

LAW FIRMS IN FRANCE SALARY SURVEY
(Associate 1 to 6 years qualified¹)

French Law Firms - Corporate M&A²

	Small (<20 fee earners) €	Mid-Sized (20-35 fee earners) €	Large (>35 fee earners)/De premier plan €	Average €
1 year	45,000-50,000	55,000-60,000	65,000	56,500
2 years	55,000	60,000-65,000	72,000-80,000	63,500
3 years	62,500-65,000	68,000-72,000	85,000	72,800
4 years	70,000-75,000	75,000-80,000	96,000-100,000	83,000
5 years	80,000	85,000	115,000-130,000	95,000
6 years	85,000-90,000	95,000-110,000	130,000-150,000	110,000

UK Law Firms - Corporate M&A²

	Mid-Sized/Large Firms €	Top UK/Magic Circle €	Average €
1 year	55,000-60,000	65,000	61,250
2 years	65,000	75,000	70,000
3 years	70,000-80,000	85,000-90,000	80,000
4 years	90,000	100,000-110,000	97,500
5 years	100,000-120,000	120,000-130,000	117,500
6 years	130,000	140,000	135,000

US Law Firms - Corporate M&A²

	Regular €	Top US €	Average €
1 year	70,000	75,000-80,000	73,500
2 years	75,000-80,000	80,000-90,000	83,500
3 years	85,000	90,000-100,000	90,000
4 years	95,000	110,000-120,000	105,000
5 years	105,000-125,000	130,000-140,000	125,000
6 years	140,000	160,000	150,000

¹ Partners annual gross salaries tend to be 30-35% of the billed and recovered turnover

² Salaries within other disciplines (eg employment, litigation, IP/IT) tend to be between 5-15% less than those within Corporate M&A