



The 2007 Judged Salary Survey

Compiled by: JUDGED

JUDGED

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PREFACE

The 2007 Judged Salary Survey is a unique resource among legal publications in that it provides current and essential information on more than 500 of the top United States law firms, including each firm's primary practice areas, hiring trends, and salary and benefits information. The Salary Survey is an important resource for several reasons. First, the scope of the Salary Survey is unmatched in that it details information about over 500 national and regional law firms. Second, its coverage is exhaustive, as the firms are analyzed according to 15 different parameters. Third, its degree of detail is substantial. The compilation of thorough information about each firm, such as year of establishment, number of offices, office locations, number of attorneys, and key practice areas, make the Salary Survey an invaluable addition to every law library. Finally, the structure of the Salary Survey facilitates its use as a resource, as the facts and tables in each chapter are organized in a clear, accessible format so that readers have volumes of solid information at their fingertips.

The primary purpose of the 2007 Judged Salary Survey is to serve as a bridge between law firms and attorneys. Although an overwhelming amount of information about law firms is accessible from the Internet and numerous other sources, finding trustworthy, accurate information about law firms is a challenging task. Thus, attorneys and law students who seek to evaluate firms based on critical hiring and salary information may be overwhelmed at the daunting task of finding and sorting this information. The 2007 Judged Salary Survey is an invaluable resource in that it is a compilation of volumes of information in an easy-to-use format that spares readers the frustration and time consuming process of exploring the market and gathering bits of statistical information about top law firms.

The *Salary Survey* is designed to provide up-to-date information about recent changes to law firm salaries, hiring practices, and key practice areas, while allowing attorneys and law students to use this information to evaluate their own employment prospects, given their academic record, work history, and unique talents and abilities. As a whole, the *2007 Judged Salary Survey* provides an overview of key parameters that attorneys and law students can use to intelligently assess the top U.S. law firms, based on the firm's size, rank, office locations, practice areas, hiring policies, and compensation packages.

We are proud to present the 2007 Judged Salary Survey, and we trust that you will find the information useful as you develop your legal career.

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IDENTIFYING TRENDS

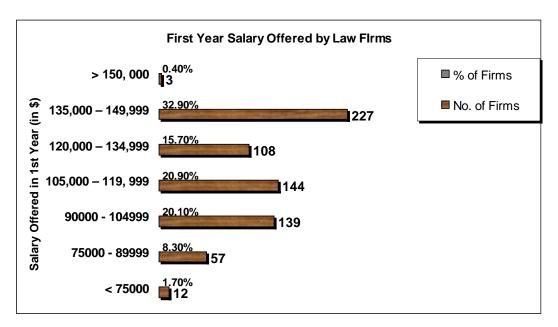
The 2007 Judged Salary Survey provides data about compensation, hiring, and key practice areas of the top 500 national and regional U.S. law firms. Taken as a whole, this information reveals trends that exist across the continuum of law firms that all members of the legal community—experienced attorneys, junior associates, and matriculating law students—may use to make career moves or simply to better understand the legal community.

One piece of information that is of interest to all attorneys is current salary rates. The salary structure of law firms is generally defined by basic parameters such as firm size and location, and salary and supplemental compensation for lawyers and summer associates. Many attorneys might be surprised to learn that the difference between the highest and the lowest attorney salaries is more than \$105,000. On average, first-year associates can expect a starting salary of approximately \$90,000, as roughly 90% of law firms pay at least this much.

Appendix I: First Year Salaries Offered by Law Firms

Fig. 1: Data showing the salaries offered to first year associates by all law firms offices covered in the 2007 Judged Salary Survey.

Sr. No.	Salary offered in the first year	No. of Firms	% of Firms
	(in \$)		
1	Less than 75,000	12	1.7
2	75,000 – 89,999	57	8.3
3	90,000 – 104,999	139	20.1
4	105,000 – 119, 999	144	20.9
5	120,000 – 134,999	108	15.7
6	135,000 – 149,999	227	32.9
7	More than 150, 000	3	0.4



Illustrative Example: 227 law firms pay first year associates a salary in the range of \$135,000 - \$149,000.

Generally, firms prefer to hire attorneys through their summer associate programs. Several law firms pay their summer associates almost as much as their permanent attorneys. About 44% of summer associates are paid between \$2400 and \$3000 per week. For sake of comparison, if we convert the salary of attorneys to per week income, we see that about half (51%) do not draw more than \$2400 per week (Their salary per annum is less than \$120,000). Less than 1% of the firms surveyed pay their associates below \$1200 a week.

Adams and Reese LLP

Main Office1

One Shell Square 701 Poydras Street Suite 4500 New Orleans, LA 70139

Main Contact

Mrs. Kristen Koppel (Legal Recruiting Manager)

Facts^{2,3}

Year of Establishment	1951
Number of Offices	10
Number of Attorneys	300+

Email

kristen.koppel@arlaw.com

Website

www.adamsandreese.com

Phone	Fax
504-581-3234	504-566-0210

About the Firm⁴

This Houston-based law firm is well focused on the type of work it does, which includes litigation, corporate, and most other practices typically associated with most full-service law firms. Additionally, this firm is known for giving exceptional client services and assisting its clients in developing strong and compelling solutions to the problems they are having. The firm enjoys a reputation of being associates, and partners friendly and strives to maintain cordial relations between the associates and partners within the firm. Additionally, this firm not only has a congenial atmosphere for its employees, it also exemplifies solidarity towards diversity issues. The pay in this firm is competitive with most major Houston firms. The attorneys in this firm also appear fairly active in the community and like to write articles and speak. The firm has developed HUGS a volunteer program called Hope, Understanding, Giving, and Support, and encourages pro bono services with programs such as CA&RE (Caring Adams & Reese Employees) as part of their commitment towards the community.

Hiring Criteria⁵⁻⁷

Attorney Recruiting

The firm hires first-year associates from its summer associate program. Third-year law students who have not undergone training in clerkship for the firm cannot apply for the position of first-year associate.

Summer Associate Program

To participate in its summer associate program, second-year law students with excellent academic records are only hired by the firm. All applicants have to fulfill certain conditions of the firm, which include being preferably among the Top 25%; experiences in moot court, law review, and/ or judicial clerkship.

Salary⁸

Firm	1st	2nd	3rd	4th	5th	6th	7th	8th	Summer
location	Year	Year	Year	Year	Year	Year	Year	Year	Associate
New Orleans,									
Baton									
Rouge, LA;									\$1,250/week (2L);
Birmingham,	\$82,000	N/A	\$1,100/week (1L						
AL; Jackson,									in Birmingham)
MS (August									
2005)									
Mobile, AL	¢70,000	NT/A	NT/A	NT/A	NT/A	NT/A	NT/A	N/A	¢1 100/1-
(August 2005)	\$79,000	N/A	N/A	N/A	N/A	N/A	N/A	IN/A	\$1,100/week

Benefits/Package/Supplemental Compensation9

- Health Insurance
- Dental Insurance
- Life and AD&D Insurance
- Disability Insurance
- Workman's Compensation
- 401K
- Employee Assistance Program
- Wellness Program
- Flexible Benefit Plan
- Pre-Taxed Deduction For Transportation/Parking Reimbursement For Qualifying Expenses

Areas of Practice¹⁰

Business Litigation

- Antitrust and Unfair Competition
- Banking and Finance
- Commercial Dispute Resolution
- D&O and Professional Liability
- Construction and Real Estate
- Technology and Telecommunications

Tort Litigation

- Agricultural Chemicals
- Asbestos
- Casualty and Coverage
- Pharmaceutical and Medical Device
- Products Liability
- Transportation

Energy and Environmental Litigation

- Environmental and Toxic Tort
- Maritime and Offshore
- Oil and Gas

Specialty Litigation

- Appellate Advocacy
- Arbitration and Alternative Dispute Resolution
- Class Action and Complex Litigation
- Education and Public Entity
- Healthcare

Other Offices¹¹

Firm Location	Address		
Baton Rouge	450 Laurel Street, Suite 1900		
· ·	Baton Rouge, LA 70801		
	Phone: 225-336-5200		
	Fax: 225-336-5220		
Birmingham	Concord Center,		
	2100 Third Avenue North, Suite 1100		
	Birmingham, AL 35203		
	Phone: 205-250-5000		
	Fax: 205-250-5034		
Houston	One Houston Center,		
	1221 McKinney, Suite 4400		
	Houston, TX 77010		
	Phone: 713-652-5151		
	Fax: 713-652-5152		

Jackson	111 East Capitol Street, Suite 350 Jackson, MS 39201 Phone: 601-353-3234 Fax: 601-355-9708
Memphis	Brinkley Plaza, 80 Monroe Avenue, Suite 700 Memphis, TN 38103 Phone: 901-525-3234 Fax: 901-524-5419
Mobile	One St. Louis Street, Suite 4500 Mobile, AL 36602 Phone: 251-433-3234 Fax: 251-438-7733
Nashville	Fifth Third Center, 424 Church Street, Suite 2800 Nashville, TN 37219 Phone: 615-259-1450 Fax: 615-259-1470
Nashville/Music Row	Music Row, 901 18th Avenue South Nashville, TN 37212 Phone: 615-341-0068 Fax: 615-341-0596
Washington, DC	Market Square North, 401 9th Street, NW, Suite 610 South Washington, DC 20004 Phone: 202-737-3234 Fax: 202-737-0264

References

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- 3. www.vault.com/companies/company_main.jsp?product_id=1854&ch_id=242&co_page=1
- 4. www.adamsandreese.com/about_the_firm/community_service.html
- 5. www.adamsandreese.com/careers/students.html
- 6. www.adamsandreese.com/careers/students.html
- 7. www.nalpdirectory.com/dledir_search_results.asp?fscid=F325101&yr=2006&orgtypeid=F
- 8. www.vault.com/
- 9. www.nalpdirectory.com/dledir_search_results.asp?fscid=F325101&yr=2006&orgtypeid=F
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- 11. www.adamsandreese.com/contact_us/overview.html

The 2007 Judged Salary Survey

At a Glance

Maken Register Make		Firm Name	Location				Associates	iates				Summer
Adder Pollock & Sheehan Reav Orleans S82,000 N/A				1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year	Associates
Mobile, AL \$79,000 N/A	•	Adams and Reese LLP	New Orleans, Baton Rouge, LA; Birmingham, AL; Jackson, MS	\$82,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$1,250/week (2L); \$1,100/week (1L in Birming- ham)
Adder Politock & Sheehan Chicago, IL N/A N/A <th< td=""><td></td><td></td><td>Mobile, AL</td><td>\$79,000</td><td>N/A</td><td>N/A</td><td>N/A</td><td>N/A</td><td>N/A</td><td>N/A</td><td>N/A</td><td>\$1,100/week</td></th<>			Mobile, AL	\$79,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$1,100/week
Adler, Murphy & McOuillen Chicago, IL N/A N/A <t< td=""><td></td><td>Adler Pollock & Sheehan P.C.</td><td>Providence, RI</td><td>N/A</td><td>N/A</td><td>N/A</td><td>N/A</td><td>N/A</td><td>N/A</td><td>N/A</td><td>N/A</td><td>N/A</td></t<>		Adler Pollock & Sheehan P.C.	Providence, RI	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Akin Gump Straus Hauer Right, P.A. Orlando \$95,000 N/A		Adler, Murphy & McQuillen LLP	Chicago, IL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Adin Cump Strauss Hauer & Los Angeles, CA Strospoot 8115,000 N/A		Akerman Senterfitt, P.A.	Orlando	\$95,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$1,600/week
Akin Gump Strauss Hauer & Loc Angeles, C.A. \$105,000 N/A N/A<			Miami	\$115,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$2,000/week
Akin Gump Strauss Hauer & Los Angeles, CA \$135,000 \$115,000 \$115,000 \$185,000 \$205,000 \$205,000 \$215,000 Akin Gump Strauss Hauer & Los Angeles, CA \$115,000 \$115,000 \$115,000 \$110,000 \$110,000 \$200,000 \$205,000 \$215,000 Akin Gump Strauss Hauer & Overy U.S. Law Group \$115,000 \$110,000 \$110,000 \$110,000 \$200,000 \$200,000 \$155,000 N/A			West Palm Beach	\$105,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$2,000/week
New York, NY \$160,000 \$176,000 \$185,000 \$185,000 \$190,000 \$250,000 \$255,000 \$255,000 \$255,000 \$185,		Akin Gump Strauss Hauer &	Los Angeles, CA	\$135,000	\$145,000	\$155,000	\$170,000	\$185,000	\$200,000	\$205,000	\$215,000	\$2,400/week
Allen & Overy Washington, DC \$145,000 \$150,000 \$170,000 \$210,000 \$220,000 N/A N/A Allen & Overy U.S. Law Group \$125,000 \$145,000 \$170,000 \$190,000 \$220,000		Feld LLP	New York, NY	\$160,000	\$160,000	\$170,000	\$185,000	\$210,000	\$240,000	\$250,000	\$255,000	\$2,788/week
Allen & Overy U.S. Law Group \$125,000 N/A N/			Washington, DC	\$145,000	\$145,000	\$155,000	\$170,000	\$190,000	\$210,000	\$220,000	N/A	\$2,600/week
Allen, Matkins, Leck, All Offices Allorine, Matkins, Leck, Gamble, Mallory, & Natsis LLP Alston & Bird LLP Alston & Bird LLP Anderson Kill & Oliick, P.C. Anderson Kill & Oliick, P.C. Allen, Markins, Leck, All Offices S135,000 S140,000 S150,000		Allen & Overy	U.S. Law Group	\$125,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$2,403/week
Allen, Matkins, Leck, Gamble, Mallory, & Natsis Gamble, Mallory, & Natsis LLP Alschuler Grossman Stein Alschuler Grossman Stein Alston & Bird LLP Alston & Santa Monica, CA Anderson Kill & Olick, P.C. Anderson Kill & Olick, P.C. Alston & Santa Monica, CA Alston & Santa Monica Alston & Santa M			NewYork, NY	\$160,000	\$160,000	\$170,000	\$185,000	\$210,000	\$230,000	\$250,000	\$265,000	\$2,788.46/week
Alschuler Grossman Stein Santa Monica, CA \$135,000 \$145,000 \$155,000 \$165,000 \$180,000 \$200,000 \$215,000 N/A Stahan LLP Alston & Bird LLP Atlanta, GA; \$115,000 N/A		Allen, Matkins, Leck, Gamble, Mallory, & Natsis LLP	All Offices	\$135,000	\$140,000	\$155,000	\$170,000	\$190,000	\$200,000	\$210,000	\$215,000	\$2,400/week
Alston & Bird LLP		Alschuler Grossman Stein & Kahan LLP	Santa Monica, CA	\$135,000	\$145,000	\$155,000	\$165,000	\$180,000	\$200,000	\$215,000	N/A	\$2,596/week
Anderson Kill & Olick, P.C. New York, NY \$145,000 \$145,000 \$155,000 \$170,000 \$190,000 \$225,000 \$240,000 Anderson Kill & Olick, P.C. New York, NY \$125,000 \$135,000 \$145,000 \$145,000 \$145,000 \$195,000 \$195,000		Alston & Bird LLP	Atlanta, GA; Charlotte, Raleigh, NC	\$115,000 (non-pat- ent bar members); \$135,000 (patent bar mem- bers)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$2,100/week
Anderson Kill & Olick, P.C. New York, NY \$125,000 \$135,000 \$145,000 \$145,000 \$145,000 \$145,000 \$175,000 \$185,000 \$195,000			New York, NY	\$145,000	\$145,000	\$155,000	\$170,000	\$190,000	\$210,000	\$225,000	\$240,000	\$2,775/week
Anderson Kill & Olick, P.C. New York, NY \$125,000 \$130,000 \$135,000 \$145,000 \$145,000 \$175,000 \$185,000 \$195,000			Washington, DC	\$135,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$2,600/week
		Anderson Kill & Olick, P.C.	New York, NY	\$125,000	\$130,000	\$135,000	\$145,000	\$160,000	\$175,000	\$185,000	\$195,000	\$2,400/week

