

Special Report to Survey Participants

Thank you for submitting data to NALP's 2009 Associate Salary Survey! The following National Summary Charts 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 base salaries by associate year and firm size;
- Median salaries for intellectual property lawyers;
- A three-year comparison of medians;
- Salaries for law clerks hired to work during the school year.

2009 Associate Salary Survey — National Summary Charts

Median Base Salaries by Associate Year and Firm Size (as of April 1, 2009)

Associate Year	FIRM SIZE — Number of Lawyers															
	2-25		26-50		51-100		101-250		251-500		501-1,000		1,001+		All Sizes	
	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.
First.....	\$70,000	27	\$92,500	30	\$104,000	53	\$110,000	76	\$125,000	121	\$135,000	117	\$160,000	126	\$130,000	550
Second.....	71,000	26	92,000	34	101,500	48	112,000	73	128,950	112	140,000	103	160,000	95	130,000	491
Third.....	70,000	25	98,000	35	102,000	48	115,000	71	135,000	108	143,500	106	170,000	95	135,000	488
Fourth.....	77,175	26	101,750	30	105,500	48	116,250	66	140,000	109	148,000	109	185,000	95	141,000	483
Fifth.....	94,950	20	104,000	33	110,750	48	120,000	67	147,325	102	160,000	101	210,000	95	150,000	466
Sixth.....	99,600	20	109,250	30	120,500	46	125,000	71	150,000	103	162,075	106	230,000	94	155,000	470
Seventh.....	116,000	14	110,700	25	121,500	42	127,775	66	165,000	95	170,000	105	237,250	86	165,000	433
Eighth.....	111,625	24	126,500	22	123,950	36	133,000	55	165,000	105	180,000	107	258,050	82	171,275	431
Summer Associates (\$/week)																
1st year.....	800	11	1,325	22	1,575	24	1,800	45	2,350	70	2,600	72	3,075	93	2,500	337
2nd year.....	1,000	22	1,550	29	1,800	45	1,900	79	2,400	91	2,700	101	3,075	112	2,400	479
3rd year.....	950	6	1,700	10	1,400	13	1,800	11	3,075	27	3,075	23	3,075	79	3,075	169

The "# Rept." columns indicate the number of offices reporting. Medians have been rounded to the nearest \$25.

Range of Base Salaries by Associate Year and Firm Size (as of April 1, 2009)

Associate Year	FIRM SIZE — Number of Lawyers							
	2-25	26-50	51-100	101-250	251-500	501-1,000	1,001+	All Sizes
First.....	\$48,000-145,000	\$55,000-160,000	\$64,500-160,000	\$73,000-165,000	\$83,000-160,000	\$80,000-160,000	\$90,000-162,917	\$48,000-165,000
Second.....	50,000-140,000	58,000-170,000	68,000-170,000	76,000-175,000	87,000-170,000	80,000-185,000	90,000-170,000	50,000-185,000
Third.....	54,000-135,000	62,000-178,000	70,000-180,000	81,000-185,000	90,000-185,000	88,000-185,000	90,000-190,000	54,000-190,000
Fourth.....	52,000-137,700	67,000-189,000	77,000-195,000	83,000-210,000	93,000-210,000	93,600-210,000	100,000-210,000	52,000-210,000
Fifth.....	62,000-170,000	73,000-207,000	77,000-215,000	90,000-230,000	99,000-230,000	92,000-230,000	110,000-230,000	62,000-230,000
Sixth.....	52,000-165,000	77,800-230,000	78,000-227,500	93,000-250,000	107,000-250,000	92,000-250,000	110,000-250,000	52,000-250,000
Seventh.....	69,250-178,500	80,000-239,000	84,000-235,000	95,000-265,000	110,000-265,000	99,200-265,000	110,000-272,650	69,250-272,650
Eighth.....	68,000-209,000	84,000-235,000	96,996-245,000	101,500-280,000	102,000-280,000	102,250-280,000	125,000-282,650	68,000-282,650
Summer associates (\$/week)								
1st year.....	500-1,800	620-3,100	1,000-2,800	949-3,100	1,000-3,100	1,000-3,100	1,730-3,410	500-3,410
2nd year.....	500-2,500	750-3,100	1,000-3,077	1,100-3,100	1,000-3,100	1,200-3,100	1,730-3,410	500-3,410
3rd year.....	500-2,400	800-2,400	1,300-3,077	1,731-2,404	1,900-3,100	1,900-3,100	1,730-3,410	500-3,410

Median Salaries for Intellectual Property Lawyers (as of April 1, 2009)

Associate Year	FIRM SIZE — Number of Lawyers							
	51-250		251-1,000		1,001 or More		All Sizes	
	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.
First.....	\$138,175	22	\$160,000	70	\$160,000	43	\$160,000	141
Second.....	143,000	15	160,000	63	160,000	27	160,000	110
Third.....	145,250	15	170,000	61	170,000	27	170,000	108
Fourth.....	155,150	14	185,000	61	185,000	27	185,000	106
Fifth.....	179,000	11	200,000	58	210,000	27	200,000	100
Sixth.....	177,500	16	215,000	59	230,000	27	215,000	106
Seventh.....	177,875	14	235,000	57	250,000	25	235,000	98
Eighth.....	202,750	12	250,000	61	265,000	24	250,000	99

Note: Medians have been rounded to the nearest \$25.

Median Salaries for Law Clerks by Firm Size (\$ per hour as of April 1, 2009)

FIRM SIZE — Number of Lawyers													
50 or Fewer		51-100		101-250		251-500		501-1,000		1,001+		All Sizes	
Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.
\$25.50	40	\$41.00	21	\$36.50	32	\$45.00	62	\$50.00	34	\$50.00	7	\$45.00	196

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

Three-Year Comparison of Salary Medians

Associate Year	FIRM SIZE — Number of Lawyers								
	All Sizes			2-25			26-50		
	2007	2008	2009	2007	2008	2009	2007	2008	2009
First	\$113,000	\$120,000	\$130,000	\$68,000	\$73,000	\$70,000	\$81,000	\$92,500	\$92,500
Second.....	117,750	125,000	130,000	77,250	73,500	71,000	92,000	88,250	92,000
Third	122,000	130,000	135,000	86,000	80,000	70,000	93,575	102,000	98,000
Fourth	129,175	136,000	141,000	83,000	86,500	77,175	95,000	100,000	101,750
Fifth	135,000	142,250	150,000	88,750	93,500	94,950	99,500	103,000	104,000
Sixth.....	143,000	153,000	155,000	93,600	94,000	99,600	106,150	115,000	109,250
Seventh	151,000	160,000	165,000	105,000	90,500	116,000	118,000	119,000	110,700
Eighth	156,675	161,500	170,650	116,550	96,500	111,625	118,000	125,000	126,500
Summer Associates (\$/week)									
1st-yr	2,200	2,250	2,500	1,200	950	800	1,500	1,750	1,325
2nd-yr	2,100	2,250	2,400	1,225	1,000	1,000	1,450	1,600	1,550
3rd-yr.....	2,450	2,500	3,075	1,000	850	950	1,500	1,600	1,700

Three-Year Comparison of Salary Medians (continued)

Associate Year	FIRM SIZE — Number of Lawyers								
	51-100			101-250			251 or More		
	2007	2008	2009	2007	2008	2009	2007	2008	2009
First	\$90,000	\$95,000	\$104,000	\$105,000	\$110,000	\$110,000	\$130,000	\$135,000	\$145,000
Second.....	92,400	95,000	101,500	105,000	108,500	112,000	135,325	144,000	145,000
Third	99,500	98,000	102,000	106,000	112,500	115,000	141,750	148,000	150,000
Fourth	101,000	104,000	105,500	110,000	115,500	116,250	150,000	159,500	160,000
Fifth	105,000	109,000	110,750	115,000	115,000	120,000	160,000	165,000	170,000
Sixth.....	110,000	109,000	120,500	119,250	120,000	125,000	170,000	175,000	180,000
Seventh	110,000	113,500	121,500	122,500	125,000	127,775	180,000	180,000	185,000
Eighth	117,200	114,375	123,950	128,500	133,000	133,000	190,000	182,875	190,000
Summer Associates (\$/week)									
1st-yr	1,500	1,525	1,575	1,900	1,800	1,800	2,600	2,800	2,800
2nd-yr	1,675	1,625	1,800	1,925	1,900	1,900	2,600	2,800	2,800
3rd-yr.....	1,950	1,750	1,400	1,925	1,600	1,800	2,800	3,075	3,075

Note: Because the pool of respondents varies from year to year, changes in medians are not necessarily indicative of individual firms. Thus, comparisons of medians from year to year should be made with caution. Also, because each median is calculated independently, based on figures reported for that class year only, salary figures either within a given year or across years should not be interpreted as a typical salary scale. Medians have been rounded to the nearest \$25.

Want to Learn More?

NALP's *Associate Salary Survey* is the most comprehensive associate salary information available and has been recognized by a major legal publication as the best associate salary survey available. And the price is most affordable. Order your copy of the *2009 Associate Salary Survey* today for just \$135 — far less than other major associate salary reports. You will receive valuable information including:

- Associate and summer associate salaries by firm size, region, and metropolitan area population;
- Detailed salary analyses for 29 major cities: Atlanta, Austin, Boston, Charlotte, Chicago, Cincinnati, Dallas, Denver, Detroit, Grand Rapids, Houston, Indianapolis, Las Vegas, Los Angeles, Miami/W. Palm Beach, Minneapolis, New York, Newark, Orange County, CA, Philadelphia, Phoenix, Portland, OR, Raleigh/Durham, Sacramento, San Diego, San Francisco, San Jose, Seattle, and Washington, DC;
- More than 30 additional detailed salary analyses for firms in other areas, grouped by state, region, size of metropolitan area, and size of firm;

- Aggregate associate compensation, including bonuses, by firm size and metropolitan area size;
- Salary ranges, medians, and averages for all compensation analyses;
- Base salaries for Class of 2009 associates, by firm size, and city;
- Salaries for intellectual property lawyers by region and firm size;
- Compensation and bonus structures by firm size;
- The prevalence and size of signing bonuses for prior judicial clerks;
- Salaries for law clerks and staff attorneys.

Additional information on starting salaries for the Class of 2008 is available in NALP's monograph ***Starting Salaries: What New Law Graduates Earn***. For just \$20, learn about starting salaries by state and city, and learn how "buying power" of salaries in selected cities compares.

Fax this form to 202-835-1112 or call 202-835-1001 or mail to NALP, 1025 Connecticut Avenue NW, Suite 1110, Washington, DC 20036-5413 — or order through NALP's online Bookstore at www.nalp.org.

TITLE	QTY	PRICE EA.	COST
2009 Associate Salary Survey		\$135	\$
Starting Salaries: What New Law Graduates Earn (Class of 2008)		\$20	\$
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