



Fisher Phillips Tops 2022 Law360 Survey of 'Firms That Keep Attorneys Happy'

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In the [2022 Law360 Pulse Lawyer Satisfaction Survey](#), Fisher Phillips topped the list for keeping attorneys happy in a variety of categories, including “compensation, billable hours, opportunities for advancement, and the collegiality of their firms.”

Roger Quillen, Chairman and Managing Partner at the firm, was quoted in a subsequent *Law360* article, explaining how each of the top firms on the list work toward keeping their attorneys satisfied.

“We have a tremendous atmosphere in our firm of transparency – partners really know what it takes to succeed in our law firm, they know what we’re looking at in evaluating and rewarding them,” said Roger. “We also have a reputation of being highly entrepreneurial and teaching that all the way down to the newest, lowest, level, so our junior lawyers are encouraged to speak up and come forward with fresh ideas.”

Ed Harold, Regional Managing Partner for the firm’s New Orleans office, was also interviewed, citing Fisher Phillips’ shared credit compensation system, which is intended to provide incentives to attorneys at any level.

“Every time you are asked to work on another lawyer’s client, it is an opportunity to increase the credit you receive not for doing that work, but for developing a relationship with the client,” he said, noting that the system encourages partners to involve junior attorneys in client matters because they won’t lose their credit even if an associate becomes a client’s go-to lawyer. “The lack of an economic downside to the partner prevents some of the practices that diminish younger lawyer satisfaction, such as not being allowed to speak directly to a client or not getting the opportunity to work with one client enough to learn its business.”

The article highlighted several new initiatives and industry groups at the firm, all created at the suggestion of junior attorneys, including the Cryptocurrency and Blockchain Taskforce, the Sports Industry Group, and the “Future of Work” Initiative.

The firm was also touted for giving regional offices discretion over their response to the pandemic and working with local leadership on how to keep people connected virtually.

"They allowed me to basically be responsive to the individual concerns and challenges that all of our lawyers and staff alike had to deal with," said **Steven Nobil**, Regional Managing Partner in the firm's Cleveland office. "Nobody has to wonder what we're doing or why we're doing it because the communication is incredible."

Read full article in [Law360](#) (subscription required).

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