

MIDLEVEL ASSOCIATES SURVEY 2017

NATIONAL

12

Snell & Wilmer

Average Score

Respondents

Response Rate

4.521

50

90.9

TO FIND OUT HOW THIRD-, FOURTH- AND fifth-year associates rate their firms, our survey examined several aspects of job satisfaction: compensation and benefits, training and guidance, relations with partners and other associates, the interest and satisfaction level of the work, the firm's policy on billable hours and management's openness about firm strategies and partnership

chances. Midlevels graded their workplaces in these categories on a scale of 1 to 5, with 5 being the highest score. Firms with 10 or more responses are ranked by their averaged scores on these questions. The response rate is the percentage of eligible midlevels at the firm who participated in the survey. For details on our methodology, go to americanlawyer.com/associates.



ASSOCIATES SURVEY 2017

THE NATIONAL REPORT

2017 Rank	2016 Rank	Firm	Average Score	Respondents	Response Rate
1	3	Cozen O'Connor (<i>National</i>)	4.864	16	72.7%
2	2	O'Melveny & Myers (<i>Los Angeles</i>)	4.772	147	98.0%
3	5	Gibson, Dunn & Crutcher (<i>National</i>)	4.678	141	43.7%
4	1	Paul Hastings (<i>National</i>)	4.660	47	74.6%
5	6	Orrick, Herrington & Sutcliffe (<i>National</i>)	4.645	88	71.5%
6	22	Akin Gump Strauss Hauer & Feld (<i>National</i>)	4.604	36	32.7%
7	78	Schulte Roth & Zabel (<i>New York</i>)	4.588	20	87.0%
8	N/R	Robins Kaplan (<i>Minneapolis</i>)	4.570	16	84.2%
9	72	Sullivan & Worcester (<i>Boston</i>)	4.542	14	93.3%
10	25	Goulston & Storrs (<i>Boston</i>)	4.534	21	95.5%
11	75	Steptoe & Johnson LLP (<i>Washington, D.C.</i>)	4.527	11	44.0%
12	24	Snell & Wilmer (<i>Phoenix</i>)	4.521	50	90.9%
13	9	Cadwalader, Wickersham & Taft (<i>New York</i>)	4.505	33	55.0%
14	8	Fried, Frank, Harris, Shriver & Jacobson (<i>New York</i>)	4.491	63	65.6%
15	65	Dechert (<i>National</i>)	4.489	136	66.0%
16	16	Latham & Watkins (<i>National</i>)	4.469	152	34.6%
17	23	White & Case (<i>International</i>)	4.442	56	33.7%
18	44	Wilmer Cutler Pickering Hale and Dorr (<i>National</i>)	4.403	118	52.7%
19	N/R	Irell & Manella (<i>Los Angeles</i>)	4.397	12	57.1%
20	52	Goodwin Procter (<i>National</i>)	4.392	105	53.0%
20	12	Ropes & Gray (<i>National</i>)	4.392	103	82.4%
20	N/R	Schiff Hardin (<i>Chicago</i>)	4.392	15	62.5%
23	11	Milbank, Tweed, Hadley & McCloy (<i>New York</i>)	4.391	44	24.3%
24	91	Kramer Levin Naftalis & Frankel (<i>New York</i>)	4.390	40	58.8%
25	4	Clifford Chance (<i>International</i>)	4.387	27	48.2%