

Job Description: Paralegal I - Job # 063000

Provides research and support activity to attorneys. Prepares documents, agreements, and pleadings related to litigation and non-litigation matters. Resolves routine legal questions under the direction of an attorney. Follows established procedures. Requires good organizational and research skills. Associate's degree and accredited paralegal certification preferred, and two years experience.

National Data																					
			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On	
Number of FTEs	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonus	% of Incs Who Rcvd Bonus	Avg Flat \$ Bonus Paid	Wtd Avg Flat \$ Bonus Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)	
Up to 249	29	67	50.7	55.4	68.2	58.7	55.0	34.3	26.9	3031	3112	53.2	56.0	68.6	60.3	56.4	45.4	56.7	67.9	47.5	
250 - 499	28	88	50.4	58.8	68.7	60.5	64.8	80.7	69.3	4128	3069	51.3	59.7	73.1	62.4	66.9	47.3	58.6	69.9	45.0	
500 - 999	63	107	55.3	63.6	71.3	64.0	62.9	69.2	36.4	3705	3735	55.6	66.0	73.0	65.7	64.3	46.0	58.5	70.9	46.8	
1000 - 4999	147	578	51.8	60.3	69.0	61.4	59.7	44.3	19.2	4092	8962	53.3	61.7	70.7	62.5	61.4	46.3	58.8	71.3	47.4	
5000+	155	872	51.9	59.0	69.8	60.8	52.6	23.9	18.8	3340	2210	52.3	60.0	70.7	62.2	53.3	46.3	59.3	72.4	49.9	
ALL	422	1712	51.8	59.9	69.5	61.3	56.3	36.9	23.0	3642	4825	53.0	61.0	71.5	62.7	57.4	46.3	58.8	71.4	48.1	

National Data																					
			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On	
Number of Attorneys	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonus	% of Incs Who Rcvd Bonus	Avg Flat \$ Bonus Paid	Wtd Avg Flat \$ Bonus Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)	
Up to 4	76	138	51.9	57.7	68.9	60.1	58.1	39.9	29.0	3704	3480	53.2	59.4	72.0	61.6	59.3	45.6	57.8	70.1	46.8	
5 - 9	67	159	51.0	59.0	67.0	60.0	56.7	56.6	32.1	3829	3683	51.7	61.5	69.9	62.2	58.5	45.7	58.0	70.3	42.4	
10 - 19	32	103	54.9	61.2	67.0	61.3	56.4	24.3	22.3	4293	4872	55.2	62.1	69.8	62.7	57.6	47.7	60.1	72.6	52.4	
20 - 39	39	154	52.5	66.3	74.1	63.9	62.5	83.1	57.1	1507	985	52.8	66.3	74.8	64.4	63.6	50.4	64.6	78.7	56.5	
40 - 99	62	443	51.9	58.4	67.3	60.5	51.4	9.5	7.7	4442	3829	52.5	58.5	69.7	61.8	51.9	44.1	56.9	69.8	46.5	

100+	80	537	53.8	65.0	76.2	64.5	61.4	46.7	24.4	3458	8204	54.1	65.0	76.2	65.7	63.2	49.7	63.4	77.1	49.9
ALL	422	1712	51.8	59.9	69.5	61.3	56.3	36.9	23.0	3642	4825	53.0	61.0	71.5	62.7	57.4	46.3	58.8	71.4	48.1

			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
Gross Revenue (Millions)	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonuses	% of Incs Who Rcvd Bonuses	Avg Flat \$ Bonuses Paid	Wtd Avg Flat \$ Bonuses Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
Up to \$99.9	63	204	50.8	59.0	69.4	60.5	60.7	51.5	40.2	2863	2899	52.3	61.0	72.2	61.7	61.9	45.0	57.4	69.8	49.2
\$100.0 - 249.9	42	193	56.1	58.9	68.5	60.0	51.4	21.2	15.5	3401	3286	56.1	59.9	69.6	61.6	52.2	45.9	57.7	69.6	45.6
\$250.0 - 499.9	68	157	59.2	66.9	76.4	67.2	64.3	83.4	19.1	4374	4001	59.8	68.9	76.9	68.6	65.2	48.5	60.2	71.9	47.4
\$500.0 - 999.9	68	193	48.7	55.1	63.9	57.0	52.7	49.7	21.2	3553	2953	49.1	55.1	64.5	58.2	53.4	46.0	57.9	69.8	47.9
\$1000.0 - 4999.9	93	489	52.4	59.3	70.9	61.2	59.8	19.0	17.0	4178	10334	53.2	60.3	71.4	62.5	61.8	45.9	58.3	70.8	48.9
\$5000.0+	88	476	52.7	59.3	69.8	61.5	52.9	34.9	26.7	3507	2074	53.1	61.7	70.6	63.1	53.7	46.9	60.8	74.7	46.9
ALL	422	1712	51.8	59.9	69.5	61.3	56.3	36.9	23.0	3642	4825	53.0	61.0	71.5	62.7	57.4	46.3	58.8	71.4	48.1

			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
Sector Status	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonuses	% of Incs Who Rcvd Bonuses	Avg Flat \$ Bonuses Paid	Wtd Avg Flat \$ Bonuses Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
Publicly Held	125	793	50.7	58.1	70.4	59.9	50.1	16.1	10.3	4161	4415	50.8	58.7	72.3	61.3	50.6	45.0	57.5	70.0	46.4
Privately Held	297	919	52.7	60.3	69.4	61.9	61.7	54.8	33.8	3465	4905	53.8	61.5	70.7	63.3	63.4	46.8	59.4	72.0	48.5
ALL	422	1712	51.8	59.9	69.5	61.3	56.3	36.9	23.0	3642	4825	53.0	61.0	71.5	62.7	57.4	46.3	58.8	71.4	48.1

			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
Profit Status	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonuses	% of Incs Who Rcvd Bonuses	Avg Flat \$ Bonuses Paid	Wtd Avg Flat \$ Bonuses Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
For Profit	256	731	54.5	62.7	72.6	63.7	64.0	60.7	39.9	3950	6078	55.4	64.7	75.9	65.8	66.6	48.1	60.9	73.7	48.2
Not-For-Profit	158	887	50.3	57.2	66.6	58.1	51.0	18.5	11.4	1834	883	50.3	57.2	66.6	58.4	51.1	44.7	57.0	69.2	48.3
Government/Public Entity	8	94	46.2	47.9	52.3	49.2	48.4	25.5	0.0	---	---	46.2	47.9	52.3	49.2	48.4	38.1	54.5	71.0	---
ALL	422	1712	51.8	59.9	69.5	61.3	56.3	36.9	23.0	3642	4825	53.0	61.0	71.5	62.7	57.4	46.3	58.8	71.4	48.1

			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
Legal Entity Type	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonuses	% of Incs Who Rcvd Bonuses	Avg Flat \$ Bonuses Paid	Wtd Avg Flat \$ Bonuses Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
Corporate Law Department	252	600	53.3	60.7	70.4	62.2	58.9	50.8	39.0	3747	2796	54.3	62.5	72.5	63.9	60.4	47.0	59.8	72.6	47.1
Private Law Firm	68	346	55.0	65.5	76.4	65.8	67.2	73.7	39.3	3534	7888	55.4	66.3	78.2	67.4	69.8	49.1	62.4	75.8	51.3
Public Sector/Government	67	664	47.3	53.1	60.1	54.7	47.4	8.0	1.2	2251	2889	47.6	53.1	60.1	54.9	47.4	42.9	54.6	66.2	47.5
Foundation/Association	24	68	54.7	60.6	68.3	61.3	62.0	16.2	11.8	2710	1805	54.7	60.6	69.9	61.7	62.3	47.4	59.8	72.2	51.7
Other	11	34	46.0	51.5	61.9	54.0	53.2	23.5	20.6	4572	4774	46.5	51.5	64.9	55.5	54.2	40.3	52.7	65.1	---
ALL	422	1712	51.8	59.9	69.5	61.3	56.3	36.9	23.0	3642	4825	53.0	61.0	71.5	62.7	57.4	46.3	58.8	71.4	48.1

Practice Type	# of Orgs	# of Incs	Base Rate					Bonus					Total Compensation					Pay Range			Hire-On
			25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonu s	% of Incs Who Rcvd Bonu s	Avg Flat \$ Bonu s Paid	Wtd Avg Flat \$ Bonu s Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)	
Bankruptcy	36	192	53.3	64.1	68.8	62.5	62.0	94.3	42.2	2779	2575	54.1	64.9	72.1	63.9	63.2	48.0	60.8	73.7	---	
Business	381	1492	51.4	59.3	68.7	60.7	56.9	39.9	24.6	3605	4883	52.4	60.4	70.6	62.1	58.2	46.4	58.9	71.4	48.0	
Civil Litigation	183	930	53.7	61.2	71.4	62.3	57.5	27.8	16.5	4301	8118	54.1	62.0	72.7	63.7	58.8	46.7	59.2	71.7	48.9	
Commercial Litigation	215	927	53.2	61.7	71.4	62.7	59.0	38.8	22.7	3714	6845	54.0	62.5	73.7	64.1	60.5	46.6	59.1	71.6	47.6	
Energy/Utility	96	315	52.9	63.2	72.5	63.4	58.1	63.5	21.3	3379	3086	53.1	63.9	75.2	64.7	58.9	47.7	59.8	72.0	47.2	
Estate/Probate/Trust	68	220	51.1	63.2	76.4	64.1	63.1	85.9	41.8	3789	3054	53.8	64.6	77.1	65.9	64.5	46.5	58.8	71.0	48.8	
Family	44	284	47.5	52.9	61.9	55.6	51.5	12.7	1.4	6656	7525	48.1	52.9	61.9	56.1	51.6	43.7	55.8	68.0	43.8	
FDA and Healthcare	183	650	51.3	60.0	70.1	62.2	57.9	55.8	27.2	2648	1733	51.9	60.8	71.7	63.0	58.6	46.3	59.3	72.3	47.5	
Intellectual Property/Patent	141	486	55.4	65.5	75.6	65.4	66.8	63.0	35.2	3816	7350	55.6	66.6	77.5	67.0	69.3	48.6	61.8	75.0	48.9	
International	60	280	50.7	57.7	72.3	61.8	64.1	60.7	28.2	4063	10191	51.1	58.7	74.5	63.0	66.4	48.8	61.4	73.9	48.9	
Labor and Employment	396	1597	51.8	60.0	69.6	61.5	56.6	37.4	22.4	3720	5014	53.1	61.2	71.6	62.8	57.7	46.3	58.9	71.5	48.1	
Real Estate	116	428	51.7	60.1	71.2	62.6	58.5	65.4	28.0	3522	3131	52.9	61.1	75.2	64.0	59.5	46.0	58.2	70.4	47.9	
Technology	109	364	56.5	66.2	75.7	66.4	67.9	53.8	22.8	4272	10318	56.6	67.7	76.4	67.7	70.1	47.7	60.7	73.8	48.9	
Transportation	68	266	50.2	56.0	68.7	59.2	55.6	50.4	14.7	4046	4009	50.6	57.9	70.3	60.6	56.3	45.1	57.4	69.7	49.4	

Other	180	835	53.0	61.0	70.1	61.7	56.4	19.4	15.1	4269	8920	54.0	62.0	72.1	63.2	57.7	46.3	58.9	71.4	47.9
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			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
Industry	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonuses	% of Incs Who Rcvd Bonuses	Avg Flat \$ Bonuses Paid	Wtd Avg Flat \$ Bonuses Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
Banking and Finance	20	41	53.0	60.5	66.9	60.3	60.8	36.6	31.7	4582	4763	53.9	62.0	70.7	63.1	62.6	44.5	56.1	67.8	43.9
Healthcare	87	322	51.4	59.1	68.0	60.2	56.6	40.7	27.6	939	609	51.4	59.2	68.4	60.3	56.8	46.0	58.7	71.4	48.4
Hospitality	15	31	49.8	56.2	63.9	57.5	54.5	32.3	19.4	1360	1354	49.8	56.2	64.9	58.0	54.8	41.9	55.9	69.9	---
Insurance	45	109	51.2	58.0	63.3	58.1	58.7	56.9	46.8	3795	3605	53.2	60.4	66.6	60.4	61.3	47.4	60.0	72.5	45.0
Mfg and Distribution	75	137	56.6	65.3	75.5	66.2	61.2	51.1	43.1	4498	4552	58.7	68.0	79.9	69.0	63.4	49.6	63.5	77.4	48.1
Not-For-Profit	66	636	45.8	52.1	58.6	53.0	47.2	7.1	0.9	2414	2914	45.8	52.3	58.6	53.1	47.2	42.5	53.9	65.4	46.8
Services	77	365	55.0	64.9	76.4	65.3	66.8	70.4	37.3	3534	7888	55.1	65.0	78.1	66.7	69.4	48.6	61.5	74.5	51.3
Utilities	21	37	58.9	68.5	74.4	67.5	68.9	59.5	54.1	4088	4193	60.6	68.5	78.6	69.8	71.7	51.4	64.4	77.5	53.0
Other	16	34	58.8	66.2	70.7	65.5	64.8	58.8	38.2	4112	5750	58.8	70.3	72.7	67.0	67.4	45.8	60.1	74.4	---

			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
Number of FTEs	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonuses	% of Incs Who Rcvd Bonuses	Avg Flat \$ Bonuses Paid	Wtd Avg Flat \$ Bonuses Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
Up to 249	29	67	50.7	55.4	68.2	58.7	55.0	34.3	26.9	3031	3112	53.2	56.0	68.6	60.3	56.4	45.4	56.7	67.9	47.5
250 - 499	28	88	50.4	58.8	68.7	60.5	64.8	80.7	69.3	4128	3069	51.3	59.7	73.1	62.4	66.9	47.3	58.6	69.9	45.0
500 - 999	63	107	55.3	63.6	71.3	64.0	62.9	69.2	36.4	3705	3735	55.6	66.0	73.0	65.7	64.3	46.0	58.5	70.9	46.8

1000 - 4999	147	578	51.8	60.3	69.0	61.4	59.7	44.3	19.2	4092	8962	53.3	61.7	70.7	62.5	61.4	46.3	58.8	71.3	47.4
5000+	155	872	51.9	59.0	69.8	60.8	52.6	23.9	18.8	3340	2210	52.3	60.0	70.7	62.2	53.3	46.3	59.3	72.4	49.9
ALL	422	1712	51.8	59.9	69.5	61.3	56.3	36.9	23.0	3642	4825	53.0	61.0	71.5	62.7	57.4	46.3	58.8	71.4	48.1

			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
Number of Attorneys	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonuses	% of Incs Who Rcvd Bonuses	Avg Flat \$ Bonuses Paid	Wtd Avg Flat \$ Bonuses Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
Up to 4	76	138	51.9	57.7	68.9	60.1	58.1	39.9	29.0	3704	3480	53.2	59.4	72.0	61.6	59.3	45.6	57.8	70.1	46.8
5 - 9	67	159	51.0	59.0	67.0	60.0	56.7	56.6	32.1	3829	3683	51.7	61.5	69.9	62.2	58.5	45.7	58.0	70.3	42.4
10 - 19	32	103	54.9	61.2	67.0	61.3	56.4	24.3	22.3	4293	4872	55.2	62.1	69.8	62.7	57.6	47.7	60.1	72.6	52.4
20 - 39	39	154	52.5	66.3	74.1	63.9	62.5	83.1	57.1	1507	985	52.8	66.3	74.8	64.4	63.6	50.4	64.6	78.7	56.5
40 - 99	62	443	51.9	58.4	67.3	60.5	51.4	9.5	7.7	4442	3829	52.5	58.5	69.7	61.8	51.9	44.1	56.9	69.8	46.5
100+	80	537	53.8	65.0	76.2	64.5	61.4	46.7	24.4	3458	8204	54.1	65.0	76.2	65.7	63.2	49.7	63.4	77.1	49.9
ALL	422	1712	51.8	59.9	69.5	61.3	56.3	36.9	23.0	3642	4825	53.0	61.0	71.5	62.7	57.4	46.3	58.8	71.4	48.1

			Base Rate					Bonus				Total Compensation					Pay Range			Hire-On
Gross Revenue (Millions)	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonuses	% of Incs Who Rcvd Bonuses	Avg Flat \$ Bonuses Paid	Wtd Avg Flat \$ Bonuses Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
Up to \$99.9	63	204	50.8	59.0	69.4	60.5	60.7	51.5	40.2	2863	2899	52.3	61.0	72.2	61.7	61.9	45.0	57.4	69.8	49.2
\$100.0 - 249.9	42	193	56.1	58.9	68.5	60.0	51.4	21.2	15.5	3401	3286	56.1	59.9	69.6	61.6	52.2	45.9	57.7	69.6	45.6
\$250.0 - 499.9	68	157	59.2	66.9	76.4	67.2	64.3	83.4	19.1	4374	4001	59.8	68.9	76.9	68.6	65.2	48.5	60.2	71.9	47.4
\$500.0 - 999.9	68	193	48.7	55.1	63.9	57.0	52.7	49.7	21.2	3553	2953	49.1	55.1	64.5	58.2	53.4	46.0	57.9	69.8	47.9

\$1000.0 - 4999.9	93	489	52.4	59.3	70.9	61.2	59.8	19.0	17.0	4178	10334	53.2	60.3	71.4	62.5	61.8	45.9	58.3	70.8	48.9
\$5000.0+	88	476	52.7	59.3	69.8	61.5	52.9	34.9	26.7	3507	2074	53.1	61.7	70.6	63.1	53.7	46.9	60.8	74.7	46.9
ALL	422	1712	51.8	59.9	69.5	61.3	56.3	36.9	23.0	3642	4825	53.0	61.0	71.5	62.7	57.4	46.3	58.8	71.4	48.1

		Base Rate						Bonus				Total Compensation					Pay Range			Hire-On
Sector Status	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonuses	% of Incs Who Rcvd Bonuses	Avg Flat \$ Bonuses Paid	Wtd Avg Flat \$ Bonuses Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
Publicly Held	125	793	50.7	58.1	70.4	59.9	50.1	16.1	10.3	4161	4415	50.8	58.7	72.3	61.3	50.6	45.0	57.5	70.0	46.4
Privately Held	297	919	52.7	60.3	69.4	61.9	61.7	54.8	33.8	3465	4905	53.8	61.5	70.7	63.3	63.4	46.8	59.4	72.0	48.5
ALL	422	1712	51.8	59.9	69.5	61.3	56.3	36.9	23.0	3642	4825	53.0	61.0	71.5	62.7	57.4	46.3	58.8	71.4	48.1

		Base Rate						Bonus				Total Compensation					Pay Range			Hire-On
Profit Status	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonuses	% of Incs Who Rcvd Bonuses	Avg Flat \$ Bonuses Paid	Wtd Avg Flat \$ Bonuses Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
For Profit	256	731	54.5	62.7	72.6	63.7	64.0	60.7	39.9	3950	6078	55.4	64.7	75.9	65.8	66.6	48.1	60.9	73.7	48.2
Not-For-Profit	158	887	50.3	57.2	66.6	58.1	51.0	18.5	11.4	1834	883	50.3	57.2	66.6	58.4	51.1	44.7	57.0	69.2	48.3
Government/Public Entity	8	94	46.2	47.9	52.3	49.2	48.4	25.5	0.0	---	---	46.2	47.9	52.3	49.2	48.4	38.1	54.5	71.0	---
ALL	422	1712	51.8	59.9	69.5	61.3	56.3	36.9	23.0	3642	4825	53.0	61.0	71.5	62.7	57.4	46.3	58.8	71.4	48.1

		Base Rate						Bonus				Total Compensation					Pay Range			Hire-On
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Legal Entity Type	# of Orgs	# of Incs	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonuses	% of Incs Who Rcvd Bonuses	Avg Flat \$ Bonuses Paid	Wtd Avg Flat \$ Bonuses Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
Corporate Law Department	252	600	53.3	60.7	70.4	62.2	58.9	50.8	39.0	3747	2796	54.3	62.5	72.5	63.9	60.4	47.0	59.8	72.6	47.1
Private Law Firm	68	346	55.0	65.5	76.4	65.8	67.2	73.7	39.3	3534	7888	55.4	66.3	78.2	67.4	69.8	49.1	62.4	75.8	51.3
Public Sector/Government	67	664	47.3	53.1	60.1	54.7	47.4	8.0	1.2	2251	2889	47.6	53.1	60.1	54.9	47.4	42.9	54.6	66.2	47.5
Foundation/Association	24	68	54.7	60.6	68.3	61.3	62.0	16.2	11.8	2710	1805	54.7	60.6	69.9	61.7	62.3	47.4	59.8	72.2	51.7
Other	11	34	46.0	51.5	61.9	54.0	53.2	23.5	20.6	4572	4774	46.5	51.5	64.9	55.5	54.2	40.3	52.7	65.1	---
ALL	422	1712	51.8	59.9	69.5	61.3	56.3	36.9	23.0	3642	4825	53.0	61.0	71.5	62.7	57.4	46.3	58.8	71.4	48.1

Practice Type	# of Orgs	# of Incs	Base Rate				Bonus				Total Compensation				Pay Range			Hire-On		
			25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Base Rate (\$000)	Wtd Avg Base Rate (\$000)	% of Incs Eligible for Bonuses	% of Incs Who Rcvd Bonuses	Avg Flat \$ Bonuses Paid	Wtd Avg Flat \$ Bonuses Paid	25th %ile (\$000)	50th %ile (\$000)	75th %ile (\$000)	Avg Total Comp (\$000)	Wtd Avg Total Comp (\$000)	Avg Range Min (\$000)	Avg Midpoint (\$000)	Avg Range Max (\$000)	Avg Hire-On Rate (\$000)
Bankruptcy	36	192	53.3	64.1	68.8	62.5	62.0	94.3	42.2	2779	2575	54.1	64.9	72.1	63.9	63.2	48.0	60.8	73.7	---
Business	381	1492	51.4	59.3	68.7	60.7	56.9	39.9	24.6	3605	4883	52.4	60.4	70.6	62.1	58.2	46.4	58.9	71.4	48.0
Civil Litigation	183	930	53.7	61.2	71.4	62.3	57.5	27.8	16.5	4301	8118	54.1	62.0	72.7	63.7	58.8	46.7	59.2	71.7	48.9
Commercial Litigation	215	927	53.2	61.7	71.4	62.7	59.0	38.8	22.7	3714	6845	54.0	62.5	73.7	64.1	60.5	46.6	59.1	71.6	47.6
Energy/Utility	96	315	52.9	63.2	72.5	63.4	58.1	63.5	21.3	3379	3086	53.1	63.9	75.2	64.7	58.9	47.7	59.8	72.0	47.2
Estate/Pr	68	220	51.1	63.2	76.4	64.1	63.1	85.9	41.8	3789	3054	53.8	64.6	77.1	65.9	64.5	46.5	58.8	71.0	48.8

obate/Trust																					
Family	44	284	47.5	52.9	61.9	55.6	51.5	12.7	1.4	6656	7525	48.1	52.9	61.9	56.1	51.6	43.7	55.8	68.0	43.8	
FDA and Healthcare	183	650	51.3	60.0	70.1	62.2	57.9	55.8	27.2	2648	1733	51.9	60.8	71.7	63.0	58.6	46.3	59.3	72.3	47.5	
Intellectual Property/Patent	141	486	55.4	65.5	75.6	65.4	66.8	63.0	35.2	3816	7350	55.6	66.6	77.5	67.0	69.3	48.6	61.8	75.0	48.9	
International	60	280	50.7	57.7	72.3	61.8	64.1	60.7	28.2	4063	10191	51.1	58.7	74.5	63.0	66.4	48.8	61.4	73.9	48.9	
Labor and Employment	396	1597	51.8	60.0	69.6	61.5	56.6	37.4	22.4	3720	5014	53.1	61.2	71.6	62.8	57.7	46.3	58.9	71.5	48.1	
Real Estate	116	428	51.7	60.1	71.2	62.6	58.5	65.4	28.0	3522	3131	52.9	61.1	75.2	64.0	59.5	46.0	58.2	70.4	47.9	
Technology	109	364	56.5	66.2	75.7	66.4	67.9	53.8	22.8	4272	10318	56.6	67.7	76.4	67.7	70.1	47.7	60.7	73.8	48.9	
Transportation	68	266	50.2	56.0	68.7	59.2	55.6	50.4	14.7	4046	4009	50.6	57.9	70.3	60.6	56.3	45.1	57.4	69.7	49.4	
Other	180	835	53.0	61.0	70.1	61.7	56.4	19.4	15.1	4269	8920	54.0	62.0	72.1	63.2	57.7	46.3	58.9	71.4	47.9	

Bonus Eligible Position	
% of Organizations Reporting	
60.3	

Exempt/Non-Exempt Status	
Status	% of Organizations
Exempt	22.1
Non-Exempt	77.9

Union/Non-Union Status	
Status	% of Organizations

Union	1.5
Non-Union	98.5

Paralegal Certificate

% of Organizations Reporting
3.5

Years of Experience

Average Number of Years
7.2

Billing Rates By Years of Experience

Years of Experience	Billing Rate (\$hr)
Less than 1	---
1	---
2	---
3	---
4	---
5	---
6	---
7	---
8	---
9	---
10	---
11	---
12	---
13	---
14	---
15	---
16	---
17	---

18	---
19	---
More than 20	---

Billing Rates By Education Level	
Education Level	Billing Rate (\$hr)
High School/Equivalent	---
Some College	---
Paralegal Certificate	---
Paralegal Degree	---
Undergraduate Degree	---
Advanced Degree	---

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