

Top US firms by associate job satisfaction: 2015-16 (Source: The American Lawyer)

2016 Rank	2015 Rank	Firm	Average Score	Respondents	Response Rate
1	1	Paul Hastings (National)	4.763	51	82.3%
2	3	O'Melveny & Myers (Los Angeles)	4.735	131	91.6%
3	2	Cozen O'Connor (Philadelphia)	4.692	13	76.5%
4	97	Clifford Chance (International)	4.639	41	93.2%
5	7	Gibson, Dunn & Crutcher (National)	4.591	79	26.3%
6	52	Orrick, Herrington & Sutcliffe (National)	4.576	81	73.0%
7	N/A	Foley Hoag (Boston)	4.537	20	64.5%
8	16	Fried, Frank, Harris, Shriver & Jacobson (New York)	4.525	62	73.8%
9	14	Cadwalader, Wickersham & Taft (New York)	4.52	19	32.2%
10	41	Proskauer Rose (New York)	4.519	38	33.3%
11	6	Milbank, Tweed, Hadley & McCloy (New York)	4.513	11	9.2%
12	4	Blank Rome (Philadelphia)	4.479	26	60.5%
12	5	Ropes & Gray (Boston)	4.479	119	43.8%
14	26	Kaye Scholer (New York)	4.455	23	60.5%
15	29	Sheppard Mullin Richter & Hampton (Los Angeles)	4.451	79	95.2%
16	11	Latham & Watkins (National)	4.45	162	40.5%
17	N/A	Adams and Reese (New Orleans)	4.421	11	21.2%
17	30	Manatt, Phelps & Phillips (Los Angeles)	4.421	31	88.6%
19	59	Winston & Strawn (National)	4.388	113	91.9%
20	23	Perkins Coie (Seattle)	4.358	29	24.0%
21	98	Shearman & Sterling (New York)	4.355	68	63.0%
22	12	Akin Gump Strauss Hauer & Feld (National)	4.35	41	68.3%
23	24	White & Case (International)	4.349	109	74.7%
24	15	Snell & Wilmer (Phoenix)	4.34	32	56.1%
25	17	Goulston & Storrs (Boston)	4.333	11	84.6%
26	N/A	Alston & Bird (National)	4.33	89	62.2%
26	100	Drinker Biddle & Reath (Philadelphia)	4.33	34	55.7%
28	48	Quarles & Brady (Milwaukee)	4.318	20	40.0%
29	61	Fox Rothschild (Philadelphia)	4.295	24	36.9%
30	22	Willkie Farr & Gallagher (New York)	4.28	44	48.4%
31	21	Holland & Knight (National)	4.277	65	53.7%
32	53	Cooley (Palo Alto)	4.271	95	53.4%
33	95	Arent Fox (Washington, D.C.)	4.269	21	58.3%
34	19	Munger, Tolles & Olson (Los Angeles)	4.255	28	54.9%
35	82	Faegre Baker Daniels (Minneapolis)	4.254	44	51.2%
36	54	Paul, Weiss, Rifkind, Wharton & Garrison (New York)	4.23	72	41.4%
37	43	Covington & Burling (Washington, D.C.)	4.225	40	27.2%
38	36	Davis Wright Tremaine (Seattle)	4.222	23	43.4%
38	20	Kirkland & Ellis (National)	4.222	192	52.5%
40	47	Haynes and Boone (Dallas)	4.212	46	50.5%
40	33	Shook, Hardy & Bacon (Kansas City, Missouri)	4.212	11	16.4%
42	56	Fish & Richardson (National)	4.206	24	43.6%
43	96	Pepper Hamilton (Philadelphia)	4.196	26	53.1%
44	32	Wilmer Cutler Pickering Hale and Dorr (National)	4.195	79	45.1%
45	85	Vedder Price (Chicago)	4.194	25	65.8%
46	34	Finnegan, Henderson, Farabow, Garrett & Dunner (Washington, D.C.)	4.18	32	66.7%
47	45	Morgan, Lewis & Bockius (National)	4.178	169	60.1%
47	70	Morrison & Foerster (National)	4.178	139	80.8%
49	72	Thompson Coburn (St. Louis)	4.169	26	81.3%
50	39	McDermott Will & Emery (National)	4.162	26	26.0%
51	41	Wei, Gotshal & Manges (New York)	4.159	54	34.0%
52	N/A	Goodwin Procter (Boston)	4.154	136	69.7%
53	57	Skadden, Arps, Slate, Meagher & Flom (National)	4.148	36	13.6%
54	44	Duane Morris (National)	4.147	43	93.5%
55	92	Hughes Hubbard & Reed (New York)	4.146	25	53.2%
56	63	K&L Gates (National)	4.143	60	39.5%
56	39	Vinson & Elkins (Houston)	4.143	68	50.0%
58	84	Arnold & Porter (Washington, D.C.)	4.141	39	40.2%
59	18	Debevoise & Plimpton (New York)	4.13	38	35.2%
60	49	Jenner & Block (Chicago)	4.127	23	31.1%
61	62	Sidley Austin (National)	4.122	122	44.7%
62	37	DLA Piper (Verein)	4.121	89	51.4%
63	58	Crowell & Moring (Washington, D.C.)	4.117	34	45.9%
64	93	Katten Muchin Rosenman (National)	4.11	22	28.9%
65	45	Dechert (National)	4.097	79	40.9%
66	67	Simpson Thacher & Bartlett (New York)	4.096	43	21.9%
66	76	Sutherland Asbill & Brennan (National)	4.096	15	34.9%
68	87	Saul Ewing (Philadelphia)	4.093	13	46.4%
69	60	Hogan Lovells (Verein)	4.076	13	6.2%
70	83	Fenwick & West (Mountain View, California)	4.065	45	56.3%
71	64	Mintz, Levin, Cohn, Ferris, Glovsky and Popeo (Boston)	4.064	17	24.3%
72	90	Sullivan & Worcester (Boston)	4.063	13	81.3%
73	50	Baker & Hostetler (National)	4.056	70	57.4%
74	73	Sullivan & Cromwell (New York)	4.045	99	45.4%
75	N/A	Step toe & Johnson LLP (Washington, D.C.)	4.039	15	51.7%
76	78	King & Spalding (National)	4.03	102	81.0%
77	69	Linklaters (International)	4.025	17	58.6%
78	N/A	Ballard Spahr (Philadelphia)	4.015	80	100.0%
78	75	Schulte Roth & Zabel (New York)	4.015	24	41.4%
80	65	Davis Polk & Wardwell (New York)	4.011	36	17.9%
81	81	Troutman Sanders (Atlanta)	4.003	22	25.6%
82	68	Cravath, Swaine & Moore (New York)	4.001	29	26.9%
83	74	Chapman and Cutler (Chicago)	3.977	15	60.0%
84	N/A	Brown Rudnick (Boston)	3.958	21	61.8%
85	77	Reed Smith (National)	3.946	120	53.8%
86	38	Cleary Gottlieb Steen & Hamilton (International)	3.935	27	15.3%
87	55	Chadbourne & Parke (New York)	3.881	11	42.3%
88	99	Mayer Brown (International)	3.876	105	84.0%
89	89	Boies, Schiller & Flexner (National)	3.872	20	41.7%
90	N/A	Gunderson Dettmer (Redwood City, California)	3.858	12	21.4%
91	28	Kramer Levin Naftalis & Frankel (New York)	3.838	16	28.1%
92	66	Cahill Gordon & Reindel (New York)	3.815	28	44.4%
93	86	Dentons (Verein)	3.81	36	48.6%
94	88	Dorsey & Whitney (Minneapolis)	3.653	21	31.3%