

# PRIVATE PRACTICE: DARWIN

Level of Experience	Small Law Firms		Mid Tier Law Firms		Top Tier / Intl Law Firms	
	Range	Median*	Range	Median*	Range	Median*
Graduate	42,000 - 53,500	43,500	46,000 - 59,000	62,000	56,000 - 63,000	60,500
1+ Years	42,000 - 63,000	54,500	54,500 - 71,500	56,000	59,000 - 71,000	64,500
2+ Years	54,500 - 74,500	64,000	61,000 - 75,500	67,000	77,550 - 81,500	79,000
3+ Years	61,000 - 92,500	71,500	75,200 - 94,500	73,300	85,800 - 99,000	89,100
4+ Years	63,000 - 101,000	80,000	81,500 - 109,000	89,800	101,750 - 113,500	109,100
5+ Years	71,500 - 109,000	94,500	93,600 - 114,000	98,000	115,500 - 132,300	117,700
6+ Years SA1	84,000 - 128,000	101,000	105,000 - 137,500	113,500	132,300 - 155,500	126,000
SA2 - SA4	101,000 - 168,000	117,500	128,000 - 185,000	143,000	130,000 - 201,500	151,000
Special Counsel	117,500 - 201,500	134,500	134,500 - 210,000	176,500	151,000 - 252,000	185,000
Salaried Partner		140+		165+		235+

\* The median value is where ½ the numbers are greater and ½ are smaller (ie the middle value).

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

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