

The Best Places to Work

TO FIND OUT HOW MIDDLELEVELS 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 associates have in their work, training and guidance, policy on billables, management openness about firm strategies and partnership chances, the firm's 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 on a scale of 1 to 5, with 5 being the highest score. On this chart, firms with ten or more responses 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	1	Harter, Secrest, <i>Rochester, New York</i>	4.533	13 (93%)
2	132	Nutter McClennen, <i>Boston</i>	4.444	12 (75%)
3	-	Lindquist & Vennum, <i>Minneapolis</i>	4.358	10 (67%)
4	2	Miles & Stockbridge, <i>Baltimore</i>	4.349	16 (57%)
5	133	Dickstein Shapiro, <i>Washington, D.C.</i>	4.333	28 (62%)
6	35	Davis Wright, <i>Seattle</i>	4.250	12 (26%)
7	22	Finnegan, Henderson, <i>Washington, D.C.</i>	4.233	18 (35%)
8	10	Cooley Godward, <i>Palo Alto</i>	4.170	40 (48%)
9	5	Goulston & Storrs, <i>Boston</i>	4.158	11 (69%)
9	43	Jenner & Block, <i>Chicago</i>	4.158	13 (16%)
11	11	Patterson Belknap, <i>New York</i>	4.154	29 (62%)
12	-	Lewis and Roca, <i>Phoenix</i>	4.148	23 (92%)
13	19	Gibson, Dunn, <i>Los Angeles</i>	4.145	105 (53%)
14	86	Saul Ewing, <i>Philadelphia</i>	4.139	23 (82%)
15	30	Andrews Kurth, <i>Houston</i>	4.138	11 (20%)
16	16	Debevoise & Plimpton, <i>New York</i>	4.118	20 (15%)
17	28	Orrick, <i>San Francisco</i>	4.106	44 (56%)
18	66	Snell & Wilmer, <i>Phoenix</i>	4.073	39 (55%)
19	53	Morrison & Foerster, <i>San Francisco</i>	4.052	104 (57%)
20	-	Strasburger & Price, <i>Dallas</i>	4.050	10 (50%)
21	71	Cozen O'Connor, <i>Philadelphia</i>	4.048	15 (65%)
22	52	Shook, Hardy, <i>Kansas City, Missouri</i>	4.042	14 (18%)
22	-	Young Conaway, <i>Wilmington</i>	4.042	11 (79%)
24	31	Buchanan Ingersoll, <i>Pittsburgh</i>	4.039	17 (52%)
25	-	Jenkins & Gilchrist, <i>Dallas</i>	4.028	12 (34%)

Additional firmwide results are posted at americanlawyer.com.

MILES & STOCKBRIDGE

Baltimore

Participating Offices: Baltimore; Easton, MD; Rockville, MD

Number of Respondents:
16 (57% response rate)

Firmwide Score: 4.349 (rank: 4)
Scores are based on a 1-to-5 scale, with 1 being the lowest, and 5 the highest. Rank is based on 160 firms. National averages appear in parentheses after the firm's score.

How the firm rated on key scoring questions:

- How interesting the work is: 4.31 (4.00)
- How satisfying the work is: 4.31 (3.82)
- Benefits and compensation: 3.94 (3.80)
- Associate relations: 4.44 (4.23)
- Partner-associate relations: 4.69 (3.79)
- Training and guidance: 3.88 (3.56)
- Openness re: finances: 4.56 (3.37)
- Communication re: partnership: 4.25 (2.93)
- Realistic billable hours: 4.56 (3.62)
- Attitude toward pro bono: 4.31 (3.91)
- Likelihood of staying two years: 4.38 (3.60)
- Overall rating as a place to work: 4.56 (4.00)

About the work:

- Methods for assigning work: 4.25 (3.73)

- Distribution of work: 4.19 (3.59)
- Quality of work assigned: 4.38 (4.13)
- Quantity of work assigned: 4.25 (3.65)
- Level of responsibility: 4.56 (4.13)
- Amount of client contact: 4.63 (4.13)
- Fairness of evaluations: 4.44 (3.92)

Hours and Compensation:

- Average hours worked per week: 54.0 (56.6)
- Average hours billed per week: 42.3 (45.3)
- Average salary: \$111,867 (\$149,000)
- Average bonus: \$16,969 (\$20,000)

What the firm's culture is like:

- Morale this year over last: 3.60 (3.11)
- Collegiality: 4.44 (4.18)
- Competitiveness: 2.19 (2.31)
- Dedication to diversity: 4.69 (3.82)
- Family-friendliness: 4.56 (3.57)
- Self-esteem (firm's prestige): 4.19 (4.14)

The partners and firm management:

- Opportunities to work with partners: 4.94 (4.73)
- Opportunities to socialize with partners: 4.88 (3.94)

Published on law.com, *The American Lawyer*, October 2005

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