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ASSOCIATES SURVEY 2008

NATIONAL RANKINGS

RANKING THE FIRMS

TO FIND OUT HOW MIDDLELEVEL ASSOCIATES rate their firms as workplaces, our annual midlevel 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' inclina-

tion 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. Averages include responses from all participating offices. For definitions of national and international firms, and for other details, see our methodology. Additional results are posted at americanlawyer.com.



| 2008 Rank | 2007 Rank | Firm, Location | Overall Score | Respondents and Response Rate |
|-----------|-----------|--|---------------|-------------------------------|
| 1 | 5 | Nutter McClennen, <i>Boston</i> | 4.607 | 17 (65%) |
| 2 | 6 | Miles & Stockbridge, <i>Baltimore</i> | 4.540 | 11 (42%) |
| 3 | 27 | Finnegan, Henderson, <i>Washington, D.C.</i> | 4.444 | 19 (36%) |
| 4 | 8 | Faegre & Benson, <i>Minneapolis</i> | 4.405 | 14 (16%) |
| 5 | 28 | Patterson Belknap, <i>New York</i> | 4.349 | 18 (43%) |
| 6 | 38 | Gibson, Dunn, <i>National</i> | 4.311 | 64 (27%) |
| 7 | 31 | Latham & Watkins, <i>National</i> | 4.300 | 225 (36%) |
| 8 | 37 | Thompson Hine, <i>Cleveland</i> | 4.292 | 12 (18%) |
| 9 | 11 | Benesch, Friedlander, <i>Cleveland</i> | 4.287 | 18 (95%) |
| 10 | 7 | Thompson Coburn, <i>St. Louis</i> | 4.280 | 25 (48%) |
| 11 | 108 | Schnader Harrison, <i>Philadelphia</i> | 4.278 | 16 (73%) |
| 12 | 72 | Cleary Gottlieb, <i>New York</i> | 4.261 | 25 (17%) |
| 13 | 10 | Vedder, Price, <i>Chicago</i> | 4.251 | 20 (59%) |
| 14 | 12 | Chapman and Cutler, <i>Chicago</i> | 4.235 | 17 (74%) |
| 15 | 2 | Susman Godfrey, <i>Houston</i> | 4.233 | 13 (57%) |
| 16 | 56 | Arnold & Porter, <i>Washington, D.C.</i> | 4.230 | 20 (17%) |
| 17 | 14 | McKee Nelson, <i>Washington, D.C.</i> | 4.199 | 23 (59%) |
| 18 | - | Linquist & Vennum, <i>Minneapolis</i> | 4.183 | 16 (100%) |
| 19 | 77 | Ropes & Gray, <i>Boston</i> | 4.175 | 90 (44%) |
| 20 | 20 | Harter Secrest, <i>Rochester, New York</i> | 4.173 | 15 (68%) |
| 21 | 17 | Quarles & Brady, <i>Milwaukee</i> | 4.161 | 27 (52%) |
| 22 | 43 | Weil, Gotshal, <i>New York</i> | 4.137 | 106 (42%) |
| 23 | 23 | Fish & Richardson, <i>National</i> | 4.104 | 72 (66%) |
| 24 | - | Brown Rudnick, <i>Boston</i> | 4.101 | 16 (67%) |
| 25 | 13 | Munger, Tolles, <i>Los Angeles</i> | 4.088 | 23 (44%) |

RESULTS BY CITY

ON THE LOCAL LEVEL

HERE IS A LOOK at participating firms. The scores, ranks, and number of respondents pertain only to the firm's office in the city indicated. For a full listing of all cities and how the firms' offices scored, go to americanlawyer.com, where we rank every office that returned at least five responses.

| | Rank in city | Score for office/city | Respondents |
|---------------------|--------------|-----------------------|-------------|
| MARYLAND | | | |
| BALTIMORE | | | |
| CITY AVERAGE | | | |
| | | 3.963 | |
| Miles & Stockbridge | 1 | 4.509 | 9 |
| DLA Piper US | 2 | 3.792 | 10 |
| Saul Ewing | 3 | 3.588 | 5 |

METHODOLOGY

MORE THAN 7,200 MIDLEVELS RESPONDED TO THIS YEAR'S SURVEY.

HERE'S HOW WE COLLECTED AND CRUNCHED THE DATA.

By TOM BROUCKSOU

OUR ANNUAL MIDLEVEL Associates Survey is based on responses from 7,259 third-, fourth-, and fifth-year associates (classes of 2003, 2004, and 2005) from law firm offices around the globe. Any firm may participate in the survey, which is distributed during the spring.

We received responses from 42 percent of the 17,456 associates invited to take part. An individual firm's response rate is based on the number of returns out of the surveys distributed. A firm can choose which branch offices take part, so the number of eligible midlevels does not always reflect the size of midlevel classes firmwide.

All of the responses are used to calculate the overall averages [see "The Midlevel World," *The American Lawyer*, August 2008, page 111]. We did not include part-time associates for the average hours billed, hours worked, base salary, or bonus.

For a firm to be included in the National Rankings chart, we must receive ten or more completed surveys from associates with the firm. This year, associates from 180 firms participated, and 157 of the firms returned the minimum ten responses. A firm's national score is the average of 12 questions on the survey that summarize the firm's qualities, including the interest and satisfaction levels of work; benefits and compensation; relations between associates and partners; training and guidance; openness about finances and strategies; billable hours policy; the firm's attitude toward pro bono work; and the likelihood of the associate being at the firm in two years.

Firms designated as national, rather than anchored to a specific headquarters, have no more than 45 percent of their lawyers in any single region. Firms with an international designation have at least 40 percent of their lawyers working outside their home country. All others list the firm's headquarters as their location.

For a branch office to be included in the Results by City chart, we must receive five or more completed responses from associates in that office. The same 12 questions are calculated for individual cities or markets to determine branch scores and rankings. Additional firmwide results as well as city rankings for additional markets will appear on our Web site, americanlawyer.com. Requests to be included next year, and other questions, may be directed to associates@alm.com.

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Miles & Stockbridge

Baltimore

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

Number of Respondents: 11 (42% response rate)

Firmwide Score: 4.540 (rank: 2)

Scores are based on a 1-to-5 scale, with 1 being the lowest, and 5 the highest. Rank is based on 157 firms. National averages appear in parentheses after the firm's score.

How the firm rated on key scoring questions:

- How interesting the work is: 4.55 (4.10)
- How satisfying the work is: 4.55 (3.95)
- Benefits and compensation: 4.45 (4.04)
- Associate relations: 4.82 (4.26)
- Partner-associate relations: 4.73 (3.93)
- Training and guidance: 4.00 (3.77)
- Openness re: finances: 4.55 (3.46)
- Communication re: partnership: 4.64 (3.09)
- Realistic billable hours: 4.55 (3.67)
- Attitude toward pro bono: 4.09 (4.04)
- Likelihood of staying two years: 4.73 (3.79)
- Overall rating as a place to work: 4.82 (4.15)

About the work:

- Distribution of work: 4.64 (3.83)
- Quality of work assigned: 4.64 (4.12)
- Level of responsibility: 4.73 (4.19)
- Amount of client contact: 4.91 (4.00)
- Fairness of evaluations: 4.55 (3.99)

The hours:

- Average hours worked per week: 52.6 (55.85)
- Average hours billed per week: 41.6 (44.65)

What the firm's culture is like:

- Morale this year over last: 3.45 (3.11)
- Collegiality: 4.64 (4.18)
- Dedication to diversity: 4.82 (3.97)
- Family-friendliness: 4.73 (3.77)

The partners and firm management:

- Opportunities to work with partners: 4.91 (4.77)
- Opportunities to socialize with partners: 5.00 (4.10)