



2011 SALARY SURVEY

CONDUCTED BY: GIBSON ARNOLD & ASSOCIATES

2011 ACC IN HOUSE SALARY SURVEY: TABLE OF CONTENTS

Overview	Page 2
Industry Sectors	Page 3
Estimate Revenue	Page 4
Full Time Employees and Attorneys	Page 4
Hours Worked Per Week	Page 5
Weeks of Paid Time Off	Page 5
Years Practicing Law	Page 6
Years Practicing In-House	Page 6
Years With Current Employer	Page 7
Base Salary	Page 5
Cash Bonus	Page 9
Equity	Page 11
Value of Other Compensation Realized	Page 13
Other Types of Compensation	Page 15
Change in Compensation from 2010	Page 17
Largest Effect on Change in Compensation	Page 19

2011 ACC IN HOUSE SALARY SURVEY: OVERVIEW

Objective:

Empower Colorado ACC members with specific data on compensation for their region. Obtain data on in-house compensation for Colorado in-house attorneys. Extract compensation averages based on Job Title. Define average cash bonus increase or decrease as it relates to changes in compensation.

How Survey was conducted:

The survey was conducted from December 21-January 13. It was advertised through e-mail, the ACC website, and announcements made at meetings during that time period.

Responses:

123 subjects responded to the survey. After data clean-up, 25 were removed for failing to complete the survey. The final sample consisted of 98 subjects, from which the following results were found.

Question Pool:

The following questions were removed from the final analyses due to the severe lack of responses and are therefore not included in this report.

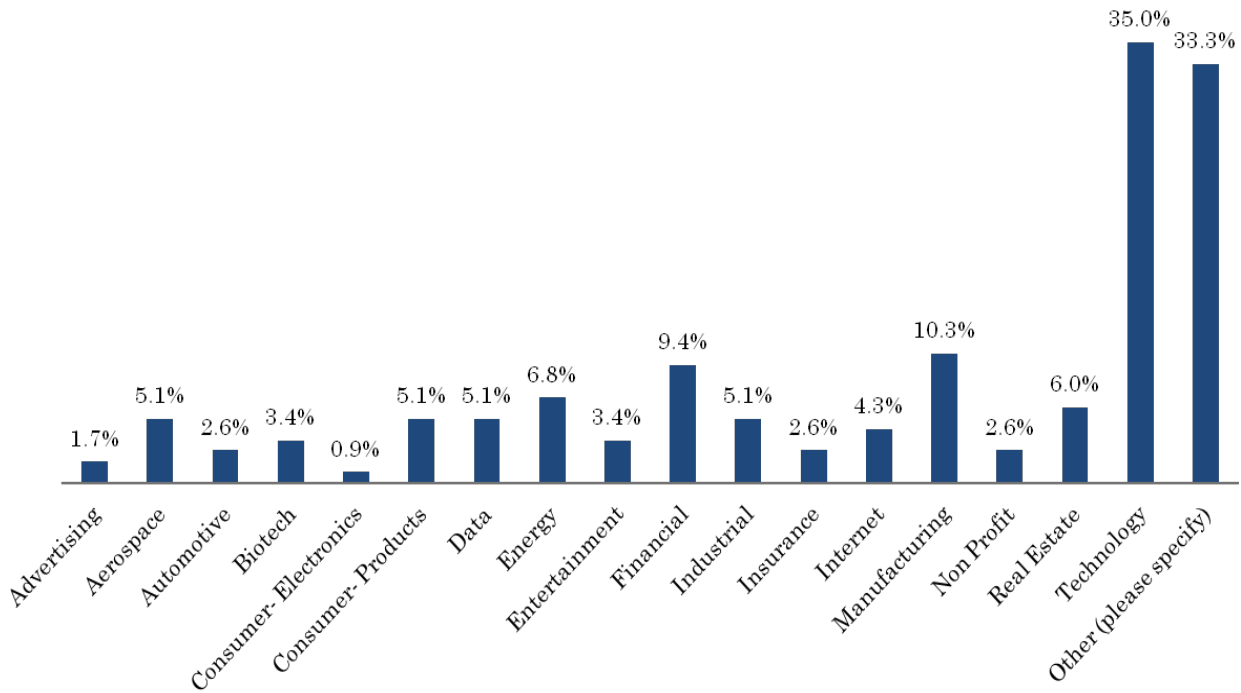
Question 15: What percentage did your cash bonus increase?

Question 16: What percentage did your cash bonus decrease?

Demographics:

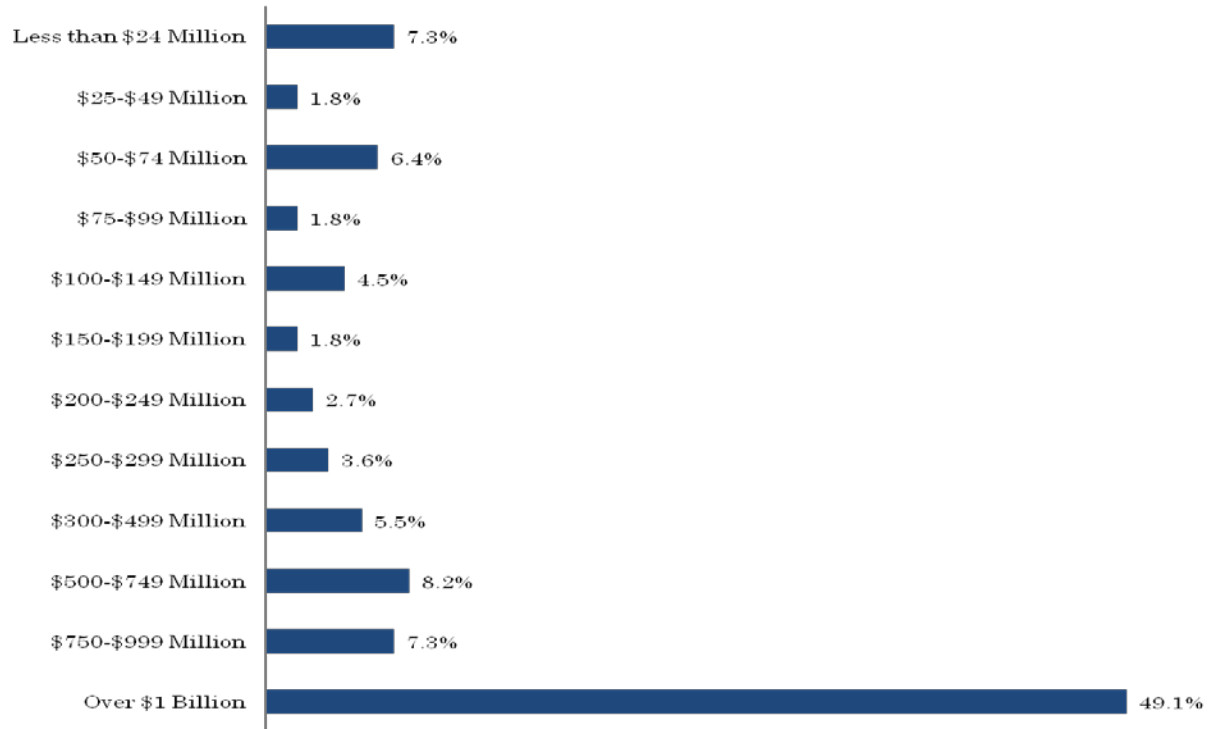
- Total Respondents: 98
 - 95% ACC members
- Place of work:
 - 52% publicly held
 - 44% privately held
 - 4% quasi-government or industrial
- Job Title:
 - 36.5% General Counsel/Chief Legal Officer
 - 20% Assistant General Counsel/Associate General Counsel/Division Counsel
 - 20.9% Senior Counsel/Senior Corporate Counsel
 - 18.3% Corporate Counsel/Attorney
 - 4.3% Other (Deputy General Counsel, Chief Compliance Officer, Contractor Counsel, Managing Counsel, Director of Compliance)

2011 ACC IN HOUSE SALARY SURVEY: INDUSTRY SECTORS



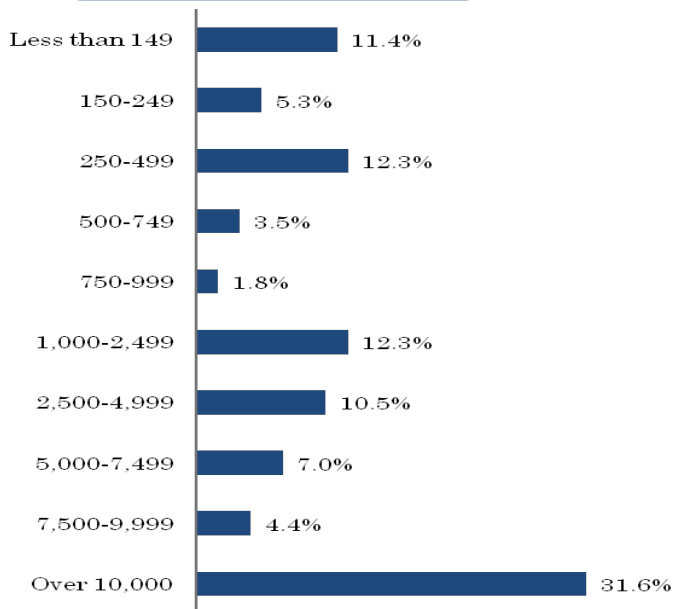
Other: Aerospace and Defense, BPO Services, Chemicals, Communication/Data, Construction, Consulting and Outsourcing, Education, Engineering and Construction, Engineering Consulting, Food Manufacturing , Marketing and Sales, Healthcare, Hospitality, IT Services, Management Services, Medical Device, Mining, Pharmaceutical, Professional Services, Retail, Services, Software and TPA services - Benefits, Special Event Management, Telecommunications, TPA

2011 ACC IN HOUSE SALARY SURVEY: ESTIMATED REVENUE

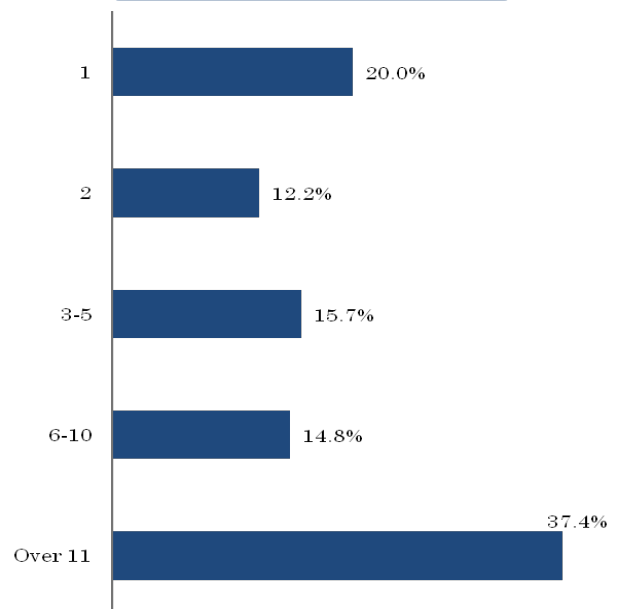


2011 ACC IN HOUSE SALARY SURVEY: FULL TIME EMPLOYEES AND ATTORNEYS

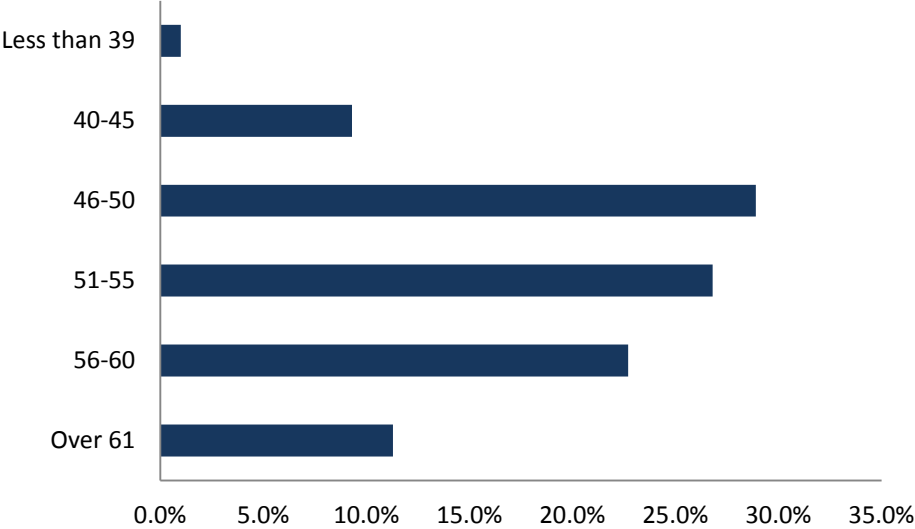
Full Time Employees



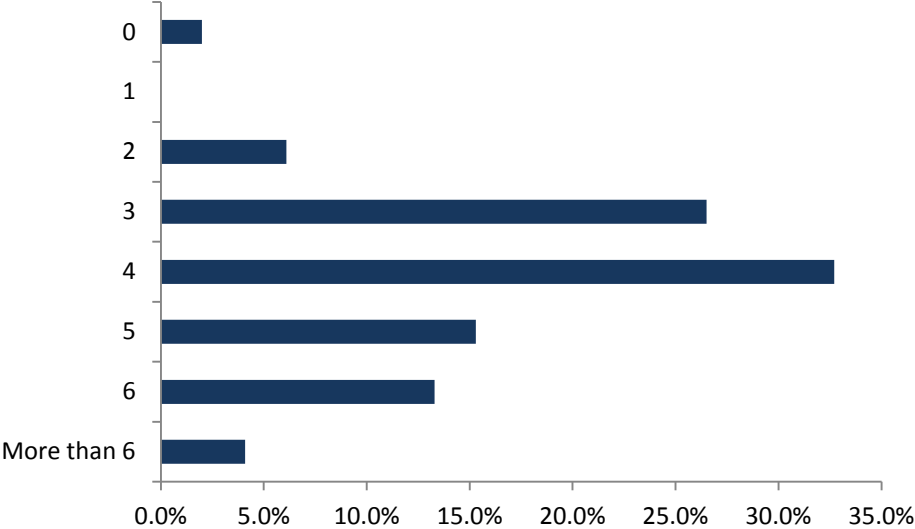
Full Time Attorneys



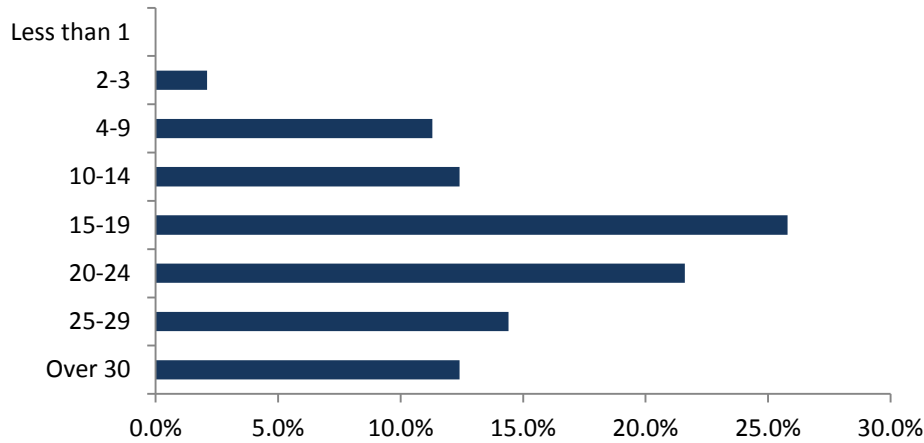
2011 ACC IN HOUSE SALARY SURVEY: HOURS WORKED PER WEEK



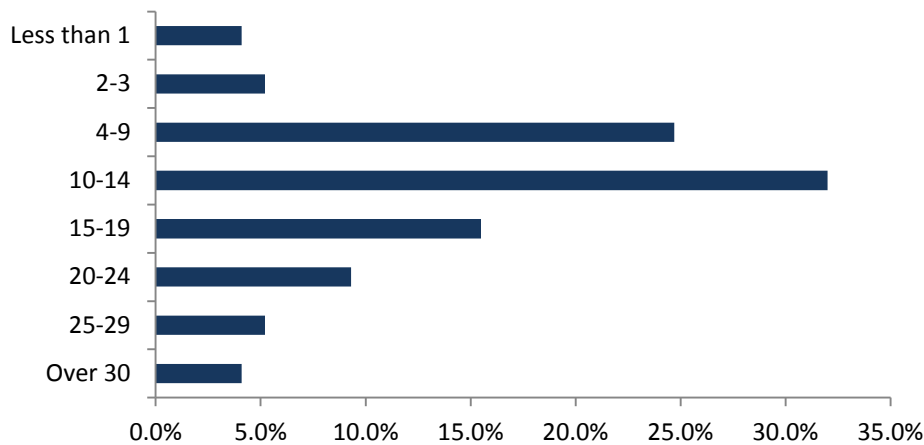
2011 ACC IN HOUSE SALARY SURVEY: WEEKS OF PAID TIME OFF



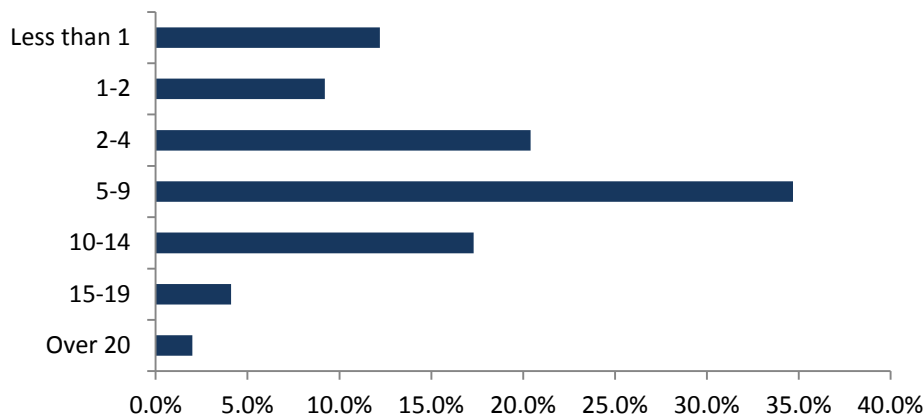
2011 ACC IN HOUSE SALARY SURVEY: YEARS PRACTICING LAW



2011 ACC IN HOUSE SALARY SURVEY: YEARS PRACTICING IN-HOUSE



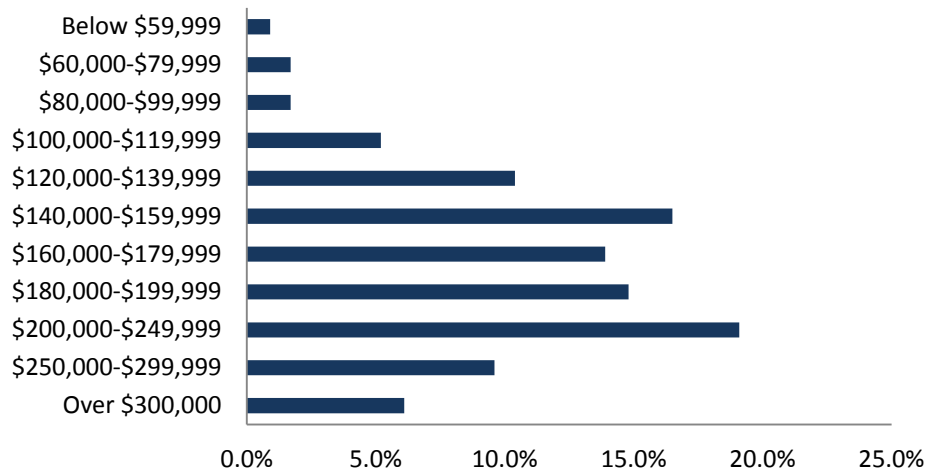
2011 ACC IN HOUSE SALARY SURVEY: YEARS WITH CURRENT EMPLOYER



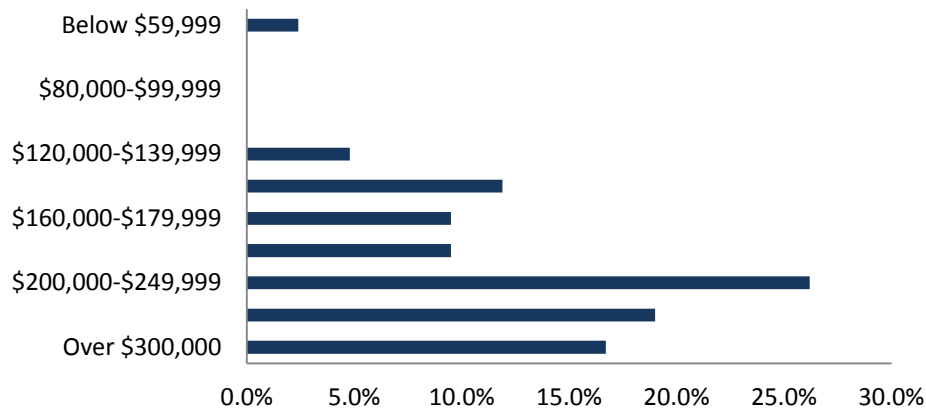
2011 ACC IN HOUSE SALARY SURVEY: BASE SALARY

**Excluding cash bonus, equity and other compensation*

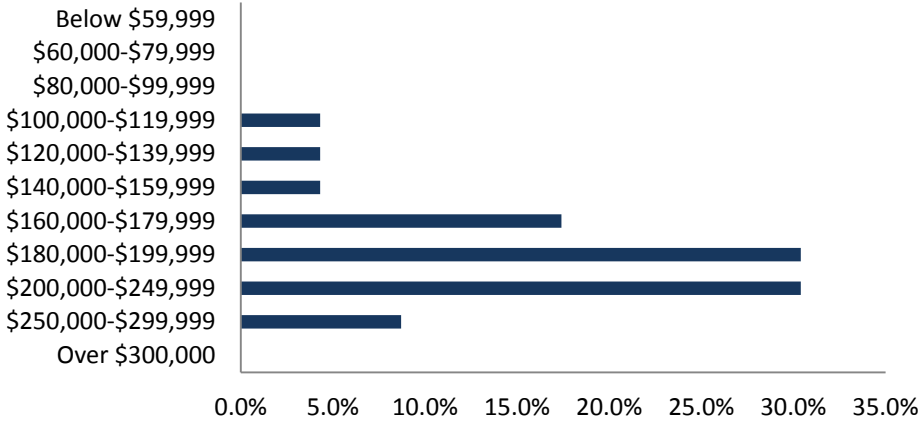
All Respondents



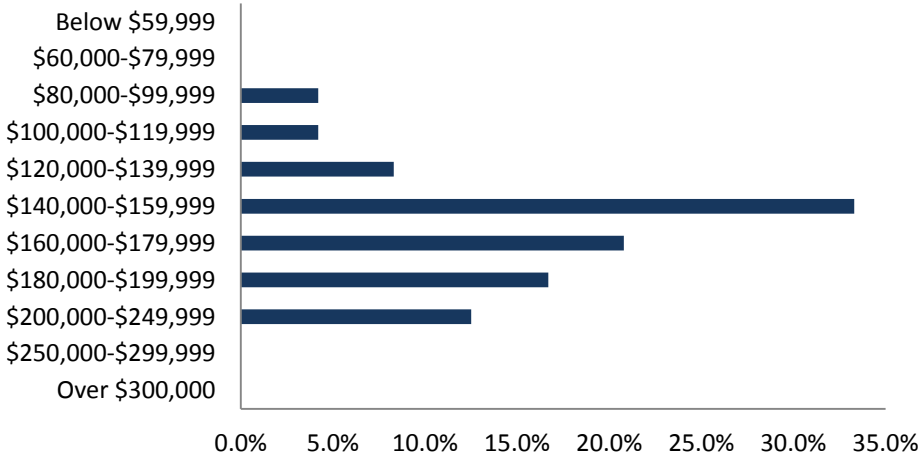
General Counsel



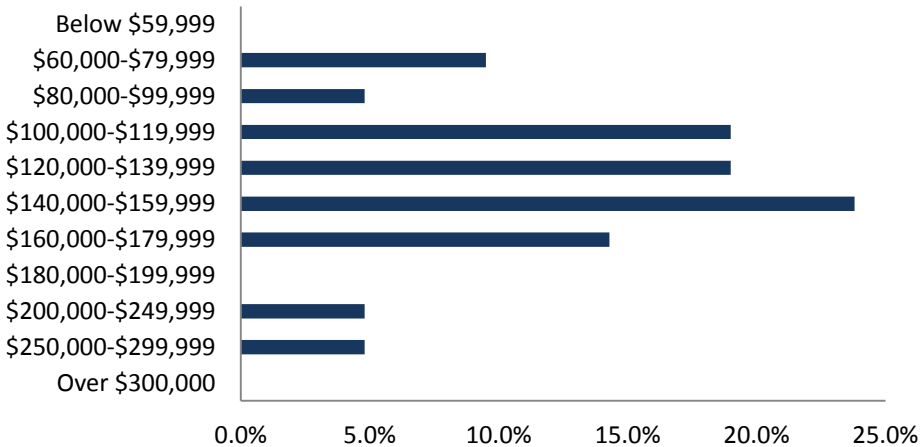
Assistant General Counsel



Senior Counsel

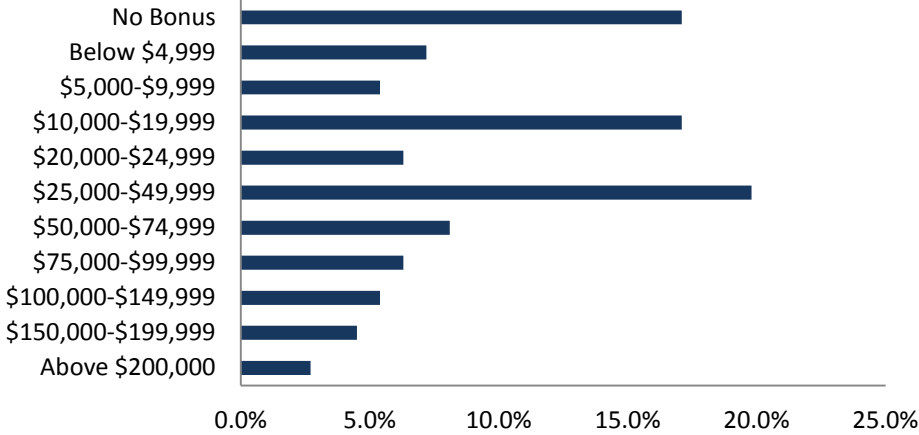


Corporate Counsel

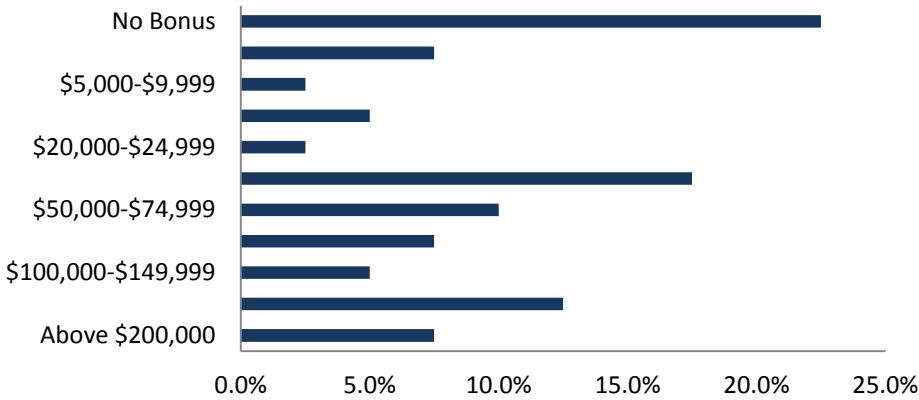


2011 ACC IN HOUSE SALARY SURVEY: CASH BONUS

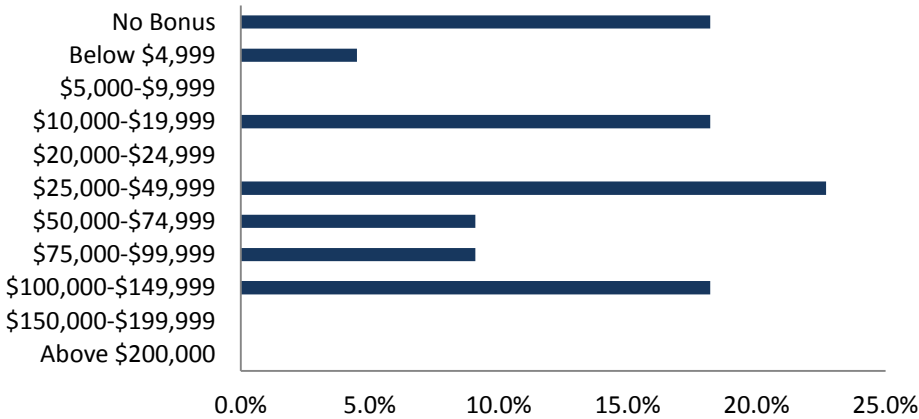
All Respondents



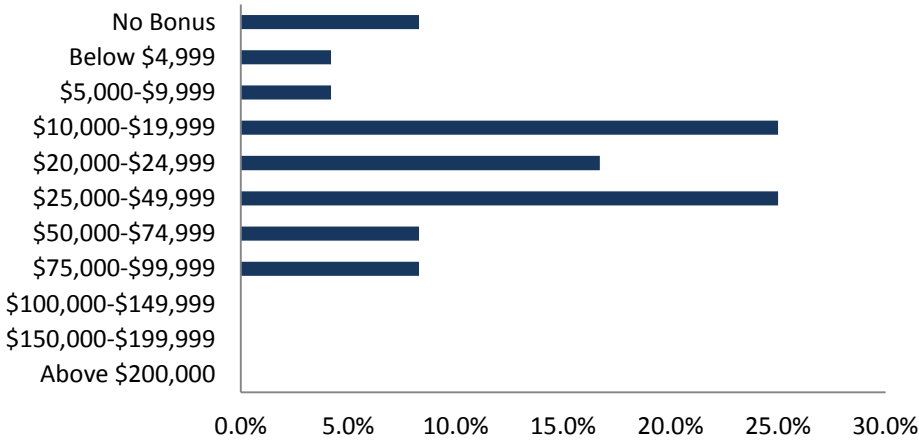
General Counsel



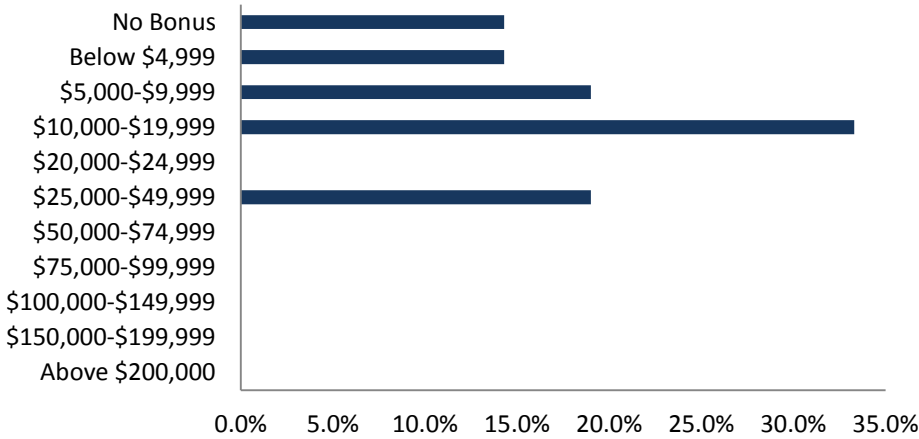
Assistant General Counsel



Senior Counsel

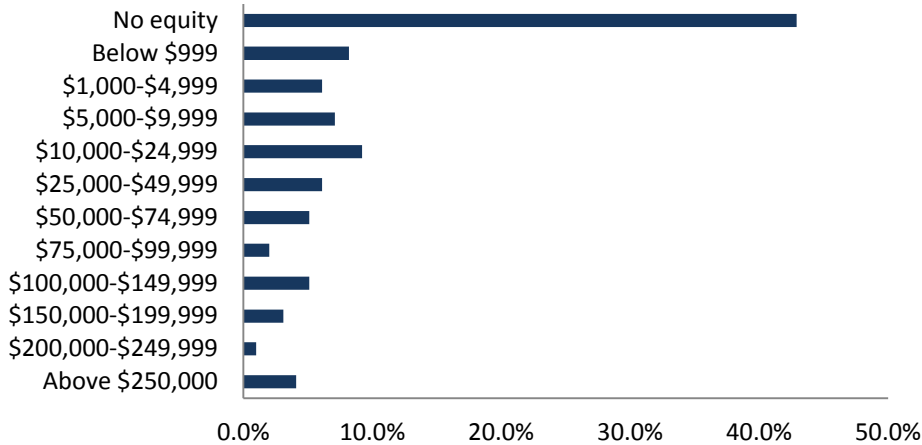


Corporate Counsel

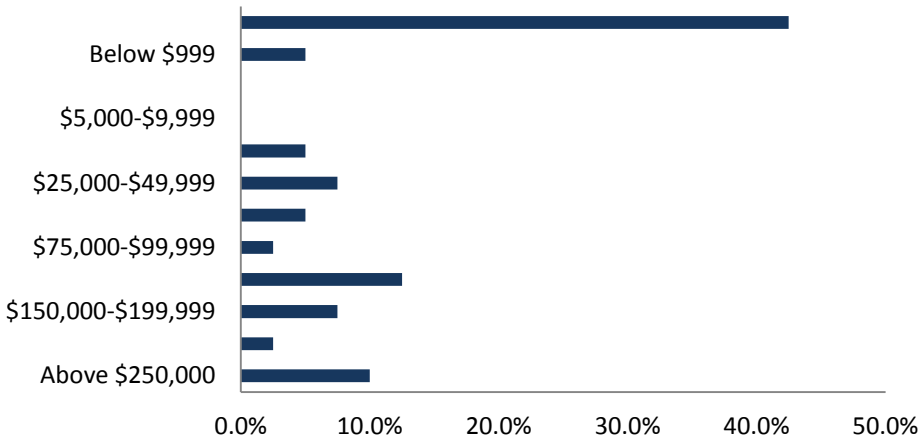


2011 ACC IN HOUSE SALARY SURVEY: EQUITY

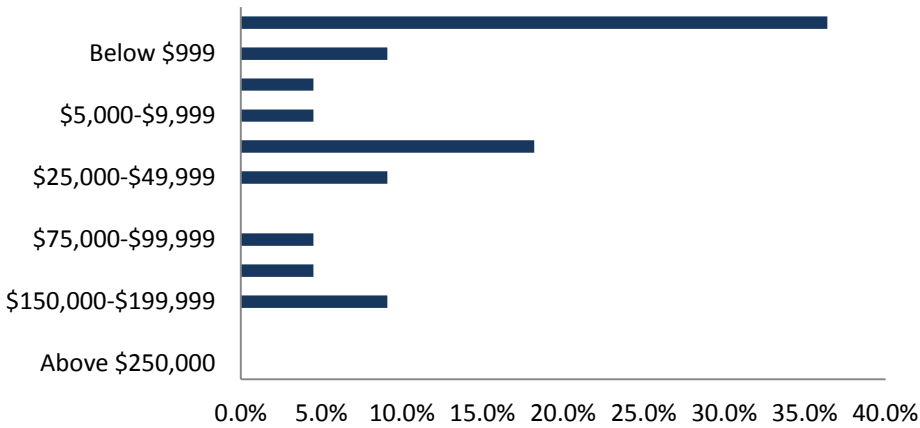
All Respondents



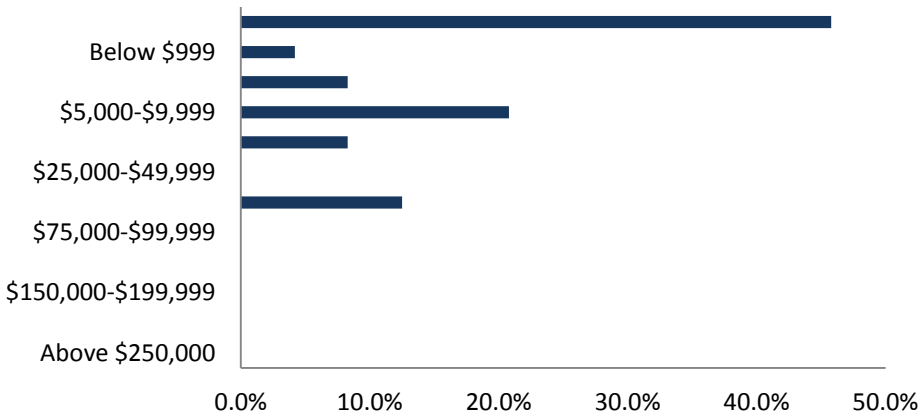
General Counsel



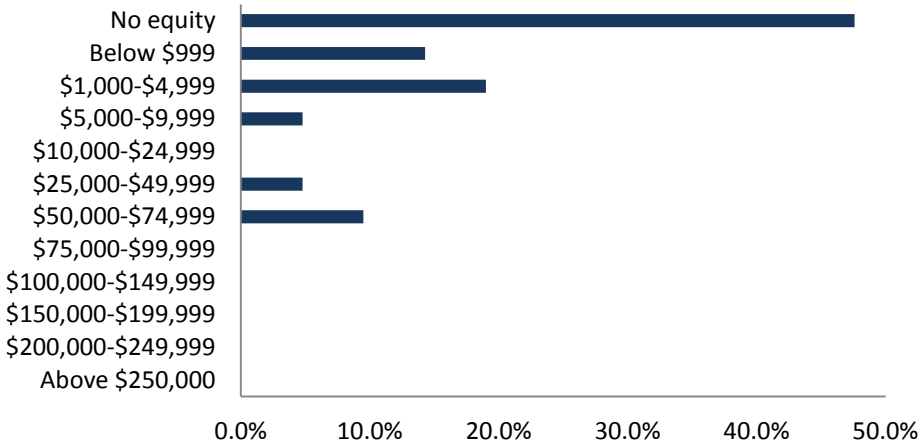
Assistant General Counsel



Senior Counsel

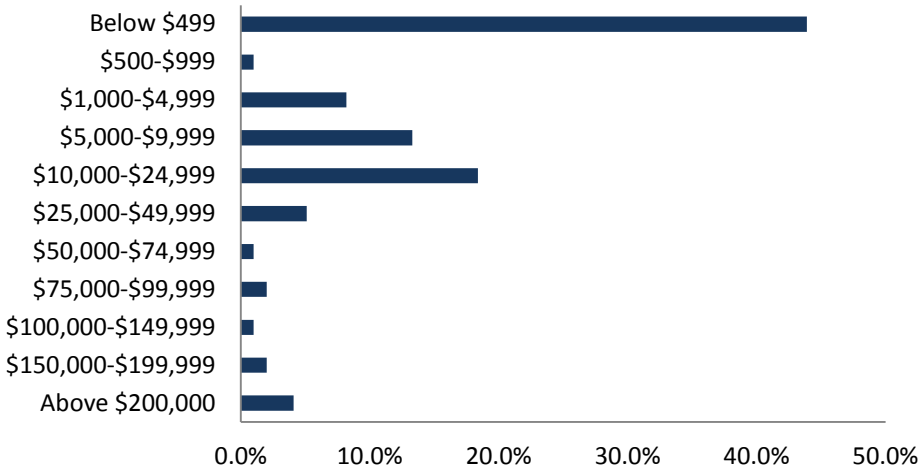


Corporate Counsel

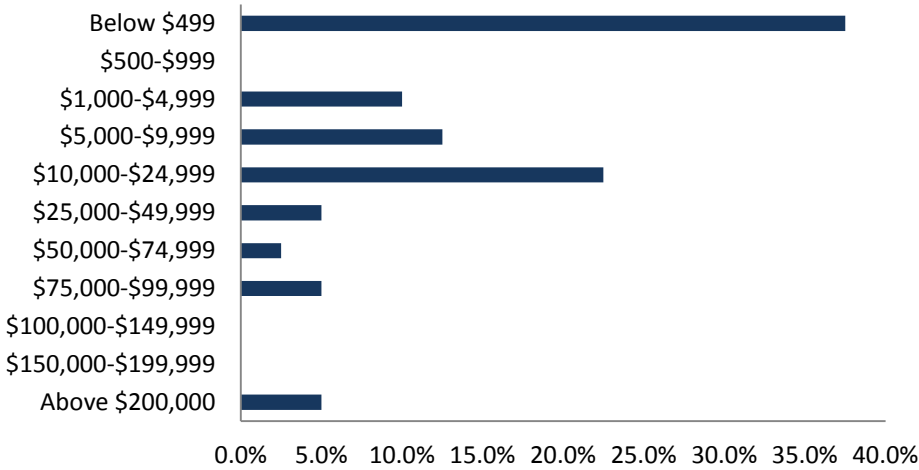


2011 ACC IN HOUSE SALARY SURVEY: VALUE OF OTHER COMPENSATION REALIZED

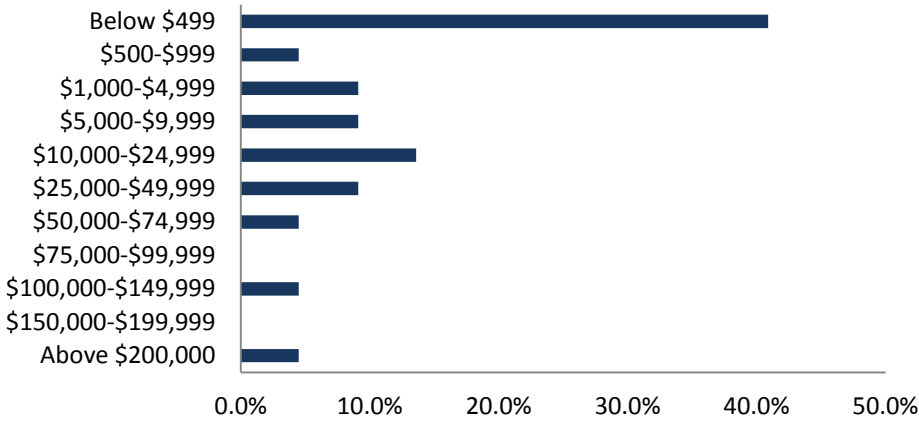
All Respondents



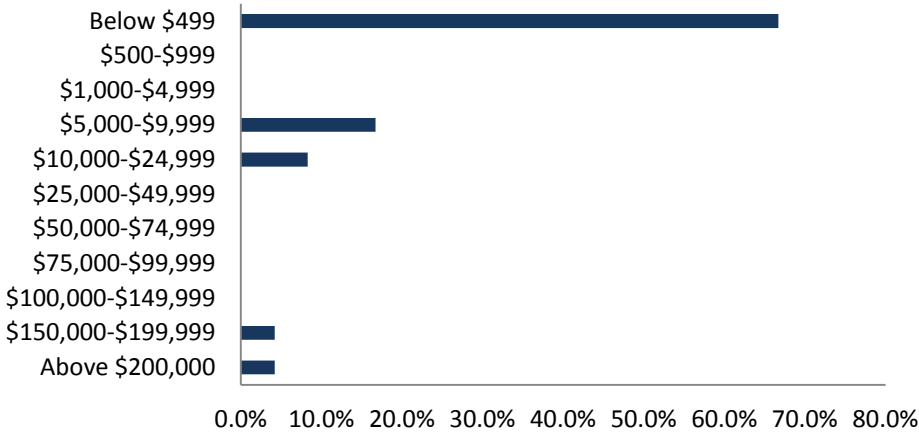
General Counsel



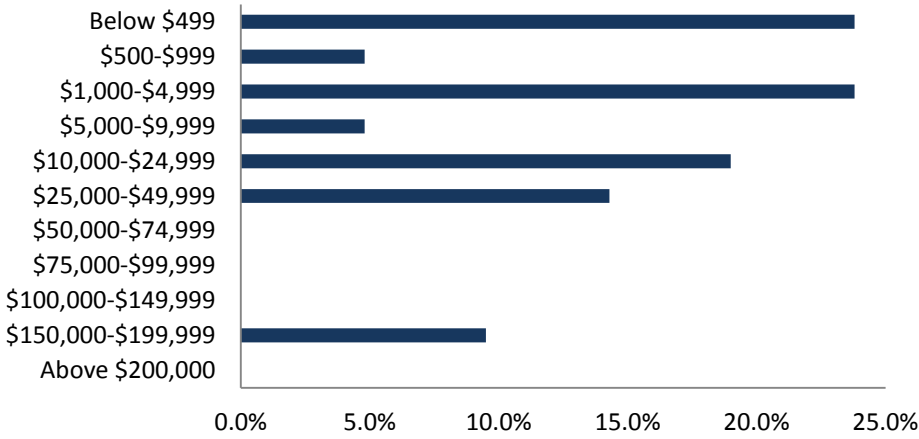
Assistant General Counsel



Senior Counsel

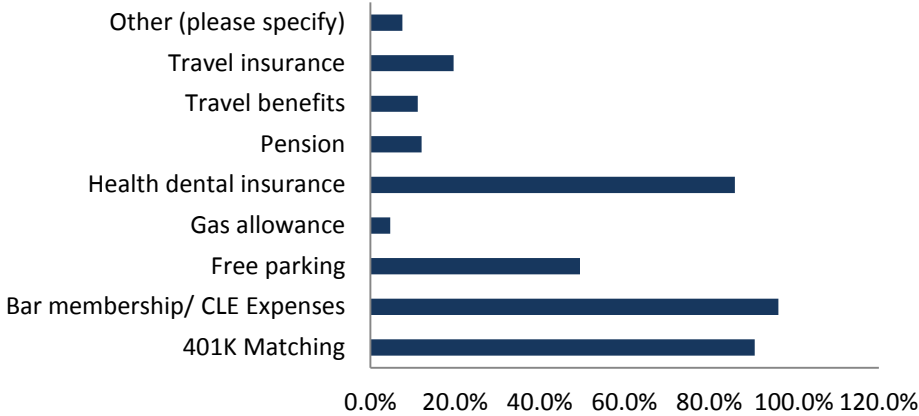


Corporate Counsel

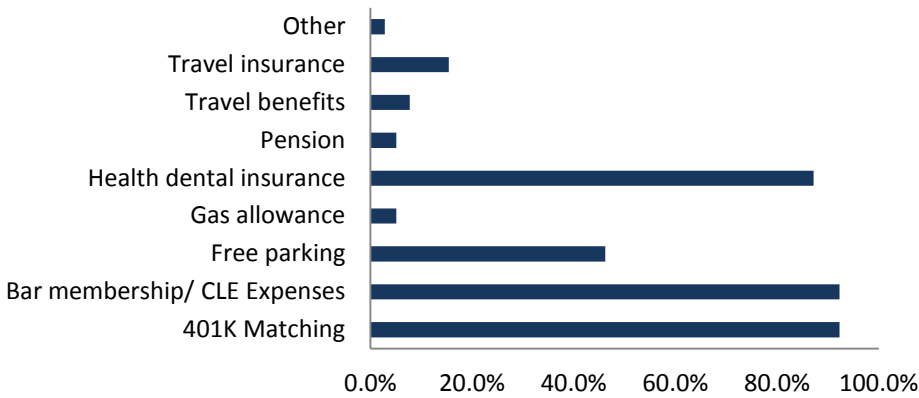


2011 ACC IN HOUSE SALARY SURVEY: OTHER TYPES OF COMPENSATION

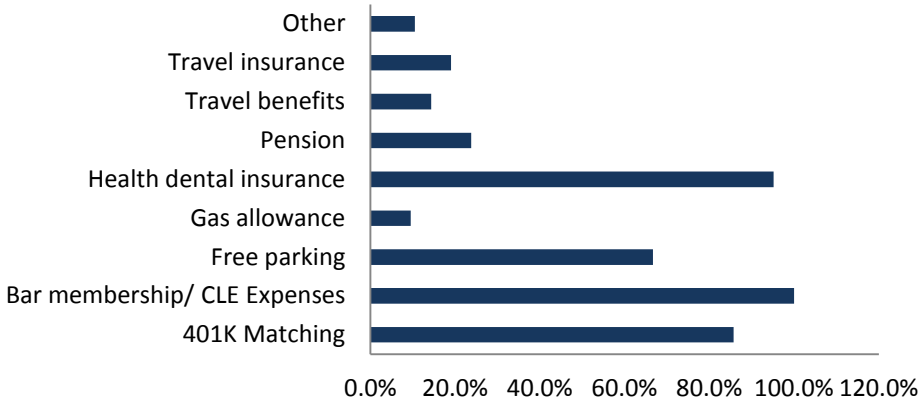
All Respondents



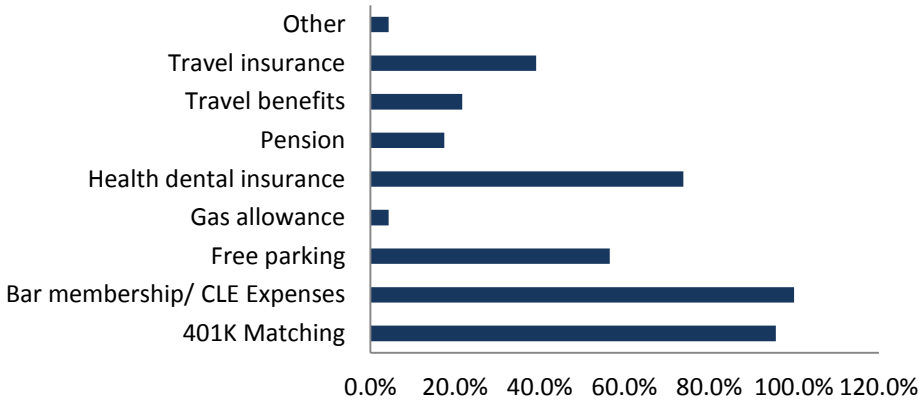
General Counsel



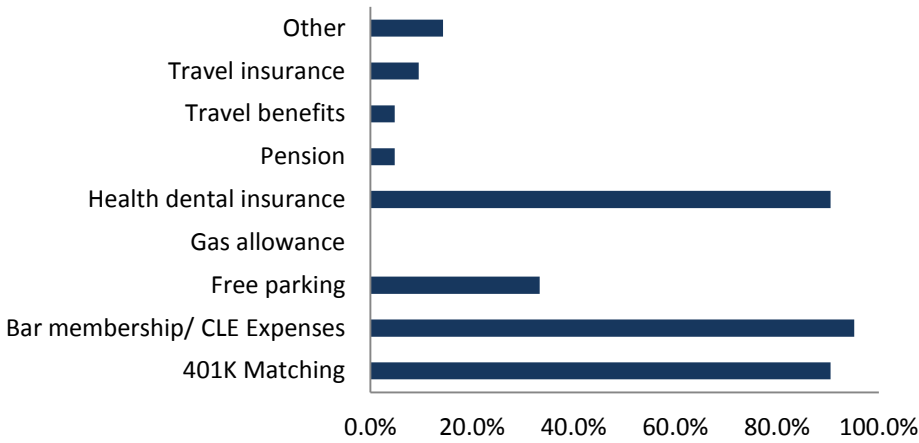
Assistant General Counsel



Senior Counsel

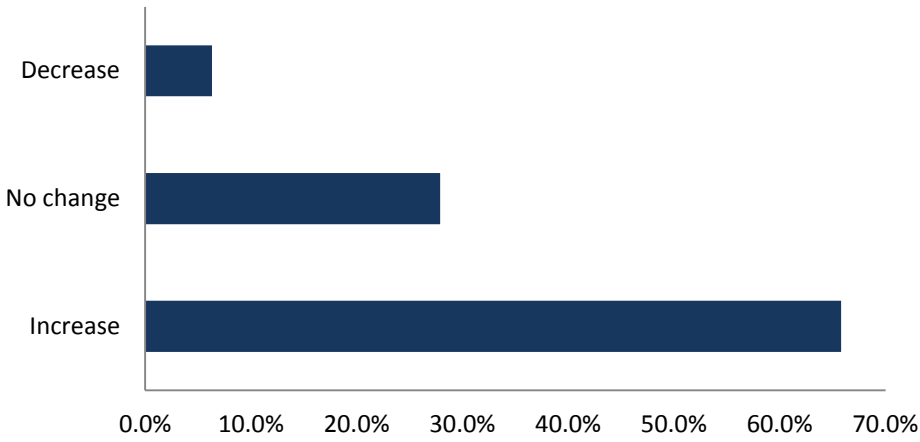


Corporate Counsel

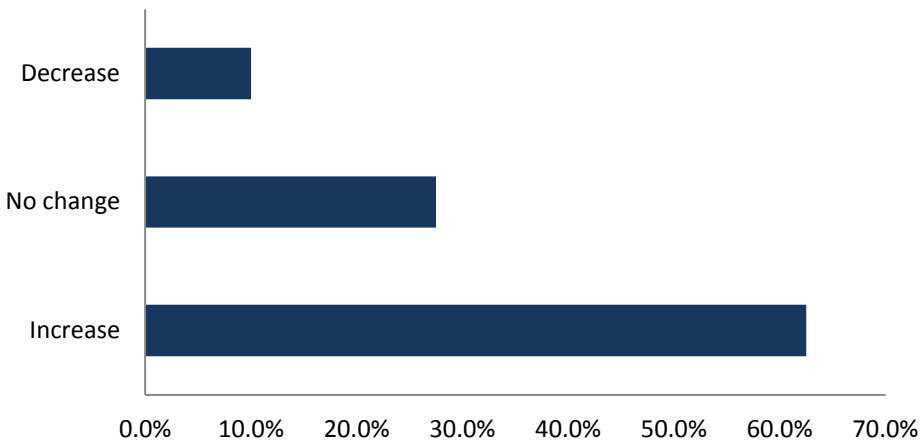


2011 ACC IN HOUSE SALARY SURVEY: CHANGE IN COMPENSATION FROM 2010

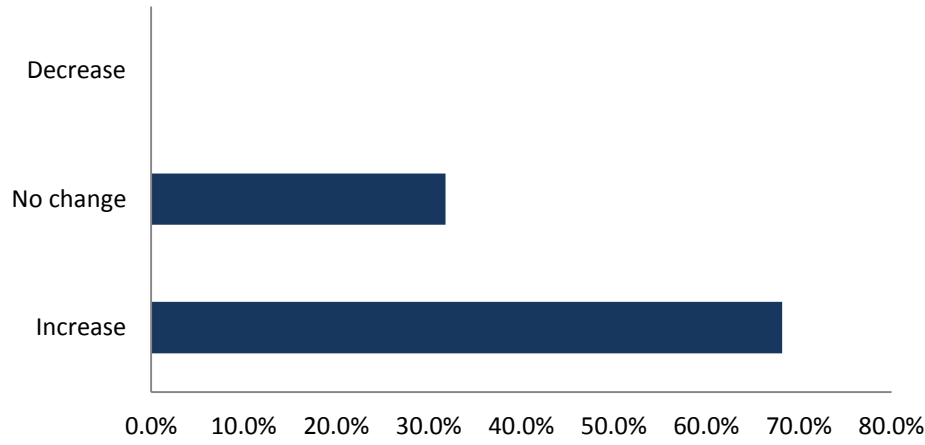
All Respondents



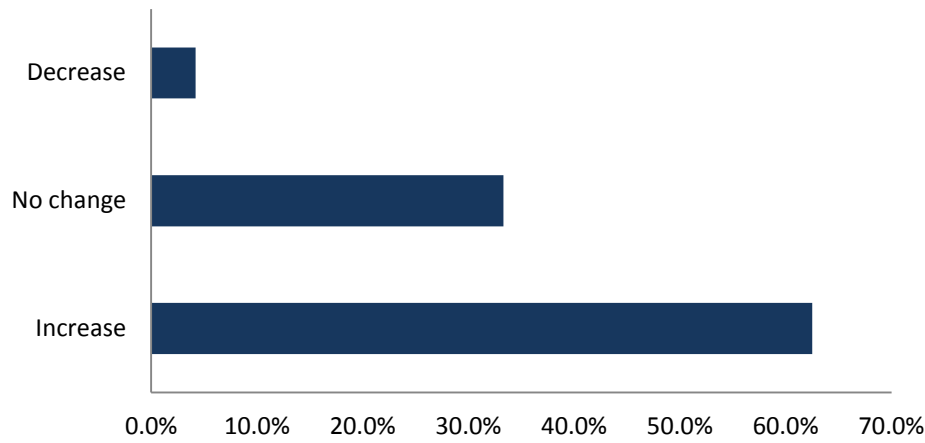
General Counsel



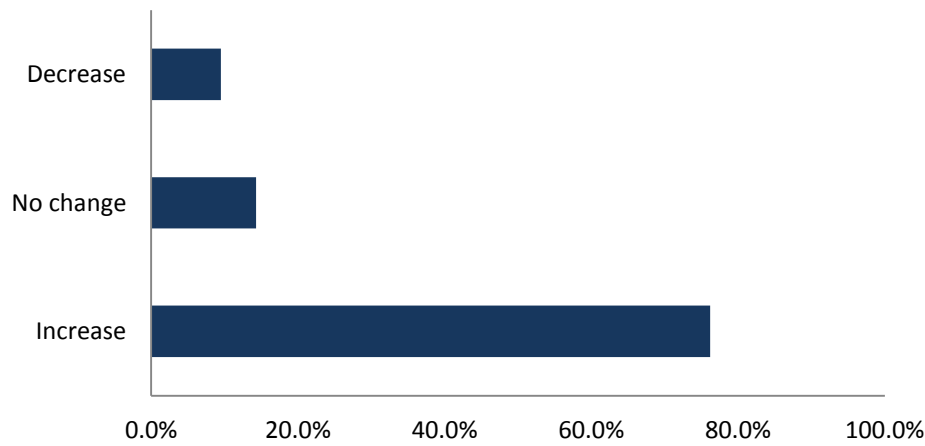
Assistant General Counsel



Senior Counsel

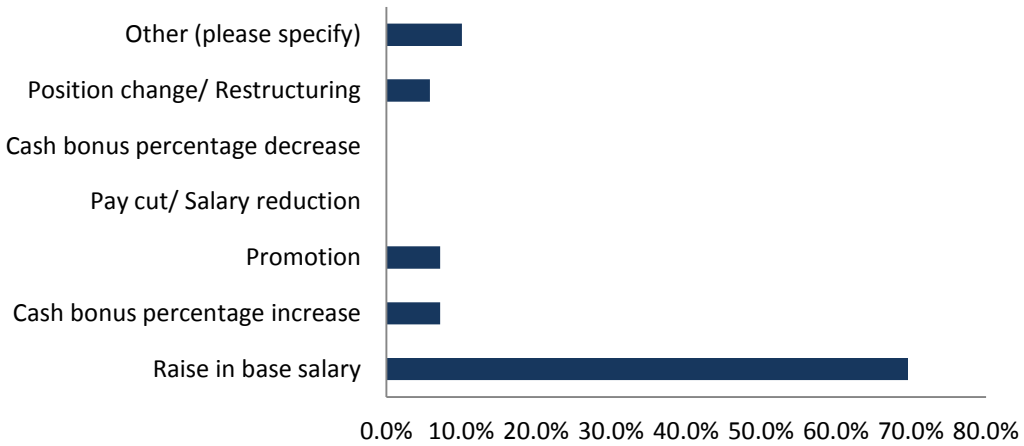


Corporate Counsel

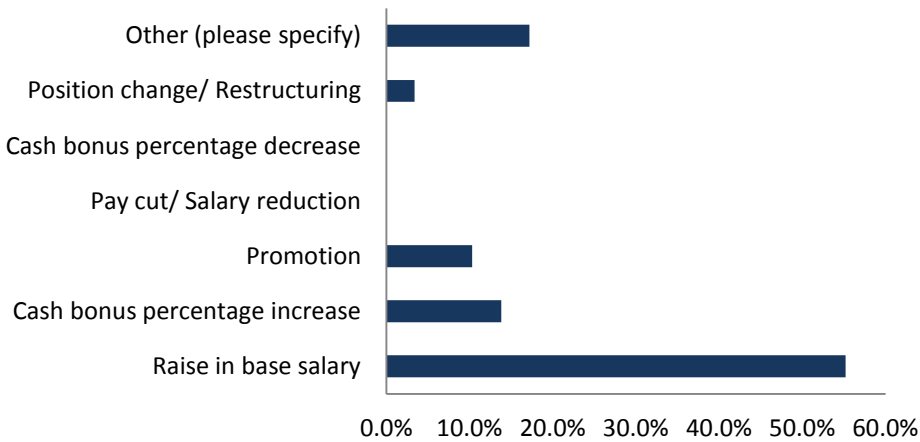


2011 ACC IN HOUSE SALARY SURVEY: LARGEST EFFECT ON CHANGE IN COMPENSATION

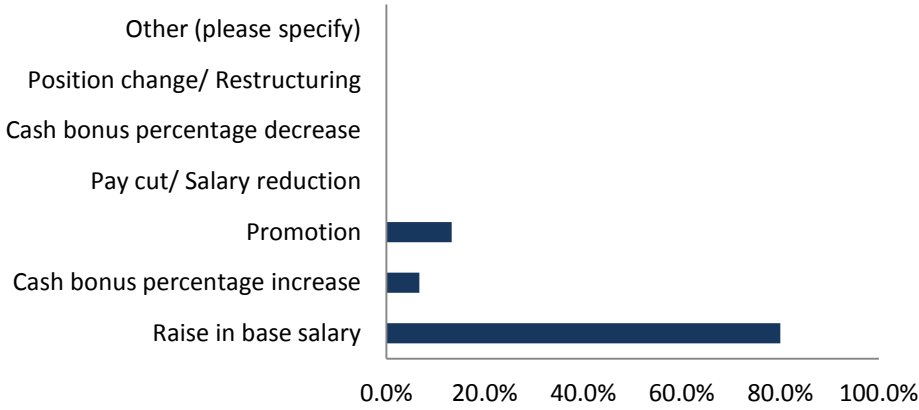
All Respondents



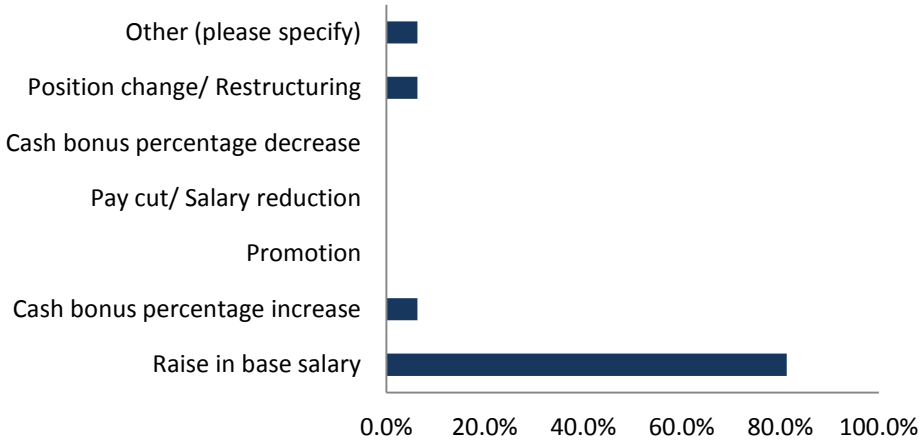
General Counsel



Assistant General Counsel



Senior Counsel



Corporate Counsel

