

Join us in **Phoenix** at the
ACPC 2023
Winter Meeting
January 22 – 25, 2023



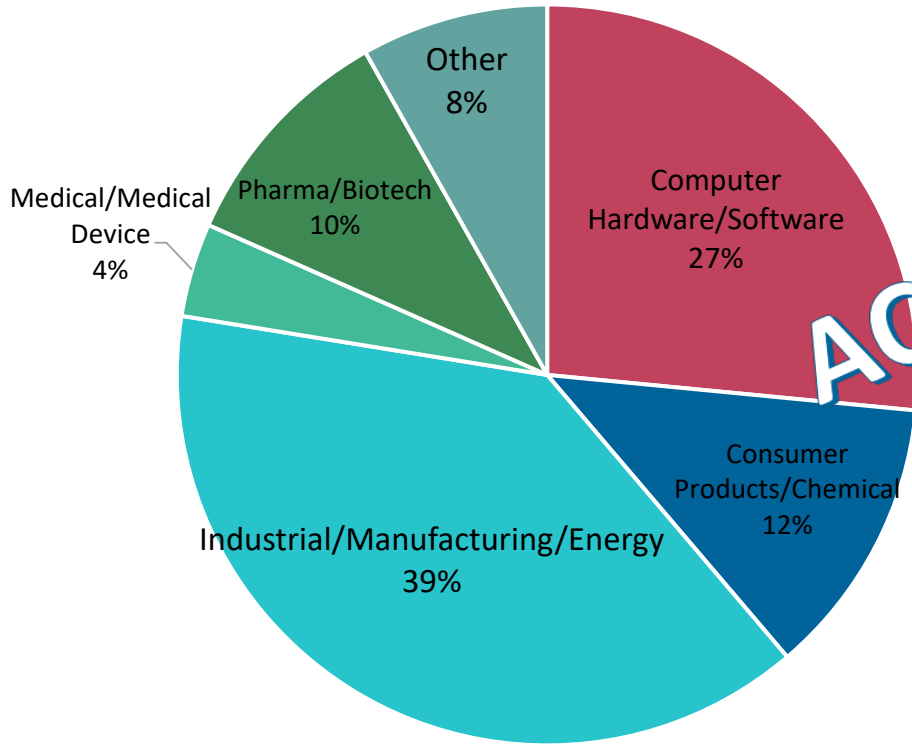
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Compensation Survey Results

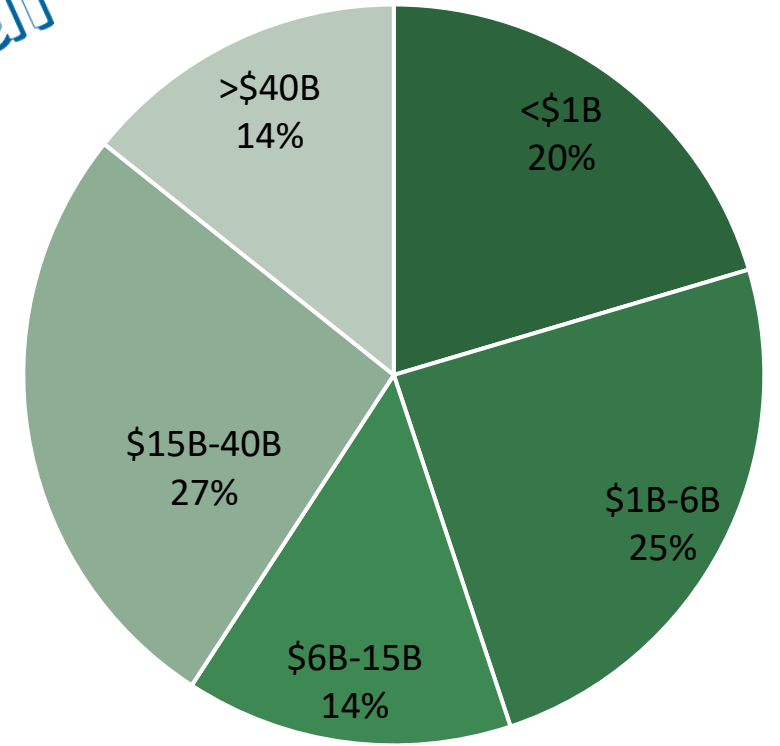
(November 2022 survey)

COMPANY

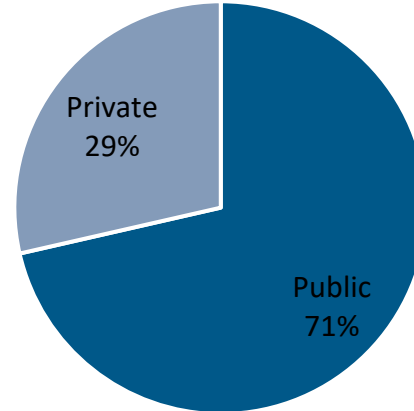
What industry is your company?



What is your company's annual revenue?



Is your company public or private?

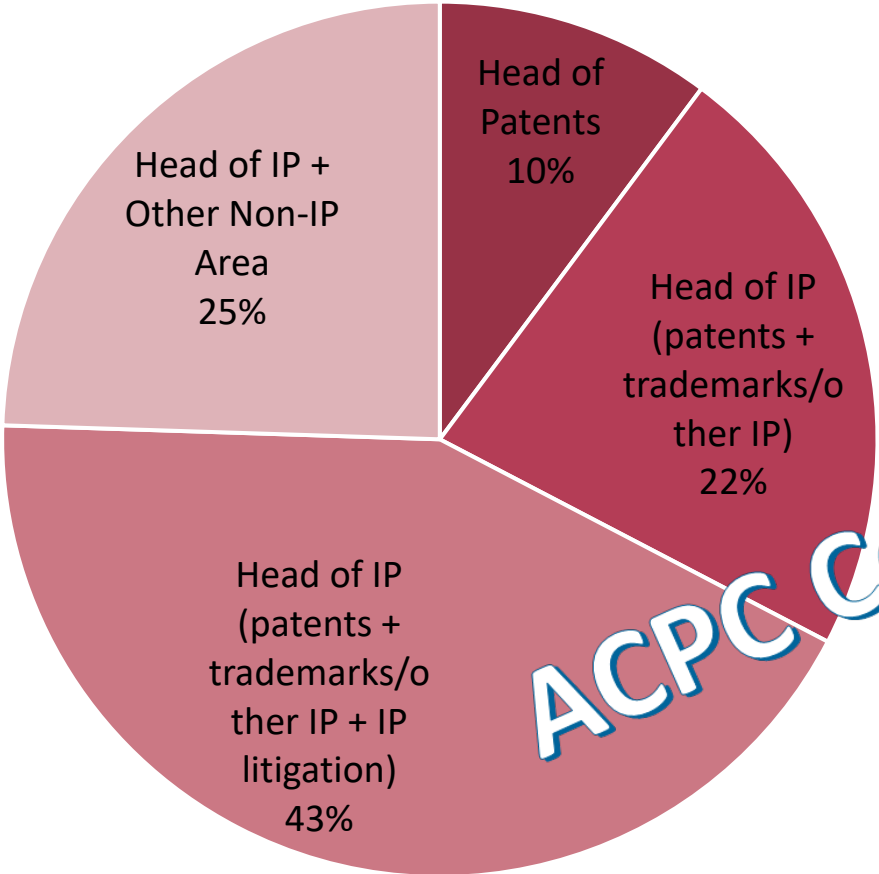


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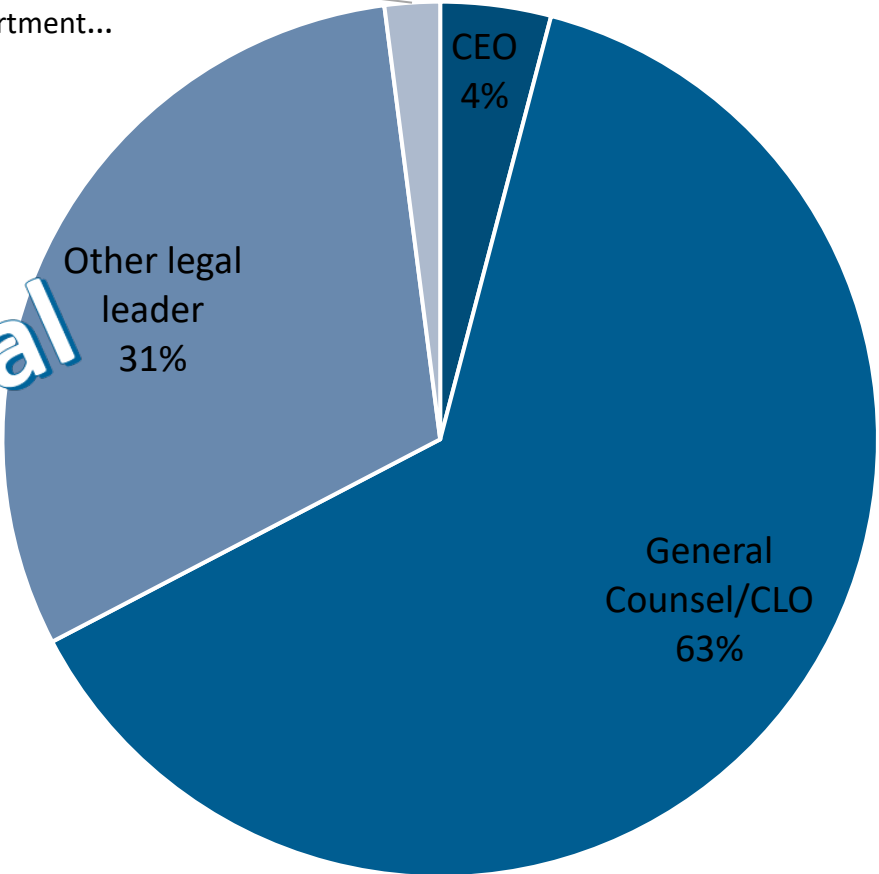
ROLE

What is your role?

To whom do you report?

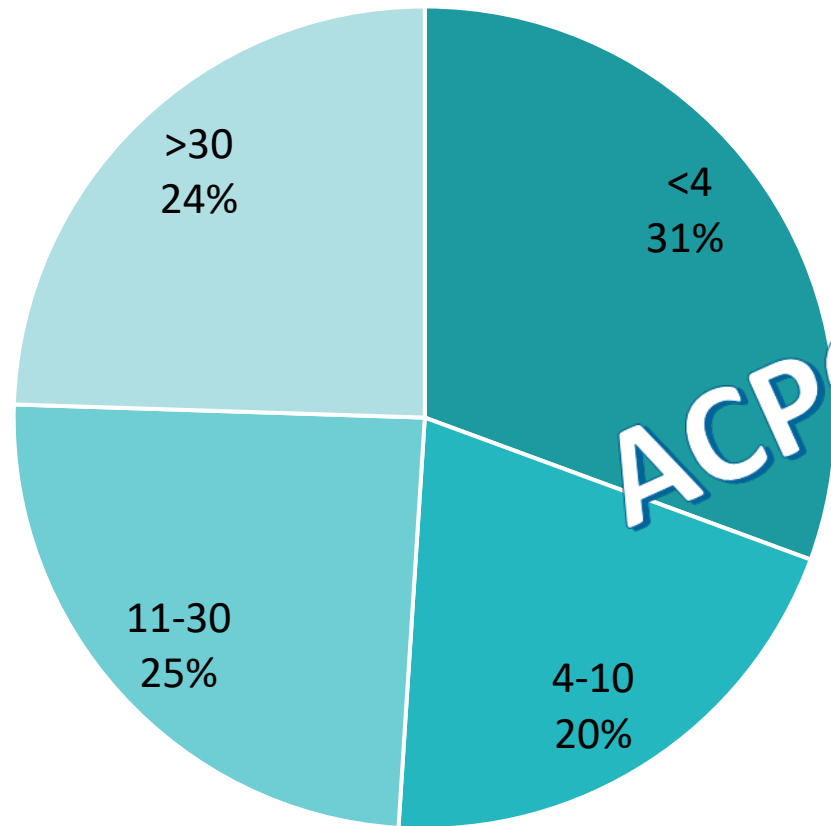


CFO or another leader outside the legal department...

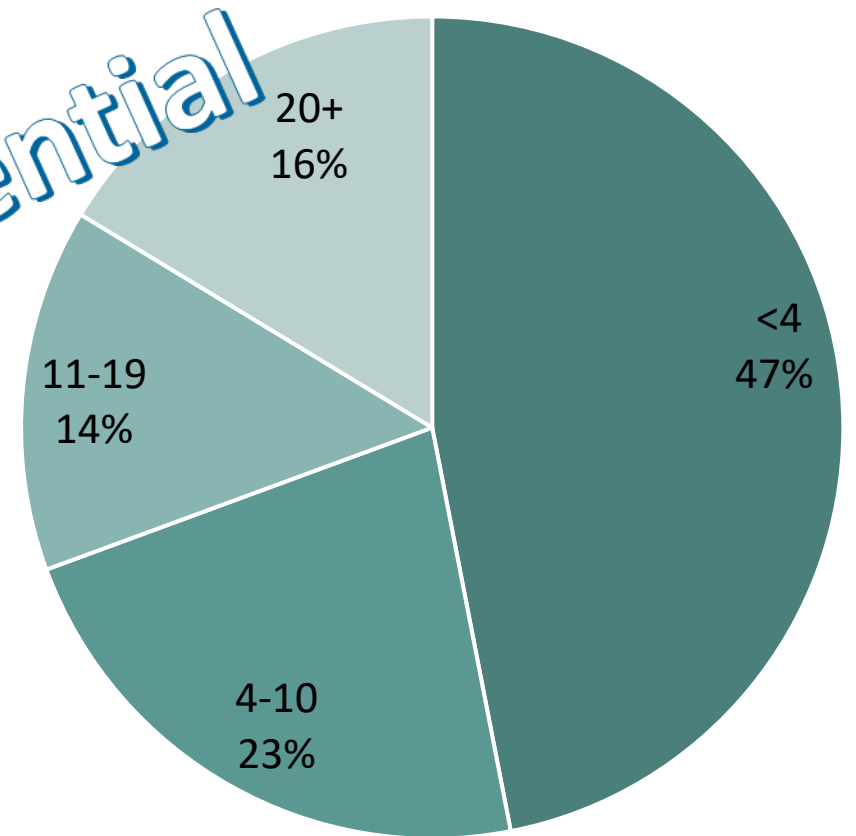


GROUP

How many people are in the group you manage (yourself included)?

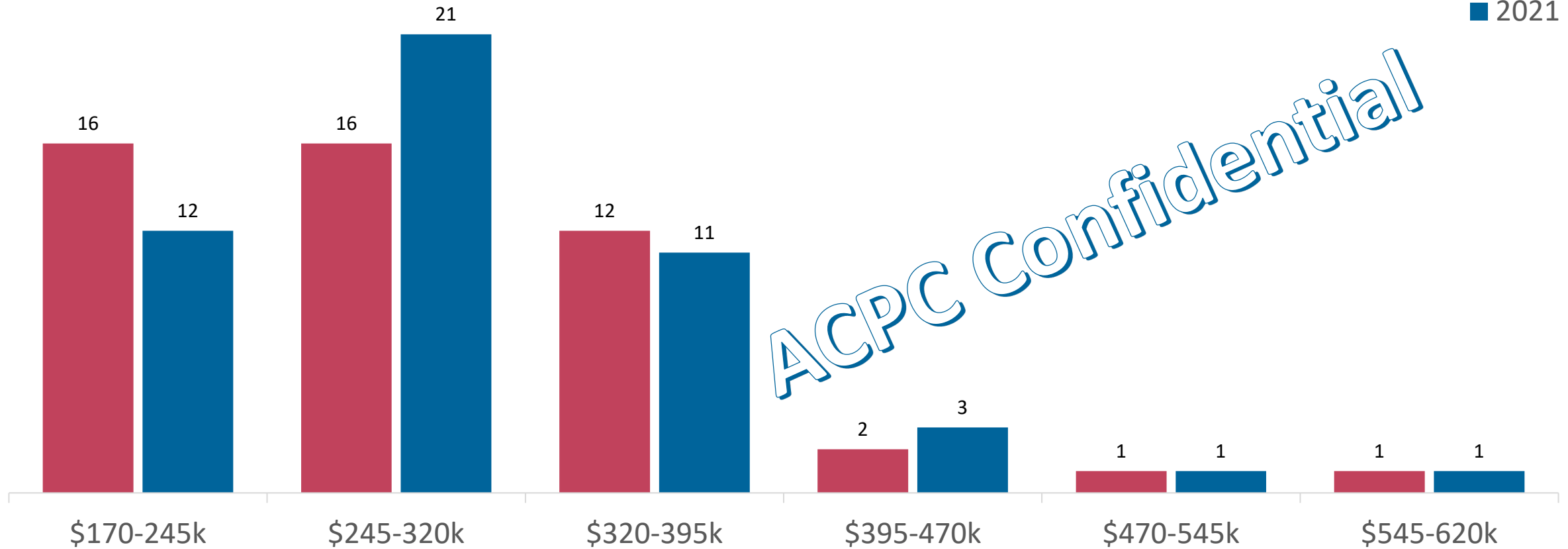


How many attorneys are in the group you manage (yourself included)?



BASE PAY

2020
2021



What was your base pay?

2020: N=48

Average=285,498

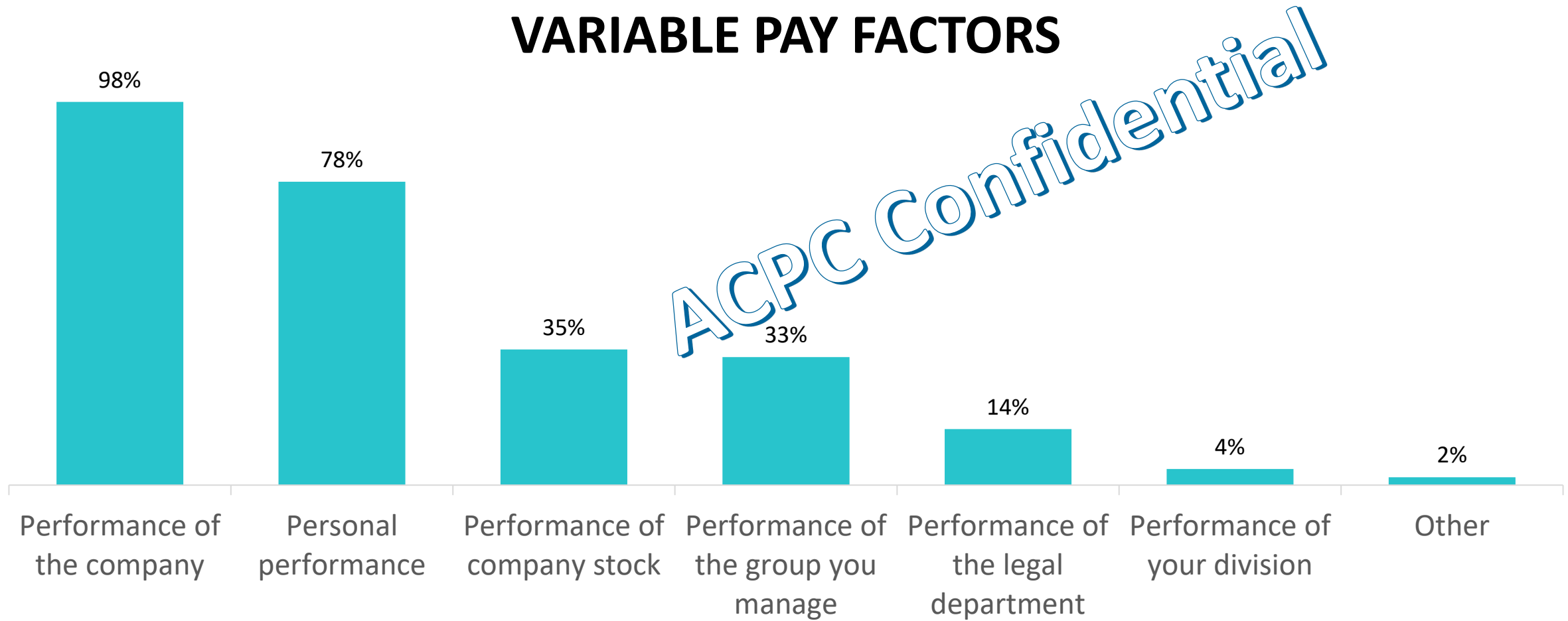
Median=262,500

2021: N=49

Average=297,056 (+4.0%)

Median=280,000 (+6.7%)

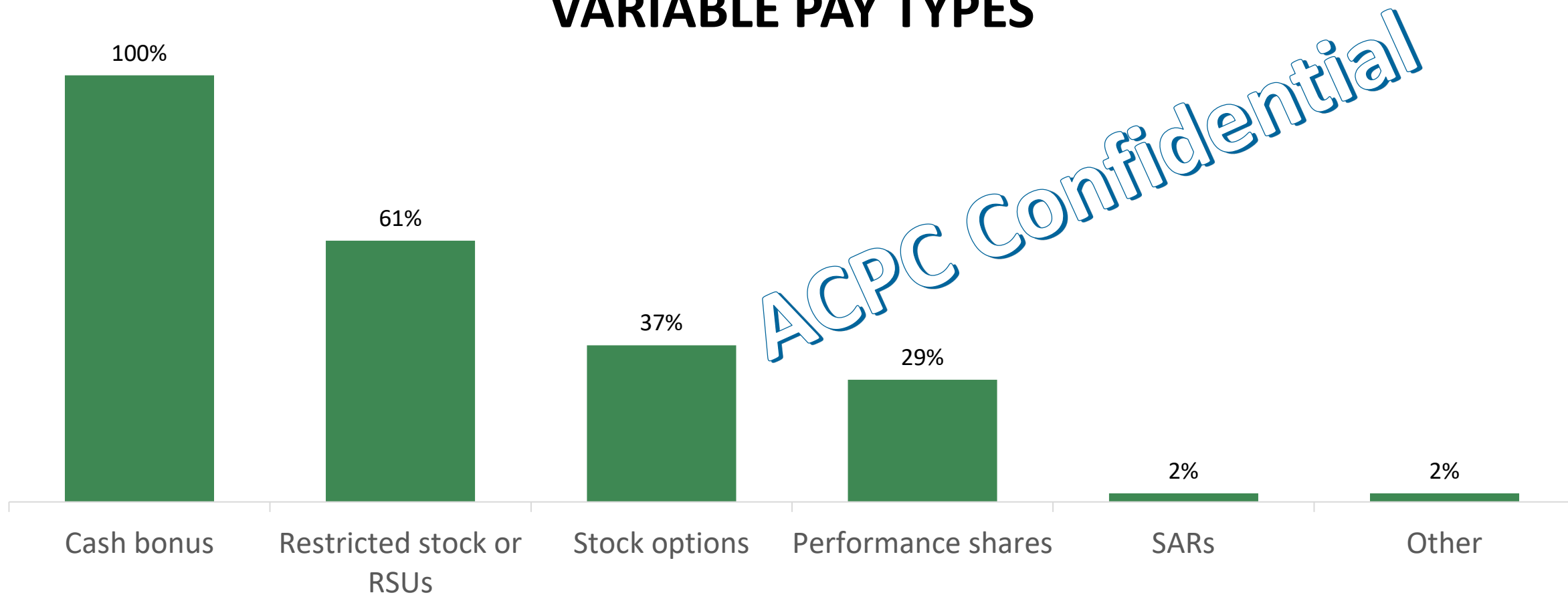
VARIABLE PAY FACTORS



What factors determine your variable pay?

Performance here refers to Key Performance Indicators (KPI) or other measurable indicators of performance specifically tied to compensation

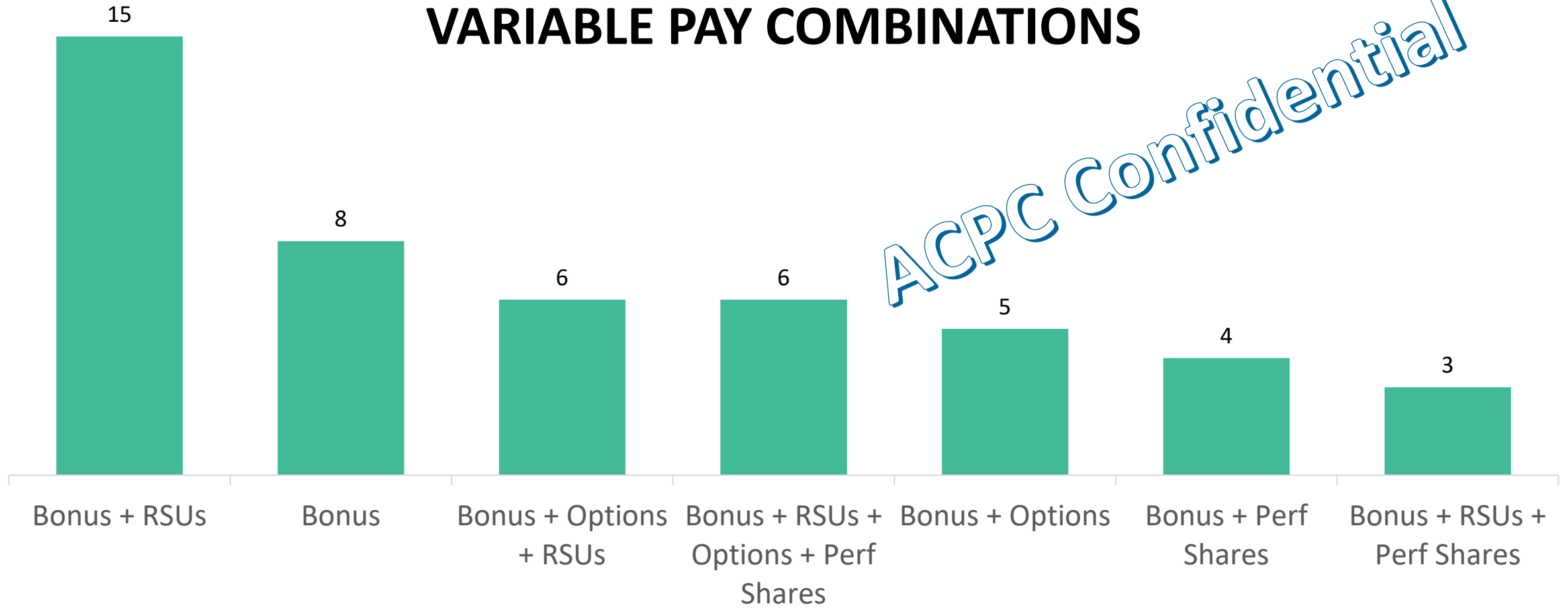
VARIABLE PAY TYPES



What type of variable pay do you receive?

VARIABLE PAY COMBINATIONS

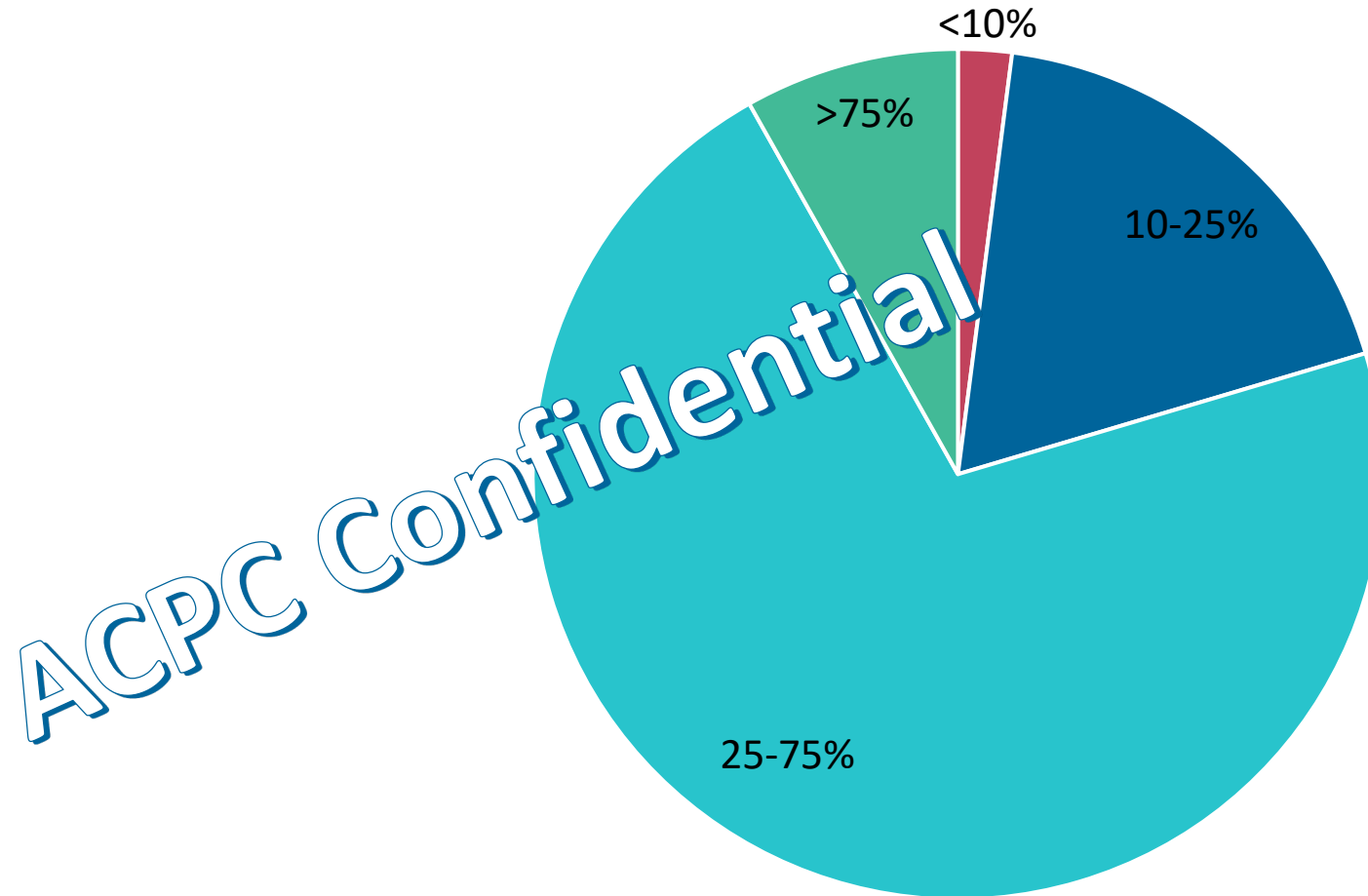
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What types of variable pay do you receive?

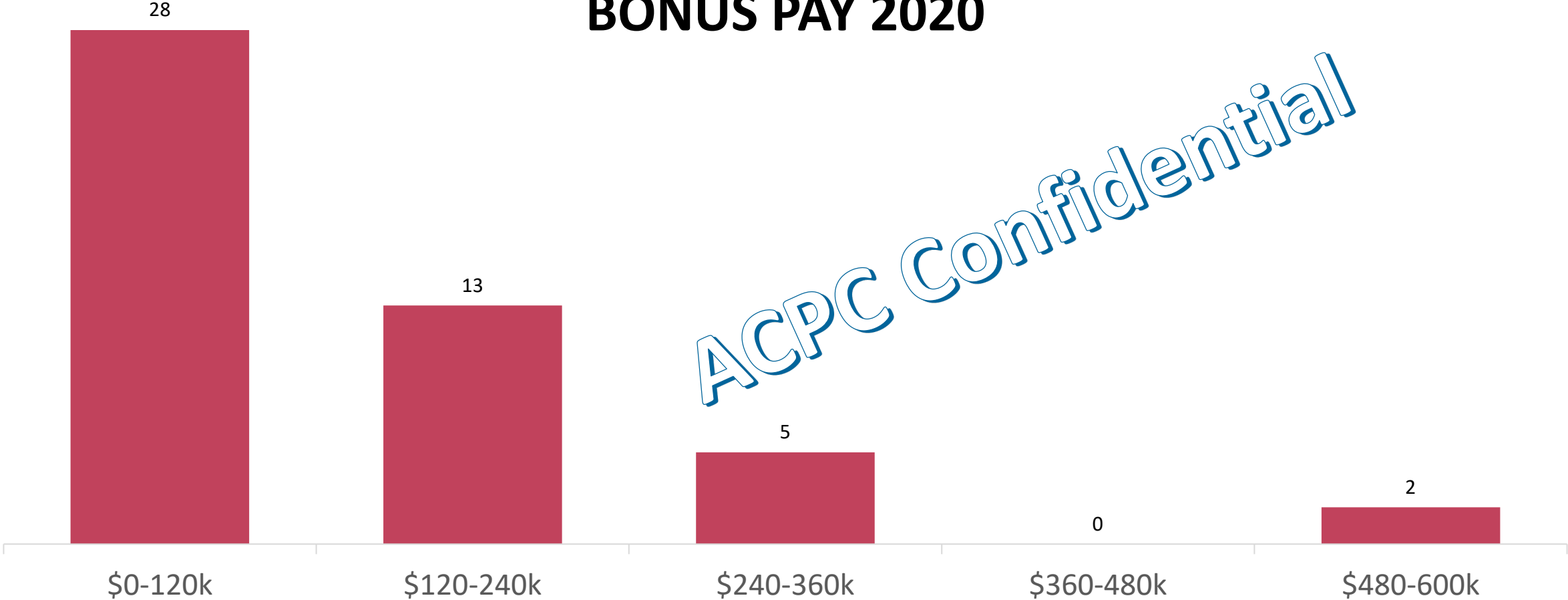
VARIABLE PAY PERCENTAGE

What percentage of your total variable pay in an average year comes from cash bonus?



BONUS PAY 2020

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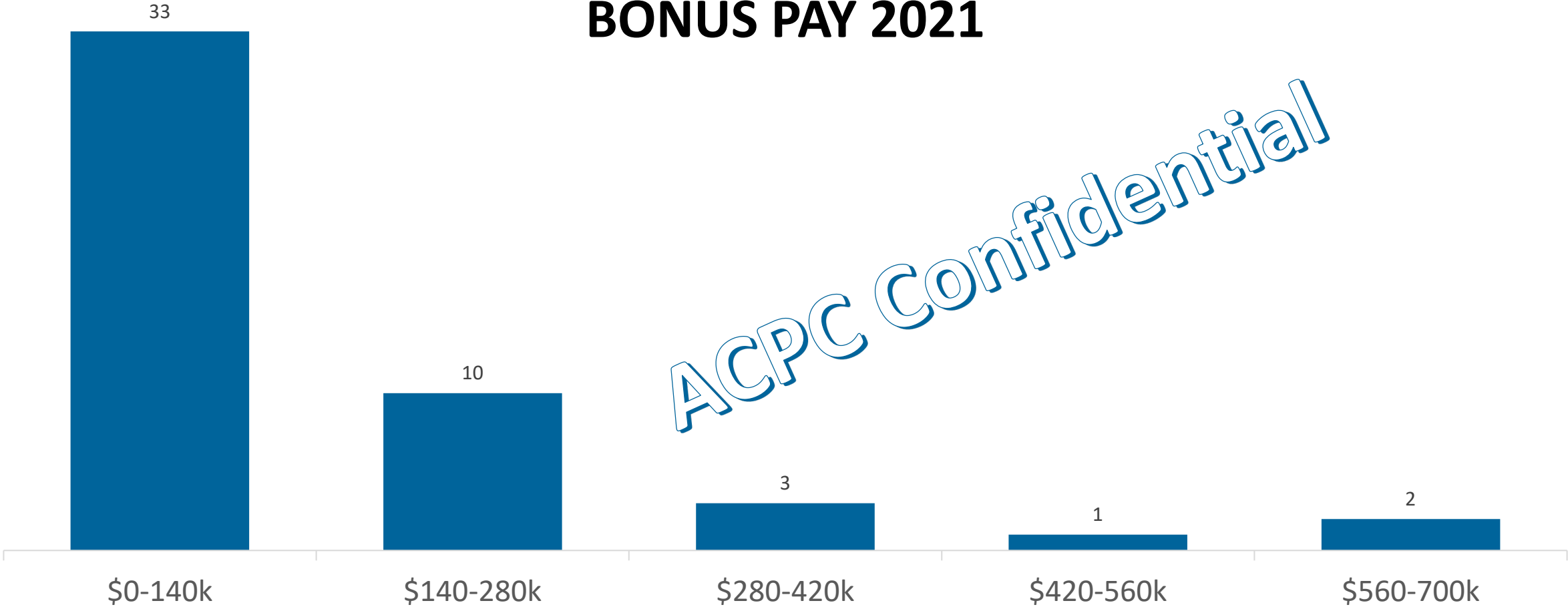


What was your bonus pay in 2020?

2020: N=48	Average=135,094	Median=102,500
2021: N=48	Average=148,707 (+10.1%)	Median=110,000 (+7.3%)

BONUS PAY 2021

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What was your bonus pay in 2021?

2020: N=48	Average=135,094	Median=102,500
2021: N=48/49	Average=148,707 (+10.1%)	Median=110,000 (+7.3%)

LTI PAY 2020

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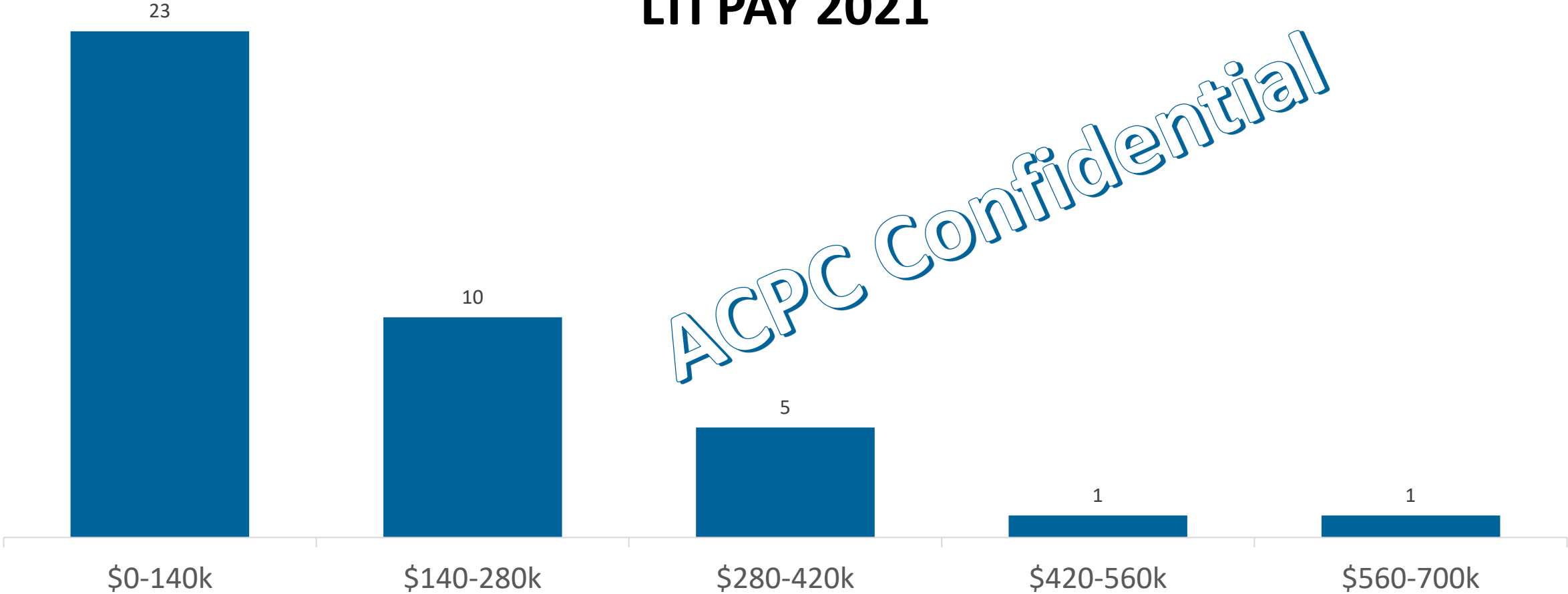


What was your LTI pay in 2020?

2020: N=40	Average=153,341	Median=100,000
2021: N=40	Average=152,024 (-0.1%)	Median=122,500 (+22.5%)

LTI PAY 2021

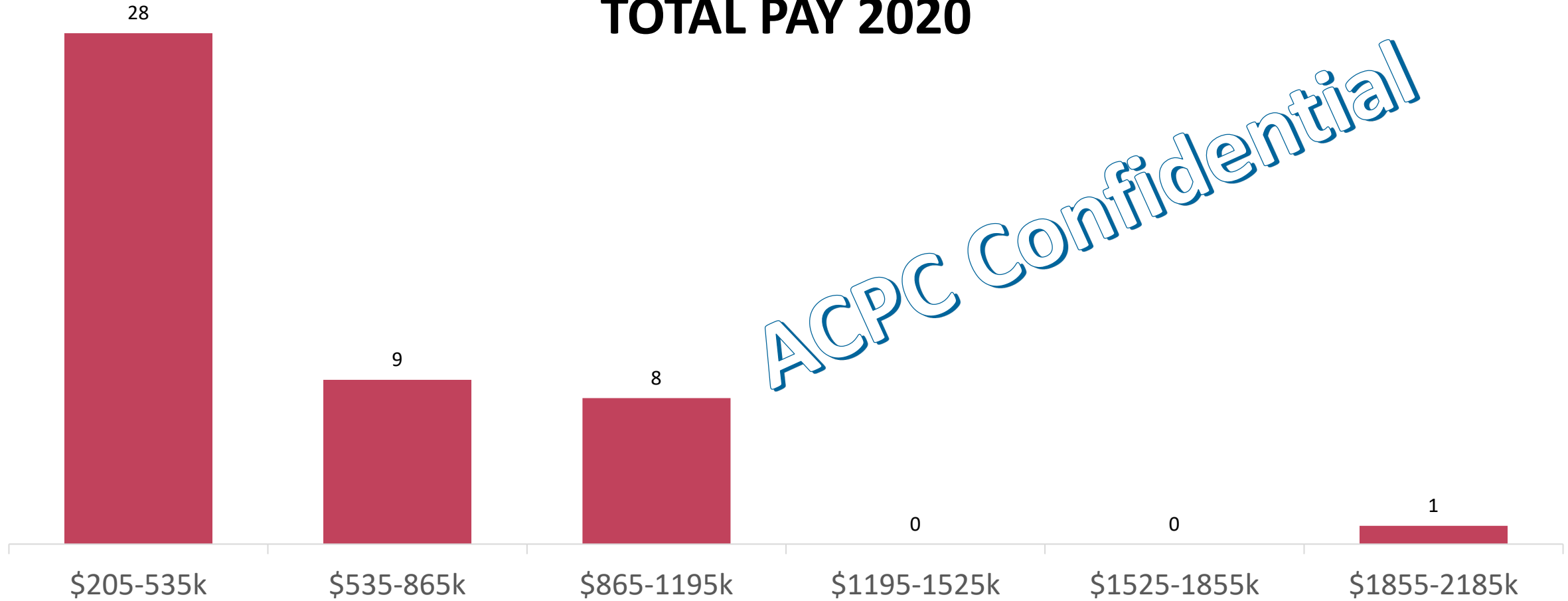
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What was your LTI pay in 2021?

2020: N=40	Average=153,341	Median=100,000
2021: N=40	Average=152,024 (-0.1%)	Median=122,500 (+22.5%)

TOTAL PAY 2020



Total pay (base + bonus + LTI)

2020: N=46

Average=552,652

Median=465,192

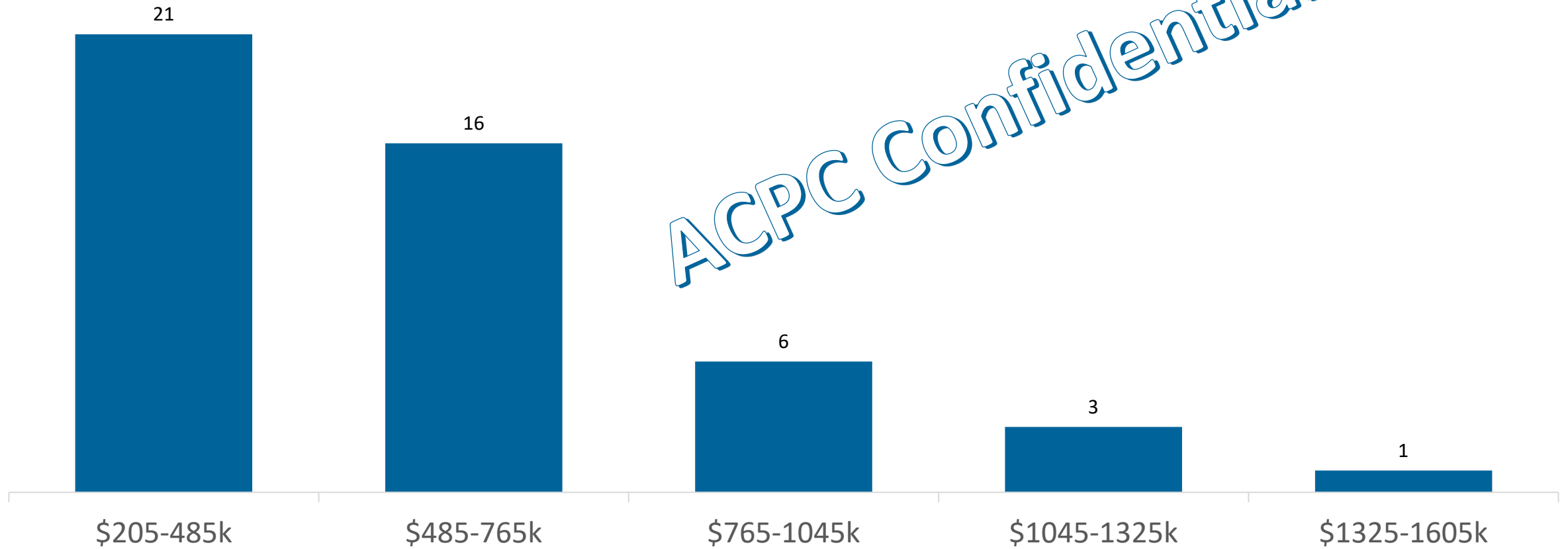
2021: N=47

Average=572,720 (+3.6%)

Median=500,000 (+7.5%)

TOTAL PAY 2021

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Total pay (base + bonus + LTI)

2020: N=46

Average=552,652

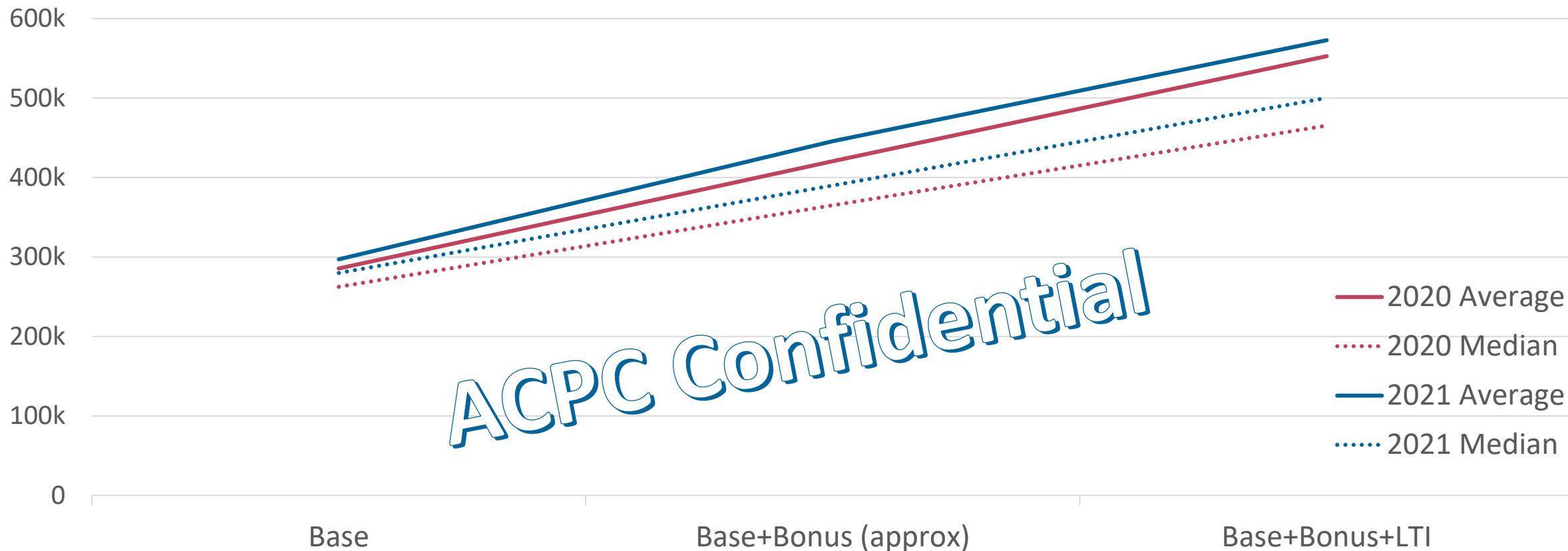
Median=465,192

2021: N=47

Average=572,720 (+3.6%)

Median=500,000 (+7.5%)

AVERAGE AND MEDIAN PAY SUMMARY



Total pay (base + bonus + LTI)

2020: N=46

Average=552,652

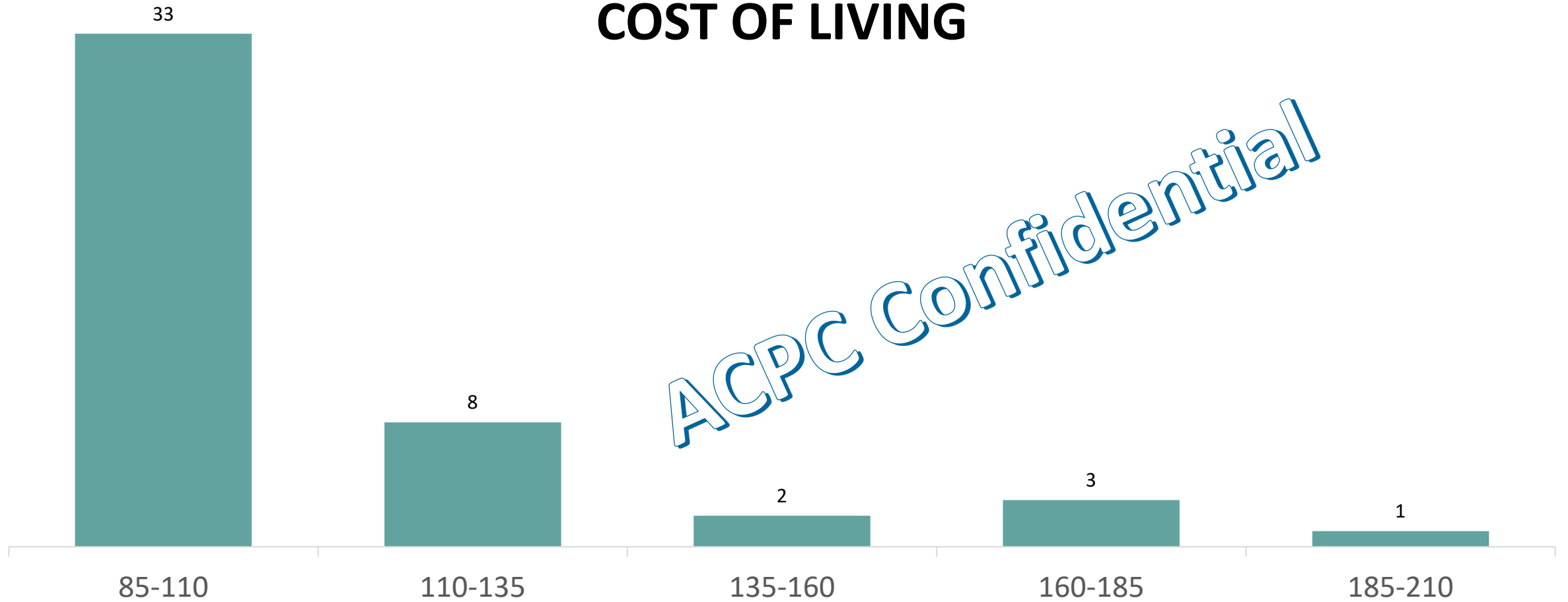
Median=465,192

2021: N=47

Average=572,720 (+3.6%)

Median=500,000 (+7.5%)

COST OF LIVING



What is the cost-of-living index for your location?

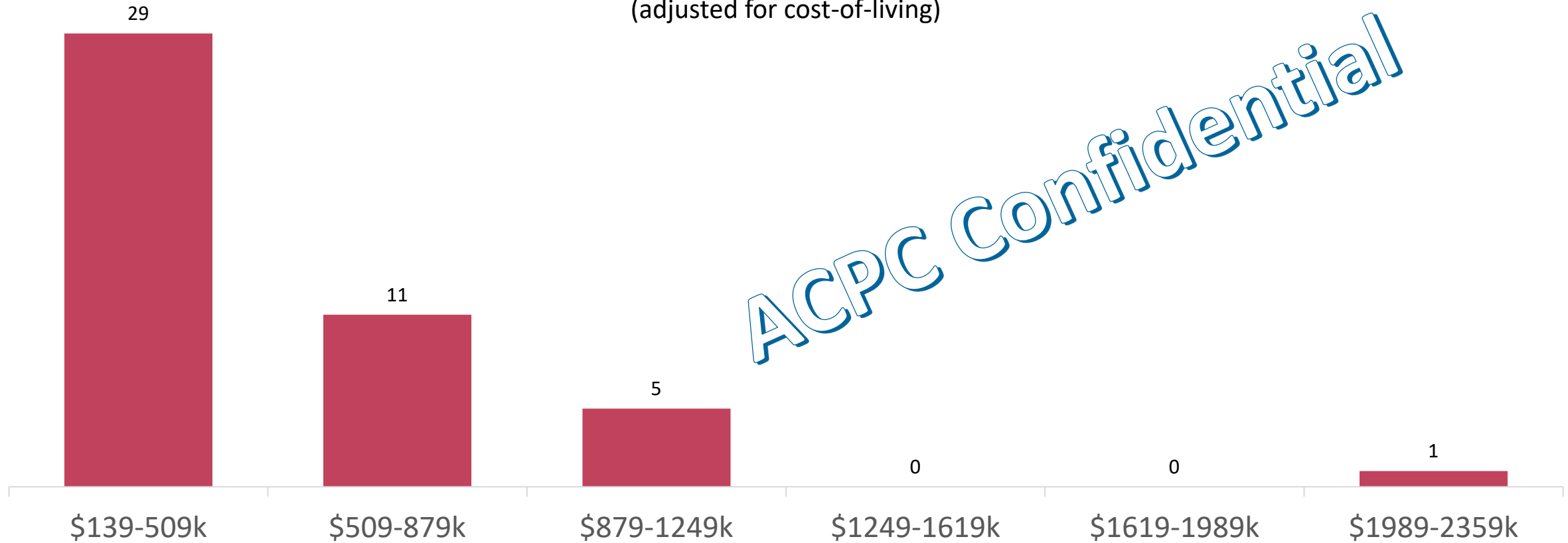
N=49

Average=111.6

Median=100.3

TOTAL PAY 2020

(adjusted for cost-of-living)



Total pay (base + bonus + LTI), divided by cost-of-living index

2020: N=46

Average=523,448

Median=413,539

2021: N=47

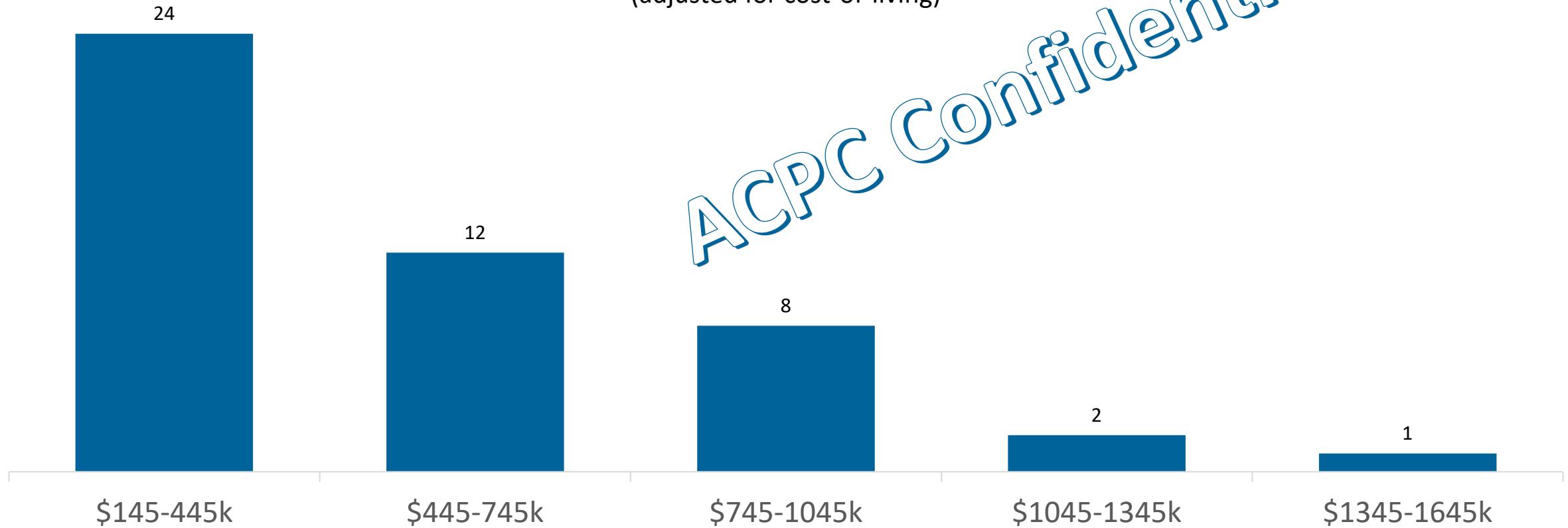
Average=538,012 (+2.8%)

Median=438,330 (+6.0%)

TOTAL PAY 2021

(adjusted for cost-of-living)

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Total pay (base + bonus + LTI), divided by cost-of-living index

2020: N=46

Average=523,448

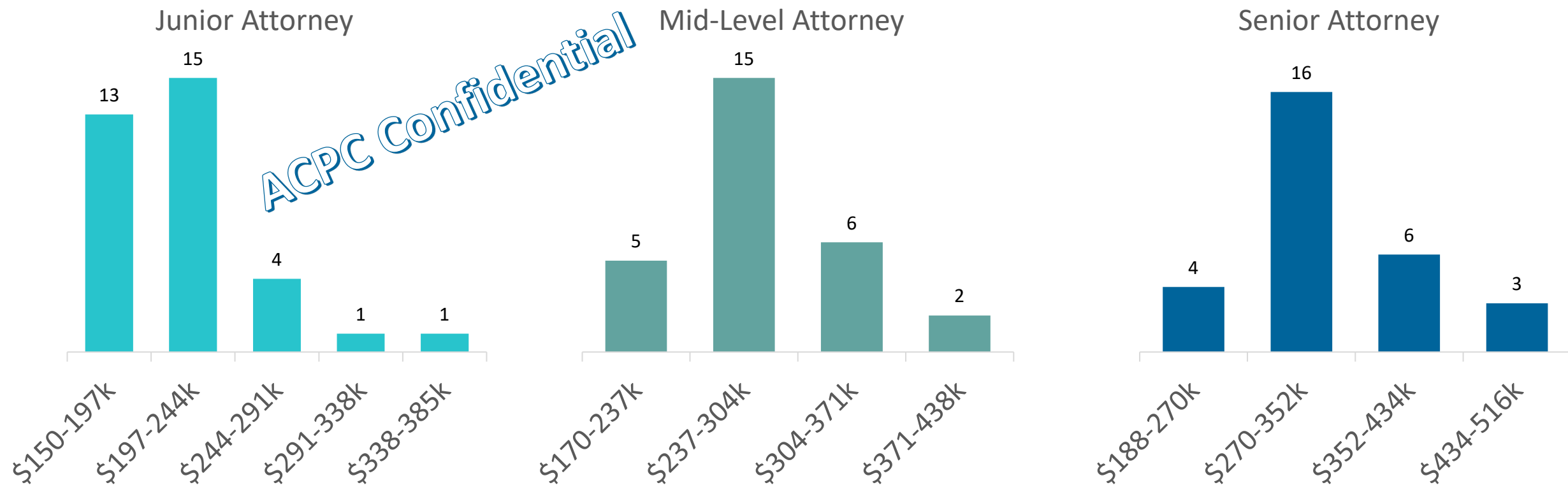
Median=413,539

2021: N=47

Average=538,012 (+2.8%)

Median=438,330 (+6.0%)

TOTAL PAY OF PATENT ATTORNEYS



Expected total pay (base + bonus + LTI) for patent attorneys

Junior Attorney:	N=34	Average=211,647	Median=212,500
Mid-Level Attorney:	N=29	Average=276,802	Median=276,313
Senior Attorney:	N=29	Average=328,965	Median=323,000