



2006 Law Department Compensation Benchmarking Survey

November 7, 2006

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Altman Weil, Inc.**

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Martindale-Hubbell**

Webinar Summary

- Introduction – Use of Salary Surveys
- Defining Our Terms
- Compensation Data:
 - By Management vs. Non-Management Position
 - Salary, Bonus, Total Cash Compensation
 - By Size of Department
- Conclusion
- Q&A

Introduction

- First step: Determine where your positions fit within the strictly-defined position definitions in the survey
- Survey Management Positions:
 - Chief Legal Officer/General Counsel
 - Deputy Chief Legal Officer
 - Division General Counsel
 - Managing Attorney

Introduction

- Survey Non-Management Positions:
 - High Level Specialist
 - Senior Attorney
 - Attorney
 - Staff Attorney
 - Recent Law School Graduate

Introduction

- The Survey:
 - Compensation of lawyers employed by business corporations and institutions in the US.
 - 318 employers and 6,255 lawyers
 - Data are as of March 1, 2006
 - Survey just published two weeks ago

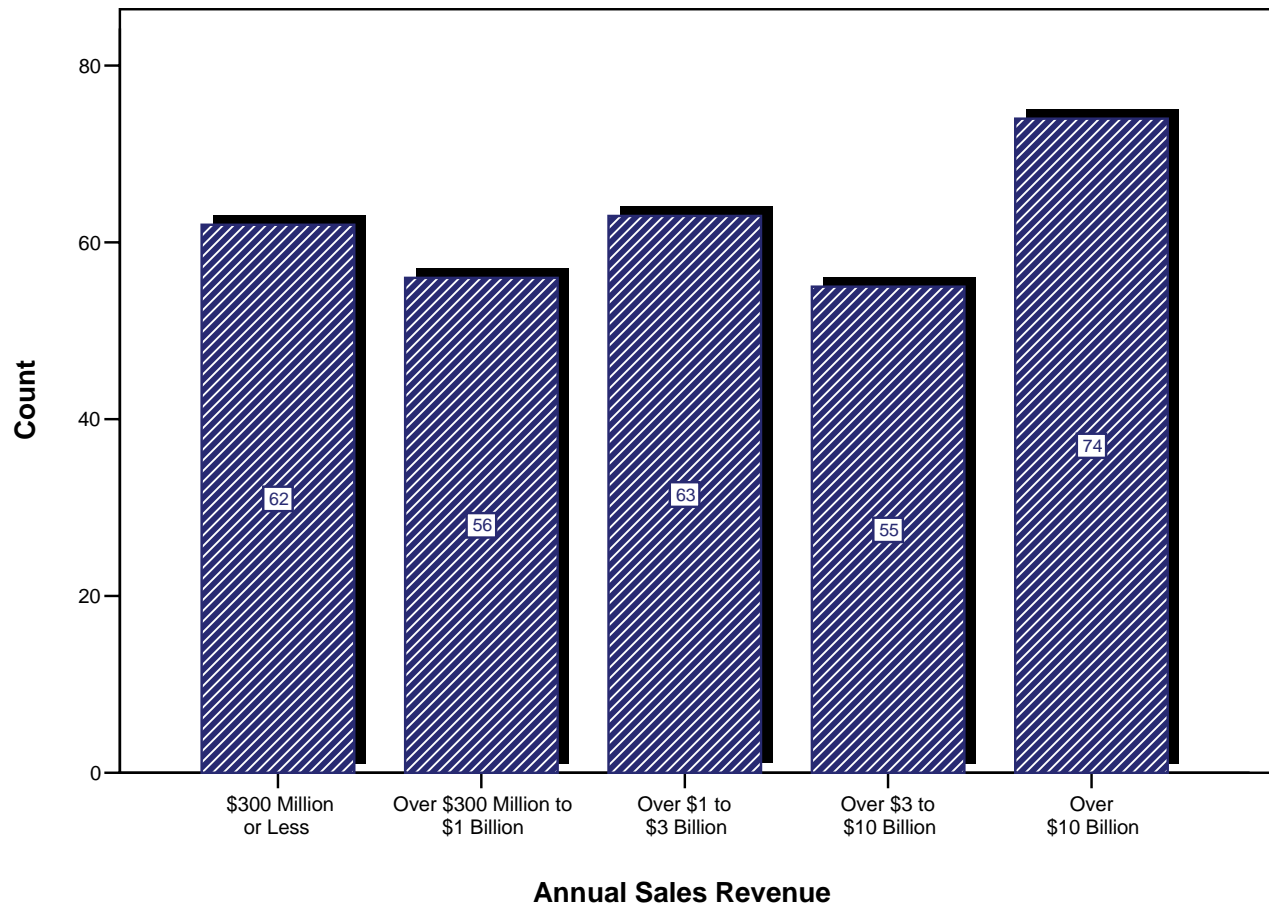
Defining Our Terms

- Salary (as of March 1, 2006)
- Bonus (for 2005 performance)
- Total Cash Compensation

- Mean (average)
- Median (50th percentile)

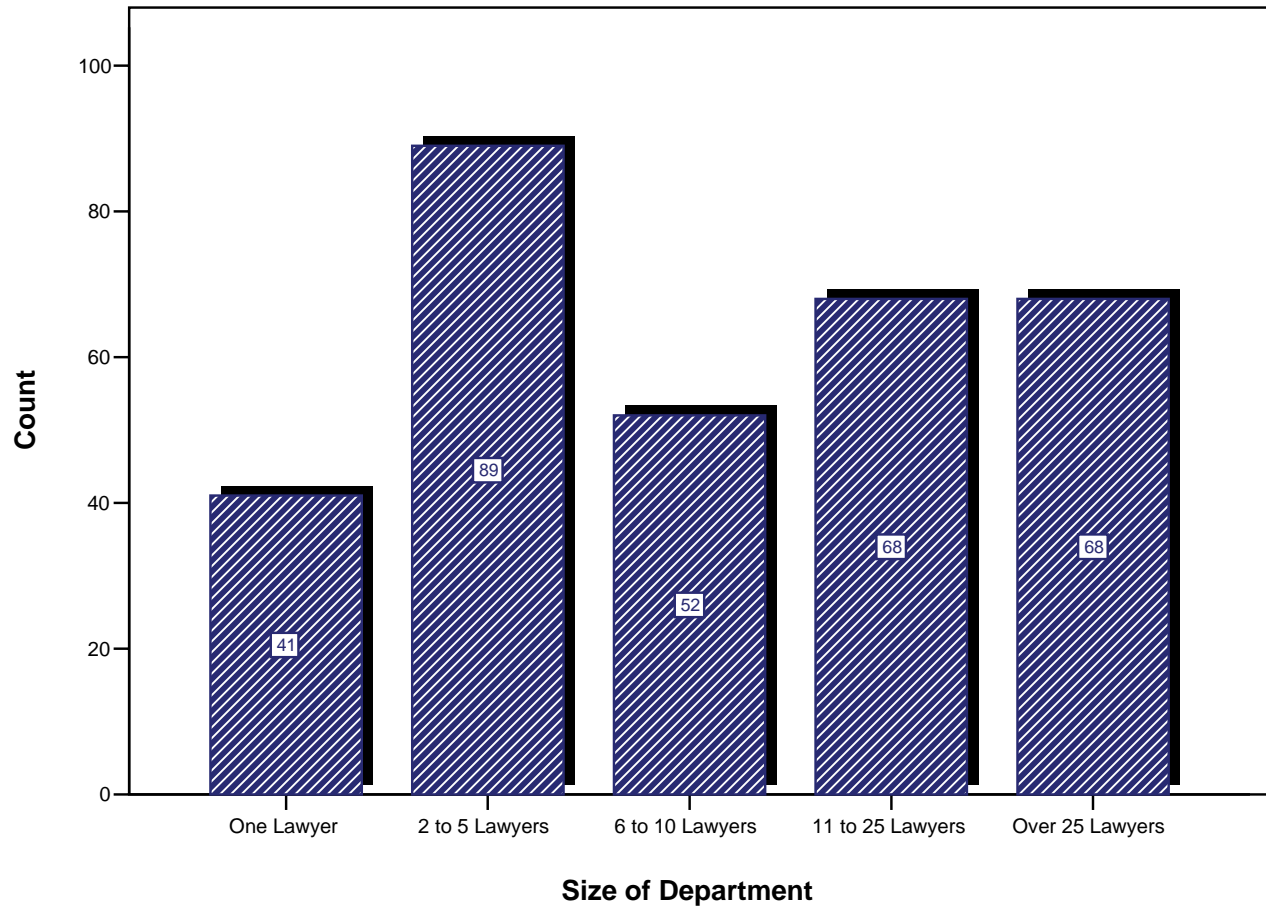


Survey Participants – by Annual Revenue



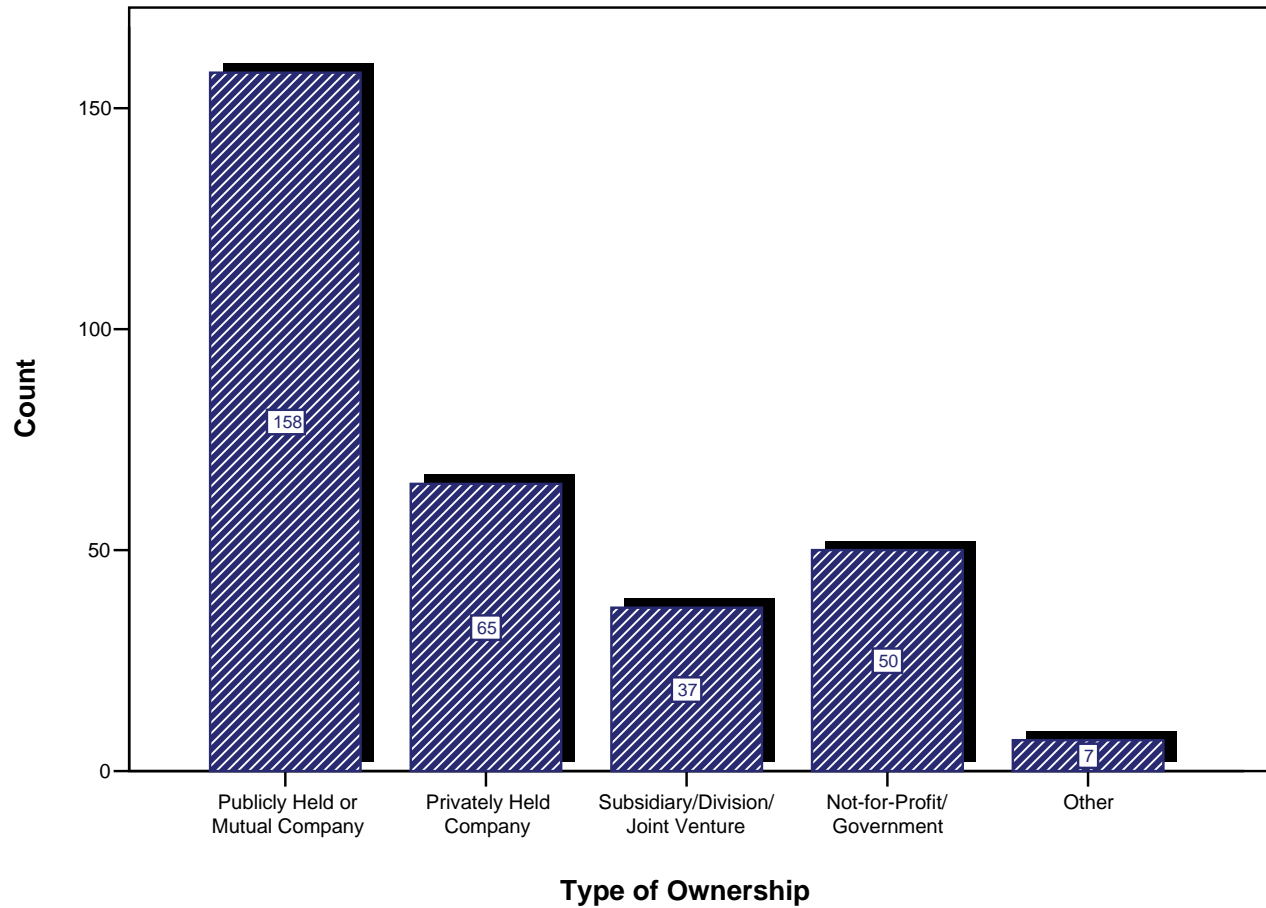


Survey Participants – by Law Dept. Size





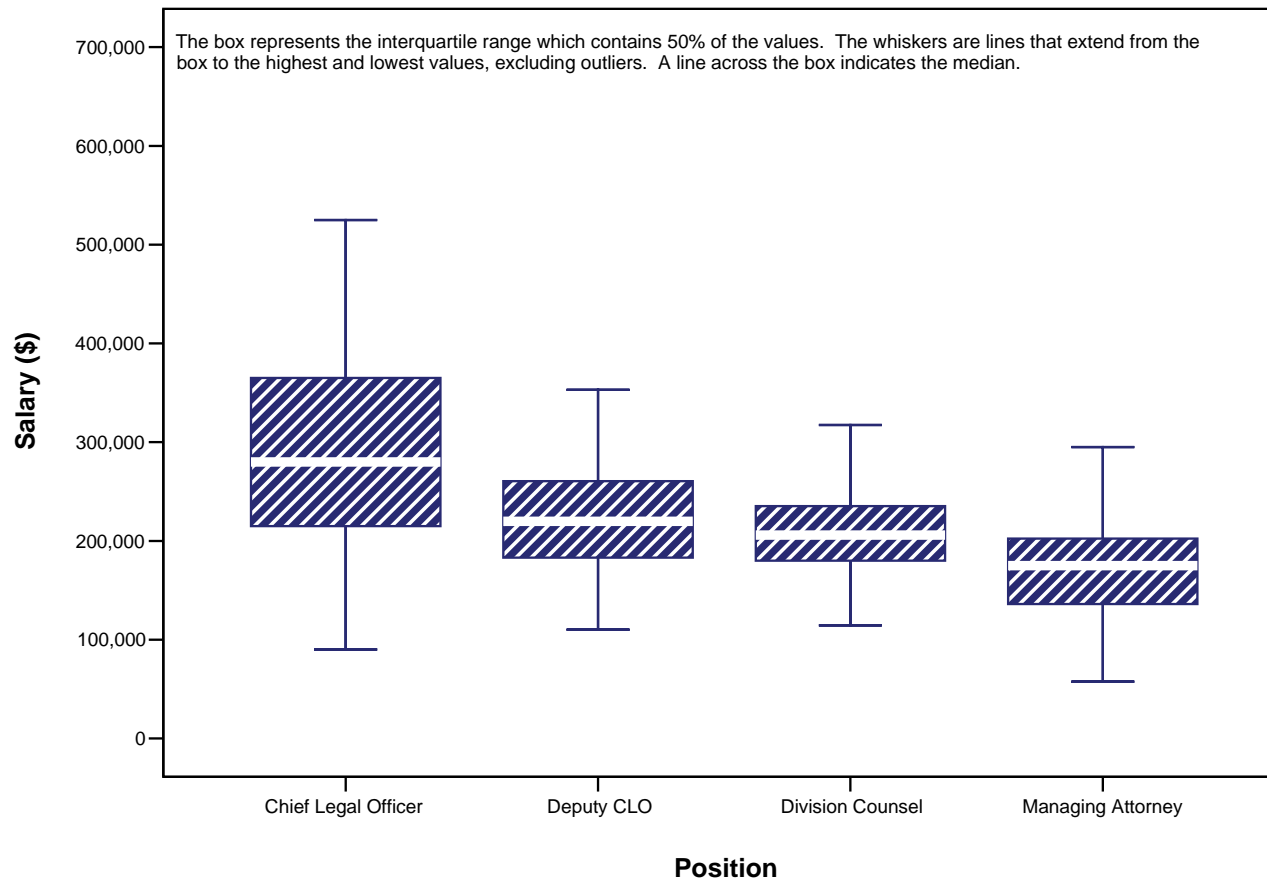
Survey Participants – by Type of Ownership





Management Lawyers: Salary by Position

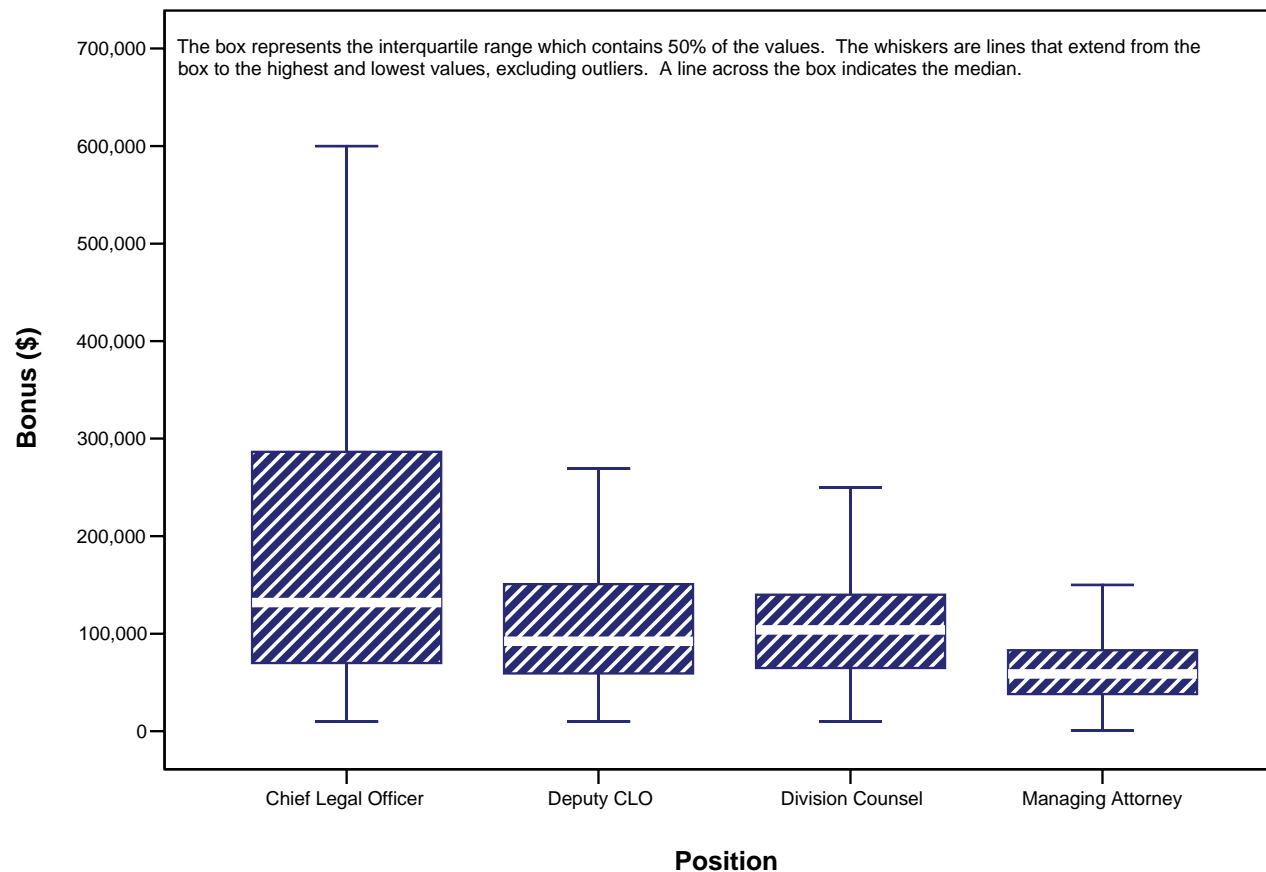
**SALARY
BY MANAGEMENT POSITION**





Management Lawyers: Bonus by Position

**BONUS
BY MANAGEMENT POSITION**





Management Lawyers: Trends

CHANGE IN MEDIAN SALARY National

		Median Salary 2005	Median Salary 2006	Trend 2005 to 2006	Adjusted Trend 2005 to 2006
Position	Chief Legal Officer	\$280,000	\$302,500	8.04%	4.50%
	Deputy Chief Legal Officer	\$213,000	\$219,800	3.19%	-.19%
	Division General Counsel	\$195,700	\$209,600	7.10%	3.59%
	Managing Attorney	\$163,000	\$174,400	6.99%	3.49%

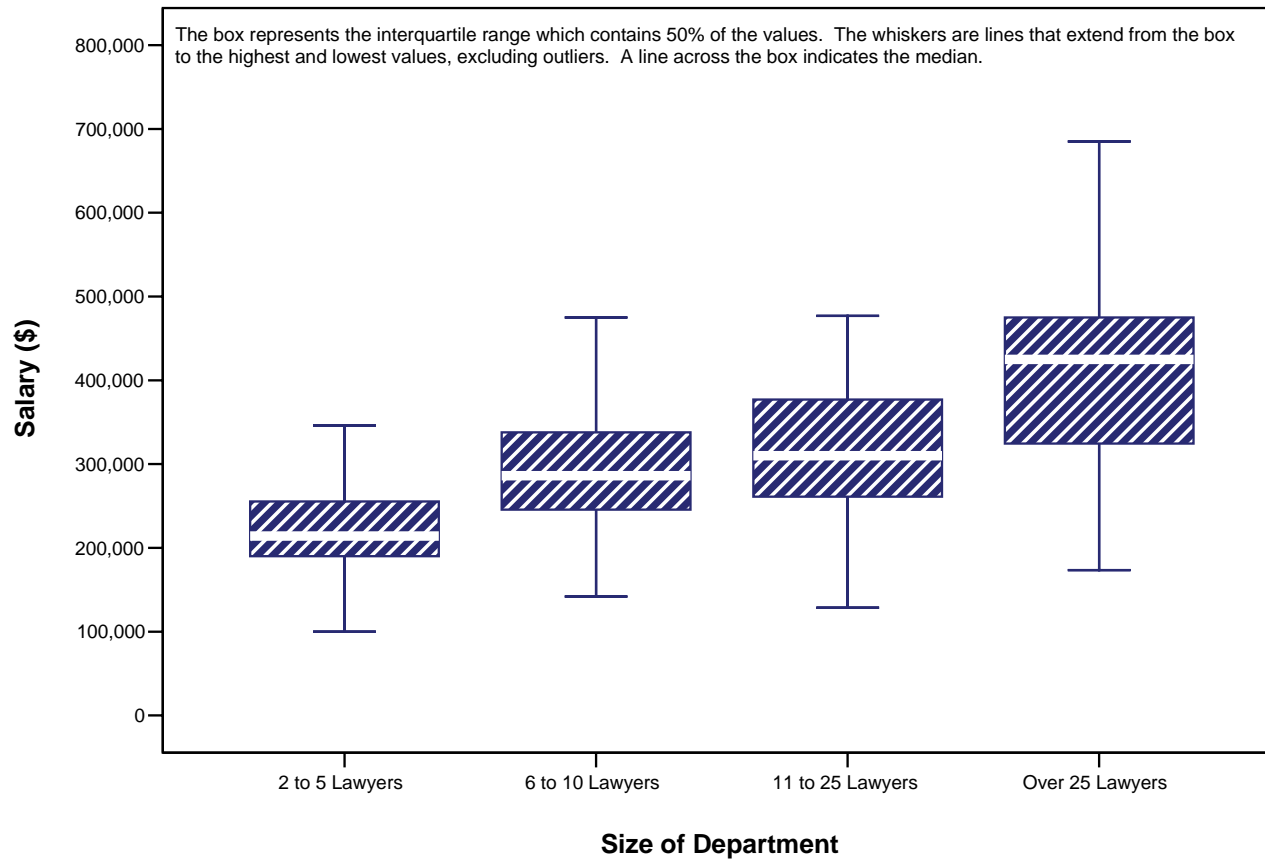
CHANGE IN MEDIAN BONUS National

		Median Bonus 2005	Median Bonus 2006	Trend 2005 to 2006	Adjusted Trend 2005 to 2006
Position	Chief Legal Officer	\$150,000	\$142,000	-5.63%	-8.44%
	Deputy Chief Legal Officer	\$94,600	\$87,900	-7.62%	-10.13%
	Division General Counsel	\$91,200	\$109,700	20.29%	16.34%
	Managing Attorney	\$47,000	\$58,900	25.32%	21.21%



Management Lawyers: CLO Salary

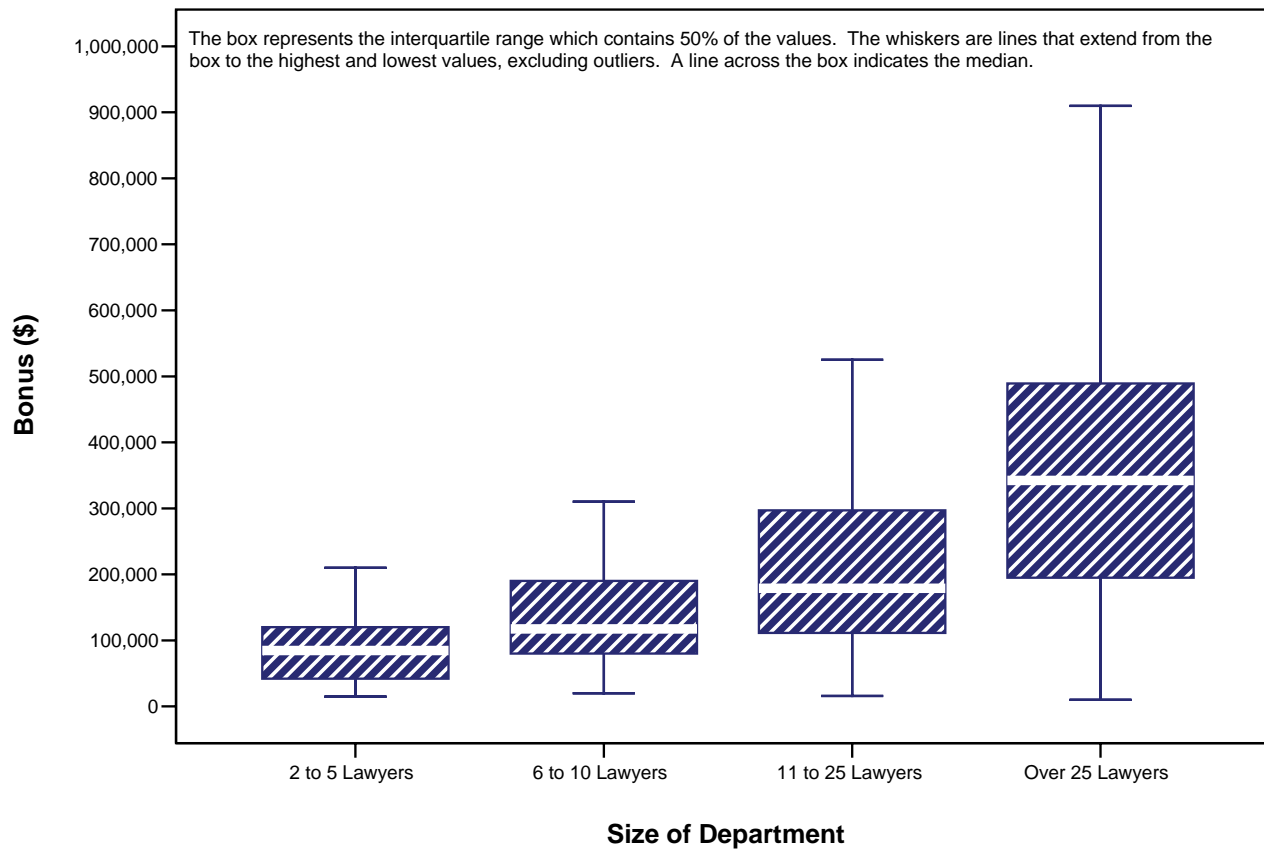
**SALARY
CHIEF LEGAL OFFICER BY SIZE OF DEPARTMENT**





Management Lawyers: CLO Bonus

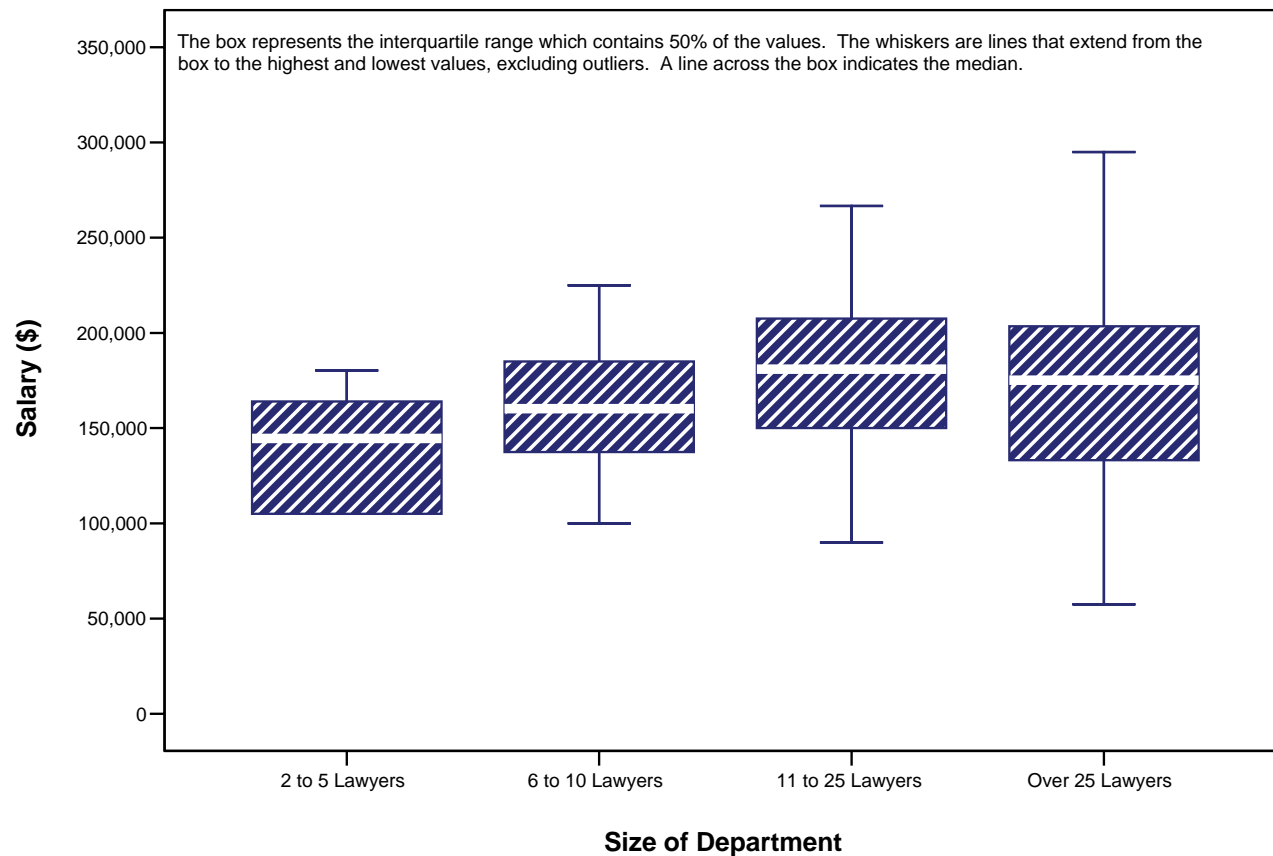
BONUS
CHIEF LEGAL OFFICER BY SIZE OF DEPARTMENT





Management Lawyers: Mng. Atty. Salary

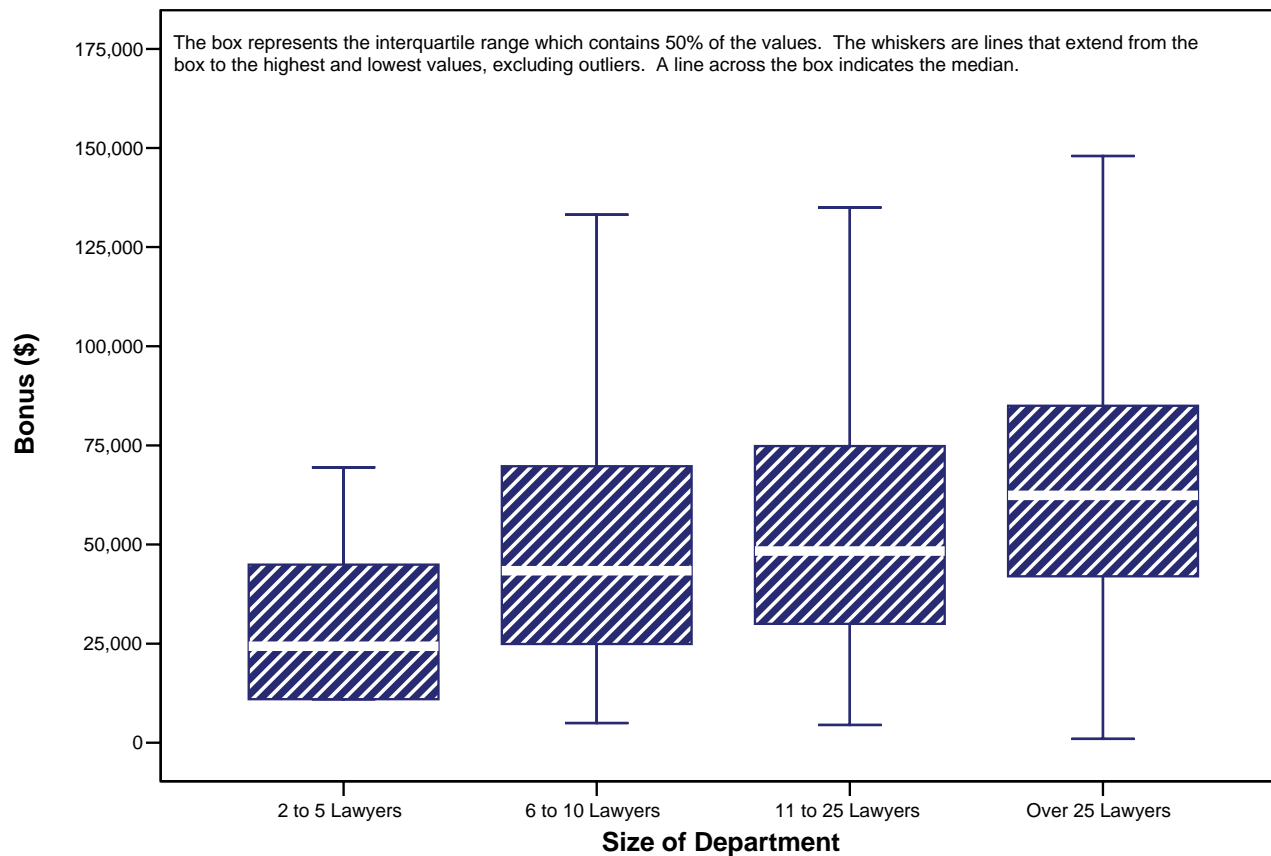
SALARY
MANAGING ATTORNEY BY SIZE OF DEPARTMENT





Management Lawyers: Mng. Atty. Bonus

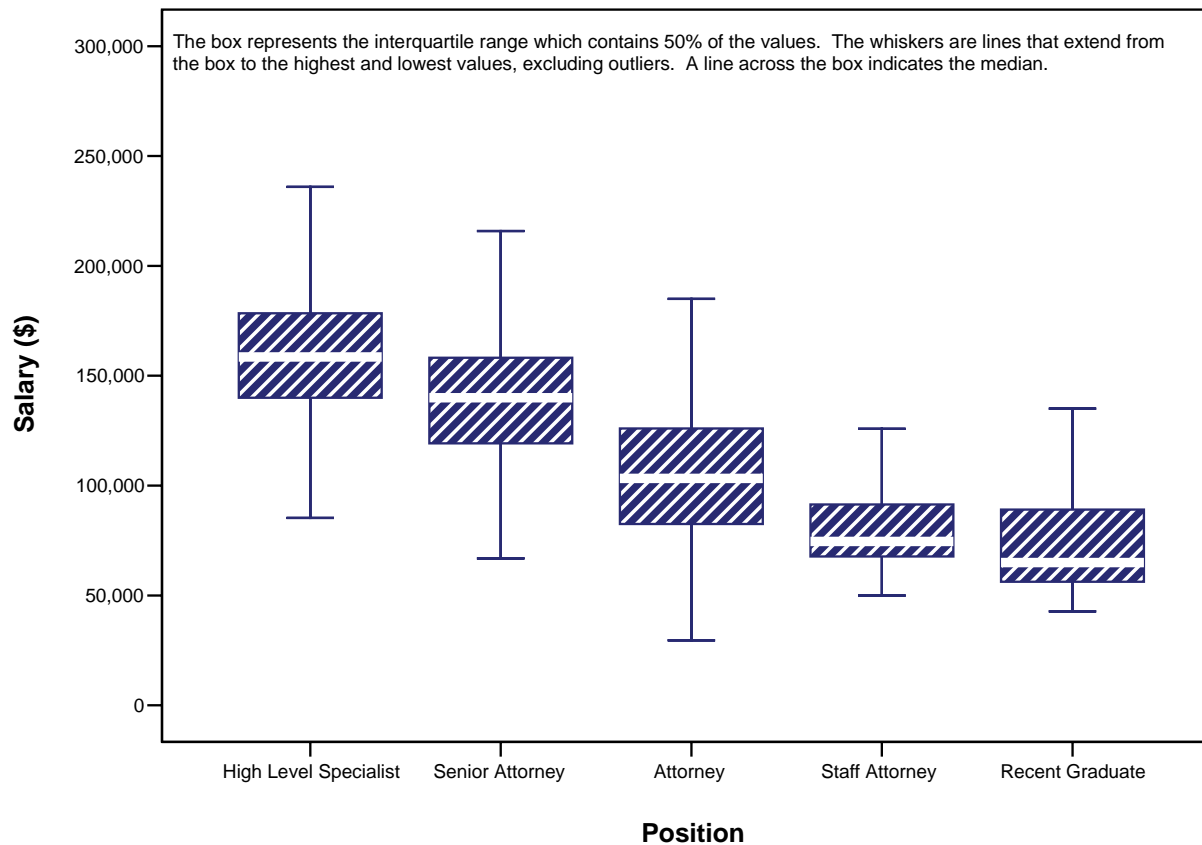
BONUS
MANAGING ATTORNEY BY SIZE OF DEPARTMENT





Non-Management Lawyers: Salary by Position

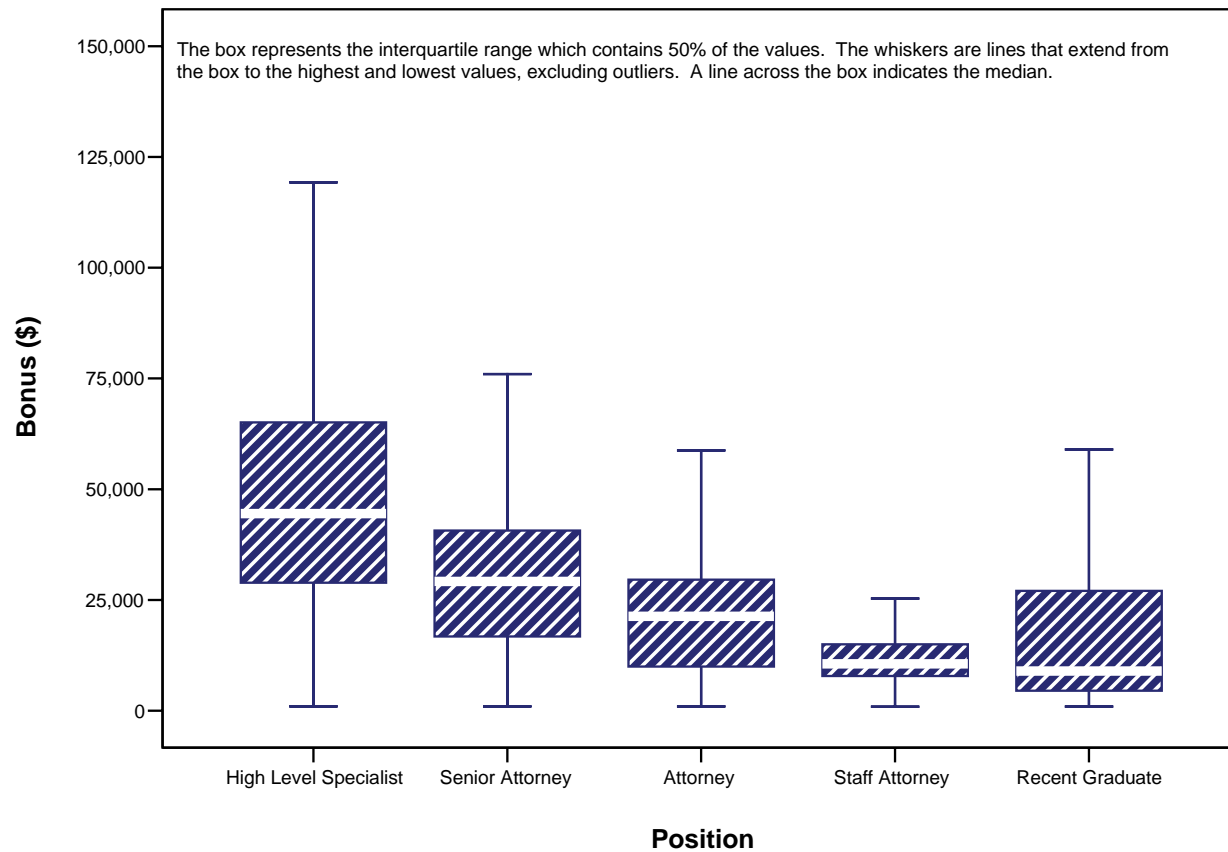
**SALARY
BY NON-MANAGEMENT POSITIONS**





Non-Management Lawyers: Bonus by Position

**BONUS
BY NON-MANAGEMENT POSITIONS**



Non-Management Lawyers: Trends

CHANGE IN MEDIAN SALARY National

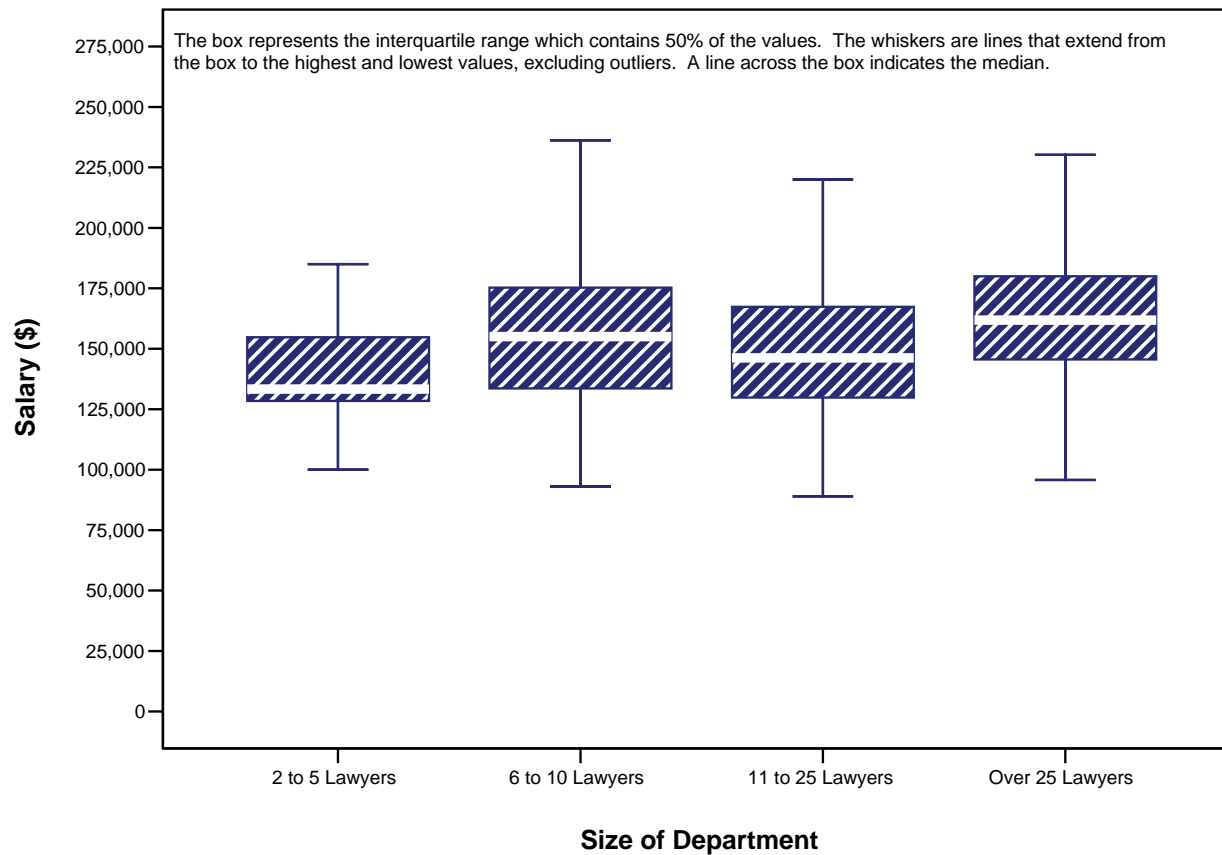
		Median Salary 2005	Median Salary 2006	Trend 2005 to 2006	Adjusted Trend 2005 to 2006
Position	High Level Specialist	\$144,900	\$158,600	9.45%	5.87%
	Senior Attorney	\$129,000	\$140,000	8.53%	4.97%
	Attorney	\$95,000	\$98,000	3.16%	-.22%
	Staff Attorney	\$72,000	\$74,500	3.47%	.08%
	Recent Graduate	\$60,000	\$61,300	2.17%	-1.18%

CHANGE IN MEDIAN BONUS National

		Median Bonus 2005	Median Bonus 2006	Trend 2005 to 2006	Adjusted Trend 2005 to 2006
Position	High Level Specialist	\$35,200	\$44,300	25.85%	21.73%
	Senior Attorney	\$25,000	\$28,600	14.40%	10.65%
	Attorney	\$12,000	\$19,500	62.50%	57.17%
	Staff Attorney	\$6,200	\$10,600	70.97%	65.37%
	Recent Graduate	\$6,400	\$6,500	1.56%	-1.77%

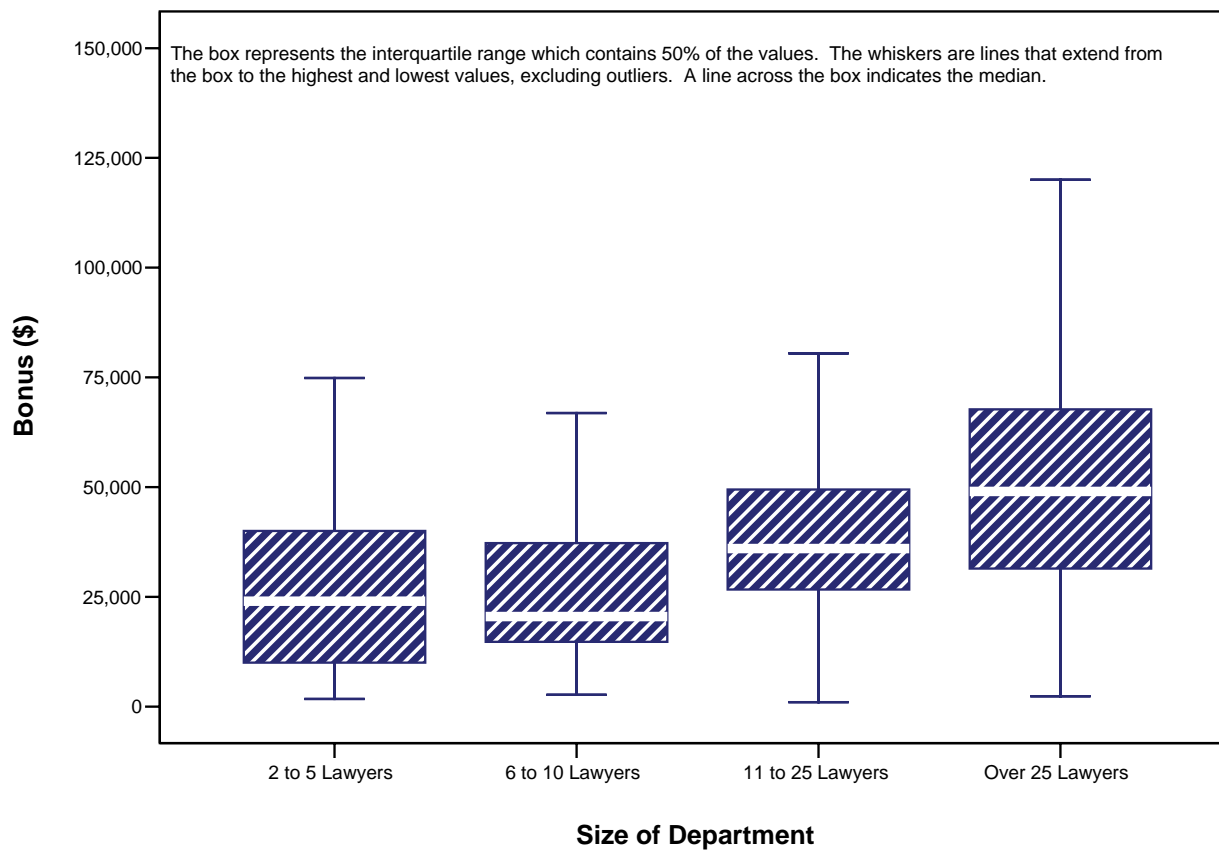
Non-Management Lawyers: HLS Salary

SALARY
HIGH LEVEL SPECIALIST BY SIZE OF DEPARTMENT



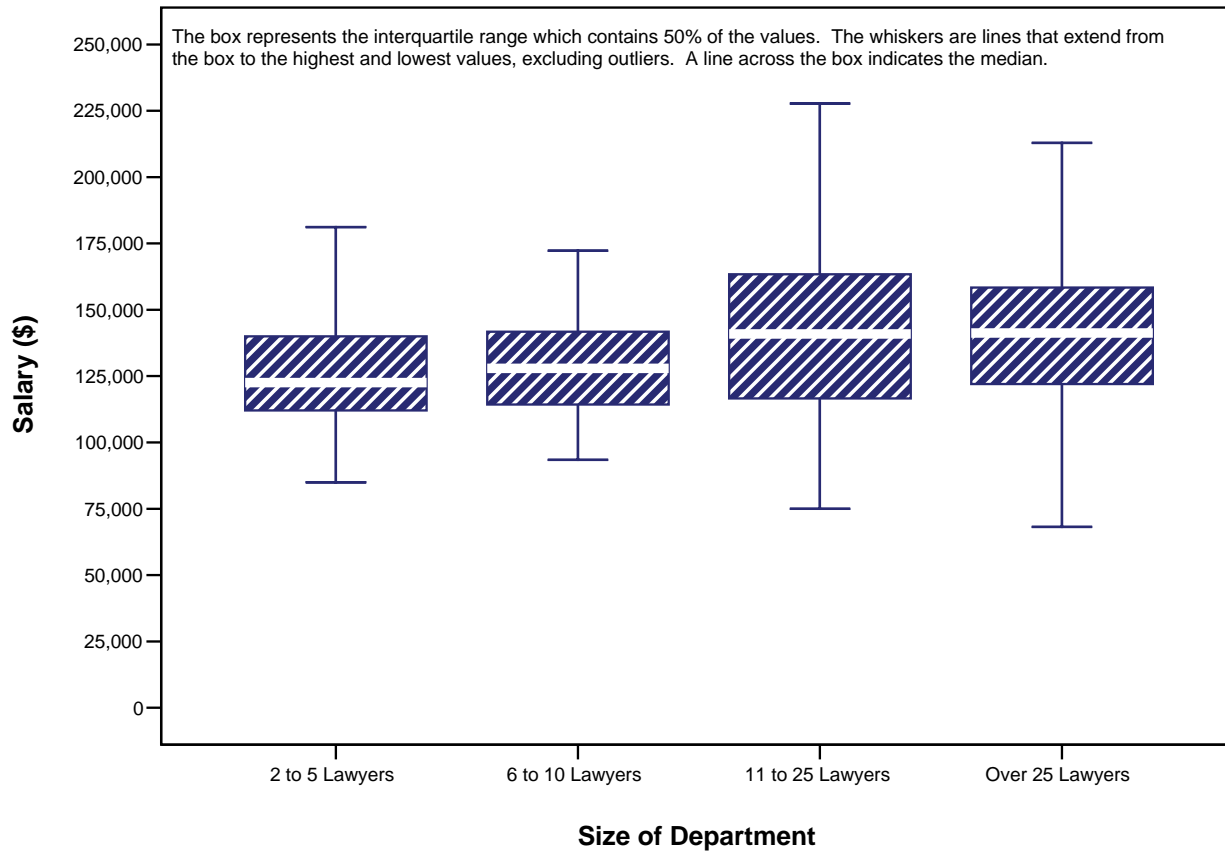
Non-Management Lawyers: HLS Bonus

BONUS
HIGH LEVEL SPECIALIST BY SIZE OF DEPARTMENT



Non-Management Lawyers: Sr. Atty. Salary

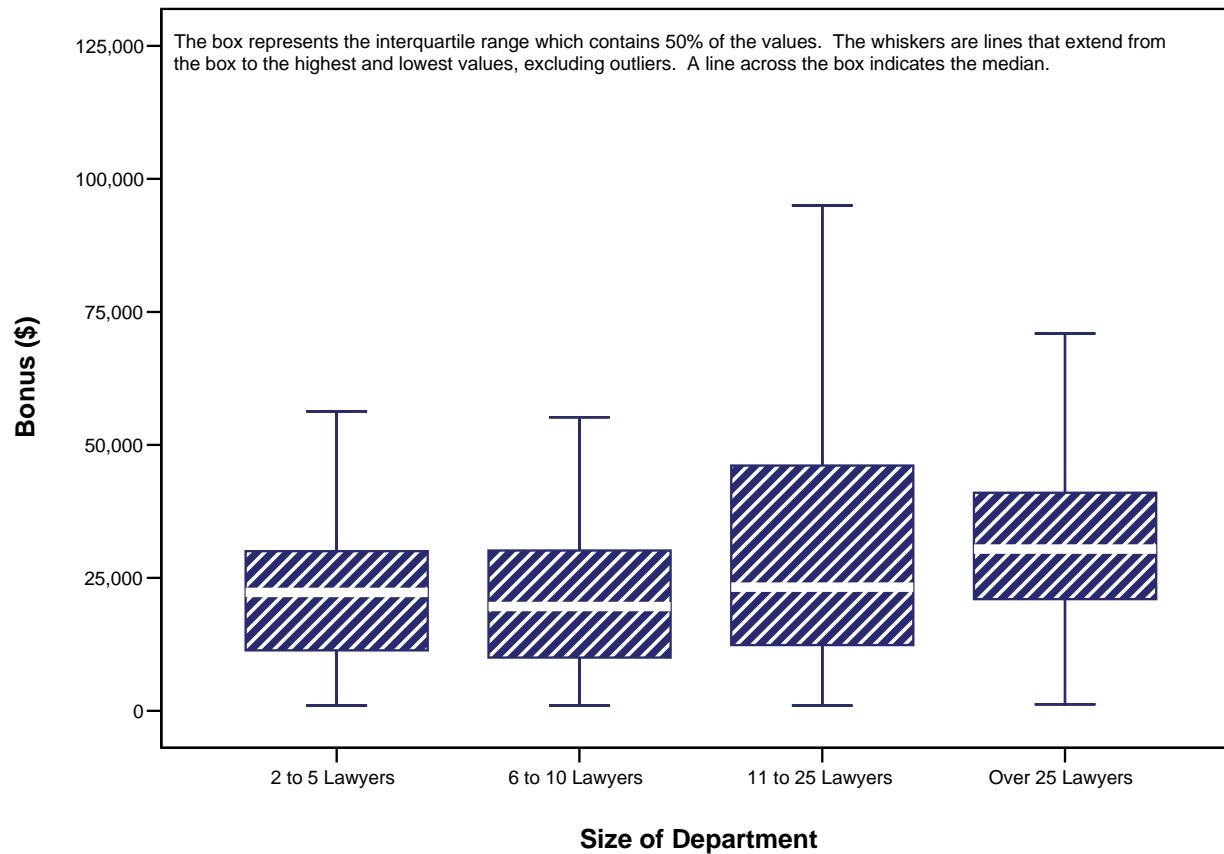
SALARY
SENIOR ATTORNEY BY SIZE OF DEPARTMENT





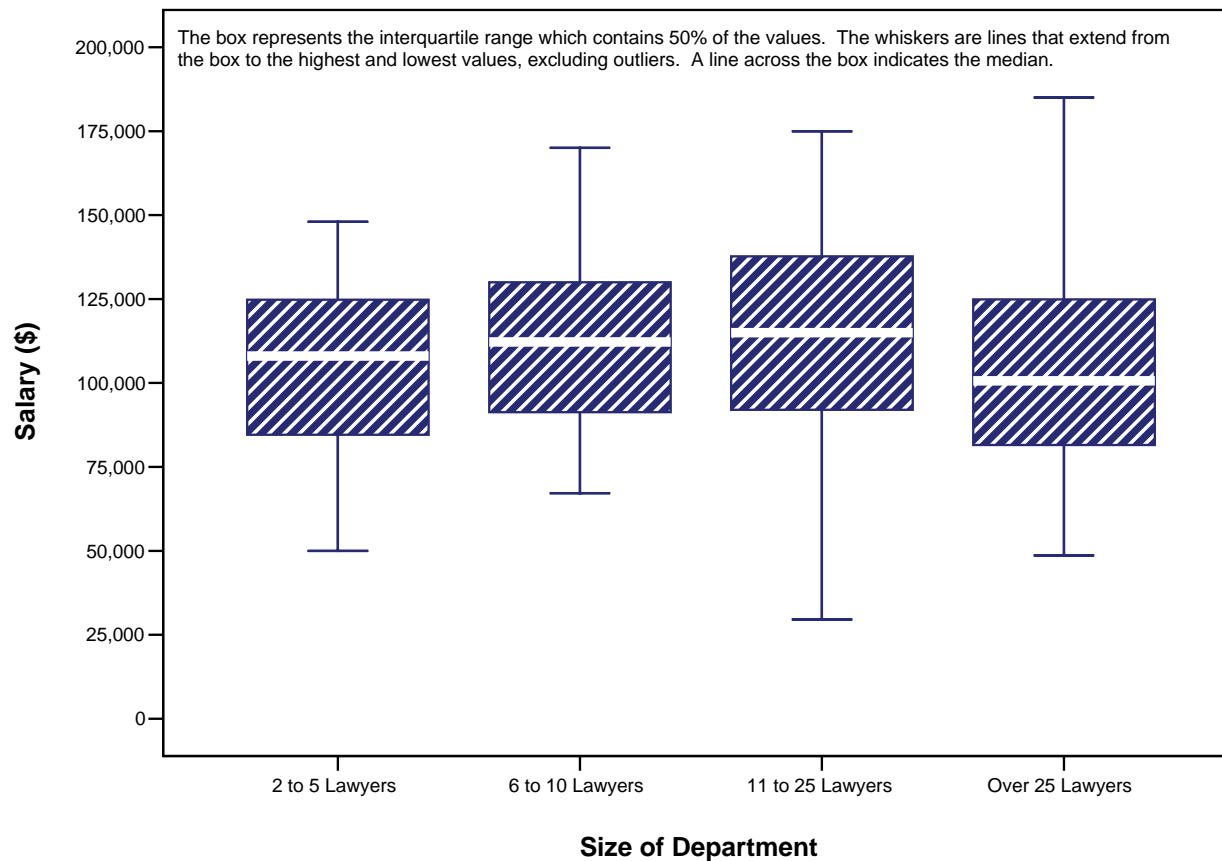
Non-Management Lawyers: Sr. Atty. Bonus

BONUS
SENIOR ATTORNEY BY SIZE OF DEPARTMENT



Non-Management Lawyers: Attorney Salary

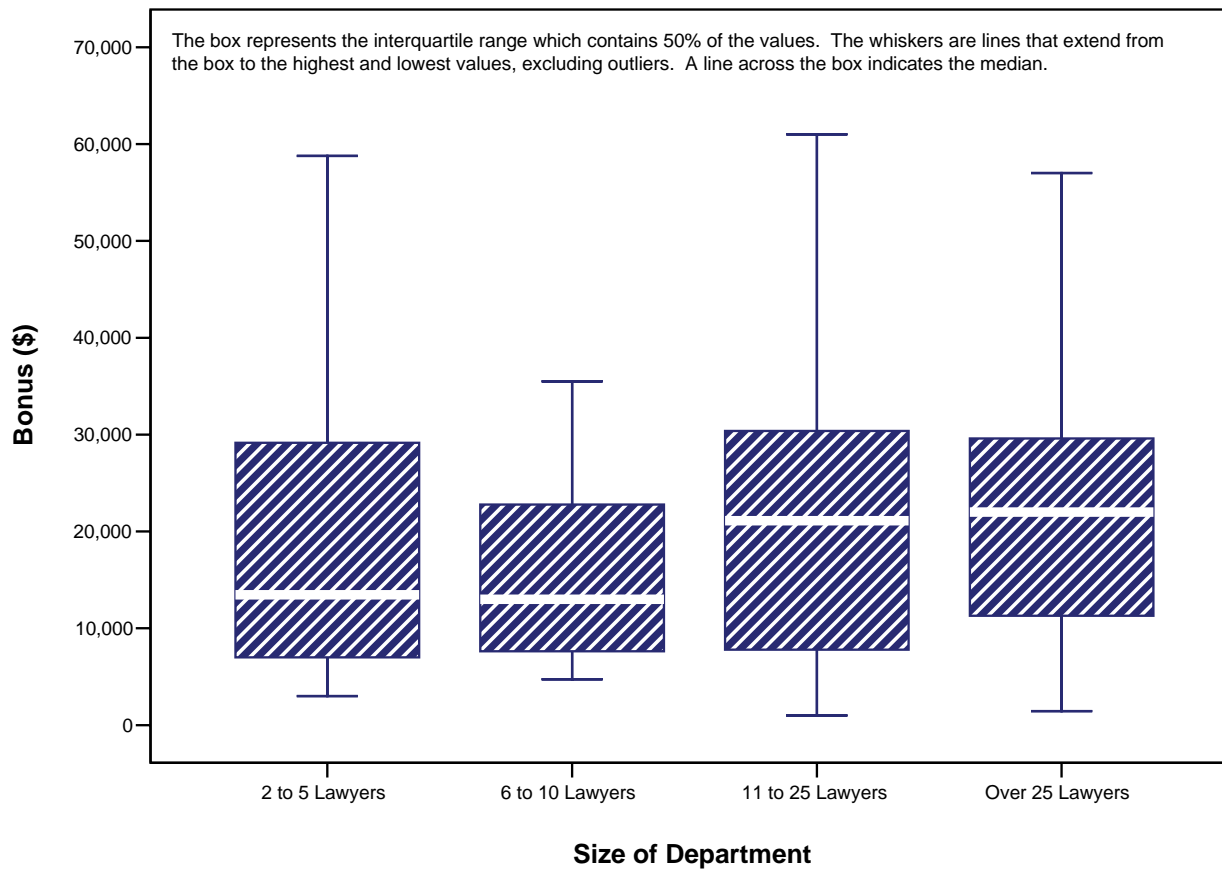
SALARY
ATTORNEY BY SIZE OF DEPARTMENT





Non-Management Lawyers: Attorney Bonus

**BONUS
ATTORNEY BY SIZE OF DEPARTMENT**





Questions?