



Jobs & JDs

Employment for the Class of 2019

SELECTED FINDINGS



CLASS OF 2019 ATTAINS HIGHEST EMPLOYMENT RATE IN 12 YEARS AS UNCERTAINTY LOOMS FOR THE CLASS OF 2020

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Class of 2019 Employment and Salary Outcomes Are Strong, Notching Several Historic Highs

Commentary and Analysis by James G. Leipold, Executive Director

The good news is that employment outcomes and salary findings for members of the Class of 2019 are among the strongest ever measured and set several new high-water marks. The bad news is that they are not likely to be predictive of the employment outcomes for the next several classes, as the recession and other changes brought about by the COVID-19 pandemic are likely to provide a much more challenging job market for some years to come.

At 90.3%, the overall employment rate is the strongest measured since 2007. Notably, jobs for which bar passage is required were measured at 76.2%, jumping by more than three percentage points in a single year, and marking the highest level measured since 2007. Remarkably, jobs that were reported to be full-time, long-term, and bar passage required were measured at 74.3%, the highest level ever recorded. In another show of the strength of the job market for law school graduates, jobs in private practice were measured at 55.2%, returning for the first time to the historic norms of 55-58% that prevailed for 30 years prior to the Great Recession.

Undergirding the strength of these employment outcomes in part, however, is a smaller class rather than more jobs. For the sixth year in a row the employment rate has been shaped by a smaller number of jobs and a smaller graduating class size. The employment rate has risen not only because of an expanding economy and a strong large law firm market, but also because of the fall in the size of the graduating class. The size of the 2019 graduating class was 33,954, more than 27% smaller than the historically large Class of 2013 that produced 46,776 job seekers. During the same period, the number of jobs secured by the graduating class has dropped by nearly 8,000 (or more than 21%) to 29,804 from the high of 37,730 measured for the Class of 2013. In very simple terms, the rising employment rate

can be explained by the fact that the size of the graduating class has consistently fallen faster over the last six years than has the number of jobs secured.

The data show that for the sixth year in a row the actual number of jobs obtained was flat or went down in virtually every sector except the largest law firms of more than 500 lawyers. Overall, the number of jobs in private practice fell by more than 4,200 between 2007 and 2017, and has grown incrementally for the last two years, by just 59 jobs, to 16,449 total private practice jobs. Jobs with the largest law firms of more than 500 lawyers decreased by more than 2,300 between 2008 and 2011, but with the Class of 2019, approaches that 2008 peak again, with 4,961 jobs — just 232 short of the historic high reached just before the Great Recession. But firms with between 251 and 500 lawyers still only provide about half the number of jobs compared with before the recession, just 1,043 jobs for members of the Class of 2019, compared to 1,815 jobs for members of the Class of 2007.

One of the remarkable features of the employment patterns for the Class of 2019 is the dramatic decrease in the number of jobs in business, both as a percent of all jobs and as a raw number. The percent of graduates securing jobs in business has fallen more than seven percentage points in just six years, from the historic high of 18.4% measured in 2013 to just 11.3% for the Class of 2019. More remarkable in some ways is the drop in the actual number of jobs taken in business, just 3,369, down more than 3,500 jobs from the 6,935 jobs in business secured by the Class of 2013. To find a comparable number, you have to go all the way back to the Class of 1994 when there were just about 3,200 jobs taken in the business sector. And, while business has long been the second most common destination for law graduates after law firms, jobs in business fell to the

fourth most common destination for the Class of 2019, behind both government jobs and judicial clerkships. Similarly, the percentage of graduates taking jobs that are classified as JD Advantage jobs nearly doubled during the recession, from 7.7% of graduates for whom employment status is known in 2007 to 14.8% in both 2014 and 2016. That figure has now fallen back over four percentage points in three years to just 10.7% for the Class of 2019. This suggests that despite the growth of new JD Advantage opportunities in areas like compliance, many law graduates prefer bar passage required jobs when they can be found.

By contrast, other employment sectors have remained remarkably steady, immune in some ways from the ups and downs of a turbulent economy. For instance, the number of judicial clerkships secured by graduates has varied from only 3,100 to 3,500 since 2008. For this class, the actual number of clerkships was 3,432, comfortably within that range, but because the class size has been getting smaller, the percentage of jobs that were judicial clerkships has gone up in each of the last seven years, and was measured this year at 11.5% of all jobs secured. The government sector beyond clerkships has also been a remarkably steady source of jobs for law school graduates before, during, and after the recession, with the percentage of graduates employed in the government sector hovering between 11% and 13% for more than twenty years, and coming in this year at 12.5%, with just over 3,700 jobs. Jobs in public interest as a percentage of all jobs have also remained steady, hovering around 7% for the eight previous years and this year climbing to 8%, a higher percent than ever reported, but the actual number of public interest jobs, at 2,387, remains below the historic high of 2,705 secured by the Class of 2012, and remains higher than it was before the Great Recession in part because law schools continue to fund

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post-graduate fellowship opportunities that allow students to work in the public interest setting immediately following graduation.

Jobs in education are outliers in some ways, and usually make up a small percentage of the jobs secured by law school graduates. However, the number of jobs in education more than doubled during the recession, with many law schools hiring their own graduates to work on campus temporarily. That number has now receded to 402, a number not seen since 1979 when just under 400 jobs in education were reported. Similarly, the number of graduates starting out as solo practitioners has traditionally been very small, but nearly doubled following the recession. For the Class of 2019, a record low number of solo practice jobs were reported, just 242 nationwide, and dramatically fewer than the 1,059 reported for the Class of 2011. For the Class of 2019, jobs as solo practitioners represented less than one percent of all jobs and just 1.5% of all private practice jobs.

Another trend worth noting is that the dramatic falloff in law school-funded jobs continues, with just 408 such jobs reported for the Class of 2019, compared with 1,735 for the Class of 2011. Just over 60% of those school-funded jobs were classified as full-time, long-term, bar passage required jobs, compared with only 7.6% of the much larger number of jobs reported in 2011.

Another marker of strength in the job market for new law school graduates is that starting salaries have continued to rise. The mean salary for the Class of 2019 rose 2.4% from the previous year, to \$100,540, an historic high, eclipsing for the third year in a row the pre-recession high mean salary of \$93,000 measured for the Class of 2009. The median salary for the Class of 2019 also rose to an historic high, to \$72,500, finally eclipsing the pre-recession high of \$72,000 measured for the Class of 2009. Also, for the third year in a row, the mean law firm salary eclipsed the pre-recession high measured in 2009, rising 2.6% to \$127,180, another historic high, reflecting the prevalence of the new modal starting

salary of \$190,000 for many offices of the largest law firms. The median law firm salary rose by 4.2%, to \$125,000, but is still shy of the median law firm starting salary of \$130,000 measured for the Class of 2009, reflecting the fact that despite a rise in law firm starting salaries since then, there are still fewer jobs at the highest paying firms than there were before the recession.

What conclusions can we draw from these data? Certainly, the overall employment rate has improved because of two intertwined factors. First, and most importantly, the falling graduating class size over the last six years has meant that there is less competition for the jobs that exist. Second, large law firm hiring has increased steadily since 2011, adding more than 2,100 jobs in eight years. The damper on overall job growth is that the number of jobs secured in virtually every other sector has fallen or remained flat over the last four years. And, despite the relative strength of the job market for new law school graduates (certainly the strongest that has been measured since the Great Recession), at 7.6%, the unemployment rate ten months after graduation remains higher by nearly two percentage points than it was before the recession. One factor that is impossible to measure but logically must have some downward impact on the current ten-month employment outcomes for law school graduates is the significantly lower overall bar exam passage rates that have been reported in most jurisdictions.

Of course, all bets are off in terms of predicting employment outcomes for the next several classes. We know that the COVID-19 pandemic is wreaking havoc with the entire labor market, and certainly the legal services sector is not immune. Already, members of the Class of 2020 face uncertainty about when and how they will take the bar exam and become licensed, with different jurisdictions making different decisions, sometimes continuing to postpone bar exam plans as the virus levels surge in different parts of the country. Many members of the Class of 2020 that have jobs as entry-level associates at law firms have already had their start dates

deferred at least until early 2021. Members of the Class of 2021, many of whom would ordinarily be summer associates this summer, have had their summer programs foreshortened, and delivered virtually, and in some cases canceled altogether, and those without job offers at the end of this summer are likely to face an uncertain job market as 3Ls in the fall. Members of the Class of 2022, most of whom had only one semester of grades before schools moved on an emergency basis to remote teaching and pass/fail grading systems, face perhaps the most uncertainty of all, with their OCI programs now mostly delayed until winter, and continued uncertainty about whether they will be able to return to campus at all in the fall.

Pre-pandemic, the legal services economy was strong, as was the job market for new law school graduates, and in many ways the graduating class had been right sized for the job market. Now it is all but inevitable that the employment outcomes for the Class of 2019 will stand as a high-water mark for some time to come, though of course even some of the jobs they had secured are at risk in the current environment.

It is likely in the months and years ahead that the job market for new law school graduates will face some of its most difficult tests yet. Jobs in Big Law are likely to remain, though perhaps in somewhat smaller numbers, and opportunities with government and as judicial clerks will persist, with those markets durable even in times of downturn. It is probably not too far afield to suggest that jobs in business and jobs as solo practitioners are likely to climb again from their current lows, and an increase in jobs in education, fueled by some increase in law school funded jobs, is also likely, though law schools are in weaker financial shape generally than they were going into the last recession. The need for lawyers will persist, but the current historic events unfolding around us are likely to change the legal sector, like every sector, in ways that are hard to foresee or predict with any accuracy. ■

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Class of 2019 Attains Highest Employment Rate in 12 Years as Uncertainty Looms for the Class of 2020

A Summary of the Findings by Danielle A. Taylor, Director of Research

The Class of 2019 achieved historic highs not seen since prior to the Great Recession for multiple key employment metrics, and which will likely stand as high-water marks for several years to come following the aftermath of the current recession. Post-Great Recession peaks were recorded for employment rates, overall median salaries, the percentage of jobs requiring bar passage, and the percentage of graduates not seeking other employment, among other benchmarks.

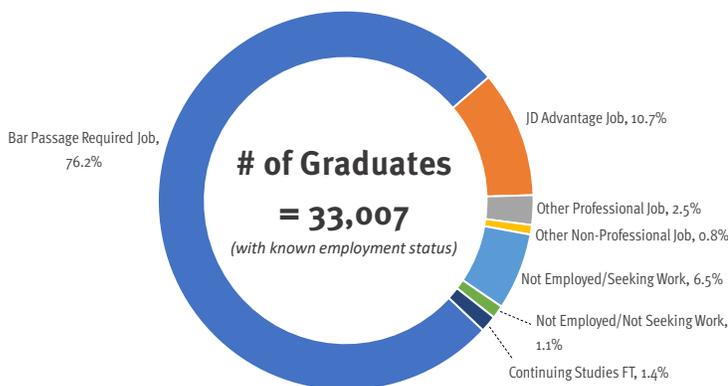
The overall employment rate for the Class of 2019 was up 0.9 percentage points, to 90.3% of graduates for whom employment status was known, compared with 89.4% for the Class of 2018. This is the highest employment rate recorded since the 91.9% rate for the Class of 2007, a year which stands as the high-water mark for the employment rate for a period dating back 30 years, to 1989. Despite the increase in the employment rate, the number of jobs found by graduates fell slightly again this year by about 150 jobs compared with 2018.

However, the number of graduates also declined for the sixth year in a row after reaching a record high in 2013 and was down by about 270 according to the ABA. Thus, the employment rate increased even as the number of jobs continued to decline.

With the Class of 2014, NALP began measuring the employment rate of law graduates as of March 15, or 10 months after a typical May graduation. Due to March 15 falling on a Sunday this year, March 16 was the employment status date in 2020. Previously employment status had been measured as of February 15, an important distinction when making comparisons with employment rates prior to 2014. Analyses of these data for the Class of 2019 (measured in March of 2020) reveal an employment rate that has increased by nearly six percentage points since bottoming out at 84.5% for the Class of 2013, with no increase occurring from 2014 to 2015.

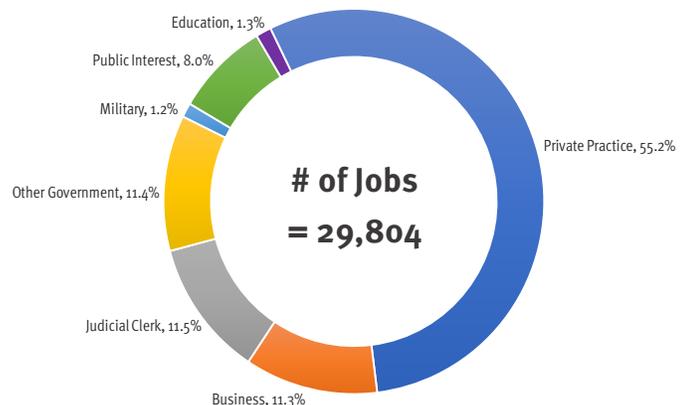
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Employment Status
Class of 2019 — as of March 16, 2020



Note: Jobs for which an offer has been accepted but for which the start date is deferred, and jobs for which type, e.g. bar passage required, was not specified, account for 0.68% and 0.08% of graduates, respectively, but are not shown in the chart.

Employment Types
Class of 2019 — as of March 16, 2020



Note: Figures in this chart reflect all job types - both legal and other. For clarity, the category for unknown employer type, representing, 0.10% of jobs, is not shown. Overall, 96.3% of jobs were reported as full-time.

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Beyond the improvement in the overall employment rate, another indicator of what was a healthy market for the Class of 2019 was a large spike in the percentage of the graduates taking jobs for which bar passage is required or anticipated. This percentage grew by 3.4 percentage points, increasing from 72.8% in 2018 to 76.2% in 2019, following a one percentage point increase in the previous year. The percentage of jobs for which bar passage is required or anticipated has increased by nearly 12 percentage points since reaching its valley in 2012 and 2013 at 64.4% and is at its highest level since 2007. A major factor underlying this increase was more jobs in the largest firms, both in percentage terms and numbers.

Some of the 76.2% of graduates for whom employment status was known and who obtained a job for which bar passage was required were reported as working part-time; consequently, the percentage employed in a full-time job requiring bar passage was 75.3%, a 3.5 percentage point increase from last year. Further, because some of these jobs will last less than one year, the percentage employed full-time in jobs requiring bar passage and lasting at least one year was 74.3%, up 3.4 percentage points from 2018 and an astounding 17 percentage points since 2011.

An additional 10.7% of graduates obtained jobs for which a JD provides an advantage in obtaining the job, or may even be required, but for which bar passage is not required. (These are often described as law-related jobs.) This figure is down by 1.8 percentage points in comparison to last year.

The percentage of graduates employed in other capacities was 3.3%, down

from 4.0% in 2018. The unemployment rate, counting both graduates still seeking a job and those not seeking, also continued to decline with the Class of 2019, and stood at 7.6%, compared with 8.3% for the Class of 2018. Of the remaining graduates for whom employment status was known, 0.68% had accepted a job as of March 16, 2020, but had not yet started that job, and 1.4% of the 2019 graduates were continuing their academic studies full-time.

The percentage of jobs reported as part-time has declined for eight years in row, and now accounts for just 3.7% of jobs, compared with 4.5% for 2018. As a result, this figure is now even below that of 2007 and the years immediately prior, where about 5% of jobs were part-time in nature. Less than two percent (1.5%) of jobs were both temporary (defined as lasting less than a year) and part-time, compared with 1.9% for 2018. This was the third year in a row that this percentage has declined, after hovering between 2.7 - 2.8% for the classes of 2013-2016.

Share of Employed Grads in Private Practice Continues to Climb, Driven by Entry-Level Job Growth in Large Firms

Additional analyses of the employment data for the Class of 2019 reveal that well over half (55.2%) of employed graduates obtained a job in private practice, a slight increase of 0.4 percentage points over the previous year and the closest the percentage has come to the 55.9% figure for 2009 since then. For most of the more than 45 years for which NALP has collected employment information, the percentage of jobs in law firms has been in the 55-58% range and has been below 55% during only

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74.3%
Of graduates* were employed in a full-time, long-term bar passage required job.

**with known employment status*

96.3%
Of jobs were full-time.

30.2%
Of law firm jobs were in firms of more than 500 lawyers.

35.0%
Of all law firm salaries were reported as \$190,000.

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two time periods — prior to 1981 and 2010-2018.

In addition to the increase in the percentage of law firm jobs, the overall total number of law firm jobs increased for the second year in a row, after declining from 2014-2017. However, as with the Class of 2018, the increase in the number of law firm jobs was small, up just 0.2% over the previous year and still down by over 4,000 total jobs when compared to the Class of 2007.

This increase in the total number of law firm jobs can be attributed to an increase in jobs at the largest firms — those with more than 500 lawyers — which increased by about 190 jobs, pushing their share of law firm jobs up by 1.1 percentage points, from 29.1% of law firm jobs in 2018 to 30.2% in 2019. This compares with only 16.2% in 2011 and 19.1% in 2012 and is even higher than their pre-recession levels of over 25% in 2008 and 2009. However, the number of jobs taken in the largest firms is still down about 4% from the levels reached in 2008 and 2009. At the other end of the spectrum, jobs in the smallest firms of 1-10 lawyers (which includes graduates working for a solo practitioner) accounted for 31.5% of law firm jobs, down from 33.9% in

2018, and declined in raw numbers from about 5,550 to about 5,200.

Though the number of jobs in the smallest firms is at its lowest level since 2002, firms of 1-10 lawyers continue to be the single largest share of the law firm jobs taken by law school graduates, but just barely so. The number still exceeds the number of jobs in the largest firms by about 5% but is the closest these numbers have been since NALP began collecting the 501+ lawyer firm size in 1999, with a difference of just over 200 jobs separating the two firm sizes for the Class of 2019. By contrast, from 2011 to 2013, the number of jobs in firms of 1-10 lawyers was more than double the number of jobs in the largest firms.

Overall Median Starting Salaries Finally Surpass their 2008-2009 Peaks

Salary information was provided for 70.6% of the jobs reported as full-time and lasting at least a year. The national median salary for the Class of 2019 based on these reported salaries was \$72,500, up 3.6% compared to the Class of 2018, and finally surpassed the previous all-time high of \$72,000 for the Classes of 2008 and 2009. The national mean salary for the Class of

2019 was \$100,540, up 2.4% when compared to \$98,150 for the Class of 2018. In contrast to the Class of 2018, when both salaries of \$180,000 and \$190,000 resulted in two right-hand peaks on NALP's salary curve — with the \$190,000 peak much higher — by the time of the Class of 2019 reporting, the \$180,000 peak had mainly disappeared, and the \$190,000 peak was significantly higher. For the Class of 2019, salaries of \$190,000 accounted for one in five (20.0%) of the full-time long-term salaries reported.

The effect of the increase in the percentage of \$190,000 salaries is also seen in the national median salary at law firms, which, based on reported salaries, climbed to \$125,000, an improvement of 4.2% in comparison to the Class of 2018, and the fifth consecutive year of increases. (See Table 1.) Salaries of \$190,000 accounted for 35% of reported law firm salaries, compared to about 24% for the Class of 2018.

Median salaries in other sectors were up across the board, with increases ranging from 1.8% to 7.6% in comparison to the Class of 2018. On the

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Table 1 — Median Starting Salaries 2008-2019

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	Change 2018-2019
Overall Median	\$72,000	\$72,000	\$63,000	\$60,000	\$61,245	\$62,467	\$63,000	\$64,800	\$65,000	\$70,000	\$70,000	\$72,500	+ 3.6%
Law Firm Median	\$125,000	\$130,000	\$104,000	\$85,000	\$90,000	\$95,000	\$95,000	\$100,000	\$104,000	\$117,000	\$120,000	\$125,000	+ 4.2%

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lower end, median salaries for judicial clerkships increased by just \$1,000 over the previous year, rising to \$58,000. The median salary at public interest organizations, which includes legal services providers and public defenders, was \$54,325 in 2019, up 7.6% compared to \$50,500 in 2018. Median salaries in business grew by 6.7% over the previous year, climbing to \$80,000, and median salaries in government increased by 4.0% to \$62,417.

Other key findings from Jobs & JDs: Employment and Salaries of New Law School Graduates — Class of 2019:

- Overall, 3.7% of jobs were part-time and such jobs were found in all employment sectors, but were especially prevalent in education settings, at 17.4%, followed by business at 11.8%. Less than three percent (2.9%) of public interest jobs were reported as part-time, a figure which has come down in recent years, as fewer of these jobs are short-term or part-time opportunities funded by law schools.
- Information collected on law school funded jobs reveals that both the number and percentage of jobs reported as funded by the graduate's law school were down compared with the Class of 2018, at 1.4% of jobs and 408 jobs, compared with 525 jobs (1.8% of jobs) for 2018, and just less than one-quarter of the number reported for the Class of 2013. Nearly 70% (69.9%) of these jobs were reported as bar passage required; 11.8% were reported as part-time, and 25.7% were reported as lasting less than a year. Since 2011, when NALP began tracking such funding, these jobs have increasingly become bar passage required, full-time, and long-term (at least a year), though this may have peaked in 2015, at two-thirds of law school funded jobs. For 2019, 60.8% of funded jobs fell into this category, compared with less than 8% in 2011. Most funded jobs were in public interest, government, and education settings.
- The total number of public interest jobs, which includes jobs as public defenders and in legal services offices, remains higher than it was prior to 2009, in no small part because of the presence of law school-funded jobs in this sector, which accounted for 10.4% of all public interest jobs taken by the Class of 2019. The number of jobs in education continued to decline in 2019 and now stands at about just 30% of the total number of education jobs reported during the peak years of 2009 and 2010. School-funded positions still account for about one in six (15.9%) of all education jobs, with the vast majority of education funded jobs being research assistant/fellow positions (73.4%).
- Employment in business declined to 11.3%, down from 12.9% in 2018 and now stands at its lowest percentage since the Class of 2002. Business has dropped from being the second most popular employment sector for new law graduates in recent years to the fourth most frequently reported sector for the Class of 2019. About three in ten (29.3%) business jobs were reported as requiring bar passage, and about half (49.8%) were reported as jobs for which a JD was an advantage.
- Just over two percent (2.3%) of these business jobs represent graduates working for agencies that place individuals in temporary legal, law clerk, or paralegal jobs, down from 4.0% for the Class of 2018 and a historic

11.3%
Of employed graduates continued to seek another job.

low since NALP began tracking this kind of business employer in 2006. The percentage for 2019 translates to about 75 jobs, compared to roughly 150 for the Class of 2018. These numbers are far below the 700 reached in 2011, and the 2019 number is the lowest recorded.

- Public service jobs, including military and other government jobs, judicial clerkships, and public interest positions, accounted for nearly one-third (32.1%) of jobs taken by employed graduates, compared with 30.5% in 2018. Although this percentage had remained relatively stable for nearly four decades, at 26-30%, it is worth noting that the percentage has been above 30% for two consecutive years, and the Class of 2019 figure is among the highest recorded. Public interest organizations, including public defenders, accounted for 8.0% of jobs, compared with figures in the 7.1% to 7.5% range from 2011 to 2018.
- Although the percentage of jobs accounted for by judicial clerkships has fluctuated somewhat, and stood at 11.5% in 2019, the number of clerkship opportunities has remained relatively steady since 2010, with between 3,200 and 3,500 jobs reported.
- Of employed graduates from the Class of 2019, 11.3% were seeking a different job, a figure that has fallen

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each year since the record high of 24.6% for the Class of 2011. The percentage of employed graduates continuing to seek was the lowest recorded since 2001 when it was also 11.3%; however, the extent to which employed graduates are seeking a different job varies by the kind of job held. For example, over one-third (35.2%) of graduates with a job for which a JD was an advantage were seeking a different job, compared to just 6.6% of those with a job requiring bar passage.

- The number of graduates setting up their own solo law practice after law school declined again this year, accounting for just 1.5% of law firm jobs and 0.8% of all jobs, compared with 2.0% and 1.1%, respectively, for the Class of 2018. In fact, the percentage of law firm jobs that are solo practice is at a historic low for the second consecutive year.

There is much more to discover about the most recent developments in law school graduate employment. How did women and graduates of color from the Class of 2019 fare? Which cities and states offer the most employment opportunities, and where should graduates look for the best paying jobs? NALP's comprehensive *Jobs & JDs: Employment and Salaries of New Law School Graduates — Class of 2019* will answer these questions and more about the employment experiences of new law graduates and serve as a valuable resource and planning tool. This report is the only resource of its kind. To order a copy of the full *Jobs & JDs — Class of 2019* report, to be published in October 2020, email or mail a copy of the form on page 9 of these findings.

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