

## The Best Places to Work

TO FIND OUT HOW MIDLEVELS rate their firms as workplaces, our survey examined 12 areas that contribute to job satisfaction. They include relations with partners and other associates, the interest and satisfaction level of the associates' work, training and guidance, emphasis on billables, management openness about firm strategies and partnership chances, attitude toward pro bono work, compensation and benefits, and the respondents' inclination to stay at their firm for at least two more years. Respondents graded their firms in those areas on a scale of 1 to 5, with 5 being the highest score. On this chart, the firms that qualified for this year's survey are ranked by their averages on those questions, based on responses from all their offices. The location listed is the firm's headquarters city.

2004 Rank	2003 Rank	Firm, Location	Overall Score	Respondents and Response Rate
1	-	Harter, Secrest, <i>Rochester, New York</i>	4.486	12 (100%)
<b>2</b>	<b>10</b>	<b>Miles &amp; Stockbridge, <i>Baltimore</i></b>	<b>4.365</b>	<b>12 (92%)</b>
3	81	Arnold & Porter, <i>Washington, D.C.</i>	4.282	36 (56%)
4	28	Arent Fox, <i>Washington, D.C.</i>	4.261	14 (54%)
5	4	Goulston & Storrs, <i>Boston</i>	4.256	14 (58%)
6	7	Robins, Kaplan, <i>Minneapolis</i>	4.233	10 (59%)
7	-	Hughes & Luce, <i>Dallas</i>	4.216	16 (80%)
8	13	Winstead Sechrest, <i>Dallas</i>	4.213	21 (81%)
9	1	Bracewell & Patterson, <i>Houston</i>	4.183	10 (26%)
10	125	Cooley Godward, <i>Palo Alto</i>	4.171	20 (29%)
11	76	Patterson, Belknap, <i>New York</i>	4.160	15 (60%)
12	42	Goodwin Procter, <i>Boston</i>	4.112	25 (37%)
13	96	Vedder, Price, <i>Chicago</i>	4.111	13 (65%)
14	11	Haynes and Boone, <i>Dallas</i>	4.102	20 (69%)
15	-	Linklaters, <i>International</i>	4.100	15 (71%)
16	21	Debevoise & Plimpton, <i>New York</i>	4.097	24 (24%)
16	26	Sonnenschein, <i>Chicago</i>	4.097	26 (40%)
18	5	Faegre & Benson, <i>Minneapolis</i>	4.090	31 (69%)
19	38	Gibson, Dunn, <i>Los Angeles</i>	4.083	73 (51%)
20	8	Winston & Strawn, <i>National</i>	4.063	33 (37%)
21	145	Chapman and Cutler, <i>Chicago</i>	4.055	18 (86%)
22	52	Finnegan, Henderson, <i>Washington, D.C.</i>	4.037	19 (66%)
22	-	Thompson & Knight, <i>Dallas</i>	4.037	10 (34%)
24	35	Kilpatrick Stockton, <i>Atlanta</i>	4.025	20 (74%)
25	17	Munger, Tolles, <i>Los Angeles</i>	4.016	13 (46%)

Detailed firmwide results are posted at: [americanlawyer.com](http://americanlawyer.com).

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**MILES & STOCKBRIDGE****Baltimore****Participating Offices:** Baltimore**Number of Respondents:**

12 (92% response rate)

**Firmwide Score:** 4.365 (rank: 2)

Scores are based on a 1-to-5 scale, with 1 being the lowest, and 5 the highest. Rank is based on 148 firms.

**How the firm rated on key scoring questions:**

- How interesting the work is: 4.55
- How satisfying the work is: 4.27
- Benefits and compensation: 3.82
- Associate relations: 4.73
- Partner-associate relations: 4.64
- Training and guidance: 4.27
- Openness re: finances: 4.00
- Communication re: partnership: 4.82
- Realistic billable hours: 4.55
- Attitude toward pro bono: 4.00
- Likelihood of staying two years: 4.82
- Overall rating as a place to work: 4.91

**About the work:**

- Methods for assigning work: 4.50
- Distribution of work: 4.25
- Quality of work assigned: 4.67
- Quantity of work assigned: 4.42
- Level of responsibility: 4.75
- Amount of client contact: 4.67
- Amount of feedback: 4.42
- Fairness of evaluations: 4.42

**Hours and Compensation:**

- Average hours worked per week: 55.1
- Average hours billed per week: 43.9
- Average salary: \$110,708
- Average bonus: \$15,500

**What the firm's culture is like:**

- Collegiality: 4.92
- Competitiveness: 1.67
- Dedication to diversity: 4.08
- Family-friendliness: 4.58
- Self-esteem (firm's prestige): 4.17

**The partners and firm management:**

- Opportunities to work with partners: 5.00
- Opportunities to socialize with partners: 5.00

**What associates say sets their firm apart from others:**

Quality of life and lack of backbiting among associates. Strong social network and truly collegial atmosphere. A non-hierarchical culture.

**What they'd like to tell the managing partner:**

As we grow, please don't lose the commitment to collegiality and family-friendliness.

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