



LEGAL ADMINISTRATORS' SECRET WEAPON: REMOTE ASSOCIATES

Presented by

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L A W **C L E R K**

HELLO

MY NAME IS

Kristin Tyler

ASK ME ABOUT

Legal outsourcing, remote

associates, my dogs

NICE TO MEET YOU!

www.lawclerk.legal

team@lawclerk.legal

725-272-2999

LAW **CLERK**

LAWCLERK Helps Law Firms Get Work Done

Thousands of law firms rely on our talented freelance lawyers and part-time associates to bill more hours, reduce overhead and increase profit.

START HIRING

TALK TO AN EXPERT



COURTNEY P
Attorney Licensed in Illinois



KIMBERLY E
Attorney Licensed in North Carolina



BRYANNA F
Attorney Licensed in Louisiana

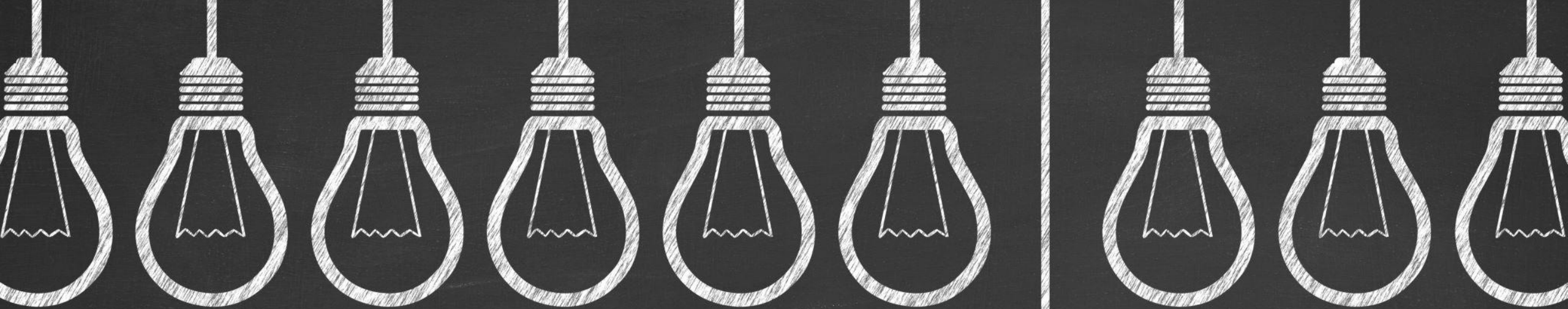
How To Use LAWCLERK

WHAT'S THE DEAL WITH

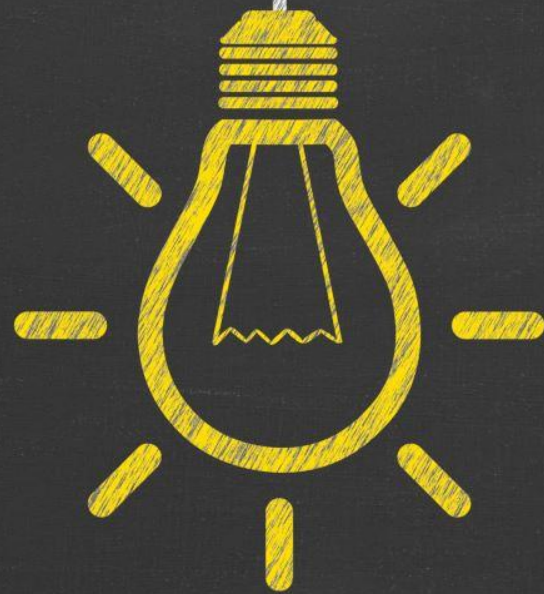


HIRING ASSOCIATE ATTORNEYS?

imgflip.com



9 OUT OF 10 HIRING
MANAGERS ARE
HAVING DIFFICULTY
HIRING.



SOURCE: ROBERT HALF



30%

30% of law firms say their number one priority over the coming year is growth.



40%

40% of larger firms aim to grow through hiring, yet recruitment remains their top challenge.

Traditional Law Firm Hiring



National Association for Law Placement (NALP) 2023 Associate Salary Survey

- Salaries were up the most in firms of 100 or fewer lawyers.
 - In firms under 100 lawyers, the median first-year salary grew from \$120,000 in the 2021 survey to \$155,000 in 2023 (+29.2%).
 - These pay increases cascaded throughout the market at an accelerated pace.
-



Median Base Salaries by Associate Year and Firm Size

(in \$/year unless otherwise noted, as of January 1, 2023)

Associate Year	FIRM SIZE — Number of Lawyers													
	100 or Fewer		101-250		251-500		501-700		701-1,000		1,001+		All Sizes	
	Median	# Rept	Median	# Rept	Median	# Rept	Median	# Rept	Median	# Rept	Median	# Rept	Median	# Rept
First	\$155,000	29	\$160,000	78	\$190,000	64	\$200,000	83	\$200,000	160	\$215,000*	108	\$200,000	522
Second	165,000	27	170,000	74	195,000	67	207,500	87	209,000	162	225,000	94	209,000	511
Third	180,000	27	180,000	71	207,500	66	215,000	86	220,000	168	250,000*	92	220,000	510
Fourth	181,250	24	195,000	69	239,025	64	230,000	85	255,000	164	285,000	99	245,000	505
Fifth	192,500	22	200,000	73	243,325	66	255,000	86	280,000	161	315,000	94	265,000	502
Sixth	193,450	24	210,000	73	245,000	64	265,000	86	290,000	162	355,000	93	280,000	502
Seventh	210,000	24	225,000	68	286,250	64	275,000	95	303,750	160	387,500	90	295,000	501
Eighth	213,950	20	217,775	68	235,000	49	300,000	76	310,000	149	395,000	88	307,500	450

Source: NALP 2023 Associate Salary Survey

BENEFITS & OVERHEAD

- Health Insurance
 - Training
 - Professional Liability Insurance
 - Payroll Taxes
 - Bar Dues & CLE
 - Office Space & Equipment
 - Retirement contributions
 - Subscriptions for legal tools
-



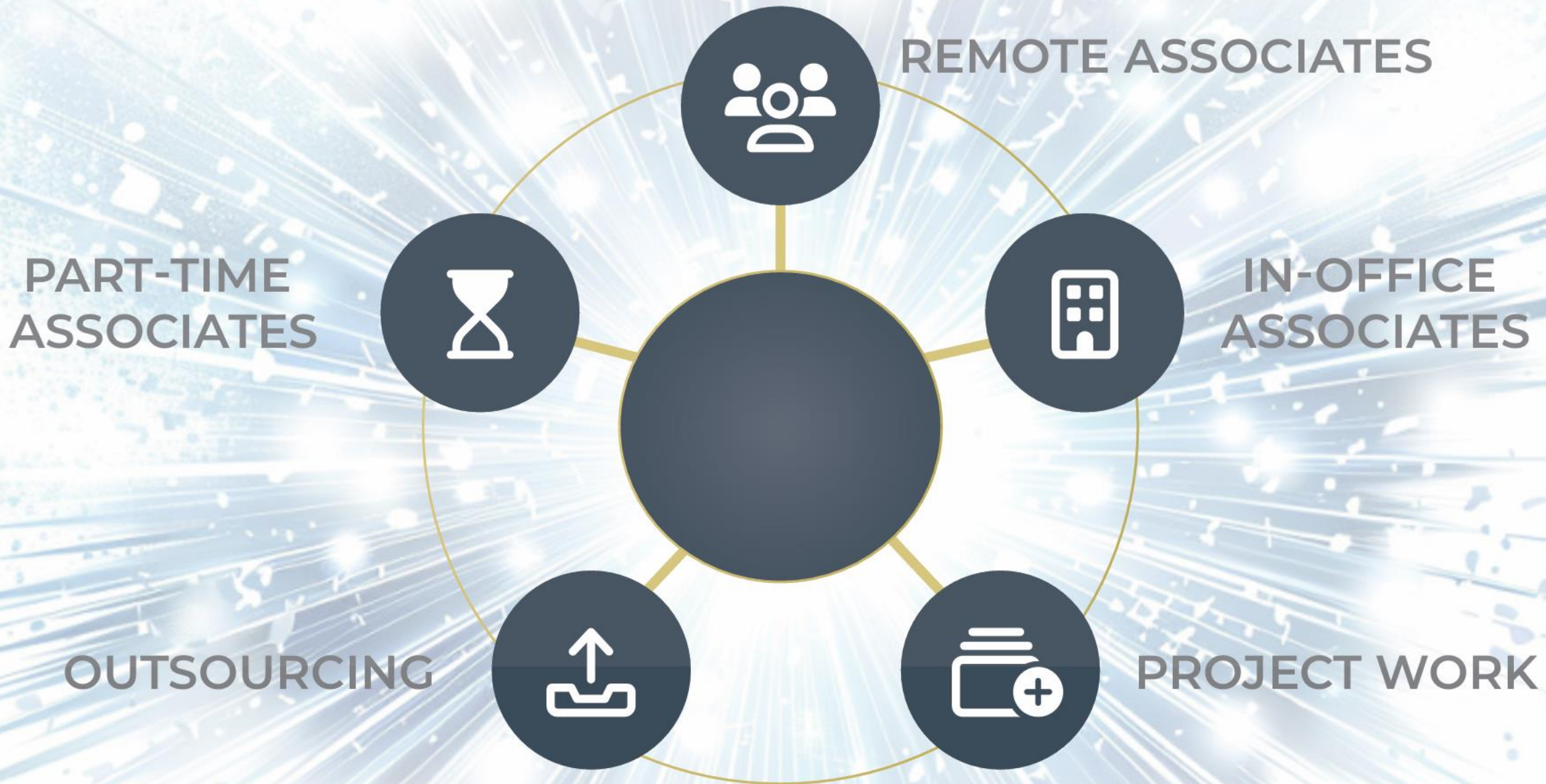


ALL IN COST TO HIRE FIRST YEAR ASSOCIATE –2024

Salary	\$155,000
<u>Benefits (+35%)</u>	<u>+ \$54,250</u>
TOTAL	\$209,250



WHAT IS MODERN LAW FIRM HIRING?



Legal outsourcing has entered the mainstream...

LAW CLERK

axiom

fiverr.



HIRE AN
ESQUIRE


WovenLegal

ATTORNEYS
ON DEMAND

 GET STAFFED UP

 PRIORI

 LawyerExchange

Latitude 
FLEXIBLE LEGAL TALENT

montage
legal group

craigslist

 PER DIEM

REMOTE LAWYERS LLC
LEGAL TALENT WITHOUT BORDERS

 AppearMe

upwork



HOW TO PICK THE BEST HIRING OPTION WITH L A W **C L E R K**

Project
Work

Hourly
Associate

Subscription

PROJECT WORK





← CLOSE



Hello, LAWCLERK ▾

DASHBOARD

APPLICANTS

MY TEAMS

MANAGE CONFLICTS

Post a Project

Need help posting a project?

Project name*

Application period* *(Note you can select an applicant at any time.)*

Project deadline* *(Pacific Time)*

Do you want an initial draft?*

Initial Draft Deadline* *(Pacific Time)*

Project price*

Rebate code *(Rebates will be issued upon completion of this project.)*

1

2



BACK

SAVE AS DRAFT

NEXT

FAQs

LOG OUT

MARKETPLACE
FAQ - Hiring Attorneys

RESOURCES
Ultimate Outsourcing Guide

SUPPORT
Contact Us / Need Help

COMPANY
Partnerships

LAWCLERK is an online marketplace.
LAWCLERK is not a law firm and



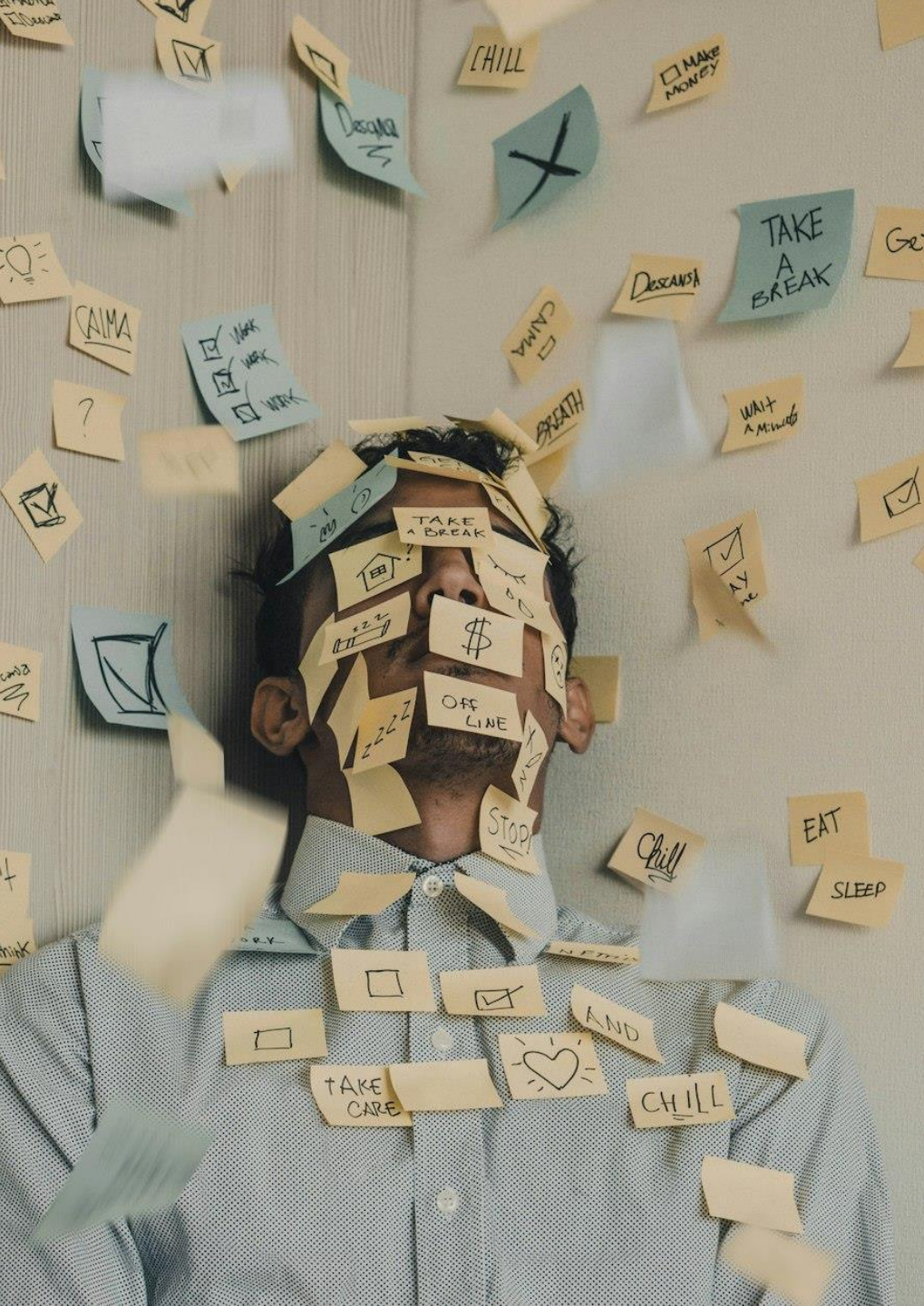
LET'S DO THE MATH ...

- Flat fee to freelancer: \$1,000
- Hours worked 8.5
- Reasonable market rate: \$200
- $8.5 \times \$200 = \$1,700$ billed to client
- Profit = \$700

WHEN TO POST A PROJECT

Your litigation team is busy gearing up for trial and needs help with a few to-dos such as drafting proposed jury instructions, motions in limine, etc.





WHEN TO POST A PROJECT

You have an associate go out on an unexpected medical leave and the partner needs help TODAY to get research for a hearing tomorrow.

LAW CLERK

Where Attorneys Go To Hire Remote Associates & Freelance Lawyers

HIRE BY THE HOUR



HOURLY / SUBSCRIPTION

LAW CLERK

Hire an Hourly Associate

Need help hiring an hourly associate? [?](#)

Title*

Area of Law* *(Note you can select more than one)*

Description* [?](#)

Length of Engagement* [?](#)

Monthly Expectation of Hours* [?](#)

Anticipated maximum hours per week* [?](#)

What level of experience do you need?*

Hourly Rate*

Do you have a time-zone preference?*

Do you prefer the Hourly Associate to be barred in a particular state?*

 YES NO



MIX & MATCH

HOURLY ASSOCIATE

Your IP partner
needs help but
not all the time.





SUBSCRIPTION ASSOCIATE

Your immigration team has a seasonal need to hire an associate but really only needs them about 3-4 months of the year.



CUSTOM
SOLUTIONS

HOW TO GET BUY-IN



ROI = \$1 → \$3

- Four remote associates
- 120 hours per month per associate
- Paid \$100 per hour to LAWCLERK
- Month 1:
 - Billed 479.94 hours
 - Paid LAWCLERK \$47,994
 - Billed at \$300/hr → \$143,982
 - Fast and efficient review of thousands of documents!
 - \$95,988 of profit for the firm in just one month!





ROI ON A REMOTE ASSOCIATE

Paying Hourly Associate \$100/hour

Reasonable market rate \$300/hour

100 hours of work billed to client \$30,000

100 hours paid to associate -\$10,000

Profit to firm = \$20,000!



BENEFITS OF OUTSOURCING

- Low overhead
- Drives profit
- Ultimate flexibility
- Scale up fast
- Deep expertise



DEEP TALENT

20,000+
SUCCESSFUL
PLACEMENTS

12,000+
US BASED
ATTORNEYS

98%+
SATISFACTION RATE



BEST PRACTICES TO INTEGRATE REMOTE ASSOCIATES

- Onboarding schedule
 - Firm email address / Slack
 - “Welcome” Zoom with the practice group
 - Intro to legal assistant
 - Website photo
-



BEST PRACTICES TO INTEGRATE REMOTE ASSOCIATES

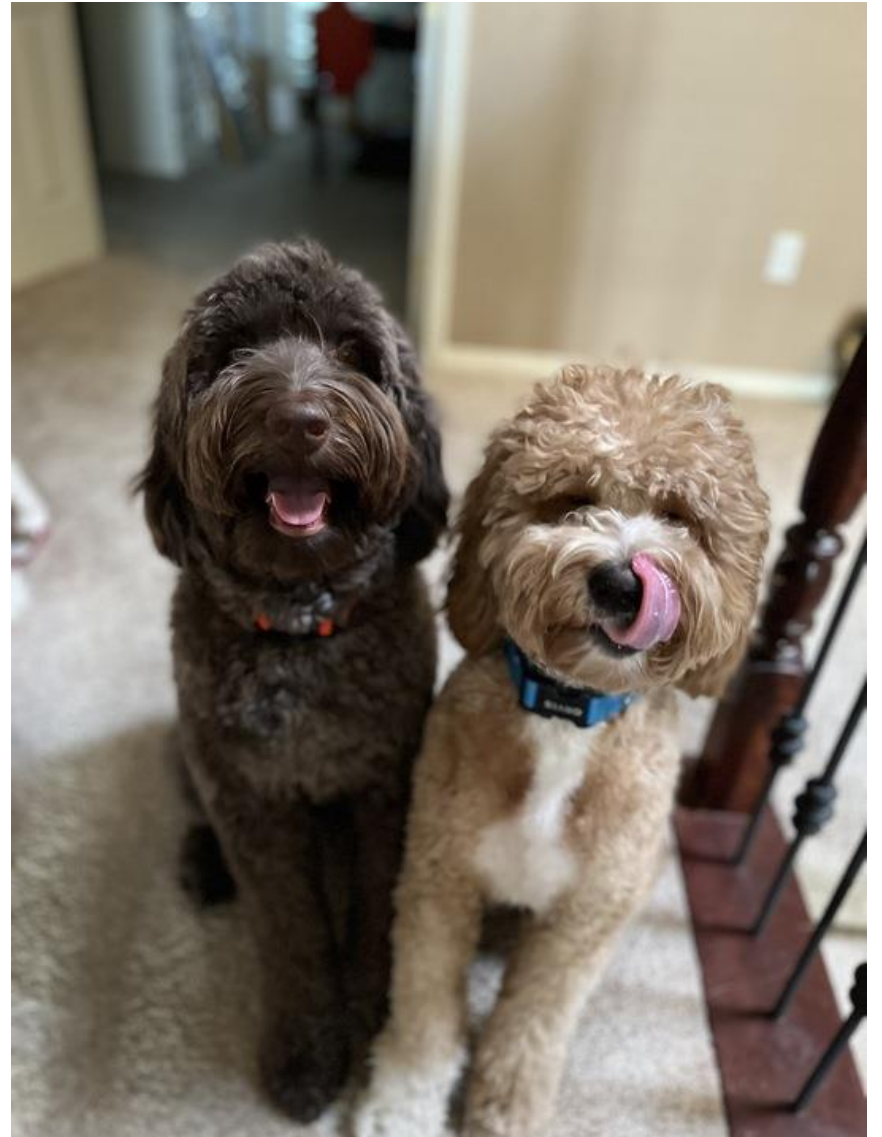
- Provide templates / document library
- Memo with work requirements
- Be responsive
- Alternate contact person
- Avoid rush jobs



FAQS

- Conflicts
- Payments
- Insurance
- Ethics
- More info at www.lawclerk.legal!

**OK, OK, OK...
I'LL SHOW YOU A
PICTURE OF MY
DOGS!**





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