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## MIDLEVEL ASSOCIATE SATISFACTION SURVEY

### THE NATIONAL REPORT

**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. Below, 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](http://americanlawyer.com/associates).

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%

### THE LOCAL PICTURE

**THIS CHART SHOWS RESULTS FROM OFFICES IN 16 TOP** markets. The scores, ranks and number of respondents pertain just to the firm's office in the city indicated, not to the firm as a whole. Only offices with at least five responses are listed here. For additional results from the survey and to read the survey's methodology, go to [americanlawyer.com/associates](http://americanlawyer.com/associates).

City / Firm	Rank in City	Score for Office	Responses
<b>BOSTON</b>			
CITY AVERAGE		4.306	
Dechert	1	4.853	8
Sullivan & Worcester	2	4.694	9
Goulston & Storrs	3	4.581	15
Wilmer Cutler Pickering Hale and Dorr	4	4.443	32
Goodwin Procter	5	4.418	32
Foley Hoag	6	4.408	11
Ropes & Gray	7	4.402	55
Latham	8	4.244	7
Mintz Levin	9	4.146	8
Proskauer	10	4.117	9
Morgan Lewis	11	4.068	24
Holland & Knight	12	3.906	8
Foley & Lardner	13	3.698	8

SULLIVAN & WORCESTER