



USA

INDUSTRY INSIGHTS

# Regulatory & Legal Salary Guide - 2025

Compensation benchmarking for key industries across the USA



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## Introduction

As organizations strive to manage increasingly complex regulatory and legal landscapes, attracting and retaining top talent is more essential – and challenging – than ever.

Demand for regulatory and legal professionals continues to grow as small businesses and household names alike require more specialist support to handle matters from asset protection and compliance to employment law and intellectual property management.

The need for businesses to stay competitive is also evolving how legal services operate. Firms are now adopting new practice models and technology solutions to drive speed, efficiency and precision with tools like AI, automation, team collaboration platforms, and cloud computing.

As your dedicated talent partner, our Regulatory & Legal Salary Guide for 2025 provides a comprehensive overview of compensation trends across the regulatory and legal landscape in the USA, equipping hiring managers with the insights to make attractive offers and meet current candidate demands. Professionals, too, can gain a clear view of current compensation averages, empowering them to make well-informed career decisions.

Whether you are seeking a competitive advantage through exceptional regulatory and legal talent, or benchmarking salaries as you search for your next career opportunity, this guide offers the insights to navigate the year ahead with confidence.





## Salary Guidance

The following guidance covers base salaries, bonuses, and total compensation ranges for legal professionals in the key industries below across the USA, broken down by seniority level and locations in higher and lower cost of living areas:

- ◆ **Financial Services**
- ◆ **Life Sciences**
- ◆ **Healthcare**
- ◆ **Technology, Media & Telecoms**
- ◆ **Manufacturing**
- ◆ **Consumer Goods**
- ◆ **Energy, Construction & Infrastructure**
- ◆ **Logistics & Transportation**

You will also find compensation tables for regulatory professionals, and those working at Big Law (Cravath Scale), and Am Law 100 – 200 (non-Cravath) firms.

These figures are based on our specialist consultants' market expertise, conversations with hiring managers and top talent, and real placement data, but please use the information provided as a reference point only. Always consider the unique requirements of your role, the location of your firm, and the skills and experience of your candidates in final offers or when reviewing your compensation packages.

**Please contact us for bespoke benchmarking.**



**Big Law (Cravath Scale)**

USD

Associate Year	2025 Base Salaries	Special Bonuses	2025 Bonuses	Total Compensation
<b>1st Year</b>	\$225,000	\$6,000	\$20,000	\$251,000
<b>2nd Year</b>	\$235,000	\$10,000	\$30,000	\$275,000
<b>3rd Year</b>	\$260,000	\$15,000	\$57,500	\$332,500
<b>4th Year</b>	\$310,000	\$20,000	\$75,000	\$405,000
<b>5th Year</b>	\$365,000	\$25,000	\$90,000	\$480,000
<b>6th Year</b>	\$390,000	\$25,000	\$105,000	\$520,000
<b>7th Year</b>	\$420,000	\$25,000	\$115,000	\$560,000
<b>8th Year</b>	\$435,000	\$25,000	\$115,000	\$575,000

**Am Law 100-200 Firms (Non-Cravath)**

USD

Associate Year	Starting Base (Metro)	Starting Base (Non-metro)
1st Year	\$195,000	\$170,000
2nd Year	\$205,000	\$185,000
3rd Year	\$215,000	\$195,000
4th Year	\$230,000	\$200,000
5th Year	\$245,000	\$210,000
6th Year	\$255,000	\$225,000
7th Year	\$270,000	\$230,000
8th Year	\$280,000	\$240,000



## Financial Services - Higher Cost of Living Areas

USD

NEW YORK, NEW JERSEY, CALIFORNIA, ILLINOIS,  
WASHINGTON, D.C., MASSACHUSETTS, WASHINGTON

Seniority	Range	Base	Bonus	Total Compensation
<b>2-5 years</b>	Low End	\$175k - \$200k	15 - 20%	\$200k - \$250k
	Median	\$200k - \$230k	25 - 40%	\$250k - \$325k
	High End	\$230k - \$250k	45 - 70%	\$340k - \$425k
<b>5-10 years</b>	Low End	\$200k - \$230k	15 - 20%	\$230k - \$275k
	Median	\$230k - \$275k	30 - 60%	\$300k - \$450k
	High End	\$275k - \$350k	60 - 100%	\$450k - \$700k
<b>10+ years</b>	Low End	\$230k - \$275k	20 - 25%	\$275k - \$350k
	Median	\$275k - \$375k	40 - 70%	\$380k - \$650k
	High End	\$375k - \$600k	70 - 120%	\$650k - \$1.2M+
<b>General Counsel</b>	Low End	\$275k - \$375k	30 - 60%	\$350k - \$600k
	Median	\$375k - \$650k	70 - 100%	\$650k - \$1.3M+
	High End	\$650k - \$2M	100 - 1000%	\$1.3M - \$10M+



## Financial Services - Lower Cost of Living Areas

USD

TEXAS, NORTH CAROLINA, GEORGIA, OHIO, MINNESOTA, ARIZONA, FLORIDA, UTAH

Seniority	Range	Base	Bonus	Total Compensation
<b>2-5 years</b>	Low End	\$150k - \$170k	10 - 15%	\$170k - \$195k
	Median	\$170k - \$210k	20 - 30%	\$200k - \$275k
	High End	\$210k - \$230k	30 - 40%	\$275k - \$325k
<b>5-10 years</b>	Low End	\$170k - \$220k	15 - 20%	\$200k - \$260k
	Median	\$220k - \$260k	30 - 60%	\$280k - \$415k
	High End	\$260k - \$300k	60 - 100%	\$420k - \$600k
<b>10-15 years</b>	Low End	\$220k - \$250k	20 - 25%	\$260k - \$315k
	Median	\$250k - \$350k	30 - 70%	\$325k - \$600k
	High End	\$350k - \$500k	70 - 100%	\$700k - \$1M+
<b>General Counsel</b>	Low End	\$250k - \$350k	30 - 50%	\$325k - \$525k
	Median	\$350k - \$600k	70 - 100%	\$600k - \$1.2M+
	High End	\$600k - \$1.5M	100 - 900%	\$1.2M - \$10M+





## Life Sciences - Higher Cost of Living Areas

USD

NEW YORK, NEW JERSEY, CALIFORNIA, ILLINOIS,  
WASHINGTON, D.C., MASSACHUSETTS, WASHINGTON

Seniority	Range	Base	Bonus	Total Compensation
<b>2-5 years</b>	Low End	\$175k - \$200k	10 - 15%	\$200k - \$240k
	Median	\$200k - \$230k	25 - 35%	\$240k - \$300k
	High End	\$230k - \$250k	40 - 50%	\$275k - \$350k
<b>5-10 years</b>	Low End	\$200k - \$220k	15 - 20%	\$200k - \$275k
	Median	\$230k - \$275k	20 - 60%	\$300k - \$425k
	High End	\$280k - \$330k	60 - 100%	\$450k - \$600k
<b>10+ years</b>	Low End	\$230k - \$260k	20 - 25%	\$250k - \$300k
	Median	\$270k - \$375k	40 - 70%	\$340k - \$500k
	High End	\$380k - \$600k	70 - 120%	\$600k - \$1M
<b>General Counsel</b>	Low End	\$275k - \$375k	30 - 50%	\$350k - \$500k
	Median	\$375k - \$700k	70 - 100%	\$700k - \$1.5M
	High End	\$700k - \$2M	100 - 1000%	\$2M - \$10M+



## Life Sciences - Lower Cost of Living Areas

USD

TEXAS, NORTH CAROLINA, GEORGIA, INDIANA, ARIZONA, UTAH, OHIO

Seniority	Range	Base	Bonus	Total Compensation
<b>2-5 years</b>	Low End	\$150k - \$170k	10 - 15%	\$170k - \$180k
	Median	\$180k - \$210k	15 - 30%	\$200k - \$250k
	High End	\$210k - \$230k	30 - 40%	\$250k - \$300k
<b>5-10 years</b>	Low End	\$170k - \$220k	15 - 20%	\$200k - \$250k
	Median	\$220k - \$260k	30 - 60%	\$275k - \$425k
	High End	\$260k - \$300k	60 - 100%	\$450k - \$600k
<b>10+ years</b>	Low End	\$220k - \$250k	20 - 25%	\$250k - \$300k
	Median	\$250k - \$350k	30 - 70%	\$340k - \$500k
	High End	\$350k - \$500k	70 - 100%	\$500k - \$800k
<b>General Counsel</b>	Low End	\$250k - \$350k	30 - 50%	\$350k - \$500k
	Median	\$350k - \$600k	70 - 100%	\$500k - \$1M
	High End	\$600k - \$1M	100 - 900%	\$1M



## Healthcare - Higher Cost of Living Areas

USD

NEW YORK, NEW JERSEY, CALIFORNIA, ILLINOIS,  
WASHINGTON, D.C., MASSACHUSETTS, WASHINGTON

Seniority	Range	Base	Bonus	Total Compensation
<b>2-5 years</b>	Low End	\$150k - \$175k	10 - 15%	\$165k - \$200k
	Median	\$175k - \$190k	15 - 20%	\$200k - \$225k
	High End	\$190k - \$205k	15 - 20%	\$220k - \$250k
<b>5-10 years</b>	Low End	\$195k - \$215k	15 - 20%	\$230k - \$255k
	Median	\$215k - \$230k	20 - 25%	\$260k - \$285k
	High End	\$230k - \$270k	25 - 30%	\$290k - \$325k
<b>10+ years</b>	Low End	\$230k - \$250k	20 - 25%	\$250k - \$300k
	Median	\$250k - \$275k	25 - 30%	\$310k - \$350k
	High End	\$275k - \$315k	30 - 40%	\$350k - \$450k
<b>General Counsel</b>	Low End	\$275k - \$400k	30 - 50%	\$350k - \$500k
	Median	\$425k - \$525k	40 - 50%	\$600k - \$800k
	High End	\$575k - \$850k	100 - 1000%	\$1M - \$1.7M



## Healthcare - Lower Cost of Living Areas

USD

TEXAS, NORTH CAROLINA, GEORGIA, OHIO, MINNESOTA, ARIZONA, FLORIDA, UTAH

Seniority	Range	Base	Bonus	Total Compensation
<b>2-5 years</b>	Low End	\$120k - \$150k	10 - 15%	\$140k - \$170k
	Median	\$150k - \$175k	15 - 20%	\$180k - \$200k
	High End	\$180k - \$200k	15 - 20%	\$200k - \$225k
<b>5-10 years</b>	Low End	\$170k - \$190k	15 - 20%	\$195k - \$225k
	Median	\$195k - \$215k	20 - 25%	\$230k - \$250k
	High End	\$215k - \$235k	25 - 30%	\$260k - \$280k
<b>10-15 years</b>	Low End	\$215k - \$235k	20 - 25%	\$250k - 300k
	Median	\$240k - \$260k	25 - 30%	\$310k - \$340k
	High End	\$275k - \$300k	30 - 40%	\$325k - \$380k
<b>General Counsel</b>	Low End	\$250k - \$300k	25 - 30%	\$325k - \$390k
	Median	\$325k - \$400k	30 - 40%	\$475k - \$525k
	High End	\$450k - \$600k	50 - 60%	\$700k - \$1M+





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

USD

NEW YORK, NEW JERSEY, CALIFORNIA, ILLINOIS,  
WASHINGTON, D.C., MASSACHUSETTS, WASHINGTON

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

USD

TEXAS, NORTH CAROLINA, GEORGIA, MINNESOTA, ARIZONA, FLORIDA, UTAH, COLORADO

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



## Manufacturing - Higher Cost of Living Areas

USD

NEW YORK, NEW JERSEY, CALIFORNIA, ILLINOIS,  
WASHINGTON, D.C., MASSACHUSETTS, WASHINGTON

Seniority	Range	Base	Bonus	Total Compensation
<b>2-5 years</b>	Low End	\$130k - \$165k	10 - 15%	\$143k - \$190k
	Median	\$165k - \$185k	15 - 20%	\$190k - \$222k
	High End	\$185k - \$200k	20 - 30%	\$222k - \$250k
<b>5-10 years</b>	Low End	\$165k - \$180k	15 - 20%	\$190k - \$216k
	Median	\$180k - \$225k	20 - 25%	\$216k - \$282k
	High End	\$225k - \$250k	25 - 30%	\$282k - \$325k
<b>10+ years</b>	Low End	\$220k - \$250k	20 - 25%	\$264k - \$313k
	Median	\$250k - \$275k	25 - 40%	\$313k - \$385k
	High End	\$275k - \$300k	40 - 50%	\$385k - \$450k
<b>General Counsel</b>	Low End	\$250k - \$350k	25 - 40%	\$313k - \$490k
	Median	\$350k - \$500k	40 - 50%	\$490k - \$750k
	High End	\$500k - \$800k+	50 - 100%+	\$750k - \$1M +



## Manufacturing - Lower Cost of Living Areas

USD

TEXAS, NORTH CAROLINA, GEORGIA, OHIO, MINNESOTA, ARIZONA, FLORIDA, UTAH

Seniority	Range	Base	Bonus	Total Compensation
<b>2-5 years</b>	Low End	\$80k - \$100k	10 - 15%	\$88k - \$115k
	Median	\$100k - \$125k	10 - 15%	\$110k - \$143k
	High End	\$125k - \$150k	15 - 20%	\$144k - \$180k
<b>5-10 years</b>	Low End	\$150k - \$165k	15 - 20%	\$173k - \$198k
	Median	\$165k - \$180k	20 - 25%	\$198k - \$225k
	High End	\$180k - \$200k	20 - 25%	\$216k - \$250k
<b>10-15 years</b>	Low End	\$185k - \$200k	20 - 25%	\$222k - \$250k
	Median	\$200k - \$225k	25 - 30%	\$250k - \$293k
	High End	\$225k - \$250k	25 - 30%	\$282k - \$325k
<b>General Counsel</b>	Low End	\$250k - \$275k	30 - 35%	\$325k - \$372k
	Median	\$275k - \$300k	35 - 40%	\$372k - \$420k
	High End	\$300 - \$450k+	40 - 50%+	\$420k - \$675k





## Consumer Goods - Higher Cost of Living Areas

USD

NEW YORK, NEW JERSEY, CALIFORNIA, ILLINOIS,  
WASHINGTON, D.C., MASSACHUSETTS, WASHINGTON

Seniority	Range	Base	Bonus	Total Compensation
<b>2-5 years</b>	Low End	\$130k - \$165k	10 - 15%	\$143k - \$190k
	Median	\$165k - \$185k	15 - 20%	\$190k - \$222k
	High End	\$185k - \$200k	20 - 25%	\$222k - \$250k
<b>5-10 years</b>	Low End	\$165k - \$180k	15 - 20%	\$190k - \$216k
	Median	\$180k - \$225k	20 - 25%	\$216k - \$282k
	High End	\$225k - \$250k	25 - 30%	\$282k - \$325k
<b>10+ years</b>	Low End	\$220k - \$250k	20 - 25%	\$264k - \$313k
	Median	\$250k - \$275k	25 - 40%	\$313k - \$385k
	High End	\$275k - \$300k	40 - 50%	\$385k - \$450k
<b>General Counsel</b>	Low End	\$250k - \$350k	25 - 40%	\$313k - \$490k
	Median	\$350k - \$500k	40 - 50%	\$490k - \$750k
	High End	\$500k - \$800k+	50 - 100%+	\$750k - \$1M+



## Consumer Goods - Lower Cost of Living Areas

USD

TEXAS, NORTH CAROLINA, GEORGIA, OHIO, MINNESOTA, ARIZONA, FLORIDA, UTAH

Seniority	Range	Base	Bonus	Total Compensation
<b>2-5 years</b>	Low End	\$100k - \$120k	10 - 15%	\$110k - \$138k
	Median	\$120k - \$150k	10 - 15%	\$132k - \$173k
	High End	\$150k - \$160k	10 - 15%	\$165k - \$184k
<b>5-10 years</b>	Low End	\$160k - \$170k	15 - 20%	\$184k - \$204k
	Median	\$170k - \$185k	20 - 25%	\$204k - \$232k
	High End	\$185k - \$200k	20 - 25%	\$222k - \$250k
<b>10-15 years</b>	Low End	\$190k - \$200k	20 - 25%	\$228k - \$250k
	Median	\$200k - \$225k	25 - 30%	\$250k - \$293k
	High End	\$225k - \$250k	25 - 30%	\$282k - \$325k
<b>General Counsel</b>	Low End	\$250k - \$275k	30 - 35%	\$325k - \$372k
	Median	\$275k - \$300k	35 - 40%	\$372k - \$420k
	High End	\$300k - \$450k	40 - 50%+	\$420k - \$675k



## Energy, Construction & Infrastructure - Higher Cost of Living Areas

USD

NEW YORK, NEW JERSEY, CALIFORNIA, ILLINOIS,  
WASHINGTON, D.C., MASSACHUSETTS, WASHINGTON

Seniority	Range	Base	Bonus	Total Compensation
<b>2-5 years</b>	Low End	\$175k - \$200k	15 - 20%	\$200k - \$250k
	Median	\$200k - \$220k	20 - 30%	\$240k - \$285k
	High End	\$230k - \$250k	30 - 45%	\$300k - \$365k
<b>5-10 years</b>	Low End	\$200k - \$230k	15 - 20%	\$230k - \$275k
	Median	\$230k - \$250k	20 - 40%	\$275k - \$350k
	High End	\$250k - \$300k	40 - 50%	\$350k - \$450k
<b>10+ years</b>	Low End	\$230k - \$260k	20 - 25%	\$275k - \$325k
	Median	\$275k - \$350k	25 - 50%	\$345k - \$525k
	High End	\$350k - \$600k	50 - 100%	\$525k - \$1M
<b>General Counsel</b>	Low End	\$275k - \$375k	30 - 50%	\$355k - \$560k
	Median	\$375k - \$700k	50 - 100%	\$560k - \$1.4M
	High End	\$700k - \$2M+	100 - 1000%	\$1.4M - \$10M+



## Energy, Construction & Infrastructure - Lower Cost of Living Areas

USD

TEXAS, NORTH CAROLINA, GEORGIA, OHIO, MINNESOTA, ARIZONA, FLORIDA, UTAH

Seniority	Range	Base	Bonus	Total Compensation
<b>2-5 years</b>	Low End	\$140k - \$170k	10 - 15%	\$155k - \$195k
	Median	\$170k - \$200k	15 - 20%	\$195k - \$240k
	High End	\$200k - \$220k	20 - 30%	\$240k - \$285k
<b>5-10 years</b>	Low End	\$180k - \$220k	15 - 20%	\$205k - \$265k
	Median	\$220k - \$250k	20 - 30%	\$265k - \$325k
	High End	\$250k - \$275k	30 - 40%	\$325k - \$385k
<b>10-15 years</b>	Low End	\$220k - \$250k	20 - 30%	\$265k - \$325k
	Median	\$250k - \$275k	30 - 40%	\$325k - \$385k
	High End	\$275k - \$325k	40 - 70%	\$385k - \$550k
<b>General Counsel</b>	Low End	\$250k - \$300k	30 - 50%	\$325k - \$450k
	Median	\$300k - \$500k	50 - 100%	\$450k - \$1M
	High End	\$500k - \$1M+	100 - 1000%	\$1M - \$10M+





## Logistics & Transportation - Higher Cost of Living Areas

USD

NEW YORK, NEW JERSEY, CALIFORNIA, ILLINOIS,  
WASHINGTON, D.C., MASSACHUSETTS, WASHINGTON

Seniority	Range	Base	Bonus	Total Compensation
2-5 years	Low End	\$130k - \$150k	10 - 15%	\$143k - \$173k
	Median	\$150k - \$175k	15 - 20%	\$173k - \$210k
	High End	\$175k - \$200k	20 - 25%	\$210k - \$250k
5-10 years	Low End	\$185k - \$200k	15 - 18%	\$213k - \$236k
	Median	\$200k - \$225k	18 - 20%	\$236k - \$270k
	High End	\$225k - \$250k	20 - 25%	\$270k - \$313k
10+ years	Low End	\$230k - \$250k	20 - 25%	\$276k - \$313k
	Median	\$250k - \$275k	25 - 28%	\$313k - \$352k
	High End	\$275k - \$300k	28 - 35%	\$352k - \$405k
General Counsel	Low End	\$315k - \$350k	30 - 35%	\$410k - \$473k
	Median	\$350k - \$400k	35 - 40%	\$473k - \$560k
	High End	\$400k - \$500k+	40 - 50%+	\$560k - \$750k



## Logistics & Transportation - Lower Cost of Living Areas

USD

TEXAS, NORTH CAROLINA, GEORGIA, OHIO, MINNESOTA, ARIZONA, FLORIDA, UTAH

Seniority	Range	Base	Bonus	Total Compensation
<b>2 - 5 years</b>	Low End	\$120k - \$150k	10 - 15%	\$132k - \$173k
	Median	\$150k - \$175k	15 - 20%	\$173k - \$210k
	High End	\$175k - \$200k	20 - 25%	\$210k - \$250k
<b>5-10 years</b>	Low End	\$150k - \$180k	10 - 20%	\$165k - \$216k
	Median	\$180k - \$220k	20 - 25%	\$216k - \$275k
	High End	\$220k - \$250k	25 - 30%	\$275k - \$325k
<b>10-15 years</b>	Low End	\$200k - \$250k	20 - 25%	\$240k - \$313k
	Median	\$250k - \$275k	25 - 28%	\$313k - \$352k
	High End	\$275k - \$300k	28 - 30%	\$352k - \$390k
<b>General Counsel</b>	Low End	\$300k - \$350k	20 - 25%	\$360k - \$438k
	Median	\$350k - \$375k	25 - 30%	\$438k - \$488k
	High End	\$375k - \$450k+	30 - 50%+	\$488k - \$675k



## Regulatory - Higher Cost of Living Areas

USD

NEW YORK, NEW JERSEY, CALIFORNIA, ILLINOIS,  
WASHINGTON, D.C., MASSACHUSETTS, WASHINGTON

Seniority	Range	Base	Bonus	Total Compensation
0-2 years	Low End	\$85k - \$95k	0 - 10%	\$85k - \$105k
	Median	\$95k - \$115k	10 - 20%	\$105k - \$135k
	High End	\$115k - \$125k	20 - 30%	\$135k - \$150k
2-5 years	Low End	\$100k - \$130k	10 - 15%	\$110k - \$150k
	Median	\$130k - \$150k	15 - 25%	\$150k - \$185k
	High End	\$150k - \$175k	25 - 30%	\$185k - \$225k
5-10 years	Low End	\$140k - \$160k	15 - 20%	\$160k - \$200k
	Median	\$160k - \$185k	20 - 40%	\$200k - \$250k
	High End	\$185k - \$250k	40 - 50%	\$250k - \$375k
10+ years	Low End	\$200k - \$250k	20 - 25%	\$240k - \$315k
	Median	\$250k - \$300k	25 - 50%	\$315k - \$450k
	High End	\$300k - \$350k	50 - 100%+	\$450k - \$700k
15+ years	Low End	\$250k - \$325k	30 - 50%	\$325k - \$500k
	Median	\$325k - \$400k	50 - 100%	\$500k - \$800k
	High End	\$400k - \$750k	100 - 300%+	\$800k - \$3M+



## Regulatory - Lower Cost of Living Areas

USD

TEXAS, NORTH CAROLINA, GEORGIA, OHIO, MINNESOTA, ARIZONA, FLORIDA, UTAH

Seniority	Range	Base	Bonus	Total Compensation
<b>0-2 years</b>	Low End	\$70k - \$90k	0 - 10%	\$70k - \$100k
	Median	\$90k - \$105k	10 - 20%	\$100k - \$125k
	High End	\$105k - \$125k	20 - 30%	\$125k - \$150k
<b>2-5 years</b>	Low End	\$80k - \$115k	10 - 15%	\$90k - \$130k
	Median	\$115k - \$130k	15 - 20%	\$130k - \$155k
	High End	\$130k - \$150k	20 - 30%	\$155k - \$200k
<b>5-10 years</b>	Low End	\$120k - \$135k	15 - 20%	\$140k - \$160k
	Median	\$135k - \$150k	20 - 30%	\$160k - \$200k
	High End	\$150k - \$200k	30 - 50%	\$200k - \$300k
<b>10-15 years</b>	Low End	\$175k - \$200k	20 - 25%	\$215k - \$250k
	Median	\$200k - \$235k	25 - 40%	\$250k - \$325k
	High End	\$235k - \$300k	40 - 100%	\$325k - \$600k
<b>15+ years</b>	Low End	\$225k - \$275k	25 - 40%	\$285k - \$400k
	Median	\$275k - \$325k	40 - 75%	\$400k - \$575k
	High End	\$325k - \$450k	75 - 250%	\$575k - \$2M+



## Summary

As regulatory and legal demands grow across firms of every size and in every industry, having a high-performing team to rely on is more fundamental than ever.

If you would like to discuss any aspect of hiring and retaining business-critical regulatory and legal talent following this guide, or careers in your area of expertise, please reach out to the team at Larson Maddox.

Whether you are searching for top talent in a specific field or seeking exclusive opportunities at industry-leading firms, we are always available to answer your questions, provide tailored support, and help you reach your goals with clarity and confidence in the year ahead.







## About Larson Maddox

At Larson Maddox, we give essential guidance to leading firms by connecting them with the best 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, a new regulatory landscape is emerging. Through an increasing amount 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
- ◆ Law Firm Placements/Private Practice

## Our Industry Expertise

- ◆ Financial Services
- ◆ Life Sciences
- ◆ Technology, Media, & Telecoms
- ◆ Consumer Goods
- ◆ Regulatory
- ◆ Energy, Construction, & Infrastructure
- ◆ Logistics & Transportation
- ◆ Healthcare
- ◆ Manufacturing





## Contact Larson Maddox

[UPLOAD YOUR RESUME](#)[SUBMIT A VACANCY](#)[NEW OPPORTUNITIES](#)

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**Email:** [legalusa@larsonmaddox.com](mailto:legalusa@larsonmaddox.com)

For further information or advice following this guide, or to discuss your hiring needs, please contact:

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