

# Financial Services Compensation Survey



2010 Edition: Summary Report

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*DATA FOR MY COMPANY DISPLAYED IN ITALICS*

WMG Job Title	Established Ranges			Annual Current Paid Rates				Sample Size	
	Simple/Unweighted Averages			Weighted Averages				No. of Employees	No. of Companies
	Range Minimum	Control Point	Range Maximum	Base Pay	Discretionary Bonuses	Profit Sharing	Total Cash		
1801 PARALEGAL 1	\$38,648	\$51,298	\$63,888	\$48,571	\$3,750		\$49,414	40	13
1802 PARALEGAL 2	\$45,625	\$60,539	\$75,439	\$59,989	\$4,059		\$61,267	54	13
1811 LEGAL SECRETARY 1	\$32,670	\$43,526	\$54,462	\$44,890	\$4,388		\$47,328	9	5
1812 LEGAL SECRETARY 2	\$40,045	\$52,717	\$65,394	\$57,125	\$3,048		\$57,887	12	5
1813 LEGAL ASSISTANT 1	\$32,983	\$46,100	\$59,217	\$45,200	\$4,150		\$46,584	3	3
1821 ATTORNEY 1	\$61,368	\$83,341	\$105,334	\$80,054	\$6,112		\$84,129	12	6
1822 ATTORNEY 2	\$78,120	\$107,779	\$137,023	\$107,807	\$16,213		\$122,313	76	14
1823 ATTORNEY 3	\$91,964	\$123,151	\$154,503	\$133,218	\$20,239		\$151,589	130	12
1824 CONSULTING ATTORNEY	\$104,753	\$151,379	\$197,963	\$145,689	\$25,177		\$169,068	42	7
1825 MANAGING ATTORNEY	\$119,967	\$175,633	\$231,300	\$178,096	\$53,253		\$231,349	6	4
1827 DEPUTY GENERAL COUNSEL	\$139,112	\$193,612	\$248,110	\$203,245	\$65,349		\$266,173	27	8
1828 GENERAL COUNSEL	\$212,860	\$301,896	\$390,919	\$340,116	\$170,875		\$484,703	13	13
1912 STRATEGIC CONTRACT ANALYST 2	\$51,946	\$73,054	\$94,229	\$83,284	\$8,713		\$89,106	3	3
3187 ADVERTISING/PROMOTION MANAGER	\$71,540	\$90,550	\$109,561	\$120,207	\$11,332		\$129,650	6	6
3252 MARKET ANALYST 2	\$43,078	\$57,841	\$72,604	\$52,314	\$2,118		\$63,220	9	6
3253 MARKET CONSULTANT 1	\$45,167	\$59,850	\$74,511	\$54,624	\$3,794		\$56,293	25	5
3254 MARKET CONSULTANT 2	\$49,468	\$64,754	\$80,000	\$62,680	\$5,059		\$65,490	9	3
3257 MARKETING MANAGER 1	\$67,086	\$93,379	\$119,667	\$102,654	\$14,397		\$115,658	31	5
3258 MARKETING MANAGER 2	\$95,017	\$129,128	\$164,813	\$133,681	\$35,318		\$166,644	15	5
3260 LEARNING & DEVELOPMENT SPECIALIST	\$37,300	\$50,833	\$64,367	\$48,539	\$1,405		\$49,008	3	3
3261 LEARNING & DEVELOPMENT CONSULTANT 1	\$41,007	\$56,823	\$72,620	\$52,612	\$2,176	\$1,863	\$53,544	18	5
3262 LEARNING & DEVELOPMENT CONSULTANT 2	\$52,034	\$69,235	\$86,436	\$62,811	\$5,898		\$66,349	15	6
3263 LEARNING & DEVELOPMENT CONSULTANT 3	\$50,723	\$70,765	\$90,247	\$72,659	\$6,246		\$75,907	25	6
3265 SALES DEVELOPMENT CONSULTANT 2	\$43,333	\$62,567	\$80,800	\$62,008	\$3,322		\$65,330	3	3