

ASSOCIATE SALARIES CHART

*Data from *The American Lawyer* magazine.

**Data from additional *Recorder* reporting.

Bingham McCutchen Lawyers/associates 954/560			
	Base salary	Bonus	Billable-hour requirement
First-year	\$160,000	\$35,000-\$45,000	1,950
Fourth-year	\$210,000	\$45,000-\$55,000	1,950
Seventh-year	\$265,000	\$52,500-\$62,500	1,950
Cooley Godward Kronish 648/423			
	Base salary	Bonus	Billable-hour requirement
First-year	\$160,000	Not disclosed	1,920
Fourth-year	\$210,000	Not disclosed	1,920
Seventh-year	\$265,000	Not disclosed	1,920
Full credit for pro bono hours.			
DLA Piper Not disclosed			
	Base salary	Bonus	Billable-hour requirement
First-year	\$160,000**	Not disclosed	Not disclosed
Fourth-year	\$210,000**	Not disclosed	Not disclosed
Seventh-year	\$265,000**	Not disclosed	Not disclosed
For the Sacramento area, first-year salaries are \$145,000**, fourth-years are \$190,000** and seventh-years are \$245,000**.			
Heller Ehrman 589/293			
	Base salary	Bonus	Billable-hour requirement
First-year	\$160,000	0-\$52,000	1,900/1,600
Fourth-year	\$210,000	0-\$81,000	1,900
Seventh-year	\$265,000	0-\$95,500	1,900
Seattle base salary info is as follows: First-year associates: \$145,000; Fourth-year associates: \$180,000; Seventh-year associates: \$225,000. Bonus information for Seattle is the same as the national bonus range. The bonus calculation for billable and pro bono hours begins at 2,000 hours. First-year associates can receive credit for up to 300 career development hours.			
Latham & Watkins 2,112/1,435			
	Base salary	Bonus	Billable-hour requirement
First-year	\$160,000	\$35,000-\$63,500	1,900
Fourth-year	\$210,000*	*(see below)	1,900
Seventh-year	Not disclosed	\$88,300 average**	1,900
All pro bono hours are credited toward the billable hours requirement. The firm pays bonuses of \$50,125 to fourth-years in Los Angeles, and \$54,000 to fourth-years in San Francisco.			
Loeb & Loeb 302/134			
	Base salary	Bonus	Billable-hour requirement
First-year	\$160,000	None (2007)	1,900
Fourth-year	\$200,000	\$17,500 to \$40,000	1,900
Seventh-year	\$235,000	\$40,000 to \$90,000	1,900
Base compensation is the same for LA, New York, Chicago.			
Manatt, Phelps & Phillips 383/132			
	Base salary	Bonus	Billable-hour requirement
First-year	\$160,000	Up to \$42,500	1,950
Fourth-year	\$210,000	Up to \$61,000	1,950
Seventh-year	\$265,000	Up to \$77,500	1,950
Full credit for pro bono hours.			
Morgan, Lewis & Bockius 1,446/781			
	Base Salary	Bonus	Billable-hour requirement
First-year	\$160,000	Not disclosed	Not disclosed
Fourth-year	\$210,000*	\$40,000*	Not disclosed
Seventh-year	Not disclosed	Not disclosed	Not disclosed
Full credit for pro bono hours, no cap.			
Morrison & Foerster 1,117/557			
	Base salary	Bonus	Billable-hour requirement
First-year	\$160,000	\$25,000-\$80,000	1,950
Fourth-year	\$210,000	\$40,000-\$115,000	1,950
Seventh-year	\$265,000	\$45,000-\$135,000	1,950
Pro bono hours are credited toward billable hour requirements. Bonuses listed are for non-NY offices.			
Munger, Tolles & Olson 187/95			
	Base salary	Bonus	Billable-hour requirement
First-year	\$160,000	Not disclosed	None
Fourth-year	\$210,000	Not disclosed	None
Seventh-year	\$265,000	Not disclosed	None
Bonuses are not lockstep.			
O'Melveny & Myers 1,082/834			
	Base salary	Bonus	Billable-hour requirement
First-year	\$160,000	Not disclosed	1,950
Fourth-year	\$210,000	Not disclosed	1,950
Seventh-year	\$265,000	Not disclosed	1,950
Full credit for pro bono hours.			

Orrick, Herrington & Sutcliffe		Lawyers/associates 1,080/552	
	Base salary	Bonus	Billable-hour requirement
First-year	\$160,000	\$25,000-\$45,000	2,000
Fourth-year	\$210,000	\$40,000-\$60,000	2,000
Seventh-year	\$265,000	\$45,000-\$80,000	2,000
Base salaries differ in our Sacramento and Pacific Northwest offices. Full credit for pro bono hours.			
Paul, Hastings, Janofsky & Walker		Not disclosed	
	Base salary	Bonus	Billable-hour requirement
First-year	\$160,000**	Not disclosed	Not disclosed
Fourth-year	\$210,000*	Not disclosed	Not disclosed
Seventh-year	Not disclosed	Not disclosed	Not disclosed
Fourth-year salary is for the San Francisco Bay Area. Salaries in other cities were not disclosed.			
Sedgwick, Detert, Moran & Arnold		400/185	
	Base salary	Bonus	Billable-hour requirement
First-year	\$130,000	No set range	1,950
Fourth-year	\$144,000-\$177,000	No set range	1,950
Seventh-year	\$155,000-\$197,000	No set range	1,950
Sheppard, Mullin, Richter & Hampton		Lawyers/associates 524/278	
	Base salary	Bonus	Billable-hour requirement
First-year	\$160,000	Up to \$50,000	1,950
Fourth-year	\$210,000	Up to \$80,000	1,950
Seventh-year	\$265,000	Up to \$115,000	1,950
Thelen Reid Brown Raysman & Steiner		478/183	
	Base salary	Bonus	Billable-hour requirement
First-year	\$160,000	Up to \$40,000	1,900
Fourth-year	Up to \$210,000	Up to \$65,000	1,900
Seventh-year	Up to \$265,000	Up to \$80,000	1,900
Base salaries vary based on location, billable hours and overall performance. Full credit for pro bono hours.			
Wilson Sonsini Goodrich & Rosati		650/415	
	Base salary	Bonus	Billable-hour requirement
First-year	\$160,000	No response	No response
Fourth-year	\$210,000	\$30,000*	No response
Seventh-year	\$265,000	No response	No response