



Survey Method

- **Sent over 50 surveys to Houston legal recruitment & professional development professionals**
 - Wisnik Career Enterprises, Inc. e-mailed survey on Thursday, February 2, 2006
 - HALRA e-mailed survey on Friday, February 17, 2006
 - Distributed survey results at HALRA Meeting on Thursday, April 6, 2006
- **Received a total of 35 completed surveys via email/fax/mail**



Salary Survey Results

- Received a total of 35 Surveys
- Total Breakdown
 - Assistant: 3
 - Coordinator: 17
 - Manager: 10
 - Director (Houston & Dallas): 5

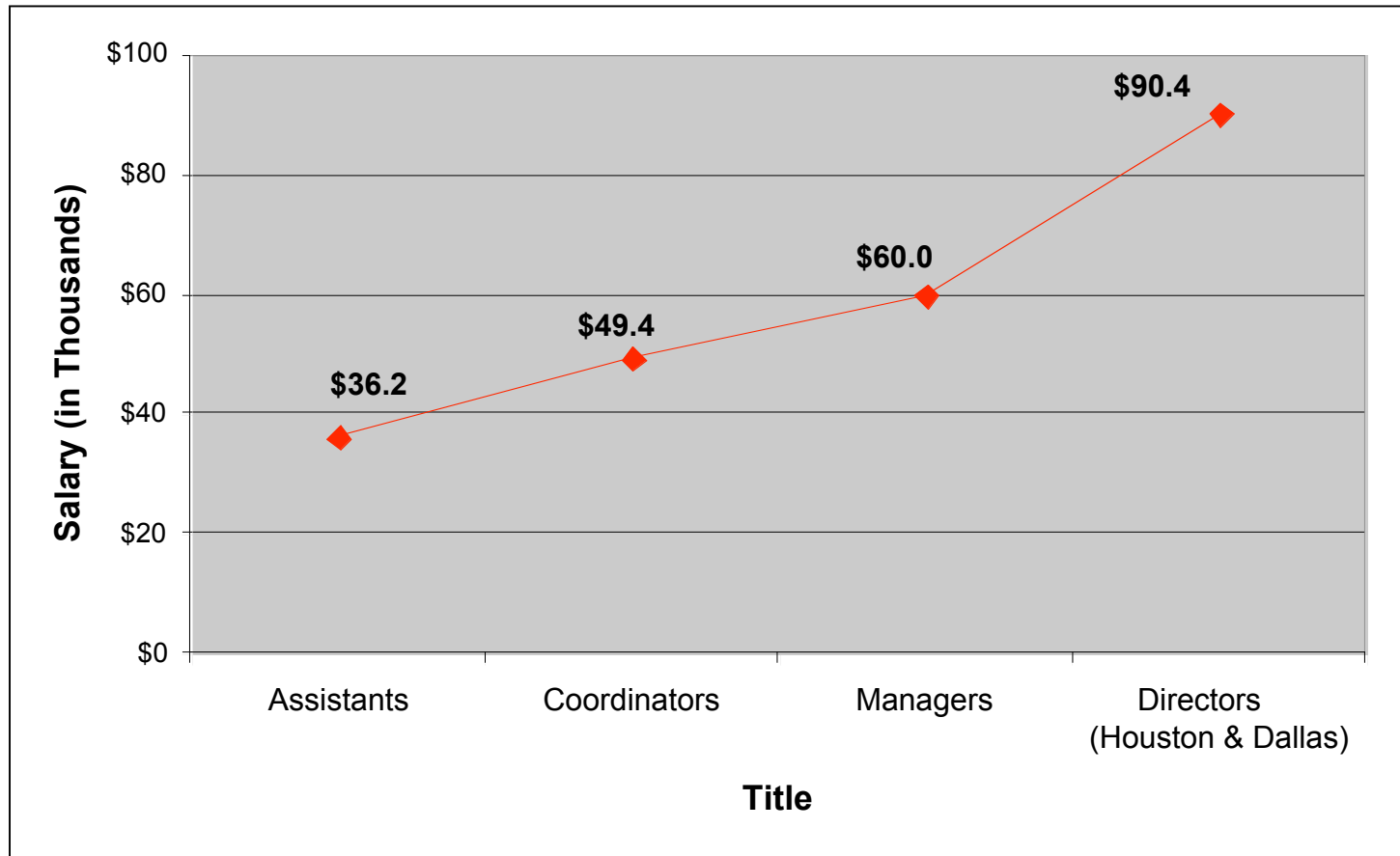


2006 Survey Results

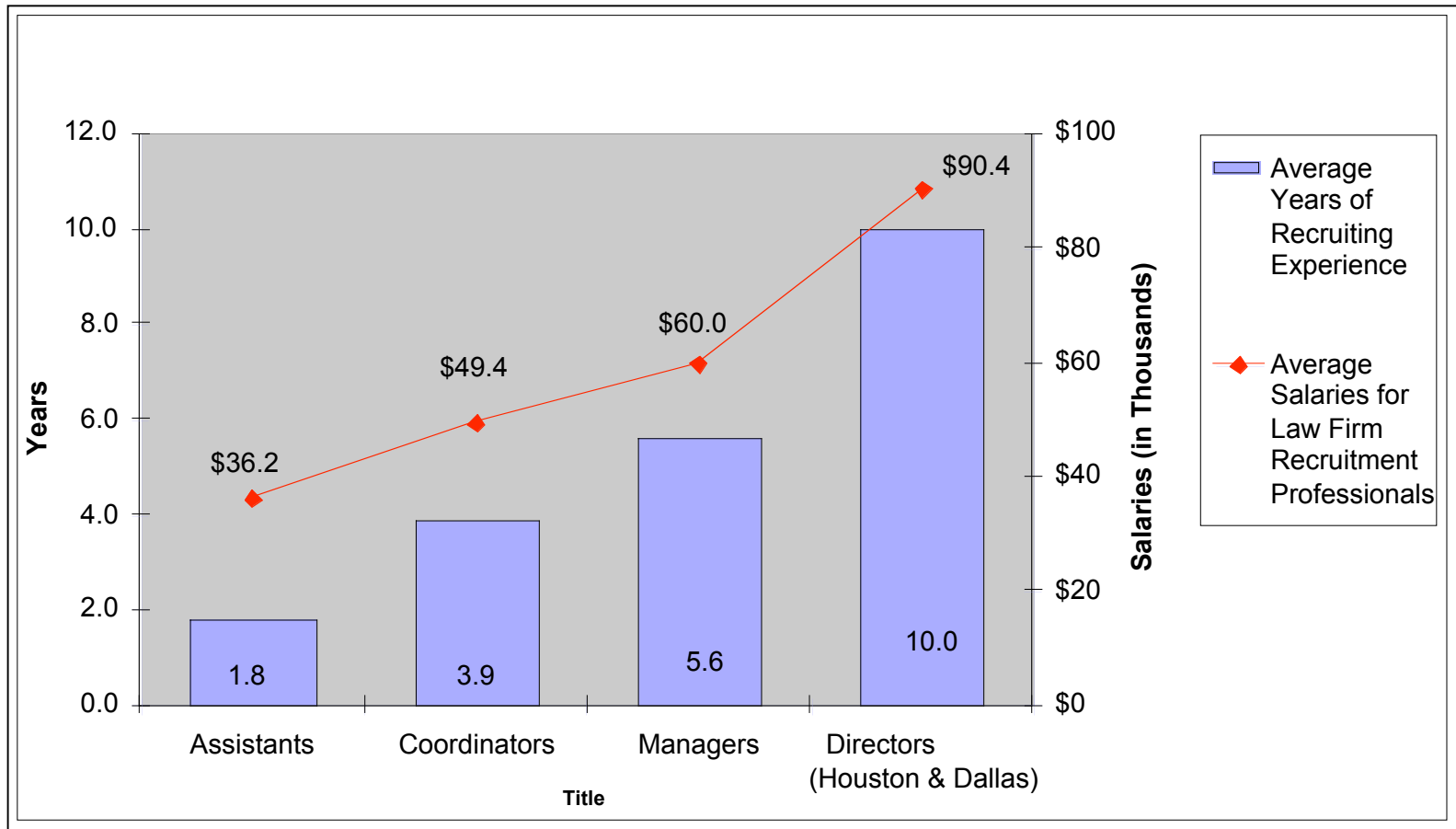
Houston Law Firm Participants' Average Salaries

<u>Title</u>	<u>Average Salary</u>	<u>Salary Range</u>
Assistants:	\$36.2K	\$30 - \$40K
Coordinators:	\$49.4K	\$30 - \$80K
Managers:	\$60K	\$41 - \$85K
Directors from: Houston & Dallas	\$90.4K	\$56 - \$150K

Average Salaries for Law Firm Recruitment Professionals



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





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

Assistants = 3

Firm Size:	<u>1-100</u>	<u>101-150</u>
Average Salary:	\$35.3K	\$38K
Average Overtime:	\$7.5K	\$2K
Average Bonus:	\$1.1K	\$350
Average Summer Class:	16	16

Average Salary: \$36.2K

Average OT: \$5.5K

Average Bonus: \$866

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

Coordinators = 17

24% of Coordinators Receive Overtime

Firm Size:	<u>1-100</u>	<u>101-150</u>	<u>151-200</u>	<u>251-300</u>	<u>301-350</u>
Average Salary:	\$53K	\$43K	\$42.8K	\$40.5K	\$48K
Average Bonus:	\$3K	\$1.4K	\$2.3K	\$2.1K	\$3.8K
Average Summer Class:	10	12	40	65	72

Average Salary: \$49.4K

Average OT: \$1.8K

Average Bonus: \$2.2k



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

Managers = 10

Firm Size:	<u>1-100</u>	<u>101-150</u>	<u>226-350</u>	<u>151-200</u>	<u>201-250</u>	<u>251-300</u>	<u>301-350</u>
Average Salary:	\$48K	\$58K	\$95.5K	\$43K	\$60.5K	\$73K	\$66.3K
Average Bonus:	\$1.9K	\$4.8K	\$10K	\$1.4K	\$6.25K	\$5K	\$4.6K
Average Summer Class:	11	16	28	34	41	65	71

Average Salary: \$60K
Average Bonus: \$2.4k



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

Directors (Houston & Dallas) = 5

Firm Size:	<u>1-100</u>	<u>151-200</u>	<u>301-350</u>
Average Salary:	\$95.7K	\$63K	\$101K
Average Bonus:	\$6.6K	\$2.6K	\$5K
Average Summer Class:	8	29	68

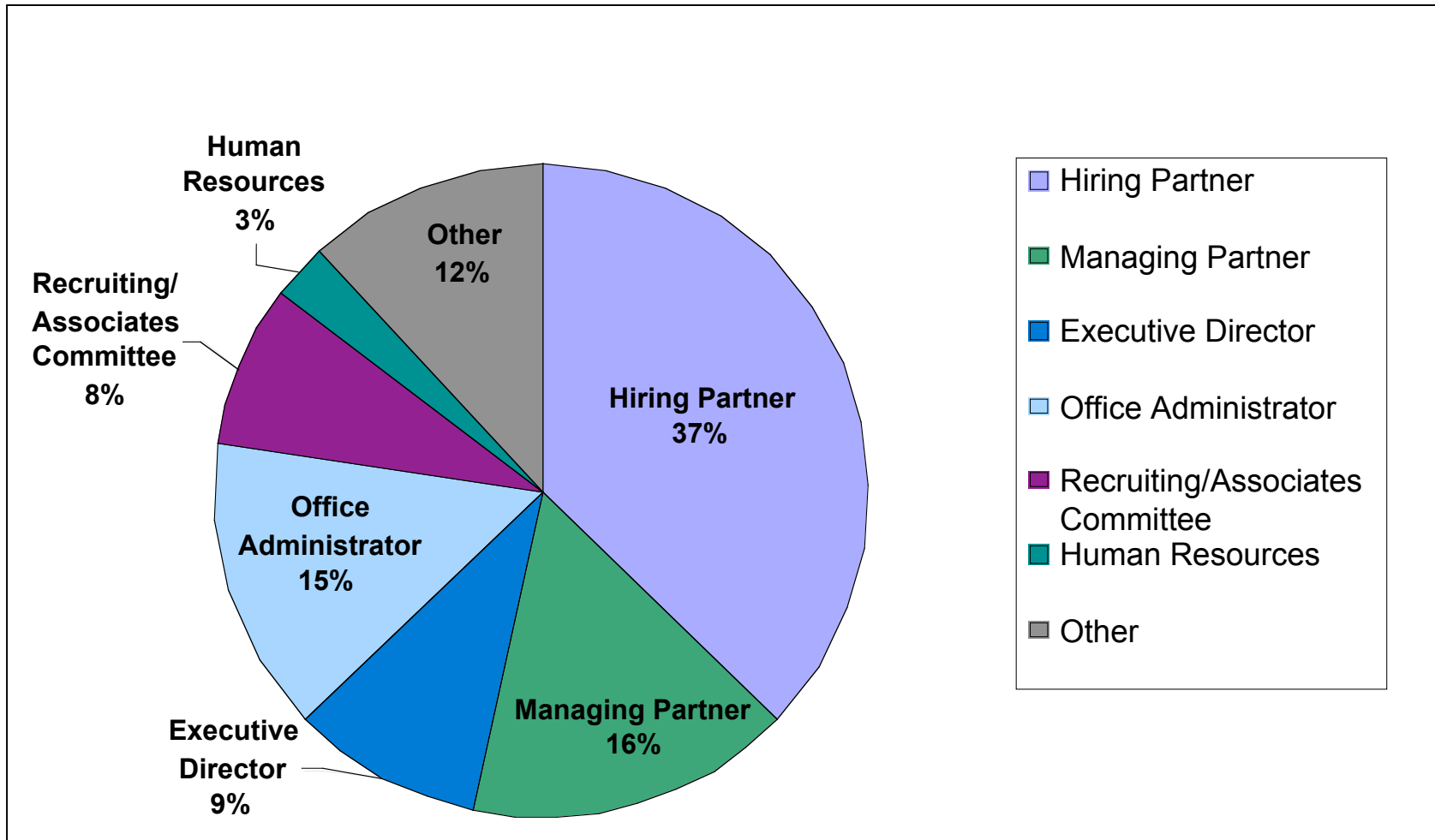
Average Salary: \$90.4K

Average Bonus: \$5.2K

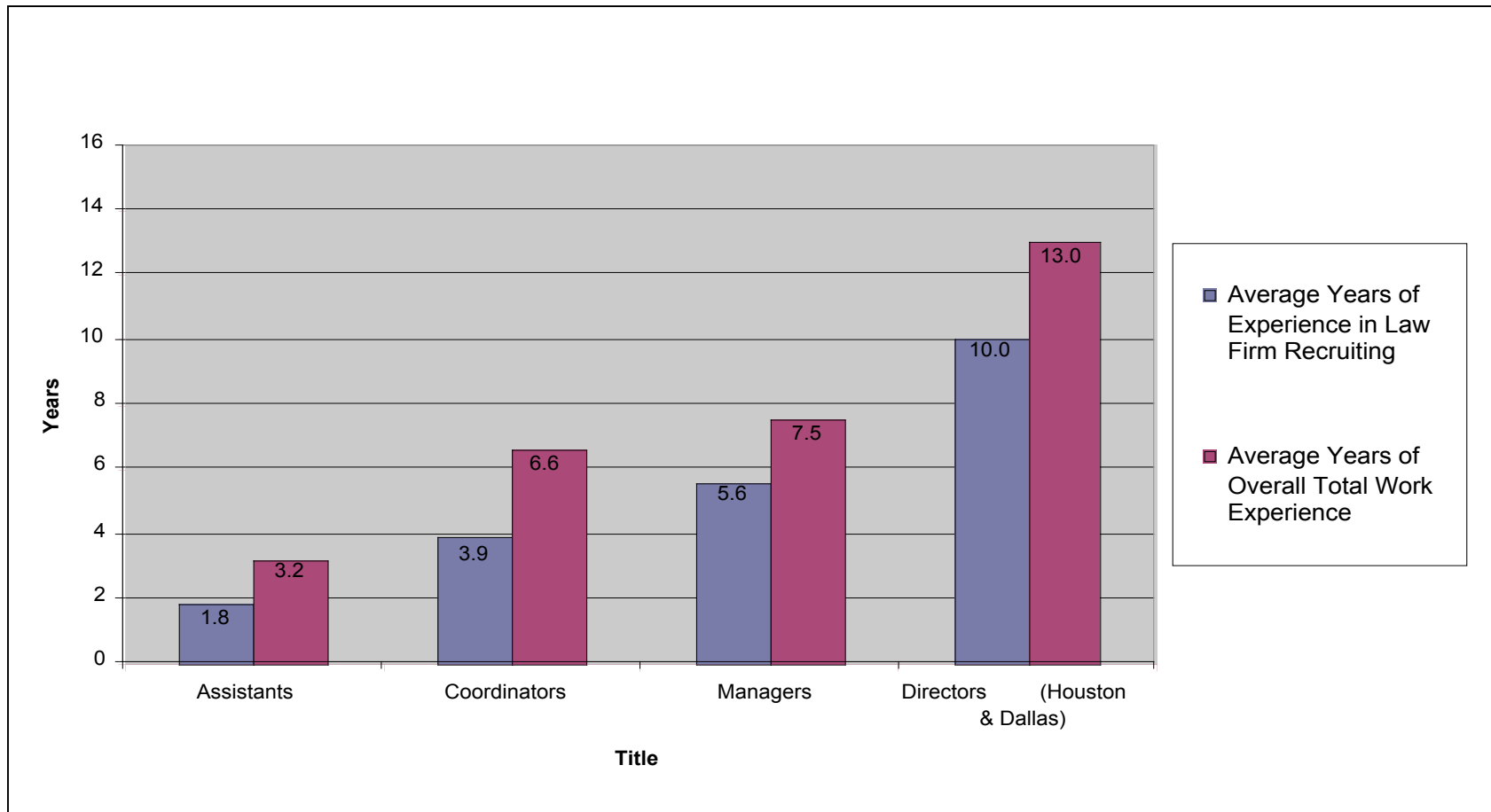
Percentage of Firm-Wide Recruitment Directors



Reporting Structure: Who the 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 Survey Participants

