# STATE BAR OF TEXAS DEPARTMENT OF RESEARCH & ANALYSIS



# CORPORATE/IN-HOUSE COUNSEL 2005 INCOME REPORT

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#### Introduction

This report is part of a set of reports published periodically about the economics of law practice in Texas. These reports can be a valuable competitive tool in today's environment, with the many practice areas and the wide variety of geographical locations that define Texas. To make such information available to attorneys, the State Bar's Department of Research and Analysis conducted the Texas Attorney Survey – Status 2005 in February of 2006. A goal of the survey was to obtain information on income earned in 2005 by Texas attorneys. Four reports on compensation were to be prepared: Private Practitioner 2005 Income Report, Hourly Rates in 2005 Report, Corporate/In-House Counsel 2005 Income Report. This document is the Corporate/In-House Counsel 2005 Income Report.

This report presents the data collected on yearly income of corporate/in-house counsel. The report provides detailed breakdowns of income by for-profit versus non-profit setting, years of experience, gender, and region of the state. The time frame of reference for all data described in this report is calendar year 2005.

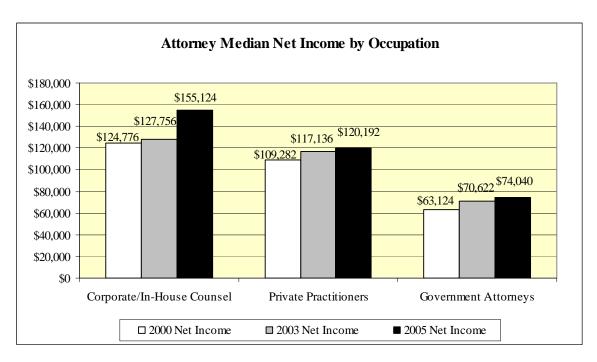
A written questionnaire was mailed on February 22, 2006 to a random sample of 7,000 Texas attorneys stratified into 12 geographical and economic regions<sup>1</sup> of the state. The survey's response rate was 34.5 percent, with a total of 2,414 attorneys responding. A more detailed description of the survey's method and a copy of the questionnaire are included at the end of this report (pages 19-21 describe the method, and the questionnaire is Appendix A).

This report on income includes both medians (50<sup>th</sup> percentile values) and averages (means). The median is the midpoint of a distribution of values. The average (mean) can differ from the median if the values below the median are not symmetrically matched by values above the median. Salaries are typically positively skewed: this means that some of the salaries that are higher than the median are further away from the median than values below the median. Note that in this report, some categories show a negative skew: the median is actually higher than the mean. In the current report it will be seen that the median salary of corporate/in-house counsel is \$155,124, and the average (mean) is \$195,984. Because of the positive (or negative) skew of most salaries, both median and mean are included in this report. In salary surveys the median salary may be the preferred measure of average salary, rather than the mean, because it more accurately represents the typical salary. On the other hand, the mean might be preferred if the purpose of using the average is to gauge the income potential of the category the average represents.

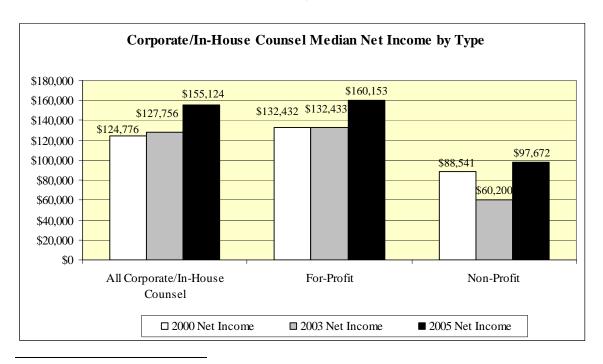
Note that in tables showing percentages that the entries for a column may not add up to exactly 100 percent because of rounding.

<sup>&</sup>lt;sup>1</sup> 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 region appear on pages 17-18 of this report.

# 2000 to 2005 Income¹ of Corporate/In-House Counsel Compared to Other Attorney Occupations



2005 Corporate/In-House Counsel Income<sup>1</sup> Averages (Means) and Medians By For-Profit Versus Non-Profit Setting



<sup>&</sup>lt;sup>1</sup> Corporate/In-house counsel working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 net income.

2005 Corporate/In-House Counsel Income<sup>1</sup> Distribution Statistics By For-Profit Versus Non-Profit Setting

2005 Income					
	Setting				
	All Corporate / In- House Counsel	For-Profit	Non-Profit		
	(n= 181)	(n= 161)	(n= 20)		
Average (Mean)	\$195,984	\$207,177	\$105,695		
75th Percentile	\$199,912	\$211,942	\$119,420		
Median (50th Percentile)	\$155,124	\$160,153	\$97,672		
25th Percentile	\$111,358	\$120,346	\$78,675		

2000 Income							
Median	\$127,756	\$132,433	\$60,200				
Increase or decrease in medians (2005 - 2003)	\$27,368	\$27,720	\$37,472				
Percent change in medians (2005 - 2003) / 2003	21%	21%	62%				

The annual incomes of attorneys are described using the following methods:

- 1. The primary focus is on the income for the calendar year 2005. The part of the table that has the 2005 statistics is labeled "2005 Income".
  - a. The table will have column headings identifying groups of attorneys (with the number of attorneys who responded to the survey in parentheses).
  - b. This distribution statistics table shows four statistics of 2005 income:
    - i. The average (mean).
    - ii. The **75**th **percentile**, the income level that 75 percent of attorneys make less than<sup>2</sup>
    - iii. The **median** (50<sup>th</sup> **percentile**), the income level of the person at the midpoint of a rank ordering of attorneys' incomes (50 percent of attorneys make less than the median<sup>2</sup>).
    - iv. The **25**<sup>th</sup> **percentile**, the income level that 25 percent of attorneys make less than<sup>2</sup>. Note that some of the later tables involving two-way cross-tabulation will not show all four statistics, but will only show the medians.
- 2. In addition, when possible, the 2003 annual income medians are shown following a gray heading labeled "2003 Income".
- 3. Following the 2003 income medians will be a comparison with 2005 median incomes, showing first, the dollar difference in annual incomes, and second, the percent change from 2003 to 2005. This comparison will always be indicated by a grid-like left margin in the table.
- 4. Another type of data presentation is the *income ranges* graph or table. These will show the percentages of attorneys per income ranges. A graph of income ranges is shown on the next page.
- 5. A fifth type of presentation is a graph that shows averages (means) and medians.

<sup>1</sup> Corporate/In-house counsel working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 net income.

<sup>&</sup>lt;sup>2</sup> This report will adopt the definition that a percentile value is the level that "P% of values are below", because it provides point estimates of percentile values. See Paul Barret (2002). Percentiles and Percentile Ranks - Confused or What? Retrieved August 1, 2006, from http://www.pbmetrix.com/techpapers/percentile.pdf

## **2005** Corporate/In-House Counsel Income<sup>1</sup> Ranges and Demographics By For-Profit Versus Non-Profit Setting

2005 Income			
		Setting	
	All Corporate / In-House	8	
	Counsel	For-Profit	Non-Profit
	(n= 181)	(n= 161)	(n= 20)
Less than \$10,000	0	0	0
\$10,000 to \$19,999	1	1	0
\$20,000 to \$29,999	0	0	0
\$30,000 to \$39,999	1	0	5
\$40,000 to \$49,999	1	0	7
\$50,000 to \$59,999	2	2	3
\$60,000 to \$69,999	3	3	9
\$70,000 to \$79,999	1	<1	2
\$80,000 to \$89,999	7	6	13
\$90,000 to \$99,999	3	2	15
\$100,000 to \$124,999	16	14	28
\$125,000 to \$149,999	13	15	0
\$150,000 to \$174,999	17	19	0
\$175,000 to \$199,999	11	11	18
\$200,000 to \$249,999	11	12	1
\$250,000 to \$299,999	3	4	0
\$300,000 to \$399,999	3	3	0
\$400,000 to \$499,999	4	4	0
\$500,000 or More	4	4	0

Gender	Percentage in Gender by Setting				
Men	64	66	43		
Women	36	34	57		

Race/Ethnicity	Percentage in Race/Ethnicity by Setting				
Caucasian / Anglo	90	90	84		
African-American / Black	6	5	14		
Hispanic / Latino	3	3	2		
Asian / Pacific Islander	2	2	0		
Native American Indian	0	0	0		
Other Race / Ethnicity	0	0	0		

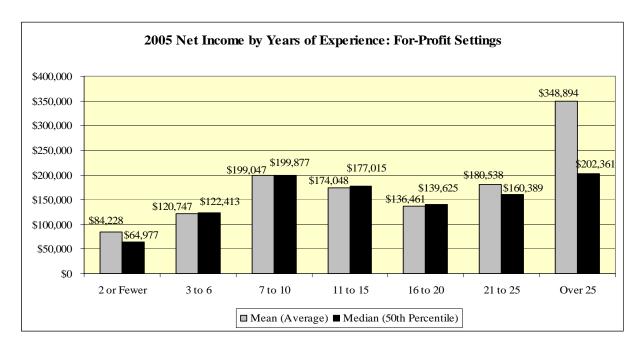
 $<sup>^{1}</sup>$  Corporate/In-house counsel working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 net income.

State Bar of Texas Department of Research and Analysis

#### 2005 Corporate/In-House Counsel Income<sup>1</sup> Distribution Statistics By Years of Experience<sup>2</sup> (For-Profit Settings)

2005 Income							
		Years of Experience					
	2 or Fewer	3 to 6	7 to 10	11 to 15	16 to 20	21 to 25	Over 25
	(n= 8)	(n= 17)	(n= 11)	(n= 35)	(n= 21)	(n= 27)	(n= 42)
Mean (Average)	\$84,228	\$120,747	\$199,047	\$174,048	\$136,461	\$180,538	\$348,894
75th Percentile	\$106,105	\$144,939	\$249,869	\$214,212	\$157,222	\$194,205	\$449,606
Median (50th Percentile)	\$64,977	\$122,413	\$199,877	\$177,015	\$139,625	\$160,389	\$202,361
25th Percentile	\$57,489	\$96,829	\$176,341	\$129,513	\$125,417	\$117,987	\$160,601

2003 Income							
Median	N/A <sup>3</sup>	\$109,969	\$147,724	\$130,189	\$189,583	\$148,682	\$183,990
Increase or decrease in medians (2005 – 2003)	N/A	\$12,444	\$52,153	\$46,826	(\$49,958)	\$11,707	\$18,371
Percent change in medians (2005 - 2003) / 2003	N/A	11%	35%	36%	-26%	8%	10%



<sup>&</sup>lt;sup>1</sup> Corporate/In-house counsel working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 net income.

<sup>&</sup>lt;sup>2</sup> Based on year first licensed in any jurisdiction.

<sup>&</sup>lt;sup>3</sup> The median 2003 net income for the "2 or fewer" category was unavailable due to insufficient number of cases.

### 2005 Corporate/In-House Counsel Income<sup>1</sup> Ranges By Years of Experience<sup>2</sup> (For-Profit Settings)

2005 Income							
		Years of Experience					
	2 or Fewer	3 to 6	7 to 10	11 to 15	16 to 20	21 to 25	Over 25
	(n= 8)	(n= 17)	(n= 11)	(n=35)	(n= 21)	(n= 27)	(n= 42)
Less than \$10,000	0	0	0	0	0	0	0
\$10,000 to \$19,999	0	0	0	0	4	0	0
\$20,000 to \$29,999	0	0	0	0	0	0	0
\$30,000 to \$39,999	0	0	0	0	0	0	0
\$40,000 to \$49,999	0	0	0	0	0	0	0
\$50,000 to \$59,999	33	1	0	0	0	0	<1
\$60,000 to \$69,999	33	8	0	0	0	0	0
\$70,000 to \$79,999	0	1	0	0	0	0	1
\$80,000 to \$89,999	6	2	8	11	19	0	0
\$90,000 to \$99,999	0	18	2	0	0	0	0
\$100,000 to \$124,999	11	22	12	10	1	35	9
\$125,000 to \$149,999	0	29	0	21	44	2	3
\$150,000 to \$174,999	17	18	1	6	23	31	26
\$175,000 to \$199,999	0	1	27	18	7	9	9
\$200,000 to \$249,999	0	0	25	29	0	0	17
\$250,000 to \$299,999	0	0	25	0	0	12	<1
\$300,000 to \$399,999	0	0	0	4	0	11	1
\$400,000 to \$499,999	0	0	0	0	2	0	15
\$500,000 or More	0	0	0	0	0	0	17
<b>Median Income</b>	\$64,977	\$122,413	\$199,877	\$177,015	\$139,625	\$160,389	\$202,361

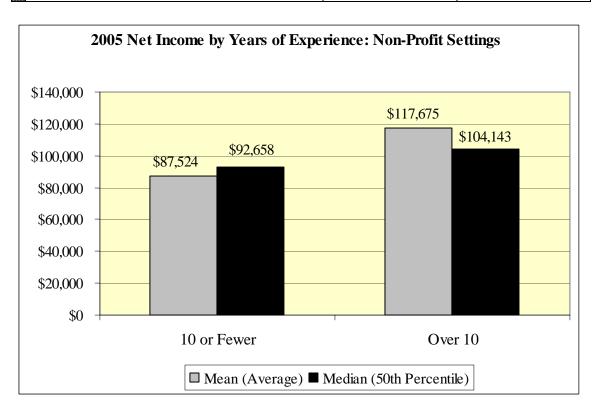
<sup>&</sup>lt;sup>1</sup> Corporate/In-house counsel working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 net income.

<sup>&</sup>lt;sup>2</sup> Based on year first licensed in any jurisdiction.

## **2005** Corporate/In-House Counsel Income<sup>1</sup> Distribution Statistics By Years of Experience<sup>2</sup> (Non-Profit Settings)

2005 Income				
	Years of Experience			
	10 or Fewer <sup>3</sup> Over 10 <sup>3</sup>			
	(n= 8)	(n= 12)		
Average (Mean)	\$87,524	\$117,675		
75 <sup>th</sup> Percentile	\$107,476	\$180,167		
Median (50 <sup>th</sup> Percentile)	\$92,658	\$104,143		
25 <sup>th</sup> Percentile	\$79,390	\$69,852		

2003 Income		
Median	\$55,901	\$127,319
Increase or decrease in medians (2005 - 2003)	\$36,757	(\$23,176)
Percent change in medians (2005 - 2003) / 2003	66%	-18%



<sup>&</sup>lt;sup>1</sup> Corporate/In-house counsel working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 net income.

<sup>3</sup> Years of experience categories consolidated to produce sufficient numbers of cases.

<sup>&</sup>lt;sup>2</sup> Based on year first licensed in any jurisdiction.

# 2005 Corporate/In-House Counsel Income<sup>1</sup> Ranges By Years of Experience<sup>2</sup> (Non-Profit Settings)

2005 Income			
	Years of 1	Experience	
	10 or Fewer <sup>3</sup> Over 10 <sup>3</sup>		
	(n= 8)	(n= 12)	
Less than \$10,000	0	0	
\$10,000 to \$19,999	0	0	
\$20,000 to \$29,999	0	0	
\$30,000 to \$39,999	7	3	
\$40,000 to \$49,999	12	4	
\$50,000 to \$59,999	2	3	
\$60,000 to \$69,999	0	15	
\$70,000 to \$79,999	5	0	
\$80,000 to \$89,999	20	9	
\$90,000 to \$99,999	20	12	
\$100,000 to \$124,999	36	23	
\$125,000 to \$149,999	0	0	
\$150,000 to \$174,999	0	0	
\$175,000 to \$199,999	0	30	
\$200,000 to \$249,999	0	1	
\$250,000 to \$299,999	0	0	
\$300,000 to \$399,999	0	0	
\$400,000 to \$499,999	0	0	
\$500,000 or More	0	0	
Median Income	\$92,658	\$104,143	

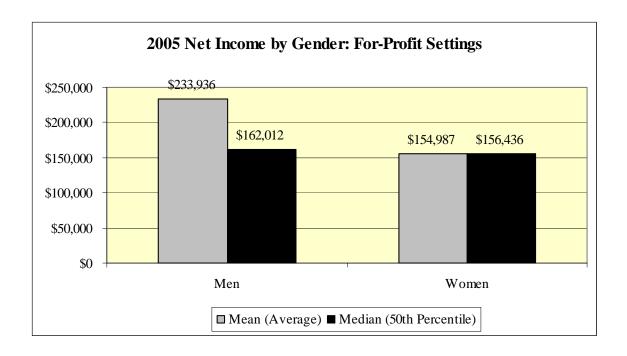
<sup>1</sup> Corporate/In-house counsel working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 net income.

<sup>&</sup>lt;sup>2</sup> Based on year first licensed in any jurisdiction.
<sup>3</sup> Years of experience categories consolidated to produce sufficient numbers of cases.

## **2005** Corporate/In-House Counsel Income<sup>1</sup> Distribution Statistics By Gender (For-Profit Settings)

2005 Income		
	Ge	ender
	Men	Women
	(n= 106)	(n=54)
Average (Mean)	\$233,936	\$154,987
75th Percentile	\$241,263	\$192,323
Median (50th Percentile)	\$162,012	\$156,436
25th Percentile	\$121,188	\$119,444

2003 Income						
	Median	\$145,926	\$111,477			
	Increase or decrease in medians (2005 – 2003)	\$16,086	\$44,959			
	Percent change in medians (2005 – 2003) / 2003	11%	40%			



<sup>&</sup>lt;sup>1</sup> Corporate/In-house counsel working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 net income.

# **2003** Corporate/In-House Counsel Income<sup>1</sup> Ranges By Gender (For-Profit Settings)

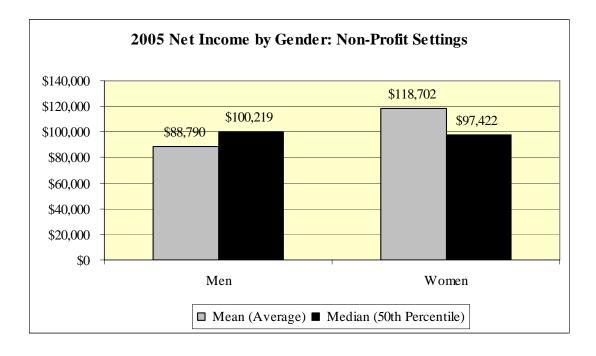
2005 Income		
	Gen	der
	Men	Women
	(n= 106)	(n=54)
Less than \$10,000	0	0
\$10,000 to \$19,999	0	2
\$20,000 to \$29,999	0	0
\$30,000 to \$39,999	0	0
\$40,000 to \$49,999	0	0
\$50,000 to \$59,999	<1	6
\$60,000 to \$69,999	4	0
\$70,000 to \$79,999	1	0
\$80,000 to \$89,999	8	2
\$90,000 to \$99,999	3	<1
\$100,000 to \$124,999	11	20
\$125,000 to \$149,999	14	16
\$150,000 to \$174,999	19	19
\$175,000 to \$199,999	8	16
\$200,000 to \$249,999	8	20
\$250,000 to \$299,999	6	0
\$300,000 to \$399,999	4	0
\$400,000 to \$499,999	6	0
\$500,000 or More	7	0
Median Income	\$162,012	\$156,436

 $^{1}$  Corporate/In-house counsel working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 net income.

## **2005** Corporate/In-House Counsel Income<sup>1</sup> Distribution Statistics By Gender (Non-Profit Settings)

2005 Income		
	Ger	nder
	Men	Women
	(n= 9)	(n= 11)
Average (Mean)	\$88,790	\$118,702
75th Percentile	\$113,030	\$180,478
Median (50th Percentile)	\$100,219	\$97,422
25th Percentile	\$61,866	\$85,771

2003 Income						
Median	\$66,987	\$55,633				
Increase or decrease in medians (2005 – 2003)	\$33,232	\$41,789				
Percent change in medians (2005 – 2003) / 2003	50%	75%				



<sup>&</sup>lt;sup>1</sup> Corporate/In-house counsel working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 net income.

#### 2005 Corporate/In-House Counsel Income<sup>1</sup> Ranges By Gender (Non-Profit Settings)

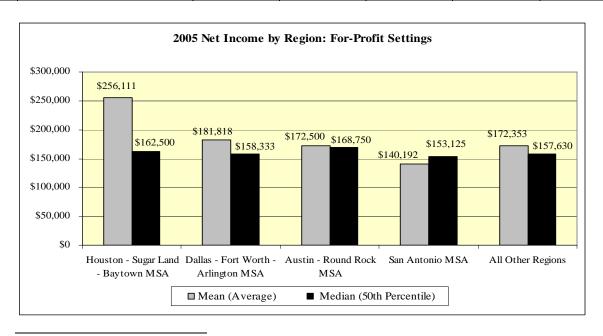
2005 Income		
	Ge	nder
	Men	Women
	(n= 9)	(n= 11)
Less than \$10,000	0	0
\$10,000 to \$19,999	0	0
\$20,000 to \$29,999	0	0
\$30,000 to \$39,999	8	2
\$40,000 to \$49,999	11	5
\$50,000 to \$59,999	4	2
\$60,000 to \$69,999	10	8
\$70,000 to \$79,999	4	0
\$80,000 to \$89,999	11	15
\$90,000 to \$99,999	2	25
\$100,000 to \$124,999	49	12
\$125,000 to \$149,999	0	0
\$150,000 to \$174,999	0	0
\$175,000 to \$199,999	0	32
\$200,000 to \$249,999	2	0
\$250,000 to \$299,999	0	0
\$300,000 to \$399,999	0	0
\$400,000 to \$499,999	0	0
\$500,000 or More	0	0
Median Income	\$100,219	\$97,422

 $^{1}$  Corporate/In-house counsel working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 net income.

## **2005** Corporate/In-House Counsel Income<sup>1</sup> Distribution Statistics By Region<sup>2</sup> (For-Profit Settings)

2005 Income					
		Region			
	Houston - Sugar Land - Baytown MSA	Dallas - Fort Worth - Arlington MSA	Austin - Round Rock MSA	San Antonio MSA	All Other Regions <sup>3</sup>
	(n= 18)	(n= 22)	(n= 9)	(n= 13)	(n=8)
Mean (Average)	\$256,111	\$181,818	\$172,500	\$140,192	\$172,353
75th Percentile	\$212,500	\$231,250	\$189,583	\$173,438	\$202,459
Median (50th percentile)	\$162,500	\$158,333	\$168,750	\$153,125	\$157,630
25th Percentile	\$121,875	\$118,750	\$131,250	\$106,250	\$87,884

2003 Income					
Median	\$140,625	\$122,500	\$118,750	\$117,500	\$137,500
Increase or decrease in medians (2005 - 2003)	\$21,875	\$35,833	\$50,000	\$35,625	\$20,130
Percent change in medians (2005 - 2003) / 2003	16%	29%	42%	30%	15%



<sup>&</sup>lt;sup>1</sup> Corporate/In-house counsel working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 net income.

<sup>&</sup>lt;sup>2</sup> Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county\_master.php <sup>3</sup> El Paso, Corpus Christi, Beaumont-Port Arthur, Central Texas, East and Northeast Texas, South Texas, and West Texas MSAs and Non-Metropolitan Counties.

### 2005 Corporate/In-House Counsel Income<sup>1</sup> Ranges By Region<sup>2</sup> (For-Profit Settings)

2005 Income					
			Region		
	Houston - Sugar Land - Baytown MSA	Dallas - Fort Worth - Arlington MSA	Austin - Round Rock MSA	San Antonio MSA	All Other Regions <sup>3</sup>
	(n= 18)	(n= 22)	(n= 9)	(n= 13)	(n= 8)
Less than \$10,000	0	0	0	0	0
\$10,000 to \$19,999	0	0	0	8	0
\$20,000 to \$29,999	0	0	0	0	0
\$30,000 to \$39,999	0	0	0	0	0
\$40,000 to \$49,999	0	0	0	0	0
\$50,000 to \$59,999	0	5	0	0	4
\$60,000 to \$69,999	0	5	11	0	0
\$70,000 to \$79,999	0	0	0	0	9
\$80,000 to \$89,999	6	5	0	15	15
\$90,000 to \$99,999	0	5	0	0	4
\$100,000 to \$124,999	22	9	11	8	4
\$125,000 to \$149,999	11	18	11	15	8
\$150,000 to \$174,999	22	14	22	31	18
\$175,000 to \$199,999	11	5	33	15	12
\$200,000 to \$249,999	11	18	0	8	6
\$250,000 to \$299,999	0	9	0	0	8
\$300,000 to \$399,999	0	5	11	0	6
\$400,000 to \$499,999	6	5	0	0	5
\$500,000 or More	11	0	0	0	0
Median Income	\$162,500	\$158,333	\$168,750	\$153,125	\$157,630

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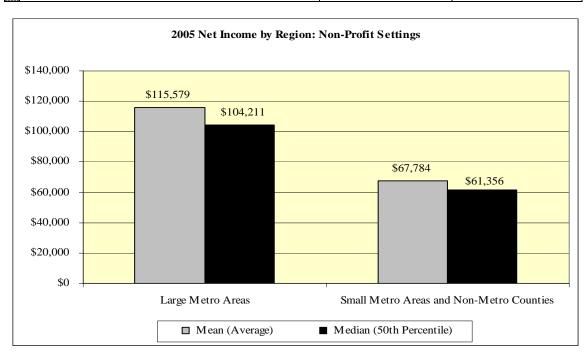
<sup>&</sup>lt;sup>1</sup> Corporate/In-house counsel working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 net income.

<sup>&</sup>lt;sup>2</sup> Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county\_master.php <sup>3</sup> El Paso, Corpus Christi, Beaumont-Port Arthur, Central Texas, East and Northeast Texas, South Texas, and West Texas MSAs and Non-Metropolitan Counties.

### **2003** Corporate/In-House Counsel Income<sup>1</sup> Distribution Statistics By Region<sup>2</sup> (Non-Profit Settings)

2005 Income			
	Region		
	Large Metro Areas <sup>3</sup>	Small Metro Areas And Non-Metro Counties <sup>4</sup>	
	(n= 16)	(n= 4)	
Average (Mean)	\$115,579	\$67,784	
75th Percentile	\$123,326	\$78,392	
Median (50th Percentile)	\$104,211	\$61,356	
25th Percentile	\$88,834	\$42,261	

2003 Income						
	Median	\$57,030	\$69,090			
	Increase or decrease in medians (2005 - 2003)	\$47,181	(\$7,734)			
	Percent change in medians (2005 - 2003) / 2003	83%	-11%			



<sup>&</sup>lt;sup>1</sup> Corporate/In-house counsel working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 net income.

<sup>&</sup>lt;sup>2</sup> Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county\_master.php

<sup>&</sup>lt;sup>3</sup> Houston-Sugar Land-Baytown, Dallas-Fort Worth-Arlington, Austin-Round Rock, and San Antonio MSAs.

<sup>&</sup>lt;sup>4</sup> El Paso, Corpus Christi, Beaumont-Port Arthur, Central Texas, East and Northeast Texas, South Texas, and West Texas MSAs and Non-Metropolitan Counties.

# **2003** Corporate/In-House Counsel Income<sup>1</sup> Ranges By Region<sup>2</sup> (Non-Profit)

2005 Income		
	Reg	gion
	Large Metro Areas <sup>3</sup>	Small Metro Areas And Non-Metro Counties <sup>4</sup>
	(n= 16)	(n= 4)
Less than \$10,000	0	0
\$10,000 to \$19,999	0	0
\$20,000 to \$29,999	0	0
\$30,000 to \$39,999	0	22
\$40,000 to \$49,999	6	12
\$50,000 to \$59,999	0	13
\$60,000 to \$69,999	6	20
\$70,000 to \$79,999	0	9
\$80,000 to \$89,999	15	8
\$90,000 to \$99,999	18	3
\$100,000 to \$124,999	33	9
\$125,000 to \$149,999	0	0
\$150,000 to \$174,999	0	0
\$175,000 to \$199,999	23	0
\$200,000 to \$249,999	0	3
\$250,000 to \$299,999	0	0
\$300,000 to \$399,999	0	0
\$400,000 to \$499,999	0	0
\$500,000 or More	0	0
Median Income	\$104,211	\$61,356

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<sup>&</sup>lt;sup>1</sup> Corporate/In-house counsel working full-time. 2005 net income before taxes. Excludes respondents who reported no 2005 net income.

<sup>&</sup>lt;sup>2</sup> Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county\_master.php

<sup>&</sup>lt;sup>3</sup> Houston-Sugar Land-Baytown, Dallas-Fort Worth-Arlington, Austin-Round Rock, and San Antonio MSAs.

<sup>&</sup>lt;sup>4</sup> El Paso, Corpus Christi, Beaumont-Port Arthur, Central Texas, East and Northeast Texas, South Texas, and West Texas MSAs and Non-Metropolitan Counties.

### **Survey Sampling Regions and Counties in Each Region<sup>1</sup>**

Survey Sar	npinig Kegid	ons and Counties in Each Re	_
		Jefferson	Potter
1 Houston-Sugar	· Land-	Orange	Randall
Baytown MSA			Lubbock MSA
Duy to Wil 1/15/1	Austin	8 Central Texas MSAs	Crosby
	Brazoria	Waco MSA	Lubbock
	Chambers	McLennan	
		Killeen-Temple-Fort	Midland MSA
	Fort Bend	Hood MSA	Midland
	Galveston	Bell	Odessa MSA
	Harris	Coryell	Ector
	Liberty		
	Montgomery	Lampasas	San Angelo MSA
	San Jacinto	O.E O. NIE F MCA	Irion
	Waller	9 East & NE Texas MSAs	Tom Green
		College Station-Bryan	12 Non-Metropolitan Counties
2 Dallas-Fort Wo	orth-Arlington	MSA	Anderson
MSA	9	Brazos	Andrews
-	Collin	Burleson	Angelina
	Dallas	Robertson	Bailey
	Delta	Longview MSA	Baylor
	Denton	Gregg	Bee
		Rusk	Blanco
	Ellis	Upshur	Borden
	Hunt	Sherman-Denison	Bosque
	Johnson	MSA	Brewster
	Kaufman	Grayson	Briscoe
	Parker	Texarkana MSA	
	Rockwall		Brooks
	Tarrant	Bowie	Brown
	Wise	Tyler MSA	Burnet
		Smith	Camp
3 Austin-Round	Rock MSA	Victoria MSA	Cass
	Bastrop	Calhoun	Castro
	Caldwell	Goliad	Cherokee
	Hays	Victoria	Childress
	Travis	Wichita Falls MSA	Cochran
	Williamson	Archer	Coke
	w manison	Clay	Coleman
4 San Antonio M	IC A	Wichita	Collingsworth
4 San Antonio M			Colorado
	Atascosa	10 South Texas MSAs	Comanche
	Bandera	Brownsville-Harlingen	Concho
	Bexar	MSA	Cooke
	Comal	Cameron	Cottle
	Guadalupe	Laredo MSA	Crane
	Kendall	Webb	Crockett
	Medina		Culberson
	Wilson	McAllen-Edinburg-	
		Pharr MSA	Dallam
5 El Paso MSA		Hidalgo	Dawson
	El Paso		Deaf Smith
		11 West Texas MSAs	De Witt
6 Corpus Christi	MSA	Abilene MSA	Dickens
r	Aransas	Callahan	Dimmit
	Nueces	Jones	Donley
	San Patricio	Taylor	Duval
	Suii 1 uii 1010	Amarillo MSA	Eastland
7 Beaumont-Port	t Arthur MCA	Armstrong	Edwards
, Deaumont-Port	Hardin	Carson	Erath
	11810111		

<sup>1</sup>Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county\_master.php

#### Survey Sampling Regions and Counties in Each Region<sup>1</sup>

12 Non-Metropolitan Counties (Continued)

Falls Fannin Favette Fisher Floyd Foard Franklin Freestone Frio Gaines Garza Gillespie Glasscock Gonzales Gray Grimes Hale Hall Hamilton Hansford Hardeman Harrison Hartley Haskell Hemphill Henderson Hill Hockley

Hood

Lee
Leon
Limestone
Lipscomb
Live Oak
Llano
Loving
Lynn
Madison
Marion
Martin
Mason
Matagorda
Maverick

McCulloch McMullen Menard Milam Mills Mitchell Montague Moore Morris Motley Nacogdoches Navarro Newton Nolan Ochiltree Oldham Palo Pinto Panola

Swisher Terrell Terry Throckmorton Titus Trinity Tyler Upton Uvalde Val Verde Van Zandt Walker Ward Washington Wharton Wheeler Wilbarger Willacy Winkler Wood Yoakum Young Zapata

Zavala

Sterling

Sutton

Stonewall

Hopkins Houston Parmer Howard Pecos Hudspeth Polk Hutchinson Presidio Jack Rains Jackson Reagan Jasper Real Jeff Davis Red River Jim Hogg Reeves Jim Wells Refugio Karnes Roberts Kenedy Runnels Kent Sabine Kerr San Augustine Kimble San Saba Schleicher King Scurry Kinney Shackelford Kleberg Shelby Knox Lamar Sherman Lamb Somervell La Salle Starr Lavaca Stephens

<sup>&</sup>lt;sup>1</sup>Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county\_master.php

#### Method

#### **Data Collection and Sampling Procedures**

Corporate/In-house counsel income information was collected in the Texas Attorney Survey – Status 2005. The written questionnaire (Appendix A) was mailed on February 22, 2006 to a sample of 7,000 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. Two reminder postcards were sent, on March 1, and on March 15, 2006 to the attorneys who had not responded by those dates. Finally, email reminders were sent between April 3 and April 5, 2006 and again between May 8 and May 10, 2006 to the remaining attorneys who had not responded by those dates.

Because the survey's results were to be presented in part by geographic region, the sample was stratified, or sub-grouped, into 12 economic areas that were based on metropolitan and non-metropolitan areas. The metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. The definitions were retrieved October 8<sup>th</sup>, 2004, from their web page<sup>1</sup>. A sample size of 7,000—850 attorneys from the Houston-Sugar Land-Baytown and Dallas-Fort Worth-Arlington MSAs, 700 attorneys from the Austin-Round Rock MSA, 600 attorneys from the San Antonio MSA, and 500 attorneys from each remaining 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. Weighting procedures are described in more detail below.

#### Response Rate

Twenty six attorneys were dropped from the sample due to bad addresses that could not be resolved, and eight were deceased or infirm and unable to participate. The cutoff date of April 3, 2006 was extended to June 1st to allow all surveys that were returned to be received. As of June 1, 2006 there were 2,414 completed questionnaires returned to the State Bar of Texas, for an overall response rate of 34.5 percent. Response rates for each sampling region are shown in the following table.

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<sup>&</sup>lt;sup>1</sup> Texas State Data Center and Office of the State Demographer. *Texas County Cross-Reference* (Online), <a href="http://www.txsdc.utsa.edu/reference/georef/county\_master.php">http://www.txsdc.utsa.edu/reference/georef/county\_master.php</a>, San Antonio, TX: Texas State Data Center and Office of the State Demographer, Institute for Demographic and Socioeconomic Research, University of Texas at San Antonio, October 8, 2004.

### **Method (continued)**

Response Rates by Sampling Region								
Sampling Region	Original Sample	Dropped Due to Bad Addresses	Refusals/ Deceased	Number of Responses	Response Rate			
Houston-Sugar Land- Baytown MSA	850	4	2	201	23.6%			
Dallas-Fort Worth-Arlington MSA	850	1	1	244	28.7%			
Austin-Round Rock MSA	700	2	0	202	28.9%			
San Antonio MSA	600	2	0	186	31.0%			
El Paso MSA	500	2	0	197	39.4%			
Corpus Christi MSA	500	4	0	174	34.8%			
Beaumont-Port Arthur MSA	500	2	0	149	29.8%			
Central Texas MSAs	500	2	1	197	39.4%			
East & Northeast Texas MSAs	500	0	1	186	37.2%			
South Texas MSAs	500	3	1	144	28.8%			
West Texas MSAs	500	3	0	195	39.0%			
Non-Metro Counties	500	1	2	212	42.4%			
Region Unknown	0	0	0	127	N/A			
Total	7,000	26	8	2,414	34.5%			

#### **Method** (continued)

#### Weighting Procedures

All results presented for the state as a whole or broken down by any factor other than region were weighted to reflect the known geographic distribution of attorneys who met the sampling criteria. The coding of a respondent's sampling region was based on their response to the question, "In which Texas county is your office located?" The weighting factors are shown in the table below.

	Weightin	g Factors				
Sampling Region	Number of Attorneys in Region and as a Percent of In-State Total (n=69,672)  Number and Percent Total Attorneys Responding Where Region Known (n=2,28)			ttorneys ng Where	Weighting Factor (% In-State / % Total Responses)	
Houston-Sugar Land-Baytown MSA	22,057	31.7%	201	8.8%	3.6037	
Dallas-Fort Worth-Arlington MSA	20,970	30.1%	244	10.7%	2.8223	
Austin-Round Rock MSA	8,631	12.4%	202	8.8%	1.4032	
San Antonio MSA	5,323	7.6%	186	8.1%	0.9398	
El Paso MSA	1,100	1.6%	197	8.6%	0.1834	
Corpus Christi MSA	1,042	1.5%	174	7.6%	0.1967	
Beaumont-Port Arthur MSA	852	1.2%	149	6.5%	0.1878	
Central Texas MSAs	852	1.2%	197	8.6%	0.1420	
East and Northeast Texas MSAs	2,046	2.9%	186	8.1%	0.3612	
South Texas MSAs	1,604	2.3%	144	6.3%	0.3633	
West Texas MSAs	2,184	3.1%	195	8.5%	0.3678	
Non-Metropolitan Counties	3,011	4.3%	212	9.3%	0.4664	
Unknown/Missing	N/A	N/A	127	N/A	N/A	

Appendix A: The Texas Attorney Survey – Status 2005



**Instructions:** Please return this questionnaire by April 3, 2006. These questions are for information related to *calendar year 2005*. Each question can be answered by simply checking a response or filling in a blank. If a question is unclear or incompletely stated for your situation, please feel free to write a comment on the questionnaire. Your responses will be kept anonymous. In addition, all responses will be summarized so that no report can be used to identify any individual attorney.

Thank you for your participation. This information will provide summary demographic information about law practice in Texas. Your participation will also give the State Bar useful feedback about how the State Bar of Texas can better serve Texas lawyers.

	emographic Information
	For 2005, what was your primary occupation?
	Private law practice Law faculty
	For-profit Corporate/In-House Counsel  Other law related (Please specify:)
	Non-profit Corporate/In-House CounselNon-law related (Please specify:)
	Full-Time Judge Unemployed/Looking for work
е	Other judicial branch ( <i>Please specify:</i> ) o Unemployed/Not looking for work Retired/Not working
f	Government attorney ( <i>Please indicate what kind:</i> )
	gCity hCounty iState jFederal
2.	For 2005, if you were in private law practice, how many attorneys, including yourself, worked in your firm? (Please include attorneys at all locations of your firm in the total.)  Number of attorneys (can be approximate):
3.	For 2005, if you worked as a private law practitioner, please list the areas of practice that account for 25 percent or more of the time you spent practicing law and the typical hourly rate (if applicable) you charged in each area.  Practice Area  Hourly Rate or Check here if no hourly billing
	b
	c
	d
4.	Do you carry legal malpractice insurance? aYes bNo cNot applicable
5.	In which Texas county is your office located (in 2005)?
6.	In which year were you first licensed to practice law in any jurisdiction?
7.	In which year were you born?
8.	Are you: aMale bFemale
9.	What is your race/ethnicity?  _aWhite (not Hispanic)Asian/Pacific Islander  _bAfrican-American/Black (not Hispanic)_eAmerican Indian or Alaskan Native  _cHispanic



10.	If you belonged to one or more State Bar Sections in 2005, how many did you belong to?
11.	What was your approximate net income (including any bonus) before taxes derived from your primary occupation as an attorney during calendar year 2005?  aNone
12.	If you received a bonus for 2005, what was it?
13.	In calendar year 2005, did you work:  aFull-time (entire year) bPart-time (entire year) cOther (Please specify:)
14.	Position in calendar year 2005 (if private practice):  aFirst-Year Associate
15.	Years of experience as an attorney, up to and including calendar year 2005:
16.	Average number of hours <i>per week</i> in 2005 in primary occupation as an attorney:
17.	If applicable, average number of billable hours per week in 2005, as an attorney:
	How satisfied were you in 2005 with working in the legal profession?  Degree of satisfaction: aVery HighHighAverageLowVery Low
19.	What factors increased your satisfaction?
	(Please use additional paper if needed
20.	What factors decreased your satisfaction?
	(Please use additional paper if needed



#### Present-day (not just for 2005) opinion about the services and activities of the State Bar of Texas:

21. For each of the State Bar's services or activities, please indicate if you are familiar with it, by checking the box in the "Familiar With?" column, and then indicating how valuable you think it is, by checking the box in the column with the appropriate value rating.

Service/Activity	Familiar With?					
		Very High	High	Aver- age	Low	Very Low
Professionalism, Discipline/Grievance, Complia	ance					
a) Texas Lawyers' Assistance Program		□vH	$\square_{H}$	$\square_{A}$	$\square_{ m L}$	$\square_{ m VL}$
b) Client-Attorney Assistance Program		$\square_{ m VH}$	$\square_{\mathrm{H}}$	$\square_{A}$	$\square_{ m L}$	$\square_{\mathrm{VL}}$
c) Grievance/Discipline System		$\square_{ m VH}$	$\square_{\mathrm{H}}$	$\square_{A}$	$\square_{\mathrm{L}}$	$\square_{ m VL}$
d) Ethics Helpline		□vH	Пн	$\square_{A}$	$\Box_{\mathrm{L}}$	$\square_{\mathrm{VL}}$
e) Professionalism Enhancement Program		□vH	Пн	$\square_{A}$	$\Box_{\mathrm{L}}$	$\square_{ m VL}$
f) Minimum Continuing Legal Education		□vH	Пн	$\square_{A}$	$\Box_{L}$	UVL
g) Advertising Review Program		□vH	Пн	$\square_{A}$		□vL
Information/Communication to Members						
h) Texas Bar Journal		□vH	Пн	$\square_{A}$	$\Box_{L}$	UVL
i) State Bar website (TexasBar.com, MyBarPage)		□∨н	Пн	$\square_{A}$	$\Box_{\mathrm{L}}$	$\square_{ m VL}$
		•				
j) TexasBarCLE		□vH	$\square_{\mathrm{H}}$	$\square_{A}$	$\Box_{L}$	□vL
k) Civil practice manuals, pattern jury						
charges, and treatises by TexasBarBooks		□vH	$\square_{H}$	$\square_{A}$	$\square_{L}$	$\square_{ m VL}$
(formerly Books and Systems)						
l) Law Practice Management Program		□vH	$\square_{\mathrm{H}}$	$\square_{A}$		$\square_{\mathrm{VL}}$
m) State Bar College		□vH	Пн	$\square_{A}$	L	□vl
n) State Bar Annual Meeting		□vH	$\square_{\mathrm{H}}$	$\square_{A}$	$\square_{\mathrm{L}}$	$\square_{ m VL}$
o) Minority Affairs Program		□vH	Пн	$\square_{A}$	$\square_{\mathrm{L}}$	$\square_{\mathrm{VL}}$
p) State Bar Committees		□vH	$\square_{\mathrm{H}}$	$\square_{A}$	$\square_{\mathrm{L}}$	$\square_{\mathrm{VL}}$
q) State Bar Sections		$\square_{ m VH}$	$\square_{\mathrm{H}}$	$\square_{A}$	$\square_{\mathrm{L}}$	$\square_{ m VL}$
r) Client Security Fund		□vH	Пн	$\square_{A}$		□vL
s) Texas Lawyers Care		□vH	Пн	$\square_{A}$	$\Box_{ m L}$	$\square_{ ext{VL}}$



Service/Activity	Familiar With?					
		Very High	High	Aver- age	Low	Very Low
Public Service (continued)	-					
t) Governmental Relations/State Bar Legislative Program		□vh	Пн	$\square_{A}$	L	□vL
u) Lawyer Referral Information Service		$\square_{ m VH}$	Пн	$\square_{A}$	$\Box_{ m L}$	$\square_{ m VL}$
v) Pro Bono College		□vH	Пн	ПА		$\square_{ m VL}$
w) Annual Voluntary Reporting of Pro Bono Activities		□vh	Пн	$\square_{A}$		□vL
			(Ple	ease use ad	ditional pa	per if need
3. Do you have any additional comments about the	State Bar, what i	t does wel	l, or where	e it could in	nprove?	
				ease use ad	diti on al no	• 6

Thank you. Please return this questionnaire by April 3 in the postage-paid return envelope, or mail to: State Bar of Texas,

Department of Research and Analysis,

P.O. Box 12487, Austin, TX 78711.