

# **Inside the 2026 In-House Counsel Compensation Report: Trends, Gaps, and Implications for Legal Talent**

GC Advantage<sup>SM</sup> Webinar

May 12, 2026

# GC Advantage<sup>SM</sup>

**BarkerGilmore's GC Advantage<sup>SM</sup>** is a complimentary professional development program for corporate legal and compliance leaders.

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# Upcoming GC Advantage<sup>SM</sup> Webinar



**The GC-Board Alignment Gap:  
What Boards and General  
Counsel Say—and What  
Actually Happens**

Jun 24, 2026 @ 1:00 pm - 2:00 pm EDT

# Questions & Answers

Submit questions to panelists at any time throughout the presentation via the Zoom Q&A feature.

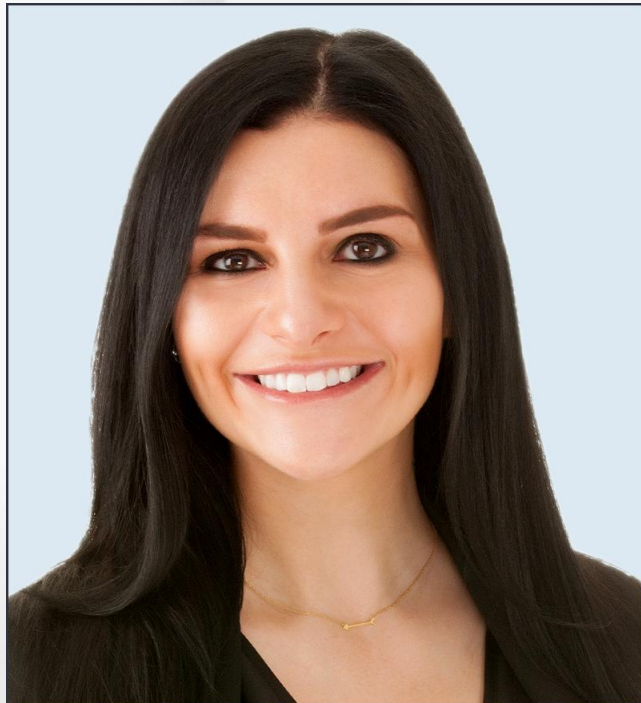


# Featured Speakers



**John Gilmore**

Managing Partner — **BarkerGilmore**



**Brittney McDonough**

Partner & Chair, Healthcare & Life Sciences Practice — **BarkerGilmore**

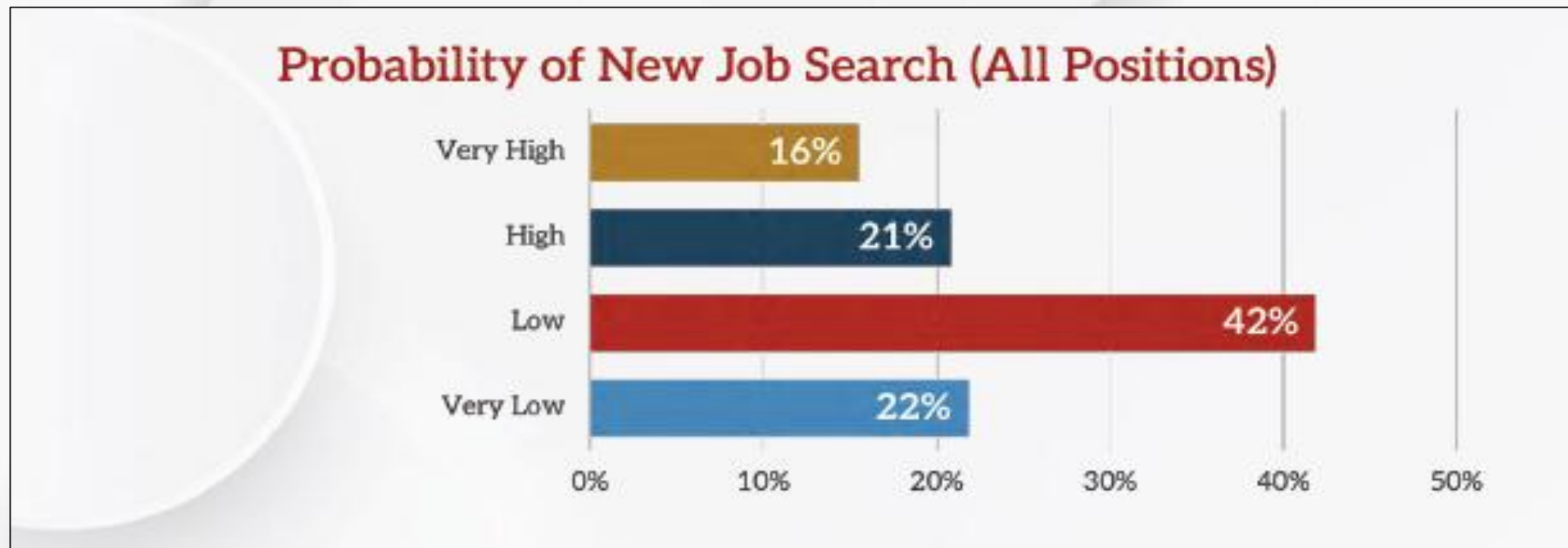
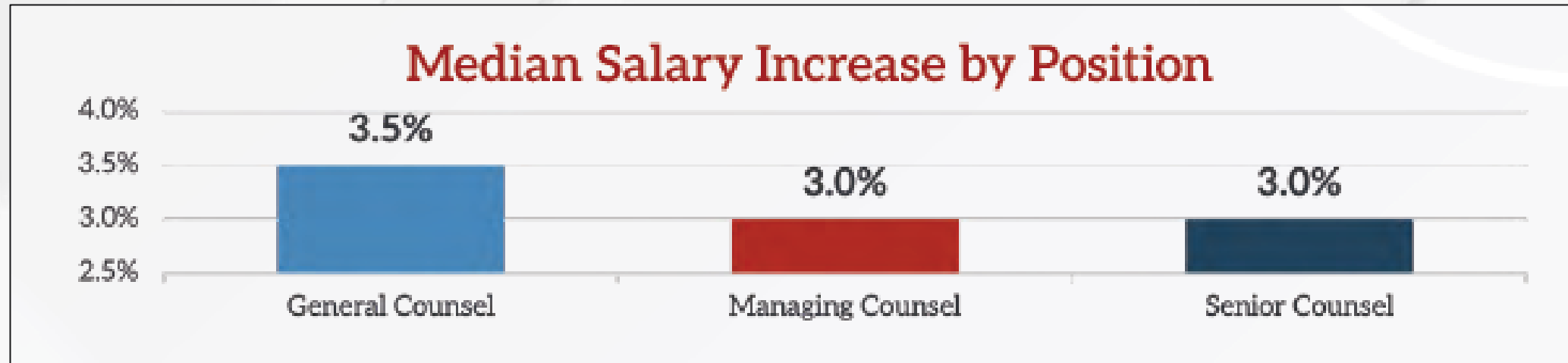


# Agenda

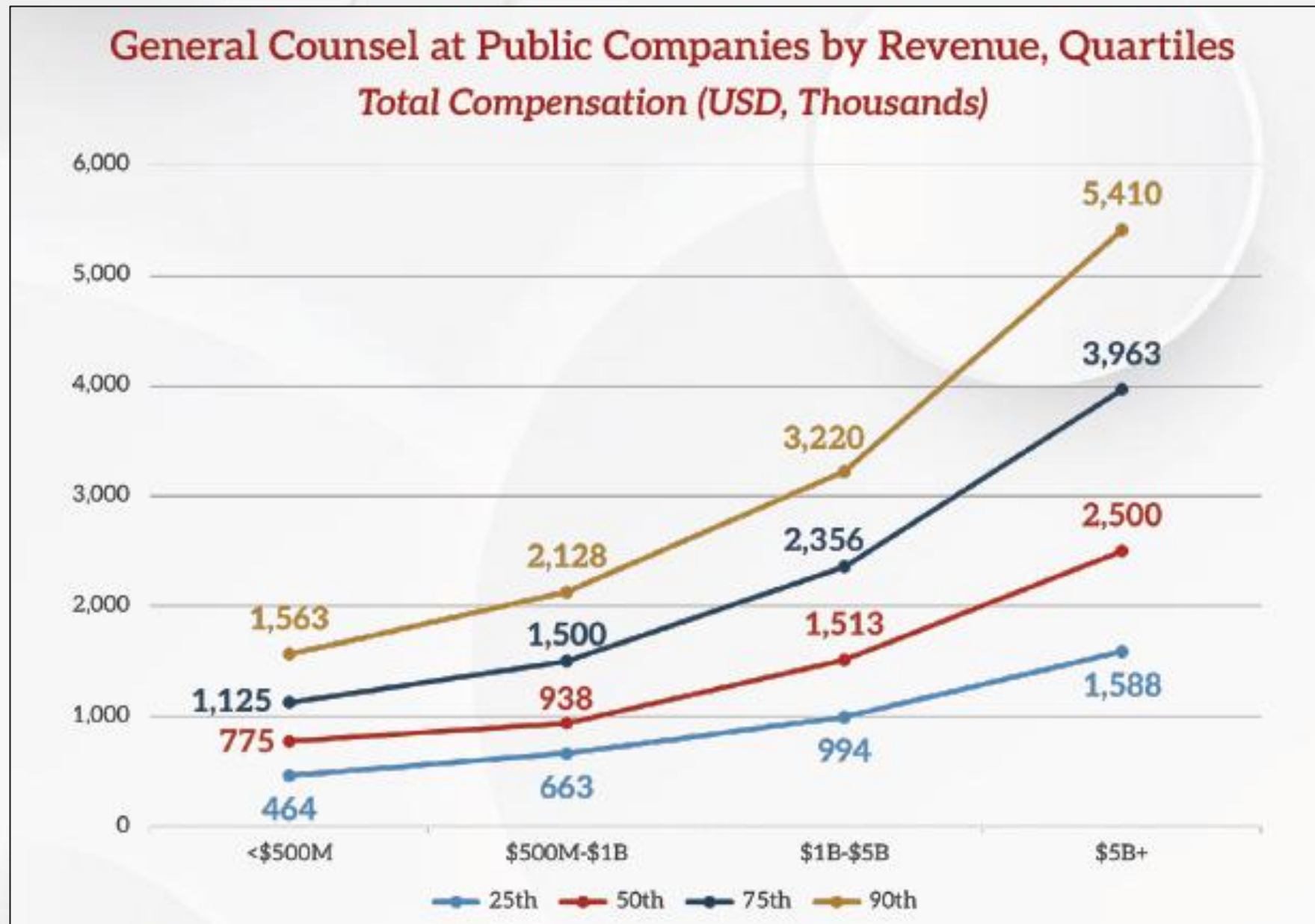
1. Key takeaways from the report and what we're seeing in the market
2. How organizations are redefining legal leadership
3. Interviewing & positioning yourself effectively
4. Compensation, enterprise value & negotiation
5. What will continue differentiating legal leaders



# What We're Seeing in the Market



# The Evolving GC Role / What Differentiates Legal Leaders



# Interviewing & Positioning Yourself

## Common Interview Mistakes We See

- answering too tactically
- too much legal jargon
- inability to communicate business impact
- generic leadership responses
- over-answering
- underselling influence



# Compensation, Enterprise Value & Negotiation



**COMPENSATION BREAKDOWN FOR GENERAL COUNSEL AT PORTFOLIO COMPANIES (USD, THOUSANDS)**

Revenue	Base				Bonus				LTI				Total Compensation			
	25th	50th	75th	90th	25th	50th	75th	90th	25th	50th	75th	90th	25th	50th	75th	90th
<\$500M	260	300	325	400	50	75	125	200	75	150	450	1,500	385	525	900	2,100
\$500M-\$1B	300	350	400	440	85	150	200	300	200	350	1,000	1,800	585	850	1,600	2,540
\$1B-\$5B	375	400	450	500	125	200	275	395	281	750	1,000	2,500	781	1,350	1,725	3,395

# What Will Continue Differentiating Legal Leaders

- judgment under ambiguity
- enterprise leadership
- communication
- business fluency
- operational sophistication
- ability to influence
- navigating uncertainty/change





# Q&A

# Thank you for attending!



**Please let us know how BarkerGilmore can help you succeed.**

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Life Sciences Practice  
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