

# PULL BACK THE CURTAINS SALARY SURVEY

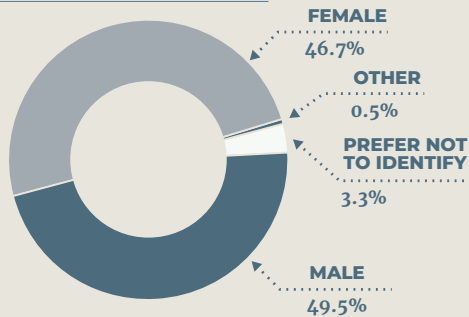
## HAVING RELIABLE INFORMATION HELPS EVERYONE BE MORE COMPETITIVE

Law Week Colorado, in partnership with the Association of Corporate Counsel Colorado Chapter and Gibson Arnold & Associates, conducted a salary survey for in-house attorneys. The survey collected information from more than 200 in-house counsel, roughly 20 percent of Colorado's in-house counsel population. The result of the survey is a look at the demographic information, salaries and benefits of corporate counsel in an attempt to "pull back the curtain" on compensation. The survey results are also being shared in conjunction with an ACC panel discussion Thursday and will be detailed further in the next issue of Law Week.

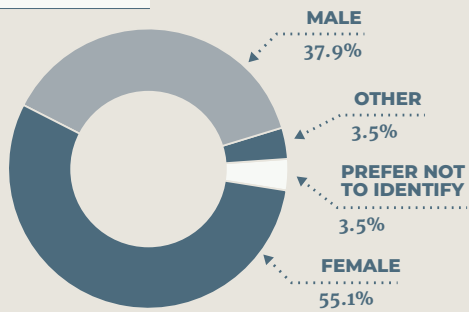
The survey results show us that the wage gap isn't necessarily cut-and-dry, that many attorneys don't plan on sticking around in their jobs longer than five years, most Colorado legal departments are relatively small and that while the tech industry is booming when it comes to employment, it's not necessarily where you'll find the most money.

## GENDER BREAKDOWN BY POSITION

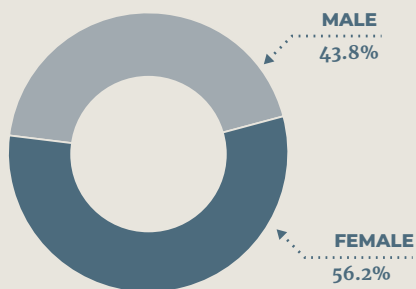
### CHIEF LEGAL OFFICER/ GENERAL COUNSEL



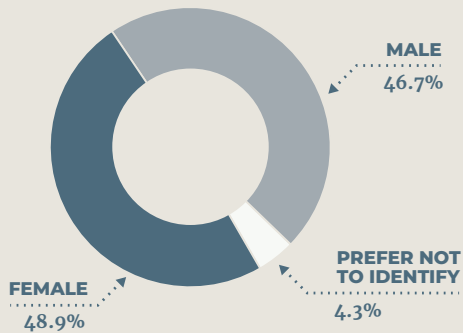
### ASSISTANT GENERAL COUNSEL



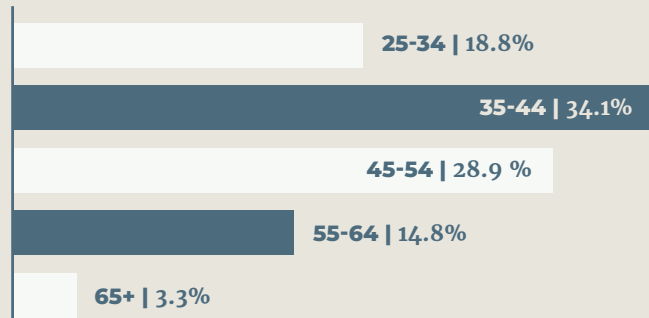
### ASSOCIATE GENERAL COUNSEL



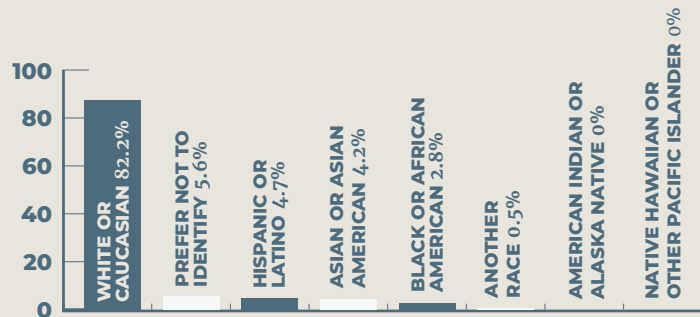
### CORPORATE ATTORNEY/ STAFF ATTORNEY



## WHAT IS YOUR AGE?



## WHAT IS YOUR ETHNICITY?



RIDLEY MCGREEVY & WINOCUR P.C.



**DAVID M. TENNER**

ARBITRATOR, MEDIATOR,  
SPECIAL MASTER, TRIAL LAWYER

LAW WEEK COLORADO – BARRISTER'S BEST / BEST ARBITRATOR  
2012, 2013, 2014, 2015, 2016, 2017, 2018

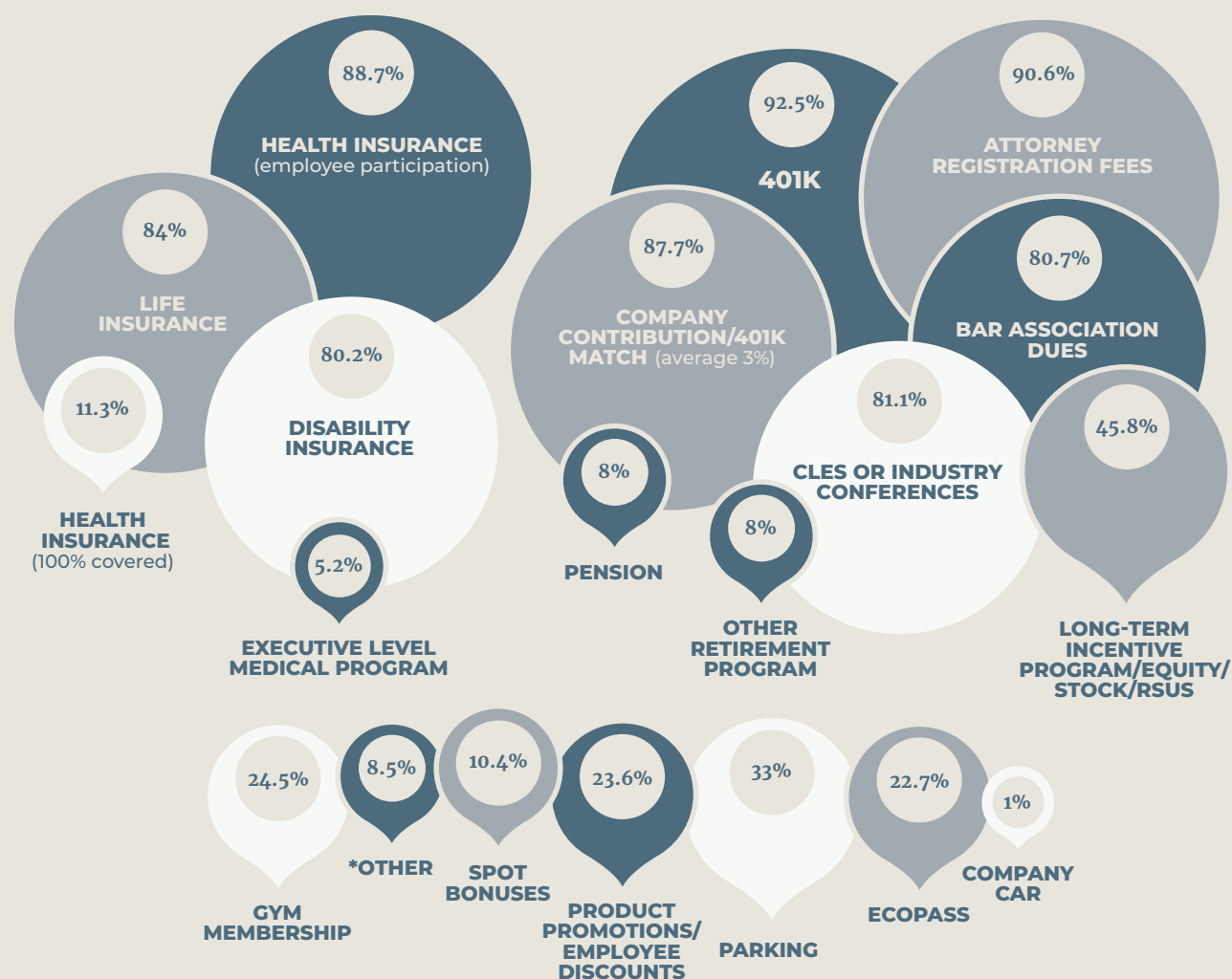
BEST LAWYERS IN AMERICA – ARBITRATION / COMMERCIAL LITIGATION  
2017, 2018, 2019

SUPER LAWYERS – ALTERNATIVE DISPUTE RESOLUTION/BUSINESS LITIGATION  
10 YEARS

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## SALARY SURVEY

## WHAT OTHER BENEFITS ARE AVAILABLE TO YOU?



\*Other: Cellphone reimbursement, sabbatical, deferred comp programs, dependent care savings account, etc.

## CORPORATE SALARIES BY PERCENTILE

BASE	10th	25th	50th	75th	100th
Corporate/Staff Attorney	\$88,100	\$105,000	\$137,000	\$173,000	\$245,000
Associate General Counsel	\$115,000	\$145,000	\$161,000	\$195,000	\$265,000
Assistant General Counsel	\$135,000	\$165,000	\$180,000	\$205,000	\$250,000
CLO/GC	\$116,000	\$165,000	\$228,000	\$315,000	\$566,500
TOTAL COMP*	10th	25th	50th	75th	100th
Corporate/Staff Attorney	\$87,600	\$110,000	\$152,380	\$200,000	\$330,000
Associate General Counsel	\$149,880	\$185,000	\$226,000	\$269,000	\$445,000
Assistant General Counsel	\$160,000	\$213,000	\$240,000	\$290,000	\$558,000
CLO/GC	\$140,000	\$192,000	\$266,000	\$476,000	\$1,350,000

\*Total compensation takes into account base salary and most recent bonus and stock options, as reported

## MEDIAN BASE SALARIES

### CHIEF LEGAL OFFICER/GENERAL COUNSEL



**PUBLIC** (all industries)  
= \$293,000



**FINANCIAL**  
= \$293,000



**PRIVATE** (all industries)  
= \$215,000



**HEALTH CARE**  
= \$212,500



**ENERGY**  
= \$300,000



**TECHNOLOGY**  
= \$220,000

### ASSISTANT GC OR ASSOCIATE GC



**PUBLIC** (all industries)  
= \$175,000



**FINANCIAL**  
= \$212,500



**PRIVATE** (all industries)  
= \$175,500



**HEALTH CARE**  
= \$192,500



**ENERGY**  
= \$170,000



**TECHNOLOGY**  
= \$190,000

## MEDIAN YEARS OF IN-HOUSE EXPERIENCE BY POSITION



**10**  
Chief legal officer/  
general counsel



**10**  
Assistant general  
counsel



**7.5**  
Associate general  
counsel



**4**  
Corporate attorney/  
staff attorney

## MEDIAN BASE SALARIES AND IN-HOUSE EXPERIENCE BY GENDER

### CHIEF LEGAL OFFICER/GENERAL COUNSEL



**FEMALE** • \$225,000 — 8.5yrs



**MALE** • \$227,500 — 13.5yrs

### ASSISTANT GENERAL COUNSEL



**FEMALE** • \$194,000 — 10.5yrs



**MALE** • \$175,000 — 10yrs

### ASSOCIATE GENERAL COUNSEL



**FEMALE** • \$171,250 — 7.5yrs



**MALE** • \$173,000 — 7.5yrs

### CORPORATE ATTORNEY/STAFF ATTORNEY



**FEMALE** • \$137,250 — 3yrs



**MALE** • \$116,000 — 4yrs

## JOB TITLES

### CHIEF LEGAL OFFICER/GENERAL COUNSEL

28.3%

### CHIEF COMPLIANCE OFFICER

1.4%

### DEPUTY GENERAL COUNSEL

4.7%

### ASSISTANT GENERAL COUNSEL

13.7%

### ASSOCIATE GENERAL COUNSEL

15.1%

### CORPORATE ATTORNEY/STAFF ATTORNEY

21.2%

### OUTSIDE GENERAL COUNSEL

0.5%

### OTHER

15.1%



**Andrew Ho**  
**2019**  
**Governor**  
**Ralph Carr**  
**Award Winner**

Congratulations to Justice Márquez and RK's Andrew Ho for being recognized by the Asian Pacific American Bar Association of Colorado

**RK** RECHTKORNFELD PC