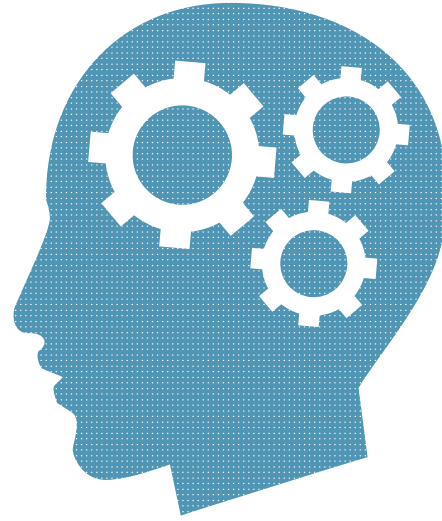


see this



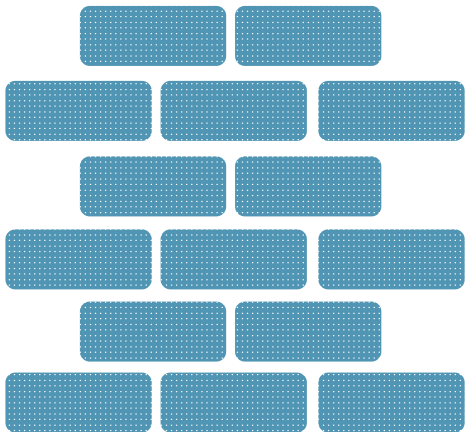
Tabulating external spend...

According to the *Laurence Simons and the ACC Brazil Legal Department Benchmarking Survey 2013*, respondent organizations spend 76% of their overall legal spend externally. The main areas being sent to law firms are competition/anti-trust, tax, dispute resolution, and labour and employee benefits.



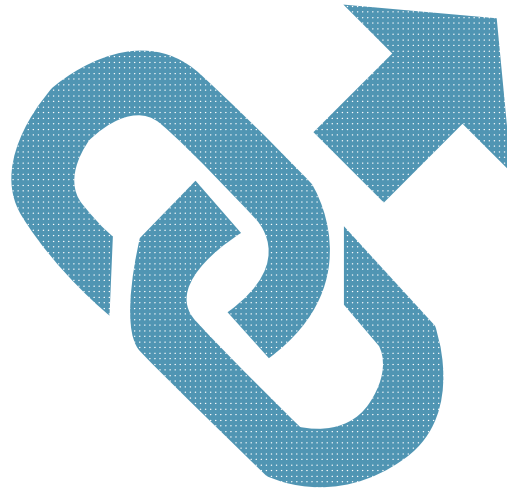
CLOs prefer to strategize...

The majority of respondents (78%) to the *ACC's Chief Legal Officers (CLO) 2013 Survey – Canada*, would prefer to spend their time on strategy; of these respondents, 76% currently spend their time doing so.



Data protection is a priority...

Sixty-eight percent of respondents to *ACC's Chief Legal Officers (CLO) 2013 Survey* indicated that data breaches and protection held some level of importance over the past 12 months; the overall level of importance increases by 4% for the next 12 months.



Links in the chain of command...

According to the *ACC & Laurence Simons EMEA Legal Department Survey 2013*, the majority of heads of regulatory/compliance departments (63%) report to the general counsel. The CEO is the next most frequently mentioned (21%).

INDEPENDENT CONTRACTORS
OFF-THE-CLOCK
WORK

Collective Actions
TIMEKEEPING

Rounding
BACK
PAY

EXEMPTIONS

Donning
and Doffing

FLSA

Tip pooling

WAGE DEDUCTIONS

OVERTIME

Meal and rest breaks

WAGE AND HOUR

AUDITS



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