



GENERAL COUNSEL METRICS

MAJOR,
LINDSEY
& AFRICA®

LEGAL SEARCH
CONSULTANTS

2015 IN-HOUSE COUNSEL COMPENSATION REPORT

A COMPILATION OF BASE AND BONUS DATA FOR 2014



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INTRODUCTION

More than ever, today's business environment is driven by the numbers, and the law department, like every other, needs to demonstrate successful cost containment and efficiency. In order to do so, senior legal executives are increasingly seeking benchmarking information against which they can measure their success. Since the compensation of in-house lawyers is the largest single piece of the internal cost puzzle, we hope that you will find the information in this report useful.

Please don't hesitate to reach out to us if you have questions.

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BACKGROUND

This **In-House Counsel Compensation Report** is the second joint venture between Major, Lindsey & Africa and General Counsel Metrics, LLC on the subject of lawyer compensation benchmarking. The Report combines data on in-house compensation that MLA and GC Metrics collected throughout 2014, and includes data on 1366 lawyers.

This data has been drawn from compensation information collected from the hundreds of in-house placements that MLA made in 2014 and from **GC Metrics' Law Department Benchmarking Survey***, the largest law department staffing and spending benchmarking survey in the world.

In order to respect confidentiality, this Report does not disclose any information about any individual or any individual company.

THE SOURCE DATA

The data collected for each position included the following:

- Base salary in 2014
- Cash bonus awarded for 2014
- Law school graduation year
- Primary practice area (for Lawyers only)
- Position as either General Counsel or Lawyer
- Company revenue in fiscal year 2014
- Company industry

PLEASE NOTE: An extremely large number of data points is needed in order to draw valid conclusions about compensation differences across industries. We have collected and presented in this Report the significant amount of data that we have available, but we advise caution in drawing firm conclusions as to compensation differentials among various industries.

*** We urge you to take part in the benchmark survey.** There is no charge to complete the quick, confidential survey and get all Releases for 2015. The Spring Release had more than 350 companies and the next three will add to that number. Simply click [here](#) and enter what you know of your six FY2014 figures on numbers of lawyers, paralegals, and other staff; inside and external legal spend; and company revenue. Only aggregated and standardized numbers are reported, such as median lawyers per billion dollars of revenue. The pdf report will be emailed directly to you.

STATISTICAL TERMS USED

The statistical terms used in the Report are defined below.

- The **median** (or the 50th percentile) is the middle or central number of a list sorted from high to low.
- The **average** (or mean) is the total value of all observations divided by the number of observations.

While an average can be distorted by “outliers”—data that is abnormally high or low—a median is not. Percentages in this report may not total 100 percent because of rounding.

UNDERSTANDING BOX PLOTS, SCATTER PLOTS AND TABLES

Why do we present the data in multiple formats? As you will note, each cut at the data (for example, General Counsel – Total Compensation by Industry) is presented in three different formats: a box plot, a scatter plot and a table. The table presents exact numbers, which makes comparisons simple; the scatter plot presents every data point graphically for completeness; and the box plot gives multiple visual cues as to the distribution of the data (such as the height and the width of the box, and location of the median).

Box plots. In a simple bar graph, the median would be represented by the height of the bar.

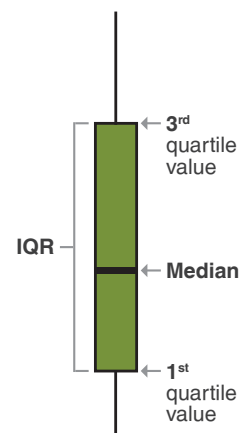
Midway between the median and the lowest value in the data set is the **first quartile**. This value is represented by the bottom line of the box. Midway between the median and the highest value in the data set is the **third quartile**. This value is represented by the line forming the top of the box.

The difference between the first quartile and third quartile is the **inter-quartile range (IQR)**.

The width of the box indicates how many data points fall within a category.

An outlier is defined as a data point that is 1.5 times the IQR either above the third quartile value or below the first quartile value.

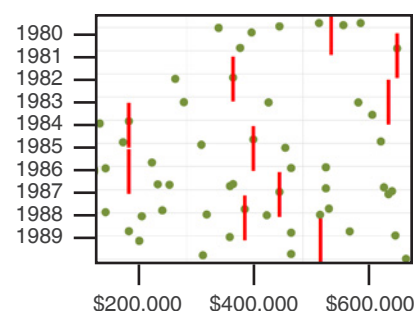
The actual figures for each of the three key numbers of the box plot (third quartile, median, and first quartile) are in the tables accompanying each set of graphs. The key, pictured above right, indicates these values on a box plot.



Continued on next page ➞

Scatter plots. Each dot on the scatter plot represents one data point; the value of one variable determines the position on the horizontal or X axis and the value of the other variable determines the position on the vertical or Y axis. The vertical red line represents the median value for each set of data points. The more dense the distribution of the data points, the less variation from the median.

In the graph at right, the values on the X axis represent the year each lawyer graduated from law school. The values on the Y axis represent total compensation. Each dot represents the total compensation of an individual lawyer according to the year he/she graduated from law school. In the scatter plot shown above, for graduation year 1986, total compensation ranged from \$150,000 to \$500,000.



Tables. The tables show summary statistics for the data presented in the preceding graphics. They include quartile calculations and medians. Note that if there are fewer than six data points for a category, such as graduates of law school in 1978 or tax specialists in the practice data, there are no values in the table because there is insufficient data.

Next page: Key Terms ➞

KEY TERMS

Total or Total Cash Compensation: The sum of the base salary and the cash bonus.
Does not include the value of equity awards.

Law School Year: The year a lawyer graduated from law school.

Industry: The table below shows the abbreviations used for Industry in the pages that follow.

Aerospace/Defense	AERO	Insurance	INS
Business Services	BUS	Manufacturing	MANUF
Construction/Engineering	CONSTR	Medical Devices	MED
Consumer Products	CP	Not-for-Profit/Government	NFP
Education	EDU	Pharmaceutical	PHARM
Energy	ENERGY	Real Estate	RE
Entertainment/Media/Lodging/Restaurants	ENTER	Retail	RETAIL
Extractive/Mining/Chemicals	EXTRACT	Technology	TECH
Financial Services	FIN	Telecommunications	TC
Food & Beverage	FOOD	Transportation	TRANSP
Health System	HOSP	Utilities	UTIL
Healthcare	HEALTH		

Practice Area: The table below shows the abbreviations used for Practice Area in the pages that follow.

Corporate & Financial	CFS	International	INTL
Compliance	COMPL	Intellectual Property	IP
Contracts	CONTR	Litigation	LIT
Corporate	CORP	Mergers & Acquisitions	M&A
Employment/Labor	EMPL	Real Estate	RE
Government Relations	GOVREL	Regulatory	REG
Healthcare	HEALTH	Securities	SEC
Industry Specific	IND	Tax	TAX

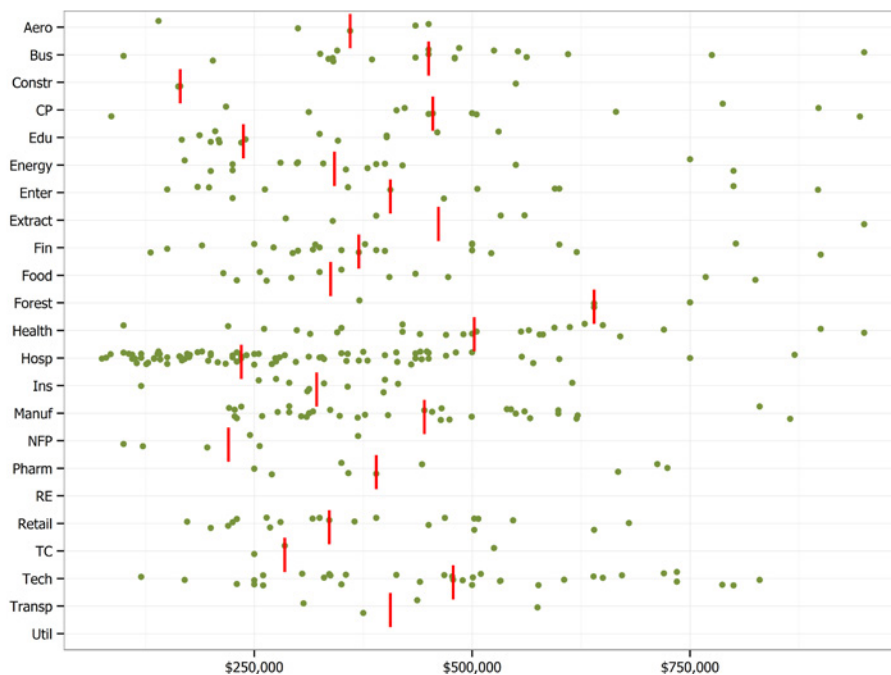
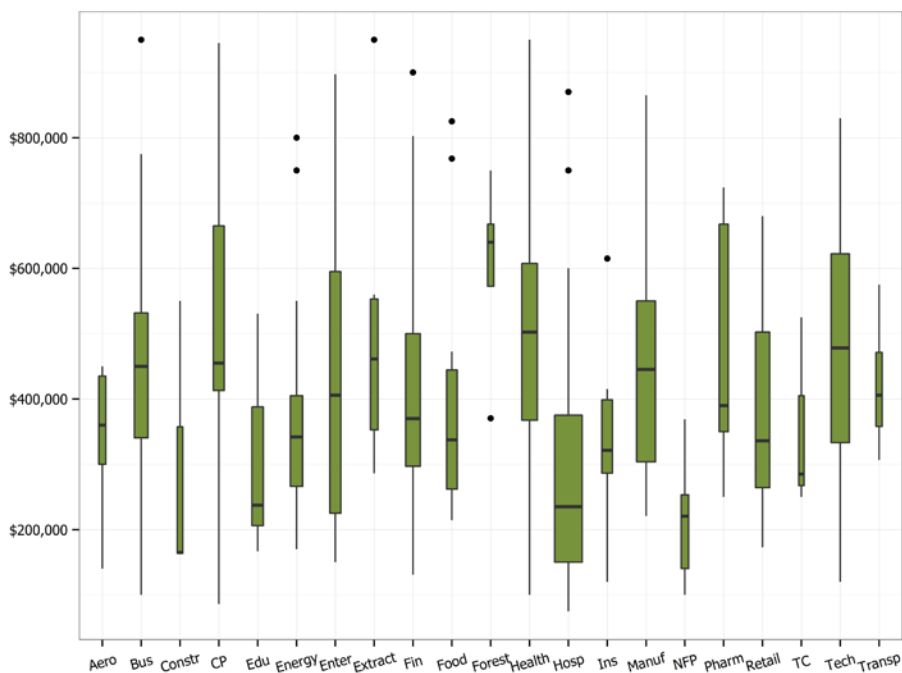
Revenue Categories: We created groupings of fiscal year 2014 revenues for those charts and tables that correlate compensation to employer company revenue.

INDUSTRY

GENERAL COUNSEL Total Compensation by Industry

▼ **How to read these charts:** For INDUSTRY the box plot's dark horizontal line shows the median total compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of General Counsel reporting in that INDUSTRY.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.



GENERAL COUNSEL Total Compensation by Industry

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile). Industries with smaller IQRs have relatively clustered salaries.

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
AERO	--	--	--	--	<6*
BUS	\$340,450	\$450,000	\$531,875	\$191,425	20
CONSTR	--	--	--	--	<6*
CP	\$413,100	\$455,000	\$665,000	\$251,900	13
EDU	\$206,000	\$237,500	\$387,850	\$181,850	14
ENERGY	\$266,250	\$342,000	\$405,000	\$138,750	16
ENTER	\$285,875	\$550,500	\$1,031,250	\$745,375	18
EXTRACT	\$352,500	\$461,400	\$553,200	\$200,700	6
FIN	\$297,000	\$370,000	\$500,000	\$203,000	23
FOOD	\$264,000	\$350,000	\$472,500	\$208,500	13
FOREST	--	--	--	--	<6*
HEALTH	\$367,500	\$502,500	\$607,625	\$240,125	26
HOSP	\$150,000	\$235,000	\$375,000	\$225,000	81
INS	\$286,250	\$321,500	\$398,688	\$112,438	12
MANUF	\$305,312	\$449,600	\$557,500	\$252,188	38
NFP	\$140,500	\$220,500	\$253,280	\$112,780	6
PHARM	\$350,000	\$390,000	\$667,500	\$317,500	9
RE	--	--	--	--	**
RETAIL	\$264,000	\$336,000	\$502,500	\$238,500	21
TC	--	--	--	--	<6*
TECH	\$333,000	\$478,200	\$622,462	\$289,462	35
TRANSP	--	--	--	--	<6*
UTIL	--	--	--	--	**

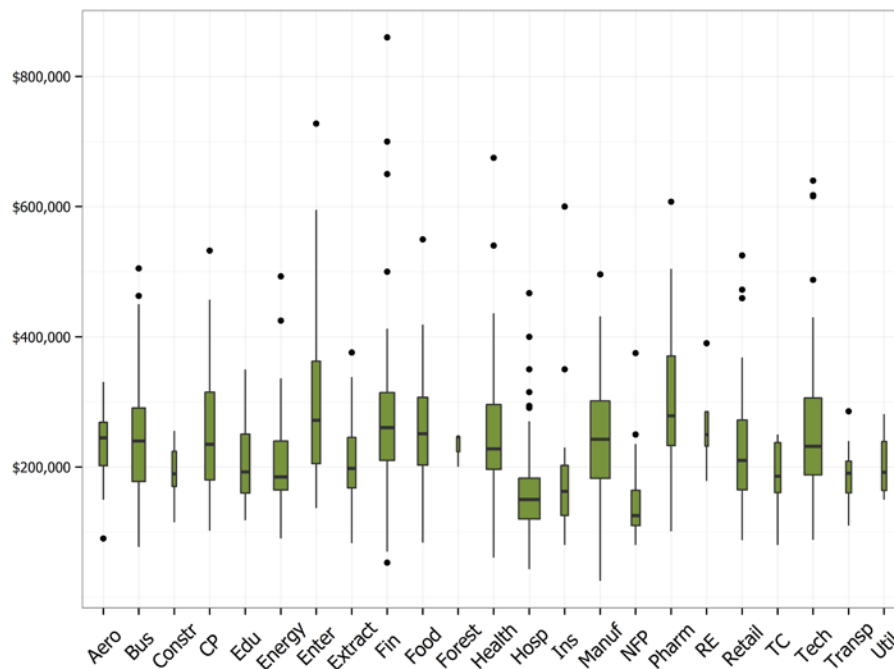
* <6 General Counsel reported total compensation for this industry. Individual data points appear on the box and scatter plots.

** No General Counsel reported total compensation for this industry.

LAWYER Total Compensation by Industry

▼ **How to read these charts:** For INDUSTRY the box plot's dark horizontal line shows the median total compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of Lawyers reporting in that INDUSTRY.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.



LAWYER Total Compensation by Industry

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
AERO	\$202,160	\$245,000	\$268,750	\$66,590	21
BUS	\$177,600	\$240,000	\$290,750	\$113,150	59
CONSTR	\$169,862	\$189,599	\$224,000	\$54,138	6
CP	\$180,000	\$235,000	\$315,000	\$135,000	31
EDU	\$160,000	\$192,500	\$250,500	\$90,500	28
ENERGY	\$164,602	\$185,000	\$239,762	\$75,160	67
ENTER	\$205,000	\$294,000	\$364,500	\$159,500	25
EXTRACT	\$168,000	\$198,000	\$245,375	\$77,375	24
FIN	\$210,000	\$260,677	\$314,375	\$104,375	74
FOOD	\$202,875	\$251,100	\$306,875	\$104,000	35
FOREST	--	--	--	--	<6*
HEALTH	\$196,400	\$228,000	\$295,820	\$99,420	75
HOSP	\$120,000	\$150,000	\$182,870	\$62,870	154
INS	\$125,519	\$162,695	\$202,400	\$76,881	18
MANUF	\$182,626	\$242,650	\$301,600	\$118,974	126
NFP	\$110,000	\$125,391	\$164,000	\$54,000	25
PHARM	\$232,875	\$278,750	\$370,591	\$137,716	23
RE	--	--	--	--	<6*
RETAIL	\$165,000	\$210,000	\$272,100	\$107,100	33
TC	\$160,600	\$186,000	\$237,500	\$76,900	13
TECH	\$187,688	\$231,750	\$306,188	\$118,500	102
TRANSP	\$160,074	\$190,500	\$209,000	\$48,926	10
UTIL	\$163,900	\$191,950	\$239,312	\$75,412	8

*<6 Lawyers reported total compensation for this industry. Individual data points appear on the box and scatter plots.

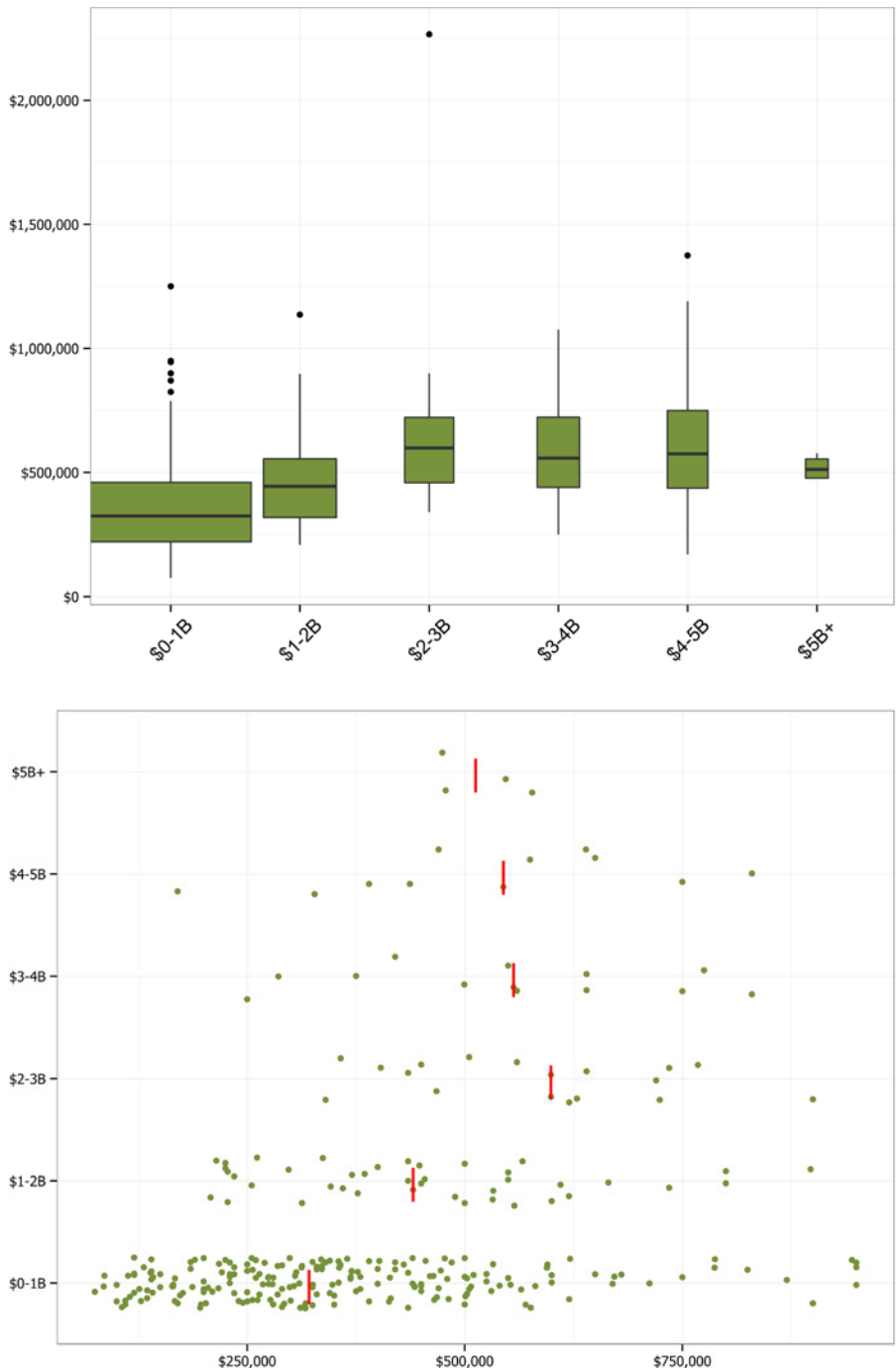
COMPANY REVENUE

GENERAL COUNSEL Total Compensation by Company Revenue

▼ **How to read these charts:** For COMPANY REVENUE the box plot's dark horizontal line shows the median total compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of General Counsel reporting in that COMPANY REVENUE grouping period.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.

Comment: Companies with revenues less than \$1B tend to pay their General Counsel less than larger companies.



GENERAL COUNSEL Total Compensation by Company Revenue

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

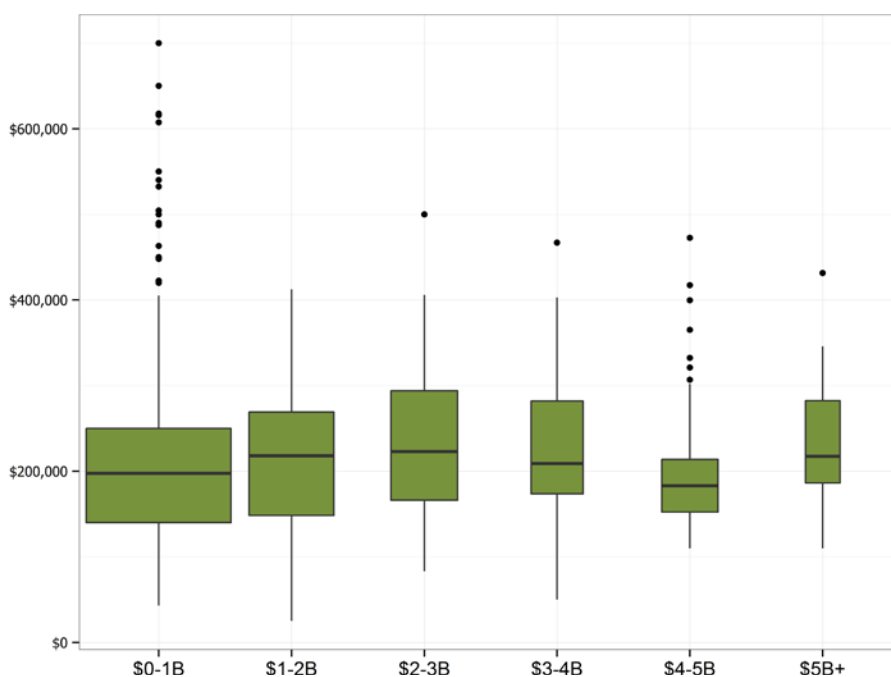
	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
\$0-1B	\$206,250	\$311,750	\$448,125	\$241,875	190
\$1-2B	\$331,000	\$448,000	\$573,000	\$242,000	47
\$2-3B	\$392,552	\$546,400	\$631,750	\$239,198	24
\$3-4B	\$467,500	\$560,000	\$830,000	\$362,500	13
\$4-5B	\$445,250	\$607,188	\$725,000	\$279,750	18
\$5B+	\$392,062	\$512,588	\$753,750	\$361,688	22

LAWYER Total Compensation by Company Revenue

▼ **How to read these charts:** For COMPANY REVENUE the box plot's dark horizontal line shows the median total compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of Lawyers reporting in that COMPANY REVENUE grouping period.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.

Comment: Very different from the findings for General Counsel, across all company sizes, median total cash compensation for all in-house lawyers is in a remarkably tight range.



LAWYER Total Compensation by Company Revenue

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
\$0-1B	\$138,494	\$197,294	\$250,000	\$111,506	326
\$1-2B	\$144,250	\$190,456	\$247,500	\$103,250	110
\$2-3B	\$180,410	\$236,638	\$268,600	\$88,190	86
\$3-4B	\$193,250	\$257,000	\$309,725	\$116,475	44
\$4-5B	\$151,752	\$183,524	\$250,000	\$98,248	60
\$5B+	\$200,000	\$250,400	\$315,500	\$115,500	240

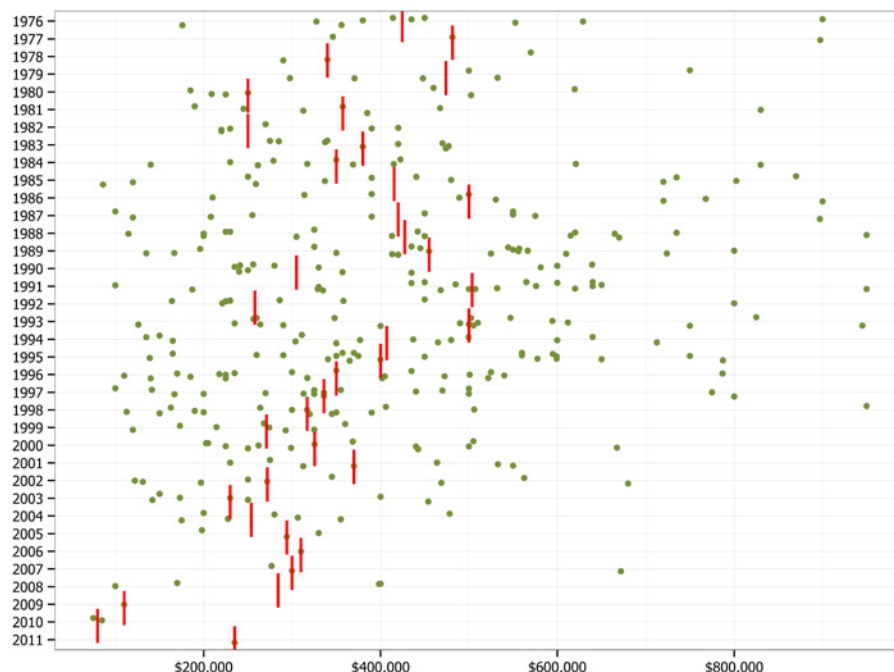
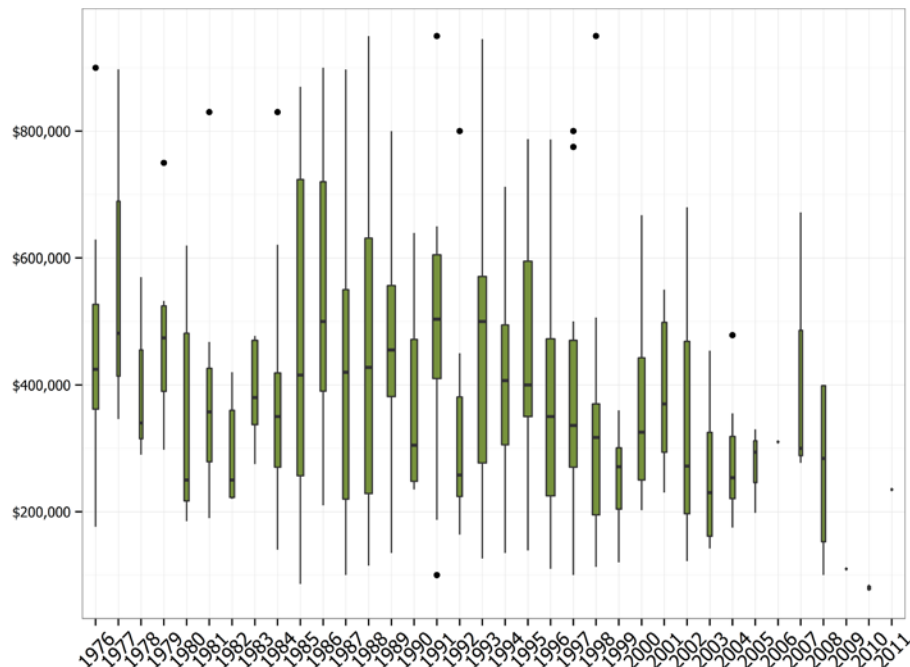
LAW SCHOOL YEAR

GENERAL COUNSEL Total Compensation by Law School Year

▼ **How to read these charts:** For LAW SCHOOL YEAR the box plot's dark horizontal line shows the median total compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of General Counsel who reported graduating from LAW SCHOOL in that YEAR. Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.

Comment: We find it interesting that it appears that General Counsel in the 20 to 30 year range of experience tend to be paid more than their more junior **or** senior counterparts.



GENERAL COUNSEL Total Compensation by Law School Year

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
1976	\$361,850	\$424,500	\$526,875	\$165,025	10
1977	--	--	--	--	<6*
1978	--	--	--	--	<6*
1979	\$389,875	\$474,000	\$524,375	\$134,500	6
1980	\$217,000	\$250,000	\$481,250	\$264,250	7
1981	\$278,750	\$357,500	\$426,250	\$147,500	7
1982	\$225,000	\$270,000	\$405,000	\$180,000	7
1983	\$337,400	\$379,893	\$470,000	\$132,600	9
1984	\$274,571	\$359,500	\$472,125	\$197,554	12
1985	\$256,750	\$415,300	\$723,750	\$467,000	12
1986	\$390,000	\$500,000	\$720,000	\$330,000	9
1987	\$219,750	\$420,000	\$550,000	\$330,250	10
1988	\$230,000	\$442,000	\$665,000	\$435,000	17
1989	\$397,325	\$490,000	\$559,375	\$162,050	20
1990	\$247,750	\$305,000	\$471,562	\$223,812	12
1991	\$410,000	\$503,573	\$605,000	\$195,000	20
1992	\$224,000	\$258,000	\$381,000	\$157,000	8
1993	\$277,000	\$500,000	\$570,738	\$293,738	19
1994	\$307,375	\$437,000	\$549,750	\$242,375	15
1995	\$350,000	\$400,000	\$595,000	\$245,000	21
1996	\$225,000	\$375,900	\$493,725	\$268,725	22
1997	\$270,000	\$336,000	\$470,000	\$200,000	17
1998	\$200,000	\$320,000	\$406,000	\$206,000	17
1999	\$214,500	\$274,000	\$325,000	\$110,500	9
2000	\$250,000	\$325,500	\$442,500	\$192,500	13
2001	\$293,750	\$370,000	\$498,400	\$204,650	7
2002	\$197,000	\$272,000	\$468,690	\$271,690	9
2003	\$161,500	\$230,000	\$325,000	\$163,500	7
2004	\$220,625	\$253,750	\$318,588	\$97,962	8
2005-2011	--	--	--	--	<6*

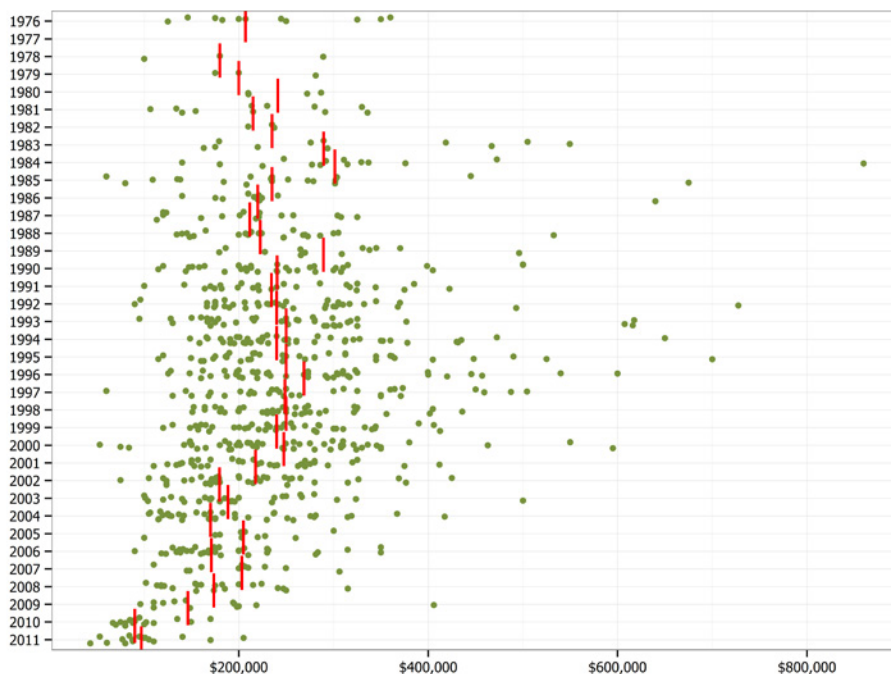
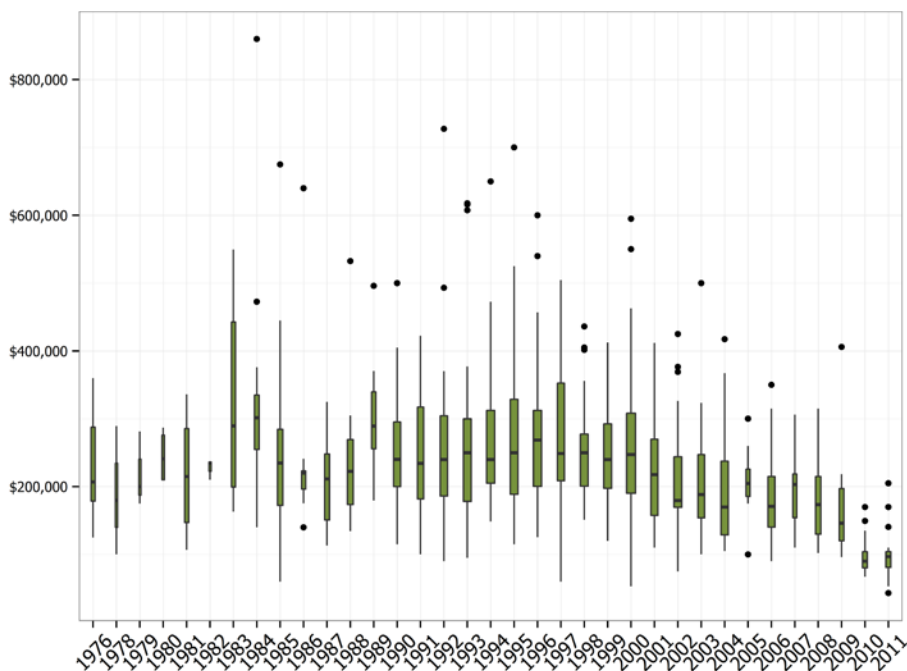
*<6 General Counsel reported total compensation for this year. Individual data points appear on the box and scatter plots.

LAWYER Total Compensation by Law School Year

▼ **How to read these charts:** For LAW SCHOOL YEAR the box plot's dark horizontal line shows the median total compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of Lawyers who reported graduating from LAW SCHOOL in that YEAR. Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.

Comment: Total compensation for all in-house counsel seems to be highest at roughly 15 to 30 years after graduation.



LAWYER Total Compensation by Law School Year

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
1976	\$178,772	\$207,000	\$287,500	\$108,728	11
1977	--	--	--	--	**
1978-1980	--	--	--	--	<6*
1981	\$147,214	\$215,000	\$285,600	\$138,386	11
1982	--	--	--	--	<6*
1983	\$199,500	\$289,630	\$442,800	\$243,300	11
1984	\$254,946	\$301,500	\$335,025	\$80,078	14
1985	\$172,506	\$235,000	\$284,462	\$111,956	20
1986	\$196,500	\$220,000	\$223,250	\$26,750	11
1987	\$150,850	\$211,500	\$248,100	\$97,250	16
1988	\$173,750	\$222,625	\$269,500	\$95,750	22
1989	\$265,000	\$308,799	\$345,006	\$80,006	13
1990	\$200,000	\$240,250	\$295,200	\$95,200	34
1991	\$181,800	\$234,448	\$317,250	\$135,450	25
1992	\$186,230	\$239,985	\$304,312	\$118,082	38
1993	\$178,200	\$250,000	\$300,000	\$121,800	41
1994	\$205,000	\$240,000	\$312,500	\$107,500	45
1995	\$188,584	\$250,000	\$328,750	\$140,166	39
1996	\$200,278	\$268,800	\$312,500	\$112,222	43
1997	\$208,650	\$248,750	\$352,500	\$143,850	32
1998	\$200,679	\$250,000	\$277,500	\$76,821	40
1999	\$197,615	\$240,000	\$292,500	\$94,885	39
2000	\$190,000	\$247,500	\$308,000	\$118,000	53
2001	\$157,600	\$217,700	\$269,997	\$112,397	34
2002	\$169,530	\$179,500	\$243,875	\$74,345	42
2003	\$154,084	\$188,500	\$247,188	\$93,104	28
2004	\$128,800	\$170,000	\$237,500	\$108,700	37
2005	\$185,540	\$204,752	\$225,809	\$40,269	10
2006	\$140,332	\$171,000	\$215,000	\$74,668	32
2007	\$154,300	\$203,200	\$218,750	\$64,450	11
2008	\$130,000	\$173,600	\$215,000	\$85,000	21
2009	\$120,000	\$146,250	\$197,250	\$77,250	14
2010	\$80,000	\$90,000	\$104,000	\$24,000	16
2011	\$81,075	\$97,000	\$104,000	\$22,925	18

* <6 Lawyers reported total compensation for this year. Individual data points appear on the box and scatter plots.

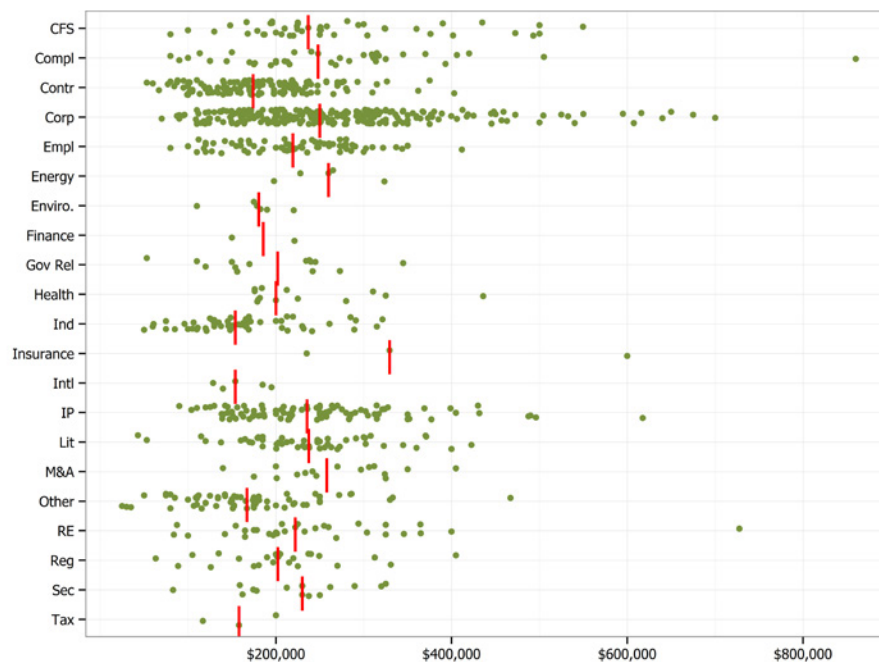
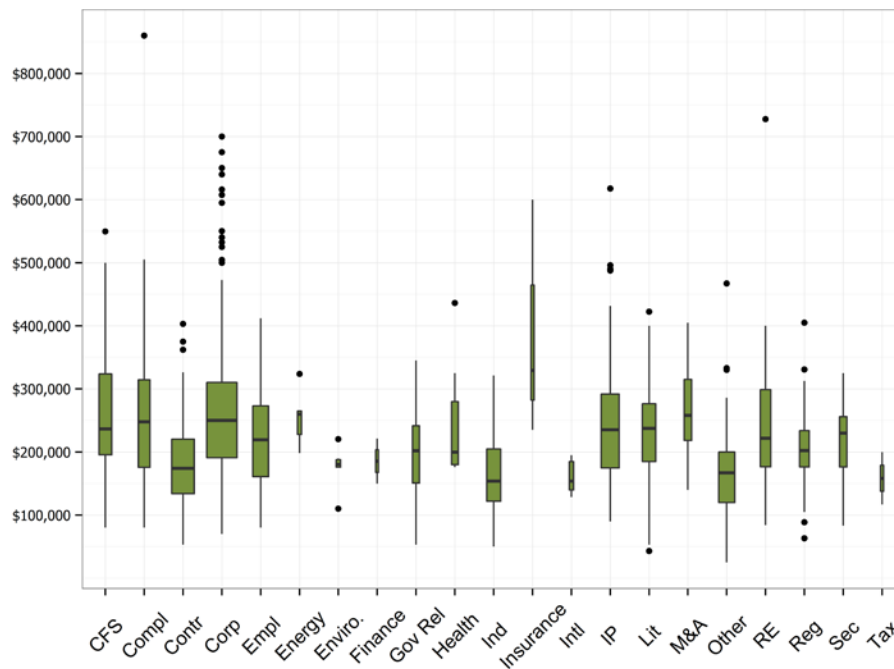
** No Lawyers reported total compensation for this year.

PRACTICE AREA

LAWYER Total Compensation by Practice Area

▼ **How to read these charts:** For PRACTICE AREA the box plot's dark horizontal line shows the median total compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of Lawyers reporting in that PRACTICE AREA.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.



LAWYER Total Compensation by Practice Area

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
CFS	\$195,750	\$236,800	\$323,700	\$127,950	45
COMPL	\$175,580	\$248,125	\$314,462	\$138,883	39
CONTR	\$134,152	\$174,159	\$220,375	\$86,222	143
CORP	\$191,000	\$250,000	\$310,255	\$119,255	257
EMPL	\$161,057	\$219,500	\$273,000	\$111,943	70
ENERGY	--	--	--	--	<6*
ENVIRO.	\$175,875	\$180,522	\$188,077	\$12,202	6
FINANCE	--	--	--	--	<6*
GOV REL	\$151,000	\$202,174	\$241,440	\$90,440	14
HEALTH	\$180,000	\$200,000	\$280,000	\$100,000	13
IND	\$123,059	\$157,336	\$206,648	\$83,588	55
INSURANCE	--	--	--	--	<6*
INTL	--	--	--	--	<6*
IP	\$174,650	\$235,500	\$291,938	\$117,288	92
LIT	\$185,000	\$237,500	\$276,364	\$91,364	51
M&A	\$218,414	\$258,043	\$315,000	\$96,586	16
OTHER	\$120,000	\$167,000	\$200,000	\$80,000	73
RE	\$176,625	\$222,000	\$298,875	\$122,250	31
REG	\$176,397	\$202,300	\$234,000	\$57,603	26
SEC	\$176,283	\$230,000	\$255,920	\$79,637	15
TAX	--	--	--	--	<6*

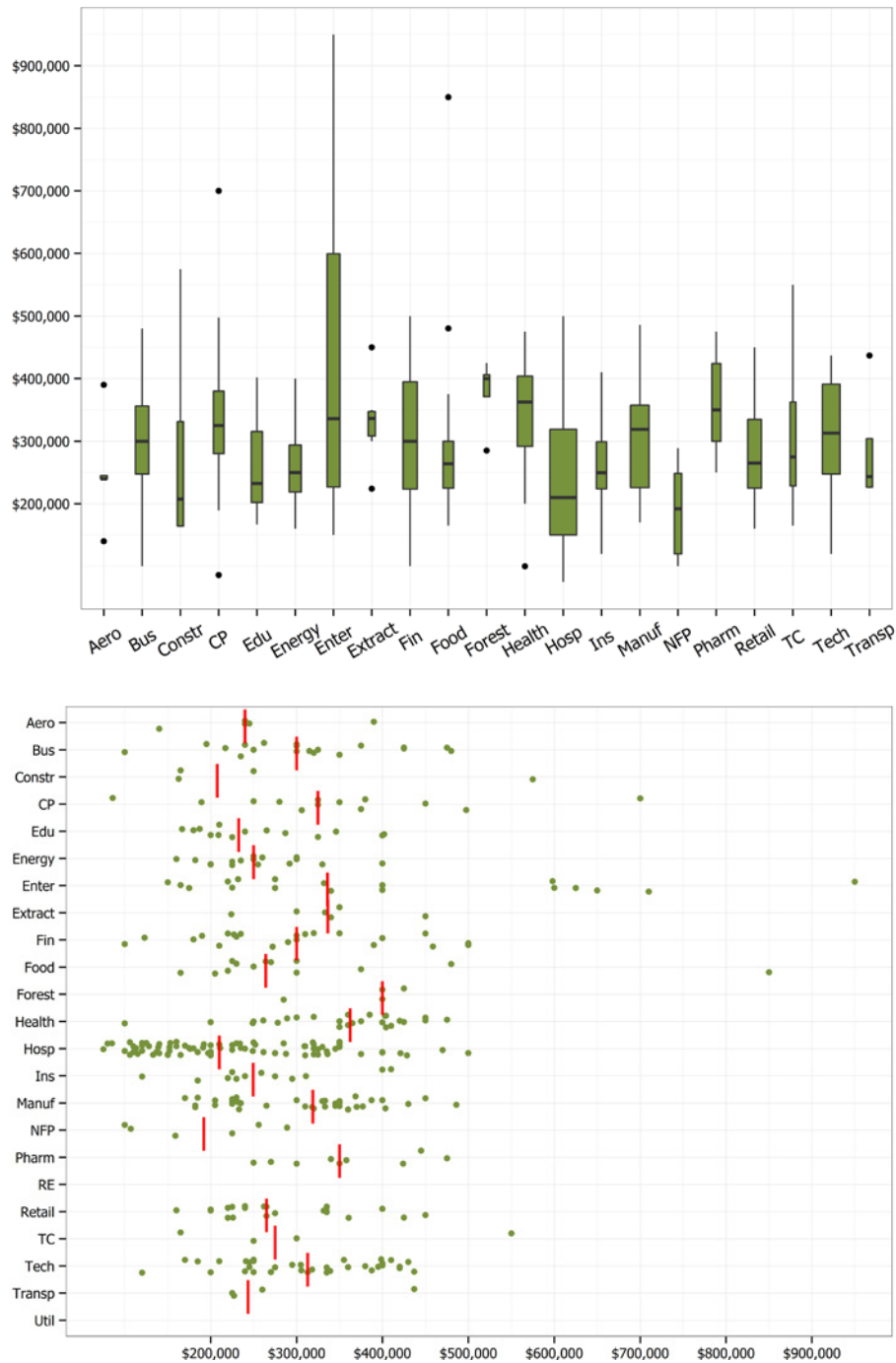
*<6 Lawyers reported total compensation for this practice area. Individual data points appear on the box and scatter plots.

BASE BY INDUSTRY

GENERAL COUNSEL Base Compensation by Industry

▼ **How to read these charts:** For INDUSTRY the box plot's dark horizontal line shows the median base compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of General Counsel reporting in that INDUSTRY.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.



GENERAL COUNSEL Base Compensation by Industry

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
AERO	--	--	--	--	<6*
BUS	\$247,500	\$300,000	\$356,250	\$108,750	20
CONSTR	--	--	--	--	<6*
CP	\$280,000	\$325,000	\$380,000	\$100,000	13
EDU	\$202,250	\$232,500	\$315,500	\$113,250	14
ENERGY	\$218,750	\$250,000	\$293,849	\$75,099	16
ENTER	\$226,750	\$336,000	\$599,500	\$372,750	18
EXTRACT	\$308,250	\$336,500	\$347,500	\$39,250	6
FIN	\$223,500	\$300,000	\$395,000	\$171,500	23
FOOD	\$225,000	\$264,000	\$300,000	\$75,000	13
FOREST	--	--	--	--	<6*
HEALTH	\$291,684	\$362,500	\$404,000	\$112,316	26
HOSP	\$150,000	\$210,000	\$319,000	\$169,000	81
INS	\$223,750	\$249,500	\$299,000	\$75,250	12
MANUF	\$225,750	\$319,000	\$357,500	\$131,750	38
NFP	\$120,000	\$192,000	\$248,250	\$128,250	6
PHARM	\$300,000	\$350,000	\$424,000	\$124,000	9
RE	--	--	--	--	**
RETAIL	\$225,000	\$265,000	\$335,000	\$110,000	21
TC	--	--	--	--	<6*
TECH	\$247,500	\$313,000	\$391,250	\$143,750	35
TRANSP	--	--	--	--	<6*
UTIL	--	--	--	--	**

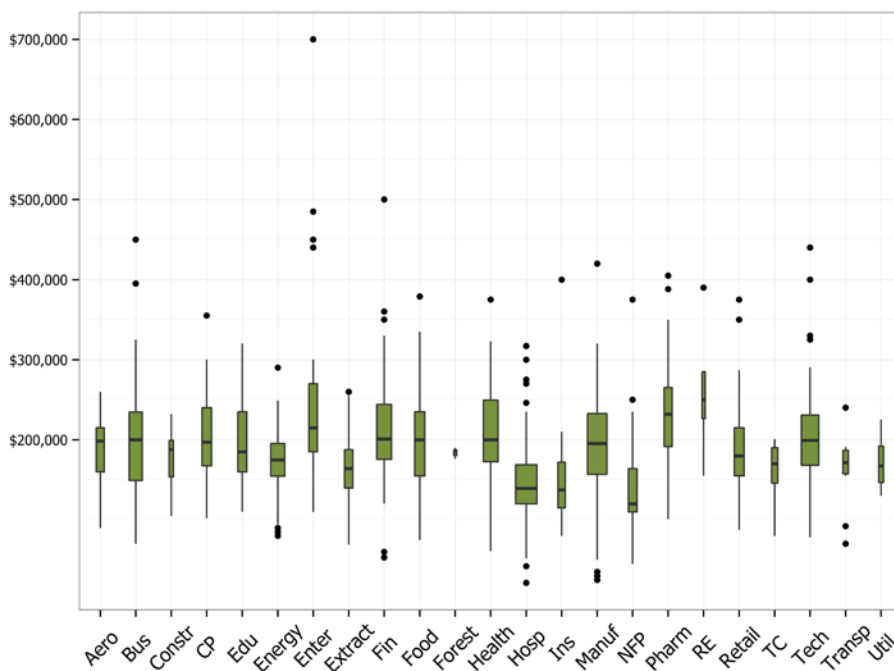
*<6 General Counsel reported base compensation for this industry. Individual data points appear on the box and scatter plots.

** No General Counsel reported base compensation for this industry.

LAWYER Base Compensation by Industry

▼ **How to read these charts:** For INDUSTRY the box plot's dark horizontal line shows the median base compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of Lawyers reporting in that INDUSTRY.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.



LAWYER Base Compensation by Industry

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
AERO	\$160,000	\$198,500	\$215,000	\$55,000	21
BUS	\$149,000	\$200,000	\$234,420	\$85,420	59
CONSTR	\$153,550	\$187,924	\$199,162	\$45,613	6
CP	\$167,500	\$197,000	\$240,000	\$72,500	31
EDU	\$160,000	\$185,000	\$235,000	\$75,000	28
ENERGY	\$154,714	\$175,000	\$195,500	\$40,786	67
ENTER	\$185,000	\$215,000	\$270,000	\$85,000	25
EXTRACT	\$140,000	\$164,000	\$187,750	\$47,750	24
FIN	\$175,677	\$201,000	\$244,153	\$68,476	74
FOOD	\$154,750	\$200,000	\$235,000	\$80,250	35
FOREST	--	--	--	--	<6*
HEALTH	\$172,500	\$200,000	\$249,500	\$77,000	75
HOSP	\$120,000	\$139,500	\$168,864	\$48,864	154
INS	\$115,000	\$137,500	\$172,050	\$57,050	18
MANUF	\$156,712	\$195,500	\$232,825	\$76,112	126
NFP	\$110,000	\$120,000	\$164,000	\$54,000	25
PHARM	\$191,500	\$232,000	\$265,100	\$73,600	23
RE	--	--	--	--	<6*
RETAIL	\$155,000	\$180,000	\$215,000	\$60,000	33
TC	\$146,000	\$170,000	\$190,000	\$44,000	13
TECH	\$168,250	\$199,250	\$230,875	\$62,625	102
TRANSP	\$157,500	\$171,500	\$187,074	\$29,574	10
UTIL	\$146,750	\$167,500	\$192,000	\$45,250	8

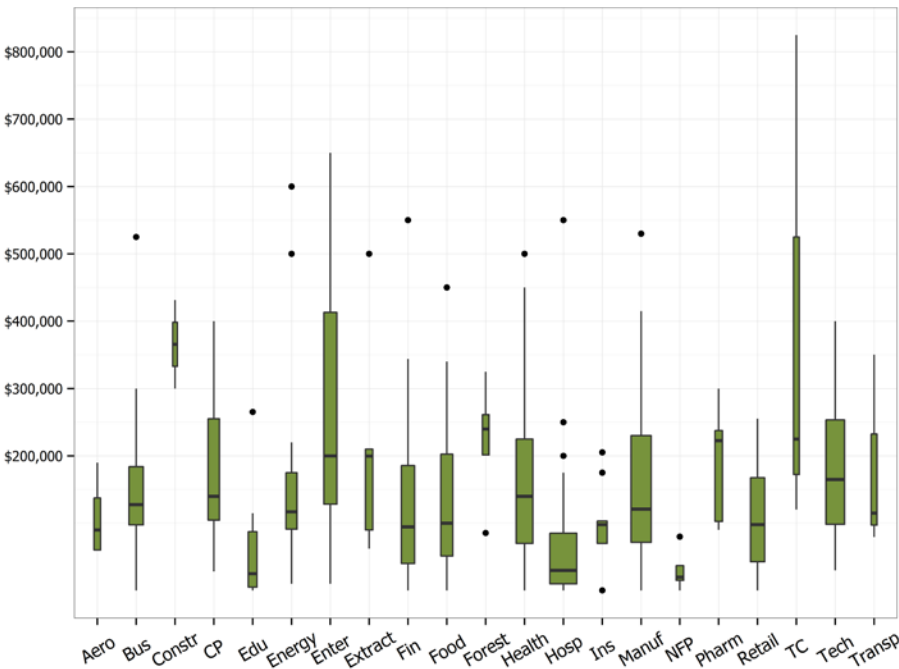
*<6 Lawyers reported base compensation for this industry. Individual data points appear on the box and scatter plots.

BONUS BY INDUSTRY

GENERAL COUNSEL Bonus Compensation by Industry

▼ **How to read these charts:** For INDUSTRY the box plot's dark horizontal line shows the median bonus compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of General Counsel reporting in that INDUSTRY.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.



GENERAL COUNSEL Bonus Compensation by Industry

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
AERO	--	--	--	--	<6*
BUS	\$97,500	\$127,500	\$183,750	\$86,250	19
CONSTR	--	--	--	--	<6*
CP	\$104,700	\$140,000	\$255,000	\$150,300	12
EDU	\$5,000	\$25,000	\$87,400	\$82,400	7
ENERGY	\$91,047	\$117,000	\$175,000	\$83,953	11
ENTER	\$151,125	\$227,500	\$432,250	\$281,125	16
EXTRACT	--	--	--	--	<6*
FIN	\$40,000	\$94,500	\$185,500	\$145,500	16
FOOD	\$51,250	\$100,000	\$202,500	\$151,250	13
FOREST	--	--	--	--	<6*
HEALTH	\$70,000	\$140,000	\$225,000	\$155,000	25
HOSP	\$10,000	\$30,000	\$85,000	\$75,000	66
INS	\$70,000	\$98,000	\$103,250	\$33,250	9
MANUF	\$71,750	\$121,000	\$230,000	\$158,250	37
NFP	--	--	--	--	<6*
PHARM	--	--	--	--	<6*
RE	--	--	--	--	**
RETAIL	\$42,500	\$98,000	\$167,500	\$125,000	18
TC	--	--	--	--	<6*
TECH	\$98,200	\$165,000	\$253,500	\$155,300	31
TRANSP	--	--	--	--	<6*
UTIL	--	--	--	--	**

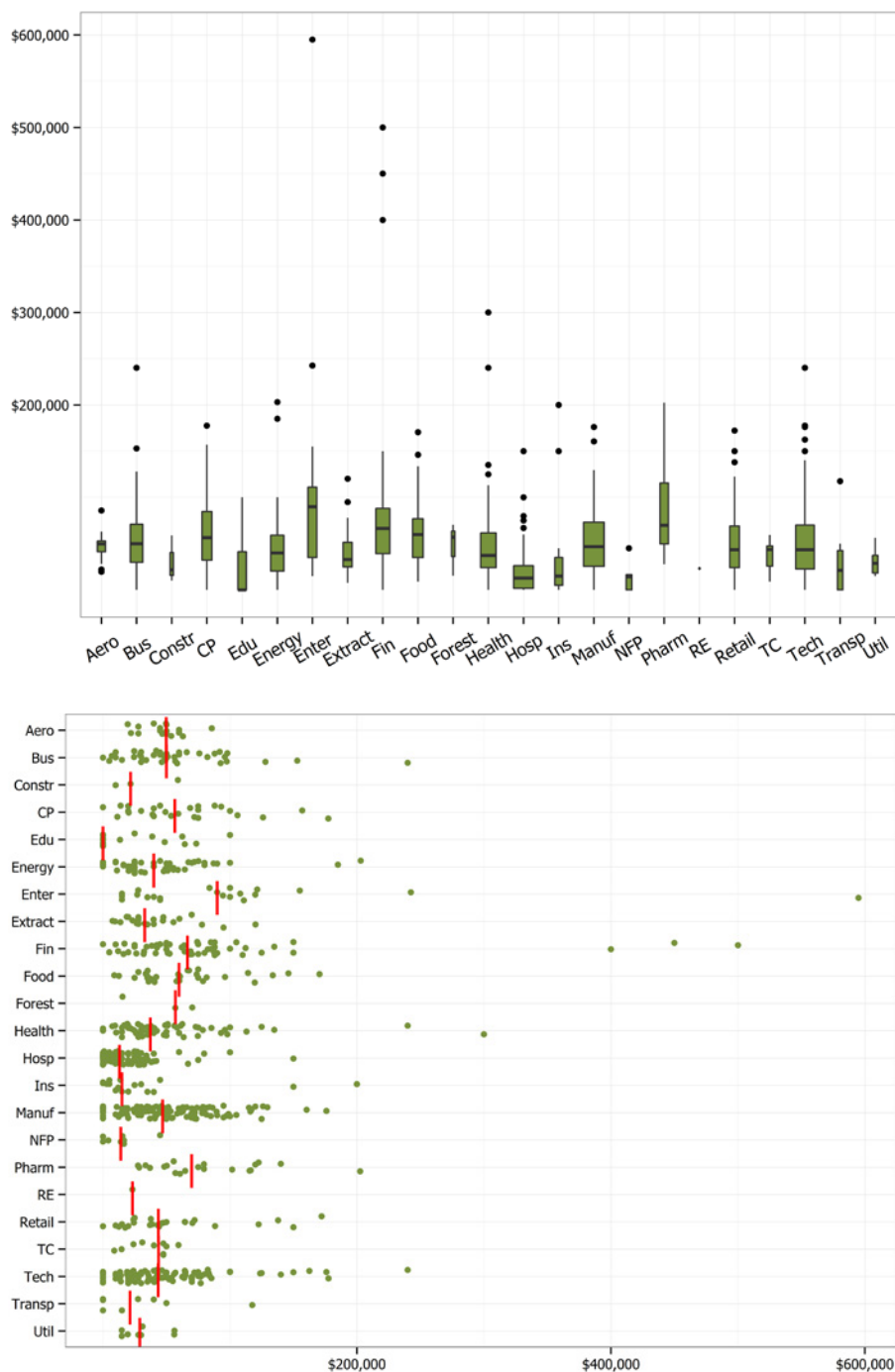
*<6 General Counsel reported a bonus for this industry. Individual data points appear on the box and scatter plots.

** No General Counsel reported a bonus for this industry.

LAWYER Bonus Compensation by Industry

▼ **How to read these charts:** For INDUSTRY the box plot's dark horizontal line shows the median bonus compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of Lawyers reporting in that INDUSTRY.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.



LAWYER Bonus Compensation by Industry

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
AERO	\$41,250	\$49,812	\$52,852	\$11,602	18
BUS	\$30,000	\$50,000	\$71,000	\$41,000	43
CONSTR	--	--	--	--	<6*
CP	\$32,281	\$56,550	\$84,750	\$52,469	26
EDU	\$0	\$0	\$41,250	\$41,250	20
ENERGY	\$20,300	\$40,000	\$59,045	\$38,745	49
ENTER	\$35,000	\$90,000	\$111,000	\$76,000	21
EXTRACT	\$24,935	\$33,000	\$51,500	\$26,565	23
FIN	\$39,250	\$66,625	\$88,000	\$48,750	54
FOOD	\$35,081	\$60,000	\$76,875	\$41,794	31
FOREST	--	--	--	--	<6*
HEALTH	\$24,000	\$37,357	\$61,525	\$37,525	64
HOSP	\$1,750	\$13,000	\$26,116	\$24,366	107
INS	\$5,000	\$15,000	\$35,000	\$30,000	17
MANUF	\$25,480	\$46,952	\$73,185	\$47,705	118
NFP	\$0	\$14,138	\$16,437	\$16,437	9
PHARM	\$49,750	\$69,862	\$115,725	\$65,975	20
RE	--	--	--	--	<6*
RETAIL	\$24,095	\$43,625	\$69,062	\$44,968	26
TC	\$25,750	\$43,850	\$47,500	\$21,750	10
TECH	\$22,556	\$43,500	\$70,000	\$47,444	96
TRANSP	\$0	\$21,300	\$42,500	\$42,500	8
UTIL	\$18,350	\$28,950	\$37,312	\$18,962	8

*<6 Lawyers reported a bonus for this industry. Individual data points appear on the box and scatter plots.

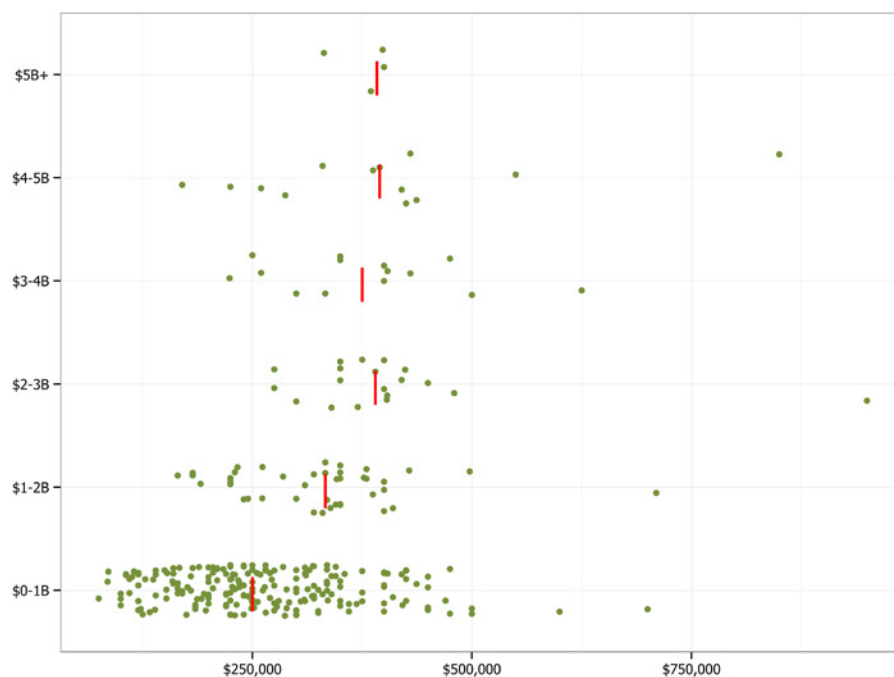
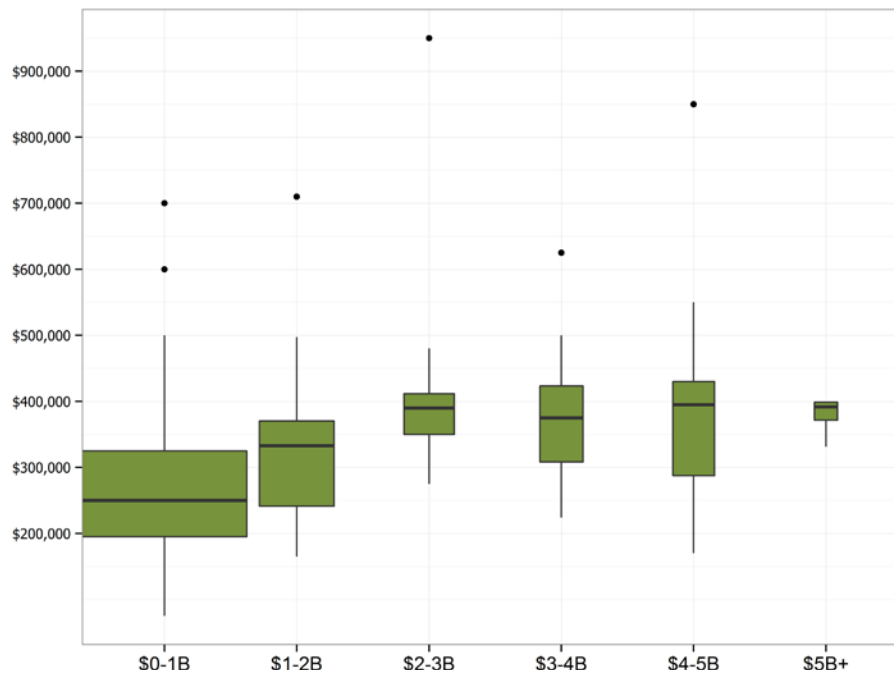
BASE BY COMPANY REVENUE

GENERAL COUNSEL Base Compensation by Company Revenue

▼ **How to read these charts:** For COMPANY REVENUE the box plot's dark horizontal line shows the median base compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of General Counsel reporting in that COMPANY REVENUE grouping.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.

Comment: Base salaries paid to General Counsel are in a fairly tight range.



GENERAL COUNSEL Base Compensation by Company Revenue

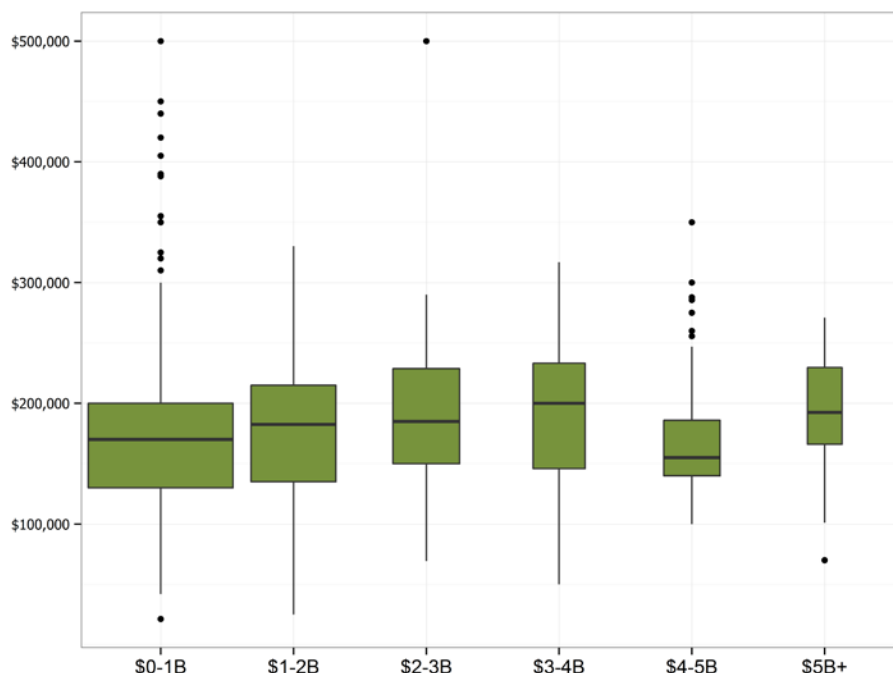
▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
\$0-1B	\$185,520	\$247,000	\$314,000	\$128,480	190
\$1-2B	\$261,332	\$335,000	\$378,500	\$117,168	47
\$2-3B	\$333,000	\$350,000	\$400,000	\$67,000	24
\$3-4B	\$275,000	\$350,000	\$475,000	\$200,000	13
\$4-5B	\$335,000	\$400,000	\$428,750	\$93,750	18
\$5B+	\$263,750	\$324,750	\$407,500	\$143,750	22

LAWYER Base Compensation by Company Revenue

▼ **How to read these charts:** For COMPANY REVENUE the box plot's dark horizontal line shows the median base compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of Lawyers reporting in that COMPANY REVENUE grouping.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.



LAWYER Base Compensation by Company Revenue

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
\$0-1B	\$130,000	\$170,000	\$200,000	\$70,000	326
\$1-2B	\$126,250	\$166,120	\$204,971	\$78,721	110
\$2-3B	\$155,250	\$190,000	\$216,125	\$60,875	86
\$3-4B	\$173,000	\$210,000	\$237,000	\$64,000	44
\$4-5B	\$136,697	\$162,500	\$211,624	\$74,927	60
\$5B+	\$175,000	\$205,500	\$246,314	\$71,314	240

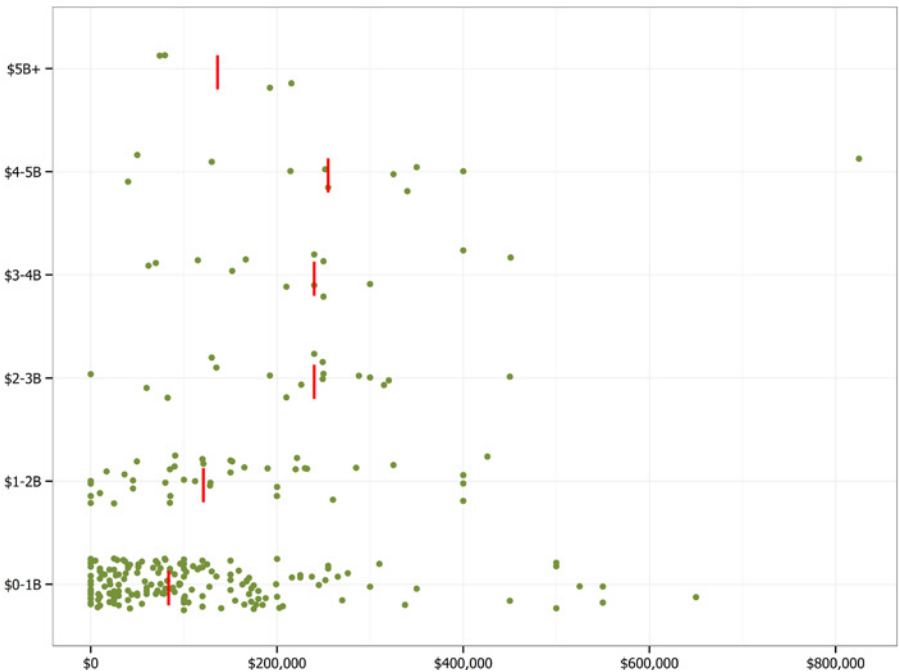
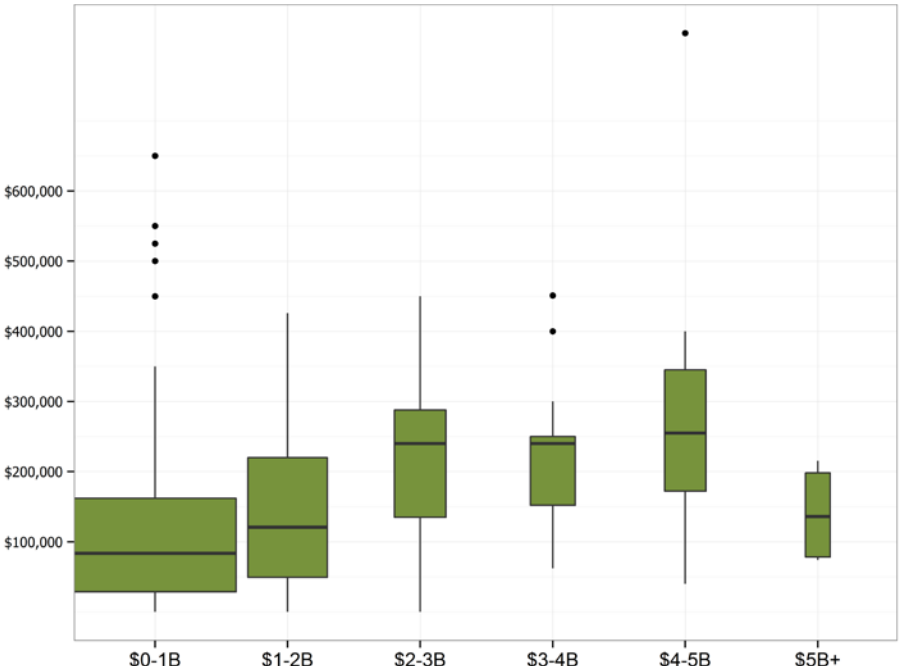
BONUS BY COMPANY REVENUE

GENERAL COUNSEL Bonus Compensation by Company Revenue

▼ **How to read these charts:** For BONUS the box plot's dark horizontal line shows the median bonus compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of General Counsel reporting in that REVENUE BAND grouping.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.

Comment: Companies in the middle ranges of revenue seem to pay larger bonuses to their General Counsel than those with less than \$2 billion or more than \$5 billion in revenues.



GENERAL COUNSEL Bonus Compensation by Company Revenue

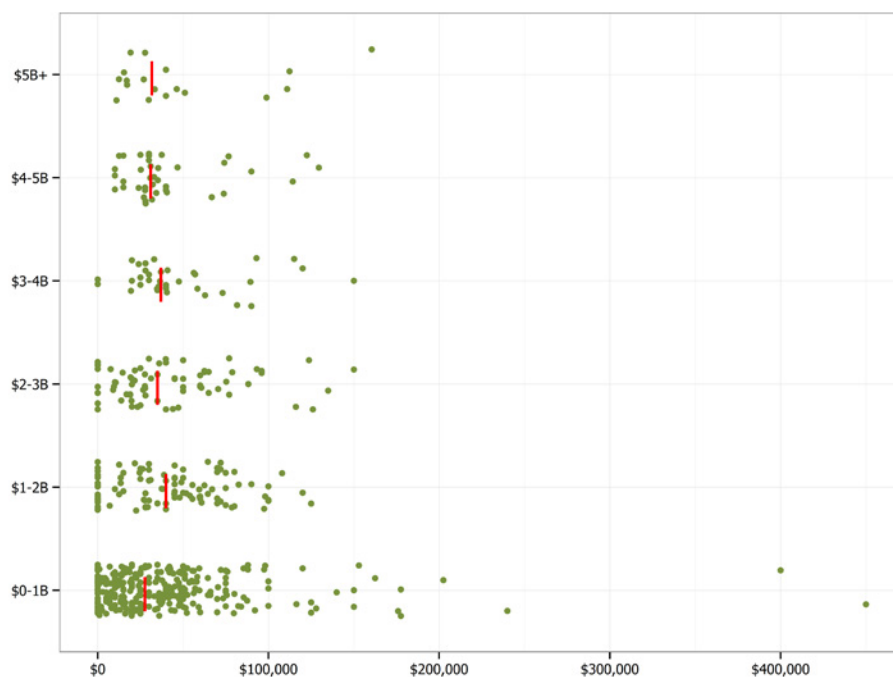
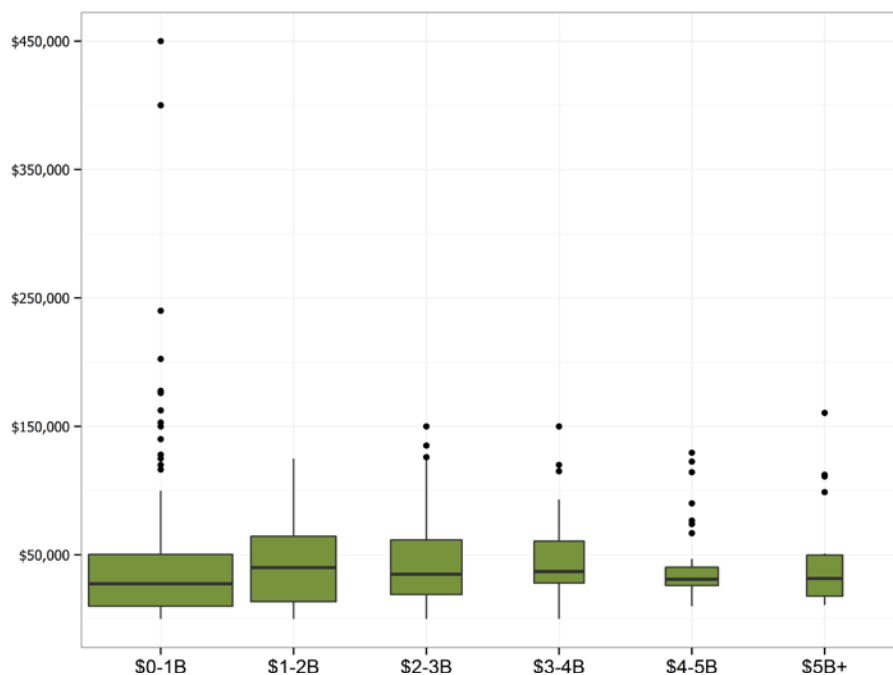
▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
\$0-1B	\$25,000	\$79,100	\$150,000	\$125,000	158
\$1-2B	\$83,750	\$128,250	\$220,375	\$136,625	44
\$2-3B	\$120,250	\$218,000	\$257,500	\$137,250	22
\$3-4B	\$166,500	\$250,000	\$400,000	\$233,500	13
\$4-5B	\$183,250	\$250,000	\$332,500	\$149,250	15
\$5B+	\$94,000	\$192,500	\$300,000	\$206,000	21

LAWYER Bonus Compensation by Company Revenue

▼ **How to read these charts:** For BONUS the box plot's dark horizontal line shows the median bonus compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of Lawyers reporting in that REVENUE BAND grouping. The

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.



LAWYER Bonus Compensation by Company Revenue

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
\$0-1B	\$10,000	\$29,100	\$50,062	\$40,062	268
\$1-2B	\$10,000	\$28,000	\$62,062	\$52,062	94
\$2-3B	\$20,000	\$40,000	\$60,000	\$40,000	80
\$3-4B	\$34,290	\$50,000	\$79,459	\$45,169	36
\$4-5B	\$24,750	\$32,061	\$42,302	\$17,552	44
\$5B+	\$31,762	\$60,000	\$88,000	\$56,238	196

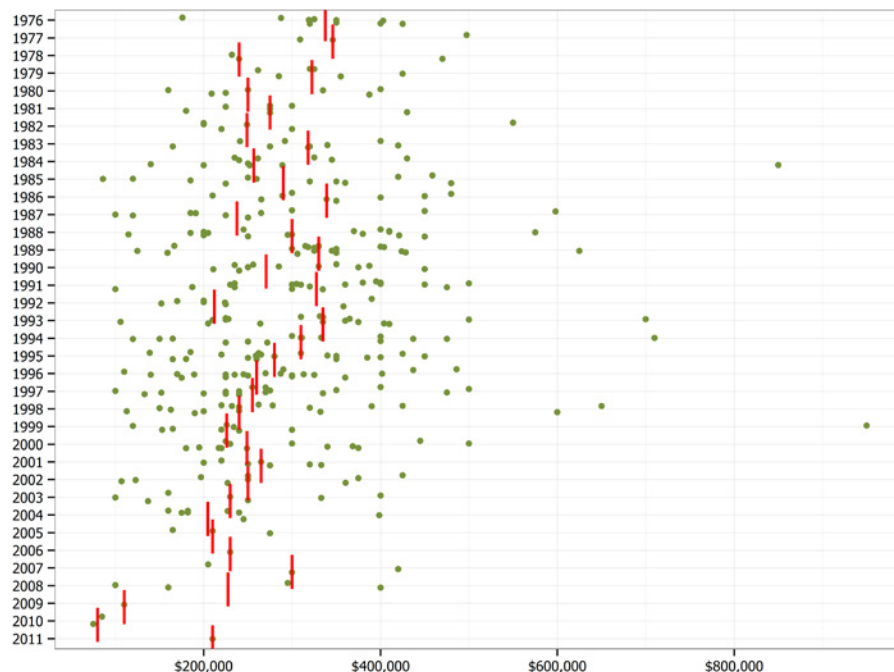
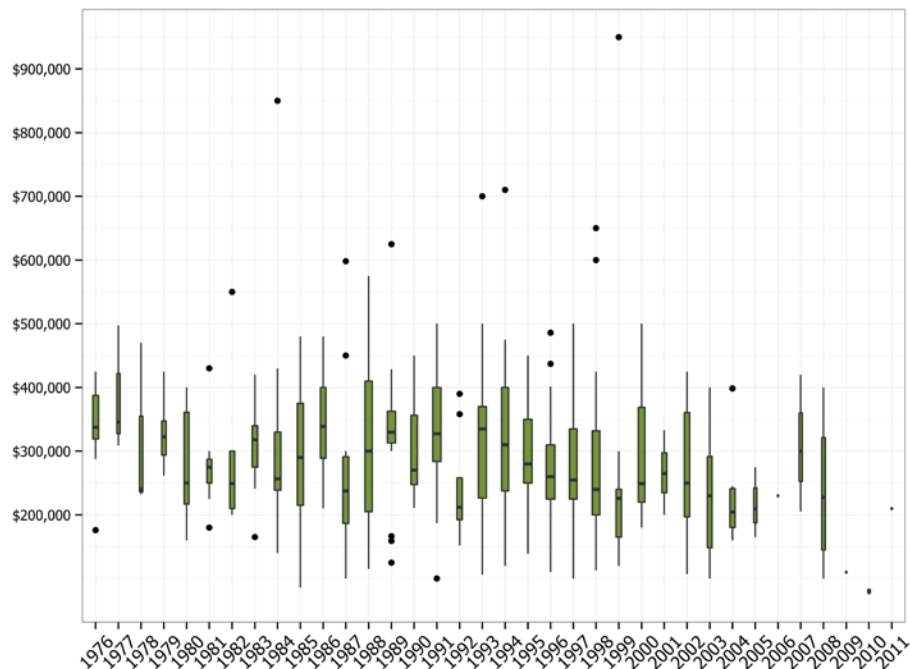
BASE BY LAW SCHOOL YEAR

GENERAL COUNSEL Base Compensation by Law School Year

▼ **How to read these charts:** For BASE the box plot's dark horizontal line shows the median base compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of General Counsel who reported graduating from LAW SCHOOL in that YEAR. Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.

Comment: General Counsel base salary does not appear to be highly correlated with years of experience.



GENERAL COUNSEL Base Compensation by Law School Year

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
1976	\$319,250	\$337,500	\$387,500	\$68,250	10
1977	--	--	--	--	<6*
1978	--	--	--	--	<6*
1979	\$293,750	\$322,500	\$347,500	\$53,750	6
1980	\$217,000	\$250,000	\$361,150	\$144,150	7
1981	\$250,000	\$275,000	\$287,500	\$37,500	7
1982	\$210,000	\$249,000	\$300,000	\$90,000	7
1983	\$275,000	\$318,000	\$340,000	\$65,000	9
1984	\$238,750	\$256,642	\$330,000	\$91,250	12
1985	\$215,000	\$290,000	\$375,000	\$160,000	12
1986	\$288,912	\$339,000	\$400,000	\$111,088	9
1987	\$186,500	\$237,500	\$291,250	\$104,750	10
1988	\$205,000	\$300,000	\$410,000	\$205,000	17
1989	\$312,750	\$330,000	\$362,500	\$49,750	20
1990	\$247,500	\$270,500	\$356,250	\$108,750	12
1991	\$283,750	\$327,375	\$400,000	\$116,250	20
1992	\$192,500	\$212,000	\$258,250	\$65,750	8
1993	\$226,500	\$335,000	\$370,000	\$143,500	19
1994	\$237,500	\$310,000	\$400,000	\$162,500	15
1995	\$250,000	\$280,000	\$350,000	\$100,000	21
1996	\$225,000	\$260,000	\$309,750	\$84,750	22
1997	\$225,000	\$255,000	\$335,000	\$110,000	17
1998	\$200,000	\$240,000	\$332,000	\$132,000	17
1999	\$165,000	\$226,000	\$240,000	\$75,000	9
2000	\$220,000	\$249,000	\$368,600	\$148,600	13
2001	\$235,000	\$265,000	\$297,500	\$62,500	7
2002	\$197,000	\$250,000	\$360,531	\$163,531	9
2003	\$148,495	\$230,000	\$291,500	\$143,005	7
2004	\$180,250	\$204,500	\$241,250	\$61,000	8
2005-2011	--	--	--	--	<6*

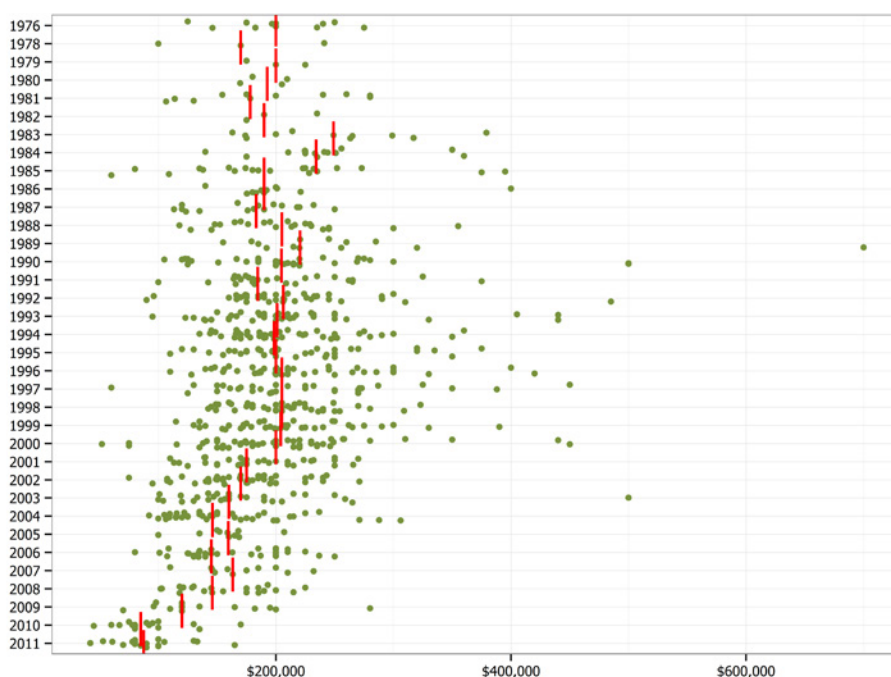
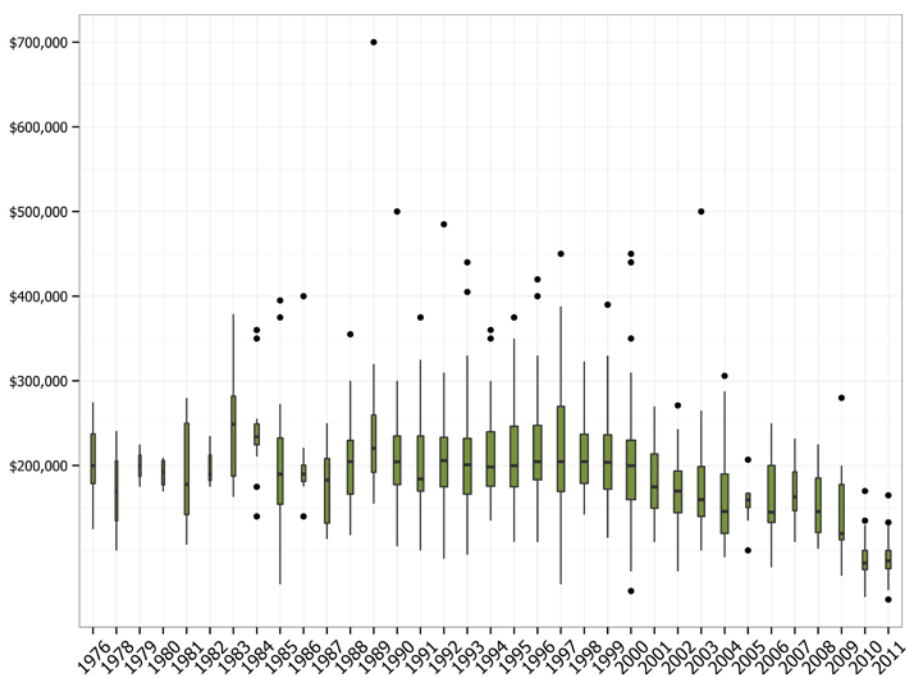
*<6 General Counsel reported base compensation for this year. Individual data points appear on the box and scatter plots.

LAWYER Base Compensation by Law School Year

▼ **How to read these charts:** For BASE the box plot's dark horizontal line shows the median base compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of Lawyers who reported graduating from LAW SCHOOL in that YEAR.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.

Comment: Median base salaries for all in-house lawyers tend to cross the \$200,000 threshold at about 15 years of experience, and remain fairly tightly clustered for the remainder of their careers.



LAWYER Base Compensation by Law School Year

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
1976	\$178,772	\$200,000	\$237,500	\$58,728	11
1977	--	--	--	--	**
1978	\$135,000	\$170,000	\$205,500	\$70,500	3
1979	\$187,500	\$200,000	\$212,500	\$25,000	3
1980	\$177,395	\$192,500	\$206,114	\$28,719	4
1981	\$142,214	\$178,000	\$250,000	\$107,786	11
1982	\$182,500	\$190,000	\$212,500	\$30,000	3
1983	\$187,500	\$249,000	\$282,000	\$94,500	11
1984	\$224,700	\$234,106	\$249,250	\$24,550	14
1985	\$154,506	\$190,000	\$232,775	\$78,268	20
1986	\$181,500	\$190,000	\$200,500	\$19,000	11
1987	\$132,100	\$183,140	\$208,250	\$76,150	16
1988	\$166,250	\$205,000	\$229,715	\$63,465	22
1989	\$192,020	\$220,571	\$260,000	\$67,980	13
1990	\$177,500	\$204,762	\$235,000	\$57,500	34
1991	\$170,000	\$184,425	\$235,000	\$65,000	25
1992	\$175,000	\$206,148	\$233,505	\$58,505	38
1993	\$166,359	\$201,000	\$232,000	\$65,641	41
1994	\$175,677	\$198,500	\$240,000	\$64,323	45
1995	\$175,000	\$200,000	\$246,500	\$71,500	39
1996	\$183,500	\$205,000	\$247,500	\$64,000	43
1997	\$169,500	\$205,000	\$270,000	\$100,500	32
1998	\$179,000	\$205,000	\$237,000	\$58,000	40
1999	\$172,262	\$204,000	\$236,500	\$64,238	39
2000	\$159,885	\$200,000	\$230,000	\$70,115	53
2001	\$150,000	\$175,000	\$213,750	\$63,750	34
2002	\$144,350	\$170,008	\$193,750	\$49,400	42
2003	\$140,002	\$160,000	\$199,000	\$58,998	28
2004	\$120,000	\$146,000	\$190,000	\$70,000	37
2005	\$150,500	\$159,425	\$167,250	\$16,750	10
2006	\$133,097	\$145,000	\$200,000	\$66,903	32
2007	\$147,000	\$163,200	\$192,500	\$45,500	11
2008	\$121,118	\$145,894	\$185,162	\$64,044	21
2009	\$112,500	\$120,000	\$177,750	\$65,250	14
2010	\$77,250	\$85,000	\$100,000	\$22,750	16
2011	\$78,500	\$87,500	\$100,000	\$21,500	18

** No Lawyers reported base compensation for this year.

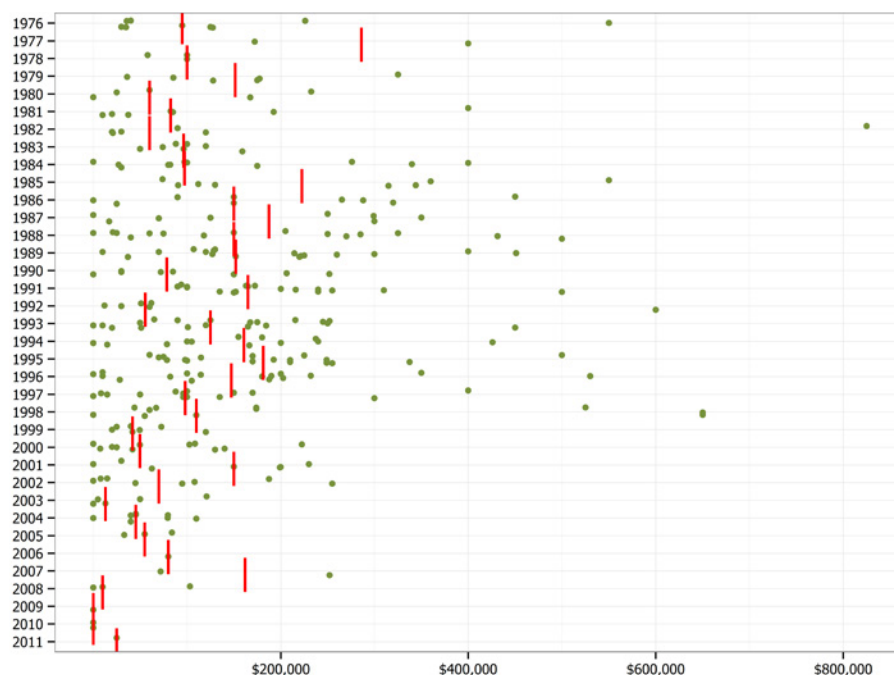
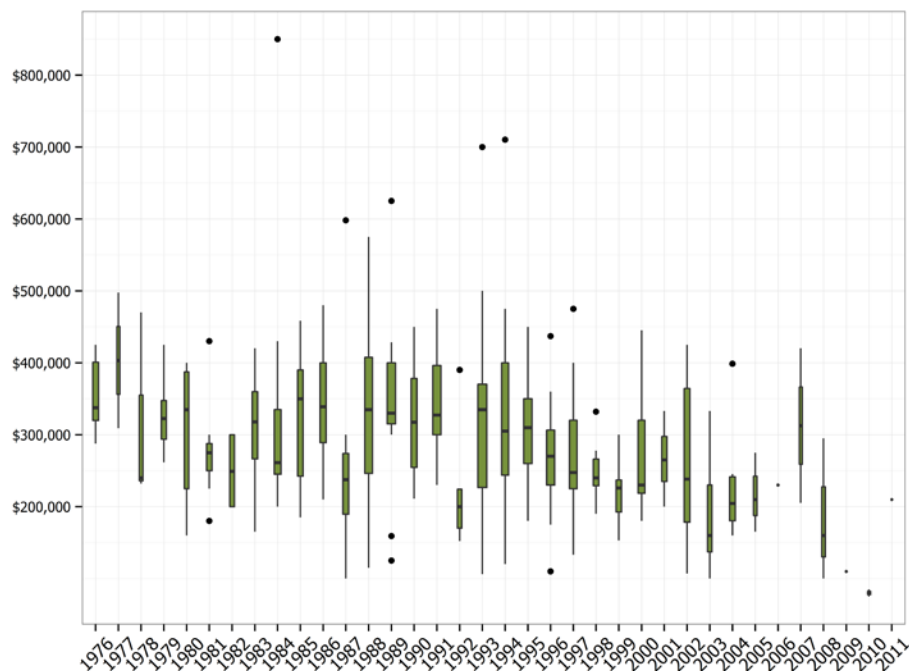
BONUS BY LAW SCHOOL YEAR

GENERAL COUNSEL Bonus Compensation by Law School Year

▼ **How to read these charts:** For BONUS the box plot's dark horizontal line shows the median bonus compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of General Counsel who reported graduating from LAW SCHOOL in that YEAR. The width of each box is proportional to the numbers of General Counsel who reported graduating from LAW SCHOOL in that YEAR.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.

Comment: Like their salaries, bonuses paid to General Counsel do not appear to correlate with years of experience.



GENERAL COUNSEL Bonus Compensation by Law School Year

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

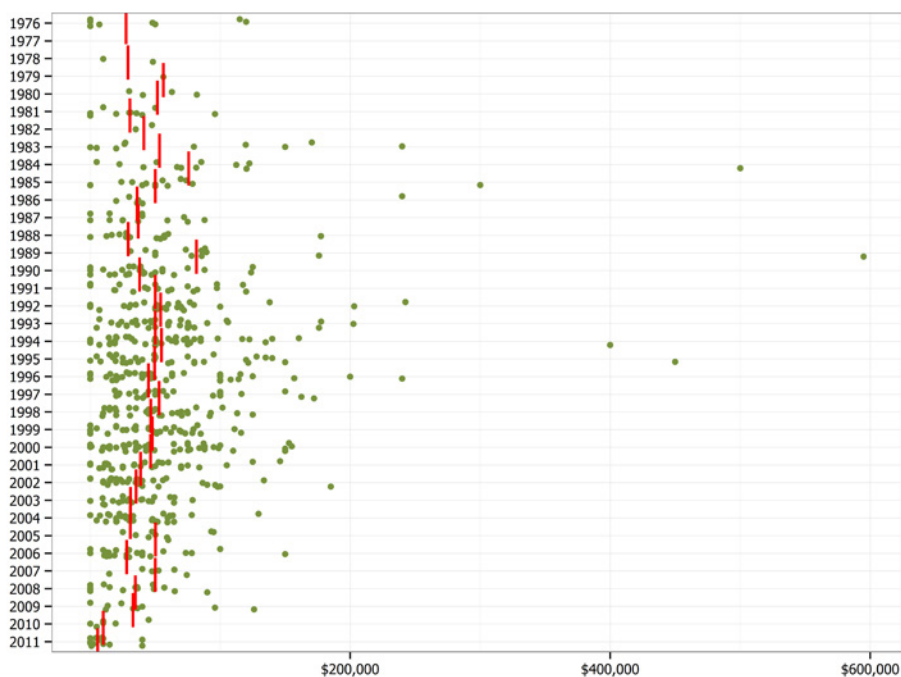
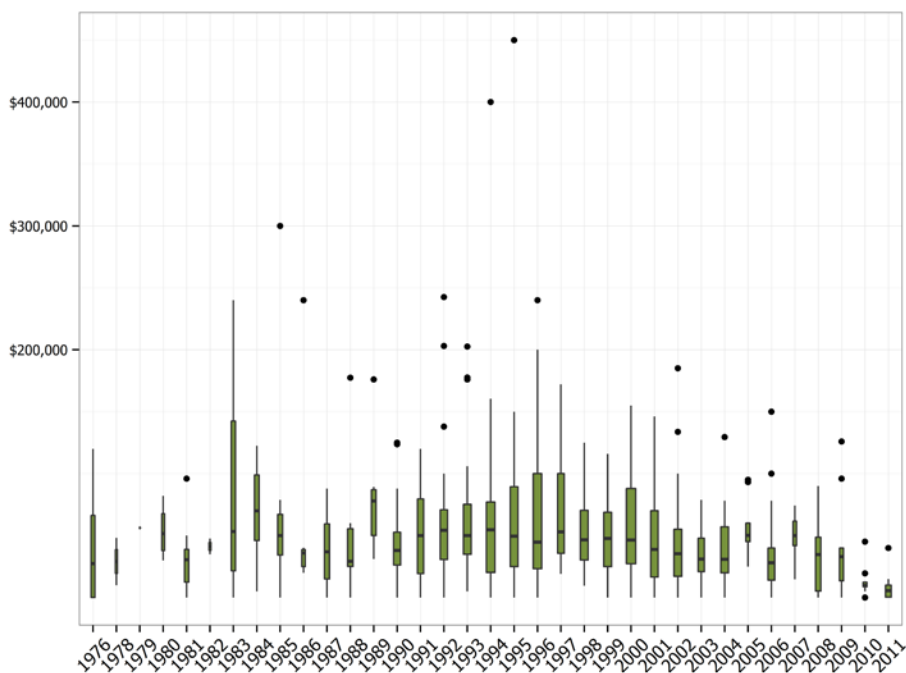
	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
1976	\$35,800	\$95,000	\$127,500	\$91,700	9
1977	--	--	--	--	<6*
1978	--	--	--	--	<6*
1979	\$96,125	\$151,500	\$176,875	\$80,750	6
1981	\$28,750	\$82,500	\$138,750	\$110,000	7
1982	\$23,250	\$60,000	\$112,500	\$89,250	6
1983	\$81,096	\$96,400	\$110,000	\$28,904	7
1984	\$55,000	\$97,500	\$225,500	\$170,500	11
1985	\$106,650	\$222,500	\$347,962	\$241,312	8
1986	\$90,000	\$150,000	\$288,000	\$198,000	9
1987	\$56,750	\$187,500	\$299,250	\$242,500	8
1988	\$50,000	\$150,000	\$277,500	\$227,500	15
1989	\$120,000	\$152,000	\$225,000	\$105,000	17
1990	\$30,000	\$78,500	\$164,062	\$134,062	8
1991	\$135,000	\$165,000	\$240,000	\$105,000	17
1992	\$35,250	\$55,500	\$61,500	\$26,250	6
1993	\$58,125	\$125,000	\$199,988	\$141,862	19
1994	\$94,688	\$160,750	\$209,375	\$114,688	12
1995	\$98,500	\$181,250	\$243,000	\$144,500	18
1996	\$68,775	\$147,400	\$200,625	\$131,850	16
1997	\$59,500	\$98,000	\$146,250	\$86,750	14
1998	\$57,500	\$110,000	\$349,500	\$292,000	11
1999	\$36,250	\$45,750	\$84,450	\$48,200	8
2000	\$22,500	\$49,800	\$119,250	\$96,750	11
2001	\$46,250	\$150,000	\$199,400	\$153,150	7
2002	\$13,250	\$70,000	\$127,994	\$114,744	8
2004	\$40,000	\$45,500	\$79,512	\$39,512	8
2005-2011	--	--	--	--	<6*

*<6 General Counsel reported a bonus for this year. Individual data points appear on the box and scatter plots.

LAWYER Bonus Compensation by Law School Year

▼ **How to read these charts:** For BONUS the box plot's dark horizontal line shows the median bonus compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of Lawyers who reported graduating from LAW SCHOOL in that YEAR.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.



LAWYER Bonus Compensation by Law School Year

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
1976	\$0	\$27,500	\$66,250	\$66,250	8
1977	--	--	--	--	**
1978	--	--	--	--	<6*
1979	--	--	--	--	<6*
1980	--	--	--	--	<6*
1981	\$12,500	\$30,600	\$38,900	\$26,400	10
1982	--	--	--	--	<6*
1983	\$21,582	\$53,326	\$142,400	\$120,818	10
1984	\$48,500	\$75,792	\$114,276	\$65,776	12
1985	\$34,300	\$50,000	\$67,100	\$32,800	14
1986	\$25,000	\$36,000	\$38,600	\$13,600	7
1987	\$15,000	\$37,000	\$59,400	\$44,400	13
1988	\$25,050	\$29,250	\$55,500	\$30,450	15
1989	\$50,000	\$81,750	\$88,533	\$38,533	12
1990	\$26,145	\$38,000	\$52,750	\$26,605	27
1991	\$19,274	\$50,000	\$79,500	\$60,226	21
1992	\$30,768	\$54,250	\$70,875	\$40,107	28
1993	\$35,000	\$50,000	\$75,250	\$40,250	33
1994	\$20,300	\$54,800	\$77,000	\$56,700	41
1995	\$25,000	\$49,625	\$89,375	\$64,375	32
1996	\$23,150	\$44,800	\$100,000	\$76,850	39
1997	\$35,750	\$53,050	\$100,000	\$64,250	24
1998	\$30,188	\$46,662	\$70,300	\$40,112	34
1999	\$25,000	\$47,805	\$68,750	\$43,750	33
2000	\$27,254	\$46,500	\$88,000	\$60,746	45
2001	\$16,437	\$38,800	\$70,000	\$53,563	29
2002	\$17,094	\$35,350	\$55,125	\$38,031	34
2003	\$20,912	\$31,000	\$47,938	\$27,025	20
2004	\$20,000	\$30,910	\$57,038	\$37,038	32
2005	\$45,000	\$50,160	\$60,000	\$15,000	9
2006	\$14,000	\$28,000	\$40,000	\$26,000	25
2007	\$41,914	\$50,078	\$61,688	\$19,774	6
2008	\$5,250	\$34,720	\$48,625	\$43,375	15
2009	\$13,500	\$33,000	\$40,000	\$26,500	9
2010	\$8,750	\$10,000	\$12,375	\$3,625	8
2011	\$250	\$5,650	\$10,000	\$9,750	18

* <6 Lawyers reported a bonus for this year. Individual data points appear on the box and scatter plots.

** No Lawyers reported a bonus for this year.

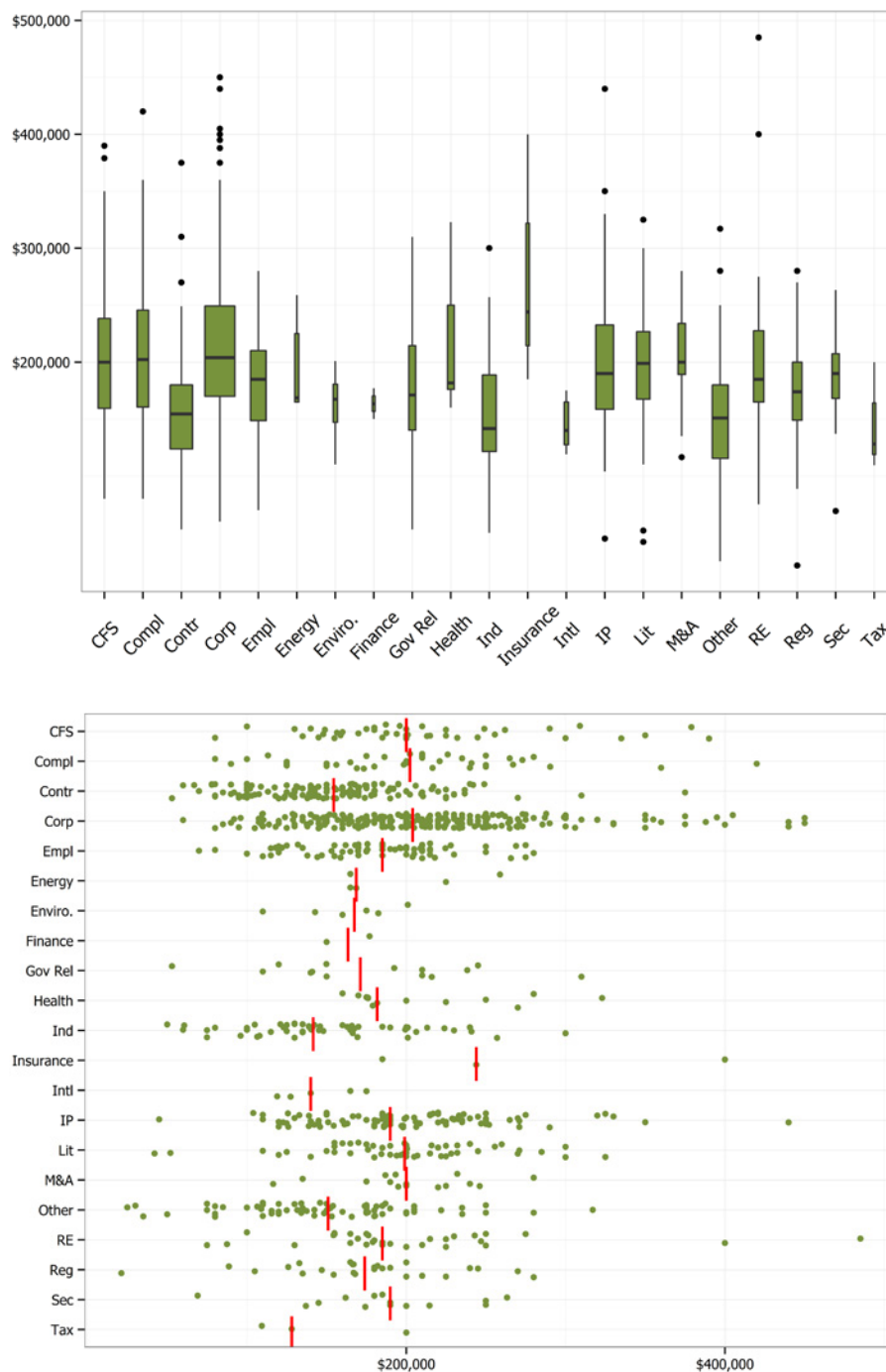
BASE BY PRACTICE AREA

LAWYER Base Compensation by Practice Area

▼ **How to read these charts:** For BASE the box plot's dark horizontal line shows the median base compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of Lawyers reporting in that PRACTICE AREA.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.

Comment: Base salaries for all in-house lawyers are in a remarkably tight range across practice areas.



LAWYER Base Compensation by Practice Area

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
CFS	\$160,000	\$200,000	\$249,000	\$89,000	45
COMPL	\$160,580	\$202,300	\$245,500	\$84,920	39
CONTR	\$123,700	\$154,500	\$180,000	\$56,300	143
CORP	\$170,000	\$205,000	\$250,000	\$80,000	257
EMPL	\$148,551	\$185,000	\$210,000	\$61,449	70
ENERGY	--	--	--	--	<6*
ENVIRO.	\$147,100	\$167,500	\$180,658	\$33,558	6
FINANCE	--	--	--	--	<6*
GOV REL	\$140,250	\$171,224	\$214,500	\$74,250	14
HEALTH	\$176,000	\$181,800	\$250,000	\$74,000	13
IND	\$122,059	\$142,336	\$194,750	\$72,691	55
INSURANCE	--	--	--	--	<6*
INTL	--	--	--	--	<6*
IP	\$158,607	\$190,000	\$232,650	\$74,043	92
LIT	\$167,500	\$199,000	\$226,622	\$59,122	51
M&A	\$189,250	\$200,000	\$234,000	\$44,750	16
OTHER	\$115,500	\$150,943	\$180,000	\$64,500	73
RE	\$165,000	\$185,000	\$227,500	\$62,500	31
REG	\$148,875	\$174,000	\$200,000	\$51,125	26
SEC	\$168,183	\$190,000	\$207,310	\$39,127	15
TAX	--	--	--	--	<6*

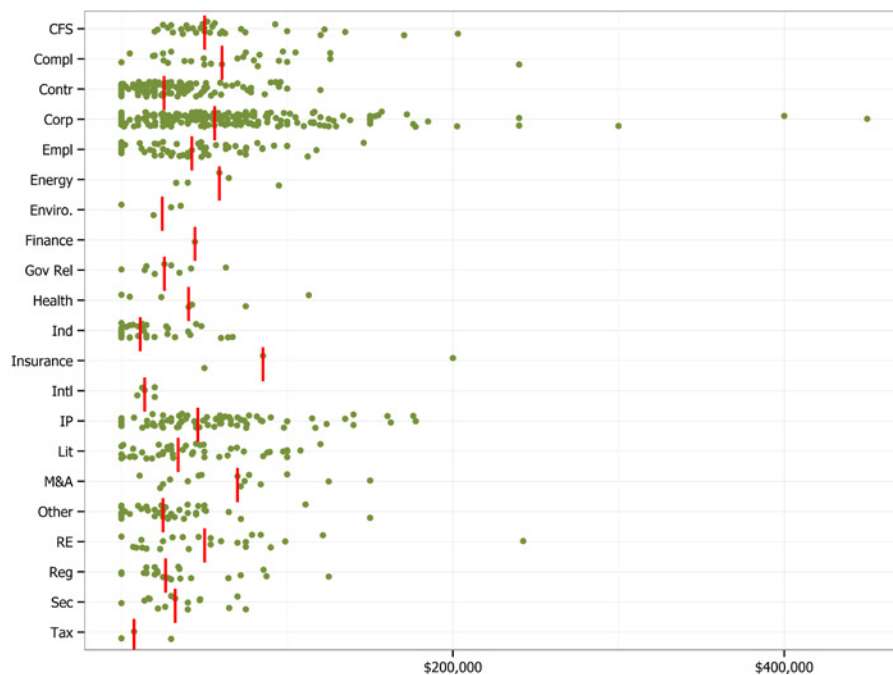
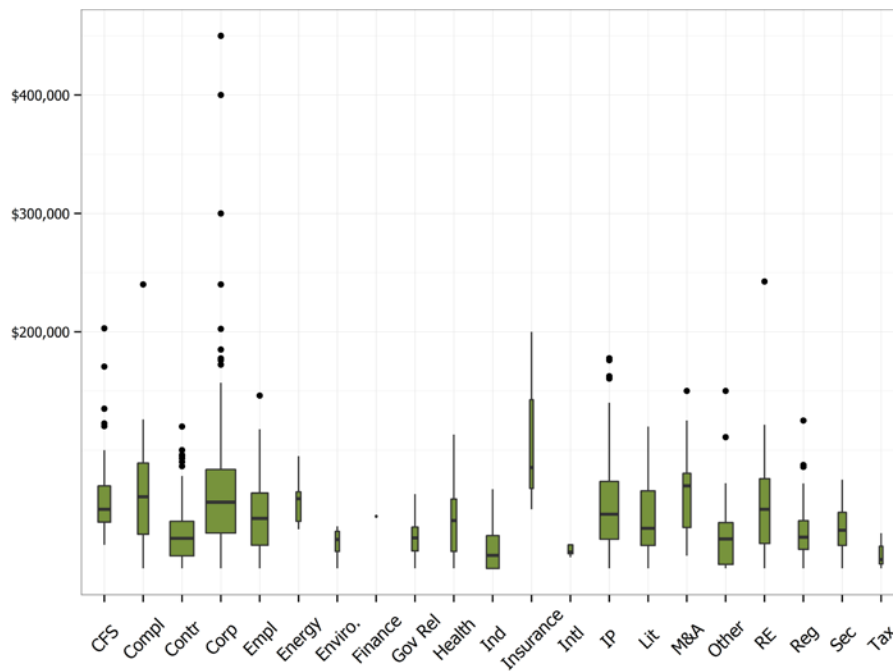
*<6 Lawyers reported base compensation for this practice area. Individual data points appear on the box and scatter plots.

BONUS BY PRACTICE AREA

LAWYER Bonus Compensation by Practice Area

▼ **How to read these charts:** For BONUS the box plot's dark horizontal line shows the median bonus compensation. Midway between the median and total is the *first quartile*, the bottom of the box. Midway between the median and the highest total is the *third quartile*, the top of the box. The width of each box is proportional to the numbers of Lawyers reporting in that PRACTICE AREA.

Each dot in the scatter plot represents an individual data point. The red line indicates the median for each data set.



LAWYER Bonus Compensation by Practice Area

▼ **How to read this table:** This table provides the actual values for each of the boxplots as well as the interquartile range (IQR—the difference between the 1st quartile and the 3rd quartile).

	1 st Quartile	Median	3 rd Quartile	IQR	No. of Positions Reported
CFS	\$39,344	\$50,125	\$69,805	\$30,461	34
COMPL	\$29,500	\$65,345	\$95,606	\$66,106	28
CONTR	\$10,755	\$25,582	\$40,000	\$29,245	129
CORP	\$30,000	\$56,175	\$83,662	\$53,662	200
EMPL	\$19,600	\$42,432	\$63,750	\$44,150	63
ENERGY	--	--	--	--	<6*
ENVIRO	--	--	--	--	<6*
FINANCE	--	--	--	--	<6*
GOV REL	\$15,000	\$25,920	\$35,000	\$20,000	9
HEALTH	\$14,500	\$40,500	\$58,750	\$44,250	7
IND	\$0	\$12,500	\$28,000	\$28,000	37
INSURANCE	--	--	--	--	<6*
INTL	--	--	--	--	<6*
IP	\$24,700	\$46,000	\$73,575	\$48,875	78
LIT	\$19,457	\$34,100	\$65,500	\$46,043	46
M&A	\$34,625	\$70,000	\$80,500	\$45,875	15
OTHER	\$3,500	\$25,000	\$38,790	\$35,290	47
RE	\$21,188	\$50,100	\$75,938	\$54,750	24
REG	\$16,250	\$26,514	\$40,351	\$24,101	22
SEC	\$19,500	\$32,400	\$47,360	\$27,860	15
TAX	--	--	--	--	<6*

*<6 Lawyers reported a bonus for this practice area. Individual data points appear on the box and scatter plots.

REPORT SUMMARY NOTES

- Companies with revenues less than \$1B tend to pay their General Counsel less than larger companies.
- Very different from the findings for General Counsel, across all company sizes, median total cash compensation for all in-house lawyers is in a remarkably tight range.
- We find it interesting that it appears that General Counsel in the 20 to 30 year range of experience tend to be paid more than their more junior or senior counterparts.
- Total compensation for all in-house counsel seems to be highest at roughly 15 to 30 years after graduation.
- Base salaries paid to General Counsel are in a fairly tight range.
- Companies in the middle ranges of revenue seem to pay larger bonuses to their General Counsel than those with less than \$2 billion or more than \$5 billion in revenues.
- General Counsel base salary does not appear to be highly correlated with years of experience.
- Median base salaries for all in-house lawyers tend to cross the \$200,000 threshold at about 15 years of experience, and remain fairly tightly clustered for the remainder of their careers.
- Like their salaries, bonuses paid to General Counsel do not appear to correlate with years of experience.
- Base salaries for all in-house lawyers are in a remarkably tight range across practice areas.



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