



Survey of Legal Employers on 2016 Recruiting

SURVEY DUE DATE:

**December
9
2016**

If you have questions, please contact Judith Collins, NALP's Research Director, at (202) 835-1001 or jcollins@nalp.org.

As always, your data are completely confidential. No information about your organization specifically or that could be attributed to your organization will be published.

ABOUT THE SURVEY

Each year NALP asks you to provide information about the outcomes of your summer program, recruiting, and lateral hiring. The information that you report will enable NALP to provide the critical benchmark information that you want and need on all these topics. Findings from this survey provide content for NALP's "Legal Hiring Wrap-up" presentation, a self-contained program available in February 2017, and will be published in "Perspectives on 2016 Law Student Recruiting" also in February 2017, providing you with the only benchmark resource available on this important topic. The survey asks for outcomes as of December 1, 2016. However, you need not wait until then if you have final figures before that date.

METHODS TO COMPLETE THIS SURVEY

You may either complete a fillable PDF at: <https://www.nalp.org/uploads/SurveyofLegalEmployerson2016RecruitingInteractive.pdf>;

OR return this paper survey to the NALP office;

OR complete the online survey located here: <https://survey.vovici.com/se.ashx?s=17CFEB605800F167>

Please use one and only one method to complete this survey.

If you use one of the commercially available recruiting packages such as viDesktop or Lawcruit, you already have easy access to most of the information needed to complete this survey. Please contact your provider if you have questions about reporting capabilities.

Special note to multi-office firms: This survey is being distributed to all offices of your organization reflected in NALP's database. NALP encourages you to ensure submission of a separate survey for each office, as office-specific reporting will provide the most consistent and comparable information for the analyses from this survey. Office-specific information can also be used in analyses at the city level, one of the most valuable features of NALP's reporting on recruiting. If office-specific information is not possible, and you are reporting lateral hiring, summer program outcomes, or recruiting that occurred in more than one office, please indicate where requested that the figures are for multiple offices. Also note that, if an activity, such as lateral hiring, occurred in an office, or offices, other than that submitting the survey, please specify in which office(s) the activity occurred where requested.

Is someone from your office registered to attend the 2017 NALP Legal Recruiting Summit?

- Yes — if yes, please read the note below and provide the information requested.
- No, or unknown at this time (proceed to Part I of the Survey).

Special note to NALP Legal Recruiting Summit attendees: As noted when you registered, completion of this survey is required for attending the Summit.

Please provide the name of the person completing this survey in case follow-up is needed and as a cross-check with Summit attendees:



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PART I: LATERAL HIRING

1. How many lateral partners, associates, and other lawyers did you hire in 2015 and 2016? (Do not include laterals obtained as the result of a merger, or associates hired directly from a judicial clerkship and with no other legal experience.)

1. Number of Lateral partners hired in calendar year:

2015	2016
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2. Number of lateral associates hired in calendar year:

2015	2016
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3. Number of other lateral lawyers (who may generally be eligible for partnership) hired in calendar year:

2015	2016
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4. Number of other lateral lawyers (who are generally not eligible for partnership) hired in calendar year:

2015	2016
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5. The figures reported above reflect lateral hiring in:

One office only and/or firm has only one office (specify which on if different from the office submitting the survey):

All offices

Multiple but not all offices (specify):

If you did not have a summer program in 2014, 2015, and 2016, and did not recruit and interview current second-year and third-year law students in fall 2016, please skip to Part IV.

PART II: SUMMER PROGRAMS

In order to measure summer program activity over the past three years, please answer the following questions about your summer programs for 2Ls in 2014, 2015 and 2016. (Even if you have submitted NALP surveys in the past years, and provided some of the requested information at that time, please provide this information again, as the findings from this survey will be based on respondents to this year's survey only. Survey information from previous years has not been stored in such a way that it can be linked to this year's respondents.)

1. **SUMMER 2014:** (for 2L students graduating in 2015)

Did you host a summer program for 2Ls in 2014?

Yes (please also answer item 2)

No (skip to item 3 in this section of the survey)

2. How long was the program? (Please report the full length of the program, not a minimum requirement.)

_____ weeks

3. **SUMMER 2015:** (for 2L students graduating in 2016)

Did you host a summer program for 2Ls in 2015?

Yes (please also answer item 4)

No (skip to item 5 in this section of the survey)

4. How long was the program? (Please report the full length of the program, not a minimum requirement.)

_____ weeks

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5. SUMMER 2016: (for 2L students graduating in 2017)

Did you host a summer program for 2Ls in 2016?

- Yes (please also answer items 6 & 7 in this section of the survey)
- No (skip to Part III)

6. How long was the program? (Please report the full length of the program, not a minimum requirement.)

_____ weeks

7. Please provide the following information about **2L 2016 summer associates**, i.e., students who will graduate in December 2016 or May 2017 and who worked in your office during summer 2016 (or summer 2015 as a 1L and received an offer for an associate position at that time.)

- Do not include 1L summer associates, i.e. students who will graduate in 2018 in those figures. Report 1Ls, if any, in the item labeled "1Ls" in the next column.
- Do not include post-graduate 3Ls who worked for you last summer after graduating in 2016.
- If you have not finished making offers, report the number who have received offers and the outcomes as of December 1, 2016.
- In a multi-office firm where a student may have spent the summer in one office but received an offer from another office, the student and his/her response should be counted by the office where s/he spent the summer.

Number of students in program: _____

Number receiving offers to return as associates, regardless of start date: _____

Number of students for whom an offer decision has not been made: _____

Outcomes as of Dec. 1, 2016* (acceptances, declines, and number not responding or pending must add up to the number of offers reported above).

Number accepting offers: _____

Number declining offers: _____

Number not responding or response pending: _____

7A. Did your summer 2016 program include 1Ls (students who will graduate in 2018) for all or part of the summer?

- Yes
- No

If yes:

How many worked this past summer? _____

How many received offers to return for all or part of summer 2017? _____

7B. Do you condition offers to 1Ls for summer employment upon agreement to return for the 2L summer?

- Yes
- No

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The figures in item 7 reflect our program(s) at:

- One office only and/or firm has only one office (specify which one if different from the office submitting the survey)
- All offices
- Multiple but not all offices (specify)

1. Report the number of schools at which lawyers from your office conducted on-campus interviews.

Fall 2015 _____ Fall 2016 _____

2. Report the number of job fairs/consortia in which your office participated. If none, write "0."

Fall 2015 _____ Fall 2016 _____

III. FALL 2016 RECRUITING

Report in item 1 below the number of schools at which lawyers from your office conducted on-campus interviews, either for your office specifically, or on behalf of other offices as well. If none, write "0."

If yours is a multi-office firm that makes a single recruiting trip to each school on behalf of multiple offices, or to a job fair on behalf of multiple offices, please report those visits on the survey for the office making the visits. Other offices of your firm completing this survey should leave those items blank.

- In item 1 do not count any additional schools at which lawyers from other offices may have recruited on your behalf or at which your interview program was canceled.
- In item 1 do not include schools for which interviews were consortia or job-fair based.

3. The figures reported in 1 & 2 reflect campuses visited/ job fair participation by:

- One office only and/or firm has only one office
- All offices
- Multiple but not all offices (specify)

4. Will your office be hosting a summer program for 2Ls in 2017?

- Yes (please complete column 1 in the table on the next page)
- No (Leave column 1 blank)

5. Did your office recruit 3Ls (Class of 2017 students) who had not worked for you previously for associate positions?

- Yes (please complete column 2 in the table on the next page)
- No (leave column 2 blank)

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6. Please report Fall 2016 recruiting outcomes, including both on-campus and write-in activity, for current second-year and third-year students (2Ls and 3Ls) who have not worked for your organization previously.

- Do not include current 1L (Class of 2019) students whom you may have interviewed.
- Do not include current 2L (Class of 2018) students who worked for you previously as a 1L summer associate.
- Do not include current 3L (Class of 2017) students whom you may have interviewed for a summer 2017 summer associate position.
- Do not include any graduates from classes prior to 2017 whom you may have interviewed for an entry-level position.
- If you have not completed making offers as of December 1, please report the number you have made and the outcomes. If your organization makes offers after the on-campus interview, please report only the number of offers made and the outcomes. Leave lines a and b (lines with an *) below blank.

	COLUMN 1 Current 2Ls (students graduating in 2018) for summer 2017 program	COLUMN 2 Current 3Ls (students graduating in 2017) for associate positions
a. Number of callback invitations*		
b. Number of callback interviews conducted*		
c. Number of offers made		
Outcomes as of Dec 1, 2016** (total must add up to the total number of offers reported above)		
d. Number of offers accepted		
e. Number of offers declined		
f. Number of offers with no response or response pending		

* If your organization makes offers after the on-campus interview and does not issue callback invitations, please leave lines a & b blank and report only the number of offers made and the outcomes.

**Note: you need not wait until December 1 to complete this survey if you have final figures before that day.

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7. How many responses to offers to 2Ls were received in each time period below? Counts should add to the total number of offers reported in line "c" of Column 1 on the previous page and so will include declines as well as acceptances. **Please enter "0" (zero) if no responses were received in a time period.**

- Within 24 hours: _____
- Within 2-7 days: _____
- Within 8-14 days: _____
- Within 15-27 days: _____
- At 28 days: _____
- Never responded: _____

8. How many of the 2L candidates with offers (as reported in line "c" in Column 1 on the previous page) came back to the office for a "revisit" or "sell" visit? The number reported below should be no larger than the number reported in line "c" in Column 1 on the previous page.

9. For comparison purposes with the number of offers made during fall 2015 (as reported in line "c" of Column 1 in the table on the previous page) how many offers were made to 2Ls during fall 2014 recruiting for your summer 2015 program? (Please report this figure even if you completed the Fall 2014 Survey on Fall Recruiting. All analyses will be based on responses to this year's survey, and cannot be matched with information that may have been reported the previous year.

10. Did your firm make any offers to rising 2L students for summer 2017 summer associate positions prior to the start of OCI at any of the schools at which you recruit?

Yes No

11. To who were these offers made? (check all that apply)

- Diverse candidates
- Candidates from non-OCI schools
- Candidates with a technical background
- Local candidates
- Top candidates
- Other (please specify)

12. Please report the following figures about offers extended before OCI:

a. How many offers were extended before OCI?

b. How many of these pre-OCI offers were accepted?

13. Did your office reach out to any law schools to solicit more 2L candidates after the completion of the school's OCI program?

Yes No

If yes, how many schools did you reach out to?

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14. The figures reported in items 6-13 of Part III reflect recruiting activity for:

- One office only and/or firm has only one office (specify which one if different from the office submitting the survey)
- All offices
- Multiple but not all offices (specify) _____

IV. ORGANIZATION DEMOGRAPHICS

Please provide the information requested below so that NALP may check for duplicate information, group responses appropriately for analysis, and follow up if there are questions concerning your data. **Unidentified surveys will not be used.**

Organization: _____

City: _____ State: _____

Firm Size for law firms only (# of lawyers):

50 or fewer 51-100 101-250 251-500 501-700 701+

Office size for law firms only (# of lawyers):

25 or fewer 26-50 51-100 101-250 251-500 501+

THANK YOU!

Please return your survey by **December 9, 2016**. Mail your survey to: NALP 2016 Survey of Legal Employers on 2016 Recruiting, 1220 19th Street NW, Suite 401, Washington, DC 20036-2405 or fax to: (202) 835-1112.

The online survey can be completed at: <https://survey.vovici.com/se.ashx?s=17CFEB605800F167>

The fillable PDF form (<https://www.nalp.org/uploads/SurveyofLegalEmployerson2016RecruitingInteractive.pdf>) can be saved and emailed to jcollins@nalp.org, or printed and mailed directly.

Thank you for helping NALP compile the only report on summer programs and fall recruitment activity. Your time and willingness to contribute to this report really make a difference.

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