



WOMEN IN eDISCOVERY™  
— WOMEN EMPOWERING WOMEN —

# 2019 Salary Survey

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**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!



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# Survey Respondent Demographics



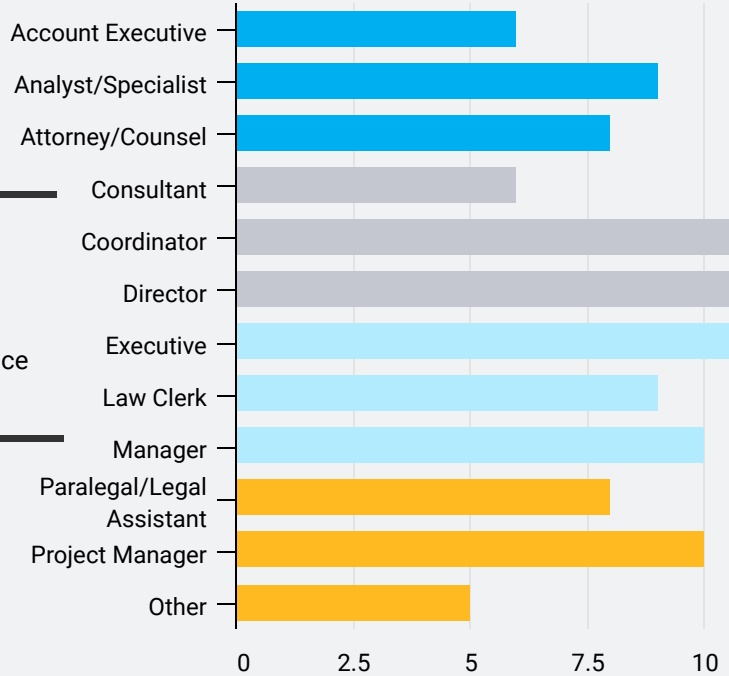
Experience

9

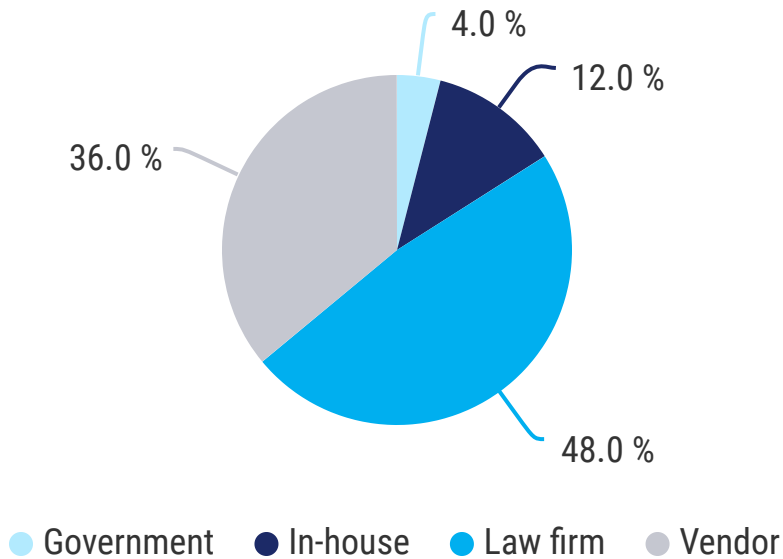
Average Number of Years of eDiscovery Experience

Respondents' eDiscovery experience ranged from 0 to 33 years.

## Average Years of Experience by Title



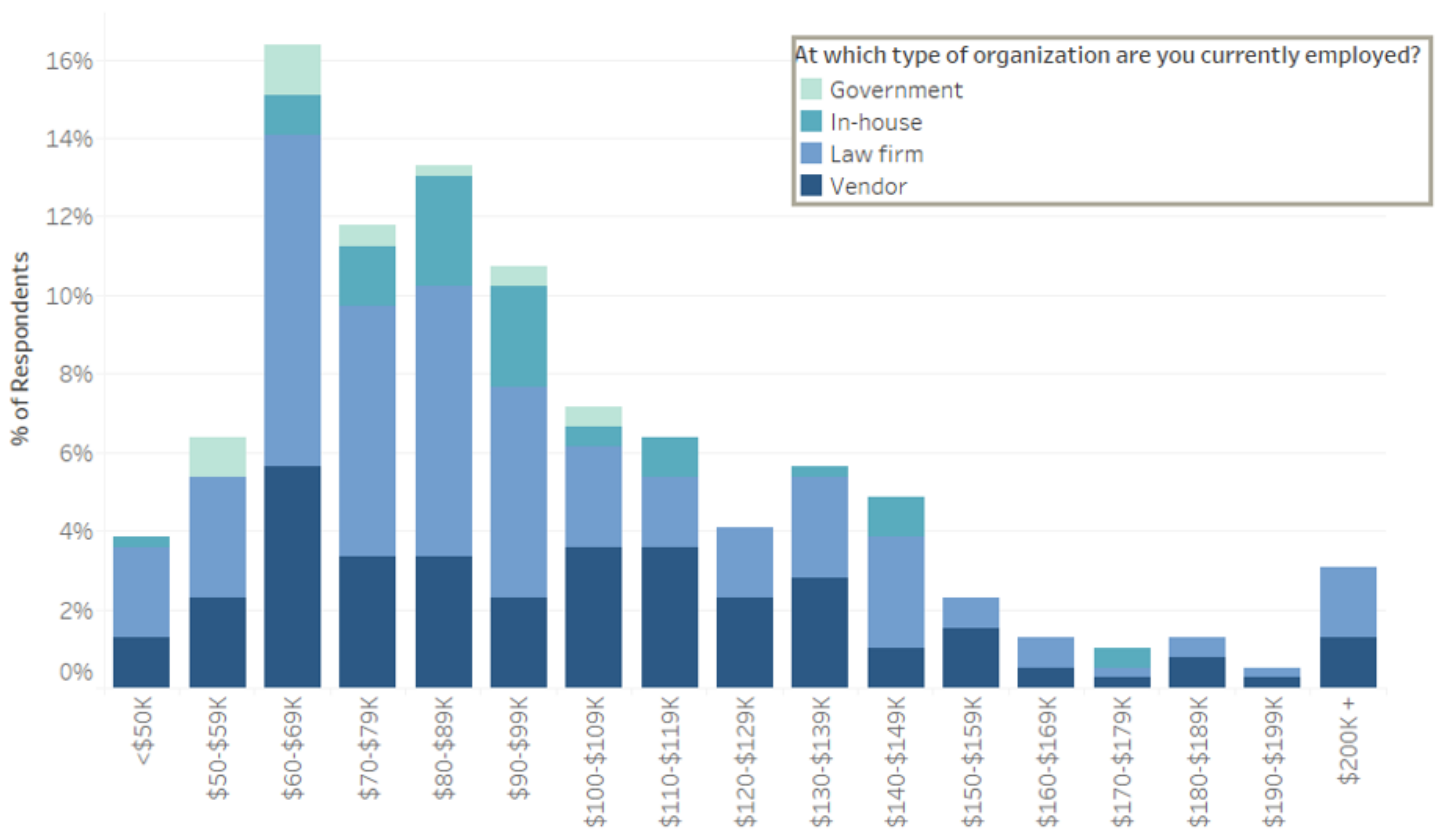
## Type of Organization Respondents Are Currently Employed



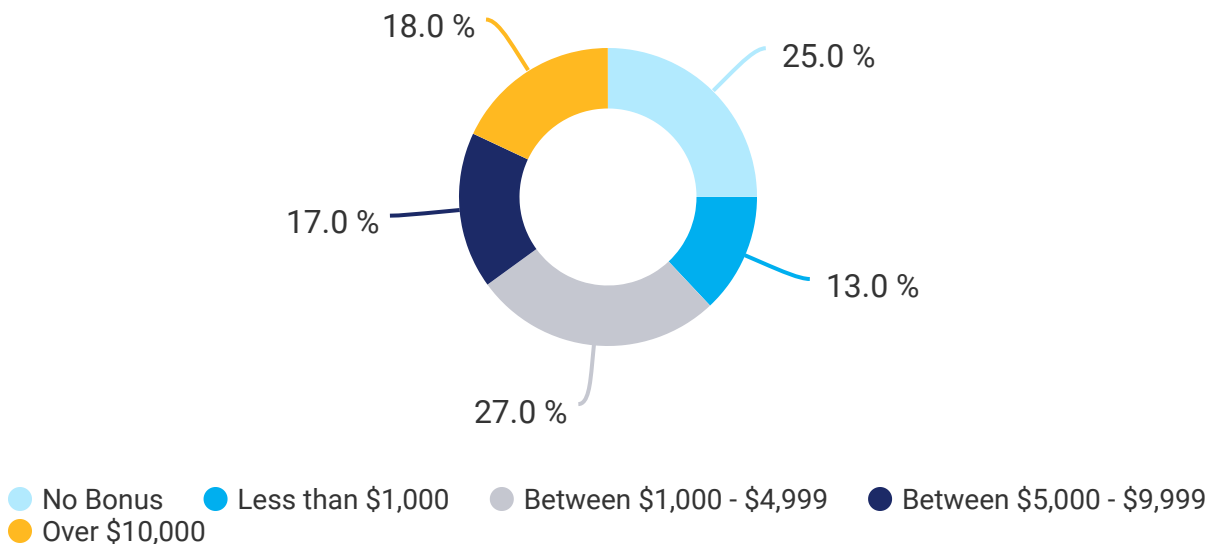


# Compensation: Salary & Bonuses

## Annualized Pay Excluding Overtime and Bonuses

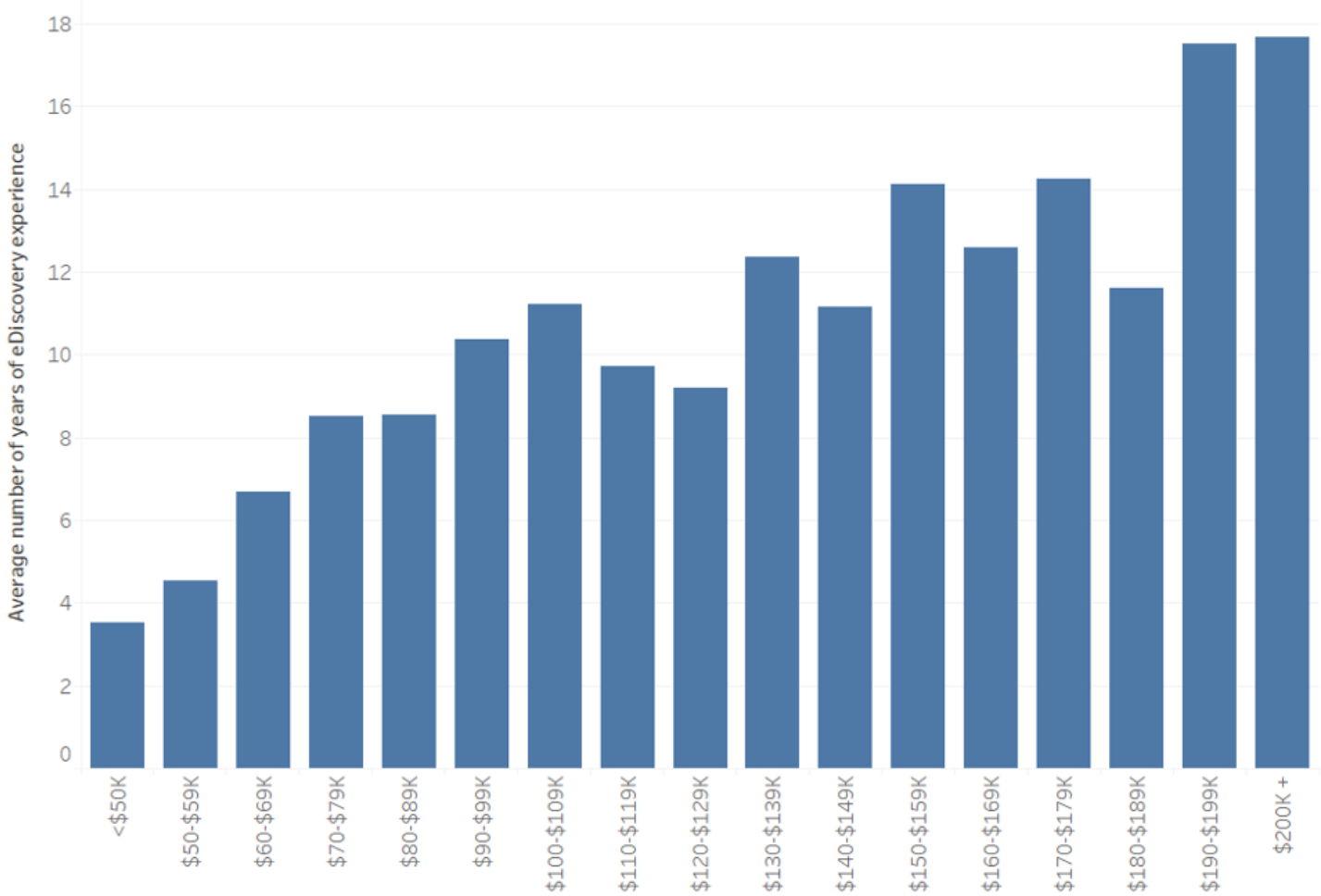


## Percentages of Annual Bonus as Compensation



# Compensation: Years of Experience

## Annualized Compensation Based on Years of Experience

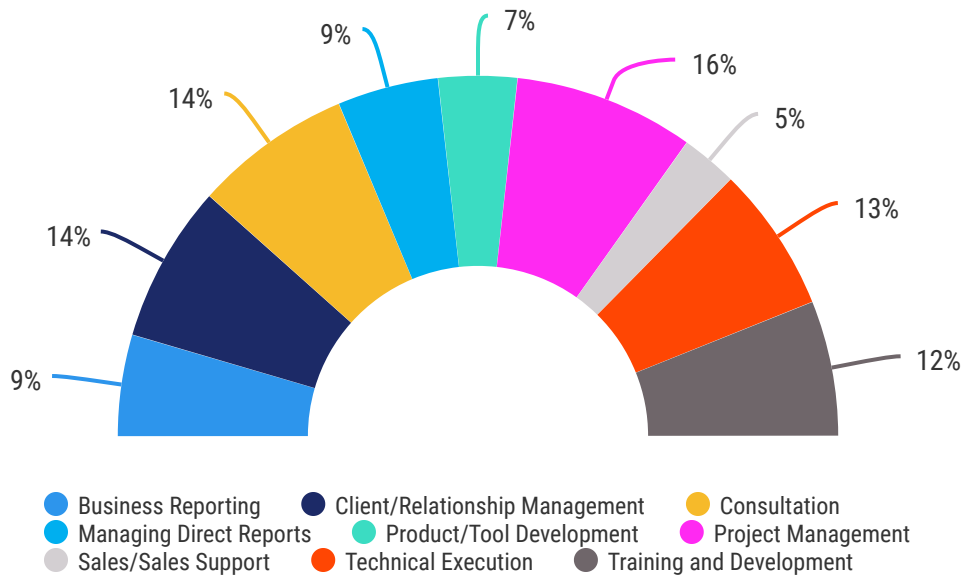


# Top Tasks by Job Title

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.

Job Title	Top Tasks	Job Title	Top Tasks
Account Executive	1. Sales/Sales Support 2. Client/Relationship Management	Executive	1. Client/Relationship Management 2. Business Reporting
Analyst/Specialist	1. Technical Execution 2. Project Management	Law Clerk	1. Technical Execution 2. Project Management
Attorney/Counsel	1. Project Management 2. Client/Relationship Management	Manager	1. Project Management 2. Managing Direct Reports
Consultant	1. Consultation 2. Client/Relationship Management	Other	1. Consultation 2. Project Management
Coordinator	1. Project Management 2. Consultation and Technical Execution (tie)	Paralegal/Legal Assistant	1. Project Management 2. Client/Relationship Management
Director	1. Client/Relationship Management 2. Business Reporting	Project Manager	1. Project Management 2. Consultation

## Tasks Across Job Titles



# 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**.

01 **Review Platform Certifications**

19% of respondents hold one of these certifications

02 **Paralegal Certifications**

19% of respondents hold one of these certifications

03 **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.