

US Law Firm ESI Salary Averages by Region

(rates of hire, not rates of existing market comp)

	East	West	Midwest
Technician (entry level)	55K-75K + OT	55K-75K + OT	55K – 75K + OT
Analyst (2-3 years)	100K-120K + OT	100K-130K + OT	100K-115K + OT
Specialist (3-5 years)	120K-140K + OT	120K-150K + OT	90K - 130K + OT
PM/Coordinator (4-7 years)	110K-150K + OT or 125-185K + bonus	110K-150K + OT or 135-185K + bonus	100K-130K + OT or 110K-160K + bonus
Consultant/Sr PM (7-10 years)	165K-195K + bonus	175K-195K + bonus	160K-195K + bonus
Director/Manager (10+ years)	250K-325K + bonus	250K-325K + bonus	250K-300K + bonus



US Service Provider ESI Salary Averages

(rates of hire, not rates of existing market comp)

Role	Base (total comp)
Technician (entry level)	55K (55-75K)
Analyst (proc/prod) (2-3 years)	85K-110K (85K-125K)
Specialist/Sr Analyst (3-5 years)	120K-135K (125K-150K)
Coordinator (Assoc) (2-4 years)	65K-100K (70K-110K)
Project Manager (Senior Assoc) (4-8 years)	100K-135K (110K-155K)
Sr PM/Team Lead (7-10+ years)	125K-175K (140K-200K)
Review Manager	80K-125K (90K-160K)

Role	Base (total comp)
Client Services (Manager)	150K-200K (165K-240K)
Client Services (Director)	165K-225K (180K-275K)
Analytics Overlay	165K-225K (175K-265K)
VP, Divisional Lead	225K-350K (285K-575K)
ESI Sales (10+ years)	125K-275K (150K-500K+ & equity)
Information Governance Manager/Director	110K-150K (125K-175K)

