

### INTRODUCTION

This review covers information on the salary levels paid by leading law firms in Moscow in 2010. It includes compensations for qualified lawyers at all levels except Counsel / Partner positions. It continues the 2008- 2009 review, based on the analysis of the same legal salary structures and law firm types (for more detailed information, please, see Salary Review 2008. Moscow Private Practice). The salaries in the review are in USD per year before taxes.

### RECENT TRENDS

Salary increase budgets have changed dramatically over the past couple of years. In 2008- 2009, since the global economic crisis unfolded, about 30 % of law firms have cut salaries for their associates. From late 2008 through to the end of 2009, a high number of law firms froze salaries for all associates. Overall, salary budgets for 2010 have risen moderately compared to 2009. However, a number of law firms still plan to freeze salaries in 2010, and average salary increases are still much lower than in recent years prior to 2008.

Most of the law firms have implemented a policy of limited hiring of new Junior associates or have declared a hire freeze. Also only a few trainees and paralegals were promoted to the associate position in 2010.

### GROUP A

This group includes top US firms (premium segment).

Year of qualification (graduation year)	Core range
2008	100-150
2007	130-170
2006	150-190
2005	180-210
2004	200-240
2003	230-270
2002+	300+

#### Comments:

This majority of firms in this group are still based on the Lock Step system\* and have the highest salary levels in the market.

### GROUP B

This group includes leading / major UK law firms (they are also known as Magic Circle law firms). These firms usually have big offices (up to 80 lawyers), clear division into practice areas and a wide range of law services they provide to their clients.

Year of qualification (graduation year)	Core Range
Junior 2008-2005	60-160
Mid 2005-2002	120-200
Senior 2001+	200-250

Comments:

The common trend for the firms in this group is "unfreezing" the salaries at 2008- 2009 levels. At a majority of firms in this group compensation has increased by 10-25%. However, in a number of firms the compensation levels are still frozen at 2008 levels.

### GROUP C

Leading US law firms. They have a similar structure to the leading UK firms (big offices and division into practice areas). Their major difference is that the compensation level usually corresponds with the year of qualification.

Year of qualification (graduation year)	Core Range
2008	30-50
2007	40-70
2006	60-90
2005	80-120
2004	110-140
2003	120-150
2002+	150-220

Comments:

The common trend with these firms is to freeze salaries at 2008 levels. In a number of firms the compensation level has been "unfrozen" and increased by 10-25% (mostly based on personal performance criteria and level of seniority).

### GROUP D

This group includes mid-size UK law firms, European law firms, and leading Russian law firms.

Year of qualification (graduation year)	Core Range
Junior 2008-2005	30-60
Mid 2005-2002	60-100
Senior 2001+	120-160

Comments:

We have not noted any changes in the salary levels in this group of firms in 2010. Compensation has mostly stayed at the same levels, except for a few firms where salaries have been increased by 10-15 %.

### **GROUP E**

This group includes Big 4 legal practices.

Year of qualification (graduation year)	Core Range
Junior 2008-2005	20-40
Mid 2005-2002	40-80
Senior 2001+	90-150

Comments:

The salary level in this group of firms has basically remained at the same level, except for one firm where salaries have decreased by 10-15 %.

### **GROUP F**

This group includes mid-sized Russian law firms.

Year of qualification (graduation year)	Core Range
Junior 2007-2005	20-40
Mid 2005-2002	40-60
Senior 2001+	70-90

Comments:

The salary level in this group of firms has basically remained at the same level, except for a few firms where salaries have been increased by 10-15%.

\*For more detailed information on the salary structures traditional for Moscow law firms, please, see Salary Review 2008. Moscow Private Practice.