

2015 SUMMER ASSOCIATES SURVEY

2015 Rank	2014 Rank	Firm	Average Score	Response Rate
1	1	Choate Hall	5.000	93%
1	5	Kaye Scholer	5.000	93%
3	27	Kilpatrick Townsend	4.992	78%
4	13	O'Melveny	4.984	98%
5	1	Foley Hoag	4.980	100%
6	3	Schulte Roth	4.976	94%
7	33	Kirkland	4.972	95%
8	3	Clifford Chance	4.961	91%
9	26	White & Case	4.959	95%
10	36	Milbank	4.952	71%

At Kilpatrick Townsend, a new approach

excerpted from "The View From the Top"

Survey rankings from year to year can change a lot depending on the number of firms that participate, the number of summer associates who respond and the composition of the associate class. But sometimes, as in the case of this year's big upward leap by Kilpatrick Townsend, rankings reflect changes made by the law firm. Kilpatrick, for instance, says it changed the way it recruits summer associates starting with the Atlanta office in 2014, which affected this year's class.

Charlie Henn, a Kilpatrick Townsend intellectual property litigation partner in charge of the hiring committee, said the Atlanta bureau piloted a new recruiting program last fall that invited all

candidates to the city for a weekend in which they were put together in groups of four or five to see how they worked as members of a team.

"We loved it and the students we gave offers to loved it, because they were really good at team work," Henn said. "In big firms people work on teams, and you need to know whether people work well on teams," he said. Henn said he thinks the new process resulted in the firm recruiting candidates who were a better fit, which may have yielded improved satisfaction scores, especially in Atlanta, where most summer associates are placed. This year, the program was rolled out to all Kilpatrick Townsend's offices, Henn said.

...Zara Doddridge, a Kilpatrick Townsend summer associate who is also a patent agent, wrote that she clocked billable hours for clients and was surprised by the variety of assignments she received outside of her specialty. “There was

a lot of depth,” she said. Doddridge said she met lawyers from all practice groups, worked out of offices in Embarcadero and Walnut Creek and also visited the office in Silicon Valley for pro bono work. “When I go back I feel have a good basis to ask them for help,” she says. She has accepted an offer to work at the firm after graduation.

ATLANTA Firm	Rank in City	Score for Office	Count of Firm
Kilpatrick Townsend & Stockton	1	4.984	7
Alston & Bird	2	4.793	21
Troutman Sanders	3	4.619	7
King & Spalding	4	4.556	10

Methodology

This year’s Summer Associates Survey garnered responses from 3,603 interns at 142 firms, 92 of which qualified for the overall rankings chart. The survey was conducted from early June to early August. Surveys were distributed through a representative at the firm, whom we contact in the spring about participation. Eligible summer associates are first- and second-year law students (classes of 2015 and 2016) clerking at firms for at least three weeks during the summer. Respondents are guaranteed anonymity.

Firms must receive at least ten completed surveys to be included in the overall rankings chart. Individual offices listed on the Results by City chart are those from which we received at least five surveys. To determine scores for individual questions, we average respondents’ answers on a firm-wide basis for the overall rankings chart and on a citywide basis for the city-by-city chart. All question averages are rounded to two decimal places. Scores for firms are calculated from those rounded question averages, and then rounded to three decimal places.

The average score from nine job satisfaction questions is used to determine a firm’s overall score on both charts. Those questions asked how interesting the work was, how much “real” work was assigned, how the training and guidance measured up, how positive interactions with partners and with associates were, how well the firm communicated its goals and expectations, how accurately the firm portrayed itself in interviews, and the respondents’ inclination to accept a position if one were offered. The respondents were also asked to rate the firm overall as a place to work.

Firms designated as national rather than by their headquarters have no more than 45 percent of their lawyers in any single region. Firms with an international designation have at least 40 percent of their lawyers working outside their home country. Vereins are broken out separately because their structure, particularly regarding profit sharing, differs significantly from that of other Am Law 200 firms. All others list the firm’s headquarters as their location.