

2019 ILLINOIS ASSOCIATE PAY SURVEY

Firm	Total lawyers in Illinois as of Jan. 1, 2019	Total associates in Illinois as of Jan. 1, 2019	New lateral associates in 2018	New first-year associates in 2018	Starting salary, 2019 (excludes hiring bonuses)	Are associate raises based on merit or fixed?	Range of year-end bonuses after first year	Billable hour expectations, associates on partnership track	Are pro bono hours counted toward billable-hour requirements?
Kirkland & Ellis	706	347	47	58	\$190,000				Yes, all
Sidley Austin	495	256	24	36	\$190,000	Fixed scale			Up to 200, after 1,800 client chargeable hours achieved
Mayer Brown	372	156	17	25	\$190,000	Other			Yes, all
Jenner & Block	293	107	11	19	\$190,000	Combination of merit and fixed scale	\$15,000 - \$115,000	2,100	Yes, all
Winston & Strawn	289	133	10	22	\$190,000	Fixed scale	\$15,000 - \$120,000	2,000	Up to 100 hours
McDermott Will & Emery	263	78	14	13	\$190,000	Fixed scale	\$0 - \$175,000	2,000	First 100 hours, plus all hours after 2,000 billable hours reached
Katten Muchin Rosenman	255	105	18	15	\$190,000	Combination of merit and fixed scale		2,000	Up to 100 hours
Baker & McKenzie	230	121	6	15	\$190,000				
Seyfarth Shaw	212	58	4	4		Combination of merit and fixed scale		1,900	Yes, all
Hinshaw & Culbertson	195	54	12	5	\$110,000 (Chicago only)	Merit		1,800 for transactions; 2,000 for litigation	Yes, all
Latham & Watkins	191	114	6	14	\$190,000	Merit		1,900	Yes, all
Schiff Hardin	189	56	9	11	\$180,000	Combination of merit and fixed scale		1,950	Yes, all
Jones Day	181	98	7	21					
Vedder Price	177	73	10	8	\$190,000	Combination of merit and fixed scale		2,000	Up to 60 hours
DLA Piper	170	58	8	4	\$190,000	Combination of merit and fixed scale		2,000	Up to 100 hours
Chapman and Cutler	166	49	2	6	\$190,000	Combination of merit and fixed scale		2,100 total (1,850 billable, 250 other productive)	Up to 100 hours
Greenberg Traurig	163	56	13	7	\$190,000	Merit			Up to 100 hours
Skadden Arps Slate Meagher & Flom	142	100	2	24	\$190,000				Yes, all
Reed Smith	138	55	5	6	\$180,000	Combination of merit and fixed scale	\$10,000 - \$140,000	1,900	Up to 140 hours
Neal Gerber & Eisenberg	134	23	8	0	\$170,000	Based on core competency framework		1,900	Yes, all
SmithAmundsen	129	48	17	3		Merit	\$0 - \$20,000	N/A	No
Swanson Martin & Bell	128	48	8	3		Merit		2,000	Up to 100 hours
Barack Ferrazzano Kirschbaum & Nagelberg	118	29	5	1	\$190,000	Combination of merit and fixed scale		2,000	Up to 100 hours
Locke Lord	116	30	1	4	\$180,000	Fixed scale	\$5,000 - \$100,000	2,000	Up to 100 hours
Polisnelli	112	33	10	2	\$160,000	Merit	\$10,000 - \$50,000	1,900	Yes, all
Heyl Royster Voelker & Allen	109	32	0	0		Merit		1,900	No
Perkins Coie	109	40	11	3	\$190,000	Fixed scale for first through fourth year	\$10,000 - \$100,000	1,950	Yes, all
Quarles & Brady	103	33	10	4	\$160,000	Merit		1,850	Yes, all
McGuireWoods	102	45	13	5	\$190,000	Merit		1,950	Up to 50 hours
Taft Stettinius & Hollister	98	19	3	3	\$160,000	Combination of merit and fixed scale	\$7,500 - \$100,000	1,850	Some
Barnes & Thornburg	97	18	10	0	\$180,000	Merit		2,000	Up to 50 hours
Morgan Lewis & Bockius	96	50	14	4	\$190,000	Lock step		No requirement	Yes, all
Cassiday Schade	95	40	9	3		Other		1,800 - 2,000	No
Drinker Biddle & Reath	93	36	3	5	\$190,000	Fixed scale			Yes, all
Much Shelist	91	16	6	0		Merit	N/A	1,900	Up to 50 hours
Nixon Peabody	89	29	2	4	\$180,000	Combination of lockstep and merit based depending on associate's class year	Either percentage of compensation or potentially uncapped discretionary bonus	1,850	
Lewis Brisbois Bisgaard & Smith	85	37	9	4					
Goldberg Kohn	84	29	8	2	\$190,000			2,000	
Saul Ewing Arnstein & Lehr	82	16	2	1		Merit		1,900	Up to 25 hours
Thompson Coburn	80	21	1	2	\$165,000	Merit	\$0 - \$39,000	1,900	Yes, all

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McDonnell Boehnen Hulbert & Berghoff	77	15	0	2	\$180,000	Fixed scale		2,000	Yes, all
Holland & Knight	73	12	1	0	\$190,000	Merit		1,900	Yes, all
Ropes & Gray	73	55	2	9	\$190,000				Yes, all
Burke Warren MacKay & Serritella	72	12	3	2	\$125,000	Other	\$2,500 - \$40,000	1,800	5 percent
Faegre Baker Daniels	66	28	10	4	\$160,000	Nine tier competency model		1,850	Up to 100 hours
Levenfeld Pearlstein	64	14	6	0		Merit	\$10,000 - \$25,000	The firm expects associates to produce on an annualized basis of \$715,000	Up to 75 hours
Brinks Gilson & Lione	64	19	0	1	\$160,000	Combination lock step and merit system		1,950	Up to 50 hours
Chuhak & Tesson	64	17	2	1		Merit		1,900	No
Dykema Gossett	63	22	2	2	\$150,000	Merit		1950 including pro bono, certain practice development work and firm as counsel representation	30 automatically, 31-100 when approved by Pro Bono & Diversity Counsel, and 101+ if approved by Practice Group Leader
Clark Hill	63	12	6	0					
Segal McCambridge Singer & Mahoney	61	39	5	2		Merit		2,000	
Wilson Elser Moskowitz Edelman & Dicker	59	21	7	3					Yes, some
Riley Safer Holmes & Cancila	58	14	2	0	\$160,000	Merit advancement through tiers		No requirement	Yes, all
Simmons Hanly Conroy	57	14	3	0					
Banner & Witcoff	57	16	3	2	\$190,000	Merit	Case by case	1,925	No
Clausen Miller	55	9	0	1					
BatesCarey	54	21	6	2					
Akerman	53	11	2	0		There is generally a range for each associate class, with particular distinctions for both merit and business development.		1,900	Yes, all
Tressler	51	16	3	1					
Bryan Cave Leighton Paisner	50	16	2	3	\$170,000	Other		1,900	Up to 100 hours counted toward minimum performance bonus; after 100 hours credited as billable time
Gould & Ratner	49	13	5	1		Evaluation by Associate Review Committee			Up to 100 hours
Laner Muchin	49	8	1	0		Merit		1,950	Yes, all
Husch Blackwell	48	13	4	1	\$160,000	Merit		1,850	Yes, all
Schiller DuCanto & Fleck	48	14	1	2		Other			Yes, all
Duane Morris	48	13	3	1	\$165,000	Merit	\$2,000 - \$35,000	1,950	Up to 100 hours
Nyhan Bambrick Kinzie & Lowry	47	8	2	2		Merit	\$1,000 - \$5,000	2,100	Yes, all
Benesch Friedlander Coplan & Aronoff	47	19	12	0	\$175,000	Merit		1,900	Up to 50 hours
Howard & Howard	46	5	1	0	\$140,000	Merit	\$5,000 - \$100,000	1,920	No
Cozen O'Connor	44	19	2	2	\$145,000	Merit		Varies by department	
Aronberg Goldgehn Davis & Garmisa	43	9	2	1	\$90,000	Merit and available salary surveys	\$308 - \$12,829	Bonuses are earned after billing 1,500 hours	No
Ice Miller	43	12	1	1	\$150,000	Merit	\$4,000 and up	1,850	Up to 100 hours

Results reported by Illinois' 100 largest firms by staff size. Firms that did not respond to some or all of the questions are not included. © 2019 Law Bulletin Media