Featured White Paper

2023 In-House Compensation Survey Report

by

Above the Law and Paragon

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ABOVE THE LAW

2023 In-House Compensation Survey Report

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CORPORATE COUNSEL ON DEMAND

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The in-house legal department touches nearly every other part of the business — and delivers value that far exceeds its costs.

Legal departments are not just guardians of compliance and risk management, but strategic partners in decision-making.

Legal teams help shape corporate strategies, negotiate critical contracts, manage intellectual property, and provide crucial insights that impact the top and bottom line.

They also embody a blend of legal and business acumen, making their role indispensable in navigating complex business environments.

Even so, it shouldn't come as a huge surprise that many GCs are struggling to get support for good investments these days, as significant company-level constraints squeeze legal department budgets.

And while law firms continue to publicize their skyrocketing salaries and bonuses, corporate counsel pay remains a mystery.

At Paragon, we know that in-house compensation data is more critical now than ever, especially for GCs tasked with overseeing resource allocation within their departments.

Understanding pay trends and levels is vital to help GCs make informed decisions about rightsourcing — balancing in-house expertise with outsourced legal services to achieve cost-effectiveness and efficiency. Transparency in compensation also empowers GCs to make informed decisions, balancing quality legal work with fiscal responsibility and ensuring the legal department is dynamic yet cost-effective.

To help you meet your department's budgeting needs — as well as chart your own career path — we're pleased to share this extensive data from Above the Law.

The 2023 In-House Compensation Survey Report shines new light into the black box of law department pay.

This year's report draws on responses from more than 1,900 lawyers, and includes new benchmarking components that allow for greater precision. Its extensive data set is also segmented in varied ways, giving a more complete picture of industry practices.

Whether you're in a large or small law department, in-house or private practice, legal operations or an ALSP, we hope you find this data useful in meeting all of your business goals.

– Trista Engel
CEO, Paragon Legal

paragon®
CORPORATE COUNSEL ON DEMAND

THE BEST
FLEXIBLE
TALENT
WHEN YOU
NEED IT

LEARN MORE

Welcome to the 2023 In-house Compensation Report. Each year, Above the Law surveys hundreds of in-house counsel to gather comprehensive data about compensation practices at legal departments across the country. This year's survey was conducted between May and October 2023.

With responses from more than 1,900 attorneys, participation in this year's survey represents a record high. Other notable features in the 2023 report include two new benchmarking elements. In addition to collecting data on separate components of in-house compensation packages (base salary, bonus, stock), we asked attorneys to share their total annual compensation, including base pay and most recent bonus. That data was used to compute the median total compensation for in-house counsel and segmented by various factors such as geographic region, type of company, practice area, and industry. The report also includes breakdowns of attorneys' pay based on their position (using four levels, from general counsel and chief legal officer down to junior-level counsel).

Here are some of our findings:

- The median total compensation for all respondents is $284,000.
- Among general counsel and chief legal officers, median compensation is $325,000. For junior-level counsel, it is $196,000.
- In-house attorneys working in large urban markets generally earn more than those in smaller cities.
- The highest salaries are concentrated on the West Coast and in the Mid-Atlantic region.
- The vast majority (86%) of respondents receive a bonus. The most common range reflects 20-29% of base pay.
- Although many respondents at small private companies earn high base salaries, counsel at Fortune 1000 companies were more likely to report receiving bonuses of 60% or more.
- While bonuses tend to be lower in the tech sector than in other industries such as finance and real estate, attorneys who work at technology companies are more likely to receive stock as part of their compensation package.
- The industries with the most respondents earning $400,000 or more in base pay are real estate and energy.
- Among the highest-paid counsel, whose compensation totals $500,000 or more, men outnumber women by more than two to one. Survey-wide, median pay is 14% higher for male respondents than for female respondents.

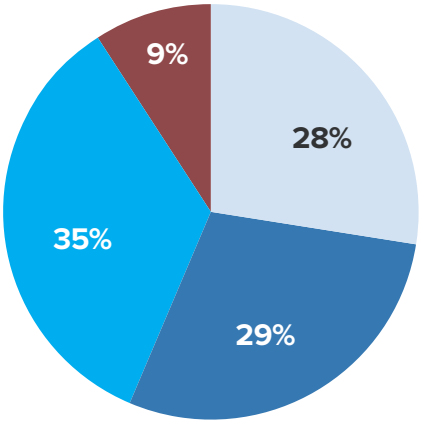
RESPONDENT DEMOGRAPHICS

1,900+ total respondents

MARKET SIZE

70%
of respondents practice in a city with a population of **1 million+**

POSITION

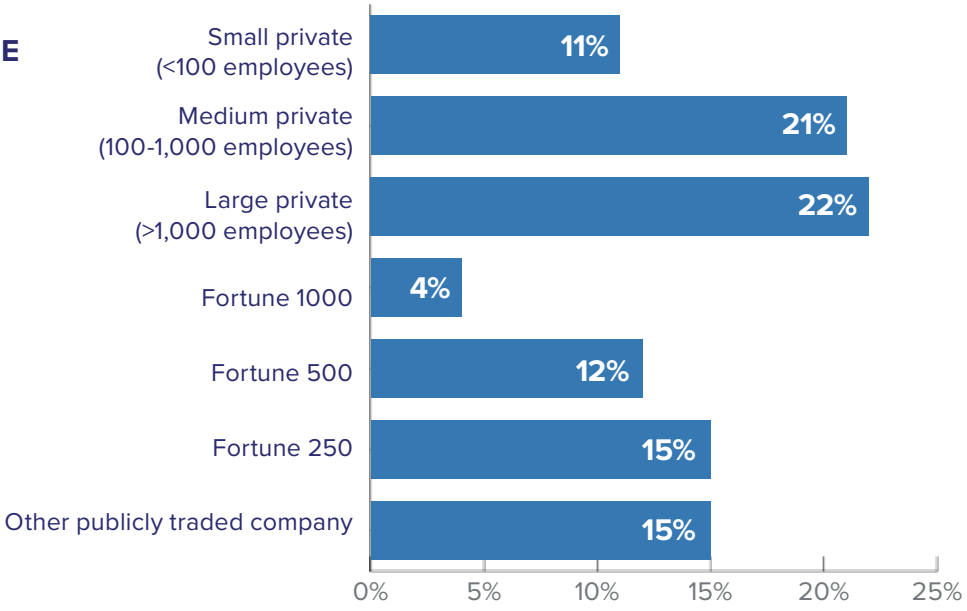


- General Counsel or Chief Legal Officer
- Deputy General Counsel or Associate General Counsel
- Senior Counsel or Assistant General Counsel
- Counsel

Respondents were asked to identify their role, using the following definitions:

- General Counsel or Chief Legal Officer (head of legal, highest-ranking attorney in department)
- Deputy General Counsel or Associate General Counsel (has some managerial responsibilities, reports to the GC or CLO)
- Senior Counsel or Assistant General Counsel (experienced attorney, without specific leadership role)
- Counsel (junior level attorney)

COMPANY SIZE



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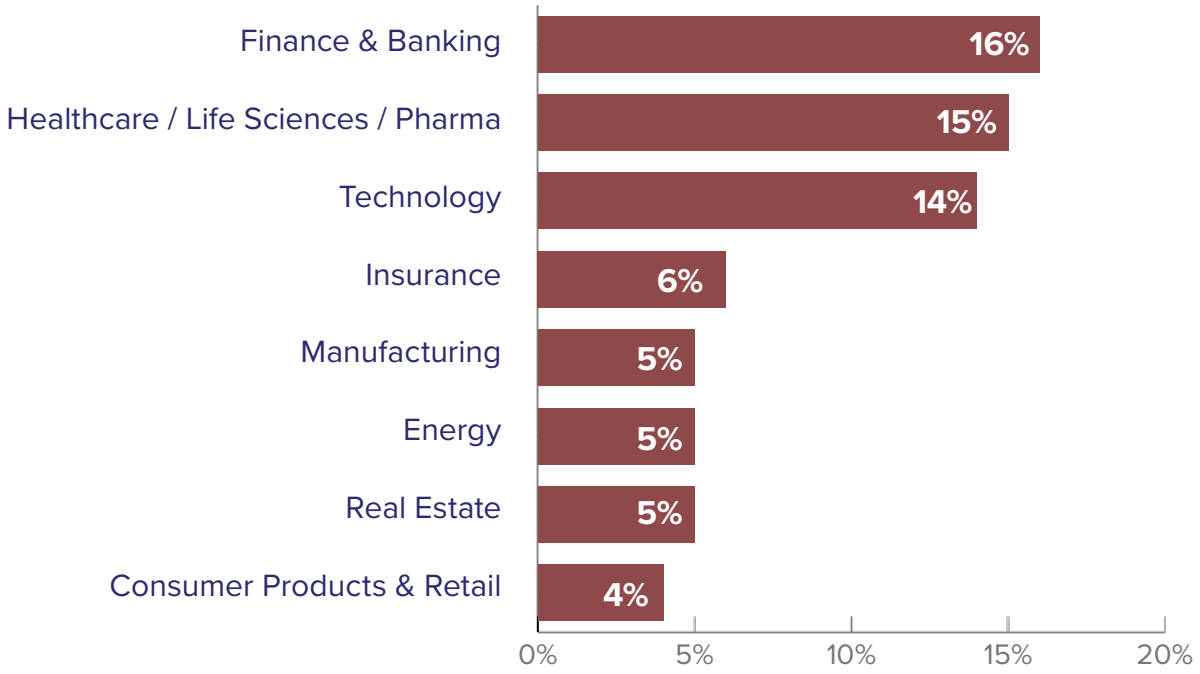
RESPONDENT DEMOGRAPHICS

INDUSTRIES REPRESENTED



MORE THAN TWO-THIRDS OF RESPONDENTS WORK IN ONE OF THE EIGHT INDUSTRIES LISTED ABOVE. OTHER SECTORS REPRESENTED INCLUDE:

- Advertising / Marketing
- Agriculture
- Automobiles
- Construction
- Defense & Government Contracting
- Education & Public Sector
- FinTech
- Food & Beverage
- Hospitality & Tourism
- Industrial Products
- Infrastructure
- Media & Entertainment
- Nonprofit
- Private Investment
- Professional Services
- Sports & Recreation
- Staffing & Human Resources
- Telecommunications
- Transportation & Logistics
- Utilities

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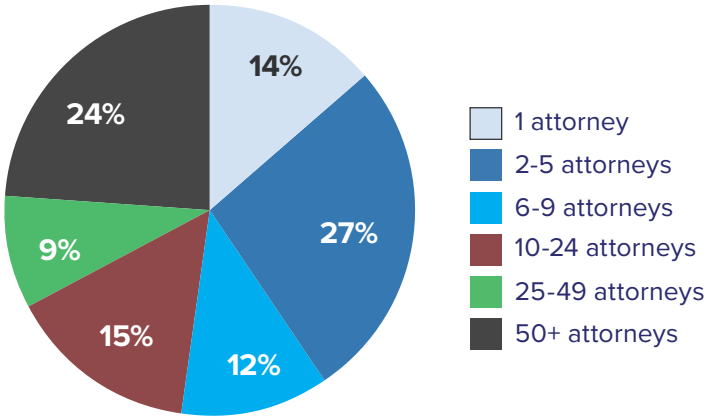
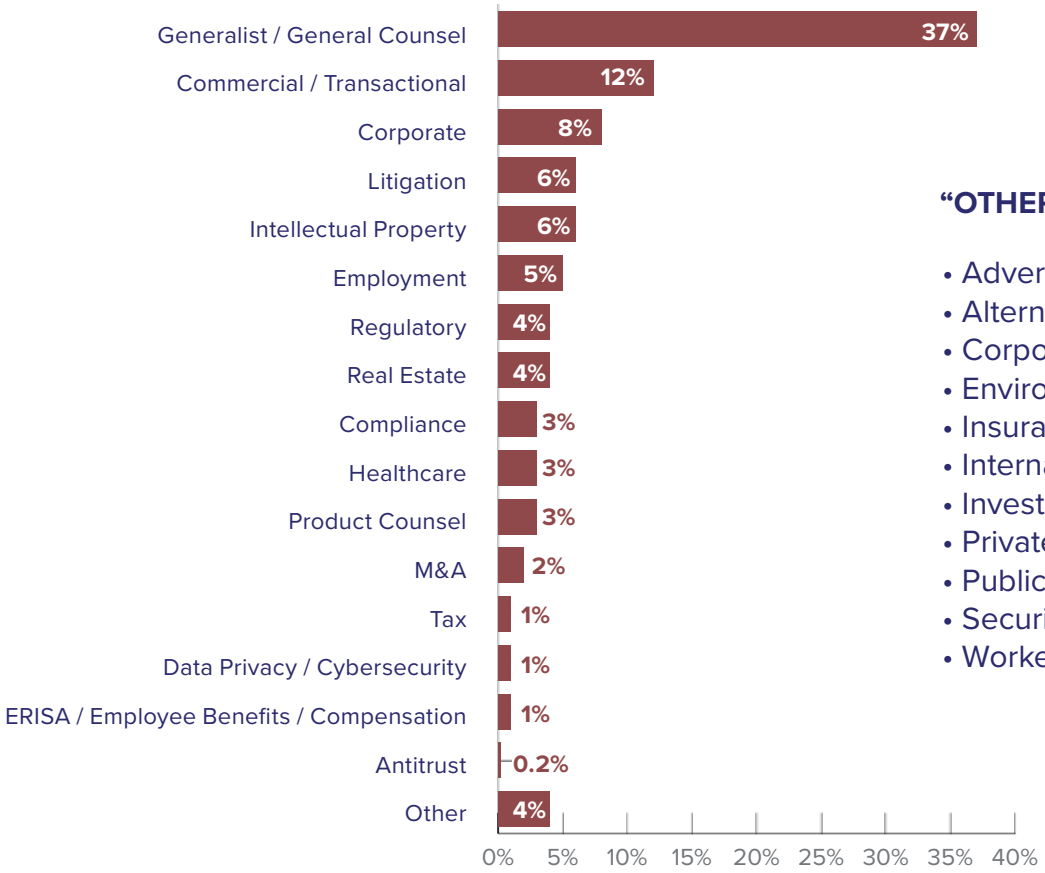
RESPONDENT DEMOGRAPHICS

SIZE OF LEGAL DEPARTMENT



AREA OF PRACTICE



"OTHER" AREAS INCLUDE:

- Advertising / Marketing
- Alternative Investments
- Corporate Governance
- Environmental, Health, & Safety
- Insurance
- Internal Investigations
- Investment Management
- Private Investment Funds
- Public Education
- Securities
- Workers' Compensation

Where the data is segmented by practice area, this report will focus on the top five areas in which the majority of respondents practice: **Generalist, Commercial/ Transactional, Corporate, Litigation, and Intellectual Property.**

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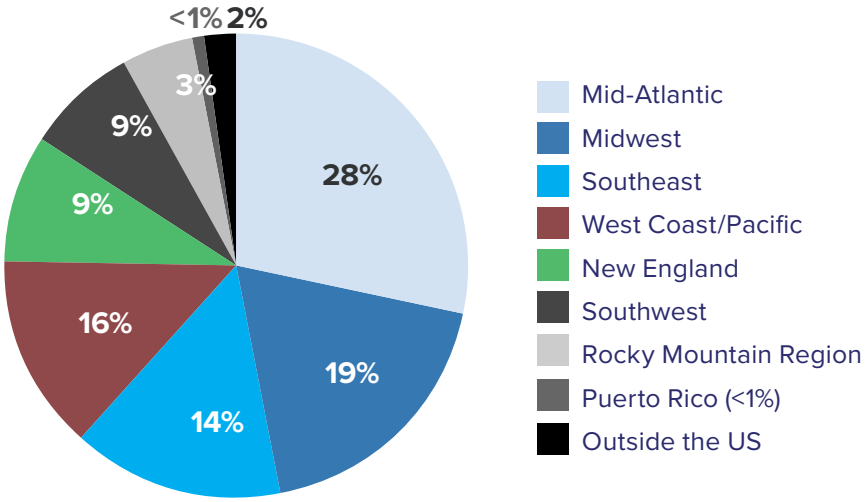
RESPONDENT DEMOGRAPHICS

GEOGRAPHIC REGION



Forty-four states are represented in the survey pool, and **98%** of respondents are located in one of the following US regions:

Mid-Atlantic:
Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania

West Coast / Pacific:
Alaska, California, Hawaii, Oregon, Washington

Midwest:
Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin

Southeast:
Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia

Southwest:
Arizona, New Mexico, Oklahoma, Texas

New England:
Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont

Mountain Region:
Colorado, Idaho, Montana, Nevada, Utah, Wyoming

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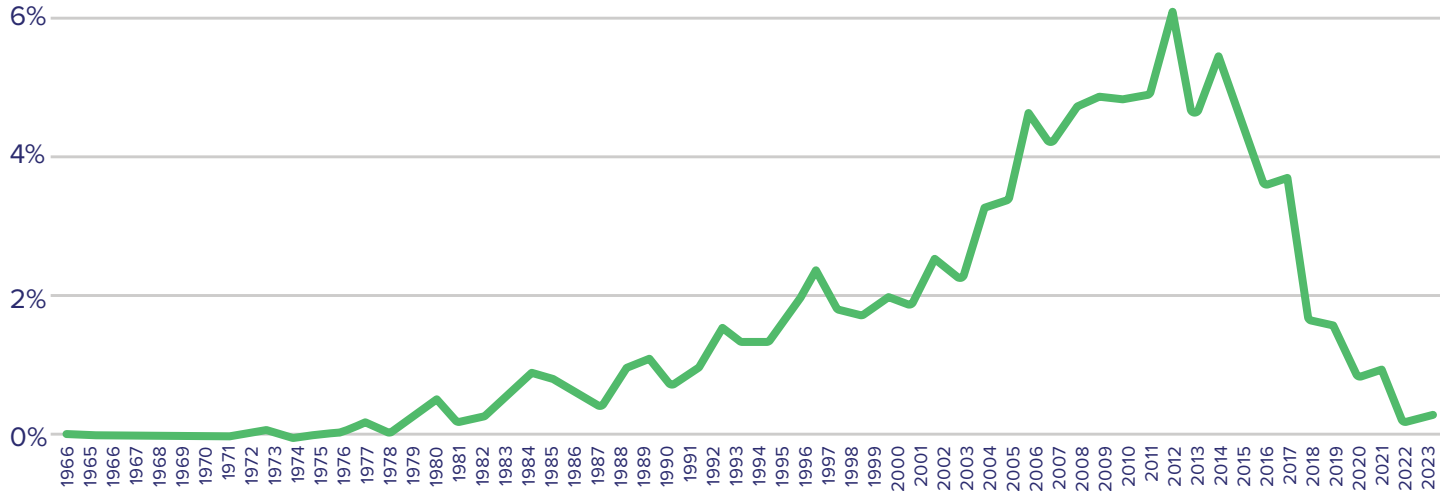
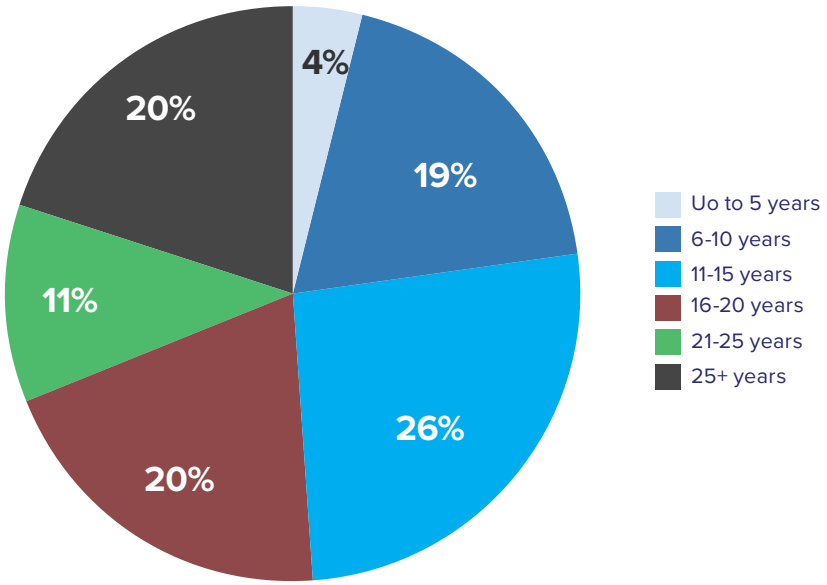
RESPONDENT DEMOGRAPHICS

YEAR OF LAW SCHOOL GRADUATION



For the purposes of this report, we have grouped respondents into the following cohorts based on the number of years since they graduated law school:

NUMBER OF YEARS OUT OF LAW SCHOOL



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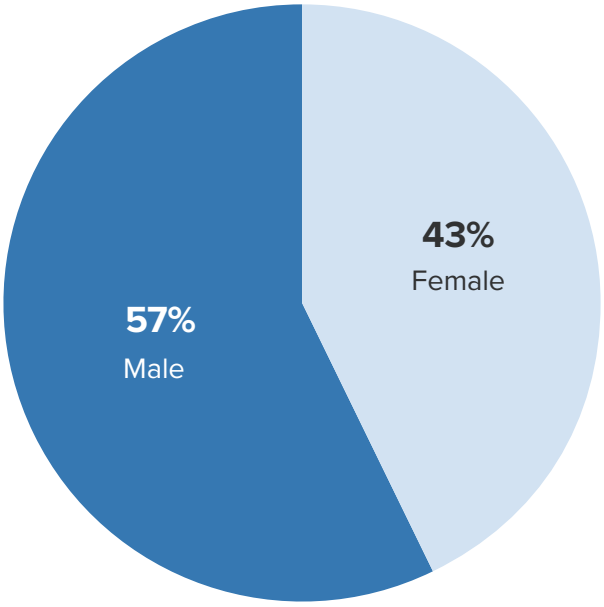
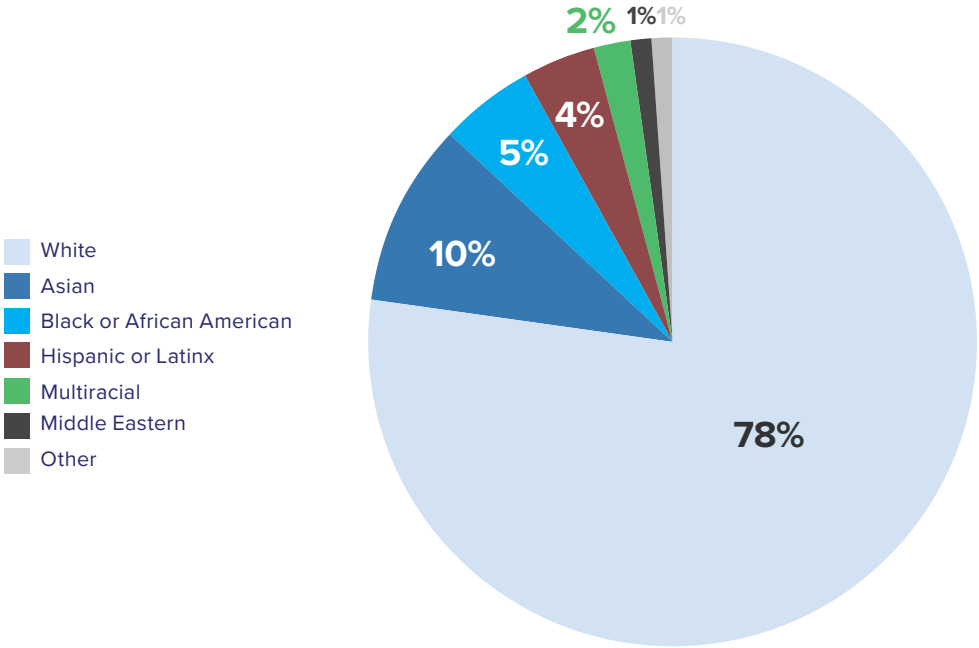
RESPONDENT DEMOGRAPHICS

GENDER



Less than 1% of respondents identified as nonbinary or transgender.

RACE/ETHNICITY



Less than 1% of respondents identified as either American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander.

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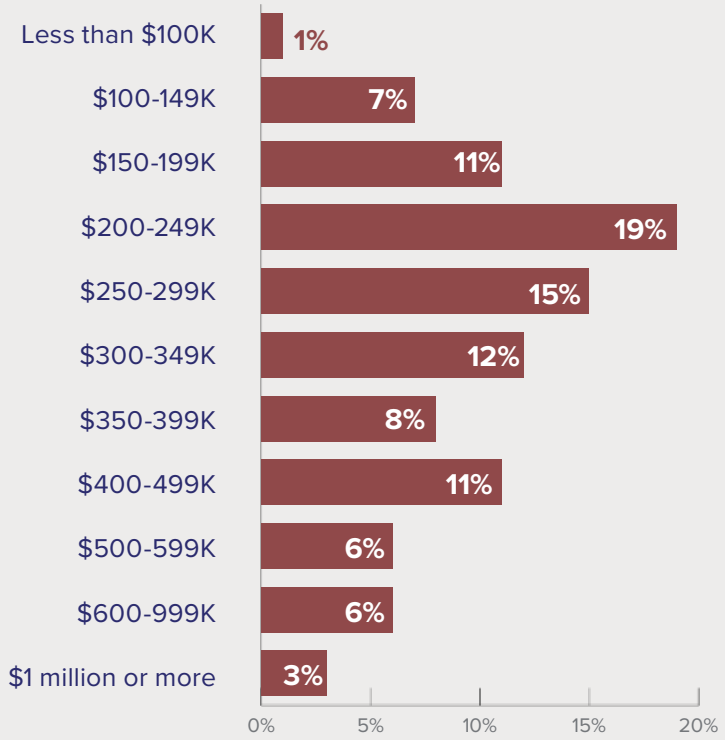
TOTAL COMPENSATION: ALL RESPONDENTS

Attorneys were asked to indicate their total annual compensation, including base pay and most recent cash bonus, on a sliding scale from $25,000 to $1,000,000. Their responses have been grouped into the following ranges.

WHAT IS YOUR TOTAL ANNUAL COMPENSATION, INCLUDING CURRENT BASE PAY AND MOST RECENT CASH BONUS?



More than one-third of respondents (34%) reported that their total compensation is between $200,000 and $299,000. The **most common range,** representing 19% of respondents, is **$200,000 to $249,000.** Responses thin out at the upper and lower ends of the scale. Just 1% of respondents earn less than $100,000, and only 3% reported total pay of $1 million or more.

The **median compensation** across all respondents is **$284,000.**

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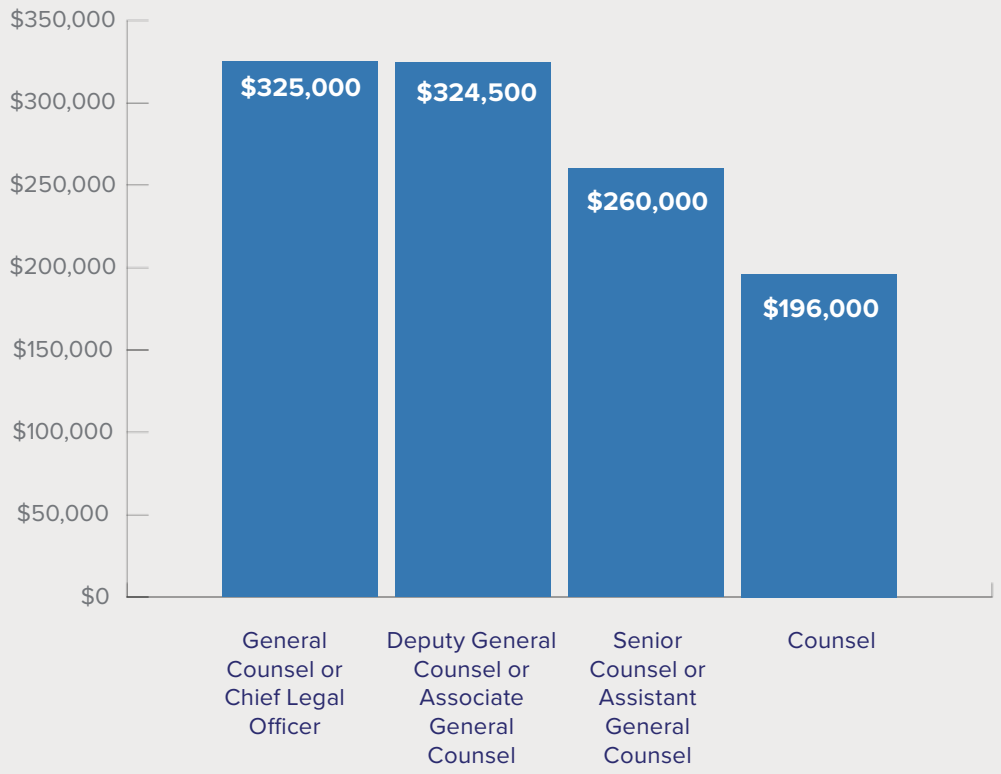
TOTAL COMPENSATION

MEDIAN COMPENSATION BY POSITION



While there is a clear progression from counsel to senior counsel to deputy general counsel, median compensation differs little between the deputy GC and general counsel levels. One factor may be that the majority of respondents who identified as general counsel or chief legal officers are either the only attorneys in their department or one of just a few, and the data suggests that pay is generally lower in smaller law departments.

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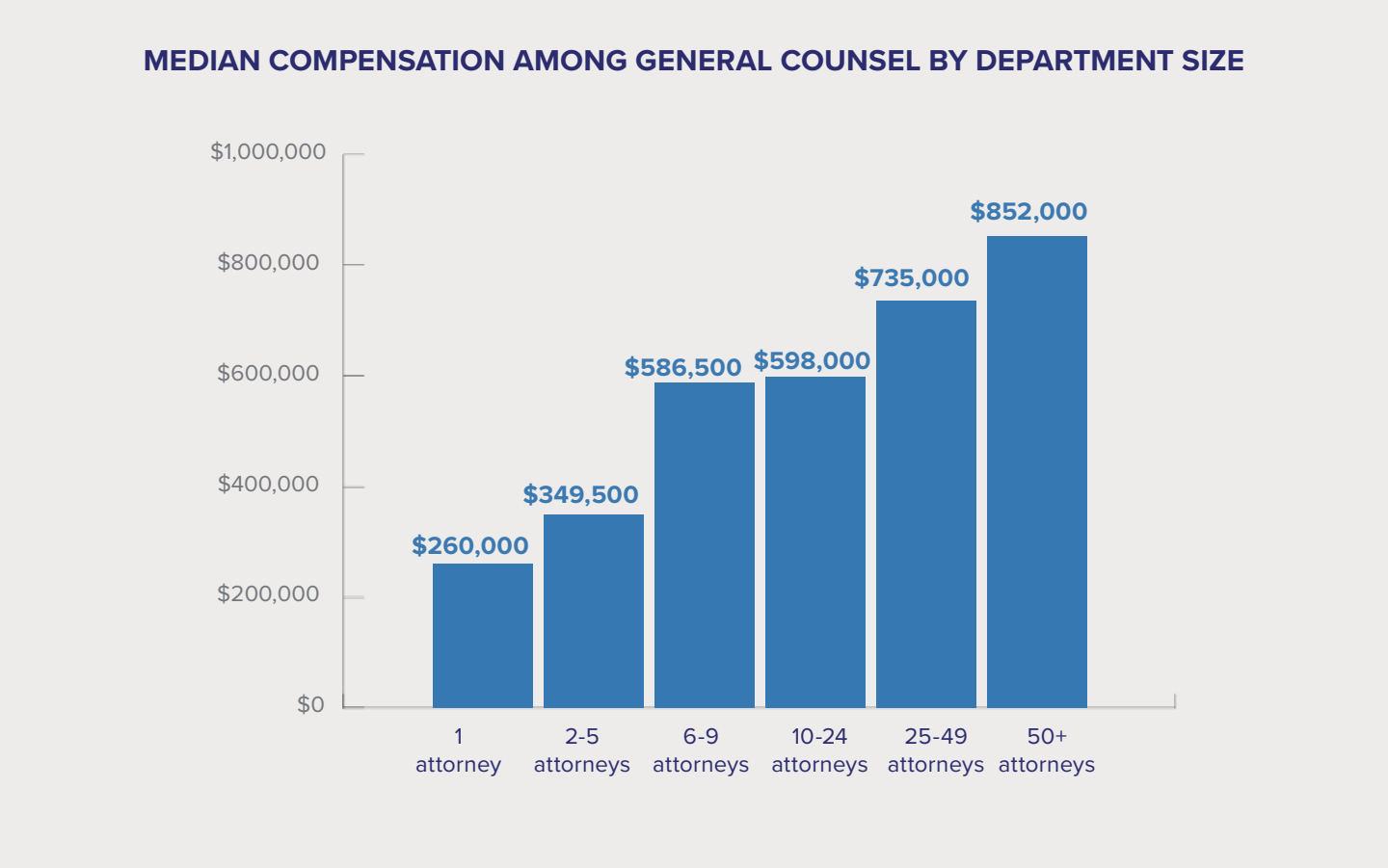
TOTAL COMPENSATION

COMPENSATION BY POSITION



Although the median is essentially the same for the two roles, pay among GCs ranges more broadly than that of deputy general counsel, so that even if many general counsel earn less than $200,000, many others earn $600,000 or more; by contrast, pay for deputy GCs is heavily concentrated between $200,000 and $500,000.

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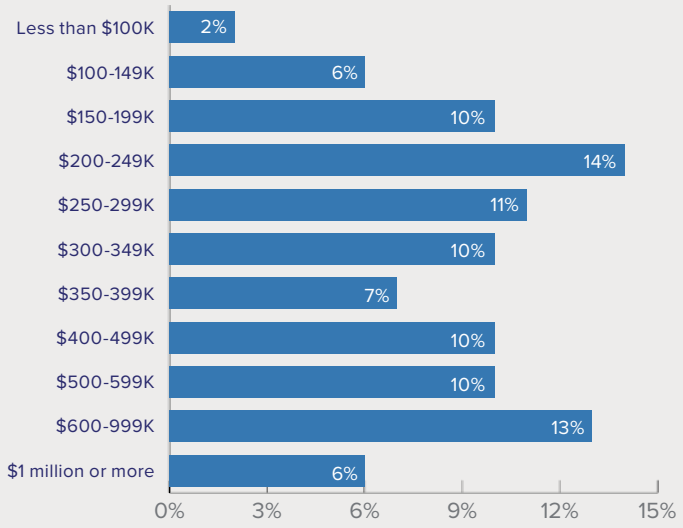
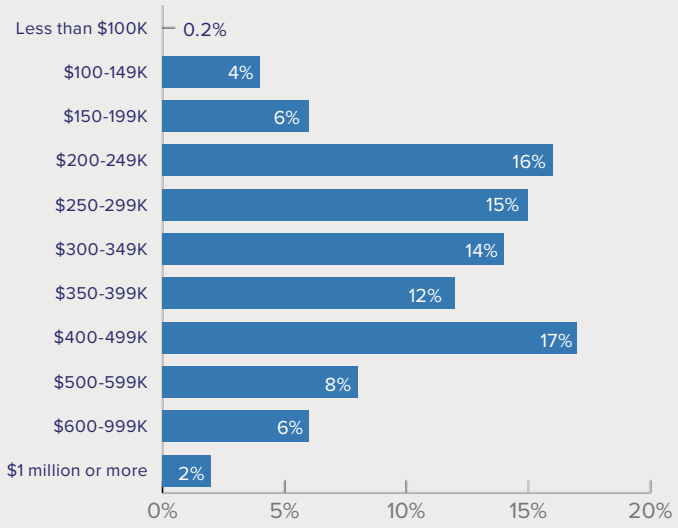
TOTAL COMPENSATION

The following charts break out the compensation ranges for each position.

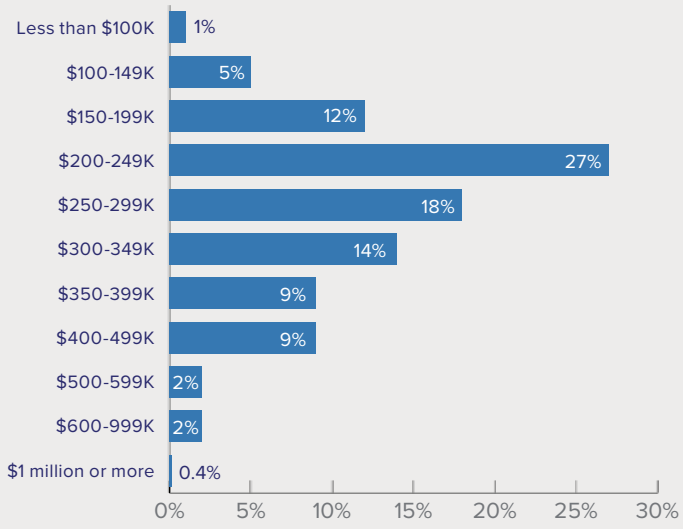
GENERAL COUNSEL / CLO



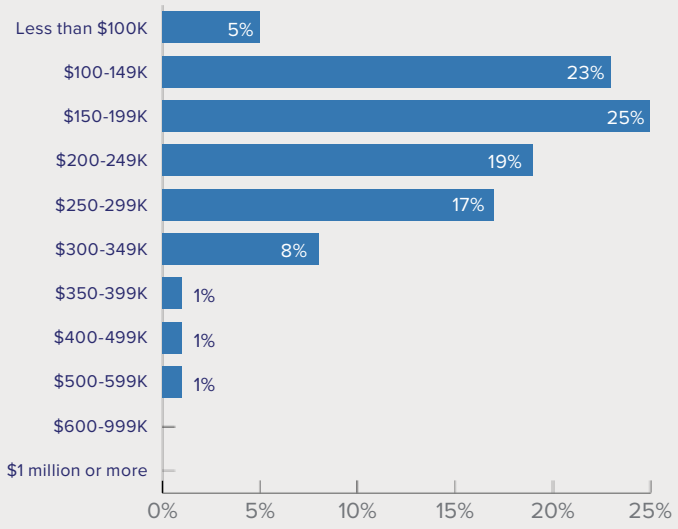
DEPUTY GC / ASSOCIATE GC



SENIOR COUNSEL / ASSISTANT GC



COUNSEL



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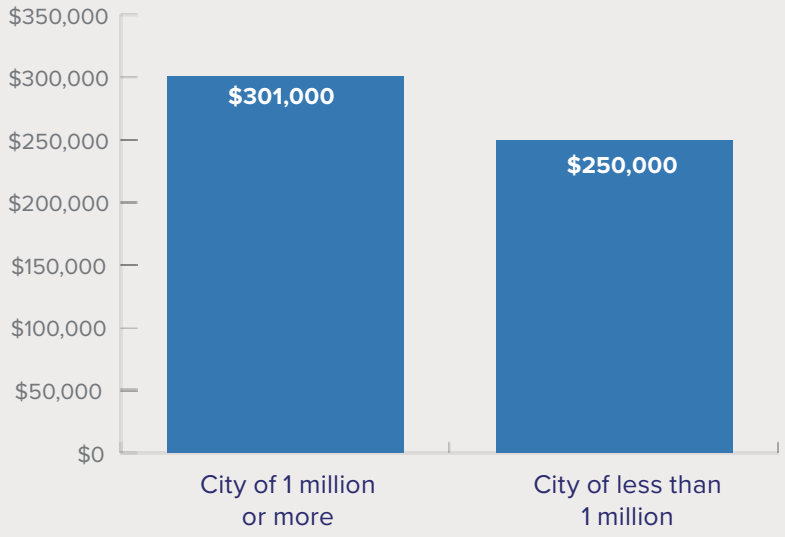
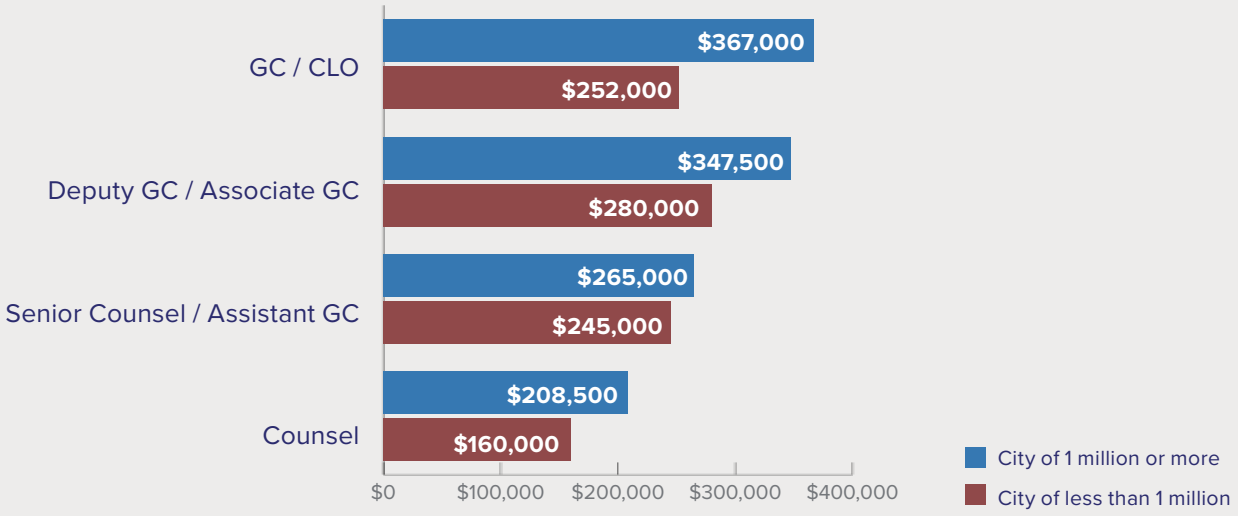
TOTAL COMPENSATION

MEDIAN COMPENSATION BY MARKET SIZE



The **median pay** for in-house attorneys **in large urban markets is 20% more** than their counterparts in smaller cities. While compensation is higher in big cities among all positions, the difference is greatest at the GC level.

MEDIAN COMPENSATION BY MARKET SIZE & POSITION



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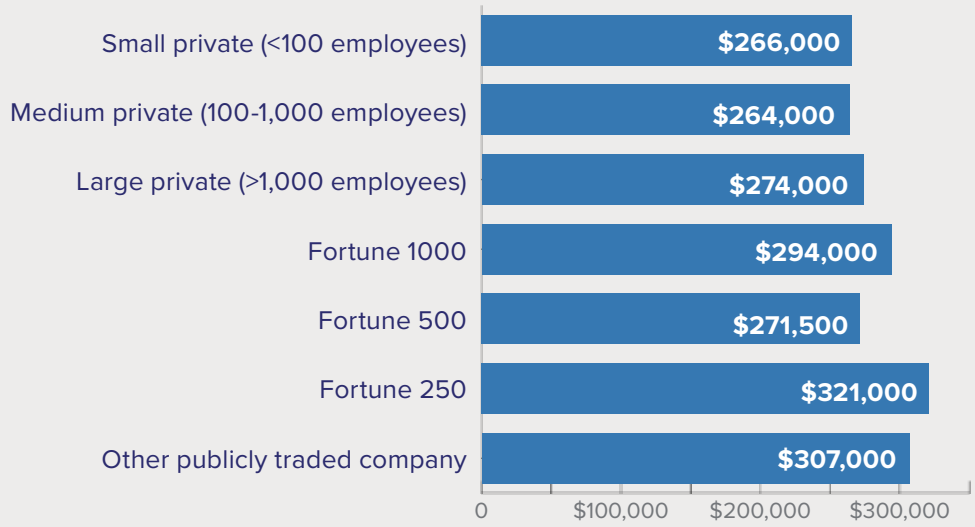
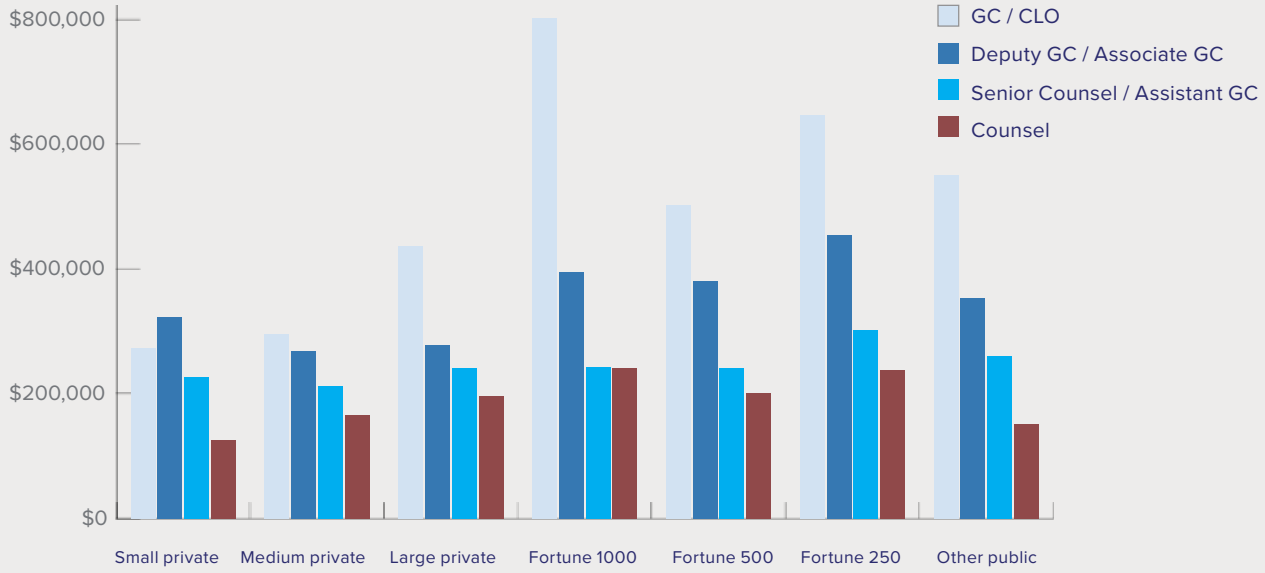
TOTAL COMPENSATION

MEDIAN COMPENSATION BY COMPANY SIZE



Overall, compensation is highest at Fortune 250 companies. Median pay is also highest for deputy general counsel and senior counsel at Fortune 250 companies. But **median compensation among GCs is significantly higher at Fortune 1000** companies.

MEDIAN COMPENSATION BY COMPANY SIZE & POSITION



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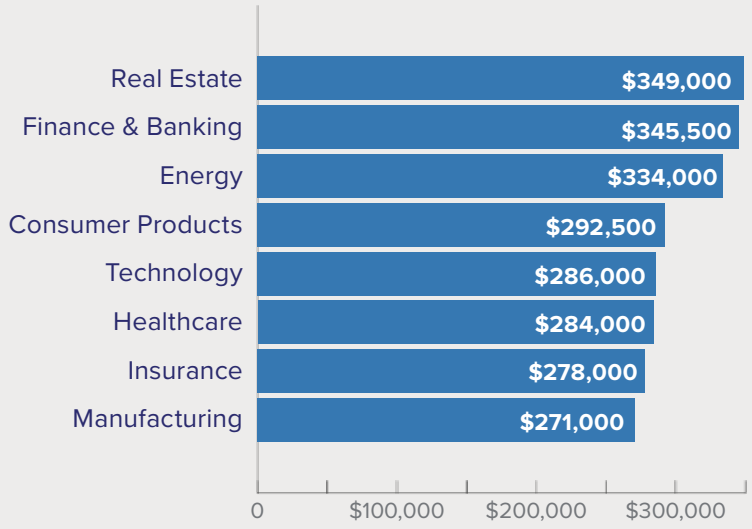
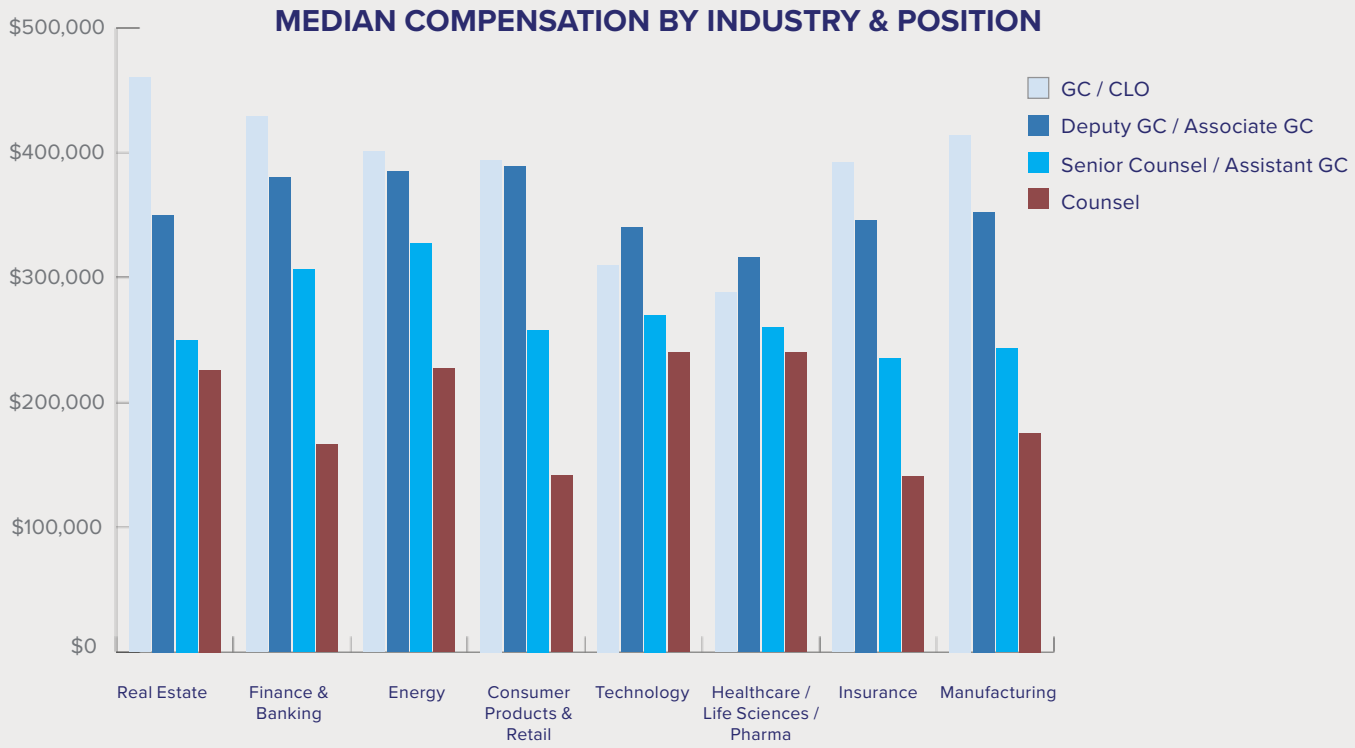
TOTAL COMPENSATION

MEDIAN COMPENSATION BY INDUSTRY



The **highest median compensation** was reported by in-house attorneys working in **real estate** and **finance.** The lowest figures overall are in manufacturing and insurance. That said, median pay for general counsel in the manufacturing industry is third highest, after real estate and finance.



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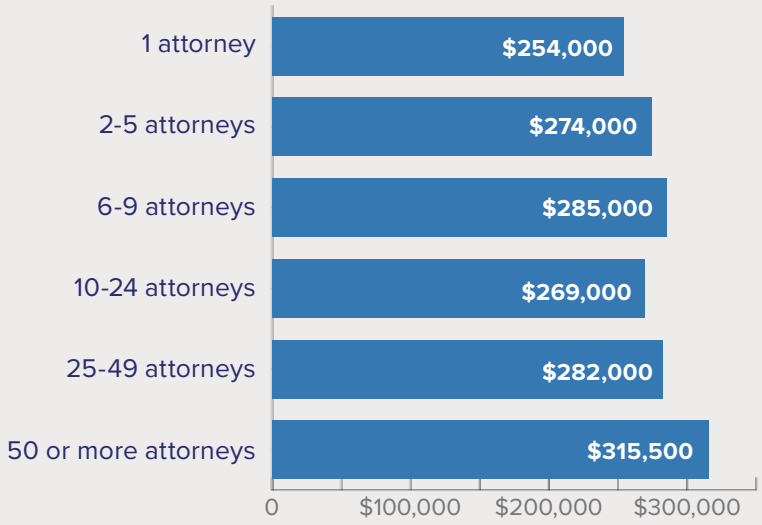
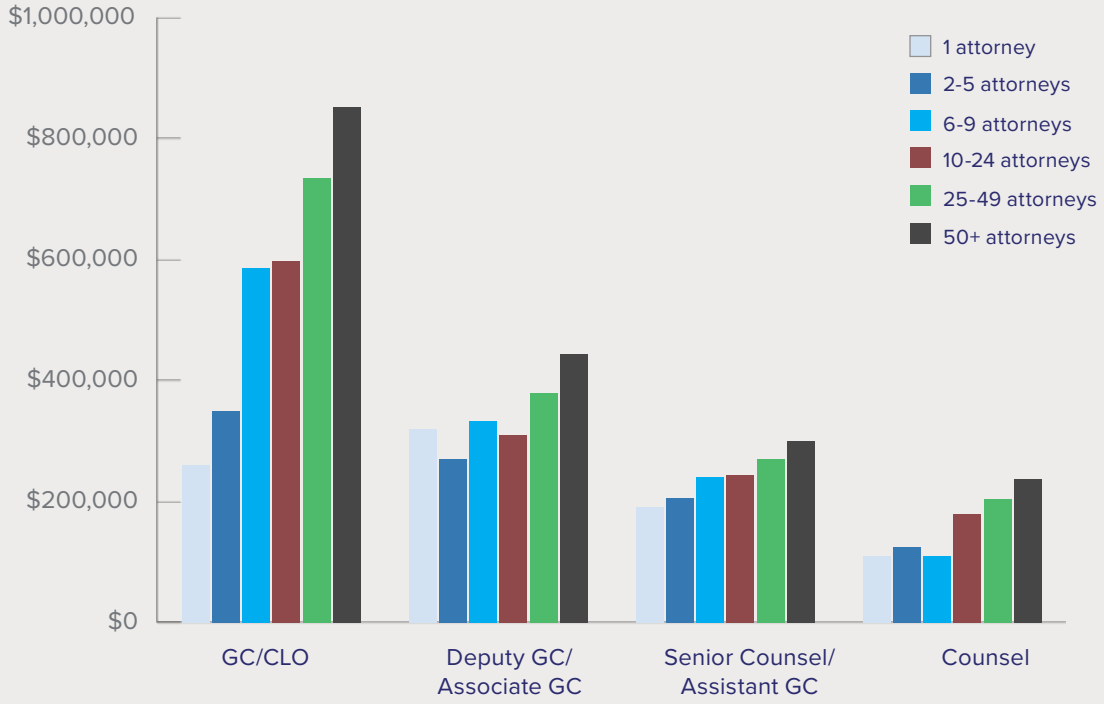
TOTAL COMPENSATION

MEDIAN COMPENSATION BY DEPARTMENT SIZE



Median pay is highest among in-house counsel who work in the largest legal departments.

MEDIAN COMPENSATION BY DEPARTMENT SIZE & POSITION



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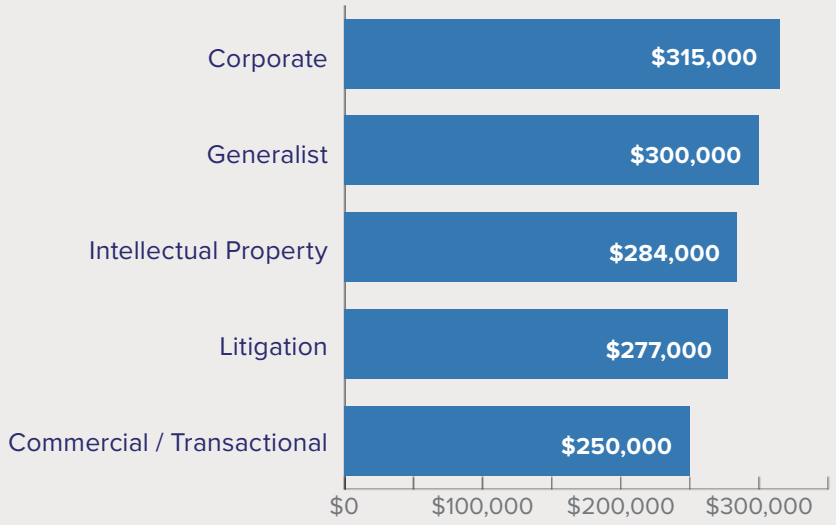
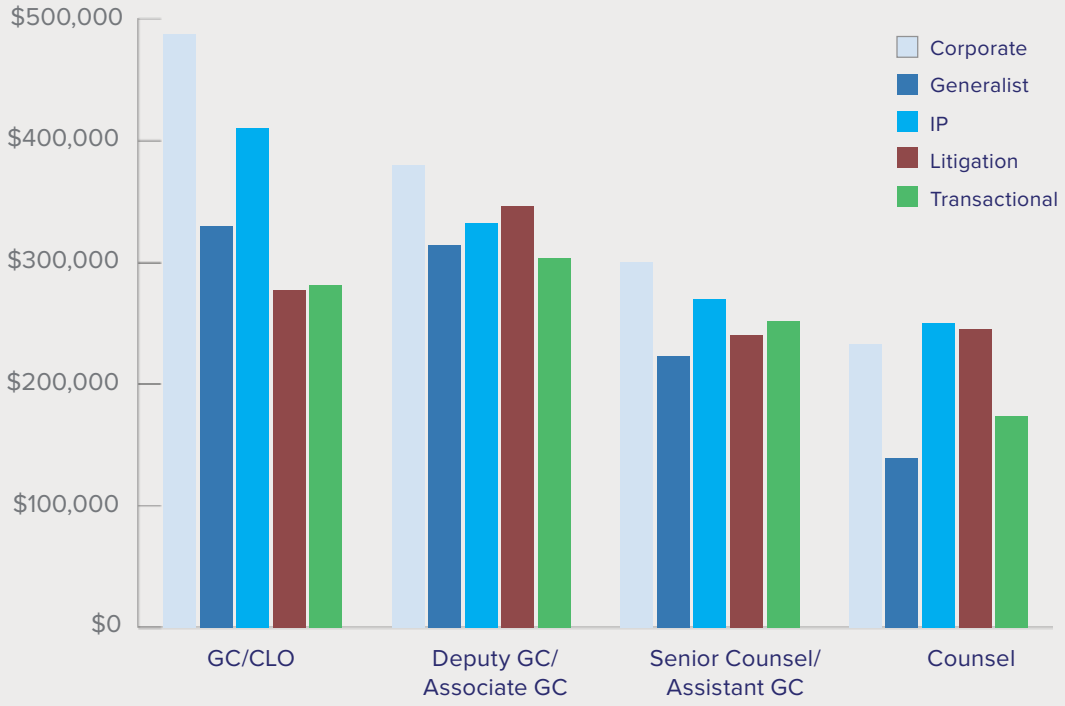
TOTAL COMPENSATION

MEDIAN COMPENSATION BY PRACTICE AREA



In-house **attorneys who practice corporate law** have the **highest median compensation.** Those whose work is primarily commercial or transactional reported lower compensation.

MEDIAN COMPENSATION BY PRACTICE AREA & POSITION



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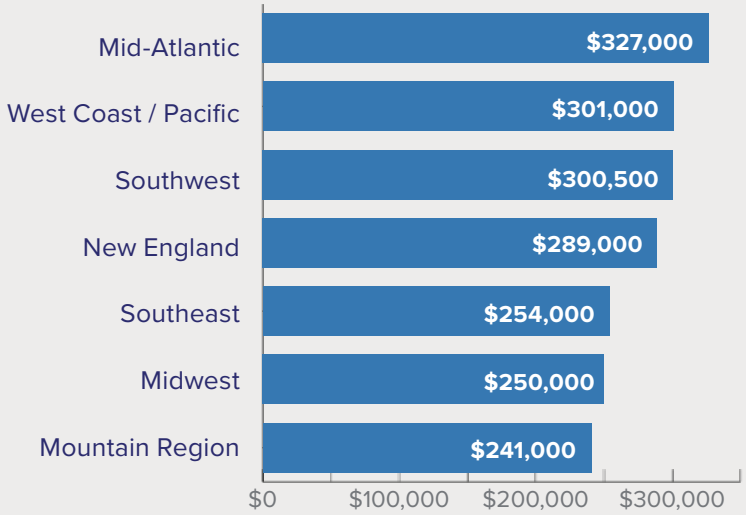
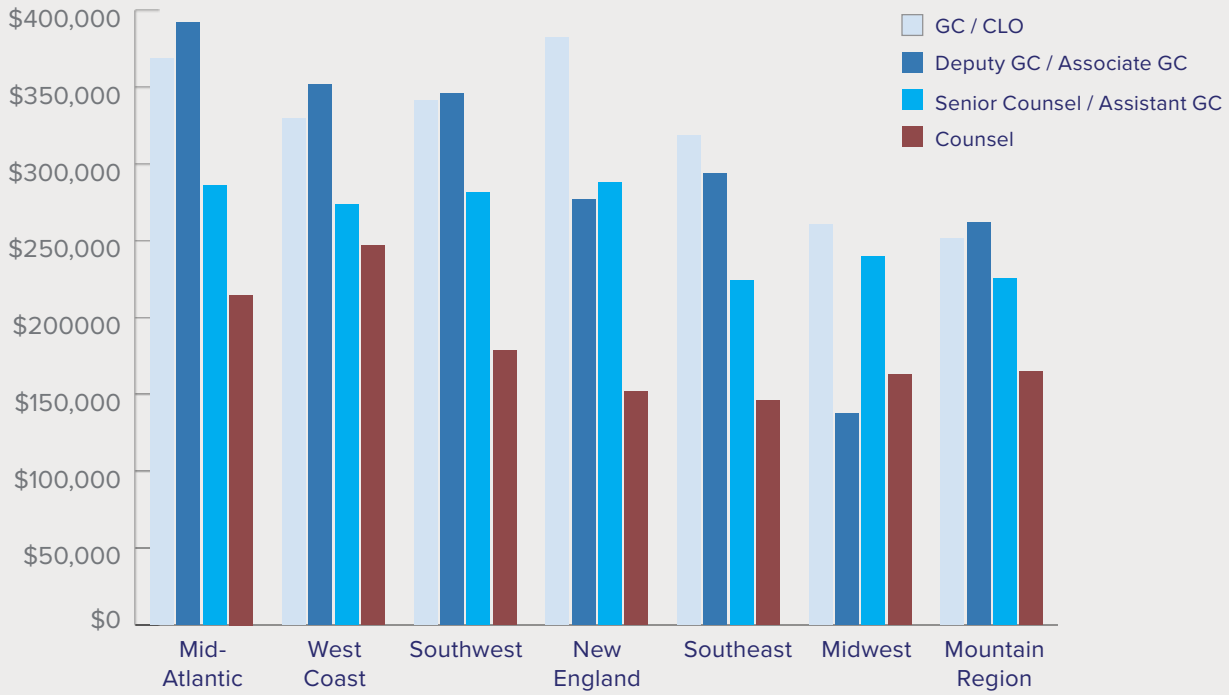
TOTAL COMPENSATION

MEDIAN COMPENSATION BY REGION



The **Mid-Atlantic region** represents the largest proportion of survey respondents and has the **highest** reported **median compensation.** The Rocky Mountain Region, which represents the smallest percentage of respondents, also represents the lowest median compensation. When broken out by position, the GCs with the highest median pay are in New England, while the highest-paid junior counsel are on the West Coast.

MEDIAN COMPENSATION BY REGION & POSITION



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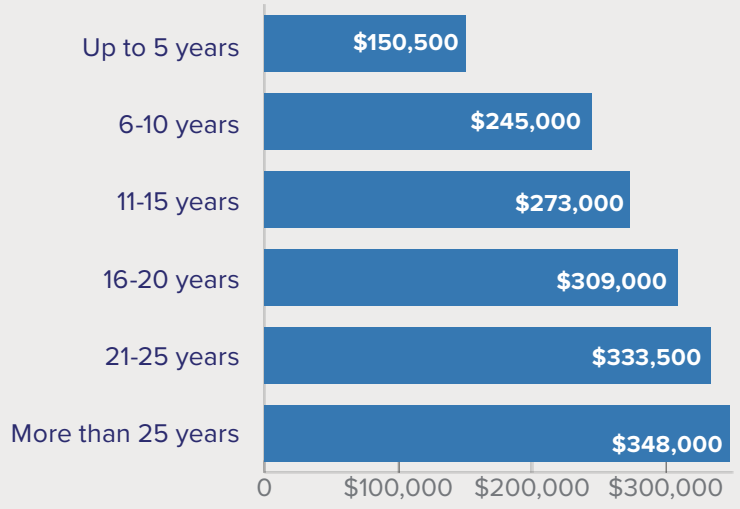
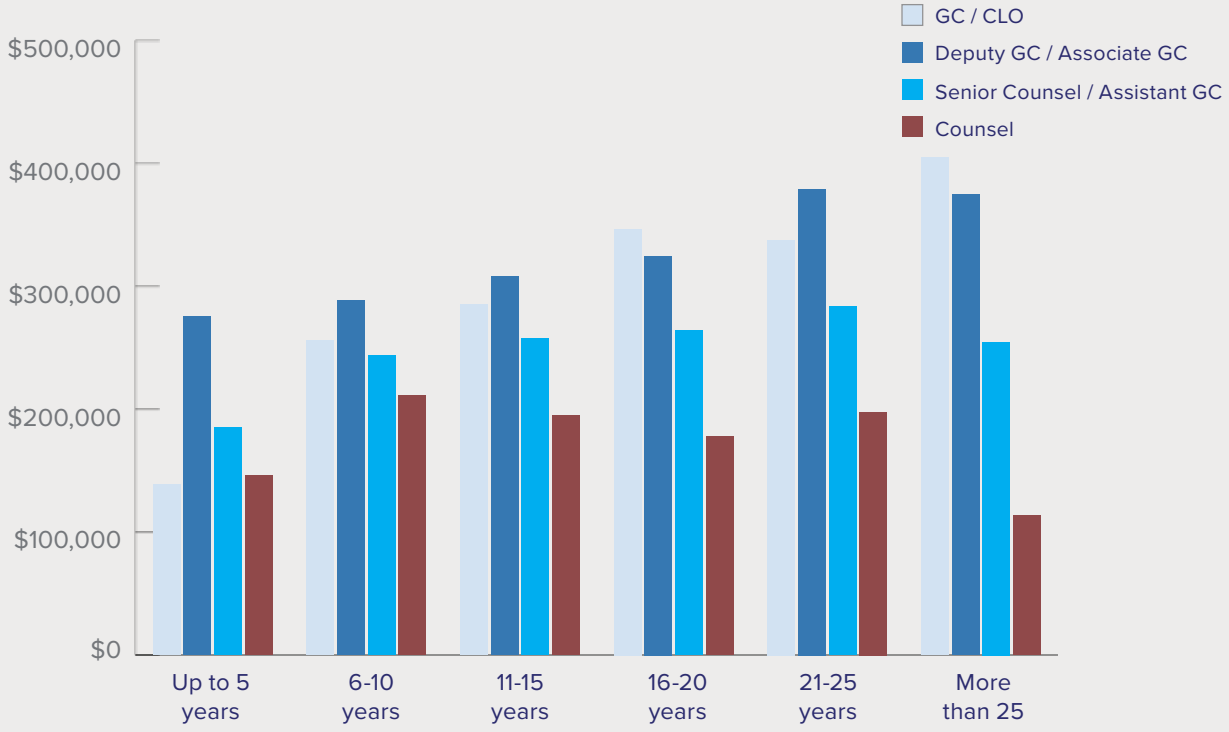
TOTAL COMPENSATION

MEDIAN COMPENSATION BY EXPERIENCE



Compensation levels generally correlate with experience, as measured here by the number of years respondents have been out of law school. **Median pay jumps 63% from counsel who graduated within the last five years to those with at least six years of experience;** subsequent increases are less dramatic. The most notable exception is among attorneys who graduated more than 25 years ago and serve in junior positions in their departments, whose median pay ($113,500) is lower than that for more recent graduates.

MEDIAN COMPENSATION BY EXPERIENCE & POSITION



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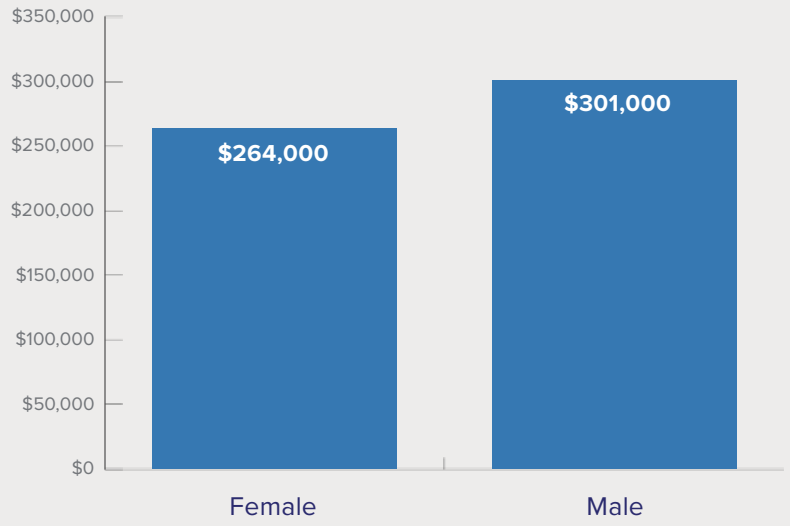
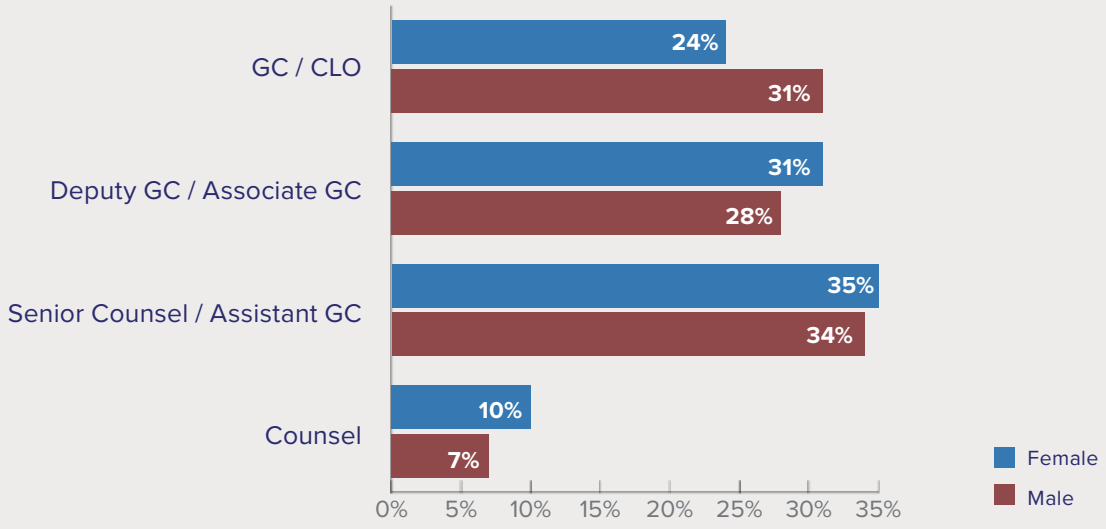
TOTAL COMPENSATION

MEDIAN COMPENSATION BY GENDER



Median compensation is 14% higher among male attorneys than female attorneys. To some extent, this is expected, since there are proportionately more male GCs than female GCs in the survey pool.

POSITION BY GENDER



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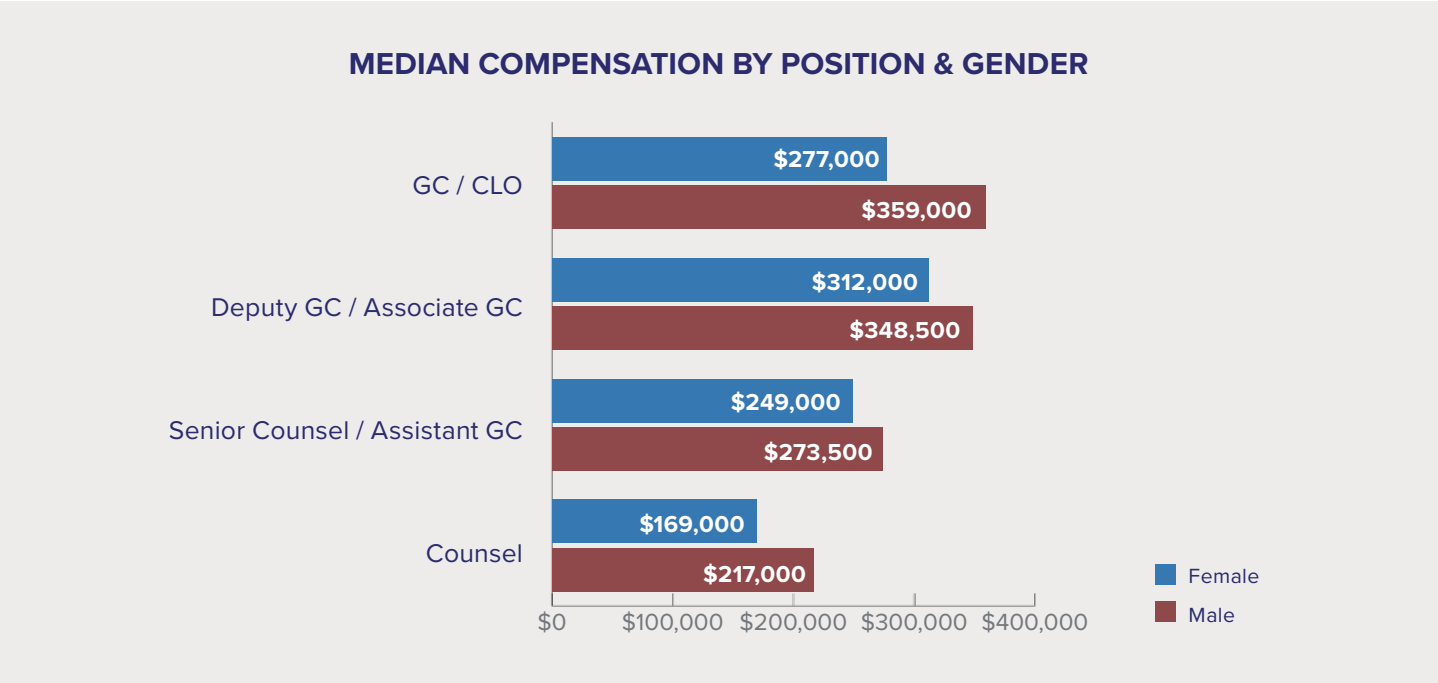
TOTAL COMPENSATION

However, the discrepancies remain even when the results are segmented by position. At each of the four levels, median pay is higher for male respondents than for their female peers. The difference is greatest among heads of departments, with **male general counsel and chief legal officers earning 30% more than female GC and CLOs.**



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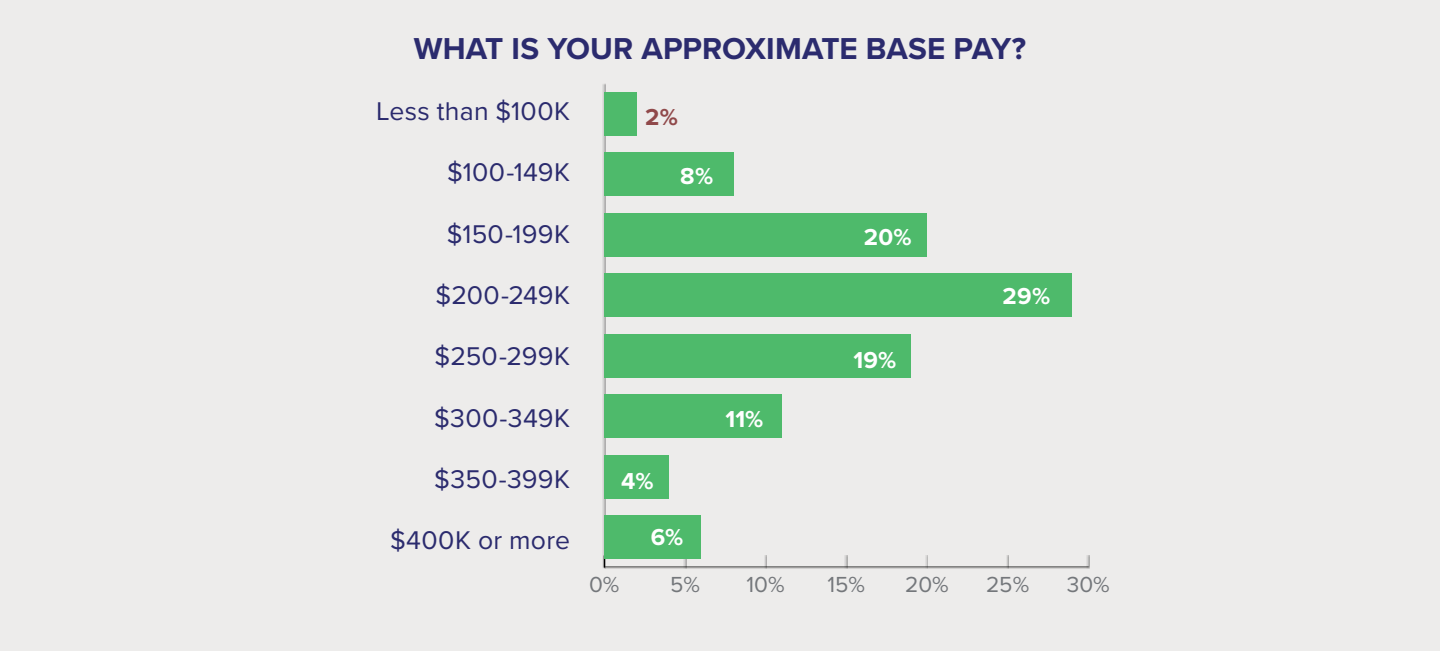
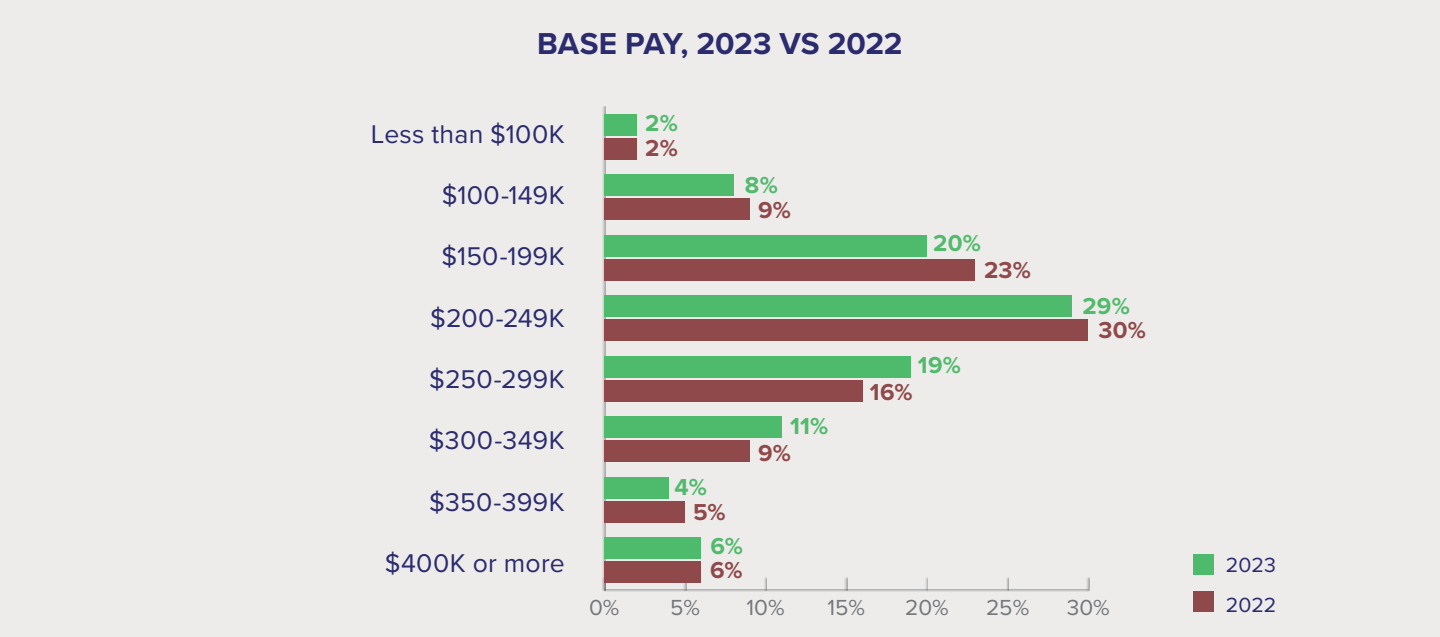
BASE PAY

BASE PAY: ALL RESPONDENTS



Nearly all respondents (90%) reported earning a base salary of $150,000 or more. The **most common range** (identified by 29% of respondents) is **$200,000 to $249,000.** Just 2% of in-house attorneys said they make less than $100,000, and 6% reported earning $400,000 or more.



On the whole, the salary ranges are very similar to those reported in 2022. That said, this year, fewer respondents reported earning less than $200,000 (30% vs 34% in 2022) and a higher proportion said they earn at least $250,000 (40% vs 36% in 2022).

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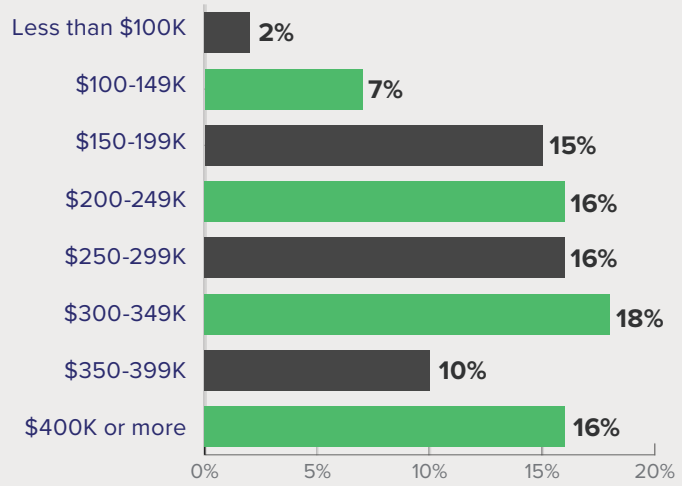
BASE PAY

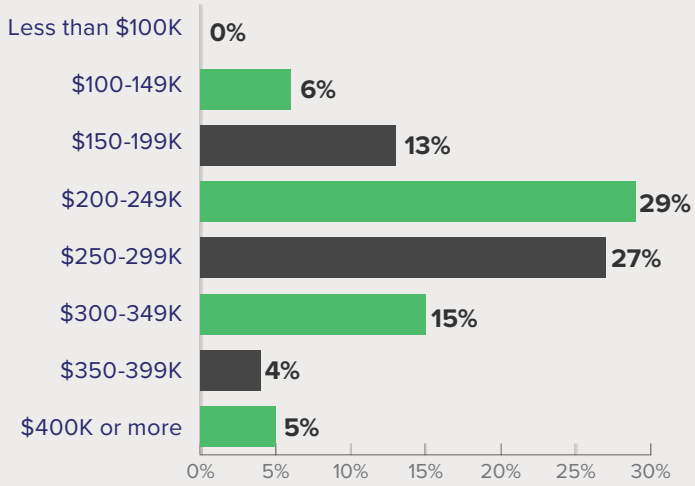
BASE PAY BY POSITION

Base pay for general counsel and chief legal officers ranges widely, from less than $150,000 to more than $400,000. Among deputy GCs, salaries are largely concentrated between $200,000 and $299,000, while nearly two-thirds of those holding senior counsel or equivalent positions earn between $150,000 and $249,000. None of the most junior-level in-house attorneys reported base pay of $300,000 or more, and nearly all make less than $250,000.

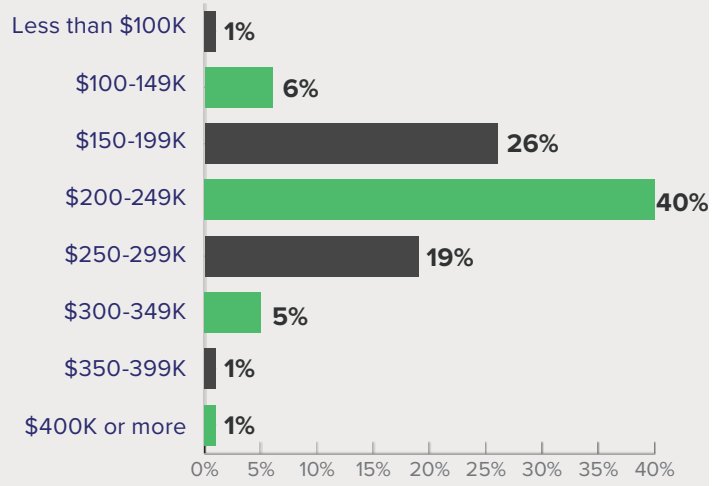
GENERAL COUNSEL / CLO



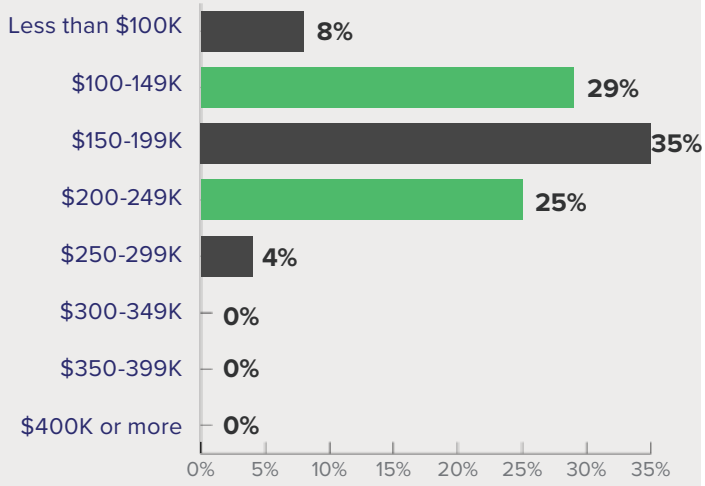
DEPUTY GC / ASSOCIATE GC



SENIOR COUNSEL / ASSISTANT GC



COUNSEL



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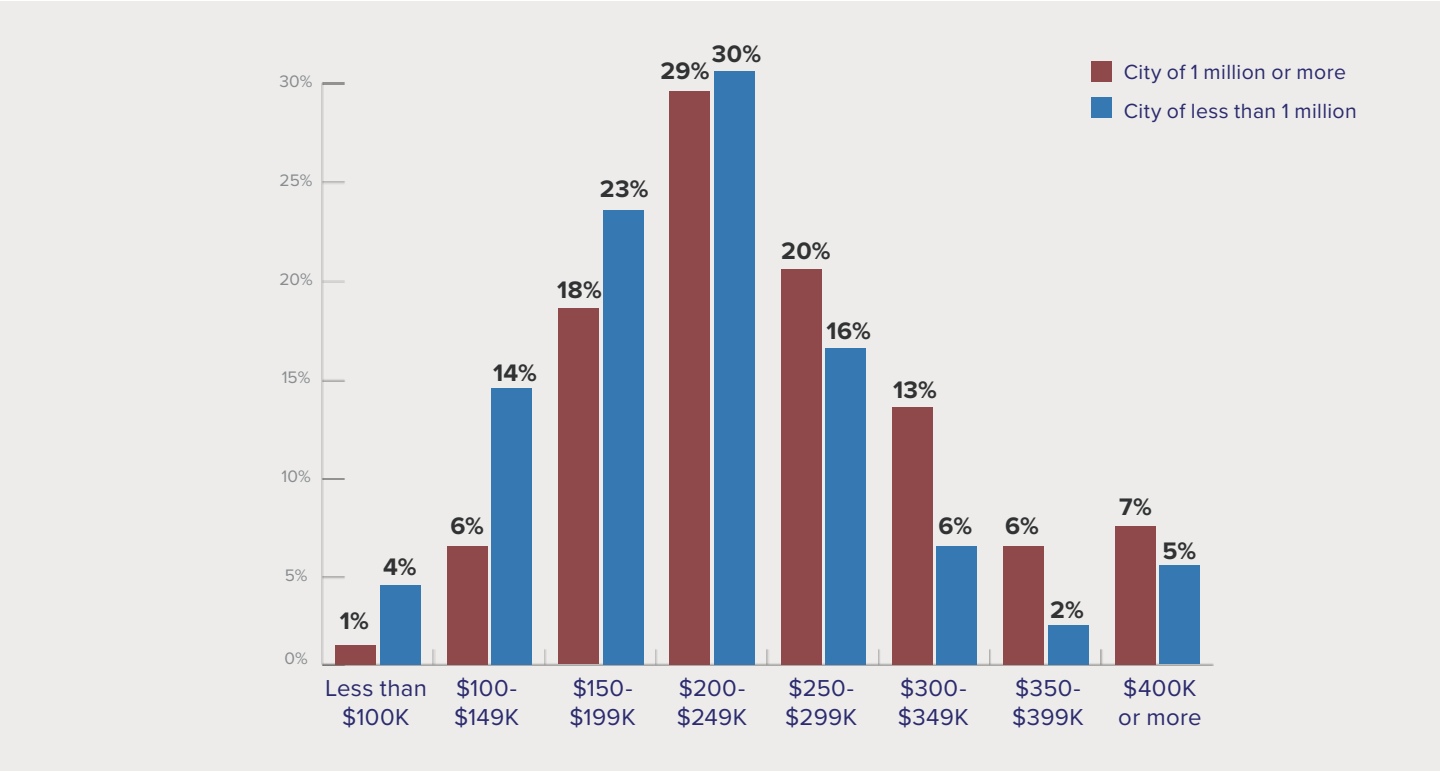
BASE PAY BY MARKET SIZE

The most common range for in-house attorneys regardless of market size is $200,000 to $249,000, but **46%** of respondents **in larger cities make $250,000 or more** in base pay, compared to 29% in smaller cities. And while 18% of respondents in smaller cities reported base pay under $150,000, only 7% of those in big cities did.



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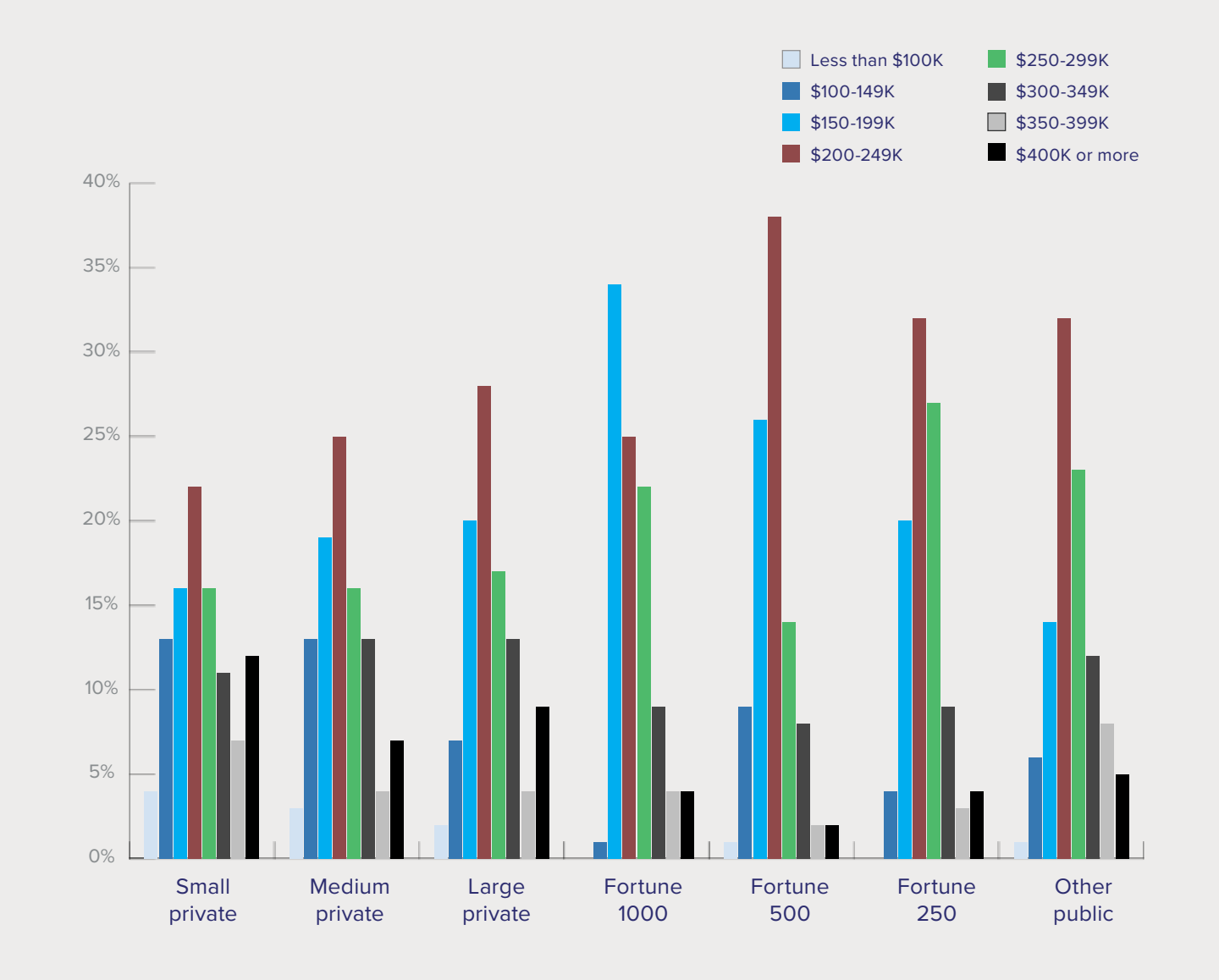
BASE PAY BY COMPANY SIZE

Among all company segments except Fortune 1000 companies, the largest groups of respondents reported base pay between $200,000 and $249,000. Counsel at Fortune 1000 companies were the only group in which the most common base pay range is below $200,000. At the high end of the scale, **19%** of attorneys **at small private companies** reported earning **$350,000 or more.** This is a higher percentage than that reported by respondents at public corporations as well as larger private companies.



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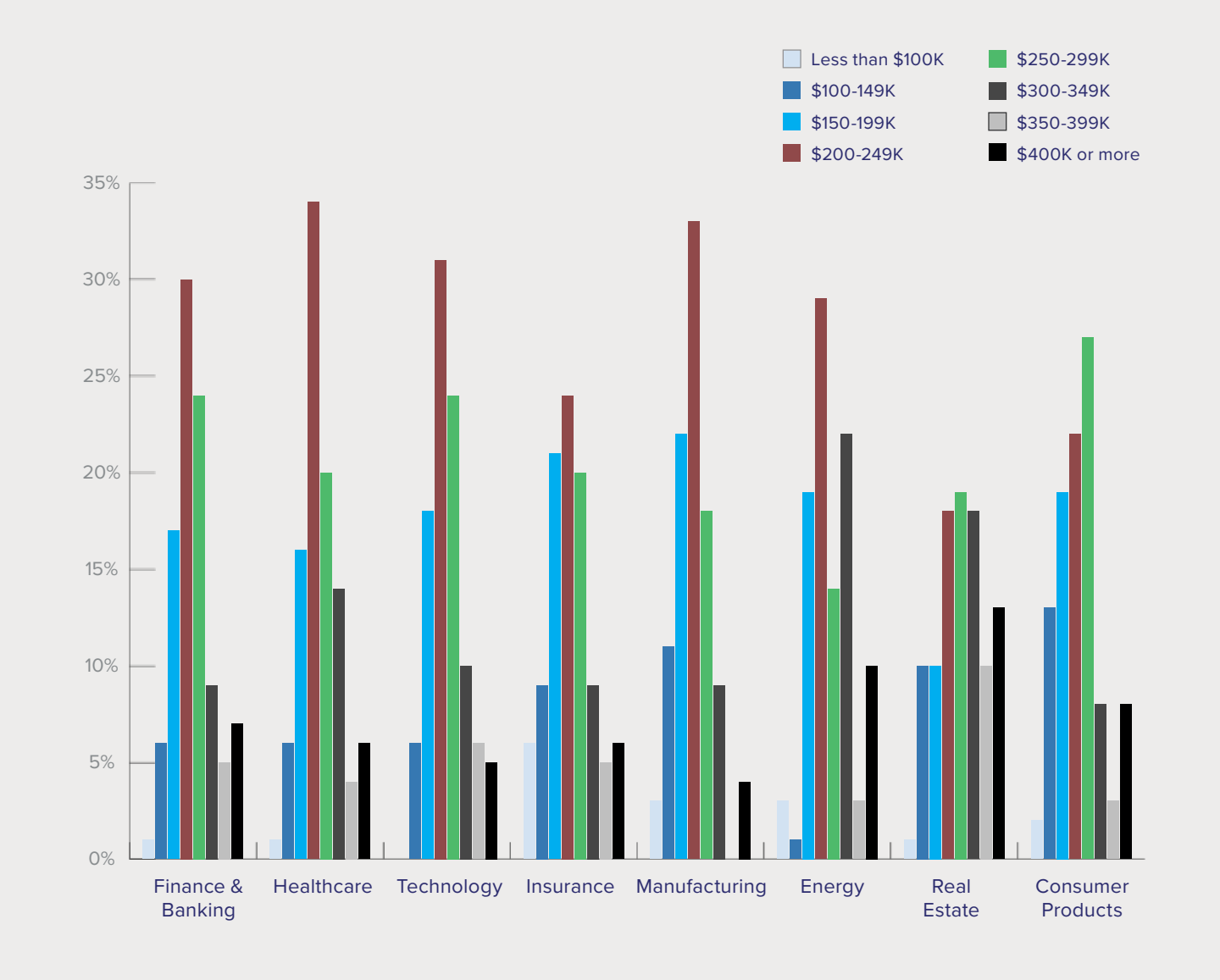
BASE PAY BY INDUSTRY

Real estate and **energy** are the industries with the most respondents **earning $400,000 or more.** At the opposite end of the scale, consumer products, insurance, and manufacturing had the highest percentages of respondents with base salaries below $150,000.



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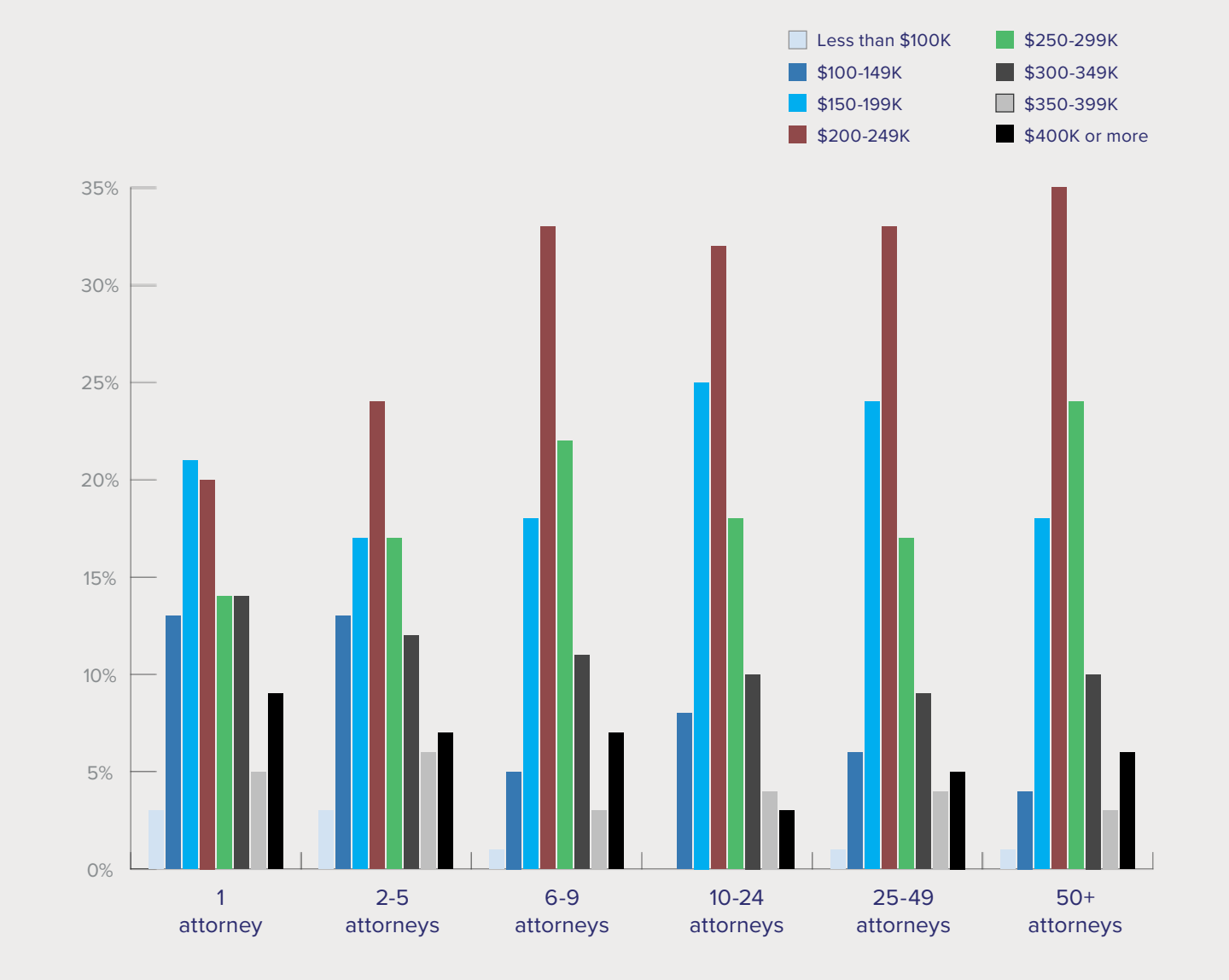
BASE PAY BY DEPARTMENT SIZE

At least half of respondents in legal departments with six or more attorneys reported base pay between $200,000 and $299,000. **Salary ranges show more variation in smaller departments.** In-house counsel in small departments are more likely to make less than $150,000 than those in larger departments but also more likely to earn $350,000 or higher.



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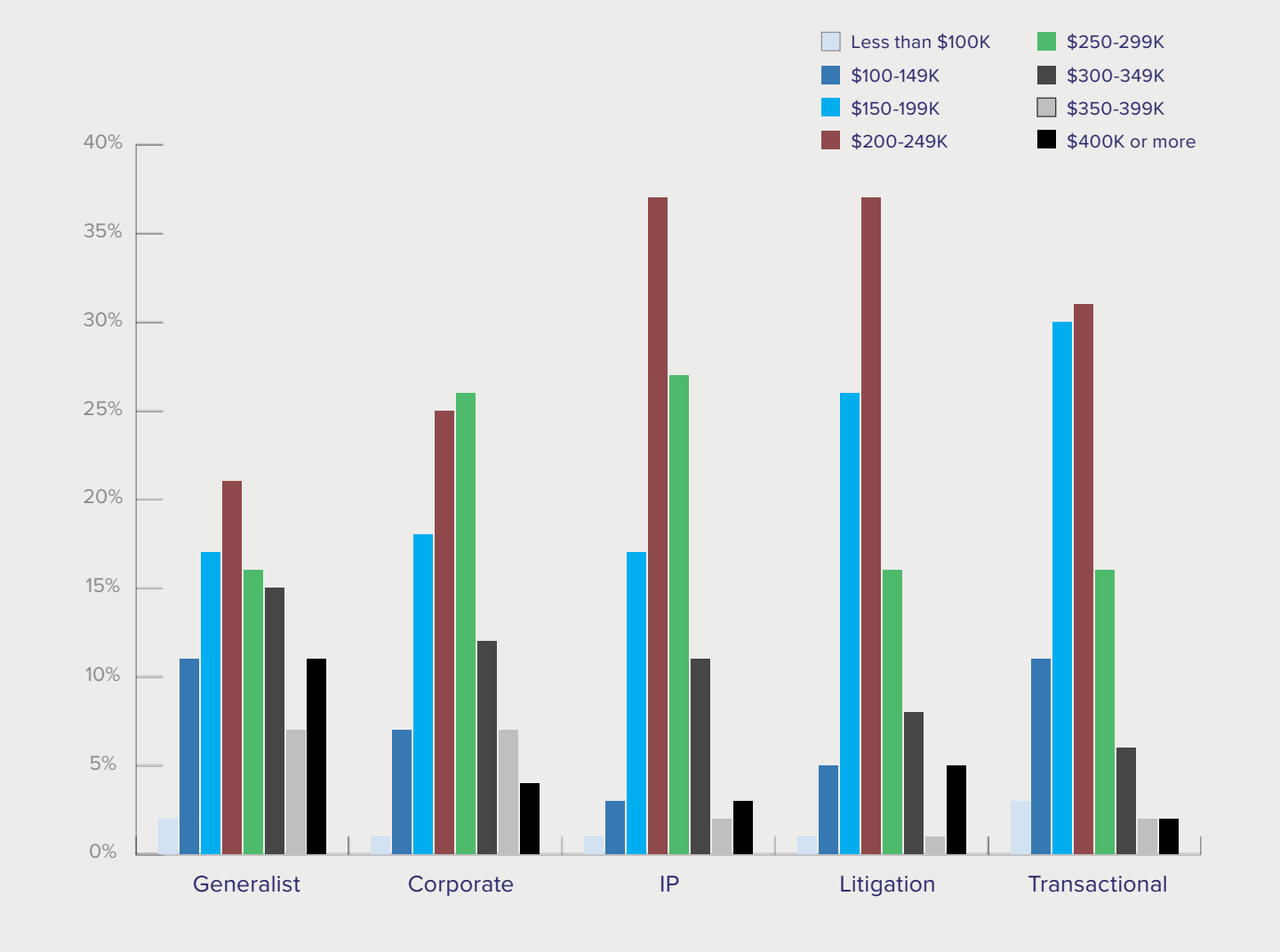
BASE PAY BY PRACTICE AREA

The practice areas with the highest reported salaries are generalist and corporate; nearly half (49%) of in-house counsel who consider themselves generalists or focus on corporate work reported making $250,000 or more. Salaries for both litigation and transactional attorneys are largely concentrated in the $150,000 to $199,000 and $200,000 to $249,000 ranges.



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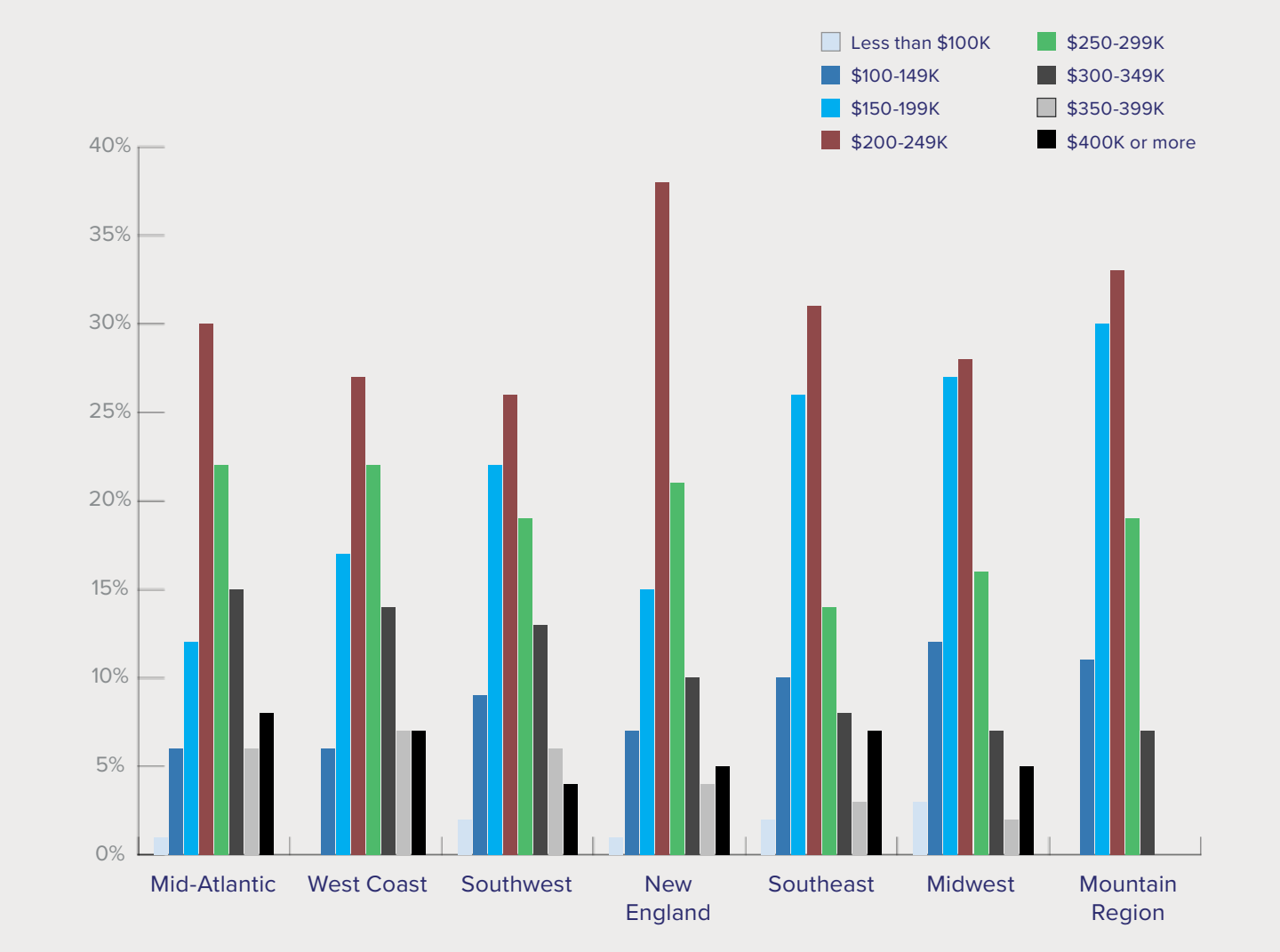
BASE PAY BY REGION

Many of the largest salaries reported are concentrated in the **West Coast/Pacific and Mid-Atlantic** regions. **More than 25%** of attorneys in each of those regions reported base pay in excess of $300,000.



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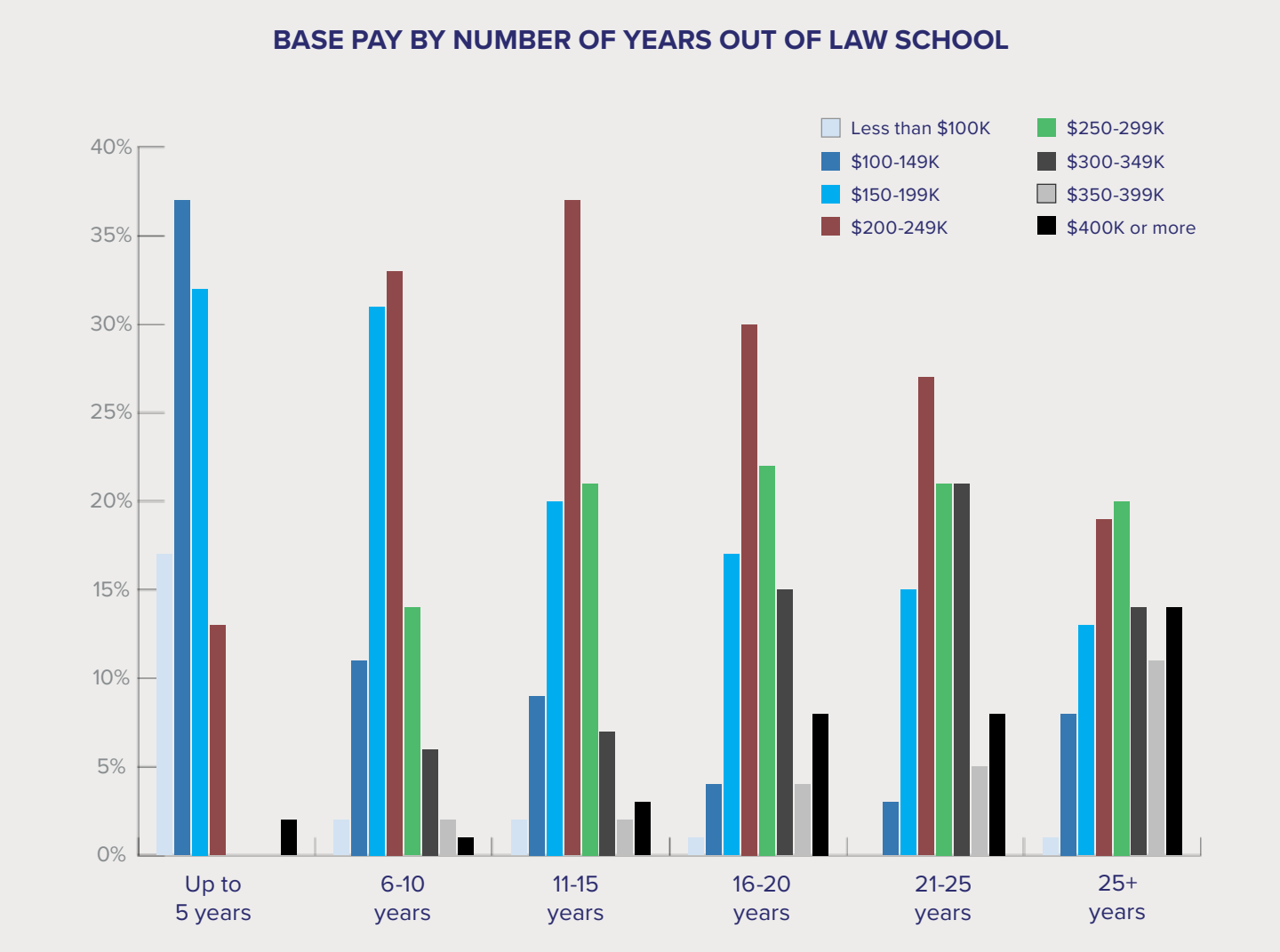
BASE PAY BY EXPERIENCE

Unsurprisingly, the further out from law school respondents are, the more likely they are to earn higher salaries. Just 2% of those who graduated within the last 5 years reported base pay of $250,000 or more, compared to 23% of respondents with 6 to 10 years of experience, 33% of those with 11 to 15 years of experience, and 49% of those with 16 to 20 years of experience. More than half of in-house counsel with 20+ years of experience make at least $250,000, and **14% of attorneys who graduated more than 25 years ago earn at least $400,000.**



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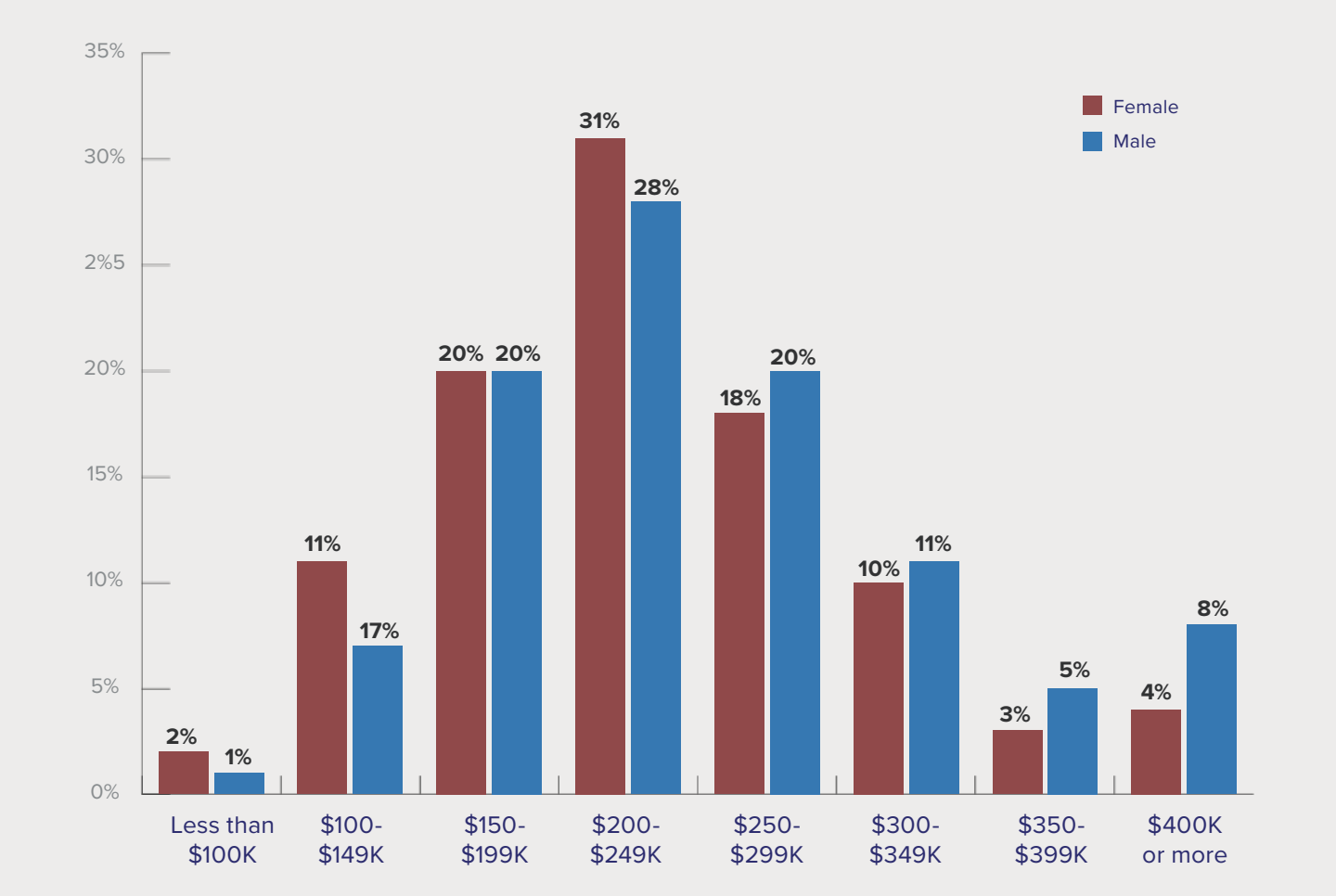
BASE PAY BY GENDER

The most common salary range among respondents regardless of gender is $200,000 to $249,000. But **male attorneys are more likely than female attorneys** to report making **$250,000 or more** (44% of men vs 35% of women) and less likely to report pay below $200,000 (28% of men vs 33% of women). Although these gaps are a little narrower than those reported in 2022, they remain.



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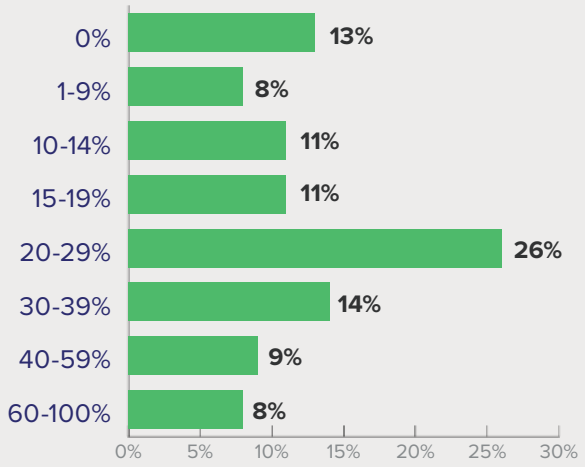
BONUSES

TARGET BONUS

Eighty-seven percent of respondents reported having a **target bonus.** The most common range is between 20 and 29% of their base pay.

WHAT IS YOUR TARGET BONUS (AS A PERCENTAGE OF BASE PAY)?



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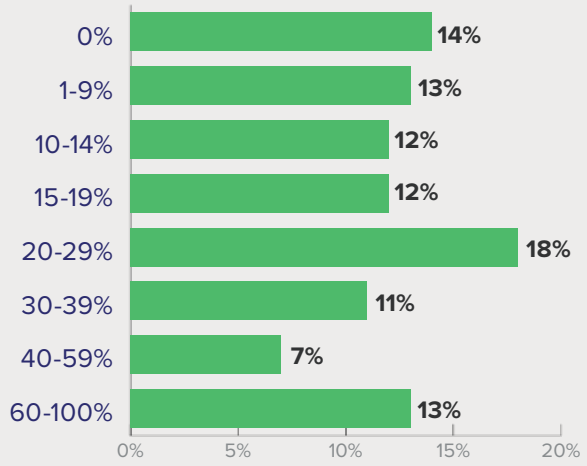
ACTUAL BONUS RECEIVED

A similar majority (86%) also received a bonus. Overall, however, the bonus targets were higher than the actual bonuses received. Fifty-seven percent of respondents said their target bonus was at least 20% of their base salary, but only **49% actually received bonuses of 20% or more.** That said, some respondents ended up receiving bonuses that exceeded their targets. While 8% of attorneys said their targets were 60-100%, 13% of respondents reported receiving bonuses in that range. More than 40% of attorneys who received bonuses of 60-100% had lower targets.

IN WHAT APPROXIMATE RANGE HAS YOUR ACTUAL BONUS BEEN IN THE PAST FEW YEARS?



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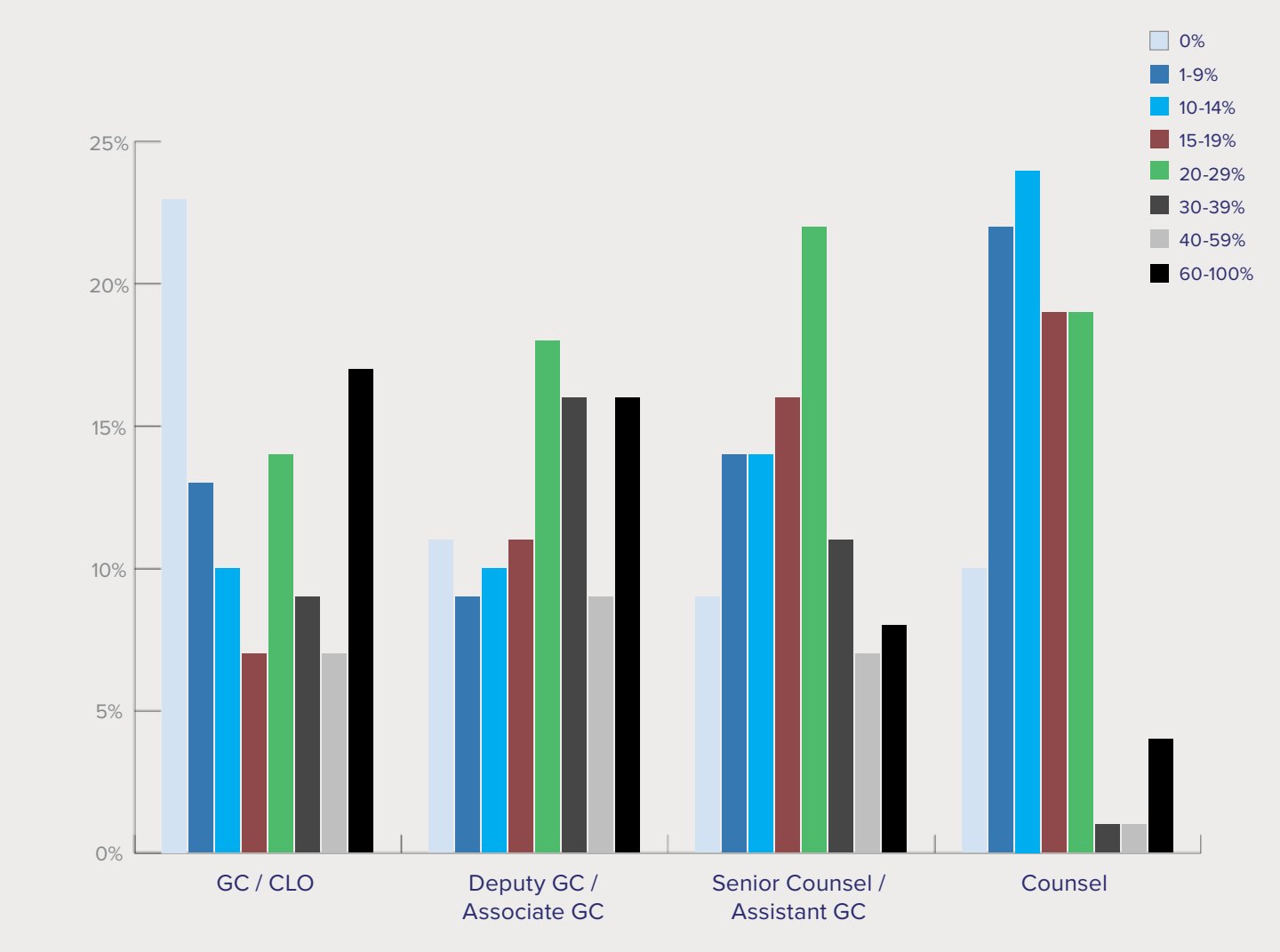
BONUSES BY POSITION

Although 23% of GCs received no bonus at all, many reported substantial bonuses; **17% of general counsel received bonuses representing at least 60% of their base pay.** Among deputy GCs and senior counsel, the most common bonus range is 20-29%, while for counsel it is 10-14%.



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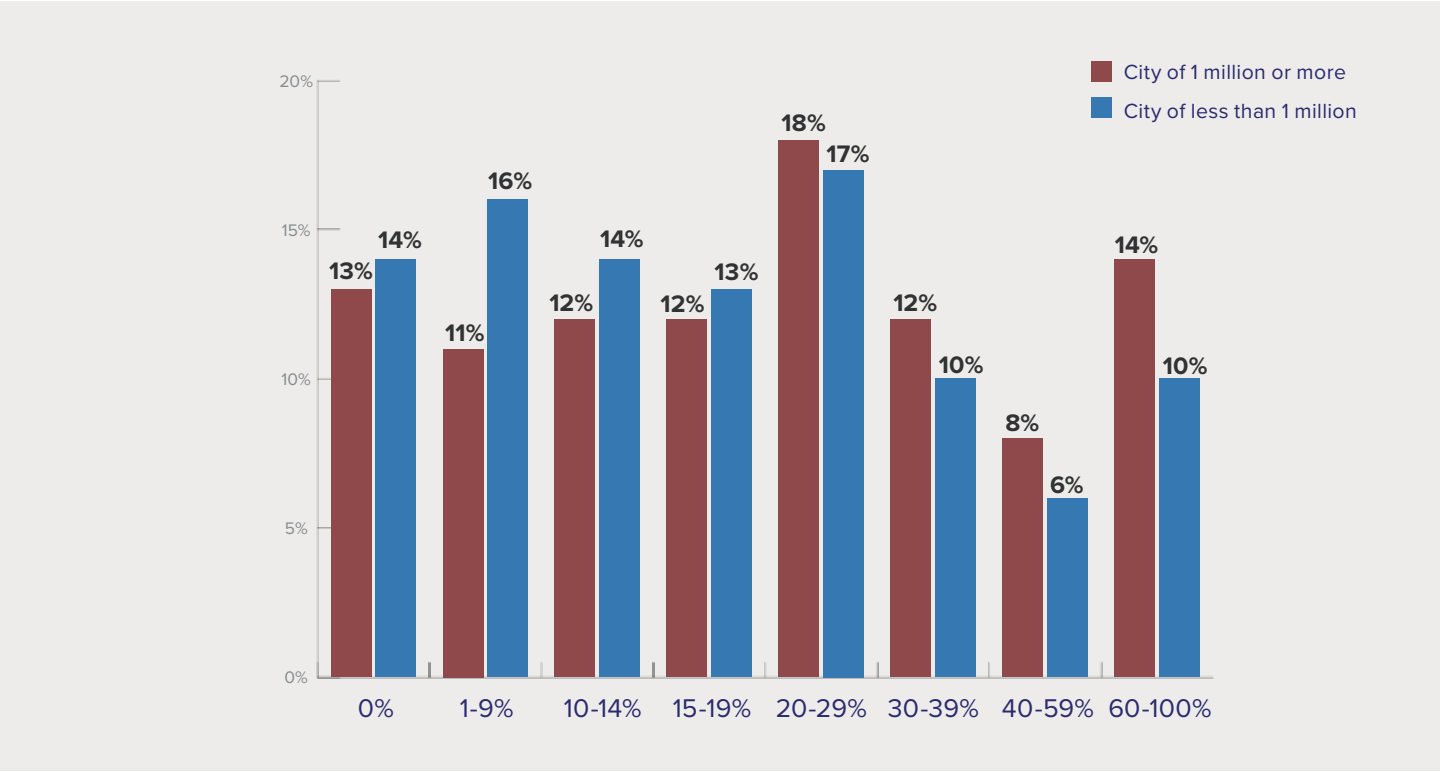
BONUSES BY MARKET SIZE

Higher bonuses are more common in larger urban markets. More than half (52%) of in-house counsel in cities of 1 million or more reported receiving bonuses of at least 20%, compared to 43% of those in smaller cities.



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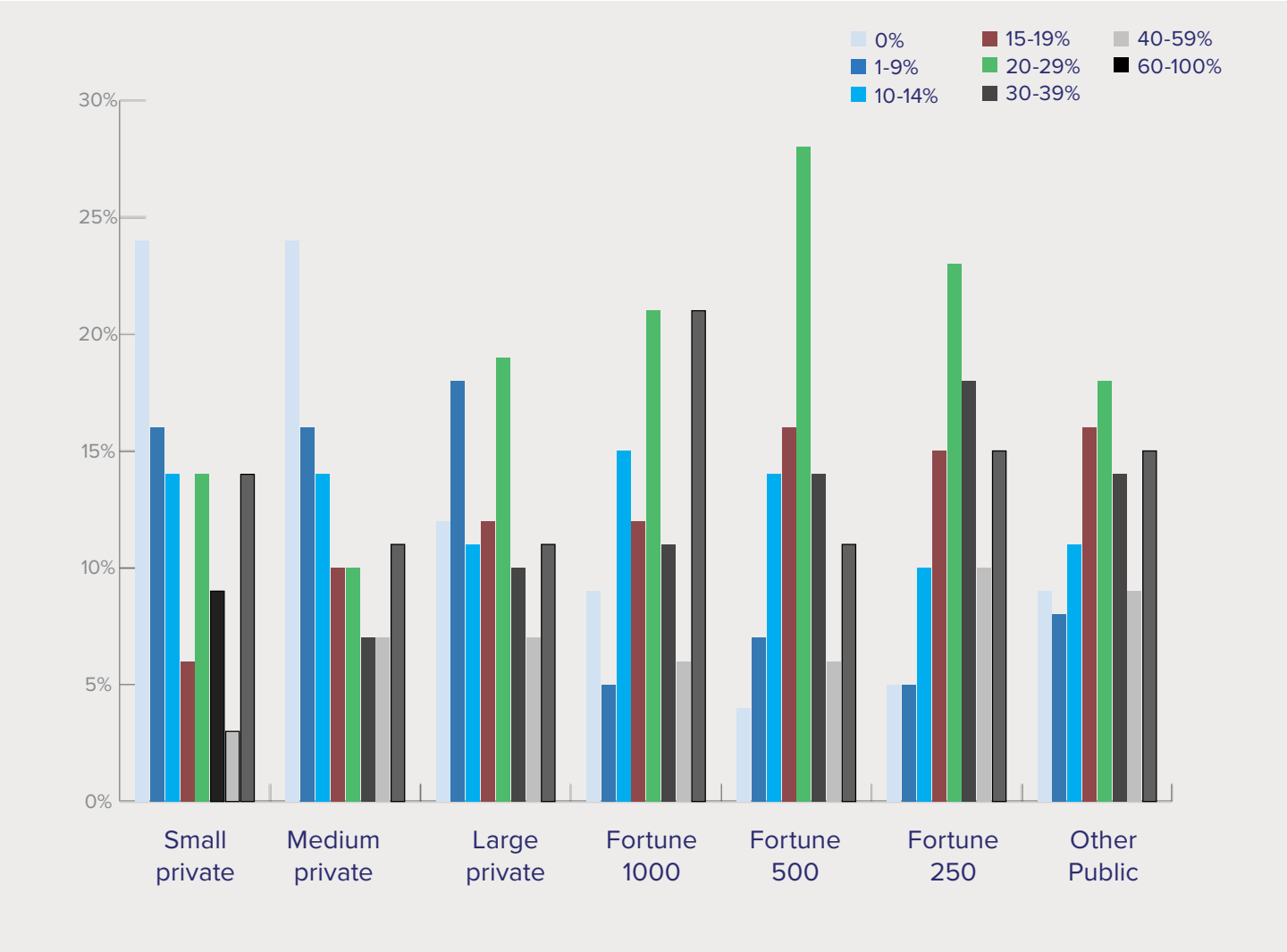
BONUSES BY COMPANY SIZE

Many attorneys in small and medium-sized private companies received no bonus at all, while the highest proportion of respondents **(21%)** who received **bonuses representing 60-100%** of their base pay work at **Fortune 1000 companies.**



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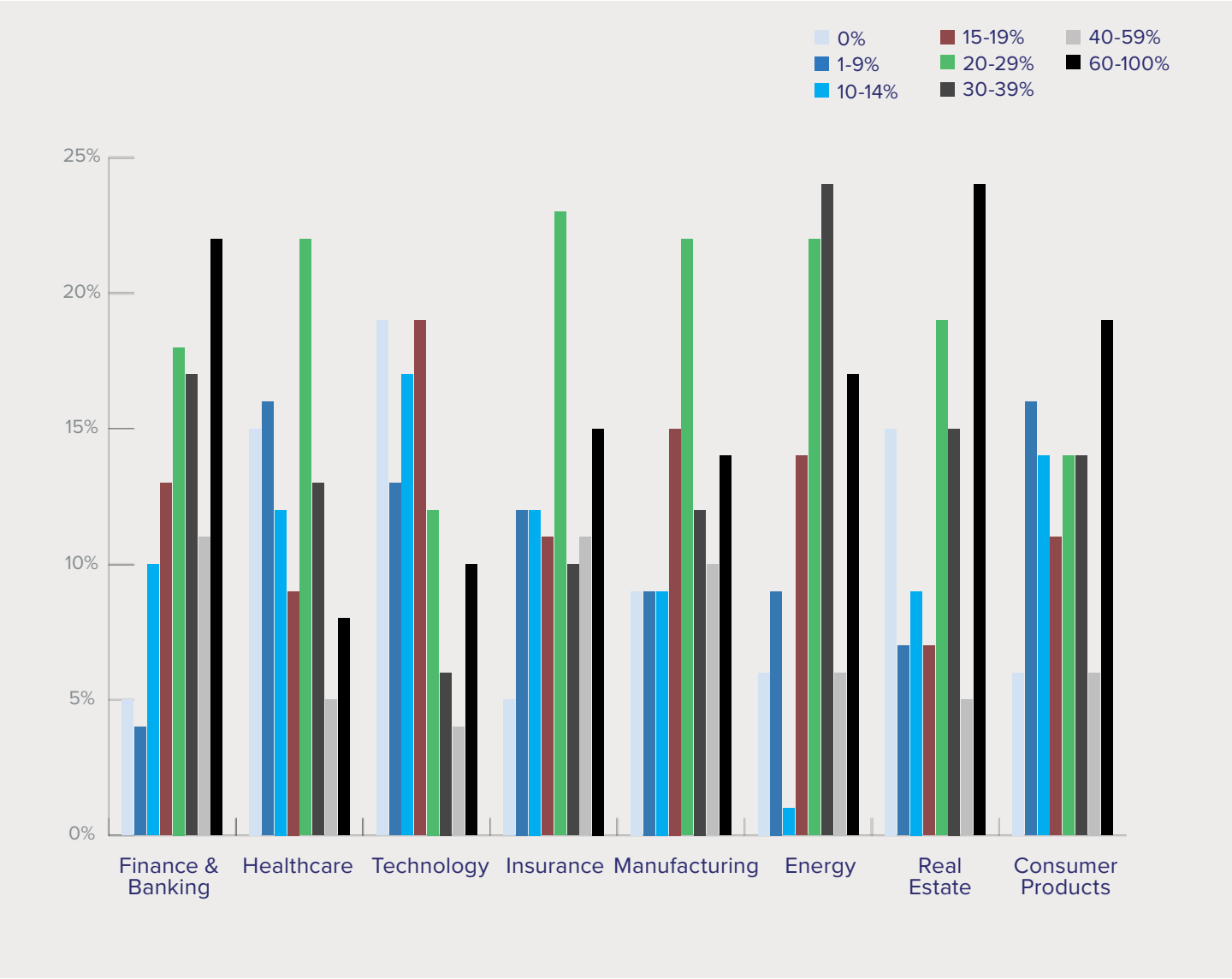
BONUSES BY INDUSTRY

The largest bonuses were reported among attorneys employed in the **finance and real estate industries,** where more than 40% of respondents **received bonuses of at least 30%.** Substantial bonuses were also reported by in-house counsel at energy companies, where the most common range is 30-39%. Bonuses in the tech sector tend to be lower, with 19% of attorneys receiving no bonus at all.



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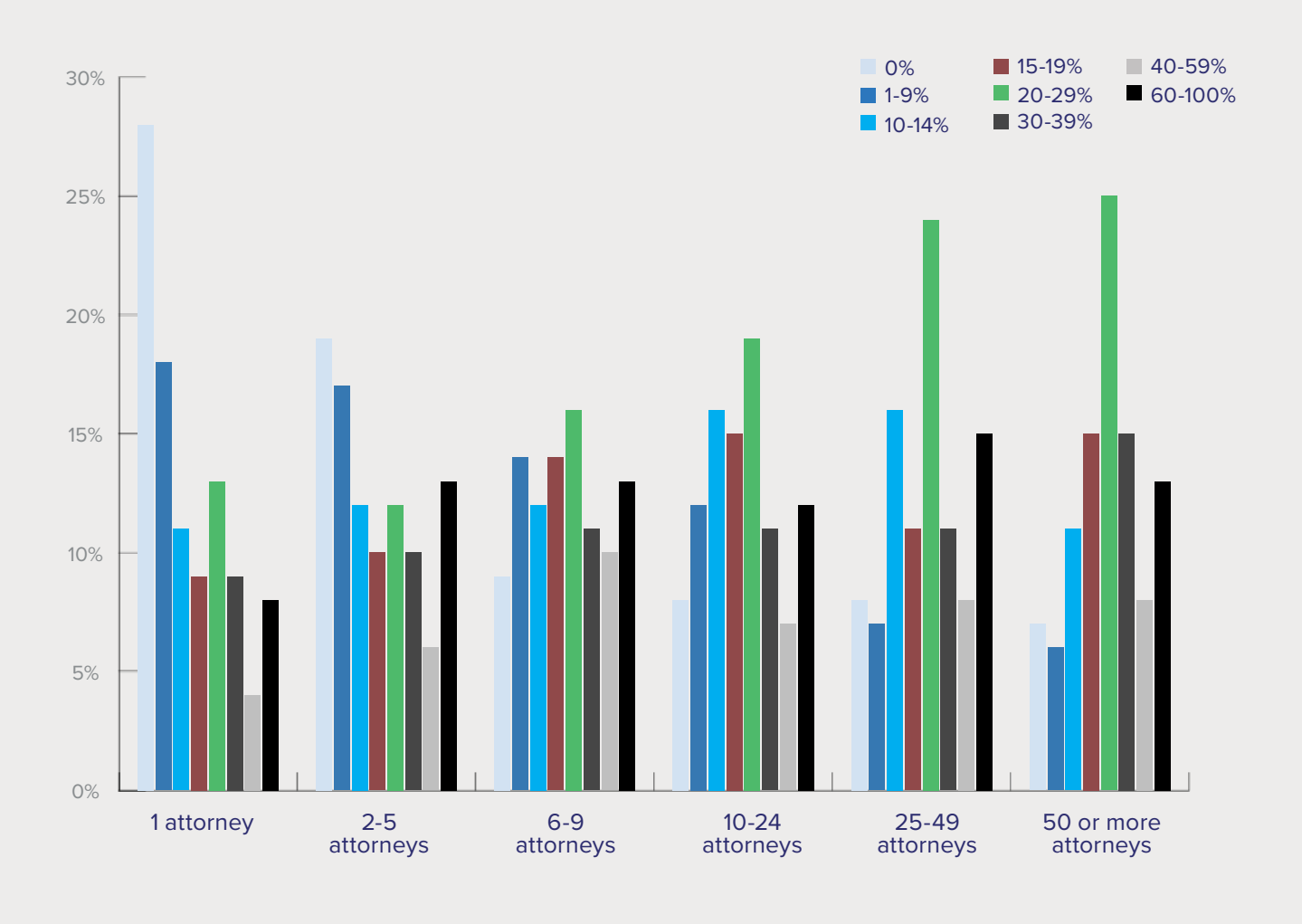
BONUSES BY DEPARTMENT SIZE

Attorneys who work in legal departments with at least six attorneys were the most likely to have received a bonus. The most common range is 20-29%.



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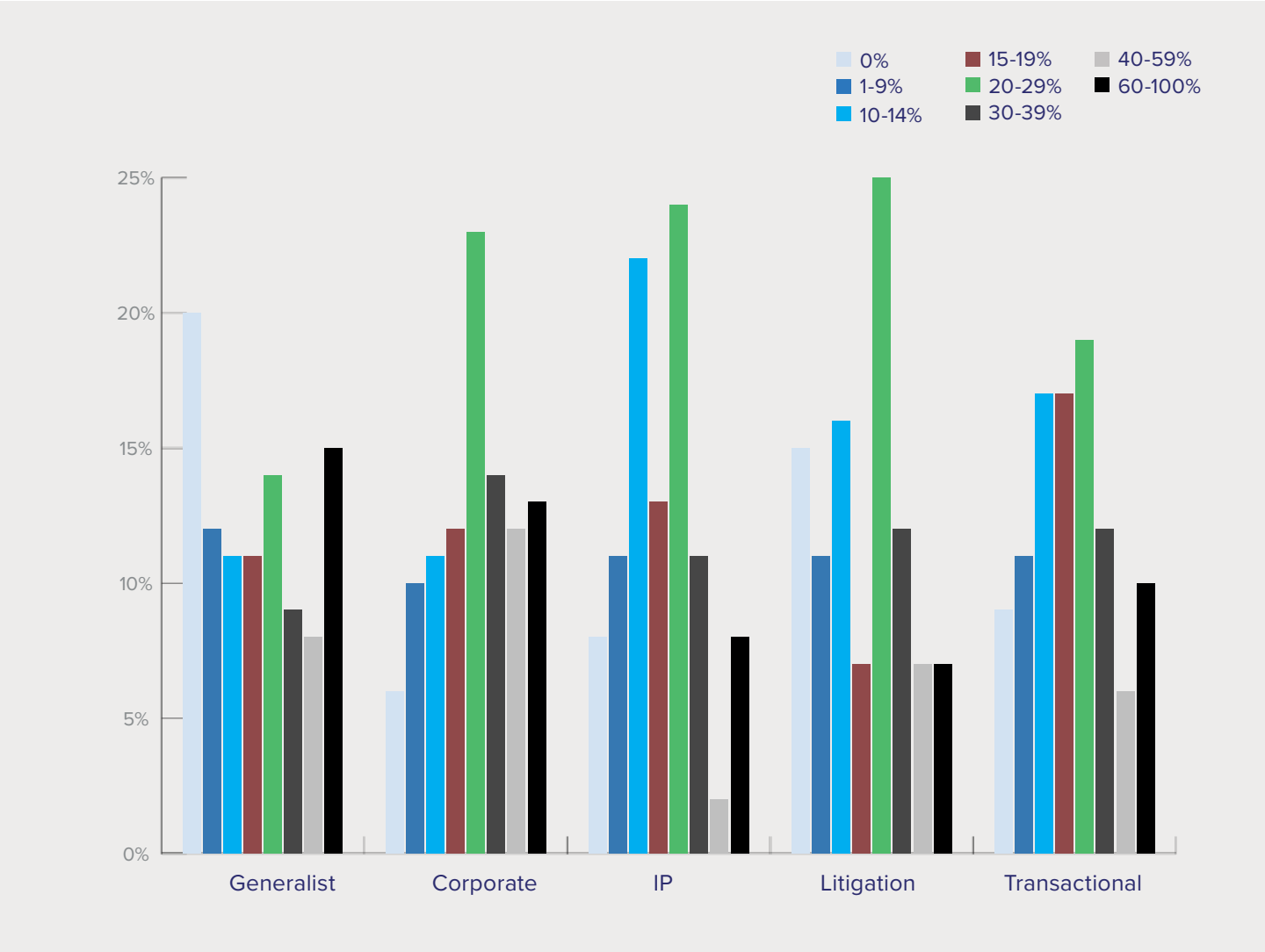
BONUSES BY PRACTICE AREA

The in-house **attorneys** who reported **receiving the largest bonuses practice corporate law.** Twenty-five percent of corporate respondents received bonuses of at least 40%—compared, for example, to attorneys who focus on litigation, of whom just 15% received bonuses that high, or IP attorneys, only 10% of whom received bonuses of 40% or more. Among generalists, 15% received substantial bonuses of 60-100%, while 20% received no bonus at all.



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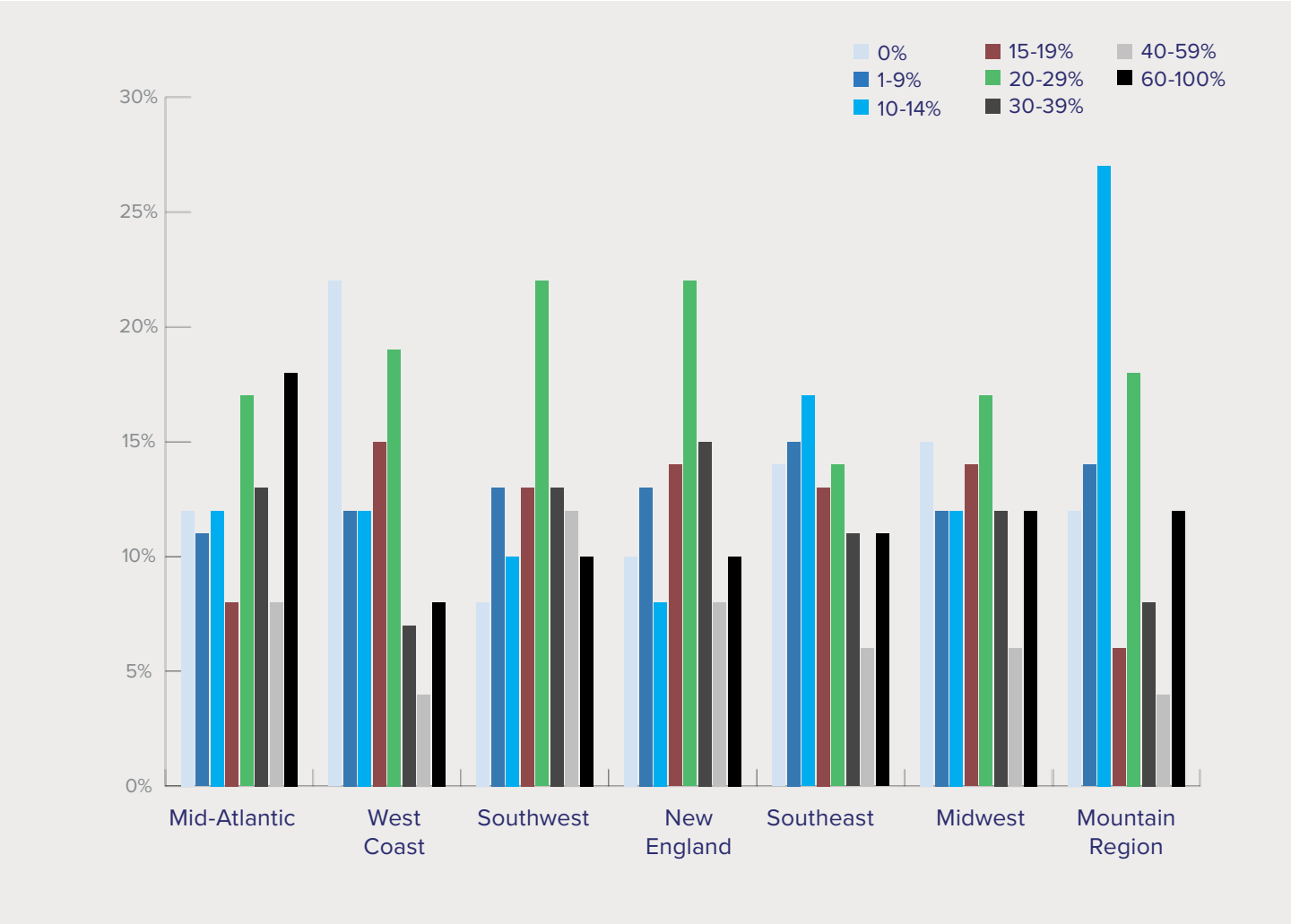
BONUSES BY REGION

More than 90% of attorneys in the Southwest said they received some kind of bonus. Bonuses are less typical on the West Coast, where 22% of respondents said they did not receive any bonus at all. The **Mid-Atlantic** region has the highest proportion of respondents (18%) whose **bonuses were 60% or more.**



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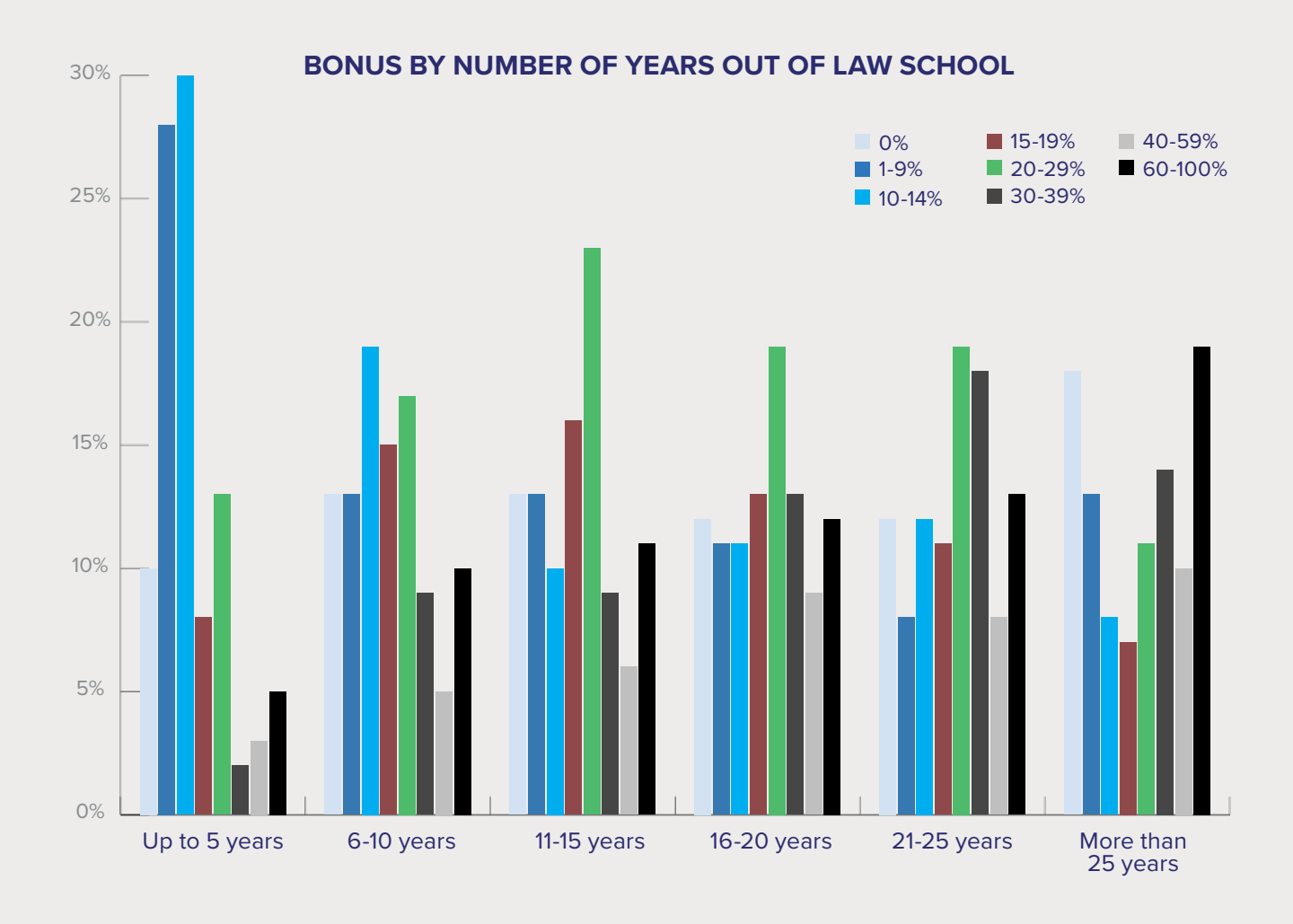
BONUSES BY EXPERIENCE

Like base salaries, bonus figures are generally **higher for attorneys with more experience.** While just 10% of respondents who graduated law school within the last 5 years received bonuses of 30% or more, the numbers climb above 20% for those who have been out of school at least 6 years, above 30% for attorneys with 16 to 25 years of experience, and above 40% for counsel with more than 25 years of experience.



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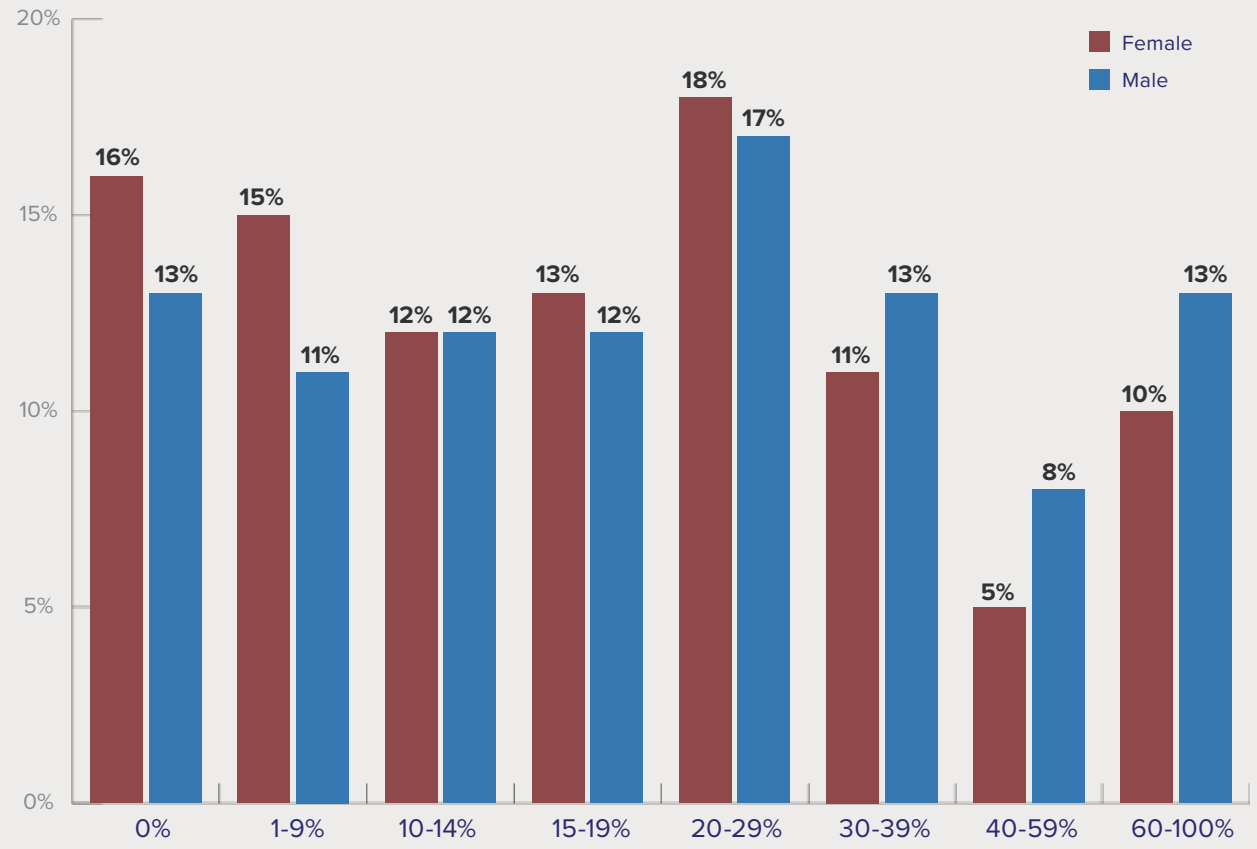
BONUSES BY GENDER

As we found in last year's study, **higher bonuses are more common among male respondents** than female respondents. A majority of the women surveyed (56%) reported receiving either no bonus at all or a bonus representing less than 20% of their base pay, compared to 48% of men. And while 21% of male attorneys received bonuses of 40% or more, only 15% of female attorneys did.



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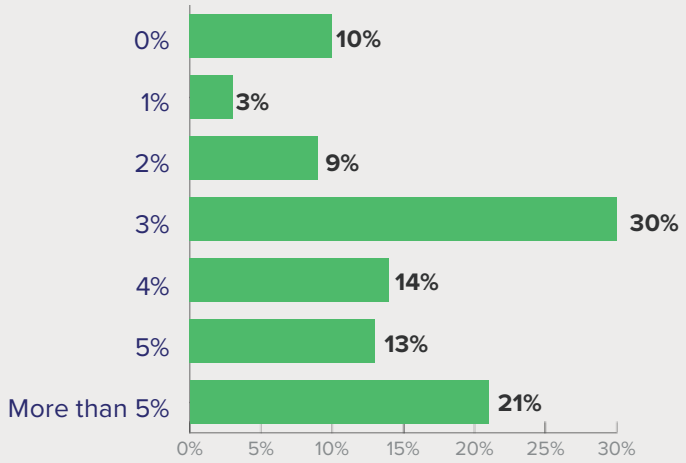
AVERAGE RAISE: ALL RESPONDENTS

Three percent is the most commonly reported figure for raises, cited by 30% of respondents. But almost half (48%) of attorneys said their raises have averaged above 3%. This figure is higher than 2022, when 42% of respondents reported receiving raises of 4% or more. Ten percent of respondents this year said they have received no raise at all in the last few years.

WHAT IS THE AVERAGE RAISE YOU'VE RECEIVED OVER THE PAST FEW YEARS?



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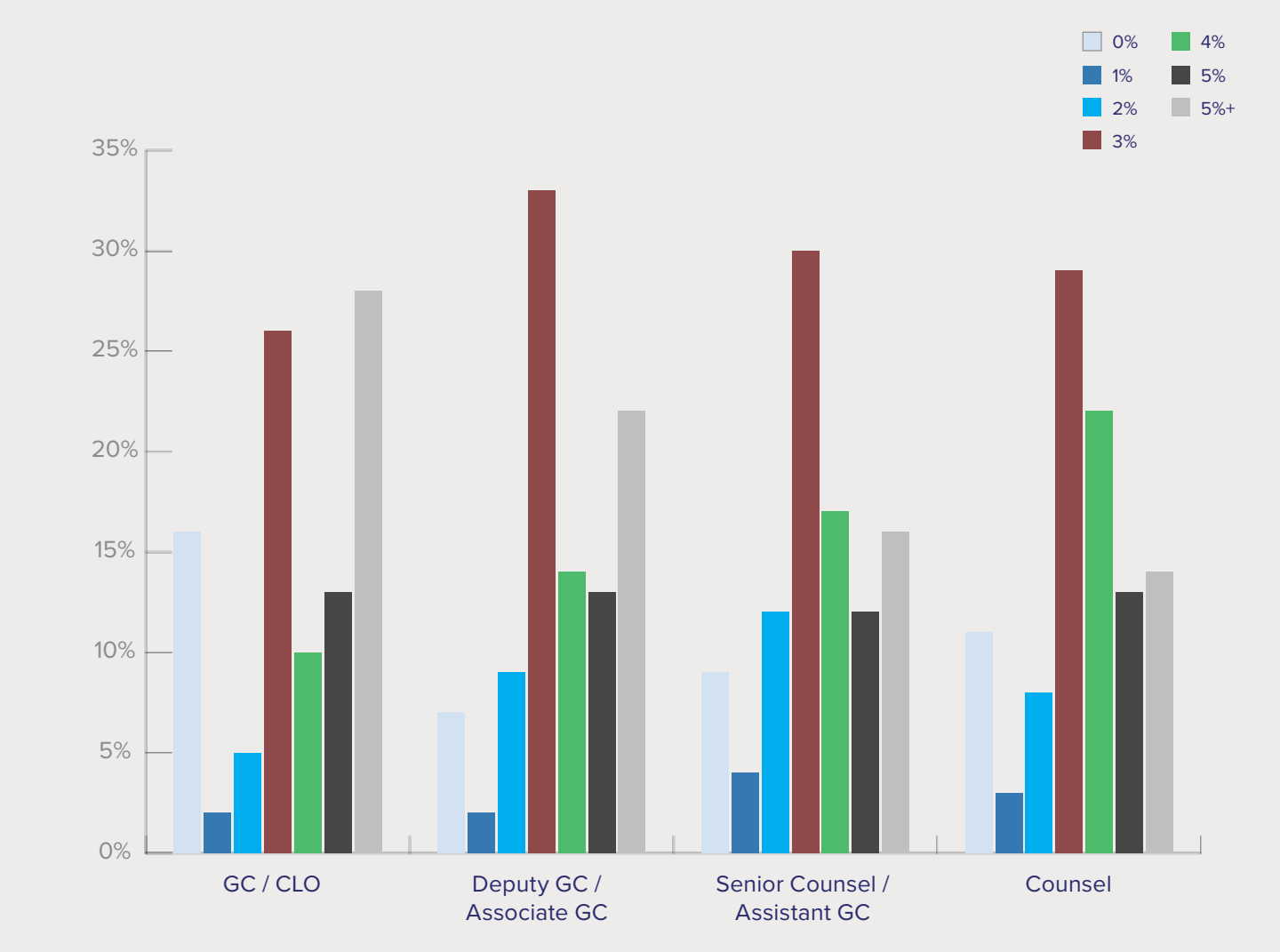
AVERAGE RAISE BY POSITION

General counsel were more likely than their more junior peers to have received either no raise at all or a raise exceeding 5%. More common for respondents at other levels were increases of 3%.



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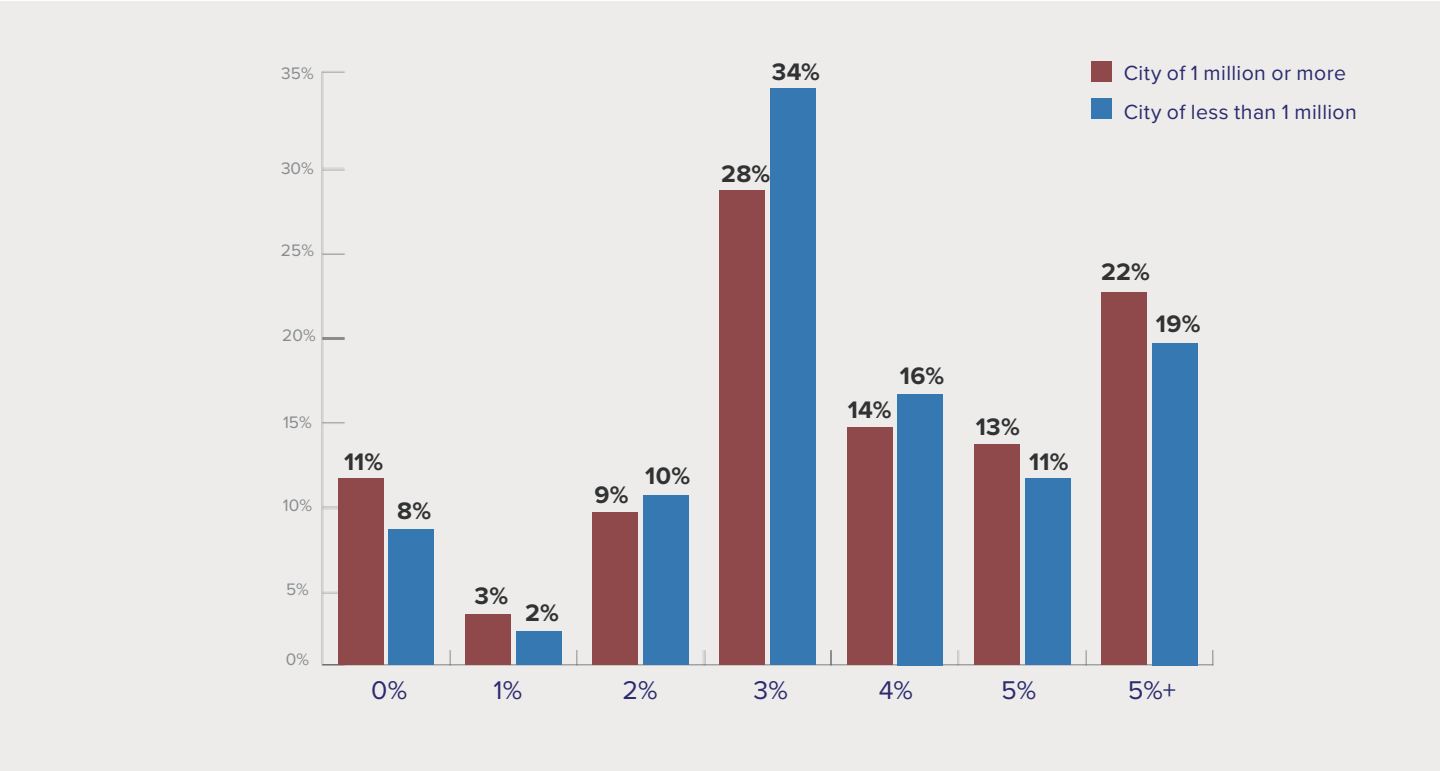
AVERAGE RAISE BY MARKET SIZE

Raises above 5% were a little more common in big cities, although more attorneys working in big cities also reported receiving no raise at all. Among both sets of respondents, the most common raise was 3%.



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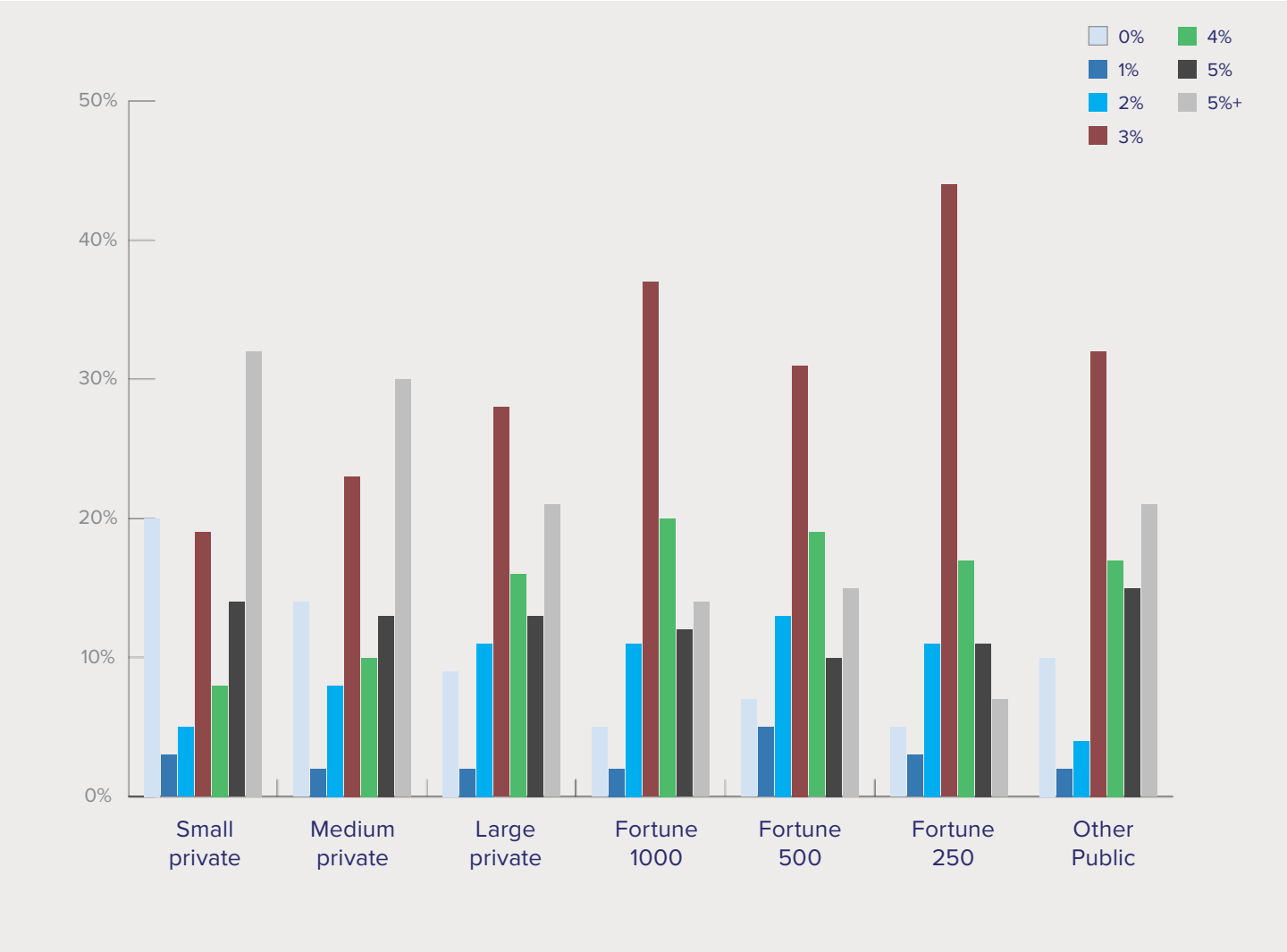
AVERAGE RAISE BY COMPANY SIZE

High raises are more common at private companies than public corporations. **More than 30%** of respondents **at small and medium-sized companies** reported receiving **raises in excess of 5%.** Among other companies, raises of 3% are more typical.



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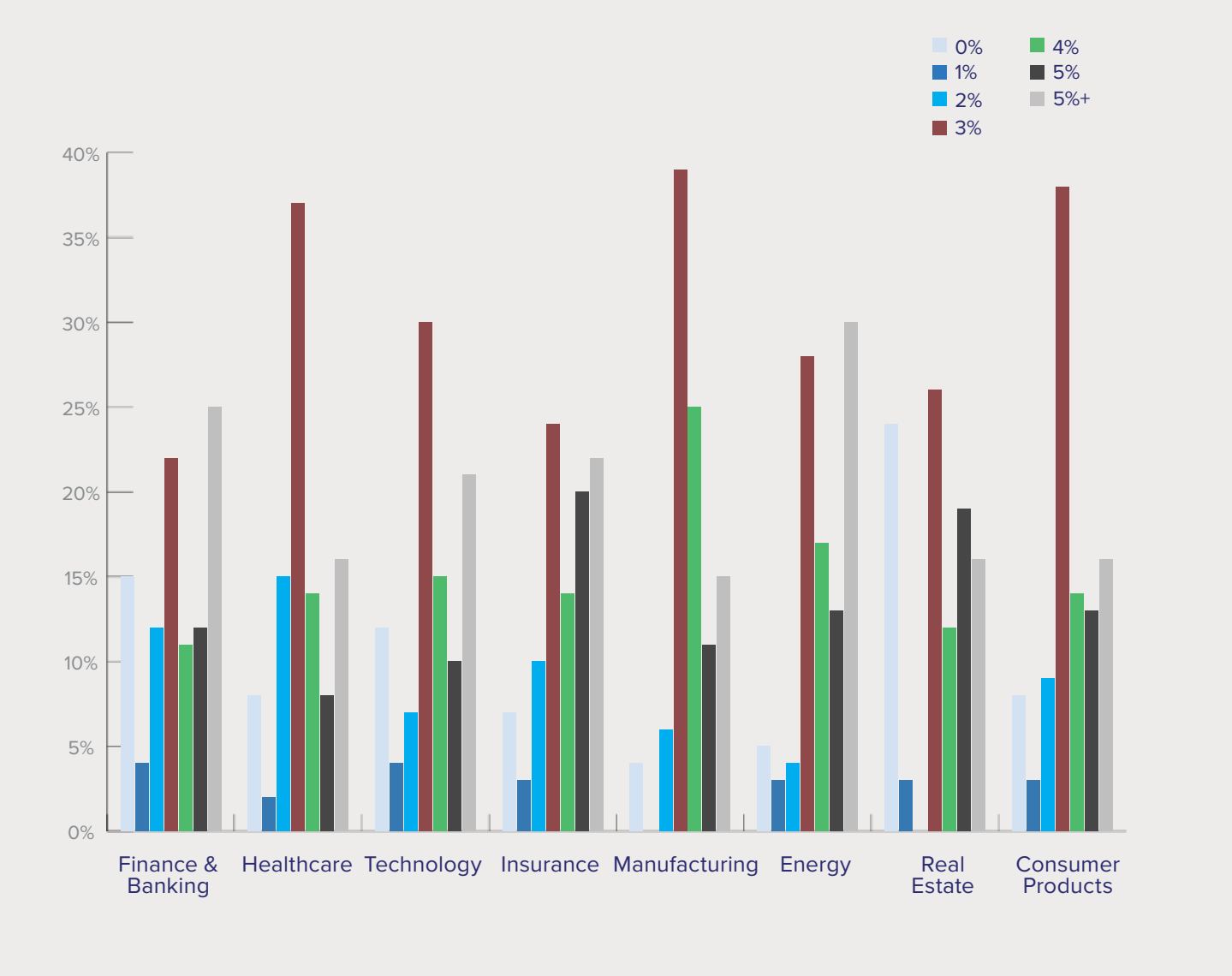
AVERAGE RAISE BY INDUSTRY

Finance and energy are the only industries in which the largest groups of respondents reported average annual increases above 5%.



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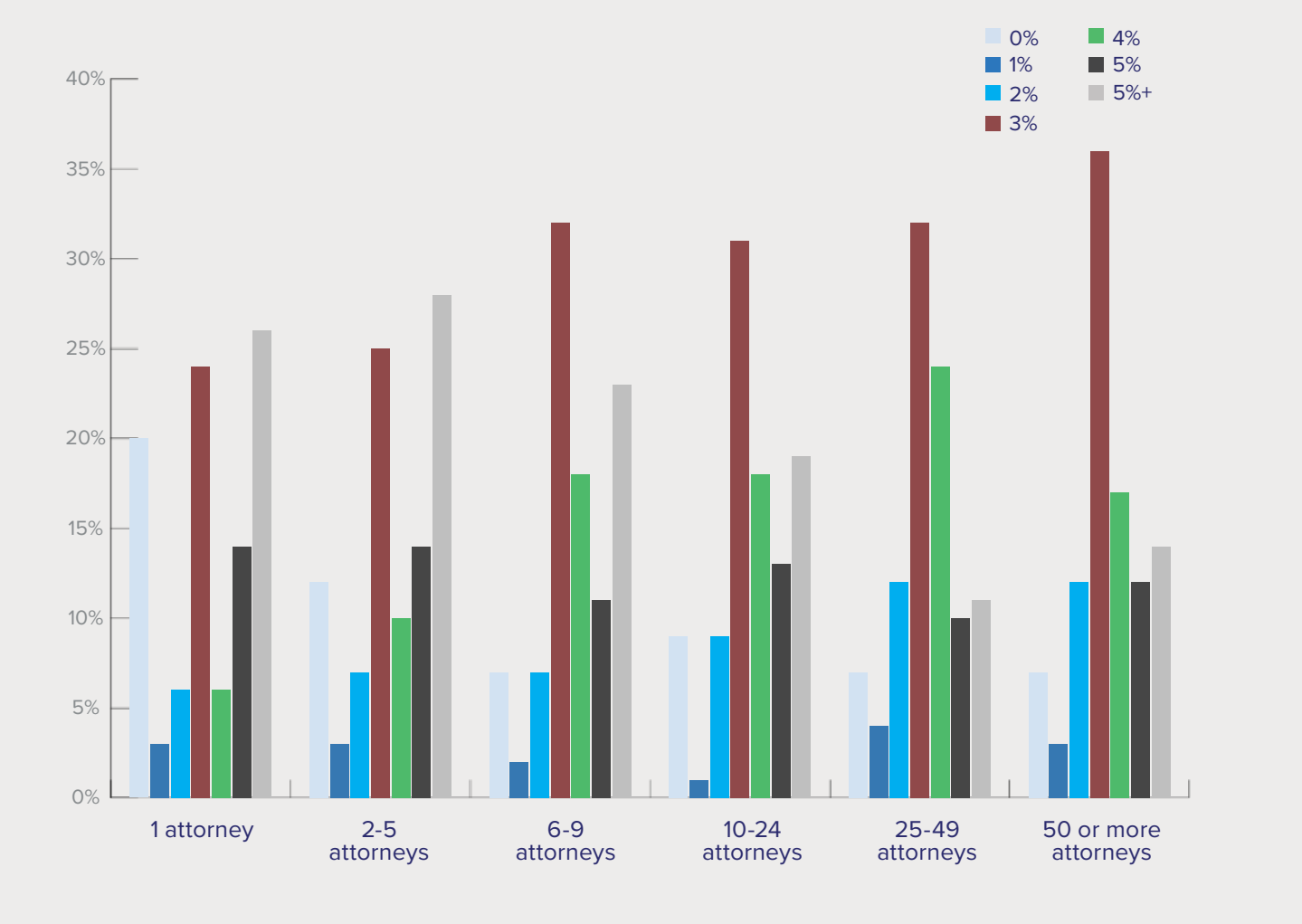
AVERAGE RAISE BY DEPARTMENT SIZE

In-house lawyers working in departments with five or fewer attorneys most often reported raises of 5% or higher. In larger departments, 3% is more typical.



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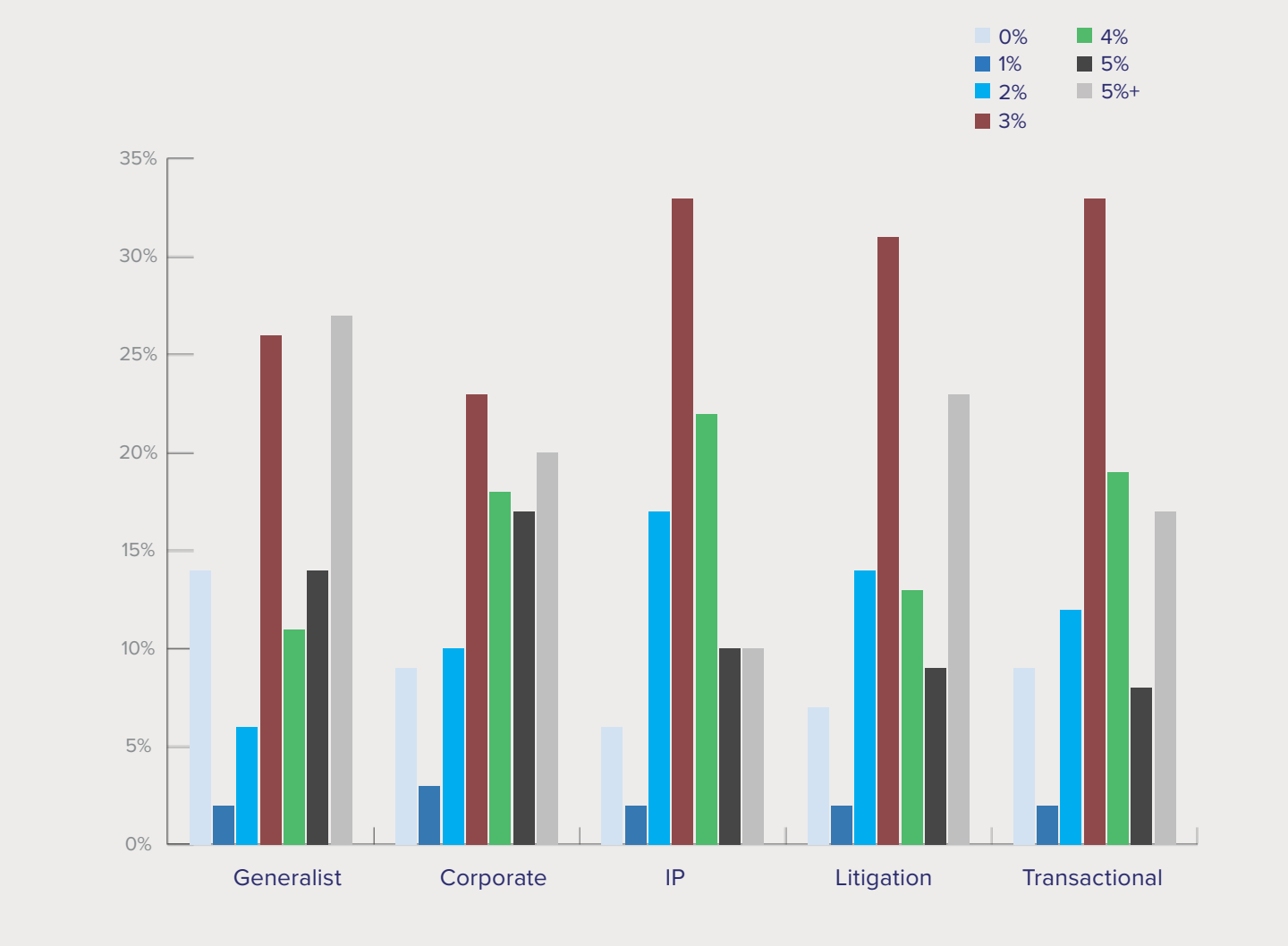
AVERAGE RAISE BY PRACTICE AREA

More than half of respondents who are either generalists or who practice corporate law received raises of at least 4%. Counsel in other practice areas were more likely to receive raises of 3% or less.



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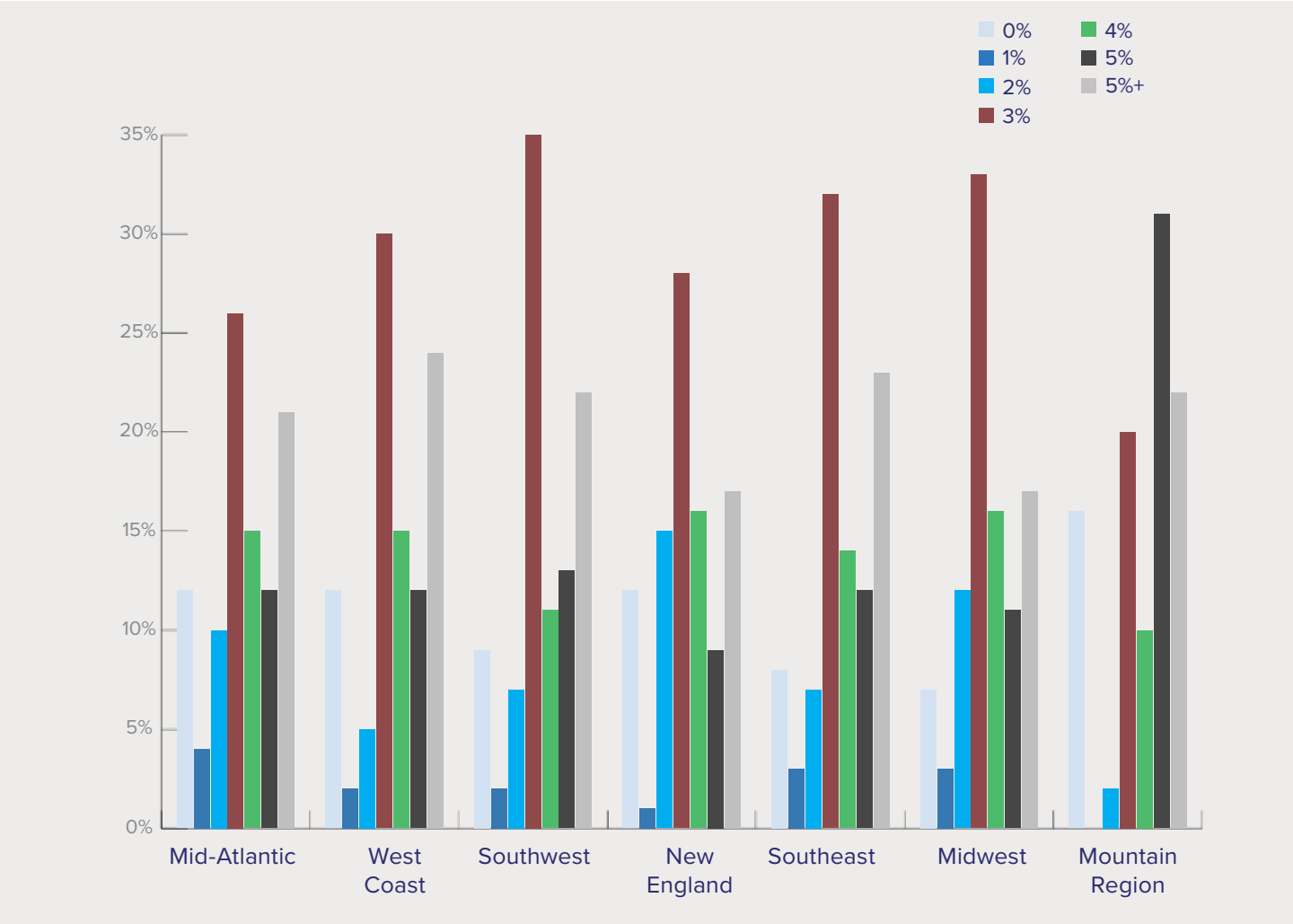
AVERAGE RAISE BY REGION

Three percent is the most commonly reported figure across regions, with the exception of the Rocky Mountain area, where 31% of respondents said they received raises of 5%.



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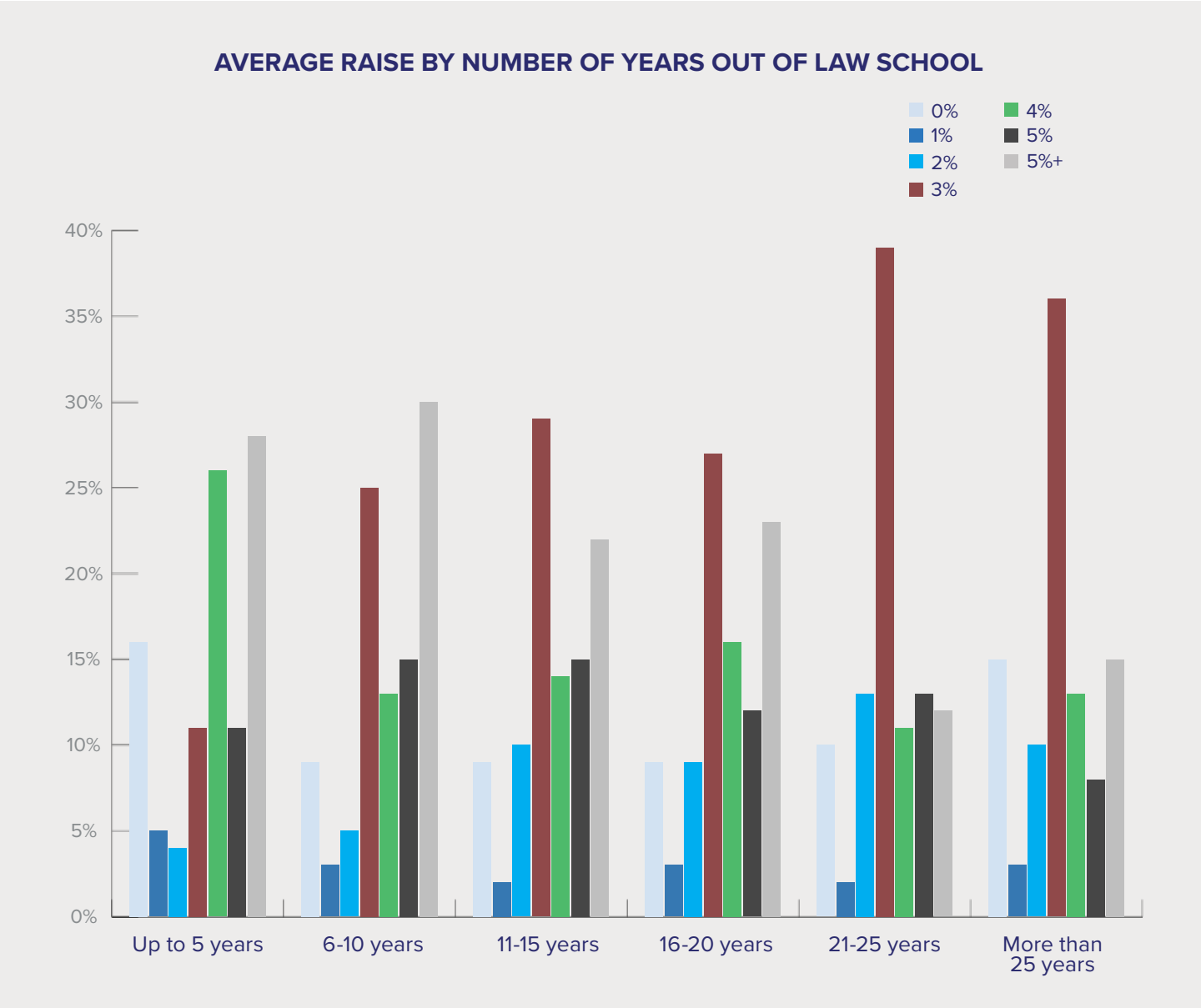
AVERAGE RAISE BY EXPERIENCE

Annual raises tend to be higher for more recent law school graduates and then settle closer to 3% for attorneys with more experience.



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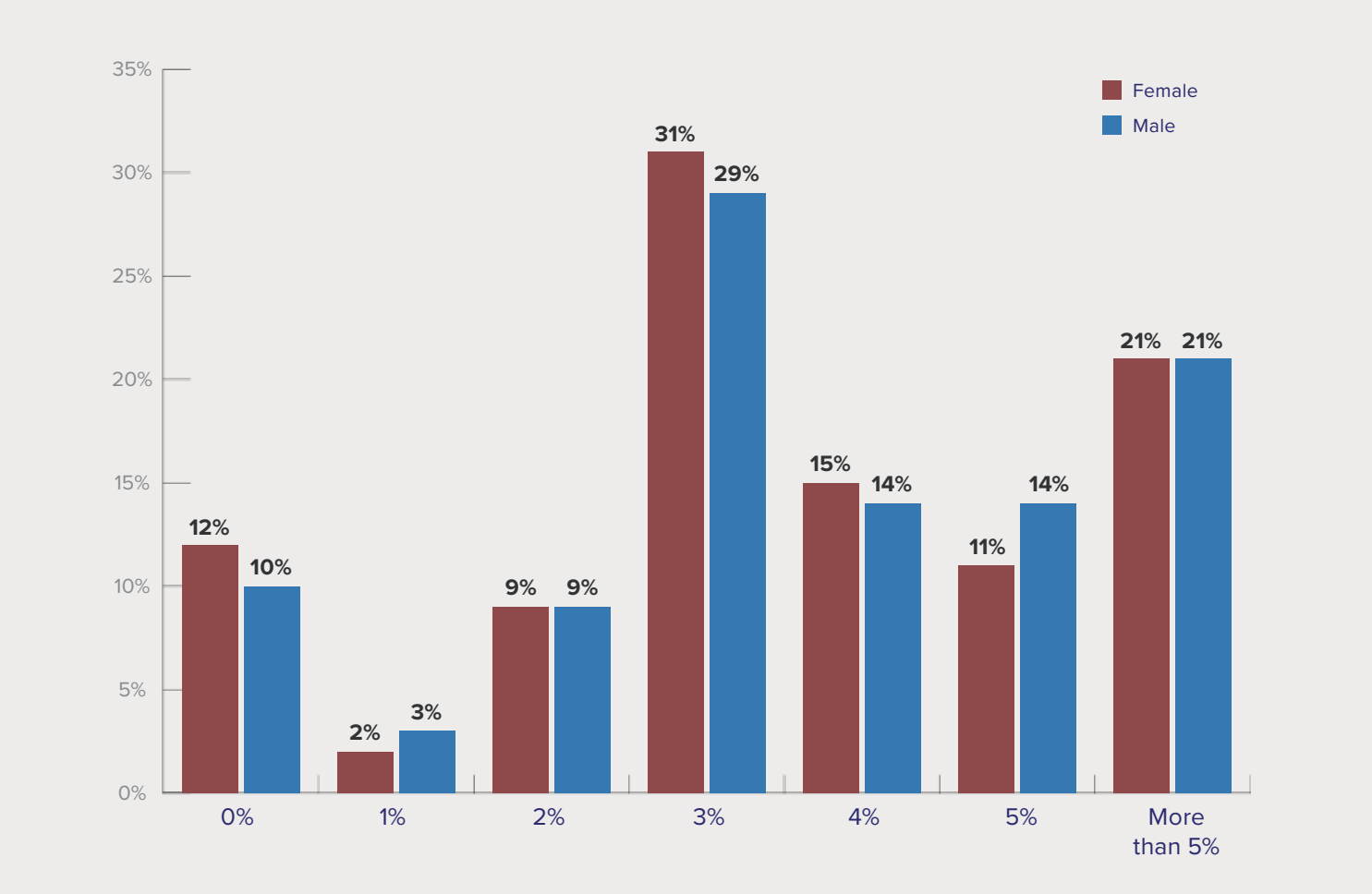
AVERAGE RAISE BY GENDER

There is relatively little difference in the raises reported by male and female respondents, although women were a little less likely to receive raises of 5% and a little more likely to have had increases of 3% or less.



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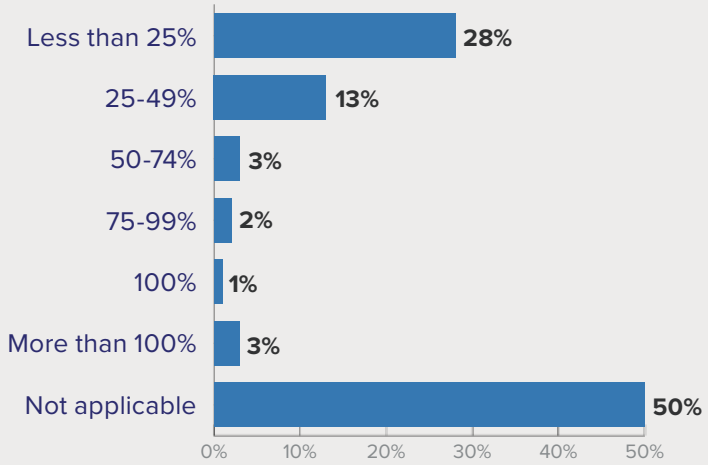
STOCK COMPENSATION: ALL RESPONDENTS

Half of respondents reported that they receive stock as a portion of their compensation package; for most, it represents less than 25% of their base pay.

WHAT IS YOUR STOCK COMPENSATION AS A PERCENTAGE OF YOUR BASE PAY?



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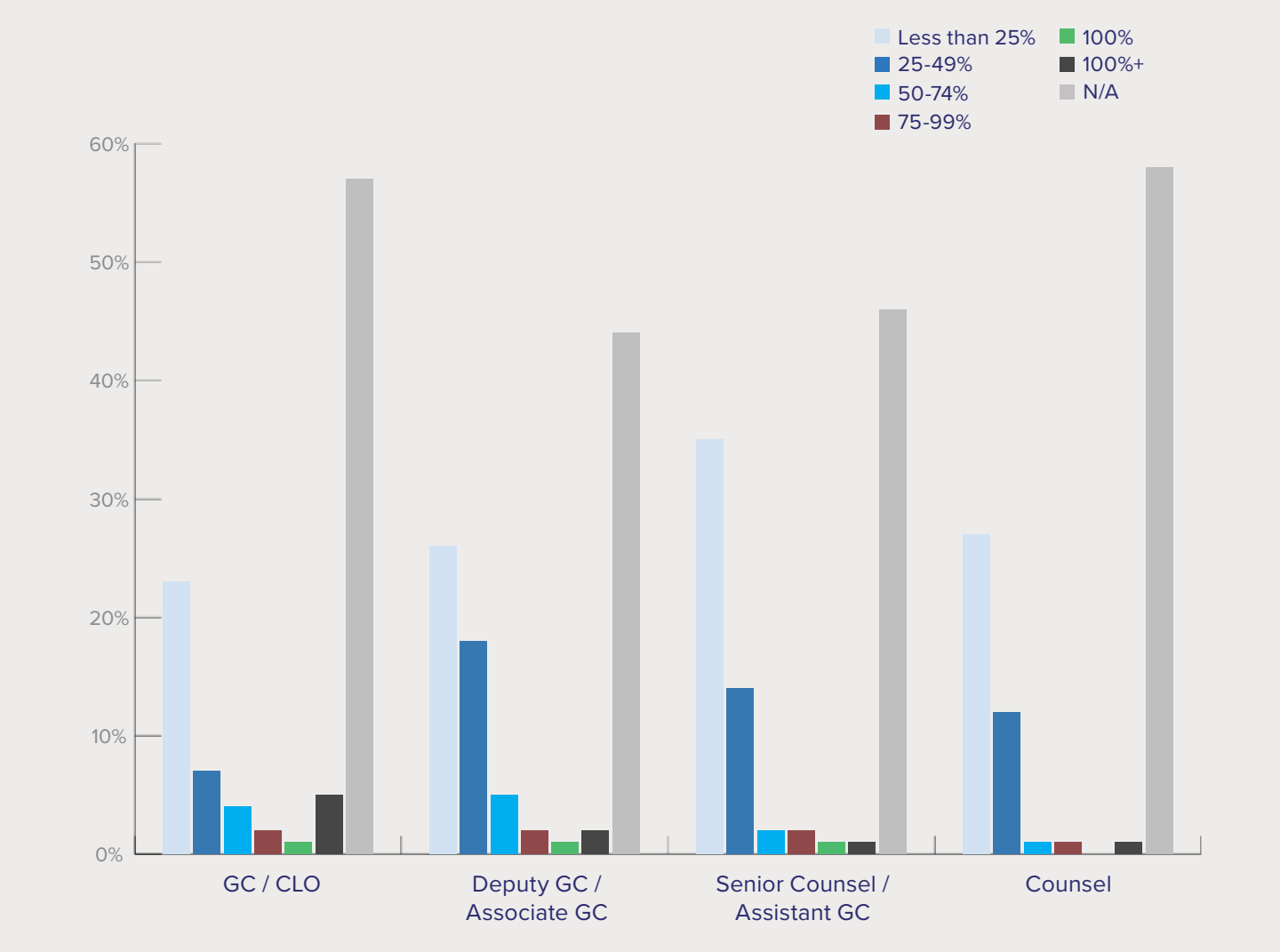
STOCK COMPENSATION BY POSITION

Stock is more likely to be a part of the compensation package for deputy general counsel and senior counsel than for either chief legal officers or junior-level counsel.



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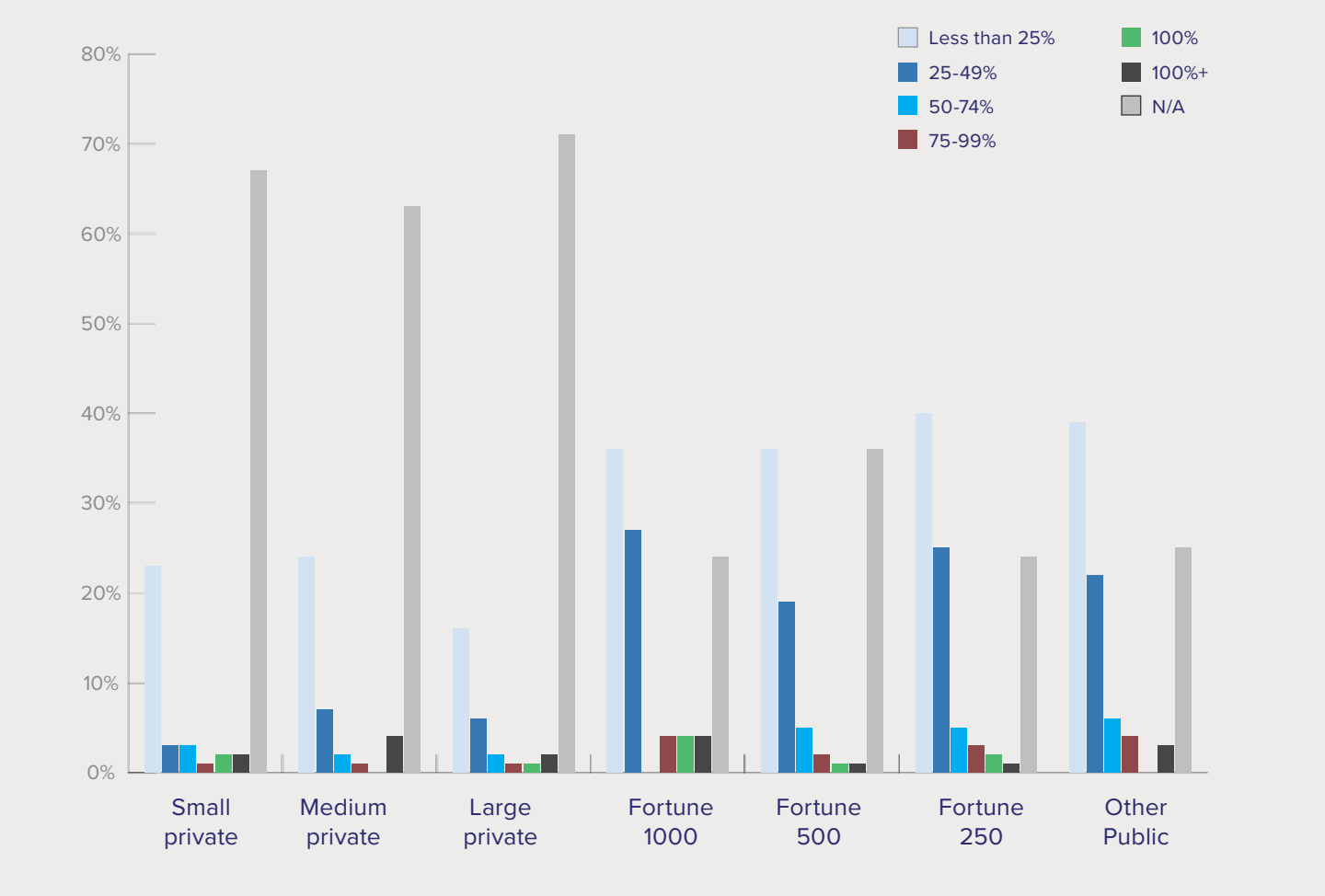
STOCK COMPENSATION BY COMPANY SIZE

In-house attorneys who work in public companies are much more likely to receive stock as part of their compensation package than counsel at private companies.



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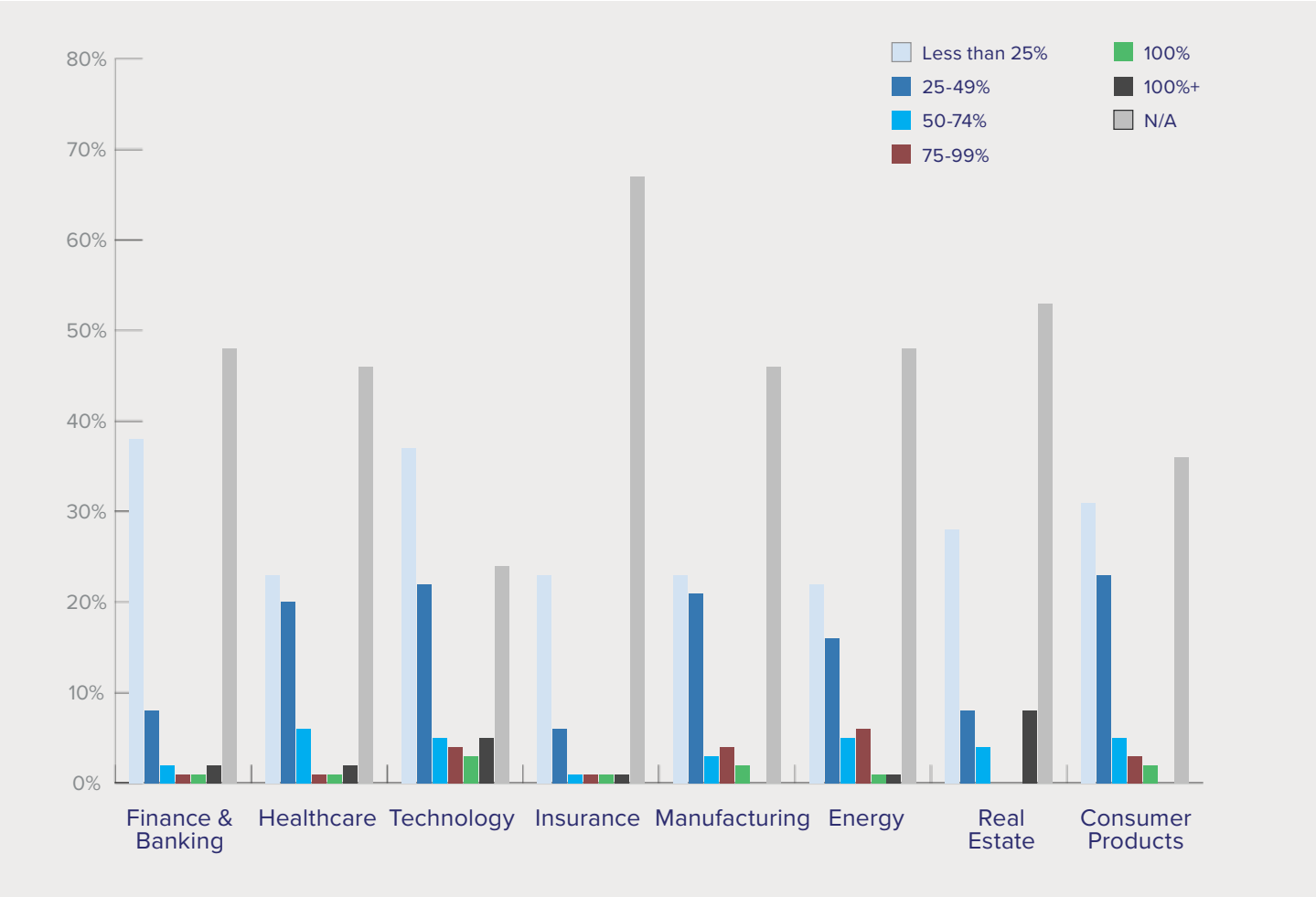
STOCK COMPENSATION BY INDUSTRY

Respondents working in the tech sector were the most likely to have reported receiving stock compensation; those in the insurance industry were the least likely.



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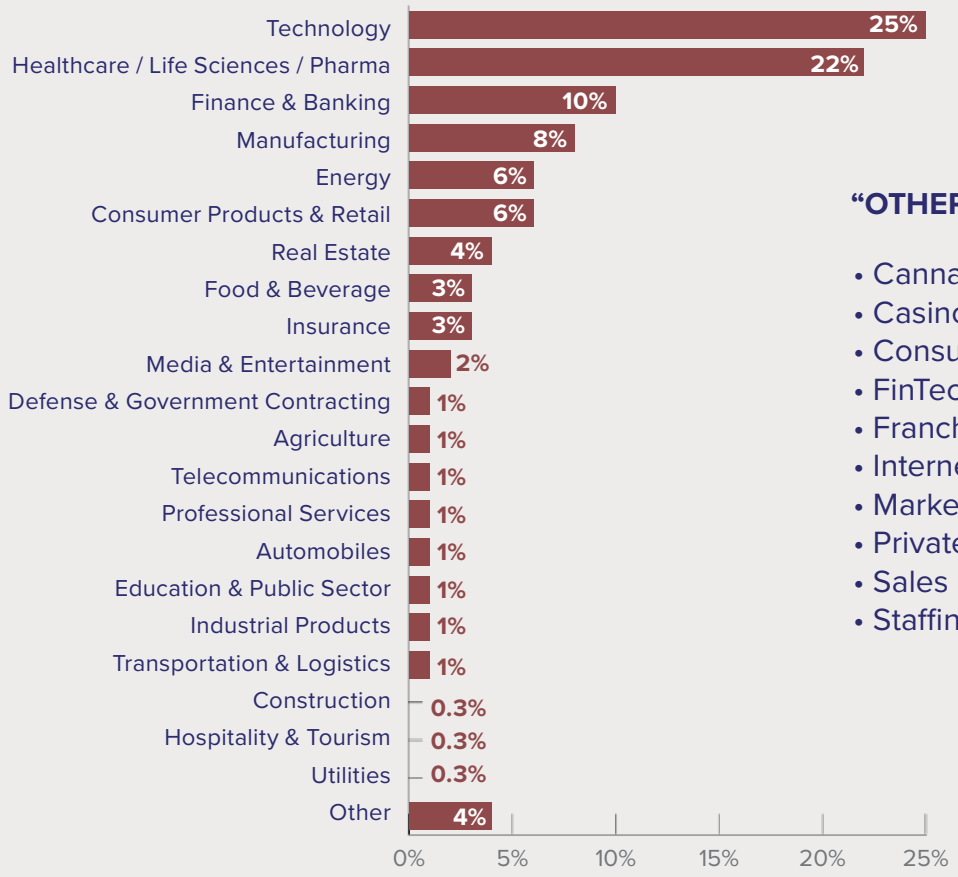
STOCK COMPENSATION

Among the attorneys receiving stock compensation worth at least 25% of base pay, the largest groups work in either the tech sector or healthcare and life sciences industries.

INDUSTRIES REPRESENTED AMONG COUNSEL WHO RECEIVE STOCK WORTH 25% OR MORE



"OTHER" INDUSTRIES INCLUDE:

- Cannabis
- Casino gaming
- Consumer discretionary
- FinTech
- Franchise
- Internet marketplace
- Marketing communications
- Private equity
- Sales
- Staffing

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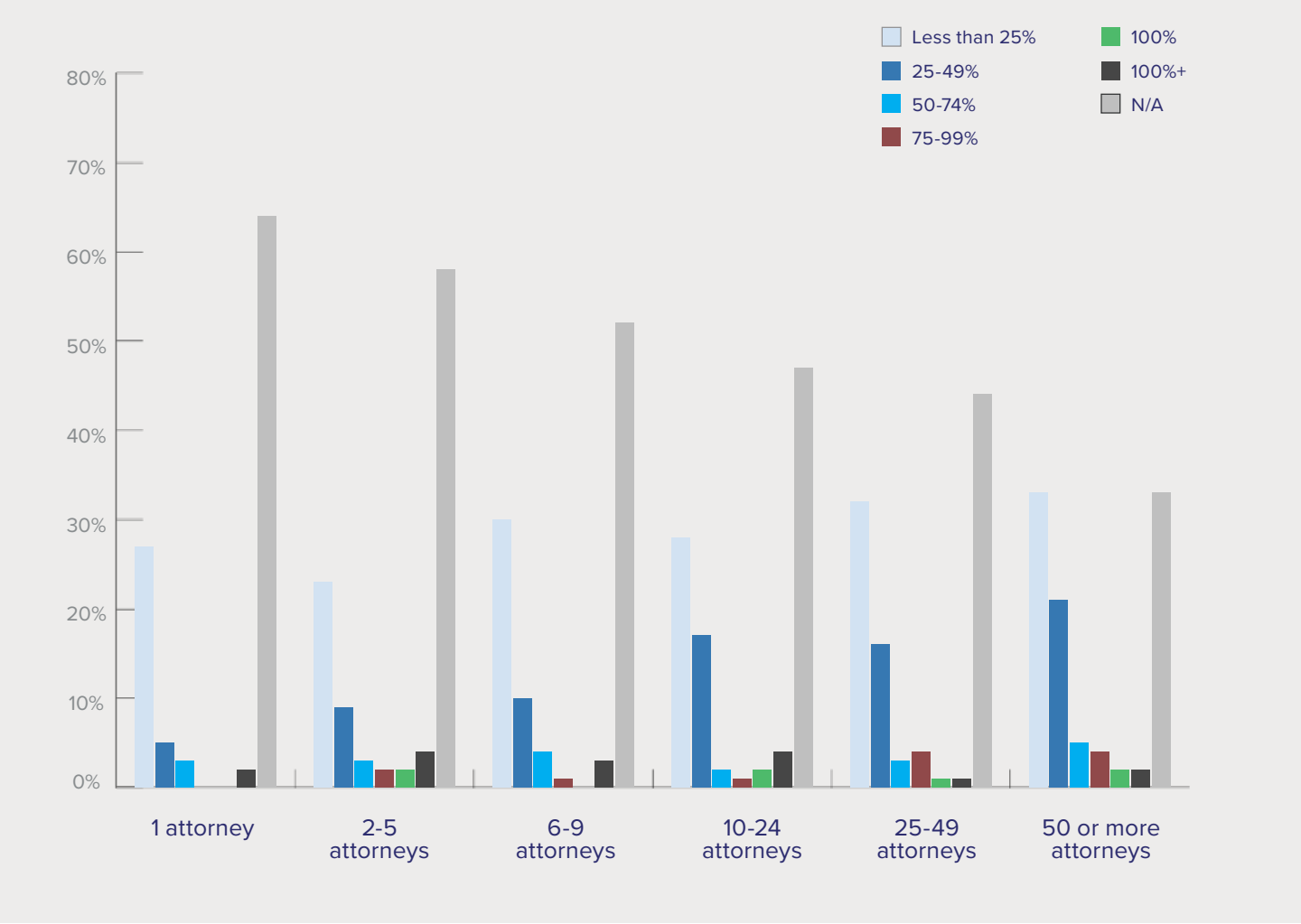
STOCK COMPENSATION BY DEPARTMENT SIZE

Stock compensation is more common in larger legal departments; **two-thirds** of **respondents in departments with 50 or more attorneys reported receiving stock,** compared to less than half who work in departments with fewer than 10 lawyers.



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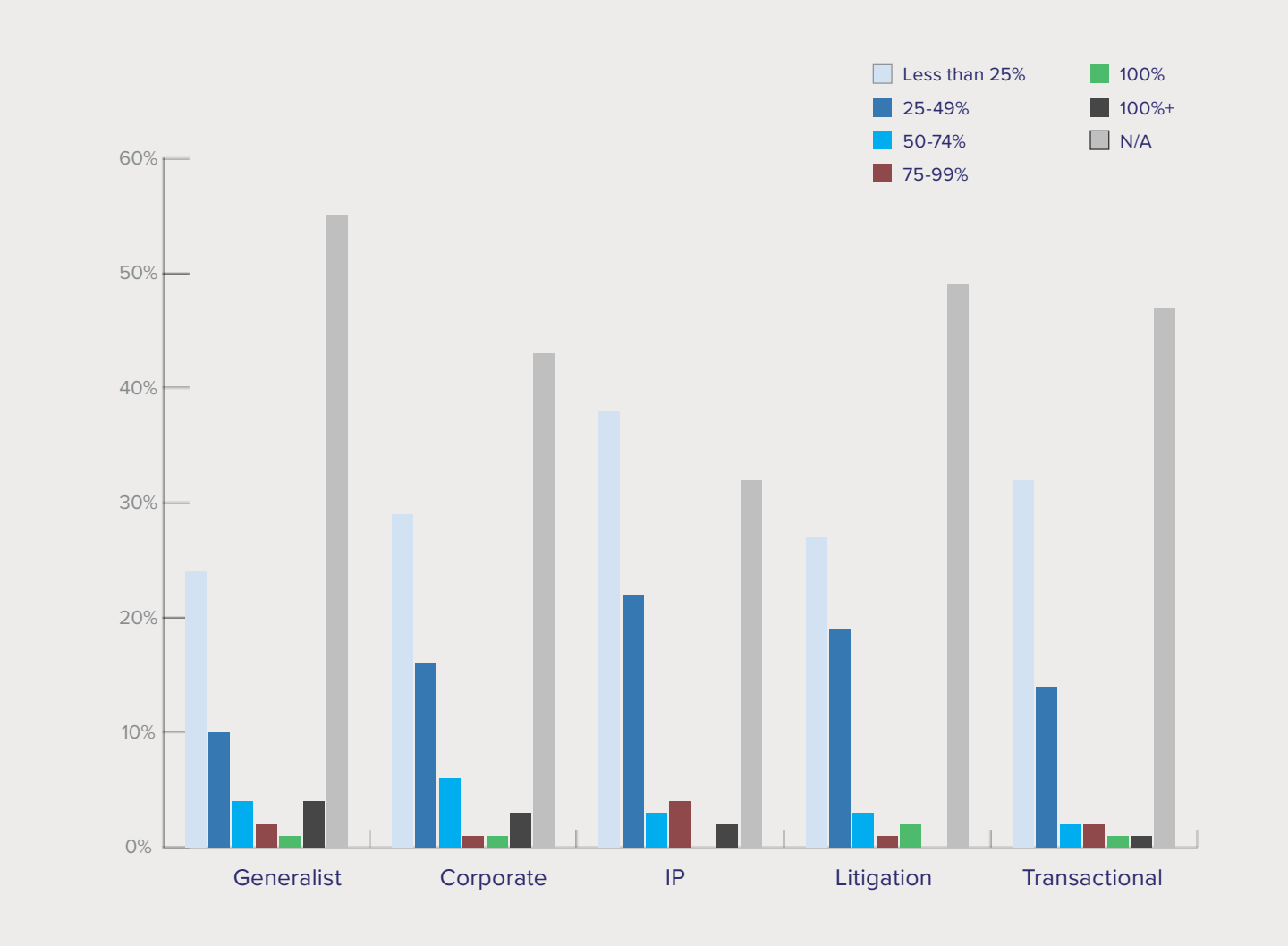
STOCK COMPENSATION BY PRACTICE AREA

The highest proportion of in-house attorneys whose compensation includes stock focus on intellectual property.



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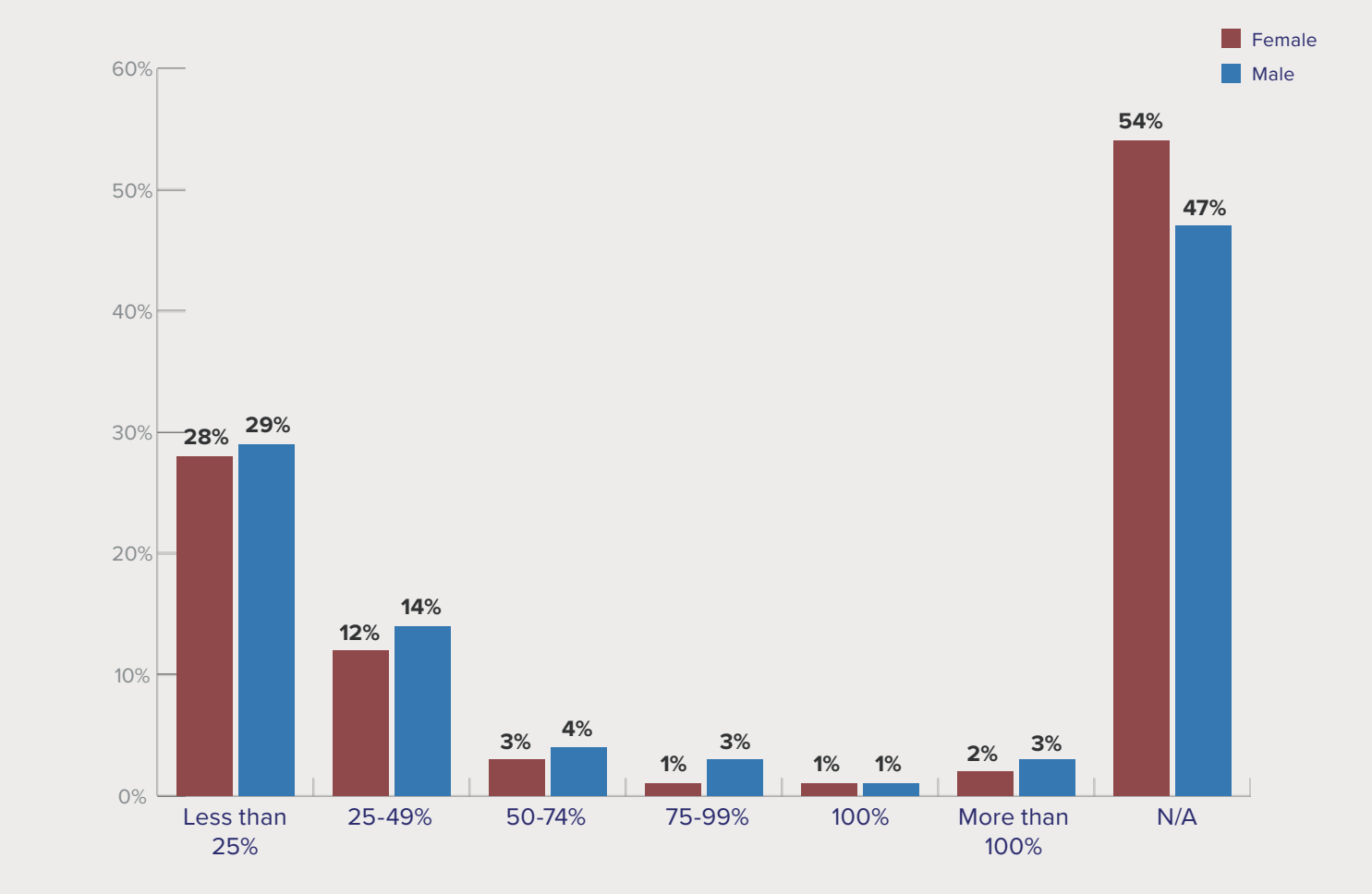
STOCK COMPENSATION BY GENDER

More than half of men reported receiving stock as part of their compensation package, while less than half of women did.



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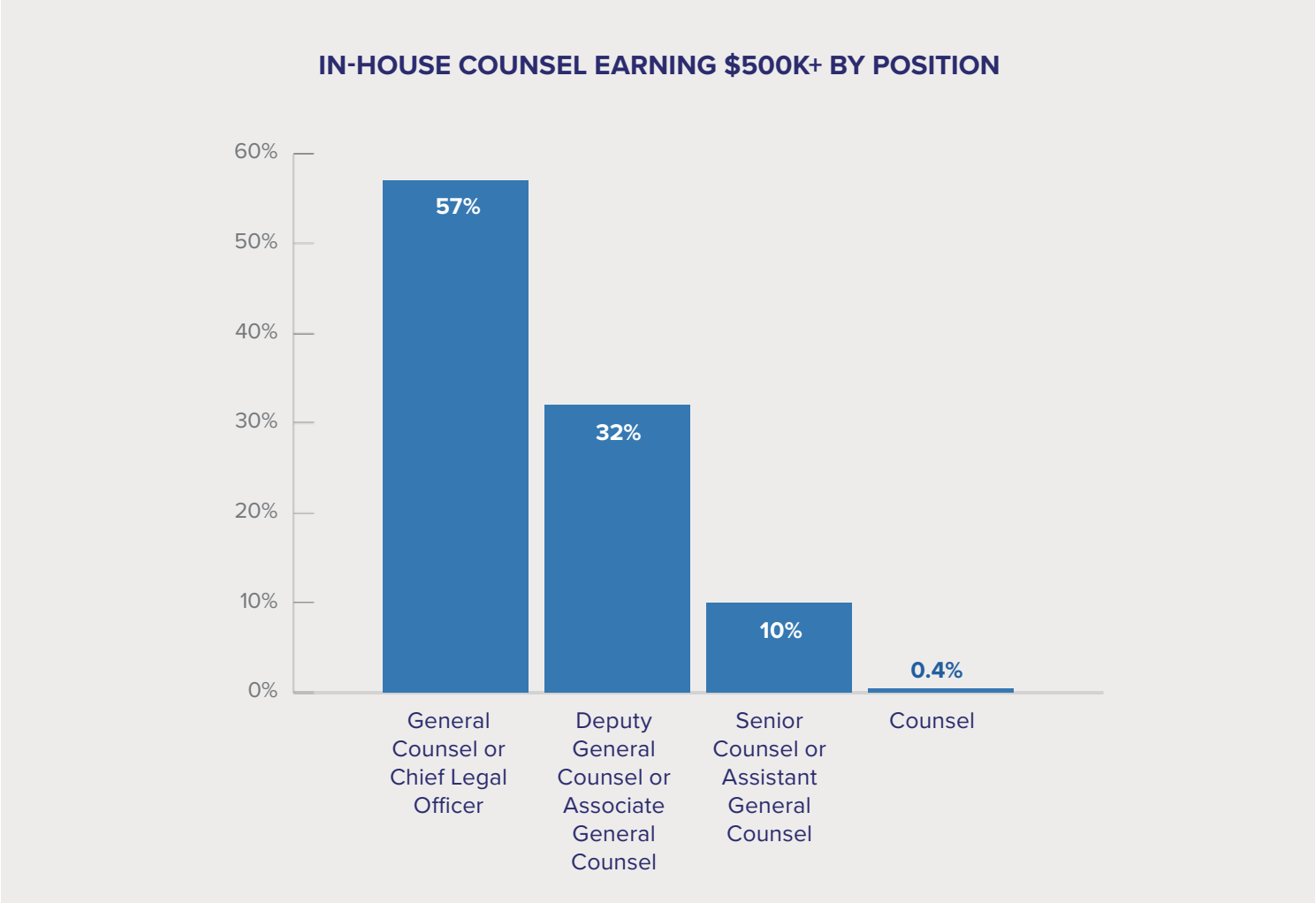
HIGHEST-PAID IN-HOUSE COUNSEL

Fifteen percent of survey respondents reported receiving total annual compensation of $500,000 or more. The following charts provide a closer look at these attorneys.

WHO THEY ARE

The majority (57%) of these respondents are general counsel or chief legal officers. Almost a third are deputy general counsel, and 10% are senior counsel. Just one individual identified as junior-level counsel.



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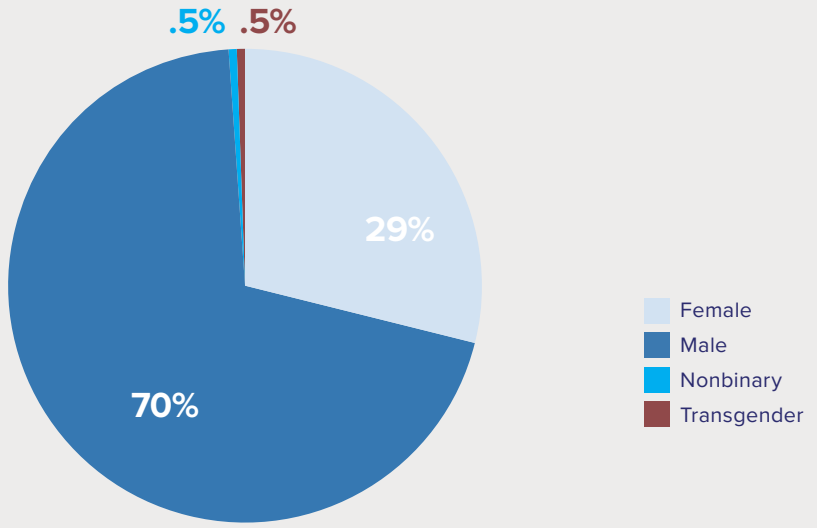
HIGHEST-PAID IN-HOUSE COUNSEL

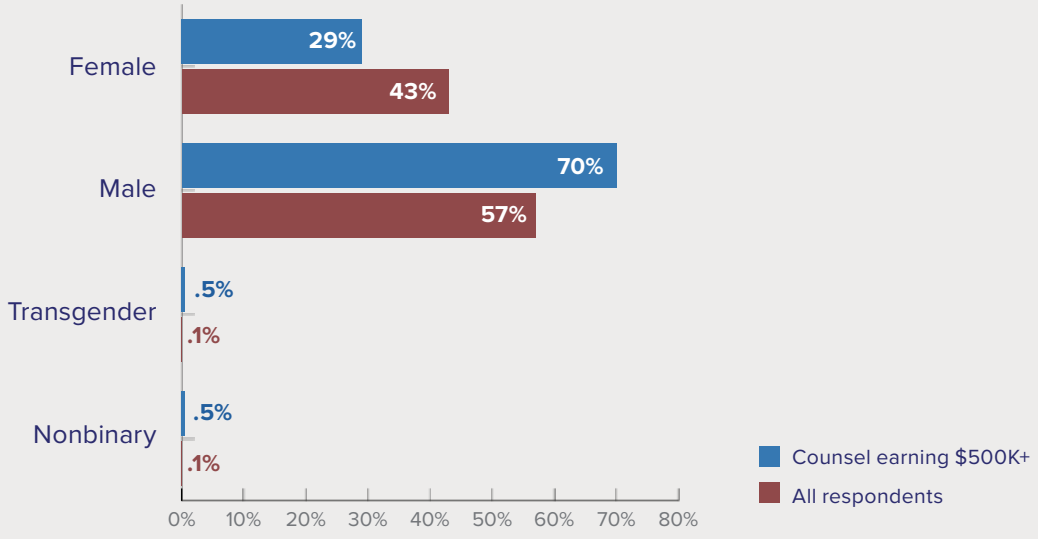
Men outnumber women in this group by more than two to one.

IN-HOUSE COUNSEL EARNING $500K+ BY GENDER



Unlike the racial/ethnic composition of this set of attorneys, which generally tracks the overall survey demographics, women are underrepresented among the respondents earning $500,000 or more, while the percentage of male respondents is disproportionately high compared to their representation in the overall survey pool.

COUNSEL EARNING $500K+ VS. ALL RESPONDENTS, BY GENDER



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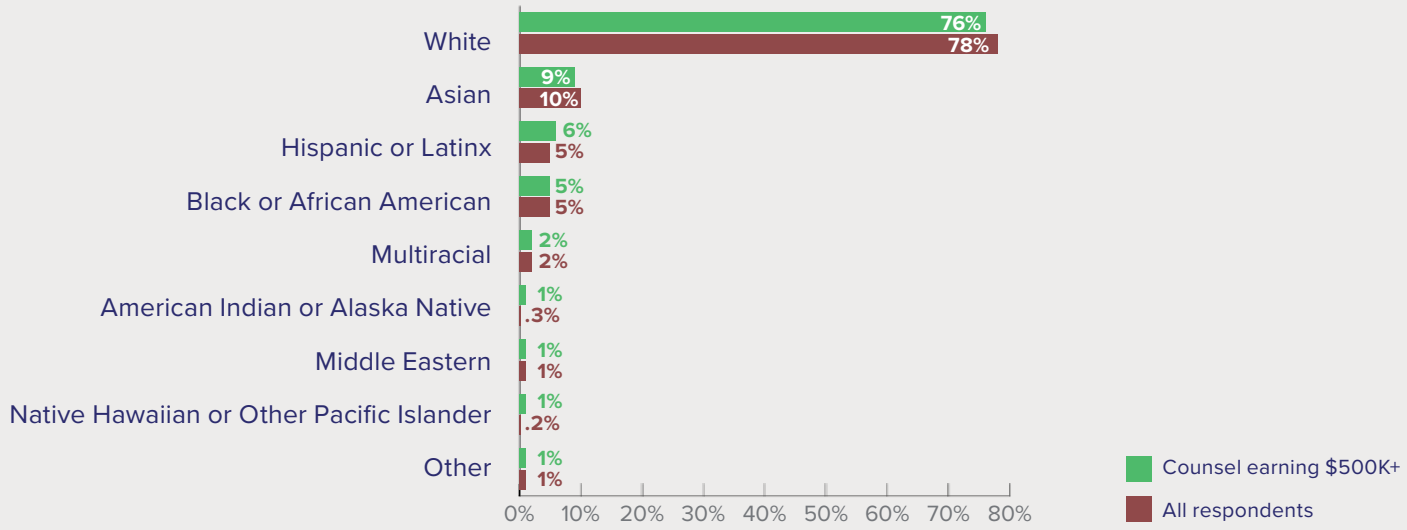
HIGHEST-PAID IN-HOUSE COUNSEL

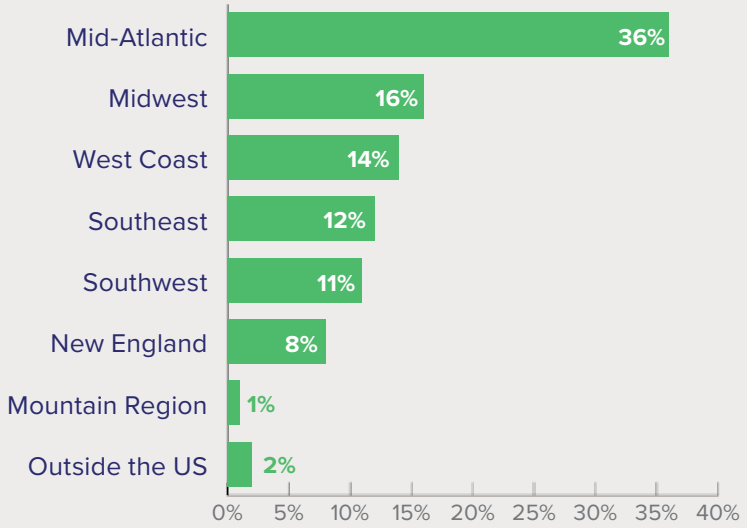
COUNSEL EARNING $500K+ VS. ALL RESPONDENTS, BY RACE/ETHNICITY



WHERE THEY ARE

81% work in large cities of 1 million or more, with many located in the Mid-Atlantic region, particularly New York.

REGIONS REPRESENTED AMONG IN-HOUSE COUNSEL EARNING $500K+



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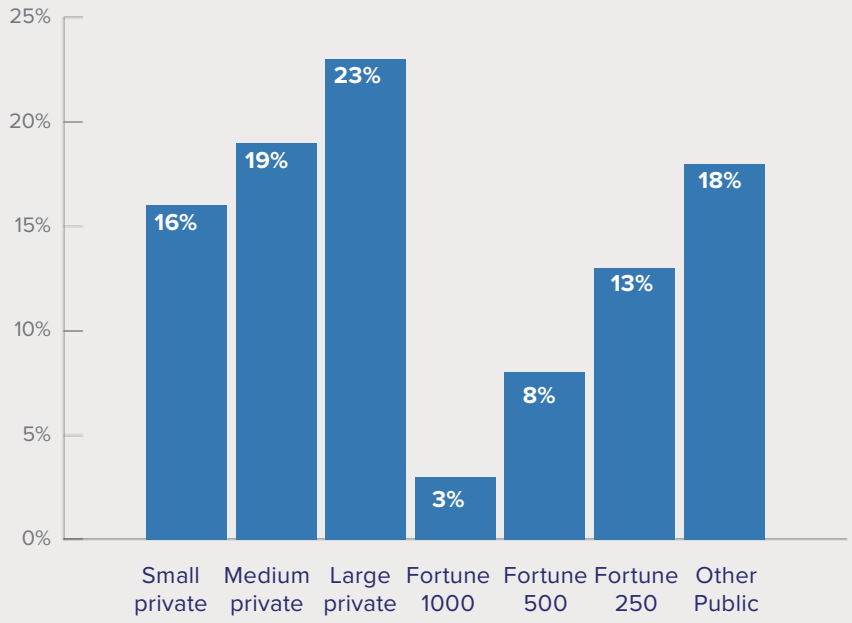
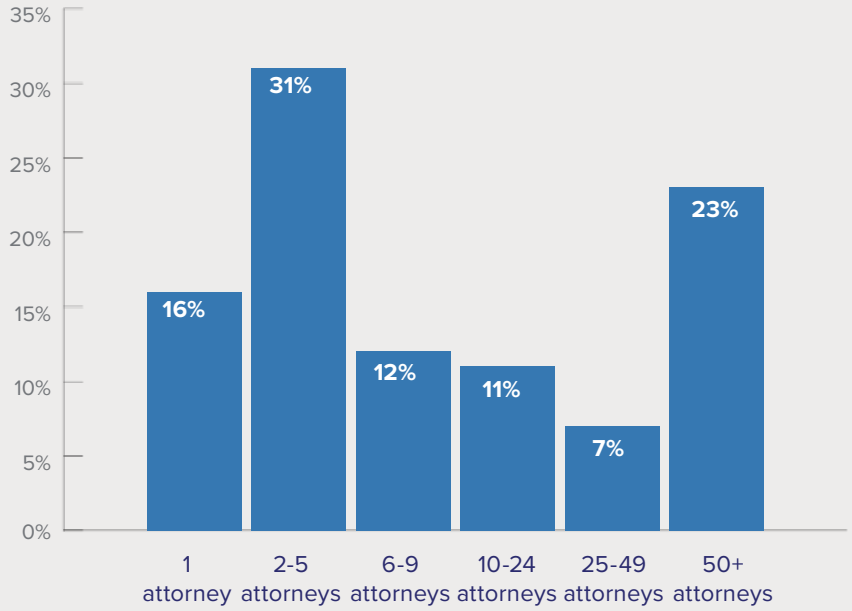
HIGHEST-PAID IN-HOUSE COUNSEL

They work in legal departments and organizations of varying sizes, although they are a little more likely to be in private companies than public corporations (58% vs 42%).

COMPANY TYPES REPRESENTED AMONG IN-HOUSE COUNSEL EARNING $500K+



DEPARTMENT SIZES AMONG IN-HOUSE COUNSEL EARNING $500K+



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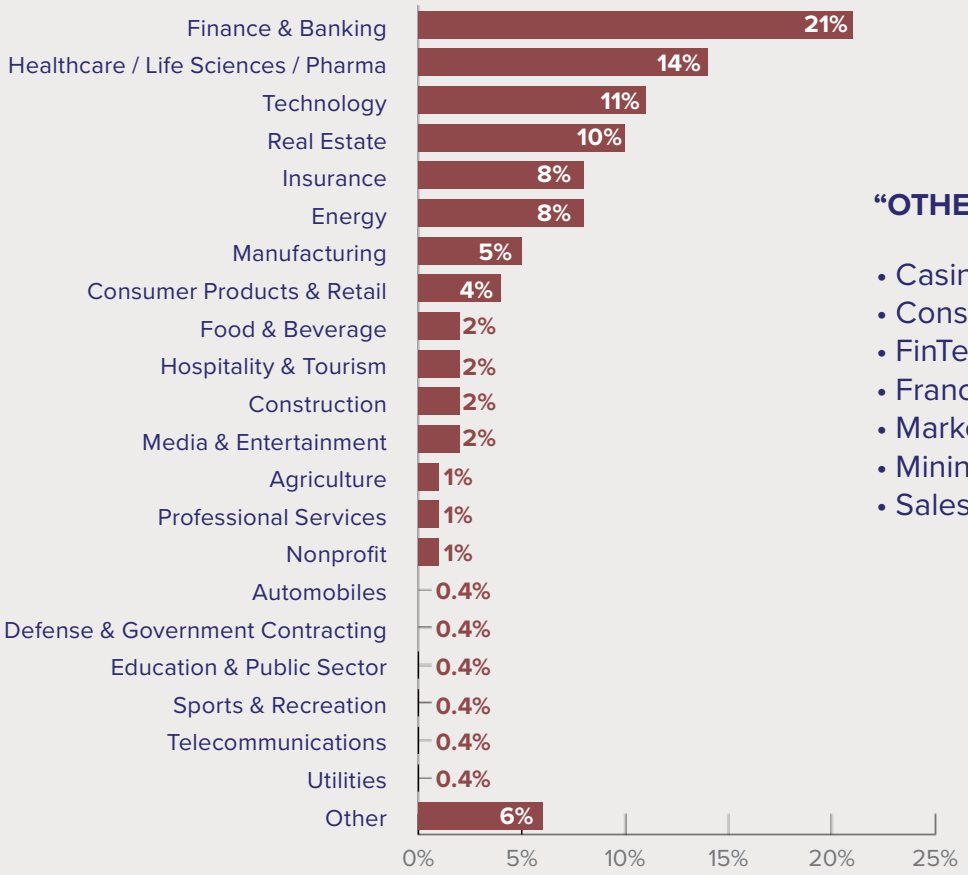
HIGHEST-PAID IN-HOUSE COUNSEL

Finance is the best represented industry among these respondents (21%), but many work in healthcare, technology, and real estate as well.

INDUSTRIES REPRESENTED AMONG IN-HOUSE COUNSEL EARNING $500K+



"OTHER" INDUSTRIES INCLUDE:

- Casino Gaming
- Consumer Discretionary
- FinTech
- Franchise
- Marketing Communications
- Mining
- Sales

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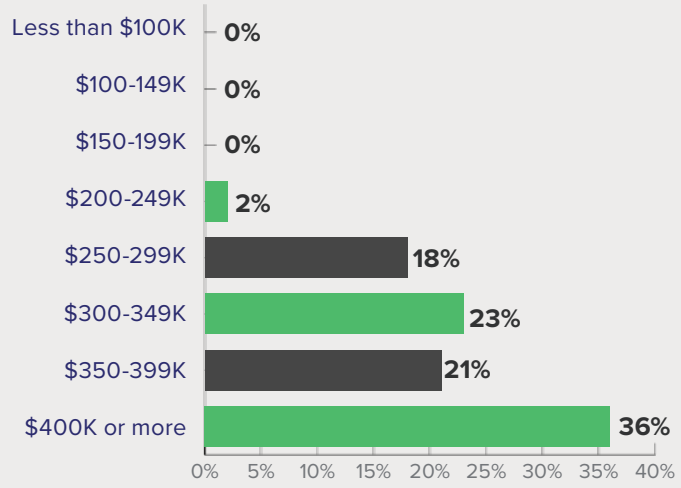
COMPENSATION COMPONENTS

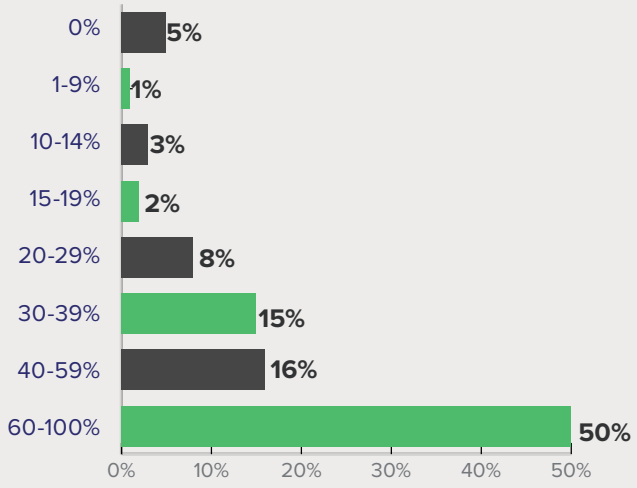
Almost all (98%) in-house attorneys who reported total compensation of $500,000 or more earn at least $250,000 in base pay. More than one-third make a base of at least $400,000.

Most receive substantial bonuses as well; for half of these respondents, it represents at least 60% of their base salary.

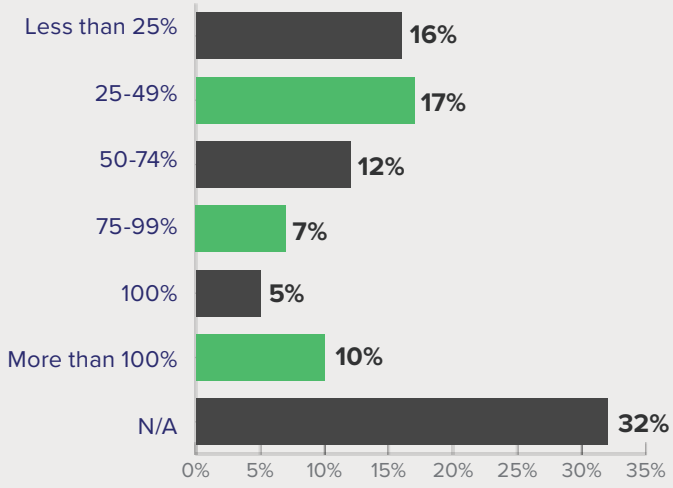
BASE PAY AMONG IN-HOUSE COUNSEL EARNING $500K+



BONUSES RECEIVED BY IN-HOUSE COUNSEL EARNING $500K+



STOCK COMPENSATION AMONG IN-HOUSE COUNSEL EARNING $500K+



More than two-thirds also receive stock compensation. Fifteen percent receive stock worth at least 100% of their compensation.

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