

2021 Law Department Compensation Survey



DATA HIGHLIGHTS

The Association of Corporate Counsel (ACC) and Empsight International present highlights from a compensation survey conducted among in-house legal professionals from April through June 2021. The results are based on 781 individuals derived from both self-reported and company-reported survey submissions. The majority of responses are based on positions within organizations under \$2 billion in revenue.

Male CLOs earn \$19,857 more than women CLOs on average, while women deputy GC earn \$4,457 more than their male counterparts on average. Self-identified non-minority CLOs earn \$42,135 more than their minority counterparts on average, while self-identified minority respondents earn more on average across the remaining positions listed.

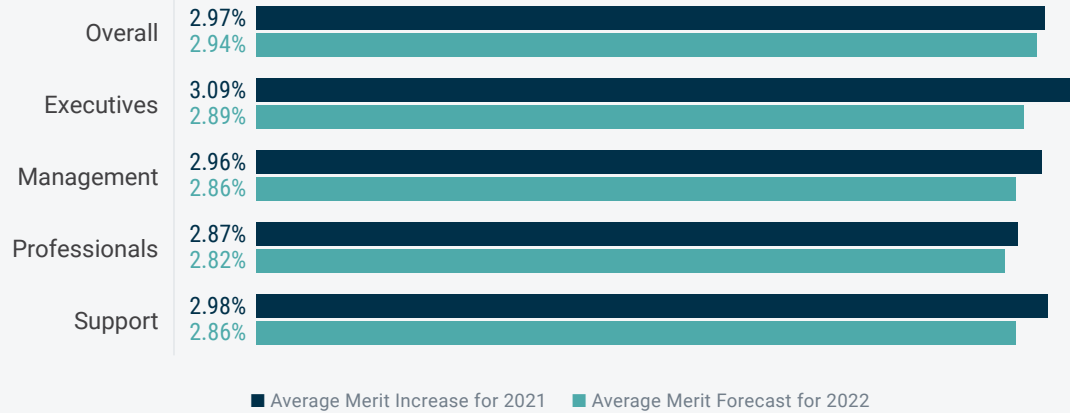
Select Job Titles	Median Base Salary <i>Annual base salary paid to the incumbent</i>	STI Eligible <i>Average percent of incumbents eligible to participate in a short-term incentive program</i>	Target Incentive <i>Value of bonus opportunities, at Target, expressed as a percentage of base salary</i>	Median Target Incentive Amount <i>Actual amount of bonus paid to the incumbent in the current year for the prior full year's performance</i>	Median Total Cash All <i>Base salary + any annual variable compensation (bonus or incentive). Includes companies that did and did not pay bonuses/incentives</i>
Chief Legal Officer/General Counsel & Secretary	\$270,000	85.1%	30.0%	\$75,000	\$315,000
Chief Legal Officer—Single Lawyer Environment	\$205,000	68.8%	25.0%	\$32,750	\$221,306
Deputy General Counsel	\$227,500	82.2%	20.0%	\$46,010	\$250,000
Associate General Counsel	\$192,500	78.5%	20.0%	\$35,500	\$210,500
Director Managing Counsel	\$192,500	87.5%	20.0%	\$32,000	\$213,350
Senior Counsel	\$170,000	72.2%	15.8%	\$25,850	\$181,700
Intermediate Counsel	\$135,000	73.2%	11.8%	\$11,400	\$142,500
Associate Counsel	\$106,000	61.7%	10.0%	\$8,300	\$107,000

Above, note: This chart presents a limited sampling of job titles captured in the survey. Complete company-level benchmarking data for a wider set of job titles within larger companies along with long-term valuation and total direct compensation metrics are available at acc.com/compensation. Below, note: Respondents voluntarily indicated minority status and gender. Minority status specifically refers underrepresented groups based on religious, ethnic, tribal, racial, skin color, or aboriginal classifications and does not include gender. Gender is based on the following response options: female, male, non-binary, other. Only male/female gender gap differences were presented due to data availability. It is also important to note that this data visual a simple descriptive chart and average base salary differences presented do not take into account size of company, length in role, actual job performance, or any of the many other factors that contribute to how individuals are compensated.

JOB TITLE	Average Base Salary Gap		Average Base Salary Gap	
	MINORITY	NON-MINORITY	WOMEN	MEN
Chief Legal Officer/General Counsel & Secretary		\$42,135		\$19,857
Chief Legal Officer—Single Lawyer Environment	\$10,147			\$21,004
Deputy General Counsel		\$651	\$4,457	
Associate General Counsel	\$31,487		\$8,371	
Director Managing Counsel				\$6,747
Senior Counsel	\$1,711		\$62	
Intermediate Counsel	\$10,280			\$851
Associate Counsel	\$7,464			\$1,594



MERIT AWARDS



ISSUES OF CONCERN

Respondents were asked to rank their level of concern regarding the following 10 workplace issue areas. Compensation competitiveness is the top ranked concern followed by work flexibility.

1	Compensation competitiveness
2	Work flexibility
3	Employee benefits
4	Pay equity
5	Training & development
6	Commuting
7	Diversity & Inclusion
8	Employee safety
9	Childcare
10	Student loan repayment assistance

Note: Ranking is based on a weighted calculation of survey responses. Items ranked higher by respondents are given a higher value or "weight", which results in a score computed for each answer option. A higher score results in a higher ranking.



RETIREMENT PLANS

96.9% of companies offer a **Defined Contribution Plan**

A retirement plan in which an employee contributes money and their employer typically makes a matching contribution.

3.1% of companies offer a **Defined Benefit Plan**

A retirement plan (sometimes known as a pension plan) in which an employer provides a specified payment amount when an employee retires.

Average retirement plan company match
3.63%



TRAINING DAYS

Average Number of Training Days Annually by Employee Level

5.2 training days for **Executives**

4.9 training days for **Professionals**

4.3 training days for **Support**



PAID TIME OFF PRACTICES

Average Number of Paid Vacation Days Annually by Years of Service



Learn More About Our 2021 Compensation Benchmarking Data

ACC and Emsight offer an extensive suite of compensation benchmarking reports including company-level and single job title reports. Visit acc.com/compensation to learn more about the data scope and to acquire a report best suited for you or your legal department.

To learn more about ACC's benchmarking offerings visit acc.com/benchmarking. Contact research@acc.com with questions!