

Salary Report

Legal Counsel 3 (42003)

compINSIGHT Canadian Legal Survey

DATA SUMMARY

National Summary

#Cos.	#Inc.	<u>BASE SALARY</u>		<u>TOTAL CASH COMPENSATION</u>			<u>SALARY STRUCTURE</u>		
		<u>Weighted</u>	<u>Simple</u>	<u>Companies</u>	<u>Weighted</u>	<u>Simple</u>	<u>#Cos.</u>	<u>Minimum</u>	<u>Job Rate</u>
70	474	107548	103656	57	116281	115440	55	76591	114525

BASE SALARY DATA

TOTAL CASH COMPENSATION (includes all variable pay)

<u>Reported Data</u>	<u>Weighted</u>	<u>Simple</u>	<u>Range of Data</u>		<u>Reported Data</u>	<u>Weighted</u>	<u>Simple</u>	<u>Range of Data</u>	
	<u>Average</u>	<u>Average</u>	<u>Low</u>	<u>High</u>		<u>Average</u>	<u>Average</u>	<u>Low</u>	<u>High</u>
Company Avg.	107548	103656	63700	175000	Company Avg.	116281	115440	63700	195000
Actual Low		96565	63700	155000	Actual Low		106451	63700	175000
Actual High		111285	63700	200000	Actual High		125942	63700	240000

QUARTILES

	<u>BASE SALARY</u>	<u>TOTAL CASH COMPENSATION</u>
Upper Decile (90th Percentile)	134215	143755
Quartile 3 (75th Percentile)	115381	130987
Median (50th Percentile)	102921	115144
Quartile 1 (25th Percentile)	90178	99526
Lower Decile (10th Percentile)	77752	83817

NON-CASH VARIABLES

	<u>Number of organizations</u> <u>eligible</u>
Stock Options	21

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SURVEY DATA SPLITS

	#Cos.	BASE SALARY			TOTAL CASH COMPENSATION		SALARY STRUCTURE		
		#Inc.	Weighted	Simple	Weighted	Simple	#Cos.	Minimum	Job Rate
By Region									
British Columbia		13	87696	93664	98920	107092	5	71553	105280
Prairies		60	97799	95817	107398	105545	12	76623	116396
Toronto (GTA)		279	114449	114946	123628	128636	17	78759	120894
Ontario - Other		65	101519	101167	108274	110863	10	79379	112327
Quebec & Atlantic Canada		57	95437	100755	102760	113245	11	72963	108843
By Number of Lawyers									
< 10	24		102268	97935	113940	107774	18	77901	113057
10 - 19	8		130698	122030	140899	136314	6	87955	123756
20 - 29	9		108608	103454	122597	114759	8	76933	124108
30 - 39	13		109548	103094	131729	120573	9	63523	96787
40 - 49	4		88533	90452	91913	94658	4	73528	107703
50 - 100	6		116382	108381	127685	119765	6	82127	119594
> 100	2		103481	103481	103481	103481	2	87018	124250
By Sales									
< 5 Million	3		88429	86458	90290	93055	3	74120	97582
5 Million - 9 Million	Insufficient Data								
10 Million - 49 Million	5		103760	105442	103911	107202	4	79578	120541
50 Million - 99 Million	4		136264	96788	153684	107336	3	93643	117307
100 Million - 499 Million	7		104891	94733	122694	106106	5	72313	94194
500 Million - 1 Billion	6		115829	105562	122273	113068	5	79687	124432
> 1 Billion	40		107915	105305	123074	119331	32	74663	114301
By Industry Type									
Government	11		106710	100892	109931	105463	11	79831	120167
Financial	25		106428	100995	123046	115861	21	71136	105088
Natural Resources	3		116983	109689	138897	128584	1	86030	129580
Food/Beverage	Insufficient Data								
Manufacturing	3		153968	132936	172223	149446	1	72653	108979
Transportation/Utility	3		90674	84724	101341	91835	3	75808	112576
Retail/Sales/Service	3		104406	107208	109992	113323	2	87005	131107
High Technology	8		111601	111734	121707	121669	6	87383	124600
Other	9		112621	97968	121493	108358	7	77729	114271
Total Survey	70	474	107548	103656	116281	115440	55	76591	114525