

2009 Associate Salary Survey

City and State _____

Please submit a separate form for each U.S. office.

of Lawyers Firmwide* _____

of Lawyers in This Office* _____

* Note: Counts should reflect all lawyers, *i.e.*, partners, associates, of counsel, senior and staff attorneys. Part-time attorneys, if any, should each count as one attorney.

	AVERAGES		
	Base Salary (column 1) (See important new notes below)	Total Compensation (column 2)	Base Salary — Intellectual Property Attorneys Only (column 3)
Summer Associates (2009 summer program)	\$ per week		
1L			
2L			
3L			
Associates (as of April 1, 2009)	\$ per year	\$ per year	\$ per year
1st Year (<i>i.e.</i> Class of 2008 grads)			
2nd Year			
3rd Year			
4th Year			
5th Year			
6th Year			
7th Year			
8th Year and beyond			

Base pay for Class of 2009 new associates (if established) regardless of when they will actually start _____

Does your firm have more than one salary scale based on hours billed? Yes No

If yes, indicate the threshold billable hours figure for:

The salaries reported above _____

The next higher (or highest) salary scale _____

The next higher (or highest) salary scale (if applicable) _____

Base salaries (column 1) do not include special compensation (such as a signing bonus, year-end or other bonuses), a bar stipend, any transition amounts such as moving expenses, and any employer's share of benefits.

Please report a salary for each class year, if possible, even if your firm had no associates in that class year as of April 1, 2009.

Classify associates according to the class years in which your firm places them. 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 the second-year salaries. Alternatively, if a new associate is simply being paid at a higher level than his/her class-

mates but is still considered a first-year associate by your firm, include the salary with the first-year salaries.

If your firm does not have a fixed salary for each associate year, please report the average salary for each class year. If your firm classifies associates on a basis other than class year, *e.g.*, professional levels, please regroup associates and their salaries according to class year, if possible, as information by class year provides the most broadly comparable basis for reporting on salaries. However, NALP is interested in collecting qualitative information on alternatives to the lockstep model that firms may be using to establish base salaries. Please use the space pro-

vided on the second page to briefly describe this structure.

Total compensation (column 2) includes any bonuses, bar stipends, reimbursed or direct-billed moving expenses or amounts above base salary as defined for column 1. If bonuses are determined after April 1, report total compensation based on prior year bonuses. Calculate average compensation based on associates who received a bonus or other additional compensation. Total compensation for NALP Associate Salary Survey purposes does not include employer's share of any benefits.

IP base salaries should be reported in column 3. Do not include salaries for these attorneys in column 1.

(over)

AVERAGES	
Law Clerks	\$ _____ per hour as of April 1, 2009
Staff Attorneys	\$ _____ per year (full-time equivalent salaries) as of April 1, 2009

If you have questions on this survey, please contact Judith Collins, NALP's Director of Research and Information Resources, at 202-835-1001 or email jcollins@nalp.org.

1. Do you offer a bonus that is exclusive to former judicial clerks for any of the courts listed below?
 Yes No

If yes, specify the amount for: *(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 appellate court clerks
- _____ prior federal circuit court clerks
- _____ prior federal district court clerks
- _____ prior U.S. Supreme Court clerks

2. Indicate how base salaries are determined by your firm (check one only):
 Lockstep by seniority
 Merit
 Combination or progression: Merit/Seniority
 Other (describe): _____

3. If your firm has adopted a compensation model that is not based on lockstep advancement for determining *base salaries*, please describe that model briefly below. NALP will use this information to monitor the kinds of models that firms are putting in place and to assess emerging trends on this subject. (Note that we are asking here about different ways in which base salary is determined and not about a merit-based bonus system that may be in place.)

4. Bonuses are awarded to associates:
 Who meet published goals or targets
 On a discretionary basis
 After a set number of years with the firm
 To all on a fixed amount basis
 Other basis (describe): _____
 Not applicable — associates do not receive bonuses
(skip to Question 7)

5. Indicate how associate bonuses are calculated (check all that apply):
 As a percent of salary
 Based on billable hours
 Merit/performance
 Firm profitability
 Client development/business origination
 Flat amount
 Discretionary
 Other (describe): _____

6. _____ % of eligible associates received bonuses last year.

7. When do associate salary adjustments take effect each year?
 Month(s): _____

8. Do you offer profit-sharing to associates? (Do not include 401-K plans.)
 Yes, to all
 Yes, to selected individuals (describe): _____
 No

Please provide contact information. This allows NALP to screen for duplicate submissions and to follow up if there are questions about your survey.

Person completing form: _____
 Firm name: _____
 Telephone: _____
 * Email: _____

Return this completed survey by May 27, 2009, to:
 Attn: Associate Salary Survey, NALP, 1025 Connecticut Avenue NW, Suite 1110, Washington, DC 20036-5413

Or you may submit your survey online at
<https://vovici.com/wsb.dll/s/9c6eg3becc>

*** All participants responding by May 27 and providing an email address above, will receive a *National Summary Chart* free of charge.**