



2021 Associate Salary Survey

SURVEY DUE DATE:

**January
29
2021**

Questions?

Contact Danielle Taylor, NALP's Research Director, at (202) 835-1001 or dtaylor@nalp.org.

As always, your data are completely confidential. No information about your organization specifically or that could be attributed to your organization will be published.

ABOUT THE SURVEY

Since 1995, NALP has been surveying firms to provide important information about the salaries of associates, producing our biennial *Associate Salary Survey*. This trusted source addresses important topics such as: associate salaries by years of experience for specific cities; states, regions, and firm sizes; salary information for levels-based compensation; the prevalence and size of bonuses for prior judicial clerks; and salaries for staff attorneys and law clerks. Your participation will contribute to a comprehensive report and help NALP to collect information that is meaningful and that reflects current industry practices.

****Please submit a separate survey for each U.S. office.**

HOW TO COMPLETE THE SURVEY

All survey data should be submitted via the online survey at: www.survey.vovici.com/se/17CFEB6o6662BC6F.

This PDF has been made available to assist in compiling your data; however, all data must be submitted through the online survey this year.

ORGANIZATION DEMOGRAPHICS

Name of person completing survey:

Phone:

Email:

Firm name:

City:

State:

of Lawyers in U.S.

of Lawyers in **THIS** office

Choose the description below that best describes this firm or office:

This firm's (or office's) practice is exclusively intellectual property (IP).

This firm's (or office's) practice includes, but is not exclusively, IP.

This firm (or office) does not have an IP practice.



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SURVEY QUESTIONS

Section 1. Choose one of the three descriptions below that most closely describes your firm's system as of January 1, 2021, for establishing base compensation, not including special compensation (such as a signing bonus, year-end or merit-based bonuses, a bar stipend, any transition amounts such as moving expenses, and any employer's share of benefits). If your firm's compensation system is in transition, please select the description that best describes how salaries were determined on January 1, and use the comments section at the end of the survey to elaborate, if desired.

Our firm uses class year or years of experience as the primary determinant of associate base salary. Please complete Section 2 and Sections 4-6.

(This includes: (a) adopting a competency-based system for advancement while still using class year as the primary determinant for base compensation; (b) establishing, within one class year, more than one salary based on hours billed or other factors; or (c) having a fixed salary scale for junior associates, and a range for mid-level and senior associates.)

Our firm uses a levels-based system as the primary determinant of base salary.

(A levels-based system usually includes 3-5 levels for advancement and compensation. Within each level, base compensation decisions are primarily based on associates' level, rather than class year or years of experience.) If your firm uses this model but still keeps records internally that are based on years of experience, please report salaries as requested in Section 2. In addition, please report salaries in the levels-based grid (Section 3). Please also complete Sections 4-6.

Our firm uses a system that is primarily based on revenue generated for determining associate compensation. Please complete Section 2 and Sections 4-6.

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Section 2. Report salaries per associate as of January 1, 2021, in the table below.

For each class year/years of experience category, please provide the average salary, and the range if applicable. Note that if salaries are lockstep, the range is not applicable. If there is a salary range for each class year, please also calculate the average salary for associates in that class year, if possible, as the average will provide the most broadly comparable basis for reporting on salaries.

- Use columns 1-3 to report salaries for non-IP associates. Use columns 4-6 to report salaries for IP associates, if any. (Include all IP associates regardless of patent bar status.) If your firm has both IP associates and non-IP associates but the salaries are the same for both, please replicate the figures for columns 1-3 in columns 4-6.

Please report a salary for each class year if possible, even if your firm had no associates in that class year as of January 1, 2021.

- Classify associates according to the class years in which your firm places them or based on how your firm defines experience. For example, if a former judicial clerk has received credit for the clerkship and is classified as a second-year associate upon entering your firm, include that associate's salary with second-year salaries. Alternatively, if you consider the former judicial clerk as a first-year associate, include that salary in your calculation of the first-year average.
- Do not include salaries for part-time associates or for staff attorneys.

TABLE 2A and 2B. Associate Base Salaries — as of January 1, 2021

Associates by Class Year/ Years of Experience	Associates (Non-IP)			Associates (IP Only)		
	— RANGE —			— RANGE —		
	Average (Col 1)	Low (Col 2)	High (Col 3)	Average (Col 4)	Low (Col 5)	High (Col 6)
1st (i.e., Class of 2020 grads)						
2nd/2 years						
3rd/3 years						
4th/4 years						
5th/5 years						
6th/6 years						
7th/7 years						
8th/8 years						

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Q2C. Anticipated base salaries for incoming class of 2021 associates (if it has been established):

Non-IP Associates \$

IP Associates \$

Section 3. If your firm uses a levels-based system as the primary determinant of base salary, please report full base salaries, including any holdback amounts, in Table 3A below.

TABLE 3A. Associate Base Salaries — as of January 1, 2021			
Associates by Level	— RANGE —		
	Average (Col 1)	Low (Col 2)	High (Col 3)
Level 1			
Level 2			
Level 3			
Level 4 (if applicable)			
Level 5 (if applicable)			

Section 4. Regardless of how associate compensation is determined, please provide the following salary information if it is applicable to your firm:

TABLE 4A AND 4B: Summer Associate and Law Clerk Salaries — as of January 1, 2021	
Anticipated salary for summer associates in the summer 2021 program	\$/week
1Ls (Class of 2023)	
2Ls (Class of 2022)	
3Ls (Class of 2021)	
Law Clerks (Average hourly wage for permanent and school-term law clerks, as of Jan. 1, 2021)	\$/hour

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Section 4. (continued)

Nontraditional-track attorneys are generally not eligible for partnership. These attorneys may be billed out at lower rates and receive less compensation than associates within your firm. Do not include retired partners, attorneys hired through an agency for a limited period of time, or attorneys hired for a temporary project.

TABLE 4C. Salaries for Nontraditional-track/ Staff Attorneys as of January 1, 2021

Years of Experience	— RANGE —		
	Average (Col 1)	Low (Col 2)	High (Col 3)
Entry-Level			
1-2 Years			
3-4 Years			
5-6 Years			
7+ Years			

Section 5. Judicial Clerkship Bonuses

5A. Do you offer a bonus that is exclusive to former judicial clerks for any of the courts listed below?

Yes

No

5B. If yes, specify the amount for a 1-year clerkship. If the amount varies, report an average:
(enter 0 if you do not pay a bonus for that court)

Prior local court clerks	
Prior state supreme court clerks	
Other prior state court clerks	
Prior federal district court clerks	
Prior federal appellate court clerks	
Prior U.S. Supreme Court clerks	

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Section 6. COVID-19 Related Salary Reductions

1. Has your office implemented any salary reductions for **associates** since **March 1, 2020** as a result of the COVID-19 pandemic? (Select “yes” if salary reductions were implemented but pay has since been fully restored.)

Yes

No

Not applicable/we do not have any associates

2. If “yes” in question #1, are those salary reductions still in place as of **January 1, 2021** (and are reflected in your reported salaries)?

Yes

No

3. Has your office implemented any salary reductions for **non-traditional track/staff attorneys** since **March 1, 2020** as a result of the COVID-19 pandemic? (Select “yes” if salary reductions were implemented but pay has since been fully restored.)

Yes

No

Not applicable/we do not have any non-traditional track/staff attorneys

4. If “yes” in question #3, are those salary reductions still in place as of **January 1, 2021** (and are reflected in your reported salaries)?

Yes

No

5. Has your office implemented any salary reductions for **summer associates** since **March 1, 2020** as a result of the COVID-19 pandemic? (Select “yes” if salary reductions were implemented but pay has since been fully restored.)

Yes

No

Not applicable/we do not have any summer associates

6. If “yes” in question #5, are those salary reductions still in place as of **January 1, 2021** (and are reflected in your reported salaries)?

Yes

No

7. Has your office implemented any salary reductions for **law clerks** since **March 1, 2020** as a result of the COVID-19 pandemic? (Select “yes” if salary reductions were implemented but pay has since been fully restored.)

Yes

No

Not applicable/we do not have any law clerks

8. If “yes” in question #7, are those salary reductions still in place as of **January 1, 2021** (and are reflected in your reported salaries)?

Yes

No

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COMMENTS

SUBMIT YOUR COMPLETED SURVEY TO NALP BY January 29, 2021

All survey data should be submitted via the online survey available at: www.survey.vovici.com/se/17CFEB606662BC6F.

Thank you for helping NALP compile the 2021 Associate Salary Survey. Your time and willingness to contribute to this report really make a difference.

Before printing your form, we recommend saving your completed PDF.

THANK YOU!

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