

## Special Report to Survey Participants

Thank you for participating in NALP’s inaugural 2025 Canadian Associate Salary Survey. These national summary tables are being provided in appreciation for your contribution to the survey:

- Median base salaries for associates and summer/articling students by year called to the bar and firm size;
- Median associate performance bonuses by year called to the bar and firm size; and
- Median base salaries for non-associate/non-partner positions by year called to the bar.

All salaries are reported in Canadian dollars as of January 1, 2025, or fiscal year 2025 if the firm set compensation slightly after this date. The median salary is the middle value in a list of salaries ranked from high to low, or the point at which half the salaries are at or above that value and half are at or below it (i.e., the 50th percentile). Therefore, the median provides a summary measure that is not affected by extremely low or extremely high values. However, if the reported salaries cluster at certain amounts, the median may not fall at a single reported salary, but rather in a cluster of identical salaries. In some market segments, the median salary may even be the most commonly reported, or prevailing salary.

## 2025 Canadian Associate Salary Survey – National Summary Tables

### Median Associate and Summer/Articling Student Salaries by Year and Firm Size (in \$ per year unless otherwise noted, as of January 1, 2025)

Year Called to Bar	Firm Size — Number of Lawyers in Canada							
	100 or Fewer		101-300		301+		All Sizes	
	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.
2025	\$110,000	11	\$115,000	19	\$110,000	23	\$110,000	53
2024	122,500	14	117,000	19	115,000	28	115,000	61
2023	133,500	14	135,000	20	132,500	29	135,000	63
2022	143,500	14	153,500	18	150,875	29	150,000	61
2021	162,000	14	166,500	18	171,750	29	170,000	61
2020	187,500	12	175,000	20	188,525	28	184,425	60
2019	200,500	12	185,325	14	209,275	26	201,500	52
2018	187,500	9	186,675	12	220,000	21	214,325	42
2017	176,500	10	192,500	9	233,750	24	222,500	43
<b>Summer Student and Articling Student (\$/week)</b>								
1Ls (Class of 2027)	\$1,725	6	—	—	\$1,550	17	\$1,550	31
2Ls (Class of 2026)	1,625	15	1,550	18	1,550	23	1,550	56
Articling students (2024-25)	1,550	13	1,625	20	1,550	27	1,550	60

Note: All figures are based on average salaries reported by law offices. Salaries were reported as of January 1, 2025 or fiscal year 2025 if the firm set compensation slightly after this date. Associates are reported by year called to the bar, summer students are reported by class year, and articling students are reported by articling year. The “# Rept.” column indicates the number of offices reporting. For purposes of this summary report, medians have been rounded to the nearest \$25. A dash indicates that fewer than five unique firms reported salary data.

## Median Performance Bonuses For Associates by Year Called to Bar and Firm Size (bonuses paid in calendar year 2024)

Year Called to Bar	Firm Size – Number of Lawyers in Canada							
	100 or Fewer		101-300		301+		All Sizes	
	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.
2024	—	—	—	—	—	—	\$7,925	10
2023	\$6,900	7	\$15,075	10	\$12,725	16	13,050	33
2022	7,250	8	9,450	6	20,250	16	14,900	30
2021	21,625	8	11,250	11	23,500	17	22,500	36
2020	16,675	9	10,500	10	24,325	16	17,450	35
2019	20,825	6	16,950	12	30,625	18	20,825	36
2018	8,900	8	18,700	10	27,625	16	20,000	34
2017	38,250	5	25,000	7	30,000	17	30,000	29

Note: All figures are based on average performance bonuses reported by law offices. Bonuses were paid in calendar year 2024 or early 2025 if the firm determined bonuses slightly after the end of the year. The “# Rept.” column indicates the number of offices reporting. For purposes of this summary report, medians have been rounded to the nearest \$25. A dash indicates that fewer than five unique firms reported bonus data.

## Median Base Salaries for Non-Associate/Non-Partner Positions by Year Called to the Bar (in \$ per year, as of January 1, 2025)

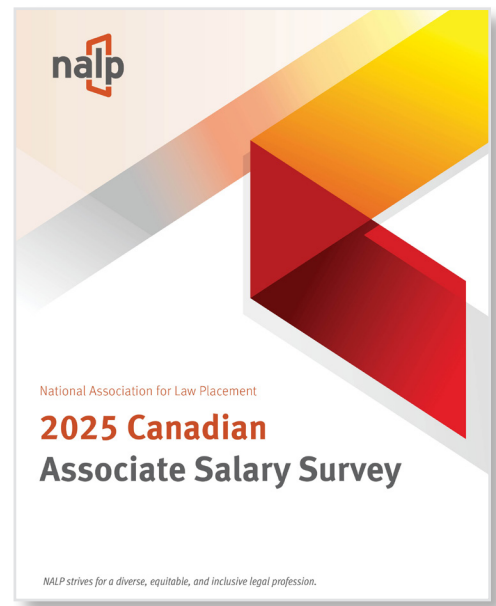
Year(s) Called to the Bar	All Firms	
	Median	# Rept.
2015-2017	\$222,000	10
2011-2014	245,000	17
2010 or earlier	248,875	21

Note: This table includes base salary information for non-associate and non-partner positions, such as staff lawyers and counsel, as applicable. All figures are based on average salaries reported by law offices. Salaries were reported as of January 1, 2025 or fiscal year 2025 if the firm set compensation slightly after this date. The “# Rept.” column indicates the number of offices reporting. For purposes of this summary report, medians have been rounded to the nearest \$25. Salaries are not further broken out by firm size due to the relatively small number of firms reporting these positions.



# 2025 Canadian Associate Salary Survey

## Inaugural Edition



NALP's **Canadian Associate Salary Survey** report provides a comprehensive analysis of associate salaries and bonuses, as well as summer and articling student compensation.

The 2025 report includes:

- Associate, summer student, and articling student base salaries by year called to the bar, firm size, office size, type of firm, and region;
- Detailed base salary analyses for five major markets: Calgary, Montréal, Ottawa, Toronto, and Vancouver;
- Associate performance bonuses by year called to the bar, firm size, office size, type of firm, region, and city; and
- Non-associate/non-partner base salaries by year called to the bar.

**Order your copy of the 2025 Canadian Associate Salary report today for just \$100 (\$125 for non-members of NALP) at [www.nalp.org/bookstore](http://www.nalp.org/bookstore).**

*Note: All NALP bookstore pricing is in U.S. dollars.*