

## BLGC-V1 VP Associate General Counsel - Business Line / Legal Specialty

This position sets overall direction and short and long-term strategic goals for the given business function, line of business, or legal specialty, providing leadership to managing attorneys, professionals, paraprofessionals and other staff who support the legal needs of a client group within the company. This position develops long term functional strategy and sets vision concerning short term direction and priority focus. The position supports the General Counsel and Deputy General Counsel and SVP other executives such as the Associate General Counsel / Business Line Specialty in the development and formulation of the long-term functional strategy for an area of focus. This position provides advice and counsel on a broad range of legal issues to the operating executives and management of the assigned area. This position may, in addition, provide practice leadership for a legal specialty and disseminate information on trends and innovations within the specialty to other attorneys throughout the company, on a matrix basis. This position may manage outside counsel to undertake specific and complex work requiring the application of highly specialized legal knowledge.

All Participants	# Co	# Incs	Average	P 10	P 25	Median	P 75	Incumbent Weighted P 90
Annual Base	153	157	\$233,235	\$158,392	\$190,000	\$232,000	\$273,250	\$311,372
Incentive Eligible %			91.7%					
Target Incentive %	134	137	27.3%	15.0%	20.0%	25.0%	35.0%	40.0%
Target Incentive Amount \$	134	137	\$67,909	\$22,799	\$39,000	\$61,250	\$90,000	\$115,019
Incentive Amount \$	116	119	\$70,928	\$14,400	\$28,000	\$60,000	\$89,750	\$126,846
Target Total Cash Amount \$	134	137	\$304,317	\$189,800	\$229,425	\$300,000	\$365,075	\$425,500
Total Cash All	153	157	\$286,996	\$175,000	\$213,000	\$270,000	\$357,300	\$417,200
Total Cash Incentive Paid	116	119	\$308,837	\$187,193	\$234,855	\$301,000	\$381,000	\$428,400
LTI Eligible %			52.9%					
Target LTI %	44	44	44.0%	10.0%	15.0%	25.0%	45.0%	81.0%
Target LTI Award \$	44	44	\$116,000	\$24,980	\$38,250	\$69,875	\$122,175	\$251,232
Target Total Direct Amt \$	153	157	\$325,003	\$183,962	\$215,390	\$300,000	\$392,750	\$484,800