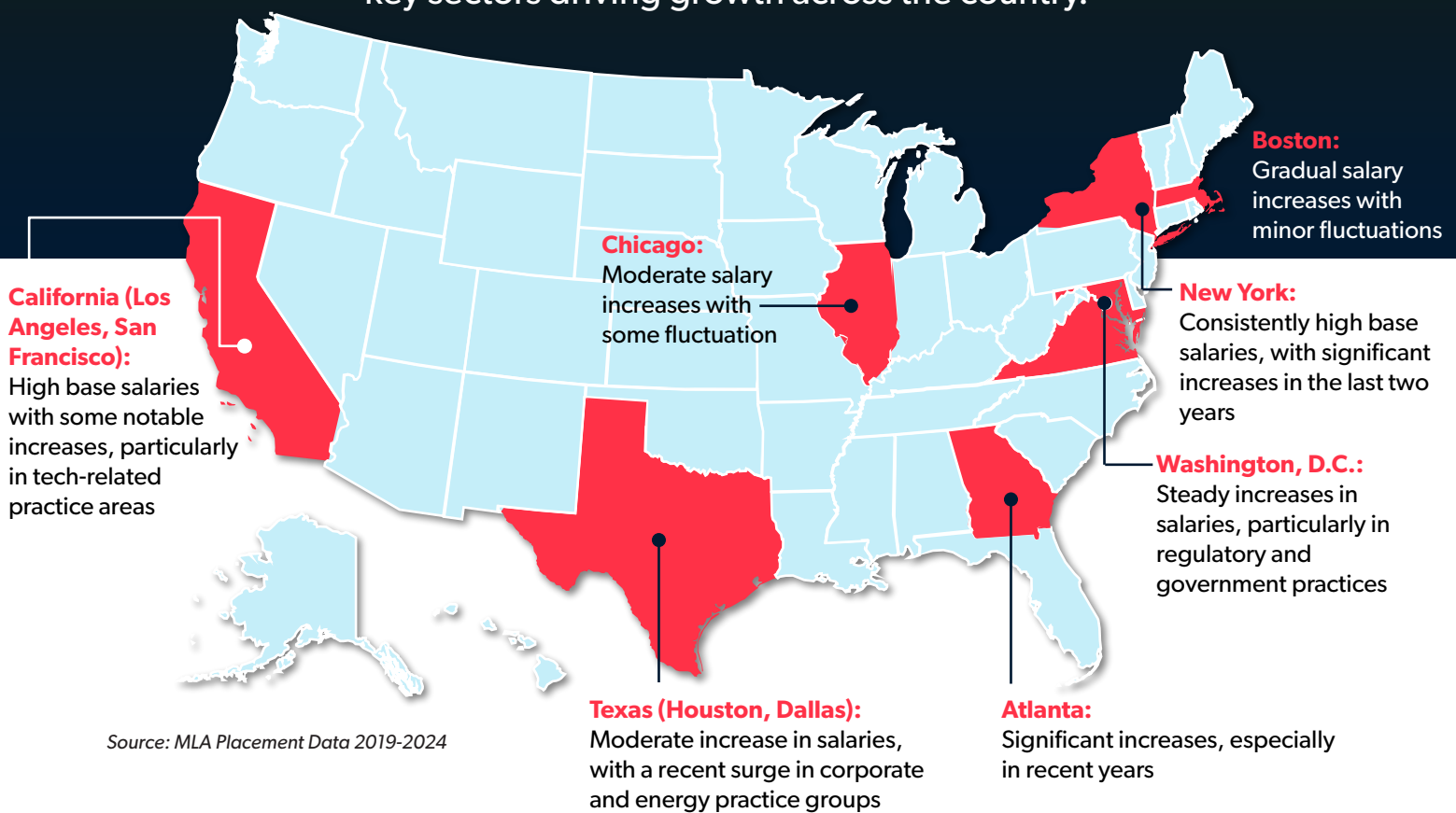


Associate Regional Practice Trends:

MLA Placement Data indicates there has been growth in base salaries across several U.S. markets. And the trend is projected to continue in these markets in 2025, with key sectors driving growth across the country.



Hot Markets:

NEW YORK

Insight: Average total compensation (base and bonus) has increased by nearly \$100,000 over five years, reflecting the high demand for Associates in corporate, finance, and litigation. In 2019, average total compensation across all class years sat at \$330k and \$425k in 2024.

SAN FRANCISCO

Insight: San Francisco's legal market, particularly in tech and IP groups, has seen robust salary growth over the past few years. However, a slight dip in 2024 may indicate some market adjustment or shifts in demand for certain practice areas.

WASHINGTON, D.C.

Insight: The legal market in Washington D.C. has experienced strong salary growth, especially in regulatory and government practices. A fluctuation in 2023 suggests a temporary market correction and changes in hiring trends.

LOS ANGELES

Insight: Los Angeles has seen a significant rise in base salaries alone, particularly in corporate and entertainment. The sharp increase in 2024 highlights the growing competitiveness of the market.

CHICAGO

Insight: Chicago's legal market has shown steady salary growth, with notable increases in corporate and litigation. The fluctuations we have seen suggest varied demand across different practice areas impacted by market conditions.

BOSTON

Insight: Boston's legal market has seen consistent salary growth, particularly in IP and corporate. The minor fluctuations point to overall market stability.

ATLANTA

Insight: Atlanta's legal market has become increasingly competitive, with substantial salary hikes in corporate and real estate. The recent surge in salaries reflects the market's growing prominence.

2025 Outlook

Investment will continue in major markets such as New York, London, Washington D.C., Northern California, and Texas. Additionally, firms have increased investment in Chicago, Miami, and Boston.

Source: Citi PB-Hildebrandt Client Advisory 2025