



LARSON MADDUX

PART OF PHAIDON INTERNATIONAL ▼

USA

COMPENSATION GUIDE

Regulatory & Legal Salary Guide

Compensation benchmarking across the USA:
Technology, media & telecoms edition



Introduction

As data privacy regulations tighten, digital competition law evolves, and intellectual property rights become more complex, the demand for skilled legal and regulatory professionals in the technology, media, and telecoms (TMT) industry continues to rise. From tech startups to global media giants and telecom providers, securing top legal talent has never been more critical.

At the same time, the growing complexity of compliance, cybersecurity, and digital governance is reshaping legal and regulatory functions. Companies are leveraging AI-driven contract analysis, automation in regulatory reporting, and cutting-edge compliance tools to enhance efficiency and mitigate risk.

Consequently, legal teams and compliance departments must continuously adapt, and compensation structures are evolving to reflect these new demands.

Our 2025 Salary Guide for legal and regulatory roles in the TMT industry offers a comprehensive look at compensation trends, helping hiring managers attract and retain top talent while providing professionals with the data they need to benchmark salaries and make informed career decisions.





Technology, Media, and Telecoms - Higher Cost of Living Areas

New York, New Jersey, California, Illinois, Washington D.C., Massachusetts, Washington

Seniority	Range	Base	Bonus	Total Compensation
2-5 years	Low End	\$140k - \$170k	10 - 15%	\$160k - \$200k
	Median	\$170k - \$200k	15 - 30%	\$200k - \$260k
	High End	\$200k - \$250k	30 - 50%	\$260k - \$375k
5-10 years	Low End	\$170k - \$200k	15 - 20%	\$200k - \$240k
	Median	\$200k - \$250k	30 - 50%	\$240k - \$375k
	High End	\$250k - \$325k	50 - 100%	\$375k - \$650k
10+ years	Low End	\$200k - \$225k	20 - 25%	\$240k - \$275k
	Median	\$225k - \$275k	25 - 60%	\$275k - \$450k
	High End	\$275k - \$350k	60 - 120%	\$450k - \$800k
General Counsel	Low End	\$225k - \$300k	30 - 50%	\$300k - \$450k
	Median	\$300k - \$500k	50 - 100%	\$450k - \$1M
	High End	\$500k - \$1M	100 - 300%+	\$1M+



Technology, Media, and Telecoms - Lower Cost of Living Areas

Texas, North Carolina, Georgia, Minnesota, Arizona, Florida, Utah, Colorado

Seniority	Range	Base	Bonus	Total Compensation
2-5 years	Low End	\$110k - \$150k	10 - 15%	\$120k - \$170k
	Median	\$150k - \$180k	15 - 30%	\$180k - \$240k
	High End	\$180k - \$210k	30 - 40%	\$210k - \$300k
5-10 years	Low End	\$160k - \$180k	15 - 20%	\$180k - \$220k
	Median	\$180k - \$235k	25 - 50%	\$225k - \$350k
	High End	\$235k - \$275k	50 - 100%	\$350k - \$550k
10+ years	Low End	\$180k - \$200k	20 - 25%	\$220k - \$250k
	Median	\$200k - \$250k	25 - 50%	\$250k - \$375k
	High End	\$250k - \$325k	50 - 100%	\$375k - \$650k
General Counsel	Low End	\$200k - \$275k	30 - 40%	\$260k - \$385k
	Median	\$275k - \$450k	40 - 100%	\$385k - \$900k
	High End	\$450k - \$800k+	100 - 300%+	\$1M+



About Larson Maddox

At Larson Maddox, we give essential guidance to leading firms by connecting them with the best in-house counsel talent for their regulatory & legal needs.

From data privacy and formalizing financial resilience, to ensuring umbrella companies are compliant and approving innovative technologies for use, an ever-complex regulatory landscape is emerging.

With an increasing number of laws and governance comes the need to secure the right talent to scale for growth, but also to protect your organization best. With Larson Maddox as your leading talent partner, you can rest assured that you have the expertise needed to succeed in a regulated market.

OUR SPECIALISMS

- ◆ In-house Counsel
- ◆ Legal Operations
- ◆ Contract Management
- ◆ Compliance
- ◆ Regulatory Reporting
- ◆ Government Affairs
- ◆ Regulatory Operations
- ◆ Data & Privacy

Connecting businesses with top regulatory & legal professionals

Larson Maddox works across several key sectors and industries, placing the best legal minds into career-defining roles to help companies drive innovation, growth, and compliance. Leverage Larson Maddox's regulatory & legal recruitment expertise today.

8

core specialisms with
dedicated expert teams

1,000+

satisfied clients

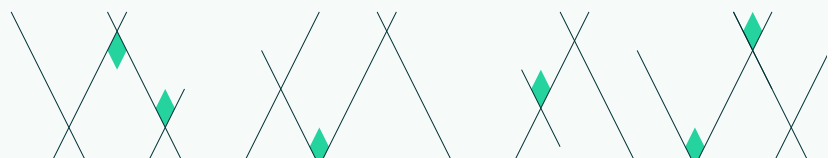
1,500+

candidates placed
around the world so far

10+

countries placed
regulatory & legal talent in

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Contact Larson Maddox

For further information, or to discuss how we can support your hiring or career goals, please contact:

Jake Knowlton-Parry

Managing Director - New York

[Contact Jake](#)

Garrett Rosen

Vice President - Los Angeles

[Contact Garrett](#)

Araly Soto

Associate Vice President - New York

[Contact Araly](#)



info@larsonmaddox.com



[Larson Maddox](#)



larsonmaddox.com