

# PRESS RELEASE

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## *The Counsel Network® and CCCA In-House Counsel Compensation & Career Survey 2009*

The Counsel Network® and Canadian and Corporate Counsel Association (CCCA) are pleased to announce the results of our inaugural In-House Counsel Compensation & Career Survey 2009.

Intended to be an annual survey, the survey represents yet another initiative by CCCA to provide important information that reflects the Canadian in-house counsel experience. In undertaking the survey, CCCA partnered with legal recruitment firm, The Counsel Network, who commissioned Ipsos Reid to create this essential reference tool.

The Comprehensive survey is the first of its kind ever undertaken in Canada; and the results include the following finds:

- Significant regional and industry differences were identified;
- Base salaries for female in-house counsel are 19% lower than for that of their male counterparts;
- 57% of in-house counsel are satisfied with their base salary;
- 25% of in-house counsel reported a salary increase of >5% in 2008 compared to 2009, in which <10% reported an increase of 5% or more.

Derek Patterson, CCCA President, views the survey as “dynamic and targeted, the kind of information that in-house counsel require for career development and growth”. Prior to this ground-breaking survey, in-house counsel relied on anecdotal evidence in benchmarking compensation issues. “Once again, CCCA is demonstrating our commitment to providing value to our members,” says Patterson.

Dal Bhathal, CEO, The Counsel Network®, notes that there is real interest among the in-house community in gaining the kind of information contained in the survey. “It is important to identify trends in compensation and career issues that can assist Canadian in-house counsel in their career decision-making, and corporations in the retention of their lawyers” she says.

### **Methodology**

More than 8,000 in-house counsel were invited to participate in the In-House Counsel Compensation & Career Survey 2009 by Ipsos Reid. The response rate to the survey, which was conducted in English and French, was very gratifying. According to Ipsos Reid, the survey generated a 14% response rate. In comparison, the usual response rate for a member survey undertaken by Ipsos Reid is somewhere in the 5-8% range.

For further information Contact:

Dal Bhathal  
The Counsel Network  
Phone: 416.364.6654  
[dal@thecounselnetwork.com](mailto:dal@thecounselnetwork.com)  
[www.thecounselnetwork.com](http://www.thecounselnetwork.com)

or

Sylvie Kuppek  
Canadian Corporate Counsel Association  
Phone: 416.869.0522 Ext.222  
[skuppek@ccca-cba.org](mailto:skuppek@ccca-cba.org)  
[www.cancorpccounsel.org](http://www.cancorpccounsel.org)