



# **The 2011 In House Counsel Compensation Survey**

## ACCA-SOCAL 2011 Compensation Survey Results

**Overview.** The Board of Directors of ACCA-SOCAL is proud to release the results of its 2011 Compensation Survey. There were over 295 members who took the survey ----- approximately 21% of all members in the Association. Over 133 respondents identified themselves as General Counsel, or nearly 33% of all respondents.

**Why Was This Survey Conducted?** This survey was designed to help empower our members. Our experience has been that many salary surveys of in-house counsel fail to properly survey geography, position, industry or factors relating to the actual functions of the in-house counsel within a company. Often such surveys are so broad or so general that it is difficult for in-house counsel to apply the data in a meaningful way to his/her situation. Most importantly, such surveys do not capture data that is specific to the Southern California region. The data of many salary surveys also consists of data reported by employers, as opposed to employees. Most in-house attorneys are “told” what they are paid by their HR departments or consultants, rather than “telling” those same parties what comparable attorneys are paid. Our survey hopes to present a different point of view. However, please note that ACCA-SoCal conducted no independent verification of the data reported by its members. Results of the survey should be used for reference purposes only, as another data point to assist you in your compensation and career planning.

**How The Survey Was Conducted.** The survey was conducted from January 31st to February 28, 2011. It was advertised to our members through email, our website and announcements at various events during the time period. The data was collected online from in-house attorney members from ACCA-SOCAL and is therefore geographically limited to those in-house attorneys who work in Southern California (specifically, Orange County in the south, Santa Barbara in the north and San Bernardino/Riverside in the East). Various distinguishing features of in-house employment – which can greatly impact compensation but are often poorly covered by commercial surveys ----- were also surveyed, including:

Budgetary Responsibility	Managing Other Attorneys	Corporate Secretary Responsibility
In-House Litigation	In-House Generalist	Company Revenue
Public vs. Private vs. Non Profit	Male vs. Female Pay	Signing Bonuses
Industry Sector Averages	Attorney Experience	In-House Experience
GC as manager	GC as solo attorney	Vacation and Other Benefits

Unless otherwise indicated, our analysis includes averages of the data submitted, not medians. Numbers in parenthesis next to a section or within a section indicate how many respondents answered the question with a dollar figure that was greater than zero. Generally, zero or no-answer responses or, outlier responses (i.e. those indicating a “salary” of less than \$1,000, for example) at the extreme ends of ranges were excluded for purposes of computing averages.

### Analysis

On average, in-house attorneys were paid a base salary of \$194,964 in 2010. In-house attorneys expect their base salary compensation will rise 4.6% in 2011, to an average salary of \$203,948. Approximately 77% of those who reported salary data also reported that they received a bonus in 2010. Of those who received a bonus, the average of \$68,553 was received and those in-house attorneys estimate their 2011 bonus will rise 6.6% in 2011 to an average bonus of \$73,390. Approximately 38% of respondents reported that they received non-cash equity incentives with an average value of \$95,070 in 2010 and expected value of \$103,405 in 2011.

The largest cross-section of respondents (173) described themselves as “non GCs who do not manage other attorneys”. For this group, in-house attorneys were paid an average base salary of \$173,235 in 2010 and expect their base salary to rise 4% in 2011, to \$180,351. Approximately 76% of this group also reported receiving a bonus in 2010. Of those who received a bonus, the average of \$43,838 was received and those in-house attorneys estimate their 2011 bonus will rise 2.1% in 2011 to \$44,744.

The second-largest group of respondents, General Counsel, reported an average 2010 base salary of \$223,418 in 2010. General Counsels expect their base salary compensation will rise 8.3% in 2011, to an average salary of \$241,952. Approximately 68% of General Counsel who reported salary data, also reported that they received a bonus in 2010. Of those who received a bonus, the average bonus was \$108,733 and General Counsels estimate their 2011 bonus will rise 8.4% in 2011 to an average of \$118,597. General Counsel compensation tends to be directly tied to the number of functions that a General Counsel performs for his/her company. For example, those GCs that manage other attorneys earned total cash compensation (base plus bonus) of 40% more than their counterparts who do not manage others. The highest paid GCs tend to be those from larger, profitable public companies who manage other attorneys, manage the legal budget and interact with a Board of Directors (i.e. he/she serves as a Corporate Secretary for the company).

Public Companies, on average, tend to pay their in-house attorneys 5-10% more than Private Companies. Generally, as might be expected, those with more experience command a higher average level of compensation and those at larger companies tend to make more than their counter-parts at smaller companies. Those who have experience as in-house attorneys typically make more than those who have comparable years of experience as a lawyer outside of the in-house environment. In-house attorneys who have multiple areas of responsibility (say,

those who manage others, have budgeting responsibility or serve as the Corporate Secretary for their companies) typically realize an average of 10% or more salary for each additional area of responsibility.

There remains great disparity among in-house compensation. Men continue to be paid more than women --- on average, men were paid a cash salary of 23% more than women in 2010 and while salaries as a whole will rise in 2011, the data indicates that the difference in pay between men and women will remain about the same. Men also continue to hold 60% of the General Counsel positions at companies. The highest paid industry sectors in 2010 include Real Estate, Automotive and Financial while Non-Profit, Consumer Products and Insurance paid lower on average, compared to other sectors.

The average age of in-house counsel is 44; 52% are Men and 77% described their ethnicity as White or Caucasian. Fifty-Five percent (55%) of ACCA\_SoCal members reported working for companies with less than five attorneys – 21% report being the sole in-house attorney for their company. Eighty-eight percent (88%) of respondents reported working for profitable companies; 53% public companies, 42% private and 5% non-profits. Fifty (50%) of ACCA\_SoCal member respondents were at Los Angeles-based companies and 40% at Orange County companies. Eighty-three percent (83%) of survey respondents reported having at least ten years of experience practicing law and 48% reported having more than ten years of in-house experience.

From a quality of life and job-satisfaction standpoint, 81.4% of in-house counsel indicated that they do not have a clear career development path for upward growth and, 66% of members are not eligible to receive guaranteed severance benefits in the event of termination. Approximately 79% of in-house counsel reported that they receive more than three weeks of vacation/personal time off, with 41% receiving four weeks or more of personal time off. When asked if they had one aspect that they could change about their compensation plan, 64% of respondents answered “More Money” or “More Equity”, while “More Flex Time and Telecommuting” received the second highest number of responses. Sixty-Three percent (63%) of respondents indicated that their company permits telecommuting and half of those members indicated that they telecommute 1-4 days per month.

The job market for in-house lawyers overall appears to be flat to contracting, with only 23.8% of respondents indicating their law departments will be growing in 2011. Nearly half of all respondents indicated that the resource used to secure their last in-house position was “Networking and Personal Connections.”

## The Data

### 1. Overall---Average Compensation of ACCA-SOCAL In House Attorneys

2010 Salary (259):	\$194,964
2010 Bonus (199):	\$68,553
2011 Salary (254):	\$203,948
2011 Bonus (198):	\$73,390

### 2. Segment Focus

#### Public vs. Private vs. Non Profit

Public Salary 2010 (133):	\$206,401
Public Salary 2011 (132):	\$214,114
Public Bonus 2010 (117)	\$63,422

Private Salary 2010 (108):	\$182,647
Private Salary 2011 (105)	\$191,613
Private Bonus 2010 (68)	\$70,268

Non-Profit Salary 2010 (14)	\$181,886
Non-Profit Salary 2011 (14)	\$196,807
Non-Profit Bonus 2010 (10)	\$29,478

Signing Bonus-YES (53): \$21,896

2010 Value of Non Cash Incentives Vesting (109 reported value): \$95,780

2011 Est Value of Non Cash Incentives Vesting (116 reported expected value): \$103,405

**2010 Male vs. Female**

	<u>2010 Salary</u>	<u>2011 Salary</u>
Female	\$175,459	\$179,450
Male	\$215,023	\$218,423

**General Counsel of Company**

Female (52) 39%  
Male (80) 61%

**Industry Sector 2010 Compensation Averages**

Aerospace (7):	\$188,134
Automotive (5):	\$219,191
Biotech (5):	\$191,800
Consumer Products (26):	\$177,911
Consumer Electronics (7):	\$169,286
Energy (14):	\$180,267
Entertainment (15):	\$185,000
Financial (27):	\$203,815
Industrial (11):	\$194,091
Insurance (12):	\$176,250
Internet (9):	\$190,111
Manufacturing (6):	\$182,459
Non Profit(5):	\$158,000
Real Estate (19):	\$252,000
Technology-Hardware (26):	\$199,077
Technology-Software (14):	\$195,628

**Experience as Attorney**

	<u>2010 Salary</u>	<u>2011 Salary</u>
0-3 Years (6):	\$100,000	\$117,500
4-9 Years (38):	\$153,483	\$161,171
10-16 Years (92):	\$182,186	\$192,123
17-25 Years (75):	\$210,695	\$212,918
More than 25 Years (43):	\$249,281	\$253,904

**Experience as In House Attorney:**

	<u>2010 Salary</u>	<u>2011 Salary</u>
0-3 Years (42):	\$151,405	\$160,579
4-9 Years (89):	\$183,579	\$193,415
10-16 Years (71):	\$214,831	\$223,207
17-25 Years (39):	\$210,851	\$218,272
More than 25 Years (13):	\$244,223	\$248,923

**Public and Private 2010 Company Revenue (and 2011 Salary)**

\$0-\$50M (31):	\$180,913
\$50-\$100M (24):	\$193,458
\$100-250M (28):	\$198,457
\$250M-1B (54):	\$209,394
\$1B-5B (40):	\$220,904
>5B (64):	\$213,242

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**Non GC, manage other attorneys (45)**

2010 Salary:	\$199,753
2010 Bonus (31)	\$58,815
2011 Salary	\$211,611
2011 Bonus:	\$60,360

**Non GC, do not manage other attorneys (173)**

2010 Salary (173):	\$173,235
2010 Bonus (131)	\$43,838
2011 Salary (168)	\$180,351
2011 Bonus (130)	\$44,744

**Litigation Focused (20)**

2010 Salary:	\$191,017
2011 Salary:	\$201,240

**Transactional Focused (66)**

2010 Salary:	\$179,676
2011 Salary:	\$187,190

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**3. General Counsel**

**Overall (116)**

2010 Salary:	\$223,418
2010 Bonus (79):	\$108,733
2011 Salary:	\$241,952
2011 Est. Bonus (79):	\$118,597

**GC; Public Company (40)**

2010 Salary	\$266,339
2010 Bonus (32):	\$104,338
2011 Salary	\$274,199
2011 Est. Bonus	\$100,601

**GC; Private Company (67)**

2010 Salary	\$204,274
2010 Bonus	\$100,699
2011 Salary	\$212,520
2011 Bonus:	\$111,837

**GC; Non Profit (9)**

2010 Salary	\$213,378
2010 Bonus (6)	\$33,297
2011 Salary	\$226,144
2011 Bonus:	\$38,297

**GC; Manage Others (69)**

2010 Salary	\$250,125
2010 Bonus (52)	\$142,703
2011 Salary	\$260,768
2011 Bonus:	\$147,534

**GC; Do Not Manage Others (43)**

2010 Salary	\$192,073
2010 Bonus	\$44,193

2011 Salary	\$192,221
2011 Bonus:	\$44,712

**GC; Corporate Secretary (63)**

2010 Salary:	\$244,983
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**GC; Budget; Management; Corporate Secretary (42)**

2010 Salary	\$264,910
2010 Bonus (33)	\$159,645
2011 Salary	\$273,375
2011 Bonus:	\$161,972

**Average GC Pay by 2010 Est. Co. Revenue**




	<u>Salary</u>	<u>Bonus</u>
\$0-\$50M (23):	\$193,943	\$44,009
\$50-\$100M (20):	\$196,250	\$67,831
\$100-250M (17):	\$219,294	\$63,042
\$250M-1B (28):	\$234,540	\$91,686
\$1B-5B (13):	\$289,918	\$194,504

# Results for: The ACCA-SoCal 2011 Member Compensation Survey

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## 1) **PART I: YOUR SITUATION**

Please describe your in-house employment status at the start of 2011.

		Percentage	Responses
I am a full time in-house attorney.		96.3	286
I am a part-time or contractor in-house attorney.		2.4	7
I am not working and looking for a fulltime in-house position.		1.0	3
I am not working and not looking for a job or just want part-time work.		0.3	1
		<b>Total responses:</b>	<b>297</b>








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2) My in-house position can be described as follows:

		Percentage	Responses
I work in the corporate headquarters.		79.8	233
I work in a division or subsidiary of a larger company.		20.2	59
		<b>Total responses:</b>	<b>292</b>

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3) I have the following number of in-house lawyers in my department:

		Percentage	Responses
1		21.1	62
2-5		34.0	100
6-10		8.2	24
11-25		18.0	53
26-50		7.1	21
51-100		4.1	12
101 or more		7.5	22

Total responses: 294






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4) I have worked for my current employer for the following amount of time:

		Percentage	Responses
Less than a year		10.6	31
1-3 years		29.1	85
4-6 years		28.4	83
7-12 years		16.8	49
More than 12 years		15.1	44
		<b>Total responses:</b>	<b>292</b>






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5) I have the following number of years of experience working as **an in-house lawyer**:

		Percentage	Responses
0-3 years		16.4	48
4-9 years		34.6	101
10-16 years		28.8	84
17-25		15.4	45
More than 25 years		4.8	14
		<b>Total responses:</b>	<b>292</b>

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6) I have the following number of years of experience working as a **lawyer**:

		Percentage	Responses
0-3 years		2.7	8
4-9 years		14.6	43
10-16 years		36.1	106
17-25		29.6	87
More than 25 years		17.0	50
		<b>Total responses:</b>	<b>294</b>

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7) I have budgeting responsibility for my legal department.

		Percentage	Responses
Yes		50.3%	146

No		49.7%	144
		<b>Total responses:</b>	<b>290</b>

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8) I am the Corporate Secretary (in title or function) for the Company.

		Percentage	Responses
Yes		28.1%	82
No		71.9%	210
		<b>Total responses:</b>	<b>292</b>






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9) In addition to my legal responsibility, I manage other non-legal departments of my company.

		Percentage	Responses
Yes		25.4%	74
No		74.6%	217
		<b>Total responses:</b>	<b>291</b>





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10) I directly report to:

		Percentage	Responses
The CEO or President of my parent company		33.4	97
The CFO of my parent company		6.6	19
The General Counsel or CLO of my parent company		23.8	69
The head lawyer in my division or subsidiary		18.3	53
A senior lawyer or group lawyer in my parent company or subsidiary		17.9	52
		<b>Total responses:</b>	<b>290</b>






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11) What is your specific function in the legal department?





		Percentage	Responses
GC----management generalist		33.7	134
Non Management Generalist		12.3	49
Litigation		6.0	24
Transactional Supporting Revenue-Generating Functions (e.g. Sales, Marketing, Business)		18.8	75

Transactional Supporting Administrative Functions (e.g. Finance, Procurement)		10.3	41
Subject Matter Specialist (e.g. Patent, Employment, Real Estate)		18.8	75




12) If you manage other attorneys, what is your in-house position relative to others in the company?

		Percentage	Responses
I am the top legal officer for my company and manage the department		22.6	64
I am the number 2 or 3 legal person and manage others		9.2	26
I am a senior staff attorney and manage other staff attorneys		4.2	12
I am a subject matter specialist and manage other specialists		2.5	7
I do not manage other attorneys		61.5	174
		<b>Total responses:</b>	<b>283</b>

13) If you do not manage other attorneys, what is your in-house position relative to others?

		Percentage	Responses
I am the only attorney for my company.		29.1	57
I am the number 2 or 3 legal person under the GC or CLO		22.4	44
I am a senior staff attorney		29.1	57
I am a subject matter specialist		19.4	38
		<b>Total responses:</b>	<b>196</b>

14) If you are a former in-house attorney who is currently not working, for how long have you been looking for your next in-house attorney job?

		Percentage	Responses
It has been less than three months since my last in-house job		16.7	1
It has been between 3-9 months since my last in-house job		16.7	1
It has been between 9-18 months since my last in-house job		16.7	1

It has been between 18-30 months since my last in-house job		16.7	1
It has been more than 30 months since my last in-house job		33.3	2
		<b>Total responses:</b>	<b>6</b>

15) If you have held more than one in-house attorney job, how long were you not working before you obtained your last in-house attorney job?

		Percentage	Responses
I joined immediately and was never unemployed.		64.7	108
I had a gap in between jobs of less than three months		10.8	18
I had a gap in between jobs of between 3-9 months		15.0	25
I had a gap in between jobs of between 9-18 months		6.0	10
I had a gap in between jobs of more than 18 months.		3.6	6
		<b>Total responses:</b>	<b>167</b>

16) I am a:

		Percentage	Responses
Man		52.2	153
Woman		47.8	140
		<b>Total responses:</b>	<b>293</b>



17) My age is:

Average: 44.69  
 Range: 27<=>69  
 Median: 44  
 Total Responses: 289

18) I usually describe my ethnicity as:






		Percentage	Responses
White or Caucasian		76.9	216
Black or African American		4.3	12


















Asian		15.3	43
Hispanic or Latino		3.2	9
Native American		0.4	1
		<b>Total responses:</b>	<b>281</b>

## 19) PART II: YOUR COMPANY

My office is located in:




		Percentage	Responses
Orange County		39.1	115
Riverside/San Bernadino		0.7	2
Los Angeles		49.7	146
Ventura		3.1	9
Santa Barbara		1.0	3
Other		6.5	19
		<b>Total responses:</b>	<b>294</b>

20) What is the primary industry sector of your company?

		Percentage	Responses
Non-Profit		1.7	5
Real Estate		7.1	21
Technology (software)		5.4	16
Technology (hardware)		9.5	28
Entertainment/Media		6.1	18
Energy		6.1	18
Aerospace		2.4	7
Consumer Products		9.9	29
Consumer Electronics		3.1	9
Biotech		1.7	5
Financial		10.2	30
Industrial		4.1	12
Insurance		4.4	13
Internet		3.7	11
Other		24.5	72
		<b>Total responses:</b>	<b>294</b>







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21) I am in-house for what kind of company?

		Percentage	Responses
Non-profit or public sector		5.1	15
Privately held company		42.5	124
Publicly held company		52.4	153
		<b>Total responses:</b>	<b>292</b>



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22) My company's 2010 fiscal revenue will be approximately:

		Percentage	Responses
\$0-50M		11.5	32
\$50M-\$100M		9.4	26
\$100M-\$250M		12.2	34
\$250M-\$1B		20.1	56
\$1B-\$5B		18.0	50
Greater than \$5B		28.8	80
		<b>Total responses:</b>	<b>278</b>







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23) My company was profitable in 2010.

		Percentage	Responses
Yes		88.4%	252
No		11.6%	33
		<b>Total responses:</b>	<b>285</b>

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24) My department 2010 legal department expense, as a percentage of my company or operating division's 2010 revenues, was:

		Percentage	Responses
Greater than 3%		3.5	10
Between 1.1% and 3%		9.2	26
Between .51 and 1%		9.9	28
Between .31 and .5%		6.3	18
Less than .30%		12.0	34
I have no idea		59.2	168
		<b>Total responses:</b>	<b>284</b>

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25) **PART III: YOUR  
COMPENSATION**

My cash compensation, exclusive of cash bonus, in 2010 was:

SEE SURVEY ANALYSIS

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26) For 2011, I can expect to receive cash compensation, exclusive of bonus, of:

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27) My cash bonus for 2010 was:

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28) For 2011, I can expect to receive a cash bonus of:

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29) I estimate the value of non-cash stock incentives vesting for me in 2010 was:

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30) I estimate the value of the non-cash stock incentives vesting for me in 2011, will be:

SEE SURVEY ANALYSIS

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31) When I started my in-house job, I received a signing bonus.

		Percentage	Responses
Yes		20.2%	54
No		79.8%	213
		<b>Total responses:</b>	<b>267</b>








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32) If you answered YES to the previous question, how much was your signing bonus?

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

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33) In addition to cash and equity compensation, my company provides the following incentives:






		Percentage	Responses
Telecommuting		7.5	72
Flex Days (e.g., 4 x 10 workweek or Part-Time)		3.7	35
Paid Maternity Leave		9.9	95
Paid Paternity Leave		5.0	48
401k Plan		25.5	244
Employee Stock Purchase Plan		7.3	70
Medical and/or Dependent Care Account		22.2	212

Employee Discount		12.1	116
Meals		1.6	15
Other		5.0	48






34) Annually, how many vacation days do you get each year?

		Percentage	Responses
1-2 weeks		4.1	11
2 weeks		16.7	45
3 weeks		37.5	101
4 weeks		36.8	99
6 weeks or more		4.8	13
		<b>Total responses:</b>	<b>269</b>






35) My total compensation falls in the following quartile, relative to my peers in comparable in-house legal jobs (job class, industry, role, experience):

		Percentage	Responses
Top 25% quartile (you make more than 75% of those in your comparable position)		8.6	23
Top 25-50% quartile (you make more than 50-75% of those in your comparable position)		13.1	35
Top 50-75% quartile (you make more than 25-50% of those in your comparable position)		9.0	24
Bottom 25th quartile (you make more than 25% of those in your comparable position)		8.6	23
Unknown		60.7	162
		<b>Total responses:</b>	<b>267</b>






36) If I could add one aspect to my overall compensation plan, it would be:

		Percentage	Responses
More money		51.5	138
More stock options and equity		13.4	36
More time off		11.6	31
More Flex time and telecommuting availability		11.9	32
More upward mobility		11.6	31
		<b>Total responses:</b>	<b>268</b>

37) If your company permits telecommuting, approximately how much time per month do you telecommute?

		Percentage	Responses
Never		49.2	92
I telecommute 1-4 days a month		41.7	78
I telecommute 5-8 days a month		4.8	9
I telecommute 9-12 days a month		1.1	2
I telecommute 13-16 days a month		0.5	1
I telecommute more than 16 days a month or entirely		2.7	5
<b>Total responses:</b>			<b>187</b>




38) If you travel for work, approximately how many days per year are you traveling?

		Percentage	Responses
I rarely travel		29.7	78
Less than ten days a year		30.4	80
Between 11 and 30 days a year		32.3	85
Between 31 and 60 days a year		5.7	15
More than 60 days a year		1.9	5
<b>Total responses:</b>			<b>263</b>

39) Does your in-house position have a clear career development path for your upward mobility?

		Percentage	Responses
Yes		18.5%	49
No		81.5%	216
<b>Total responses:</b>			<b>265</b>







40) Does your law department plan to hire additional attorneys in 2011?

		Percentage	Responses
Yes, our department is growing		23.7	63
Yes, but just to replace those who depart		19.9	53
No		56.4	150

**Total responses: 266**






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41) The primary resource that I used to find my last in-house position was:

		<b>Percentage</b>	<b>Responses</b>
A Legal Recruiter		19.7	51
The ACC Job Board		10.8	28
Personal Networking or Connections		49.0	127
Resumes in response to Daily Journal ads		4.6	12
Resumes in response to Online job sites		13.5	35
Facebook, LinkedIn or other social networking		2.3	6
		<b>Total responses:</b>	<b>259</b>





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42) If you are terminated today, do you have any guaranteed severance benefits?

		<b>Percentage</b>	<b>Responses</b>
No		66.4	176
Yes, less than three months of salary		7.9	21
Yes, between three and six months of salary		10.6	28
Yes, between six and 12 months of salary		9.4	25
Between 12 months and 2 years of salary		5.7	15
More than 2 years of salary		0.0	0
		<b>Total responses:</b>	<b>265</b>

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43) Which device does your employer issue to you?

		<b>Percentage</b>	<b>Responses</b>
Blackberry		55.4	149
iPhone		13.4	36
Android or other phone		8.9	24
iPad		0.7	2
Nothing		21.6	58
		<b>Total responses:</b>	<b>269</b>