

## Chicago Lawyer 2009 Survey of the Largest Law Firms: Hiring Contacts and First-Year Associate Salaries

The first-year associate salaries have changed slightly from 2008 to 2009. While 110 firms completed the survey, 68 reported their 2009 first-year associate salaries. Last year, 77 firms reported those salaries.

Two intellectual property firms — Leydig, Voit & Mayer and Banner & Witcoff — led the way by reporting that their 2009 first-year associate salaries were \$165,000 — the same as last year. But Locke Lord Bissell & Liddell went from \$165,000 in 2008 to \$160,000 in 2009.

In 2009, 29 firms reported that they paid either \$160,000 or \$165,000. Seven firms that

reported their salaries both last year and this year decreased their first-year associate salaries from 2008 to 2009. And five firms that reported those salary numbers last year and this year saw an increase from 2008 to 2009.

Many experts have talked about whether the days of first-year associate salaries increasing like a skyrocket are a thing of the past. They say a lot may depend on what the economy holds for the rest of this year and next year, and how this economic downturn has affected law firms' overall business plans.

Of the 21 firms with 150 or more Illinois

lawyers, five held back from the \$160,000 mark — Hinshaw & Culbertson at \$100,000, DLA Piper at \$145,000, Seyfarth Shaw at \$145,000, Neal, Gerber & Eisenberg at \$125,000, and Wildman Harrold at \$145,000.

K&L Gates/Bell, Boyd & Lloyd, Chapman and Cutler, and Jones Day did not report their numbers because they were either to be determined or not available.

And Drinker Biddle & Reath has a plan to pay their first-year associates \$105,000 for six months of training, and then their salaries go to the market rate. ■

Firm (listed in order by number of Illinois attorneys)	Summer associates	First-year associates	Lateral associates	Lateral partners	2009 First-year salary
Kirkland & Ellis www.kirkland.com	Sallie G. Smylie Dennis M. Myers <i>recruiting committee co-chairs</i>	Sallie G. Smylie Dennis M. Myers <i>recruiting committee co-chairs</i>	Sallie G. Smylie Dennis M. Myers <i>recruiting committee co-chairs</i>	N.A.	\$160,000
Sidley Austin www.sidley.com	John Levi Holly Harrison and Anthony Aiello <i>Chicago office recruiting co-chairs</i>	John Levi Holly Harrison and Anthony Aiello <i>Chicago office recruiting co-chairs</i>	John Levi <i>firm-wide recruiting chair</i>	N.A.	\$160,000
Mayer Brown www.mayerbrown.com	Recruiting committee and Jill Antolini, <i>student recruiter administrator</i>	Recruiting committee and Jill Antolini, <i>student recruiter administrator</i>	Fritz Thomas <i>partner-in-charge</i> Mary Boxer <i>lateral recruitment administration</i>	Fritz Thomas <i>partner-in-charge</i> Mary Boxer <i>lateral recruitment administration</i>	\$160,000
Winston & Strawn www.winston.com	Joseph Torres <i>hiring committee chair</i>	Joseph Torres <i>hiring committee chair</i>	Joseph Torres <i>hiring committee chair</i>	Thomas Fitzgerald <i>managing partner</i>	\$160,000
Jenner & Block www.jenner.com	Charlotte L. Wager <i>co-chair, hiring executive committee</i>	Charlotte L. Wager <i>co-chair, hiring executive committee</i>	Charlotte L. Wager <i>co-chair, hiring executive committee</i>	John J. Hamill <i>chair, lateral partner hiring committee</i>	\$160,000
McDermott Will & Emery www.mwe.com	Nancy Berry <i>legal recruiting director</i>	Nancy Berry <i>legal recruiting director</i>	Lydia Kelley <i>partner</i>	Nancy Berry <i>legal recruiting director</i>	\$160,000
Katten Muchin Rosenman www.kattenlaw.com	Elizabeth Cibula <i>attorney recruiting and development director</i>	Elizabeth Cibula <i>attorney recruiting and development director</i>	Elizabeth Cibula <i>attorney recruiting and development director</i>	Kristin Nichols <i>strategic growth director</i>	\$160,000
Hinshaw & Culbertson www.hinshawlaw.com	Mary Hess <i>hiring partner</i>	Mary Hess <i>hiring partner</i>	Mary Hess <i>hiring partner</i>	management committee	\$100,000
DLA Piper www.dlapiper.com	Kenneth Schmetterer and hiring partners	Kenneth Schmetterer and hiring partners	Kenneth Schmetterer and hiring partners	Byron Delman <i>national director, lateral partner hiring</i>	\$145,000
Schiff Hardin www.schiffhardin.com	Matthew J. Fischer <i>chair, law student recruitment committee</i>	Matthew J. Fischer <i>chair, law student recruitment committee</i>	Heidi Dalenberg <i>chair, professional personnel committee</i>	executive committee	\$160,000
Seyfarth Shaw www.seyfarth.com	Shannon Davis <i>legal recruiting coordinator</i>	Shannon Davis <i>legal recruiting coordinator</i>	Shannon Davis <i>legal recruiting coordinator</i>	Shannon Davis <i>legal recruiting coordinator</i>	\$145,000

This is *Chicago Lawyer's* ninth annual survey of the largest law firms in Illinois. Surveys were sent to the 200 largest law firms in Illinois, according to data from *Sullivan's Law Directory*. Firms provided data as of Jan. 1, 2009 (first-year salaries were updated in June). Of the 200 firms surveyed, 110 responded in whole or in part. All information comes from the firms. Firms that did not respond were omitted from the survey. Firms were asked to list the names and titles of the persons in charge of hiring summer associates, first-year associates, and lateral partners for their Illinois offices. Firms were also asked to list starting salaries for their first-year associates. Firms are listed in descending order by number of Illinois attorneys. Firms with equal numbers of Illinois attorneys are listed alphabetically. N.A. cells indicate that the firm provided no information for that entry.

Firm (listed in order by number of Illinois attorneys)	Summer associates	First-year associates	Lateral associates	Lateral partners	2009 First-year salary
Vedder Price www.vedderprice.com	Bo Kim <i>manager of legal recruiting/diversity initiatives</i>	Bo Kim <i>manager of legal recruiting/diversity initiatives</i>	Bo Kim <i>manager of legal recruiting/diversity initiatives</i>	Douglas M. Hambelton <i>shareholder</i>	\$160,000
Baker & McKenzie www.bakernet.com	Charles Hallab <i>hiring partner</i> Elie Nikol <i>professional recruitment coordinator</i>	Charles Hallab <i>hiring partner</i> Elie Nikol <i>professional recruitment coordinator</i>	Charles Hallab <i>hiring partner</i> Elie Nikol <i>professional recruitment coordinator</i>	Charles Hallab <i>hiring partner</i> Elie Nikol <i>professional recruitment coordinator</i>	\$160,000
Skadden, Arps, Slate, Meagher & Flom www.skadden.com	Chicago office hiring committee	Chicago office hiring committee	Chicago office hiring committee	Chicago office hiring committee	\$160,000
K&L Gates/Bell, Boyd & Lloyd www.klgates.com	Randy Bridgeman <i>partner</i>	Randy Bridgeman <i>partner</i>	Nancy E. Bertoglio <i>administrative partner</i>	Nancy E. Bertoglio <i>administrative partner</i>	TBD
Neal, Gerber & Eisenberg www.ngelaw.com	Sonia Menon <i>director, professional recruitment</i>	Sonia Menon <i>director, professional recruitment</i>	Sonia Menon <i>director, professional recruitment</i>	Jerry H. Biederman <i>managing partner</i>	\$125,000
Chapman and Cutler www.chapman.com	John Brinks <i>legal recruiting coordinator</i>	John Brinks <i>legal recruiting coordinator</i>	John Brinks <i>legal recruiting coordinator</i>	Fredrick W. Weber <i>director of administration</i>	N.A.
Jones Day www.jonesday.com	Tina M. Tabacchi <i>hiring partner</i>	Tina M. Tabacchi <i>hiring partner</i>	Tina M. Tabacchi <i>hiring partner</i>	Daniel E. Reidy <i>partner-in-charge</i>	TBD
Sonnenschein Nath & Rosenthal www.sonnenschein.com	Steven Merouse <i>recruiting committee chair partner</i>	Steven Merouse <i>recruiting committee chair partner</i>	Kara Baysinger <i>lateral acquisition partner</i>	Kara Baysinger <i>lateral acquisition partner</i>	\$160,000
Wildman Harrold www.wildman.com	Jonathan W. Young <i>hiring partner</i>	Jonathan W. Young <i>hiring partner</i>	Jonathan W. Young <i>hiring partner</i>	James A. Christman John L. Eisel <i>partners</i>	\$145,000
Drinker Biddle & Reath www.drinkerbiddle.com	Tanvir Rahman <i>hiring and training attorney</i>	Tanvir Rahman <i>hiring and training attorney</i>	Tanvir Rahman <i>hiring and training attorney</i>	Edwin Getz <i>regional partner in charge</i>	\$105,000 for 6 months training, then market rate
Foley & Lardner www.foley.com	Heidi Jeffery <i>Chicago office hiring partner</i> Sarah Kastelic <i>regional legal recruiting coordinator</i>	Heidi Jeffery <i>Chicago office hiring partner</i> Sarah Kastelic <i>regional legal recruiting coordinator</i>	Karen Kleiman <i>national lateral hiring manager</i>	Darrell O. Ohlhauser <i>chief operating officer</i>	\$160,000
Locke Lord Bissell & Liddell www.lockelordbissell.com	Kerry Jahnsen <i>legal recruitment coordinator</i>	Kerry Jahnsen <i>legal recruitment coordinator</i>	Erin Johnston <i>lateral recruiting director</i>	Erin Johnston <i>lateral recruiting director</i>	\$160,000
McGuireWoods www.mcguirewoods.com	Amy Leytem <i>manager, attorney recruiting</i>	Amy Leytem <i>manager, attorney recruiting</i>	Amy Leytem <i>manager, attorney recruiting</i>	Amy Leytem <i>manager, attorney recruiting</i>	\$144,000
Reed Smith www.reedsmith.com	David Fuechtman <i>hiring partner</i> Nikki Silvio <i>legal recruiting manager</i>	David Fuechtman <i>hiring partner</i> Nikki Silvio <i>legal recruiting manager</i>	practice group leaders and Nikki Silvio	Michael A. LoVallo <i>office managing partner</i>	\$160,000
Brinks Hofer Gilson & Lione www.usebrinks.com	Mary Kate Driscoll <i>director of recruitment</i>	Mary Kate Driscoll <i>director of recruitment</i>	Mary Kate Driscoll <i>director of recruitment</i>	Mary Kate Driscoll <i>director of recruitment</i>	\$145,000
Dykema www.dykema.com	Justine Maury <i>professional personnel coordinator</i>	Justine Maury <i>professional personnel coordinator</i>	Justine Maury <i>professional personnel coordinator</i>	director of specific practice group	\$130,000
Holland & Knight www.hklaw.com	George M. Pearce <i>hiring partner</i> Julia Garcia Wirth <i>attorney recruiting manager</i>	George M. Pearce <i>hiring partner</i> Julia Garcia Wirth <i>attorney recruiting manager</i>	practice group leaders and Julia Garcia Wirth	section leaders and Julia Garcia Wirth	\$160,000
Greenberg Traurig www.gtlaw.com	Julie Yedinak <i>recruiting manager</i>	Julie Yedinak <i>recruiting manager</i>	Julie Yedinak <i>recruiting manager</i>	Paul T. Fox Keith J. Shapiro <i>co-managing shareholders</i>	TBD
Freeborn & Peters www.freebornpeters.com	N.A.	N.A.	Michael P. Kornak <i>equity partner</i>	Michael A. Moynihan <i>equity partner</i>	N.A.
Ungaretti & Harris www.uhlaw.com	Samera S. Ludwig Elizabeth A. Davis	Samera S. Ludwig Elizabeth A. Davis	Donna Long <i>legal recruiting coordinator</i>	Thomas M. Fahey <i>managing partner</i>	\$140,000

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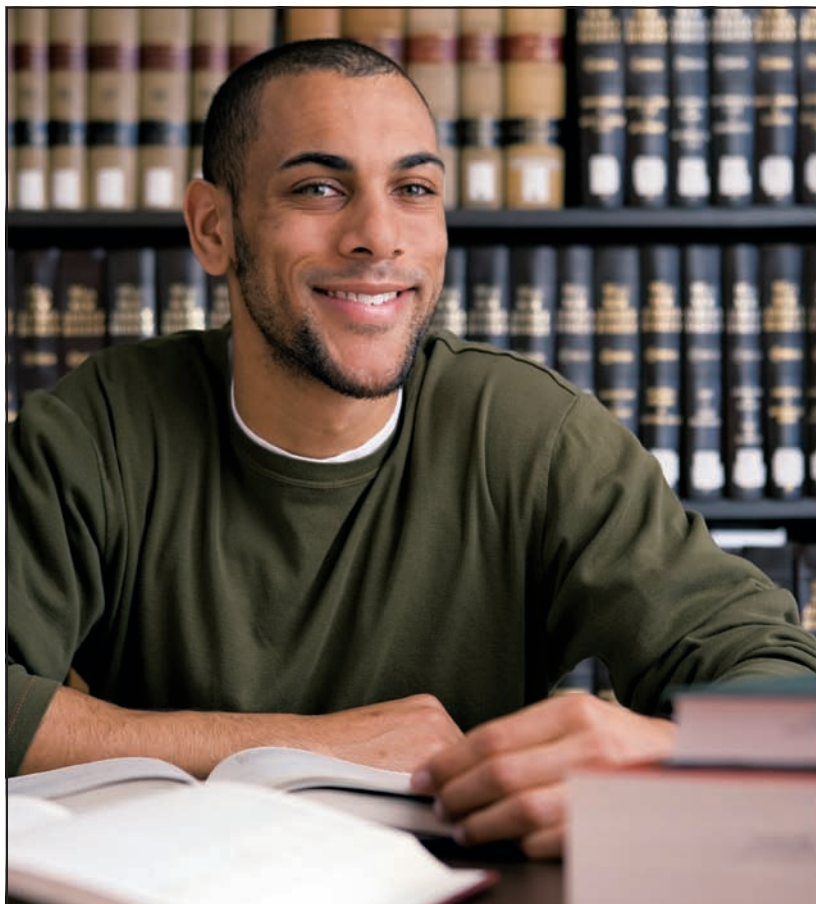
Firm (listed in order by number of Illinois attorneys)	Summer associates	First-year associates	Lateral associates	Lateral partners	2009 First-year salary
Clausen Miller www.clausen.com	Michelle Valencic <i>partner</i>	Michelle Valencic <i>partner</i>	Robert Reifenberg <i>partner</i>	Robert Reifenberg <i>partner</i>	N.A.
SmithAmundsen www.salawus.com	Ryan Jacobson <i>hiring partner</i>	Ryan Jacobson <i>hiring partner</i>	Ryan Jacobson <i>hiring partner</i>	Ryan Jacobson <i>hiring partner</i>	N.A.
Heyl, Royster, Voelker & Allen www.heyloyster.com	Craig S. Young <i>recruiting partner</i>	Craig S. Young <i>recruiting partner</i>	Craig S. Young <i>recruiting partner</i>	Craig S. Young <i>recruiting partner</i>	N.A.
Bollinger, Ruberry & Garvey www.brg-law.com	Alison Miner Krista Frick <i>partners</i>	Alison Miner Krista Frick <i>partners</i>	Amy Miner Krista Frick <i>partners</i>	Amy Miner Krista Frick <i>partners</i>	N.A.
Barack Ferrazzano Kirschbaum & Nagelberg www.bfkn.com	Steven J. Yatvin <i>partner</i>	Steven J. Yatvin <i>partner</i>	Jeremy T. Bunnow <i>partner</i>	Jeremy T. Bunnow <i>partner</i>	\$160,000
Cassiday Schade www.cassiday.com	Stephanie R.Stomberg <i>partner</i>	Stephanie R.Stomberg <i>partner</i>	Michael J. Morrissey <i>managing partner</i>	Michael J. Morrissey <i>managing partner</i>	N.A.
Tressler, Soderstrom, Maloney & Pries www.tsmp.com	Erin Majka <i>professional development director</i>	Erin Majka <i>professional development director</i>	Erin Majka <i>professional development director</i>	Erin Majka <i>professional development director</i>	N.A.
Arnstein & Lehr www.arnstein.com	Robert D. Butters <i>hiring chair</i>	Robert D. Butters <i>hiring chair</i>	practice group leaders	Raymond J. Werner <i>executive committee chair</i>	N.A.
Swanson, Martin & Bell www.smbtrials.com	Dale G. Wills <i>partner</i>	Dale G. Wills <i>partner</i>	Dale G. Wills <i>partner</i>	Brian W. Bell <i>member, executive committee</i>	\$80,000
McAndrews, Held & Malloy www.mcandrews-ip.com	John J. Held <i>hiring partner</i>	John J. Held <i>hiring partner</i>	John J. Held <i>hiring partner</i>	John J. Held <i>hiring partner</i>	\$160,000
Goldberg Kohn www.goldbergkohn.com	Vanessa Bachtell <i>recruiting committee chair</i>	Vanessa Bachtell <i>recruiting committee chair</i>	Vanessa Bachtell <i>recruiting committee chair</i>	individual department heads	\$145,000
Meckler Bulger Tilson Marick & Pearson www.mbtlaw.com	N.A.	N.A.	Peter Petrakis <i>hiring committee chair</i>	executive committee	N.A.
Much Shelist www.muchshelist.com	N.A.	N.A.	Carol F. Restivo <i>director of human resources</i>	Mitchell S. Roth <i>principal</i> Don S. Hershman <i>principal</i> Lisa M. Kluck <i>director of attorney recruitment and development</i>	\$135,000
Shefsky & Froelich www.shefskylaw.com	John F. Kennedy <i>hiring partner and department heads</i>	John F. Kennedy <i>hiring partner and department heads</i>	John F. Kennedy <i>hiring partner and department heads</i>	John F. Kennedy <i>hiring partner and department heads</i>	N.A.
Marshall, Gerstein & Borun www.marshallip.com	Sandip H. Patel <i>chair, recruiting committee</i>	Sandip H. Patel <i>chair, recruiting committee</i>	Sandip H. Patel <i>chair, recruiting committee</i>	Sandip H. Patel <i>chair, recruiting committee</i> Jeffrey S. Sharp <i>managing partner</i>	\$145,000
McDonnell Boehnen Hulbert & Berghoff www.mhb.com	Christopher M. Cavan <i>hiring partner</i>	Christopher M. Cavan <i>hiring partner</i>	Christopher M. Cavan <i>hiring partner</i>	Christopher M. Cavan <i>hiring partner</i>	\$160,000
Barnes & Thornburg www.btlaw.com	Jonathan P. Froemel <i>hiring partner</i>	Jonathan P. Froemel <i>hiring partner</i>	Jonathan P. Froemel <i>hiring partner</i>	Mark E. Rust <i>managing partner</i>	\$110,000
Perkins Coie www.perkinscoie.com	Joyce Wlodarczyk <i>personnel manager</i>	Joyce Wlodarczyk <i>personnel manager</i>	John Christian <i>hiring partner</i>	Christopher Wilson <i>managing partner</i>	\$160,000
Querrey & Harrow www.querrey.com	Michael B. Stillman <i>managing shareholder</i>	Michael B. Stillman <i>managing shareholder</i>	Michael B. Stillman <i>managing shareholder</i>	Michael B. Stillman <i>managing shareholder</i>	N.A.
Leydig, Voit & Mayer www.leydig.com	Brett A. Hesterberg <i>chair, recruiting committee</i>	Brett A. Hesterberg <i>chair, recruiting committee</i>	Brett A. Hesterberg <i>chair, recruiting committee</i>	Brett A. Hesterberg <i>chair, recruiting committee</i>	\$165,000
Bryan Cave www.bryancave.com	Jennifer Guirl <i>senior recruiting coordinator</i>	Jennifer Guirl <i>senior recruiting coordinator</i>	Jennifer Sloop <i>recruiting and professional development manager</i>	Jennifer Sloop <i>recruiting and professional development manager</i>	\$145,000
Segal McCambridge Singer & Mahoney www.smsm.com	Lawrence D. Mason <i>partner</i>	Lawrence D. Mason <i>partner</i>	Lawrence D. Mason <i>partner</i>	P. Mark Crane <i>managing shareholder</i>	\$82,000

Firm (listed in order by number of Illinois attorneys)	Summer associates	First-year associates	Lateral associates	Lateral partners	2009 First-year salary
Quarles & Brady www.quarles.com	Marguerite Durston <i>attorney recruitment administrator</i>	Marguerite Durston <i>attorney recruitment administrator</i>	Marguerite Durston <i>attorney recruitment administrator</i>	Marguerite Durston <i>attorney recruitment administrator</i>	\$145,000
Burke, Warren, MacKay & Serritella www.burkelaw.com	Robert J. Emanuel <i>partner</i>	Robert J. Emanuel <i>partner</i>	Mark O. Stern <i>partner</i>	Jeffrey D. Warren <i>partner</i>	\$125,000
Thompson Coburn Fagel Haber www.thompsoncoburn.com	Francis X. Buckley, Jr. <i>Chicago office managing partner</i> Robert N. Kamensky <i>employment committee member</i>	Francis X. Buckley, Jr. <i>Chicago office managing partner</i> Robert N. Kamensky <i>employment committee member</i>	Francis X. Buckley, Jr. <i>Chicago office managing partner</i> Robert N. Kamensky <i>employment committee member</i>	Francis X. Buckley, Jr. <i>Chicago office managing partner</i> Robert N. Kamensky <i>employment committee member</i>	\$135,000
HeplerBroom www.heplerbroom.com	Scott Stewart <i>partner</i> Luci Strotheide <i>human resources director</i>	Scott Stewart <i>partner</i> Luci Strotheide <i>human resources director</i>	practice area partners Luci Strotheide <i>human resources director</i>	equity partners Lisa Frey <i>director of administration</i>	\$70,000
Wiedner & McAuliffe www.wmlaw.com	Robert L. Smith and Robert H. Fredian <i>partners</i>	Robert L. Smith and Robert H. Fredian <i>partners</i>	executive committee	executive committee	\$63,000
Franczek Radelet www.franczek.com	Jeffrey S. Nowak <i>partner, associate development (hiring)</i>	Jeffrey S. Nowak <i>partner, associate development (hiring)</i>	Jeffrey S. Nowak <i>partner, associate development (hiring)</i>	executive committee, partnership	TBD
Duane Morris www.duanemorris.com	Peggy Simoncini Pasquay <i>manager of attorney recruitment and relations</i>	Peggy Simoncini Pasquay <i>manager of attorney recruitment and relations</i>	Peggy Simoncini Pasquay <i>manager of attorney recruitment and relations</i>	Jennifer Davis <i>manager of lateral partner hiring</i>	\$145,000
Laner Muchin www.lanermuchin.com	Jill O'Brien <i>partner</i>	Jill O'Brien <i>partner</i>	Jill O'Brien <i>partner</i>	Jill O'Brien <i>partner</i>	\$130,000
Banner & Witcoff www.bannerwitcoff.com	Binal Patel <i>partner</i>	Binal Patel <i>partner</i>	Binal Patel <i>partner</i>	Binal Patel <i>partner</i>	\$165,000
Bartlit Beck Herman Palenchar & Scott www.bartlit-beck.com	Jason L. Peltz <i>partner</i>	Jason L. Peltz <i>partner</i>	Jason L. Peltz <i>partner</i>	Jason L. Peltz <i>partner</i>	\$160,000
Grippo & Elden www.grippoelden.com	Michael P. Conway <i>partner</i>	Michael P. Conway <i>partner</i>	Michael P. Conway <i>partner</i>	Michael P. Conway <i>partner</i>	\$160,000
Gould & Ratner www.gouldratner.com	Mark E. Abraham <i>partner</i>	Mark E. Abraham <i>partner</i>	practice group chairs	practice group chairs	N.A.
Horwood Marcus & Berk www.hmblaw.com	David Hughes <i>partner</i>	David Hughes <i>partner</i>	David Ballinger <i>partner</i>	Richard Horwood <i>partner</i>	N.A.
Schiller DuCanto and Fleck www.sdflaw.com	Jennifer D. Kotz <i>recruiting committee chair</i>	Jennifer D. Kotz <i>recruiting committee chair</i>	Jennifer D. Kotz <i>recruiting committee chair</i>	Jennifer D. Kotz <i>recruiting committee chair</i>	N.A.
Williams Montgomery & John www.willmont.com	David E. Stevenson <i>managing partner</i>	David E. Stevenson <i>managing partner</i>	David E. Stevenson <i>managing partner</i>	executive committee	N.A.
Sanchez, Daniels & Hoffman www.sanchezdh.com	Manuel Sanchez, <i>managing partner</i> Timothy V. Hoffman	Manuel Sanchez, <i>managing partner</i> Timothy V. Hoffman	Manuel Sanchez, <i>managing partner</i> Timothy V. Hoffman	Manuel Sanchez, <i>managing partner</i> Timothy V. Hoffman	\$60,000
Fitch, Even, Tabin & Flannery www.fitcheven.com	Joseph E. Shipley <i>hiring partner</i>	Joseph E. Shipley <i>hiring partner</i>	Joseph E. Shipley <i>hiring partner</i>	Joseph E. Shipley <i>hiring partner</i>	\$160,000
Eimer Stahl Klevorn & Solberg www.eimerstahl.com	Adam B. Deutsch <i>partner</i>	Adam B. Deutsch <i>partner</i>	Adam B. Deutsch <i>partner</i>	Nathan Eimer <i>partner</i>	\$160,000
Masuda, Funai, Eifert & Mitchell www.masudafunai.com	Steven L. Katz <i>executive vice president</i>	Steven L. Katz <i>executive vice president</i>	Steven L. Katz <i>executive vice president</i>	Steven L. Katz <i>executive vice president</i>	\$110,000
Chilton Yambert & Porter www.cyp-law.com	Joseph R. Vallort <i>partner</i>	Joseph R. Vallort <i>partner</i>	Joseph R. Vallort <i>partner</i>	Larry J. Chilton <i>partner</i>	N.A.
Howrey www.howrey.com	Todd McLawhorn <i>partner</i>	Todd McLawhorn <i>partner</i>	James Martin <i>chief recruiting officer</i>	James Martin <i>chief recruiting officer</i>	\$125,000
Walker Wilcox Matousek www.wmlawyers.com	Joyce Noyes <i>partner</i>	Joyce Noyes <i>partner</i>	Joyce Noyes <i>partner</i>	Joyce Noyes <i>partner</i>	\$90,000
Ancel, Glink, Diamond, Bush, DiCianni & Krafthefer www.ancelglink.com	Robert K. Bush <i>treasurer</i>	Robert K. Bush <i>treasurer</i>	Robert K. Bush <i>treasurer</i>	Robert K. Bush <i>treasurer</i>	N.A.

# Survey > hiring

Firm (listed in order by number of Illinois attorneys)	Summer associates	First-year associates	Lateral associates	Lateral partners	2009 First-year salary
Huck Bouma www.huckbouma.com	John P. Martin <i>managing partner</i>	John P. Martin <i>managing partner</i>	John P. Martin <i>managing partner</i>	John P. Martin <i>managing partner</i>	N.A.
Butler Ruben Saltarelli & Boyd www.butlerrubin.com	Jason S. Dubner <i>hiring partner</i>	Jason S. Dubner <i>partner</i>	Jason S. Dubner <i>partner</i>	<i>management committee</i>	\$140,000
Paul Hastings www.paulhastings.com	Steven Catlett, <i>Chicago recruiting chair</i> Lauren Marsh, <i>attorney recruiting and development senior coordinator</i>	Steven Catlett, <i>Chicago recruiting chair</i> Lauren Marsh, <i>attorney recruiting and development senior coordinator</i>	Steven Catlett, <i>Chicago recruiting chair</i> Lauren Marsh, <i>attorney recruiting and development senior coordinator</i>	Richard Chesley <i>office chair, Chicago</i>	\$160,000
Goldberg Weisman Cairo www.gwclaw.com	Joseph P. Sorce <i>partner</i>	Joseph P. Sorce <i>partner</i>	Louis C. Cairo Larry E. Weisman Michael B. Goldberg, <i>partners</i>	Louis C. Cairo Larry E. Weisman Michael B. Goldberg, <i>partners</i>	\$55,000
Littler Mendelson www.littler.com	Michelle Lotta <i>national manager of attorney recruiting</i>	Michelle Lotta <i>national manager of attorney recruiting</i>	Michelle Lotta <i>national manager of attorney recruiting</i>	Michelle Lotta <i>national manager of attorney recruiting</i>	N.A.
Pattishall, McAuliffe, Newbury, Hilliard & Geraldson www.pattishall.com	Jonathan S. Jennings <i>hiring partner</i>	Jonathan S. Jennings <i>hiring partner</i>	Jonathan S. Jennings <i>hiring partner</i>	Joseph N. Welch II <i>managing partner</i>	TBD
Donohue Brown Mathewson & Smyth www.dbmslaw.com	Stetson F. Atwood <i>partner</i>	Stetson F. Atwood <i>partner</i>	Stetson F. Atwood <i>partner</i>	Stetson F. Atwood <i>partner</i>	N.A.
Novack and Macey www.novackandmacey.com	John Shonkwiler <i>partner</i>	John Shonkwiler <i>partner</i>	John Shonkwiler <i>partner</i>	John Shonkwiler <i>partner</i>	N.A.
Rusin, Maciorowski & Friedman www.rusinlaw.com	N.A.	N.A.	Michael Rusin, <i>president</i> Stephen Friedman, <i>secretary and treasurer</i>	Michael Rusin, <i>president</i> Stephen Friedman, <i>secretary and treasurer</i>	N.A.
Beermann Swerdlove www.beermannlaw.com	Howard London <i>partner</i>	Howard London <i>partner</i>	Howard London <i>partner</i>	<i>equity partners</i>	N.A.
Berger Schatz www.bergerschatz.com	Leon I. Finkel <i>partner</i>	Leon I. Finkel <i>partner</i>	Leon I. Finkel <i>partner</i>	Leon I. Finkel <i>partner</i>	N.A.
Kovitz Shifrin Nesbit www.ksnlaw.com	Robert A. Sternberg <i>managing principal</i>	Robert A. Sternberg <i>managing principal</i>	Robert A. Sternberg <i>managing principal</i>	Robert A. Sternberg <i>managing principal</i>	N.A.
Niro, Scavone, Haller & Niro www.niroscavone.com	Paul C. Gibbons <i>hiring partner</i>	Paul C. Gibbons <i>hiring partner</i>	Paul C. Gibbons <i>hiring partner</i>	Paul C. Gibbons <i>hiring partner</i>	N.A.
Dewey & LeBoeuf www.dl.com	Elizabeth Bradshaw <i>partner</i>	Elizabeth Bradshaw <i>partner</i>	Elizabeth Bradshaw <i>partner</i>	Elizabeth Bradshaw <i>partner</i>	\$160,000
Fox, Hefter, Swibel, Levin & Carroll www.fhslc.com	N.A.	N.A.	Dan Hefter Lawrence Swibel <i>co-managing partners</i>	Dan Hefter Lawrence Swibel <i>co-managing partners</i>	N.A.
Loeb & Loeb www.loeb.com	N.A.	N.A.	Daniel Frohling	Jeremy Margolis <i>partner</i>	\$160,000
Lovells www.lovells.com	Kelly Koster <i>legal recruiting manager</i>	Kelly Koster <i>legal recruiting manager</i>	David C. Linder <i>managing partner</i> Kelly Koster <i>legal recruiting manager</i>	David C. Linder <i>managing partner</i> Kelly Koster <i>legal recruiting manager</i>	\$145,000
AzulaySeiden Law Group www.azulayseiden.com	Kathy Silberberg <i>human resources administrator</i>	Kathy Silberberg <i>human resources administrator</i>	Kathy Silberberg <i>human resources administrator</i>	Kathy Silberberg <i>human resources administrator</i>	N.A.
Michael Best & Friedrich www.michaelbest.com	Chris Parker and Gretchen Kotleba <i>associates</i>	Chris Parker and Gretchen Kotleba <i>associates</i>	Dave Lentz <i>director, administration</i>	Dave Lentz <i>director, administration</i>	\$135,000
Nyhan, Bambrick, Kinzie & Lowry www.nbkllaw.com	Robert E. Harrington <i>shareholder</i>	Robert E. Harrington <i>shareholder</i>	Robert E. Harrington <i>shareholder</i>	William A. Lowry <i>shareholder</i>	N.A.
Hall Prangle and Schoonveld www.hpslaw.com	Jennifer Ries-Buntain <i>and equity partners</i>	Jennifer Ries-Buntain <i>and equity partners</i>	Jennifer Ries-Buntain <i>and equity partners</i>	full equity partner group	\$80,000
Fisher Kanaris www.fisherkanaris.com	Marc F. Katalinic Dave Heiss <i>shareholders</i>	Marc F. Katalinic Dave Heiss <i>shareholders</i>	Marc F. Katalinic Dave Heiss <i>shareholders</i>	Peter Kanaris Steven Fisher <i>shareholders</i>	N.A.

Firm (listed in order by number of Illinois attorneys)	Summer associates	First-year associates	Lateral associates	Lateral partners	2009 First-year salary
Goldstine, Skrodzki, Russian, Nemecek and Hoff www.gsrnh.com	Richard J. Skrodzki <i>president</i>	Richard J. Skrodzki <i>president</i>	Richard J. Skrodzki <i>president</i>	Richard J. Skrodzki <i>president</i>	N.A.
Mulherin, Rehfeldt & Varchetto www.mrvlaw.com	Louis A. Varchetto <i>managing partner</i>	Louis A. Varchetto <i>managing partner</i>	Louis A. Varchetto <i>managing partner</i>	Louis A. Varchetto <i>managing partner</i>	\$55,000
Schopf & Weiss www.sw.com	Robert J. Palmersheim <i>hiring partner</i>	Robert J. Palmersheim <i>hiring partner</i>	Robert J. Palmersheim <i>hiring partner</i>	Steven A. Weiss <i>chairman</i>	N.A.
WilliamsMcCarthy www.wilmac.com	Carol A. Hartline <i>chairperson, recruiting</i>	Carol A. Hartline <i>chairperson, recruiting</i>	partnership	partnership	\$68,500
Anesi, Ozmon, Rodin, Novak & Kohen www.anesilaw.com	all partners	all partners	all partners	all partners	\$45,000
Kelley Drye & Warren www.kelleydrye.com	Henry T. Kelly <i>managing partner</i>	Henry T. Kelly <i>managing partner</i>	Henry T. Kelly <i>managing partner</i>	Henry T. Kelly <i>managing partner</i>	\$145,000
Neal & Leroy www.nealandleroy.com	Tim Mondini <i>COO</i>	Tim Mondini <i>COO</i>	Jeanette Sublett <i>equity partner</i>	Langdon D. Neal <i>managing member</i>	N.A.
Best, Vanderlaan & Harrington Bestfirm.com	Lori A. Vanderlaan <i>partner</i>	Lori A. Vanderlaan <i>partner</i>	Lori A. Vanderlaan <i>partner</i>	Lori A. Vanderlaan <i>partner</i>	N.A.
Cozen O'Connor www.cozen.com	N.A.	N.A.	Anthony Morrone <i>hiring attorney</i>	N.A.	\$125,000
Sedgwick, Detert, Moran & Arnold www.sdma.com	Bruce Celebrezze <i>partner</i>	Bruce Celebrezze <i>partner</i>	Bruce Celebrezze <i>partner</i>	Bruce Celebrezze <i>partner</i>	N.A.
Corboy & Demetrio www.corboydemetrio.com	Thomas A. Demetrio <i>president</i>	Thomas A. Demetrio <i>president</i>	Thomas A. Demetrio <i>president</i>	Thomas A. Demetrio <i>president</i>	\$75,000
Cunningham Meyer & Vedrine www.cmvlaw.com	N.A.	N.A.	Michael Slovis, Chicago Kevin Vedrine, Warrenville <i>shareholders</i>	William Cunningham, Warrenville <i>shareholder</i>	N.A.



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**Nick W., '10**

**Then:** Professional soccer player

**Now:** Full-time student, husband, and father

**What's next:** Marquette lawyer, class of 2010