

2026 TLOMA COMPENSATION SURVEYS

For over 30 years, the TLOMA Compensation Surveys have been the leading source of compensation benchmarking information for the Canadian legal community. Law firms of all sizes and practice areas participate annually, contributing to one of the most trusted datasets in the industry.

Developed specifically for law firms, the TLOMA Compensation Surveys provide reliable, industry-aligned market intelligence to support informed compensation decisions.

Participation is available exclusively to TLOMA Members.



BUSINESS SERVICES (TBS)

This survey gathers comprehensive competitive market data for management and support-level positions within law firms providing valuable insights into compensation trends, benchmarking information to remain competitive.

The results are available on a total sample basis and further categorized by key factors, including:

- ↳ **Firm Size** – Compare compensation data based on the size of participating firms.
- ↳ **Region** – Gain insights into salary trends across different geographical areas.

This survey serves as an essential tool for law firms seeking to attract and retain top talent while maintaining industry-aligned compensation practices.



ASSOCIATE COMPENSATION (TAC)

This survey provides comprehensive market data on compensation for associate lawyers, summer students, and articling students, offering valuable insights into salary trends at various stages of legal careers. By analyzing industry-wide compensation benchmarks, this survey helps firms stay competitive in attracting and retaining top legal talent.

The results are available on a total sample basis and categorized by key scoping criteria, including:

- ↳ **Firm Size** – Compare compensation data based on the size of participating firms.
- ↳ **Region** – Understand salary trends across different geographical locations.
- ↳ **Area of Specialization** – View data segmented by broad legal practice areas such as Corporate Law and Litigation.
- ↳ **Area of Sub-Specialization** – Access deeper insights by specific fields such as Family Law, Mergers & Acquisitions, Tax Law, and more.
- ↳ **Year of Call** – Benchmark salaries based on the year an associate was called to the bar, providing a clear progression of compensation over time.

This survey serves as an essential resource for law firms looking to structure competitive compensation packages that align with industry standards.

Participation is available exclusively to TLOMA Members.



TOTAL REWARDS (TR)

Conducted every three years, the Total Rewards Survey provides a comprehensive overview of compensation-related policies, benefits, and HR practices within the legal industry.

This survey offers valuable benchmarking data to help law firms evaluate and refine their total rewards strategies to remain competitive.

The survey covers a range of key areas, including:

- ↳ **HR Policies and Practices** – Insights into common HR strategies and frameworks adopted by law firms.
- ↳ **HR Indicators** – Metrics such as employee turnover rates, absenteeism rates, and other key workforce trends.
- ↳ **HR Policies** – Detailed data on firm-wide policies, including overtime, vacation entitlements (days), and other employment conditions.
- ↳ **Travel Policies** – Information on business travel policies and related expense practices.
- ↳ **Legal Industry Practices** – A deep dive into compensation and benefits trends specific to the legal sector.
- ↳ **Group Benefits Plan Provisions** – An overview of firm-sponsored health, dental, and wellness benefits.
- ↳ **Pension and Savings Plan Provisions** – Insights into retirement savings plans, employer contributions, and financial wellness offerings.

By participating in this survey, law firms gain access to critical benchmarking data that supports informed decision-making and enhances their ability to attract and retain top talent.

In non-survey years, Members are able to purchase the results of the most recent survey.

MEMBERS ONLY



2026 COMPENSATION SURVEYS RATE CARD

Surveys are available to TLOMA Members only.

2026 Participant

FIRM SIZE	Business Services	Associate Compensation	Bundle*
20 or less	\$650	\$650	\$1,170
21 to 49	\$1,575	\$1,575	\$2,840
50 to 99	\$1,975	\$1,975	\$3,560
100 and more	\$2,575	\$2,575	\$4,640

Bundle pricing is available to Participants only, when all available 2026 surveys are purchased. It corresponds to 10% of the total value of the survey package.

2026 Non-Participant

FIRM SIZE	Business Services
20 or less	\$1,300
21 to 49	\$3,150
50 to 99	\$3,950
100 and more	\$5,150

Non-Participants are **not eligible** to purchase results of the 2026 TLOMA Associate Compensation Survey.

2024 Total Rewards

FIRM SIZE	Cost
1 to 100+	\$1,720

Available for purchase by all Members, regardless of 2026 survey participation status.