

## Frequently Asked Questions

### **Will my information remain confidential?**

Absolutely! NALP guarantees confidentiality for all information provided. No information that identifies specific firms is published, and all analyses are based on a minimum of five participating firms or offices. We ask that you provide your name and firm name on the survey so that NALP can screen for duplicate submissions and follow up if there are questions on information submitted. This helps ensure the integrity of the report.

### **I only want to participate if my city is in the report. Will my city be in the report?**

That depends – on you! Information for your city can be reported only if at least five firms from your city complete the survey. If you participate in the survey and encourage colleagues in your city to complete the survey too, you can help put your city in the report.

### **Does providing this information violate antitrust laws?**

No! Antitrust concerns are not applicable to this survey. Although the Sherman Act forbids agreement between two or more entities that would result in restraint of trade, both the Federal Trade Commission (FTC) and the courts have recognized that the need for benchmark information regarding prices is legitimate. In September 1993, the U.S. Department of Justice and the FTC issued a joint policy statement on price or compensation surveys. This survey and the resulting report meet all requirements specified in the joint policy statement.

### **How is city information in the report presented? I'd like to see that before I submit information.**

See page 2 of this flier for a sample city page from the 2008 report. Information for states and regions is presented in a similar fashion.

### **Ours is a small firm with only a few associates. Should I still complete the survey?**

Yes! Even if your firm does not have an established salary structure or does not employ associates in every category, you can complete as much of the salary information as is applicable to your firm. Your participation will allow NALP to provide more comprehensive benchmarking of salaries in small firms.

### **I'm not interested in purchasing the report. What do I receive simply for participating?**

Participants receive a free National Summary Chart. To receive the chart (provided as a PDF through a special link), simply provide your name and e-mail address on your completed survey by April 30.

### **How much does the report cost?**

The report is available to participants at a special discounted price of \$95 (a discount of \$40), hundreds less than the going rate for such information from other sources. To order your report, fill out the enclosed order form and return it, along with your completed survey. You must order the report at the time you submit your survey in order to receive the discounted price.

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# 2009

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# Associate Salary Survey

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**Coming in August  
With YOUR Help!**

**NALP**  
THE ASSOCIATION  
FOR LEGAL CAREER  
PROFESSIONALS

Please complete the enclosed hard-copy survey or go to  
<https://vovici.com/wsb.dll/s/9c6eg3becc>

**How much detail will the 2009 Associate Salary Survey include on your city? On firms of comparable size to yours? Your participation in the enclosed survey will make a difference!**

Sample pages from the 2008 Associate Salary Survey, shown at reduced size.

Firm Size (# of lawyers)	Median	Average	Low	High	# of Offices Reporting
Nationwide	\$140,917	\$148,847	\$290,000	326	24
2-25	86,000	97,800	100,500	125,000	32
26-50	100,500	125,000	147,438	170,438	42
51-100	147,438	170,438	180,379	180,379	48
101-250	180,379	180,379	180,379	180,379	48
251-500	180,379	180,379	180,379	180,379	48
501-700	180,379	180,379	180,379	180,379	48
701+	180,379	180,379	180,379	180,379	48

  

Clerkship Level	Average	Low	High	# of Offices Reporting
First	\$38,478	14,453	3,400	89
Second	14,453	3,400	50,000	21
Third	10,000	5,000	200,000	10
Fourth	10,000	10,000	50,000	27
Fifth	3,400	3,400	60,000	31
Sixth	3,400	3,400	38,000	10
Seventh	5,000	5,000	50,000	27
Eighth	4,700	4,700	50,000	71

  

Firm Size (# of lawyers)	Median	Average	Low	High	# of Offices Reporting
Nationwide	\$120,000	\$119,675	77,134	180,000	636
2-25	73,000	88,139	103,317	111,111	41
26-50	82,600	103,317	111,111	111,111	41
51-100	95,000	110,000	125,000	125,000	41
101-250	110,000	125,000	125,000	125,000	41
251-500	125,000	125,000	125,000	125,000	41
501-700	125,000	125,000	125,000	125,000	41
701+	125,000	125,000	125,000	125,000	41

  

Firm Size (# of lawyers)	Median	Average	Low	High	# of Offices Reporting
All Firms	\$130,000	\$128,802	88,000	\$180,000	14
First-year	141,000	144,852	75,000	170,000	11
Second-year	157,200	134,468	75,000	170,000	12
Third-year	160,000	152,206	82,000	210,000	8
Fourth-year	180,000	192,206	97,000	240,000	8
Fifth-year	180,000	191,489	97,000	240,000	8
Sixth-year	175,500	174,891	95,000	280,000	8
Seventh-year	3,077	2,889	600	3,100	8
Eighth-year	3,077	2,913	800	3,100	8
Firms of 251 or more lawyers	147,500	143,750	120,000	180,000	8
First-year	180,000	144,444	105,000	180,000	8
Second-year	180,697	152,130	112,500	170,000	8
Third-year	171,580	162,802	140,000	185,000	8
Fourth-year	175,000	172,062	145,000	210,000	8
Fifth-year	185,000	180,057	150,000	230,000	8
Sixth-year	180,000	188,349	160,000	250,000	8
Seventh-year	180,000	187,200	170,000	250,000	8
Eighth-year	180,000	200,850	174,200	280,000	8

  

Firm Size (# of lawyers)	Median	Average	Low	High	# of Offices Reporting
All Firms	\$97,500	\$95,495	\$75,000	\$107,500	8
First-year	101,400	102,574	85,000	120,000	8
Second-year	112,500	107,774	85,000	130,000	8
Third-year	115,900	111,714	85,000	135,000	8
Fourth-year	125,728	115,817	85,000	140,000	8
Fifth-year	132,300	128,253	85,000	145,000	8
Sixth-year	131,833	115,000	85,000	144,000	8
Seventh-year	1,800	1,747	1,480	1,923	8
Eighth-year	1,800	1,728	1,480	1,923	8
Firms of 251 or more lawyers	100,000	98,750	80,000	107,500	8
First-year	100,000	98,750	80,000	107,500	8
Second-year	100,000	98,750	80,000	107,500	8
Third-year	100,000	98,750	80,000	107,500	8
Fourth-year	100,000	98,750	80,000	107,500	8
Fifth-year	100,000	98,750	80,000	107,500	8
Sixth-year	100,000	98,750	80,000	107,500	8
Seventh-year	100,000	98,750	80,000	107,500	8
Eighth-year	100,000	98,750	80,000	107,500	8

## The Associate Salary Survey from NALP —

Providing **reliable information from a trusted source** since 1995 on important topics such as —

- associate salaries by years of experience for specific cities, states, regions, and firm sizes
- the prevalence and size of bonuses for prior judicial clerks
- salaries for staff attorneys and law clerks

All at an affordable price — hundreds less than other publications on this topic.

**But all of this is possible only if you contribute associate salary information** using the confidential survey enclosed. Without the information you provide, NALP cannot produce this report.

**Think your survey won't make a difference?** Consider this:

The 2008 report included information for 34 cities, ranging from Boston to Phoenix, but the report could not include salary breakdowns for a number of major cities including Birmingham, Cleveland, New Orleans, and Tampa because fewer than five surveys were received from those cities. Receiving the detailed information you need depends on you! Often the addition of a single survey makes the difference.

**If you are still wondering whether to complete the survey,** perhaps you'll find answers to your questions or concerns among the Frequently Asked Questions on the reverse side.

Participation is easy! You may complete the enclosed hard-copy survey or submit your survey online at:

<https://vovici.com/wsb.dll/s/9c6eg3becc>