ALA
Association of Legal Administrators



ALA's 2026 COMPENSATION AND BENEFITS SURVEY

Association of Legal Administrators

2026 ALA Compensation and Benefits Survey

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2026 ALA Compensation and Benefits Survey

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BACKGROUND AND PURPOSE

The findings cited in this report are based on a survey sponsored by Association of Legal Administrators (ALA). ALA is an international organization representing more than 8,000 legal management professionals who manage such areas as operations, human resources, marketing, accounting and finance, information technology services, and support. Members engage in the administration of private law firms, corporate legal departments, and government and nonprofit agencies.

ALA thanks the members who provided feedback and welcomes future suggestions about how to improve this valuable annual survey.

The purpose of the 2026 ALA Compensation and Benefits Survey was to provide updated information on current practices in the areas of compensation and benefits, thus helping members plan for the future.

The 2026 ALA Compensation and Benefits Survey report provides:

- Full-time annual base salary and total compensation data for 94 individual positions as well as wage information for paralegals and legal secretaries.
- Information on the benefits offered to employees and covered by the firms for the positions surveyed.
- Information on billing methods and rates broken out by equity partners/owners, non-equity partners/owners, and associates.
- Key demographic information used to break out the survey results:
  - Type of organization
  - Number of attorneys*
  - Supervisory responsibility
  - Employees supervised
  - Years of experience in position
  - Education
  - Geographic region**
  - State
  - U.S. metropolitan area***

Using these breakouts, members are able to compare their organization's compensation and benefit package to organizations who fit a similar profile.

*Attorneys are defined as judges, partners and associate attorneys.

**Geographic regions are defined as follows:

Northeastern: CT, ME, MA, NH, NJ, NY, PA, RI, VT
Southern: AL, DE, DC, FL, GA, KY, MD, MS, NC, SC, TN, VA, WV, Puerto Rico
Midwestern: IL, IN, MI, OH, WI
North Central: IA, KS, MN, MO, NE, ND, SD
Southwestern: AR, LA, OK, TX
Mountain: AZ, CO, ID, MT, NV, NM, UT, WY
Pacific: AK, CA, HI, OR, WA

***U.S. metropolitan areas are defined as follows:

The metropolitan areas reported are those defined as CBSAs (Core Based Statistical Areas) by the Office of Management and Budget (OMB) for purposes of collecting, tabulating and publishing federal data. They are also used extensively by the U.S. Census Bureau. Metropolitan statistical areas have at least one urbanized area of 50,000 or more population, plus adjacent territory that has a high degree of social and economic integration with the core as measured by commuting ties.

The Census Divisions reported are also standards employed by the U.S. Census Bureau. The 50 states, D.C., Puerto Rico and territories are divided into nine geographic divisions with similar aggregate characteristics; added to this list are APOs (the U.S. armed services postal service).

METHODOLOGY

Data was collected via secure website developed and hosted by Readex Research, an independent research company. ALA invited firms to participate in the online survey between June 2, 2026 and August 4, 2026.

ALA members were provided with a link to the secure website. On the website, members were asked to create an account in order to be granted access to the survey. Members were told that if more than one person at their location received an invitation, only one response per firm location was desired.

Survey Design

The 2026 Compensation and Benefits Survey consisted of seven sections.
The following three sections were asked at the firm level (across all locations):

- About Your Firm
- Billing Methods and Rates
- Suggestions for Future Surveys

The following four sections were asked for each location:

- About This Location
- Compensation
- Staffing
- Benefits

When providing location-specific data, respondents were instructed to report for each location as of January 1, 2026.

When providing compensation data, respondents were instructed to report each individual in 94 distinct positions. They were also given the option to provide hourly wage for paralegals and/or legal secretaries if they preferred. If the position was less than full-time and the respondent was reporting salary, they were instructed to convert the information to full-time (2,080 hours per year). Finally, respondents were instructed to exclude overtime, draws, commissions, bonuses, incentive pay, profit sharing, retirement benefits paid, other cash compensation and the monetary value of any other benefits.

Respondents were asked how the current base pay for each incumbent (either salary or wage) compared with one year ago. They were instructed to provide the % change from one year ago.

If a given incumbent qualified to earn additional cash compensation (beyond base pay) in the 12 months prior to January 1, 2026, respondents were instructed to enter approximately how much was awarded in that period (if any).

Please note: the reference date for base salary was incorrectly displayed as January 1, 2024 in the point-and-click interface of the compensation survey. The reference date was correct (displaying January 1, 2026) in all other locations on the site and in the excel upload interface. Affected firms were contacted to confirm base salary data was entered for each position as of January 1, 2026. Responding firms' data was corrected if needed.

METHODOLOGY (continued)

Response

The survey was closed for tabulation on August 4, 2026. Readex Research handled all data processing and tabulation. Following an analysis of return completeness and responses from duplicate firm locations identified, those that were incomplete or duplicated were removed. This prepared report includes survey responses from 224 firms answering for 1,097 locations.

To preserve respondent confidentiality and present meaningful results, reporting adapts Antitrust Safety Zone conditions articulated by the U.S. Department of Justice (DOJ) and the Federal Trade Commission (FTC): Results are suppressed (either hidden completely or displayed as an *) when based on insufficient cases, or when a single case accounts for a preponderance of reported incumbents. For this report, all statistics are suppressed if results are based on fewer than five responding offices or if any one office accounted for more than 25% of the reported incumbents.

This report was prepared by Readex in accordance with accepted research standards and practices.

HOW TO READ THIS REPORT

Throughout the report, results are based on U.S. firms only. The report is broken out into several sections as follows:

Management Summary

An overview of the information gathered in the survey is provided in the section, specifically:

- Profile information about the responding firms and locations
- Firm hiring and incentivizing practices
- Benefits offered and percentage of cost covered by employers
- 2026 median compensation and change in compensation by position
- 2026 median wage and change in wage
- Median base salary/wage by geographic region
- Median base salary/wage by education
- Median base salary by years of experience in position
- Median base salary/wage by number of attorneys at location (law firms only)
- Ability to work remotely by position
- Billing methods and rates broken out by equity partners/owners, non-equity partners/owners, and associates

Compensation Summary by Position

This section presents compensation tables for each of the 94 positions asked about in this year's survey. The tables presented for each position include average, 25th percentile, median and 75th percentile statistics for annual base salary and total compensation cross-tabulated against each of the key demographic areas. Total annual cash compensation includes base salary plus additional cash compensation (beyond base pay).

Benefits and Paid Time Off

Tables on the benefits and paid time off offered to employees are presented in this section and cross-tabulated against firm type, size and region.

Compensation and Benefits by U.S. Metropolitan Areas

This section presents total compensation and benefits and paid time off by major U.S. metropolitan areas. The compensation tables for each metro area include average and median statistics for total compensation cross-tabulated against each of the 81 positions.

HOW TO READ THIS REPORT (continued)

Staffing Ratios

This sections presents average and median staffing ratios that were calculated by dividing the number of attorneys (judges, partners and associate attorneys) by the total number of full-time equivalent employees in each category:

- Attorneys Per Legal Secretary
- Attorneys Per Paralegal
- Attorneys Per HR Staff
- Attorneys Per Finance/Accounting Staff
- Attorneys Per IT Staff
- Attorneys Per Library and Records Staff
- Attorneys Per Marketing Staff
- Attorneys Per Other Administrative Staff

The staffing ratios are cross-tabulated by type of organization, number of attorneys, geographic region, state and U.S. metropolitan cities.

Turnover

This sections presents average and median turnover percentages that were calculated by dividing the number of separations for attorneys (judges, partners and associate attorneys) and staff by the total number for each.

Turnover percentages are cross-tabulated by type of organization, number of attorneys, geographic region, state and U.S. metropolitan cities.

Billable Hours Goals

This section includes average, 25th percentile, median and 75th percentile statistics for annual billable hours goals for full-time associates and paralegals cross-tabulated against type of organization, number of attorneys, geographic region, state and U.S. metropolitan cities.

Appendix

A copy of the 2026 job descriptions is included in the appendix.

HOW TO READ THIS REPORT (continued)

Statistical Terms

Below are definitions of the statistical terms used in this report.

Term	Definition
Count / # Location	The total number of firm locations reporting.
# Employees	The total number of people (incumbents) reported in the position by all offices.
Firms	The number of firms reporting.
Average	The arithmetic average, calculated by summing all responses and dividing by the number of responses. The mean is sometimes strongly influenced by extreme values in the distribution.
25th Percentile	The 25th percentile marks where 25% of the reported values are lower than the figure given and 75% are higher.
Median	The median is calculated by rank ordering all responses and then selecting (or interpolating) the value below which 50% of all responses lie. It is often thought of as the "typical" value of a variable and is not influenced by extreme values in the distribution. Also known as the 50th percentile.
75th Percentile	The 75th percentile marks where 75% of the reported values are lower than the figure given and 25% are higher.

When reviewing the tables throughout the report, percentages may not add to 100 for single answer questions due to rounding and/or nonresponse.

Research Limitations

As with any research, the results should be interpreted with the potential of nonresponse bias in mind. It is unknown how those who responded to the survey may differ from those who did not. In general, the higher the response rate, the more likely results are to accurately represent the population of interest.

This report was prepared in accordance with accepted research standards and practices and is intended to serve as a reference.

Additionally, it should be noted that the results capture typical compensation and benefits among ALA's audience and should not necessarily be viewed as industry standards.

ABOUT READEX RESEARCH

Readex is an internationally recognized independent survey research company founded in 1947, specializing in quantitative and qualitative research methodologies, including online surveys, mail surveys, and in-depth interviews. We are a full-service research firm, partnering with clients at every stage of the research process, from study design and data collection to analysis, reporting, and actionable insights that drive informed decision-making. We serve a diverse client base, including media organizations, membership associations, corporations, and other research firms.

Services offered include, but are not limited to, advertising effectiveness, brand awareness, content audits, customer surveys, data and reporting services, in-depth interviews, mail surveys, member surveys, product mailing services, reader profile, salary and benefits, sponsored research, and state of the industry studies.

SUMMARY

Profile of Firms and Locations

Private law firms account for nearly all responding firms (97.8%).

Type of Firm

	Count	% Respondents
Private law firm	219	97.8%
Corporate law department	1	0.4%
Government agency	0	0.0%
Nonprofit organization	0	0.0%
Other	4	1.8%
No answer	0	0.0%

Results from 1,059 locations are reported in this survey.

The median number of attorneys at a location is 12. Attorneys are defined as judges, partners and associate attorneys. More than half (55.9%) have fewer than 25 attorneys at a location; whereas, 2.9% have 100 or more.

Number of Attorneys at a Location

	Count	% Respondents
None	0	0.0%
1-2	103	9.7%
3-4	83	7.8%
5-9	164	15.5%
10-24	242	22.9%
25-49	147	13.9%
50-99	74	7.0%
100-199	25	2.4%
200 or more	5	0.5%
No answer	216	20.4%

The median number of nonlegal staff at a location is 12. More than half (55.7%) have fewer than 50 nonlegal staff at a location; whereas, 4.2% have 100 or more.

Number of Nonlegal Staff at a Location

	Count	% Respondents
None	34	3.2%
1-2	104	9.8%
3-4	90	8.5%
5-9	150	14.2%
10-24	212	20.0%
25-49	136	12.8%
50-99	72	6.8%
100-199	35	3.3%
200 or more	10	0.9%
No answer	216	20.4%

Over one in three locations (37.7%) are in the Southern United States. No other region accounts for more than 15.7% of locations.

Responses by Region

	Count	% Respondents
Northeastern	139	13.1%
Midwest	100	9.4%
North Central	59	5.6%
Southern	399	37.7%
Southwestern	111	10.5%
Mountain	85	8.0%
Pacific	166	15.7%

SUMMARY (continued)

Profile of Firms and Locations (continued)

The full-time work week is most frequently defined as a 35-39 hour week (40.3%) or 40 hours (39.8%).

Number of Hours in Standard Full-Time Work Week

	Count	% Respondents
Less than 30 hours	2	0.2%
30-34 hours	3	0.3%
35-39 hours	427	40.3%
40 hours	422	39.8%
41 or more hours	0	0.0%
No answer	205	19.4%

For those reported legal secretaries and paralegals (based on all reported incumbents), the majority (96.6%) have nonexempt status (eligible for overtime pay).

Percentage of Exempt vs. Nonexempt Legal Secretaries/Paralegals

	Count	% Respondents
Exempt	175	3.0%
Nonexempt	5,569	96.6%
No answer	21	0.4%

Four in five firms (82.6%) had a work-from-home policy in 2025. A majority of firms (85.3%) expect the amount of remote work at their office to remain the same in the next 12 months. Few firms expect it to change in some way with 5.4% expecting an increase and 8.9% expecting a decrease.

Firms With Work-From-Home Policy

	Count	% Respondents
Yes	185	82.6%
No	37	16.5%
No answer	2	0.9%

Expected Change in Remote Work

	Count	% Respondents
Increase	12	5.4%
Remain the same	191	85.3%
Decrease	20	8.9%
No answer	1	0.4%

Nearly two in three firms (63.4%) outsourced at least one business area in 2025, led by IT support (45.5%).

Outsourced Business Areas (multiple answers)

	Count	% Respondents
IT support	102	45.5%
Marketing/business development	35	15.6%
Office services	34	15.2%
Accounting or finance	22	9.8%
Human resources	7	3.1%
Administration	6	2.7%
Other	17	7.6%
At least one	142	63.4%
None	71	31.7%
No answer	11	4.9%

Almost half of locations (45.1%) report that they do not expect to make changes to their next lease for office space. Among those identifying priorities for their next lease, the most frequently reported priorities were a change in footprint (split between larger, 11.2%, and smaller, 7.0%) or better ammenities (7.8%).

A small proportion of locations (2.8%) report that they either do not or will not have an office lease.

Priorities for Next Lease (multiple answers)

	Count	% Respondents
Larger footprint	119	11.2%
Better amenities	83	7.8%
Smaller footprint	74	7.0%
Shared workspace	54	5.1%
Other priority	34	3.2%
At least one	250	23.6%
Do not expect to make changes to next lease	478	45.1%
Do not/will not have an office lease	30	2.8%
No answer	133	12.6%

SUMMARY (continued)

Profile of Firms and Locations (continued)

Firms reported working in a wide variety of areas of law in 2025, led by labor/employment (64.3%), real estate – commercial (62.1%), business entities (58.5%) and estate planning (58.5%).

Areas of Law (multiple answers)

	Count	% Respondents
Labor/Employment	144	64.3%
Real Estate—Commercial	139	62.1%
Business Entities	131	58.5%
Estate Planning	131	58.5%
Contracts	120	53.6%
Mergers/Acquisitions	112	50.0%
Intellectual Property	105	46.9%
Tax	103	46.0%
Bankruptcy	100	44.6%
Construction	99	44.2%
Environmental	90	40.2%
Probate	89	39.7%
Insurance	88	39.3%
Regulatory, Compliance, Governance	84	37.5%
Municipal/Governmental	79	35.3%
Advise Small Business	78	34.8%
Financial Institution	74	33.0%
Real Estate—Residential	73	32.6%
Health	67	29.9%
Creditor/Debtor	64	28.6%
Energy, Utility, Telecom	64	28.6%
Securities	64	28.6%
General Practice	62	27.7%
Family	56	25.0%
Not-For-Profit	55	24.6%
Torts/Personal Injury	53	23.7%
Antitrust	50	22.3%
Immigration	45	20.1%
Sports/Entertainment	40	17.9%
Workers' Compensation	39	17.4%
Collections	36	16.1%
Franchise/Dealer	34	15.2%
School	34	15.2%
Transportation	32	14.3%
Elder	31	13.8%
Professional Licensing	31	13.8%
International	30	13.4%
Consumer	29	12.9%
Communications/Media	26	11.6%
Criminal	25	11.2%
Civil rights	24	10.7%
Agriculture	22	9.8%
Admiralty/Maritime	16	7.1%
Indian/Native American Law	16	7.1%
CHIPS, JIPS, TPR	9	4.0%
Traffic	7	3.1%
Military	5	2.2%
SSI/Government Benefits	5	2.2%
Other	34	15.2%
Indicated at Least One	219	97.8%
No Answer	5	2.2%

SUMMARY (continued)

Firm Hiring and Incentivizing Practices

Over two in three firms (69.6%) implemented at least one change to their hiring practices in 2025.

More than half (57.1%) made higher salary offers part of their hiring practices and around three in ten firms (29.5%) made quicker offers.

Firms also reported either adding/adjusting hybrid work options (19.2%) and/or remote work options (17.4%).

Firms Implementing Changes to Their Hiring Practices in 2025 (multiple answers)

	Count	% Respondents
Higher salary offers	128	57.1%
Quicker offers	66	29.5%
Add/Adjust hybrid work options	43	19.2%
Provide increased benefits	39	17.4%
Add/Adjust remote work options	26	11.6%
Other	7	3.1%
At least one	156	69.6%
None	65	29.0%
No answer	3	1.3%

More than half of firms (58.0%) report having increased just compensation for current employees in 2025, due to market forces; 18.8% increased both compensation and benefits.

Changes in Compensation/Benefits Due to Market Forces

	Count	% Respondents
Increase compensation	130	58.0%
Increase benefits	6	2.7%
Increase both	42	18.8%
Increase neither	39	17.4%
No answer	7	3.1%

More than 1 in 10 firms (16.6%) report recognizing/incentivizing Certified Legal Manager (CLM)® designations for at least some positions.

Among firms that recognize CLM designations, most reflect recognition with compensation (37.8%) and/or professional development funds (35.1%).

More than three in four firms (78.4%) that recognize CLM designations report that the recognition does not differ by position.

Certified Legal Manager (CLM)® Designation Recognition

	Count	% Respondents
Yes, for all positions with a CLM designation	14	6.3%
Yes, for some positions with a CLM designation	23	10.3%
No	185	82.6%
No answer	2	0.9%

CLM Recognition: Reflected (multiple answers)

	Count	% Respondents
Compensation	14	37.8%
Professional development funds	13	35.1%
Benefits	2	5.4%
Other	8	21.6%
At least one	25	67.6%
No answer	3	8.1%

CLM Recognition: Differ by Position

	Count	% Respondents
Yes	7	18.9%
No	29	78.4%
No answer	1	2.7%

SUMMARY (continued)

Benefits Offered and Percentage of Cost Covered by Employers

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	Count	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	909	85.8%	85.9%
Medical plan for partner/dependents	896	84.6%	53.7%
Dental plan for employee	894	84.4%	47.3%
Dental plan for partner/dependents	881	83.2%	23.7%
Vision plan for employee	867	81.9%	30.2%
Vision plan for partner/dependents	852	80.5%	13.2%
Short-term disability	793	74.9%	84.2%
Long-term disability	881	83.2%	91.4%
Long-term care	392	37.0%	8.1%
Life insurance for employee	896	84.6%	96.7%
Life insurance for partner/dependents	786	74.2%	9.5%
Accidental death and dismemberment	846	79.9%	87.6%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	36	3.4%	
Retirement savings plan without employer contribution	133	12.6%	
Retirement savings plan with employer contribution	776	73.3%	4.3%
Registered retirement savings plan	1	0.1%	
Other noncontributory profit sharing	282	26.6%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	848	80.1%	
Flexible spending account (FSA) to non-attorneys as medical benefit	715	84.3%	
Cafeteria plan	541	51.1%	
Medical expense reimbursement account	614	58.0%	
Dependent care	790	74.6%	
Pretax premium account	337	31.8%	
Qualified transportation expense	371	35.0%	
BONUSES			
Discretionary bonuses	849	80.2%	
Merit bonuses	545	51.5%	
Signing bonuses	617	58.3%	
Recruiting bonuses	563	53.2%	
Tenure-based bonuses	313	29.6%	
Other bonuses	134	12.7%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	612	57.8%	
Membership dues for professional associations	867	81.9%	
Policy that permits working from home on a part-time or full-time basis	790	74.6%	
Laptop equipment	814	76.9%	
Mobile device	490	46.3%	
Tuition reimbursement	253	23.9%	67.9%
Parking/mass transit subsidy	563	53.2%	

SUMMARY (continued)

Benefits Offered and Percentage of Cost Covered by Employers

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	Count	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	700	66.1%	10.73
Maternity leave – exempt staff	742	70.1%	11.17
Maternity leave – associates	812	76.7%	12.95
Paternity/parental leave – nonexempt staff	636	60.1%	9.10
Paternity/parental leave – exempt staff	721	68.1%	9.29
Paternity/parental leave – associates	810	76.5%	10.12
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	14	1.3%	
Exempt staff	195	18.4%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	483	45.6%	16.34
Nonexempt staff – 2-4 years	482	45.5%	17.67
Nonexempt staff – 5-9 years	483	45.6%	21.83
Nonexempt staff – 10-14 years	475	44.9%	24.93
Nonexempt staff – 15+ years	458	43.2%	26.18
Exempt staff – 0-1 years	358	33.8%	17.15
Exempt staff – 2-4 years	358	33.8%	17.94
Exempt staff – 5-9 years	358	33.8%	22.24
Exempt staff – 10-14 years	352	33.2%	24.44
Exempt staff – 15+ years	337	31.8%	25.88
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	281	26.5%	13.01
Nonexempt staff – 2-4 years	281	26.5%	14.01
Nonexempt staff – 5-9 years	281	26.5%	17.83
Nonexempt staff – 10-14 years	281	26.5%	20.30
Nonexempt staff – 15+ years	280	26.4%	21.68
Exempt staff – 0-1 years	217	20.5%	14.40
Exempt staff – 2-4 years	216	20.4%	15.31
Exempt staff – 5-9 years	216	20.4%	18.14
Exempt staff – 10-14 years	215	20.3%	20.33
Exempt staff – 15+ years	213	20.1%	21.08
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	334	31.5%	11.16
Nonexempt staff – 2-4 years	336	31.7%	11.76
Nonexempt staff – 5-9 years	336	31.7%	13.07
Nonexempt staff – 10-14 years	337	31.8%	13.60
Nonexempt staff – 15+ years	336	31.7%	14.01
Exempt staff – 0-1 years	248	23.4%	11.06
Exempt staff – 2-4 years	250	23.6%	11.22
Exempt staff – 5-9 years	250	23.6%	12.50
Exempt staff – 10-14 years	250	23.6%	12.98
Exempt staff – 15+ years	249	23.5%	13.15

SUMMARY (continued)

Benefit Coverage by Employers

A majority of locations (85.5%) offered a medical plan for non-attorney employees. Similarly, a majority of locations (84.6%) offered a medical plan for partners/dependents of non-attorney employees.

Around two in three (65.2%) of the U.S. locations that offered a medical plan for employees cover between 75% to 99% of premiums.

While 19.8% cover the entire premium for employees, very few (1.5%) offer the same coverage for employees' dependents.

Percentage of Premiums Covered by Employer: Medical Plan (of those offering)

	EMPLOYEE		DEPENDENT	
	Count	% Respondents	Count	% Respondents
0%	0	0.0%	147	16.4%
1%-49%	8	0.9%	93	10.4%
50%-74%	78	8.6%	332	37.1%
75%-99%	593	65.2%	230	25.7%
100%	180	19.8%	13	1.5%

A majority of locations (84.4%) offered dental coverage to non-attorney employees. Of these, three in ten (29.2%) indicated that they pay none of the dental plan premiums for employees, while 19.6% of locations pay the entire premium.

83.2% of locations extended dental coverage to partners/dependents, with one in five (42.3%) paying none of the premiums and one in five (21.3%) paying between 1%-49% of premiums.

Percentage of Premiums Covered by Employer: Dental Plan (of those offering)

	EMPLOYEE		DEPENDENT	
	Count	% Respondents	Count	% Respondents
0%	261	29.2%	373	42.3%
1%-49%	112	12.5%	188	21.3%
50%-74%	193	21.6%	201	22.8%
75%-99%	86	9.6%	16	1.8%
100%	175	19.6%	16	1.8%

The majority of U.S locations that offer short-term disability, long-term disability, life insurance and accidental death and dismemberment cover the entire premiums. Only 15.8% of firms that offer a vision plan cover the entire premium and only 6.4% of firms that offer long-term care cover the entire premium.

Percentage of Employers Covering 100% of Premium (of those offering)

	Count	% Respondents
Vision plan for employee	137	15.8%
Vision plan for dependents	16	1.9%
Short-term disability	600	75.7%
Long-term disability	720	81.7%
Long-term care	25	6.4%
Life insurance for employee	805	89.8%
Life insurance for dependents	67	8.5%
Accidental death and dismemberment	695	82.2%

Three in four locations (73.3%) offer a retirement savings plan with employer contribution to qualifying full-time employees. Whereas, a smaller proportion (12.6%) offer one without employer contribution and 3.4% offer a defined benefit retirement plan (pension).

Of those who offer a retirement savings plan with employer contribution, nearly half (45.5%) contribute at least 4%.

Percentage of Firm Contribution to Retirement Savings Plan (of those offering)

	Count	% Respondents
Less than 2%	81	10.4%
2%	93	12.0%
3%	205	26.4%
4%	69	8.9%
5%	120	15.5%
6%	50	6.4%
7%-9%	99	12.8%
10% or more	15	1.9%

23.9% of locations offer tuition reimbursement to qualifying full-time employees.

Of those who offer tuition reimbursement, 39.5% report that they reimbursed 100% of tuition fees.

Percentage of Tuition Reimbursed by Employer (of those offering)

	Count	% Respondents
0%	1	0.4%
1%-49%	53	20.9%
50%-74%	40	15.8%
75%-99%	24	9.5%
100%	100	39.5%

SUMMARY (continued)

2026 Median Wage and Change in Wage

Title	2026 Median Base Salary	2026 Median Additional Cash Comp	2026 Median Total Comp	2026 Median % Base Salary Change from One Year Ago
ADMINISTRATIVE POSITIONS				
Executive Director/Principal Administrator/Chief Operating Officer (Law Firm)	$ 225,000	$ 20,000	$ 256,500	4.00%
Administrative/Office Manager (Law Firm)	$ 138,000	$ 11,500	$ 152,000	3.69%
Branch Office Manager	$ 135,000	$ 6,000	$ 141,900	3.00%
Practice Area Administrator	$ 130,000	$ 5,500	$ 136,530	4.00%
Legal Project Manager	$ 134,270	$ 5,240	$ 140,500	4.00%
Office Services/Facilities Manager	$ 92,000	$ 5,000	$ 98,000	4.00%
Professional Development Director	$ 197,810	$ 12,660	$ 218,040	3.00%
HUMAN RESOURCES POSITIONS				
Human Resources Director	$ 183,380	$ 17,750	$ 198,230	4.00%
Human Resources Manager	$ 129,690	$ 9,000	$ 138,130	3.65%
Human Resources Generalist	$ 83,270	$ 3,500	$ 87,870	4.00%
Human Resources Assistant/Coordinator	$ 62,110	$ 1,000	$ 64,060	3.19%
Payroll/HRIS Position	$ 92,700	$ 3,300	$ 100,300	4.00%
Benefits Coordinator/Administrator	$ 86,720	$ 3,060	$ 92,000	3.57%
Legal Staff Recruiter	$ 110,000	$ 3,500	$ 118,710	3.00%
Support Staff Recruiter	$ 84,840	$ 3,450	$ 93,800	3.00%
MARKETING POSITIONS				
Marketing and/or Communications Chief Officer	$ 315,000	$ 20,250	$ 315,000	3.00%
Marketing and/or Communications Director	$ 173,400	$ 9,000	$ 184,220	3.50%
Marketing and/or Communications Manager	$ 117,490	$ 4,800	$ 123,550	3.00%
Marketing and/or Communications Senior Coordinator/Specialist	$ 80,000	$ 2,000	$ 80,980	3.00%
Marketing and/or Communications Business Development Assistant/Coordinator	$ 70,000	$ 250	$ 70,920	2.00%
Business Development Director	$ 200,500	$ 5,000	$ 210,610	3.30%
Business Development Manager	$ 135,000	$ 4,500	$ 141,740	3.00%
Business Development Senior Coordinator/Specialist	$ 83,000	$ 2,550	$ 85,540	3.73%
Marketing and Business Development Chief Officer	$ 415,000	$ 21,330	$ 421,080	2.29%
Marketing and Business Development Director	$ 187,010	$ 14,000	$ 198,500	3.00%
Marketing and Business Development Manager	$ 130,000	$ 2,000	$ 134,000	3.50%
Marketing and Business Development Senior Coordinator/Specialist	$ 75,900	$ 1,750	$ 80,930	2.56%
Events Manager/Coordinator	$ 85,000	$ 3,500	$ 90,000	3.50%
TECHNOLOGY POSITIONS				
Chief Information Officer	$ 300,000	$ 24,810	$ 336,000	3.69%
Information Technology Director/Manager	$ 176,310	$ 11,370	$ 189,750	4.00%
Cybercrime Director/Specialist	$ 155,550	$ 7,910	$ 165,000	3.00%
Web Developer/Manager	$ 135,790	$ 6,280	$ 140,000	3.00%
CRM and E-marketing Specialist	$ 97,160	$ 7,400	$ 107,300	4.00%
E-discovery Director/Specialist	$ 142,000	$ 3,970	$ 148,070	3.00%
Systems Manager	$ 134,400	$ 7,500	$ 145,000	3.15%
Network Administrator	$ 117,500	$ 3,640	$ 123,350	3.50%
Word Processing Manager	$ 104,330	$ 6,400	$ 106,860	4.00%
Applications Support Analyst	$ 95,000	$ 3,500	$ 103,000	3.50%
Help Desk/User-Training Specialist	$ 75,850	$ 1,750	$ 78,150	3.00%
LIBRARY AND RECORDS POSITIONS				
Library Director/Manager	$ 143,500	$ 8,000	$ 147,760	3.50%
Reference Librarian	$ 93,600	$ 2,000	$ 95,150	3.00%
Library Clerk	$ 62,880	$ 1,300	$ 65,360	3.60%
Records Manager/Director	$ 93,000	$ 5,000	$ 98,550	4.00%
Records/File Clerk	$ 53,080	$ 1,000	$ 54,040	3.50%

SUMMARY (continued)

2026 Median Wage and Change in Wage

Title	2026			
	Median Base Salary	Median Additional Cash Comp	Median Total Comp	Median % Base Salary Change from One Year Ago
ACCOUNTING AND FINANCE POSITIONS				
Chief Financial Officer	$ 320,000	$ 30,000	$ 372,690	4.00%
Finance Director/Controller	$ 186,510	$ 15,000	$ 204,070	4.00%
Accounting Manager/Supervisor	$ 116,630	$ 4,230	$ 122,880	4.00%
Finance Reporting Analyst/Manager	$ 111,180	$ 3,910	$ 118,960	3.05%
Collections Manager	$ 101,610	$ 2,710	$ 105,110	3.00%
Payroll Specialist	$ 79,980	$ 1,700	$ 83,960	3.00%
Billing Manager	$ 120,000	$ 7,500	$ 128,400	4.00%
Billing Specialist	$ 74,830	$ 1,290	$ 77,700	3.00%
Accountant	$ 84,710	$ 2,350	$ 88,710	4.00%
Accounts Payable Specialist/Accounts Receivable Specialist	$ 65,000	$ 1,720	$ 67,850	3.10%
Accounting Clerk/Bookkeeper	$ 64,000	$ 2,250	$ 66,800	3.00%
eBilling Analyst	$ 77,050	$ 950	$ 81,120	2.50%
Senior Accounts Receivable Specialist	$ 80,500	$ 2,010	$ 83,000	3.88%
LEGAL SUPPORT SERVICE POSITIONS				
Litigation Support Coordinator	$ 100,010	$ 1,250	$ 105,000	3.75%
Paralegal Manager/Supervisor	$ 145,000	$ 8,000	$ 148,500	4.00%
Legal Support Supervisor/Coordinator	$ 91,050	$ 2,180	$ 95,130	4.00%
Legal Assistant	$ 73,590	$ 1,250	$ 76,010	3.17%
Paralegal	$ 92,000	$ 2,310	$ 95,400	3.16%
Legal Secretary	$ 83,070	$ 1,310	$ 85,460	3.00%
Docket Clerk/Manager	$ 79,170	$ 1,000	$ 82,000	3.00%
Nurse Consultant	$ 92,800	$ 1,590	$ 100,190	3.50%
Conflicts Analyst/Coordinator	$ 72,000	$ 1,000	$ 74,140	3.00%
Pro Bono Manager/Coordinator	$ 98,630	$ 2,560	$ 103,980	4.00%
Law Clerk	$ 74,740	$ 350	$ 74,740	0.00%
INTELLECTUAL PROPERTY PRACTICE AREA POSITIONS				
Patent Agent	$ 161,000	$ -	$ 165,000	2.00%
IP Paralegal	$ 104,910	$ 1,530	$ 107,200	3.00%
IP Docket Specialist	$ 85,000	$ 1,000	$ 85,000	3.00%
IP Legal Secretary	$ 87,500	$ 1,000	$ 89,480	2.00%
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	$ 53,500	$ 800	$ 54,520	3.00%
Office Services Assistant/Clerk	$ 51,430	$ 850	$ 52,430	3.00%
Professional Development Administrator/Education Coordinator	$ 90,000	$ 4,000	$ 101,580	3.00%
Operations Manager	$ 122,500	$ 8,000	$ 132,500	4.00%
Facilities Coordinator	$ 63,000	$ 1,340	$ 64,800	3.00%
Administrative Assistant	$ 65,000	$ 930	$ 67,730	2.41%
Marketing Specialist/Business Development	$ 77,500	$ 2,500	$ 80,000	3.00%
Copy Clerk	$ 49,920	$ 870	$ 51,500	3.00%
Messenger	$ 40,560	$ 470	$ 40,810	2.00%

SUMMARY (continued)

2026 Median Wage and Change in Wage

Title	2026			
	Median Base Salary	Median Additional Cash Comp	Median Total Comp	Median % Base Salary Change from One Year Ago
PARTNERS				
Equity Partners/Owners	$ 315,010	$ 31,950	$ 510,000	0.00%
Non-Equity Partners	$ 270,000	$ 10,000	$ 300,000	1.45%
ASSOCIATE ATTORNEY POSITIONS				
Summer Associate	$ 130,000	$ -	$ 130,000	0.00%
Associate Attorney 1 year or less	$ 180,000	$ -	$ 187,110	0.00%
Associate Attorney 2 years	$ 172,500	$ 2,500	$ 181,000	3.26%
Associate Attorney 3 years	$ 192,750	$ 6,210	$ 205,000	4.00%
Associate Attorney 4 years	$ 210,000	$ 5,000	$ 217,000	3.59%
Associate Attorney 5 years	$ 217,950	$ 7,000	$ 229,500	4.00%
Associate Attorney 6 years	$ 240,000	$ 8,160	$ 251,500	4.00%
Associate Attorney 7 years	$ 262,500	$ 5,000	$ 281,250	3.00%
Associate Attorney 8 years	$ 270,200	$ 7,500	$ 289,730	3.23%
Associate Attorney 9 years	$ 280,000	$ 7,400	$ 292,800	2.00%
Associate Attorney 10 years or more	$ 225,000	$ 6,000	$ 247,490	1.22%

SUMMARY (continued)

2026 Median Wage and Change in Wage

	Paralegals			
	# Locations	# Employees	Median Wage	Median % Base Salary Change
TYPE OF ORGANIZATION				
Private law firm	652	2532	$44.00	3.00%
Corporate law department	0	0		
Government agency	0	0		
Nonprofit organization	0	0		
Other	26	127	$48.00	4.00%
NUMBER OF ATTORNEYS				
Fewer than 10	168	328	$39.50	3.00%
10-24	182	499	$43.00	3.33%
25-49	124	705	$43.00	3.50%
50-99	65	376	$48.00	3.15%
100-199	24	290	$50.00	3.50%
200 or more	5	39	$41.00	0.70%
GEOGRAPHIC REGION				
Northeastern	74	263	$50.00	0.12%
Southern	266	1087	$39.00	3.50%
Midwestern	68	346	$44.00	3.01%
North Central	39	186	$46.00	4.00%
Southwestern	69	242	$45.00	3.50%
Mountain	54	190	$48.00	3.50%
Pacific	108	345	$53.00	3.00%

SUMMARY (continued)

2026 Median Wage and Change in Wage

	Legal Secretaries			
	# Locations	# Employees	Median Wage	Median % Base Salary Change
TYPE OF ORGANIZATION				
Private law firm	553	2863	$40.00	3.00%
Corporate law department	0	0		
Government agency	0	0		
Nonprofit organization	0	0		
Other	40	243	$40.00	3.38%
NUMBER OF ATTORNEYS				
Fewer than 10	149	224	$37.00	3.00%
10-24	151	446	$41.00	3.50%
25-49	108	722	$38.01	3.50%
50-99	54	567	$41.00	3.00%
100-199	19	432	$40.00	3.26%
200 or more	5	33	$38.00	4.00%
GEOGRAPHIC REGION				
Northeastern	56	296	$45.00	1.00%
Southern	218	986	$37.00	3.50%
Midwestern	75	578	$37.00	2.90%
North Central	30	250	$39.00	2.50%
Southwestern	54	256	$41.00	3.00%
Mountain	49	197	$40.00	3.00%
Pacific	111	543	$47.00	3.00%
Mountain				
Pacific				

SUMMARY (continued)

2026 Wage and Change in Wage

	Paralegals			
	# Locations	# Employees	Median Wage	Median % Base Salary Change
STATE				
Alabama	12	33	$40.00	3.50%
Arizona	15	55	$45.00	3.25%
California	79	219	$52.00	3.20%
Colorado	19	83	$53.00	3.25%
Connecticut	7	47	$50.00	0.04%
Delaware	10	17	$50.00	2.90%
District of Columbia	25	90	$52.00	3.50%
Florida	89	309	$40.00	3.50%
Georgia	16	89	$44.00	3.50%
Illinois	20	74	$53.00	2.90%
Indiana	5	33	$44.00	*
Iowa	6	17	$36.76	4.00%
Kentucky	10	60	$37.00	2.50%
Louisiana	9	24	$40.00	3.00%
Maryland	8	30	$46.50	4.00%
Massachusetts	5	15	$63.00	*
Michigan	14	98	$42.00	3.95%
Minnesota	14	88	$50.50	3.50%
Mississippi	8	20	$35.50	3.75%
Missouri	11	52	$43.50	4.00%
Nevada	9	23	$46.00	3.13%
New Jersey	13	43	$49.00	0.04%
New York	25	67	$53.00	2.75%
North Carolina	34	193	$37.00	4.00%
Ohio	19	119	$42.00	3.00%
Oklahoma	5	14	$41.00	*
Oregon	9	36	$45.00	3.50%
Pennsylvania	21	82	$46.50	2.50%
South Carolina	15	98	$33.00	3.00%
Tennessee	20	58	$42.50	3.00%
Texas	55	204	$46.00	3.50%
Utah	6	23	$47.00	4.00%
Virginia	12	38	$41.50	2.76%
Washington	17	84	$56.50	2.00%
West Virginia	7	52	$38.00	0.05%
Wisconsin	10	22	$41.81	3.30%

MANAGEMENT SUMMARY/CHARTS (continued)

2026 Wage and Change in Wage

	Paralegals			
	# Locations	# Employees	Median Wage	Median % Base Salary Change
U.S. METROPOLITAN CITIES				
Atlanta-Sandy Springs-Roswell, GA	16	89	$44.00	3.50%
Austin-Round Rock-San Marcos, TX	9	34	$41.00	4.95%
Baltimore-Columbia-Towson, MD	8	30	$46.50	4.00%
Birmingham, AL	7	27	$41.00	3.50%
Boston-Cambridge-Newton, MA-NH	6	18	$57.50	0.06%
Charleston-North Charleston, SC	5	24	$35.50	3.00%
Charlotte-Concord-Gastonia, NC-SC	8	60	$35.00	4.00%
Chicago-Naperville-Elgin, IL-IN-WI	18	72	$53.00	2.90%
Cincinnati, OH-KY-IN	6	44	$44.00	0.07%
Cleveland, OH	6	36	$42.00	3.27%
Columbia, SC	5	43	$29.00	3.70%
Columbus, OH	5	30	$41.50	*
Dallas-Fort Worth-Arlington, TX	21	73	$47.00	3.55%
Denver-Aurora-Centennial, CO	16	79	$53.00	3.00%
Detroit-Warren-Dearborn, MI	8	57	$47.00	*
Houston-Pasadena-The Woodlands, TX	20	77	$46.00	3.50%
Indianapolis-Carmel-Greenwood, IN	5	33	$44.00	*
Jackson, MS	5	16	$36.50	3.75%
Jacksonville, FL	6	13	$37.00	3.50%
Kansas City, MO-KS	6	36	$44.08	*
Las Vegas-Henderson-North Las Vegas, NV	8	22	$46.00	3.25%
Los Angeles-Long Beach-Anaheim, CA	37	110	$52.00	3.09%
Miami-Fort Lauderdale-West Palm Beach, FL	26	107	$45.53	3.50%
Minneapolis-St. Paul-Bloomington, MN-WI	13	87	$51.00	3.50%
Naples-Marco Island, FL	7	14	$45.66	3.50%
Nashville-Davidson-Murfreesboro-Franklin, TN	8	25	$47.00	3.00%
New Orleans-Metairie, LA	6	20	$40.50	2.89%
New York-Newark-Jersey City, NY-NJ-PA	26	79	$54.00	0.12%
Orlando-Kissimmee-Sanford, FL	12	72	$38.00	3.50%
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	22	80	$48.50	2.86%
Phoenix-Mesa-Chandler, AZ	13	53	$45.00	3.50%
Pittsburgh, PA	7	17	$42.00	0.04%
Portland-Vancouver-Hillsboro, OR-WA	7	33	$46.00	3.25%
Raleigh-Cary, NC	10	57	$44.00	4.00%
Richmond, VA	5	19	$37.00	2.76%
Sacramento-Roseville-Folsom, CA	12	26	$49.50	4.50%
Saint Louis, MO-IL	9	20	$41.00	3.01%
Salt Lake City-Murry, UT	5	22	$47.00	*
San Diego-Chula Vista-Carlsbad, CA	8	22	$43.00	4.00%
San Francisco-Oakland-Fremont, CA	15	44	$61.50	3.01%
Seattle-Tacoma-Bellevue, WA	15	81	$58.00	2.00%
Tampa-St. Petersburg-Clearwater, FL	16	49	$40.00	3.50%
Washington-Arlington-Alexandria, DC-VA-MD-WV	29	106	$51.35	3.00%
Winston-Salem, NC	5	32	$33.00	3.00%

MANAGEMENT SUMMARY/CHARTS (continued)

2026 Wage and Change in Wage

	Legal Secretaries			
	# Locations	# Employees	Median Wage	Median % Base Salary Change
STATE				
Alabama	11	35	$32.00	3.00%
Alaska	6	11	$39.00	*
Arizona	11	43	$37.00	3.00%
California	82	384	$49.00	3.00%
Colorado	19	108	$42.00	0.05%
Connecticut	5	10	$30.50	*
Delaware	10	15	$42.00	3.00%
District of Columbia	30	92	$49.00	3.50%
Florida	73	334	$36.00	3.50%
Georgia	16	118	$44.00	3.50%
Illinois	19	98	$42.50	0.00%
Indiana	5	72	$38.00	*
Kansas	5	34	$31.00	3.00%
Kentucky	8	83	$35.00	0.06%
Louisiana	7	29	$37.81	3.00%
Maryland	7	38	$45.00	3.13%
Massachusetts	5	12	$47.00	*
Michigan	21	173	$33.00	3.74%
Minnesota	14	168	$41.00	2.38%
Missouri	8	39	$39.00	2.50%
Nevada	9	21	$39.00	2.50%
New Jersey	13	64	$45.00	0.11%
New York	19	104	$49.00	1.00%
North Carolina	17	82	$37.00	4.00%
Ohio	22	214	$37.00	2.60%
Oregon	9	57	$43.00	3.00%
Pennsylvania	13	105	$41.00	2.25%
South Carolina	10	20	$28.00	3.00%
Tennessee	17	70	$36.00	3.00%
Texas	43	219	$42.00	3.00%
Utah	5	17	$41.00	*
Virginia	8	28	$40.79	3.00%
Washington	14	91	$45.00	3.00%
West Virginia	9	59	$32.00	0.06%
Wisconsin	8	21	$33.00	4.50%

MANAGEMENT SUMMARY/CHARTS (continued)

2026 Wage and Change in Wage

	Legal Secretaries			
	# Locations	# Employees	Median Wage	Median % Base Salary Change
U.S. METROPOLITAN CITIES				
Anchorage, AK	6	11	$39.00	*
Atlanta-Sandy Springs-Roswell, GA	15	117	$44.00	3.50%
Austin-Round Rock-San Marcos, TX	9	27	$43.00	4.00%
Baltimore-Columbia-Towson, MD	7	38	$45.00	3.13%
Birmingham, AL	7	31	$33.00	3.05%
Boston-Cambridge-Newton, MA-NH	5	12	$47.00	*
Charlotte-Concord-Gastonia, NC-SC	6	13	$43.00	4.00%
Chicago-Naperville-Elgin, IL-IN-WI	17	96	$43.00	0.00%
Cincinnati, OH-KY-IN	8	99	$37.00	0.12%
Cleveland, OH	6	47	$37.00	2.86%
Columbus, OH	7	56	$38.00	0.11%
Dallas-Fort Worth-Arlington, TX	17	99	$42.00	3.25%
Denver-Aurora-Centennial, CO	17	102	$42.00	0.05%
Detroit-Warren-Dearborn, MI	10	93	$36.00	3.74%
Grand Rapids-Wyoming-Kentwood, MI	5	56	$28.00	*
Houston-Pasadena-The Woodlands, TX	13	73	$43.00	3.00%
Indianapolis-Carmel-Greenwood, IN	5	72	$38.00	*
Jacksonville, FL	5	15	$34.00	3.50%
Kansas City, MO-KS	6	33	$38.00	*
Las Vegas-Henderson-North Las Vegas, NV	7	19	$39.00	2.90%
Los Angeles-Long Beach-Anaheim, CA	35	192	$51.00	1.75%
Miami-Fort Lauderdale-West Palm Beach, FL	23	153	$39.00	3.50%
Minneapolis-St. Paul-Bloomington, MN-WI	14	168	$41.00	2.38%
Naples-Marco Island, FL	5	15	$37.00	*
Nashville-Davidson-Murfreesboro-Franklin, TN	7	32	$38.50	3.00%
New Orleans-Metairie, LA	5	23	$36.00	*
New York-Newark-Jersey City, NY-NJ-PA	26	141	$49.00	0.56%
Orlando-Kissimmee-Sanford, FL	11	77	$35.00	3.50%
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	16	90	$43.00	3.00%
Phoenix-Mesa-Chandler, AZ	10	42	$37.00	3.00%
Pittsburgh, PA	5	31	$38.00	*
Portland-Vancouver-Hillsboro, OR-WA	8	61	$43.00	3.00%
Sacramento-Roseville-Folsom, CA	13	60	$44.00	3.03%
Saint Louis, MO-IL	7	17	$36.00	3.00%
San Diego-Chula Vista-Carlsbad, CA	9	33	$45.00	0.04%
San Francisco-Oakland-Fremont, CA	14	59	$55.00	3.00%
Seattle-Tacoma-Bellevue, WA	12	84	$45.50	3.00%
Tampa-St. Petersburg-Clearwater, FL	13	45	$36.00	3.50%
Washington-Arlington-Alexandria, DC-VA-MD-WV	34	111	$48.00	3.00%

SUMMARY (continued)

Median Base Salary by Geographic Region

Title	GEOGRAPHIC REGION						
	Northeastern	Southern	Midwestern	North Central	Southwestern	Mountain	Pacific
ADMINISTRATIVE POSITIONS							
Executive Director/Principal Administrator/Chief Operating Officer (Law Firm)	$ 274,000	$ 241,000	$ 322,500	$ 236,500	$ 178,750	$ 210,000	$ 196,580
Administrative/Office Manager (Law Firm)	$ 184,500	$ 138,000	$ 137,000	$ 138,000	$ 130,000	$ 160,000	$ 121,800
Branch Office Manager	$ 181,500	$ 118,940	$ 133,690	$ 105,460	$ 140,200	$ 138,590	$ 161,800
Practice Area Administrator	$ 123,000	$ 91,310	*	*	$ 92,150	*	*
Legal Project Manager	*	$ 149,270	$ 114,840	*	*	$ 140,000	*
Office Services/Facilities Manager	$ 135,300	$ 84,650	$ 76,990	$ 97,120	$ 88,500	$ 99,870	$ 103,750
Professional Development Director	$ 220,000	$ 186,670	$ 182,500	*	*	*	*
HUMAN RESOURCES POSITIONS							
Human Resources Director	$ 200,000	$ 170,630	$ 189,750	$ 145,500	$ 148,500	$ 199,730	$ 204,700
Human Resources Manager	$ 146,500	$ 135,100	$ 115,000	$ 125,690	$ 127,750	$ 105,000	$ 145,600
Human Resources Generalist	$ 86,410	$ 84,240	$ 79,500	$ 78,860	$ 86,050	*	$ 93,150
Human Resources Assistant/Coordinator	*	$ 64,270	$ 56,520	*	*	*	$ 74,610
Payroll/HRIS Position	*	$ 92,000	*	*	$ 83,750	*	*
Benefits Coordinator/Administrator	$ 84,630	$ 78,720	$ 95,580	*	*	*	*
Legal Staff Recruiter	$ 143,000	$ 128,600	$ 90,000	*	$ 137,500	$ 105,000	$ 121,250
Support Staff Recruiter	$ 84,840	$ 86,650	$ 95,250	*	*	$ 100,850	*
MARKETING POSITIONS							
Marketing and/or Communications Chief Officer	*	$ 357,500	$ 315,000	*	*	*	*
Marketing and/or Communications Director	$ 205,220	$ 145,970	$ 166,130	$ 144,000	*	$ 150,670	$ 191,830
Marketing and/or Communications Manager	$ 133,230	$ 115,010	$ 119,230	*	$ 113,100	$ 112,000	$ 116,980
Marketing and/or Communications Senior Coordinator/Specialist	$ 79,890	$ 85,770	$ 74,350	$ 78,150	$ 65,750	*	$ 90,000
Marketing and/or Communications Business Development Assistant/Coordinator	*	$ 67,350	$ 71,950	$ 66,000	*	*	$ 68,680
Business Development Director	*	$ 208,980	$ 163,130	*	*	*	*
Business Development Manager	$ 134,390	$ 130,000	$ 119,790	*	$ 166,400	*	$ 147,540
Business Development Senior Coordinator/Specialist	$ 84,770	$ 84,500	*	*	$ 84,000	$ 81,090	$ 72,250
Marketing and Business Development Chief Officer	*	$ 415,000	*	*	*		
Marketing and Business Development Director	*	$ 195,000	$ 180,000	*	*	*	*
Marketing and Business Development Manager	$ 162,860	$ 132,850	$ 129,570	$ 127,090	*	*	*
Marketing and Business Development Senior Coordinator/Specialist	$ 80,000	$ 76,880	$ 74,830	*	*	$ 76,630	*
Events Manager/Coordinator	$ 101,000	$ 82,930	$ 72,800	$ 83,460	$ 87,300	*	$ 92,000
TECHNOLOGY POSITIONS							
Chief Information Officer	$ 316,690	$ 260,000	$ 290,000	$ 239,500	*	*	*
Information Technology Director/Manager	$ 190,500	$ 166,530	$ 186,170	$ 155,000	$ 172,000	$ 165,360	$ 186,750
Cybercrime Director/Specialist	*	$ 159,700	$ 175,820	*	$ 150,000	*	*
Web Developer/Manager	$ 140,280	$ 131,900	*	*	*	*	
CRM and E-marketing Specialist	*	*	*		*		*
E-discovery Director/Specialist	$ 143,500	$ 142,250	$ 160,000	*	$ 130,000	$ 138,500	$ 141,690
Systems Manager	$ 128,200	$ 129,090	$ 135,000	$ 122,560	$ 152,750	*	$ 143,750
Network Administrator	$ 118,000	$ 106,000	$ 118,000	$ 110,320	$ 115,000	$ 134,940	$ 123,200
Word Processing Manager	$ 130,000	$ 86,980	*	*	*		*
Applications Support Analyst	$ 111,120	$ 90,110	$ 92,480	$ 92,010	$ 84,880	*	$ 99,060
Help Desk/User-Training Specialist	$ 86,000	$ 74,080	$ 69,380	$ 71,000	$ 74,900	$ 77,510	$ 85,000
LIBRARY AND RECORDS POSITIONS							
Library Director/Manager	$ 169,950	$ 143,500	$ 114,310	$ 143,090	*	*	$ 156,950
Reference Librarian	$ 100,000	$ 85,350	$ 83,350	$ 87,740	*	$ 90,580	$ 102,760
Library Clerk	$ 61,000	$ 64,110	$ 59,060	*	*	*	*
Records Manager/Director	$ 92,460	$ 127,330	$ 78,820	$ 79,000	$ 71,370	$ 100,170	$ 114,410
Records/File Clerk	$ 57,650	$ 49,090	$ 52,000	$ 54,000	$ 50,220	$ 51,000	$ 60,740

SUMMARY (continued)

Median Base Salary by Geographic Region

Title	GEOGRAPHIC REGION						
	Northeastern	Southern	Midwestern	North Central	Southwestern	Mountain	Pacific
ACCOUNTING AND FINANCE POSITIONS							
Chief Financial Officer	$ 495,000	$ 320,000	$ 290,000	*	$ 286,250	$ 410,000	*
Finance Director/Controller	$ 206,000	$ 171,440	$ 170,000	$ 158,270	$ 210,000	$ 200,000	$ 202,500
Accounting Manager/Supervisor	$ 139,400	$ 111,600	$ 125,400	$ 119,800	$ 121,050	$ 110,000	$ 118,800
Finance Reporting Analyst/Manager	$ 96,250	$ 100,000	$ 125,500	$ 111,000	$ 126,940	$ 100,000	$ 119,000
Collections Manager	$ 115,360	$ 82,540	$ 100,000	*	*	*	*
Payroll Specialist	$ 80,000	$ 74,590	$ 76,340	$ 81,470	*	*	$ 92,000
Billing Manager	$ 137,000	$ 108,600	$ 132,000	$ 111,450	$ 114,250	*	$ 125,000
Billing Specialist	$ 83,270	$ 70,140	$ 72,400	$ 67,000	$ 76,000	$ 74,000	$ 78,260
Accountant	$ 93,500	$ 83,510	$ 80,320	$ 83,560	*	*	$ 95,000
Accounts Payable Specialist/Accounts Receivable Specialist	*	$ 60,000	$ 64,240	$ 64,440	$ 65,000	$ 62,840	$ 79,000
Accounting Clerk/Bookkeeper	$ 62,500	$ 60,380	$ 66,800	$ 62,780	$ 75,100	$ 61,790	$ 75,000
eBilling Analyst	*	$ 74,000	$ 80,170	$ 70,000	$ 78,800	*	*
Senior Accounts Receivable Specialist	*	$ 82,750	*	*	*	*	*
LEGAL SUPPORT SERVICE POSITIONS							
Litigation Support Coordinator	*	$ 90,000	$ 114,040	*	$ 93,580	*	$ 136,760
Paralegal Manager/Supervisor	$ 149,510	$ 130,000	*	$ 128,750	*	$ 140,000	$ 152,530
Legal Support Supervisor/Coordinator	$ 104,630	$ 86,490	$ 84,430	*	$ 110,000	*	$ 105,000
Legal Assistant	$ 86,510	$ 68,350	$ 73,810	$ 77,030	$ 70,010	$ 78,490	$ 89,980
Paralegal	$ 103,000	$ 81,180	$ 91,130	$ 94,970	$ 93,000	$ 100,510	$ 109,630
Legal Secretary	$ 93,860	$ 77,290	$ 76,020	$ 81,690	$ 86,000	$ 84,060	$ 96,990
Docket Clerk/Manager	$ 83,280	$ 75,300	$ 77,750	*	*	$ 75,000	$ 83,920
Nurse Consultant		$ 89,700	*	*	*		*
Conflicts Analyst/Coordinator	$ 68,820	$ 69,740	$ 70,000	$ 77,500	$ 82,000	$ 65,000	$ 76,500
Pro Bono Manager/Coordinator	*	$ 93,540	*	*	*	*	*
Law Clerk	$ 190,000	$ 62,400	$ 69,760	*	$ 35,100	$ 49,670	$ 85,700
INTELLECTUAL PROPERTY PRACTICE AREA POSITIONS							
Patent Agent	$ 157,500	$ 160,000	*	*	$ 181,000	$ 154,050	$ 168,500
IP Paralegal	$ 135,000	$ 109,700	$ 94,660	$ 95,430	*	$ 104,560	$ 112,830
IP Docket Specialist	$ 91,020	$ 85,540	$ 74,460	$ 78,420	$ 85,000	$ 77,340	$ 93,400
IP Legal Secretary	$ 95,000	$ 89,100	$ 80,380	*	$ 77,250	$ 80,950	$ 99,270
OFFICE SERVICES DEPARTMENT POSITIONS							
Receptionist	$ 62,400	$ 50,550	$ 51,290	$ 49,030	$ 51,420	$ 55,020	$ 57,470
Office Services Assistant/Clerk	$ 61,200	$ 49,230	$ 46,290	$ 44,140	$ 52,410	$ 50,440	$ 57,370
Professional Development Administrator/Education Coordinator	*	*	*	*	*	*	$ 80,000
Operations Manager	*	$ 122,500	*	*	*	*	*
Facilities Coordinator	*	$ 56,500	*	*	$ 58,280	*	$ 73,640
Administrative Assistant	$ 74,000	$ 56,000	$ 64,000	$ 63,530	$ 63,200	$ 84,430	$ 68,040
Marketing Specialist/Business Development	*	*	*				*
Copy Clerk	*	$ 47,040	$ 49,440	*	$ 47,860	*	$ 52,520
Messenger		$ 44,100	$ 18,720	*	$ 39,960		*

SUMMARY (continued)

Median Base Salary by Geographic Region

Title	GEOGRAPHIC REGION						
	Northeastern	Southern	Midwestern	North Central	Southwestern	Mountain	Pacific
PARTNERS							
Equity Partners/Owners	$ 419,530	$ 300,000	$ 225,000	$ 227,500	$ 215,000	$ 645,000	$ 798,790
Non-Equity Partners	$ 287,500	$ 230,000	$ 257,480	$ 217,500	$ 255,000	$ 365,000	$ 325,000
ASSOCIATE ATTORNEY POSITIONS							
Summer Associate	*	$ 110,000	*	*	*	$ 118,900	$ 62,400
Associate Attorney 1 year or less	$ 225,000	$ 155,000	$ 160,000	$ 170,000	$ 147,710	$ 205,000	$ 200,000
Associate Attorney 2 years	$ 235,000	$ 140,400	$ 166,600	$ 175,000	$ 158,330	$ 209,690	$ 210,000
Associate Attorney 3 years	$ 260,000	$ 162,500	$ 171,000	$ 175,000	$ 176,000	$ 220,000	$ 205,000
Associate Attorney 4 years	$ 290,860	$ 195,000	$ 175,000	$ 210,000	$ 187,500	$ 221,250	$ 215,000
Associate Attorney 5 years	$ 275,000	$ 200,000	$ 190,000	$ 173,750	$ 190,000	$ 245,000	$ 230,500
Associate Attorney 6 years	$ 305,000	$ 215,000	$ 197,080	$ 238,750	$ 195,000	$ 260,000	$ 280,000
Associate Attorney 7 years	$ 320,000	$ 247,500	$ 202,500	$ 171,250	$ 221,250	$ 275,000	$ 290,000
Associate Attorney 8 years	$ 320,000	$ 270,000	$ 220,610	$ 200,000	$ 257,500	$ 275,000	$ 304,000
Associate Attorney 9 years	$ 335,000	$ 266,250	$ 213,750	$ 210,000	$ 236,000	$ 291,500	$ 295,340
Associate Attorney 10 years or more	$ 330,000	$ 210,000	$ 195,000	$ 188,170	$ 210,000	$ 259,880	$ 237,500

Median Hourly Wages for Paralegals and Legal Secretaries by Geographic Region

Title	Northeastern	Southern	Midwestern	North Central	Southwestern	Mountain	Pacific
Paralegals							
Less than 1 year	$ 37.50	$ 38.00	$ 40.00	*	$ 41.00	$ 41.00	$ 45.00
1 up to 2 years	$ 43.50	$ 36.00	$ 40.50	$ 38.00	$ 46.00	$ 43.00	$ 52.00
2 up to 5 years	$ 55.00	$ 38.00	$ 40.00	$ 41.00	$ 44.00	$ 42.50	$ 53.00
5 up to 10 years	$ 47.50	$ 37.82	$ 42.00	$ 42.00	$ 45.00	$ 45.79	$ 56.00
10 up to 15 years	$ 51.00	$ 38.00	$ 41.93	$ 43.00	$ 48.00	$ 47.00	$ 53.00
15 up to 20 years	$ 53.00	$ 39.00	$ 45.50	$ 43.00	$ 46.50	$ 48.00	$ 54.50
20 years or more	$ 56.00	$ 42.00	$ 57.00	$ 46.00	$ 48.50	$ 57.50	$ 54.00
Legal Secretaries							
Less than 1 year	$ 40.00	$ 35.50	$ 30.00	*	$ 37.50	$ 41.00	$ 43.00
1 up to 2 years	$ 42.00	$ 32.00	$ 32.00	$ 30.00	$ 38.00	*	$ 45.00
2 up to 5 years	$ 44.00	$ 33.00	$ 34.50	$ 38.50	$ 38.00	$ 37.00	$ 45.00
5 up to 10 years	$ 44.00	$ 37.00	$ 40.00	$ 37.00	$ 42.00	$ 36.00	$ 48.00
10 up to 15 years	$ 50.00	$ 37.00	$ 39.00	$ 37.50	$ 43.00	$ 40.50	$ 45.50
15 up to 20 years	$ 48.00	$ 39.00	$ 40.00	$ 37.00	$ 41.59	*	$ 47.82
20 years or more	$ 48.00	$ 40.00	$ 41.00	$ 41.00	$ 44.00	$ 44.00	$ 51.00

SUMMARY (continued)

Median Base Salary by Education

Title	HIGHEST LEVEL OF EDUCATION COMPLETED						
	High school or equivalent (no college)	Some college (no degree)	AA degree (2 years)	BA/BS/BBA degree	MBA degree	MA/MS/MLS degree	JD/LLB degree
ADMINISTRATIVE POSITIONS							
Executive Director/Principal Administrator/Chief Operating Officer (Law Firm)		$ 144,200	*	$ 193,490	$ 290,000	$ 232,000	$ 510,000
Administrative/Office Manager (Law Firm)	$ 102,180	$ 105,000	$ 132,500	$ 150,000	$ 175,000	$ 160,000	*
Branch Office Manager	$ 85,230	$ 108,750	$ 114,590	$ 111,500	*	$ 149,480	$ 262,500
Practice Area Administrator	*	*	*	$ 103,000		$ 215,500	
Legal Project Manager	$ 101,480		*	$ 128,000	*	*	$ 170,110
Office Services/Facilities Manager	$ 73,840	$ 91,940	$ 65,300	$ 105,030	*	*	
Professional Development Director				*		*	$ 195,000
HUMAN RESOURCES POSITIONS							
Human Resources Director	*	*	*	$ 166,090	*	$ 192,500	$ 227,250
Human Resources Manager	*	$ 135,600	*	$ 124,600	$ 128,000	$ 137,500	*
Human Resources Generalist	*	*	*	$ 82,630	*	$ 83,730	
Human Resources Assistant/Coordinator	*	$ 92,550	*	$ 60,000		*	
Payroll/HRIS Position	*	*	*	$ 97,000	*	*	
Benefits Coordinator/Administrator	*	*	*	$ 92,010	*	*	
Legal Staff Recruiter	*	*		$ 126,250	*	*	*
Support Staff Recruiter	*		*	$ 78,650		*	*
MARKETING POSITIONS							
Marketing and/or Communications Chief Officer				$ 225,000	*	*	*
Marketing and/or Communications Director	*	*	*	$ 154,450	*	$ 188,550	*
Marketing and/or Communications Manager				$ 116,710	*	$ 115,830	*
Marketing and/or Communications Senior Coordinator/Specialist	*	*		$ 68,740	*	*	
Marketing and/or Communications Business Development Assistant/Coordinator		*	*	$ 66,310	*	$ 69,700	
Business Development Director				$ 189,140	*	*	
Business Development Manager	*	*	*	$ 140,080	*	*	*
Business Development Senior Coordinator/Specialist	*		*	$ 80,620	*		
Marketing and Business Development Chief Officer				*	*		*
Marketing and Business Development Director				$ 214,000	*	*	*
Marketing and Business Development Manager	*	*	*	$ 130,000	*	*	*
Marketing and Business Development Senior Coordinator/Specialist	*			$ 73,530	*	*	
Events Manager/Coordinator	*		*	$ 89,070		*	
TECHNOLOGY POSITIONS							
Chief Information Officer	*	*		$ 240,000	*	*	*
Information Technology Director/Manager	*	$ 180,000	$ 145,070	$ 172,540	*	$ 185,000	*
Cybercrime Director/Specialist	*	*	*	$ 147,890	*	$ 187,500	*
Web Developer/Manager	*	*		$ 138,430	*	*	
CRM and E-marketing Specialist	*		*	$ 100,000	*	*	*
E-discovery Director/Specialist	*	*	*	$ 137,000			*
Systems Manager	$ 166,280	*	$ 136,700	$ 131,080		$ 151,800	
Network Administrator	*	$ 107,760	*	$ 113,700			
Word Processing Manager	*			*		*	
Applications Support Analyst	$ 83,750	$ 94,950	$ 113,070	$ 100,510	*	*	
Help Desk/User-Training Specialist	$ 73,500	$ 82,000	$ 75,570	$ 78,190		$ 76,300	
LIBRARY AND RECORDS POSITIONS							
Library Director/Manager	*	*	*	$ 150,880		$ 156,000	*
Reference Librarian	*		*	$ 70,200		$ 100,530	$ 98,450
Library Clerk	*	*	*	$ 60,040			*
Records Manager/Director	$ 70,720	*	*	$ 106,190		*	*
Records/File Clerk	$ 50,130	$ 52,550	$ 43,750	$ 55,000		*	

SUMMARY (continued)

Median Base Salary by Education

Title	HIGHEST LEVEL OF EDUCATION COMPLETED						
	High school or equivalent (no college)	Some college (no degree)	AA degree (2 years)	BA/BS/BBA degree	MBA degree	MA/MS/MLS degree	JD/LLB degree
ACCOUNTING AND FINANCE POSITIONS							
Chief Financial Officer				$ 320,000	$ 220,000	$ 343,830	*
Finance Director/Controller	*	$ 130,000	*	$ 172,000	$ 175,000	$ 179,000	*
Accounting Manager/Supervisor	$ 109,330	$ 88,500	$ 115,000	$ 110,000	*	*	
Finance Reporting Analyst/Manager	*	*	*	$ 112,000	$ 130,000	*	
Collections Manager	*	*		$ 84,650	*		
Payroll Specialist		*	$ 84,300	$ 80,740		*	
Billing Manager	$ 114,400	$ 86,000	$ 109,000	$ 107,760	*	*	
Billing Specialist	$ 78,700	$ 70,500	$ 70,000	$ 76,500		*	
Accountant		*	$ 79,370	$ 85,250	*	*	
Accounts Payable Specialist/Accounts Receivable Specialist	$ 67,440	$ 64,420	$ 62,680	$ 65,400	*	*	
Accounting Clerk/Bookkeeper	$ 66,580	$ 55,900	$ 62,500	$ 65,000	*	*	*
eBilling Analyst	*	*	*	$ 84,800		*	
Senior Accounts Receivable Specialist	*	*		$ 87,100			
LEGAL SUPPORT SERVICE POSITIONS							
Litigation Support Coordinator	*		*	$ 88,500		*	
Paralegal Manager/Supervisor	*	*	*	$ 136,250		$ 128,400	*
Legal Support Supervisor/Coordinator	$ 96,900	*	$ 99,780	$ 95,250		*	*
Legal Assistant	$ 73,920	$ 72,500	$ 75,680	$ 67,940	*	$ 76,570	$ 67,890
Paralegal	$ 87,640	$ 80,000	$ 87,130	$ 88,460	$ 82,000	$ 93,230	$ 85,000
Legal Secretary	$ 88,550	$ 80,820	$ 84,690	$ 75,000	*	$ 75,920	$ 80,000
Docket Clerk/Manager	*	$ 77,000	$ 70,000	$ 83,640		$ 70,700	*
Nurse Consultant			*	$ 83,000		*	
Conflicts Analyst/Coordinator	$ 76,500	$ 68,870	$ 70,930	$ 69,990	*	$ 94,150	*
Pro Bono Manager/Coordinator	*			*			*
Law Clerk	*	*	*	$ 75,300	*	*	$ 117,500
INTELLECTUAL PROPERTY PRACTICE AREA POSITIONS							
Patent Agent	*		*	$ 158,100		$ 163,000	*
IP Paralegal	*	*	$ 111,580	$ 110,500		*	*
IP Docket Specialist	$ 90,200	*	$ 91,450	$ 85,540		*	
IP Legal Secretary	$ 107,100	$ 92,000	$ 89,150	$ 86,320		*	
OFFICE SERVICES DEPARTMENT POSITIONS							
Receptionist	$ 51,640	$ 50,610	$ 54,270	$ 54,500		*	*
Office Services Assistant/Clerk	$ 50,620	$ 53,500	$ 58,240	$ 48,000	*	*	
Professional Development Administrator/Education Coordinator	*		*	*			*
Operations Manager	*	*	*	$ 115,000	*	*	
Facilities Coordinator	$ 44,990	*	*	$ 75,410		*	
Administrative Assistant	$ 64,000	$ 60,490	$ 65,000	$ 61,120		*	*
Marketing Specialist/Business Development				*		*	
Copy Clerk	$ 47,040	$ 51,500	*	$ 52,000		*	
Messenger	$ 45,250	$ 29,640	*	*			

SUMMARY (continued)

Median Base Salary by Education

Title	HIGHEST LEVEL OF EDUCATION COMPLETED						
	High school or equivalent (no college)	Some college (no degree)	AA degree (2 years)	BA/BS/BBA degree	MBA degree	MA/MS/MLS degree	JD/LLB degree
PARTNERS							
Equity Partners/Owners		*	*	$ 751,990	*	*	$ 300,000
Non-Equity Partners	*		*	$ 289,140			$ 263,500
ASSOCIATE ATTORNEY POSITIONS							
Summer Associate				$ 144,460	*		*
Associate Attorney (1 year or less of experience)				*		*	$ 155,000
Associate Attorney (2 years of experience)	*	*	*	*			$ 160,800
Associate Attorney (3 years of experience)	*			$ 245,000			$ 175,000
Associate Attorney (4 years of experience)				$ 202,000			$ 185,000
Associate Attorney (5 years of experience)				$ 260,000			$ 197,500
Associate Attorney (6 years of experience)				*			$ 225,000
Associate Attorney (7 years of experience)				*			$ 235,930
Associate Attorney (8 years of experience)				*			$ 260,000
Associate Attorney (9 years of experience)				*			$ 253,500
Associate Attorney (10 years or more of experience)				*	*		$ 216,000

Median Hourly Wages for Paralegals and Legal Secretaries by Education

Title	High school or equivalent (no college)	Some college (no degree)	AA degree (2 years)	BA/BS/BBA degree	MBA degree	MA/MS/MLS degree	JD/LLB degree
Paralegals							
Less than 1 year	*	*	$ 53.00	$ 40.00	*	*	*
1 up to 2 years	*	$ 31.00	$ 45.50	$ 41.00	$ 31.00	$ 45.00	*
2 up to 5 years	$ 43.00	$ 36.00	$ 42.50	$ 39.00	*	$ 58.00	$ 44.50
5 up to 10 years	$ 45.00	$ 40.00	$ 40.00	$ 42.50	*	$ 41.00	$ 40.00
10 up to 15 years	$ 41.00	$ 34.00	$ 38.00	$ 44.00		*	*
15 up to 20 years	$ 40.50	$ 35.00	$ 41.00	$ 40.75	*	$ 43.00	*
20 years or more	$ 41.40	$ 44.00	$ 41.50	$ 45.73		$ 56.00	*
Legal Secretaries							
Less than 1 year	$ 41.00	$ 46.00	$ 37.00	$ 37.00	*	$ 43.00	*
1 up to 2 years	$ 39.00	$ 38.00	$ 44.00	$ 33.83		*	*
2 up to 5 years	$ 41.00	$ 38.00	$ 39.00	$ 32.00	*	$ 38.00	*
5 up to 10 years	$ 43.49	$ 40.00	$ 39.00	$ 36.00		$ 29.00	
10 up to 15 years	$ 41.00	$ 39.00	$ 39.00	$ 39.00		*	*
15 up to 20 years	$ 46.00	$ 38.00	$ 44.00	$ 39.00		*	*
20 years or more	$ 44.00	$ 39.00	$ 44.00	$ 41.00		*	*

SUMMARY (continued)

Median Base Salary by Years of Experience in Position

Title	YEARS OF EXPERIENCE IN POSITION						
	Less than 1 year	1 up to 2 years	2 up to 5 years	5 up to 10 years	10 up to 15 years	15 up to 20 years	20 years or more
ADMINISTRATIVE POSITIONS							
Executive Director/Principal Administrator/Chief Operating Officer (Law Firm)	$ 280,000	$ 330,000	$ 160,000	$ 155,830	$ 255,000	$ 220,500	$ 228,000
Administrative/Office Manager (Law Firm)	*	$ 185,000	$ 115,000	$ 135,000	$ 130,000	$ 148,500	$ 165,000
Branch Office Manager	$ 153,750	$ 122,400	$ 150,950	$ 119,890	$ 118,270	$ 122,130	$ 110,000
Practice Area Administrator	*	$ 61,100	$ 202,000	*	$ 155,000	$ 82,000	$ 108,500
Legal Project Manager	$ 97,200	*	$ 119,500	$ 139,250	$ 187,700	*	$ 130,500
Office Services/Facilities Manager	$ 63,600	$ 120,000	$ 73,110	$ 97,250	$ 94,620	$ 90,630	$ 100,000
Professional Development Director	*	*	$ 226,800	$ 184,000		*	*
HUMAN RESOURCES POSITIONS							
Human Resources Director	$ 197,500	*	$ 196,500	$ 156,500	$ 183,690	$ 166,500	$ 175,310
Human Resources Manager	*	$ 130,500	$ 146,500	$ 123,600	$ 119,410	$ 126,000	$ 142,000
Human Resources Generalist	$ 87,500	$ 80,000	$ 76,700	$ 82,630	*	*	$ 108,020
Human Resources Assistant/Coordinator	$ 56,500	$ 62,000	$ 60,320	$ 88,390	*		*
Payroll/HRIS Position	*	*	$ 117,600	$ 98,750		*	$ 92,000
Benefits Coordinator/Administrator	*	$ 76,880	$ 88,980	$ 86,230	*	*	$ 93,500
Legal Staff Recruiter	$ 142,000	$ 106,250	$ 121,250	$ 110,000	$ 152,000	*	$ 143,000
Support Staff Recruiter	$ 79,420	$ 69,360	$ 81,000	*	*	*	*
MARKETING POSITIONS							
Marketing and/or Communications Chief Officer	*		*	$ 225,000		*	$ 226,500
Marketing and/or Communications Director	*	*	$ 144,000	$ 162,750	$ 167,000	$ 190,000	$ 175,040
Marketing and/or Communications Manager	$ 110,000	$ 119,000	$ 121,600	$ 130,040	$ 80,000	*	$ 126,960
Marketing and/or Communications Senior Coordinator/Specialist	$ 92,830	$ 81,260	$ 65,750	$ 72,130	*		*
Marketing and/or Communications Business Development Assistant/Coordinator	$ 70,000	$ 70,000	$ 65,500	$ 73,830	*		*
Business Development Director		*	*	*	*	*	*
Business Development Manager	$ 148,950	$ 153,000	$ 147,000	$ 115,120	$ 146,000	*	*
Business Development Senior Coordinator/Specialist	$ 78,750	*	$ 82,500	$ 81,930	*	*	*
Marketing and Business Development Chief Officer	*	*	*	*	*	*	*
Marketing and Business Development Director		*	*	*	*	*	$ 171,000
Marketing and Business Development Manager	*	*	$ 130,000	$ 127,090	$ 118,680	*	*
Marketing and Business Development Senior Coordinator/Specialist	$ 58,500	*	$ 75,000	$ 86,990	*	*	*
Events Manager/Coordinator	$ 83,100	$ 90,950	$ 81,800	$ 84,850	*	*	$ 99,320
TECHNOLOGY POSITIONS							
Chief Information Officer	*		*	$ 469,350	$ 240,000	*	$ 307,500
Information Technology Director/Manager	*	$ 183,500	$ 169,010	$ 189,000	$ 180,000	$ 176,310	$ 172,270
Cybercrime Director/Specialist	*	*	$ 121,800	$ 155,550	*		$ 150,500
Web Developer/Manager			$ 125,780	*	$ 123,000	*	$ 145,000
CRM and E-marketing Specialist	*	*	*	*	*	*	*
E-discovery Director/Specialist	*	*	$ 162,650	$ 141,200	$ 176,150	*	$ 137,500
Systems Manager	*	*	$ 128,510	$ 136,320	$ 130,630	$ 125,000	$ 138,840
Network Administrator	*	$ 77,200	$ 112,350	$ 111,000	$ 118,340	$ 106,000	$ 130,730
Word Processing Manager		*	*	*	*	*	$ 118,250
Applications Support Analyst	$ 72,010	$ 86,250	$ 89,450	$ 99,910	$ 108,000	$ 113,070	$ 102,350
Help Desk/User-Training Specialist	$ 70,000	$ 71,320	$ 72,920	$ 75,640	$ 81,020	$ 78,920	$ 84,500

SUMMARY (continued)

Median Base Salary by Years of Experience in Position

Title	YEARS OF EXPERIENCE IN POSITION						
	Less than 1 year	1 up to 2 years	2 up to 5 years	5 up to 10 years	10 up to 15 years	15 up to 20 years	20 years or more
LIBRARY AND RECORDS POSITIONS							
Library Director/Manager	*	*	*	$ 159,140	*	$ 115,000	$ 141,750
Reference Librarian	*	$ 94,300	$ 100,000	$ 82,500	*	*	$ 98,040
Library Clerk	*	*	$ 56,500	$ 72,500	*		*
Records Manager/Director	*	*	$ 110,000	$ 98,780	$ 87,080	$ 83,500	$ 80,210
Records/File Clerk	$ 48,000	$ 49,500	$ 47,390	$ 50,390	$ 50,910	$ 56,470	$ 56,500
ACCOUNTING AND FINANCE POSITIONS							
Chief Financial Officer	*	*	*	$ 325,000	$ 301,340	$ 336,000	$ 295,000
Finance Director/Controller	$ 203,000	$ 166,850	$ 181,960	$ 170,400	$ 173,500	$ 176,450	$ 173,200
Accounting Manager/Supervisor	*	$ 110,000	$ 116,010	$ 100,460	$ 111,960	$ 111,600	$ 121,050
Finance Reporting Analyst/Manager	$ 95,000	$ 130,430	$ 96,500	$ 99,190	$ 115,000	*	$ 131,600
Collections Manager	*	$ 132,980	*	$ 77,500	$ 90,790	*	$ 100,060
Payroll Specialist	*	*	$ 77,500	$ 81,990	*	*	$ 79,690
Billing Manager	$ 118,500	*	$ 119,200	$ 108,350	$ 132,000	$ 102,600	$ 108,000
Billing Specialist	$ 71,390	$ 74,300	$ 72,810	$ 74,560	$ 75,000	$ 75,650	$ 80,370
Accountant	*	$ 97,000	$ 83,530	$ 84,870	*	*	*
Accounts Payable Specialist/Accounts Receivable Specialist	$ 64,000	$ 60,500	$ 64,420	$ 70,000	$ 63,020	$ 58,800	$ 71,620
Accounting Clerk/Bookkeeper	$ 63,000	$ 60,500	$ 62,140	$ 60,440	$ 60,600	$ 68,410	$ 70,190
eBilling Analyst	$ 70,000	$ 77,250	$ 77,520	$ 74,130	*	*	*
Senior Accounts Receivable Specialist	*	*	$ 86,500	*	*	*	*
LEGAL SUPPORT SERVICE POSITIONS							
Litigation Support Coordinator	*	$ 91,580	$ 88,500	$ 115,000	$ 96,410	*	$ 94,000
Paralegal Manager/Supervisor	$ 145,000	$ 132,000	$ 148,630	$ 140,000	*	$ 140,700	$ 137,500
Legal Support Supervisor/Coordinator	$ 85,970	$ 68,900	$ 89,000	$ 122,500	$ 89,450	$ 85,530	$ 100,850
Legal Assistant	$ 65,000	$ 68,670	$ 68,250	$ 70,300	$ 74,330	$ 80,350	$ 81,430
Paralegal	$ 84,200	$ 86,750	$ 85,290	$ 90,000	$ 91,110	$ 88,320	$ 96,430
Legal Secretary	$ 75,000	$ 78,450	$ 74,330	$ 84,940	$ 85,600	$ 86,410	$ 89,100
Docket Clerk/Manager	$ 70,000	$ 77,630	$ 85,980	$ 83,640	$ 82,350	$ 92,190	$ 89,950
Nurse Consultant		$ 82,000	$ 82,500	$ 104,000	*	*	$ 105,120
Conflicts Analyst/Coordinator	$ 58,490	$ 57,990	$ 71,950	$ 72,240	$ 77,000	$ 75,620	$ 78,760
Pro Bono Manager/Coordinator		*	*	*		*	*
Law Clerk	$ 83,200	$ 90,350	$ 70,730	$ 60,850		*	
INTELLECTUAL PROPERTY PRACTICE AREA POSITIONS							
Patent Agent	$ 130,000	$ 137,030	$ 165,000	$ 175,500	$ 200,000	*	$ 165,000
IP Paralegal	$ 93,500	$ 96,500	$ 110,270	$ 97,320	$ 110,500	$ 105,330	$ 103,000
IP Docket Specialist	$ 79,600	$ 81,760	$ 79,980	$ 87,050	$ 98,040	$ 83,530	$ 90,220
IP Legal Secretary	$ 80,000	$ 94,560	$ 79,910	$ 89,150	$ 86,050	$ 83,710	$ 89,650
OFFICE SERVICES DEPARTMENT POSITIONS							
Receptionist	$ 53,500	$ 49,920	$ 52,100	$ 55,170	$ 54,500	$ 56,510	$ 57,000
Office Services Assistant/Clerk	$ 45,760	$ 45,250	$ 50,000	$ 53,500	$ 48,400	$ 57,000	$ 60,000
Professional Development Administrator/Education Coordinator	*	*	$ 87,500	*	*		*
Operations Manager	$ 170,800	*	$ 178,600	$ 105,650	*	*	*
Facilities Coordinator	$ 70,000	*	$ 55,940	$ 48,010	$ 46,310	*	$ 61,230
Administrative Assistant	$ 56,000	$ 55,830	$ 65,730	$ 60,500	$ 58,340	*	$ 72,800
Marketing Specialist/Business Development		*	*	*		*	
Copy Clerk	$ 47,640	$ 49,920	$ 45,000	$ 52,530	*	$ 51,500	$ 51,500
Messenger	$ 28,080	*	*	$ 48,270	$ 51,600	*	$ 52,520

SUMMARY (continued)

Median Base Salary by Years of Experience in Position

Title	YEARS OF EXPERIENCE IN POSITION						
	Less than 1 year	1 up to 2 years	2 up to 5 years	5 up to 10 years	10 up to 15 years	15 up to 20 years	20 years or more
PARTNERS							
Equity Partners/Owners	$ 315,090	$ 448,250	$ 393,040	$ 316,250	$ 314,620	$ 265,000	$ 310,630
Non-Equity Partners	$ 350,000	$ 342,500	$ 278,450	$ 263,500	$ 253,110	$ 220,000	$ 207,500
ASSOCIATE ATTORNEY POSITIONS							
Summer Associate	$ 144,460	$ 83,200					
Associate Attorney (1 year or less of experience)	$ 170,000	$ 132,750	$ 140,000				
Associate Attorney (2 years of experience)	$ 215,000	$ 170,000	$ 131,750	*	*		
Associate Attorney (3 years of experience)	$ 210,000	$ 205,500	$ 175,000	$ 135,000	*		
Associate Attorney (4 years of experience)	$ 245,000	$ 195,000	$ 195,000	$ 225,000	*		
Associate Attorney (5 years of experience)	$ 260,000	$ 213,000	$ 235,000	$ 184,500	*		
Associate Attorney (6 years of experience)	$ 290,000	$ 225,000	$ 260,000	$ 228,500	*	*	
Associate Attorney (7 years of experience)	$ 300,000	$ 261,250	$ 282,500	$ 245,000	*		*
Associate Attorney (8 years of experience)	$ 223,360	$ 285,000	$ 280,000	$ 257,500	*	*	
Associate Attorney (9 years of experience)	$ 290,000	$ 290,000	$ 310,000	$ 257,500	*		*
Associate Attorney (10 years or more of experience)	$ 280,000	$ 227,500	$ 235,750	$ 264,000	$ 213,000	$ 223,750	$ 196,870

SUMMARY (continued)

Median Base Salary by Number of Attorneys at Location (Law Firms Only)

Title	NUMBER OF ATTORNEYS AT LOCATION					
	Fewer than 10	10-24	25-49	50-99	100-199	200 or more
ADMINISTRATIVE POSITIONS						
Executive Director/Principal Administrator/Chief Operating Officer (Law Firm)	$ 150,000	$ 161,980	$ 221,250	$ 291,430	$ 568,000	
Administrative/Office Manager (Law Firm)	$ 108,500	$ 133,000	$ 160,000	$ 148,500	*	
Branch Office Manager	$ 120,990	$ 117,810	$ 126,410	$ 143,380	$ 154,440	*
Practice Area Administrator		$ 96,000	$ 85,760	$ 177,500	$ 215,500	*
Legal Project Manager	*	$ 133,330	$ 147,720	$ 127,440	$ 125,150	*
Office Services/Facilities Manager	*	$ 81,430	$ 85,300	$ 82,790	$ 114,740	*
Professional Development Director	*	*	$ 193,330	$ 195,000	$ 203,050	*
HUMAN RESOURCES POSITIONS						
Human Resources Director	$ 170,000	$ 164,800	$ 158,850	$ 196,360	$ 193,750	*
Human Resources Manager	*	$ 112,980	$ 128,000	$ 130,500	$ 137,500	*
Human Resources Generalist		$ 79,380	$ 83,920	$ 88,500	$ 80,440	*
Human Resources Assistant/Coordinator	*	*	$ 56,290	$ 59,180	$ 63,530	*
Payroll/HRIS Position	*	*	$ 89,010	$ 92,700	$ 97,500	
Benefits Coordinator/Administrator	*	*	$ 78,000	$ 92,000	$ 81,000	*
Legal Staff Recruiter	*	$ 131,500	$ 120,000	$ 89,620	$ 128,050	$ 147,500
Support Staff Recruiter	*	*	*	$ 69,730	$ 87,000	*
MARKETING POSITIONS						
Marketing and/or Communications Chief Officer		$ 320,000	$ 245,000	$ 197,500	$ 370,000	*
Marketing and/or Communications Director	*	$ 136,000	$ 131,500	$ 176,890	$ 204,470	*
Marketing and/or Communications Manager	$ 116,710	$ 133,570	$ 105,000	$ 122,280	$ 130,370	*
Marketing and/or Communications Senior Coordinator/Specialist	*	$ 88,700	$ 63,770	$ 76,100	$ 90,830	*
Marketing and/or Communications Business Development Assistant/Coordinator		$ 65,000	$ 59,940	$ 68,890	$ 69,690	$ 75,430
Business Development Director		$ 201,020	$ 208,010	*	$ 165,000	*
Business Development Manager	*	$ 146,770	$ 117,670	$ 141,390	$ 130,200	$ 145,000
Business Development Senior Coordinator/Specialist	*	$ 84,660	$ 80,630	$ 84,000	*	*
Marketing and Business Development Chief Officer			*	*	*	*
Marketing and Business Development Director	*	$ 197,000	*	$ 181,500	*	
Marketing and Business Development Manager		$ 138,090	$ 158,740	$ 123,820	$ 130,000	
Marketing and Business Development Senior Coordinator/Specialist	*	$ 75,080	$ 75,400	$ 79,710	$ 76,500	
Events Manager/Coordinator	*	$ 86,440	$ 83,000	$ 83,300	$ 95,400	*
TECHNOLOGY POSITIONS						
Chief Information Officer		*	$ 208,800	$ 255,690	$ 440,000	*
Information Technology Director/Manager	*	$ 156,000	$ 165,000	$ 171,660	$ 187,250	*
Cybercrime Director/Specialist		$ 171,000	$ 123,600	$ 191,250	$ 129,500	
Web Developer/Manager		*	*	$ 128,210	*	*
CRM and E-marketing Specialist	*	*	*	*	*	*
E-discovery Director/Specialist	*	$ 141,070	$ 154,190	$ 140,000	$ 180,000	*
Systems Manager	*	$ 147,570	$ 108,690	$ 136,610	$ 150,800	*
Network Administrator	*	$ 107,740	$ 115,400	$ 114,500	$ 123,200	*
Word Processing Manager			*	$ 116,950	$ 109,650	*
Applications Support Analyst	*	$ 95,560	$ 89,600	$ 92,940	$ 110,460	*
Help Desk/User-Training Specialist	$ 85,500	$ 80,000	$ 73,710	$ 77,810	$ 74,910	$ 93,190

SUMMARY (continued)

Median Base Salary by Number of Attorneys at Location (Law Firms Only)

Title	NUMBER OF ATTORNEYS AT LOCATION					
	Fewer than 10	10-24	25-49	50-99	100-199	200 or more
LIBRARY AND RECORDS POSITIONS						
Library Director/Manager		*	$ 126,650	$ 125,000	$ 156,000	*
Reference Librarian	*	$ 95,920	$ 82,250	$ 97,500	$ 87,470	*
Library Clerk		*	*	$ 60,410	*	*
Records Manager/Director	*	$ 106,750	$ 113,000	$ 80,000	$ 110,000	
Records/File Clerk	$ 55,110	$ 57,170	$ 52,000	$ 53,580	$ 54,000	*
ACCOUNTING AND FINANCE POSITIONS						
Chief Financial Officer	*	$ 213,530	$ 236,250	$ 301,340	$ 380,000	*
Finance Director/Controller	*	$ 173,200	$ 160,000	$ 204,550	$ 200,090	*
Accounting Manager/Supervisor	*	$ 100,720	$ 105,000	$ 125,940	$ 116,790	*
Finance Reporting Analyst/Manager	*	$ 137,430	$ 86,500	$ 123,380	$ 110,000	*
Collections Manager	*	*	$ 85,040	$ 102,050	*	*
Payroll Specialist		$ 80,000	$ 81,250	$ 91,000	$ 88,000	*
Billing Manager	*	$ 120,890	$ 104,920	$ 108,550	$ 134,000	*
Billing Specialist	$ 76,380	$ 78,600	$ 75,850	$ 74,750	$ 73,260	*
Accountant	*	$ 84,360	$ 75,000	$ 95,250	$ 87,000	
Accounts Payable Specialist/Accounts Receivable Specialist	*	$ 67,780	$ 60,000	$ 63,920	$ 67,900	*
Accounting Clerk/Bookkeeper	$ 74,830	$ 64,030	$ 65,000	$ 64,840	$ 70,000	*
eBilling Analyst	*	$ 77,010	$ 87,550	$ 79,500	$ 81,070	*
Senior Accounts Receivable Specialist			*	$ 88,200	*	*
LEGAL SUPPORT SERVICE POSITIONS						
Litigation Support Coordinator	*	$ 95,000	$ 85,160	$ 125,000	$ 119,240	*
Paralegal Manager/Supervisor	$ 130,000	$ 135,770	$ 142,500	$ 155,790	*	*
Legal Support Supervisor/Coordinator	$ 93,500	$ 83,740	$ 101,140	$ 85,560	$ 91,050	*
Legal Assistant	$ 70,000	$ 71,840	$ 68,640	$ 78,880	$ 80,270	*
Paralegal	$ 81,670	$ 88,750	$ 87,210	$ 99,820	$ 105,000	$ 85,000
Legal Secretary	$ 75,750	$ 86,000	$ 80,000	$ 84,180	$ 83,720	$ 80,000
Docket Clerk/Manager	$ 75,490	$ 74,000	$ 73,140	$ 83,640	$ 81,500	*
Nurse Consultant	*	$ 91,740	$ 82,500	*	*	
Conflicts Analyst/Coordinator	$ 62,100	$ 71,010	$ 73,090	$ 75,500	$ 76,500	*
Pro Bono Manager/Coordinator		*	*	*	*	*
Law Clerk	$ 91,800	$ 109,500	$ 69,760	$ 58,250	*	
INTELLECTUAL PROPERTY PRACTICE AREA POSITIONS						
Patent Agent	*	$ 176,000	$ 161,000	$ 192,700	$ 162,670	*
IP Paralegal	$ 100,610	$ 126,090	$ 105,710	$ 101,570	$ 118,830	*
IP Docket Specialist	$ 79,040	$ 88,180	$ 84,500	$ 89,440	$ 85,000	*
IP Legal Secretary	$ 90,000	$ 102,950	$ 87,250	$ 81,750	$ 104,000	*
OFFICE SERVICES DEPARTMENT POSITIONS						
Receptionist	$ 55,000	$ 53,560	$ 50,000	$ 53,300	$ 52,000	*
Office Services Assistant/Clerk	$ 47,000	$ 53,870	$ 52,000	$ 50,000	$ 55,640	
Professional Development Administrator/Education Coordinator	*	*	$ 81,300	*	$ 103,000	
Operations Manager		$ 211,440	$ 118,750	$ 118,450	*	
Facilities Coordinator	*	$ 64,270	$ 59,390	$ 72,500	$ 59,430	
Administrative Assistant	$ 56,300	$ 78,140	$ 61,370	$ 60,870	$ 70,170	*
Marketing Specialist/Business Development	*	*		*	*	
Copy Clerk	*	$ 51,150	$ 51,550	$ 48,930	$ 49,440	*
Messenger	$ 49,770	$ 44,500	$ 36,520	$ 40,560		*

SUMMARY (continued)

Median Base Salary by Number of Attorneys at Location (Law Firms Only)

Title	NUMBER OF ATTORNEYS AT LOCATION					
	Fewer than 10	10-24	25-49	50-99	100-199	200 or more
PARTNERS						
Equity Partners/Owners	$ 285,000	$ 275,000	$ 250,000	$ 362,500	$ 930,390	
Non-Equity Partners	$ 248,000	$ 210,000	$ 208,130	$ 415,000	$ 400,000	
ASSOCIATE ATTORNEY POSITIONS						
Summer Associate	$ 144,460	$ 140,000	$ 110,000	$ 159,900	*	
Associate Attorney (1 year or less of experience)	$ 125,000	$ 145,710	$ 165,000	$ 190,000	$ 215,000	*
Associate Attorney (2 years of experience)	$ 123,750	$ 142,500	$ 150,000	$ 210,000	$ 220,000	*
Associate Attorney (3 years of experience)	$ 148,750	$ 171,000	$ 170,000	$ 210,000	$ 235,000	*
Associate Attorney (4 years of experience)	$ 185,000	$ 185,070	$ 182,290	$ 220,000	$ 260,000	*
Associate Attorney (5 years of experience)	$ 165,500	$ 191,400	$ 205,000	$ 235,000	$ 265,000	*
Associate Attorney (6 years of experience)	$ 170,000	$ 230,000	$ 200,000	$ 262,500	$ 290,000	*
Associate Attorney (7 years of experience)	$ 200,000	$ 200,000	$ 234,070	$ 290,000	$ 315,000	*
Associate Attorney (8 years of experience)	$ 205,000	$ 235,040	$ 247,500	$ 310,000	$ 310,000	*
Associate Attorney (9 years of experience)	$ 206,000	$ 204,000	$ 255,000	$ 317,500	$ 317,500	*
Associate Attorney (10 years or more of experience)	$ 200,000	$ 203,360	$ 191,200	$ 225,000	$ 300,020	*

Median Hourly Wages for Paralegals and Legal Secretaries by Firm Size (Law Firms Only)

Title	Fewer than 10	10-24	25-49	50-99	100-199	200 or more
Paralegals						
Less than 1 year	$ 34.00	$ 45.00	$ 41.50	$ 45.00	$ 41.50	*
1 up to 2 years	$ 36.00	$ 43.00	$ 43.50	$ 50.50	$ 44.00	*
2 up to 5 years	$ 37.00	$ 41.00	$ 40.00	$ 48.00	$ 53.50	*
5 up to 10 years	$ 43.00	$ 40.50	$ 40.30	$ 45.00	$ 51.14	*
10 up to 15 years	$ 43.00	$ 43.00	$ 40.00	$ 53.00	$ 48.50	*
15 up to 20 years	$ 38.58	$ 40.75	$ 37.00	$ 47.00	$ 58.00	
20 years or more	$ 43.41	$ 42.00	$ 43.00	$ 52.00	$ 62.00	*
Legal Secretaries						
Less than 1 year	$ 38.00	$ 40.50	$ 33.33	$ 44.00	$ 36.00	*
1 up to 2 years	$ 30.00	$ 43.50	$ 37.00	$ 36.26	$ 34.00	*
2 up to 5 years	$ 33.00	$ 37.00	$ 33.00	$ 38.50	$ 42.00	*
5 up to 10 years	$ 36.50	$ 38.00	$ 38.00	$ 43.00	$ 45.00	*
10 up to 15 years	$ 37.19	$ 42.00	$ 39.00	$ 39.50	$ 53.00	*
15 up to 20 years	$ 40.50	$ 42.00	$ 42.00	$ 39.00	$ 49.00	*
20 years or more	$ 39.00	$ 42.00	$ 43.60	$ 44.00	$ 47.81	*

SUMMARY (continued)

Abiliity to Work Remotely by Position

Title	Ability to Work Remotely			
	Yes	Yes, expected to work remotely	Yes, flexibility to work remotely	No, expected to work in office
ADMINISTRATIVE POSITIONS				
Executive Director/Principal Administrator/Chief Operating Officer (Law Firm)	84.9%	2.8%	82.1%	15.1%
Administrative/Office Manager (Law Firm)	66.4%	1.7%	64.7%	33.6%
Branch Office Manager	67.4%	1.7%	65.7%	32.6%
Practice Area Administrator	36.6%	2.0%	34.7%	63.4%
Legal Project Manager	100.0%	8.6%	91.4%	0.0%
Office Services/Facilities Manager	39.3%	2.6%	36.8%	60.7%
Professional Development Director	89.7%	3.4%	86.2%	10.3%
HUMAN RESOURCES POSITIONS				
Human Resources Director	92.0%	3.0%	89.0%	8.0%
Human Resources Manager	91.8%	15.5%	76.3%	8.2%
Human Resources Generalist	93.2%	6.8%	86.5%	6.8%
Human Resources Assistant/Coordinator	87.0%	11.1%	75.9%	13.0%
Payroll/HRIS Position	91.2%	11.8%	79.4%	8.8%
Benefits Coordinator/Administrator	98.2%	8.8%	89.5%	1.8%
Legal Staff Recruiter	98.7%	6.7%	92.0%	1.3%
Support Staff Recruiter	97.1%	14.7%	82.4%	2.9%
MARKETING POSITIONS				
Marketing and/or Communications Chief Officer	88.9%	7.4%	81.5%	11.1%
Marketing and/or Communications Director	92.4%	3.0%	89.4%	7.6%
Marketing and/or Communications Manager	98.6%	7.1%	91.4%	1.4%
Marketing and/or Communications Senior Coordinator/Specialist	92.9%	3.6%	89.3%	7.1%
Marketing and/or Communications Business Development Assistant/Coordinator	92.6%	14.9%	77.7%	7.4%
Business Development Director	95.7%	4.3%	91.3%	4.3%
Business Development Manager	98.9%	12.6%	86.3%	1.1%
Business Development Senior Coordinator/Specialist	100.0%	6.3%	93.8%	0.0%
Marketing and Business Development Chief Officer	100.0%	9.1%	90.9%	0.0%
Marketing and Business Development Director	100.0%	3.7%	96.3%	0.0%
Marketing and Business Development Manager	96.1%	7.8%	88.2%	3.9%
Marketing and Business Development Senior Coordinator/Specialist	98.0%	0.0%	98.0%	2.0%
Events Manager/Coordinator	92.1%	2.6%	89.5%	7.9%
TECHNOLOGY POSITIONS				
Chief Information Officer	95.5%	4.5%	90.9%	4.5%
Information Technology Director/Manager	95.2%	7.8%	87.4%	4.8%
Cybercrime Director/Specialist	97.4%	13.2%	84.2%	2.6%
Web Developer/Manager	96.8%	12.9%	83.9%	3.2%
CRM and E-marketing Specialist	100.0%	5.9%	94.1%	0.0%
E-discovery Director/Specialist	89.8%	10.2%	79.6%	10.2%
Systems Manager	95.7%	10.6%	85.1%	4.3%
Network Administrator	95.7%	10.4%	85.2%	4.3%
Word Processing Manager	75.0%	10.7%	64.3%	25.0%
Applications Support Analyst	96.1%	9.7%	86.4%	3.9%
Help Desk/User-Training Specialist	84.2%	13.6%	70.6%	15.8%

SUMMARY (continued)

Abiliity to Work Remotely by Position

Title	Ability to Work Remotely			
	Yes	Yes, expected to work remotely	Yes, flexibility to work remotely	No, expected to work in office
LIBRARY AND RECORDS POSITIONS				
Library Director/Manager	97.8%	8.7%	89.1%	2.2%
Reference Librarian	97.7%	26.7%	70.9%	2.3%
Library Clerk	81.3%	6.3%	75.0%	18.8%
Records Manager/Director	87.9%	5.2%	82.8%	12.1%
Records/File Clerk	46.8%	1.9%	44.9%	53.2%
ACCOUNTING AND FINANCE POSITIONS				
Chief Financial Officer	91.1%	1.8%	89.3%	8.9%
Finance Director/Controller	92.8%	5.6%	87.2%	7.2%
Accounting Manager/Supervisor	82.3%	3.1%	79.2%	17.7%
Finance Reporting Analyst/Manager	98.2%	3.6%	94.5%	1.8%
Collections Manager	100.0%	10.8%	89.2%	0.0%
Payroll Specialist	88.7%	15.1%	73.6%	11.3%
Billing Manager	95.0%	16.3%	78.8%	5.0%
Billing Specialist	93.6%	11.7%	81.9%	6.4%
Accountant	89.1%	7.8%	81.3%	10.9%
Accounts Payable Specialist/Accounts Receivable Specialist	88.5%	11.0%	77.5%	11.5%
Accounting Clerk/Bookkeeper	90.5%	3.6%	86.9%	9.5%
eBilling Analyst	97.8%	37.0%	60.9%	2.2%
Senior Accounts Receivable Specialist	100.0%	10.0%	90.0%	0.0%
LEGAL SUPPORT SERVICE POSITIONS				
Litigation Support Coordinator	100.0%	7.0%	93.0%	0.0%
Paralegal Manager/Supervisor	96.8%	19.0%	77.8%	3.2%
Legal Support Supervisor/Coordinator	92.7%	6.4%	86.2%	7.3%
Legal Assistant	79.7%	1.3%	78.3%	20.3%
Paralegal	90.1%	5.6%	84.5%	9.9%
Legal Secretary	91.7%	1.9%	89.8%	8.3%
Docket Clerk/Manager	96.7%	18.9%	77.9%	3.3%
Nurse Consultant	100.0%	3.2%	96.8%	0.0%
Conflicts Analyst/Coordinator	95.8%	22.5%	73.3%	4.2%
Pro Bono Manager/Coordinator	92.3%	7.7%	84.6%	7.7%
Law Clerk	82.9%	3.7%	79.3%	17.1%
INTELLECTUAL PROPERTY PRACTICE AREA POSITIONS				
Patent Agent	100.0%	9.5%	90.5%	0.0%
IP Paralegal	99.4%	25.7%	73.7%	0.6%
IP Docket Specialist	100.0%	31.8%	68.2%	0.0%
IP Legal Secretary	99.5%	16.7%	82.8%	0.5%

SUMMARY (continued)

Abiliity to Work Remotely by Position

Title	Ability to Work Remotely			
	Yes	Yes, expected to work remotely	Yes, flexibility to work remotely	No, expected to work in office
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	14.2%	5.2%	9.0%	85.8%
Office Services Assistant/Clerk	24.0%	0.0%	24.0%	76.0%
Professional Development Administrator/Education Coordinator	94.4%	0.0%	94.4%	5.6%
Operations Manager	81.3%	0.0%	81.3%	18.8%
Facilities Coordinator	20.4%	0.0%	20.4%	79.6%
Administrative Assistant	55.5%	1.6%	53.8%	44.5%
Marketing Specialist/Business Development	88.9%	11.1%	77.8%	11.1%
Copy Clerk	17.4%	0.0%	17.4%	82.6%
Messenger	0.0%	0.0%	0.0%	100.0%
PARTNERS				
Equity Partners/Owners	96.4%	1.9%	94.5%	3.6%
Non-Equity Partners	95.7%	3.5%	92.2%	4.3%
ASSOCIATE ATTORNEY POSITIONS				
Summer Associate	35.4%	0.0%	35.4%	64.6%
Associate Attorney (1 year or less of experience)	83.1%	5.9%	77.2%	16.9%
Associate Attorney (2 years of experience)	90.8%	10.3%	80.5%	9.2%
Associate Attorney (3 years of experience)	90.4%	10.0%	80.4%	9.6%
Associate Attorney (4 years of experience)	89.9%	12.4%	77.5%	10.1%
Associate Attorney (5 years of experience)	93.5%	10.7%	82.8%	6.5%
Associate Attorney (6 years of experience)	92.4%	11.4%	81.0%	7.6%
Associate Attorney (7 years of experience)	96.1%	12.0%	84.0%	3.9%
Associate Attorney (8 years of experience)	94.9%	9.1%	85.8%	5.1%
Associate Attorney (9 years of experience)	94.5%	13.8%	80.6%	5.5%
Associate Attorney (10 years or more of experience)	90.2%	14.2%	76.0%	9.8%

SUMMARY (continued)

Billing Methods and Rates

Firms typically employ 44 full-time attorneys and 42 full-time staff across all locations (offices). The number of attorneys firms typically employ includes 18 equity partners/owners, 6 non-equity partners/owners, and 19 associates.

Number of Full-Time Employees

	Equity Partners/Owners		Non-Equity Partners/Owners		Associates	
	Count	% Respondents	Count	% Respondents	Count	% Respondents
None	1	0.4%	50	22.3%	2	0.9%
1	10	4.5%	14	6.3%	5	2.2%
2	17	7.6%	8	3.6%	8	3.6%
3-4	18	8.0%	23	10.3%	15	6.7%
5-9	27	12.1%	23	10.3%	41	18.3%
10-24	56	25.0%	40	17.9%	55	24.6%
25-49	40	17.9%	27	12.1%	38	17.0%
50-99	24	10.7%	16	7.1%	23	10.3%
100 or more	23	10.3%	15	6.7%	29	12.9%
No answer	8	3.6%	8	3.6%	8	3.6%

Attorney compensation was determined in a variety of ways that differed by position. About two in five of equity partners/owners' compensation was determined by leverage/origination (42.3%), percentage of fees collected (40.0%), and/or monthly or annual salary (38.6%). Nearly two in three non-equity partners/owners' compensation was determined by monthly or annual salary (62.0%). More than half of associates' compensation was determined by monthly or annual salary (78.8%) and/or performance bonus (53.7%).

Compensation Determination (multiple answers)

	Equity Partners/Owners		Non-Equity Partners/Owners		Associates	
	Count	% Respondents	Count	% Respondents	Count	% Respondents
Leverage/origination	91	42.3%	59	35.5%	37	17.3%
Percentage of fees collected	86	40.0%	59	35.5%	48	22.4%
Monthly or annual salary	83	38.6%	103	62.0%	167	78.0%
Percentage of fees billed	44	20.5%	29	17.5%	25	11.7%
Performance bonus	42	19.5%	59	35.5%	115	53.7%
New business bonus	21	9.8%	17	10.2%	8	3.7%
Tenure bonus	7	3.3%	3	1.8%	15	7.0%
Other	51	23.7%	14	8.4%	21	9.8%
At least one	176	81.9%	132	79.5%	183	85.5%
No answer	39	18.1%	34	20.5%	31	14.5%

Attorney's typical hourly rate varied by position, with at least one in five (across the three listed positions) reporting they did not have a standard or typical hourly rate.

Equity partner/owners rypically reported an hourly rate of $550. Non-equity partners/owners reported a typical rate of $500 and the typical assocate reported a lower hourly rate at $371.

Typical Hourly Rate

	Equity Partners/Owners		Non-Equity Partners/Owners		Associates	
	Count	% Respondents	Count	% Respondents	Count	% Respondents
$600 or more	46	21.4%	27	16.2%	6	2.8%
$500-$599	25	11.6%	13	7.8%	15	7.0%
$400-$499	19	8.8%	20	12.0%	25	11.7%
$300-$399	8	3.7%	9	5.4%	39	18.2%
$200-$299	6	2.8%	5	3.0%	22	10.3%
Less than $200	2	0.9%	1	0.6%	4	1.9%
Did not have a standard or typical hourly rate for this position	57	26.5%	37	22.3%	43	20.1%
No answer	52	24.2%	54	32.5%	60	28.0%

SUMMARY (continued)

Billing Methods and Rates (continued)

Equity partners/owners typically work 1600 billable hours per year, with 16.7% charging for 1800 hours or more. Non-equity partner/owners typically work 1650 billable hours per year, with 18.0% charging for 1800 hours ot more. Associates typically work 1770 billable hours per year, with 27.6% charging for 1800 hours or more.

Typical Hours Per Year

	Equity Partners/Owners		Non-Equity Partners/Owners		Associates	
	Count	% Respondents	Count	% Respondents	Count	% Respondents
1900 hours or more	19	8.8%	11	6.6%	15	7.0%
1800 - 1899 hours	17	7.9%	19	11.4%	44	20.6%
1700-1799 hours	9	4.2%	9	5.4%	14	6.5%
1600-1699 hours	12	5.6%	13	7.8%	13	6.1%
1500-1599 hours	15	7.0%	10	6.0%	10	4.7%
1400-1499 hours	10	4.7%	3	1.8%	10	4.7%
Less than 1400 hours	23	10.7%	18	10.8%	14	6.5%
Did not have a standard or typical hourly rate for this position	57	26.5%	37	22.3%	43	20.1%
No answer	53	24.7%	46	27.7%	51	23.8%

When asked what other billable methods besides hourly that each position engages in, over half of all attorneys report charging a fixed/flat rate — 56.3% of equity partners/owners, 51.8% of non-equity partners/owners and 50.5% of associates.

Other Billable Methods (multiple answers)

	Equity Partners/Owners		Non-Equity Partners/Owners		Associates	
	Count	% Respondents	Count	% Respondents	Count	% Respondents
Fixed/flat rate	121	56.3%	86	51.8%	108	50.5%
Contingency rate	84	39.1%	57	34.3%	64	29.9%
Other	13	6.0%	5	3.0%	9	4.2%
At least one	138	64.2%	94	56.6%	118	55.1%
None	30	14.0%	33	19.9%	46	21.5%
No answer	47	21.9%	39	23.5%	50	23.4%

About two in five of all attorneys report that their firm's minimum billable hours for each position stayed the same in 2025 — 39.5% of equity partners/owners, 46.4% of non-equity partners/owners and 61.7% of associates. Of those whose minimum billable hours did not stay the same, more were likely to report their billable hours increased than decreased.

Changes to Firm's Minimum Billable Hours

	Equity Partners/Owners		Non-Equity Partners/Owners		Associates	
	Count	% Respondents	Count	% Respondents	Count	% Respondents
Increased	19	8.8%	15	9.0%	22	10.3%
Stayed the same	85	39.5%	77	46.4%	132	61.7%
Decreased	2	0.9%	4	2.4%	2	0.9%
We did not have a minimum billable hours policy for this position	72	33.5%	37	22.3%	24	11.2%
No answer	37	17.2%	33	19.9%	34	15.9%

SUMMARY (continued)

Billing Methods and Rates (continued)

Attorneys engage in a wide variety of non-billable activites. This is led by marketing/pulic relations for equity partners/owners (63.7%) and non-equity partners/owners (56.0%), and pro bono work for associates (45.3%).

Non-Billable Activities (multiple answers)

	Equity Partners/Owners		Non-Equity Partners/Owners		Associates	
	Count	% Respondents	Count	% Respondents	Count	% Respondents
Marketing/public relations	137	63.7%	93	56.0%	93	43.9%
Office administration	131	60.9%	48	28.9%	48	12.6%
Pro bono	105	48.8%	75	45.2%	75	45.3%
Other nonlegal aspects of practice	103	47.9%	60	36.1%	60	27.6%
Unbilled legal work and research	84	39.1%	55	33.1%	55	44.4%
Employment other than law practice	32	14.9%	15	9.0%	15	2.3%
Other	12	5.6%	4	2.4%	4	4.2%
At least one	168	78.1%	117	70.5%	117	69.6%
None	10	4.7%	14	8.4%	14	12.1%
No answer	37	17.2%	35	21.1%	35	18.2%

Across all firm locations, full-time attorneys reported using a variety of other billing methods in 2025 — led by flat fee (54.2%) and/or contingent/results-based fees (38.0%).

Other Billing Methods (multiple answers)

	Attorneys	
	Count	% Respondents
Flat fee	117	54.2%
Contingent/results-based fees	82	38.0%
Blended hourly rate (same rate regardless of who worked on the file)	63	29.2%
Of counsel	56	25.9%
Capped fees	54	25.0%
Hybrid methods (e.g., contingent with non-contingent component; hourly rate for initial work and then flat fee, etc.)	50	23.1%
Limited-scope representation	25	11.6%
Retrospective (reduced hourly rate with additional fee on completion)	15	6.9%
Success fee (fee is more than 100% of billing if you win and less than 100% of billing if you lose)	14	6.5%
Other	8	3.7%
At least one	152	70.4%
None	19	8.8%
No answer	30	13.9%

COMPENSATION SUMMARY BY POSITION

Executive Director/Principal Administrator/Chief Operating Officer (Law Firm)

This individual assists in developing organizational and business goals. They also participate in meetings of the firm's governing body. Additional responsibilities include developing strategic business plans and administrative policies and directing a supervisory staff that is responsible for carrying out the firm's day-to-day operations. Reports to managing partner/management/executive/policy committee. If a lawyer, not primarily involved in the practice of law.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	108	110	$ 288,460	$ 160,000	$ 225,000	$ 384,250	$ 325,740	$ 182,300	$ 256,500	$ 422,500
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	0	0								
NUMBER OF ATTORNEYS										
Fewer than 10	15	15	$ 157,210	$ 112,000	$ 150,000	$ 175,000	$ 170,930	$ 136,000	$ 151,000	$ 202,830
10-24	22	22	$ 221,140	$ 136,380	$ 161,980	$ 225,760	$ 247,340	$ 152,150	$ 192,500	$ 267,690
25-49	29	30	$ 283,280	$ 194,280	$ 221,250	$ 376,000	$ 310,480	$ 209,950	$ 247,500	$ 420,000
50-99	17	18	$ 319,030	$ 247,500	$ 291,430	$ 425,420	$ 387,950	$ 286,880	$ 331,130	$ 508,750
100-199	11	11	$ 530,660	$ 426,800	$ 568,000	$ 650,000	$ 604,730	$ 469,480	$ 645,000	$ 749,510
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	27	27	$ 416,810	$ 280,000	$ 400,000	$ 600,000	$ 465,520	$ 325,000	$ 420,000	$ 694,700
Nonexempt/clerical employees	16	16	$ 147,790	$ 124,750	$ 150,000	$ 162,250	$ 164,630	$ 139,500	$ 157,270	$ 198,750
Both exempt and nonexempt	58	58	$ 244,010	$ 160,720	$ 217,750	$ 288,130	$ 279,110	$ 182,300	$ 243,500	$ 341,250
No consistent supervisory responsibility	2	2	*	*	*	*	*	*	*	*
EMPLOYEES SUPERVISED										
1-5	20	20	$ 226,350	$ 122,000	$ 192,850	$ 318,750	$ 256,790	$ 141,500	$ 209,200	$ 363,350
6-10	30	30	$ 297,280	$ 160,000	$ 222,750	$ 384,250	$ 329,440	$ 192,540	$ 261,500	$ 420,000
11-25	18	18	$ 284,000	$ 153,750	$ 218,900	$ 356,250	$ 322,500	$ 165,840	$ 239,500	$ 407,440
26-50	11	11	$ 227,110	$ 170,500	$ 210,000	$ 225,750	$ 260,250	$ 190,500	$ 230,000	$ 275,750
51-100	12	12	$ 274,470	$ 196,370	$ 230,000	$ 330,000	$ 313,880	$ 207,110	$ 275,000	$ 410,000
101-250	8	8	$ 314,870	$ 226,500	$ 267,500	$ 414,500	$ 373,340	$ 271,500	$ 324,000	$ 505,000
More than 250	1	1	*	*	*	*	*	*	*	*
None	2	2	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Executive Director/Principal Administrator/Chief Operating Officer (Law Firm)

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	5	5	$ 285,760	$ 148,500	$ 280,000	$ 425,900	$ 336,830	$ 172,340	$ 295,000	$ 522,240
1 up to 2 years	9	9	$ 335,780	$ 161,250	$ 330,000	$ 448,750	$ 384,860	$ 181,250	$ 350,000	$ 563,400
2 up to 5 years	11	11	$ 171,840	$ 112,000	$ 160,000	$ 225,750	$ 195,330	$ 125,000	$ 202,830	$ 275,750
5 up to 10 years	14	14	$ 196,660	$ 138,630	$ 155,830	$ 222,950	$ 215,020	$ 148,000	$ 165,360	$ 272,950
10 up to 15 years	11	11	$ 324,320	$ 157,540	$ 255,000	$ 379,000	$ 362,160	$ 167,790	$ 315,000	$ 450,000
15 up to 20 years	17	17	$ 281,160	$ 169,000	$ 220,500	$ 320,000	$ 319,160	$ 179,000	$ 258,000	$ 347,500
20 years or more	33	33	$ 292,310	$ 190,350	$ 228,000	$ 400,000	$ 333,560	$ 204,420	$ 247,000	$ 425,000
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	7	7	$ 145,670	$ 100,000	$ 144,200	$ 165,500	$ 162,290	$ 110,000	$ 174,000	$ 202,830
AA degree (2 years)	2	2	*	*	*	*	*	*	*	*
BA/BS/BBA degree	41	41	$ 204,100	$ 150,350	$ 193,490	$ 234,000	$ 234,240	$ 162,130	$ 214,650	$ 282,900
MBA degree	23	23	$ 304,170	$ 150,000	$ 290,000	$ 400,000	$ 346,820	$ 154,500	$ 335,000	$ 450,000
MA/MS/MLS degree	7	7	$ 301,810	$ 195,700	$ 232,000	$ 367,500	$ 327,460	$ 210,700	$ 247,000	$ 367,500
JD/LLB degree	8	8	$ 491,740	$ 296,880	$ 510,000	$ 622,350	$ 525,640	$ 309,380	$ 520,000	$ 706,140
Other	3	3	*	*	*	*	*	*	*	*
CLM Certified	16	17	$ 252,920	$ 187,500	$ 222,000	$ 310,000	$ 279,750	$ 193,070	$ 250,000	$ 369,130
GEOGRAPHIC REGION										
Northeastern	12	12	$ 306,850	$ 151,250	$ 274,000	$ 436,250	$ 347,580	$ 163,550	$ 344,000	$ 477,500
Southern	32	32	$ 298,680	$ 205,500	$ 241,000	$ 400,000	$ 338,030	$ 221,180	$ 280,380	$ 427,500
Midwestern	17	18	$ 339,430	$ 150,530	$ 322,500	$ 436,880	$ 377,150	$ 180,070	$ 328,750	$ 551,700
North Central	9	10	$ 303,300	$ 151,470	$ 236,500	$ 453,330	$ 352,010	$ 159,220	$ 269,000	$ 620,640
Southwestern	12	12	$ 235,540	$ 145,000	$ 178,750	$ 300,000	$ 264,010	$ 161,250	$ 200,170	$ 315,000
Mountain	8	8	$ 297,540	$ 165,660	$ 210,000	$ 506,450	$ 318,040	$ 177,770	$ 230,000	$ 522,700
Pacific	18	18	$ 230,040	$ 145,000	$ 196,580	$ 266,250	$ 267,900	$ 148,500	$ 213,830	$ 333,750

COMPENSATION SUMMARY BY POSITION

Executive Director/Principal Administrator/Chief Operating Officer (Law Firm)

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	13	13	$ 230,730	$ 137,000	$ 185,000	$ 282,500	$ 269,500	$ 157,000	$ 213,000	$ 342,500
District of Columbia	5	5	$ 259,470	$ 216,000	$ 280,000	$ 292,680	$ 292,820	$ 232,250	$ 295,000	$ 352,310
Florida	8	8	$ 239,180	$ 153,930	$ 223,880	$ 306,250	$ 272,560	$ 159,180	$ 271,380	$ 358,750
Illinois	7	8	$ 361,690	$ 172,500	$ 373,250	$ 423,750	$ 396,980	$ 182,130	$ 388,250	$ 550,100
Texas	10	10	$ 243,400	$ 138,630	$ 170,250	$ 337,500	$ 273,560	$ 156,380	$ 198,920	$ 363,750
U.S. METROPOLITAN CITIES										
Chicago-Naperville-Elgin, IL-IN-WI	7	8	$ 361,690	$ 172,500	$ 373,250	$ 423,750	$ 396,980	$ 182,130	$ 388,250	$ 550,100
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	6	6	$ 300,200	$ 195,050	$ 285,000	$ 431,250	$ 373,120	$ 217,550	$ 422,500	$ 481,880
Sacramento-Roseville-Folsom, CA	8	8	$ 163,310	$ 106,750	$ 166,750	$ 207,500	$ 191,940	$ 117,750	$ 187,750	$ 252,000
Washington-Arlington-Alexandria, DC-VA-MD-WV	7	7	$ 244,190	$ 205,000	$ 232,000	$ 290,000	$ 271,520	$ 217,500	$ 247,000	$ 333,860

COMPENSATION SUMMARY BY POSITION

Administrative/Office Manager (Law Firm)

This individual is responsible for the day-to-day administrative operations of all or most support functions as contrasted with the broader role of the Principal Administrator. May be responsible for facilities management, including equipment, lease compliance, telecommunications systems and environmental concerns such as ADA compliance. Reports to a supervising lawyer, Principal Administrator, or committee of lawyers responsible for the daily operations. May supervise staff responsible for carrying out the organization's day-to-day operations.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	121	123	$ 144,070	$ 105,000	$ 138,000	$ 178,290	$ 159,210	$ 114,000	$ 152,000	$ 202,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	0	0								
NUMBER OF ATTORNEYS										
Fewer than 10	24	24	$ 117,510	$ 92,130	$ 108,500	$ 133,750	$ 129,030	$ 94,880	$ 120,000	$ 150,750
10-24	39	40	$ 137,850	$ 95,490	$ 133,000	$ 175,000	$ 150,790	$ 103,660	$ 142,730	$ 200,000
25-49	20	20	$ 158,040	$ 116,250	$ 160,000	$ 191,250	$ 177,700	$ 122,270	$ 179,260	$ 228,390
50-99	20	20	$ 156,560	$ 124,500	$ 148,500	$ 188,750	$ 173,620	$ 127,200	$ 164,800	$ 209,950
100-199	3	4	*	*	*	*	*	*	*	*
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	4	4	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	70	70	$ 136,990	$ 104,350	$ 130,720	$ 175,000	$ 151,170	$ 110,090	$ 142,730	$ 200,000
Both exempt and nonexempt	19	19	$ 153,770	$ 130,000	$ 160,000	$ 175,000	$ 175,870	$ 147,140	$ 181,500	$ 202,000
No consistent supervisory responsibility	12	13	$ 101,280	$ 74,080	$ 90,170	$ 121,180	$ 109,280	$ 81,580	$ 98,030	$ 133,280
EMPLOYEES SUPERVISED										
1-5	32	32	$ 120,480	$ 83,000	$ 104,740	$ 137,250	$ 130,860	$ 86,940	$ 112,560	$ 159,440
6-10	21	22	$ 152,670	$ 108,750	$ 149,000	$ 188,750	$ 175,610	$ 120,970	$ 181,770	$ 219,250
11-25	31	31	$ 150,800	$ 123,590	$ 147,000	$ 184,000	$ 167,910	$ 138,000	$ 166,650	$ 214,960
26-50	8	8	$ 147,460	$ 123,750	$ 142,320	$ 168,750	$ 164,870	$ 138,040	$ 157,500	$ 187,000
51-100	2	2	*	*	*	*	*	*	*	*
101-250	0	0								
More than 250	0	0								
None	10	10	$ 116,700	$ 72,240	$ 108,680	$ 171,390	$ 127,110	$ 76,180	$ 112,030	$ 184,680

COMPENSATION SUMMARY BY POSITION

Administrative/Office Manager (Law Firm)

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	3	3	*	*	*	*	*	*	*	*
1 up to 2 years	12	12	$ 155,220	$ 101,750	$ 185,000	$ 190,000	$ 177,280	$ 104,450	$ 211,580	$ 220,000
2 up to 5 years	21	21	$ 124,560	$ 86,000	$ 115,000	$ 161,000	$ 139,290	$ 89,500	$ 127,500	$ 183,500
5 up to 10 years	17	17	$ 132,640	$ 102,060	$ 135,000	$ 150,000	$ 147,500	$ 108,380	$ 151,000	$ 170,000
10 up to 15 years	15	15	$ 143,120	$ 105,000	$ 130,000	$ 190,000	$ 154,220	$ 111,000	$ 135,700	$ 208,000
15 up to 20 years	10	10	$ 134,810	$ 105,890	$ 148,500	$ 170,250	$ 150,010	$ 112,390	$ 151,000	$ 193,750
20 years or more	19	20	$ 155,320	$ 112,500	$ 165,000	$ 191,250	$ 175,490	$ 118,130	$ 190,750	$ 213,330
EDUCATION										
High school or equivalent (no college)	8	8	$ 115,830	$ 75,360	$ 102,180	$ 150,900	$ 136,370	$ 84,360	$ 108,030	$ 192,890
Some college (no degree)	13	13	$ 106,610	$ 94,700	$ 105,000	$ 122,000	$ 119,680	$ 103,400	$ 117,500	$ 137,000
AA degree (2 years)	8	8	$ 138,740	$ 95,080	$ 132,500	$ 184,250	$ 149,190	$ 97,300	$ 146,000	$ 201,500
BA/BS/BBA degree	37	37	$ 149,080	$ 108,050	$ 150,000	$ 190,000	$ 163,410	$ 110,650	$ 157,740	$ 217,480
MBA degree	5	5	$ 184,400	$ 175,000	$ 175,000	$ 198,510	$ 208,900	$ 197,500	$ 200,000	$ 224,760
MA/MS/MLS degree	5	5	$ 170,010	$ 121,000	$ 160,000	$ 224,030	$ 186,390	$ 123,500	$ 180,000	$ 252,490
JD/LLB degree	4	4	*	*	*	*	*	*	*	*
Other	4	4	*	*	*	*	*	*	*	*
CLM Certified	3	3	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	16	16	$ 160,950	$ 106,690	$ 184,500	$ 200,350	$ 177,370	$ 114,720	$ 209,320	$ 220,000
Southern	46	47	$ 139,390	$ 98,000	$ 138,000	$ 175,000	$ 153,960	$ 102,500	$ 150,000	$ 200,000
Midwestern	7	7	$ 149,360	$ 120,000	$ 137,000	$ 160,000	$ 165,140	$ 135,000	$ 157,740	$ 180,000
North Central	7	7	$ 154,000	$ 120,000	$ 138,000	$ 178,290	$ 171,600	$ 121,500	$ 148,770	$ 200,000
Southwestern	9	9	$ 126,950	$ 104,500	$ 130,000	$ 155,000	$ 146,180	$ 113,760	$ 160,000	$ 180,500
Mountain	10	11	$ 152,660	$ 125,000	$ 160,000	$ 189,670	$ 165,390	$ 132,600	$ 169,500	$ 200,600
Pacific	26	26	$ 140,330	$ 106,500	$ 121,800	$ 177,980	$ 154,470	$ 113,080	$ 128,150	$ 212,560

COMPENSATION SUMMARY BY POSITION

Administrative/Office Manager (Law Firm)

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	22	22	$ 146,570	$ 110,000	$ 129,300	$ 185,000	$ 160,330	$ 117,390	$ 139,900	$ 212,740
District of Columbia	7	7	$ 181,040	$ 131,250	$ 192,000	$ 204,000	$ 202,740	$ 142,960	$ 220,000	$ 242,320
Florida	17	17	$ 131,610	$ 97,750	$ 130,200	$ 172,500	$ 144,650	$ 101,250	$ 138,000	$ 197,500
New York	8	8	$ 166,080	$ 87,750	$ 184,500	$ 213,560	$ 186,120	$ 91,250	$ 217,960	$ 238,600
North Carolina	6	7	$ 98,370	$ 80,000	$ 88,720	$ 106,100	$ 103,980	$ 84,000	$ 98,030	$ 106,100
Texas	8	8	$ 125,950	$ 104,250	$ 127,000	$ 162,500	$ 143,200	$ 110,380	$ 148,000	$ 184,910
U.S. METROPOLITAN CITIES										
Los Angeles-Long Beach-Anaheim, CA	10	10	$ 179,550	$ 149,050	$ 188,650	$ 216,250	$ 195,580	$ 150,280	$ 200,150	$ 235,780
Miami-Fort Lauderdale-West Palm Beach, FL	5	5	$ 155,030	$ 120,080	$ 170,000	$ 182,500	$ 170,630	$ 121,580	$ 200,000	$ 205,000
New York-Newark-Jersey City, NY-NJ-PA	8	8	$ 198,710	$ 184,250	$ 190,000	$ 217,810	$ 222,190	$ 211,920	$ 220,000	$ 238,600
Washington-Arlington-Alexandria, DC-VA-MD-WV	8	8	$ 187,010	$ 145,940	$ 193,500	$ 222,650	$ 206,500	$ 158,220	$ 222,500	$ 239,960

COMPENSATION SUMMARY BY POSITION

Branch Office Manager

This individual is the administrator of the second and/or succeeding locations of a multi-office organization. Responsible for business management, operations and procedures of that office. May also have responsibility for accounting, staffing, facilities and maintenance and other functions. Reports to the partner in charge of the office and/or the firm's Principal Administrator.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	197	212	$ 140,420	$ 110,000	$ 133,000	$ 159,780	$ 148,610	$ 114,540	$ 140,220	$ 169,650
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	17	17	$ 147,570	$ 116,500	$ 145,000	$ 178,760	$ 157,580	$ 125,610	$ 153,000	$ 196,260
NUMBER OF ATTORNEYS										
Fewer than 10	21	21	$ 135,780	$ 91,150	$ 121,970	$ 150,170	$ 150,110	$ 92,020	$ 135,720	$ 162,570
10-24	57	58	$ 129,240	$ 94,380	$ 114,560	$ 146,740	$ 136,160	$ 99,150	$ 123,690	$ 155,040
25-49	55	57	$ 140,350	$ 110,000	$ 130,140	$ 174,930	$ 149,650	$ 119,440	$ 134,910	$ 181,430
50-99	24	24	$ 160,180	$ 128,300	$ 148,500	$ 203,000	$ 172,760	$ 140,630	$ 152,300	$ 215,560
100-199	9	9	$ 161,170	$ 133,700	$ 154,440	$ 196,180	$ 168,170	$ 133,700	$ 154,440	$ 215,020
200 or more	3	3	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	4	4	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	131	134	$ 128,270	$ 101,760	$ 119,940	$ 149,310	$ 135,410	$ 106,120	$ 128,410	$ 155,250
Both exempt and nonexempt	15	15	$ 173,560	$ 140,600	$ 150,050	$ 207,000	$ 184,170	$ 145,750	$ 155,050	$ 218,660
No consistent supervisory responsibility	10	10	$ 164,490	$ 101,590	$ 143,010	$ 241,450	$ 180,870	$ 106,190	$ 159,090	$ 268,940
EMPLOYEES SUPERVISED										
1-5	39	41	$ 126,180	$ 90,550	$ 114,400	$ 139,670	$ 134,760	$ 97,430	$ 126,000	$ 145,440
6-10	33	33	$ 133,490	$ 103,040	$ 120,000	$ 150,480	$ 139,750	$ 103,370	$ 125,000	$ 155,980
11-25	55	55	$ 141,020	$ 105,460	$ 135,000	$ 165,000	$ 149,000	$ 113,910	$ 141,800	$ 165,000
26-50	21	22	$ 138,370	$ 106,580	$ 128,140	$ 174,160	$ 146,700	$ 108,620	$ 134,350	$ 183,010
51-100	4	4	*	*	*	*	*	*	*	*
101-250	0	0								
More than 250	0	0								
None	10	10	$ 164,490	$ 101,590	$ 143,010	$ 241,450	$ 180,870	$ 106,190	$ 159,090	$ 268,940

COMPENSATION SUMMARY BY POSITION

Branch Office Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	18	22	$ 170,080	$ 123,750	$ 153,750	$ 207,750	$ 178,790	$ 125,750	$ 156,250	$ 215,010
1 up to 2 years	14	16	$ 128,130	$ 110,200	$ 122,400	$ 149,450	$ 132,840	$ 110,810	$ 127,300	$ 155,880
2 up to 5 years	26	29	$ 160,250	$ 134,340	$ 150,950	$ 173,860	$ 171,710	$ 142,670	$ 156,950	$ 178,870
5 up to 10 years	31	33	$ 135,920	$ 105,230	$ 119,890	$ 142,500	$ 144,970	$ 110,760	$ 128,420	$ 152,500
10 up to 15 years	20	20	$ 125,760	$ 92,940	$ 118,270	$ 148,800	$ 130,840	$ 97,740	$ 126,250	$ 156,050
15 up to 20 years	14	15	$ 119,220	$ 103,070	$ 122,130	$ 142,000	$ 126,480	$ 103,070	$ 134,910	$ 153,000
20 years or more	37	38	$ 117,060	$ 92,150	$ 110,000	$ 131,620	$ 125,590	$ 95,590	$ 114,510	$ 141,840
EDUCATION										
High school or equivalent (no college)	5	5	$ 90,780	$ 67,830	$ 85,230	$ 116,500	$ 98,080	$ 74,010	$ 93,330	$ 124,510
Some college (no degree)	18	18	$ 110,580	$ 95,120	$ 108,750	$ 126,380	$ 117,670	$ 99,550	$ 116,130	$ 138,370
AA degree (2 years)	8	8	$ 108,250	$ 82,220	$ 114,590	$ 118,940	$ 120,860	$ 90,000	$ 129,410	$ 140,000
BA/BS/BBA degree	46	47	$ 123,450	$ 92,500	$ 111,500	$ 143,020	$ 130,920	$ 95,870	$ 120,940	$ 153,510
MBA degree	4	4	*	*	*	*	*	*	*	*
MA/MS/MLS degree	8	8	$ 156,640	$ 102,320	$ 149,480	$ 217,090	$ 173,720	$ 110,580	$ 169,960	$ 237,170
JD/LLB degree	10	10	$ 234,170	$ 187,990	$ 262,500	$ 286,750	$ 256,490	$ 194,630	$ 292,380	$ 313,190
Other	31	31	$ 148,500	$ 131,000	$ 150,050	$ 171,980	$ 152,900	$ 137,500	$ 154,830	$ 171,980
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	22	23	$ 168,330	$ 138,290	$ 181,500	$ 203,330	$ 178,010	$ 138,290	$ 183,150	$ 217,070
Southern	86	92	$ 126,280	$ 100,240	$ 118,940	$ 146,000	$ 133,060	$ 103,020	$ 126,000	$ 155,810
Midwestern	29	35	$ 137,570	$ 122,550	$ 133,690	$ 156,000	$ 145,870	$ 129,500	$ 142,330	$ 165,000
North Central	9	9	$ 121,360	$ 99,380	$ 105,460	$ 152,230	$ 128,530	$ 100,130	$ 114,530	$ 154,730
Southwestern	17	17	$ 135,790	$ 112,300	$ 140,200	$ 157,500	$ 144,000	$ 125,000	$ 146,500	$ 160,080
Mountain	16	17	$ 133,490	$ 113,560	$ 138,590	$ 147,170	$ 137,720	$ 116,210	$ 140,000	$ 152,940
Pacific	35	36	$ 175,080	$ 124,900	$ 161,800	$ 217,840	$ 188,840	$ 132,420	$ 164,300	$ 237,170

COMPENSATION SUMMARY BY POSITION

Branch Office Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	26	27	$ 176,510	$ 124,800	$ 160,000	$ 233,600	$ 190,210	$ 130,000	$ 160,000	$ 253,000
Colorado	6	7	$ 131,720	$ 104,240	$ 140,040	$ 150,950	$ 136,320	$ 111,100	$ 145,000	$ 156,490
District of Columbia	8	8	$ 154,160	$ 123,150	$ 152,070	$ 199,180	$ 163,130	$ 130,900	$ 156,070	$ 202,730
Florida	32	33	$ 126,510	$ 106,050	$ 119,890	$ 146,210	$ 132,210	$ 108,090	$ 126,500	$ 151,850
Georgia	8	8	$ 141,230	$ 105,850	$ 140,200	$ 182,030	$ 144,320	$ 106,970	$ 144,450	$ 183,280
Illinois	9	10	$ 144,260	$ 115,750	$ 153,840	$ 165,000	$ 152,860	$ 137,750	$ 153,840	$ 168,980
Kentucky	5	7	$ 120,860	$ 110,800	$ 121,970	$ 146,000	$ 129,540	$ 113,800	$ 133,540	$ 156,000
Michigan	6	7	$ 134,680	$ 126,800	$ 130,220	$ 152,000	$ 143,610	$ 140,220	$ 141,800	$ 156,000
Nevada	5	5	$ 125,490	$ 107,510	$ 130,000	$ 141,210	$ 132,390	$ 114,260	$ 138,590	$ 147,420
New York	8	8	$ 198,900	$ 177,180	$ 191,760	$ 226,790	$ 207,900	$ 182,090	$ 206,780	$ 235,360
Ohio	10	13	$ 135,970	$ 124,480	$ 129,500	$ 150,000	$ 142,470	$ 126,520	$ 130,140	$ 163,000
Pennsylvania	12	13	$ 150,420	$ 97,530	$ 153,750	$ 199,040	$ 161,350	$ 103,890	$ 156,250	$ 215,600
Tennessee	9	9	$ 129,220	$ 103,000	$ 110,000	$ 156,250	$ 137,500	$ 105,250	$ 113,300	$ 169,000
Texas	14	14	$ 138,360	$ 114,460	$ 140,480	$ 155,490	$ 147,170	$ 136,120	$ 146,810	$ 159,360
Washington	5	5	$ 188,530	$ 150,080	$ 192,000	$ 225,240	$ 206,420	$ 162,780	$ 215,040	$ 245,740
West Virginia	5	7	$ 103,710	$ 80,110	$ 101,760	$ 133,000	$ 111,390	$ 91,210	$ 110,190	$ 136,000
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	8	8	$ 141,230	$ 105,850	$ 140,200	$ 182,030	$ 144,320	$ 106,970	$ 144,450	$ 183,280
Chicago-Naperville-Elgin, IL-IN-WI	9	10	$ 144,260	$ 115,750	$ 153,840	$ 165,000	$ 152,860	$ 137,750	$ 153,840	$ 168,980
Dallas-Fort Worth-Arlington, TX	7	7	$ 148,100	$ 140,200	$ 144,000	$ 171,950	$ 152,490	$ 140,200	$ 150,000	$ 171,950
Denver-Aurora-Centennial, CO	6	7	$ 131,720	$ 104,240	$ 140,040	$ 150,950	$ 136,320	$ 111,100	$ 145,000	$ 156,490
Las Vegas-Henderson-North Las Vegas, NV	5	5	$ 125,490	$ 107,510	$ 130,000	$ 141,210	$ 132,390	$ 114,260	$ 138,590	$ 147,420
Los Angeles-Long Beach-Anaheim, CA	14	14	$ 156,570	$ 124,650	$ 149,650	$ 173,750	$ 164,610	$ 133,270	$ 157,280	$ 176,710
Miami-Fort Lauderdale-West Palm Beach, FL	12	12	$ 143,510	$ 115,880	$ 141,880	$ 164,830	$ 149,670	$ 117,980	$ 148,990	$ 170,270
New York-Newark-Jersey City, NY-NJ-PA	8	8	$ 193,500	$ 164,360	$ 191,760	$ 226,790	$ 200,630	$ 165,860	$ 200,110	$ 235,360
Orlando-Kissimmee-Sanford, FL	5	5	$ 126,940	$ 110,750	$ 118,000	$ 147,600	$ 130,540	$ 115,130	$ 126,500	$ 147,970
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	8	8	$ 170,290	$ 129,750	$ 187,350	$ 206,190	$ 184,380	$ 141,370	$ 210,620	$ 215,670
Seattle-Tacoma-Bellevue, WA	5	5	$ 188,530	$ 150,080	$ 192,000	$ 225,240	$ 206,420	$ 162,780	$ 215,040	$ 245,740
Tampa-St. Petersburg-Clearwater, FL	5	6	$ 132,270	$ 108,750	$ 127,440	$ 148,440	$ 140,910	$ 113,270	$ 134,940	$ 163,300
Washington-Arlington-Alexandria, DC-VA-MD-WV	9	9	$ 150,920	$ 120,500	$ 145,000	$ 186,210	$ 158,890	$ 125,500	$ 153,000	$ 191,920

COMPENSATION SUMMARY BY POSITION

Practice Area Administrator

This individual coordinates the efforts of a practice group team and oversees the group's strategic plan. Completes the due diligence requirements for case acceptance. Manages workload distribution among the team; administers quality control standards; and enhances the development of knowledge, skills and abilities of legal assistants. Reviews the performance of the practice group team and individual team members as needed.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	37	103	*	*	*	*	*	*	*	*
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	3	3	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	0	0								
10-24	7	7	$ 130,310	$ 82,000	$ 96,000	$ 210,050	$ 144,210	$ 87,000	$ 100,400	$ 235,300
25-49	8	8	$ 176,980	$ 79,730	$ 135,650	$ 307,590	$ 201,050	$ 93,080	$ 152,980	$ 350,710
50-99	9	11	$ 174,810	$ 108,500	$ 190,000	$ 218,000	$ 188,410	$ 115,000	$ 198,500	$ 222,000
100-199	7	11	*	*	*	*	*	*	*	*
200 or more	1	5	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	2	2	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	5	7	*	*	*	*	*	*	*	*
Both exempt and nonexempt	8	25	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	22	65	*	*	*	*	*	*	*	*
EMPLOYEES SUPERVISED										
1-5	7	25	*	*	*	*	*	*	*	*
6-10	1	1	*	*	*	*	*	*	*	*
11-25	3	4	*	*	*	*	*	*	*	*
26-50	3	3	*	*	*	*	*	*	*	*
51-100	1	1	*	*	*	*	*	*	*	*
101-250	0	0								
More than 250	0	0								
None	21	64	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Practice Area Administrator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	3	3	*	*	*	*	*	*	*	*
1 up to 2 years	5	5	$ 108,860	$ 54,100	$ 61,100	$ 187,500	$ 115,880	$ 57,700	$ 65,000	$ 199,500
2 up to 5 years	7	8	$ 178,440	$ 109,970	$ 202,000	$ 230,130	$ 195,710	$ 112,880	$ 220,750	$ 249,500
5 up to 10 years	4	5	*	*	*	*	*	*	*	*
10 up to 15 years	8	8	$ 177,780	$ 88,350	$ 155,000	$ 253,000	$ 199,100	$ 100,510	$ 181,000	$ 268,500
15 up to 20 years	5	5	$ 148,040	$ 80,110	$ 82,000	$ 249,000	$ 168,310	$ 84,750	$ 90,490	$ 290,780
20 years or more	5	5	$ 138,350	$ 72,750	$ 108,500	$ 218,880	$ 154,880	$ 84,530	$ 115,000	$ 245,180
EDUCATION										
High school or equivalent (no college)	2	4	*	*	*	*	*	*	*	*
Some college (no degree)	1	1	*	*	*	*	*	*	*	*
AA degree (2 years)	3	3	*	*	*	*	*	*	*	*
BA/BS/BBA degree	16	16	$ 136,990	$ 80,660	$ 103,000	$ 197,750	$ 152,870	$ 91,620	$ 129,730	$ 212,880
MBA degree	0	0								
MA/MS/MLS degree	6	7	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	2	2	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	5	62	*	*	*	*	*	*	*	*
Southern	13	13	$ 157,340	$ 80,110	$ 91,310	$ 249,000	$ 180,880	$ 88,750	$ 109,460	$ 290,780
Midwestern	3	4	*	*	*	*	*	*	*	*
North Central	4	7	*	*	*	*	*	*	*	*
Southwestern	8	12	*	*	*	*	*	*	*	*
Mountain	3	4	*	*	*	*	*	*	*	*
Pacific	4	4	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Practice Area Administrator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Texas	8	12	$ 109,640	$ 61,030	$ 92,150	$ 156,250	$ 117,020	$ 67,080	$ 98,550	$ 173,500

COMPENSATION SUMMARY BY POSITION

Legal Project Manager

This individual provides leadership for the development and maintenance of tools and services to enhance practice efficiency, quality and profitability. Directs efforts to promote and adopt project management tools and best practices and oversees evaluation and improvement of project management program.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	36	53	$ 142,180	$ 106,810	$ 128,500	$ 170,550	$ 156,000	$ 111,400	$ 138,330	$ 185,310
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	4	7	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	2	4	*	*	*	*	*	*	*	*
10-24	8	10	$ 151,820	$ 93,350	$ 134,270	$ 194,060	$ 164,430	$ 97,680	$ 142,720	$ 200,810
25-49	7	10	*	*	*	*	*	*	*	*
50-99	11	15	$ 136,680	$ 103,000	$ 128,000	$ 156,160	$ 145,310	$ 106,000	$ 137,350	$ 178,890
100-199	6	10	*	*	*	*	*	*	*	*
200 or more	1	3	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	5	5	$ 147,180	$ 119,750	$ 148,540	$ 173,930	$ 155,130	$ 126,190	$ 154,180	$ 184,550
Nonexempt/clerical employees	4	4	*	*	*	*	*	*	*	*
Both exempt and nonexempt	1	1	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	29	44	$ 144,450	$ 103,750	$ 130,750	$ 180,120	$ 159,960	$ 107,480	$ 139,180	$ 194,050
EMPLOYEES SUPERVISED										
1-5	5	6	*	*	*	*	*	*	*	*
6-10	4	4	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	27	41	$ 145,300	$ 104,500	$ 128,500	$ 183,170	$ 161,540	$ 108,960	$ 137,350	$ 199,050

COMPENSATION SUMMARY BY POSITION

Legal Project Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	5	6	*	*	*	*	*	*	*	*
1 up to 2 years	3	3	*	*	*	*	*	*	*	*
2 up to 5 years	8	10	$ 123,250	$ 95,540	$ 119,500	$ 150,440	$ 130,560	$ 97,170	$ 127,050	$ 159,780
5 up to 10 years	8	8	$ 136,320	$ 100,580	$ 139,250	$ 167,500	$ 142,800	$ 104,810	$ 146,250	$ 175,970
10 up to 15 years	7	10	*	*	*	*	*	*	*	*
15 up to 20 years	1	1	*	*	*	*	*	*	*	*
20 years or more	9	12	$ 149,390	$ 104,150	$ 130,500	$ 197,250	$ 178,170	$ 107,480	$ 135,620	$ 214,090
EDUCATION										
High school or equivalent (no college)	5	6	*	*	*	*	*	*	*	*
Some college (no degree)	0	0								
AA degree (2 years)	2	2	*	*	*	*	*	*	*	*
BA/BS/BBA degree	15	19	$ 146,290	$ 102,500	$ 128,000	$ 183,750	$ 159,520	$ 105,500	$ 137,350	$ 192,750
MBA degree	3	3	*	*	*	*	*	*	*	*
MA/MS/MLS degree	4	4	*	*	*	*	*	*	*	*
JD/LLB degree	5	7	*	*	*	*	*	*	*	*
Other	3	5	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	3	3	*	*	*	*	*	*	*	*
Southern	16	26	$ 159,830	$ 125,210	$ 149,270	$ 192,500	$ 180,010	$ 133,660	$ 166,570	$ 207,750
Midwestern	6	10	*	*	*	*	*	*	*	*
North Central	3	4	*	*	*	*	*	*	*	*
Southwestern	4	7	*	*	*	*	*	*	*	*
Mountain	5	7	*	*	*	*	*	*	*	*
Pacific	3	3	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Office Services/Facilities Manager

This individual supervises the auxiliary support services of the organization. May include supervision of messengers, receptionists, telephone operators, supply clerks, copy center personnel and other general support staff. May include responsibility for leasehold improvements and maintenance, internal moves, inventory control, etc.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	106	122	$ 98,260	$ 68,580	$ 91,970	$ 125,550	$ 106,280	$ 72,400	$ 97,770	$ 137,950
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	1	1	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	3	3	*	*	*	*	*	*	*	*
10-24	16	17	$ 89,210	$ 66,940	$ 81,430	$ 112,150	$ 98,270	$ 72,480	$ 89,570	$ 118,570
25-49	35	38	$ 93,720	$ 63,870	$ 86,550	$ 116,300	$ 98,430	$ 67,580	$ 90,850	$ 122,020
50-99	26	31	$ 93,950	$ 65,000	$ 82,790	$ 130,000	$ 101,270	$ 67,500	$ 91,400	$ 145,160
100-199	16	17	$ 116,550	$ 93,240	$ 114,740	$ 132,590	$ 126,130	$ 101,560	$ 117,500	$ 143,860
200 or more	3	8	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	2	2	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	62	65	$ 102,390	$ 77,940	$ 95,000	$ 130,000	$ 112,650	$ 82,570	$ 106,460	$ 146,250
Both exempt and nonexempt	4	4	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	30	36	$ 81,750	$ 54,510	$ 68,200	$ 106,090	$ 85,780	$ 57,600	$ 73,770	$ 108,130
EMPLOYEES SUPERVISED										
1-5	47	47	$ 95,310	$ 70,080	$ 88,400	$ 115,000	$ 104,080	$ 75,500	$ 95,340	$ 134,000
6-10	12	12	$ 116,260	$ 92,360	$ 110,800	$ 139,750	$ 128,120	$ 99,710	$ 119,700	$ 159,750
11-25	8	8	$ 144,390	$ 100,700	$ 145,850	$ 184,000	$ 158,580	$ 110,500	$ 165,200	$ 201,950
26-50	2	2	*	*	*	*	*	*	*	*
51-100	1	1	*	*	*	*	*	*	*	*
101-250	0	0								
More than 250	0	0								
None	33	39	$ 85,690	$ 57,200	$ 70,000	$ 117,800	$ 90,180	$ 60,900	$ 75,150	$ 128,800

COMPENSATION SUMMARY BY POSITION

Office Services/Facilities Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	5	6	*	*	*	*	*	*	*	*
1 up to 2 years	13	13	$ 115,360	$ 78,300	$ 120,000	$ 150,000	$ 125,420	$ 81,100	$ 132,200	$ 161,000
2 up to 5 years	12	13	$ 77,340	$ 56,800	$ 73,110	$ 89,700	$ 81,890	$ 60,170	$ 75,500	$ 96,950
5 up to 10 years	14	14	$ 100,510	$ 72,760	$ 97,250	$ 131,250	$ 109,300	$ 73,510	$ 106,250	$ 147,320
10 up to 15 years	8	8	$ 94,750	$ 68,190	$ 94,620	$ 123,750	$ 102,110	$ 68,690	$ 99,620	$ 137,700
15 up to 20 years	14	14	$ 104,960	$ 69,430	$ 90,630	$ 123,160	$ 118,140	$ 75,610	$ 96,130	$ 161,900
20 years or more	34	39	$ 103,350	$ 70,000	$ 100,000	$ 130,000	$ 111,910	$ 76,800	$ 106,460	$ 147,000
EDUCATION										
High school or equivalent (no college)	28	35	$ 87,240	$ 66,400	$ 73,840	$ 110,000	$ 97,910	$ 70,780	$ 79,700	$ 137,800
Some college (no degree)	14	15	$ 92,170	$ 69,500	$ 91,940	$ 106,510	$ 97,630	$ 72,500	$ 95,000	$ 108,580
AA degree (2 years)	7	7	$ 81,280	$ 53,500	$ 65,300	$ 113,400	$ 84,450	$ 55,130	$ 72,100	$ 119,300
BA/BS/BBA degree	21	21	$ 109,710	$ 80,100	$ 105,030	$ 132,590	$ 118,310	$ 86,430	$ 110,030	$ 146,520
MBA degree	2	2	*	*	*	*	*	*	*	*
MA/MS/MLS degree	1	1	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	5	5	$ 100,640	$ 65,880	$ 81,430	$ 145,000	$ 106,590	$ 71,200	$ 89,570	$ 150,500
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	13	14	$ 125,520	$ 85,450	$ 135,300	$ 157,000	$ 138,070	$ 91,780	$ 152,120	$ 173,380
Southern	32	34	$ 94,030	$ 66,890	$ 84,650	$ 125,550	$ 100,330	$ 70,580	$ 92,820	$ 132,650
Midwestern	18	20	$ 87,080	$ 61,730	$ 76,990	$ 100,630	$ 92,100	$ 63,450	$ 78,270	$ 115,360
North Central	9	10	$ 98,300	$ 76,020	$ 97,120	$ 106,810	$ 101,360	$ 77,800	$ 101,540	$ 109,130
Southwestern	14	21	*	*	*	*	*	*	*	*
Mountain	5	6	*	*	*	*	*	*	*	*
Pacific	16	18	$ 104,830	$ 86,210	$ 103,750	$ 135,300	$ 113,830	$ 90,940	$ 108,010	$ 145,750

COMPENSATION SUMMARY BY POSITION

Office Services/Facilities Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	10	12	$ 102,850	$ 63,130	$ 105,670	$ 131,750	$ 111,900	$ 64,630	$ 108,120	$ 143,920
District of Columbia	6	6	$ 122,910	$ 93,300	$ 121,100	$ 143,500	$ 131,440	$ 95,260	$ 124,100	$ 165,800
Florida	7	7	$ 71,290	$ 60,100	$ 70,080	$ 88,400	$ 76,930	$ 66,310	$ 76,180	$ 95,900
Minnesota	6	7	$ 101,750	$ 76,750	$ 102,300	$ 108,830	$ 104,680	$ 79,120	$ 106,140	$ 108,830
North Carolina	5	7	$ 100,460	$ 64,270	$ 101,210	$ 130,000	$ 105,960	$ 68,480	$ 104,210	$ 137,800
Ohio	8	8	$ 101,090	$ 63,590	$ 77,420	$ 135,370	$ 104,590	$ 63,960	$ 77,920	$ 138,000
Pennsylvania	5	5	$ 124,950	$ 84,750	$ 139,260	$ 158,000	$ 149,100	$ 106,250	$ 167,000	$ 183,000
Texas	13	20	$ 93,750	$ 68,380	$ 86,600	$ 128,750	$ 105,650	$ 72,800	$ 95,450	$ 146,750
U.S. METROPOLITAN CITIES										
Dallas-Fort Worth-Arlington, TX	5	10	$ 94,240	$ 68,830	$ 84,100	$ 127,500	$ 104,330	$ 74,650	$ 92,900	$ 136,100
Los Angeles-Long Beach-Anaheim, CA	5	5	$ 135,770	$ 113,250	$ 135,660	$ 158,350	$ 152,350	$ 123,850	$ 145,160	$ 184,450
Minneapolis-St. Paul-Bloomington, MN-WI	6	7	$ 101,750	$ 76,750	$ 102,300	$ 108,830	$ 104,680	$ 79,120	$ 106,140	$ 108,830
New York-Newark-Jersey City, NY-NJ-PA	5	6	$ 125,310	$ 84,580	$ 129,500	$ 160,440	$ 133,880	$ 91,780	$ 136,240	$ 168,180
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	5	5	$ 130,950	$ 99,380	$ 140,000	$ 158,000	$ 139,500	$ 104,130	$ 151,260	$ 169,000
Washington-Arlington-Alexandria, DC-VA-MD-WV	7	7	$ 115,350	$ 85,300	$ 115,000	$ 130,000	$ 123,630	$ 90,300	$ 116,000	$ 155,000

COMPENSATION SUMMARY BY POSITION

Professional Development Director

This individual is responsible for overseeing and implementing all attorney development and training programs, including substantive legal education, business skills, mentoring and career planning. Other responsibilities include developing orientation programs for lateral partners and new associates, directing summer associate programs, overseeing attorney evaluations and monitoring continuing legal education (CLE) compliance.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	31	31	$ 208,970	$ 175,000	$ 195,620	$ 235,130	$ 228,760	$ 185,000	$ 216,770	$ 260,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	1	1	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	2	2	*	*	*	*	*	*	*	*
10-24	2	2	*	*	*	*	*	*	*	*
25-49	6	6	$ 196,110	$ 168,750	$ 193,330	$ 226,250	$ 208,280	$ 174,000	$ 202,840	$ 237,500
50-99	8	8	$ 221,740	$ 184,250	$ 212,500	$ 252,480	$ 255,210	$ 193,810	$ 257,500	$ 290,230
100-199	6	6	$ 216,870	$ 163,750	$ 203,050	$ 260,090	$ 232,410	$ 178,130	$ 210,430	$ 285,340
200 or more	1	1	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	4	4	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	6	6	$ 181,900	$ 167,500	$ 184,500	$ 200,910	$ 200,360	$ 171,250	$ 204,760	$ 230,720
Both exempt and nonexempt	6	6	$ 251,690	$ 227,500	$ 240,060	$ 267,500	$ 276,400	$ 248,220	$ 261,130	$ 309,630
No consistent supervisory responsibility	7	7	$ 181,550	$ 150,000	$ 186,670	$ 195,000	$ 196,610	$ 181,000	$ 197,000	$ 220,970
EMPLOYEES SUPERVISED										
1-5	14	14	$ 217,000	$ 183,000	$ 215,000	$ 247,500	$ 243,160	$ 196,130	$ 256,310	$ 284,920
6-10	3	3	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	6	6	$ 186,800	$ 168,750	$ 188,610	$ 202,150	$ 196,870	$ 174,000	$ 201,340	$ 221,630

COMPENSATION SUMMARY BY POSITION

Professional Development Director

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	2	2	*	*	*	*	*	*	*	*
1 up to 2 years	1	1	*	*	*	*	*	*	*	*
2 up to 5 years	8	8	$ 215,950	$ 183,910	$ 226,800	$ 250,030	$ 244,380	$ 222,870	$ 256,310	$ 277,420
5 up to 10 years	5	5	$ 173,910	$ 155,000	$ 184,000	$ 187,780	$ 198,190	$ 188,880	$ 195,000	$ 209,110
10 up to 15 years	0	0								
15 up to 20 years	3	3	*	*	*	*	*	*	*	*
20 years or more	2	2	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	2	2	*	*	*	*	*	*	*	*
MBA degree	0	0								
MA/MS/MLS degree	2	2	*	*	*	*	*	*	*	*
JD/LLB degree	11	11	$ 212,200	$ 180,000	$ 195,000	$ 245,000	$ 242,640	$ 195,000	$ 223,600	$ 290,000
Other	1	1	*	*	*	*	*	*	*	*
CLM Certified	2	2	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	5	5	$ 197,980	$ 140,000	$ 220,000	$ 244,960	$ 213,630	$ 162,500	$ 220,000	$ 261,580
Southern	9	9	$ 218,340	$ 175,000	$ 186,670	$ 256,610	$ 239,250	$ 183,000	$ 205,680	$ 291,610
Midwestern	5	5	$ 184,220	$ 157,500	$ 182,500	$ 211,800	$ 184,820	$ 159,000	$ 182,500	$ 211,800
North Central	3	3	*	*	*	*	*	*	*	*
Southwestern	4	4	*	*	*	*	*	*	*	*
Mountain	2	2	*	*	*	*	*	*	*	*
Pacific	4	4	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Human Resources Director

This is a key leadership position in the organization, potentially reporting directly to the Chief Operating Officer. The Director of Human Resources provides overall strategic HR leadership to the organization. This individual is responsible for managing the development and implementation of human resources policies, programs and services, including talent acquisition, training and development, performance management, organizational development, legal compliance, employee benefits and compensation, employee relations, employment practices and procedures, employee communications and employee events.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	93	100	$ 185,950	$ 145,000	$ 180,000	$ 216,880	$ 204,860	$ 157,750	$ 194,000	$ 236,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	4	6	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	5	5	$ 217,130	$ 148,690	$ 170,000	$ 309,130	$ 241,370	$ 162,540	$ 195,000	$ 343,380
10-24	16	16	$ 169,390	$ 140,500	$ 164,900	$ 196,250	$ 184,520	$ 153,250	$ 174,200	$ 216,530
25-49	29	33	$ 169,530	$ 129,100	$ 167,700	$ 195,000	$ 184,710	$ 135,250	$ 178,500	$ 211,250
50-99	21	22	$ 196,770	$ 165,000	$ 196,360	$ 220,840	$ 222,650	$ 184,030	$ 213,800	$ 248,010
100-199	12	14	$ 200,880	$ 171,850	$ 199,750	$ 229,250	$ 222,370	$ 180,150	$ 215,000	$ 252,480
200 or more	3	4	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	18	19	$ 230,960	$ 195,390	$ 217,500	$ 274,670	$ 261,160	$ 216,000	$ 244,010	$ 315,580
Nonexempt/clerical employees	27	28	$ 153,570	$ 130,000	$ 142,500	$ 182,500	$ 167,610	$ 139,680	$ 169,170	$ 191,780
Both exempt and nonexempt	35	35	$ 194,650	$ 165,000	$ 185,500	$ 225,000	$ 216,650	$ 175,000	$ 206,000	$ 260,000
No consistent supervisory responsibility	11	12	$ 162,180	$ 120,630	$ 169,000	$ 199,380	$ 173,670	$ 129,550	$ 176,700	$ 211,250
EMPLOYEES SUPERVISED										
1-5	42	43	$ 192,860	$ 145,600	$ 185,500	$ 219,500	$ 213,720	$ 160,000	$ 211,550	$ 244,010
6-10	15	15	$ 213,220	$ 167,380	$ 215,000	$ 264,110	$ 240,600	$ 192,000	$ 242,750	$ 306,260
11-25	12	12	$ 158,490	$ 130,880	$ 165,650	$ 181,410	$ 171,390	$ 149,380	$ 175,650	$ 191,680
26-50	7	7	$ 161,770	$ 128,200	$ 142,000	$ 200,000	$ 178,990	$ 141,700	$ 162,000	$ 223,000
51-100	3	3	*	*	*	*	*	*	*	*
101-250	3	3	*	*	*	*	*	*	*	*
More than 250	1	1	*	*	*	*	*	*	*	*
None	10	11	$ 161,660	$ 117,500	$ 170,000	$ 200,000	$ 173,890	$ 128,500	$ 180,000	$ 215,000

COMPENSATION SUMMARY BY POSITION

Human Resources Director

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	9	9	$ 204,110	$ 185,000	$ 197,500	$ 226,000	$ 226,830	$ 202,500	$ 227,550	$ 253,840
1 up to 2 years	3	3	*	*	*	*	*	*	*	*
2 up to 5 years	20	22	$ 192,780	$ 156,600	$ 196,500	$ 224,250	$ 214,220	$ 162,600	$ 215,850	$ 249,350
5 up to 10 years	8	8	$ 186,400	$ 140,000	$ 156,500	$ 248,750	$ 219,660	$ 150,830	$ 170,620	$ 304,540
10 up to 15 years	12	12	$ 185,720	$ 150,000	$ 183,690	$ 215,760	$ 205,820	$ 163,220	$ 205,190	$ 235,750
15 up to 20 years	14	15	$ 182,000	$ 134,000	$ 166,500	$ 209,000	$ 201,300	$ 139,000	$ 179,000	$ 230,000
20 years or more	22	24	$ 178,310	$ 136,850	$ 175,310	$ 199,380	$ 193,480	$ 150,400	$ 183,150	$ 215,570
EDUCATION										
High school or equivalent (no college)	3	3	*	*	*	*	*	*	*	*
Some college (no degree)	4	4	*	*	*	*	*	*	*	*
AA degree (2 years)	2	2	*	*	*	*	*	*	*	*
BA/BS/BBA degree	30	34	$ 162,880	$ 119,380	$ 166,090	$ 191,880	$ 182,380	$ 130,970	$ 184,080	$ 215,250
MBA degree	4	4	*	*	*	*	*	*	*	*
MA/MS/MLS degree	13	13	$ 186,160	$ 142,700	$ 192,500	$ 213,500	$ 209,570	$ 154,500	$ 206,000	$ 236,310
JD/LLB degree	8	8	$ 240,780	$ 189,250	$ 227,250	$ 295,810	$ 263,560	$ 206,890	$ 254,470	$ 305,140
Other	5	6	*	*	*	*	*	*	*	*
CLM Certified	5	5	$ 183,670	$ 138,690	$ 167,700	$ 236,630	$ 197,870	$ 152,600	$ 190,000	$ 247,060
GEOGRAPHIC REGION										
Northeastern	10	11	$ 202,470	$ 175,000	$ 200,000	$ 245,000	$ 220,280	$ 186,200	$ 223,000	$ 272,500
Southern	40	45	$ 184,690	$ 143,500	$ 170,630	$ 218,750	$ 201,980	$ 156,000	$ 190,000	$ 236,000
Midwestern	14	16	$ 191,060	$ 172,500	$ 189,750	$ 211,750	$ 216,270	$ 180,630	$ 209,750	$ 238,950
North Central	12	12	$ 158,930	$ 130,500	$ 145,500	$ 199,330	$ 171,800	$ 137,340	$ 163,950	$ 214,140
Southwestern	5	5	$ 181,900	$ 123,000	$ 148,500	$ 257,500	$ 224,140	$ 140,920	$ 178,500	$ 330,180
Mountain	5	6	*	*	*	*	*	*	*	*
Pacific	11	11	$ 198,650	$ 150,000	$ 204,700	$ 250,000	$ 216,330	$ 160,000	$ 216,700	$ 260,000

COMPENSATION SUMMARY BY POSITION

Human Resources Director

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	9	9	$ 200,580	$ 165,000	$ 204,700	$ 237,500	$ 216,880	$ 182,500	$ 216,700	$ 255,000
Florida	9	10	$ 160,550	$ 137,050	$ 159,000	$ 185,690	$ 171,060	$ 144,180	$ 171,400	$ 200,180
Georgia	6	6	$ 207,790	$ 164,350	$ 178,850	$ 279,620	$ 222,870	$ 180,150	$ 188,850	$ 301,120
Michigan	5	6	$ 178,060	$ 162,500	$ 182,750	$ 195,920	$ 198,190	$ 171,130	$ 209,750	$ 217,540
Minnesota	5	5	$ 184,930	$ 147,400	$ 197,330	$ 216,250	$ 200,470	$ 163,650	$ 215,000	$ 230,030
North Carolina	7	8	$ 215,530	$ 173,750	$ 214,250	$ 232,060	$ 237,910	$ 192,750	$ 233,000	$ 263,190
Pennsylvania	5	6	$ 193,360	$ 144,540	$ 196,000	$ 245,000	$ 216,480	$ 172,940	$ 216,000	$ 273,130
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	6	6	$ 207,790	$ 164,350	$ 178,850	$ 279,620	$ 222,870	$ 180,150	$ 188,850	$ 301,120
Los Angeles-Long Beach-Anaheim, CA	6	6	$ 212,030	$ 181,880	$ 214,850	$ 250,000	$ 228,370	$ 192,000	$ 236,350	$ 265,380
Minneapolis-St. Paul-Bloomington, MN-WI	5	5	$ 184,930	$ 147,400	$ 197,330	$ 216,250	$ 200,470	$ 163,650	$ 215,000	$ 230,030
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	5	6	$ 200,190	$ 144,540	$ 216,500	$ 245,000	$ 223,960	$ 172,940	$ 238,450	$ 273,130

COMPENSATION SUMMARY BY POSITION

Human Resources Manager

This is a senior-level position with overall responsibility for all personnel matters regarding support staff. May include hiring, assignments, supervision, orientation, training, evaluation, maintenance of personnel records and salary and benefits administration.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	88	100	$ 132,700	$ 109,710	$ 129,690	$ 152,050	$ 142,580	$ 116,150	$ 138,130	$ 162,090
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	5	6	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	3	3	*	*	*	*	*	*	*	*
10-24	9	10	$ 121,890	$ 93,310	$ 112,980	$ 152,330	$ 127,940	$ 97,630	$ 113,480	$ 164,550
25-49	32	35	$ 127,180	$ 100,500	$ 128,000	$ 145,600	$ 135,710	$ 109,500	$ 135,000	$ 155,830
50-99	25	27	$ 137,490	$ 119,800	$ 134,190	$ 156,630	$ 147,790	$ 129,280	$ 142,800	$ 166,800
100-199	13	16	$ 134,690	$ 114,250	$ 132,220	$ 157,580	$ 148,160	$ 128,760	$ 142,810	$ 172,560
200 or more	4	8	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	3	4	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	39	40	$ 133,010	$ 112,750	$ 129,690	$ 155,010	$ 143,460	$ 115,790	$ 137,820	$ 167,130
Both exempt and nonexempt	13	13	$ 137,540	$ 119,900	$ 145,000	$ 158,900	$ 151,390	$ 134,860	$ 160,000	$ 176,850
No consistent supervisory responsibility	26	28	$ 126,940	$ 105,200	$ 121,260	$ 142,590	$ 135,640	$ 108,440	$ 131,850	$ 152,380
EMPLOYEES SUPERVISED										
1-5	35	40	$ 137,150	$ 119,220	$ 136,100	$ 159,630	$ 148,770	$ 126,860	$ 147,700	$ 172,560
6-10	4	4	*	*	*	*	*	*	*	*
11-25	5	5	$ 135,750	$ 112,060	$ 125,000	$ 164,800	$ 143,010	$ 115,160	$ 130,000	$ 177,370
26-50	8	8	$ 132,340	$ 116,250	$ 123,860	$ 150,270	$ 143,790	$ 130,840	$ 139,810	$ 154,370
51-100	2	2	*	*	*	*	*	*	*	*
101-250	1	1	*	*	*	*	*	*	*	*
More than 250	0	0								
None	28	30	$ 127,410	$ 107,070	$ 123,480	$ 145,880	$ 136,540	$ 108,780	$ 132,880	$ 159,480

COMPENSATION SUMMARY BY POSITION

Human Resources Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	4	5	*	*	*	*	*	*	*	*
1 up to 2 years	10	10	$ 128,850	$ 108,940	$ 130,500	$ 145,880	$ 139,830	$ 111,410	$ 144,090	$ 159,480
2 up to 5 years	24	25	$ 142,830	$ 118,550	$ 146,500	$ 167,660	$ 155,540	$ 127,800	$ 161,600	$ 187,500
5 up to 10 years	16	16	$ 127,440	$ 110,280	$ 123,600	$ 145,900	$ 139,120	$ 116,440	$ 134,650	$ 158,530
10 up to 15 years	14	14	$ 115,630	$ 96,130	$ 119,410	$ 127,250	$ 124,070	$ 105,880	$ 127,380	$ 136,790
15 up to 20 years	6	6	$ 120,960	$ 99,700	$ 126,000	$ 140,860	$ 124,620	$ 103,450	$ 127,750	$ 147,470
20 years or more	13	13	$ 151,280	$ 130,250	$ 142,000	$ 171,590	$ 162,460	$ 140,330	$ 147,900	$ 197,450
EDUCATION										
High school or equivalent (no college)	3	3	*	*	*	*	*	*	*	*
Some college (no degree)	6	6	$ 139,310	$ 115,250	$ 135,600	$ 164,420	$ 146,140	$ 119,750	$ 142,700	$ 171,020
AA degree (2 years)	3	4	*	*	*	*	*	*	*	*
BA/BS/BBA degree	27	32	$ 129,240	$ 99,940	$ 124,600	$ 159,630	$ 139,850	$ 102,610	$ 130,580	$ 176,640
MBA degree	5	5	$ 128,260	$ 98,000	$ 128,000	$ 158,660	$ 138,550	$ 106,500	$ 138,130	$ 170,810
MA/MS/MLS degree	10	10	$ 134,960	$ 113,830	$ 137,500	$ 165,380	$ 146,560	$ 117,460	$ 145,000	$ 176,200
JD/LLB degree	3	3	*	*	*	*	*	*	*	*
Other	5	5	$ 136,640	$ 111,100	$ 140,000	$ 160,500	$ 145,060	$ 121,410	$ 146,000	$ 168,250
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	8	11	*	*	*	*	*	*	*	*
Southern	32	36	$ 136,050	$ 109,610	$ 135,100	$ 151,770	$ 146,080	$ 120,620	$ 140,600	$ 165,860
Midwestern	15	17	$ 114,190	$ 96,000	$ 115,000	$ 126,400	$ 124,010	$ 101,000	$ 128,440	$ 135,750
North Central	5	6	*	*	*	*	*	*	*	*
Southwestern	14	16	$ 131,660	$ 107,490	$ 127,750	$ 162,250	$ 142,740	$ 108,960	$ 137,180	$ 172,550
Mountain	5	5	$ 104,280	$ 83,250	$ 105,000	$ 124,960	$ 108,120	$ 84,980	$ 112,320	$ 129,170
Pacific	14	15	$ 143,580	$ 125,000	$ 145,600	$ 160,140	$ 155,280	$ 132,750	$ 159,300	$ 173,140

COMPENSATION SUMMARY BY POSITION

Human Resources Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	10	10	$ 136,470	$ 116,560	$ 138,000	$ 153,580	$ 146,510	$ 123,000	$ 149,250	$ 165,730
District of Columbia	7	7	$ 176,760	$ 151,000	$ 172,000	$ 201,610	$ 190,940	$ 169,200	$ 192,000	$ 216,610
North Carolina	6	8	$ 130,120	$ 122,480	$ 132,600	$ 140,630	$ 137,030	$ 134,160	$ 138,850	$ 147,090
Ohio	6	7	$ 112,180	$ 97,000	$ 113,000	$ 128,000	$ 120,480	$ 107,000	$ 125,000	$ 130,960
Texas	12	14	$ 136,690	$ 108,460	$ 135,250	$ 165,380	$ 148,920	$ 108,990	$ 149,480	$ 178,750
U.S. METROPOLITAN CITIES										
Dallas-Fort Worth-Arlington, TX	6	7	$ 136,300	$ 107,000	$ 145,600	$ 166,500	$ 150,490	$ 109,000	$ 161,600	$ 194,800
Los Angeles-Long Beach-Anaheim, CA	6	6	$ 155,650	$ 139,000	$ 147,050	$ 175,360	$ 168,970	$ 153,880	$ 159,750	$ 190,110
Washington-Arlington-Alexandria, DC-VA-MD-WV	10	10	$ 163,010	$ 142,500	$ 156,620	$ 200,400	$ 174,320	$ 146,250	$ 173,500	$ 215,400

COMPENSATION SUMMARY BY POSITION

Human Resources Generalist

Under the direction of the Director of Human Resources, the HR Generalist is responsible for benefits and wellness administration, onboarding/offboarding and staff talent acquisition.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	63	80	$ 85,330	$ 72,850	$ 83,240	$ 96,150	$ 91,460	$ 73,160	$ 86,780	$ 104,760
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	4	5	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	0	0								
10-24	10	12	$ 79,660	$ 73,510	$ 79,380	$ 90,410	$ 83,880	$ 74,140	$ 83,440	$ 92,200
25-49	17	22	$ 84,260	$ 69,500	$ 83,920	$ 95,990	$ 89,710	$ 71,880	$ 89,140	$ 103,830
50-99	22	24	$ 88,510	$ 75,270	$ 88,790	$ 99,030	$ 96,590	$ 76,890	$ 93,480	$ 110,090
100-199	8	11	*	*	*	*	*	*	*	*
200 or more	3	7	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	4	4	*	*	*	*	*	*	*	*
Both exempt and nonexempt	1	1	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	48	63	$ 85,290	$ 71,450	$ 82,000	$ 97,900	$ 92,210	$ 72,320	$ 85,600	$ 106,420
EMPLOYEES SUPERVISED										
1-5	4	4	*	*	*	*	*	*	*	*
6-10	1	1	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	47	62	$ 86,220	$ 72,460	$ 83,240	$ 98,240	$ 93,250	$ 73,400	$ 86,890	$ 106,940

COMPENSATION SUMMARY BY POSITION

Human Resources Generalist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	6	6	$ 84,650	$ 71,250	$ 87,500	$ 98,430	$ 86,750	$ 73,270	$ 87,830	$ 101,200
1 up to 2 years	10	13	$ 84,100	$ 62,000	$ 80,000	$ 104,530	$ 91,120	$ 65,050	$ 88,100	$ 115,030
2 up to 5 years	19	19	$ 79,280	$ 67,100	$ 76,700	$ 91,450	$ 85,250	$ 70,200	$ 84,000	$ 102,940
5 up to 10 years	15	16	$ 82,220	$ 73,860	$ 82,630	$ 88,660	$ 86,820	$ 73,980	$ 83,630	$ 91,830
10 up to 15 years	4	4	*	*	*	*	*	*	*	*
15 up to 20 years	2	2	*	*	*	*	*	*	*	*
20 years or more	6	6	$ 115,450	$ 98,220	$ 108,020	$ 134,860	$ 131,380	$ 101,220	$ 121,020	$ 173,880
EDUCATION										
High school or equivalent (no college)	3	5	*	*	*	*	*	*	*	*
Some college (no degree)	4	4	*	*	*	*	*	*	*	*
AA degree (2 years)	3	3	*	*	*	*	*	*	*	*
BA/BS/BBA degree	26	30	$ 85,810	$ 73,250	$ 82,630	$ 98,160	$ 93,730	$ 75,800	$ 86,850	$ 105,180
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	9	10	$ 88,180	$ 72,620	$ 83,730	$ 109,110	$ 93,560	$ 72,680	$ 88,960	$ 117,900
JD/LLB degree	0	0								
Other	6	7	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	10	12	$ 97,030	$ 82,300	$ 86,410	$ 109,380	$ 106,640	$ 85,040	$ 92,230	$ 119,160
Southern	17	19	$ 81,700	$ 65,000	$ 84,240	$ 95,350	$ 85,060	$ 67,200	$ 85,000	$ 102,350
Midwestern	11	14	$ 77,920	$ 69,710	$ 79,500	$ 85,310	$ 81,540	$ 71,130	$ 79,500	$ 86,040
North Central	9	10	$ 85,350	$ 74,810	$ 78,860	$ 96,420	$ 92,000	$ 75,960	$ 81,820	$ 108,910
Southwestern	8	16	*	*	*	*	*	*	*	*
Mountain	2	2	*	*	*	*	*	*	*	*
Pacific	10	12	$ 96,300	$ 79,060	$ 93,150	$ 111,130	$ 103,740	$ 83,400	$ 100,650	$ 114,380

COMPENSATION SUMMARY BY POSITION

Human Resources Generalist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	7	9	$ 87,920	$ 76,880	$ 85,000	$ 99,280	$ 93,360	$ 82,460	$ 88,100	$ 111,630
Michigan	5	7	$ 75,930	$ 64,480	$ 73,010	$ 91,450	$ 77,700	$ 68,070	$ 73,010	$ 94,370
Minnesota	7	8	$ 88,210	$ 76,320	$ 86,740	$ 96,430	$ 96,340	$ 77,640	$ 95,160	$ 109,710
Pennsylvania	6	8	$ 94,710	$ 83,630	$ 86,410	$ 109,380	$ 105,500	$ 88,020	$ 92,230	$ 119,160
Texas	7	15	$ 82,070	$ 67,100	$ 83,600	$ 97,900	$ 89,890	$ 70,500	$ 91,300	$ 106,420
U.S. METROPOLITAN CITIES										
Minneapolis-St. Paul-Bloomington, MN-WI	7	8	$ 88,210	$ 76,320	$ 86,740	$ 96,430	$ 96,340	$ 77,640	$ 95,160	$ 109,710

COMPENSATION SUMMARY BY POSITION

Human Resources Assistant/Coordinator

Human resources coordinators assist with HR programs and activities under the guidance of the HR director or manager. Their responsibilities include scheduling orientations, handling employee concerns and coordinating training and development initiatives.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	42	60	$ 65,470	$ 54,000	$ 62,110	$ 75,830	$ 67,650	$ 54,500	$ 64,060	$ 79,130
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	0	0								
NUMBER OF ATTORNEYS										
Fewer than 10	1	1	*	*	*	*	*	*	*	*
10-24	3	3	*	*	*	*	*	*	*	*
25-49	10	12	$ 60,190	$ 47,730	$ 56,290	$ 71,180	$ 61,400	$ 48,330	$ 57,040	$ 72,420
50-99	15	22	$ 64,390	$ 55,500	$ 59,180	$ 76,110	$ 66,150	$ 55,650	$ 60,550	$ 77,510
100-199	8	14	$ 66,870	$ 58,500	$ 63,530	$ 77,000	$ 70,820	$ 60,820	$ 65,270	$ 80,000
200 or more	3	6	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	2	2	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	30	45	$ 64,510	$ 53,670	$ 60,320	$ 75,660	$ 67,160	$ 53,890	$ 61,720	$ 78,260
EMPLOYEES SUPERVISED										
1-5	1	1	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	1	1	*	*	*	*	*	*	*	*
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	32	49	$ 65,270	$ 54,000	$ 62,000	$ 77,250	$ 67,700	$ 55,000	$ 63,110	$ 80,250

COMPENSATION SUMMARY BY POSITION

Human Resources Assistant/Coordinator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	13	16	$ 59,880	$ 50,490	$ 56,500	$ 71,880	$ 60,520	$ 50,620	$ 57,490	$ 71,880
1 up to 2 years	9	11	$ 61,970	$ 46,000	$ 62,000	$ 67,600	$ 64,330	$ 49,800	$ 65,270	$ 75,000
2 up to 5 years	12	15	$ 65,220	$ 54,000	$ 60,320	$ 78,500	$ 68,340	$ 57,700	$ 62,750	$ 81,950
5 up to 10 years	5	5	$ 81,000	$ 60,920	$ 88,390	$ 97,380	$ 87,210	$ 62,690	$ 88,390	$ 111,140
10 up to 15 years	2	3	*	*	*	*	*	*	*	*
15 up to 20 years	0	0								
20 years or more	1	1	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	1	1	*	*	*	*	*	*	*	*
Some college (no degree)	5	5	$ 83,100	$ 56,100	$ 92,550	$ 105,380	$ 86,940	$ 56,700	$ 99,550	$ 110,880
AA degree (2 years)	4	4	*	*	*	*	*	*	*	*
BA/BS/BBA degree	18	23	$ 62,660	$ 54,000	$ 60,000	$ 67,600	$ 65,170	$ 54,000	$ 61,720	$ 75,000
MBA degree	0	0								
MA/MS/MLS degree	1	1	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	1	1	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	4	6	*	*	*	*	*	*	*	*
Southern	15	23	$ 65,650	$ 54,000	$ 64,270	$ 80,000	$ 67,830	$ 54,000	$ 65,270	$ 80,730
Midwestern	8	10	*	*	*	*	*	*	*	*
North Central	2	2	*	*	*	*	*	*	*	*
Southwestern	4	5	*	*	*	*	*	*	*	*
Mountain	3	8	*	*	*	*	*	*	*	*
Pacific	6	6	$ 71,830	$ 55,480	$ 74,610	$ 82,390	$ 72,930	$ 56,300	$ 75,610	$ 84,860

COMPENSATION SUMMARY BY POSITION

Human Resources Assistant/Coordinator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	6	6	$ 71,830	$ 55,480	$ 74,610	$ 82,390	$ 72,930	$ 56,300	$ 75,610	$ 84,860

COMPENSATION SUMMARY BY POSITION

Payroll/HRIS Position

A payroll administrator organizes and manages a company's payroll process. They are responsible for ensuring employees receive their pay cheques on schedule while following all applicable rules, regulations and laws.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	30	39	$ 96,750	$ 70,500	$ 92,700	$ 117,600	$ 102,440	$ 71,000	$ 100,300	$ 127,600
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	2	2	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	1	1	*	*	*	*	*	*	*	*
10-24	2	2	*	*	*	*	*	*	*	*
25-49	6	6	$ 94,980	$ 54,940	$ 97,100	$ 120,960	$ 100,190	$ 57,130	$ 100,470	$ 127,250
50-99	14	22	*	*	*	*	*	*	*	*
100-199	6	6	$ 101,640	$ 83,750	$ 97,500	$ 119,370	$ 110,390	$ 83,750	$ 113,180	$ 132,750
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	4	4	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	23	29	$ 91,780	$ 70,000	$ 90,000	$ 110,570	$ 97,630	$ 71,000	$ 95,000	$ 118,660
EMPLOYEES SUPERVISED										
1-5	4	4	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	23	29	$ 91,780	$ 70,000	$ 90,000	$ 110,570	$ 97,630	$ 71,000	$ 95,000	$ 118,660

COMPENSATION SUMMARY BY POSITION

Payroll/HRIS Position

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	3	4	*	*	*	*	*	*	*	*
1 up to 2 years	3	3	*	*	*	*	*	*	*	*
2 up to 5 years	7	9	$ 101,950	$ 66,620	$ 117,600	$ 129,500	$ 112,640	$ 75,370	$ 127,600	$ 144,250
5 up to 10 years	8	10	*	*	*	*	*	*	*	*
10 up to 15 years	0	0								
15 up to 20 years	1	1	*	*	*	*	*	*	*	*
20 years or more	5	5	$ 97,600	$ 86,880	$ 92,000	$ 111,120	$ 100,480	$ 90,080	$ 92,010	$ 115,120
EDUCATION										
High school or equivalent (no college)	2	2	*	*	*	*	*	*	*	*
Some college (no degree)	1	1	*	*	*	*	*	*	*	*
AA degree (2 years)	2	2	*	*	*	*	*	*	*	*
BA/BS/BBA degree	15	15	$ 98,690	$ 84,750	$ 97,000	$ 117,040	$ 107,350	$ 87,500	$ 102,700	$ 130,000
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	2	2	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	0	0								
CLM Certified	1	1	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	4	6	*	*	*	*	*	*	*	*
Southern	11	11	$ 92,420	$ 84,750	$ 92,000	$ 113,830	$ 97,960	$ 88,150	$ 101,720	$ 119,040
Midwestern	4	5	*	*	*	*	*	*	*	*
North Central	2	2	*	*	*	*	*	*	*	*
Southwestern	6	6	$ 98,920	$ 67,500	$ 83,750	$ 143,500	$ 105,700	$ 68,380	$ 85,650	$ 160,850
Mountain	2	8	*	*	*	*	*	*	*	*
Pacific	3	3	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Payroll/HRIS Position

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Texas	5	5	$ 104,600	$ 65,000	$ 97,000	$ 148,000	$ 112,640	$ 65,750	$ 100,300	$ 165,700

COMPENSATION SUMMARY BY POSITION

Benefits Coordinator/Administrator

This individual is responsible for the implementation and day-to-day administration of the firm's benefits programs, including insurance (life, health, disability), profit sharing, pension and other retirement vehicles. Analyzes programs and educates employees on programs and processes.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	51	62	$ 92,070	$ 74,660	$ 86,610	$ 99,110	$ 96,990	$ 75,970	$ 91,630	$ 108,500
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	1	1	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	2	4	*	*	*	*	*	*	*	*
10-24	2	2	*	*	*	*	*	*	*	*
25-49	12	14	$ 82,970	$ 63,860	$ 82,360	$ 97,350	$ 86,650	$ 66,280	$ 89,080	$ 105,680
50-99	16	17	$ 88,160	$ 73,880	$ 92,000	$ 95,160	$ 92,470	$ 74,880	$ 92,000	$ 102,610
100-199	9	11	$ 95,470	$ 80,000	$ 81,000	$ 116,000	$ 100,970	$ 80,000	$ 81,000	$ 125,000
200 or more	2	2	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	1	1	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	1	1	*	*	*	*	*	*	*	*
Both exempt and nonexempt	1	1	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	41	47	$ 85,770	$ 70,000	$ 85,970	$ 95,800	$ 90,360	$ 72,610	$ 88,120	$ 105,000
EMPLOYEES SUPERVISED										
1-5	4	4	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	37	42	$ 83,740	$ 69,340	$ 81,500	$ 95,730	$ 88,480	$ 70,390	$ 83,500	$ 104,250

COMPENSATION SUMMARY BY POSITION

Benefits Coordinator/Administrator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	3	4	*	*	*	*	*	*	*	*
1 up to 2 years	5	5	$ 94,760	$ 62,500	$ 76,880	$ 135,950	$ 99,280	$ 64,250	$ 76,880	$ 145,500
2 up to 5 years	15	16	$ 83,530	$ 63,890	$ 88,980	$ 96,480	$ 88,350	$ 65,400	$ 93,320	$ 105,680
5 up to 10 years	8	8	$ 90,290	$ 74,000	$ 86,230	$ 100,430	$ 98,680	$ 75,830	$ 89,810	$ 113,610
10 up to 15 years	4	4	*	*	*	*	*	*	*	*
15 up to 20 years	3	3	*	*	*	*	*	*	*	*
20 years or more	7	7	$ 111,100	$ 86,720	$ 93,500	$ 152,470	$ 117,940	$ 92,000	$ 100,500	$ 165,910
EDUCATION										
High school or equivalent (no college)	2	2	*	*	*	*	*	*	*	*
Some college (no degree)	4	4	*	*	*	*	*	*	*	*
AA degree (2 years)	4	4	*	*	*	*	*	*	*	*
BA/BS/BBA degree	20	25	$ 90,160	$ 71,280	$ 92,010	$ 99,080	$ 96,010	$ 73,310	$ 97,620	$ 110,950
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	1	1	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	3	3	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	7	8	$ 100,050	$ 75,280	$ 84,630	$ 125,000	$ 103,250	$ 76,030	$ 88,130	$ 130,430
Southern	22	25	$ 80,340	$ 65,000	$ 78,720	$ 92,580	$ 84,380	$ 66,100	$ 82,000	$ 96,890
Midwestern	9	11	$ 109,680	$ 81,000	$ 95,580	$ 119,700	$ 118,690	$ 82,010	$ 107,710	$ 119,700
North Central	4	6	*	*	*	*	*	*	*	*
Southwestern	3	5	*	*	*	*	*	*	*	*
Mountain	4	5	*	*	*	*	*	*	*	*
Pacific	3	3	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Benefits Coordinator/Administrator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Florida	5	5	$ 76,750	$ 58,800	$ 78,720	$ 93,710	$ 79,510	$ 59,760	$ 78,720	$ 99,660
North Carolina	5	6	$ 76,630	$ 63,570	$ 72,680	$ 93,540	$ 79,000	$ 65,420	$ 75,280	$ 95,040
U.S. METROPOLITAN CITIES										
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	5	6	$ 87,260	$ 74,310	$ 82,070	$ 100,780	$ 90,080	$ 75,310	$ 84,070	$ 104,470

COMPENSATION SUMMARY BY POSITION

Legal Staff Recruiter

This individual is responsible for the overall coordination and administration of the legal staff recruitment program. Works with law school placement offices and recruiting agencies, reviews candidate qualifications, verifies references and schedules interviews. May include orientation and training for new attorneys.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	68	87	$ 118,660	$ 82,800	$ 110,000	$ 150,000	$ 125,070	$ 85,500	$ 115,000	$ 157,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	4	4	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	2	2	*	*	*	*	*	*	*	*
10-24	7	7	$ 145,770	$ 95,000	$ 141,000	$ 166,390	$ 155,330	$ 96,200	$ 151,000	$ 186,500
25-49	9	10	$ 122,110	$ 76,530	$ 120,000	$ 167,020	$ 128,770	$ 80,450	$ 124,000	$ 178,650
50-99	22	34	*	*	*	*	*	*	*	*
100-199	16	19	$ 124,150	$ 100,000	$ 127,500	$ 145,000	$ 132,260	$ 100,000	$ 135,000	$ 150,000
200 or more	5	6	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	2	2	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	13	15	$ 149,710	$ 128,600	$ 152,000	$ 173,720	$ 161,640	$ 145,230	$ 157,600	$ 179,090
Both exempt and nonexempt	2	2	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	38	44	$ 107,350	$ 80,020	$ 89,960	$ 130,000	$ 113,970	$ 81,330	$ 95,220	$ 143,500
EMPLOYEES SUPERVISED										
1-5	16	19	$ 151,640	$ 128,600	$ 153,000	$ 177,590	$ 161,790	$ 140,000	$ 157,600	$ 185,000
6-10	2	2	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	36	42	$ 112,260	$ 80,400	$ 94,000	$ 133,500	$ 119,090	$ 83,830	$ 99,610	$ 149,250

COMPENSATION SUMMARY BY POSITION

Legal Staff Recruiter

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	6	6	$ 119,830	$ 60,010	$ 142,000	$ 156,250	$ 125,270	$ 60,780	$ 153,000	$ 161,050
1 up to 2 years	14	14	$ 109,670	$ 76,310	$ 106,250	$ 138,700	$ 115,690	$ 78,000	$ 106,750	$ 146,850
2 up to 5 years	10	10	$ 129,400	$ 83,750	$ 121,250	$ 168,900	$ 136,460	$ 91,510	$ 130,250	$ 178,650
5 up to 10 years	10	11	$ 117,030	$ 85,500	$ 110,000	$ 141,000	$ 125,210	$ 90,500	$ 115,000	$ 157,600
10 up to 15 years	5	5	$ 144,020	$ 106,800	$ 152,000	$ 177,250	$ 160,890	$ 115,370	$ 176,100	$ 198,800
15 up to 20 years	4	4	*	*	*	*	*	*	*	*
20 years or more	8	9	$ 155,780	$ 113,920	$ 143,000	$ 196,750	$ 166,940	$ 113,930	$ 149,000	$ 219,850
EDUCATION										
High school or equivalent (no college)	3	4	*	*	*	*	*	*	*	*
Some college (no degree)	1	1	*	*	*	*	*	*	*	*
AA degree (2 years)	0	0								
BA/BS/BBA degree	27	28	$ 124,760	$ 83,350	$ 126,250	$ 153,750	$ 134,500	$ 85,630	$ 133,830	$ 163,150
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	2	2	*	*	*	*	*	*	*	*
JD/LLB degree	3	3	*	*	*	*	*	*	*	*
Other	3	4	*	*	*	*	*	*	*	*
CLM Certified	1	1	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	12	21	*	*	*	*	*	*	*	*
Southern	16	19	$ 127,920	$ 85,000	$ 128,600	$ 166,000	$ 136,580	$ 88,000	$ 144,260	$ 174,800
Midwestern	16	17	$ 103,730	$ 78,660	$ 90,000	$ 130,500	$ 110,290	$ 78,660	$ 92,750	$ 149,500
North Central	4	6	*	*	*	*	*	*	*	*
Southwestern	5	6	*	*	*	*	*	*	*	*
Mountain	6	6	$ 103,660	$ 76,530	$ 105,000	$ 129,000	$ 107,540	$ 77,860	$ 108,980	$ 131,500
Pacific	13	16	$ 122,580	$ 97,080	$ 121,250	$ 137,000	$ 128,470	$ 100,930	$ 127,610	$ 137,380

COMPENSATION SUMMARY BY POSITION

Legal Staff Recruiter

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	9	11	$ 124,060	$ 100,000	$ 130,000	$ 137,000	$ 129,420	$ 100,000	$ 132,230	$ 137,000
Illinois	5	5	$ 126,780	$ 83,940	$ 102,500	$ 181,750	$ 135,000	$ 83,940	$ 103,500	$ 201,820
New York	5	5	$ 145,720	$ 118,000	$ 155,000	$ 168,790	$ 148,560	$ 119,750	$ 160,000	$ 171,640
U.S. METROPOLITAN CITIES										
Chicago-Naperville-Elgin, IL-IN-WI	5	5	$ 126,780	$ 83,940	$ 102,500	$ 181,750	$ 135,000	$ 83,940	$ 103,500	$ 201,820
Los Angeles-Long Beach-Anaheim, CA	6	8	$ 122,610	$ 102,500	$ 122,500	$ 137,000	$ 124,990	$ 102,500	$ 129,000	$ 137,000

COMPENSATION SUMMARY BY POSITION

Support Staff Recruiter

This individual is responsible for the overall coordination and administration of the support staff recruitment program, possibly including orientation and training.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	31	40	$ 91,950	$ 69,980	$ 84,840	$ 106,880	$ 97,350	$ 73,180	$ 93,800	$ 115,910
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	0	0								
NUMBER OF ATTORNEYS										
Fewer than 10	1	1	*	*	*	*	*	*	*	*
10-24	1	1	*	*	*	*	*	*	*	*
25-49	4	4	*	*	*	*	*	*	*	*
50-99	7	9	*	*	*	*	*	*	*	*
100-199	8	11	*	*	*	*	*	*	*	*
200 or more	2	5	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	2	2	*	*	*	*	*	*	*	*
Both exempt and nonexempt	1	1	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	20	26	$ 86,340	$ 67,250	$ 81,340	$ 97,410	$ 90,930	$ 72,330	$ 88,750	$ 102,750
EMPLOYEES SUPERVISED										
1-5	2	2	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	1	1	*	*	*	*	*	*	*	*
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	19	25	$ 85,390	$ 66,500	$ 81,000	$ 98,560	$ 90,290	$ 71,650	$ 91,600	$ 103,500

COMPENSATION SUMMARY BY POSITION

Support Staff Recruiter

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	5	6	*	*	*	*	*	*	*	*
1 up to 2 years	5	6	*	*	*	*	*	*	*	*
2 up to 5 years	10	11	$ 89,060	$ 76,500	$ 81,000	$ 103,000	$ 93,360	$ 79,500	$ 85,900	$ 107,000
5 up to 10 years	2	2	*	*	*	*	*	*	*	*
10 up to 15 years	1	1	*	*	*	*	*	*	*	*
15 up to 20 years	1	1	*	*	*	*	*	*	*	*
20 years or more	3	3	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	2	2	*	*	*	*	*	*	*	*
Some college (no degree)	0	0								
AA degree (2 years)	1	1	*	*	*	*	*	*	*	*
BA/BS/BBA degree	12	16	$ 82,350	$ 65,000	$ 78,650	$ 92,130	$ 89,400	$ 69,400	$ 82,120	$ 104,250
MBA degree	0	0								
MA/MS/MLS degree	1	1	*	*	*	*	*	*	*	*
JD/LLB degree	1	1	*	*	*	*	*	*	*	*
Other	2	3	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	7	12	$ 95,020	$ 66,180	$ 84,840	$ 114,860	$ 103,480	$ 69,730	$ 95,800	$ 127,010
Southern	5	6	*	*	*	*	*	*	*	*
Midwestern	7	7	$ 103,050	$ 81,680	$ 95,250	$ 120,000	$ 107,670	$ 81,930	$ 102,000	$ 127,100
North Central	1	1	*	*	*	*	*	*	*	*
Southwestern	3	6	*	*	*	*	*	*	*	*
Mountain	5	5	$ 91,970	$ 73,250	$ 100,850	$ 106,250	$ 98,070	$ 73,250	$ 105,000	$ 119,420
Pacific	3	3	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Support Staff Recruiter

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Pennsylvania	5	8	$ 98,920	$ 73,120	$ 90,690	$ 114,860	$ 108,740	$ 75,270	$ 108,000	$ 127,010

COMPENSATION SUMMARY BY POSITION

Marketing and/or Communications Chief Officer

This person is ultimately responsible for department and team members' performance. This individual collaborates with senior leadership to contribute to the firm's overall strategy, develops and drives annual marketing plans and budget ensuring alignment with firm's overall strategic direction and identifies and develops the firm's position in the market and evaluates market opportunities with senior firm leadership. Other responsibilities include the following: driving business development and sales opportunities, setting and communicating internally and externally the firm's reputation and brand and representing the firm in the legal industry and within business markets in which they work.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	29	29	$ 305,500	$ 197,500	$ 315,000	$ 417,500	$ 336,620	$ 236,000	$ 315,000	$ 432,630
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	0	0								
NUMBER OF ATTORNEYS										
Fewer than 10	0	0								
10-24	5	5	$ 348,290	$ 263,750	$ 320,000	$ 446,960	$ 364,600	$ 270,740	$ 354,580	$ 463,460
25-49	5	5	$ 276,070	$ 139,420	$ 245,000	$ 428,260	$ 286,430	$ 146,920	$ 269,500	$ 434,410
50-99	6	6	$ 205,430	$ 174,400	$ 197,500	$ 230,000	$ 225,920	$ 196,080	$ 211,000	$ 269,180
100-199	6	6	$ 380,000	$ 341,250	$ 370,000	$ 431,250	$ 396,880	$ 360,000	$ 408,140	$ 431,250
200 or more	2	2	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	7	7	$ 290,260	$ 153,830	$ 225,000	$ 410,000	$ 349,810	$ 210,000	$ 305,000	$ 430,250
Nonexempt/clerical employees	3	3	*	*	*	*	*	*	*	*
Both exempt and nonexempt	9	9	$ 255,560	$ 170,000	$ 275,000	$ 342,500	$ 280,730	$ 194,370	$ 281,470	$ 379,790
No consistent supervisory responsibility	1	1	*	*	*	*	*	*	*	*
EMPLOYEES SUPERVISED										
1-5	10	10	$ 237,880	$ 169,710	$ 211,500	$ 323,750	$ 260,090	$ 192,210	$ 237,870	$ 339,070
6-10	7	7	$ 320,000	$ 140,000	$ 365,000	$ 475,000	$ 387,860	$ 281,470	$ 405,000	$ 550,000
11-25	3	3	*	*	*	*	*	*	*	*
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	1	1	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Marketing and/or Communications Chief Officer

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	1	1	*	*	*	*	*	*	*	*
1 up to 2 years	0	0								
2 up to 5 years	3	3	*	*	*	*	*	*	*	*
5 up to 10 years	5	5	$ 293,400	$ 201,000	$ 225,000	$ 420,000	$ 340,150	$ 237,870	$ 270,000	$ 477,500
10 up to 15 years	0	0								
15 up to 20 years	2	2	*	*	*	*	*	*	*	*
20 years or more	8	8	$ 225,080	$ 148,150	$ 226,500	$ 308,750	$ 264,640	$ 190,730	$ 275,490	$ 342,190
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	11	11	$ 262,510	$ 187,000	$ 225,000	$ 350,000	$ 286,330	$ 210,000	$ 269,500	$ 411,280
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	2	2	*	*	*	*	*	*	*	*
JD/LLB degree	2	2	*	*	*	*	*	*	*	*
Other	0	0								
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	4	4	*	*	*	*	*	*	*	*
Southern	10	10	$ 328,040	$ 222,210	$ 357,500	$ 437,880	$ 351,490	$ 244,330	$ 408,140	$ 437,880
Midwestern	5	5	$ 295,500	$ 233,750	$ 315,000	$ 347,500	$ 313,670	$ 261,870	$ 315,000	$ 364,790
North Central	1	1	*	*	*	*	*	*	*	*
Southwestern	3	3	*	*	*	*	*	*	*	*
Mountain	2	2	*	*	*	*	*	*	*	*
Pacific	4	4	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Marketing and/or Communications Director

In the instance where a firm does not employ a "chief" level position, this role may be the "first chair" professional leading the department (otherwise this person reports to chief). This individual directs all interaction with and the management of teams, oversees projects and processes, interfaces with practice group leaders and all firm operations areas and serves as department liaison to other business services teams across the firm. Other responsibilities include budget allocation, idea generation, supervision and professional development of teams. Additionally, this person develops individual and practice area marketing plans, oversees new business proposals and the RFP responses and oversees the development of organizational communications and promotional materials. This individual plays a key role in media relations and analyzing competitive intelligence. They may also network directly with clients, prospects and referrals.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	67	69	$ 172,970	$ 125,000	$ 171,560	$ 208,220	$ 185,300	$ 132,410	$ 182,300	$ 225,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	2	2	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	4	4	*	*	*	*	*	*	*	*
10-24	11	11	$ 154,030	$ 110,000	$ 136,000	$ 190,000	$ 165,760	$ 115,000	$ 143,500	$ 227,100
25-49	22	22	$ 154,690	$ 109,130	$ 131,500	$ 186,650	$ 163,400	$ 116,200	$ 138,340	$ 197,750
50-99	11	12	$ 200,630	$ 157,340	$ 177,570	$ 212,500	$ 223,580	$ 165,520	$ 197,410	$ 240,630
100-199	10	11	$ 201,120	$ 167,000	$ 206,440	$ 235,000	$ 223,060	$ 167,000	$ 221,440	$ 292,660
200 or more	3	3	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	9	9	$ 184,670	$ 137,000	$ 184,320	$ 244,630	$ 196,780	$ 149,180	$ 196,120	$ 248,710
Nonexempt/clerical employees	20	20	$ 168,220	$ 125,000	$ 167,150	$ 190,000	$ 180,220	$ 128,650	$ 168,720	$ 219,720
Both exempt and nonexempt	15	16	$ 224,150	$ 181,060	$ 213,380	$ 255,130	$ 251,000	$ 197,730	$ 236,000	$ 293,210
No consistent supervisory responsibility	15	15	$ 122,730	$ 95,000	$ 120,000	$ 135,810	$ 128,890	$ 99,400	$ 122,030	$ 143,060
EMPLOYEES SUPERVISED										
1-5	41	43	$ 188,210	$ 136,000	$ 184,220	$ 213,000	$ 205,580	$ 143,500	$ 195,000	$ 243,000
6-10	3	3	*	*	*	*	*	*	*	*
11-25	2	2	*	*	*	*	*	*	*	*
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	13	13	$ 114,930	$ 93,470	$ 115,770	$ 121,640	$ 119,760	$ 96,040	$ 120,770	$ 133,030

COMPENSATION SUMMARY BY POSITION

Marketing and/or Communications Director

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	4	4	*	*	*	*	*	*	*	*
1 up to 2 years	3	3	*	*	*	*	*	*	*	*
2 up to 5 years	11	11	$ 160,680	$ 96,600	$ 144,000	$ 245,000	$ 180,290	$ 99,400	$ 156,170	$ 282,500
5 up to 10 years	7	7	$ 166,260	$ 125,000	$ 162,750	$ 210,000	$ 172,300	$ 130,000	$ 165,880	$ 225,000
10 up to 15 years	14	15	$ 165,020	$ 112,000	$ 167,000	$ 213,000	$ 174,800	$ 116,000	$ 167,000	$ 241,600
15 up to 20 years	9	9	$ 184,770	$ 126,620	$ 190,000	$ 236,130	$ 201,920	$ 134,120	$ 217,000	$ 256,950
20 years or more	8	8	$ 195,020	$ 136,110	$ 175,040	$ 270,650	$ 214,960	$ 147,510	$ 188,940	$ 288,340
EDUCATION										
High school or equivalent (no college)	1	1	*	*	*	*	*	*	*	*
Some college (no degree)	1	1	*	*	*	*	*	*	*	*
AA degree (2 years)	1	1	*	*	*	*	*	*	*	*
BA/BS/BBA degree	25	25	$ 159,920	$ 122,500	$ 154,450	$ 193,070	$ 172,470	$ 129,100	$ 163,500	$ 206,470
MBA degree	3	3	*	*	*	*	*	*	*	*
MA/MS/MLS degree	6	6	$ 212,630	$ 114,710	$ 188,550	$ 330,600	$ 245,380	$ 116,370	$ 222,050	$ 386,680
JD/LLB degree	2	2	*	*	*	*	*	*	*	*
Other	4	5	*	*	*	*	*	*	*	*
CLM Certified	1	1	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	9	10	$ 202,370	$ 179,760	$ 205,220	$ 241,730	$ 216,240	$ 186,140	$ 219,220	$ 261,440
Southern	20	20	$ 164,610	$ 120,880	$ 145,970	$ 197,950	$ 176,720	$ 124,020	$ 155,490	$ 214,500
Midwestern	10	10	$ 164,630	$ 130,430	$ 166,130	$ 200,140	$ 183,280	$ 132,310	$ 177,880	$ 230,140
North Central	7	7	$ 148,550	$ 120,000	$ 144,000	$ 176,890	$ 154,460	$ 122,000	$ 156,170	$ 184,220
Southwestern	3	3	*	*	*	*	*	*	*	*
Mountain	7	7	$ 174,060	$ 125,000	$ 150,670	$ 240,000	$ 183,310	$ 130,000	$ 169,930	$ 240,000
Pacific	13	14	$ 200,090	$ 174,600	$ 191,830	$ 211,500	$ 218,970	$ 190,850	$ 201,130	$ 235,880

COMPENSATION SUMMARY BY POSITION

Marketing and/or Communications Director

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	10	11	$ 209,190	$ 180,000	$ 193,660	$ 213,000	$ 229,570	$ 193,700	$ 202,660	$ 243,000
Florida	6	6	$ 127,080	$ 111,440	$ 129,000	$ 143,800	$ 134,440	$ 118,500	$ 139,630	$ 152,080
U.S. METROPOLITAN CITIES										
Los Angeles-Long Beach-Anaheim, CA	5	6	$ 210,000	$ 185,630	$ 210,500	$ 224,380	$ 229,930	$ 198,450	$ 229,250	$ 253,130

COMPENSATION SUMMARY BY POSITION

Marketing and/or Communications Manager

Executes specific elements of a firm's marketing plan as assigned by leadership, such as individual marketing or communications components. This individual leverages marketing staff and administrative personnel as appropriate to accomplish objectives, evaluates and reports on performance across approved metrics, monitors and reports on competitive activities and organizes appropriate responses specific to individual assignment. Other responsibilities include assisting with annual marketing plans and budget for individual areas of responsibility under guidance and direction of senior marketing leadership, effectively managing assigned budgets across project sand supporting incremental marketing activities as directed by senior leadership.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	64	73	$ 121,470	$ 103,460	$ 116,710	$ 136,540	$ 127,820	$ 104,840	$ 123,000	$ 145,940
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	3	3	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	5	5	$ 113,830	$ 95,500	$ 116,710	$ 130,730	$ 121,210	$ 100,600	$ 123,500	$ 140,670
10-24	6	6	$ 134,520	$ 118,760	$ 133,570	$ 148,750	$ 141,480	$ 127,750	$ 138,490	$ 152,820
25-49	21	26	$ 113,250	$ 97,600	$ 110,990	$ 135,640	$ 117,340	$ 97,870	$ 117,400	$ 142,540
50-99	15	17	$ 125,550	$ 89,910	$ 122,280	$ 151,130	$ 136,000	$ 91,410	$ 126,780	$ 163,220
100-199	6	6	$ 138,860	$ 114,300	$ 130,370	$ 158,900	$ 143,440	$ 118,010	$ 133,600	$ 162,470
200 or more	3	3	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	5	5	$ 131,590	$ 115,550	$ 131,420	$ 147,710	$ 134,940	$ 118,180	$ 134,420	$ 151,960
Nonexempt/clerical employees	16	17	$ 115,790	$ 80,000	$ 116,000	$ 134,360	$ 122,900	$ 83,490	$ 123,500	$ 146,960
Both exempt and nonexempt	3	3	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	32	35	$ 120,060	$ 104,750	$ 115,830	$ 130,580	$ 127,670	$ 112,000	$ 120,000	$ 144,080
EMPLOYEES SUPERVISED										
1-5	23	25	$ 126,010	$ 96,750	$ 129,210	$ 145,400	$ 132,070	$ 96,750	$ 135,210	$ 150,250
6-10	1	1	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	30	33	$ 121,580	$ 105,860	$ 116,710	$ 131,910	$ 129,060	$ 112,630	$ 120,000	$ 145,090

COMPENSATION SUMMARY BY POSITION

Marketing and/or Communications Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	7	7	$ 122,870	$ 90,400	$ 110,000	$ 153,130	$ 125,250	$ 91,480	$ 113,300	$ 158,130
1 up to 2 years	8	8	$ 127,760	$ 113,580	$ 119,000	$ 149,630	$ 132,010	$ 114,610	$ 121,500	$ 156,130
2 up to 5 years	14	14	$ 121,750	$ 111,860	$ 121,600	$ 128,340	$ 129,740	$ 116,200	$ 127,520	$ 141,060
5 up to 10 years	13	13	$ 121,470	$ 106,540	$ 130,040	$ 138,560	$ 127,970	$ 108,340	$ 139,080	$ 146,360
10 up to 15 years	6	7	*	*	*	*	*	*	*	*
15 up to 20 years	3	3	*	*	*	*	*	*	*	*
20 years or more	6	6	$ 132,940	$ 98,680	$ 126,960	$ 169,620	$ 142,020	$ 106,500	$ 130,710	$ 185,950
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	30	35	$ 121,290	$ 90,400	$ 116,710	$ 134,820	$ 129,540	$ 91,480	$ 123,000	$ 147,000
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	5	5	$ 122,700	$ 111,980	$ 115,830	$ 136,860	$ 125,130	$ 114,050	$ 117,330	$ 140,110
JD/LLB degree	1	1	*	*	*	*	*	*	*	*
Other	4	4	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	5	5	$ 132,880	$ 101,140	$ 133,230	$ 164,430	$ 137,500	$ 104,890	$ 139,080	$ 169,310
Southern	25	29	$ 118,650	$ 100,540	$ 115,010	$ 134,360	$ 123,840	$ 104,510	$ 120,000	$ 139,960
Midwestern	10	10	$ 122,170	$ 104,290	$ 119,230	$ 145,350	$ 129,580	$ 104,290	$ 124,320	$ 151,570
North Central	4	5	*	*	*	*	*	*	*	*
Southwestern	5	5	$ 107,630	$ 82,500	$ 113,100	$ 130,020	$ 116,050	$ 86,500	$ 113,350	$ 146,960
Mountain	7	7	$ 116,690	$ 105,000	$ 112,000	$ 131,420	$ 119,900	$ 105,000	$ 123,600	$ 134,420
Pacific	11	15	$ 129,930	$ 105,000	$ 116,980	$ 146,000	$ 138,960	$ 105,000	$ 123,500	$ 154,600

COMPENSATION SUMMARY BY POSITION

Marketing and/or Communications Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	6	9	$ 131,140	$ 99,750	$ 110,000	$ 167,630	$ 141,280	$ 102,250	$ 110,000	$ 188,010
Florida	7	7	$ 119,460	$ 100,010	$ 115,000	$ 146,100	$ 124,780	$ 104,350	$ 120,000	$ 146,100
Texas	5	5	$ 107,630	$ 82,500	$ 113,100	$ 130,020	$ 116,050	$ 86,500	$ 113,350	$ 146,960

COMPENSATION SUMMARY BY POSITION

Marketing and/or Communications Senior Coordinator/Specialist

This individual handles specific tactical elements associated with the firm's marketing and/or communications plan. Other responsibilities include providing follow-up support as needed with agencies and other third-party partners and potentially having executional responsibility for a particular element of a marketing plan under the direction of a manager or director.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	56	75	$ 81,120	$ 65,350	$ 80,000	$ 91,000	$ 83,800	$ 70,200	$ 80,960	$ 93,800
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	1	1	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	3	4	*	*	*	*	*	*	*	*
10-24	13	15	$ 88,580	$ 72,130	$ 88,700	$ 93,290	$ 90,920	$ 72,630	$ 90,040	$ 98,800
25-49	7	9	*	*	*	*	*	*	*	*
50-99	14	24	*	*	*	*	*	*	*	*
100-199	8	10	*	*	*	*	*	*	*	*
200 or more	1	1	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	1	1	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	3	3	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	39	44	$ 74,310	$ 62,740	$ 73,900	$ 88,270	$ 76,490	$ 63,000	$ 74,650	$ 90,830
EMPLOYEES SUPERVISED										
1-5	5	5	$ 108,460	$ 95,650	$ 100,000	$ 125,500	$ 117,040	$ 103,150	$ 114,420	$ 132,250
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	36	41	$ 73,490	$ 62,170	$ 72,130	$ 87,850	$ 75,600	$ 62,480	$ 73,800	$ 90,780

COMPENSATION SUMMARY BY POSITION

Marketing and/or Communications Senior Coordinator/Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	6	6	$ 84,390	$ 58,010	$ 92,830	$ 102,170	$ 86,900	$ 60,670	$ 92,830	$ 108,290
1 up to 2 years	8	8	$ 87,200	$ 75,820	$ 81,260	$ 88,830	$ 89,710	$ 76,250	$ 83,390	$ 92,120
2 up to 5 years	16	16	$ 71,120	$ 60,670	$ 65,750	$ 80,450	$ 74,140	$ 61,380	$ 69,500	$ 83,550
5 up to 10 years	6	7	*	*	*	*	*	*	*	*
10 up to 15 years	4	4	*	*	*	*	*	*	*	*
15 up to 20 years	0	0								
20 years or more	2	2	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	2	2	*	*	*	*	*	*	*	*
Some college (no degree)	1	1	*	*	*	*	*	*	*	*
AA degree (2 years)	0	0								
BA/BS/BBA degree	17	20	$ 72,660	$ 60,170	$ 68,740	$ 90,500	$ 75,540	$ 60,950	$ 72,040	$ 93,020
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	3	3	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	4	4	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	8	16	*	*	*	*	*	*	*	*
Southern	11	14	$ 79,500	$ 60,580	$ 85,770	$ 95,860	$ 82,820	$ 63,280	$ 88,020	$ 98,470
Midwestern	11	12	$ 75,920	$ 62,280	$ 74,350	$ 86,580	$ 77,730	$ 64,480	$ 74,970	$ 90,250
North Central	5	9	*	*	*	*	*	*	*	*
Southwestern	6	6	$ 64,690	$ 52,910	$ 65,750	$ 76,250	$ 67,980	$ 54,010	$ 72,900	$ 77,010
Mountain	4	6	*	*	*	*	*	*	*	*
Pacific	12	13	$ 87,400	$ 73,390	$ 90,000	$ 91,640	$ 90,720	$ 76,140	$ 90,890	$ 97,940

COMPENSATION SUMMARY BY POSITION

Marketing and/or Communications Senior Coordinator/Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	9	9	$ 84,260	$ 72,500	$ 90,000	$ 91,640	$ 87,270	$ 74,250	$ 90,890	$ 97,940
Michigan	5	6	$ 72,320	$ 60,670	$ 66,960	$ 88,170	$ 74,380	$ 61,100	$ 68,210	$ 92,610
U.S. METROPOLITAN CITIES										
Los Angeles-Long Beach-Anaheim, CA	6	6	$ 89,390	$ 82,770	$ 90,980	$ 96,150	$ 92,600	$ 84,880	$ 93,980	$ 101,770

COMPENSATION SUMMARY BY POSITION

Marketing and/or Communications Business Development Assistant/Coordinator

Assists senior members of the business development team with various projects, internal and external communications and digital and technology platforms to support existing client relationships and new client opportunities.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	64	94	$ 69,490	$ 61,460	$ 70,000	$ 78,460	$ 71,020	$ 61,990	$ 71,570	$ 80,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	3	4	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	0	0								
10-24	9	13	*	*	*	*	*	*	*	*
25-49	14	19	$ 64,910	$ 54,800	$ 60,500	$ 73,000	$ 66,110	$ 55,000	$ 61,740	$ 78,000
50-99	16	19	$ 70,700	$ 64,000	$ 70,000	$ 83,410	$ 72,540	$ 65,000	$ 70,500	$ 85,880
100-199	12	17	$ 69,120	$ 61,000	$ 69,690	$ 77,500	$ 70,110	$ 62,270	$ 71,350	$ 77,500
200 or more	5	15	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	0	0								
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	45	62	$ 69,030	$ 60,370	$ 69,530	$ 76,680	$ 71,030	$ 61,940	$ 71,140	$ 77,640
EMPLOYEES SUPERVISED										
1-5	1	1	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	46	69	$ 69,140	$ 61,250	$ 70,000	$ 75,220	$ 70,820	$ 62,000	$ 70,500	$ 76,460

COMPENSATION SUMMARY BY POSITION

Marketing and/or Communications Business Development Assistant/Coordinator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	11	15	*	*	*	*	*	*	*	*
1 up to 2 years	16	21	$ 68,420	$ 62,000	$ 70,000	$ 75,100	$ 69,820	$ 62,000	$ 72,100	$ 76,570
2 up to 5 years	17	22	$ 67,680	$ 59,830	$ 65,500	$ 77,220	$ 69,930	$ 60,330	$ 69,730	$ 79,710
5 up to 10 years	10	10	$ 71,000	$ 62,410	$ 73,830	$ 78,490	$ 73,150	$ 63,850	$ 75,050	$ 82,370
10 up to 15 years	1	1	*	*	*	*	*	*	*	*
15 up to 20 years	0	0								
20 years or more	3	3	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	3	3	*	*	*	*	*	*	*	*
AA degree (2 years)	2	2	*	*	*	*	*	*	*	*
BA/BS/BBA degree	28	38	$ 67,440	$ 54,950	$ 66,310	$ 76,680	$ 69,340	$ 55,720	$ 69,500	$ 77,090
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	5	5	$ 71,290	$ 66,350	$ 69,700	$ 77,030	$ 74,860	$ 69,650	$ 73,700	$ 80,660
JD/LLB degree	0	0								
Other	3	5	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	4	14	*	*	*	*	*	*	*	*
Southern	26	38	$ 66,400	$ 55,000	$ 67,350	$ 75,740	$ 67,390	$ 55,720	$ 70,050	$ 75,760
Midwestern	15	18	$ 72,470	$ 60,930	$ 71,950	$ 83,410	$ 73,620	$ 61,640	$ 73,190	$ 83,410
North Central	6	7	*	*	*	*	*	*	*	*
Southwestern	2	2	*	*	*	*	*	*	*	*
Mountain	4	5	*	*	*	*	*	*	*	*
Pacific	10	14	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Marketing and/or Communications Business Development Assistant/Coordinator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	5	9	$ 70,960	$ 63,220	$ 68,000	$ 75,870	$ 76,220	$ 68,700	$ 75,670	$ 82,340
Michigan	6	9	$ 66,110	$ 54,330	$ 67,000	$ 78,200	$ 67,270	$ 54,330	$ 70,000	$ 78,900
Minnesota	5	6	$ 73,820	$ 63,950	$ 73,000	$ 83,980	$ 75,720	$ 65,880	$ 74,500	$ 86,680
Ohio	5	5	$ 72,900	$ 67,000	$ 72,110	$ 79,200	$ 73,650	$ 67,000	$ 75,610	$ 79,320
U.S. METROPOLITAN CITIES										
Minneapolis-St. Paul-Bloomington, MN-WI	5	6	$ 73,820	$ 63,950	$ 73,000	$ 83,980	$ 75,720	$ 65,880	$ 74,500	$ 86,680

COMPENSATION SUMMARY BY POSITION

Business Development Director

In the instance where a firm does not employ a "chief" level position, this role may be the "first chair" professional leading the department (otherwise this person reports to chief). This individual directs all interaction with and the management of teams responsible for business development, oversees projects and processes, interfaces with practice group leaders and all firm operations areas and serves as department liaison to other business services teams across the firm. Other responsibilities include budget allocation, idea generation and supervision and professional development of teams. They also develop individual and practice area business development plans, oversee new business proposals and RFP responses and lead appropriate client presentations. They also oversee the development of organizational communications and promotional materials to support business development objectives and play a key role in analyzing competitive intelligence; they may also network directly with clients, prospects and referrals.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	22	23	$ 195,530	$ 154,980	$ 193,000	$ 225,000	$ 203,740	$ 156,410	$ 209,220	$ 250,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	1	1	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	0	0								
10-24	6	6	$ 197,340	$ 144,460	$ 201,020	$ 251,750	$ 203,010	$ 150,710	$ 210,520	$ 251,750
25-49	5	5	$ 210,040	$ 190,990	$ 208,010	$ 230,110	$ 227,720	$ 207,680	$ 218,010	$ 252,610
50-99	3	3	*	*	*	*	*	*	*	*
100-199	6	7	*	*	*	*	*	*	*	*
200 or more	2	2	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	4	4	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	1	1	*	*	*	*	*	*	*	*
Both exempt and nonexempt	6	6	$ 203,190	$ 177,210	$ 190,990	$ 249,960	$ 217,000	$ 178,460	$ 207,680	$ 271,090
No consistent supervisory responsibility	2	2	*	*	*	*	*	*	*	*
EMPLOYEES SUPERVISED										
1-5	9	9	$ 199,010	$ 175,400	$ 208,010	$ 214,520	$ 212,610	$ 186,400	$ 218,010	$ 239,020
6-10	3	3	*	*	*	*	*	*	*	*
11-25	1	1	*	*	*	*	*	*	*	*
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	1	1	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Business Development Director

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	0	0								
1 up to 2 years	2	2	*	*	*	*	*	*	*	*
2 up to 5 years	2	2	*	*	*	*	*	*	*	*
5 up to 10 years	4	4	*	*	*	*	*	*	*	*
10 up to 15 years	1	1	*	*	*	*	*	*	*	*
15 up to 20 years	1	1	*	*	*	*	*	*	*	*
20 years or more	3	3	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	7	7	$ 178,140	$ 123,600	$ 189,140	$ 220,000	$ 190,770	$ 133,600	$ 206,140	$ 250,000
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	3	3	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	0	0								
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	1	1	*	*	*	*	*	*	*	*
Southern	9	9	$ 199,820	$ 170,270	$ 208,980	$ 234,970	$ 214,530	$ 181,270	$ 223,980	$ 256,000
Midwestern	6	6	$ 185,030	$ 154,720	$ 163,130	$ 231,250	$ 188,700	$ 154,720	$ 174,130	$ 231,250
North Central	3	3	*	*	*	*	*	*	*	*
Southwestern	2	2	*	*	*	*	*	*	*	*
Mountain	1	2	*	*	*	*	*	*	*	*
Pacific	1	1	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Business Development Manager

Executes specific elements of a firm's business development plan as assigned by leadership, such as existing client relationships or new client opportunities. This individual leverages marketing staff and administrative personnel as appropriate to accomplish objectives, evaluates and reports on performance across approved metrics, monitors and reports on competitive activities and organizes appropriate responses specific to individual assignments. Other responsibilities include assisting with annual business development plans and budget for particular areas of responsibility under guidance and direction of senior business development leadership, effectively managing assigned budgets across project sand supporting incremental business development activities as directed by senior leadership.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	72	89	$ 137,960	$ 117,070	$ 135,000	$ 154,490	$ 143,410	$ 121,610	$ 140,100	$ 159,430
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	3	12	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	4	5	*	*	*	*	*	*	*	*
10-24	12	12	$ 144,080	$ 114,620	$ 146,770	$ 167,960	$ 149,000	$ 118,640	$ 151,670	$ 175,960
25-49	16	20	$ 128,690	$ 99,060	$ 119,470	$ 154,500	$ 132,840	$ 99,060	$ 126,050	$ 159,380
50-99	17	25	*	*	*	*	*	*	*	*
100-199	10	14	$ 138,010	$ 119,870	$ 130,200	$ 158,140	$ 145,800	$ 120,550	$ 137,440	$ 166,120
200 or more	5	12	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	6	6	$ 172,000	$ 152,220	$ 164,110	$ 188,890	$ 180,750	$ 156,610	$ 170,920	$ 199,920
Nonexempt/clerical employees	16	16	$ 152,690	$ 121,570	$ 145,000	$ 170,460	$ 159,740	$ 128,440	$ 153,420	$ 182,040
Both exempt and nonexempt	5	5	$ 134,980	$ 109,990	$ 133,210	$ 160,860	$ 143,550	$ 119,240	$ 141,740	$ 168,760
No consistent supervisory responsibility	34	46	$ 135,040	$ 113,930	$ 130,000	$ 160,040	$ 141,280	$ 114,990	$ 135,650	$ 163,860
EMPLOYEES SUPERVISED										
1-5	30	32	$ 153,020	$ 130,800	$ 145,220	$ 169,860	$ 160,360	$ 135,000	$ 153,750	$ 180,230
6-10	1	1	*	*	*	*	*	*	*	*
11-25	1	1	*	*	*	*	*	*	*	*
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	35	49	$ 136,490	$ 116,460	$ 139,780	$ 156,480	$ 141,710	$ 123,690	$ 142,080	$ 159,430

COMPENSATION SUMMARY BY POSITION

Business Development Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	8	12	$ 146,150	$ 132,500	$ 148,950	$ 153,860	$ 150,010	$ 137,000	$ 150,000	$ 161,170
1 up to 2 years	6	7	*	*	*	*	*	*	*	*
2 up to 5 years	28	31	$ 144,590	$ 117,670	$ 147,000	$ 173,550	$ 151,300	$ 123,970	$ 152,340	$ 182,200
5 up to 10 years	15	17	$ 127,500	$ 94,290	$ 115,120	$ 158,290	$ 133,740	$ 100,230	$ 115,120	$ 167,010
10 up to 15 years	8	9	$ 163,380	$ 142,780	$ 146,000	$ 197,750	$ 176,360	$ 156,030	$ 158,810	$ 208,250
15 up to 20 years	4	4	*	*	*	*	*	*	*	*
20 years or more	2	2	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	1	1	*	*	*	*	*	*	*	*
Some college (no degree)	1	1	*	*	*	*	*	*	*	*
AA degree (2 years)	1	1	*	*	*	*	*	*	*	*
BA/BS/BBA degree	23	25	$ 136,900	$ 112,170	$ 140,080	$ 151,500	$ 144,130	$ 121,180	$ 142,080	$ 160,690
MBA degree	4	4	*	*	*	*	*	*	*	*
MA/MS/MLS degree	3	3	*	*	*	*	*	*	*	*
JD/LLB degree	3	3	*	*	*	*	*	*	*	*
Other	13	18	$ 159,350	$ 129,690	$ 153,830	$ 180,880	$ 162,460	$ 129,690	$ 153,830	$ 188,750
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	10	18	*	*	*	*	*	*	*	*
Southern	35	51	$ 133,510	$ 109,200	$ 130,000	$ 152,340	$ 137,990	$ 115,120	$ 130,000	$ 155,320
Midwestern	10	10	$ 128,450	$ 108,830	$ 119,790	$ 139,520	$ 133,380	$ 114,610	$ 122,500	$ 147,450
North Central	3	3	*	*	*	*	*	*	*	*
Southwestern	7	7	$ 165,010	$ 143,430	$ 166,400	$ 181,920	$ 173,160	$ 143,430	$ 175,130	$ 186,420
Mountain	2	3	*	*	*	*	*	*	*	*
Pacific	8	9	$ 143,920	$ 142,780	$ 147,540	$ 154,080	$ 155,120	$ 152,770	$ 158,000	$ 160,690

COMPENSATION SUMMARY BY POSITION

Business Development Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Florida	7	8	$ 138,800	$ 129,530	$ 132,500	$ 152,990	$ 140,550	$ 129,530	$ 132,500	$ 157,990
Georgia	7	10	$ 153,350	$ 121,390	$ 159,610	$ 186,770	$ 157,950	$ 121,390	$ 171,350	$ 190,400
Pennsylvania	5	12	$ 142,110	$ 125,250	$ 129,900	$ 167,660	$ 146,030	$ 128,000	$ 136,090	$ 171,410
Texas	6	6	$ 166,870	$ 135,170	$ 167,760	$ 193,940	$ 176,380	$ 135,980	$ 178,660	$ 204,190
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	7	10	$ 153,350	$ 121,390	$ 159,610	$ 186,770	$ 157,950	$ 121,390	$ 171,350	$ 190,400

COMPENSATION SUMMARY BY POSITION

Business Development Senior Coordinator/Specialist

Assists senior members of the business development team with various projects, internal and external communications and digital and technology platforms in order to support existing client relationships and new client opportunities.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	39	49	$ 90,440	$ 73,480	$ 83,600	$ 104,610	$ 93,930	$ 76,500	$ 85,540	$ 107,230
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	2	2	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	2	2	*	*	*	*	*	*	*	*
10-24	11	12	$ 89,190	$ 72,960	$ 84,660	$ 105,160	$ 92,440	$ 76,080	$ 85,860	$ 107,720
25-49	11	12	$ 89,240	$ 77,060	$ 80,620	$ 89,480	$ 93,250	$ 78,580	$ 84,460	$ 92,260
50-99	8	10	$ 96,840	$ 75,440	$ 83,800	$ 118,730	$ 99,900	$ 76,080	$ 86,250	$ 127,880
100-199	4	7	*	*	*	*	*	*	*	*
200 or more	3	6	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	0	0								
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	31	38	$ 90,770	$ 74,250	$ 80,740	$ 104,050	$ 95,030	$ 76,500	$ 83,950	$ 106,740
EMPLOYEES SUPERVISED										
1-5	0	0								
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	34	41	$ 91,610	$ 75,020	$ 82,400	$ 107,460	$ 95,580	$ 76,500	$ 84,000	$ 108,710

COMPENSATION SUMMARY BY POSITION

Business Development Senior Coordinator/Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	7	7	$ 87,060	$ 72,450	$ 78,750	$ 115,000	$ 89,560	$ 75,940	$ 83,900	$ 115,000
1 up to 2 years	2	3	*	*	*	*	*	*	*	*
2 up to 5 years	15	16	$ 93,650	$ 74,010	$ 82,500	$ 113,550	$ 98,860	$ 76,500	$ 86,930	$ 121,280
5 up to 10 years	10	10	$ 92,640	$ 76,000	$ 81,930	$ 107,150	$ 96,550	$ 78,530	$ 84,930	$ 111,280
10 up to 15 years	2	2	*	*	*	*	*	*	*	*
15 up to 20 years	2	2	*	*	*	*	*	*	*	*
20 years or more	1	1	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	1	1	*	*	*	*	*	*	*	*
Some college (no degree)	0	0								
AA degree (2 years)	1	1	*	*	*	*	*	*	*	*
BA/BS/BBA degree	20	24	$ 83,140	$ 74,010	$ 80,620	$ 87,730	$ 86,520	$ 76,500	$ 83,380	$ 92,150
MBA degree	4	4	*	*	*	*	*	*	*	*
MA/MS/MLS degree	0	0								
JD/LLB degree	0	0								
Other	2	2	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	6	7	*	*	*	*	*	*	*	*
Southern	15	16	$ 100,360	$ 80,150	$ 84,500	$ 120,180	$ 103,430	$ 83,010	$ 87,410	$ 120,800
Midwestern	1	1	*	*	*	*	*	*	*	*
North Central	3	3	*	*	*	*	*	*	*	*
Southwestern	5	9	*	*	*	*	*	*	*	*
Mountain	5	8	*	*	*	*	*	*	*	*
Pacific	6	7	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Business Development Senior Coordinator/Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
U.S. METROPOLITAN CITIES										
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	5	6	$ 95,960	$ 80,810	$ 95,240	$ 111,900	$ 97,770	$ 83,490	$ 97,740	$ 111,900

COMPENSATION SUMMARY BY POSITION

Marketing and Business Development Chief Officer

This individual is ultimately responsible for department and team members' performance. They collaborate with senior leadership to contribute to the firm's overall strategy and develop and drive annual business development plans and budget, ensuring alignment with firm's overall strategic direction. They also leverage the firm's position in the market and evaluate market opportunities with senior firm leadership to support business development opportunities, drive business development and sales opportunities and represent the firm in the legal industry and within the business markets in which they work.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	12	12	$ 409,130	$ 236,380	$ 460,000	$ 519,030	$ 462,310	$ 247,060	$ 460,000	$ 628,380
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	1	1	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	0	0								
10-24	0	0								
25-49	4	4	*	*	*	*	*	*	*	*
50-99	4	4	*	*	*	*	*	*	*	*
100-199	1	1	*	*	*	*	*	*	*	*
200 or more	1	1	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	3	3	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	0	0								
Both exempt and nonexempt	6	6	$ 348,920	$ 205,870	$ 332,500	$ 508,750	$ 381,660	$ 223,700	$ 357,660	$ 538,130
No consistent supervisory responsibility	1	1	*	*	*	*	*	*	*	*
EMPLOYEES SUPERVISED										
1-5	6	6	$ 350,770	$ 205,870	$ 332,500	$ 517,100	$ 383,520	$ 223,700	$ 357,660	$ 546,470
6-10	0	0								
11-25	2	2	*	*	*	*	*	*	*	*
26-50	0	0								
51-100	1	1	*	*	*	*	*	*	*	*
101-250	0	0								
More than 250	0	0								
None	2	2	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Marketing and Business Development Chief Officer

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	1	1	*	*	*	*	*	*	*	*
1 up to 2 years	1	1	*	*	*	*	*	*	*	*
2 up to 5 years	1	1	*	*	*	*	*	*	*	*
5 up to 10 years	3	3	*	*	*	*	*	*	*	*
10 up to 15 years	2	2	*	*	*	*	*	*	*	*
15 up to 20 years	1	1	*	*	*	*	*	*	*	*
20 years or more	2	2	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	1	1	*	*	*	*	*	*	*	*
MBA degree	2	2	*	*	*	*	*	*	*	*
MA/MS/MLS degree	0	0								
JD/LLB degree	3	3	*	*	*	*	*	*	*	*
Other	2	2	*	*	*	*	*	*	*	*
CLM Certified	1	1	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	3	3	*	*	*	*	*	*	*	*
Southern	5	5	$ 398,780	$ 238,750	$ 415,000	$ 550,700	$ 449,340	$ 262,790	$ 415,000	$ 653,060
Midwestern	2	2	*	*	*	*	*	*	*	*
North Central	2	2	*	*	*	*	*	*	*	*
Southwestern	1	1	*	*	*	*	*	*	*	*
Mountain	0	0								
Pacific	0	0								

COMPENSATION SUMMARY BY POSITION

Marketing and Business Development Director

In the instance where a firm does not employ a "chief" level position, this role may be the "first chair" professional leading the department (otherwise this person reports to chief). This individual directs all interaction with and the management of teams responsible for marketing and business development; oversees projects and processes; interfaces with practice group leaders and all firm operations areas; and serves as department liaison to other business services teams across the firm. Other responsibilities include budget allocation, idea generation, supervision and professional development of teams; developing individual and practice area business development plans, overseeing new business proposals and RFP responses and leading appropriate client presentations. Likewise this individual oversees the development of organizational communications and promotional materials to support business development objectives; plays a key role in media relations, analyzing competitive intelligence and may also network directly with clients, prospects and referrals.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	26	29	$ 189,060	$ 151,380	$ 191,020	$ 222,000	$ 204,030	$ 162,800	$ 200,000	$ 238,540
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	1	1	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	1	1	*	*	*	*	*	*	*	*
10-24	6	6	$ 184,780	$ 131,110	$ 197,000	$ 229,380	$ 194,300	$ 140,990	$ 207,060	$ 243,250
25-49	4	6	*	*	*	*	*	*	*	*
50-99	10	11	$ 178,690	$ 146,250	$ 180,000	$ 200,000	$ 192,360	$ 169,000	$ 197,000	$ 200,810
100-199	4	4	*	*	*	*	*	*	*	*
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	6	7	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	5	5	$ 202,800	$ 150,750	$ 200,000	$ 256,250	$ 224,250	$ 169,500	$ 200,000	$ 291,120
Both exempt and nonexempt	7	7	$ 201,340	$ 180,000	$ 214,000	$ 220,000	$ 218,600	$ 197,000	$ 234,120	$ 238,070
No consistent supervisory responsibility	4	4	*	*	*	*	*	*	*	*
EMPLOYEES SUPERVISED										
1-5	13	14	$ 196,020	$ 153,620	$ 191,500	$ 241,330	$ 214,830	$ 169,750	$ 200,000	$ 266,320
6-10	2	3	*	*	*	*	*	*	*	*
11-25	1	1	*	*	*	*	*	*	*	*
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	5	5	$ 147,870	$ 106,680	$ 126,000	$ 200,000	$ 152,470	$ 106,930	$ 132,500	$ 208,000

COMPENSATION SUMMARY BY POSITION

Marketing and Business Development Director

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	0	0								
1 up to 2 years	4	5	*	*	*	*	*	*	*	*
2 up to 5 years	4	4	*	*	*	*	*	*	*	*
5 up to 10 years	3	4	*	*	*	*	*	*	*	*
10 up to 15 years	1	1	*	*	*	*	*	*	*	*
15 up to 20 years	2	2	*	*	*	*	*	*	*	*
20 years or more	7	7	$ 179,430	$ 119,870	$ 171,000	$ 224,000	$ 197,090	$ 119,870	$ 186,000	$ 239,000
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	12	13	$ 190,760	$ 137,830	$ 214,000	$ 229,490	$ 209,470	$ 144,830	$ 234,120	$ 247,990
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	2	2	*	*	*	*	*	*	*	*
JD/LLB degree	3	3	*	*	*	*	*	*	*	*
Other	0	0								
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	3	4	*	*	*	*	*	*	*	*
Southern	11	13	$ 182,620	$ 144,330	$ 195,000	$ 220,690	$ 198,420	$ 159,730	$ 200,000	$ 238,540
Midwestern	5	5	$ 190,540	$ 145,840	$ 180,000	$ 240,510	$ 202,740	$ 146,340	$ 180,000	$ 270,510
North Central	4	4	*	*	*	*	*	*	*	*
Southwestern	2	2	*	*	*	*	*	*	*	*
Mountain	1	1	*	*	*	*	*	*	*	*
Pacific	1	1	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Marketing and Business Development Manager

Executes specific elements of a firm's marketing or business development plan as assigned by leadership. This individual leverages marketing, business development staff and administrative personnel as appropriate to accomplish objectives; evaluates and reports on performance across approved metrics; monitors and reports on competitive activities; and organizes appropriate responses unique to individual assignments. Other responsibilities include assisting with annual marketing plans and budget for specific areas of responsibility under guidance and direction of senior marketing leadership, effectively managing assigned budgets across projects and supporting incremental marketing activities as directed by senior leadership.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	46	54	$ 133,090	$ 105,150	$ 130,370	$ 161,230	$ 136,770	$ 109,340	$ 134,850	$ 165,290
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	1	1	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	0	0								
10-24	5	6	*	*	*	*	*	*	*	*
25-49	10	10	$ 154,910	$ 129,540	$ 158,740	$ 179,990	$ 158,630	$ 130,900	$ 160,740	$ 183,890
50-99	13	14	$ 119,510	$ 92,030	$ 123,820	$ 146,330	$ 126,600	$ 94,180	$ 131,890	$ 163,230
100-199	8	10	*	*	*	*	*	*	*	*
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	2	2	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	9	9	$ 128,460	$ 95,250	$ 130,000	$ 152,870	$ 132,310	$ 102,290	$ 134,000	$ 156,000
Both exempt and nonexempt	4	4	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	32	34	$ 132,470	$ 97,490	$ 132,040	$ 161,230	$ 137,030	$ 99,920	$ 138,840	$ 165,820
EMPLOYEES SUPERVISED										
1-5	13	14	$ 139,000	$ 117,260	$ 130,370	$ 172,070	$ 141,740	$ 125,410	$ 134,850	$ 172,070
6-10	1	1	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	30	32	$ 132,790	$ 101,240	$ 132,040	$ 160,570	$ 137,620	$ 103,920	$ 138,840	$ 167,100

COMPENSATION SUMMARY BY POSITION

Marketing and Business Development Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	2	3	*	*	*	*	*	*	*	*
1 up to 2 years	2	3	*	*	*	*	*	*	*	*
2 up to 5 years	7	7	$ 135,210	$ 119,000	$ 130,000	$ 161,820	$ 142,660	$ 129,180	$ 137,000	$ 162,860
5 up to 10 years	10	11	$ 136,590	$ 98,500	$ 127,090	$ 161,390	$ 142,390	$ 112,320	$ 137,900	$ 168,390
10 up to 15 years	12	12	$ 118,460	$ 87,080	$ 118,680	$ 153,350	$ 121,350	$ 93,030	$ 120,680	$ 153,770
15 up to 20 years	4	4	*	*	*	*	*	*	*	*
20 years or more	1	1	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	1	1	*	*	*	*	*	*	*	*
Some college (no degree)	1	1	*	*	*	*	*	*	*	*
AA degree (2 years)	1	1	*	*	*	*	*	*	*	*
BA/BS/BBA degree	10	11	$ 123,600	$ 94,000	$ 130,000	$ 143,000	$ 130,000	$ 95,000	$ 134,000	$ 156,300
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	1	1	*	*	*	*	*	*	*	*
JD/LLB degree	1	1	*	*	*	*	*	*	*	*
Other	4	5	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	5	5	$ 156,630	$ 112,370	$ 162,860	$ 197,780	$ 157,630	$ 112,870	$ 162,860	$ 199,780
Southern	15	18	$ 138,340	$ 109,340	$ 132,850	$ 161,230	$ 144,340	$ 113,580	$ 143,500	$ 166,210
Midwestern	14	16	$ 133,660	$ 111,150	$ 129,570	$ 166,800	$ 136,820	$ 111,150	$ 132,060	$ 170,720
North Central	5	7	*	*	*	*	*	*	*	*
Southwestern	2	2	*	*	*	*	*	*	*	*
Mountain	3	4	*	*	*	*	*	*	*	*
Pacific	3	3	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Marketing and Business Development Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Ohio	5	5	$ 138,220	$ 123,590	$ 130,970	$ 156,480	$ 142,090	$ 130,320	$ 132,660	$ 158,560

COMPENSATION SUMMARY BY POSITION

Marketing and Business Development Senior Coordinator/Specialist

Assists senior members of the marketing or business development team (as assigned by leadership) with various projects, internal and external communications and digital and technology platforms to support existing client relationships and new client opportunities.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	43	52	$ 75,040	$ 62,030	$ 75,200	$ 84,760	$ 77,350	$ 63,950	$ 79,080	$ 90,230
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	5	7	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	3	3	*	*	*	*	*	*	*	*
10-24	6	6	$ 76,010	$ 67,710	$ 75,080	$ 85,410	$ 78,460	$ 68,560	$ 76,930	$ 88,810
25-49	6	6	$ 91,370	$ 72,110	$ 80,200	$ 118,750	$ 93,200	$ 73,610	$ 80,200	$ 122,490
50-99	14	20	$ 74,450	$ 59,000	$ 79,710	$ 91,910	$ 77,290	$ 62,550	$ 81,880	$ 95,120
100-199	6	9	*	*	*	*	*	*	*	*
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	2	2	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	34	42	$ 75,980	$ 62,780	$ 75,650	$ 87,120	$ 79,590	$ 64,970	$ 79,080	$ 92,270
EMPLOYEES SUPERVISED										
1-5	2	2	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	32	40	$ 76,940	$ 65,970	$ 76,240	$ 87,370	$ 80,670	$ 67,350	$ 80,650	$ 94,410

COMPENSATION SUMMARY BY POSITION

Marketing and Business Development Senior Coordinator/Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	6	8	$ 54,640	$ 38,910	$ 58,500	$ 64,500	$ 55,170	$ 38,910	$ 59,020	$ 65,810
1 up to 2 years	2	2	*	*	*	*	*	*	*	*
2 up to 5 years	19	21	$ 76,600	$ 62,050	$ 75,000	$ 88,550	$ 80,760	$ 64,320	$ 82,820	$ 94,760
5 up to 10 years	5	5	$ 85,440	$ 72,340	$ 86,990	$ 97,750	$ 91,260	$ 72,590	$ 86,990	$ 112,060
10 up to 15 years	2	2	*	*	*	*	*	*	*	*
15 up to 20 years	2	2	*	*	*	*	*	*	*	*
20 years or more	4	4	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	2	2	*	*	*	*	*	*	*	*
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	21	24	$ 73,800	$ 62,330	$ 73,530	$ 85,990	$ 76,900	$ 65,200	$ 75,330	$ 86,240
MBA degree	2	2	*	*	*	*	*	*	*	*
MA/MS/MLS degree	4	4	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	5	5	$ 90,200	$ 75,250	$ 89,600	$ 105,440	$ 91,000	$ 77,250	$ 89,600	$ 105,440
CLM Certified	1	1	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	5	7	*	*	*	*	*	*	*	*
Southern	14	18	*	*	*	*	*	*	*	*
Midwestern	12	16	$ 78,520	$ 62,950	$ 74,830	$ 87,370	$ 82,700	$ 63,480	$ 77,480	$ 98,160
North Central	4	5	*	*	*	*	*	*	*	*
Southwestern	4	4	*	*	*	*	*	*	*	*
Mountain	6	6	$ 78,210	$ 69,500	$ 76,630	$ 85,000	$ 82,480	$ 74,270	$ 79,850	$ 93,430
Pacific	3	3	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Events Manager/Coordinator

This individual is responsible for planning, overseeing and evaluating client events, seminars, etc. Other responsibilities include reviewing venues and catering providers, creating and distributing event invitations and handling RSVPs. They also provide on-site support during events for registration and meeting logistics.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	58	77	$ 89,650	$ 70,000	$ 85,000	$ 100,000	$ 94,570	$ 72,000	$ 90,000	$ 102,700
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	3	4	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	1	1	*	*	*	*	*	*	*	*
10-24	7	7	$ 77,770	$ 64,000	$ 85,800	$ 95,210	$ 78,710	$ 64,500	$ 86,800	$ 95,210
25-49	11	11	$ 78,940	$ 53,750	$ 83,000	$ 88,540	$ 83,760	$ 54,250	$ 86,200	$ 95,540
50-99	18	23	$ 92,340	$ 69,300	$ 85,000	$ 110,610	$ 99,080	$ 71,660	$ 91,000	$ 118,280
100-199	13	22	$ 90,550	$ 71,500	$ 95,400	$ 100,250	$ 94,510	$ 72,880	$ 95,400	$ 104,710
200 or more	2	6	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	2	3	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	4	4	*	*	*	*	*	*	*	*
Both exempt and nonexempt	4	4	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	43	52	$ 82,220	$ 67,580	$ 82,430	$ 95,580	$ 86,640	$ 70,500	$ 86,020	$ 99,900
EMPLOYEES SUPERVISED										
1-5	8	9	$ 126,210	$ 100,390	$ 110,500	$ 162,500	$ 137,010	$ 100,520	$ 116,500	$ 189,280
6-10	2	2	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	41	50	$ 80,960	$ 67,000	$ 82,430	$ 93,390	$ 85,550	$ 69,730	$ 86,020	$ 99,700

COMPENSATION SUMMARY BY POSITION

Events Manager/Coordinator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	6	6	$ 79,990	$ 69,690	$ 83,100	$ 88,750	$ 80,830	$ 73,040	$ 83,100	$ 88,810
1 up to 2 years	13	16	$ 91,570	$ 70,000	$ 90,950	$ 104,380	$ 98,200	$ 75,000	$ 99,800	$ 109,000
2 up to 5 years	16	18	$ 90,630	$ 66,250	$ 81,800	$ 104,240	$ 96,650	$ 70,050	$ 89,380	$ 108,330
5 up to 10 years	11	12	$ 92,000	$ 72,690	$ 84,850	$ 102,450	$ 96,280	$ 73,870	$ 88,930	$ 111,820
10 up to 15 years	2	3	*	*	*	*	*	*	*	*
15 up to 20 years	1	1	*	*	*	*	*	*	*	*
20 years or more	5	5	$ 105,480	$ 81,940	$ 99,320	$ 132,100	$ 119,480	$ 88,210	$ 105,320	$ 157,820
EDUCATION										
High school or equivalent (no college)	3	3	*	*	*	*	*	*	*	*
Some college (no degree)	0	0								
AA degree (2 years)	2	2	*	*	*	*	*	*	*	*
BA/BS/BBA degree	27	34	$ 95,280	$ 76,500	$ 89,070	$ 103,630	$ 101,940	$ 82,940	$ 94,570	$ 111,750
MBA degree	0	0								
MA/MS/MLS degree	3	4	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	5	5	$ 72,900	$ 55,850	$ 67,000	$ 92,890	$ 74,730	$ 57,980	$ 71,900	$ 92,890
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	5	11	*	*	*	*	*	*	*	*
Southern	20	22	$ 82,770	$ 75,100	$ 82,930	$ 99,490	$ 87,010	$ 83,000	$ 86,960	$ 100,000
Midwestern	13	17	$ 80,540	$ 62,520	$ 72,800	$ 97,500	$ 85,450	$ 62,690	$ 73,170	$ 97,630
North Central	5	6	*	*	*	*	*	*	*	*
Southwestern	6	12	*	*	*	*	*	*	*	*
Mountain	4	4	*	*	*	*	*	*	*	*
Pacific	8	9	$ 88,920	$ 76,250	$ 92,000	$ 97,920	$ 92,850	$ 78,250	$ 95,210	$ 101,350

COMPENSATION SUMMARY BY POSITION

Events Manager/Coordinator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	5	5	$ 93,330	$ 76,250	$ 92,000	$ 111,080	$ 98,580	$ 78,250	$ 95,210	$ 120,590
Minnesota	5	6	$ 81,570	$ 60,280	$ 83,460	$ 100,160	$ 84,750	$ 65,090	$ 83,460	$ 102,080
Ohio	5	8	$ 90,910	$ 65,250	$ 80,130	$ 126,250	$ 95,170	$ 65,250	$ 81,880	$ 137,560
Texas	6	12	$ 100,400	$ 69,000	$ 87,300	$ 139,800	$ 110,320	$ 73,750	$ 92,300	$ 156,180
U.S. METROPOLITAN CITIES										
Minneapolis-St. Paul-Bloomington, MN-WI	5	6	$ 81,570	$ 60,280	$ 83,460	$ 100,160	$ 84,750	$ 65,090	$ 83,460	$ 102,080

COMPENSATION SUMMARY BY POSITION

Chief Information Officer

Analyzes, plans and manages all aspects of the automated systems technology. This may include data processing, word processing, LAN, WAN, integration of systems, telecommunications and personal computers. This individual consults with professionals and staff regarding system capabilities, procedures and issues. Other responsibilities include selection, assignment, training and evaluation of systems personnel; and making budget, software and systems selection recommendations. They may be responsible for oversight of information systems in multiple office locations and/or international locations. This individual may report to Principal Administrator and/or Managing Partner.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	48	49	$ 337,210	$ 222,500	$ 300,000	$ 445,000	$ 376,700	$ 253,910	$ 336,000	$ 498,170
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	2	2	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	0	0								
10-24	4	4	*	*	*	*	*	*	*	*
25-49	8	8	$ 270,130	$ 200,000	$ 230,650	$ 383,380	$ 297,040	$ 211,450	$ 253,720	$ 417,840
50-99	19	19	$ 311,170	$ 220,000	$ 265,370	$ 455,000	$ 345,840	$ 230,000	$ 297,350	$ 466,450
100-199	10	11	$ 381,930	$ 260,000	$ 440,000	$ 515,000	$ 432,670	$ 300,000	$ 450,000	$ 560,000
200 or more	1	1	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	15	15	$ 409,150	$ 252,500	$ 440,000	$ 550,000	$ 458,870	$ 286,000	$ 466,450	$ 560,000
Nonexempt/clerical employees	4	4	*	*	*	*	*	*	*	*
Both exempt and nonexempt	18	18	$ 302,870	$ 224,700	$ 289,380	$ 358,250	$ 347,500	$ 245,000	$ 329,800	$ 388,850
No consistent supervisory responsibility	2	2	*	*	*	*	*	*	*	*
EMPLOYEES SUPERVISED										
1-5	16	16	$ 310,820	$ 221,250	$ 262,690	$ 398,430	$ 345,220	$ 263,750	$ 294,440	$ 403,090
6-10	12	12	$ 360,480	$ 230,750	$ 312,500	$ 496,250	$ 407,790	$ 236,950	$ 380,040	$ 512,110
11-25	6	6	$ 352,660	$ 226,500	$ 294,380	$ 490,900	$ 396,040	$ 285,510	$ 318,000	$ 544,680
26-50	2	2	*	*	*	*	*	*	*	*
51-100	0	0								
101-250	1	1	*	*	*	*	*	*	*	*
More than 250	0	0								
None	3	3	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Chief Information Officer

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	2	2	*	*	*	*	*	*	*	*
1 up to 2 years	0	0								
2 up to 5 years	4	4	*	*	*	*	*	*	*	*
5 up to 10 years	8	8	$ 437,960	$ 231,250	$ 469,350	$ 605,000	$ 487,920	$ 246,630	$ 538,440	$ 693,750
10 up to 15 years	6	6	$ 250,780	$ 160,030	$ 240,000	$ 327,500	$ 302,800	$ 171,040	$ 280,500	$ 428,800
15 up to 20 years	4	4	*	*	*	*	*	*	*	*
20 years or more	16	16	$ 334,090	$ 243,130	$ 307,500	$ 435,300	$ 388,440	$ 288,600	$ 345,500	$ 486,290
EDUCATION										
High school or equivalent (no college)	1	1	*	*	*	*	*	*	*	*
Some college (no degree)	3	3	*	*	*	*	*	*	*	*
AA degree (2 years)	0	0								
BA/BS/BBA degree	15	15	$ 289,340	$ 200,000	$ 240,000	$ 325,000	$ 323,710	$ 210,000	$ 275,000	$ 375,000
MBA degree	4	4	*	*	*	*	*	*	*	*
MA/MS/MLS degree	3	3	*	*	*	*	*	*	*	*
JD/LLB degree	1	1	*	*	*	*	*	*	*	*
Other	3	3	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	10	10	$ 377,440	$ 235,000	$ 316,690	$ 521,250	$ 428,650	$ 272,500	$ 368,090	$ 599,500
Southern	17	17	$ 295,940	$ 200,000	$ 260,000	$ 373,100	$ 324,130	$ 215,310	$ 286,000	$ 433,950
Midwestern	7	7	$ 318,640	$ 225,000	$ 290,000	$ 420,000	$ 384,060	$ 283,840	$ 385,070	$ 462,500
North Central	6	6	$ 277,430	$ 167,020	$ 239,500	$ 422,180	$ 287,430	$ 179,440	$ 258,660	$ 422,180
Southwestern	2	2	*	*	*	*	*	*	*	*
Mountain	4	5	*	*	*	*	*	*	*	*
Pacific	4	4	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Chief Information Officer

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Florida	5	5	$ 267,800	$ 196,410	$ 200,000	$ 373,100	$ 302,740	$ 209,330	$ 227,120	$ 433,950
Pennsylvania	6	6	$ 424,830	$ 204,000	$ 429,000	$ 636,250	$ 498,700	$ 320,750	$ 483,090	$ 703,750
U.S. METROPOLITAN CITIES										
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	6	6	$ 422,300	$ 217,200	$ 395,000	$ 636,250	$ 467,470	$ 260,200	$ 449,500	$ 703,750

COMPENSATION SUMMARY BY POSITION

Information Technology Director/Manager

This is a senior-level position with overall responsibility for planning, managing and directing the technology and communications systems of the organization. This individual directs planning and budgeting and reviews new products and systems. Other responsibilities include overseeing applications development/support, training, etc. and supervising all staff directly engaged in these activities.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	129	168	$ 180,610	$ 148,840	$ 175,020	$ 206,750	$ 194,750	$ 156,920	$ 187,350	$ 217,880
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	8	14	$ 205,180	$ 137,100	$ 203,460	$ 252,720	$ 224,080	$ 151,860	$ 214,900	$ 281,170
NUMBER OF ATTORNEYS										
Fewer than 10	2	2	*	*	*	*	*	*	*	*
10-24	25	25	$ 161,310	$ 115,000	$ 156,000	$ 197,500	$ 173,480	$ 138,000	$ 169,480	$ 209,450
25-49	37	45	$ 167,660	$ 140,620	$ 165,000	$ 185,750	$ 177,420	$ 145,620	$ 172,530	$ 203,300
50-99	38	51	$ 192,070	$ 152,270	$ 180,000	$ 222,000	$ 208,800	$ 159,940	$ 193,350	$ 242,280
100-199	18	36	$ 195,320	$ 164,920	$ 188,130	$ 213,930	$ 209,750	$ 172,070	$ 210,480	$ 220,130
200 or more	3	3	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	38	48	$ 203,080	$ 163,900	$ 200,910	$ 228,970	$ 218,900	$ 175,730	$ 209,700	$ 246,620
Nonexempt/clerical employees	36	37	$ 156,960	$ 140,000	$ 158,200	$ 180,830	$ 168,820	$ 145,870	$ 169,480	$ 194,500
Both exempt and nonexempt	30	35	$ 201,140	$ 180,250	$ 195,000	$ 217,000	$ 225,440	$ 201,420	$ 214,000	$ 241,800
No consistent supervisory responsibility	25	27	$ 144,160	$ 110,000	$ 140,600	$ 165,000	$ 155,520	$ 118,720	$ 148,100	$ 175,000
EMPLOYEES SUPERVISED										
1-5	69	81	$ 181,290	$ 150,230	$ 180,000	$ 205,000	$ 196,460	$ 162,030	$ 196,500	$ 217,750
6-10	21	22	$ 189,810	$ 160,750	$ 193,800	$ 213,250	$ 206,930	$ 172,270	$ 204,960	$ 228,280
11-25	15	15	$ 222,420	$ 187,500	$ 206,000	$ 255,000	$ 250,220	$ 205,490	$ 230,590	$ 301,300
26-50	1	1	*	*	*	*	*	*	*	*
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	26	28	$ 149,310	$ 116,040	$ 147,210	$ 163,650	$ 160,920	$ 135,880	$ 152,690	$ 178,900

COMPENSATION SUMMARY BY POSITION

Information Technology Director/Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	4	4	*	*	*	*	*	*	*	*
1 up to 2 years	6	6	$ 196,590	$ 150,340	$ 183,500	$ 226,600	$ 206,410	$ 153,080	$ 200,000	$ 241,790
2 up to 5 years	20	24	$ 177,350	$ 138,990	$ 169,010	$ 219,380	$ 194,730	$ 145,880	$ 180,480	$ 236,900
5 up to 10 years	27	29	$ 192,030	$ 137,320	$ 189,000	$ 225,650	$ 213,170	$ 145,320	$ 210,950	$ 254,300
10 up to 15 years	21	23	$ 167,550	$ 133,000	$ 180,000	$ 201,830	$ 181,390	$ 145,000	$ 180,250	$ 217,430
15 up to 20 years	11	14	$ 178,550	$ 162,940	$ 176,310	$ 190,250	$ 189,820	$ 171,090	$ 188,010	$ 207,520
20 years or more	37	40	$ 180,650	$ 158,360	$ 172,270	$ 209,000	$ 195,880	$ 165,000	$ 189,350	$ 216,460
EDUCATION										
High school or equivalent (no college)	3	5	*	*	*	*	*	*	*	*
Some college (no degree)	11	11	$ 174,940	$ 159,600	$ 180,000	$ 189,000	$ 197,230	$ 162,380	$ 192,500	$ 214,000
AA degree (2 years)	9	9	$ 148,220	$ 112,700	$ 145,070	$ 178,800	$ 157,830	$ 121,220	$ 153,150	$ 191,000
BA/BS/BBA degree	46	55	$ 176,750	$ 141,000	$ 172,540	$ 203,000	$ 193,790	$ 154,550	$ 185,030	$ 218,700
MBA degree	2	2	*	*	*	*	*	*	*	*
MA/MS/MLS degree	10	11	$ 187,060	$ 130,000	$ 185,000	$ 217,810	$ 204,450	$ 145,000	$ 200,000	$ 225,810
JD/LLB degree	3	3	*	*	*	*	*	*	*	*
Other	10	18	$ 197,620	$ 162,250	$ 199,760	$ 214,500	$ 207,910	$ 169,650	$ 204,960	$ 225,620
CLM Certified	4	4	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	16	25	$ 209,300	$ 145,500	$ 190,500	$ 256,960	$ 225,380	$ 148,050	$ 209,400	$ 274,200
Southern	46	59	$ 174,060	$ 145,070	$ 166,530	$ 206,000	$ 185,670	$ 147,250	$ 175,630	$ 214,000
Midwestern	22	31	$ 189,280	$ 163,020	$ 186,170	$ 214,180	$ 205,580	$ 175,000	$ 210,000	$ 217,500
North Central	13	17	$ 160,110	$ 144,290	$ 155,000	$ 171,700	$ 170,900	$ 153,890	$ 164,900	$ 190,200
Southwestern	15	19	*	*	*	*	*	*	*	*
Mountain	9	15	*	*	*	*	*	*	*	*
Pacific	16	16	$ 198,280	$ 171,250	$ 186,750	$ 216,440	$ 215,850	$ 185,260	$ 204,650	$ 230,340

COMPENSATION SUMMARY BY POSITION

Information Technology Director/Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	14	14	$ 198,440	$ 168,750	$ 186,750	$ 215,440	$ 215,550	$ 184,080	$ 203,250	$ 227,310
District of Columbia	7	7	$ 197,040	$ 178,190	$ 200,000	$ 216,300	$ 207,960	$ 185,190	$ 216,000	$ 233,000
Florida	8	10	$ 162,770	$ 122,500	$ 169,220	$ 207,940	$ 172,140	$ 137,500	$ 173,720	$ 209,320
Georgia	5	5	$ 193,410	$ 163,630	$ 204,520	$ 217,650	$ 206,080	$ 178,300	$ 211,990	$ 230,910
Illinois	7	9	$ 182,650	$ 153,770	$ 175,000	$ 215,840	$ 195,900	$ 165,840	$ 177,000	$ 228,250
Minnesota	8	12	$ 157,670	$ 143,210	$ 153,630	$ 163,840	$ 167,750	$ 152,010	$ 161,890	$ 181,120
North Carolina	6	12	$ 169,490	$ 136,490	$ 169,420	$ 201,370	$ 177,570	$ 138,240	$ 179,630	$ 211,000
Ohio	7	10	$ 200,110	$ 160,130	$ 190,800	$ 231,250	$ 219,070	$ 165,820	$ 209,300	$ 248,130
Pennsylvania	7	14	$ 205,030	$ 146,590	$ 185,930	$ 245,050	$ 222,690	$ 148,920	$ 203,460	$ 266,550
Texas	11	15	$ 190,250	$ 136,100	$ 187,420	$ 231,000	$ 216,210	$ 143,100	$ 205,590	$ 259,300
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	5	5	$ 193,410	$ 163,630	$ 204,520	$ 217,650	$ 206,080	$ 178,300	$ 211,990	$ 230,910
Chicago-Naperville-Elgin, IL-IN-WI	7	9	$ 182,650	$ 153,770	$ 175,000	$ 215,840	$ 195,900	$ 165,840	$ 177,000	$ 228,250
Los Angeles-Long Beach-Anaheim, CA	6	6	$ 224,060	$ 192,630	$ 206,630	$ 248,650	$ 233,480	$ 204,370	$ 215,750	$ 257,840
Minneapolis-St. Paul-Bloomington, MN-WI	8	12	$ 157,670	$ 143,210	$ 153,630	$ 163,840	$ 167,750	$ 152,010	$ 161,890	$ 181,120
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	8	15	$ 205,740	$ 157,580	$ 185,000	$ 228,000	$ 222,810	$ 163,580	$ 198,930	$ 249,000
Washington-Arlington-Alexandria, DC-VA-MD-WV	9	9	$ 193,610	$ 169,810	$ 200,000	$ 211,150	$ 203,950	$ 173,790	$ 216,000	$ 225,210

COMPENSATION SUMMARY BY POSITION

Cybercrime Director/Specialist

This individual is responsible for planning, coordinating and implementing information security programs to protect against web threats, including malware, phishing, viruses, denial-of-service attacks, information warfare and hacking.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	37	40	$ 159,360	$ 123,870	$ 158,200	$ 193,450	$ 168,650	$ 128,170	$ 165,000	$ 209,510
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	2	2	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	0	0								
10-24	6	6	$ 153,170	$ 122,650	$ 150,500	$ 188,200	$ 156,680	$ 126,720	$ 150,500	$ 191,390
25-49	7	7	$ 132,780	$ 106,180	$ 123,600	$ 175,100	$ 138,890	$ 119,110	$ 127,300	$ 175,100
50-99	13	15	$ 181,560	$ 137,500	$ 187,500	$ 214,500	$ 194,180	$ 151,250	$ 195,100	$ 226,300
100-199	8	9	$ 148,330	$ 123,050	$ 129,500	$ 185,000	$ 156,810	$ 131,500	$ 138,730	$ 192,200
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	8	8	$ 199,990	$ 165,680	$ 196,900	$ 212,630	$ 219,490	$ 177,660	$ 215,170	$ 222,850
Nonexempt/clerical employees	3	3	*	*	*	*	*	*	*	*
Both exempt and nonexempt	1	1	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	19	20	$ 134,740	$ 108,630	$ 127,800	$ 161,600	$ 141,210	$ 119,330	$ 138,230	$ 166,500
EMPLOYEES SUPERVISED										
1-5	8	8	$ 199,640	$ 150,000	$ 196,900	$ 224,250	$ 221,530	$ 162,210	$ 210,480	$ 258,500
6-10	2	2	*	*	*	*	*	*	*	*
11-25	1	1	*	*	*	*	*	*	*	*
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	19	20	$ 141,170	$ 116,130	$ 132,750	$ 167,280	$ 147,850	$ 120,200	$ 139,860	$ 175,660

COMPENSATION SUMMARY BY POSITION

Cybercrime Director/Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	2	2	*	*	*	*	*	*	*	*
1 up to 2 years	2	2	*	*	*	*	*	*	*	*
2 up to 5 years	6	6	$ 143,490	$ 85,470	$ 121,800	$ 174,900	$ 157,940	$ 85,790	$ 131,150	$ 198,030
5 up to 10 years	11	12	$ 160,330	$ 139,220	$ 155,550	$ 193,450	$ 171,370	$ 152,360	$ 168,350	$ 203,390
10 up to 15 years	3	3	*	*	*	*	*	*	*	*
15 up to 20 years	0	0								
20 years or more	6	6	$ 158,170	$ 126,250	$ 150,500	$ 194,250	$ 163,110	$ 133,500	$ 153,000	$ 201,070
EDUCATION										
High school or equivalent (no college)	1	1	*	*	*	*	*	*	*	*
Some college (no degree)	1	1	*	*	*	*	*	*	*	*
AA degree (2 years)	2	2	*	*	*	*	*	*	*	*
BA/BS/BBA degree	10	12	$ 151,020	$ 124,220	$ 147,890	$ 192,150	$ 161,160	$ 130,160	$ 155,800	$ 209,510
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	5	5	$ 182,340	$ 107,050	$ 187,500	$ 255,050	$ 199,930	$ 113,550	$ 195,100	$ 288,730
JD/LLB degree	1	1	*	*	*	*	*	*	*	*
Other	2	2	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	4	4	*	*	*	*	*	*	*	*
Southern	15	17	$ 157,530	$ 127,800	$ 159,700	$ 187,750	$ 164,580	$ 138,230	$ 165,000	$ 192,800
Midwestern	6	6	$ 167,100	$ 111,490	$ 175,820	$ 218,750	$ 182,680	$ 122,800	$ 194,950	$ 228,750
North Central	3	3	*	*	*	*	*	*	*	*
Southwestern	5	5	$ 164,170	$ 115,440	$ 150,000	$ 220,000	$ 173,060	$ 123,900	$ 167,000	$ 225,250
Mountain	2	3	*	*	*	*	*	*	*	*
Pacific	4	4	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Cybercrime Director/Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Texas	5	5	$ 164,170	$ 115,440	$ 150,000	$ 220,000	$ 173,060	$ 123,900	$ 167,000	$ 225,250

COMPENSATION SUMMARY BY POSITION

Web Developer/Manager

This individual is responsible for developing and maintaining the organization's website. Determines layout, creates graphics and applications and interacts with outside vendors as necessary. Ensures that all professional biographies, articles and similar materials are accurate and current.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	24	31	$ 131,430	$ 105,990	$ 142,000	$ 150,470	$ 137,720	$ 108,990	$ 147,500	$ 162,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	3	5	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	0	0								
10-24	4	4	*	*	*	*	*	*	*	*
25-49	5	8	*	*	*	*	*	*	*	*
50-99	7	9	*	*	*	*	*	*	*	*
100-199	3	4	*	*	*	*	*	*	*	*
200 or more	2	2	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	1	1	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	1	1	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	19	25	$ 120,930	$ 96,850	$ 123,000	$ 144,700	$ 127,230	$ 98,600	$ 126,000	$ 157,850
EMPLOYEES SUPERVISED										
1-5	2	2	*	*	*	*	*	*	*	*
6-10	1	1	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	19	25	$ 120,930	$ 96,850	$ 123,000	$ 144,700	$ 127,230	$ 98,600	$ 126,000	$ 157,850

COMPENSATION SUMMARY BY POSITION

Web Developer/Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	0	0								
1 up to 2 years	0	0								
2 up to 5 years	7	8	$ 116,020	$ 77,000	$ 125,780	$ 144,470	$ 122,060	$ 80,630	$ 125,780	$ 158,380
5 up to 10 years	4	4	*	*	*	*	*	*	*	*
10 up to 15 years	8	9	$ 114,510	$ 86,260	$ 123,000	$ 137,640	$ 119,670	$ 91,760	$ 124,210	$ 141,290
15 up to 20 years	1	1	*	*	*	*	*	*	*	*
20 years or more	5	5	$ 144,410	$ 129,000	$ 145,000	$ 159,540	$ 152,260	$ 135,500	$ 154,300	$ 168,000
EDUCATION										
High school or equivalent (no college)	1	2	*	*	*	*	*	*	*	*
Some college (no degree)	1	1	*	*	*	*	*	*	*	*
AA degree (2 years)	0	0								
BA/BS/BBA degree	8	10	$ 132,510	$ 117,250	$ 138,430	$ 149,480	$ 138,930	$ 118,160	$ 147,550	$ 164,480
MBA degree	2	2	*	*	*	*	*	*	*	*
MA/MS/MLS degree	3	3	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	4	4	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	7	9	*	*	*	*	*	*	*	*
Southern	11	15	$ 126,560	$ 106,160	$ 131,900	$ 145,670	$ 130,500	$ 106,160	$ 133,110	$ 154,300
Midwestern	2	2	*	*	*	*	*	*	*	*
North Central	4	4	*	*	*	*	*	*	*	*
Southwestern	2	5	*	*	*	*	*	*	*	*
Mountain	1	1	*	*	*	*	*	*	*	*
Pacific	0	0								

COMPENSATION SUMMARY BY POSITION

CRM and E-marketing Specialist

The CRM and E-marketing Specialist will develop, manage and support the firm's CRM and marketing strategies to ensure the accuracy of strategic business data, train and encourage CRM adaption and usage and work to drive business through targeted CRM usage. Reporting to the Director of Marketing, the Specialist will work closely with two senior business development managers, firm lawyers in all practice areas and other marketing team members on a wide variety of CRM data management, marketing and business development projects.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	10	15	*	*	*	*	*	*	*	*
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	2	2	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	2	2	*	*	*	*	*	*	*	*
10-24	2	2	*	*	*	*	*	*	*	*
25-49	3	3	*	*	*	*	*	*	*	*
50-99	2	2	*	*	*	*	*	*	*	*
100-199	1	1	*	*	*	*	*	*	*	*
200 or more	1	3	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	2	2	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	0	0								
Both exempt and nonexempt	1	1	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	10	14	$ 98,980	$ 79,500	$ 96,250	$ 110,120	$ 105,540	$ 80,750	$ 106,500	$ 116,520
EMPLOYEES SUPERVISED										
1-5	2	2	*	*	*	*	*	*	*	*
6-10	1	1	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	10	14	$ 98,980	$ 79,500	$ 96,250	$ 110,120	$ 105,540	$ 80,750	$ 106,500	$ 116,520

COMPENSATION SUMMARY BY POSITION

CRM and E-marketing Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	1	1	*	*	*	*	*	*	*	*
1 up to 2 years	1	2	*	*	*	*	*	*	*	*
2 up to 5 years	3	3	*	*	*	*	*	*	*	*
5 up to 10 years	2	3	*	*	*	*	*	*	*	*
10 up to 15 years	4	4	*	*	*	*	*	*	*	*
15 up to 20 years	1	1	*	*	*	*	*	*	*	*
20 years or more	2	2	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	2	3	*	*	*	*	*	*	*	*
Some college (no degree)	0	0								
AA degree (2 years)	2	2	*	*	*	*	*	*	*	*
BA/BS/BBA degree	5	5	$ 108,900	$ 86,880	$ 100,000	$ 135,390	$ 113,880	$ 91,850	$ 111,000	$ 137,360
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	1	1	*	*	*	*	*	*	*	*
JD/LLB degree	1	1	*	*	*	*	*	*	*	*
Other	2	2	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	2	2	*	*	*	*	*	*	*	*
Southern	4	4	*	*	*	*	*	*	*	*
Midwestern	2	2	*	*	*	*	*	*	*	*
North Central	0	0								
Southwestern	3	8	*	*	*	*	*	*	*	*
Mountain	0	0								
Pacific	1	1	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

E-discovery Director/Specialist

This individual is responsible for overseeing e-discovery procedures, developing processes and applying industry trends and technology.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	55	75	$ 149,410	$ 100,800	$ 142,000	$ 175,630	$ 156,600	$ 105,680	$ 148,070	$ 183,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	0	0								
NUMBER OF ATTORNEYS										
Fewer than 10	1	1	*	*	*	*	*	*	*	*
10-24	6	7	*	*	*	*	*	*	*	*
25-49	14	22	$ 152,910	$ 114,470	$ 154,190	$ 168,170	$ 159,100	$ 118,440	$ 158,190	$ 182,380
50-99	12	19	$ 145,820	$ 97,080	$ 140,000	$ 174,770	$ 154,190	$ 98,880	$ 153,580	$ 181,770
100-199	10	11	$ 177,650	$ 125,000	$ 180,000	$ 215,300	$ 189,810	$ 130,000	$ 210,500	$ 225,300
200 or more	1	1	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	4	4	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	4	4	*	*	*	*	*	*	*	*
Both exempt and nonexempt	5	5	$ 216,150	$ 154,400	$ 212,100	$ 279,920	$ 240,610	$ 164,890	$ 233,100	$ 320,100
No consistent supervisory responsibility	23	30	$ 114,650	$ 90,750	$ 105,300	$ 141,830	$ 121,300	$ 95,510	$ 112,260	$ 141,830
EMPLOYEES SUPERVISED										
1-5	9	9	$ 207,370	$ 152,500	$ 210,000	$ 270,340	$ 217,170	$ 152,650	$ 225,300	$ 276,840
6-10	1	1	*	*	*	*	*	*	*	*
11-25	3	3	*	*	*	*	*	*	*	*
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	22	29	$ 115,550	$ 91,000	$ 108,890	$ 141,970	$ 122,320	$ 95,730	$ 113,230	$ 141,970

COMPENSATION SUMMARY BY POSITION

E-discovery Director/Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	3	3	*	*	*	*	*	*	*	*
1 up to 2 years	3	3	*	*	*	*	*	*	*	*
2 up to 5 years	6	6	$ 174,140	$ 132,840	$ 162,650	$ 221,390	$ 184,780	$ 135,690	$ 176,370	$ 233,640
5 up to 10 years	9	9	$ 123,130	$ 93,390	$ 141,200	$ 150,000	$ 128,080	$ 98,220	$ 141,200	$ 150,000
10 up to 15 years	6	6	$ 180,150	$ 99,030	$ 176,150	$ 245,150	$ 189,600	$ 108,640	$ 188,650	$ 250,780
15 up to 20 years	2	2	*	*	*	*	*	*	*	*
20 years or more	8	10	$ 136,300	$ 90,380	$ 137,500	$ 181,350	$ 148,160	$ 92,360	$ 140,150	$ 203,330
EDUCATION										
High school or equivalent (no college)	2	3	*	*	*	*	*	*	*	*
Some college (no degree)	1	1	*	*	*	*	*	*	*	*
AA degree (2 years)	3	3	*	*	*	*	*	*	*	*
BA/BS/BBA degree	11	13	$ 162,830	$ 97,460	$ 137,000	$ 217,690	$ 176,600	$ 101,050	$ 150,300	$ 237,750
MBA degree	0	0								
MA/MS/MLS degree	0	0								
JD/LLB degree	2	2	*	*	*	*	*	*	*	*
Other	6	7	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	8	12	*	*	*	*	*	*	*	*
Southern	15	21	$ 143,730	$ 94,900	$ 142,250	$ 176,650	$ 150,200	$ 103,170	$ 142,250	$ 187,720
Midwestern	10	13	$ 165,890	$ 118,800	$ 160,000	$ 204,060	$ 173,220	$ 119,200	$ 160,000	$ 221,190
North Central	2	3	*	*	*	*	*	*	*	*
Southwestern	8	9	$ 128,650	$ 92,240	$ 130,000	$ 143,040	$ 136,220	$ 93,730	$ 141,130	$ 152,500
Mountain	6	6	$ 157,160	$ 105,940	$ 138,500	$ 220,000	$ 163,540	$ 107,740	$ 144,300	$ 237,330
Pacific	6	11	$ 167,030	$ 120,000	$ 141,690	$ 178,500	$ 178,050	$ 122,700	$ 141,690	$ 183,000

COMPENSATION SUMMARY BY POSITION

E-discovery Director/Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	5	9	$ 155,580	$ 120,260	$ 141,690	$ 171,020	$ 166,280	$ 121,760	$ 141,690	$ 175,270
Pennsylvania	7	11	$ 136,980	$ 98,790	$ 137,000	$ 168,300	$ 142,610	$ 99,190	$ 150,300	$ 172,800
Texas	7	8	$ 127,230	$ 90,460	$ 115,850	$ 144,020	$ 133,240	$ 92,700	$ 126,210	$ 144,770
U.S. METROPOLITAN CITIES										
Dallas-Fort Worth-Arlington, TX	5	6	$ 138,900	$ 92,680	$ 135,540	$ 171,250	$ 146,420	$ 101,480	$ 142,600	$ 175,000
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	5	9	$ 145,240	$ 98,790	$ 150,000	$ 190,200	$ 150,700	$ 100,440	$ 152,000	$ 197,450

COMPENSATION SUMMARY BY POSITION

Systems Manager

This individual is responsible for operation and maintenance of all computers. In a larger organization, may report to the Director of Information Technology.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	72	98	$ 136,320	$ 114,330	$ 134,200	$ 154,400	$ 148,390	$ 121,670	$ 144,140	$ 168,200
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	1	1	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	3	3	*	*	*	*	*	*	*	*
10-24	9	9	$ 137,180	$ 109,000	$ 147,570	$ 163,200	$ 154,670	$ 113,110	$ 166,700	$ 176,900
25-49	17	22	$ 114,340	$ 89,840	$ 108,690	$ 131,250	$ 121,530	$ 94,600	$ 119,480	$ 138,080
50-99	22	30	$ 139,430	$ 124,130	$ 137,720	$ 150,500	$ 152,620	$ 132,030	$ 147,330	$ 158,380
100-199	8	13	$ 146,040	$ 128,800	$ 150,800	$ 166,100	$ 155,350	$ 134,290	$ 155,600	$ 171,900
200 or more	2	4	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	12	12	$ 157,370	$ 141,240	$ 155,740	$ 171,390	$ 166,990	$ 151,510	$ 171,140	$ 179,640
Nonexempt/clerical employees	9	9	$ 132,450	$ 107,500	$ 130,000	$ 150,500	$ 161,920	$ 127,890	$ 146,330	$ 189,750
Both exempt and nonexempt	4	4	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	50	65	$ 132,930	$ 109,080	$ 129,750	$ 150,500	$ 143,380	$ 118,380	$ 136,700	$ 156,050
EMPLOYEES SUPERVISED										
1-5	17	17	$ 146,870	$ 132,500	$ 150,230	$ 168,390	$ 163,560	$ 140,080	$ 168,870	$ 179,860
6-10	5	5	$ 163,600	$ 127,100	$ 151,800	$ 206,000	$ 188,300	$ 130,850	$ 167,000	$ 256,390
11-25	3	3	*	*	*	*	*	*	*	*
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	47	60	$ 134,430	$ 106,300	$ 131,880	$ 152,440	$ 145,370	$ 119,970	$ 140,970	$ 164,150

COMPENSATION SUMMARY BY POSITION

Systems Manager

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	3	3	*	*	*	*	*	*	*	*
1 up to 2 years	3	3	*	*	*	*	*	*	*	*
2 up to 5 years	13	17	$ 126,820	$ 106,580	$ 128,510	$ 146,990	$ 135,100	$ 112,360	$ 133,290	$ 159,610
5 up to 10 years	11	12	$ 135,360	$ 102,910	$ 136,320	$ 157,000	$ 152,700	$ 122,850	$ 149,900	$ 174,430
10 up to 15 years	15	16	$ 134,290	$ 104,000	$ 130,630	$ 157,630	$ 150,270	$ 112,490	$ 143,190	$ 168,750
15 up to 20 years	9	9	$ 122,180	$ 100,150	$ 125,000	$ 135,330	$ 127,610	$ 102,530	$ 129,200	$ 143,230
20 years or more	21	23	$ 140,910	$ 122,770	$ 138,840	$ 166,400	$ 154,650	$ 136,590	$ 149,230	$ 176,770
EDUCATION										
High school or equivalent (no college)	5	6	*	*	*	*	*	*	*	*
Some college (no degree)	4	4	*	*	*	*	*	*	*	*
AA degree (2 years)	10	12	$ 136,560	$ 118,340	$ 136,700	$ 146,080	$ 145,510	$ 125,060	$ 147,730	$ 164,290
BA/BS/BBA degree	32	39	$ 131,700	$ 108,160	$ 131,080	$ 150,510	$ 146,090	$ 119,800	$ 142,500	$ 166,970
MBA degree	0	0								
MA/MS/MLS degree	5	5	$ 139,430	$ 113,660	$ 151,800	$ 159,000	$ 160,380	$ 143,500	$ 167,000	$ 173,950
JD/LLB degree	0	0								
Other	4	4	*	*	*	*	*	*	*	*
CLM Certified	1	1	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	8	8	$ 141,860	$ 113,250	$ 128,200	$ 183,750	$ 158,940	$ 129,400	$ 143,350	$ 200,480
Southern	27	37	$ 127,140	$ 103,700	$ 129,090	$ 149,040	$ 136,110	$ 108,540	$ 136,590	$ 157,400
Midwestern	9	13	$ 136,180	$ 112,110	$ 135,000	$ 162,800	$ 143,580	$ 112,360	$ 146,950	$ 169,440
North Central	8	10	$ 120,360	$ 98,380	$ 122,560	$ 144,380	$ 129,860	$ 101,650	$ 134,300	$ 153,130
Southwestern	7	12	$ 155,500	$ 122,750	$ 152,750	$ 190,250	$ 177,430	$ 126,580	$ 167,700	$ 243,680
Mountain	4	4	*	*	*	*	*	*	*	*
Pacific	10	15	$ 151,340	$ 130,000	$ 143,750	$ 166,000	$ 166,400	$ 146,150	$ 150,540	$ 179,500

COMPENSATION SUMMARY BY POSITION

Systems Manager

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	7	12	$ 150,780	$ 131,300	$ 142,200	$ 162,770	$ 160,590	$ 138,990	$ 150,520	$ 172,470
Minnesota	5	7	$ 119,530	$ 98,500	$ 116,120	$ 143,000	$ 132,820	$ 101,760	$ 132,700	$ 153,500
Texas	5	10	$ 164,650	$ 124,250	$ 171,500	$ 198,250	$ 189,670	$ 135,730	$ 187,200	$ 245,300
U.S. METROPOLITAN CITIES										
Los Angeles-Long Beach-Anaheim, CA	5	8	$ 146,990	$ 129,810	$ 147,130	$ 162,770	$ 153,370	$ 135,080	$ 150,880	$ 172,470
Minneapolis-St. Paul-Bloomington, MN-WI	5	7	$ 119,530	$ 98,500	$ 116,120	$ 143,000	$ 132,820	$ 101,760	$ 132,700	$ 153,500

COMPENSATION SUMMARY BY POSITION

Network Administrator

This individual is responsible for all aspects of the firm's LAN/WAN: installing, configuring, monitoring and maintaining hardware and software. Identifies areas for upgrading and enhancement and makes recommendations for improvement. Maintains security and disaster recovery plans.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	89	118	$ 119,750	$ 94,440	$ 117,750	$ 141,530	$ 126,640	$ 97,460	$ 123,480	$ 148,230
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	4	5	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	2	2	*	*	*	*	*	*	*	*
10-24	6	6	$ 112,170	$ 92,840	$ 107,740	$ 143,250	$ 121,430	$ 97,030	$ 114,660	$ 152,820
25-49	24	31	$ 112,180	$ 80,000	$ 112,350	$ 128,750	$ 115,830	$ 82,000	$ 117,500	$ 132,600
50-99	25	32	$ 117,090	$ 93,870	$ 113,250	$ 136,500	$ 124,830	$ 96,350	$ 120,920	$ 146,710
100-199	17	27	$ 124,680	$ 105,690	$ 123,200	$ 145,000	$ 131,390	$ 112,690	$ 134,000	$ 150,000
200 or more	3	3	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	2	2	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	3	3	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	68	87	$ 115,710	$ 93,750	$ 112,000	$ 138,000	$ 122,970	$ 96,550	$ 120,000	$ 145,680
EMPLOYEES SUPERVISED										
1-5	3	3	*	*	*	*	*	*	*	*
6-10	1	1	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	67	85	$ 116,200	$ 93,510	$ 112,350	$ 140,200	$ 123,500	$ 96,380	$ 120,400	$ 146,120

COMPENSATION SUMMARY BY POSITION

Network Administrator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	4	4	*	*	*	*	*	*	*	*
1 up to 2 years	9	9	$ 99,390	$ 66,500	$ 77,200	$ 143,260	$ 106,680	$ 68,500	$ 77,200	$ 155,000
2 up to 5 years	13	13	$ 119,490	$ 91,760	$ 112,350	$ 146,500	$ 128,360	$ 96,640	$ 117,700	$ 162,110
5 up to 10 years	17	19	$ 115,000	$ 98,740	$ 111,000	$ 121,000	$ 125,820	$ 99,040	$ 119,500	$ 144,960
10 up to 15 years	12	15	$ 120,230	$ 94,200	$ 118,340	$ 141,380	$ 124,810	$ 96,200	$ 122,340	$ 148,000
15 up to 20 years	15	15	$ 119,110	$ 93,750	$ 106,000	$ 131,500	$ 123,890	$ 98,500	$ 113,000	$ 141,500
20 years or more	12	12	$ 131,720	$ 103,450	$ 130,730	$ 150,800	$ 145,550	$ 125,250	$ 149,200	$ 165,750
EDUCATION										
High school or equivalent (no college)	3	7	*	*	*	*	*	*	*	*
Some college (no degree)	7	8	$ 104,900	$ 76,250	$ 107,760	$ 119,050	$ 115,370	$ 77,130	$ 118,180	$ 131,780
AA degree (2 years)	4	4	*	*	*	*	*	*	*	*
BA/BS/BBA degree	34	40	$ 118,130	$ 90,610	$ 113,700	$ 142,150	$ 124,780	$ 92,660	$ 118,700	$ 153,640
MBA degree	0	0								
MA/MS/MLS degree	0	0								
JD/LLB degree	0	0								
Other	8	8	$ 106,260	$ 97,440	$ 108,080	$ 117,070	$ 107,920	$ 97,440	$ 110,070	$ 121,180
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	10	13	*	*	*	*	*	*	*	*
Southern	30	37	$ 111,130	$ 83,380	$ 106,000	$ 131,880	$ 115,570	$ 84,200	$ 107,000	$ 136,500
Midwestern	19	26	$ 113,400	$ 94,500	$ 118,000	$ 132,380	$ 120,560	$ 94,750	$ 127,060	$ 142,360
North Central	9	10	$ 111,400	$ 95,630	$ 110,320	$ 120,490	$ 114,160	$ 97,320	$ 113,960	$ 123,590
Southwestern	7	13	*	*	*	*	*	*	*	*
Mountain	5	9	*	*	*	*	*	*	*	*
Pacific	13	15	$ 130,490	$ 105,000	$ 123,200	$ 149,430	$ 140,320	$ 107,000	$ 131,340	$ 165,150

COMPENSATION SUMMARY BY POSITION

Network Administrator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	9	10	$ 128,750	$ 104,030	$ 118,850	$ 149,770	$ 138,210	$ 106,520	$ 121,430	$ 168,840
Florida	11	12	$ 96,670	$ 72,010	$ 98,130	$ 120,880	$ 99,790	$ 73,010	$ 99,490	$ 127,550
Michigan	6	9	$ 106,610	$ 70,850	$ 121,000	$ 134,250	$ 112,960	$ 72,700	$ 127,870	$ 144,750
Minnesota	5	6	$ 111,570	$ 95,630	$ 110,320	$ 120,560	$ 115,130	$ 97,300	$ 113,960	$ 128,650
Ohio	6	6	$ 131,630	$ 113,250	$ 127,710	$ 151,030	$ 134,720	$ 113,250	$ 132,330	$ 155,510
Pennsylvania	6	6	$ 118,200	$ 96,530	$ 108,420	$ 147,080	$ 129,830	$ 109,280	$ 128,470	$ 152,030
Texas	6	12	$ 122,320	$ 93,680	$ 121,500	$ 149,100	$ 135,420	$ 103,830	$ 131,450	$ 171,920
U.S. METROPOLITAN CITIES										
Minneapolis-St. Paul-Bloomington, MN-WI	5	6	$ 111,570	$ 95,630	$ 110,320	$ 120,560	$ 115,130	$ 97,300	$ 113,960	$ 128,650
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	5	5	$ 118,040	$ 102,210	$ 111,160	$ 137,310	$ 121,930	$ 105,860	$ 113,150	$ 142,390

COMPENSATION SUMMARY BY POSITION

Word Processing Manager

Responsible for supervision of word processing operators, coordinates workflow and schedules, assists in document production and maintains quality standards.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	18	28	*	*	*	*	*	*	*	*
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	0	0								
NUMBER OF ATTORNEYS										
Fewer than 10	0	0								
10-24	0	0								
25-49	1	2	*	*	*	*	*	*	*	*
50-99	6	7	*	*	*	*	*	*	*	*
100-199	7	14	*	*	*	*	*	*	*	*
200 or more	1	1	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	8	8	$ 132,620	$ 113,300	$ 131,250	$ 152,190	$ 142,060	$ 113,300	$ 137,230	$ 172,880
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	8	17	*	*	*	*	*	*	*	*
EMPLOYEES SUPERVISED										
1-5	5	5	$ 130,170	$ 101,680	$ 130,000	$ 158,750	$ 139,630	$ 107,070	$ 138,000	$ 173,000
6-10	3	3	*	*	*	*	*	*	*	*
11-25	1	1	*	*	*	*	*	*	*	*
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	8	17	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Word Processing Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	0	0								
1 up to 2 years	1	1	*	*	*	*	*	*	*	*
2 up to 5 years	4	4	*	*	*	*	*	*	*	*
5 up to 10 years	2	4	*	*	*	*	*	*	*	*
10 up to 15 years	3	3	*	*	*	*	*	*	*	*
15 up to 20 years	4	4	*	*	*	*	*	*	*	*
20 years or more	8	10	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	3	5	*	*	*	*	*	*	*	*
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	2	10	*	*	*	*	*	*	*	*
MBA degree	0	0								
MA/MS/MLS degree	1	1	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	3	3	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	5	5	$ 125,540	$ 89,720	$ 130,000	$ 159,130	$ 133,200	$ 93,270	$ 136,460	$ 171,500
Southern	5	6	*	*	*	*	*	*	*	*
Midwestern	1	1	*	*	*	*	*	*	*	*
North Central	1	1	*	*	*	*	*	*	*	*
Southwestern	2	4	*	*	*	*	*	*	*	*
Mountain	0	0								
Pacific	4	11	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Applications Support Analyst

This individual is responsible for support of firm's LAN and PC software applications, including testing, installing, configuring and upgrading software packages.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	95	146	$ 100,920	$ 83,110	$ 94,890	$ 121,130	$ 105,990	$ 85,180	$ 102,910	$ 125,980
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	11	23	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	3	3	*	*	*	*	*	*	*	*
10-24	15	16	$ 97,290	$ 76,130	$ 88,530	$ 116,620	$ 101,750	$ 79,740	$ 94,080	$ 118,500
25-49	30	36	$ 93,580	$ 72,160	$ 89,800	$ 111,980	$ 99,130	$ 74,720	$ 100,820	$ 124,120
50-99	24	37	$ 102,100	$ 86,630	$ 92,010	$ 119,750	$ 106,740	$ 88,560	$ 96,650	$ 131,320
100-199	15	48	*	*	*	*	*	*	*	*
200 or more	3	4	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	4	4	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	1	1	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	79	126	$ 98,410	$ 81,940	$ 94,380	$ 118,500	$ 105,510	$ 84,880	$ 102,910	$ 126,730
EMPLOYEES SUPERVISED										
1-5	3	3	*	*	*	*	*	*	*	*
6-10	1	1	*	*	*	*	*	*	*	*
11-25	1	2	*	*	*	*	*	*	*	*
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	79	124	$ 98,690	$ 81,560	$ 94,380	$ 120,000	$ 105,630	$ 85,040	$ 103,000	$ 126,070

COMPENSATION SUMMARY BY POSITION

Applications Support Analyst

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	7	7	$ 85,060	$ 67,000	$ 72,010	$ 120,000	$ 88,260	$ 67,000	$ 73,130	$ 120,000
1 up to 2 years	9	11	$ 87,610	$ 71,740	$ 86,250	$ 100,000	$ 92,510	$ 77,500	$ 86,250	$ 104,730
2 up to 5 years	26	32	$ 91,250	$ 76,570	$ 89,450	$ 103,470	$ 98,410	$ 82,830	$ 102,300	$ 113,700
5 up to 10 years	23	38	$ 104,740	$ 88,580	$ 99,910	$ 122,830	$ 114,030	$ 90,700	$ 112,790	$ 138,020
10 up to 15 years	18	21	$ 106,830	$ 84,940	$ 108,000	$ 130,950	$ 111,130	$ 86,980	$ 118,000	$ 135,700
15 up to 20 years	11	11	$ 113,020	$ 95,000	$ 113,070	$ 122,020	$ 118,280	$ 101,500	$ 122,280	$ 130,870
20 years or more	10	12	$ 113,870	$ 92,920	$ 102,350	$ 134,690	$ 120,770	$ 94,550	$ 109,610	$ 150,430
EDUCATION										
High school or equivalent (no college)	5	10	*	*	*	*	*	*	*	*
Some college (no degree)	5	10	*	*	*	*	*	*	*	*
AA degree (2 years)	7	9	*	*	*	*	*	*	*	*
BA/BS/BBA degree	39	53	$ 108,620	$ 85,400	$ 100,510	$ 132,780	$ 115,790	$ 86,980	$ 109,000	$ 147,180
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	4	4	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	14	20	$ 88,890	$ 77,630	$ 89,730	$ 105,540	$ 91,780	$ 78,030	$ 91,900	$ 112,000
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	9	18	*	*	*	*	*	*	*	*
Southern	39	51	$ 94,490	$ 74,260	$ 90,110	$ 116,930	$ 97,930	$ 76,390	$ 92,700	$ 122,280
Midwestern	22	48	*	*	*	*	*	*	*	*
North Central	8	13	*	*	*	*	*	*	*	*
Southwestern	9	13	*	*	*	*	*	*	*	*
Mountain	3	5	*	*	*	*	*	*	*	*
Pacific	16	21	$ 109,040	$ 88,100	$ 99,060	$ 131,830	$ 117,000	$ 93,390	$ 106,750	$ 141,050

COMPENSATION SUMMARY BY POSITION

Applications Support Analyst

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	13	17	$ 114,940	$ 93,000	$ 105,200	$ 134,860	$ 122,370	$ 97,000	$ 122,170	$ 145,690
District of Columbia	5	6	$ 112,980	$ 81,490	$ 110,300	$ 148,200	$ 116,890	$ 83,610	$ 114,550	$ 153,580
Florida	7	10	$ 92,720	$ 74,210	$ 86,590	$ 110,300	$ 95,940	$ 76,110	$ 86,590	$ 112,970
Illinois	5	7	$ 102,740	$ 80,000	$ 104,820	$ 122,020	$ 108,590	$ 80,000	$ 111,620	$ 132,070
Michigan	6	14	$ 92,220	$ 76,580	$ 90,050	$ 110,930	$ 97,810	$ 78,230	$ 90,780	$ 119,680
Minnesota	6	10	$ 96,930	$ 86,850	$ 92,940	$ 105,570	$ 100,050	$ 89,220	$ 94,480	$ 110,440
Ohio	8	23	$ 106,580	$ 82,280	$ 101,690	$ 122,000	$ 116,990	$ 87,390	$ 113,860	$ 136,360
Tennessee	5	5	$ 77,200	$ 55,750	$ 81,370	$ 96,560	$ 78,890	$ 57,430	$ 82,970	$ 98,310
Texas	6	10	$ 99,500	$ 77,730	$ 100,150	$ 117,350	$ 110,060	$ 83,480	$ 113,150	$ 129,410
U.S. METROPOLITAN CITIES										
Chicago-Naperville-Elgin, IL-IN-WI	5	7	$ 102,740	$ 80,000	$ 104,820	$ 122,020	$ 108,590	$ 80,000	$ 111,620	$ 132,070
Los Angeles-Long Beach-Anaheim, CA	10	14	$ 116,830	$ 90,520	$ 114,400	$ 136,550	$ 123,770	$ 94,000	$ 122,880	$ 148,810
Minneapolis-St. Paul-Bloomington, MN-WI	6	10	$ 96,930	$ 86,850	$ 92,940	$ 105,570	$ 100,050	$ 89,220	$ 94,480	$ 110,440
Washington-Arlington-Alexandria, DC-VA-MD-WV	6	7	$ 109,640	$ 83,150	$ 89,600	$ 147,600	$ 112,990	$ 85,150	$ 91,700	$ 153,100

COMPENSATION SUMMARY BY POSITION

Help Desk/User-Training Specialist

This individual responds to end-user requests for service, solving problems with hardware and software. Develops and conducts effective training programs for firm technology; may also develop training and reference materials.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	268	415	$ 79,570	$ 67,600	$ 76,290	$ 88,910	$ 82,700	$ 69,140	$ 78,790	$ 93,460
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	17	31	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	11	12	$ 89,660	$ 75,570	$ 85,500	$ 100,130	$ 91,310	$ 77,640	$ 85,800	$ 103,500
10-24	71	79	$ 84,080	$ 71,410	$ 80,000	$ 93,770	$ 86,780	$ 73,400	$ 82,400	$ 98,400
25-49	72	102	$ 77,190	$ 65,010	$ 72,000	$ 87,570	$ 80,550	$ 67,880	$ 73,870	$ 93,660
50-99	57	99	$ 79,660	$ 68,700	$ 77,000	$ 89,620	$ 83,760	$ 71,500	$ 79,090	$ 92,980
100-199	21	57	$ 77,000	$ 63,170	$ 74,910	$ 87,610	$ 80,180	$ 66,960	$ 76,170	$ 92,600
200 or more	5	15	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	2	2	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	5	5	$ 93,640	$ 76,180	$ 83,150	$ 116,340	$ 97,610	$ 79,460	$ 84,900	$ 122,110
Both exempt and nonexempt	1	1	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	224	330	$ 77,880	$ 65,760	$ 75,000	$ 86,420	$ 81,550	$ 68,290	$ 77,850	$ 91,060
EMPLOYEES SUPERVISED										
1-5	6	6	$ 107,200	$ 77,030	$ 110,900	$ 132,260	$ 111,640	$ 80,680	$ 111,300	$ 143,710
6-10	2	2	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	219	324	$ 78,500	$ 66,150	$ 75,850	$ 87,990	$ 81,980	$ 68,430	$ 78,170	$ 92,990

COMPENSATION SUMMARY BY POSITION

Help Desk/User-Training Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	30	33	$ 74,910	$ 65,010	$ 70,000	$ 81,000	$ 76,580	$ 66,110	$ 70,380	$ 82,160
1 up to 2 years	40	47	$ 77,180	$ 65,000	$ 71,320	$ 86,000	$ 80,960	$ 67,870	$ 73,860	$ 93,560
2 up to 5 years	80	94	$ 75,330	$ 63,880	$ 72,920	$ 85,410	$ 79,330	$ 67,480	$ 76,750	$ 91,940
5 up to 10 years	58	66	$ 77,570	$ 65,730	$ 75,640	$ 86,040	$ 81,540	$ 69,100	$ 78,650	$ 92,480
10 up to 15 years	31	34	$ 86,480	$ 73,360	$ 81,020	$ 98,820	$ 89,580	$ 74,640	$ 84,480	$ 99,250
15 up to 20 years	11	13	$ 84,010	$ 76,050	$ 78,920	$ 90,930	$ 86,850	$ 77,380	$ 85,690	$ 93,780
20 years or more	32	36	$ 85,070	$ 76,030	$ 84,500	$ 91,140	$ 88,960	$ 78,750	$ 87,460	$ 96,480
EDUCATION										
High school or equivalent (no college)	18	20	$ 73,700	$ 62,600	$ 73,500	$ 83,750	$ 78,420	$ 65,470	$ 77,750	$ 93,530
Some college (no degree)	20	23	$ 78,690	$ 63,000	$ 82,000	$ 88,910	$ 83,300	$ 65,000	$ 82,000	$ 94,180
AA degree (2 years)	29	34	$ 79,520	$ 69,940	$ 75,570	$ 87,030	$ 83,090	$ 71,200	$ 80,990	$ 90,940
BA/BS/BBA degree	81	93	$ 81,990	$ 70,860	$ 78,190	$ 93,840	$ 86,360	$ 73,890	$ 82,400	$ 97,760
MBA degree	0	0								
MA/MS/MLS degree	8	9	$ 78,940	$ 69,130	$ 76,300	$ 85,280	$ 83,870	$ 72,380	$ 83,600	$ 91,910
JD/LLB degree	0	0								
Other	33	54	$ 75,160	$ 60,820	$ 68,960	$ 82,400	$ 77,850	$ 62,210	$ 69,500	$ 86,070
CLM Certified	2	2	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	31	59	$ 90,170	$ 77,500	$ 86,000	$ 103,000	$ 92,820	$ 80,000	$ 86,560	$ 106,400
Southern	107	162	$ 76,760	$ 64,770	$ 74,080	$ 86,750	$ 79,190	$ 66,700	$ 76,080	$ 89,000
Midwestern	39	70	$ 71,760	$ 61,760	$ 69,380	$ 77,820	$ 74,320	$ 62,170	$ 70,490	$ 81,910
North Central	21	33	$ 73,530	$ 64,780	$ 71,000	$ 79,380	$ 75,380	$ 66,230	$ 73,040	$ 80,860
Southwestern	26	36	$ 77,170	$ 63,830	$ 74,900	$ 84,750	$ 84,630	$ 68,090	$ 78,900	$ 94,110
Mountain	21	37	$ 78,710	$ 69,190	$ 77,510	$ 83,750	$ 81,200	$ 70,530	$ 79,510	$ 86,460
Pacific	40	49	$ 90,560	$ 75,880	$ 85,000	$ 104,580	$ 95,540	$ 78,350	$ 89,800	$ 111,250

COMPENSATION SUMMARY BY POSITION

Help Desk/User-Training Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Alabama	5	8	$ 62,280	$ 52,130	$ 55,650	$ 68,810	$ 66,210	$ 55,630	$ 59,890	$ 71,550
Arizona	6	11	$ 73,820	$ 62,400	$ 72,000	$ 82,100	$ 75,610	$ 64,800	$ 72,000	$ 87,570
California	26	31	$ 91,580	$ 70,240	$ 86,320	$ 109,150	$ 96,240	$ 72,600	$ 86,320	$ 115,000
Colorado	8	17	$ 83,630	$ 74,400	$ 78,750	$ 90,100	$ 86,410	$ 76,650	$ 82,930	$ 97,270
Delaware	5	5	$ 92,720	$ 80,640	$ 90,000	$ 106,170	$ 95,750	$ 83,460	$ 93,000	$ 109,420
District of Columbia	14	21	$ 93,950	$ 85,240	$ 93,190	$ 101,970	$ 96,410	$ 85,240	$ 95,010	$ 102,220
Florida	28	36	$ 69,570	$ 62,320	$ 68,730	$ 77,990	$ 71,070	$ 63,990	$ 70,100	$ 77,990
Georgia	11	20	$ 80,890	$ 69,350	$ 75,360	$ 93,800	$ 82,750	$ 69,350	$ 77,360	$ 99,490
Illinois	10	12	$ 77,360	$ 67,480	$ 72,230	$ 81,790	$ 81,800	$ 67,480	$ 80,460	$ 96,580
Michigan	10	24	$ 69,040	$ 60,490	$ 68,720	$ 77,150	$ 70,970	$ 61,870	$ 69,610	$ 78,770
Minnesota	10	21	$ 74,920	$ 64,280	$ 70,000	$ 81,840	$ 76,840	$ 66,230	$ 71,950	$ 85,950
Missouri	5	5	$ 71,380	$ 62,450	$ 72,950	$ 79,530	$ 74,210	$ 62,930	$ 73,400	$ 85,900
New York	15	20	$ 94,890	$ 83,900	$ 97,850	$ 106,730	$ 98,490	$ 84,040	$ 100,550	$ 115,470
North Carolina	17	24	$ 78,690	$ 67,750	$ 76,770	$ 86,280	$ 79,850	$ 69,930	$ 77,270	$ 88,480
Ohio	13	23	$ 74,060	$ 64,560	$ 70,400	$ 77,800	$ 76,070	$ 65,000	$ 70,720	$ 78,000
Oregon	6	7	$ 83,080	$ 77,500	$ 83,000	$ 85,000	$ 90,240	$ 88,300	$ 89,600	$ 97,000
Pennsylvania	8	22	$ 80,960	$ 72,770	$ 79,010	$ 87,810	$ 84,060	$ 74,150	$ 82,760	$ 88,730
Tennessee	10	19	$ 70,300	$ 61,920	$ 63,500	$ 73,150	$ 74,060	$ 62,190	$ 66,790	$ 82,000
Texas	21	30	$ 79,480	$ 67,920	$ 76,250	$ 85,000	$ 88,060	$ 71,910	$ 81,250	$ 96,770
Washington	8	11	$ 92,470	$ 82,380	$ 93,250	$ 104,000	$ 96,930	$ 85,530	$ 93,250	$ 112,600
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	11	20	$ 80,890	$ 69,350	$ 75,360	$ 93,800	$ 82,750	$ 69,350	$ 77,360	$ 99,490
Charlotte-Concord-Gastonia, NC-SC	6	7	$ 80,880	$ 65,100	$ 70,380	$ 86,900	$ 82,850	$ 69,900	$ 70,380	$ 89,150
Chicago-Naperville-Elgin, IL-IN-WI	10	12	$ 77,360	$ 67,480	$ 72,230	$ 81,790	$ 81,800	$ 67,480	$ 80,460	$ 96,580
Dallas-Fort Worth-Arlington, TX	8	11	$ 73,320	$ 70,720	$ 73,500	$ 81,100	$ 79,290	$ 72,070	$ 79,000	$ 86,500
Denver-Aurora-Centennial, CO	8	17	$ 83,630	$ 74,400	$ 78,750	$ 90,100	$ 86,410	$ 76,650	$ 82,930	$ 97,270
Detroit-Warren-Dearborn, MI	5	14	$ 71,520	$ 61,820	$ 69,750	$ 82,790	$ 73,070	$ 61,820	$ 70,920	$ 86,490
Houston-Pasadena-The Woodlands, TX	8	12	$ 88,290	$ 70,530	$ 84,250	$ 104,000	$ 98,790	$ 76,340	$ 89,600	$ 123,790
Los Angeles-Long Beach-Anaheim, CA	15	17	$ 85,030	$ 72,620	$ 80,000	$ 98,960	$ 88,610	$ 75,840	$ 84,500	$ 104,490
Miami-Fort Lauderdale-West Palm Beach, FL	10	11	$ 73,300	$ 65,000	$ 70,000	$ 81,170	$ 74,150	$ 65,000	$ 70,200	$ 83,930
Minneapolis-St. Paul-Bloomington, MN-WI	10	21	$ 74,920	$ 64,280	$ 70,000	$ 81,840	$ 76,840	$ 66,230	$ 71,950	$ 85,950
New York-Newark-Jersey City, NY-NJ-PA	17	27	$ 94,800	$ 83,200	$ 98,790	$ 105,500	$ 97,140	$ 83,200	$ 99,800	$ 110,000
Orlando-Kissimmee-Sanford, FL	6	13	$ 66,520	$ 56,900	$ 66,950	$ 76,860	$ 67,480	$ 56,900	$ 66,950	$ 79,750
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	10	23	$ 86,430	$ 76,130	$ 82,700	$ 96,340	$ 88,760	$ 78,790	$ 85,850	$ 97,090
Phoenix-Mesa-Chandler, AZ	5	10	$ 72,790	$ 62,250	$ 72,000	$ 80,420	$ 74,320	$ 64,290	$ 72,000	$ 83,470
Portland-Vancouver-Hillsboro, OR-WA	7	8	$ 83,010	$ 78,380	$ 82,750	$ 85,000	$ 89,720	$ 86,660	$ 89,300	$ 95,200
Raleigh-Cary, NC	5	6	$ 72,840	$ 63,580	$ 73,500	$ 79,430	$ 73,330	$ 64,110	$ 73,500	$ 79,990
Seattle-Tacoma-Bellevue, WA	6	9	$ 95,490	$ 85,890	$ 93,840	$ 107,590	$ 100,160	$ 88,960	$ 96,970	$ 114,360
Tampa-St. Petersburg-Clearwater, FL	7	7	$ 72,920	$ 65,210	$ 74,000	$ 82,190	$ 76,690	$ 71,710	$ 75,000	$ 84,660
Washington-Arlington-Alexandria, DC-VA-MD-WV	16	23	$ 93,800	$ 82,500	$ 93,190	$ 103,440	$ 96,050	$ 82,500	$ 95,010	$ 103,440

COMPENSATION SUMMARY BY POSITION

Library Director/Manager

This individual is responsible for managing all aspects of the law library, including acquisitions, budget, legal research services, library catalog and interlibrary loans. Other responsibilities include evaluating electronic and print research resources, as well as library management software. May hire and supervise library staff.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	43	45	$ 146,470	$ 114,310	$ 143,500	$ 171,200	$ 158,380	$ 116,880	$ 147,760	$ 181,230
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	3	4	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	0	0								
10-24	1	1	*	*	*	*	*	*	*	*
25-49	7	7	$ 133,150	$ 110,000	$ 135,800	$ 164,200	$ 138,760	$ 116,000	$ 141,800	$ 172,200
50-99	16	16	$ 131,110	$ 110,160	$ 124,500	$ 157,500	$ 146,100	$ 115,570	$ 132,250	$ 172,690
100-199	14	17	$ 152,630	$ 113,450	$ 156,000	$ 173,730	$ 163,350	$ 129,910	$ 162,000	$ 178,230
200 or more	2	2	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	10	10	$ 154,430	$ 134,200	$ 153,540	$ 170,580	$ 162,000	$ 140,450	$ 158,710	$ 183,010
Nonexempt/clerical employees	15	15	$ 141,320	$ 115,000	$ 139,260	$ 161,000	$ 160,080	$ 129,050	$ 147,000	$ 181,000
Both exempt and nonexempt	8	8	$ 175,440	$ 146,630	$ 163,100	$ 219,500	$ 188,340	$ 163,130	$ 173,100	$ 232,250
No consistent supervisory responsibility	8	8	$ 115,970	$ 96,660	$ 110,950	$ 130,600	$ 122,100	$ 101,830	$ 116,130	$ 137,560
EMPLOYEES SUPERVISED										
1-5	25	25	$ 144,730	$ 115,900	$ 147,650	$ 163,100	$ 159,360	$ 126,330	$ 157,500	$ 178,070
6-10	7	7	$ 192,090	$ 154,770	$ 203,000	$ 208,000	$ 206,490	$ 154,770	$ 203,000	$ 248,270
11-25	1	1	*	*	*	*	*	*	*	*
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	8	8	$ 119,090	$ 96,660	$ 110,950	$ 138,950	$ 125,900	$ 101,830	$ 120,410	$ 145,450

COMPENSATION SUMMARY BY POSITION

Library Director/Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	1	1	*	*	*	*	*	*	*	*
1 up to 2 years	2	2	*	*	*	*	*	*	*	*
2 up to 5 years	4	5	*	*	*	*	*	*	*	*
5 up to 10 years	9	9	$ 166,410	$ 117,150	$ 159,140	$ 214,000	$ 177,140	$ 125,420	$ 175,140	$ 222,500
10 up to 15 years	1	1	*	*	*	*	*	*	*	*
15 up to 20 years	7	7	$ 133,080	$ 93,870	$ 115,000	$ 164,200	$ 144,580	$ 99,150	$ 135,000	$ 172,200
20 years or more	12	12	$ 148,130	$ 113,750	$ 141,750	$ 172,860	$ 165,830	$ 120,750	$ 154,660	$ 180,590
EDUCATION										
High school or equivalent (no college)	1	1	*	*	*	*	*	*	*	*
Some college (no degree)	1	1	*	*	*	*	*	*	*	*
AA degree (2 years)	2	2	*	*	*	*	*	*	*	*
BA/BS/BBA degree	9	10	$ 149,550	$ 123,130	$ 150,880	$ 169,480	$ 161,040	$ 133,510	$ 150,880	$ 183,010
MBA degree	0	0								
MA/MS/MLS degree	9	9	$ 163,440	$ 127,500	$ 156,000	$ 196,550	$ 179,860	$ 140,840	$ 174,000	$ 221,510
JD/LLB degree	3	3	*	*	*	*	*	*	*	*
Other	3	3	*	*	*	*	*	*	*	*
CLM Certified	1	1	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	7	7	$ 179,540	$ 125,000	$ 169,950	$ 236,210	$ 195,600	$ 135,000	$ 184,950	$ 263,350
Southern	13	13	$ 146,410	$ 114,000	$ 143,500	$ 168,600	$ 154,130	$ 114,630	$ 147,760	$ 179,500
Midwestern	9	10	$ 127,030	$ 104,170	$ 114,310	$ 158,630	$ 135,900	$ 110,040	$ 129,910	$ 165,000
North Central	5	6	*	*	*	*	*	*	*	*
Southwestern	2	2	*	*	*	*	*	*	*	*
Mountain	3	3	*	*	*	*	*	*	*	*
Pacific	7	8	$ 156,500	$ 129,910	$ 156,950	$ 181,160	$ 173,840	$ 135,820	$ 168,890	$ 212,860

COMPENSATION SUMMARY BY POSITION

Library Director/Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Minnesota	5	6	$ 140,920	$ 103,580	$ 143,090	$ 176,250	$ 158,570	$ 105,250	$ 148,050	$ 198,750
U.S. METROPOLITAN CITIES										
Minneapolis-St. Paul-Bloomington, MN-WI	5	6	$ 140,920	$ 103,580	$ 143,090	$ 176,250	$ 158,570	$ 105,250	$ 148,050	$ 198,750

COMPENSATION SUMMARY BY POSITION

Reference Librarian

This individual performs legal and non-legal research, evaluates print and electronic resources and provides training for attorneys and paralegals on research and reference resources. They also processes interlibrary loans.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	67	87	$ 92,320	$ 80,730	$ 93,600	$ 105,900	$ 95,490	$ 82,000	$ 95,150	$ 108,310
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	0	0								
NUMBER OF ATTORNEYS										
Fewer than 10	2	2	*	*	*	*	*	*	*	*
10-24	10	12	$ 93,930	$ 89,960	$ 95,920	$ 106,360	$ 98,820	$ 91,240	$ 103,020	$ 107,520
25-49	13	14	$ 89,650	$ 80,550	$ 82,250	$ 106,360	$ 92,520	$ 81,930	$ 87,070	$ 110,120
50-99	18	21	$ 91,650	$ 74,740	$ 97,500	$ 107,330	$ 95,370	$ 79,370	$ 100,000	$ 113,570
100-199	11	20	*	*	*	*	*	*	*	*
200 or more	4	6	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	1	1	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	0	0								
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	51	68	$ 91,340	$ 80,180	$ 93,380	$ 104,550	$ 94,900	$ 81,800	$ 96,360	$ 108,640
EMPLOYEES SUPERVISED										
1-5	1	1	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	54	73	$ 93,070	$ 80,860	$ 95,000	$ 106,950	$ 96,410	$ 82,200	$ 98,790	$ 108,830

COMPENSATION SUMMARY BY POSITION

Reference Librarian

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	3	4	*	*	*	*	*	*	*	*
1 up to 2 years	9	14	*	*	*	*	*	*	*	*
2 up to 5 years	14	17	$ 93,350	$ 82,000	$ 100,000	$ 110,330	$ 96,510	$ 82,200	$ 100,000	$ 115,670
5 up to 10 years	11	11	$ 81,820	$ 65,000	$ 82,500	$ 102,500	$ 84,310	$ 67,100	$ 82,500	$ 104,100
10 up to 15 years	4	4	*	*	*	*	*	*	*	*
15 up to 20 years	4	4	*	*	*	*	*	*	*	*
20 years or more	12	13	$ 102,270	$ 91,780	$ 98,040	$ 109,200	$ 107,540	$ 95,550	$ 105,150	$ 120,200
EDUCATION										
High school or equivalent (no college)	1	1	*	*	*	*	*	*	*	*
Some college (no degree)	0	0								
AA degree (2 years)	1	1	*	*	*	*	*	*	*	*
BA/BS/BBA degree	5	5	$ 78,040	$ 60,500	$ 70,200	$ 99,500	$ 80,840	$ 63,550	$ 70,200	$ 103,450
MBA degree	0	0								
MA/MS/MLS degree	20	27	$ 100,580	$ 93,600	$ 100,530	$ 110,500	$ 104,300	$ 98,740	$ 103,530	$ 116,810
JD/LLB degree	5	6	*	*	*	*	*	*	*	*
Other	5	6	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	9	19	*	*	*	*	*	*	*	*
Southern	16	18	$ 88,520	$ 73,380	$ 85,350	$ 108,650	$ 90,830	$ 73,380	$ 87,420	$ 110,140
Midwestern	14	16	$ 82,240	$ 76,940	$ 83,350	$ 90,480	$ 84,660	$ 76,940	$ 86,750	$ 92,040
North Central	8	11	*	*	*	*	*	*	*	*
Southwestern	3	3	*	*	*	*	*	*	*	*
Mountain	7	8	$ 88,680	$ 72,430	$ 90,580	$ 108,790	$ 94,060	$ 78,060	$ 95,030	$ 117,040
Pacific	10	12	$ 103,330	$ 96,180	$ 102,760	$ 108,530	$ 108,660	$ 101,420	$ 107,700	$ 114,300

COMPENSATION SUMMARY BY POSITION

Reference Librarian

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	5	5	$ 104,000	$ 98,750	$ 103,020	$ 109,750	$ 110,330	$ 100,750	$ 113,610	$ 118,270
District of Columbia	7	8	$ 107,300	$ 105,710	$ 109,160	$ 115,510	$ 109,990	$ 105,800	$ 111,520	$ 120,410
Minnesota	6	9	$ 87,430	$ 80,360	$ 90,880	$ 93,400	$ 90,850	$ 82,630	$ 90,940	$ 99,510
Ohio	7	7	$ 87,070	$ 80,730	$ 87,440	$ 91,050	$ 87,640	$ 81,730	$ 87,440	$ 92,050
Pennsylvania	6	14	$ 99,500	$ 87,020	$ 100,000	$ 117,010	$ 101,800	$ 88,620	$ 100,300	$ 119,130
U.S. METROPOLITAN CITIES										
Minneapolis-St. Paul-Bloomington, MN-WI	6	9	$ 87,430	$ 80,360	$ 90,880	$ 93,400	$ 90,850	$ 82,630	$ 90,940	$ 99,510
Washington-Arlington-Alexandria, DC-VA-MD-WV	7	8	$ 107,300	$ 105,710	$ 109,160	$ 115,510	$ 109,990	$ 105,800	$ 111,520	$ 120,410

COMPENSATION SUMMARY BY POSITION

Library Clerk

This individual provides clerical and administrative support. Other responsibilities include processing incoming material and invoices, preparing printed journals for routing, maintaining the library database and shelving library materials after use.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	26	32	$ 63,740	$ 54,560	$ 63,250	$ 70,370	$ 65,560	$ 57,120	$ 65,980	$ 72,130
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	1	1	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	0	0								
10-24	1	1	*	*	*	*	*	*	*	*
25-49	4	4	*	*	*	*	*	*	*	*
50-99	14	16	$ 60,340	$ 53,090	$ 60,410	$ 68,780	$ 62,380	$ 53,960	$ 64,360	$ 70,400
100-199	4	5	*	*	*	*	*	*	*	*
200 or more	1	2	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	0	0								
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	19	22	$ 57,830	$ 53,000	$ 59,680	$ 65,490	$ 59,810	$ 53,960	$ 63,170	$ 67,410
EMPLOYEES SUPERVISED										
1-5	0	0								
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	20	24	$ 59,630	$ 53,090	$ 61,030	$ 65,970	$ 61,440	$ 54,290	$ 64,320	$ 69,310

COMPENSATION SUMMARY BY POSITION

Library Clerk

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	2	2	*	*	*	*	*	*	*	*
1 up to 2 years	2	2	*	*	*	*	*	*	*	*
2 up to 5 years	6	6	$ 56,400	$ 51,710	$ 56,500	$ 62,510	$ 58,280	$ 54,320	$ 59,500	$ 62,960
5 up to 10 years	6	8	$ 72,620	$ 60,320	$ 72,500	$ 83,810	$ 75,340	$ 64,620	$ 75,000	$ 83,810
10 up to 15 years	3	3	*	*	*	*	*	*	*	*
15 up to 20 years	0	0								
20 years or more	4	4	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	2	2	*	*	*	*	*	*	*	*
Some college (no degree)	1	1	*	*	*	*	*	*	*	*
AA degree (2 years)	1	1	*	*	*	*	*	*	*	*
BA/BS/BBA degree	5	6	*	*	*	*	*	*	*	*
MBA degree	0	0								
MA/MS/MLS degree	0	0								
JD/LLB degree	1	1	*	*	*	*	*	*	*	*
Other	2	2	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	5	6	*	*	*	*	*	*	*	*
Southern	7	7	$ 66,650	$ 61,770	$ 64,110	$ 74,200	$ 67,700	$ 64,690	$ 65,360	$ 74,200
Midwestern	6	9	$ 63,810	$ 53,720	$ 59,060	$ 67,790	$ 66,100	$ 55,570	$ 62,390	$ 71,170
North Central	3	3	*	*	*	*	*	*	*	*
Southwestern	2	2	*	*	*	*	*	*	*	*
Mountain	2	2	*	*	*	*	*	*	*	*
Pacific	2	4	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Records Manager/Director

This individual is responsible for managing the organization's legal files and other vital records. They create and maintain records management systems and procedures, including retention and destruction policies. May be responsible for conflict of interest procedures.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	57	61	$ 104,170	$ 77,720	$ 93,300	$ 126,450	$ 110,420	$ 80,820	$ 104,190	$ 134,690
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	3	4	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	1	1	*	*	*	*	*	*	*	*
10-24	5	6	*	*	*	*	*	*	*	*
25-49	10	10	$ 98,590	$ 69,750	$ 96,610	$ 125,000	$ 104,500	$ 73,160	$ 106,360	$ 131,660
50-99	24	26	$ 94,640	$ 72,000	$ 79,730	$ 117,250	$ 100,830	$ 75,470	$ 83,480	$ 124,230
100-199	10	11	$ 120,120	$ 93,300	$ 110,000	$ 136,500	$ 126,480	$ 93,300	$ 118,500	$ 150,460
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	3	4	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	31	31	$ 107,940	$ 80,000	$ 110,000	$ 129,000	$ 116,150	$ 85,000	$ 117,330	$ 145,000
Both exempt and nonexempt	1	1	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	15	15	$ 84,860	$ 69,000	$ 72,560	$ 107,380	$ 89,550	$ 72,220	$ 76,020	$ 111,380
EMPLOYEES SUPERVISED										
1-5	22	23	$ 108,970	$ 80,000	$ 105,000	$ 135,940	$ 116,890	$ 85,000	$ 115,000	$ 137,080
6-10	8	8	$ 124,160	$ 110,700	$ 120,050	$ 137,250	$ 134,650	$ 118,750	$ 125,200	$ 156,870
11-25	4	4	*	*	*	*	*	*	*	*
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	14	15	$ 80,300	$ 69,000	$ 72,000	$ 79,460	$ 84,540	$ 72,220	$ 75,500	$ 84,000

COMPENSATION SUMMARY BY POSITION

Records Manager/Director

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	2	2	*	*	*	*	*	*	*	*
1 up to 2 years	3	3	*	*	*	*	*	*	*	*
2 up to 5 years	5	5	$ 111,220	$ 89,380	$ 110,000	$ 133,660	$ 117,970	$ 93,380	$ 118,500	$ 142,290
5 up to 10 years	8	8	$ 100,120	$ 73,480	$ 98,780	$ 124,390	$ 108,390	$ 76,900	$ 113,370	$ 129,460
10 up to 15 years	6	6	$ 96,010	$ 78,000	$ 87,080	$ 118,880	$ 98,410	$ 80,690	$ 88,080	$ 123,900
15 up to 20 years	6	7	*	*	*	*	*	*	*	*
20 years or more	19	19	$ 98,020	$ 69,000	$ 80,210	$ 129,000	$ 105,620	$ 72,220	$ 89,720	$ 145,000
EDUCATION										
High school or equivalent (no college)	7	7	$ 83,360	$ 68,810	$ 70,720	$ 110,000	$ 88,790	$ 72,220	$ 78,710	$ 118,500
Some college (no degree)	3	3	*	*	*	*	*	*	*	*
AA degree (2 years)	3	3	*	*	*	*	*	*	*	*
BA/BS/BBA degree	15	16	$ 103,770	$ 80,000	$ 106,190	$ 124,950	$ 112,540	$ 87,630	$ 113,190	$ 132,120
MBA degree	0	0								
MA/MS/MLS degree	1	2	*	*	*	*	*	*	*	*
JD/LLB degree	2	2	*	*	*	*	*	*	*	*
Other	2	2	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	6	6	$ 96,930	$ 69,700	$ 92,460	$ 126,960	$ 100,410	$ 73,530	$ 94,460	$ 132,670
Southern	17	19	$ 122,600	$ 83,500	$ 127,330	$ 139,660	$ 131,810	$ 95,520	$ 134,580	$ 150,460
Midwestern	10	11	$ 95,520	$ 72,820	$ 78,820	$ 110,000	$ 101,280	$ 76,020	$ 82,960	$ 118,500
North Central	6	7	*	*	*	*	*	*	*	*
Southwestern	5	5	$ 77,190	$ 64,550	$ 71,370	$ 92,750	$ 84,540	$ 71,740	$ 77,500	$ 100,860
Mountain	6	7	*	*	*	*	*	*	*	*
Pacific	10	10	$ 111,270	$ 90,750	$ 114,410	$ 128,600	$ 117,930	$ 95,160	$ 119,940	$ 136,730

COMPENSATION SUMMARY BY POSITION

Records Manager/Director

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	7	7	$ 109,470	$ 84,000	$ 115,480	$ 124,800	$ 114,910	$ 85,000	$ 122,550	$ 134,800

COMPENSATION SUMMARY BY POSITION

Records/File Clerk

This individual is responsible for filing, coding and data entry for all incoming firm records. Responsible for indexing and retrieving files stored off-site.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	163	256	$ 53,490	$ 45,390	$ 52,630	$ 59,430	$ 55,020	$ 45,990	$ 53,640	$ 60,680
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	10	14	$ 65,390	$ 55,550	$ 61,940	$ 76,260	$ 68,000	$ 57,540	$ 63,930	$ 79,580
NUMBER OF ATTORNEYS										
Fewer than 10	7	7	$ 52,930	$ 43,500	$ 55,110	$ 57,550	$ 54,510	$ 44,340	$ 55,570	$ 59,200
10-24	33	43	$ 57,050	$ 48,260	$ 57,170	$ 63,250	$ 59,120	$ 49,450	$ 59,320	$ 65,130
25-49	49	77	$ 52,640	$ 42,250	$ 52,000	$ 58,260	$ 54,230	$ 43,060	$ 53,500	$ 61,390
50-99	35	50	$ 56,420	$ 48,500	$ 54,000	$ 61,610	$ 58,870	$ 49,800	$ 55,720	$ 63,890
100-199	14	30	$ 56,320	$ 50,020	$ 54,000	$ 60,120	$ 57,780	$ 50,550	$ 54,460	$ 60,360
200 or more	1	2	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	0	0								
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	119	178	$ 54,040	$ 44,700	$ 52,000	$ 60,450	$ 55,990	$ 45,360	$ 54,310	$ 63,250
EMPLOYEES SUPERVISED										
1-5	0	0								
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	115	168	$ 54,020	$ 44,810	$ 52,820	$ 60,600	$ 56,070	$ 45,420	$ 54,830	$ 63,830

COMPENSATION SUMMARY BY POSITION

Records/File Clerk

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	6	7	*	*	*	*	*	*	*	*
1 up to 2 years	21	35	$ 50,490	$ 40,950	$ 49,500	$ 57,170	$ 52,330	$ 41,740	$ 50,000	$ 59,320
2 up to 5 years	36	50	$ 50,690	$ 42,950	$ 47,390	$ 57,450	$ 52,410	$ 43,510	$ 48,890	$ 58,870
5 up to 10 years	29	32	$ 53,080	$ 44,620	$ 50,390	$ 61,500	$ 54,890	$ 44,880	$ 51,840	$ 63,130
10 up to 15 years	17	17	$ 51,770	$ 45,460	$ 50,910	$ 56,270	$ 53,370	$ 46,560	$ 54,090	$ 57,550
15 up to 20 years	16	20	$ 59,580	$ 50,560	$ 56,470	$ 69,650	$ 61,950	$ 52,610	$ 56,470	$ 72,970
20 years or more	28	35	$ 57,470	$ 52,890	$ 56,500	$ 60,630	$ 59,300	$ 55,150	$ 58,160	$ 62,620
EDUCATION										
High school or equivalent (no college)	20	23	$ 52,520	$ 47,020	$ 50,130	$ 57,300	$ 54,360	$ 47,740	$ 53,500	$ 57,300
Some college (no degree)	17	22	$ 51,490	$ 43,880	$ 52,550	$ 56,990	$ 52,490	$ 44,570	$ 54,310	$ 57,810
AA degree (2 years)	19	38	$ 45,390	$ 38,880	$ 43,750	$ 51,880	$ 46,580	$ 39,620	$ 44,590	$ 52,880
BA/BS/BBA degree	19	27	$ 57,410	$ 46,030	$ 55,000	$ 68,450	$ 61,240	$ 51,000	$ 59,380	$ 73,390
MBA degree	0	0								
MA/MS/MLS degree	4	4	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	21	26	$ 60,490	$ 45,330	$ 57,190	$ 75,140	$ 61,800	$ 45,330	$ 59,180	$ 78,680
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	17	24	$ 60,320	$ 50,570	$ 57,650	$ 66,050	$ 61,920	$ 51,890	$ 58,150	$ 69,650
Southern	73	120	$ 51,430	$ 42,000	$ 49,090	$ 57,470	$ 52,790	$ 42,810	$ 50,670	$ 59,080
Midwestern	26	43	$ 52,680	$ 47,240	$ 52,000	$ 55,000	$ 53,870	$ 48,000	$ 53,000	$ 57,180
North Central	9	13	$ 53,240	$ 48,670	$ 54,000	$ 58,700	$ 54,360	$ 51,180	$ 55,150	$ 59,800
Southwestern	10	15	*	*	*	*	*	*	*	*
Mountain	14	20	$ 54,770	$ 47,890	$ 51,000	$ 59,330	$ 55,940	$ 49,000	$ 52,600	$ 59,330
Pacific	24	35	$ 60,840	$ 55,520	$ 60,740	$ 64,880	$ 63,810	$ 57,720	$ 63,500	$ 67,140

COMPENSATION SUMMARY BY POSITION

Records/File Clerk

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	17	22	$ 62,960	$ 58,370	$ 62,420	$ 68,840	$ 65,990	$ 58,820	$ 64,350	$ 72,080
Colorado	6	11	$ 58,240	$ 50,000	$ 56,730	$ 64,610	$ 59,340	$ 50,000	$ 56,730	$ 68,110
District of Columbia	9	10	$ 69,850	$ 58,400	$ 64,400	$ 85,940	$ 72,380	$ 61,710	$ 66,080	$ 87,070
Florida	33	60	$ 45,780	$ 39,250	$ 43,420	$ 51,960	$ 46,690	$ 39,910	$ 44,590	$ 52,960
Georgia	8	10	$ 58,700	$ 51,110	$ 57,190	$ 63,170	$ 60,910	$ 54,420	$ 57,980	$ 64,510
Michigan	7	14	$ 51,640	$ 47,810	$ 51,840	$ 54,730	$ 52,870	$ 48,270	$ 52,590	$ 56,880
Minnesota	5	8	$ 56,980	$ 54,000	$ 57,560	$ 60,950	$ 58,220	$ 54,000	$ 58,630	$ 61,870
New York	6	6	$ 57,420	$ 51,800	$ 61,240	$ 64,480	$ 61,070	$ 52,360	$ 62,610	$ 72,160
Ohio	12	19	$ 51,670	$ 45,760	$ 51,000	$ 54,000	$ 52,300	$ 46,000	$ 51,000	$ 54,000
Pennsylvania	7	10	$ 54,330	$ 46,920	$ 52,870	$ 62,180	$ 55,590	$ 47,420	$ 54,080	$ 64,120
Texas	6	8	$ 51,940	$ 49,130	$ 51,110	$ 55,000	$ 54,280	$ 51,200	$ 54,140	$ 57,950
Washington	5	6	$ 59,180	$ 56,060	$ 59,400	$ 63,500	$ 61,260	$ 56,940	$ 61,320	$ 65,890
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	8	10	$ 58,700	$ 51,110	$ 57,190	$ 63,170	$ 60,910	$ 54,420	$ 57,980	$ 64,510
Cincinnati, OH-KY-IN	5	12	$ 49,740	$ 45,090	$ 47,600	$ 52,360	$ 50,470	$ 45,090	$ 47,660	$ 52,970
Denver-Aurora-Centennial, CO	6	11	$ 58,240	$ 50,000	$ 56,730	$ 64,610	$ 59,340	$ 50,000	$ 56,730	$ 68,110
Detroit-Warren-Dearborn, MI	5	11	$ 51,220	$ 48,000	$ 51,680	$ 54,000	$ 52,270	$ 48,370	$ 52,000	$ 55,000
Los Angeles-Long Beach-Anaheim, CA	12	14	$ 64,970	$ 58,740	$ 63,030	$ 68,840	$ 68,400	$ 59,880	$ 64,560	$ 73,260
Miami-Fort Lauderdale-West Palm Beach, FL	12	23	$ 45,030	$ 40,000	$ 44,500	$ 51,040	$ 45,880	$ 40,380	$ 45,160	$ 51,040
Minneapolis-St. Paul-Bloomington, MN-WI	5	8	$ 56,980	$ 54,000	$ 57,560	$ 60,950	$ 58,220	$ 54,000	$ 58,630	$ 61,870
New York-Newark-Jersey City, NY-NJ-PA	8	12	$ 66,280	$ 56,330	$ 61,780	$ 80,580	$ 68,270	$ 56,330	$ 63,190	$ 83,080
Orlando-Kissimmee-Sanford, FL	7	15	$ 45,770	$ 40,560	$ 44,500	$ 52,000	$ 46,530	$ 41,740	$ 45,130	$ 53,000
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	7	10	$ 55,440	$ 48,490	$ 56,010	$ 62,180	$ 57,280	$ 51,200	$ 57,010	$ 64,120
Tampa-St. Petersburg-Clearwater, FL	6	10	$ 43,800	$ 38,480	$ 40,300	$ 46,010	$ 44,550	$ 39,210	$ 41,210	$ 46,690
Washington-Arlington-Alexandria, DC-VA-MD-WV	9	10	$ 69,850	$ 58,400	$ 64,400	$ 85,940	$ 72,380	$ 61,710	$ 66,080	$ 87,070

COMPENSATION SUMMARY BY POSITION

Chief Financial Officer

Responsible for directing the fiscal functions of the firm in accordance with generally accepted accounting principles issued by the Financial Accounting Standards Board, the Securities and Exchange Commission and other regulatory and advisory organizations and in accordance with financial management techniques and practices appropriate within the industry.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	59	59	$ 347,890	$ 227,430	$ 301,340	$ 420,000	$ 407,210	$ 265,000	$ 372,690	$ 511,600
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	2	2	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	1	1	*	*	*	*	*	*	*	*
10-24	8	8	$ 250,120	$ 182,730	$ 213,530	$ 345,000	$ 344,570	$ 211,400	$ 259,930	$ 447,500
25-49	13	13	$ 270,110	$ 205,000	$ 236,250	$ 328,830	$ 318,030	$ 238,470	$ 280,000	$ 356,110
50-99	14	14	$ 379,110	$ 265,000	$ 313,170	$ 516,560	$ 424,360	$ 298,750	$ 374,710	$ 564,690
100-199	14	14	$ 384,570	$ 297,500	$ 352,500	$ 458,750	$ 436,140	$ 318,750	$ 400,000	$ 523,750
200 or more	1	1	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	18	18	$ 404,060	$ 281,250	$ 345,000	$ 555,940	$ 499,170	$ 339,880	$ 490,000	$ 666,460
Nonexempt/clerical employees	6	6	$ 223,900	$ 191,250	$ 217,940	$ 258,130	$ 241,900	$ 200,670	$ 237,500	$ 284,510
Both exempt and nonexempt	24	24	$ 323,410	$ 228,070	$ 321,000	$ 378,750	$ 377,910	$ 268,750	$ 363,550	$ 460,000
No consistent supervisory responsibility	2	2	*	*	*	*	*	*	*	*
EMPLOYEES SUPERVISED										
1-5	18	18	$ 338,600	$ 197,230	$ 250,000	$ 442,500	$ 403,610	$ 248,230	$ 310,630	$ 475,000
6-10	18	18	$ 351,200	$ 228,750	$ 297,500	$ 441,250	$ 432,860	$ 294,820	$ 366,050	$ 564,690
11-25	8	8	$ 330,100	$ 271,500	$ 310,670	$ 391,250	$ 387,710	$ 291,150	$ 350,170	$ 432,500
26-50	2	2	*	*	*	*	*	*	*	*
51-100	1	1	*	*	*	*	*	*	*	*
101-250	0	0								
More than 250	1	1	*	*	*	*	*	*	*	*
None	3	3	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Chief Financial Officer

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	3	3	*	*	*	*	*	*	*	*
1 up to 2 years	2	2	*	*	*	*	*	*	*	*
2 up to 5 years	3	3	*	*	*	*	*	*	*	*
5 up to 10 years	11	11	$ 384,720	$ 215,000	$ 325,000	$ 551,250	$ 445,340	$ 250,000	$ 375,000	$ 551,250
10 up to 15 years	5	5	$ 285,800	$ 222,500	$ 301,340	$ 341,330	$ 324,740	$ 252,500	$ 330,340	$ 394,180
15 up to 20 years	8	8	$ 321,750	$ 292,500	$ 336,000	$ 363,000	$ 382,780	$ 361,000	$ 382,210	$ 404,750
20 years or more	13	13	$ 332,940	$ 223,710	$ 295,000	$ 449,200	$ 416,940	$ 276,030	$ 395,000	$ 542,500
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	13	13	$ 343,180	$ 260,000	$ 320,000	$ 416,700	$ 383,280	$ 307,500	$ 370,000	$ 431,110
MBA degree	11	11	$ 255,360	$ 181,000	$ 220,000	$ 270,000	$ 330,300	$ 236,930	$ 256,000	$ 390,000
MA/MS/MLS degree	8	8	$ 360,020	$ 285,630	$ 343,830	$ 376,250	$ 424,100	$ 305,580	$ 396,680	$ 469,210
JD/LLB degree	1	1	*	*	*	*	*	*	*	*
Other	5	5	$ 339,890	$ 244,710	$ 285,000	$ 462,500	$ 488,830	$ 276,030	$ 450,000	$ 721,060
CLM Certified	2	2	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	8	8	$ 488,130	$ 286,250	$ 495,000	$ 617,500	$ 594,710	$ 412,020	$ 585,000	$ 652,500
Southern	19	19	$ 318,540	$ 236,250	$ 320,000	$ 380,000	$ 364,730	$ 281,250	$ 357,100	$ 445,000
Midwestern	15	15	$ 304,530	$ 220,000	$ 290,000	$ 357,000	$ 345,230	$ 250,000	$ 300,000	$ 408,000
North Central	4	4	*	*	*	*	*	*	*	*
Southwestern	6	6	$ 325,820	$ 215,570	$ 286,250	$ 406,250	$ 374,180	$ 247,890	$ 317,140	$ 473,950
Mountain	7	7	$ 370,180	$ 195,000	$ 410,000	$ 515,000	$ 403,260	$ 225,000	$ 465,000	$ 515,000
Pacific	2	2	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Chief Financial Officer

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Florida	5	5	$ 354,680	$ 257,500	$ 325,000	$ 466,700	$ 428,710	$ 296,030	$ 375,000	$ 588,230
Ohio	6	6	$ 342,000	$ 280,000	$ 341,000	$ 417,500	$ 371,660	$ 284,230	$ 366,500	$ 445,000
Texas	6	6	$ 325,820	$ 215,570	$ 286,250	$ 406,250	$ 374,180	$ 247,890	$ 317,140	$ 473,950

COMPENSATION SUMMARY BY POSITION

Finance Director/Controller

This individual is responsible for financial projections, reports and treasurer functions of the firm, including budgeting and trust account administration. Oversees all aspects of the firm's financial, time, billing and collection systems.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	115	134	$ 192,720	$ 154,500	$ 184,890	$ 218,780	$ 211,620	$ 163,630	$ 202,120	$ 250,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	4	6	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	4	4	*	*	*	*	*	*	*	*
10-24	17	18	$ 170,500	$ 143,310	$ 173,200	$ 188,560	$ 184,450	$ 164,110	$ 184,780	$ 205,960
25-49	35	39	$ 180,970	$ 140,600	$ 165,000	$ 210,000	$ 196,400	$ 148,100	$ 183,480	$ 235,000
50-99	33	40	$ 213,110	$ 172,230	$ 204,550	$ 248,130	$ 237,920	$ 203,500	$ 229,500	$ 276,880
100-199	13	17	$ 214,040	$ 166,750	$ 200,000	$ 271,000	$ 236,290	$ 175,700	$ 215,180	$ 276,000
200 or more	1	1	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	22	25	$ 220,160	$ 181,360	$ 206,000	$ 278,600	$ 242,400	$ 184,010	$ 238,850	$ 310,280
Nonexempt/clerical employees	44	45	$ 167,930	$ 137,250	$ 160,000	$ 192,500	$ 186,800	$ 150,300	$ 179,000	$ 213,200
Both exempt and nonexempt	34	37	$ 198,420	$ 158,130	$ 181,330	$ 225,000	$ 220,560	$ 161,190	$ 198,610	$ 251,880
No consistent supervisory responsibility	13	13	$ 174,850	$ 113,500	$ 176,000	$ 230,020	$ 182,870	$ 115,250	$ 191,000	$ 238,160
EMPLOYEES SUPERVISED										
1-5	64	70	$ 189,510	$ 155,190	$ 176,350	$ 205,250	$ 208,780	$ 161,750	$ 192,500	$ 240,580
6-10	28	29	$ 181,550	$ 143,450	$ 170,400	$ 213,000	$ 203,480	$ 154,830	$ 182,000	$ 246,730
11-25	6	6	$ 232,900	$ 170,630	$ 234,460	$ 301,500	$ 259,130	$ 193,000	$ 251,170	$ 347,730
26-50	1	1	*	*	*	*	*	*	*	*
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	14	14	$ 181,210	$ 117,250	$ 201,840	$ 227,520	$ 192,390	$ 118,380	$ 212,640	$ 244,360

COMPENSATION SUMMARY BY POSITION

Finance Director/Controller

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	7	7	$ 199,710	$ 160,000	$ 203,000	$ 235,000	$ 212,580	$ 160,300	$ 235,000	$ 245,750
1 up to 2 years	6	6	$ 169,060	$ 136,250	$ 166,850	$ 203,920	$ 178,660	$ 137,750	$ 177,930	$ 218,470
2 up to 5 years	20	20	$ 182,550	$ 132,980	$ 181,960	$ 223,150	$ 198,500	$ 137,560	$ 210,460	$ 243,340
5 up to 10 years	17	17	$ 181,280	$ 158,580	$ 170,400	$ 190,000	$ 202,290	$ 168,200	$ 191,000	$ 209,980
10 up to 15 years	14	14	$ 186,110	$ 154,380	$ 173,500	$ 208,650	$ 207,220	$ 167,300	$ 198,440	$ 249,060
15 up to 20 years	19	19	$ 189,880	$ 137,500	$ 176,450	$ 240,000	$ 216,900	$ 152,500	$ 203,150	$ 275,000
20 years or more	29	30	$ 193,300	$ 153,250	$ 173,200	$ 240,000	$ 212,910	$ 161,750	$ 187,060	$ 265,630
EDUCATION										
High school or equivalent (no college)	2	2	*	*	*	*	*	*	*	*
Some college (no degree)	5	5	$ 115,380	$ 77,190	$ 130,000	$ 146,250	$ 125,460	$ 81,150	$ 135,000	$ 165,000
AA degree (2 years)	2	2	*	*	*	*	*	*	*	*
BA/BS/BBA degree	47	49	$ 182,600	$ 142,200	$ 172,000	$ 212,840	$ 201,570	$ 153,500	$ 187,500	$ 229,720
MBA degree	12	13	$ 197,280	$ 156,500	$ 175,000	$ 245,100	$ 221,870	$ 168,030	$ 210,000	$ 267,210
MA/MS/MLS degree	11	12	$ 187,710	$ 145,750	$ 179,000	$ 228,020	$ 211,120	$ 162,280	$ 201,330	$ 258,310
JD/LLB degree	1	1	*	*	*	*	*	*	*	*
Other	3	6	*	*	*	*	*	*	*	*
CLM Certified	4	4	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	15	19	*	*	*	*	*	*	*	*
Southern	42	48	$ 181,410	$ 142,050	$ 171,440	$ 209,630	$ 198,770	$ 153,380	$ 183,980	$ 236,020
Midwestern	18	20	$ 173,480	$ 155,250	$ 170,000	$ 198,230	$ 190,870	$ 168,100	$ 180,350	$ 227,340
North Central	10	11	$ 174,140	$ 137,000	$ 158,270	$ 205,000	$ 183,370	$ 151,650	$ 161,000	$ 219,350
Southwestern	10	11	$ 226,850	$ 171,500	$ 210,000	$ 282,200	$ 265,800	$ 187,500	$ 232,000	$ 337,130
Mountain	7	11	*	*	*	*	*	*	*	*
Pacific	17	20	$ 204,090	$ 175,000	$ 202,500	$ 217,790	$ 225,380	$ 184,750	$ 216,140	$ 252,630

COMPENSATION SUMMARY BY POSITION

Finance Director/Controller

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	13	16	$ 203,140	$ 192,500	$ 205,000	$ 217,790	$ 224,770	$ 193,750	$ 217,710	$ 252,630
District of Columbia	6	6	$ 199,370	$ 160,750	$ 193,000	$ 244,300	$ 221,060	$ 184,240	$ 219,500	$ 266,180
Florida	11	11	$ 145,100	$ 111,300	$ 125,000	$ 185,030	$ 158,430	$ 126,300	$ 143,000	$ 186,890
Michigan	6	6	$ 187,090	$ 153,270	$ 181,960	$ 224,190	$ 206,080	$ 175,140	$ 194,460	$ 243,750
Minnesota	5	6	$ 186,770	$ 143,000	$ 181,180	$ 227,810	$ 198,840	$ 156,610	$ 190,170	$ 247,700
North Carolina	8	9	$ 160,670	$ 144,000	$ 158,000	$ 186,470	$ 169,710	$ 149,500	$ 164,000	$ 203,500
Ohio	6	8	$ 174,640	$ 156,790	$ 176,000	$ 212,500	$ 193,840	$ 163,980	$ 198,170	$ 241,980
Pennsylvania	5	9	$ 215,880	$ 164,230	$ 200,000	$ 266,250	$ 240,720	$ 199,230	$ 218,500	$ 287,250
Texas	9	10	$ 233,330	$ 173,680	$ 230,000	$ 282,900	$ 269,180	$ 187,280	$ 273,870	$ 339,190
U.S. METROPOLITAN CITIES										
Los Angeles-Long Beach-Anaheim, CA	8	10	$ 208,600	$ 197,500	$ 205,000	$ 226,380	$ 233,170	$ 201,250	$ 231,250	$ 253,560
Minneapolis-St. Paul-Bloomington, MN-WI	5	6	$ 186,770	$ 143,000	$ 181,180	$ 227,810	$ 198,840	$ 156,610	$ 190,170	$ 247,700
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	6	10	$ 218,300	$ 170,340	$ 203,000	$ 254,380	$ 244,150	$ 200,610	$ 220,250	$ 285,250
Washington-Arlington-Alexandria, DC-VA-MD-WV	7	7	$ 193,060	$ 155,250	$ 188,000	$ 240,000	$ 212,300	$ 159,750	$ 208,000	$ 262,500

COMPENSATION SUMMARY BY POSITION

Accounting Manager/Supervisor

This individual is responsible for supervising or performing accounting activities. These activities may include financial reporting, timekeeping, billing, trust accounts, accounts receivable, accounts payable, payroll, petty cash, etc. In a larger organization, may report to the Finance Director/Controller.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	98	132	$ 121,990	$ 100,000	$ 115,750	$ 143,800	$ 129,130	$ 106,050	$ 120,000	$ 151,710
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	3	6	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	3	3	*	*	*	*	*	*	*	*
10-24	14	14	$ 104,870	$ 88,440	$ 100,720	$ 119,960	$ 111,470	$ 95,210	$ 104,730	$ 125,590
25-49	22	27	$ 114,790	$ 87,980	$ 109,330	$ 143,460	$ 121,270	$ 91,620	$ 113,300	$ 147,000
50-99	25	31	$ 129,120	$ 100,000	$ 126,010	$ 150,000	$ 139,240	$ 105,000	$ 131,240	$ 162,350
100-199	19	34	$ 120,920	$ 105,530	$ 118,400	$ 140,100	$ 127,290	$ 108,880	$ 124,350	$ 145,500
200 or more	2	2	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	5	7	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	52	54	$ 115,740	$ 95,000	$ 111,160	$ 130,210	$ 126,580	$ 106,100	$ 117,760	$ 145,000
Both exempt and nonexempt	8	8	$ 147,320	$ 120,100	$ 147,360	$ 181,970	$ 162,150	$ 126,530	$ 166,750	$ 201,810
No consistent supervisory responsibility	26	37	$ 119,700	$ 85,000	$ 107,890	$ 151,910	$ 124,540	$ 88,250	$ 110,250	$ 160,440
EMPLOYEES SUPERVISED										
1-5	46	51	$ 115,320	$ 96,000	$ 111,510	$ 130,000	$ 124,450	$ 106,300	$ 117,500	$ 145,000
6-10	12	13	$ 140,950	$ 106,500	$ 145,500	$ 175,600	$ 158,540	$ 121,540	$ 156,370	$ 202,710
11-25	3	3	*	*	*	*	*	*	*	*
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	27	38	$ 120,770	$ 85,000	$ 109,950	$ 153,910	$ 126,680	$ 88,880	$ 111,820	$ 165,890

COMPENSATION SUMMARY BY POSITION

Accounting Manager/Supervisor

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	4	5	*	*	*	*	*	*	*	*
1 up to 2 years	14	15	$ 112,270	$ 92,500	$ 110,000	$ 125,400	$ 119,410	$ 95,000	$ 114,080	$ 138,000
2 up to 5 years	16	19	$ 123,980	$ 85,000	$ 116,010	$ 155,000	$ 134,700	$ 86,500	$ 118,010	$ 179,520
5 up to 10 years	13	13	$ 109,810	$ 92,020	$ 100,460	$ 128,710	$ 119,190	$ 99,020	$ 107,480	$ 143,210
10 up to 15 years	14	14	$ 119,210	$ 97,900	$ 111,960	$ 132,950	$ 130,000	$ 101,650	$ 122,710	$ 149,100
15 up to 20 years	7	7	$ 109,480	$ 80,080	$ 111,600	$ 115,500	$ 114,780	$ 82,950	$ 114,000	$ 119,910
20 years or more	21	23	$ 119,930	$ 100,050	$ 121,050	$ 143,460	$ 129,180	$ 107,000	$ 128,000	$ 153,750
EDUCATION										
High school or equivalent (no college)	9	11	$ 109,870	$ 93,120	$ 109,330	$ 125,000	$ 116,390	$ 98,120	$ 113,830	$ 139,700
Some college (no degree)	8	9	$ 102,170	$ 80,040	$ 88,500	$ 127,750	$ 108,480	$ 82,240	$ 93,500	$ 144,800
AA degree (2 years)	5	5	$ 116,100	$ 100,000	$ 115,000	$ 132,750	$ 121,940	$ 104,250	$ 117,500	$ 141,840
BA/BS/BBA degree	41	41	$ 117,900	$ 90,750	$ 110,000	$ 138,250	$ 128,800	$ 95,250	$ 115,500	$ 161,780
MBA degree	3	3	*	*	*	*	*	*	*	*
MA/MS/MLS degree	4	4	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	5	6	*	*	*	*	*	*	*	*
CLM Certified	1	1	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	9	18	*	*	*	*	*	*	*	*
Southern	32	39	$ 114,600	$ 89,000	$ 111,600	$ 143,460	$ 121,950	$ 91,580	$ 113,500	$ 147,000
Midwestern	17	29	$ 123,470	$ 102,130	$ 125,400	$ 135,250	$ 130,230	$ 107,580	$ 126,650	$ 149,500
North Central	11	14	$ 118,970	$ 97,290	$ 119,800	$ 146,200	$ 128,790	$ 101,030	$ 125,620	$ 157,990
Southwestern	13	15	$ 127,290	$ 105,000	$ 121,050	$ 128,000	$ 138,330	$ 113,830	$ 127,000	$ 142,900
Mountain	7	11	*	*	*	*	*	*	*	*
Pacific	12	12	$ 127,140	$ 97,260	$ 118,800	$ 159,050	$ 137,290	$ 107,810	$ 121,850	$ 175,520

COMPENSATION SUMMARY BY POSITION

Accounting Manager/Supervisor

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	7	7	$ 131,100	$ 110,000	$ 120,000	$ 160,060	$ 139,530	$ 110,250	$ 120,000	$ 183,960
District of Columbia	5	5	$ 154,480	$ 116,950	$ 163,500	$ 187,500	$ 166,480	$ 125,950	$ 182,500	$ 199,000
Florida	11	12	$ 98,990	$ 80,810	$ 91,250	$ 115,760	$ 106,110	$ 83,090	$ 95,750	$ 126,500
Minnesota	7	9	$ 116,220	$ 94,110	$ 119,590	$ 137,090	$ 126,380	$ 98,090	$ 120,000	$ 146,760
Pennsylvania	5	6	$ 119,250	$ 99,000	$ 120,340	$ 139,100	$ 129,300	$ 114,080	$ 129,100	$ 144,600
Texas	9	11	$ 134,930	$ 109,330	$ 124,800	$ 165,000	$ 149,390	$ 116,000	$ 139,390	$ 172,500
U.S. METROPOLITAN CITIES										
Minneapolis-St. Paul-Bloomington, MN-WI	7	9	$ 116,220	$ 94,110	$ 119,590	$ 137,090	$ 126,380	$ 98,090	$ 120,000	$ 146,760
Orlando-Kissimmee-Sanford, FL	5	6	$ 111,020	$ 88,710	$ 115,500	$ 125,860	$ 120,530	$ 89,420	$ 123,000	$ 148,150
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	5	6	$ 115,750	$ 93,750	$ 120,340	$ 139,100	$ 120,300	$ 99,500	$ 120,490	$ 144,600
Washington-Arlington-Alexandria, DC-VA-MD-WV	5	5	$ 154,480	$ 116,950	$ 163,500	$ 187,500	$ 166,480	$ 125,950	$ 182,500	$ 199,000

COMPENSATION SUMMARY BY POSITION

Finance Reporting Analyst/Manager

This individual is responsible for preparing management reports, compiling and analyzing data with written analysis. Also responsible for analyzing revenue and budgets, trend analysis profitability, compensation analysis and business metrics review.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	82	119	$ 114,210	$ 90,000	$ 110,000	$ 135,000	$ 121,690	$ 90,500	$ 117,850	$ 144,480
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	4	7	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	4	4	*	*	*	*	*	*	*	*
10-24	9	10	$ 129,000	$ 96,130	$ 137,430	$ 147,130	$ 138,050	$ 100,630	$ 147,070	$ 165,630
25-49	15	17	$ 96,800	$ 81,040	$ 93,600	$ 116,750	$ 100,250	$ 83,000	$ 96,860	$ 120,750
50-99	23	32	$ 129,880	$ 99,440	$ 124,120	$ 163,990	$ 143,700	$ 104,010	$ 134,970	$ 185,910
100-199	17	32	$ 113,810	$ 86,630	$ 109,070	$ 135,180	$ 120,470	$ 90,130	$ 116,080	$ 145,530
200 or more	1	1	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	6	7	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	7	7	$ 140,590	$ 123,380	$ 138,500	$ 155,000	$ 162,110	$ 128,380	$ 147,480	$ 202,000
Both exempt and nonexempt	1	1	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	57	79	$ 108,770	$ 85,010	$ 98,380	$ 130,000	$ 115,430	$ 87,740	$ 102,500	$ 138,000
EMPLOYEES SUPERVISED										
1-5	13	14	$ 142,800	$ 122,390	$ 141,750	$ 170,500	$ 165,000	$ 137,470	$ 164,750	$ 191,880
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	56	78	$ 109,860	$ 85,380	$ 101,880	$ 130,000	$ 116,590	$ 89,440	$ 105,550	$ 138,560

COMPENSATION SUMMARY BY POSITION

Finance Reporting Analyst/Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	10	11	$ 108,750	$ 85,500	$ 95,000	$ 124,800	$ 111,590	$ 90,500	$ 95,000	$ 132,800
1 up to 2 years	8	12	*	*	*	*	*	*	*	*
2 up to 5 years	18	23	$ 105,880	$ 80,000	$ 96,500	$ 130,000	$ 115,500	$ 83,500	$ 102,500	$ 146,000
5 up to 10 years	12	14	$ 110,230	$ 90,260	$ 99,190	$ 123,380	$ 114,560	$ 93,720	$ 103,550	$ 127,310
10 up to 15 years	14	15	$ 111,110	$ 90,000	$ 115,000	$ 138,500	$ 122,050	$ 96,860	$ 124,000	$ 144,100
15 up to 20 years	4	4	*	*	*	*	*	*	*	*
20 years or more	6	6	$ 131,490	$ 105,630	$ 131,600	$ 153,450	$ 148,160	$ 127,250	$ 145,720	$ 164,130
EDUCATION										
High school or equivalent (no college)	2	2	*	*	*	*	*	*	*	*
Some college (no degree)	1	1	*	*	*	*	*	*	*	*
AA degree (2 years)	3	3	*	*	*	*	*	*	*	*
BA/BS/BBA degree	31	39	$ 114,840	$ 85,010	$ 112,000	$ 138,500	$ 124,740	$ 90,500	$ 122,150	$ 150,500
MBA degree	6	9	*	*	*	*	*	*	*	*
MA/MS/MLS degree	2	2	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	10	14	$ 108,780	$ 87,930	$ 96,360	$ 136,190	$ 110,510	$ 90,310	$ 96,360	$ 136,190
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	9	12	*	*	*	*	*	*	*	*
Southern	28	35	$ 108,860	$ 90,000	$ 100,000	$ 130,000	$ 113,500	$ 90,030	$ 105,000	$ 134,000
Midwestern	16	24	$ 116,920	$ 90,310	$ 125,500	$ 138,380	$ 126,640	$ 91,560	$ 130,500	$ 151,630
North Central	8	16	$ 116,050	$ 87,280	$ 111,000	$ 136,550	$ 126,790	$ 89,440	$ 112,990	$ 154,960
Southwestern	9	14	*	*	*	*	*	*	*	*
Mountain	7	11	*	*	*	*	*	*	*	*
Pacific	9	14	$ 130,320	$ 93,690	$ 119,000	$ 169,310	$ 138,220	$ 93,820	$ 123,870	$ 193,630

COMPENSATION SUMMARY BY POSITION

Finance Reporting Analyst/Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	6	9	$ 142,550	$ 93,380	$ 160,430	$ 185,370	$ 151,490	$ 96,630	$ 167,000	$ 195,630
Florida	10	13	$ 97,480	$ 80,380	$ 91,300	$ 109,330	$ 100,660	$ 84,130	$ 91,310	$ 118,490
Georgia	5	5	$ 114,670	$ 98,250	$ 118,500	$ 129,180	$ 120,700	$ 103,750	$ 118,500	$ 138,740
Michigan	6	11	$ 119,730	$ 90,000	$ 110,350	$ 145,000	$ 127,090	$ 90,500	$ 117,850	$ 157,000
Minnesota	7	14	$ 110,830	$ 87,020	$ 109,190	$ 124,400	$ 121,820	$ 87,490	$ 109,190	$ 147,970
Ohio	5	7	$ 104,660	$ 70,230	$ 100,840	$ 135,250	$ 109,720	$ 80,030	$ 103,590	$ 140,250
Pennsylvania	6	9	$ 93,870	$ 81,300	$ 94,500	$ 98,440	$ 102,540	$ 83,000	$ 97,250	$ 120,750
Texas	8	13	$ 124,720	$ 100,550	$ 124,800	$ 149,500	$ 137,750	$ 100,550	$ 131,000	$ 179,590
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	5	5	$ 114,670	$ 98,250	$ 118,500	$ 129,180	$ 120,700	$ 103,750	$ 118,500	$ 138,740
Minneapolis-St. Paul-Bloomington, MN-WI	7	14	$ 110,830	$ 87,020	$ 109,190	$ 124,400	$ 121,820	$ 87,490	$ 109,190	$ 147,970
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	6	9	$ 97,370	$ 81,300	$ 94,500	$ 114,190	$ 100,600	$ 83,000	$ 97,250	$ 117,500

COMPENSATION SUMMARY BY POSITION

Collections Manager

This individual organizes and manages the firm's financial relationship with clients, makes client intake recommendations, establishes credit thresholds, monitors work-in-progress to ensure timely billing and develops strategies for collection of past due client accounts. Responsible for the development and distribution of cash-flow reports to management and the coordination of the collection plan.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	36	39	$ 103,130	$ 77,200	$ 101,610	$ 120,000	$ 109,500	$ 81,330	$ 105,110	$ 125,830
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	2	2	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	1	1	*	*	*	*	*	*	*	*
10-24	3	3	*	*	*	*	*	*	*	*
25-49	10	10	$ 94,990	$ 78,250	$ 93,820	$ 112,730	$ 99,690	$ 82,210	$ 96,540	$ 119,530
50-99	12	12	$ 109,220	$ 79,150	$ 102,050	$ 117,750	$ 113,140	$ 81,190	$ 104,250	$ 123,860
100-199	3	4	*	*	*	*	*	*	*	*
200 or more	2	2	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	1	1	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	12	12	$ 113,280	$ 103,630	$ 113,250	$ 120,690	$ 125,710	$ 116,180	$ 122,710	$ 133,600
Both exempt and nonexempt	1	1	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	16	18	$ 80,070	$ 68,980	$ 78,140	$ 89,180	$ 82,180	$ 70,490	$ 81,920	$ 93,260
EMPLOYEES SUPERVISED										
1-5	11	11	$ 126,330	$ 102,500	$ 114,230	$ 145,950	$ 138,250	$ 118,230	$ 123,420	$ 169,000
6-10	3	3	*	*	*	*	*	*	*	*
11-25	1	1	*	*	*	*	*	*	*	*
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	15	17	$ 78,900	$ 67,960	$ 76,200	$ 86,290	$ 81,120	$ 69,630	$ 81,330	$ 92,790

COMPENSATION SUMMARY BY POSITION

Collections Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	3	3	*	*	*	*	*	*	*	*
1 up to 2 years	5	6	*	*	*	*	*	*	*	*
2 up to 5 years	3	4	*	*	*	*	*	*	*	*
5 up to 10 years	6	6	$ 81,770	$ 63,940	$ 77,500	$ 104,180	$ 84,910	$ 66,310	$ 78,170	$ 108,680
10 up to 15 years	6	6	$ 98,750	$ 81,900	$ 90,790	$ 121,890	$ 103,630	$ 82,210	$ 93,290	$ 135,390
15 up to 20 years	3	3	*	*	*	*	*	*	*	*
20 years or more	5	5	$ 93,670	$ 72,450	$ 100,060	$ 111,700	$ 98,080	$ 83,320	$ 100,060	$ 111,850
EDUCATION										
High school or equivalent (no college)	4	4	*	*	*	*	*	*	*	*
Some college (no degree)	4	6	*	*	*	*	*	*	*	*
AA degree (2 years)	0	0								
BA/BS/BBA degree	13	13	$ 87,910	$ 73,000	$ 84,650	$ 101,250	$ 93,010	$ 74,630	$ 92,580	$ 113,110
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	0	0								
JD/LLB degree	0	0								
Other	2	2	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	7	8	$ 113,880	$ 104,530	$ 115,360	$ 120,530	$ 117,540	$ 105,900	$ 120,500	$ 122,170
Southern	12	14	$ 85,900	$ 68,000	$ 82,540	$ 103,630	$ 88,950	$ 69,010	$ 83,170	$ 108,680
Midwestern	11	11	$ 110,730	$ 82,500	$ 100,000	$ 120,920	$ 116,760	$ 84,650	$ 100,250	$ 125,830
North Central	2	2	*	*	*	*	*	*	*	*
Southwestern	2	2	*	*	*	*	*	*	*	*
Mountain	1	1	*	*	*	*	*	*	*	*
Pacific	3	3	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Payroll Specialist

This individual is responsible for all payroll tasks, including calculating overtime, processing deductions and maintaining accurate records. May require use of specialized software.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	45	53	$ 85,180	$ 74,050	$ 81,120	$ 91,630	$ 89,190	$ 74,580	$ 84,590	$ 94,850
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	5	5	$ 65,100	$ 49,570	$ 75,000	$ 75,670	$ 70,890	$ 50,520	$ 79,030	$ 87,190
NUMBER OF ATTORNEYS										
Fewer than 10	0	0								
10-24	5	5	$ 85,000	$ 76,960	$ 80,000	$ 95,550	$ 90,190	$ 80,590	$ 86,810	$ 101,470
25-49	11	11	$ 79,290	$ 63,550	$ 79,950	$ 83,780	$ 83,170	$ 64,160	$ 81,190	$ 93,000
50-99	13	14	$ 88,330	$ 73,750	$ 89,870	$ 95,440	$ 92,890	$ 75,630	$ 91,270	$ 99,030
100-199	7	10	*	*	*	*	*	*	*	*
200 or more	2	3	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	2	2	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	37	40	$ 82,930	$ 74,570	$ 80,560	$ 90,540	$ 87,180	$ 74,570	$ 84,970	$ 94,620
EMPLOYEES SUPERVISED										
1-5	2	2	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	36	40	$ 81,710	$ 73,840	$ 78,750	$ 89,060	$ 85,730	$ 73,870	$ 82,950	$ 94,030

COMPENSATION SUMMARY BY POSITION

Payroll Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	4	4	*	*	*	*	*	*	*	*
1 up to 2 years	3	3	*	*	*	*	*	*	*	*
2 up to 5 years	13	14	$ 76,210	$ 71,230	$ 77,500	$ 83,030	$ 79,050	$ 71,280	$ 81,850	$ 87,350
5 up to 10 years	8	8	$ 88,530	$ 67,110	$ 81,990	$ 107,370	$ 96,580	$ 75,400	$ 87,560	$ 128,450
10 up to 15 years	1	1	*	*	*	*	*	*	*	*
15 up to 20 years	3	3	*	*	*	*	*	*	*	*
20 years or more	12	12	$ 83,820	$ 74,700	$ 79,690	$ 89,330	$ 87,690	$ 75,720	$ 84,570	$ 94,030
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	2	3	*	*	*	*	*	*	*	*
AA degree (2 years)	5	5	$ 85,100	$ 78,590	$ 84,300	$ 92,000	$ 88,460	$ 78,590	$ 92,000	$ 96,560
BA/BS/BBA degree	19	20	$ 82,520	$ 71,120	$ 80,740	$ 89,060	$ 88,950	$ 75,860	$ 86,930	$ 94,210
MBA degree	0	0								
MA/MS/MLS degree	2	2	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	4	5	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	8	9	$ 83,850	$ 68,070	$ 80,000	$ 100,850	$ 88,410	$ 74,160	$ 81,190	$ 103,970
Southern	15	17	$ 77,180	$ 64,660	$ 74,590	$ 83,920	$ 79,080	$ 65,150	$ 75,480	$ 88,670
Midwestern	10	13	$ 81,670	$ 72,250	$ 76,340	$ 87,300	$ 87,880	$ 72,250	$ 82,500	$ 94,930
North Central	5	5	$ 80,770	$ 77,220	$ 81,470	$ 83,960	$ 83,370	$ 81,060	$ 83,780	$ 85,480
Southwestern	2	2	*	*	*	*	*	*	*	*
Mountain	4	5	*	*	*	*	*	*	*	*
Pacific	6	7	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Payroll Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Florida	5	7	$ 73,150	$ 64,730	$ 75,000	$ 78,060	$ 74,660	$ 64,930	$ 76,440	$ 79,560

COMPENSATION SUMMARY BY POSITION

Billing Manager

This individual is responsible for all aspects of billing, new file intake, conflicts checking, timekeeper setup and rate management, using Elite Legal Billing System, WordFlow and various electronic billing packages. Supervises billing secretaries, specialists (all offices), file opening clerk and conflicts clerk. They typically report to the Chief Financial Officer. Other responsibilities include orchestrating all aspects of the firm's invoicing and billing processes, including but not limited to, appeals, deductions, rejections, split billing, setting up matters, maintaining budgets, mapping timekeepers and rates, as well as the accounts receivable follow up.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	76	88	$ 117,870	$ 94,380	$ 120,250	$ 140,300	$ 126,870	$ 103,110	$ 128,450	$ 153,740
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	5	5	$ 117,240	$ 100,790	$ 107,700	$ 138,450	$ 122,240	$ 105,470	$ 118,160	$ 141,050
NUMBER OF ATTORNEYS										
Fewer than 10	5	5	$ 108,230	$ 81,580	$ 118,500	$ 129,750	$ 113,940	$ 87,750	$ 126,900	$ 133,650
10-24	13	14	$ 116,380	$ 98,210	$ 120,890	$ 144,940	$ 122,030	$ 100,210	$ 124,530	$ 155,190
25-49	20	21	$ 106,030	$ 84,500	$ 104,920	$ 128,750	$ 114,030	$ 96,340	$ 109,920	$ 133,250
50-99	19	20	$ 110,330	$ 78,630	$ 108,550	$ 130,670	$ 119,410	$ 81,250	$ 118,640	$ 152,370
100-199	12	15	$ 132,930	$ 130,000	$ 134,000	$ 140,400	$ 145,100	$ 134,000	$ 147,000	$ 153,900
200 or more	2	3	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	46	50	$ 118,350	$ 100,770	$ 114,900	$ 134,250	$ 128,390	$ 107,950	$ 123,630	$ 148,800
Both exempt and nonexempt	7	7	$ 148,260	$ 130,000	$ 150,000	$ 161,070	$ 160,470	$ 132,000	$ 165,000	$ 182,000
No consistent supervisory responsibility	18	18	$ 93,480	$ 64,880	$ 85,500	$ 119,750	$ 100,610	$ 66,150	$ 101,290	$ 129,480
EMPLOYEES SUPERVISED										
1-5	29	30	$ 117,320	$ 89,000	$ 115,500	$ 133,500	$ 127,690	$ 90,410	$ 127,100	$ 150,750
6-10	16	19	$ 124,210	$ 105,000	$ 118,400	$ 136,000	$ 135,290	$ 109,200	$ 128,400	$ 153,900
11-25	10	10	$ 134,770	$ 109,440	$ 134,180	$ 154,640	$ 142,650	$ 119,810	$ 136,180	$ 163,920
26-50	1	1	*	*	*	*	*	*	*	*
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	17	17	$ 92,250	$ 64,750	$ 85,000	$ 121,000	$ 99,090	$ 65,770	$ 96,830	$ 132,050

COMPENSATION SUMMARY BY POSITION

Billing Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	5	5	$ 112,160	$ 88,650	$ 118,500	$ 132,500	$ 116,320	$ 93,850	$ 126,900	$ 133,500
1 up to 2 years	4	4	*	*	*	*	*	*	*	*
2 up to 5 years	12	14	$ 119,700	$ 103,200	$ 119,200	$ 143,430	$ 129,350	$ 113,040	$ 129,000	$ 154,280
5 up to 10 years	21	22	$ 103,970	$ 82,130	$ 108,350	$ 127,820	$ 111,460	$ 85,380	$ 117,330	$ 137,240
10 up to 15 years	9	9	$ 136,510	$ 117,030	$ 132,000	$ 144,150	$ 147,340	$ 117,780	$ 147,100	$ 162,380
15 up to 20 years	6	6	$ 108,970	$ 86,890	$ 102,600	$ 134,020	$ 123,940	$ 97,880	$ 119,710	$ 154,250
20 years or more	15	15	$ 115,460	$ 86,000	$ 108,000	$ 136,000	$ 126,980	$ 96,830	$ 110,290	$ 169,600
EDUCATION										
High school or equivalent (no college)	7	7	$ 111,000	$ 86,000	$ 114,400	$ 123,500	$ 122,200	$ 96,830	$ 126,400	$ 137,200
Some college (no degree)	9	9	$ 102,530	$ 62,500	$ 86,000	$ 145,250	$ 107,710	$ 66,250	$ 90,130	$ 151,920
AA degree (2 years)	5	5	$ 105,350	$ 80,750	$ 109,000	$ 128,130	$ 120,390	$ 94,280	$ 116,500	$ 148,450
BA/BS/BBA degree	27	31	$ 115,770	$ 100,000	$ 107,760	$ 131,600	$ 126,080	$ 103,440	$ 115,600	$ 145,000
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	2	2	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	7	7	$ 118,820	$ 103,950	$ 110,290	$ 135,000	$ 122,220	$ 109,200	$ 114,200	$ 135,000
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	6	8	$ 139,530	$ 101,250	$ 137,000	$ 155,040	$ 155,090	$ 137,130	$ 150,000	$ 164,290
Southern	33	34	$ 106,950	$ 83,630	$ 108,600	$ 130,310	$ 112,580	$ 85,380	$ 111,590	$ 134,250
Midwestern	15	15	$ 124,250	$ 104,920	$ 132,000	$ 145,000	$ 134,810	$ 109,920	$ 137,360	$ 166,860
North Central	5	6	*	*	*	*	*	*	*	*
Southwestern	10	12	$ 117,500	$ 85,250	$ 114,250	$ 140,680	$ 130,160	$ 100,010	$ 124,290	$ 152,730
Mountain	3	4	*	*	*	*	*	*	*	*
Pacific	9	14	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Billing Manager

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	6	9	$ 135,560	$ 109,800	$ 137,000	$ 152,240	$ 143,120	$ 114,050	$ 145,500	$ 168,970
Florida	6	6	$ 107,830	$ 80,630	$ 109,750	$ 131,500	$ 109,950	$ 81,880	$ 109,750	$ 138,080
Illinois	5	5	$ 132,040	$ 117,460	$ 132,000	$ 146,630	$ 142,410	$ 120,960	$ 150,000	$ 160,060
North Carolina	5	5	$ 85,270	$ 54,420	$ 76,510	$ 120,500	$ 89,610	$ 55,230	$ 79,010	$ 129,300
Ohio	5	5	$ 129,210	$ 104,330	$ 133,360	$ 152,000	$ 132,830	$ 106,400	$ 137,360	$ 157,000
Texas	9	11	$ 122,500	$ 86,000	$ 118,500	$ 146,400	$ 135,990	$ 109,550	$ 126,900	$ 157,900
U.S. METROPOLITAN CITIES										
Chicago-Naperville-Elgin, IL-IN-WI	5	5	$ 132,040	$ 117,460	$ 132,000	$ 146,630	$ 142,410	$ 120,960	$ 150,000	$ 160,060
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	6	8	$ 134,410	$ 122,250	$ 136,000	$ 148,100	$ 143,960	$ 130,000	$ 147,700	$ 155,480

COMPENSATION SUMMARY BY POSITION

Billing Specialist

This individual assists in all tasks necessary to achieve timely and accurate client bill processing including preparing pre-bills and final bills, monitoring write-offs and other adjustments, reporting on WIP, etc.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	258	552	$ 75,030	$ 65,510	$ 74,790	$ 83,500	$ 78,130	$ 67,030	$ 77,650	$ 87,810
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	16	31	$ 76,990	$ 63,300	$ 76,090	$ 82,290	$ 79,950	$ 66,500	$ 78,600	$ 85,790
NUMBER OF ATTORNEYS										
Fewer than 10	26	28	$ 76,700	$ 62,980	$ 76,380	$ 91,330	$ 78,910	$ 64,980	$ 79,670	$ 92,890
10-24	57	77	$ 80,010	$ 68,960	$ 78,950	$ 90,970	$ 82,460	$ 69,250	$ 81,000	$ 94,520
25-49	79	138	$ 75,940	$ 65,770	$ 76,000	$ 83,530	$ 79,710	$ 67,700	$ 79,870	$ 88,640
50-99	54	127	$ 73,590	$ 64,790	$ 74,560	$ 82,000	$ 76,670	$ 64,790	$ 76,300	$ 86,050
100-199	20	102	$ 74,390	$ 66,380	$ 73,260	$ 80,230	$ 77,980	$ 66,990	$ 76,850	$ 86,700
200 or more	1	1	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	2	2	*	*	*	*	*	*	*	*
Both exempt and nonexempt	1	1	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	222	454	$ 74,510	$ 64,970	$ 74,280	$ 83,150	$ 78,250	$ 66,420	$ 78,000	$ 88,210
EMPLOYEES SUPERVISED										
1-5	3	3	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	215	432	$ 74,860	$ 65,020	$ 74,930	$ 83,350	$ 78,460	$ 66,500	$ 78,420	$ 88,450

COMPENSATION SUMMARY BY POSITION

Billing Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	22	42	$ 70,530	$ 62,880	$ 71,390	$ 79,240	$ 70,980	$ 63,290	$ 72,010	$ 79,380
1 up to 2 years	40	57	$ 72,800	$ 63,160	$ 74,300	$ 79,550	$ 76,500	$ 66,150	$ 76,740	$ 84,820
2 up to 5 years	86	135	$ 71,040	$ 61,800	$ 72,810	$ 79,140	$ 75,320	$ 65,220	$ 75,900	$ 85,100
5 up to 10 years	52	75	$ 73,560	$ 59,000	$ 74,560	$ 84,800	$ 76,820	$ 60,240	$ 76,500	$ 88,250
10 up to 15 years	38	43	$ 77,380	$ 68,000	$ 75,000	$ 86,000	$ 81,860	$ 70,030	$ 80,840	$ 92,540
15 up to 20 years	31	34	$ 78,470	$ 68,880	$ 75,650	$ 88,940	$ 82,120	$ 71,230	$ 82,110	$ 92,950
20 years or more	45	58	$ 82,970	$ 70,390	$ 80,370	$ 94,670	$ 86,580	$ 73,180	$ 84,460	$ 96,640
EDUCATION										
High school or equivalent (no college)	42	55	$ 78,170	$ 68,300	$ 78,700	$ 87,500	$ 81,200	$ 69,140	$ 80,000	$ 90,670
Some college (no degree)	30	45	*	*	*	*	*	*	*	*
AA degree (2 years)	27	37	$ 71,430	$ 62,330	$ 70,000	$ 79,850	$ 74,230	$ 63,410	$ 71,400	$ 86,300
BA/BS/BBA degree	76	115	$ 75,140	$ 65,070	$ 76,500	$ 83,280	$ 79,320	$ 68,180	$ 79,050	$ 87,700
MBA degree	0	0								
MA/MS/MLS degree	4	4	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	34	71	$ 76,390	$ 67,640	$ 76,200	$ 84,890	$ 79,310	$ 70,570	$ 79,290	$ 86,910
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	23	56	$ 83,750	$ 76,690	$ 83,270	$ 89,830	$ 86,130	$ 78,880	$ 84,170	$ 93,810
Southern	109	230	$ 71,650	$ 61,000	$ 70,140	$ 81,110	$ 74,950	$ 63,410	$ 73,660	$ 85,880
Midwestern	40	86	$ 74,580	$ 67,470	$ 72,400	$ 80,180	$ 76,760	$ 67,870	$ 74,590	$ 84,110
North Central	20	39	$ 69,350	$ 61,890	$ 67,000	$ 79,990	$ 71,800	$ 63,000	$ 69,270	$ 85,680
Southwestern	34	61	$ 76,400	$ 70,000	$ 76,000	$ 80,350	$ 80,750	$ 72,800	$ 80,460	$ 88,250
Mountain	16	31	$ 73,700	$ 64,870	$ 74,000	$ 83,370	$ 75,460	$ 65,520	$ 74,000	$ 89,510
Pacific	32	80	$ 82,170	$ 74,060	$ 78,260	$ 90,780	$ 85,940	$ 76,050	$ 80,250	$ 97,310

COMPENSATION SUMMARY BY POSITION

Billing Specialist

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Alabama	6	24	$ 65,600	$ 58,500	$ 62,750	$ 71,900	$ 73,170	$ 64,110	$ 70,810	$ 86,220
Arizona	6	12	$ 70,520	$ 59,230	$ 74,280	$ 79,870	$ 73,260	$ 59,230	$ 74,780	$ 82,400
California	24	49	$ 85,810	$ 74,850	$ 86,890	$ 97,960	$ 89,750	$ 76,360	$ 90,750	$ 103,960
Colorado	6	10	$ 76,890	$ 66,110	$ 77,490	$ 87,820	$ 78,840	$ 68,270	$ 77,490	$ 89,600
District of Columbia	13	19	$ 92,530	$ 80,000	$ 87,540	$ 107,250	$ 97,010	$ 84,100	$ 92,540	$ 113,250
Florida	34	54	$ 67,370	$ 53,890	$ 67,660	$ 77,670	$ 68,620	$ 56,300	$ 68,800	$ 78,400
Georgia	10	31	$ 81,910	$ 73,500	$ 80,000	$ 90,840	$ 84,530	$ 76,660	$ 80,800	$ 93,830
Illinois	12	23	$ 80,840	$ 78,260	$ 80,000	$ 86,520	$ 84,260	$ 79,570	$ 84,890	$ 87,280
Kentucky	5	11	$ 65,090	$ 57,890	$ 63,320	$ 72,820	$ 70,730	$ 60,190	$ 66,500	$ 74,750
Michigan	9	28	$ 72,230	$ 66,430	$ 71,820	$ 77,790	$ 72,960	$ 66,830	$ 72,070	$ 78,380
Minnesota	10	26	$ 71,150	$ 63,000	$ 68,680	$ 80,990	$ 74,090	$ 64,110	$ 71,060	$ 88,470
Missouri	5	7	$ 64,160	$ 60,240	$ 65,190	$ 69,000	$ 66,670	$ 63,950	$ 66,350	$ 69,350
New Jersey	6	15	$ 84,360	$ 77,250	$ 83,100	$ 85,820	$ 85,470	$ 77,250	$ 84,170	$ 93,950
New York	6	9	$ 87,770	$ 75,470	$ 90,900	$ 101,210	$ 90,450	$ 75,720	$ 90,900	$ 103,100
North Carolina	9	35	$ 68,710	$ 56,390	$ 65,000	$ 81,120	$ 70,790	$ 56,650	$ 65,000	$ 87,000
Ohio	13	18	$ 76,340	$ 64,680	$ 73,250	$ 85,380	$ 79,330	$ 65,530	$ 76,700	$ 88,790
Pennsylvania	6	18	$ 80,340	$ 74,630	$ 80,350	$ 86,010	$ 84,570	$ 75,940	$ 83,500	$ 91,410
South Carolina	5	12	$ 61,390	$ 51,430	$ 59,070	$ 69,970	$ 62,380	$ 52,250	$ 61,010	$ 70,410
Tennessee	10	22	$ 67,220	$ 60,860	$ 64,650	$ 74,520	$ 71,550	$ 63,370	$ 68,050	$ 78,980
Texas	29	54	$ 78,100	$ 71,650	$ 78,000	$ 81,630	$ 82,780	$ 74,800	$ 82,650	$ 88,680
Washington	5	23	$ 77,050	$ 73,490	$ 76,500	$ 78,000	$ 80,540	$ 76,500	$ 79,960	$ 84,940
West Virginia	6	10	$ 66,250	$ 53,650	$ 65,850	$ 73,290	$ 69,250	$ 53,650	$ 69,620	$ 81,810
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	10	31	$ 81,910	$ 73,500	$ 80,000	$ 90,840	$ 84,530	$ 76,660	$ 80,800	$ 93,830
Austin-Round Rock-San Marcos, TX	5	8	$ 76,810	$ 76,000	$ 77,110	$ 79,000	$ 82,390	$ 79,380	$ 82,650	$ 87,400
Chicago-Naperville-Elgin, IL-IN-WI	11	22	$ 81,910	$ 78,580	$ 80,850	$ 86,620	$ 85,450	$ 79,890	$ 85,700	$ 87,460
Cincinnati, OH-KY-IN	5	9	$ 75,970	$ 60,300	$ 80,730	$ 86,750	$ 78,620	$ 61,330	$ 83,000	$ 91,690
Dallas-Fort Worth-Arlington, TX	8	21	$ 79,330	$ 73,440	$ 78,700	$ 86,300	$ 83,790	$ 77,240	$ 83,100	$ 91,050
Denver-Aurora-Centennial, CO	6	10	$ 76,890	$ 66,110	$ 77,490	$ 87,820	$ 78,840	$ 68,270	$ 77,490	$ 89,600
Detroit-Warren-Dearborn, MI	5	21	$ 71,350	$ 66,880	$ 71,000	$ 74,510	$ 71,730	$ 67,280	$ 71,250	$ 75,940
Houston-Pasadena-The Woodlands, TX	13	20	$ 78,880	$ 70,130	$ 74,960	$ 86,750	$ 83,920	$ 73,230	$ 81,920	$ 89,560
Los Angeles-Long Beach-Anaheim, CA	13	32	$ 87,170	$ 75,400	$ 88,760	$ 100,150	$ 90,780	$ 76,960	$ 91,600	$ 106,390
Miami-Fort Lauderdale-West Palm Beach, FL	11	27	$ 70,520	$ 52,000	$ 73,200	$ 82,290	$ 71,630	$ 53,000	$ 74,610	$ 83,200
Minneapolis-St. Paul-Bloomington, MN-WI	9	25	$ 70,680	$ 63,000	$ 67,930	$ 80,170	$ 73,540	$ 63,740	$ 70,890	$ 88,690
Nashville-Davidson-Murfreesboro-Franklin, TN	5	12	$ 67,480	$ 61,160	$ 64,400	$ 73,620	$ 73,270	$ 64,070	$ 69,680	$ 80,280
New York-Newark-Jersey City, NY-NJ-PA	9	20	$ 87,020	$ 79,200	$ 84,900	$ 92,900	$ 88,720	$ 79,300	$ 85,700	$ 94,460
Orlando-Kissimmee-Sanford, FL	6	10	$ 66,600	$ 59,670	$ 67,450	$ 72,080	$ 67,630	$ 60,210	$ 69,110	$ 72,500
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	8	19	$ 79,510	$ 74,750	$ 79,700	$ 83,450	$ 84,710	$ 76,000	$ 83,500	$ 92,750
Phoenix-Mesa-Chandler, AZ	6	12	$ 70,520	$ 59,230	$ 74,280	$ 79,870	$ 73,260	$ 59,230	$ 74,780	$ 82,400
Tampa-St. Petersburg-Clearwater, FL	8	8	$ 64,090	$ 59,310	$ 63,450	$ 68,740	$ 66,050	$ 60,620	$ 67,740	$ 68,940
Washington-Arlington-Alexandria, DC-VA-MD-WV	15	21	$ 92,290	$ 80,550	$ 87,540	$ 105,130	$ 96,830	$ 84,800	$ 94,500	$ 113,130

COMPENSATION SUMMARY BY POSITION

Accountant

An accountant manages financial records, prepares reports, ensures compliance with tax laws, and analyzes data to support business financial health. Core duties include reconciling bank statements, processing accounts payable/receivable, preparing tax returns, and conducting audits

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	54	70	$ 88,850	$ 74,030	$ 84,710	$ 97,450	$ 93,290	$ 77,600	$ 88,710	$ 103,410
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	0	0								
NUMBER OF ATTORNEYS										
Fewer than 10	1	1	*	*	*	*	*	*	*	*
10-24	12	12	$ 86,690	$ 73,840	$ 84,360	$ 99,680	$ 91,110	$ 76,720	$ 93,110	$ 101,740
25-49	12	17	$ 79,230	$ 68,320	$ 75,000	$ 85,050	$ 81,690	$ 68,320	$ 80,580	$ 90,150
50-99	13	16	$ 99,430	$ 84,220	$ 95,250	$ 118,310	$ 106,880	$ 86,410	$ 100,900	$ 119,810
100-199	8	11	$ 87,910	$ 73,000	$ 87,000	$ 96,500	$ 91,690	$ 78,000	$ 89,120	$ 100,640
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	1	1	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	1	1	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	40	52	$ 89,590	$ 75,250	$ 84,930	$ 100,360	$ 95,350	$ 82,620	$ 89,460	$ 109,750
EMPLOYEES SUPERVISED										
1-5	2	2	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	37	49	$ 89,660	$ 75,500	$ 85,170	$ 99,840	$ 95,790	$ 82,700	$ 91,170	$ 109,500

COMPENSATION SUMMARY BY POSITION

Accountant

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	2	2	*	*	*	*	*	*	*	*
1 up to 2 years	8	10	$ 97,330	$ 75,380	$ 97,000	$ 120,770	$ 101,010	$ 79,060	$ 107,000	$ 120,770
2 up to 5 years	16	18	$ 84,610	$ 73,040	$ 83,530	$ 87,450	$ 89,350	$ 74,440	$ 88,860	$ 95,370
5 up to 10 years	11	13	$ 85,230	$ 75,250	$ 84,870	$ 94,840	$ 90,970	$ 82,700	$ 92,870	$ 99,480
10 up to 15 years	4	4	*	*	*	*	*	*	*	*
15 up to 20 years	3	3	*	*	*	*	*	*	*	*
20 years or more	1	1	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	2	2	*	*	*	*	*	*	*	*
AA degree (2 years)	5	5	$ 78,520	$ 70,750	$ 79,370	$ 85,870	$ 82,950	$ 73,940	$ 82,870	$ 92,010
BA/BS/BBA degree	19	24	$ 92,160	$ 79,780	$ 85,250	$ 98,350	$ 99,060	$ 83,800	$ 93,460	$ 109,650
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	2	2	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	3	3	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	5	5	$ 106,500	$ 82,280	$ 93,500	$ 137,210	$ 110,820	$ 83,930	$ 96,800	$ 144,710
Southern	15	17	$ 84,290	$ 70,750	$ 83,510	$ 94,840	$ 87,880	$ 73,940	$ 83,510	$ 99,110
Midwestern	12	18	$ 85,530	$ 72,300	$ 80,320	$ 89,420	$ 87,900	$ 72,300	$ 84,760	$ 92,980
North Central	5	5	$ 87,250	$ 81,440	$ 83,560	$ 94,900	$ 94,700	$ 84,460	$ 89,430	$ 107,590
Southwestern	4	9	*	*	*	*	*	*	*	*
Mountain	4	5	*	*	*	*	*	*	*	*
Pacific	9	11	$ 95,450	$ 76,000	$ 95,000	$ 113,250	$ 98,860	$ 80,580	$ 98,310	$ 119,250

COMPENSATION SUMMARY BY POSITION

Accountant

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	7	8	$ 98,220	$ 77,890	$ 97,940	$ 118,310	$ 101,520	$ 79,630	$ 100,600	$ 119,810
Ohio	5	8	$ 85,930	$ 68,320	$ 74,100	$ 114,340	$ 86,050	$ 68,320	$ 74,100	$ 114,590
U.S. METROPOLITAN CITIES										
Los Angeles-Long Beach-Anaheim, CA	5	6	$ 103,540	$ 86,470	$ 107,070	$ 122,800	$ 106,550	$ 86,600	$ 111,070	$ 125,200

COMPENSATION SUMMARY BY POSITION

Accounts Payable Specialist/Accounts Receivable Specialist

An Accounts Receivable or Payable Specialist manages a company's incoming /outgoing payments, ensuring accurate invoicing, timely collections, and detailed record-keeping to optimize cash flow. Key responsibilities include generating or paying invoices, posting payments, reconciling accounts, resolving billing disputes, and following up on overdue accounts

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	102	207	$ 68,730	$ 58,240	$ 64,580	$ 76,000	$ 71,800	$ 60,000	$ 67,300	$ 79,800
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	6	12	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	3	3	*	*	*	*	*	*	*	*
10-24	19	23	$ 69,400	$ 62,000	$ 67,500	$ 76,980	$ 72,400	$ 63,500	$ 68,250	$ 80,700
25-49	27	40	$ 64,990	$ 52,400	$ 59,720	$ 72,410	$ 67,140	$ 54,570	$ 61,970	$ 74,130
50-99	34	67	$ 70,220	$ 59,500	$ 64,190	$ 80,000	$ 74,420	$ 61,500	$ 66,300	$ 89,080
100-199	16	47	$ 70,660	$ 62,300	$ 67,900	$ 74,450	$ 75,460	$ 63,650	$ 70,870	$ 82,000
200 or more	3	12	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	2	2	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	87	171	$ 68,800	$ 58,000	$ 65,000	$ 76,760	$ 72,920	$ 60,000	$ 68,330	$ 83,200
EMPLOYEES SUPERVISED										
1-5	3	3	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	88	181	$ 69,190	$ 58,620	$ 65,360	$ 76,880	$ 73,040	$ 61,430	$ 68,780	$ 82,400

COMPENSATION SUMMARY BY POSITION

Accounts Payable Specialist/Accounts Receivable Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	11	14	$ 69,220	$ 58,000	$ 64,000	$ 79,060	$ 70,500	$ 58,000	$ 65,650	$ 80,750
1 up to 2 years	27	34	$ 64,600	$ 54,380	$ 60,500	$ 69,370	$ 66,630	$ 54,850	$ 62,860	$ 73,670
2 up to 5 years	28	47	$ 65,410	$ 57,200	$ 64,420	$ 72,200	$ 70,700	$ 61,670	$ 69,090	$ 77,010
5 up to 10 years	19	25	$ 73,260	$ 59,180	$ 70,000	$ 81,210	$ 76,450	$ 62,800	$ 73,600	$ 85,540
10 up to 15 years	14	18	$ 67,570	$ 57,910	$ 63,020	$ 80,050	$ 71,160	$ 58,350	$ 66,600	$ 85,830
15 up to 20 years	13	17	$ 63,390	$ 55,090	$ 58,800	$ 69,940	$ 65,010	$ 55,140	$ 62,000	$ 70,940
20 years or more	22	26	$ 76,800	$ 63,560	$ 71,620	$ 90,100	$ 82,130	$ 69,510	$ 80,500	$ 93,250
EDUCATION										
High school or equivalent (no college)	20	28	$ 69,840	$ 60,300	$ 67,440	$ 79,320	$ 73,700	$ 61,630	$ 70,800	$ 86,680
Some college (no degree)	12	15	$ 65,730	$ 60,000	$ 64,420	$ 71,700	$ 69,980	$ 60,000	$ 65,600	$ 74,550
AA degree (2 years)	11	12	$ 63,670	$ 50,120	$ 62,680	$ 70,750	$ 69,430	$ 51,070	$ 67,540	$ 79,230
BA/BS/BBA degree	32	55	$ 71,340	$ 58,650	$ 65,400	$ 80,000	$ 75,840	$ 60,690	$ 70,270	$ 88,850
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	3	3	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	7	11	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	4	18	*	*	*	*	*	*	*	*
Southern	39	69	$ 63,610	$ 53,910	$ 60,000	$ 71,080	$ 66,240	$ 55,650	$ 61,670	$ 74,780
Midwestern	17	36	$ 64,320	$ 58,310	$ 64,240	$ 70,750	$ 68,420	$ 59,530	$ 65,320	$ 75,510
North Central	12	15	$ 65,200	$ 61,630	$ 64,440	$ 71,700	$ 70,210	$ 64,400	$ 68,330	$ 77,270
Southwestern	13	23	*	*	*	*	*	*	*	*
Mountain	7	13	*	*	*	*	*	*	*	*
Pacific	16	45	$ 81,520	$ 66,500	$ 79,000	$ 97,160	$ 85,760	$ 69,180	$ 84,000	$ 103,630

COMPENSATION SUMMARY BY POSITION

Accounts Payable Specialist/Accounts Receivable Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	12	36	$ 85,080	$ 73,710	$ 87,030	$ 98,190	$ 89,660	$ 73,710	$ 90,750	$ 106,220
District of Columbia	6	7	$ 87,760	$ 77,000	$ 87,000	$ 98,000	$ 89,580	$ 78,020	$ 91,070	$ 98,000
Florida	10	14	$ 58,610	$ 51,460	$ 56,290	$ 64,750	$ 60,790	$ 53,010	$ 58,200	$ 69,940
Georgia	5	7	$ 71,650	$ 63,500	$ 69,100	$ 80,000	$ 75,980	$ 65,000	$ 69,100	$ 82,100
Illinois	5	5	$ 68,400	$ 62,950	$ 71,000	$ 72,560	$ 75,760	$ 65,300	$ 72,630	$ 87,790
Minnesota	7	10	$ 65,490	$ 61,600	$ 64,890	$ 67,300	$ 72,320	$ 64,380	$ 67,120	$ 81,380
Ohio	5	17	$ 63,510	$ 54,540	$ 64,140	$ 69,090	$ 68,540	$ 54,540	$ 64,340	$ 75,730
Texas	10	20	$ 66,580	$ 60,300	$ 66,590	$ 69,450	$ 71,680	$ 62,980	$ 70,800	$ 75,430
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	5	7	$ 71,650	$ 63,500	$ 69,100	$ 80,000	$ 75,980	$ 65,000	$ 69,100	$ 82,100
Chicago-Naperville-Elgin, IL-IN-WI	5	5	$ 68,400	$ 62,950	$ 71,000	$ 72,560	$ 75,760	$ 65,300	$ 72,630	$ 87,790
Los Angeles-Long Beach-Anaheim, CA	5	24	$ 85,360	$ 74,930	$ 86,880	$ 98,000	$ 88,900	$ 74,940	$ 90,750	$ 103,940
Minneapolis-St. Paul-Bloomington, MN-WI	7	10	$ 65,490	$ 61,600	$ 64,890	$ 67,300	$ 72,320	$ 64,380	$ 67,120	$ 81,380
Washington-Arlington-Alexandria, DC-VA-MD-WV	8	10	$ 88,960	$ 77,760	$ 87,030	$ 98,860	$ 91,110	$ 79,500	$ 91,160	$ 99,740

COMPENSATION SUMMARY BY POSITION

Accounting Clerk/Bookkeeper

This individual is responsible for processing cash receipts, account statements, accounts payable and data entry.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	97	157	$ 65,950	$ 55,840	$ 64,000	$ 75,000	$ 69,430	$ 57,910	$ 66,800	$ 79,380
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	4	22	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	7	8	$ 72,370	$ 57,990	$ 74,830	$ 87,500	$ 75,610	$ 59,570	$ 78,330	$ 92,060
10-24	12	12	$ 66,530	$ 60,570	$ 64,030	$ 72,410	$ 71,530	$ 63,230	$ 70,280	$ 84,180
25-49	26	46	$ 63,990	$ 52,090	$ 64,420	$ 72,600	$ 67,290	$ 53,830	$ 67,170	$ 77,550
50-99	24	35	$ 67,240	$ 57,500	$ 63,690	$ 78,000	$ 71,770	$ 59,850	$ 64,690	$ 80,000
100-199	13	33	$ 69,330	$ 61,900	$ 70,000	$ 75,000	$ 75,450	$ 65,490	$ 74,000	$ 88,550
200 or more	1	1	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	0	0								
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	85	157	$ 65,380	$ 55,690	$ 63,090	$ 74,610	$ 69,490	$ 56,880	$ 66,500	$ 80,000
EMPLOYEES SUPERVISED										
1-5	0	0								
6-10	1	1	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	81	147	$ 65,750	$ 55,770	$ 64,000	$ 74,720	$ 70,000	$ 57,900	$ 66,800	$ 81,000

COMPENSATION SUMMARY BY POSITION

Accounting Clerk/Bookkeeper

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	14	19	$ 62,680	$ 52,000	$ 63,000	$ 72,000	$ 65,200	$ 52,020	$ 64,500	$ 74,000
1 up to 2 years	21	26	$ 62,490	$ 54,830	$ 60,500	$ 69,100	$ 65,940	$ 56,090	$ 62,090	$ 79,420
2 up to 5 years	27	42	$ 65,290	$ 53,410	$ 62,140	$ 77,030	$ 68,550	$ 55,060	$ 64,410	$ 80,710
5 up to 10 years	19	25	$ 62,540	$ 50,880	$ 60,440	$ 71,100	$ 66,860	$ 53,830	$ 63,040	$ 76,300
10 up to 15 years	9	9	$ 63,650	$ 57,300	$ 60,600	$ 71,300	$ 67,800	$ 59,050	$ 61,640	$ 79,600
15 up to 20 years	9	9	$ 71,490	$ 61,340	$ 68,410	$ 81,700	$ 76,270	$ 62,990	$ 74,460	$ 89,320
20 years or more	21	25	$ 73,740	$ 65,350	$ 70,190	$ 80,500	$ 81,250	$ 69,000	$ 77,000	$ 90,150
EDUCATION										
High school or equivalent (no college)	14	22	$ 68,280	$ 58,460	$ 66,580	$ 74,930	$ 75,980	$ 61,120	$ 76,200	$ 90,920
Some college (no degree)	9	17	*	*	*	*	*	*	*	*
AA degree (2 years)	14	15	$ 64,720	$ 56,330	$ 62,500	$ 76,000	$ 69,790	$ 59,130	$ 73,060	$ 79,670
BA/BS/BBA degree	34	40	$ 67,770	$ 58,180	$ 65,000	$ 79,780	$ 72,690	$ 61,450	$ 68,500	$ 84,900
MBA degree	4	4	*	*	*	*	*	*	*	*
MA/MS/MLS degree	1	1	*	*	*	*	*	*	*	*
JD/LLB degree	2	2	*	*	*	*	*	*	*	*
Other	13	34	$ 60,200	$ 52,650	$ 56,870	$ 68,230	$ 61,850	$ 54,160	$ 57,580	$ 68,230
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	8	17	*	*	*	*	*	*	*	*
Southern	42	82	$ 62,270	$ 52,190	$ 60,380	$ 72,160	$ 64,960	$ 53,280	$ 62,440	$ 75,730
Midwestern	16	29	*	*	*	*	*	*	*	*
North Central	8	8	$ 66,660	$ 58,130	$ 62,780	$ 72,310	$ 69,900	$ 60,370	$ 64,780	$ 76,150
Southwestern	9	17	*	*	*	*	*	*	*	*
Mountain	5	5	$ 62,070	$ 57,430	$ 61,790	$ 66,840	$ 63,570	$ 59,680	$ 63,790	$ 67,340
Pacific	13	21	$ 72,320	$ 57,280	$ 75,000	$ 80,100	$ 75,090	$ 58,580	$ 75,920	$ 84,780

COMPENSATION SUMMARY BY POSITION

Accounting Clerk/Bookkeeper

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	7	11	$ 68,530	$ 56,330	$ 62,500	$ 75,920	$ 70,590	$ 57,930	$ 67,500	$ 78,720
Florida	12	28	$ 57,970	$ 51,610	$ 56,650	$ 65,670	$ 59,950	$ 52,010	$ 56,650	$ 67,350
Minnesota	6	6	$ 62,440	$ 57,380	$ 60,490	$ 67,080	$ 64,400	$ 59,750	$ 62,790	$ 68,030
North Carolina	5	8	$ 65,290	$ 57,790	$ 64,650	$ 71,650	$ 66,370	$ 59,460	$ 65,150	$ 73,900
Ohio	5	14	$ 67,730	$ 58,500	$ 66,660	$ 73,250	$ 76,320	$ 63,680	$ 73,330	$ 92,230
Texas	9	17	$ 74,230	$ 65,000	$ 75,100	$ 84,000	$ 82,250	$ 68,500	$ 79,100	$ 96,730
U.S. METROPOLITAN CITIES										
Houston-Pasadena-The Woodlands, TX	6	12	$ 74,600	$ 66,000	$ 78,000	$ 84,500	$ 83,440	$ 76,790	$ 84,270	$ 97,220
Minneapolis-St. Paul-Bloomington, MN-WI	6	6	$ 62,440	$ 57,380	$ 60,490	$ 67,080	$ 64,400	$ 59,750	$ 62,790	$ 68,030
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	6	14	$ 62,930	$ 56,880	$ 61,250	$ 68,610	$ 68,620	$ 58,870	$ 63,710	$ 80,360
Washington-Arlington-Alexandria, DC-VA-MD-WV	5	5	$ 66,520	$ 56,750	$ 65,500	$ 76,810	$ 69,570	$ 58,500	$ 68,000	$ 81,440

COMPENSATION SUMMARY BY POSITION

eBilling Analyst

Manages the electronic invoicing lifecycle for clients, ensuring invoices are submitted accurately through vendor portals

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	46	65	$ 77,720	$ 70,000	$ 77,520	$ 84,150	$ 83,320	$ 70,000	$ 81,750	$ 92,130
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	1	1	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	1	1	*	*	*	*	*	*	*	*
10-24	12	14	$ 75,680	$ 68,810	$ 77,010	$ 84,340	$ 77,690	$ 69,390	$ 79,630	$ 88,530
25-49	9	15	*	*	*	*	*	*	*	*
50-99	7	8	$ 75,340	$ 66,250	$ 75,450	$ 83,420	$ 77,670	$ 66,250	$ 76,700	$ 84,100
100-199	6	10	*	*	*	*	*	*	*	*
200 or more	1	1	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	1	1	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	28	42	$ 79,780	$ 70,080	$ 78,790	$ 86,010	$ 88,080	$ 72,760	$ 85,750	$ 98,710
EMPLOYEES SUPERVISED										
1-5	1	1	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	27	38	$ 80,290	$ 70,030	$ 79,730	$ 87,550	$ 86,100	$ 71,760	$ 83,080	$ 92,250

COMPENSATION SUMMARY BY POSITION

eBilling Analyst

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	11	11	$ 70,670	$ 62,500	$ 70,000	$ 71,750	$ 74,120	$ 62,500	$ 70,000	$ 75,000
1 up to 2 years	12	14	$ 75,040	$ 70,430	$ 77,250	$ 81,060	$ 81,750	$ 71,550	$ 81,600	$ 92,000
2 up to 5 years	9	11	*	*	*	*	*	*	*	*
5 up to 10 years	9	9	$ 77,920	$ 58,210	$ 74,130	$ 98,730	$ 89,120	$ 58,460	$ 79,160	$ 122,780
10 up to 15 years	3	4	*	*	*	*	*	*	*	*
15 up to 20 years	1	2	*	*	*	*	*	*	*	*
20 years or more	3	3	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	2	2	*	*	*	*	*	*	*	*
Some college (no degree)	2	2	*	*	*	*	*	*	*	*
AA degree (2 years)	3	3	*	*	*	*	*	*	*	*
BA/BS/BBA degree	9	13	*	*	*	*	*	*	*	*
MBA degree	0	0								
MA/MS/MLS degree	1	1	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	4	4	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	3	3	*	*	*	*	*	*	*	*
Southern	14	22	$ 74,500	$ 62,880	$ 74,000	$ 80,450	$ 84,080	$ 62,880	$ 75,750	$ 98,710
Midwestern	12	16	$ 81,850	$ 69,170	$ 80,170	$ 91,150	$ 85,650	$ 69,170	$ 83,250	$ 102,130
North Central	5	5	$ 68,620	$ 57,730	$ 70,000	$ 78,820	$ 70,000	$ 58,230	$ 70,000	$ 81,780
Southwestern	5	6	*	*	*	*	*	*	*	*
Mountain	4	5	*	*	*	*	*	*	*	*
Pacific	4	9	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

eBilling Analyst

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Ohio	6	7	$ 69,480	$ 59,960	$ 68,890	$ 80,340	$ 73,290	$ 59,960	$ 68,890	$ 89,290
Texas	5	6	$ 79,010	$ 76,120	$ 78,800	$ 82,110	$ 80,420	$ 76,120	$ 79,630	$ 84,550

COMPENSATION SUMMARY BY POSITION

Senior Accounts Receivable Specialist

A Senior Accounts Receivable or Payable Specialist manages a company's incoming /outgoing payments, ensuring accurate invoicing, timely collections, and detailed record-keeping to optimize cash flow. Key responsibilities include generating or paying invoices, posting payments, reconciling accounts, resolving billing disputes, and following up on overdue accounts Often manages other AP/AR Employees

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	17	29	$ 79,280	$ 59,100	$ 79,500	$ 89,800	$ 82,880	$ 60,110	$ 81,010	$ 91,500
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	2	2	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	0	0								
10-24	0	0								
25-49	6	8	*	*	*	*	*	*	*	*
50-99	8	9	$ 98,980	$ 84,870	$ 88,200	$ 112,770	$ 108,530	$ 87,940	$ 93,200	$ 131,700
100-199	2	4	*	*	*	*	*	*	*	*
200 or more	1	1	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	2	2	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	12	14	$ 90,260	$ 75,840	$ 86,800	$ 97,630	$ 96,940	$ 78,470	$ 90,480	$ 112,880
EMPLOYEES SUPERVISED										
1-5	2	2	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	13	15	$ 90,220	$ 80,500	$ 87,100	$ 95,000	$ 96,450	$ 83,000	$ 90,000	$ 111,670

COMPENSATION SUMMARY BY POSITION

Senior Accounts Receivable Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	1	1	*	*	*	*	*	*	*	*
1 up to 2 years	1	1	*	*	*	*	*	*	*	*
2 up to 5 years	7	9	*	*	*	*	*	*	*	*
5 up to 10 years	2	3	*	*	*	*	*	*	*	*
10 up to 15 years	4	4	*	*	*	*	*	*	*	*
15 up to 20 years	2	2	*	*	*	*	*	*	*	*
20 years or more	2	2	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	1	2	*	*	*	*	*	*	*	*
Some college (no degree)	1	1	*	*	*	*	*	*	*	*
AA degree (2 years)	0	0								
BA/BS/BBA degree	8	9	$ 92,260	$ 76,000	$ 87,100	$ 98,270	$ 97,940	$ 79,100	$ 91,500	$ 106,610
MBA degree	0	0								
MA/MS/MLS degree	0	0								
JD/LLB degree	0	0								
Other	2	2	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	3	3	*	*	*	*	*	*	*	*
Southern	8	10	*	*	*	*	*	*	*	*
Midwestern	1	6	*	*	*	*	*	*	*	*
North Central	1	1	*	*	*	*	*	*	*	*
Southwestern	3	4	*	*	*	*	*	*	*	*
Mountain	1	3	*	*	*	*	*	*	*	*
Pacific	2	4	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Litigation Support Coordinator

This individual creates databases for depositions and other documents, coordinates data conversion and input. Other responsibilities include providing litigation support software training, assisting with data searching and retrieval and evaluating new software and other technology tools. May be responsible for budgets, production timelines and quality review.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	48	75	$ 103,520	$ 78,000	$ 98,130	$ 130,000	$ 109,010	$ 79,510	$ 102,750	$ 130,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	4	4	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	2	2	*	*	*	*	*	*	*	*
10-24	7	12	*	*	*	*	*	*	*	*
25-49	17	23	*	*	*	*	*	*	*	*
50-99	6	12	*	*	*	*	*	*	*	*
100-199	9	15	*	*	*	*	*	*	*	*
200 or more	1	1	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	3	3	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	33	49	$ 100,240	$ 76,050	$ 95,570	$ 126,380	$ 108,200	$ 79,000	$ 101,510	$ 136,800
EMPLOYEES SUPERVISED										
1-5	0	0								
6-10	3	3	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	30	45	$ 100,920	$ 76,050	$ 95,570	$ 130,920	$ 108,690	$ 79,000	$ 101,510	$ 138,750

COMPENSATION SUMMARY BY POSITION

Litigation Support Coordinator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	3	3	*	*	*	*	*	*	*	*
1 up to 2 years	6	6	$ 93,430	$ 56,970	$ 91,580	$ 126,050	$ 100,370	$ 59,300	$ 97,830	$ 135,380
2 up to 5 years	6	7	*	*	*	*	*	*	*	*
5 up to 10 years	5	5	$ 116,260	$ 80,490	$ 115,000	$ 152,650	$ 131,080	$ 85,290	$ 137,500	$ 173,650
10 up to 15 years	8	8	$ 90,980	$ 77,080	$ 96,410	$ 103,160	$ 95,650	$ 78,830	$ 99,910	$ 106,430
15 up to 20 years	4	4	*	*	*	*	*	*	*	*
20 years or more	10	13	$ 102,260	$ 76,300	$ 94,000	$ 136,390	$ 109,930	$ 82,340	$ 98,130	$ 142,980
EDUCATION										
High school or equivalent (no college)	3	3	*	*	*	*	*	*	*	*
Some college (no degree)	0	0								
AA degree (2 years)	4	5	*	*	*	*	*	*	*	*
BA/BS/BBA degree	13	23	$ 101,600	$ 72,600	$ 88,500	$ 131,770	$ 112,810	$ 75,920	$ 102,500	$ 145,930
MBA degree	0	0								
MA/MS/MLS degree	2	2	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	3	3	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	3	4	*	*	*	*	*	*	*	*
Southern	18	30	$ 98,450	$ 72,400	$ 90,000	$ 121,250	$ 103,960	$ 76,430	$ 96,570	$ 128,130
Midwestern	13	16	$ 110,340	$ 104,250	$ 114,040	$ 127,500	$ 115,210	$ 109,010	$ 120,560	$ 130,000
North Central	4	4	*	*	*	*	*	*	*	*
Southwestern	5	6	*	*	*	*	*	*	*	*
Mountain	3	5	*	*	*	*	*	*	*	*
Pacific	6	14	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Litigation Support Coordinator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	5	13	$ 118,150	$ 78,210	$ 131,770	$ 155,010	$ 128,750	$ 78,210	$ 145,930	$ 171,510
Ohio	7	7	$ 100,110	$ 100,880	$ 105,160	$ 119,240	$ 104,410	$ 101,510	$ 107,660	$ 130,000
Texas	5	6	$ 98,250	$ 79,580	$ 93,580	$ 112,000	$ 104,450	$ 83,710	$ 96,680	$ 121,630

COMPENSATION SUMMARY BY POSITION

Paralegal Manager/Supervisor

This individual is responsible for the organization's legal assistant program. In cooperation with department leader(s), determines staffing needs, hires and supervises paralegal staff, conducts performance evaluations and monitors billable hours.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	54	70	$ 144,100	$ 123,250	$ 145,000	$ 165,990	$ 154,140	$ 132,750	$ 149,000	$ 176,350
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	1	1	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	8	11	*	*	*	*	*	*	*	*
10-24	10	12	$ 133,040	$ 118,240	$ 135,770	$ 155,330	$ 142,780	$ 128,870	$ 146,750	$ 166,080
25-49	15	16	$ 140,670	$ 109,670	$ 142,500	$ 163,750	$ 147,620	$ 112,760	$ 145,000	$ 184,970
50-99	8	8	$ 160,720	$ 130,130	$ 155,790	$ 185,490	$ 187,160	$ 135,130	$ 189,490	$ 229,130
100-199	3	5	*	*	*	*	*	*	*	*
200 or more	2	8	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	1	1	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	26	32	$ 131,100	$ 121,550	$ 132,000	$ 149,480	$ 140,390	$ 131,180	$ 143,750	$ 158,350
Both exempt and nonexempt	7	7	$ 152,640	$ 90,000	$ 150,000	$ 197,500	$ 169,230	$ 91,500	$ 155,000	$ 233,510
No consistent supervisory responsibility	12	14	$ 133,750	$ 105,880	$ 137,020	$ 156,500	$ 143,220	$ 115,560	$ 143,990	$ 166,180
EMPLOYEES SUPERVISED										
1-5	12	15	*	*	*	*	*	*	*	*
6-10	12	14	$ 152,350	$ 121,380	$ 149,750	$ 184,380	$ 163,940	$ 129,060	$ 157,050	$ 205,590
11-25	8	9	$ 155,990	$ 132,840	$ 165,000	$ 177,680	$ 163,340	$ 134,840	$ 167,250	$ 191,810
26-50	4	4	*	*	*	*	*	*	*	*
51-100	1	1	*	*	*	*	*	*	*	*
101-250	1	1	*	*	*	*	*	*	*	*
More than 250	0	0								
None	15	18	$ 131,140	$ 105,880	$ 137,020	$ 155,330	$ 138,670	$ 115,560	$ 143,890	$ 165,530

COMPENSATION SUMMARY BY POSITION

Paralegal Manager/Supervisor

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	5	6	*	*	*	*	*	*	*	*
1 up to 2 years	5	5	$ 133,890	$ 109,200	$ 132,000	$ 159,520	$ 141,890	$ 115,580	$ 141,540	$ 168,370
2 up to 5 years	9	16	*	*	*	*	*	*	*	*
5 up to 10 years	6	6	$ 154,230	$ 118,750	$ 140,000	$ 190,280	$ 166,560	$ 126,380	$ 149,250	$ 206,530
10 up to 15 years	4	4	*	*	*	*	*	*	*	*
15 up to 20 years	7	8	$ 134,520	$ 111,600	$ 140,700	$ 155,330	$ 145,290	$ 118,420	$ 151,700	$ 166,080
20 years or more	14	15	$ 141,560	$ 110,500	$ 137,500	$ 155,700	$ 154,870	$ 117,300	$ 149,510	$ 172,500
EDUCATION										
High school or equivalent (no college)	2	2	*	*	*	*	*	*	*	*
Some college (no degree)	3	4	*	*	*	*	*	*	*	*
AA degree (2 years)	4	4	*	*	*	*	*	*	*	*
BA/BS/BBA degree	21	26	$ 137,800	$ 119,050	$ 136,250	$ 155,330	$ 149,830	$ 130,300	$ 146,250	$ 165,580
MBA degree	0	0								
MA/MS/MLS degree	5	5	$ 136,960	$ 103,000	$ 128,400	$ 175,190	$ 143,400	$ 111,000	$ 136,150	$ 179,430
JD/LLB degree	2	2	*	*	*	*	*	*	*	*
Other	1	1	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	10	15	$ 149,210	$ 132,000	$ 149,510	$ 175,250	$ 153,680	$ 140,000	$ 149,510	$ 180,370
Southern	16	23	$ 139,990	$ 107,130	$ 130,000	$ 167,250	$ 147,860	$ 111,230	$ 146,430	$ 173,990
Midwestern	2	2	*	*	*	*	*	*	*	*
North Central	6	6	$ 125,500	$ 93,000	$ 128,750	$ 148,960	$ 129,170	$ 94,630	$ 131,000	$ 151,960
Southwestern	3	3	*	*	*	*	*	*	*	*
Mountain	8	11	*	*	*	*	*	*	*	*
Pacific	10	11	$ 156,590	$ 125,000	$ 152,530	$ 165,580	$ 170,470	$ 145,000	$ 152,530	$ 180,000

COMPENSATION SUMMARY BY POSITION

Paralegal Manager/Supervisor

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	7	8	$ 154,920	$ 125,000	$ 138,500	$ 176,340	$ 169,020	$ 144,250	$ 147,500	$ 176,530
North Carolina	6	9	$ 116,530	$ 90,170	$ 120,400	$ 142,200	$ 126,600	$ 102,230	$ 130,400	$ 153,450

COMPENSATION SUMMARY BY POSITION

Legal Support Supervisor/Coordinator

This individual directly supervises legal secretaries/administrative assistants, either for the entire secretarial staff or for a floor or department in a larger firm. Responsible for hiring, performance evaluation, scheduling and workload adjustments.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	78	127	$ 97,520	$ 78,870	$ 91,090	$ 114,540	$ 101,610	$ 82,500	$ 94,600	$ 120,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	8	13	$ 100,510	$ 81,560	$ 88,280	$ 112,930	$ 110,230	$ 87,650	$ 96,750	$ 130,430
NUMBER OF ATTORNEYS										
Fewer than 10	9	13	$ 101,340	$ 78,490	$ 93,500	$ 131,430	$ 110,390	$ 88,420	$ 97,000	$ 150,280
10-24	13	14	$ 93,000	$ 77,700	$ 87,380	$ 106,380	$ 97,070	$ 78,700	$ 90,410	$ 114,000
25-49	27	39	$ 99,410	$ 79,360	$ 92,170	$ 119,260	$ 102,990	$ 84,470	$ 93,550	$ 123,000
50-99	17	36	*	*	*	*	*	*	*	*
100-199	10	24	$ 96,820	$ 84,430	$ 91,050	$ 103,750	$ 100,570	$ 86,210	$ 92,790	$ 116,250
200 or more	4	4	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	2	2	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	31	38	$ 105,330	$ 88,370	$ 102,250	$ 122,560	$ 112,290	$ 92,150	$ 107,530	$ 130,060
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	31	53	$ 90,630	$ 66,550	$ 84,030	$ 110,630	$ 96,000	$ 69,380	$ 89,710	$ 119,630
EMPLOYEES SUPERVISED										
1-5	9	11	$ 100,420	$ 82,000	$ 91,000	$ 119,260	$ 105,020	$ 88,280	$ 97,000	$ 128,960
6-10	5	7	*	*	*	*	*	*	*	*
11-25	11	12	$ 109,240	$ 93,750	$ 104,620	$ 120,880	$ 117,850	$ 102,420	$ 111,030	$ 139,130
26-50	11	11	$ 120,040	$ 97,000	$ 119,600	$ 135,000	$ 125,000	$ 97,000	$ 127,760	$ 135,000
51-100	2	2	*	*	*	*	*	*	*	*
101-250	0	0								
More than 250	1	1	*	*	*	*	*	*	*	*
None	31	52	$ 89,750	$ 66,030	$ 83,610	$ 109,480	$ 95,080	$ 68,060	$ 88,220	$ 116,620

COMPENSATION SUMMARY BY POSITION

Legal Support Supervisor/Coordinator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	12	14	$ 96,600	$ 76,900	$ 85,970	$ 128,910	$ 100,230	$ 81,430	$ 91,580	$ 130,780
1 up to 2 years	10	12	$ 77,050	$ 50,440	$ 68,900	$ 98,030	$ 80,110	$ 50,560	$ 71,030	$ 106,550
2 up to 5 years	16	17	$ 93,080	$ 70,000	$ 89,000	$ 107,930	$ 98,420	$ 79,630	$ 93,500	$ 117,340
5 up to 10 years	13	15	$ 118,470	$ 90,000	$ 122,500	$ 141,450	$ 128,840	$ 96,750	$ 138,670	$ 151,500
10 up to 15 years	9	12	$ 97,800	$ 58,830	$ 89,450	$ 134,150	$ 105,990	$ 59,050	$ 97,860	$ 147,030
15 up to 20 years	6	6	$ 94,180	$ 80,000	$ 85,530	$ 107,500	$ 100,460	$ 87,960	$ 89,390	$ 110,680
20 years or more	17	22	$ 106,330	$ 87,880	$ 100,850	$ 119,260	$ 111,090	$ 89,430	$ 104,790	$ 122,240
EDUCATION										
High school or equivalent (no college)	11	13	$ 104,190	$ 85,160	$ 96,900	$ 130,130	$ 111,580	$ 91,580	$ 102,710	$ 135,930
Some college (no degree)	1	3	*	*	*	*	*	*	*	*
AA degree (2 years)	8	9	$ 102,200	$ 87,380	$ 99,780	$ 108,280	$ 105,500	$ 89,400	$ 104,580	$ 113,840
BA/BS/BBA degree	19	22	$ 102,300	$ 78,530	$ 95,250	$ 127,270	$ 109,630	$ 83,980	$ 95,250	$ 146,710
MBA degree	0	0								
MA/MS/MLS degree	1	1	*	*	*	*	*	*	*	*
JD/LLB degree	2	2	*	*	*	*	*	*	*	*
Other	11	15	$ 99,950	$ 81,750	$ 90,180	$ 116,000	$ 106,730	$ 89,710	$ 96,750	$ 120,000
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	16	33	*	*	*	*	*	*	*	*
Southern	23	32	$ 94,320	$ 78,290	$ 86,490	$ 114,130	$ 100,110	$ 82,620	$ 95,990	$ 119,630
Midwestern	16	29	$ 85,220	$ 77,380	$ 84,430	$ 92,950	$ 90,880	$ 82,290	$ 88,280	$ 98,200
North Central	4	6	*	*	*	*	*	*	*	*
Southwestern	6	9	$ 112,010	$ 78,800	$ 110,000	$ 147,130	$ 118,160	$ 82,060	$ 120,500	$ 156,130
Mountain	3	5	*	*	*	*	*	*	*	*
Pacific	18	26	$ 108,170	$ 89,510	$ 105,000	$ 135,420	$ 113,000	$ 93,170	$ 107,500	$ 139,000

COMPENSATION SUMMARY BY POSITION

Legal Support Supervisor/Coordinator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	12	17	$ 108,440	$ 88,450	$ 105,000	$ 137,000	$ 112,140	$ 90,450	$ 105,000	$ 142,000
Michigan	6	14	$ 79,170	$ 63,980	$ 83,410	$ 87,050	$ 81,640	$ 66,610	$ 85,970	$ 91,180
Pennsylvania	5	18	$ 93,600	$ 74,740	$ 91,390	$ 112,720	$ 95,320	$ 76,120	$ 92,760	$ 114,630
Texas	5	8	$ 114,980	$ 75,050	$ 124,500	$ 150,700	$ 121,580	$ 78,630	$ 133,750	$ 158,200
Wisconsin	5	7	$ 83,730	$ 77,000	$ 82,000	$ 90,000	$ 95,450	$ 87,000	$ 90,180	$ 105,000
U.S. METROPOLITAN CITIES										
New York-Newark-Jersey City, NY-NJ-PA	5	6	$ 121,810	$ 100,760	$ 111,870	$ 147,280	$ 127,490	$ 103,320	$ 113,520	$ 160,400
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	6	19	$ 95,260	$ 76,200	$ 92,170	$ 114,470	$ 97,310	$ 77,570	$ 93,550	$ 117,970
Washington-Arlington-Alexandria, DC-VA-MD-WV	5	5	$ 101,920	$ 61,100	$ 80,000	$ 153,690	$ 107,640	$ 65,900	$ 90,000	$ 158,190

COMPENSATION SUMMARY BY POSITION

Legal Assistant

Duties include answering phone calls and greeting clients, contributing to fact-checking, compiling case evidence and communicating with court employees to confirm court dates. Does not have a paralegal certificate.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	270	1,046	$ 74,630	$ 61,860	$ 73,330	$ 87,020	$ 77,340	$ 63,060	$ 75,630	$ 90,520
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	5	17	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	90	145	$ 72,450	$ 58,990	$ 70,000	$ 84,590	$ 75,260	$ 60,590	$ 71,970	$ 88,460
10-24	77	262	$ 73,460	$ 60,000	$ 71,920	$ 84,160	$ 76,120	$ 61,440	$ 73,840	$ 89,060
25-49	55	295	$ 71,470	$ 58,550	$ 68,680	$ 85,620	$ 73,900	$ 60,170	$ 71,230	$ 88,240
50-99	27	180	$ 78,580	$ 64,890	$ 78,880	$ 91,490	$ 81,020	$ 66,120	$ 80,860	$ 93,380
100-199	9	106	*	*	*	*	*	*	*	*
200 or more	3	7	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	0	0								
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	221	886	$ 74,860	$ 62,000	$ 73,750	$ 85,960	$ 78,090	$ 63,880	$ 76,100	$ 90,520
EMPLOYEES SUPERVISED										
1-5	0	0								
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	1	1	*	*	*	*	*	*	*	*
None	222	890	$ 75,020	$ 62,000	$ 73,900	$ 86,080	$ 78,230	$ 64,000	$ 76,200	$ 90,720

COMPENSATION SUMMARY BY POSITION

Legal Assistant

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	42	53	$ 67,310	$ 57,330	$ 65,000	$ 76,250	$ 68,080	$ 58,000	$ 66,300	$ 77,500
1 up to 2 years	55	84	$ 71,220	$ 55,570	$ 68,670	$ 84,500	$ 73,510	$ 57,720	$ 71,080	$ 87,540
2 up to 5 years	89	186	$ 71,050	$ 59,760	$ 68,250	$ 80,130	$ 74,530	$ 61,280	$ 72,480	$ 86,580
5 up to 10 years	89	141	$ 72,100	$ 59,310	$ 70,300	$ 83,020	$ 75,480	$ 60,300	$ 74,100	$ 89,350
10 up to 15 years	59	92	$ 73,670	$ 63,660	$ 74,330	$ 82,540	$ 76,890	$ 65,880	$ 77,910	$ 88,000
15 up to 20 years	51	68	$ 80,420	$ 70,620	$ 80,350	$ 90,850	$ 84,120	$ 73,430	$ 85,690	$ 94,600
20 years or more	90	279	$ 81,420	$ 70,300	$ 81,430	$ 92,580	$ 84,150	$ 72,190	$ 85,120	$ 94,000
EDUCATION										
High school or equivalent (no college)	64	148	$ 75,120	$ 64,310	$ 73,920	$ 86,810	$ 77,030	$ 65,710	$ 75,210	$ 88,810
Some college (no degree)	37	45	$ 75,330	$ 62,120	$ 72,500	$ 89,190	$ 78,050	$ 64,530	$ 76,290	$ 89,840
AA degree (2 years)	42	73	$ 78,120	$ 64,010	$ 75,680	$ 90,850	$ 80,600	$ 65,010	$ 78,000	$ 92,840
BA/BS/BBA degree	95	182	$ 69,910	$ 58,090	$ 67,940	$ 80,150	$ 72,850	$ 59,330	$ 69,870	$ 86,000
MBA degree	2	2	*	*	*	*	*	*	*	*
MA/MS/MLS degree	10	12	$ 78,030	$ 65,000	$ 76,570	$ 97,550	$ 78,740	$ 65,000	$ 77,090	$ 98,780
JD/LLB degree	5	11	*	*	*	*	*	*	*	*
Other	28	69	$ 64,530	$ 52,040	$ 61,990	$ 70,010	$ 65,690	$ 53,750	$ 63,800	$ 73,710
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	43	147	$ 83,120	$ 71,250	$ 86,510	$ 96,940	$ 84,510	$ 72,000	$ 88,180	$ 98,520
Southern	121	477	$ 70,350	$ 59,500	$ 68,350	$ 80,350	$ 73,670	$ 60,560	$ 71,430	$ 86,240
Midwestern	20	127	$ 74,080	$ 63,560	$ 73,810	$ 85,030	$ 76,380	$ 64,060	$ 75,680	$ 88,590
North Central	12	40	*	*	*	*	*	*	*	*
Southwestern	30	120	$ 72,640	$ 60,000	$ 70,010	$ 87,860	$ 76,270	$ 62,890	$ 74,510	$ 89,910
Mountain	16	75	*	*	*	*	*	*	*	*
Pacific	33	77	$ 88,330	$ 69,160	$ 89,980	$ 106,160	$ 92,400	$ 70,020	$ 96,290	$ 113,240

COMPENSATION SUMMARY BY POSITION

Legal Assistant

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Alabama	7	42	$ 74,650	$ 69,870	$ 74,250	$ 79,990	$ 82,840	$ 74,080	$ 82,120	$ 91,630
California	26	61	$ 92,130	$ 72,410	$ 97,510	$ 111,350	$ 94,580	$ 74,860	$ 100,110	$ 113,640
Colorado	7	26	$ 83,660	$ 70,540	$ 82,870	$ 102,840	$ 84,860	$ 71,270	$ 83,520	$ 103,880
Connecticut	5	25	$ 91,170	$ 86,160	$ 92,000	$ 96,250	$ 91,610	$ 86,270	$ 92,000	$ 96,770
District of Columbia	13	37	$ 84,900	$ 66,870	$ 90,000	$ 100,720	$ 89,010	$ 70,320	$ 91,250	$ 106,970
Florida	30	94	$ 66,570	$ 55,980	$ 65,000	$ 76,730	$ 68,500	$ 57,200	$ 66,230	$ 78,250
Georgia	7	37	$ 78,170	$ 62,650	$ 72,790	$ 95,650	$ 83,730	$ 63,660	$ 75,180	$ 102,270
Iowa	6	22	$ 66,860	$ 55,900	$ 65,010	$ 77,960	$ 66,990	$ 55,900	$ 65,510	$ 77,960
Michigan	10	48	$ 65,090	$ 53,780	$ 68,870	$ 73,980	$ 66,120	$ 55,030	$ 69,460	$ 75,260
Mississippi	6	15	$ 66,730	$ 59,570	$ 63,850	$ 77,250	$ 71,430	$ 60,170	$ 65,960	$ 87,930
New Jersey	6	24	$ 78,930	$ 66,480	$ 81,580	$ 91,490	$ 79,480	$ 67,420	$ 82,230	$ 91,780
New York	10	18	$ 83,910	$ 69,270	$ 88,500	$ 99,910	$ 86,240	$ 69,700	$ 89,000	$ 103,290
North Carolina	23	115	$ 68,800	$ 60,000	$ 66,490	$ 78,000	$ 70,510	$ 60,000	$ 67,500	$ 78,670
Pennsylvania	14	37	$ 69,190	$ 55,870	$ 70,000	$ 76,260	$ 70,550	$ 57,520	$ 71,950	$ 80,440
South Carolina	10	42	$ 61,770	$ 51,730	$ 61,250	$ 65,730	$ 63,170	$ 53,510	$ 62,930	$ 65,940
Tennessee	9	55	$ 67,740	$ 56,550	$ 70,300	$ 78,000	$ 72,780	$ 58,130	$ 73,100	$ 88,070
Texas	23	67	$ 79,720	$ 66,950	$ 84,180	$ 90,190	$ 84,210	$ 72,540	$ 87,580	$ 96,990
Virginia	7	12	$ 71,910	$ 57,370	$ 70,100	$ 90,000	$ 73,390	$ 57,370	$ 71,350	$ 91,600
Washington	7	16	$ 73,820	$ 59,480	$ 74,740	$ 83,760	$ 84,090	$ 60,980	$ 81,000	$ 103,550
Wisconsin	5	26	$ 65,940	$ 58,130	$ 63,060	$ 74,180	$ 67,770	$ 60,180	$ 65,300	$ 74,350
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	6	36	$ 78,420	$ 61,480	$ 75,400	$ 95,810	$ 84,060	$ 62,990	$ 81,810	$ 103,350
Boston-Cambridge-Newton, MA-NH	5	36	$ 94,940	$ 86,880	$ 98,590	$ 105,810	$ 97,210	$ 89,630	$ 99,770	$ 108,680
Charlotte-Concord-Gastonia, NC-SC	6	32	$ 74,280	$ 62,240	$ 70,000	$ 87,760	$ 78,340	$ 64,280	$ 74,490	$ 91,660
Dallas-Fort Worth-Arlington, TX	10	31	$ 78,660	$ 62,000	$ 85,000	$ 90,000	$ 83,490	$ 72,650	$ 88,110	$ 93,950
Denver-Aurora-Centennial, CO	6	25	$ 84,270	$ 71,020	$ 83,350	$ 103,210	$ 85,510	$ 71,670	$ 83,850	$ 104,070
Houston-Pasadena-The Woodlands, TX	9	28	$ 82,860	$ 68,080	$ 88,310	$ 93,000	$ 87,530	$ 74,780	$ 89,620	$ 99,040
Los Angeles-Long Beach-Anaheim, CA	12	29	$ 89,510	$ 69,820	$ 92,300	$ 106,940	$ 91,740	$ 71,490	$ 93,300	$ 109,940
Miami-Fort Lauderdale-West Palm Beach, FL	9	19	$ 82,020	$ 79,000	$ 86,000	$ 90,500	$ 84,280	$ 79,000	$ 86,000	$ 92,380
New York-Newark-Jersey City, NY-NJ-PA	11	32	$ 84,380	$ 71,630	$ 91,100	$ 97,750	$ 85,880	$ 71,980	$ 91,250	$ 98,930
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	17	44	$ 71,990	$ 60,360	$ 72,430	$ 82,220	$ 73,290	$ 60,610	$ 73,610	$ 83,040
Raleigh-Cary, NC	5	27	$ 70,610	$ 55,250	$ 75,500	$ 83,260	$ 71,320	$ 55,700	$ 75,500	$ 83,700
Sacramento-Roseville-Folsom, CA	7	7	$ 77,600	$ 62,400	$ 83,000	$ 89,980	$ 83,770	$ 62,400	$ 83,000	$ 101,400
San Francisco-Oakland-Fremont, CA	5	15	$ 100,870	$ 95,790	$ 105,630	$ 113,000	$ 102,870	$ 96,290	$ 106,540	$ 113,780
Seattle-Tacoma-Bellevue, WA	5	13	$ 77,910	$ 66,990	$ 75,000	$ 87,210	$ 90,280	$ 67,490	$ 92,420	$ 112,190
Tampa-St. Petersburg-Clearwater, FL	7	12	$ 69,860	$ 61,130	$ 69,880	$ 76,010	$ 73,320	$ 66,600	$ 72,310	$ 80,840
Washington-Arlington-Alexandria, DC-VA-MD-WV	16	44	$ 84,340	$ 68,280	$ 90,000	$ 98,820	$ 88,140	$ 72,530	$ 91,030	$ 101,940

COMPENSATION SUMMARY BY POSITION

Paralegal

This individual assists the firm's lawyers in the delivery of legal services. Performs work of a substantial legal nature under the supervision of a lawyer.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	652	2,532	$ 94,430	$ 75,010	$ 91,800	$ 109,000	$ 99,250	$ 78,210	$ 95,000	$ 115,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	26	127	$ 101,870	$ 85,600	$ 99,000	$ 117,000	$ 110,630	$ 90,600	$ 106,710	$ 124,840
NUMBER OF ATTORNEYS										
Fewer than 10	168	328	$ 84,840	$ 68,930	$ 82,200	$ 97,320	$ 89,250	$ 72,200	$ 85,040	$ 103,810
10-24	182	499	$ 92,740	$ 72,800	$ 89,270	$ 107,620	$ 97,740	$ 77,510	$ 93,000	$ 113,920
25-49	124	705	$ 91,370	$ 71,990	$ 89,510	$ 107,960	$ 97,780	$ 74,950	$ 93,780	$ 115,770
50-99	65	376	$ 103,700	$ 84,000	$ 100,000	$ 118,230	$ 109,280	$ 88,970	$ 106,100	$ 125,000
100-199	24	290	$ 107,760	$ 90,460	$ 103,400	$ 122,020	$ 112,480	$ 93,660	$ 105,710	$ 130,140
200 or more	5	39	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	1	1	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	10	10	$ 125,660	$ 101,300	$ 120,760	$ 161,480	$ 135,900	$ 110,480	$ 128,820	$ 176,480
Both exempt and nonexempt	3	3	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	539	2,008	$ 93,910	$ 74,000	$ 90,490	$ 109,250	$ 99,890	$ 77,480	$ 95,300	$ 117,050
EMPLOYEES SUPERVISED										
1-5	9	11	$ 101,170	$ 80,000	$ 105,000	$ 117,510	$ 108,960	$ 81,500	$ 112,000	$ 127,640
6-10	0	0								
11-25	2	2	*	*	*	*	*	*	*	*
26-50	2	2	*	*	*	*	*	*	*	*
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	530	1,953	$ 93,850	$ 73,100	$ 90,290	$ 109,290	$ 99,640	$ 77,080	$ 95,200	$ 116,700

COMPENSATION SUMMARY BY POSITION

Paralegal

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	84	149	$ 89,030	$ 71,240	$ 84,200	$ 102,000	$ 91,710	$ 73,800	$ 86,080	$ 105,600
1 up to 2 years	118	196	$ 91,530	$ 72,850	$ 86,750	$ 109,080	$ 96,520	$ 74,340	$ 91,770	$ 115,000
2 up to 5 years	225	446	$ 89,530	$ 71,960	$ 85,290	$ 105,000	$ 95,140	$ 74,200	$ 90,010	$ 112,340
5 up to 10 years	221	401	$ 92,190	$ 73,900	$ 90,000	$ 106,820	$ 98,510	$ 75,230	$ 94,700	$ 115,430
10 up to 15 years	181	257	$ 93,230	$ 75,000	$ 91,110	$ 108,940	$ 98,830	$ 78,360	$ 96,110	$ 115,010
15 up to 20 years	140	211	$ 92,110	$ 74,670	$ 88,320	$ 105,000	$ 97,280	$ 77,960	$ 93,250	$ 111,340
20 years or more	196	440	$ 100,640	$ 77,680	$ 96,430	$ 116,760	$ 107,160	$ 81,650	$ 100,760	$ 124,640
EDUCATION										
High school or equivalent (no college)	69	114	$ 91,670	$ 77,330	$ 87,640	$ 101,580	$ 98,810	$ 81,200	$ 93,410	$ 111,060
Some college (no degree)	48	78	$ 80,880	$ 67,770	$ 80,000	$ 95,250	$ 85,760	$ 70,330	$ 81,250	$ 97,810
AA degree (2 years)	118	200	$ 89,340	$ 70,850	$ 87,130	$ 105,000	$ 95,680	$ 74,040	$ 90,310	$ 115,720
BA/BS/BBA degree	311	915	$ 92,700	$ 71,860	$ 88,460	$ 107,120	$ 98,770	$ 74,500	$ 93,000	$ 117,820
MBA degree	12	15	$ 86,860	$ 65,000	$ 82,000	$ 96,930	$ 99,330	$ 68,000	$ 90,230	$ 113,420
MA/MS/MLS degree	38	47	$ 95,200	$ 70,720	$ 93,230	$ 115,000	$ 102,390	$ 74,320	$ 98,950	$ 123,580
JD/LLB degree	27	39	$ 90,640	$ 74,030	$ 85,000	$ 105,000	$ 97,420	$ 75,400	$ 90,440	$ 119,250
Other	75	217	$ 102,420	$ 86,700	$ 101,720	$ 117,690	$ 107,370	$ 89,590	$ 105,000	$ 122,320
CLM Certified	3	3	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	74	263	$ 102,350	$ 83,930	$ 103,000	$ 118,000	$ 106,020	$ 85,000	$ 106,710	$ 120,950
Southern	266	1,087	$ 86,190	$ 69,770	$ 81,180	$ 100,000	$ 90,760	$ 71,990	$ 84,460	$ 106,440
Midwestern	68	346	$ 94,770	$ 80,000	$ 91,130	$ 105,040	$ 98,860	$ 81,950	$ 93,280	$ 110,000
North Central	39	186	$ 93,460	$ 78,190	$ 94,970	$ 105,610	$ 98,360	$ 81,850	$ 98,610	$ 109,300
Southwestern	69	242	$ 94,370	$ 82,940	$ 93,000	$ 105,000	$ 102,760	$ 85,310	$ 99,410	$ 114,480
Mountain	54	190	$ 104,080	$ 85,720	$ 100,510	$ 117,080	$ 109,010	$ 90,880	$ 104,800	$ 122,410
Pacific	108	345	$ 111,980	$ 92,500	$ 109,630	$ 128,550	$ 118,050	$ 96,010	$ 115,300	$ 136,540

COMPENSATION SUMMARY BY POSITION

Paralegal

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Alabama	12	33	$ 85,630	$ 72,000	$ 83,690	$ 93,720	$ 96,630	$ 78,650	$ 91,720	$ 110,120
Arizona	15	55	$ 97,100	$ 83,200	$ 93,870	$ 113,360	$ 101,480	$ 86,190	$ 93,940	$ 117,330
California	79	219	$ 111,650	$ 92,500	$ 109,000	$ 126,000	$ 117,330	$ 95,060	$ 114,420	$ 135,500
Colorado	19	83	$ 111,760	$ 94,490	$ 110,000	$ 119,420	$ 116,900	$ 99,070	$ 111,280	$ 129,960
Connecticut	7	47	$ 99,060	$ 72,630	$ 104,000	$ 116,850	$ 99,660	$ 72,630	$ 104,190	$ 118,500
Delaware	10	17	$ 111,790	$ 85,970	$ 104,880	$ 131,500	$ 118,450	$ 90,060	$ 108,790	$ 141,500
District of Columbia	25	90	$ 105,530	$ 82,400	$ 108,440	$ 124,540	$ 111,100	$ 86,200	$ 113,800	$ 130,560
Florida	89	309	$ 85,690	$ 70,600	$ 84,000	$ 97,530	$ 88,130	$ 72,000	$ 85,620	$ 101,030
Georgia	16	89	$ 95,560	$ 74,500	$ 92,000	$ 113,220	$ 100,880	$ 75,500	$ 93,900	$ 116,190
Illinois	20	74	$ 114,230	$ 89,380	$ 109,600	$ 142,000	$ 117,810	$ 89,880	$ 111,720	$ 144,000
Indiana	5	33	$ 95,260	$ 81,900	$ 92,290	$ 102,260	$ 100,070	$ 82,940	$ 93,020	$ 110,310
Iowa	6	17	$ 75,240	$ 63,970	$ 75,940	$ 84,010	$ 76,820	$ 65,540	$ 77,940	$ 85,010
Kentucky	10	60	$ 77,670	$ 70,060	$ 77,010	$ 82,430	$ 82,020	$ 70,730	$ 79,760	$ 90,110
Louisiana	9	24	$ 83,240	$ 73,100	$ 83,440	$ 89,010	$ 88,530	$ 76,850	$ 86,520	$ 94,190
Maryland	8	30	$ 98,650	$ 73,330	$ 96,010	$ 121,540	$ 106,850	$ 77,810	$ 100,790	$ 132,100
Massachusetts	5	15	$ 120,370	$ 112,280	$ 130,000	$ 138,000	$ 122,720	$ 117,710	$ 132,500	$ 143,250
Michigan	14	98	$ 88,360	$ 72,700	$ 86,590	$ 104,000	$ 92,110	$ 77,300	$ 91,180	$ 105,040
Minnesota	14	88	$ 104,670	$ 91,840	$ 105,130	$ 114,930	$ 109,490	$ 94,780	$ 107,540	$ 118,990
Mississippi	8	20	$ 75,270	$ 67,160	$ 73,340	$ 78,630	$ 80,850	$ 69,920	$ 77,610	$ 83,250
Missouri	11	52	$ 89,170	$ 80,000	$ 90,960	$ 100,040	$ 95,540	$ 87,450	$ 96,960	$ 106,080
Nevada	9	23	$ 97,200	$ 85,800	$ 95,000	$ 105,500	$ 103,780	$ 90,400	$ 97,220	$ 110,020
New Jersey	13	43	$ 100,940	$ 84,660	$ 101,640	$ 116,900	$ 102,050	$ 85,280	$ 102,640	$ 116,900
New York	25	67	$ 110,210	$ 86,940	$ 109,990	$ 129,350	$ 116,250	$ 90,000	$ 114,640	$ 137,600
North Carolina	34	193	$ 81,940	$ 66,000	$ 76,500	$ 94,820	$ 84,780	$ 68,520	$ 78,430	$ 97,850
Ohio	19	119	$ 88,630	$ 77,130	$ 88,330	$ 95,670	$ 92,930	$ 80,000	$ 91,960	$ 98,300
Oklahoma	5	14	$ 85,760	$ 77,010	$ 85,000	$ 92,780	$ 93,910	$ 81,510	$ 90,270	$ 103,950
Oregon	9	36	$ 96,910	$ 81,470	$ 93,830	$ 108,650	$ 102,750	$ 86,530	$ 100,000	$ 117,690
Pennsylvania	21	82	$ 95,260	$ 74,330	$ 96,620	$ 108,810	$ 100,430	$ 78,310	$ 100,690	$ 115,550
South Carolina	15	98	$ 69,220	$ 58,310	$ 68,340	$ 72,090	$ 73,540	$ 62,100	$ 71,880	$ 77,820
Tennessee	20	58	$ 89,960	$ 70,260	$ 87,980	$ 105,000	$ 97,280	$ 72,100	$ 93,700	$ 118,370
Texas	55	204	$ 96,270	$ 85,000	$ 95,590	$ 105,000	$ 105,050	$ 87,720	$ 100,980	$ 115,080
Utah	6	23	$ 102,060	$ 82,600	$ 98,220	$ 119,700	$ 106,850	$ 83,000	$ 109,740	$ 126,030
Virginia	12	38	$ 87,930	$ 73,900	$ 86,530	$ 106,230	$ 91,850	$ 75,880	$ 92,960	$ 109,840
Washington	17	84	$ 120,170	$ 101,760	$ 117,510	$ 132,900	$ 127,650	$ 106,440	$ 125,900	$ 143,180
West Virginia	7	52	$ 80,820	$ 70,610	$ 79,680	$ 87,950	$ 92,340	$ 75,750	$ 86,170	$ 100,610
Wisconsin	10	22	$ 90,430	$ 80,440	$ 86,950	$ 95,210	$ 95,470	$ 82,570	$ 93,030	$ 101,100

COMPENSATION SUMMARY BY POSITION

Paralegal

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	16	89	$ 95,560	$ 74,500	$ 92,000	$ 113,220	$ 100,880	$ 75,500	$ 93,900	$ 116,190
Austin-Round Rock-San Marcos, TX	9	34	$ 90,880	$ 79,500	$ 85,000	$ 104,240	$ 103,520	$ 83,150	$ 89,500	$ 127,350
Baltimore-Columbia-Towson, MD	8	30	$ 98,650	$ 73,330	$ 96,010	$ 121,540	$ 106,850	$ 77,810	$ 100,790	$ 132,100
Birmingham, AL	7	27	$ 87,730	$ 72,000	$ 85,280	$ 99,090	$ 99,980	$ 79,390	$ 95,120	$ 114,920
Boston-Cambridge-Newton, MA-NH	6	18	$ 117,670	$ 102,250	$ 119,500	$ 135,750	$ 120,460	$ 109,380	$ 123,220	$ 139,310
Charleston-North Charleston, SC	5	24	$ 77,930	$ 67,810	$ 73,550	$ 91,110	$ 81,220	$ 70,460	$ 77,620	$ 93,350
Charlotte-Concord-Gastonia, NC-SC	8	60	$ 79,810	$ 65,170	$ 72,090	$ 95,410	$ 83,470	$ 67,580	$ 76,580	$ 98,400
Chicago-Naperville-Elgin, IL-IN-WI	18	72	$ 115,450	$ 90,210	$ 110,520	$ 142,000	$ 119,100	$ 91,000	$ 113,080	$ 144,000
Cincinnati, OH-KY-IN	6	44	$ 91,860	$ 80,180	$ 92,000	$ 102,200	$ 94,330	$ 80,240	$ 92,530	$ 110,450
Cleveland, OH	6	36	$ 86,950	$ 78,630	$ 87,910	$ 93,340	$ 95,370	$ 85,300	$ 92,500	$ 103,980
Columbia, SC	5	43	$ 62,910	$ 55,400	$ 60,330	$ 70,120	$ 68,330	$ 61,780	$ 70,180	$ 74,460
Columbus, OH	5	30	$ 85,960	$ 74,110	$ 87,110	$ 92,110	$ 88,950	$ 74,110	$ 89,970	$ 93,250
Dallas-Fort Worth-Arlington, TX	21	73	$ 97,940	$ 84,500	$ 97,030	$ 106,750	$ 105,770	$ 89,150	$ 102,000	$ 117,560
Denver-Aurora-Centennial, CO	16	79	$ 111,680	$ 94,750	$ 110,000	$ 119,420	$ 116,690	$ 99,100	$ 111,280	$ 129,960
Detroit-Warren-Dearborn, MI	8	57	$ 97,990	$ 86,790	$ 98,330	$ 105,520	$ 100,700	$ 90,750	$ 98,720	$ 108,580
Houston-Pasadena-The Woodlands, TX	20	77	$ 96,740	$ 87,640	$ 95,900	$ 105,000	$ 106,200	$ 90,550	$ 102,920	$ 115,890
Indianapolis-Carmel-Greenwood, IN	5	33	$ 95,260	$ 81,900	$ 92,290	$ 102,260	$ 100,070	$ 82,940	$ 93,020	$ 110,310
Jackson, MS	5	16	$ 77,330	$ 68,000	$ 75,660	$ 81,950	$ 83,580	$ 70,870	$ 78,490	$ 85,810
Jacksonville, FL	6	13	$ 75,530	$ 60,750	$ 77,000	$ 95,130	$ 77,910	$ 61,920	$ 77,160	$ 96,530
Kansas City, MO-KS	6	36	$ 89,120	$ 79,820	$ 91,890	$ 100,340	$ 94,330	$ 84,810	$ 97,940	$ 105,320
Las Vegas-Henderson-North Las Vegas, NV	8	22	$ 97,070	$ 85,670	$ 95,000	$ 106,470	$ 100,340	$ 89,120	$ 96,450	$ 109,540
Los Angeles-Long Beach-Anaheim, CA	37	110	$ 109,840	$ 94,760	$ 108,380	$ 123,500	$ 115,310	$ 96,720	$ 113,780	$ 130,810
Miami-Fort Lauderdale-West Palm Beach, FL	26	107	$ 96,240	$ 82,000	$ 94,700	$ 110,000	$ 98,390	$ 82,740	$ 95,810	$ 113,300
Minneapolis-St. Paul-Bloomington, MN-WI	13	87	$ 104,930	$ 94,210	$ 105,250	$ 115,000	$ 109,800	$ 95,000	$ 107,760	$ 119,330
Naples-Marco Island, FL	7	14	$ 95,120	$ 72,040	$ 95,160	$ 110,220	$ 96,740	$ 73,420	$ 96,710	$ 111,790
Nashville-Davidson-Murfreesboro-Franklin, TN	8	25	$ 93,810	$ 71,570	$ 96,820	$ 110,500	$ 103,370	$ 78,170	$ 101,430	$ 119,060
New Orleans-Metairie, LA	6	20	$ 84,330	$ 74,250	$ 84,160	$ 89,010	$ 90,070	$ 79,560	$ 86,520	$ 94,190
New York-Newark-Jersey City, NY-NJ-PA	26	79	$ 111,340	$ 89,990	$ 112,000	$ 128,200	$ 115,440	$ 90,120	$ 115,000	$ 137,260
Orlando-Kissimmee-Sanford, FL	12	72	$ 80,680	$ 66,690	$ 80,000	$ 94,380	$ 83,580	$ 68,310	$ 81,520	$ 97,060
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	22	80	$ 102,040	$ 85,070	$ 101,250	$ 116,290	$ 107,800	$ 89,630	$ 105,900	$ 120,970
Phoenix-Mesa-Chandler, AZ	13	53	$ 97,460	$ 83,200	$ 93,870	$ 113,610	$ 101,470	$ 86,210	$ 93,940	$ 117,170
Pittsburgh, PA	7	17	$ 84,150	$ 65,140	$ 86,610	$ 102,290	$ 88,060	$ 68,360	$ 89,280	$ 106,550
Portland-Vancouver-Hillsboro, OR-WA	7	33	$ 101,170	$ 87,080	$ 95,240	$ 111,410	$ 107,250	$ 92,560	$ 100,840	$ 120,850
Raleigh-Cary, NC	10	57	$ 96,150	$ 77,470	$ 91,800	$ 108,090	$ 97,960	$ 78,250	$ 95,000	$ 111,250
Richmond, VA	5	19	$ 78,480	$ 65,010	$ 77,000	$ 93,500	$ 83,630	$ 66,500	$ 78,760	$ 94,500
Sacramento-Roseville-Folsom, CA	12	26	$ 102,470	$ 89,940	$ 102,930	$ 111,130	$ 108,900	$ 91,870	$ 109,180	$ 120,380
Saint Louis, MO-IL	9	20	$ 86,480	$ 76,990	$ 85,150	$ 94,670	$ 93,900	$ 80,990	$ 92,410	$ 108,050
Salt Lake City-Murry, UT	5	22	$ 102,090	$ 80,820	$ 97,610	$ 120,220	$ 106,700	$ 82,900	$ 108,840	$ 126,170
San Diego-Chula Vista-Carlsbad, CA	8	22	$ 94,180	$ 72,800	$ 90,000	$ 110,620	$ 95,800	$ 72,800	$ 90,000	$ 113,740
San Francisco-Oakland-Fremont, CA	15	44	$ 127,290	$ 106,270	$ 127,250	$ 148,700	$ 135,250	$ 112,880	$ 136,200	$ 159,990
Seattle-Tacoma-Bellevue, WA	15	81	$ 121,110	$ 103,030	$ 121,420	$ 133,820	$ 128,610	$ 107,170	$ 128,530	$ 143,450
Tampa-St. Petersburg-Clearwater, FL	16	49	$ 83,210	$ 71,490	$ 83,800	$ 94,600	$ 85,930	$ 71,990	$ 85,410	$ 98,740
Washington-Arlington-Alexandria, DC-VA-MD-WV	29	106	$ 104,950	$ 83,800	$ 107,010	$ 121,170	$ 110,100	$ 87,300	$ 111,640	$ 128,700
Winston-Salem, NC	5	32	$ 74,170	$ 53,260	$ 67,900	$ 88,190	$ 77,340	$ 56,190	$ 70,530	$ 91,750

COMPENSATION SUMMARY BY POSITION

Legal Secretary

This position performs a variety of administrative support duties and delivers high-quality services to internal and external clients, exhibiting commitment to integrity and excellence. The position requires thorough knowledge of all firm and practice-specific administrative processes and procedures, information technology systems and research tools; also requires broad-based understanding of the clients, matters and associated practices. The scope of responsibilities includes prioritizing, managing and following through on multiple projects and communicating effectively with clients, attorneys, staff and peers.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	553	2,863	$ 83,410	$ 70,920	$ 83,130	$ 95,000	$ 86,200	$ 73,000	$ 85,100	$ 98,400
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	40	243	$ 84,270	$ 74,000	$ 82,340	$ 92,750	$ 88,970	$ 76,700	$ 87,720	$ 99,120
NUMBER OF ATTORNEYS										
Fewer than 10	149	224	$ 76,990	$ 64,640	$ 76,880	$ 87,920	$ 79,910	$ 66,580	$ 78,480	$ 90,890
10-24	151	446	$ 84,890	$ 72,020	$ 85,000	$ 96,030	$ 88,340	$ 74,790	$ 87,950	$ 100,060
25-49	108	722	$ 82,280	$ 68,000	$ 80,010	$ 96,770	$ 86,010	$ 70,520	$ 83,220	$ 101,060
50-99	54	567	$ 85,100	$ 72,730	$ 84,500	$ 96,150	$ 89,360	$ 74,740	$ 88,630	$ 102,370
100-199	19	432	$ 85,000	$ 74,000	$ 83,260	$ 97,860	$ 87,290	$ 74,420	$ 85,310	$ 99,330
200 or more	5	33	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	1	1	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	2	2	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	442	2,286	$ 83,830	$ 70,960	$ 83,600	$ 95,610	$ 87,570	$ 73,890	$ 87,140	$ 100,140
EMPLOYEES SUPERVISED										
1-5	6	7	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	1	1	*	*	*	*	*	*	*	*
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	439	2,139	$ 83,870	$ 70,870	$ 83,640	$ 96,000	$ 87,710	$ 73,620	$ 87,500	$ 100,660

COMPENSATION SUMMARY BY POSITION

Legal Secretary

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	112	215	$ 77,180	$ 64,990	$ 75,000	$ 90,000	$ 79,170	$ 65,000	$ 76,130	$ 92,900
1 up to 2 years	141	288	$ 80,190	$ 65,620	$ 78,450	$ 92,930	$ 84,000	$ 67,150	$ 81,870	$ 98,930
2 up to 5 years	197	475	$ 75,790	$ 63,830	$ 74,330	$ 85,830	$ 78,880	$ 65,960	$ 77,880	$ 89,810
5 up to 10 years	191	436	$ 84,690	$ 73,850	$ 84,940	$ 95,360	$ 88,600	$ 75,720	$ 87,920	$ 99,540
10 up to 15 years	148	250	$ 85,420	$ 75,170	$ 85,600	$ 94,320	$ 89,060	$ 77,640	$ 89,530	$ 99,290
15 up to 20 years	119	203	$ 87,000	$ 77,870	$ 86,410	$ 95,500	$ 90,420	$ 79,400	$ 87,360	$ 100,330
20 years or more	169	455	$ 89,740	$ 79,650	$ 89,100	$ 98,500	$ 94,010	$ 82,480	$ 91,080	$ 103,800
EDUCATION										
High school or equivalent (no college)	93	286	$ 88,440	$ 76,740	$ 88,550	$ 99,330	$ 94,570	$ 81,390	$ 94,630	$ 109,180
Some college (no degree)	67	102	$ 82,690	$ 72,910	$ 80,820	$ 92,130	$ 87,570	$ 74,670	$ 85,340	$ 96,760
AA degree (2 years)	107	257	$ 84,820	$ 74,180	$ 84,690	$ 93,920	$ 88,670	$ 78,490	$ 88,060	$ 98,210
BA/BS/BBA degree	188	553	$ 76,940	$ 62,500	$ 75,000	$ 88,200	$ 80,710	$ 64,790	$ 78,000	$ 92,420
MBA degree	4	4	*	*	*	*	*	*	*	*
MA/MS/MLS degree	26	28	$ 76,190	$ 59,540	$ 75,920	$ 92,500	$ 79,530	$ 60,130	$ 80,240	$ 97,670
JD/LLB degree	7	7	$ 83,100	$ 68,000	$ 80,000	$ 93,450	$ 87,180	$ 73,700	$ 80,000	$ 100,810
Other	104	481	$ 86,650	$ 77,230	$ 88,300	$ 95,360	$ 88,920	$ 78,000	$ 90,040	$ 98,840
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	56	296	$ 93,100	$ 82,850	$ 93,860	$ 103,970	$ 95,530	$ 83,060	$ 96,320	$ 106,650
Southern	218	986	$ 78,460	$ 66,120	$ 77,290	$ 90,160	$ 80,390	$ 67,640	$ 78,990	$ 91,490
Midwestern	75	578	$ 75,600	$ 65,500	$ 76,020	$ 84,590	$ 77,530	$ 67,900	$ 77,260	$ 86,200
North Central	30	250	$ 79,780	$ 68,750	$ 81,690	$ 92,030	$ 82,680	$ 70,740	$ 85,860	$ 94,480
Southwestern	54	256	$ 84,280	$ 76,010	$ 86,000	$ 93,500	$ 90,370	$ 80,200	$ 89,900	$ 99,940
Mountain	49	197	$ 83,040	$ 72,750	$ 84,060	$ 92,140	$ 84,460	$ 74,570	$ 84,650	$ 94,060
Pacific	111	543	$ 97,200	$ 86,790	$ 96,990	$ 109,680	$ 102,410	$ 90,270	$ 101,090	$ 115,500

COMPENSATION SUMMARY BY POSITION

Legal Secretary

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Alabama	11	35	$ 69,170	$ 59,410	$ 65,540	$ 76,860	$ 72,700	$ 63,070	$ 68,890	$ 81,320
Alaska	6	11	$ 82,200	$ 70,380	$ 81,000	$ 96,800	$ 83,900	$ 70,680	$ 81,000	$ 98,190
Arizona	11	43	$ 77,750	$ 71,500	$ 76,000	$ 85,000	$ 79,480	$ 73,750	$ 79,320	$ 87,910
California	82	384	$ 100,630	$ 90,900	$ 101,760	$ 113,360	$ 106,110	$ 92,840	$ 106,850	$ 121,400
Colorado	19	108	$ 86,290	$ 77,440	$ 86,920	$ 97,250	$ 87,660	$ 78,030	$ 88,180	$ 98,210
Connecticut	5	10	$ 68,490	$ 54,880	$ 62,790	$ 89,600	$ 69,040	$ 55,930	$ 62,970	$ 90,020
Delaware	10	15	$ 84,830	$ 73,220	$ 86,960	$ 94,160	$ 86,460	$ 77,340	$ 87,760	$ 97,060
District of Columbia	30	92	$ 98,180	$ 90,060	$ 101,920	$ 110,170	$ 101,920	$ 92,170	$ 105,160	$ 116,940
Florida	73	334	$ 73,920	$ 63,280	$ 75,290	$ 84,670	$ 75,070	$ 64,670	$ 76,450	$ 85,660
Georgia	16	118	$ 88,840	$ 77,880	$ 91,880	$ 98,390	$ 90,320	$ 78,200	$ 93,260	$ 99,310
Illinois	19	98	$ 87,050	$ 76,450	$ 88,540	$ 97,720	$ 88,760	$ 77,550	$ 89,920	$ 99,990
Indiana	5	72	$ 77,490	$ 65,450	$ 79,840	$ 84,300	$ 78,560	$ 65,980	$ 80,190	$ 85,790
Kansas	5	34	$ 62,170	$ 50,970	$ 64,760	$ 71,140	$ 63,740	$ 52,110	$ 65,900	$ 72,630
Kentucky	8	83	$ 72,380	$ 66,350	$ 72,500	$ 81,810	$ 73,390	$ 66,640	$ 74,200	$ 82,200
Louisiana	7	29	$ 75,430	$ 67,230	$ 78,650	$ 85,740	$ 78,400	$ 70,000	$ 78,900	$ 89,760
Maryland	7	38	$ 89,490	$ 71,240	$ 94,180	$ 106,990	$ 92,370	$ 73,270	$ 99,660	$ 110,720
Massachusetts	5	12	$ 92,600	$ 74,140	$ 98,650	$ 105,640	$ 94,380	$ 74,140	$ 100,780	$ 106,060
Michigan	21	173	$ 67,750	$ 57,580	$ 67,600	$ 77,700	$ 69,860	$ 58,800	$ 69,900	$ 80,100
Minnesota	14	168	$ 83,750	$ 72,590	$ 85,860	$ 94,360	$ 86,140	$ 76,270	$ 89,830	$ 96,710
Missouri	8	39	$ 79,740	$ 75,580	$ 80,340	$ 85,670	$ 86,370	$ 83,440	$ 87,820	$ 92,580
Nevada	9	21	$ 79,680	$ 71,500	$ 81,500	$ 85,050	$ 81,190	$ 72,650	$ 81,500	$ 85,800
New Jersey	13	64	$ 95,680	$ 88,860	$ 93,700	$ 103,290	$ 96,730	$ 89,110	$ 95,560	$ 103,970
New York	19	104	$ 102,310	$ 93,560	$ 102,490	$ 111,260	$ 105,970	$ 94,890	$ 104,310	$ 118,210
North Carolina	17	82	$ 77,540	$ 64,000	$ 77,500	$ 86,130	$ 78,820	$ 66,750	$ 78,420	$ 88,440
Ohio	22	214	$ 76,960	$ 71,030	$ 76,720	$ 84,420	$ 78,970	$ 73,610	$ 78,030	$ 85,930
Oregon	9	57	$ 85,480	$ 81,970	$ 88,480	$ 91,800	$ 89,790	$ 84,970	$ 92,140	$ 97,170
Pennsylvania	13	105	$ 84,950	$ 72,080	$ 84,800	$ 99,730	$ 87,230	$ 73,570	$ 87,740	$ 100,620
South Carolina	10	20	$ 61,340	$ 45,910	$ 57,400	$ 74,720	$ 64,290	$ 49,450	$ 58,900	$ 77,050
Tennessee	17	70	$ 74,240	$ 68,410	$ 75,690	$ 82,230	$ 76,880	$ 70,930	$ 78,390	$ 84,880
Texas	43	219	$ 86,030	$ 78,300	$ 87,000	$ 94,420	$ 92,670	$ 83,440	$ 90,930	$ 101,340
Utah	5	17	$ 83,370	$ 73,780	$ 84,860	$ 94,370	$ 84,850	$ 73,780	$ 84,860	$ 94,370
Virginia	8	28	$ 83,250	$ 64,530	$ 84,840	$ 102,320	$ 86,500	$ 66,970	$ 87,970	$ 103,240
Washington	14	91	$ 91,890	$ 82,000	$ 93,300	$ 101,040	$ 96,980	$ 86,480	$ 98,010	$ 106,710
West Virginia	9	59	$ 66,550	$ 60,220	$ 66,160	$ 73,760	$ 69,610	$ 60,760	$ 70,070	$ 79,180
Wisconsin	8	21	$ 66,430	$ 57,080	$ 68,000	$ 76,000	$ 70,090	$ 60,080	$ 69,000	$ 82,000

COMPENSATION SUMMARY BY POSITION

Legal Secretary

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
U.S. METROPOLITAN CITIES										
Anchorage, AK	6	11	$ 82,200	$ 70,380	$ 81,000	$ 96,800	$ 83,900	$ 70,680	$ 81,000	$ 98,190
Atlanta-Sandy Springs-Roswell, GA	15	117	$ 89,080	$ 78,000	$ 91,890	$ 98,390	$ 90,540	$ 78,680	$ 93,270	$ 99,360
Austin-Round Rock-San Marcos, TX	9	27	$ 87,260	$ 79,000	$ 88,400	$ 96,230	$ 97,710	$ 85,100	$ 97,000	$ 109,900
Baltimore-Columbia-Towson, MD	7	38	$ 89,490	$ 71,240	$ 94,180	$ 106,990	$ 92,370	$ 73,270	$ 99,660	$ 110,720
Birmingham, AL	7	31	$ 70,700	$ 62,000	$ 69,300	$ 79,650	$ 74,300	$ 64,110	$ 72,040	$ 82,150
Boston-Cambridge-Newton, MA-NH	5	12	$ 92,600	$ 74,140	$ 98,650	$ 105,640	$ 94,380	$ 74,140	$ 100,780	$ 106,060
Charlotte-Concord-Gastonia, NC-SC	6	13	$ 81,640	$ 64,000	$ 88,400	$ 94,150	$ 85,490	$ 67,950	$ 93,900	$ 98,880
Chicago-Naperville-Elgin, IL-IN-WI	17	96	$ 87,380	$ 77,570	$ 89,200	$ 97,910	$ 89,110	$ 77,990	$ 90,150	$ 100,100
Cincinnati, OH-KY-IN	8	99	$ 76,560	$ 69,460	$ 76,440	$ 84,810	$ 77,780	$ 69,500	$ 76,650	$ 85,300
Cleveland, OH	6	47	$ 77,860	$ 73,800	$ 76,000	$ 81,000	$ 84,220	$ 74,740	$ 80,830	$ 91,660
Columbus, OH	7	56	$ 78,100	$ 73,640	$ 78,130	$ 85,560	$ 78,590	$ 74,850	$ 78,930	$ 85,560
Dallas-Fort Worth-Arlington, TX	17	99	$ 85,880	$ 78,500	$ 86,450	$ 94,420	$ 90,540	$ 82,670	$ 90,620	$ 100,140
Denver-Aurora-Centennial, CO	17	102	$ 86,440	$ 77,810	$ 87,410	$ 96,750	$ 87,880	$ 78,600	$ 88,460	$ 98,070
Detroit-Warren-Dearborn, MI	10	93	$ 72,890	$ 64,440	$ 75,170	$ 80,660	$ 73,930	$ 64,950	$ 76,000	$ 81,820
Grand Rapids-Wyoming-Kentwood, MI	5	56	$ 60,180	$ 52,530	$ 57,920	$ 65,500	$ 63,640	$ 54,600	$ 61,860	$ 69,870
Houston-Pasadena-The Woodlands, TX	13	73	$ 87,840	$ 80,570	$ 89,990	$ 96,660	$ 96,350	$ 85,750	$ 96,960	$ 106,400
Indianapolis-Carmel-Greenwood, IN	5	72	$ 77,490	$ 65,450	$ 79,840	$ 84,300	$ 78,560	$ 65,980	$ 80,190	$ 85,790
Jacksonville, FL	5	15	$ 70,050	$ 65,230	$ 70,000	$ 76,000	$ 71,000	$ 65,520	$ 70,500	$ 77,460
Kansas City, MO-KS	6	33	$ 77,820	$ 71,530	$ 79,540	$ 84,550	$ 82,500	$ 74,260	$ 85,290	$ 91,510
Las Vegas-Henderson-North Las Vegas, NV	7	19	$ 80,770	$ 75,940	$ 81,840	$ 85,090	$ 82,250	$ 77,850	$ 81,840	$ 86,500
Los Angeles-Long Beach-Anaheim, CA	35	192	$ 103,140	$ 93,840	$ 106,900	$ 114,250	$ 108,940	$ 99,510	$ 109,940	$ 122,570
Miami-Fort Lauderdale-West Palm Beach, FL	23	153	$ 79,900	$ 70,350	$ 82,020	$ 90,840	$ 80,870	$ 71,700	$ 83,900	$ 90,870
Minneapolis-St. Paul-Bloomington, MN-WI	14	168	$ 83,750	$ 72,590	$ 85,860	$ 94,360	$ 86,140	$ 76,270	$ 89,830	$ 96,710
Naples-Marco Island, FL	5	15	$ 73,330	$ 62,100	$ 76,000	$ 83,500	$ 74,650	$ 63,290	$ 76,040	$ 85,110
Nashville-Davidson-Murfreesboro-Franklin, TN	7	32	$ 79,750	$ 72,660	$ 80,510	$ 87,680	$ 82,170	$ 74,460	$ 82,780	$ 91,990
New Orleans-Metairie, LA	5	23	$ 74,370	$ 65,920	$ 75,500	$ 86,510	$ 77,450	$ 68,420	$ 77,600	$ 90,560
New York-Newark-Jersey City, NY-NJ-PA	26	141	$ 100,770	$ 91,260	$ 101,300	$ 108,820	$ 103,670	$ 92,770	$ 103,390	$ 115,450
Orlando-Kissimmee-Sanford, FL	11	77	$ 69,170	$ 57,620	$ 72,490	$ 78,610	$ 70,790	$ 59,780	$ 73,620	$ 80,010
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	16	90	$ 88,110	$ 76,410	$ 90,300	$ 100,090	$ 90,610	$ 78,570	$ 93,140	$ 102,380
Phoenix-Mesa-Chandler, AZ	10	42	$ 78,140	$ 71,700	$ 76,830	$ 85,750	$ 79,710	$ 73,860	$ 79,660	$ 88,180
Pittsburgh, PA	5	31	$ 79,170	$ 72,170	$ 80,000	$ 86,500	$ 80,520	$ 72,170	$ 81,460	$ 87,740
Portland-Vancouver-Hillsboro, OR-WA	8	61	$ 85,720	$ 81,970	$ 88,480	$ 91,800	$ 89,970	$ 84,180	$ 92,140	$ 97,440
Sacramento-Roseville-Folsom, CA	13	60	$ 90,490	$ 83,630	$ 91,490	$ 97,600	$ 94,510	$ 87,630	$ 93,380	$ 100,640
Saint Louis, MO-IL	7	17	$ 76,300	$ 72,000	$ 75,400	$ 83,160	$ 83,500	$ 72,810	$ 85,590	$ 95,210
San Diego-Chula Vista-Carlsbad, CA	9	33	$ 92,180	$ 80,000	$ 94,320	$ 104,370	$ 95,760	$ 82,710	$ 95,320	$ 112,550
San Francisco-Oakland-Fremont, CA	14	59	$ 111,540	$ 103,100	$ 114,770	$ 122,400	$ 118,730	$ 105,770	$ 122,270	$ 133,420
Seattle-Tacoma-Bellevue, WA	12	84	$ 92,410	$ 82,300	$ 94,600	$ 101,800	$ 97,580	$ 88,030	$ 98,240	$ 107,150
Tampa-St. Petersburg-Clearwater, FL	13	45	$ 69,850	$ 62,450	$ 74,000	$ 77,620	$ 70,900	$ 63,650	$ 74,000	$ 77,930
Washington-Arlington-Alexandria, DC-VA-MD-WV	34	111	$ 96,920	$ 85,000	$ 100,600	$ 107,870	$ 100,600	$ 90,000	$ 104,170	$ 115,800

COMPENSATION SUMMARY BY POSITION

Docket Clerk/Manager

This individual is responsible for tracking client, legal and filing deadlines and notifying responsible attorneys to ensure those deadlines are met.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	96	141	$ 83,350	$ 70,450	$ 79,310	$ 96,900	$ 85,980	$ 70,830	$ 82,380	$ 100,160
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	4	7	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	5	6	*	*	*	*	*	*	*	*
10-24	18	24	$ 77,310	$ 65,980	$ 74,000	$ 83,180	$ 78,860	$ 67,600	$ 74,160	$ 85,150
25-49	23	30	$ 75,260	$ 62,300	$ 73,040	$ 90,900	$ 77,280	$ 63,860	$ 74,720	$ 92,040
50-99	22	32	$ 87,690	$ 75,090	$ 83,640	$ 98,220	$ 92,750	$ 75,500	$ 87,890	$ 105,650
100-199	12	32	*	*	*	*	*	*	*	*
200 or more	3	4	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	9	10	$ 123,010	$ 110,000	$ 121,250	$ 140,800	$ 129,440	$ 116,050	$ 131,060	$ 145,410
Both exempt and nonexempt	1	1	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	56	76	$ 79,900	$ 65,000	$ 79,750	$ 93,130	$ 84,220	$ 66,780	$ 83,330	$ 100,660
EMPLOYEES SUPERVISED										
1-5	7	8	$ 123,500	$ 110,000	$ 117,450	$ 136,550	$ 129,690	$ 115,350	$ 121,060	$ 148,350
6-10	0	0								
11-25	3	3	*	*	*	*	*	*	*	*
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	58	79	$ 80,240	$ 65,000	$ 80,000	$ 93,790	$ 84,320	$ 66,800	$ 83,350	$ 100,320

COMPENSATION SUMMARY BY POSITION

Docket Clerk/Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	9	9	$ 72,040	$ 54,020	$ 70,000	$ 88,500	$ 73,550	$ 55,190	$ 70,100	$ 88,500
1 up to 2 years	6	9	$ 85,530	$ 63,870	$ 77,630	$ 113,590	$ 89,020	$ 66,140	$ 81,220	$ 113,590
2 up to 5 years	16	18	$ 87,570	$ 66,710	$ 85,980	$ 106,400	$ 91,910	$ 67,540	$ 94,700	$ 112,440
5 up to 10 years	20	23	$ 85,170	$ 70,700	$ 83,640	$ 95,920	$ 88,300	$ 77,500	$ 86,990	$ 98,350
10 up to 15 years	11	12	$ 84,720	$ 69,140	$ 82,350	$ 107,750	$ 91,500	$ 71,140	$ 92,130	$ 114,100
15 up to 20 years	6	6	$ 91,720	$ 74,020	$ 92,190	$ 112,130	$ 95,720	$ 77,300	$ 96,810	$ 117,030
20 years or more	8	9	$ 99,140	$ 80,750	$ 89,950	$ 119,700	$ 107,500	$ 88,980	$ 99,840	$ 129,680
EDUCATION										
High school or equivalent (no college)	3	3	*	*	*	*	*	*	*	*
Some college (no degree)	5	5	$ 87,730	$ 70,080	$ 77,000	$ 110,740	$ 92,290	$ 72,640	$ 81,620	$ 117,260
AA degree (2 years)	11	13	$ 73,390	$ 56,580	$ 70,000	$ 84,520	$ 79,010	$ 58,310	$ 70,100	$ 101,560
BA/BS/BBA degree	20	23	$ 85,750	$ 62,730	$ 83,640	$ 98,340	$ 92,090	$ 64,930	$ 90,170	$ 105,410
MBA degree	0	0								
MA/MS/MLS degree	5	5	$ 74,700	$ 66,080	$ 70,700	$ 85,340	$ 79,400	$ 67,330	$ 78,170	$ 92,100
JD/LLB degree	1	1	*	*	*	*	*	*	*	*
Other	10	13	$ 99,540	$ 84,210	$ 100,940	$ 115,750	$ 101,760	$ 86,900	$ 100,940	$ 116,500
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	12	16	$ 88,190	$ 73,180	$ 83,280	$ 105,390	$ 91,110	$ 73,250	$ 91,820	$ 105,390
Southern	17	22	$ 83,550	$ 70,080	$ 75,300	$ 98,510	$ 85,430	$ 71,350	$ 77,380	$ 100,100
Midwestern	21	41	*	*	*	*	*	*	*	*
North Central	4	4	*	*	*	*	*	*	*	*
Southwestern	4	5	*	*	*	*	*	*	*	*
Mountain	13	18	$ 75,960	$ 62,990	$ 75,000	$ 83,930	$ 79,420	$ 63,550	$ 75,000	$ 99,520
Pacific	29	42	$ 85,460	$ 72,610	$ 83,920	$ 98,430	$ 88,270	$ 75,180	$ 87,360	$ 101,330

COMPENSATION SUMMARY BY POSITION

Docket Clerk/Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Arizona	5	7	$ 67,630	$ 55,000	$ 63,010	$ 79,510	$ 70,730	$ 57,350	$ 63,760	$ 91,040
California	18	27	$ 86,880	$ 71,760	$ 90,000	$ 101,000	$ 89,360	$ 71,760	$ 90,500	$ 102,500
District of Columbia	5	6	$ 89,700	$ 72,830	$ 86,790	$ 105,010	$ 92,450	$ 72,880	$ 86,790	$ 109,830
Florida	6	8	$ 68,270	$ 55,790	$ 69,250	$ 74,500	$ 69,120	$ 56,860	$ 70,430	$ 74,500
Illinois	7	22	$ 91,300	$ 72,970	$ 79,370	$ 105,860	$ 94,070	$ 72,980	$ 80,440	$ 113,310
Nevada	5	6	$ 82,890	$ 65,570	$ 80,650	$ 104,830	$ 88,400	$ 65,570	$ 96,180	$ 105,650
New York	5	5	$ 107,010	$ 89,520	$ 110,000	$ 123,000	$ 109,010	$ 89,520	$ 115,000	$ 125,500
Ohio	9	12	$ 80,080	$ 69,810	$ 74,190	$ 85,330	$ 85,150	$ 71,140	$ 74,840	$ 102,140
Pennsylvania	5	9	$ 81,280	$ 70,950	$ 81,500	$ 91,390	$ 85,230	$ 71,350	$ 90,450	$ 97,020
Washington	7	9	$ 85,570	$ 71,640	$ 86,700	$ 100,210	$ 89,380	$ 74,870	$ 90,170	$ 103,560
U.S. METROPOLITAN CITIES										
Chicago-Naperville-Elgin, IL-IN-WI	7	22	$ 91,300	$ 72,970	$ 79,370	$ 105,860	$ 94,070	$ 72,980	$ 80,440	$ 113,310
Cleveland, OH	5	7	$ 80,730	$ 69,750	$ 73,500	$ 83,330	$ 88,230	$ 70,430	$ 73,500	$ 115,630
Las Vegas-Henderson-North Las Vegas, NV	5	6	$ 82,890	$ 65,570	$ 80,650	$ 104,830	$ 88,400	$ 65,570	$ 96,180	$ 105,650
Los Angeles-Long Beach-Anaheim, CA	12	17	$ 85,080	$ 71,240	$ 83,640	$ 102,500	$ 87,130	$ 71,240	$ 86,990	$ 103,520
New York-Newark-Jersey City, NY-NJ-PA	6	6	$ 101,360	$ 77,570	$ 105,000	$ 121,500	$ 103,050	$ 77,590	$ 107,500	$ 122,750
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	6	10	$ 80,290	$ 70,660	$ 77,570	$ 88,550	$ 83,940	$ 71,610	$ 82,550	$ 96,310
Phoenix-Mesa-Chandler, AZ	5	7	$ 67,630	$ 55,000	$ 63,010	$ 79,510	$ 70,730	$ 57,350	$ 63,760	$ 91,040
Portland-Vancouver-Hillsboro, OR-WA	5	7	$ 83,370	$ 77,630	$ 83,640	$ 84,200	$ 87,080	$ 81,220	$ 86,990	$ 87,730
Seattle-Tacoma-Bellevue, WA	6	8	$ 82,510	$ 68,320	$ 83,350	$ 96,880	$ 85,670	$ 71,120	$ 86,580	$ 98,540
Washington-Arlington-Alexandria, DC-VA-MD-WV	7	9	$ 94,380	$ 75,300	$ 87,580	$ 111,670	$ 97,430	$ 77,380	$ 87,580	$ 119,820

COMPENSATION SUMMARY BY POSITION

Nurse Consultant

This individual organizes and analyzes medical records and case files and assists in developing case management and trial strategy.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	21	35	$ 95,060	$ 80,000	$ 92,800	$ 105,000	$ 99,470	$ 81,540	$ 100,190	$ 109,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	0	0								
NUMBER OF ATTORNEYS										
Fewer than 10	2	4	*	*	*	*	*	*	*	*
10-24	6	10	*	*	*	*	*	*	*	*
25-49	6	11	*	*	*	*	*	*	*	*
50-99	3	5	*	*	*	*	*	*	*	*
100-199	1	1	*	*	*	*	*	*	*	*
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	1	3	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	17	28	$ 90,110	$ 79,250	$ 87,100	$ 103,120	$ 94,530	$ 80,770	$ 89,280	$ 106,310
EMPLOYEES SUPERVISED										
1-5	1	3	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	17	28	$ 90,110	$ 79,250	$ 87,100	$ 103,120	$ 94,530	$ 80,770	$ 89,280	$ 106,310

COMPENSATION SUMMARY BY POSITION

Nurse Consultant

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	0	0								
1 up to 2 years	5	5	$ 83,510	$ 68,250	$ 82,000	$ 99,530	$ 87,750	$ 69,560	$ 83,580	$ 108,030
2 up to 5 years	7	9	*	*	*	*	*	*	*	*
5 up to 10 years	5	5	$ 97,040	$ 80,100	$ 104,000	$ 110,500	$ 99,010	$ 81,640	$ 106,750	$ 112,500
10 up to 15 years	3	4	*	*	*	*	*	*	*	*
15 up to 20 years	2	2	*	*	*	*	*	*	*	*
20 years or more	5	10	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	0	0								
AA degree (2 years)	2	3	*	*	*	*	*	*	*	*
BA/BS/BBA degree	13	23	$ 87,110	$ 77,200	$ 83,000	$ 100,000	$ 89,140	$ 78,690	$ 84,600	$ 104,800
MBA degree	0	0								
MA/MS/MLS degree	2	2	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	1	1	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	0	0								
Southern	15	29	$ 93,420	$ 79,500	$ 89,700	$ 105,040	$ 96,100	$ 81,030	$ 91,430	$ 109,560
Midwestern	1	1	*	*	*	*	*	*	*	*
North Central	2	2	*	*	*	*	*	*	*	*
Southwestern	2	2	*	*	*	*	*	*	*	*
Mountain	0	0								
Pacific	1	1	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Nurse Consultant

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Florida	8	16	$ 80,250	$ 75,830	$ 80,000	$ 83,900	$ 81,980	$ 77,280	$ 81,540	$ 85,510

COMPENSATION SUMMARY BY POSITION

Conflicts Analyst/Coordinator

This individual screens potential new clients for conflicts with current clients and updates related files. They also screen new hires for potential client conflicts, assists with monitoring professional liability insurance and malpractice claims and assists with ensuring attorney compliance with ethics rules.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	110	204	$ 75,500	$ 60,680	$ 72,730	$ 83,840	$ 78,210	$ 61,810	$ 74,800	$ 87,280
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	7	13	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	5	7	*	*	*	*	*	*	*	*
10-24	8	10	*	*	*	*	*	*	*	*
25-49	25	34	$ 69,720	$ 57,120	$ 70,420	$ 78,620	$ 71,680	$ 60,750	$ 72,850	$ 81,230
50-99	37	64	$ 76,600	$ 63,660	$ 73,800	$ 83,930	$ 79,810	$ 64,600	$ 77,880	$ 88,030
100-199	19	41	$ 80,950	$ 69,440	$ 76,500	$ 91,150	$ 83,930	$ 72,900	$ 78,800	$ 92,220
200 or more	3	6	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	1	1	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	7	7	$ 115,760	$ 95,000	$ 108,000	$ 145,000	$ 121,570	$ 96,850	$ 114,250	$ 145,000
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	83	149	$ 73,920	$ 59,380	$ 70,270	$ 83,260	$ 77,100	$ 61,040	$ 73,830	$ 87,310
EMPLOYEES SUPERVISED										
1-5	6	6	$ 121,300	$ 97,250	$ 116,500	$ 147,950	$ 127,550	$ 98,860	$ 127,880	$ 150,790
6-10	2	2	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	81	139	$ 74,030	$ 59,000	$ 70,720	$ 83,140	$ 77,180	$ 60,820	$ 73,830	$ 87,040

COMPENSATION SUMMARY BY POSITION

Conflicts Analyst/Coordinator

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	17	20	$ 62,410	$ 51,250	$ 58,490	$ 70,620	$ 63,130	$ 51,320	$ 59,120	$ 70,700
1 up to 2 years	22	25	$ 67,270	$ 51,500	$ 57,990	$ 73,440	$ 69,810	$ 52,660	$ 57,990	$ 76,720
2 up to 5 years	26	41	$ 75,180	$ 61,240	$ 71,950	$ 88,940	$ 79,070	$ 61,630	$ 76,910	$ 92,880
5 up to 10 years	21	24	$ 77,770	$ 59,350	$ 72,240	$ 85,810	$ 81,020	$ 62,420	$ 75,700	$ 86,630
10 up to 15 years	17	20	$ 85,700	$ 65,090	$ 77,000	$ 102,480	$ 90,260	$ 66,290	$ 83,800	$ 108,600
15 up to 20 years	9	10	$ 79,140	$ 67,640	$ 75,620	$ 89,830	$ 82,550	$ 68,890	$ 78,140	$ 92,990
20 years or more	11	14	$ 84,580	$ 73,260	$ 78,760	$ 100,680	$ 90,100	$ 75,870	$ 88,890	$ 102,660
EDUCATION										
High school or equivalent (no college)	13	17	$ 73,280	$ 62,640	$ 76,500	$ 82,600	$ 76,820	$ 63,190	$ 78,800	$ 90,550
Some college (no degree)	7	7	$ 71,070	$ 64,210	$ 68,870	$ 76,000	$ 74,250	$ 65,740	$ 73,200	$ 80,600
AA degree (2 years)	10	12	$ 74,420	$ 62,350	$ 70,930	$ 81,120	$ 77,770	$ 63,790	$ 73,920	$ 86,560
BA/BS/BBA degree	27	43	$ 76,590	$ 57,990	$ 69,990	$ 95,000	$ 80,050	$ 58,450	$ 73,650	$ 96,850
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	8	8	$ 95,450	$ 63,880	$ 94,150	$ 123,750	$ 100,770	$ 65,460	$ 98,720	$ 133,330
JD/LLB degree	4	5	*	*	*	*	*	*	*	*
Other	16	30	$ 67,560	$ 56,420	$ 61,680	$ 71,400	$ 69,160	$ 58,120	$ 62,820	$ 74,600
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	12	24	$ 76,730	$ 58,120	$ 68,820	$ 90,340	$ 78,670	$ 58,370	$ 74,260	$ 94,210
Southern	44	80	$ 73,240	$ 58,410	$ 69,740	$ 78,000	$ 76,360	$ 61,010	$ 71,750	$ 85,360
Midwestern	18	35	$ 70,910	$ 62,690	$ 70,000	$ 80,000	$ 72,350	$ 62,690	$ 72,800	$ 80,000
North Central	10	16	$ 76,590	$ 61,530	$ 77,500	$ 85,920	$ 77,860	$ 62,050	$ 78,360	$ 87,730
Southwestern	5	12	*	*	*	*	*	*	*	*
Mountain	10	15	$ 67,360	$ 55,180	$ 65,000	$ 80,250	$ 68,280	$ 57,720	$ 65,000	$ 80,250
Pacific	18	35	$ 82,210	$ 67,480	$ 76,500	$ 97,760	$ 86,550	$ 68,830	$ 78,800	$ 106,350

COMPENSATION SUMMARY BY POSITION

Conflicts Analyst/Coordinator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	11	20	$ 86,400	$ 73,250	$ 79,130	$ 102,400	$ 91,270	$ 73,580	$ 79,750	$ 111,460
Colorado	6	10	$ 73,530	$ 63,500	$ 77,920	$ 81,210	$ 74,160	$ 63,700	$ 77,920	$ 84,880
Florida	8	14	$ 64,840	$ 58,260	$ 62,440	$ 71,780	$ 65,500	$ 58,460	$ 62,440	$ 73,260
Georgia	7	12	$ 83,720	$ 67,250	$ 76,450	$ 94,000	$ 88,260	$ 74,350	$ 83,140	$ 94,540
Illinois	7	11	$ 74,010	$ 56,060	$ 75,770	$ 83,140	$ 76,740	$ 56,060	$ 80,120	$ 87,690
Minnesota	7	11	$ 81,330	$ 75,000	$ 81,150	$ 86,520	$ 82,810	$ 75,000	$ 83,250	$ 88,140
North Carolina	7	11	$ 66,350	$ 48,930	$ 56,100	$ 83,390	$ 67,790	$ 49,730	$ 56,100	$ 87,040
Ohio	7	16	$ 72,970	$ 65,000	$ 72,900	$ 80,000	$ 73,220	$ 65,280	$ 72,900	$ 80,000
Tennessee	5	7	$ 73,410	$ 70,270	$ 75,000	$ 77,170	$ 76,840	$ 73,770	$ 77,170	$ 83,880
Washington	5	9	$ 84,920	$ 69,880	$ 76,500	$ 87,780	$ 89,090	$ 72,500	$ 78,800	$ 91,190
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	7	12	$ 83,720	$ 67,250	$ 76,450	$ 94,000	$ 88,260	$ 74,350	$ 83,140	$ 94,540
Chicago-Naperville-Elgin, IL-IN-WI	7	11	$ 74,010	$ 56,060	$ 75,770	$ 83,140	$ 76,740	$ 56,060	$ 80,120	$ 87,690
Denver-Aurora-Centennial, CO	5	9	$ 75,140	$ 67,500	$ 79,930	$ 82,140	$ 75,760	$ 67,500	$ 79,930	$ 84,910
Los Angeles-Long Beach-Anaheim, CA	8	17	$ 84,030	$ 73,700	$ 78,250	$ 100,260	$ 88,440	$ 74,360	$ 79,500	$ 108,380
Minneapolis-St. Paul-Bloomington, MN-WI	7	11	$ 81,330	$ 75,000	$ 81,150	$ 86,520	$ 82,810	$ 75,000	$ 83,250	$ 88,140
New York-Newark-Jersey City, NY-NJ-PA	5	5	$ 97,210	$ 81,250	$ 90,780	$ 116,380	$ 100,120	$ 81,250	$ 95,320	$ 121,380
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	7	18	$ 72,070	$ 57,410	$ 67,030	$ 74,370	$ 74,440	$ 57,410	$ 68,030	$ 76,850
Seattle-Tacoma-Bellevue, WA	5	9	$ 84,920	$ 69,880	$ 76,500	$ 87,780	$ 89,090	$ 72,500	$ 78,800	$ 91,190

COMPENSATION SUMMARY BY POSITION

Pro Bono Manager/Coordinator

This individual is responsible for the pro bono program and its related activities such as volunteer recruitment and recognition, fundraising, public relations and outreach, developing and implementing pro bono projects, placing matters with volunteers and tracking pro bono cases.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	13	14	$ 130,710	$ 85,220	$ 101,820	$ 189,650	$ 134,950	$ 88,460	$ 104,490	$ 192,150
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	1	1	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	0	0								
10-24	1	1	*	*	*	*	*	*	*	*
25-49	3	3	*	*	*	*	*	*	*	*
50-99	3	3	*	*	*	*	*	*	*	*
100-199	4	5	*	*	*	*	*	*	*	*
200 or more	2	2	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	0	0								
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	9	9	$ 112,210	$ 79,700	$ 93,540	$ 141,350	$ 117,980	$ 86,340	$ 93,540	$ 151,400
EMPLOYEES SUPERVISED										
1-5	0	0								
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	10	10	$ 108,520	$ 76,560	$ 89,850	$ 138,530	$ 113,710	$ 82,530	$ 91,130	$ 145,550

COMPENSATION SUMMARY BY POSITION

Pro Bono Manager/Coordinator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	0	0								
1 up to 2 years	1	1	*	*	*	*	*	*	*	*
2 up to 5 years	3	3	*	*	*	*	*	*	*	*
5 up to 10 years	4	4	*	*	*	*	*	*	*	*
10 up to 15 years	0	0								
15 up to 20 years	1	1	*	*	*	*	*	*	*	*
20 years or more	1	1	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	1	1	*	*	*	*	*	*	*	*
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	2	2	*	*	*	*	*	*	*	*
MBA degree	0	0								
MA/MS/MLS degree	0	0								
JD/LLB degree	1	1	*	*	*	*	*	*	*	*
Other	2	2	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	2	2	*	*	*	*	*	*	*	*
Southern	5	5	$ 119,140	$ 70,740	$ 93,540	$ 180,350	$ 123,670	$ 75,960	$ 93,540	$ 186,430
Midwestern	2	2	*	*	*	*	*	*	*	*
North Central	2	2	*	*	*	*	*	*	*	*
Southwestern	1	1	*	*	*	*	*	*	*	*
Mountain	1	2	*	*	*	*	*	*	*	*
Pacific	1	1	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Law Clerk

This individual researches and drafts briefs, legal memoranda and other legal documents on issues relevant to clients. Can be a temporary employee who attends law school or who has not been admitted to practice in the state. Performs substantive legal functions in client matters according to established policies and procedures and under the direct supervision of attorney(s) employed in the law office. Keeps accurate time records. Maintains positive contact with clients and observes confidentiality in client and law office matters.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	59	72	$ 88,650	$ 50,740	$ 75,020	$ 114,850	$ 90,930	$ 52,880	$ 75,600	$ 116,730
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	6	12	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	12	12	$ 97,180	$ 62,180	$ 91,800	$ 112,630	$ 99,510	$ 64,770	$ 91,800	$ 124,780
10-24	14	19	$ 106,550	$ 62,400	$ 95,000	$ 155,000	$ 111,200	$ 63,600	$ 104,000	$ 170,000
25-49	15	21	$ 75,920	$ 47,610	$ 72,800	$ 87,850	$ 77,170	$ 47,610	$ 72,800	$ 89,350
50-99	6	10	*	*	*	*	*	*	*	*
100-199	2	5	*	*	*	*	*	*	*	*
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	1	1	*	*	*	*	*	*	*	*
Both exempt and nonexempt	1	1	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	47	66	$ 93,380	$ 60,000	$ 77,360	$ 121,630	$ 95,940	$ 61,870	$ 83,200	$ 133,780
EMPLOYEES SUPERVISED										
1-5	2	2	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	47	66	$ 93,380	$ 60,000	$ 77,360	$ 121,630	$ 95,940	$ 61,870	$ 83,200	$ 133,780

COMPENSATION SUMMARY BY POSITION

Law Clerk

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	29	39	$ 94,850	$ 52,000	$ 83,200	$ 150,000	$ 95,540	$ 55,580	$ 83,700	$ 150,350
1 up to 2 years	15	16	$ 111,340	$ 62,400	$ 90,350	$ 158,750	$ 112,130	$ 63,600	$ 91,850	$ 158,750
2 up to 5 years	6	6	$ 89,740	$ 61,500	$ 70,730	$ 128,750	$ 104,670	$ 67,120	$ 91,270	$ 141,250
5 up to 10 years	5	6	*	*	*	*	*	*	*	*
10 up to 15 years	0	0								
15 up to 20 years	2	2	*	*	*	*	*	*	*	*
20 years or more	0	0								
EDUCATION										
High school or equivalent (no college)	3	3	*	*	*	*	*	*	*	*
Some college (no degree)	1	2	*	*	*	*	*	*	*	*
AA degree (2 years)	1	1	*	*	*	*	*	*	*	*
BA/BS/BBA degree	29	39	$ 88,100	$ 62,400	$ 75,300	$ 115,500	$ 91,010	$ 63,600	$ 75,800	$ 131,700
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	1	1	*	*	*	*	*	*	*	*
JD/LLB degree	8	8	$ 122,850	$ 71,000	$ 117,500	$ 187,500	$ 125,640	$ 72,130	$ 121,250	$ 192,250
Other	3	3	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	5	5	$ 166,320	$ 121,800	$ 190,000	$ 199,000	$ 166,410	$ 122,030	$ 190,000	$ 199,000
Southern	11	13	$ 72,070	$ 57,110	$ 62,400	$ 78,000	$ 73,010	$ 57,860	$ 63,600	$ 78,000
Midwestern	7	10	*	*	*	*	*	*	*	*
North Central	3	5	*	*	*	*	*	*	*	*
Southwestern	5	8	*	*	*	*	*	*	*	*
Mountain	10	14	$ 76,590	$ 37,030	$ 49,670	$ 128,300	$ 78,110	$ 39,110	$ 52,550	$ 128,300
Pacific	24	29	$ 101,040	$ 74,740	$ 85,700	$ 117,750	$ 105,630	$ 74,740	$ 88,700	$ 128,350

COMPENSATION SUMMARY BY POSITION

Law Clerk

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	17	21	$ 109,410	$ 77,300	$ 85,700	$ 145,000	$ 113,160	$ 79,500	$ 88,700	$ 145,000
Florida	8	9	$ 75,330	$ 61,200	$ 62,400	$ 88,700	$ 76,480	$ 62,550	$ 63,600	$ 90,550
Washington	5	6	$ 81,430	$ 67,260	$ 74,740	$ 106,880	$ 90,100	$ 67,430	$ 89,370	$ 115,380
U.S. METROPOLITAN CITIES										
Los Angeles-Long Beach-Anaheim, CA	7	11	$ 128,780	$ 79,310	$ 107,250	$ 205,000	$ 134,040	$ 84,200	$ 113,160	$ 205,000
Sacramento-Roseville-Folsom, CA	6	6	$ 87,850	$ 77,400	$ 84,450	$ 101,250	$ 89,430	$ 77,650	$ 86,200	$ 102,500
Seattle-Tacoma-Bellevue, WA	5	6	$ 81,430	$ 67,260	$ 74,740	$ 106,880	$ 90,100	$ 67,430	$ 89,370	$ 115,380

COMPENSATION SUMMARY BY POSITION

Patent Agent

This individual provides scientific support to attorneys involved in patent litigation. Other responsibilities include reviewing and analyzing patents and technical documents as part of case preparation and filing applications and registrations. May be involved in litigating infringements and other IP matters.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	57	108	$ 165,430	$ 131,170	$ 161,490	$ 190,000	$ 173,410	$ 131,470	$ 165,000	$ 202,230
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	7	7	$ 159,180	$ 115,000	$ 130,250	$ 177,000	$ 162,990	$ 117,000	$ 132,950	$ 187,000
NUMBER OF ATTORNEYS										
Fewer than 10	4	5	*	*	*	*	*	*	*	*
10-24	20	33	$ 176,530	$ 135,270	$ 174,000	$ 204,100	$ 181,860	$ 136,270	$ 180,000	$ 218,050
25-49	15	26	$ 167,790	$ 145,560	$ 164,500	$ 180,680	$ 177,670	$ 152,310	$ 176,450	$ 195,800
50-99	8	14	*	*	*	*	*	*	*	*
100-199	5	9	*	*	*	*	*	*	*	*
200 or more	2	8	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	0	0								
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	45	82	$ 173,080	$ 143,170	$ 173,000	$ 195,000	$ 183,340	$ 143,670	$ 180,380	$ 214,600
EMPLOYEES SUPERVISED										
1-5	0	0								
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	47	90	$ 171,070	$ 140,000	$ 170,000	$ 192,540	$ 180,420	$ 141,500	$ 178,200	$ 210,230

COMPENSATION SUMMARY BY POSITION

Patent Agent

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	13	18	$ 136,830	$ 108,750	$ 130,000	$ 161,250	$ 137,960	$ 114,500	$ 130,000	$ 161,250
1 up to 2 years	11	15	$ 153,210	$ 126,120	$ 137,030	$ 177,000	$ 157,290	$ 126,120	$ 137,030	$ 186,900
2 up to 5 years	21	31	$ 166,770	$ 131,140	$ 165,000	$ 185,400	$ 172,460	$ 132,140	$ 172,000	$ 190,000
5 up to 10 years	11	12	$ 177,610	$ 154,960	$ 175,500	$ 198,750	$ 196,320	$ 161,990	$ 193,650	$ 215,480
10 up to 15 years	6	9	*	*	*	*	*	*	*	*
15 up to 20 years	2	3	*	*	*	*	*	*	*	*
20 years or more	6	7	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	3	3	*	*	*	*	*	*	*	*
Some college (no degree)	0	0								
AA degree (2 years)	1	3	*	*	*	*	*	*	*	*
BA/BS/BBA degree	10	13	$ 155,450	$ 112,500	$ 158,100	$ 187,700	$ 166,850	$ 116,750	$ 158,530	$ 219,300
MBA degree	0	0								
MA/MS/MLS degree	10	12	$ 164,330	$ 131,250	$ 163,000	$ 174,000	$ 170,820	$ 131,250	$ 167,500	$ 185,580
JD/LLB degree	2	2	*	*	*	*	*	*	*	*
Other	20	34	$ 174,390	$ 143,170	$ 178,500	$ 199,420	$ 183,940	$ 143,670	$ 182,450	$ 214,600
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	13	18	$ 155,970	$ 123,750	$ 157,500	$ 184,530	$ 160,070	$ 123,750	$ 157,500	$ 187,750
Southern	20	34	$ 163,990	$ 136,770	$ 160,000	$ 181,290	$ 171,270	$ 136,770	$ 162,500	$ 194,320
Midwestern	3	4	*	*	*	*	*	*	*	*
North Central	2	2	*	*	*	*	*	*	*	*
Southwestern	9	19	*	*	*	*	*	*	*	*
Mountain	7	14	*	*	*	*	*	*	*	*
Pacific	10	24	$ 163,150	$ 127,090	$ 168,500	$ 191,510	$ 173,720	$ 127,090	$ 183,120	$ 213,100

COMPENSATION SUMMARY BY POSITION

Patent Agent

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	9	21	$ 162,330	$ 126,120	$ 165,000	$ 192,500	$ 174,410	$ 126,120	$ 184,900	$ 227,550
Colorado	6	12	$ 174,180	$ 131,250	$ 159,050	$ 184,550	$ 180,240	$ 131,250	$ 159,050	$ 208,430
District of Columbia	5	13	$ 168,320	$ 142,750	$ 160,000	$ 178,200	$ 175,130	$ 142,750	$ 165,000	$ 193,100
New York	5	5	$ 161,470	$ 142,500	$ 162,670	$ 179,850	$ 164,170	$ 142,500	$ 166,170	$ 184,850
North Carolina	5	7	$ 182,460	$ 144,230	$ 180,060	$ 200,350	$ 202,450	$ 144,230	$ 194,130	$ 265,190
Texas	8	18	$ 185,880	$ 166,250	$ 190,050	$ 215,080	$ 198,770	$ 178,350	$ 201,850	$ 228,580
U.S. METROPOLITAN CITIES										
Denver-Aurora-Centennial, CO	6	12	$ 174,180	$ 131,250	$ 159,050	$ 184,550	$ 180,240	$ 131,250	$ 159,050	$ 208,430
Washington-Arlington-Alexandria, DC-VA-MD-WV	9	17	$ 164,520	$ 142,750	$ 160,000	$ 175,700	$ 170,540	$ 142,750	$ 165,000	$ 183,150

COMPENSATION SUMMARY BY POSITION

IP Paralegal

This individual assists attorneys with preparation, filing and prosecution of trademark and copyright applications and assists in maintaining registrations and in transferring patents, trademarks and copyrights. Performs trademark and patent screening searches. Drafts documents, compiles and analyzes data.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	93	216	$ 110,510	$ 92,000	$ 105,230	$ 127,980	$ 114,480	$ 95,860	$ 107,850	$ 135,380
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	5	6	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	5	6	*	*	*	*	*	*	*	*
10-24	14	15	$ 119,470	$ 94,700	$ 125,580	$ 135,000	$ 125,580	$ 98,080	$ 134,680	$ 142,410
25-49	21	48	*	*	*	*	*	*	*	*
50-99	15	23	$ 104,800	$ 86,200	$ 95,430	$ 128,520	$ 110,390	$ 96,160	$ 105,370	$ 134,220
100-199	11	33	$ 119,760	$ 105,480	$ 118,830	$ 139,480	$ 125,200	$ 105,480	$ 120,980	$ 150,450
200 or more	2	8	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	2	3	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	62	138	$ 113,190	$ 93,000	$ 110,120	$ 132,350	$ 117,790	$ 96,990	$ 112,800	$ 136,820
EMPLOYEES SUPERVISED										
1-5	2	3	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	61	139	$ 115,110	$ 93,000	$ 112,830	$ 136,870	$ 119,630	$ 98,080	$ 115,920	$ 140,090

COMPENSATION SUMMARY BY POSITION

IP Paralegal

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	14	22	$ 101,880	$ 84,880	$ 93,500	$ 121,250	$ 103,760	$ 85,000	$ 97,960	$ 127,470
1 up to 2 years	12	15	$ 94,830	$ 84,500	$ 96,500	$ 108,200	$ 99,300	$ 85,500	$ 96,500	$ 108,610
2 up to 5 years	20	28	$ 110,820	$ 92,800	$ 110,270	$ 131,130	$ 113,530	$ 95,990	$ 112,800	$ 135,280
5 up to 10 years	22	35	$ 107,000	$ 92,600	$ 97,320	$ 125,580	$ 112,180	$ 94,690	$ 104,790	$ 130,160
10 up to 15 years	11	15	$ 115,600	$ 94,700	$ 110,500	$ 138,470	$ 120,250	$ 98,080	$ 117,750	$ 138,470
15 up to 20 years	9	11	$ 108,020	$ 82,950	$ 105,330	$ 140,000	$ 113,050	$ 82,950	$ 106,330	$ 140,000
20 years or more	17	31	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	2	2	*	*	*	*	*	*	*	*
Some college (no degree)	2	3	*	*	*	*	*	*	*	*
AA degree (2 years)	11	16	$ 113,460	$ 96,880	$ 111,580	$ 124,570	$ 120,250	$ 105,240	$ 118,610	$ 134,960
BA/BS/BBA degree	29	59	$ 114,010	$ 92,660	$ 110,500	$ 140,000	$ 119,410	$ 96,100	$ 113,860	$ 145,200
MBA degree	0	0								
MA/MS/MLS degree	3	4	*	*	*	*	*	*	*	*
JD/LLB degree	2	2	*	*	*	*	*	*	*	*
Other	8	10	$ 109,040	$ 95,540	$ 106,640	$ 120,230	$ 115,240	$ 102,350	$ 112,980	$ 128,140
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	12	19	$ 135,040	$ 126,250	$ 135,000	$ 150,020	$ 139,110	$ 126,660	$ 141,750	$ 155,080
Southern	21	43	$ 113,220	$ 92,720	$ 109,700	$ 138,470	$ 116,890	$ 93,750	$ 110,390	$ 140,000
Midwestern	17	42	$ 97,600	$ 86,200	$ 94,660	$ 104,690	$ 99,300	$ 88,820	$ 96,590	$ 106,440
North Central	9	19	$ 96,140	$ 91,570	$ 95,430	$ 103,230	$ 100,420	$ 96,160	$ 100,130	$ 107,290
Southwestern	4	19	*	*	*	*	*	*	*	*
Mountain	15	31	*	*	*	*	*	*	*	*
Pacific	20	49	$ 116,200	$ 97,900	$ 112,830	$ 141,940	$ 121,940	$ 103,930	$ 120,380	$ 144,600

COMPENSATION SUMMARY BY POSITION

IP Paralegal

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	11	21	$ 114,880	$ 104,500	$ 109,470	$ 136,000	$ 121,990	$ 105,750	$ 117,750	$ 143,810
Colorado	8	15	$ 114,270	$ 94,690	$ 116,400	$ 135,990	$ 115,910	$ 94,690	$ 122,090	$ 136,660
Florida	7	12	$ 99,390	$ 85,000	$ 98,580	$ 112,420	$ 102,120	$ 85,000	$ 104,210	$ 114,270
Georgia	5	6	$ 118,200	$ 101,980	$ 118,040	$ 138,230	$ 128,630	$ 102,850	$ 123,280	$ 161,510
Minnesota	8	18	$ 96,390	$ 92,200	$ 97,780	$ 103,990	$ 100,610	$ 95,800	$ 100,770	$ 108,310
New York	5	9	$ 136,160	$ 123,670	$ 149,570	$ 155,600	$ 138,540	$ 127,020	$ 150,020	$ 157,350
Ohio	8	26	$ 94,750	$ 89,070	$ 93,340	$ 104,690	$ 97,160	$ 90,880	$ 96,700	$ 106,440
Washington	5	18	$ 127,710	$ 114,250	$ 132,430	$ 144,890	$ 131,710	$ 117,840	$ 138,990	$ 149,680
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	5	6	$ 118,200	$ 101,980	$ 118,040	$ 138,230	$ 128,630	$ 102,850	$ 123,280	$ 161,510
Denver-Aurora-Centennial, CO	8	15	$ 114,270	$ 94,690	$ 116,400	$ 135,990	$ 115,910	$ 94,690	$ 122,090	$ 136,660
Los Angeles-Long Beach-Anaheim, CA	8	18	$ 112,620	$ 104,820	$ 109,240	$ 127,500	$ 120,000	$ 105,940	$ 116,660	$ 137,330
Minneapolis-St. Paul-Bloomington, MN-WI	8	18	$ 96,390	$ 92,200	$ 97,780	$ 103,990	$ 100,610	$ 95,800	$ 100,770	$ 108,310
New York-Newark-Jersey City, NY-NJ-PA	5	9	$ 136,160	$ 123,670	$ 149,570	$ 155,600	$ 138,540	$ 127,020	$ 150,020	$ 157,350
Seattle-Tacoma-Bellevue, WA	5	18	$ 127,710	$ 114,250	$ 132,430	$ 144,890	$ 131,710	$ 117,840	$ 138,990	$ 149,680
Washington-Arlington-Alexandria, DC-VA-MD-WV	6	21	$ 118,820	$ 89,360	$ 115,770	$ 144,900	$ 121,400	$ 90,390	$ 120,570	$ 144,900

COMPENSATION SUMMARY BY POSITION

IP Docket Specialist

This individual assists attorneys with preparation, filing and prosecution of trademark and copyright applications. Other responsibilities include assisting in maintaining registrations and in transferring patents, trademarks and copyrights; performing trademark and patent screening searches; drafting documents; and compiling and analyzing data.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	79	176	$ 83,650	$ 73,130	$ 84,280	$ 91,950	$ 86,110	$ 74,350	$ 85,000	$ 97,090
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	4	7	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	6	6	$ 79,190	$ 65,290	$ 79,040	$ 92,050	$ 83,030	$ 66,230	$ 82,280	$ 98,540
10-24	12	18	$ 88,530	$ 80,030	$ 87,080	$ 98,360	$ 91,470	$ 81,030	$ 91,240	$ 99,370
25-49	18	40	$ 87,540	$ 76,250	$ 86,000	$ 103,040	$ 91,580	$ 79,850	$ 89,730	$ 106,170
50-99	12	20	$ 85,920	$ 70,430	$ 87,200	$ 92,810	$ 91,020	$ 74,210	$ 89,950	$ 103,950
100-199	10	23	$ 86,310	$ 76,860	$ 85,000	$ 91,800	$ 88,170	$ 79,320	$ 85,780	$ 95,000
200 or more	4	27	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	1	1	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	56	111	$ 85,140	$ 74,360	$ 85,100	$ 92,500	$ 88,710	$ 75,500	$ 89,500	$ 98,700
EMPLOYEES SUPERVISED										
1-5	0	0								
6-10	1	1	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	1	1	*	*	*	*	*	*	*	*
None	57	126	$ 85,600	$ 75,000	$ 86,100	$ 92,820	$ 88,690	$ 75,880	$ 89,730	$ 97,930

COMPENSATION SUMMARY BY POSITION

IP Docket Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	12	24	*	*	*	*	*	*	*	*
1 up to 2 years	12	17	$ 82,640	$ 75,220	$ 81,760	$ 89,750	$ 85,010	$ 76,450	$ 86,060	$ 96,900
2 up to 5 years	27	41	$ 80,710	$ 65,510	$ 79,980	$ 90,360	$ 83,610	$ 67,290	$ 82,000	$ 92,310
5 up to 10 years	21	34	$ 82,540	$ 69,940	$ 87,050	$ 91,800	$ 85,760	$ 71,230	$ 89,400	$ 95,000
10 up to 15 years	13	15	$ 95,430	$ 85,000	$ 98,040	$ 110,930	$ 100,990	$ 94,800	$ 102,000	$ 112,430
15 up to 20 years	5	6	*	*	*	*	*	*	*	*
20 years or more	5	6	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	6	10	*	*	*	*	*	*	*	*
Some college (no degree)	4	7	*	*	*	*	*	*	*	*
AA degree (2 years)	12	16	$ 94,020	$ 85,000	$ 91,450	$ 105,830	$ 95,850	$ 85,440	$ 92,700	$ 106,530
BA/BS/BBA degree	18	27	$ 80,870	$ 65,920	$ 85,540	$ 91,800	$ 84,200	$ 67,500	$ 89,500	$ 95,000
MBA degree	0	0								
MA/MS/MLS degree	1	1	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	4	7	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	12	18	$ 91,570	$ 85,000	$ 91,020	$ 99,420	$ 94,310	$ 85,000	$ 91,470	$ 104,700
Southern	19	53	*	*	*	*	*	*	*	*
Midwestern	15	35	$ 74,650	$ 64,560	$ 74,460	$ 83,990	$ 75,160	$ 65,270	$ 74,460	$ 84,280
North Central	7	16	$ 78,710	$ 69,920	$ 78,420	$ 85,640	$ 81,380	$ 71,770	$ 80,340	$ 91,890
Southwestern	9	21	*	*	*	*	*	*	*	*
Mountain	8	16	$ 79,580	$ 66,210	$ 77,340	$ 86,700	$ 80,800	$ 68,150	$ 77,370	$ 88,200
Pacific	13	24	$ 94,600	$ 89,500	$ 93,400	$ 105,290	$ 97,950	$ 90,760	$ 97,260	$ 105,990

COMPENSATION SUMMARY BY POSITION

IP Docket Specialist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	9	15	$ 99,180	$ 90,240	$ 101,100	$ 112,000	$ 102,690	$ 90,240	$ 104,860	$ 122,370
District of Columbia	7	33	$ 87,700	$ 75,000	$ 89,000	$ 96,250	$ 88,670	$ 75,000	$ 89,000	$ 97,850
Minnesota	5	13	$ 79,080	$ 68,420	$ 79,980	$ 89,570	$ 81,010	$ 70,520	$ 80,340	$ 93,410
Ohio	7	23	$ 71,580	$ 61,150	$ 73,700	$ 78,620	$ 72,190	$ 61,650	$ 73,700	$ 79,320
Texas	8	20	$ 82,220	$ 68,770	$ 85,050	$ 90,200	$ 88,260	$ 74,410	$ 90,980	$ 98,700
U.S. METROPOLITAN CITIES										
Dallas-Fort Worth-Arlington, TX	5	9	$ 81,540	$ 69,240	$ 85,100	$ 90,200	$ 90,980	$ 74,510	$ 94,800	$ 98,700
Los Angeles-Long Beach-Anaheim, CA	7	13	$ 99,020	$ 89,210	$ 101,100	$ 113,000	$ 102,730	$ 90,130	$ 104,860	$ 123,240
Minneapolis-St. Paul-Bloomington, MN-WI	5	13	$ 79,080	$ 68,420	$ 79,980	$ 89,570	$ 81,010	$ 70,520	$ 80,340	$ 93,410
Washington-Arlington-Alexandria, DC-VA-MD-WV	8	36	$ 85,640	$ 74,490	$ 87,300	$ 95,000	$ 86,860	$ 74,920	$ 88,690	$ 96,040

COMPENSATION SUMMARY BY POSITION

IP Legal Secretary

This individual provides high-level secretarial support to patent or trademark attorneys. Requires knowledge of specialized terminology and USPTO practice and procedures.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	91	237	$ 87,210	$ 74,070	$ 87,780	$ 98,890	$ 89,310	$ 74,920	$ 90,000	$ 102,390
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	10	23	$ 83,230	$ 67,500	$ 80,000	$ 95,000	$ 86,160	$ 70,000	$ 83,500	$ 96,500
NUMBER OF ATTORNEYS										
Fewer than 10	9	12	$ 84,240	$ 70,090	$ 89,150	$ 94,230	$ 87,480	$ 72,930	$ 91,220	$ 102,810
10-24	16	45	$ 96,910	$ 80,000	$ 100,550	$ 113,880	$ 99,440	$ 80,320	$ 103,700	$ 115,140
25-49	17	53	$ 85,600	$ 68,260	$ 87,500	$ 97,920	$ 87,910	$ 69,610	$ 90,000	$ 99,740
50-99	15	28	$ 81,010	$ 61,230	$ 79,030	$ 95,060	$ 84,610	$ 64,430	$ 81,100	$ 102,850
100-199	8	19	*	*	*	*	*	*	*	*
200 or more	4	15	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	0	0								
Both exempt and nonexempt	1	1	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	67	168	$ 88,770	$ 74,530	$ 89,020	$ 103,500	$ 91,650	$ 76,660	$ 91,050	$ 107,170
EMPLOYEES SUPERVISED										
1-5	0	0								
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	60	161	$ 88,100	$ 71,970	$ 88,290	$ 103,500	$ 90,810	$ 72,400	$ 91,000	$ 108,100

COMPENSATION SUMMARY BY POSITION

IP Legal Secretary

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	20	27	$ 79,450	$ 69,990	$ 80,000	$ 91,100	$ 79,990	$ 69,990	$ 80,000	$ 91,640
1 up to 2 years	26	49	$ 90,380	$ 75,730	$ 94,560	$ 107,100	$ 92,360	$ 77,100	$ 94,560	$ 111,000
2 up to 5 years	27	45	$ 79,570	$ 66,920	$ 79,910	$ 91,700	$ 82,250	$ 69,160	$ 81,440	$ 93,410
5 up to 10 years	21	39	$ 92,050	$ 79,390	$ 89,150	$ 103,600	$ 94,930	$ 79,390	$ 94,600	$ 112,230
10 up to 15 years	13	18	$ 87,320	$ 78,930	$ 86,050	$ 99,130	$ 89,490	$ 79,680	$ 86,660	$ 102,940
15 up to 20 years	10	11	$ 88,720	$ 75,600	$ 83,710	$ 106,930	$ 91,160	$ 79,300	$ 84,710	$ 113,190
20 years or more	15	17	$ 88,950	$ 80,400	$ 89,650	$ 99,220	$ 94,210	$ 87,110	$ 95,000	$ 105,530
EDUCATION										
High school or equivalent (no college)	12	22	*	*	*	*	*	*	*	*
Some college (no degree)	6	7	*	*	*	*	*	*	*	*
AA degree (2 years)	14	20	$ 89,190	$ 78,030	$ 89,150	$ 95,300	$ 94,880	$ 81,780	$ 94,300	$ 106,600
BA/BS/BBA degree	31	61	$ 83,900	$ 67,340	$ 86,320	$ 95,000	$ 86,270	$ 69,310	$ 89,750	$ 100,140
MBA degree	0	0								
MA/MS/MLS degree	3	3	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	10	18	$ 93,960	$ 81,140	$ 93,260	$ 103,700	$ 97,410	$ 82,420	$ 94,570	$ 112,880
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	19	41	$ 96,220	$ 78,880	$ 95,000	$ 113,880	$ 98,250	$ 79,350	$ 97,010	$ 115,630
Southern	27	79	$ 86,730	$ 70,850	$ 89,100	$ 99,930	$ 89,170	$ 71,850	$ 91,100	$ 102,000
Midwestern	18	53	$ 78,320	$ 71,150	$ 80,380	$ 88,350	$ 79,700	$ 71,150	$ 81,440	$ 89,260
North Central	4	12	*	*	*	*	*	*	*	*
Southwestern	7	19	*	*	*	*	*	*	*	*
Mountain	9	18	*	*	*	*	*	*	*	*
Pacific	17	38	$ 97,270	$ 83,700	$ 99,270	$ 107,100	$ 100,040	$ 87,310	$ 102,380	$ 111,130

COMPENSATION SUMMARY BY POSITION

IP Legal Secretary

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	11	19	$ 99,160	$ 90,000	$ 98,510	$ 115,000	$ 101,420	$ 90,800	$ 101,060	$ 115,000
District of Columbia	7	27	$ 96,600	$ 88,290	$ 96,620	$ 105,640	$ 98,460	$ 91,410	$ 96,880	$ 106,640
Illinois	6	9	$ 85,100	$ 65,330	$ 92,990	$ 97,820	$ 87,440	$ 65,330	$ 92,990	$ 101,640
New York	6	10	$ 97,760	$ 74,000	$ 101,590	$ 116,050	$ 99,580	$ 75,280	$ 103,840	$ 116,800
North Carolina	5	10	$ 80,600	$ 67,390	$ 87,930	$ 92,000	$ 81,430	$ 68,230	$ 88,180	$ 93,850
Ohio	7	33	$ 76,750	$ 71,150	$ 79,640	$ 86,480	$ 77,760	$ 71,150	$ 80,380	$ 87,520
Texas	5	13	$ 86,820	$ 74,880	$ 87,500	$ 94,980	$ 89,950	$ 77,380	$ 91,000	$ 96,870
U.S. METROPOLITAN CITIES										
Chicago-Naperville-Elgin, IL-IN-WI	6	9	$ 85,100	$ 65,330	$ 92,990	$ 97,820	$ 87,440	$ 65,330	$ 92,990	$ 101,640
Los Angeles-Long Beach-Anaheim, CA	5	5	$ 98,380	$ 90,000	$ 94,580	$ 108,660	$ 103,280	$ 93,300	$ 101,060	$ 114,370
New York-Newark-Jersey City, NY-NJ-PA	6	11	$ 96,020	$ 77,000	$ 101,400	$ 111,570	$ 97,060	$ 78,700	$ 102,780	$ 114,840
Washington-Arlington-Alexandria, DC-VA-MD-WV	11	45	$ 87,760	$ 67,830	$ 91,410	$ 100,870	$ 89,660	$ 68,680	$ 93,840	$ 103,650

COMPENSATION SUMMARY BY POSITION

Receptionist

This individual is responsible for reception duties. Other responsibilities may include scheduling conference rooms, ordering refreshments and/or meals for meetings and scheduling equipment repair. They may also perform light typing and other clerical responsibilities. Additionally, they perform all functions related to receiving calls, clients, vendors and deliveries and directing them to appropriate individual(s) within the firm according to established policies and procedures. Maintains contact with attorneys, staff and clients and observes confidentiality of client and firm matters.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	342	388	$ 54,090	$ 47,830	$ 53,450	$ 59,950	$ 55,640	$ 48,510	$ 54,510	$ 61,740
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	9	9	$ 56,640	$ 48,360	$ 54,220	$ 64,560	$ 58,580	$ 48,930	$ 55,900	$ 68,460
NUMBER OF ATTORNEYS										
Fewer than 10	48	49	$ 54,340	$ 47,050	$ 55,000	$ 60,150	$ 56,110	$ 47,850	$ 55,000	$ 64,930
10-24	96	99	$ 54,840	$ 48,500	$ 53,560	$ 60,610	$ 56,390	$ 49,500	$ 55,750	$ 61,930
25-49	77	80	$ 52,110	$ 45,000	$ 50,270	$ 56,180	$ 54,330	$ 46,720	$ 52,740	$ 59,600
50-99	44	46	$ 55,410	$ 48,100	$ 53,170	$ 62,570	$ 57,270	$ 50,090	$ 55,320	$ 64,550
100-199	13	14	$ 54,340	$ 47,170	$ 53,500	$ 60,690	$ 57,580	$ 47,790	$ 53,500	$ 67,280
200 or more	3	17	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	1	1	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	271	279	$ 53,530	$ 46,500	$ 52,900	$ 58,860	$ 55,490	$ 47,860	$ 54,180	$ 61,570
EMPLOYEES SUPERVISED										
1-5	1	1	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	256	277	$ 54,180	$ 47,000	$ 53,300	$ 60,310	$ 56,020	$ 48,430	$ 54,900	$ 62,370

COMPENSATION SUMMARY BY POSITION

Receptionist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	36	43	$ 52,890	$ 45,700	$ 53,500	$ 58,710	$ 53,860	$ 45,950	$ 54,000	$ 60,000
1 up to 2 years	50	57	$ 50,630	$ 43,680	$ 49,920	$ 56,440	$ 51,650	$ 45,170	$ 51,400	$ 57,120
2 up to 5 years	81	87	$ 52,740	$ 45,860	$ 52,100	$ 59,800	$ 54,400	$ 47,200	$ 53,300	$ 62,400
5 up to 10 years	40	42	$ 55,470	$ 50,270	$ 55,170	$ 60,210	$ 57,550	$ 50,970	$ 57,380	$ 62,500
10 up to 15 years	26	27	$ 56,410	$ 50,000	$ 54,500	$ 60,850	$ 58,450	$ 52,900	$ 55,810	$ 63,100
15 up to 20 years	21	25	$ 58,350	$ 52,320	$ 56,510	$ 62,900	$ 59,720	$ 52,820	$ 58,000	$ 63,520
20 years or more	39	39	$ 57,390	$ 48,130	$ 57,000	$ 66,680	$ 60,230	$ 49,770	$ 59,790	$ 67,470
EDUCATION										
High school or equivalent (no college)	77	77	$ 53,100	$ 46,990	$ 51,640	$ 60,150	$ 55,360	$ 47,660	$ 54,000	$ 63,550
Some college (no degree)	39	39	$ 50,980	$ 43,000	$ 50,610	$ 56,510	$ 53,030	$ 44,820	$ 51,770	$ 58,780
AA degree (2 years)	20	20	$ 54,470	$ 47,080	$ 54,270	$ 60,760	$ 56,380	$ 47,950	$ 57,190	$ 64,920
BA/BS/BBA degree	57	59	$ 54,160	$ 47,820	$ 54,500	$ 58,250	$ 55,910	$ 48,540	$ 55,500	$ 62,960
MBA degree	0	0								
MA/MS/MLS degree	3	3	*	*	*	*	*	*	*	*
JD/LLB degree	1	1	*	*	*	*	*	*	*	*
Other	23	23	$ 55,220	$ 45,860	$ 52,450	$ 60,610	$ 56,140	$ 46,860	$ 52,450	$ 61,930
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	29	41	$ 61,510	$ 57,910	$ 62,400	$ 64,970	$ 62,540	$ 57,910	$ 62,700	$ 67,800
Southern	133	147	$ 52,470	$ 44,310	$ 50,550	$ 58,680	$ 54,070	$ 45,440	$ 52,580	$ 61,570
Midwestern	49	60	$ 51,560	$ 47,060	$ 51,290	$ 54,270	$ 52,760	$ 47,480	$ 52,260	$ 56,060
North Central	13	14	$ 51,780	$ 46,060	$ 49,030	$ 53,060	$ 52,740	$ 47,580	$ 50,040	$ 53,120
Southwestern	46	48	$ 51,930	$ 48,000	$ 51,420	$ 56,720	$ 54,090	$ 48,550	$ 53,960	$ 58,580
Mountain	27	29	$ 54,170	$ 50,440	$ 55,020	$ 56,460	$ 55,030	$ 51,120	$ 55,020	$ 58,350
Pacific	54	58	$ 58,310	$ 52,980	$ 57,470	$ 60,530	$ 60,440	$ 54,050	$ 59,190	$ 66,090

COMPENSATION SUMMARY BY POSITION

Receptionist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Alabama	6	6	$ 41,340	$ 35,270	$ 41,830	$ 46,750	$ 44,050	$ 35,970	$ 45,890	$ 49,790
Arizona	9	9	$ 54,060	$ 50,210	$ 53,640	$ 57,070	$ 55,280	$ 51,420	$ 53,710	$ 59,660
California	38	40	$ 58,830	$ 53,330	$ 57,000	$ 64,450	$ 61,080	$ 54,540	$ 58,790	$ 67,420
Colorado	10	12	$ 54,850	$ 51,110	$ 55,120	$ 56,500	$ 55,660	$ 51,500	$ 55,510	$ 57,710
Delaware	5	5	$ 61,380	$ 53,300	$ 61,000	$ 69,650	$ 65,960	$ 53,670	$ 62,180	$ 80,130
District of Columbia	10	14	$ 65,480	$ 60,750	$ 64,130	$ 70,150	$ 67,660	$ 62,480	$ 66,900	$ 71,580
Florida	55	59	$ 50,440	$ 43,120	$ 48,320	$ 57,100	$ 51,530	$ 44,150	$ 48,750	$ 58,000
Georgia	8	8	$ 55,890	$ 49,700	$ 53,980	$ 59,560	$ 58,640	$ 50,450	$ 55,180	$ 67,870
Illinois	6	6	$ 60,010	$ 52,270	$ 55,360	$ 68,530	$ 62,370	$ 53,220	$ 60,330	$ 69,160
Indiana	5	6	$ 53,930	$ 51,480	$ 54,300	$ 57,610	$ 54,390	$ 51,590	$ 54,990	$ 58,310
Kentucky	7	9	$ 50,980	$ 47,300	$ 51,250	$ 54,400	$ 51,870	$ 47,300	$ 53,670	$ 56,570
Louisiana	5	5	$ 47,580	$ 41,290	$ 50,000	$ 52,650	$ 49,600	$ 43,110	$ 50,000	$ 55,900
Michigan	16	18	$ 48,190	$ 42,710	$ 48,880	$ 52,230	$ 49,910	$ 45,990	$ 50,660	$ 55,080
Minnesota	5	5	$ 58,190	$ 48,550	$ 52,000	$ 70,930	$ 59,580	$ 49,940	$ 52,000	$ 73,000
Mississippi	5	5	$ 44,100	$ 40,760	$ 43,000	$ 48,000	$ 46,280	$ 41,640	$ 45,500	$ 51,320
Nevada	5	5	$ 55,270	$ 51,420	$ 55,360	$ 59,080	$ 55,770	$ 52,070	$ 55,870	$ 59,430
New York	8	11	$ 65,320	$ 60,320	$ 63,000	$ 74,100	$ 67,180	$ 60,320	$ 64,870	$ 77,250
North Carolina	8	8	$ 52,200	$ 48,090	$ 53,010	$ 54,860	$ 52,760	$ 49,380	$ 53,260	$ 55,690
Ohio	18	26	$ 51,630	$ 46,760	$ 48,530	$ 54,410	$ 52,400	$ 46,850	$ 48,780	$ 55,400
Oklahoma	6	7	$ 49,450	$ 44,010	$ 48,010	$ 55,650	$ 50,680	$ 45,500	$ 49,150	$ 56,150
Pennsylvania	9	17	$ 58,780	$ 56,220	$ 59,230	$ 62,830	$ 59,180	$ 56,620	$ 59,230	$ 62,830
Tennessee	11	12	$ 49,960	$ 44,440	$ 51,050	$ 54,190	$ 50,770	$ 45,010	$ 51,800	$ 54,840
Texas	35	36	$ 53,010	$ 48,060	$ 52,000	$ 59,260	$ 55,380	$ 51,000	$ 54,350	$ 61,420
Virginia	6	6	$ 55,850	$ 46,620	$ 52,450	$ 64,170	$ 58,290	$ 48,110	$ 55,950	$ 65,920
Washington	10	12	$ 57,440	$ 50,850	$ 57,360	$ 60,300	$ 59,450	$ 52,520	$ 59,010	$ 65,070

COMPENSATION SUMMARY BY POSITION

Receptionist

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	8	8	$ 55,890	$ 49,700	$ 53,980	$ 59,560	$ 58,640	$ 50,450	$ 55,180	$ 67,870
Austin-Round Rock-San Marcos, TX	5	5	$ 54,700	$ 49,500	$ 53,000	$ 60,760	$ 58,440	$ 54,250	$ 56,580	$ 63,560
Chicago-Naperville-Elgin, IL-IN-WI	6	6	$ 60,010	$ 52,270	$ 55,360	$ 68,530	$ 62,370	$ 53,220	$ 60,330	$ 69,160
Cincinnati, OH-KY-IN	5	9	$ 53,270	$ 47,320	$ 50,970	$ 55,690	$ 54,020	$ 47,320	$ 50,970	$ 55,900
Cleveland, OH	5	7	$ 54,210	$ 47,480	$ 53,410	$ 65,000	$ 55,400	$ 47,480	$ 53,410	$ 65,000
Columbus, OH	5	6	$ 47,250	$ 44,660	$ 46,630	$ 49,320	$ 47,980	$ 45,480	$ 46,630	$ 50,090
Dallas-Fort Worth-Arlington, TX	14	14	$ 53,430	$ 47,470	$ 52,000	$ 59,750	$ 55,910	$ 50,350	$ 54,180	$ 65,690
Denver-Aurora-Centennial, CO	9	10	$ 55,680	$ 53,980	$ 55,610	$ 57,360	$ 56,660	$ 54,110	$ 56,520	$ 59,150
Detroit-Warren-Dearborn, MI	8	9	$ 47,360	$ 43,510	$ 48,500	$ 50,840	$ 48,030	$ 43,510	$ 48,880	$ 52,040
Houston-Pasadena-The Woodlands, TX	14	15	$ 52,470	$ 48,000	$ 52,170	$ 59,800	$ 54,590	$ 48,690	$ 54,520	$ 62,250
Indianapolis-Carmel-Greenwood, IN	5	6	$ 53,930	$ 51,480	$ 54,300	$ 57,610	$ 54,390	$ 51,590	$ 54,990	$ 58,310
Los Angeles-Long Beach-Anaheim, CA	17	18	$ 60,230	$ 55,190	$ 58,040	$ 65,760	$ 62,040	$ 55,810	$ 58,980	$ 68,440
Miami-Fort Lauderdale-West Palm Beach, FL	17	18	$ 52,340	$ 45,440	$ 49,600	$ 57,330	$ 53,150	$ 46,490	$ 50,440	$ 57,520
Minneapolis-St. Paul-Bloomington, MN-WI	5	5	$ 58,190	$ 48,550	$ 52,000	$ 70,930	$ 59,580	$ 49,940	$ 52,000	$ 73,000
Nashville-Davidson-Murfreesboro-Franklin, TN	5	6	$ 52,850	$ 50,000	$ 53,810	$ 55,920	$ 53,290	$ 50,090	$ 53,950	$ 56,420
New York-Newark-Jersey City, NY-NJ-PA	10	13	$ 66,370	$ 60,360	$ 64,870	$ 74,040	$ 68,400	$ 61,760	$ 66,700	$ 77,540
Orlando-Kissimmee-Sanford, FL	8	10	$ 48,820	$ 41,070	$ 45,100	$ 62,900	$ 49,540	$ 42,160	$ 45,770	$ 62,900
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	7	14	$ 60,700	$ 57,340	$ 61,970	$ 63,390	$ 62,280	$ 57,540	$ 62,290	$ 63,390
Phoenix-Mesa-Chandler, AZ	7	7	$ 55,580	$ 51,170	$ 53,710	$ 58,000	$ 56,830	$ 52,840	$ 54,440	$ 60,500
Portland-Vancouver-Hillsboro, OR-WA	5	5	$ 54,640	$ 47,660	$ 57,090	$ 60,380	$ 56,820	$ 50,220	$ 60,590	$ 61,540
Sacramento-Roseville-Folsom, CA	8	8	$ 53,740	$ 50,500	$ 55,420	$ 58,130	$ 56,880	$ 51,500	$ 57,740	$ 62,120
Seattle-Tacoma-Bellevue, WA	7	9	$ 58,770	$ 53,040	$ 58,240	$ 62,300	$ 60,740	$ 53,420	$ 59,490	$ 68,230
Tampa-St. Petersburg-Clearwater, FL	12	13	$ 49,480	$ 44,150	$ 48,000	$ 52,090	$ 50,570	$ 44,570	$ 49,100	$ 53,890
Washington-Arlington-Alexandria, DC-VA-MD-WV	14	18	$ 64,100	$ 58,990	$ 63,260	$ 70,150	$ 66,360	$ 61,390	$ 64,550	$ 71,580

COMPENSATION SUMMARY BY POSITION

Office Services Assistant/Clerk

An administrative clerk provides essential office support by managing records, incoming mail, scheduling appointments, and performing data entry. They maintain smooth operations through office equipment management, and inventory tracking.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	162	280	$ 52,940	$ 44,690	$ 51,330	$ 60,000	$ 54,740	$ 45,490	$ 52,330	$ 62,300
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	16	31	$ 56,970	$ 47,890	$ 52,800	$ 67,500	$ 59,000	$ 48,760	$ 52,800	$ 69,840
NUMBER OF ATTORNEYS										
Fewer than 10	14	15	$ 49,520	$ 39,520	$ 47,000	$ 60,000	$ 51,550	$ 42,220	$ 48,000	$ 60,000
10-24	46	55	$ 55,100	$ 46,730	$ 52,000	$ 61,980	$ 56,160	$ 47,800	$ 52,800	$ 62,560
25-49	46	76	$ 53,270	$ 43,270	$ 52,000	$ 58,090	$ 55,300	$ 45,480	$ 53,900	$ 59,930
50-99	35	77	$ 51,580	$ 44,310	$ 50,000	$ 56,470	$ 54,570	$ 45,250	$ 51,710	$ 59,600
100-199	7	22	*	*	*	*	*	*	*	*
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	2	2	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	132	218	$ 52,950	$ 43,980	$ 50,620	$ 60,000	$ 55,290	$ 45,500	$ 52,000	$ 63,790
EMPLOYEES SUPERVISED										
1-5	0	0								
6-10	1	1	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	128	211	$ 52,930	$ 44,000	$ 50,090	$ 60,000	$ 55,320	$ 45,500	$ 52,000	$ 63,750

COMPENSATION SUMMARY BY POSITION

Office Services Assistant/Clerk

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	40	51	$ 49,120	$ 41,600	$ 45,760	$ 58,240	$ 49,380	$ 41,600	$ 45,760	$ 58,240
1 up to 2 years	33	41	$ 47,500	$ 40,840	$ 45,250	$ 52,330	$ 49,290	$ 41,020	$ 47,300	$ 53,130
2 up to 5 years	46	62	$ 51,250	$ 44,740	$ 50,000	$ 53,640	$ 54,230	$ 46,590	$ 51,590	$ 57,500
5 up to 10 years	20	20	$ 58,190	$ 49,080	$ 53,500	$ 64,500	$ 60,710	$ 49,790	$ 56,310	$ 71,630
10 up to 15 years	12	15	$ 51,130	$ 43,760	$ 48,400	$ 58,000	$ 52,630	$ 44,260	$ 48,650	$ 58,000
15 up to 20 years	13	17	$ 58,670	$ 46,230	$ 57,000	$ 68,720	$ 60,520	$ 48,860	$ 59,200	$ 71,580
20 years or more	22	31	$ 59,200	$ 50,910	$ 60,000	$ 66,950	$ 62,650	$ 51,960	$ 64,190	$ 69,840
EDUCATION										
High school or equivalent (no college)	27	36	$ 52,010	$ 44,760	$ 50,620	$ 56,690	$ 54,650	$ 45,570	$ 51,860	$ 58,440
Some college (no degree)	19	22	$ 55,260	$ 41,900	$ 53,500	$ 63,480	$ 58,160	$ 42,620	$ 54,580	$ 69,820
AA degree (2 years)	13	13	$ 56,450	$ 44,420	$ 58,240	$ 67,220	$ 59,180	$ 45,120	$ 58,240	$ 71,720
BA/BS/BBA degree	26	29	$ 51,540	$ 41,570	$ 48,000	$ 60,000	$ 54,010	$ 42,520	$ 48,940	$ 66,380
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	3	3	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	20	34	$ 55,970	$ 46,730	$ 53,700	$ 65,330	$ 57,280	$ 47,110	$ 53,700	$ 65,330
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	19	41	$ 60,720	$ 51,130	$ 61,200	$ 69,500	$ 62,850	$ 51,440	$ 62,450	$ 71,000
Southern	69	108	$ 51,090	$ 42,930	$ 49,230	$ 57,020	$ 52,650	$ 43,860	$ 51,200	$ 59,910
Midwestern	20	56	$ 49,130	$ 42,900	$ 46,290	$ 52,000	$ 50,690	$ 42,900	$ 47,160	$ 54,380
North Central	11	14	$ 44,820	$ 39,000	$ 44,140	$ 47,500	$ 46,490	$ 41,250	$ 44,390	$ 49,750
Southwestern	20	34	$ 53,410	$ 45,750	$ 52,410	$ 60,930	$ 56,670	$ 48,030	$ 54,560	$ 64,450
Mountain	8	16	$ 51,770	$ 45,670	$ 50,440	$ 59,560	$ 52,060	$ 46,190	$ 50,620	$ 59,560
Pacific	31	42	$ 60,920	$ 52,020	$ 57,370	$ 68,340	$ 62,920	$ 54,080	$ 58,350	$ 72,200

COMPENSATION SUMMARY BY POSITION

Office Services Assistant/Clerk

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	26	36	$ 61,840	$ 53,530	$ 58,910	$ 72,600	$ 63,520	$ 54,230	$ 59,390	$ 72,600
District of Columbia	9	10	$ 61,050	$ 55,660	$ 61,410	$ 65,630	$ 63,620	$ 60,210	$ 64,620	$ 68,180
Florida	14	17	$ 51,280	$ 44,340	$ 52,000	$ 56,140	$ 52,780	$ 45,770	$ 52,650	$ 58,710
Georgia	6	10	$ 51,710	$ 47,200	$ 52,330	$ 52,980	$ 55,790	$ 49,200	$ 53,710	$ 64,190
Illinois	5	7	$ 54,680	$ 40,950	$ 51,220	$ 60,000	$ 56,860	$ 40,950	$ 57,600	$ 63,000
Michigan	8	22	$ 45,780	$ 39,880	$ 45,690	$ 50,000	$ 46,750	$ 40,560	$ 45,980	$ 51,580
New York	8	15	$ 63,350	$ 57,780	$ 62,210	$ 69,000	$ 67,420	$ 59,080	$ 63,460	$ 79,560
North Carolina	10	22	$ 46,000	$ 41,110	$ 44,220	$ 50,230	$ 46,490	$ 41,430	$ 44,870	$ 51,780
Tennessee	8	13	$ 51,110	$ 43,490	$ 48,760	$ 57,690	$ 52,110	$ 43,990	$ 51,660	$ 58,740
Texas	15	26	$ 52,040	$ 44,950	$ 52,010	$ 60,930	$ 55,740	$ 47,260	$ 54,980	$ 64,450
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	6	10	$ 51,710	$ 47,200	$ 52,330	$ 52,980	$ 55,790	$ 49,200	$ 53,710	$ 64,190
Chicago-Naperville-Elgin, IL-IN-WI	5	7	$ 54,680	$ 40,950	$ 51,220	$ 60,000	$ 56,860	$ 40,950	$ 57,600	$ 63,000
Dallas-Fort Worth-Arlington, TX	5	8	$ 49,340	$ 44,850	$ 49,220	$ 53,650	$ 52,040	$ 46,380	$ 52,760	$ 56,760
Houston-Pasadena-The Woodlands, TX	8	13	$ 54,110	$ 38,600	$ 60,610	$ 65,500	$ 59,510	$ 39,850	$ 61,880	$ 75,750
Los Angeles-Long Beach-Anaheim, CA	11	17	$ 66,700	$ 56,440	$ 62,400	$ 76,960	$ 68,460	$ 57,070	$ 62,400	$ 79,710
Miami-Fort Lauderdale-West Palm Beach, FL	5	6	$ 59,400	$ 52,000	$ 58,560	$ 64,820	$ 61,090	$ 52,560	$ 59,460	$ 69,580
New York-Newark-Jersey City, NY-NJ-PA	9	18	$ 65,200	$ 61,060	$ 62,300	$ 69,700	$ 68,590	$ 62,250	$ 66,240	$ 73,730
Sacramento-Roseville-Folsom, CA	6	9	$ 57,300	$ 50,000	$ 53,500	$ 67,500	$ 59,670	$ 51,500	$ 55,000	$ 70,900
San Francisco-Oakland-Fremont, CA	5	5	$ 58,310	$ 51,140	$ 60,320	$ 64,480	$ 59,120	$ 51,890	$ 60,320	$ 65,750
Washington-Arlington-Alexandria, DC-VA-MD-WV	11	13	$ 60,870	$ 54,770	$ 60,090	$ 66,250	$ 63,060	$ 58,590	$ 64,230	$ 69,350

COMPENSATION SUMMARY BY POSITION

Professional Development Administrator/Education Coordinator

A law firm education coordinator (or Learning & Development/CLE Coordinator) manages internal training programs, attorney Continuing Legal Education (CLE) compliance, and professional development initiatives. Key duties include scheduling training, managing accreditation, maintaining learning management systems (LMS), and coordinating onboarding for new associates.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	16	19	$ 96,180	$ 76,880	$ 90,000	$ 117,470	$ 101,140	$ 80,000	$ 101,580	$ 125,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	0	0								
NUMBER OF ATTORNEYS										
Fewer than 10	1	1	*	*	*	*	*	*	*	*
10-24	2	2	*	*	*	*	*	*	*	*
25-49	5	7	*	*	*	*	*	*	*	*
50-99	2	2	*	*	*	*	*	*	*	*
100-199	6	7	*	*	*	*	*	*	*	*
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	3	3	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	12	14	$ 90,490	$ 76,780	$ 86,060	$ 104,010	$ 95,910	$ 79,900	$ 92,060	$ 112,800
EMPLOYEES SUPERVISED										
1-5	2	2	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	13	15	$ 93,290	$ 76,880	$ 87,500	$ 107,040	$ 99,010	$ 80,000	$ 97,500	$ 113,570

COMPENSATION SUMMARY BY POSITION

Professional Development Administrator/Education Coordinator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	2	2	*	*	*	*	*	*	*	*
1 up to 2 years	3	3	*	*	*	*	*	*	*	*
2 up to 5 years	7	9	$ 91,700	$ 77,060	$ 87,500	$ 105,020	$ 98,250	$ 80,310	$ 101,580	$ 113,060
5 up to 10 years	1	1	*	*	*	*	*	*	*	*
10 up to 15 years	1	1	*	*	*	*	*	*	*	*
15 up to 20 years	0	0								
20 years or more	1	1	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	1	1	*	*	*	*	*	*	*	*
Some college (no degree)	0	0								
AA degree (2 years)	3	3	*	*	*	*	*	*	*	*
BA/BS/BBA degree	4	5	*	*	*	*	*	*	*	*
MBA degree	0	0								
MA/MS/MLS degree	0	0								
JD/LLB degree	2	2	*	*	*	*	*	*	*	*
Other	0	0								
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	1	1	*	*	*	*	*	*	*	*
Southern	4	7	*	*	*	*	*	*	*	*
Midwestern	3	3	*	*	*	*	*	*	*	*
North Central	1	1	*	*	*	*	*	*	*	*
Southwestern	1	1	*	*	*	*	*	*	*	*
Mountain	1	1	*	*	*	*	*	*	*	*
Pacific	5	5	$ 99,830	$ 76,690	$ 80,000	$ 132,890	$ 103,900	$ 79,800	$ 83,880	$ 138,020

COMPENSATION SUMMARY BY POSITION

Operations Manager

An Operations Manager ensures a business operates efficiently and profitably by managing daily activities, optimizing processes, and overseeing resources. Key duties include implementing policies, managing budgets, enhancing productivity, and supervising staff to meet company goals. They bridge the gap between high-level strategy and daily execution

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	29	33	$ 140,900	$ 84,920	$ 122,500	$ 190,130	$ 149,700	$ 88,080	$ 132,500	$ 199,330
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	0	0								
NUMBER OF ATTORNEYS										
Fewer than 10	0	0								
10-24	5	5	$ 184,910	$ 121,800	$ 211,440	$ 234,750	$ 198,710	$ 130,800	$ 231,440	$ 250,250
25-49	12	16	$ 133,040	$ 94,350	$ 118,750	$ 178,100	$ 142,260	$ 107,190	$ 126,250	$ 192,480
50-99	8	8	$ 136,990	$ 63,250	$ 118,450	$ 218,700	$ 144,380	$ 65,810	$ 125,950	$ 230,700
100-199	2	2	*	*	*	*	*	*	*	*
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	2	2	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	16	16	$ 150,830	$ 77,550	$ 157,900	$ 214,110	$ 160,740	$ 86,850	$ 170,400	$ 227,330
Both exempt and nonexempt	6	6	$ 169,710	$ 98,260	$ 178,600	$ 233,300	$ 182,990	$ 107,690	$ 192,350	$ 250,180
No consistent supervisory responsibility	5	5	$ 111,580	$ 90,000	$ 120,000	$ 128,950	$ 117,800	$ 95,550	$ 120,000	$ 138,950
EMPLOYEES SUPERVISED										
1-5	9	9	$ 112,080	$ 67,000	$ 102,000	$ 143,150	$ 119,290	$ 72,600	$ 105,000	$ 153,650
6-10	6	6	$ 134,580	$ 74,030	$ 137,900	$ 188,010	$ 145,170	$ 79,150	$ 148,150	$ 204,260
11-25	5	5	$ 171,200	$ 131,800	$ 185,400	$ 203,500	$ 181,090	$ 149,030	$ 192,000	$ 207,700
26-50	4	4	*	*	*	*	*	*	*	*
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	5	5	$ 111,580	$ 90,000	$ 120,000	$ 128,950	$ 117,800	$ 95,550	$ 120,000	$ 138,950

COMPENSATION SUMMARY BY POSITION

Operations Manager

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	5	5	$ 151,360	$ 89,500	$ 170,800	$ 203,500	$ 154,480	$ 92,300	$ 180,800	$ 203,500
1 up to 2 years	2	2	*	*	*	*	*	*	*	*
2 up to 5 years	6	6	$ 172,750	$ 126,950	$ 178,600	$ 229,180	$ 186,500	$ 140,200	$ 192,350	$ 245,180
5 up to 10 years	5	6	*	*	*	*	*	*	*	*
10 up to 15 years	4	5	*	*	*	*	*	*	*	*
15 up to 20 years	2	2	*	*	*	*	*	*	*	*
20 years or more	4	4	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	1	1	*	*	*	*	*	*	*	*
Some college (no degree)	3	3	*	*	*	*	*	*	*	*
AA degree (2 years)	2	2	*	*	*	*	*	*	*	*
BA/BS/BBA degree	10	13	*	*	*	*	*	*	*	*
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	1	1	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	3	3	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	4	4	*	*	*	*	*	*	*	*
Southern	15	19	$ 137,390	$ 78,040	$ 122,500	$ 188,250	$ 147,480	$ 84,250	$ 132,500	$ 198,250
Midwestern	1	1	*	*	*	*	*	*	*	*
North Central	1	1	*	*	*	*	*	*	*	*
Southwestern	1	1	*	*	*	*	*	*	*	*
Mountain	3	3	*	*	*	*	*	*	*	*
Pacific	4	4	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Facilities Coordinator

A Facilities Coordinator ensures safe, efficient, and well-maintained building operations by managing daily maintenance, vendor contracts, safety protocols, and office supplies. They act as the primary contact for repairs, overseeing HVAC, electrical, and security systems while managing vendor relationships, budgets, and space planning to support business operations.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	53	61	$ 64,290	$ 50,320	$ 63,000	$ 75,210	$ 67,260	$ 52,230	$ 64,800	$ 79,340
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	0	0								
NUMBER OF ATTORNEYS										
Fewer than 10	2	2	*	*	*	*	*	*	*	*
10-24	11	11	$ 63,740	$ 55,390	$ 64,270	$ 71,380	$ 65,200	$ 56,990	$ 66,000	$ 71,380
25-49	17	20	$ 64,050	$ 50,160	$ 59,390	$ 79,540	$ 66,740	$ 52,200	$ 62,680	$ 81,540
50-99	13	14	$ 70,620	$ 57,230	$ 72,500	$ 77,380	$ 75,440	$ 60,010	$ 72,900	$ 85,880
100-199	5	8	$ 57,910	$ 48,000	$ 59,430	$ 65,100	$ 62,630	$ 49,940	$ 64,740	$ 77,680
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	3	3	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	38	42	$ 59,660	$ 45,790	$ 58,980	$ 70,560	$ 62,790	$ 47,170	$ 61,820	$ 75,300
EMPLOYEES SUPERVISED										
1-5	3	3	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	38	42	$ 59,430	$ 45,790	$ 58,980	$ 70,560	$ 62,580	$ 47,170	$ 61,820	$ 75,300

COMPENSATION SUMMARY BY POSITION

Facilities Coordinator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	7	7	$ 62,990	$ 42,000	$ 70,000	$ 75,000	$ 64,760	$ 42,000	$ 72,000	$ 76,200
1 up to 2 years	1	1	*	*	*	*	*	*	*	*
2 up to 5 years	10	10	$ 54,350	$ 46,380	$ 55,940	$ 60,750	$ 56,170	$ 47,050	$ 58,510	$ 62,340
5 up to 10 years	5	5	$ 51,530	$ 44,370	$ 48,010	$ 60,440	$ 53,650	$ 45,900	$ 51,250	$ 62,600
10 up to 15 years	7	7	$ 55,130	$ 45,140	$ 46,310	$ 64,570	$ 59,320	$ 46,480	$ 47,910	$ 69,440
15 up to 20 years	3	3	*	*	*	*	*	*	*	*
20 years or more	8	9	$ 65,070	$ 46,610	$ 61,230	$ 86,230	$ 70,120	$ 48,110	$ 61,630	$ 90,870
EDUCATION										
High school or equivalent (no college)	13	13	$ 51,950	$ 41,160	$ 44,990	$ 56,840	$ 54,920	$ 42,060	$ 46,790	$ 58,510
Some college (no degree)	4	4	*	*	*	*	*	*	*	*
AA degree (2 years)	3	3	*	*	*	*	*	*	*	*
BA/BS/BBA degree	5	5	$ 72,830	$ 65,750	$ 75,410	$ 78,630	$ 78,190	$ 67,950	$ 78,250	$ 88,410
MBA degree	0	0								
MA/MS/MLS degree	3	3	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	3	3	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	4	5	*	*	*	*	*	*	*	*
Southern	26	29	$ 60,780	$ 45,570	$ 56,500	$ 73,940	$ 63,800	$ 47,050	$ 61,630	$ 79,340
Midwestern	2	4	*	*	*	*	*	*	*	*
North Central	4	4	*	*	*	*	*	*	*	*
Southwestern	6	7	*	*	*	*	*	*	*	*
Mountain	3	4	*	*	*	*	*	*	*	*
Pacific	8	8	$ 73,160	$ 65,840	$ 73,640	$ 75,310	$ 75,170	$ 69,740	$ 73,640	$ 81,570

COMPENSATION SUMMARY BY POSITION

Facilities Coordinator

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	7	7	$ 72,900	$ 64,570	$ 72,280	$ 75,410	$ 75,190	$ 69,440	$ 72,280	$ 83,360
North Carolina	5	5	$ 67,940	$ 46,630	$ 61,230	$ 92,600	$ 70,620	$ 46,630	$ 61,630	$ 99,100

COMPENSATION SUMMARY BY POSITION

Administrative Assistant

An Administrative Assistant ensures smooth office operations by managing daily clerical tasks, scheduling, correspondence, and record-keeping. Key responsibilities include answering calls, maintaining calendars, organizing files, preparing documents, and supporting staff, requiring strong organizational and communication skills Often similar duties to a Legal Secretary without legal knowledge

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	94	181	$ 67,380	$ 53,920	$ 65,000	$ 78,140	$ 69,640	$ 54,750	$ 66,500	$ 83,660
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	5	9	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	20	31	$ 59,850	$ 50,020	$ 56,300	$ 67,270	$ 62,600	$ 50,640	$ 59,200	$ 69,000
10-24	16	40	*	*	*	*	*	*	*	*
25-49	24	34	$ 62,340	$ 50,770	$ 61,370	$ 73,000	$ 64,280	$ 51,120	$ 61,620	$ 78,220
50-99	21	47	$ 62,150	$ 49,440	$ 61,250	$ 74,000	$ 66,550	$ 50,760	$ 65,000	$ 83,530
100-199	6	21	*	*	*	*	*	*	*	*
200 or more	1	1	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	1	1	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	79	140	$ 62,720	$ 52,000	$ 60,050	$ 73,000	$ 66,320	$ 52,580	$ 63,380	$ 78,230
EMPLOYEES SUPERVISED										
1-5	1	1	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	76	136	$ 62,650	$ 51,810	$ 60,310	$ 73,000	$ 66,300	$ 52,060	$ 63,880	$ 78,230

COMPENSATION SUMMARY BY POSITION

Administrative Assistant

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	22	28	$ 57,780	$ 41,700	$ 56,000	$ 70,670	$ 60,340	$ 41,700	$ 58,540	$ 73,920
1 up to 2 years	32	37	$ 58,170	$ 50,010	$ 55,830	$ 66,950	$ 61,190	$ 50,410	$ 56,890	$ 70,170
2 up to 5 years	30	39	$ 65,960	$ 55,640	$ 65,730	$ 74,000	$ 71,360	$ 57,470	$ 71,440	$ 86,010
5 up to 10 years	14	16	$ 63,130	$ 51,190	$ 60,500	$ 75,260	$ 65,840	$ 52,220	$ 61,500	$ 80,530
10 up to 15 years	6	6	$ 61,470	$ 48,680	$ 58,340	$ 73,750	$ 65,880	$ 50,290	$ 59,900	$ 84,220
15 up to 20 years	2	2	*	*	*	*	*	*	*	*
20 years or more	9	11	$ 70,290	$ 57,330	$ 72,800	$ 84,040	$ 70,870	$ 58,830	$ 74,300	$ 84,390
EDUCATION										
High school or equivalent (no college)	20	23	$ 65,240	$ 54,080	$ 64,000	$ 75,000	$ 69,890	$ 56,590	$ 71,440	$ 78,000
Some college (no degree)	16	21	$ 62,300	$ 54,540	$ 60,490	$ 74,000	$ 66,950	$ 56,040	$ 64,920	$ 83,260
AA degree (2 years)	11	13	$ 66,830	$ 53,570	$ 65,000	$ 78,670	$ 69,460	$ 53,700	$ 65,000	$ 86,320
BA/BS/BBA degree	36	52	$ 61,950	$ 52,500	$ 61,120	$ 70,750	$ 65,780	$ 54,250	$ 62,080	$ 76,520
MBA degree	0	0								
MA/MS/MLS degree	3	3	*	*	*	*	*	*	*	*
JD/LLB degree	1	1	*	*	*	*	*	*	*	*
Other	4	5	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	9	13	*	*	*	*	*	*	*	*
Southern	31	75	*	*	*	*	*	*	*	*
Midwestern	15	23	$ 70,390	$ 55,000	$ 64,000	$ 85,000	$ 74,790	$ 56,230	$ 64,310	$ 94,480
North Central	5	12	*	*	*	*	*	*	*	*
Southwestern	10	18	*	*	*	*	*	*	*	*
Mountain	6	15	*	*	*	*	*	*	*	*
Pacific	23	34	$ 67,570	$ 57,120	$ 68,040	$ 73,500	$ 70,680	$ 59,620	$ 70,060	$ 76,690

COMPENSATION SUMMARY BY POSITION

Administrative Assistant

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	17	23	$ 67,970	$ 57,120	$ 67,270	$ 76,000	$ 71,660	$ 59,620	$ 67,270	$ 81,950
District of Columbia	7	26	$ 85,510	$ 72,470	$ 78,810	$ 100,280	$ 86,070	$ 74,720	$ 79,250	$ 100,280
Florida	9	16	$ 51,820	$ 39,890	$ 49,850	$ 56,120	$ 52,940	$ 40,470	$ 50,460	$ 57,500
Michigan	5	9	$ 63,370	$ 54,500	$ 55,830	$ 70,350	$ 65,010	$ 55,100	$ 56,230	$ 72,660
New York	5	8	$ 75,350	$ 68,000	$ 73,500	$ 82,250	$ 82,680	$ 71,260	$ 86,280	$ 90,680
North Carolina	6	22	$ 46,940	$ 41,630	$ 46,430	$ 50,620	$ 47,540	$ 41,630	$ 46,600	$ 51,570
Texas	9	16	$ 64,000	$ 56,000	$ 64,500	$ 69,880	$ 70,400	$ 58,820	$ 71,850	$ 80,270
U.S. METROPOLITAN CITIES										
Los Angeles-Long Beach-Anaheim, CA	5	8	$ 68,010	$ 57,840	$ 69,400	$ 75,000	$ 76,510	$ 59,720	$ 74,870	$ 85,920
New York-Newark-Jersey City, NY-NJ-PA	5	8	$ 75,190	$ 67,840	$ 73,500	$ 82,250	$ 82,270	$ 71,260	$ 86,280	$ 90,680
Sacramento-Roseville-Folsom, CA	6	7	$ 59,390	$ 54,080	$ 60,120	$ 65,000	$ 60,370	$ 56,080	$ 62,120	$ 65,000
Washington-Arlington-Alexandria, DC-VA-MD-WV	9	28	$ 84,190	$ 71,420	$ 78,810	$ 98,750	$ 84,730	$ 74,170	$ 79,250	$ 98,750

COMPENSATION SUMMARY BY POSITION

Marketing Specialist/Business Development

Oversees the process of finding and developing new business opportunities for an organization.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	8	9	$ 77,210	$ 54,500	$ 77,500	$ 96,630	$ 81,050	$ 55,250	$ 80,000	$ 103,210
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	0	0								
NUMBER OF ATTORNEYS										
Fewer than 10	2	2	*	*	*	*	*	*	*	*
10-24	2	2	*	*	*	*	*	*	*	*
25-49	0	0								
50-99	3	4	*	*	*	*	*	*	*	*
100-199	1	1	*	*	*	*	*	*	*	*
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	0	0								
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	8	9	$ 77,210	$ 54,500	$ 77,500	$ 96,630	$ 81,050	$ 55,250	$ 80,000	$ 103,210
EMPLOYEES SUPERVISED										
1-5	0	0								
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	8	9	$ 77,210	$ 54,500	$ 77,500	$ 96,630	$ 81,050	$ 55,250	$ 80,000	$ 103,210

COMPENSATION SUMMARY BY POSITION

Marketing Specialist/Business Development

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	0	0								
1 up to 2 years	1	1	*	*	*	*	*	*	*	*
2 up to 5 years	3	4	*	*	*	*	*	*	*	*
5 up to 10 years	1	1	*	*	*	*	*	*	*	*
10 up to 15 years	0	0								
15 up to 20 years	1	1	*	*	*	*	*	*	*	*
20 years or more	0	0								
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	3	3	*	*	*	*	*	*	*	*
MBA degree	0	0								
MA/MS/MLS degree	1	1	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	1	1	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	1	1	*	*	*	*	*	*	*	*
Southern	4	4	*	*	*	*	*	*	*	*
Midwestern	1	1	*	*	*	*	*	*	*	*
North Central	0	0								
Southwestern	0	0								
Mountain	0	0								
Pacific	2	3	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Copy Clerk

A copy clerk processes documents and prepares rooms for meetings or seminars. The copy clerk sorts and distributes mail and faxes and makes copies of documents. They operate and maintain the copier and fax machines and pick up and deliver parcels and mail to clients. They record and log information concerning incoming and outgoing mail and packages.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	77	120	$ 51,460	$ 45,000	$ 49,680	$ 54,470	$ 53,160	$ 45,770	$ 51,100	$ 58,350
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	3	3	*	*	*	*	*	*	*	*
NUMBER OF ATTORNEYS										
Fewer than 10	4	4	*	*	*	*	*	*	*	*
10-24	18	22	$ 54,510	$ 43,880	$ 51,150	$ 68,390	$ 56,690	$ 44,200	$ 52,500	$ 72,820
25-49	18	20	$ 50,760	$ 44,160	$ 51,150	$ 54,040	$ 53,430	$ 45,230	$ 53,520	$ 57,810
50-99	14	17	$ 51,750	$ 47,690	$ 50,010	$ 55,150	$ 53,910	$ 47,880	$ 53,250	$ 59,100
100-199	5	9	*	*	*	*	*	*	*	*
200 or more	1	4	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	2	2	*	*	*	*	*	*	*	*
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	59	87	$ 50,560	$ 43,680	$ 48,750	$ 54,110	$ 52,240	$ 44,230	$ 50,500	$ 56,970
EMPLOYEES SUPERVISED										
1-5	2	2	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	58	84	$ 49,860	$ 43,330	$ 48,290	$ 53,910	$ 51,590	$ 44,200	$ 50,260	$ 56,570

COMPENSATION SUMMARY BY POSITION

Copy Clerk

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	8	10	*	*	*	*	*	*	*	*
1 up to 2 years	9	17	$ 53,430	$ 46,460	$ 49,920	$ 61,530	$ 56,340	$ 49,050	$ 53,740	$ 64,960
2 up to 5 years	16	20	$ 46,760	$ 41,000	$ 45,000	$ 52,520	$ 47,670	$ 41,000	$ 45,680	$ 53,710
5 up to 10 years	11	13	$ 51,790	$ 45,270	$ 52,530	$ 57,570	$ 52,510	$ 45,910	$ 52,530	$ 58,940
10 up to 15 years	4	4	*	*	*	*	*	*	*	*
15 up to 20 years	5	5	$ 51,790	$ 44,870	$ 51,500	$ 58,860	$ 54,380	$ 46,140	$ 53,250	$ 63,190
20 years or more	16	19	$ 53,750	$ 46,800	$ 51,500	$ 61,500	$ 57,800	$ 48,460	$ 54,230	$ 68,100
EDUCATION										
High school or equivalent (no college)	20	23	$ 49,640	$ 45,000	$ 47,040	$ 53,500	$ 53,060	$ 47,160	$ 51,760	$ 58,500
Some college (no degree)	5	5	$ 55,750	$ 42,270	$ 51,500	$ 71,350	$ 59,360	$ 43,140	$ 53,250	$ 78,630
AA degree (2 years)	3	4	*	*	*	*	*	*	*	*
BA/BS/BBA degree	9	9	$ 52,400	$ 40,700	$ 52,000	$ 63,500	$ 54,810	$ 41,240	$ 54,000	$ 66,090
MBA degree	0	0								
MA/MS/MLS degree	1	1	*	*	*	*	*	*	*	*
JD/LLB degree	0	0								
Other	19	34	$ 51,120	$ 41,780	$ 50,430	$ 55,000	$ 51,670	$ 41,780	$ 50,810	$ 56,510
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	3	8	*	*	*	*	*	*	*	*
Southern	40	49	$ 49,660	$ 42,710	$ 47,040	$ 53,320	$ 51,010	$ 43,060	$ 48,460	$ 54,510
Midwestern	10	15	*	*	*	*	*	*	*	*
North Central	3	8	*	*	*	*	*	*	*	*
Southwestern	9	14	*	*	*	*	*	*	*	*
Mountain	4	5	*	*	*	*	*	*	*	*
Pacific	11	24	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Copy Clerk

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Florida	23	32	$ 47,970	$ 42,010	$ 45,000	$ 51,700	$ 48,630	$ 42,610	$ 45,690	$ 53,620
Ohio	5	6	$ 47,380	$ 42,880	$ 47,950	$ 51,920	$ 48,370	$ 43,070	$ 47,950	$ 54,100
Texas	8	12	$ 51,080	$ 46,800	$ 47,860	$ 56,500	$ 54,700	$ 47,790	$ 51,850	$ 59,630
U.S. METROPOLITAN CITIES										
Miami-Fort Lauderdale-West Palm Beach, FL	7	14	$ 49,040	$ 41,710	$ 43,450	$ 54,380	$ 49,410	$ 41,760	$ 43,450	$ 54,380
Orlando-Kissimmee-Sanford, FL	6	8	$ 47,090	$ 41,680	$ 46,030	$ 50,690	$ 47,900	$ 41,680	$ 46,980	$ 52,730

COMPENSATION SUMMARY BY POSITION

Messenger

This individual collects, sorts and delivers mail; office documents; and light supplies and materials. Other responsibilities include sorting and shelving books and other library materials; acting as an attendant checking library materials at exits; performing routine, repetitive clerical tasks, including the operation of simple office machines; and doing relief receptionist work. May be required to lift large, moderately heavy boxes and related work.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	34	54	$ 40,650	$ 33,280	$ 40,560	$ 50,370	$ 41,910	$ 33,710	$ 40,810	$ 51,350
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	0	0								
NUMBER OF ATTORNEYS										
Fewer than 10	6	6	$ 50,230	$ 39,830	$ 49,770	$ 63,760	$ 53,490	$ 40,330	$ 51,570	$ 71,260
10-24	7	9	$ 44,880	$ 35,460	$ 44,500	$ 54,500	$ 46,290	$ 35,840	$ 50,200	$ 55,380
25-49	13	25	$ 34,630	$ 26,240	$ 36,520	$ 42,330	$ 35,550	$ 26,240	$ 36,820	$ 42,730
50-99	6	9	*	*	*	*	*	*	*	*
100-199	0	0								
200 or more	1	1	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	0	0								
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	29	41	$ 41,730	$ 33,280	$ 43,000	$ 52,490	$ 43,230	$ 33,390	$ 43,500	$ 53,610
EMPLOYEES SUPERVISED										
1-5	0	0								
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	27	39	$ 40,600	$ 33,280	$ 42,850	$ 52,000	$ 41,790	$ 33,280	$ 43,000	$ 52,890

COMPENSATION SUMMARY BY POSITION

Messenger

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	5	11	*	*	*	*	*	*	*	*
1 up to 2 years	3	3	*	*	*	*	*	*	*	*
2 up to 5 years	3	3	*	*	*	*	*	*	*	*
5 up to 10 years	6	6	$ 47,940	$ 37,080	$ 48,270	$ 57,190	$ 50,400	$ 38,830	$ 49,380	$ 59,850
10 up to 15 years	5	5	$ 51,480	$ 47,420	$ 51,600	$ 55,480	$ 54,470	$ 49,590	$ 54,970	$ 59,090
15 up to 20 years	3	4	*	*	*	*	*	*	*	*
20 years or more	5	5	$ 50,350	$ 46,020	$ 52,520	$ 53,610	$ 52,210	$ 49,920	$ 52,520	$ 54,360
EDUCATION										
High school or equivalent (no college)	16	18	$ 46,160	$ 35,970	$ 45,250	$ 52,890	$ 48,840	$ 36,750	$ 50,020	$ 55,430
Some college (no degree)	6	12	*	*	*	*	*	*	*	*
AA degree (2 years)	2	2	*	*	*	*	*	*	*	*
BA/BS/BBA degree	3	3	*	*	*	*	*	*	*	*
MBA degree	0	0								
MA/MS/MLS degree	0	0								
JD/LLB degree	0	0								
Other	0	0								
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	0	0								
Southern	15	19	$ 42,330	$ 33,280	$ 44,100	$ 52,000	$ 44,010	$ 33,710	$ 44,660	$ 53,500
Midwestern	5	9	*	*	*	*	*	*	*	*
North Central	2	5	*	*	*	*	*	*	*	*
Southwestern	11	20	$ 41,300	$ 36,660	$ 39,960	$ 44,130	$ 42,840	$ 36,660	$ 40,330	$ 48,530
Mountain	0	0								
Pacific	1	1	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Messenger

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Florida	5	7	$ 40,310	$ 33,280	$ 33,280	$ 54,040	$ 41,460	$ 33,500	$ 33,710	$ 56,040
Texas	6	6	$ 49,720	$ 39,370	$ 48,050	$ 63,760	$ 54,310	$ 40,680	$ 53,450	$ 71,260

COMPENSATION SUMMARY BY POSITION

Equity Partners/Owners

In addition to being involved in the practice of law, this individual assists in developing organizational and business goals. They also participate in meetings of the firm's governing body. Additional responsibilities include developing strategic business plans and administrative policies and directing a supervisory staff that is responsible for carrying out the firm's day-to-day operations. Reports to managing partner/management/executive/policy committee.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	214	961	$ 544,670	$ 221,250	$ 310,000	$ 723,910	$ 652,610	$ 293,750	$ 468,670	$ 856,260
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	34	217	$ 356,270	$ 275,960	$ 317,040	$ 403,740	$ 719,310	$ 496,230	$ 608,940	$ 851,970
NUMBER OF ATTORNEYS										
Fewer than 10	93	151	$ 374,470	$ 230,000	$ 285,000	$ 400,000	$ 507,720	$ 265,000	$ 400,000	$ 600,000
10-24	65	222	$ 417,610	$ 224,250	$ 300,000	$ 415,000	$ 573,500	$ 325,000	$ 458,250	$ 629,750
25-49	45	294	$ 312,770	$ 217,490	$ 275,000	$ 370,150	$ 514,100	$ 292,160	$ 425,000	$ 615,750
50-99	20	267	$ 593,500	$ 217,500	$ 326,250	$ 898,640	$ 815,940	$ 378,970	$ 679,540	#########
100-199	8	169	*	*	*	*	*	*	*	*
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	56	232	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	36	107	$ 272,560	$ 180,000	$ 235,000	$ 335,000	$ 556,650	$ 328,000	$ 413,670	$ 668,670
Both exempt and nonexempt	88	224	$ 318,080	$ 210,000	$ 275,000	$ 360,000	$ 489,710	$ 275,000	$ 387,520	$ 570,000
No consistent supervisory responsibility	85	474	$ 622,780	$ 247,230	$ 360,000	$ 898,640	$ 787,770	$ 419,090	$ 619,330	$ 998,490
EMPLOYEES SUPERVISED										
1-5	96	320	$ 433,880	$ 218,130	$ 289,380	$ 500,000	$ 619,900	$ 332,550	$ 476,390	$ 784,810
6-10	47	94	*	*	*	*	*	*	*	*
11-25	21	38	$ 324,560	$ 255,000	$ 289,490	$ 346,880	$ 502,710	$ 258,750	$ 341,380	$ 828,900
26-50	17	48	$ 323,880	$ 222,140	$ 283,300	$ 343,730	$ 560,400	$ 232,500	$ 408,890	$ 634,130
51-100	8	31	*	*	*	*	*	*	*	*
101-250	3	13	*	*	*	*	*	*	*	*
More than 250	2	2	*	*	*	*	*	*	*	*
None	81	468	$ 628,450	$ 253,150	$ 363,500	$ 898,640	$ 794,300	$ 420,830	$ 636,960	$ 998,490

COMPENSATION SUMMARY BY POSITION

Equity Partners/Owners

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	18	33	$ 488,160	$ 220,000	$ 315,090	$ 694,780	$ 498,380	$ 235,000	$ 315,290	$ 694,780
1 up to 2 years	21	34	$ 622,830	$ 240,380	$ 448,250	$ 961,050	$ 648,260	$ 303,750	$ 463,080	$ 961,050
2 up to 5 years	44	122	$ 692,370	$ 250,000	$ 393,040	$ 948,570	$ 767,470	$ 314,560	$ 600,000	$ 961,050
5 up to 10 years	59	130	$ 685,460	$ 222,710	$ 316,250	$ 961,050	$ 807,070	$ 255,870	$ 521,770	#########
10 up to 15 years	71	152	$ 431,730	$ 222,190	$ 314,620	$ 496,350	$ 587,700	$ 330,240	$ 500,000	$ 737,080
15 up to 20 years	71	155	$ 360,640	$ 210,000	$ 265,000	$ 400,000	$ 598,870	$ 357,420	$ 517,000	$ 784,220
20 years or more	115	378	$ 455,350	$ 238,750	$ 310,630	$ 490,290	$ 680,060	$ 345,520	$ 522,180	$ 859,770
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	1	2	*	*	*	*	*	*	*	*
AA degree (2 years)	1	2	*	*	*	*	*	*	*	*
BA/BS/BBA degree	7	80	*	*	*	*	*	*	*	*
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	1	1	*	*	*	*	*	*	*	*
JD/LLB degree	204	928	$ 467,330	$ 222,310	$ 300,000	$ 440,000	$ 644,450	$ 315,090	$ 488,770	$ 828,660
Other	9	15	*	*	*	*	*	*	*	*
CLM Certified	2	2	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	23	58	*	*	*	*	*	*	*	*
Southern	113	502	$ 380,790	$ 235,000	$ 300,000	$ 403,200	$ 573,670	$ 307,920	$ 468,670	$ 707,210
Midwestern	20	111	$ 251,660	$ 178,480	$ 225,000	$ 300,000	$ 392,600	$ 264,960	$ 328,270	$ 445,440
North Central	9	54	*	*	*	*	*	*	*	*
Southwestern	24	119	*	*	*	*	*	*	*	*
Mountain	16	71	*	*	*	*	*	*	*	*
Pacific	43	263	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Equity Partners/Owners

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Alabama	6	21	$ 343,920	$ 243,780	$ 300,000	$ 395,020	$ 723,370	$ 490,830	$ 618,660	$ 815,180
California	32	169	$ 794,140	$ 339,500	$ 679,950	#########	$ 843,710	$ 451,750	$ 695,000	#########
Colorado	6	51	$ 828,160	$ 500,000	$ 695,000	#########	$ 908,310	$ 555,000	$ 863,000	#########
District of Columbia	7	44	$ 983,310	$ 436,250	$ 971,780	#########	#########	$ 579,990	$ 998,490	#########
Florida	38	141	$ 292,440	$ 210,000	$ 250,000	$ 315,050	$ 412,790	$ 240,000	$ 291,400	$ 455,000
Georgia	8	28	$ 356,180	$ 251,250	$ 325,050	$ 425,000	$ 563,710	$ 415,130	$ 505,190	$ 653,870
Louisiana	6	44	$ 250,130	$ 170,000	$ 190,000	$ 297,190	$ 538,820	$ 253,250	$ 458,710	$ 571,480
Michigan	6	66	$ 215,640	$ 167,500	$ 190,860	$ 244,100	$ 404,500	$ 271,280	$ 328,930	$ 476,930
New York	11	41	$ 862,910	$ 376,500	$ 606,400	#########	$ 980,890	$ 427,820	$ 826,220	#########
North Carolina	16	87	$ 308,410	$ 221,250	$ 287,000	$ 330,000	$ 381,440	$ 245,880	$ 330,000	$ 439,350
Ohio	5	5	$ 316,420	$ 210,780	$ 366,150	$ 397,180	$ 337,020	$ 248,280	$ 371,770	$ 408,390
South Carolina	6	27	$ 381,610	$ 240,000	$ 345,000	$ 425,000	$ 588,780	$ 375,420	$ 468,670	$ 618,670
Tennessee	13	95	$ 327,110	$ 252,860	$ 300,990	$ 375,000	$ 695,720	$ 450,830	$ 634,780	$ 822,560
Texas	15	27	$ 344,340	$ 210,000	$ 265,000	$ 360,000	$ 608,520	$ 265,000	$ 514,000	$ 760,000
Virginia	8	12	$ 365,670	$ 300,000	$ 300,000	$ 500,000	$ 490,280	$ 397,680	$ 500,000	$ 567,800
Washington	7	71	#########	$ 848,720	$ 998,490	#########	#########	$ 848,720	$ 999,990	#########
Wisconsin	5	33	$ 257,350	$ 225,000	$ 240,020	$ 299,240	$ 349,120	$ 236,370	$ 289,330	$ 418,780
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	7	27	$ 358,810	$ 250,000	$ 335,000	$ 425,000	$ 564,430	$ 405,270	$ 501,330	$ 675,200
Charlotte-Concord-Gastonia, NC-SC	6	26	$ 328,050	$ 245,000	$ 283,430	$ 343,080	$ 435,310	$ 262,390	$ 371,040	$ 510,570
Denver-Aurora-Centennial, CO	5	50	$ 840,620	$ 541,250	$ 725,000	#########	$ 916,830	$ 585,000	$ 881,500	#########
Houston-Pasadena-The Woodlands, TX	10	22	$ 270,690	$ 207,500	$ 242,500	$ 360,000	$ 553,050	$ 248,750	$ 532,000	$ 748,540
Knoxville, TN	5	23	$ 319,710	$ 260,810	$ 307,060	$ 396,880	$ 396,010	$ 288,180	$ 343,420	$ 493,550
Los Angeles-Long Beach-Anaheim, CA	10	108	$ 908,900	$ 481,350	$ 795,020	#########	$ 929,540	$ 503,250	$ 798,140	#########
Miami-Fort Lauderdale-West Palm Beach, FL	7	38	$ 310,210	$ 218,750	$ 252,500	$ 333,750	$ 351,470	$ 228,750	$ 268,750	$ 437,190
New York-Newark-Jersey City, NY-NJ-PA	9	32	#########	$ 436,910	$ 949,170	#########	#########	$ 513,020	#########	#########
Orlando-Kissimmee-Sanford, FL	6	60	$ 274,280	$ 205,940	$ 250,000	$ 307,500	$ 459,930	$ 251,560	$ 318,750	$ 513,750
Sacramento-Roseville-Folsom, CA	8	21	$ 388,130	$ 258,000	$ 364,000	$ 453,530	$ 495,950	$ 344,000	$ 452,590	$ 560,750
San Francisco-Oakland-Fremont, CA	6	16	#########	$ 501,560	$ 721,940	#########	#########	$ 509,060	$ 721,940	#########
Seattle-Tacoma-Bellevue, WA	5	69	#########	$ 848,720	$ 999,990	#########	#########	$ 850,490	#########	#########
Tampa-St. Petersburg-Clearwater, FL	9	13	$ 334,480	$ 207,370	$ 300,000	$ 356,880	$ 523,370	$ 267,500	$ 360,000	$ 797,500
Washington-Arlington-Alexandria, DC-VA-MD-WV	9	46	$ 954,100	$ 418,210	$ 923,600	#########	#########	$ 565,500	$ 996,750	#########

COMPENSATION SUMMARY BY POSITION

Non-Equity Partners

A growing position in law firms wherein they are a salaried partner with no ownership stake in the firm and do not share in the profits; they are primarily salaried employees of firms who receive more than half their compensation on a fixed basis.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	260	1,113	$ 302,680	$ 200,000	$ 255,000	$ 361,000	$ 330,820	$ 218,790	$ 275,000	$ 402,280
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	29	154	$ 364,210	$ 305,000	$ 362,500	$ 410,000	$ 399,310	$ 329,830	$ 386,890	$ 456,580
NUMBER OF ATTORNEYS										
Fewer than 10	97	152	$ 273,840	$ 183,130	$ 250,000	$ 340,000	$ 315,000	$ 198,600	$ 281,840	$ 401,710
10-24	69	247	$ 283,770	$ 176,000	$ 235,000	$ 346,730	$ 322,250	$ 200,000	$ 270,000	$ 400,000
25-49	52	295	$ 267,610	$ 182,500	$ 235,000	$ 325,000	$ 307,520	$ 207,500	$ 264,410	$ 378,200
50-99	23	188	$ 409,680	$ 285,000	$ 387,500	$ 502,280	$ 435,500	$ 310,580	$ 415,500	$ 551,030
100-199	7	119	*	*	*	*	*	*	*	*
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	22	61	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	41	104	$ 193,770	$ 160,000	$ 185,000	$ 220,000	$ 245,690	$ 196,090	$ 223,000	$ 272,150
Both exempt and nonexempt	83	160	$ 240,090	$ 193,500	$ 230,000	$ 273,750	$ 288,110	$ 211,000	$ 250,000	$ 330,000
No consistent supervisory responsibility	141	745	$ 334,110	$ 225,000	$ 298,500	$ 410,000	$ 358,340	$ 243,500	$ 327,700	$ 447,680
EMPLOYEES SUPERVISED										
1-5	101	262	$ 229,890	$ 181,130	$ 218,750	$ 271,250	$ 279,960	$ 212,230	$ 245,520	$ 330,000
6-10	33	44	$ 266,180	$ 190,660	$ 260,000	$ 336,250	$ 324,410	$ 222,270	$ 306,500	$ 449,180
11-25	6	6	$ 364,390	$ 260,000	$ 365,880	$ 458,650	$ 493,400	$ 306,500	$ 447,500	$ 637,900
26-50	3	3	*	*	*	*	*	*	*	*
51-100	1	2	*	*	*	*	*	*	*	*
101-250	0	0								
More than 250	0	0								
None	119	551	$ 347,630	$ 208,000	$ 310,000	$ 440,890	$ 375,760	$ 236,000	$ 352,000	$ 474,210

COMPENSATION SUMMARY BY POSITION

Non-Equity Partners

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	54	107	$ 382,620	$ 250,000	$ 350,000	$ 464,890	$ 387,330	$ 250,000	$ 360,000	$ 464,890
1 up to 2 years	54	128	$ 370,140	$ 235,000	$ 342,500	$ 475,000	$ 388,080	$ 253,500	$ 362,500	$ 477,410
2 up to 5 years	84	226	$ 321,320	$ 229,370	$ 278,450	$ 385,000	$ 350,360	$ 240,000	$ 300,600	$ 427,690
5 up to 10 years	79	144	$ 272,100	$ 162,500	$ 263,500	$ 340,000	$ 309,740	$ 196,670	$ 285,000	$ 384,850
10 up to 15 years	71	134	$ 274,030	$ 178,750	$ 253,110	$ 345,000	$ 318,930	$ 218,250	$ 282,780	$ 378,240
15 up to 20 years	56	81	$ 259,860	$ 182,500	$ 220,000	$ 325,050	$ 304,600	$ 199,530	$ 255,700	$ 380,230
20 years or more	75	135	$ 259,920	$ 172,500	$ 207,500	$ 300,000	$ 311,370	$ 191,000	$ 245,000	$ 365,000
EDUCATION										
High school or equivalent (no college)	2	5	*	*	*	*	*	*	*	*
Some college (no degree)	0	0								
AA degree (2 years)	3	5	*	*	*	*	*	*	*	*
BA/BS/BBA degree	8	34	*	*	*	*	*	*	*	*
MBA degree	0	0								
MA/MS/MLS degree	0	0								
JD/LLB degree	238	1,014	$ 303,470	$ 200,000	$ 263,500	$ 375,000	$ 336,550	$ 225,240	$ 300,000	$ 420,000
Other	3	4	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	31	122	$ 345,310	$ 223,750	$ 287,500	$ 453,840	$ 365,450	$ 235,000	$ 308,030	$ 465,240
Southern	126	482	$ 275,480	$ 181,880	$ 230,000	$ 340,000	$ 312,920	$ 204,630	$ 260,000	$ 385,330
Midwestern	29	200	$ 290,420	$ 220,000	$ 257,480	$ 347,210	$ 323,590	$ 232,880	$ 284,810	$ 389,550
North Central	7	12	*	*	*	*	*	*	*	*
Southwestern	26	90	$ 275,670	$ 198,750	$ 255,000	$ 342,500	$ 305,660	$ 204,010	$ 272,500	$ 381,300
Mountain	20	112	*	*	*	*	*	*	*	*
Pacific	50	249	$ 373,260	$ 255,000	$ 325,000	$ 469,280	$ 394,440	$ 265,000	$ 350,000	$ 484,090

COMPENSATION SUMMARY BY POSITION

Non-Equity Partners

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Alabama	5	17	$ 310,250	$ 252,500	$ 305,000	$ 400,000	$ 335,470	$ 257,600	$ 350,700	$ 410,000
Arizona	5	21	$ 209,190	$ 176,910	$ 189,620	$ 216,190	$ 219,520	$ 184,190	$ 201,500	$ 222,690
California	41	185	$ 335,540	$ 250,000	$ 289,000	$ 375,000	$ 358,660	$ 256,510	$ 318,640	$ 418,850
Colorado	8	60	$ 392,990	$ 332,500	$ 385,000	$ 425,000	$ 406,410	$ 350,000	$ 395,000	$ 425,080
District of Columbia	12	56	$ 503,260	$ 340,000	$ 442,500	$ 594,780	$ 514,850	$ 368,750	$ 451,140	$ 594,780
Florida	37	94	$ 213,790	$ 176,880	$ 213,040	$ 250,000	$ 270,940	$ 210,380	$ 245,000	$ 282,500
Georgia	6	25	$ 317,600	$ 201,250	$ 307,500	$ 400,000	$ 359,460	$ 227,210	$ 346,630	$ 452,450
Illinois	10	54	$ 326,510	$ 254,830	$ 305,420	$ 410,630	$ 350,400	$ 273,340	$ 357,200	$ 420,000
Kentucky	7	78	$ 224,930	$ 171,880	$ 216,500	$ 260,000	$ 268,820	$ 194,220	$ 240,000	$ 318,750
Louisiana	5	28	$ 250,410	$ 146,250	$ 270,750	$ 338,750	$ 303,820	$ 160,000	$ 332,560	$ 385,200
Maryland	5	18	$ 346,040	$ 318,750	$ 365,000	$ 396,250	$ 397,850	$ 357,050	$ 413,020	$ 480,900
Michigan	9	70	$ 246,910	$ 150,000	$ 220,000	$ 297,250	$ 305,680	$ 176,500	$ 259,380	$ 391,050
New Jersey	6	24	$ 393,420	$ 273,750	$ 402,500	$ 478,750	$ 396,110	$ 273,750	$ 402,750	$ 479,300
New York	11	66	$ 380,870	$ 240,750	$ 322,500	$ 473,290	$ 398,780	$ 244,660	$ 347,950	$ 500,570
North Carolina	19	58	$ 214,380	$ 159,500	$ 182,500	$ 229,850	$ 230,790	$ 171,150	$ 197,520	$ 262,530
Ohio	6	48	$ 321,110	$ 235,000	$ 255,000	$ 335,000	$ 335,750	$ 251,170	$ 270,000	$ 343,750
Pennsylvania	6	17	$ 255,170	$ 186,600	$ 240,000	$ 270,000	$ 288,030	$ 219,560	$ 255,000	$ 297,500
South Carolina	8	37	$ 194,660	$ 162,500	$ 177,000	$ 199,190	$ 239,590	$ 181,450	$ 200,500	$ 232,670
Tennessee	11	59	$ 313,180	$ 270,000	$ 310,000	$ 365,000	$ 346,330	$ 283,990	$ 339,700	$ 410,440
Texas	19	53	$ 305,620	$ 232,500	$ 260,000	$ 372,500	$ 325,380	$ 235,000	$ 275,000	$ 383,980
Virginia	9	19	$ 201,200	$ 170,000	$ 187,000	$ 220,000	$ 230,700	$ 202,500	$ 222,300	$ 249,590
Washington	7	48	$ 462,370	$ 294,210	$ 466,390	$ 571,030	$ 483,120	$ 327,260	$ 474,520	$ 587,280
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	6	25	$ 317,600	$ 201,250	$ 307,500	$ 400,000	$ 359,460	$ 227,210	$ 346,630	$ 452,450
Baltimore-Columbia-Towson, MD	5	18	$ 346,040	$ 318,750	$ 365,000	$ 396,250	$ 397,850	$ 357,050	$ 413,020	$ 480,900
Charlotte-Concord-Gastonia, NC-SC	6	16	$ 208,310	$ 159,750	$ 183,750	$ 209,380	$ 231,740	$ 190,670	$ 206,640	$ 243,390
Chicago-Naperville-Elgin, IL-IN-WI	9	53	$ 328,860	$ 258,080	$ 308,330	$ 413,750	$ 352,830	$ 279,690	$ 360,000	$ 420,000
Cincinnati, OH-KY-IN	5	35	$ 286,980	$ 235,000	$ 252,500	$ 280,000	$ 302,480	$ 250,000	$ 270,000	$ 295,000
Columbia, SC	5	13	$ 213,650	$ 172,500	$ 186,000	$ 268,750	$ 291,870	$ 192,370	$ 223,330	$ 302,010
Dallas-Fort Worth-Arlington, TX	9	27	$ 337,400	$ 250,000	$ 285,000	$ 450,000	$ 348,580	$ 251,000	$ 300,000	$ 475,000
Denver-Aurora-Centennial, CO	7	59	$ 394,140	$ 340,000	$ 390,000	$ 425,000	$ 405,200	$ 350,000	$ 390,000	$ 425,000
Grand Rapids-Wyoming-Kentwood, MI	5	29	$ 282,220	$ 200,000	$ 256,220	$ 313,000	$ 358,710	$ 249,470	$ 325,590	$ 437,710
Houston-Pasadena-The Woodlands, TX	7	19	$ 287,280	$ 200,000	$ 270,000	$ 353,240	$ 324,910	$ 220,000	$ 300,000	$ 387,950
Los Angeles-Long Beach-Anaheim, CA	15	90	$ 342,970	$ 254,150	$ 304,150	$ 361,250	$ 375,170	$ 258,720	$ 336,340	$ 465,030
Miami-Fort Lauderdale-West Palm Beach, FL	8	34	$ 250,250	$ 212,000	$ 235,000	$ 268,750	$ 263,130	$ 222,000	$ 245,000	$ 294,130
New York-Newark-Jersey City, NY-NJ-PA	12	63	$ 375,420	$ 235,000	$ 300,000	$ 477,280	$ 387,380	$ 235,000	$ 306,500	$ 500,000
Orlando-Kissimmee-Sanford, FL	7	25	$ 168,220	$ 120,000	$ 166,880	$ 213,500	$ 286,550	$ 214,700	$ 255,480	$ 317,500
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	8	12	$ 219,460	$ 168,500	$ 205,000	$ 284,650	$ 267,750	$ 200,120	$ 233,030	$ 311,250
Phoenix-Mesa-Chandler, AZ	5	21	$ 209,190	$ 176,910	$ 189,620	$ 216,190	$ 219,520	$ 184,190	$ 201,500	$ 222,690
Sacramento-Roseville-Folsom, CA	8	19	$ 256,120	$ 217,500	$ 240,000	$ 282,000	$ 279,680	$ 242,000	$ 267,550	$ 301,000
San Francisco-Oakland-Fremont, CA	8	37	$ 405,470	$ 263,500	$ 360,000	$ 477,840	$ 414,170	$ 281,580	$ 360,000	$ 477,840
Seattle-Tacoma-Bellevue, WA	5	46	$ 473,740	$ 352,500	$ 471,360	$ 577,280	$ 495,340	$ 383,370	$ 478,550	$ 594,780
Tampa-St. Petersburg-Clearwater, FL	9	14	$ 197,910	$ 176,880	$ 196,120	$ 249,750	$ 316,510	$ 186,880	$ 248,590	$ 402,780
Washington-Arlington-Alexandria, DC-VA-MD-WV	15	62	$ 477,380	$ 325,000	$ 420,000	$ 557,280	$ 490,120	$ 332,090	$ 440,000	$ 557,280

COMPENSATION SUMMARY BY POSITION

Summer Associate

This individual is a practicing attorney that does not hold an ownership interest in the firm.

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	44	94	$ 109,530	$ 19,200	$ 130,000	$ 159,900	$ 109,600	$ 19,200	$ 130,000	$ 159,900
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	0	0								
NUMBER OF ATTORNEYS										
Fewer than 10	6	6	$ 131,950	$ 108,200	$ 144,460	$ 152,500	$ 131,950	$ 108,200	$ 144,460	$ 152,500
10-24	7	7	$ 118,230	$ 65,000	$ 140,000	$ 150,000	$ 118,440	$ 65,000	$ 140,000	$ 150,000
25-49	10	16	$ 112,390	$ 74,680	$ 110,000	$ 156,980	$ 112,710	$ 74,680	$ 112,500	$ 156,980
50-99	7	26	*	*	*	*	*	*	*	*
100-199	1	9	*	*	*	*	*	*	*	*
200 or more	0	0								
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	0	0								
Both exempt and nonexempt	0	0								
No consistent supervisory responsibility	33	66	*	*	*	*	*	*	*	*
EMPLOYEES SUPERVISED										
1-5	1	9	*	*	*	*	*	*	*	*
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	32	57	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Summer Associate

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	22	31	*	*	*	*	*	*	*	*
1 up to 2 years	6	7	*	*	*	*	*	*	*	*
2 up to 5 years	0	0								
5 up to 10 years	0	0								
10 up to 15 years	0	0								
15 up to 20 years	0	0								
20 years or more	0	0								
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	27	39	$ 137,550	$ 83,200	$ 144,460	$ 215,000	$ 137,590	$ 83,200	$ 144,460	$ 215,000
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	0	0								
JD/LLB degree	1	1	*	*	*	*	*	*	*	*
Other	1	1	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	3	6	*	*	*	*	*	*	*	*
Southern	15	17	$ 107,090	$ 72,850	$ 110,000	$ 130,000	$ 107,380	$ 72,850	$ 110,000	$ 130,000
Midwestern	3	24	*	*	*	*	*	*	*	*
North Central	1	1	*	*	*	*	*	*	*	*
Southwestern	4	5	*	*	*	*	*	*	*	*
Mountain	5	6	*	*	*	*	*	*	*	*
Pacific	13	35	*	*	*	*	*	*	*	*

COMPENSATION SUMMARY BY POSITION

Summer Associate

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	13	35	$ 97,000	$ 19,200	$ 62,400	$ 165,000	$ 97,040	$ 19,200	$ 62,400	$ 165,000
U.S. METROPOLITAN CITIES										
Sacramento-Roseville-Folsom, CA	5	5	$ 114,870	$ 78,700	$ 115,000	$ 150,980	$ 115,170	$ 79,450	$ 115,000	$ 150,980

COMPENSATION SUMMARY BY POSITION

Associate Attorney 1 year or less

This individual is a practicing attorney that does not hold an ownership interest in the firm. 1 year or less of experience

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	287	638	$ 178,970	$ 125,000	$ 176,050	$ 225,000	$ 183,420	$ 129,470	$ 182,150	$ 225,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	29	63	$ 191,900	$ 160,000	$ 191,000	$ 205,000	$ 202,910	$ 170,000	$ 200,500	$ 219,000
NUMBER OF ATTORNEYS										
Fewer than 10	49	62	$ 155,740	$ 109,810	$ 143,750	$ 192,950	$ 161,820	$ 118,000	$ 144,000	$ 197,130
10-24	94	152	$ 162,040	$ 120,000	$ 148,570	$ 205,000	$ 167,130	$ 122,630	$ 153,430	$ 205,000
25-49	86	206	$ 178,350	$ 111,880	$ 168,750	$ 230,000	$ 183,850	$ 116,130	$ 170,000	$ 234,290
50-99	43	113	$ 192,040	$ 160,000	$ 190,000	$ 228,570	$ 199,140	$ 160,000	$ 194,700	$ 231,430
100-199	14	87	*	*	*	*	*	*	*	*
200 or more	4	31	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	0	0								
Nonexempt/clerical employees	46	86	$ 120,980	$ 105,000	$ 105,000	$ 131,250	$ 128,930	$ 115,000	$ 115,000	$ 140,000
Both exempt and nonexempt	1	1	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	210	387	$ 168,050	$ 127,500	$ 165,000	$ 205,000	$ 173,730	$ 131,000	$ 170,000	$ 205,000
EMPLOYEES SUPERVISED										
1-5	51	92	$ 123,630	$ 105,000	$ 106,250	$ 140,000	$ 131,120	$ 115,000	$ 115,000	$ 141,740
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	197	384	$ 173,510	$ 129,140	$ 180,000	$ 210,000	$ 179,150	$ 133,130	$ 183,000	$ 215,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 1 year or less

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	186	342	$ 169,710	$ 127,200	$ 170,000	$ 208,880	$ 174,760	$ 130,000	$ 172,250	$ 215,000
1 up to 2 years	68	118	$ 145,960	$ 105,000	$ 132,750	$ 175,500	$ 154,090	$ 115,000	$ 141,740	$ 186,000
2 up to 5 years	8	9	$ 136,220	$ 106,250	$ 140,000	$ 160,000	$ 149,620	$ 118,250	$ 161,000	$ 171,970
5 up to 10 years	0	0								
10 up to 15 years	0	0								
15 up to 20 years	0	0								
20 years or more	0	0								
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	3	13	*	*	*	*	*	*	*	*
MBA degree	0	0								
MA/MS/MLS degree	1	1	*	*	*	*	*	*	*	*
JD/LLB degree	246	447	$ 158,040	$ 115,000	$ 155,000	$ 200,000	$ 164,450	$ 119,000	$ 160,000	$ 204,660
Other	0	0								
CLM Certified	1	1	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	30	123	$ 224,060	$ 215,000	$ 225,000	$ 260,000	$ 228,730	$ 215,000	$ 225,000	$ 268,570
Southern	129	230	$ 162,830	$ 105,000	$ 155,000	$ 205,180	$ 167,680	$ 115,000	$ 158,000	$ 215,000
Midwestern	33	85	$ 161,220	$ 120,000	$ 160,000	$ 182,500	$ 165,560	$ 121,500	$ 160,000	$ 191,830
North Central	18	45	$ 173,370	$ 140,000	$ 170,000	$ 207,500	$ 178,720	$ 142,250	$ 175,000	$ 210,880
Southwestern	27	56	$ 157,480	$ 121,250	$ 147,710	$ 187,500	$ 162,610	$ 122,380	$ 150,000	$ 188,750
Mountain	22	45	$ 198,160	$ 187,000	$ 205,000	$ 210,000	$ 200,540	$ 187,660	$ 205,000	$ 210,000
Pacific	57	117	$ 188,200	$ 135,000	$ 200,000	$ 215,000	$ 195,370	$ 140,000	$ 200,000	$ 228,570

COMPENSATION SUMMARY BY POSITION

Associate Attorney 1 year or less

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Arizona	10	12	$ 154,980	$ 110,690	$ 155,000	$ 203,750	$ 158,790	$ 115,000	$ 167,750	$ 204,560
California	40	86	$ 186,970	$ 130,000	$ 190,000	$ 220,150	$ 193,240	$ 135,000	$ 190,000	$ 234,290
Colorado	8	26	$ 214,950	$ 205,000	$ 210,000	$ 225,000	$ 217,230	$ 205,000	$ 210,000	$ 225,000
Delaware	5	5	$ 204,230	$ 152,500	$ 205,000	$ 255,570	$ 210,070	$ 157,500	$ 205,000	$ 265,190
District of Columbia	14	36	$ 214,860	$ 196,250	$ 225,000	$ 225,000	$ 216,210	$ 198,500	$ 225,000	$ 225,000
Florida	38	76	$ 135,290	$ 105,000	$ 105,000	$ 140,300	$ 142,580	$ 115,000	$ 115,000	$ 155,570
Georgia	10	20	$ 177,670	$ 118,750	$ 200,000	$ 208,750	$ 184,360	$ 126,250	$ 200,000	$ 225,180
Illinois	7	16	$ 209,870	$ 146,250	$ 215,000	$ 259,290	$ 213,100	$ 152,250	$ 215,000	$ 260,540
Michigan	7	22	$ 133,840	$ 108,250	$ 138,250	$ 160,000	$ 135,580	$ 110,380	$ 138,250	$ 160,000
Minnesota	9	21	$ 195,520	$ 160,000	$ 200,000	$ 228,570	$ 200,570	$ 164,660	$ 200,000	$ 232,930
Missouri	6	18	$ 168,060	$ 140,000	$ 175,000	$ 192,500	$ 172,720	$ 144,380	$ 178,990	$ 200,930
New Jersey	5	17	$ 236,730	$ 217,140	$ 228,570	$ 252,000	$ 239,010	$ 217,140	$ 234,290	$ 252,000
New York	10	44	$ 231,540	$ 205,880	$ 256,290	$ 279,710	$ 240,360	$ 209,630	$ 256,290	$ 292,500
North Carolina	15	32	$ 170,470	$ 106,250	$ 160,000	$ 214,290	$ 173,030	$ 108,130	$ 163,000	$ 214,290
Ohio	10	28	$ 172,530	$ 157,500	$ 177,500	$ 192,000	$ 178,660	$ 160,050	$ 181,680	$ 203,880
Oklahoma	5	12	$ 128,270	$ 120,000	$ 125,700	$ 128,800	$ 130,350	$ 121,500	$ 127,200	$ 133,630
Pennsylvania	11	57	$ 216,470	$ 215,000	$ 225,000	$ 235,710	$ 218,330	$ 215,000	$ 225,000	$ 244,860
South Carolina	9	14	$ 157,290	$ 90,000	$ 162,790	$ 212,320	$ 158,590	$ 90,500	$ 165,440	$ 213,270
Tennessee	12	14	$ 165,710	$ 117,500	$ 187,500	$ 205,000	$ 171,410	$ 120,000	$ 187,500	$ 215,000
Texas	18	36	$ 175,540	$ 145,710	$ 177,550	$ 190,000	$ 182,140	$ 145,710	$ 181,000	$ 193,530
Virginia	10	11	$ 162,270	$ 121,000	$ 145,000	$ 205,000	$ 173,820	$ 137,500	$ 185,000	$ 205,000
Washington	11	25	$ 199,240	$ 175,000	$ 205,000	$ 221,790	$ 211,120	$ 177,500	$ 205,000	$ 240,000
Wisconsin	6	12	$ 126,360	$ 100,880	$ 120,000	$ 163,590	$ 131,610	$ 100,880	$ 121,500	$ 168,750
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	10	20	$ 177,670	$ 118,750	$ 200,000	$ 208,750	$ 184,360	$ 126,250	$ 200,000	$ 225,180
Charlotte-Concord-Gastonia, NC-SC	5	10	$ 191,530	$ 125,000	$ 205,000	$ 257,710	$ 195,220	$ 132,500	$ 205,000	$ 262,950
Chicago-Naperville-Elgin, IL-IN-WI	7	16	$ 209,870	$ 146,250	$ 215,000	$ 259,290	$ 213,100	$ 152,250	$ 215,000	$ 260,540
Dallas-Fort Worth-Arlington, TX	8	19	$ 169,860	$ 145,710	$ 165,000	$ 190,000	$ 173,630	$ 145,710	$ 167,880	$ 190,000
Denver-Aurora-Centennial, CO	8	26	$ 214,950	$ 205,000	$ 210,000	$ 225,000	$ 217,230	$ 205,000	$ 210,000	$ 225,000
Houston-Pasadena-The Woodlands, TX	8	13	$ 196,410	$ 171,300	$ 190,000	$ 247,500	$ 208,480	$ 177,500	$ 190,000	$ 270,000
Los Angeles-Long Beach-Anaheim, CA	18	51	$ 197,950	$ 135,000	$ 212,500	$ 226,600	$ 206,630	$ 140,000	$ 215,000	$ 246,860
Miami-Fort Lauderdale-West Palm Beach, FL	10	29	$ 154,650	$ 105,000	$ 105,000	$ 228,570	$ 162,020	$ 115,000	$ 115,000	$ 228,570
Minneapolis-St. Paul-Bloomington, MN-WI	9	21	$ 195,520	$ 160,000	$ 200,000	$ 228,570	$ 200,570	$ 164,660	$ 200,000	$ 232,930
Nashville-Davidson-Murfreesboro-Franklin, TN	5	7	$ 187,140	$ 190,000	$ 205,000	$ 205,000	$ 193,480	$ 190,000	$ 205,000	$ 215,000
New York-Newark-Jersey City, NY-NJ-PA	11	51	$ 234,960	$ 217,140	$ 254,290	$ 277,140	$ 242,670	$ 223,500	$ 254,290	$ 292,500
Orlando-Kissimmee-Sanford, FL	6	12	$ 122,640	$ 105,000	$ 112,500	$ 130,000	$ 129,380	$ 115,000	$ 120,000	$ 131,170
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	14	56	$ 223,880	$ 215,000	$ 225,000	$ 236,430	$ 226,300	$ 215,000	$ 225,000	$ 245,290
Phoenix-Mesa-Chandler, AZ	9	11	$ 153,610	$ 109,250	$ 140,000	$ 205,000	$ 157,480	$ 115,000	$ 162,500	$ 205,000
Sacramento-Roseville-Folsom, CA	9	12	$ 136,010	$ 125,000	$ 132,500	$ 140,000	$ 139,100	$ 128,130	$ 135,000	$ 145,000
San Francisco-Oakland-Fremont, CA	6	13	$ 223,180	$ 177,500	$ 234,290	$ 270,000	$ 225,600	$ 179,440	$ 234,290	$ 270,000
Seattle-Tacoma-Bellevue, WA	10	24	$ 202,130	$ 175,000	$ 205,000	$ 225,180	$ 214,510	$ 185,000	$ 205,000	$ 245,710
Tampa-St. Petersburg-Clearwater, FL	6	12	$ 114,930	$ 105,000	$ 105,000	$ 127,810	$ 122,830	$ 115,000	$ 115,000	$ 129,670
Washington-Arlington-Alexandria, DC-VA-MD-WV	18	41	$ 212,000	$ 192,500	$ 215,000	$ 225,000	$ 213,710	$ 194,000	$ 219,350	$ 225,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 2 years

This individual is a practicing attorney that does not hold an ownership interest in the firm. 2 years of experience

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	306	597	$ 176,780	$ 130,000	$ 172,000	$ 220,000	$ 186,330	$ 135,000	$ 180,500	$ 223,820
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	26	60	$ 187,500	$ 165,000	$ 191,750	$ 215,000	$ 192,550	$ 165,000	$ 194,750	$ 215,000
NUMBER OF ATTORNEYS										
Fewer than 10	47	60	$ 139,120	$ 107,750	$ 126,100	$ 160,000	$ 148,220	$ 110,130	$ 133,450	$ 172,500
10-24	96	142	$ 158,690	$ 124,380	$ 150,000	$ 203,000	$ 164,900	$ 132,200	$ 156,220	$ 205,490
25-49	96	181	$ 168,260	$ 120,000	$ 155,000	$ 210,000	$ 180,710	$ 128,320	$ 166,400	$ 215,000
50-99	47	101	$ 195,300	$ 165,000	$ 210,000	$ 215,000	$ 213,430	$ 165,000	$ 213,040	$ 225,000
100-199	13	57	$ 221,110	$ 205,000	$ 220,000	$ 220,000	$ 225,210	$ 208,200	$ 220,000	$ 225,000
200 or more	4	58	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	2	2	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	46	84	$ 128,710	$ 115,000	$ 125,000	$ 143,750	$ 138,460	$ 125,000	$ 135,000	$ 150,750
Both exempt and nonexempt	2	2	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	223	416	$ 172,010	$ 135,000	$ 170,000	$ 210,000	$ 181,760	$ 140,070	$ 176,640	$ 215,000
EMPLOYEES SUPERVISED										
1-5	53	91	$ 131,230	$ 115,000	$ 130,000	$ 145,000	$ 142,570	$ 125,000	$ 135,000	$ 154,980
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	212	435	$ 181,230	$ 136,500	$ 195,000	$ 220,000	$ 190,330	$ 144,000	$ 200,000	$ 223,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 2 years

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	32	73	*	*	*	*	*	*	*	*
1 up to 2 years	168	303	$ 176,560	$ 136,500	$ 170,000	$ 215,000	$ 186,620	$ 142,670	$ 175,100	$ 218,000
2 up to 5 years	103	156	$ 149,250	$ 115,000	$ 131,750	$ 195,750	$ 158,500	$ 124,410	$ 140,000	$ 205,000
5 up to 10 years	3	3	*	*	*	*	*	*	*	*
10 up to 15 years	2	2	*	*	*	*	*	*	*	*
15 up to 20 years	0	0								
20 years or more	0	0								
EDUCATION										
High school or equivalent (no college)	1	1	*	*	*	*	*	*	*	*
Some college (no degree)	1	1	*	*	*	*	*	*	*	*
AA degree (2 years)	1	1	*	*	*	*	*	*	*	*
BA/BS/BBA degree	3	7	*	*	*	*	*	*	*	*
MBA degree	0	0								
MA/MS/MLS degree	0	0								
JD/LLB degree	258	472	$ 163,260	$ 122,130	$ 160,800	$ 208,500	$ 173,960	$ 132,330	$ 167,500	$ 210,000
Other	2	4	*	*	*	*	*	*	*	*
CLM Certified	0	0								
GEOGRAPHIC REGION										
Northeastern	35	102	$ 220,500	$ 213,210	$ 235,000	$ 235,000	$ 228,980	$ 213,210	$ 235,000	$ 235,000
Southern	131	259	$ 156,690	$ 114,670	$ 140,400	$ 210,000	$ 162,920	$ 120,000	$ 155,000	$ 211,500
Midwestern	31	67	$ 164,590	$ 145,000	$ 166,600	$ 175,000	$ 172,440	$ 153,000	$ 170,480	$ 185,000
North Central	19	29	$ 175,190	$ 142,500	$ 175,000	$ 202,500	$ 184,380	$ 148,620	$ 187,500	$ 214,750
Southwestern	32	51	$ 169,060	$ 130,000	$ 158,330	$ 203,000	$ 188,640	$ 133,000	$ 165,000	$ 211,150
Mountain	27	46	$ 194,630	$ 178,000	$ 209,690	$ 220,000	$ 200,370	$ 186,030	$ 216,800	$ 220,000
Pacific	57	103	$ 194,470	$ 150,000	$ 210,000	$ 222,500	$ 208,730	$ 159,000	$ 210,000	$ 225,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 2 years

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Alabama	5	10	$ 160,710	$ 154,330	$ 165,000	$ 170,880	$ 163,730	$ 158,130	$ 165,000	$ 175,950
Arizona	8	15	$ 175,620	$ 135,000	$ 205,000	$ 210,000	$ 183,890	$ 135,000	$ 210,000	$ 217,500
California	43	74	$ 187,460	$ 137,380	$ 187,500	$ 222,500	$ 200,920	$ 147,130	$ 187,500	$ 225,000
Colorado	10	21	$ 210,080	$ 204,000	$ 220,000	$ 220,000	$ 213,980	$ 211,250	$ 220,000	$ 220,930
District of Columbia	13	33	$ 223,840	$ 215,000	$ 235,000	$ 235,000	$ 226,200	$ 215,000	$ 235,000	$ 235,000
Florida	38	63	$ 135,550	$ 115,000	$ 122,500	$ 140,000	$ 147,370	$ 125,000	$ 132,500	$ 150,000
Georgia	9	18	$ 194,960	$ 190,750	$ 200,000	$ 211,250	$ 199,180	$ 192,880	$ 200,000	$ 212,430
Illinois	9	18	$ 181,260	$ 149,380	$ 157,500	$ 225,000	$ 188,890	$ 152,210	$ 170,730	$ 225,000
Kentucky	5	14	$ 139,740	$ 109,700	$ 157,500	$ 160,000	$ 142,090	$ 111,880	$ 157,500	$ 160,000
Maryland	5	10	$ 198,000	$ 189,380	$ 215,000	$ 220,000	$ 205,450	$ 191,750	$ 215,250	$ 233,750
Michigan	6	11	$ 131,270	$ 113,000	$ 116,500	$ 162,500	$ 142,000	$ 113,500	$ 135,700	$ 171,650
Minnesota	9	13	$ 197,430	$ 175,000	$ 200,000	$ 207,500	$ 208,150	$ 184,780	$ 211,550	$ 217,320
Missouri	6	10	$ 172,100	$ 146,250	$ 170,000	$ 200,000	$ 180,080	$ 147,350	$ 180,000	$ 211,380
Nevada	5	6	$ 188,830	$ 175,500	$ 199,500	$ 210,000	$ 194,240	$ 175,500	$ 207,500	$ 217,310
New Jersey	5	12	$ 220,740	$ 170,000	$ 217,140	$ 248,140	$ 227,950	$ 171,500	$ 217,140	$ 280,530
New York	11	40	$ 233,880	$ 220,000	$ 235,000	$ 235,000	$ 246,600	$ 220,000	$ 235,000	$ 235,000
North Carolina	17	34	$ 135,990	$ 97,500	$ 110,900	$ 174,380	$ 139,800	$ 101,470	$ 111,370	$ 196,500
Ohio	9	19	$ 173,360	$ 166,600	$ 170,000	$ 175,710	$ 178,650	$ 170,000	$ 175,000	$ 186,500
Oklahoma	5	9	$ 138,180	$ 110,000	$ 128,000	$ 167,470	$ 153,750	$ 110,750	$ 135,500	$ 198,870
Pennsylvania	14	44	$ 213,270	$ 220,000	$ 235,000	$ 235,000	$ 219,110	$ 220,000	$ 235,000	$ 235,000
South Carolina	5	20	$ 108,300	$ 95,000	$ 97,500	$ 100,000	$ 114,410	$ 95,500	$ 103,900	$ 113,170
Tennessee	14	26	$ 172,970	$ 156,250	$ 182,500	$ 215,000	$ 176,970	$ 156,250	$ 185,050	$ 215,000
Texas	23	34	$ 186,060	$ 140,000	$ 182,500	$ 210,000	$ 210,660	$ 140,200	$ 188,420	$ 215,570
Virginia	7	12	$ 129,080	$ 110,750	$ 119,750	$ 137,250	$ 141,150	$ 112,380	$ 122,250	$ 173,500
Washington	9	20	$ 220,900	$ 215,000	$ 215,000	$ 220,000	$ 243,740	$ 215,000	$ 215,000	$ 233,630
West Virginia	5	8	$ 120,000	$ 114,930	$ 118,130	$ 127,470	$ 124,250	$ 114,930	$ 122,630	$ 133,650
Wisconsin	5	8	$ 161,130	$ 139,380	$ 175,000	$ 175,000	$ 171,250	$ 142,680	$ 185,000	$ 188,900

COMPENSATION SUMMARY BY POSITION

Associate Attorney 2 years

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	9	18	$ 194,960	$ 190,750	$ 200,000	$ 211,250	$ 199,180	$ 192,880	$ 200,000	$ 212,430
Austin-Round Rock-San Marcos, TX	5	7	$ 165,570	$ 135,000	$ 144,000	$ 205,000	$ 172,310	$ 135,000	$ 160,000	$ 211,150
Baltimore-Columbia-Towson, MD	5	10	$ 198,000	$ 189,380	$ 215,000	$ 220,000	$ 205,450	$ 191,750	$ 215,250	$ 233,750
Charlotte-Concord-Gastonia, NC-SC	6	12	$ 149,340	$ 100,000	$ 135,750	$ 210,000	$ 153,040	$ 104,190	$ 137,250	$ 210,000
Chicago-Naperville-Elgin, IL-IN-WI	8	17	$ 184,860	$ 150,000	$ 160,000	$ 225,000	$ 192,680	$ 153,000	$ 174,000	$ 225,000
Dallas-Fort Worth-Arlington, TX	9	10	$ 165,080	$ 147,570	$ 165,860	$ 193,130	$ 172,050	$ 151,690	$ 179,050	$ 195,630
Denver-Aurora-Centennial, CO	10	21	$ 210,080	$ 204,000	$ 220,000	$ 220,000	$ 213,980	$ 211,250	$ 220,000	$ 220,930
Houston-Pasadena-The Woodlands, TX	9	17	$ 206,830	$ 135,000	$ 205,000	$ 260,000	$ 249,160	$ 138,140	$ 210,000	$ 380,210
Los Angeles-Long Beach-Anaheim, CA	16	31	$ 209,260	$ 150,000	$ 221,000	$ 225,000	$ 227,720	$ 180,880	$ 224,000	$ 232,500
Miami-Fort Lauderdale-West Palm Beach, FL	12	25	$ 151,150	$ 120,000	$ 125,000	$ 160,000	$ 169,720	$ 130,000	$ 135,000	$ 188,320
Minneapolis-St. Paul-Bloomington, MN-WI	8	12	$ 198,880	$ 177,130	$ 202,500	$ 208,750	$ 209,750	$ 187,800	$ 213,030	$ 217,410
Nashville-Davidson-Murfreesboro-Franklin, TN	6	15	$ 185,370	$ 165,000	$ 208,500	$ 215,000	$ 188,350	$ 165,000	$ 215,000	$ 215,000
New York-Newark-Jersey City, NY-NJ-PA	12	46	$ 231,950	$ 208,750	$ 235,000	$ 235,000	$ 243,500	$ 208,750	$ 235,000	$ 235,000
Orlando-Kissimmee-Sanford, FL	6	12	$ 133,400	$ 115,000	$ 123,330	$ 158,130	$ 141,940	$ 125,000	$ 135,000	$ 159,750
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	14	43	$ 223,560	$ 220,000	$ 235,000	$ 235,000	$ 228,970	$ 220,000	$ 235,000	$ 235,000
Phoenix-Mesa-Chandler, AZ	7	14	$ 175,380	$ 133,310	$ 205,000	$ 210,000	$ 184,050	$ 133,310	$ 210,000	$ 217,500
Pittsburgh, PA	5	7	$ 157,470	$ 125,000	$ 139,200	$ 222,860	$ 164,860	$ 132,270	$ 143,930	$ 222,860
Sacramento-Roseville-Folsom, CA	9	16	$ 153,520	$ 137,000	$ 152,500	$ 163,750	$ 162,860	$ 144,490	$ 158,500	$ 174,360
San Diego-Chula Vista-Carlsbad, CA	6	6	$ 164,330	$ 143,750	$ 155,000	$ 190,250	$ 170,430	$ 146,000	$ 162,000	$ 195,150
San Francisco-Oakland-Fremont, CA	8	14	$ 207,860	$ 188,190	$ 222,500	$ 222,500	$ 220,420	$ 189,550	$ 222,640	$ 251,820
Seattle-Tacoma-Bellevue, WA	9	20	$ 220,900	$ 215,000	$ 215,000	$ 220,000	$ 243,740	$ 215,000	$ 215,000	$ 233,630
Washington-Arlington-Alexandria, DC-VA-MD-WV	16	40	$ 206,530	$ 206,250	$ 230,360	$ 235,000	$ 209,160	$ 210,000	$ 232,500	$ 235,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 3 years

This individual is a practicing attorney that does not hold an ownership interest in the firm. 3 years of experience

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	270	514	$ 190,080	$ 145,000	$ 185,000	$ 235,000	$ 199,870	$ 152,130	$ 200,000	$ 242,500
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	21	34	$ 211,030	$ 180,000	$ 215,500	$ 230,000	$ 221,090	$ 201,610	$ 220,250	$ 247,750
NUMBER OF ATTORNEYS										
Fewer than 10	42	47	$ 152,160	$ 115,000	$ 152,000	$ 175,000	$ 165,110	$ 137,000	$ 163,090	$ 189,750
10-24	77	91	$ 181,400	$ 133,560	$ 176,000	$ 220,000	$ 192,950	$ 144,050	$ 187,000	$ 230,000
25-49	86	159	$ 179,710	$ 130,000	$ 170,000	$ 226,290	$ 189,720	$ 140,000	$ 179,000	$ 235,000
50-99	41	97	$ 199,220	$ 161,250	$ 210,000	$ 230,000	$ 210,200	$ 170,110	$ 220,000	$ 240,940
100-199	14	52	$ 229,180	$ 211,250	$ 230,000	$ 240,000	$ 240,530	$ 220,000	$ 235,000	$ 256,500
200 or more	4	47	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	2	4	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	42	73	$ 138,390	$ 121,000	$ 132,500	$ 152,500	$ 148,840	$ 130,000	$ 142,500	$ 167,750
Both exempt and nonexempt	3	3	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	198	339	$ 186,540	$ 162,500	$ 185,000	$ 220,000	$ 197,060	$ 169,000	$ 200,000	$ 230,000
EMPLOYEES SUPERVISED										
1-5	51	91	$ 147,410	$ 122,000	$ 135,000	$ 168,000	$ 159,330	$ 135,000	$ 145,000	$ 180,000
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	1	1	*	*	*	*	*	*	*	*
None	185	342	$ 196,220	$ 165,000	$ 210,000	$ 230,000	$ 205,560	$ 170,110	$ 215,000	$ 246,960

COMPENSATION SUMMARY BY POSITION

Associate Attorney 3 years

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	31	52	$ 207,190	$ 176,250	$ 210,000	$ 230,000	$ 210,290	$ 187,000	$ 210,000	$ 230,000
1 up to 2 years	41	62	$ 196,600	$ 161,880	$ 205,500	$ 230,000	$ 204,970	$ 168,000	$ 210,750	$ 250,630
2 up to 5 years	192	318	$ 180,510	$ 132,500	$ 175,000	$ 225,000	$ 191,200	$ 142,500	$ 187,420	$ 235,100
5 up to 10 years	5	5	$ 142,300	$ 107,000	$ 135,000	$ 181,250	$ 160,140	$ 123,100	$ 145,000	$ 204,750
10 up to 15 years	3	3	*	*	*	*	*	*	*	*
15 up to 20 years	0	0								
20 years or more	0	0								
EDUCATION										
High school or equivalent (no college)	1	1	*	*	*	*	*	*	*	*
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	5	9	*	*	*	*	*	*	*	*
MBA degree	0	0								
MA/MS/MLS degree	0	0								
JD/LLB degree	226	388	$ 175,050	$ 135,000	$ 175,000	$ 215,000	$ 185,780	$ 144,360	$ 183,880	$ 221,910
Other	0	0								
CLM Certified	1	1	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	30	86	$ 232,440	$ 211,070	$ 260,000	$ 260,000	$ 239,700	$ 216,120	$ 260,000	$ 261,400
Southern	112	190	$ 171,200	$ 125,000	$ 162,500	$ 220,000	$ 183,130	$ 137,670	$ 173,770	$ 235,000
Midwestern	26	55	$ 175,090	$ 160,000	$ 171,000	$ 188,500	$ 186,300	$ 165,000	$ 184,000	$ 205,000
North Central	18	29	$ 185,500	$ 147,500	$ 175,000	$ 221,190	$ 194,780	$ 153,620	$ 185,000	$ 231,250
Southwestern	27	42	$ 179,820	$ 138,500	$ 176,000	$ 204,380	$ 189,620	$ 140,420	$ 192,650	$ 211,250
Mountain	24	51	$ 206,020	$ 193,000	$ 220,000	$ 235,000	$ 214,330	$ 204,000	$ 225,000	$ 235,000
Pacific	54	95	$ 203,030	$ 170,000	$ 205,000	$ 235,000	$ 211,060	$ 176,000	$ 213,000	$ 238,500

COMPENSATION SUMMARY BY POSITION

Associate Attorney 3 years

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Alabama	5	5	$ 131,500	$ 108,750	$ 135,000	$ 152,500	$ 141,560	$ 117,500	$ 140,000	$ 166,400
Arizona	7	11	$ 191,840	$ 142,500	$ 210,000	$ 220,000	$ 202,680	$ 167,500	$ 218,600	$ 225,000
California	43	75	$ 199,280	$ 165,000	$ 197,500	$ 235,000	$ 207,620	$ 175,000	$ 205,000	$ 237,500
Colorado	10	31	$ 211,860	$ 198,000	$ 230,000	$ 235,000	$ 220,090	$ 210,000	$ 235,000	$ 235,000
District of Columbia	16	38	$ 233,940	$ 215,000	$ 240,640	$ 260,000	$ 242,230	$ 227,500	$ 257,500	$ 260,000
Florida	32	57	$ 137,220	$ 120,000	$ 130,000	$ 140,200	$ 152,070	$ 135,000	$ 142,000	$ 151,250
Georgia	8	18	$ 192,610	$ 163,000	$ 210,000	$ 220,000	$ 211,160	$ 166,250	$ 217,500	$ 250,500
Illinois	8	15	$ 211,000	$ 165,000	$ 216,000	$ 240,000	$ 217,530	$ 173,000	$ 223,000	$ 240,000
Minnesota	7	12	$ 202,030	$ 160,630	$ 210,000	$ 242,470	$ 210,870	$ 166,650	$ 221,190	$ 253,130
Missouri	5	8	$ 213,750	$ 191,250	$ 220,000	$ 233,750	$ 226,060	$ 195,000	$ 231,250	$ 249,240
New Jersey	8	18	$ 233,980	$ 175,000	$ 237,000	$ 270,570	$ 243,870	$ 185,500	$ 254,460	$ 278,610
New York	12	30	$ 216,730	$ 171,250	$ 246,880	$ 260,000	$ 220,350	$ 175,560	$ 254,380	$ 260,000
North Carolina	17	24	$ 150,650	$ 107,430	$ 133,500	$ 170,000	$ 158,160	$ 110,390	$ 143,500	$ 181,250
Ohio	10	19	$ 185,870	$ 170,000	$ 177,000	$ 180,000	$ 197,120	$ 171,500	$ 193,500	$ 202,980
Pennsylvania	8	36	$ 248,510	$ 231,250	$ 260,000	$ 262,140	$ 257,640	$ 248,980	$ 260,000	$ 278,790
Tennessee	12	15	$ 199,070	$ 170,000	$ 220,000	$ 230,000	$ 207,040	$ 170,500	$ 220,000	$ 235,100
Texas	21	35	$ 187,230	$ 168,000	$ 192,500	$ 210,000	$ 196,930	$ 169,500	$ 197,500	$ 215,000
Washington	6	14	$ 226,770	$ 208,000	$ 225,000	$ 247,800	$ 234,870	$ 212,500	$ 230,000	$ 267,120
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	8	18	$ 192,610	$ 163,000	$ 210,000	$ 220,000	$ 211,160	$ 166,250	$ 217,500	$ 250,500
Austin-Round Rock-San Marcos, TX	6	12	$ 170,580	$ 136,500	$ 168,000	$ 201,750	$ 176,850	$ 138,750	$ 174,500	$ 205,880
Charlotte-Concord-Gastonia, NC-SC	5	7	$ 133,210	$ 110,000	$ 115,000	$ 155,000	$ 144,690	$ 121,850	$ 135,500	$ 160,500
Chicago-Naperville-Elgin, IL-IN-WI	7	14	$ 217,850	$ 165,000	$ 220,500	$ 240,000	$ 222,350	$ 173,000	$ 224,000	$ 240,630
Dallas-Fort Worth-Arlington, TX	7	14	$ 196,210	$ 175,000	$ 195,000	$ 202,500	$ 205,680	$ 191,830	$ 206,250	$ 209,380
Denver-Aurora-Centennial, CO	10	31	$ 211,860	$ 198,000	$ 230,000	$ 235,000	$ 220,090	$ 210,000	$ 235,000	$ 235,000
Houston-Pasadena-The Woodlands, TX	7	8	$ 199,490	$ 144,500	$ 218,750	$ 229,110	$ 215,980	$ 147,250	$ 227,190	$ 250,500
Los Angeles-Long Beach-Anaheim, CA	17	34	$ 205,630	$ 178,750	$ 205,000	$ 231,750	$ 212,610	$ 182,630	$ 215,000	$ 249,560
Miami-Fort Lauderdale-West Palm Beach, FL	8	21	$ 134,910	$ 118,750	$ 130,000	$ 140,000	$ 154,580	$ 132,500	$ 140,000	$ 157,500
Minneapolis-St. Paul-Bloomington, MN-WI	7	12	$ 202,030	$ 160,630	$ 210,000	$ 242,470	$ 210,870	$ 166,650	$ 221,190	$ 253,130
Nashville-Davidson-Murfreesboro-Franklin, TN	5	8	$ 216,630	$ 220,130	$ 230,000	$ 230,000	$ 228,210	$ 222,500	$ 235,050	$ 258,440
New York-Newark-Jersey City, NY-NJ-PA	12	38	$ 230,920	$ 175,000	$ 259,380	$ 260,000	$ 235,040	$ 188,440	$ 260,000	$ 260,000
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	13	41	$ 244,880	$ 230,000	$ 260,000	$ 260,000	$ 254,510	$ 238,500	$ 260,000	$ 271,790
Phoenix-Mesa-Chandler, AZ	6	10	$ 192,230	$ 142,500	$ 215,000	$ 220,560	$ 201,080	$ 165,810	$ 215,000	$ 225,630
Raleigh-Cary, NC	7	11	$ 167,950	$ 130,000	$ 165,000	$ 225,000	$ 174,370	$ 132,500	$ 165,000	$ 225,000
Sacramento-Roseville-Folsom, CA	7	13	$ 160,290	$ 148,500	$ 161,250	$ 165,000	$ 173,210	$ 155,240	$ 174,000	$ 185,000
San Diego-Chula Vista-Carlsbad, CA	5	7	$ 189,290	$ 170,000	$ 175,000	$ 235,000	$ 190,860	$ 170,000	$ 176,000	$ 235,000
San Francisco-Oakland-Fremont, CA	9	16	$ 224,440	$ 181,750	$ 237,500	$ 243,200	$ 232,300	$ 197,300	$ 238,000	$ 269,920
Seattle-Tacoma-Bellevue, WA	5	13	$ 232,520	$ 212,000	$ 225,000	$ 251,860	$ 240,500	$ 220,000	$ 230,000	$ 274,240
Tampa-St. Petersburg-Clearwater, FL	6	12	$ 137,620	$ 130,000	$ 130,000	$ 140,300	$ 148,810	$ 140,000	$ 140,000	$ 146,880
Washington-Arlington-Alexandria, DC-VA-MD-WV	17	39	$ 230,940	$ 215,000	$ 235,000	$ 260,000	$ 239,200	$ 220,000	$ 255,000	$ 260,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 4 years

This individual is a practicing attorney that does not hold an ownership interest in the firm. 4 years of experience

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	265	486	$ 210,690	$ 164,500	$ 210,000	$ 260,000	$ 222,080	$ 172,500	$ 219,540	$ 270,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	21	45	$ 205,390	$ 175,000	$ 200,000	$ 240,000	$ 217,110	$ 180,000	$ 214,700	$ 250,000
NUMBER OF ATTORNEYS										
Fewer than 10	37	47	$ 187,170	$ 150,000	$ 186,000	$ 230,000	$ 199,060	$ 165,000	$ 200,000	$ 235,000
10-24	72	102	$ 189,250	$ 148,750	$ 182,530	$ 225,000	$ 201,030	$ 159,340	$ 192,070	$ 239,630
25-49	81	125	$ 192,000	$ 139,250	$ 181,710	$ 230,000	$ 205,250	$ 149,260	$ 196,000	$ 257,250
50-99	45	91	$ 216,760	$ 172,500	$ 220,830	$ 250,000	$ 228,880	$ 189,080	$ 230,000	$ 260,000
100-199	13	56	$ 237,050	$ 216,250	$ 250,000	$ 260,000	$ 254,450	$ 223,130	$ 260,000	$ 273,210
200 or more	4	53	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	2	2	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	39	55	$ 154,660	$ 140,000	$ 150,000	$ 166,220	$ 168,040	$ 145,000	$ 161,500	$ 180,500
Both exempt and nonexempt	1	1	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	197	346	$ 198,550	$ 170,000	$ 201,500	$ 230,000	$ 211,100	$ 175,000	$ 211,650	$ 244,200
EMPLOYEES SUPERVISED										
1-5	50	71	$ 168,590	$ 140,000	$ 160,000	$ 185,000	$ 184,030	$ 150,000	$ 173,980	$ 205,000
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	176	350	$ 215,650	$ 172,500	$ 217,500	$ 250,000	$ 226,390	$ 179,630	$ 226,000	$ 270,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 4 years

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	27	50	$ 245,870	$ 210,000	$ 245,000	$ 310,000	$ 248,220	$ 210,000	$ 245,000	$ 310,000
1 up to 2 years	56	73	$ 201,790	$ 170,000	$ 195,000	$ 230,000	$ 210,250	$ 175,050	$ 204,000	$ 240,250
2 up to 5 years	186	298	$ 199,760	$ 155,000	$ 195,000	$ 240,000	$ 213,100	$ 161,500	$ 208,000	$ 260,110
5 up to 10 years	7	7	$ 213,050	$ 205,000	$ 225,000	$ 231,000	$ 228,740	$ 205,000	$ 244,110	$ 257,500
10 up to 15 years	1	1	*	*	*	*	*	*	*	*
15 up to 20 years	0	0								
20 years or more	0	0								
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	5	11	*	*	*	*	*	*	*	*
MBA degree	0	0								
MA/MS/MLS degree	0	0								
JD/LLB degree	225	379	$ 190,840	$ 156,380	$ 185,000	$ 225,000	$ 202,870	$ 166,600	$ 200,000	$ 235,500
Other	1	1	*	*	*	*	*	*	*	*
CLM Certified	1	1	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	34	97	$ 256,930	$ 201,790	$ 290,860	$ 310,000	$ 267,200	$ 213,500	$ 306,330	$ 310,000
Southern	108	184	$ 197,560	$ 143,000	$ 195,000	$ 240,000	$ 209,720	$ 155,000	$ 207,390	$ 257,440
Midwestern	26	64	$ 182,770	$ 171,250	$ 175,000	$ 201,500	$ 194,760	$ 172,500	$ 188,250	$ 219,250
North Central	18	31	$ 197,070	$ 155,000	$ 210,000	$ 230,000	$ 214,270	$ 161,120	$ 222,500	$ 261,000
Southwestern	22	34	$ 181,190	$ 144,220	$ 187,500	$ 215,000	$ 190,300	$ 149,380	$ 197,270	$ 220,000
Mountain	27	42	$ 224,470	$ 200,560	$ 221,250	$ 260,000	$ 233,220	$ 211,750	$ 229,930	$ 260,000
Pacific	51	79	$ 214,810	$ 175,000	$ 215,000	$ 260,000	$ 225,600	$ 182,750	$ 225,000	$ 260,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 4 years

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Alabama	6	7	$ 170,140	$ 140,000	$ 170,000	$ 195,000	$ 176,030	$ 147,000	$ 176,500	$ 201,800
Arizona	6	8	$ 207,650	$ 189,660	$ 215,000	$ 235,320	$ 222,500	$ 192,470	$ 215,000	$ 268,340
California	40	58	$ 212,100	$ 170,000	$ 205,000	$ 260,000	$ 224,510	$ 179,250	$ 212,900	$ 270,110
Colorado	13	24	$ 234,430	$ 205,750	$ 228,330	$ 260,000	$ 239,590	$ 220,630	$ 230,030	$ 260,000
District of Columbia	18	42	$ 264,840	$ 225,000	$ 260,000	$ 310,000	$ 273,560	$ 236,880	$ 278,800	$ 310,000
Florida	27	35	$ 150,960	$ 132,500	$ 145,000	$ 160,830	$ 164,280	$ 145,000	$ 155,000	$ 182,500
Georgia	10	20	$ 201,620	$ 155,130	$ 216,250	$ 237,500	$ 228,830	$ 165,130	$ 227,500	$ 272,940
Illinois	8	16	$ 220,300	$ 178,130	$ 217,500	$ 270,000	$ 231,430	$ 202,030	$ 239,750	$ 270,000
Minnesota	9	16	$ 207,940	$ 166,220	$ 220,000	$ 229,630	$ 224,950	$ 178,220	$ 231,500	$ 257,880
Missouri	6	9	$ 218,870	$ 171,250	$ 220,000	$ 270,500	$ 237,740	$ 186,250	$ 240,850	$ 291,020
New Jersey	5	14	$ 233,370	$ 180,000	$ 224,000	$ 296,570	$ 247,100	$ 190,000	$ 238,210	$ 310,140
New York	14	40	$ 265,320	$ 240,940	$ 300,000	$ 310,000	$ 271,850	$ 247,810	$ 308,170	$ 310,000
North Carolina	12	15	$ 198,780	$ 150,000	$ 225,000	$ 240,000	$ 207,680	$ 155,000	$ 230,000	$ 254,290
Ohio	8	25	$ 183,770	$ 174,250	$ 178,000	$ 200,000	$ 196,240	$ 179,000	$ 187,500	$ 214,850
Oregon	6	9	$ 199,230	$ 168,880	$ 210,270	$ 232,500	$ 203,170	$ 169,380	$ 215,000	$ 232,500
Pennsylvania	12	40	$ 264,610	$ 235,000	$ 306,140	$ 310,000	$ 277,380	$ 238,130	$ 310,000	$ 310,000
Tennessee	10	19	$ 185,790	$ 138,500	$ 180,000	$ 245,000	$ 190,530	$ 138,500	$ 182,310	$ 250,000
Texas	17	25	$ 192,060	$ 165,000	$ 196,270	$ 217,500	$ 202,020	$ 177,500	$ 211,000	$ 224,480
Virginia	5	8	$ 140,750	$ 125,750	$ 142,000	$ 143,000	$ 159,850	$ 132,230	$ 153,000	$ 182,880
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	10	20	$ 201,620	$ 155,130	$ 216,250	$ 237,500	$ 228,830	$ 165,130	$ 227,500	$ 272,940
Chicago-Naperville-Elgin, IL-IN-WI	8	16	$ 220,300	$ 178,130	$ 217,500	$ 270,000	$ 231,430	$ 202,030	$ 239,750	$ 270,000
Dallas-Fort Worth-Arlington, TX	7	13	$ 203,470	$ 187,070	$ 213,870	$ 222,500	$ 208,570	$ 195,200	$ 213,870	$ 228,450
Denver-Aurora-Centennial, CO	13	24	$ 234,430	$ 205,750	$ 228,330	$ 260,000	$ 239,590	$ 220,630	$ 230,030	$ 260,000
Houston-Pasadena-The Woodlands, TX	6	7	$ 170,210	$ 130,000	$ 155,000	$ 221,450	$ 185,110	$ 140,000	$ 155,000	$ 235,000
Los Angeles-Long Beach-Anaheim, CA	17	25	$ 223,980	$ 187,500	$ 220,000	$ 260,000	$ 238,200	$ 198,220	$ 225,000	$ 291,290
Miami-Fort Lauderdale-West Palm Beach, FL	9	13	$ 158,440	$ 129,000	$ 158,500	$ 168,130	$ 169,660	$ 139,000	$ 168,500	$ 185,790
Minneapolis-St. Paul-Bloomington, MN-WI	8	15	$ 206,470	$ 166,220	$ 220,000	$ 228,500	$ 223,380	$ 178,220	$ 230,000	$ 261,000
Nashville-Davidson-Murfreesboro-Franklin, TN	5	9	$ 205,940	$ 164,500	$ 205,000	$ 250,000	$ 212,360	$ 171,350	$ 210,800	$ 255,220
New York-Newark-Jersey City, NY-NJ-PA	13	43	$ 260,550	$ 215,000	$ 284,570	$ 310,000	$ 266,450	$ 225,000	$ 300,830	$ 310,000
Orlando-Kissimmee-Sanford, FL	5	8	$ 145,620	$ 135,000	$ 147,500	$ 157,500	$ 157,520	$ 145,000	$ 153,500	$ 172,690
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	14	44	$ 261,810	$ 230,250	$ 286,860	$ 310,000	$ 274,900	$ 250,000	$ 310,000	$ 310,000
Phoenix-Mesa-Chandler, AZ	6	8	$ 207,650	$ 189,660	$ 215,000	$ 235,320	$ 222,500	$ 192,470	$ 215,000	$ 268,340
Portland-Vancouver-Hillsboro, OR-WA	6	9	$ 199,230	$ 168,880	$ 210,270	$ 232,500	$ 203,170	$ 169,380	$ 215,000	$ 232,500
Sacramento-Roseville-Folsom, CA	8	8	$ 168,680	$ 147,500	$ 171,280	$ 186,750	$ 189,590	$ 165,180	$ 192,930	$ 204,530
San Francisco-Oakland-Fremont, CA	9	16	$ 217,930	$ 170,000	$ 220,000	$ 260,000	$ 225,590	$ 177,750	$ 220,000	$ 267,500
Tampa-St. Petersburg-Clearwater, FL	5	6	$ 144,410	$ 133,750	$ 145,300	$ 152,710	$ 165,290	$ 147,330	$ 162,080	$ 186,880
Washington-Arlington-Alexandria, DC-VA-MD-WV	19	43	$ 261,490	$ 225,000	$ 260,000	$ 310,000	$ 270,190	$ 235,000	$ 270,000	$ 310,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 5 years

This individual is a practicing attorney that does not hold an ownership interest in the firm. 5 years of experience

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	266	465	$ 225,750	$ 170,000	$ 220,000	$ 275,000	$ 242,930	$ 180,000	$ 230,000	$ 290,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	17	31	$ 224,160	$ 190,000	$ 205,000	$ 280,000	$ 232,770	$ 195,500	$ 215,000	$ 280,500
NUMBER OF ATTORNEYS										
Fewer than 10	37	40	$ 178,930	$ 145,000	$ 171,500	$ 222,380	$ 195,680	$ 155,250	$ 190,640	$ 226,650
10-24	79	93	$ 199,720	$ 155,020	$ 200,000	$ 230,000	$ 213,920	$ 167,900	$ 210,000	$ 244,980
25-49	76	121	$ 211,650	$ 166,250	$ 205,000	$ 254,460	$ 231,620	$ 176,250	$ 218,940	$ 282,080
50-99	40	85	$ 236,040	$ 180,000	$ 235,000	$ 283,750	$ 261,970	$ 191,310	$ 240,000	$ 290,000
100-199	13	55	$ 257,860	$ 245,000	$ 265,000	$ 290,000	$ 276,570	$ 250,000	$ 290,000	$ 297,880
200 or more	4	43	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	2	2	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	32	42	$ 161,240	$ 143,000	$ 162,500	$ 177,630	$ 179,090	$ 151,880	$ 172,160	$ 190,500
Both exempt and nonexempt	3	4	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	205	346	$ 216,890	$ 180,000	$ 216,000	$ 260,000	$ 235,990	$ 190,000	$ 225,000	$ 275,000
EMPLOYEES SUPERVISED										
1-5	41	61	$ 179,680	$ 145,000	$ 170,000	$ 211,250	$ 197,670	$ 156,500	$ 181,000	$ 220,000
6-10	1	1	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	188	345	$ 236,090	$ 185,500	$ 230,000	$ 275,000	$ 253,390	$ 193,750	$ 242,500	$ 295,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 5 years

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	25	40	$ 258,790	$ 221,250	$ 260,000	$ 290,000	$ 265,330	$ 221,250	$ 265,000	$ 302,500
1 up to 2 years	37	56	$ 232,810	$ 185,000	$ 213,000	$ 275,000	$ 240,140	$ 190,570	$ 214,200	$ 287,630
2 up to 5 years	120	201	$ 238,270	$ 177,750	$ 235,000	$ 285,000	$ 259,250	$ 190,000	$ 246,000	$ 307,500
5 up to 10 years	87	106	$ 187,260	$ 142,380	$ 184,500	$ 230,000	$ 205,380	$ 156,220	$ 196,630	$ 241,050
10 up to 15 years	3	3	*	*	*	*	*	*	*	*
15 up to 20 years	0	0								
20 years or more	0	0								
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	5	11	*	*	*	*	*	*	*	*
MBA degree	0	0								
MA/MS/MLS degree	0	0								
JD/LLB degree	219	357	$ 208,410	$ 167,620	$ 197,500	$ 247,500	$ 226,790	$ 177,630	$ 212,810	$ 263,630
Other	2	2	*	*	*	*	*	*	*	*
CLM Certified	1	1	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	30	84	$ 276,870	$ 210,630	$ 275,000	$ 365,000	$ 290,490	$ 213,130	$ 292,500	$ 365,000
Southern	111	171	$ 211,820	$ 156,000	$ 200,000	$ 257,250	$ 228,260	$ 170,000	$ 212,380	$ 285,000
Midwestern	26	47	$ 194,410	$ 179,000	$ 190,000	$ 218,400	$ 205,040	$ 182,500	$ 202,000	$ 227,140
North Central	13	22	$ 185,190	$ 156,990	$ 173,750	$ 226,250	$ 200,430	$ 167,290	$ 191,740	$ 245,880
Southwestern	27	47	$ 209,510	$ 170,000	$ 190,000	$ 230,000	$ 239,770	$ 175,000	$ 197,000	$ 254,920
Mountain	21	41	$ 248,350	$ 220,200	$ 245,000	$ 290,000	$ 263,770	$ 233,880	$ 270,000	$ 290,000
Pacific	55	84	$ 228,630	$ 177,630	$ 230,500	$ 265,000	$ 245,400	$ 190,200	$ 240,500	$ 290,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 5 years

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Alabama	6	9	$ 187,670	$ 162,500	$ 186,000	$ 208,500	$ 194,280	$ 166,250	$ 191,600	$ 216,190
Arizona	5	8	$ 209,840	$ 144,000	$ 240,000	$ 243,750	$ 223,470	$ 156,350	$ 240,000	$ 256,880
California	42	59	$ 220,600	$ 168,000	$ 220,330	$ 265,000	$ 235,540	$ 175,030	$ 223,670	$ 290,000
Colorado	10	25	$ 259,690	$ 224,700	$ 265,000	$ 290,000	$ 275,660	$ 237,440	$ 290,000	$ 290,000
District of Columbia	17	34	$ 284,830	$ 219,380	$ 287,500	$ 365,000	$ 301,500	$ 248,880	$ 307,500	$ 365,000
Florida	27	35	$ 167,840	$ 144,000	$ 165,500	$ 180,000	$ 183,670	$ 161,000	$ 175,500	$ 195,500
Georgia	12	18	$ 224,550	$ 190,000	$ 235,000	$ 255,000	$ 250,620	$ 200,250	$ 245,000	$ 298,440
Illinois	8	13	$ 240,750	$ 219,200	$ 228,750	$ 277,500	$ 248,520	$ 220,450	$ 242,000	$ 290,000
Minnesota	7	16	$ 191,570	$ 160,000	$ 173,750	$ 241,250	$ 205,920	$ 169,290	$ 191,740	$ 249,630
New Jersey	6	12	$ 221,700	$ 185,000	$ 187,500	$ 278,750	$ 233,930	$ 196,250	$ 208,500	$ 284,810
New York	13	35	$ 279,180	$ 212,500	$ 290,000	$ 365,000	$ 295,390	$ 212,500	$ 290,000	$ 365,000
North Carolina	16	22	$ 212,370	$ 161,880	$ 230,630	$ 260,440	$ 230,330	$ 174,250	$ 249,400	$ 283,130
Ohio	8	15	$ 190,360	$ 186,000	$ 190,000	$ 193,000	$ 200,790	$ 187,500	$ 198,000	$ 210,000
Oregon	5	9	$ 244,910	$ 228,480	$ 248,450	$ 265,000	$ 252,720	$ 241,160	$ 265,000	$ 270,000
Pennsylvania	9	35	$ 296,840	$ 275,000	$ 275,000	$ 365,000	$ 308,620	$ 275,000	$ 346,700	$ 365,000
South Carolina	5	7	$ 143,360	$ 115,000	$ 120,000	$ 126,000	$ 156,740	$ 124,080	$ 142,970	$ 143,690
Tennessee	11	14	$ 217,360	$ 192,750	$ 220,000	$ 262,500	$ 227,600	$ 194,130	$ 231,000	$ 279,650
Texas	22	38	$ 220,520	$ 170,000	$ 191,250	$ 242,500	$ 257,080	$ 180,000	$ 215,310	$ 262,620
Washington	7	15	$ 253,000	$ 225,000	$ 260,000	$ 280,000	$ 283,420	$ 227,210	$ 275,000	$ 310,000
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	11	17	$ 226,580	$ 195,000	$ 240,000	$ 255,000	$ 254,160	$ 209,000	$ 250,000	$ 298,790
Austin-Round Rock-San Marcos, TX	5	10	$ 200,700	$ 166,250	$ 190,000	$ 235,000	$ 211,450	$ 173,000	$ 198,500	$ 236,880
Charlotte-Concord-Gastonia, NC-SC	5	6	$ 194,000	$ 110,500	$ 195,000	$ 277,500	$ 202,980	$ 116,470	$ 206,500	$ 286,750
Chicago-Naperville-Elgin, IL-IN-WI	8	13	$ 240,750	$ 219,200	$ 228,750	$ 277,500	$ 248,520	$ 220,450	$ 242,000	$ 290,000
Dallas-Fort Worth-Arlington, TX	9	14	$ 189,110	$ 165,000	$ 190,000	$ 217,500	$ 205,940	$ 186,840	$ 206,340	$ 232,990
Denver-Aurora-Centennial, CO	9	24	$ 264,050	$ 227,500	$ 267,250	$ 290,000	$ 279,850	$ 243,130	$ 290,000	$ 290,000
Houston-Pasadena-The Woodlands, TX	8	14	$ 266,090	$ 180,000	$ 230,000	$ 390,000	$ 340,810	$ 180,000	$ 272,500	$ 592,750
Los Angeles-Long Beach-Anaheim, CA	14	23	$ 247,190	$ 191,400	$ 260,000	$ 270,000	$ 272,880	$ 203,000	$ 280,000	$ 305,000
Minneapolis-St. Paul-Bloomington, MN-WI	7	16	$ 191,570	$ 160,000	$ 173,750	$ 241,250	$ 205,920	$ 169,290	$ 191,740	$ 249,630
Nashville-Davidson-Murfreesboro-Franklin, TN	6	9	$ 230,280	$ 200,000	$ 230,000	$ 273,750	$ 239,520	$ 200,000	$ 237,000	$ 288,090
New York-Newark-Jersey City, NY-NJ-PA	16	43	$ 266,730	$ 185,000	$ 275,000	$ 365,000	$ 281,970	$ 205,000	$ 288,500	$ 365,000
Orlando-Kissimmee-Sanford, FL	7	9	$ 165,720	$ 143,250	$ 170,000	$ 185,000	$ 171,340	$ 158,800	$ 170,000	$ 187,250
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	10	37	$ 301,880	$ 275,000	$ 275,000	$ 365,000	$ 315,740	$ 275,000	$ 346,700	$ 365,000
Portland-Vancouver-Hillsboro, OR-WA	5	9	$ 244,910	$ 228,480	$ 248,450	$ 265,000	$ 252,720	$ 241,160	$ 265,000	$ 270,000
Raleigh-Cary, NC	6	10	$ 211,750	$ 169,750	$ 217,500	$ 248,060	$ 227,800	$ 191,630	$ 234,500	$ 268,310
Sacramento-Roseville-Folsom, CA	11	13	$ 176,180	$ 155,020	$ 170,000	$ 191,250	$ 190,670	$ 170,000	$ 190,000	$ 214,300
San Francisco-Oakland-Fremont, CA	9	13	$ 219,560	$ 165,400	$ 225,000	$ 285,000	$ 221,410	$ 167,900	$ 231,000	$ 285,000
Seattle-Tacoma-Bellevue, WA	6	14	$ 259,290	$ 225,000	$ 267,500	$ 282,500	$ 287,430	$ 243,750	$ 282,500	$ 310,000
Tampa-St. Petersburg-Clearwater, FL	7	8	$ 160,980	$ 132,350	$ 154,250	$ 171,550	$ 186,320	$ 154,400	$ 180,080	$ 205,290
Washington-Arlington-Alexandria, DC-VA-MD-WV	19	36	$ 279,870	$ 218,130	$ 265,000	$ 365,000	$ 296,020	$ 242,630	$ 301,000	$ 365,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 6 years

This individual is a practicing attorney that does not hold an ownership interest in the firm. 6 years of experience

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	226	389	$ 241,050	$ 180,000	$ 237,500	$ 293,330	$ 257,790	$ 190,280	$ 250,000	$ 310,000
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	20	36	$ 267,490	$ 225,500	$ 272,500	$ 315,000	$ 285,310	$ 232,020	$ 273,000	$ 343,130
NUMBER OF ATTORNEYS										
Fewer than 10	29	31	$ 186,540	$ 142,500	$ 170,000	$ 237,500	$ 206,800	$ 163,600	$ 188,500	$ 242,500
10-24	68	91	$ 228,300	$ 185,000	$ 230,000	$ 277,330	$ 243,560	$ 206,430	$ 240,000	$ 304,330
25-49	68	108	$ 220,810	$ 168,130	$ 209,000	$ 260,000	$ 236,640	$ 180,840	$ 224,680	$ 293,410
50-99	41	81	$ 260,920	$ 225,000	$ 270,000	$ 310,000	$ 283,190	$ 227,500	$ 290,000	$ 313,230
100-199	13	39	*	*	*	*	*	*	*	*
200 or more	3	32	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	2	2	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	26	30	$ 160,400	$ 134,150	$ 151,000	$ 176,100	$ 178,100	$ 153,460	$ 165,220	$ 190,930
Both exempt and nonexempt	2	2	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	181	319	$ 236,810	$ 192,500	$ 237,500	$ 288,920	$ 253,880	$ 205,000	$ 245,000	$ 310,000
EMPLOYEES SUPERVISED										
1-5	35	45	$ 187,380	$ 142,500	$ 167,500	$ 235,000	$ 209,570	$ 157,500	$ 183,350	$ 255,000
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	165	307	$ 257,290	$ 196,650	$ 255,000	$ 310,000	$ 272,010	$ 215,000	$ 265,000	$ 316,250

COMPENSATION SUMMARY BY POSITION

Associate Attorney 6 years

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	28	46	$ 281,280	$ 223,750	$ 290,000	$ 310,000	$ 283,750	$ 224,380	$ 290,000	$ 310,000
1 up to 2 years	37	51	$ 236,850	$ 174,400	$ 225,000	$ 305,000	$ 244,020	$ 183,000	$ 230,000	$ 305,000
2 up to 5 years	54	87	$ 265,800	$ 195,000	$ 260,000	$ 315,000	$ 282,380	$ 207,500	$ 290,000	$ 346,510
5 up to 10 years	129	172	$ 224,240	$ 170,000	$ 228,500	$ 278,500	$ 243,980	$ 176,470	$ 233,540	$ 309,810
10 up to 15 years	1	1	*	*	*	*	*	*	*	*
15 up to 20 years	1	1	*	*	*	*	*	*	*	*
20 years or more	0	0								
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	2	8	*	*	*	*	*	*	*	*
MBA degree	0	0								
MA/MS/MLS degree	0	0								
JD/LLB degree	198	330	$ 228,470	$ 179,180	$ 225,000	$ 280,000	$ 244,580	$ 188,000	$ 235,230	$ 303,500
Other	1	1	*	*	*	*	*	*	*	*
CLM Certified	1	1	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	35	71	$ 294,900	$ 220,000	$ 305,000	$ 390,000	$ 307,420	$ 230,000	$ 315,000	$ 390,000
Southern	90	135	$ 226,410	$ 160,000	$ 215,000	$ 285,000	$ 241,980	$ 173,450	$ 225,000	$ 313,840
Midwestern	22	46	$ 203,100	$ 190,000	$ 197,080	$ 210,330	$ 217,760	$ 197,820	$ 214,750	$ 230,000
North Central	16	26	$ 229,030	$ 170,000	$ 238,750	$ 260,000	$ 244,700	$ 176,260	$ 258,500	$ 272,870
Southwestern	23	37	$ 209,450	$ 145,000	$ 195,000	$ 245,000	$ 235,960	$ 169,430	$ 211,000	$ 277,750
Mountain	16	24	$ 261,860	$ 249,250	$ 260,000	$ 283,190	$ 292,140	$ 250,380	$ 285,490	$ 333,560
Pacific	44	86	$ 262,360	$ 227,500	$ 280,000	$ 305,000	$ 278,330	$ 235,340	$ 290,000	$ 310,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 6 years

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Arizona	6	10	$ 241,870	$ 226,250	$ 260,000	$ 275,650	$ 270,370	$ 228,750	$ 289,470	$ 318,160
California	30	57	$ 264,190	$ 225,000	$ 285,000	$ 307,500	$ 283,610	$ 233,000	$ 305,000	$ 315,130
Colorado	5	9	$ 290,490	$ 214,700	$ 285,000	$ 390,000	$ 333,110	$ 235,010	$ 318,000	$ 435,000
District of Columbia	15	31	$ 314,290	$ 250,000	$ 315,000	$ 390,000	$ 322,460	$ 256,500	$ 320,000	$ 390,000
Florida	23	26	$ 171,300	$ 140,300	$ 158,500	$ 180,000	$ 192,490	$ 160,750	$ 176,250	$ 207,320
Georgia	7	13	$ 251,040	$ 221,000	$ 255,000	$ 280,000	$ 274,520	$ 234,750	$ 265,500	$ 329,250
Illinois	8	17	$ 221,030	$ 196,250	$ 210,000	$ 232,320	$ 231,160	$ 211,000	$ 220,000	$ 240,820
Kentucky	5	15	$ 171,630	$ 161,000	$ 171,000	$ 177,000	$ 180,950	$ 161,000	$ 180,590	$ 196,000
Minnesota	9	13	$ 254,810	$ 245,330	$ 260,000	$ 278,500	$ 271,520	$ 258,250	$ 267,470	$ 307,330
Missouri	5	11	$ 209,300	$ 160,300	$ 230,000	$ 237,500	$ 225,470	$ 171,000	$ 244,370	$ 267,000
New York	16	37	$ 311,750	$ 270,630	$ 305,000	$ 390,000	$ 322,470	$ 277,830	$ 320,830	$ 390,000
North Carolina	10	12	$ 201,090	$ 126,250	$ 225,800	$ 258,210	$ 217,440	$ 126,950	$ 225,800	$ 301,520
Ohio	7	14	$ 197,640	$ 179,750	$ 195,000	$ 213,750	$ 211,030	$ 185,250	$ 207,630	$ 228,130
Pennsylvania	10	21	$ 303,820	$ 242,500	$ 305,000	$ 390,000	$ 316,570	$ 252,500	$ 358,200	$ 390,000
South Carolina	5	6	$ 177,580	$ 111,880	$ 169,000	$ 245,000	$ 188,010	$ 116,240	$ 179,050	$ 252,500
Tennessee	9	13	$ 248,350	$ 205,500	$ 253,000	$ 312,500	$ 260,480	$ 208,650	$ 258,000	$ 326,000
Texas	19	29	$ 227,440	$ 177,500	$ 233,000	$ 261,250	$ 256,870	$ 193,290	$ 243,000	$ 284,830
Washington	10	25	$ 260,650	$ 226,000	$ 280,000	$ 307,500	$ 269,520	$ 240,000	$ 290,000	$ 310,000
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	7	13	$ 251,040	$ 221,000	$ 255,000	$ 280,000	$ 274,520	$ 234,750	$ 265,500	$ 329,250
Chicago-Naperville-Elgin, IL-IN-WI	8	17	$ 221,030	$ 196,250	$ 210,000	$ 232,320	$ 231,160	$ 211,000	$ 220,000	$ 240,820
Dallas-Fort Worth-Arlington, TX	8	10	$ 226,440	$ 195,000	$ 235,250	$ 254,710	$ 263,050	$ 224,880	$ 247,500	$ 297,550
Denver-Aurora-Centennial, CO	5	9	$ 290,490	$ 214,700	$ 285,000	$ 390,000	$ 333,110	$ 235,010	$ 318,000	$ 435,000
Houston-Pasadena-The Woodlands, TX	8	13	$ 247,880	$ 162,930	$ 250,000	$ 297,500	$ 279,290	$ 169,930	$ 257,100	$ 328,750
Los Angeles-Long Beach-Anaheim, CA	14	28	$ 278,120	$ 252,000	$ 285,000	$ 305,000	$ 304,440	$ 260,500	$ 307,710	$ 338,630
Miami-Fort Lauderdale-West Palm Beach, FL	6	8	$ 212,130	$ 165,000	$ 190,000	$ 288,750	$ 228,990	$ 178,750	$ 208,220	$ 297,500
Minneapolis-St. Paul-Bloomington, MN-WI	9	13	$ 254,810	$ 245,330	$ 260,000	$ 278,500	$ 271,520	$ 258,250	$ 267,470	$ 307,330
New York-Newark-Jersey City, NY-NJ-PA	16	38	$ 309,330	$ 263,440	$ 305,000	$ 390,000	$ 320,270	$ 276,430	$ 320,830	$ 390,000
Orlando-Kissimmee-Sanford, FL	5	5	$ 149,500	$ 127,500	$ 150,000	$ 171,250	$ 171,990	$ 151,130	$ 177,500	$ 190,100
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	10	21	$ 307,360	$ 269,500	$ 305,000	$ 390,000	$ 321,680	$ 290,000	$ 355,000	$ 390,000
Phoenix-Mesa-Chandler, AZ	5	9	$ 237,880	$ 202,500	$ 260,000	$ 267,480	$ 262,770	$ 207,500	$ 286,250	$ 308,900
San Francisco-Oakland-Fremont, CA	5	15	$ 289,450	$ 290,000	$ 310,000	$ 310,000	$ 301,390	$ 291,000	$ 310,000	$ 320,000
Seattle-Tacoma-Bellevue, WA	10	25	$ 260,650	$ 226,000	$ 280,000	$ 307,500	$ 269,520	$ 240,000	$ 290,000	$ 310,000
Washington-Arlington-Alexandria, DC-VA-MD-WV	17	33	$ 307,960	$ 250,000	$ 305,000	$ 390,000	$ 317,660	$ 253,250	$ 320,000	$ 390,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 7 years

This individual is a practicing attorney that does not hold an ownership interest in the firm. 7 years of experience

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	187	330	$ 256,940	$ 190,000	$ 261,500	$ 315,000	$ 272,300	$ 200,000	$ 277,550	$ 333,080
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	16	22	$ 281,700	$ 235,000	$ 273,750	$ 345,000	$ 296,170	$ 243,750	$ 285,250	$ 350,000
NUMBER OF ATTORNEYS										
Fewer than 10	29	33	$ 201,830	$ 157,500	$ 200,000	$ 238,750	$ 223,480	$ 164,500	$ 209,000	$ 262,550
10-24	46	55	$ 230,750	$ 170,000	$ 230,000	$ 300,000	$ 247,080	$ 175,000	$ 240,000	$ 315,000
25-49	53	74	$ 225,830	$ 155,000	$ 229,530	$ 275,000	$ 240,930	$ 174,900	$ 239,430	$ 308,100
50-99	35	71	$ 267,110	$ 210,000	$ 293,330	$ 315,000	$ 281,120	$ 235,000	$ 300,000	$ 325,000
100-199	11	41	$ 305,720	$ 295,000	$ 315,000	$ 322,500	$ 324,160	$ 315,000	$ 315,000	$ 342,550
200 or more	3	34	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	1	1	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	26	32	$ 164,450	$ 146,000	$ 160,000	$ 179,500	$ 177,880	$ 151,250	$ 173,000	$ 200,000
Both exempt and nonexempt	4	4	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	139	238	$ 247,630	$ 200,000	$ 250,000	$ 311,870	$ 265,570	$ 207,480	$ 267,760	$ 315,000
EMPLOYEES SUPERVISED										
1-5	33	47	$ 193,130	$ 150,000	$ 176,550	$ 237,500	$ 211,750	$ 165,000	$ 196,500	$ 242,500
6-10	1	1	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	129	234	$ 277,320	$ 202,500	$ 286,250	$ 325,000	$ 291,800	$ 226,880	$ 305,180	$ 347,980

COMPENSATION SUMMARY BY POSITION

Associate Attorney 7 years

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	19	21	$ 282,860	$ 232,500	$ 300,000	$ 315,000	$ 286,160	$ 243,940	$ 300,000	$ 317,500
1 up to 2 years	22	32	$ 276,470	$ 200,000	$ 261,250	$ 338,750	$ 285,820	$ 205,750	$ 267,500	$ 343,930
2 up to 5 years	50	84	$ 277,090	$ 205,000	$ 282,500	$ 320,000	$ 292,760	$ 224,630	$ 303,000	$ 350,000
5 up to 10 years	105	147	$ 249,750	$ 172,500	$ 245,000	$ 315,000	$ 267,520	$ 185,000	$ 257,500	$ 340,000
10 up to 15 years	2	2	*	*	*	*	*	*	*	*
15 up to 20 years	0	0								
20 years or more	1	1	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	4	9	*	*	*	*	*	*	*	*
MBA degree	0	0								
MA/MS/MLS degree	0	0								
JD/LLB degree	153	250	$ 237,360	$ 182,620	$ 235,930	$ 310,000	$ 253,340	$ 195,000	$ 247,500	$ 315,000
Other	0	0								
CLM Certified	2	2	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	21	53	$ 325,010	$ 214,300	$ 320,000	$ 420,000	$ 333,730	$ 230,300	$ 350,250	$ 420,000
Southern	78	114	$ 246,370	$ 160,000	$ 247,500	$ 310,210	$ 262,640	$ 179,000	$ 258,130	$ 337,500
Midwestern	22	43	$ 221,700	$ 183,420	$ 202,500	$ 237,000	$ 235,990	$ 190,000	$ 225,000	$ 315,000
North Central	10	18	*	*	*	*	*	*	*	*
Southwestern	12	16	$ 228,320	$ 182,500	$ 221,250	$ 261,250	$ 239,000	$ 182,500	$ 227,500	$ 283,410
Mountain	18	33	*	*	*	*	*	*	*	*
Pacific	42	75	$ 263,690	$ 195,000	$ 290,000	$ 315,000	$ 282,260	$ 222,500	$ 310,000	$ 315,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 7 years

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	26	48	$ 264,510	$ 211,880	$ 290,000	$ 315,000	$ 287,180	$ 234,630	$ 310,000	$ 315,000
Colorado	6	15	$ 284,770	$ 250,000	$ 315,000	$ 315,000	$ 292,800	$ 271,000	$ 315,000	$ 315,000
Delaware	6	8	$ 260,020	$ 212,500	$ 271,500	$ 312,840	$ 288,860	$ 242,000	$ 295,000	$ 344,190
District of Columbia	11	26	$ 341,950	$ 286,250	$ 315,000	$ 420,000	$ 361,580	$ 307,940	$ 373,660	$ 420,000
Florida	22	23	$ 173,000	$ 150,000	$ 170,000	$ 200,000	$ 187,620	$ 155,000	$ 180,130	$ 219,930
Georgia	8	10	$ 250,310	$ 199,750	$ 252,030	$ 307,500	$ 265,890	$ 204,380	$ 252,030	$ 353,080
Illinois	6	15	$ 287,750	$ 202,500	$ 340,000	$ 340,000	$ 297,530	$ 220,480	$ 340,000	$ 340,000
Minnesota	7	15	$ 192,550	$ 153,000	$ 165,000	$ 200,000	$ 209,500	$ 168,000	$ 188,750	$ 210,000
Nevada	6	11	$ 288,270	$ 266,000	$ 275,000	$ 315,000	$ 315,210	$ 305,360	$ 315,000	$ 335,000
New Jersey	8	12	$ 248,830	$ 200,000	$ 218,750	$ 320,000	$ 266,810	$ 221,250	$ 251,300	$ 338,500
New York	7	22	$ 342,310	$ 283,750	$ 405,000	$ 420,000	$ 348,820	$ 290,500	$ 405,000	$ 420,000
North Carolina	9	12	$ 231,290	$ 125,000	$ 270,000	$ 281,000	$ 239,690	$ 129,630	$ 274,250	$ 315,380
Ohio	7	15	$ 197,170	$ 183,000	$ 203,000	$ 210,000	$ 213,910	$ 185,000	$ 224,500	$ 236,110
Tennessee	7	11	$ 281,730	$ 205,000	$ 289,000	$ 345,000	$ 299,030	$ 208,000	$ 308,390	$ 350,000
Texas	9	13	$ 236,620	$ 185,000	$ 237,500	$ 268,060	$ 248,270	$ 185,000	$ 247,500	$ 294,020
Washington	9	18	$ 275,800	$ 190,000	$ 315,000	$ 315,000	$ 289,450	$ 204,250	$ 315,000	$ 346,500
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	8	10	$ 250,310	$ 199,750	$ 252,030	$ 307,500	$ 265,890	$ 204,380	$ 252,030	$ 353,080
Chicago-Naperville-Elgin, IL-IN-WI	6	15	$ 287,750	$ 202,500	$ 340,000	$ 340,000	$ 297,530	$ 220,480	$ 340,000	$ 340,000
Dallas-Fort Worth-Arlington, TX	5	8	$ 233,130	$ 203,130	$ 242,500	$ 260,630	$ 240,380	$ 205,630	$ 252,500	$ 280,400
Denver-Aurora-Centennial, CO	6	15	$ 284,770	$ 250,000	$ 315,000	$ 315,000	$ 292,800	$ 271,000	$ 315,000	$ 315,000
Los Angeles-Long Beach-Anaheim, CA	11	27	$ 278,150	$ 250,000	$ 290,000	$ 315,000	$ 297,130	$ 250,000	$ 315,000	$ 315,000
Miami-Fort Lauderdale-West Palm Beach, FL	9	10	$ 193,140	$ 173,750	$ 195,000	$ 203,750	$ 210,650	$ 179,000	$ 207,720	$ 242,840
Minneapolis-St. Paul-Bloomington, MN-WI	7	15	$ 192,550	$ 153,000	$ 165,000	$ 200,000	$ 209,500	$ 168,000	$ 188,750	$ 210,000
New York-Newark-Jersey City, NY-NJ-PA	8	26	$ 328,210	$ 200,000	$ 332,500	$ 420,000	$ 336,690	$ 226,880	$ 345,240	$ 420,000
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	10	26	$ 339,410	$ 296,250	$ 320,000	$ 420,000	$ 354,850	$ 303,750	$ 365,470	$ 420,000
Sacramento-Roseville-Folsom, CA	6	7	$ 198,370	$ 175,000	$ 191,000	$ 210,000	$ 216,110	$ 185,000	$ 202,180	$ 235,000
San Francisco-Oakland-Fremont, CA	5	10	$ 297,410	$ 286,880	$ 315,000	$ 332,500	$ 309,910	$ 293,130	$ 315,000	$ 361,750
Seattle-Tacoma-Bellevue, WA	9	18	$ 275,800	$ 190,000	$ 315,000	$ 315,000	$ 289,450	$ 204,250	$ 315,000	$ 346,500
Washington-Arlington-Alexandria, DC-VA-MD-WV	13	30	$ 329,950	$ 272,500	$ 312,910	$ 420,000	$ 347,250	$ 300,060	$ 360,940	$ 420,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 8 years

This individual is a practicing attorney that does not hold an ownership interest in the firm. 8 years of experience

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	157	268	$ 267,230	$ 205,000	$ 272,700	$ 320,000	$ 286,400	$ 220,190	$ 289,980	$ 334,780
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	12	20	$ 270,130	$ 209,750	$ 270,000	$ 342,500	$ 280,560	$ 225,160	$ 282,220	$ 344,350
NUMBER OF ATTORNEYS										
Fewer than 10	19	23	$ 194,000	$ 135,000	$ 205,000	$ 240,000	$ 208,840	$ 158,940	$ 225,000	$ 249,100
10-24	44	56	$ 233,870	$ 175,000	$ 235,040	$ 283,750	$ 250,560	$ 186,970	$ 246,290	$ 303,000
25-49	45	71	$ 245,860	$ 190,000	$ 250,000	$ 300,000	$ 263,120	$ 194,250	$ 270,000	$ 320,000
50-99	26	54	$ 292,200	$ 259,380	$ 310,000	$ 320,000	$ 310,390	$ 267,500	$ 315,000	$ 320,000
100-199	12	37	$ 301,460	$ 290,000	$ 310,000	$ 330,000	$ 333,500	$ 307,350	$ 330,000	$ 360,000
200 or more	4	22	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	2	2	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	17	20	$ 171,800	$ 146,850	$ 164,000	$ 183,750	$ 182,580	$ 154,790	$ 169,530	$ 196,500
Both exempt and nonexempt	3	5	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	124	219	$ 262,490	$ 212,500	$ 270,000	$ 315,000	$ 281,310	$ 230,000	$ 285,000	$ 320,000
EMPLOYEES SUPERVISED										
1-5	27	34	$ 199,150	$ 150,750	$ 182,500	$ 250,000	$ 214,150	$ 165,750	$ 193,000	$ 258,130
6-10	1	1	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	113	219	$ 283,140	$ 221,730	$ 285,000	$ 325,000	$ 300,860	$ 237,500	$ 305,000	$ 352,250

COMPENSATION SUMMARY BY POSITION

Associate Attorney 8 years

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	9	16	*	*	*	*	*	*	*	*
1 up to 2 years	33	41	$ 272,840	$ 222,500	$ 285,000	$ 320,000	$ 283,780	$ 235,000	$ 285,000	$ 329,250
2 up to 5 years	41	68	$ 277,960	$ 215,630	$ 280,000	$ 320,000	$ 293,090	$ 231,100	$ 300,000	$ 320,000
5 up to 10 years	91	128	$ 264,690	$ 187,280	$ 257,500	$ 328,750	$ 283,810	$ 202,500	$ 281,970	$ 357,440
10 up to 15 years	1	1	*	*	*	*	*	*	*	*
15 up to 20 years	1	2	*	*	*	*	*	*	*	*
20 years or more	0	0								
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	3	3	*	*	*	*	*	*	*	*
MBA degree	0	0								
MA/MS/MLS degree	0	0								
JD/LLB degree	132	225	$ 255,180	$ 205,000	$ 260,000	$ 315,000	$ 273,910	$ 216,650	$ 280,000	$ 320,000
Other	0	0								
CLM Certified	2	2	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	20	47	$ 305,310	$ 205,000	$ 320,000	$ 405,000	$ 321,240	$ 232,500	$ 320,000	$ 435,000
Southern	59	90	$ 259,310	$ 165,000	$ 270,000	$ 320,000	$ 276,570	$ 181,240	$ 287,500	$ 352,940
Midwestern	20	36	$ 231,880	$ 207,610	$ 220,610	$ 246,500	$ 248,430	$ 212,880	$ 237,200	$ 272,630
North Central	9	11	$ 218,160	$ 170,000	$ 200,000	$ 285,000	$ 239,240	$ 172,550	$ 229,310	$ 319,000
Southwestern	9	12	$ 267,510	$ 216,250	$ 257,500	$ 329,380	$ 291,790	$ 245,640	$ 271,250	$ 352,440
Mountain	21	29	$ 272,130	$ 242,500	$ 275,000	$ 285,000	$ 304,600	$ 256,040	$ 290,000	$ 327,750
Pacific	31	63	$ 277,510	$ 245,000	$ 304,000	$ 320,000	$ 293,110	$ 245,000	$ 310,000	$ 325,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 8 years

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Arizona	6	8	$ 261,210	$ 243,250	$ 280,000	$ 285,000	$ 288,400	$ 250,030	$ 307,750	$ 325,500
California	25	44	$ 265,200	$ 205,630	$ 280,200	$ 320,000	$ 280,170	$ 233,130	$ 290,000	$ 320,000
Colorado	11	15	$ 284,070	$ 240,000	$ 260,000	$ 301,000	$ 320,930	$ 250,000	$ 283,000	$ 334,110
District of Columbia	12	26	$ 354,540	$ 300,000	$ 355,500	$ 435,000	$ 370,300	$ 320,000	$ 383,440	$ 435,000
Florida	13	15	$ 170,150	$ 141,250	$ 155,000	$ 185,000	$ 188,420	$ 158,010	$ 166,500	$ 186,000
Georgia	6	13	$ 243,930	$ 197,500	$ 240,000	$ 295,000	$ 273,680	$ 202,500	$ 255,000	$ 332,230
Illinois	6	18	$ 259,930	$ 212,760	$ 246,000	$ 345,000	$ 276,800	$ 220,860	$ 265,000	$ 354,000
Minnesota	5	6	$ 247,460	$ 164,350	$ 281,170	$ 295,000	$ 278,820	$ 207,650	$ 309,920	$ 332,780
New York	13	26	$ 296,920	$ 212,500	$ 305,860	$ 356,750	$ 303,230	$ 231,880	$ 312,500	$ 380,000
North Carolina	7	11	$ 235,880	$ 162,750	$ 280,000	$ 293,020	$ 245,050	$ 194,250	$ 285,000	$ 310,000
Ohio	9	10	$ 214,330	$ 207,500	$ 213,250	$ 227,000	$ 229,320	$ 210,000	$ 224,200	$ 247,190
Tennessee	5	5	$ 237,700	$ 177,500	$ 250,000	$ 291,750	$ 254,450	$ 192,770	$ 257,500	$ 314,620
Texas	8	11	$ 282,280	$ 235,000	$ 257,500	$ 335,000	$ 308,680	$ 247,570	$ 275,000	$ 358,250
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	6	13	$ 243,930	$ 197,500	$ 240,000	$ 295,000	$ 273,680	$ 202,500	$ 255,000	$ 332,230
Chicago-Naperville-Elgin, IL-IN-WI	6	18	$ 259,930	$ 212,760	$ 246,000	$ 345,000	$ 276,800	$ 220,860	$ 265,000	$ 354,000
Denver-Aurora-Centennial, CO	11	15	$ 284,070	$ 240,000	$ 260,000	$ 301,000	$ 320,930	$ 250,000	$ 283,000	$ 334,110
Houston-Pasadena-The Woodlands, TX	5	6	$ 311,260	$ 232,560	$ 313,750	$ 375,000	$ 338,810	$ 268,140	$ 326,020	$ 393,690
Los Angeles-Long Beach-Anaheim, CA	7	16	$ 296,470	$ 269,040	$ 309,500	$ 320,000	$ 307,950	$ 271,790	$ 320,000	$ 328,750
Minneapolis-St. Paul-Bloomington, MN-WI	5	6	$ 247,460	$ 164,350	$ 281,170	$ 295,000	$ 278,820	$ 207,650	$ 309,920	$ 332,780
New York-Newark-Jersey City, NY-NJ-PA	13	29	$ 293,360	$ 205,000	$ 301,710	$ 355,330	$ 301,530	$ 230,000	$ 310,000	$ 371,080
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	5	15	$ 355,670	$ 320,000	$ 330,000	$ 435,000	$ 391,140	$ 350,700	$ 393,000	$ 435,000
Phoenix-Mesa-Chandler, AZ	5	7	$ 262,380	$ 240,000	$ 280,000	$ 285,000	$ 289,590	$ 240,000	$ 316,000	$ 327,000
Sacramento-Roseville-Folsom, CA	6	6	$ 209,150	$ 181,660	$ 203,000	$ 246,250	$ 230,230	$ 192,780	$ 230,500	$ 256,250
San Francisco-Oakland-Fremont, CA	8	16	$ 276,890	$ 242,940	$ 290,000	$ 318,750	$ 290,280	$ 244,950	$ 290,500	$ 320,000
Washington-Arlington-Alexandria, DC-VA-MD-WV	13	27	$ 346,630	$ 285,000	$ 335,000	$ 435,000	$ 361,810	$ 320,000	$ 365,820	$ 435,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 9 years

This individual is a practicing attorney that does not hold an ownership interest in the firm. 9 years of experience

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	124	211	$ 279,830	$ 209,000	$ 280,000	$ 335,000	$ 298,040	$ 222,500	$ 292,500	$ 363,500
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	9	13	$ 267,830	$ 208,400	$ 260,000	$ 345,000	$ 291,700	$ 223,400	$ 300,000	$ 355,000
NUMBER OF ATTORNEYS										
Fewer than 10	10	12	$ 185,480	$ 146,810	$ 188,500	$ 225,750	$ 201,870	$ 155,330	$ 201,000	$ 250,000
10-24	30	38	$ 234,160	$ 174,190	$ 210,000	$ 290,000	$ 249,480	$ 185,000	$ 242,800	$ 306,710
25-49	38	53	$ 263,810	$ 180,000	$ 255,000	$ 335,000	$ 284,990	$ 187,500	$ 275,500	$ 360,380
50-99	20	44	$ 307,610	$ 282,500	$ 322,500	$ 325,000	$ 326,920	$ 291,330	$ 325,000	$ 352,630
100-199	9	19	$ 291,690	$ 250,000	$ 310,000	$ 325,000	$ 326,780	$ 290,000	$ 325,000	$ 357,000
200 or more	4	25	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	2	2	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	13	16	$ 169,590	$ 145,000	$ 158,500	$ 185,000	$ 180,840	$ 148,470	$ 178,450	$ 200,250
Both exempt and nonexempt	1	1	*	*	*	*	*	*	*	*
No consistent supervisory responsibility	98	165	$ 271,790	$ 210,000	$ 277,200	$ 325,000	$ 293,250	$ 230,000	$ 290,000	$ 342,720
EMPLOYEES SUPERVISED										
1-5	19	22	$ 183,250	$ 145,000	$ 172,000	$ 206,000	$ 195,180	$ 151,820	$ 185,950	$ 215,000
6-10	0	0								
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	90	166	$ 304,780	$ 235,000	$ 310,000	$ 360,630	$ 323,940	$ 255,140	$ 325,000	$ 398,380

COMPENSATION SUMMARY BY POSITION

Associate Attorney 9 years

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	9	11	$ 263,910	$ 168,000	$ 290,000	$ 325,000	$ 268,590	$ 181,000	$ 290,000	$ 325,000
1 up to 2 years	13	18	$ 264,220	$ 207,500	$ 290,000	$ 325,000	$ 284,010	$ 210,000	$ 301,810	$ 327,000
2 up to 5 years	40	69	$ 300,260	$ 225,000	$ 310,000	$ 335,000	$ 317,670	$ 255,000	$ 325,000	$ 372,800
5 up to 10 years	70	96	$ 275,080	$ 191,250	$ 257,500	$ 357,500	$ 290,970	$ 202,710	$ 278,250	$ 377,330
10 up to 15 years	4	4	*	*	*	*	*	*	*	*
15 up to 20 years	0	0								
20 years or more	1	1	*	*	*	*	*	*	*	*
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	1	1	*	*	*	*	*	*	*	*
MBA degree	0	0								
MA/MS/MLS degree	0	0								
JD/LLB degree	103	170	$ 262,340	$ 201,500	$ 253,500	$ 325,000	$ 281,560	$ 215,550	$ 272,750	$ 333,500
Other	1	1	*	*	*	*	*	*	*	*
CLM Certified	1	1	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	14	45	*	*	*	*	*	*	*	*
Southern	45	64	$ 273,230	$ 178,550	$ 266,250	$ 342,500	$ 292,080	$ 195,690	$ 283,880	$ 395,880
Midwestern	13	20	$ 212,890	$ 203,500	$ 213,750	$ 234,500	$ 239,910	$ 219,130	$ 236,500	$ 269,250
North Central	8	13	$ 215,990	$ 175,300	$ 210,000	$ 260,000	$ 241,260	$ 181,460	$ 235,600	$ 291,750
Southwestern	13	15	$ 227,060	$ 168,000	$ 236,000	$ 283,000	$ 238,500	$ 185,000	$ 254,500	$ 286,600
Mountain	11	14	*	*	*	*	*	*	*	*
Pacific	29	53	$ 280,700	$ 228,000	$ 295,340	$ 325,000	$ 298,020	$ 236,620	$ 313,630	$ 334,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 9 years

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
California	19	32	$ 276,640	$ 198,750	$ 305,010	$ 333,750	$ 291,020	$ 223,250	$ 305,010	$ 347,000
District of Columbia	10	20	$ 373,630	$ 301,250	$ 407,500	$ 438,750	$ 386,170	$ 321,250	$ 420,660	$ 444,000
Florida	10	11	$ 204,210	$ 161,200	$ 176,400	$ 200,000	$ 223,660	$ 184,400	$ 195,000	$ 210,000
New York	7	19	$ 348,690	$ 315,000	$ 325,000	$ 435,000	$ 354,710	$ 325,000	$ 335,000	$ 435,000
Ohio	5	9	$ 225,440	$ 210,750	$ 215,000	$ 242,500	$ 250,650	$ 221,000	$ 230,630	$ 277,500
Texas	11	13	$ 244,260	$ 204,000	$ 242,500	$ 286,500	$ 257,080	$ 204,000	$ 259,000	$ 295,500
Washington	5	12	$ 290,830	$ 223,750	$ 325,000	$ 332,500	$ 317,430	$ 254,250	$ 325,000	$ 357,250
U.S. METROPOLITAN CITIES										
Los Angeles-Long Beach-Anaheim, CA	9	17	$ 276,820	$ 212,500	$ 315,000	$ 327,500	$ 289,820	$ 220,130	$ 315,000	$ 330,000
New York-Newark-Jersey City, NY-NJ-PA	7	24	$ 321,770	$ 210,000	$ 325,000	$ 435,000	$ 331,130	$ 237,500	$ 325,000	$ 435,000
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	8	22	$ 361,820	$ 318,750	$ 427,500	$ 435,000	$ 376,160	$ 344,930	$ 427,500	$ 435,000
Seattle-Tacoma-Bellevue, WA	5	12	$ 290,830	$ 223,750	$ 325,000	$ 332,500	$ 317,430	$ 254,250	$ 325,000	$ 357,250
Washington-Arlington-Alexandria, DC-VA-MD-WV	11	21	$ 362,740	$ 297,500	$ 380,000	$ 437,500	$ 374,680	$ 312,500	$ 406,320	$ 441,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 10 years or more

This individual is a practicing attorney that does not hold an ownership interest in the firm. 10 years or more of experience

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	258	564	$ 241,680	$ 175,000	$ 222,500	$ 301,510	$ 260,110	$ 184,100	$ 244,830	$ 327,620
Corporate law department	0	0								
Government agency	0	0								
Nonprofit organization	0	0								
Other	30	155	$ 240,500	$ 180,000	$ 235,500	$ 290,000	$ 266,840	$ 189,740	$ 257,950	$ 328,450
NUMBER OF ATTORNEYS										
Fewer than 10	65	86	$ 205,190	$ 164,250	$ 203,000	$ 236,630	$ 222,960	$ 175,000	$ 227,130	$ 261,200
10-24	73	132	$ 225,250	$ 175,750	$ 222,000	$ 273,750	$ 247,740	$ 184,950	$ 238,000	$ 301,550
25-49	57	173	$ 222,390	$ 155,000	$ 210,000	$ 286,250	$ 242,260	$ 160,750	$ 240,000	$ 300,350
50-99	34	137	$ 233,740	$ 159,730	$ 230,000	$ 318,000	$ 262,070	$ 177,000	$ 253,830	$ 330,000
100-199	9	50	*	*	*	*	*	*	*	*
200 or more	4	54	*	*	*	*	*	*	*	*
SUPERVISORY RESPONSIBILITY										
Exempt employees	4	5	*	*	*	*	*	*	*	*
Nonexempt/clerical employees	54	87	$ 178,560	$ 154,500	$ 180,000	$ 195,000	$ 200,960	$ 164,500	$ 192,000	$ 226,220
Both exempt and nonexempt	13	15	$ 235,020	$ 180,000	$ 224,000	$ 302,500	$ 295,280	$ 244,000	$ 258,250	$ 355,000
No consistent supervisory responsibility	198	514	$ 235,890	$ 176,000	$ 230,330	$ 295,000	$ 257,490	$ 190,000	$ 254,420	$ 322,300
EMPLOYEES SUPERVISED										
1-5	71	121	$ 195,020	$ 161,250	$ 180,310	$ 225,000	$ 223,390	$ 173,750	$ 205,000	$ 257,500
6-10	1	1	*	*	*	*	*	*	*	*
11-25	0	0								
26-50	0	0								
51-100	0	0								
101-250	0	0								
More than 250	0	0								
None	178	512	$ 258,520	$ 180,000	$ 250,000	$ 329,330	$ 278,240	$ 199,780	$ 268,100	$ 350,150

COMPENSATION SUMMARY BY POSITION

Associate Attorney 10 years or more

			Annual Base Salary				Total Annual Cash Compensation			
	# Locations	# Employees	Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
YEARS OF EXPERIENCE IN POSITION										
Less than 1 year	29	39	$ 269,210	$ 200,000	$ 280,000	$ 335,000	$ 286,800	$ 217,000	$ 285,000	$ 357,500
1 up to 2 years	36	46	$ 236,800	$ 183,380	$ 227,500	$ 302,500	$ 244,120	$ 188,250	$ 240,000	$ 304,810
2 up to 5 years	83	158	$ 253,600	$ 179,750	$ 235,750	$ 320,000	$ 270,190	$ 190,000	$ 255,000	$ 330,000
5 up to 10 years	59	119	$ 282,930	$ 200,000	$ 264,000	$ 345,000	$ 301,680	$ 221,000	$ 289,200	$ 407,950
10 up to 15 years	97	143	$ 233,770	$ 165,000	$ 213,000	$ 287,100	$ 257,240	$ 174,590	$ 245,000	$ 321,000
15 up to 20 years	30	40	$ 220,100	$ 148,130	$ 223,750	$ 277,960	$ 241,210	$ 166,400	$ 245,000	$ 314,130
20 years or more	53	84	$ 206,160	$ 153,250	$ 196,870	$ 260,000	$ 237,290	$ 158,550	$ 222,500	$ 280,180
EDUCATION										
High school or equivalent (no college)	0	0								
Some college (no degree)	0	0								
AA degree (2 years)	0	0								
BA/BS/BBA degree	4	13	*	*	*	*	*	*	*	*
MBA degree	1	1	*	*	*	*	*	*	*	*
MA/MS/MLS degree	0	0								
JD/LLB degree	241	567	$ 226,000	$ 170,000	$ 216,000	$ 280,000	$ 248,420	$ 181,890	$ 240,200	$ 302,000
Other	8	14	*	*	*	*	*	*	*	*
CLM Certified	1	1	*	*	*	*	*	*	*	*
GEOGRAPHIC REGION										
Northeastern	29	101	$ 312,040	$ 211,500	$ 330,000	$ 435,000	$ 324,810	$ 230,560	$ 343,500	$ 435,000
Southern	103	268	$ 233,410	$ 155,130	$ 210,000	$ 297,500	$ 252,040	$ 164,910	$ 240,250	$ 318,720
Midwestern	22	59	$ 196,200	$ 154,000	$ 195,000	$ 230,000	$ 215,120	$ 175,000	$ 213,000	$ 252,500
North Central	14	38	*	*	*	*	*	*	*	*
Southwestern	27	79	$ 209,620	$ 170,000	$ 210,000	$ 240,000	$ 239,730	$ 183,500	$ 224,000	$ 279,000
Mountain	28	38	$ 261,840	$ 185,000	$ 259,880	$ 300,500	$ 287,510	$ 192,000	$ 274,530	$ 325,560
Pacific	65	136	$ 247,560	$ 200,000	$ 237,500	$ 300,000	$ 267,750	$ 215,500	$ 257,500	$ 326,000

COMPENSATION SUMMARY BY POSITION

Associate Attorney 10 years or more

	# Locations	# Employees	Annual Base Salary				Total Annual Cash Compensation			
			Average	25th Percentile	Median	75th Percentile	Average	25th Percentile	Median	75th Percentile
STATE										
Arizona	8	10	$ 209,870	$ 167,190	$ 180,000	$ 265,000	$ 228,190	$ 173,560	$ 189,000	$ 286,330
California	49	108	$ 239,390	$ 196,000	$ 230,000	$ 286,580	$ 259,280	$ 205,130	$ 245,230	$ 313,850
Colorado	11	19	$ 285,450	$ 208,210	$ 285,000	$ 320,000	$ 320,050	$ 233,210	$ 287,500	$ 327,660
Delaware	5	5	$ 232,130	$ 137,500	$ 215,000	$ 335,320	$ 258,220	$ 167,500	$ 243,940	$ 356,070
District of Columbia	15	63	$ 326,840	$ 255,000	$ 315,000	$ 435,000	$ 341,060	$ 265,000	$ 330,000	$ 435,000
Florida	24	45	$ 184,450	$ 152,250	$ 175,000	$ 195,000	$ 210,780	$ 161,000	$ 187,920	$ 238,320
Georgia	11	31	$ 235,080	$ 168,500	$ 250,000	$ 300,000	$ 250,320	$ 184,400	$ 257,130	$ 310,000
Illinois	8	8	$ 265,510	$ 186,880	$ 283,310	$ 298,750	$ 288,270	$ 195,130	$ 294,040	$ 372,500
Minnesota	5	24	$ 218,460	$ 178,500	$ 195,000	$ 282,500	$ 247,950	$ 187,880	$ 233,720	$ 315,130
New York	14	50	$ 313,230	$ 195,000	$ 330,000	$ 435,000	$ 321,980	$ 195,000	$ 330,000	$ 435,000
North Carolina	14	32	$ 163,850	$ 120,000	$ 142,150	$ 219,690	$ 175,030	$ 122,500	$ 148,170	$ 238,440
Ohio	5	21	$ 219,590	$ 200,000	$ 221,000	$ 239,000	$ 232,130	$ 200,000	$ 238,500	$ 255,000
Pennsylvania	8	33	$ 333,240	$ 224,500	$ 345,000	$ 435,000	$ 350,540	$ 259,500	$ 383,000	$ 435,000
South Carolina	6	9	$ 141,550	$ 108,160	$ 125,000	$ 166,620	$ 155,590	$ 120,560	$ 137,540	$ 187,400
Tennessee	9	33	$ 246,660	$ 155,940	$ 238,000	$ 312,000	$ 258,830	$ 164,440	$ 260,200	$ 340,170
Texas	20	48	$ 212,990	$ 180,000	$ 218,150	$ 242,160	$ 241,840	$ 194,080	$ 239,860	$ 279,700
Washington	9	17	$ 292,980	$ 247,490	$ 313,500	$ 330,000	$ 322,830	$ 257,300	$ 317,000	$ 350,550
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	10	30	$ 238,920	$ 173,380	$ 252,500	$ 302,500	$ 254,660	$ 187,250	$ 261,060	$ 313,930
Chicago-Naperville-Elgin, IL-IN-WI	7	7	$ 279,150	$ 237,500	$ 285,000	$ 300,000	$ 304,310	$ 252,500	$ 303,080	$ 380,000
Dallas-Fort Worth-Arlington, TX	6	10	$ 215,710	$ 181,250	$ 220,900	$ 240,750	$ 225,720	$ 183,750	$ 228,760	$ 264,020
Denver-Aurora-Centennial, CO	10	18	$ 285,470	$ 208,210	$ 281,250	$ 320,250	$ 321,520	$ 226,960	$ 281,250	$ 350,740
Houston-Pasadena-The Woodlands, TX	9	20	$ 221,300	$ 180,000	$ 208,000	$ 270,250	$ 272,670	$ 198,040	$ 277,470	$ 326,590
Los Angeles-Long Beach-Anaheim, CA	19	50	$ 237,670	$ 207,250	$ 231,730	$ 275,000	$ 259,650	$ 223,390	$ 247,500	$ 296,900
Minneapolis-St. Paul-Bloomington, MN-WI	5	24	$ 218,460	$ 178,500	$ 195,000	$ 282,500	$ 247,950	$ 187,880	$ 233,720	$ 315,130
New York-Newark-Jersey City, NY-NJ-PA	11	42	$ 324,250	$ 207,500	$ 330,000	$ 435,000	$ 328,880	$ 207,500	$ 330,000	$ 435,000
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	10	33	$ 338,960	$ 300,000	$ 345,000	$ 435,000	$ 355,160	$ 335,750	$ 389,380	$ 435,000
Phoenix-Mesa-Chandler, AZ	7	9	$ 207,280	$ 166,870	$ 175,000	$ 275,000	$ 223,090	$ 171,380	$ 186,000	$ 291,580
Sacramento-Roseville-Folsom, CA	13	19	$ 199,930	$ 162,000	$ 200,000	$ 230,000	$ 227,790	$ 165,000	$ 220,000	$ 253,000
San Diego-Chula Vista-Carlsbad, CA	6	9	$ 242,260	$ 178,750	$ 206,000	$ 307,500	$ 254,640	$ 178,750	$ 221,000	$ 317,530
San Francisco-Oakland-Fremont, CA	9	23	$ 273,360	$ 200,000	$ 290,000	$ 352,500	$ 285,260	$ 205,000	$ 302,000	$ 372,000
Seattle-Tacoma-Bellevue, WA	9	17	$ 292,980	$ 247,490	$ 313,500	$ 330,000	$ 322,830	$ 257,300	$ 317,000	$ 350,550
Tampa-St. Petersburg-Clearwater, FL	8	14	$ 177,830	$ 164,380	$ 185,610	$ 193,460	$ 211,470	$ 176,250	$ 204,910	$ 242,080
Washington-Arlington-Alexandria, DC-VA-MD-WV	18	66	$ 321,190	$ 248,750	$ 307,500	$ 435,000	$ 334,920	$ 261,980	$ 324,980	$ 435,000

BENEFITS AND PAID TIME OFF OFFERED BY ORGANIZATION TYPE

Benefits Offered and Average Coverage by Employers (U.S. Only)

% Offered = the percentage of all firm locations that offer the benefit

Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

*results not displayed when below suppression levels

	ORGANIZATION TYPE			
	Private Law Firm		Corporate Law Department	
	% Offered	Average	% Offered	Average
HEALTH BENEFITS				
Medical plan for employee	85.7%	85.9%		
Medical plan for partner/dependents	84.4%	52.1%		
Dental plan for employee	84.2%	48.6%		
Dental plan for partner/dependents	82.9%	24.2%		
Vision plan for employee	81.5%	32.0%		
Vision plan for partner/dependents	80.0%	14.0%		
Short-term disability	74.1%	82.8%		
Long-term disability	82.9%	90.7%		
Long-term care	36.8%	8.8%		
Life insurance for employee	84.4%	96.6%		
Life insurance for partner/dependents	73.5%	10.1%		
Accidental death and dismemberment	79.4%	86.6%		
RETIREMENT PLANS				
Defined benefit retirement plan (pension)	2.4%			
Retirement savings plan without employer contribution	11.2%			
Retirement savings plan with employer contribution	74.6%	4.4%		
Registered retirement savings plan	0.1%			
Other non-contributory profit sharing	27.5%			
FLEXIBLE SPENDING				
Flexible spending account (FSA) to non-attorneys	79.6%			
Flexible spending account (FSA) to non-attorneys as medical benefit	83.2%			
Cafeteria plan	49.7%			
Medical expense reimbursement account	58.7%			
Dependent care	73.8%			
Pretax premium account	30.9%			
Qualified transportation expense	36.5%			
BONUSES				
Discretionary bonuses	80.7%			
Merit bonuses	49.9%			
Signing bonuses	57.3%			
Recruiting bonuses	51.8%			
Tenure-based bonuses	30.3%			
Other bonuses	10.9%			
ADDITIONAL BENEFITS				
Courses related to and/or test fees for professional certification examinations	56.7%			
Membership dues for professional associations	82.3%			
Policy that permits working from home on a part-time or full-time basis	73.8%			

	ORGANIZATION TYPE			
	Private Law Firm		Corporate Law Department	
	% Offered	Average	% Offered	Average
Laptop equipment	76.2%			
Mobile device	48.0%			
Tuition reimbursement	21.0%	73.7%		
Parking/mass transit subsidy	54.9%			

	ORGANIZATION TYPE			
	Private Law Firm		Corporate Law Department	
	% Offered	Average	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE				
Maternity leave – nonexempt staff	65.5%	10.39		
Maternity leave – exempt staff	69.7%	10.80		
Maternity leave – associates	76.8%	12.72		
Paternity/parental leave – nonexempt staff	59.1%	8.86		
Paternity/parental leave – exempt staff	67.6%	9.06		
Paternity/parental leave – associates	76.6%	9.98		
UNLIMITED DAYS OFF OFFERED				
Nonexempt staff	1.4%			
Exempt staff	17.6%			
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)				
Nonexempt staff – 0-1 years	44.1%	16.04		
Nonexempt staff – 2-4 years	44.0%	17.51		
Nonexempt staff – 5-9 years	44.1%	21.58		
Nonexempt staff – 10-14 years	43.3%	24.79		
Nonexempt staff – 15+ years	41.6%	26.16		
Exempt staff – 0-1 years	32.4%	16.93		
Exempt staff – 2-4 years	32.4%	17.80		
Exempt staff – 5-9 years	32.4%	22.03		
Exempt staff – 10-14 years	31.8%	24.31		
Exempt staff – 15+ years	30.3%	25.92		
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)				
Nonexempt staff – 0-1 years	27.0%	13.19		
Nonexempt staff – 2-4 years	27.0%	14.10		
Nonexempt staff – 5-9 years	27.0%	17.96		
Nonexempt staff – 10-14 years	27.0%	20.54		
Nonexempt staff – 15+ years	26.9%	21.75		
Exempt staff – 0-1 years	21.8%	14.40		
Exempt staff – 2-4 years	21.7%	15.31		
Exempt staff – 5-9 years	21.7%	18.14		
Exempt staff – 10-14 years	21.6%	20.33		
Exempt staff – 15+ years	21.4%	21.08		
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)				
Nonexempt staff – 0-1 years	32.4%	11.24		
Nonexempt staff – 2-4 years	32.6%	11.75		
Nonexempt staff – 5-9 years	32.6%	13.10		
Nonexempt staff – 10-14 years	32.7%	13.66		
Nonexempt staff – 15+ years	32.6%	14.09		
Exempt staff – 0-1 years	24.9%	11.06		
Exempt staff – 2-4 years	25.1%	11.22		
Exempt staff – 5-9 years	25.1%	12.50		
Exempt staff – 10-14 years	25.1%	12.98		
Exempt staff – 15+ years	25.0%	13.15		

BENEFITS AND PAID TIME OFF OFFERED BY NUMBER OF ATTORNEYS AT LOCATION

Benefits Offered and Average Coverage by Employers

% Offered = the percentage of all firm locations that offer the benefit

Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# OF ATTORNEYS AT LOCATION											
	Fewer than 10		10 – 24		25 – 49		50 – 99		100 – 199		200 or more	
	% Offered	Average	% Offered	Average	% Offered	Average	% Offered	Average	% Offered	Average	% Offered	Average
HEALTH BENEFITS												
Medical plan for employee	98.6%	85.9%	99.6%	86.0%	98.0%	86.0%	100.0%	84.9%	100.0%	90.3%	100.0%	89.0%
Medical plan for partner/dependents	98.3%	51.5%	97.5%	55.0%	93.9%	55.6%	100.0%	58.6%	96.0%	61.3%	100.0%	53.0%
Dental plan for employee	97.7%	50.8%	97.5%	47.9%	93.9%	40.4%	100.0%	51.3%	96.0%	55.8%	100.0%	24.0%
Dental plan for partner/dependents	97.4%	24.0%	95.9%	23.2%	92.5%	21.1%	93.2%	28.2%	92.0%	31.0%	100.0%	24.0%
Vision plan for employee	94.6%	31.2%	95.5%	33.2%	91.2%	29.4%	97.3%	31.8%	76.0%	34.1%	100.0%	22.0%
Vision plan for partner/dependents	93.7%	14.0%	92.1%	11.0%	89.8%	12.5%	94.6%	16.1%	76.0%	22.4%	100.0%	3.0%
Short-term disability	84.6%	87.8%	86.0%	86.9%	90.5%	80.7%	82.4%	89.3%	72.0%	81.3%	100.0%	100.0%
Long-term disability	93.4%	88.8%	97.9%	91.2%	96.6%	95.9%	98.6%	97.4%	100.0%	91.5%	100.0%	100.0%
Long-term care	39.4%	7.7%	44.6%	6.9%	41.5%	18.6%	45.9%	10.3%	32.0%	0.0%	80.0%	0.0%
Life insurance for employee	96.3%	97.5%	97.9%	98.7%	97.3%	98.6%	100.0%	95.7%	100.0%	95.8%	100.0%	100.0%
Life insurance for partner/dependents	86.3%	10.8%	85.1%	8.2%	84.4%	13.1%	82.4%	7.4%	64.0%	6.7%	100.0%	0.0%
Accidental death and dismemberment	90.3%	87.2%	93.4%	87.2%	89.8%	92.6%	97.3%	89.6%	96.0%	87.0%	100.0%	40.0%
RETIREMENT PLANS												
Defined benefit retirement plan (pension)	3.1%		4.5%		4.1%		6.8%		0.0%		0.0%	
Retirement savings plan without employer contribution	11.1%		15.3%		17.7%		24.3%		36.0%		0.0%	
Retirement savings plan with employer contribution	87.4%	4.2%	84.3%	4.3%	81.0%	4.3%	75.7%	4.7%	60.0%	3.5%	100.0%	5.5%
Registered retirement savings plan	0.3%		0.0%		0.0%		0.0%		0.0%		0.0%	
Other non-contributory profit sharing	34.3%		31.8%		27.2%		36.5%		40.0%		80.0%	
FLEXIBLE SPENDING												
Flexible spending account (FSA) to non-attorneys	89.1%		93.0%		95.9%		95.9%		96.0%		100.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	86.9%		83.6%		83.7%		83.1%		83.3%		100.0%	
Cafeteria plan	50.0%		56.6%		64.6%		68.9%		64.0%		80.0%	
Medical expense reimbursement account	69.7%		64.5%		66.7%		67.6%		68.0%		80.0%	
Dependent care	83.1%		84.7%		92.5%		83.8%		88.0%		100.0%	
Pretax premium account	34.0%		33.1%		33.3%		43.2%		36.0%		0.0%	
Qualified transportation expense	26.9%		45.5%		46.3%		59.5%		68.0%		100.0%	
BONUSES												
Discretionary bonuses	91.1%		93.0%		91.8%		95.9%		84.0%		100.0%	
Merit bonuses	57.4%		60.3%		65.3%		56.8%		80.0%		80.0%	
Signing bonuses	58.0%		71.5%		73.5%		75.7%		72.0%		80.0%	
Recruiting bonuses	63.1%		60.7%		55.8%		58.1%		56.0%		60.0%	
Tenure-based bonuses	34.3%		26.9%		29.3%		29.7%		48.0%		60.0%	
Other bonuses	10.3%		14.0%		20.4%		23.0%		40.0%		0.0%	
ADDITIONAL BENEFITS												
Courses related to and/or test fees for professional certification examinations	68.6%		65.3%		60.5%		56.8%		72.0%		80.0%	
Membership dues for professional associations	94.9%		95.5%		95.2%		93.2%		92.0%		40.0%	
Policy that permits working from home on a part-time or full-time basis	83.4%		84.7%		89.1%		97.3%		76.0%		100.0%	
Laptop equipment	85.1%		92.6%		89.1%		90.5%		84.0%		100.0%	
Mobile device	48.3%		57.9%		60.5%		56.8%		64.0%		80.0%	
Tuition reimbursement	22.6%	72.8%	31.4%	60.3%	27.2%	73.1%	45.9%	62.0%	20.0%	80.0%	0.0%	
Parking/mass transit subsidy	56.0%		65.3%		59.2%		67.6%		48.0%		80.0%	

	# OF ATTORNEYS AT LOCATION											
	Fewer than 10		10 – 24		25 – 49		50 – 99		100 – 199		200 or more	
	% Offered	Average	% Offered	Average	% Offered	Average	% Offered	Average	% Offered	Average	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE												
Maternity leave – nonexempt staff	75.4%	9.96	78.9%	10.30	77.6%	11.15	79.7%	11.86	84.0%	11.90	100.0%	16.00
Maternity leave – exempt staff	78.6%	10.68	82.2%	11.07	82.3%	11.34	81.1%	12.10	84.0%	12.19	100.0%	16.00
Maternity leave – associates	86.3%	12.20	90.9%	12.72	90.5%	12.98	90.5%	14.33	92.0%	15.52	100.0%	18.00
Paternity/parental leave – nonexempt staff	68.9%	7.92	66.1%	9.21	72.1%	9.64	82.4%	10.03	84.0%	9.90	80.0%	7.50
Paternity/parental leave – exempt staff	77.4%	8.32	76.9%	9.59	81.0%	9.66	82.4%	10.31	84.0%	10.00	80.0%	7.50
Paternity/parental leave – associates	86.0%	9.23	88.8%	10.00	91.2%	10.49	94.6%	11.20	100.0%	11.52	100.0%	6.80
UNLIMITED DAYS OFF OFFERED												
Nonexempt staff	1.4%		1.7%		0.7%		1.4%		4.0%		0.0%	
Exempt staff	23.1%		21.1%		17.7%		8.1%		8.0%		0.0%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)												
Nonexempt staff – 0-1 years	53.1%	16.04	57.9%	16.39	56.5%	16.64	59.5%	16.86	48.0%	17.75	0.0%	
Nonexempt staff – 2-4 years	53.1%	17.54	57.4%	17.57	56.5%	17.90	59.5%	18.50	48.0%	18.58	0.0%	
Nonexempt staff – 5-9 years	53.1%	21.74	57.9%	21.70	56.5%	22.01	59.5%	22.55	48.0%	23.25	0.0%	
Nonexempt staff – 10-14 years	52.3%	24.89	56.2%	24.77	55.8%	24.61	59.5%	26.45	48.0%	26.33	0.0%	
Nonexempt staff – 15+ years	50.0%	25.84	55.0%	25.97	53.1%	26.47	58.1%	27.65	48.0%	28.17	0.0%	
Exempt staff – 0-1 years	38.3%	16.56	41.7%	17.19	44.9%	17.83	48.6%	17.89	44.0%	18.45	0.0%	
Exempt staff – 2-4 years	38.3%	17.49	41.7%	17.88	44.9%	18.38	48.6%	18.92	44.0%	18.91	0.0%	
Exempt staff – 5-9 years	38.3%	21.92	41.7%	22.34	44.9%	22.39	48.6%	23.19	44.0%	23.09	0.0%	
Exempt staff – 10-14 years	37.4%	24.36	40.9%	24.41	44.2%	23.95	48.6%	25.92	44.0%	25.45	0.0%	
Exempt staff – 15+ years	35.7%	25.45	39.7%	25.80	41.5%	25.85	47.3%	27.49	44.0%	27.09	0.0%	
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)												
Nonexempt staff – 0-1 years	31.7%	13.17	30.6%	12.22	25.9%	12.84	24.3%	13.61	28.0%	18.29	100.0%	14.20
Nonexempt staff – 2-4 years	31.7%	14.29	30.6%	13.24	25.9%	13.79	24.3%	14.72	28.0%	18.29	100.0%	15.20
Nonexempt staff – 5-9 years	31.7%	17.95	30.6%	17.58	25.9%	17.53	24.3%	19.06	28.0%	20.14	100.0%	17.20
Nonexempt staff – 10-14 years	31.4%	19.72	30.6%	20.32	26.5%	20.18	23.0%	22.00	28.0%	23.29	100.0%	21.20
Nonexempt staff – 15+ years	31.4%	21.03	30.6%	21.28	26.5%	22.82	23.0%	23.06	28.0%	25.00	100.0%	22.20
Exempt staff – 0-1 years	25.4%	15.17	24.0%	13.97	19.7%	12.14	28.4%	14.10	28.0%	15.71	100.0%	17.20
Exempt staff – 2-4 years	25.4%	15.98	23.6%	14.49	19.7%	14.14	28.4%	15.19	28.0%	16.14	100.0%	18.20
Exempt staff – 5-9 years	25.4%	18.40	23.6%	17.47	19.7%	17.69	28.4%	18.57	28.0%	19.43	100.0%	20.20
Exempt staff – 10-14 years	25.4%	20.08	23.6%	20.18	19.7%	19.62	27.0%	21.55	28.0%	22.00	100.0%	21.20
Exempt staff – 15+ years	25.1%	20.83	23.1%	20.38	19.7%	21.52	27.0%	22.40	28.0%	22.43	100.0%	22.20
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)												
Nonexempt staff – 0-1 years	37.4%	10.45	33.9%	9.77	23.8%	9.94	33.8%	11.52	40.0%	13.60	100.0%	7.80
Nonexempt staff – 2-4 years	37.4%	10.92	33.9%	10.30	25.2%	10.81	33.8%	12.72	40.0%	15.60	100.0%	7.80
Nonexempt staff – 5-9 years	37.4%	12.08	33.9%	11.11	25.2%	11.86	33.8%	14.28	40.0%	17.10	100.0%	7.80
Nonexempt staff – 10-14 years	37.1%	12.66	33.9%	11.60	25.9%	12.82	33.8%	15.20	40.0%	17.60	100.0%	7.80
Nonexempt staff – 15+ years	37.1%	12.98	33.9%	12.02	25.9%	13.24	33.8%	15.88	40.0%	19.60	100.0%	7.80
Exempt staff – 0-1 years	30.0%	10.67	21.5%	10.13	17.7%	9.31	29.7%	11.23	28.0%	9.43	100.0%	9.60
Exempt staff – 2-4 years	30.0%	10.85	21.5%	10.27	19.0%	9.36	29.7%	11.77	28.0%	9.43	100.0%	9.60
Exempt staff – 5-9 years	30.0%	11.98	21.5%	11.23	19.0%	9.79	29.7%	12.59	28.0%	9.43	100.0%	9.60
Exempt staff – 10-14 years	30.0%	12.66	21.5%	11.77	19.0%	10.00	29.7%	13.09	28.0%	9.43	100.0%	9.60
Exempt staff – 15+ years	29.7%	12.82	21.5%	12.06	19.0%	10.00	29.7%	13.50	28.0%	9.43	100.0%	9.60

BENEFITS AND PAID TIME OFF OFFERED BY REGION

Benefits Offered and Average Coverage by Employers

% Offered = the percentage of all firm locations that offer the benefit

Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	U.S. GEOGRAPHIC REGION													
	Northeastern		Southern		Midwestern		North Central		Southwestern		Mountain		Pacific	
	% Offered	Average	% Offered	Average	% Offered	Average	% Offered	Average	% Offered	Average	% Offered	Average	% Offered	Average
HEALTH BENEFITS														
Medical plan for employee	81.3%	84.3%	89.7%	86.0%	83.0%	83.1%	84.7%	84.5%	84.7%	85.8%	85.9%	88.7%	83.1%	87.2%
Medical plan for partner/dependents	81.3%	52.6%	89.2%	51.7%	78.0%	69.1%	83.1%	65.2%	83.8%	49.2%	84.7%	55.3%	81.3%	48.1%
Dental plan for employee	80.6%	39.6%	88.7%	40.4%	78.0%	54.5%	84.7%	50.6%	83.8%	36.4%	85.9%	53.7%	80.7%	68.8%
Dental plan for partner/dependents	79.9%	23.9%	88.2%	18.7%	78.0%	34.6%	84.7%	21.9%	82.9%	16.5%	84.7%	36.0%	75.9%	28.4%
Vision plan for employee	77.7%	23.3%	86.5%	23.4%	71.0%	28.7%	83.1%	18.3%	83.8%	26.0%	80.0%	40.0%	80.1%	54.7%
Vision plan for partner/dependents	75.5%	13.8%	84.7%	8.3%	71.0%	13.8%	81.4%	9.6%	82.9%	6.4%	78.8%	26.5%	78.9%	22.6%
Short-term disability	74.8%	95.0%	82.0%	87.3%	72.0%	89.4%	79.7%	83.7%	76.6%	79.2%	62.4%	72.7%	63.3%	72.2%
Long-term disability	77.0%	94.0%	87.7%	92.3%	83.0%	94.8%	84.7%	81.9%	83.8%	92.6%	81.2%	90.7%	77.7%	88.0%
Long-term care	35.3%	3.3%	44.9%	7.3%	31.0%	28.0%	35.6%	5.6%	36.0%	5.6%	23.5%	6.7%	31.3%	6.2%
Life insurance for employee	78.4%	97.8%	89.2%	98.4%	82.0%	97.4%	86.4%	91.7%	83.8%	92.8%	85.9%	95.7%	79.5%	96.1%
Life insurance for partner/dependents	72.7%	15.9%	81.2%	14.5%	63.0%	1.8%	72.9%	0.0%	78.4%	5.0%	70.6%	5.5%	65.1%	3.9%
Accidental death and dismemberment	76.3%	80.7%	82.7%	90.1%	76.0%	94.4%	84.7%	83.0%	79.3%	83.8%	82.4%	88.1%	75.9%	86.2%
RETIREMENT PLANS														
Defined benefit retirement plan (pension)	2.9%		2.8%		8.0%		3.4%		0.9%		1.2%		5.4%	
Retirement savings plan without employer contribution	11.5%		7.5%		26.0%		13.6%		9.9%		14.1%		18.1%	
Retirement savings plan with employer contribution	69.8%	4.0%	82.5%	4.2%	55.0%	4.5%	71.2%	4.9%	75.7%	4.8%	71.8%	4.2%	65.1%	4.0%
Registered retirement savings plan	0.0%		0.0%		1.0%		0.0%		0.0%		0.0%		0.0%	
Other non-contributory profit sharing	21.6%		25.8%		24.0%		27.1%		37.8%		24.7%		27.7%	
FLEXIBLE SPENDING														
Flexible spending account (FSA) to non-attorneys	75.5%		86.2%		82.0%		83.1%		74.8%		74.1%		73.5%	
Flexible spending account (FSA) to non-attorneys as medical benefit	91.4%		82.3%		91.5%		85.7%		81.9%		76.2%		84.4%	
Cafeteria plan	41.7%		61.9%		47.0%		45.8%		48.6%		51.8%		38.6%	
Medical expense reimbursement account	56.1%		61.9%		70.0%		55.9%		50.5%		45.9%		54.8%	
Dependent care	66.2%		81.5%		79.0%		81.4%		72.1%		69.4%		64.5%	
Pretax premium account	24.5%		33.6%		36.0%		22.0%		38.7%		35.3%		28.3%	
Qualified transportation expense	38.8%		33.6%		39.0%		30.5%		34.2%		38.8%		33.1%	
BONUSES														
Discretionary bonuses	71.2%		85.0%		76.0%		76.3%		81.1%		83.5%		77.7%	
Merit bonuses	51.8%		63.7%		46.0%		28.8%		44.1%		44.7%		41.6%	
Signing bonuses	56.1%		69.4%		45.0%		45.8%		45.9%		58.8%		53.6%	
Recruiting bonuses	52.5%		63.7%		40.0%		32.2%		40.5%		54.1%		51.8%	
Tenure-based bonuses	18.7%		37.1%		34.0%		28.8%		20.7%		34.1%		21.7%	
Other bonuses	5.8%		11.8%		9.0%		13.6%		8.1%		24.7%		19.3%	
ADDITIONAL BENEFITS														
Courses related to and/or test fees for professional certification examinations	53.2%		57.1%		56.0%		47.5%		60.4%		67.1%		61.4%	
Membership dues for professional associations	75.5%		87.7%		80.0%		72.9%		80.2%		82.4%		78.3%	
Policy that permits working from home on a part-time or full-time basis	72.7%		77.4%		75.0%		69.5%		71.2%		82.4%		69.3%	
Laptop equipment	74.1%		80.2%		75.0%		74.6%		73.0%		77.6%		75.3%	
Mobile device	46.0%		46.6%		51.0%		42.4%		47.7%		42.4%		45.2%	
Tuition reimbursement	25.2%	74.3%	21.1%	74.8%	32.0%	41.7%	27.1%	47.3%	25.2%	76.4%	20.0%	77.8%	24.7%	65.1%
Parking/mass transit subsidy	36.7%		62.7%		49.0%		50.8%		45.0%		54.1%		52.4%	

	U.S. GEOGRAPHIC REGION													
	Northeastern		Southern		Midwestern		North Central		Southwestern		Mountain		Pacific	
	% Offered	Average	% Offered	Average	% Offered	Average	% Offered	Average	% Offered	Average	% Offered	Average	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE														
Maternity leave – nonexempt staff	64.7%	11.42	66.4%	10.17	77.0%	11.53	72.9%	9.72	70.3%	10.64	62.4%	11.36	56.6%	11.16
Maternity leave – exempt staff	65.5%	12.22	72.9%	10.70	78.0%	12.68	72.9%	10.09	71.2%	10.91	70.6%	10.93	60.2%	11.22
Maternity leave – associates	70.5%	13.34	84.2%	12.34	79.0%	14.63	76.3%	12.44	73.9%	13.60	72.9%	13.15	66.3%	12.85
Paternity/parental leave – nonexempt staff	61.2%	9.08	54.4%	9.60	69.0%	7.90	76.3%	7.60	56.8%	9.06	62.4%	10.55	62.7%	8.82
Paternity/parental leave – exempt staff	67.6%	9.34	68.4%	9.49	72.0%	8.38	76.3%	7.73	59.5%	9.76	71.8%	10.51	66.3%	9.00
Paternity/parental leave – associates	73.4%	9.73	79.9%	9.89	77.0%	10.69	78.0%	10.57	73.9%	8.95	74.1%	12.17	72.9%	10.27
UNLIMITED DAYS OFF OFFERED														
Nonexempt staff	1.4%		0.5%		0.0%		1.7%		3.6%		2.4%		1.8%	
Exempt staff	20.9%		14.3%		13.0%		18.6%		22.5%		29.4%		21.1%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)														
Nonexempt staff – 0-1 years	36.0%	17.26	56.6%	16.24	52.0%	15.46	47.5%	17.29	39.6%	16.52	31.8%	15.89	33.7%	16.34
Nonexempt staff – 2-4 years	36.0%	18.24	56.6%	17.42	52.0%	18.19	47.5%	18.89	39.6%	17.98	31.8%	16.63	33.1%	17.33
Nonexempt staff – 5-9 years	36.0%	22.68	56.6%	21.67	52.0%	22.00	47.5%	22.82	39.6%	21.89	31.8%	21.11	33.7%	21.36
Nonexempt staff – 10-14 years	36.0%	25.84	56.6%	24.22	51.0%	25.35	47.5%	26.86	38.7%	25.67	30.6%	24.96	30.7%	25.08
Nonexempt staff – 15+ years	36.0%	26.34	52.4%	25.52	51.0%	27.29	47.5%	27.96	38.7%	26.91	29.4%	26.48	31.3%	25.92
Exempt staff – 0-1 years	30.9%	17.23	41.1%	16.74	39.0%	17.95	39.0%	17.13	26.1%	18.52	20.0%	16.18	25.9%	17.37
Exempt staff – 2-4 years	30.9%	18.12	41.1%	17.29	39.0%	19.18	39.0%	18.78	26.1%	19.17	20.0%	16.82	25.9%	18.23
Exempt staff – 5-9 years	30.9%	22.42	41.1%	21.60	39.0%	23.54	39.0%	22.74	26.1%	23.69	20.0%	21.47	25.9%	22.40
Exempt staff – 10-14 years	30.9%	24.74	41.1%	23.34	38.0%	25.71	39.0%	26.74	25.2%	26.50	18.8%	22.88	24.1%	25.28
Exempt staff – 15+ years	30.9%	25.47	37.6%	24.83	38.0%	27.68	39.0%	28.04	25.2%	27.75	17.6%	25.00	24.1%	26.30
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)														
Nonexempt staff – 0-1 years	26.6%	13.62	17.8%	12.00	19.0%	10.84	28.8%	13.53	30.6%	11.38	36.5%	15.68	43.4%	13.76
Nonexempt staff – 2-4 years	26.6%	15.24	17.8%	13.14	19.0%	14.00	28.8%	13.71	30.6%	12.35	36.5%	15.90	43.4%	14.26
Nonexempt staff – 5-9 years	26.6%	17.24	17.8%	17.17	19.0%	18.05	28.8%	17.88	30.6%	17.91	36.5%	19.10	43.4%	18.14
Nonexempt staff – 10-14 years	25.9%	20.61	18.0%	18.89	18.0%	20.44	28.8%	20.06	30.6%	20.41	36.5%	21.55	44.0%	20.97
Nonexempt staff – 15+ years	25.9%	21.28	17.8%	19.96	18.0%	22.67	28.8%	23.47	30.6%	20.79	36.5%	23.35	44.0%	22.58
Exempt staff – 0-1 years	18.0%	15.04	15.8%	14.05	18.0%	13.72	22.0%	12.85	23.4%	13.46	21.2%	16.00	32.5%	15.02
Exempt staff – 2-4 years	18.0%	15.76	15.8%	14.97	18.0%	16.50	20.3%	12.67	23.4%	14.35	21.2%	16.67	32.5%	15.69
Exempt staff – 5-9 years	18.0%	17.52	15.8%	17.33	18.0%	18.89	20.3%	16.25	23.4%	18.96	21.2%	19.89	32.5%	18.57
Exempt staff – 10-14 years	18.0%	20.16	15.8%	19.06	17.0%	21.59	20.3%	18.92	23.4%	21.73	21.2%	21.11	32.5%	20.89
Exempt staff – 15+ years	17.3%	20.75	15.8%	19.70	16.0%	21.38	20.3%	20.75	23.4%	21.92	21.2%	22.11	32.5%	22.06
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)														
Nonexempt staff – 0-1 years	28.8%	9.60	26.6%	12.22	25.0%	12.56	23.7%	7.57	38.7%	10.86	36.5%	13.32	45.2%	9.97
Nonexempt staff – 2-4 years	28.8%	9.73	27.1%	12.86	25.0%	14.40	23.7%	8.43	38.7%	10.93	36.5%	13.97	45.2%	10.56
Nonexempt staff – 5-9 years	28.8%	10.53	27.1%	14.86	25.0%	16.24	23.7%	8.64	38.7%	12.21	36.5%	15.32	45.2%	11.16
Nonexempt staff – 10-14 years	28.1%	10.92	27.3%	15.55	25.0%	16.84	23.7%	9.07	38.7%	12.56	36.5%	15.68	45.8%	11.70
Nonexempt staff – 15+ years	28.1%	11.13	27.1%	16.15	25.0%	18.44	23.7%	9.36	38.7%	12.56	36.5%	16.32	45.8%	11.75
Exempt staff – 0-1 years	19.4%	9.81	20.6%	12.01	14.0%	12.43	20.3%	6.58	30.6%	10.59	25.9%	13.09	34.3%	10.39
Exempt staff – 2-4 years	19.4%	9.81	21.1%	12.30	14.0%	12.43	20.3%	7.00	30.6%	10.59	25.9%	13.09	34.3%	10.56
Exempt staff – 5-9 years	19.4%	10.63	21.1%	14.39	14.0%	14.21	20.3%	7.00	30.6%	12.21	25.9%	14.50	34.3%	10.74
Exempt staff – 10-14 years	19.4%	11.11	21.1%	15.20	14.0%	14.79	20.3%	7.42	30.6%	12.65	25.9%	14.91	34.3%	10.79
Exempt staff – 15+ years	18.7%	11.35	21.1%	15.42	14.0%	15.64	20.3%	7.42	30.6%	12.65	25.9%	15.05	34.3%	10.79

Anchorage, AK

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
LEGAL SUPPORT SERVICE POSITIONS				
Legal Secretary	6	11	$83,900	$81,000

Anchorage, AK

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	4	66.7%	91.3%
Medical plan for partners/dependents	4	66.7%	54.5%
Dental plan for employee	4	66.7%	75.0%
Dental plan for partners/dependents	3	50.0%	23.7%
Vision plan for employee	4	66.7%	71.3%
Vision plan for partners/dependents	4	66.7%	32.0%
Short-term disability	2	33.3%	100.0%
Long-term disability	4	66.7%	98.8%
Long-term care	2	33.3%	0.0%
Life insurance for employee	4	66.7%	100.0%
Life insurance for partners/dependents	3	50.0%	0.0%
Accidental death and dismemberment	4	66.7%	75.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	1	16.7%	
Retirement savings plan with employer contribution	3	50.0%	2.5%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	2	33.3%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	4	66.7%	
Flexible spending account (FSA) to non-attorneys as medical benefit	4	100.0%	
Cafeteria plan	2	33.3%	
Medical expense reimbursement account	4	66.7%	
Dependent care	3	50.0%	
Pretax premium account	2	33.3%	
Qualified transportation expense	3	50.0%	
BONUSES			
Discretionary bonuses	4	66.7%	
Merit bonuses	4	66.7%	
Signing bonuses	3	50.0%	
Recruiting bonuses	3	50.0%	
Tenure-based bonuses	2	33.3%	
Other bonuses	2	33.3%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	3	50.0%	
Membership dues for professional associations	4	66.7%	
Policy that permits working from home on a part-time or full-time basis	4	66.7%	
Laptop equipment	3	50.0%	
Mobile device	4	66.7%	
Tuition reimbursement	2	33.3%	100.0%
Parking/mass transit subsidy	3	50.0%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	1	16.7%	12.00
Maternity leave – exempt staff	2	33.3%	10.00
Maternity leave – associates	2	33.3%	10.00
Paternity/parental leave – nonexempt staff	3	50.0%	10.67
Paternity/parental leave – exempt staff	4	66.7%	10.00
Paternity/parental leave – associates	4	66.7%	12.75
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	1	16.7%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	16.7%	17.00
Nonexempt staff – 2-4 years	1	16.7%	17.00
Nonexempt staff – 5-9 years	1	16.7%	22.00
Nonexempt staff – 10-14 years	1	16.7%	27.00
Nonexempt staff – 15+ years	1	16.7%	27.00
Exempt staff – 0-1 years	1	16.7%	17.00
Exempt staff – 2-4 years	1	16.7%	17.00
Exempt staff – 5-9 years	1	16.7%	22.00
Exempt staff – 10-14 years	1	16.7%	27.00
Exempt staff – 15+ years	1	16.7%	27.00
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	50.0%	16.67
Nonexempt staff – 2-4 years	3	50.0%	17.67
Nonexempt staff – 5-9 years	3	50.0%	22.33
Nonexempt staff – 10-14 years	3	50.0%	25.67
Nonexempt staff – 15+ years	3	50.0%	27.33
Exempt staff – 0-1 years	1	16.7%	15.00
Exempt staff – 2-4 years	1	16.7%	15.00
Exempt staff – 5-9 years	1	16.7%	20.00
Exempt staff – 10-14 years	1	16.7%	25.00
Exempt staff – 15+ years	1	16.7%	25.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	16.7%	10.00
Nonexempt staff – 2-4 years	1	16.7%	10.00
Nonexempt staff – 5-9 years	1	16.7%	10.00
Nonexempt staff – 10-14 years	1	16.7%	10.00
Nonexempt staff – 15+ years	1	16.7%	10.00
Exempt staff – 0-1 years	2	33.3%	8.50
Exempt staff – 2-4 years	2	33.3%	8.50
Exempt staff – 5-9 years	2	33.3%	8.50
Exempt staff – 10-14 years	2	33.3%	8.50
Exempt staff – 15+ years	2	33.3%	8.50

Atlanta-Sandy Springs-Roswell, GA

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
ADMINISTRATIVE POSITIONS				
Branch Office Manager	8	8	$144,320	$144,450
HUMAN RESOURCES POSITIONS				
Human Resources Director	6	6	$222,870	$188,850
MARKETING POSITIONS				
Business Development Manager	7	10	$157,950	$171,350
TECHNOLOGY POSITIONS				
Information Technology Director/Manager	5	5	$206,080	$211,990
Help Desk/User-Training Specialist	11	20	$82,750	$77,360
LIBRARY AND RECORDS POSITIONS				
Records/File Clerk	8	10	$60,910	$57,980
ACCOUNTING AND FINANCE POSITIONS				
Finance Reporting Analyst/Manager	5	5	$120,700	$118,500
Billing Specialist	10	31	$84,530	$80,800
Accounts Payable Specialist/Accounts Receivable Specialist	5	7	$75,980	$69,100
LEGAL SUPPORT SERVICE POSITIONS				
Legal Assistant	6	36	$84,060	$81,810
Paralegal	16	89	$100,880	$93,900
Legal Secretary	15	117	$90,540	$93,270
Conflicts Analyst/Coordinator	7	12	$88,260	$83,140
INTELLECTUAL PROPERTY PRACTICE AREA POSITIONS				
IP Paralegal	5	6	$128,630	$123,280
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	8	8	$58,640	$55,180
Office Services Assistant/Clerk	6	10	$55,790	$53,710
PARTNERS				
Equity Partners/Owners	7	27	$564,430	$501,330
Non-Equity Partners	6	25	$359,460	$346,630
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (1 year or less of experience)	10	20	$184,360	$200,000
Associate Attorney (2 years of experience)	9	18	$199,180	$200,000
Associate Attorney (3 years of experience)	8	18	$211,160	$217,500
Associate Attorney (4 years of experience)	10	20	$228,830	$227,500
Associate Attorney (5 years of experience)	11	17	$254,160	$250,000
Associate Attorney (6 years of experience)	7	13	$274,520	$265,500
Associate Attorney (7 years of experience)	8	10	$265,890	$252,030
Associate Attorney (8 years of experience)	6	13	$273,680	$255,000
Associate Attorney (10 years or more of experience)	10	30	$254,660	$261,060

Atlanta-Sandy Springs-Roswell, GA

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	25	100.0%	86.7%
Medical plan for partners/dependents	24	96.0%	54.6%
Dental plan for employee	24	96.0%	50.0%
Dental plan for partners/dependents	24	96.0%	24.4%
Vision plan for employee	23	92.0%	20.5%
Vision plan for partners/dependents	23	92.0%	8.2%
Short-term disability	23	92.0%	81.8%
Long-term disability	25	100.0%	94.0%
Long-term care	12	48.0%	18.2%
Life insurance for employee	25	100.0%	100.0%
Life insurance for partners/dependents	22	88.0%	14.3%
Accidental death and dismemberment	24	96.0%	95.7%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	1	4.0%	
Retirement savings plan without employer contribution	5	20.0%	
Retirement savings plan with employer contribution	20	80.0%	3.8%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	10	40.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	25	100.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	22	88.0%	
Cafeteria plan	19	76.0%	
Medical expense reimbursement account	18	72.0%	
Dependent care	23	92.0%	
Pretax premium account	10	40.0%	
Qualified transportation expense	13	52.0%	
BONUSES			
Discretionary bonuses	23	92.0%	
Merit bonuses	15	60.0%	
Signing bonuses	20	80.0%	
Recruiting bonuses	19	76.0%	
Tenure-based bonuses	9	36.0%	
Other bonuses	4	16.0%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	16	64.0%	
Membership dues for professional associations	24	96.0%	
Policy that permits working from home on a part-time or full-time basis	22	88.0%	
Laptop equipment	23	92.0%	
Mobile device	13	52.0%	
Tuition reimbursement	5	20.0%	59.0%
Parking/mass transit subsidy	18	72.0%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	18	72.0%	10.06
Maternity leave – exempt staff	18	72.0%	10.72
Maternity leave – associates	21	84.0%	13.24
Paternity/parental leave – nonexempt staff	16	64.0%	9.25
Paternity/parental leave – exempt staff	17	68.0%	9.41
Paternity/parental leave – associates	20	80.0%	10.00
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	3	12.0%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	14	56.0%	17.79
Nonexempt staff – 2-4 years	14	56.0%	18.29
Nonexempt staff – 5-9 years	14	56.0%	23.00
Nonexempt staff – 10-14 years	14	56.0%	25.79
Nonexempt staff – 15+ years	13	52.0%	27.62
Exempt staff – 0-1 years	11	44.0%	17.82
Exempt staff – 2-4 years	11	44.0%	17.82
Exempt staff – 5-9 years	11	44.0%	22.55
Exempt staff – 10-14 years	11	44.0%	24.91
Exempt staff – 15+ years	10	40.0%	26.80
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	5	20.0%	14.80
Nonexempt staff – 2-4 years	5	20.0%	16.40
Nonexempt staff – 5-9 years	5	20.0%	20.00
Nonexempt staff – 10-14 years	5	20.0%	21.60
Nonexempt staff – 15+ years	5	20.0%	23.60
Exempt staff – 0-1 years	6	24.0%	14.33
Exempt staff – 2-4 years	6	24.0%	16.17
Exempt staff – 5-9 years	6	24.0%	19.17
Exempt staff – 10-14 years	6	24.0%	20.83
Exempt staff – 15+ years	6	24.0%	21.67
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	6	24.0%	15.50
Nonexempt staff – 2-4 years	7	28.0%	15.29
Nonexempt staff – 5-9 years	7	28.0%	18.00
Nonexempt staff – 10-14 years	7	28.0%	18.57
Nonexempt staff – 15+ years	7	28.0%	19.86
Exempt staff – 0-1 years	5	20.0%	12.20
Exempt staff – 2-4 years	6	24.0%	11.83
Exempt staff – 5-9 years	6	24.0%	13.67
Exempt staff – 10-14 years	6	24.0%	14.17
Exempt staff – 15+ years	6	24.0%	14.17

Austin-Round Rock-San Marcos, TX

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
ACCOUNTING AND FINANCE POSITIONS				
Billing Specialist	5	8	$82,390	$82,650
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	9	34	$103,520	$89,500
Legal Secretary	9	27	$97,710	$97,000
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	5	5	$58,440	$56,580
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (2 years of experience)	5	7	$172,310	$160,000
Associate Attorney (3 years of experience)	6	12	$176,850	$174,500
Associate Attorney (5 years of experience)	5	10	$211,450	$198,500

Austin-Round Rock-San Marcos, TX

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	14	87.5%	82.7%
Medical plan for partners/dependents	14	87.5%	43.7%
Dental plan for employee	14	87.5%	41.5%
Dental plan for partners/dependents	14	87.5%	23.4%
Vision plan for employee	14	87.5%	31.6%
Vision plan for partners/dependents	14	87.5%	11.3%
Short-term disability	11	68.8%	72.7%
Long-term disability	14	87.5%	85.7%
Long-term care	7	43.8%	16.7%
Life insurance for employee	14	87.5%	87.5%
Life insurance for partners/dependents	12	75.0%	8.3%
Accidental death and dismemberment	14	87.5%	80.4%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	1	6.3%	
Retirement savings plan with employer contribution	13	81.3%	4.6%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	7	43.8%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	12	75.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	11	91.7%	
Cafeteria plan	7	43.8%	
Medical expense reimbursement account	10	62.5%	
Dependent care	12	75.0%	
Pretax premium account	7	43.8%	
Qualified transportation expense	4	25.0%	
BONUSES			
Discretionary bonuses	13	81.3%	
Merit bonuses	8	50.0%	
Signing bonuses	8	50.0%	
Recruiting bonuses	6	37.5%	
Tenure-based bonuses	4	25.0%	
Other bonuses	2	12.5%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	10	62.5%	
Membership dues for professional associations	14	87.5%	
Policy that permits working from home on a part-time or full-time basis	12	75.0%	
Laptop equipment	14	87.5%	
Mobile device	7	43.8%	
Tuition reimbursement	5	31.3%	68.8%
Parking/mass transit subsidy	9	56.3%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	14	87.5%	10.71
Maternity leave – exempt staff	14	87.5%	10.71
Maternity leave – associates	14	87.5%	12.50
Paternity/parental leave – nonexempt staff	13	81.3%	7.69
Paternity/parental leave – exempt staff	13	81.3%	7.69
Paternity/parental leave – associates	14	87.5%	8.07
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	2	12.5%	
Exempt staff	3	18.8%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	6	37.5%	16.67
Nonexempt staff – 2-4 years	6	37.5%	18.33
Nonexempt staff – 5-9 years	6	37.5%	22.50
Nonexempt staff – 10-14 years	6	37.5%	26.67
Nonexempt staff – 15+ years	6	37.5%	27.67
Exempt staff – 0-1 years	4	25.0%	19.25
Exempt staff – 2-4 years	4	25.0%	19.25
Exempt staff – 5-9 years	4	25.0%	24.00
Exempt staff – 10-14 years	4	25.0%	27.50
Exempt staff – 15+ years	4	25.0%	28.25
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	4	25.0%	12.75
Nonexempt staff – 2-4 years	4	25.0%	14.00
Nonexempt staff – 5-9 years	4	25.0%	20.25
Nonexempt staff – 10-14 years	4	25.0%	22.75
Nonexempt staff – 15+ years	4	25.0%	24.00
Exempt staff – 0-1 years	5	31.3%	12.60
Exempt staff – 2-4 years	5	31.3%	15.20
Exempt staff – 5-9 years	5	31.3%	20.20
Exempt staff – 10-14 years	5	31.3%	22.60
Exempt staff – 15+ years	5	31.3%	23.60
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	6	37.5%	12.50
Nonexempt staff – 2-4 years	6	37.5%	12.50
Nonexempt staff – 5-9 years	6	37.5%	14.33
Nonexempt staff – 10-14 years	6	37.5%	14.83
Nonexempt staff – 15+ years	6	37.5%	14.83
Exempt staff – 0-1 years	7	43.8%	11.29
Exempt staff – 2-4 years	7	43.8%	11.29
Exempt staff – 5-9 years	7	43.8%	12.86
Exempt staff – 10-14 years	7	43.8%	13.29
Exempt staff – 15+ years	7	43.8%	13.29

Baltimore-Columbia-Towson, MD

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION	
			Average	Median
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	8	30	$106,850	$100,790
Legal Secretary	7	38	$92,370	$99,660
PARTNERS				
Non-Equity Partners	5	18	$397,850	$413,020
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (2 years of experience)	5	10	$205,450	$215,250

Baltimore-Columbia-Towson, MD

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	9	90.0%	83.7%
Medical plan for partners/dependents	9	90.0%	58.6%
Dental plan for employee	9	90.0%	60.3%
Dental plan for partners/dependents	9	90.0%	42.7%
Vision plan for employee	9	90.0%	11.1%
Vision plan for partners/dependents	9	90.0%	7.6%
Short-term disability	8	80.0%	95.8%
Long-term disability	8	80.0%	99.4%
Long-term care	2	20.0%	50.0%
Life insurance for employee	8	80.0%	100.0%
Life insurance for partners/dependents	8	80.0%	50.0%
Accidental death and dismemberment	8	80.0%	100.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	0	0.0%	
Retirement savings plan with employer contribution	9	90.0%	3.3%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	1	10.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	9	90.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	8	88.9%	
Cafeteria plan	9	90.0%	
Medical expense reimbursement account	5	50.0%	
Dependent care	8	80.0%	
Pretax premium account	4	40.0%	
Qualified transportation expense	2	20.0%	
BONUSES			
Discretionary bonuses	8	80.0%	
Merit bonuses	7	70.0%	
Signing bonuses	7	70.0%	
Recruiting bonuses	6	60.0%	
Tenure-based bonuses	4	40.0%	
Other bonuses	2	20.0%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	7	70.0%	
Membership dues for professional associations	9	90.0%	
Policy that permits working from home on a part-time or full-time basis	9	90.0%	
Laptop equipment	8	80.0%	
Mobile device	7	70.0%	
Tuition reimbursement	5	50.0%	87.5%
Parking/mass transit subsidy	8	80.0%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	6	60.0%	8.17
Maternity leave – exempt staff	7	70.0%	8.71
Maternity leave – associates	7	70.0%	11.29
Paternity/parental leave – nonexempt staff	4	40.0%	10.75
Paternity/parental leave – exempt staff	5	50.0%	11.80
Paternity/parental leave – associates	8	80.0%	9.38
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	3	30.0%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	5	50.0%	17.80
Nonexempt staff – 2-4 years	5	50.0%	17.80
Nonexempt staff – 5-9 years	5	50.0%	22.80
Nonexempt staff – 10-14 years	5	50.0%	27.40
Nonexempt staff – 15+ years	5	50.0%	28.40
Exempt staff – 0-1 years	5	50.0%	17.80
Exempt staff – 2-4 years	5	50.0%	17.80
Exempt staff – 5-9 years	5	50.0%	22.80
Exempt staff – 10-14 years	5	50.0%	26.40
Exempt staff – 15+ years	5	50.0%	27.40
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	4	40.0%	13.75
Nonexempt staff – 2-4 years	4	40.0%	15.00
Nonexempt staff – 5-9 years	4	40.0%	16.25
Nonexempt staff – 10-14 years	4	40.0%	19.50
Nonexempt staff – 15+ years	4	40.0%	22.00
Exempt staff – 0-1 years	1	10.0%	15.00
Exempt staff – 2-4 years	1	10.0%	15.00
Exempt staff – 5-9 years	1	10.0%	18.00
Exempt staff – 10-14 years	1	10.0%	23.00
Exempt staff – 15+ years	1	10.0%	28.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	30.0%	4.33
Nonexempt staff – 2-4 years	3	30.0%	5.00
Nonexempt staff – 5-9 years	3	30.0%	6.00
Nonexempt staff – 10-14 years	3	30.0%	6.00
Nonexempt staff – 15+ years	3	30.0%	6.00
Exempt staff – 0-1 years	1	10.0%	5.00
Exempt staff – 2-4 years	1	10.0%	5.00
Exempt staff – 5-9 years	1	10.0%	5.00
Exempt staff – 10-14 years	1	10.0%	5.00
Exempt staff – 15+ years	1	10.0%	5.00

Birmingham, AL

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION	
			Average	Median
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	7	27	$99,980	$95,120
Legal Secretary	7	31	$74,300	$72,040

Birmingham, AL

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	11	100.0%	83.7%
Medical plan for partners/dependents	11	100.0%	46.2%
Dental plan for employee	11	100.0%	33.6%
Dental plan for partners/dependents	11	100.0%	12.7%
Vision plan for employee	11	100.0%	21.8%
Vision plan for partners/dependents	11	100.0%	9.5%
Short-term disability	10	90.9%	80.0%
Long-term disability	11	100.0%	90.9%
Long-term care	5	45.5%	0.0%
Life insurance for employee	11	100.0%	100.0%
Life insurance for partners/dependents	11	100.0%	9.1%
Accidental death and dismemberment	11	100.0%	90.9%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	1	9.1%	
Retirement savings plan with employer contribution	10	90.9%	3.3%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	6	54.5%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	11	100.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	10	90.9%	
Cafeteria plan	9	81.8%	
Medical expense reimbursement account	7	63.6%	
Dependent care	11	100.0%	
Pretax premium account	6	54.5%	
Qualified transportation expense	3	27.3%	
BONUSES			
Discretionary bonuses	10	90.9%	
Merit bonuses	7	63.6%	
Signing bonuses	8	72.7%	
Recruiting bonuses	9	81.8%	
Tenure-based bonuses	4	36.4%	
Other bonuses	1	9.1%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	8	72.7%	
Membership dues for professional associations	11	100.0%	
Policy that permits working from home on a part-time or full-time basis	9	81.8%	
Laptop equipment	8	72.7%	
Mobile device	6	54.5%	
Tuition reimbursement	2	18.2%	75.0%
Parking/mass transit subsidy	8	72.7%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	7	63.6%	9.00
Maternity leave – exempt staff	7	63.6%	9.00
Maternity leave – associates	9	81.8%	11.33
Paternity/parental leave – nonexempt staff	5	45.5%	9.80
Paternity/parental leave – exempt staff	5	45.5%	9.80
Paternity/parental leave – associates	8	72.7%	9.25
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	1	9.1%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	8	72.7%	16.63
Nonexempt staff – 2-4 years	8	72.7%	18.63
Nonexempt staff – 5-9 years	8	72.7%	22.75
Nonexempt staff – 10-14 years	8	72.7%	25.38
Nonexempt staff – 15+ years	7	63.6%	27.86
Exempt staff – 0-1 years	7	63.6%	18.29
Exempt staff – 2-4 years	7	63.6%	18.71
Exempt staff – 5-9 years	7	63.6%	23.43
Exempt staff – 10-14 years	7	63.6%	25.71
Exempt staff – 15+ years	6	54.5%	27.83
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	18.2%	10.00
Nonexempt staff – 2-4 years	2	18.2%	10.00
Nonexempt staff – 5-9 years	2	18.2%	15.00
Nonexempt staff – 10-14 years	3	27.3%	15.00
Nonexempt staff – 15+ years	2	18.2%	15.00
Exempt staff – 0-1 years	2	18.2%	12.50
Exempt staff – 2-4 years	2	18.2%	12.50
Exempt staff – 5-9 years	2	18.2%	15.00
Exempt staff – 10-14 years	2	18.2%	15.00
Exempt staff – 15+ years	2	18.2%	15.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	18.2%	8.00
Nonexempt staff – 2-4 years	2	18.2%	8.00
Nonexempt staff – 5-9 years	2	18.2%	8.00
Nonexempt staff – 10-14 years	3	27.3%	8.67
Nonexempt staff – 15+ years	2	18.2%	8.00
Exempt staff – 0-1 years	2	18.2%	8.00
Exempt staff – 2-4 years	2	18.2%	8.00
Exempt staff – 5-9 years	2	18.2%	8.00
Exempt staff – 10-14 years	2	18.2%	8.00
Exempt staff – 15+ years	2	18.2%	8.00

Boston-Cambridge-Newton, MA-NH

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION	
			Average	Median
LEGAL SUPPORT SERVICE POSITIONS				
Legal Assistant	5	36	$97,210	$99,770
Paralegal	6	18	$120,460	$123,220
Legal Secretary	5	12	$94,380	$100,780

Boston-Cambridge-Newton, MA-NH

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	13	81.3%	85.6%
Medical plan for partners/dependents	13	81.3%	69.0%
Dental plan for employee	13	81.3%	41.5%
Dental plan for partners/dependents	13	81.3%	32.0%
Vision plan for employee	13	81.3%	22.5%
Vision plan for partners/dependents	13	81.3%	12.1%
Short-term disability	13	81.3%	100.0%
Long-term disability	13	81.3%	88.3%
Long-term care	4	25.0%	0.0%
Life insurance for employee	13	81.3%	100.0%
Life insurance for partners/dependents	12	75.0%	18.2%
Accidental death and dismemberment	13	81.3%	83.3%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	3	18.8%	
Retirement savings plan with employer contribution	10	62.5%	4.7%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	6	37.5%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	13	81.3%	
Flexible spending account (FSA) to non-attorneys as medical benefit	11	84.6%	
Cafeteria plan	7	43.8%	
Medical expense reimbursement account	8	50.0%	
Dependent care	13	81.3%	
Pretax premium account	4	25.0%	
Qualified transportation expense	7	43.8%	
BONUSES			
Discretionary bonuses	11	68.8%	
Merit bonuses	7	43.8%	
Signing bonuses	10	62.5%	
Recruiting bonuses	6	37.5%	
Tenure-based bonuses	2	12.5%	
Other bonuses	0	0.0%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	8	50.0%	
Membership dues for professional associations	12	75.0%	
Policy that permits working from home on a part-time or full-time basis	12	75.0%	
Laptop equipment	13	81.3%	
Mobile device	7	43.8%	
Tuition reimbursement	5	31.3%	45.0%
Parking/mass transit subsidy	7	43.8%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	10	62.5%	9.60
Maternity leave – exempt staff	10	62.5%	10.20
Maternity leave – associates	11	68.8%	11.64
Paternity/parental leave – nonexempt staff	9	56.3%	9.11
Paternity/parental leave – exempt staff	10	62.5%	9.20
Paternity/parental leave – associates	11	68.8%	9.27
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	3	18.8%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	9	56.3%	17.44
Nonexempt staff – 2-4 years	9	56.3%	17.89
Nonexempt staff – 5-9 years	9	56.3%	22.22
Nonexempt staff – 10-14 years	9	56.3%	25.89
Nonexempt staff – 15+ years	9	56.3%	26.89
Exempt staff – 0-1 years	7	43.8%	17.00
Exempt staff – 2-4 years	7	43.8%	17.57
Exempt staff – 5-9 years	7	43.8%	22.00
Exempt staff – 10-14 years	7	43.8%	24.71
Exempt staff – 15+ years	7	43.8%	25.57
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	12.5%	13.50
Nonexempt staff – 2-4 years	2	12.5%	13.50
Nonexempt staff – 5-9 years	2	12.5%	18.50
Nonexempt staff – 10-14 years	2	12.5%	23.50
Nonexempt staff – 15+ years	2	12.5%	23.50
Exempt staff – 0-1 years	2	12.5%	13.50
Exempt staff – 2-4 years	2	12.5%	13.50
Exempt staff – 5-9 years	2	12.5%	18.50
Exempt staff – 10-14 years	2	12.5%	23.50
Exempt staff – 15+ years	2	12.5%	23.50
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	12.5%	7.00
Nonexempt staff – 2-4 years	2	12.5%	7.00
Nonexempt staff – 5-9 years	2	12.5%	7.00
Nonexempt staff – 10-14 years	2	12.5%	7.00
Nonexempt staff – 15+ years	2	12.5%	7.00
Exempt staff – 0-1 years	2	12.5%	7.00
Exempt staff – 2-4 years	2	12.5%	7.00
Exempt staff – 5-9 years	2	12.5%	7.00
Exempt staff – 10-14 years	2	12.5%	7.00
Exempt staff – 15+ years	2	12.5%	7.00

Charleston-North Charleston, SC

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	5	24	$81,220	$77,620

Charleston-North Charleston, SC

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	5	83.3%	91.2%
Medical plan for partners/dependents	5	83.3%	56.4%
Dental plan for employee	5	83.3%	26.4%
Dental plan for partners/dependents	5	83.3%	14.6%
Vision plan for employee	5	83.3%	0.0%
Vision plan for partners/dependents	5	83.3%	0.0%
Short-term disability	5	83.3%	100.0%
Long-term disability	5	83.3%	100.0%
Long-term care	3	50.0%	0.0%
Life insurance for employee	5	83.3%	100.0%
Life insurance for partners/dependents	5	83.3%	40.0%
Accidental death and dismemberment	5	83.3%	100.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	0	0.0%	
Retirement savings plan with employer contribution	5	83.3%	4.3%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	1	16.7%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	5	83.3%	
Flexible spending account (FSA) to non-attorneys as medical benefit	4	80.0%	
Cafeteria plan	2	33.3%	
Medical expense reimbursement account	3	50.0%	
Dependent care	5	83.3%	
Pretax premium account	1	16.7%	
Qualified transportation expense	1	16.7%	
BONUSES			
Discretionary bonuses	5	83.3%	
Merit bonuses	4	66.7%	
Signing bonuses	4	66.7%	
Recruiting bonuses	4	66.7%	
Tenure-based bonuses	2	33.3%	
Other bonuses	1	16.7%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	2	33.3%	
Membership dues for professional associations	5	83.3%	
Policy that permits working from home on a part-time or full-time basis	5	83.3%	
Laptop equipment	5	83.3%	
Mobile device	2	33.3%	
Tuition reimbursement	2	33.3%	75.0%
Parking/mass transit subsidy	4	66.7%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	5	83.3%	9.80
Maternity leave – exempt staff	5	83.3%	12.20
Maternity leave – associates	5	83.3%	13.00
Paternity/parental leave – nonexempt staff	3	50.0%	11.00
Paternity/parental leave – exempt staff	5	83.3%	9.80
Paternity/parental leave – associates	5	83.3%	10.60
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	0	0.0%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	4	66.7%	16.25
Nonexempt staff – 2-4 years	4	66.7%	16.25
Nonexempt staff – 5-9 years	4	66.7%	21.25
Nonexempt staff – 10-14 years	4	66.7%	22.50
Nonexempt staff – 15+ years	4	66.7%	23.75
Exempt staff – 0-1 years	4	66.7%	16.25
Exempt staff – 2-4 years	4	66.7%	16.25
Exempt staff – 5-9 years	4	66.7%	21.25
Exempt staff – 10-14 years	4	66.7%	21.25
Exempt staff – 15+ years	4	66.7%	22.50
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	0	0.0%	
Nonexempt staff – 2-4 years	0	0.0%	
Nonexempt staff – 5-9 years	0	0.0%	
Nonexempt staff – 10-14 years	0	0.0%	
Nonexempt staff – 15+ years	0	0.0%	
Exempt staff – 0-1 years	0	0.0%	
Exempt staff – 2-4 years	0	0.0%	
Exempt staff – 5-9 years	0	0.0%	
Exempt staff – 10-14 years	0	0.0%	
Exempt staff – 15+ years	0	0.0%	
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	16.7%	18.00
Nonexempt staff – 2-4 years	1	16.7%	18.00
Nonexempt staff – 5-9 years	1	16.7%	24.00
Nonexempt staff – 10-14 years	1	16.7%	27.00
Nonexempt staff – 15+ years	1	16.7%	27.00
Exempt staff – 0-1 years	1	16.7%	18.00
Exempt staff – 2-4 years	1	16.7%	18.00
Exempt staff – 5-9 years	1	16.7%	24.00
Exempt staff – 10-14 years	1	16.7%	27.00
Exempt staff – 15+ years	1	16.7%	27.00

Charlotte-Concord-Gastonia, NC-SC

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
TECHNOLOGY POSITIONS				
Help Desk/User-Training Specialist	6	7	$82,850	$70,380
LEGAL SUPPORT SERVICE POSITIONS				
Legal Assistant	6	32	$78,340	$74,490
Paralegal	8	60	$83,470	$76,580
Legal Secretary	6	13	$85,490	$93,900
PARTNERS				
Equity Partners/Owners	6	26	$435,310	$371,040
Non-Equity Partners	6	16	$231,740	$206,640
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (1 year or less of experience)	5	10	$195,220	$205,000
Associate Attorney (2 years of experience)	6	12	$153,040	$137,250
Associate Attorney (3 years of experience)	5	7	$144,690	$135,500
Associate Attorney (5 years of experience)	5	6	$202,980	$206,500

Charlotte-Concord-Gastonia, NC-SC

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	14	100.0%	82.8%
Medical plan for partners/dependents	14	100.0%	59.3%
Dental plan for employee	14	100.0%	38.7%
Dental plan for partners/dependents	14	100.0%	17.0%
Vision plan for employee	14	100.0%	13.2%
Vision plan for partners/dependents	14	100.0%	4.5%
Short-term disability	12	85.7%	100.0%
Long-term disability	13	92.9%	96.4%
Long-term care	7	50.0%	0.0%
Life insurance for employee	14	100.0%	100.0%
Life insurance for partners/dependents	14	100.0%	18.2%
Accidental death and dismemberment	14	100.0%	100.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	1	7.1%	
Retirement savings plan with employer contribution	13	92.9%	4.0%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	3	21.4%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	14	100.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	11	78.6%	
Cafeteria plan	9	64.3%	
Medical expense reimbursement account	10	71.4%	
Dependent care	14	100.0%	
Pretax premium account	5	35.7%	
Qualified transportation expense	6	42.9%	
BONUSES			
Discretionary bonuses	14	100.0%	
Merit bonuses	9	64.3%	
Signing bonuses	9	64.3%	
Recruiting bonuses	9	64.3%	
Tenure-based bonuses	4	28.6%	
Other bonuses	3	21.4%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	6	42.9%	
Membership dues for professional associations	14	100.0%	
Policy that permits working from home on a part-time or full-time basis	13	92.9%	
Laptop equipment	13	92.9%	
Mobile device	8	57.1%	
Tuition reimbursement	3	21.4%	66.7%
Parking/mass transit subsidy	8	57.1%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	13	92.9%	10.23
Maternity leave – exempt staff	13	92.9%	10.69
Maternity leave – associates	13	92.9%	13.23
Paternity/parental leave – nonexempt staff	11	78.6%	9.55
Paternity/parental leave – exempt staff	12	85.7%	9.58
Paternity/parental leave – associates	13	92.9%	9.85
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	2	14.3%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	9	64.3%	17.33
Nonexempt staff – 2-4 years	9	64.3%	18.56
Nonexempt staff – 5-9 years	9	64.3%	22.89
Nonexempt staff – 10-14 years	9	64.3%	25.89
Nonexempt staff – 15+ years	9	64.3%	27.44
Exempt staff – 0-1 years	7	50.0%	17.29
Exempt staff – 2-4 years	7	50.0%	18.14
Exempt staff – 5-9 years	7	50.0%	22.29
Exempt staff – 10-14 years	7	50.0%	24.43
Exempt staff – 15+ years	7	50.0%	26.00
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	14.3%	10.00
Nonexempt staff – 2-4 years	2	14.3%	10.00
Nonexempt staff – 5-9 years	2	14.3%	15.00
Nonexempt staff – 10-14 years	2	14.3%	17.50
Nonexempt staff – 15+ years	2	14.3%	17.50
Exempt staff – 0-1 years	3	21.4%	12.33
Exempt staff – 2-4 years	3	21.4%	13.33
Exempt staff – 5-9 years	3	21.4%	16.67
Exempt staff – 10-14 years	3	21.4%	19.00
Exempt staff – 15+ years	3	21.4%	19.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	21.4%	12.33
Nonexempt staff – 2-4 years	3	21.4%	12.33
Nonexempt staff – 5-9 years	3	21.4%	14.00
Nonexempt staff – 10-14 years	3	21.4%	14.00
Nonexempt staff – 15+ years	3	21.4%	14.00
Exempt staff – 0-1 years	4	28.6%	10.25
Exempt staff – 2-4 years	4	28.6%	10.25
Exempt staff – 5-9 years	4	28.6%	11.50
Exempt staff – 10-14 years	4	28.6%	11.50
Exempt staff – 15+ years	4	28.6%	11.50

Chicago-Naperville-Elgin, IL-IN-WI

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
ADMINISTRATIVE POSITIONS				
Executive Director/Principal Administrator/Chief Operating Officer (Law Firm)	7	8	$396,980	$388,250
Branch Office Manager	9	10	$152,860	$153,840
HUMAN RESOURCES POSITIONS				
Legal Staff Recruiter	5	5	$135,000	$103,500
TECHNOLOGY POSITIONS				
Information Technology Director/Manager	7	9	$195,900	$177,000
Applications Support Analyst	5	7	$108,590	$111,620
Help Desk/User-Training Specialist	10	12	$81,800	$80,460
ACCOUNTING AND FINANCE POSITIONS				
Billing Manager	5	5	$142,410	$150,000
Billing Specialist	11	22	$85,450	$85,700
Accounts Payable Specialist/Accounts Receivable Specialist	5	5	$75,760	$72,630
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	18	72	$119,100	$113,080
Legal Secretary	17	96	$89,110	$90,150
Docket Clerk/Manager	7	22	$94,070	$80,440
Conflicts Analyst/Coordinator	7	11	$76,740	$80,120
INTELLECTUAL PROPERTY PRACTICE AREA POSITIONS				
IP Legal Secretary	6	9	$87,440	$92,990
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	6	6	$62,370	$60,330
Office Services Assistant/Clerk	5	7	$56,860	$57,600
PARTNERS				
Non-Equity Partners	9	53	$352,830	$360,000
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (1 year or less of experience)	7	16	$213,100	$215,000
Associate Attorney (2 years of experience)	8	17	$192,680	$174,000
Associate Attorney (3 years of experience)	7	14	$222,350	$224,000
Associate Attorney (4 years of experience)	8	16	$231,430	$239,750
Associate Attorney (5 years of experience)	8	13	$248,520	$242,000
Associate Attorney (6 years of experience)	8	17	$231,160	$220,000
Associate Attorney (7 years of experience)	6	15	$297,530	$340,000
Associate Attorney (8 years of experience)	6	18	$276,800	$265,000
Associate Attorney (10 years or more of experience)	7	7	$304,310	$303,080

Chicago-Naperville-Elgin, IL-IN-WI

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	14	100.0%	82.8%
Medical plan for partners/dependents	14	100.0%	59.3%
Dental plan for employee	14	100.0%	38.7%
Dental plan for partners/dependents	14	100.0%	17.0%
Vision plan for employee	14	100.0%	13.2%
Vision plan for partners/dependents	14	100.0%	4.5%
Short-term disability	12	85.7%	100.0%
Long-term disability	13	92.9%	96.4%
Long-term care	7	50.0%	0.0%
Life insurance for employee	14	100.0%	100.0%
Life insurance for partners/dependents	14	100.0%	18.2%
Accidental death and dismemberment	14	100.0%	100.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	1	7.1%	
Retirement savings plan with employer contribution	13	92.9%	4.0%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	3	21.4%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	14	100.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	11	78.6%	
Cafeteria plan	9	64.3%	
Medical expense reimbursement account	10	71.4%	
Dependent care	14	100.0%	
Pretax premium account	5	35.7%	
Qualified transportation expense	6	42.9%	
BONUSES			
Discretionary bonuses	14	100.0%	
Merit bonuses	9	64.3%	
Signing bonuses	9	64.3%	
Recruiting bonuses	9	64.3%	
Tenure-based bonuses	4	28.6%	
Other bonuses	3	21.4%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	6	42.9%	
Membership dues for professional associations	14	100.0%	
Policy that permits working from home on a part-time or full-time basis	13	92.9%	
Laptop equipment	13	92.9%	
Mobile device	8	57.1%	
Tuition reimbursement	3	21.4%	66.7%
Parking/mass transit subsidy	8	57.1%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	13	92.9%	10.23
Maternity leave – exempt staff	13	92.9%	10.69
Maternity leave – associates	13	92.9%	13.23
Paternity/parental leave – nonexempt staff	11	78.6%	9.55
Paternity/parental leave – exempt staff	12	85.7%	9.58
Paternity/parental leave – associates	13	92.9%	9.85
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	2	14.3%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	9	64.3%	17.33
Nonexempt staff – 2-4 years	9	64.3%	18.56
Nonexempt staff – 5-9 years	9	64.3%	22.89
Nonexempt staff – 10-14 years	9	64.3%	25.89
Nonexempt staff – 15+ years	9	64.3%	27.44
Exempt staff – 0-1 years	7	50.0%	17.29
Exempt staff – 2-4 years	7	50.0%	18.14
Exempt staff – 5-9 years	7	50.0%	22.29
Exempt staff – 10-14 years	7	50.0%	24.43
Exempt staff – 15+ years	7	50.0%	26.00
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	14.3%	10.00
Nonexempt staff – 2-4 years	2	14.3%	10.00
Nonexempt staff – 5-9 years	2	14.3%	15.00
Nonexempt staff – 10-14 years	2	14.3%	17.50
Nonexempt staff – 15+ years	2	14.3%	17.50
Exempt staff – 0-1 years	3	21.4%	12.33
Exempt staff – 2-4 years	3	21.4%	13.33
Exempt staff – 5-9 years	3	21.4%	16.67
Exempt staff – 10-14 years	3	21.4%	19.00
Exempt staff – 15+ years	3	21.4%	19.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	21.4%	12.33
Nonexempt staff – 2-4 years	3	21.4%	12.33
Nonexempt staff – 5-9 years	3	21.4%	14.00
Nonexempt staff – 10-14 years	3	21.4%	14.00
Nonexempt staff – 15+ years	3	21.4%	14.00
Exempt staff – 0-1 years	4	28.6%	10.25
Exempt staff – 2-4 years	4	28.6%	10.25
Exempt staff – 5-9 years	4	28.6%	11.50
Exempt staff – 10-14 years	4	28.6%	11.50
Exempt staff – 15+ years	4	28.6%	11.50

Cincinnati, OH-KY-IN

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
LIBRARY AND RECORDS POSITIONS				
Records/File Clerk	5	12	$50,470	$47,660
ACCOUNTING AND FINANCE POSITIONS				
Billing Specialist	5	9	$78,620	$83,000
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	6	44	$94,330	$92,530
Legal Secretary	8	99	$77,780	$76,650
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	5	9	$54,020	$50,970
PARTNERS				
Non-Equity Partners	5	35	$302,480	$270,000

Cincinnati, OH-KY-IN

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	7	63.6%	93.2%
Medical plan for partners/dependents	6	54.5%	70.5%
Dental plan for employee	6	54.5%	57.7%
Dental plan for partners/dependents	6	54.5%	32.3%
Vision plan for employee	4	36.4%	47.2%
Vision plan for partners/dependents	4	36.4%	16.7%
Short-term disability	4	36.4%	75.0%
Long-term disability	7	63.6%	100.0%
Long-term care	0	0.0%	
Life insurance for employee	7	63.6%	100.0%
Life insurance for partners/dependents	3	27.3%	0.0%
Accidental death and dismemberment	6	54.5%	100.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	2	18.2%	
Retirement savings plan without employer contribution	4	36.4%	
Retirement savings plan with employer contribution	3	27.3%	3.9%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	1	9.1%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	7	63.6%	
Flexible spending account (FSA) to non-attorneys as medical benefit	6	85.7%	
Cafeteria plan	6	54.5%	
Medical expense reimbursement account	5	45.5%	
Dependent care	7	63.6%	
Pretax premium account	1	9.1%	
Qualified transportation expense	3	27.3%	
BONUSES			
Discretionary bonuses	7	63.6%	
Merit bonuses	5	45.5%	
Signing bonuses	4	36.4%	
Recruiting bonuses	3	27.3%	
Tenure-based bonuses	4	36.4%	
Other bonuses	2	18.2%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	5	45.5%	
Membership dues for professional associations	6	54.5%	
Policy that permits working from home on a part-time or full-time basis	7	63.6%	
Laptop equipment	7	63.6%	
Mobile device	5	45.5%	
Tuition reimbursement	1	9.1%	5.0%
Parking/mass transit subsidy	3	27.3%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	6	54.5%	13.33
Maternity leave – exempt staff	6	54.5%	14.33
Maternity leave – associates	6	54.5%	16.00
Paternity/parental leave – nonexempt staff	5	45.5%	10.40
Paternity/parental leave – exempt staff	5	45.5%	10.40
Paternity/parental leave – associates	6	54.5%	12.33
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	1	9.1%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	9.1%	18.00
Nonexempt staff – 2-4 years	1	9.1%	18.00
Nonexempt staff – 5-9 years	1	9.1%	21.00
Nonexempt staff – 10-14 years	1	9.1%	23.00
Nonexempt staff – 15+ years	1	9.1%	28.00
Exempt staff – 0-1 years	1	9.1%	18.00
Exempt staff – 2-4 years	1	9.1%	18.00
Exempt staff – 5-9 years	1	9.1%	21.00
Exempt staff – 10-14 years	1	9.1%	23.00
Exempt staff – 15+ years	1	9.1%	28.00
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	18.2%	7.00
Nonexempt staff – 2-4 years	2	18.2%	11.00
Nonexempt staff – 5-9 years	2	18.2%	15.00
Nonexempt staff – 10-14 years	2	18.2%	17.50
Nonexempt staff – 15+ years	2	18.2%	22.50
Exempt staff – 0-1 years	1	9.1%	5.00
Exempt staff – 2-4 years	1	9.1%	10.00
Exempt staff – 5-9 years	1	9.1%	15.00
Exempt staff – 10-14 years	1	9.1%	20.00
Exempt staff – 15+ years	1	9.1%	25.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	6	54.5%	15.17
Nonexempt staff – 2-4 years	6	54.5%	17.00
Nonexempt staff – 5-9 years	6	54.5%	19.67
Nonexempt staff – 10-14 years	6	54.5%	20.83
Nonexempt staff – 15+ years	6	54.5%	22.67
Exempt staff – 0-1 years	3	27.3%	16.00
Exempt staff – 2-4 years	3	27.3%	16.00
Exempt staff – 5-9 years	3	27.3%	19.33
Exempt staff – 10-14 years	3	27.3%	21.00
Exempt staff – 15+ years	3	27.3%	22.00

Cleveland, OH

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION	
			Average	Median
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	6	36	$95,370	$92,500
Legal Secretary	6	47	$84,220	$80,830
Docket Clerk/Manager	5	7	$88,230	$73,500
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	5	7	$55,400	$53,410

Cleveland, OH

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	5	83.3%	82.0%
Medical plan for partners/dependents	4	66.7%	75.0%
Dental plan for employee	4	66.7%	33.3%
Dental plan for partners/dependents	4	66.7%	33.3%
Vision plan for employee	3	50.0%	0.0%
Vision plan for partners/dependents	3	50.0%	0.0%
Short-term disability	4	66.7%	100.0%
Long-term disability	5	83.3%	100.0%
Long-term care	1	16.7%	
Life insurance for employee	5	83.3%	100.0%
Life insurance for partners/dependents	3	50.0%	0.0%
Accidental death and dismemberment	4	66.7%	100.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	2	33.3%	
Retirement savings plan with employer contribution	3	50.0%	3.7%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	0	0.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	5	83.3%	
Flexible spending account (FSA) to non-attorneys as medical benefit	4	80.0%	
Cafeteria plan	4	66.7%	
Medical expense reimbursement account	3	50.0%	
Dependent care	5	83.3%	
Pretax premium account	3	50.0%	
Qualified transportation expense	2	33.3%	
BONUSES			
Discretionary bonuses	4	66.7%	
Merit bonuses	5	83.3%	
Signing bonuses	3	50.0%	
Recruiting bonuses	3	50.0%	
Tenure-based bonuses	1	16.7%	
Other bonuses	1	16.7%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	3	50.0%	
Membership dues for professional associations	5	83.3%	
Policy that permits working from home on a part-time or full-time basis	4	66.7%	
Laptop equipment	5	83.3%	
Mobile device	3	50.0%	
Tuition reimbursement	1	16.7%	60.0%
Parking/mass transit subsidy	1	16.7%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	4	66.7%	12.00
Maternity leave – exempt staff	5	83.3%	13.60
Maternity leave – associates	5	83.3%	14.80
Paternity/parental leave – nonexempt staff	4	66.7%	7.00
Paternity/parental leave – exempt staff	5	83.3%	8.00
Paternity/parental leave – associates	5	83.3%	9.20
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	0	0.0%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	4	66.7%	14.25
Nonexempt staff – 2-4 years	4	66.7%	15.25
Nonexempt staff – 5-9 years	4	66.7%	18.50
Nonexempt staff – 10-14 years	4	66.7%	20.25
Nonexempt staff – 15+ years	4	66.7%	22.75
Exempt staff – 0-1 years	3	50.0%	18.33
Exempt staff – 2-4 years	3	50.0%	18.33
Exempt staff – 5-9 years	3	50.0%	22.67
Exempt staff – 10-14 years	3	50.0%	26.67
Exempt staff – 15+ years	3	50.0%	28.33
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	16.7%	5.00
Nonexempt staff – 2-4 years	1	16.7%	10.00
Nonexempt staff – 5-9 years	1	16.7%	15.00
Nonexempt staff – 10-14 years	1	16.7%	20.00
Nonexempt staff – 15+ years	1	16.7%	20.00
Exempt staff – 0-1 years	1	16.7%	20.00
Exempt staff – 2-4 years	1	16.7%	20.00
Exempt staff – 5-9 years	1	16.7%	20.00
Exempt staff – 10-14 years	1	16.7%	20.00
Exempt staff – 15+ years	1	16.7%	20.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	33.3%	9.50
Nonexempt staff – 2-4 years	2	33.3%	11.50
Nonexempt staff – 5-9 years	2	33.3%	13.00
Nonexempt staff – 10-14 years	2	33.3%	13.50
Nonexempt staff – 15+ years	2	33.3%	15.50
Exempt staff – 0-1 years	0	0.0%	
Exempt staff – 2-4 years	0	0.0%	
Exempt staff – 5-9 years	0	0.0%	
Exempt staff – 10-14 years	0	0.0%	
Exempt staff – 15+ years	0	0.0%	

Columbia, SC

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION	
			Average	Median
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	5	43	$68,330	$70,180
PARTNERS				
Non-Equity Partners	5	13	$291,870	$223,330

Columbia, SC

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	8	80.0%	89.1%
Medical plan for partners/dependents	8	80.0%	64.1%
Dental plan for employee	8	80.0%	31.9%
Dental plan for partners/dependents	8	80.0%	21.1%
Vision plan for employee	8	80.0%	14.3%
Vision plan for partners/dependents	8	80.0%	4.1%
Short-term disability	8	80.0%	87.5%
Long-term disability	8	80.0%	87.5%
Long-term care	5	50.0%	0.0%
Life insurance for employee	8	80.0%	100.0%
Life insurance for partners/dependents	8	80.0%	50.0%
Accidental death and dismemberment	8	80.0%	87.5%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	0	0.0%	
Retirement savings plan with employer contribution	8	80.0%	3.9%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	1	10.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	8	80.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	5	62.5%	
Cafeteria plan	3	30.0%	
Medical expense reimbursement account	6	60.0%	
Dependent care	8	80.0%	
Pretax premium account	0	0.0%	
Qualified transportation expense	1	10.0%	
BONUSES			
Discretionary bonuses	8	80.0%	
Merit bonuses	7	70.0%	
Signing bonuses	7	70.0%	
Recruiting bonuses	6	60.0%	
Tenure-based bonuses	4	40.0%	
Other bonuses	1	10.0%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	4	40.0%	
Membership dues for professional associations	8	80.0%	
Policy that permits working from home on a part-time or full-time basis	7	70.0%	
Laptop equipment	8	80.0%	
Mobile device	3	30.0%	
Tuition reimbursement	2	20.0%	75.0%
Parking/mass transit subsidy	7	70.0%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	7	70.0%	8.43
Maternity leave – exempt staff	7	70.0%	11.00
Maternity leave – associates	7	70.0%	11.00
Paternity/parental leave – nonexempt staff	4	40.0%	8.75
Paternity/parental leave – exempt staff	7	70.0%	8.14
Paternity/parental leave – associates	7	70.0%	8.14
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	0	0.0%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	7	70.0%	16.00
Nonexempt staff – 2-4 years	7	70.0%	16.14
Nonexempt staff – 5-9 years	7	70.0%	20.57
Nonexempt staff – 10-14 years	7	70.0%	22.14
Nonexempt staff – 15+ years	7	70.0%	23.14
Exempt staff – 0-1 years	7	70.0%	16.00
Exempt staff – 2-4 years	7	70.0%	16.14
Exempt staff – 5-9 years	7	70.0%	20.57
Exempt staff – 10-14 years	7	70.0%	21.43
Exempt staff – 15+ years	7	70.0%	22.43
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	0	0.0%	
Nonexempt staff – 2-4 years	0	0.0%	
Nonexempt staff – 5-9 years	0	0.0%	
Nonexempt staff – 10-14 years	0	0.0%	
Nonexempt staff – 15+ years	0	0.0%	
Exempt staff – 0-1 years	0	0.0%	
Exempt staff – 2-4 years	0	0.0%	
Exempt staff – 5-9 years	0	0.0%	
Exempt staff – 10-14 years	0	0.0%	
Exempt staff – 15+ years	0	0.0%	
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	10.0%	20.00
Nonexempt staff – 2-4 years	1	10.0%	20.00
Nonexempt staff – 5-9 years	1	10.0%	25.00
Nonexempt staff – 10-14 years	1	10.0%	28.00
Nonexempt staff – 15+ years	1	10.0%	28.00
Exempt staff – 0-1 years	1	10.0%	20.00
Exempt staff – 2-4 years	1	10.0%	20.00
Exempt staff – 5-9 years	1	10.0%	25.00
Exempt staff – 10-14 years	1	10.0%	28.00
Exempt staff – 15+ years	1	10.0%	28.00

Columbus, OH

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION	
			Average	Median
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	5	30	$88,950	$89,970
Legal Secretary	7	56	$78,590	$78,930
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	5	6	$47,980	$46,630

Columbus, OH

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	5	71.4%	81.6%
Medical plan for partners/dependents	4	57.1%	74.5%
Dental plan for employee	4	57.1%	25.0%
Dental plan for partners/dependents	4	57.1%	25.0%
Vision plan for employee	3	42.9%	0.0%
Vision plan for partners/dependents	3	42.9%	0.0%
Short-term disability	4	57.1%	100.0%
Long-term disability	5	71.4%	100.0%
Long-term care	1	14.3%	0.0%
Life insurance for employee	5	71.4%	100.0%
Life insurance for partners/dependents	3	42.9%	0.0%
Accidental death and dismemberment	4	57.1%	75.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	2	28.6%	
Retirement savings plan with employer contribution	3	42.9%	4.3%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	0	0.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	5	71.4%	
Flexible spending account (FSA) to non-attorneys as medical benefit	4	80.0%	
Cafeteria plan	4	57.1%	
Medical expense reimbursement account	3	42.9%	
Dependent care	5	71.4%	
Pretax premium account	3	42.9%	
Qualified transportation expense	3	42.9%	
BONUSES			
Discretionary bonuses	4	57.1%	
Merit bonuses	5	71.4%	
Signing bonuses	4	57.1%	
Recruiting bonuses	4	57.1%	
Tenure-based bonuses	1	14.3%	
Other bonuses	1	14.3%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	3	42.9%	
Membership dues for professional associations	5	71.4%	
Policy that permits working from home on a part-time or full-time basis	4	57.1%	
Laptop equipment	5	71.4%	
Mobile device	3	42.9%	
Tuition reimbursement	2	28.6%	80.0%
Parking/mass transit subsidy	1	14.3%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	5	71.4%	11.20
Maternity leave – exempt staff	5	71.4%	14.80
Maternity leave – associates	5	71.4%	16.80
Paternity/parental leave – nonexempt staff	4	57.1%	7.00
Paternity/parental leave – exempt staff	5	71.4%	9.20
Paternity/parental leave – associates	5	71.4%	10.40
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	1	14.3%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	42.9%	14.00
Nonexempt staff – 2-4 years	3	42.9%	15.33
Nonexempt staff – 5-9 years	3	42.9%	18.00
Nonexempt staff – 10-14 years	3	42.9%	20.33
Nonexempt staff – 15+ years	3	42.9%	22.00
Exempt staff – 0-1 years	2	28.6%	17.50
Exempt staff – 2-4 years	2	28.6%	17.50
Exempt staff – 5-9 years	2	28.6%	21.50
Exempt staff – 10-14 years	2	28.6%	25.00
Exempt staff – 15+ years	2	28.6%	27.50
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	28.6%	8.50
Nonexempt staff – 2-4 years	2	28.6%	11.00
Nonexempt staff – 5-9 years	2	28.6%	16.50
Nonexempt staff – 10-14 years	2	28.6%	19.00
Nonexempt staff – 15+ years	2	28.6%	19.00
Exempt staff – 0-1 years	1	14.3%	20.00
Exempt staff – 2-4 years	1	14.3%	20.00
Exempt staff – 5-9 years	1	14.3%	20.00
Exempt staff – 10-14 years	1	14.3%	20.00
Exempt staff – 15+ years	1	14.3%	20.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	42.9%	9.00
Nonexempt staff – 2-4 years	3	42.9%	10.33
Nonexempt staff – 5-9 years	3	42.9%	11.33
Nonexempt staff – 10-14 years	3	42.9%	11.67
Nonexempt staff – 15+ years	3	42.9%	13.00
Exempt staff – 0-1 years	0	0.0%	
Exempt staff – 2-4 years	0	0.0%	
Exempt staff – 5-9 years	0	0.0%	
Exempt staff – 10-14 years	0	0.0%	
Exempt staff – 15+ years	0	0.0%	

Dallas-Fort Worth-Arlington, TX

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
ADMINISTRATIVE POSITIONS				
Branch Office Manager	7	7	$152,490	$150,000
Office Services/Facilities Manager	5	10	$104,330	$92,900
HUMAN RESOURCES POSITIONS				
Human Resources Manager	6	7	$150,490	$161,600
TECHNOLOGY POSITIONS				
E-discovery Director/Specialist	5	6	$146,420	$142,600
Help Desk/User-Training Specialist	8	11	$79,290	$79,000
ACCOUNTING AND FINANCE POSITIONS				
Billing Specialist	8	21	$83,790	$83,100
LEGAL SUPPORT SERVICE POSITIONS				
Legal Assistant	10	31	$83,490	$88,110
Paralegal	21	73	$105,770	$102,000
Legal Secretary	17	99	$90,540	$90,620
INTELLECTUAL PROPERTY PRACTICE AREA POSITIONS				
IP Docket Specialist	5	9	$90,980	$94,800
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	14	14	$55,910	$54,180
Office Services Assistant/Clerk	5	8	$52,040	$52,760
PARTNERS				
Non-Equity Partners	9	27	$348,580	$300,000
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (1 year or less of experience)	8	19	$173,630	$167,880
Associate Attorney (2 years of experience)	9	10	$172,050	$179,050
Associate Attorney (3 years of experience)	7	14	$205,680	$206,250
Associate Attorney (4 years of experience)	7	13	$208,570	$213,870
Associate Attorney (5 years of experience)	9	14	$205,940	$206,340
Associate Attorney (6 years of experience)	8	10	$263,050	$247,500
Associate Attorney (7 years of experience)	5	8	$240,380	$252,500
Associate Attorney (10 years or more of experience)	6	10	$225,720	$228,760

Dallas-Fort Worth-Arlington, TX

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	27	84.4%	83.2%
Medical plan for partners/dependents	27	84.4%	51.8%
Dental plan for employee	27	84.4%	33.4%
Dental plan for partners/dependents	27	84.4%	15.8%
Vision plan for employee	27	84.4%	30.2%
Vision plan for partners/dependents	27	84.4%	7.5%
Short-term disability	25	78.1%	85.1%
Long-term disability	27	84.4%	89.1%
Long-term care	9	28.1%	0.0%
Life insurance for employee	27	84.4%	93.2%
Life insurance for partners/dependents	26	81.3%	4.8%
Accidental death and dismemberment	22	68.8%	76.2%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	1	3.1%	
Retirement savings plan without employer contribution	4	12.5%	
Retirement savings plan with employer contribution	23	71.9%	8.1%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	11	34.4%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	25	78.1%	
Flexible spending account (FSA) to non-attorneys as medical benefit	21	84.0%	
Cafeteria plan	14	43.8%	
Medical expense reimbursement account	12	37.5%	
Dependent care	24	75.0%	
Pretax premium account	11	34.4%	
Qualified transportation expense	12	37.5%	
BONUSES			
Discretionary bonuses	27	84.4%	
Merit bonuses	10	31.3%	
Signing bonuses	13	40.6%	
Recruiting bonuses	12	37.5%	
Tenure-based bonuses	5	15.6%	
Other bonuses	2	6.3%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	22	68.8%	
Membership dues for professional associations	27	84.4%	
Policy that permits working from home on a part-time or full-time basis	26	81.3%	
Laptop equipment	24	75.0%	
Mobile device	15	46.9%	
Tuition reimbursement	7	21.9%	75.8%
Parking/mass transit subsidy	13	40.6%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	25	78.1%	9.76
Maternity leave – exempt staff	22	68.8%	10.64
Maternity leave – associates	22	68.8%	14.27
Paternity/parental leave – nonexempt staff	18	56.3%	8.00
Paternity/parental leave – exempt staff	17	53.1%	9.53
Paternity/parental leave – associates	22	68.8%	8.68
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	1	3.1%	
Exempt staff	8	25.0%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	13	40.6%	15.62
Nonexempt staff – 2-4 years	13	40.6%	16.46
Nonexempt staff – 5-9 years	13	40.6%	21.00
Nonexempt staff – 10-14 years	12	37.5%	25.33
Nonexempt staff – 15+ years	12	37.5%	26.00
Exempt staff – 0-1 years	8	25.0%	18.13
Exempt staff – 2-4 years	8	25.0%	18.88
Exempt staff – 5-9 years	8	25.0%	23.75
Exempt staff – 10-14 years	7	21.9%	27.29
Exempt staff – 15+ years	7	21.9%	28.43
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	10	31.3%	11.10
Nonexempt staff – 2-4 years	10	31.3%	11.90
Nonexempt staff – 5-9 years	10	31.3%	17.40
Nonexempt staff – 10-14 years	10	31.3%	20.40
Nonexempt staff – 15+ years	10	31.3%	20.90
Exempt staff – 0-1 years	6	18.8%	11.83
Exempt staff – 2-4 years	6	18.8%	12.67
Exempt staff – 5-9 years	6	18.8%	17.67
Exempt staff – 10-14 years	6	18.8%	21.83
Exempt staff – 15+ years	6	18.8%	21.83
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	11	34.4%	10.00
Nonexempt staff – 2-4 years	11	34.4%	10.27
Nonexempt staff – 5-9 years	11	34.4%	11.27
Nonexempt staff – 10-14 years	11	34.4%	11.55
Nonexempt staff – 15+ years	11	34.4%	11.55
Exempt staff – 0-1 years	8	25.0%	9.88
Exempt staff – 2-4 years	8	25.0%	9.88
Exempt staff – 5-9 years	8	25.0%	11.25
Exempt staff – 10-14 years	8	25.0%	11.63
Exempt staff – 15+ years	8	25.0%	11.63

Denver-Aurora-Centennial, CO

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
ADMINISTRATIVE POSITIONS				
Branch Office Manager	6	7	$136,320	$145,000
TECHNOLOGY POSITIONS				
Help Desk/User-Training Specialist	8	17	$86,410	$82,930
LIBRARY AND RECORDS POSITIONS				
Records/File Clerk	6	11	$59,340	$56,730
ACCOUNTING AND FINANCE POSITIONS				
Billing Specialist	6	10	$78,840	$77,490
LEGAL SUPPORT SERVICE POSITIONS				
Legal Assistant	6	25	$85,510	$83,850
Paralegal	16	79	$116,690	$111,280
Legal Secretary	17	102	$87,880	$88,460
Conflicts Analyst/Coordinator	5	9	$75,760	$79,930
INTELLECTUAL PROPERTY PRACTICE AREA POSITIONS				
Patent Agent	6	12	$180,240	$159,050
IP Paralegal	8	15	$115,910	$122,090
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	9	10	$56,660	$56,520
PARTNERS				
Equity Partners/Owners	5	50	$916,830	$881,500
Non-Equity Partners	7	59	$405,200	$390,000
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (1 year or less of experience)	8	26	$217,230	$210,000
Associate Attorney (2 years of experience)	10	21	$213,980	$220,000
Associate Attorney (3 years of experience)	10	31	$220,090	$235,000
Associate Attorney (4 years of experience)	13	24	$239,590	$230,030
Associate Attorney (5 years of experience)	9	24	$279,850	$290,000
Associate Attorney (6 years of experience)	5	9	$333,110	$318,000
Associate Attorney (7 years of experience)	6	15	$292,800	$315,000
Associate Attorney (8 years of experience)	11	15	$320,930	$283,000
Associate Attorney (10 years or more of experience)	10	18	$321,520	$281,250

Denver-Aurora-Centennial, CO

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	23	88.5%	87.3%
Medical plan for partners/dependents	23	88.5%	57.1%
Dental plan for employee	23	88.5%	43.3%
Dental plan for partners/dependents	23	88.5%	29.9%
Vision plan for employee	22	84.6%	36.5%
Vision plan for partners/dependents	22	84.6%	20.8%
Short-term disability	19	73.1%	88.9%
Long-term disability	22	84.6%	90.2%
Long-term care	8	30.8%	16.7%
Life insurance for employee	23	88.5%	97.7%
Life insurance for partners/dependents	21	80.8%	5.3%
Accidental death and dismemberment	23	88.5%	81.8%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	1	3.8%	
Retirement savings plan without employer contribution	3	11.5%	
Retirement savings plan with employer contribution	20	76.9%	4.9%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	9	34.6%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	20	76.9%	
Flexible spending account (FSA) to non-attorneys as medical benefit	16	80.0%	
Cafeteria plan	12	46.2%	
Medical expense reimbursement account	15	57.7%	
Dependent care	20	76.9%	
Pretax premium account	10	38.5%	
Qualified transportation expense	13	50.0%	
BONUSES			
Discretionary bonuses	23	88.5%	
Merit bonuses	12	46.2%	
Signing bonuses	14	53.8%	
Recruiting bonuses	13	50.0%	
Tenure-based bonuses	8	30.8%	
Other bonuses	6	23.1%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	18	69.2%	
Membership dues for professional associations	21	80.8%	
Policy that permits working from home on a part-time or full-time basis	23	88.5%	
Laptop equipment	21	80.8%	
Mobile device	12	46.2%	
Tuition reimbursement	6	23.1%	69.2%
Parking/mass transit subsidy	13	50.0%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	19	73.1%	11.32
Maternity leave – exempt staff	20	76.9%	11.45
Maternity leave – associates	20	76.9%	13.55
Paternity/parental leave – nonexempt staff	18	69.2%	9.83
Paternity/parental leave – exempt staff	20	76.9%	9.95
Paternity/parental leave – associates	21	80.8%	11.10
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	2	7.7%	
Exempt staff	7	26.9%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	10	38.5%	17.80
Nonexempt staff – 2-4 years	10	38.5%	19.10
Nonexempt staff – 5-9 years	10	38.5%	23.60
Nonexempt staff – 10-14 years	9	34.6%	27.22
Nonexempt staff – 15+ years	9	34.6%	28.00
Exempt staff – 0-1 years	5	19.2%	17.80
Exempt staff – 2-4 years	5	19.2%	20.00
Exempt staff – 5-9 years	5	19.2%	24.80
Exempt staff – 10-14 years	4	15.4%	26.25
Exempt staff – 15+ years	4	15.4%	27.75
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	6	23.1%	14.00
Nonexempt staff – 2-4 years	6	23.1%	14.00
Nonexempt staff – 5-9 years	6	23.1%	18.00
Nonexempt staff – 10-14 years	6	23.1%	20.83
Nonexempt staff – 15+ years	6	23.1%	22.00
Exempt staff – 0-1 years	4	15.4%	13.75
Exempt staff – 2-4 years	4	15.4%	13.75
Exempt staff – 5-9 years	4	15.4%	18.25
Exempt staff – 10-14 years	4	15.4%	20.00
Exempt staff – 15+ years	4	15.4%	20.50
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	7	26.9%	13.29
Nonexempt staff – 2-4 years	7	26.9%	13.86
Nonexempt staff – 5-9 years	7	26.9%	15.86
Nonexempt staff – 10-14 years	7	26.9%	16.43
Nonexempt staff – 15+ years	7	26.9%	17.00
Exempt staff – 0-1 years	6	23.1%	13.17
Exempt staff – 2-4 years	6	23.1%	13.17
Exempt staff – 5-9 years	6	23.1%	15.67
Exempt staff – 10-14 years	6	23.1%	16.67
Exempt staff – 15+ years	6	23.1%	17.17

Detroit-Warren-Dearborn, MI

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
TECHNOLOGY POSITIONS				
Help Desk/User-Training Specialist	5	14	$73,070	$70,920
LIBRARY AND RECORDS POSITIONS				
Records/File Clerk	5	11	$52,270	$52,000
ACCOUNTING AND FINANCE POSITIONS				
Billing Specialist	5	21	$71,730	$71,250
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	8	57	$100,700	$98,720
Legal Secretary	10	93	$73,930	$76,000
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	8	9	$48,030	$48,880

Detroit-Warren-Dearborn, MI

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	10	76.9%	87.2%
Medical plan for partners/dependents	10	76.9%	73.0%
Dental plan for employee	10	76.9%	73.1%
Dental plan for partners/dependents	10	76.9%	42.0%
Vision plan for employee	9	69.2%	49.1%
Vision plan for partners/dependents	9	69.2%	23.7%
Short-term disability	9	69.2%	100.0%
Long-term disability	10	76.9%	100.0%
Long-term care	6	46.2%	20.0%
Life insurance for employee	10	76.9%	100.0%
Life insurance for partners/dependents	9	69.2%	0.0%
Accidental death and dismemberment	10	76.9%	100.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	1	7.7%	
Retirement savings plan without employer contribution	4	30.8%	
Retirement savings plan with employer contribution	6	46.2%	4.7%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	2	15.4%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	10	76.9%	
Flexible spending account (FSA) to non-attorneys as medical benefit	10	100.0%	
Cafeteria plan	5	38.5%	
Medical expense reimbursement account	9	69.2%	
Dependent care	10	76.9%	
Pretax premium account	7	53.8%	
Qualified transportation expense	5	38.5%	
BONUSES			
Discretionary bonuses	10	76.9%	
Merit bonuses	5	38.5%	
Signing bonuses	7	53.8%	
Recruiting bonuses	4	30.8%	
Tenure-based bonuses	6	46.2%	
Other bonuses	1	7.7%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	7	53.8%	
Membership dues for professional associations	10	76.9%	
Policy that permits working from home on a part-time or full-time basis	9	69.2%	
Laptop equipment	9	69.2%	
Mobile device	8	61.5%	
Tuition reimbursement	6	46.2%	20.5%
Parking/mass transit subsidy	7	53.8%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	9	69.2%	12.89
Maternity leave – exempt staff	9	69.2%	12.89
Maternity leave – associates	10	76.9%	14.30
Paternity/parental leave – nonexempt staff	9	69.2%	8.89
Paternity/parental leave – exempt staff	9	69.2%	8.89
Paternity/parental leave – associates	9	69.2%	10.44
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	1	7.7%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	7	53.8%	15.14
Nonexempt staff – 2-4 years	7	53.8%	20.29
Nonexempt staff – 5-9 years	7	53.8%	22.57
Nonexempt staff – 10-14 years	7	53.8%	27.00
Nonexempt staff – 15+ years	7	53.8%	29.14
Exempt staff – 0-1 years	6	46.2%	18.67
Exempt staff – 2-4 years	6	46.2%	21.00
Exempt staff – 5-9 years	6	46.2%	24.17
Exempt staff – 10-14 years	6	46.2%	26.00
Exempt staff – 15+ years	6	46.2%	27.67
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	15.4%	12.00
Nonexempt staff – 2-4 years	2	15.4%	16.00
Nonexempt staff – 5-9 years	2	15.4%	20.00
Nonexempt staff – 10-14 years	2	15.4%	22.50
Nonexempt staff – 15+ years	2	15.4%	25.00
Exempt staff – 0-1 years	2	15.4%	12.50
Exempt staff – 2-4 years	2	15.4%	17.50
Exempt staff – 5-9 years	2	15.4%	20.00
Exempt staff – 10-14 years	2	15.4%	25.00
Exempt staff – 15+ years	2	15.4%	25.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	15.4%	13.50
Nonexempt staff – 2-4 years	2	15.4%	17.00
Nonexempt staff – 5-9 years	2	15.4%	18.50
Nonexempt staff – 10-14 years	2	15.4%	19.00
Nonexempt staff – 15+ years	2	15.4%	21.00
Exempt staff – 0-1 years	1	7.7%	10.00
Exempt staff – 2-4 years	1	7.7%	10.00
Exempt staff – 5-9 years	1	7.7%	10.00
Exempt staff – 10-14 years	1	7.7%	10.00
Exempt staff – 15+ years	1	7.7%	10.00

Grand Rapids-Wyoming-Kentwood, MI

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION	
			Average	Median
LEGAL SUPPORT SERVICE POSITIONS				
Legal Secretary	5	56	$63,640	$61,860
PARTNERS				
Non-Equity Partners	5	29	$358,710	$325,590

Grand Rapids-Wyoming-Kentwood, MI

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	7	100.0%	83.6%
Medical plan for partners/dependents	7	100.0%	79.4%
Dental plan for employee	7	100.0%	64.0%
Dental plan for partners/dependents	7	100.0%	45.0%
Vision plan for employee	7	100.0%	34.0%
Vision plan for partners/dependents	7	100.0%	15.0%
Short-term disability	7	100.0%	100.0%
Long-term disability	7	100.0%	100.0%
Long-term care	6	85.7%	100.0%
Life insurance for employee	7	100.0%	100.0%
Life insurance for partners/dependents	7	100.0%	0.0%
Accidental death and dismemberment	7	100.0%	100.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	0	0.0%	
Retirement savings plan with employer contribution	7	100.0%	5.8%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	0	0.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	7	100.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	7	100.0%	
Cafeteria plan	0	0.0%	
Medical expense reimbursement account	7	100.0%	
Dependent care	7	100.0%	
Pretax premium account	2	28.6%	
Qualified transportation expense	1	14.3%	
BONUSES			
Discretionary bonuses	7	100.0%	
Merit bonuses	4	57.1%	
Signing bonuses	1	14.3%	
Recruiting bonuses	4	57.1%	
Tenure-based bonuses	5	71.4%	
Other bonuses	0	0.0%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	5	71.4%	
Membership dues for professional associations	7	100.0%	
Policy that permits working from home on a part-time or full-time basis	7	100.0%	
Laptop equipment	7	100.0%	
Mobile device	3	42.9%	
Tuition reimbursement	2	28.6%	11.0%
Parking/mass transit subsidy	3	42.9%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	6	85.7%	10.83
Maternity leave – exempt staff	5	71.4%	12.80
Maternity leave – associates	5	71.4%	13.60
Paternity/parental leave – nonexempt staff	5	71.4%	11.60
Paternity/parental leave – exempt staff	5	71.4%	11.60
Paternity/parental leave – associates	5	71.4%	12.00
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	0	0.0%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	5	71.4%	13.40
Nonexempt staff – 2-4 years	5	71.4%	15.80
Nonexempt staff – 5-9 years	5	71.4%	21.80
Nonexempt staff – 10-14 years	5	71.4%	25.60
Nonexempt staff – 15+ years	5	71.4%	28.00
Exempt staff – 0-1 years	4	57.1%	15.00
Exempt staff – 2-4 years	4	57.1%	15.50
Exempt staff – 5-9 years	4	57.1%	21.50
Exempt staff – 10-14 years	4	57.1%	24.25
Exempt staff – 15+ years	4	57.1%	26.50
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	28.6%	15.00
Nonexempt staff – 2-4 years	2	28.6%	20.00
Nonexempt staff – 5-9 years	2	28.6%	25.00
Nonexempt staff – 10-14 years	2	28.6%	30.00
Nonexempt staff – 15+ years	2	28.6%	30.00
Exempt staff – 0-1 years	3	42.9%	13.33
Exempt staff – 2-4 years	3	42.9%	18.33
Exempt staff – 5-9 years	3	42.9%	21.67
Exempt staff – 10-14 years	3	42.9%	26.67
Exempt staff – 15+ years	3	42.9%	26.67
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	0	0.0%	
Nonexempt staff – 2-4 years	0	0.0%	
Nonexempt staff – 5-9 years	0	0.0%	
Nonexempt staff – 10-14 years	0	0.0%	
Nonexempt staff – 15+ years	0	0.0%	
Exempt staff – 0-1 years	1	14.3%	10.00
Exempt staff – 2-4 years	1	14.3%	10.00
Exempt staff – 5-9 years	1	14.3%	10.00
Exempt staff – 10-14 years	1	14.3%	10.00
Exempt staff – 15+ years	1	14.3%	10.00

Houston-Pasadena-The Woodlands, TX

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION	
			Average	Median
TECHNOLOGY POSITIONS				
Help Desk/User-Training Specialist	8	12	$98,790	$89,600
ACCOUNTING AND FINANCE POSITIONS				
Billing Specialist	13	20	$83,920	$81,920
Accounting Clerk/Bookkeeper	6	12	$83,440	$84,270
LEGAL SUPPORT SERVICE POSITIONS				
Legal Assistant	9	28	$87,530	$89,620
Paralegal	20	77	$106,200	$102,920
Legal Secretary	13	73	$96,350	$96,960
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	14	15	$54,590	$54,520
Office Services Assistant/Clerk	8	13	$59,510	$61,880
PARTNERS				
Equity Partners/Owners	10	22	$553,050	$532,000
Non-Equity Partners	7	19	$324,910	$300,000
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (1 year or less of experience)	8	13	$208,480	$190,000
Associate Attorney (2 years of experience)	9	17	$249,160	$210,000
Associate Attorney (3 years of experience)	7	8	$215,980	$227,190
Associate Attorney (4 years of experience)	6	7	$185,110	$155,000
Associate Attorney (5 years of experience)	8	14	$340,810	$272,500
Associate Attorney (6 years of experience)	8	13	$279,290	$257,100
Associate Attorney (8 years of experience)	5	6	$338,810	$326,020
Associate Attorney (10 years or more of experience)	9	20	$272,670	$277,470

Houston-Pasadena-The Woodlands, TX

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	25	80.6%	85.9%
Medical plan for partners/dependents	24	77.4%	46.7%
Dental plan for employee	24	77.4%	41.0%
Dental plan for partners/dependents	23	74.2%	17.0%
Vision plan for employee	24	77.4%	35.8%
Vision plan for partners/dependents	23	74.2%	7.5%
Short-term disability	21	67.7%	80.0%
Long-term disability	24	77.4%	95.7%
Long-term care	10	32.3%	11.1%
Life insurance for employee	24	77.4%	95.7%
Life insurance for partners/dependents	22	71.0%	9.5%
Accidental death and dismemberment	24	77.4%	91.3%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	3	9.7%	
Retirement savings plan with employer contribution	22	71.0%	3.5%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	10	32.3%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	18	58.1%	
Flexible spending account (FSA) to non-attorneys as medical benefit	13	72.2%	
Cafeteria plan	14	45.2%	
Medical expense reimbursement account	13	41.9%	
Dependent care	17	54.8%	
Pretax premium account	11	35.5%	
Qualified transportation expense	11	35.5%	
BONUSES			
Discretionary bonuses	24	77.4%	
Merit bonuses	15	48.4%	
Signing bonuses	14	45.2%	
Recruiting bonuses	11	35.5%	
Tenure-based bonuses	7	22.6%	
Other bonuses	2	6.5%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	16	51.6%	
Membership dues for professional associations	24	77.4%	
Policy that permits working from home on a part-time or full-time basis	20	64.5%	
Laptop equipment	22	71.0%	
Mobile device	14	45.2%	
Tuition reimbursement	4	12.9%	75.0%
Parking/mass transit subsidy	14	45.2%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	19	61.3%	11.21
Maternity leave – exempt staff	21	67.7%	11.19
Maternity leave – associates	22	71.0%	13.50
Paternity/parental leave – nonexempt staff	16	51.6%	9.38
Paternity/parental leave – exempt staff	18	58.1%	9.94
Paternity/parental leave – associates	22	71.0%	8.77
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	1	3.2%	
Exempt staff	8	25.8%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	12	38.7%	16.33
Nonexempt staff – 2-4 years	12	38.7%	18.00
Nonexempt staff – 5-9 years	12	38.7%	21.67
Nonexempt staff – 10-14 years	12	38.7%	25.50
Nonexempt staff – 15+ years	12	38.7%	26.92
Exempt staff – 0-1 years	8	25.8%	18.75
Exempt staff – 2-4 years	8	25.8%	19.38
Exempt staff – 5-9 years	8	25.8%	23.63
Exempt staff – 10-14 years	8	25.8%	26.88
Exempt staff – 15+ years	8	25.8%	28.38
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	11	35.5%	11.18
Nonexempt staff – 2-4 years	11	35.5%	12.55
Nonexempt staff – 5-9 years	11	35.5%	17.82
Nonexempt staff – 10-14 years	11	35.5%	20.73
Nonexempt staff – 15+ years	11	35.5%	20.82
Exempt staff – 0-1 years	8	25.8%	14.50
Exempt staff – 2-4 years	8	25.8%	15.13
Exempt staff – 5-9 years	8	25.8%	19.50
Exempt staff – 10-14 years	8	25.8%	22.00
Exempt staff – 15+ years	8	25.8%	22.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	12	38.7%	9.08
Nonexempt staff – 2-4 years	12	38.7%	9.08
Nonexempt staff – 5-9 years	12	38.7%	9.50
Nonexempt staff – 10-14 years	12	38.7%	9.50
Nonexempt staff – 15+ years	12	38.7%	9.50
Exempt staff – 0-1 years	8	25.8%	8.25
Exempt staff – 2-4 years	8	25.8%	8.25
Exempt staff – 5-9 years	8	25.8%	8.88
Exempt staff – 10-14 years	8	25.8%	8.88
Exempt staff – 15+ years	8	25.8%	8.88

Indianapolis-Carmel-Greenwood, IN

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	5	33	$100,070	$93,020
Legal Secretary	5	72	$78,560	$80,190
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	5	6	$54,390	$54,990

Indianapolis-Carmel-Greenwood, IN

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	4	66.7%	80.5%
Medical plan for partners/dependents	4	66.7%	52.2%
Dental plan for employee	4	66.7%	61.6%
Dental plan for partners/dependents	4	66.7%	29.8%
Vision plan for employee	3	50.0%	29.6%
Vision plan for partners/dependents	3	50.0%	12.6%
Short-term disability	2	33.3%	100.0%
Long-term disability	4	66.7%	75.0%
Long-term care	1	16.7%	0.0%
Life insurance for employee	4	66.7%	100.0%
Life insurance for partners/dependents	2	33.3%	0.0%
Accidental death and dismemberment	4	66.7%	75.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	1	16.7%	
Retirement savings plan without employer contribution	2	33.3%	
Retirement savings plan with employer contribution	2	33.3%	3.4%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	1	16.7%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	4	66.7%	
Flexible spending account (FSA) to non-attorneys as medical benefit	4	100.0%	
Cafeteria plan	3	50.0%	
Medical expense reimbursement account	3	50.0%	
Dependent care	3	50.0%	
Pretax premium account	1	16.7%	
Qualified transportation expense	1	16.7%	
BONUSES			
Discretionary bonuses	4	66.7%	
Merit bonuses	2	33.3%	
Signing bonuses	2	33.3%	
Recruiting bonuses	2	33.3%	
Tenure-based bonuses	3	50.0%	
Other bonuses	1	16.7%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	4	66.7%	
Membership dues for professional associations	4	66.7%	
Policy that permits working from home on a part-time or full-time basis	4	66.7%	
Laptop equipment	4	66.7%	
Mobile device	2	33.3%	
Tuition reimbursement	2	33.3%	7.5%
Parking/mass transit subsidy	3	50.0%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	4	66.7%	11.00
Maternity leave – exempt staff	4	66.7%	12.50
Maternity leave – associates	4	66.7%	13.50
Paternity/parental leave – nonexempt staff	3	50.0%	10.00
Paternity/parental leave – exempt staff	3	50.0%	10.00
Paternity/parental leave – associates	4	66.7%	11.50
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	2	33.3%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	16.7%	12.00
Nonexempt staff – 2-4 years	1	16.7%	12.00
Nonexempt staff – 5-9 years	1	16.7%	17.00
Nonexempt staff – 10-14 years	1	16.7%	20.00
Nonexempt staff – 15+ years	1	16.7%	20.00
Exempt staff – 0-1 years	0	0.0%	
Exempt staff – 2-4 years	0	0.0%	
Exempt staff – 5-9 years	0	0.0%	
Exempt staff – 10-14 years	0	0.0%	
Exempt staff – 15+ years	0	0.0%	
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	16.7%	9.00
Nonexempt staff – 2-4 years	1	16.7%	12.00
Nonexempt staff – 5-9 years	1	16.7%	15.00
Nonexempt staff – 10-14 years	1	16.7%	15.00
Nonexempt staff – 15+ years	1	16.7%	20.00
Exempt staff – 0-1 years	0	0.0%	
Exempt staff – 2-4 years	0	0.0%	
Exempt staff – 5-9 years	0	0.0%	
Exempt staff – 10-14 years	0	0.0%	
Exempt staff – 15+ years	0	0.0%	
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	50.0%	15.67
Nonexempt staff – 2-4 years	3	50.0%	18.00
Nonexempt staff – 5-9 years	3	50.0%	20.67
Nonexempt staff – 10-14 years	3	50.0%	21.67
Nonexempt staff – 15+ years	3	50.0%	24.00
Exempt staff – 0-1 years	1	16.7%	20.00
Exempt staff – 2-4 years	1	16.7%	20.00
Exempt staff – 5-9 years	1	16.7%	25.00
Exempt staff – 10-14 years	1	16.7%	27.00
Exempt staff – 15+ years	1	16.7%	30.00

Jackson, MS

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	5	16	$83,580	$78,490

Jackson, MS

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	6	100.0%	94.0%
Medical plan for partners/dependents	6	100.0%	48.5%
Dental plan for employee	6	100.0%	26.5%
Dental plan for partners/dependents	6	100.0%	4.2%
Vision plan for employee	6	100.0%	16.7%
Vision plan for partners/dependents	6	100.0%	4.8%
Short-term disability	6	100.0%	66.7%
Long-term disability	6	100.0%	100.0%
Long-term care	3	50.0%	0.0%
Life insurance for employee	6	100.0%	100.0%
Life insurance for partners/dependents	6	100.0%	16.7%
Accidental death and dismemberment	6	100.0%	100.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	0	0.0%	
Retirement savings plan with employer contribution	6	100.0%	3.7%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	3	50.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	6	100.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	4	66.7%	
Cafeteria plan	3	50.0%	
Medical expense reimbursement account	5	83.3%	
Dependent care	6	100.0%	
Pretax premium account	3	50.0%	
Qualified transportation expense	2	33.3%	
BONUSES			
Discretionary bonuses	5	83.3%	
Merit bonuses	4	66.7%	
Signing bonuses	4	66.7%	
Recruiting bonuses	5	83.3%	
Tenure-based bonuses	1	16.7%	
Other bonuses	1	16.7%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	4	66.7%	
Membership dues for professional associations	6	100.0%	
Policy that permits working from home on a part-time or full-time basis	4	66.7%	
Laptop equipment	6	100.0%	
Mobile device	3	50.0%	
Tuition reimbursement	2	33.3%	75.0%
Parking/mass transit subsidy	5	83.3%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	5	83.3%	10.20
Maternity leave – exempt staff	5	83.3%	11.40
Maternity leave – associates	5	83.3%	15.00
Paternity/parental leave – nonexempt staff	3	50.0%	12.33
Paternity/parental leave – exempt staff	4	66.7%	10.75
Paternity/parental leave – associates	5	83.3%	10.60
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	0	0.0%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	50.0%	17.67
Nonexempt staff – 2-4 years	3	50.0%	17.67
Nonexempt staff – 5-9 years	3	50.0%	22.67
Nonexempt staff – 10-14 years	3	50.0%	24.33
Nonexempt staff – 15+ years	3	50.0%	24.33
Exempt staff – 0-1 years	3	50.0%	17.67
Exempt staff – 2-4 years	3	50.0%	17.67
Exempt staff – 5-9 years	3	50.0%	22.67
Exempt staff – 10-14 years	3	50.0%	24.33
Exempt staff – 15+ years	3	50.0%	24.33
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	16.7%	10.00
Nonexempt staff – 2-4 years	1	16.7%	10.00
Nonexempt staff – 5-9 years	1	16.7%	15.00
Nonexempt staff – 10-14 years	1	16.7%	15.00
Nonexempt staff – 15+ years	1	16.7%	15.00
Exempt staff – 0-1 years	1	16.7%	10.00
Exempt staff – 2-4 years	1	16.7%	10.00
Exempt staff – 5-9 years	1	16.7%	15.00
Exempt staff – 10-14 years	1	16.7%	15.00
Exempt staff – 15+ years	1	16.7%	15.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	50.0%	16.00
Nonexempt staff – 2-4 years	3	50.0%	16.00
Nonexempt staff – 5-9 years	3	50.0%	19.67
Nonexempt staff – 10-14 years	3	50.0%	21.67
Nonexempt staff – 15+ years	3	50.0%	21.67
Exempt staff – 0-1 years	3	50.0%	16.00
Exempt staff – 2-4 years	3	50.0%	16.00
Exempt staff – 5-9 years	3	50.0%	19.67
Exempt staff – 10-14 years	3	50.0%	21.67
Exempt staff – 15+ years	3	50.0%	21.67

Jacksonville, FL

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	6	13	$77,910	$77,160
Legal Secretary	5	15	$71,000	$70,500

Jacksonville, FL

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	9	90.0%	84.7%
Medical plan for partners/dependents	9	90.0%	42.3%
Dental plan for employee	9	90.0%	41.4%
Dental plan for partners/dependents	9	90.0%	24.0%
Vision plan for employee	9	90.0%	11.1%
Vision plan for partners/dependents	9	90.0%	6.3%
Short-term disability	9	90.0%	87.5%
Long-term disability	8	80.0%	75.0%
Long-term care	5	50.0%	0.0%
Life insurance for employee	9	90.0%	100.0%
Life insurance for partners/dependents	8	80.0%	0.0%
Accidental death and dismemberment	7	70.0%	85.7%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	0	0.0%	
Retirement savings plan with employer contribution	9	90.0%	4.2%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	3	30.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	9	90.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	7	77.8%	
Cafeteria plan	6	60.0%	
Medical expense reimbursement account	8	80.0%	
Dependent care	8	80.0%	
Pretax premium account	4	40.0%	
Qualified transportation expense	2	20.0%	
BONUSES			
Discretionary bonuses	9	90.0%	
Merit bonuses	5	50.0%	
Signing bonuses	6	60.0%	
Recruiting bonuses	8	80.0%	
Tenure-based bonuses	4	40.0%	
Other bonuses	1	10.0%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	7	70.0%	
Membership dues for professional associations	9	90.0%	
Policy that permits working from home on a part-time or full-time basis	7	70.0%	
Laptop equipment	7	70.0%	
Mobile device	4	40.0%	
Tuition reimbursement	1	10.0%	100.0%
Parking/mass transit subsidy	7	70.0%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	7	70.0%	8.29
Maternity leave – exempt staff	8	80.0%	8.00
Maternity leave – associates	9	90.0%	10.33
Paternity/parental leave – nonexempt staff	6	60.0%	7.67
Paternity/parental leave – exempt staff	7	70.0%	7.43
Paternity/parental leave – associates	7	70.0%	9.00
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	2	20.0%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	6	60.0%	15.67
Nonexempt staff – 2-4 years	6	60.0%	17.67
Nonexempt staff – 5-9 years	6	60.0%	21.67
Nonexempt staff – 10-14 years	6	60.0%	24.17
Nonexempt staff – 15+ years	4	40.0%	25.75
Exempt staff – 0-1 years	2	20.0%	17.00
Exempt staff – 2-4 years	2	20.0%	17.00
Exempt staff – 5-9 years	2	20.0%	21.50
Exempt staff – 10-14 years	2	20.0%	23.50
Exempt staff – 15+ years	1	10.0%	26.00
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	10.0%	10.00
Nonexempt staff – 2-4 years	1	10.0%	10.00
Nonexempt staff – 5-9 years	1	10.0%	15.00
Nonexempt staff – 10-14 years	1	10.0%	15.00
Nonexempt staff – 15+ years	1	10.0%	15.00
Exempt staff – 0-1 years	2	20.0%	13.50
Exempt staff – 2-4 years	2	20.0%	15.00
Exempt staff – 5-9 years	2	20.0%	17.50
Exempt staff – 10-14 years	2	20.0%	18.50
Exempt staff – 15+ years	2	20.0%	18.50
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	30.0%	15.67
Nonexempt staff – 2-4 years	3	30.0%	15.67
Nonexempt staff – 5-9 years	3	30.0%	19.33
Nonexempt staff – 10-14 years	3	30.0%	20.33
Nonexempt staff – 15+ years	3	30.0%	20.33
Exempt staff – 0-1 years	4	40.0%	12.75
Exempt staff – 2-4 years	4	40.0%	12.75
Exempt staff – 5-9 years	4	40.0%	15.50
Exempt staff – 10-14 years	4	40.0%	16.25
Exempt staff – 15+ years	4	40.0%	16.25

Kansas City, MO-KS

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	6	36	$94,330	$97,940
Legal Secretary	6	33	$82,500	$85,290

Kansas City, MO-KS

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	8	100.0%	86.6%
Medical plan for partners/dependents	8	100.0%	73.4%
Dental plan for employee	8	100.0%	53.0%
Dental plan for partners/dependents	8	100.0%	24.7%
Vision plan for employee	8	100.0%	14.3%
Vision plan for partners/dependents	8	100.0%	7.1%
Short-term disability	8	100.0%	85.7%
Long-term disability	8	100.0%	85.7%
Long-term care	3	37.5%	0.0%
Life insurance for employee	8	100.0%	100.0%
Life insurance for partners/dependents	8	100.0%	0.0%
Accidental death and dismemberment	8	100.0%	85.7%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	1	12.5%	
Retirement savings plan with employer contribution	7	87.5%	5.2%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	2	25.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	8	100.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	7	87.5%	
Cafeteria plan	3	37.5%	
Medical expense reimbursement account	4	50.0%	
Dependent care	8	100.0%	
Pretax premium account	3	37.5%	
Qualified transportation expense	3	37.5%	
BONUSES			
Discretionary bonuses	8	100.0%	
Merit bonuses	2	25.0%	
Signing bonuses	5	62.5%	
Recruiting bonuses	2	25.0%	
Tenure-based bonuses	2	25.0%	
Other bonuses	1	12.5%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	5	62.5%	
Membership dues for professional associations	7	87.5%	
Policy that permits working from home on a part-time or full-time basis	8	100.0%	
Laptop equipment	8	100.0%	
Mobile device	4	50.0%	
Tuition reimbursement	4	50.0%	50.0%
Parking/mass transit subsidy	4	50.0%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	8	100.0%	10.50
Maternity leave – exempt staff	8	100.0%	10.75
Maternity leave – associates	8	100.0%	12.25
Paternity/parental leave – nonexempt staff	8	100.0%	7.75
Paternity/parental leave – exempt staff	8	100.0%	8.00
Paternity/parental leave – associates	8	100.0%	10.50
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	1	12.5%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	6	75.0%	17.83
Nonexempt staff – 2-4 years	6	75.0%	19.50
Nonexempt staff – 5-9 years	6	75.0%	23.50
Nonexempt staff – 10-14 years	6	75.0%	28.17
Nonexempt staff – 15+ years	6	75.0%	28.33
Exempt staff – 0-1 years	5	62.5%	17.20
Exempt staff – 2-4 years	5	62.5%	19.20
Exempt staff – 5-9 years	5	62.5%	23.00
Exempt staff – 10-14 years	5	62.5%	27.60
Exempt staff – 15+ years	5	62.5%	27.80
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	12.5%	10.00
Nonexempt staff – 2-4 years	1	12.5%	10.00
Nonexempt staff – 5-9 years	1	12.5%	15.00
Nonexempt staff – 10-14 years	1	12.5%	20.00
Nonexempt staff – 15+ years	1	12.5%	20.00
Exempt staff – 0-1 years	1	12.5%	10.00
Exempt staff – 2-4 years	1	12.5%	10.00
Exempt staff – 5-9 years	1	12.5%	15.00
Exempt staff – 10-14 years	1	12.5%	20.00
Exempt staff – 15+ years	1	12.5%	20.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	12.5%	5.00
Nonexempt staff – 2-4 years	1	12.5%	5.00
Nonexempt staff – 5-9 years	1	12.5%	5.00
Nonexempt staff – 10-14 years	1	12.5%	5.00
Nonexempt staff – 15+ years	1	12.5%	5.00
Exempt staff – 0-1 years	1	12.5%	5.00
Exempt staff – 2-4 years	1	12.5%	5.00
Exempt staff – 5-9 years	1	12.5%	5.00
Exempt staff – 10-14 years	1	12.5%	5.00
Exempt staff – 15+ years	1	12.5%	5.00

Knoxville, TN

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION	
			Average	Median
PARTNERS				
Equity Partners/Owners	5	23	$396,010	$343,420

Knoxville, TN

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	8	88.9%	94.3%
Medical plan for partners/dependents	9	100.0%	36.4%
Dental plan for employee	8	88.9%	12.5%
Dental plan for partners/dependents	9	100.0%	1.5%
Vision plan for employee	8	88.9%	0.0%
Vision plan for partners/dependents	9	100.0%	0.0%
Short-term disability	8	88.9%	75.0%
Long-term disability	9	100.0%	100.0%
Long-term care	3	33.3%	0.0%
Life insurance for employee	8	88.9%	100.0%
Life insurance for partners/dependents	9	100.0%	25.0%
Accidental death and dismemberment	9	100.0%	100.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	0	0.0%	
Retirement savings plan with employer contribution	9	100.0%	4.6%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	2	22.2%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	6	66.7%	
Flexible spending account (FSA) to non-attorneys as medical benefit	5	83.3%	
Cafeteria plan	5	55.6%	
Medical expense reimbursement account	5	55.6%	
Dependent care	6	66.7%	
Pretax premium account	2	22.2%	
Qualified transportation expense	3	33.3%	
BONUSES			
Discretionary bonuses	8	88.9%	
Merit bonuses	3	33.3%	
Signing bonuses	6	66.7%	
Recruiting bonuses	3	33.3%	
Tenure-based bonuses	3	33.3%	
Other bonuses	1	11.1%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	3	33.3%	
Membership dues for professional associations	7	77.8%	
Policy that permits working from home on a part-time or full-time basis	5	55.6%	
Laptop equipment	9	100.0%	
Mobile device	3	33.3%	
Tuition reimbursement	2	22.2%	30.0%
Parking/mass transit subsidy	6	66.7%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	5	55.6%	12.60
Maternity leave – exempt staff	5	55.6%	13.80
Maternity leave – associates	7	77.8%	12.43
Paternity/parental leave – nonexempt staff	3	33.3%	11.67
Paternity/parental leave – exempt staff	4	44.4%	10.25
Paternity/parental leave – associates	5	55.6%	10.20
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	4	44.4%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	6	66.7%	17.67
Nonexempt staff – 2-4 years	6	66.7%	17.67
Nonexempt staff – 5-9 years	6	66.7%	22.67
Nonexempt staff – 10-14 years	6	66.7%	24.33
Nonexempt staff – 15+ years	7	77.8%	22.86
Exempt staff – 0-1 years	3	33.3%	17.67
Exempt staff – 2-4 years	3	33.3%	17.67
Exempt staff – 5-9 years	3	33.3%	22.67
Exempt staff – 10-14 years	3	33.3%	24.33
Exempt staff – 15+ years	3	33.3%	24.33
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	11.1%	10.00
Nonexempt staff – 2-4 years	1	11.1%	15.00
Nonexempt staff – 5-9 years	1	11.1%	20.00
Nonexempt staff – 10-14 years	1	11.1%	20.00
Nonexempt staff – 15+ years	1	11.1%	20.00
Exempt staff – 0-1 years	1	11.1%	10.00
Exempt staff – 2-4 years	1	11.1%	15.00
Exempt staff – 5-9 years	1	11.1%	20.00
Exempt staff – 10-14 years	1	11.1%	20.00
Exempt staff – 15+ years	1	11.1%	25.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	22.2%	14.00
Nonexempt staff – 2-4 years	2	22.2%	14.00
Nonexempt staff – 5-9 years	2	22.2%	16.50
Nonexempt staff – 10-14 years	2	22.2%	16.50
Nonexempt staff – 15+ years	2	22.2%	19.00
Exempt staff – 0-1 years	1	11.1%	10.00
Exempt staff – 2-4 years	1	11.1%	10.00
Exempt staff – 5-9 years	1	11.1%	10.00
Exempt staff – 10-14 years	1	11.1%	10.00
Exempt staff – 15+ years	1	11.1%	10.00

Las Vegas-Henderson-North Las Vegas, NV

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
ADMINISTRATIVE POSITIONS				
Branch Office Manager	5	5	$132,390	$138,590
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	8	22	$100,340	$96,450
Legal Secretary	7	19	$82,250	$81,840
Docket Clerk/Manager	5	6	$88,400	$96,180

Las Vegas-Henderson-North Las Vegas, NV

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	9	90.0%	86.3%
Medical plan for partners/dependents	9	90.0%	52.9%
Dental plan for employee	9	90.0%	62.9%
Dental plan for partners/dependents	9	90.0%	45.4%
Vision plan for employee	9	90.0%	50.1%
Vision plan for partners/dependents	9	90.0%	34.3%
Short-term disability	7	70.0%	66.8%
Long-term disability	9	90.0%	86.9%
Long-term care	4	40.0%	0.0%
Life insurance for employee	9	90.0%	93.8%
Life insurance for partners/dependents	9	90.0%	12.6%
Accidental death and dismemberment	9	90.0%	87.5%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	2	20.0%	
Retirement savings plan with employer contribution	7	70.0%	3.8%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	2	20.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	8	80.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	6	75.0%	
Cafeteria plan	6	60.0%	
Medical expense reimbursement account	6	60.0%	
Dependent care	8	80.0%	
Pretax premium account	5	50.0%	
Qualified transportation expense	5	50.0%	
BONUSES			
Discretionary bonuses	9	90.0%	
Merit bonuses	4	40.0%	
Signing bonuses	8	80.0%	
Recruiting bonuses	7	70.0%	
Tenure-based bonuses	3	30.0%	
Other bonuses	2	20.0%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	7	70.0%	
Membership dues for professional associations	9	90.0%	
Policy that permits working from home on a part-time or full-time basis	9	90.0%	
Laptop equipment	9	90.0%	
Mobile device	4	40.0%	
Tuition reimbursement	2	20.0%	65.0%
Parking/mass transit subsidy	6	60.0%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	6	60.0%	11.00
Maternity leave – exempt staff	7	70.0%	10.86
Maternity leave – associates	7	70.0%	14.00
Paternity/parental leave – nonexempt staff	6	60.0%	11.00
Paternity/parental leave – exempt staff	7	70.0%	11.43
Paternity/parental leave – associates	7	70.0%	14.29
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	3	30.0%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	30.0%	16.67
Nonexempt staff – 2-4 years	3	30.0%	16.67
Nonexempt staff – 5-9 years	3	30.0%	21.67
Nonexempt staff – 10-14 years	3	30.0%	26.67
Nonexempt staff – 15+ years	3	30.0%	28.33
Exempt staff – 0-1 years	2	20.0%	17.50
Exempt staff – 2-4 years	2	20.0%	17.50
Exempt staff – 5-9 years	2	20.0%	22.50
Exempt staff – 10-14 years	2	20.0%	25.00
Exempt staff – 15+ years	2	20.0%	27.50
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	4	40.0%	14.25
Nonexempt staff – 2-4 years	4	40.0%	15.50
Nonexempt staff – 5-9 years	4	40.0%	18.75
Nonexempt staff – 10-14 years	4	40.0%	21.75
Nonexempt staff – 15+ years	4	40.0%	23.50
Exempt staff – 0-1 years	2	20.0%	12.50
Exempt staff – 2-4 years	2	20.0%	15.00
Exempt staff – 5-9 years	2	20.0%	19.00
Exempt staff – 10-14 years	2	20.0%	20.00
Exempt staff – 15+ years	2	20.0%	21.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	30.0%	13.67
Nonexempt staff – 2-4 years	3	30.0%	13.67
Nonexempt staff – 5-9 years	3	30.0%	15.33
Nonexempt staff – 10-14 years	3	30.0%	15.33
Nonexempt staff – 15+ years	3	30.0%	15.33
Exempt staff – 0-1 years	3	30.0%	11.67
Exempt staff – 2-4 years	3	30.0%	11.67
Exempt staff – 5-9 years	3	30.0%	13.33
Exempt staff – 10-14 years	3	30.0%	13.33
Exempt staff – 15+ years	3	30.0%	13.33

Los Angeles-Long Beach-Anaheim, CA

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
ADMINISTRATIVE POSITIONS				
Administrative/Office Manager (Law Firm)	10	10	$195,580	$200,150
Branch Office Manager	14	14	$164,610	$157,280
Office Services/Facilities Manager	5	5	$152,350	$145,160
HUMAN RESOURCES POSITIONS				
Human Resources Director	6	6	$228,370	$236,350
Human Resources Manager	6	6	$168,970	$159,750
Legal Staff Recruiter	6	8	$124,990	$129,000
MARKETING POSITIONS				
Marketing and/or Communications Director	5	6	$229,930	$229,250
Marketing and/or Communications Senior Coordinator/Specialist	6	6	$92,600	$93,980
TECHNOLOGY POSITIONS				
Information Technology Director/Manager	6	6	$233,480	$215,750
Systems Manager	5	8	$153,370	$150,880
Applications Support Analyst	10	14	$123,770	$122,880
Help Desk/User-Training Specialist	15	17	$88,610	$84,500
LIBRARY AND RECORDS POSITIONS				
Records/File Clerk	12	14	$68,400	$64,560
ACCOUNTING AND FINANCE POSITIONS				
Finance Director/Controller	8	10	$233,170	$231,250
Billing Specialist	13	32	$90,780	$91,600
Accountant	5	6	$106,550	$111,070
Accounts Payable Specialist/Accounts Receivable Specialist	5	24	$88,900	$90,750
LEGAL SUPPORT SERVICE POSITIONS				
Legal Assistant	12	29	$91,740	$93,300
Paralegal	37	110	$115,310	$113,780
Legal Secretary	35	192	$108,940	$109,940
Docket Clerk/Manager	12	17	$87,130	$86,990
Conflicts Analyst/Coordinator	8	17	$88,440	$79,500
Law Clerk	7	11	$134,040	$113,160
INTELLECTUAL PROPERTY PRACTICE AREA POSITIONS				
IP Paralegal	8	18	$120,000	$116,660
IP Docket Specialist	7	13	$102,730	$104,860
IP Legal Secretary	5	5	$103,280	$101,060
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	17	18	$62,040	$58,980
Office Services Assistant/Clerk	11	17	$68,460	$62,400
Administrative Assistant	5	8	$76,510	$74,870
PARTNERS				
Equity Partners/Owners	10	108	$929,540	$798,140
Non-Equity Partners	15	90	$375,170	$336,340
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (1 year or less of experience)	18	51	$206,630	$215,000

Los Angeles-Long Beach-Anaheim, CA

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION	
			Average	Median
Associate Attorney (2 years of experience)	16	31	$227,720	$224,000
Associate Attorney (3 years of experience)	17	34	$212,610	$215,000
Associate Attorney (4 years of experience)	17	25	$238,200	$225,000
Associate Attorney (5 years of experience)	14	23	$272,880	$280,000
Associate Attorney (6 years of experience)	14	28	$304,440	$307,710
Associate Attorney (7 years of experience)	11	27	$297,130	$315,000
Associate Attorney (8 years of experience)	7	16	$307,950	$320,000
Associate Attorney (9 years of experience)	9	17	$289,820	$315,000
Associate Attorney (10 years or more of experience)	19	50	$259,650	$247,500

Los Angeles-Long Beach-Anaheim, CA

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	43	86.0%	82.6%
Medical plan for partners/dependents	42	84.0%	55.3%
Dental plan for employee	42	84.0%	58.6%
Dental plan for partners/dependents	40	80.0%	31.0%
Vision plan for employee	42	84.0%	37.5%
Vision plan for partners/dependents	41	82.0%	18.1%
Short-term disability	36	72.0%	71.5%
Long-term disability	42	84.0%	85.2%
Long-term care	18	36.0%	0.0%
Life insurance for employee	42	84.0%	95.1%
Life insurance for partners/dependents	35	70.0%	5.9%
Accidental death and dismemberment	40	80.0%	87.2%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	6	12.0%	
Retirement savings plan without employer contribution	13	26.0%	
Retirement savings plan with employer contribution	30	60.0%	4.4%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	17	34.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	41	82.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	36	87.8%	
Cafeteria plan	27	54.0%	
Medical expense reimbursement account	31	62.0%	
Dependent care	37	74.0%	
Pretax premium account	16	32.0%	
Qualified transportation expense	19	38.0%	
BONUSES			
Discretionary bonuses	40	80.0%	
Merit bonuses	21	42.0%	
Signing bonuses	31	62.0%	
Recruiting bonuses	32	64.0%	
Tenure-based bonuses	11	22.0%	
Other bonuses	6	12.0%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	29	58.0%	
Membership dues for professional associations	38	76.0%	
Policy that permits working from home on a part-time or full-time basis	39	78.0%	
Laptop equipment	39	78.0%	
Mobile device	26	52.0%	
Tuition reimbursement	12	24.0%	54.4%
Parking/mass transit subsidy	30	60.0%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	30	60.0%	12.20
Maternity leave – exempt staff	32	64.0%	12.19
Maternity leave – associates	36	72.0%	13.81
Paternity/parental leave – nonexempt staff	34	68.0%	8.41
Paternity/parental leave – exempt staff	36	72.0%	8.61
Paternity/parental leave – associates	39	78.0%	9.77
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	2	4.0%	
Exempt staff	11	22.0%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	19	38.0%	16.68
Nonexempt staff – 2-4 years	19	38.0%	18.32
Nonexempt staff – 5-9 years	19	38.0%	22.37
Nonexempt staff – 10-14 years	17	34.0%	25.71
Nonexempt staff – 15+ years	17	34.0%	27.06
Exempt staff – 0-1 years	14	28.0%	17.43
Exempt staff – 2-4 years	14	28.0%	18.93
Exempt staff – 5-9 years	14	28.0%	22.93
Exempt staff – 10-14 years	12	24.0%	25.00
Exempt staff – 15+ years	12	24.0%	26.58
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	18	36.0%	14.17
Nonexempt staff – 2-4 years	18	36.0%	14.61
Nonexempt staff – 5-9 years	18	36.0%	18.72
Nonexempt staff – 10-14 years	18	36.0%	21.72
Nonexempt staff – 15+ years	18	36.0%	23.22
Exempt staff – 0-1 years	17	34.0%	14.24
Exempt staff – 2-4 years	17	34.0%	15.41
Exempt staff – 5-9 years	17	34.0%	18.24
Exempt staff – 10-14 years	17	34.0%	20.53
Exempt staff – 15+ years	17	34.0%	21.82
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	21	42.0%	10.24
Nonexempt staff – 2-4 years	21	42.0%	11.24
Nonexempt staff – 5-9 years	21	42.0%	12.19
Nonexempt staff – 10-14 years	21	42.0%	12.90
Nonexempt staff – 15+ years	21	42.0%	12.90
Exempt staff – 0-1 years	17	34.0%	9.53
Exempt staff – 2-4 years	17	34.0%	9.53
Exempt staff – 5-9 years	17	34.0%	9.82
Exempt staff – 10-14 years	17	34.0%	9.82
Exempt staff – 15+ years	17	34.0%	9.82

Miami-Fort Lauderdale-West Palm Beach, FL

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
ADMINISTRATIVE POSITIONS				
Administrative/Office Manager (Law Firm)	5	5	$170,630	$200,000
Branch Office Manager	12	12	$149,670	$148,990
TECHNOLOGY POSITIONS				
Help Desk/User-Training Specialist	10	11	$74,150	$70,200
LIBRARY AND RECORDS POSITIONS				
Records/File Clerk	12	23	$45,880	$45,160
ACCOUNTING AND FINANCE POSITIONS				
Billing Specialist	11	27	$71,630	$74,610
LEGAL SUPPORT SERVICE POSITIONS				
Legal Assistant	9	19	$84,280	$86,000
Paralegal	26	107	$98,390	$95,810
Legal Secretary	23	153	$80,870	$83,900
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	17	18	$53,150	$50,440
Office Services Assistant/Clerk	5	6	$61,090	$59,460
Copy Clerk	7	14	$49,410	$43,450
PARTNERS				
Equity Partners/Owners	7	38	$351,470	$268,750
Non-Equity Partners	8	34	$263,130	$245,000
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (1 year or less of experience)	10	29	$162,020	$115,000
Associate Attorney (2 years of experience)	12	25	$169,720	$135,000
Associate Attorney (3 years of experience)	8	21	$154,580	$140,000
Associate Attorney (4 years of experience)	9	13	$169,660	$168,500
Associate Attorney (6 years of experience)	6	8	$228,990	$208,220
Associate Attorney (7 years of experience)	9	10	$210,650	$207,720

Miami-Fort Lauderdale-West Palm Beach, FL

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	31	86.1%	86.1%
Medical plan for partners/dependents	31	86.1%	52.1%
Dental plan for employee	31	86.1%	43.6%
Dental plan for partners/dependents	31	86.1%	20.6%
Vision plan for employee	30	83.3%	33.9%
Vision plan for partners/dependents	28	77.8%	13.3%
Short-term disability	28	77.8%	73.9%
Long-term disability	29	80.6%	94.8%
Long-term care	16	44.4%	0.0%
Life insurance for employee	31	86.1%	100.0%
Life insurance for partners/dependents	26	72.2%	4.8%
Accidental death and dismemberment	26	72.2%	100.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	2	5.6%	
Retirement savings plan without employer contribution	4	11.1%	
Retirement savings plan with employer contribution	27	75.0%	3.7%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	6	16.7%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	29	80.6%	
Flexible spending account (FSA) to non-attorneys as medical benefit	28	96.6%	
Cafeteria plan	24	66.7%	
Medical expense reimbursement account	23	63.9%	
Dependent care	26	72.2%	
Pretax premium account	12	33.3%	
Qualified transportation expense	14	38.9%	
BONUSES			
Discretionary bonuses	27	75.0%	
Merit bonuses	24	66.7%	
Signing bonuses	27	75.0%	
Recruiting bonuses	23	63.9%	
Tenure-based bonuses	15	41.7%	
Other bonuses	3	8.3%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	27	75.0%	
Membership dues for professional associations	31	86.1%	
Policy that permits working from home on a part-time or full-time basis	27	75.0%	
Laptop equipment	25	69.4%	
Mobile device	15	41.7%	
Tuition reimbursement	4	11.1%	87.5%
Parking/mass transit subsidy	21	58.3%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	20	55.6%	9.75
Maternity leave – exempt staff	24	66.7%	9.13
Maternity leave – associates	31	86.1%	11.74
Paternity/parental leave – nonexempt staff	17	47.2%	9.76
Paternity/parental leave – exempt staff	21	58.3%	9.05
Paternity/parental leave – associates	26	72.2%	9.35
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	1	2.8%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	22	61.1%	16.32
Nonexempt staff – 2-4 years	22	61.1%	18.14
Nonexempt staff – 5-9 years	22	61.1%	22.59
Nonexempt staff – 10-14 years	22	61.1%	24.68
Nonexempt staff – 15+ years	17	47.2%	25.65
Exempt staff – 0-1 years	14	38.9%	15.64
Exempt staff – 2-4 years	14	38.9%	17.71
Exempt staff – 5-9 years	14	38.9%	22.00
Exempt staff – 10-14 years	14	38.9%	23.50
Exempt staff – 15+ years	10	27.8%	24.60
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	8.3%	10.00
Nonexempt staff – 2-4 years	3	8.3%	10.00
Nonexempt staff – 5-9 years	3	8.3%	15.00
Nonexempt staff – 10-14 years	3	8.3%	15.00
Nonexempt staff – 15+ years	3	8.3%	15.00
Exempt staff – 0-1 years	6	16.7%	13.67
Exempt staff – 2-4 years	6	16.7%	14.17
Exempt staff – 5-9 years	6	16.7%	15.83
Exempt staff – 10-14 years	6	16.7%	17.83
Exempt staff – 15+ years	6	16.7%	17.83
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	7	19.4%	15.57
Nonexempt staff – 2-4 years	7	19.4%	16.14
Nonexempt staff – 5-9 years	7	19.4%	18.71
Nonexempt staff – 10-14 years	7	19.4%	18.86
Nonexempt staff – 15+ years	7	19.4%	19.43
Exempt staff – 0-1 years	7	19.4%	11.86
Exempt staff – 2-4 years	7	19.4%	11.86
Exempt staff – 5-9 years	7	19.4%	14.00
Exempt staff – 10-14 years	7	19.4%	14.00
Exempt staff – 15+ years	7	19.4%	14.00

Minneapolis-St. Paul-Bloomington, MN-WI

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
ADMINISTRATIVE POSITIONS				
Office Services/Facilities Manager	6	7	$104,680	$106,140
HUMAN RESOURCES POSITIONS				
Human Resources Director	5	5	$200,470	$215,000
Human Resources Generalist	7	8	$96,340	$95,160
MARKETING POSITIONS				
Marketing and/or Communications Business Development Assistant/Coordinator	5	6	$75,720	$74,500
Events Manager/Coordinator	5	6	$84,750	$83,460
TECHNOLOGY POSITIONS				
Information Technology Director/Manager	8	12	$167,750	$161,890
Systems Manager	5	7	$132,820	$132,700
Network Administrator	5	6	$115,130	$113,960
Applications Support Analyst	6	10	$100,050	$94,480
Help Desk/User-Training Specialist	10	21	$76,840	$71,950
LIBRARY AND RECORDS POSITIONS				
Library Director/Manager	5	6	$158,570	$148,050
Reference Librarian	6	9	$90,850	$90,940
Records/File Clerk	5	8	$58,220	$58,630
ACCOUNTING AND FINANCE POSITIONS				
Finance Director/Controller	5	6	$198,840	$190,170
Accounting Manager/Supervisor	7	9	$126,380	$120,000
Finance Reporting Analyst/Manager	7	14	$121,820	$109,190
Billing Specialist	9	25	$73,540	$70,890
Accounts Payable Specialist/Accounts Receivable Specialist	7	10	$72,320	$67,120
Accounting Clerk/Bookkeeper	6	6	$64,400	$62,790
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	13	87	$109,800	$107,760
Legal Secretary	14	168	$86,140	$89,830
Conflicts Analyst/Coordinator	7	11	$82,810	$83,250
INTELLECTUAL PROPERTY PRACTICE AREA POSITIONS				
IP Paralegal	8	18	$100,610	$100,770
IP Docket Specialist	5	13	$81,010	$80,340
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	5	5	$59,580	$52,000
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (1 year or less of experience)	9	21	$200,570	$200,000
Associate Attorney (2 years of experience)	8	12	$209,750	$213,030
Associate Attorney (3 years of experience)	7	12	$210,870	$221,190
Associate Attorney (4 years of experience)	8	15	$223,380	$230,000
Associate Attorney (5 years of experience)	7	16	$205,920	$191,740
Associate Attorney (6 years of experience)	9	13	$271,520	$267,470
Associate Attorney (7 years of experience)	7	15	$209,500	$188,750
Associate Attorney (8 years of experience)	5	6	$278,820	$309,920
Associate Attorney (10 years or more of experience)	5	24	$247,950	$233,720

Minneapolis-St. Paul-Bloomington, MN-WI

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	20	90.9%	87.9%
Medical plan for partners/dependents	19	86.4%	62.0%
Dental plan for employee	19	86.4%	58.2%
Dental plan for partners/dependents	19	86.4%	28.4%
Vision plan for employee	18	81.8%	21.9%
Vision plan for partners/dependents	17	77.3%	12.7%
Short-term disability	19	86.4%	94.1%
Long-term disability	20	90.9%	86.4%
Long-term care	11	50.0%	11.1%
Life insurance for employee	20	90.9%	94.4%
Life insurance for partners/dependents	17	77.3%	0.0%
Accidental death and dismemberment	19	86.4%	88.2%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	1	4.5%	
Retirement savings plan without employer contribution	4	18.2%	
Retirement savings plan with employer contribution	15	68.2%	4.3%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	7	31.8%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	19	86.4%	
Flexible spending account (FSA) to non-attorneys as medical benefit	17	89.5%	
Cafeteria plan	14	63.6%	
Medical expense reimbursement account	14	63.6%	
Dependent care	18	81.8%	
Pretax premium account	5	22.7%	
Qualified transportation expense	12	54.5%	
BONUSES			
Discretionary bonuses	18	81.8%	
Merit bonuses	9	40.9%	
Signing bonuses	15	68.2%	
Recruiting bonuses	9	40.9%	
Tenure-based bonuses	7	31.8%	
Other bonuses	4	18.2%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	11	50.0%	
Membership dues for professional associations	17	77.3%	
Policy that permits working from home on a part-time or full-time basis	17	77.3%	
Laptop equipment	16	72.7%	
Mobile device	11	50.0%	
Tuition reimbursement	7	31.8%	31.0%
Parking/mass transit subsidy	11	50.0%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	15	68.2%	11.33
Maternity leave – exempt staff	15	68.2%	11.33
Maternity leave – associates	17	77.3%	13.06
Paternity/parental leave – nonexempt staff	17	77.3%	9.76
Paternity/parental leave – exempt staff	17	77.3%	9.76
Paternity/parental leave – associates	18	81.8%	11.33
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	1	4.5%	
Exempt staff	4	18.2%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	9	40.9%	17.78
Nonexempt staff – 2-4 years	9	40.9%	19.22
Nonexempt staff – 5-9 years	9	40.9%	22.67
Nonexempt staff – 10-14 years	9	40.9%	26.78
Nonexempt staff – 15+ years	9	40.9%	27.78
Exempt staff – 0-1 years	7	31.8%	18.14
Exempt staff – 2-4 years	7	31.8%	19.00
Exempt staff – 5-9 years	7	31.8%	22.86
Exempt staff – 10-14 years	7	31.8%	26.57
Exempt staff – 15+ years	7	31.8%	27.71
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	6	27.3%	14.50
Nonexempt staff – 2-4 years	6	27.3%	14.50
Nonexempt staff – 5-9 years	6	27.3%	18.33
Nonexempt staff – 10-14 years	6	27.3%	22.00
Nonexempt staff – 15+ years	6	27.3%	23.17
Exempt staff – 0-1 years	6	27.3%	14.50
Exempt staff – 2-4 years	6	27.3%	14.50
Exempt staff – 5-9 years	6	27.3%	17.50
Exempt staff – 10-14 years	6	27.3%	21.17
Exempt staff – 15+ years	6	27.3%	21.50
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	7	31.8%	9.43
Nonexempt staff – 2-4 years	7	31.8%	10.71
Nonexempt staff – 5-9 years	7	31.8%	11.14
Nonexempt staff – 10-14 years	7	31.8%	12.00
Nonexempt staff – 15+ years	7	31.8%	12.57
Exempt staff – 0-1 years	6	27.3%	8.00
Exempt staff – 2-4 years	6	27.3%	8.83
Exempt staff – 5-9 years	6	27.3%	8.83
Exempt staff – 10-14 years	6	27.3%	9.67
Exempt staff – 15+ years	6	27.3%	9.67

Naples-Marco Island, FL

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	7	14	$96,740	$96,710
Legal Secretary	5	15	$74,650	$76,040

Naples-Marco Island, FL

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	8	88.9%	87.9%
Medical plan for partners/dependents	8	88.9%	59.7%
Dental plan for employee	8	88.9%	25.8%
Dental plan for partners/dependents	8	88.9%	9.4%
Vision plan for employee	7	77.8%	20.0%
Vision plan for partners/dependents	7	77.8%	0.0%
Short-term disability	7	77.8%	83.3%
Long-term disability	8	88.9%	100.0%
Long-term care	3	33.3%	0.0%
Life insurance for employee	8	88.9%	100.0%
Life insurance for partners/dependents	7	77.8%	0.0%
Accidental death and dismemberment	7	77.8%	85.7%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	1	11.1%	
Retirement savings plan with employer contribution	7	77.8%	4.3%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	1	11.1%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	8	88.9%	
Flexible spending account (FSA) to non-attorneys as medical benefit	8	100.0%	
Cafeteria plan	6	66.7%	
Medical expense reimbursement account	7	77.8%	
Dependent care	8	88.9%	
Pretax premium account	4	44.4%	
Qualified transportation expense	3	33.3%	
BONUSES			
Discretionary bonuses	7	77.8%	
Merit bonuses	7	77.8%	
Signing bonuses	6	66.7%	
Recruiting bonuses	6	66.7%	
Tenure-based bonuses	5	55.6%	
Other bonuses	3	33.3%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	6	66.7%	
Membership dues for professional associations	8	88.9%	
Policy that permits working from home on a part-time or full-time basis	7	77.8%	
Laptop equipment	7	77.8%	
Mobile device	3	33.3%	
Tuition reimbursement	2	22.2%	20.0%
Parking/mass transit subsidy	6	66.7%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	5	55.6%	12.80
Maternity leave – exempt staff	7	77.8%	12.86
Maternity leave – associates	8	88.9%	14.00
Paternity/parental leave – nonexempt staff	5	55.6%	10.40
Paternity/parental leave – exempt staff	7	77.8%	10.57
Paternity/parental leave – associates	7	77.8%	11.71
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	2	22.2%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	5	55.6%	13.80
Nonexempt staff – 2-4 years	5	55.6%	15.40
Nonexempt staff – 5-9 years	5	55.6%	19.20
Nonexempt staff – 10-14 years	5	55.6%	20.80
Nonexempt staff – 15+ years	4	44.4%	21.75
Exempt staff – 0-1 years	2	22.2%	16.00
Exempt staff – 2-4 years	2	22.2%	17.00
Exempt staff – 5-9 years	2	22.2%	21.00
Exempt staff – 10-14 years	2	22.2%	22.00
Exempt staff – 15+ years	1	11.1%	25.00
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	22.2%	7.50
Nonexempt staff – 2-4 years	2	22.2%	10.00
Nonexempt staff – 5-9 years	2	22.2%	15.00
Nonexempt staff – 10-14 years	2	22.2%	20.00
Nonexempt staff – 15+ years	2	22.2%	20.00
Exempt staff – 0-1 years	1	11.1%	20.00
Exempt staff – 2-4 years	1	11.1%	20.00
Exempt staff – 5-9 years	1	11.1%	20.00
Exempt staff – 10-14 years	1	11.1%	20.00
Exempt staff – 15+ years	1	11.1%	20.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	4	44.4%	13.00
Nonexempt staff – 2-4 years	4	44.4%	14.00
Nonexempt staff – 5-9 years	4	44.4%	16.00
Nonexempt staff – 10-14 years	4	44.4%	16.25
Nonexempt staff – 15+ years	4	44.4%	17.25
Exempt staff – 0-1 years	1	11.1%	17.00
Exempt staff – 2-4 years	1	11.1%	17.00
Exempt staff – 5-9 years	1	11.1%	22.00
Exempt staff – 10-14 years	1	11.1%	22.00
Exempt staff – 15+ years	1	11.1%	22.00

Nashville-Davidson-Murfreesboro-Franklin, TN

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
ACCOUNTING AND FINANCE POSITIONS				
Billing Specialist	5	12	$73,270	$69,680
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	8	25	$103,370	$101,430
Legal Secretary	7	32	$82,170	$82,780
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	5	6	$53,290	$53,950
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (1 year or less of experience)	5	7	$193,480	$205,000
Associate Attorney (2 years of experience)	6	15	$188,350	$215,000
Associate Attorney (3 years of experience)	5	8	$228,210	$235,050
Associate Attorney (4 years of experience)	5	9	$212,360	$210,800
Associate Attorney (5 years of experience)	6	9	$239,520	$237,000

Nashville-Davidson-Murfreesboro-Franklin, TN

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	9	90.0%	86.8%
Medical plan for partners/dependents	9	90.0%	51.1%
Dental plan for employee	9	90.0%	23.6%
Dental plan for partners/dependents	9	90.0%	17.0%
Vision plan for employee	9	90.0%	5.6%
Vision plan for partners/dependents	9	90.0%	5.6%
Short-term disability	9	90.0%	88.9%
Long-term disability	9	90.0%	88.9%
Long-term care	5	50.0%	0.0%
Life insurance for employee	9	90.0%	100.0%
Life insurance for partners/dependents	9	90.0%	11.1%
Accidental death and dismemberment	9	90.0%	88.9%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	0	0.0%	
Retirement savings plan with employer contribution	9	90.0%	4.2%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	4	40.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	9	90.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	7	77.8%	
Cafeteria plan	6	60.0%	
Medical expense reimbursement account	7	70.0%	
Dependent care	9	90.0%	
Pretax premium account	3	30.0%	
Qualified transportation expense	3	30.0%	
BONUSES			
Discretionary bonuses	9	90.0%	
Merit bonuses	6	60.0%	
Signing bonuses	7	70.0%	
Recruiting bonuses	8	80.0%	
Tenure-based bonuses	3	30.0%	
Other bonuses	1	10.0%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	4	40.0%	
Membership dues for professional associations	9	90.0%	
Policy that permits working from home on a part-time or full-time basis	8	80.0%	
Laptop equipment	7	70.0%	
Mobile device	4	40.0%	
Tuition reimbursement	2	20.0%	75.0%
Parking/mass transit subsidy	8	80.0%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	8	80.0%	10.63
Maternity leave – exempt staff	8	80.0%	11.38
Maternity leave – associates	9	90.0%	12.33
Paternity/parental leave – nonexempt staff	7	70.0%	9.00
Paternity/parental leave – exempt staff	8	80.0%	9.13
Paternity/parental leave – associates	8	80.0%	10.13
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	0	0.0%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	6	60.0%	17.00
Nonexempt staff – 2-4 years	6	60.0%	17.00
Nonexempt staff – 5-9 years	6	60.0%	21.83
Nonexempt staff – 10-14 years	6	60.0%	24.17
Nonexempt staff – 15+ years	5	50.0%	25.80
Exempt staff – 0-1 years	6	60.0%	17.00
Exempt staff – 2-4 years	6	60.0%	17.00
Exempt staff – 5-9 years	6	60.0%	21.83
Exempt staff – 10-14 years	6	60.0%	23.33
Exempt staff – 15+ years	5	50.0%	24.80
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	20.0%	10.00
Nonexempt staff – 2-4 years	2	20.0%	12.50
Nonexempt staff – 5-9 years	2	20.0%	17.50
Nonexempt staff – 10-14 years	2	20.0%	17.50
Nonexempt staff – 15+ years	2	20.0%	20.00
Exempt staff – 0-1 years	2	20.0%	12.50
Exempt staff – 2-4 years	2	20.0%	15.00
Exempt staff – 5-9 years	2	20.0%	17.50
Exempt staff – 10-14 years	2	20.0%	17.50
Exempt staff – 15+ years	2	20.0%	20.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	30.0%	11.33
Nonexempt staff – 2-4 years	3	30.0%	11.33
Nonexempt staff – 5-9 years	3	30.0%	13.33
Nonexempt staff – 10-14 years	3	30.0%	14.33
Nonexempt staff – 15+ years	3	30.0%	14.33
Exempt staff – 0-1 years	3	30.0%	11.33
Exempt staff – 2-4 years	3	30.0%	11.33
Exempt staff – 5-9 years	3	30.0%	13.33
Exempt staff – 10-14 years	3	30.0%	14.33
Exempt staff – 15+ years	3	30.0%	14.33

New Orleans-Metairie, LA

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION	
			Average	Median
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	6	20	$90,070	$86,520
Legal Secretary	5	23	$77,450	$77,600

New Orleans-Metairie, LA

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	7	77.8%	90.7%
Medical plan for partners/dependents	7	77.8%	49.7%
Dental plan for employee	7	77.8%	18.0%
Dental plan for partners/dependents	7	77.8%	5.6%
Vision plan for employee	7	77.8%	0.0%
Vision plan for partners/dependents	7	77.8%	0.0%
Short-term disability	7	77.8%	71.4%
Long-term disability	7	77.8%	85.7%
Long-term care	4	44.4%	0.0%
Life insurance for employee	7	77.8%	87.1%
Life insurance for partners/dependents	7	77.8%	0.0%
Accidental death and dismemberment	7	77.8%	85.7%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	0	0.0%	
Retirement savings plan with employer contribution	8	88.9%	2.9%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	2	22.2%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	8	88.9%	
Flexible spending account (FSA) to non-attorneys as medical benefit	8	100.0%	
Cafeteria plan	5	55.6%	
Medical expense reimbursement account	6	66.7%	
Dependent care	7	77.8%	
Pretax premium account	3	33.3%	
Qualified transportation expense	2	22.2%	
BONUSES			
Discretionary bonuses	7	77.8%	
Merit bonuses	4	44.4%	
Signing bonuses	4	44.4%	
Recruiting bonuses	5	55.6%	
Tenure-based bonuses	2	22.2%	
Other bonuses	1	11.1%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	5	55.6%	
Membership dues for professional associations	6	66.7%	
Policy that permits working from home on a part-time or full-time basis	4	44.4%	
Laptop equipment	6	66.7%	
Mobile device	4	44.4%	
Tuition reimbursement	2	22.2%	75.0%
Parking/mass transit subsidy	4	44.4%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	6	66.7%	10.50
Maternity leave – exempt staff	6	66.7%	10.50
Maternity leave – associates	7	77.8%	12.43
Paternity/parental leave – nonexempt staff	4	44.4%	11.75
Paternity/parental leave – exempt staff	4	44.4%	11.75
Paternity/parental leave – associates	6	66.7%	10.83
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	1	11.1%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	4	44.4%	16.25
Nonexempt staff – 2-4 years	4	44.4%	19.50
Nonexempt staff – 5-9 years	4	44.4%	22.00
Nonexempt staff – 10-14 years	4	44.4%	24.50
Nonexempt staff – 15+ years	4	44.4%	24.50
Exempt staff – 0-1 years	3	33.3%	16.67
Exempt staff – 2-4 years	3	33.3%	19.33
Exempt staff – 5-9 years	3	33.3%	22.67
Exempt staff – 10-14 years	3	33.3%	24.33
Exempt staff – 15+ years	3	33.3%	24.33
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	11.1%	10.00
Nonexempt staff – 2-4 years	1	11.1%	10.00
Nonexempt staff – 5-9 years	1	11.1%	15.00
Nonexempt staff – 10-14 years	1	11.1%	15.00
Nonexempt staff – 15+ years	1	11.1%	15.00
Exempt staff – 0-1 years	1	11.1%	10.00
Exempt staff – 2-4 years	1	11.1%	10.00
Exempt staff – 5-9 years	1	11.1%	15.00
Exempt staff – 10-14 years	1	11.1%	15.00
Exempt staff – 15+ years	1	11.1%	15.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	33.3%	17.00
Nonexempt staff – 2-4 years	3	33.3%	17.00
Nonexempt staff – 5-9 years	3	33.3%	20.67
Nonexempt staff – 10-14 years	3	33.3%	21.67
Nonexempt staff – 15+ years	3	33.3%	21.67
Exempt staff – 0-1 years	3	33.3%	15.00
Exempt staff – 2-4 years	3	33.3%	15.00
Exempt staff – 5-9 years	3	33.3%	18.67
Exempt staff – 10-14 years	3	33.3%	19.67
Exempt staff – 15+ years	3	33.3%	19.67

New York-Newark-Jersey City, NY-NJ-PA

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
ADMINISTRATIVE POSITIONS				
Administrative/Office Manager (Law Firm)	8	8	$222,190	$220,000
Branch Office Manager	8	8	$200,630	$200,110
Office Services/Facilities Manager	5	6	$133,880	$136,240
TECHNOLOGY POSITIONS				
Help Desk/User-Training Specialist	17	27	$97,140	$99,800
LIBRARY AND RECORDS POSITIONS				
Records/File Clerk	8	12	$68,270	$63,190
ACCOUNTING AND FINANCE POSITIONS				
Billing Specialist	9	20	$88,720	$85,700
LEGAL SUPPORT SERVICE POSITIONS				
Legal Support Supervisor/Coordinator	5	6	$127,490	$113,520
Legal Assistant	11	32	$85,880	$91,250
Paralegal	26	79	$115,440	$115,000
Legal Secretary	26	141	$103,670	$103,390
Docket Clerk/Manager	6	6	$103,050	$107,500
Conflicts Analyst/Coordinator	5	5	$100,120	$95,320
INTELLECTUAL PROPERTY PRACTICE AREA POSITIONS				
IP Paralegal	5	9	$138,540	$150,020
IP Legal Secretary	6	11	$97,060	$102,780
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	10	13	$68,400	$66,700
Office Services Assistant/Clerk	9	18	$68,590	$66,240
Administrative Assistant	5	8	$82,270	$86,280
PARTNERS				
Equity Partners/Owners	9	32	$1,108,320	$1,005,030
Non-Equity Partners	12	63	$387,380	$306,500
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (1 year or less of experience)	11	51	$242,670	$254,290
Associate Attorney (2 years of experience)	12	46	$243,500	$235,000
Associate Attorney (3 years of experience)	12	38	$235,040	$260,000
Associate Attorney (4 years of experience)	13	43	$266,450	$300,830
Associate Attorney (5 years of experience)	16	43	$281,970	$288,500
Associate Attorney (6 years of experience)	16	38	$320,270	$320,830
Associate Attorney (7 years of experience)	8	26	$336,690	$345,240
Associate Attorney (8 years of experience)	13	29	$301,530	$310,000
Associate Attorney (9 years of experience)	7	24	$331,130	$325,000
Associate Attorney (10 years or more of experience)	11	42	$328,880	$330,000

New York-Newark-Jersey City, NY-NJ-PA

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	40	80.0%	83.5%
Medical plan for partners/dependents	40	80.0%	57.5%
Dental plan for employee	39	78.0%	52.4%
Dental plan for partners/dependents	38	76.0%	28.6%
Vision plan for employee	39	78.0%	31.4%
Vision plan for partners/dependents	37	74.0%	15.0%
Short-term disability	37	74.0%	93.8%
Long-term disability	39	78.0%	89.9%
Long-term care	20	40.0%	0.0%
Life insurance for employee	39	78.0%	100.0%
Life insurance for partners/dependents	35	70.0%	13.3%
Accidental death and dismemberment	37	74.0%	84.4%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	3	6.0%	
Retirement savings plan without employer contribution	6	12.0%	
Retirement savings plan with employer contribution	34	68.0%	4.2%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	16	32.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	39	78.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	35	89.7%	
Cafeteria plan	22	44.0%	
Medical expense reimbursement account	29	58.0%	
Dependent care	33	66.0%	
Pretax premium account	11	22.0%	
Qualified transportation expense	21	42.0%	
BONUSES			
Discretionary bonuses	37	74.0%	
Merit bonuses	29	58.0%	
Signing bonuses	32	64.0%	
Recruiting bonuses	30	60.0%	
Tenure-based bonuses	9	18.0%	
Other bonuses	4	8.0%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	26	52.0%	
Membership dues for professional associations	37	74.0%	
Policy that permits working from home on a part-time or full-time basis	37	74.0%	
Laptop equipment	37	74.0%	
Mobile device	25	50.0%	
Tuition reimbursement	11	22.0%	68.3%
Parking/mass transit subsidy	24	48.0%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	31	62.0%	11.94
Maternity leave – exempt staff	31	62.0%	12.32
Maternity leave – associates	35	70.0%	13.63
Paternity/parental leave – nonexempt staff	32	64.0%	9.13
Paternity/parental leave – exempt staff	33	66.0%	9.21
Paternity/parental leave – associates	37	74.0%	9.68
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	7	14.0%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	20	40.0%	17.25
Nonexempt staff – 2-4 years	20	40.0%	18.40
Nonexempt staff – 5-9 years	20	40.0%	22.45
Nonexempt staff – 10-14 years	20	40.0%	25.90
Nonexempt staff – 15+ years	20	40.0%	26.30
Exempt staff – 0-1 years	15	30.0%	17.40
Exempt staff – 2-4 years	15	30.0%	18.47
Exempt staff – 5-9 years	15	30.0%	22.07
Exempt staff – 10-14 years	15	30.0%	23.53
Exempt staff – 15+ years	15	30.0%	24.33
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	13	26.0%	13.77
Nonexempt staff – 2-4 years	13	26.0%	14.92
Nonexempt staff – 5-9 years	13	26.0%	17.08
Nonexempt staff – 10-14 years	13	26.0%	20.69
Nonexempt staff – 15+ years	13	26.0%	21.23
Exempt staff – 0-1 years	13	26.0%	15.08
Exempt staff – 2-4 years	13	26.0%	15.69
Exempt staff – 5-9 years	13	26.0%	17.46
Exempt staff – 10-14 years	13	26.0%	20.08
Exempt staff – 15+ years	13	26.0%	20.62
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	15	30.0%	10.40
Nonexempt staff – 2-4 years	15	30.0%	10.73
Nonexempt staff – 5-9 years	15	30.0%	11.80
Nonexempt staff – 10-14 years	15	30.0%	12.33
Nonexempt staff – 15+ years	15	30.0%	12.33
Exempt staff – 0-1 years	13	26.0%	9.77
Exempt staff – 2-4 years	13	26.0%	9.77
Exempt staff – 5-9 years	13	26.0%	10.62
Exempt staff – 10-14 years	13	26.0%	10.85
Exempt staff – 15+ years	13	26.0%	10.85

Orlando-Kissimmee-Sanford, FL

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
ADMINISTRATIVE POSITIONS				
Branch Office Manager	5	5	$130,540	$126,500
TECHNOLOGY POSITIONS				
Help Desk/User-Training Specialist	6	13	$67,480	$66,950
LIBRARY AND RECORDS POSITIONS				
Records/File Clerk	7	15	$46,530	$45,130
ACCOUNTING AND FINANCE POSITIONS				
Accounting Manager/Supervisor	5	6	$120,530	$123,000
Billing Specialist	6	10	$67,630	$69,110
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	12	72	$83,580	$81,520
Legal Secretary	11	77	$70,790	$73,620
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	8	10	$49,540	$45,770
Copy Clerk	6	8	$47,900	$46,980
PARTNERS				
Equity Partners/Owners	6	60	$459,930	$318,750
Non-Equity Partners	7	25	$286,550	$255,480
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (1 year or less of experience)	6	12	$129,380	$120,000
Associate Attorney (2 years of experience)	6	12	$141,940	$135,000
Associate Attorney (4 years of experience)	5	8	$157,520	$153,500
Associate Attorney (5 years of experience)	7	9	$171,340	$170,000
Associate Attorney (6 years of experience)	5	5	$171,990	$177,500

Orlando-Kissimmee-Sanford, FL

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	12	92.3%	84.5%
Medical plan for partners/dependents	11	84.6%	52.7%
Dental plan for employee	12	92.3%	44.6%
Dental plan for partners/dependents	11	84.6%	14.6%
Vision plan for employee	12	92.3%	45.5%
Vision plan for partners/dependents	10	76.9%	13.1%
Short-term disability	9	69.2%	85.7%
Long-term disability	11	84.6%	100.0%
Long-term care	7	53.8%	0.0%
Life insurance for employee	12	92.3%	100.0%
Life insurance for partners/dependents	10	76.9%	12.5%
Accidental death and dismemberment	10	76.9%	100.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	1	7.7%	
Retirement savings plan without employer contribution	1	7.7%	
Retirement savings plan with employer contribution	11	84.6%	3.1%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	4	30.8%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	10	76.9%	
Flexible spending account (FSA) to non-attorneys as medical benefit	10	100.0%	
Cafeteria plan	10	76.9%	
Medical expense reimbursement account	7	53.8%	
Dependent care	9	69.2%	
Pretax premium account	4	30.8%	
Qualified transportation expense	4	30.8%	
BONUSES			
Discretionary bonuses	12	92.3%	
Merit bonuses	9	69.2%	
Signing bonuses	10	76.9%	
Recruiting bonuses	9	69.2%	
Tenure-based bonuses	7	53.8%	
Other bonuses	1	7.7%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	10	76.9%	
Membership dues for professional associations	12	92.3%	
Policy that permits working from home on a part-time or full-time basis	11	84.6%	
Laptop equipment	10	76.9%	
Mobile device	4	30.8%	
Tuition reimbursement	2	15.4%	50.0%
Parking/mass transit subsidy	9	69.2%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	5	38.5%	10.60
Maternity leave – exempt staff	8	61.5%	9.63
Maternity leave – associates	12	92.3%	11.50
Paternity/parental leave – nonexempt staff	4	30.8%	10.50
Paternity/parental leave – exempt staff	7	53.8%	8.86
Paternity/parental leave – associates	10	76.9%	9.30
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	2	15.4%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	10	76.9%	17.00
Nonexempt staff – 2-4 years	10	76.9%	17.80
Nonexempt staff – 5-9 years	10	76.9%	21.70
Nonexempt staff – 10-14 years	10	76.9%	22.80
Nonexempt staff – 15+ years	9	69.2%	22.67
Exempt staff – 0-1 years	5	38.5%	17.00
Exempt staff – 2-4 years	5	38.5%	18.00
Exempt staff – 5-9 years	5	38.5%	22.00
Exempt staff – 10-14 years	5	38.5%	23.00
Exempt staff – 15+ years	4	30.8%	24.50
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	7.7%	10.00
Nonexempt staff – 2-4 years	1	7.7%	10.00
Nonexempt staff – 5-9 years	1	7.7%	15.00
Nonexempt staff – 10-14 years	1	7.7%	15.00
Nonexempt staff – 15+ years	1	7.7%	15.00
Exempt staff – 0-1 years	2	15.4%	15.00
Exempt staff – 2-4 years	2	15.4%	15.00
Exempt staff – 5-9 years	2	15.4%	15.00
Exempt staff – 10-14 years	2	15.4%	17.50
Exempt staff – 15+ years	2	15.4%	17.50
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	15.4%	14.50
Nonexempt staff – 2-4 years	2	15.4%	14.50
Nonexempt staff – 5-9 years	2	15.4%	17.00
Nonexempt staff – 10-14 years	2	15.4%	17.00
Nonexempt staff – 15+ years	2	15.4%	17.00
Exempt staff – 0-1 years	2	15.4%	11.50
Exempt staff – 2-4 years	2	15.4%	11.50
Exempt staff – 5-9 years	2	15.4%	14.00
Exempt staff – 10-14 years	2	15.4%	14.00
Exempt staff – 15+ years	2	15.4%	14.00

Philadelphia-Camden-Wilmington, PA-NJ-DE-MD

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
ADMINISTRATIVE POSITIONS				
Executive Director/Principal Administrator/Chief Operating Officer (Law Firm)	6	6	$373,120	$422,500
Branch Office Manager	8	8	$184,380	$210,620
Office Services/Facilities Manager	5	5	$139,500	$151,260
HUMAN RESOURCES POSITIONS				
Human Resources Director	5	6	$223,960	$238,450
Benefits Coordinator/Administrator	5	6	$90,080	$84,070
MARKETING POSITIONS				
Business Development Senior Coordinator/Specialist	5	6	$97,770	$97,740
TECHNOLOGY POSITIONS				
Chief Information Officer	6	6	$467,470	$449,500
Information Technology Director/Manager	8	15	$222,810	$198,930
E-discovery Director/Specialist	5	9	$150,700	$152,000
Network Administrator	5	5	$121,930	$113,150
Help Desk/User-Training Specialist	10	23	$88,760	$85,850
LIBRARY AND RECORDS POSITIONS				
Records/File Clerk	7	10	$57,280	$57,010
ACCOUNTING AND FINANCE POSITIONS				
Finance Director/Controller	6	10	$244,150	$220,250
Accounting Manager/Supervisor	5	6	$120,300	$120,490
Finance Reporting Analyst/Manager	6	9	$100,600	$97,250
Billing Manager	6	8	$143,960	$147,700
Billing Specialist	8	19	$84,710	$83,500
Accounting Clerk/Bookkeeper	6	14	$68,620	$63,710
LEGAL SUPPORT SERVICE POSITIONS				
Legal Support Supervisor/Coordinator	6	19	$97,310	$93,550
Legal Assistant	17	44	$73,290	$73,610
Paralegal	22	80	$107,800	$105,900
Legal Secretary	16	90	$90,610	$93,140
Docket Clerk/Manager	6	10	$83,940	$82,550
Conflicts Analyst/Coordinator	7	18	$74,440	$68,030
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	7	14	$62,280	$62,290
PARTNERS				
Non-Equity Partners	8	12	$267,750	$233,030
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (1 year or less of experience)	14	56	$226,300	$225,000
Associate Attorney (2 years of experience)	14	43	$228,970	$235,000
Associate Attorney (3 years of experience)	13	41	$254,510	$260,000
Associate Attorney (4 years of experience)	14	44	$274,900	$310,000
Associate Attorney (5 years of experience)	10	37	$315,740	$346,700
Associate Attorney (6 years of experience)	10	21	$321,680	$355,000
Associate Attorney (7 years of experience)	10	26	$354,850	$365,470
Associate Attorney (8 years of experience)	5	15	$391,140	$393,000

Philadelphia-Camden-Wilmington, PA-NJ-DE-MD

COMPENSATION

			TOTAL COMPENSATION	
Title	# Locations	# Employees	Average	Median
Associate Attorney (9 years of experience)	8	22	$376,160	$427,500
Associate Attorney (10 years or more of experience)	10	33	$355,160	$389,380

Philadelphia-Camden-Wilmington, PA-NJ-DE-MD

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	31	77.5%	87.9%
Medical plan for partners/dependents	31	77.5%	31.0%
Dental plan for employee	31	77.5%	46.2%
Dental plan for partners/dependents	31	77.5%	16.7%
Vision plan for employee	30	75.0%	29.8%
Vision plan for partners/dependents	30	75.0%	17.1%
Short-term disability	29	72.5%	95.2%
Long-term disability	29	72.5%	95.5%
Long-term care	13	32.5%	0.0%
Life insurance for employee	30	75.0%	86.4%
Life insurance for partners/dependents	29	72.5%	10.5%
Accidental death and dismemberment	28	70.0%	80.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	5	12.5%	
Retirement savings plan with employer contribution	26	65.0%	4.3%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	6	15.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	29	72.5%	
Flexible spending account (FSA) to non-attorneys as medical benefit	28	96.6%	
Cafeteria plan	18	45.0%	
Medical expense reimbursement account	23	57.5%	
Dependent care	25	62.5%	
Pretax premium account	8	20.0%	
Qualified transportation expense	20	50.0%	
BONUSES			
Discretionary bonuses	31	77.5%	
Merit bonuses	19	47.5%	
Signing bonuses	19	47.5%	
Recruiting bonuses	17	42.5%	
Tenure-based bonuses	14	35.0%	
Other bonuses	3	7.5%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	19	47.5%	
Membership dues for professional associations	28	70.0%	
Policy that permits working from home on a part-time or full-time basis	26	65.0%	
Laptop equipment	28	70.0%	
Mobile device	18	45.0%	
Tuition reimbursement	0	0.0%	
Parking/mass transit subsidy	12	30.0%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	25	62.5%	12.92
Maternity leave – exempt staff	26	65.0%	13.81
Maternity leave – associates	27	67.5%	14.70
Paternity/parental leave – nonexempt staff	27	67.5%	9.26
Paternity/parental leave – exempt staff	29	72.5%	10.00
Paternity/parental leave – associates	30	75.0%	10.33
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	2	5.0%	
Exempt staff	8	20.0%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	11	27.5%	17.91
Nonexempt staff – 2-4 years	11	27.5%	17.91
Nonexempt staff – 5-9 years	11	27.5%	22.91
Nonexempt staff – 10-14 years	11	27.5%	27.64
Nonexempt staff – 15+ years	11	27.5%	28.91
Exempt staff – 0-1 years	13	32.5%	17.69
Exempt staff – 2-4 years	13	32.5%	17.69
Exempt staff – 5-9 years	13	32.5%	22.31
Exempt staff – 10-14 years	13	32.5%	26.31
Exempt staff – 15+ years	13	32.5%	27.77
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	10	25.0%	15.20
Nonexempt staff – 2-4 years	10	25.0%	16.70
Nonexempt staff – 5-9 years	10	25.0%	16.70
Nonexempt staff – 10-14 years	10	25.0%	21.70
Nonexempt staff – 15+ years	10	25.0%	23.20
Exempt staff – 0-1 years	4	10.0%	16.75
Exempt staff – 2-4 years	4	10.0%	16.75
Exempt staff – 5-9 years	4	10.0%	16.75
Exempt staff – 10-14 years	4	10.0%	20.50
Exempt staff – 15+ years	4	10.0%	20.50
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	8	20.0%	10.88
Nonexempt staff – 2-4 years	8	20.0%	10.88
Nonexempt staff – 5-9 years	8	20.0%	11.50
Nonexempt staff – 10-14 years	8	20.0%	11.50
Nonexempt staff – 15+ years	8	20.0%	11.50
Exempt staff – 0-1 years	5	12.5%	10.80
Exempt staff – 2-4 years	5	12.5%	10.80
Exempt staff – 5-9 years	5	12.5%	11.80
Exempt staff – 10-14 years	5	12.5%	11.80
Exempt staff – 15+ years	5	12.5%	11.80

Phoenix-Mesa-Chandler, AZ

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
TECHNOLOGY POSITIONS				
Help Desk/User-Training Specialist	5	10	$74,320	$72,000
ACCOUNTING AND FINANCE POSITIONS				
Billing Specialist	6	12	$73,260	$74,780
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	13	53	$101,470	$93,940
Legal Secretary	10	42	$79,710	$79,660
Docket Clerk/Manager	5	7	$70,730	$63,760
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	7	7	$56,830	$54,440
PARTNERS				
Non-Equity Partners	5	21	$219,520	$201,500
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (1 year or less of experience)	9	11	$157,480	$162,500
Associate Attorney (2 years of experience)	7	14	$184,050	$210,000
Associate Attorney (3 years of experience)	6	10	$201,080	$215,000
Associate Attorney (4 years of experience)	6	8	$222,500	$215,000
Associate Attorney (6 years of experience)	5	9	$262,770	$286,250
Associate Attorney (8 years of experience)	5	7	$289,590	$316,000
Associate Attorney (10 years or more of experience)	7	9	$223,090	$186,000

Phoenix-Mesa-Chandler, AZ

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	13	86.7%	89.0%
Medical plan for partners/dependents	12	80.0%	49.5%
Dental plan for employee	13	86.7%	52.0%
Dental plan for partners/dependents	12	80.0%	38.0%
Vision plan for employee	12	80.0%	40.3%
Vision plan for partners/dependents	11	73.3%	32.1%
Short-term disability	10	66.7%	40.1%
Long-term disability	13	86.7%	84.2%
Long-term care	4	26.7%	0.0%
Life insurance for employee	13	86.7%	96.2%
Life insurance for partners/dependents	9	60.0%	11.2%
Accidental death and dismemberment	13	86.7%	76.9%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	4	26.7%	
Retirement savings plan with employer contribution	9	60.0%	3.6%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	5	33.3%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	13	86.7%	
Flexible spending account (FSA) to non-attorneys as medical benefit	11	84.6%	
Cafeteria plan	9	60.0%	
Medical expense reimbursement account	8	53.3%	
Dependent care	11	73.3%	
Pretax premium account	3	20.0%	
Qualified transportation expense	4	26.7%	
BONUSES			
Discretionary bonuses	11	73.3%	
Merit bonuses	7	46.7%	
Signing bonuses	9	60.0%	
Recruiting bonuses	9	60.0%	
Tenure-based bonuses	6	40.0%	
Other bonuses	6	40.0%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	10	66.7%	
Membership dues for professional associations	13	86.7%	
Policy that permits working from home on a part-time or full-time basis	11	73.3%	
Laptop equipment	9	60.0%	
Mobile device	5	33.3%	
Tuition reimbursement	2	13.3%	80.0%
Parking/mass transit subsidy	9	60.0%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	7	46.7%	9.43
Maternity leave – exempt staff	8	53.3%	9.00
Maternity leave – associates	10	66.7%	12.30
Paternity/parental leave – nonexempt staff	7	46.7%	9.57
Paternity/parental leave – exempt staff	8	53.3%	9.63
Paternity/parental leave – associates	9	60.0%	10.78
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	6	40.0%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	7	46.7%	14.57
Nonexempt staff – 2-4 years	7	46.7%	15.57
Nonexempt staff – 5-9 years	7	46.7%	20.29
Nonexempt staff – 10-14 years	7	46.7%	24.14
Nonexempt staff – 15+ years	6	40.0%	25.83
Exempt staff – 0-1 years	4	26.7%	16.75
Exempt staff – 2-4 years	4	26.7%	16.75
Exempt staff – 5-9 years	4	26.7%	21.75
Exempt staff – 10-14 years	4	26.7%	23.00
Exempt staff – 15+ years	3	20.0%	25.00
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	6	40.0%	17.00
Nonexempt staff – 2-4 years	6	40.0%	17.00
Nonexempt staff – 5-9 years	6	40.0%	20.00
Nonexempt staff – 10-14 years	6	40.0%	21.67
Nonexempt staff – 15+ years	6	40.0%	24.33
Exempt staff – 0-1 years	3	20.0%	17.67
Exempt staff – 2-4 years	3	20.0%	20.00
Exempt staff – 5-9 years	3	20.0%	22.67
Exempt staff – 10-14 years	3	20.0%	23.33
Exempt staff – 15+ years	3	20.0%	24.33
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	6	40.0%	8.83
Nonexempt staff – 2-4 years	6	40.0%	9.50
Nonexempt staff – 5-9 years	6	40.0%	10.00
Nonexempt staff – 10-14 years	6	40.0%	10.17
Nonexempt staff – 15+ years	6	40.0%	10.83
Exempt staff – 0-1 years	3	20.0%	8.33
Exempt staff – 2-4 years	3	20.0%	8.33
Exempt staff – 5-9 years	3	20.0%	8.33
Exempt staff – 10-14 years	3	20.0%	8.33
Exempt staff – 15+ years	3	20.0%	8.33

Pittsburgh, PA

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	7	17	$88,060	$89,280
Legal Secretary	5	31	$80,520	$81,460
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (2 years of experience)	5	7	$164,860	$143,930

Pittsburgh, PA

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	5	71.4%	74.0%
Medical plan for partners/dependents	5	71.4%	36.5%
Dental plan for employee	5	71.4%	0.0%
Dental plan for partners/dependents	5	71.4%	0.0%
Vision plan for employee	5	71.4%	0.0%
Vision plan for partners/dependents	5	71.4%	0.0%
Short-term disability	5	71.4%	75.0%
Long-term disability	4	57.1%	100.0%
Long-term care	3	42.9%	0.0%
Life insurance for employee	5	71.4%	75.0%
Life insurance for partners/dependents	5	71.4%	0.0%
Accidental death and dismemberment	5	71.4%	25.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	1	14.3%	
Retirement savings plan with employer contribution	4	57.1%	4.3%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	0	0.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	4	57.1%	
Flexible spending account (FSA) to non-attorneys as medical benefit	2	50.0%	
Cafeteria plan	3	42.9%	
Medical expense reimbursement account	2	28.6%	
Dependent care	4	57.1%	
Pretax premium account	3	42.9%	
Qualified transportation expense	4	57.1%	
BONUSES			
Discretionary bonuses	5	71.4%	
Merit bonuses	3	42.9%	
Signing bonuses	3	42.9%	
Recruiting bonuses	3	42.9%	
Tenure-based bonuses	1	14.3%	
Other bonuses	0	0.0%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	4	57.1%	
Membership dues for professional associations	4	57.1%	
Policy that permits working from home on a part-time or full-time basis	4	57.1%	
Laptop equipment	4	57.1%	
Mobile device	3	42.9%	
Tuition reimbursement	2	28.6%	100.0%
Parking/mass transit subsidy	0	0.0%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	5	71.4%	10.60
Maternity leave – exempt staff	5	71.4%	12.20
Maternity leave – associates	5	71.4%	13.80
Paternity/parental leave – nonexempt staff	3	42.9%	8.67
Paternity/parental leave – exempt staff	5	71.4%	10.00
Paternity/parental leave – associates	5	71.4%	10.00
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	1	14.3%	
Exempt staff	3	42.9%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	14.3%	20.00
Nonexempt staff – 2-4 years	1	14.3%	20.00
Nonexempt staff – 5-9 years	1	14.3%	25.00
Nonexempt staff – 10-14 years	1	14.3%	30.00
Nonexempt staff – 15+ years	1	14.3%	30.00
Exempt staff – 0-1 years	1	14.3%	20.00
Exempt staff – 2-4 years	1	14.3%	20.00
Exempt staff – 5-9 years	1	14.3%	25.00
Exempt staff – 10-14 years	1	14.3%	30.00
Exempt staff – 15+ years	1	14.3%	30.00
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	28.6%	12.00
Nonexempt staff – 2-4 years	2	28.6%	12.00
Nonexempt staff – 5-9 years	2	28.6%	18.00
Nonexempt staff – 10-14 years	2	28.6%	18.00
Nonexempt staff – 15+ years	2	28.6%	18.00
Exempt staff – 0-1 years	0	0.0%	
Exempt staff – 2-4 years	0	0.0%	
Exempt staff – 5-9 years	0	0.0%	
Exempt staff – 10-14 years	0	0.0%	
Exempt staff – 15+ years	0	0.0%	
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	28.6%	8.00
Nonexempt staff – 2-4 years	2	28.6%	8.00
Nonexempt staff – 5-9 years	2	28.6%	8.00
Nonexempt staff – 10-14 years	2	28.6%	8.00
Nonexempt staff – 15+ years	2	28.6%	8.00
Exempt staff – 0-1 years	0	0.0%	
Exempt staff – 2-4 years	0	0.0%	
Exempt staff – 5-9 years	0	0.0%	
Exempt staff – 10-14 years	0	0.0%	
Exempt staff – 15+ years	0	0.0%	

Portland-Vancouver-Hillsboro, OR-WA

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
TECHNOLOGY POSITIONS				
Help Desk/User-Training Specialist	7	8	$89,720	$89,300
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	7	33	$107,250	$100,840
Legal Secretary	8	61	$89,970	$92,140
Docket Clerk/Manager	5	7	$87,080	$86,990
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	5	5	$56,820	$60,590
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (4 years of experience)	6	9	$203,170	$215,000
Associate Attorney (5 years of experience)	5	9	$252,720	$265,000

Portland-Vancouver-Hillsboro, OR-WA

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	7	77.8%	93.9%
Medical plan for partners/dependents	7	77.8%	39.0%
Dental plan for employee	7	77.8%	87.7%
Dental plan for partners/dependents	6	66.7%	22.3%
Vision plan for employee	7	77.8%	83.7%
Vision plan for partners/dependents	7	77.8%	25.6%
Short-term disability	6	66.7%	65.2%
Long-term disability	7	77.8%	99.3%
Long-term care	2	22.2%	0.0%
Life insurance for employee	7	77.8%	92.9%
Life insurance for partners/dependents	6	66.7%	0.2%
Accidental death and dismemberment	7	77.8%	85.7%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	1	11.1%	
Retirement savings plan with employer contribution	6	66.7%	3.1%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	3	33.3%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	7	77.8%	
Flexible spending account (FSA) to non-attorneys as medical benefit	6	85.7%	
Cafeteria plan	3	33.3%	
Medical expense reimbursement account	6	66.7%	
Dependent care	6	66.7%	
Pretax premium account	4	44.4%	
Qualified transportation expense	5	55.6%	
BONUSES			
Discretionary bonuses	7	77.8%	
Merit bonuses	4	44.4%	
Signing bonuses	5	55.6%	
Recruiting bonuses	5	55.6%	
Tenure-based bonuses	3	33.3%	
Other bonuses	2	22.2%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	4	44.4%	
Membership dues for professional associations	7	77.8%	
Policy that permits working from home on a part-time or full-time basis	7	77.8%	
Laptop equipment	7	77.8%	
Mobile device	3	33.3%	
Tuition reimbursement	4	44.4%	88.8%
Parking/mass transit subsidy	7	77.8%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	4	44.4%	10.50
Maternity leave – exempt staff	4	44.4%	12.00
Maternity leave – associates	5	55.6%	11.60
Paternity/parental leave – nonexempt staff	6	66.7%	8.00
Paternity/parental leave – exempt staff	6	66.7%	9.00
Paternity/parental leave – associates	7	77.8%	10.71
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	3	33.3%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	4	44.4%	18.00
Nonexempt staff – 2-4 years	4	44.4%	18.50
Nonexempt staff – 5-9 years	4	44.4%	23.25
Nonexempt staff – 10-14 years	4	44.4%	28.00
Nonexempt staff – 15+ years	4	44.4%	29.25
Exempt staff – 0-1 years	3	33.3%	17.00
Exempt staff – 2-4 years	3	33.3%	17.67
Exempt staff – 5-9 years	3	33.3%	22.33
Exempt staff – 10-14 years	3	33.3%	27.00
Exempt staff – 15+ years	3	33.3%	28.67
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	33.3%	15.67
Nonexempt staff – 2-4 years	3	33.3%	15.67
Nonexempt staff – 5-9 years	3	33.3%	19.00
Nonexempt staff – 10-14 years	3	33.3%	24.00
Nonexempt staff – 15+ years	3	33.3%	25.67
Exempt staff – 0-1 years	1	11.1%	15.00
Exempt staff – 2-4 years	1	11.1%	15.00
Exempt staff – 5-9 years	1	11.1%	20.00
Exempt staff – 10-14 years	1	11.1%	25.00
Exempt staff – 15+ years	1	11.1%	25.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	22.2%	7.50
Nonexempt staff – 2-4 years	2	22.2%	7.50
Nonexempt staff – 5-9 years	2	22.2%	7.50
Nonexempt staff – 10-14 years	2	22.2%	7.50
Nonexempt staff – 15+ years	2	22.2%	7.50
Exempt staff – 0-1 years	1	11.1%	10.00
Exempt staff – 2-4 years	1	11.1%	10.00
Exempt staff – 5-9 years	1	11.1%	10.00
Exempt staff – 10-14 years	1	11.1%	10.00
Exempt staff – 15+ years	1	11.1%	10.00

Raleigh-Cary, NC

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
TECHNOLOGY POSITIONS				
Help Desk/User-Training Specialist	5	6	$73,330	$73,500
LEGAL SUPPORT SERVICE POSITIONS				
Legal Assistant	5	27	$71,320	$75,500
Paralegal	10	57	$97,960	$95,000
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (3 years of experience)	7	11	$174,370	$165,000
Associate Attorney (5 years of experience)	6	10	$227,800	$234,500

Raleigh-Cary, NC

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	11	100.0%	87.2%
Medical plan for partners/dependents	11	100.0%	35.0%
Dental plan for employee	11	100.0%	61.6%
Dental plan for partners/dependents	11	100.0%	17.6%
Vision plan for employee	11	100.0%	28.6%
Vision plan for partners/dependents	11	100.0%	0.0%
Short-term disability	9	81.8%	100.0%
Long-term disability	10	90.9%	70.0%
Long-term care	5	45.5%	33.3%
Life insurance for employee	11	100.0%	100.0%
Life insurance for partners/dependents	11	100.0%	12.5%
Accidental death and dismemberment	10	90.9%	75.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	2	18.2%	
Retirement savings plan with employer contribution	9	81.8%	3.7%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	2	18.2%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	10	90.9%	
Flexible spending account (FSA) to non-attorneys as medical benefit	8	80.0%	
Cafeteria plan	5	45.5%	
Medical expense reimbursement account	7	63.6%	
Dependent care	9	81.8%	
Pretax premium account	1	9.1%	
Qualified transportation expense	2	18.2%	
BONUSES			
Discretionary bonuses	10	90.9%	
Merit bonuses	7	63.6%	
Signing bonuses	8	72.7%	
Recruiting bonuses	5	45.5%	
Tenure-based bonuses	2	18.2%	
Other bonuses	3	27.3%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	6	54.5%	
Membership dues for professional associations	11	100.0%	
Policy that permits working from home on a part-time or full-time basis	10	90.9%	
Laptop equipment	11	100.0%	
Mobile device	6	54.5%	
Tuition reimbursement	2	18.2%	75.0%
Parking/mass transit subsidy	7	63.6%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	11	100.0%	8.82
Maternity leave – exempt staff	11	100.0%	8.82
Maternity leave – associates	11	100.0%	9.91
Paternity/parental leave – nonexempt staff	11	100.0%	8.55
Paternity/parental leave – exempt staff	11	100.0%	8.91
Paternity/parental leave – associates	11	100.0%	9.27
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	1	9.1%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	8	72.7%	16.88
Nonexempt staff – 2-4 years	8	72.7%	17.88
Nonexempt staff – 5-9 years	8	72.7%	21.50
Nonexempt staff – 10-14 years	8	72.7%	24.63
Nonexempt staff – 15+ years	8	72.7%	26.25
Exempt staff – 0-1 years	6	54.5%	15.83
Exempt staff – 2-4 years	6	54.5%	17.17
Exempt staff – 5-9 years	6	54.5%	20.33
Exempt staff – 10-14 years	6	54.5%	22.17
Exempt staff – 15+ years	6	54.5%	24.17
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	9.1%	18.00
Nonexempt staff – 2-4 years	1	9.1%	22.00
Nonexempt staff – 5-9 years	1	9.1%	25.00
Nonexempt staff – 10-14 years	1	9.1%	28.00
Nonexempt staff – 15+ years	1	9.1%	28.00
Exempt staff – 0-1 years	2	18.2%	14.00
Exempt staff – 2-4 years	2	18.2%	16.00
Exempt staff – 5-9 years	2	18.2%	20.00
Exempt staff – 10-14 years	2	18.2%	23.50
Exempt staff – 15+ years	2	18.2%	24.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	0	0.0%	
Nonexempt staff – 2-4 years	0	0.0%	
Nonexempt staff – 5-9 years	0	0.0%	
Nonexempt staff – 10-14 years	0	0.0%	
Nonexempt staff – 15+ years	0	0.0%	
Exempt staff – 0-1 years	1	9.1%	10.00
Exempt staff – 2-4 years	1	9.1%	10.00
Exempt staff – 5-9 years	1	9.1%	10.00
Exempt staff – 10-14 years	1	9.1%	10.00
Exempt staff – 15+ years	1	9.1%	10.00

Richmond, VA

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	5	19	$83,630	$78,760

Richmond, VA

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	6	100.0%	87.3%
Medical plan for partners/dependents	6	100.0%	38.7%
Dental plan for employee	6	100.0%	48.2%
Dental plan for partners/dependents	6	100.0%	13.3%
Vision plan for employee	6	100.0%	17.5%
Vision plan for partners/dependents	6	100.0%	11.3%
Short-term disability	6	100.0%	100.0%
Long-term disability	6	100.0%	100.0%
Long-term care	3	50.0%	0.0%
Life insurance for employee	6	100.0%	100.0%
Life insurance for partners/dependents	6	100.0%	16.7%
Accidental death and dismemberment	6	100.0%	100.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	0	0.0%	
Retirement savings plan with employer contribution	6	100.0%	2.8%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	3	50.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	5	83.3%	
Flexible spending account (FSA) to non-attorneys as medical benefit	5	100.0%	
Cafeteria plan	3	50.0%	
Medical expense reimbursement account	4	66.7%	
Dependent care	4	66.7%	
Pretax premium account	2	33.3%	
Qualified transportation expense	1	16.7%	
BONUSES			
Discretionary bonuses	6	100.0%	
Merit bonuses	3	50.0%	
Signing bonuses	3	50.0%	
Recruiting bonuses	4	66.7%	
Tenure-based bonuses	2	33.3%	
Other bonuses	0	0.0%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	2	33.3%	
Membership dues for professional associations	6	100.0%	
Policy that permits working from home on a part-time or full-time basis	5	83.3%	
Laptop equipment	5	83.3%	
Mobile device	3	50.0%	
Tuition reimbursement	1	16.7%	100.0%
Parking/mass transit subsidy	4	66.7%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	5	83.3%	9.60
Maternity leave – exempt staff	5	83.3%	10.80
Maternity leave – associates	5	83.3%	11.60
Paternity/parental leave – nonexempt staff	4	66.7%	7.00
Paternity/parental leave – exempt staff	5	83.3%	7.20
Paternity/parental leave – associates	5	83.3%	8.00
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	1	16.7%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	33.3%	16.00
Nonexempt staff – 2-4 years	2	33.3%	16.00
Nonexempt staff – 5-9 years	2	33.3%	21.00
Nonexempt staff – 10-14 years	2	33.3%	23.50
Nonexempt staff – 15+ years	2	33.3%	23.50
Exempt staff – 0-1 years	1	16.7%	15.00
Exempt staff – 2-4 years	1	16.7%	15.00
Exempt staff – 5-9 years	1	16.7%	20.00
Exempt staff – 10-14 years	1	16.7%	20.00
Exempt staff – 15+ years	1	16.7%	20.00
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	33.3%	12.50
Nonexempt staff – 2-4 years	2	33.3%	12.50
Nonexempt staff – 5-9 years	2	33.3%	15.00
Nonexempt staff – 10-14 years	2	33.3%	15.00
Nonexempt staff – 15+ years	2	33.3%	15.00
Exempt staff – 0-1 years	1	16.7%	15.00
Exempt staff – 2-4 years	1	16.7%	15.00
Exempt staff – 5-9 years	1	16.7%	15.00
Exempt staff – 10-14 years	1	16.7%	15.00
Exempt staff – 15+ years	1	16.7%	15.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	4	66.7%	9.75
Nonexempt staff – 2-4 years	4	66.7%	12.00
Nonexempt staff – 5-9 years	4	66.7%	14.75
Nonexempt staff – 10-14 years	4	66.7%	16.50
Nonexempt staff – 15+ years	4	66.7%	17.25
Exempt staff – 0-1 years	3	50.0%	11.33
Exempt staff – 2-4 years	3	50.0%	13.67
Exempt staff – 5-9 years	3	50.0%	16.33
Exempt staff – 10-14 years	3	50.0%	18.67
Exempt staff – 15+ years	3	50.0%	19.67

Sacramento-Roseville-Folsom, CA

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
ADMINISTRATIVE POSITIONS				
Executive Director/Principal Administrator/Chief Operating Officer (Law Firm)	8	8	$191,940	$187,750
LEGAL SUPPORT SERVICE POSITIONS				
Legal Assistant	7	7	$83,770	$83,000
Paralegal	12	26	$108,900	$109,180
Legal Secretary	13	60	$94,510	$93,380
Law Clerk	6	6	$89,430	$86,200
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	8	8	$56,880	$57,740
Office Services Assistant/Clerk	6	9	$59,670	$55,000
Administrative Assistant	6	7	$60,370	$62,120
PARTNERS				
Equity Partners/Owners	8	21	$495,950	$452,590
Non-Equity Partners	8	19	$279,680	$267,550
ASSOCIATE ATTORNEY POSITIONS				
Summer Associate	5	5	$115,170	$115,000
Associate Attorney (1 year or less of experience)	9	12	$139,100	$135,000
Associate Attorney (2 years of experience)	9	16	$162,860	$158,500
Associate Attorney (3 years of experience)	7	13	$173,210	$174,000
Associate Attorney (4 years of experience)	8	8	$189,590	$192,930
Associate Attorney (5 years of experience)	11	13	$190,670	$190,000
Associate Attorney (7 years of experience)	6	7	$216,110	$202,180
Associate Attorney (8 years of experience)	6	6	$230,230	$230,500
Associate Attorney (10 years or more of experience)	13	19	$227,790	$220,000

Sacramento-Roseville-Folsom, CA

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	19	90.5%	92.5%
Medical plan for partners/dependents	19	90.5%	44.5%
Dental plan for employee	18	85.7%	78.5%
Dental plan for partners/dependents	18	85.7%	34.0%
Vision plan for employee	16	76.2%	68.6%
Vision plan for partners/dependents	16	76.2%	31.7%
Short-term disability	10	47.6%	76.5%
Long-term disability	15	71.4%	91.0%
Long-term care	6	28.6%	33.0%
Life insurance for employee	16	76.2%	93.8%
Life insurance for partners/dependents	13	61.9%	8.3%
Accidental death and dismemberment	16	76.2%	87.5%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	1	4.8%	
Retirement savings plan with employer contribution	18	85.7%	4.1%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	4	19.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	13	61.9%	
Flexible spending account (FSA) to non-attorneys as medical benefit	11	84.6%	
Cafeteria plan	5	23.8%	
Medical expense reimbursement account	9	42.9%	
Dependent care	11	52.4%	
Pretax premium account	5	23.8%	
Qualified transportation expense	3	14.3%	
BONUSES			
Discretionary bonuses	18	85.7%	
Merit bonuses	9	42.9%	
Signing bonuses	11	52.4%	
Recruiting bonuses	9	42.9%	
Tenure-based bonuses	2	9.5%	
Other bonuses	7	33.3%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	17	81.0%	
Membership dues for professional associations	19	90.5%	
Policy that permits working from home on a part-time or full-time basis	14	66.7%	
Laptop equipment	16	76.2%	
Mobile device	8	38.1%	
Tuition reimbursement	2	9.5%	62.5%
Parking/mass transit subsidy	7	33.3%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	11	52.4%	9.73
Maternity leave – exempt staff	11	52.4%	9.73
Maternity leave – associates	13	61.9%	10.23
Paternity/parental leave – nonexempt staff	10	47.6%	9.70
Paternity/parental leave – exempt staff	10	47.6%	9.70
Paternity/parental leave – associates	12	57.1%	10.08
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	5	23.8%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	4	19.0%	18.25
Nonexempt staff – 2-4 years	4	19.0%	18.50
Nonexempt staff – 5-9 years	4	19.0%	23.50
Nonexempt staff – 10-14 years	4	19.0%	27.25
Nonexempt staff – 15+ years	4	19.0%	27.25
Exempt staff – 0-1 years	3	14.3%	19.33
Exempt staff – 2-4 years	3	14.3%	19.67
Exempt staff – 5-9 years	3	14.3%	24.67
Exempt staff – 10-14 years	3	14.3%	28.00
Exempt staff – 15+ years	3	14.3%	28.00
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	14	66.7%	11.93
Nonexempt staff – 2-4 years	14	66.7%	12.43
Nonexempt staff – 5-9 years	14	66.7%	16.29
Nonexempt staff – 10-14 years	14	66.7%	18.64
Nonexempt staff – 15+ years	14	66.7%	20.57
Exempt staff – 0-1 years	10	47.6%	13.50
Exempt staff – 2-4 years	10	47.6%	14.10
Exempt staff – 5-9 years	10	47.6%	17.90
Exempt staff – 10-14 years	10	47.6%	19.10
Exempt staff – 15+ years	10	47.6%	21.30
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	15	71.4%	8.80
Nonexempt staff – 2-4 years	15	71.4%	8.80
Nonexempt staff – 5-9 years	15	71.4%	8.80
Nonexempt staff – 10-14 years	15	71.4%	8.80
Nonexempt staff – 15+ years	15	71.4%	8.80
Exempt staff – 0-1 years	11	52.4%	8.55
Exempt staff – 2-4 years	11	52.4%	8.55
Exempt staff – 5-9 years	11	52.4%	8.55
Exempt staff – 10-14 years	11	52.4%	8.55
Exempt staff – 15+ years	11	52.4%	8.55

Saint Louis, MO-IL

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	9	20	$93,900	$92,410
Legal Secretary	7	17	$83,500	$85,590

Saint Louis, MO-IL

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	11	100.0%	88.9%
Medical plan for partners/dependents	11	100.0%	66.4%
Dental plan for employee	11	100.0%	60.4%
Dental plan for partners/dependents	11	100.0%	30.1%
Vision plan for employee	11	100.0%	25.7%
Vision plan for partners/dependents	11	100.0%	14.9%
Short-term disability	11	100.0%	72.7%
Long-term disability	11	100.0%	81.8%
Long-term care	5	45.5%	0.0%
Life insurance for employee	11	100.0%	100.0%
Life insurance for partners/dependents	11	100.0%	0.0%
Accidental death and dismemberment	11	100.0%	81.8%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	1	9.1%	
Retirement savings plan without employer contribution	2	18.2%	
Retirement savings plan with employer contribution	9	81.8%	3.7%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	3	27.3%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	11	100.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	10	90.9%	
Cafeteria plan	4	36.4%	
Medical expense reimbursement account	9	81.8%	
Dependent care	11	100.0%	
Pretax premium account	5	45.5%	
Qualified transportation expense	1	9.1%	
BONUSES			
Discretionary bonuses	10	90.9%	
Merit bonuses	5	45.5%	
Signing bonuses	5	45.5%	
Recruiting bonuses	6	54.5%	
Tenure-based bonuses	4	36.4%	
Other bonuses	0	0.0%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	6	54.5%	
Membership dues for professional associations	10	90.9%	
Policy that permits working from home on a part-time or full-time basis	8	72.7%	
Laptop equipment	10	90.9%	
Mobile device	4	36.4%	
Tuition reimbursement	2	18.2%	42.5%
Parking/mass transit subsidy	8	72.7%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	11	100.0%	9.64
Maternity leave – exempt staff	11	100.0%	11.09
Maternity leave – associates	11	100.0%	12.18
Paternity/parental leave – nonexempt staff	10	90.9%	5.80
Paternity/parental leave – exempt staff	10	90.9%	6.40
Paternity/parental leave – associates	10	90.9%	8.00
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	3	27.3%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	8	72.7%	17.50
Nonexempt staff – 2-4 years	8	72.7%	18.88
Nonexempt staff – 5-9 years	8	72.7%	22.50
Nonexempt staff – 10-14 years	8	72.7%	26.75
Nonexempt staff – 15+ years	8	72.7%	27.50
Exempt staff – 0-1 years	5	45.5%	16.60
Exempt staff – 2-4 years	5	45.5%	18.80
Exempt staff – 5-9 years	5	45.5%	21.60
Exempt staff – 10-14 years	5	45.5%	26.40
Exempt staff – 15+ years	5	45.5%	26.60
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	27.3%	9.67
Nonexempt staff – 2-4 years	3	27.3%	10.67
Nonexempt staff – 5-9 years	3	27.3%	15.00
Nonexempt staff – 10-14 years	3	27.3%	15.00
Nonexempt staff – 15+ years	3	27.3%	18.33
Exempt staff – 0-1 years	3	27.3%	13.33
Exempt staff – 2-4 years	2	18.2%	12.50
Exempt staff – 5-9 years	2	18.2%	15.00
Exempt staff – 10-14 years	2	18.2%	15.00
Exempt staff – 15+ years	2	18.2%	17.50
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	27.3%	6.67
Nonexempt staff – 2-4 years	3	27.3%	7.67
Nonexempt staff – 5-9 years	3	27.3%	7.67
Nonexempt staff – 10-14 years	3	27.3%	7.67
Nonexempt staff – 15+ years	3	27.3%	7.67
Exempt staff – 0-1 years	2	18.2%	5.50
Exempt staff – 2-4 years	2	18.2%	5.50
Exempt staff – 5-9 years	2	18.2%	5.50
Exempt staff – 10-14 years	2	18.2%	5.50
Exempt staff – 15+ years	2	18.2%	5.50

Salt Lake City-Murry, UT

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	5	22	$106,700	$108,840

Salt Lake City-Murry, UT

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	4	66.7%	88.3%
Medical plan for partners/dependents	4	66.7%	55.0%
Dental plan for employee	4	66.7%	54.0%
Dental plan for partners/dependents	4	66.7%	21.8%
Vision plan for employee	4	66.7%	50.0%
Vision plan for partners/dependents	4	66.7%	22.0%
Short-term disability	4	66.7%	100.0%
Long-term disability	4	66.7%	98.8%
Long-term care	2	33.3%	0.0%
Life insurance for employee	4	66.7%	100.0%
Life insurance for partners/dependents	4	66.7%	0.0%
Accidental death and dismemberment	4	66.7%	100.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	0	0.0%	
Retirement savings plan with employer contribution	4	66.7%	1.8%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	2	33.3%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	4	66.7%	
Flexible spending account (FSA) to non-attorneys as medical benefit	4	100.0%	
Cafeteria plan	3	50.0%	
Medical expense reimbursement account	3	50.0%	
Dependent care	4	66.7%	
Pretax premium account	2	33.3%	
Qualified transportation expense	3	50.0%	
BONUSES			
Discretionary bonuses	4	66.7%	
Merit bonuses	3	50.0%	
Signing bonuses	3	50.0%	
Recruiting bonuses	3	50.0%	
Tenure-based bonuses	3	50.0%	
Other bonuses	2	33.3%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	3	50.0%	
Membership dues for professional associations	3	50.0%	
Policy that permits working from home on a part-time or full-time basis	4	66.7%	
Laptop equipment	4	66.7%	
Mobile device	3	50.0%	
Tuition reimbursement	1	16.7%	100.0%
Parking/mass transit subsidy	4	66.7%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	3	50.0%	13.33
Maternity leave – exempt staff	3	50.0%	13.33
Maternity leave – associates	3	50.0%	13.33
Paternity/parental leave – nonexempt staff	4	66.7%	11.50
Paternity/parental leave – exempt staff	4	66.7%	11.50
Paternity/parental leave – associates	4	66.7%	12.50
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	1	16.7%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	16.7%	17.00
Nonexempt staff – 2-4 years	1	16.7%	17.00
Nonexempt staff – 5-9 years	1	16.7%	22.00
Nonexempt staff – 10-14 years	1	16.7%	27.00
Nonexempt staff – 15+ years	1	16.7%	27.00
Exempt staff – 0-1 years	1	16.7%	17.00
Exempt staff – 2-4 years	1	16.7%	17.00
Exempt staff – 5-9 years	1	16.7%	22.00
Exempt staff – 10-14 years	1	16.7%	27.00
Exempt staff – 15+ years	1	16.7%	27.00
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	33.3%	15.00
Nonexempt staff – 2-4 years	2	33.3%	15.00
Nonexempt staff – 5-9 years	2	33.3%	17.50
Nonexempt staff – 10-14 years	2	33.3%	20.00
Nonexempt staff – 15+ years	2	33.3%	25.00
Exempt staff – 0-1 years	1	16.7%	10.00
Exempt staff – 2-4 years	1	16.7%	10.00
Exempt staff – 5-9 years	1	16.7%	15.00
Exempt staff – 10-14 years	1	16.7%	15.00
Exempt staff – 15+ years	1	16.7%	20.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	2	33.3%	14.00
Nonexempt staff – 2-4 years	2	33.3%	14.00
Nonexempt staff – 5-9 years	2	33.3%	16.50
Nonexempt staff – 10-14 years	2	33.3%	16.50
Nonexempt staff – 15+ years	2	33.3%	16.50
Exempt staff – 0-1 years	2	33.3%	11.00
Exempt staff – 2-4 years	2	33.3%	11.00
Exempt staff – 5-9 years	2	33.3%	13.50
Exempt staff – 10-14 years	2	33.3%	13.50
Exempt staff – 15+ years	2	33.3%	13.50

San Diego-Chula Vista-Carlsbad, CA

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	8	22	$95,800	$90,000
Legal Secretary	9	33	$95,760	$95,320
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (2 years of experience)	6	6	$170,430	$162,000
Associate Attorney (3 years of experience)	5	7	$190,860	$176,000
Associate Attorney (10 years or more of experience)	6	9	$254,640	$221,000

San Diego-Chula Vista-Carlsbad, CA

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	11	78.6%	78.9%
Medical plan for partners/dependents	11	78.6%	43.4%
Dental plan for employee	11	78.6%	48.8%
Dental plan for partners/dependents	11	78.6%	16.6%
Vision plan for employee	11	78.6%	34.9%
Vision plan for partners/dependents	11	78.6%	12.5%
Short-term disability	9	64.3%	66.8%
Long-term disability	11	78.6%	72.7%
Long-term care	5	35.7%	0.0%
Life insurance for employee	11	78.6%	95.5%
Life insurance for partners/dependents	11	78.6%	0.1%
Accidental death and dismemberment	11	78.6%	90.9%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	1	7.1%	
Retirement savings plan without employer contribution	1	7.1%	
Retirement savings plan with employer contribution	10	71.4%	3.8%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	3	21.4%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	10	71.4%	
Flexible spending account (FSA) to non-attorneys as medical benefit	9	90.0%	
Cafeteria plan	7	50.0%	
Medical expense reimbursement account	8	57.1%	
Dependent care	10	71.4%	
Pretax premium account	6	42.9%	
Qualified transportation expense	2	14.3%	
BONUSES			
Discretionary bonuses	11	78.6%	
Merit bonuses	4	28.6%	
Signing bonuses	7	50.0%	
Recruiting bonuses	8	57.1%	
Tenure-based bonuses	3	21.4%	
Other bonuses	2	14.3%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	9	64.3%	
Membership dues for professional associations	10	71.4%	
Policy that permits working from home on a part-time or full-time basis	9	64.3%	
Laptop equipment	9	64.3%	
Mobile device	6	42.9%	
Tuition reimbursement	3	21.4%	90.0%
Parking/mass transit subsidy	7	50.0%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	10	71.4%	11.10
Maternity leave – exempt staff	11	78.6%	11.36
Maternity leave – associates	11	78.6%	12.82
Paternity/parental leave – nonexempt staff	9	64.3%	7.67
Paternity/parental leave – exempt staff	10	71.4%	7.90
Paternity/parental leave – associates	10	71.4%	9.50
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	1	7.1%	
Exempt staff	3	21.4%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	5	35.7%	13.60
Nonexempt staff – 2-4 years	5	35.7%	14.60
Nonexempt staff – 5-9 years	5	35.7%	17.40
Nonexempt staff – 10-14 years	4	28.6%	17.00
Nonexempt staff – 15+ years	4	28.6%	17.25
Exempt staff – 0-1 years	4	28.6%	14.25
Exempt staff – 2-4 years	4	28.6%	15.50
Exempt staff – 5-9 years	4	28.6%	19.00
Exempt staff – 10-14 years	3	21.4%	19.00
Exempt staff – 15+ years	3	21.4%	19.33
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	6	42.9%	11.17
Nonexempt staff – 2-4 years	6	42.9%	12.00
Nonexempt staff – 5-9 years	6	42.9%	16.17
Nonexempt staff – 10-14 years	6	42.9%	19.50
Nonexempt staff – 15+ years	6	42.9%	21.50
Exempt staff – 0-1 years	5	35.7%	13.00
Exempt staff – 2-4 years	5	35.7%	14.00
Exempt staff – 5-9 years	5	35.7%	16.60
Exempt staff – 10-14 years	5	35.7%	19.00
Exempt staff – 15+ years	5	35.7%	20.40
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	6	42.9%	8.50
Nonexempt staff – 2-4 years	6	42.9%	9.33
Nonexempt staff – 5-9 years	6	42.9%	10.17
Nonexempt staff – 10-14 years	6	42.9%	11.00
Nonexempt staff – 15+ years	6	42.9%	11.00
Exempt staff – 0-1 years	4	28.6%	9.75
Exempt staff – 2-4 years	4	28.6%	9.75
Exempt staff – 5-9 years	4	28.6%	9.75
Exempt staff – 10-14 years	4	28.6%	9.75
Exempt staff – 15+ years	4	28.6%	9.75

San Francisco-Oakland-Fremont, CA

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
LEGAL SUPPORT SERVICE POSITIONS				
Legal Assistant	5	15	$102,870	$106,540
Paralegal	15	44	$135,250	$136,200
Legal Secretary	14	59	$118,730	$122,270
OFFICE SERVICES DEPARTMENT POSITIONS				
Office Services Assistant/Clerk	5	5	$59,120	$60,320
PARTNERS				
Equity Partners/Owners	6	16	$1,040,880	$721,940
Non-Equity Partners	8	37	$414,170	$360,000
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (1 year or less of experience)	6	13	$225,600	$234,290
Associate Attorney (2 years of experience)	8	14	$220,420	$222,640
Associate Attorney (3 years of experience)	9	16	$232,300	$238,000
Associate Attorney (4 years of experience)	9	16	$225,590	$220,000
Associate Attorney (5 years of experience)	9	13	$221,410	$231,000
Associate Attorney (6 years of experience)	5	15	$301,390	$310,000
Associate Attorney (7 years of experience)	5	10	$309,910	$315,000
Associate Attorney (8 years of experience)	8	16	$290,280	$290,500
Associate Attorney (10 years or more of experience)	9	23	$285,260	$302,000

San Francisco-Oakland-Fremont, CA

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	19	82.6%	87.0%
Medical plan for partners/dependents	18	78.3%	54.0%
Dental plan for employee	18	78.3%	74.9%
Dental plan for partners/dependents	17	73.9%	36.9%
Vision plan for employee	18	78.3%	57.5%
Vision plan for partners/dependents	18	78.3%	26.2%
Short-term disability	17	73.9%	81.3%
Long-term disability	19	82.6%	86.7%
Long-term care	9	39.1%	0.0%
Life insurance for employee	19	82.6%	100.0%
Life insurance for partners/dependents	14	60.9%	0.0%
Accidental death and dismemberment	18	78.3%	82.4%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	1	4.3%	
Retirement savings plan without employer contribution	6	26.1%	
Retirement savings plan with employer contribution	13	56.5%	4.6%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	7	30.4%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	19	82.6%	
Flexible spending account (FSA) to non-attorneys as medical benefit	16	84.2%	
Cafeteria plan	9	39.1%	
Medical expense reimbursement account	14	60.9%	
Dependent care	16	69.6%	
Pretax premium account	3	13.0%	
Qualified transportation expense	10	43.5%	
BONUSES			
Discretionary bonuses	17	73.9%	
Merit bonuses	11	47.8%	
Signing bonuses	14	60.9%	
Recruiting bonuses	13	56.5%	
Tenure-based bonuses	5	21.7%	
Other bonuses	3	13.0%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	12	52.2%	
Membership dues for professional associations	17	73.9%	
Policy that permits working from home on a part-time or full-time basis	15	65.2%	
Laptop equipment	18	78.3%	
Mobile device	13	56.5%	
Tuition reimbursement	5	21.7%	59.0%
Parking/mass transit subsidy	10	43.5%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	13	56.5%	10.85
Maternity leave – exempt staff	13	56.5%	11.31
Maternity leave – associates	15	65.2%	13.80
Paternity/parental leave – nonexempt staff	14	60.9%	9.50
Paternity/parental leave – exempt staff	14	60.9%	9.93
Paternity/parental leave – associates	17	73.9%	10.59
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	0	0.0%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	10	43.5%	15.50
Nonexempt staff – 2-4 years	10	43.5%	15.60
Nonexempt staff – 5-9 years	10	43.5%	19.80
Nonexempt staff – 10-14 years	10	43.5%	23.90
Nonexempt staff – 15+ years	10	43.5%	25.00
Exempt staff – 0-1 years	9	39.1%	16.78
Exempt staff – 2-4 years	9	39.1%	16.89
Exempt staff – 5-9 years	9	39.1%	21.56
Exempt staff – 10-14 years	9	39.1%	25.00
Exempt staff – 15+ years	9	39.1%	26.22
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	7	30.4%	15.00
Nonexempt staff – 2-4 years	7	30.4%	15.71
Nonexempt staff – 5-9 years	7	30.4%	19.57
Nonexempt staff – 10-14 years	7	30.4%	21.43
Nonexempt staff – 15+ years	7	30.4%	22.86
Exempt staff – 0-1 years	8	34.8%	16.00
Exempt staff – 2-4 years	8	34.8%	16.63
Exempt staff – 5-9 years	8	34.8%	19.13
Exempt staff – 10-14 years	8	34.8%	21.00
Exempt staff – 15+ years	8	34.8%	22.25
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	9	39.1%	13.00
Nonexempt staff – 2-4 years	9	39.1%	14.11
Nonexempt staff – 5-9 years	9	39.1%	15.78
Nonexempt staff – 10-14 years	9	39.1%	16.67
Nonexempt staff – 15+ years	9	39.1%	16.67
Exempt staff – 0-1 years	9	39.1%	12.89
Exempt staff – 2-4 years	9	39.1%	13.44
Exempt staff – 5-9 years	9	39.1%	14.00
Exempt staff – 10-14 years	9	39.1%	14.33
Exempt staff – 15+ years	9	39.1%	14.33

Seattle-Tacoma-Bellevue, WA

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
ADMINISTRATIVE POSITIONS				
Branch Office Manager	5	5	$206,420	$215,040
TECHNOLOGY POSITIONS				
Help Desk/User-Training Specialist	6	9	$100,160	$96,970
LEGAL SUPPORT SERVICE POSITIONS				
Legal Assistant	5	13	$90,280	$92,420
Paralegal	15	81	$128,610	$128,530
Legal Secretary	12	84	$97,580	$98,240
Docket Clerk/Manager	6	8	$85,670	$86,580
Conflicts Analyst/Coordinator	5	9	$89,090	$78,800
Law Clerk	5	6	$90,100	$89,370
INTELLECTUAL PROPERTY PRACTICE AREA POSITIONS				
IP Paralegal	5	18	$131,710	$138,990
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	7	9	$60,740	$59,490
PARTNERS				
Equity Partners/Owners	5	69	$1,313,860	$1,098,020
Non-Equity Partners	5	46	$495,340	$478,550
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (1 year or less of experience)	10	24	$214,510	$205,000
Associate Attorney (2 years of experience)	9	20	$243,740	$215,000
Associate Attorney (3 years of experience)	5	13	$240,500	$230,000
Associate Attorney (5 years of experience)	6	14	$287,430	$282,500
Associate Attorney (6 years of experience)	10	25	$269,520	$290,000
Associate Attorney (7 years of experience)	9	18	$289,450	$315,000
Associate Attorney (9 years of experience)	5	12	$317,430	$325,000
Associate Attorney (10 years or more of experience)	9	17	$322,830	$317,000

Seattle-Tacoma-Bellevue, WA

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	20	87.0%	93.7%
Medical plan for partners/dependents	19	82.6%	45.3%
Dental plan for employee	20	87.0%	84.1%
Dental plan for partners/dependents	17	73.9%	31.4%
Vision plan for employee	20	87.0%	72.1%
Vision plan for partners/dependents	19	82.6%	31.3%
Short-term disability	13	56.5%	58.4%
Long-term disability	17	73.9%	94.7%
Long-term care	8	34.8%	16.7%
Life insurance for employee	18	78.3%	97.1%
Life insurance for partners/dependents	14	60.9%	7.8%
Accidental death and dismemberment	16	69.6%	86.7%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	1	4.3%	
Retirement savings plan without employer contribution	5	21.7%	
Retirement savings plan with employer contribution	15	65.2%	3.7%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	7	30.4%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	16	69.6%	
Flexible spending account (FSA) to non-attorneys as medical benefit	12	75.0%	
Cafeteria plan	7	30.4%	
Medical expense reimbursement account	11	47.8%	
Dependent care	14	60.9%	
Pretax premium account	7	30.4%	
Qualified transportation expense	8	34.8%	
BONUSES			
Discretionary bonuses	20	87.0%	
Merit bonuses	9	39.1%	
Signing bonuses	12	52.2%	
Recruiting bonuses	10	43.5%	
Tenure-based bonuses	7	30.4%	
Other bonuses	5	21.7%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	14	60.9%	
Membership dues for professional associations	20	87.0%	
Policy that permits working from home on a part-time or full-time basis	18	78.3%	
Laptop equipment	20	87.0%	
Mobile device	10	43.5%	
Tuition reimbursement	8	34.8%	65.0%
Parking/mass transit subsidy	18	78.3%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	14	60.9%	11.43
Maternity leave – exempt staff	15	65.2%	11.27
Maternity leave – associates	15	65.2%	12.67
Paternity/parental leave – nonexempt staff	18	78.3%	9.00
Paternity/parental leave – exempt staff	19	82.6%	9.00
Paternity/parental leave – associates	19	82.6%	10.84
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	9	39.1%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	9	39.1%	16.89
Nonexempt staff – 2-4 years	8	34.8%	18.63
Nonexempt staff – 5-9 years	9	39.1%	21.78
Nonexempt staff – 10-14 years	7	30.4%	26.71
Nonexempt staff – 15+ years	8	34.8%	26.38
Exempt staff – 0-1 years	5	21.7%	20.60
Exempt staff – 2-4 years	5	21.7%	21.80
Exempt staff – 5-9 years	5	21.7%	24.60
Exempt staff – 10-14 years	5	21.7%	28.40
Exempt staff – 15+ years	5	21.7%	28.40
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	10	43.5%	15.30
Nonexempt staff – 2-4 years	10	43.5%	16.10
Nonexempt staff – 5-9 years	10	43.5%	19.90
Nonexempt staff – 10-14 years	11	47.8%	22.09
Nonexempt staff – 15+ years	11	47.8%	23.36
Exempt staff – 0-1 years	5	21.7%	18.00
Exempt staff – 2-4 years	5	21.7%	18.00
Exempt staff – 5-9 years	5	21.7%	21.00
Exempt staff – 10-14 years	5	21.7%	23.00
Exempt staff – 15+ years	5	21.7%	23.00
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	9	39.1%	10.33
Nonexempt staff – 2-4 years	9	39.1%	10.67
Nonexempt staff – 5-9 years	9	39.1%	10.67
Nonexempt staff – 10-14 years	10	43.5%	12.00
Nonexempt staff – 15+ years	10	43.5%	12.40
Exempt staff – 0-1 years	4	17.4%	13.75
Exempt staff – 2-4 years	4	17.4%	13.75
Exempt staff – 5-9 years	4	17.4%	13.75
Exempt staff – 10-14 years	4	17.4%	13.75
Exempt staff – 15+ years	4	17.4%	13.75

Tampa-St. Petersburg-Clearwater, FL

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
ADMINISTRATIVE POSITIONS				
Branch Office Manager	5	6	$140,910	$134,940
TECHNOLOGY POSITIONS				
Help Desk/User-Training Specialist	7	7	$76,690	$75,000
LIBRARY AND RECORDS POSITIONS				
Records/File Clerk	6	10	$44,550	$41,210
ACCOUNTING AND FINANCE POSITIONS				
Billing Specialist	8	8	$66,050	$67,740
LEGAL SUPPORT SERVICE POSITIONS				
Legal Assistant	7	12	$73,320	$72,310
Paralegal	16	49	$85,930	$85,410
Legal Secretary	13	45	$70,900	$74,000
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	12	13	$50,570	$49,100
PARTNERS				
Equity Partners/Owners	9	13	$523,370	$360,000
Non-Equity Partners	9	14	$316,510	$248,590
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (1 year or less of experience)	6	12	$122,830	$115,000
Associate Attorney (3 years of experience)	6	12	$148,810	$140,000
Associate Attorney (4 years of experience)	5	6	$165,290	$162,080
Associate Attorney (5 years of experience)	7	8	$186,320	$180,080
Associate Attorney (10 years or more of experience)	8	14	$211,470	$204,910

Tampa-St. Petersburg-Clearwater, FL

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	19	90.5%	83.2%
Medical plan for partners/dependents	18	85.7%	55.7%
Dental plan for employee	19	90.5%	40.0%
Dental plan for partners/dependents	18	85.7%	16.0%
Vision plan for employee	19	90.5%	17.6%
Vision plan for partners/dependents	17	81.0%	3.6%
Short-term disability	17	81.0%	84.3%
Long-term disability	18	85.7%	82.2%
Long-term care	11	52.4%	0.0%
Life insurance for employee	19	90.5%	100.0%
Life insurance for partners/dependents	15	71.4%	0.0%
Accidental death and dismemberment	17	81.0%	93.8%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	1	4.8%	
Retirement savings plan without employer contribution	0	0.0%	
Retirement savings plan with employer contribution	19	90.5%	7.5%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	4	19.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	17	81.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	12	70.6%	
Cafeteria plan	14	66.7%	
Medical expense reimbursement account	14	66.7%	
Dependent care	16	76.2%	
Pretax premium account	8	38.1%	
Qualified transportation expense	5	23.8%	
BONUSES			
Discretionary bonuses	19	90.5%	
Merit bonuses	15	71.4%	
Signing bonuses	14	66.7%	
Recruiting bonuses	14	66.7%	
Tenure-based bonuses	10	47.6%	
Other bonuses	1	4.8%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	14	66.7%	
Membership dues for professional associations	17	81.0%	
Policy that permits working from home on a part-time or full-time basis	14	66.7%	
Laptop equipment	15	71.4%	
Mobile device	6	28.6%	
Tuition reimbursement	3	14.3%	100.0%
Parking/mass transit subsidy	10	47.6%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	10	47.6%	9.40
Maternity leave – exempt staff	11	52.4%	9.82
Maternity leave – associates	19	90.5%	10.84
Paternity/parental leave – nonexempt staff	10	47.6%	7.10
Paternity/parental leave – exempt staff	11	52.4%	7.36
Paternity/parental leave – associates	18	85.7%	8.39
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	1	4.8%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	16	76.2%	15.88
Nonexempt staff – 2-4 years	16	76.2%	17.31
Nonexempt staff – 5-9 years	16	76.2%	21.06
Nonexempt staff – 10-14 years	16	76.2%	22.69
Nonexempt staff – 15+ years	14	66.7%	23.71
Exempt staff – 0-1 years	11	52.4%	17.36
Exempt staff – 2-4 years	11	52.4%	18.27
Exempt staff – 5-9 years	11	52.4%	20.91
Exempt staff – 10-14 years	11	52.4%	22.18
Exempt staff – 15+ years	10	47.6%	23.80
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	3	14.3%	10.00
Nonexempt staff – 2-4 years	3	14.3%	11.67
Nonexempt staff – 5-9 years	3	14.3%	16.00
Nonexempt staff – 10-14 years	3	14.3%	18.33
Nonexempt staff – 15+ years	3	14.3%	19.00
Exempt staff – 0-1 years	5	23.8%	15.40
Exempt staff – 2-4 years	5	23.8%	16.00
Exempt staff – 5-9 years	5	23.8%	17.60
Exempt staff – 10-14 years	5	23.8%	19.40
Exempt staff – 15+ years	5	23.8%	19.80
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	4	19.0%	9.50
Nonexempt staff – 2-4 years	4	19.0%	9.50
Nonexempt staff – 5-9 years	4	19.0%	10.75
Nonexempt staff – 10-14 years	4	19.0%	10.75
Nonexempt staff – 15+ years	4	19.0%	10.75
Exempt staff – 0-1 years	4	19.0%	10.25
Exempt staff – 2-4 years	4	19.0%	10.25
Exempt staff – 5-9 years	4	19.0%	11.50
Exempt staff – 10-14 years	4	19.0%	11.50
Exempt staff – 15+ years	4	19.0%	11.50

Washington-Arlington-Alexandria, DC-VA-MD-WV

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
ADMINISTRATIVE POSITIONS				
Executive Director/Principal Administrator/Chief Operating Officer (Law Firm)	7	7	$271,520	$247,000
Administrative/Office Manager (Law Firm)	8	8	$206,500	$222,500
Branch Office Manager	9	9	$158,890	$153,000
Office Services/Facilities Manager	7	7	$123,630	$116,000
HUMAN RESOURCES POSITIONS				
Human Resources Manager	10	10	$174,320	$173,500
TECHNOLOGY POSITIONS				
Information Technology Director/Manager	9	9	$203,950	$216,000
Applications Support Analyst	6	7	$112,990	$91,700
Help Desk/User-Training Specialist	16	23	$96,050	$95,010
LIBRARY AND RECORDS POSITIONS				
Reference Librarian	7	8	$109,990	$111,520
Records/File Clerk	9	10	$72,380	$66,080
ACCOUNTING AND FINANCE POSITIONS				
Finance Director/Controller	7	7	$212,300	$208,000
Accounting Manager/Supervisor	5	5	$166,480	$182,500
Billing Specialist	15	21	$96,830	$94,500
Accounts Payable Specialist/Accounts Receivable Specialist	8	10	$91,110	$91,160
Accounting Clerk/Bookkeeper	5	5	$69,570	$68,000
LEGAL SUPPORT SERVICE POSITIONS				
Legal Support Supervisor/Coordinator	5	5	$107,640	$90,000
Legal Assistant	16	44	$88,140	$91,030
Paralegal	29	106	$110,100	$111,640
Legal Secretary	34	111	$100,600	$104,170
Docket Clerk/Manager	7	9	$97,430	$87,580
INTELLECTUAL PROPERTY PRACTICE AREA POSITIONS				
Patent Agent	9	17	$170,540	$165,000
IP Paralegal	6	21	$121,400	$120,570
IP Docket Specialist	8	36	$86,860	$88,690
IP Legal Secretary	11	45	$89,660	$93,840
OFFICE SERVICES DEPARTMENT POSITIONS				
Receptionist	14	18	$66,360	$64,550
Office Services Assistant/Clerk	11	13	$63,060	$64,230
Administrative Assistant	9	28	$84,730	$79,250
PARTNERS				
Equity Partners/Owners	9	46	$1,014,640	$996,750
Non-Equity Partners	15	62	$490,120	$440,000
ASSOCIATE ATTORNEY POSITIONS				
Associate Attorney (1 year or less of experience)	18	41	$213,710	$219,350
Associate Attorney (2 years of experience)	16	40	$209,160	$232,500
Associate Attorney (3 years of experience)	17	39	$239,200	$255,000
Associate Attorney (4 years of experience)	19	43	$270,190	$270,000
Associate Attorney (5 years of experience)	19	36	$296,020	$301,000

Washington-Arlington-Alexandria, DC-VA-MD-WV

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION	
			Average	Median
Associate Attorney (6 years of experience)	17	33	$317,660	$320,000
Associate Attorney (7 years of experience)	13	30	$347,250	$360,940
Associate Attorney (8 years of experience)	13	27	$361,810	$365,820
Associate Attorney (9 years of experience)	11	21	$374,680	$406,320
Associate Attorney (10 years or more of experience)	18	66	$334,920	$324,980

Washington-Arlington-Alexandria, DC-VA-MD-WV

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	50	89.3%	86.1%
Medical plan for partners/dependents	50	89.3%	58.6%
Dental plan for employee	49	87.5%	48.6%
Dental plan for partners/dependents	48	85.7%	31.0%
Vision plan for employee	46	82.1%	35.4%
Vision plan for partners/dependents	45	80.4%	18.3%
Short-term disability	45	80.4%	94.7%
Long-term disability	49	87.5%	96.2%
Long-term care	20	35.7%	22.2%
Life insurance for employee	49	87.5%	98.9%
Life insurance for partners/dependents	39	69.6%	10.8%
Accidental death and dismemberment	46	82.1%	95.6%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	5	8.9%	
Retirement savings plan without employer contribution	8	14.3%	
Retirement savings plan with employer contribution	42	75.0%	4.5%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	18	32.1%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	48	85.7%	
Flexible spending account (FSA) to non-attorneys as medical benefit	39	81.3%	
Cafeteria plan	34	60.7%	
Medical expense reimbursement account	33	58.9%	
Dependent care	45	80.4%	
Pretax premium account	17	30.4%	
Qualified transportation expense	27	48.2%	
BONUSES			
Discretionary bonuses	46	82.1%	
Merit bonuses	36	64.3%	
Signing bonuses	37	66.1%	
Recruiting bonuses	31	55.4%	
Tenure-based bonuses	18	32.1%	
Other bonuses	7	12.5%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	31	55.4%	
Membership dues for professional associations	47	83.9%	
Policy that permits working from home on a part-time or full-time basis	45	80.4%	
Laptop equipment	47	83.9%	
Mobile device	29	51.8%	
Tuition reimbursement	16	28.6%	69.4%
Parking/mass transit subsidy	32	57.1%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	40	71.4%	11.50
Maternity leave – exempt staff	42	75.0%	11.52
Maternity leave – associates	44	78.6%	13.59
Paternity/parental leave – nonexempt staff	37	66.1%	9.49
Paternity/parental leave – exempt staff	40	71.4%	9.48
Paternity/parental leave – associates	46	82.1%	9.76
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	1	1.8%	
Exempt staff	9	16.1%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	26	46.4%	16.23
Nonexempt staff – 2-4 years	26	46.4%	17.65
Nonexempt staff – 5-9 years	26	46.4%	21.92
Nonexempt staff – 10-14 years	26	46.4%	25.12
Nonexempt staff – 15+ years	26	46.4%	26.58
Exempt staff – 0-1 years	21	37.5%	16.24
Exempt staff – 2-4 years	21	37.5%	17.19
Exempt staff – 5-9 years	21	37.5%	21.33
Exempt staff – 10-14 years	21	37.5%	23.52
Exempt staff – 15+ years	21	37.5%	24.90
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	18	32.1%	12.78
Nonexempt staff – 2-4 years	18	32.1%	13.67
Nonexempt staff – 5-9 years	18	32.1%	17.17
Nonexempt staff – 10-14 years	18	32.1%	19.78
Nonexempt staff – 15+ years	18	32.1%	21.17
Exempt staff – 0-1 years	15	26.8%	13.60
Exempt staff – 2-4 years	15	26.8%	14.13
Exempt staff – 5-9 years	15	26.8%	16.87
Exempt staff – 10-14 years	15	26.8%	19.13
Exempt staff – 15+ years	15	26.8%	19.60
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	19	33.9%	9.79
Nonexempt staff – 2-4 years	19	33.9%	10.47
Nonexempt staff – 5-9 years	19	33.9%	11.21
Nonexempt staff – 10-14 years	19	33.9%	11.32
Nonexempt staff – 15+ years	19	33.9%	11.74
Exempt staff – 0-1 years	14	25.0%	8.79
Exempt staff – 2-4 years	14	25.0%	8.79
Exempt staff – 5-9 years	14	25.0%	9.14
Exempt staff – 10-14 years	14	25.0%	9.14
Exempt staff – 15+ years	14	25.0%	9.14

Winston-Salem, NC

COMPENSATION

Title	# Locations	# Employees	TOTAL COMPENSATION Average	TOTAL COMPENSATION Median
LEGAL SUPPORT SERVICE POSITIONS				
Paralegal	5	32	$77,340	$70,530

Winston-Salem, NC

BENEFITS

% Offered = the percentage of all firm locations that offer the benefit
Average = the average percentage of the cost of the benefit that is covered by employers or days/weeks provided by employers

	# Locations	% Offered	Average
HEALTH BENEFITS			
Medical plan for employee	5	100.0%	95.0%
Medical plan for partners/dependents	5	100.0%	40.7%
Dental plan for employee	5	100.0%	19.7%
Dental plan for partners/dependents	5	100.0%	0.0%
Vision plan for employee	5	100.0%	0.0%
Vision plan for partners/dependents	5	100.0%	0.0%
Short-term disability	5	100.0%	100.0%
Long-term disability	5	100.0%	100.0%
Long-term care	2	40.0%	0.0%
Life insurance for employee	5	100.0%	100.0%
Life insurance for partners/dependents	5	100.0%	75.0%
Accidental death and dismemberment	5	100.0%	100.0%
RETIREMENT PLANS			
Defined benefit retirement plan (pension)	0	0.0%	
Retirement savings plan without employer contribution	0	0.0%	
Retirement savings plan with employer contribution	5	100.0%	3.4%
Registered retirement savings plan	0	0.0%	
Other noncontributory profit sharing	1	20.0%	
FLEXIBLE SPENDING			
Flexible spending account (FSA) to non-attorneys	5	100.0%	
Flexible spending account (FSA) to non-attorneys as medical benefit	4	80.0%	
Cafeteria plan	1	20.0%	
Medical expense reimbursement account	5	100.0%	
Dependent care	5	100.0%	
Pretax premium account	2	40.0%	
Qualified transportation expense	0	0.0%	
BONUSES			
Discretionary bonuses	5	100.0%	
Merit bonuses	3	60.0%	
Signing bonuses	3	60.0%	
Recruiting bonuses	4	80.0%	
Tenure-based bonuses	2	40.0%	
Other bonuses	1	20.0%	
ADDITIONAL BENEFITS			
Courses related to and/or test fees for professional certification examinations	2	40.0%	
Membership dues for professional associations	5	100.0%	
Policy that permits working from home on a part-time or full-time basis	5	100.0%	
Laptop equipment	5	100.0%	
Mobile device	2	40.0%	
Tuition reimbursement	2	40.0%	100.0%
Parking/mass transit subsidy	5	100.0%	

	# Locations	% Offered	Average
WEEKS OF MATERNITY/PATERNITY LEAVE			
Maternity leave – nonexempt staff	5	100.0%	6.40
Maternity leave – exempt staff	5	100.0%	8.80
Maternity leave – associates	5	100.0%	12.00
Paternity/parental leave – nonexempt staff	3	60.0%	5.33
Paternity/parental leave – exempt staff	5	100.0%	5.60
Paternity/parental leave – associates	5	100.0%	7.20
UNLIMITED DAYS OFF OFFERED			
Nonexempt staff	0	0.0%	
Exempt staff	0	0.0%	
SINGLE PAID LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	4	80.0%	15.75
Nonexempt staff – 2-4 years	4	80.0%	16.50
Nonexempt staff – 5-9 years	4	80.0%	20.25
Nonexempt staff – 10-14 years	4	80.0%	22.00
Nonexempt staff – 15+ years	4	80.0%	23.50
Exempt staff – 0-1 years	4	80.0%	15.75
Exempt staff – 2-4 years	4	80.0%	16.50
Exempt staff – 5-9 years	4	80.0%	20.25
Exempt staff – 10-14 years	4	80.0%	22.00
Exempt staff – 15+ years	4	80.0%	23.50
SEPARATE VACATION BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	0	0.0%	
Nonexempt staff – 2-4 years	0	0.0%	
Nonexempt staff – 5-9 years	0	0.0%	
Nonexempt staff – 10-14 years	0	0.0%	
Nonexempt staff – 15+ years	0	0.0%	
Exempt staff – 0-1 years	0	0.0%	
Exempt staff – 2-4 years	0	0.0%	
Exempt staff – 5-9 years	0	0.0%	
Exempt staff – 10-14 years	0	0.0%	
Exempt staff – 15+ years	0	0.0%	
SEPARATE SICK/PERSONAL LEAVE BANK BY YEARS OF SERVICE (DAYS)			
Nonexempt staff – 0-1 years	1	20.0%	18.00
Nonexempt staff – 2-4 years	1	20.0%	18.00
Nonexempt staff – 5-9 years	1	20.0%	24.00
Nonexempt staff – 10-14 years	1	20.0%	27.00
Nonexempt staff – 15+ years	1	20.0%	27.00
Exempt staff – 0-1 years	1	20.0%	18.00
Exempt staff – 2-4 years	1	20.0%	18.00
Exempt staff – 5-9 years	1	20.0%	24.00
Exempt staff – 10-14 years	1	20.0%	27.00
Exempt staff – 15+ years	1	20.0%	27.00

STAFFING RATIOS

Staffing ratios were calculated by dividing the number of attorneys by the total number of full-time equivalent employees in each category.

	Average Staffing Ratios							
	Attorneys Per Legal Secretary	Attorneys Per Paralegal	Attorneys Per HR Staff	Attorneys Per Finance/ Accounting Staff	Attorneys Per IT Staff	Attorneys Per Library and Records Staff	Attorneys Per Marketing Staff	Attorneys Per Other Administrative Staff
TYPE OF ORGANIZATION								
Private law firm	3.8	6.2	21.7	11.1	14.4	26.1	20.7	5.2
Corporate law department								
Government agency								
Nonprofit organization								
Other	3.7	7.7	29.8	14.7	16.4	27.0	23.7	7.0
NUMBER OF ATTORNEYS								
Fewer than 10	3.0	3.3	5.6	4.2	5.8	6.0	4.9	3.1
10-24	4.1	6.6	13.7	9.6	11.7	13.4	13.0	5.2
25-49	4.2	7.7	24.7	14.5	18.3	24.3	24.2	8.3
50-99	4.3	9.2	24.7	14.6	16.0	29.8	28.4	5.2
100-199	5.1	8.9	42.4	11.7	16.8	43.8	27.8	5.0
200 or more	8.1	11.6	27.7	*	14.6	101.0	12.6	*
GEOGRAPHIC REGION								
Northeastern	4.4	6.6	19.6	12.6	14.4	26.7	22.5	4.7
Southern	3.5	5.6	24.1	11.5	14.6	26.9	20.5	5.6
Midwestern	3.7	9.2	26.0	9.9	14.0	29.2	21.3	5.6
North Central	3.2	5.3	20.5	10.0	8.9	29.7	24.3	4.9
Southwestern	4.4	6.1	18.3	11.2	20.8	35.3	23.9	5.4
Mountain	3.6	5.3	18.4	11.0	15.4	18.4	18.1	3.6
Pacific	3.9	7.0	19.5	12.1	13.0	19.3	17.1	5.4

STAFFING RATIOS

Staffing ratios were calculated by dividing the number of attorneys by the total number of full-time equivalent employees in each category.

	Median Staffing Ratios							
	Attorneys Per Legal Secretary	Attorneys Per Paralegal	Attorneys Per HR Staff	Attorneys Per Finance/ Accounting Staff	Attorneys Per IT Staff	Attorneys Per Library and Records Staff	Attorneys Per Marketing Staff	Attorneys Per Other Administrative Staff
TYPE OF ORGANIZATION								
Private law firm	3.1	5.0	17.0	8.0	11.0	18.0	17.0	3.3
Corporate law department								
Government agency								
Nonprofit organization								
Other	3.2	6.7	29.0	11.0	14.6	26.4	23.0	4.7
NUMBER OF ATTORNEYS								
Fewer than 10	2.5	2.5	5.5	4.0	6.0	6.0	5.0	2.0
10-24	3.2	5.3	13.0	8.8	11.0	13.5	13.0	3.8
25-49	3.3	5.4	25.0	10.0	16.3	22.0	25.0	4.5
50-99	3.6	7.6	19.2	9.1	10.9	25.5	23.0	4.2
100-199	4.2	8.1	34.2	8.2	13.5	28.1	24.2	3.7
200 or more	7.3	8.0	35.8	*	17.9	95.3	12.3	*
GEOGRAPHIC REGION								
Northeastern	4.0	5.9	17.3	6.8	10.5	20.0	15.3	3.1
Southern	3.0	4.1	17.8	8.2	11.5	18.8	16.0	3.8
Midwestern	3.5	6.5	17.5	7.8	12.4	22.0	19.2	4.0
North Central	2.7	4.7	18.0	8.0	8.4	19.0	23.0	2.7
Southwestern	3.3	5.0	15.0	7.4	19.7	23.7	22.0	4.0
Mountain	3.1	4.6	19.1	8.7	11.6	12.4	18.7	2.6
Pacific	3.0	5.5	13.7	10.8	11.0	15.8	14.0	3.7

STAFFING RATIOS

Staffing ratios were calculated by dividing the number of attorneys by the total number of full-time equivalent employees in each category.

	Average Staffing Ratios							
	Attorneys Per Legal Secretary	Attorneys Per Paralegal	Attorneys Per HR Staff	Attorneys Per Finance/ Accounting Staff	Attorneys Per IT Staff	Attorneys Per Library and Records Staff	Attorneys Per Marketing Staff	Attorneys Per Other Administrative Staff
STATE								
Alabama	3.1	7.1	*	13.2	11.9	*	16.8	3.2
Arizona	2.7	6.2	19.9	10.3	16.7	*	*	4.4
California	4.1	7.8	20.2	13.1	13.8	20.7	19.8	5.6
Colorado	4.3	6.0	18.9	12.6	14.7	21.3	17.1	4.1
Connecticut	3.0	3.0	*	*	*	*	*	7.6
Delaware	2.6	4.4	*	*	*	*	*	3.7
District of Columbia	5.5	9.5	26.5	19.0	16.8	27.9	24.4	4.2
Florida	2.5	4.1	19.2	8.8	15.0	17.4	19.5	5.2
Georgia	3.6	7.8	14.1	10.1	12.1	23.0	21.1	6.2
Illinois	4.6	8.1	31.7	8.1	14.6	44.9	24.9	5.9
Indiana	3.0	16.6	*	9.5	*	*	*	3.3
Iowa	1.7	*	*	*	*	*	*	*
Kentucky	4.0	6.0	*	*	*	*	*	5.0
Louisiana	2.9	6.0	23.4	15.4	15.0	*	11.7	4.5
Maryland	3.9	4.9	38.6	10.2	15.0	*	20.7	18.6
Massachusetts	2.9	7.2	*	*	*	*	*	3.8
Michigan	3.4	9.3	18.9	10.1	14.4	29.8	18.4	5.5
Minnesota	3.7	6.3	17.3	11.0	7.7	27.2	18.9	4.5
Mississippi	5.2	4.8	*	*	12.0	*	*	4.0
Missouri	3.3	4.1	*	8.3	6.8	*	*	4.3
Nevada	2.7	3.8	*	*	*	*	*	2.8
New Jersey	4.3	7.8	*	11.5	15.5	*	*	4.5
New York	6.0	7.4	34.8	20.5	20.5	37.2	39.1	4.0
North Carolina	4.1	4.7	23.9	12.7	15.1	33.7	18.9	8.2
Ohio	3.5	8.1	34.5	12.4	13.1	20.1	18.9	6.1
Oklahoma	2.4	10.4	*	*	*	*	*	5.2
Oregon	2.6	4.1	*	11.4	10.4	*	*	2.9
Pennsylvania	4.0	6.5	8.5	8.3	6.5	18.4	15.1	5.2
South Carolina	2.7	2.4	*	4.9	12.6	*	*	4.2
Tennessee	4.6	7.7	35.1	12.7	16.5	42.9	24.3	6.5
Texas	5.1	5.7	17.3	10.2	23.2	42.4	26.5	5.7
Virginia	3.2	7.1	22.5	12.2	13.4		*	6.4
Washington	3.5	5.1	16.3	9.7	10.7	13.3	13.9	5.2
West Virginia	3.1	3.3	*	*	*	*	*	2.2
Wisconsin	3.3	8.2	*	8.2	*	*	*	5.6

STAFFING RATIOS

Staffing ratios were calculated by dividing the number of attorneys by the total number of full-time equivalent employees in each category.

	Average Staffing Ratios							
	Attorneys Per Legal Secretary	Attorneys Per Paralegal	Attorneys Per HR Staff	Attorneys Per Finance/ Accounting Staff	Attorneys Per IT Staff	Attorneys Per Library and Records Staff	Attorneys Per Marketing Staff	Attorneys Per Other Administrative Staff
U.S. METROPOLITAN CITIES								
Atlanta-Sandy Springs-Roswell, GA	3.6	8.1	14.1	10.1	12.1	23.0	21.1	6.5
Austin-Round Rock-San Marcos, TX	5.9	4.4	*	7.7	*	*	23.7	5.1
Baltimore-Columbia-Towson, MD	3.9	4.9	38.6	10.2	15.0	*	20.7	18.6
Birmingham, AL	3.4	8.5	*	*	13.8	*	*	3.2
Boston-Cambridge-Newton, MA-NH	2.9	7.2	*	*	*	*	*	3.8
Charleston-North Charleston, SC	2.9	3.0	*	*	*	*	*	*
Charlotte-Concord-Gastonia, NC-SC	5.7	5.4	16.6	14.8	18.2	*	*	8.9
Chicago-Naperville-Elgin, IL-IN-WI	4.7	8.5	31.7	8.6	14.6	44.9	24.9	6.0
Cincinnati, OH-KY-IN	3.8	*	*	*	*	*	*	*
Cleveland, OH	3.3	6.0	*	7.0	12.1	*	18.5	4.9
Columbia, SC	2.7	1.7	*	*	*		*	*
Columbus, OH	3.7	*	*	*	*	*	*	*
Dallas-Fort Worth-Arlington, TX	4.8	5.9	12.2	14.4	27.7	55.4	26.1	7.8
Denver-Aurora-Centennial, CO	4.7	6.3	18.9	12.6	14.7	21.3	17.1	4.3
Detroit-Warren-Dearborn, MI	3.0	9.2	18.4	7.4	13.4	*	18.0	4.8
Grand Rapids-Wyoming-Kentwood, MI	1.6	*	*	*	*	*	*	*
Hartford-West Hartford-East Hartford, CT	3.0	*	*	*	*	*	*	*
Houston-Pasadena-The Woodlands, TX	5.1	6.5	14.0	8.8	18.3	*	25.1	3.6
Jackson, MS	6.0	5.3	*	*	12.0	*	*	3.6
Jacksonville, FL	2.5	4.9	*	*	*	*	*	5.8
Kansas City, MO-KS	3.3	6.7	*	*	10.2	*	*	5.3
Knoxville, TN	3.5	5.1	*	*	*			*
Las Vegas-Henderson-North Las Vegas, NV	2.8	4.1	*	*	*	*	*	3.3
Los Angeles-Long Beach-Anaheim, CA	4.0	8.9	25.6	13.4	14.8	23.6	22.2	5.4
Memphis, TN-MS-AR	8.0	*	*	*	*	*	*	*
Miami-Fort Lauderdale-West Palm Beach, FL	2.4	4.6	*	11.3	17.0	10.2	*	6.9
Minneapolis-St. Paul-Bloomington, MN-WI	3.7	6.2	17.3	11.6	7.7	27.2	18.9	4.3
Naples-Marco Island, FL	2.4	3.0	*	*	*	*	*	2.5
Nashville-Davidson-Murfreesboro-Franklin, TN	4.7	10.9	*	19.0	*	*	*	4.4
New Orleans-Metairie, LA	3.0	5.5	23.4	14.0	18.1	*	*	6.6
New York-Newark-Jersey City, NY-NJ-PA	6.0	7.6	35.2	20.3	20.2	37.6	31.6	4.3
Orlando-Kissimmee-Sanford, FL	2.5	3.4	18.6	4.7	14.3	*	29.4	4.4
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	3.5	7.1	13.6	6.2	8.1	32.0	15.6	5.9
Phoenix-Mesa-Chandler, AZ	2.9	6.0	19.9	10.3	16.7	*	*	4.9
Pittsburgh, PA	*	7.5	*	*	*	*	*	*
Portland-Vancouver-Hillsboro, OR-WA	2.6	4.1	*	11.4	10.4	*	*	2.9
Raleigh-Cary, NC	4.0	5.8	37.6	9.6	17.1	*	21.8	9.8
Richmond, VA	3.8	*	*	*	*		*	*
Sacramento-Roseville-Folsom, CA	3.8	6.9	15.6	10.9	12.3	*	15.9	6.9
Saint Louis, MO-IL	3.1	3.7	*	8.5	*	*	*	4.5
San Diego-Chula Vista-Carlsbad, CA	3.6	7.3	*	*	*	*	*	9.8
San Francisco-Oakland-Fremont, CA	5.3	7.8	*	19.3	14.1	*	*	5.1
Seattle-Tacoma-Bellevue, WA	3.7	5.4	18.0	10.7	10.9	15.1	15.0	5.8
Tallahassee, FL	*	*			*		*	3.7
Tampa-St. Petersburg-Clearwater, FL	3.0	4.7	23.2	11.4	14.5	*	19.4	4.2
Washington-Arlington-Alexandria, DC-VA-MD-WV	4.9	9.4	26.5	18.2	16.3	27.9	25.7	4.5
Winston-Salem, NC	2.6	3.4	*	*	*	*	*	*

STAFFING RATIOS

Staffing ratios were calculated by dividing the number of attorneys by the total number of full-time equivalent employees in each category.

	Median Staffing Ratios							
	Attorneys Per Legal Secretary	Attorneys Per Paralegal	Attorneys Per HR Staff	Attorneys Per Finance/ Accounting Staff	Attorneys Per IT Staff	Attorneys Per Library and Records Staff	Attorneys Per Marketing Staff	Attorneys Per Other Administrative Staff
STATE								
Alabama	3.0	6.9	*	10.6	8.7	*	11.0	3.0
Arizona	2.8	5.6	26.0	8.3	12.0	*	*	2.6
California	3.2	6.7	12.9	11.1	12.0	16.5	14.3	3.8
Colorado	3.6	5.0	18.6	10.8	11.2	14.0	18.1	3.3
Connecticut	3.0	2.7	*	*	*	*	*	3.0
Delaware	2.0	2.0	*	*	*	*	*	2.8
District of Columbia	4.5	7.3	23.0	13.0	15.0	22.5	16.7	2.3
Florida	2.3	3.2	13.9	6.3	12.3	10.0	15.5	4.0
Georgia	3.5	4.9	15.3	8.2	8.4	22.1	14.8	4.5
Illinois	4.0	8.3	40.7	7.7	13.0	23.0	18.2	4.0
Indiana	3.4	8.4	*	10.0	*	*	*	2.5
Iowa	2.0	*	*	*	*	*	*	*
Kentucky	4.0	3.3	*	*	*	*	*	5.0
Louisiana	2.8	6.3	25.0	7.3	12.0	*	13.0	2.9
Maryland	4.0	4.0	20.0	8.0	14.5	*	19.5	3.3
Massachusetts	2.5	6.1	*	*	*	*	*	3.3
Michigan	2.7	6.3	14.5	6.9	12.4	22.0	16.0	4.7
Minnesota	3.0	5.3	17.0	8.0	8.4	16.9	24.3	2.5
Mississippi	3.8	4.0	*	*	14.5	*	*	3.8
Missouri	3.0	3.0	*	6.3	7.1	*	*	2.4
Nevada	2.3	3.4	*	*	*	*	*	2.0
New Jersey	4.3	8.4	*	10.5	18.0	*	*	4.0
New York	4.8	6.5	27.8	9.0	13.9	28.5	35.5	3.0
North Carolina	3.7	3.6	17.0	9.3	15.7	20.5	13.0	6.8
Ohio	3.4	6.0	22.5	5.3	12.4	15.0	22.0	2.6
Oklahoma	2.5	7.1	*	*	*	*	*	5.0
Oregon	2.4	4.1	*	14.0	8.7	*	*	3.1
Pennsylvania	3.4	4.4	7.0	6.2	7.3	18.1	18.1	2.0
South Carolina	2.9	2.0	*	3.0	8.0	*	*	3.1
Tennessee	3.6	5.8	17.8	8.5	14.9	30.8	27.0	4.0
Texas	4.0	4.4	15.0	8.0	20.0	24.5	26.0	4.3
Virginia	2.9	4.9	17.7	10.3	11.8		*	4.4
Washington	3.1	4.9	12.5	8.4	9.0	9.5	10.8	2.7
West Virginia	3.2	2.9	*	*	*	*	*	1.0
Wisconsin	3.3	6.4	*	8.5	*	*	*	4.5

STAFFING RATIOS

Staffing ratios were calculated by dividing the number of attorneys by the total number of full-time equivalent employees in each category.

	Median Staffing Ratios							
	Attorneys Per Legal Secretary	Attorneys Per Paralegal	Attorneys Per HR Staff	Attorneys Per Finance/ Accounting Staff	Attorneys Per IT Staff	Attorneys Per Library and Records Staff	Attorneys Per Marketing Staff	Attorneys Per Other Administrative Staff
U.S. METROPOLITAN CITIES								
Atlanta-Sandy Springs-Roswell, GA	3.7	5.2	15.3	8.2	8.4	22.1	14.8	4.5
Austin-Round Rock-San Marcos, TX	4.0	3.7	*	7.6	*	*	16.0	3.8
Baltimore-Columbia-Towson, MD	4.0	4.0	20.0	8.0	14.5	*	19.5	3.3
Birmingham, AL	3.3	8.7	*	*	11.0	*	*	3.6
Boston-Cambridge-Newton, MA-NH	2.5	6.1	*	*	*	*	*	3.3
Charleston-North Charleston, SC	3.0	2.8	*	*	*	*	*	*
Charlotte-Concord-Gastonia, NC-SC	4.8	4.5	15.8	12.5	15.7	*	*	9.0
Chicago-Naperville-Elgin, IL-IN-WI	4.0	9.0	40.7	7.8	13.0	23.0	18.2	4.2
Cincinnati, OH-KY-IN	4.3	*	*	*	*	*	*	*
Cleveland, OH	3.0	6.0	*	4.5	14.7	*	21.3	3.0
Columbia, SC	2.8	1.3	*	*	*		*	*
Columbus, OH	3.5	*	*	*	*	*	*	*
Dallas-Fort Worth-Arlington, TX	4.0	5.3	10.9	8.8	28.0	24.5	27.3	5.8
Denver-Aurora-Centennial, CO	3.9	5.0	18.6	10.8	11.2	14.0	18.1	4.3
Detroit-Warren-Dearborn, MI	3.5	5.3	13.0	3.4	12.7	*	19.3	4.2
Grand Rapids-Wyoming-Kentwood, MI	1.7	*	*	*	*	*	*	*
Hartford-West Hartford-East Hartford, CT	3.1	*	*	*	*	*	*	*
Houston-Pasadena-The Woodlands, TX	3.5	5.0	13.0	7.2	15.8	*	15.0	3.3
Jackson, MS	3.6	4.9	*	*	14.5	*	*	3.3
Jacksonville, FL	2.6	2.3	*	*	*	*	*	3.9
Kansas City, MO-KS	3.4	4.6	*	*	7.3	*	*	4.1
Knoxville, TN	3.6	5.0	*	*	*			*
Las Vegas-Henderson-North Las Vegas, NV	2.3	4.0	*	*	*	*	*	2.5
Los Angeles-Long Beach-Anaheim, CA	3.1	7.0	14.0	14.0	14.4	22.5	12.9	3.7
Memphis, TN-MS-AR	3.0	*	*	*	*	*	*	*
Miami-Fort Lauderdale-West Palm Beach, FL	2.2	3.6	*	10.0	16.0	10.3	*	5.3
Minneapolis-St. Paul-Bloomington, MN-WI	3.0	5.3	17.0	8.5	8.4	16.9	24.3	2.3
Naples-Marco Island, FL	2.7	2.6	*	*	*	*	*	2.2
Nashville-Davidson-Murfreesboro-Franklin, TN	3.9	8.0	*	19.6	*	*	*	4.6
New Orleans-Metairie, LA	2.9	5.4	25.0	6.5	25.0	*	*	6.3
New York-Newark-Jersey City, NY-NJ-PA	4.8	7.0	25.1	11.0	13.4	30.2	23.0	3.2
Orlando-Kissimmee-Sanford, FL	2.2	2.9	16.4	3.7	11.0	*	36.5	3.4
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	3.1	5.9	9.5	6.0	7.8	18.1	14.8	3.3
Phoenix-Mesa-Chandler, AZ	2.8	5.1	26.0	8.3	12.0	*	*	2.8
Pittsburgh, PA	*	3.5	*	*	*	*	*	*
Portland-Vancouver-Hillsboro, OR-WA	2.4	4.1	*	14.0	8.7	*	*	3.1
Raleigh-Cary, NC	4.3	6.2	28.0	9.3	17.3	*	25.0	8.1
Richmond, VA	4.2	*	*	*	*		*	*
Sacramento-Roseville-Folsom, CA	3.0	7.0	12.9	9.1	11.2	*	12.8	5.0
Saint Louis, MO-IL	3.0	3.0	*	7.5	*	*	*	2.8
San Diego-Chula Vista-Carlsbad, CA	3.8	5.5	*	*	*	*	*	6.3
San Francisco-Oakland-Fremont, CA	3.8	8.5	*	11.0	10.0	*	*	4.0
Seattle-Tacoma-Bellevue, WA	3.2	5.2	14.4	11.7	10.3	10.0	11.0	3.3
Tallahassee, FL	*	*			*		*	4.7
Tampa-St. Petersburg-Clearwater, FL	2.7	4.3	15.0	9.9	18.0	*	17.5	3.6
Washington-Arlington-Alexandria, DC-VA-MD-WV	3.8	6.9	23.0	13.0	14.3	22.5	17.3	2.3
Winston-Salem, NC	3.4	1.8	*	*	*	*	*	*

TURNOVER

Turnover percentage was calculated by dividing the number of separations for attorneys and staff by the total number for each.

	Average Turnover					Median Turnover				
	Staff Turnover	Judge Turnover	Partner Turnover	Associate Attorney Turnover	Attorney Turnover	Staff Turnover	Judge Turnover	Partner Turnover	Associate Attorney Turnover	Attorney Turnover
TYPE OF ORGANIZATION										
Private law firm	15.5%	*	6.7%	20.4%	12.3%	9.1%	*	0.0%	10.8%	6.3%
Corporate law department										
Government agency										
Nonprofit organization										
Other	9.3%		4.1%	8.6%	5.7%	6.1%		0.0%	0.0%	0.0%
NUMBER OF ATTORNEYS										
Fewer than 10	16.1%		7.5%	20.0%	12.9%	0.0%		0.0%	0.0%	0.0%
10-24	15.4%		5.0%	20.1%	10.5%	11.1%		0.0%	12.5%	8.3%
25-49	11.3%		5.8%	17.5%	10.7%	8.3%		3.2%	12.5%	8.2%
50-99	14.2%	*	6.3%	18.4%	10.4%	11.4%	*	3.5%	14.0%	7.7%
100-199	20.3%	*	11.4%	20.0%	14.8%	11.4%	*	2.8%	15.9%	7.4%
200 or more	12.1%		6.5%	15.5%	11.6%	11.8%		7.2%	16.7%	12.1%
GEOGRAPHIC REGION										
Northeastern	17.7%	*	5.8%	15.3%	10.4%	9.1%	*	0.0%	0.0%	3.8%
Southern	14.6%	*	6.2%	22.8%	12.4%	8.3%	*	0.0%	10.0%	6.7%
Midwestern	14.8%		11.0%	21.4%	15.8%	11.0%		0.0%	11.1%	7.0%
North Central	13.4%		7.6%	15.7%	11.9%	7.7%		0.0%	14.3%	5.9%
Southwestern	12.7%		8.4%	16.5%	12.6%	10.3%		0.0%	0.0%	0.0%
Mountain	19.1%		3.4%	13.5%	6.3%	11.1%		0.0%	13.1%	0.0%
Pacific	14.3%		4.4%	17.8%	10.0%	8.3%		0.0%	8.2%	5.1%

TURNOVER

Turnover percentage was calculated by dividing the number of separations for attorneys and staff by the total number for each.

	Average Turnover					Median Turnover				
	Staff Turnover	Judge Turnover	Partner Turnover	Associate Attorney Turnover	Attorney Turnover	Staff Turnover	Judge Turnover	Partner Turnover	Associate Attorney Turnover	Attorney Turnover
STATE										
Alabama	12.4%		3.5%	16.6%	7.9%	9.0%		0.0%	0.0%	1.0%
Arizona	6.7%		3.0%	10.6%	6.1%	3.8%		2.4%	13.3%	5.8%
California	13.9%		3.9%	21.7%	11.5%	7.1%		0.0%	13.5%	6.1%
Colorado	20.4%		3.6%	14.0%	7.5%	11.4%		0.0%	17.4%	7.7%
Connecticut	13.0%		2.1%	19.8%	8.2%	9.1%		0.0%	0.0%	0.0%
Delaware	18.2%	*	3.0%	14.8%	15.3%	10.6%	*	0.0%	7.9%	5.1%
District of Columbia	16.2%		4.7%	26.9%	12.7%	7.7%		0.0%	10.3%	10.2%
Florida	19.1%		10.2%	31.3%	17.7%	9.4%		0.0%	16.7%	10.0%
Georgia	11.6%	*	3.2%	21.2%	11.1%	5.8%	*	0.0%	9.8%	4.3%
Illinois	15.3%		18.5%	25.2%	21.0%	10.6%		0.0%	12.5%	8.3%
Indiana	10.2%		1.7%	13.8%	4.8%	10.3%		0.0%	9.9%	5.2%
Iowa	24.6%		10.0%	*	6.3%	15.5%		0.0%	*	0.0%
Kansas	26.2%		1.5%	*	24.5%	25.0%		0.0%	*	5.4%
Kentucky	11.8%		7.4%	41.9%	14.5%	11.9%		3.6%	20.4%	10.4%
Louisiana	12.9%		12.2%	6.3%	11.9%	13.7%		0.0%	0.0%	0.0%
Maryland	3.8%		1.9%	3.1%	2.2%	0.0%		0.0%	0.0%	0.0%
Massachusetts	31.4%		9.2%	2.5%	8.3%	11.0%		0.0%	0.0%	0.0%
Michigan	14.7%		8.6%	30.8%	20.1%	12.5%		0.0%	10.9%	6.7%
Minnesota	9.0%		8.3%	20.7%	12.6%	6.7%		0.0%	14.8%	7.7%
Mississippi	16.9%		5.0%	37.4%	10.4%	18.5%		0.0%	20.0%	12.5%
Missouri	6.3%		11.3%	11.4%	9.5%	6.9%		4.7%	8.0%	5.9%
Nevada	23.4%		4.0%	*	6.6%	17.3%		0.0%	*	0.0%
New Jersey	12.9%	*	2.8%	7.0%	11.4%	3.6%	*	0.0%	0.0%	3.0%
New York	20.1%		10.0%	21.5%	14.5%	11.8%		0.0%	14.3%	8.0%
North Carolina	13.8%		6.4%	13.7%	9.4%	8.8%		0.0%	0.0%	0.0%
Ohio	9.7%		12.7%	12.0%	13.4%	6.5%		3.3%	10.2%	7.0%
Oklahoma	23.7%		28.4%	52.4%	30.7%	16.1%		30.8%	30.0%	25.4%
Pennsylvania	18.7%		3.2%	20.0%	8.5%	10.0%		0.0%	15.2%	2.5%
South Carolina	10.0%		2.3%	14.3%	7.4%	0.0%		0.0%	2.8%	2.5%
Tennessee	14.7%		5.0%	17.8%	9.9%	11.9%		0.0%	10.9%	5.3%
Texas	11.4%		5.4%	14.0%	10.9%	7.2%		0.0%	0.0%	0.0%
Virginia	8.2%		4.9%	13.4%	9.5%	3.7%		0.0%	0.0%	5.4%
Washington	10.9%		7.6%	6.0%	5.5%	7.0%		0.0%	0.0%	0.0%
West Virginia	5.6%		4.3%	23.4%	10.0%	5.8%		2.3%	22.5%	8.7%
Wisconsin	25.8%		3.1%	21.8%	8.4%	18.4%		0.0%	8.8%	6.5%

TURNOVER

Turnover percentage was calculated by dividing the number of separations for attorneys and staff by the total number for each.

	Average Turnover					Median Turnover				
	Staff Turnover	Judge Turnover	Partner Turnover	Associate Attorney Turnover	Attorney Turnover	Staff Turnover	Judge Turnover	Partner Turnover	Associate Attorney Turnover	Attorney Turnover
U.S. METROPOLITAN CITIES										
Atlanta-Sandy Springs-Roswell, GA	13.2%	*	3.6%	22.6%	12.5%	7.9%	*	0.0%	12.5%	7.6%
Austin-Round Rock-San Marcos, TX	7.8%		0.0%	13.9%	4.7%	7.2%		0.0%	4.0%	0.0%
Baltimore-Columbia-Towson, MD	3.8%		1.9%	3.1%	2.2%	0.0%		0.0%	0.0%	0.0%
Birmingham, AL	7.2%		1.8%	10.6%	4.8%	3.6%		0.0%	0.0%	1.0%
Boston-Cambridge-Newton, MA-NH	31.4%		9.2%	2.5%	8.3%	11.0%		0.0%	0.0%	0.0%
Charlotte-Concord-Gastonia, NC-SC	9.2%		2.6%	13.8%	7.7%	8.6%		0.0%	5.0%	0.0%
Chicago-Naperville-Elgin, IL-IN-WI	13.3%		13.9%	26.6%	18.5%	10.0%		0.0%	15.3%	8.0%
Cincinnati, OH-KY-IN	4.8%		23.6%	12.5%	22.0%	1.1%		4.1%	3.1%	6.7%
Cleveland, OH	5.5%		4.1%	6.5%	5.3%	7.1%		0.0%	9.3%	5.6%
Columbia, SC	14.3%		0.0%	4.4%	2.1%	3.9%		0.0%	0.0%	0.0%
Columbus, OH	17.7%		12.4%	20.6%	13.7%	11.9%		5.6%	16.7%	10.0%
Dallas-Fort Worth-Arlington, TX	12.6%		7.3%	6.3%	6.6%	11.1%		0.0%	0.0%	0.0%
Denver-Aurora-Centennial, CO	18.4%		4.8%	16.8%	10.0%	13.6%		0.0%	20.0%	10.2%
Detroit-Warren-Dearborn, MI	10.1%		4.4%	44.7%	14.9%	6.3%		0.0%	24.0%	15.4%
Grand Rapids-Wyoming-Kentwood, MI	20.3%		19.5%	*	36.4%	19.3%		5.1%	*	6.7%
Hartford-West Hartford-East Hartford, CT	4.3%		2.9%	19.8%	8.2%	3.6%		0.0%	0.0%	0.0%
Houston-Pasadena-The Woodlands, TX	12.0%		7.1%	20.4%	18.9%	4.4%		0.0%	7.7%	6.8%
Jacksonville, FL	18.0%		4.0%	17.6%	9.5%	7.5%		0.0%	7.7%	3.6%
Knoxville, TN	10.3%		2.3%	14.3%	7.7%	8.3%		0.0%	16.3%	6.9%
Los Angeles-Long Beach-Anaheim, CA	10.1%		1.5%	18.9%	9.0%	7.1%		0.0%	13.2%	6.3%
Memphis, TN-MS-AR	9.6%		2.9%	25.1%	13.5%	11.9%		1.1%	12.8%	6.5%
Miami-Fort Lauderdale-West Palm Beach, FL	14.9%		17.1%	39.3%	25.5%	2.8%		0.0%	22.2%	11.3%
Minneapolis-St. Paul-Bloomington, MN-WI	9.7%		8.9%	22.3%	13.5%	6.8%		0.0%	15.4%	8.0%
Naples-Marco Island, FL	15.6%		1.7%	78.6%	17.1%	12.5%		0.0%	25.0%	12.1%
Nashville-Davidson-Murfreesboro-Franklin, TN	31.9%		14.6%	21.6%	16.4%	16.3%		11.2%	13.8%	10.7%
New Orleans-Metairie, LA	9.6%		6.8%	*	5.0%	8.3%		0.0%	*	0.0%
New York-Newark-Jersey City, NY-NJ-PA	16.5%		9.5%	20.0%	14.1%	7.2%		0.0%	14.0%	8.0%
Orlando-Kissimmee-Sanford, FL	13.4%		1.9%	14.6%	8.2%	7.5%		0.0%	14.3%	9.1%
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	14.5%	*	3.9%	20.2%	7.9%	8.9%	*	0.0%	15.8%	8.2%
Phoenix-Mesa-Chandler, AZ	6.7%		3.0%	10.6%	6.1%	3.8%		2.4%	13.3%	5.8%
Raleigh-Cary, NC	7.9%		7.1%	12.4%	8.1%	10.0%		0.0%	10.0%	4.9%
Richmond, VA	16.6%		5.0%	36.0%	19.5%	20.0%		0.0%	0.0%	20.0%
Sacramento-Roseville-Folsom, CA	16.6%		10.9%	32.3%	18.8%	5.6%		0.0%	16.7%	11.6%
Saint Louis, MO-IL	12.4%		25.9%	8.7%	17.2%	10.0%		11.1%	0.0%	6.3%
San Diego-Chula Vista-Carlsbad, CA	10.3%		7.1%	22.4%	15.3%	9.1%		0.0%	7.1%	3.6%
San Francisco-Oakland-Fremont, CA	18.1%		0.4%	17.9%	7.0%	9.5%		0.0%	13.5%	8.2%
Seattle-Tacoma-Bellevue, WA	11.7%		9.0%	7.1%	6.5%	7.0		0.0%	0.0%	5.6%
Tampa-St. Petersburg-Clearwater, FL	19.6%		8.6%	34.6%	18.5%	10.7		0.0%	40.0%	7.6%
Washington-Arlington-Alexandria, DC-VA-MD-WV	13.7%		4.3%	21.7%	10.7%	5.4%		0.0%	3.6%	8.3%
Wilmington, NC	29.3%		20.0%	*	20.0%	0.0%		0.0%	*	0.0%

BILLABLE HOURS GOAL

	Full-Time Associates: Annual Billable Hours Goal					Full-Time Paralegals: Annual Billable Hours Goal				
	# Locations	Average	25th Percentile	Median	75th Percentile	# Locations	Average	25th Percentile	Median	75th Percentile
TYPE OF ORGANIZATION										
Private law firm	649	1,840	1,800	1,850	1,900	641	1,450	1,400	1,500	1,600
Corporate law department	0					0				
Government agency	0					0				
Nonprofit organization	0					0				
Other	34	1,890	1,890	1,900	1,900	34	1,510	1,500	1,500	1,510
NUMBER OF ATTORNEYS										
Fewer than 10	239	1,820	1,800	1,850	1,900	224	1,440	1,400	1,500	1,550
10-24	204	1,850	1,800	1,850	1,900	197	1,460	1,420	1,500	1,600
25-49	118	1,850	1,800	1,850	1,900	115	1,450	1,400	1,450	1,500
50-99	65	1,840	1,800	1,850	1,900	65	1,470	1,440	1,500	1,600
100-199	20	1,860	1,800	1,830	1,900	20	1,490	1,410	1,500	1,600
200 or more	5	1,920	1,900	1,900	1,950	5	1,560	1,420	1,650	1,650
GEOGRAPHIC REGION										
Northeastern	79	1,830	1,800	1,850	1,900	76	1,460	1,400	1,450	1,550
Southern	267	1,860	1,800	1,850	1,900	259	1,450	1,400	1,500	1,560
Midwestern	68	1,840	1,800	1,800	1,890	68	1,450	1,400	1,500	1,600
North Central	38	1,790	1,700	1,800	1,850	39	1,470	1,400	1,500	1,500
Southwestern	69	1,830	1,800	1,850	1,900	69	1,450	1,420	1,500	1,580
Mountain	58	1,840	1,800	1,850	1,900	62	1,510	1,450	1,500	1,600
Pacific	104	1,820	1,800	1,850	1,900	102	1,450	1,400	1,500	1,510

BILLABLE HOURS GOAL

	Full-Time Associates: Annual Billable Hours Goal					Full-Time Paralegals: Annual Billable Hours Goal				
	# Locations	Average	25th Percentile	Median	75th Percentile	# Locations	Average	Percentile 25	Median	Percentile 75
STATE										
Alabama	15	1,930	1,900	1,900	1,950	14	1,510	1,400	1,500	1,580
Alaska	4	*	*	*	*	5	1,480	1,440	1,500	1,530
Arizona	12	1,850	1,800	1,880	1,900	12	1,490	1,410	1,500	1,600
California	81	1,840	1,800	1,850	1,900	78	1,450	1,440	1,500	1,560
Colorado	26	1,820	1,800	1,830	1,900	27	1,490	1,440	1,500	1,600
Connecticut	8	1,750	1,610	1,800	1,800	8	1,370	1,340	1,450	1,450
Delaware	10	1,850	1,800	1,800	1,900	11	1,310	1,200	1,300	1,400
District of Columbia	28	1,850	1,800	1,850	1,900	28	1,470	1,400	1,500	1,600
Florida	76	1,850	1,800	1,850	1,900	70	1,450	1,350	1,470	1,570
Georgia	21	1,870	1,850	1,900	1,900	21	1,490	1,450	1,500	1,580
Illinois	20	1,850	1,800	1,850	1,900	20	1,480	1,440	1,500	1,580
Indiana	5	1,820	1,780	1,850	1,850	5	1,520	1,400	1,600	1,600
Iowa	4	*	*	*	*	5	1,350	1,200	1,200	1,560
Kansas	5	1,780	1,700	1,800	1,850	5	1,490	1,480	1,500	1,500
Kentucky	7	1,840	1,800	1,800	1,850	6	1,530	1,440	1,550	1,600
Louisiana	12	1,900	1,900	1,900	1,980	13	1,560	1,500	1,500	1,650
Maryland	5	1,860	1,800	1,900	1,900	5	1,480	1,450	1,500	1,500
Massachusetts	12	1,810	1,730	1,850	1,900	10	1,490	1,430	1,480	1,560
Michigan	20	1,870	1,700	1,800	1,850	20	1,450	1,400	1,550	1,600
Minnesota	19	1,810	1,800	1,850	1,900	18	1,490	1,400	1,500	1,600
Mississippi	8	1,910	1,900	1,900	1,900	8	1,590	1,500	1,650	1,650
Missouri	8	1,780	1,650	1,830	1,850	8	1,480	1,450	1,500	1,500
Nevada	11	1,880	1,800	1,900	1,900	11	1,540	1,500	1,600	1,600
New Jersey	14	1,840	1,800	1,850	1,900	14	1,400	1,390	1,430	1,500
New York	23	1,860	1,800	1,900	1,900	22	1,510	1,450	1,500	1,600
North Carolina	37	1,810	1,750	1,850	1,900	37	1,310	1,000	1,440	1,500
Ohio	13	1,830	1,800	1,850	1,900	13	1,520	1,500	1,600	1,600
Oklahoma	6	1,710	1,500	1,800	1,810	6	1,370	1,100	1,420	1,600
Oregon	5	1,840	1,800	1,850	1,880	5	1,490	1,440	1,500	1,550
Pennsylvania	20	1,850	1,800	1,830	1,890	19	1,460	1,350	1,400	1,440
South Carolina	16	1,890	1,900	1,900	1,900	16	1,550	1,500	1,500	1,650
Tennessee	24	1,910	1,900	1,900	1,900	23	1,520	1,500	1,500	1,550
Texas	51	1,830	1,800	1,850	1,900	50	1,430	1,380	1,450	1,500
Virginia	14	1,830	1,800	1,850	1,900	14	1,400	1,290	1,500	1,600
Washington	14	1,710	1,560	1,800	1,850	14	1,410	1,300	1,430	1,500
West Virginia	6	1,800	1,800	1,800	1,800	6	1,440	1,440	1,440	1,440
Wisconsin	10	1,770	1,750	1,800	1,800	10	1,260	1,180	1,400	1,500

BILLABLE HOURS GOAL

	Full-Time Associates: Annual Billable Hours Goal					Full-Time Paralegals: Annual Billable Hours Goal				
	# Locations	Average	25th Percentile	Median	75th Percentile	# Locations	Average	Percentile 25	Median	Percentile 75
U.S. METROPOLITAN CITIES										
Anchorage, AK	4	*	*	*	*	5	1,480	1,440	1,500	1,530
Atlanta-Sandy Springs-Roswell, GA	18	1,870	1,840	1,880	1,900	18	1,480	1,400	1,500	1,570
Austin-Round Rock-San Marcos, TX	9	1,840	1,800	1,800	1,880	8	1,460	1,340	1,500	1,580
Baltimore-Columbia-Towson, MD	5	1,860	1,800	1,900	1,900	5	1,480	1,450	1,500	1,500
Baton Rouge, LA	4	*	*	*	*	5	1,480	1,350	1,500	1,600
Birmingham, AL	7	1,940	1,900	1,900	1,950	6	1,520	1,480	1,500	1,580
Boston-Cambridge-Newton, MA-NH	12	1,810	1,730	1,850	1,900	10	1,490	1,430	1,480	1,560
Charleston-North Charleston, SC	5	1,900	1,900	1,900	1,900	5	1,580	1,500	1,600	1,650
Charlotte-Concord-Gastonia, NC-SC	10	1,840	1,750	1,880	1,900	9	1,340	1,200	1,440	1,500
Chicago-Naperville-Elgin, IL-IN-WI	18	1,840	1,800	1,850	1,900	18	1,470	1,440	1,500	1,600
Cincinnati, OH-KY-IN	5	1,860	1,800	1,850	1,930	5	1,560	1,500	1,600	1,600
Columbia, SC	6	1,880	1,830	1,900	1,910	6	1,520	1,490	1,500	1,540
Dallas-Fort Worth-Arlington, TX	22	1,800	1,750	1,850	1,910	22	1,420	1,200	1,440	1,500
Denver-Aurora-Centennial, CO	21	1,810	1,800	1,850	1,900	22	1,500	1,440	1,500	1,600
Detroit-Warren-Dearborn, MI	8	1,890	1,730	1,830	1,890	8	1,540	1,460	1,600	1,600
Grand Rapids-Wyoming-Kentwood, MI	6	1,800	1,600	1,650	1,980	6	1,240	1,000	1,200	1,490
Houston-Pasadena-The Woodlands, TX	16	1,860	1,800	1,880	1,980	15	1,420	1,440	1,500	1,560
Jackson, MS	5	1,910	1,900	1,900	1,930	5	1,560	1,500	1,500	1,650
Kansas City, MO-KS	7	1,770	1,600	1,800	1,850	7	1,470	1,450	1,500	1,500
Knoxville, TN	8	1,960	1,810	1,900	1,900	7	1,510	1,500	1,500	1,550
Las Vegas-Henderson-North Las Vegas, NV	7	1,900	1,800	1,900	1,900	7	1,520	1,400	1,560	1,600
Los Angeles-Long Beach-Anaheim, CA	32	1,870	1,810	1,880	1,940	32	1,490	1,450	1,500	1,560
Memphis, TN-MS-AR	5	1,900	1,900	1,900	1,900	5	1,540	1,450	1,500	1,650
Miami-Fort Lauderdale-West Palm Beach, FL	19	1,870	1,800	1,850	1,900	17	1,470	1,380	1,450	1,580
Minneapolis-St. Paul-Bloomington, MN-WI	18	1,820	1,800	1,850	1,900	17	1,490	1,400	1,500	1,600
Naples-Marco Island, FL	6	1,770	1,660	1,800	1,860	6	1,380	1,190	1,480	1,600
Nashville-Davidson-Murfreesboro-Franklin, TN	7	1,890	1,900	1,900	1,900	7	1,530	1,500	1,500	1,650
New Orleans-Metairie, LA	6	1,940	1,900	1,910	2,000	6	1,610	1,500	1,550	1,720
New York-Newark-Jersey City, NY-NJ-PA	27	1,870	1,850	1,850	1,900	27	1,500	1,440	1,500	1,600
Orlando-Kissimmee-Sanford, FL	9	1,870	1,780	1,850	1,930	8	1,420	1,310	1,430	1,550
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	22	1,870	1,800	1,850	1,900	21	1,430	1,350	1,400	1,450
Phoenix-Mesa-Chandler, AZ	10	1,850	1,760	1,850	1,910	10	1,480	1,400	1,500	1,600
Portland-Vancouver-Hillsboro, OR-WA	5	1,840	1,800	1,850	1,880	5	1,490	1,440	1,500	1,550
Raleigh-Cary, NC	8	1,780	1,680	1,800	1,890	9	1,270	980	1,440	1,500
Sacramento-Roseville-Folsom, CA	13	1,770	1,750	1,800	1,800	9	1,420	1,280	1,450	1,550
Saint Louis, MO-IL	6	1,810	1,750	1,830	1,900	6	1,490	1,490	1,500	1,500
San Diego-Chula Vista-Carlsbad, CA	8	1,870	1,800	1,880	1,940	8	1,510	1,500	1,530	1,600
San Francisco-Oakland-Fremont, CA	18	1,840	1,800	1,850	1,900	17	1,420	1,300	1,450	1,500
San Jose-Sunnyvale-Santa Clara, CA	5	1,870	1,750	1,900	1,980	6	1,490	1,450	1,480	1,530
Seattle-Tacoma-Bellevue, WA	13	1,730	1,600	1,800	1,850	13	1,420	1,330	1,450	1,500
Tampa-St. Petersburg-Clearwater, FL	16	1,840	1,800	1,830	1,900	15	1,500	1,500	1,500	1,500
Washington-Arlington-Alexandria, DC-VA-MD-WV	35	1,840	1,800	1,850	1,900	35	1,480	1,400	1,500	1,600

2026 Job Descriptions

Administrative Positions:

Executive Director/Principal Administrator/Chief Operating Officer (Law Firm):

This individual assists in developing organizational and business goals. They also participate in meetings of the firm's governing body. Additional responsibilities include developing strategic business plans and administrative policies and directing a supervisory staff that is responsible for carrying out the firm's day-to-day operations. Reports to managing partner/management/executive/policy committee. If a lawyer, not primarily involved in the practice of law.

Administrative/Office Manager (Law Firm):

This individual is responsible for the day-to-day administrative operations of all or most support functions as contrasted with the broader role of the Principal Administrator. May be responsible for facilities management, including equipment, lease compliance, telecommunications systems and environmental concerns such as ADA compliance. Reports to a supervising lawyer, Principal Administrator, or committee of lawyers responsible for the daily operations. May supervise staff responsible for carrying out the organization's day-to-day operations.

Branch Office Manager:

This individual is the administrator of the second and/or succeeding locations of a multi-office organization. Responsible for business management, operations and procedures of that office. May also have responsibility for accounting, staffing, facilities and maintenance and other functions. Reports to the partner in charge of the office and/or the firm's Principal Administrator.

Practice Area Administrator:

This individual coordinates the efforts of a practice group team and oversees the group's strategic plan. Completes the due diligence requirements for case acceptance. Manages workload distribution among the team; administers quality control standards; and enhances the development of knowledge, skills and abilities of legal assistants. Reviews the performance of the practice group team and individual team members as needed.

Legal Project Manager:

This individual provides leadership for the development and maintenance of tools and services to enhance practice efficiency, quality and profitability. Directs efforts to promote and adopt project management tools and best practices and oversees evaluation and improvement of project management program.

Office Services/Facilities Manager:

This individual supervises the auxiliary support services of the organization. May include supervision of messengers, receptionists, telephone operators, supply clerks, copy center personnel and other general support staff. May include responsibility for leasehold improvements and maintenance, internal moves, inventory control, etc.

Professional Development Director:

This individual is responsible for overseeing and implementing all attorney development and training programs, including substantive legal education, business skills, mentoring and career planning. Other responsibilities include developing orientation programs for lateral partners and new associates, directing summer associate programs, overseeing attorney evaluations and monitoring continuing legal education (CLE) compliance.

Human Resources Positions:

Human Resources Director:

This is a key leadership position in the organization, potentially reporting directly to the Chief Operating Officer. The Director of Human Resources provides overall strategic HR leadership to the organization. This individual is responsible for managing the development and implementation of human resources policies, programs and services, including talent acquisition, training and development, performance management, organizational development, legal compliance, employee benefits and compensation, employee relations, employment practices and procedures, employee communications and employee events.

Human Resources Manager:

This is a senior-level position with overall responsibility for all personnel matters regarding support staff. May include hiring, assignments, supervision, orientation, training, evaluation, maintenance of personnel records and salary and benefits administration.

Human Resources Generalist:

Under the direction of the Director of Human Resources, the HR Generalist is responsible for benefits and wellness administration, onboarding/offboarding and staff talent acquisition.

Human Resources Assistant/Coordinator:

Human resources coordinators assist with HR programs and activities under the guidance of the HR director or manager. Their responsibilities include scheduling orientations, handling employee concerns and coordinating training and development initiatives.

Payroll/HRIS Position:

A payroll administrator organizes and manages a company's payroll process. They are responsible for ensuring employees receive their pay cheques on schedule while following all applicable rules, regulations and laws.

Benefits Coordinator/Administrator:

This individual is responsible for the implementation and day-to-day administration of the firm's benefits programs, including insurance (life, health, disability), profit sharing, pension and other retirement vehicles. Analyzes programs and educates employees on programs and processes.

Legal Staff Recruiter:

This individual is responsible for the overall coordination and administration of the legal staff recruitment program. Works with law school placement offices and recruiting agencies, reviews candidate qualifications, verifies references and schedules interviews. May include orientation and training for new attorneys.

Support Staff Recruiter:

This individual is responsible for the overall coordination and administration of the support staff recruitment program, possibly including orientation and training.

Marketing Positions:

Marketing and/or Communications Chief Officer:

This person is ultimately responsible for department and team members' performance. This individual collaborates with senior leadership to contribute to the firm's overall strategy, develops and drives annual marketing plans and budget ensuring alignment with firm's overall strategic direction and identifies and develops the firm's position in the market and evaluates market opportunities with senior firm leadership. Other responsibilities include the following: driving business development and sales opportunities, setting and communicating internally and externally the firm's reputation and brand and representing the firm in the legal industry and within business markets in which they work.

Marketing and/or Communications Director:

In the instance where a firm does not employ a “chief” level position, this role may be the “first chair” professional leading the department (otherwise this person reports to chief). This individual directs all interaction with and the management of teams, oversees projects and processes, interfaces with practice group leaders and all firm operations areas and serves as department liaison to other business services teams across the firm. Other responsibilities include budget allocation, idea generation, supervision and professional development of teams. Additionally, this person develops individual and practice area marketing plans, oversees new business proposals and the RFP responses and oversees the development of organizational communications and promotional materials. This individual plays a key role in media relations and analyzing competitive intelligence. They may also network directly with clients, prospects and referrals.

Marketing and/or Communications Manager:

Executes specific elements of a firm’s marketing plan as assigned by leadership, such as individual marketing or communications components. This individual leverages marketing staff and administrative personnel as appropriate to accomplish objectives, evaluates and reports on performance across approved metrics, monitors and reports on competitive activities and organizes appropriate responses specific to individual assignment. Other responsibilities include assisting with annual marketing plans and budget for individual areas of responsibility under guidance and direction of senior marketing leadership, effectively managing assigned budgets across project sand supporting incremental marketing activities as directed by senior leadership.

Marketing and/or Communications Senior Coordinator/Specialist:

This individual handles specific tactical elements associated with the firm’s marketing and/or communications plan. Other responsibilities include providing follow-up support as needed with agencies and other third-party partners and potentially having executional responsibility for a particular element of a marketing plan under the direction of a manager or director.

Marketing and/or Communications Business Development Assistant/Coordinator:

Assists senior members of the business development team with various projects, internal and external communications and digital and technology platforms to support existing client relationships and new client opportunities.

Business Development Director:

In the instance where a firm does not employ a “chief” level position, this role may be the “first chair” professional leading the department (otherwise this person reports to chief). This individual directs all interaction with and the management of teams responsible for business development, oversees projects and processes, interfaces with practice group leaders and all firm operations areas and serves as department liaison to other business services teams across the firm. Other responsibilities include budget allocation, idea generation and supervision and professional development of teams. They also develop individual and practice area business development plans, oversee new business proposals and RFP responses and lead appropriate client presentations. They also oversee the development of organizational communications and promotional materials to support business development objectives and play a key role in analyzing competitive intelligence; they may also network directly with clients, prospects and referrals.

Business Development Manager:

Executes specific elements of a firm’s business development plan as assigned by leadership, such as existing client relationships or new client opportunities. This individual leverages marketing staff and administrative personnel as appropriate to accomplish objectives, evaluates and reports on performance across approved metrics, monitors and reports on competitive activities and organizes appropriate responses specific to individual assignments. Other responsibilities include assisting with annual business development plans and budget for particular areas of responsibility under guidance and direction of senior business development leadership, effectively managing assigned budgets across project sand supporting incremental business development activities as directed by senior leadership.

Business Development Senior Coordinator/Specialist:

Assists senior members of the business development team with various projects, internal and external communications and digital and technology platforms in order to support existing client relationships and new client opportunities.

Marketing and Business Development Chief Officer:

This individual is ultimately responsible for department and team members' performance. They collaborate with senior leadership to contribute to the firm's overall strategy and develop and drive annual business development plans and budget, ensuring alignment with firm's overall strategic direction. They also leverage the firm's position in the market and evaluate market opportunities with senior firm leadership to support business development opportunities, drive business development and sales opportunities and represent the firm in the legal industry and within the business markets in which they work.

Marketing and Business Development Director:

In the instance where a firm does not employ a "chief" level position, this role may be the "first chair" professional leading the department (otherwise this person reports to chief). This individual directs all interaction with and the management of teams responsible for marketing and business development; oversees projects and processes; interfaces with practice group leaders and all firm operations areas; and serves as department liaison to other business services teams across the firm. Other responsibilities include budget allocation, idea generation, supervision and professional development of teams; developing individual and practice area business development plans, overseeing new business proposals and RFP responses and leading appropriate client presentations. Likewise this individual oversees the development of organizational communications and promotional materials to support business development objectives; plays a key role in media relations, analyzing competitive intelligence and may also network directly with clients, prospects and referrals.

Marketing and Business Development Manager:

Executes specific elements of a firm's marketing or business development plan as assigned by leadership. This individual leverages marketing, business development staff and administrative personnel as appropriate to accomplish objectives; evaluates and reports on performance across approved metrics; monitors and reports on competitive activities; and organizes appropriate responses unique to individual assignments. Other responsibilities include assisting with annual marketing plans and budget for specific areas of responsibility under guidance and direction of senior marketing leadership, effectively managing assigned budgets across projects and supporting incremental marketing activities as directed by senior leadership.

Marketing and Business Development Senior Coordinator/Specialist:

Assists senior members of the marketing or business development team (as assigned by leadership) with various projects, internal and external communications and digital and technology platforms to support existing client relationships and new client opportunities.

Events Manager/Coordinator:

This individual is responsible for planning, overseeing and evaluating client events, seminars, etc. Other responsibilities include reviewing venues and catering providers, creating and distributing event invitations and handling RSVPs. They also provide on-site support during events for registration and meeting logistics.

Technology Positions:

Chief Information Officer:

Analyzes, plans and manages all aspects of the automated systems technology. This may include data processing, word processing, LAN, WAN, integration of systems, telecommunications and personal computers. This individual consults with professionals and staff regarding system capabilities, procedures and issues. Other responsibilities include selection, assignment, training and evaluation of systems personnel; and making budget, software and systems selection recommendations. They may be responsible for oversight of information systems in multiple office locations and/or international locations. This individual may report to Principal Administrator and/or Managing Partner.

Information Technology Director/Manager:

This is a senior-level position with overall responsibility for planning, managing and directing the technology and communications systems of the organization. This individual directs planning and budgeting and reviews new products and systems. Other responsibilities include overseeing applications development/support, training, etc. and supervising all staff directly engaged in these activities.

Cybercrime Director/Specialist:

This individual is responsible for planning, coordinating and implementing information security programs to protect against web threats, including malware, phishing, viruses, denial-of-service attacks, information warfare and hacking.

Web Developer/Manager:

This individual is responsible for developing and maintaining the organization's website. Determines layout, creates graphics and applications and interacts with outside vendors as necessary. Ensures that all professional biographies, articles and similar materials are accurate and current.

CRM and E-marketing Specialist:

The CRM and E-marketing Specialist will develop, manage and support the firm's CRM and marketing strategies to ensure the accuracy of strategic business data, train and encourage CRM adaption and usage and work to drive business through targeted CRM usage. Reporting to the Director of Marketing, the Specialist will work closely with two senior business development managers, firm lawyers in all practice areas and other marketing team members on a wide variety of CRM data management, marketing and business development projects.

E-discovery Director/Specialist:

This individual is responsible for overseeing e-discovery procedures, developing processes and applying industry trends and technology.

Systems Manager:

This individual is responsible for operation and maintenance of all computers. In a larger organization, may report to the Director of Information Technology.

Network Administrator:

This individual is responsible for all aspects of the firm's LAN/WAN: installing, configuring, monitoring and maintaining hardware and software. Identifies areas for upgrading and enhancement and makes recommendations for improvement. Maintains security and disaster recovery

Word Processing Manager:

Responsible for supervision of word processing operators, coordinates workflow and schedules, assists in document production and maintains quality standards.

Applications Support Analyst:

This individual is responsible for support of firm's LAN and PC software applications, including testing, installing, configuring and upgrading software packages.

Help Desk/User-Training Specialist:

This individual responds to end-user requests for service, solving problems with hardware and software. Develops and conducts effective training programs for firm technology; may also develop training and reference materials.

Library and Records Positions:

Library Director/Manager:

This individual is responsible for managing all aspects of the law library, including acquisitions, budget, legal research services, library catalog and interlibrary loans. Other responsibilities include evaluating electronic and print research resources, as well as library management software. May hire and supervise library staff.

Reference Librarian:

This individual performs legal and non-legal research, evaluates print and electronic resources and provides training for attorneys and paralegals on research and reference resources. They also processes interlibrary loans.

Library Clerk:

This individual provides clerical and administrative support. Other responsibilities include processing incoming material and invoices, preparing printed journals for routing, maintaining the library database and shelving library materials after use.

Records Manager/Director:

This individual is responsible for managing the organization's legal files and other vital records. They create and maintain records management systems and procedures, including retention and destruction policies. May be responsible for conflict of interest procedures.

Records/File Clerk:

This individual is responsible for filing, coding and data entry for all incoming firm records. Responsible for indexing and retrieving files stored off-site.

Accounting and Finance Positions:

Chief Financial Officer:

Responsible for directing the fiscal functions of the firm in accordance with generally accepted accounting principles issued by the Financial Accounting Standards Board, the Securities and Exchange Commission and other regulatory and advisory organizations and in accordance with financial management techniques and practices appropriate within the industry.

Finance Director/Controller:

This individual is responsible for financial projections, reports and treasurer functions of the firm, including budgeting and trust account administration. Oversees all aspects of the firm's financial, time, billing and collection systems.

Accounting Manager/Supervisor:

This individual is responsible for supervising or performing accounting activities. These activities may include financial reporting, timekeeping, billing, trust accounts, accounts receivable, accounts payable, payroll, petty cash, etc. In a larger organization, may report to the Finance Director/Controller.

Finance Reporting Analyst/Manager:

This individual is responsible for preparing management reports, compiling and analyzing data with written analysis. Also responsible for analyzing revenue and budgets, trend analysis profitability, compensation analysis and business metrics review.

Collections Manager:

This individual organizes and manages the firm's financial relationship with clients, makes client intake recommendations, establishes credit thresholds, monitors work-in-progress to ensure timely billing and develops strategies for collection of past due client accounts. Responsible for the development and distribution of cash-flow reports to management and the coordination of the collection plan.

Payroll Specialist:

This individual is responsible for all payroll tasks, including calculating overtime, processing deductions and maintaining accurate records. May require use of specialized software.

Billing Manager:

This individual is responsible for all aspects of billing, new file intake, conflicts checking, timekeeper setup and rate management, using Elite Legal Billing System, WordFlow and various electronic billing packages. Supervises billing secretaries, specialists (all offices), file opening clerk and conflicts clerk. They typically report to the Chief Financial Officer. Other responsibilities include orchestrating all aspects of the firm's invoicing and billing processes, including but not limited to, appeals, deductions, rejections, split billing, setting up matters, maintaining budgets, mapping timekeepers and rates, as well as the accounts receivable follow up.

Billing Specialist:

This individual assists in all tasks necessary to achieve timely and accurate client bill processing including preparing pre-bills and final bills, monitoring write-offs and other adjustments, reporting on WIP, etc.

Accountant:

An accountant manages financial records, prepares reports, ensures compliance with tax laws, and analyzes data to support business financial health. Core duties include reconciling bank statements, processing accounts payable/receivable, preparing tax returns, and conducting audits.

Accounts Payable Specialist/Accounts Receivable Specialist:

An Accounts Receivable or Payable Specialist manages a company's incoming /outgoing payments, ensuring accurate invoicing, timely collections, and detailed record-keeping to optimize cash flow. Key responsibilities include generating or paying invoices, posting payments, reconciling accounts, resolving billing disputes, and following up on overdue accounts.

Accounting Clerk/Bookkeeper:

This individual is responsible for processing cash receipts, account statements, accounts payable and data entry.

eBilling Analyst:

Manages the electronic invoicing lifecycle for clients, ensuring invoices are submitted accurately through vendor portals.

Senior Accounts Receivable Specialist:

A Senior Accounts Receivable or Payable Specialist manages a company's incoming /outgoing payments, ensuring accurate invoicing, timely collections, and detailed record-keeping to optimize cash flow. Key responsibilities include generating or paying invoices, posting payments, reconciling accounts, resolving billing disputes, and following up on overdue accounts Often manages other AP/AR Employees.

Legal Support Services Positions:

Litigation Support Coordinator:

This individual creates databases for depositions and other documents, coordinates data conversion and input. Other responsibilities include providing litigation support software training, assisting with data searching and retrieval and evaluating new software and other technology tools. May be responsible for budgets, production timelines and quality review.

Paralegal Manager/Supervisor:

This individual is responsible for the organization's legal assistant program. In cooperation with department leader(s), determines staffing needs, hires and supervises paralegal staff, conducts performance evaluations and monitors billable hours.

Legal Support Supervisor/Coordinator:

This individual directly supervises legal secretaries/administrative assistants, either for the entire secretarial staff or for a floor or department in a larger firm. Responsible for hiring, performance evaluation, scheduling and workload adjustments.

Legal Assistant:

Duties include answering phone calls and greeting clients, contributing to fact-checking, compiling case evidence and communicating with court employees to confirm court dates. Does not have a paralegal certificate.

Paralegal:

This individual assists the firm's lawyers in the delivery of legal services. Performs work of a substantial legal nature under the supervision of a lawyer.

Legal Secretary:

This position performs a variety of administrative support duties and delivers high-quality services to internal and external clients, exhibiting commitment to integrity and excellence. The position requires thorough knowledge of all firm and practice-specific administrative processes and procedures, information technology systems and research tools; also requires broad-based understanding of the clients, matters and associated practices. The scope of responsibilities includes prioritizing, managing and following through on multiple projects and communicating effectively with clients, attorneys, staff and peers.

Docket Clerk/Manager:

This individual is responsible for tracking client, legal and filing deadlines and notifying responsible attorneys to ensure those deadlines are met.

Nurse Consultant:

This individual organizes and analyzes medical records and case files and assists in developing case management and trial strategy.

Conflicts Analyst/Coordinator:

This individual screens potential new clients for conflicts with current clients and updates related files. They also screen new hires for potential client conflicts, assists with monitoring professional liability insurance and malpractice claims and assists with ensuring attorney compliance with ethics rules.

Pro Bono Manager/Coordinator:

This individual is responsible for the pro bono program and its related activities such as volunteer recruitment and recognition, fundraising, public relations and outreach, developing and implementing pro bono projects, placing matters with volunteers and tracking pro bono cases.

Law Clerk:

This individual researches and drafts briefs, legal memoranda and other legal documents on issues relevant to clients. Can be a temporary employee who attends law school or who has not been admitted to practice in the state. Performs substantive legal functions in client matters according to established policies and procedures and under the direct supervision of attorney(s) employed in the law office. Keeps accurate time records. Maintains positive contact with clients and observes confidentiality in client and law office matters.

Intellectual Property Practice Area Positions:

Patent Agent:

This individual provides scientific support to attorneys involved in patent litigation. Other responsibilities include reviewing and analyzing patents and technical documents as part of case preparation and filing applications and registrations. May be involved in litigating infringements and other IP matters.

IP Paralegal:

This individual assists attorneys with preparation, filing and prosecution of trademark and copyright applications and assists in maintaining registrations and in transferring patents, trademarks and copyrights. Performs trademark and patent screening searches. Drafts documents, compiles and analyzes data.

IP Docket Specialist:

This individual assists attorneys with preparation, filing and prosecution of trademark and copyright applications. Other responsibilities include assisting in maintaining registrations and in transferring patents, trademarks and copyrights; performing trademark and patent screening searches; drafting documents; and compiling and analyzing data.

IP Legal Secretary:

This individual provides high-level secretarial support to patent or trademark attorneys. Requires knowledge of specialized terminology and USPTO practice and procedures.

Office Services Department:

Receptionist:

This individual is responsible for reception duties. Other responsibilities may include scheduling conference rooms, ordering refreshments and/or meals for meetings and scheduling equipment repair. They may also perform light typing and other clerical responsibilities. Additionally, they perform all functions related to receiving calls, clients, vendors and deliveries and directing them to appropriate individual(s) within the firm according to established policies and procedures. Maintains contact with attorneys, staff and clients and observes confidentiality of client and firm matters.

Office Services Assistant/Clerk:

An administrative clerk provides essential office support by managing records, incoming mail, scheduling appointments, and performing data entry. They maintain smooth operations through office equipment management, and inventory tracking.

Professional Development Administrator/Education Coordinator:

A law firm education coordinator (or Learning & Development/CLE Coordinator) manages internal training programs, attorney Continuing Legal Education (CLE) compliance, and professional development initiatives. Key duties include scheduling training, managing accreditation, maintaining learning management systems (LMS), and coordinating onboarding for new associates.

Operations Manager:

An Operations Manager ensures a business operates efficiently and profitably by managing daily activities, optimizing processes, and overseeing resources. Key duties include implementing policies, managing budgets, enhancing productivity, and supervising staff to meet company goals. They bridge the gap between high-level strategy and daily execution.

Facilities Coordinator:

A Facilities Coordinator ensures safe, efficient, and well-maintained building operations by managing daily maintenance, vendor contracts, safety protocols, and office supplies. They act as the primary contact for repairs, overseeing HVAC, electrical, and security systems while managing vendor relationships, budgets, and space planning to support business operations.

Administrative Assistant:

An Administrative Assistant ensures smooth office operations by managing daily clerical tasks, scheduling, correspondence, and record-keeping. Key responsibilities include answering calls, maintaining calendars, organizing files, preparing documents, and supporting staff, requiring strong organizational and communication skills Often similar duties to a Legal Secretary without legal knowledge.

Marketing Specialist/Business Development :

Oversees the process of finding and developing new business opportunities for an organization.

Copy Clerk:

A copy clerk processes documents and prepares rooms for meetings or seminars. The copy clerk sorts and distributes mail and faxes and makes copies of documents. They operate and maintain the copier and fax machines and pick up and deliver parcels and mail to clients. They record and log information concerning incoming and outgoing mail and packages.

Messenger:

This individual collects, sorts and delivers mail; office documents; and light supplies and materials. Other responsibilities include sorting and shelving books and other library materials; acting as an attendant checking library materials at exits; performing routine, repetitive clerical tasks, including the operation of simple office machines; and doing relief receptionist work. May be required to lift large, moderately heavy boxes and related work.

Partners:

Equity Partners/Owners:

In addition to being involved in the practice of law, this individual assists in developing organizational and business goals. They also participate in meetings of the firm's governing body. Additional responsibilities include developing strategic business plans and administrative policies and directing a supervisory staff that is responsible for carrying out the firm's day-to-day operations. Reports to managing partner/management/executive/policy committee.

Non-Equity Partners:

A growing position in law firms wherein they are a salaried partner with no ownership stake in the firm and do not share in the profits; they are primarily salaried employees of firms who receive more than half their compensation on a fixed basis.

Associate Attorney:

Summer Associate:

This individual is a practicing attorney that does not hold an ownership interest in the firm.

Associate Attorney 1 year or less:

This individual is a practicing attorney that does not hold an ownership interest in the firm. With 1 or less years of experience.

Associate Attorney 2 years:

This individual is a practicing attorney that does not hold an ownership interest in the firm. With 2 years of experience.

Associate Attorney 3 years:

This individual is a practicing attorney that does not hold an ownership interest in the firm. With 3 years of experience.

Associate Attorney 4 years:

This individual is a practicing attorney that does not hold an ownership interest in the firm. With 4 years of experience.

Associate Attorney 5 years:

This individual is a practicing attorney that does not hold an ownership interest in the firm. With 5 years of experience.

Associate Attorney 6 years:

This individual is a practicing attorney that does not hold an ownership interest in the firm. With 6 years of experience.

Associate Attorney 7 years:

This individual is a practicing attorney that does not hold an ownership interest in the firm. With 7 years of experience.

Associate Attorney 8 years:

This individual is a practicing attorney that does not hold an ownership interest in the firm. With 8 years of experience.

Associate Attorney 9 years:

This individual is a practicing attorney that does not hold an ownership interest in the firm. With 9 years of experience.

Associate Attorney 10 years or more:

This individual is a practicing attorney that does not hold an ownership interest in the firm. With 10 years or more of experience.