

## 2007 / 2008 Financial Year Salary Survey

Years Admitted	Small Sized Law Firms		Medium to Large Sized Law Firms		Large Sized Law Firms	
	Range	Average	Range	Average	Range	Average
<b>Graduate</b>	30K – 65K	52K	40K – 65K	60K	55K – 65K	65K
<b>1+ years</b>	40K – 65K	55K	47,500 – 80K	70K	70K – 90K	85K
<b>2+ years</b>	50K – 77K	65K	60K – 85K	80K	75K – 93K	89K
<b>3+ years</b>	55K – 94K	80K	74K – 110K	95K	85K – 118K	106K
<b>4+ years</b>	65K – 110K	89K	75K – 130K	111K	95K – 130K	120K
<b>5+ years</b>	75K – 135K	95K	90K – 136K	120K	115K – 160K	132K
<b>6+ years</b>	85K – 160K	110K	109K – 165K	137K	127K – 185K	157K
<b>Senior Associate</b>	90K – 180K	120K	120K – 190K	160K	130K – 240K	200K
<b>Special Counsel</b>	120K+		140K+		165K+	

\*The variances within each category will depend on the following:

- ↘ pre-admission experience
- ↘ academics
- ↘ starting Salary
- ↘ the demand for lawyers within a particular practice area
- ↘ the employee's presentation and additional qualities
- ↘ the employee's marketing potential &/or marketing activity
- ↘ partner potential