



**Attorney**

**SALARY GUIDE**

**2019**

# ESP Legal 2019 Attorney Salary Guide

## About

With over twenty-three 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 2019 salary guide 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 2019.

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 guide 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)       | \$72,000 - \$144,000     |
| Elite Boutique Firms               | \$152,500 - \$288,500    |
| Mid-size firms (26-100 attorneys)  | \$83,500 - \$175,000     |
| Insurance Defense Firms            | \$77,000 - \$154,000     |
| AmLaw 100 firms                    | \$192,000 - \$325,000    |
| AmLaw 200 and Elite Regional Firms | \$135,000 - \$270,000    |

| Counsel            | Median Low - Median High |
|--------------------|--------------------------|
| AmLaw 100 Counsels | \$245,000 - \$365,000    |
| Law Firm Bonuses   | \$12,500 - \$110,000     |

## 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.