

# Salary Survey

Firm name	Billable hour requirement/target	1st year salary	2nd year salary	Pro Bono hours toward billables
Allen & Overy	2,000 target	\$160,000	\$170,000	50
Balch & Bingham	2,000 target	\$100,000 - 130,000	\$104,000 - \$137,000	None
Bingham McCutchen	1,950 required	\$160,000	\$170,000	50
Bracewell & Giuliani	2,000 target	\$160,000	\$170,000	100
Brown Rudnick	1,900 target	\$160,000	\$170,000	Unlimited
Cadwalader	2,000 incl. 100 non-billables target	\$160,000	\$170,000	100
Cahill	No requirement	\$160,000	\$170,000	Unlimited
Choate	1,900 required	\$160,000	\$170,000	Unlimited
Cleary	No requirement	\$160,000	Undisclosed	Unlimited
Clifford Chance	No requirement	\$160,000	\$170,000	Unlimited
Cravath	No requirement	\$160,000	\$170,000	Unlimited
Crowell & Moring	1,900 target	\$160,000	Not lockstep	50 (unlimited once 1,900 is met)
Curtis Mallet	2,000 target	\$160,000	\$170,000	Unlimited
Davis Polk	No requirement	\$160,000	\$170,000	Unlimited
Debevoise	No requirement	\$160,000	\$170,000	Unlimited
Dechert	2,000 (NYC); 1,950 (elsewhere) target	\$145,000 - \$160,000	\$152,000 - \$170,000	Unlimited; 25 required (approval needed after 200)
Dewey & LeBoeuf	2,000 required	\$160,000	\$170,000	Unlimited
Dorsey & Whitney	1,850 (NYC & Delaware: 1,950) required	\$95,000 - \$145,000	Varies by office	Up to 50 toward hours requirement; up to 150 toward bonus
Duane Morris	1,950 target	\$145,00 (Phila., Balt., NYC)	Not lockstep	50
EpsteinBeckerGreen	1,950 required	\$90,000 - \$153,000	Varies by practice & office	100 once billables met
Faegre & Benson	1,800 required	\$95,000 - \$110,000	Merit-based	100
Finnegan	2,000 required	\$160,000 min.	\$165,000 min.	80
Fish & Richardson	1,900 required	\$160,000	Undisclosed	200
Freshfields	No requirement	\$160,000	\$170,000	Case by case
Gibbons	1,980 target	N/A	\$130,000	50
Gibson Dunn	No requirement	\$160,000	\$170,000	Unlimited
Groom Law Group	1,900 required	\$145,000	\$160,000	100
Hangley Aronchick Segal & Pudlin	1,800 target	\$125,000	Undisclosed	0
Haynes and Boone	No requirement	\$160,000	\$165,000 (Texas); \$170,000 (elsewhere)	100+
Hogan Lovells	1,800 - 2,000 target	\$160,000 in most offices	\$170,000 in most offices	100
Holland & Knight	1,900 target	\$145,000 in major markets	\$150,000 - \$185,000	Unlimited
Hunton & Williams	2,000 required	\$145,000 - \$160,000	Undisclosed	50

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Jackson Walker	1,950 required	\$160,000	Undisclosed	Approval needed
Jenner & Block	2,000 target	\$160,000	Undisclosed	50 toward billable target and 50 toward bonus eligibility
Jones Day	2,000 target	\$145,000 - \$160,000	Undisclosed	Unlimited
Kasowitz, Benson, Torres & Friedman	No requirement	\$160,000	\$170,000	Unlimited
Kaye Scholer	1,950 target	\$160,000	\$170,000	150
Kirkland & Ellis	No requirement	\$160,000	Merit-based	Unlimited
Kramer Levin	No requirement	\$160,000	\$170,000	Unlimited
Linklaters	2,200 target incl. 100 pro bono & 100 marketing hours	\$160,000	\$170,000	Unlimited
Mayer Brown	2,000 required	\$160,000	\$170,000	100; further 100 with approval
McCarter & English	1,850 required incl. 150 'committed hours'	\$135,000	Merit-based	Unlimited
Milbank	No requirement	\$160,000	\$170,000	Unlimited
Morgan, Lewis & Bockius	No requirement	\$145,000 - \$160,000	\$150,000 - \$170,000	Unlimited
Munger, Tolles & Olson	No requirement	\$160,000	\$170,000	Unlimited
Orrick	No requirement	\$145,000 - \$160,000	\$155,000 - \$170,000	Unlimited
Patterson Belknap	2,100 incl. 250 non-billables target	\$160,000	\$170,000	Unlimited
Patton Boggs	1,650 - 1,950 target	\$115,000 - \$160,000	\$122,000 - 170,000	Unlimited
Paul Weiss	No requirement	\$160,000	\$170,000	Unlimited
Pepper Hamilton	1,940 target	\$125,000 in Philadelphia (varies elsewhere)	Merit-based	Unlimited
Perkins Coie	1,800 - 1,950 required	\$115,000 - \$160,000	Undisclosed	Unlimited
Pillsbury	1,950 required	\$160,000	\$170,000	100; more with approval
Reed Smith	1,900 (1st yrs: 1,700) requirement	\$125,000 - \$145,000	\$130,000 - \$155,000	60
Ropes & Gray	No requirement	\$160,000 in most offices	\$170,000	Unlimited
Sedgwick	1,950 required	Varies by office	Varies by office	25
Shearman & Sterling	No requirement	\$160,000	\$170,000	Unlimited
Sheppard Mullin	1,950 incl. 100 'creditable' hours target	\$160,000	\$170,000	100 (NYC: unlimited)
Sidley Austin	2,000 (incl. up to 200 pro bono) required	\$160,000	\$170,000	Up to 200
Simpson Thacher	No requirement	\$160,000	\$170,000	Unlimited
Skadden	No requirement	\$160,000	\$170,000	Unlimited
Snell & Wilmer	2,000 (1st yrs: 1,850) target	\$110,000 - \$145,000	Undisclosed	Unlimited
Stroock & Stroock & Lavan	2,000 required	\$160,000	\$170,000	200
Sullivan & Cromwell	No requirement	\$160,000	\$170,000	Unlimited
Tucker Ellis & West	No requirement	Varies	Varies	Unlimited
Venable	1,900 target (preceptor participants: 1,800)	\$145,000	Undisclosed	None; considered re. bonus once billables met
White & Case	2,000 target	\$135,000 - \$160,000	\$145,000 - \$170,000	200
Wiley Rein	1,800 or 1,950 required	\$135,000 - \$160,000	\$140,000 - \$170,000	50
Willkie Farr & Gallagher	No requirement	\$160,000	\$170,000	Unlimited
WilmerHale	2,000 target	\$160,000	\$170,000	Unlimited
Winston & Strawn	2,000 required	\$160,000	\$170,000	50