

***Atlanta Legal Recruitment  
Association  
Salary Survey 2008***

*Presented By*

***Eva Wisnik***



**WISNIK**  
C A R E E R  
ENTERPRISES, INC.

[www.wisnik.com](http://www.wisnik.com)



## Survey Method

- Sent survey to over 60 Atlanta legal recruitment professionals
  - Wisnik Career Enterprises, Inc. emailed survey on Friday, October 3, 2008
  - Wisnik Career Enterprises, Inc. emailed survey again on Friday, October 10, 2008
- Received a total of 30 completed surveys via email/fax/mail



# Salary Survey Results

- Received a total of 30 Surveys
- Total Breakdown
  - Assistant: 3
  - Coordinator: 13
  - Manager: 7
  - Director: 7



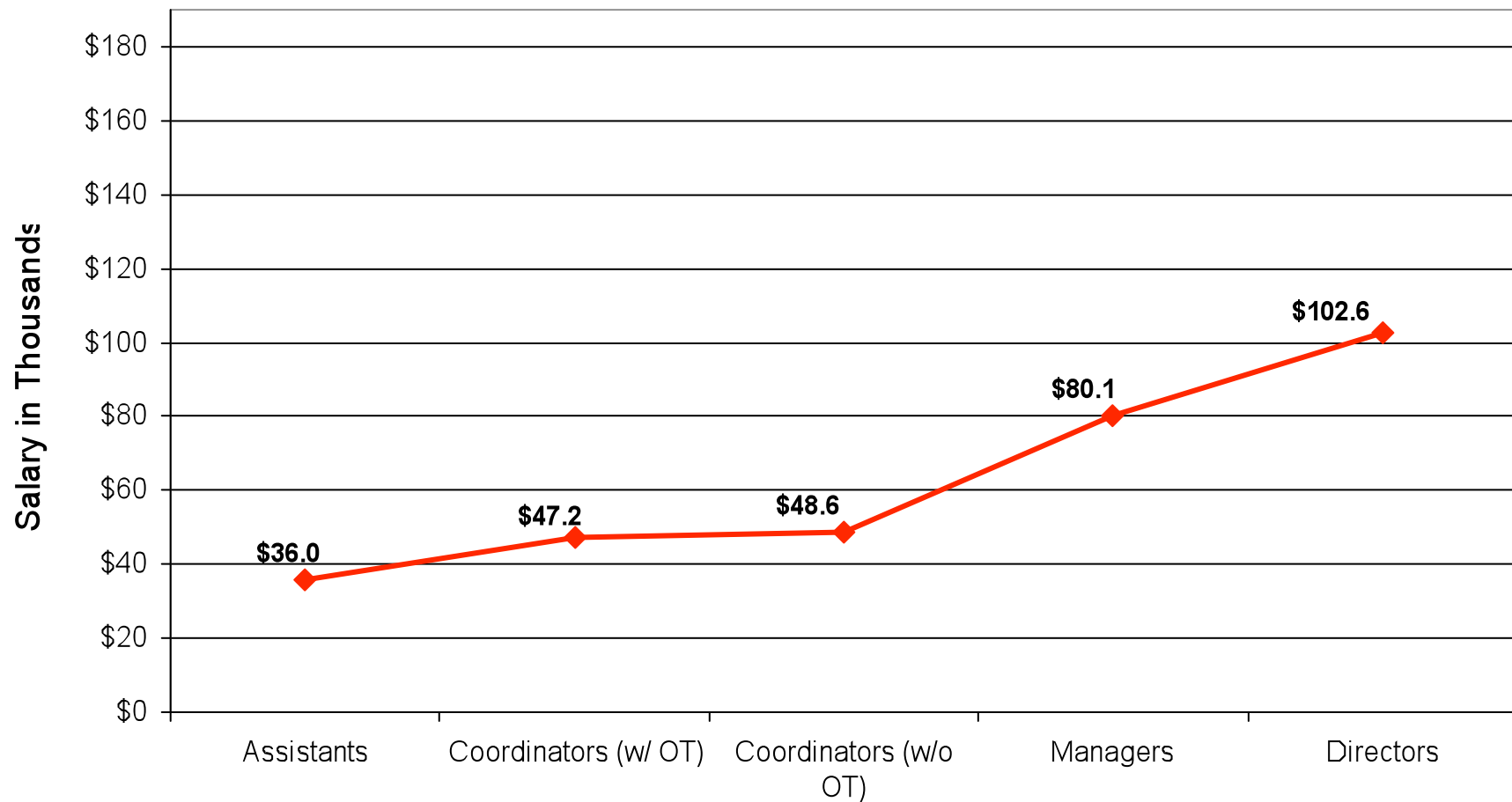
# 2008 Survey Results

## Atlanta Law Firm Participants'

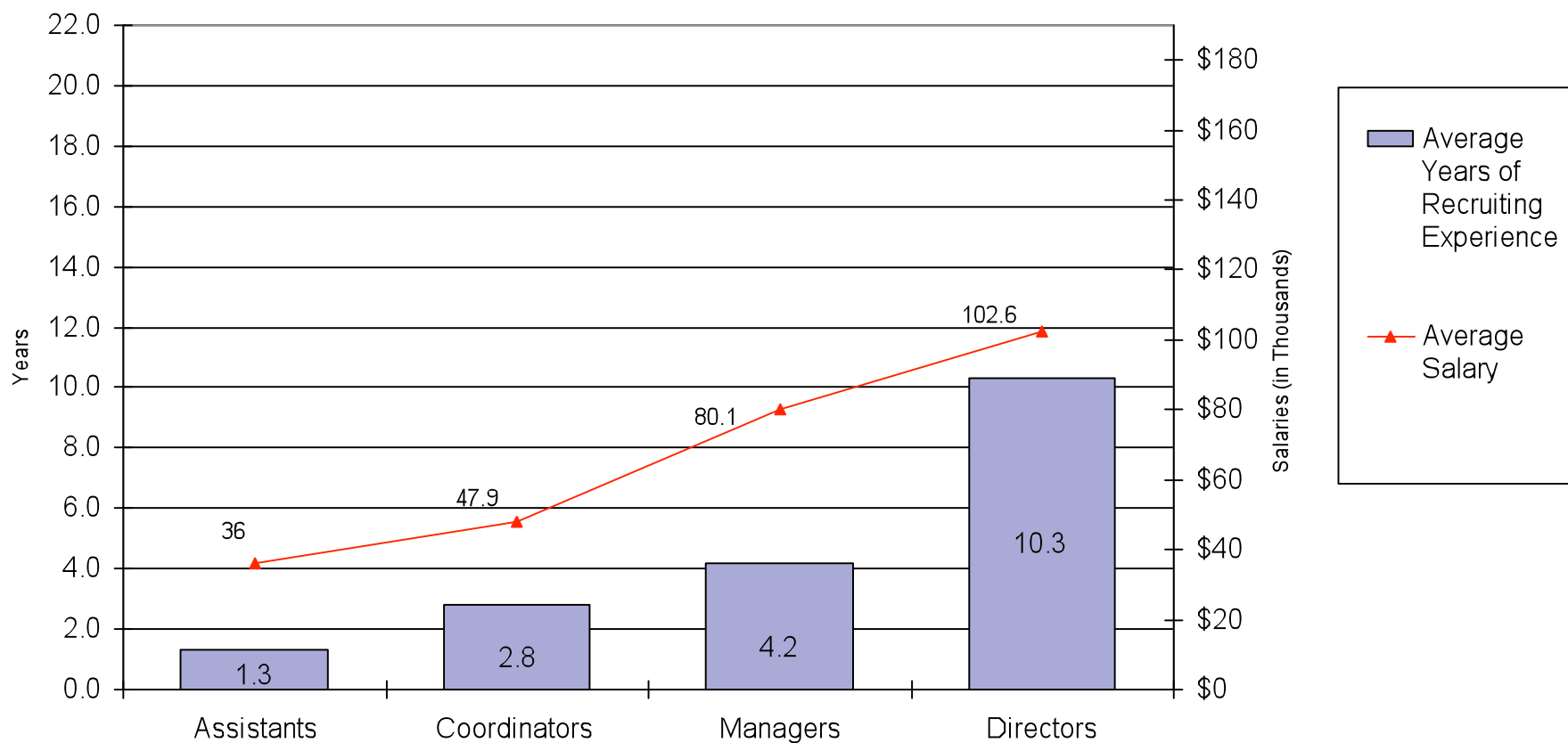
### Average Salaries

<u>Title</u>	<u>Average Salary</u>	<u>Median</u>	<u>Salary Range</u>
Assistants:	\$36,000	\$32,500	\$30k-\$45k
Coordinators (w/ OT):	\$47,167	\$45,500	\$41k-\$60k
Coordinators (w/o OT):	\$48,643	\$48,000	\$30k-\$60k
Managers:	\$80,143	\$83,000	\$66k-\$95k
Directors:	\$102,643	\$98,000	\$56k-\$175k

# Average Salaries for Law Firm Recruitment Professionals



# Average Salaries for Law Firm Recruitment Professionals VS. Average Years of Recruiting Experience





## Average Salary, Bonus & Summer Class by Size of Atlanta Office

**Assistants = 3**  
**Average Salary = \$ 36,000**  
**Median = \$32,500**

<b>Average Salary:</b>	\$36,000
<b>Salary Range:</b>	\$30k-\$45k
<b>Average Overtime:</b>	\$4,000
<b>Average Total Compensation:</b>	\$40,000
<b>Average Summer Class:</b>	34

\*\*One participant received a bonus of \$1,000

## Average Salary, Bonus & Summer Class by Size of Atlanta Office

**Coordinators w/ OT= 6**  
**Average Salary = \$47,167**  
**Median = \$45,500**

<b><u>Firm Size:</u></b>	<b><u>1-175</u></b>	<b><u>176+</u></b>
<b>Average Salary:</b>	\$49,667	\$44,667
<b>Salary Range:</b>	\$40k-\$60k	\$40k-\$50k
<b>Average Overtime:</b>	\$6,600	\$5,877
<b>Average Bonus:</b>	\$1,557	\$2,468
<b>Average Total Compensation:</b>	\$57,824	\$53,012
<b>Average Summer Class:</b>	10	45



## Average Salary, Bonus & Summer Class by Size of Atlanta Office

**Coordinators w/o OT = 7**  
**Average Salary = \$48,643**  
**Median = \$48,000**

<b>Firm Size:</b>	<b><u>1 - 225</u></b>	<b><u>226+</u></b>
<b>Average Salary:</b>	\$45,250	\$50,000
<b>Salary Range:</b>	\$30k-\$60k	\$45k-\$55k
<b>Average Bonus:</b>	*	\$3,175
<b>Average Total Compensation:</b>	\$42,250	\$53,175
<b>Average Summer Class:</b>	6	35
		* Not enough information provided

## Average Salary, Bonus & Summer Class by Size of Atlanta Office

**Managers = 7**  
**Average Salary = \$80,143**  
**Median = \$83,000**

<b>Firm Size:</b>	<u>1 - 75</u>	<u>76-175</u>	<u>176+</u>
<b>Average Salary:</b>	\$80,500	\$75,500	\$83,000
<b>Salary Range:</b> \$95k		\$66k-\$95k	\$66k-\$85k
<b>Average Bonus:</b>	\$5,750	*	\$2,333
<b>Average Total Compensation:</b>	\$86,250	\$75,500	\$85,333
<b>Average Summer Class:</b>	6	20	30

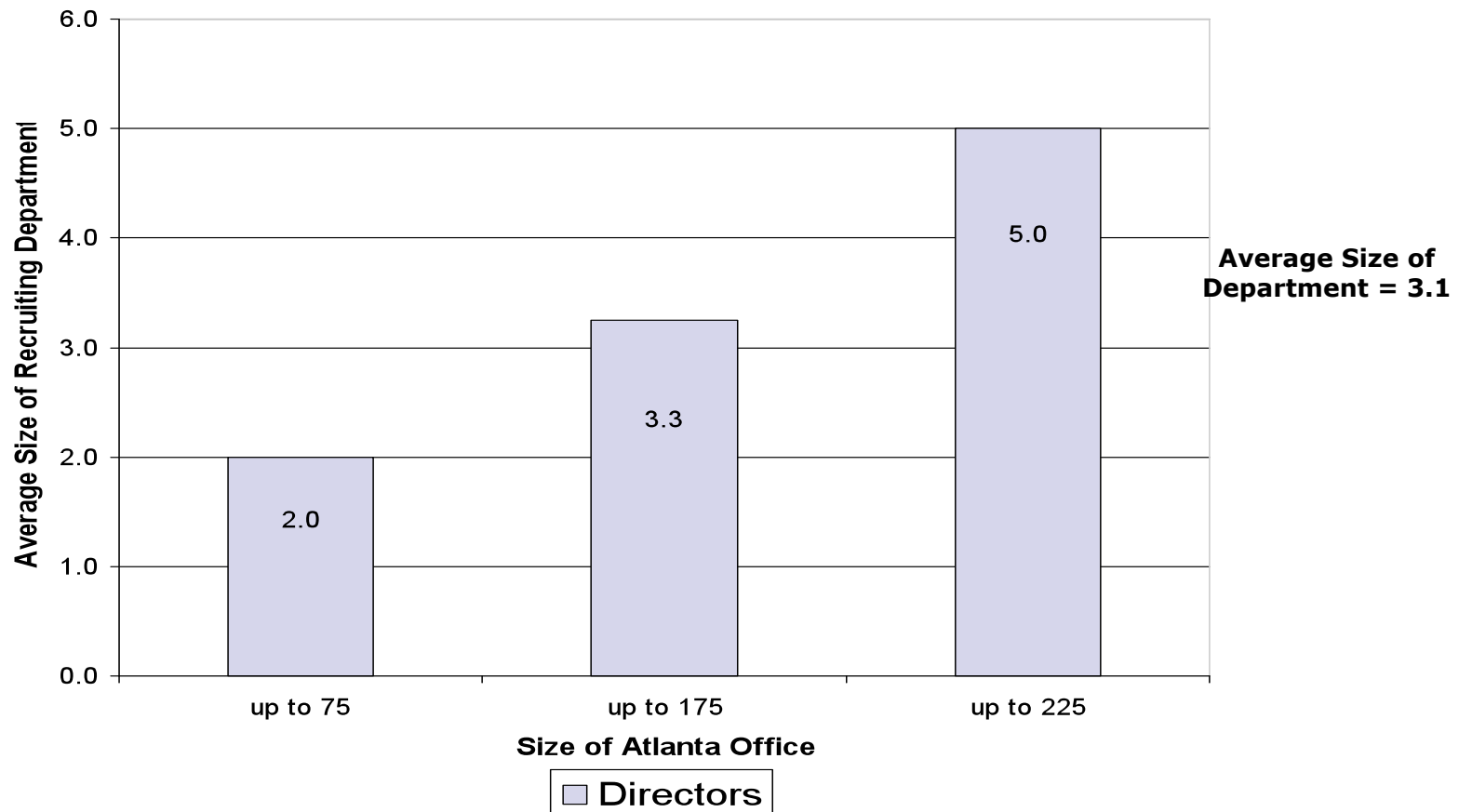
\* Not enough information provided

## Average Salary, Bonus & Summer Class by Size of Atlanta Office

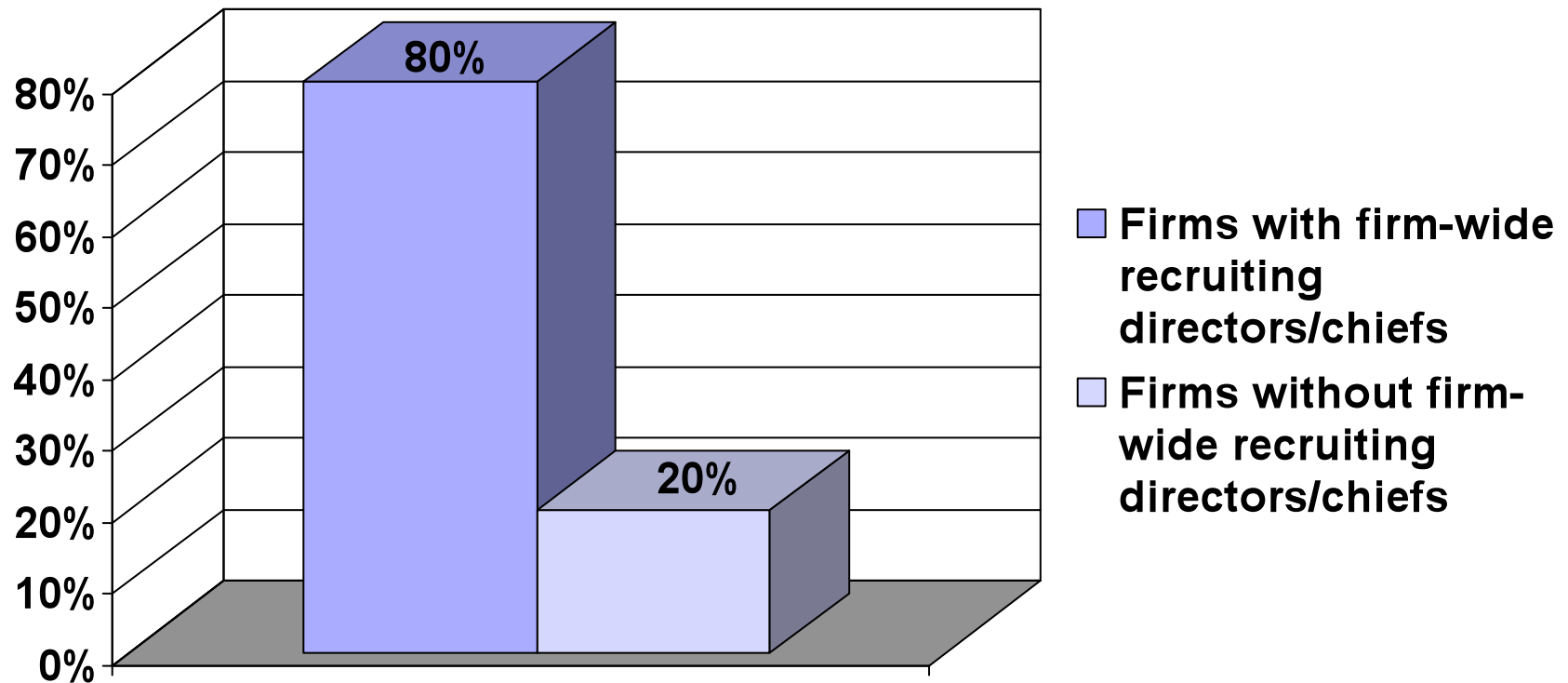
**Directors = 7**  
**Average Salary = \$102,643**  
**Median = \$98,000**

<b>Firm Size:</b>	<u>1 - 125</u>	<u>126+</u>
<b>Average Salary:</b>	\$108,000	\$98,625
<b>Salary Range:</b>	\$56k-\$175k	\$56k-\$150k
<b>Average Bonus:</b>	\$6,250	\$3,625
<b>Average Total Compensation:</b>	\$114,250	\$102,250
<b>Average Summer Class:</b>	6	17

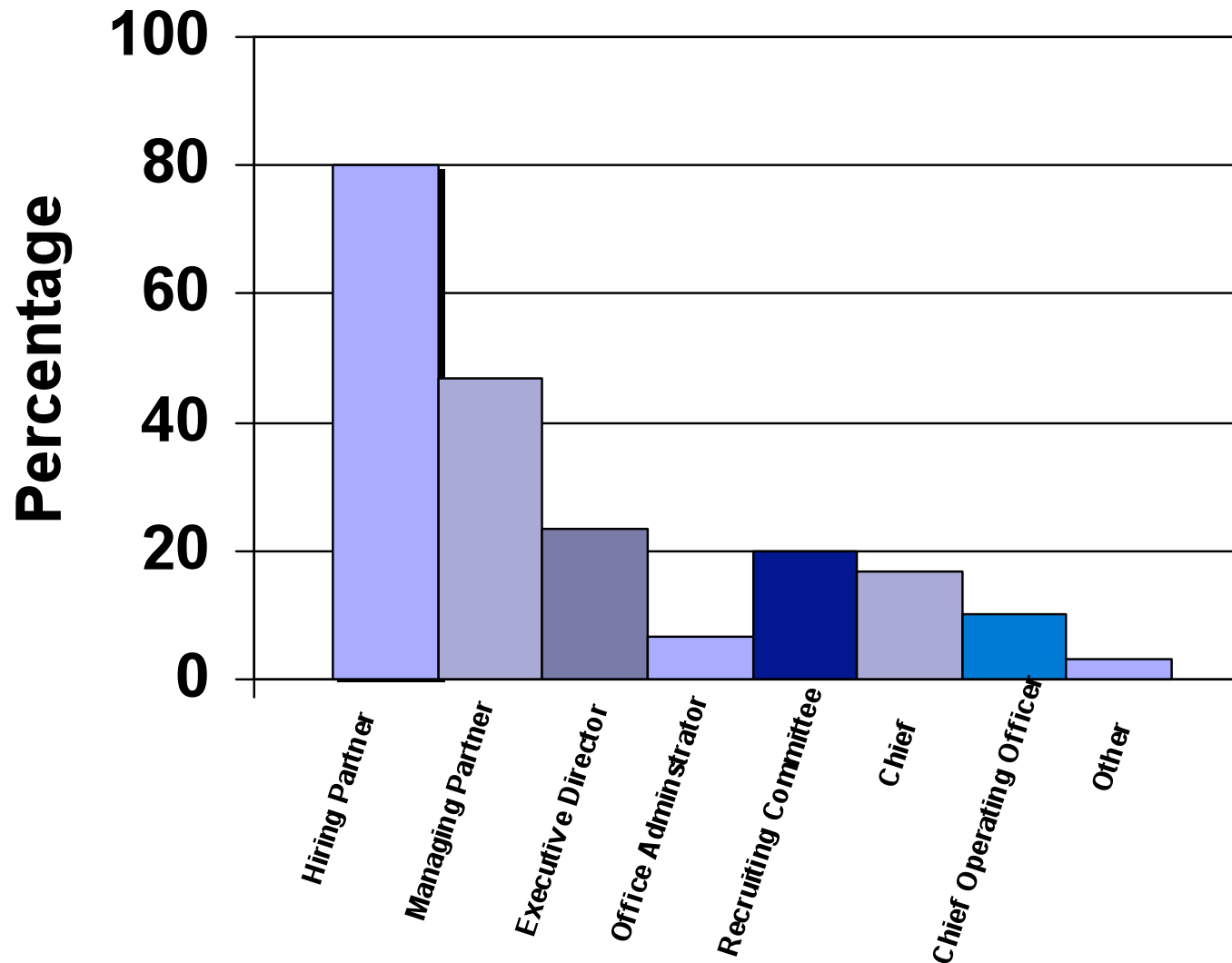
# Size of Office *vs.* Size of Department by *Recruitment Directors*



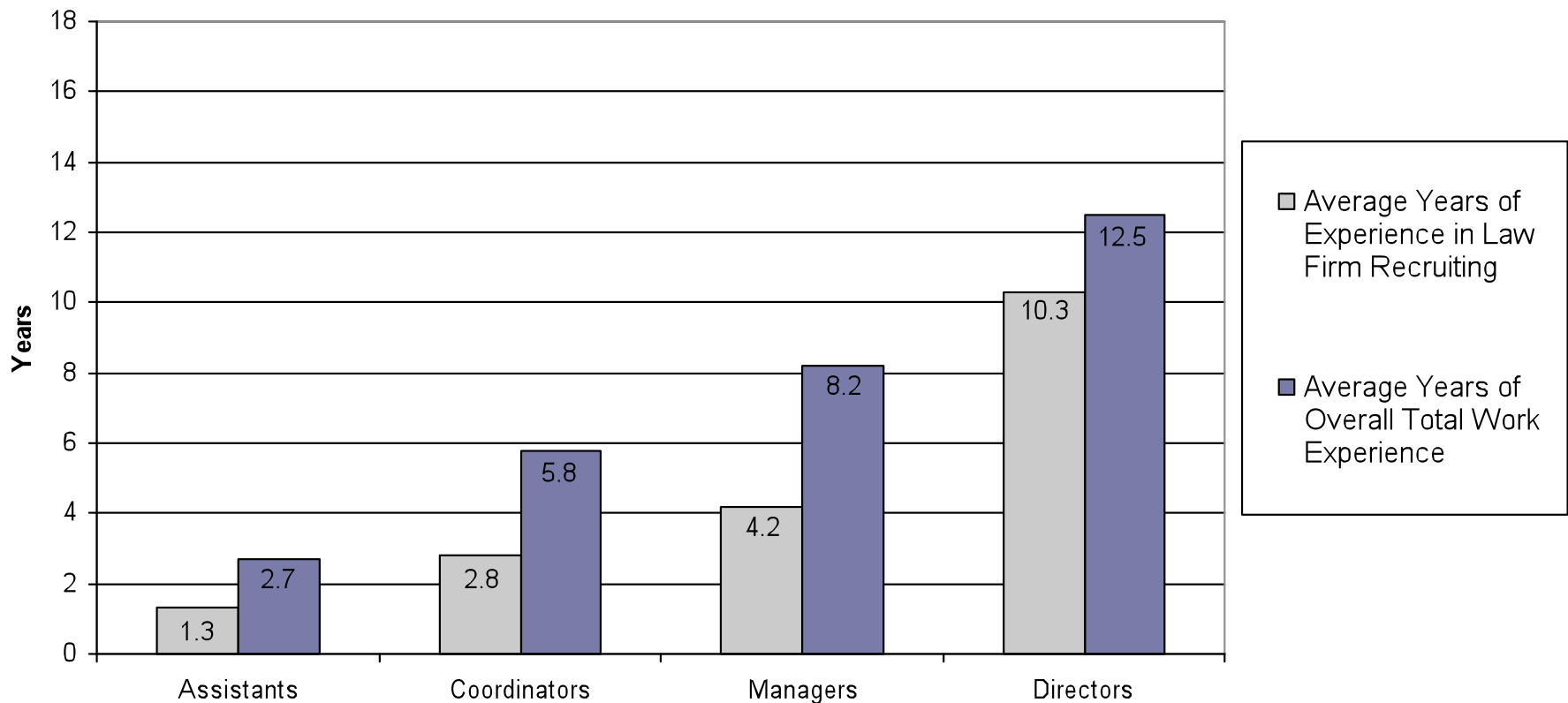
## Percentage of Firm-Wide Recruitment Directors



## Reporting Structure: Who Law Firm Recruitment Departments Report To

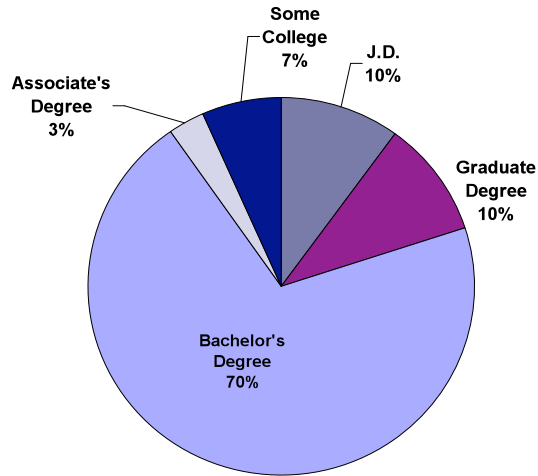


# Average Years of Experience in Law Firm Recruitment VS. Average Years of Overall Total Work Experience

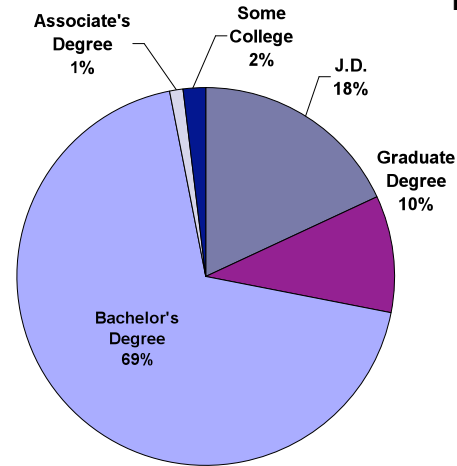


# Highest Degree of Education Attained by Law Firm Recruitment Professionals

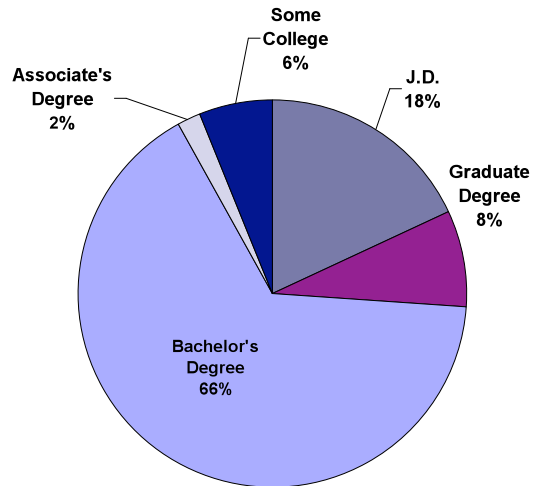
Atlanta



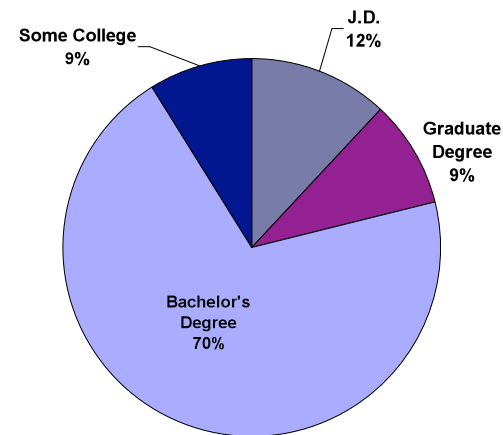
New York



Chicago



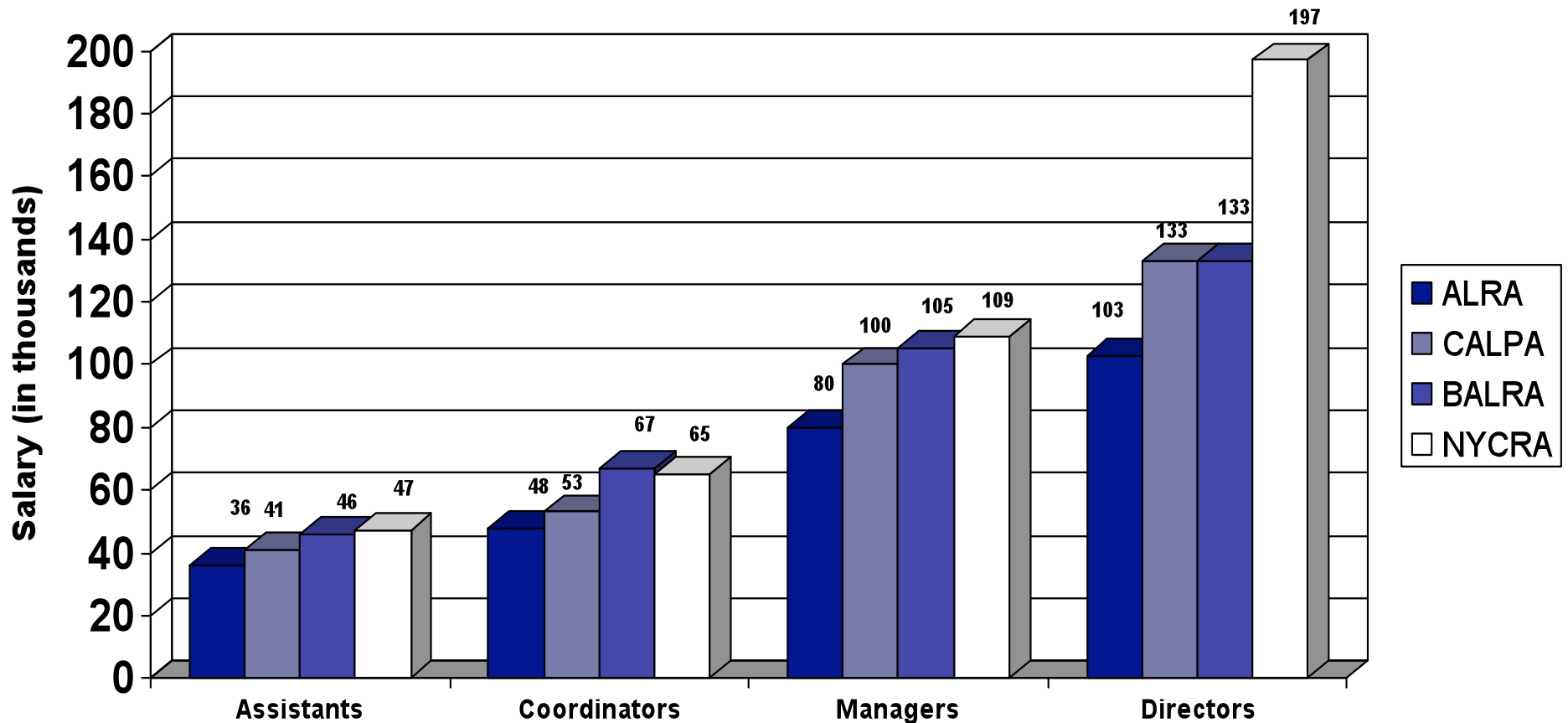
Bay Area





# Average 2007/2008 Base Salary Comparison

## Atlanta, Chicago, Bay Area, New York



Salaries have been rounded for graph

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