STATE BAR OF TEXAS
DEPARTMENT OF RESEARCH & ANALYSIS

2001 CORPORATE/IN-HOUSE COUNSEL INCOME REPORT

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Table of Contents

Introduction.....1

2000 Income.....2
2000 Income (For-Profit Settings) By Region.....3
2000 Income (Non-Profit Settings) By Region.....4
2000 Income (For-Profit Settings) By Years of Experience.....5
2000 Income (Non-Profit Settings) By Years of Experience.....6
2000 Income (For-Profit Settings) By Sex.....7
2000 Income (Non-Profit Settings) By Sex.....8

Methodology.....9

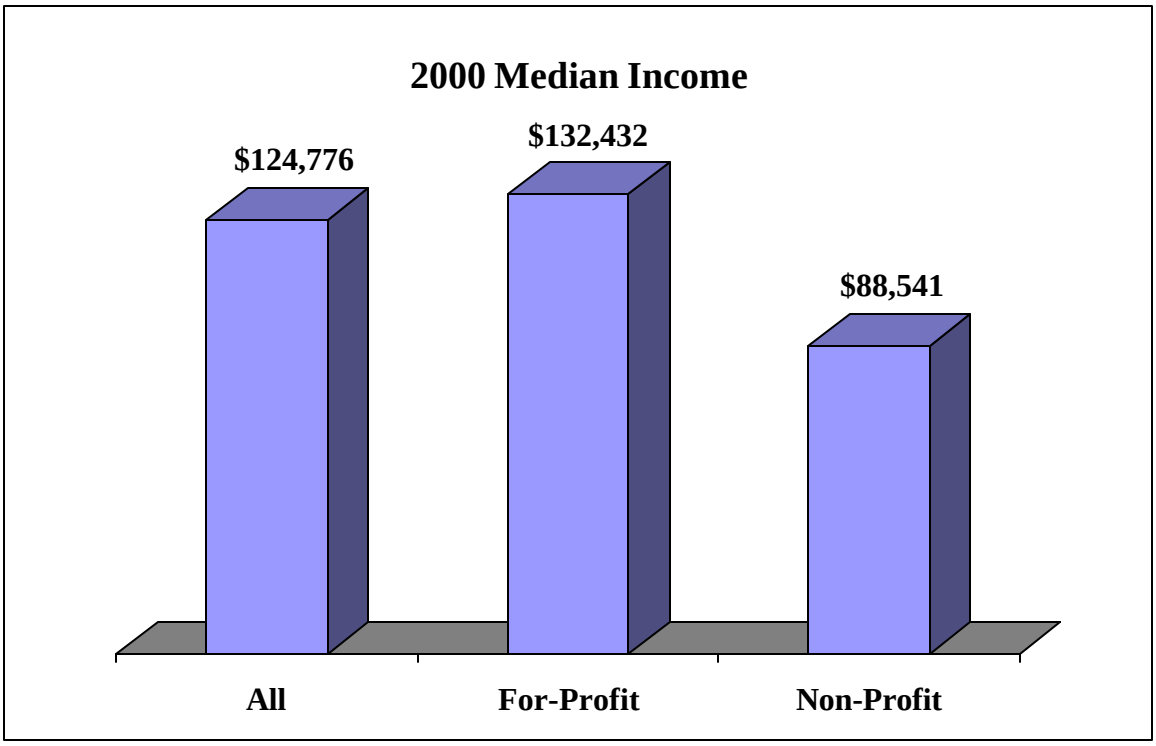
Introduction

The information in this report was collected on the 2001 Lawyer Technology Survey, a project sponsored by Texas Bar CLE and conducted by the State Bar's Department of Research and Analysis. The overall goal of the survey was to assist attorneys by providing information on technology utilization, hourly rates, income, and related issues. The time frame of reference for all data is calendar year 2000.

A written questionnaire was mailed in February 2000 to a stratified random sample of some 6,000 Texas attorneys from 12 economic regions[1] of the state. The survey's overall response rate was 45 percent. Almost 300 corporate/in-house counsel responded to the survey, 87 percent of who worked in for-profit settings. The remaining 13 percent were employed by non-profit organizations. A more detailed description of the survey's methodology and a copy of the questionnaire are included at the end of this report.

[1] The state was broken down into 12 economic regions based on metropolitan and non-metropolitan areas defined by the U.S. Bureau of the Census. The regions and the counties included in each appear on pages 10-11 of this report.

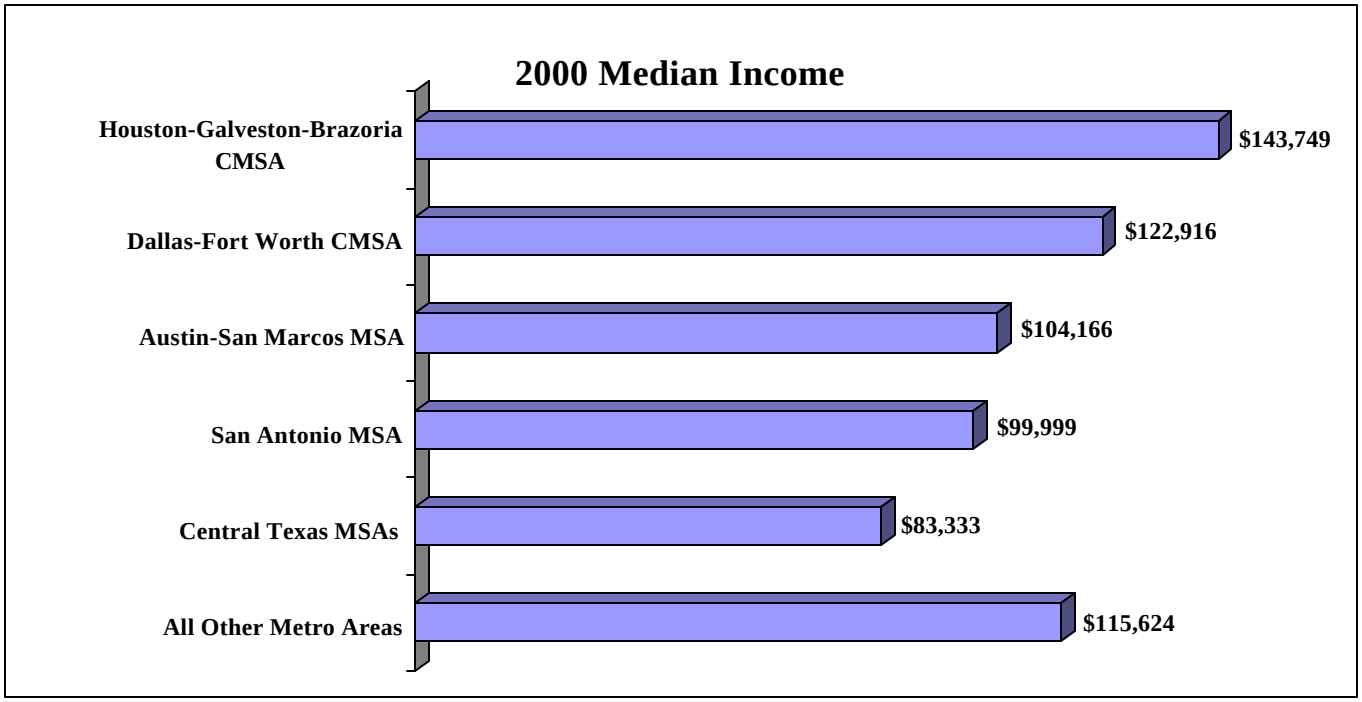
2000 Corporate/In-House Counsel Income[1]



2000 Income	All Corporate/ In-House Counsel (n=251)	For-Profit (n=210)	Non-Profit (n=33)
Under $25,000[2]	<1%	0%	1%
$25,000 to $49,999	3%	3%	2%
$50,000 to $74,999	10%	7%	29%
$75,000 to $99,999	15%	12%	37%
$100,000 to $124,999	22%	23%	15%
$125,000 to $149,999	15%	18%	0%
$150,000 to $174,999	12%	15%	0%
$175,000 to $199,999	9%	10%	11%
$200,000 to $249,999	7%	9%	1%
$250,000 to $299,999	2%	<1%	0%
$300,000 to $399,999	3%	3%	4%
$400,000 to $499,999	0%	0%	0%
$500,000 and over	2%	2%	0%
Median	***$124,776***	***$132,432***	***$88,541***

[1] Corporate/In-house counsel working full-time.
[2] No respondents answered "None."

2000 Corporate/In-House Counsel Income[1]
For-Profit Settings
By Region[2]



2001 Income	Houston CMSA (n=27)	Dallas-Fort Worth CMSA (n=19)	Austin-San Marcos MSA (n=13)	San Antonio MSA (n=10)	Central TX MSAs (n=10)	All Other Metro Areas (n=17)
$25,000 to $49,999	0%	5%	8%	10%	40%	6%
$50,000 to $74,999	4%	5%	23%	20%	0%	12%
$75,000 to $99,999	11%	11%	15%	20%	30%	18%
$100,000 to $124,999	19%	32%	23%	10%	10%	24%
$125,000 to $149,999	22%	16%	8%	0%	10%	6%
$150,000 to $174,999	15%	16%	8%	20%	0%	12%
$175,000 to $199,999	11%	11%	0%	10%	0%	6%
$200,000 to $249,999	15%	0%	8%	0%	0%	0%
$250,000 to $299,999	0%	0%	0%	0%	10%	6%
$300,000 to $399,999	4%	0%	8%	0%	0%	6%
$400,000 to $499,999	0%	0%	0%	0%	0%	0%
$500,000 and over	0%	5%	0%	10%	0%	6%
Median	***$143,749***	***$122,916***	***$104,166***	***$99,999***	***$83,333***	***$115,624***

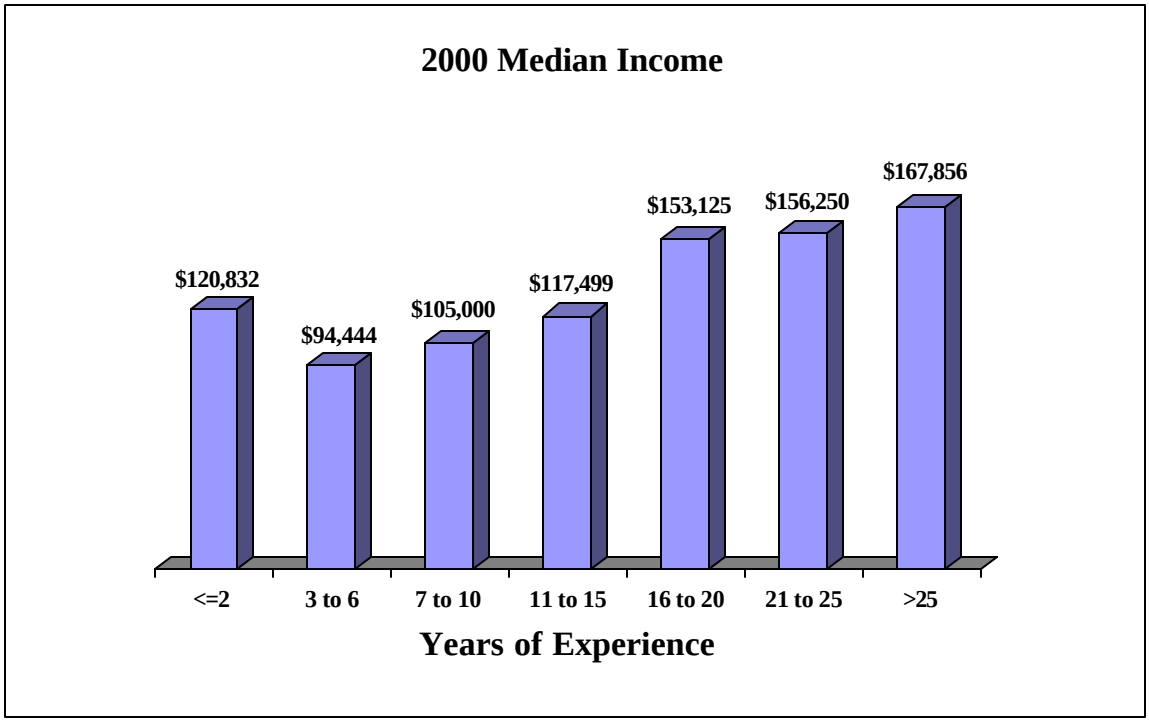
[1] Corporate/In-house counsel working full-time.
[2] See Methodology section at end of report for description of regions.

2000 Corporate/In-House Counsel Income[1]
Non-Profit Settings
By Region[2]

2001 Income	Large Metro Areas[3] (n=12)	Small Metro Areas[4] (n=9)
Under $25,000[5]	0%	11%
$25,000 to $49,999	0%	11%
$50,000 to $74,999	33%	11%
$75,000 to $99,999	42%	44%
$100,000 to $124,999	8%	0%
$125,000 to $149,999	0%	0%
$150,000 to $174,999	0%	0%
$175,000 to $199,999	8%	0%
$200,000 to $249,999	0%	22%
$250,000 to $299,999	0%	0%
$300,000 to $399,999	8%	0%
$400,000 to $499,999	0%	0%
$500,000 and over	0%	0%
Median	***$85,000***	***$84,375***

[1] Corporate/In-house counsel working full-time.
[2] See Methodology section at end of report for description of regions.
[3] Houston CMSA, Dallas-Fort Worth CMSA, and Austin-San Marcos MSA. There were no respondents from the San Antonio MSA.
[4] El Paso MSA, Beaumont-Port Arthur MSA, Central Texas MSAs, East and Northeast Texas MSAs, South Texas MSAs, and West Texas MSAs. There were no respondents from the Corpus Christi MSA.
[5] No respondents answered "None."

2000 Corporate/In-House Counsel Income[1]
For-Profit Settings
By Years of Experience[2]



2001 Income	Years of Experience						
	<=2 (n=9)	3 to 6 (n=28)	7 to 10 (n=20)	11 to 15 (n=45)	16 to 20 (n=23)	21 to 25 (n=45)	>25 (n=32)
$ 25,000 to $ 49,999	2%	10%	17%	<1%	0%	<1%	0%
$ 50,000 to $ 74,999	16%	16%	26%	8%	0%	0%	1%
$ 75,000 to $ 99,999	0%	31%	5%	20%	6%	12%	0%
$ 100,000 to $ 124,999	38%	28%	24%	33%	26%	15%	11%
$ 125,000 to $ 149,999	0%	15%	7%	17%	15%	19%	25%
$ 150,000 to $ 174,999	45%	0%	0%	3%	16%	23%	21%
$ 175,000 to $ 199,999	0%	1%	21%	18%	0%	0%	24%
$ 200,000 to $ 249,999	0%	0%	0%	0%	17%	28%	4%
$ 250,000 to $ 299,999	0%	0%	0%	1%	0%	0%	0%
$ 300,000 to $ 399,999	0%	0%	0%	0%	18%	3%	0%
$ 400,000 to $ 499,999	0%	0%	0%	0%	0%	0%	0%
$ 500,000 and over	0%	0%	0%	0%	0%	0%	15%
Median	***$120,832***	***$94,444***	***$105,000***	***$117,499***	***$153,125***	***$156,250***	***$167,856***

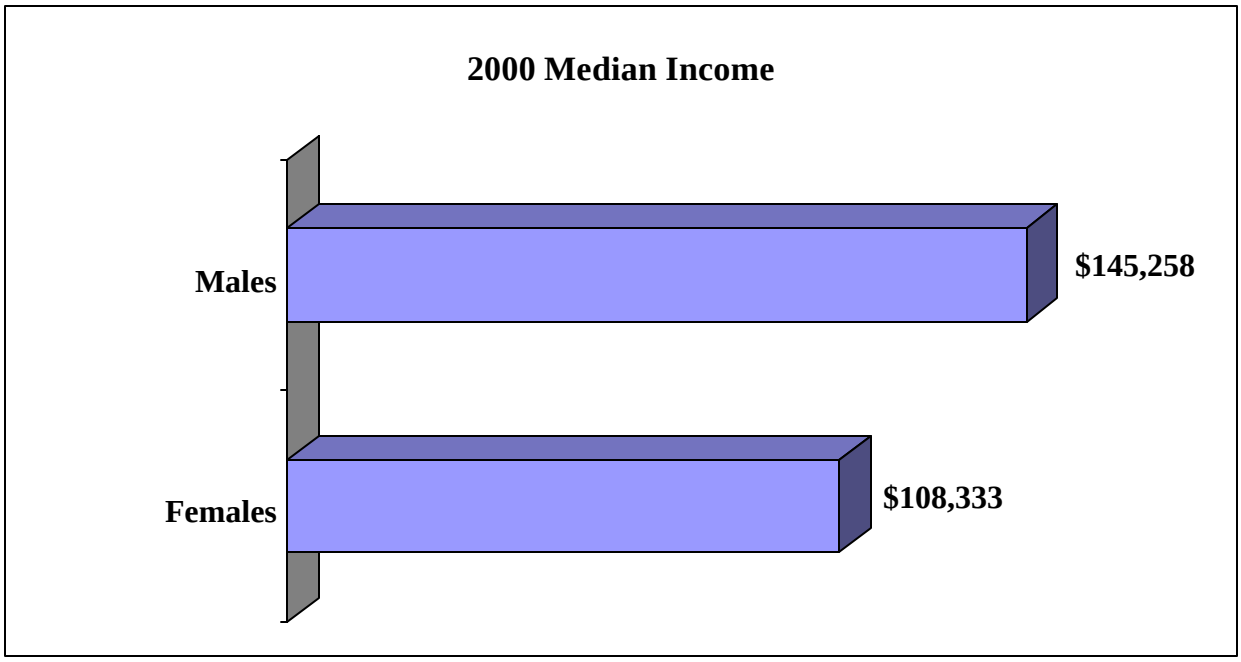
[1] Corporate/In-house counsel working full-time.
[2] Based on year first licensed in any jurisdiction.

2000 Corporate/In-House Counsel Income[1]
Non-Profit Settings
By Years of Experience[2]

2000 Income	Years of Experience	
	<=10 (n=17)	**>10** (n=16)
Under $25,000[3]	0%	2%
$25,000 to $49,999	4%	0%
$50,000 to $74,999	35%	23%
$75,000 to $99,999	34%	40%
$100,000 to $124,999	27%	2%
$125,000 to $149,999	0%	0%
$150,000 to $174,999	0%	0%
$175,000 to $199,999	0%	22%
$200,000 to $249,999	0%	2%
$250,000 to $299,999	0%	0%
$300,000 to $399,999	0%	9%
Median	***$81,250***	***$87,500***

[1] Corporate/In-house counsel working full-time.
[2] Based on year first licensed in any jurisdiction.
[3] No respondents answered "None."

2000 Corporate/In-House Counsel Income[1]
For-Profit Settings
By Sex



2000 Income	Males (n=147)	Females (n=60)
$25,000 to $49,999	2%	0%
$50,000 to $74,999	7%	6%
$75,000 to $99,999	8%	8%
$100,000 to $124,999	18%	23%
$125,000 to $149,999	20%	35%
$150,000 to $174,999	18%	13%
$175,000 to $199,999	11%	0%
$200,000 to $249,999	12%	7%
$250,000 to $299,999	<1%	0%
$300,000 to $399,999	1%	7%
$400,000 to $499,999	0%	0%
$500,000 and over	3%	0%
Median 2000 Income	***$145,258***	***$108,333***
Median Years of Experience[2]	***18***	***13***

[1] Corporate/In-house counsel working full-time.
[2] Based on year first licensed in any jurisdiction.

2000 Corporate/In-House Counsel Income[1]
Non-Profit Settings
By Sex

2000 Income	Males (n=20)	Females (n=12)
Under $25,000	0%	3%
$25,000 to $49,999	2%	3%
$50,000 to $74,999	29%	30%
$75,000 to $99,999	22%	62%
$100,000 to $124,999	22%	3%
$125,000 to $149,999	0%	0%
$150,000 to $174,999	0%	0%
$175,000 to $199,999	17%	0%
$200,000 to $249,999	1%	0%
$250,000 to $299,999	0%	0%
$300,000 to $399,999	7%	0%
Median 2000 Income	***$93,759***	***$78,125***
Median Years of Experience[2]	***14***	***9***

[1] Corporate/In-house counsel working full-time.
[2] Based on year first licensed in any jurisdiction.

Methodology

Data Collection and Sampling Procedures

All data was collected on the 2001 Lawyer Technology Survey, a project sponsored by Texas Bar CLE and conducted by the State Bar of Texas' Department of Research and Analysis. The written questionnaire (see copy at end of report) was mailed Bulk Rate on February 29, 2001 to a sample of attorneys licensed by the State Bar of Texas who were residing in-state, maintaining active membership in the State Bar of Texas, and who were not exempt from MCLE requirements. A reminder postcard was sent by first class mail on March 8, 2001 to the 3,966 attorneys who had not responded by that date.

Because the survey's results were to be presented by geographic region, the sample was stratified, or subgrouped, into 12 economic regions that were based on metropolitan and non-metropolitan areas defined by the U.S. Bureau of the Census. The areas and counties within each are shown below.

A sample size of 6,000—500 attorneys from each region—was set based on budget constraints, the need to have adequate samples from the less populous regions of the state, an aspirational response rate of 50 percent, and the knowledge that some attorneys would have to be dropped from the sample due to bad addresses, refusals to participate, and related factors. Results reported for all respondents and results broken out by any factor other than region were weighted so that the regional breakdown of respondents matched the regional distribution of Texas attorneys who met the sampling criteria. The coding of a respondent's sampling region was based on their response to question 30, "In which Texas county is your office located?"[1] The weighting factors are shown in the table below.

Response Rate

Eight attorneys had moved out-of-state between the time of initial sampling and mailing and were dropped, resulting in a sample size of 5,992. An additional 33 were dropped from the sample due to bad addresses that could not be resolved, and eight refused to participate, resulting in a final working sample size of 5,951. As of the May 8, 2001 cutoff date, 2,668 completed questionnaires were returned to the State Bar of Texas, for an overall response rate of 45 percent. Response rates for each sampling region are shown in the table below.

Caveats

While the survey's response rate is very good by survey research industry standards, it should be noted that this is the response rate for the entire sample, which included attorneys working in a variety of occupations. Many of the results for corporate/in-house counsel are based on small numbers of such attorneys. As a result, caution should be exercised when interpreting these results.

[1] 119 respondents did not answer this question and were not included in calculation of the weighting factors.

Survey Sampling Regions and Counties in Each Region[1]

1 Houston-Galveston-Brazoria CMSA
Brazoria PMSA
Brazoria
Galveston-Texas City PMSA
Galveston
Houston PMSA
Chambers
Fort Bend
Harris
Liberty
Montgomery
Waller

2 Dallas-Fort Worth CMSA
Dallas PMSA
Collin
Dallas
Denton
Ellis
Henderson
Hunt
Kaufman
Rockwall
Fort Worth PMSA
Hood
Johnson
Parker
Tarrant

3 Austin-San Marcos MSA
Bastrop
Caldwell
Hays
Travis
Williamson

4 San Antonio MSA
Bexar
Comal
Guadalupe
Wilson

5 El Paso MSA
El Paso

6 Corpus Christi MSA
Nueces
San Patricio

7 Beaumont-Port Arthur MSA
Hardin
Jefferson
Orange

8 Central Texas MSAs
Waco MSA
McLennan
Killeen-Temple MSA
Bell
Coryell

9 East & NE Texas MSAs
Bryan-College Station MSA
Brazos
Longview-Marshall MSA
Gregg
Harrison
Upshur
Sherman-Denison MSA
Grayson
Texarkana MSA
Bowie
Tyler MSA
Smith
Victoria MSA
Victoria
Wichita Falls MSA
Archer
Wichita

10 South Texas MSAs
Brownsville-Harlingen-San Benito MSA
Cameron
Laredo MSA
Webb
McAllen-Edinburg-Mission MSA
Hidalgo

11 West Texas MSAs
Abilene MSA
Taylor
Amarillo MSA
Potter
Randall
Lubbock MSA
Lubbock
Odessa-Midland MSA
Ector
Midland
San Angelo MSA
Tom Green

[1] Metropolitan areas as defined by Office of Management & Budget, June 1993, using 1990 Census data. Data excludes Miller County, AR, part of the Texarkana MSA.

Survey Sampling Regions and Counties in Each Region[1] (continued)

12 Non-Metropolitan Counties

Anderson
Andrews
Angelina
Aransas
Armstrong
Atascosa
Austin
Bailey
Bandera
Baylor
Bee
Blanco
Borden
Bosque
Brewster
Briscoe
Brooks
Brown
Burleson
Burnet
Calhoun
Callahan
Camp
Carson
Cass
Castro
Cherokee
Childress
Clay
Cochran
Coke
Coleman
Collingsworth
Colorado
Comanche
Concho
Cooke
Cottle
Crane
Crockett
Crosby
Culberson
Dallam
Dawson
Deaf Smith
Delta
De Witt
Dickens
Dimmit
Donley
Duval
Eastland
Edwards
Erath
Falls
Fannin
Fayette
Fisher
Floyd
Foard
Franklin
Freestone
Frio
Gaines
Garza
Gillespie
Glasscock
Goliad
Gonzales
Gray
Grimes
Hale
Hall
Hamilton
Hansford
Hardeman
Hartley
Haskell
Hemphill
Hill
Hockley
Hopkins
Houston
Howard
Hudspeth
Hutchinson
Irion
Jack
Jackson
Jasper
Jeff Davis
Jim Hogg
Jim Wells
Jones
Karnes
Kendall
Kenedy
Kent
Kerr
Kimble
King
Kinney
Kleberg
Knox
Lamar
Lamb
Lampasas
La Salle
Lavaca
Lee
Leon
Limestone
Lipscomb
Live Oak
Llano
Loving
Lynn
Madison
Marion
Martin
Mason
Matagorda
Maverick
McCulloch
McMullen
Medina
Menard
Milam
Mills
Mitchell
Montague
Moore
Morris
Motley
Nacogdoches
Navarro
Newton
Nolan
Ochiltree
Oldham
Palo Pinto
Panola
Parmer
Pecos
Polk
Presidio
Rains
Reagan
Real
Red River
Reeves
Refugio
Roberts
Robertson
Runnels
Rusk
Sabine
San Augustine
San Jacinto
San Saba
Schleicher
Scurry
Shackelford
Shelby
Sherman
Somervell
Starr
Stephens
Sterling
Stonewall
Sutton
Swisher
Terrell
Terry
Throckmorton
Titus
Trinity
Tyler
Upton
Uvalde
Val Verde
Van Zandt
Walker
Ward
Washington
Wharton
Wheeler
Wilbarger
Willacy
Winkler
Wise
Wood
Yoakum
Young
Zapata
Zava

[1] Metropolitan areas as defined by Office of Management & Budget, June 1993, using 1990 Census data. Data excludes Miller County, AR, part of the Texarkana MSA.

Methodology (continued)

Working Sample and Response Rates by Sampling Region							
Sampling Region	**Original Sample**	**Dropped Due to Being Out-of-State[1]**	**Dropped Due to Bad Addresses**	**Refusals[2]**	**Working Sample Size**	**Number of Responses[3]**	**Response Rate**
Houston-Galveston-Brazoria CMSA	500	1	4	0	495	193	39%
Dallas-Fort Worth CMSA	500	2	4	1	493	221	45%
Austin-San Marcos MSA	500	1	5	0	494	218	44%
San Antonio MSA	500	0	1	0	499	210	42%
El Paso MSA	500	3	1	1	495	206	42%
Corpus Christi MSA	500	0	2	1	497	208	42%
Beaumont-Port Arthur MSA	500	0	3	2	495	205	41%
Central Texas MSAs	500	1	2	1	496	236	48%
East & Northeast Texas MSAs	500	0	3	1	496	226	46%
South Texas MSAs	500	0	3	0	497	184	37%
West Texas MSAs	500	0	2	0	498	230	46%
Non-Metro Counties	500	0	3	1	496	212	43%
Region Unknown	0	0	0	0	0	119	—
Total	***6,000***	***8***	***33***	***8***	***5,951***	***2,668***	***45%***

Weighting Factors			
Sampling Region	**Attorneys in Region as Percent of In-State Total (n=60,563)[4]**	**Percent of Total Responses (n=2,549)**	**Weighting Factor**
Houston-Galveston-Brazoria CMSA	31.3%	7.6%	4.12
Dallas-Fort Worth CMSA	29.7%	8.7%	3.41
Austin-San Marcos MSA	12.2%	8.6%	1.42
San Antonio MSA	7.4%	8.2%	.90
El Paso MSA	1.7%	8.1%	.21
Corpus Christi MSA	1.6%	8.2%	.20
Beaumont-Port Arthur MSA	1.3%	8.0%	.16
Central Texas MSAs	1.3%	9.3%	.14
East & Northeast Texas MSAs	3.0%	8.9%	.34
South Texas MSAs	2.3%	7.2%	.32
West Texas MSAs	3.4%	9.0%	.38
Non-Metro Counties	5.1%	8.3%	.61

[1] Attorney had moved between time sample was drawn and mailing of questionnaire.
[2] As indicated on survey response cards (see end of report for survey materials).
[3] Based on county provided by respondents on questionnaire item number 30.
[4] In-state, active status attorneys, not exempt from MCLE.