

## Special Report to Survey Participants

Thank you for submitting data to NALP's 2025 U.S. Associate Salary Survey! Several National Summary Tables are being provided to you in appreciation for your participation in the survey:

- Median base salaries by associate year and firm size;
- The range of average base salaries by associate year and firm size;
- Median base salaries for intellectual property lawyers by associate year and firm size; and
- Median salaries for law clerks by firm size.

Median base salaries are reported in several tables of this report. The median salary is the middle value (50th percentile) 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. The median therefore provides a summary measure that is not affected by extremely low or extremely high values. However, if the reported salaries cluster at certain amounts, such as \$225,000, the median may not fall at a single salary, but rather in a cluster of identical salaries. The median salary might even be the most commonly reported, or prevailing salary.

## 2025 U.S. Associate Salary Survey–National Summary Tables

### Median Base Salaries by Associate Year and Firm Size

(in \$/year unless otherwise noted, as of January 1, 2025)

Associate Year	FIRM SIZE — Number of Lawyers							
	250 or Fewer		251-700		701+		All Sizes	
	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.
First	\$150,000	48	\$190,000	159	\$215,000	152	\$200,000	359
Second	157,500	41	191,250	157	225,000	153	210,000	351
Third	161,250	42	205,000	157	250,000	139	220,625	338
Fourth	172,500	43	220,000	159	291,250	140	238,125	342
Fifth	180,000	43	235,000	159	315,000	145	255,000	347
Sixth	195,000	41	250,000	157	340,000	146	271,175	344
Seventh	200,000	41	260,000	147	360,000	140	286,700	328
Eighth	197,500	34	318,750	74	375,000	134	330,000	242

#### Summer Associates (\$/week)

1st year	\$2,525	36	\$3,850	130	\$4,100	158	\$3,850	324
2nd year	3,200	41	3,850	129	4,100	170	3,850	340
3rd year	3,275	16	4,325*	43	—	—	3,900	79

Note: All figures are based on average salaries reported. 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.

\* This figure was reported by more than half of the offices in this category and is also the high and prevailing salary for this grouping.

## Range of Average Base Salaries by Associate Year and Firm Size

(in \$/year unless otherwise noted, as of January 1, 2025)

Associate Year	FIRM SIZE — Number of Lawyers			
	250 or Fewer	251-700	701+	All Sizes
First	\$90,000-225,000	\$100,000-225,000	\$143,000-225,000	\$90,000-225,000
Second	113,000-235,000	112,500-245,000	145,600-240,000	112,500-245,000
Third	117,000-260,000	85,000-260,000	152,350-260,000	85,000-260,000
Fourth	121,000-310,000	123,000-310,000	163,000-310,000	121,000-310,000
Fifth	125,000-365,000	97,000-365,000	117,500-365,000	97,000-365,000
Sixth	130,000-390,000	140,000-395,000	194,700-390,000	130,000-395,000
Seventh	137,000-420,000	136,000-420,000	210,650-420,000	136,000-420,000
Eighth	75,000-435,000	140,000-435,000	201,500-435,000	75,000-435,000

### Summer Associates (\$/week)

1st year	\$1,000-4,700	\$1,800-4,325	\$2,500-4,325	\$1,000-4,700
2nd year	1,000-4,700	2,125-4,325	2,500-4,325	1,000-4,700
3rd year	1,000-4,700	2,125-4,325	—	1,000-4,700

Note: Ranges represent the lowest to highest average salaries reported and have been rounded to the nearest \$25.

## Median Base Salaries for Intellectual Property Lawyers by Associate Year and Firm Size

(in \$/year as of January 1, 2025)

Associate Year	FIRM SIZE — Number of Lawyers							
	250 or Fewer		251-700		701+		All Sizes	
	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.
First	\$165,000	11	\$225,000*	49	\$225,000*	84	\$225,000*	144
Second	167,500	10	235,000	51	235,000	87	235,000	148
Third	162,500	9	260,000*	55	260,000*	83	260,000*	147
Fourth	160,000	9	310,000*	52	305,000	87	305,000	148
Fifth	170,000	9	365,000*	51	340,000	86	340,000	146
Sixth	164,500	8	390,000*	53	360,000	84	360,000	145
Seventh	193,750	8	420,000*	47	385,000	85	385,000	140
Eighth	—	—	435,000*	21	400,000	80	400,000	104

Note: All figures are based on average salaries reported. 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.

\* This figure was reported by more than half of the offices in this category and is also the high and prevailing salary for this grouping.

## Median Salaries for Law Clerks by Firm Size

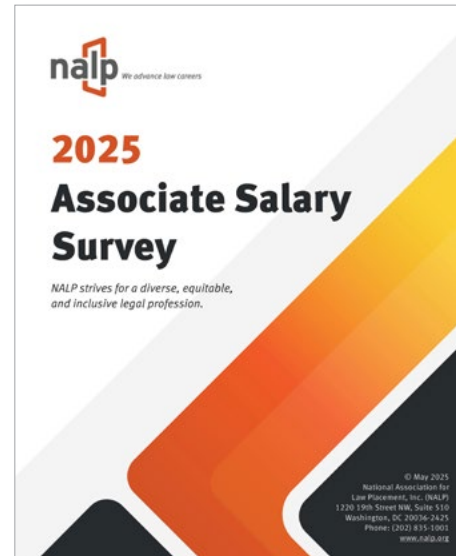
(in \$/hour as of January 1, 2025)

FIRM SIZE — Number of Lawyers					
500 or Fewer		501+		All Sizes	
Median	# Rept.	Median	# Rept.	Median	# Rept.
\$62.50	48	\$40.00	72	\$50.00	120

Note: Medians have been rounded to the nearest \$0.25.

# 2025 Associate Salary Survey

## New Edition



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- Salaries for intellectual property lawyers;
- Salaries for law clerks and staff attorneys; and
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# 2025 Associate Salary Survey

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