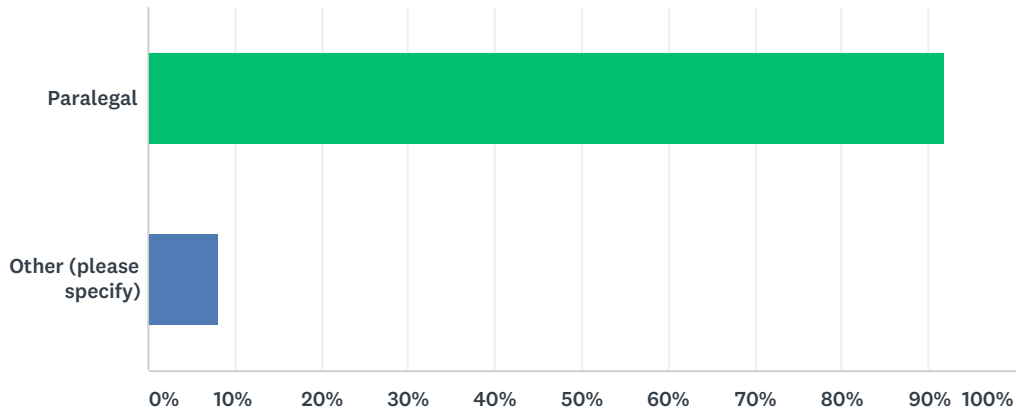


Q1 What is your job title?

Answered: 122 Skipped: 0

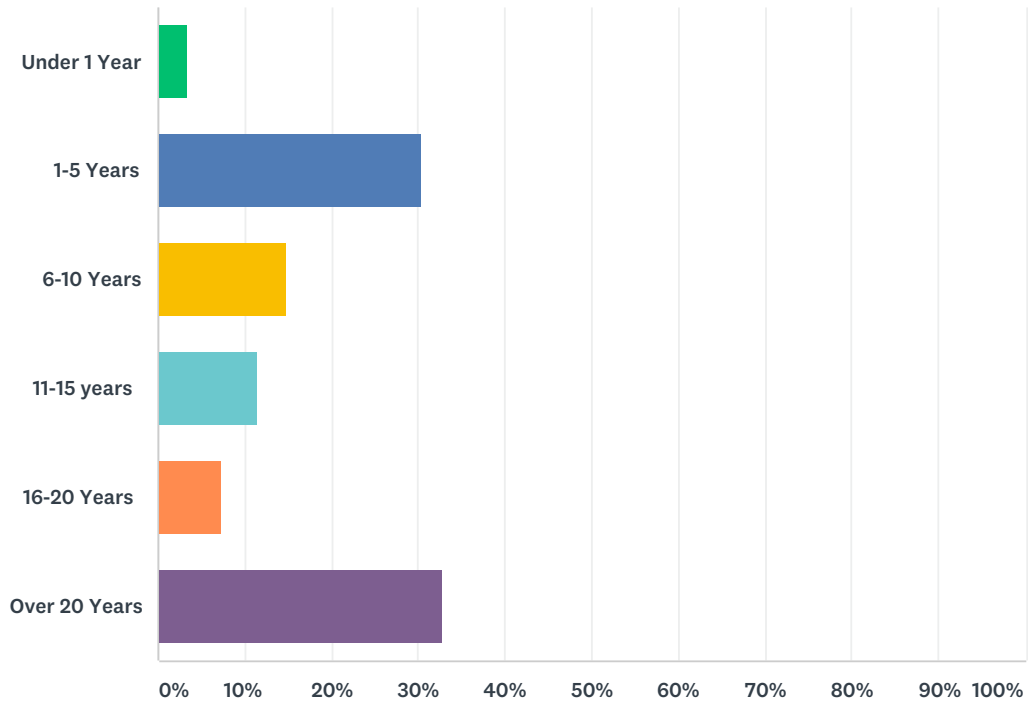


ANSWER CHOICES	RESPONSES	
Paralegal	91.80%	112
Other (please specify)	8.20%	10
TOTAL		122

#	OTHER (PLEASE SPECIFY)	DATE
1	Senior Appellate Assistant	7/20/2017 9:35 AM
2	Paralegal and Office Manager	7/19/2017 4:07 PM
3	Criminal Analyst	7/19/2017 3:37 PM
4	Regulatory Affairs & Labels Manager	6/23/2017 12:02 PM
5	Compliance Specialist	6/21/2017 4:00 PM
6	Manager, Legal & Compliance	6/21/2017 1:52 PM
7	Legal Administrative Assistant	6/21/2017 12:15 PM
8	Investigation Paralegal	6/21/2017 11:30 AM
9	Legal Assistant	6/21/2017 11:12 AM
10	Legal Secretary	6/21/2017 10:59 AM

Q2 How long have you held this job title?

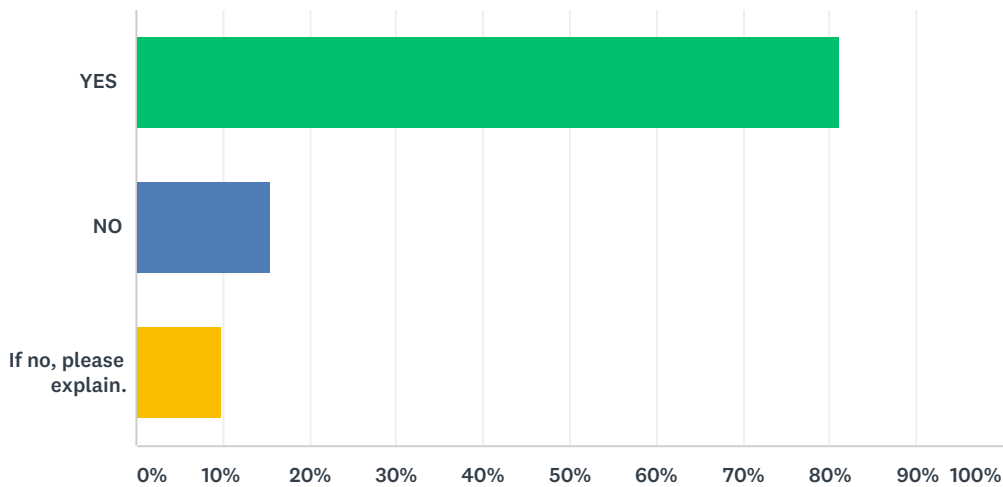
Answered: 122 Skipped: 0



ANSWER CHOICES	RESPONSES
Under 1 Year	3.28% 4
1-5 Years	30.33% 37
6-10 Years	14.75% 18
11-15 years	11.48% 14
16-20 Years	7.38% 9
Over 20 Years	32.79% 40
TOTAL	122

Q3 More than 10 years ago, the term "Legal Assistant" became synonymous with Legal Secretary and Paralegals became exclusively referred to as "Paralegals," both nationally and in Utah. Does your employer recognize the difference between Legal Assistants and Paralegals?

Answered: 122 Skipped: 0



ANSWER CHOICES	RESPONSES
YES	81.15% 99
NO	15.57% 19
If no, please explain.	9.84% 12
Total Respondents: 122	

#	IF NO, PLEASE EXPLAIN.	DATE
1	The attitude from some attorneys and legal administrators is that they do the same things and really don't distinguish paralegals from secretary/legal admins.	8/2/2017 4:50 PM
2	Paralegals are also referred to as Legal Assistants, Secretaries are not	7/20/2017 9:40 AM
3	They do not acknowledge the skills and knowledge, including the education and certificate, which I have earned. They are attorneys and no one is as good as them, no matter their education or experience.	7/20/2017 8:45 AM
4	The terms is often bounced around with how I am described with opposing counsel and co-counsel. Sometimes I am an assistant and sometimes I am referred to as a paralegal.	7/19/2017 4:07 PM
5	he doesn't have a clue still whta the difference is... time for the Utah Bar Paralegal Division to create a difference	7/9/2017 12:42 AM
6	Unsure, but I think many employers don't understand the difference.	6/27/2017 1:53 PM
7	We call paralegals paralegals and secretaries secretaries -- no legal assistants.	6/21/2017 12:08 PM
8	Firm recognizes it. Attorneys are not quite there.	6/21/2017 11:22 AM
9	The secretaries in my office are now referred as Legal Asst.	6/21/2017 11:07 AM
10	I don't know	6/21/2017 11:02 AM

2017 Paralegal Salary and Office Survey

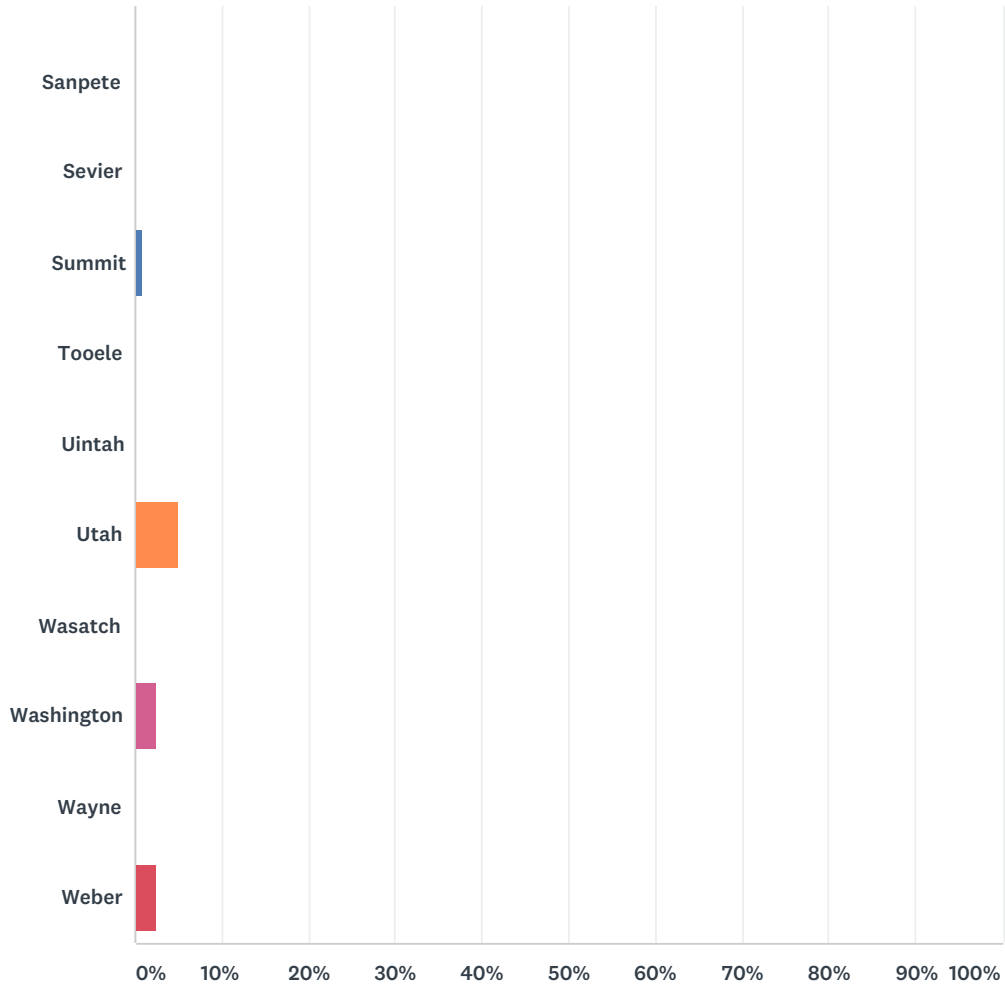
11	Anyone new hired is hired as paralegal but anyone older is still referred to as Legal Secretary	6/21/2017 10:59 AM
12	"Legal Assistants" is not used in my office at all. There are either "Paralegals" or "Legal Secretaries." Sometimes the term "Legal Assistants" is used to group together every non-lawyer in the office (i.e.: Paralegals, Legal Secretaries, Receptionists, File Clerks, Data Entry Clerks, etc.)	6/21/2017 10:52 AM

Q4 In which county are you employed?

Answered: 122 Skipped: 0



2017 Paralegal Salary and Office Survey



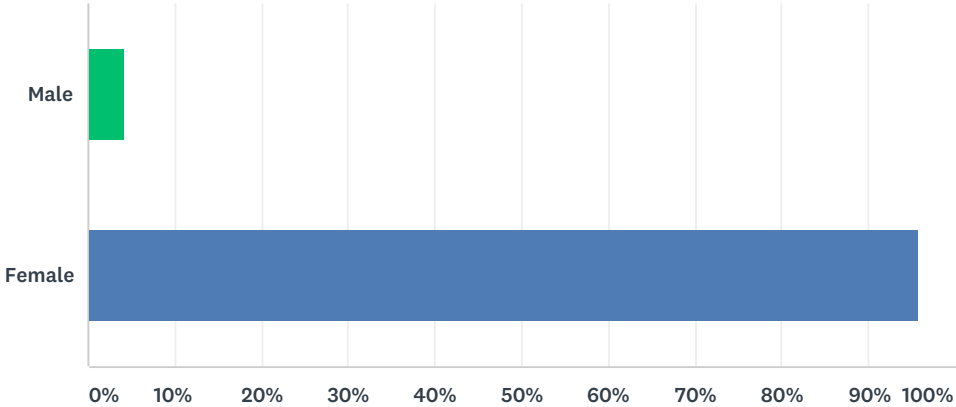
ANSWER CHOICES	RESPONSES	
Beaver	0.00%	0
Box Elder	0.00%	0
Cache	0.82%	1
Carbon	0.00%	0
Daggett	0.00%	0
Davis	1.64%	2
Duchesne	0.00%	0
Emery	0.00%	0
Garfield	0.00%	0
Grand	1.64%	2
Iron	0.00%	0
Juab	0.00%	0
Kane	0.00%	0
Millard	0.00%	0

2017 Paralegal Salary and Office Survey

Morgan	0.00%	0
Piute	0.00%	0
Rich	0.00%	0
Salt Lake	85.25%	104
San Juan	0.00%	0
Sanpete	0.00%	0
Sevier	0.00%	0
Summit	0.82%	1
Tooele	0.00%	0
Uintah	0.00%	0
Utah	4.92%	6
Wasatch	0.00%	0
Washington	2.46%	3
Wayne	0.00%	0
Weber	2.46%	3
TOTAL		122

Q5 What is your gender?

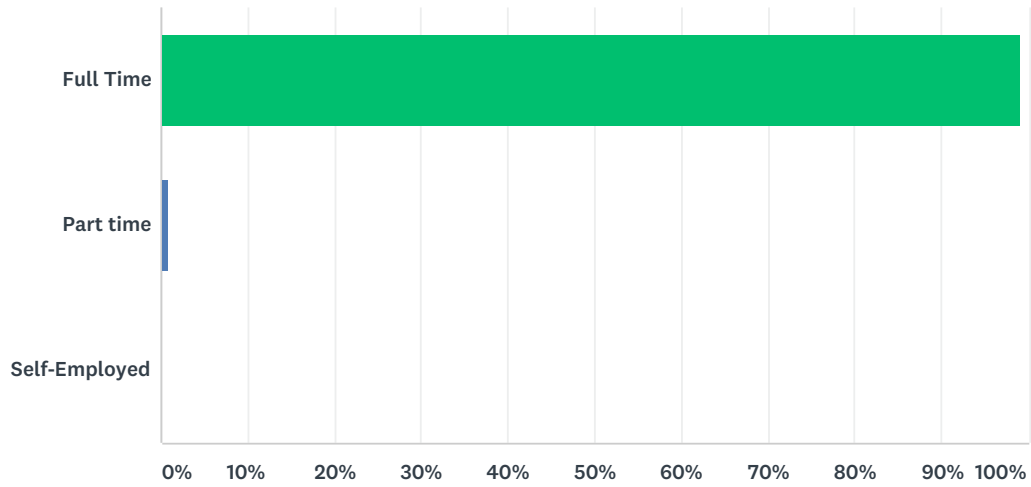
Answered: 122 Skipped: 0



ANSWER CHOICES	RESPONSES	
Male	4.10%	5
Female	95.90%	117
TOTAL		122

Q6 What is your employment status?

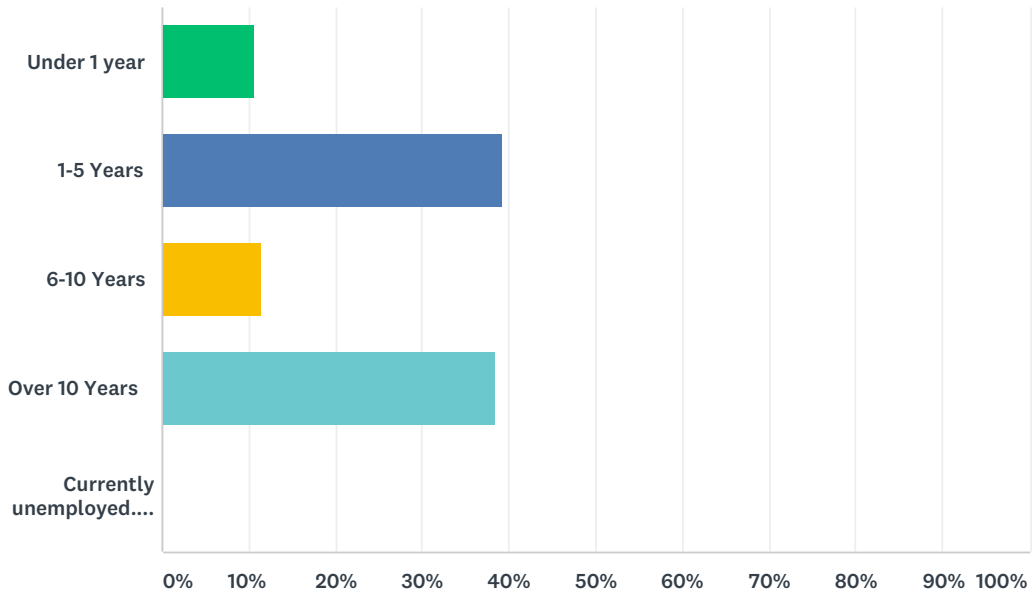
Answered: 122 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full Time	99.18%	121
Part time	0.82%	1
Self-Employed	0.00%	0
TOTAL		122

Q7 How long have you been with your current employer?

Answered: 122 Skipped: 0

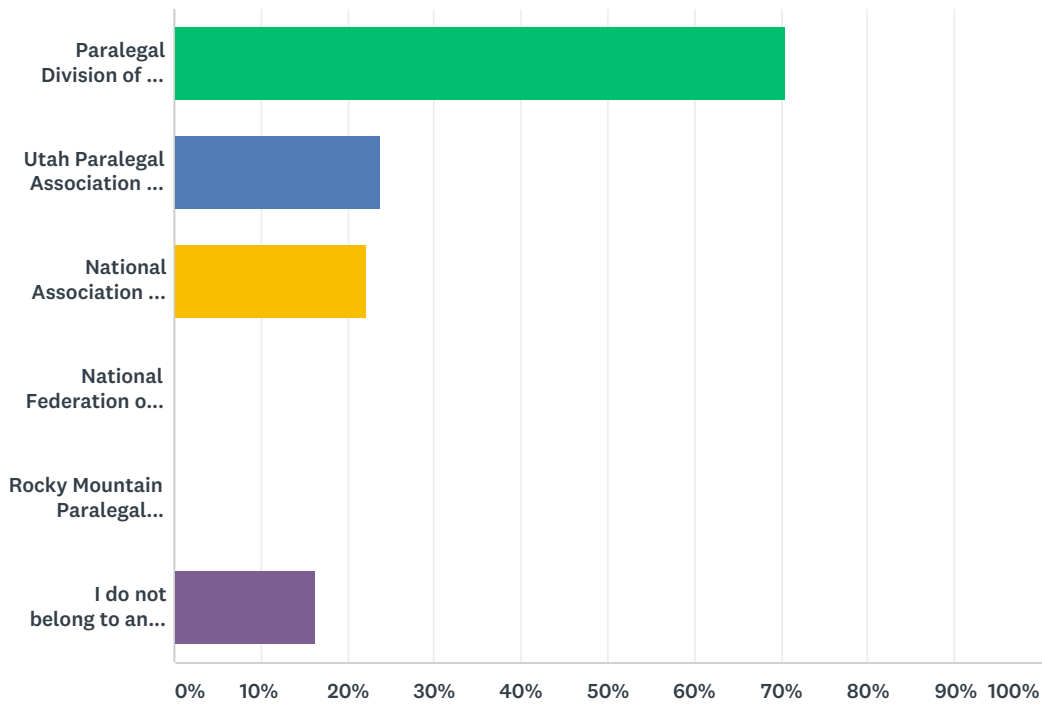


ANSWER CHOICES	RESPONSES	
Under 1 year	10.66%	13
1-5 Years	39.34%	48
6-10 Years	11.48%	14
Over 10 Years	38.52%	47
Currently unemployed. Please provide most recent employment.	0.00%	0
TOTAL		122

#	CURRENTLY UNEMPLOYED. PLEASE PROVIDE MOST RECENT EMPLOYMENT.	DATE
	There are no responses.	

Q8 Are you a member of any of the following organizations? Please Check all that apply.

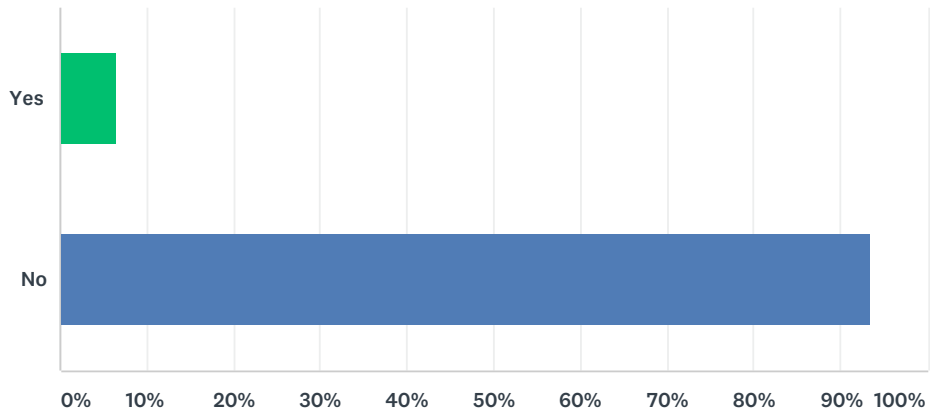
Answered: 122 Skipped: 0



ANSWER CHOICES	RESPONSES	
Paralegal Division of the Utah State Bar	70.49%	86
Utah Paralegal Association / Legal Assistants Association of Utah	23.77%	29
National Association of Legal Assistants	22.13%	27
National Federation of Paralegal Associations	0.00%	0
Rocky Mountain Paralegal Association	0.00%	0
I do not belong to any organizations	16.39%	20
Total Respondents: 122		

Q9 Does your employer require you to have passed a voluntary national certification exam prior to being hired as a paralegal for advancing in your position?

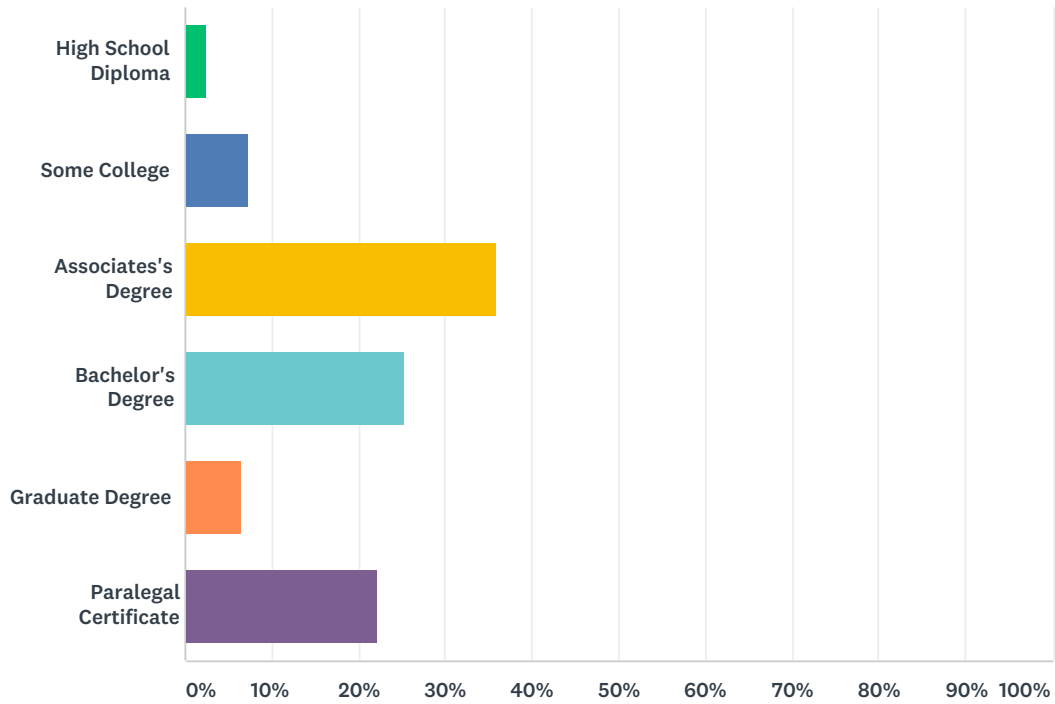
Answered: 122 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	6.56%	8
No	93.44%	114
TOTAL		122

Q10 What is your education level?

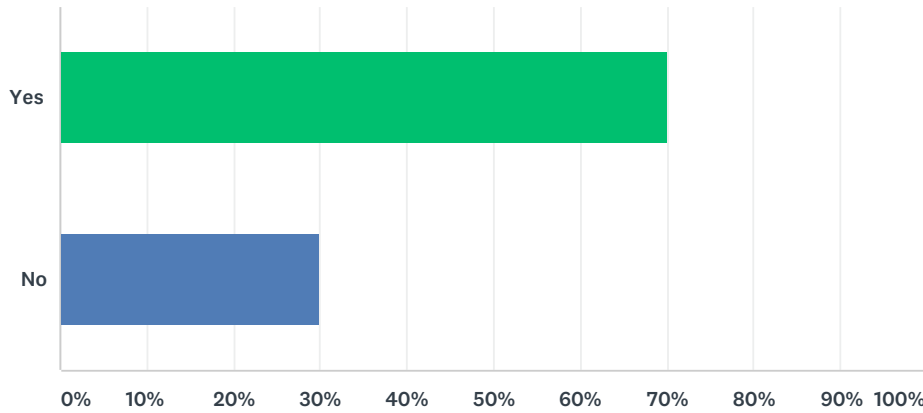
Answered: 122 Skipped: 0



ANSWER CHOICES	RESPONSES	
High School Diploma	2.46%	3
Some College	7.38%	9
Associates's Degree	36.07%	44
Bachelor's Degree	25.41%	31
Graduate Degree	6.56%	8
Paralegal Certificate	22.13%	27
TOTAL		122

Q11 If you have a degree or certificate in Paralegal Studies, is it from an ABA approved program?

Answered: 114 Skipped: 8



ANSWER CHOICES	RESPONSES	
Yes	70.18%	80
No	29.82%	34
TOTAL		114

Q12 What year did you receive your degree or paralegal certificate?

Answered: 122 Skipped: 0

#	RESPONSES	DATE
1	1989	8/21/2017 2:35 PM
2	1995	8/3/2017 8:12 AM
3	1994	8/2/2017 4:50 PM
4	2013	7/30/2017 10:43 AM
5	1988	7/27/2017 1:37 PM
6	1993	7/26/2017 3:33 PM
7	2001	7/21/2017 11:00 AM
8	1995	7/21/2017 9:07 AM
9	2016	7/20/2017 1:49 PM
10	1994	7/20/2017 11:16 AM
11	2009	7/20/2017 10:00 AM
12	1992	7/20/2017 9:40 AM
13	2010	7/20/2017 9:35 AM
14	2014	7/20/2017 9:08 AM
15	2008	7/20/2017 9:02 AM
16	2010	7/20/2017 8:45 AM
17	1994	7/20/2017 8:43 AM
18	2009	7/19/2017 6:10 PM
19	n/a	7/19/2017 5:28 PM
20	2000	7/19/2017 4:41 PM
21	1992	7/19/2017 4:16 PM
22	2013	7/19/2017 4:07 PM
23	1993	7/19/2017 3:47 PM
24	2012	7/19/2017 3:44 PM
25	2000	7/19/2017 3:43 PM
26	2014	7/19/2017 3:42 PM
27	2008	7/19/2017 3:40 PM
28	1995	7/19/2017 3:38 PM
29	1989	7/19/2017 3:38 PM
30	1995	7/19/2017 3:37 PM
31	2015	7/19/2017 3:36 PM
32	1992	7/19/2017 3:36 PM
33	1996	7/19/2017 3:36 PM
34	1992	7/19/2017 3:35 PM
35	2012	7/19/2017 3:34 PM

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36	n/a	7/19/2017 3:34 PM
37	2006	7/13/2017 8:03 AM
38	1990	7/11/2017 4:09 PM
39	1997	7/9/2017 12:42 AM
40	1990 or 1991	7/6/2017 2:41 PM
41	2007	7/6/2017 11:29 AM
42	Do not have a degree	6/30/2017 11:13 AM
43	2002	6/29/2017 1:36 PM
44	1993	6/28/2017 4:38 PM
45	2011	6/28/2017 2:28 PM
46	2014	6/28/2017 8:56 AM
47	1986	6/27/2017 3:05 PM
48	2011	6/27/2017 1:53 PM
49	1994	6/27/2017 10:27 AM
50	1997	6/26/2017 3:23 PM
51	2014	6/23/2017 12:02 PM
52	2010	6/23/2017 11:07 AM
53	1993	6/23/2017 9:14 AM
54	2006	6/23/2017 8:41 AM
55	2015	6/22/2017 6:30 PM
56	1989	6/22/2017 3:55 PM
57	2011	6/22/2017 12:32 PM
58	2016	6/22/2017 10:51 AM
59	1975	6/22/2017 10:04 AM
60	1992	6/22/2017 9:18 AM
61	2012	6/22/2017 9:11 AM
62	2012	6/22/2017 8:42 AM
63	2009	6/21/2017 5:58 PM
64	1982	6/21/2017 4:47 PM
65	1990	6/21/2017 4:28 PM
66	2010	6/21/2017 4:00 PM
67	2012	6/21/2017 3:47 PM
68	2001	6/21/2017 3:40 PM
69	1994	6/21/2017 2:57 PM
70	2002	6/21/2017 2:50 PM
71	B. S. Degree 1979	6/21/2017 2:43 PM
72	Certificate- 2010, Bachelors- 2014	6/21/2017 2:25 PM
73	2006	6/21/2017 2:11 PM
74	1989	6/21/2017 1:55 PM
75	2013	6/21/2017 1:53 PM
76	2008/2009	6/21/2017 1:52 PM

2017 Paralegal Salary and Office Survey

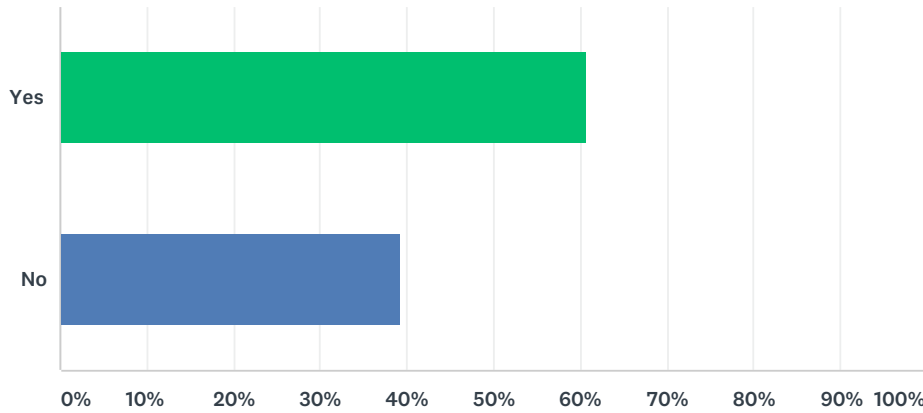
77	2011	6/21/2017 1:07 PM
78	B.A. 1992; paralegal certificate 1999	6/21/2017 1:00 PM
79	1977	6/21/2017 12:58 PM
80	2007	6/21/2017 12:56 PM
81	na	6/21/2017 12:55 PM
82	2011	6/21/2017 12:50 PM
83	2014	6/21/2017 12:39 PM
84	2014	6/21/2017 12:26 PM
85	2015	6/21/2017 12:20 PM
86	not applicable	6/21/2017 12:20 PM
87	1993	6/21/2017 12:19 PM
88	2008	6/21/2017 12:18 PM
89	2009	6/21/2017 12:15 PM
90	2015	6/21/2017 12:15 PM
91	N/A	6/21/2017 12:15 PM
92	Mountain West/Phillips	6/21/2017 12:08 PM
93	2010	6/21/2017 11:49 AM
94	1991	6/21/2017 11:41 AM
95	2001	6/21/2017 11:36 AM
96	2009	6/21/2017 11:33 AM
97	2012	6/21/2017 11:32 AM
98	1993	6/21/2017 11:30 AM
99	2001	6/21/2017 11:30 AM
100	2006	6/21/2017 11:27 AM
101	2011	6/21/2017 11:22 AM
102	2017	6/21/2017 11:19 AM
103	2016	6/21/2017 11:19 AM
104	2005	6/21/2017 11:12 AM
105	1992	6/21/2017 11:12 AM
106	Degree in 1987	6/21/2017 11:11 AM
107	1990	6/21/2017 11:09 AM
108	1992	6/21/2017 11:07 AM
109	2005	6/21/2017 11:06 AM
110	2013	6/21/2017 11:06 AM
111	1989	6/21/2017 11:02 AM
112	2015	6/21/2017 11:02 AM
113	2009	6/21/2017 11:00 AM
114	2010	6/21/2017 10:59 AM
115	Mountain West College	6/21/2017 10:59 AM
116	1992	6/21/2017 10:57 AM
117	1993	6/21/2017 10:57 AM

2017 Paralegal Salary and Office Survey

118	2014	6/21/2017 10:55 AM
119	Paralegal certificate in 2004; B.S. in Paralegal Studies in 2010	6/21/2017 10:55 AM
120	2007	6/21/2017 10:54 AM
121	2006	6/21/2017 10:52 AM
122	1994	6/21/2017 10:50 AM

Q13 Does your employer require the completion of a minimum education level in order to be hired as a paralegal or to advance in your position?

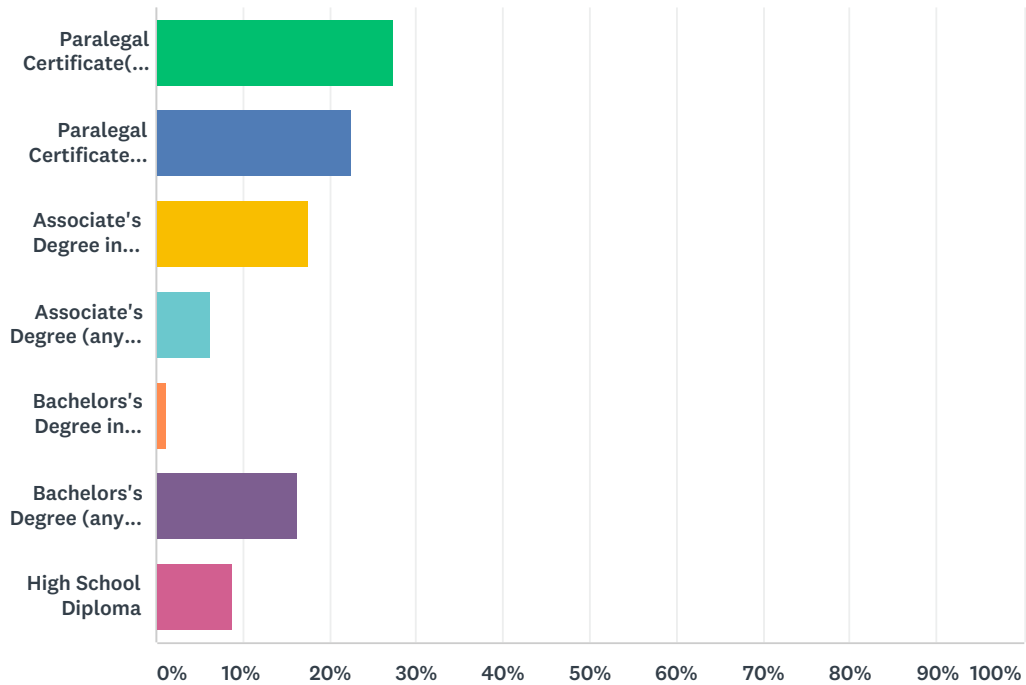
Answered: 122 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	60.66%	74
No	39.34%	48
TOTAL		122

Q14 If so, what education level is required?

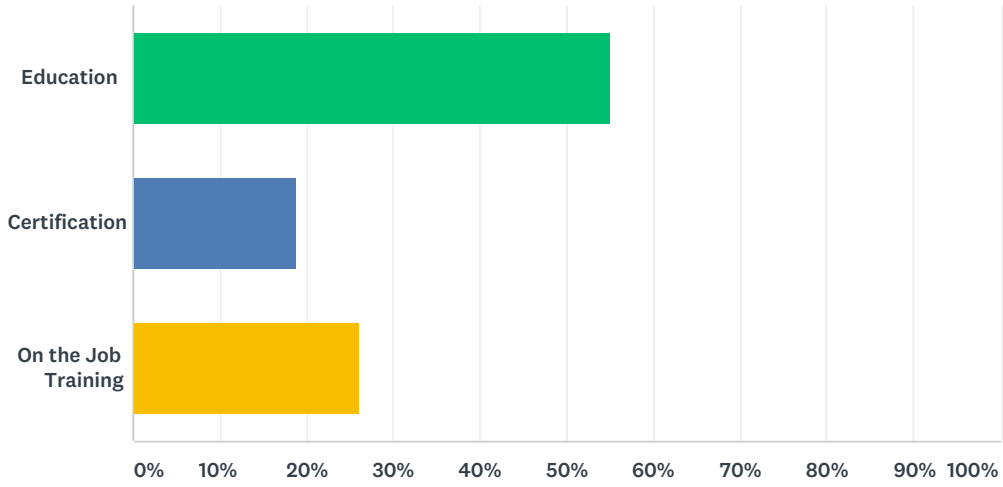
Answered: 80 Skipped: 42



ANSWER CHOICES	RESPONSES	
Paralegal Certificate(ABA-approved)	27.50%	22
Paralegal Certificate (ABA approval not required)	22.50%	18
Associate's Degree in Paralegal Studies	17.50%	14
Associate's Degree (any field of study)	6.25%	5
Bachelors's Degree in Paralegal Studies	1.25%	1
Bachelors's Degree (any field of study)	16.25%	13
High School Diploma	8.75%	7
TOTAL		80

Q15 Where did you get your training as a paralegal?

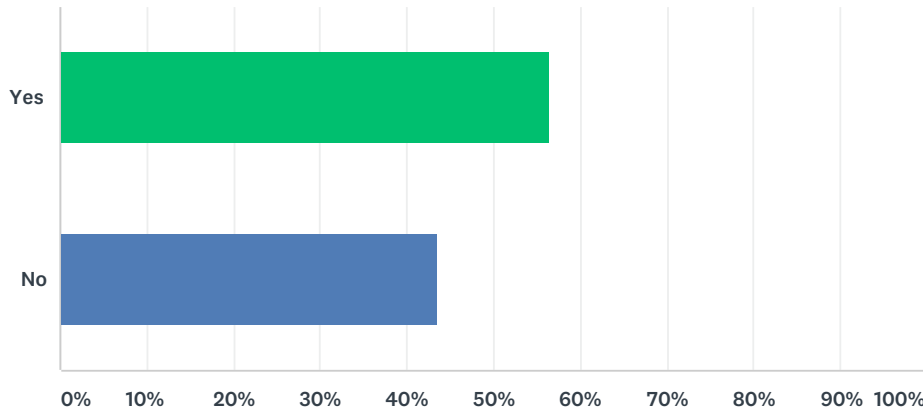
Answered: 122 Skipped: 0



ANSWER CHOICES	RESPONSES
Education	54.92% 67
Certification	18.85% 23
On the Job Training	26.23% 32
TOTAL	122

Q16 Is your education level considered by your employer as a factor in setting your compensation level?

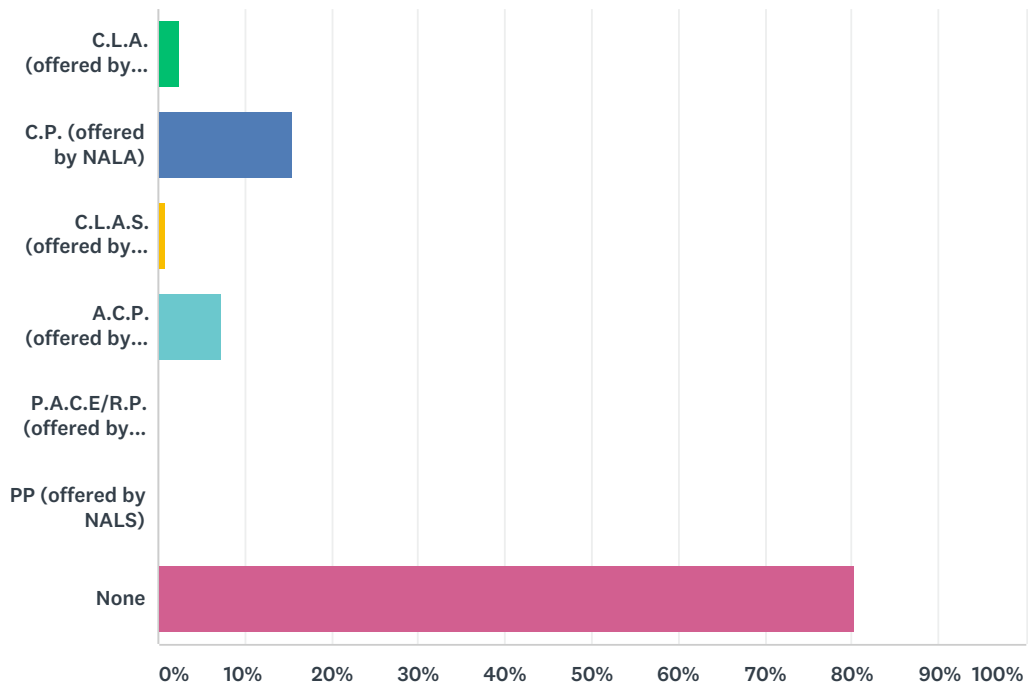
Answered: 122 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	56.56%	69
No	43.44%	53
TOTAL		122

Q17 Do you have any of the following designations? Please check all that apply.

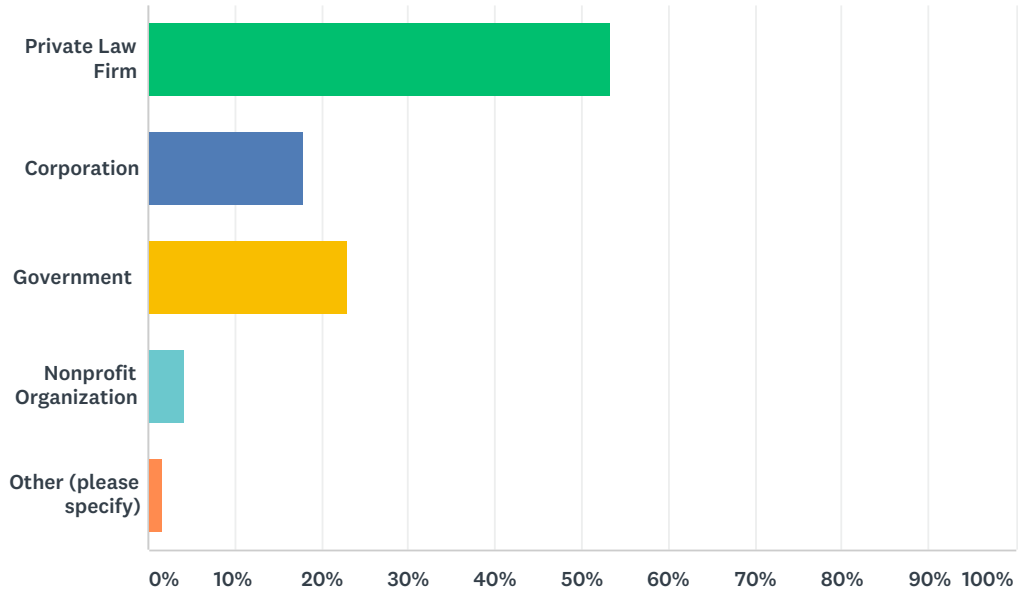
Answered: 122 Skipped: 0



ANSWER CHOICES	RESPONSES	
C.L.A. (offered by NALA, old credential, it is now CP)	2.46%	3
C.P. (offered by NALA)	15.57%	19
C.L.A.S. (offered by NALA, old credential, it is now ACP)	0.82%	1
A.C.P. (offered by NALA)	7.38%	9
P.A.C.E/R.P. (offered by NFPA)	0.00%	0
PP (offered by NALS)	0.00%	0
None	80.33%	98
Total Respondents: 122		

Q18 What type of organization are you employed by?

Answered: 122 Skipped: 0



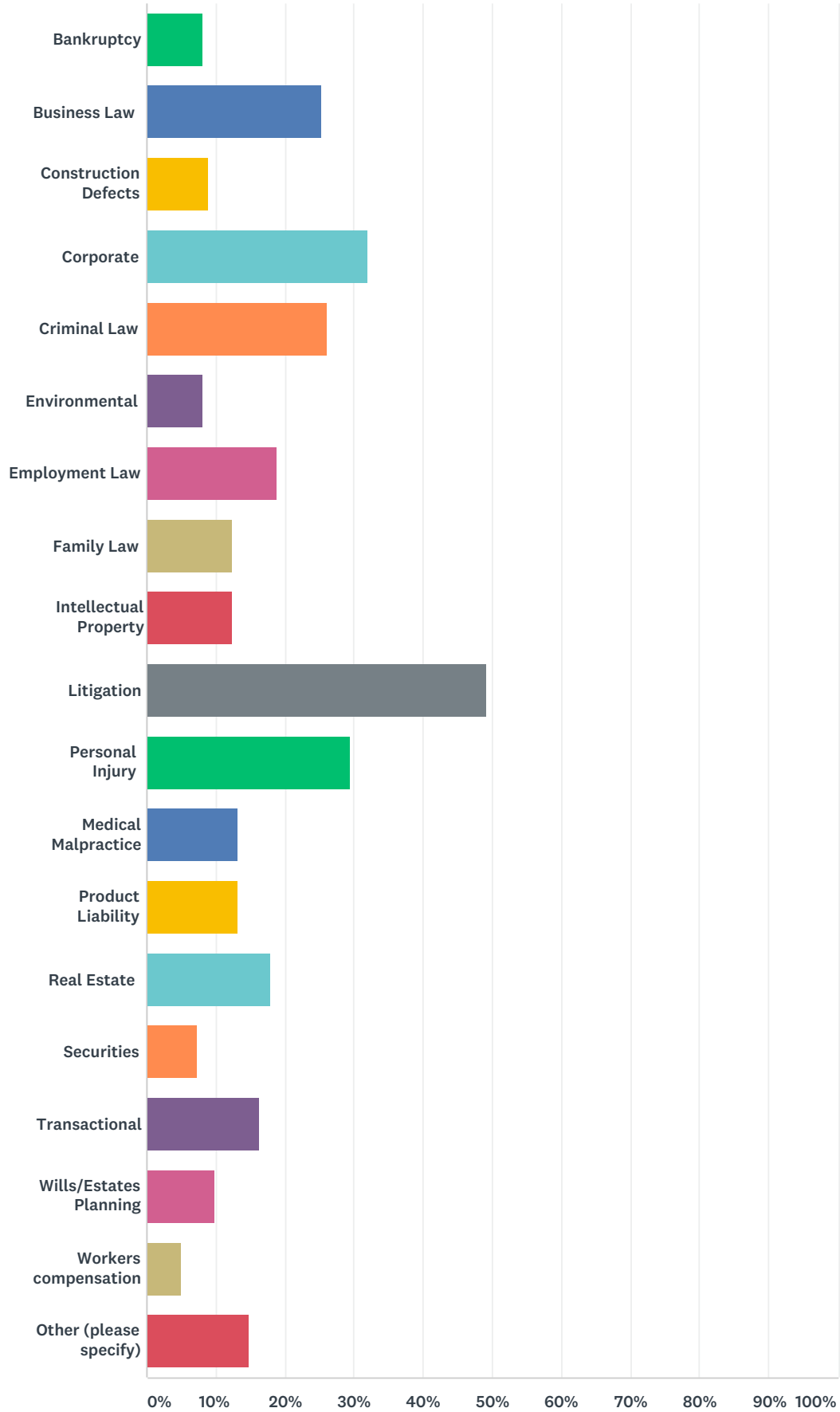
ANSWER CHOICES	RESPONSES
Private Law Firm	53.28% 65
Corporation	18.03% 22
Government	22.95% 28
Nonprofit Organization	4.10% 5
Other (please specify)	1.64% 2
TOTAL	122

#	OTHER (PLEASE SPECIFY)	DATE
1	Broadcast	7/9/2017 12:42 AM
2	professional corporation/law firm	6/21/2017 1:00 PM

Q19 Indicate the practice area(s) in which you work. Please check all that apply:

Answered: 122 Skipped: 0

2017 Paralegal Salary and Office Survey



ANSWER CHOICES

RESPONSES

2017 Paralegal Salary and Office Survey

Bankruptcy	8.20%	10
Business Law	25.41%	31
Construction Defects	9.02%	11
Corporate	31.97%	39
Criminal Law	26.23%	32
Environmental	8.20%	10
Employment Law	18.85%	23
Family Law	12.30%	15
Intellectual Property	12.30%	15
Litigation	49.18%	60
Personal Injury	29.51%	36
Medical Malpractice	13.11%	16
Product Liability	13.11%	16
Real Estate	18.03%	22
Securities	7.38%	9
Transactional	16.39%	20
Wills/Estates Planning	9.84%	12
Workers compensation	4.92%	6
Other (please specify)	14.75%	18
Total Respondents: 122		

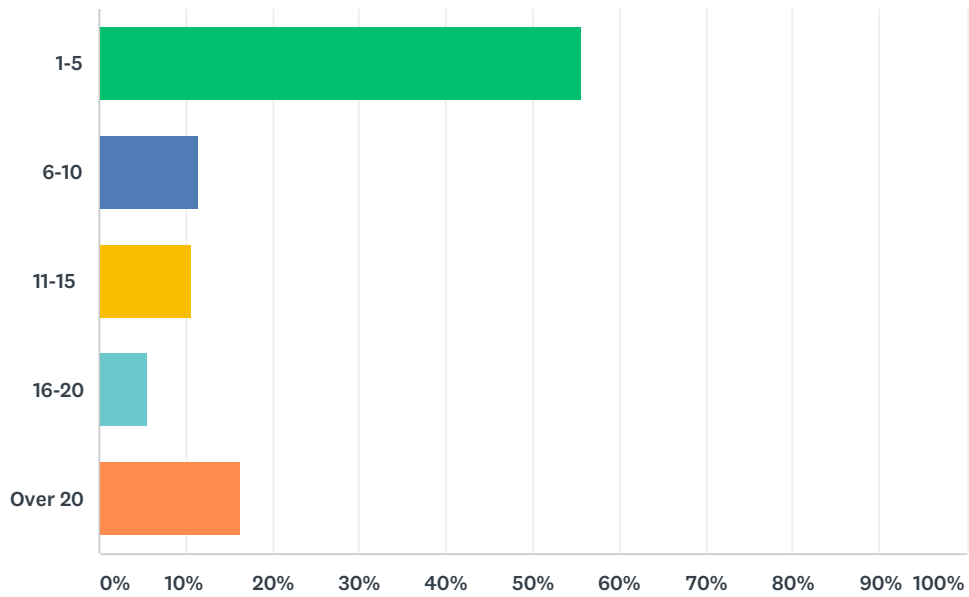
#	OTHER (PLEASE SPECIFY)	DATE
1	Constitutional Defense and Special Litigation	7/30/2017 10:43 AM
2	higher ed	7/26/2017 3:33 PM
3	Debt Collection	7/20/2017 10:00 AM
4	Judicial - Appellate courts	7/20/2017 9:35 AM
5	Bad Faith and Legal Malpractice	7/20/2017 8:43 AM
6	International Law	7/19/2017 3:44 PM
7	Government Civil, Land Use, Etc.	7/19/2017 3:42 PM
8	Immigration	7/6/2017 11:29 AM
9	civil rights	6/22/2017 6:30 PM
10	Adoption	6/22/2017 9:18 AM
11	Capital Habeas	6/21/2017 2:11 PM
12	Contract Administrator/Immigration	6/21/2017 1:52 PM
13	water law	6/21/2017 12:58 PM
14	General Counsel	6/21/2017 12:39 PM
15	Attorney Discipline	6/21/2017 11:41 AM
16	ethics	6/21/2017 11:33 AM

2017 Paralegal Salary and Office Survey

17	Attorney Misconduct	6/21/2017 11:30 AM
18	Legal malpractice	6/21/2017 11:06 AM

Q20 Including yourself, how many paralegals does your organization employ?

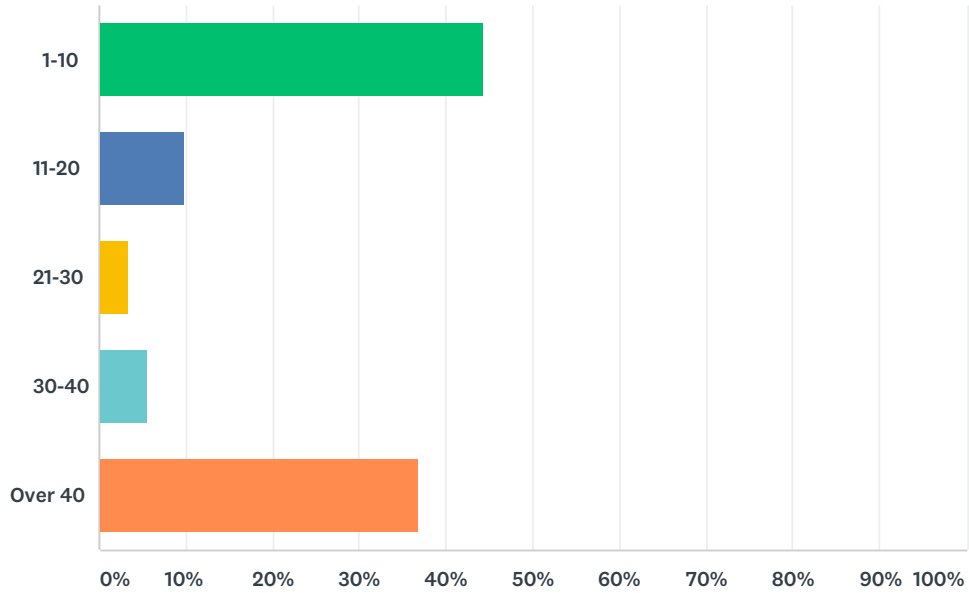
Answered: 122 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-5	55.74%	68
6-10	11.48%	14
11-15	10.66%	13
16-20	5.74%	7
Over 20	16.39%	20
TOTAL		122

Q21 How many attorneys are in your organization?

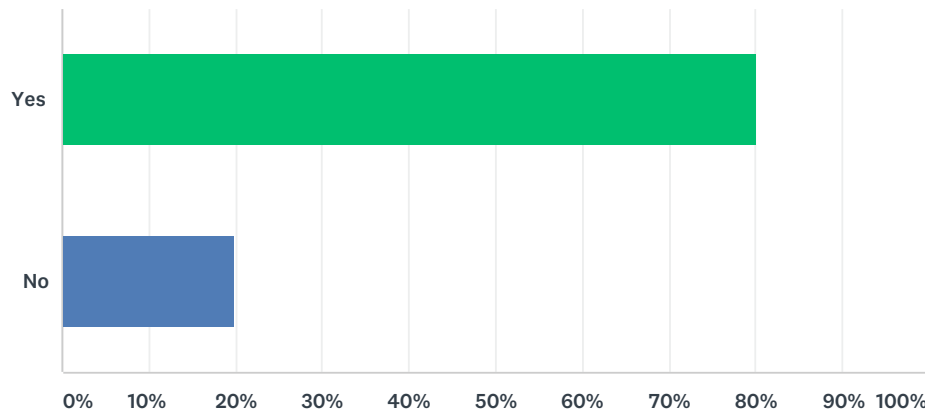
Answered: 122 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-10	44.26%	54
11-20	9.84%	12
21-30	3.28%	4
30-40	5.74%	7
Over 40	36.89%	45
TOTAL		122

Q22 Do you feel that your employer provides you with enough support (staff, technology, ect.) to do your job well?

Answered: 121 Skipped: 1



ANSWER CHOICES	RESPONSES
Yes	80.17% 97
No	19.83% 24
Total Respondents: 121	

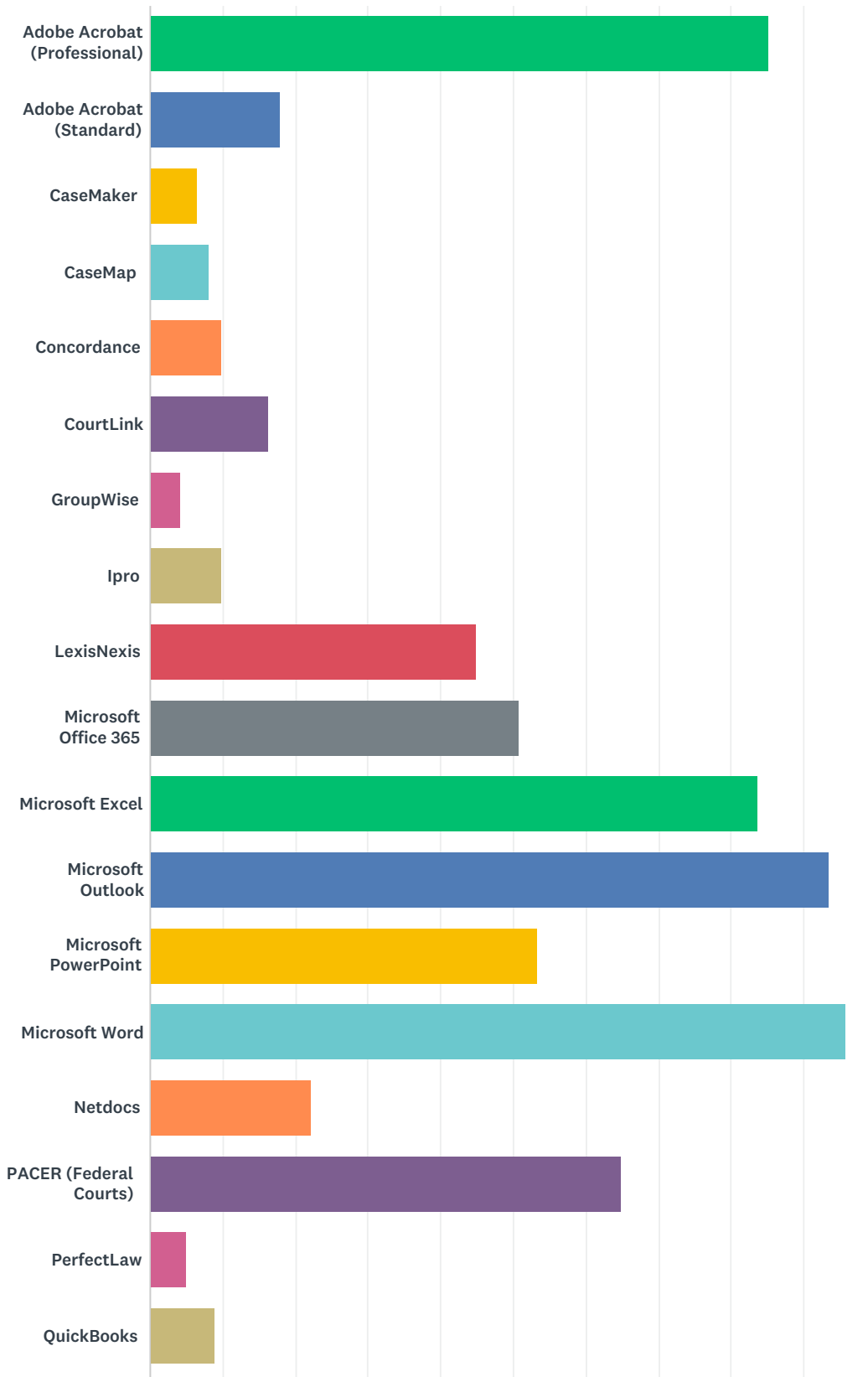
#	IF YOUR ANSWER IS NO, PLEASE EXPLAIN.	DATE
1	We have no secretary so I do all secretarial work as well as paralegal work.	7/26/2017 3:33 PM
2	Support staff to lawyer ratio is insufficient	7/21/2017 11:00 AM
3	We do not upgrade systems frequently, we have inefficient billing procedures, and they do not provide reliable support staff for minor tasks such as filing	7/20/2017 9:02 AM
4	They have very high opinions of themselves. It is not their job to provide support. It is our job to provide support to them and get everything done.	7/20/2017 8:45 AM
5	Too much work for the amount of staff	7/19/2017 6:10 PM
6	We don't have a case management system, document review platform, and without lots of pushing we don't have functioning computers most of the time.	7/19/2017 5:28 PM
7	Need more staff	7/19/2017 3:42 PM
8	I do have a wonderful assistant, but I am constantly asked to complete non-billable tasks even though my firm has a billable hour requirement. Very frustrating.	7/19/2017 3:38 PM
9	We need more paralegals for the work we get. On average we each get 5-7 cases a day to screen.	7/13/2017 8:03 AM
10	I do a lot of secretarial/organizational work.	6/28/2017 4:38 PM
11	I need an assistant dedicated to my work;	6/21/2017 2:57 PM
12	I could use an assistant	6/21/2017 2:11 PM
13	Do not have a legal secretary.	6/21/2017 1:55 PM
14	We need another paralegal in our office.	6/21/2017 12:50 PM
15	The paralegals are often weighed down by secretary work, such as scheduling or answering phones.	6/21/2017 12:15 PM

2017 Paralegal Salary and Office Survey

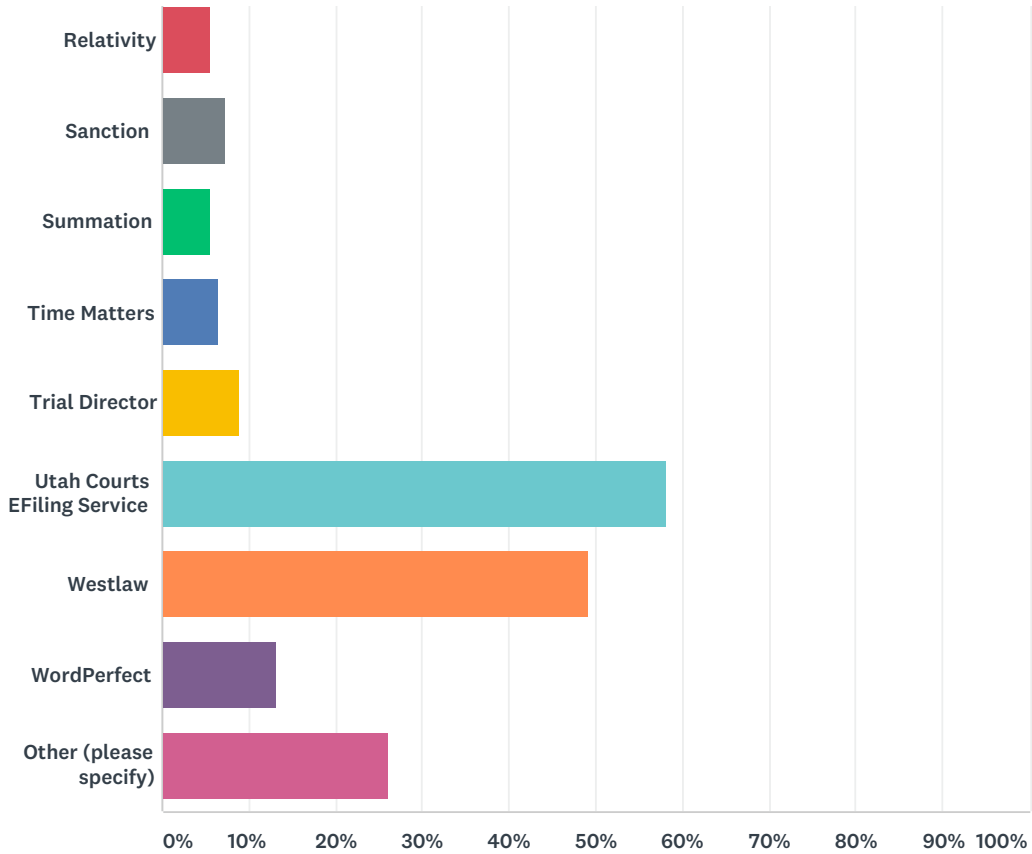
16	our reviewing attorneys attend court part of the time so they are not alway readily available to review our work	6/21/2017 11:02 AM
17	We need more admin support and we have to fight for the technology we need to productively do our jobs.	6/21/2017 10:57 AM
18	Work for the government, we are always short staffed and under paid	6/21/2017 10:55 AM

Q23 Which software and online programs do you use on a routine basis in your job. Please check all that apply.

Answered: 122 Skipped: 0



2017 Paralegal Salary and Office Survey



ANSWER CHOICES	RESPONSES	
Adobe Acrobat (Professional)	85.25%	104
Adobe Acrobat (Standard)	18.03%	22
CaseMaker	6.56%	8
CaseMap	8.20%	10
Concordance	9.84%	12
CourtLink	16.39%	20
GroupWise	4.10%	5
Ipro	9.84%	12
LexisNexis	45.08%	55
Microsoft Office 365	50.82%	62
Microsoft Excel	83.61%	102
Microsoft Outlook	93.44%	114
Microsoft PowerPoint	53.28%	65
Microsoft Word	95.90%	117
Netdocs	22.13%	27
PACER (Federal Courts)	64.75%	79
PerfectLaw	4.92%	6

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QuickBooks	9.02%	11
Relativity	5.74%	7
Sanction	7.38%	9
Summation	5.74%	7
Time Matters	6.56%	8
Trial Director	9.02%	11
Utah Courts EFiled Service	58.20%	71
Westlaw	49.18%	60
WordPerfect	13.11%	16
Other (please specify)	26.23%	32
Total Respondents: 122		

#	OTHER (PLEASE SPECIFY)	DATE
1	PIMS, UCJIS, Exchange	7/21/2017 11:00 AM
2	Clio	7/20/2017 1:49 PM
3	FileMaker	7/20/2017 11:16 AM
4	Discovery Accelerator	7/19/2017 6:10 PM
5	Nuance and FinPlan	7/19/2017 3:47 PM
6	CaseLink Office; Legal Management System	7/19/2017 3:43 PM
7	Practice Master, TABS, Worldox	7/19/2017 3:40 PM
8	Versadex, XChange, OMS, UCJIS, PIMS	7/13/2017 8:03 AM
9	Thompson Legal Tracker	6/28/2017 2:28 PM
10	WorldDox	6/23/2017 11:07 AM
11	Amicus Attorney	6/23/2017 9:14 AM
12	PIMS, Xchange, UCJIS, CARE	6/23/2017 8:41 AM
13	Exchange, PIMS	6/22/2017 10:51 AM
14	Nuance Pro	6/22/2017 9:18 AM
15	Bill4Time; LawPay, DocuSign	6/22/2017 8:42 AM
16	Elite Webview (timekeeping software); Practical Law	6/21/2017 4:47 PM
17	IBM Atlas, eDiscovery Manager, eDiscovery Analyzer	6/21/2017 3:40 PM
18	Box.com for files, similar to Netdocs; iMovie - Video editing (for deposition video); Google Calendar (for scheduling)	6/21/2017 1:53 PM
19	SmartDraw	6/21/2017 1:00 PM
20	ProLaw	6/21/2017 12:55 PM
21	Nuance Professional	6/21/2017 12:20 PM
22	Greenfiling.	6/21/2017 12:15 PM
23	TrialPad; Legal Files	6/21/2017 12:08 PM
24	JustWare	6/21/2017 11:41 AM
25	JustWare (Blackbaud created database)	6/21/2017 11:30 AM
26	ProLaw	6/21/2017 11:12 AM

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27	OneNote, Worldox, Tabs, Dropbox	6/21/2017 11:07 AM
28	in house programs	6/21/2017 11:06 AM
29	Nuance PDF Pro	6/21/2017 11:06 AM
30	PIMS, UCJIS, COURTS, OMS, Versadex	6/21/2017 11:02 AM
31	Nuance PDF, Judialink, Xchange	6/21/2017 11:02 AM
32	Xchange, UCJIS	6/21/2017 10:55 AM

Q24 What software does your firm/you currently use to manage large formal document productions (Bates numbered docs)?

Answered: 94 Skipped: 28

#	RESPONSES	DATE
1	Access Data	8/21/2017 2:35 PM
2	Acrobat Adobe professional	8/3/2017 8:12 AM
3	On some projects, we have used Concordance. Not used routinely. All other jobs have been managed by paper copies organized by paralegal.	8/2/2017 4:50 PM
4	Our office is in the process of moving towards a case management system, right now we do everything ourselves by managing the large production from computer to the server. However, there are those situations when a legal document management is required such as Xact Data Discovery.	7/30/2017 10:43 AM
5	IPro Eclipse	7/27/2017 1:37 PM
6	NA	7/26/2017 3:33 PM
7	Adobe	7/21/2017 11:00 AM
8	PIMS	7/21/2017 9:07 AM
9	Nitro	7/20/2017 1:49 PM
10	Adobe	7/20/2017 11:16 AM
11	Adobe Pro	7/20/2017 9:40 AM
12	Utah Court system - AIS/Workspace	7/20/2017 9:35 AM
13	Adobe	7/20/2017 9:08 AM
14	Adobe	7/20/2017 9:02 AM
15	Adobe	7/20/2017 8:45 AM
16	Adobe Acrobat DC	7/20/2017 8:43 AM
17	Relativity	7/19/2017 6:10 PM
18	Adobe, if you can call that management of large documents.	7/19/2017 5:28 PM
19	Bates numbering	7/19/2017 4:41 PM
20	Concordance	7/19/2017 4:16 PM
21	Adobe Pro	7/19/2017 4:07 PM
22	Worldox	7/19/2017 3:47 PM
23	None	7/19/2017 3:44 PM
24	Concordance	7/19/2017 3:43 PM
25	n/a	7/19/2017 3:40 PM
26	Adobe Acrobat DC	7/19/2017 3:38 PM
27	Adobe	7/19/2017 3:38 PM
28	Bates stamps	7/19/2017 3:36 PM
29	Netdocs	7/19/2017 3:36 PM
30	Concordance	7/19/2017 3:36 PM
31	iPro	7/19/2017 3:35 PM

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32	n/a	7/19/2017 3:34 PM
33	lpro	7/11/2017 4:09 PM
34	n/a	7/6/2017 2:41 PM
35	Adobe	7/6/2017 11:29 AM
36	Ringtain	6/30/2017 11:13 AM
37	none	6/28/2017 8:56 AM
38	EasyBates	6/27/2017 3:05 PM
39	N/A	6/27/2017 1:53 PM
40	Adobe	6/27/2017 10:27 AM
41	Adobe	6/26/2017 3:23 PM
42	N/A	6/23/2017 12:02 PM
43	lpro	6/23/2017 11:07 AM
44	BatesPro	6/23/2017 9:14 AM
45	Adobe	6/23/2017 8:41 AM
46	Adobe	6/22/2017 6:30 PM
47	Prosecution Information Management System	6/22/2017 12:32 PM
48	Concordance	6/22/2017 10:04 AM
49	Acrobat and Nuance	6/22/2017 9:18 AM
50	Adobe Pro	6/22/2017 9:11 AM
51	Adobe Acrobat Pro DC	6/21/2017 4:47 PM
52	Relativity	6/21/2017 4:28 PM
53	Adobe	6/21/2017 3:40 PM
54	?	6/21/2017 2:57 PM
55	Adobe	6/21/2017 2:50 PM
56	iPro	6/21/2017 2:43 PM
57	I'm not sure.	6/21/2017 2:25 PM
58	Adobe Acrobat	6/21/2017 2:11 PM
59	N/A	6/21/2017 1:55 PM
60	Manually/Excel	6/21/2017 1:53 PM
61	Proprietary software	6/21/2017 1:52 PM
62	I don't do document productions altho' other paralegals in my firm do	6/21/2017 1:00 PM
63	Concordance/Sanction	6/21/2017 12:58 PM
64	Adobe	6/21/2017 12:55 PM
65	Adobe Professional	6/21/2017 12:50 PM
66	Sharefile/Adobe Pro	6/21/2017 12:26 PM
67	PDFPen	6/21/2017 12:20 PM
68	Adobe	6/21/2017 12:19 PM
69	I PRO	6/21/2017 12:15 PM
70	Adobe.	6/21/2017 12:15 PM
71	We don't typically have large enough productions to require specialized software.	6/21/2017 12:08 PM
72	Concordance	6/21/2017 11:49 AM

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73	Bates Professional	6/21/2017 11:41 AM
74	Concordance	6/21/2017 11:36 AM
75	Adobe	6/21/2017 11:32 AM
76	Nuance	6/21/2017 11:30 AM
77	Adobe Acrobat 9 Pro	6/21/2017 11:27 AM
78	Netdocs	6/21/2017 11:22 AM
79	Adobe	6/21/2017 11:19 AM
80	Concordance	6/21/2017 11:19 AM
81	Summation, ViewPoint	6/21/2017 11:12 AM
82	Microsoft Word	6/21/2017 11:12 AM
83	NetDocs and Concordance	6/21/2017 11:11 AM
84	Adobe	6/21/2017 11:09 AM
85	iPro	6/21/2017 11:07 AM
86	iPro Eclipse, Relativity, manually through Nuance	6/21/2017 11:06 AM
87	We bates number using Nuance PDF system, then keep a log to track the documents in a word document for each case.	6/21/2017 11:02 AM
88	Ipro	6/21/2017 11:00 AM
89	iPRO	6/21/2017 10:59 AM
90	netdocs	6/21/2017 10:57 AM
91	Ipro	6/21/2017 10:57 AM
92	Concordance	6/21/2017 10:55 AM
93	Perfect law	6/21/2017 10:54 AM
94	Adobe Acrobat	6/21/2017 10:52 AM

Q25 How would you rate it's overall effectiveness?

Answered: 77 Skipped: 45

#	RESPONSES	DATE
1	Good	8/3/2017 8:12 AM
2	Hard to determine.	8/2/2017 4:50 PM
3	It works well for the office.	7/30/2017 10:43 AM
4	Okay	7/27/2017 1:37 PM
5	Highly effective	7/21/2017 11:00 AM
6	100%	7/20/2017 1:49 PM
7	Good	7/20/2017 11:16 AM
8	Good	7/20/2017 9:40 AM
9	B+	7/20/2017 9:35 AM
10	5	7/20/2017 9:02 AM
11	Satisfactory	7/20/2017 8:45 AM
12	Very good	7/20/2017 8:43 AM
13	50%	7/19/2017 5:28 PM
14	Good	7/19/2017 4:41 PM
15	Pretty well. Can be time consuming but it gets the job done.	7/19/2017 4:07 PM
16	It's horrible! Nobody in our office understands it. It is not very user friendly at all!!!	7/19/2017 3:47 PM
17	N/A	7/19/2017 3:44 PM
18	Not sure, I don't use it very often	7/19/2017 3:43 PM
19	n/a	7/19/2017 3:40 PM
20	100%	7/19/2017 3:38 PM
21	Works great	7/19/2017 3:38 PM
22	good	7/19/2017 3:36 PM
23	Average	7/19/2017 3:36 PM
24	Love it!	7/19/2017 3:35 PM
25	n/a	7/19/2017 3:34 PM
26	It works great.	7/6/2017 11:29 AM
27	Don't use enough to know	6/30/2017 11:13 AM
28	Love it	6/27/2017 3:05 PM
29	N/A	6/27/2017 1:53 PM
30	7 out of 10	6/27/2017 10:27 AM
31	Good.	6/26/2017 3:23 PM
32	7	6/23/2017 11:07 AM
33	Average	6/23/2017 9:14 AM
34	Too time consuming	6/23/2017 8:41 AM
35	good	6/22/2017 6:30 PM

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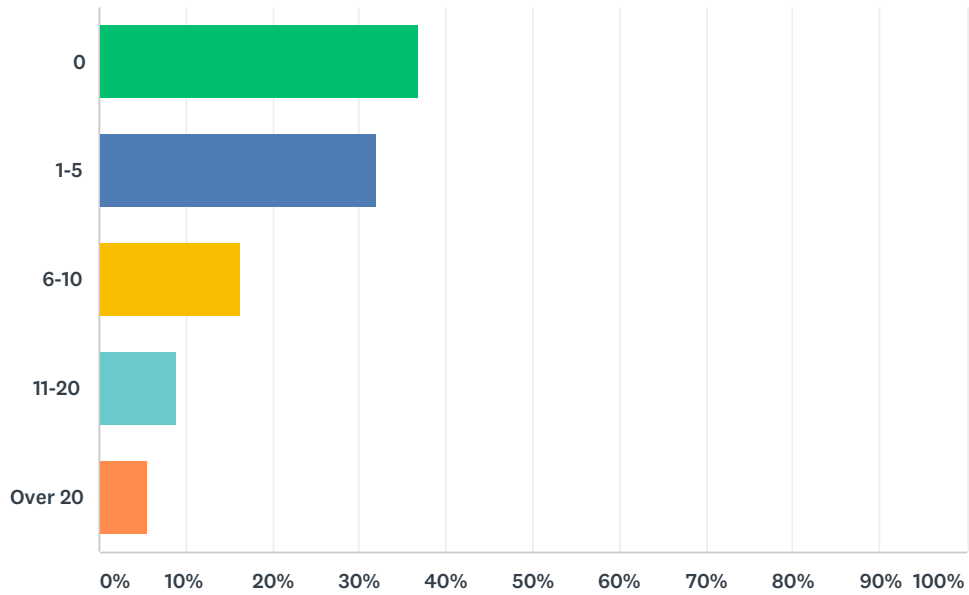
36	I would give a 5 from 1 to 10.	6/22/2017 12:32 PM
37	80%	6/22/2017 10:04 AM
38	very effective	6/22/2017 9:18 AM
39	Fine for my purposes.	6/21/2017 4:47 PM
40	Rarely used, but does okay for need	6/21/2017 3:40 PM
41	?	6/21/2017 2:57 PM
42	100 percent	6/21/2017 2:50 PM
43	Only good for review. Not case management	6/21/2017 2:43 PM
44	N/A	6/21/2017 2:25 PM
45	6 out of 10	6/21/2017 2:11 PM
46	Fairly Effective, in family law extremely large document productions are infrequent. Usually less than 1,000 pages are produced throughout the course of most of our cases.	6/21/2017 1:53 PM
47	Very good	6/21/2017 1:52 PM
48	Okay - looking into more efficient programs	6/21/2017 12:58 PM
49	Pretty good for what we use it for	6/21/2017 12:55 PM
50	No basis for comparison as it's the only one I have ever used.	6/21/2017 12:50 PM
51	It works but has some limitations	6/21/2017 12:26 PM
52	Good	6/21/2017 12:19 PM
53	GREAT	6/21/2017 12:15 PM
54	Efficient.	6/21/2017 12:15 PM
55	5 on a scale of 1 to 10. It's good for searching, but rather cumbersome, and often is technically beyond me so you have to get help.	6/21/2017 11:49 AM
56	Average	6/21/2017 11:41 AM
57	Adequate	6/21/2017 11:36 AM
58	great	6/21/2017 11:32 AM
59	Adequate	6/21/2017 11:30 AM
60	Good	6/21/2017 11:27 AM
61	Good. It's nice to have cloud access. The offset is a bit of a delay, but very effective.	6/21/2017 11:22 AM
62	Good	6/21/2017 11:19 AM
63	5 out of 10	6/21/2017 11:19 AM
64	Okay	6/21/2017 11:12 AM
65	It works	6/21/2017 11:12 AM
66	8 out of 10	6/21/2017 11:11 AM
67	Works well	6/21/2017 11:09 AM
68	Excellent	6/21/2017 11:07 AM
69	Productions are effective, as review tools, most leave something to be desired. Still on the hunt for the perfect review platform	6/21/2017 11:06 AM
70	We are a small enough firm that we don't need anything beyond this to manage our productions.	6/21/2017 11:02 AM
71	very	6/21/2017 11:00 AM
72	N/a	6/21/2017 10:59 AM
73	7	6/21/2017 10:57 AM
74	Clunky. I prefer Concordance.	6/21/2017 10:57 AM

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75	Excellent	6/21/2017 10:55 AM
76	Very high.	6/21/2017 10:54 AM
77	Good.	6/21/2017 10:52 AM

Q26 How many hours of overtime do you work in an average month?

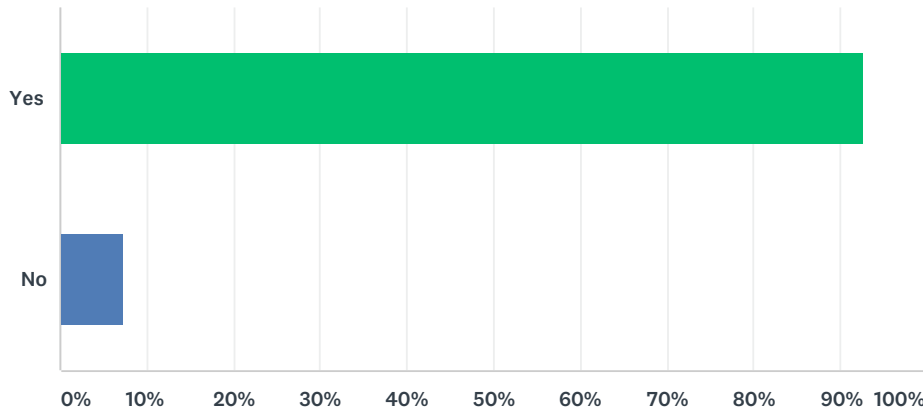
Answered: 122 Skipped: 0



ANSWER CHOICES	RESPONSES	
0	36.89%	45
1-5	31.97%	39
6-10	16.39%	20
11-20	9.02%	11
Over 20	5.74%	7
TOTAL		122

Q27 Do you preform substantive legal work?

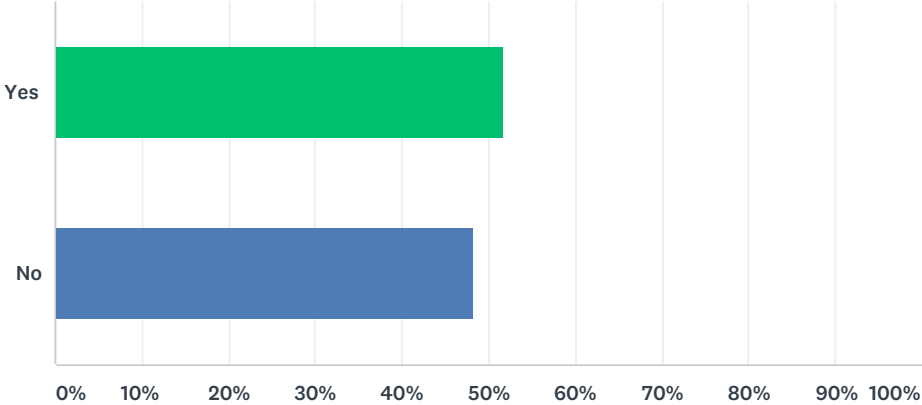
Answered: 122 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	92.62%	113
No	7.38%	9
TOTAL		122

Q28 Do you bill your time?

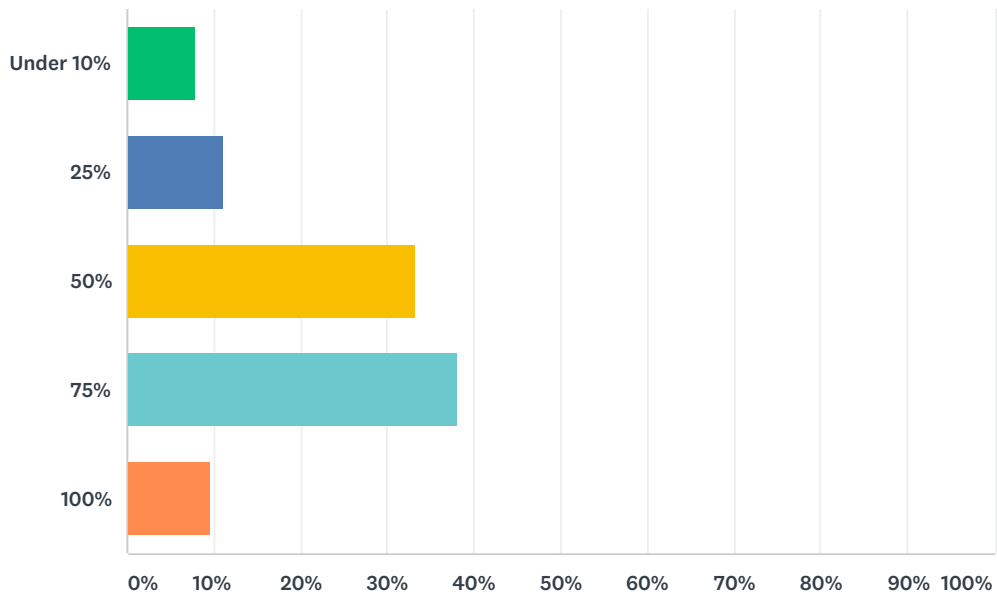
Answered: 122 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	51.64%	63
No	48.36%	59
TOTAL		122

Q29 What percentage of your time is typically spent on the substantive legal work for clients?

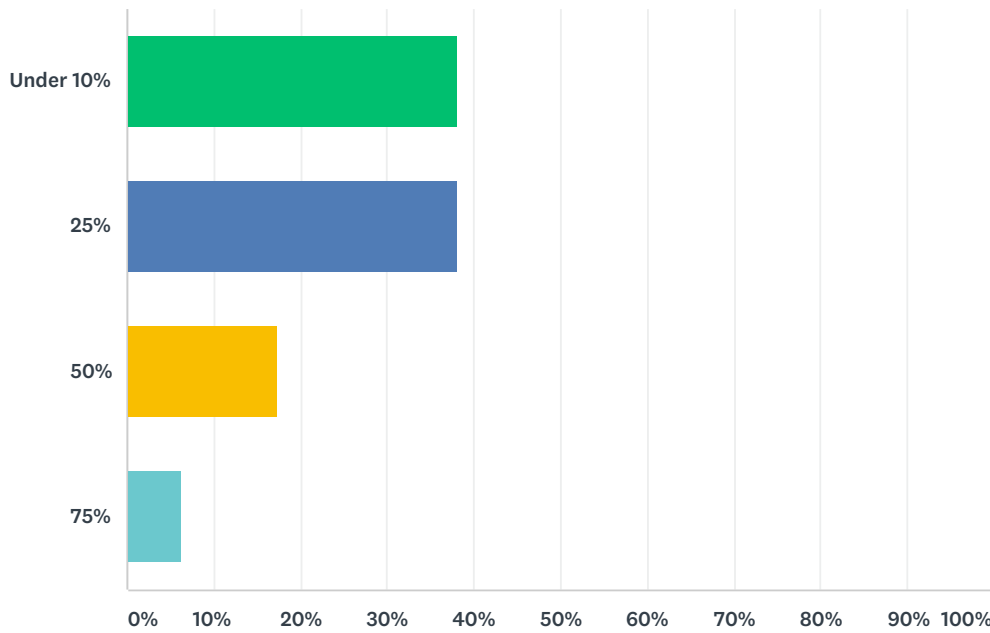
Answered: 63 Skipped: 59



ANSWER CHOICES	RESPONSES	
Under 10%	7.94%	5
25%	11.11%	7
50%	33.33%	21
75%	38.10%	24
100%	9.52%	6
TOTAL		63

Q30 What percentage of your time is typically spent on non-substantive, but still billable, tasks?

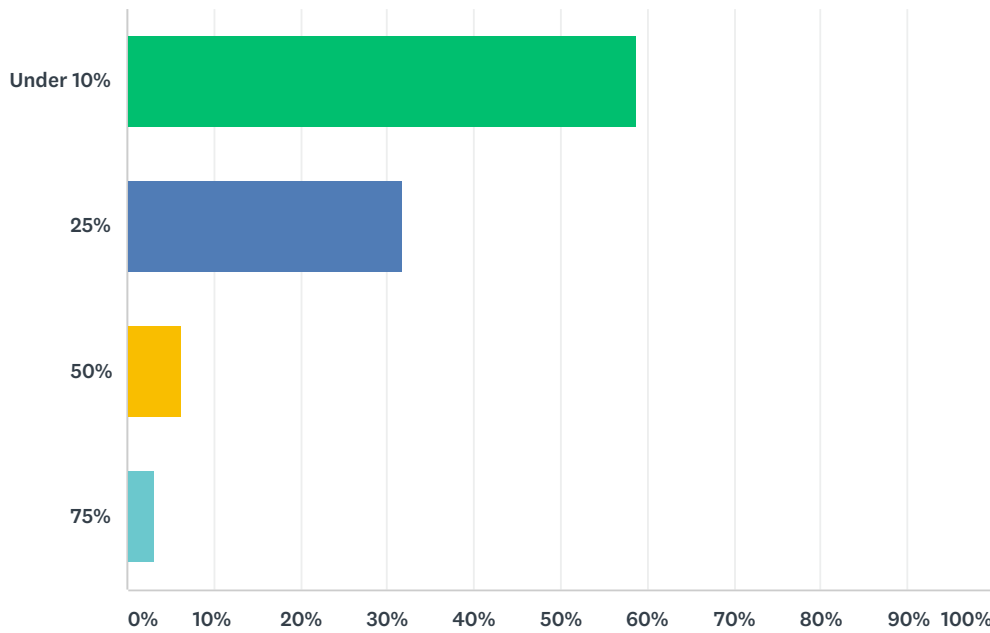
Answered: 63 Skipped: 59



ANSWER CHOICES	RESPONSES	
Under 10%	38.10%	24
25%	38.10%	24
50%	17.46%	11
75%	6.35%	4
TOTAL		63

Q31 What percentage of your time is typically spent on administrative tasks that are not billable, and could be done by a legal secretary?

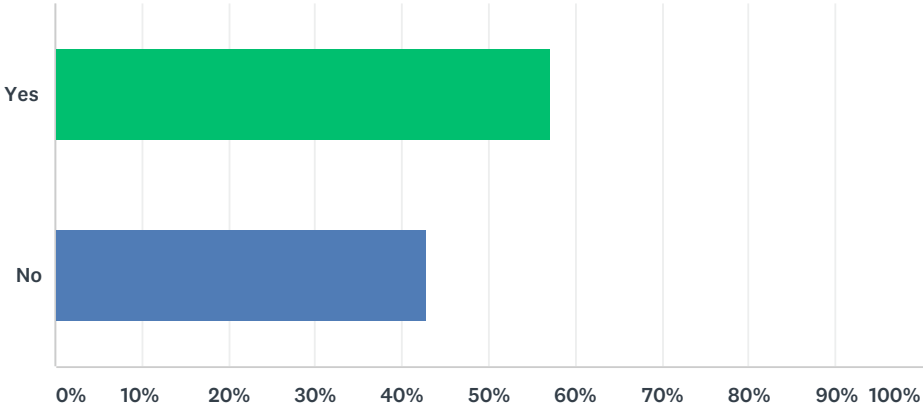
Answered: 63 Skipped: 59



ANSWER CHOICES	RESPONSES
Under 10%	58.73% 37
25%	31.75% 20
50%	6.35% 4
75%	3.17% 2
TOTAL	63

Q32 Do you have a billable hour requirement?

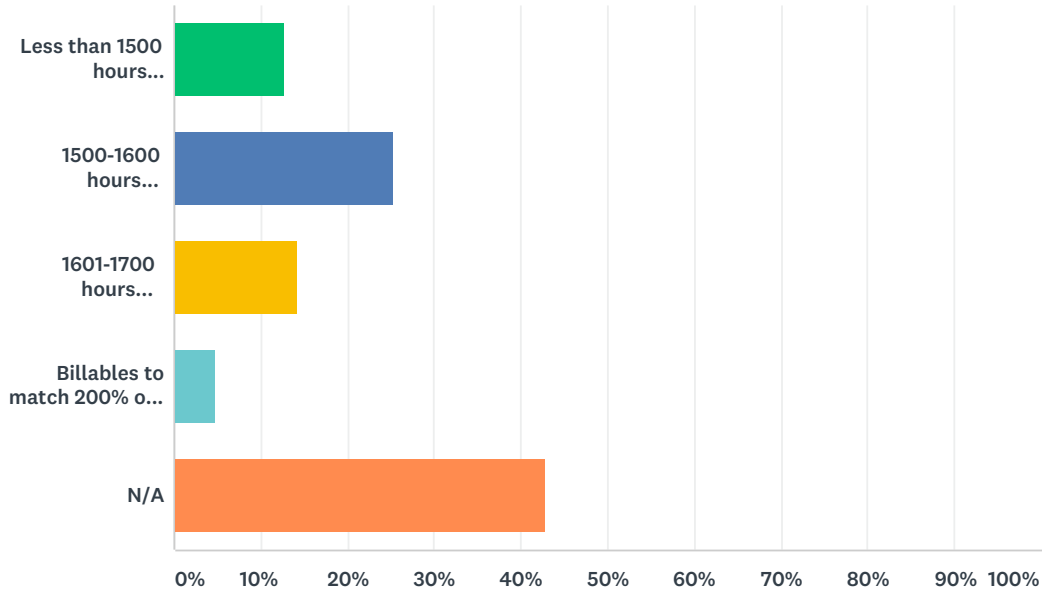
Answered: 63 Skipped: 59



ANSWER CHOICES	RESPONSES	
Yes	57.14%	36
No	42.86%	27
TOTAL		63

Q33 What is your billable requirement?

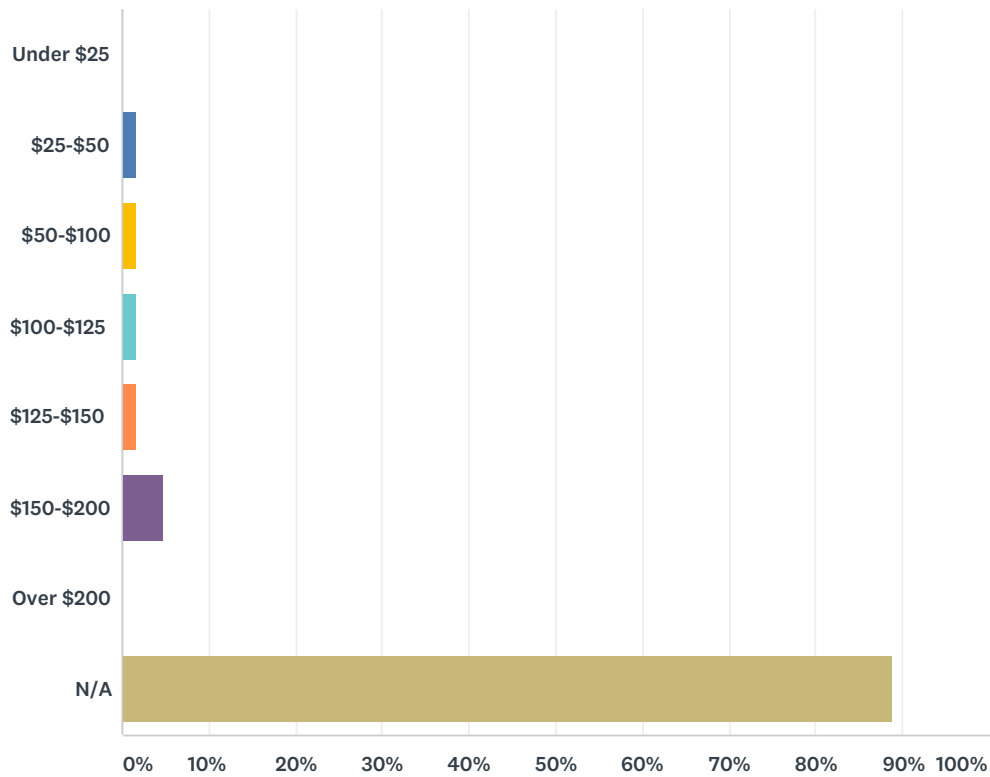
Answered: 63 Skipped: 59



ANSWER CHOICES	RESPONSES	
Less than 1500 hours calculated annually	12.70%	8
1500-1600 hours calculated annually	25.40%	16
1601-1700 hours calculated annually	14.29%	9
Billables to match 200% or more of your salary	4.76%	3
N/A	42.86%	27
TOTAL		63

Q34 If you do freelance work and clients are billed for your time, what range most accurately reflects your current average hourly billing rate?

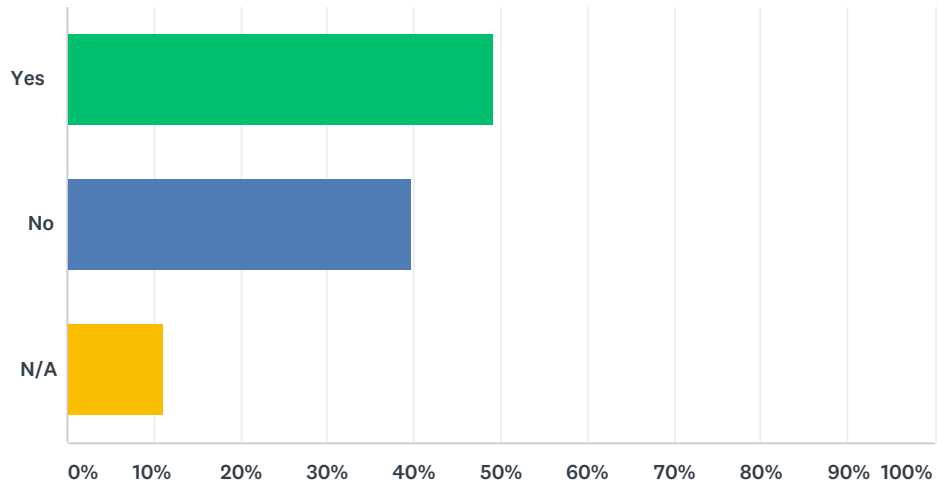
Answered: 63 Skipped: 59



ANSWER CHOICES	RESPONSES	
Under \$25	0.00%	0
\$25-\$50	1.59%	1
\$50-\$100	1.59%	1
\$100-\$125	1.59%	1
\$125-\$150	1.59%	1
\$150-\$200	4.76%	3
Over \$200	0.00%	0
N/A	88.89%	56
TOTAL		63

Q35 Do your billable rates vary by client or by the type of work being preformed?

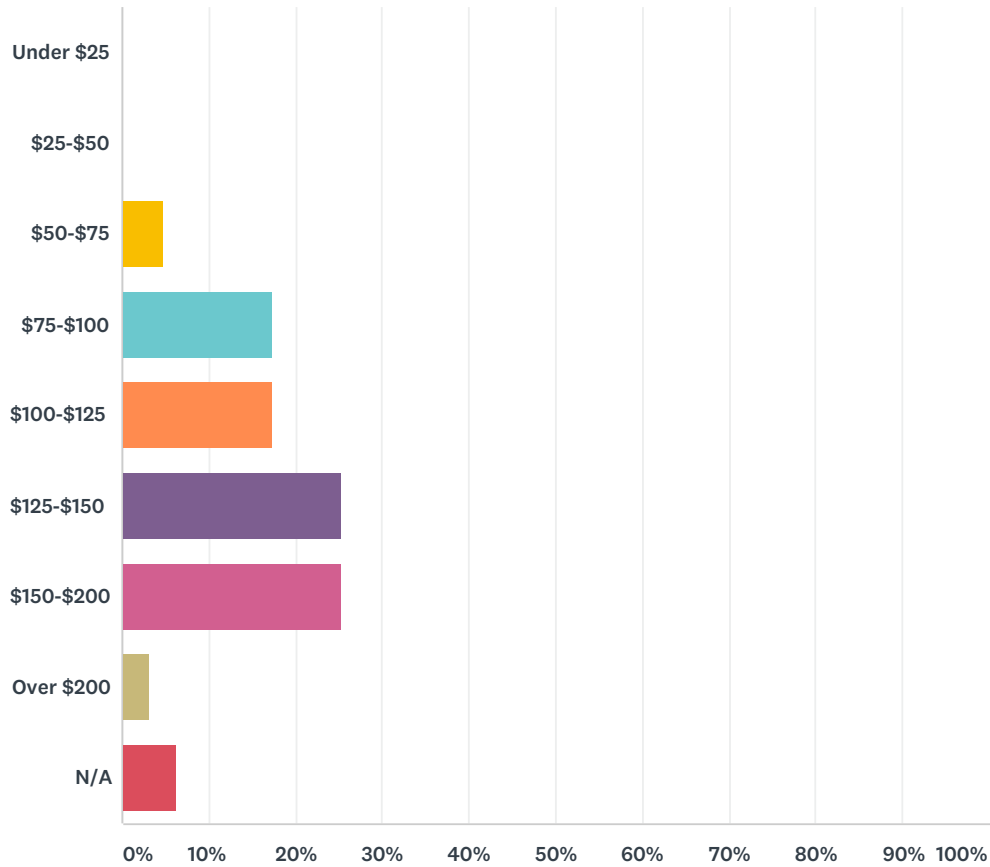
Answered: 63 Skipped: 59



ANSWER CHOICES	RESPONSES	
Yes	49.21%	31
No	39.68%	25
N/A	11.11%	7
TOTAL		63

Q36 What range most accurately reflects your current average hourly billing rate charged to a client?

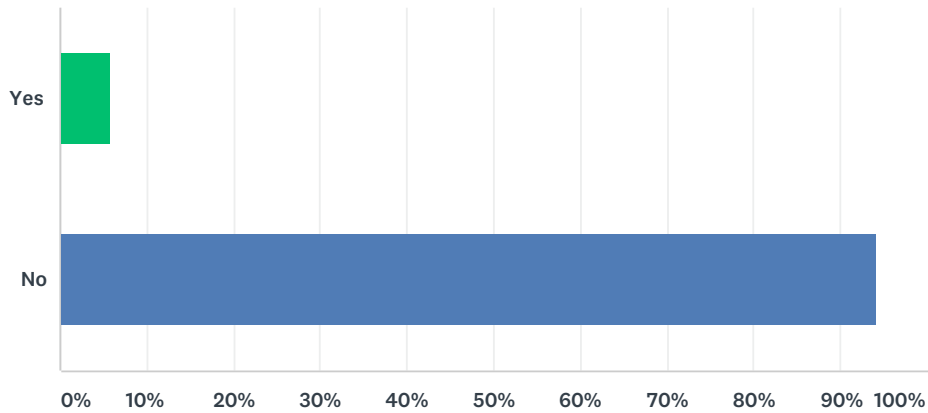
Answered: 63 Skipped: 59



ANSWER CHOICES	RESPONSES	
Under \$25	0.00%	0
\$25-\$50	0.00%	0
\$50-\$75	4.76%	3
\$75-\$100	17.46%	11
\$100-\$125	17.46%	11
\$125-\$150	25.40%	16
\$150-\$200	25.40%	16
Over \$200	3.17%	2
N/A	6.35%	4
TOTAL		63

Q37 If you do not bill for your time, is there a requirement to spend a certain amount of time performing substantive legal work versus non-substantive/administrative task?

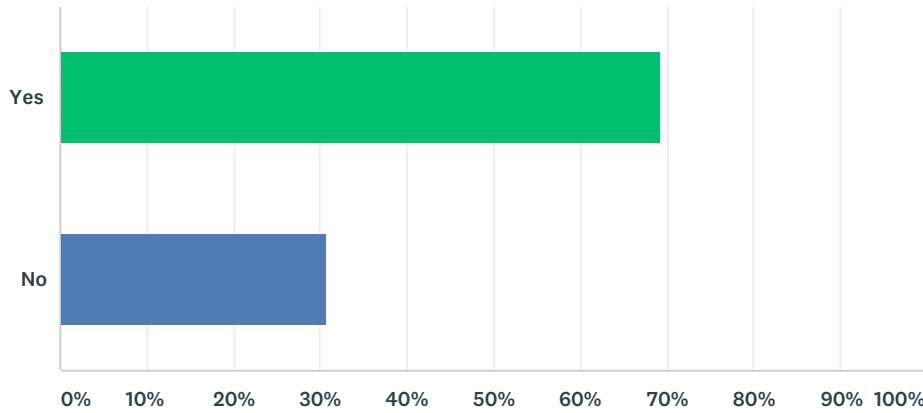
Answered: 120 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	5.83%	7
No	94.17%	113
TOTAL		120

Q38 Does your employer allow you to delegate non-substantive tasks to support staff or to outside vendors?

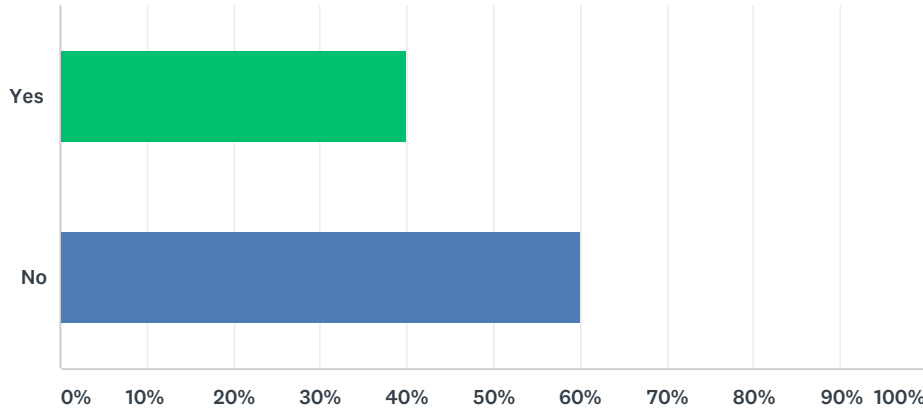
Answered: 120 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	69.17%	83
No	30.83%	37
TOTAL		120

Q39 Do you directly supervise any employees?

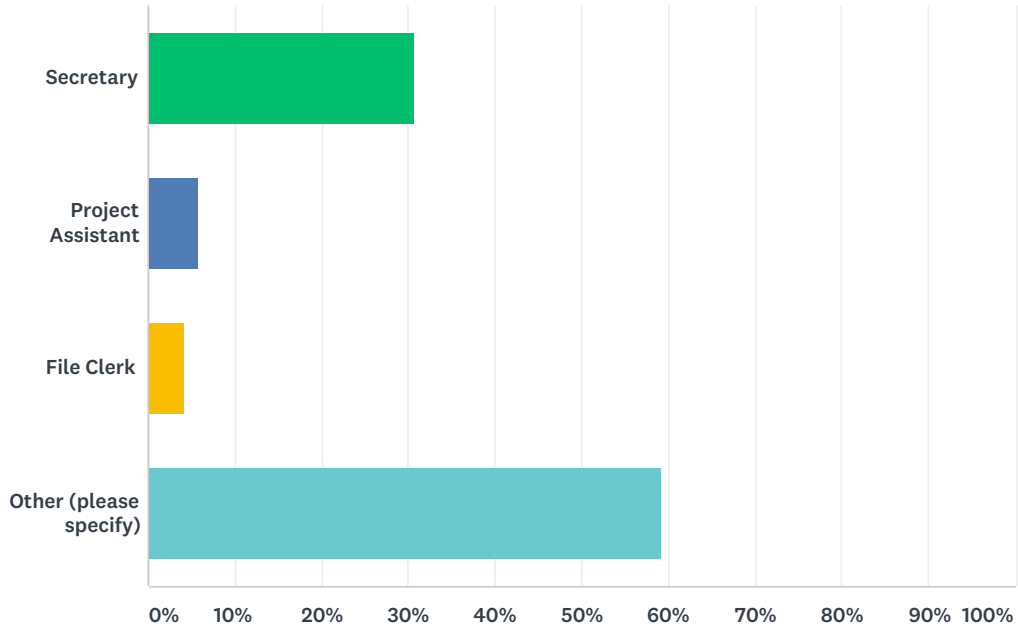
Answered: 120 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	40.00%	48
No	60.00%	72
TOTAL		120

Q40 If so, which staff personnel do you supervise?

Answered: 120 Skipped: 2



ANSWER CHOICES	RESPONSES
Secretary	30.83% 37
Project Assistant	5.83% 7
File Clerk	4.17% 5
Other (please specify)	59.17% 71
TOTAL	120

#	OTHER (PLEASE SPECIFY)	DATE
1	N/A	8/21/2017 2:37 PM
2	none	8/3/2017 8:14 AM
3	None	8/2/2017 4:52 PM
4	na	7/26/2017 3:35 PM
5	none	7/21/2017 11:03 AM
6	n/a	7/21/2017 9:10 AM
7	None	7/20/2017 1:52 PM
8	not applicable	7/20/2017 11:22 AM
9	None	7/20/2017 10:02 AM
10	N/A	7/20/2017 9:12 AM
11	Secretary and File Clerk	7/20/2017 8:47 AM
12	n/a	7/19/2017 6:15 PM
13	n/a	7/19/2017 5:30 PM

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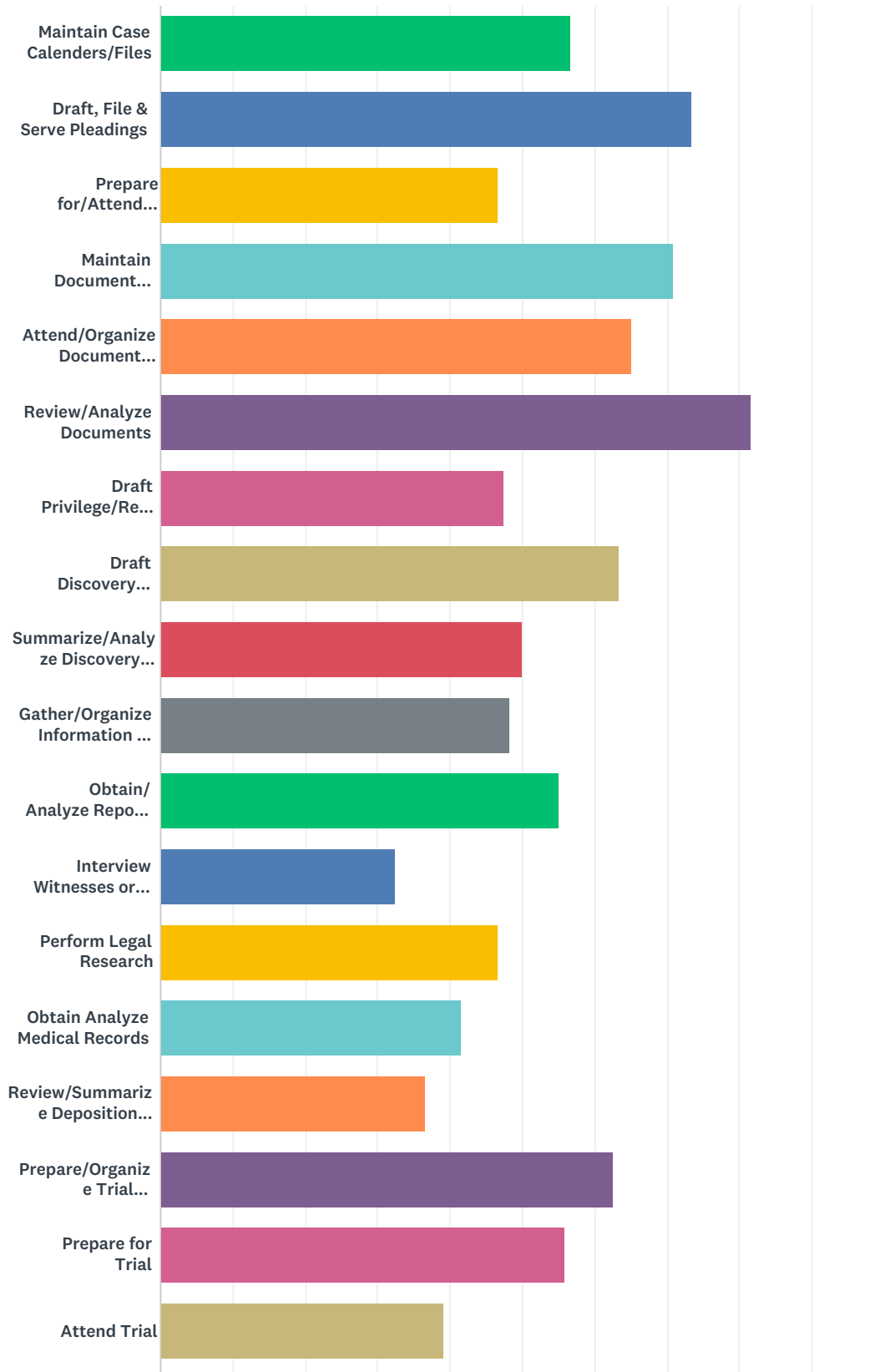
14	none	7/19/2017 4:45 PM
15	Receptionists/Legal Assistants	7/19/2017 4:09 PM
16	I do not supervise any staff	7/19/2017 3:48 PM
17	N/A	7/19/2017 3:47 PM
18	n/a	7/19/2017 3:46 PM
19	Other paralegals	7/19/2017 3:41 PM
20	myself	7/19/2017 3:38 PM
21	None	7/19/2017 3:38 PM
22	N/A	7/19/2017 3:36 PM
23	no	7/13/2017 8:04 AM
24	none	7/7/2017 11:47 AM
25	NA	7/6/2017 11:31 AM
26	I do not supervise anyone.	6/28/2017 4:40 PM
27	Not applicable	6/28/2017 2:30 PM
28	2 additional paralegals and one prosecutorial assistant	6/28/2017 8:59 AM
29	N/A	6/27/2017 1:55 PM
30	none	6/27/2017 10:29 AM
31	Why is an answer required when #31 says No?	6/23/2017 12:05 PM
32	NA	6/23/2017 11:10 AM
33	I said no, but it won't let me bypass this question.	6/23/2017 8:44 AM
34	we don't employ the above, so it's interns (legal, paralegal) and volunteers	6/22/2017 6:34 PM
35	Paralegals	6/22/2017 12:38 PM
36	none	6/22/2017 10:54 AM
37	None	6/22/2017 9:12 AM
38	Paralegal, Receptionist, Research Clerk	6/22/2017 8:44 AM
39	None	6/21/2017 4:30 PM
40	Don't supervise	6/21/2017 3:41 PM
41	I give assignments to staff, but don't supervise them overall	6/21/2017 3:00 PM
42	Secretary, Project Assistant & Practice Support	6/21/2017 2:43 PM
43	Project assistants and file clerks, as needed only	6/21/2017 2:29 PM
44	N/A	6/21/2017 1:57 PM
45	NA	6/21/2017 1:08 PM
46	n/a	6/21/2017 1:02 PM
47	i don't	6/21/2017 12:57 PM
48	na	6/21/2017 12:57 PM
49	none	6/21/2017 12:43 PM
50	NA	6/21/2017 12:23 PM
51	N/A	6/21/2017 12:21 PM
52	N/A	6/21/2017 12:18 PM
53	NA	6/21/2017 12:17 PM
54	n/a	6/21/2017 11:55 AM

2017 Paralegal Salary and Office Survey

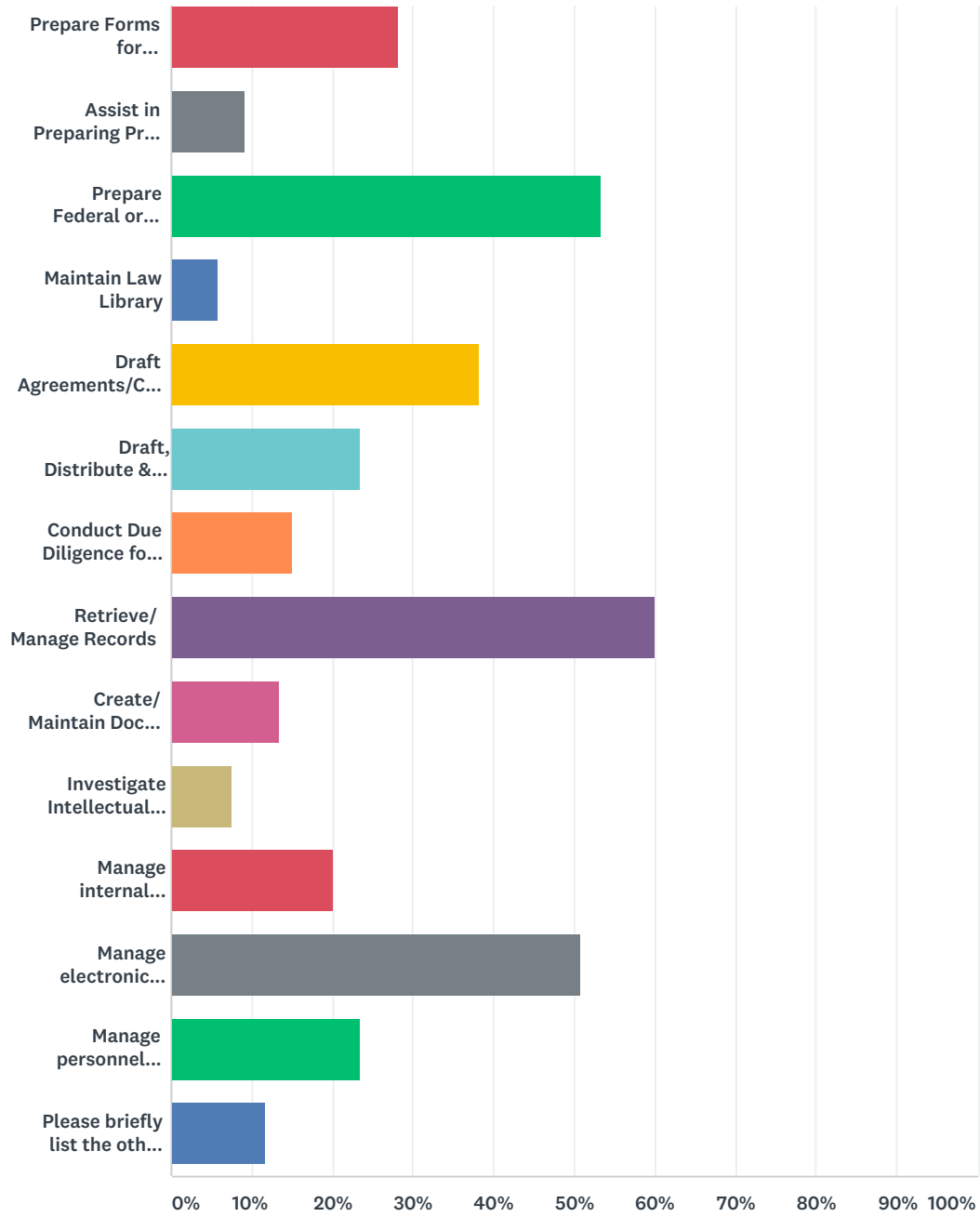
55	None	6/21/2017 11:43 AM
56	none	6/21/2017 11:35 AM
57	none	6/21/2017 11:35 AM
58	n/a	6/21/2017 11:33 AM
59	N/A - None	6/21/2017 11:33 AM
60	no supervision	6/21/2017 11:31 AM
61	Office Manager and Receptionist	6/21/2017 11:30 AM
62	N/A	6/21/2017 11:27 AM
63	None	6/21/2017 11:21 AM
64	I don't supervise personnel	6/21/2017 11:16 AM
65	NA	6/21/2017 11:15 AM
66	none	6/21/2017 11:08 AM
67	none	6/21/2017 11:08 AM
68	none	6/21/2017 11:03 AM
69	none	6/21/2017 11:00 AM
70	none	6/21/2017 10:57 AM
71	None	6/21/2017 10:53 AM

Q41 Please review the following list of tasks and mark those that you perform most often on a routine basis:

Answered: 120 Skipped: 2



2017 Paralegal Salary and Office Survey



ANSWER CHOICES	RESPONSES	
Maintain Case Calenders/Files	56.67%	68
Draft, File & Serve Pleadings	73.33%	88
Prepare for/Attend Client Meetings	46.67%	56
Maintain Document Databases	70.83%	85
Attend/Organize Document Productions	65.00%	78
Review/Analyze Documents	81.67%	98
Draft Privilege/Redaction Logs	47.50%	57
Draft Discovery Requests & Responses	63.33%	76

2017 Paralegal Salary and Office Survey

Summarize/Analyze Discovery Responses	50.00%	60
Gather/Organize Information on Companies, Products & Witnesses	48.33%	58
Obtain/ Analyze Reports from Police or Other Agencies	55.00%	66
Interview Witnesses or Other Pertinent Individuals	32.50%	39
Perform Legal Research	46.67%	56
Obtain Analyze Medical Records	41.67%	50
Review/Summarize Deposition Transcripts	36.67%	44
Prepare/Organize Trial Notebooks & Other Demonstrative Trial Exhibits	62.50%	75
Prepare for Trial	55.83%	67
Attend Trial	39.17%	47
Prepare Forms for Administrative Agencies	28.33%	34
Assist in Preparing Proxy Statements	9.17%	11
Prepare Federal or State Filings	53.33%	64
Maintain Law Library	5.83%	7
Draft Agreements/Contracts	38.33%	46
Draft, Distribute & File Corporate Documents	23.33%	28
Conduct Due Diligence for Mergers & Acquisitions	15.00%	18
Retrieve/ Manage Records	60.00%	72
Create/ Maintain Docket Systems & Intellectual Property Filings	13.33%	16
Investigate Intellectual Property Infringement & Assist in Proceedings	7.50%	9
Manage internal compliance	20.00%	24
Manage electronic discovery	50.83%	61
Manage personnel issues	23.33%	28
Please briefly list the other substantive work you preform, not listed above:	11.67%	14
Total Respondents: 120		

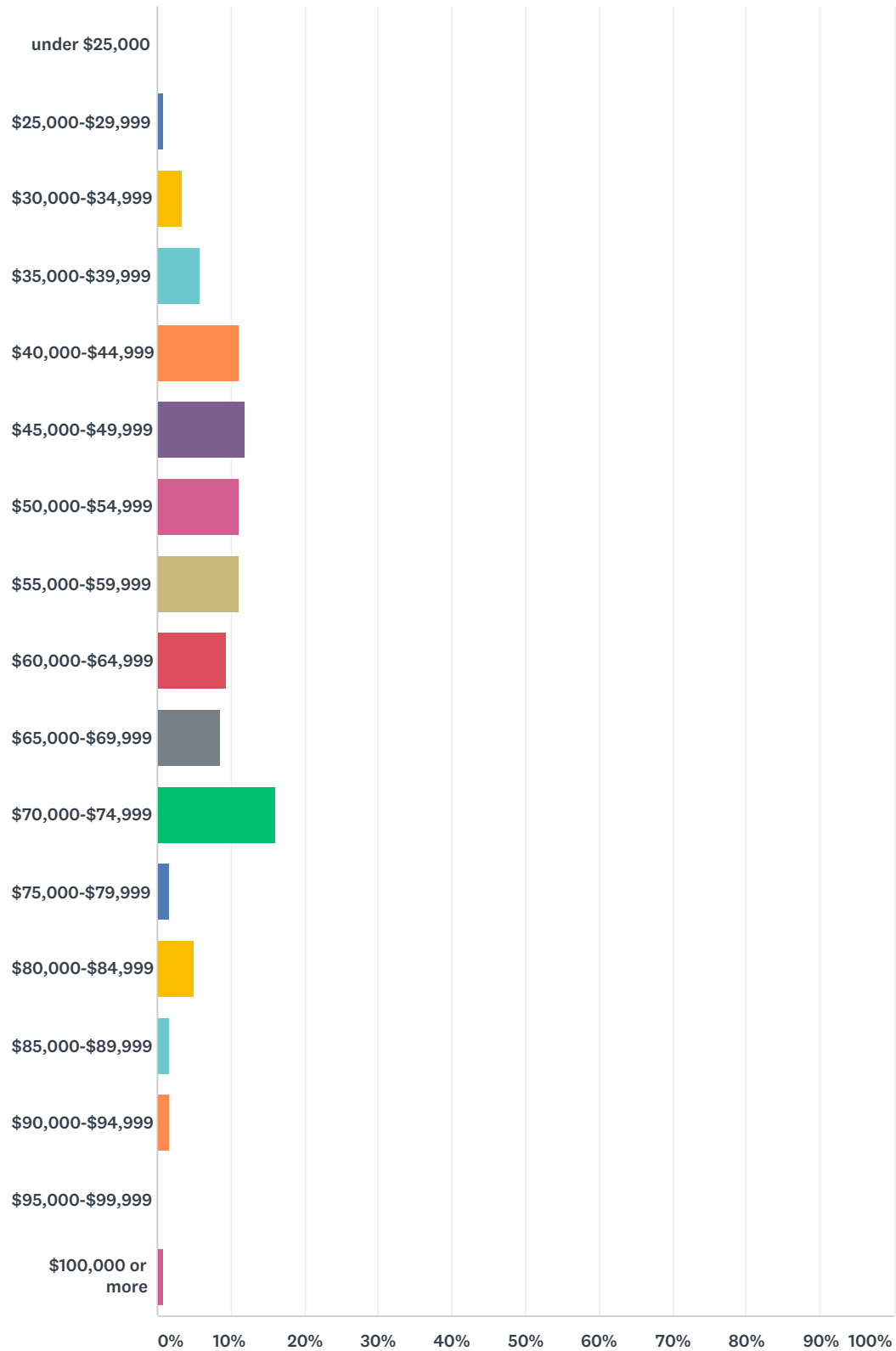
#	PLEASE BRIEFLY LIST THE OTHER SUBSTANTIVE WORK YOU PREFORM, NOT LISTED ABOVE:	DATE
1	Case review/analysis/screening	7/21/2017 11:03 AM
2	Draft 401k plans for attorney review	7/20/2017 11:22 AM
3	Manage office; analysis, research, write, edit opinions for publication; court room clerk; all office docs/procedures including HR, Payroll, Travel, Evidence, Case Management, Database, Law Library.	7/20/2017 10:30 AM
4	Retain experts and produce records for expert review	7/20/2017 8:47 AM
5	I do all of these tasks for our International entities and a few for our local entity.	7/19/2017 3:47 PM
6	Prepare bankruptcy documents	7/19/2017 3:43 PM
7	contact with clients; draft memos	7/7/2017 11:47 AM
8	Manage Trademarks in multiple countries	6/27/2017 10:29 AM

2017 Paralegal Salary and Office Survey

9	Manage all US & international labels; assist with organic certification issues; occasional trademark questions	6/23/2017 12:05 PM
10	Prepare and file securities filings with SEC and states; prepare documents for financings and closings; facilitate and analysis of lien and asset searches; attend closings; training of other paralegals and support personnel	6/21/2017 4:47 PM
11	Most of my work is drafting estate planning documents (wills, trusts, health care directives, deeds, powers of attorney, etc.)	6/21/2017 1:02 PM
12	Personal assistant	6/21/2017 12:57 PM
13	research county recorder offices for owner/parcel information; perform asset and people searches	6/21/2017 11:30 AM
14	screen criminal cases	6/21/2017 11:08 AM

Q42 What is your gross annual salary, excluding bonuses?

Answered: 118 Skipped: 4

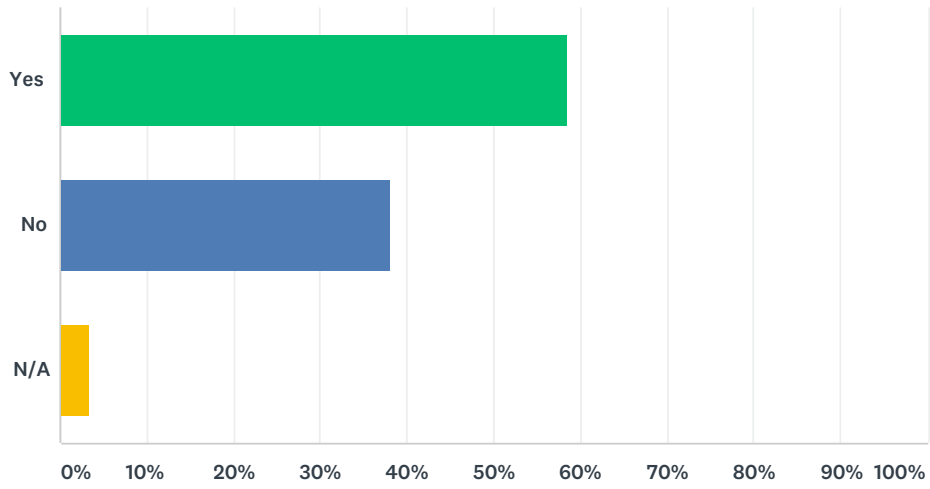


2017 Paralegal Salary and Office Survey

under \$25,000	0.00%	0
\$25,000-\$29,999	0.85%	1
\$30,000-\$34,999	3.39%	4
\$35,000-\$39,999	5.93%	7
\$40,000-\$44,999	11.02%	13
\$45,000-\$49,999	11.86%	14
\$50,000-\$54,999	11.02%	13
\$55,000-\$59,999	11.02%	13
\$60,000-\$64,999	9.32%	11
\$65,000-\$69,999	8.47%	10
\$70,000-\$74,999	16.10%	19
\$75,000-\$79,999	1.69%	2
\$80,000-\$84,999	5.08%	6
\$85,000-\$89,999	1.69%	2
\$90,000-\$94,999	1.69%	2
\$95,000-\$99,999	0.00%	0
\$100,000 or more	0.85%	1
TOTAL		118

Q43 Does your employer have a bonus structure in place?

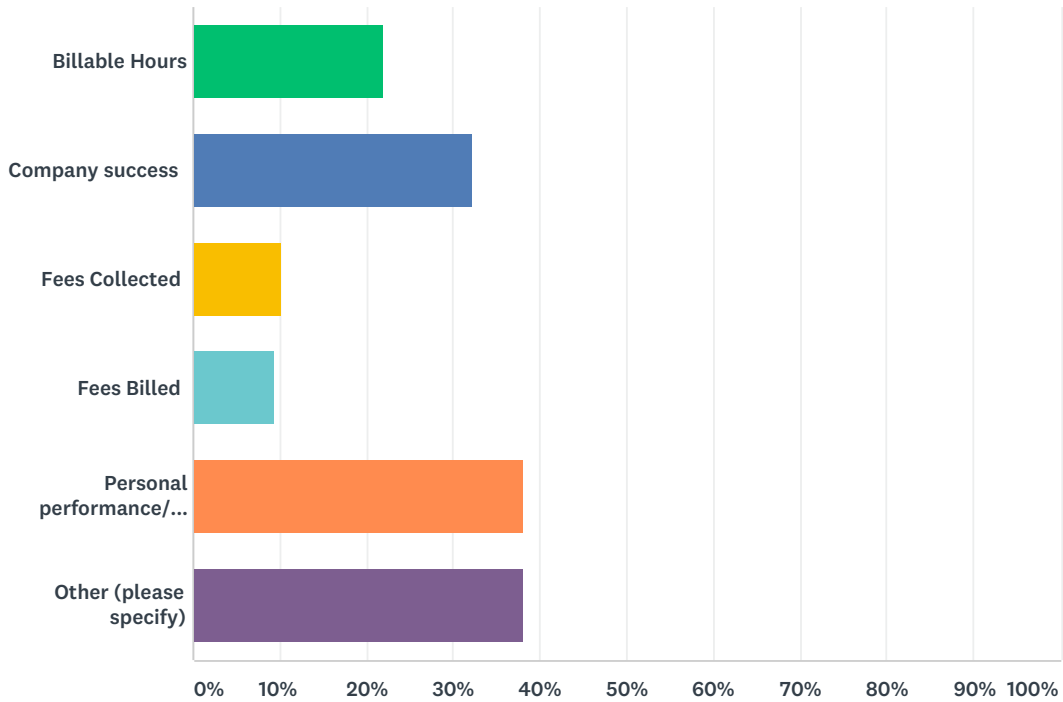
Answered: 118 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	58.47%	69
No	38.14%	45
N/A	3.39%	4
TOTAL		118

Q44 How are the bonus amounts determined?(select as many as applicable)

Answered: 118 Skipped: 4



ANSWER CHOICES	RESPONSES	
Billable Hours	22.03%	26
Company success	32.20%	38
Fees Collected	10.17%	12
Fees Billed	9.32%	11
Personal performance/merit	38.14%	45
Other (please specify)	38.14%	45
Total Respondents: 118		

#	OTHER (PLEASE SPECIFY)	DATE
1	n/a	8/21/2017 2:38 PM
2	na	7/26/2017 3:37 PM
3	our office is allowed to give unremarkable bonuses (\$250) on rare occassions	7/21/2017 11:06 AM
4	none	7/20/2017 10:03 AM
5	n/a	7/20/2017 9:16 AM
6	N/A	7/19/2017 5:32 PM
7	don't have bonuses	7/19/2017 4:48 PM
8	Salary based	7/19/2017 3:52 PM

2017 Paralegal Salary and Office Survey

9	n/a	7/19/2017 3:49 PM
10	80 hours extra pay	7/19/2017 3:46 PM
11	n/a	7/19/2017 3:44 PM
12	Firm profits.	7/19/2017 3:43 PM
13	Discretionary	7/19/2017 3:40 PM
14	none	7/19/2017 3:39 PM
15	no	7/13/2017 8:06 AM
16	special award	7/9/2017 12:46 AM
17	they don't give them	7/7/2017 11:49 AM
18	NA	7/6/2017 11:34 AM
19	N/A	6/27/2017 3:11 PM
20	N/A	6/27/2017 1:56 PM
21	Not Applicable	6/26/2017 3:28 PM
22	No bonuses	6/23/2017 8:49 AM
23	N/A - we're non-profit	6/22/2017 6:38 PM
24	na	6/22/2017 10:57 AM
25	all paralegals recieve the same bonus	6/22/2017 10:10 AM
26	When they recognize that staff has been busy making them look good	6/22/2017 8:49 AM
27	none	6/21/2017 3:52 PM
28	N/A	6/21/2017 2:33 PM
29	Based on hired bonus percentage - based on education	6/21/2017 2:13 PM
30	not	6/21/2017 12:58 PM
31	none	6/21/2017 12:47 PM
32	No bonuses are given	6/21/2017 12:37 PM
33	Na	6/21/2017 12:20 PM
34	N/A	6/21/2017 12:19 PM
35	None	6/21/2017 11:46 AM
36	Bar Commission grants bonuses in some years for different reasons - holiday, performance, etc. Depends are Bar President.	6/21/2017 11:37 AM
37	no bonus	6/21/2017 11:36 AM
38	Yearly Review	6/21/2017 11:31 AM
39	Cases Settled	6/21/2017 11:22 AM
40	n/a	6/21/2017 11:10 AM
41	n/a	6/21/2017 11:10 AM
42	there are no bonuses	6/21/2017 11:08 AM
43	None	6/21/2017 11:02 AM
44	N/A	6/21/2017 10:58 AM
45	N/A	6/21/2017 10:55 AM

Q45 What is the dollar amount of all your bonuses combined during the past 12 months?

Answered: 118 Skipped: 4

#	RESPONSES	DATE
1	n/a	8/21/2017 2:38 PM
2	1500.00	8/3/2017 8:18 AM
3	\$15,500	8/2/2017 4:57 PM
4	1200	7/30/2017 10:56 AM
5	na	7/26/2017 3:37 PM
6	\$250	7/21/2017 11:06 AM
7	Waiting to receive my first one	7/20/2017 1:54 PM
8	2,000.00	7/20/2017 11:26 AM
9	\$1,000	7/20/2017 10:31 AM
10	0.00	7/20/2017 10:03 AM
11	\$500.00	7/20/2017 9:46 AM
12	0.00	7/20/2017 9:16 AM
13	20,000	7/20/2017 9:05 AM
14	\$500	7/20/2017 8:52 AM
15	\$4,000.00	7/20/2017 8:48 AM
16	3,000	7/19/2017 6:17 PM
17	3500	7/19/2017 5:32 PM
18	0	7/19/2017 4:48 PM
19	1200	7/19/2017 4:28 PM
20	5,000	7/19/2017 4:10 PM
21	\$1,900	7/19/2017 3:56 PM
22	\$3,000	7/19/2017 3:52 PM
23	I just started at this company. Previous jobs have given me around \$1000-\$1500 for bonuses.	7/19/2017 3:51 PM
24	n/a	7/19/2017 3:49 PM
25	\$2500	7/19/2017 3:46 PM
26	n/a	7/19/2017 3:44 PM
27	\$2,000	7/19/2017 3:43 PM
28	\$2,500	7/19/2017 3:43 PM
29	6000	7/19/2017 3:40 PM
30	0	7/19/2017 3:39 PM
31	25000.00	7/19/2017 3:39 PM
32	2,000	7/19/2017 3:39 PM
33	Not received yet.	7/19/2017 3:39 PM
34	\$6,000	7/19/2017 3:38 PM

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35	0	7/13/2017 8:06 AM
36	1500.00	7/11/2017 4:23 PM
37	300	7/9/2017 12:46 AM
38	n/a	7/7/2017 11:49 AM
39	0	7/6/2017 2:47 PM
40	1000	7/6/2017 11:34 AM
41	500	6/30/2017 11:18 AM
42	1700	6/29/2017 1:41 PM
43	10,000	6/28/2017 4:43 PM
44	NA	6/28/2017 2:31 PM
45	hourly increase of .68 per hour	6/28/2017 9:03 AM
46	N/A	6/27/2017 3:11 PM
47	N/A	6/27/2017 1:56 PM
48	2,000	6/27/2017 10:30 AM
49	3500.00	6/26/2017 3:28 PM
50	\$700	6/23/2017 12:07 PM
51	\$9,500.00	6/23/2017 11:14 AM
52	\$5,000	6/23/2017 9:19 AM
53	No bonuses	6/23/2017 8:49 AM
54	N/A	6/22/2017 6:38 PM
55	n/a	6/22/2017 3:59 PM
56	250	6/22/2017 12:39 PM
57	0	6/22/2017 10:57 AM
58	3 to 4 k	6/22/2017 10:10 AM
59	not sure	6/22/2017 9:25 AM
60	\$2,200	6/22/2017 9:14 AM
61	\$5,000	6/22/2017 8:49 AM
62	\$2,500	6/21/2017 6:08 PM
63	\$700 plus	6/21/2017 4:47 PM
64	1500	6/21/2017 4:31 PM
65	0.00	6/21/2017 4:03 PM
66	none	6/21/2017 3:52 PM
67	\$8,071.39	6/21/2017 3:45 PM
68	\$3,000	6/21/2017 3:03 PM
69	can not discuss	6/21/2017 2:53 PM
70	\$5000,00	6/21/2017 2:44 PM
71	N/A	6/21/2017 2:33 PM
72	\$7,000	6/21/2017 2:13 PM
73	Year end bonuses: \$2,500	6/21/2017 1:58 PM
74	\$6500	6/21/2017 1:56 PM
75	2000	6/21/2017 1:09 PM

2017 Paralegal Salary and Office Survey

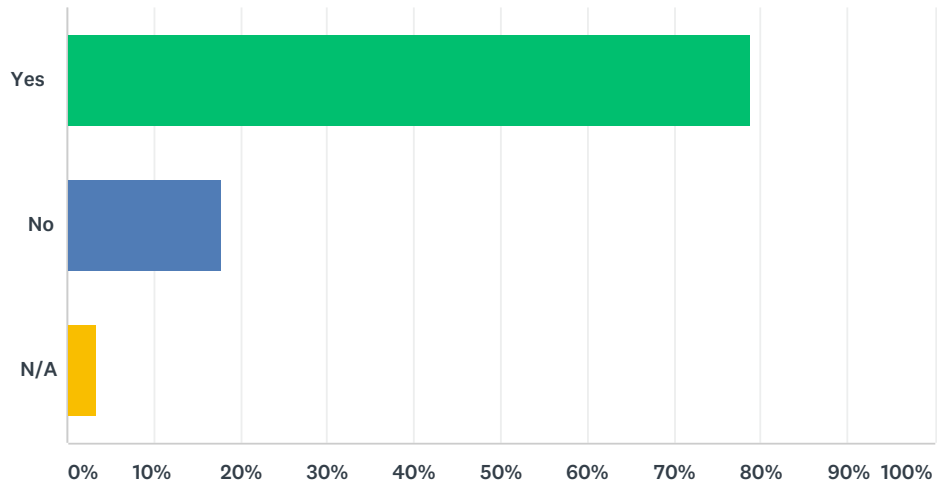
76	\$8,500	6/21/2017 1:04 PM
77	\$1,500	6/21/2017 1:03 PM
78	0	6/21/2017 12:58 PM
79	500.00	6/21/2017 12:58 PM
80	none	6/21/2017 12:47 PM
81	0	6/21/2017 12:37 PM
82	\$1,000.00	6/21/2017 12:26 PM
83	1500	6/21/2017 12:25 PM
84	\$6,000+	6/21/2017 12:25 PM
85	0 - I have only been here for 3 months	6/21/2017 12:23 PM
86	Na	6/21/2017 12:20 PM
87	N/A	6/21/2017 12:19 PM
88	500	6/21/2017 12:18 PM
89	Between \$7,000 and \$8,000	6/21/2017 12:11 PM
90	\$2,600	6/21/2017 11:58 AM
91	\$6000	6/21/2017 11:50 AM
92	None	6/21/2017 11:46 AM
93	0	6/21/2017 11:37 AM
94	none	6/21/2017 11:36 AM
95	6000	6/21/2017 11:36 AM
96	\$8000	6/21/2017 11:35 AM
97	\$2,000	6/21/2017 11:33 AM
98	2500	6/21/2017 11:32 AM
99	&6,000	6/21/2017 11:31 AM
100	\$3,000.00	6/21/2017 11:29 AM
101	3,000	6/21/2017 11:27 AM
102	8000.00	6/21/2017 11:22 AM
103	\$12,000	6/21/2017 11:22 AM
104	1200	6/21/2017 11:22 AM
105	\$2,000 to \$4,000	6/21/2017 11:20 AM
106	2000.00	6/21/2017 11:12 AM
107	n/a	6/21/2017 11:10 AM
108	n/a	6/21/2017 11:10 AM
109	0	6/21/2017 11:08 AM
110	\$9,700.00	6/21/2017 11:07 AM
111	\$9,000	6/21/2017 11:05 AM
112	\$1,500	6/21/2017 11:02 AM
113	0	6/21/2017 11:02 AM
114	15,000.00	6/21/2017 11:02 AM
115	2200	6/21/2017 11:00 AM
116	\$1,500	6/21/2017 10:59 AM

2017 Paralegal Salary and Office Survey

117	N/A	6/21/2017 10:58 AM
118	0	6/21/2017 10:55 AM

Q46 Have you received a raise in the past 12 months?

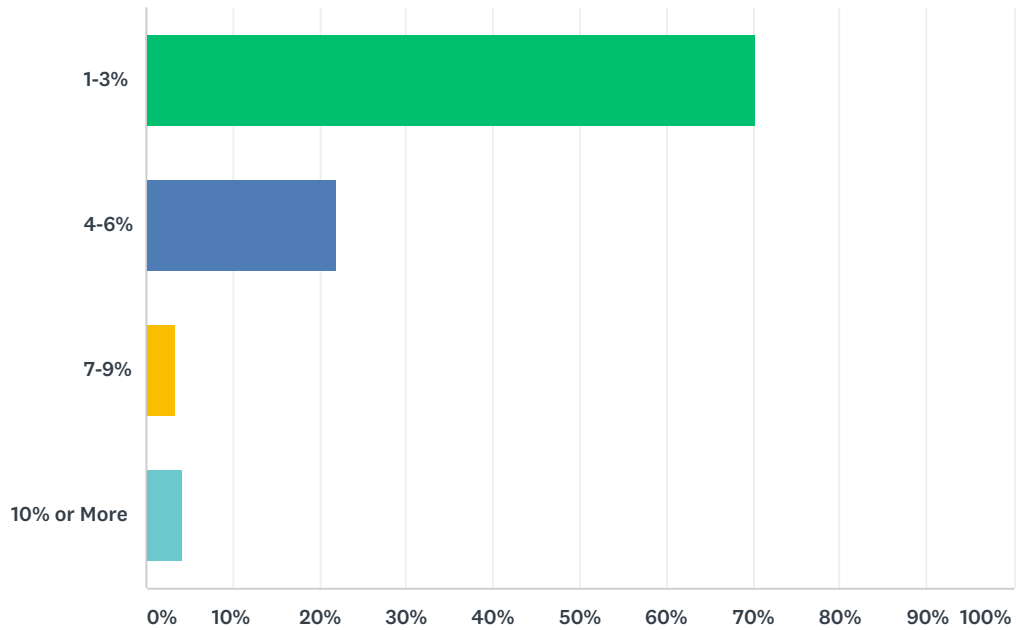
Answered: 118 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	78.81%	93
No	17.80%	21
N/A	3.39%	4
TOTAL		118

Q47 If so, what percent of your salary was your raise?

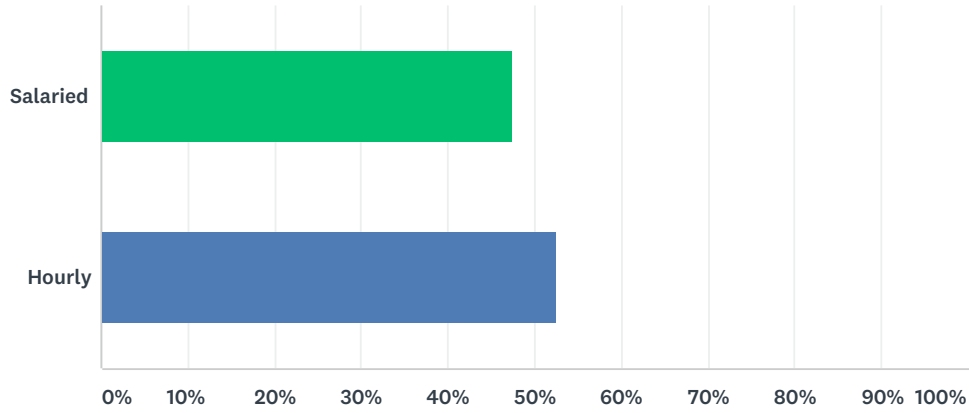
Answered: 118 Skipped: 4



ANSWER CHOICES	RESPONSES	
1-3%	70.34%	83
4-6%	22.03%	26
7-9%	3.39%	4
10% or More	4.24%	5
TOTAL		118

Q48 How is your position paid?

Answered: 118 Skipped: 4

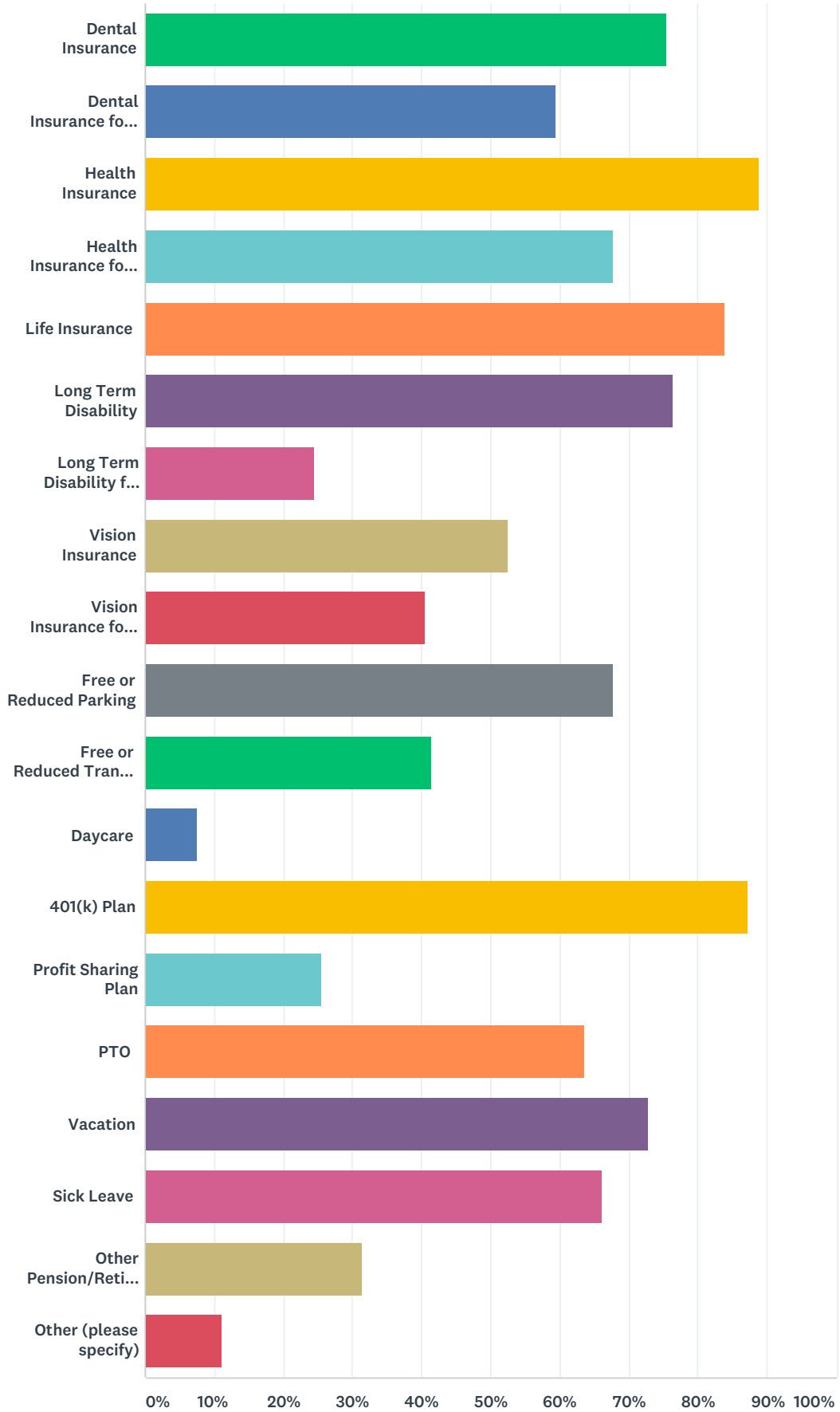


ANSWER CHOICES	RESPONSES	
Salaried	47.46%	56
Hourly	52.54%	62
TOTAL		118

Q49 Which benefits does your employer provide? (Please check all that apply)

Answered: 118 Skipped: 4

2017 Paralegal Salary and Office Survey



ANSWER CHOICES

RESPONSES

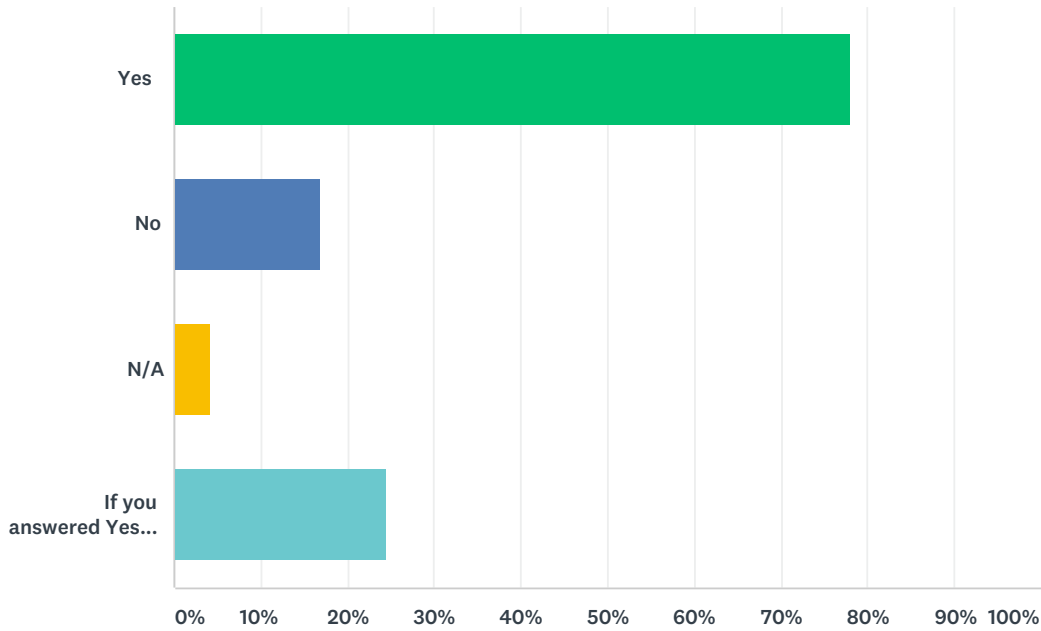
2017 Paralegal Salary and Office Survey

Dental Insurance	75.42%	89
Dental Insurance for Spouse/Family	59.32%	70
Health Insurance	88.98%	105
Health Insurance for Spouse/Family	67.80%	80
Life Insurance	83.90%	99
Long Term Disability	76.27%	90
Long Term Disability for Spouse/Family	24.58%	29
Vision Insurance	52.54%	62
Vision Insurance for Spouse/Family	40.68%	48
Free or Reduced Parking	67.80%	80
Free or Reduced Transit Pass	41.53%	49
Daycare	7.63%	9
401(k) Plan	87.29%	103
Profit Sharing Plan	25.42%	30
PTO	63.56%	75
Vacation	72.88%	86
Sick Leave	66.10%	78
Other Pension/Retirement Plan	31.36%	37
Other (please specify)	11.02%	13
Total Respondents: 118		

#	OTHER (PLEASE SPECIFY)	DATE
1	401K is employee contribution only.	7/21/2017 11:06 AM
2	None	7/20/2017 1:54 PM
3	None	7/20/2017 8:52 AM
4	HRA	7/19/2017 3:52 PM
5	Soon will offer Daycare Services!	7/19/2017 3:51 PM
6	Gym, cafeteria, free product	7/19/2017 3:39 PM
7	Employee pays a portion of health, dental, vision insurance. County pays the other portion of insurance.	6/28/2017 9:03 AM
8	A stocked kitchen! Plus paid holidays when we are closed. 3 days bereavement not counted against PTO.	6/23/2017 12:07 PM
9	Gym membership	6/22/2017 8:49 AM
10	Employer pays 100% of health insurance premiums.	6/21/2017 1:58 PM
11	comp time	6/21/2017 11:33 AM
12	n/a	6/21/2017 11:10 AM
13	HSA contribution	6/21/2017 10:58 AM

Q50 Is the number of your Paid Time Off/vacation days determined by your length of employment?

Answered: 118 Skipped: 4



ANSWER CHOICES	RESPONSES
Yes	77.97% 92
No	16.95% 20
N/A	4.24% 5
If you answered Yes, Please describe:	24.58% 29
Total Respondents: 118	

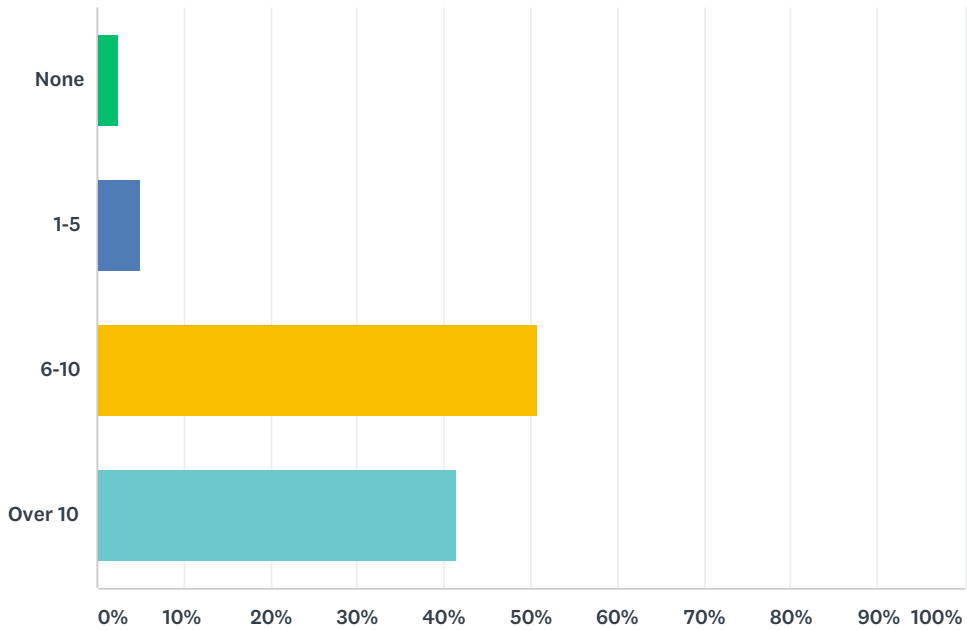
#	IF YOU ANSWERED YES, PLEASE DESCRIBE:	DATE
1	More days given after 5 years, 10 years.	8/2/2017 4:57 PM
2	1 day a month	7/30/2017 10:56 AM
3	I am topped out at 3 weeks, have worked for my attorney for 25 years	7/19/2017 3:56 PM
4	It will add a day of PTO as every year goes by.	7/19/2017 3:51 PM
5	maxed out 6.67 hrs p 2 weeks	7/19/2017 3:49 PM
6	40 hours starting, increases over the years	7/19/2017 3:46 PM
7	1-5 years is two weeks vacation, 5-8 years is three weeks and 8 and above is four weeks paid vacation. We also have eight sick days.	7/19/2017 3:43 PM
8	After five years, we get an additional vacation week.	7/19/2017 3:38 PM
9	4 hours PTO every 2 weeks (first 4 years); 6 hours thereafter	7/7/2017 11:49 AM
10	increases at 5 year and 10 year mark	7/6/2017 2:47 PM
11	It goes up slightly after many years on the job	6/30/2017 11:18 AM
12	5 days first year, work up to 2 weeks.	6/28/2017 4:43 PM

2017 Paralegal Salary and Office Survey

13	2 weeks PTO for years 1 - 5	6/28/2017 2:31 PM
14	goes up every 5 years	6/27/2017 10:30 AM
15	At 2.5 yrs employed, I earn 1 day per month for any purpose.	6/23/2017 12:07 PM
16	1-9 years equals 3 weeks PTO	6/23/2017 11:14 AM
17	PTO is accrued per hours worked. The rate at which it is accrued is dependant on the length of time employed here.	6/23/2017 8:49 AM
18	3 week after the first year	6/22/2017 10:10 AM
19	Length of service	6/21/2017 4:47 PM
20	15 vacation days < 15 yrs; 20 days >15 years	6/21/2017 1:03 PM
21	it is	6/21/2017 12:58 PM
22	It goes up after 5 years	6/21/2017 12:58 PM
23	The longer you're there, the more time off you get. you accrue time off each pay period.	6/21/2017 12:47 PM
24	4hrs per pay period for first 8 years 8-15 years 6hrs per pay period, 8 hrs per pay period thereafter	6/21/2017 12:37 PM
25	after 15 years, it is five weeks	6/21/2017 12:25 PM
26	So many hours accrued per year of employment	6/21/2017 11:35 AM
27	I earn a specific amount of PTO hours per pay period based upon the number of years of employment.	6/21/2017 11:20 AM
28	1-7 years = 10 days; 7+ years = 15 days	6/21/2017 11:12 AM
29	n/a	6/21/2017 11:10 AM

Q51 How many paid holidays are you given annually by your employer?

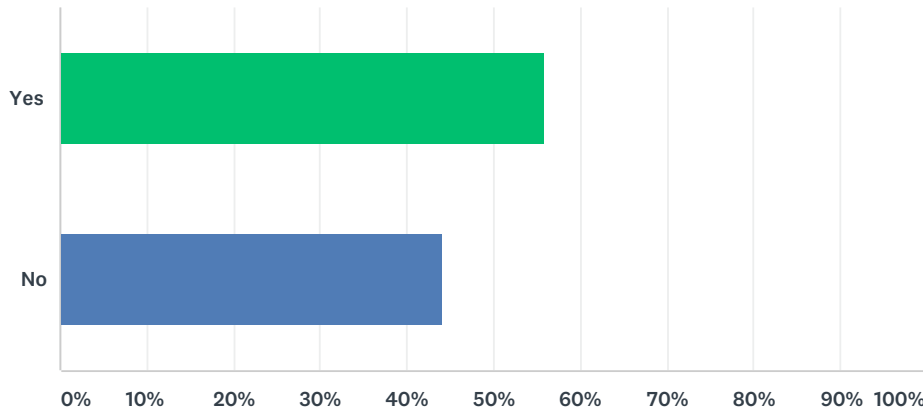
Answered: 118 Skipped: 4



ANSWER CHOICES	RESPONSES
None	2.54% 3
1-5	5.08% 6
6-10	50.85% 60
Over 10	41.53% 49
TOTAL	118

Q52 Does your employer provide in-house training for paralegals?

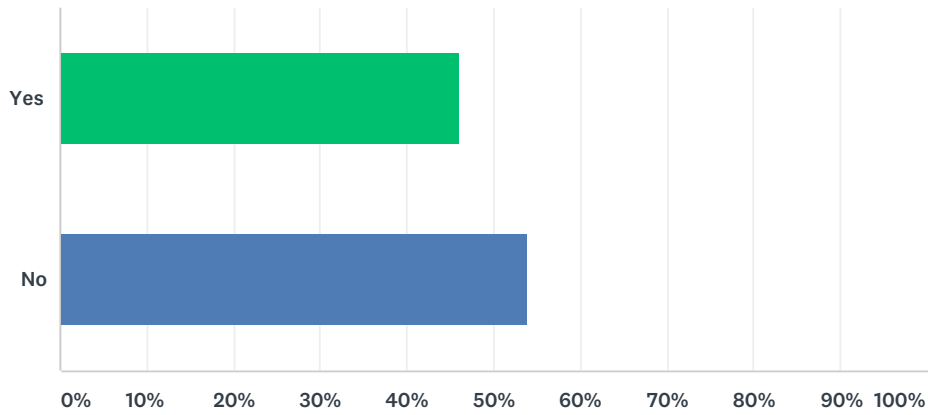
Answered: 118 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	55.93%	66
No	44.07%	52
TOTAL		118

Q53 Does your employer provide in-house Continuing Legal Education (CLE) for you as defined by the Utah Paralegal Association and the Utah State Bar’s definitions of CLE?

Answered: 115 Skipped: 7



ANSWER CHOICES	RESPONSES	
Yes	46.09%	53
No	53.91%	62
TOTAL		115

Q54 If your employer provides in-house CLE training, please indicate the number of hours offered per year.

Answered: 115 Skipped: 7

#	RESPONSES	DATE
1	n/a	8/21/2017 2:40 PM
2	n/a	8/3/2017 8:19 AM
3	3	8/2/2017 5:00 PM
4	None so far	7/30/2017 10:59 AM
5	na	7/26/2017 3:38 PM
6	1	7/21/2017 11:07 AM
7	11	7/20/2017 1:56 PM
8	0	7/20/2017 11:30 AM
9	0	7/20/2017 10:34 AM
10	13-19	7/20/2017 10:04 AM
11	12	7/20/2017 9:47 AM
12	n/a	7/20/2017 9:21 AM
13	0	7/20/2017 9:06 AM
14	0	7/20/2017 8:54 AM
15	15	7/20/2017 8:50 AM
16	n/a	7/19/2017 6:20 PM
17	0	7/19/2017 5:35 PM
18	more than 20	7/19/2017 4:49 PM
19	4	7/19/2017 4:30 PM
20	0	7/19/2017 4:11 PM
21	1-2	7/19/2017 3:59 PM
22	Unknown I am not a member yet.	7/19/2017 3:53 PM
23	As many CL's that I want to sign up for.	7/19/2017 3:53 PM
24	n/a	7/19/2017 3:50 PM
25	0	7/19/2017 3:47 PM
26	1-40	7/19/2017 3:46 PM
27	12	7/19/2017 3:44 PM
28	10	7/19/2017 3:44 PM
29	5	7/19/2017 3:42 PM
30	0	7/19/2017 3:41 PM
31	1-5	7/19/2017 3:41 PM
32	0	7/19/2017 3:40 PM
33	0	7/19/2017 3:39 PM
34	I don't know	7/13/2017 8:08 AM

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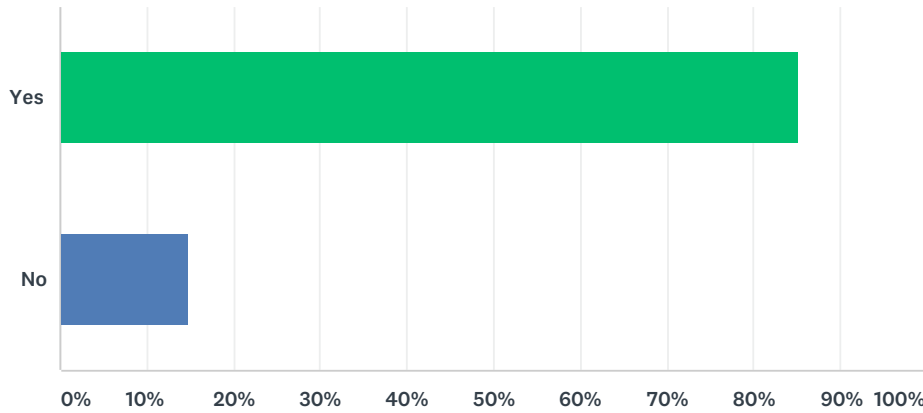
35	5	7/11/2017 4:24 PM
36	20	7/9/2017 12:48 AM
37	I don't know	7/7/2017 11:52 AM
38	4	7/6/2017 2:48 PM
39	0	7/6/2017 11:35 AM
40	??	6/30/2017 11:19 AM
41	0	6/29/2017 1:42 PM
42	hour/month	6/28/2017 4:44 PM
43	NA	6/28/2017 2:32 PM
44	approximately 10 hrs	6/28/2017 9:05 AM
45	36	6/27/2017 3:12 PM
46	N/A	6/27/2017 1:57 PM
47	0	6/27/2017 10:31 AM
48	0	6/26/2017 3:29 PM
49	Again, who set this up? I answered No to 45.	6/23/2017 12:11 PM
50	As many as needed or asked for	6/23/2017 12:08 PM
51	n/a	6/23/2017 9:20 AM
52	N/A	6/22/2017 6:39 PM
53	Unknown	6/22/2017 4:01 PM
54	Unknown	6/22/2017 12:40 PM
55	unsure	6/22/2017 10:58 AM
56	see answer to 53	6/22/2017 10:12 AM
57	0	6/22/2017 9:27 AM
58	N/A	6/22/2017 9:15 AM
59	0	6/22/2017 8:50 AM
60	1-5 (not a lot in-house. I usually obtain it myself for our office)	6/21/2017 4:47 PM
61	none	6/21/2017 4:32 PM
62	20	6/21/2017 4:13 PM
63	100	6/21/2017 4:04 PM
64	Done externally	6/21/2017 3:46 PM
65	n/a	6/21/2017 3:06 PM
66	10	6/21/2017 2:54 PM
67	5	6/21/2017 2:51 PM
68	Unsure	6/21/2017 2:34 PM
69	N/A	6/21/2017 2:14 PM
70	As many as requested, no limit.	6/21/2017 1:59 PM
71	N/A	6/21/2017 1:58 PM
72	NA	6/21/2017 1:10 PM
73	n/a	6/21/2017 1:06 PM
74	n/a	6/21/2017 1:05 PM
75	8	6/21/2017 1:01 PM

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76	0	6/21/2017 12:59 PM
77	none	6/21/2017 12:49 PM
78	Anywhere form 15 hrs up	6/21/2017 12:40 PM
79	10	6/21/2017 12:28 PM
80	NA	6/21/2017 12:26 PM
81	0	6/21/2017 12:26 PM
82	N/A	6/21/2017 12:24 PM
83	6	6/21/2017 12:21 PM
84	6	6/21/2017 12:21 PM
85	1-4	6/21/2017 12:19 PM
86	It varies	6/21/2017 12:13 PM
87	0	6/21/2017 12:02 PM
88	0	6/21/2017 11:52 AM
89	0	6/21/2017 11:49 AM
90	Too many to count. The Utah State Bar CLE department is one of my employer's departments	6/21/2017 11:41 AM
91	n/c	6/21/2017 11:38 AM
92	none	6/21/2017 11:37 AM
93	7.5	6/21/2017 11:37 AM
94	10	6/21/2017 11:34 AM
95	0	6/21/2017 11:34 AM
96	5	6/21/2017 11:33 AM
97	N/A	6/21/2017 11:33 AM
98	Unknown	6/21/2017 11:30 AM
99	0	6/21/2017 11:24 AM
100	None	6/21/2017 11:23 AM
101	It varies from year to year. But on an average, 5 hours per year.	6/21/2017 11:23 AM
102	12	6/21/2017 11:23 AM
103	12-15	6/21/2017 11:13 AM
104	n/a	6/21/2017 11:12 AM
105	n/a	6/21/2017 11:11 AM
106	varies	6/21/2017 11:10 AM
107	0	6/21/2017 11:09 AM
108	n/a	6/21/2017 11:06 AM
109	5	6/21/2017 11:06 AM
110	As many as we need. They try to customize to our needs.	6/21/2017 11:03 AM
111	4	6/21/2017 11:03 AM
112	10-20	6/21/2017 11:01 AM
113	20	6/21/2017 11:01 AM
114	20	6/21/2017 10:59 AM
115	Varies	6/21/2017 10:56 AM

Q55 Does your employer pay for outside CLE/ CPE (Continuing Professional Education)?(If no, skip to 54.)

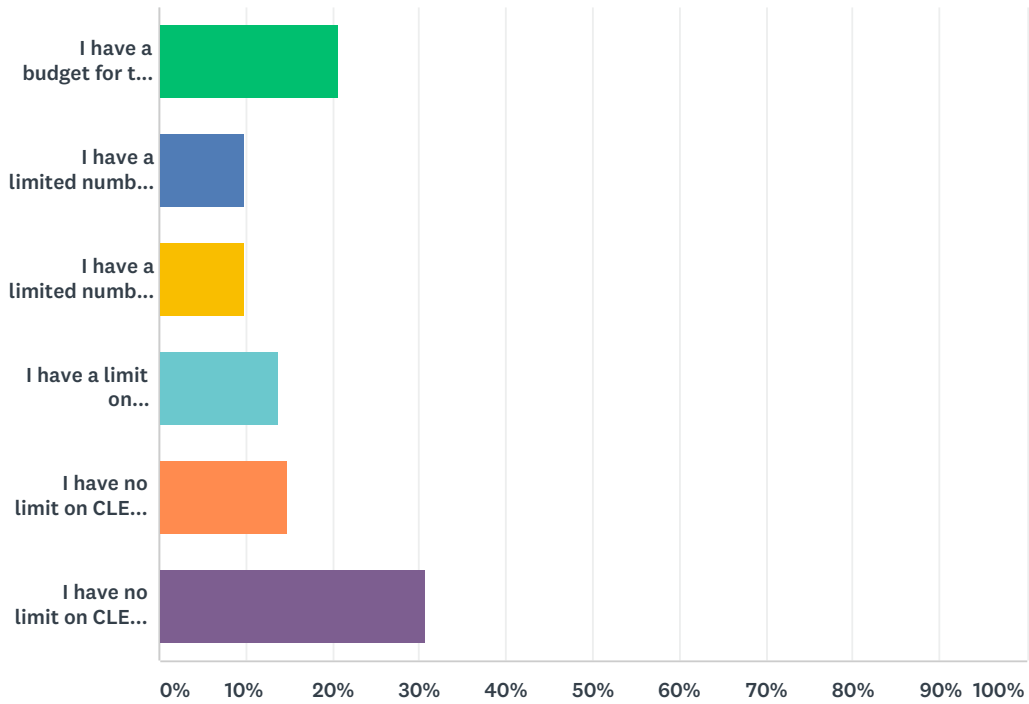
Answered: 115 Skipped: 7



ANSWER CHOICES	RESPONSES	
Yes	85.22%	98
No	14.78%	17
TOTAL		115

Q56 How many hours of outside CLE will your employer pay for?

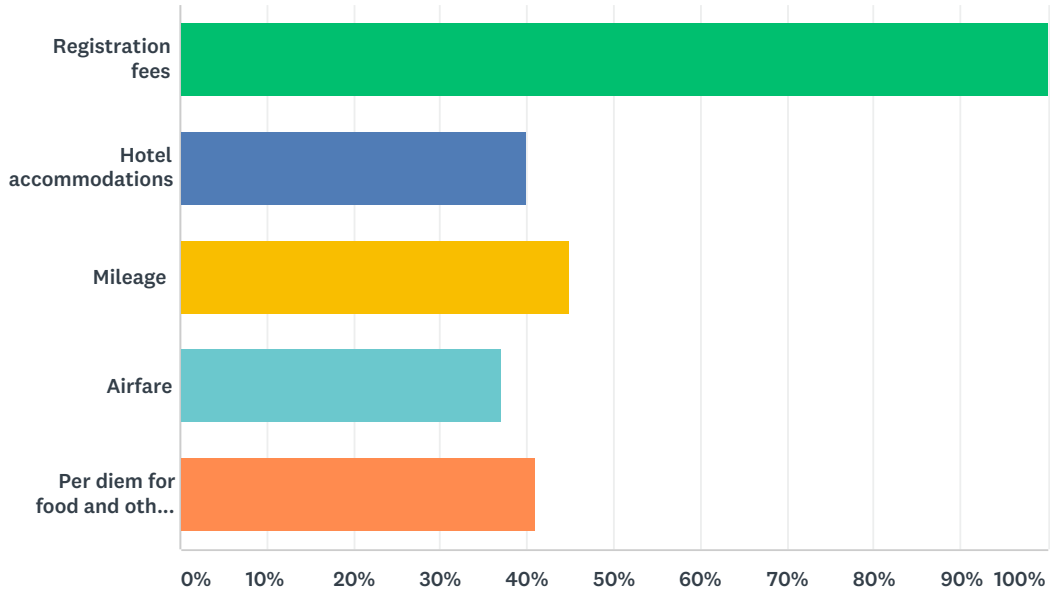
Answered: 101 Skipped: 21



ANSWER CHOICES	RESPONSES	
I have a budget for the year	20.79%	21
I have a limited number of hours of CLE.	9.90%	10
I have a limited number of CLE events I can attend	9.90%	10
I have a limit on out-of-town/state CLE events.	13.86%	14
I have no limit on CLE events.	14.85%	15
I have no limit on CLE hours or events.	30.69%	31
TOTAL		101

Q57 If your employer pays for outside CLE, please identify which of the following your employer will pay. Check all that apply.

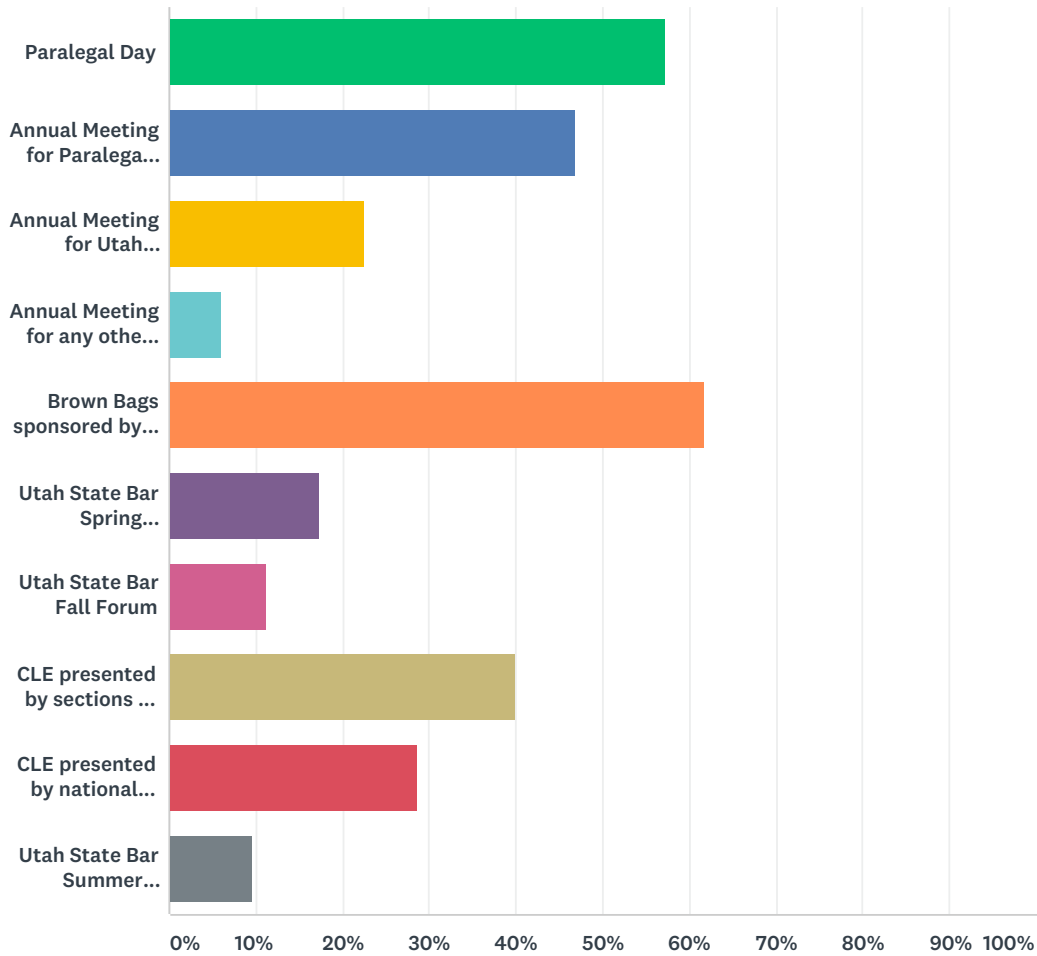
Answered: 100 Skipped: 22



ANSWER CHOICES	RESPONSES	
Registration fees	100.00%	100
Hotel accommodations	40.00%	40
Mileage	45.00%	45
Airfare	37.00%	37
Per diem for food and other expenses	41.00%	41
Total Respondents: 100		

Q58 Please check all that apply for CLE/ CPE (Continuing Professional Education) that you attend:

Answered: 115 Skipped: 7



ANSWER CHOICES	RESPONSES	
Paralegal Day	57.39%	66
Annual Meeting for Paralegal Division of the Utah State Bar	46.96%	54
Annual Meeting for Utah Paralegal Association	22.61%	26
Annual Meeting for any other professional association	6.09%	7
Brown Bags sponsored by the Paralegal Division of the Utah State Bar and Utah Paralegal Association	61.74%	71
Utah State Bar Spring Convention	17.39%	20
Utah State Bar Fall Forum	11.30%	13
CLE presented by sections of the Utah State Bar	40.00%	46
CLE presented by national organizations	28.70%	33
Utah State Bar Summer Convention	9.57%	11

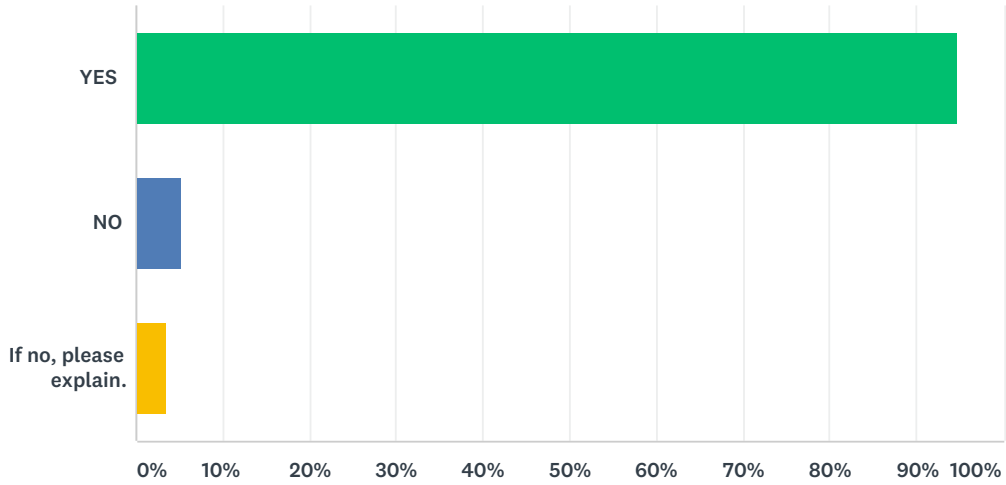
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Total Respondents: 115

#	IF YOU DON'T ATTEND CLE ACTIVITIES PLEASE EXPLAIN:	DATE
1	I attend a little of each when I am available to do so.	7/20/2017 10:34 AM
2	I just joined and haven't attended any CLE courses yet	7/19/2017 4:11 PM
3	I am not a member yet.	7/19/2017 3:53 PM
4	NDAA, Utah Prosecution Council	7/19/2017 3:50 PM
5	I have no affiliations	7/7/2017 11:52 AM
6	Employer will pay for the UPA 1-day of CLE plus 1 or 2 webinars per year; no travel expenses are covered.	6/23/2017 12:11 PM
7	Do not pertain to my field of law.	6/21/2017 2:54 PM
8	I don't have any CLE requirements.	6/21/2017 2:51 PM
9	Don't attend regular meetings	6/21/2017 1:06 PM
10	I don't have CLE requirements; above answers are for 1-2 paralegals at my firm who do	6/21/2017 1:05 PM
11	Annual Meeting: Cache County Children's Justice Center	6/21/2017 1:01 PM
12	upc conference	6/21/2017 12:59 PM
13	none provided	6/21/2017 12:49 PM
14	Not required by my firm. The firm provides weekly in-house training together with the attorneys.	6/21/2017 11:52 AM
15	not affiliated with any association so no need to attend	6/21/2017 11:38 AM
16	Don't attend them. You should really offer an alternative box that applies if one doesn't attend.	6/21/2017 11:30 AM
17	CJC Child Abuse Conference	6/21/2017 10:59 AM

Q59 Do you feel like you have job security in your current position?

Answered: 115 Skipped: 7

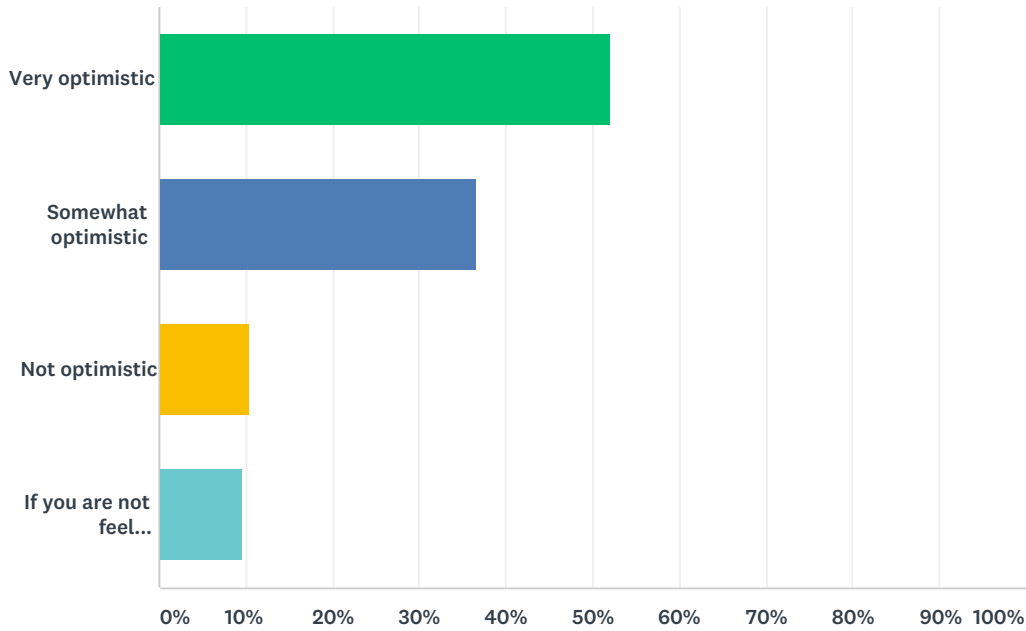


ANSWER CHOICES	RESPONSES
YES	94.78% 109
NO	5.22% 6
If no, please explain.	3.48% 4
Total Respondents: 115	

#	IF NO, PLEASE EXPLAIN.	DATE
1	Over the years, unexpected staff changes have occurred without explanation making job security difficult to predict.	8/2/2017 5:00 PM
2	I do feel job security to an extent. I feel that the attorneys are so bipolar they could let me go at the drop of a hat, but then again they need me.	7/20/2017 9:21 AM
3	The managing partner treats everyone like they are replaceable.	7/20/2017 8:54 AM
4	There is very little paralegal work.	6/21/2017 2:51 PM

Q60 If you lost your job today, how optimistic are you about finding new employment?

Answered: 115 Skipped: 7



ANSWER CHOICES	RESPONSES	
Very optimistic	52.17%	60
Somewhat optimistic	36.52%	42
Not optimistic	10.43%	12
If you are not feel optimistic, please explain.	9.57%	11
Total Respondents: 115		

#	IF YOU ARE NOT FEEL OPTIMISTIC, PLEASE EXPLAIN.	DATE
1	I think my age would create a certain barrier as I am over 60	7/20/2017 8:50 AM
2	worry about age discrimination	7/19/2017 6:20 PM
3	I currently work from home, and have a very flexible schedule. I go into the office as needed.	7/19/2017 3:47 PM
4	It would take a while and it's not likely I'd find anything with as good of pay	7/7/2017 11:52 AM
5	Very optimistic for finding new employment but not in this field in this county.	6/28/2017 9:05 AM
6	I am 60 years old and my only paralegal experience is here. I took the Stetson University paralegal cert program in 2014 and earned the NALS Accredited Legal Professional designation; also have 30+ years of entrepreneurial & ofc mgmt experience but am skeptical I could get a paralegal job working in a law firm.	6/23/2017 12:11 PM
7	I am 62 and worried that no law firm would hire me; also, I doubt I could ever find employment with a comparable salary and benefits	6/21/2017 3:06 PM
8	I'm 60 years old and not many people will hire at that age.	6/21/2017 2:51 PM
9	Age	6/21/2017 11:49 AM

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10	\$15 to \$17 per hour with a Paralegal Certificate and/or Bachelors Degree with required billable hours is crazy low!	6/21/2017 11:33 AM
11	my age would be a problem	6/21/2017 11:10 AM
