



# Associate Experience

# Professional Development.

Our associates are an integral part of Wiley and play an important role in the firm's continued growth and ability to serve our clients. We want our associates to succeed and to have long and meaningful careers. We invest in the success of our associates.

## Associates Committee

Comprised of partners and associates who are elected by their peers, the Committee designs and administers programs that enhance the professional development of the firm's associates and plans social and community events.

## Mentoring & Sponsorship

Wiley's two-phase mentor program provides individualized support to developing attorneys at every stage in their careers. Phase One mentors, assigned associate mentors and partners who act as senior advisors, assist with the transition from law school to private practice. Phase Two Mentorship is a structured program where partners and external consultants support our third-year and more senior associates in creating and implementing professional development plans, paving the way for successful futures.





## Education, Training, & Practice



The firm holds more than 100 in-house training programs each year. Practice groups also meet periodically to ensure that recent cases, events, or issues of interest are discussed.

## Evaluation & Advancement



The firm has a comprehensive formal evaluation program that focuses on the Associate Evaluation Competency Model, which outlines the skills associates need to acquire and sharpen as they navigate through their careers.

# wiley

For more information,  
please contact:

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### Partner-to-Associate Ratio:

- Election Law - 4:1
- Environment - 1:1
- Government Contracts - 5:4
- Insurance - 3:2
- International Trade - 2:1
- Litigation - 1:1
- TMT - 2:1
- White Collar - 3:2

### Associate Compensation

Class	Salary	Class	Salary
1st	\$215,000	5th	\$345,000
2nd	\$225,000	6th	\$370,000
3rd	\$250,000	7th	Merit-based
4th	\$295,000	8th	Merit-based

### Hours Requirement

- 1,950
- Includes up to 50 hours of pro bono work

### Summer Program and Fall Associate Information

- All 2L summer associates for the past ten years received offers to return to the firm as associates.
- Size of summer program
  - 2023 Class—12 members
  - 2022 Class—13 members
  - 2021 Class—16 members
  - 2020 Class—13 members

