

***Houston Association of Legal
Recruitment Administrators
Salary Survey 2008***

Presented By

Eva Wisnik



WISNIK
C A R E E R
ENTERPRISES, INC.

www.wisnik.com



Survey Method

- Sent survey to over 52 Houston legal recruitment professionals
 - Wisnik Career Enterprises, Inc. emailed survey on Wednesday, October 3, 2008
 - Wisnik Career Enterprises, Inc. emailed survey again on Friday, October 10, 2008
- Received a total of 27 completed surveys via email/fax/mail



Salary Survey Results

- Received a total of 27 Surveys
- Total Breakdown
 - Assistant: 4
 - Coordinator: 13
 - Manager: 7
 - Director: 3

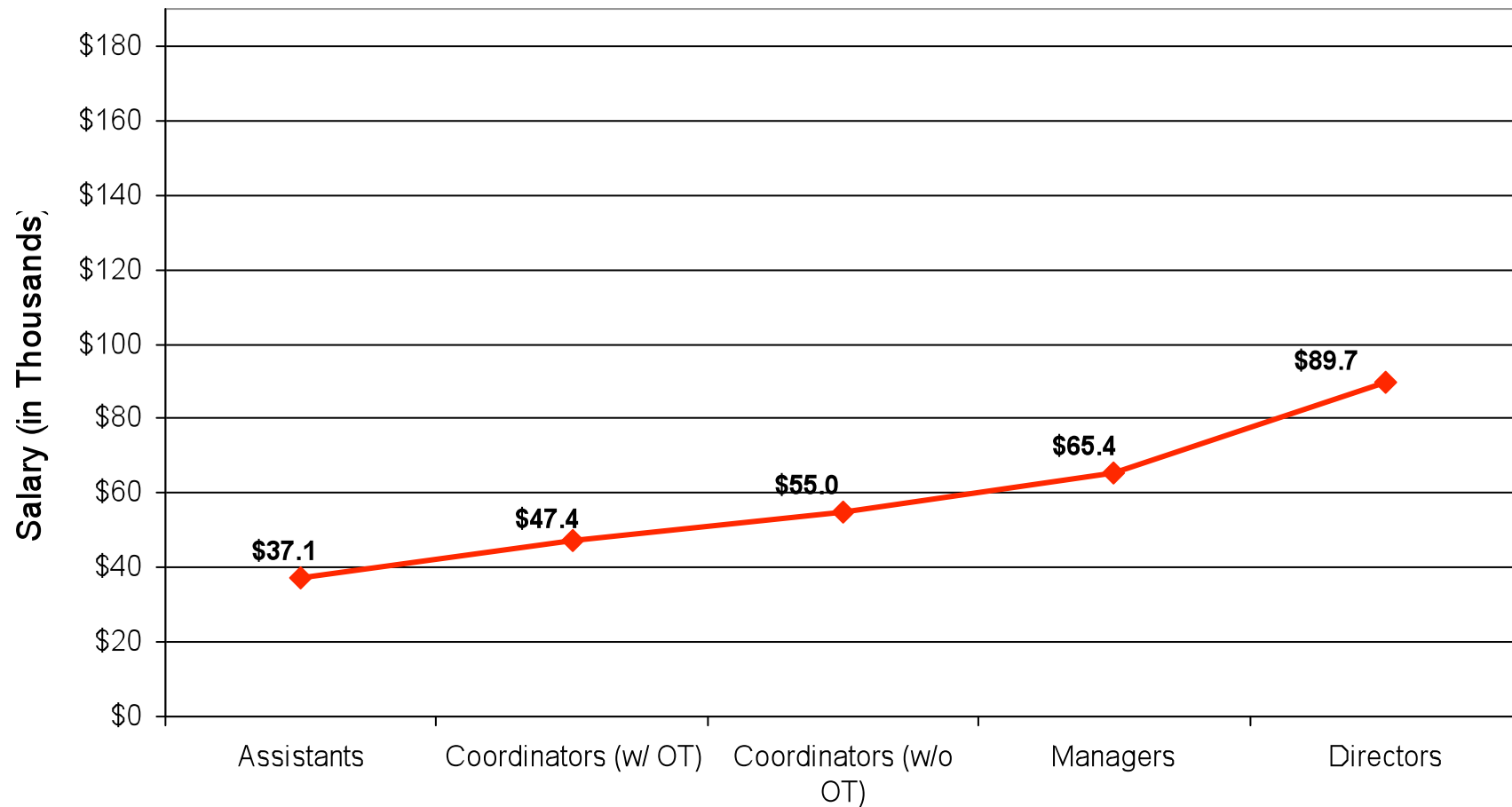


2008 Survey Results

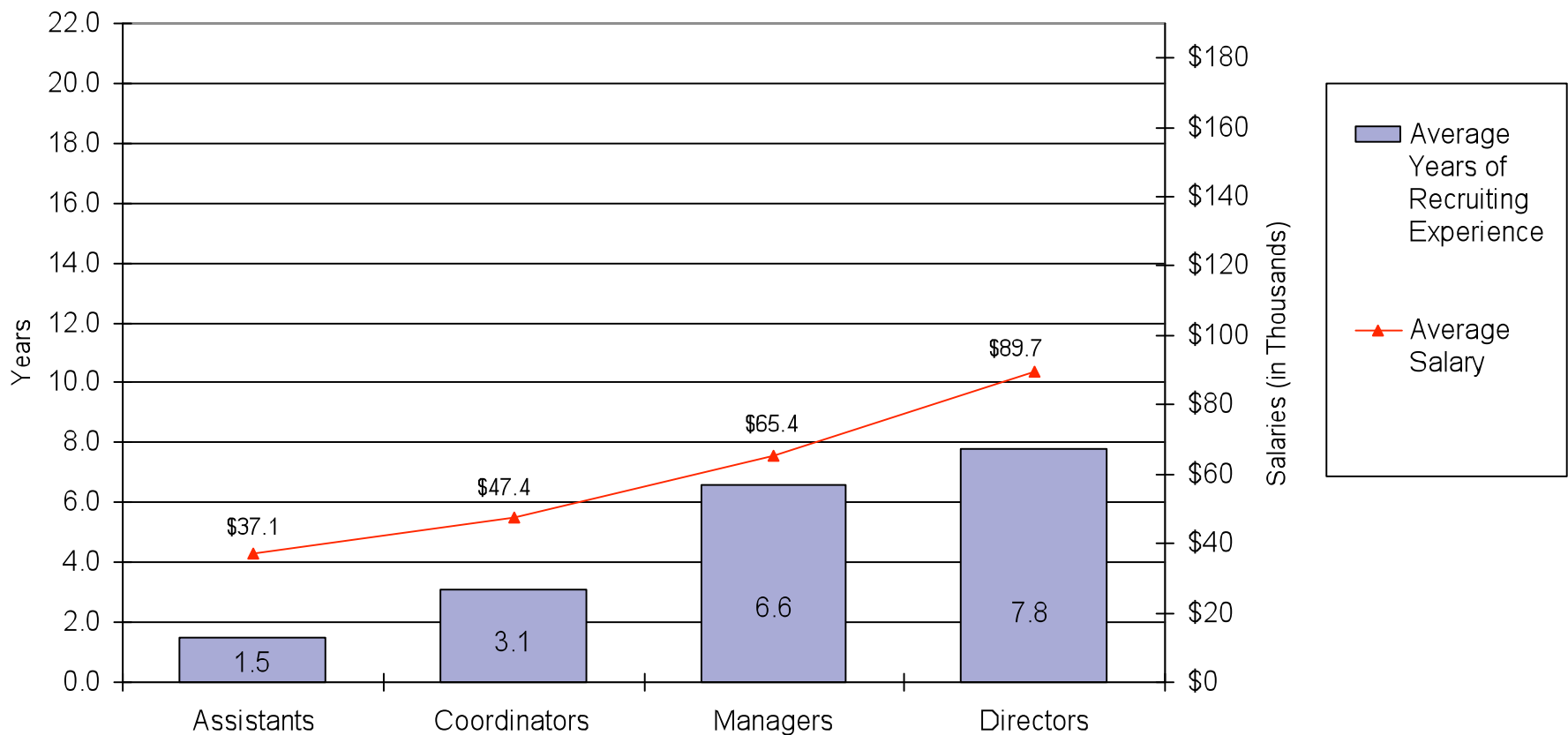
Houston Law Firm Participants' Average Salaries

<u>Title</u> <u>Range</u>	<u>Average Salary</u>	<u>Median</u>	<u>Salary</u>
Assistants:	\$37,125	\$36,500	\$30K-\$45K
Coordinators (w/ OT):	\$47,375	\$45,500	\$36K-\$60K
Coordinators (w/o OT):	\$55,000	\$48,000	\$46K-\$70K
Managers:	\$65,429	\$68,000	\$46K-\$80K
Directors:	\$89,667	\$83,000	\$66K-\$120K

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

Assistants = 4
Average Salary = \$37,125
Median = \$36,500

Average Salary:	\$37,125
Salary Range:	\$30K-\$45K
Average Overtime:	\$4,500
Average Bonus:	\$2,000
Average Total Compensation:	\$41,675
Average Summer Class:	48

Average Salary, Bonus & Summer Class by Size of Houston Office

Coordinators w/ OT= 8
Average Salary = \$47,375
Median = \$45,500

<u>Firm Size:</u>	<u>1-175</u>	<u>176+</u>
Average Salary:	\$50,500	\$44,250
Salary Range:	\$36K-\$60K	\$36K-\$60K
Average Overtime:	\$7,500	\$5,515
Average Bonus:	\$912	\$2,250
Average Total Compensation:	\$67,125	\$52,015
Average Summer Class:	11	41

Average Salary, Bonus & Summer Class by Size of Houston Office

Coordinators w/o OT =5
Average Salary = \$55,000
Median = \$48,000

Firm Size:	<u>1-175</u>	<u>176+</u>
Average Salary:	\$53,000	\$58,000
Salary Range:	\$46K-\$65K	\$46K-\$70K
Average Bonus:	\$2,633	\$6,250
Average Total Compensation:	\$55,633	\$64,250
Average Summer Class:	12	66

Average Salary, Bonus & Summer Class by Size of Houston Office

Managers = 7
Average Salary = \$65,429
Median = \$68,000

Firm Size:	<u>1-75</u>	<u>76-225</u>	<u>226+</u>
Average Salary:	\$68,000	\$60,500	\$67,000
Salary Range	\$66K-\$70K	\$46K-\$75K	\$56K-\$80K
Average Bonus:	*	\$2,950	\$4,933
Average Total Compensation:	\$68,000	\$63,450	\$71,933
Average Summer Class:	13	41	61

* Not enough information provided

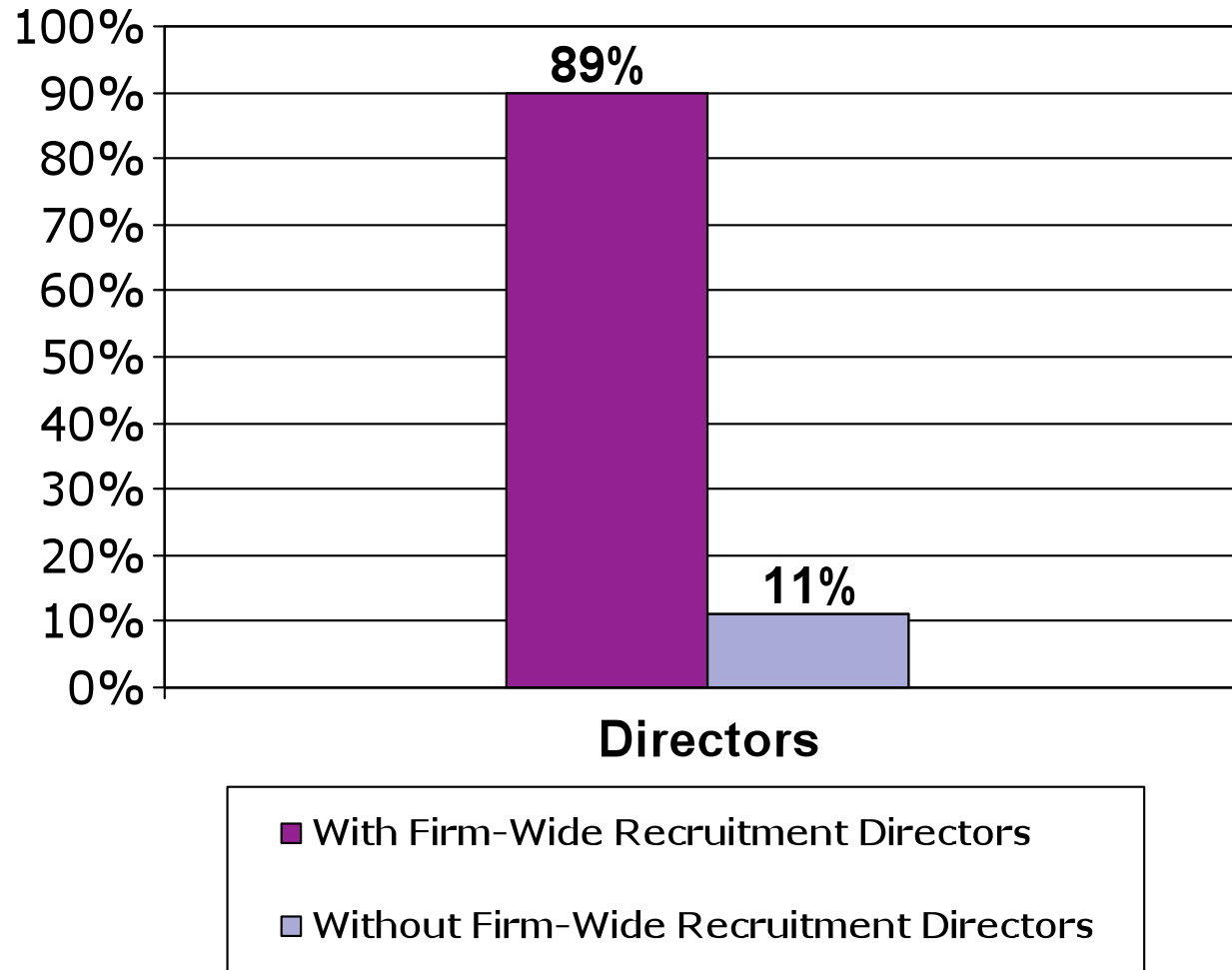


Average Salary, Bonus & Summer Class

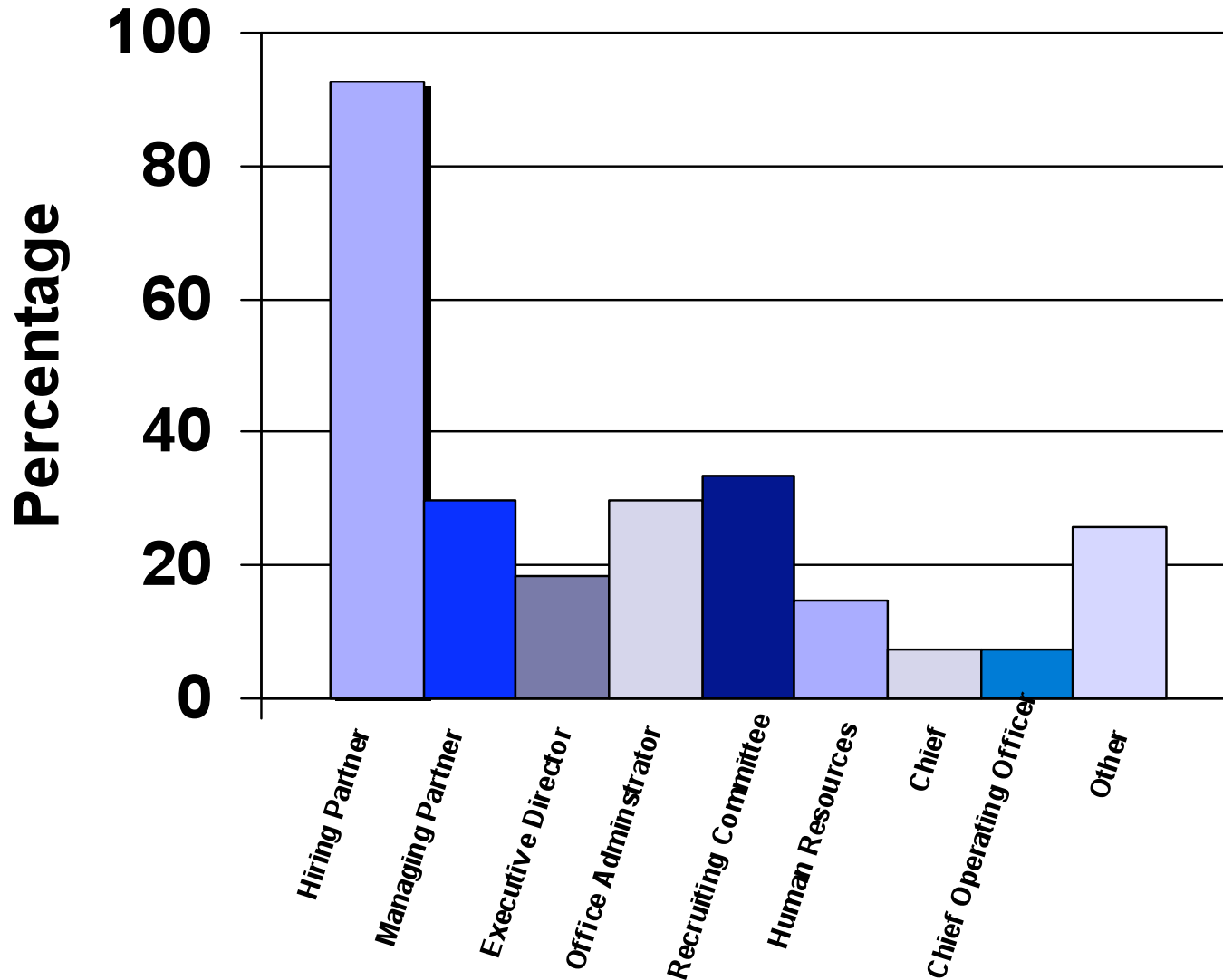
Directors = 3
Average Salary = \$89,667
Median = \$83,000

Average Salary:	\$89,667
Salary Range	\$66K-\$120K
Average Bonus:	\$13,500
Average Total Compensation:	\$98,667
Average Summer Class:	14

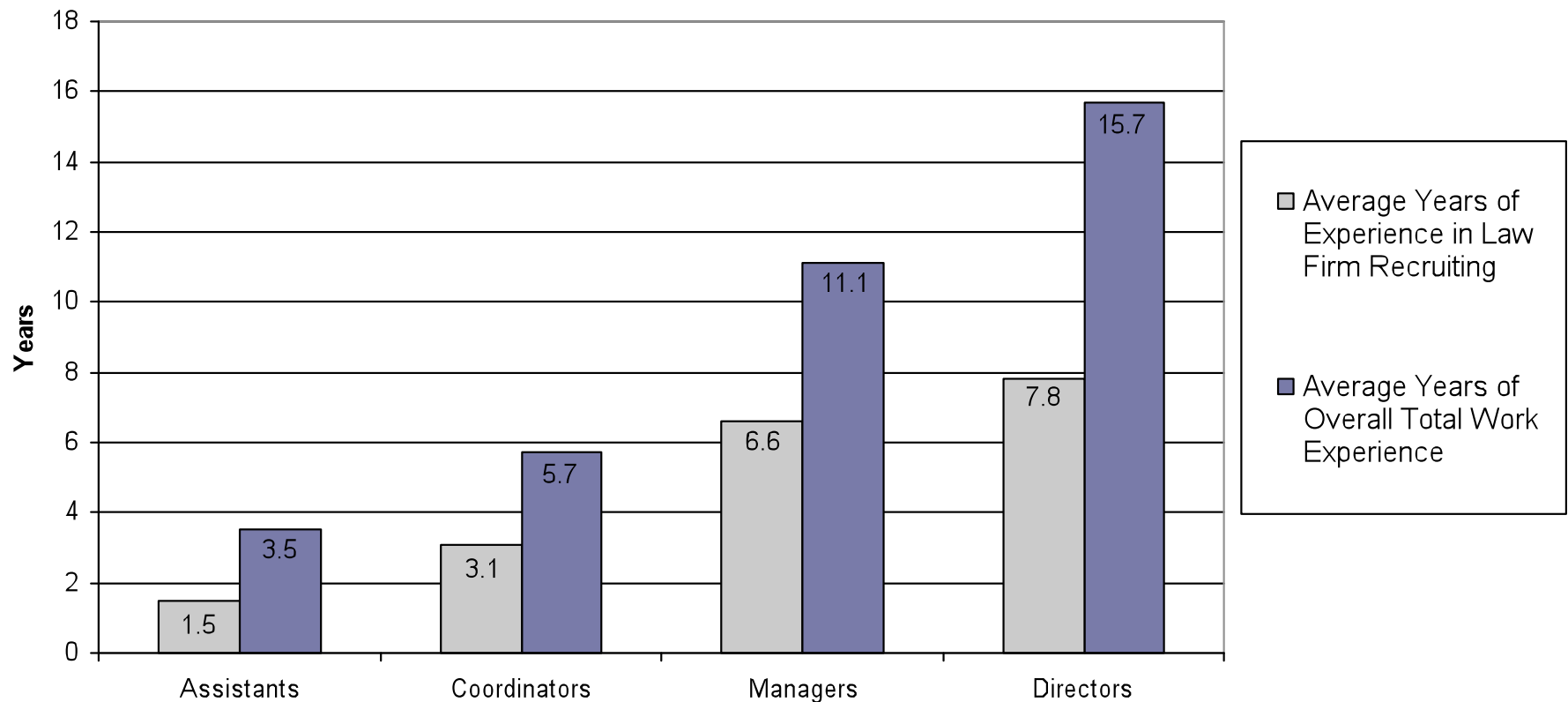
Percentage of Firm-Wide Recruitment Directors



Reporting Structure: Who Law Firm Recruitment Departments Report To

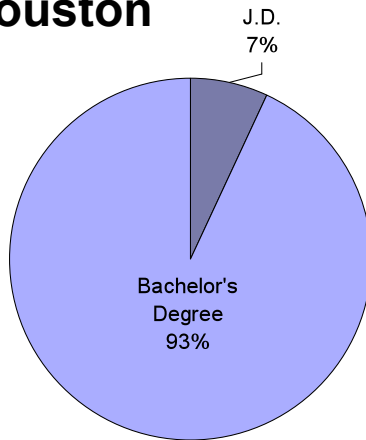


Average Years of Experience in Law Firm Recruitment VS. Average Years of Overall Total Work Experience

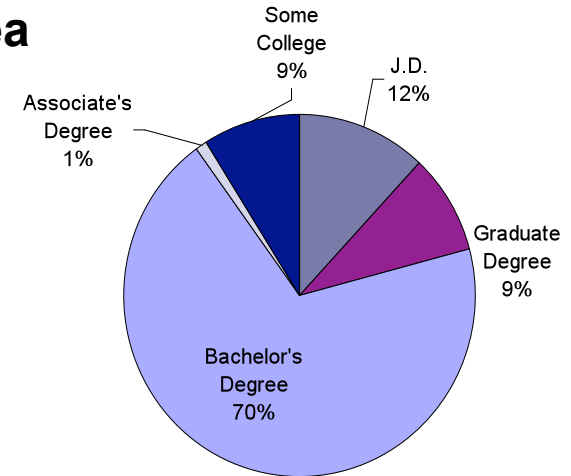


Highest Degree of Education Attained by Law Firm Recruitment Professionals

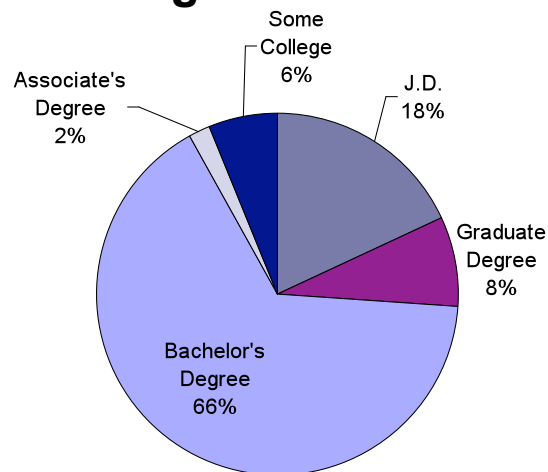
Houston



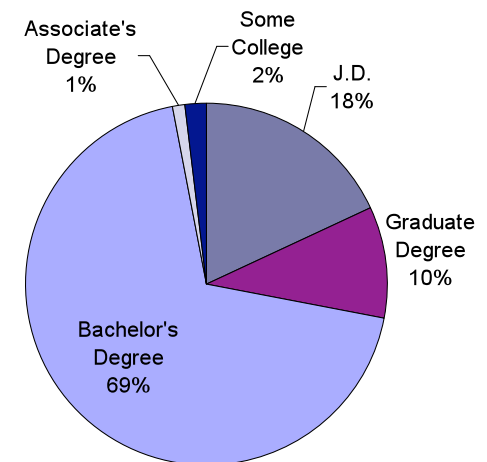
Bay Area



Chicago

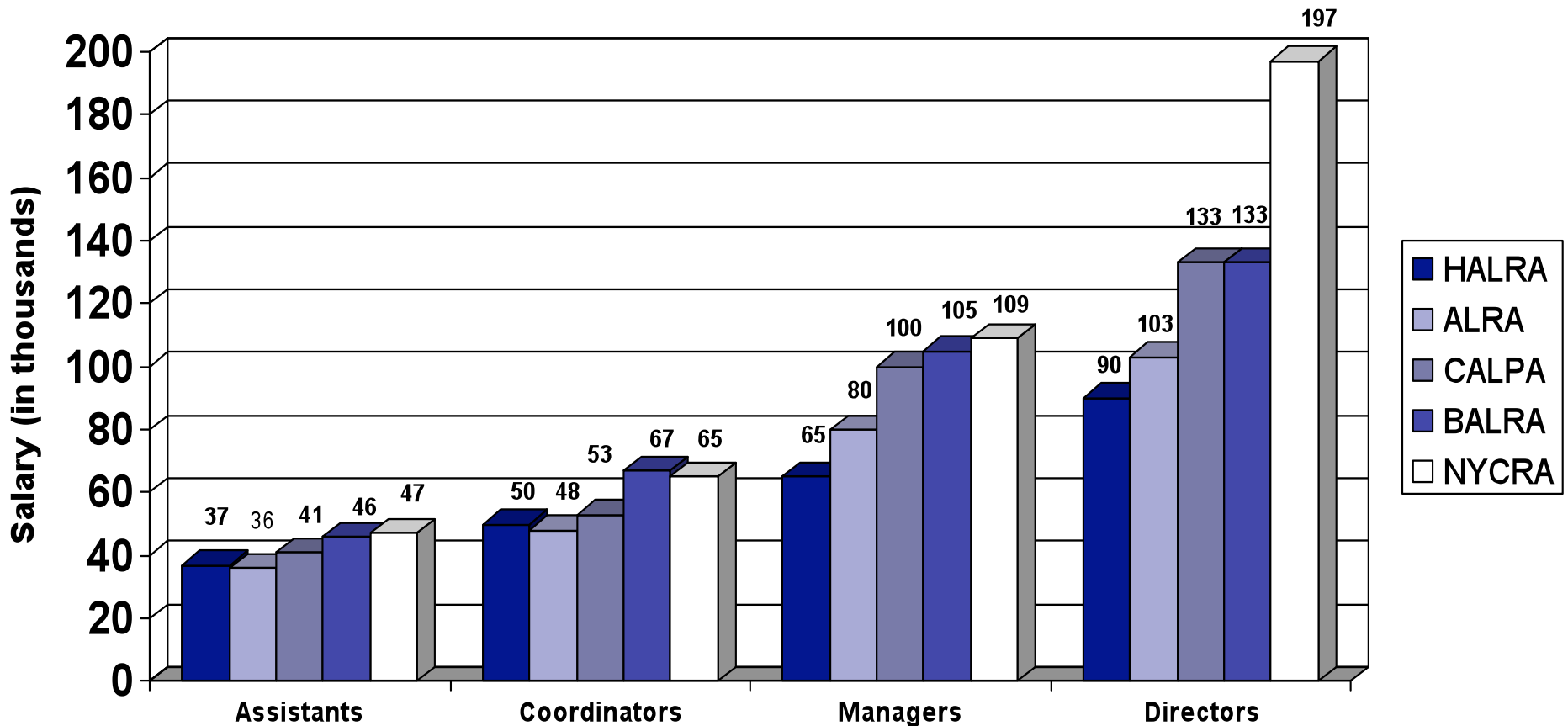


New York



Average 2007/2008 Salary Comparison

Houston, Atlanta, Chicago, Bay Area, New York



Salaries have been rounded for graph

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