



Private Practice

Experience	Large Firm	Medium Firm	Small Firm
1 year	\$130,000	\$104,000	Varies
2 years	\$150,000	\$120,000	
3 years	\$175,000	\$140,000	
4 years	\$195,000	\$156,000	
5 years	\$215,000	\$172,000	
6 years	\$235,000	\$188,000	
7 years	\$255,000	\$204,000	

In House

Experience	Average Salary Range
0-2 years	\$110,000 - \$140,000
3-5 years	\$140,000 - \$180,000
6-8 years	\$180,000 - \$200,000
9+ years/General Counsel	\$200,000 - \$300,000

Please note that the above salary information pertains to base salaries only, and does not include additional guaranteed or anticipated compensation, including signing or retention bonuses, equity-related compensation or other incentives, allowances or expenses. For more insight on total compensation, please contact a ZSA recruitment consultant.



Private Practice

Experience	Large Firm	Medium Firm	Small Firm
1 year	\$115,000	\$92,000	Varies
2 years	\$125,000	\$100,000	
3 years	\$140,000	\$112,000	
4 years	\$155,000	\$124,000	
5 years	\$175,000	\$140,000	
6 years	\$190,000	\$152,000	
7 years	\$200,000	\$160,000	

In House

Experience	Average Salary Range
3-8 years	\$130,000 - \$200,000
9+ years/General Counsel	\$190,000 - \$250,000

Please note that the above salary information pertains to base salaries only, and does not include additional guaranteed or anticipated compensation, including signing or retention bonuses, equity-related compensation or other incentives, allowances or expenses. For more insight on total compensation, please contact a ZSA recruitment consultant.



Private Practice

Experience	Large Firm	Medium Firm	Small Firm
1 year	\$100,000	\$80,000	Varies
2 years	\$115,000	\$92,000	
3 years	\$145,000	\$116,000	
4 years	\$165,000	\$132,000	
5 years	\$185,000	\$148,000	

In House

Experience	Average Salary Range
3-8 years	\$135,000 - \$150,000
8-15 years	\$175,000 - \$200,000
General Counsel	\$225,000 - \$275,000

Please note that the above salary information pertains to base salaries only, and does not include additional guaranteed or anticipated compensation, including signing or retention bonuses, equity-related compensation or other incentives, allowances or expenses. For more insight on total compensation, please contact a ZSA recruitment consultant.



Private Practice

Experience	Large Firm	Medium Firm	Small Firm
1 year	\$110,000	\$80,000	Varies
2 years	\$120,000	\$90,000	
3 years	\$135,000	\$105,000	
4 years	\$150,000	\$120,000	
5 years	\$165,000	\$130,000	
6 years	\$175,000	\$140,000	
7 years	\$190,000	\$150,000	

In House

Experience	Average Salary Range
0-2 years	\$85,000 - \$100,000
3-5 years	\$95,000 - \$125,000
6-8 years	\$120,000 - \$155,000
9+ years/General Counsel	\$150,000+

Please note that the above salary information pertains to base salaries only, and does not include additional guaranteed or anticipated compensation, including signing or retention bonuses, equity-related compensation or other incentives, allowances or expenses. For more insight on total compensation, please contact a ZSA recruitment consultant.