



***Bay Area
Legal Recruitment Association
Salary Survey 2007***

***Presented By
Eva Wisnik***



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Survey Method

- Sent survey to over 150 Bay Area legal recruitment professionals
 - Original Survey was emailed on Thursday, October 11, 2007
 - Survey was emailed again on Thursday, October 18, 2007
 - Reminder was sent out on Wednesday, October 24, 2007
- Received a total of 67 completed surveys via email/fax/mail



Salary Survey Results

- Received a total of 67 Surveys
- Total Breakdown
 - Assistant: 6
 - Coordinator: 31
 - Manager: 24
 - Director: 6

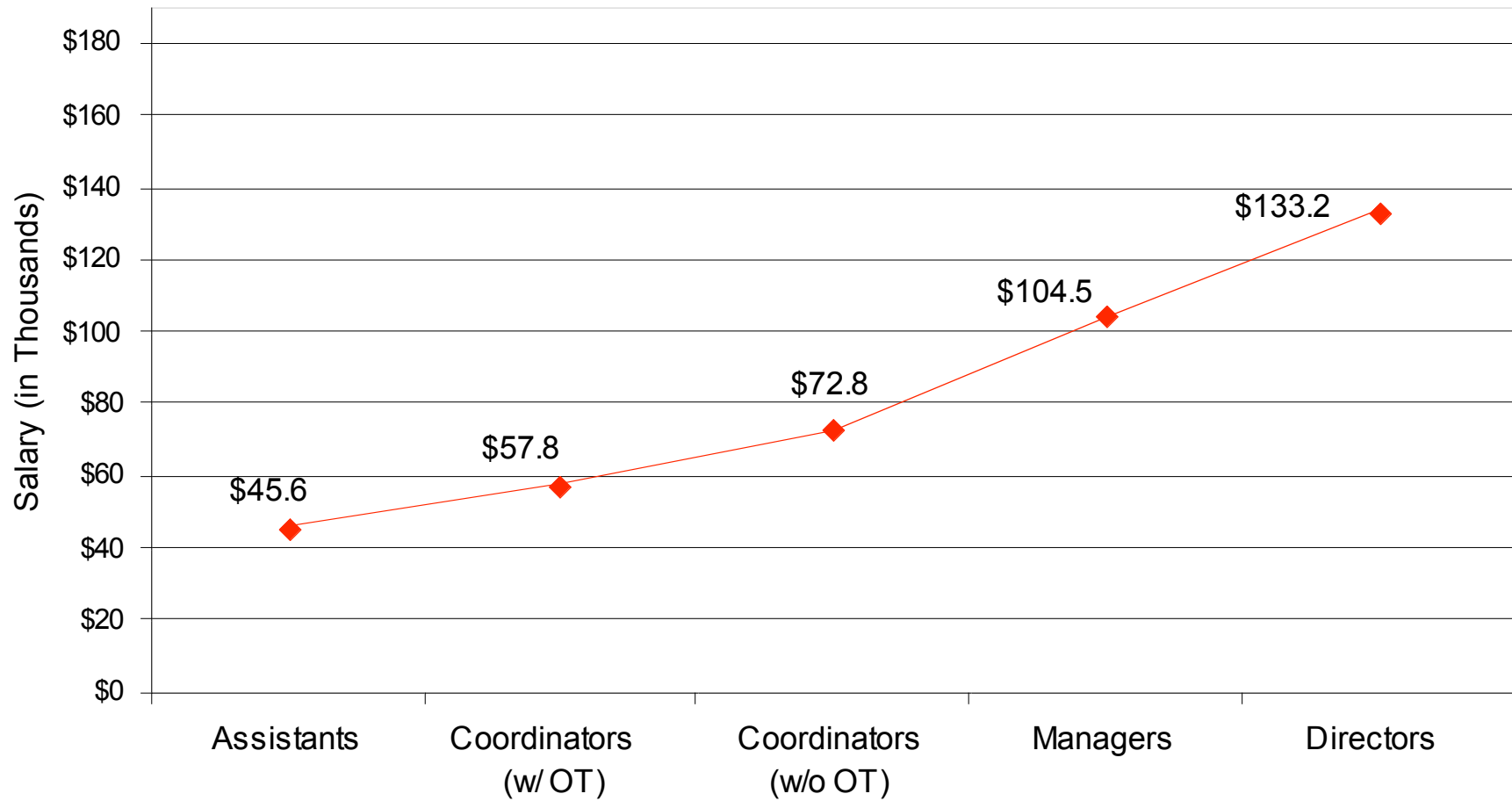


2007 Survey Results

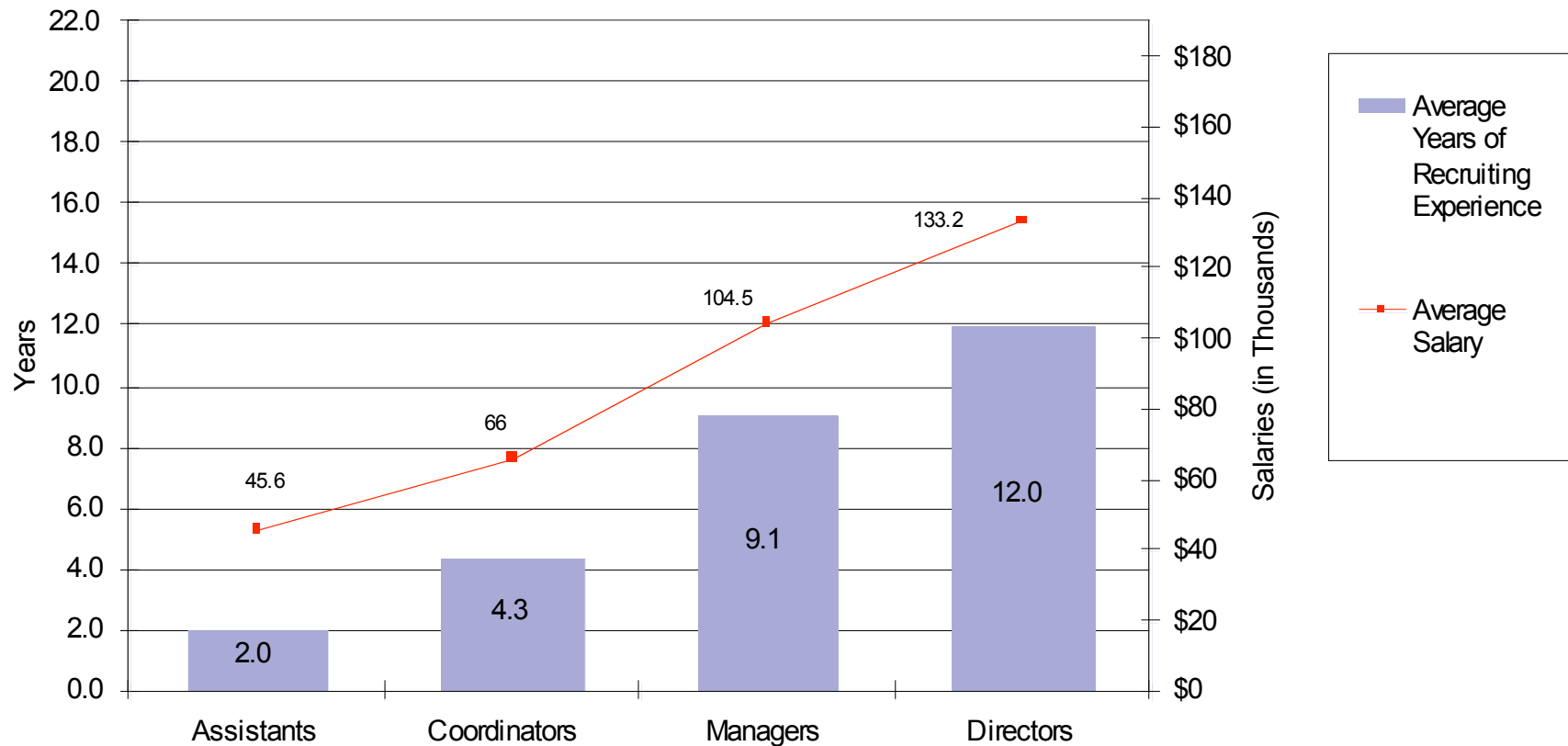
Bay Area Law Firm Participants' Average Salaries

<u>Title</u>	<u>Average Salary</u>	<u>Salary Range</u>
Assistants:	\$45,583	\$41K - \$55K
Coordinators (w/ OT):	\$57,800	\$36K - \$85K
Coordinators (w/o OT):	\$72,818	\$61K - \$80K
Managers:	\$104,462	\$66K - \$150K
Directors:	\$133,167	\$70K - \$200K

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 Bay Area Office

Assistants = 6
Average Salary = \$45,672

Firm Size:	<u>1 - 175</u>	<u>176 - 350</u>	<u>351 - 700</u>
Average Salary:	\$45,556	\$43,000	*
Average Overtime:	\$1,884	\$5,000	*
Average Bonus:	\$1,600	\$1,500	*
Average Summer Class:	14.5	25	*

* Not enough information provided

Average Salary, Bonus & Summer Class by Size of Bay Area Office

Coordinators w/ OT = 20
Average Salary = \$57,800

Firm Size:	<u>1 - 175</u>	<u>176 - 350</u>	<u>351 - 700</u>
Average Salary:	\$64,455	\$66,833	*
Average Overtime:	\$7,753	\$100	*
Average Bonus:	\$1,778	\$1500	*
Average Summer Class:	13	25	*

* Not enough information provided



Average Salary, Bonus & Summer Class by Size of Bay Area Office

Coordinators w/o OT= 11
Average Salary = \$72, 818

Firm Size:	<u>1 - 175</u>	<u>176 - 350</u>	<u>351 - 700</u>
Average Salary:	\$72,818	*	*
Average Bonus:	\$3,688	*	*
Average Summer Class:	12	*	*

* Not enough information provided

Average Salary, Bonus & Summer Class by Size of Bay Area Office

Managers = 24
Average Salary = \$104,462

Firm Size:	<u>1 - 175</u>	<u>176 - 350</u>	<u>351 - 700</u>
Average Salary:	\$102,000	\$105,716	*
Average Bonus:	\$6,875	\$3,375	*
Average Summer Class:	11	24	*

Average Manager Tenure is 4 years

* Not enough information to analyze data



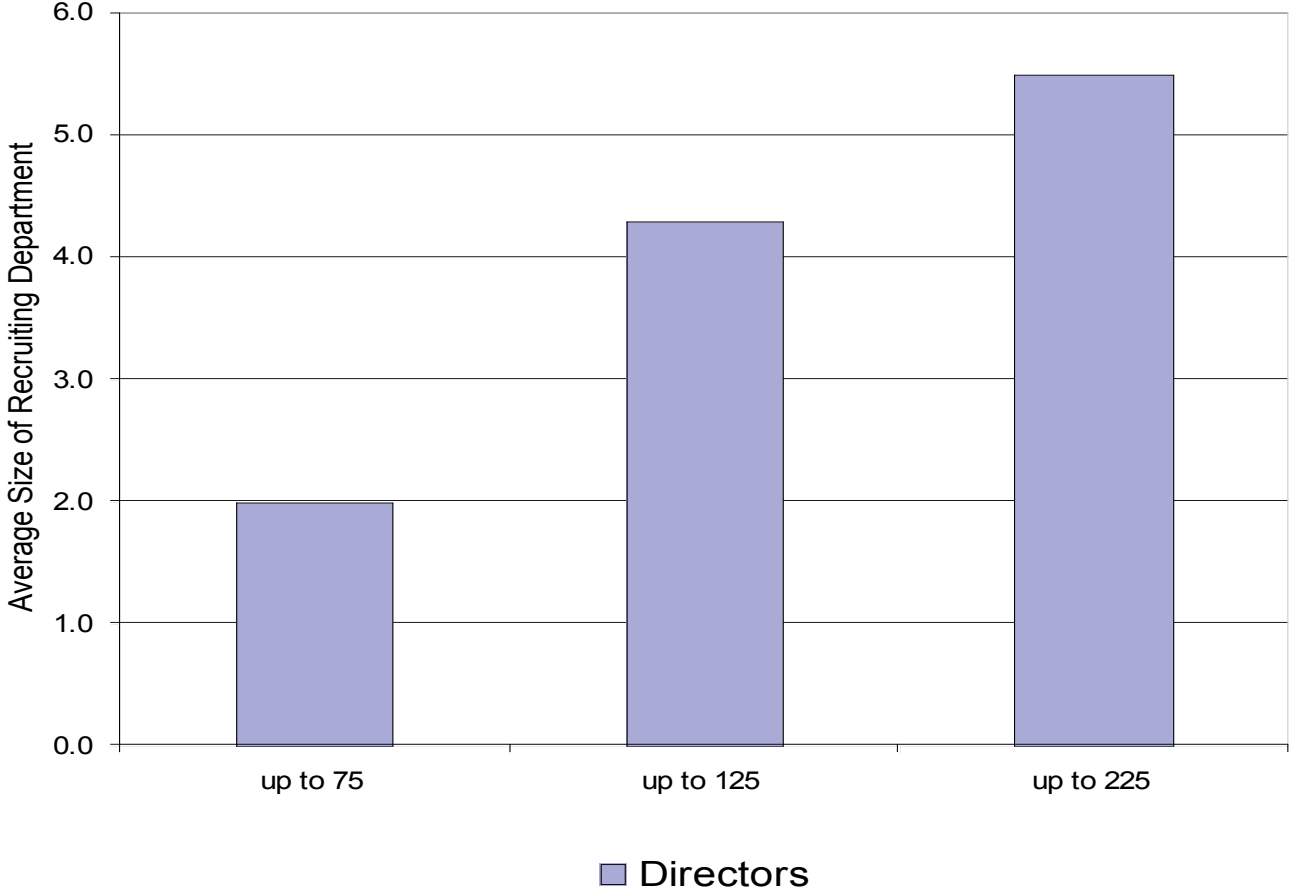
Average Salary, Bonus & Summer Class by Size of Bay Area Office

Directors = 6
Average Salary = 133,167

Firm Size:	<u>1 - 175</u>	<u>176 - 350</u>	<u>351 - 700</u>
Average Salary:	\$133,167	*	*
Average Bonus:	\$19,167	*	*
Average Summer Class:	18	*	*

* Not enough information to analyze data

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

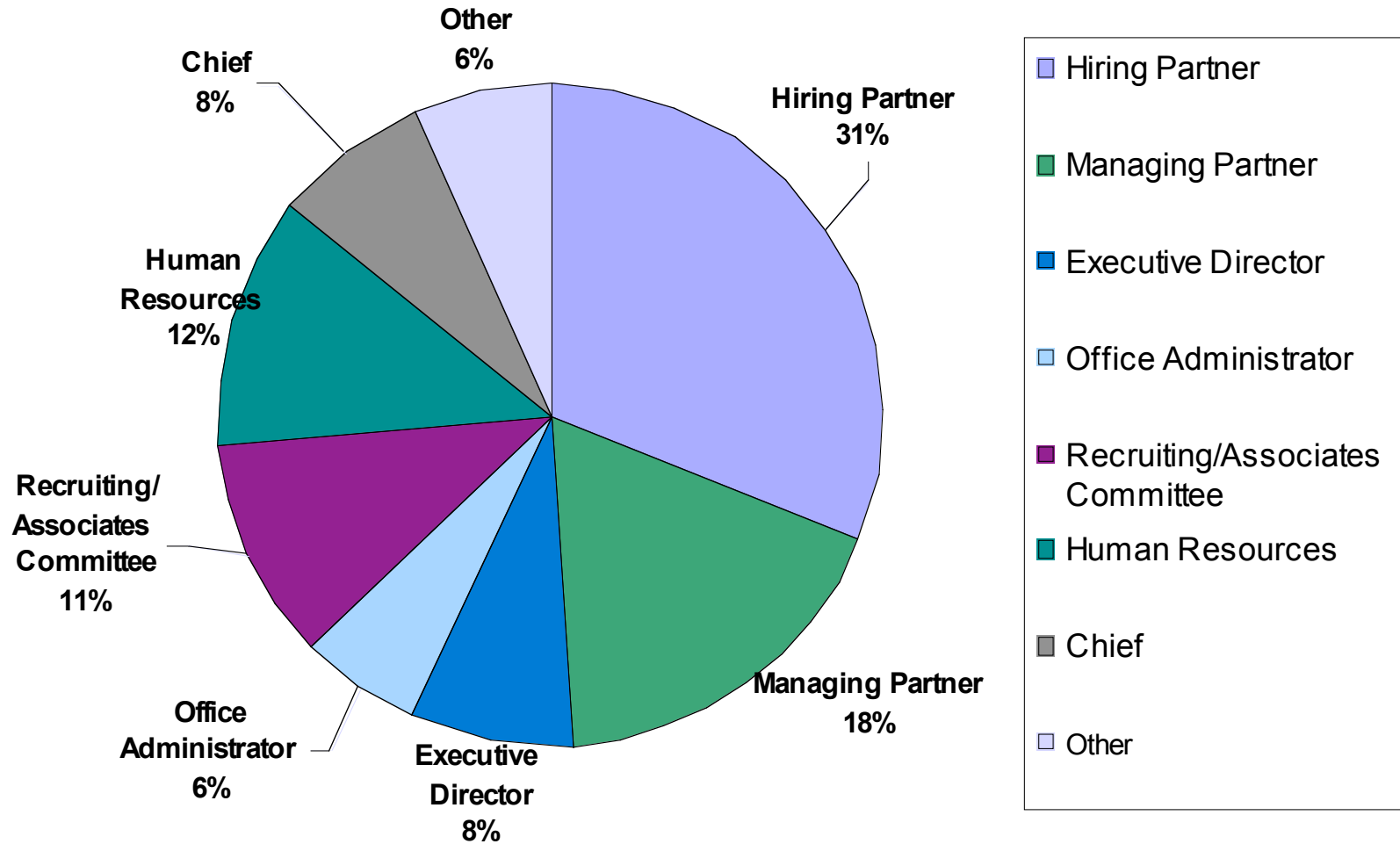


Average Size of
Department = 4

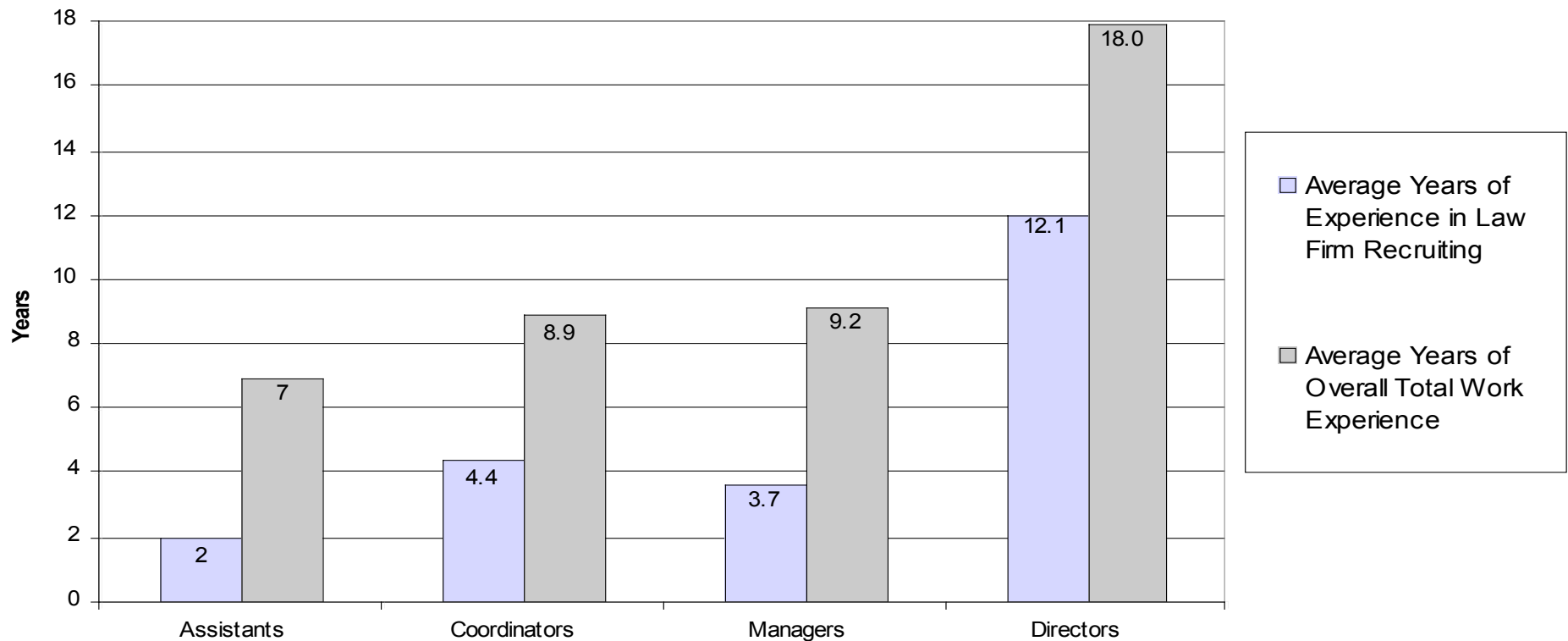
Percentage of Firm-Wide Recruitment Directors



Reporting Structure: Who Law Firm Recruitment Department Reports To

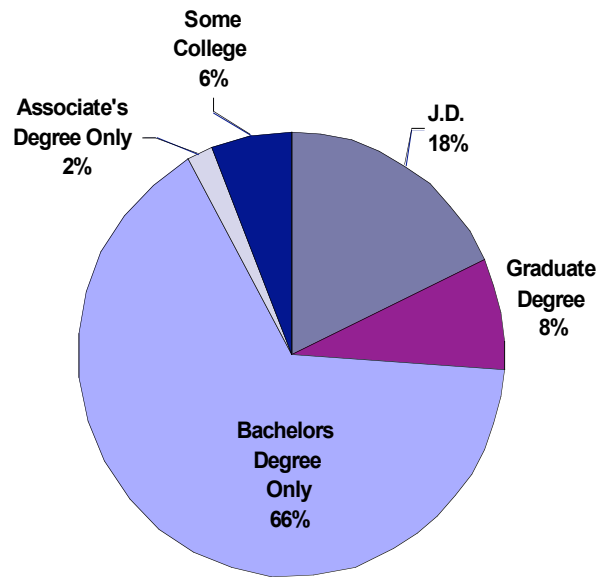


Average Years of Experience in Law Firm Recruitment VS. Average Years of Overall Total Work Experience

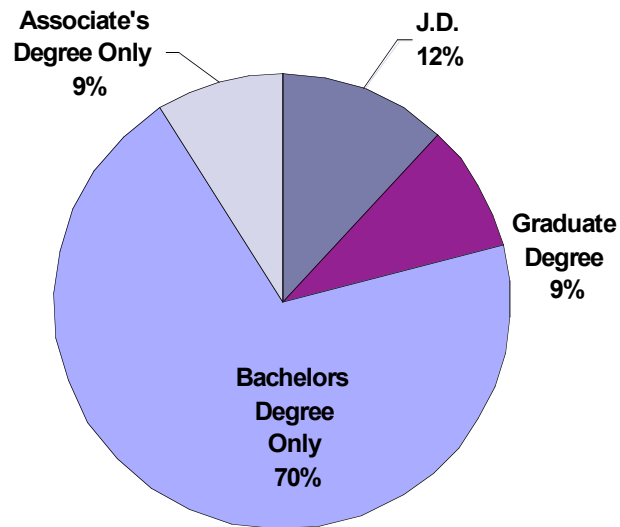


Highest Degree of Education Attained by Law Firm Recruitment 2007 Survey Participants

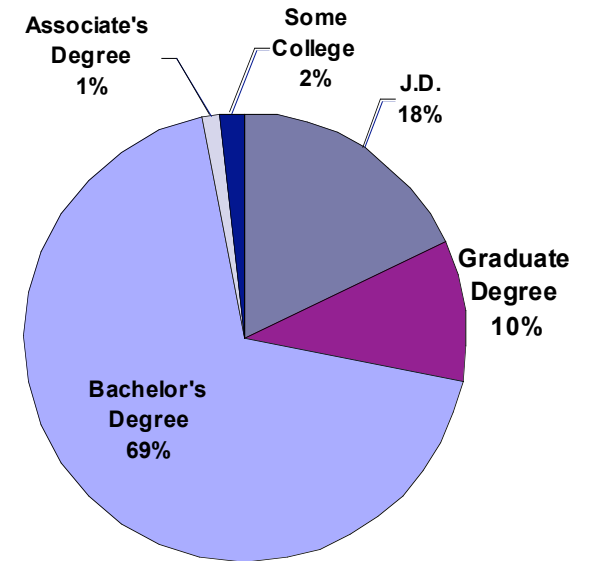
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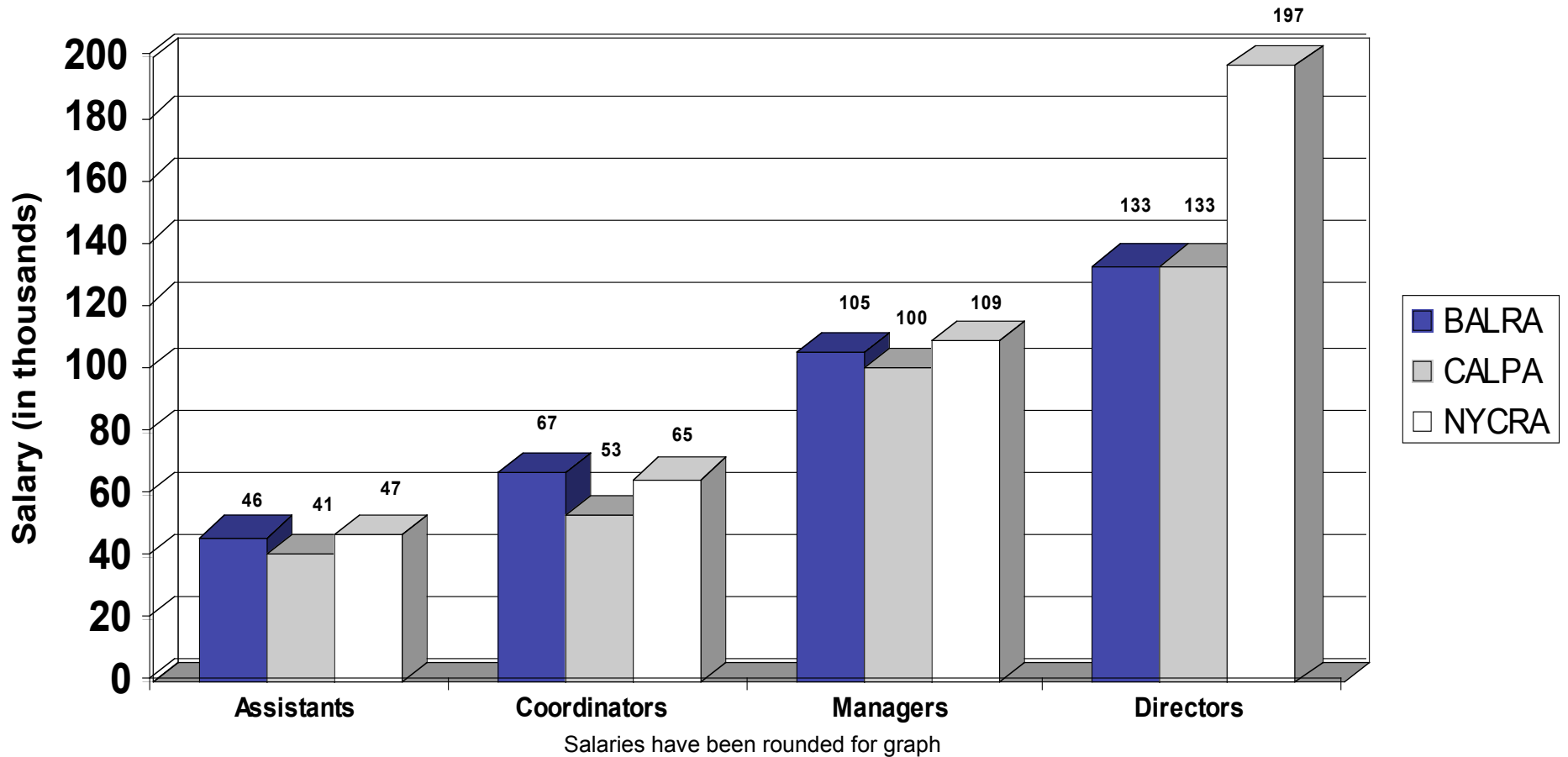


NYCRA



Average 2007 Salaries:

Bay Area
vs.
Chicago
vs.
New York





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