



Attorney

SALARY GUIDE

2018

ESP Legal 2018 Attorney Salary Guide

About

With over twenty years of legal staffing expertise, ESP Legal continues to monitor and analyze hiring trends, including compensation and benefits in this rapidly changing market. We have looked closely at the recent changes in associate and counsel compensation, annual bonuses and attorney hiring trends in the major legal markets throughout the U.S.

Our 2018 salary survey presents data gathered and analyzed from law firms ranging from small law firms with 1-10 attorneys to large international firms with hundreds of associates, counsels and partners. We compared our numbers, using actual salaries from our recent placements, with Vault and Above the Law and determined the base salary rates for 2018.

The salary ranges shown are average base salaries of associates in their third to eighth year of practice with a separate section reflecting counsel compensation. Our survey divides salary range based on law firm size and type (where applicable).

Compensation ranges shown are base salaries for permanent associate and counsel level attorneys and do not include discretionary bonuses.

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3rd to 8th Year Associates	Median Low - Median High
Small firms (1-25 attorneys)	\$70,000 - \$140,000
Elite Boutique Firms	\$150,000 - \$280,000
Mid-size firms (26-100 attorneys)	\$80,000 - \$170,000
Insurance Defense Firms	\$75,000 - \$150,000
AmLaw 100 firms	\$175,000 - \$315,000
AmLaw 200 and Elite Regional Firms	\$125,000 - \$260,000

Counsel	Median Low - Median High
AmLaw 100 Counsels	\$235,000 - \$360,000
Law Firm Bonuses	\$10,000 - \$100,000

Experienced. Personal. ESP Legal.

ESP Legal focuses on matching top attorney talent with the best law firm opportunities.

With nearly 1,000 success stories in the market — so far — ESP has proven results in both candidate depth and legal connections. ESP's knowledge of legal IT and litigation professionals has evolved with the industry, and we remain the first choice for both law firms and the professionals we place.

We've placed people first since 1996 and we're confident we'll find you the perfect fit.