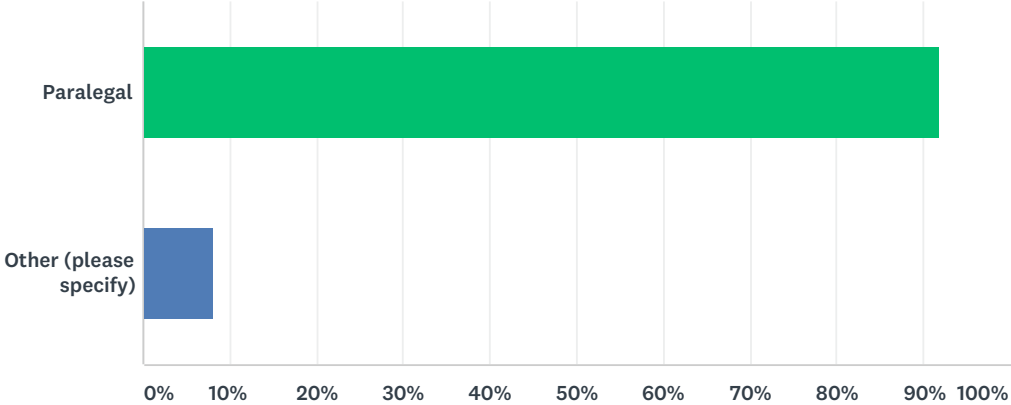


Q1 What is your job title?

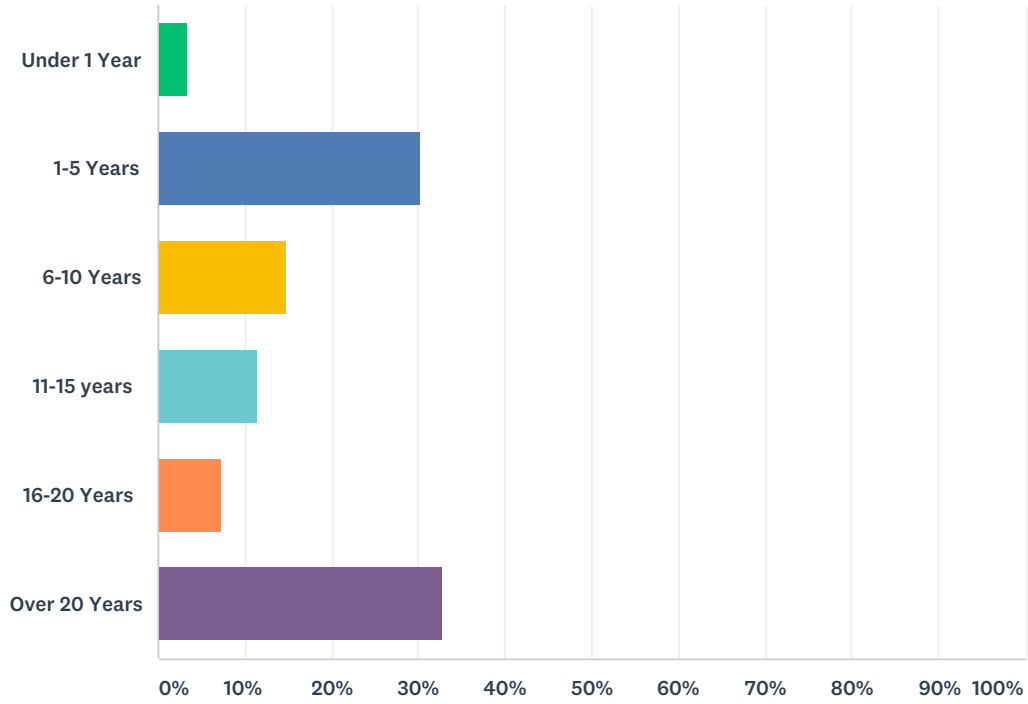
Answered: 122 Skipped: 0



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

Q2 How long have you held this job title?

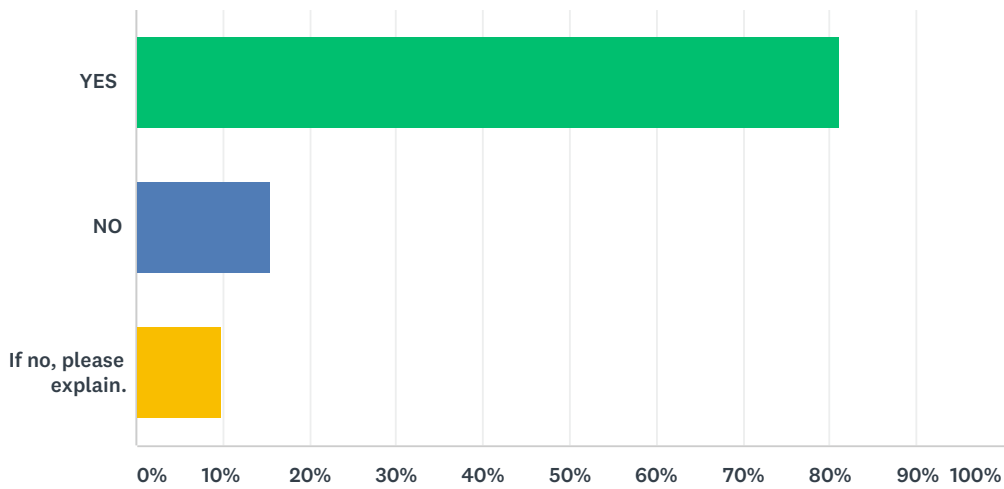
Answered: 122 Skipped: 0



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



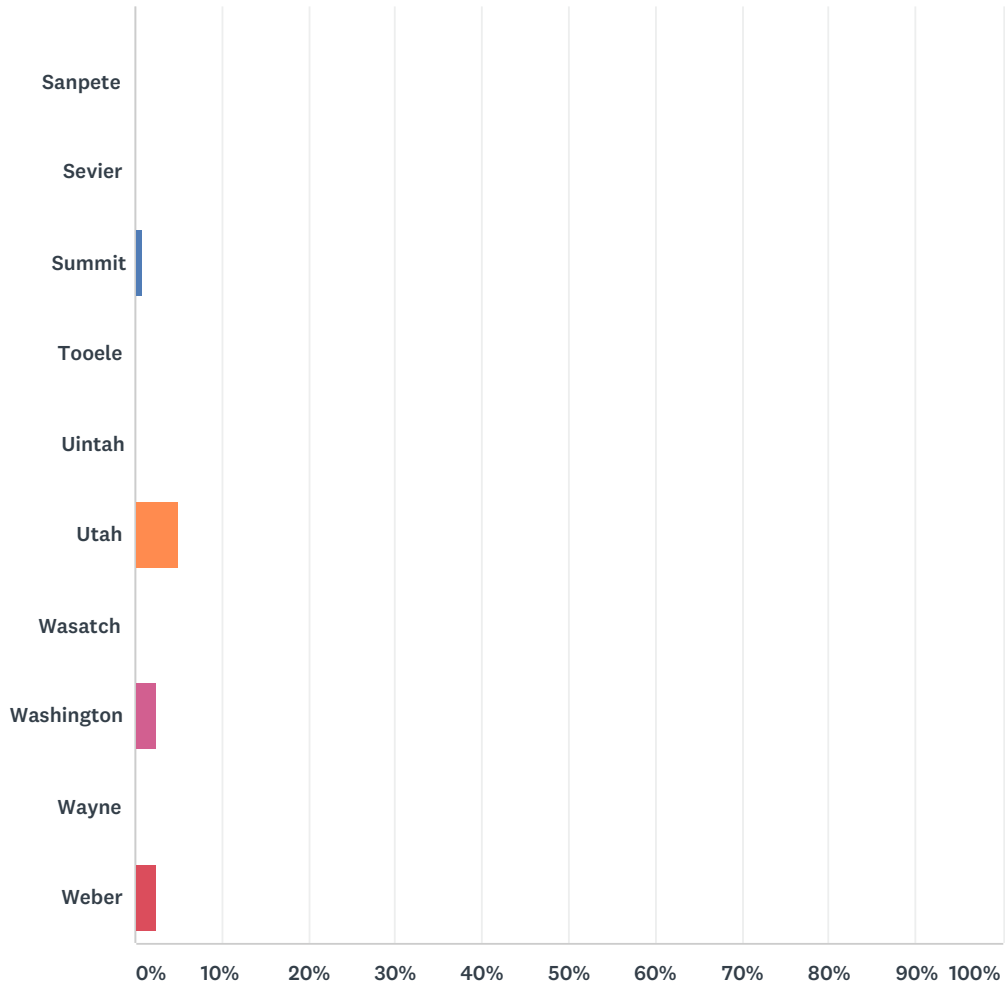
ANSWER CHOICES	RESPONSES	
YES	81.15%	99
NO	15.57%	19
If no, please explain.	9.84%	12
Total Respondents: 122		

Q4 In which county are you employed?

Answered: 122 Skipped: 0



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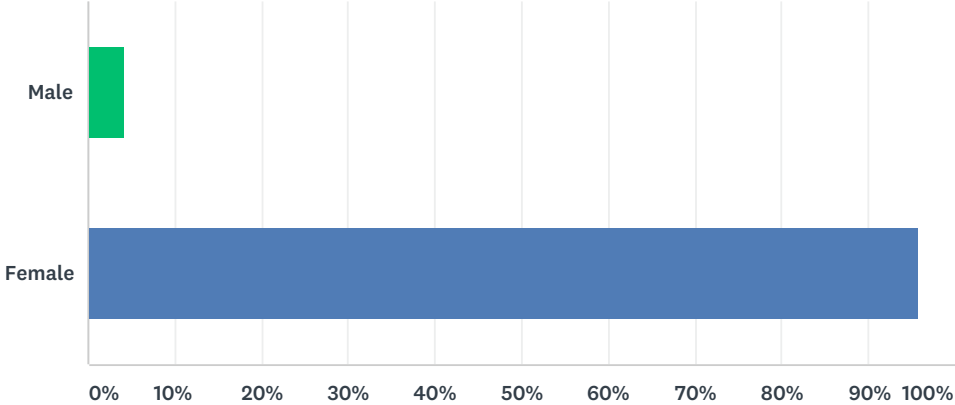
ANSWER CHOICES	RESPONSES
Beaver	0.00% 0
Box Elder	0.00% 0
Cache	0.82% 1
Carbon	0.00% 0
Daggett	0.00% 0
Davis	1.64% 2
Duchesne	0.00% 0
Emery	0.00% 0
Garfield	0.00% 0
Grand	1.64% 2
Iron	0.00% 0
Juab	0.00% 0
Kane	0.00% 0
Millard	0.00% 0

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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?

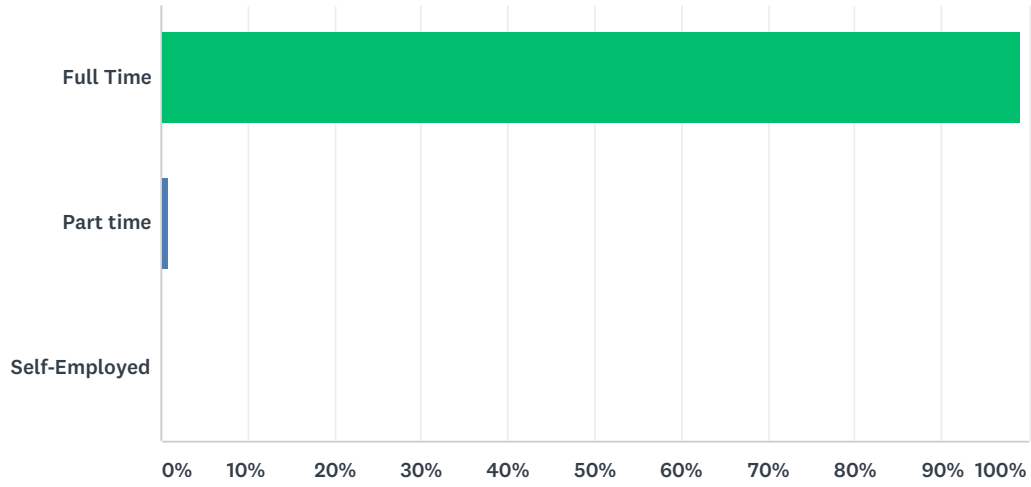
Answered: 122 Skipped: 0



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

Q6 What is your employment status?

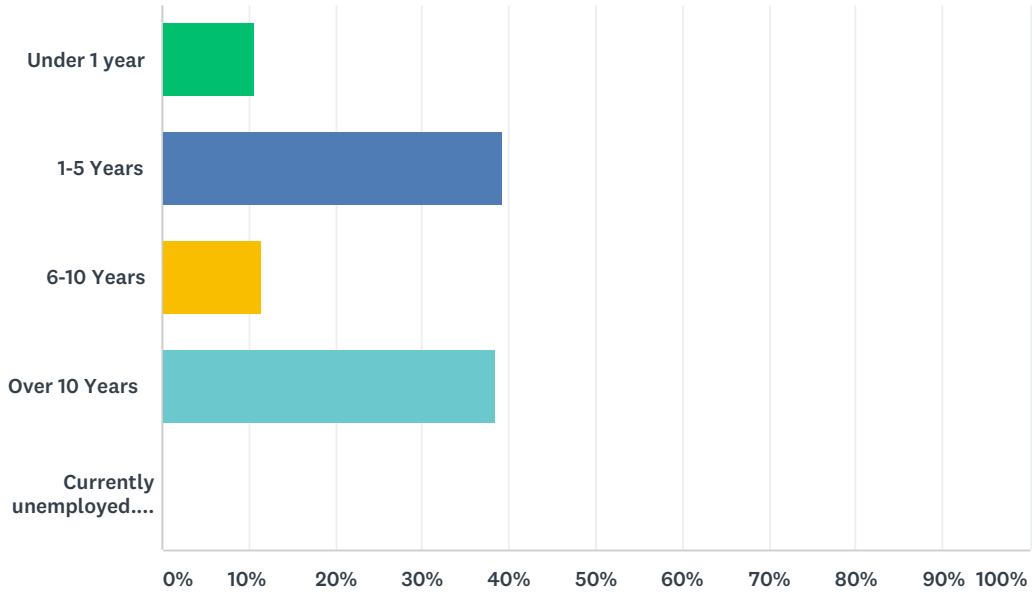
Answered: 122 Skipped: 0



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

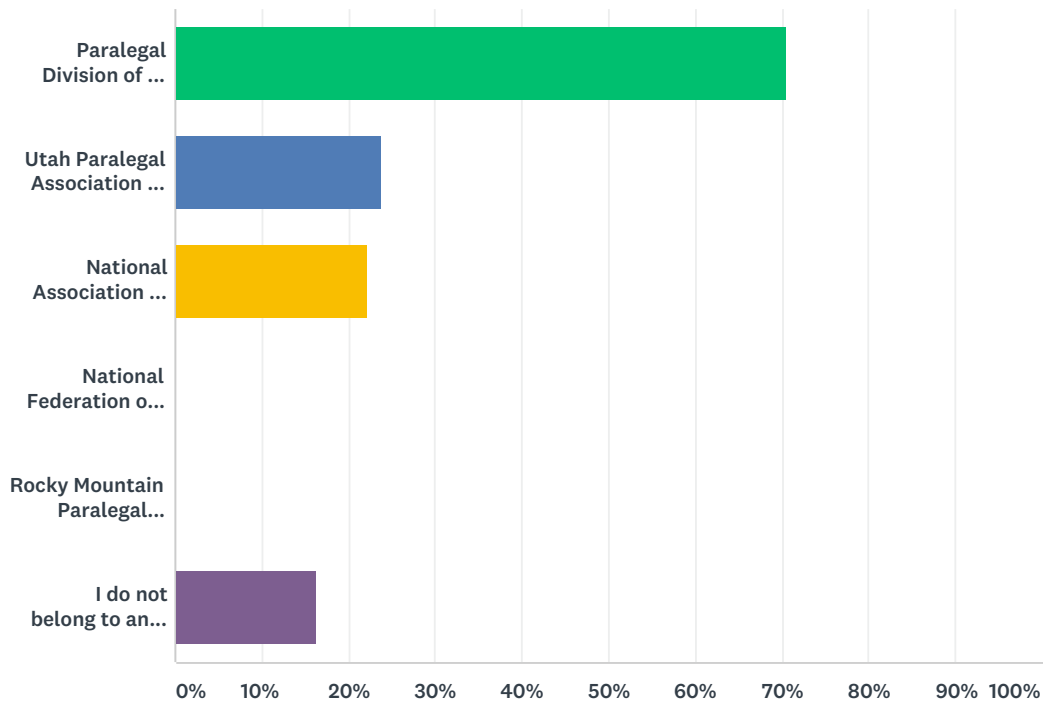


ANSWER CHOICES	RESPONSES	
Under 1 year	10.66%	13
1-5 Years	39.34%	48
6-10 Years	11.48%	14
Over 10 Years	38.52%	47
Currently unemployed. Please provide most recent employment.	0.00%	0
TOTAL		122

#	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.

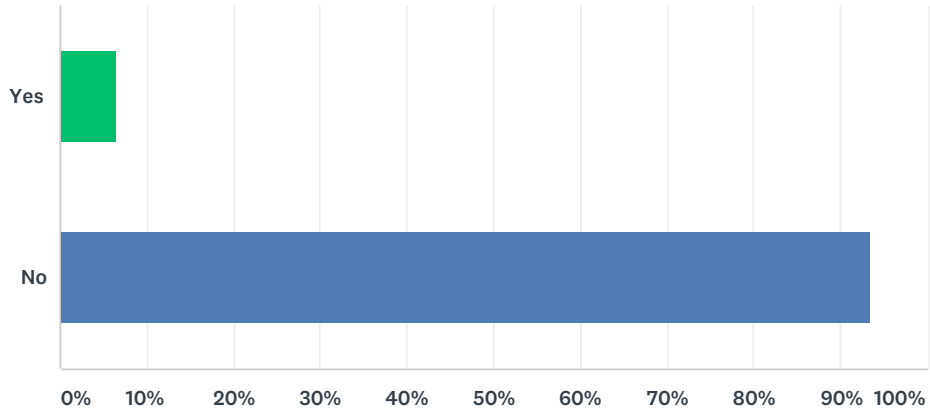
Answered: 122 Skipped: 0



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?

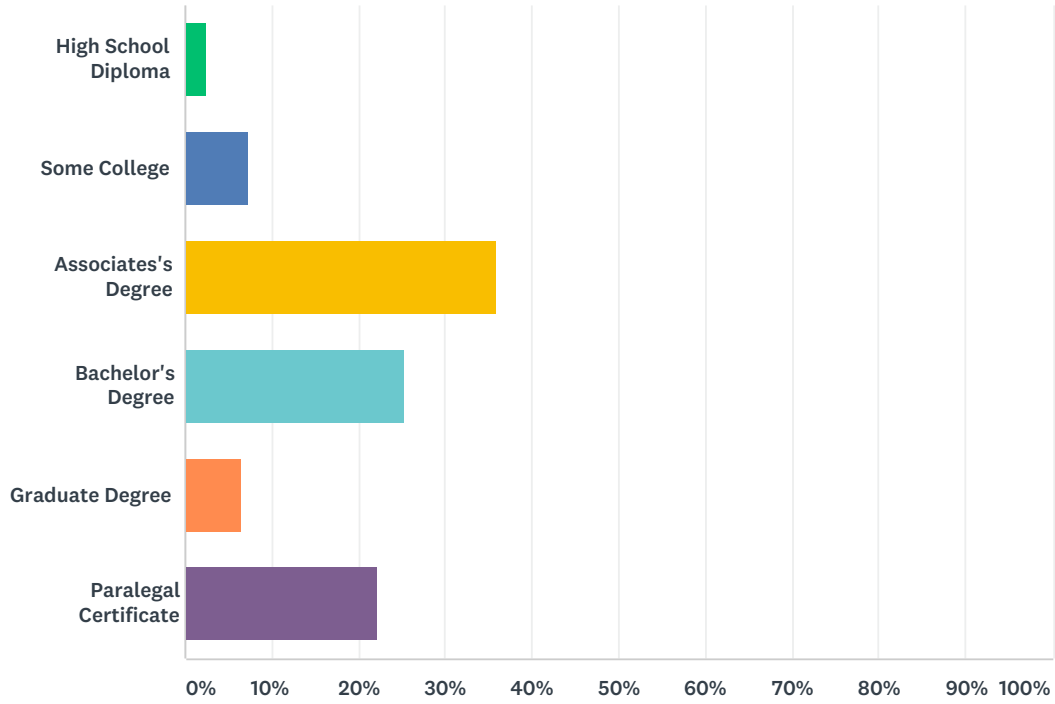
Answered: 122 Skipped: 0



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

Q10 What is your education level?

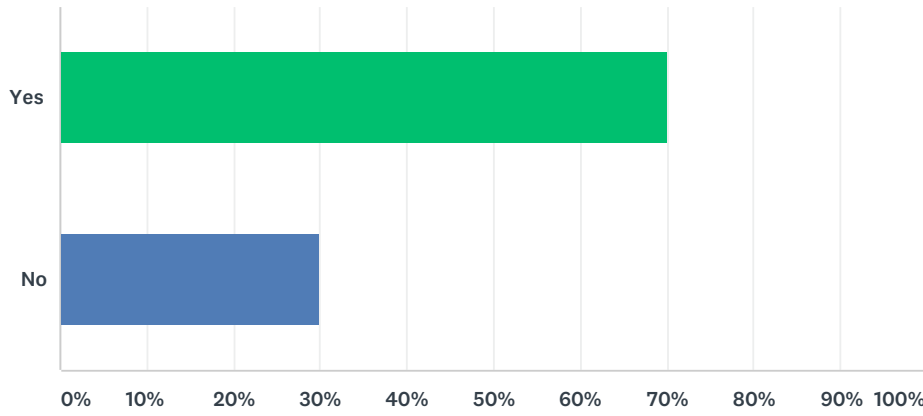
Answered: 122 Skipped: 0



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
1	1989
2	1995
3	1994
4	2013
5	1988
6	1993
7	2001
8	1995
9	2016
10	1994
11	2009
12	1992
13	2010
14	2014
15	2008
16	2010
17	1994
18	2009
19	n/a
20	2000
21	1992
22	2013
23	1993
24	2012
25	2000
26	2014
27	2008
28	1995
29	1989
30	1995
31	2015
32	1992
33	1996
34	1992
35	2012

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36	n/a
37	2006
38	1990
39	1997
40	1990 or 1991
41	2007
42	Do not have a degree
43	2002
44	1993
45	2011
46	2014
47	1986
48	2011
49	1994
50	1997
51	2014
52	2010
53	1993
54	2006
55	2015
56	1989
57	2011
58	2016
59	1975
60	1992
61	2012
62	2012
63	2009
64	1982
65	1990
66	2010
67	2012
68	2001
69	1994
70	2002
71	B. S. Degree 1979
72	Certificate- 2010, Bachelors- 2014
73	2006
74	1989
75	2013
76	2008/2009

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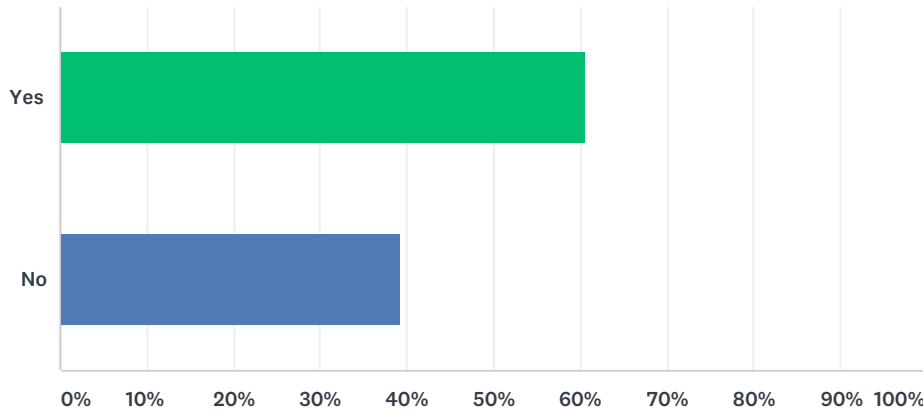
77	2011
78	B.A. 1992; paralegal certificate 1999
79	1977
80	2007
81	na
82	2011
83	2014
84	2014
85	2015
86	not applicable
87	1993
88	2008
89	2009
90	2015
91	N/A
92	Mountain West/Phillips
93	2010
94	1991
95	2001
96	2009
97	2012
98	1993
99	2001
100	2006
101	2011
102	2017
103	2016
104	2005
105	1992
106	Degree in 1987
107	1990
108	1992
109	2005
110	2013
111	1989
112	2015
113	2009
114	2010
115	Mountain West College
116	1992
117	1993

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118	2014
119	Paralegal certificate in 2004; B.S. in Paralegal Studies in 2010
120	2007
121	2006
122	1994

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?

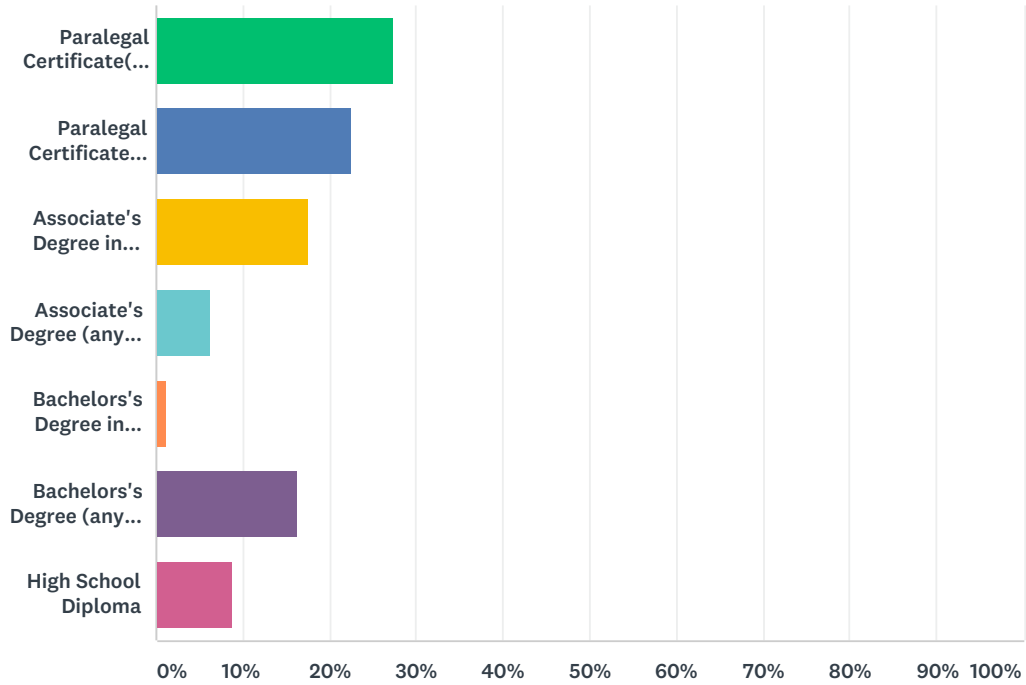
Answered: 122 Skipped: 0



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

Q14 If so, what education level is required?

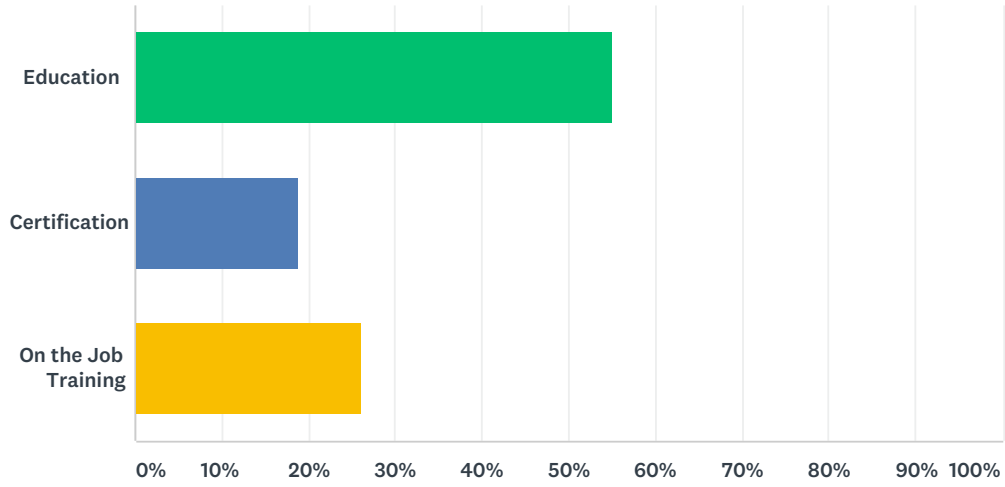
Answered: 80 Skipped: 42



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?

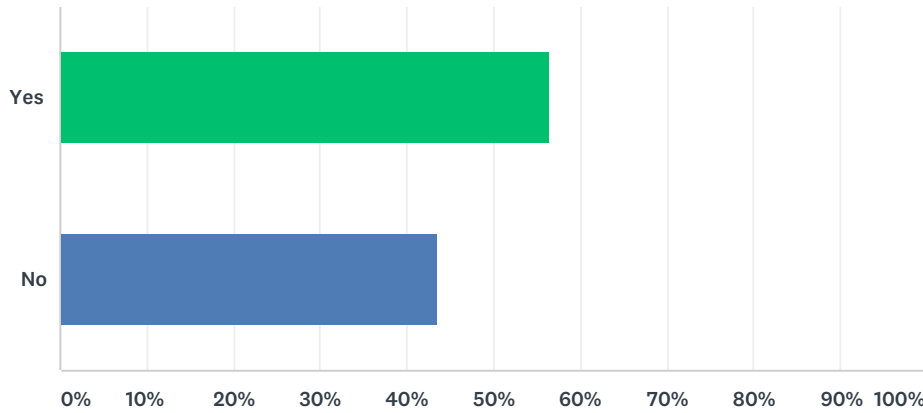
Answered: 122 Skipped: 0



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?

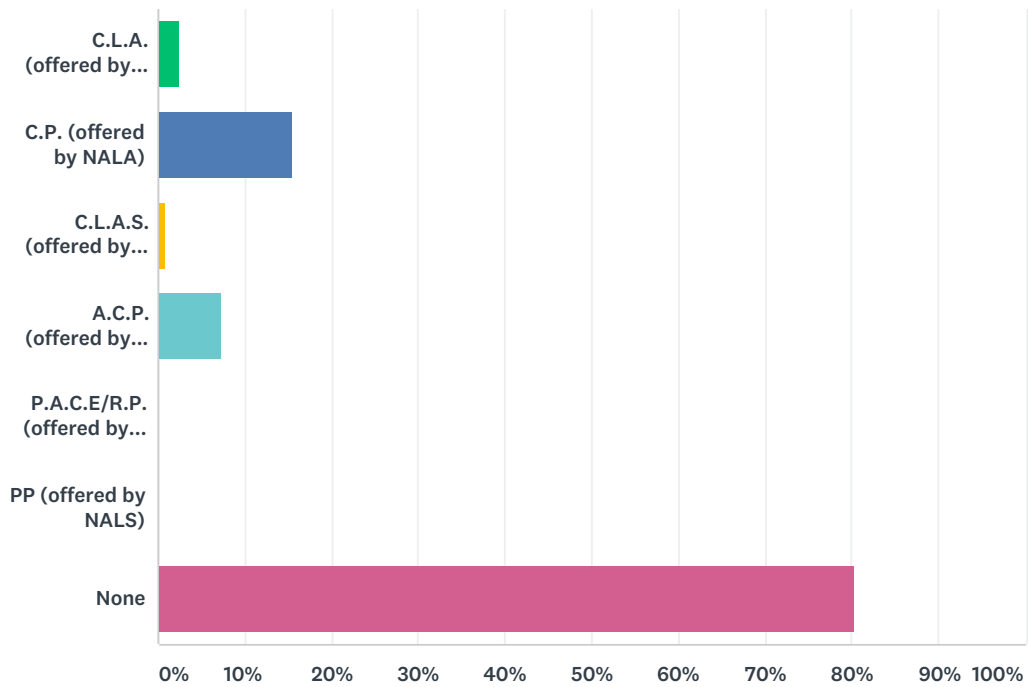
Answered: 122 Skipped: 0



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.

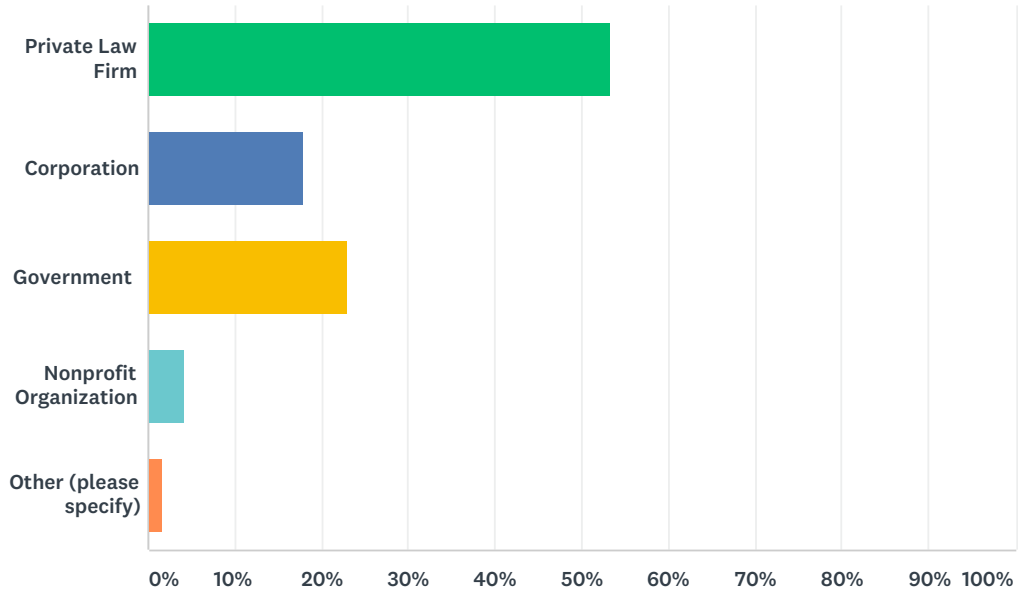
Answered: 122 Skipped: 0



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



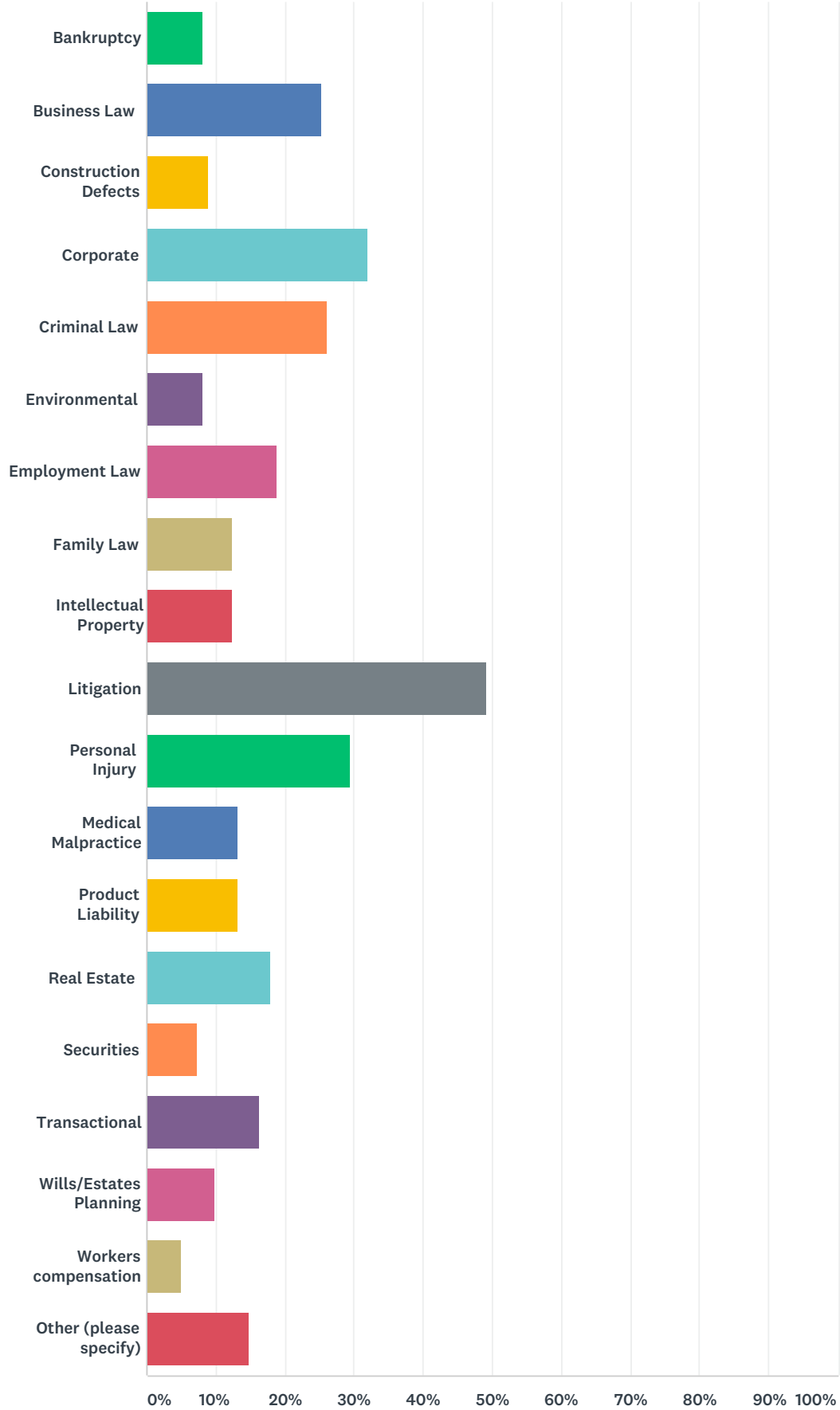
ANSWER CHOICES	RESPONSES
Private Law Firm	53.28% 65
Corporation	18.03% 22
Government	22.95% 28
Nonprofit Organization	4.10% 5
Other (please specify)	1.64% 2
TOTAL	122

#	OTHER (PLEASE SPECIFY)	DATE
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Q19 Indicate the practice area(s) in which you work. Please check all that apply:

Answered: 122 Skipped: 0

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ANSWER CHOICES

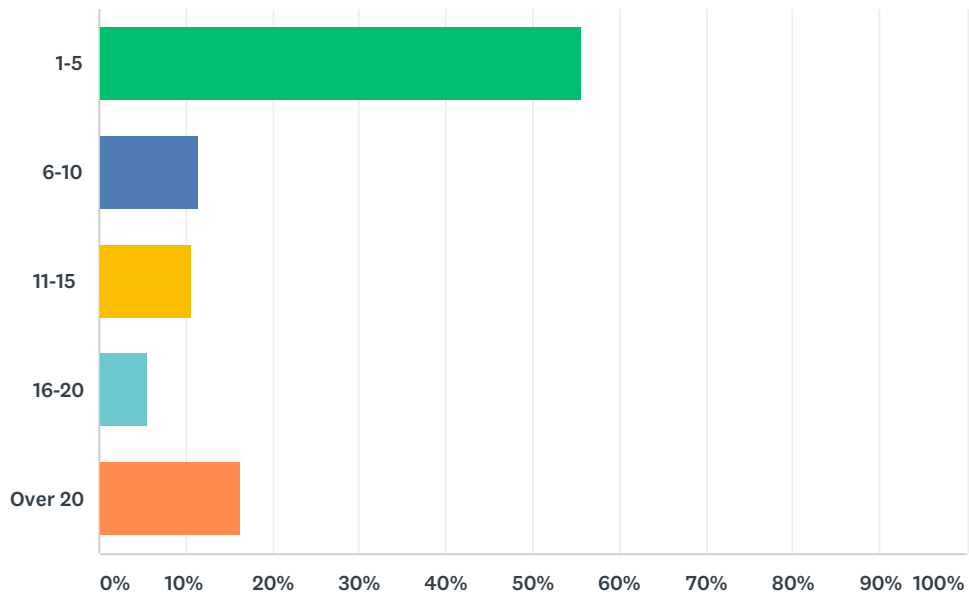
RESPONSES

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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		

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

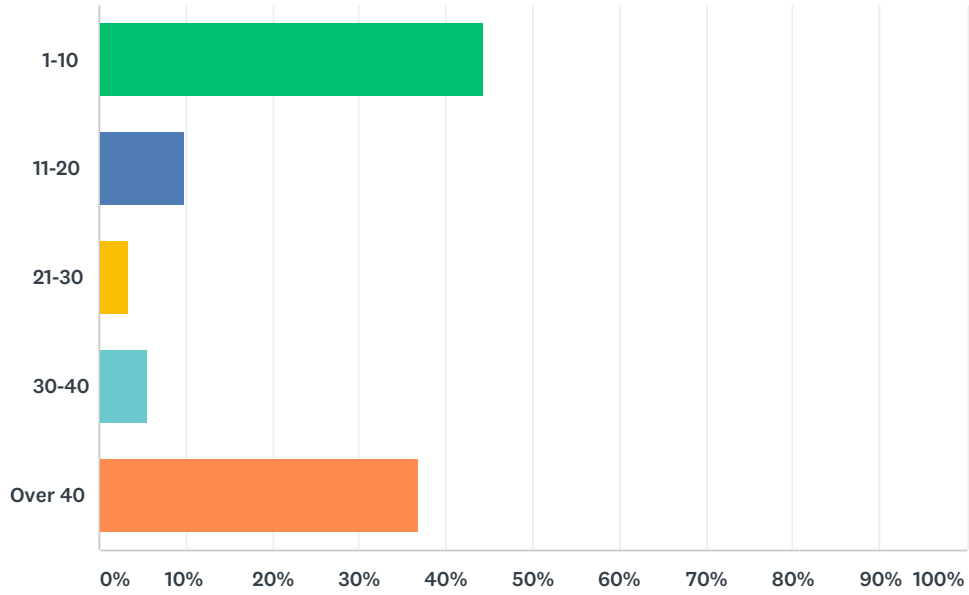
Answered: 122 Skipped: 0



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?

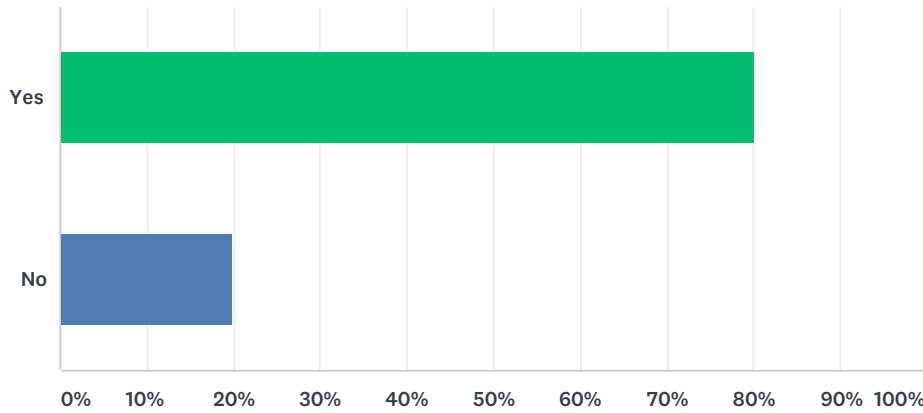
Answered: 122 Skipped: 0



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?

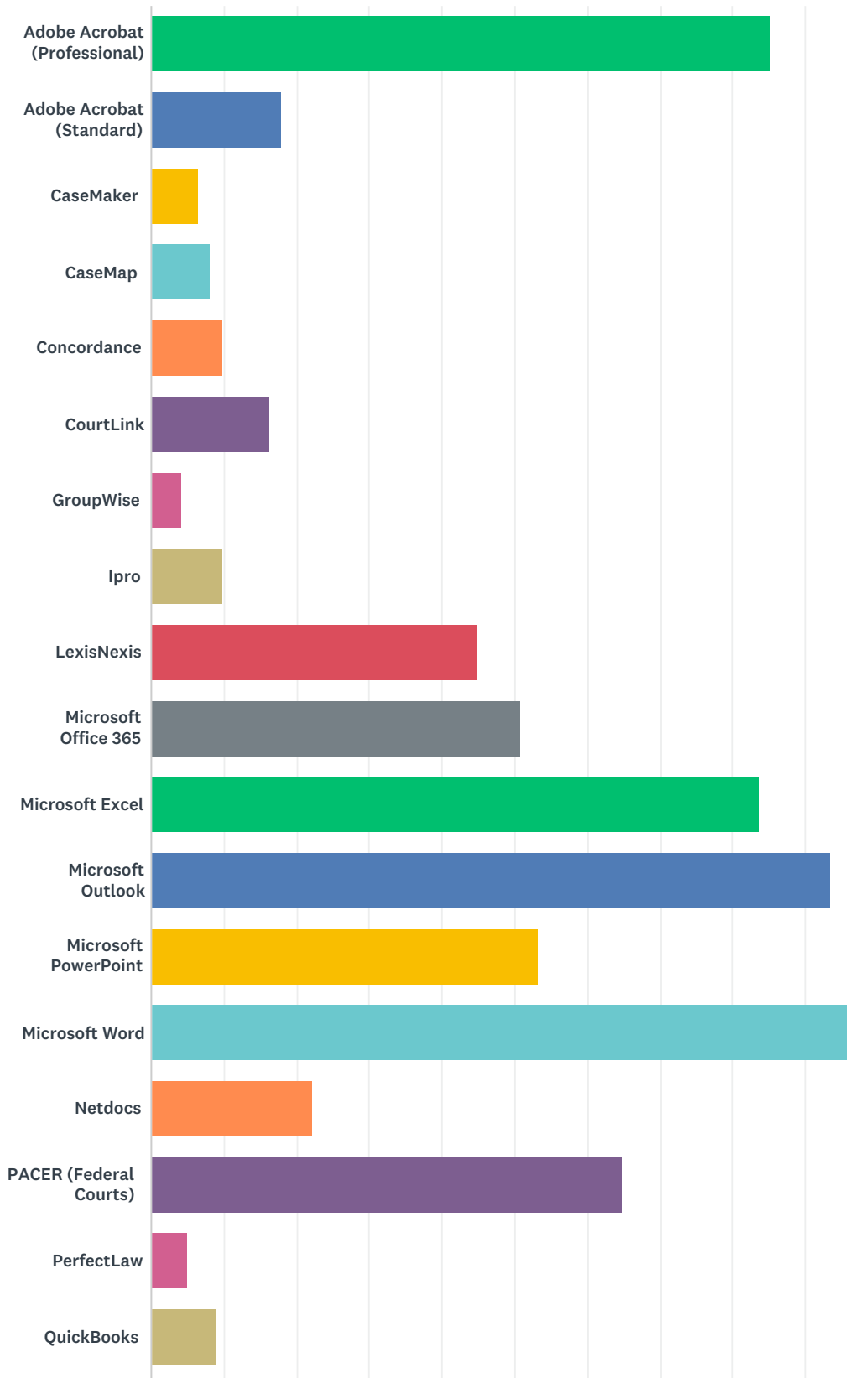
Answered: 121 Skipped: 1



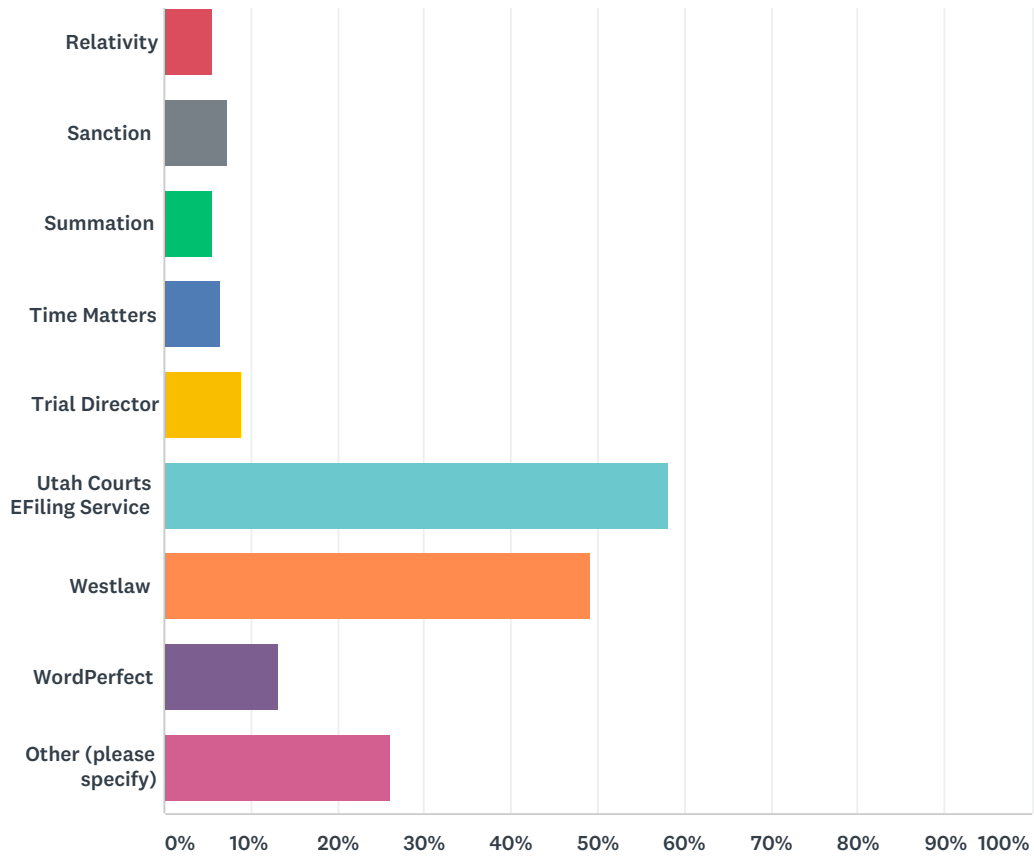
ANSWER CHOICES	RESPONSES	
Yes	80.17%	97
No	19.83%	24
Total Respondents: 121		

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



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ANSWER CHOICES

RESPONSES

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		

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

Answered: 94 Skipped: 28

#	RESPONSES
1	Access Data
2	Acrobat Adobe professional
3	On some projects, we have used Concordance. Not used routinely. All other jobs have been managed by paper copies organized by paralegal.
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.
5	IPro Eclipse
6	NA
7	Adobe
8	PIMS
9	Nitro
10	Adobe
11	Adobe Pro
12	Utah Court system - AIS/Workspace
13	Adobe
14	Adobe
15	Adobe
16	Adobe Acrobat DC
17	Relativity
18	Adobe, if you can call that management of large documents.
19	Bates numbering
20	Concordance
21	Adobe Pro
22	Worldox
23	None
24	Concordance
25	n/a
26	Adobe Acrobat DC
27	Adobe
28	Bates stamps
29	Netdocs
30	Concordance
31	iPro

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32	n/a
33	Ipro
34	n/a
35	Adobe
36	Ringtain
37	none
38	EasyBates
39	N/A
40	Adobe
41	Adobe
42	N/A
43	Ipro
44	BatesPro
45	Adobe
46	Adobe
47	Prosecution Information Management System
48	Concordance
49	Acrobat and Nuance
50	Adobe Pro
51	Adobe Acrobat Pro DC
52	Relativity
53	Adobe
54	?
55	Adobe
56	iPro
57	I'm not sure.
58	Adobe Acrobat
59	N/A
60	Manually/Excel
61	Proprietary software
62	I don't do document productions altho' other paralegals in my firm do
63	Concordance/Sanction
64	Adobe
65	Adobe Professional
66	Sharefile/Adobe Pro
67	PDFPen
68	Adobe
69	I PRO
70	Adobe.
71	We don't typically have large enough productions to require specialized software.
72	Concordance

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73	Bates Professional
74	Concordance
75	Adobe
76	Nuance
77	Adobe Acrobat 9 Pro
78	Netdocs
79	Adobe
80	Concordance
81	Summation, ViewPoint
82	Microsoft Word
83	NetDocs and Concordance
84	Adobe
85	iPro
86	iPro Eclipse, Relativity, manually through Nuance
87	We bates number using Nuance PDF system, then keep a log to track the documents in a word document for each case.
88	Ipro
89	iPRO
90	netdocs
91	Ipro
92	Concordance
93	Perfect law
94	Adobe Acrobat

Q25 How would you rate it's overall effectiveness?

Answered: 77 Skipped: 45

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

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36 I would give a 5 from 1 to 10.

37 80%

38 very effective

39 Fine for my purposes.

40 Rarely used, but does okay for need

41 ?

42 100 percent

43 Only good for review. Not case management

44 N/A

45 6 out of 10

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.

47 Very good

48 Okay - looking into more efficient programs

49 Pretty good for what we use it for

50 No basis for comparison as it's the only one I have ever used.

51 It works but has some limitations

52 Good

53 GREAT

54 Efficient.

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.

56 Average

57 Adequate

58 great

59 Adequate

60 Good

61 Good. It's nice to have cloud access. The offset is a bit of a delay, but very effective.

62 Good

63 5 out of 10

64 Okay

65 It works

66 8 out of 10

67 Works well

68 Excellent

69 Productions are effective, as review tools, most leave something to be desired. Still on the hunt for the perfect review platform

70 We are a small enough firm that we don't need anything beyond this to manage our productions.

71 very

72 N/a

73 7

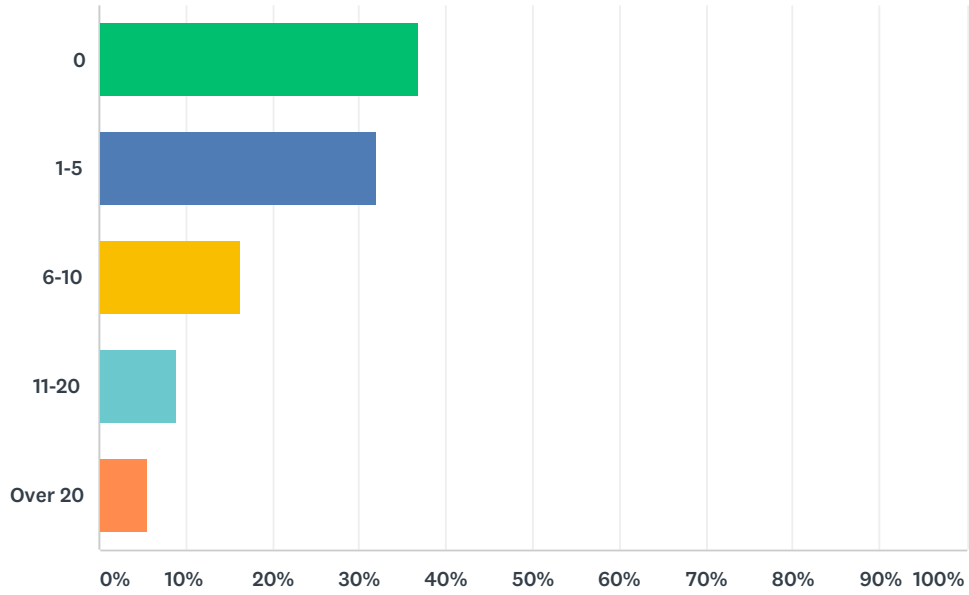
74 Clunky. I prefer Concordance.

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75	Excellent
76	Very high.
77	Good.

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

Answered: 122 Skipped: 0



ANSWER CHOICES

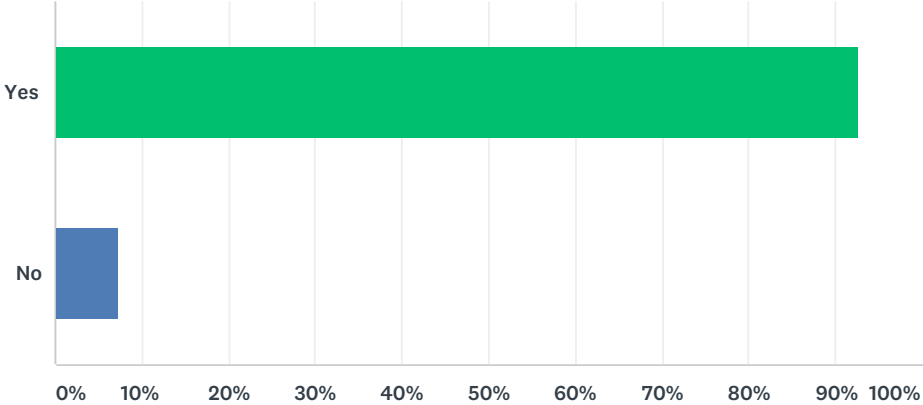
- 0
- 1-5
- 6-10
- 11-20
- Over 20
- TOTAL

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

Yes

No

TOTAL

RESPONSES

92.62%

7.38%

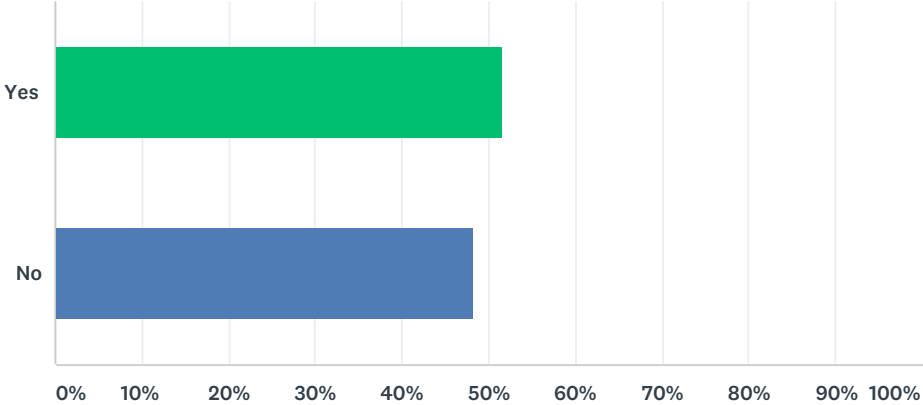
113

9

122

Q28 Do you bill your time?

Answered: 122 Skipped: 0



ANSWER CHOICES

Yes

No

TOTAL

RESPONSES

51.64%

48.36%

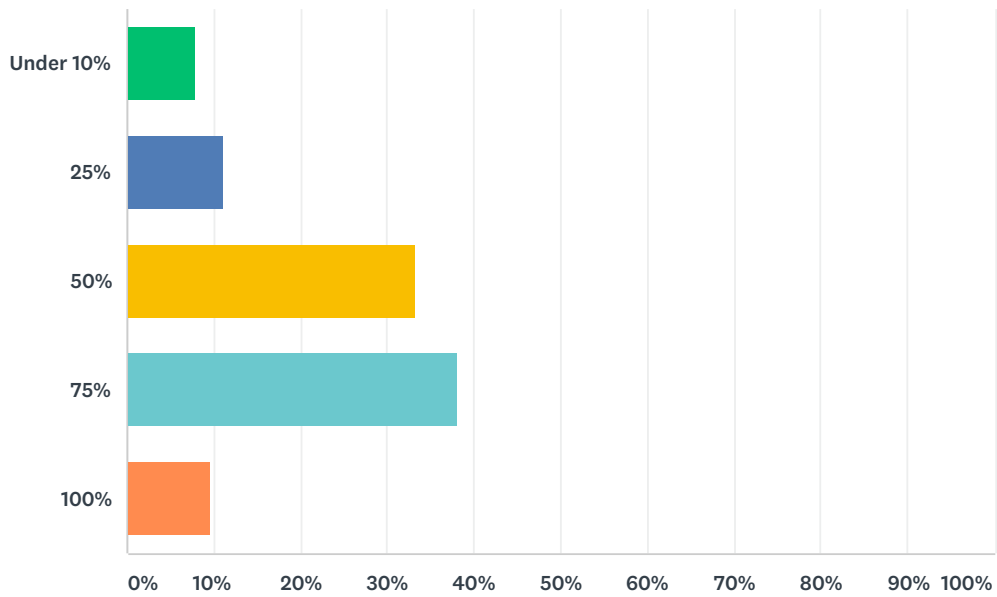
63

59

122

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

Answered: 63 Skipped: 59



ANSWER CHOICES

Under 10%

25%

50%

75%

100%

TOTAL

RESPONSES

7.94%

11.11%

33.33%

38.10%

9.52%

5

7

21

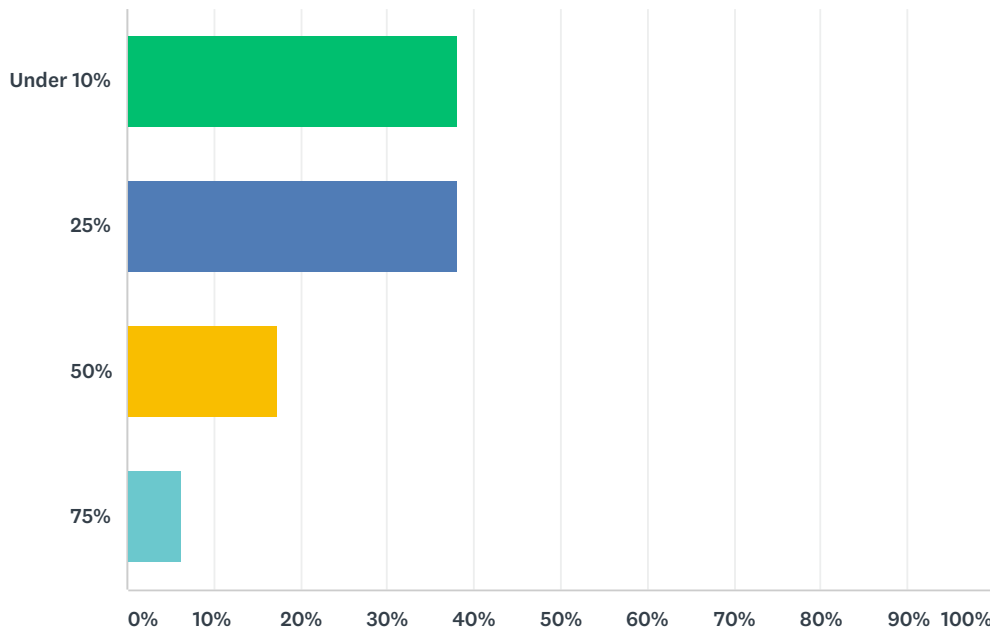
24

6

63

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

Answered: 63 Skipped: 59



ANSWER CHOICES

Under 10%

25%

50%

75%

TOTAL

RESPONSES

38.10%

38.10%

17.46%

6.35%

24

24

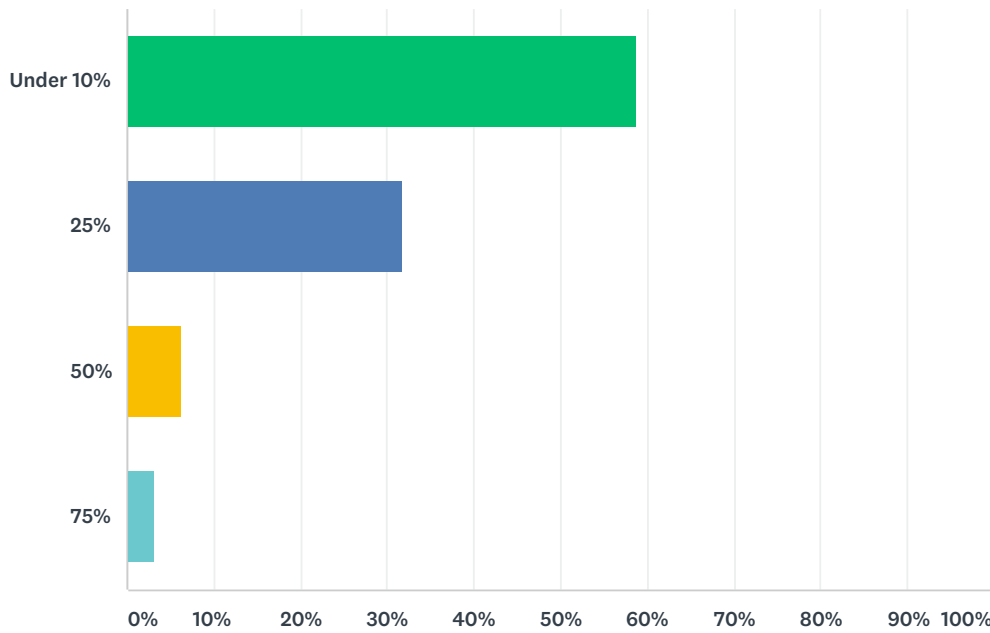
11

4

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%

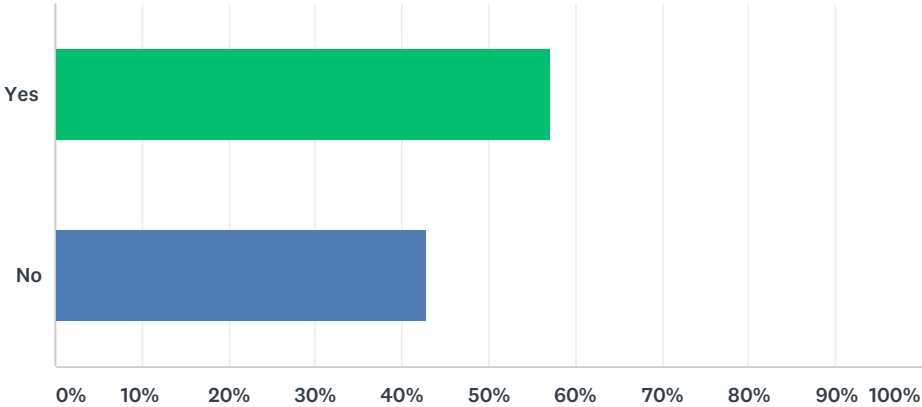
2

TOTAL

63

Q32 Do you have a billable hour requirement?

Answered: 63 Skipped: 59



ANSWER CHOICES

Yes

No

TOTAL

RESPONSES

57.14%

42.86%

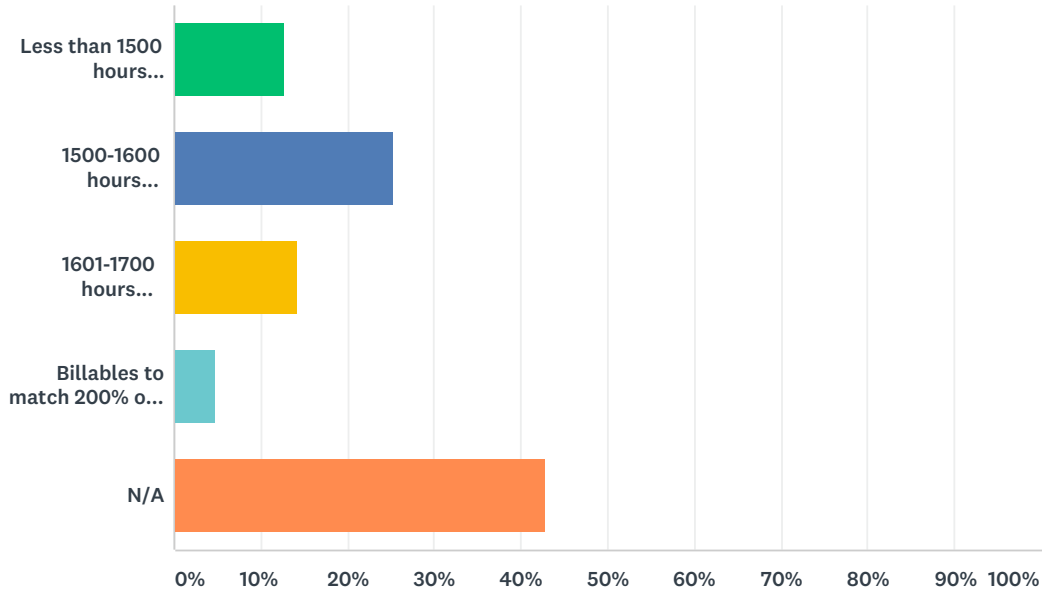
36

27

63

Q33 What is your billable requirement?

Answered: 63 Skipped: 59



ANSWER CHOICES

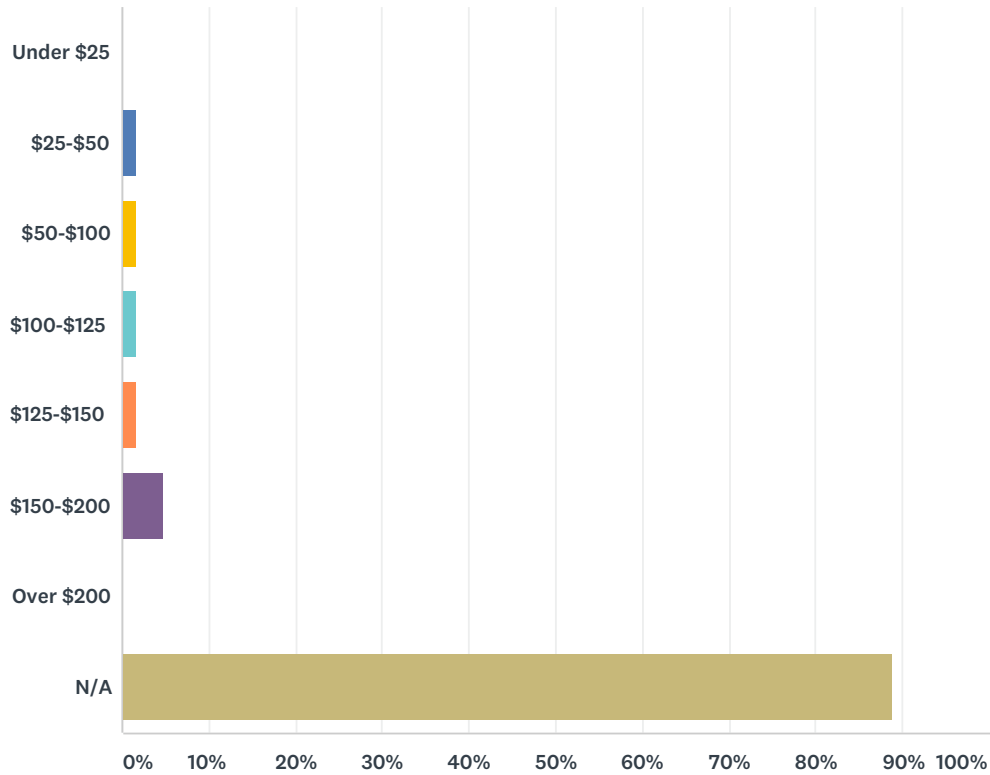
- Less than 1500 hours calculated annually
- 1500-1600 hours calculated annually
- 1601-1700 hours calculated annually
- Billables to match 200% or more of your salary
- N/A

RESPONSES

12.70%	8
25.40%	16
14.29%	9
4.76%	3
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



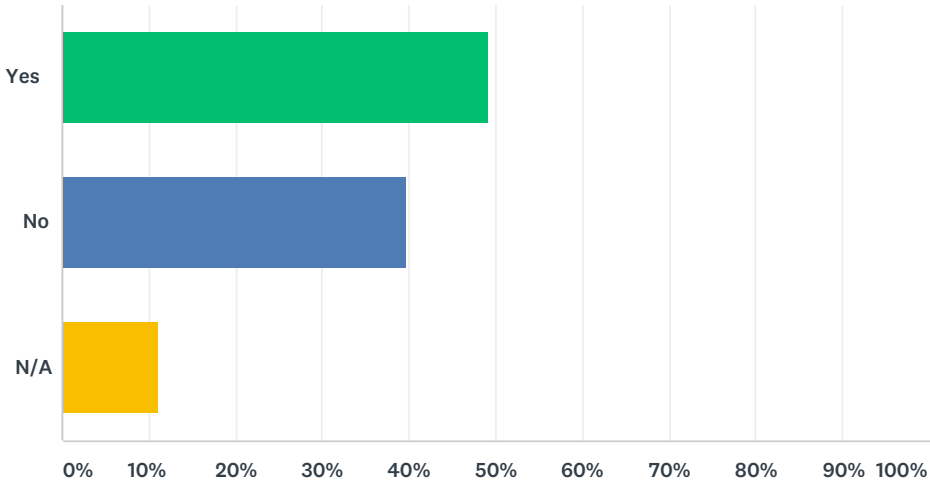
ANSWER CHOICES

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

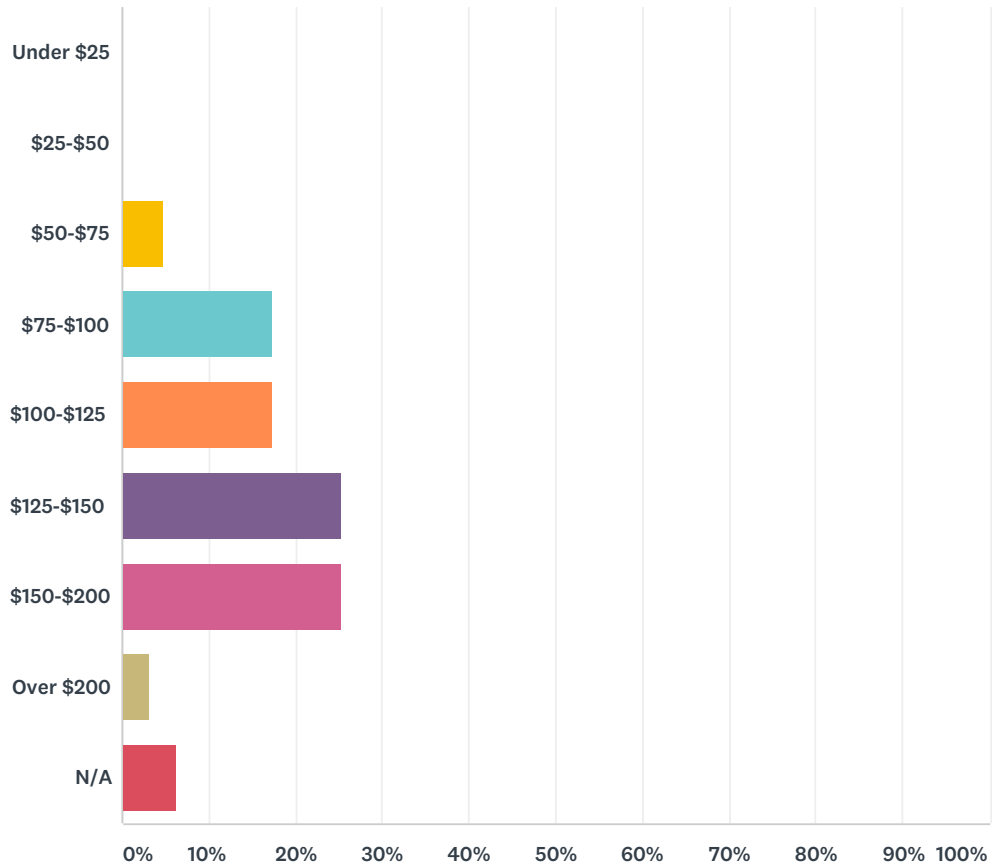
- Yes
- No
- N/A
- TOTAL

RESPONSES

49.21%	31
39.68%	25
11.11%	7
	63

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

Answered: 63 Skipped: 59



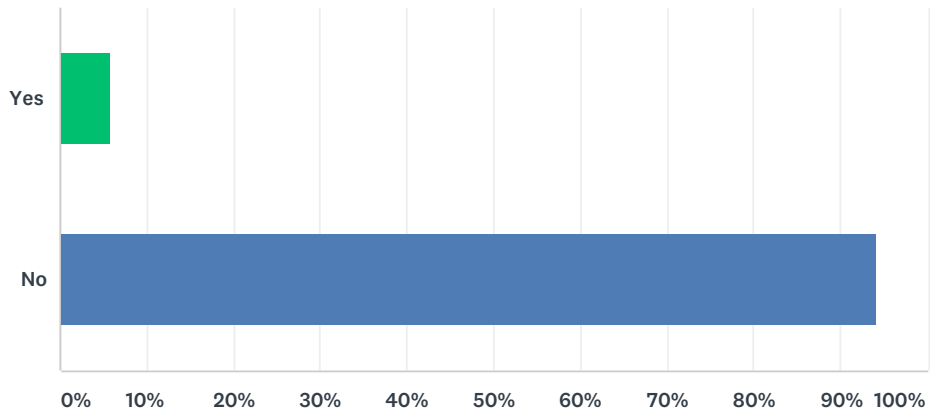
ANSWER CHOICES

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

Yes

No

TOTAL

RESPONSES

5.83%

94.17%

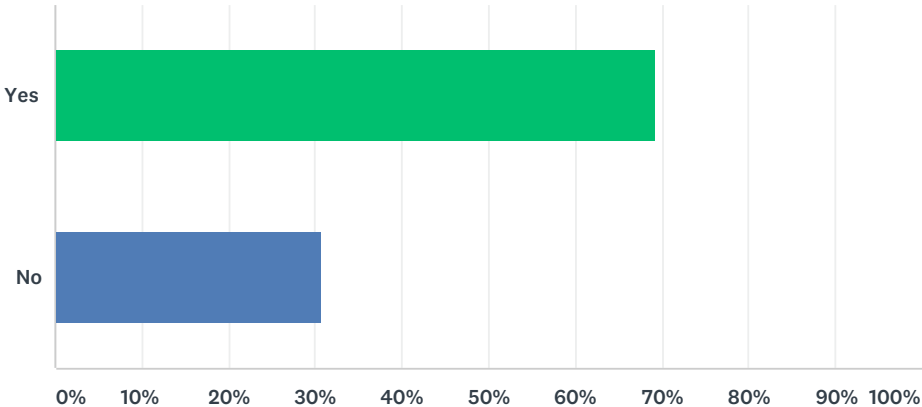
7

113

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

Yes

No

TOTAL

RESPONSES

69.17%

30.83%

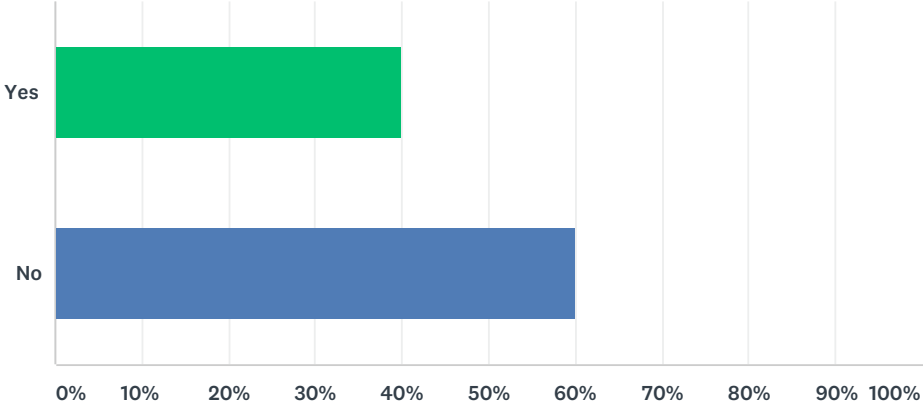
83

37

120

Q39 Do you directly supervise any employees?

Answered: 120 Skipped: 2



ANSWER CHOICES

Yes

No

TOTAL

RESPONSES

40.00%

60.00%

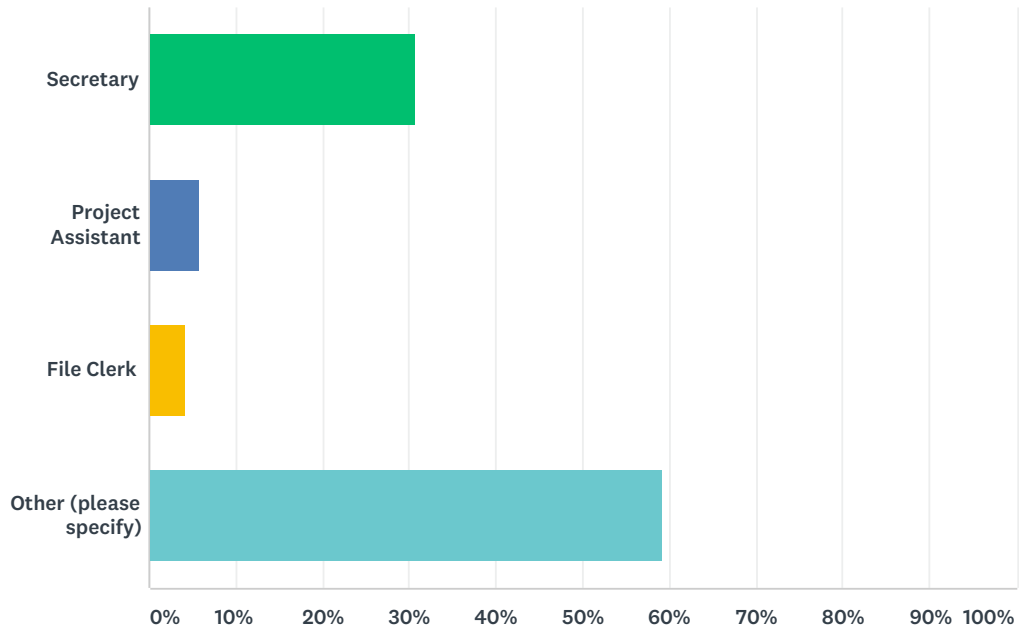
48

72

120

Q40 If so, which staff personnel do you supervise?

Answered: 120 Skipped: 2



ANSWER CHOICES

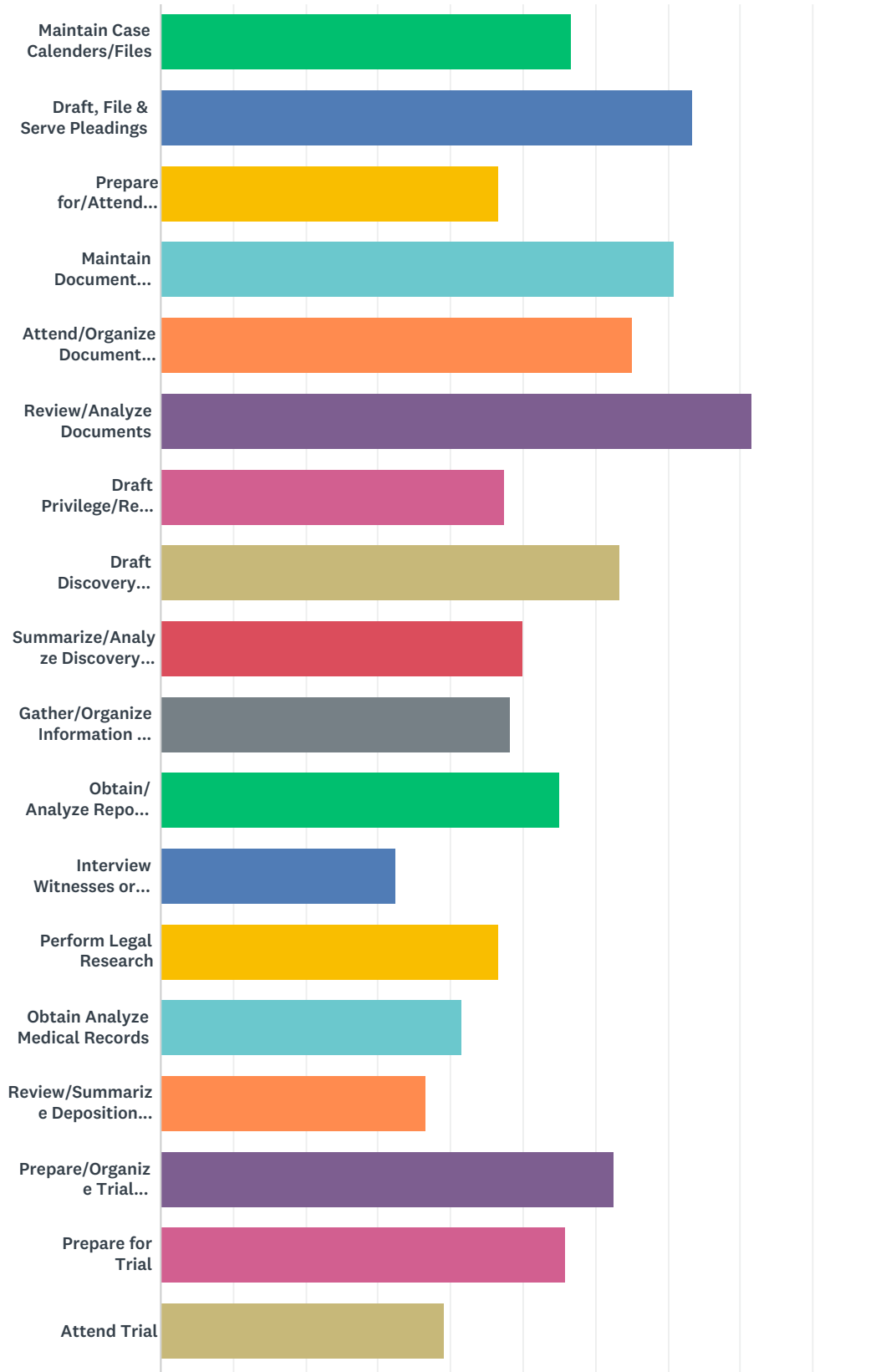
- Secretary
- Project Assistant
- File Clerk
- Other (please specify)

RESPONSES

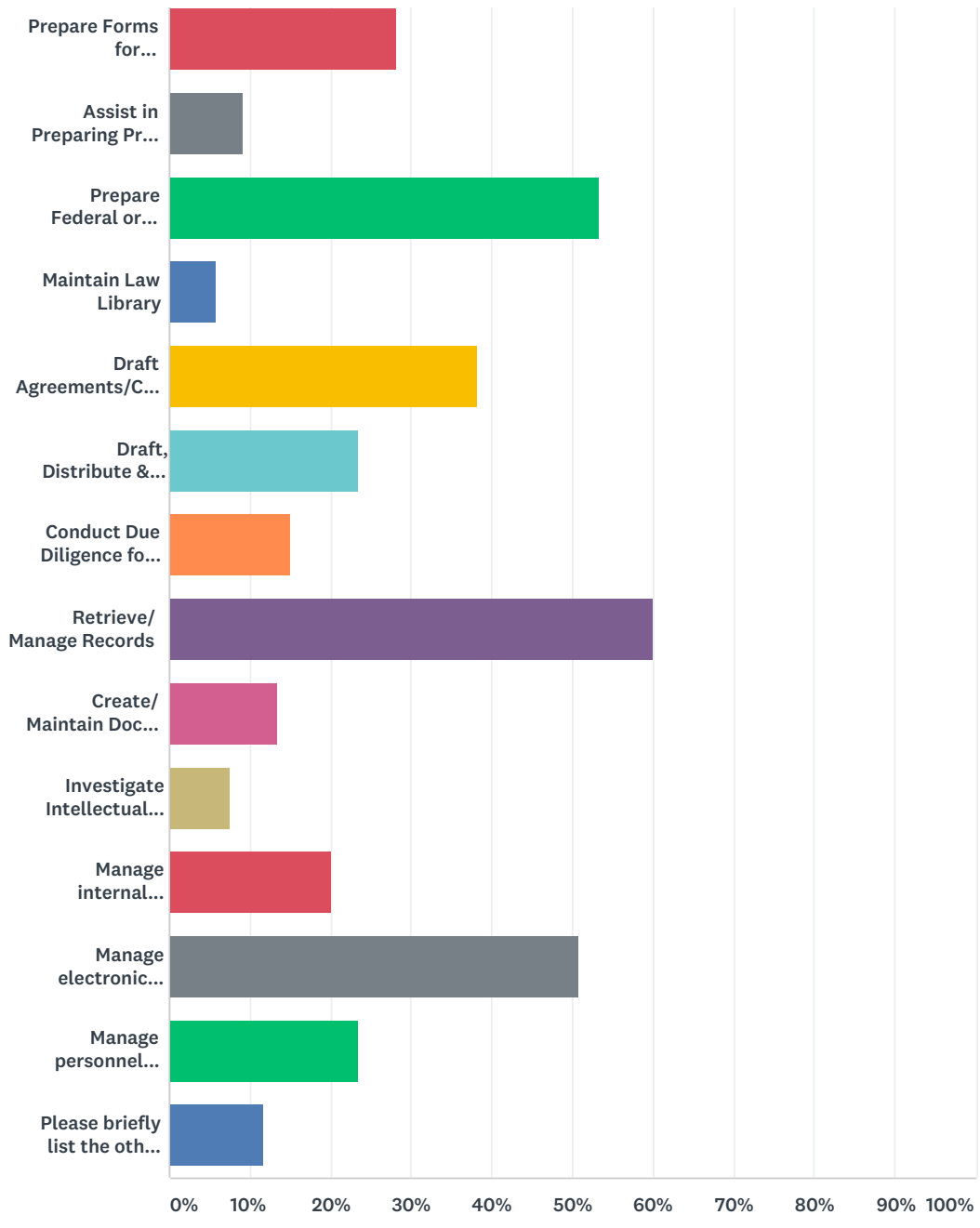
Secretary	30.83%	37
Project Assistant	5.83%	7
File Clerk	4.17%	5
Other (please specify)	59.17%	71
TOTAL		120

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

- Maintain Case Calenders/Files
- Draft, File & Serve Pleadings
- Prepare for/Attend Client Meetings
- Maintain Document Databases
- Attend/Organize Document Productions
- Review/Analyze Documents
- Draft Privilege/Redaction Logs
- Draft Discovery Requests & Responses

RESPONSES

Percentage	Count
56.67%	68
73.33%	88
46.67%	56
70.83%	85
65.00%	78
81.67%	98
47.50%	57
63.33%	76

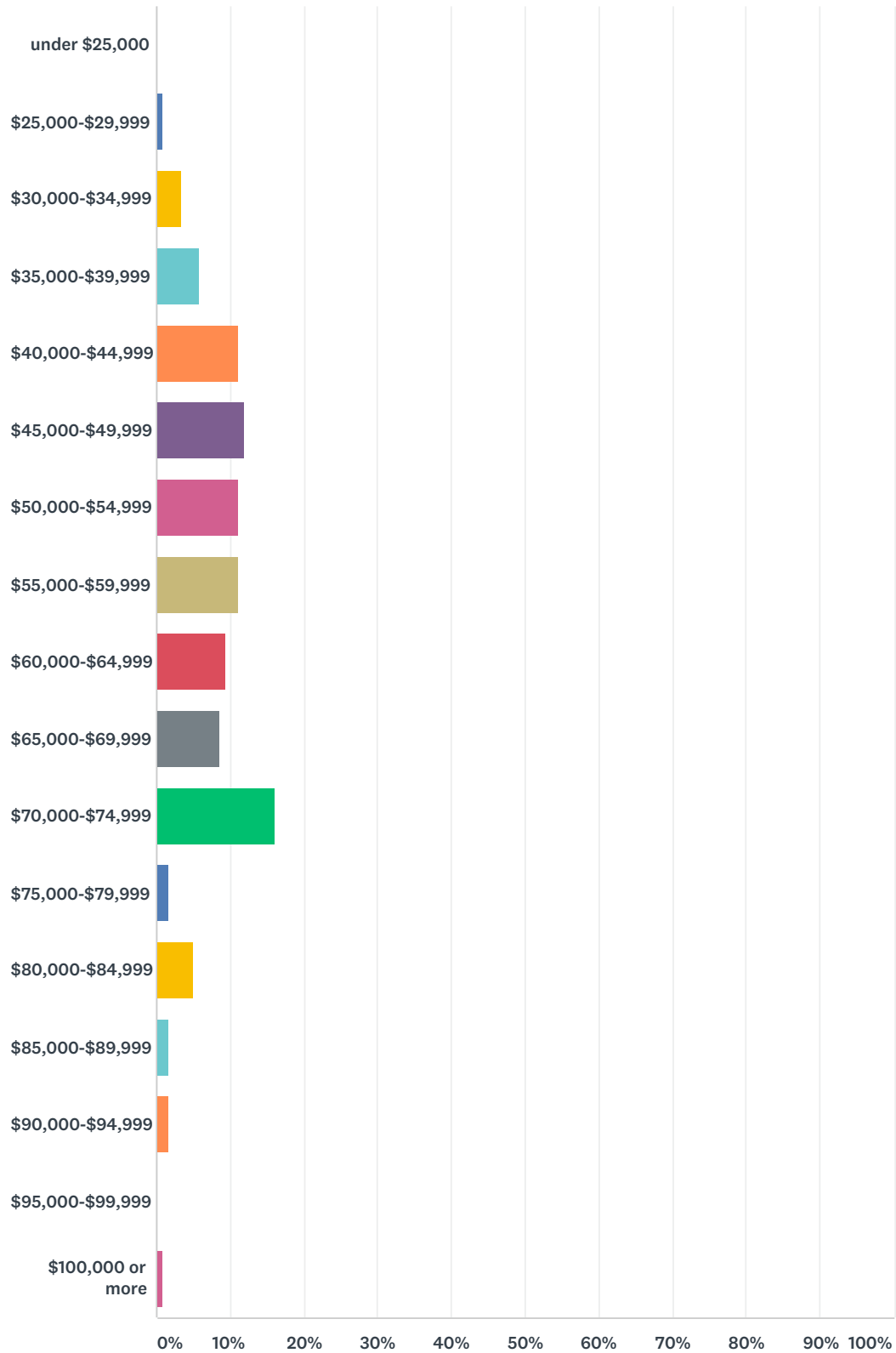
2017 Paralegal Salary and Office Survey

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

Q42 What is your gross annual salary, excluding bonuses?

Answered: 118 Skipped: 4



ANSWER CHOICES

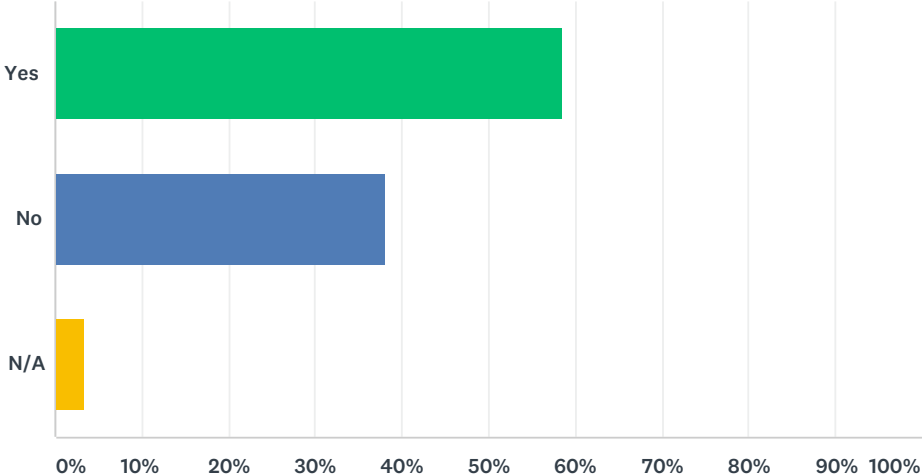
RESPONSES

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

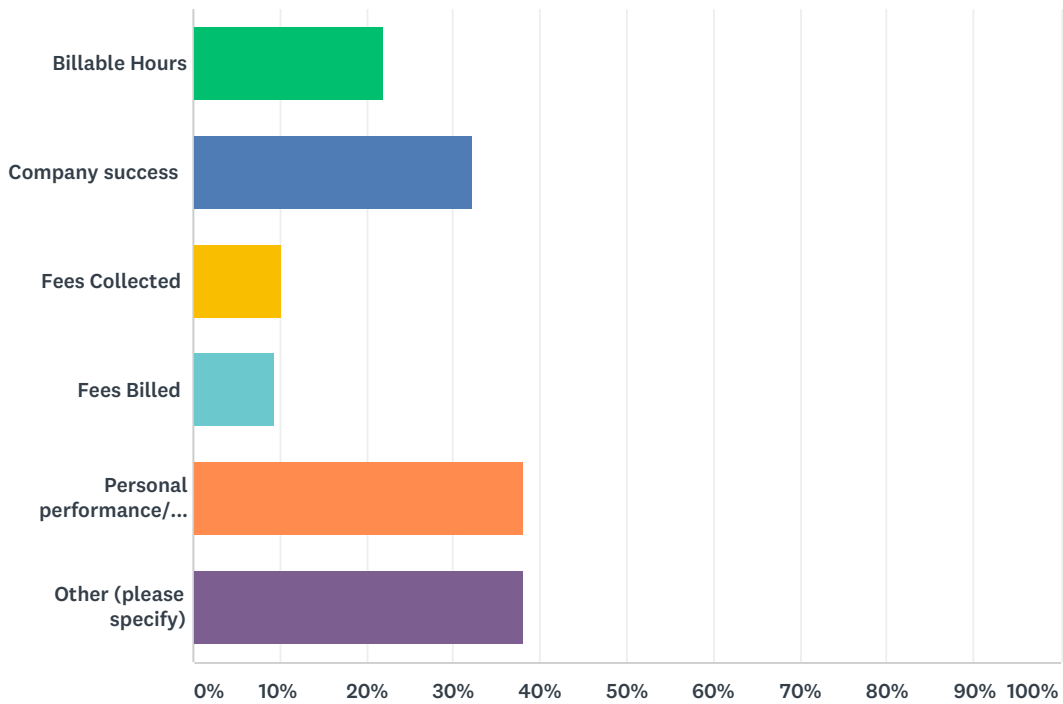
- Yes
- No
- N/A
- TOTAL

RESPONSES

58.47%	69
38.14%	45
3.39%	4
	118

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

Answered: 118 Skipped: 4



ANSWER CHOICES

- Billable Hours
- Company success
- Fees Collected
- Fees Billed
- Personal performance/merit
- Other (please specify)

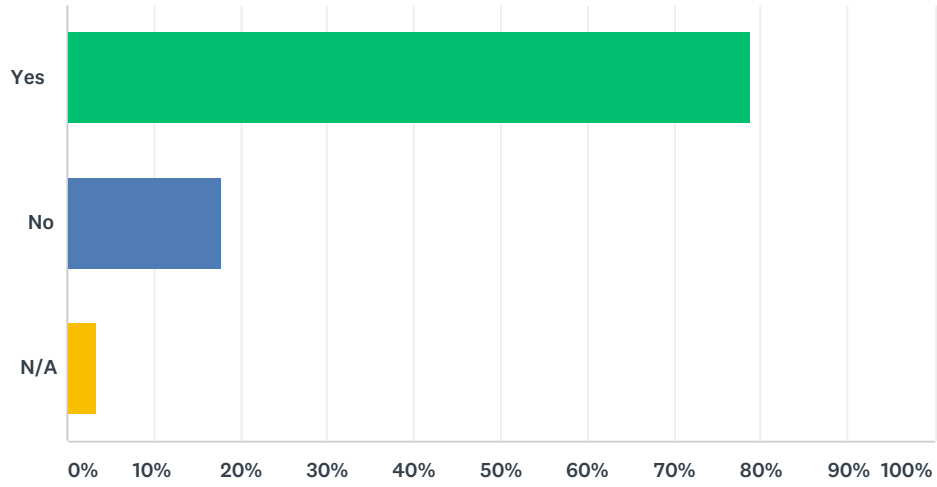
RESPONSES

Percentage	Count
22.03%	26
32.20%	38
10.17%	12
9.32%	11
38.14%	45
38.14%	45

Total Respondents: 118

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

Answered: 118 Skipped: 4



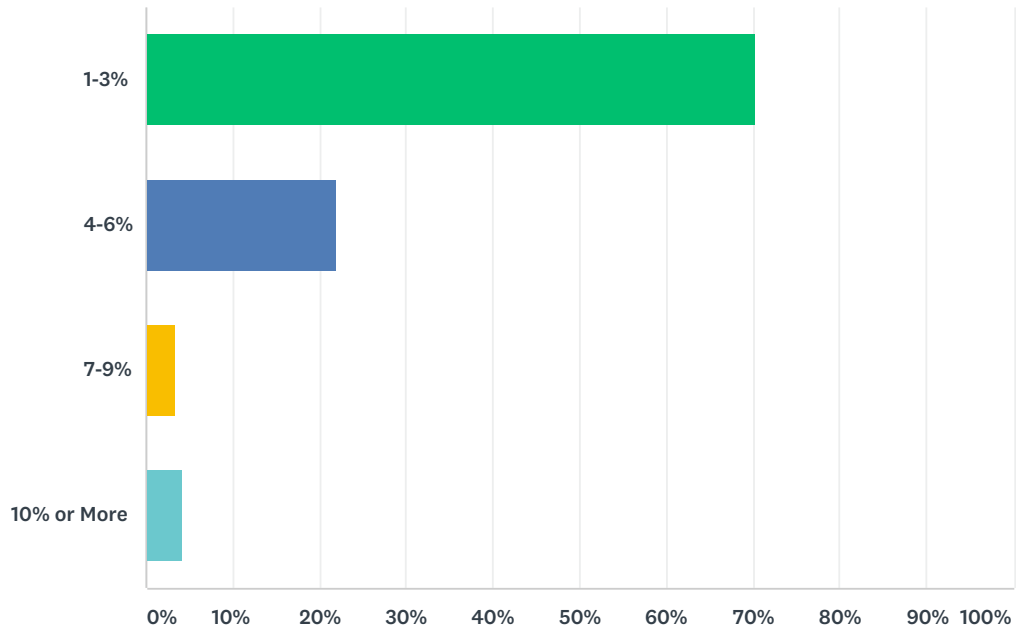
ANSWER CHOICES

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

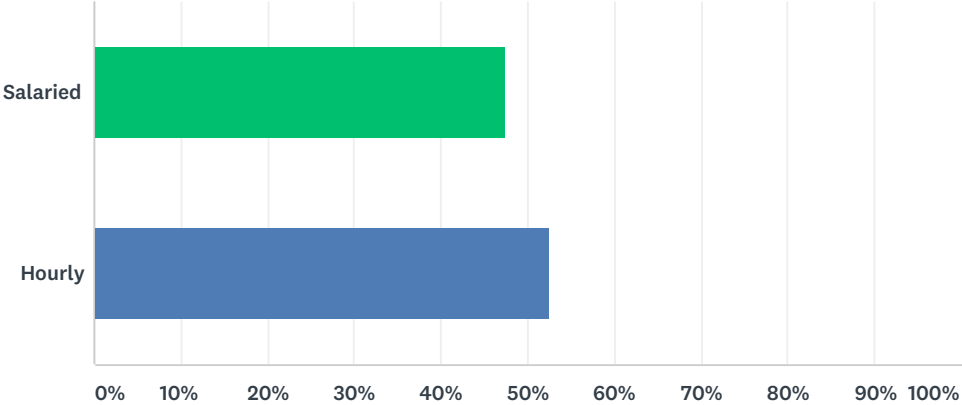
- 1-3%
- 4-6%
- 7-9%
- 10% or More

RESPONSES

70.34%	83
22.03%	26
3.39%	4
4.24%	5
TOTAL	118

Q48 How is your position paid?

Answered: 118 Skipped: 4



ANSWER CHOICES

Salaried

Hourly

TOTAL

RESPONSES

47.46%

52.54%

56

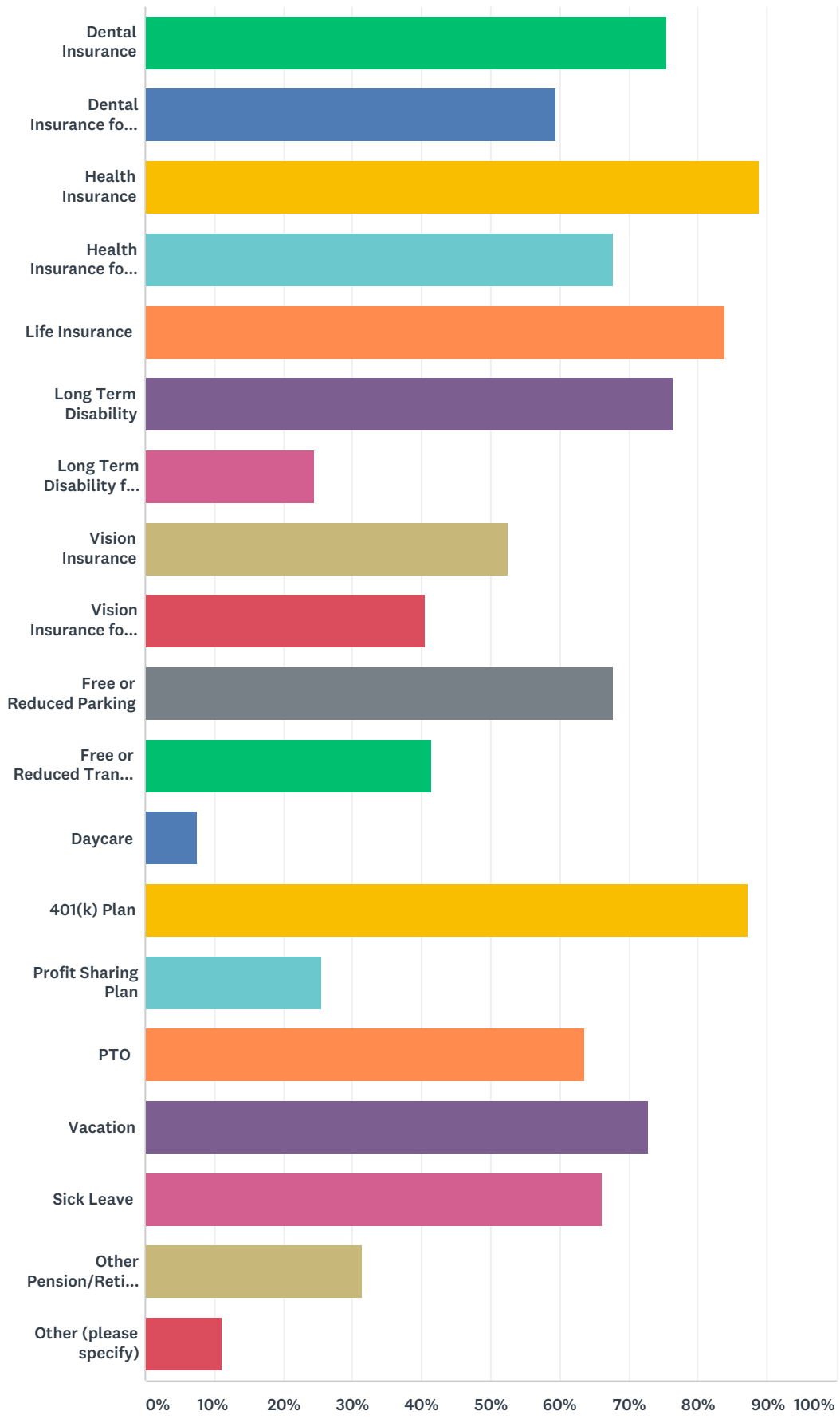
62

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

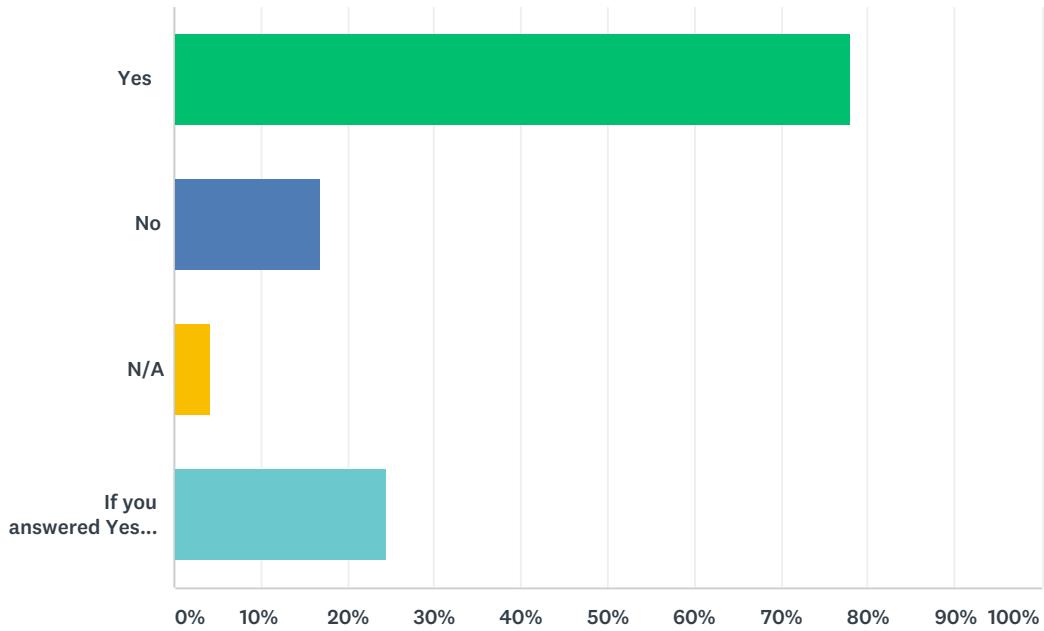
RESPONSES

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		

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

Answered: 118 Skipped: 4



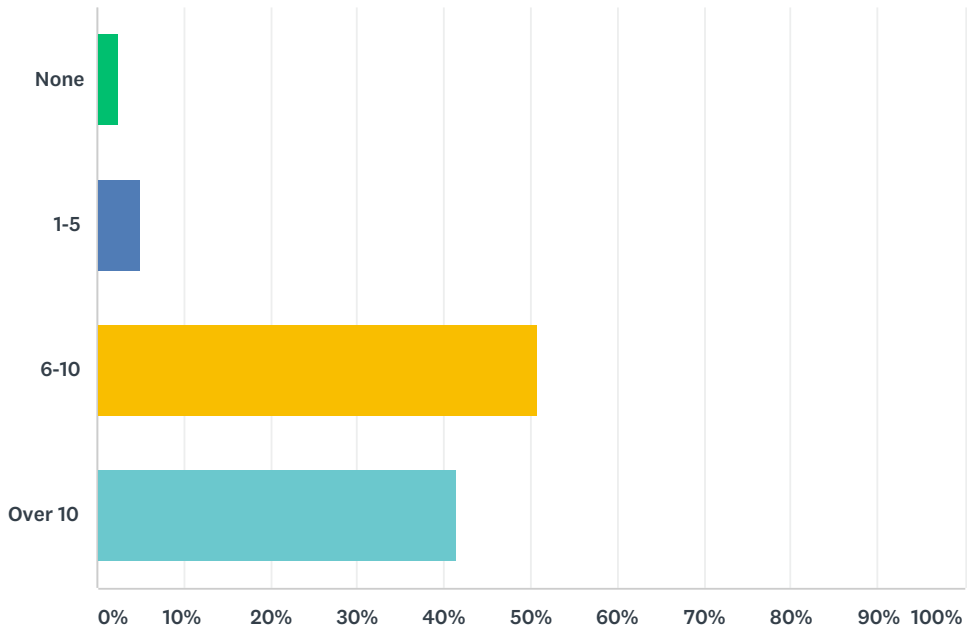
ANSWER CHOICES

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

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

Answered: 118 Skipped: 4



ANSWER CHOICES

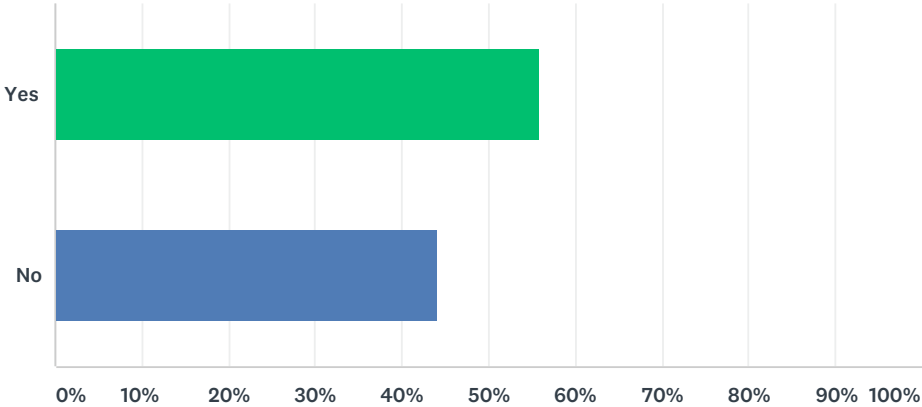
- None
- 1-5
- 6-10
- Over 10
- TOTAL

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

Yes

No

TOTAL

RESPONSES

55.93%

44.07%

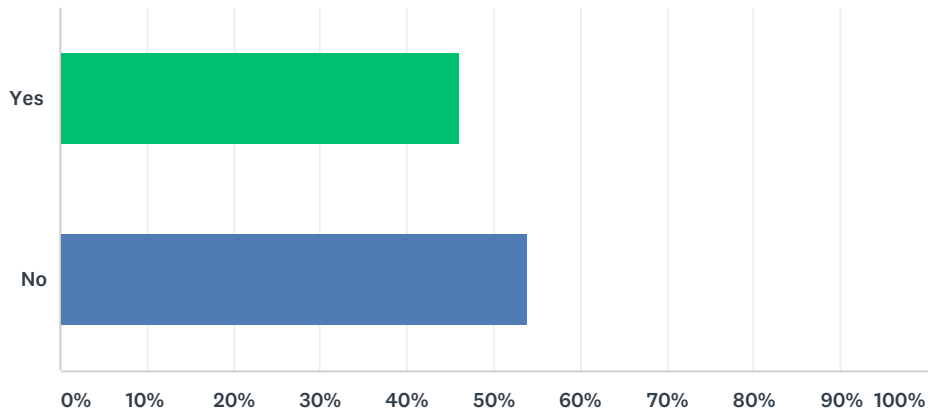
66

52

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

Yes

No

TOTAL

RESPONSES

46.09%

53.91%

53

62

115

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

Answered: 115 Skipped: 7

#	RESPONSES
1	n/a
2	n/a
3	3
4	None so far
5	na
6	1
7	11
8	0
9	0
10	13-19
11	12
12	n/a
13	0
14	0
15	15
16	n/a
17	0
18	more than 20
19	4
20	0
21	1-2
22	Unknown I am not a member yet.
23	As many CL's that I want to sign up for.
24	n/a
25	0
26	1-40
27	12
28	10
29	5
30	0
31	1-5
32	0
33	0
34	I don't know

2017 Paralegal Salary and Office Survey

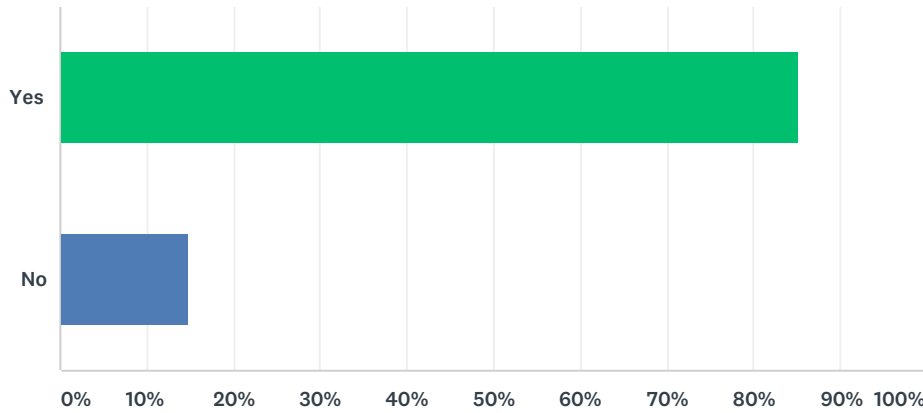
35	5
36	20
37	I don't know
38	4
39	0
40	??
41	0
42	hour/month
43	NA
44	approximately 10 hrs
45	36
46	N/A
47	0
48	0
49	
50	As many as needed or asked for
51	n/a
52	N/A
53	Unknown
54	Unknown
55	unsure
56	see answer to 53
57	0
58	N/A
59	0
60	1-5 (not a lot in-house. I usually obtain it myself for our office)
61	none
62	20
63	100
64	Done externally
65	n/a
66	10
67	5
68	Unsure
69	N/A
70	As many as requested, no limit.
71	N/A
72	NA
73	n/a
74	n/a
75	8

2017 Paralegal Salary and Office Survey

76	0
77	none
78	Anywhere form 15 hrs up
79	10
80	NA
81	0
82	N/A
83	6
84	6
85	1-4
86	It varies
87	0
88	0
89	0
90	Too many to count. The Utah State Bar CLE department is one of my employer's departments
91	n/c
92	none
93	7.5
94	10
95	0
96	5
97	N/A
98	Unknown
99	0
100	None
101	It varies from year to year. But on an average, 5 hours per year.
102	12
103	12-15
104	n/a
105	n/a
106	varies
107	0
108	n/a
109	5
110	As many as we need. They try to customize to our needs.
111	4
112	10-20
113	20
114	20
115	Varies

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

Answered: 115 Skipped: 7



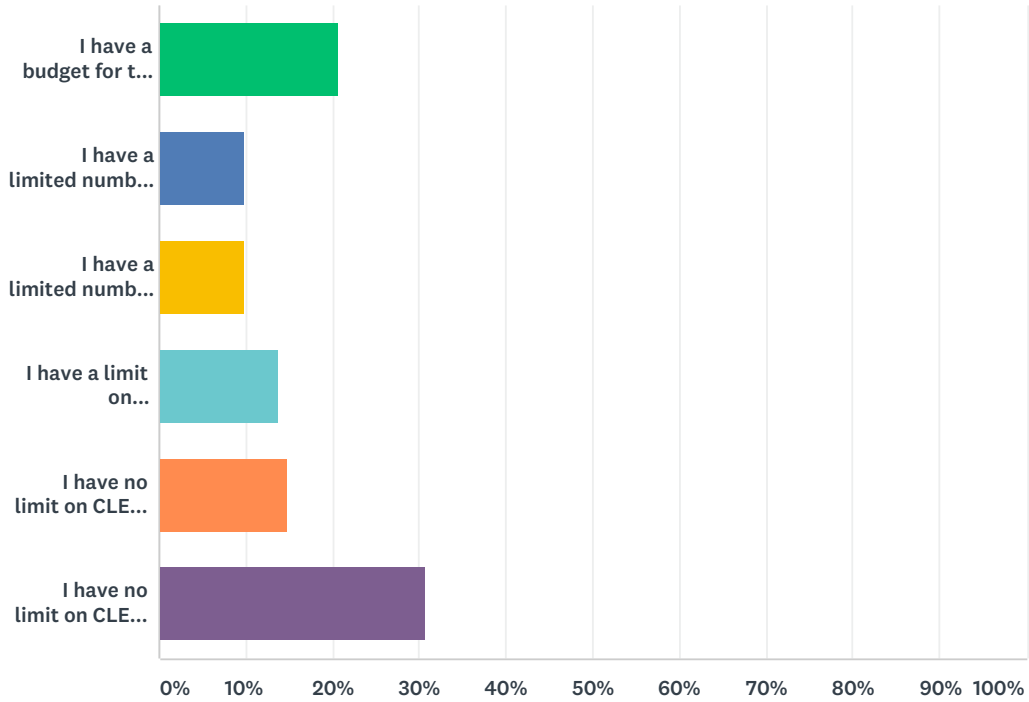
ANSWER CHOICES

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

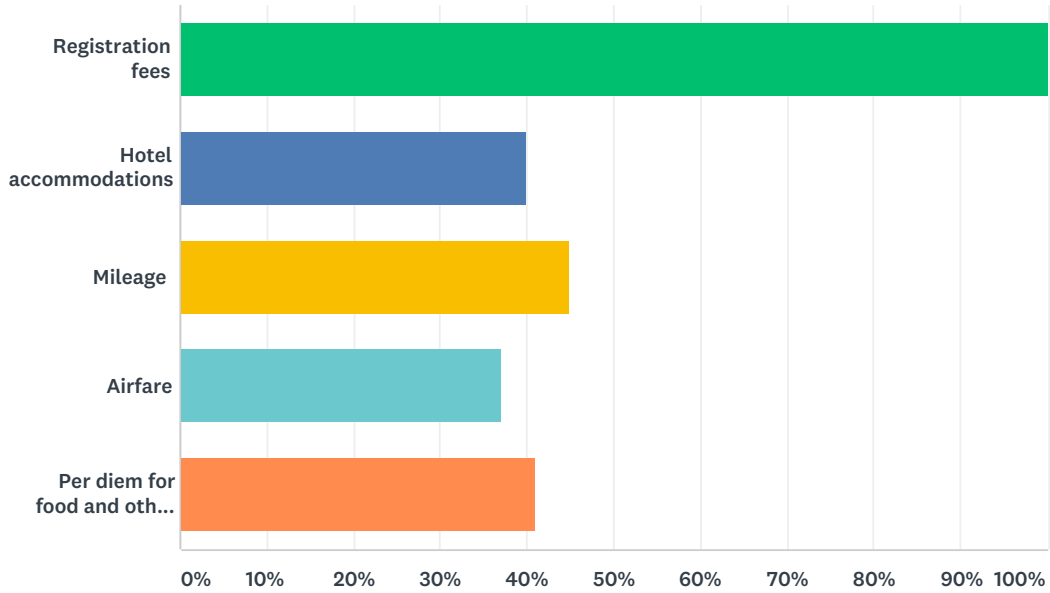
- I have a budget for the year
- I have a limited number of hours of CLE.
- I have a limited number of CLE events I can attend
- I have a limit on out-of-town/state CLE events.
- I have no limit on CLE events.
- I have no limit on CLE hours or events.

RESPONSES

ANSWER CHOICES	RESPONSES	COUNT
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

- Registration fees
- Hotel accommodations
- Mileage
- Airfare
- Per diem for food and other expenses

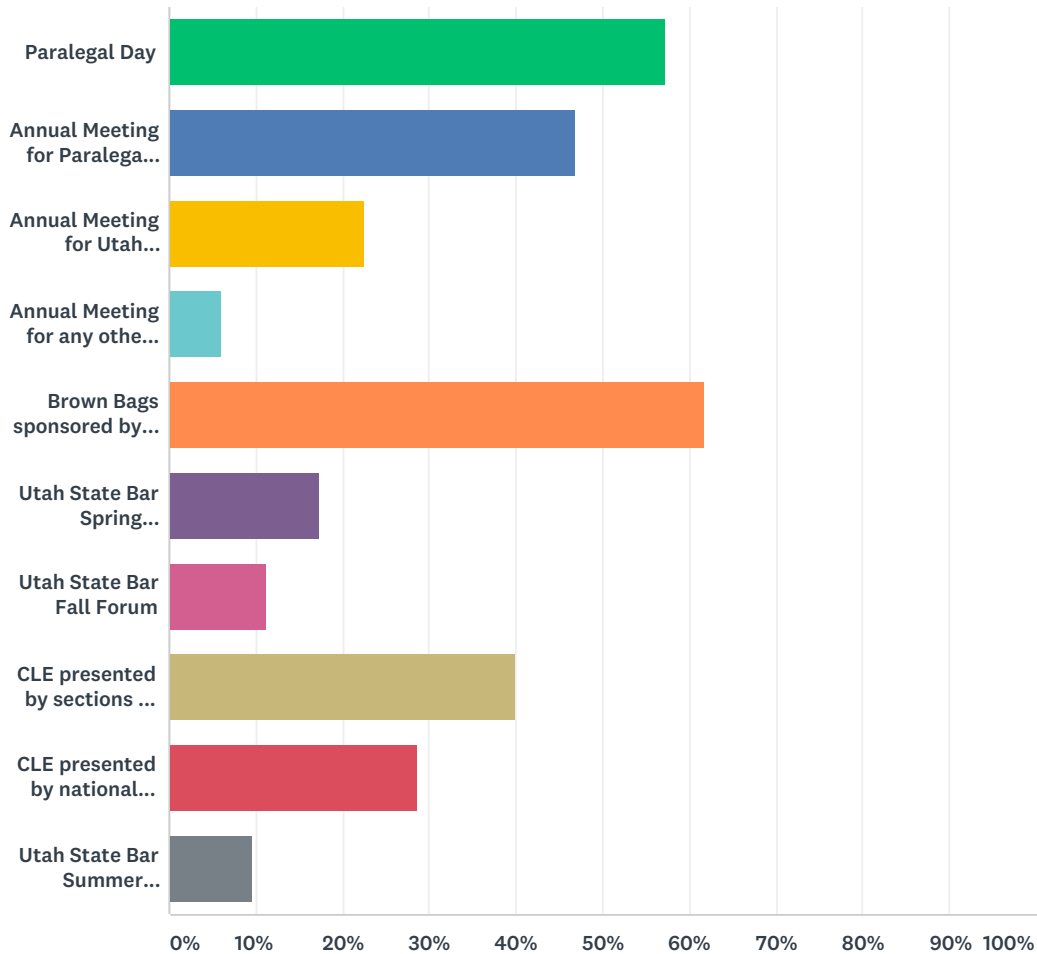
RESPONSES

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

Paralegal Day

Annual Meeting for Paralegal Division of the Utah State Bar

Annual Meeting for Utah Paralegal Association

Annual Meeting for any other professional association

Brown Bags sponsored by the Paralegal Division of the Utah State Bar and Utah Paralegal Association

Utah State Bar Spring Convention

Utah State Bar Fall Forum

CLE presented by sections of the Utah State Bar

CLE presented by national organizations

Utah State Bar Summer Convention

RESPONSES

57.39% 66

46.96% 54

22.61% 26

6.09% 7

61.74% 71

17.39% 20

11.30% 13

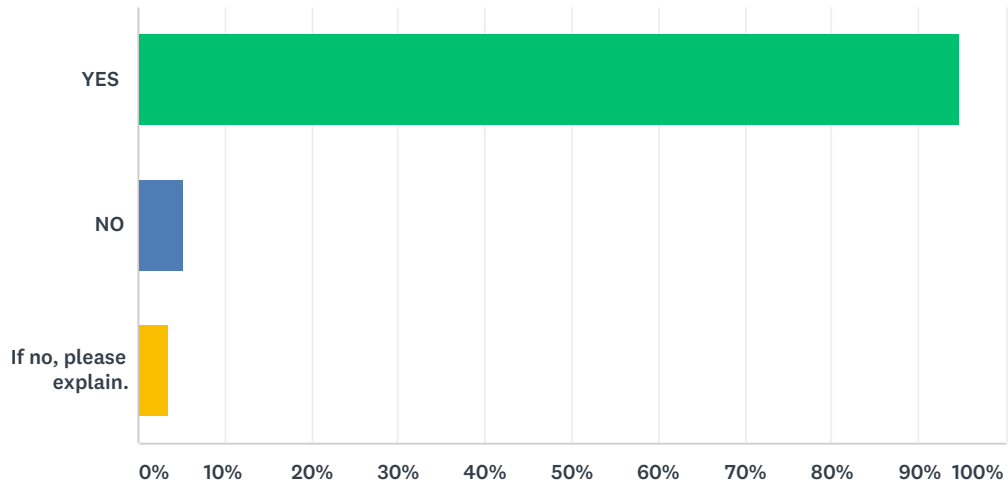
40.00% 46

28.70% 33

9.57% 11

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

Answered: 115 Skipped: 7



ANSWER CHOICES

YES

NO

If no, please explain.

Total Respondents: 115

RESPONSES

94.78%

5.22%

3.48%

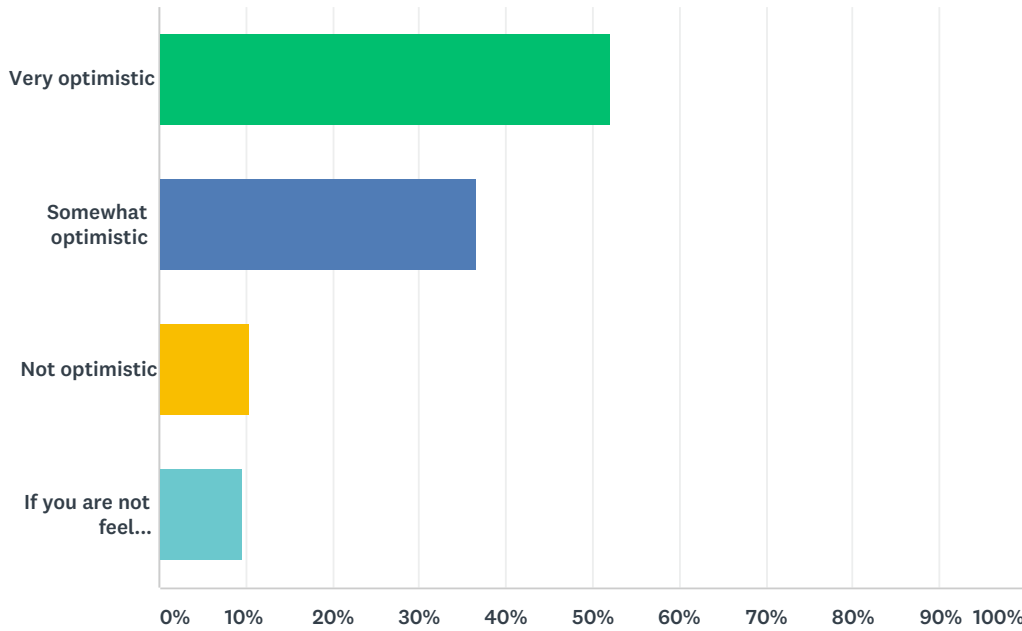
109

6

4

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