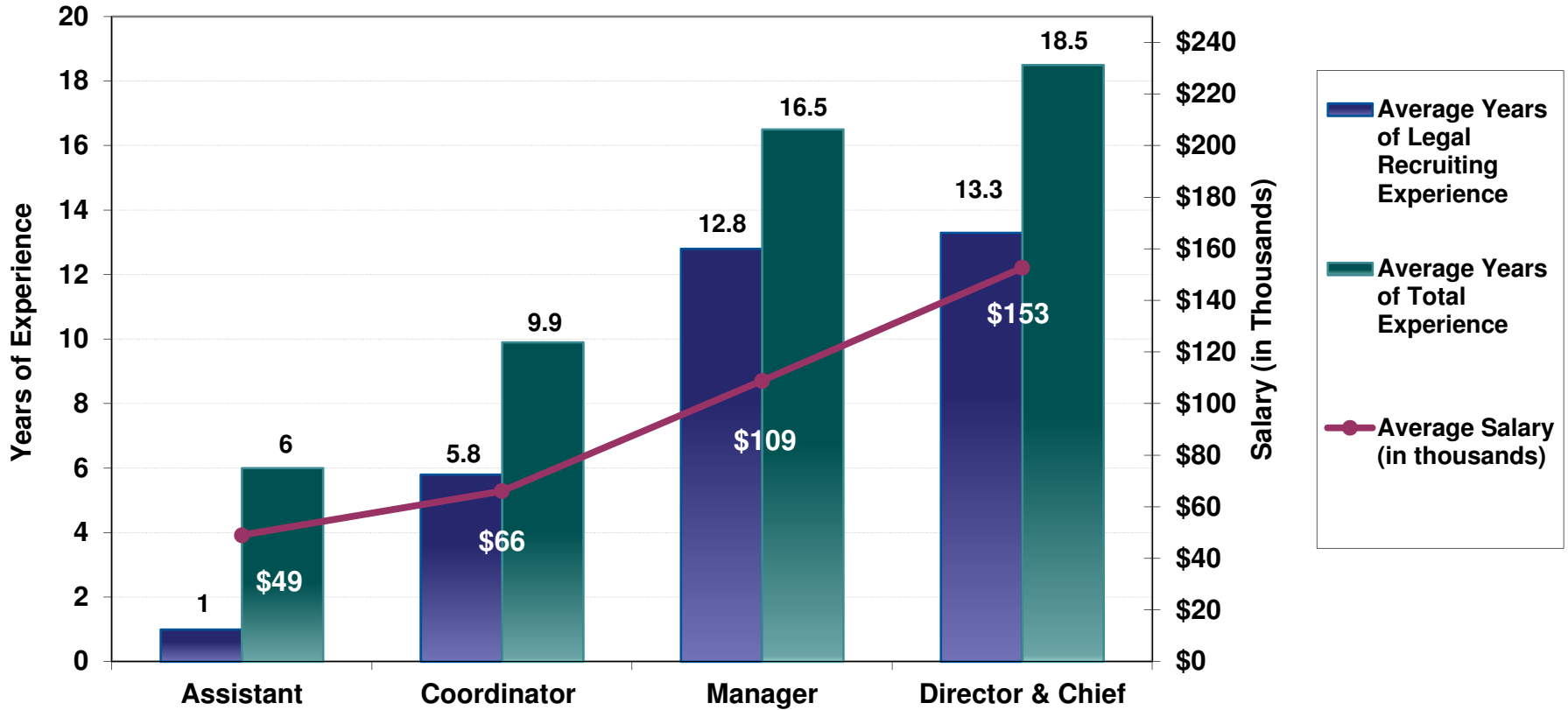
*Average OT 2012: \$6,540*

*Average OT 2011: \$6,250*

\* Insufficient number of responses

Note: There is no Assistant slide due to insufficient data

# Average Salary vs. Years of Experience



# Your Responsibilities



# Top Responsibilities by Position

## ■ Director Responsibilities

- Lateral associate recruiting:
- Partner recruiting:
- HR/Marketing/Office Management:
- Attorney orientation:
- Managing recruiting staff:

## ■ Manager Responsibilities

- Lateral associate recruiting:
- Plan summer associate events:
- Plan Fall on-campus interview calendar:
- Partner recruiting:
- Conduct candidate correspondence & follow-up:

# Top Responsibilities by Position

*(cont.)*

## ■ **Coordinator Responsibilities**

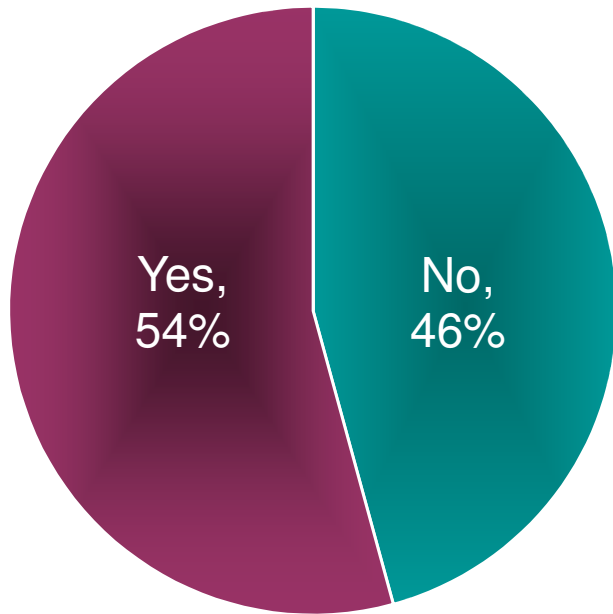
- Plan summer associate events:
- Coordinate summer associate training & orientation:
- Coordinate interviews with law schools:
- Organize travel and interview schedule for candidates:

## ■ **Assistant Responsibilities**

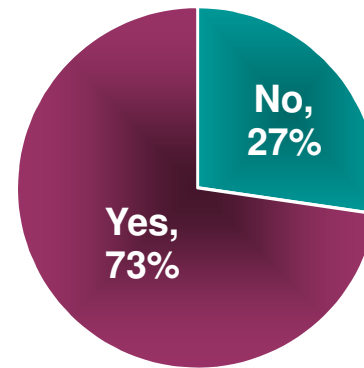
- Lateral associate recruiting:
- Attorney development & training:
- Coordinate summer associate training & orientation:
- Plan summer associate events:
- Coordinate interviews with law schools:

# Industry Findings

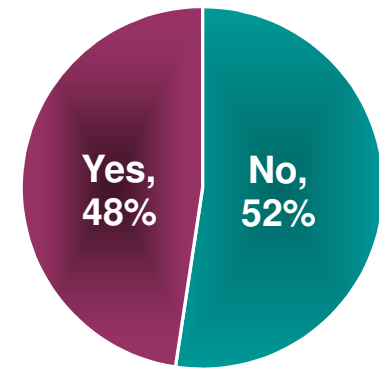
# Are You Satisfied With Your Current Compensation?



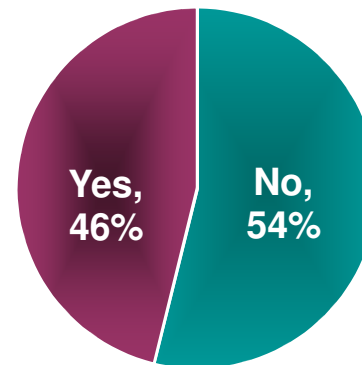
All Respondents



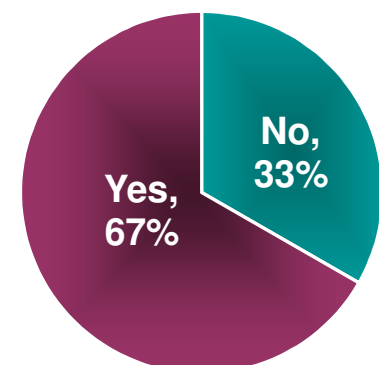
Director



Manager

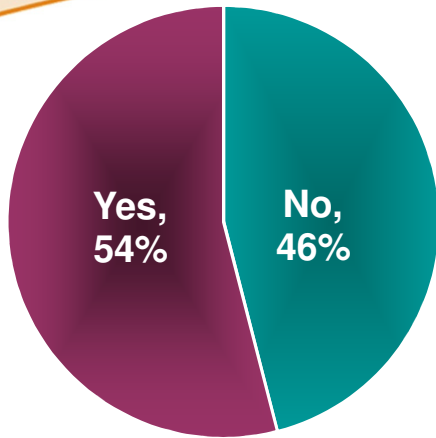


Coordinator

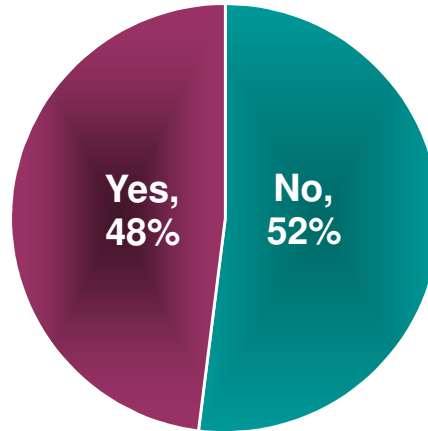


Assistant

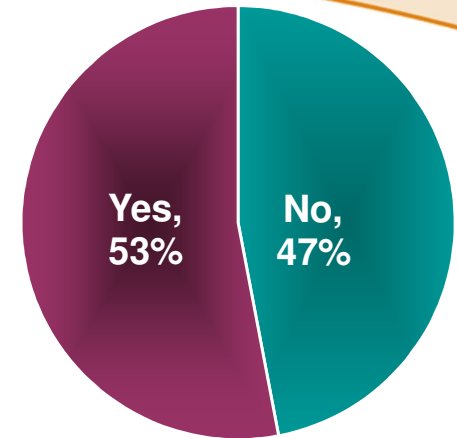
# Satisfied With Your Current Compensation – City Comparison



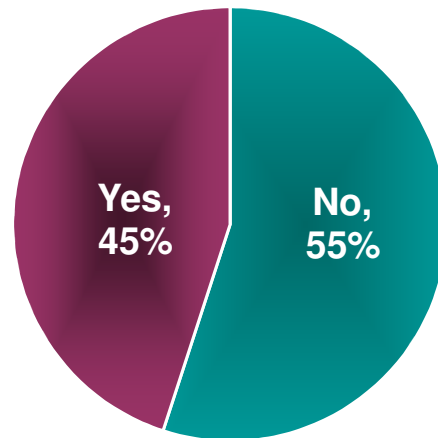
Los Angeles



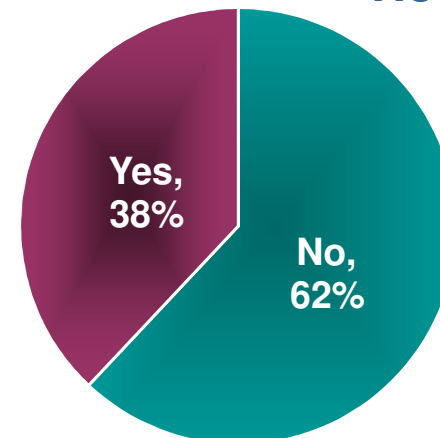
New York



Houston/Dallas

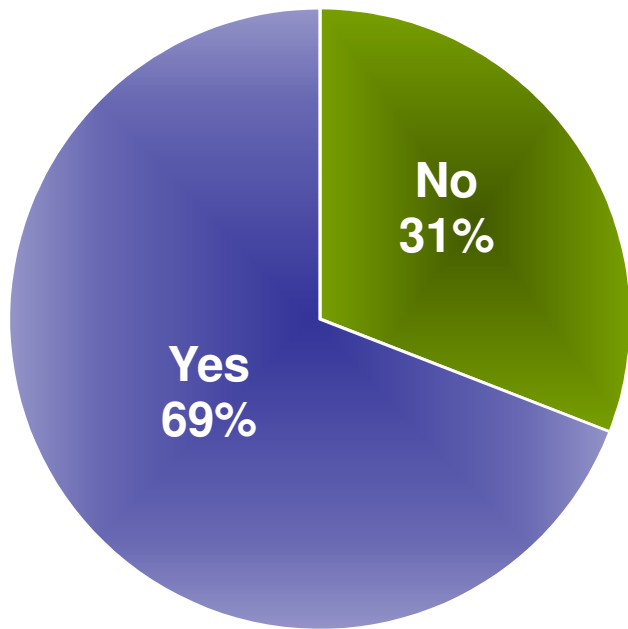


Chicago

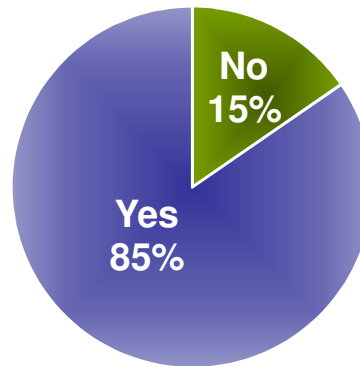


Washington D.C.

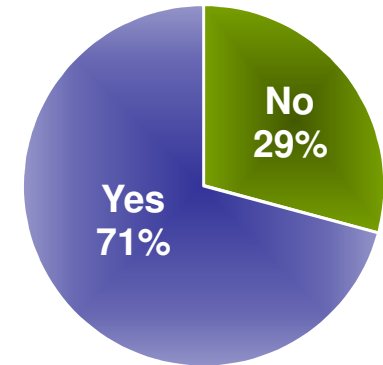
# Have You Been Promoted with a Title Change at Your Current Firm?



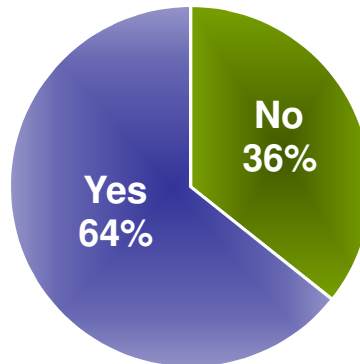
All Respondents



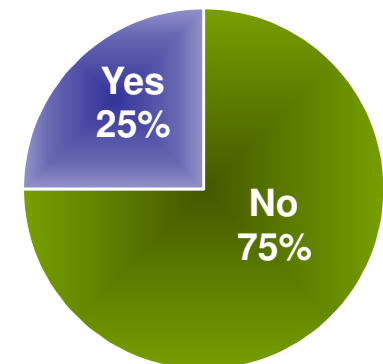
Director



Manager



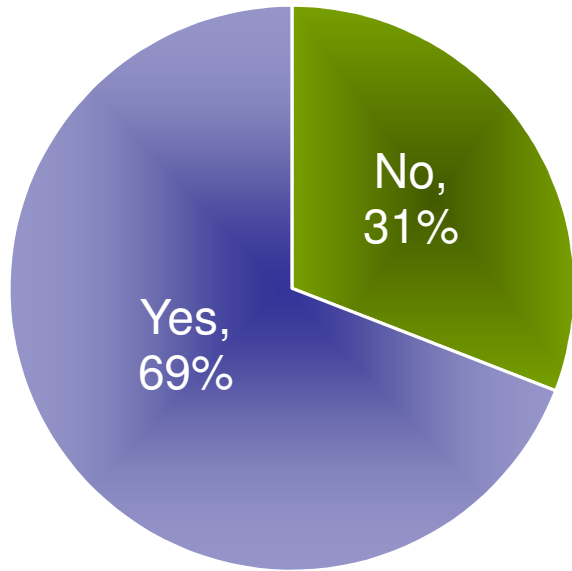
Coordinator



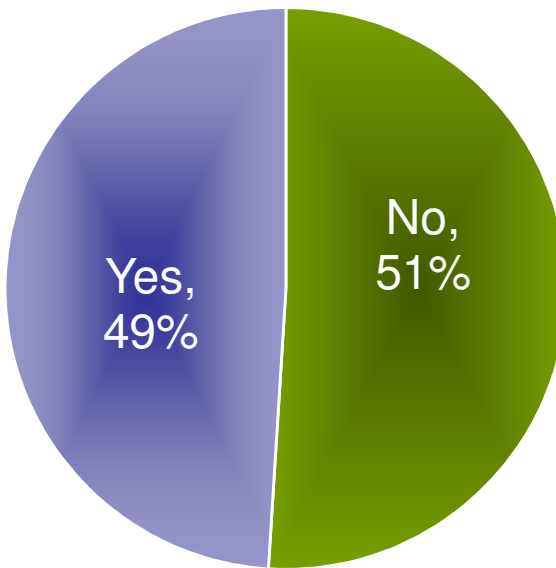
Assistant

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

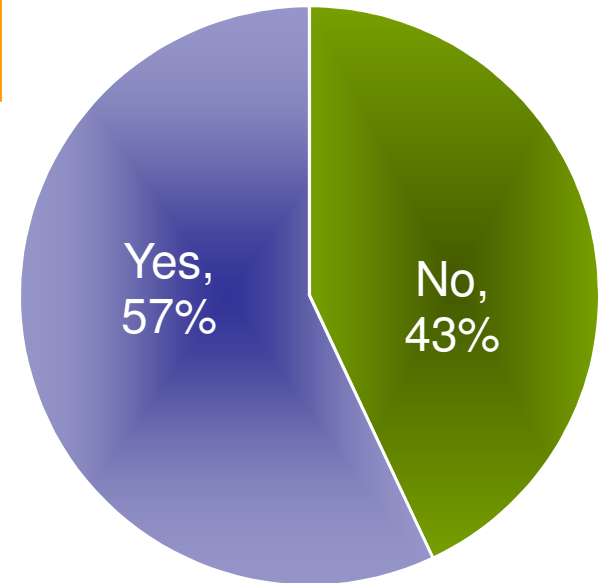
City-by-city comparison  
of 2012 data



Los Angeles

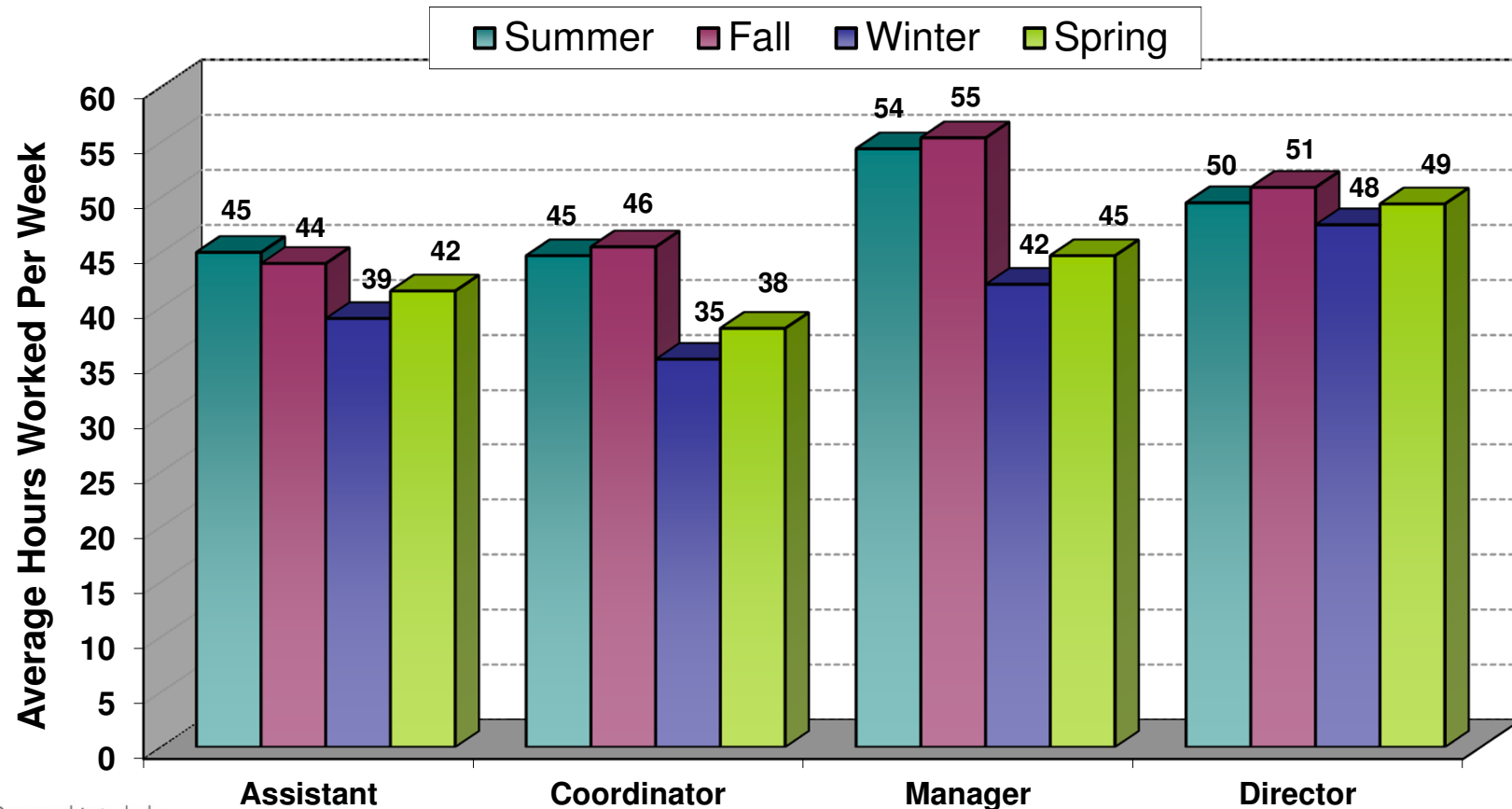


Houston/Dallas



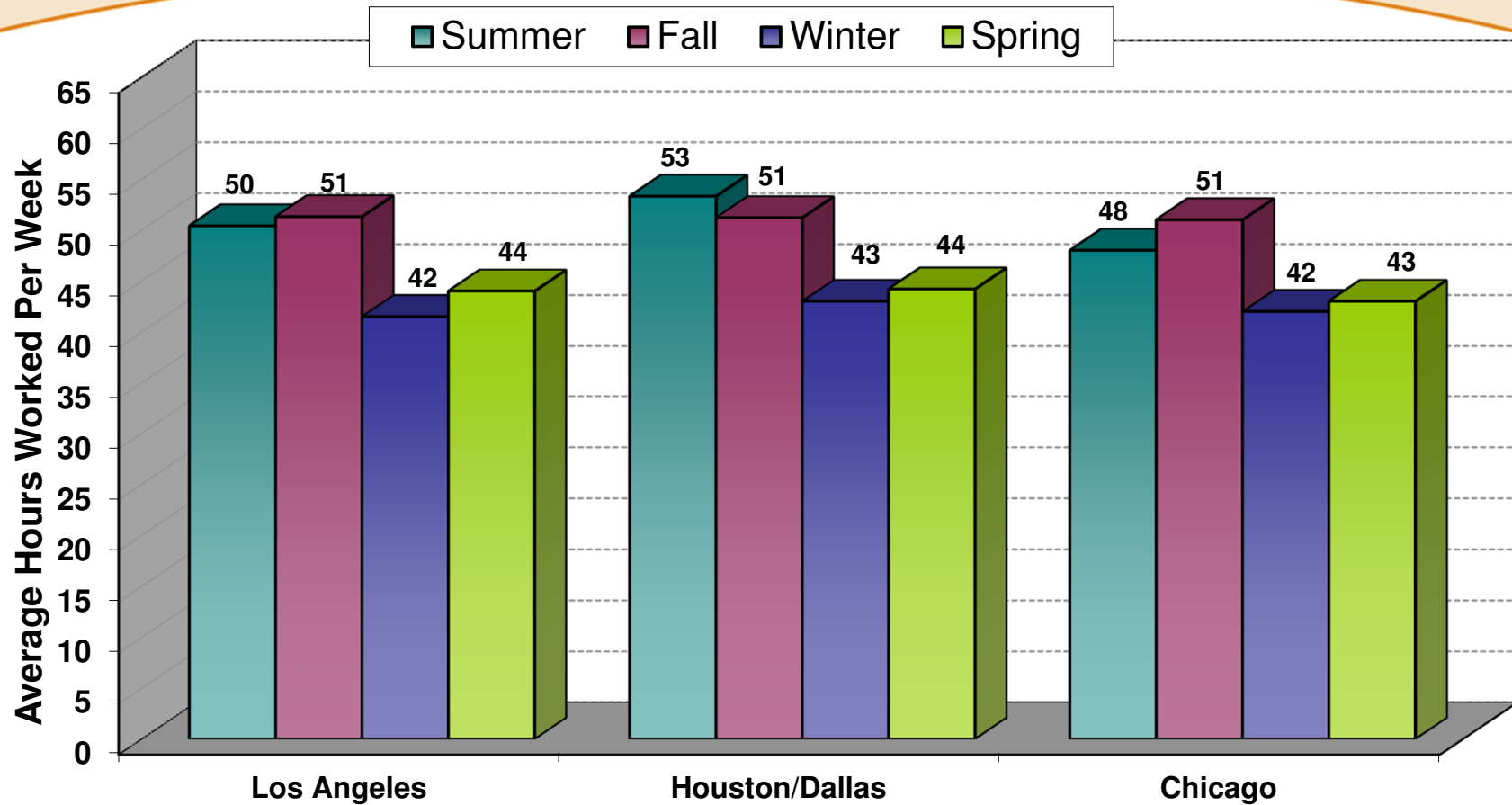
Chicago

# Respondents' Average Weekly Hours Worked, By Season

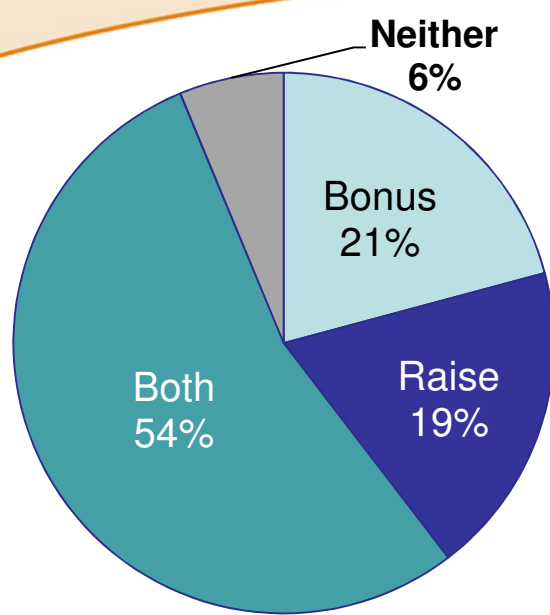




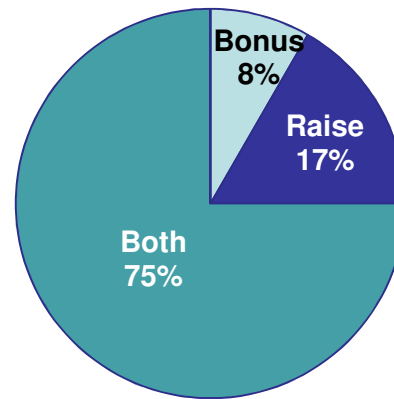
# City Comparison: Average Weekly Hours Worked, By Season



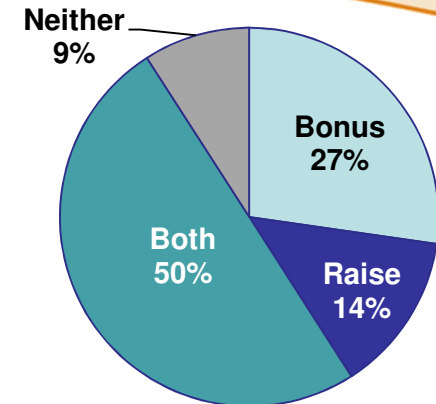
# Did You Receive a Bonus and/or Raise Last Year?



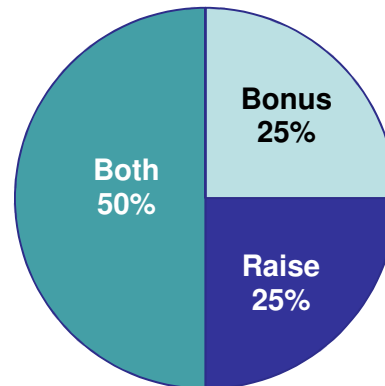
All Respondents



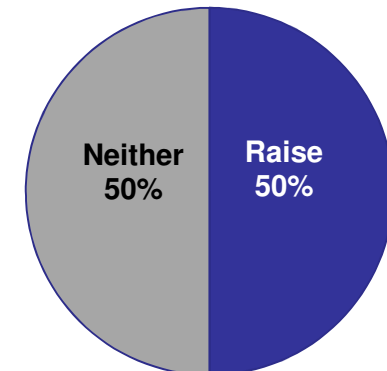
Director



Manager

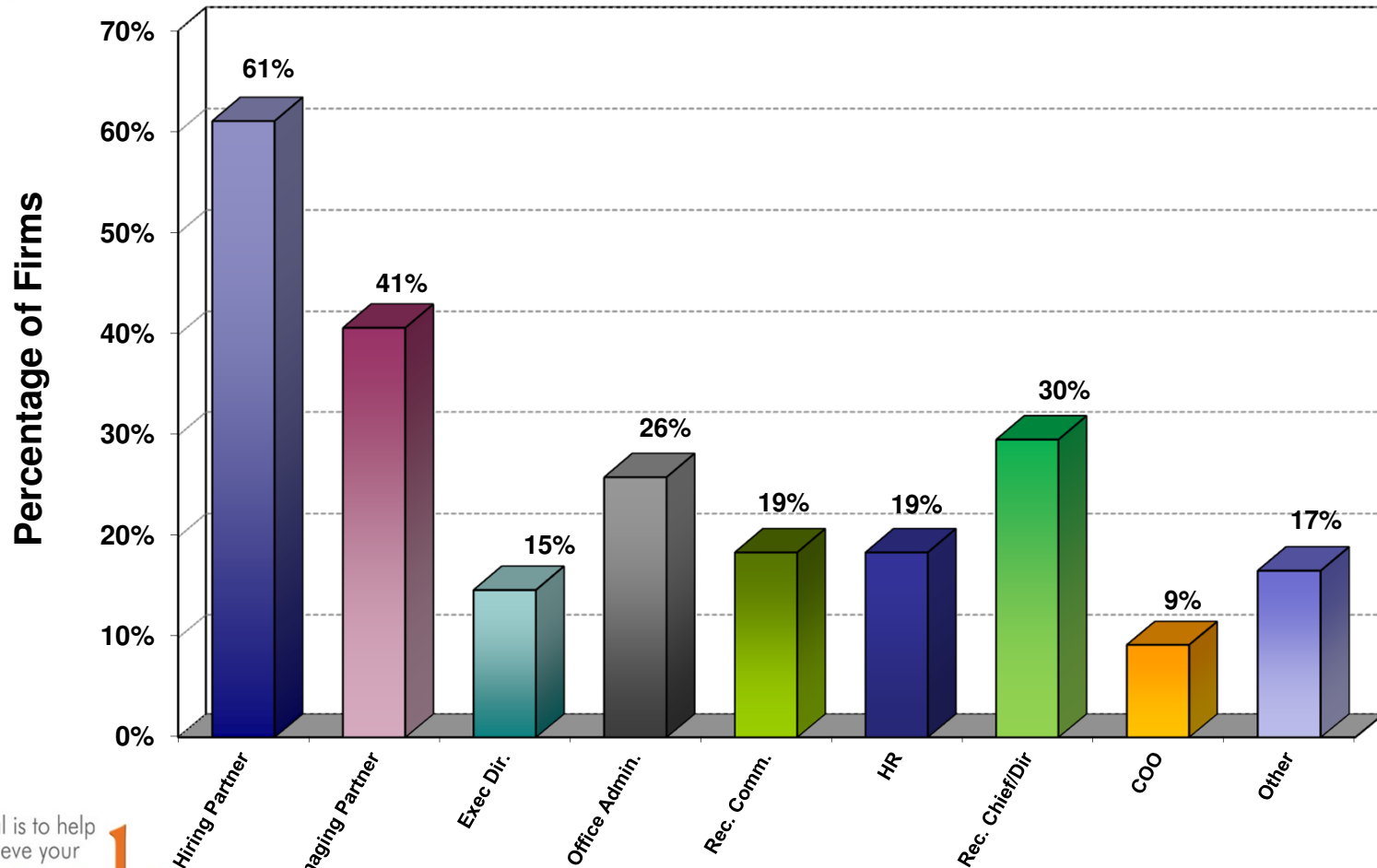


Coordinator

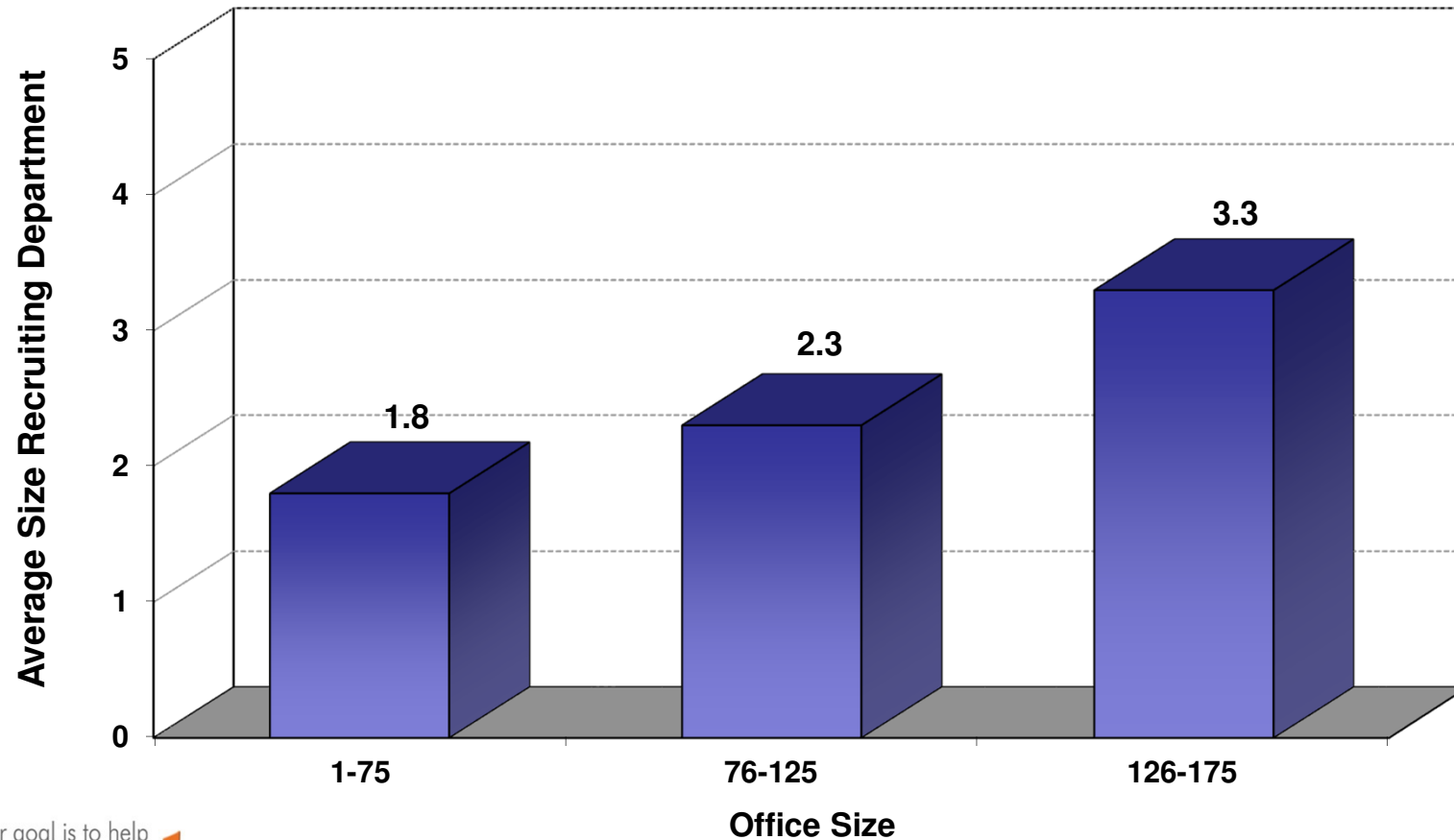


Assistant

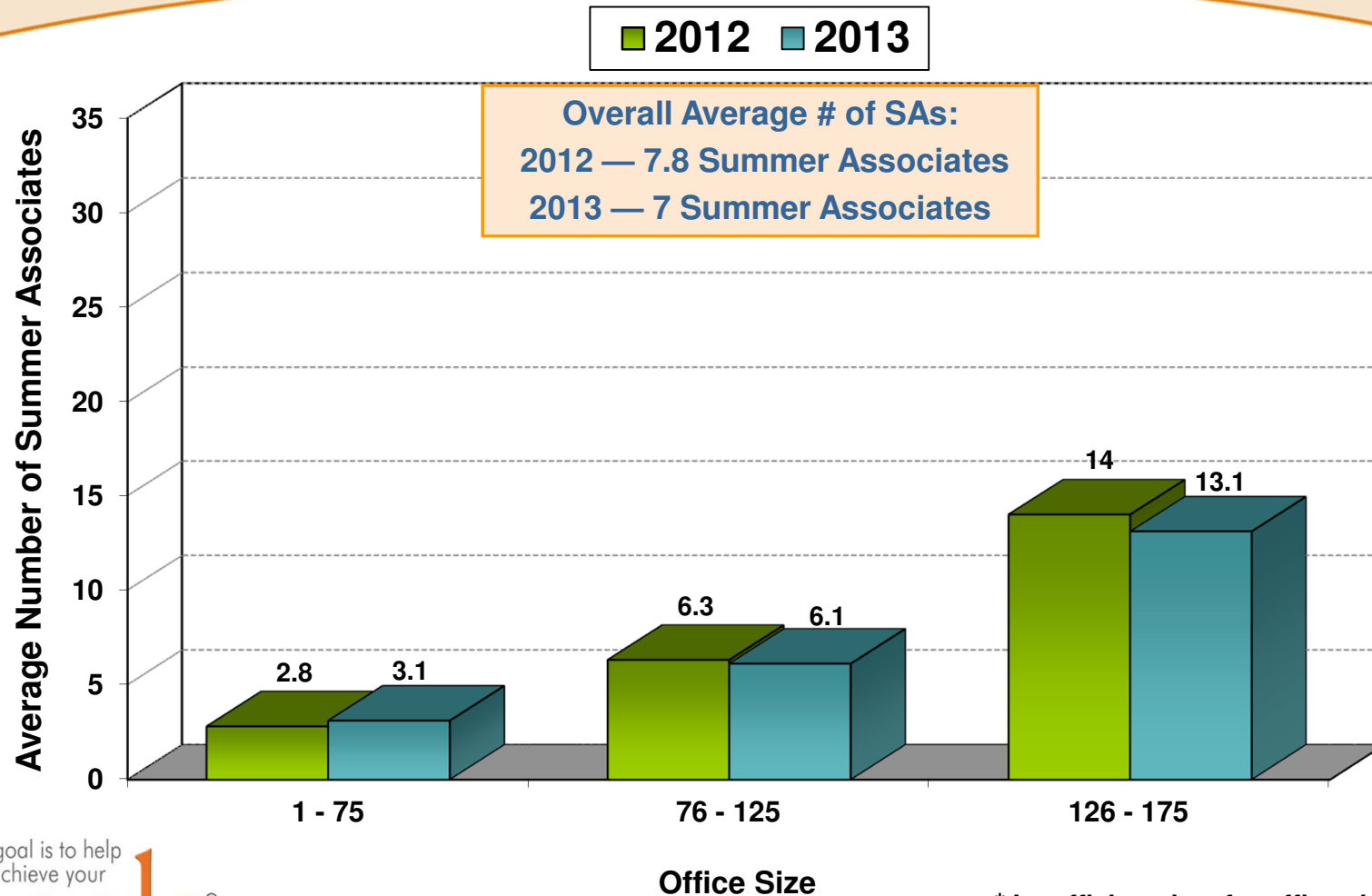
# Reporting Structure: Who Does Recruiting Department Report To?



# L.A. Office Size vs. Size of Recruiting Department

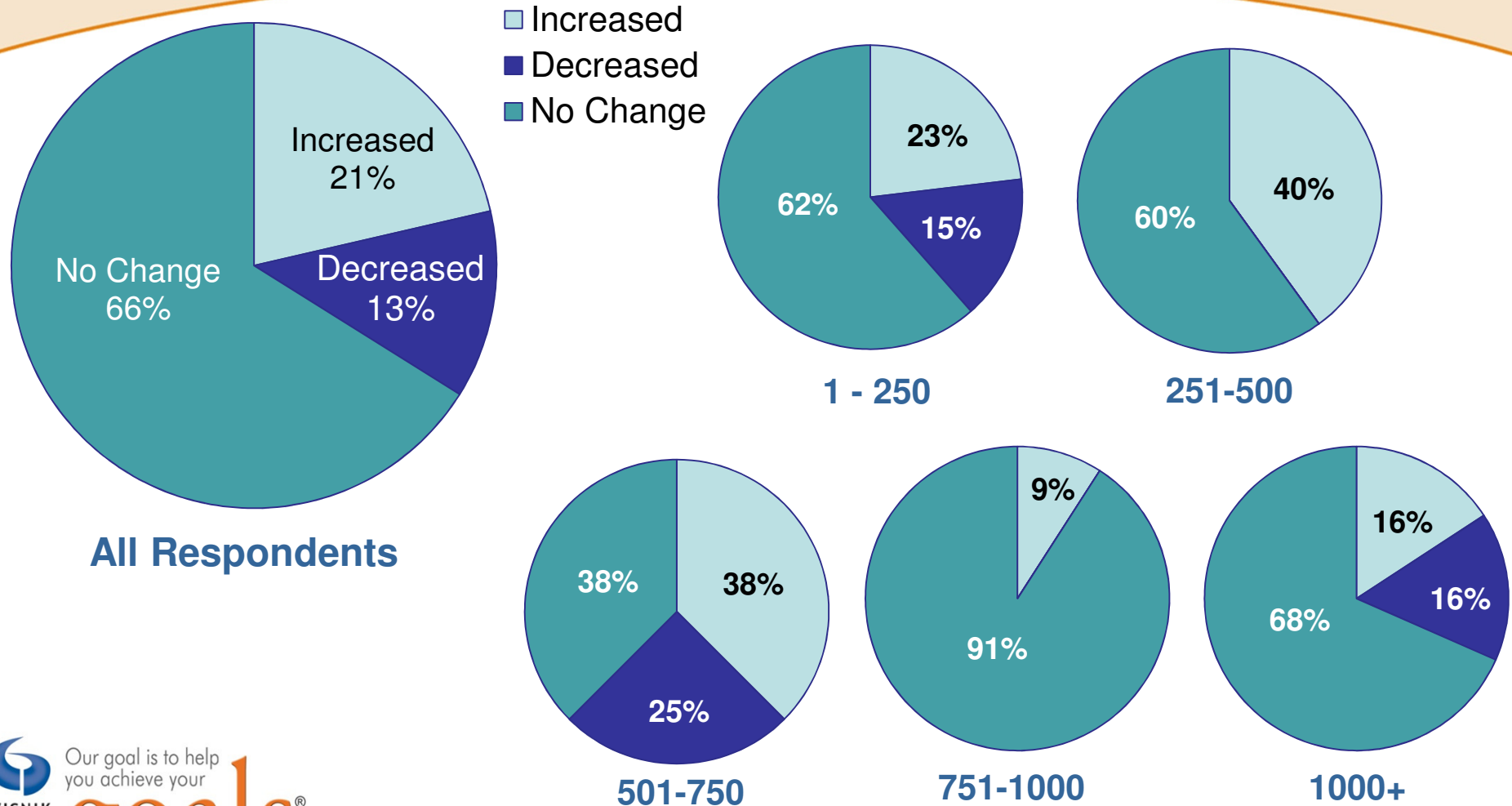


# Size of L.A. Office vs. Size of L.A. Summer Associate Class



\* Insufficient data for office size 176+

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



# Benefits Received: Average Days Paid Time Off (PTO)

**Paid Time Off:**  
Includes Vacation, Sick and Personal Days

<u>Title (# responses)</u>	<u>Average</u>	<u>Median</u>	<u>Range</u>	<u>Average Used</u>
<b>Director &amp; Chief (13):</b>	22.7 days	22 days	15 – 30	12.1
<b>Manager (25):</b>	22.5 days	20 days	15 – 30	14.8
<b>Coordinator (14):</b>	22.4 days	22 days	15 – 30	14.7

27% of respondents receive unlimited personal or sick days

\*Insufficient # of responses for assistants

# Interesting Results

- 94% of you received a bonus, a raise, or both in 2012
- 21% of respondents said their departments have increased in size over the last 2 years, while 13% have decreased
- 69% have been promoted with a title change at their current firm
- 49% of you attended the NALP Annual Education conference
- 20% of respondents have a graduate degree (J.D. or Masters)

**52% of you have been with your current Firm for 6+ years**

22% of you have joined legal recruiting in the last 3 years

38% have joined your current firm in the past 3 years



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