

2023 LAW DEPARTMENT COMPENSATION REPORT

SELF REPORTED EDITION

Table of Contents

Overview	3
Compensation Results	7
CLGC-V3 Chief Legal Officer / General Counsel & Corporate Secretary	8
CLGC-V1 General Counsel - Single Lawyer Environment	15
DPGC-V2 SVP Deputy General Counsel	22
BLGC-V2 SVP Associate General Counsel - Business Line / Legal Specialty	28
BLGC-V1 VP Associate General Counsel - Business Line / Legal Specialty	32
DVGC-V2 Division General Counsel	38
DAGC-V1 Division Associate General Counsel	42
SBGC-V2 SVP Subsidiary General Counsel	46
SBGC-V1 VP Subsidiary General Counsel	50
LGCS-V1 VP Corporate Secretary (Not General Counsel)	54
LGCS-D1 Director Corporate Secretary (Not General Counsel)	56
ATTY-D1 Director Managing Attorney	59
ATTY-M1 Managing Attorney	65
ATTY-L5 Expert Attorney	70
ATTY-L4 Senior Attorney	76
ATTY-L3 Intermediate Attorney	83
ATTY-L2 Associate Attorney	88
ATTY-L1 Developing Associate	93
LGOP-V1 Sr. Director Legal Operations (Non-Lawyer)	95
LGOP-D2 Sr. Director Legal Operations (Non-Lawyer)	97
LGOP-D1 Director Legal Operations (Non-Lawyer)	100
LGOP-M2 Sr. Manager Legal Operations (Non-Lawyer)	102
LGOP-M1 Manager Legal Operations (Non-Lawyer)	105
LGOP-P4 Lead Legal Operations Analyst (Non-Lawyer)	108
Appendices	110
I. Law School Categories	111
II. Geography / Metropolitan Statistical Areas (MSA) Reported	112
III. Legal Specialties	113
IV. Revenue Categories	115
VI. Law School Class Year Categories Reported	115
V. Law Department Size Categories	115

Overview

The Association of Corporate Counsel and Empsight International, LLC are pleased to publish the **2023 Law Department Compensation Survey – Self Reported Edition**. This report provides a comprehensive summary of **compensation** for the corporate legal function within law departments at organizations of all sizes.

Survey highlights include:

- **1,497** organizations
- **1,963** incumbents
- **24** benchmark law department positions

Participant Revenue Profile

Revenue Category	Percent of Participants
A. \$5 Billion and above	27%
B. \$2 Billion to <\$5 Billion	13%
C. \$1 Billion to <\$2 Billion	10%
D. \$500 Million to <\$1 Billion	10%
E. \$100 Million to <\$500 Million	20%
F. Less Than \$100 Million	16%
G. Not Reported	3%

Methodology & Terms: Terms Used In This Report:

Survey Element	Definition
Annual Base	This is the annual Base Salary paid to the incumbent - the fundamental compensation element.
STI Elig %	The average percent of incumbents who are eligible to participate in a short-term incentive program.
Target Short Term Incentive %	The value of bonus opportunities, at Target, expressed as a percentage of Base Salary.
Target STI \$	The planned Short Term incentive opportunity (Target STI %) multiplied by the Annual Base Salary.
Incentive Amount \$	The Actual Amount of Bonus paid to the incumbent in the current year for the prior full year's performance.
Target Total Cash Amount \$	Target Total Cash Amount \$ is the combination of Base Salary and the Target Incentive Amount \$. It includes companies that reported both Annual Base and Target Incentive opportunities.
Total Cash All	Total Cash All is the combination of Base Salary and any annual variable compensation (bonus or incentive). This value includes companies that paid bonuses / incentives and those that did not.
Total Cash Incentive Paid	Total Cash Incentive Paid includes the combination of Base Salary and any annual variable compensation (bonus or incentive) actually paid. It excludes companies that did not pay bonuses / incentives.
LTI Elig %	This value provides the number of incumbents who are eligible to participate in Long Term Incentive arrangements as a % of the total number of incumbents reported.
Target LTI %	The planned Long Term incentive opportunity as a percent of the Annual Base Salary of the reported incumbent.
Target LTI Award \$	The planned Long Term incentive opportunity (LTI Target %) multiplied by the Annual Base Salary.
Target Total Direct Comp.	Target Total Direct Compensation \$ is the combination of Base Salary and the Target STI \$ and Target LTI Award \$.
No. Cos.	The number of Companies reporting data on a particular benchmark position.
No. Incs.	The total number of reported incumbents for the particular benchmark position.
Mean (Average)	The statistical Mean of the data reported. Mean values are influenced by extremes in the data array.
P10	The 10th Percentile of the reported data array such that 10 percent of the values reported are below this value and 90 percent are above it.
P25	The 25th Percentile of the reported data array such that 75 percent of the values reported are above this value and 25 percent are below it.
Median	The middle value of the reported data array. The Median will be close to the Mean when the data are not heavily dispersed and will differ where the data are very spread.
P75	The 75th Percentile of the reported data array such that 25 percent of the values reported are above this value and 75 percent below it.
P90	The 90th Percentile of the reported data array such that 10 percent of the values reported are above this value and 90 percent below it.