

— NALP 2010 Associate Salary Survey —

Special Report to Survey Participants

Thank you for submitting data to NALP's 2010 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 average 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.

2010 Associate Salary Survey — National Summary Charts

Median Base Salaries by Associate Year and Firm Size (as of April 1, 2010)

Associate Year	FIRM SIZE — Number of Lawyers															
	2-25		26-50		51-100		101-250		251-500		501-700		701+		All Sizes	
	Median	# Rept	Median	# Rept	Median	# Rept	Median	# Rept	Median	# Rept	Median	# Rept	Median	# Rept	Median	# Rept
First	\$72,000	21	\$95,000	21	\$95,000	49	\$105,000	96	\$125,000	107	\$117,500	80	\$160,000*	69	\$115,000	443
Second	76,500	18	103,000	25	99,775	52	110,000	85	125,000	96	122,700	80	165,000	89	120,375	445
Third	82,800	21	101,500	25	104,000	49	111,950	86	130,675	96	135,000	85	170,000	88	127,500	450
Fourth	83,750	18	103,500	26	104,250	52	117,000	85	135,000	98	137,500	86	176,800	88	132,400	453
Fifth	90,000	19	106,500	23	103,000	49	120,000	81	144,000	100	143,750	78	188,750	93	137,500	443
Sixth	94,300	18	109,425	20	105,500	49	120,000	81	147,000	91	151,500	71	210,000	91	144,000	421
Seventh	110,000	15	112,000	21	120,750	46	126,750	80	156,700	92	166,400	69	225,000	85	153,850	408
Eighth	102,500	14	114,950	18	125,225	40	135,000	73	161,625	88	177,500	60	235,675	79	160,000	372
Summer Associates (\$/week)																
1st year	1,025	10	1,275	12	1,100	29	1,800	59	2,100	37	1,775	38	2,875	49	1,925	234
2nd year	1,200	17	1,525	22	1,550	39	1,900	92	2,400	63	2,300	57	3,075	77	2,125	367
3rd year	1,000	9	1,700	6	1,900	10	1,800	14	3,075	23	2,100	17	3,075	37	2,500	116

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

* This figure was reported by 58% of firms responding in this size category, and is also the high figure.

Range of Average Base Salaries by Associate Year and Firm Size (as of April 1, 2010)

Associate Year	FIRM SIZE — Number of Lawyers							
	2-25	26-50	51-100	101-250	251-500	501-700	701+	All Sizes
First	\$53,000-115,000	\$48,000-145,000	\$64,500-160,000	\$67,000-170,000	\$90,000-160,000	\$74,400-160,000	\$100,000-160,000	\$48,000-170,000
Second	50,000-125,000	50,400-160,000	64,500-160,000	68,000-175,000	94,000-170,000	88,000-170,000	91,800-170,000	50,000-175,000
Third	52,500-135,000	53,400-168,000	71,300-170,000	71,000-192,500	93,666-185,000	80,000-185,000	104,750-185,000	52,500-192,500
Fourth	60,000-150,000	59,750-185,000	76,000-180,000	74,000-215,000	87,500-210,000	91,000-210,000	110,000-210,000	59,750-215,000
Fifth	60,500-160,000	62,000-183,750	80,850-195,000	76,000-230,000	109,250-230,000	95,000-230,000	108,000-230,000	60,500-230,000
Sixth	70,000-170,000	64,000-157,500	85,000-215,000	76,000-250,000	107,500-250,000	92,000-250,000	126,000-250,000	64,000-250,000
Seventh	75,000-175,000	70,000-167,500	91,000-225,000	70,000-265,000	92,000-265,000	101,000-265,000	125,000-265,000	70,000-265,000
Eighth	73,000-180,000	73,000-175,000	92,500-235,000	91,000-285,000	95,000-280,000	90,000-280,000	140,000-285,000	73,000-285,000
Summer associates (\$/week)								
1st year	250-1,800	500-2,692	750-2,375	1,000-3,080	1,650-3,100	1,000-3,077	1,500-3,100	250-3,100
2nd year	350-2,100	600-3,269	800-2,800	1,154-3,100	1,650-3,100	1,200-3,100	1,500-3,100	350-3,269
3rd year	350-2,000	600-2,692	1,250-2,800	1,320-3,080	1,800-3,100	1,200-3,077	1,500-3,100	350-3,100

Median Salaries for Intellectual Property Lawyers (as of April 1, 2010)

Associate Year	FIRM SIZE — Number of Lawyers							
	51-250		251-700		701 or More		All Sizes	
	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.
First	\$115,000	28	\$140,500	46	\$160,000	19	\$140,000	98
Second	117,500	26	155,000	46	165,000	22	152,500	98
Third	130,000	21	168,800	44	170,000	23	167,500	93
Fourth	132,500	20	172,650	46	185,000	22	175,000	91
Fifth	133,000	27	200,000	40	202,500	22	185,000	91
Sixth	145,000	17	215,000	40	210,000	21	210,000	79
Seventh	156,375	16	230,000	41	235,000	21	225,000	78
Eighth	155,000	17	240,000	39	280,000	13	235,000	73

Note: All figures are based on average salaries reported. 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		501-700		701+		All Sizes	
Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.
\$25.00	31	\$27.50	18	\$30.00	25	\$50.00	36	\$25.00	15	\$35.00	27	\$35.00	152

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		
	2008	2009	2010	2008	2009	2010	2008	2009	2010
First	\$120,000	\$130,000	\$115,000	\$73,000	\$70,000	\$72,000	\$92,500	\$92,500	\$95,000
Second	125,000	130,000	120,375	73,500	71,000	76,500	88,250	92,000	103,000
Third	130,000	135,000	127,500	80,000	70,000	82,800	102,000	98,000	101,500
Fourth	136,000	141,000	132,400	86,500	77,175	83,750	100,000	101,750	103,500
Fifth	142,250	150,000	137,500	93,500	94,950	90,000	103,000	104,000	106,500
Sixth	153,000	155,000	144,000	94,000	99,600	94,300	115,000	109,250	109,425
Seventh	160,000	165,000	153,850	90,500	116,000	110,000	119,000	110,700	112,000
Eighth	161,500	170,650	160,000	96,500	111,625	102,500	125,000	126,500	114,950
Summer Associates (\$/week)									
1st-yr summer	2,250	2,500	1,925	950	800	1,025	1,750	1,325	1,275
2nd-yr summer	2,250	2,400	2,125	1,000	1,000	1,200	1,600	1,550	1,525
3rd-yr summer	2,500	3,075	2,500	850	950	1,000	1,600	1,700	1,700

Three-Year Comparison of Salary Medians (continued)

Associate Year	FIRM SIZE — Number of Lawyers								
	51-100			101-250			251 or More		
	2008	2009	2010	2008	2009	2010	2008	2009	2010
First	\$95,000	\$104,000	\$95,000	\$110,000	\$110,000	\$105,000	\$135,000	\$145,000	\$130,000
Second	95,000	101,500	99,775	108,500	112,000	110,000	144,000	145,000	135,000
Third	98,000	102,000	104,000	112,500	115,000	111,950	148,000	150,000	144,000
Fourth	104,000	105,500	104,250	115,500	116,250	117,000	159,500	160,000	147,175
Fifth	109,000	110,750	103,000	115,000	120,000	120,000	165,000	170,000	156,600
Sixth	109,000	120,500	105,500	120,000	125,000	120,000	175,000	180,000	170,000
Seventh	113,500	121,500	120,750	125,000	127,775	126,750	180,000	185,000	184,375
Eighth	114,375	123,950	125,225	133,000	133,000	135,000	182,875	190,000	185,000
Summer Associates (\$/week)									
1st-yr summer	1,525	1,575	1,100	1,800	1,800	1,800	2,800	2,800	2,500
2nd-yr summer	1,625	1,800	1,550	1,900	1,900	1,900	2,800	2,800	2,600
3rd-yr summer	1,750	1,400	1,900	1,600	1,800	1,800	3,075	3,075	2,800

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 *2010 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.
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- Additional detailed salary analyses for firms in other areas, grouped by state, region, size of metropolitan area, and size of firm.
- Bonuses for associates.
- New analyses based on salary ranges.
- Base salaries for Class of 2010 associates, by firm size and city.
- Salaries and bonuses for intellectual property lawyers.
- Bonus structures by firm size.
- Salaries for law clerks and staff attorneys.

Additional information on starting salaries for the Class of 2009 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
2010 Associate Salary Survey		\$135	\$
Starting Salaries: What New Law Graduates Earn (Class of 2009)		\$20	\$
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