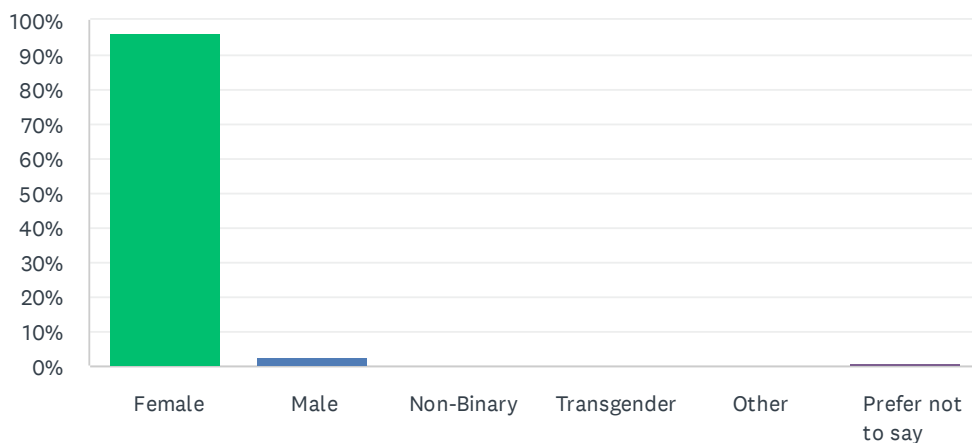


Q1 Which of the following most accurately describes you?

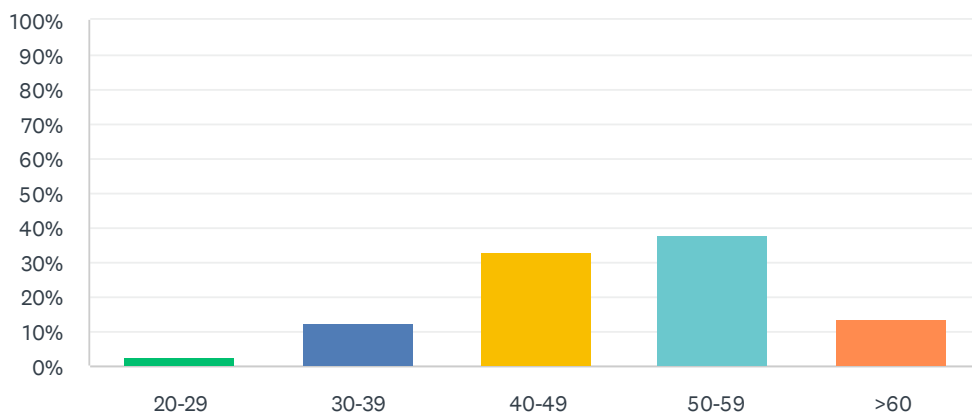
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female	96.20%	76
Male	2.53%	2
Non-Binary	0.00%	0
Transgender	0.00%	0
Other	0.00%	0
Prefer not to say	1.27%	1
Total Respondents: 79		

Q2 What is your age?

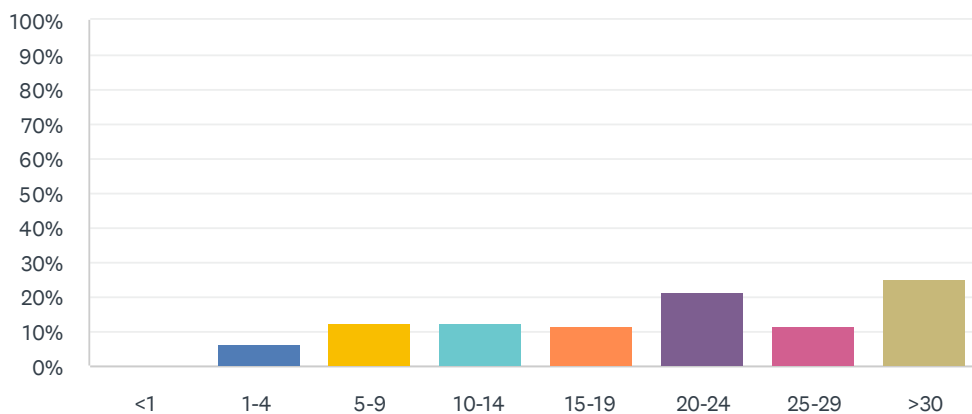
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES
20-29	2.53% 2
30-39	12.66% 10
40-49	32.91% 26
50-59	37.97% 30
>60	13.92% 11
Total Respondents: 79	

Q3 How many years have you been employed as a paralegal?

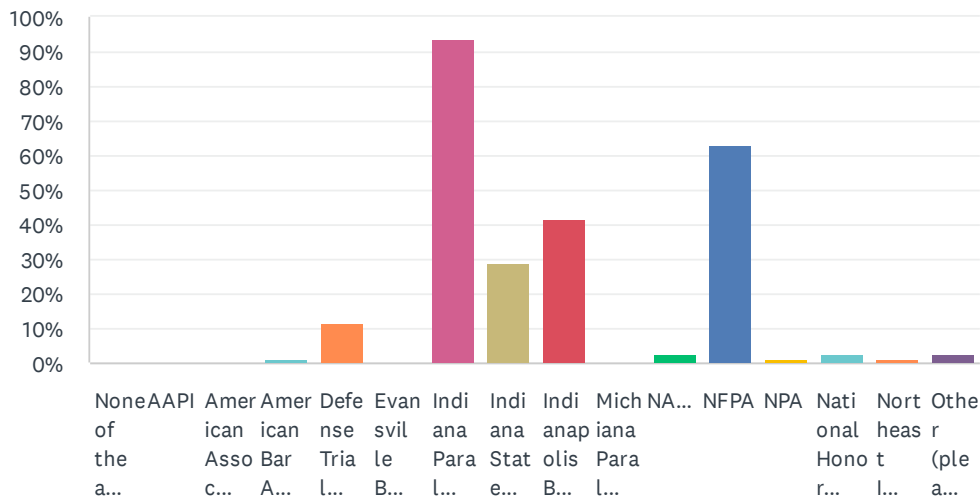
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
<1	0.00%	0
1-4	6.33%	5
5-9	12.66%	10
10-14	12.66%	10
15-19	11.39%	9
20-24	21.52%	17
25-29	11.39%	9
>30	25.32%	20
Total Respondents: 79		

Q4 Are you a member of any of the following organizations? (Check all that apply.)

Answered: 79 Skipped: 0



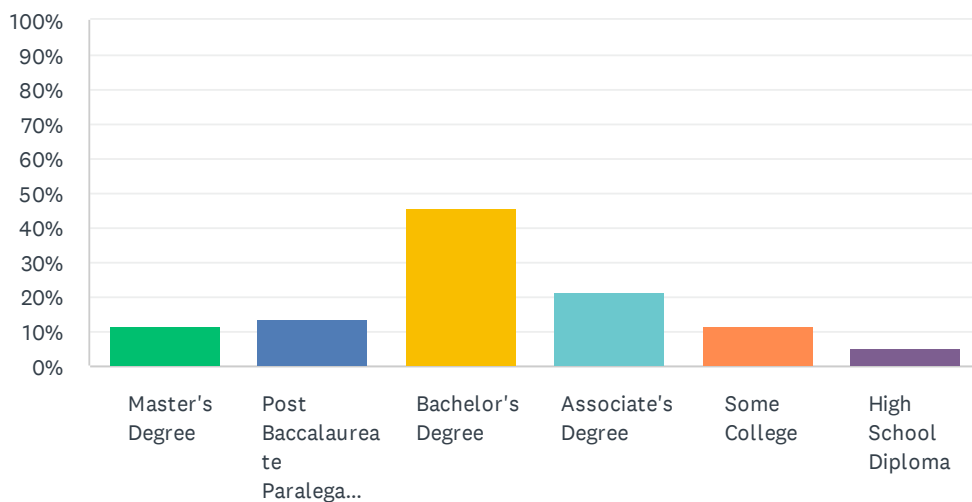
ANSWER CHOICES	RESPONSES	
None of the above	0.00%	0
AAPI	0.00%	0
American Association for Justice	0.00%	0
American Bar Association	1.27%	1
Defense Trial Counsel of Indiana	11.39%	9
Evansville Bar Association	0.00%	0
Indiana Paralegal Association	93.67%	74
Indiana State Bar Association	29.11%	23
Indianapolis Bar Association	41.77%	33
Michiana Paralegal Association	0.00%	0
NALA	2.53%	2
NFPA	63.29%	50
NPA	1.27%	1
National Honor Society in Paralegal/Legal Assistant Studies (Lambda Epsilon Chi)	2.53%	2
Northeast Indiana Paralegal Association	1.27%	1
Other (please specify)	2.53%	2
Total Respondents: 79		

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#	OTHER (PLEASE SPECIFY)	DATE
1	CLOC (Corporate Legal Operations Consortium)	2/4/2022 2:22 PM
2	None	2/4/2022 8:11 AM

Q5 What is the highest level of education you have achieved?

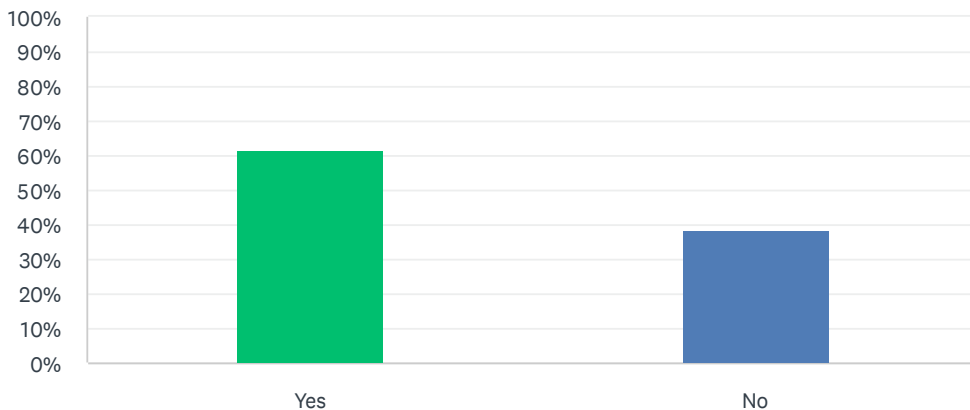
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
Master's Degree	11.39%	9
Post Baccalaureate Paralegal Certificate	13.92%	11
Bachelor's Degree	45.57%	36
Associate's Degree	21.52%	17
Some College	11.39%	9
High School Diploma	5.06%	4
Total Respondents: 79		

Q6 If you have a degree or certificate in paralegal studies, is it from an ABA-accredited program?

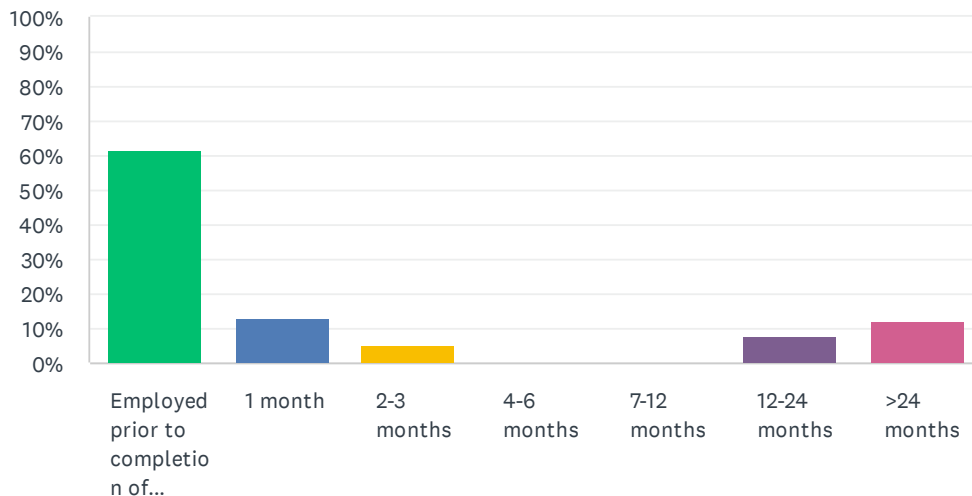
Answered: 68 Skipped: 11



ANSWER CHOICES	RESPONSES	
Yes	61.76%	42
No	38.24%	26
Total Respondents: 68		

Q7 How long after completing your paralegal education or training did you begin working as a paralegal?

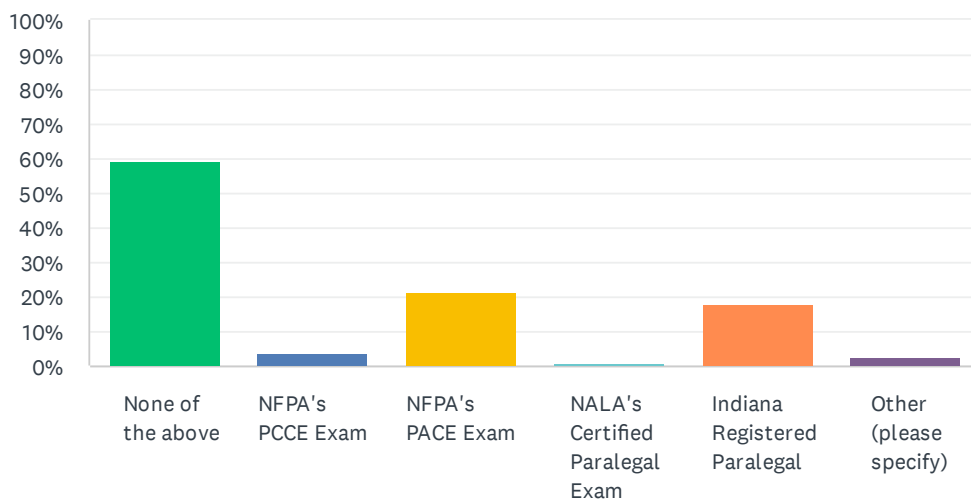
Answered: 75 Skipped: 4



ANSWER CHOICES	RESPONSES	
Employed prior to completion of education/training	61.33%	46
1 month	13.33%	10
2-3 months	5.33%	4
4-6 months	0.00%	0
7-12 months	0.00%	0
12-24 months	8.00%	6
>24 months	12.00%	9
Total Respondents: 75		

Q8 Have you completed any of the certifications listed?

Answered: 79 Skipped: 0

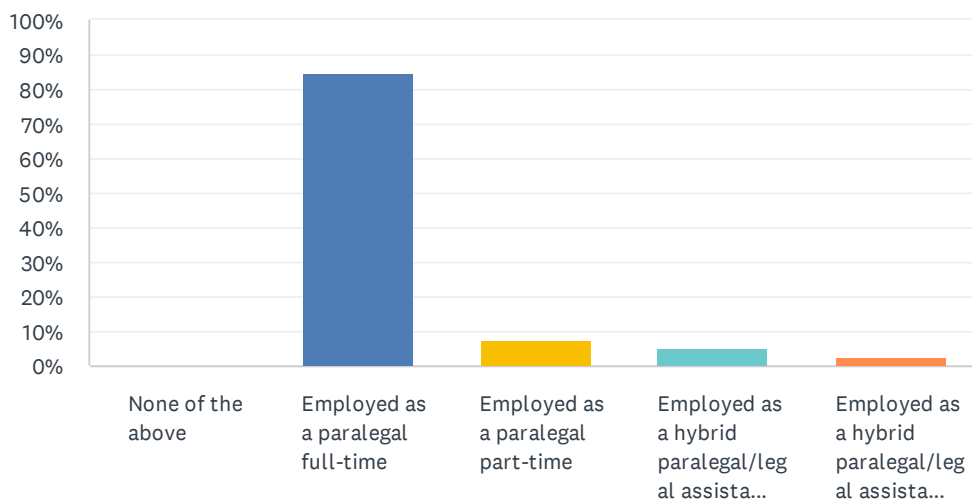


ANSWER CHOICES	RESPONSES
None of the above	59.49% 47
NFPA's PCCE Exam	3.80% 3
NFPA's PACE Exam	21.52% 17
NALA's Certified Paralegal Exam	1.27% 1
Indiana Registered Paralegal	17.72% 14
Other (please specify)	2.53% 2
Total Respondents: 79	

#	OTHER (PLEASE SPECIFY)	DATE
1	Indiana Registered Paralegal	2/4/2022 7:39 AM
2	IPLegalEd	2/4/2022 7:37 AM

Q9 What is your current paralegal employment status (for the purpose of this survey, full-time is considered 35 hours or more per week and part-time is less than 35 hours per week)?

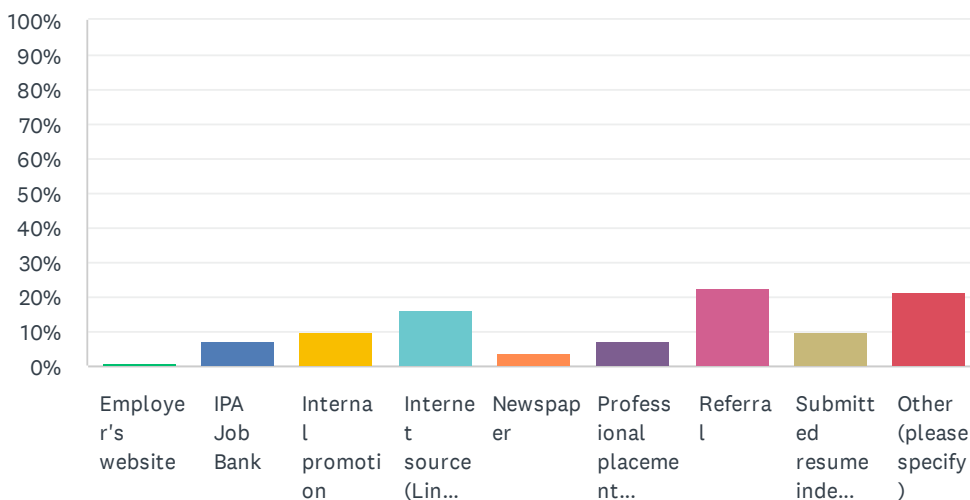
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
None of the above	0.00%	0
Employed as a paralegal full-time	84.81%	67
Employed as a paralegal part-time	7.59%	6
Employed as a hybrid paralegal/legal assistant full-time	5.06%	4
Employed as a hybrid paralegal/legal assistant part-time	2.53%	2
Total Respondents: 79		

Q10 How did you hear about your current position?

Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES
Employer's website	1.27% 1
IPA Job Bank	7.59% 6
Internal promotion	10.13% 8
Internet source (LinkedIn, Careerbuilder, Indeed, etc.)	16.46% 13
Newspaper	3.80% 3
Professional placement service	7.59% 6
Referral	22.78% 18
Submitted resume independently	10.13% 8
Other (please specify)	21.52% 17
Total Respondents: 79	

#	OTHER (PLEASE SPECIFY)	DATE
1	Offered job randomly by CEO of company	6/1/2022 9:15 AM
2	recruiter cold call	5/19/2022 3:18 PM
3	referral	5/17/2022 9:00 AM
4	Knew the attorney	5/11/2022 10:52 AM
5	transfer from within	5/10/2022 5:30 PM
6	small town word of mouth	5/10/2022 4:21 PM
7	IndyBar job bank	5/10/2022 3:02 PM
8	Found it on my own	2/22/2022 5:22 PM

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9	Transitioned from an in-house position to law firm paralegal.	2/14/2022 4:18 PM
10	LinkedIn	2/7/2022 12:20 PM
11	Employer contacted me	2/7/2022 12:17 PM
12	friend	2/7/2022 10:13 AM
13	Job post received through paralegal certification program	2/5/2022 4:04 PM
14	Referred by a fellow IPA member	2/4/2022 2:43 PM
15	family member	2/4/2022 10:26 AM
16	Transferred with attorney when he left firm	2/4/2022 8:34 AM
17	Followed attorneys to new firm	2/4/2022 8:23 AM

Q11 In what county is your office located?

Answered: 77 Skipped: 2

#	RESPONSES	DATE
1	Grant Grant 1 - 1.3%	6/1/2022 9:15 AM
2	Marion Marion 52 - 67.5%	5/20/2022 10:09 AM
3	Marion Marion	5/19/2022 3:18 PM
4	Marion Marion	5/17/2022 2:17 PM
5	Marion Marion	5/17/2022 9:00 AM
6	Tippecanoe Tippecanoe 2 - 2.6%	5/11/2022 1:23 PM
7	Hamilton Hamilton 7 - 9.1%	5/11/2022 11:28 AM
8	Madison Madison 1 - 1.3%	5/11/2022 10:52 AM
9	Marion Marion	5/11/2022 9:01 AM
10	Marion Marion	5/10/2022 10:43 PM
11	Randolph Randolph 1 - 1.3%	5/10/2022 5:40 PM
12	Elkhart Elkhart 1 - 1.3%	5/10/2022 5:30 PM
13	Marion Marion	5/10/2022 5:00 PM
14	Hamilton Hamilton	5/10/2022 4:54 PM
15	Marion Marion	5/10/2022 4:53 PM
16	Sullivan sullivan	5/10/2022 4:21 PM
17	Marion Marion	5/10/2022 3:38 PM
18	Ripley Ripley	5/10/2022 3:35 PM
19	Marion Marion	5/10/2022 3:17 PM
20	Marion Marion	5/10/2022 3:13 PM
21	Hamilton Hamilton	5/10/2022 3:07 PM
22	USA United States 1 - 1.3%	5/10/2022 3:03 PM
23	Marion Marion	5/10/2022 3:02 PM
24	Monroe Monroe 1 - 1.3%	5/10/2022 3:02 PM
25	Hamilton Hamilton	5/10/2022 2:52 PM
26	Hamilton Hamilton	5/10/2022 2:48 PM
27	Marion Marion	5/10/2022 2:48 PM
28	Boone Boone 3 - 3.9%	5/10/2022 2:45 PM
29	Marion Marion	5/10/2022 2:45 PM
30	Boone Boone	5/10/2022 2:44 PM
31	Delaware Delaware 2 - 2.6%	5/10/2022 2:39 PM
32	Marion Marion	3/9/2022 11:47 AM
33	Marion Marion	2/22/2022 5:22 PM

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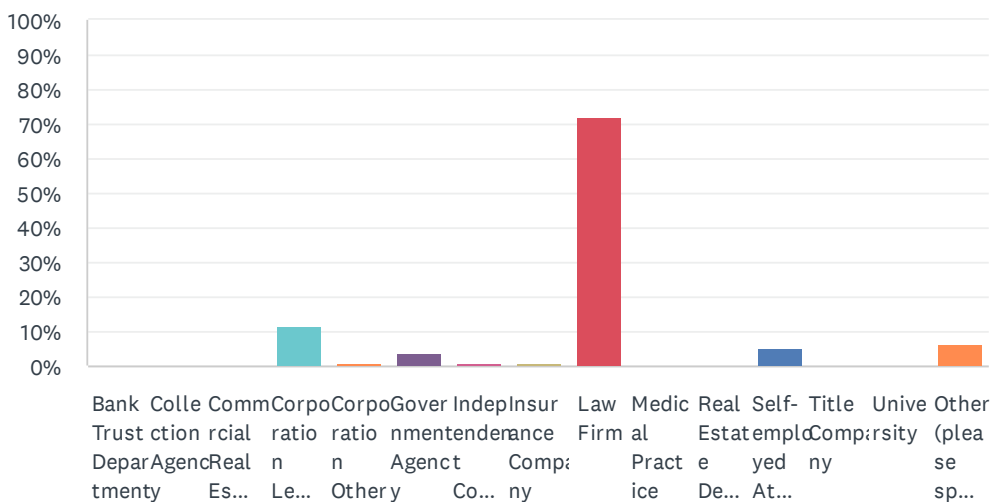
34	Marion	Marion		2/17/2022 2:54 PM
35	Marion	Marion		2/14/2022 4:18 PM
36	Hamilton	Hamilton		2/8/2022 3:48 PM
37	Marion	Marion		2/8/2022 11:57 AM
38	Tippecanoe	Tippecanoe		2/8/2022 10:38 AM
39	Marion	Marion		2/7/2022 12:37 PM
40	Hamilton	Hamilton		2/7/2022 12:20 PM
41	Marion	Marion		2/7/2022 12:17 PM
42	Boone	Boone		2/7/2022 10:13 AM
43	Marion	Marion		2/7/2022 10:03 AM
44	Marion	Marion		2/5/2022 4:04 PM
45	Marion	Marion		2/4/2022 4:11 PM
46	Marion	Marion		2/4/2022 2:43 PM
47	Marion	Marion		2/4/2022 2:31 PM
48	Marion	Marion		2/4/2022 2:22 PM
49	Marion	Marion		2/4/2022 11:33 AM
50	Marion	Marion		2/4/2022 11:03 AM
51	Marion	Marion		2/4/2022 10:36 AM
52	Johnson	Johnson	2 - 2.6%	2/4/2022 10:26 AM
53	Lake	Lake	1 - 1.3%	2/4/2022 10:15 AM
54	Marion	Marion		2/4/2022 9:29 AM
55	Marion	Marion		2/4/2022 8:43 AM
56	Marion	Marion		2/4/2022 8:40 AM
57	Marion	Marion		2/4/2022 8:40 AM
58	Marion	Marion		2/4/2022 8:35 AM
59	Marion	Marion		2/4/2022 8:34 AM
60	Marion	Marion		2/4/2022 8:34 AM
61	Marion	Marion		2/4/2022 8:28 AM
62	Marion	Marion		2/4/2022 8:25 AM
63	Marion	Marion		2/4/2022 8:23 AM
64	Marion	Marion		2/4/2022 8:22 AM
65	Marion	Marion		2/4/2022 8:13 AM
66	Delaware	Delaware		2/4/2022 8:11 AM
67	Marion	Marion		2/4/2022 8:05 AM
68	Marion	Marion		2/4/2022 8:00 AM
69	Marion	Marion		2/4/2022 7:51 AM
70	Johnson	Johnson		2/4/2022 7:50 AM
71	Marion	Marion		2/4/2022 7:47 AM

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72	Marion	Marion	2/4/2022 7:45 AM
73	Marion	Marion	2/4/2022 7:44 AM
74	Marion	Marion	2/4/2022 7:43 AM
75	Marion	Marion County	2/4/2022 7:41 AM
76	Marion	Marion	2/4/2022 7:39 AM
77	Marion	Marion	2/4/2022 7:37 AM

Q12 Which of the following best describes your employer?

Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES
Bank Trust Department	0.00% 0
Collection Agency	0.00% 0
Commercial Real Estate	0.00% 0
Corporation Legal Department	11.39% 9
Corporation Other	1.27% 1
Government Agency	3.80% 3
Independent Contractor	1.27% 1
Insurance Company	1.27% 1
Law Firm	72.15% 57
Medical Practice	0.00% 0
Real Estate Development	0.00% 0
Self-employed Attorney	5.06% 4
Title Company	0.00% 0
University	0.00% 0
Other (please specify)	6.33% 5
Total Respondents: 79	

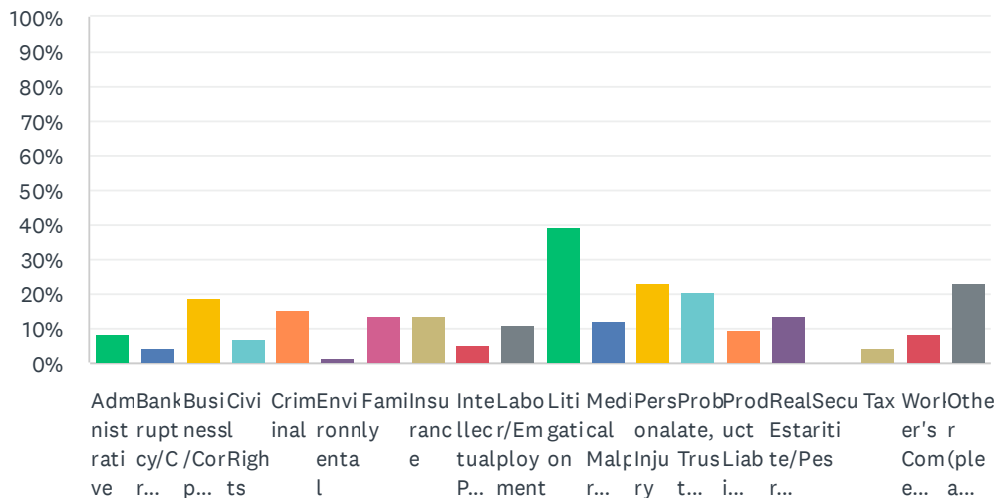
#	OTHER (PLEASE SPECIFY)	DATE
1	Healthcare	5/10/2022 4:53 PM
2	non profit Association	5/10/2022 3:03 PM

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3	Non profit law firm	2/5/2022 4:04 PM
4	Non-Profit	2/4/2022 11:03 AM
5	Nonprofit Organization	2/4/2022 7:41 AM

Q13 If you work in a law firm, what is your area(s) of practice? (Please check all that apply.)

Answered: 73 Skipped: 6



IPA 2021-2022 Salary Survey

ANSWER CHOICES	RESPONSES	
Administrative	8.22%	6
Bankruptcy/Creditor's Rights	4.11%	3
Business/Corporate	19.18%	14
Civil Rights	6.85%	5
Criminal	15.07%	11
Environmental	1.37%	1
Family	13.70%	10
Insurance	13.70%	10
Intellectual Property	5.48%	4
Labor/Employment	10.96%	8
Litigation	39.73%	29
Medical Malpractice	12.33%	9
Personal Injury	23.29%	17
Probate, Trusts & Estate Planning	20.55%	15
Product Liability	9.59%	7
Real Estate/Property	13.70%	10
Securities	0.00%	0
Tax	4.11%	3
Worker's Compensation	8.22%	6
Other (please specify)	23.29%	17
Total Respondents: 73		

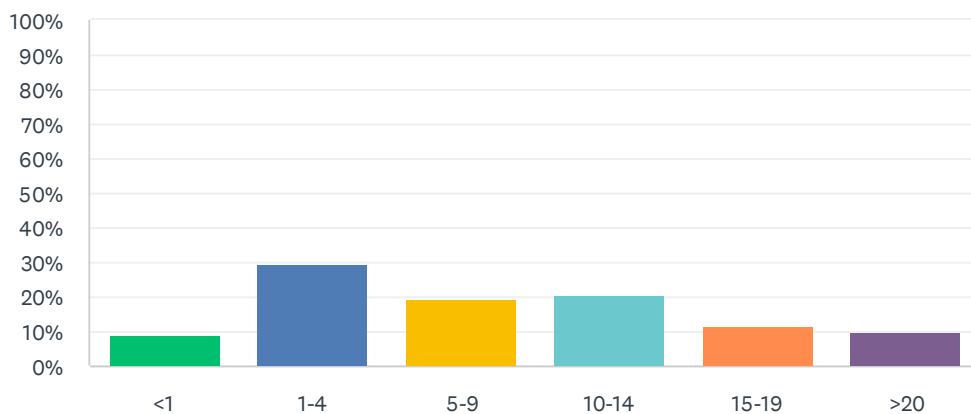
#	OTHER (PLEASE SPECIFY)	DATE
1	Not applicable	6/1/2022 9:15 AM
2	N/A	5/11/2022 1:23 PM
3	Construction Litigation	5/11/2022 9:01 AM
4	N/A	5/10/2022 5:00 PM
5	In-house	5/10/2022 3:03 PM
6	Municipal Finance	5/10/2022 2:48 PM
7	Transportation	5/10/2022 2:45 PM
8	Health & Life Science	2/14/2022 4:18 PM
9	Municipal Utilities	2/8/2022 3:48 PM
10	Contract law	2/7/2022 12:17 PM
11	Bonds	2/7/2022 11:33 AM
12	Reentry/expungement	2/5/2022 4:04 PM

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13	Municipal	2/4/2022 2:31 PM
14	contracts	2/4/2022 10:36 AM
15	not at a law firm	2/4/2022 8:13 AM
16	Municipal Law, Public Finance	2/4/2022 7:51 AM
17	Not Applicable	2/4/2022 7:41 AM

Q14 How many years have you worked for your current employer?

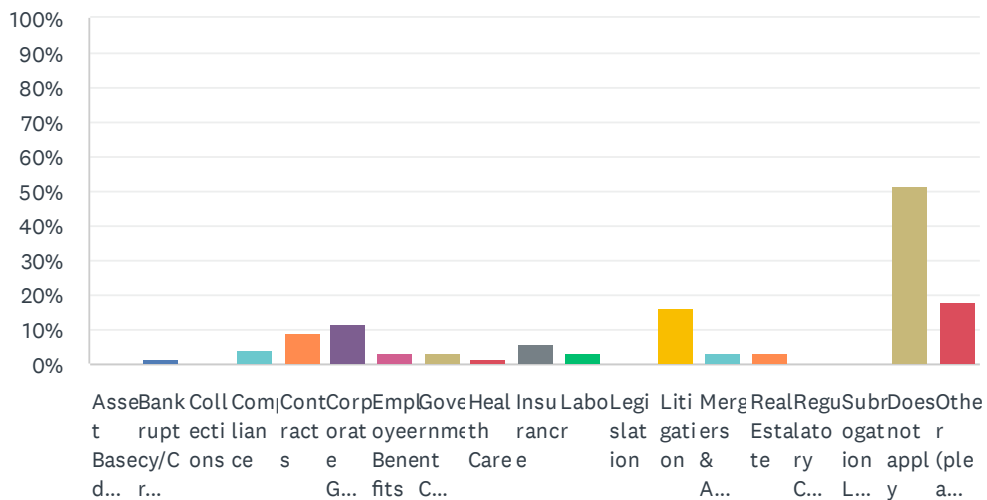
Answered: 78 Skipped: 1



ANSWER CHOICES	RESPONSES	
<1	8.97%	7
1-4	29.49%	23
5-9	19.23%	15
10-14	20.51%	16
15-19	11.54%	9
>20	10.26%	8
Total Respondents: 78		

Q15 If you work in a corporate setting, in what area to you primarily work?

Answered: 68 Skipped: 11



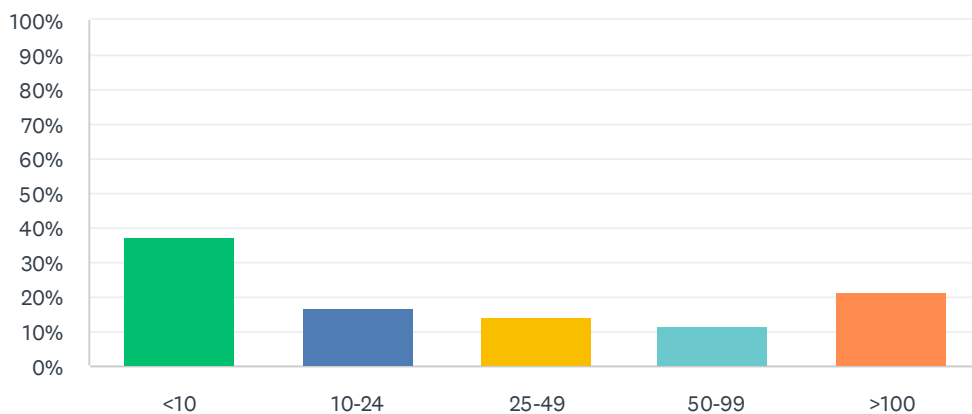
IPA 2021-2022 Salary Survey

ANSWER CHOICES	RESPONSES	
Asset Based Lending	0.00%	0
Bankruptcy/Creditor's Rights	1.47%	1
Collections	0.00%	0
Compliance	4.41%	3
Contracts	8.82%	6
Corporate Governance	11.76%	8
Employee Benefits	2.94%	2
Government Compliance	2.94%	2
Health Care	1.47%	1
Insurance	5.88%	4
Labor	2.94%	2
Legislation	0.00%	0
Litigation	16.18%	11
Mergers & Acquisitions	2.94%	2
Real Estate	2.94%	2
Regulatory Compliance	0.00%	0
Subrogation Litigation	0.00%	0
Does not apply	51.47%	35
Other (please specify)	17.65%	12
Total Respondents: 68		

#	OTHER (PLEASE SPECIFY)	DATE
1	Legal Operations	5/10/2022 3:03 PM
2	Municipal Finance	5/10/2022 2:48 PM
3	Bonds	2/7/2022 11:33 AM
4	self employed	2/4/2022 10:36 AM
5	I work in a law firm.	2/4/2022 8:40 AM
6	Not corporate setting	2/4/2022 8:34 AM
7	NA	2/4/2022 8:23 AM
8	Na	2/4/2022 8:11 AM
9	Family Law	2/4/2022 7:50 AM
10	Family	2/4/2022 7:44 AM
11	Not Applicable	2/4/2022 7:41 AM
12	N/A	2/4/2022 7:39 AM

Q16 How many attorneys are employed by your firm/company?

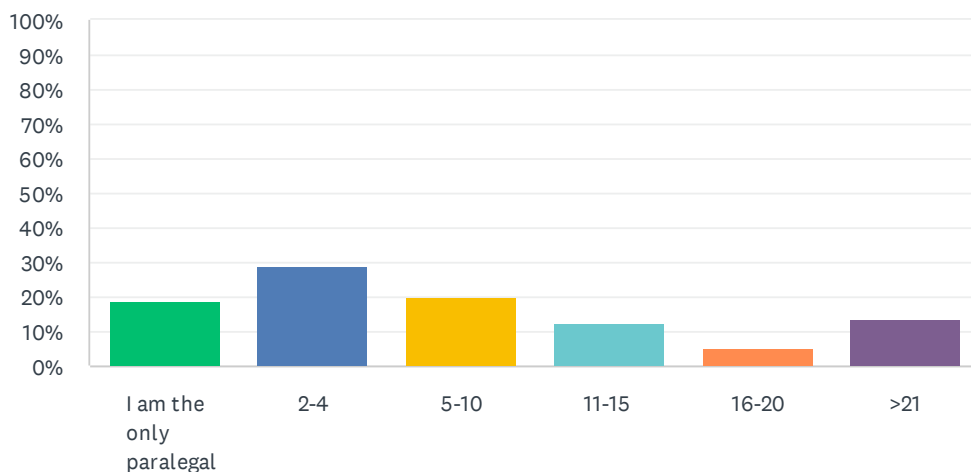
Answered: 78 Skipped: 1



ANSWER CHOICES	RESPONSES	
<10	37.18%	29
10-24	16.67%	13
25-49	14.10%	11
50-99	11.54%	9
>100	21.79%	17
Total Respondents: 78		

Q17 How many paralegals are employed by your firm/company?

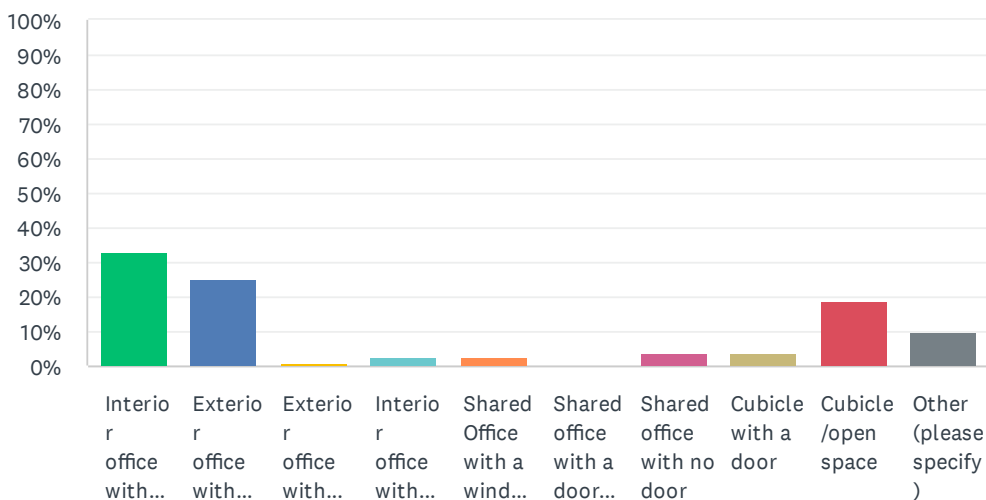
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
I am the only paralegal	18.99%	15
2-4	29.11%	23
5-10	20.25%	16
11-15	12.66%	10
16-20	5.06%	4
>21	13.92%	11
Total Respondents: 79		

Q18 Which of the following best describes your current workspace?

Answered: 79 Skipped: 0

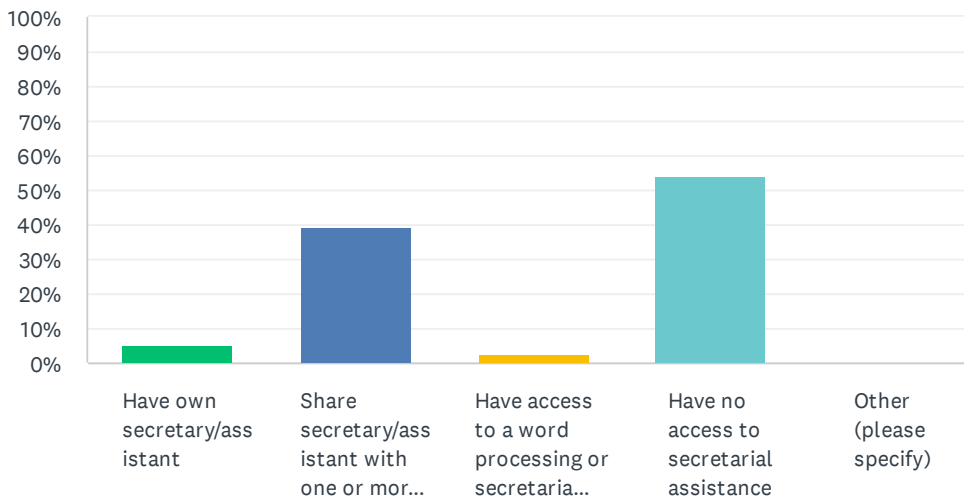


ANSWER CHOICES	RESPONSES	
Interior office with a door	32.91%	26
Exterior office with a window and door	25.32%	20
Exterior office with a door but no window	1.27%	1
Interior office with no door	2.53%	2
Shared Office with a window and door	2.53%	2
Shared office with a door but no window	0.00%	0
Shared office with no door	3.80%	3
Cubicle with a door	3.80%	3
Cubicle/open space	18.99%	15
Other (please specify)	10.13%	8
Total Respondents: 79		

#	OTHER (PLEASE SPECIFY)	DATE
1	Work from Home	5/10/2022 5:00 PM
2	Work from home	5/10/2022 4:54 PM
3	Exterior office with window and no door	5/10/2022 2:39 PM
4	One room where 6 paralegals share workspaces at two tables	2/5/2022 4:04 PM
5	Working from home due to COVID	2/4/2022 2:22 PM
6	Remote	2/4/2022 8:40 AM
7	Remote until further notice due to COVID	2/4/2022 8:34 AM

Q19 Which of the following best describes your secretarial/assistant support?

Answered: 79 Skipped: 0

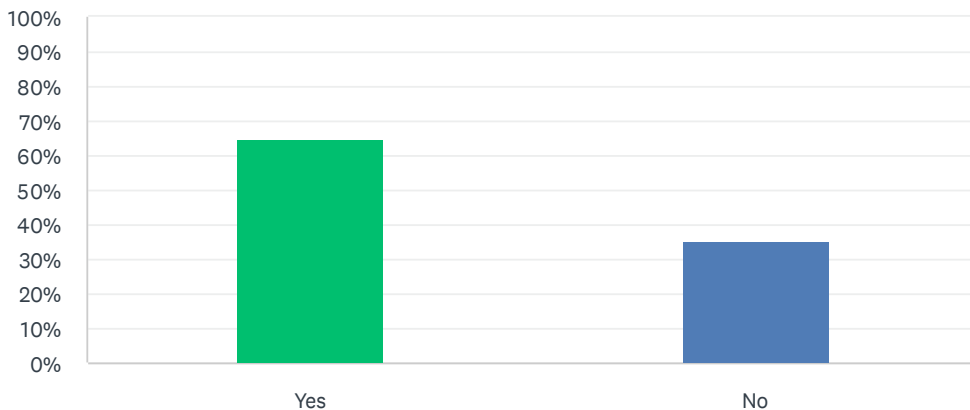


ANSWER CHOICES	RESPONSES	
Have own secretary/assistant	5.06%	4
Share secretary/assistant with one or more attorneys/paralegals	39.24%	31
Have access to a word processing or secretarial pool	2.53%	2
Have no access to secretarial assistance	54.43%	43
Other (please specify)	0.00%	0
Total Respondents: 79		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q20 Do you perform some secretarial/administrative support for others as a part of your job description?

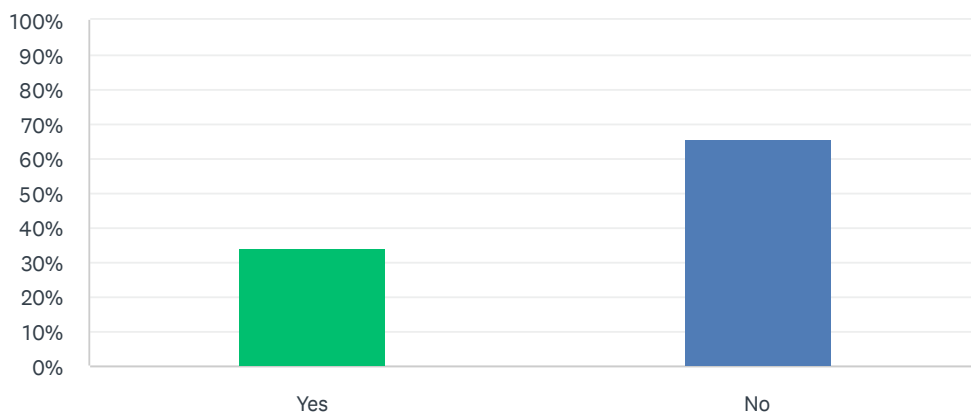
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	64.56%	51
No	35.44%	28
Total Respondents: 79		

Q21 Do you supervise others as a part of your job description?

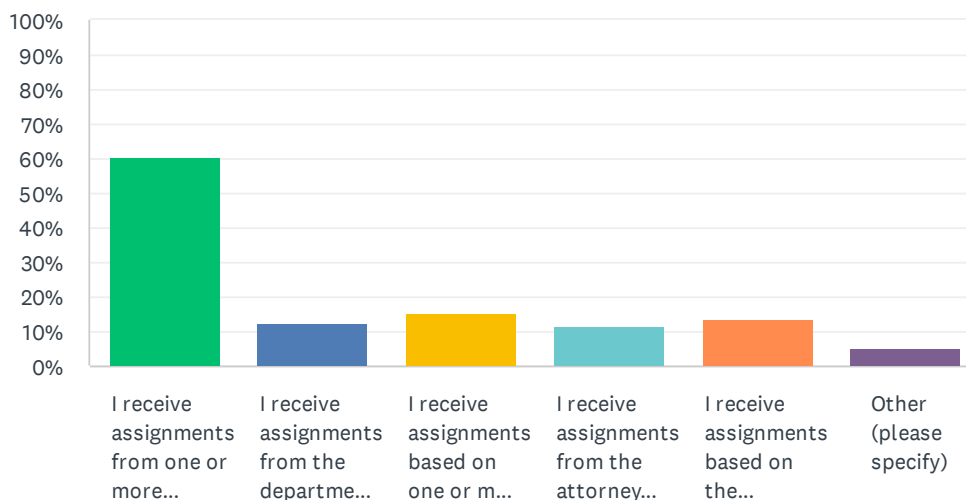
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	34.18%	27
No	65.82%	52
Total Respondents: 79		

Q22 Which best describes the source of most of your work?

Answered: 79 Skipped: 0

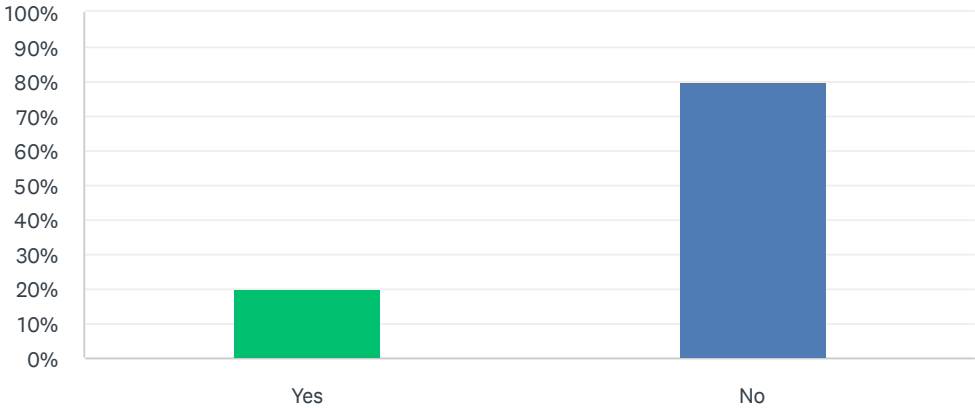


ANSWER CHOICES	RESPONSES	
I receive assignments from one or more specific attorneys	60.76%	48
I receive assignments from the department in which I work	12.66%	10
I receive assignments based on one or more specific types that I handle	15.19%	12
I receive assignments from the attorneys at large	11.39%	9
I receive assignments based on the case/matter to which I am assigned	13.92%	11
Other (please specify)	5.06%	4
Total Respondents: 79		

#	OTHER (PLEASE SPECIFY)	DATE
1	I handle the original distribution of cases as they come into the firm	5/17/2022 2:17 PM
2	I receive assignments from the client, then I determine who receives the case	2/8/2022 11:57 AM
3	criminal cases filed in my court	2/7/2022 10:13 AM
4	I primarily receive assignments from the practice teams I support, but also receive assignments from other department members, as well as colleagues outside our department	2/4/2022 2:22 PM

Q23 Does your employer utilize paralegal supervisors?

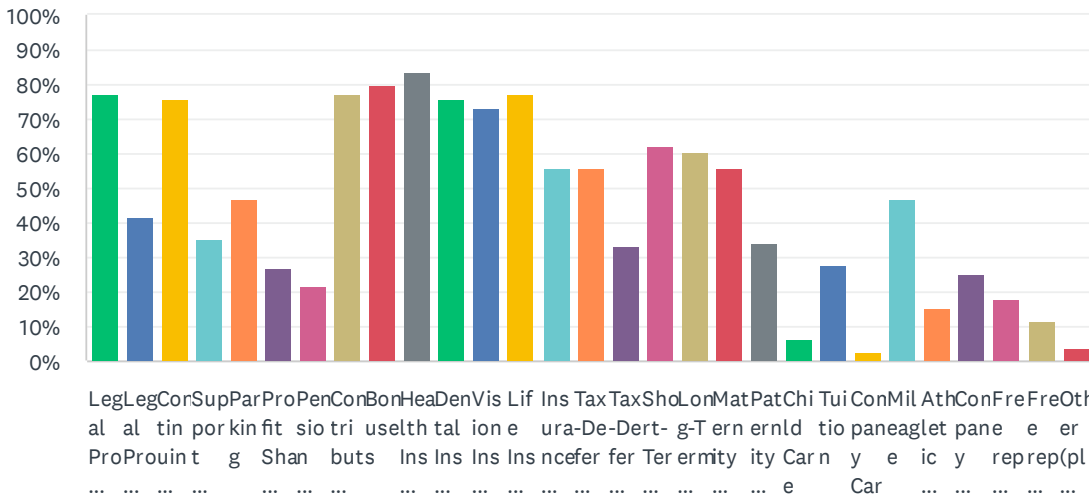
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	20.25%	16
No	79.75%	63
Total Respondents: 79		

Q24 Please indicate the benefits provided by your employer regardless of whether of not you use the benefit. (Please check all that apply.)

Answered: 79 Skipped: 0



IPA 2021-2022 Salary Survey

ANSWER CHOICES	RESPONSES	
Legal Professional Association Dues	77.22%	61
Legal Professional Association Meeting Fees	41.77%	33
Continuing Legal Education	75.95%	60
Support related to involvement in professional associations	35.44%	28
Parking	46.84%	37
Profit Sharing Plan	26.58%	21
Pension Plan	21.52%	17
Contributions to any retirement plan	77.22%	61
Bonuses	79.75%	63
Health Insurance	83.54%	66
Dental Insurance	75.95%	60
Vision Insurance	73.42%	58
Life Insurance	77.22%	61
Insurance (for family)	55.70%	44
Tax-Deferred Health Expense Account	55.70%	44
Tax-Deferred Dependent Care Account	32.91%	26
Short-Term Disability	62.03%	49
Long-Term Disability	60.76%	48
Maternity Benefits	55.70%	44
Paternity Benefits	34.18%	27
Child Care	6.33%	5
Tuition	27.85%	22
Company Car	2.53%	2
Mileage	46.84%	37
Athletic Club/Gym membership	15.19%	12
Company Credit Card for work related expenses	25.32%	20
Free representation	17.72%	14
Free representation (for family)	11.39%	9
Other (please specify)	3.80%	3
Total Respondents: 79		

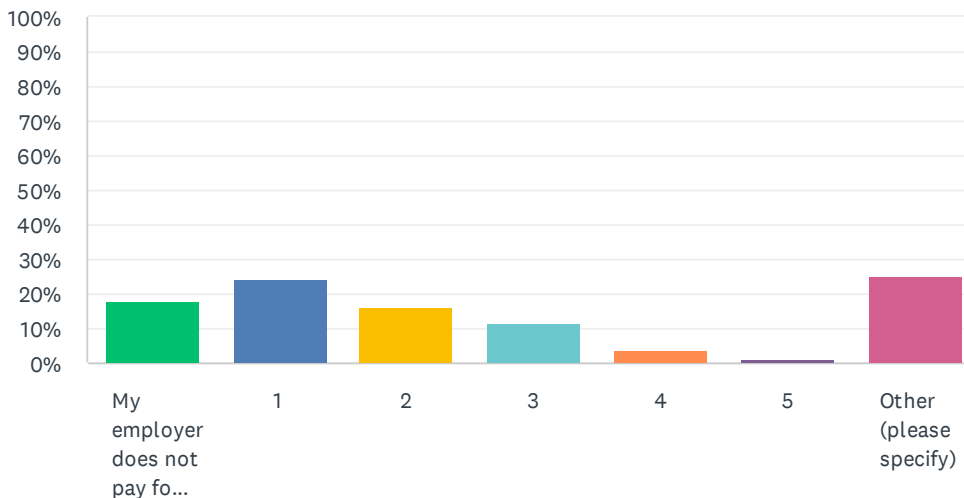
#	OTHER (PLEASE SPECIFY)	DATE
1	Ability to work remotely when needed	2/8/2022 3:48 PM

IPA 2021-2022 Salary Survey

2	self employed	2/4/2022 10:36 AM
3	flexibility with schedule, paid vacations, cell phone	2/4/2022 10:26 AM

Q25 If your current employer pays for legal professional association dues, for how many associations will they pay dues each year?

Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
My employer does not pay for legal professional association dues	17.72%	14
1	24.05%	19
2	16.46%	13
3	11.39%	9
4	3.80%	3
5	1.27%	1
Other (please specify)	25.32%	20
Total Respondents: 79		

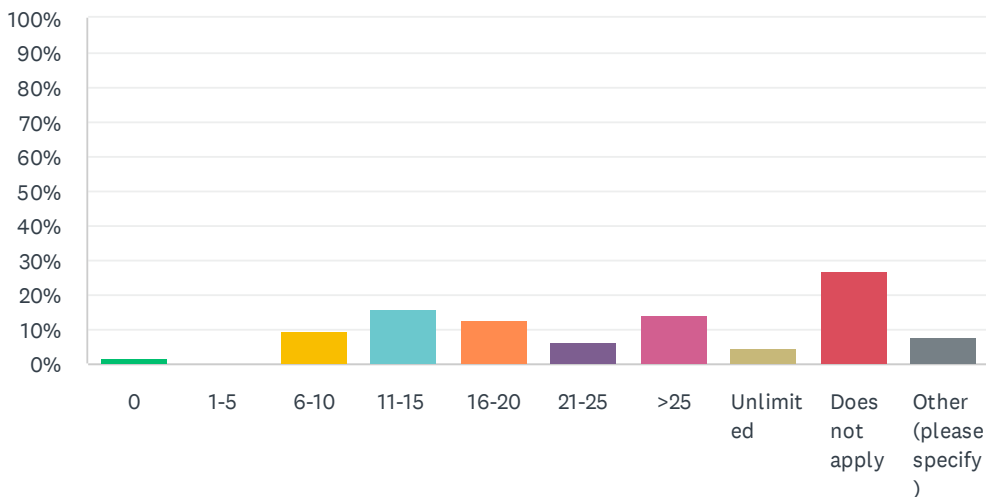
#	OTHER (PLEASE SPECIFY)	DATE
1	not a specific number	5/17/2022 2:17 PM
2	Any that I want	5/11/2022 1:23 PM
3	No limit	5/10/2022 5:30 PM
4	As many as needed	5/10/2022 5:00 PM
5	no limit	5/10/2022 4:21 PM
6	There's no set number. As long as the membership is deemed beneficial.	5/10/2022 3:07 PM
7	As many as you want to join	5/10/2022 2:52 PM
8	I do not believe there is a limit.	5/10/2022 2:48 PM
9	No limit.	5/10/2022 2:48 PM
10	Given a set amount for a professional account every year	5/10/2022 2:45 PM

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11	on a case by case basis	5/10/2022 2:39 PM
12	Unknown	3/9/2022 11:47 AM
13	As needed	2/8/2022 10:38 AM
14	unsure	2/7/2022 11:33 AM
15	We have a set amount provided yearly to use for education and membership fees.	2/7/2022 10:03 AM
16	We are allowed \$250 year to use for professional development as we choose.	2/5/2022 4:04 PM
17	I'm in 2 professional organizations. I'm sure my employer would be willing to cover dues for additional organizations if there was a business case for it.	2/4/2022 2:22 PM
18	self employed	2/4/2022 10:36 AM
19	Any and all that I am involved in	2/4/2022 8:25 AM
20	My employer covers up to \$150 a year	2/4/2022 7:41 AM

Q26 Please indicate how many vacation days you receive annually. If your days are labeled PTO (Paid Time Off) days for use for any reason, please skip to question number 27.

Answered: 63 Skipped: 16

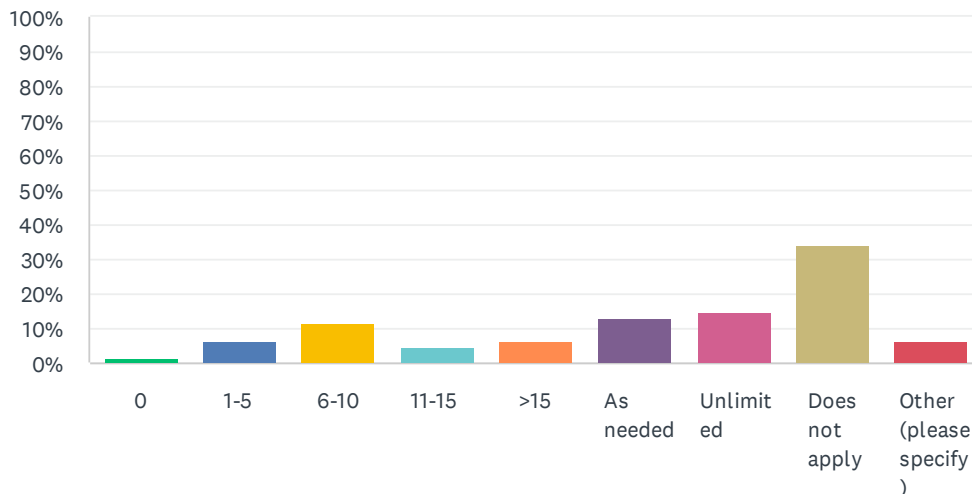


ANSWER CHOICES	RESPONSES	
0	1.59%	1
1-5	0.00%	0
6-10	9.52%	6
11-15	15.87%	10
16-20	12.70%	8
21-25	6.35%	4
>25	14.29%	9
Unlimited	4.76%	3
Does not apply	26.98%	17
Other (please specify)	7.94%	5
Total Respondents: 63		

#	OTHER (PLEASE SPECIFY)	DATE
1	No limit as long as approved and within reason	5/10/2022 3:17 PM
2	must bill above and beyond to earn vacation dates	2/4/2022 11:33 AM
3	Skipping to #27	2/4/2022 8:40 AM
4	skip	2/4/2022 8:34 AM
5	Not Applicable	2/4/2022 7:41 AM

Q27 Please indicate how many sick days you receive annually. If your days are labeled PTO, please skip to question number 28.

Answered: 61 Skipped: 18

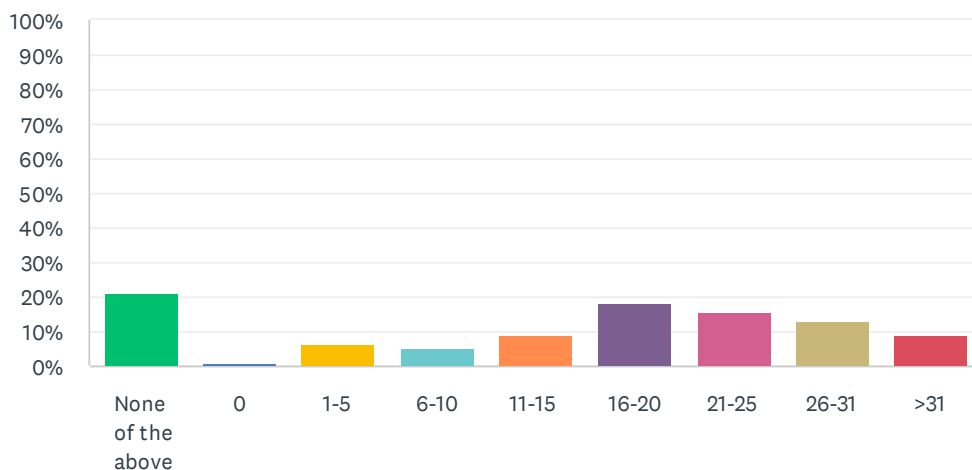


ANSWER CHOICES	RESPONSES
0	1.64% 1
1-5	6.56% 4
6-10	11.48% 7
11-15	4.92% 3
>15	6.56% 4
As needed	13.11% 8
Unlimited	14.75% 9
Does not apply	34.43% 21
Other (please specify)	6.56% 4
Total Respondents: 61	

#	OTHER (PLEASE SPECIFY)	DATE
1	No limit as long as within reason	5/10/2022 3:17 PM
2	skip	2/4/2022 8:34 AM
3	Not applicable	2/4/2022 7:41 AM
4	n/a	2/4/2022 7:39 AM

Q28 Please indicate how many PTO days you receive annually.

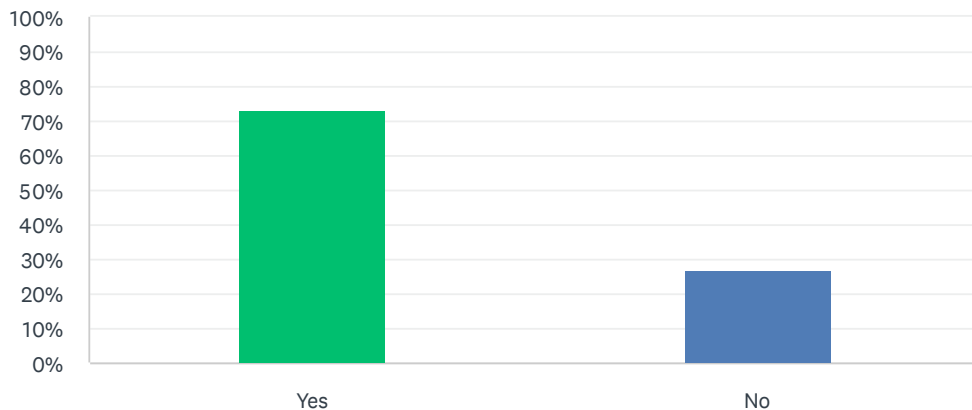
Answered: 76 Skipped: 3



ANSWER CHOICES	RESPONSES	
None of the above	21.05%	16
0	1.32%	1
1-5	6.58%	5
6-10	5.26%	4
11-15	9.21%	7
16-20	18.42%	14
21-25	15.79%	12
26-31	13.16%	10
>31	9.21%	7
Total Respondents: 76		

Q29 Are your PTO/Vacation days based on the length of time with you employer?

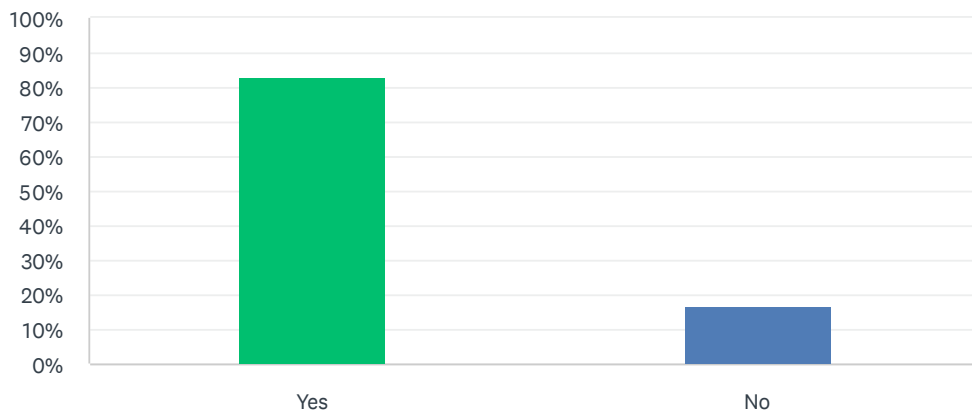
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	73.42%	58
No	26.58%	21
Total Respondents: 79		

Q30 Does your employer pay for outside paralegal training (CLE)?

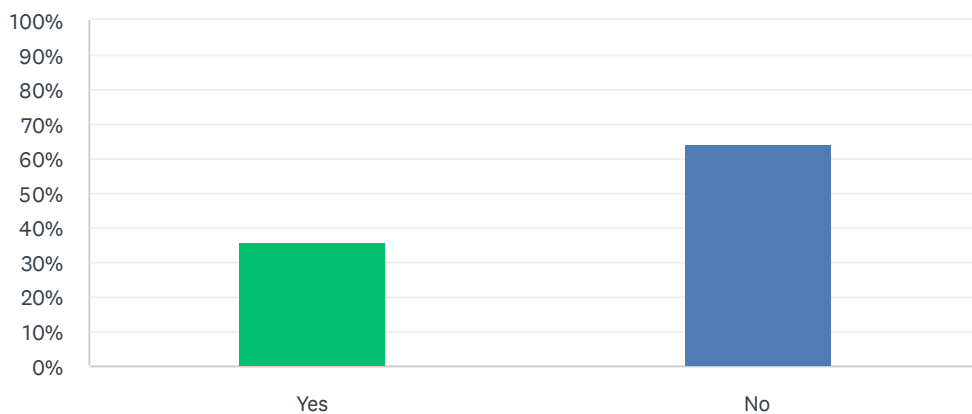
Answered: 77 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	83.12%	64
No	16.88%	13
Total Respondents: 77		

Q31 Does your employer provide in-house paralegal training?

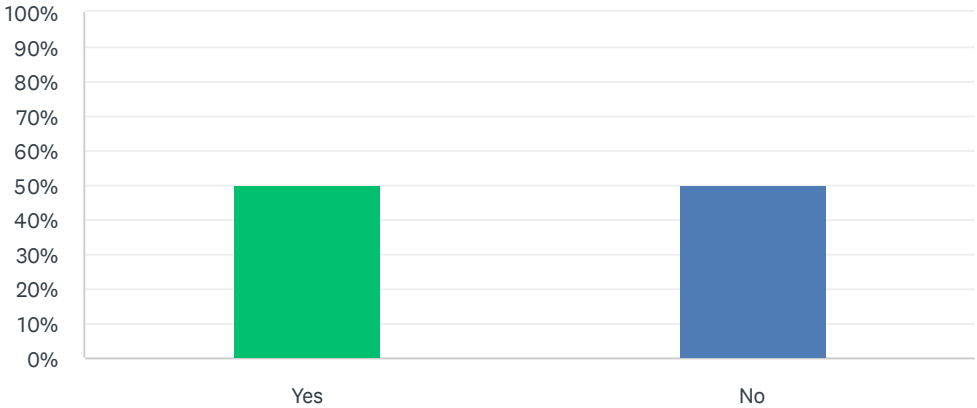
Answered: 78 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	35.90%	28
No	64.10%	50
Total Respondents: 78		

Q32 Does your employer pay for outside technology training?

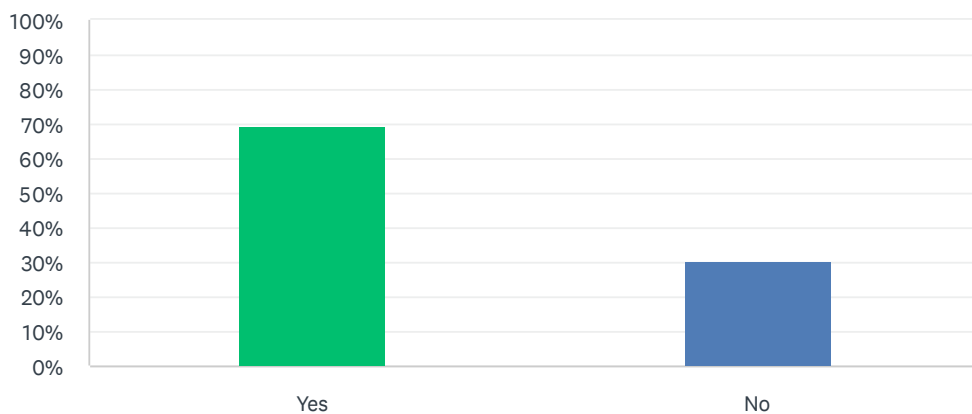
Answered: 78 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	50.00%	39
No	50.00%	39
Total Respondents: 78		

Q33 Does your employer provide in-house technology training?

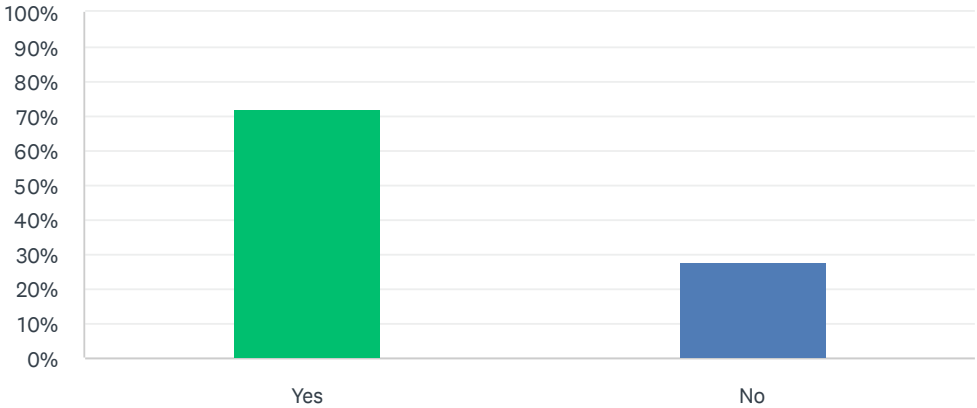
Answered: 78 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	69.23%	54
No	30.77%	24
Total Respondents: 78		

Q34 Does your employer allow you to work remotely on a regular basis?

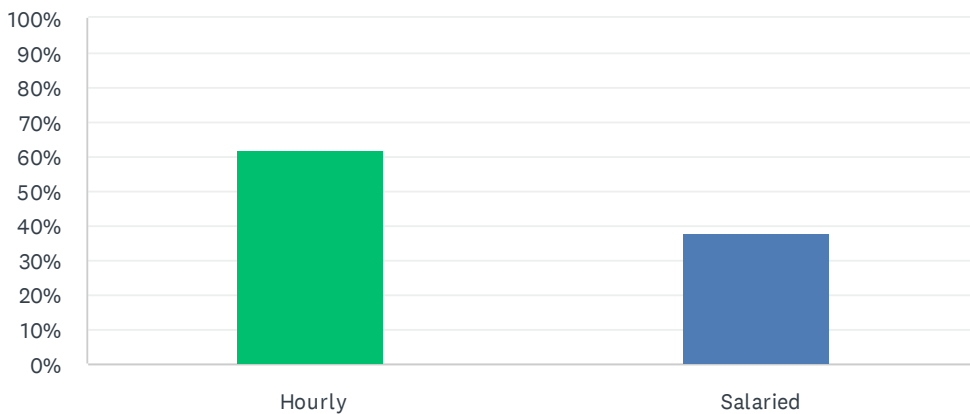
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	72.15%	57
No	27.85%	22
Total Respondents: 79		

Q35 Is your current position hourly or salaried?

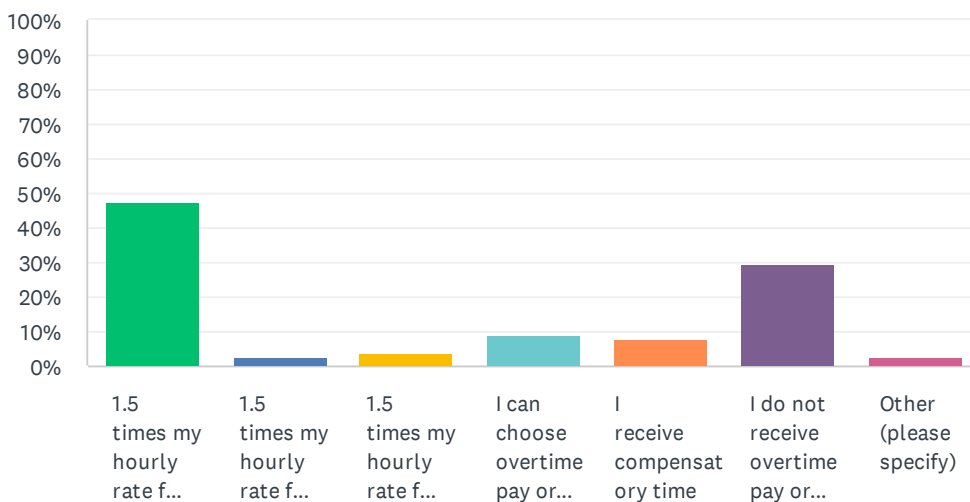
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES
Hourly	62.03% 49
Salaried	37.97% 30
Total Respondents: 79	

Q36 How are you compensated for overtime?

Answered: 78 Skipped: 1

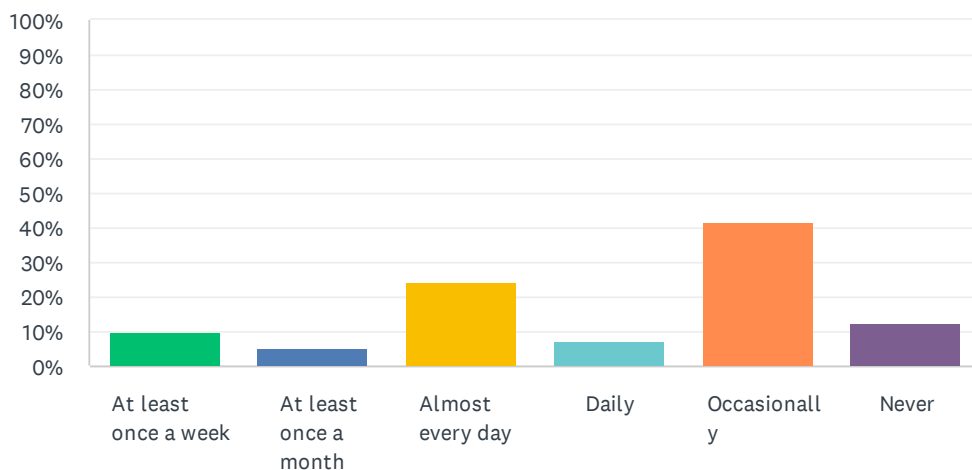


ANSWER CHOICES	RESPONSES	
1.5 times my hourly rate for anything over 40 hours per week	47.44%	37
1.5 times my hourly rate for anything over 8 hours per day	2.56%	2
1.5 times my hourly rate for anything over 37.5 hours per week	3.85%	3
I can choose overtime pay or compensatory time	8.97%	7
I receive compensatory time	7.69%	6
I do not receive overtime pay or compensatory time	29.49%	23
Other (please specify)	2.56%	2
Total Respondents: 78		

#	OTHER (PLEASE SPECIFY)	DATE
1	I d not work overtime.	5/10/2022 4:54 PM
2	Not applicable	2/4/2022 7:41 AM

Q37 How frequently do you work in excess of your normal working hours?

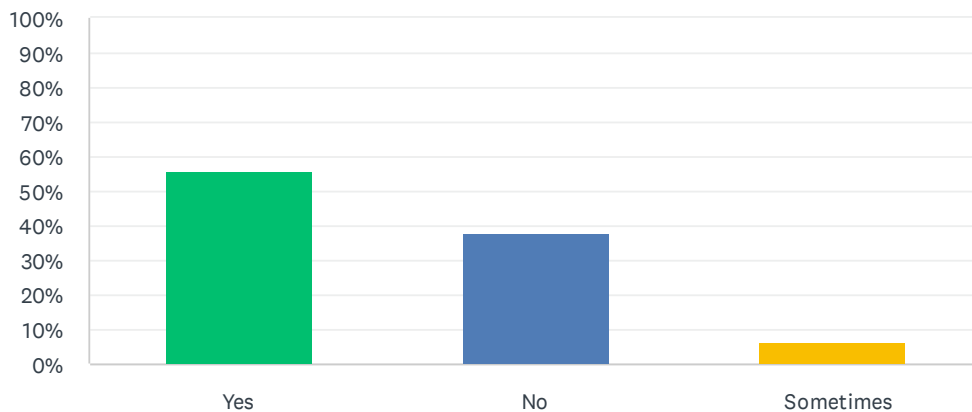
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
At least once a week	10.13%	8
At least once a month	5.06%	4
Almost every day	24.05%	19
Daily	7.59%	6
Occasionally	41.77%	33
Never	12.66%	10
Total Respondents: 79		

Q38 Does your employer bill for your time?

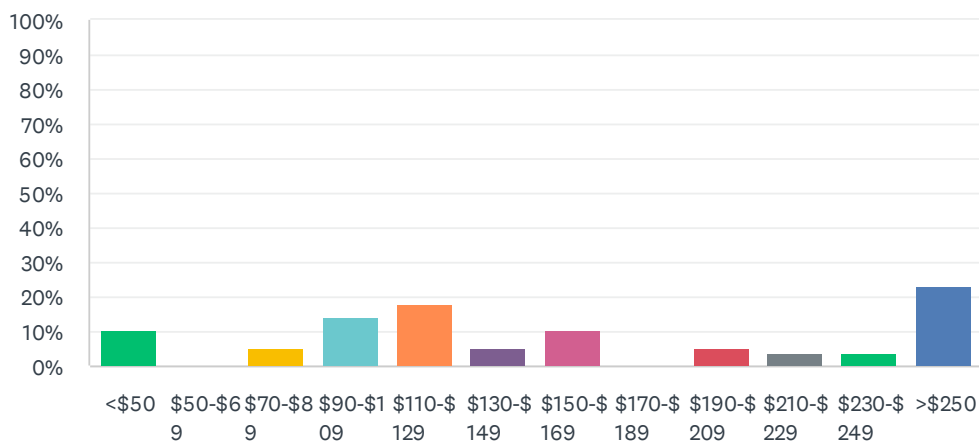
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	55.70%	44
No	37.97%	30
Sometimes	6.33%	5
Total Respondents: 79		

Q39 What is your average billable rate?

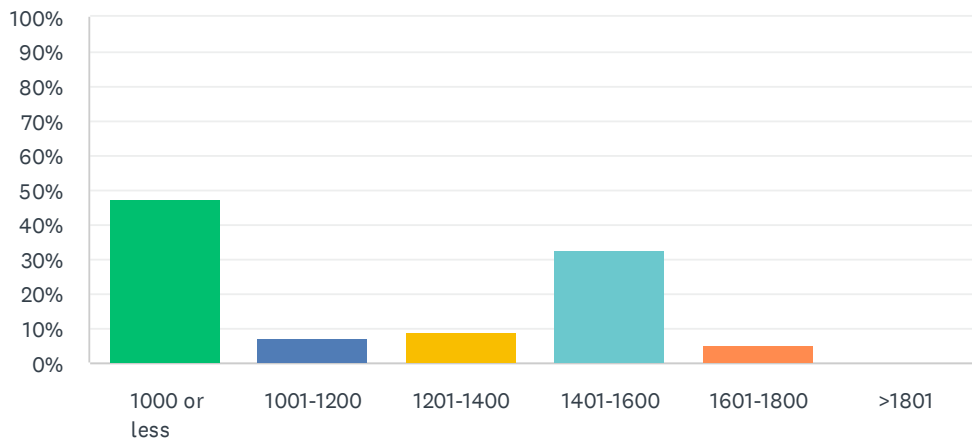
Answered: 56 Skipped: 23



ANSWER CHOICES	RESPONSES
<\$50	10.71% 6
\$50-\$69	0.00% 0
\$70-\$89	5.36% 3
\$90-\$109	14.29% 8
\$110-\$129	17.86% 10
\$130-\$149	5.36% 3
\$150-\$169	10.71% 6
\$170-\$189	0.00% 0
\$190-\$209	5.36% 3
\$210-\$229	3.57% 2
\$230-\$249	3.57% 2
>\$250	23.21% 13
Total Respondents: 56	

Q40 What is the minimum number of billable hours you were required to work in 2020?

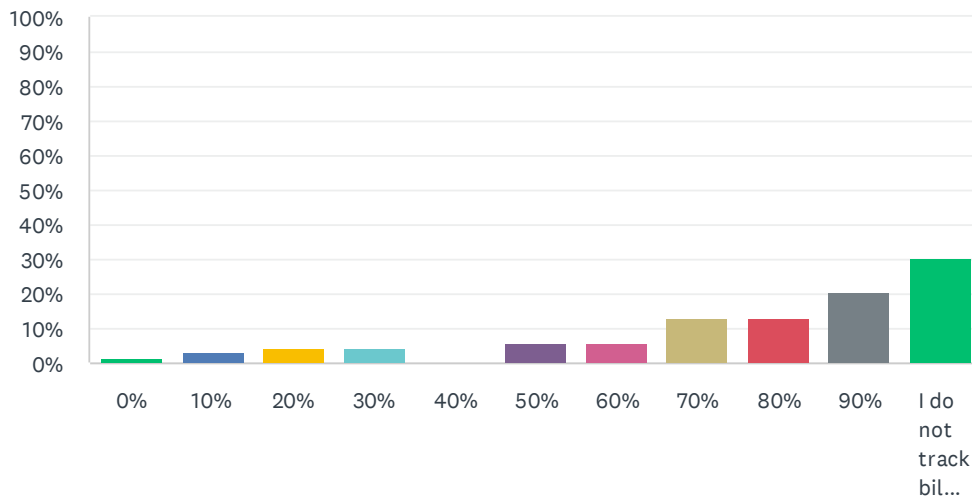
Answered: 55 Skipped: 24



ANSWER CHOICES	RESPONSES	
1000 or less	47.27%	26
1001-1200	7.27%	4
1201-1400	9.09%	5
1401-1600	32.73%	18
1601-1800	5.45%	3
>1801	0.00%	0
Total Respondents: 55		

Q41 What percentage of your time per week is spent on billable client work?

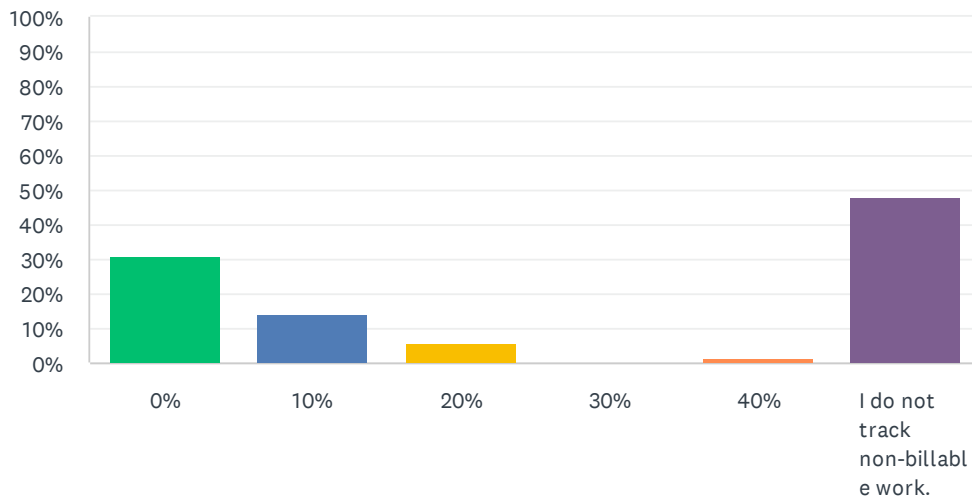
Answered: 69 Skipped: 10



ANSWER CHOICES	RESPONSES	
0%	1.45%	1
10%	2.90%	2
20%	4.35%	3
30%	4.35%	3
40%	0.00%	0
50%	5.80%	4
60%	5.80%	4
70%	13.04%	9
80%	13.04%	9
90%	20.29%	14
I do not track billable hours.	30.43%	21
Total Respondents: 69		

Q42 What percentage of your time per week is spent on pro bono client work?

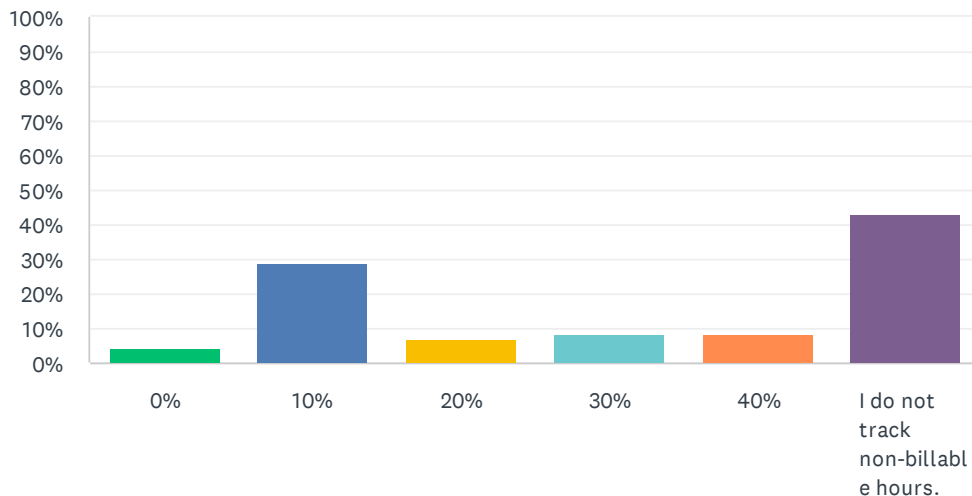
Answered: 71 Skipped: 8



ANSWER CHOICES	RESPONSES	
0%	30.99%	22
10%	14.08%	10
20%	5.63%	4
30%	0.00%	0
40%	1.41%	1
I do not track non-billable work.	47.89%	34
Total Respondents: 71		

Q43 What percentage of your time per week is spent on non-billable administrative work?

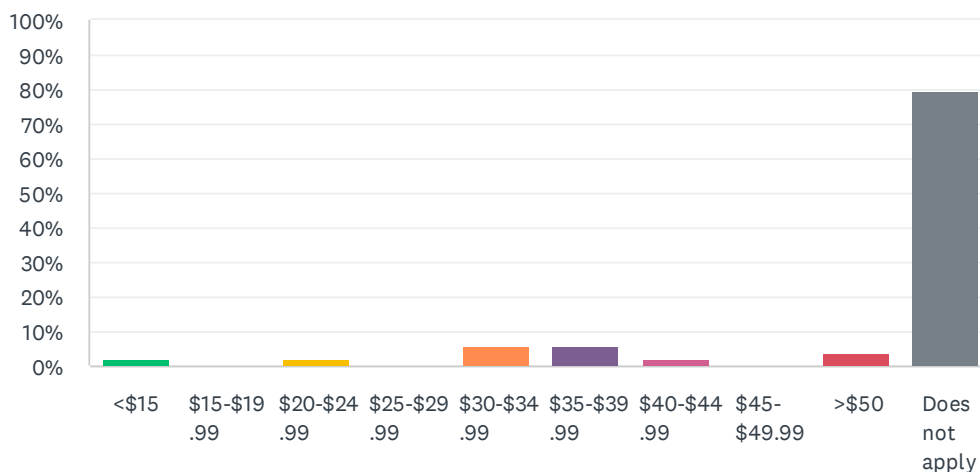
Answered: 72 Skipped: 7



ANSWER CHOICES	RESPONSES	
0%	4.17%	3
10%	29.17%	21
20%	6.94%	5
30%	8.33%	6
40%	8.33%	6
I do not track non-billable hours.	43.06%	31
Total Respondents: 72		

Q44 If you are working part-time, what is your hourly pay?

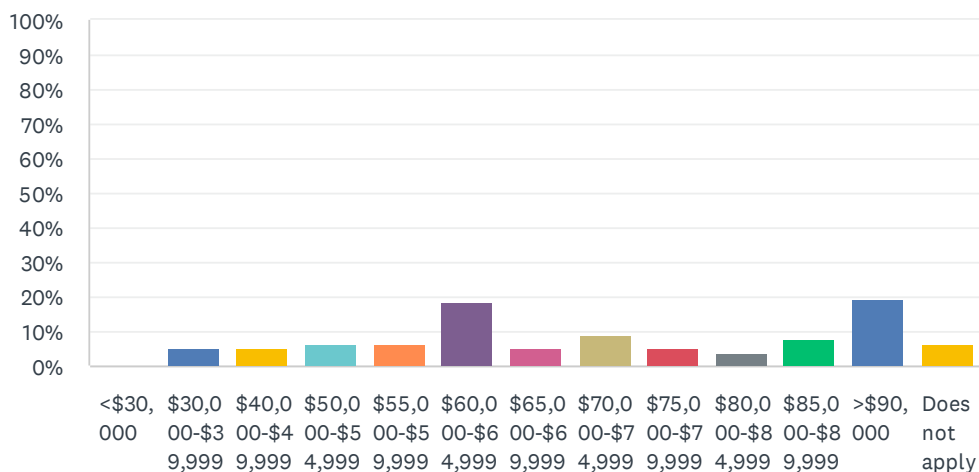
Answered: 54 Skipped: 25



ANSWER CHOICES	RESPONSES	
<\$15	1.85%	1
\$15-\$19.99	0.00%	0
\$20-\$24.99	1.85%	1
\$25-\$29.99	0.00%	0
\$30-\$34.99	5.56%	3
\$35-\$39.99	5.56%	3
\$40-\$44.99	1.85%	1
\$45-\$49.99	0.00%	0
>\$50	3.70%	2
Does not apply	79.63%	43
Total Respondents: 54		

Q45 If you are working full-time, what is your annual salary?

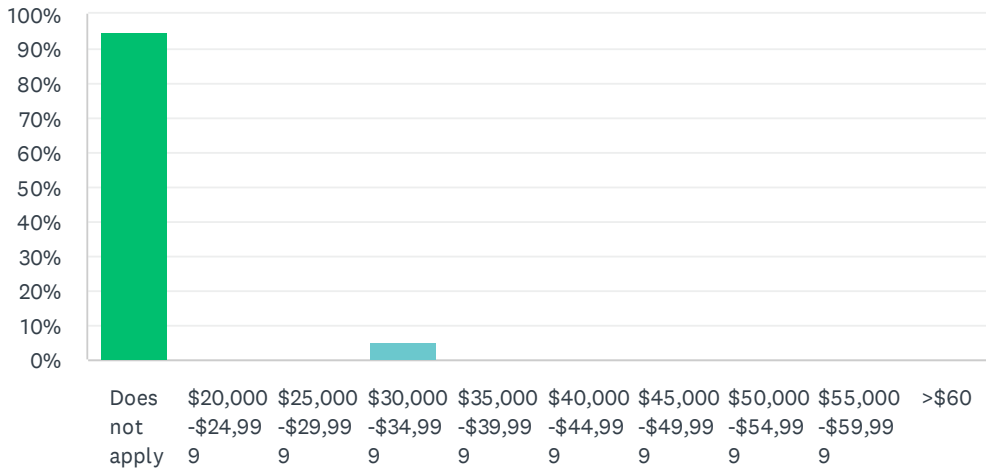
Answered: 76 Skipped: 3



ANSWER CHOICES	RESPONSES	
<\$30,000	0.00%	0
\$30,000-\$39,999	5.26%	4
\$40,000-\$49,999	5.26%	4
\$50,000-\$54,999	6.58%	5
\$55,000-\$59,999	6.58%	5
\$60,000-\$64,999	18.42%	14
\$65,000-\$69,999	5.26%	4
\$70,000-\$74,999	9.21%	7
\$75,000-\$79,999	5.26%	4
\$80,000-\$84,999	3.95%	3
\$85,000-\$89,999	7.89%	6
>\$90,000	19.74%	15
Does not apply	6.58%	5
Total Respondents: 76		

Q46 If you entered the paralegal profession within the last twelve months with no prior legal experience, what was your starting gross salary (excluding overtime and bonuses)?

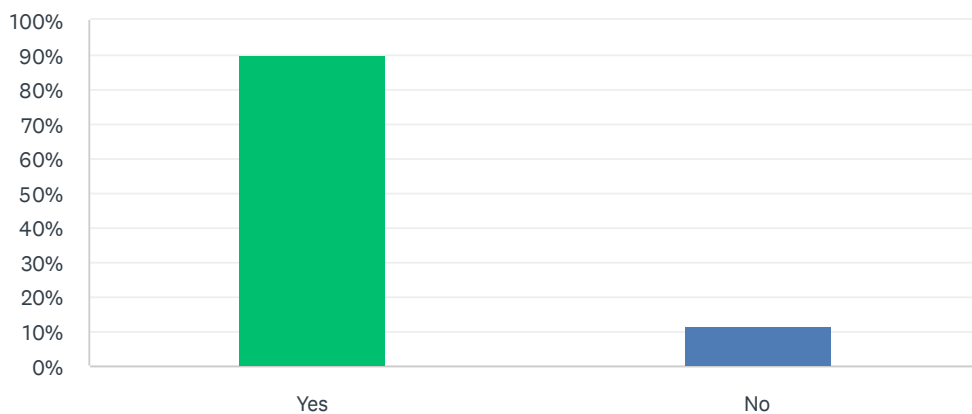
Answered: 56 Skipped: 23



ANSWER CHOICES	RESPONSES	
Does not apply	94.64%	53
\$20,000-\$24,999	0.00%	0
\$25,000-\$29,999	0.00%	0
\$30,000-\$34,999	5.36%	3
\$35,000-\$39,999	0.00%	0
\$40,000-\$44,999	0.00%	0
\$45,000-\$49,999	0.00%	0
\$50,000-\$54,999	0.00%	0
\$55,000-\$59,999	0.00%	0
>\$60	0.00%	0
Total Respondents: 56		

Q47 In the last twelve months, did you receive any type of bonus?

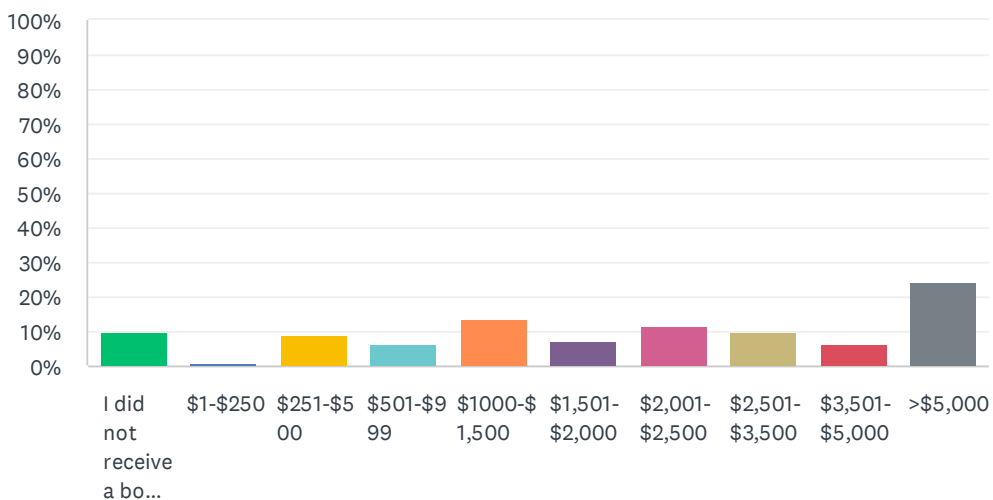
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	89.87%	71
No	11.39%	9
Total Respondents: 79		

Q48 How much was your bonus?

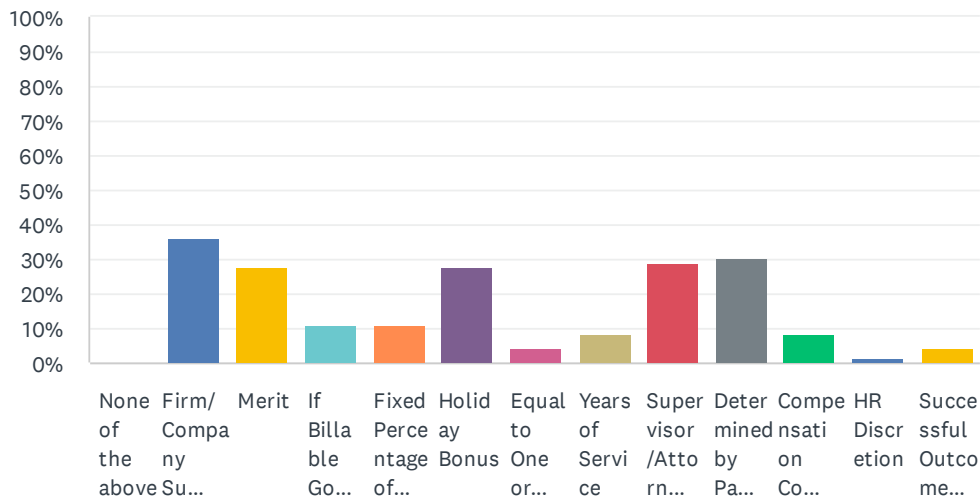
Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
I did not receive a bonus in the last twelve months.	10.13%	8
\$1-\$250	1.27%	1
\$251-\$500	8.86%	7
\$501-\$999	6.33%	5
\$1000-\$1,500	13.92%	11
\$1,501-\$2,000	7.59%	6
\$2,001-\$2,500	11.39%	9
\$2,501-\$3,500	10.13%	8
\$3,501-\$5,000	6.33%	5
>\$5,000	24.05%	19
Total Respondents: 79		

Q49 If you received a bonus in the last twelve months, how was the amount determined? (Please check all that apply.)

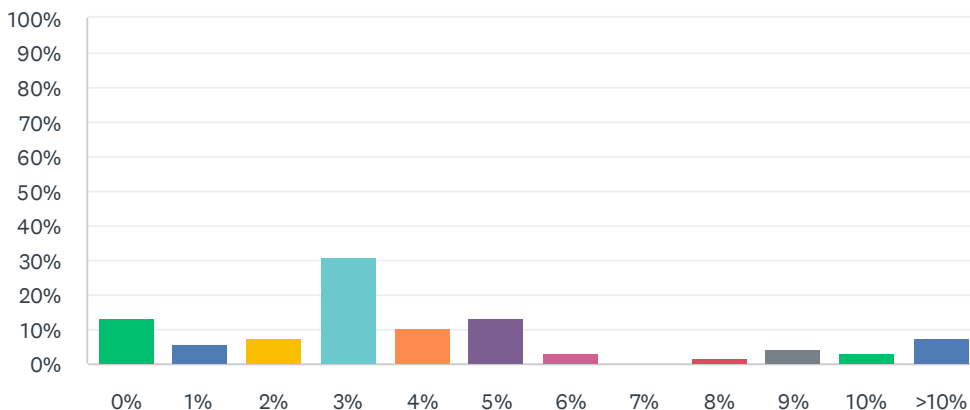
Answered: 72 Skipped: 7



ANSWER CHOICES	RESPONSES	
None of the above	0.00%	0
Firm/Company Success	36.11%	26
Merit	27.78%	20
If Billable Goal is Met	11.11%	8
Fixed Percentage of Salary	11.11%	8
Holiday Bonus	27.78%	20
Equal to One or Two Weeks' Pay	4.17%	3
Years of Service	8.33%	6
Supervisor/Attorney Discretion	29.17%	21
Determined by Partners of the Firm	30.56%	22
Compensation Committee	8.33%	6
HR Discretion	1.39%	1
Successful Outcome of a Significant Case	4.17%	3
Total Respondents: 72		

Q50 If you received a pay increase in the last twelve months, what percentage of your previous salary was your last salary or hourly increase? Please round to the nearest percentage.

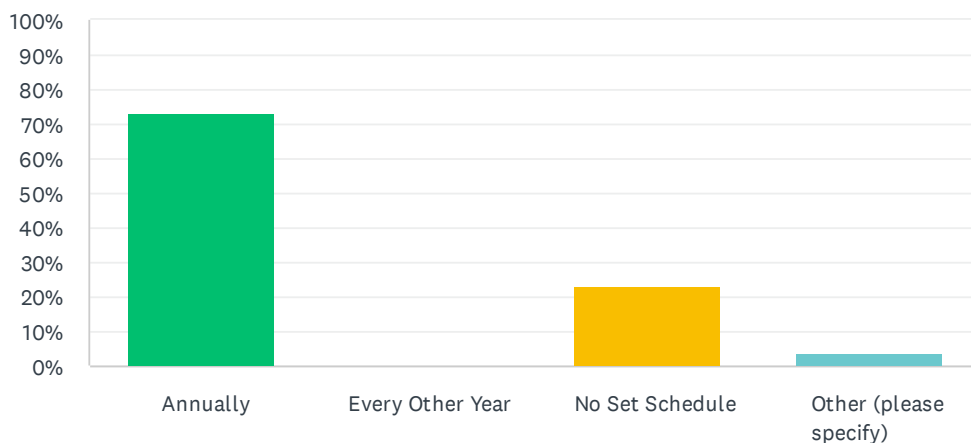
Answered: 68 Skipped: 11



ANSWER CHOICES	RESPONSES	
0%	13.24%	9
1%	5.88%	4
2%	7.35%	5
3%	30.88%	21
4%	10.29%	7
5%	13.24%	9
6%	2.94%	2
7%	0.00%	0
8%	1.47%	1
9%	4.41%	3
10%	2.94%	2
>10%	7.35%	5
Total Respondents: 68		

Q51 How often do you receive a salary increase?

Answered: 78 Skipped: 1

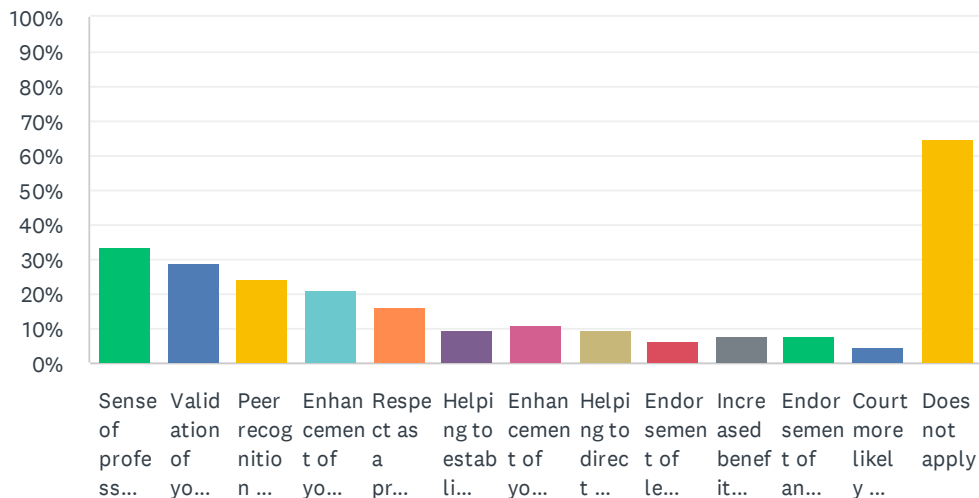


ANSWER CHOICES	RESPONSES
Annually	73.08% 57
Every Other Year	0.00% 0
No Set Schedule	23.08% 18
Other (please specify)	3.85% 3
Total Respondents: 78	

#	OTHER (PLEASE SPECIFY)	DATE
1	Just received a pay increase due to new job.	5/10/2022 4:53 PM
2	We have an annual review but no increase is promised. Every two years a market salary comparison is done and pay adjusted accordingly.	2/5/2022 4:04 PM
3	self employed	2/4/2022 10:36 AM

Q52 If you have passed the PCCE, PACE or CLA exam, what benefits have you received? (Please check all that apply.)

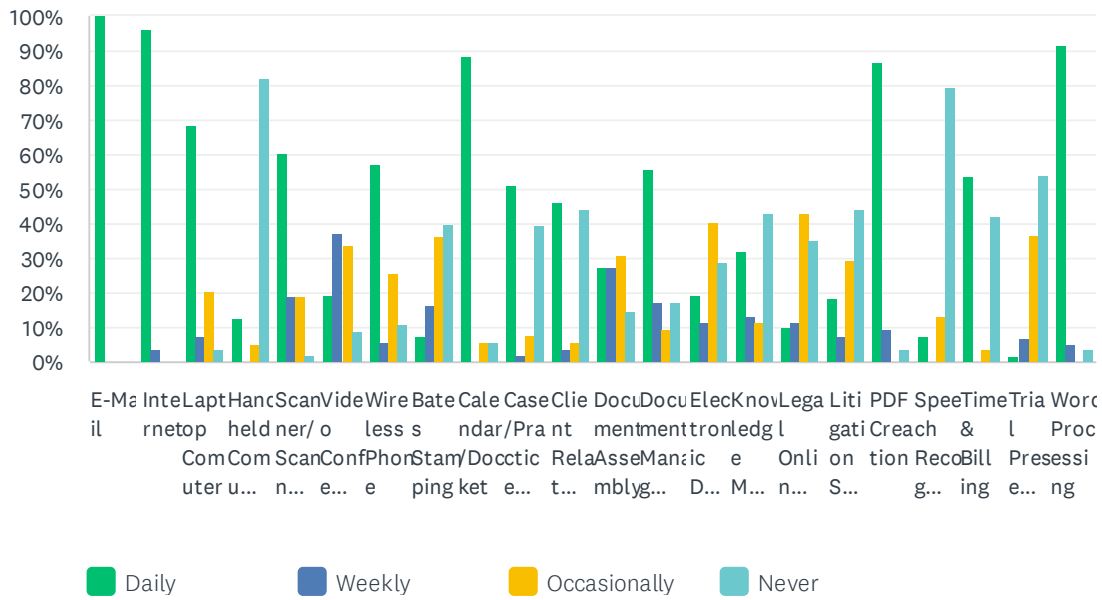
Answered: 62 Skipped: 17



ANSWER CHOICES	RESPONSES	
Sense of professional accomplishment	33.87%	21
Validation of your professional competency	29.03%	18
Peer recognition of your skills and expertise	24.19%	15
Enhancement of your marketability in the job market, with clients and within the work place	20.97%	13
Respect as a professional from others in the legal community	16.13%	10
Helping to establish standards for professional recognition and/or regulation of paralegals	9.68%	6
Enhancement of your employer's reputation	11.29%	7
Helping to direct the future of the profession	9.68%	6
Endorsement of leadership in your profession	6.45%	4
Increased benefits in your workplace, i.e., salary increase or bonus, better office, better assignments, etc.	8.06%	5
Endorsement of an expanded role for paralegals in the legal community	8.06%	5
Court more likely to accept fee declarations and/or trial involvement of credentialed paralegals	4.84%	3
Does not apply	64.52%	40
Total Respondents: 62		

Q53 How often do you use the following technologies in your work?

Answered: 76 Skipped: 3



IPA 2021-2022 Salary Survey

	DAILY	WEEKLY	OCCASIONALLY	NEVER	TOTAL
E-Mail	100.00% 60	0.00% 0	0.00% 0	0.00% 0	60
Internet	96.36% 53	3.64% 2	0.00% 0	0.00% 0	55
Laptop Computer	68.52% 37	7.41% 4	20.37% 11	3.70% 2	54
Handheld Computer (PDA)	12.50% 7	0.00% 0	5.36% 3	82.14% 46	56
Scanner/Scanning/OCR	60.38% 32	18.87% 10	18.87% 10	1.89% 1	53
Video Conferencing (Zoom, etc.)	19.64% 11	37.50% 21	33.93% 19	8.93% 5	56
Wireless Phone	57.41% 31	5.56% 3	25.93% 14	11.11% 6	54
Bates Stamping	7.27% 4	16.36% 9	36.36% 20	40.00% 22	55
Calendar/Docket	88.24% 45	0.00% 0	5.88% 3	5.88% 3	51
Case/Practice Management	50.98% 26	1.96% 1	7.84% 4	39.22% 20	51
Client Relationship Management	46.15% 24	3.85% 2	5.77% 3	44.23% 23	52
Document Assembly	27.27% 15	27.27% 15	30.91% 17	14.55% 8	55
Document Management	55.77% 29	17.31% 9	9.62% 5	17.31% 9	52
Electronic Discovery	19.23% 10	11.54% 6	40.38% 21	28.85% 15	52
Knowledge Management	32.08% 17	13.21% 7	11.32% 6	43.40% 23	53
Legal Online Service	9.80% 5	11.76% 6	43.14% 22	35.29% 18	51
Litigation Support	18.52% 10	7.41% 4	29.63% 16	44.44% 24	54
PDF Creation	86.79% 46	9.43% 5	0.00% 0	3.77% 2	53
Speech Recognition	7.41% 4	0.00% 0	12.96% 7	79.63% 43	54
Time & Billing	53.85% 28	0.00% 0	3.85% 2	42.31% 22	52
Trial Presentation	1.75% 1	7.02% 4	36.84% 21	54.39% 31	57
Word Processing	91.38% 53	5.17% 3	0.00% 0	3.45% 2	58

Q54 Which online legal research service do you use most?

Answered: 66 Skipped: 13

#	RESPONSES	DATE
1	West Law 31 - 47.7%	6/1/2022 9:15 AM
2	Westlaw	5/20/2022 10:09 AM
3	N/A 9 - 13.9%	5/19/2022 3:18 PM
4	Westlaw	5/17/2022 2:17 PM
5	none	5/17/2022 9:00 AM
6	Westlaw	5/11/2022 1:23 PM
7	Westlaw	5/11/2022 11:28 AM
8	Westlaw	5/11/2022 9:01 AM
9	Westlaw	5/10/2022 10:43 PM
10	Westlaw	5/10/2022 5:40 PM
11	Westlaw	5/10/2022 5:30 PM
12	Pacer 1 - 1.5%	5/10/2022 5:00 PM
13	Westlaw	5/10/2022 4:53 PM
14	lexis 19 - 29.3%	5/10/2022 4:21 PM
15	SAEGIS/CompuMark; Lexis	5/10/2022 3:38 PM
16	Fastcase 1 - 1.5%	5/10/2022 3:35 PM
17	Westlaw	5/10/2022 3:17 PM
18	n/a	5/10/2022 3:13 PM
19	Westlaw	5/10/2022 3:07 PM
20	Westlaw/Practical Law Connect	5/10/2022 3:03 PM
21	Lexis	5/10/2022 3:02 PM
22	n/a	5/10/2022 3:02 PM
23	Lexis	5/10/2022 2:52 PM
24	Lexis Nexis	5/10/2022 2:48 PM
25	N/A	5/10/2022 2:48 PM
26	LexisNexis	5/10/2022 2:46 PM
27	Google 2 - 3.1%	5/10/2022 2:45 PM
28	Westlaw	5/10/2022 2:45 PM
29	none	5/10/2022 2:44 PM
30	Lexis	5/10/2022 2:39 PM
31	Westlaw	3/9/2022 11:47 AM
32	lexis nexis	2/22/2022 5:22 PM
33	lexis	2/17/2022 2:54 PM

IPA 2021-2022 Salary Survey

34	Thompson Reuters - SAEGIS; Westlaw	2/14/2022 4:18 PM
35	Westlaw	2/8/2022 3:48 PM
36	Westlaw	2/8/2022 11:57 AM
37	Thomson Reuters/Westlaw	2/8/2022 10:38 AM
38	Undetermined	2/7/2022 12:37 PM
39	LexisNexis	2/7/2022 12:20 PM
40	Westlaw	2/7/2022 12:17 PM
41	Westlaw	2/7/2022 10:03 AM
42	Westlaw	2/4/2022 4:11 PM
43	Cheetah 1 - 1.5%	2/4/2022 2:43 PM
44	Lexis	2/4/2022 2:22 PM
45	Westlaw	2/4/2022 11:33 AM
46	Lexis Nexis	2/4/2022 11:03 AM
47	don't currently have one	2/4/2022 10:36 AM
48	Google Scholar	2/4/2022 10:26 AM
49	westlaw	2/4/2022 10:15 AM
50	WestLaw	2/4/2022 9:29 AM
51	Westlaw	2/4/2022 8:40 AM
52	Westlaw	2/4/2022 8:40 AM
53	Westlaw	2/4/2022 8:34 AM
54	Westlaw	2/4/2022 8:34 AM
55	Lexis	2/4/2022 8:28 AM
56	Lexis	2/4/2022 8:23 AM
57	RIA Checkpoint 1 - 1.5%	2/4/2022 8:22 AM
58	Lexis	2/4/2022 8:11 AM
59	Lexis	2/4/2022 8:05 AM
60	N/A	2/4/2022 8:00 AM
61	Westlaw	2/4/2022 7:51 AM
62	LexisNexis	2/4/2022 7:47 AM
63	Westlaw	2/4/2022 7:45 AM
64	Lexis Nexis	2/4/2022 7:44 AM
65	Lexis	2/4/2022 7:41 AM
66	Westlaw	2/4/2022 7:39 AM

Q55 Which document management software do you use most?

Answered: 66 Skipped: 13

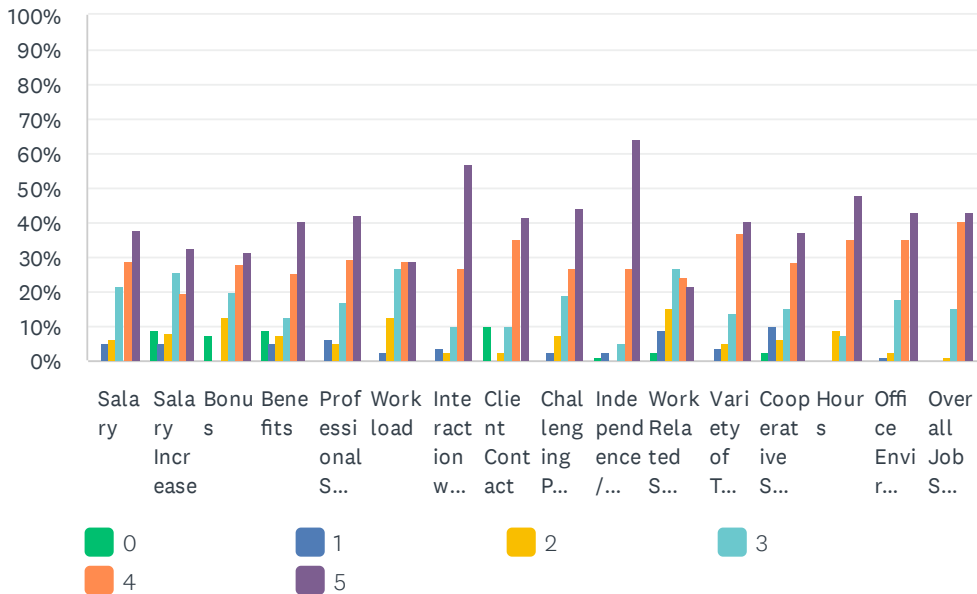
#	RESPONSES	DATE
1	Internal software created by IT 3 - 4.6%	6/1/2022 9:15 AM
2	Litify 1 - 1.5%	5/20/2022 10:09 AM
3	Internally Developed	5/19/2022 3:18 PM
4	Internal	5/17/2022 2:17 PM
5	none 16 - 24.2%	5/17/2022 9:00 AM
6	N/A	5/11/2022 1:23 PM
7	N/A	5/11/2022 11:28 AM
8	FileSite/iManage 8 - 12.1%	5/11/2022 9:01 AM
9	OneDrive 3 - 4.6%	5/10/2022 4:53 PM
10	varies	5/10/2022 4:21 PM
11	Relativity 1 - 1.5%	5/10/2022 3:38 PM
12	Legal Files 1 - 1.5%	5/10/2022 3:35 PM
13	Clio 6 - 9.2%	5/10/2022 3:17 PM
14	SharePoint 2 - 3%	5/10/2022 3:13 PM
15	N/A	5/10/2022 3:07 PM
16	Clio	5/10/2022 3:02 PM
17	n/a	5/10/2022 3:02 PM
18	TrialWorks 2 - 3%	5/10/2022 2:52 PM
19	PerfectLaw 1 - 1.5%	5/10/2022 2:48 PM
20	N/A	5/10/2022 2:48 PM
21	DeskSite/iManage	5/10/2022 2:46 PM
22	PCMS 1 - 1.5%	5/10/2022 2:45 PM
23	NetDocs 7 - 10.7%	5/10/2022 2:45 PM
24	IWO 1 - 1.5%	5/10/2022 2:44 PM
25	n/a	5/10/2022 2:39 PM
26	NetDocs	3/9/2022 11:47 AM
27	pdf 2 - 3%	2/22/2022 5:22 PM
28	teams 1 - 1.5%	2/17/2022 2:54 PM
29	imanager	2/14/2022 4:18 PM
30	N/A	2/8/2022 3:48 PM
31	Microsoft 365, TimeMap 1 - 1.5%	2/8/2022 11:57 AM
32	n/a	2/8/2022 10:38 AM
33	None	2/7/2022 12:37 PM

IPA 2021-2022 Salary Survey

34	Docuware	1 - 1.5%	2/7/2022 12:20 PM
35	One Drive		2/7/2022 12:17 PM
36	NetDocs		2/7/2022 10:03 AM
37	Time Matters	3 - 4.5%	2/4/2022 4:11 PM
38	NetDocs		2/4/2022 2:43 PM
39	NetDocs		2/4/2022 2:31 PM
40	N/A		2/4/2022 2:22 PM
41	iManage/FileSite		2/4/2022 11:33 AM
42	CLIO		2/4/2022 11:03 AM
43	Don't currently use		2/4/2022 10:36 AM
44	Sharepoint		2/4/2022 10:26 AM
45	worldox	1 - 1.5%	2/4/2022 10:15 AM
46	OneDrive		2/4/2022 9:29 AM
47	Disco	1 - 1.5%	2/4/2022 8:43 AM
48	DeskSite, Client Connect Extranet	1 - 1.5%	2/4/2022 8:40 AM
49	Clio		2/4/2022 8:40 AM
50	ProLaw	1 - 1.5%	2/4/2022 8:34 AM
51	Clio		2/4/2022 8:34 AM
52	NetDocs		2/4/2022 8:28 AM
53	Time Matters		2/4/2022 8:25 AM
54	iManage		2/4/2022 8:23 AM
55	Changing		2/4/2022 8:22 AM
56	Na		2/4/2022 8:11 AM
57	Trial Works		2/4/2022 8:05 AM
58	N/A		2/4/2022 8:00 AM
59	iManage		2/4/2022 7:51 AM
60	Clio		2/4/2022 7:50 AM
61	iManage		2/4/2022 7:47 AM
62	NetDocs		2/4/2022 7:45 AM
63	Pdf element		2/4/2022 7:44 AM
64	Time matters		2/4/2022 7:43 AM
65	Legal Server	1 - 1.5%	2/4/2022 7:41 AM
66	iManage		2/4/2022 7:39 AM

Q56 For each area, rate your satisfaction level (0 = Not Satisfied; 5 = Highly Satisfied)

Answered: 79 Skipped: 0



IPA 2021-2022 Salary Survey

	0	1	2	3	4	5	TOTAL
Salary	0.00% 0	5.06% 4	6.33% 5	21.52% 17	29.11% 23	37.97% 30	79
Salary Increase	9.09% 7	5.19% 4	7.79% 6	25.97% 20	19.48% 15	32.47% 25	77
Bonus	7.59% 6	0.00% 0	12.66% 10	20.25% 16	27.85% 22	31.65% 25	79
Benefits	8.86% 7	5.06% 4	7.59% 6	12.66% 10	25.32% 20	40.51% 32	79
Professional Status	0.00% 0	6.41% 5	5.13% 4	16.67% 13	29.49% 23	42.31% 33	78
Workload	0.00% 0	2.53% 2	12.66% 10	26.58% 21	29.11% 23	29.11% 23	79
Interaction with Attorneys	0.00% 0	3.80% 3	2.53% 2	10.13% 8	26.58% 21	56.96% 45	79
Client Contact	10.13% 8	0.00% 0	2.53% 2	10.13% 8	35.44% 28	41.77% 33	79
Challenging Projects	0.00% 0	2.53% 2	7.59% 6	18.99% 15	26.58% 21	44.30% 35	79
Independence/Autonomy	1.28% 1	2.56% 2	0.00% 0	5.13% 4	26.92% 21	64.10% 50	78
Work Related Stress	2.56% 2	8.97% 7	15.38% 12	26.92% 21	24.36% 19	21.79% 17	78
Variety of Tasks/Projects	0.00% 0	3.80% 3	5.06% 4	13.92% 11	36.71% 29	40.51% 32	79
Cooperative Support Staff	2.56% 2	10.26% 8	6.41% 5	15.38% 12	28.21% 22	37.18% 29	78
Hours	0.00% 0	0.00% 0	8.86% 7	7.59% 6	35.44% 28	48.10% 38	79
Office Environment	0.00% 0	1.27% 1	2.53% 2	17.72% 14	35.44% 28	43.04% 34	79
Overall Job Satisfaction	0.00% 0	0.00% 0	1.27% 1	15.19% 12	40.51% 32	43.04% 34	79