



2017 Associate Salary Survey

National Summary Charts

Median Base Salaries by Associate Year and Firm Size (as of January 1, 2017)

Associate Year	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
First	\$90,000	25	\$115,000	21	\$113,500	90	\$150,000	83	\$160,000	43	\$155,000	188	\$135,000	450
Second	100,000	26	123,000	21	115,000	85	155,000	80	170,000	39	160,000	181	142,250	432
Third	100,000	26	125,000	20	120,000	83	165,000	85	180,000	39	170,000	183	145,000	436
Fourth	105,000	27	125,000	17	137,500	88	175,000	81	192,000	40	176,250	181	155,000	434
Fifth	107,250	25	133,000	19	138,850	84	197,000	78	201,250	40	187,750	176	161,500	422
Sixth	129,000	22	141,000	19	152,000	86	210,000	77	246,250	36	190,000	180	170,000	420
Seventh	121,550	20	140,000	21	155,500	84	220,000	78	225,000	39	195,000	181	175,000	423
Eighth	122,500	15	149,350	17	160,000	75	186,500	70	240,000	39	201,200	165	185,000	381
Summer Associates (\$/week)														
1st Year	1,825	13	2,000	9	2,100	50	2,875	69	2,900	39	2,875	175	2,600	355
2nd Year	1,775	20	1,950	18	2,250	66	2,850	68	2,900	43	2,975	183	2,600	398
3rd Year	1,400	9	—	—	2,350	8	3,500	13	3,450	15	2,600	74	2,700	121

The "# Rept" column indicates the number of offices reporting. For purposes of this summary report, medians have been rounded to the nearest \$25.

Range of Average Base Salaries by Associate Year and Firm Size (as of January 1, 2017)

Associate Year	FIRM SIZE — Number of Lawyers						
	50 or fewer	51 - 100	101 - 250	251 - 500	501 - 700	701+	All Sizes
	First	\$67,500 - 180,000	\$77,000 - 180,000	\$60,000 - 180,000	\$110,000 - 180,000	\$100,000 - 180,000	\$90,000 - 180,000
Second	70,000 - 155,000	79,500 - 190,000	75,000 - 190,000	114,000 - 190,000	119,000 - 190,000	95,000 - 195,000	70,000 - 195,000
Third	73,000 - 160,000	83,500 - 210,000	85,000 - 210,000	113,000 - 210,000	123,000 - 210,000	100,000 - 210,000	73,000 - 210,000
Fourth	77,500 - 165,000	85,000 - 235,000	89,333 - 235,000	120,000 - 235,000	132,000 - 235,000	105,000 - 235,000	77,500 - 235,000
Fifth	79,000 - 195,000	88,000 - 260,000	89,000 - 260,000	122,000 - 260,000	142,000 - 260,000	112,000 - 260,000	79,000 - 260,000
Sixth	87,000 - 215,000	106,000 - 280,000	102,000 - 280,000	121,500 - 280,000	150,000 - 280,000	114,000 - 280,000	87,000 - 280,000
Seventh	87,000 - 225,000	88,000 - 300,000	103,500 - 300,000	135,000 - 300,000	158,000 - 300,000	125,000 - 300,000	87,000 - 300,000
Eighth	87,000 - 240,000	90,000 - 315,000	105,800 - 315,000	130,000 - 315,000	166,000 - 315,000	135,000 - 315,000	87,000 - 315,000
Summer Associates (\$/week)							
1st Year	1,000 - 3,500	1,250 - 3,076	1,000 - 3,465	1,600 - 3,750	1,900 - 3,465	900 - 3,500	900 - 3,750
2nd Year	1,000 - 3,500	1,250 - 3,500	1,000 - 3,465	1,600 - 3,750	1,900 - 3,465	1,200 - 3,500	1,000 - 3,750
3rd Year	1,000 - 3,500	—	1,900 - 3,077	3,500 - 3,750	1,900 - 3,465	1,730 - 3,500	1,000 - 3,750

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