

A photograph of two business professionals, a woman and a man, shaking hands. The woman is on the left, wearing a dark blue blazer, and the man is on the right, wearing a dark suit and a light blue shirt. They are both smiling and looking at each other. The background is blurred, suggesting an office or conference setting. The image is framed by a dark purple border.

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 assist with the transition from law school to private practice, and Phase Two mentors are partners charged with helping sponsor our third-year and more senior associates' 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,
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Partner-to-Associate Ratio:

- Government Contracts—1:1
- Insurance—1:1
- International Trade—1:1
- Intellectual Property—2:1
- TMT—2:1

Compensation

- Starting salaries for 2020:

First Year	\$190,000
Second Year	\$200,000
Third Year	\$220,000
- Merit-based compensation program for more senior associates that is tied to the achievement of our competencies.

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 eight years received offers to return to the firm as associates.
- Size of summer program

2020 Class	—13 members
2019 Class	—10 members
2018 Class	—12 members
2017 Class	—10 members
2016 Class	—11 members

