2019 Salary Survey

Survey Contact
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Executive Summary

Women in eDiscovery (WiE) is a 501(c)(6) non-profit organization that provides educational opportunities regarding technology in the legal industry to its members. The organization offers networking and leadership avenues, promotes personal and professional growth of women, and donates mentoring and charitable contributions to its communities. WiE is comprised of professionals within the legal and technology industries that include attorneys, paralegals, litigation support, forensics, legal IT staff, court reporters, project managers, consultants, recruiters and service providers. Since its inception in 2007, Women in eDiscovery has grown globally with thousands of members and 31 chapters.

Survey Purpose

Women in eDiscovery (WiE) conducted a 2019 Salary Survey between September 17th and September 27th, 2019, and received 400+ responses from men and women internationally in the eDiscovery industry. Of those responses, 93% respondents identified as women, and the graphs and information depicted in this report are specific to the 93% who identified as women. The intention is to provide insight into experience, titles, compensation, and benefits specific to women in the eDiscovery industry.

Knowledge is power. This report intends to provide insight on what skills, certificates, and experience women may need to advance their eDiscovery careers. It also identifies current trends, compensation, and the like, specific to women, which will assist hiring managers to make more informed decisions. WiE intends on releasing the survey annually, allowing for comparative analyses over the years.

Thank you to everyone who took the time to respond to the survey. This wouldn’t be possible without your continued support.

Thank you!
Survey Respondent Demographics

Average Number of Years of eDiscovery Experience
Respondents’ eDiscovery experience ranged from 0 to 33 years.

Type of Organization Respondents Are Currently Employed
84% of respondents work primarily in-office vs. remotely.

For the 16% of respondents who answered that they work primarily remotely, California, Arizona, and Texas were the 3 states with the most remote workers.

Location of workers (U.S.) who primarily work remotely

Other locations with remote workers (not pictured above) are Ontario, Canada, and the United Kingdom.
Compensation: Salary & Bonuses

Annualized Pay Excluding Overtime and Bonuses

Percentages of Annual Bonus as Compensation

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Compensation: Years of Experience

Annualized Compensation Based on Years of Experience

![Graph showing the relationship between years of experience and annualized compensation.](image-url)
Top Tasks by Job Title

The following chart ranks the top tasks performed by job title, in terms of the greatest percentage of time spent on each task. Job titles were normalized so that the related data could be aggregated and displayed.

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<th>Job Title</th>
<th>Top Tasks</th>
<th>Job Title</th>
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Tasks Across Job Titles

- Business Reporting: 14%
- Managing Direct Reports: 14%
- Client/Relationship Management: 16%
- Product/Tool Development: 9%
- Project Management: 12%
- Consultation: 7%
- Technical Execution: 7%
- Training and Development: 5%
- Sales/Sales Support: 9%

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The Top 3 Industry Certifications

Review Platform Certifications were consistently the top certifications held across job titles with the exceptions of Law Clerks and Paralegal/Legal Assistants. Paralegal Certifications were the top certification. There was no top certification among Account Executives and Coordinators.

1. Review Platform Certifications
   - 19% of respondents hold one of these certifications

2. Paralegal Certifications
   - 19% of respondents hold one of these certifications

3. ACEDS
   - 12% of respondents hold this certification

5% of respondents hold a Project Management Certification, yet it was the top task performed across all job titles.