



associates survey 2005

Methodology

aNY FIRM MAY PARTICIPATE IN THE Midlevel Associates Survey. Eligible midlevels are third-, fourth-, and fifth-year associates (classes of 2000, 2001, and 2002). Participation is solicited in the spring, and the survey takes place in the summer. Firms can elect to have their associates take the survey online or in print format.

This year's survey report is based on responses from 5,854 midlevels at 185 participating firms (160 of which returned the minimum of ten responses needed to be included in the national rankings). This represents a 41 percent response rate. All of these responses are used to calculate the overall averages.

Overall response rates and an individual firm's response rate are 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. Rates and other percentages are rounded to whole numbers.

For a firm to be included in the National Rankings chart, we must receive ten or more completed surveys from associates with the firm. 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

Nearly 6,000 midlevels responded to this year's survey. Here's how we collected and crunched the data.

By Chloë Gladstone

the associate being at the firm in two years.

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. All question averages are rounded to two decimal places. Scores for firms are calculated from those rounded question averages, and then rounded to three decimal places.

For the Rankings by Size charts, we group and rank the firms by revenue: those on our most recent Am Law 100 and Global 100 charts in one section; Am Law Second Hundred firms in another; and the firms that are on neither The Am Law 200 or Global 100 in a third section.

On both the national and by size charts, firms designated as national rather than by their 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.

Additional firmwide results appear on our Web site, americanlawyer.com. Watch for results of the annual Summer Associates Survey in the November issue of *The American Lawyer Student Edition*.

Requests to be included next year and other questions may be directed to associates@alm.com.

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The Best Places to Work

NATIONAL RANKINGS

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. For definitions of national and international firms, and for other details about the survey, see Methodology.

2005 Rank	2004 Rank	Firm, Location	Overall Score	Respondents and Response Rate
1	1	Harter, Secrest, Rochester, New York	4.533	13 (93%)
2	132	Nutter McClennen, Boston	4.444	12 (75%)
3	-	Lindquist & Vennum, Minneapolis	4.358	10 (67%)
4	2	Miles & Stockbridge, Baltimore	4.349	16 (57%)
5	133	Dickstein Shapiro, Washington, D.C.	4.333	28 (62%)
6	35	Davis Wright, Seattle	4.250	12 (26%)
7	22	Finnegan, Henderson, Washington, D.C.	4.233	18 (35%)
8	10	Cooley Godward, Palo Alto	4.170	40 (48%)
9	5	Goulston & Storrs, Boston	4.158	11 (69%)
9	43	Jenner & Block, Chicago	4.158	13 (16%)
11	11	Patterson Belknap, New York	4.154	29 (62%)
12	-	Lewis and Roca, Phoenix	4.148	23 (92%)
13	19	Gibson, Dunn, Los Angeles	4.145	105 (53%)
14	86	Saul Ewing, Philadelphia	4.139	23 (82%)
15	30	Andrews Kurth, Houston	4.138	11 (20%)
16	16	Debevoise & Plimpton, New York	4.118	20 (15%)
17	28	Orrick, San Francisco	4.106	44 (56%)
18	66	Snell & Wilmer, Phoenix	4.073	39 (55%)
19	53	Morrison & Foerster, San Francisco	4.052	104 (57%)
20	-	Strasburger & Price, Dallas	4.050	10 (50%)
21	71	Cozen O'Connor, Philadelphia	4.048	15 (65%)
22	52	Shook Hardy, Kansas City, Missouri	4.042	14 (18%)
22	-	Young Conaway, Wilmington	4.042	11 (79%)
24	31	Buchanan Ingersoll, Pittsburgh	4.039	17 (52%)
25	-	Jenkins & Gilchrist, Dallas	4.028	12 (34%)
26	18	Faegre & Benson, Minneapolis	4.023	24 (39%)
27	96	Sutherland Asbill, Washington, D.C.	4.008	32 (55%)
28	98	McKenna Long, National	4.003	28 (70%)
29	38	Holland & Hart, Denver	3.998	18 (44%)
30	21	Chapman and Cutler, Chicago	3.977	25 (93%)
31	-	Loeb & Loeb, Los Angeles	3.963	14 (64%)
32	-	Thompson Hine, Cleveland	3.962	18 (28%)
33	46	Wiley Rein, Washington, D.C.	3.955	16 (53%)
34	-	Luce, Forward, San Diego	3.952	14 (52%)
35	79	Fish & Richardson, National	3.942	15 (23%)
35	33	Pepper Hamilton, Philadelphia	3.942	44 (61%)

2005 Rank	2004 Rank	Firm, Location	Overall Score	Respondents and Response Rate
37	56	Heller Ehrman, San Francisco	3.923	62 (51%)
38	6	Robins, Kaplan, Minneapolis	3.917	19 (59%)
39	61	Schiff Hardin, Chicago	3.916	11 (39%)
40	49	Latham & Watkins, National	3.911	133 (30%)
41	53	Ballard Spahr, Philadelphia	3.910	15 (33%)
42	-	Harris Beach, Rochester, New York	3.903	12 (55%)
42	24	Kilpatrick Stockton, Atlanta	3.903	24 (60%)
44	109	Seyfarth Shaw, National	3.900	30 (27%)
45	41	Quarles & Brady, Milwaukee	3.898	26 (42%)
46	104	Ropes & Gray, Boston	3.893	58 (33%)
47	64	Baker & Hostetler, Cleveland	3.889	52 (50%)
48	141	Nixon Peabody, National	3.888	20 (26%)
49	-	Carlton Fields, Tampa	3.882	17 (63%)
50	-	McKee Nelson, Washington, D.C.	3.880	11 (44%)
51	-	Arnall Golden, Atlanta	3.875	15 (88%)
51	102	Perkins Coie, Seattle	3.875	18 (18%)
53	16	Sonnenschein, Chicago	3.873	28 (29%)
53	20	Winston & Strawn, Chicago	3.873	31 (25%)
55	138	Allen & Overy, International	3.861	19 (50%)
56	105	Clifford Chance, International	3.858	37 (61%)
57	84	Foley Hoag, Boston	3.856	19 (53%)
58	-	Manatt, Phelps, Los Angeles	3.854	27 (64%)
59	29	Hogan & Hartson, Washington, D.C.	3.850	49 (26%)
60	-	Venable, Washington, D.C.	3.844	32 (54%)
61	48	Fulbright & Jaworski, Houston	3.838	64 (52%)
62	-	Montgomery, McCracken, Philadelphia	3.830	19 (90%)
63	44	Wilmer Cutler, Washington, D.C.	3.829	60 (25%)
64	27	Carter Ledyard, New York	3.828	13 (57%)
65	13	Vedder, Price, Chicago	3.817	15 (54%)
66	113	White & Case, International	3.814	87 (54%)
67	119	Edwards & Angell, Providence	3.813	19 (50%)
68	76	Greenberg Traurig, National	3.810	37 (24%)
69	42	Sheppard, Mullin, Los Angeles	3.806	30 (39%)
70	63	Willkie Farr, New York	3.804	31 (33%)
71	-	Barnes & Thornburg, Indianapolis	3.792	14 (29%)
72	115	Baker & McKenzie, International	3.783	36 (39%)

2005 Rank	2004 Rank	Firm, Location	Overall Score	Respondents and Response Rate
73	51	Dorsey & Whitney, Minneapolis	3.773	18 (15%)
74	75	Davis Polk, New York	3.771	13 (9%)
75	-	Bell, Boyd, Chicago	3.769	17 (57%)
76	36	Blank Rome, Philadelphia	3.768	18 (33%)
76	122	Hughes Hubbard, New York	3.768	29 (57%)
78	73	Thacher Proffitt, New York	3.765	29 (62%)
79	70	Covington & Burling, Washington, D.C.	3.759	40 (36%)
79	59	Hunton & Williams, Richmond	3.759	50 (37%)
81	-	Wachtell, New York	3.756	14 (40%)
82	62	Katten Muchin, Chicago	3.749	69 (66%)
83	55	Baker Botts, Houston	3.748	39 (30%)
84	12	Goodwin Procter, Boston	3.746	37 (30%)
85	96	Dykema Gossett, Detroit	3.745	16 (62%)
86	9	Bracewell & Giuliani, Houston	3.743	13 (27%)
87	14	Haynes and Boone, Dallas	3.737	33 (56%)
87	128	Schulte Roth, New York	3.737	22 (32%)
89	129	McDermott Will, National	3.728	91 (61%)
90	45	Wolf, Block, Philadelphia	3.724	32 (97%)
91	-	Sedgwick, Detert, San Francisco	3.719	18 (40%)
92	72	Vinson & Elkins, Houston	3.718	65 (49%)
93	100	Bryan Cave, National	3.715	38 (32%)
94	47	Thelen Reid, San Francisco	3.711	20 (45%)
95	90	Howrey, Washington, D.C.	3.704	30 (38%)
96	26	Troutman Sanders, Atlanta	3.703	25 (27%)
97	-	Patton Boggs, Washington, D.C.	3.700	13 (22%)
98	147	Kramer Levin, New York	3.693	12 (22%)
99	40	Powell Goldstein, Atlanta	3.689	15 (42%)
100	57	Kelley Drye, New York	3.684	22 (48%)
101	-	LeBoeuf, Lamb, National	3.681	39 (47%)
102	107	Dow, Lohnes, Washington, D.C.	3.679	12 (43%)
103	110	Reed Smith, Pittsburgh	3.673	67 (49%)
104	50	Wildman, Harrold, Chicago	3.669	20 (74%)
105	89	Bingham McCutchen, National	3.664	72 (43%)
106	78	Stoel Rives, Portland, Oregon	3.657	18 (39%)
107	91	Weil, Gotshal, New York	3.654	71 (36%)
108	34	Alston & Bird, Atlanta	3.652	66 (54%)
109	-	Holme Roberts, Denver	3.644	10 (45%)
110	136	Kaye Scholer, New York	3.643	31 (39%)
110	126	Paul, Weiss, New York	3.643	47 (38%)
112	4	Arent Fox, Washington, D.C.	3.625	14 (47%)
113	65	Akin Gump, National	3.618	98 (77%)
113	103	Cleary Gottlieb, New York	3.618	47 (25%)
113	139	Dewey Ballantine, New York	3.618	34 (38%)
116	143	Dechert, National	3.616	85 (59%)

2005 Rank	2004 Rank	Firm, Location	Overall Score	Respondents and Response Rate
117	80	Pillsbury Winthrop, San Francisco	3.615	56 (40%)
118	-	DLA Piper, National	3.607	44 (20%)
119	69	Kronish Lieb, New York	3.583	17 (100%)
120	125	Kirkpatrick & Lockhart, National	3.576	104 (69%)
121	114	Skadden, New York	3.573	79 (25%)
122	82	Lord, Bissell, Chicago	3.568	16 (52%)
123	-	Womble Carlyle, Winston-Salem	3.563	24 (49%)
124	105	O'Melveny & Myers, Los Angeles	3.558	109 (53%)
125	-	Gardner Carton, Chicago	3.554	10 (27%)
126	68	Sidley Austin, National	3.553	97 (38%)
127	-	Jones Day, National	3.544	83 (27%)
128	82	Paul, Hastings, National	3.541	139 (90%)
129	94	Simpson Thacher, New York	3.516	54 (24%)
130	130	Fried, Frank, New York	3.515	38 (34%)
131	121	Kirkland & Ellis, Chicago	3.513	115 (41%)
132	127	Wilson Sonsini, Palo Alto	3.500	29 (21%)
133	117	King & Spalding, Atlanta	3.499	75 (51%)
134	94	Day, Berry, Hartford	3.493	16 (53%)
134	-	Steptoe & Johnson, Washington, D.C.	3.493	30 (54%)
136	-	Kenyon & Kenyon, New York	3.475	24 (52%)
136	-	Ross, Dixon, Washington, D.C.	3.475	16 (76%)
138	100	Morgan, Lewis, National	3.463	122 (52%)
139	135	Foley & Lardner, Milwaukee	3.458	65 (52%)
140	3	Arnold & Porter, Washington, D.C.	3.454	29 (23%)
141	60	Chadbourne & Parke, New York	3.453	14 (29%)
142	73	Fitzpatrick, Cella, New York	3.448	19 (58%)
143	118	Lowenstein Sandler, Roseland, New Jersey	3.438	23 (74%)
144	116	Mayer, Brown, National	3.434	90 (56%)
145	81	Duane Morris, Philadelphia	3.430	38 (67%)
146	124	Preston Gates, Seattle	3.424	19 (40%)
147	111	Drinker Biddle, Philadelphia	3.418	39 (51%)
148	131	Shearman & Sterling, New York	3.415	61 (33%)
149	84	Adams and Reese, New Orleans	3.410	12 (36%)
150	88	Porter Wright, Columbus	3.395	19 (61%)
151	137	Cravath, New York	3.383	35 (33%)
152	92	Vorys, Sater, Columbus	3.378	19 (53%)
153	142	Fenwick & West, Mountain View, California	3.364	12 (24%)
154	120	Milbank, Tweed, New York	3.360	32 (35%)
155	140	Sullivan & Cromwell, New York	3.296	71 (44%)
156	134	Brown Raysman, New York	3.292	23 (74%)
157	146	Cadwalader, New York	3.121	33 (37%)
158	144	Proskauer Rose, New York	3.118	42 (38%)
159	148	Cahill Gordon, New York	3.058	17 (32%)
160	145	Curtis, Mallet, New York	3.032	14 (82%)



It's All Relative

RANKINGS BY SIZE

because a more intimate atmosphere breeds happiness. Maybe it's because associates have more responsibility. Perhaps it's because they have a better chance of making partner. In these charts, firms

SMALLER FIRMS OFTEN outscore larger ones on our annual survey of midlevel job satisfaction. It may be

are grouped roughly according to size. In the first category are firms whose annual gross revenues are too low to qualify for The Am Law 200. These are the smallest firms that took part in our survey. In the second category are Am Law Second Hundred firms—numbers 101–200 on the most recent Am Law 200 survey [August]. In the final category are firms that appear on our most recent Am Law 100 [July] or Global 100 [November 2004] surveys.

Am Law 100/Global 100 Firms

Rank	Firm	Location	2005 Overall Score
1	Dickstein Shapiro	Washington, D.C.	4.333
2	Finnegan, Henderson	Washington, D.C.	4.233
3	Cooley Godward	Palo Alto	4.170
4	Jenner & Block	Chicago	4.158
5	Gibson, Dunn	Los Angeles	4.145
6	Andrews Kurth	Houston	4.138
7	Debevoise & Plimpton	New York	4.118
8	Orrick	San Francisco	4.106
9	Morrison & Foerster	San Francisco	4.052
10	Cozen O'Connor	Philadelphia	4.048
11	Shook, Hardy	Kansas City, Missouri	4.042
12	Jenkins & Gilchrist	Dallas	4.028
13	Faegre & Benson	Minneapolis	4.023
14	Fish & Richardson	National	3.942
14	Pepper Hamilton	Philadelphia	3.942
16	Heller Ehrman	San Francisco	3.923
17	Latham & Watkins	National	3.911
18	Ballard Spahr	Philadelphia	3.910
19	Kilpatrick Stockton	Atlanta	3.903
20	Seyfarth Shaw	National	3.900
21	Ropes & Gray	Boston	3.893
22	Baker & Hostetler	Cleveland	3.889
23	Nixon Peabody	National	3.888
24	Perkins Coie	Seattle	3.875
25	Sonnenschein	Chicago	3.873
25	Winston & Strawn	Chicago	3.873
27	Allen & Overy	International	3.861
28	Clifford Chance	International	3.858
29	Hogan & Hartson	Washington, D.C.	3.850
30	Venable	Washington, D.C.	3.844
31	Fulbright & Jaworski	Houston	3.838
32	Wilmer Cutler	Washington, D.C.	3.829
33	White & Case	International	3.814
34	Greenberg Traurig	National	3.810
35	Sheppard, Mullin	Los Angeles	3.806
36	Willkie Farr	New York	3.804
37	Baker & McKenzie	International	3.783
38	Dorsey & Whitney	Minneapolis	3.773
39	Davis Polk	New York	3.771
40	Blank Rome	Philadelphia	3.768

Rank	Firm	Location	2005 Overall Score
41	Covington & Burling	Washington, D.C.	3.759
41	Hunton & Williams	Richmond	3.759
43	Wachtell	New York	3.756
44	Katten Muchin	Chicago	3.749
45	Baker Botts	Houston	3.748
46	Goodwin Procter	Boston	3.746
47	Haynes and Boone	Dallas	3.737
47	Schulte Roth	New York	3.737
49	McDermott Will	National	3.728
50	Vinson & Elkins	Houston	3.718
51	Bryan Cave	National	3.715
52	Thelen Reid	San Francisco	3.711
53	Howrey	Washington, D.C.	3.704
54	Troutman Sanders	Atlanta	3.703
55	Patton Boggs	Washington, D.C.	3.700
56	LeBoeuf, Lamb	National	3.681
57	Reed Smith	Pittsburgh	3.673
58	Bingham McCutchen	National	3.664
59	Weil, Gotshal	New York	3.654
60	Alston & Bird	Atlanta	3.652
61	Kaye Scholer	New York	3.643
61	Paul, Weiss	New York	3.643
63	Akin Gump	National	3.618
63	Cleary Gottlieb	New York	3.618
63	Dewey Ballantine	New York	3.618
66	Dechert	National	3.616
67	Pillsbury Winthrop	San Francisco	3.615
68	DLA Piper	National	3.607
69	Kirkpatrick & Lockhart	National	3.576
70	Skadden	New York	3.573
71	Womble Carlyle	Winston-Salem	3.563
72	O'Melveny & Myers	Los Angeles	3.558
73	Sidley Austin	National	3.553
74	Jones Day	National	3.544
75	Paul, Hastings	National	3.541
76	Simpson Thacher	New York	3.516
77	Fried, Frank	New York	3.515
78	Kirkland & Ellis	Chicago	3.513
79	Wilson Sonsini	Palo Alto	3.500
80	King & Spalding	Atlanta	3.499

Am Law 100/Global 100 Firms

Rank	Firm	Location	2005 Overall Score
81	Steptoe & Johnson	Washington, D.C.	3.493
82	Morgan, Lewis	National	3.463
83	Foley & Lardner	Milwaukee	3.458
84	Arnold & Porter	Washington, D.C.	3.454
85	Chadbourne & Parke	New York	3.453
86	Mayer, Brown	National	3.434
87	Duane Morris	Philadelphia	3.430
88	Drinker Biddle	Philadelphia	3.418

Rank	Firm	Location	2005 Overall Score
89	Shearman & Sterling	New York	3.415
90	Cravath	New York	3.383
91	Milbank, Tweed	New York	3.360
92	Sullivan & Cromwell	New York	3.296
93	Cadwalader	New York	3.121
94	Proskauer Rose	New York	3.118
95	Cahill Gordon	New York	3.058
Am Law 100/Global 100 Firms Average			3.724



The Local Picture

HERE WE LOOK AT HOW FIRMS FARED ON A MARKET-by-market basis. This chart includes offices from which we received at least five responses. The scores, ranks, and number of respondents pertain only to the firm's office in the city indicated. For more detail on the scoring questions, go to americanlawyer.com. For a full methodology.

RESULTS BY CITY

Midlevel Associates Survey Scores

Rank in city	Score for office/city		Respondents	Rank in city	Score for office/city		Respondents
	Score	Rank			Score	Rank	
District of Columbia							
Washington, D.C.							
CITY AVERAGE				3.706			
1	4.414	22	Dickstein Shapiro	21	3.750	25	Wilmer Cutler
2	4.268	7	Morrison & Foerster	22	3.748	9	Dechert
3	4.262	15	Finnegan, Henderson	23	3.746	19	Skadden
4	4.243	12	Clifford Chance	24	3.742	10	Patton Boggs
5	4.114	10	King & Spalding	25	3.741	9	Willkie Farr
6	4.085	30	Gibson, Dunn	26	3.733	5	Baker Botts
7	4.062	12	Sutherland Asbill	27	3.711	8	Shearman & Sterling
8	4.041	9	LeBoeuf, Lamb	28	3.707	16	Venable
9	4.038	5	Ropes & Gray	29	3.703	11	Mayer, Brown
10	3.950	5	Crowell & Moring	30	3.694	9	McKenna Long
11	3.936	17	Kirkpatrick & Lockhart	31	3.683	5	DLA Piper
12	3.915	16	Latham & Watkins	32	3.677	9	White & Case
13	3.893	15	Wiley Rein	33	3.667	24	Morgan, Lewis
14	3.849	24	Hogan & Hartson	34	3.638	9	Arent Fox
15	3.834	6	Ross, Dixon	35	3.636	24	Covington & Burling
16	3.816	8	McKee Nelson	35	3.636	18	Sidley Austin
17	3.814	6	Baker & Hostetler	37	3.602	20	Arnold & Porter
18	3.806	9	Fried, Frank	38	3.594	17	Cleary Gottlieb
18	3.806	6	Sonnenschein	39	3.585	17	Paul, Hastings
20	3.775	7	Goodwin Procter	40	3.563	17	Kirkland & Ellis
				41	3.560	27	Akin Gump
				42	3.495	27	Steptoe & Johnson
				43	3.483	5	Jones Day



RESULTS BY CITY

Midlevel Associates Survey Scores

	Rank in city	Score for office/city	Respondents		Rank in city	Score for office/city	Respondents
Vinson & Elkins	44	3.482	7	Pillsbury Winthrop	50	3.327	8
Katten Muchin	45	3.458	6	Swidler Berlin	51	3.312	8
Dow, Lohnes	46	3.440	8	O'Melveny & Myers	52	3.225	10
McDermott Will	47	3.394	12	Howrey	53	3.184	10
Reed Smith	48	3.388	6	Cadwalader	54	3.154	7
Winston & Strawn	49	3.376	6	Hunton & Williams	55	3.067	5

	Rank in city	Score for office/city	Respondents		Rank in city	Score for office/city	Respondents
New York				Carter Ledyard	21	3.828	13
New York				Latham & Watkins	22	3.818	24
CITY AVERAGE		3.647		Hughes Hubbard	23	3.781	18
Orrick	1	4.567	5	Hogan & Hartson	24	3.769	9
Linklaters	2	4.403	7	Davis Polk	25	3.768	10
Allen & Overy	3	4.400	5	Thacher Proffitt	26	3.765	29
Baker & Hostetler	4	4.250	5	Dewey Ballantine	27	3.756	23
Gibson, Dunn	5	4.163	17	Wachtell	27	3.756	14
Patterson, Belknap	6	4.154	29	Bingham McCutchen	29	3.751	7
Debevoise & Plimpton	7	4.118	20	Schulte Roth	30	3.737	22
Morrison & Foerster	8	4.114	22	Dechert	31	3.708	21
Covington & Burling	9	4.088	11	Pillsbury Winthrop	32	3.706	10
Greenberg Traurig	10	4.067	5	O'Melveny & Myers	33	3.701	30
Heller Ehrman	10	4.067	16	Stroock & Stroock	34	3.694	6
Wilmer Cutler	12	4.013	11	Clifford Chance	35	3.693	25
Dickstein Shapiro	13	3.933	5	Kramer Levin	35	3.693	12
Manatt, Phelps	14	3.921	5	Kelley Drye	37	3.678	18
Ropes & Gray	15	3.908	10	Kirkland & Ellis	38	3.664	20
White & Case	16	3.905	56	Cleary Gottlieb	39	3.662	27
Baker & McKenzie	17	3.888	5	Katten Muchin	39	3.662	20
Goodwin Procter	18	3.847	6	Kaye Scholer	41	3.650	22
Akin Gump	19	3.838	14	Paul, Weiss	42	3.643	47
Willkie Farr	20	3.831	22	Loeb & Loeb	43	3.608	7



RESULTS BY CITY

Midlevel Associates Survey Scores

	Rank in city	Score for office/city	Respondents		Rank in city	Score for office/city	Respondents
■ Arent Fox	44	3.600	5	■ Weil, Gotshal	59	3.315	35
■ Sidley Austin	45	3.592	25	■ Brown Raysman	60	3.292	23
■ Simpson Thacher	46	3.586	47	■ Shearman & Sterling	61	3.287	40
■ Kronish Lieb	47	3.583	17	■ Sullivan & Cromwell	62	3.263	48
■ McDermott Will	48	3.526	14	■ Fulbright & Jaworski	63	3.258	15
■ Kenyon & Kenyon	49	3.492	23	■ Milbank, Tweed	64	3.250	23
■ Skadden	50	3.485	22	■ Vinson & Elkins	65	3.242	5
■ Chadbourne & Parke	51	3.446	12	■ King & Spalding	66	3.197	24
■ Fried, Frank	52	3.423	29	■ Arnold & Porter	67	3.153	7
■ Cravath	53	3.421	33	■ Cadwalader	68	3.102	20
■ LeBoeuf, Lamb	54	3.418	14	■ Morgan, Lewis	69	3.072	21
■ Fitzpatrick, Cella	55	3.388	18	■ Cahill Gordon	70	3.058	17
■ Paul, Hastings	56	3.357	35	■ Curtis, Mallet	71	3.027	13
■ Mayer, Brown	57	3.341	22	■ Proskauer Rose	72	2.955	31
■ Kirkpatrick & Lockhart	58	3.333	6	■ Jones Day	73	2.813	5

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