

RESULTS

of the

ST. LOUIS IN-HOUSE COMPENSATION SURVEY

(BASED ON 2006 DATA)

JANUARY 2008

Sponsored by:

JurisTemps, Inc.

The Association of Corporate Counsel, St. Louis Chapter

The Bar Association of Metropolitan St. Louis

**ST. LOUIS IN-HOUSE COMPENSATION SURVEY
(BASED ON 2006 DATA)**

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I. INTRODUCTION

JurisTemps, Inc., the Association of Corporate Counsel St. Louis Chapter (ACC) and the Bar Association of Metropolitan St. Louis (BAMSL) are pleased to report the results of the St. Louis In-House Compensation Survey Based on 2006 Data. The survey was emailed in Spring/Summer 2007 asking for responses based on data as of the close of business on December 31, 2006.

The survey was sent electronically to 533 in-house attorneys in the St. Louis Metro Area. The attorneys who received the survey were ACC and BAMSL members and JurisTemps' clients. 220 responses were received to the survey when it closed September 30, 2007, resulting in a 41% response rate. Responses were received anonymously.

SURVEY RESULTS PRESENTATION

Response rates are indicated at the beginning of each section and must be considered when reviewing the results. Not all sections had 100% participation.

The raw data is provided in spreadsheet form in most instances with significant findings delineated below the data. Most sections provide either bar charts or pie charts for a visual representation of the data.

RESULTS PREVIEW

- 59% of Respondents were Male, 41% of Respondents were Female
- Only 5% of Respondents earned less than \$90,000;
- 9% of Respondents earned over \$225,000
- 31% of Respondents received a 3-3.99% salary increase

SURVEY RESULTS AVAILABILITY

The results are available on the JurisTemps' website at www.juristemps.com

ABOUT THE SPONSORS

JurisTemps, Inc. provides temporary, temp-to-hire, project and direct-hire legal staffing solutions to the St. Louis Metro Area. JurisTemps just celebrated its 10th anniversary sourcing legal talent including attorneys, paralegals, secretaries and clerks to law firms and corporate legal departments. It is locally-owned and operated by members of the Missouri Bar. www.juristemps.com telephone: 314-862-5554

The Association of Corporate Counsel (ACC) is a global organization dedicated to enhancing the personal and professional experience of in-house counsel. It provides its members with education, information services, conferences, seminars and publications to equip in-house practitioners for their roles as organizational leaders and decision makers, and ensure their effectiveness, confidence and professional success. www.acc.com telephone: 314-997-3390

The Bar Association of Metropolitan St. Louis (BAMSL) is a professional association of more than 6,000 members and a vast network of sections and committees, of which the in-

house committee is one. It serves the educational, professional and practice needs of the organized bar, providing a broad range of services and programs to benefit the community. www.bamsl.org telephone: 314-421-4134

II. DEMOGRAPHICS

a. TOTAL RESPONDENTS

There were 220 Respondents to the survey; 533 surveys were emailed.
Response rate: 41%

b. RESPONDENTS BY TITLE

*response rate: 100 %

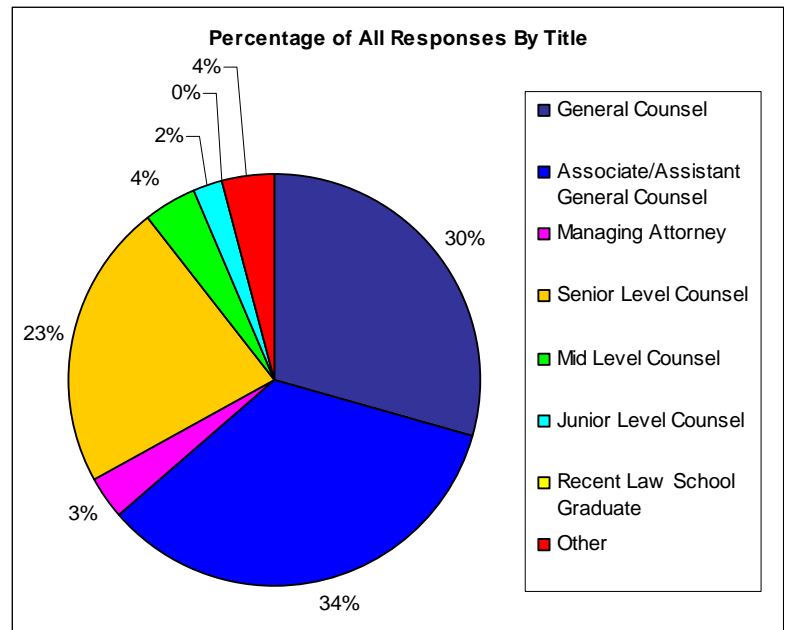
General Counsel	65
Associate/Assistant General Counsel	
General Counsel	75
Managing Attorney	7
Senior Level Counsel	50
Mid-Level Counsel	9
Junior Level Counsel	5
Recent Law Graduates	0
Other*	9

*Other consisted of the following titles:

Deputy General Counsel	2
Sales and Corporate Executive	1
Bank Compliance Officer	1
Counsel	1
Executive Counsel	1
Executive VP & Corporate Counsel	1
Director of Legal Services	1
Senior Compliance Attorney	1

Findings

- Majority of Respondents, 87%, were:
 - General Counsels
 - Associate/Assistant General Counsels
 - Senior Level Counsel
- No Recent Law Grads were in in-house positions



c. RESPONDENTS by GENDER

*response rate: 100%

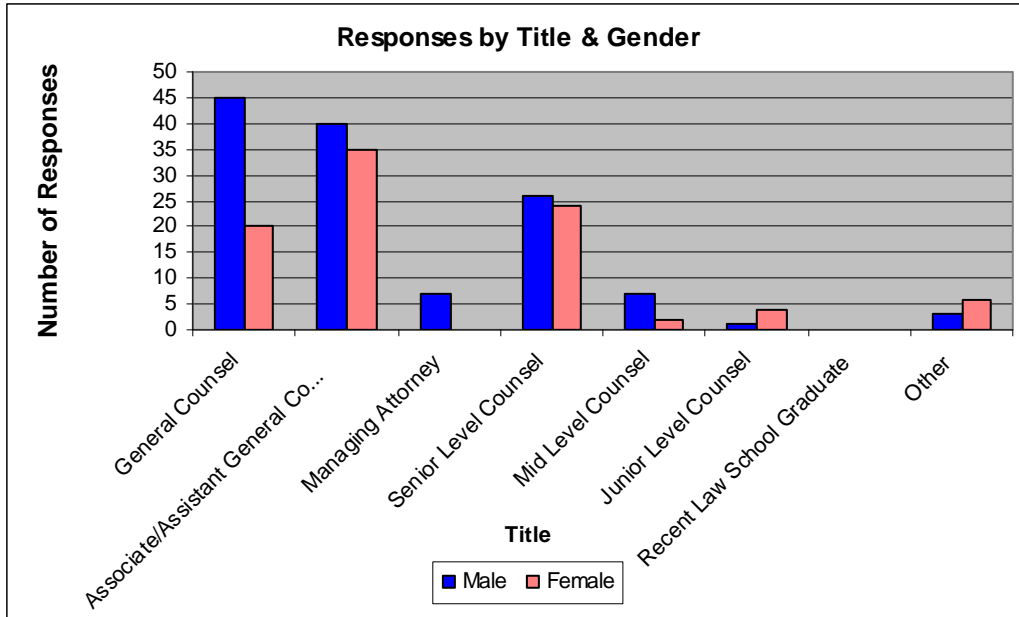
	TOTAL	MALE	FEMALE
General Counsel	65	45 = 69.2%	20 = 30.7%
Associate/Assistant General Counsel	75	40 = 53.3%	35 = 46.6%
Managing Attorney	7	7 = 100 %	0
Senior Counsel	50	26 = 52%	24 = 48%
Mid-Level	9	7 = 77.7%	2 = 22.2%
Junior Level	5	1 = 20%	4 = 80%
Other	9	3 = 33.3%	6 = 66.6%

Findings

- Number of Male General Counsels more than doubled the number of Female General Counsels
- Managing Attorneys were all male (*however, note, only 3% of all respondents were Managing Attorneys*)
- Number of Junior Level female attorneys were significantly higher than the number of Junior Level male attorneys (*however, note, only 2% of all respondents were in Junior Level category*)

By Total Responses	General Counsel	Associate /Assistant General Counsel	Managing Attorney	Senior Level Counsel (8+ years experience)	Mid Level Counsel (4-7 years experience)	Junior Level Counsel (1-3 years experience)	Recent Law School Graduate (0 years experience)	Other	Total Responses
Male Responses	45	40	7	26	7	1	0	3	129
Percentage of Total Male Responses	34.9%	31.0%	5.4%	20.2%	5.4%	0.8%	0.0%	2.3%	58.6%
Female Responses	20	35	0	24	2	4	0	6	91
Percentage of Total Female Responses	22.0%	38.5%	0.0%	26.4%	2.2%	4.4%	0.0%	6.6%	41.4%

- 59% of respondents were male
- 41% of respondents were female



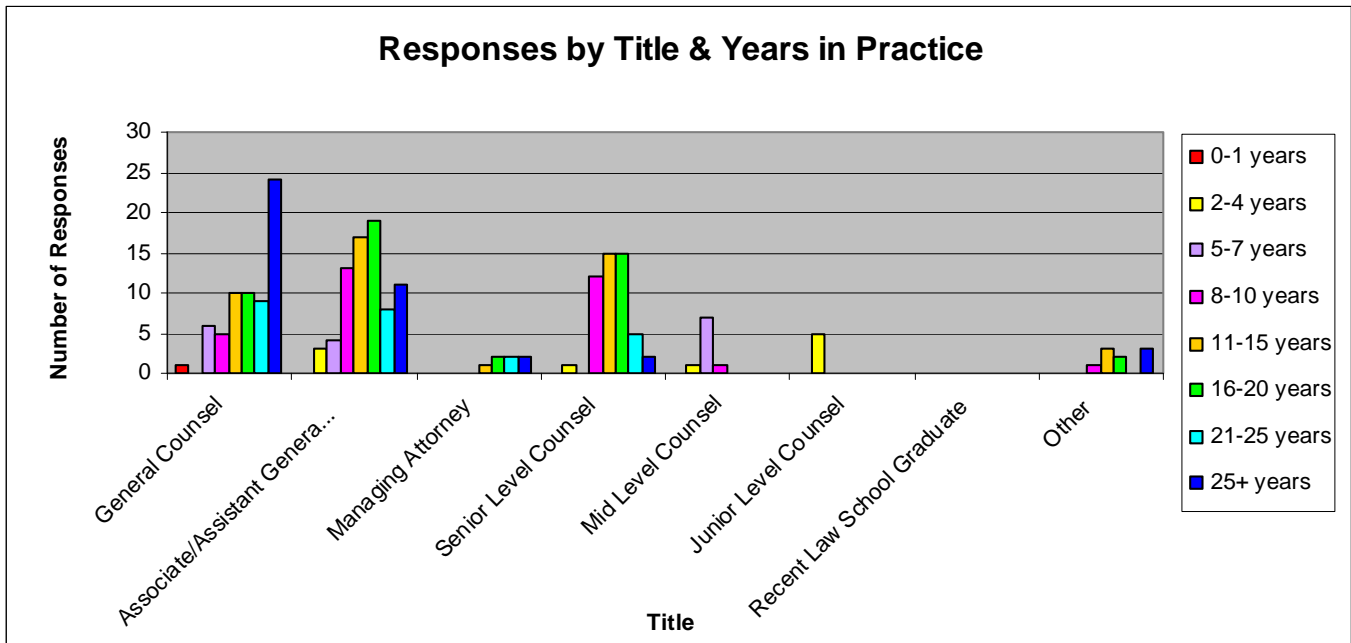
d. TITLE and YEARS in PRACTICE

*response rate: 100%

Title & Years in Practice	General Counsel	Associate/ Assistant General Counsel	Managing Attorney	Senior Level Counsel	Mid Level Counsel	Junior Level Counsel	Recent Law School Graduate	Other	Total Responses
0-1	1	0	0	0	0	0	0	0	1
2-4	0	3	0	1	1	5	0	0	10
5-7	6	4	0	0	7	0	0	0	17
8-10	5	13	0	12	1	0	0	1	32
11-15	10	17	1	15	0	0	0	3	46
16-20	10	19	2	15	0	0	0	2	48
21-25	9	8	2	5	0	0	0	0	24
25+	24	11	2	2	0	0	0	3	42

Findings

- There was 1 General Counsel with 0-1 years of experience
- Managing Attorneys all had 11+ years of practice
- 37% of General Counsels had 25+ years of experience



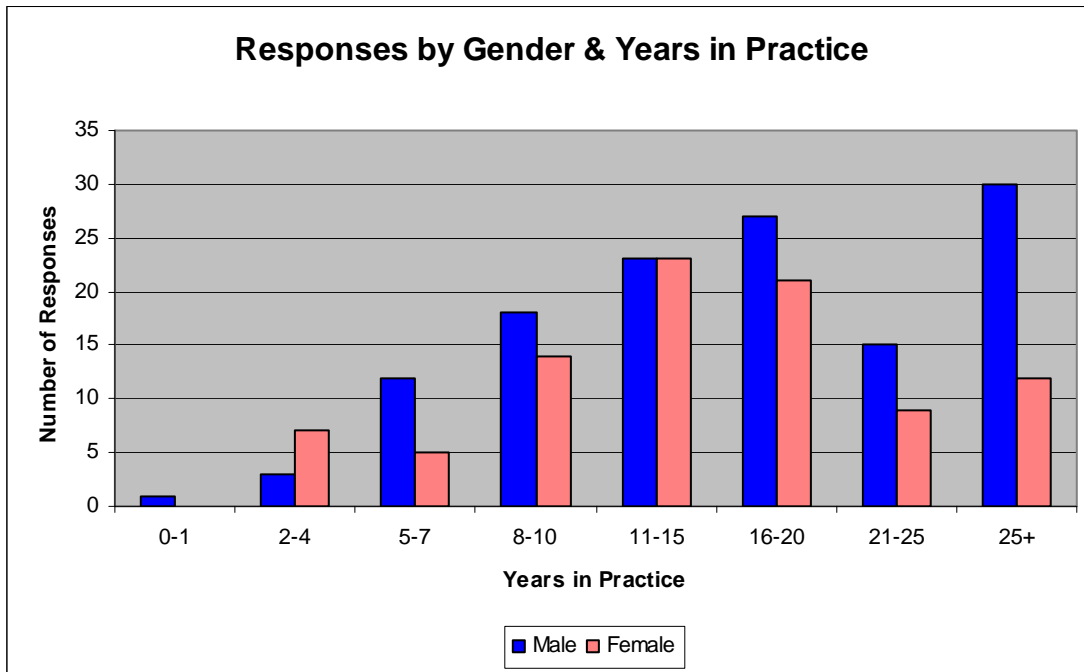
e. GENDER and YEARS in PRACTICE

*response rate: 100%

	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+
Male	1	3	12	18	23	27	15	30
Percentage Male	100.0%	30.0%	70.6%	56.3%	50.0%	56.3%	62.5%	71.4%
Female	0	7	5	14	23	21	9	12
Percentage Female	0.0%	70.0%	29.4%	43.8%	50.0%	43.8%	37.5%	28.6%

Findings

- 23% of the Female Respondents had 21+ years of experience
- 34% of the Male Respondents had 21+ years of experience



f. TITLE and COMPANY OWNERSHIP

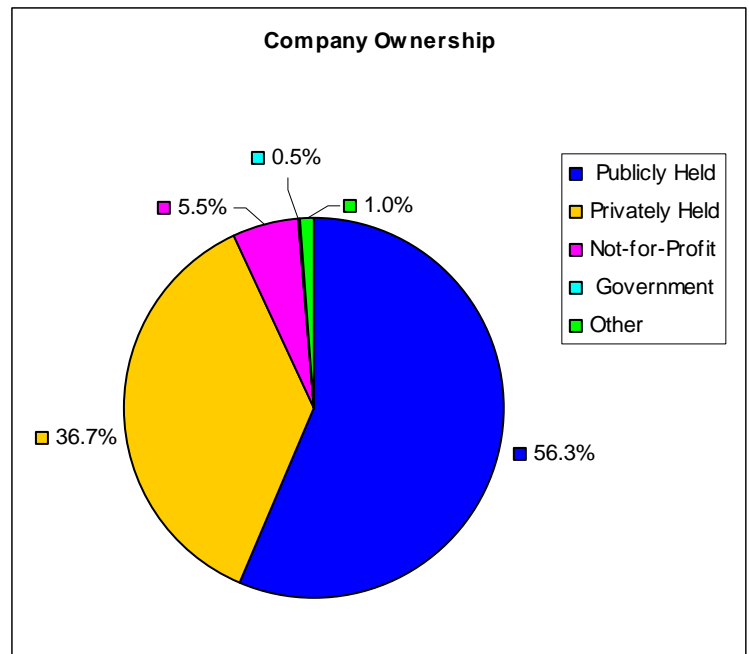
*response rate: 90%

Company Ownership & Title By Total Responses	General Counsel	Associate/Assistant General Counsel	Managing Attorney	Senior Level Counsel	Mid Level Counsel	Junior Level Counsel	Recent Law School Graduate	Other
Publicly Held	19	45	3	29	8	5	0	3
Percentage Publicly Held	31.1%	70.3%	42.9%	67.4%	80.0%	83.3%	0.0%	37.5%
Privately Held	39	16	2	9	2	1	0	4
Percentage Privately Held	63.9%	25.0%	28.6%	20.9%	20.0%	16.7%	0.0%	50.0%
Not-for-Profit	3	2	2	3	0	0	0	1
Percentage Not-for-Profit	4.9%	3.1%	28.6%	7.0%	0.0%	0.0%	0.0%	9.1%
Government	0	1	0	0	0	0	0	0
Percentage Government	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other*	0	0	0	2	0	0	0	0
Percentage Other	0.0%	0.0%	0.0%	4.7%	0.0%	0.0%	0.0%	0.0%

Findings

- 112 (56.3%) of Respondents worked at a Publicly Held Company
- 73 (36.7%) of Respondents worked at a Privately Held Company
- 11 (5.5%) of Respondents worked at a Not-for-Profit
- 1 (0.5%) Respondent worked for the Government
- 2 (1.0%) of Respondents worked for "Other"*

*Other defined as:
Wholly Owned Subsidiary
Employee Owned



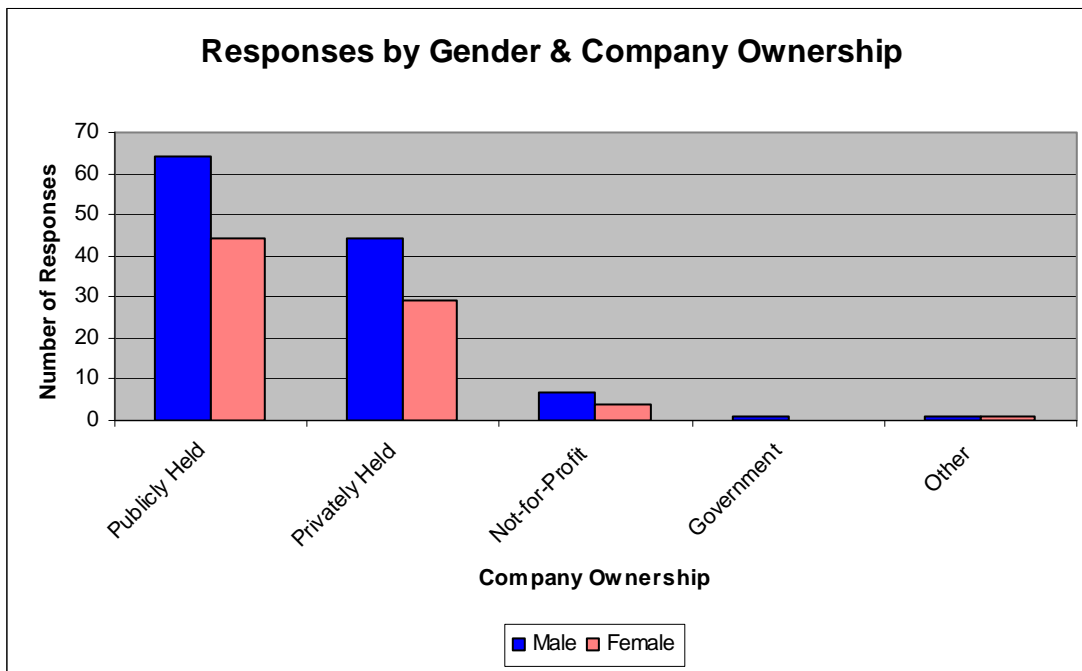
g. GENDER and COMPANY OWNERSHIP

*response rate: 88.6%

	Publicly Held	Privately Held	Not-for-Profit	Government	Other
Male	64	44	7	1	1
Percentage Male	58.2%	60.3%	63.6%	100.0%	50.0%
Female	44	29	4	0	1
Percentage Female	40.0%	39.7%	36.4%	0.0%	50.0%

Findings

- Close to the same percent of males worked in Publicly Held and Privately Held companies
- Close to the same percent of females worked in Publicly Held and Privately Held companies



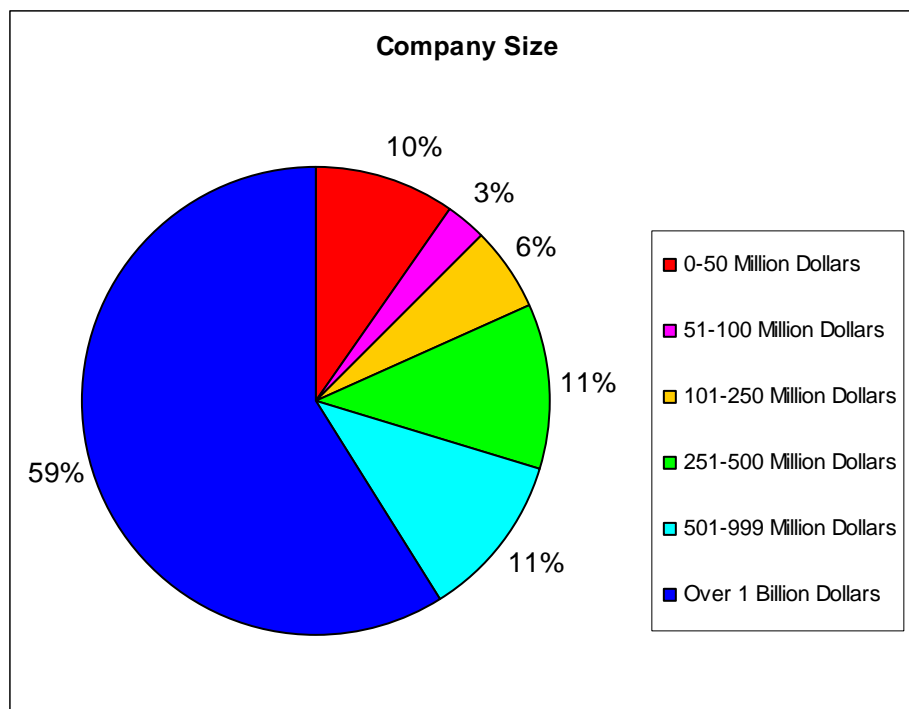
h. COMPANY SIZE

*response rate: 84%

Company Size	Total Responses
0-50 Million Dollars	18
51-100 Million Dollars	5
101-250 Million Dollars	11
251-500 Million Dollars	21
501-999 Million Dollars	21
Over 1 Billion Dollars	109

Findings

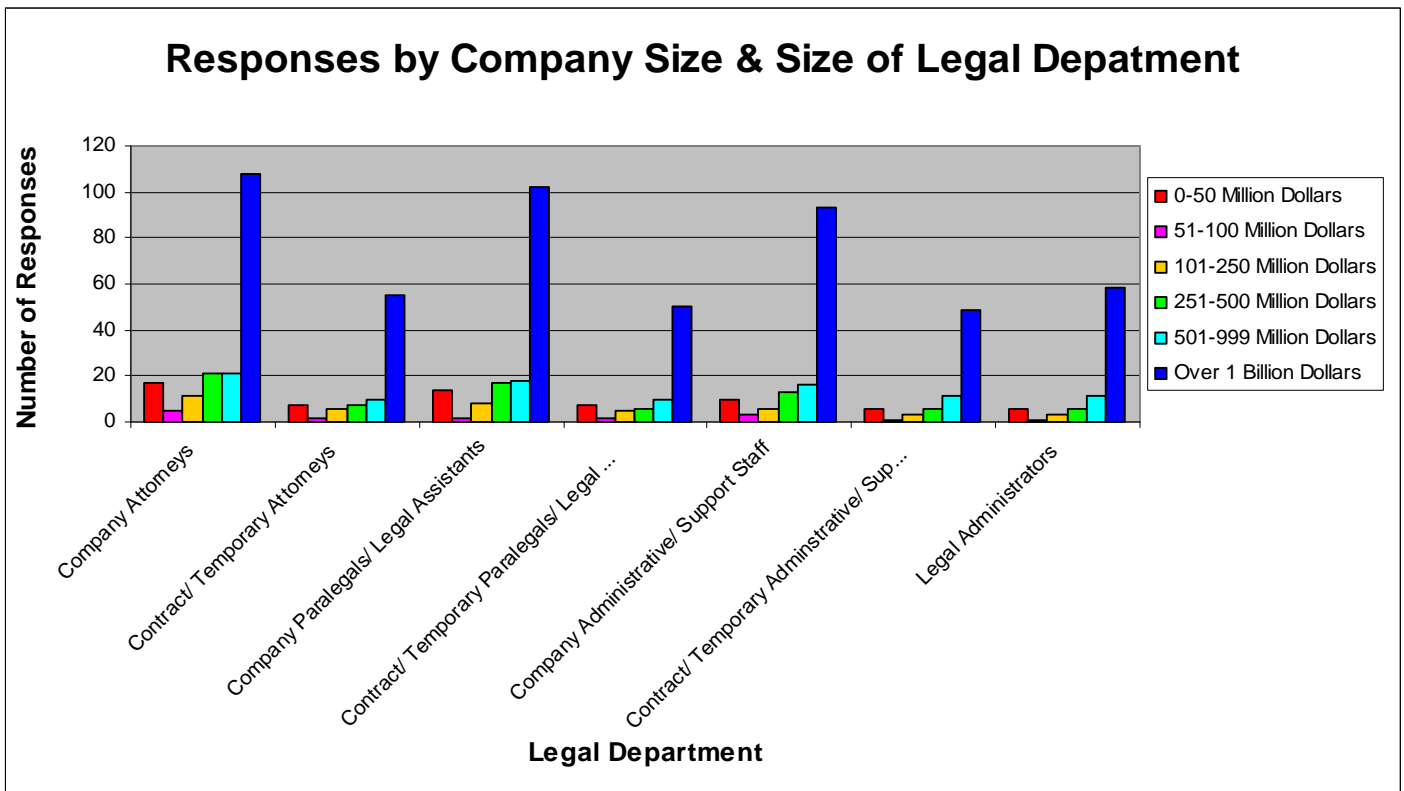
- 9.7% of Respondents worked in companies below \$50 Million (M)
- 2.7% of Respondents worked in companies between \$51-\$100 M
- 5.9% of Respondents worked in companies between \$101-250 M
- 11% of Respondents worked in companies between \$251-\$500 M
- 11% of Respondents worked in companies between \$501-\$999 M
- 58.9% of Respondents worked in companies over \$1 Billion



i. LEGAL DEPARTMENTS by COMPANY SIZE

*response rate: 84%

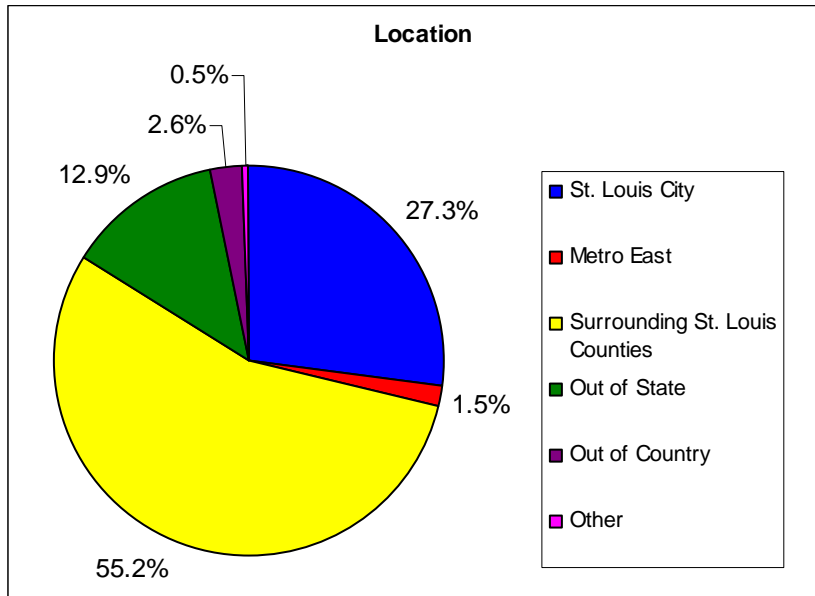
Legal Department & Company Size	Company Attorneys	Contract/ Temporary Attorneys	Company Paralegals/ Legal Assistants	Contract/ Temporary Paralegals/ Legal Assistants	Company Administrative/ Support Staff	Contract/ Temporary Administrative/ Support Staff	Legal Administrators
0-50 Million Dollars	17	7	14	7	10	6	6
51-100 Million Dollars	5	2	2	2	3	1	1
101-250 Million Dollars	11	6	8	5	6	3	3
251-500 Million Dollars	21	7	17	6	13	6	6
501-999 Million Dollars	21	10	18	10	16	11	11
Over 1 Billion Dollars	108	55	102	50	93	49	58



j. LOCATION

*response rate: 88%

Location	Responses	Percentage of Total Responses
St. Louis City	53	27.3%
Metro East	3	1.5%
Surrounding St. Louis Counties	107	55.2%
Out of State	25	12.9%
Out of Country	5	2.6%
Other (Columbia, MO)	1	0.5%



III. SALARY

* response rate: 88%

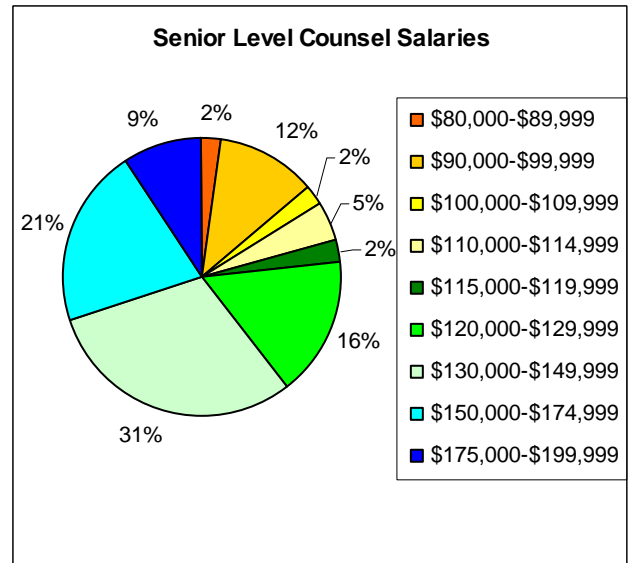
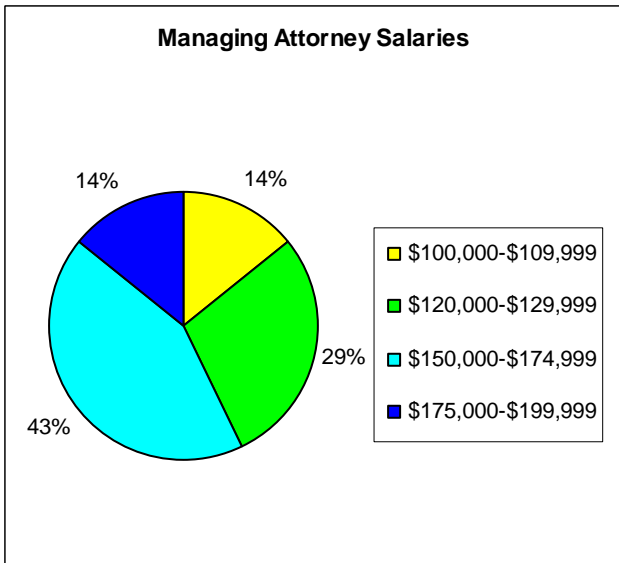
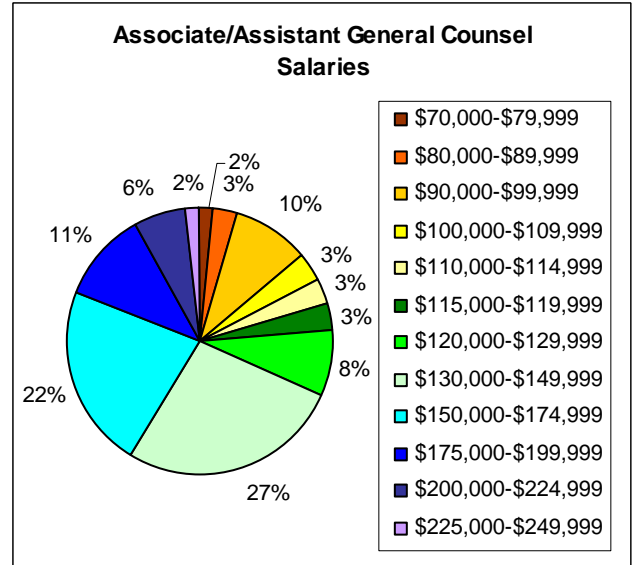
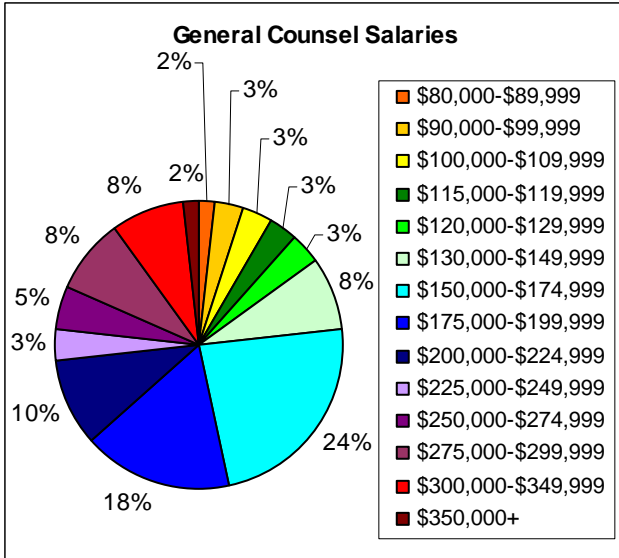
a. TITLE and SALARY

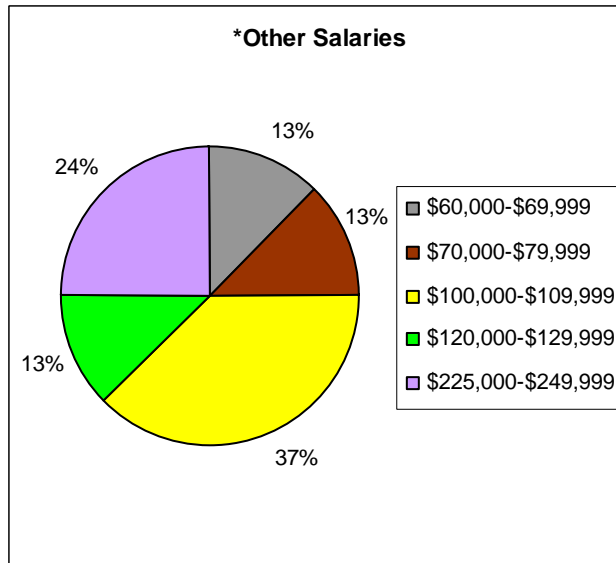
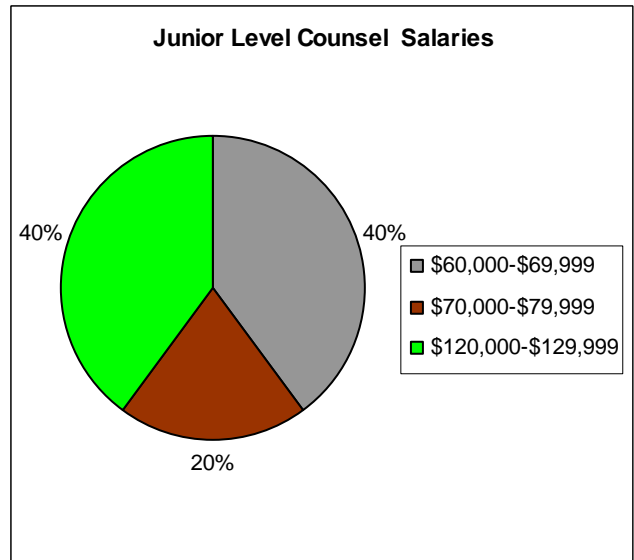
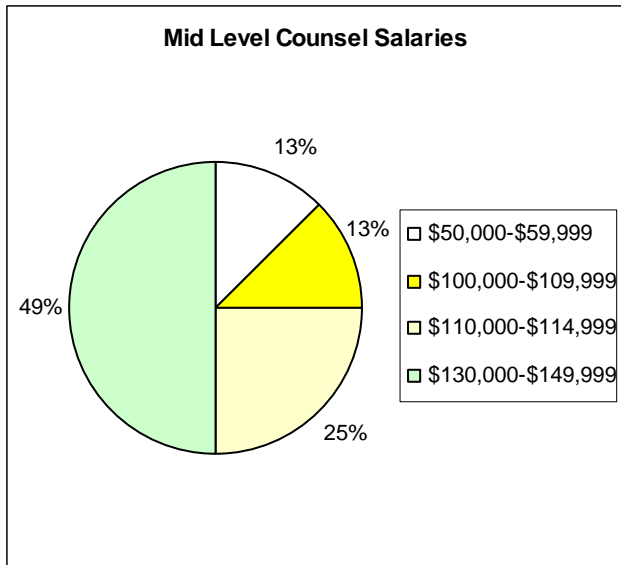
*response rate: 88%

By Total Responses	General Counsel	Associate/ Assistant General Counsel	Managing Attorney	Senior Level Counsel	Mid Level Counsel	Junior Level Counsel	Recent Law School Graduate	Other	Total Responses
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	1	0	0	0	1
\$60,000-\$69,999	0	0	0	0	0	2	0	1	3
\$70,000-\$79,999	0	1	0	0	0	1	0	1	3
\$80,000-\$89,999	1	2	0	1	0	0	0	0	4
\$90,000-\$99,999	2	6	0	5	0	0	0	0	13
\$100,000-\$109,999	2	2	1	1	1	0	0	3	10
\$110,000-\$114,999	0	2	0	2	2	0	0	0	6
\$115,000-\$119,999	2	2	0	1	0	0	0	0	5
\$120,000-\$129,999	2	5	2	7	0	2	0	1	19
\$130,000-\$149,999	5	17	0	13	4	0	0	0	39
\$150,000-\$174,999	14	14	3	9	0	0	0	0	40
\$175,000-\$199,999	10	7	1	4	0	0	0	0	22
\$200,000-\$224,999	6	4	0	0	0	0	0	0	10
\$225,000-\$249,999	2	1	0	0	0	0	0	2	5
\$250,000-\$274,999	3	0	0	0	0	0	0	0	3
\$275,000-\$299,999	5	0	0	0	0	0	0	0	5
\$300,000-\$349,999	5	0	0	0	0	0	0	0	5
\$350,000+	1	0	0	0	0	0	0	0	1

Findings

- Only 5% of respondents earned less than \$90,000
- Only 9% of respondents earned \$225,000+
- 46% of General Counsels earned between \$150,000 and \$199,999
- 41% of Associate/Assistant General Counsels earned between \$130,000 and \$174,999





*Other consisted of the following titles:

Deputy General Counsel	2
Sales and Corporate Executive	1
Bank Compliance Officer	1
Counsel	1
Executive Counsel	1
Executive VP & Corporate Counsel	1
Director of Legal Services	1
Senior Compliance Attorney	1

b. SALARY MEAN, MEDIAN and MODE by TITLE

- General Counsel
 - Mean: \$175,000-\$199,999
 - Median: \$175,000-\$199,999
 - Mode: \$150,000-\$174,999

- Associate/Assistant General Counsel
 - Mean: \$130,000-\$149,999
 - Median: \$130,000-\$149,999
 - Mode: \$130,000-\$149,999

- Managing Attorney
 - Mean: \$130,000-\$149,999
 - Median: \$150,000-\$174,999
 - Mode: \$150,000-\$174,999

- Senior Level Counsel
 - Mean: \$120,000-\$129,999
 - Median: \$130,000-\$149,999
 - Mode: \$130,000-\$149,999

- Mid Level Counsel
 - Mean: \$110,000-\$114,999
 - Median: \$110,000-\$114,999 and \$130,000-\$149,999
 - Mode: \$130,000-\$149,999

- Junior Level Counsel
 - Mean: \$80,000-\$89,999
 - Median: \$70,000-\$79,999
 - Mode: \$60,000-\$69,999 and \$120,000-\$129,999

- Recent Law School Graduate
 - Mean: \$0
 - Median: \$0
 - Mode: \$0

- Other
 - Mean: \$120,000-\$129,999
 - Median: \$100,000-\$109,999
 - Mode: \$100,000-\$109,999

c. GENDER and SALARY

*response rate: Males 90%
Females 86%

	Male	Percentage Male	Female	Percentage Female
\$40,000-\$49,999	0	0.0%	0	0.0%
\$50,000-\$59,999	0	0.0%	1	100.0%
\$60,000-\$69,999	1	33.3%	2	66.7%
\$70,000-\$79,999	0	0.0%	3	100.0%
\$80,000-\$89,999	3	75.0%	1	25.0%
\$90,000-\$99,999	9	69.2%	4	30.8%
\$100,000-\$109,999	3	30.0%	7	70.0%
\$110,000-\$114,999	4	66.7%	2	33.3%
\$115,000-\$119,999	2	40.0%	3	60.0%
\$120,000-\$129,999	7	36.8%	12	63.2%
\$130,000-\$149,999	24	61.5%	15	38.5%
\$150,000-\$174,999	27	67.5%	13	32.5%
\$175,000-\$199,999	15	68.2%	7	31.8%
\$200,000-\$224,999	6	60.0%	4	40.0%
\$225,000-\$249,999	1	20.0%	4	80.0%
\$250,000-\$274,999	3	100.0%	0	0.0%
\$275,000-\$299,999	5	100.0%	0	0.0%
\$300,000-\$349,999	5	100.0%	0	0.0%
\$350,000+	1	100.0%	0	0.0%

Findings

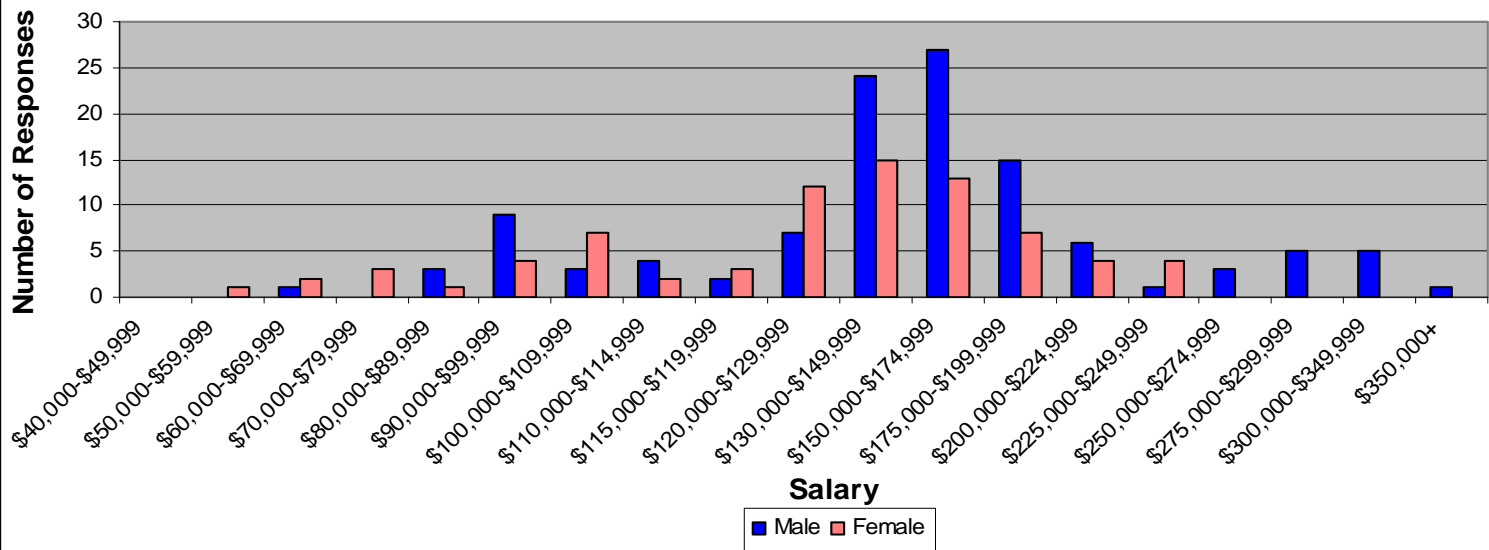
- 20.5% of Males earned between \$130,000 - \$149,999
- 19.2% of Females earned between \$130,000 - \$149,999

- 23.3% of Males earned between \$150,000 - \$174,999
- 16.6% of Females earned between \$150,000 - \$174,999

- 12.9% of Males earned between \$175,000 - \$199,999
- 8.9% of Females earned between \$175,000 - \$199,999

- 12% of Males earned over \$250,000
- No Females earned over \$250,000

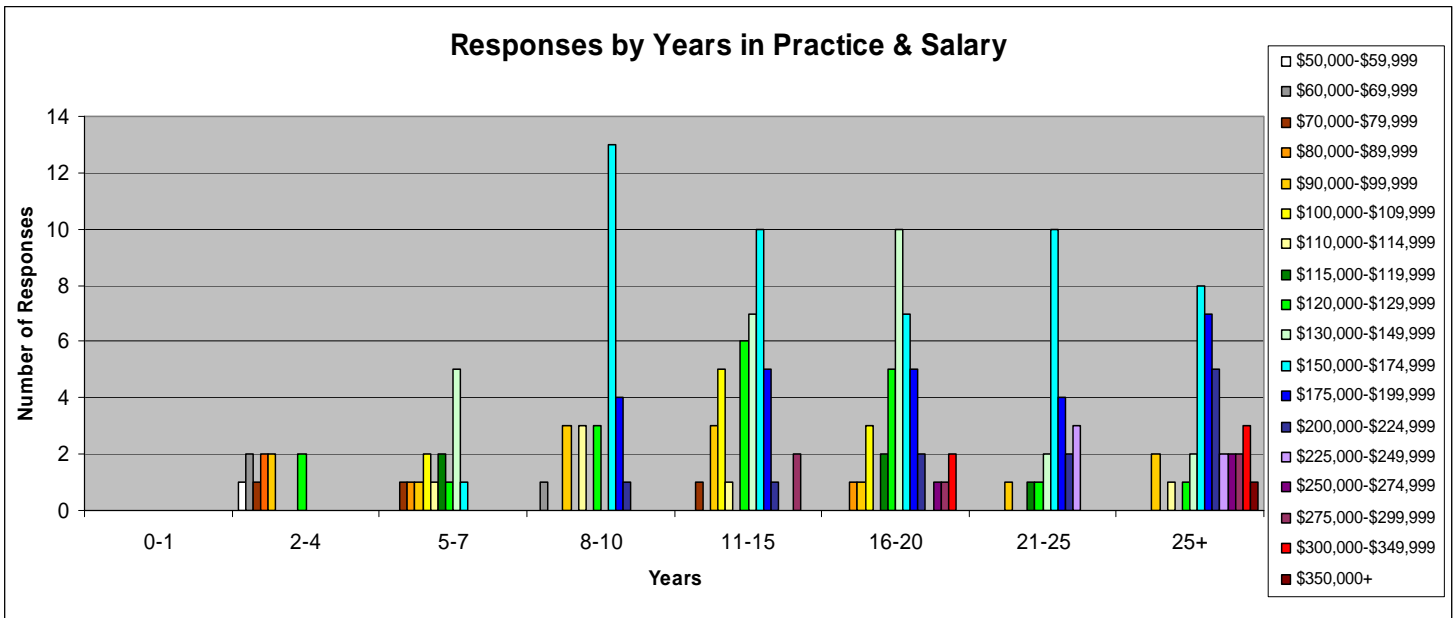
Responses by Gender & Salary



d. YEARS in PRACTICE and SALARY

*response rate: 88%

	0-1 Year	2-4 Years	5-7 Years	8-10 Years	11-15 Years	16-20 Years	21-25 Years	25+ Years
\$40,000-\$49,999	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	1	0	0	0	0	0	0
\$60,000-\$69,999	0	2	0	1	0	0	0	0
\$70,000-\$79,999	0	1	1	0	1	0	0	0
\$80,000-\$89,999	0	2	1	0	0	1	0	0
\$90,000-\$99,999	0	2	1	3	3	1	1	2
\$100,000-\$109,999	0	0	2	0	5	3	0	0
\$110,000-\$114,999	0	0	1	3	1	0	0	1
\$115,000-\$119,999	0	0	2	0	0	2	1	0
\$120,000-\$129,999	0	2	1	3	6	5	1	1
\$130,000-\$149,999	0	0	5	0	7	10	2	2
\$150,000-\$174,999	0	0	1	13	10	7	10	8
\$175,000-\$199,999	0	0	0	4	5	5	4	7
\$200,000-\$224,999	0	0	0	1	1	2	2	5
\$225,000-\$249,999	0	0	0	0	0	0	3	2
\$250,000-\$274,999	0	0	0	0	0	1	0	2
\$275,000-\$299,999	0	0	0	0	2	1	0	2
\$300,000-\$349,999	0	0	0	0	0	2	0	3
\$350,000+	0	0	0	0	0	0	0	1



e. PERCENT SALARY INCREASE by TITLE

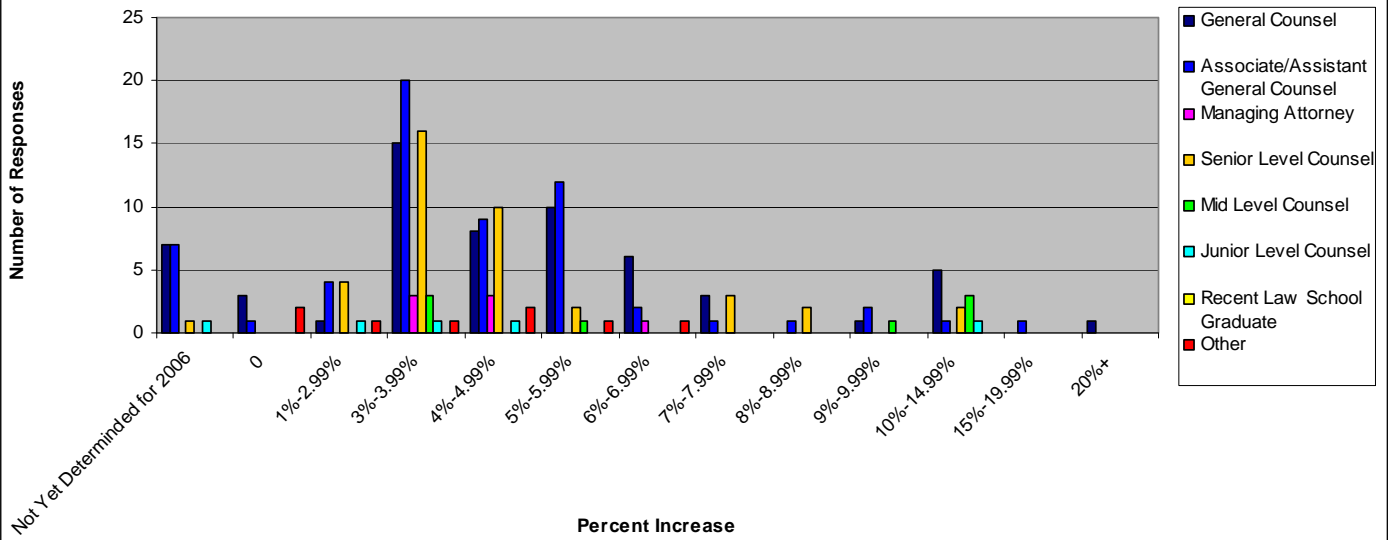
*response rate: 86%

	General Counsel	Associate/ Assistant General Counsel	Managing Attorney	Senior Level Counsel	Mid Level Counsel	Junior Level Counsel	Recent Law School Graduate	Other
Not Yet Determined for 2006	7	7	0	1	0	1	0	0
0	3	1	0	0	0	0	0	2
1%-2.99%	1	4	0	4	0	1	0	1
3%-3.99%	15	20	3	16	3	1	0	1
4%-4.99%	8	9	3	10	0	1	0	2
5%-5.99%	10	12	0	2	1	0	0	1
6%-6.99%	6	2	1	0	0	0	0	1
7%-7.99%	3	1	0	3	0	0	0	0
8%-8.99%	0	1	0	2	0	0	0	0
9%-9.99%	1	2	0	0	1	0	0	0
10%-14.99%	5	1	0	2	3	1	0	0
15%-19.99%	0	1	0	0	0	0	0	0
20%+	1	0	0	0	0	0	0	0

Findings

- At time of survey, 8% reported salary increases were not yet determined
 - 43.7% of those were General Counsels
 - 43.7% of those were Assistant/Associate General Counsels
 - 6.3% of those were Senior Counsel
 - 6.3% of those were Junior Counsel
- Only 2 respondents (1%) received a salary increase of more than 15%
 - 1 respondent was a General Counsel
 - 1 respondent was an Assistant/Associate General Counsel
- 31% of respondents received a 3%-3.99% salary increase
- 17% of respondents received a 4%-4.99% salary increase
- 13% of respondents received a 5%-5.99% salary increase

Responses by Title & Percent Salary Increase



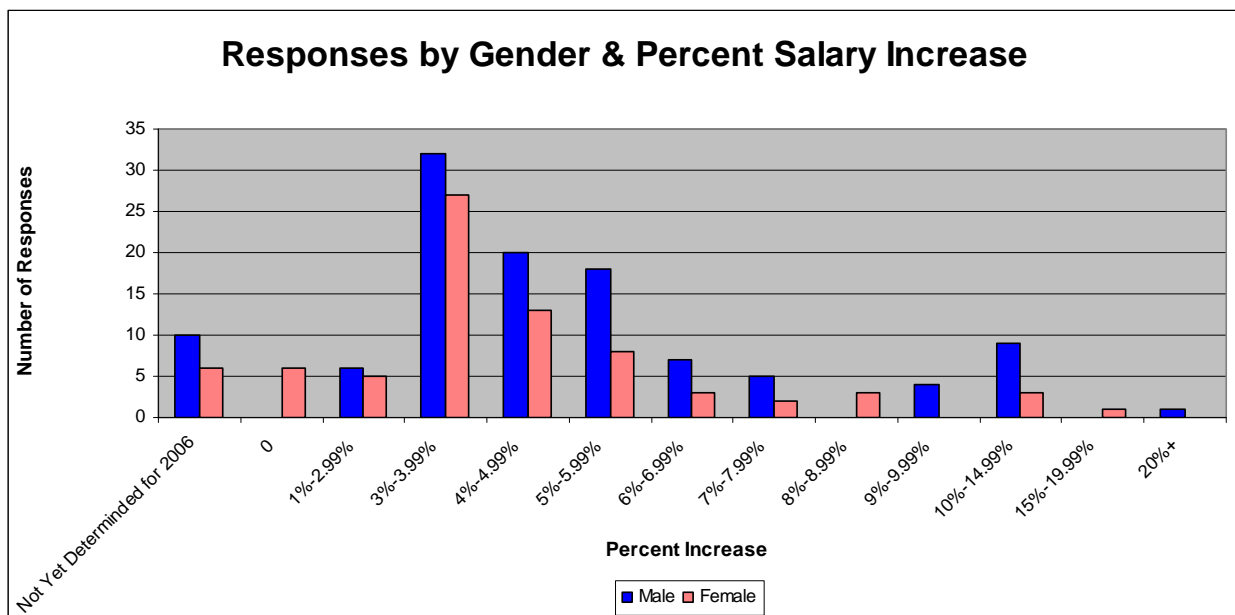
f. PERCENT SALARY INCREASE by GENDER

*response rate: 86%

	Male	Percentage Male	Female	Percentage Female
Not Yet Determined for 2006	10	62.5%	6	37.5%
0	0	0.0%	6	100.0%
1%-2.99%	6	54.5%	5	45.5%
3%-3.99%	32	54.2%	27	45.8%
4%-4.99%	20	60.6%	13	39.4%
5%-5.99%	18	69.2%	8	30.8%
6%-6.99%	7	70.0%	3	30.0%
7%-7.99%	5	71.4%	2	28.6%
8%-8.99%	0	0.0%	3	100.0%
9%-9.99%	4	100.0%	0	0.0%
10%-14.99%	9	75.0%	3	25.0%
15%-19.99%	0	0.0%	1	100.0%
20%+	1	100.0%	0	0.0%

Findings

- At time of survey, 8% reported salary increases were not yet determined
 - 62.5% of those respondents were Male
 - 37.5% of those respondents were Female
- 28.6% of Males received a salary increase of 3-3.99%
- 35.1% of Females received a salary increase of 3-3.99%



g. PERCENT SALARY INCREASE by YEARS in PRACTICE

*response rate: 86%

Years of Practice & % increase	0-1 Year	2-4 Years	5-7 Years	8-10 Years	11-15 Years	16-20 Years	21-25 Years	25+ Years
Not Yet Determined for 2006	0	3	4	1	1	3	0	4
0	0	0	0	0	3	0	2	1
1%-2.99%	0	1	0	2	1	5	1	1
3%-3.99%	0	1	4	7	17	10	10	10
4%-4.99%	0	1	0	3	7	7	5	10
5%-5.99%	0	0	4	6	3	8	1	4
6%-6.99%	0	0	0	1	2	3	1	3
7%-7.99%	0	0	0	1	1	1	2	2
8%-8.99%	0	0	0	1	1	1	0	0
9%-9.99%	0	0	0	2	1	1	0	0
10%-14.99%	0	2	3	2	4	0	0	1
15%-19.99%	0	1	0	0	0	0	0	0
20%+	0	0	0	0	0	0	1	0

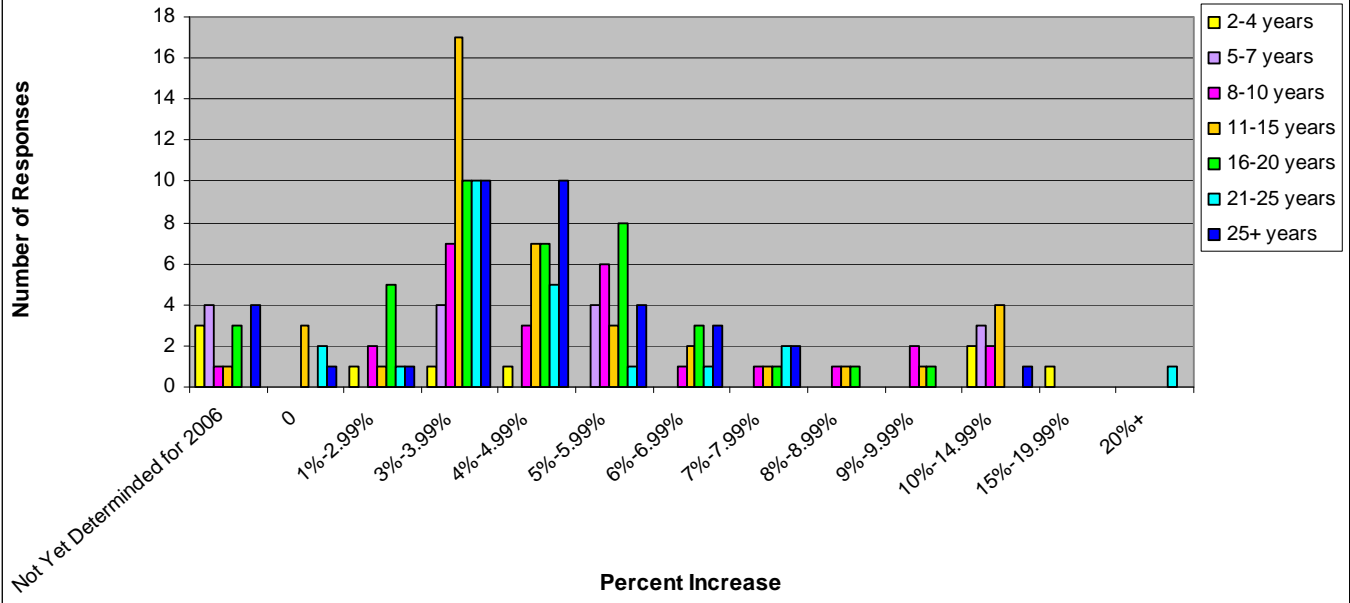
Findings

- At time of survey, 8% reported salary increases were not yet determined
 - 33% of 2-4 year respondents' salary increases were not yet determined
 - 27% of 5-7 year respondents' salary increases were not yet determined
 - 7% of 16-20 year respondents' salary increases were not yet determined
 - 11% of 15+ year respondents' salary increases were not yet determined

- Only 2 respondents (1%) received 15% or more of a salary increase
 - 1 respondent practiced between 2-4 years
 - 1 respondent practiced between 21-25 years

- 31% of all respondents received a 3-3.99% salary increase
 - 27% of those who practiced 5-7 years received a 3-3.99% salary increase
 - 27% of those who practiced 8-10 years received a 3-3.99% salary increase
 - 41% of those who practiced 11-15 years received a 3%-3.99% salary increase
 - 26% of those who practiced 16-20 years received a 3%-3.99% salary increase
 - 43% of those who practiced 21-25 years received a 3%-3.99% salary increase
 - 28% of those who practiced 25+ years received a 3%-3.99% salary increase

Responses by Percent Salary Increase & Years in Practice



IV. BONUSES

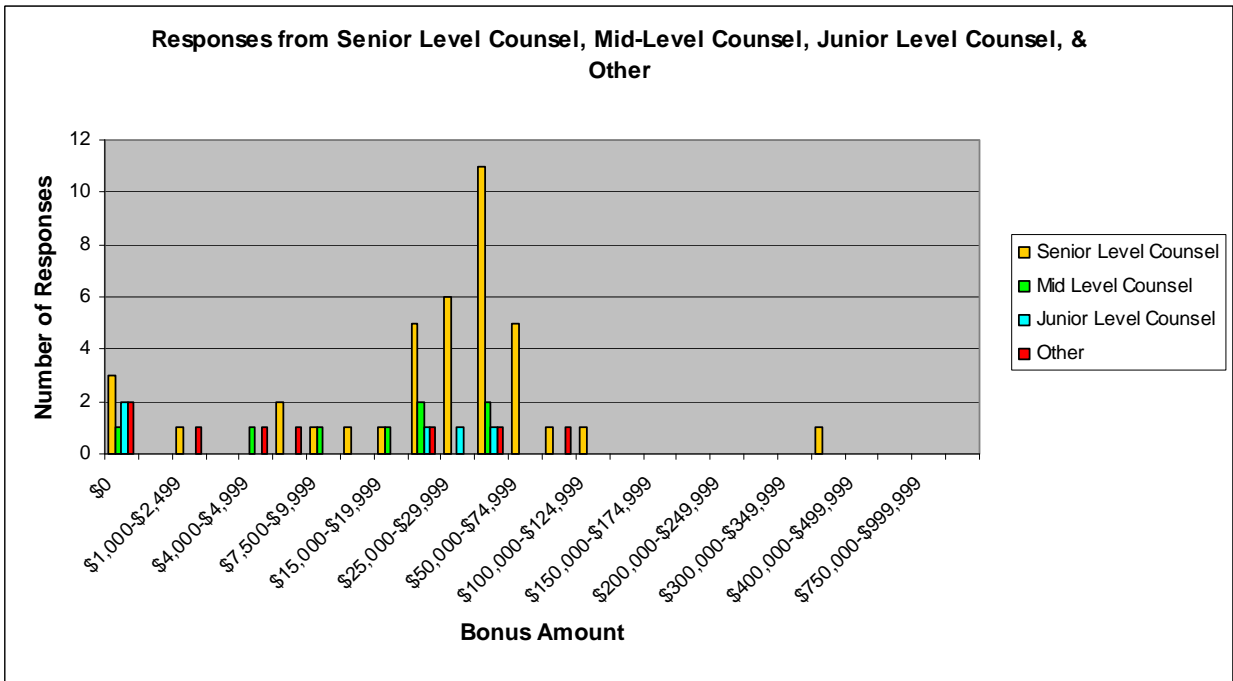
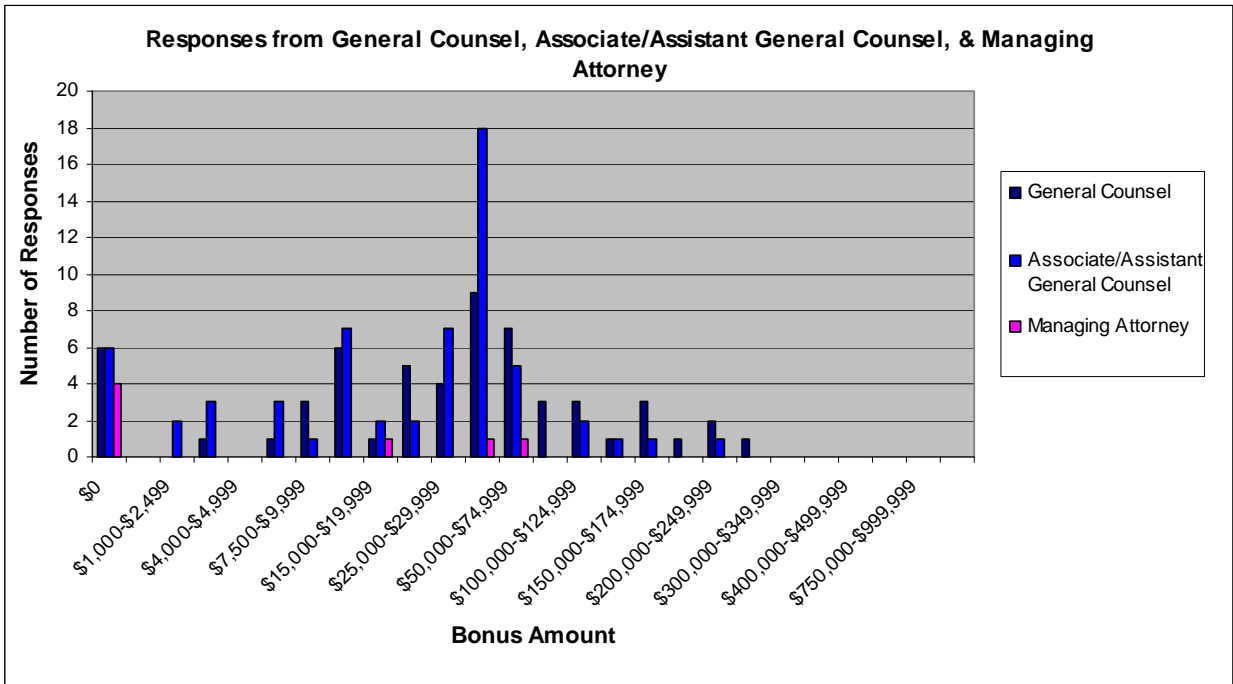
a. TITLE and BONUS AMOUNT

*response rate: 84%

	General Counsel	Associate/ Assistant General Counsel	Managing Attorney	Senior Level Counsel	Mid Level Counsel	Junior Level Counsel	Recent Law School Graduate	Other
\$0	6	6	4	3	1	2	0	2
\$1-\$999	0	0	0	0	0	0	0	0
\$1,000-\$2,499	0	2	0	1	0	0	0	1
\$2,500-\$3,999	1	3	0	0	0	0	0	0
\$4,000-\$4,999	0	0	0	0	1	0	0	1
\$5,000-\$7,499	1	3	0	2	0	0	0	1
\$7,500-\$9,999	3	1	0	1	1	0	0	0
\$10,000-\$14,999	6	7	0	1	0	0	0	0
\$15,000-\$19,999	1	2	1	1	1	0	0	0
\$20,000-\$24,999	5	2	0	5	2	1	0	1
\$25,000-\$29,999	4	7	0	6	0	1	0	0
\$30,000-\$49,999	9	18	1	11	2	1	0	1
\$50,000-\$74,999	7	5	1	5	0	0	0	0
\$75,000-\$99,999	3	0	0	1	0	0	0	1
\$100,000-\$124,999	3	2	0	1	0	0	0	0
\$125,000-\$149,999	1	1	0	0	0	0	0	0
\$150,000-\$174,999	3	1	0	0	0	0	0	0
\$175,000-\$199,999	1	0	0	0	0	0	0	0
\$200,000-\$249,999	2	1	0	0	0	0	0	0
\$250,000-\$299,999	1	0	0	0	0	0	0	0
\$300,000-\$349,999	0	0	0	0	0	0	0	0
\$350,000-\$399,999	0	0	0	1	0	0	0	0
\$400,000-\$499,999	0	0	0	0	0	0	0	0
\$500,000-\$749,999	0	0	0	0	0	0	0	0
\$750,000-\$999,999	0	0	0	0	0	0	0	0
\$1,000,000+	0	0	0	0	0	0	0	0

Findings

- 12% of respondents did not receive a bonus
- 23% of respondents received a bonus between \$30,000 and \$49,999
- 2.7% of respondents received a bonus over \$200,000



b. TITLE and BASIS for BONUS

*response rate: 80%

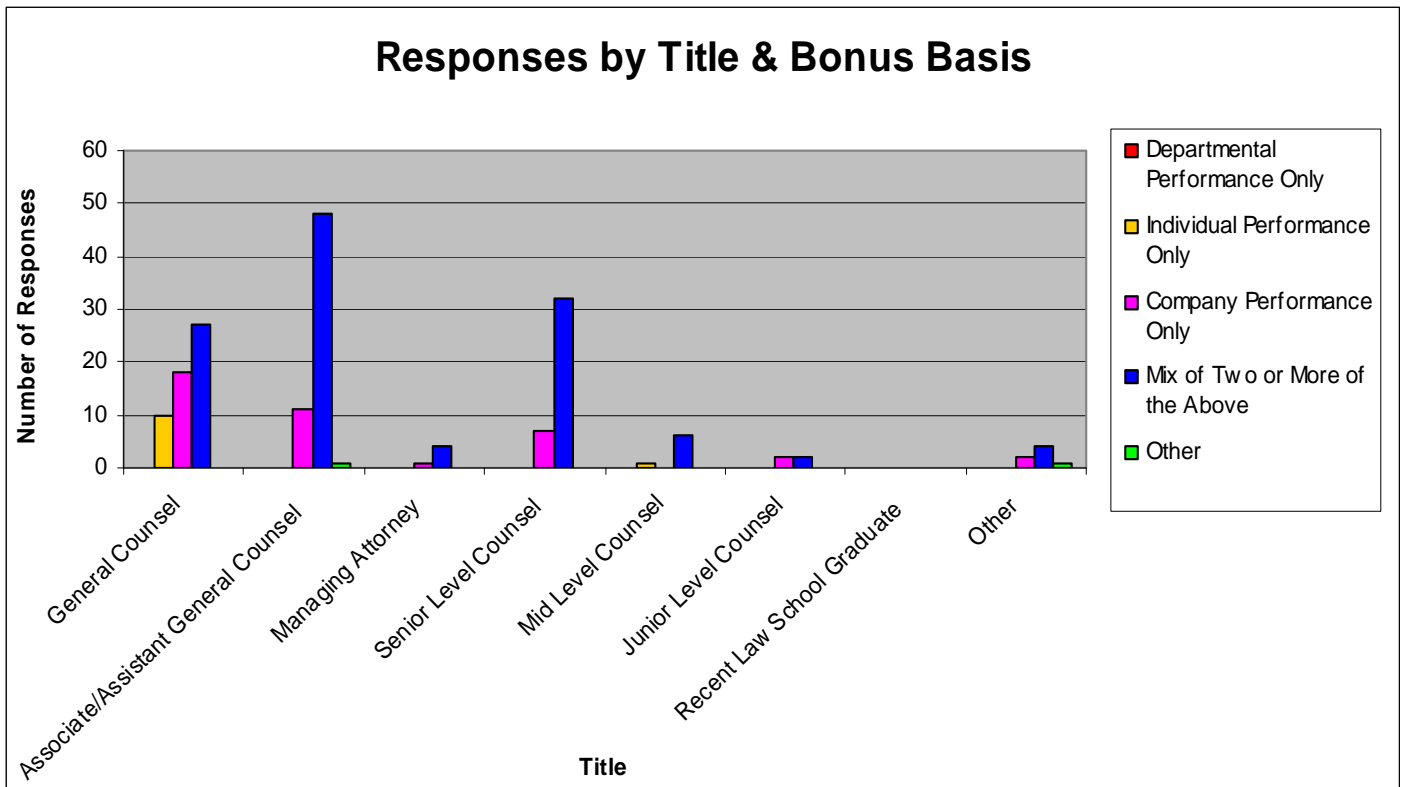
	General Counsel	Associate/Assistant General Counsel	Managing Attorney	Senior Level Counsel	Mid Level Counsel	Junior Level Counsel	Recent Law School Graduate	Other
Departmental Performance Only	0	0	0	0	0	0	0	0
Individual Performance Only	10	0	0	0	1	0	0	0
Company Performance Only	18	11	1	7	0	2	0	2
Mix of Two or More of the Above	27	48	4	32	6	2	0	4
Other	0	1 (Division Performance with company Performance)	0	0	0	0	0	1 (Division Performance)

Findings

- No one was bonused based solely on departmental performance
- 69% of total respondents were bonused on a mix of individual and company performance
- General Counsel – 55 Respondents
 - 18% were based solely on Individual Performance
 - 33% were based solely on Company Performance
 - 49% were based on a mix of Individual and Company Performance
- Associate/Assistant General Counsel – 50 Respondents
 - 0% were based solely on Individual Performance
 - 22% were based solely on Company Performance
 - 96% were based on a mix of Individual and Company Performance
- Managing Attorney – 5 Respondents
 - 0% were based solely on Individual Performance
 - 20% were based solely on Company Performance
 - 80% were based on a mix of Individual and Company Performance
- Senior Level Counsel – 39 Respondents
 - 0% were based solely on Individual Performance
 - 18% were based solely on Company Performance
 - 82% were based on a mix of Individual and Company Performance

- **Mid Level Counsel – 7 Respondents**
 - 14% were based solely on Individual Performance
 - 0% were based solely on Company Performance
 - 86% were based on a mix of Individual and Company Performance

- **Junior Level Counsel – 4 Respondents**
 - 0% were based solely on Individual Performance
 - 50% were based solely on Company Performance
 - 50% were based on a mix of Individual and Company Performance



c. YEARS in PRACTICE and BONUS AMOUNT

*response rate: 84%

	0-1 Year	2-4 Years	5-7 Years	8-10 Years	11-15 Years	16-20 Years	21-25 Years	25+ Years
\$0	0	3	2	3	7	5	1	3
\$1-\$999	0	0	0	0	0	0	0	0
\$1,000-\$2,499	0	0	1	0	2	1	0	0
\$2,500-\$3,999	0	0	1	0	1	0	0	2
\$4,000-\$4,999	0	1	0	1	0	0	0	0
\$5,000-\$7,499	0	0	0	0	4	0	2	1
\$7,500-\$9,999	0	0	2	1	2	0	0	1
\$10,000-\$14,999	0	1	0	2	4	1	4	2
\$15,000-\$19,999	0	0	1	1	0	4	0	0
\$20,000-\$24,999	0	1	3	2	4	4	0	2
\$25,000-\$29,999	0	1	0	1	2	6	3	5
\$30,000-\$49,999	0	1	5	11	9	9	4	4
\$50,000-\$74,999	0	0	0	2	4	1	6	5
\$75,000-\$99,999	0	0	0	0	0	1	1	3
\$100,000-\$124,999	0	0	0	1	0	3	0	2
\$125,000-\$149,999	0	0	0	0	0	0	1	1
\$150,000-\$174,999	0	0	0	0	0	2	1	1
\$175,000-\$199,999	0	0	0	0	1	0	0	0
\$200,000-\$249,999	0	0	0	0	1	1	0	1
\$250,000-\$299,999	0	0	0	0	0	0	0	1
\$300,000-\$349,999	0	0	0	0	0	0	0	0
\$350,000-\$399,999	0	0	0	0	0	0	1	0
\$400,000-\$499,999	0	0	0	0	0	0	0	0
\$500,000-\$749,999	0	0	0	0	0	0	0	0
\$750,000-\$999,999	0	0	0	0	0	0	0	0
\$1,000,000+	0	0	0	0	0	0	0	0

Findings

- Highest bonus was between \$350,000 and \$399,999
 - Earned by someone with 21-25 years of practice
- Second highest bonus was between \$250,000 and \$299,999
 - Earned by someone with 25+ years of practice
- 2-4 years of practice – 8 respondents
 - 33% earned bonus between \$30,000 and \$49,999
 - 12.5% received no bonus
- 5-7 years of practice – 15 respondents
 - 33% earned bonus between \$30,000 and \$49,999
 - 13% received no bonus

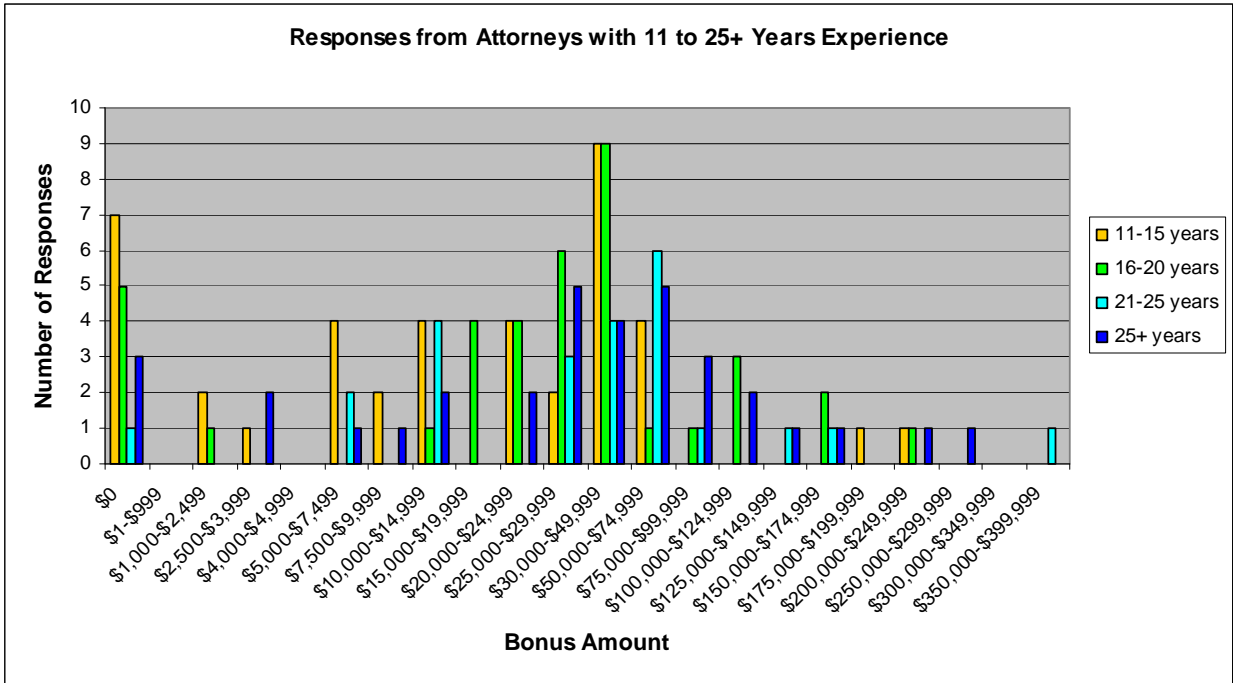
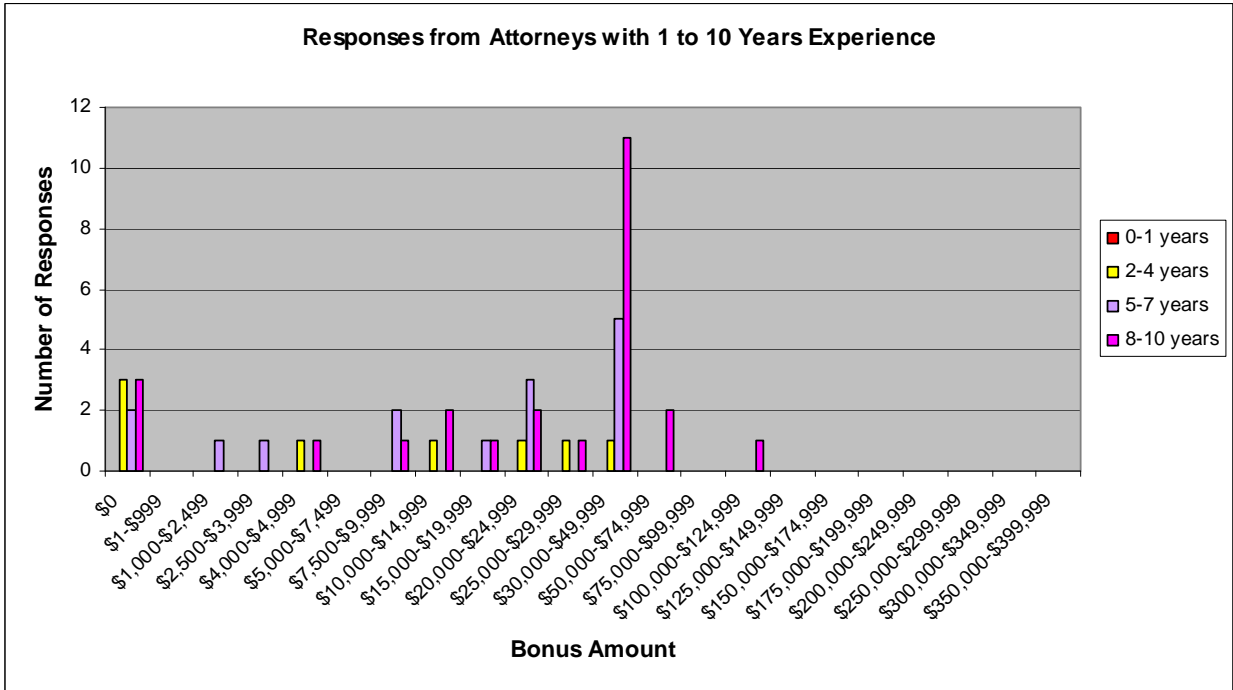
- 8-10 years of practice – 25 respondents
 - 12% earned bonuses of \$50,000+
 - 44% earned bonus between \$30,000 and \$49,999
 - 13% received no bonus

- 11-15 years of practice – 41 respondents
 - 15% earned bonus of \$50,000+
 - 21% earned bonus between \$30,000 and \$49,999
 - 17% received no bonus

- 16-20 years of practice – 38 respondents
 - 21% earned bonus of \$50,000+
 - 24% earned bonus between \$30,000 and \$49,999
 - 13% received no bonus

- 21-25 years of practice – 24 respondents
 - 41% earned bonus of \$50,000+
 - 17% earned bonus between \$30,000 and \$49,999
 - 4% received no bonus

- 25+ years of practice – 34 respondents
 - 41% earned bonus of \$50,000+
 - 21% earned bonus between \$30,000 and \$49,999
 - 8% received no bonus



d. COMPANY SIZE and BONUS AMOUNT

*response rate: 84%

	0-50 Million Dollars	51-100 Million Dollars	101-250 Million Dollars	251-500 Million Dollars	501-999 Million Dollars	Over 1 Billion Dollars
\$0	4	0	1	3	3	13
\$1-\$999	0	0	0	0	0	0
\$1,000-\$2,499	1	0	0	0	1	2
\$2,500-\$3,999	1	0	1	0	0	2
\$4,000-\$4,999	0	0	1	1	0	0
\$5,000-\$7,499	2	0	0	2	0	3
\$7,500-\$9,999	1	0	2	0	0	3
\$10,000-\$14,999	1	1	0	3	2	7
\$15,000-\$19,999	1	1	0	1	0	3
\$20,000-\$24,999	2	1	2	3	1	7
\$25,000-\$29,999	0	2	0	1	1	14
\$30,000-\$49,999	2	0	3	2	5	31
\$50,000-\$74,999	1	0	1	2	3	11
\$75,000-\$99,999	1	0	0	1	1	2
\$100,000-\$124,999	0	0	0	0	1	5
\$125,000-\$149,999	0	0	0	1	0	1
\$150,000-\$174,999	0	0	0	1	0	3
\$175,000-\$199,999	0	0	0	0	0	1
\$200,000-\$249,999	0	0	0	0	0	3
\$250,000-\$299,999	0	0	0	0	0	1
\$300,000-\$349,999	0	0	0	0	0	0
\$350,000-\$399,999	0	0	0	0	0	1
\$400,000-\$499,999	0	0	0	0	0	0
\$500,000-\$749,999	0	0	0	0	0	0
\$750,000-\$999,999	0	0	0	0	0	0
\$1,000,000+	0	0	0	0	0	0

Findings

- Not surprisingly, the highest bonuses came from the largest companies.

d. COMPANY TYPE and BONUS AMOUNT

*response rate: 84%

	Publicly Held	Privately Held	Not-for-Profit	Government	Other
\$0	9	11	3	1	0
\$1-\$999	0	0	0	0	0
\$1,000-\$2,499	1	1	2	0	0
\$2,500-\$3,999	2	2	0	0	0
\$4,000-\$4,999	0	2	0	0	0
\$5,000-\$7,499	4	3	0	0	0
\$7,500-\$9,999	3	3	0	0	0
\$10,000-\$14,999	6	8	0	0	0
\$15,000-\$19,999	2	3	2	0	0
\$20,000-\$24,999	8	4	4	0	0
\$25,000-\$29,999	12	6	0	0	0
\$30,000-\$49,999	33	8	0	0	2
\$50,000-\$74,999	13	5	0	0	0
\$75,000-\$99,999	1	4	0	0	0
\$100,000-\$124,999	4	2	0	0	0
\$125,000-\$149,999	1	1	0	0	0
\$150,000-\$174,999	2	2	0	0	0
\$175,000-\$199,999	1	0	0	0	0
\$200,000-\$249,999	1	2	0	0	0
\$250,000-\$299,999	0	1	0	0	0
\$300,000-\$349,999	0	0	0	0	0
\$350,000-\$399,999	1	0	0	0	0
\$400,000-\$499,999	0	0	0	0	0
\$500,000-\$749,999	0	0	0	0	0
\$750,000-\$999,999	0	0	0	0	0
\$1,000,000+	0	0	0	0	0

e. GENDER and BONUS AMOUNT

*response rate 84%

	Male	Percentage Male	Female	Percentage Female
\$0	16	66.7%	8	33.3%
\$1-\$999	0	0.0%	0	0.0%
\$1,000-\$2,499	2	50.0%	2	50.0%
\$2,500-\$3,999	2	50.0%	2	50.0%
\$4,000-\$4,999	1	50.0%	1	50.0%
\$5,000-\$7,499	3	42.9%	4	57.1%
\$7,500-\$9,999	4	66.7%	2	33.3%
\$10,000-\$14,999	10	71.4%	4	28.6%
\$15,000-\$19,999	6	100.0%	0	0.0%
\$20,000-\$24,999	8	50.0%	8	50.0%
\$25,000-\$29,999	7	38.9%	11	61.1%
\$30,000-\$49,999	24	55.8%	19	44.2%
\$50,000-\$74,999	9	50.0%	9	50.0%
\$75,000-\$99,999	3	60.0%	2	40.0%
\$100,000-\$124,999	4	66.7%	2	33.3%
\$125,000-\$149,999	2	100.0%	0	0.0%
\$150,000-\$174,999	3	75.0%	1	25.0%
\$175,000-\$199,999	1	100.0%	0	0.0%
\$200,000-\$249,999	2	66.7%	1	33.3%
\$250,000-\$299,999	1	100.0%	0	0.0%
\$300,000-\$349,999	0	0.0%	0	0.0%
\$350,000-\$399,999	1	100.0%	0	0.0%
\$400,000-\$499,999	0	0.0%	0	0.0%
\$500,000-\$749,999	0	0.0%	0	0.0%
\$750,000-\$999,999	0	0.0%	0	0.0%
\$1,000,000+	0	0.0%	0	0.0%

Findings

- 14.7% of males did not receive a bonus
- 10.5% of females did not receive a bonus

- 22% of males received a bonus between \$30,000 - \$49,999
- 25% of females received a bonus between \$30,000 - \$49,999

- 24% of males received bonuses of \$50,000+
- 18% of females received bonuses of \$50,000+

- The highest bonus received by a male was between \$350,000 - \$399,999
- The highest bonus received by a female was between \$200,000 - \$249,999

V. BENEFITS

a. TITLE and BENEFITS

*response rate: 88.7%

Findings

- Insurance Coverage
 - Medical Insurance–self: 67% covered
 - Medical Insurance–family: 100% covered
 - Dental Insurance–self: 65% covered
 - Dental Insurance–family: 97% covered
 - Short-term Disability: 84% covered
 - Long-term Disability: 90% covered
 - Vision Insurance: 73% covered
 - Life Insurance: 97% covered

- 85% participated in Medical Flexible Spending Accounts

- 77% of the 112 respondents working in publicly traded companies had stock options

- 95% participated in 401ks with Employer Match

- 34% worked flex time

- 95% of respondents' bar dues were covered

- 91% of respondents' CLEs were covered

	General Counsel	Associate/Assistant General Counsel	Managing Attorney	Senior Level Counsel	Mid Level Counsel	Junior Level Counsel	Other	Total Responses
Medical Insurance - Self	36	43	7	30	3	3	7	129
Medical Insurance - Family	60	63	7	42	8	5	8	193
Dental Insurance - Self	35	41	7	29	3	3	7	125
Dental Insurance - Family	57	61	7	41	8	5	8	187
Short-term Disability Insurance	49	54	6	35	7	4	7	162
Long-term Disability Insurance	55	55	7	38	7	4	7	173
Vision Insurance	33	45	6	39	8	4	6	141
Life Insurance	56	61	7	41	8	6	8	187
Retiree Medical	12	19	3	9	1	1	1	46
Dependant Care Assistance Plan (DCAP)	19	35	3	22	2	2	3	86
Medical Flexible Spending Account (FSA)	47	57	6	36	7	5	7	165
Profit Sharing	17	14	1	7	1	2	3	45
Restricted Stock	19	24	3	16	2	0	2	66
ESOP	0	5	1	2	2	1	0	11
Employee Stock Purchase Plan (ESPP)	9	17	1	12	2	2	2	45
Discounted Stock Option Plan	0	4	0	4	1	0	1	10
Pension	14	30	3	21	5	2	0	75
Stock Options	20	35	3	20	3	3	2	86
Deferred Compensation Awards	12	10	0	11	1	0	0	34
401k with Employer Match	56	61	7	40	8	4	7	183
401k without Employer Match	2	5	1	5	2	3	1	19
Flex Time	17	26	5	10	1	2	4	65
Part Time	10	13	2	7	1	1	2	36
Job Sharing	2	1	1	2	1	0	0	7
Company Car	13	3	2	2	0	0	1	21
Health Club Memberships	6	9	1	3	2	3	1	25
Bar Dues	54	61	7	41	9	6	6	184
Other Professional Memberships	38	36	3	26	4	3	6	116
CLEs	52	60	7	38	7	6	6	176
Work remotely from home (virtual office)	8	19	3	7	2	2	2	43
Other	1	1	0	0	0	0	0	2

ST. LOUIS IN-HOUSE COMPENSATION SURVEY (based on 2006 data) Published January 2008

VI. PRACTICE AREAS

*response rate: 100%

a. PRACTICE AREAS and YEARS in PRACTICE

	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Administrative	0	0	0	1	1	3	2	1	8
Antitrust	0	0	1	1	2	4	1	1	10
Banking	0	0	3	1	0	1	1	4	10
Commercial Transactions	0	3	8	13	13	14	11	16	78
Compliance	0	2	0	10	8	3	1	8	32
Corporate Governance	0	0	5	3	7	9	2	12	38
Employee Benefits	0	0	0	1	1	2	0	2	6
Environmental	0	0	0	0	2	4	0	1	7
Governmental Contracts	0	1	0	1	1	2	3	1	9
Health Law	0	1	1	2	4	7	3	3	21
Intellectual Property	0	4	6	9	9	4	5	4	41
International	0	0	0	2	3	0	0	1	6
Labor and Employment	0	1	0	7	9	5	3	4	29
Litigation	0	0	1	4	5	7	0	5	22
Litigation Management	0	3	2	8	10	8	6	9	46
Mergers and Acquisitions	0	1	5	7	8	10	3	6	40
Real Estate	0	4	3	1	3	6	2	9	28
Regulatory	0	0	1	5	4	6	5	4	25
Securities	0	2	1	0	7	5	3	6	24
Taxation	0	0	0	0	0	1	0	0	1
Other*	0	3	0	2	1	4	5	5	20

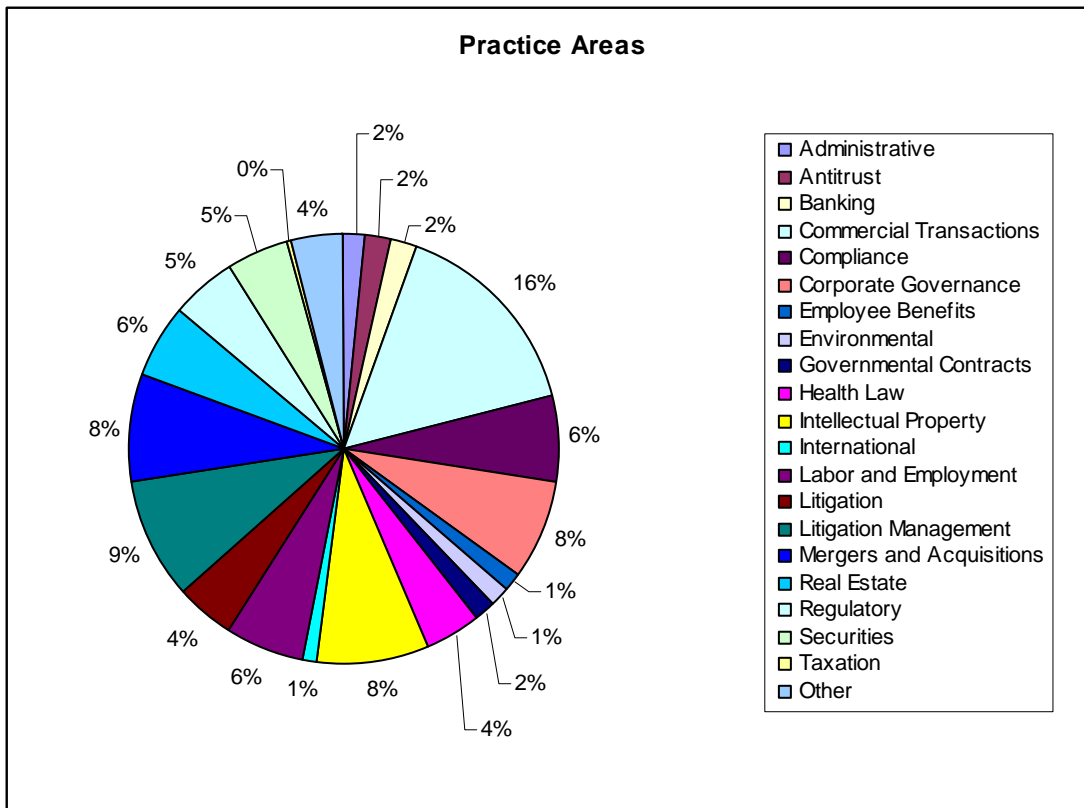
*Other:

Advertising
 Agriculture
 Alcohol Beverage Laws &
 Distribution Issues
 Construction
 Contracting & Operations
 Contracts
 Contracts, Construction
 Franchise Law
 Government Relations

Immigration
 Insurance (2)
 Nuclear
 Privacy
 Technology
 Trust & Estates
 Telecommunications
 Telecommunications/Cable
 Transportation Law
 Travel

Findings

- Commercial Transactions led the practice areas with 35% of respondents practicing in that area
- Litigation Management came in second with 21% of respondents practicing in that area
- Intellectual Property followed with 19% of respondents practicing in that area
- Mergers and Acquisitions was close behind with 18% of respondents practicing in that area
- Greatest number of years in practice was 25+ in the Area of Commercial Transactions – 7% of respondents



b. PRACTICE AREAS with SALARY and YEARS in PRACTICE

Administrative	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	0	0	1	1	3	2	1	8
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0
\$60,000-\$69,999	0	0	0	0	0	0	0	0	0
\$70,000-\$79,999	0	0	0	0	0	0	0	0	0
\$80,000-\$89,999	0	0	0	0	0	0	0	0	0
\$90,000-\$99,999	0	0	0	0	0	0	0	0	0
\$100,000-\$109,999	0	0	0	0	1	2	0	0	3
\$110,000-\$114,999	0	0	0	0	0	0	0	0	0
\$115,000-\$119,999	0	0	0	0	0	0	0	0	0
\$120,000-\$129,999	0	0	0	1	0	1	0	0	2
\$130,000-\$149,999	0	0	0	0	0	0	0	0	0
\$150,000-\$174,999	0	0	0	0	0	0	1	0	1
\$175,000-\$199,999	0	0	0	0	0	0	1	0	1
\$200,000-\$224,999	0	0	0	0	0	0	0	0	0
\$225,000-\$249,999	0	0	0	0	0	0	0	0	0
\$250,000-\$274,999	0	0	0	0	0	0	0	0	0
\$275,000-\$299,999	0	0	0	0	0	0	0	0	0
\$300,000-\$349,999	0	0	0	0	0	0	0	0	0
\$350,000+	0	0	0	0	0	0	0	1	1

Antitrust	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	0	1	1	2	4	1	1	10
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0
\$60,000-\$69,999	0	0	0	0	0	0	0	0	0
\$70,000-\$79,999	0	0	1	0	0	0	0	0	1
\$80,000-\$89,999	0	0	0	0	0	0	0	0	0
\$90,000-\$99,999	0	0	0	0	0	0	0	0	0
\$100,000-\$109,999	0	0	0	0	0	0	0	0	0
\$110,000-\$114,999	0	0	0	1	0	0	0	0	1
\$115,000-\$119,999	0	0	0	0	0	0	0	0	0
\$120,000-\$129,999	0	0	0	0	2	1	0	0	3
\$130,000-\$149,999	0	0	0	0	0	1	0	0	1
\$150,000-\$174,999	0	0	0	0	0	1	1	0	2
\$175,000-\$199,999	0	0	0	0	0	0	0	0	0
\$200,000-\$224,999	0	0	0	0	0	1	0	1	2
\$225,000-\$249,999	0	0	0	0	0	0	0	0	0
\$250,000-\$274,999	0	0	0	0	0	0	0	0	0
\$275,000-\$299,999	0	0	0	0	0	0	0	0	0
\$300,000-\$349,999	0	0	0	0	0	0	0	0	0
\$350,000+	0	0	0	0	0	0	0	0	0

Banking	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	0	3	1	0	1	1	4	10
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0
\$60,000-\$69,999	0	0	0	1	0	0	0	0	1
\$70,000-\$79,999	0	0	0	0	0	0	0	0	0
\$80,000-\$89,999	0	0	1	0	0	0	0	0	1
\$90,000-\$99,999	0	0	0	0	0	1	0	0	1
\$100,000-\$109,999	0	0	1	0	0	0	0	0	1
\$110,000-\$114,999	0	0	1	0	0	0	0	1	2
\$115,000-\$119,999	0	0	0	0	0	0	0	0	0
\$120,000-\$129,999	0	0	0	0	0	0	0	0	0
\$130,000-\$149,999	0	0	0	0	0	0	0	0	0
\$150,000-\$174,999	0	0	0	0	0	0	1	0	1
\$175,000-\$199,999	0	0	0	0	0	0	0	0	0
\$200,000-\$224,999	0	0	0	0	0	0	0	1	1
\$225,000-\$249,999	0	0	0	0	0	0	0	0	0
\$250,000-\$274,999	0	0	0	0	0	0	0	0	0
\$275,000-\$299,999	0	0	0	0	0	0	0	0	0
\$300,000-\$349,999	0	0	0	0	0	0	0	2	2
\$350,000+	0	0	0	0	0	0	0	0	0

Commercial Transactions	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	3	8	13	13	14	11	16	78
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0
\$60,000-\$69,999	0	2	0	0	0	0	0	0	2
\$70,000-\$79,999	0	0	0	0	0	0	0	0	0
\$80,000-\$89,999	0	1	1	0	0	0	0	0	2
\$90,000-\$99,999	0	0	1	2	1	1	1	0	6
\$100,000-\$109,999	0	0	0	0	1	2	0	0	3
\$110,000-\$114,999	0	0	1	2	0	0	0	0	3
\$115,000-\$119,999	0	0	2	0	0	2	0	0	4
\$120,000-\$129,999	0	0	0	1	1	1	0	0	3
\$130,000-\$149,999	0	0	3	3	3	4	1	0	14
\$150,000-\$174,999	0	0	0	4	5	2	2	4	17
\$175,000-\$199,999	0	0	0	1	2	1	4	4	12
\$200,000-\$224,999	0	0	0	0	0	0	1	3	4
\$225,000-\$249,999	0	0	0	0	0	0	2	0	2
\$250,000-\$274,999	0	0	0	0	0	0	0	0	0
\$275,000-\$299,999	0	0	0	0	0	1	0	2	3
\$300,000-\$349,999	0	0	0	0	0	0	0	3	3
\$350,000+	0	0	0	0	0	0	0	0	0

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Compliance	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	2	0	10	8	3	1	8	32
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0
\$60,000-\$69,999	0	0	0	1	0	0	0	0	1
\$70,000-\$79,999	0	0	0	0	1	0	0	0	1
\$80,000-\$89,999	0	1	0	0	0	0	0	0	1
\$90,000-\$99,999	0	1	0	1	0	0	0	0	2
\$100,000-\$109,999	0	0	0	0	1	0	0	0	1
\$110,000-\$114,999	0	0	0	0	0	0	0	0	0
\$115,000-\$119,999	0	0	0	0	0	0	0	0	0
\$120,000-\$129,999	0	0	0	2	1	1	0	0	4
\$130,000-\$149,999	0	0	0	5	1	0	0	1	7
\$150,000-\$174,999	0	0	0	1	3	0	1	1	6
\$175,000-\$199,999	0	0	0	0	1	0	0	3	4
\$200,000-\$224,999	0	0	0	0	0	0	0	0	0
\$225,000-\$249,999	0	0	0	0	0	0	0	0	0
\$250,000-\$274,999	0	0	0	0	0	0	0	0	0
\$275,000-\$299,999	0	0	0	0	0	0	0	2	2
\$300,000-\$349,999	0	0	0	0	0	1	0	0	1
\$350,000+	0	0	0	0	0	0	0	1	1

Corporate Governance	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	0	5	3	7	9	2	12	38
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0
\$60,000-\$69,999	0	0	0	0	0	0	0	0	0
\$70,000-\$79,999	0	0	1	0	0	0	0	0	1
\$80,000-\$89,999	0	0	0	0	0	1	0	0	1
\$90,000-\$99,999	0	0	0	0	1	0	0	0	1
\$100,000-\$109,999	0	0	1	0	0	0	0	0	1
\$110,000-\$114,999	0	0	0	0	0	0	0	0	0
\$115,000-\$119,999	0	0	0	0	0	0	0	0	0
\$120,000-\$129,999	0	0	0	0	0	0	0	0	0
\$130,000-\$149,999	0	0	3	3	1	2	0	0	9
\$150,000-\$174,999	0	0	0	0	1	1	0	0	2
\$175,000-\$199,999	0	0	0	0	1	0	1	3	5
\$200,000-\$224,999	0	0	0	0	1	1	0	2	4
\$225,000-\$249,999	0	0	0	0	0	0	1	0	1
\$250,000-\$274,999	0	0	0	0	0	1	0	2	3
\$275,000-\$299,999	0	0	0	0	2	1	0	2	5
\$300,000-\$349,999	0	0	0	0	0	2	0	2	4
\$350,000+	0	0	0	0	0	0	0	1	1

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Employee Benefits	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	0	0	1	1	2	0	2	6
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0
\$60,000-\$69,999	0	0	0	0	0	0	0	0	0
\$70,000-\$79,999	0	0	0	0	0	0	0	0	0
\$80,000-\$89,999	0	0	0	0	0	1	0	0	1
\$90,000-\$99,999	0	0	0	0	0	0	0	0	0
\$100,000-\$109,999	0	0	0	0	1	0	0	0	1
\$110,000-\$114,999	0	0	0	0	0	0	0	0	0
\$115,000-\$119,999	0	0	0	0	0	0	0	0	0
\$120,000-\$129,999	0	0	0	0	0	0	0	0	0
\$130,000-\$149,999	0	0	0	0	0	0	0	0	0
\$150,000-\$174,999	0	0	0	1	0	0	0	2	3
\$175,000-\$199,999	0	0	0	0	0	0	0	0	0
\$200,000-\$224,999	0	0	0	0	0	0	0	0	0
\$225,000-\$249,999	0	0	0	0	0	0	0	0	0
\$250,000-\$274,999	0	0	0	0	0	0	0	0	0
\$275,000-\$299,999	0	0	0	0	0	0	0	0	0
\$300,000-\$349,999	0	0	0	0	0	1	0	0	1
\$350,000+	0	0	0	0	0	0	0	0	0

Environmental	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	0	0	0	2	4	0	1	7
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0
\$60,000-\$69,999	0	0	0	0	0	0	0	0	0
\$70,000-\$79,999	0	0	0	0	0	0	0	0	0
\$80,000-\$89,999	0	0	0	0	0	0	0	0	0
\$90,000-\$99,999	0	0	0	0	0	0	0	0	0
\$100,000-\$109,999	0	0	0	0	1	0	0	0	1
\$110,000-\$114,999	0	0	0	0	0	0	0	0	0
\$115,000-\$119,999	0	0	0	0	0	0	0	0	0
\$120,000-\$129,999	0	0	0	0	1	0	0	0	1
\$130,000-\$149,999	0	0	0	0	0	0	0	0	0
\$150,000-\$174,999	0	0	0	0	0	2	0	0	2
\$175,000-\$199,999	0	0	0	0	0	0	0	1	1
\$200,000-\$224,999	0	0	0	0	0	0	0	0	0
\$225,000-\$249,999	0	0	0	0	0	0	0	0	0
\$250,000-\$274,999	0	0	0	0	0	0	0	0	0
\$275,000-\$299,999	0	0	0	0	0	0	0	0	0
\$300,000-\$349,999	0	0	0	0	0	1	0	0	1
\$350,000+	0	0	0	0	0	0	0	0	0

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Governmental Contracts	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	1	0	1	1	2	3	1	9
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0
\$60,000-\$69,999	0	0	0	0	0	0	0	0	0
\$70,000-\$79,999	0	0	0	0	0	0	0	0	0
\$80,000-\$89,999	0	0	0	0	0	0	0	0	0
\$90,000-\$99,999	0	1	0	0	1	0	0	0	2
\$100,000-\$109,999	0	0	0	0	0	0	0	0	0
\$110,000-\$114,999	0	0	0	0	0	0	0	0	0
\$115,000-\$119,999	0	0	0	0	0	0	0	0	0
\$120,000-\$129,999	0	0	0	0	0	0	1	0	1
\$130,000-\$149,999	0	0	0	1	0	1	0	0	2
\$150,000-\$174,999	0	0	0	0	0	0	1	0	1
\$175,000-\$199,999	0	0	0	0	0	1	1	0	2
\$200,000-\$224,999	0	0	0	0	0	0	0	1	1
\$225,000-\$249,999	0	0	0	0	0	0	0	0	0
\$250,000-\$274,999	0	0	0	0	0	0	0	0	0
\$275,000-\$299,999	0	0	0	0	0	0	0	0	0
\$300,000-\$349,999	0	0	0	0	0	0	0	0	0
\$350,000+	0	0	0	0	0	0	0	0	0

Health Law	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	1	1	2	4	7	3	3	21
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0
\$60,000-\$69,999	0	0	0	0	0	0	0	0	0
\$70,000-\$79,999	0	0	1	0	0	0	0	0	1
\$80,000-\$89,999	0	0	0	0	0	0	0	0	0
\$90,000-\$99,999	0	1	0	0	0	0	0	1	2
\$100,000-\$109,999	0	0	0	0	0	0	0	0	0
\$110,000-\$114,999	0	0	0	0	0	0	0	0	0
\$115,000-\$119,999	0	0	0	0	0	2	0	0	2
\$120,000-\$129,999	0	0	0	1	1	1	1	0	4
\$130,000-\$149,999	0	0	0	1	0	1	1	0	3
\$150,000-\$174,999	0	0	0	0	3	1	1	0	5
\$175,000-\$199,999	0	0	0	0	0	1	0	0	1
\$200,000-\$224,999	0	0	0	0	0	1	0	1	2
\$225,000-\$249,999	0	0	0	0	0	0	0	1	1
\$250,000-\$274,999	0	0	0	0	0	0	0	0	0
\$275,000-\$299,999	0	0	0	0	0	0	0	0	0
\$300,000-\$349,999	0	0	0	0	0	0	0	0	0
\$350,000+	0	0	0	0	0	0	0	0	0

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Intellectual Property	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	4	6	9	9	4	5	4	41
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0
\$60,000-\$69,999	0	1	0	0	0	0	0	0	1
\$70,000-\$79,999	0	0	0	0	0	0	0	0	0
\$80,000-\$89,999	0	1	0	0	0	0	0	0	1
\$90,000-\$99,999	0	0	1	0	0	0	1	1	3
\$100,000-\$109,999	0	0	1	0	1	0	0	0	2
\$110,000-\$114,999	0	0	0	1	0	0	0	1	2
\$115,000-\$119,999	0	0	2	0	0	0	0	0	2
\$120,000-\$129,999	0	2	0	1	2	0	0	0	5
\$130,000-\$149,999	0	0	2	7	2	1	0	0	12
\$150,000-\$174,999	0	0	0	0	2	0	2	0	4
\$175,000-\$199,999	0	0	0	0	1	3	0	1	5
\$200,000-\$224,999	0	0	0	0	1	0	1	1	3
\$225,000-\$249,999	0	0	0	0	0	0	1	0	1
\$250,000-\$274,999	0	0	0	0	0	0	0	0	0
\$275,000-\$299,999	0	0	0	0	0	0	0	0	0
\$300,000-\$349,999	0	0	0	0	0	0	0	0	0
\$350,000+	0	0	0	0	0	0	0	0	0

International	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	0	0	2	3	0	0	1	6
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0
\$60,000-\$69,999	0	0	0	0	0	0	0	0	0
\$70,000-\$79,999	0	0	0	0	0	0	0	0	0
\$80,000-\$89,999	0	0	0	0	0	0	0	0	0
\$90,000-\$99,999	0	0	0	1	0	0	0	0	1
\$100,000-\$109,999	0	0	0	0	0	0	0	0	0
\$110,000-\$114,999	0	0	0	0	0	0	0	0	0
\$115,000-\$119,999	0	0	0	0	0	0	0	0	0
\$120,000-\$129,999	0	0	0	0	0	0	0	0	0
\$130,000-\$149,999	0	0	0	0	1	0	0	0	1
\$150,000-\$174,999	0	0	0	1	0	0	0	0	1
\$175,000-\$199,999	0	0	0	0	2	0	0	0	2
\$200,000-\$224,999	0	0	0	0	0	0	0	1	1
\$225,000-\$249,999	0	0	0	0	0	0	0	0	0
\$250,000-\$274,999	0	0	0	0	0	0	0	0	0
\$275,000-\$299,999	0	0	0	0	0	0	0	0	0
\$300,000-\$349,999	0	0	0	0	0	0	0	0	0
\$350,000+	0	0	0	0	0	0	0	0	0

Labor and Employment	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	1	0	7	9	5	3	4	29
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0
\$60,000-\$69,999	0	0	0	0	0	0	0	0	0
\$70,000-\$79,999	0	1	0	0	0	0	0	0	1
\$80,000-\$89,999	0	0	0	0	0	1	0	0	1
\$90,000-\$99,999	0	0	0	1	1	0	0	0	2
\$100,000-\$109,999	0	0	0	0	4	1	0	0	5
\$110,000-\$114,999	0	0	0	1	0	0	0	0	1
\$115,000-\$119,999	0	0	0	0	0	0	1	0	1
\$120,000-\$129,999	0	0	0	0	2	1	0	0	3
\$130,000-\$149,999	0	0	0	4	1	0	0	0	5
\$150,000-\$174,999	0	0	0	1	1	1	1	1	5
\$175,000-\$199,999	0	0	0	0	0	0	0	3	3
\$200,000-\$224,999	0	0	0	0	0	0	0	0	0
\$225,000-\$249,999	0	0	0	0	0	0	1	0	1
\$250,000-\$274,999	0	0	0	0	0	0	0	0	0
\$275,000-\$299,999	0	0	0	0	0	0	0	0	0
\$300,000-\$349,999	0	0	0	0	0	1	0	0	1
\$350,000+	0	0	0	0	0	0	0	0	0

Litigation	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	0	1	4	5	7	0	5	22
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0
\$60,000-\$69,999	0	0	0	0	0	0	0	0	0
\$70,000-\$79,999	0	0	0	0	0	0	0	0	0
\$80,000-\$89,999	0	0	0	0	0	0	0	0	0
\$90,000-\$99,999	0	0	1	0	1	0	0	0	2
\$100,000-\$109,999	0	0	0	0	0	1	0	0	1
\$110,000-\$114,999	0	0	0	0	0	0	0	0	0
\$115,000-\$119,999	0	0	0	0	0	0	0	0	0
\$120,000-\$129,999	0	0	0	0	1	1	0	1	3
\$130,000-\$149,999	0	0	0	4	2	1	0	0	7
\$150,000-\$174,999	0	0	0	0	1	2	0	1	4
\$175,000-\$199,999	0	0	0	0	0	0	0	1	1
\$200,000-\$224,999	0	0	0	0	0	0	0	0	0
\$225,000-\$249,999	0	0	0	0	0	0	0	1	1
\$250,000-\$274,999	0	0	0	0	0	0	0	0	0
\$275,000-\$299,999	0	0	0	0	0	0	0	0	0
\$300,000-\$349,999	0	0	0	0	0	2	0	0	2
\$350,000+	0	0	0	0	0	0	0	1	1

Litigation Management	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	3	2	8	10	8	6	9	46
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	1	0	0	0	0	0	0	1
\$60,000-\$69,999	0	0	0	1	0	0	0	0	1
\$70,000-\$79,999	0	1	0	0	1	0	0	0	2
\$80,000-\$89,999	0	0	0	0	0	0	0	0	0
\$90,000-\$99,999	0	1	0	2	0	0	0	1	4
\$100,000-\$109,999	0	0	0	0	0	2	0	0	2
\$110,000-\$114,999	0	0	0	0	0	0	0	0	0
\$115,000-\$119,999	0	0	2	0	0	0	0	0	2
\$120,000-\$129,999	0	0	0	0	2	3	1	0	6
\$130,000-\$149,999	0	0	0	2	2	1	1	1	7
\$150,000-\$174,999	0	0	0	2	4	0	2	2	10
\$175,000-\$199,999	0	0	0	1	1	1	0	1	4
\$200,000-\$224,999	0	0	0	0	0	0	2	0	2
\$225,000-\$249,999	0	0	0	0	0	0	0	1	1
\$250,000-\$274,999	0	0	0	0	0	0	0	1	1
\$275,000-\$299,999	0	0	0	0	0	0	0	0	0
\$300,000-\$349,999	0	0	0	0	0	1	0	1	2
\$350,000+	0	0	0	0	0	0	0	1	1

Mergers and Acquisitions	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	1	5	7	8	10	3	6	40
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	1	0	0	0	0	0	0	1
\$60,000-\$69,999	0	0	0	0	0	0	0	0	0
\$70,000-\$79,999	0	0	0	0	0	0	0	0	0
\$80,000-\$89,999	0	0	0	0	0	0	0	0	0
\$90,000-\$99,999	0	0	0	0	1	0	0	0	1
\$100,000-\$109,999	0	0	1	0	0	1	0	0	2
\$110,000-\$114,999	0	0	1	1	0	0	0	0	2
\$115,000-\$119,999	0	0	0	0	0	1	0	0	1
\$120,000-\$129,999	0	0	0	0	0	1	0	0	1
\$130,000-\$149,999	0	0	3	4	2	3	1	0	13
\$150,000-\$174,999	0	0	0	2	1	0	0	1	4
\$175,000-\$199,999	0	0	0	0	2	1	0	1	4
\$200,000-\$224,999	0	0	0	0	0	0	1	2	3
\$225,000-\$249,999	0	0	0	0	0	0	1	0	1
\$250,000-\$274,999	0	0	0	0	0	1	0	2	3
\$275,000-\$299,999	0	0	0	0	2	0	0	0	2
\$300,000-\$349,999	0	0	0	0	0	2	0	0	2
\$350,000+	0	0	0	0	0	0	0	0	0

ST. LOUIS IN-HOUSE COMPENSATION SURVEY (based on 2006 data) Published January 2008

Real Estate	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	4	3	1	3	6	2	9	28
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	1	0	0	0	0	0	0	1
\$60,000-\$69,999	0	1	0	0	0	0	0	0	1
\$70,000-\$79,999	0	0	0	0	0	0	0	0	0
\$80,000-\$89,999	0	1	1	0	0	0	0	0	2
\$90,000-\$99,999	0	1	0	1	2	1	0	1	6
\$100,000-\$109,999	0	0	0	0	0	0	0	0	0
\$110,000-\$114,999	0	0	0	0	0	0	0	0	0
\$115,000-\$119,999	0	0	0	0	0	0	0	0	0
\$120,000-\$129,999	0	0	1	0	0	1	0	0	2
\$130,000-\$149,999	0	0	0	0	0	1	0	2	3
\$150,000-\$174,999	0	0	1	0	1	2	2	4	10
\$175,000-\$199,999	0	0	0	0	0	0	0	0	0
\$200,000-\$224,999	0	0	0	0	0	0	0	0	0
\$225,000-\$249,999	0	0	0	0	0	0	0	0	0
\$250,000-\$274,999	0	0	0	0	0	0	0	0	0
\$275,000-\$299,999	0	0	0	0	0	0	0	0	0
\$300,000-\$349,999	0	0	0	0	0	1	0	2	3
\$350,000+	0	0	0	0	0	0	0	0	0

Regulatory	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	0	1	5	4	6	5	4	25
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0
\$60,000-\$69,999	0	0	0	0	0	0	0	0	0
\$70,000-\$79,999	0	0	0	0	0	0	0	0	0
\$80,000-\$89,999	0	0	0	0	0	0	0	0	0
\$90,000-\$99,999	0	0	0	0	1	0	0	0	1
\$100,000-\$109,999	0	0	0	0	1	0	0	0	1
\$110,000-\$114,999	0	0	0	0	0	0	0	0	0
\$115,000-\$119,999	0	0	0	0	0	0	0	0	0
\$120,000-\$129,999	0	0	0	2	1	0	0	0	3
\$130,000-\$149,999	0	0	1	2	0	2	0	0	5
\$150,000-\$174,999	0	0	0	1	0	3	2	1	7
\$175,000-\$199,999	0	0	0	0	1	0	2	2	5
\$200,000-\$224,999	0	0	0	0	0	1	1	0	2
\$225,000-\$249,999	0	0	0	0	0	0	0	0	0
\$250,000-\$274,999	0	0	0	0	0	0	0	0	0
\$275,000-\$299,999	0	0	0	0	0	0	0	0	0
\$300,000-\$349,999	0	0	0	0	0	0	0	0	0
\$350,000+	0	0	0	0	0	0	0	1	1

Securities	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	2	1	0	7	5	3	6	24
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0
\$60,000-\$69,999	0	1	0	0	0	0	0	0	1
\$70,000-\$79,999	0	0	0	0	0	0	0	0	0
\$80,000-\$89,999	0	1	0	0	0	0	0	0	1
\$90,000-\$99,999	0	0	0	0	0	0	0	0	0
\$100,000-\$109,999	0	0	0	0	0	0	0	0	0
\$110,000-\$114,999	0	0	0	0	0	0	0	0	0
\$115,000-\$119,999	0	0	0	0	0	0	0	0	0
\$120,000-\$129,999	0	0	0	0	0	0	0	0	0
\$130,000-\$149,999	0	0	1	0	1	3	0	0	5
\$150,000-\$174,999	0	0	0	0	1	0	0	1	2
\$175,000-\$199,999	0	0	0	0	2	0	1	0	3
\$200,000-\$224,999	0	0	0	0	1	1	1	1	4
\$225,000-\$249,999	0	0	0	0	0	0	1	1	2
\$250,000-\$274,999	0	0	0	0	0	0	0	1	1
\$275,000-\$299,999	0	0	0	0	2	1	0	0	3
\$300,000-\$349,999	0	0	0	0	0	0	0	1	1
\$350,000+	0	0	0	0	0	0	0	1	1

Taxation	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	0	0	0	0	1	0	0	1
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0
\$60,000-\$69,999	0	0	0	0	0	0	0	0	0
\$70,000-\$79,999	0	0	0	0	0	0	0	0	0
\$80,000-\$89,999	0	0	0	0	0	0	0	0	0
\$90,000-\$99,999	0	0	0	0	0	0	0	0	0
\$100,000-\$109,999	0	0	0	0	0	0	0	0	0
\$110,000-\$114,999	0	0	0	0	0	0	0	0	0
\$115,000-\$119,999	0	0	0	0	0	0	0	0	0
\$120,000-\$129,999	0	0	0	0	0	1	0	0	1
\$130,000-\$149,999	0	0	0	0	0	0	0	0	0
\$150,000-\$174,999	0	0	0	0	0	0	0	0	0
\$175,000-\$199,999	0	0	0	0	0	0	0	0	0
\$200,000-\$224,999	0	0	0	0	0	0	0	0	0
\$225,000-\$249,999	0	0	0	0	0	0	0	0	0
\$250,000-\$274,999	0	0	0	0	0	0	0	0	0
\$275,000-\$299,999	0	0	0	0	0	0	0	0	0
\$300,000-\$349,999	0	0	0	0	0	0	0	0	0
\$350,000+	0	0	0	0	0	0	0	0	0

Other*	0-1	2-4	5-7	8-10	11-15	16-20	21-25	25+	Total Responses
Total Responses	0	3	0	2	1	4	5	5	20
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0
\$50,000-\$59,999	0	0	0	0	0	0	0	0	0
\$60,000-\$69,999	0	1	0	0	0	0	0	0	1
\$70,000-\$79,999	0	1	0	0	0	0	0	0	1
\$80,000-\$89,999	0	0	0	0	0	0	0	0	0
\$90,000-\$99,999	0	1	0	0	0	0	1	0	2
\$100,000-\$109,999	0	0	0	0	0	0	0	0	0
\$110,000-\$114,999	0	0	0	1	1	0	0	1	3
\$115,000-\$119,999	0	0	0	0	0	0	0	0	0
\$120,000-\$129,999	0	0	0	0	0	1	0	1	2
\$130,000-\$149,999	0	0	0	1	0	3	1	0	5
\$150,000-\$174,999	0	0	0	0	0	0	3	2	5
\$175,000-\$199,999	0	0	0	0	0	0	0	1	1
\$200,000-\$224,999	0	0	0	0	0	0	0	0	0
\$225,000-\$249,999	0	0	0	0	0	0	0	0	0
\$250,000-\$274,999	0	0	0	0	0	0	0	0	0
\$275,000-\$299,999	0	0	0	0	0	0	0	0	0
\$300,000-\$349,999	0	0	0	0	0	0	0	0	0
\$350,000+	0	0	0	0	0	0	0	0	0

*Other:

Advertising	Immigration
Agriculture	Insurance (2)
Alcohol Beverage Laws & Distribution Issues	Nuclear
Construction	Privacy
Contracting & Operations	Technology
Contracts	Trust & Estates
Contracts, Construction	Telecommunications
Franchise Law	Telecommunications/Cable
Government Relations	Transportation Law
	Travel

Findings

- The highest salary earned was \$350,000+
 - That salary was earned in 8 different areas: Administration, Compliance, Corporate Governance, Litigation, Litigation Management, Regulatory and Securities
 - All respondents earning \$350,000+ had 25+ years of experience
- The lowest salary earned was between \$50,000-\$59,999
 - That salary was in Litigation Management
 - The respondent earning \$50,000-\$59,999 had 2-4 years of experience