

2023 Law Department Compensation Survey

EXECUTIVE SUMMARY

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Introduction

The Association of Corporate Counsel (ACC) is pleased to present the 2023 Law Department Compensation Executive Summary Report, in partnership with Empsight International.

Compensation data is needed for a variety of reasons. You may be seeking to change jobs and need data to assist in compensation package negotiations during interviews. Or you may be seeking a promotion and want to know what kind of salary increase you should expect. You may also simply want to better understand market rates.

The existing compensation data available on the market for in-house counsel is notoriously variable, representing either too few legal job titles or is exclusive to a specific demographic segment. Some surveys report data that is not Safe Harbor compliant and many surveys capture data only from professionals looking for new career options (and large salary increases), which can result in inaccurate/inflated data that is not representative of the market as a whole. As a result, there is a high degree of uncertainty in the existing market data.

This report provides a high-level overview of the results of our annual compensation survey representing 1,934 in-house legal professionals in the United States and is intended to give a snapshot of compensation packages across job titles and the changes observed across several demographic segments.

We present base salaries, short-term incentive amounts, long-term incentive targets, and total cash compensation across key legal job titles. In addition, we present common company benefits, remote work norms, employment trends, and key skills needed to succeed in-house. There was wide variation in responses including individuals from small and large public, private, and non-profit companies across dozens of industries, practice area specializations, and across 24 different job titles.

We want to thank those who participated in the survey, and we hope the results are useful to the broader in-house legal community. All survey participants receive the full compensation benchmarking results (in PDF and Excel formats), which includes full statistical distributions for all 24 job positions and demographic segments. Benchmarking reports based on company-sourced data for large and mid-sized companies can be purchased at acc.com/compensation.

About the Data

ACC and Empsight fielded the compensation survey questionnaire between May 15 and June 30, 2023, through an online survey platform. The data effective date is March 1, 2023.

SELF-REPORTED DATA VERSUS COMPANY-SOURCED DATA

The results presented in this executive summary report were captured through a conventional online survey structured to enable the collection of compensation data at the individual level, where individual respondents report their own compensation data. Therefore, all results presented here are “self-reported.” In contrast, ACC also partners with Empsight on a “company-sourced” compensation survey. By company-sourced we mean that we allow for the data to be reported for all positions in the legal department. For smaller departments, this might be handled by the general counsel or legal operations professional. For larger departments, the company-sourced survey almost always requires HR or the compensation department to fill out the survey on behalf of all legal positions. **This executive summary report presents an overview of the results for the individual-level self-reported data.**

WE OFFER A RANGE OF COMPENSATION BENCHMARKING REPORTS

Once the data is collected, we produce a suite of reports structured to reflect the varying benchmarking needs of our members and the in-house profession. We produce a self-reported edition of the results that captures only the individual-level survey submissions from companies of all revenue sizes. This report presents a full statistical distribution of the compensation data for all 24 positions captured as well as across relevant demographic segments.

The company-sourced data is used to produce two reports reflecting company revenue size: large companies and midsize companies (company revenue is one of the key drivers of compensation). Each company report presents the full spectrum of compensation data for the complete set of job titles submitted (over 90 titles included in the large company edition). The company reports also come with an interactive Excel file that can be uploaded to HRIS/Market Pricing systems for companies to benchmark against other data sources. These reports are available at www.acc.com/compensation.

THE DATA IS SAFE HARBOR COMPLIANT

Our data collection and reporting standards conform with Safe Harbor guidelines to ensure confidentiality. We recognize that compensation data is highly sensitive, and we have instituted several important practices to preserve confidentiality.

Compensation data is not reported where there are fewer than five participants, no single organization's data represents more than 25 percent of any reported statistic, and the data must be three months old prior to reporting. Additional minimum participant thresholds are used when presenting percentiles in a statistical distribution. Learn more about our [data confidentiality practices](#).

TERMS & DEFINITIONS

TERM	DEFINITION
ANNUAL BASE SALARY	Annual base salary paid to the incumbent—the fundamental compensation element.
SHORT-TERM INCENTIVE ELIGIBLE %	The average percent of incumbents who are eligible to participate in a short-term incentive program.
SHORT-TERM INCENTIVE TARGET %	The value of bonus opportunities, at target, expressed as a percentage of annual base salary.
SHORT-TERM INCENTIVE AMOUNT \$	Actual amount of bonus paid to the incumbent in the current year for the prior full year’s performance.
TOTAL CASH \$	Annual base salary + any annual variable compensation (bonus or incentive).
LONG-TERM INCENTIVE ELIGIBLE %	This provides the number of incumbents who are eligible to participate in long-term incentive arrangements as a percentage of the total number of incumbents reported.
LONG-TERM INCENTIVE TARGET %	The value of long-term incentive opportunities, at target, expressed as a percentage of annual base salary.
LONG-TERM INCENTIVE TARGET AMOUNT \$	The planned long-term incentive opportunity (LTI Target %) multiplied by the Annual Base Salary.
TOTAL TARGET DIRECT COMPENSATION \$	Target Total Direct Compensation \$ is the combination of Base Salary and the Target STI \$ and Target LTI Award \$.
MEDIAN	The middle value of the reported data array.
MEAN (AVERAGE)	The statistical average of the reported data.
90TH PTILE.	The 90th percentile of the reported data array.

JOB TITLE CATEGORY GROUPINGS

In order to simplify the presentation of the executive summary results and in some cases, due to data availability, job titles were aggregated into the groupings presented in the table below.

#	SURVEY JOB FAMILY CATEGORY	SURVEY JOB TITLES INCLUDED
1	GENERAL COUNSEL - SINGLE LAWYER	General Counsel - Single Lawyer
2	GENERAL COUNSEL / CHIEF LEGAL OFFICER	General Counsel & Corporate Secretary / CLO
3	GENERAL COUNSEL - DIVISION / SUBSIDIARY	Division General Counsel SVP Subsidiary General Counsel VP Subsidiary General Counsel
4	DEPUTY GENERAL COUNSEL	SVP Deputy General Counsel
5	ASSOCIATE GENERAL COUNSEL	SVP Associate General Counsel VP Associate General Counsel Division Associate General Counsel
6	MANAGING ATTORNEY	Director Managing Attorney Managing Attorney
7	EXPERT ATTORNEY	Expert Attorney
8	SENIOR ATTORNEY	Senior Attorney
9	ATTORNEY	Intermediate Attorney Associate Attorney Developing Associate
10	DIRECTOR, LEGAL OPERATIONS	Sr. Director Legal Operations Director Legal Operations
11	MANAGER, LEGAL OPERATIONS	Sr. Manager Legal Operations Manager Legal Operations
12	LEAD LEGAL OPERATIONS ANALYST	Lead Legal Operations Analyst
13	CORPORATE SECRETARY (NOT GC)	SVP Corporate Secretary (Not GC) VP Corp Secretary (Not GC) Director Corporate Secretary (Not GC)

Pay Drivers & Key Findings

There are many factors that influence compensation. The results presented in this high-level executive summary report provide simple descriptive data comparisons that we chose to capture through the survey. Therefore, it should be noted that although we observe clear relationships between certain variables and the pay reported, there are many other variables that impact pay that were not captured through the survey. Below are five key drivers of compensation as well as several other findings revealed by the results of 1,943 in-house legal professionals.



COMPANY REVENUE

Compensation is higher across all job positions surveyed in larger companies as compared to smaller companies. CLOs in companies with revenue of \$5 billion or more make 57 percent more in base salary and 160 percent more in total compensation compared to CLOs in companies under \$1 billion in revenue.



LEGAL SPECIALTY

Although compensation varies significantly across job positions, practice areas such as securities, healthcare, and banking and finance tend to pay more across the board, while insurance, HR/employment, and real estate tend to pay less.



LAW SCHOOL ATTENDED

Those who attended a top 20 law school make more in base salary and total compensation across all positions surveyed. For example, CLOs make 13 percent more in base salary and 18 percent more in total compensation on average compared with CLOs that did not attend a top 20 law school.



LAW SCHOOL GRADUATION YEAR

Graduation year is often used as an approximation for experience in the legal profession. Across all positions, those who have more years of experience since graduating law school tend to have higher average compensation. For example, among GC in single lawyer environments, those who graduated prior to 2000 have a median base salary that is 49 percent higher than those who graduated after 2015.



PREVIOUS WORK EXPERIENCE

Among all positions surveyed, those who have previous law firm experience prior to working in-house earn more on average compared to those who do not. CLOs with law firm experience earn 18 percent more in base salary and 20 percent more in total compensation compared to CLOs who do not have prior law firm work experience.

17%

of respondents reported having gone directly in-house after law school instead of working at a law firm, for the government, or in another setting. Seventy-seven percent of respondents reported having law firm experience prior to working in-house.

16%

of respondents reported working full time in the office, up from 11 percent in 2022. There has been an associated five percent reduction in those who reported working on a hybrid schedule since 2022. Those who work full time in the office reported a slightly higher average number of hours worked per week (49.4) compared to those who are fully remote (46.9).

37%

of respondents reported having changed jobs sometime in the last two years, a four-point increase compared to the 2022 results. The highest percentages are among those in business services, pharmaceutical, and technology industries. Sixteen percent said they are likely to change jobs in the next year, a two percent decrease from the 2022 results.

27%

of respondents said that their compensation was the most important issue related to the job, followed by work-life balance and ability to manage their workload (26 percent). The least important areas reported are having flexible schedules (5 percent) and work-related stress (3 percent).

Compensation Highlights

BASE SALARY & SHORT-TERM INCENTIVES

JOB TITLE	BASE SALARY		STI ELIGIBLE	STI TARGET	STI AMOUNT		TOTAL CASH	
	Median	90th Ptile.	Percent	% Base Salary	Median	90th Ptile.	Median	90th Ptile.
General Counsel - Single Lawyer	\$225K	\$330K	77%	20%	\$32K	\$149K	\$250K	\$409K
General Counsel / Chief Legal Officer	\$300K	\$484K	90%	35%	\$86K	\$450K	\$360K	\$750K
General Counsel - Division / Subsidiary	\$230K	\$335K	96%	30%	\$70K	\$183K	\$286K	\$499K
Deputy General Counsel	\$255K	\$359K	89%	30%	\$67K	\$150K	\$311K	\$466K
Associate General Counsel	\$230K	\$315K	92%	25%	\$58K	\$127K	\$270K	\$424K
Managing Attorney	\$227K	\$293K	93%	23%	\$48K	\$100K	\$270K	\$368K
Expert Attorney	\$219K	\$275K	91%	20%	\$45K	\$80K	\$250K	\$350K
Senior Attorney	\$195K	\$252K	89%	20%	\$30K	\$75K	\$218K	\$295K
Attorney	\$150K	\$200K	85%	15%	\$20K	\$45K	\$165K	\$224K
Director, Legal Operations	\$204K	\$286K	78%	25%	\$47K	\$107K	\$236K	\$388K
Manager, Legal Operations	\$141K	\$195K	100%	15%	\$20K	\$35K	\$150K	\$229K
Lead Legal Operations Analyst	\$113K	<10	75%	9%	<5	<5	\$122K	<10
Corporate Secretary (not GC)	\$270K	\$385K	94%	25%	\$49K	\$100K	\$302K	\$485K

Note: Only compensation data for positions with five or more respondents are reported.

LONG-TERM INCENTIVES

JOB TITLE	LTI ELIGIBLE	LTI TARGET	LTI TARGET AMOUNT		TOTAL TARGET DIRECT COMP	
	Percent	% Base Salary	Median	90th Ptile.	Median	90th Ptile.
General Counsel - Single Lawyer	34%	25%	\$54K	\$379K	\$265K	\$482K
General Counsel / Chief Legal Officer	57%	50%	\$192K	\$850K	\$574K	\$1.03M
General Counsel - Division / Subsidiary	60%	30%	\$84K	\$142K	\$344K	\$505K
Deputy General Counsel	61%	29%	\$87K	\$345K	\$356K	\$583K
Associate General Counsel	57%	25%	\$63K	\$202K	\$323K	\$540K
Managing Attorney	62%	25%	\$54K	\$126K	\$284K	\$398K
Expert Attorney	44%	20%	\$46K	\$79K	\$265K	\$374K
Senior Attorney	44%	20%	\$39K	\$74K	\$235K	\$322K
Attorney	27%	15%	\$25K	\$43K	\$209K	\$259K
Director, Legal Operations	52%	20%	<5	<5	<5	<5
Manager, Legal Operations	38%	16%	<5	<5	<5	<5
Lead Legal Operations Analyst	25%	5%	<5	<5	<5	<5
Corporate Secretary (not GC)	44%	25%	\$70K	<10	\$363K	<10

Note: Only compensation data for positions with five or more respondents are reported.

COMPANY REVENUE

In-house legal professionals in larger organizations are compensated higher than those in smaller companies across all legal positions. We show the difference in base salary and total cash compensation for respondents in large companies compared to those in smaller organizations by job title. Only titles with at least five incumbents are included in the calculations, which are based on each group’s median base salary and total cash compensation.

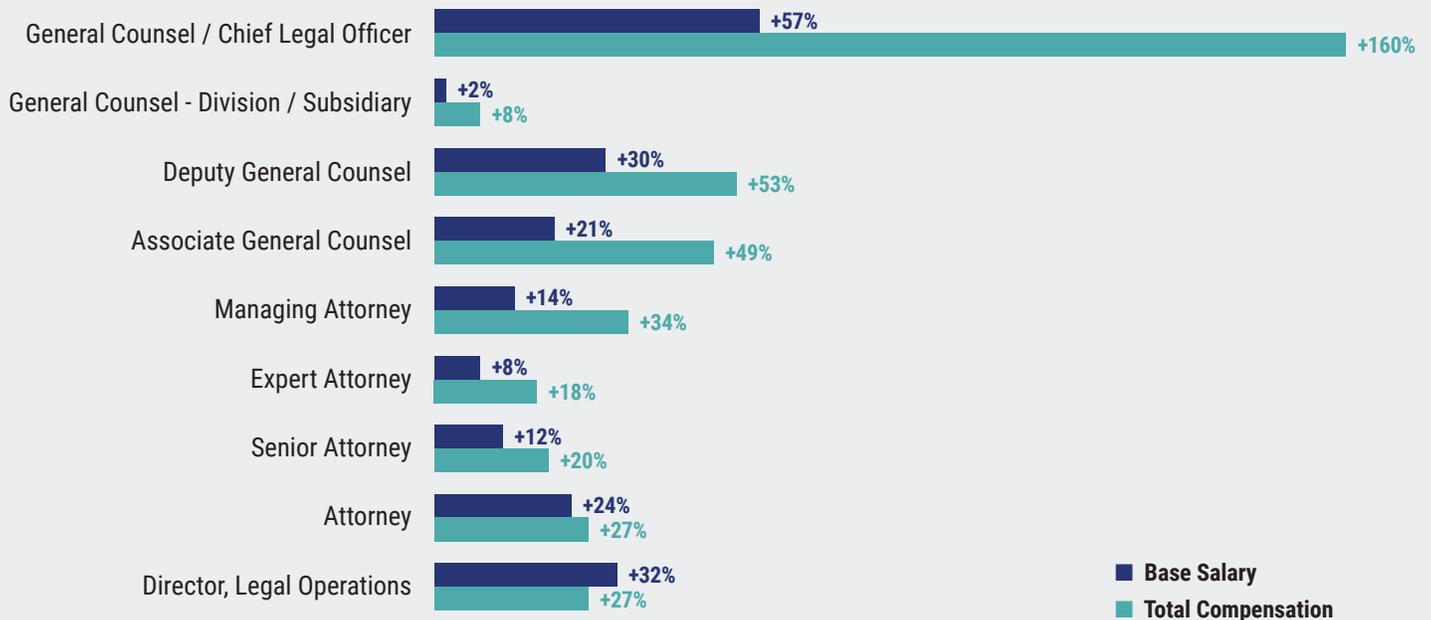
For example, the median base salary for chief legal officers in large companies is 57 percent higher than the median base salary for those in small companies and their total compensation is 160 percent higher.

Across almost all positions, differences in median compensation by company size are more significant in relation to total cash compensation, suggesting that short-term incentives tend to be higher in larger companies.

The CLO position shows the widest difference in base salaries between respondents in small and large organizations (+57 percent), followed by director of legal operations (+32 percent) and deputy general counsel (+30 percent).

The lowest difference was recorded in the position of general counsel – division / subsidiary, with those in large organizations having a median base salary and total cash compensation just two points and eight points higher, respectively, than participants in the same position in smaller companies.

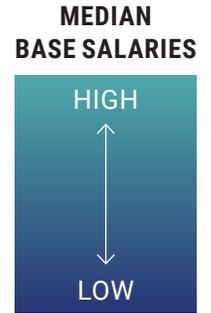
COMPANIES WITH UNDER \$1 BILLION IN REVENUE → COMPANIES WITH \$5 BILLION OR MORE



LEGAL SPECIALTY

The tile chart shows median base salary by position and legal practice area. Practices are ordered by median base salary across all positions, from highest to lowest. Lighter colors indicate higher median base salaries. Empty tiles correspond to combinations of titles and practice areas with fewer than five observations, and the values are not reported. Respondents could indicate that they work in several practice areas.

Base salaries vary considerably by position, and by looking at each row independently we can appreciate the variation in base compensation by practice area among those with the same job title. Legal specialties related to securities, healthcare, and banking and finance tend to be among the highest compensated practice areas across positions.



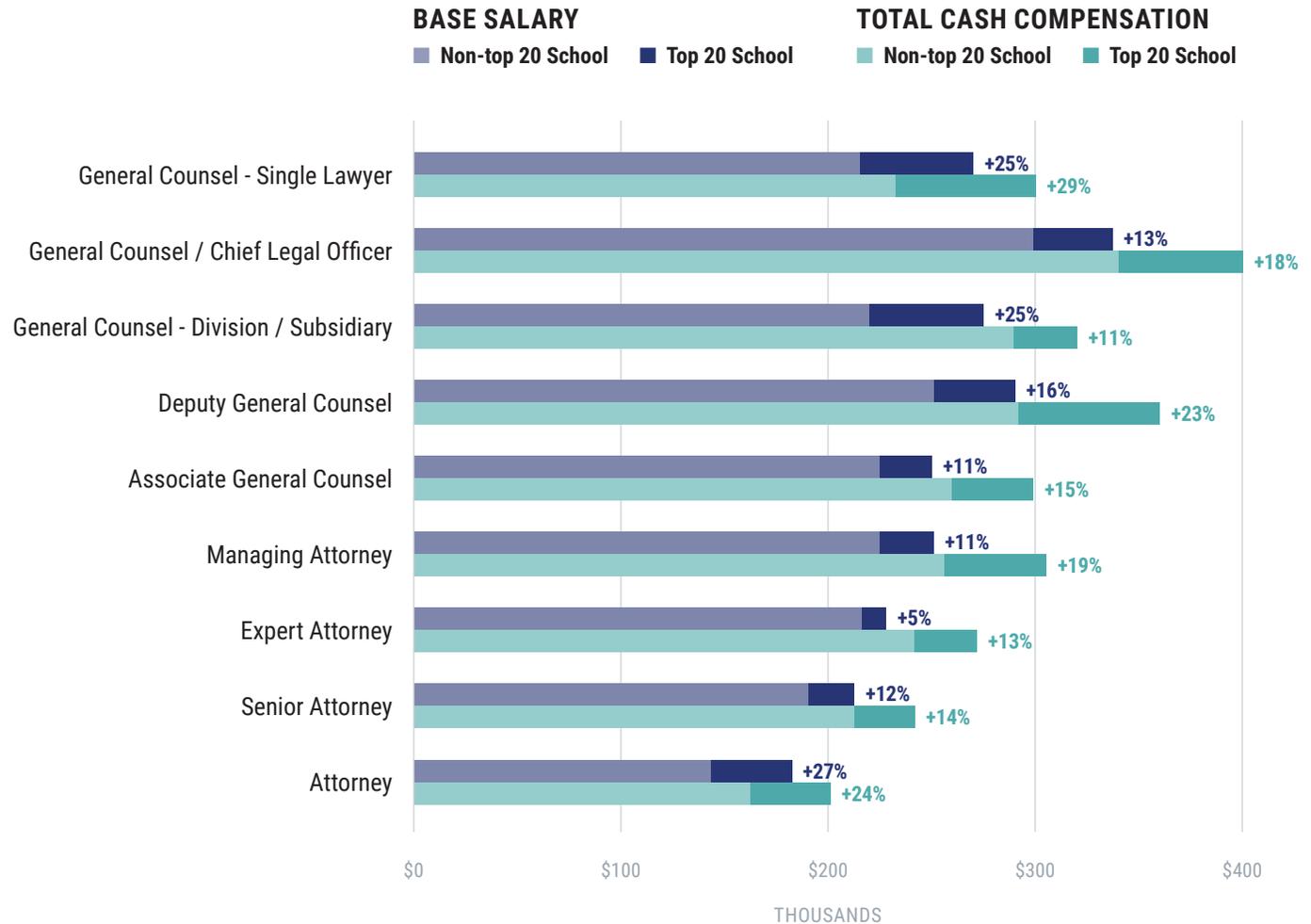
LAW SCHOOL ATTENDED

The following chart shows the difference in base salary and total cash compensation by position title and law school attended. The chart shows the additional median compensation (as a percentage) for those who attended a top 20 law school based on the rankings published in the *2023 US News and World Report America's Best Graduate Schools*.

For example, the median base salary for general counsel in a single lawyer environment for those who attended a top 20 school is 25 percent higher than that of those in the same position who attended other schools, and the median total compensation for the former group is 29 percent higher.

Those that attended a top 20 law school reported higher median compensation across all positions, with the largest differences in base salary being among general counsel in a single lawyer environment (+25 percent), division or subsidiary general counsel (+25 percent), and attorneys (+27 percent).

The impact of the law school attended is less significant among expert attorneys (+5 percent), followed by managing attorneys (+11 percent), and associate general counsel (+11 percent).



LAW SCHOOL GRADUATION YEAR

The compensation data points to a clear relationship between base and total cash compensation and the year of law school graduation – a comparable measurement of years of experience. Across all positions, those who graduated earlier tend to be better compensated.

The charts below show median base salary and total cash compensation by job title and graduation year. The percentages indicate the variation between medians for each group, with the most recent cohort (e.g., 2015 or after) as the reference. Note that missing data points indicate that fewer than five observations were recorded for a given title and graduation cohort.

For example, the median base salary for general counsel in a single lawyer environment for those who graduated in 2015 or after is somewhere in between \$150,000 and \$200,000. Among those who graduated in the period from 2010 and 2014, it is 33 percent higher than the median salary for the 2015 and after cohort, and those who graduated before 2000 have a median base salary that is 49 higher than those of the more recent graduates.

The differences can be substantial, with respondents who graduated more than 20 years ago recording median base salaries and total cash compensation more than 50 percent larger than the compensation amounts received by more recent graduates.

For example, associate general counsel that graduated between 2000 and 2004 record a median base salary 64 percent higher than those who graduated in 2015 or more recently, and their median total salary is practically twice as high (95 percent) – among those who graduated earlier than 2000 the respective values are +59 percent and +80 percent.

GENERAL COUNSEL - SINGLE LAWYER

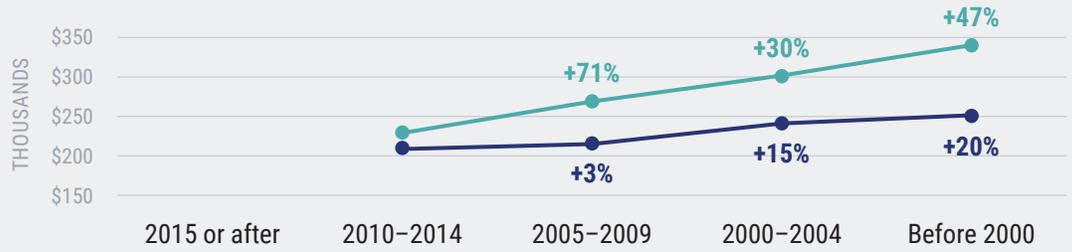


GENERAL COUNSEL / CHIEF LEGAL OFFICER

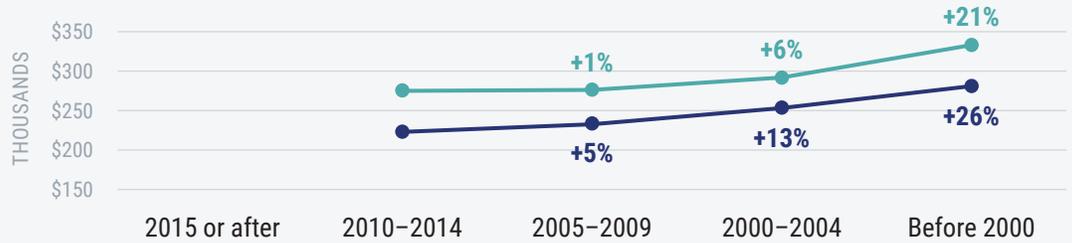


— Base Salary — Total Compensation

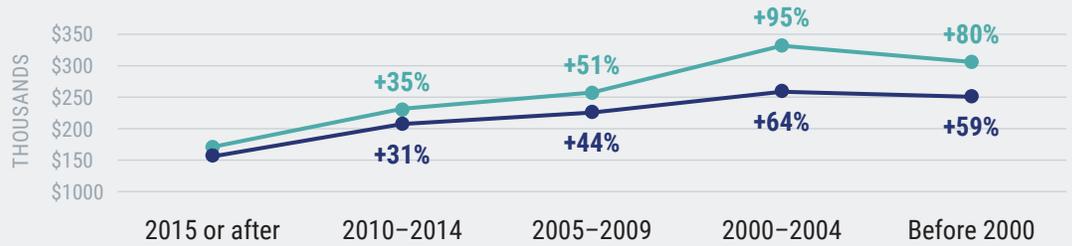
**GENERAL COUNSEL -
DIVISION / SUBSIDIARY**



**DEPUTY GENERAL
COUNSEL**



**ASSOCIATE GENERAL
COUNSEL**

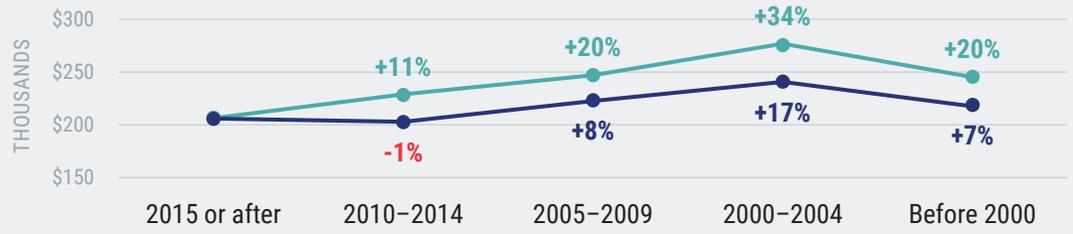


MANAGING ATTORNEY

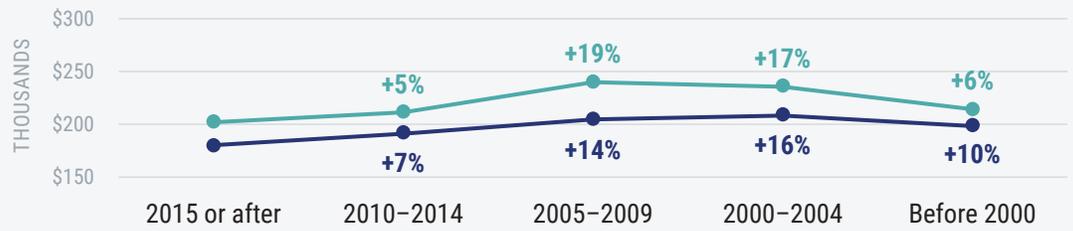


— Base Salary — Total Compensation

EXPERT ATTORNEY



SENIOR ATTORNEY



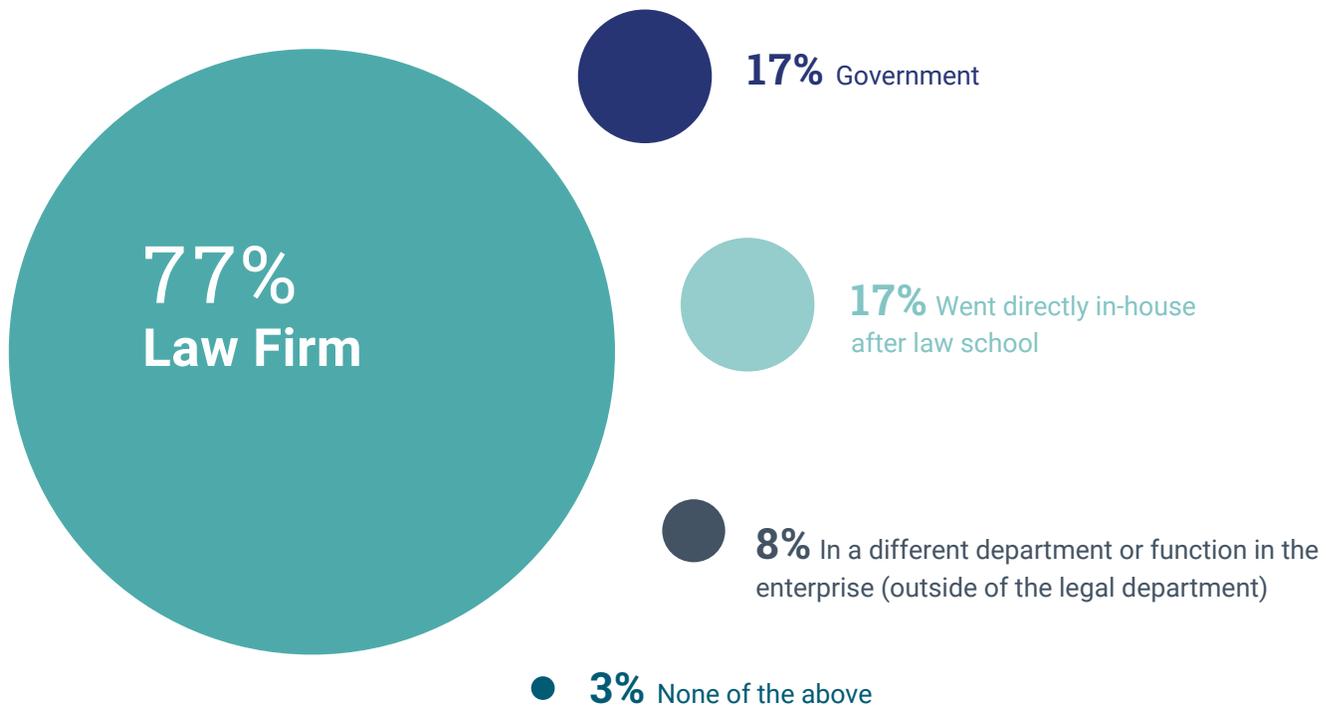
ATTORNEY



—●— Base Salary —●— Total Compensation

PREVIOUS WORK EXPERIENCE

Most respondents (77 percent) indicated that they had previous experience working at a law firm before taking a position in a corporate legal department. Seventeen percent reported having previously worked for the government, and the same percentage said they went directly in-house immediately after finishing law school. Eight percent have experience working in a different department in the organization outside of legal, and just three percent say that none of these situations apply to their case – most legal operations professionals (52 percent) selected this option.



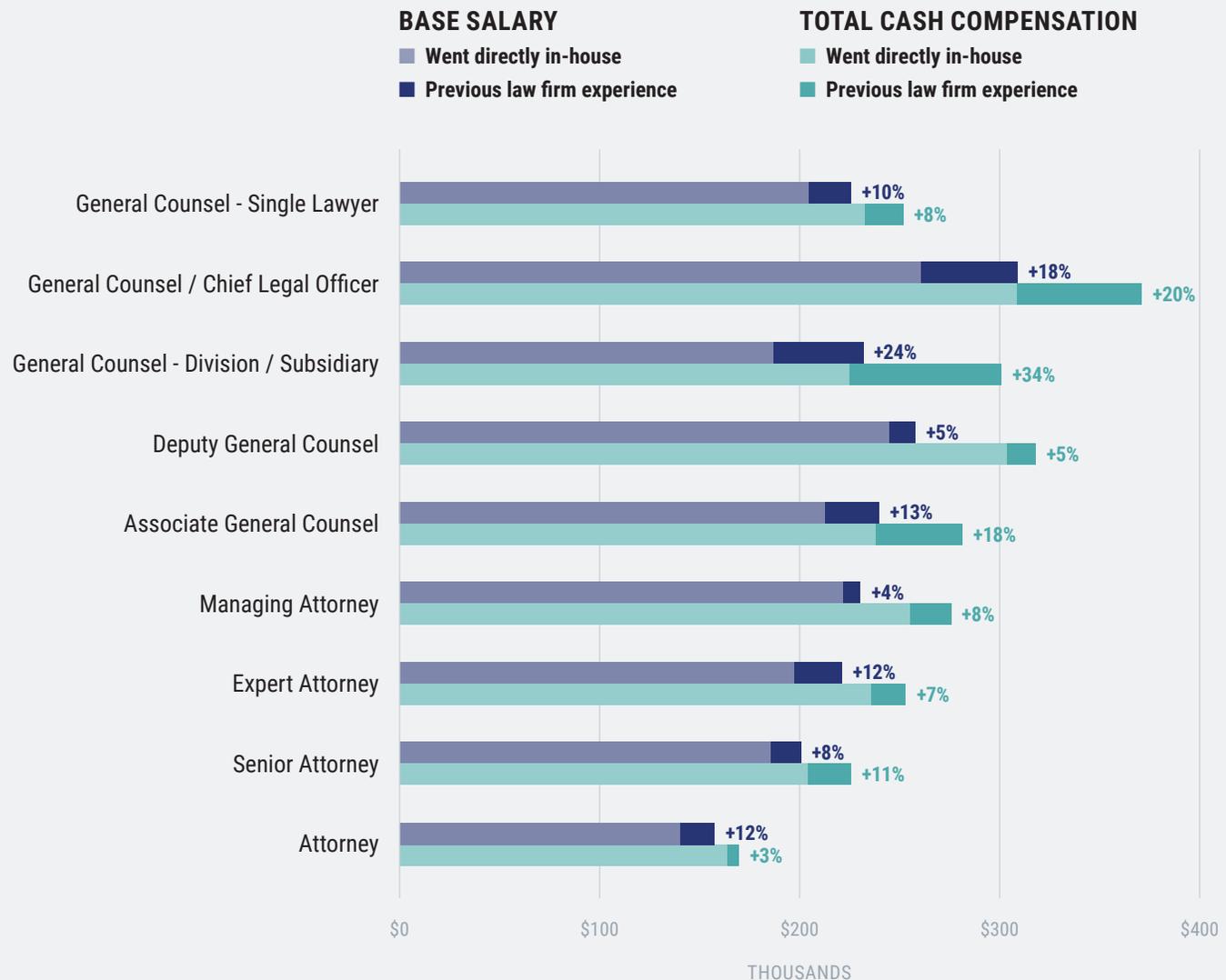
COMPENSATION HIGHLIGHTS

Those with previous law firm experience reported higher median base salaries and total cash compensation than those who went directly in-house after law school across all positions.

The chart shows the difference in base salary and total cash compensation by position title and whether respondents went directly in-house after law school or previously worked at a law firm. The additional median compensation for those with law firm experience is reported as a percentage increase based on the compensation amounts for those who went directly in-house after graduating.

For example, the median base salary for general counsel in a single lawyer environment with law firm experience is 10 percent higher than that of those in the same position who went directly in-house.

One of the most significant differences is found among CLOs, with those with law firm experience having recorded a median 18 percent higher and a total cash compensation 20 percent higher than those who went directly in-house. The differences are the highest for division or subsidiary general counsel, with +24 percent in base salary and +34 percent in total cash compensation for those who worked at a law firm compared to those who joined a legal department right after law school.



Employment Policies & Benefits

REMOTE WORK POLICY

Most respondents (58 percent) reported that they are currently working on a hybrid schedule, combining time working remotely with time spent in the office. A quarter are working entirely remote, and 16 percent are working full-time in the office. Since 2022 there has been five percent increase in those working full-time in the office and associated five percent reduction in those working hybrid schedules.



Hybrid 63%
Full remote 26%
Full-time in office 11%
Other 1%



Hybrid 58%
Full remote 25%
Full-time in office 16%
Other 1%

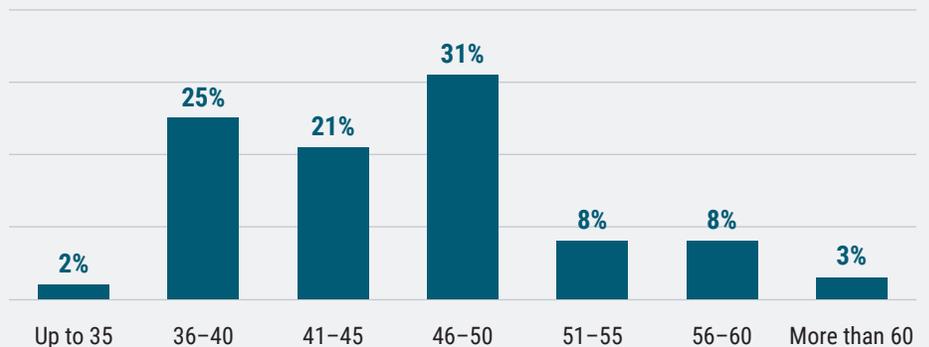
In 2022, those working full-time onsite only represented 11 percent while those with an hybrid schedule accounted for 63 percent of participants.

HOURS WORKED PER WEEK

Respondents reported working an average of 48 hours (and a median of 47) in a normal week, with a plurality of 31 percent working somewhere in the range of 46- to 50-hour weeks. Twenty-five percent reported working a shorter week ranging from 36 to 40 hours, and 21 percent reported working an average of 41 to 45 hours. Almost one-in-five respondents said they work an average of 50 hours per week, with three percent working more than 60-hour weeks.

STATISTICS

25th percentile	40
Mean	50
Median	47
75th Percentile	50

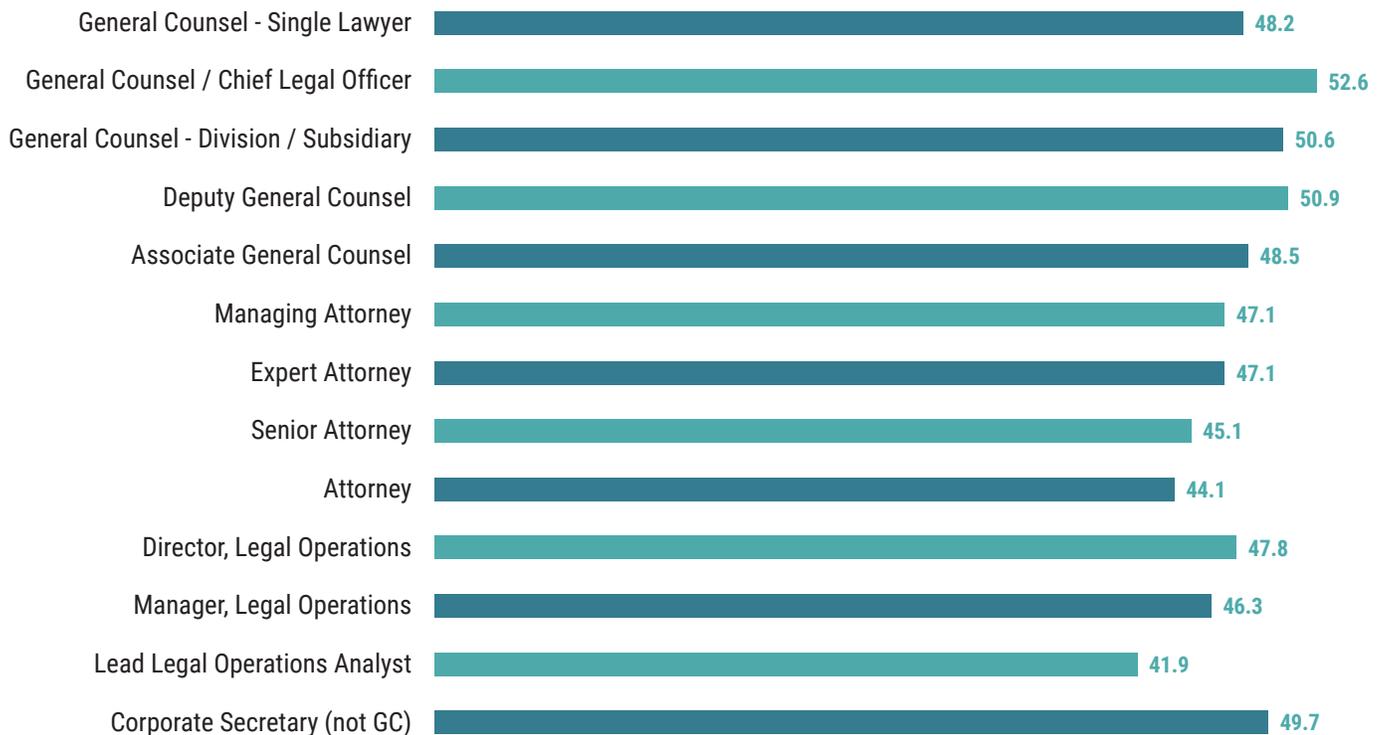


EMPLOYMENT POLICIES & BENEFITS

The results by position show a pattern by seniority, with higher-ranking in-house counsel (and legal operations professionals) working longer hours than more junior attorneys. CLOs work an average of around 53 hours per week (though general counsel in a single-lawyer environment reported a lower count), deputy general counsel work an average of 51 hours, associate general counsel work an average of 48-and-a-half hours, managing and expert attorneys recorded about 47 hours per week, senior attorneys 45, and attorneys 44.

The seniority pattern is also present among legal operations professionals, with directors working an average of 48 hours, managers 46, and analysts 42.

AVERAGE HOURS WORKED PER WEEK BY JOB TITLE



AVERAGE HOURS WORKED PER WEEK BY WORK POLICY

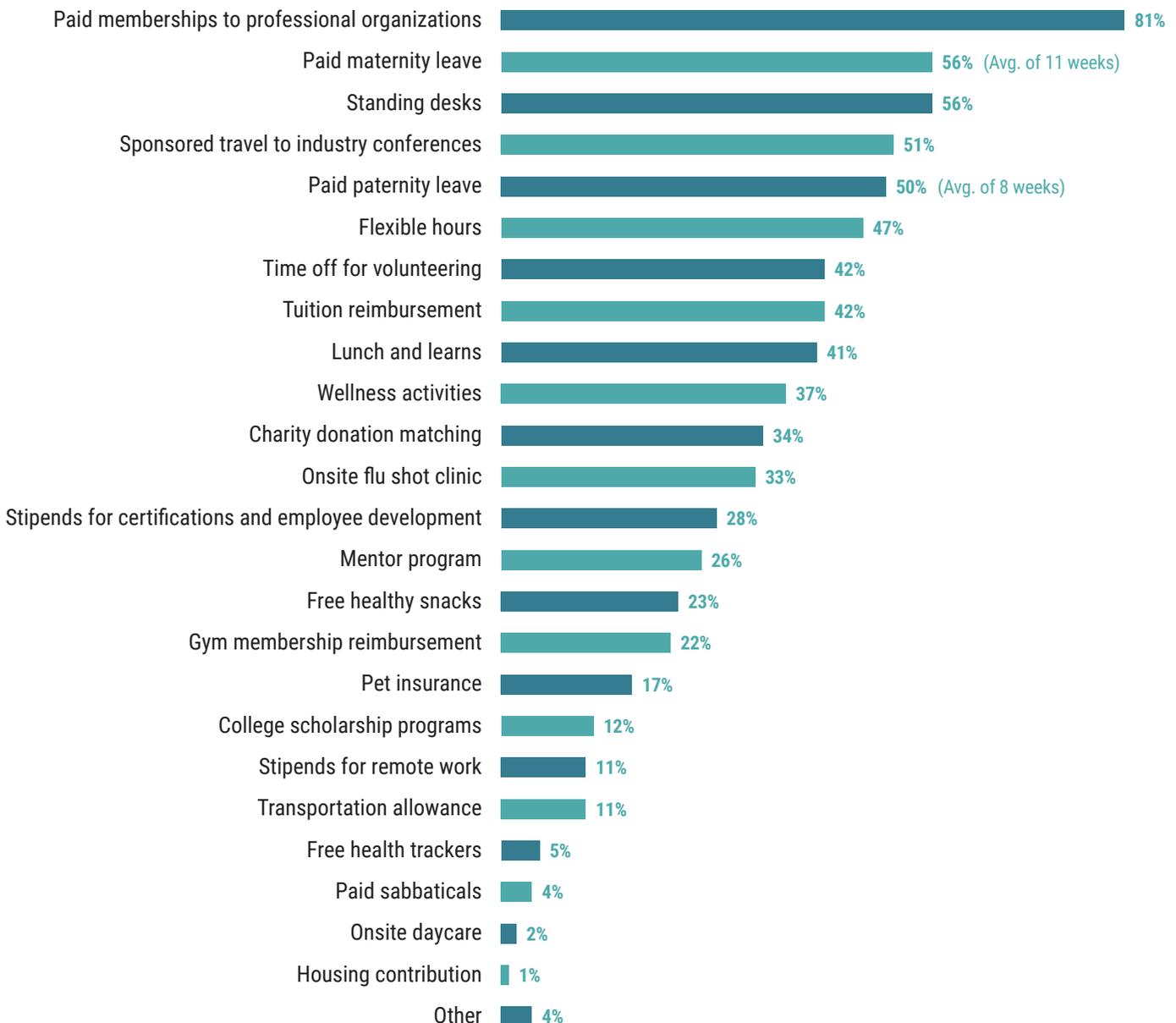


TOTAL REWARDS / PERQUISITES

Respondents reported receiving a wide number of perquisites and rewards in their jobs, with paid membership to professional organizations being the most common with 81 percent. Fifty-six percent said their organization provides paid maternity leave with an average of 11 weeks, and 50 percent have paid paternity leave benefits with a lower average of eight weeks off following the birth of a child. Standing desks (56 percent) and sponsored travel to industry conferences (51 percent) are also common available to more than half of participants.

There have not been any significant changes in the most common job perks reported compared to last year, with these five benefits topping the list for two years in a row.

The least common benefits offered are health trackers (five percent), paid sabbaticals (four percent), onsite daycare (two percent), and housing contributions (one percent).



Employment Trends

JOB CHANGE IN THE LAST TWO YEARS

Thirty-seven percent of respondents reported having changed jobs in the last two years, a four-point increase compared to the result observed last year.

By industry, over half of respondents in engineering and construction (59 percent) and transportation (51 percent) have changed employment in the last 24 months, and at least 40 percent of respondents also changed jobs recently in consumer products, medical devices, technology, telecommunications, and insurance. On the other end, fewer than three in ten respondents changed jobs recently in the professional services, healthcare, and education industries.



Top 5 Industries with Highest Turnout in 2022

1. Business services 50%
2. Pharmaceutical 46%
3. Technology 44%
4. Healthcare 41%
5. Media 38%

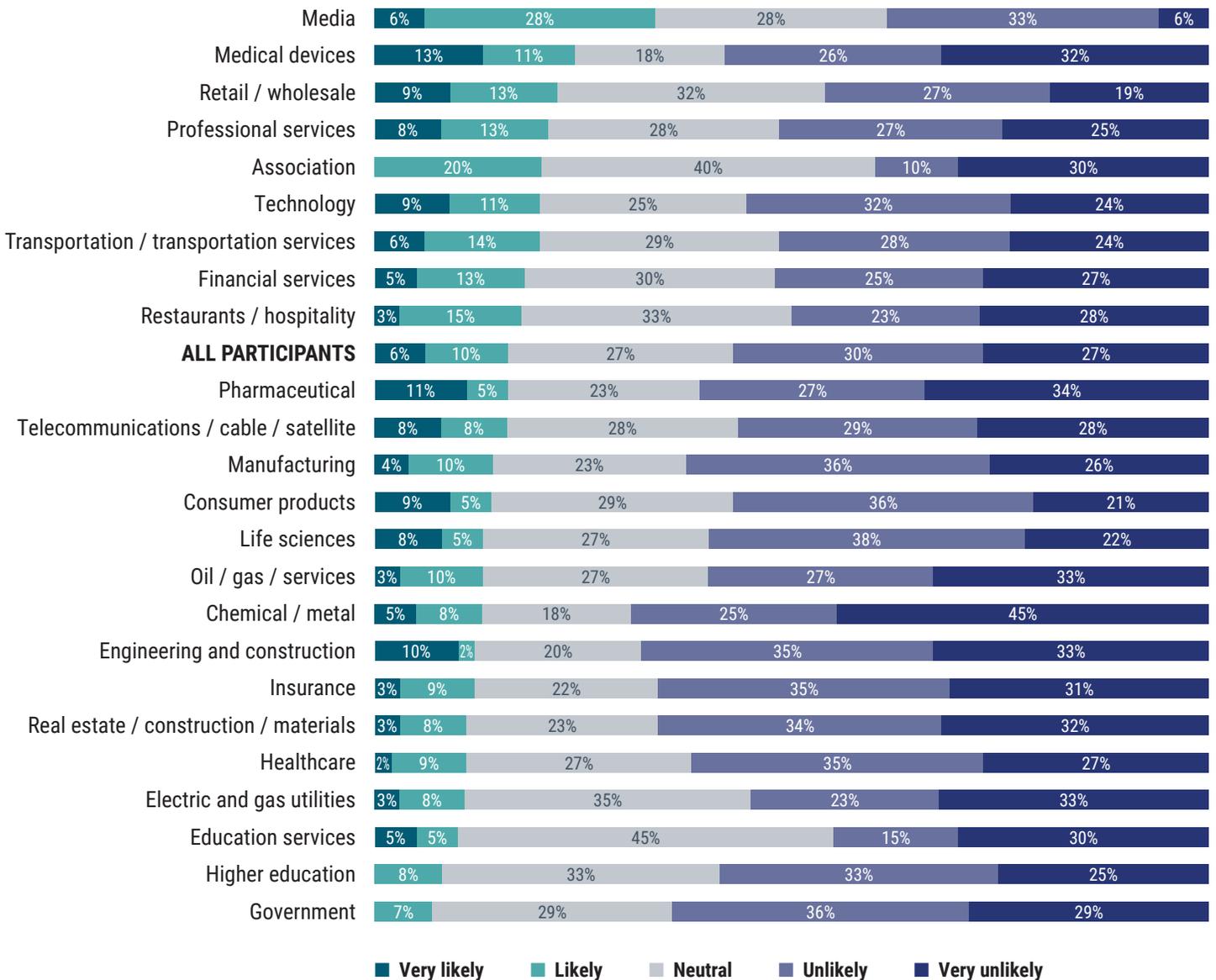
LIKELIHOOD TO CHANGE JOBS IN THE NEXT YEAR

A majority of participants (57 percent) said they are unlikely to switch jobs in the next year, with 27 percent saying that they are highly unlikely to do so. Just six percent said it is very likely that they will change jobs in the next 12 months, and an additional 10 percent said it is likely that they will.

We reported the likelihood to change jobs of survey participants by industry, which shows some variation across sectors. The industry is sorted by the combined percentage of participants that responded either very likely or likely to the possibility of changing jobs in the coming months.

Most Likely to Change Jobs in 2022

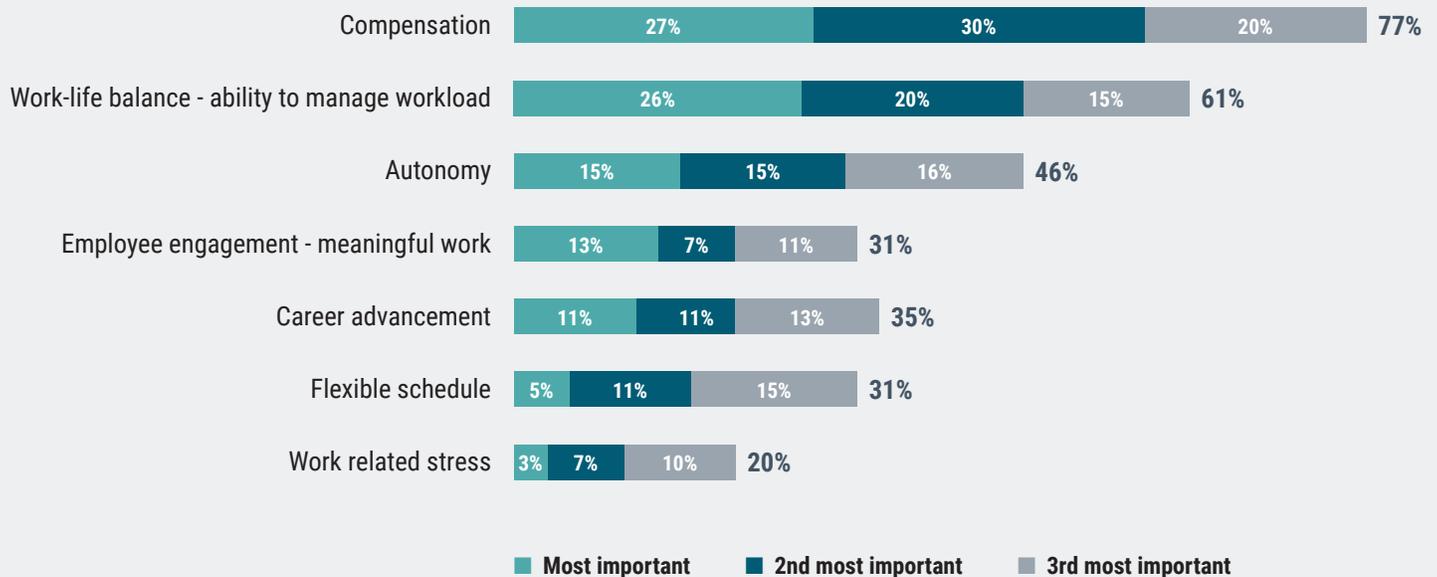
1. Pharmaceutical 24%
2. Chemical / Metal 23%
3. Financial services 21%
4. Technology 21%
5. Insurance 20%



Respondents in media (34 percent), medical devices (24 percent), retail and wholesale (22 percent), professional services (21 percent), and technology and associations (both 20 percent) are the industries with the highest percentage of respondents likely to change jobs, although none among those working in associations said it is very likely that they will change jobs, and neither did those working in higher education and government (the two industries with the lowest percentage of respondents that said they are likely to change jobs), with eight and seven percent, respectively.

MOST IMPORTANT ISSUES

Compensation is ranked as the most important issue related to the job, with 77 percent of respondents ranking it among the top three issues from a list of seven. Twenty-seven percent said it is the most important, 30 percent ranked it as the second most important, and another 20 percent said it is the third most important issue related to their job. Twenty-six percent said the most important issue about their jobs is work-life balance and the ability to manage workload (61 percent ranked this among their top three issues), and 15 percent ranked autonomy as the most important (46 percent selected it among their top three issues).

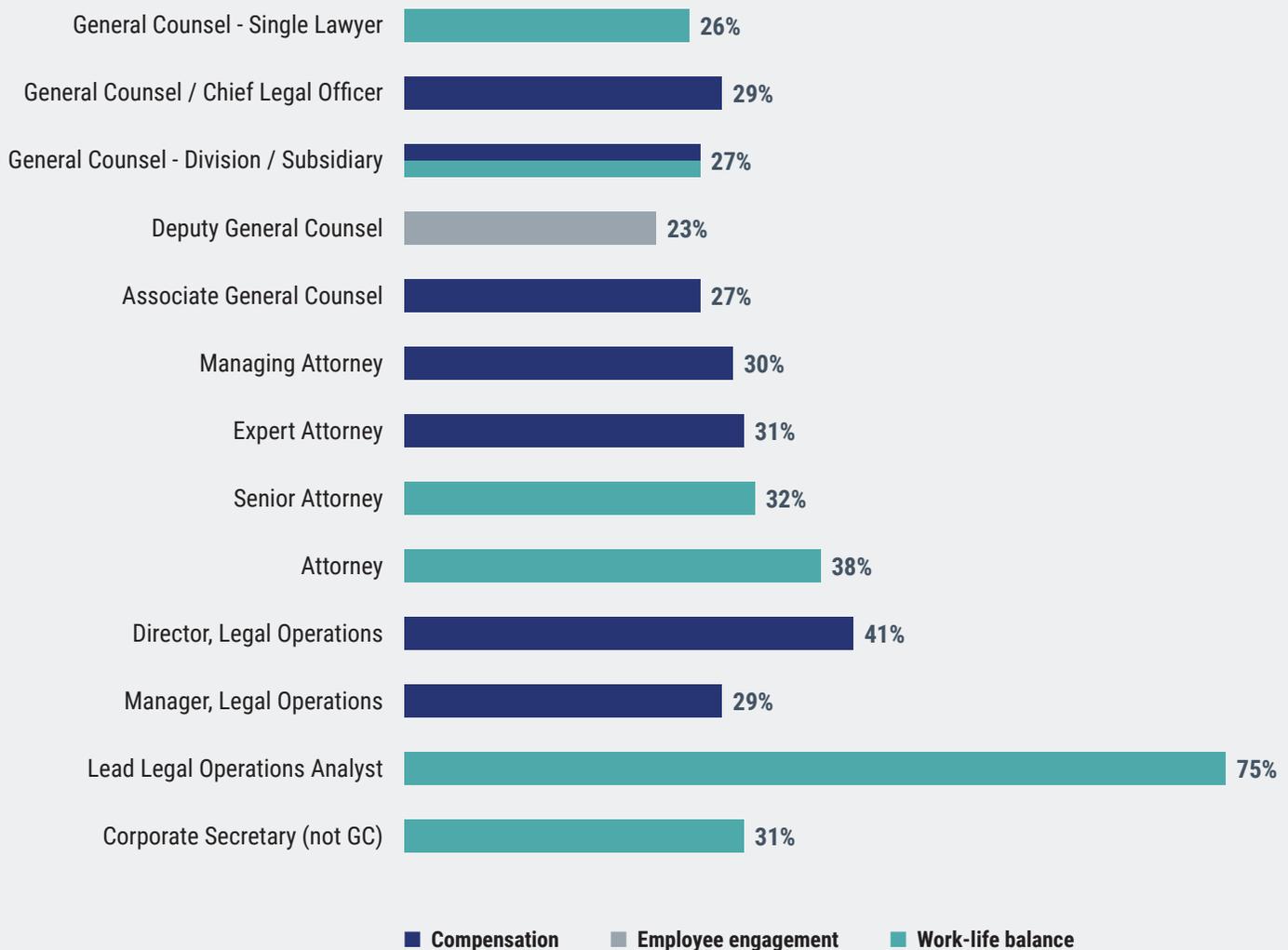


EMPLOYMENT TRENDS

The ranking of most important issues varies by job position. A plurality of CLOs, associate general counsel, managing and expert attorneys, and directors and managers of legal operations ranked compensation as the most important issue.

Among general counsel in single lawyer environments, senior attorneys, attorneys, legal operations analysts, and corporate secretaries, the top priority was work life balance. For division or subsidiary general counsel, there was a tie between these two issues as the most important issue related to work, and a plurality of deputy general counsel instead valued employee engagement as the most important issue at work.

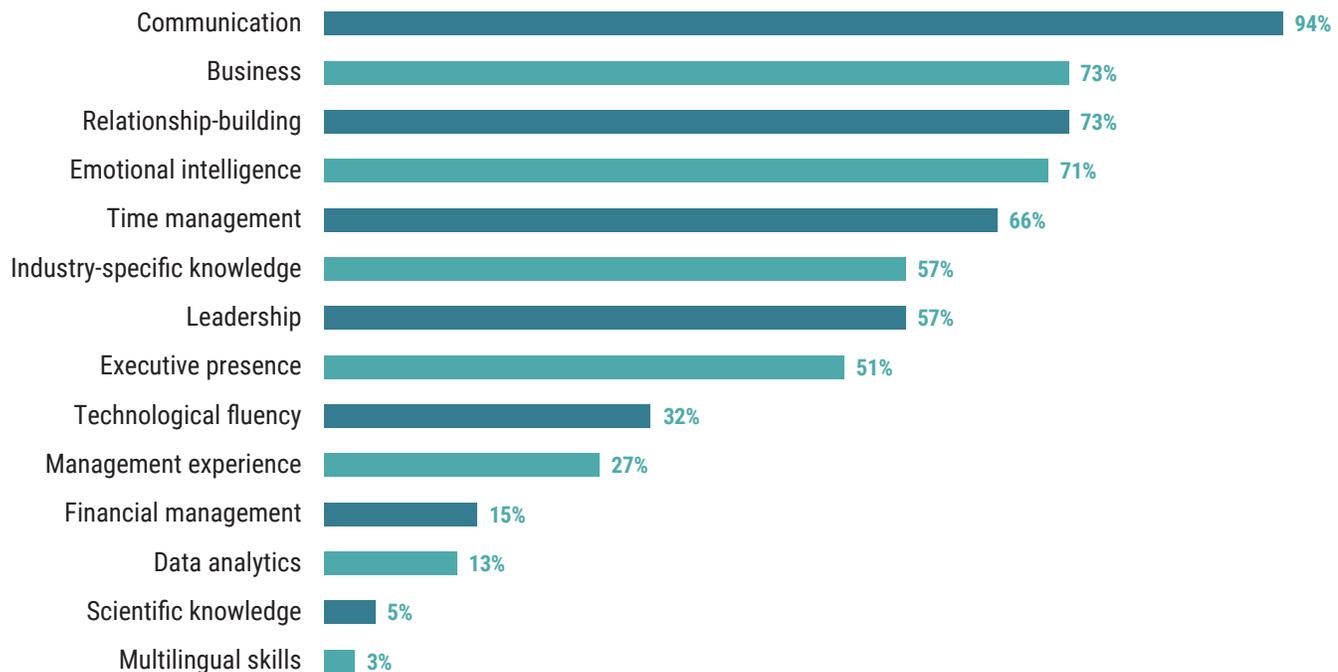
MOST IMPORTANT ISSUE IN YOUR JOB BY TITLE



MOST IMPORTANT NON-LEGAL SKILLS TO SUCCEED

Communication skills are considered the most important non-legal skills to have by nearly all participants, and two-thirds or more also reported valuing business skills (73 percent), relationship-building skills (73 percent), emotional intelligence (71 percent), and time management (66 percent).

Communication, business skills, emotional intelligence, and time management remain in the top five compared to last year's results, but leadership skills showed a 10-point drop, with 57 percent selecting it as one of the key non-legal skills to succeed at the job compared to just 67 percent last year.

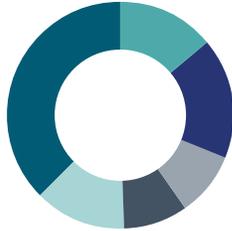
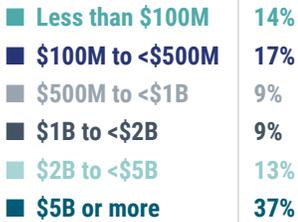


Communication skills are the most important non-legal skills across all positions, but there is some variation regarding the second most important skill.

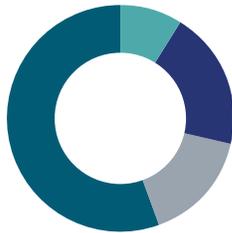
General counsel and CLOs ranked business skills as the second most important, deputy GC and managing attorneys selected emotional intelligence, while the remaining positions ranked relationship-building skills in second place; with the exception of attorneys and legal operations managers (time management) and corporate secretaries (executive presence).

Participant Profile

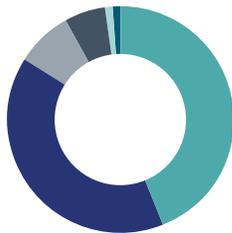
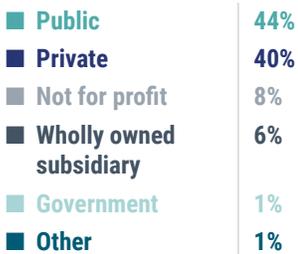
COMPANY REVENUE



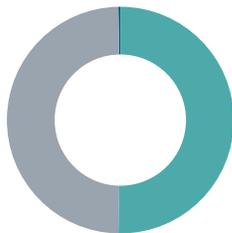
LEGAL STAFF



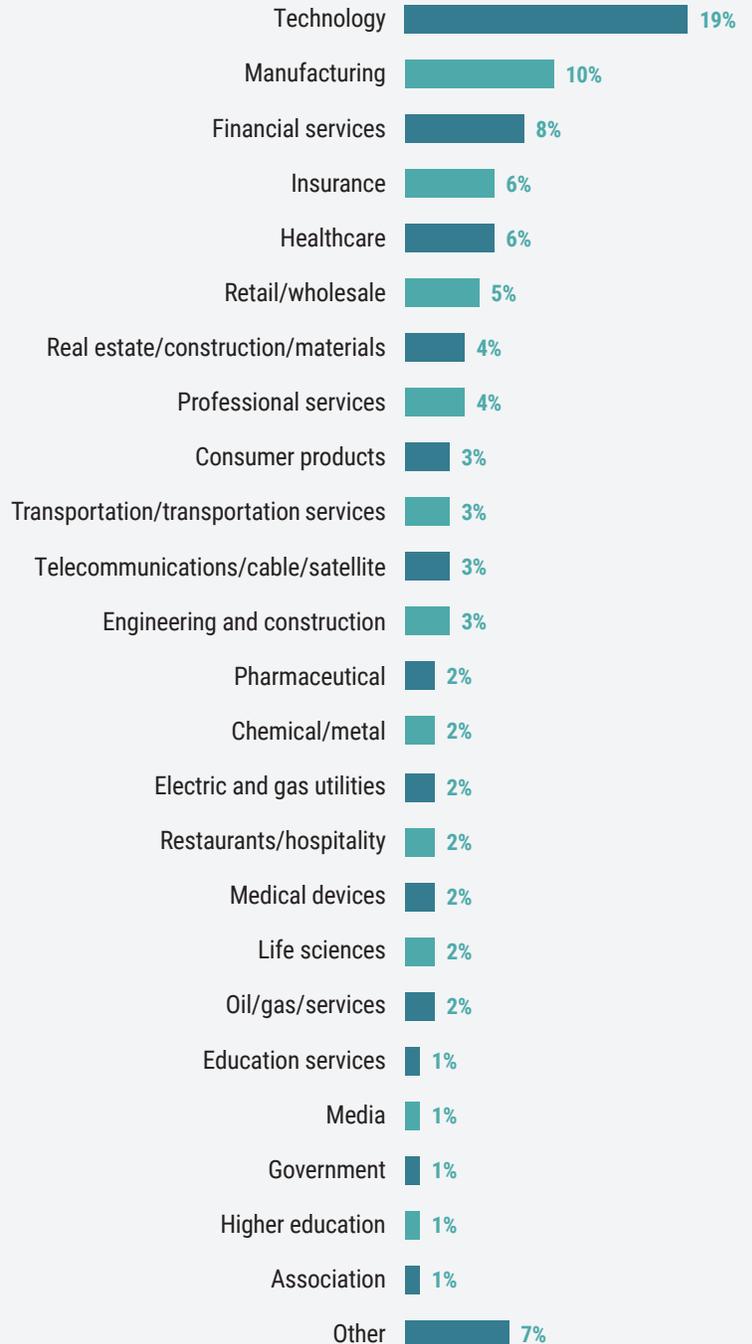
COMPANY TYPE



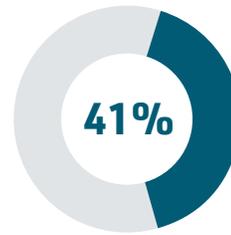
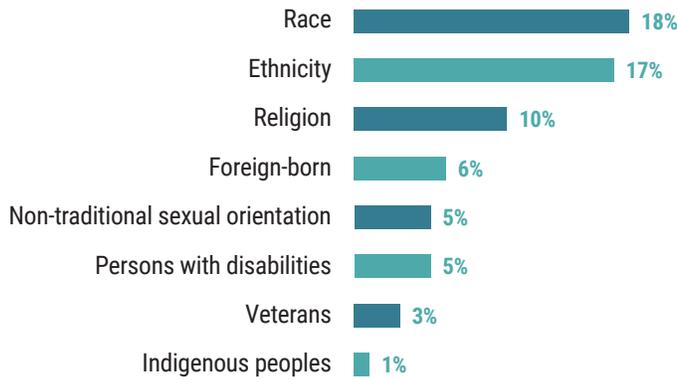
GENDER



INDUSTRY

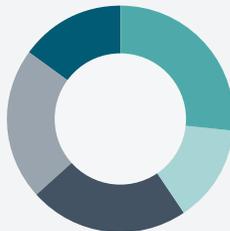


MINORITIES AND UNDERREPRESENTED GROUPS

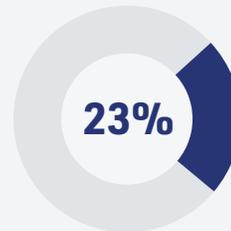


Member of an underrepresented group

LAW SCHOOL GRADUATION YEAR

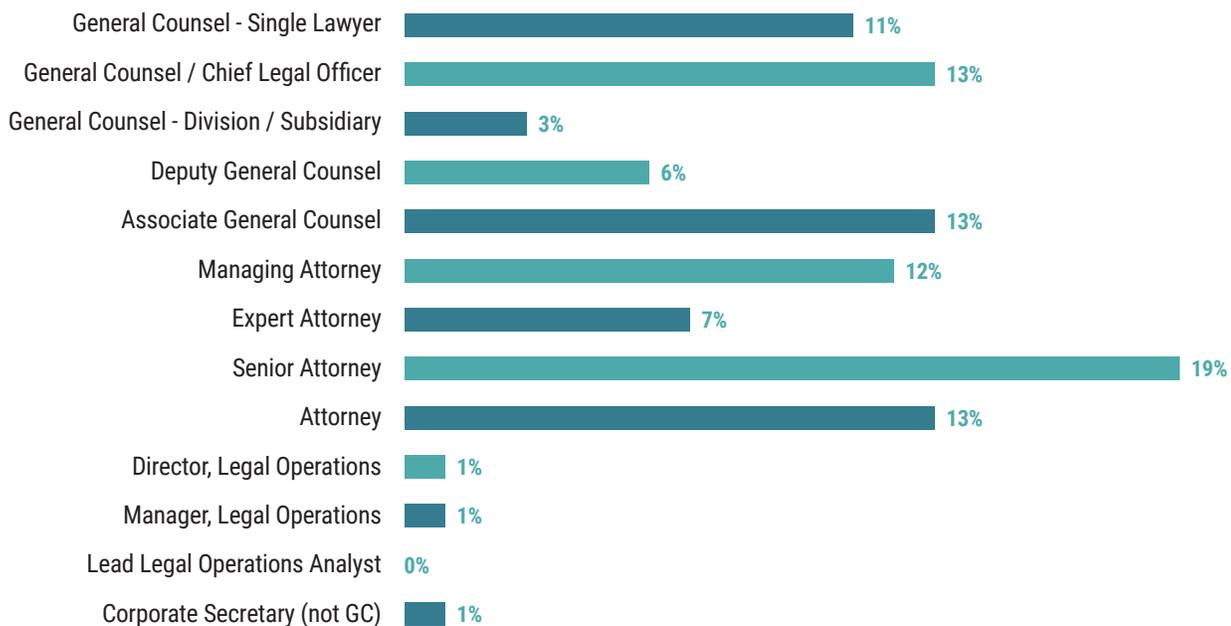


LAW SCHOOL ATTENDED

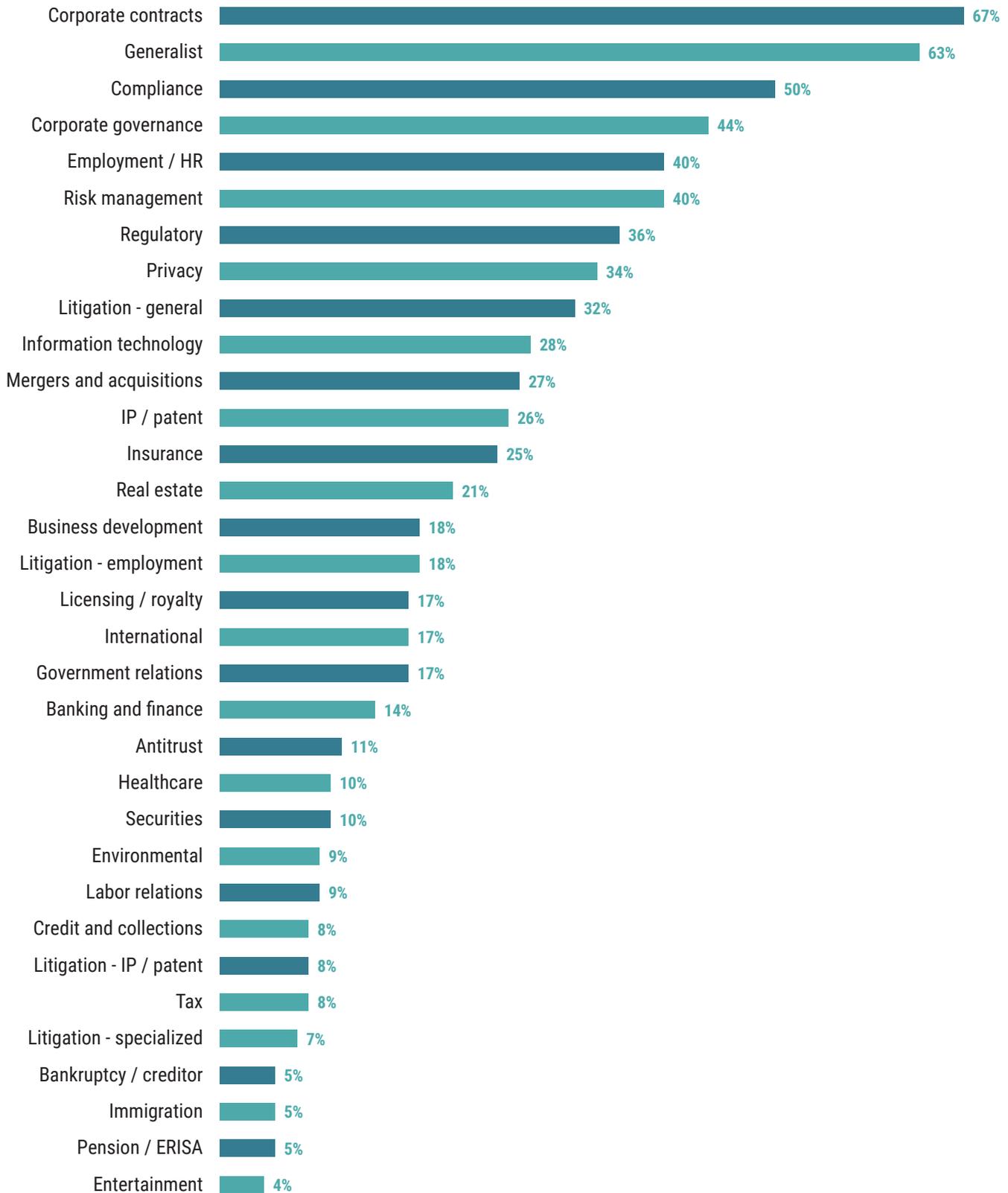


Attended a top 20 law school

JOB TITLE



LEGAL PRACTICE AREAS



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