

The Results Of The 2022



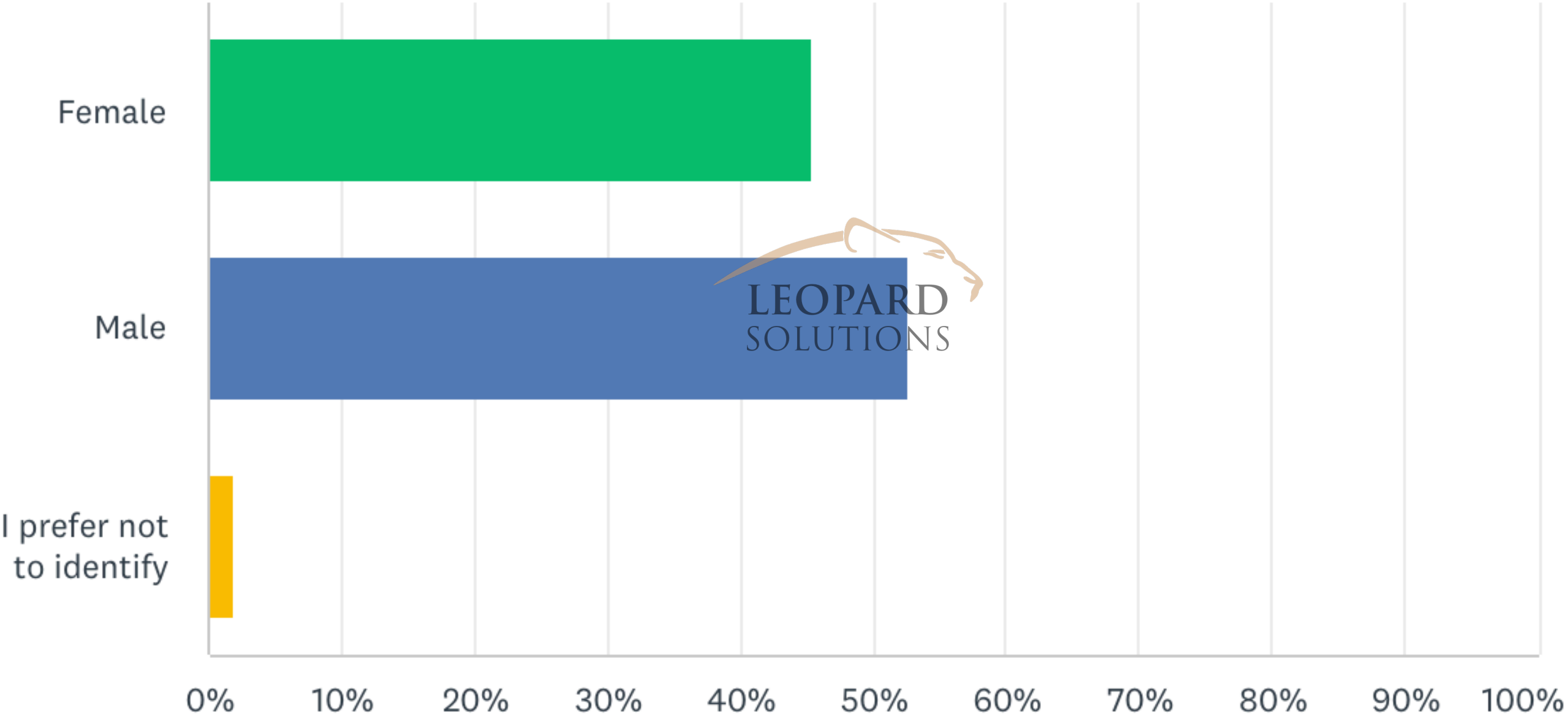
INHOUSECounsel

LEOPARDSOLUTIONS  Survey

Who Are The Respondents

What is your gender?

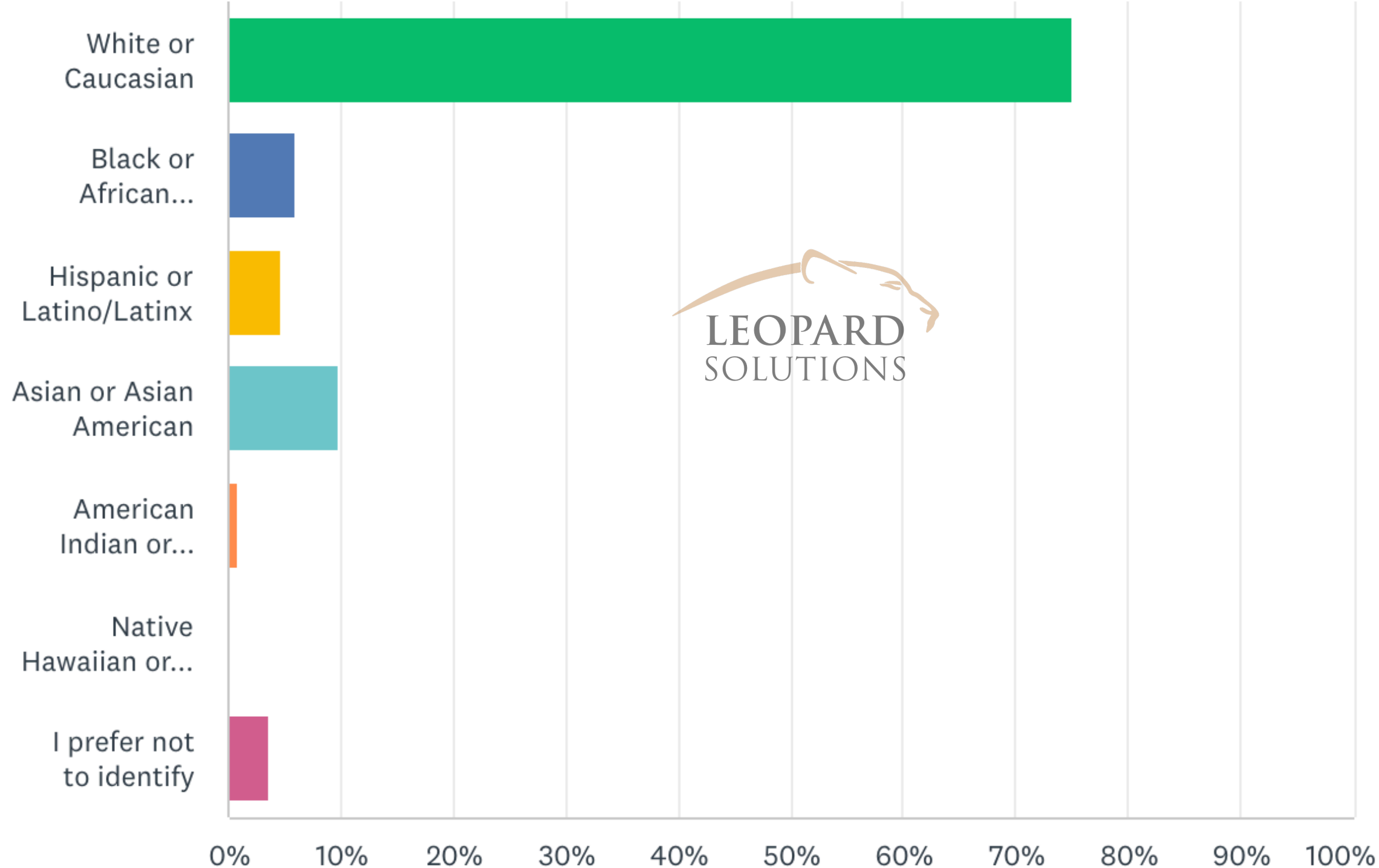
Answered: 470 Skipped: 3



Who Are The Respondents

What is your ethnic background?

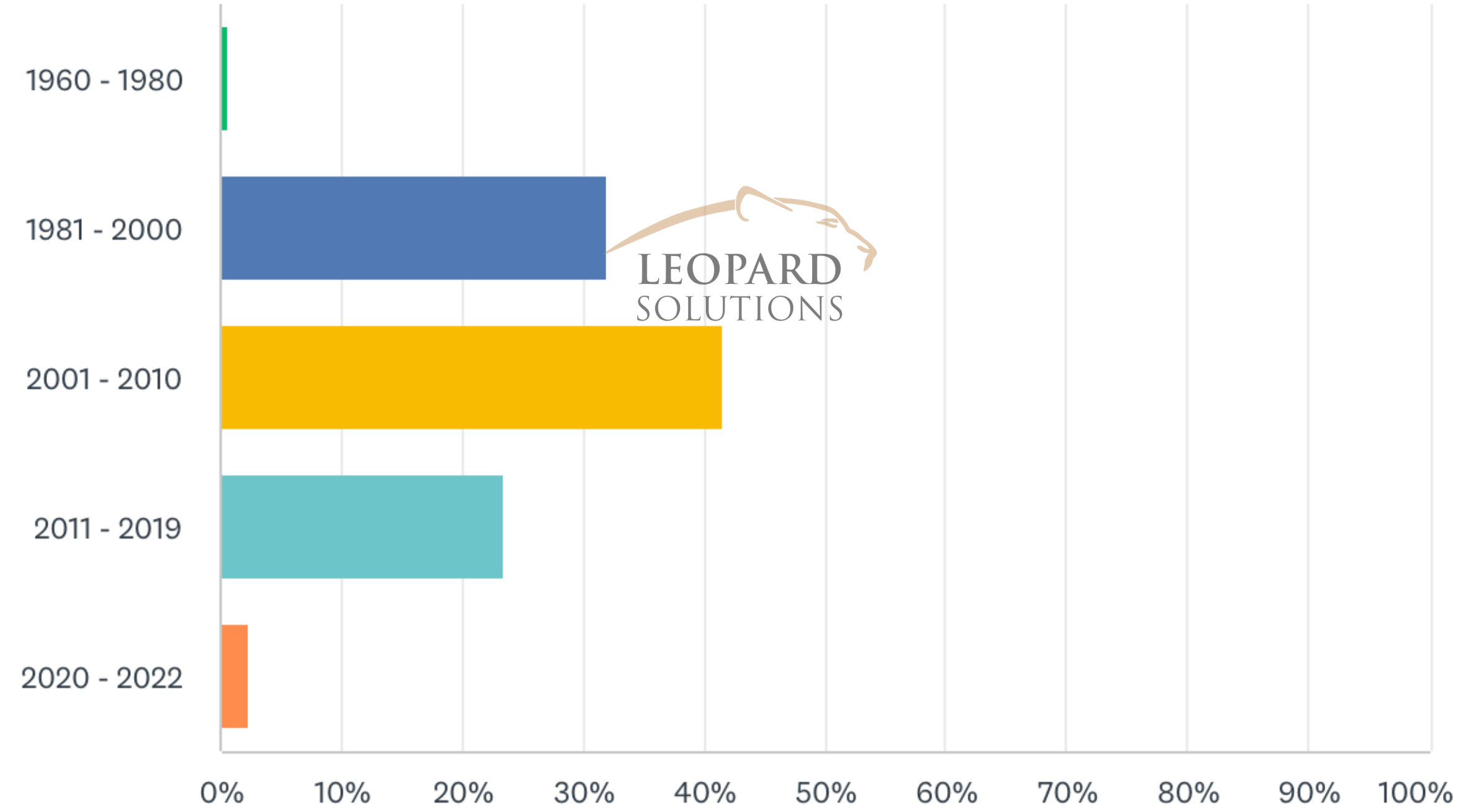
Answered: 470 Skipped: 3

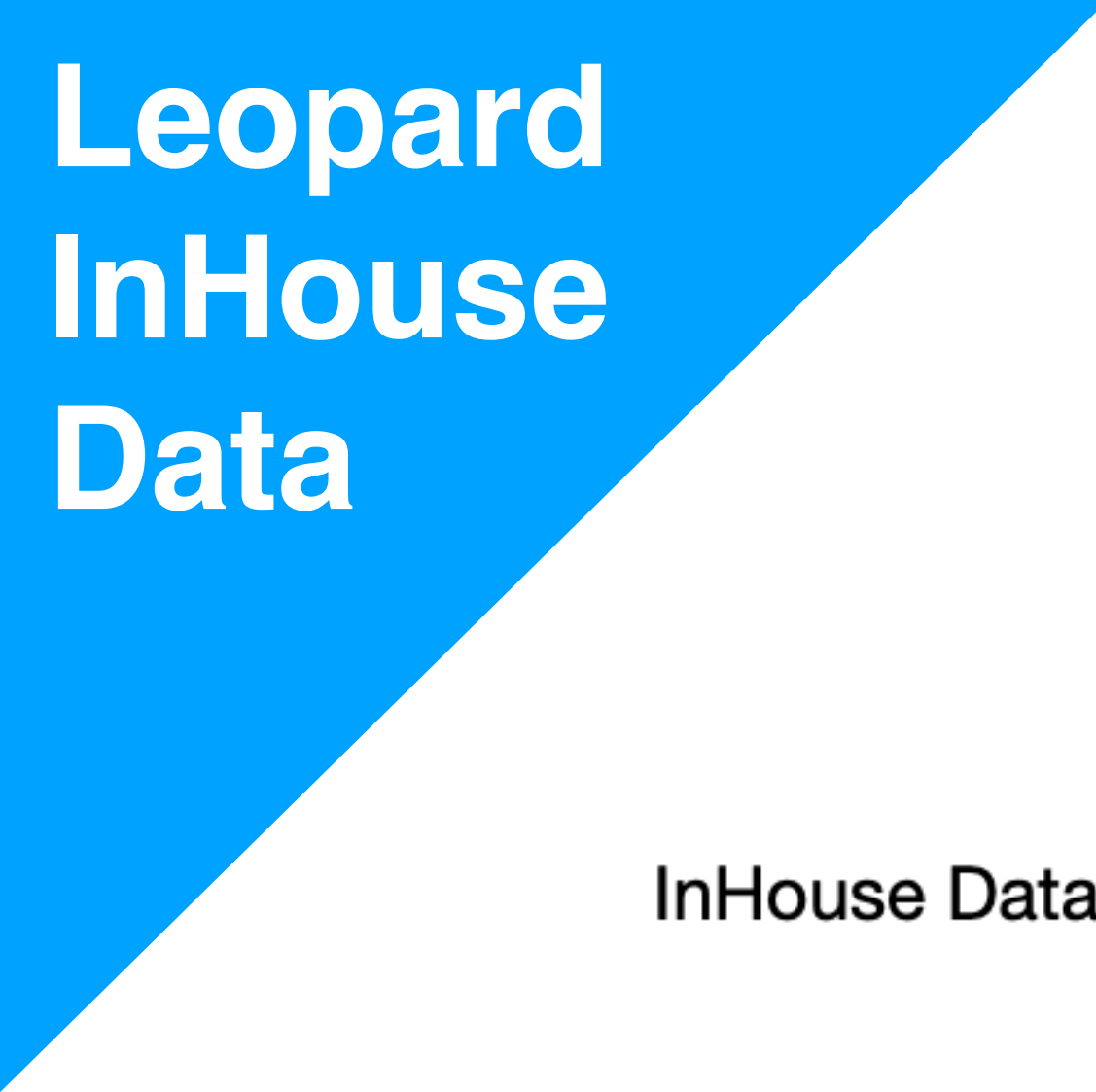


Who Are The Respondents

When did you receive your JD/LLM?

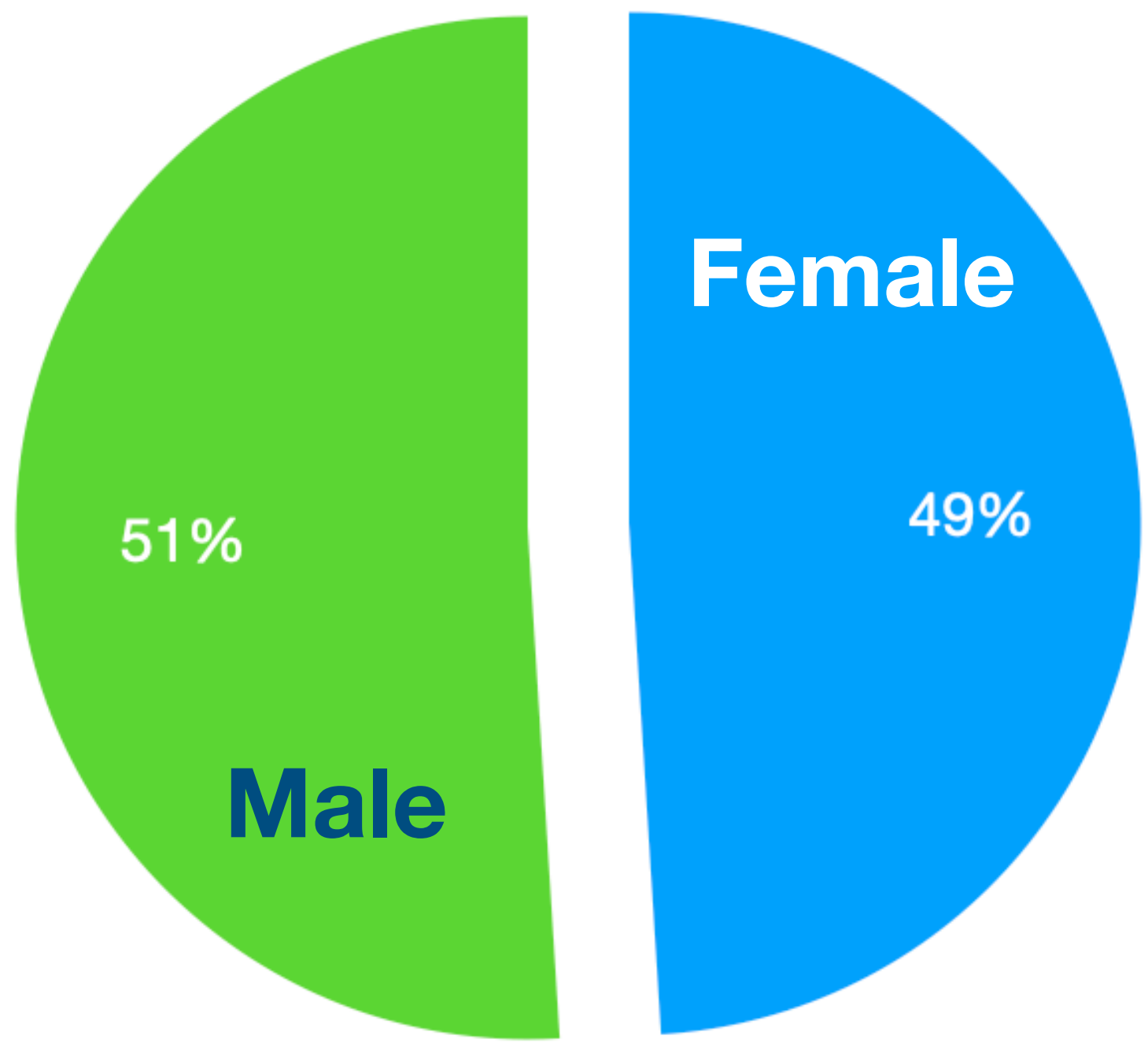
Answered: 471 Skipped: 2





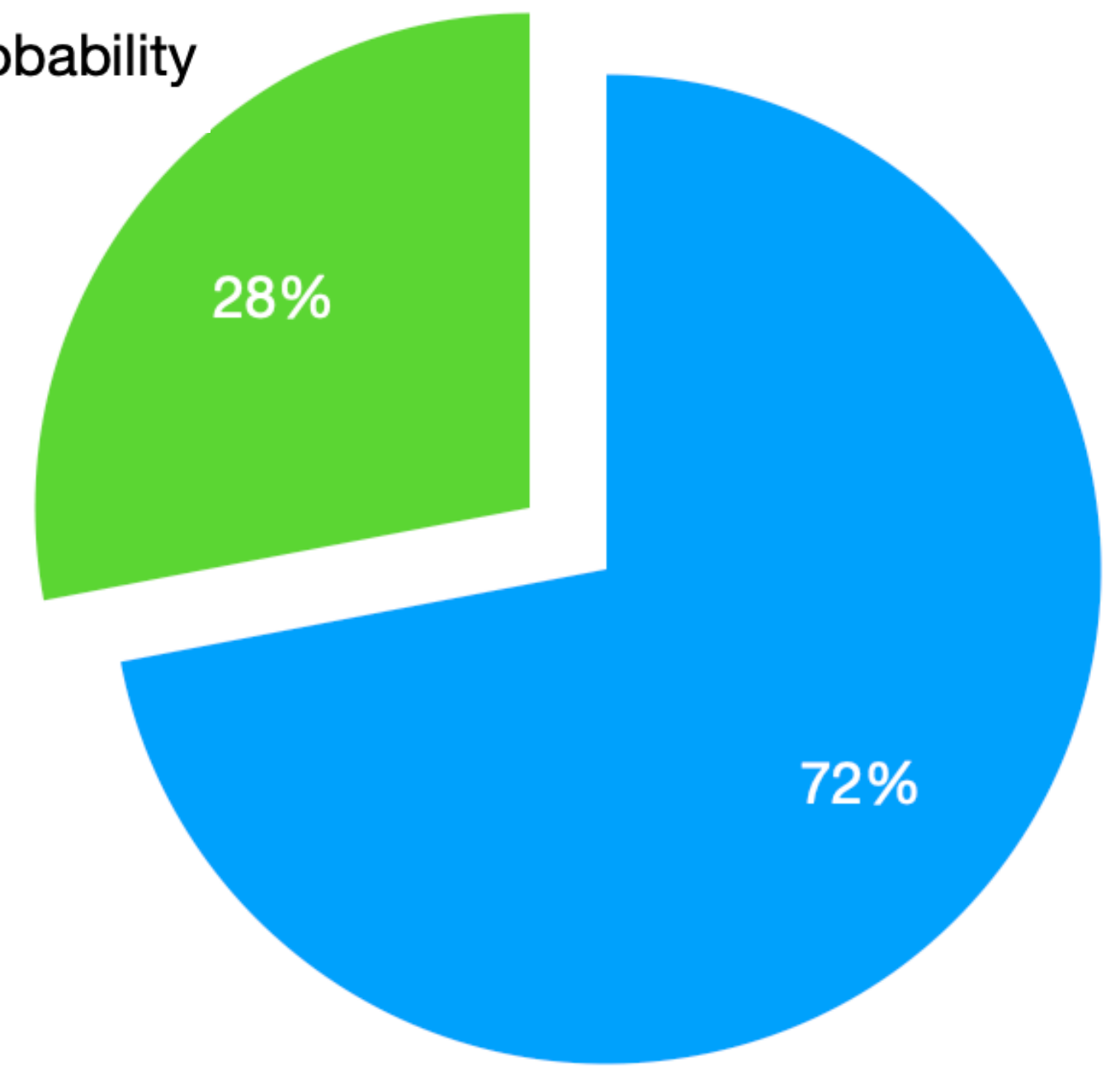
Leopard InHouse Data

InHouse Database Gender Probability



InHouse Database Ethnic Diversity Probability

● High Diverse Probability

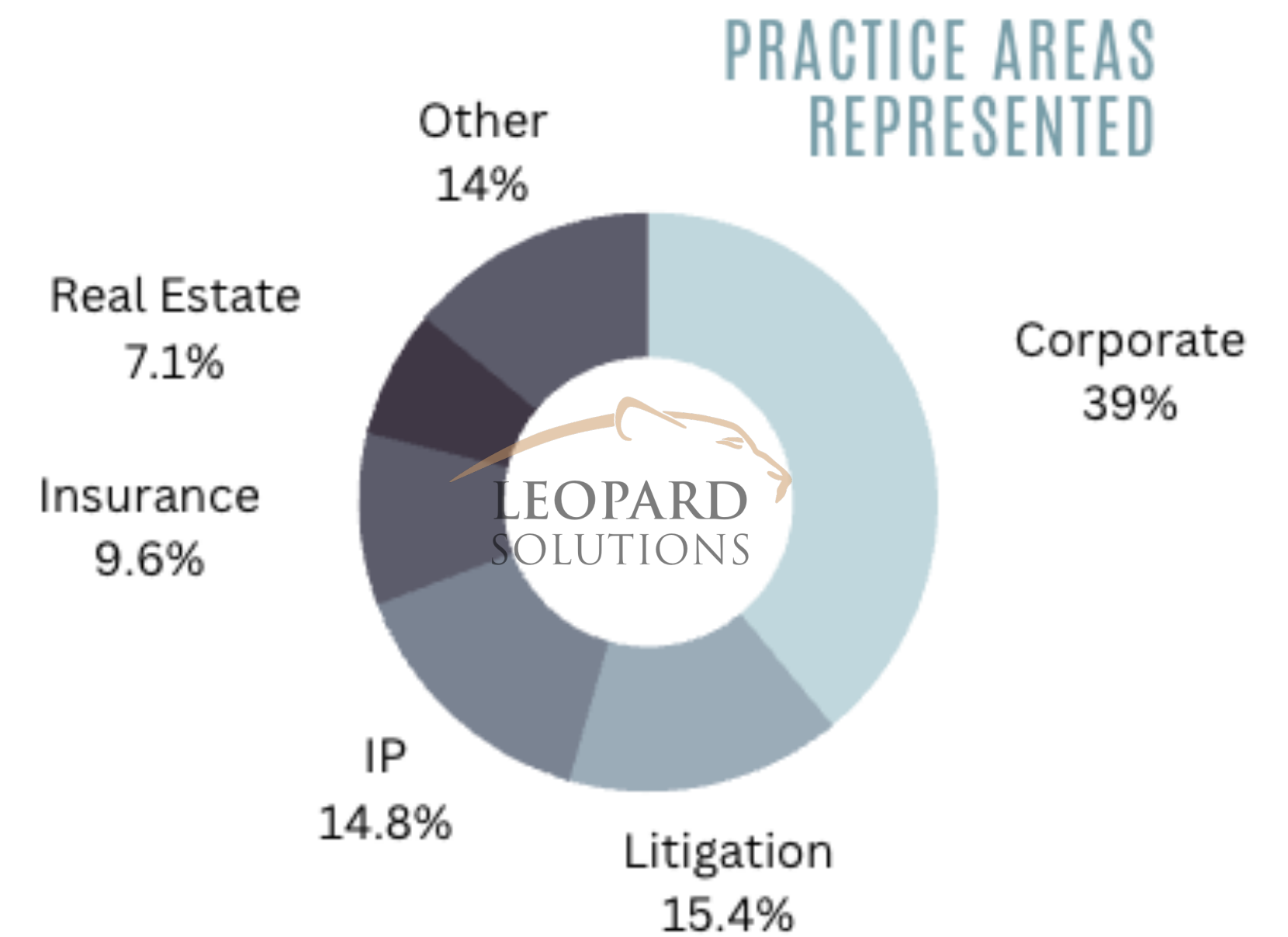
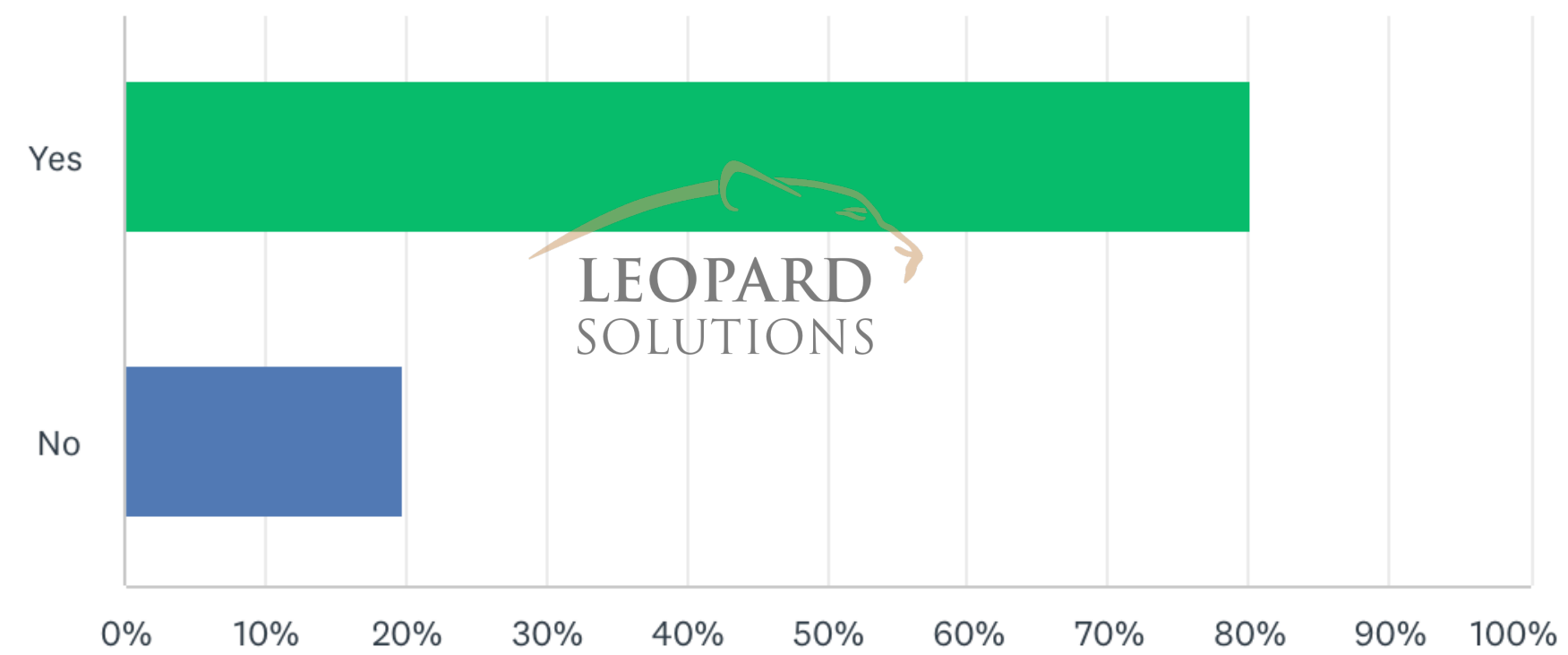


● Low Diverse Probability

Professional History and Practice Area

Have you ever worked for a law firm (Biglaw, Top 200, Boutique, etc.)

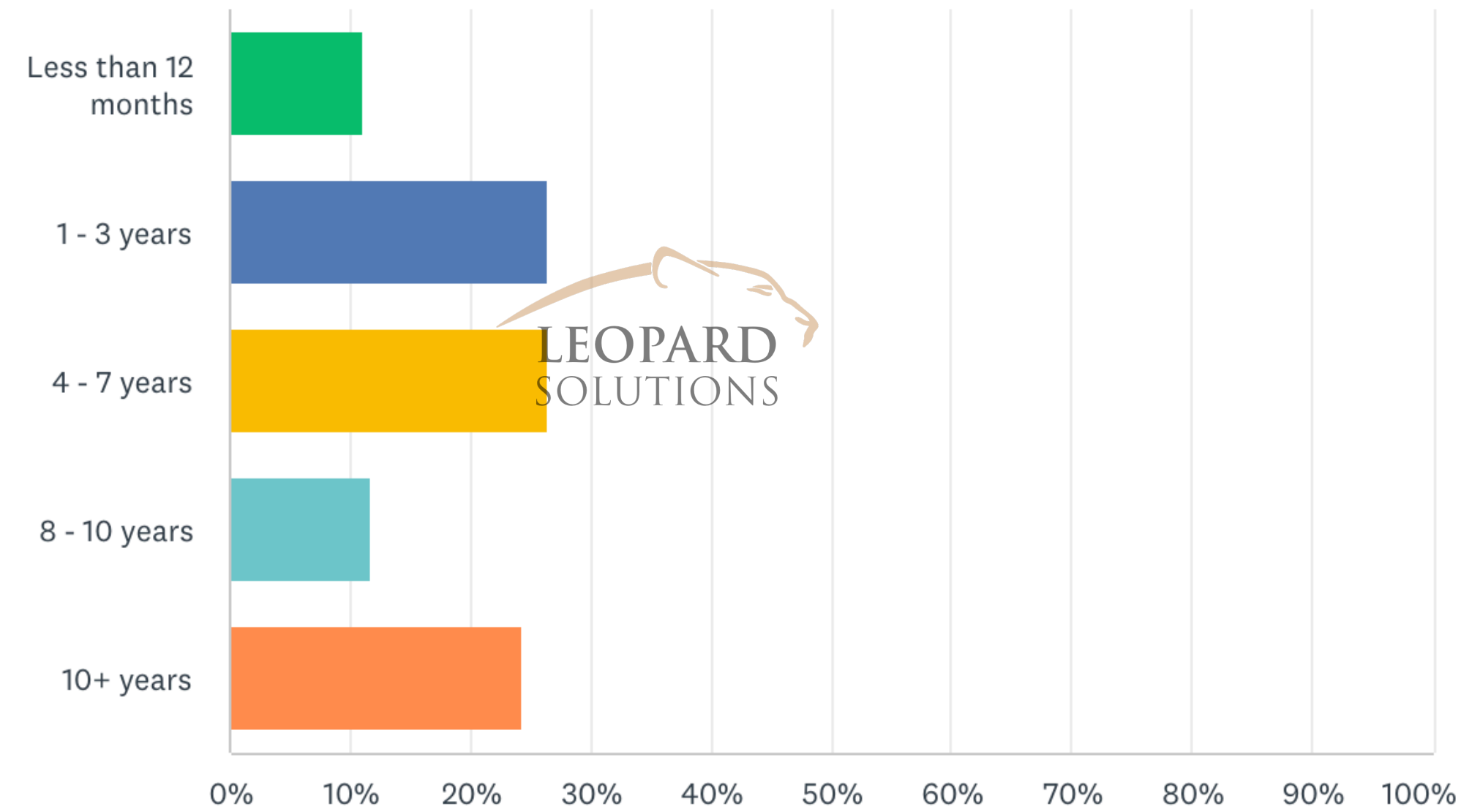
Answered: 468 Skipped: 5



Tenure and Position

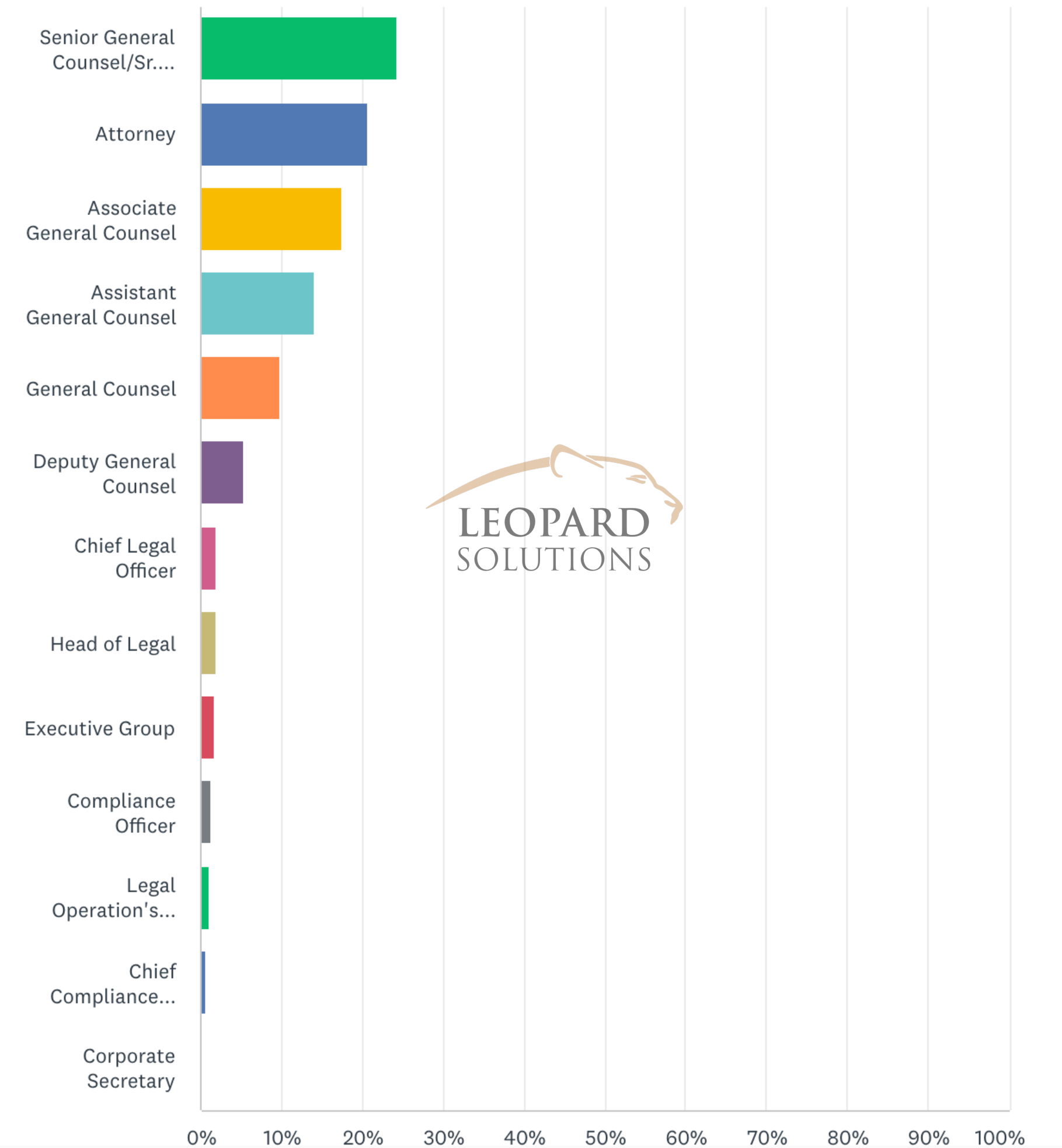
How long have you been with your organization?

Answered: 471 Skipped: 2



What is your job title/position? (Pick best option)

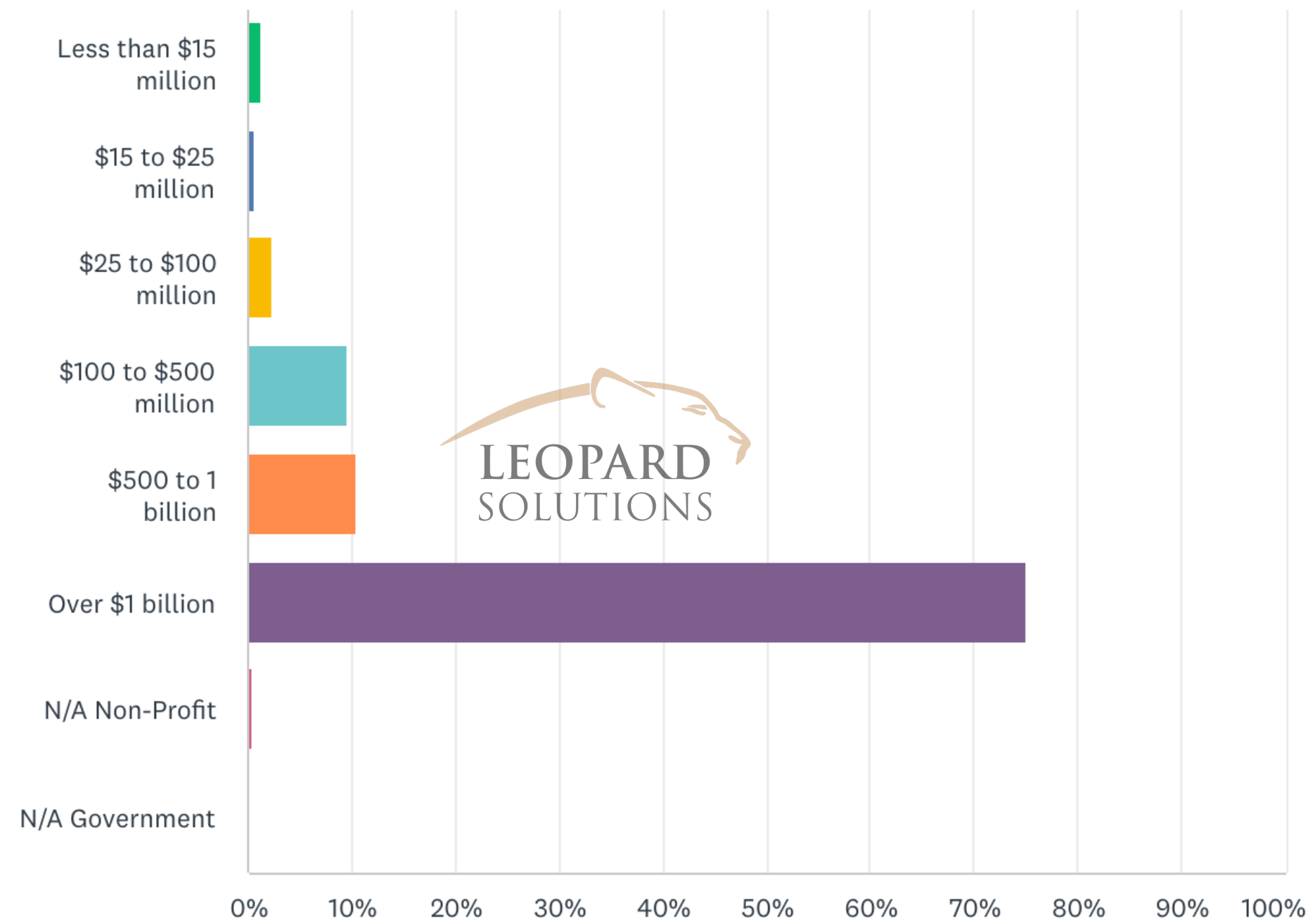
Answered: 471 Skipped: 2



About their organizations

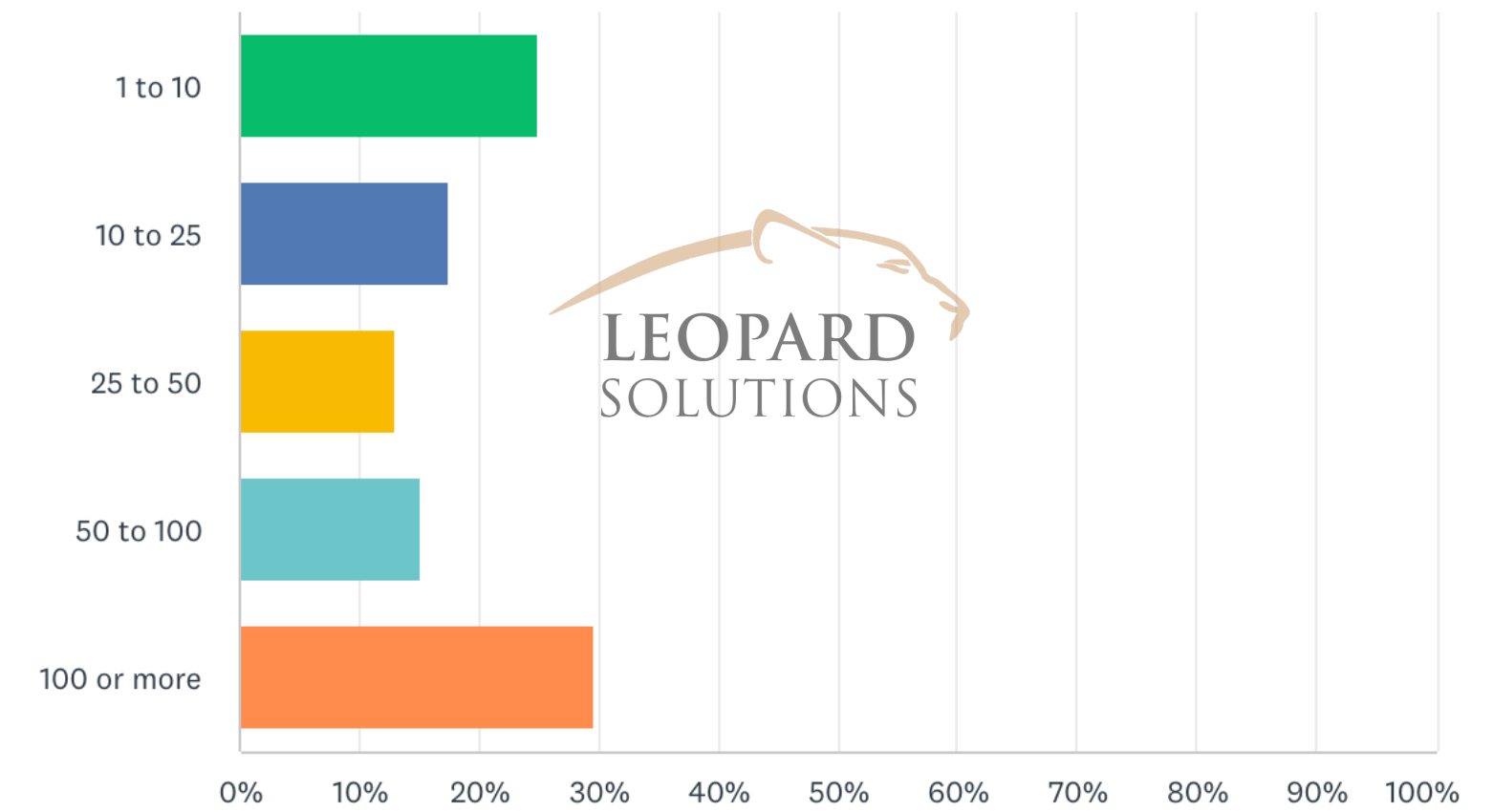
What is your organization's annual revenue?

Answered: 464 Skipped: 9



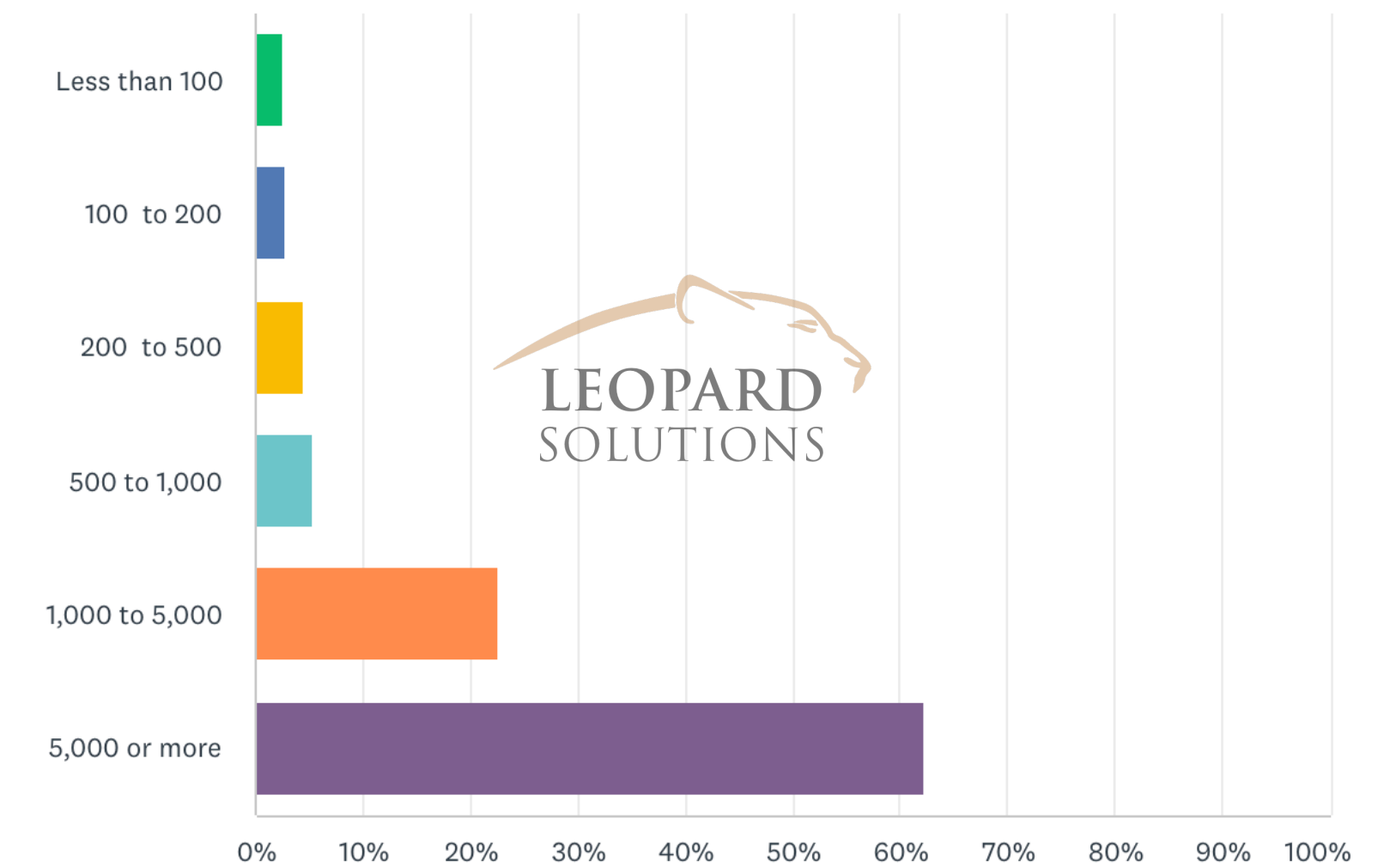
What is the size of your legal department?

Answered: 470 Skipped: 3



How many employees are in your organization?

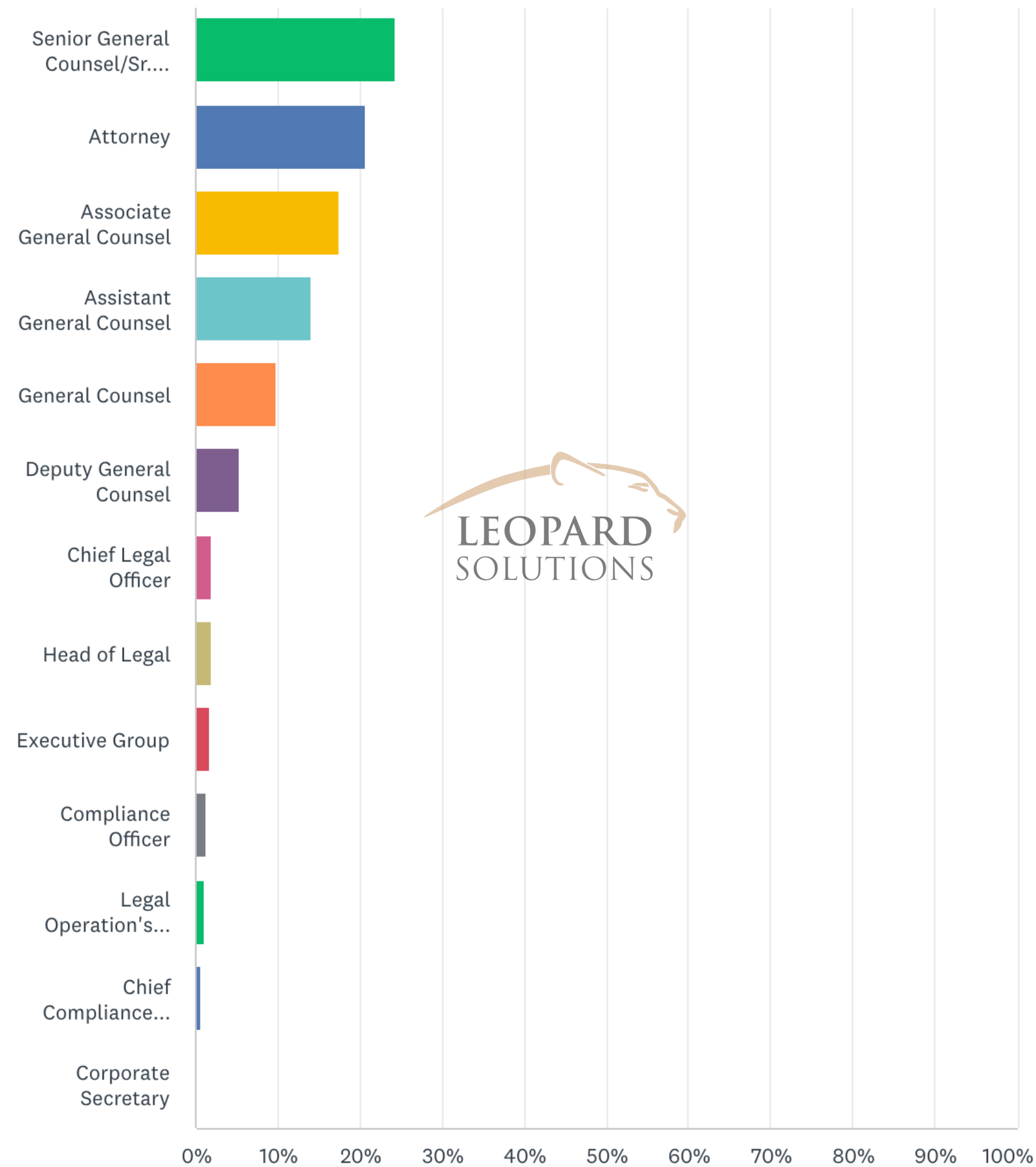
Answered: 472 Skipped: 1



Work structure and compensation

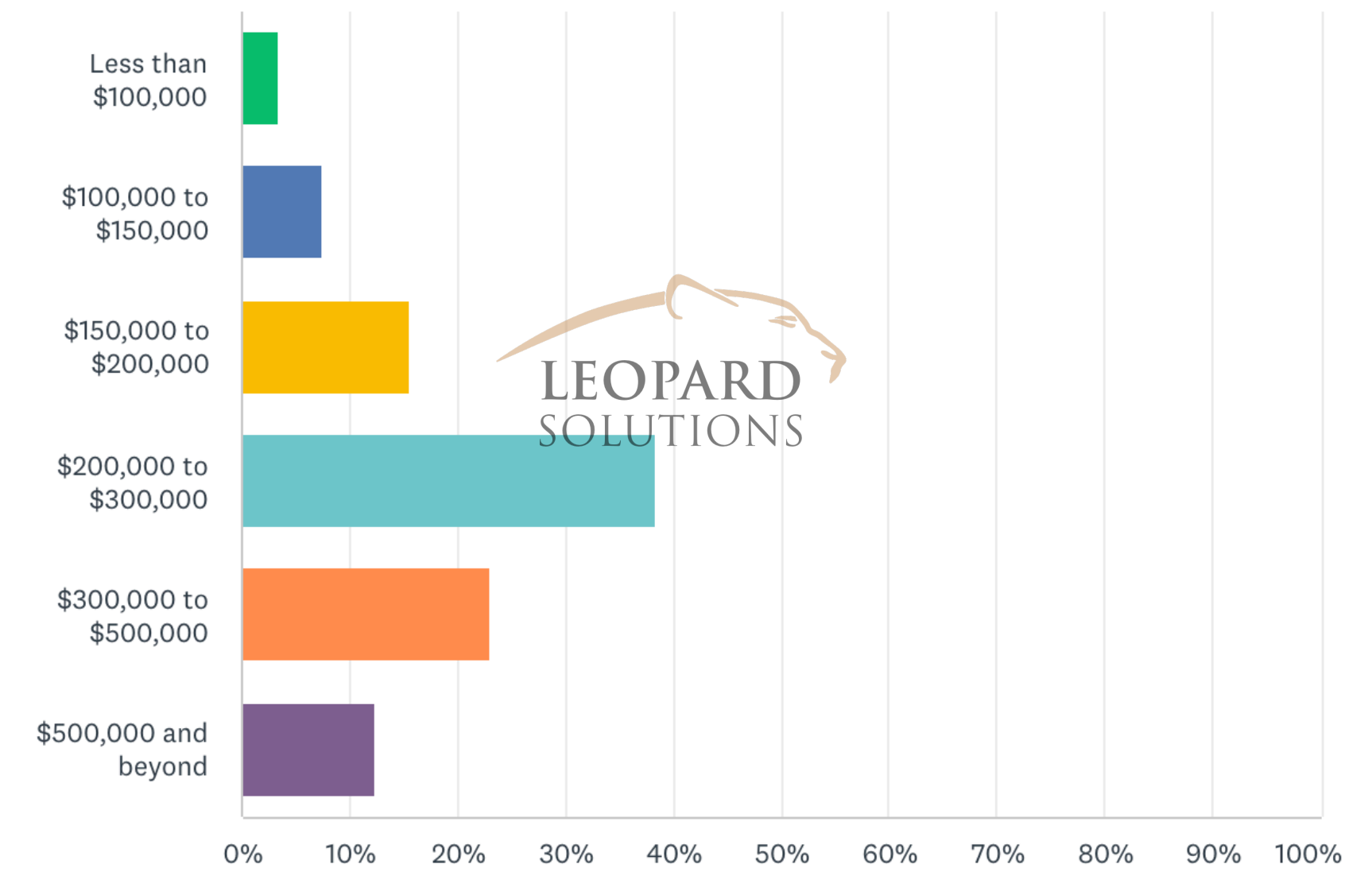
What is your job title/position? (Pick best option)

Answered: 471 Skipped: 2



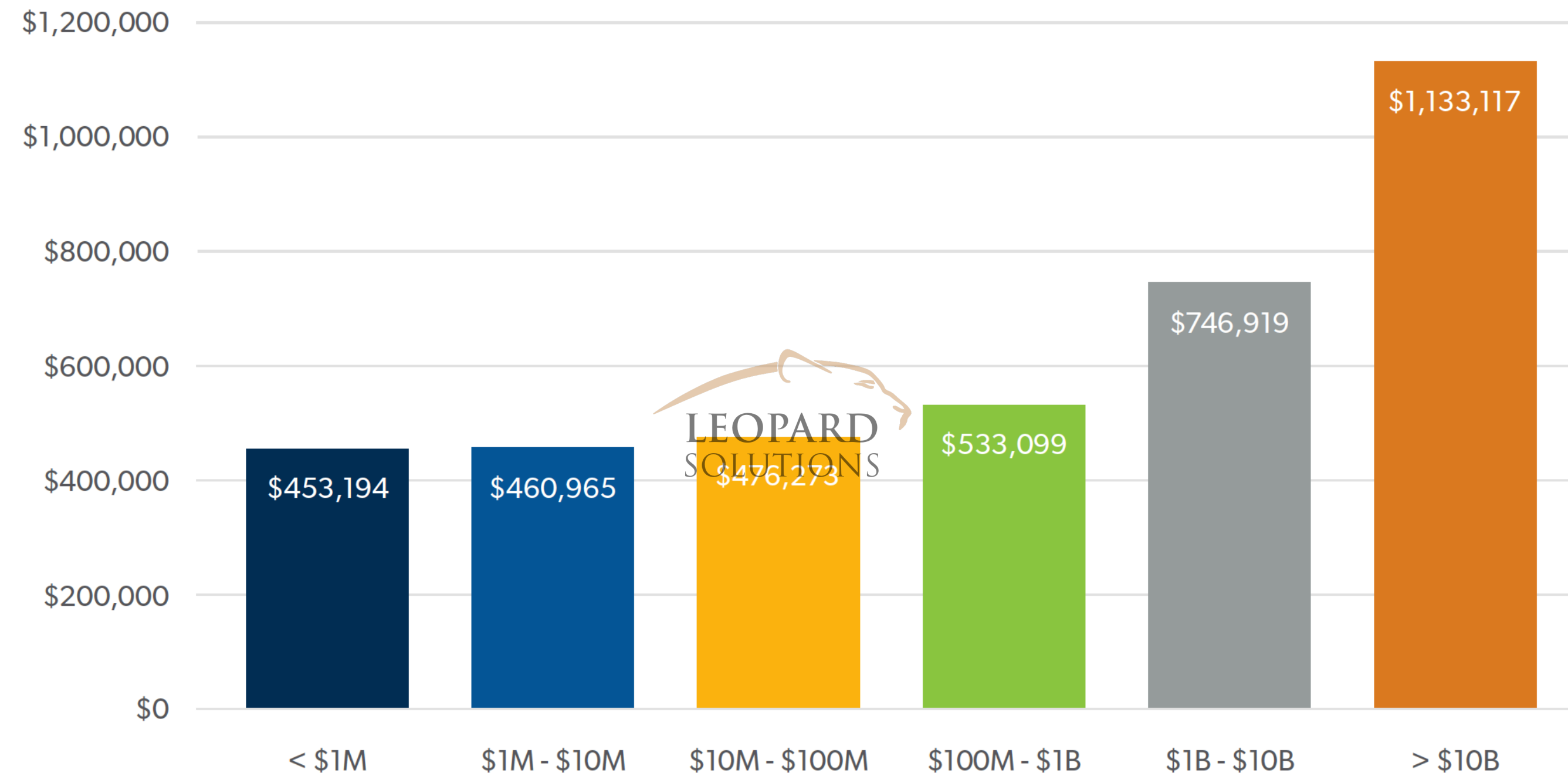
What was the range of your all-in compensation at the end of 2021?

Answered: 470 Skipped: 3



Compensation by Company Revenue

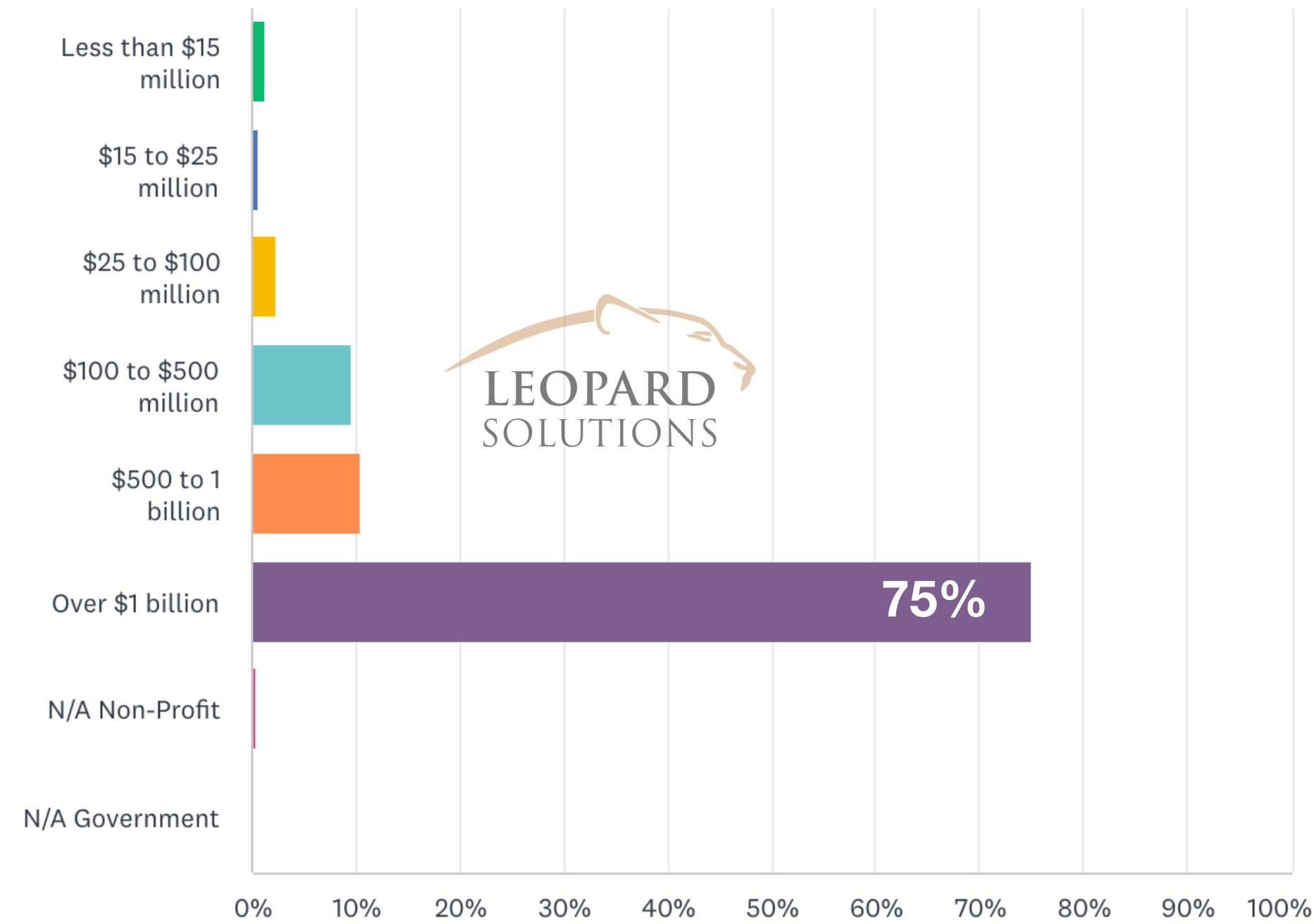
U.S. CLO/GC AVERAGE TOTAL ACTUAL CASH COMPENSATION BY REVENUE



Size matters when it comes to CLO/GC compensation. In the United States, average TAC compensation for CLOs/GC ranges from \$453,194 for companies with less than \$1 million in annual revenue to \$1,133,117 for companies with more than \$10 billion. Compensation levels are similar among smaller companies. For example, TAC compensation increased less than 20% among GC at companies with \$1 million in revenue compared to companies with \$100 million to \$1 billion in revenue. However, our survey shows that when revenue reaches \$1 billion, TAC compensation escalates quickly.

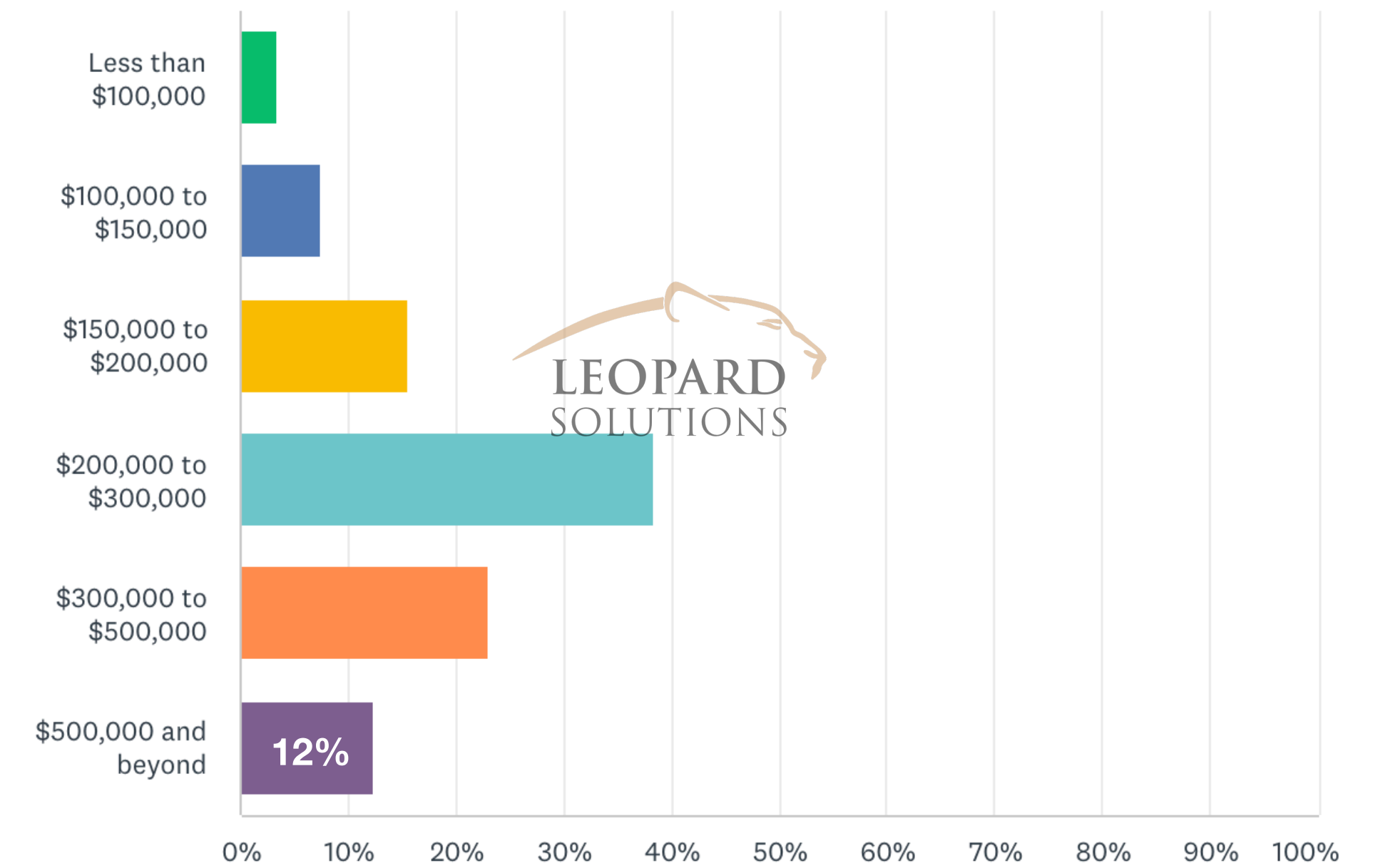
What is your organization's annual revenue?

Answered: 464 Skipped: 9



What was the range of your all-in compensation at the end of 2021?

Answered: 470 Skipped: 3



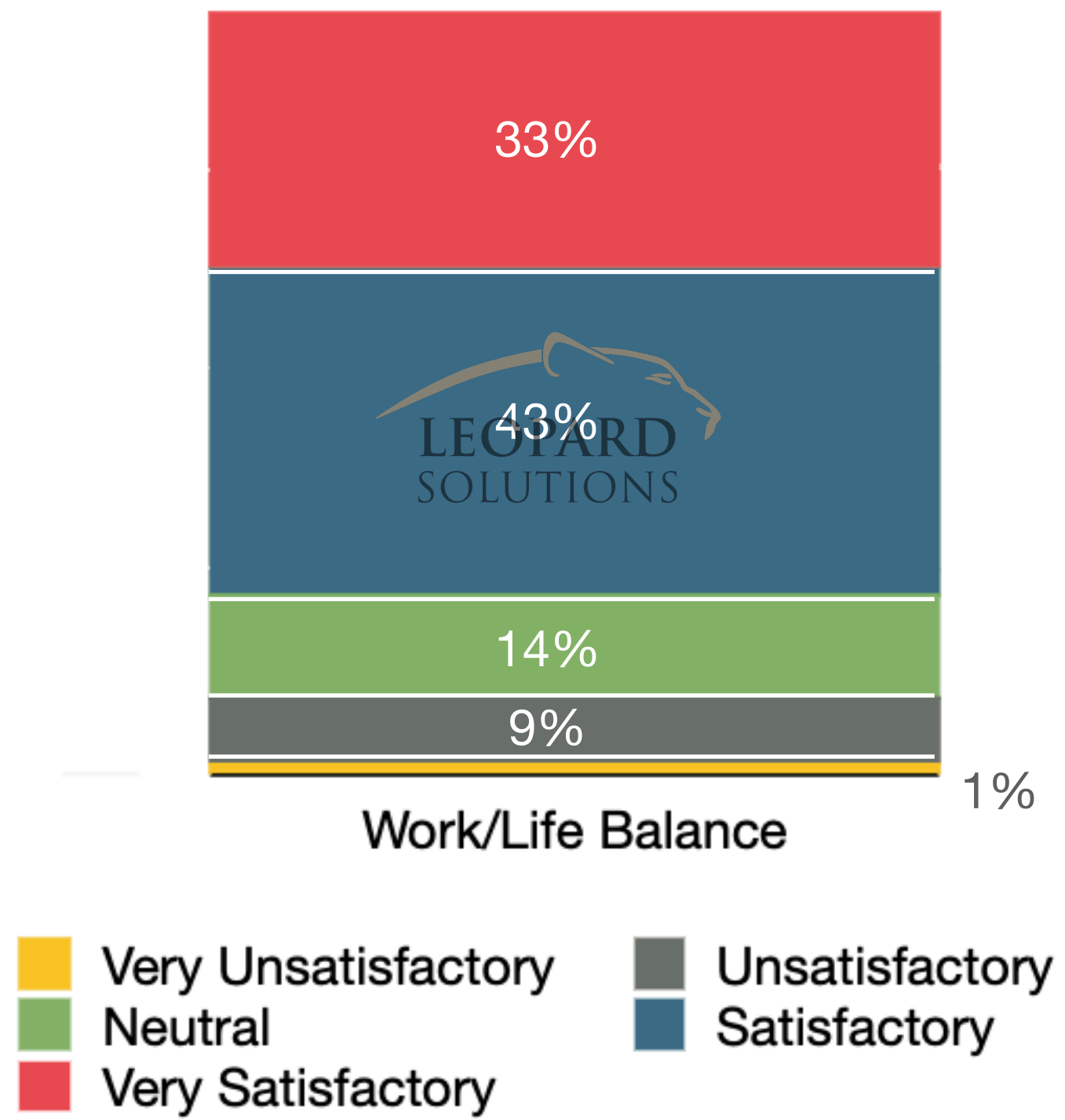
75% said their company's annual revenue was over 1 billion, but compensation looks lower than expected given the recent MLA compensation survey.

Satisfaction In The Workplace

How would you rate your work/life balance?

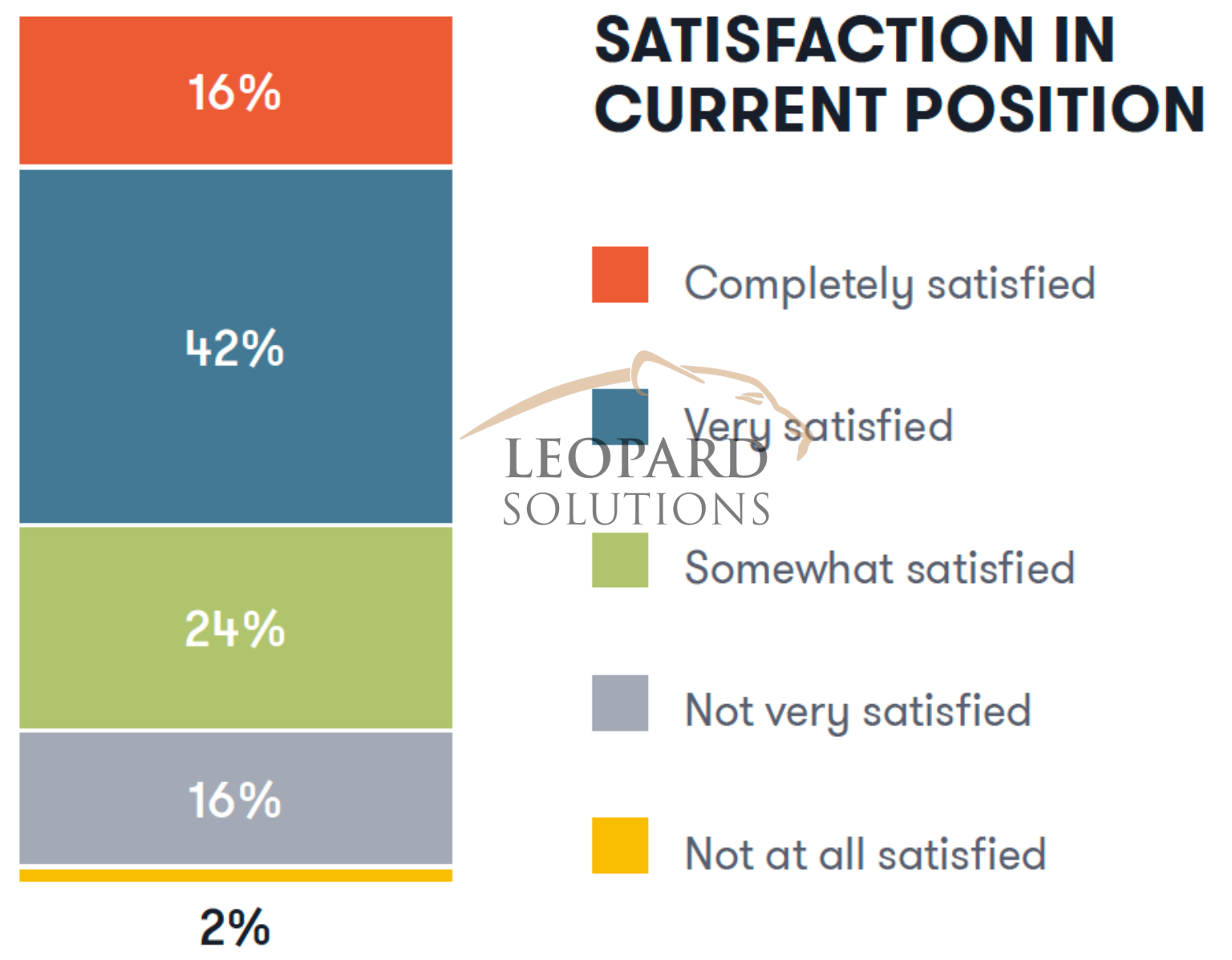
Answered: 469 Skipped: 4

Leopard Survey



76% of the attorneys in our survey ranked work/life balance as either Satisfactory or Very Satisfactory

In House Talent Survey Report Axiom 2022

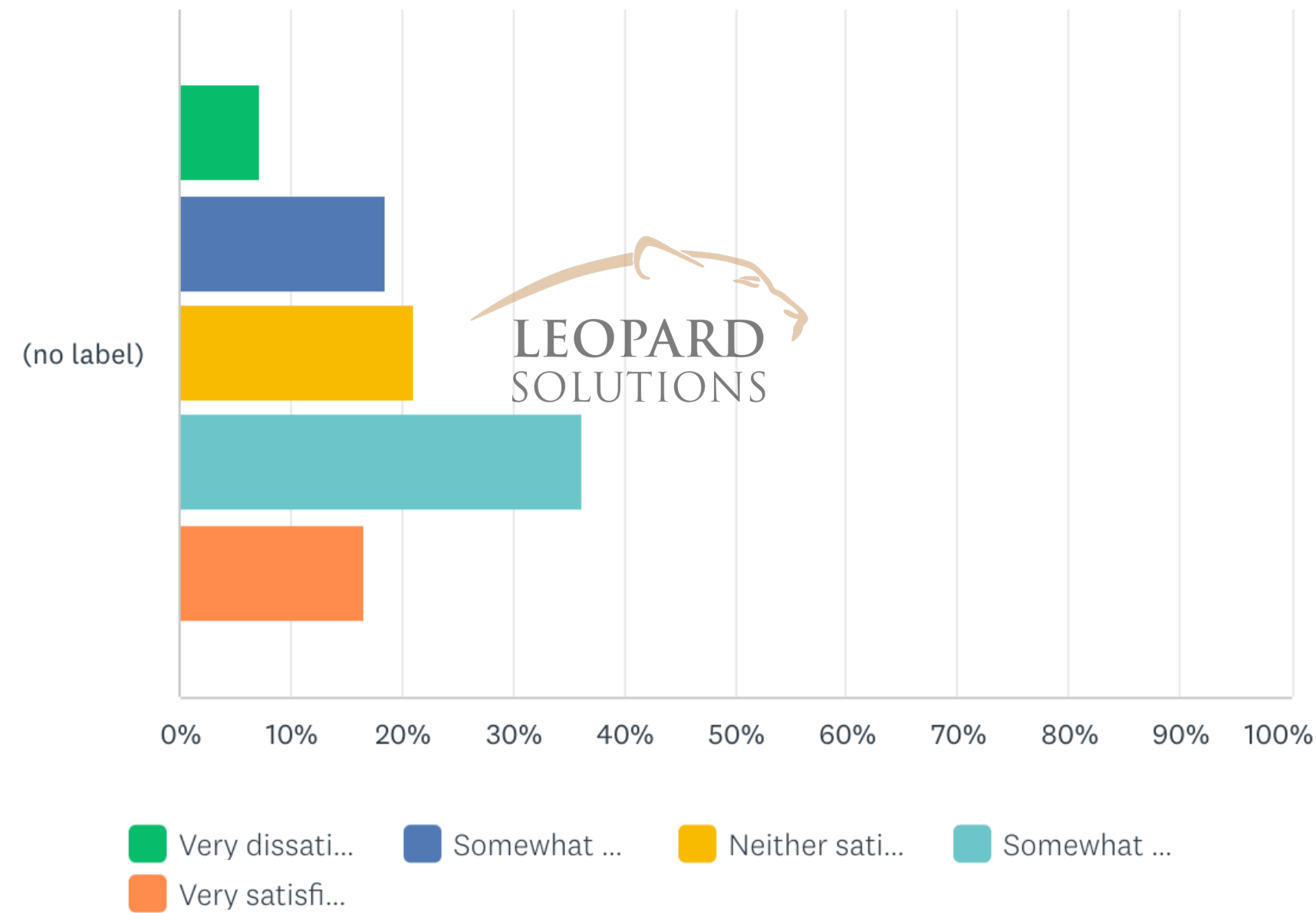


Axiom's survey found just 58% of attorneys Very Satisfied or Completely Satisfied in their current position.

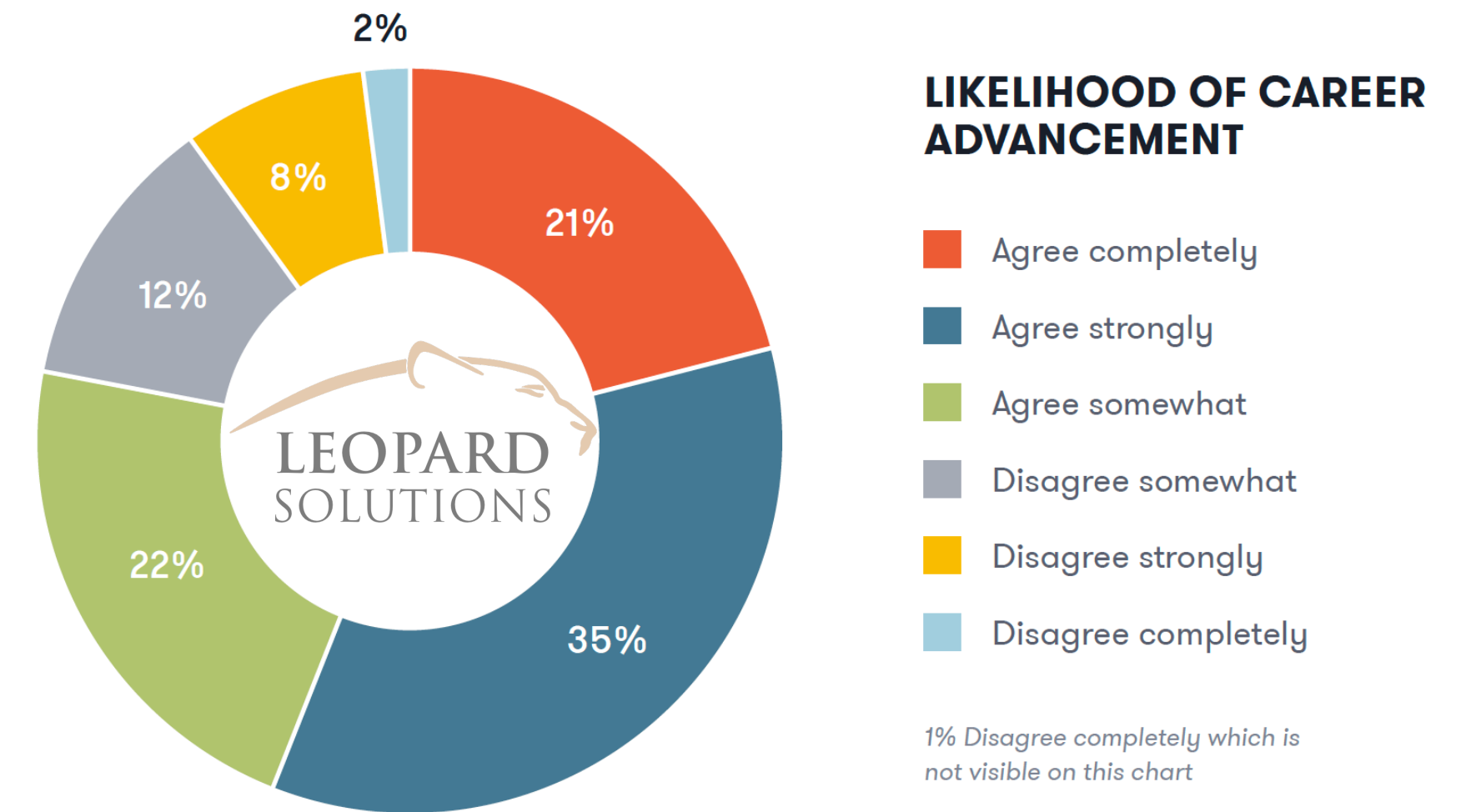
Satisfaction In The Workplace

How satisfied are you with the opportunity for advancement as counsel?

Answered: 472 Skipped: 1



In House Talent Survey Report Axiom 2022

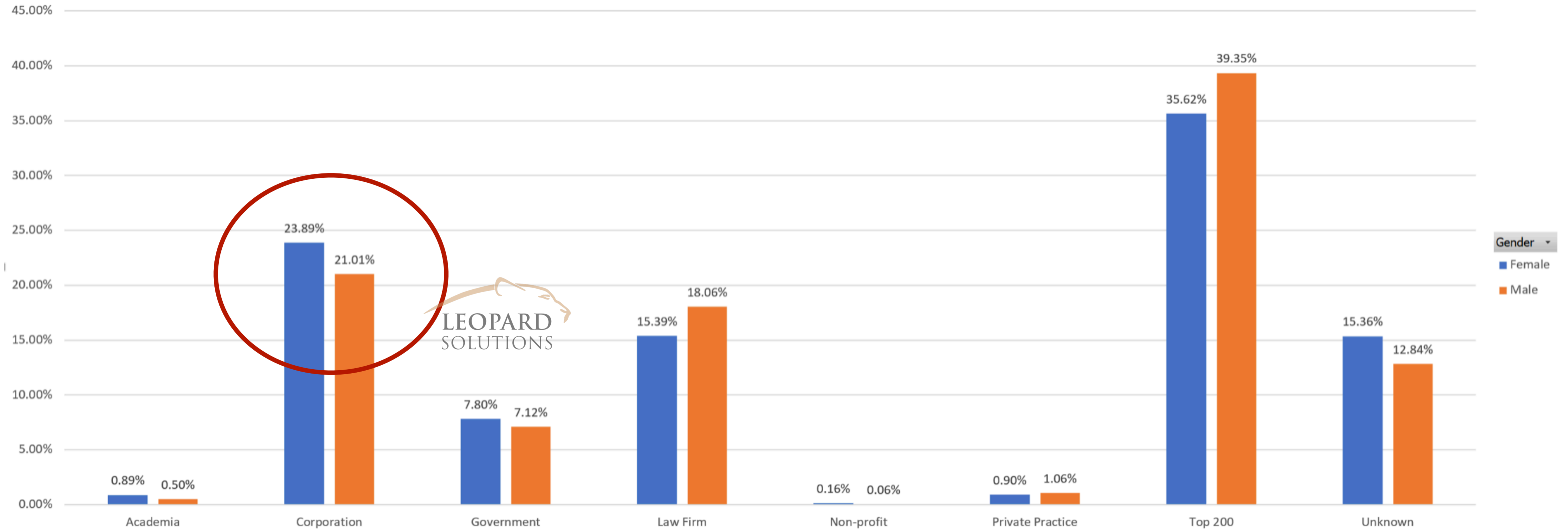


Lack of advancement opportunities is a big reason for legal department turnover. There is just one GC or Head of Legal, and depending on the tenure of the GC, it could be a long wait to get to the top.

89%
who agree are likely to look for a new position in the next 1 to 2 years

Top 200 Firms

Associate Exits



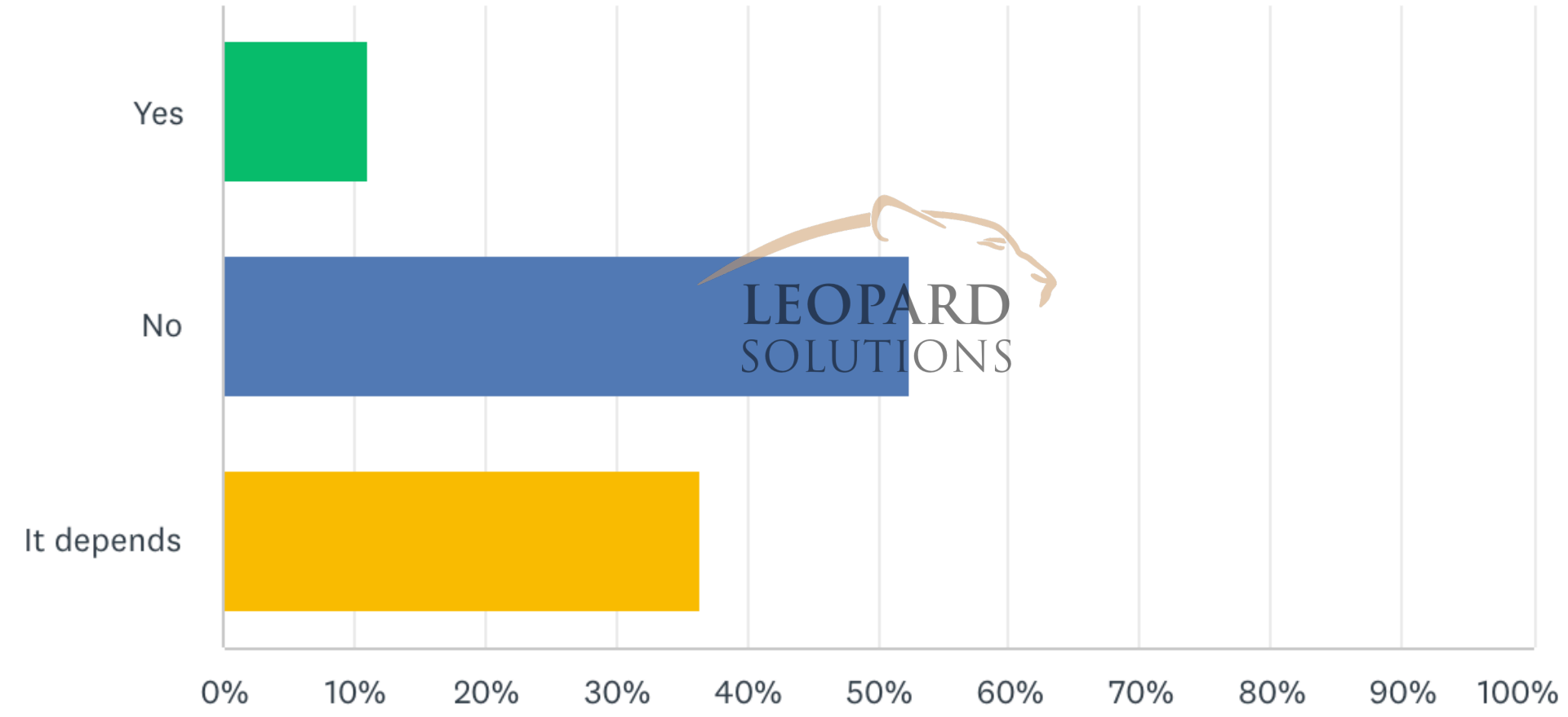
From our Women Leaving Law White paper

Would You Return To A Law Firm?

Would you ever consider returning to work for a law firm?

Answered: 470 Skipped: 3

- Not much. I've had bad experiences
- new/alternative billing practices**
- Increased Pay and Work-Life Balance
- No billable hours requirements.
- Nothing - I never want to have to bill in 6 minute increments again



Compensation, leadership opportunities, work life balance, work creativity and diversity of practice (I find satisfaction in solving intractable problems creatively)

Nothing could make me go a law firm

less billable hours

I'm not sure anything could

Would You Return To A Law Firm?

Fairer distribution of profits based on value contributed rather than legacy relationship

Higher quality work; being surrounded by intelligent lawyers who are experts in their practice areas

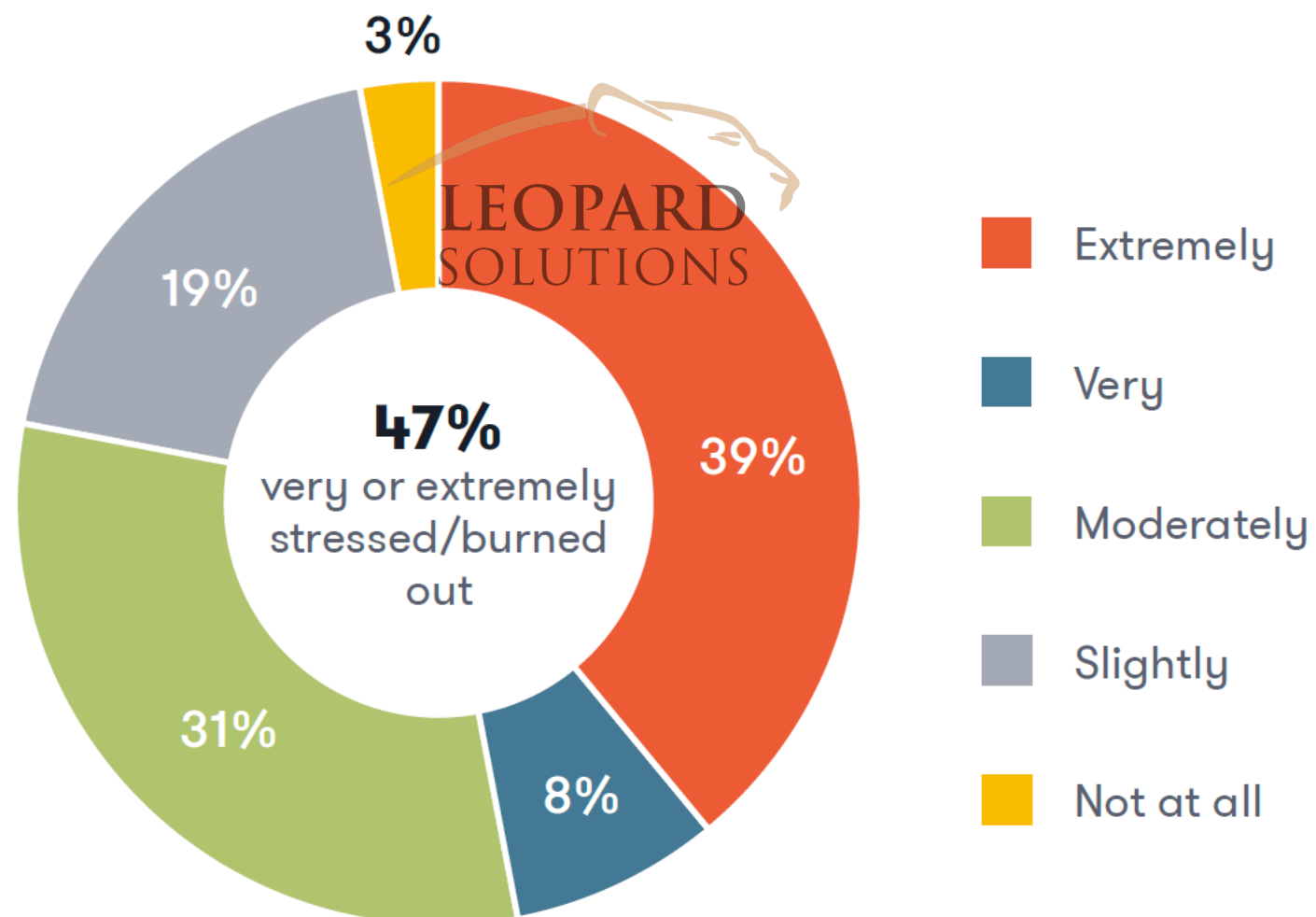
Working in-house is not less hours than working at a firm so I would consider returning to a firm for the right offer of salary and time commitment.

This last year, our employer gave attorneys a 3% raise in the face of 12% inflation. If that happens again, I may retire here, and go to work for a firm.

Maybe.....



LEVEL OF STRESS/BURN OUT IN CURRENT ROLE

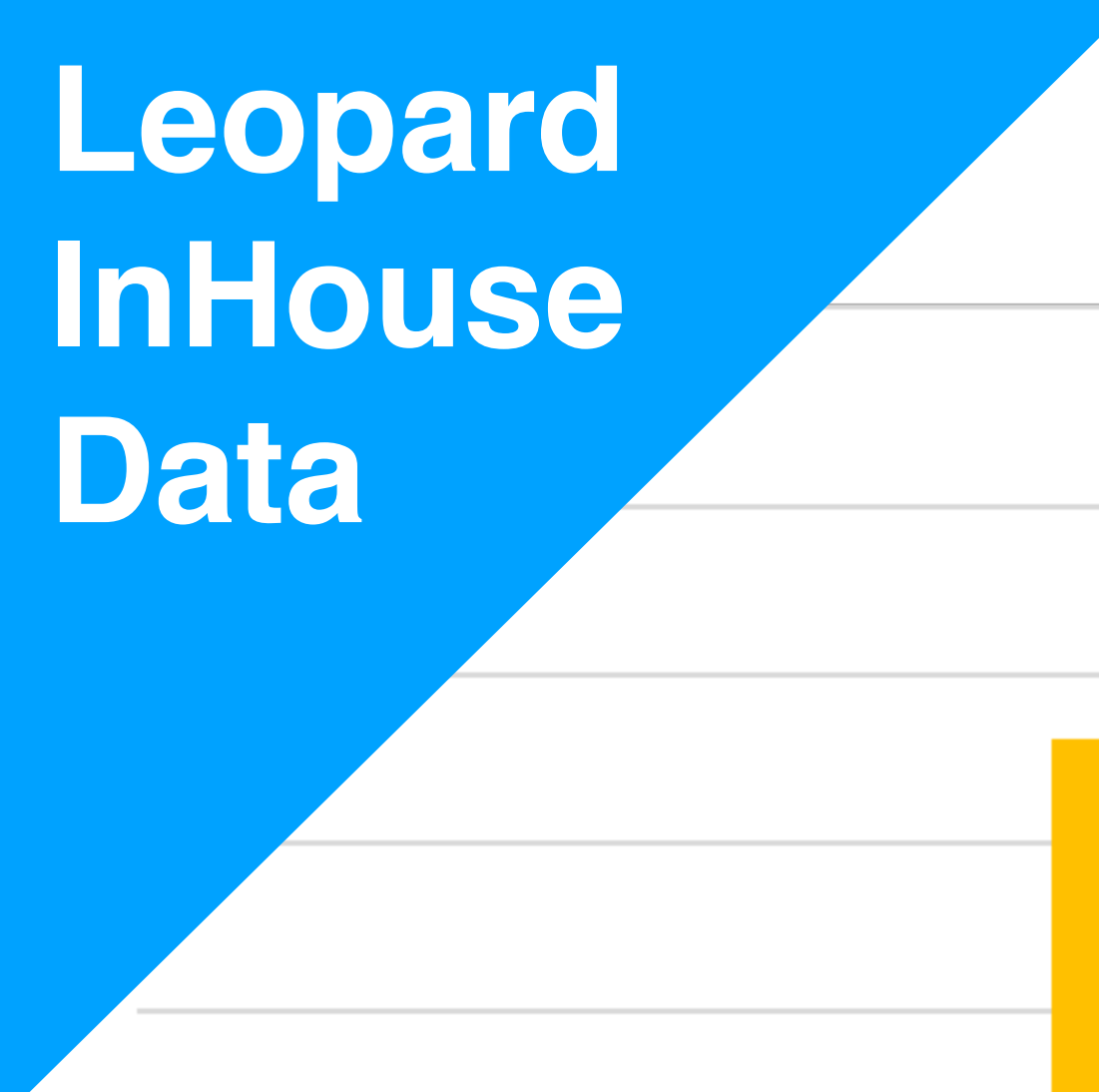


- Workload Increase
- Attrition
- Fewer resources
- Lack of remote work
- Longer hours

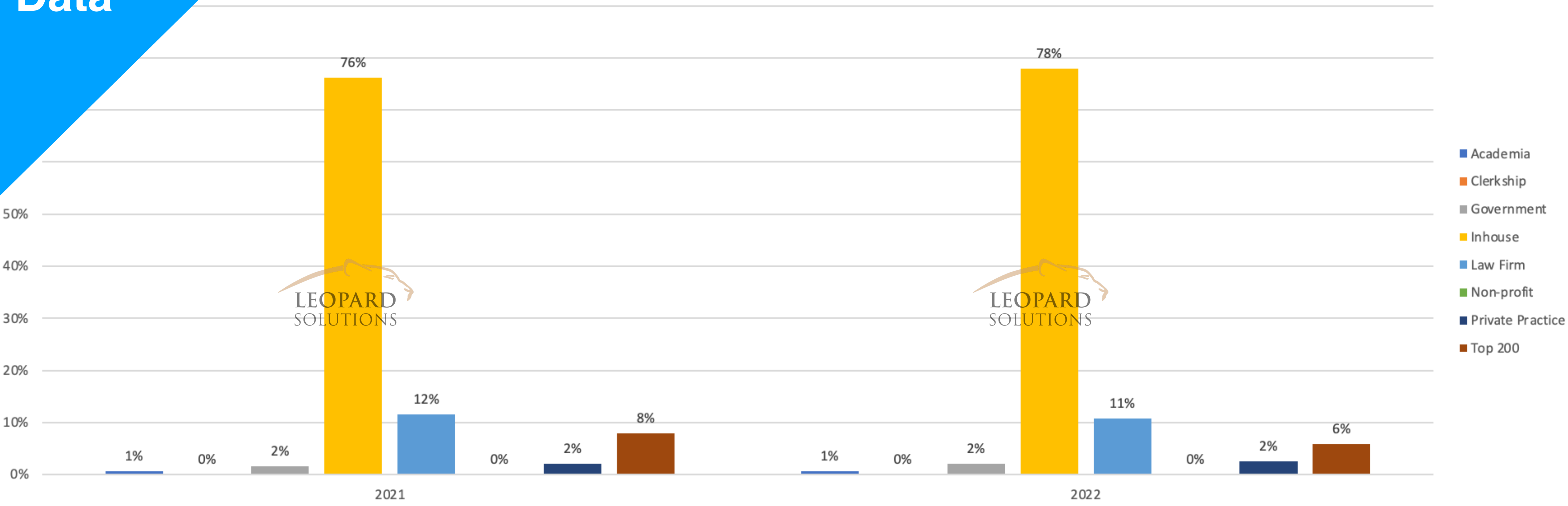
Salary, benefits, upward promotion, resources, pro bono work

Lack of upward mobility

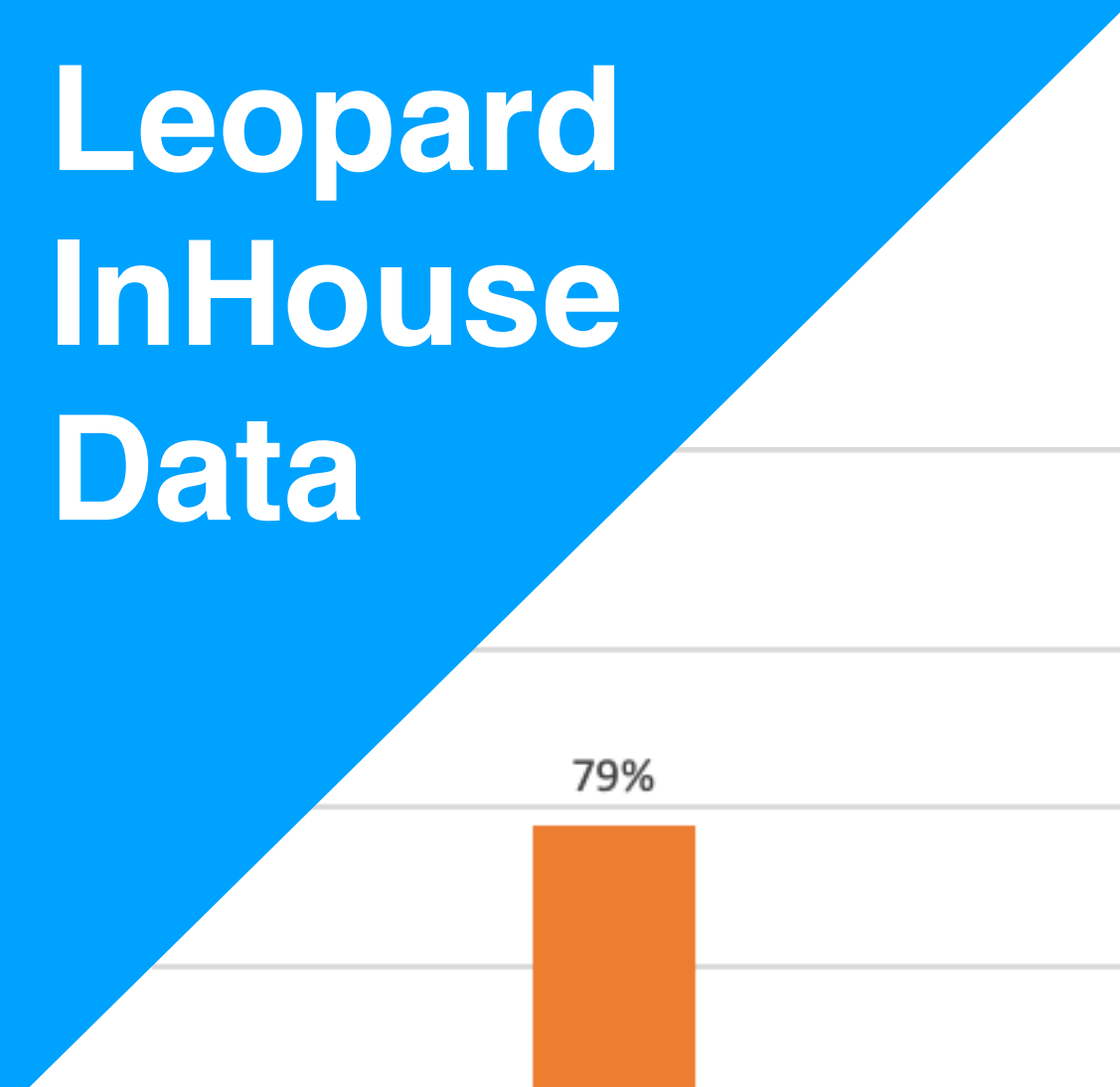
If pay increases outpace corporate in-house salaries sufficiently, and quality of life in-house does not improve



InHouse Exits by Exit Firm Types

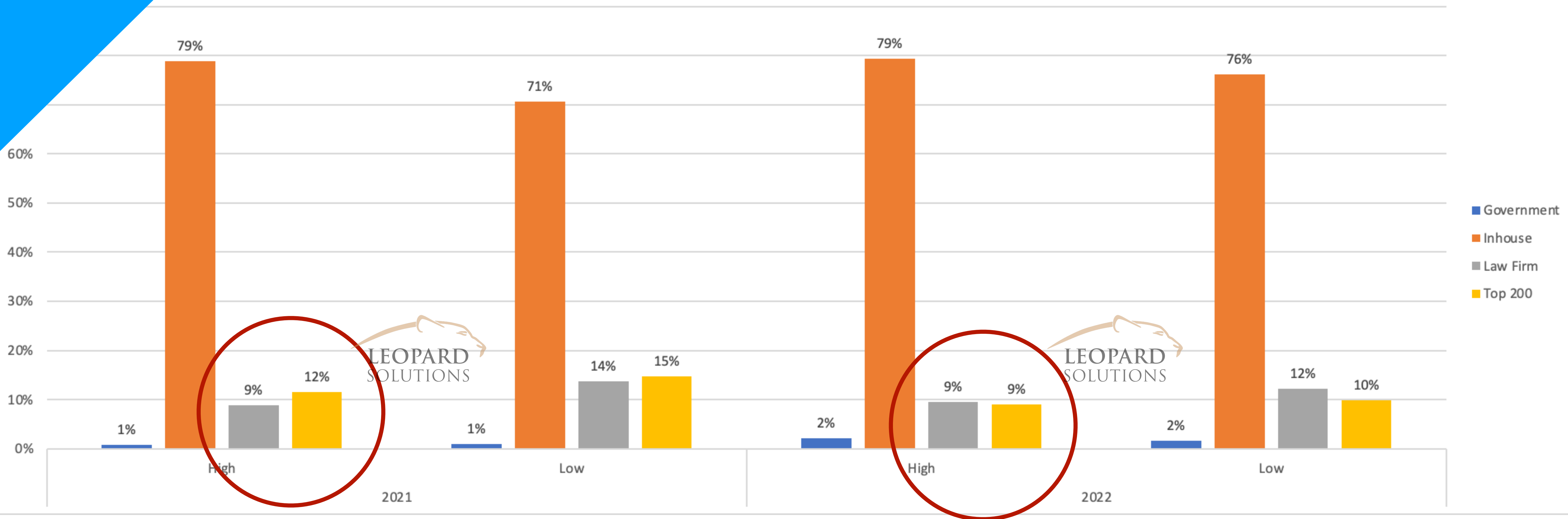


This chart is looking at attorneys who left their InHouse company and tracks where they went upon their exit. There is also a large number of ‘unknowns’ and the information has not been available as yet. We expect more of the ‘unknowns’ to be discovered in the next few months. Most attorneys where the information was available went to another InHouse company, a small portion going back to another law firm and a smaller portion going back into a Top 200 firm.

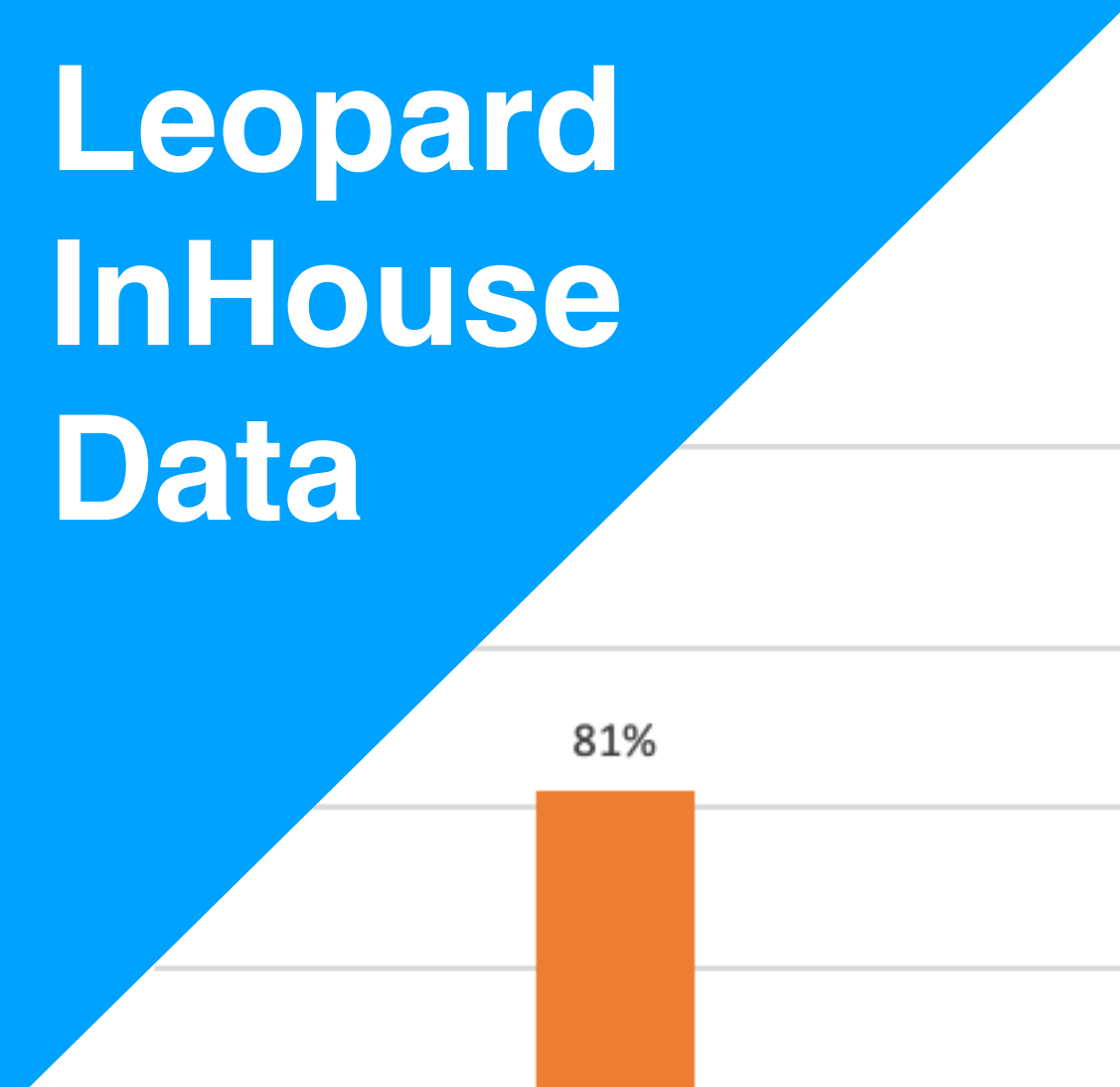


Leopard InHouse Data

InHouse Exits by Ethnic Diversity

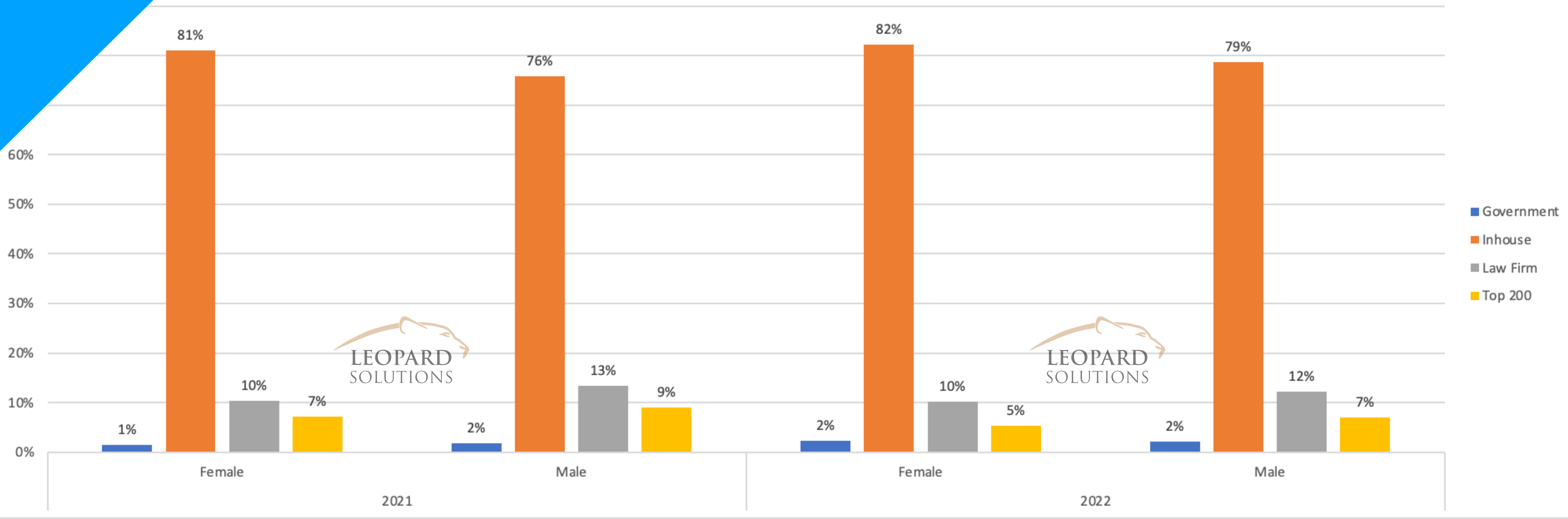


The percentage of Ethnically Diverse attorneys going back into the Top 200 dropped from 2021 to 2022. The under Top 200 law firm percentage stayed the same at 9% but it dropped from 12% to 9% for firms in the Top 200. The numbers for Non Diverse attorneys dropped as well, from 14% to 12 and from 15% to just 10%.

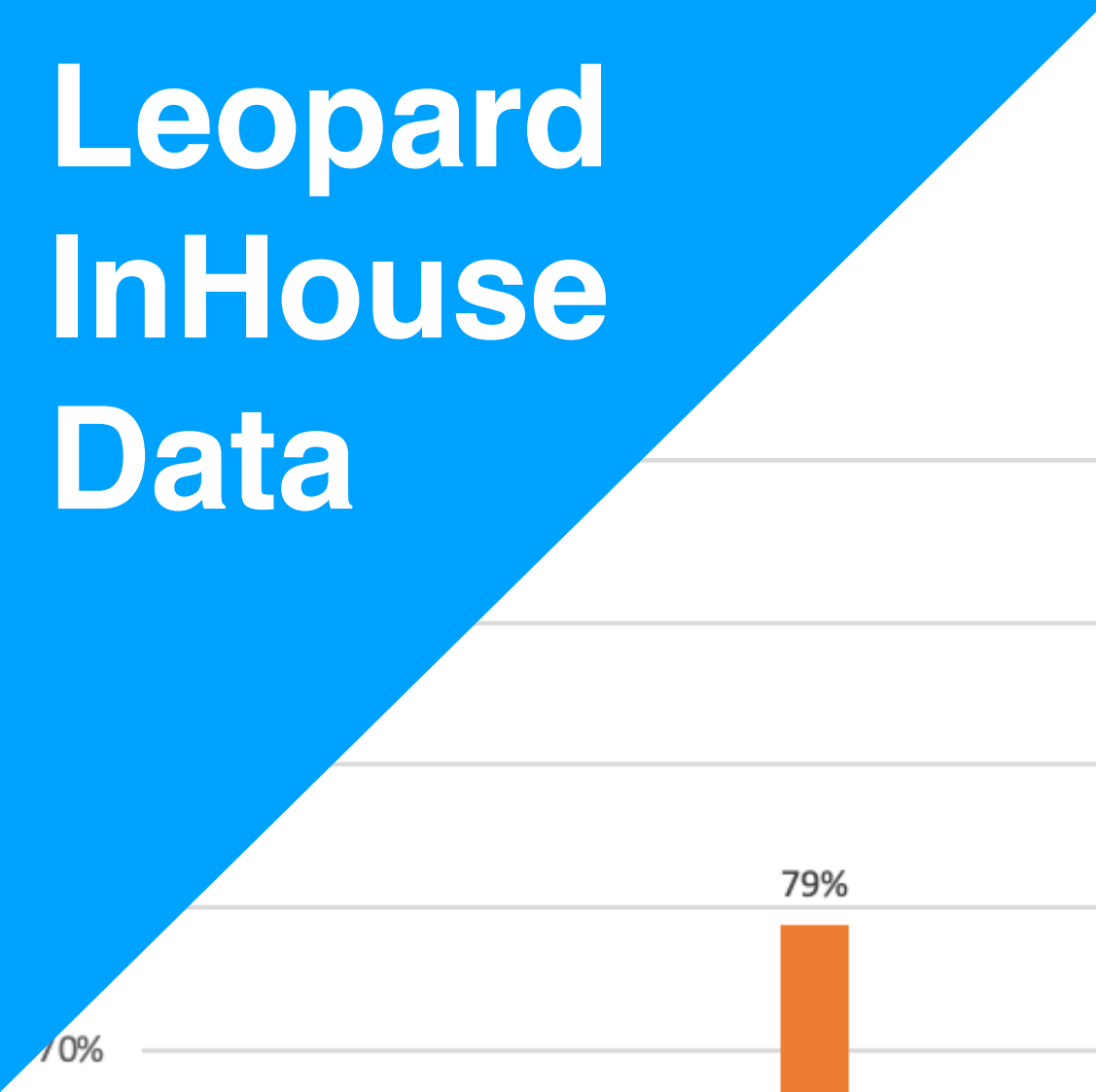


Leopard InHouse Data

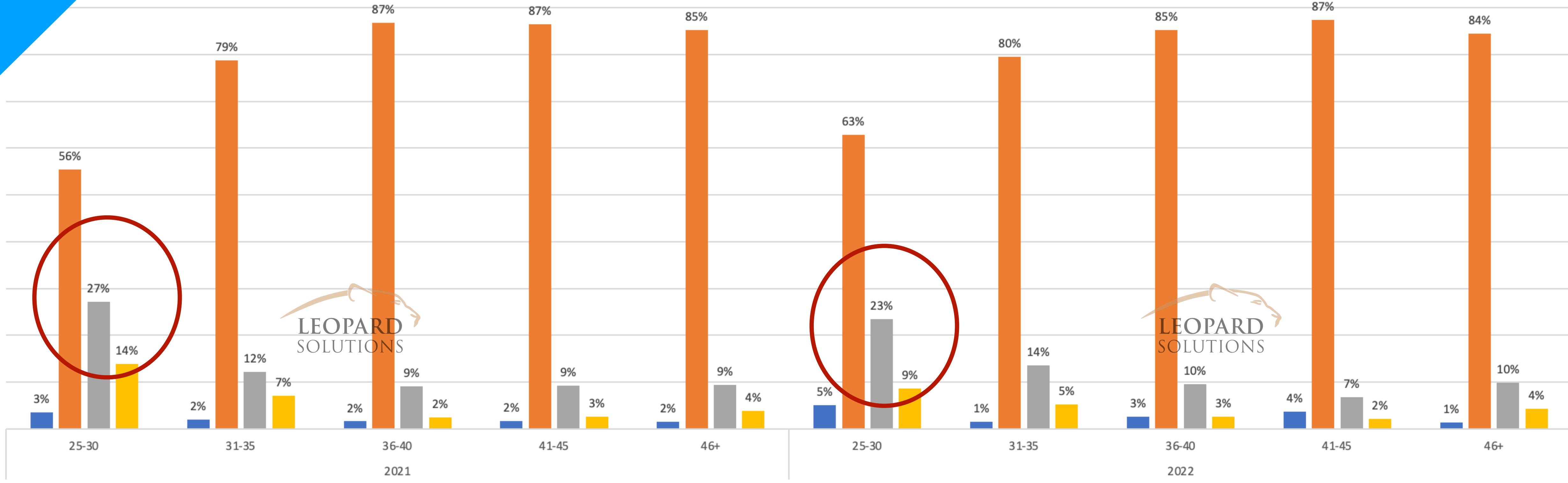
InHouse Exits by Gender Diversity



The number of Women being recruited back to law firms outside of Big Law is the same but 2% less moved back into a Top 200 Firm. The percentages of men returning to law firms also dropped in the same period by 1 and 2% respectively.



InHouse Exits by Age Group



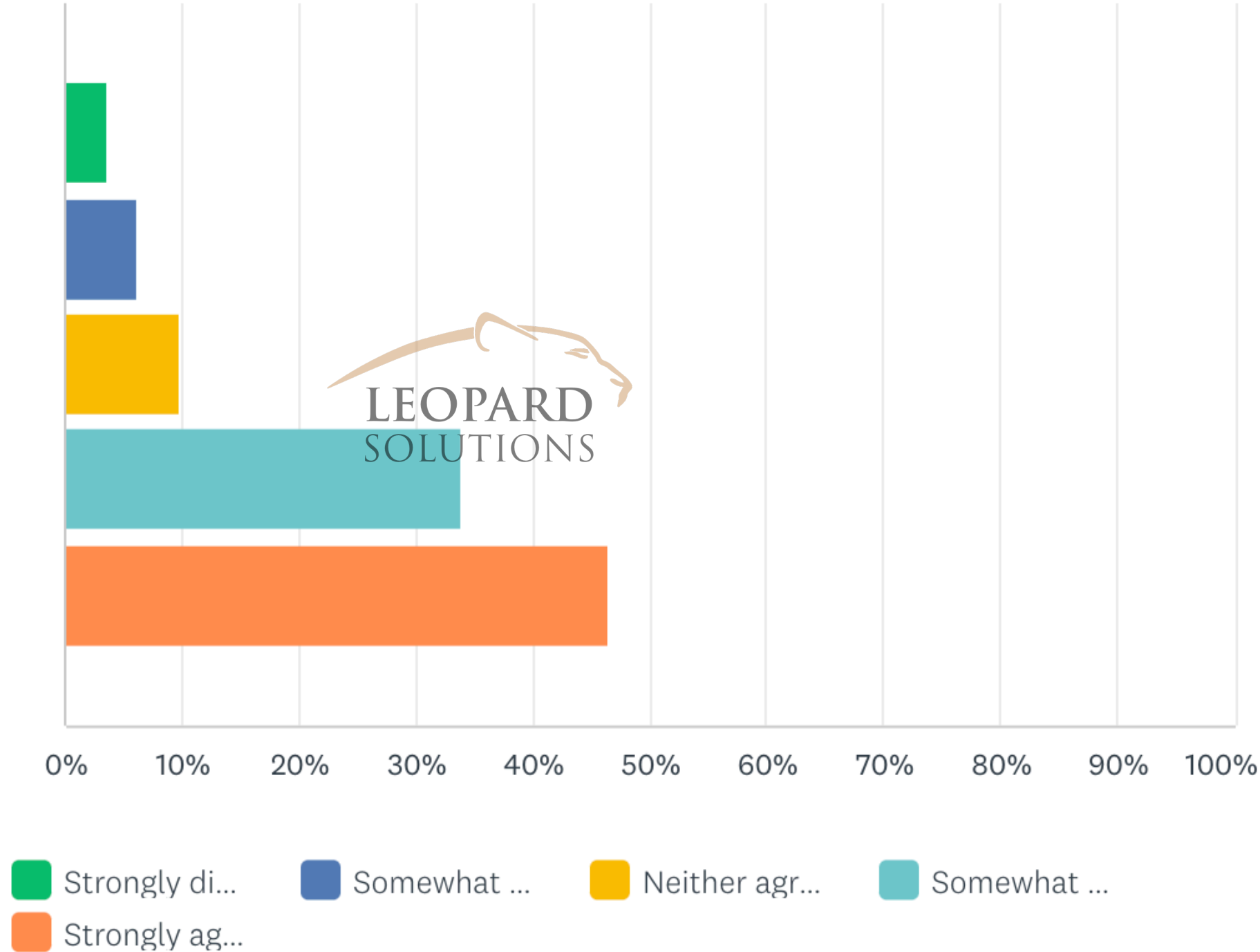
- Government
- Inhouse
- Law Firm
- Top 200

The age groups most likely to return to law firms are the 25-30 age group for both years 2021 and 2022. The 31 to 35 year group went up in law firm percentage but down 2% in the Top 200 grouping.

Commitment To Diversity

My organization is committed to diversity.

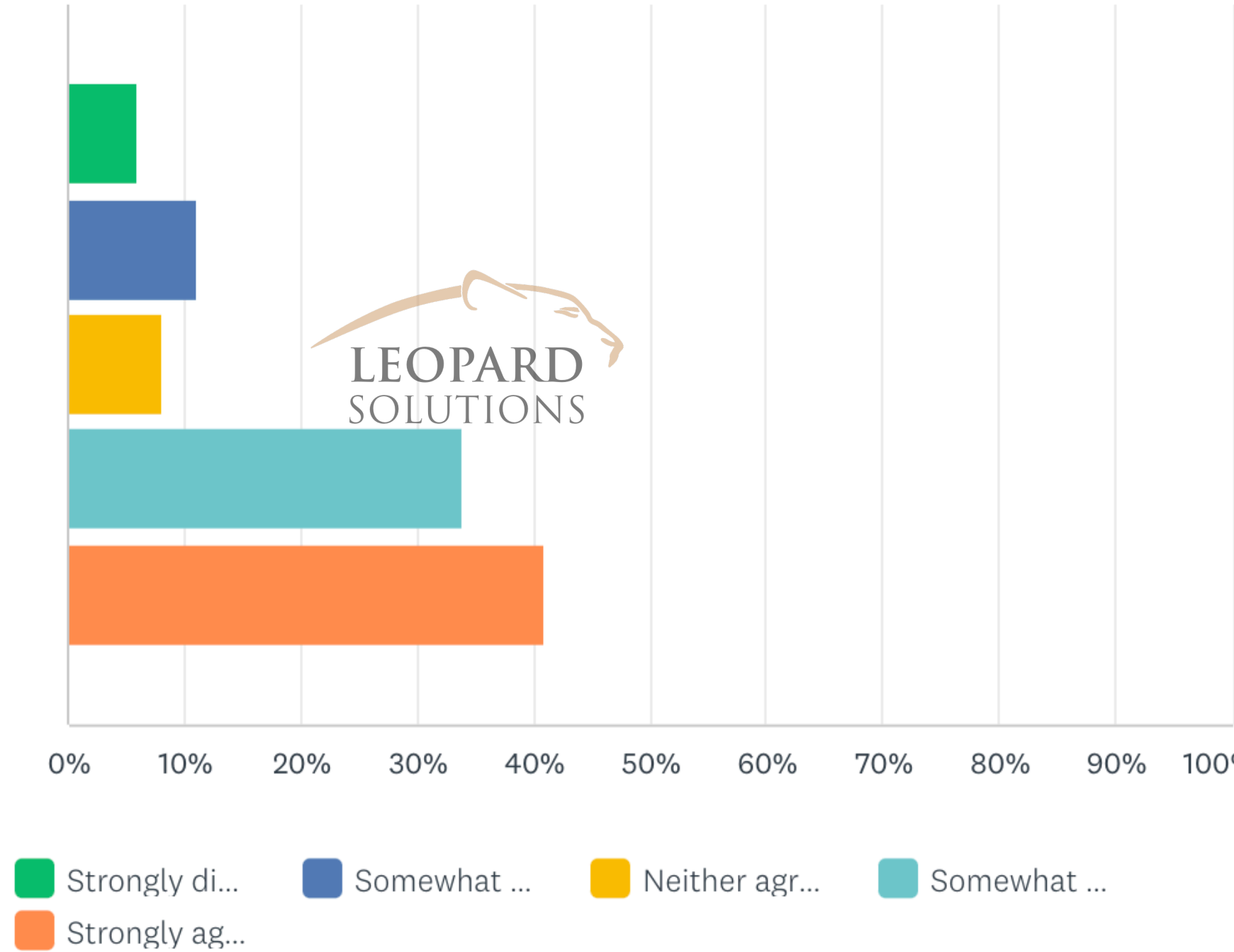
Answered: 471 Skipped: 2



Diverse Only Responses

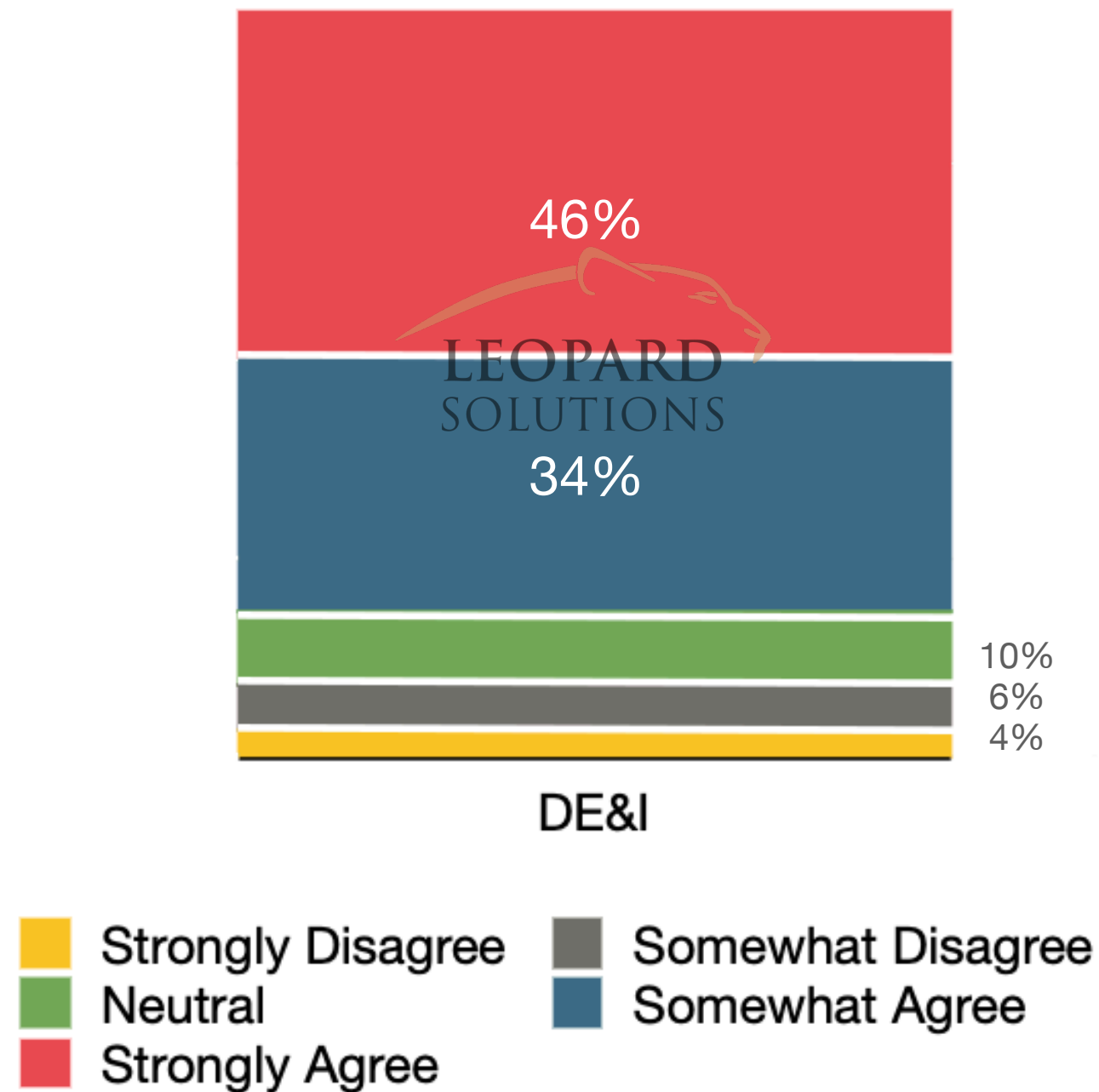
My organization is committed to diversity.

Answered: 100 Skipped: 0

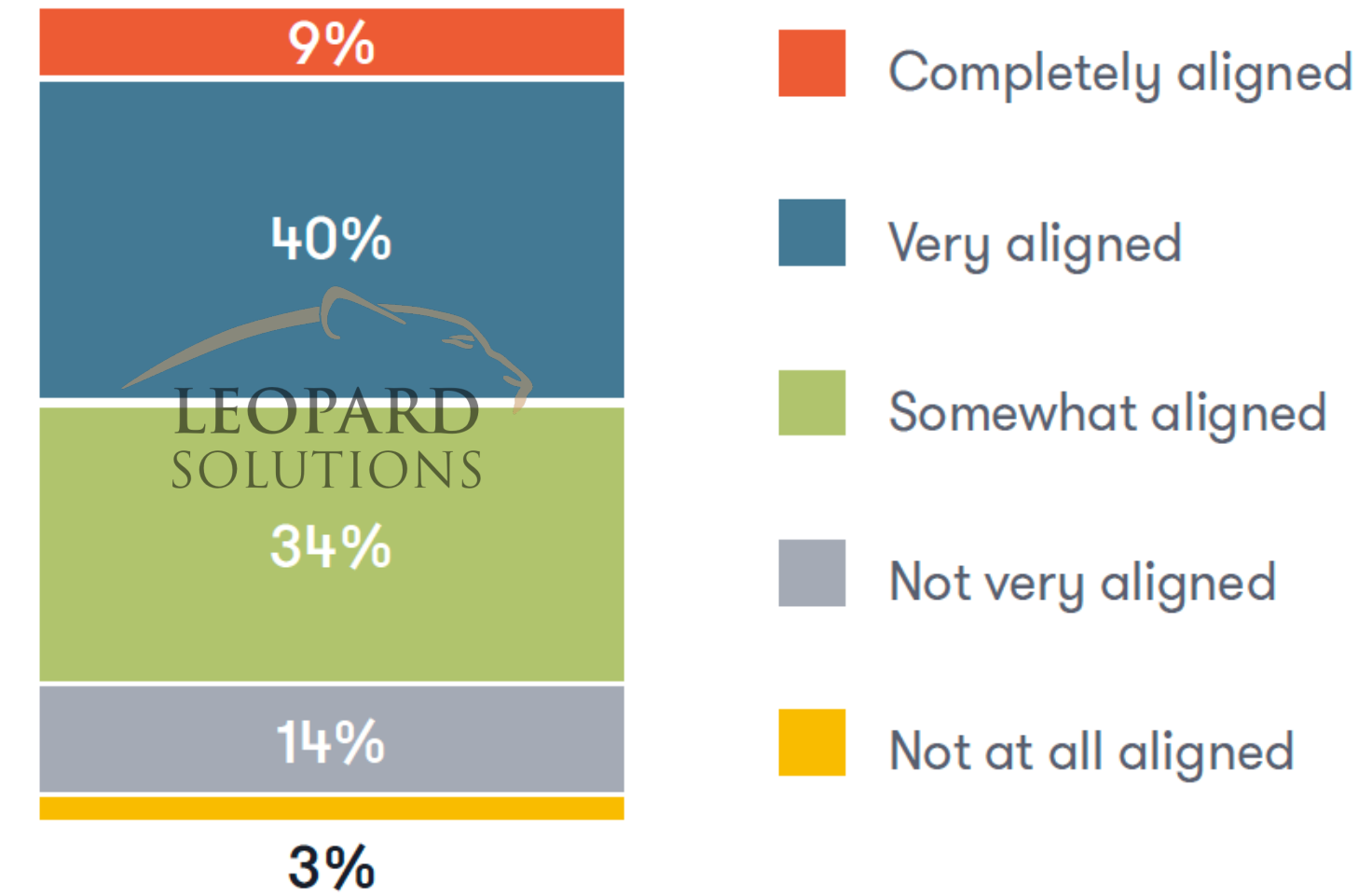


NEED FOR DEI IMPROVEMENT

Leopard Survey



LEGAL DEPARTMENT'S COMMITMENT TO DE&I INITIATIVES



Axiom's 2022 In-House Counsel Industry Report | **axiom**

Axiom's survey asked about DE&I initiatives and ours did as well, lets compare. Our survey has similar results to the Axiom question about how committed companies are to DEI initiatives. 49% of the Axiom respondents felt their company was very aligned with their DE&I initiatives, while 46% of ours felt strongly that their company was committed to diversity. 34% of our respondents somewhat agreed and 34% of Axiom's felt their company was somewhat aligned.



Vivia Chen
Columnist

Busting the Myth That Clients Are Driving Diversity

Companies are asking outside counsel for data about the race and gender of their clients. But many companies don't act on that information.

I wish I had a bitcoin—actually, let's make that the good old nickel. Someone told me that the business case for diversity in Big Law has been proven.

You know the spiel: Corporate clients are demanding that major law firms do the right thing and step up their diversity game. And by charm or force, they are using their economic might to pressure staid white, male institutional bastions of diversity and inclusion. So woe to firms that are not getting it.

The reality: Corporate customers are neither giving much of their business to underrepresented members of the profession, nor are they applying meaningful pressure on firms to change.

That's the cheery finding from the Institute for Inclusion in the Legal Profession. Its new study of 136 corporations, half of which identified as Fortune 500 companies, found that most clients—58% of respondents—dole out less than 10% of their law-firm business to racial or ethnic minorities.

"Our research shows that client pressure isn't so robust or consistent as we've been led to believe," said Sandra Yamate, the CEO of IILP.

After covering diversity in the legal profession for over 20 years, I'm hardly shocked. Partnership rates for underrepresented groups at major law firms continue to be abysmal: Last year, people of color made up just 10% of all partners, while women comprised 25%, according to the National Association for Law Placement. (Keep in mind we're not talking about equity partnership rates, which are far lower.)

The new study finds that almost three-quarters of business clients track the diversity of their outside counsel, and about 60% of clients say they discuss the diversity data collected with their outside firms. But that means that 40% of companies do not.

And the vast majority of clients—82.5%—have not set any diversity goals for their outside firms.

So clients are making a big deal about diversity data collection, often driving their law firms batty with demands for granular information, and then doing little with the findings. (Not to state the obvious, but isn't it bonkers to track diversity without setting clear goals?)



L-R: Meta Hanlon – Capital One, Catherine McGregor, Christiane Deniger – Burford Capital. Credit: Rob Kennard

EVENT

General Counsel Should 'Fire Firms' If They Don't Improve Diversity, WIPL UK Conference Told

"I don't want to speak to [just] old white men," Burford Capital senior vice president Christiane Deniger added during the panel at Law.com International's Women, Influence and Power U.K. conference this week.

May 20, 2022 at 06:27 AM

🕒 4 minute read

Diversity



Varsha Patel [↗](#)
Senior Reporter

"Our research shows that client pressure isn't so robust or consistent as we've been led to believe," said Sandra Yamate, the CEO of IILP.

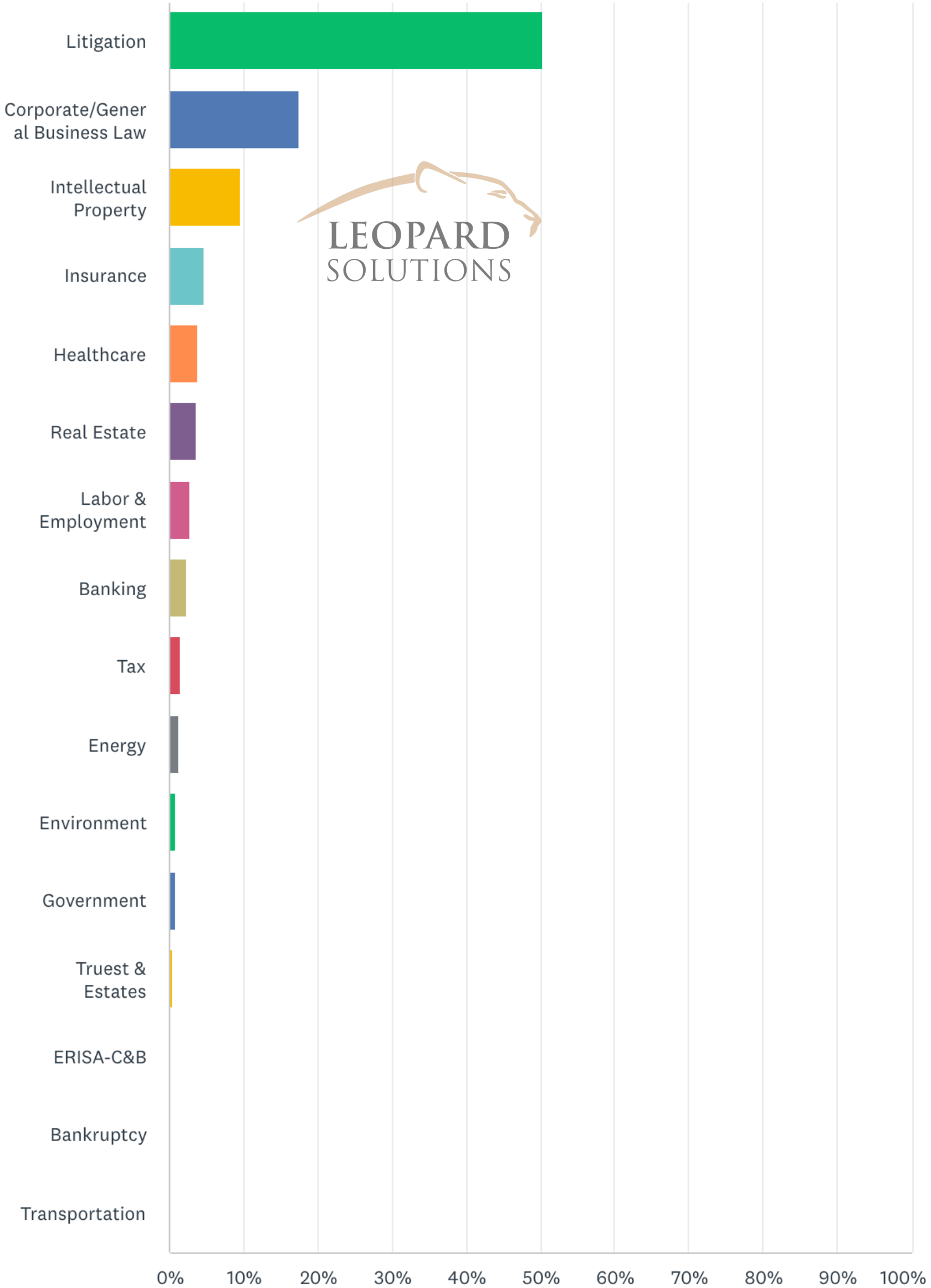
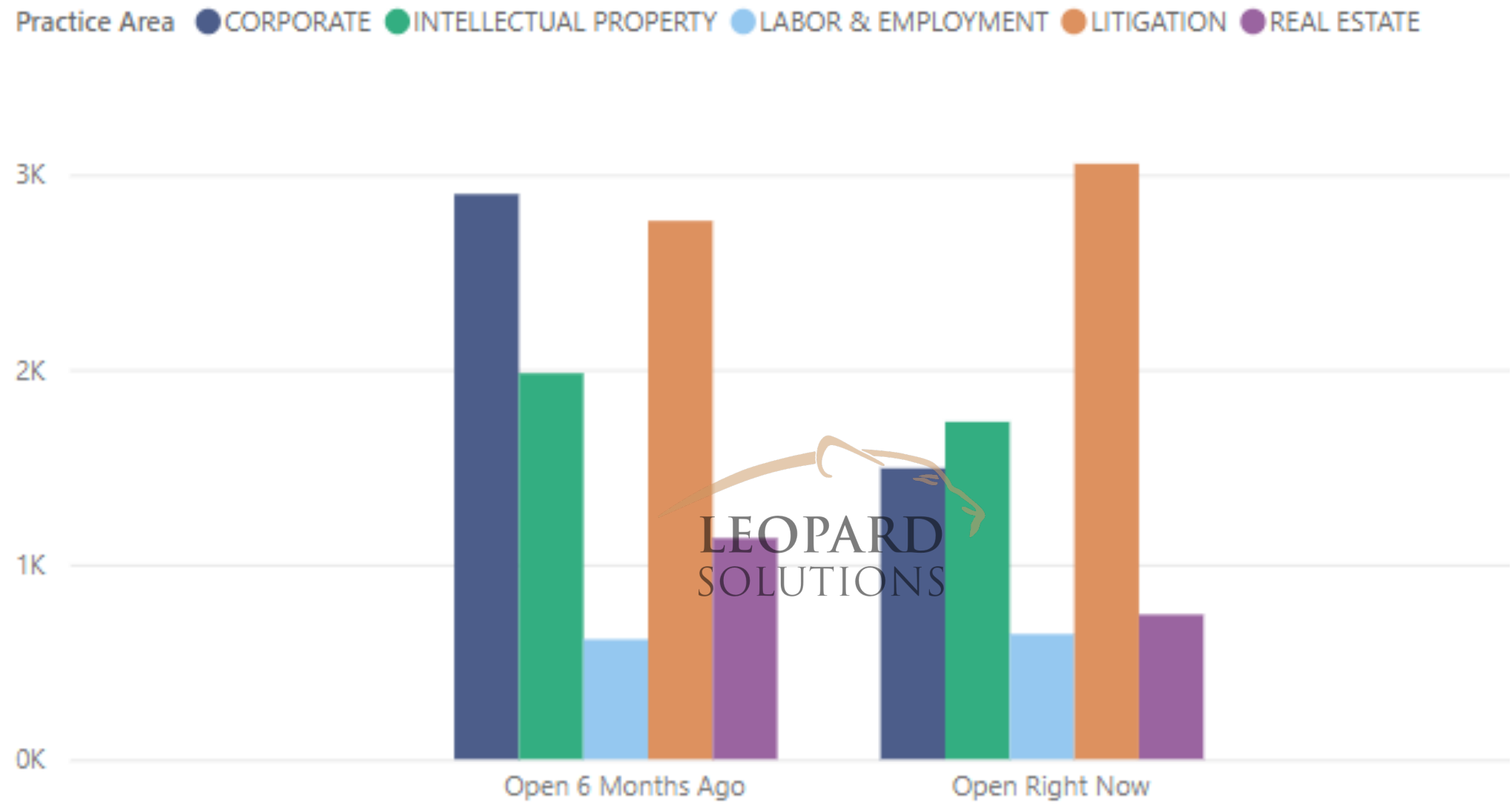
The reality: Corporate customers are neither giving much of their precious business to underrepresented members of the profession, nor are they applying meaningful pressure on firms to change.

The Use of Outside Counsel

What is the primary need for outside counsel?

Answered: 465 Skipped: 8

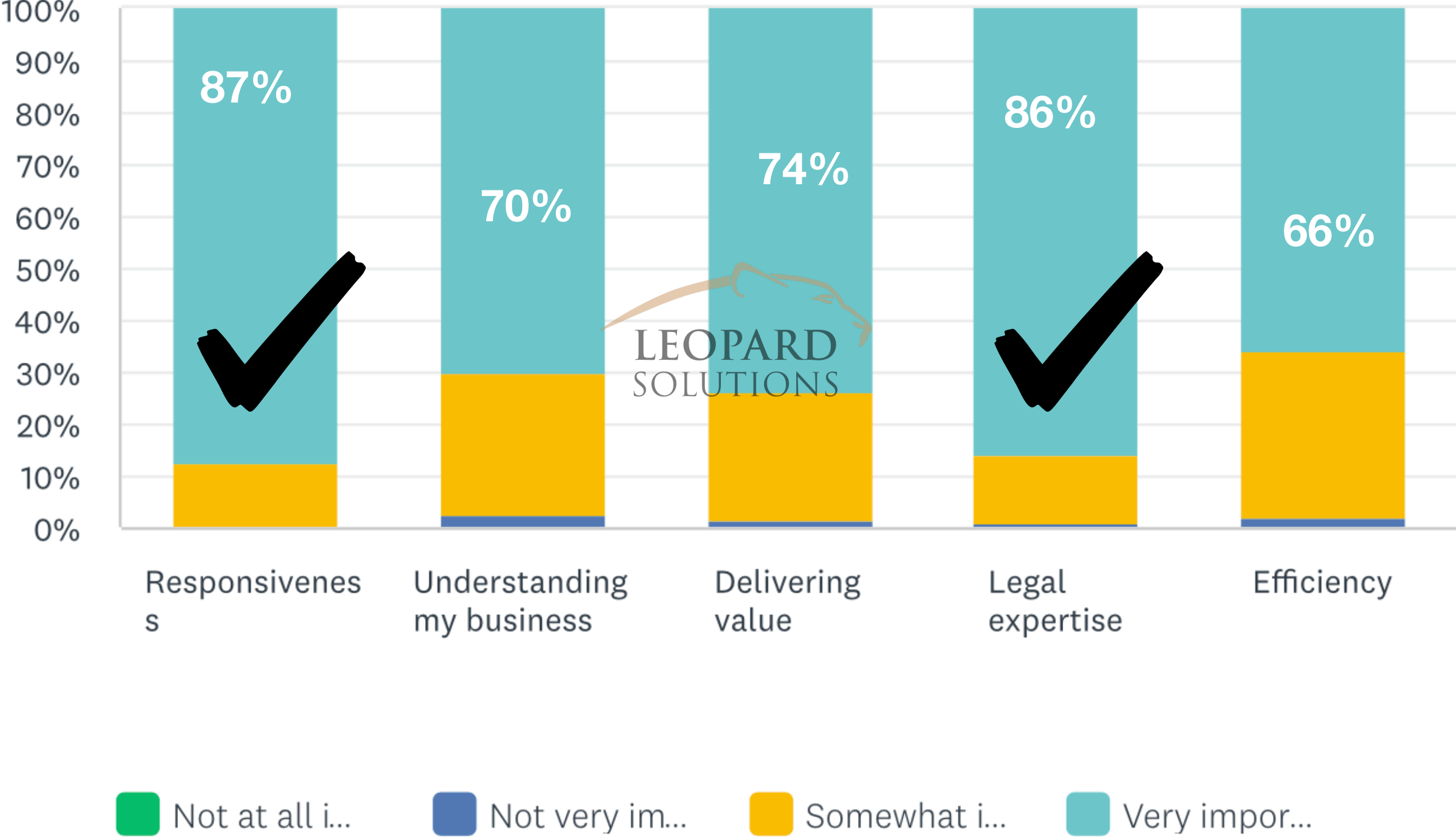
Jobs Open 6 Months Ago Vs Now



The Use of Outside Counsel

How important are the following qualities when looking for outside counsel?

Answered: 463 Skipped: 10



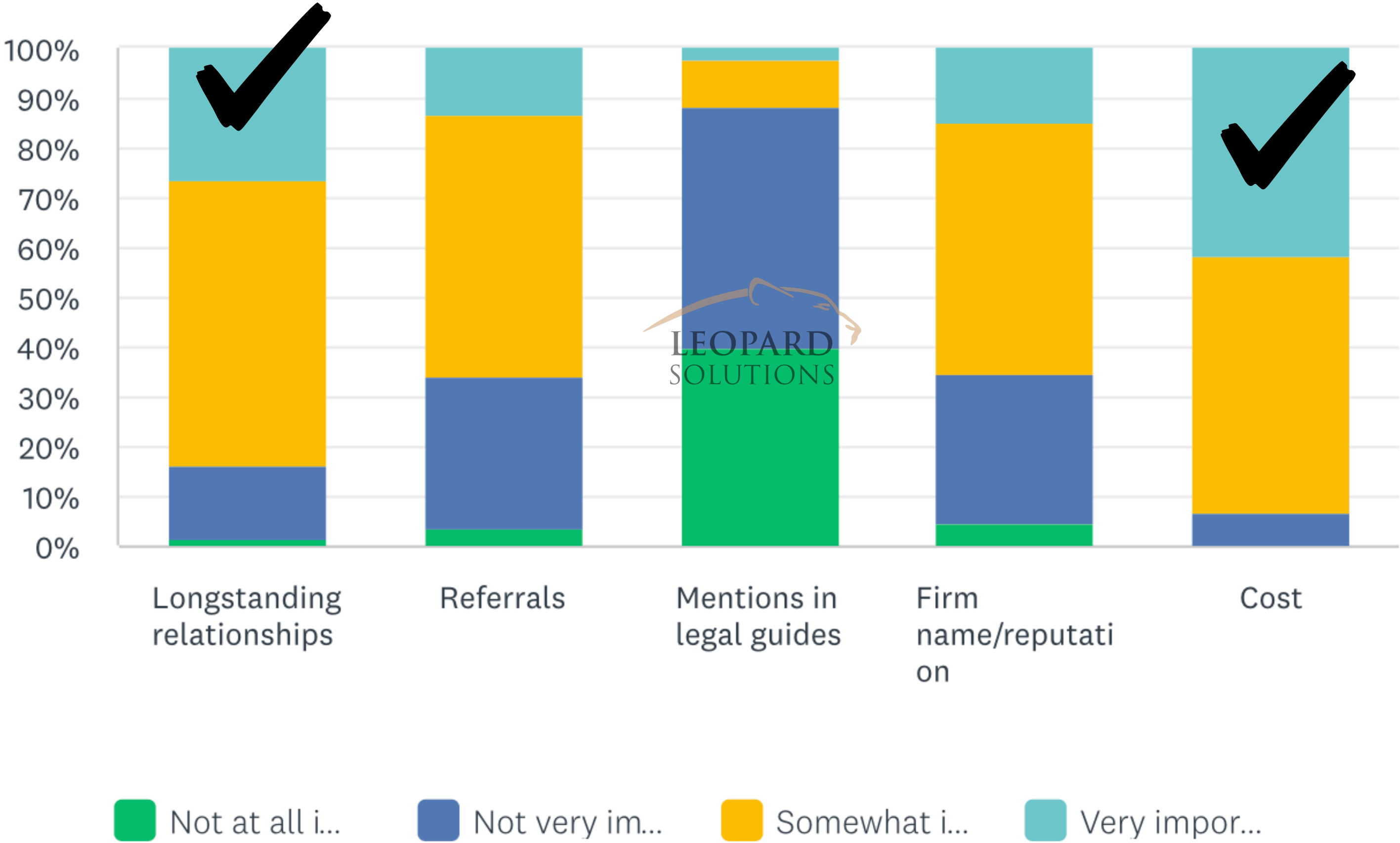
Comments

- DE & I
- Business connections
- Effective Communication
- Connections to subject matter experts
- Providing practical solutions and advice
- True partnership not just running the meter
- Outside counsel need to provide practical, business oriented, advice.

The Use of Outside Counsel

How important are the following in choosing outside counsel?

Answered: 463 Skipped: 10



The Use of Outside Counsel

How is your work allocated?

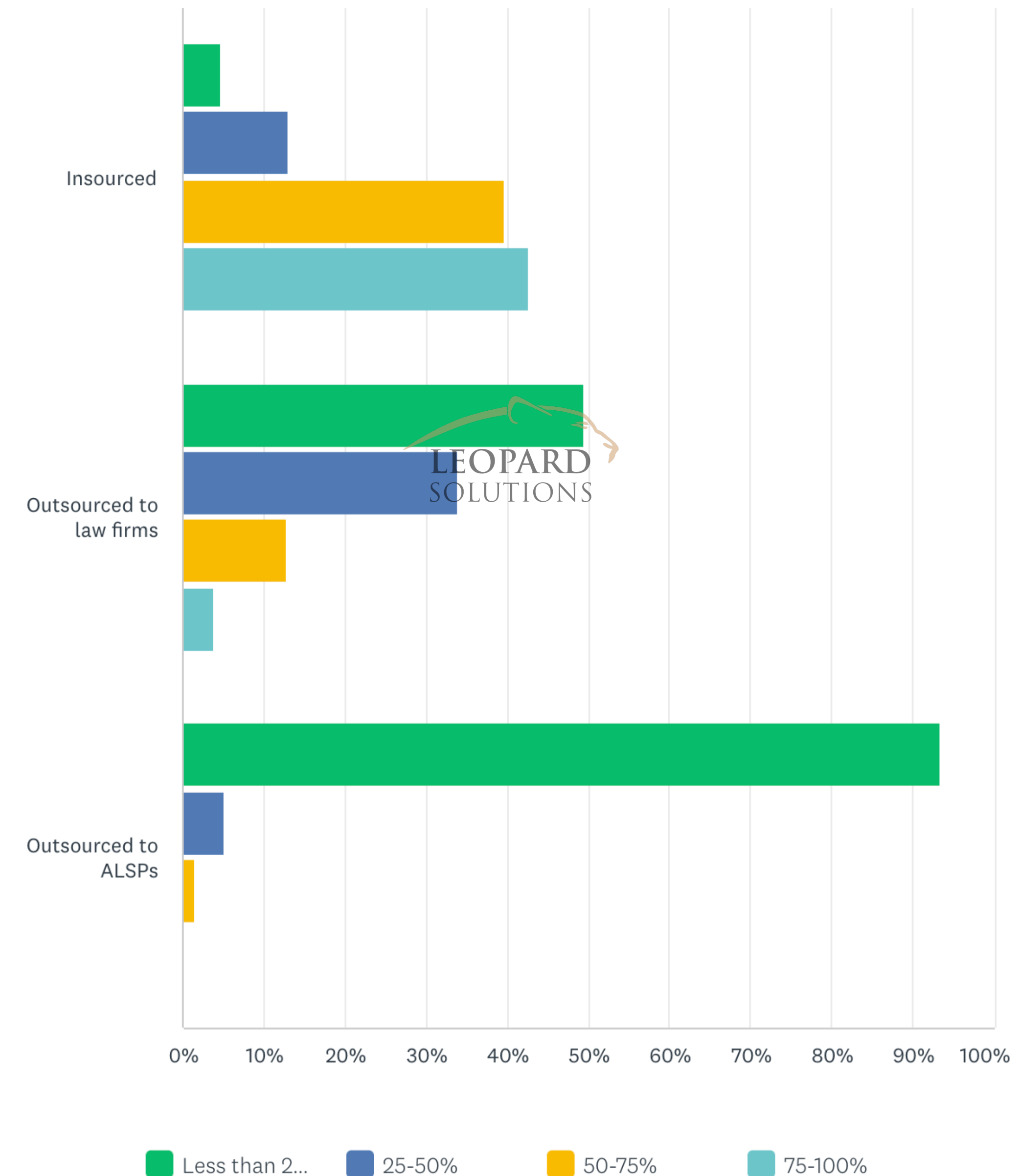
Answered: 461 Skipped: 12

42% of respondents say they handle 75-100% in-house where 40% handle 50-75%.

49% of respondents estimate they outsource less than 25% to law firms.

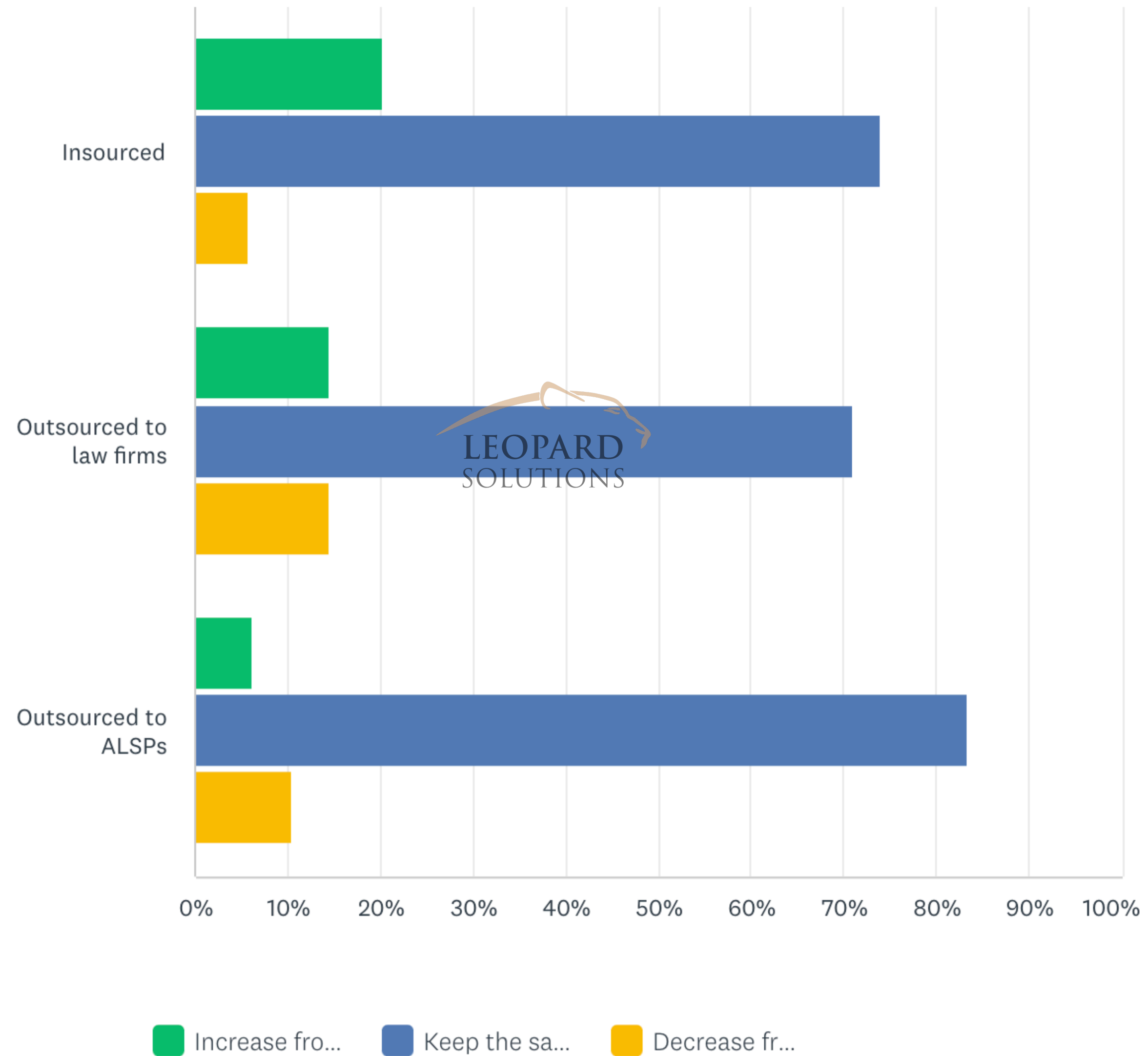
Just under 34% are outsourcing 25-50% of the work to law firms.

93% are outsourcing less than 25% to Alternative Legal Service Providers



As you forecast the next 12 months, how do you plan to allocate your legal work to meet your needs?

Answered: 467 Skipped: 6





If belts are tightening, attorneys at InHouse companies may outsource less, which means more work will need to happen InHouse with fewer resources. While they don't anticipate this, it is a likely scenario. We already see a number of unhappy people within the InHouse community and a few are entertaining a jump back to law firm life. Most who are dissatisfied will move to another company and hope the situation improves, that has been their pattern. However, by and large, attorneys seem satisfied with their InHouse role.