



## Cleveland Salaries & Benefits

### 2010 Starting Salary

\$120,000 (\$2,308 weekly summer associate salary)

### Benefits

- \$8,000 bar exam stipend
- Relocation expenses
- Life and disability insurance paid by firm
- Selection of health insurance options
- Selection of 401(k) retirement plan options
- Participation in Seymour Plan
- Judicial clerk bonus

### Performance Evaluation

Associate performance is evaluated annually, and salary increases are based upon individual achievement and progress. The Group Coordinating Committee, made up of attorneys from all of our offices and practice groups, is responsible for collecting comments from all partners about the associates with whom they have worked, reviewing all of those comments and other information, and arriving at consensus evaluations of associate performance. Each year, every associate will meet with a member of the Committee and the associate's mentor to discuss the associate's performance and to offer guidance on future professional development goals.



(Cleveland Salaries & Benefits Continued)

### **Training and Mentoring**

Every associate is paired with a partner mentor, to assist in developing a personalized approach to the associate's training, development, and evaluation. In all of our practice groups, associates work directly with partners and receive training through hands-on experience and immediate feedback on their work product. Some of our larger practice groups also have regular professional development and training programs designed to assist associates in developing specific abilities. Our firm pays for Continuing Legal Education programs, and we encourage our associates to identify programs that address areas of interest and relevance to their particular practices.