



National Association for Law Placement

2024

**PERSPECTIVES ON
LAW STUDENT
RECRUITING**

NALP strives for a diverse, equitable, and inclusive legal profession.

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Executive Summary & Analysis

by Nikia L. Gray, Executive Director

This year's *Perspectives Report* marks a historic shift in law student recruiting. On-Campus Interviewing (OCI), which for well over half a century was not only the dominant means for filling summer associate positions but also served a gatekeeping function in controlling employer access to law students, has now firmly tumbled from its place of prominence in the hierarchy of recruiting processes. With it has gone many of the previous guardrails that defined the recruiting cycle, and we now see the data clearly reflecting new patterns of behaviors as competing firms jockey for positions in an increasingly tight hiring market. And, of course, with that, the emergence of new challenges. Time will tell where the recruiting cycle ultimately settles, but OCI's role in it will clearly be limited.

Although some may view that pronouncement as less shocking and more “long in coming” given the turbulence in the recruiting cycle since the beginning of the pandemic, the significance of the change cannot be overstated. For the first time ever, OCI was not the most utilized recruiting method firms engaged in, trailing direct application by almost 10 percentage points. When looked at in terms of the volume of offers each method yielded, the differences were even more stark. Of all the offers made by law firms, only 24% came from OCI. In fact, compared to last year, the volume of offers that came from OCI plummeted by 44%, despite total offer volume across all recruiting methods being virtually flat. Indeed, one-fifth of the offices that participated in OCI reported making no offers at all through the program, a figure double what was recorded during the 2023 cycle. Some of this gap was filled by increased utilization of early interview programs (EIP), but not all. In total, law school interview programs (OCI and EIP) drove only 44% of offers. The majority of offers (56%) resulted from employers recruiting outside of law school interview programs, such as via direct application, resume collects, and referrals.

One perspective on this data is that it marks a change in how law firms are viewing OCI in their overall recruiting strategy. The pandemic-era shifts in technology and hiring practices facilitated direct engagement between employers and law students, without law schools being required as intermediaries, and gave law firms greater flexibility in crafting their recruiting strategies. We now know from the data that the market is coalescing around direct recruiting and other non-law school-based recruiting practices as being the preferred methods — or at

least the most necessary — to compete for talent, and OCI is taking a secondary or even tertiary role, used only to top off or round out summer associate classes as needed.

This shift also means that the recruiting timeline is no longer constrained by OCI, resulting in the recruiting cycle continuing to move earlier and lasting longer. The vast majority of offers this year (78%) were made before August, with just over one-third of those offers being made in June or earlier. While a few law schools did move their 2024 OCI programs to June, that shift seems to have had little impact in regulating the overall cycle this year, accounting for only 5% of the offers made via OCI. Rather, this year's data suggests that the recruiting cycle had three distinct phases. The first phase, which occurred in June and earlier, was dominated by direct recruiting and other non-law school interview program processes, although EIPs were utilized to a lesser extent during this period as well. The second phase then began in July, with a greater number of schools hosting either EIP or OCI resulting in firms engaging in all three forms of recruiting at the same time. The cycle then moved into a third and final phase in August with firms primarily utilizing OCI, if they were still recruiting at all, having finished with their other recruiting processes by this point.

One perspective on this shift to a multi-phase and extended recruiting cycle is that it may be changing offer-acceptance behavior. Historically, offer and acceptance rates have moved counter-cyclically with each other, meaning that in years when firms have made more offers, students' acceptance rates have gone down because they've had more offers to consider, and vice versa. This year, however, we saw a different pattern where both the offer and acceptance rate increased significantly and converged at 49%, the first time since 1995 that NALP has recorded this happening. It is too early to know if this is an anomaly or a longer-term shift or what's ultimately underlying the behavior, but some student feedback suggests that it may be driven in part by fatigue with an extended recruiting process that now overlaps with classes and finals, which is in turn driving students to accept offers rather than continuing to explore opportunities. Again, it is too early to know for certain, but the possibility warrants consideration from the perspective of student well-being.

A final perspective worth considering concerns the contradictory data on diversity fellowships. During this year's summer program, the percentage of 1L summer associates who were diversity fellows fell significantly, dropping from almost 57% of 1L summer associates in 2023 to just over 48% in 2024. Yet despite this, during the 2024 recruiting cycle (for the 2025 summer program), slightly more offices reported that they offered diversity scholarships or fellowships, increasing from 41% of offices in the 2023 recruiting cycle to 44% in the 2024 cycle. This shifting behavior makes sense when we recall that the 1Ls who participated in the 2024 summer program would have been recruited in late 2023 – shortly after an activist organization began targeting law firms over their diversity fellowship programs. In total, only three law firms were sued, with the final case settling in late 2023, but the suits had a chilling effect on the legal industry, with some firms putting their programs on hold as the industry waited to see how the cases would be resolved. The data from the 2024 recruiting cycle suggests that many of these firms ultimately did reinstate their programs (albeit possibly with adjustments to the eligibility criteria).

It remains to be seen, however, whether firms will continue with diversity fellowships and scholarships long term. In recent weeks, American politics have become markedly hostile towards diversity, equity, and inclusion initiatives, with President Trump issuing multiple Executive Orders targeting such initiatives in both the public and private sectors. Given this, it would not be surprising if next year the data shows that firms paused or even terminated these programs once again.

At the end of the day, this year's *Perspectives Report* tracks a hiring market undergoing a historic shift in both behavior and timing. While it may be a few more recruiting cycles before we see where the market ultimately settles out, we look forward to sharing our perspective on the changes as time goes on. ■



Nikia L. Gray
Executive Director





Introduction

by Danielle A. Taylor, *Director of Research and Chief Data Strategist*
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Following a 2023 recruiting cycle that was one of the softest cycles since the Great Recession, NALP's latest analyses from *The Survey of Legal Employers on 2024 Recruiting* indicates that firms continued to take a conservative approach to their entry-level recruiting during the most recent recruiting season. Total offer volume was essentially flat in 2024, while the median number of offers extended for 2L summer programs fell to an all-time low of six offers.

This year's results also demonstrate a shift away from OCI as the primary recruitment vehicle for 2L summer associate programs. While OCI accounted for the majority (53%) of all offers made in 2023, just 24% of offers in 2024 were attributed to OCI recruiting. Along with the increased usage of alternative recruitment methods in 2024, such as direct application, recruiting timelines moved earlier. In 2023, most (52%) offers were made in August; however, in 2024 just 20% were made in August — with 78% of offers being extended in July or earlier. Along with the changing nature of recruiting, other recruitment patterns appear to be changing as well. For example, the offer acceptance rate for 2L summer programs reached a record high of 49% in 2024.

As a service to our members and the legal profession, NALP annually reports on the outcomes of 1L and 2L summer programs, employer recruiting activity for 2L summer programs, and recruiting of 3L students for entry-level associate positions. The first part of this report provides trend data on several key metrics related to summer program and recruiting outcomes. Information on summer program characteristics and outcomes of 2024 summer programs are included in the second portion of the report, while the final section details recruitment activity for 2025 summer programs and 3L recruiting for associate positions, providing comparisons with the prior recruiting cycle.

This information includes, but is not limited to:

- The prevalence of various recruiting methods utilized by offices and their recruiting outcomes,
- OCI, early interview programs, and job fair activity,
- The format of interviews,
- Yields on callback interviews,
- Offer figures and acceptance rates,

- The timing of offers and the responses to those offers, and
- The prevalence of summer associate scholarships/fellowships.

For the first time in the 2023 report, NALP broke out recruiting that took place via OCI from recruiting via all other methods (non-OCI). With the rise of law school early interview programs (EIP) in 2024, firms were asked this year to report recruiting outcomes separately for OCI, EIP, and all other recruiting that took place outside of a law school interview program. In several portions of the report, overall recruiting outcomes are reported in one table, and then outcomes specific to OCI, EIP, and all other recruiting methods follow in subsequent tables. In addition to the added data on early interview programs, this year’s report also includes new information related to the length of time that returning 1Ls will spend with firms during the 2L summer program and return requirements for 1L scholarship/fellowship recipients.

The findings in the report are based on legal employer responses to the *Survey of Legal Employers on 2024 Recruiting*. Throughout the report, the terms “firm,” “office,” and “employer” are used interchangeably.

NALP Geographic Regions

Region	States Included
Northeast	CT, MA, ME, NH, NY, RI, VT
Mid-Atlantic	DC, DE, MD, NJ, PA, VA
Southeast	AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX, WV
Midwest	IA, IL, IN, KS, MI, MN, MO, NE, ND, OH, SD, WI
West/Rocky Mountain	AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY

Firms were encouraged to report as much individual office-level data as possible, but in some instances, firms were only able to report firm-wide or multi-office figures. Where distinctions between individual and firm-wide reporting are imperative, tables include separate figures for firm-wide/multi-office and individual office-level reporting.

Note: As in prior years, this report does not document every aspect of recruiting, nor does it include every category of hires. Specifically, the hiring statistics for 2025 summer associate positions do not include 1L (Class of 2027) and 3L (Class of 2025) students. Further, summer 2024 program outcomes reported include results for graduates in the Class of 2025 only. Class of 2024 graduates who participated in summer 2024 programs after graduation were not included in the analysis. Finally, Class of 2026 (1L) participation in summer 2024 programs is reported on separately from 2L programs. ■



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Trends in Summer Program Outcomes and Recruiting

This is the 32nd year in which NALP has been collecting and reporting information on summer program and recruiting outcomes. The tables and charts that follow in this section present trend analyses on selected outcomes.

Table 1 includes historical data on the size of 2L summer programs, the percentage of summer associates who receive an offer to return to the firm as an associate, and the percentage of those offers that are accepted. These trends are also presented in Charts 1 and 2. Additionally, Table 1 includes historical data on the median (50th percentile) and average number of offers made to recruit for the subsequent year summer associate program, the percentage of callback interviews that resulted in an offer, and the percentage of offers that were accepted. These recruiting metrics are also displayed visually in Charts 4 and 5.

Trend information on the collective number of 2L summer associates reported in the survey each year and the total number of 2L students who received an associate offer are shown in Table 2 and Chart 3. The number of offices that reported a summer program is also included for context, as these student figures can be influenced by both the response rate to the survey and economic events, such as the Great Recession, which may cause fewer offices to host summer programs in a given year.

Table 1. Summer Program Outcomes and Recruiting of 2Ls, 1993-2024

Year	2L Summer Programs				Fall Recruiting of 2Ls			
	Median Size	Average Size	% Receiving Offer	% Accepting Offer	Median # of Offers	Average # of Offers	% of Callback Interviews Resulting in Offer	% of Offers Accepted
2024	5	12	96.7%	89.6%	6	22	48.5%	49.0%
2023	5	14	96.4	89.4	7	22	46.0	47.2
2022	5	13	97.1	89.3	9	28	52.2	41.3
2021	5	12	97.4	88.9	10	31	57.8	37.3
2020	5	11	96.7	87.8	8*	29*	50.0*	41.2*
2019	5	13	97.6	87.5	11	33	51.0	36.5
2018	5	14	96.9	87.5	11	36	53.2	34.9
2017	6	14	95.0	86.1	12	38	51.9	34.4
2016	6	14	94.6	85.5	11	38	53.3	33.2
2015	6	13	95.3	84.1	12	38	53.8	32.7
2014	5	12	93.4	84.5	9.5	35	52.1	33.8
2013	5	11	91.6	83.9	8	27	47.0	35.4
2012	5	9	90.2	85.5	8	20	44.2	38.2
2011	5	8	91.4	85.0	10	22	46.4	37.1
2010	4	8	87.4	82.7	9	19	40.6	40.4
2009	6	12	69.3	84.5	7	16	36.4	42.8
2008	6	13	89.9	79.7	10	30	46.6	32.5
2007	6	13	92.8	76.8	15	39	60.0	29.1
2006	6	11	90.8	73.4	15	37	62.7	28.8
2005	6	12	90.6	73.0	16	37	59.6	30.3
2004	5	11	91.0	72.4	13	34	56.8	31.2
2003	5	10	87.0	77.0	11	29	52.9	31.4
2002	5	11	80.9	74.0	11	23	49.8	35.1
2001	6	12	84.2	72.8	11	26	51.4	34.9
2000	8.5	14	89.7	65.8	22	44	62.6	31.0
1999	8	13	88.9	65.2	21	41	63.8	29.0
1998	9	13	89.0	68.4	26	49	42.4	28.6
1997	8	12	88.2	60.1	24	40	52.3	30.0
1996	6	10	87.3	63.5	18	31	47.7	32.6
1995	8	11	84.3	64.6	14	30	55.7	32.3
1994	7	11	83.1	62.4	15	26	53.6	30.1
1993	8	10	77.8	67.0	15	27	48.2	33.0

*Figures for 2020 include recruiting that took place through spring 2021 for summer 2021 programs.

Note: The figures presented in this table provide key measures of second-year summer programs held at law firms in these years and key measures of recruiting for the second-year summer program for the following summer. These figures have been compiled from NALP's annual survey of employers on their current year summer program and recruiting activity for the upcoming summer program. NALP has collected comparable information on this topic since 1993. Figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time.

Table 2. Total Number of 2Ls Participating in Summer Programs and Receiving Offers, 2007-2024

Year	# of 2L Students in Summer Programs	# of 2L Students Receiving Associate Offers	# of Offices
2024	6,639	6,417	549
2023	7,570	7,294	558
2022	6,365	6,182	503
2021	5,411	5,268	466
2020	5,574*	5,390*	510*
2019	5,587	5,452	417
2018	5,120	4,962	367
2017	5,154	4,898	373
2016	5,312	5,025	373
2015	4,329	4,127	335
2014	4,433	4,141	363
2013	4,501	4,121	410
2012	2,769	2,498	305
2011	2,260	2,065	278
2010	1,881	1,644	242
2009	3,779	2,620	307
2008	5,033	4,523	374
2007	5,359	4,974	425

* Figures for 2020 include both offices that hosted a summer program and those that originally planned to host a summer program, but canceled it due to the COVID-19 pandemic.

Note: Figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time.

Chart 1. Summer Programs — Median and Average 2L Class Sizes, 1993-2024

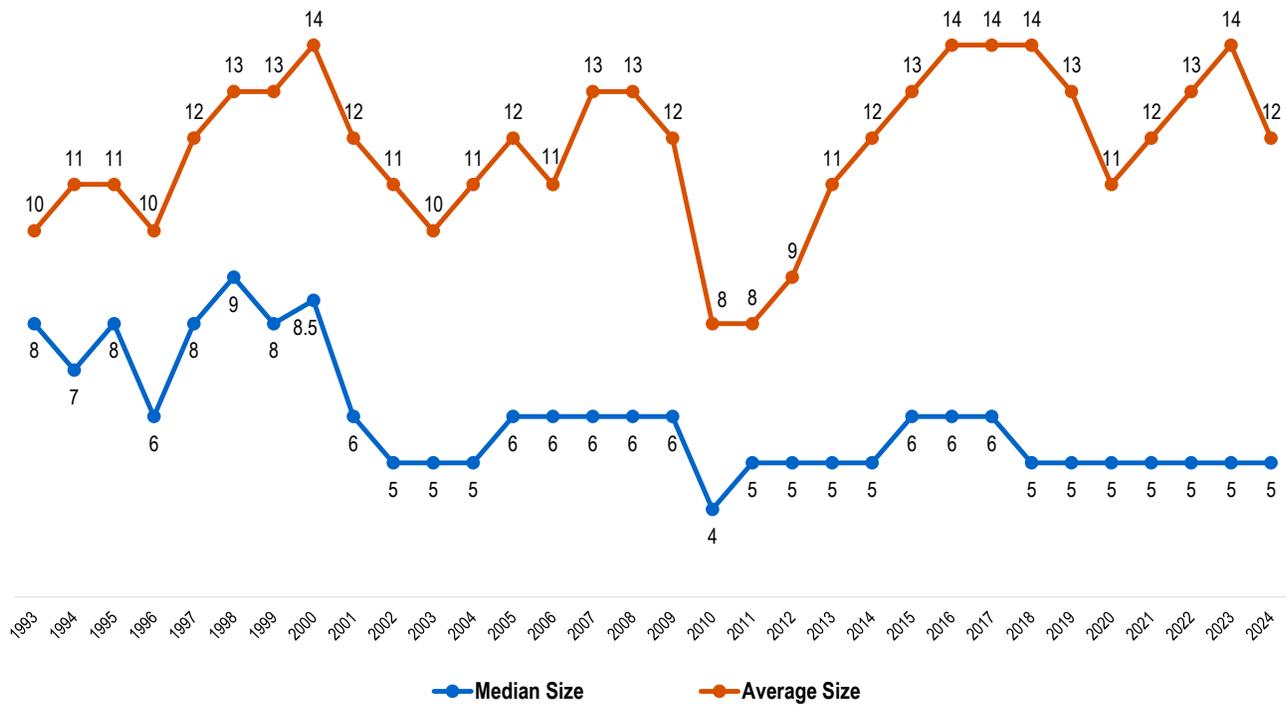


Chart 2. Summer Program Outcomes — Percentage of 2L Summer Associates Receiving and Accepting Associate Offers, 1993-2024

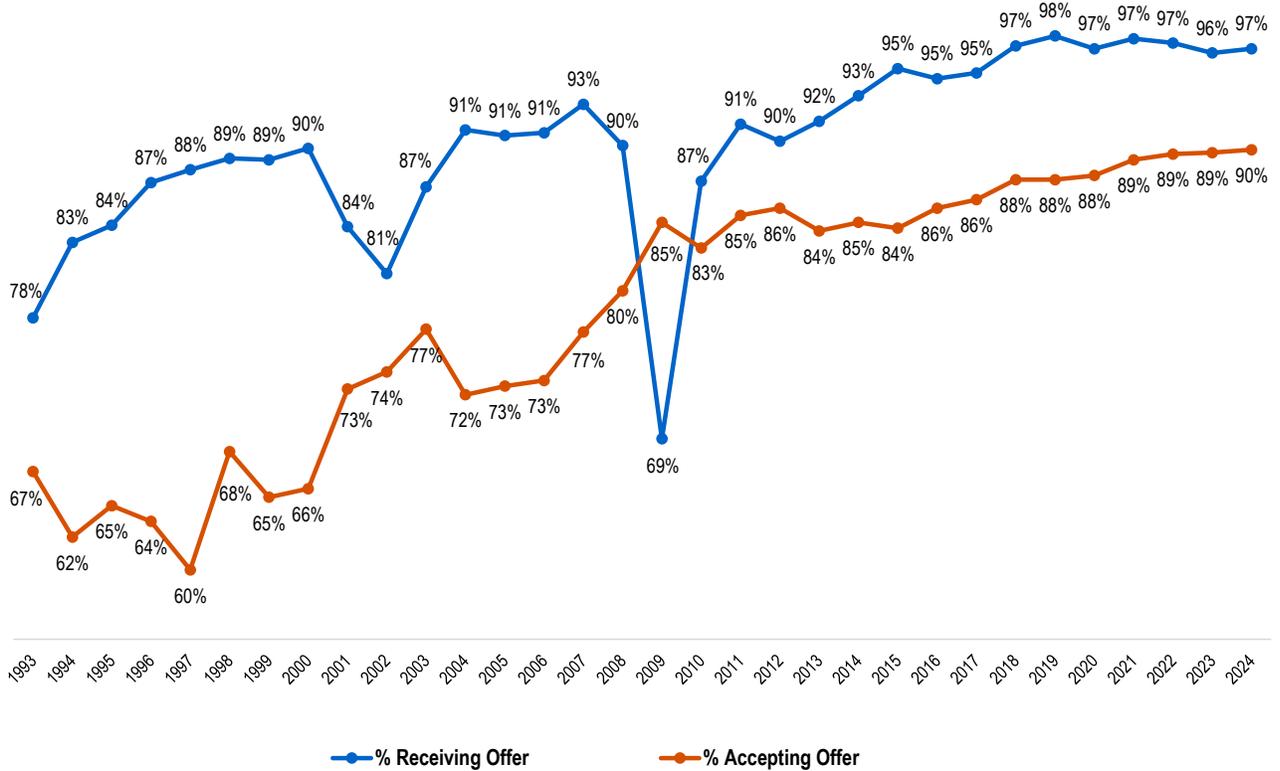


Chart 3. Total Number of 2Ls Participating in Summer Programs and Receiving Associate Offers, 2007-2024

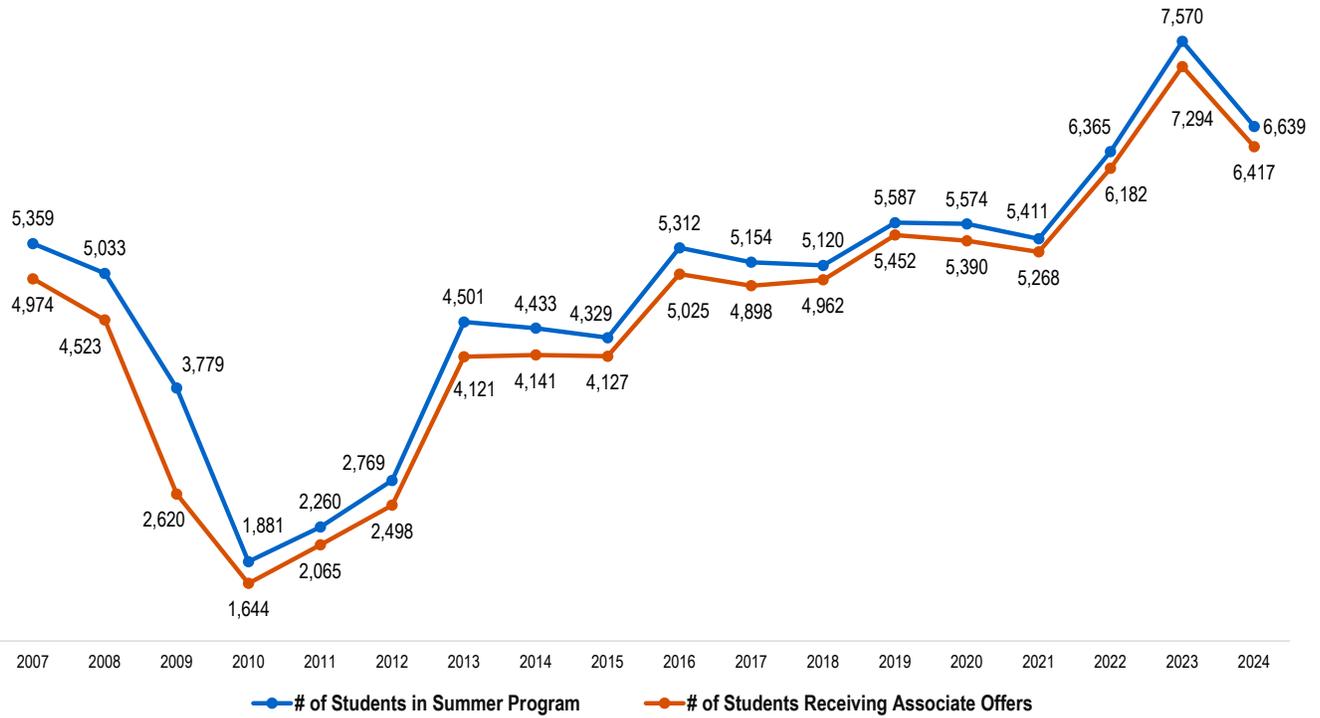


Chart 4. Recruiting of 2Ls — Median and Average Number of 2L Offers for Summer Associate Positions, 1993-2024

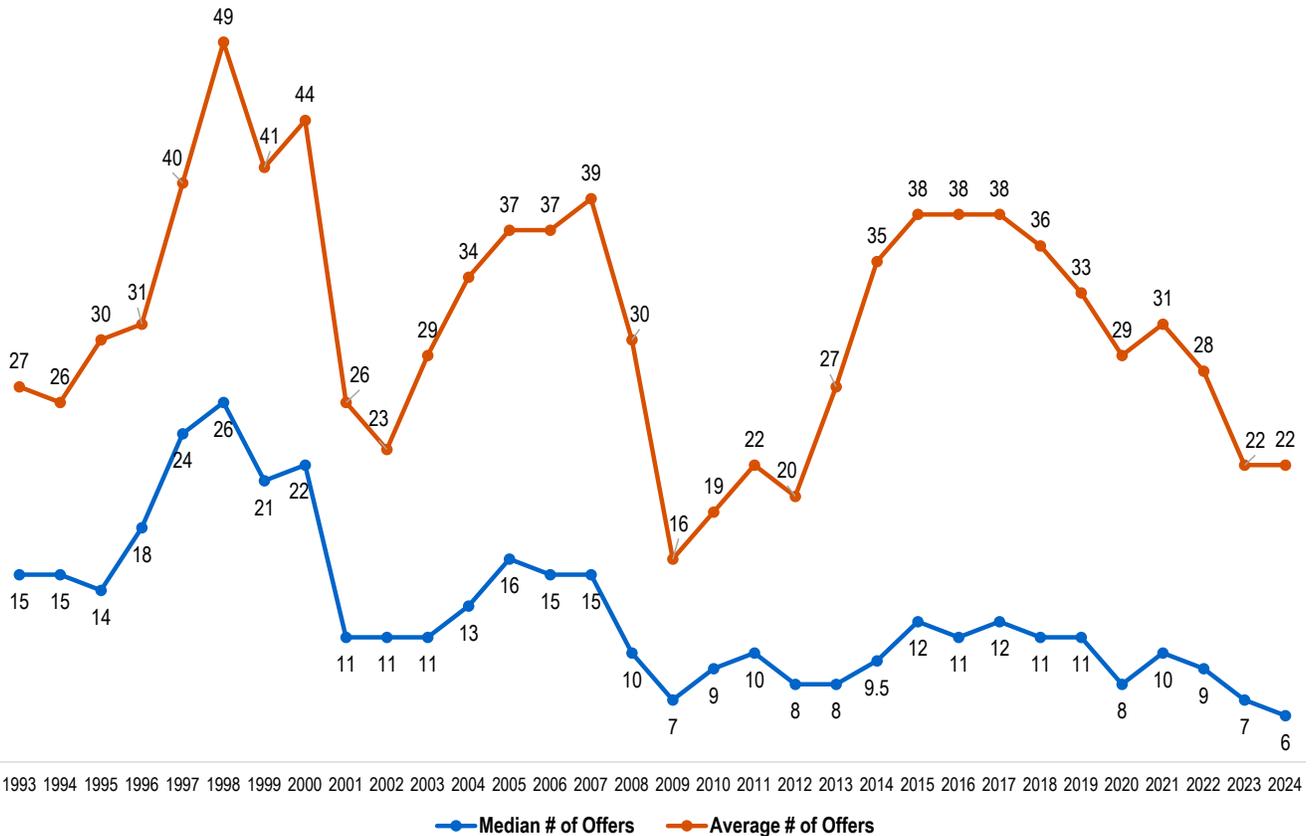
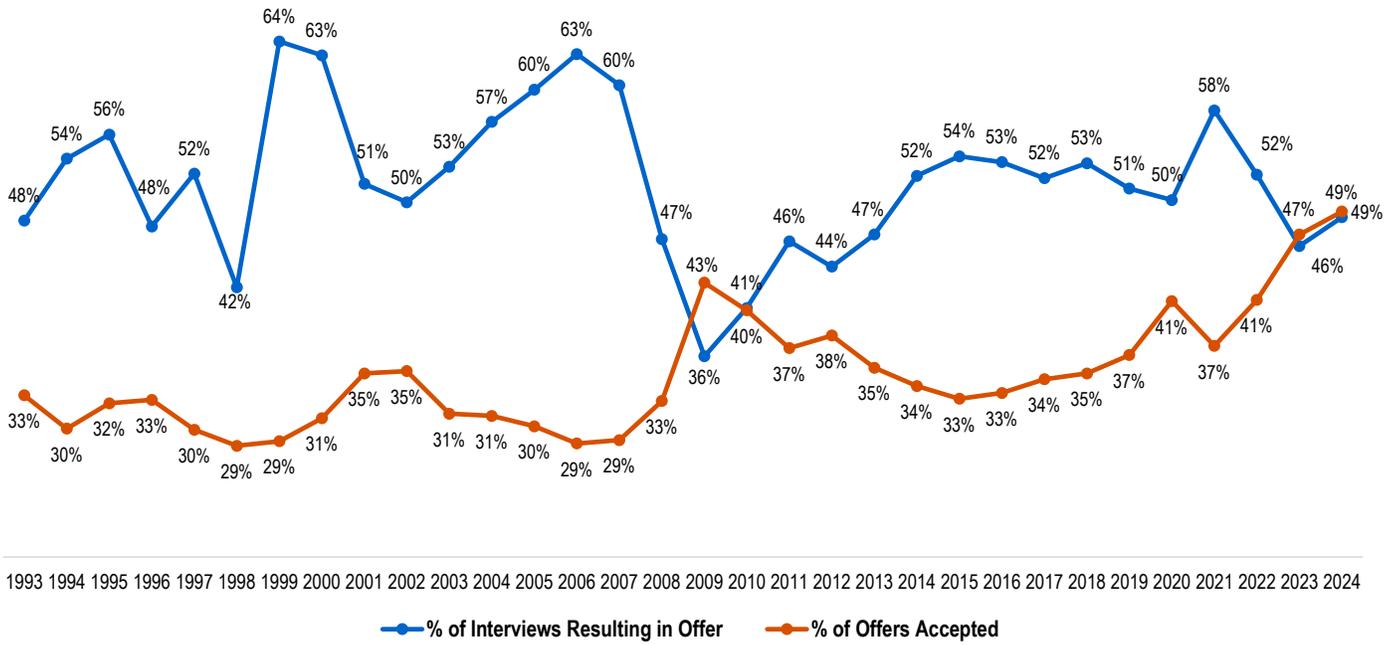


Chart 5. Recruiting of 2Ls — Percentage of Callback Interviews Resulting in Offers to 2Ls and Percentage of Offers Accepted, 1993-2024





Summer Program Characteristics

Overall, 548 responding law offices held a summer program for 2L students in 2024. The average summer 2024 program length was 9.9 weeks, up slightly from 9.8 weeks in 2023. The vast majority of offices (89%) hosted a 10-week program, but across all offices, summer programs ranged from four to 12 weeks in length. There was little variation in summer program lengths across firm size, region, and city. (See Table 3.)

Among the 576 offices holding a summer program in 2024 and/or planning to host a summer 2025 program, 90% reported that they held a summer program in 2024 and were planning to do so again in 2025. However, this percentage was lower in firms of 501-700 lawyers, in smaller offices of 50 or fewer lawyers, and in the Southeast region. By city, the Denver area had the smallest share of offices that planned to host a summer program in both 2024 and 2025 (69% of offices), while all offices in Philadelphia, Wilmington, Minneapolis, Seattle, and Silicon Valley reported that they would host a summer program in both years.

Nationally, offices that hosted a summer program in 2024, but were not planning to do so in 2025, accounted for 5% of offices, and an additional 5% of offices did not host a program in 2024, but were planning to do so in 2025.

Table 3. Length of 2L Summer 2024 Programs

	Most Common Program Lengths and % of Offices Reporting Each			Range of Lengths Reported (Weeks)		Average Length (Weeks)	# of Offices
	8 Weeks	9 Weeks	10 Weeks	Minimum Length	Maximum Length		
Total – All Employers	3.1%	5.7%	88.7%	4	12	9.9	548
By Number of Lawyers Firm-Wide							
100 or Fewer	25.0	8.3	41.7	8	12	9.8	12
101-250	8.3	20.8	64.6	6	12	9.5	48
251-500	3.4	3.4	86.4	6	12	9.9	59
501-700	7.1	3.5	88.2	6	10	9.8	85
701-1,000	0.0	0.0	100.0	10	10	10.0	66
1,001+	0.7	5.4	92.8	4	11	9.9	278
By Number of Lawyers in Office							
25 or Fewer	7.8	7.8	80.4	4	10	9.6	51
26-50	3.3	2.5	94.2	8	10	9.9	120
51-100	3.1	3.1	91.5	8	12	9.9	130
101-250	0.9	7.1	92.0	8	10	9.9	113
251+	0.0	0.0	92.0	6	12	10.0	50
By NALP Region and City/State							
Northeast	2.3	5.7	89.7	8	11	9.9	87
Boston	0.0	0.0	100.0	10	10	10.0	20
New York City	1.8	1.8	92.9	8	11	10.0	56
Mid-Atlantic	2.5	8.8	87.5	8	12	9.9	80
New Jersey	20.0	20.0	60.0	8	10	9.4	5
Philadelphia	0.0	14.3	85.7	9	10	9.9	7
Washington, DC/Northern VA area	0.0	2.0	95.9	9	12	10.0	49
Wilmington, DE	12.5	12.5	75.0	8	10	9.6	8
Southeast	4.6	6.5	82.4	4	11	9.6	108
Atlanta	14.3	28.6	57.1	8	10	9.4	7
Austin	0.0	0.0	100.0	10	10	10.0	9
Charlotte	0.0	12.5	87.5	9	10	9.9	8
Dallas	0.0	5.0	95.0	9	10	10.0	20
Houston	7.7	3.8	88.5	8	10	9.8	26
Miami/Ft. Lauderdale/W. Palm Beach	0.0	10.0	90.0	9	10	9.9	10
Other areas in Florida	0.0	0.0	100.0	10	10	10.0	9

(Continued on page 17)

Table 3. Length of 2L Summer 2024 Programs

	Most Common Program Lengths and % of Offices Reporting Each			Range of Lengths Reported (Weeks)		Average Length (Weeks)	# of Offices
	8 Weeks	9 Weeks	10 Weeks	Minimum Length	Maximum Length		
Midwest	0.0	5.4	90.5	9	12	10.0	74
Chicago	0.0	0.0	96.9	10	11	10.0	32
Minneapolis	0.0	0.0	100.0	10	10	10.0	8
West/Rocky Mountain	4.7	2.7	92.7	8	10	9.9	150
Denver area	8.3	0.0	91.7	8	10	9.8	12
Los Angeles & Orange County	0.0	4.3	95.7	9	10	10.0	47
Salt Lake City	16.7	0.0	83.3	8	10	9.7	6
San Diego	0.0	10.0	90.0	9	10	9.9	10
San Francisco	0.0	3.6	96.4	9	10	10.0	28
Seattle	0.0	0.0	100.0	10	10	10.0	7
Silicon Valley	0.0	0.0	100.0	10	10	10.0	17

Note: This table includes both firm-wide and office-specific reports. Specific city information may include offices in a few suburban locations, or firms where most lawyers are located in that city. State information may include consolidated information reported by firms whose offices are primarily in that state. However, it does not include firms that submitted a single survey for multiple offices nationwide. These firms are also excluded from regional analyses. Information by region includes firms submitting a firm-wide form, but whose offices are predominantly or wholly in that region. The summer program lengths reported in this table are the three most common nationwide for summer 2024. These three may not be the most common for smaller units of analysis. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

Table 4. Summer Programs for 2Ls in 2024 and 2025

	% Holding Program in both 2024 and 2025	% Holding Program Only in 2024	% Holding Program Only in 2025	# of Offices
Total – All Employers	90.1%	5.2%	4.7%	576
By Number of Lawyers Firm-Wide				
100 or Fewer	100.0	0.0	0.0	12
101-250	98.0	0.0	2.0	50
251-500	90.6	1.6	7.8	64
501-700	81.5	10.9	7.6	92
701-1,000	94.0	4.5	1.5	67
1,001+	90.0	5.5	4.5	291
By Number of Lawyers in Office				
25 or Fewer	64.1	15.6	20.3	64
26-50	83.8	8.5	7.7	130
51-100	93.2	5.3	1.5	132
101-250	96.5	1.7	1.7	115
251+	100.0	0.0	0.0	50
By NALP Region and City/State				
Northeast	91.4	2.2	6.5	93
Boston	90.9	0.0	9.1	22
New York City	93.2	1.7	5.1	59
Mid-Atlantic	92.6	6.2	1.2	81
Philadelphia	100.0	0.0	0.0	7
Washington, DC/Northern VA area	91.8	8.2	0.0	49
Wilmington, DE	100.0	0.0	0.0	8
Southeast	84.7	6.8	8.5	118
Atlanta	77.8	0.0	22.2	9
Austin	80.0	10.0	10.0	10
Charlotte	77.8	11.1	11.1	9
Dallas	90.5	4.8	4.8	21
Houston	92.6	3.7	3.7	27
Miami/Ft. Lauderdale/W. Palm Beach	76.9	0.0	23.1	13
Other areas in Florida	88.9	11.1	0.0	9

(Continued on page 19)

Table 4. Summer Programs for 2Ls in 2024 and 2025

	% Holding Program in both 2024 and 2025	% Holding Program Only in 2024	% Holding Program Only in 2025	# of Offices
Midwest	92.0	6.7	1.3	75
Chicago	96.9	3.1	0.0	32
Minneapolis	100.0	0.0	0.0	8
West/Rocky Mountain	88.1	6.3	5.6	160
Denver area	69.2	23.1	7.7	13
Los Angeles & Orange County	90.2	2.0	7.8	51
Salt Lake City	85.7	0.0	14.3	7
San Diego	72.7	18.2	9.1	11
San Francisco	85.7	14.3	0.0	28
Seattle	100.0	0.0	0.0	7
Silicon Valley	100.0	0.0	0.0	17

Notes: Offices/firms included in this table held, or will hold, a summer program in at least one of the two years listed.

This table includes both firm-wide and office-specific reports. Specific city information may include offices in a few suburban locations, or firms where most lawyers are located in that city. State information may include consolidated information reported by firms whose offices are primarily in that state. However, it does not include firms that submitted a single survey for multiple offices nationwide. These firms are also excluded from regional analyses. Information by region includes firms submitting a firm-wide form but whose offices are predominantly or wholly in that region. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.



Outcomes of Summer Programs & Recruiting

A total of 549 employers reported information on the outcomes of their 2024 summer programs. For respondents providing information at the individual office level (as opposed to firm-wide), approximately 30% of offices were located in the West/Rocky Mountain region, 22% in the Southeast, 17% in the Mid-Atlantic, 17% in the Northeast, and 14% in the Midwest. For firms submitting a single survey to cover multiple or all offices, the information generally was not attributed to a city, and in many cases not even to a region, if their offices were located across various regions of the U.S.

Outcomes of Summer 2024 Programs

2L Summer Program Class Sizes

In the 2023 survey, law offices reported that total offer volume for 2L summer 2024 programs was down 19% year-over-year, and that decline was evident in the size of 2L summer programs in 2024. Responding law offices reported a total of 6,639 students from the Class of 2025 participating in 2024 summer programs, with an overall average class size of 12 — down from an average of 14 in 2023. In total, there were more than 900 fewer 2L summer program participants reported in 2024 as compared to the 7,570 students that were reported in the prior year survey for 2023 summer programs.

Further, this year's average class size of 12 is the lowest recorded since the pandemic impacted summer of 2021, when the average class size was also 12. In that recruiting cycle, much of the recruiting for summer 2021 programs was delayed until late 2020/early 2021 due to the COVID-19 pandemic and lingering economic uncertainty led to a more muted recruiting cycle that year.

Median class sizes have been comparatively more stable as compared to averages, and for the past seven years the median 2L program class size has been flat at five students. Since 2001, the median class size has consistently ranged between five and six, except in 2010 when the Great Recession led to a decline in summer program class sizes, temporarily lowering the median to four students.

For survey respondents reporting office-level data, rather than firm-wide or multi-office data, median class sizes ranged from three to six students by firm size, with firms of 101-250 lawyers reporting the highest median of six. Ranges were much wider by office size, with a median of just one student in small offices of 25 or fewer lawyers, as compared to a median of 29.5 students in offices of more than 250

lawyers. Regionally, median class sizes ranged from three students in the West/Rocky Mountain region to 11.0 students in the Northeast (and 14.5 students in New York City, specifically). (See Table 5.)

2L Summer Program Offer and Acceptance Rates

Overall, 96.7% of 2L students participating in summer 2024 programs received an offer for an associate position, up slightly from 96.4% in 2023. Over the last several years, since 2018, offer rates have been historically high, ranging from 96-98%. Comparatively, offer rates were around 95% from 2015-2017 and in the low 90s from 2011-2014.

Additionally, employers reported that 4.7% of offers had not been responded to or a response was still pending as of November 1, 2024. Nearly three-quarters of those offers were pending because of a judicial clerkship offer.

Employers had not yet made an offer decision for 0.7% of all 2L summer program participants as of November 1, 2024, down from 0.9% for summer 2023 programs.

The overall offer acceptance rate from 2024 summer programs as of November 1 was 89.6%, a new record high, up slightly from 89.4% in 2023. Acceptance rates have been at or near record highs for the last several years. Notably, this increase in acceptance rates has coincided with a steep decline in the percentage of offices recruiting 3L students, which may be a factor in driving the acceptance rates up even further as students might be more inclined to accept offers at the end of their summer program if they anticipate few available law firm job opportunities in their final year of law school. Secondly, students that participated in 2024 summer programs experienced first-hand the pull-back on summer associate recruiting in 2023, also potentially contributing to a higher acceptance rate.

Across all offices, 14.6% of students accepting an associate offer spent both their 1L and 2L summers with the same firm, up from 13.5% in summer 2023, and 8.6% were 1L diversity fellows at their firm, up from 7.7% in the previous summer.

- By firm size, offer rates were highest in the largest firms of more than 1,000 lawyers (99%), and lowest in firms of 100 or fewer lawyers (90%).
- For respondents reporting office-level data, offer rates were lowest in the Mid-Atlantic region (93%) and highest in the Northeast (99%).
- Several cities reported 100% offer rates for their summer associates, including Atlanta, the Denver area, the Miami area, and Salt Lake City.
- On an individual office basis, offices in the Southeast filled the highest percentage of entry-level associate positions (40%) with students who spent both their 1L and 2L summers with the firm. Figures were particularly high for Texas-based offices.
- By city, offices in the Denver area reported filling the highest percentage of entry-level associate positions (32%) with students who spent both their 1L and 2L summers with the firm and were 1L diversity fellows.

2L Summer Program Class Size Ranges

Average and median summer program sizes can mask a considerable range of sizes, and the distribution of those sizes. Across all survey respondents, program sizes ranged from 1 to 290 students, but the most common program size (the mode) was 2, reported by 15% of offices. Overall, 36% of employers reported a class size of 1-3 students, 33% reported a class size of 4-9 students, and 31% reported a class size of 10 or more students. Furthermore, the 95th percentile of program sizes, that is the size delineating the top 5% of offices from the bottom 95% was just 41 students — well below the maximum program size. (See Table 6.)

- Of course, these figures vary a great deal depending on whether the information was reported for all or multiple offices of the firm, or for a single office. For multi-office/firm-wide reports, the size of most programs was 10 or more (71% of respondents), while just 24% of individual office submissions had programs of 10 or more 2L students.

- For single offices, program sizes ranged from 1-141 students and the modal value ranged from one to four depending on firm size. The modal value reflects numerous small programs at smaller offices of large firms.

Distribution of Associate Offer Acceptance Rates

A final perspective on summer outcomes is provided by examining the distribution of acceptance rates for each of the offices that hosted a 2024 summer program. This analysis gives equal weight to each office, whereas the previous analysis in Table 5 was based on total volume across all offices. For example, in this second analysis the acceptance rate for a small office of 25 or fewer lawyers has equal weight with that of a very large office of more than 250 lawyers. Across all offices, the majority (63%) reported a 100% acceptance rate. Additionally, 10.5% of employers reported acceptance rates of 75% or less, and 26.5% reported acceptance rates between 75.1% and 99.9%. The average acceptance rate was approximately 93%. (See Table 7.)

- By firm size, offices in firms of 501-700 lawyers were the most likely to report a 100% acceptance rate (68% of offices), while firms of 100 or fewer lawyers were least likely to report a 100% acceptance rate (42% of offices).
- The average acceptance rate ranged from 83% at offices in firms of 100 or fewer lawyers to 94% at offices of firms with more than 1,000 lawyers.
- On a regional basis, a 100% acceptance rate was most common in the West/Rocky Mountain region (80% of offices) and least common in the Northeast region (52% of offices).
- Offices in firms of 100 or fewer lawyers (33% of offices) and in the Southeast region (18% of offices) were most likely to have an acceptance rate of 75% or less.
- By city/state, the average acceptance rate was lowest in Charlotte (86%) and highest in the Denver area and areas in Florida outside of Miami (both 100%).

Table 5. Summer 2024 Program Class Sizes and Outcomes (2L Programs)

	Median	Average	% of Participants Receiving Offers	% of Offers Accepted	% of Offer Acceptees Who Spent Both Their 1L and 2L Summers at the Firm	% of Offer Acceptees Who Spent Both Their 1L and 2L Summers at the Firm and Were 1L Diversity Fellows	# of Offices
Total – All Employers	5.0	12	96.7%	89.6%	14.6%	8.6%	549
By Number of Lawyers Firm-Wide							
100 or Fewer	4.0	7	89.5	83.1	20.3	6.3	12
101-250	6.0	8	90.9	83.2	16.8	8.7	49
251-500	7.0	11	91.2	92.5	17.3	11.7	59
501-700	4.0	9	94.0	88.9	24.4	11.6	85
701-1,000	5.0	15	97.8	87.0	13.9	5.6	66
1,001+	5.0	13	98.7	90.8	12.1	8.3	278
FIRM-WIDE/MULTI-OFFICE REPORTS							
All Firm-wide/ Multi-Office Reports	16.0	27	95.3	87.6	15.6	9.4	85
By Number of Lawyers Firm-Wide							
101-250	7.0	10	88.3	76.3	18.6	8.7	25
251-500	14.0	19	94.7	93.2	17.9	10.9	20
501-700	23.0	23	90.0	87.5	30.6	20.2	14
701-1,000	37.0	50	97.3	88.2	13.1	7.2	9
1,001+	33.5	59	98.1	87.6	10.5	6.5	16
By NALP Region							
Northeast	7.0	8	90.1	92.2	23.7	18.6	9
Southeast	20.0	19	79.1	80.2	48.5	19.6	8
Midwest	10.0	11	93.8	94.7	12.7	11.3	7
West/Rocky Mountain	7.0	9	95.2	72.7	8.3	6.9	11
OFFICE-SPECIFIC REPORTS							
All Office-Specific Reports	4.0	9	97.4	90.7	14.1	8.2	464
By Number of Lawyers Firm-Wide							
100 or Fewer	4.0	8	90.4	82.7	19.4	4.8	11
101-250	6.0	6	94.8	93.2	14.6	8.8	24
251-500	3.0	7	86.6	91.5	16.4	12.9	39
501-700	3.0	7	96.8	89.8	20.5	6.2	71
701-1,000	5.0	10	98.2	86.1	14.5	4.3	57
1,001+	4.0	11	98.8	91.8	12.7	8.8	262
By Number of Lawyers in Office							
25 or Fewer	1.0	2	96.9	91.5	25.6	18.6	51
26-50	2.0	3	95.9	93.8	16.0	10.5	120
51-100	4.0	5	96.9	91.6	21.2	9.7	130
101-250	8.0	9	97.8	93.0	19.4	11.9	113
251+	29.5	43	97.7	88.8	8.2	4.8	50

(Continued on page 24)

Table 5. Summer 2024 Program Class Sizes and Outcomes (2L Programs)

	Median	Average	% of Participants Receiving Offers	% of Offers Accepted	% of Offer Acceptees Who Spent Both Their 1L and 2L Summers at the Firm	% of Offer Acceptees Who Spent Both Their 1L and 2L Summers at the Firm and Were 1L Diversity Fellows	# of Offices
By NALP Region and City/State							
Northeast	11.0	24	99.3	91.5	6.5	4.6	78
Boston	5.5	10	98.0	92.2	9.0	7.9	20
New York City	14.5	30	99.4	91.4	6.2	4.2	56
Mid-Atlantic	5.0	9	92.9	83.9	12.1	8.7	79
Philadelphia	9.0	8	94.4	98.0	14.0	14.0	7
Washington, DC/ Northern VA area	6.0	11	92.4	80.9	11.7	7.6	49
Wilmington, DE	3.0	7	93.0	88.7	6.4	4.3	8
Southeast	4.0	5	96.8	90.0	39.7	13.1	100
Atlanta	3.0	6	100.0	95.3	17.1	14.6	7
Austin	3.0	4	97.4	91.9	41.2	17.6	9
Charlotte	3.5	4	97.0	87.5	25.0	21.4	8
Dallas	4.0	6	98.4	90.6	41.7	8.7	20
Houston	5.0	7	94.6	89.7	46.2	12.2	26
Miami/ Ft. Lauderdale/ W. Palm Beach	4.0	4	100.0	90.9	30.0	10.0	10
Other areas in Florida	1.0	2	100.0	100.0	14.3	7.1	9
Midwest	5.0	9	97.5	93.0	18.2	11.8	67
Chicago	5.5	13	98.0	91.2	13.5	9.4	32
Minneapolis	2.5	6	95.7	97.7	41.9	30.2	8
West/Rocky Mountain	3.0	4	97.4	94.0	14.4	10.8	140
Denver area	2.0	3	100.0	100.0	35.5	32.3	12
Los Angeles & Orange County	3.0	5	97.7	96.2	12.9	8.9	47
Salt Lake City	3.0	5	100.0	96.3	11.5	11.5	6
San Diego	3.5	3	93.8	96.7	17.2	10.3	10
San Francisco	2.5	5	96.3	92.2	10.9	6.7	28
Seattle	4.0	4	96.4	96.3	15.4	11.5	7
Silicon Valley	5.0	7	98.2	89.9	11.2	8.2	17

Note: Figures reflect participation by 6,639 students in the Class of 2025 during the summer of 2024. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. The number of employers reporting a summer program is shown in the last column. This table excludes survey respondents that did not host a summer program for 2Ls; however, it does include offices with summer programs that did not make any offers from the program or whose offer process was not complete as of November 1, 2024. Overall, firms reported that an offer decision had not been made for 0.7% of summer program participants. Firms also reported that 4.7% of 2Ls with offers had not responded or a response was still pending as of November 1, 2024. About three-quarters (74.4%) of those offers with a response pending were because the student had received a judicial clerkship offer. Average figures are rounded to the nearest whole number. Following the first section where overall and figures by firm size include both firm-wide and office-specific reporting, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. Office-specific information includes some instances of firms with most lawyers located in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office national firms consolidating two geographically adjacent offices into a single survey. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

Table 6. Summer 2024 Program Sizes (2L Programs)

	% of Offices in Each Program Size Range			Range of Program Sizes Reported:				Most Common Program Size (Mode) and % of Offices		# of Summer 2Ls	# of Offices
	1-3	4-9	10 or More	Min	5th Percentile	95th Percentile	Max	Mode	% of Offices with Program This Size		
Total — All Employers	36.2%	32.6%	31.1%	1	1	41	290	2	14.9%	6,639	549
FIRM-WIDE/MULTI-OFFICE REPORTS											
All Firm-Wide/ Multi-Office Reports	3.5	25.9	70.6	1	5	84	290	5	11.8	2,337	85
By Number of Lawyers Firm-Wide											
101-250	8.0	60.0	32.0	1	2	25	27	5	24.0	239	25
251-500	0.0	10.0	90.0	5	6	60	92	10	15.0	374	20
501-700	0.0	7.1	92.9	4	4	37	37	No figure reported more than twice		320	14
701-1,000	0.0	11.1	88.9	5	5	163	163	No figure reported more than twice		452	9
1,001+	0.0	18.8	81.3	5	5	290	290	No figure reported more than twice		949	16
OFFICE-SPECIFIC REPORTS											
All Office-Specific Reports	42.2	33.8	23.9	1	1	31	141	2	17.5	4,302	464
By Number of Lawyers Firm-Wide											
100 or Fewer	36.4	45.5	18.2	2	2	24	24	3	27.3	66	11
101-250	25.0	58.3	16.7	1	1	15	15	4	16.7	163	24
251-500	53.8	20.5	25.6	1	1	35	55	1, 2	20.5 each	296	39
501-700	59.2	26.8	14.1	1	1	18	119	1	22.5	498	71
701-1,000	38.6	33.3	28.1	1	1	35	96	2	21.1	370	57
1,001+	38.5	35.1	26.3	1	1	34	141	2	17.2	3,429	262

Note: Figures are based on offices/firms that reported at least one 2L summer associate for 2024. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. Office-specific information includes some instances of firms with most lawyers located in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office national firms consolidating two geographically adjacent offices into a single survey.

Table 7. Acceptance Rates from Summer 2024 Programs (2L Programs)
(percent of offices in each range of acceptance rates)

	Percent of Offices in Each Range of Acceptance Rates			Average Acceptance Rate	# of Offices
	Acceptance Rates				
	75% or Less	75.1-99.9%	100%		
Total – All Employers	10.5%	26.5%	63.1%	92.8%	544
By Number of Lawyers Firm-wide					
100 or Fewer	33.3	25.0	41.7	82.9	12
101-250	18.4	24.5	57.1	89.5	49
251-500	8.6	32.8	58.6	93.2	58
501-700	11.9	20.2	67.9	92.3	84
701-1,000	12.3	29.2	58.5	91.4	65
1,001+	7.6	26.8	65.6	94.1	276
By Number of Lawyers in Office					
25 or Fewer	10.2	4.1	85.7	95.0	49
26-50	11.8	2.5	85.7	94.8	119
51-100	11.7	18.8	69.5	92.6	128
101-250	9.7	25.7	64.6	93.8	113
251+	6.0	80.0	14.0	88.8	50
By NALP Region and City/State					
Northeast	2.3	45.3	52.3	93.4	86
Boston	0.0	31.6	68.4	95.7	19
New York City	3.6	51.8	44.6	92.2	56
Mid-Atlantic	16.3	25.0	58.8	90.4	80
Philadelphia	0.0	14.3	85.7	99.2	7
Washington, DC/Northern VA area	20.4	32.7	46.9	87.4	49
Wilmington, DE	12.5	25.0	62.5	92.7	8
Southeast	17.8	20.6	61.7	90.5	107
Atlanta	0.0	28.6	71.4	97.9	7
Austin	11.1	22.2	66.7	93.7	9
Charlotte	25.0	25.0	50.0	85.7	8
Dallas	15.0	15.0	70.0	92.2	20
Houston	19.2	26.9	53.8	89.7	26
Miami/Ft. Lauderdale/ W. Palm Beach	10.0	20.0	70.0	93.3	10
Other areas in Florida	0.0	0.0	100.0	100.0	9

(Continued on page 27)

Table 7. Acceptance Rates from Summer 2024 Programs (2L Programs)
(percent of offices in each range of acceptance rates)

	Percent of Offices in Each Range of Acceptance Rates			Average Acceptance Rate	# of Offices
	Acceptance Rates				
	75% or Less	75.1-99.9%	100%		
Midwest	5.4	23.0	71.6	95.4	74
Chicago	9.4	25.0	65.6	93.2	32
Minneapolis	0.0	12.5	87.5	97.5	8
West/Rocky Mountain	10.1	9.5	80.4	94.8	148
Denver area	0.0	0.0	100.0	100.0	12
Los Angeles & Orange County	6.7	11.1	82.2	96.1	45
Salt Lake City	16.7	0.0	83.3	95.8	6
San Diego	10.0	0.0	90.0	97.5	10
San Francisco	14.3	7.1	78.6	93.9	28
Seattle	14.3	0.0	85.7	96.4	7
Silicon Valley	17.6	17.6	64.7	91.6	17

Note: This table excludes offices that did not make any offers to their summer associates. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. The table also includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region and city-specific figures do not include offices/firms that submitted a composite survey for offices nationwide. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area. These figures reflect acceptance rates as of November 1, 2024. Firms reported that 4.7% of 2Ls with offers had not responded or a response was still pending as of November 1, 2024. About three-quarters (74.4%) of those offers with a response pending were because the student had received a judicial clerkship offer.



1L Participation in Summer Programs

Approximately 71% of offices reported that their summer 2024 program included one or more 1L (Class of 2026) students, and a few offices only hosted 1L students. These employers collectively employed 1,523 1L students, which is about 20 students fewer than were reported in 2023. For summer 2024, the overall median 1L summer program size was two students, and the average was four, the same as in summer 2023. (See Table 8.)

- Overall, 91% of these 1Ls received an offer from their firm to return for some or all of the summer 2025 program (as a 2L), a decline of one percentage point from summer 2023. However, the offer rate varied by city, with just 62% of 1Ls receiving an offer to return in the Denver area, compared to 100% of 1Ls in Philadelphia and Atlanta.
- In total, 75% of 1L return offers were accepted, up from 72% in 2023 — and the highest acceptance rate since NALP began tracking this figure in 2020. Acceptance rates also varied widely by location, with just 53% of all return offers accepted in Philadelphia, compared to 100% in Charlotte.
- Approximately 48% of summer 2024 1Ls were diversity fellows, down from about 57% in summer 2023.
- A smaller share of 1Ls were diversity fellows in the Southeast region, particularly in Texas firms where the percentage ranged from 15% in Dallas to 25% in Austin. However, 1L summer program class sizes tend to be larger in Texas offices, which may be a contribut-

ing factor to these lower diversity fellow rates. Further, the lower percentage of diversity fellows in Texas is consistent with rates that were below both the regional and national average in 2022 and 2023 summer programs as well. In contrast, Charlotte was an outlier in the Southeast, where nearly 92% of all 1L summer associates were diversity fellows.

- For the second time this year, NALP tracked the return offer and acceptance rates specifically for 1L diversity fellows. The offer rate for diversity fellows (90%) was slightly below that of 1Ls overall, but the acceptance rate was on par with the overall rate (75%). In 2023, the offer rate for diversity fellows was 92% and the acceptance rate was 74%.
- About 8% of offices reported that they conditioned 1L employment on a commitment to return for the 2L summer associate program at the firm, down from 11% of offices in 2023.
- Overall, 2.6% of all 1L summer associates received an associate offer directly out of the 1L summer program. In most years, this percentage is closer to 1%.
- For the 2024 survey, a new item was added about the length of time that 1Ls who accepted an offer would be returning to the firm in their 2L summer. In total, nearly 79% of 1Ls would be returning for the full 2L summer, 2% for at least half but not the full summer, and 9% for less than half of the summer. The return length was unknown as of November 1 for an additional 10.5% of 1Ls. (See Table 9.)

Table 8. Summer 2024 Program Class Sizes and Outcomes (1L Programs)

	Number of 1Ls		Outcomes for All 1Ls		Outcomes for 1L Diversity Fellows			# of Offices
	Median	Average	% of All 1Ls Receiving Offers to Return for Summer 2025	% of All 1Ls Accepting Offer to Return for Summer 2025	% of All 1Ls who were Diversity Fellows	% of All Diversity Fellows Receiving Offer to Return for Summer 2025	% of Diversity Fellows Accepting Offer to Return for Summer 2025	
Total – All Employers	2.0	4	90.7%	74.7%	48.3%	89.5%	75.0%	387
FIRM-WIDE/MULTI-OFFICE REPORTS								
All Firm-wide/ Multi-Office Reports	4.0	7	85.9	75.8	48.8	87.5	78.9	80
By Number of Lawyers Firm-Wide								
101-250	2.0	4	71.9	79.7	41.7	77.5	77.4	23
251-500	3.0	5	86.8	72.2	44.0	87.5	82.9	20
501-700	9.0	11	86.8	63.4	53.5	88.4	57.4	12
701-1,000	7.0	9	85.9	76.7	45.9	84.6	90.9	9
1,001+	8.0	12	92.5	83.9	52.9	92.4	88.2	15
By NALP Region								
Northeast	2.0	2	88.9	81.3	88.9	87.5	78.6	8
Southeast	15.0	14	71.0	78.9	26.0	69.2	83.3	7
Midwest	2.0	3	78.9	93.3	73.7	71.4	80.0	7
West/Rocky Mountain	2.0	2	82.6	94.7	78.3	77.8	100.0	10
OFFICE-SPECIFIC REPORTS								
All Office-Specific Reports	2.0	3	93.6	74.0	48.0	90.8	72.6	307
By Number of Lawyers Firm-Wide								
100 or Fewer	2.0	3	76.0	63.2	24.0	83.3	60.0	9
101-250	1.0	2	83.9	76.9	58.1	77.8	78.6	16
251-500	2.0	2	82.1	87.3	47.8	71.9	78.3	29
501-700	1.0	2	88.5	81.5	50.0	85.2	78.8	51
701-1,000	2.0	4	96.9	73.2	29.1	97.3	69.4	33
1,001+	2.0	3	96.5	71.7	52.3	94.0	71.4	169
By Number of Lawyers in Office								
25 or Fewer	1.0	1	77.4	79.2	61.3	73.7	78.6	24
26-50	1.0	2	81.6	71.4	50.5	71.2	70.3	60
51-100	2.0	2	93.5	76.5	42.5	91.2	78.3	89
101-250	2.0	4	94.5	72.1	49.1	91.4	68.9	90
251+	4.0	6	98.9	74.8	48.7	100.0	73.3	44

(Continued on page 30)

Table 8. Summer 2024 Program Class Sizes and Outcomes (1L Programs)

	Number of 1Ls		Outcomes for All 1Ls		Outcomes for 1L Diversity Fellows			# of Offices
	Median	Average	% of All 1Ls Receiving Offers to Return for Summer 2025	% of All 1Ls Accepting Offer to Return for Summer 2025	% of All 1Ls who were Diversity Fellows	% of All Diversity Fellows Receiving Offer to Return for Summer 2025	% of Diversity Fellows Accepting Offer to Return for Summer 2025	
By NALP Region and City/State								
Northeast	2.0	4	95.4	74.7	63.1	94.3	72.4	51
Boston	2.0	3	94.3	66.7	62.9	95.5	52.4	14
New York City	2.5	4	95.6	76.3	63.5	94.1	76.8	36
Mid-Atlantic	2.0	2	94.6	65.7	69.4	92.2	64.8	48
Philadelphia	4.0	4	100.0	52.6	89.5	100.0	47.1	5
Washington, DC/ Northern VA area	2.0	2	96.0	68.1	62.7	93.6	68.2	31
Southeast	3.0	5	93.5	80.6	27.4	87.0	86.3	70
Atlanta	3.0	3	100.0	76.5	64.7	100.0	81.8	5
Austin	3.0	5	91.7	75.8	25.0	88.9	75.0	8
Charlotte	2.0	2	66.7	100.0	91.7	63.6	100.0	7
Dallas	3.0	6	96.7	82.0	15.2	85.7	83.3	15
Houston	4.0	7	97.0	79.1	22.6	96.7	86.2	20
Miami/Ft. Lauderdale/W. Palm Beach	1.5	2	92.9	69.2	57.1	100.0	87.5	6
Midwest	2.0	3	93.9	66.9	50.7	93.3	64.3	55
Chicago	2.0	3	97.1	63.2	57.1	95.0	68.4	25
Minneapolis	1.5	3	90.9	60.0	50.0	81.8	66.7	8
West/Rocky Mountain	1.0	2	90.4	71.8	56.1	86.4	73.7	83
Denver area	1.0	1	61.5	75.0	92.3	58.3	85.7	9
Los Angeles & Orange County	1.0	2	97.6	73.2	59.5	96.0	66.7	27
San Diego	1.0	2	91.7	81.8	50.0	83.3	100.0	7
San Francisco	1.0	3	95.5	69.0	45.5	95.0	84.2	15
Silicon Valley	2.0	2	94.7	55.6	68.4	92.3	41.7	10

Note: Figures reflect 1,523 1L students in the Class of 2026 who participated in a summer 2024 program. The number of employers reporting that their summer program included 1Ls is shown in the last column and may include 1L programs specifically for diversity fellows and/or programs in cooperation with or sponsored by bar associations or similar organizations. The percentage of 1Ls receiving offers does not include a small number who received an offer for an associate position after their 1L summer. Approximately 2.6% of 1Ls were reported as receiving an associate offer. The number of offices figure includes a few offices that hosted summer programs for 1Ls only. Average figures are rounded to the nearest whole number. Following the overall total shown in the first line, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. Office-specific information includes some instances of firms with most lawyers in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office national firms consolidating two geographically adjacent offices into a single survey. These figures reflect acceptance rates as of November 1, 2024. Firms reported that 0.5% of 1Ls with offers had not responded or a response was still pending as of November 1, 2024.

Table 9. Length of 2L Summer Return (in Summer 2025) For Returning (Summer 2024) 1Ls
(percent of 1Ls returning in each 2L summer length category)

	Percentage of Students Returning For:				# of Offices
	Full 2L Summer	At Least Half of the 2L Summer, but not the Full Program	Less than Half of the 2L Summer	Unknown Return Length	
Total – All Employers	78.6%	1.7%	9.2%	10.5%	318
By Number of Lawyers Firm-Wide					
100 or Fewer	46.2	7.7	7.7	38.5	7
101-250	76.0	6.7	8.0	9.3	35
251-500	87.6	0.0	11.4	1.0	39
501-700	90.6	3.1	3.8	2.5	50
701-1,000	53.4	1.4	6.8	38.4	36
1,001+	81.2	0.9	11.3	6.6	151
By Number of Lawyers in Office					
25 or Fewer	73.7	0.0	21.1	5.3	15
26-50	78.3	5.0	6.7	10.0	38
51-100	90.2	0.7	3.3	5.9	74
101-250	89.3	0.4	2.7	7.6	78
251+	62.3	2.0	17.6	18.1	40
By NALP Region and City/State					
Northeast	69.1	2.6	19.1	9.2	48
Boston	77.3	4.5	18.2	0.0	11
New York City	65.5	2.6	19.8	12.1	28
Mid-Atlantic	74.6	1.4	16.9	7.0	39
Philadelphia	80.0	0.0	0.0	20.0	5
Washington, DC/Northern VA area	67.3	2.0	24.5	6.1	25
Southeast	81.6	2.3	2.3	13.9	67
Atlanta	92.3	0.0	7.7	0.0	5
Austin	84.0	0.0	0.0	16.0	7
Charlotte	62.5	0.0	37.5	0.0	6
Dallas	79.5	0.0	0.0	20.5	13
Houston	74.5	2.0	0.0	23.5	19
Midwest	91.6	0.0	4.7	3.7	53
Chicago	93.0	0.0	7.0	0.0	21
Minneapolis	100.0	0.0	0.0	0.0	6
West/Rocky Mountain	83.3	0.8	9.2	6.7	70
Los Angeles & Orange County	86.7	0.0	6.7	6.7	18
San Diego	88.9	0.0	11.1	0.0	7
San Francisco	86.2	0.0	10.3	3.4	13
Silicon Valley	70.0	10.0	20.0	0.0	8

Note: This table includes offices that hosted a 1L summer program in 2024 and at least one student accepted an offer to return for the 2L summer program in 2025. Overall, 1,031 1L students in the Class of 2026 accepted an offer to return in summer 2025 for the 2L summer program. The table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region and city-specific figures do not include offices/firms that submitted a composite survey for offices nationwide. These figures reflect return length status as of November 1, 2024.



2025 Recruiting Activity



Recruiting Methods

For the second year, NALP queried offices about the methods that were utilized to recruit students for 2L summer associate programs. A total of 546 offices reported recruiting 2L students, along with the recruiting methods that were used. While OCI was the most prevalent recruiting method in 2023, reported by 93% of all offices, direct application became the most popular in 2024, with 91% of offices utilizing it. OCI was second most popular in 2024, reported by 82% of offices, followed by resume collects (72%). (See Table 10.)

- By firm size, offices in firms of 251-500 lawyers were least likely to report utilizing OCI (68% of offices), while firms of 101-250 lawyers were most likely to recruit via this method (94% of offices). The largest firms of more than 1,000 lawyers were most likely to recruit via law school early interview programs (60% of offices), while firms of 100 or fewer lawyers were the least likely to do so (33% of offices).

- Regionally, offices in the Mid-Atlantic (67% of offices) and Northeast (62% of offices) regions were the most likely to utilize law school early interview programs for recruiting, while offices in the Southeast (37% of offices) were least likely to recruit via this method.

Approximately 18% of offices utilized non-interview assessment tools, such as competency or psychometric assessments, in the recruiting process for 2L summer associates. This figure has remained consistently low, only ranging from 12-18% of employers since NALP began tracking the metric in 2020. (See Table 11.)

- Large firms of more than 1,000 lawyers (25% of offices) and offices in the West/Rocky Mountain region (23% of offices) were somewhat more likely to report using non-interview assessment tools in the recruiting process.

Table 10. Methods Utilized by Employers to Recruit and Interview 2L Students for 2025 Summer Associate Positions

	Percentage of Offices/Firms Using Each Recruiting Method								# of Offices
	Law School On-Campus Interview Program (e.g., OCI) ^a	Law School Early Interview Program ^b	Law School Resume Collect	Direct Application	Job Fairs/ Career Conferences	Internal Referrals	Client Referrals	Other ^c	
Total – All Employers	82.4%	50.4%	71.8%	91.4%	54.6%	56.8%	37.7%	5.9%	546
By Number of Lawyers Firm-Wide									
100 or Fewer	83.3	33.3	83.3	91.7	66.7	41.7	25.0	0.0	12
101-250	94.0	42.0	66.0	80.0	60.0	52.0	38.0	6.0	50
251-500	68.3	42.9	65.1	88.9	52.4	49.2	31.7	7.9	63
501 -700	84.1	37.8	59.8	84.1	57.3	68.3	50.0	2.4	82
701-1,000	84.4	43.8	81.3	96.9	73.4	79.7	59.4	3.1	64
1,001+	82.5	59.6	75.3	94.9	51.6	51.3	30.9	7.3	275
By Number of Lawyers in Office									
25 or Fewer	53.7	24.1	53.7	83.3	51.9	31.5	24.1	1.9	54
26-50	71.4	37.0	62.2	90.0	46.2	47.1	33.6	3.4	119
51-100	84.0	45.6	76.0	92.8	55.2	50.4	31.2	5.6	125
101-250	90.3	64.6	77.0	92.0	54.9	62.8	34.5	7.1	113
251+	100.0	92.0	86.0	98.0	56.0	72.0	56.0	6.0	50
By NALP Region and City/State									
Northeast	89.0	61.5	76.9	90.1	52.7	63.7	44.0	7.7	91
Boston	81.8	54.5	72.7	95.5	68.2	40.9	31.8	9.1	22
New York City	94.8	74.1	81.0	91.4	44.8	72.4	53.4	6.9	58
Mid-Atlantic	86.8	67.1	76.3	94.7	52.6	55.3	36.8	3.9	76
Philadelphia	100.0	71.4	85.7	85.7	42.9	57.1	42.9	14.3	7
Washington DC/ Northern VA area	97.8	77.8	82.2	97.8	55.6	66.7	44.4	4.4	45
Wilmington, DE	62.5	62.5	62.5	75.0	100.0	25.0	12.5	0.0	8
Southeast	75.5	37.3	66.4	83.6	51.8	53.6	26.4	6.4	110
Atlanta	66.7	44.4	55.6	88.9	55.6	44.4	22.2	0.0	9
Austin	70.0	0.0	60.0	70.0	50.0	30.0	20.0	0.0	10
Charlotte	87.5	37.5	50.0	75.0	50.0	75.0	0.0	12.5	8
Dallas	85.0	45.0	65.0	85.0	70.0	50.0	15.0	5.0	20
Houston	69.2	38.5	73.1	80.8	53.8	46.2	30.8	3.8	26
Miami/Ft. Lauderdale/ W. Palm Beach	69.2	53.8	76.9	100.0	30.8	53.8	23.1	0.0	13
Other areas in Florida	87.5	50.0	62.5	75.0	50.0	75.0	75.0	25.0	8

(Continued on page 35)

Table 10. Methods Utilized by Employers to Recruit and Interview 2L Students for 2025 Summer Associate Positions

	Percentage of Offices/Firms Using Each Recruiting Method								# of Offices
	Law School On-Campus Interview Program (e.g., OCI) ^a	Law School Early Interview Program ^b	Law School Resume Collect	Direct Application	Job Fairs/ Career Conferences	Internal Referrals	Client Referrals	Other ^c	
Midwest	75.7	41.4	67.1	90.0	64.3	47.1	34.3	4.3	70
Chicago	83.9	51.6	67.7	93.5	71.0	58.1	41.9	3.2	31
Minneapolis	50.0	12.5	87.5	100.0	75.0	50.0	25.0	0.0	8
West/Rocky Mountain	80.0	46.0	69.3	96.0	48.0	50.0	34.7	4.7	150
Denver area	50.0	30.0	30.0	100.0	30.0	60.0	30.0	0.0	10
Los Angeles & Orange County	82.0	48.0	78.0	98.0	28.0	48.0	34.0	6.0	50
Salt Lake City	71.4	0.0	42.9	85.7	28.6	42.9	14.3	0.0	7
San Diego	66.7	33.3	88.9	100.0	66.7	55.6	33.3	0.0	9
San Francisco	91.7	75.0	83.3	100.0	75.0	54.2	45.8	4.2	24
Seattle	85.7	0.0	57.1	100.0	28.6	42.9	28.6	0.0	7
Silicon Valley	82.4	58.8	76.5	94.1	82.4	52.9	41.2	11.8	17

Notes: Figures are based on a total of 546 offices/firms that recruited in 2024 for a 2L 2025 summer associate program and responded to the question regarding recruitment methods. The table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region. Percentages add up to more than 100% across the recruitment methods because offices could select all methods that apply. Specific city information may include a few offices in suburban locations; however, city figures do not include offices that submitted a single composite survey to cover recruiting activity in multiple cities nationwide. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

^a Law school on-campus interview programs are what may be considered as traditional and more formally structured OCI programs in which interviews are organized by the law school, regardless of whether they take place in-person or virtually.

^b The format of law school early interview programs may vary by school, but typically these programs are less structured than traditional OCI programs, firms may be responsible for organizing interviews, and these programs often take place prior to the traditional OCI program at a school. This category also includes instances where an office may have signed up for OCI and received a list of candidates, but ultimately interviewed these students prior to the law school's OCI program.

^c Examples of "other" include candidates seen as 1Ls but not offered or did not accept a 1L position, pipeline programs, firm or school hosted events, mentoring programs, student ambassador programs, LinkedIn campaigns, and AI predictive tools.

Table 11. Prevalence of the Use of Non-Interview Assessment Tools in the Recruiting Process for Summer 2025 2L Programs

	% of Offices/Firms Reporting Use of Non-Interview Assessment Tools	# of Offices
Total – All Employers	18.1%	546
By Number of Lawyers Firm-Wide		
100 or Fewer	8.3	12
101-250	18.0	50
251-500	15.9	63
501-700	3.7	81
701-1,000	12.7	63
1,001+	24.5	277
By NALP Region		
Northeast	19.1	89
Mid-Atlantic	17.1	76
Southeast	17.1	111
Midwest	14.3	70
West/Rocky Mountain	22.5	151

Note: Figures are based on a total of 546 offices/firms that responded to the question regarding the use of non-interview assessment tools. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.



Hiring for Summer 2025

For the first time in the 2023 survey, NALP disaggregated recruiting that took place via OCI from recruiting via all other methods. In 2024, due to the rise in the number of law school early interview programs, a third category of recruiting was added, and employers were asked to provide information on their recruiting via OCI, EIP, and all other recruiting methods outside of a law school interview program. In several portions of this section, overall recruiting outcomes are reported in one table, and then outcomes specific to each of the three main recruiting categories follow in subsequent tables.

Below are the definitions used for each of the three recruiting categories:

OCI: This is what may be considered as a traditional and more formally structured OCI program in which interviews are organized by the law school, regardless of whether they take place in-person or virtually.

Early Interview Program (EIP): The format of these programs may vary by school, but typically these programs are less structured than traditional OCI programs, firms may be responsible for organizing interviews, and these programs often take place prior to the traditional OCI program at a school. This category also includes instances where an office may have signed up for OCI and received a list of candidates, but ultimately interviewed these students prior to the law school's OCI.

Recruiting Outside of a Law School Interview Program: Includes any additional methods not listed above, including, but not limited to, direct application, job fairs/ career conferences, resume collects, and referrals.

OCI School Visits

In 2024, 394 responding offices participated in at least one law school OCI program and reported the number of schools visited. Nationwide, the median number of schools at which employers recruited was six, down from a median of eight schools in 2023. Consistent with that decline, most offices (60%) that participated in OCI reported that they recruited from fewer schools compared to the previous recruiting cycle. An additional 22% recruited at the same number of schools and just 18% increased their OCI participation (See Tables 12-13.)

- By firm size, medians ranged from participation in four to six school OCI programs. For smaller offices, regardless of overall firm size, the median was typically three or fewer schools.
- Offices in firms of 100 or fewer lawyers were most likely to have made no change (60% of offices) to their OCI school visit figures compared to the previous recruiting cycle, while firms of more than 1,000 lawyers were the most likely to decrease their OCI school visits (71% of offices).
- On a regional basis, the median number of schools visited also ranged from four to six schools. Offices in the Northeast region were the most likely to report a decrease in the number of schools that they visited (69% of offices), but there was less differentiation among those reporting no change or an increase in school visits.
- By city, the median number of OCI school visits ranged from two schools in Seattle to 11 schools in Wilmington, DE.

Job Fair/Career Conference Participation

Overall, 294 offices reported participation in job fairs/career conferences in 2024. Half (50%) attended the same number of fairs in 2024 as compared to 2023, while 39% decreased their participation, and 12% increased their participation. Small offices, regardless of firm size, typically participated in just one or two job fairs. (See Tables 14-15).

- On a regional basis, offices in the Northeast were slightly more likely to increase their job fair participation (17% of offices), while offices in the Southeast were most likely to decrease (46% of offices) their job fair participation, and offices in the Mid-Atlantic region had the most stable job fair participation figures (63% of offices). Offices in the Mid-Atlantic were also most likely to report participating in just one job fair (59% of offices), while offices in the Southeast and Midwest were most likely to participate in three or more job fairs (36% of offices).

OCI Screening Interview Activity

Three-quarters (75%) of offices that recruited via OCI reported a decline of more than 10% in the number of OCI screening interviews that were conducted in 2024 as compared to 2023, and in 36% of offices that decrease exceeded 50%. An additional 12% of offices reported stable screening interview figures that increased or decreased by 10% or less, and just 14% reported an increase of more than 10% in their OCI screening interviews. (See Table 16.)

- These distributions varied considerably by firm size and region. For example, offices in the largest firms of more than 1,000 lawyers were the most likely to report a decrease of more than 10% in their screening interviews (82% of offices), while offices in firms of 501-700 lawyers were the most likely to report an increase of more than 10% in screening interviews (28% of offices). Regionally, offices in the Mid-Atlantic region reported the highest incidence of decreasing OCI screening interviews (89% of offices).
- By city, offices in Philadelphia were most likely to report conducting a smaller number of OCI screening interviews in 2024 (100% of offices), as compared to 50% of offices in Austin and Seattle.

In terms of the format of screening interviews, virtual screening interviews were the norm. Most offices (69%) reported that all of their OCI screening interviews were conducted virtually. An additional 28% conducted a mix of both in-person and virtual screening interviews, while fewer than 3% conducted all screening interviews in-person. (See Table 17.)

- By firm size, offices in firms of 100 or fewer lawyers were most likely to host all of their screening interviews virtually (80% of offices), while offices in firms of 101-250 lawyers were most likely to use a mix of both in-person and virtual screening interviews.
- By region, offices in the Northeast region were the most likely to report that all of their screening interviews were conducted virtually (89% of offices), compared to just 45% of offices in the Southeast. Since the onset of the COVID-19 pandemic, offices in the Northeast have consistently had the highest rates of virtual OCI interviews, while offices in the Southeast have had the lowest.

Format of OCI Callback Interviews

While most firms conducted all of their screening interviews virtually, just 29% of offices reported that all of their OCI callback interviews were virtual in format. Half (50%) conducted a mix of both in-person and virtual callback interviews, and another 21% of offices conducted all of their callbacks in-person. (See Table 18.)

- As with screening interviews, these distributions varied by firm size and region. Offices in firms of 251-500 lawyers were most likely to report that all of their callbacks took place virtually (43% of offices), while just 2% of offices in firms of 701-1,000 lawyers utilized a solely virtual format. Offices in firms of 101-250 lawyers were most likely to report conducting all of their callbacks in-person (39%).
- Regionally, offices in the Northeast were once again the most likely to report that they conducted all of their callbacks virtually (38%), while just 18% of offices in the Southeast reported that all of their callbacks were virtual. Atlanta had the highest share of offices reporting that they conducted all callbacks in-person

(60% of offices), while just 4% of offices in Chicago only utilized in-person callbacks.

Yields on OCI Screening Interviews

Information on OCI screening interview numbers was used to link, where possible, screening interview figures with outcomes later in the recruiting process. These analyses, based on 369 offices that reported both sets of figures (screening interview numbers and callback outcomes) for the same office or offices, show that 25% of screening interviews resulted in a callback invitation, and that just under 4% resulted in an accepted summer associate offer. This means that, on average for OCI, about 26 screening interviews were needed to result in one accepted offer. For comparison, during the 2023 recruiting cycle for summer 2024 programs, about 30% of OCI screening interviews resulted in a callback invitation, 5% resulted in an accepted summer associate offer, and approximately 22 screening interviews were required to result in one accepted offer. (See Table 19.)

- By firm size, fewer screening interviews were needed to result in one accepted offer in firms of 500 or fewer lawyers, where approximately 19-20 screening interviews were necessary. That compares to 33 screening interviews in a firm of more than 1,000 lawyers.
- Regionally, fewer screening interviews were needed to result in one accepted offer in the Southeast (25), and the highest number of screening interviews were needed in the Midwest and West/Rocky Mountain regions (33).

Early Interview Program (EIP) Participation

In 2024, 246 responding offices participated in at least one law school EIP and reported the total number of school programs that they participated in. Nationwide, the median number of schools at which employers recruited via EIP was three, and more than three-quarters (76%) of employers reported participating in more EIPs in 2024 as compared to the 2023 recruiting cycle. An additional 12% of offices reported participating in fewer programs and 12% participated in the same number of programs. (See Table 20.)

- By firm size, medians ranged from participation in two to four EIPs. Offices in firms of 701-1,000 lawyers were most likely to report an increase (92% of offices) in the number of schools at which they recruited via EIP.

- On a regional basis, the median number of schools visited ranged from one in the Midwest to six in the Northeast. By city, offices in New York City reported the highest overall median of seven schools.
- Offices in the West/Rocky Mountain region were the most likely to report an increase in EIP participation over the previous year (83% of offices), but there was less differentiation among those reporting no change or a decrease in school visits.

EIP Screening Interview Activity

The majority (58%) of offices that recruited via EIP reported an increase of more than 10% in the number of EIP screening interviews that they conducted in 2024 as compared to 2023, and in 47% of offices that increase exceeded 50%. An additional 15% of offices reported stable screening interview figures that increased or decreased by 10% or less, and 27% reported a decrease of more than 10% in their EIP screening interviews. (See Table 21.)

- Most early interview program activity was concentrated in the largest firms, but regionally there were some variations. Offices in the West/Rocky Mountain region were most likely to report an increase in their EIP screening interviews (67% of offices), while offices in the Southeast were least likely to report an increase (36%).

In terms of the format of EIP screening interviews, virtual screening interviews were the norm, with more than 85% of offices reporting that all of their EIP screeners took place virtually. An additional 12% conducted a mix of both in-person and virtual screening interviews, while 3% conducted all EIP screening interviews in-person. (See Table 22.)

- By firm size, offices in firms of 101-250 lawyers were somewhat more likely to report that all of their screening interviews took place in-person (12% of offices).
- Regionally, offices in the Mid-Atlantic region were the most likely to report that all of their screening interviews were conducted virtually (91% of offices), with all offices in Philadelphia reporting entirely virtual screeners.

Format of EIP Callback Interviews

While most firms conducted all of their screening interviews virtually, just 34% of offices reported that all of their EIP callback interviews took place virtually. An additional 43% conducted a mix of in-person and virtual callback interviews, and 23% of offices conducted all of their callbacks in-person. (See Table 23.)

- As with screening interviews, these distributions varied by factors such as firm size and region. Offices in the largest firms of more than 1,000 lawyers were most likely to report that all of their callbacks took place virtually (41% of offices), while just 6% of offices in firms of 101-250 lawyers utilized a solely virtual format. Offices in firms of 101-250 lawyers were most likely to report conducting all of their callbacks in-person (53%).
- Regionally, offices in the Midwest were most likely to conduct all of their callbacks virtually (48% of offices), while the Southeast region had the highest share of offices conducting all in-person callbacks (46%). Dallas had the highest share of offices that conducted all in-person callbacks (56% of offices), while none of the offices in the Miami area and Silicon Valley reported solely utilizing in-person callback interviews.

Yields on EIP Screening Interviews

Information on EIP screening interview numbers was used to link, where possible, screening interview figures with outcomes later in the recruiting process. These analyses, based on 172 offices that reported both sets of figures (screening interview numbers and callback outcomes) for the same office or offices, show that 52% of screening interviews resulted in a callback invitation, and that just under 10% resulted in an accepted summer associate offer. This means that, on average for EIP, about 10 screening interviews are needed to result in one accepted offer. That compares to about 26 screening interviews for OCI recruiting. (See Table 24.)

- Firms with 101-250 lawyers required more screening interviews to secure an accepted offer, with an average of 20 — roughly twice the overall number.
- There was less regional variation, except in the Southeast, where 22 screening interviews were needed to result in one accepted offer.

Recruiting Activity Outside of Law School Interview Program

For interviewing that took place outside of a law school interview program — which can include methods such as direct application, resume collects, job fairs, and referrals — half of all offices (50%) reported an increase of more than 10% in the number of candidates interviewed. Nearly one-third (32%) reported an increase of more than 50% in their candidate interviews. Offices were asked to report the total number of candidates interviewed rather than the number of screening interviews conducted because some offices may only conduct one interview (rather than two) for some or all of the candidates that they interviewed via these methods. An additional 32% of offices reported a decrease of more than 10% in their interviews, and 18% had fairly stable figures. (See Table 25.)

- By firm size, offices in firms of 701-1,000 lawyers were most likely to report an overall increase in the number of candidates interviewed outside of a law school interview program (64% of offices).
- Regionally, the Mid-Atlantic had the highest share of offices reporting an increase in the number of candidates interviewed outside of a law school interview program (62% of offices), while the Southeast had the largest percentage that reported a decrease (43% of offices).

Format of Final Round Interviews That Took Place Outside of a Law School Interview Program

Since not all firms conduct both a screening and callback interview as part of their non-law school interview program recruiting, offices were asked to report the format of their final round interviews for this category of recruiting. The share of offices that conducted their final round interviews virtually was similar to the OCI and EIP callback information reported in Tables 18 and 23.

Overall, 34% of offices reported that all of their final rounds took place virtually (as compared to 29% for OCI callbacks and 34% for EIP callbacks). More than half (52%) of offices reported a mix of both in-person and virtual final round interviews, and 15% conducted all of their final round interviews in-person. (Table 26).

- By firm size, offices in firms of 251-500 lawyers were the most likely to have conducted all final round interviews virtually (43% of offices), while firms of 100 or fewer lawyers were the most likely to conduct them all in-person (50% of offices). Regionally, there were fewer variations by format.

Yields on Callback Invitations

Across all recruiting methods (via OCI, EIP, and all other recruiting methods), 531 offices reported extending a total of 30,289 callback invitations to 2L students. Approximately 80% of these invitations were accepted, 13% were declined or never responded to, and 7.5% were accepted but then canceled. At the next stage of the recruiting process, 39% of callback invitations resulted in a summer associate offer, and 19% resulted in an accepted offer. This means that, on average, about five callback invitations were needed to obtain one accepted offer. (See Table 27.)

- Fewer invitations were needed in the Midwest region (four), while offices in the Northeast and Mid-Atlantic regions required the most (six). Firms of 100 or fewer lawyers also required more invitations as compared to larger firms.
- Figures for cities ranged from three callback invitations needed in Salt Lake City to seven needed in Wilmington, DE.

Table 28 presents similar data, but for OCI recruiting only. Collectively, 403 offices reported extending 9,210 callback invitations via OCI. Compared to the overall recruiting figures presented in Table 27, a slightly lower percentage of OCI callback invitations, 78%, resulted in a callback interview. Likewise, a smaller share, 30%, resulted in a summer associate offer, and 16% resulted in an accepted offer. This means that on average, more than six OCI callback invitations were needed to result in one accepted offer.

For EIP recruiting, 250 offices reported a total of 5,510 callback invitations. The yield on those callback invitations was slightly below the overall figure, with 79% resulting in a callback interview. However, a larger share, 43%, resulted in an offer, with 17% resulting in an accepted offer. Similar to OCI, on average, about six callback invitations were required to result in an accepted offer. However, for firms of 101-250 lawyers, that figure was higher, at eight offers needed.

For all other recruiting outside of a law school interview program, 487 offices reported a total of 15,569 callback invitations. The yield for offers made via these recruiting methods was higher, with approximately 81% resulting in a callback interview, 41% resulting in a summer associate offer, and 21% resulting in an accepted offer. This means that, on average, fewer than five callback invitations were necessary to result in an accepted offer via these recruiting methods. (See Table 30.)

- In firms of 100 or fewer lawyers, nearly eight callbacks were needed to result in an accepted offer, while that figure was closer to five callbacks across all other firm sizes.
- Regionally, about four callbacks were necessary to result in an accepted offer in the Southeast and Midwest, while nearly six were needed in the Mid-Atlantic region.

Across all recruiting methods (OCI, EIP, and all other methods), 543 offices reported extending a median of 21 callback invitations to 2L students, with an average of 57 callback invitations. During the previous recruiting cycle in 2023, the median was 25 and the average was 61 callbacks. The 2024 figures are based on offices that interviewed at least one 2L student, even if the process ended with no offers being made, or none had been extended as of November 1, 2024. (See Table 31.)

- For offices that could provide individual office-level data in 2024, the median number of callback invitations extended was 18 and the average was 46, down from a median of 21 and an average of 49 in 2023. However, these figures varied considerably by office size, with small offices of 25 or fewer lawyers reporting a median of 5.5 and an average of seven invitations, as compared to a median of 129 and an average of 216 callback invitations in offices of more than 250 lawyers in 2024.
- Regionally, the average and median number of invitations per office were, by far, the highest in the Northeast, with figures that were about two to three times higher than that of the region with the next largest figures, the Mid-Atlantic region.

Overall, 49% of callback interviews resulted in an offer, with a median of six offers and an average of 22 offers. The offer rate of 49% is the highest across the more than 30 years in which NALP has been tracking offer rates. For employers reporting individual office-level information, the median was five offers and the average was 18. The overall median of six is the lowest on record. This historically low median is an indicator that the 2024 recruiting cycle remained softer than is typical, but it may also be influenced by the record high acceptance rate — which means that fewer offers were necessary in order for offices to fill their summer program.

The offer rate for the 2024 recruiting cycle (49%) increased by three percentage points compared to the 2023 recruiting cycle when it was 46%, but is still below recent historical norms in which offer rates have typically hovered in the low 50s over much of the past decade — another indicator that firms were still taking a conservative approach to their entry-level recruiting in 2024.

- For offices reporting office-specific information, the percentage of callback interviews resulting in an offer was lowest for offices in the Southeast region (41%) and highest in the Northeast (53%). Offices in the Southeast also made the fewest offers, with a median of three offers and an average of five. This compares with a median of 18.5 offers and an average of 56 in the Northeast, which had the highest figures, and which was largely driven by the New York City market.
- Some cities and states departed from their regional norm with respect to offers made. For example, offices in Houston and Silicon Valley had relatively high offer rates compared to their regions as a whole, whereas the opposite was true in several cities, including Boston, Minneapolis and the Denver area. Offer rates ranged from 28% in locations in Florida outside of the Miami area to nearly 54% in New York City. Some of these variations reflect differences in the firm sizes and recruiting methods typical for these areas.

Overall, 49% of offers were accepted, which is an increase of two percentage points from the 2023 recruiting cycle, and the highest acceptance rate recorded in the more than 30 years that NALP has been tracking this information. Since the 2021 recruiting cycle, the acceptance rate has grown by 12

percentage points. Typically when the offer rate increases, as it did in 2024, the acceptance rate historically has declined. Thus, it was unusual to see a rise in the acceptance rate this year. This increase may reflect the changing nature of recruiting, with the 2024 cycle being the first year in which most recruiting occurred outside of OCI; and therefore, it is possible that trends in offer and acceptance rates may look different than historical norms moving forward.

- By firm size, firms of 100 or fewer lawyers had the lowest overall acceptance rate, at 41%, whereas firms of 101-250 lawyers had the highest (58%).
- For office-specific submissions, a larger percentage of offers made by smaller offices of 25 or fewer lawyers were accepted (65%), as compared to large offices of more than 250 lawyers (42%).
- Regionally, offices in the Southeast had the highest percentage of accepted offers (60%) while acceptance rates were lowest in the Northeast (41%). Acceptance rates varied considerably by city, with 83% of offers accepted in the Denver area, compared to just 39% in New York City.

For offers that resulted from OCI recruiting, the median number of offers made was three and the average was six. The OCI offer rate was 10 points lower than the overall rate, at just 39%, and the acceptance rate to those offers was higher than the overall figure, at 51% for OCI recruiting. (See Table 32.)

As it related to EIP recruiting, the median number of offers made was two offers and the average was nine. Offer rates were the highest across all recruiting methods, at 55% for EIP recruitment, while the acceptance rate to those offers was the lowest amongst all methods, at 40%. (See Table 33.)

Offer figures were the highest for all other recruiting that took place outside of a law school interview program, with a median of four offers extended and an average of 13. Both the offer rate and acceptance rate were at 51%. However, acceptance rates varied widely by firm size, ranging from 37% in firms of 100 or fewer lawyers to 60% in firms of 101-250 lawyers. By office size, acceptance rates were highest in the smallest offices of 25 or fewer lawyers (72%) and lowest in large offices of more than 250 lawyers (45%). By geographic

market, acceptance rates ranged from 42% in New York City to 80% in the Denver area. (See Table 34.)

Offers for Summer 2025 Programs

As is the case with summer program sizes, the average or median number of offers extended for the summer program can conceal a wide range of offer numbers, from 0 in a few offices that interviewed 2L students and ultimately made no offers, to a maximum of 538 offers being made across all recruiting methods. (See Table 35.)

- The most common (the mode) number of offers extended was three, with this figure reported by 10.5% of offices. One-third of offices (33%) made three or fewer offers, 40% made 4-15 offers, and 27% made more than 15 offers.
- For offices that were able to report individual office-level data, the maximum number of offers made by a single office was 538.

For offers made via OCI alone, the range was anywhere from 0 to 147 offers, with the largest single-office figure of 85 offers. About 61% of employers made three or fewer OCI offers, 24% made 4-10 OCI offers, and 15% made more than 10 offers. (See Table 36.)

For EIP recruiting, the range was somewhat larger, with employers reporting anywhere from 0 to 197 offers. The largest offer figure reported for a single office was 134. About two-thirds of employers (67%) reported making three or fewer EIP offers, 16% made 4-10 EIP offers, and 17% made more than 10 offers. (See Table 37.)

A range of 0 to 465 offers was reported for offers made via recruiting that took place outside of a law school interview program, and the largest individual office figure was 392 offers. Just under half (49%) of employers made three or fewer offers outside of a law school interview program, 27% made 4-10 offers, and 23% made more than 10 offers. (See Table 38.)

Acceptance Rates Per Office

A different perspective on recruiting outcomes is provided by exploring the distribution of acceptance rates for each of the

offices that reported making offers in 2024 for summer 2025 programs. This analysis gives equal weight to each office, whereas the previous analyses in Tables 31-34 were based on total offer volume across all offices. In this analysis, a small office of 25 or fewer lawyers is given equal weight to a large office of more than 250 lawyers.

When grouping offices according to their individual acceptance rates (for all offers made, regardless of recruiting method), 12% of offices reported acceptance rates of less than 35%, 38% reported acceptance rates between 35%-60%, and 50% reported acceptance rates of more than 60%. The average acceptance rate on a per office basis was 63.5% (See Table 39.)

- Offices of 25 or fewer lawyers more frequently reported acceptance rates above 60%, as did offices in the Southeast region. At the city level, average acceptance rates were highest in the Denver area (90%) and lowest in the Washington, DC/Northern Virginia area (50%). At least 80% of offices reported an acceptance rate above 60% in Dallas, the Denver area, the Miami area, and Salt Lake City.

The average acceptance rate was somewhat lower (61.5%) for offers made via OCI as compared to the overall average acceptance rate of 63.5%. For OCI offers, 24% of offices reported an acceptance rate below 35%, 24% reported an acceptance rate of 35-60%, and 52% reported an acceptance rate above 60%. (See Table 40.)

For EIP recruiting, the average acceptance rate (48%) was significantly lower as compared to both the overall and OCI averages. Overall, 42% of offices reported an EIP offer acceptance rate below 35%, 26% reported an acceptance rate of 35-60%, and just 33% reported an acceptance rate above 60%. (See Table 41.)

Across the three main recruiting categories, the average acceptance rate was highest for recruiting that took place outside of a law school interview program (64%). In total, 14% of offices reported an acceptance rate of less than 35%, 37% reported an acceptance rate of 35-60%, and nearly half (49%) reported an acceptance rate of more than 60%. (See Table 42.)

Timing of Offers

For the second consecutive year, the survey tracked the timing of summer associate offers, and in 2024, offers were extended significantly earlier. During the 2023 recruiting cycle, August was still the most popular month, accounting for 52% of all offers, and an additional 45% of offers were made in July 2023 or earlier. However, during the 2024 recruiting cycle, July became the most popular offer month (45% of offers), followed by June (30%), and then August (20%). In 2024, 78% of all offers were made prior to August. For the 2024 cycle, offer timing data was reported for 11,269 offers, or 96% of all offers made. (See Table 43.)

- August was still the most popular offer month in firms of 101-250 lawyers, accounting for 53% of offers; while just 14% of all offers made by firms of more than 1,000 lawyers occurred during August.
- Regionally, the Northeast had the highest share of offers that were made in June or earlier (43%), while just 16% of offers in the Southeast were made during this same period.

Not surprisingly, timing data varied greatly by recruiting method, and 2024 OCI offers were much more likely to be made in August (57% of offers). An additional 41% of OCI offers were made in July or earlier, and 2.5% were made in September or later. (See Table 44.)

- Regionally, more than two-thirds of OCI offers were made in August in the Southeast and Midwest, while just 46% of OCI offers in the Mid-Atlantic region were made in August. These differences may reflect the different timelines for when schools host OCI programs.

For EIP offers, July accounted for the majority of offers made (61%), while 36% of offers were made in June or earlier, and 4% were made in August or later. (See Table 45.)

- In the Northeast, about 43% of EIP offers were made prior to July, while just 10% of EIP offers in the Southeast were made during this same period.

Offers made outside of a law school interview program tended to be extended earlier, with nearly half (45%) made prior to July. July was also popular, accounting for 43% of offers, and about 11% of offers were made in August or later. (See Table 46.)

- For offers made outside of a law school interview program, offices in the Northeast reported the highest percentage of June or earlier offers (57% of offers). In the Southeast region, just 27% of offers were extended this early.

Timing of Student Responses to Offers

Information on the timing of student responses to these offers is presented in Table 47, which includes data on 10,719 offers for which response timing was reported. Overall, 74% of responses were received within 14 days, up from 70% of responses during the 2023 recruiting cycle. In 2024, the largest share of responses came within 8-14 days (36%). Beyond the first two week window, another 17% of responses were received within 15-22 days, and 8% of responses came in after 22 days.

- By firm size, firms of 101-250 lawyers received the highest percentage of responses within 14 days (85%), while firms of 100 or fewer lawyers received the lowest percentage of responses within this period (64%).
- Regionally, the Northeast had the smallest share of offer responses received in the first two weeks (63%), while the Southeast had the largest (91%). This regional difference in the timing of student responses may reflect regional differences in the timing of offers. Firms making early offers, as is most common in the Northeast, may be more likely to offer a longer window of time for students to respond to those offers.

As with the timing of offers, there were differences in the timing of student responses by recruiting method. For offers that resulted from OCI recruiting, responses were received more quickly, with 85% of responses received in the first two weeks, and just 2% coming in beyond 22 days. (See Table 48.)

- Nearly all OCI offers made by offices in the Southeast and the Midwest were responded to within the first 14 days.

In contrast to OCI, students were slow to respond to EIP offers, with 63% of these offer responses occurring in the first two weeks. An additional 24% were responded to within 15-22 days, and 12% of responses were received beyond 22 days. (See Table 49.)

- Regionally, the Northeast region had the slowest response to EIP offers, with 54% of responses received within 14 days. Across all other regions, this figure was at or above 70%.

For recruiting that took place outside of a law school interview program, nearly three-quarters (74%) of offers were responded to within two weeks, 17% were responded to in 15-22 days, and 9% received a response after 22 days. (See Table 50.)

- Once again, responses were slowest within the Northeast region, where 64% of responses were received in the first two-week window for non-law school interview program offers.

Offer Volume for Summer 2025 2L Programs as Compared to Summer 2024 2L Programs

Overall, 534 offices provided both the total number of offers made this most recent recruiting cycle for summer 2025 programs, as well as the total number of offers made the previous year for summer 2024 programs. Across all recruiting methods, offer volume for summer 2025 programs was essentially flat year-over-year, declining by less than one percentage point. Offices were almost evenly split between those making more offers (42% of offices) and those fewer offers (43% of offices) compared to the prior cycle. (See Table 51.)

- However, there were differences by firm size and region. Offer volume declined across most firm sizes, with the sharpest drop among firms of 100 or fewer lawyers, where it fell by 31%. In contrast, firms of 701-1,000 were the only firms with a net increase in offers, up 15%.
- Regionally, volume changes ranged from -13% in the Midwest to +4% in the Northeast, while by city offer volume ranged from -33% in Dallas to +35% in the Miami area.

When further disaggregated by recruiting method, there were vast year-over-year differences in offer volume. For example,

OCI offers were down 44% in 2024 as compared to 2023. (See Table 52.)

- By firm size, firms of 100 or fewer lawyers reported the largest decline in OCI offers (-56%).
- Regionally, offices in the Mid-Atlantic and Midwest reported the largest OCI offer decreases (-52%).

In contrast to OCI, EIP offers were up by 26% year-over-year, with 59% of offices reporting that they made more EIP offers in 2024 as compared to 2023. (See Table 53.)

- Firms of 101-250 lawyers reported the largest increase in EIP offers (+250%), although the number of offers made in these firms remained small, with a total of just 42 EIP offers made across all firms of this size in 2024.
- Regionally, EIP offers increased the least in the Northeast (+8%), although this region accounts for well over half of all EIP offers made nationally. In contrast, EIP offers were up the most in the West/Rocky Mountain region (+365%), although the number of EIP offers made in this region is roughly one-tenth of the number made in the Northeast.

For offers made outside of a law school interview program in 2024, volume was up the most by method, increasing by 35%. (See Table 54.)

- For these offers made outside of an interview program, by firm size, offer volume ranged from a decline of nearly 13% in the smallest firms of 100 or fewer lawyers to an increase of 71% in firms of 701-1,000 lawyers.
- Regionally, offer volume increases ranged from +16% in the West/Rocky Mountain region to +47% in the Mid-Atlantic region for all recruiting that took place outside of a law school interview program. By city, changes in offer volume ranged from -19% in Houston to +208% in Charlotte.

Table 12. OCI Activity (in person or virtually) for Summer 2025 Programs and Comparisons with Recruiting for Summer 2024 — By Firm Size
(in percentages except for medians and counts)

	# of Offices	Percentage of Offices Visiting the Number of Schools Below for the Summer 2025 Recruiting Cycle				Change As Compared to the Number of Schools Visited for the Summer 2024 Recruiting Cycle		
		1-3 Schools	4-8 Schools	9 or More Schools	Median*	Decrease	No Change	Increase
Total – All Employers	394	31.2%	37.6%	31.2%	6.0	60.3%	21.8%	17.9%
Firms of 100 or Fewer Lawyers	10	40.0	40.0	20.0	4.5	20.0	60.0	20.0
Offices of 51-100 Lawyers	8	25.0	50.0	25.0	5.5	25.0	50.0	25.0
Firms of 101-250 Lawyers	42	14.3	52.4	33.3	6.0	50.0	35.7	14.3
Offices of 101-250 Lawyers	14	7.1	50.0	42.9	7.5	64.3	21.4	14.3
Firms of 251-500 Lawyers	40	25.0	40.0	35.0	6.0	60.0	17.5	22.5
Offices of 101-250 Lawyers	6	50.0	16.7	33.3	4.0	83.3	0.0	16.7
Offices of 251+ Lawyers	6	33.3	33.3	33.3	7.5	50.0	33.3	16.7
Firms of 501-700 Lawyers	68	38.2	39.7	22.1	4.0	48.5	30.9	20.6
Offices of 26-50 Lawyers	20	65.0	35.0	0.0	2.0	30.0	55.0	15.0
Offices of 51-100 Lawyers	14	21.4	64.3	14.3	4.0	57.1	21.4	21.4
Offices of 101-250 Lawyers	13	46.2	23.1	30.8	6.0	53.8	30.8	15.4
Offices of 251+ Lawyers	7	28.6	42.9	28.6	4.0	85.7	0.0	14.3
Firms of 701-1,000 Lawyers	42	33.3	19.0	47.6	4.5	50.0	20.0	30.0
Offices of 26-50 Lawyers	8	75.0	25.0	0.0	1.5	42.9	14.3	42.9
Offices of 51-100 Lawyers	9	55.6	33.3	11.1	3.0	55.6	22.2	22.2
Offices of 101-250 Lawyers	5	0.0	60.0	40.0	4.0	40.0	20.0	40.0
Offices of 251+ Lawyers	8	0.0	0.0	100.0	10.5	37.5	37.5	25.0
Firms of 1,001+ Lawyers	192	32.8	37.0	30.2	6.0	71.1	14.7	14.2
Offices of 25 or Fewer Lawyers	12	58.3	33.3	8.3	2.5	33.3	8.3	58.3
Offices of 26-50 Lawyers	36	52.8	33.3	13.9	3.0	55.6	25.0	19.4
Offices of 51-100 Lawyers	45	37.8	37.8	24.4	5.0	63.6	22.7	13.6
Offices of 101-250 Lawyers	51	27.5	45.1	27.5	6.0	86.3	3.9	9.8
Offices of 251+ Lawyers	29	13.8	37.9	48.3	8.0	85.7	10.7	3.6

Note: This table includes office/firms that reported visiting at least one school via OCI in the recruiting cycle for summer 2025 2L programs. The number of offices reporting both summer 2024 and summer 2025 information for the comparative analyses is somewhat smaller than the number shown in the first column. Counts by office size within firm size do not add up to the total count for the firm size because office size information is not included for surveys that reported multi-office or firm-wide data, and for office-specific reporting, office size groupings are only reported if there were a minimum of at least five offices of that size.

*Medians are calculated based on employers making visits for the summer 2025 recruiting cycle.

Table 13. OCI Activity (in person or virtually) for Summer 2025 2L Programs and Comparisons with Recruiting for Summer 2024 — By NALP Region and City/State
(in percentages except for medians and counts)

	# of Offices	Percentage of Offices Visiting the Number of Schools Below for the Summer 2025 Recruiting Cycle				Change As Compared to the Number of Schools Visited for the Summer 2024 Recruiting Cycle		
		1-3 Schools	4-8 Schools	9 or More Schools	Median*	Decrease	No Change	Increase
Total – All Employers	394	31.2%	37.6%	31.2%	6.0	60.3%	21.8%	17.9%
Northeast	75	26.7	37.3	36.0	6.0	69.3	18.7	12.0
Boston	16	56.3	25.0	18.8	2.5	68.8	25.0	6.3
New York City	51	15.7	41.2	43.1	7.0	72.5	13.7	13.7
Mid-Atlantic	62	35.5	35.5	29.0	5.0	67.2	19.7	13.1
Philadelphia	6	66.7	33.3	0.0	3.0	66.7	16.7	16.7
Washington, DC/ Northern VA area	40	32.5	32.5	35.0	6.5	71.8	15.4	12.8
Wilmington, DE	5	20.0	20.0	60.0	11.0	80.0	0.0	20.0
Southeast	67	41.8	50.7	7.5	5.0	58.2	22.4	19.4
Atlanta	5	20.0	60.0	20.0	5.0	60.0	40.0	0.0
Austin	6	50.0	50.0	0.0	4.5	50.0	33.3	16.7
Charlotte	7	42.9	28.6	28.6	5.0	57.1	28.6	14.3
Dallas	12	41.7	58.3	0.0	4.5	75.0	0.0	25.0
Houston	15	40.0	53.3	6.7	5.0	73.3	20.0	6.7
Miami/Ft. Lauderdale/ W. Palm Beach	7	57.1	42.9	0.0	3.0	71.4	0.0	28.6
Midwest	43	25.6	41.9	32.6	6.0	53.5	25.6	20.9
Chicago	23	21.7	39.1	39.1	6.0	56.5	17.4	26.1
West/Rocky Mountain	101	40.6	38.6	20.8	4.0	52.5	28.3	19.2
Los Angeles & Orange County	33	42.4	39.4	18.2	4.0	61.3	22.6	16.1
San Francisco	18	27.8	44.4	27.8	5.5	66.7	11.1	22.2
Seattle	6	100.0	0.0	0.0	2.0	50.0	16.7	33.3
Silicon Valley	12	16.7	50.0	33.3	8.0	41.7	33.3	25.0

Note: This table includes office/firms that reported visiting at least one school via OCI in the recruiting cycle for summer 2025 2L programs. The number of offices reporting both summer 2024 and summer 2025 information for the comparative analyses is somewhat smaller than the number shown in the first column. Specific city information may include a few offices in suburban locations. City figures do not include offices that submitted a single composite survey to cover recruiting activity in multiple cities nationwide.

*Medians are calculated based on employers making visits for the summer 2025 recruiting cycle.

Table 14. Job Fair Participation (in person or virtually) for the Summer 2025 Recruiting Cycle Compared with Summer 2024 – By Firm Size
(in percentages except for counts)

	# of Offices	Percentage of Offices Participating in the Number of Job Fairs/Career Conferences Below for the Summer 2025 Recruiting Cycle			Change in Job Fair/Conference Participation As Compared to the Summer 2024 Recruiting Cycle		
		One	Two	Three or More	Increased	Decreased	Stayed the Same
Total – All Employers	294	39.1%	28.9%	32.0%	11.7%	38.8%	49.5%
Firms of 100 or Fewer Lawyers	8	37.5	37.5	25.0	12.5	12.5	75.0
Offices of 51-100 Lawyers	6	50.0	33.3	16.7	16.7	16.7	66.7
Firms of 101-250 Lawyers	30	33.3	53.3	13.3	10.0	13.3	76.7
Offices of 101-250 Lawyers	11	45.5	45.5	9.1	18.2	9.1	72.7
Firms of 251-500 Lawyers	31	71.0	22.6	6.5	6.5	54.8	38.7
Offices of 25 or Fewer Lawyers	6	100.0	0.0	0.0	0.0	50.0	50.0
Offices of 26-50 Lawyers	6	100.0	0.0	0.0	16.7	83.3	0.0
Firms of 501-700 Lawyers	46	34.8	26.1	39.1	13.0	37.0	50.0
Offices of 26-50 Lawyers	12	50.0	16.7	33.3	33.3	33.3	33.3
Offices of 51-100 Lawyers	10	40.0	40.0	20.0	10.0	30.0	60.0
Offices of 101-250 Lawyers	7	42.9	14.3	42.9	14.3	42.9	42.9
Offices of 251+ Lawyers	5	40.0	40.0	20.0	0.0	40.0	60.0
Firms of 701-1,000 Lawyers	38	26.3	31.6	42.1	8.1	54.1	37.8
Offices of 51-100 Lawyers	7	57.1	14.3	28.6	14.3	42.9	42.9
Offices of 251+ Lawyers	6	33.3	50.0	16.7	0.0	33.3	66.7
Firms of 1,001+ Lawyers	141	38.3	24.8	36.9	13.7	38.8	47.5
Offices of 25 or Fewer Lawyers	15	40.0	26.7	33.3	21.4	14.3	64.3
Offices of 26-50 Lawyers	24	45.8	16.7	37.5	12.5	41.7	45.8
Offices of 51-100 Lawyers	33	33.3	24.2	42.4	12.1	30.3	57.6
Offices of 101-250 Lawyers	26	65.4	19.2	15.4	15.4	34.6	50.0
Offices of 251+ Lawyers	16	37.5	56.3	6.3	20.0	20.0	60.0

Note: Figures are based on employers that interviewed students via job fairs/career conferences for summer 2025 programs and reported the number of job fairs/career conferences that the office participated in for the summer 2025 program recruiting cycle. Counts by office size within firm size do not add up to the total count for the firm size because office size information is not included for surveys that reported multi-office or firm-wide data, and for office-specific reporting, office size groupings are only reported if there were a minimum of at least five offices of that size. The number of offices for the comparative analyses may be slightly smaller than the number shown in the first column because not all offices reported prior recruiting year job fair figures.

Table 15. Job Fair Participation (in person or virtually) for the Summer 2025 Recruiting Cycle Compared with Summer 2024 – By NALP Region and City/State
(in percentages except for counts)

	# of Offices	Percentage of Offices Participating in the Number of Job Fairs/Career Conferences Below for the Summer 2025 Recruiting Cycle			Job Fair Participation Compared to the Summer 2024 Recruiting Cycle		
		One	Two	Three or More	Increased	Decreased	Stayed the Same
Total – All Employers	294	39.1%	28.9%	32.0%	11.7%	38.8%	49.5%
Northeast	47	44.7	36.2	19.1	17.0	23.4	59.6
Boston	15	53.3	33.3	13.3	13.3	13.3	73.3
New York City	24	45.8	37.5	16.7	20.8	29.2	50.0
Mid-Atlantic	41	58.5	29.3	12.2	15.0	22.5	62.5
Washington, DC/ Northern VA area	26	50.0	34.6	15.4	16.0	24.0	60.0
Wilmington, DE	8	62.5	25.0	12.5	12.5	25.0	62.5
Southeast	50	44.0	20.0	36.0	8.0	46.0	46.0
Austin	5	40.0	40.0	20.0	0.0	80.0	20.0
Dallas	12	50.0	25.0	25.0	8.3	50.0	41.7
Houston	12	41.7	16.7	41.7	0.0	50.0	50.0
Midwest	39	33.3	30.8	35.9	15.4	41.0	43.6
Chicago	21	28.6	38.1	33.3	23.8	38.1	38.1
Minneapolis	5	60.0	20.0	20.0	0.0	40.0	60.0
West/Rocky Mountain	67	43.3	38.8	17.9	9.1	34.8	56.1
Los Angeles and Orange County	14	57.1	28.6	14.3	7.1	42.9	50.0
San Francisco	16	50.0	31.3	18.8	18.8	31.3	50.0
Silicon Valley	13	46.2	38.5	15.4	7.7	15.4	76.9

Note: Figures are based on employers that interviewed students via job fairs/career conferences for summer 2025 programs and reported the number of job fairs/career conferences that the office participated in for the summer 2025 program recruiting cycle. The number of offices for the comparative analyses may be slightly smaller than the number shown in the first column because not all offices reported prior recruiting year job fair figures. Specific city information may include a few offices in suburban locations. City figures do not include offices that submitted a single composite survey to cover recruiting activity in multiple cities nationwide.

Table 16. OCI Screening Interview Activity for the Summer 2025 Recruiting Cycle Compared with Summer 2024
(percent of offices reporting)

	Change in the Number of OCI Screening Interviews for Summer 2025 2L Programs Compared to Summer 2024				# of Offices
	Decrease of More than 50%	Decrease of 10.1%-50%	Change of 10% or Less	Increase of More than 10%	
Total – All Employers	36.1%	38.4%	11.5%	14.0%	357
By Number of Lawyers Firm-Wide					
100 or Fewer	30.0	40.0	20.0	10.0	10
101-250	21.1	50.0	15.8	13.2	38
251-500	27.8	52.8	11.1	8.3	36
501-700	24.6	33.8	13.8	27.7	65
701-1,000	28.6	40.0	17.1	14.3	35
1,001+	47.4	34.1	8.1	10.4	173
By NALP Region and City/State					
Northeast	45.6	35.3	8.8	10.3	61
Boston	60.0	20.0	6.7	13.3	15
New York City	44.4	37.8	8.9	8.9	45
Mid-Atlantic	47.3	41.8	7.3	3.6	53
Philadelphia	40.0	60.0	0.0	0.0	5
Washington, DC/ Northern VA area	48.6	45.7	2.9	2.9	35
Wilmington, DE	40.0	20.0	20.0	20.0	5
Southeast	37.3	30.5	18.6	13.6	52
Atlanta	40.0	20.0	20.0	20.0	5
Austin	50.0	0.0	33.3	16.7	6
Charlotte	50.0	16.7	16.7	16.7	6
Dallas	45.5	45.5	9.1	0.0	11
Houston	30.8	38.5	15.4	15.4	13
Miami/Ft. Lauderdale/ W. Palm Beach	80.0	0.0	0.0	20.0	5
Midwest	30.8	48.7	5.1	15.4	32
Chicago	31.8	45.5	4.5	18.2	22
West/Rocky Mountain	30.9	33.0	17.0	19.1	99
Los Angeles & Orange County	33.3	26.7	23.3	16.7	30
San Francisco	38.9	44.4	0.0	16.7	18
Seattle	33.3	16.7	16.7	33.3	6
Silicon Valley	33.3	25.0	16.7	25.0	12

Note: This table includes offices/firms that reported conducting screening interviews of 2L students via OCI for both the summer 2025 and summer 2024 2L program recruiting cycles. It only includes screening interviews associated with on-campus interviewing programs, which may have taken place virtually or in-person. Specific city information may include a few offices in suburban locations. City figures do not include offices that submitted a single composite survey to cover recruiting activity in multiple cities nationwide. Only offices that reported screening interview figures for both years are included in the table.

Table 17. Percentage of OCI Screening Interviews for the 2025 Summer Program Recruiting Cycle That Took Place Virtually
(percent of offices reporting each range of virtual interviews)

	Percentage of Screening Interviews that Took Place Virtually						# of Offices
	0% (all Interviews were in-person)	1-25%	26-50%	51-75%	76-99%	100% (all interviews were virtual)	
Total – All Employers	2.6%	2.3%	6.3%	4.9%	14.6%	69.3%	384
By Number of Lawyers Firm-wide							
100 or Fewer	0.0	0.0	10.0	0.0	10.0	80.0	10
101-250	2.5	10.0	20.0	10.0	10.0	47.5	40
251-500	2.6	5.1	0.0	2.6	17.9	71.8	39
501-700	10.3	2.9	13.2	5.9	13.2	54.4	68
701-1,000	2.5	0.0	2.5	7.5	22.5	65.0	40
1,001+	0.0	0.5	2.7	3.7	13.9	79.1	187
By NALP Region and City/State							
Northeast	0.0	0.0	1.4	1.4	8.2	89.0	73
Boston	0.0	0.0	0.0	0.0	6.3	93.8	16
New York City	0.0	0.0	0.0	2.0	8.2	89.8	49
Mid-Atlantic	0.0	0.0	3.3	0.0	10.0	86.7	60
Philadelphia	0.0	0.0	0.0	0.0	0.0	100.0	7
Washington, DC/Northern VA area	0.0	0.0	0.0	0.0	13.5	86.5	37
Wilmington, DE	0.0	0.0	0.0	0.0	0.0	100.0	5
Southeast	3.1	4.6	18.5	9.2	20.0	44.6	65
Atlanta	20.0	0.0	40.0	0.0	20.0	20.0	5
Austin	0.0	0.0	0.0	0.0	16.7	83.3	6
Charlotte	0.0	0.0	14.3	0.0	28.6	57.1	7
Dallas	0.0	0.0	16.7	8.3	33.3	41.7	12
Houston	0.0	7.7	15.4	38.5	15.4	23.1	13
Miami/Ft. Lauderdale/W. Palm Beach	0.0	0.0	14.3	0.0	14.3	71.4	7
Midwest	2.4	9.8	9.8	12.2	17.1	48.8	41
Chicago	0.0	0.0	4.5	0.0	22.7	72.7	22
West/Rocky Mountain	6.8	1.0	3.9	1.9	9.7	76.7	103
Los Angeles & Orange County	2.9	0.0	2.9	2.9	8.6	82.9	35
San Francisco	0.0	0.0	5.6	0.0	5.6	88.9	18
Seattle	0.0	0.0	0.0	0.0	0.0	100.0	6
Silicon Valley	0.0	0.0	0.0	8.3	8.3	83.3	12

Note: This table includes offices/firms that reported conducting screening interviews of 2L students via OCI for the 2025 summer program recruiting cycle and that also reported the percentage (by range) of those interviews that took place virtually. These figures only include screening interviews associated with on-campus interviewing programs. In each row, the percentage represents the percentage of offices that reported each range of virtual screening interviews. Cities included in this table had at least five offices reporting a virtual screening interview range. Specific city information may include a few offices in suburban locations. City figures do not include offices that submitted composite figures to cover recruiting activity in multiple cities nationwide.

Table 18. Percentage of OCI Callback Interviews for the 2025 Summer Program Recruiting Cycle That Took Place Virtually
(percent of offices reporting each range of virtual interviews)

	Percentage of Callback Interviews that Took Place Virtually						# of Offices
	0% (all Interviews were in-person)	1-25%	26-50%	51-75%	76-99%	100% (all interviews were virtual)	
Total – All Employers	21.1%	18.2%	13.5%	9.1%	8.9%	29.2%	384
By Number of Lawyers Firm-wide							
100 or Fewer	12.5	25.0	12.5	12.5	0.0	37.5	8
101-250	38.6	25.0	13.6	6.8	2.3	13.6	44
251-500	7.1	23.8	11.9	7.1	7.1	42.9	42
501-700	28.3	26.7	13.3	6.7	3.3	21.7	60
701-1,000	16.3	18.6	27.9	23.3	11.6	2.3	43
1,001+	19.3	12.3	10.7	7.5	12.3	38.0	187
By NALP Region							
Northeast	12.5	9.7	15.3	15.3	9.7	37.5	72
Boston	23.1	15.4	7.7	0.0	23.1	30.8	13
New York City	5.9	9.8	17.6	21.6	7.8	37.3	51
Mid-Atlantic	17.5	12.3	17.5	7.0	10.5	35.1	57
Philadelphia	33.3	16.7	16.7	0.0	0.0	33.3	6
Washington, DC/Northern VA area	13.2	10.5	13.2	7.9	13.2	42.1	38
Southeast	37.9	19.7	13.6	6.1	4.5	18.2	66
Atlanta	60.0	40.0	0.0	0.0	0.0	0.0	5
Charlotte	16.7	0.0	33.3	16.7	0.0	33.3	6
Dallas	41.7	25.0	8.3	0.0	0.0	25.0	12
Houston	33.3	20.0	13.3	6.7	13.3	13.3	15
Miami/Ft. Lauderdale/ W. Palm Beach	42.9	14.3	0.0	0.0	0.0	42.9	7
Midwest	28.3	21.7	15.2	8.7	4.3	21.7	46
Chicago	4.3	17.4	17.4	13.0	8.7	39.1	23
West/Rocky Mountain	20.6	19.6	12.7	4.9	9.8	32.4	102
Los Angeles & Orange County	13.9	27.8	19.4	5.6	5.6	27.8	36
San Francisco	11.1	16.7	5.6	11.1	27.8	27.8	18
Silicon Valley	15.4	7.7	23.1	7.7	23.1	23.1	13

Note: This table includes offices/firms that reported conducting callback interviews of 2L students via OCI for the 2025 summer program recruiting cycle and that also reported the percentage (by range) of those interviews that took place virtually. These figures only include callback interviews associated with on-campus interviewing programs. In each row, the percentage represents the percentage of offices that reported each range of virtual callback interviews. Cities included in this table had at least five offices reporting a virtual callback interview range. Specific city information may include a few offices in suburban locations. City figures do not include offices that submitted composite figures to cover recruiting activity in multiple cities nationwide.

Table 19. Yields on OCI Screening Interviews for 2025 Summer Programs

	Total # of Screening Interviews Reported	% Resulting in a Callback Invitation	% Resulting in an Offer	% Resulting in an Accepted Summer Associate Offer	# of Screening Interviews Needed to Result in One Accepted Offer	# of Offices
Total – All Employers	32,062	24.8%	7.5%	3.8%	26.3	369
By Number of Lawyers Firm-wide						
100 or Fewer	486	27.8	10.7	5.1	19.4	9
101-250	2,593	29.5	8.4	5.1	19.5	37
251-500	3,615	31.0	8.6	5.1	19.5	37
501-700	4,806	24.9	7.1	3.9	25.8	67
701-1,000	4,613	27.5	9.7	4.6	22.0	37
1,001+	15,949	21.8	6.5	3.0	33.2	182
By NALP Region						
Northeast	8,252	28.8	9.2	3.8	26.2	69
Mid-Atlantic	3,117	27.3	8.0	3.8	26.0	48
Southeast	2,221	23.1	6.0	4.1	24.7	54
Midwest	3,263	18.8	4.6	3.0	33.0	36
West/Rocky Mountain	5,272	19.1	5.5	3.1	32.7	90

Note: Figures are based on offices/firms that reported conducting screening interviews of 2L students via OCI for the 2025 summer program recruiting cycle and that also indicated that the coverage of figures, e.g., a single office, all offices, is the same for both the screening interview and recruiting figures. This is intended to compare, as much as possible, OCI screening offer numbers that correspond to resulting callback invitation numbers. Figures in this table are reported at broad levels to mitigate instances where this correspondence may not be exact.

Table 20. EIP Activity (in person or virtually) for Summer 2025 2L Programs and Comparisons with Recruiting for Summer 2024
(in percentages except for medians and counts)

	# of Offices	Percentage of Offices Visiting the Number of Schools Below for the Summer 2025 Recruiting Cycle				Change As Compared to the Number of Schools Visited for the Summer 2024 Recruiting Cycle		
		1-3 Schools	4-8 Schools	9 or More Schools	Median*	Decrease	No Change	Increase
Total — All Employers	246	56.1%	31.3%	12.6%	3.0	11.9%	12.3%	75.7%
By # of Lawyers Firm-wide								
101-250	19	73.7	26.3	0.0	2.0	0.0	15.8	84.2
251-500	26	61.5	26.9	11.5	2.0	3.8	15.4	80.8
501-700	31	77.4	12.9	9.7	3.0	6.5	22.6	71.0
701-1,000	27	44.4	29.6	25.9	4.0	8.0	0.0	92.0
1,001+	139	49.6	38.1	12.2	4.0	17.7	11.5	70.8
By NALP Region and City/State								
Northeast	53	30.2	39.6	30.2	6.0	17.0	13.2	69.8
Boston	10	80.0	20.0	0.0	2.5	20.0	30.0	50.0
New York City	41	14.6	46.3	39.0	7.0	14.6	9.8	75.6
Mid-Atlantic	47	57.4	40.4	2.1	3.0	11.4	22.7	65.9
Washington, DC/ Northern VA	33	45.5	51.5	3.0	4.0	12.9	22.6	64.5
Wilmington, DE	5	60.0	40.0	0.0	3.0	0.0	20.0	80.0
Southeast	37	70.3	29.7	0.0	2.0	6.3	12.5	81.3
Dallas	8	75.0	25.0	0.0	2.0	14.3	0.0	85.7
Houston	8	75.0	25.0	0.0	2.5	0.0	14.3	85.7
Miami/Ft. Lauderdale/ W. Palm Beach	7	71.4	28.6	0.0	2.0	14.3	28.6	57.1
Midwest	27	85.2	14.8	0.0	1.0	11.1	14.8	74.1
Chicago	15	73.3	26.7	0.0	2.0	20.0	26.7	53.3
West/Rocky Mountain	56	64.3	32.1	3.6	2.0	11.1	5.6	83.3
Los Angeles & Orange County	17	47.1	47.1	5.9	4.0	12.5	12.5	75.0
San Francisco	16	62.5	31.3	6.3	2.0	6.3	0.0	93.8
Silicon Valley	8	87.5	12.5	0.0	1.5	28.6	0.0	71.4

Note: This table includes offices/firms that reported participating in at least one law school early interview program during the recruiting cycle for summer 2025 2L programs. This category also includes instances where an office may have signed up for OCI and received a list of candidates, but ultimately interviewed these students prior to the law school's OCI program. The number of offices reporting both summer 2024 and summer 2025 information for the comparative analyses is somewhat smaller than the number shown in the first column. Specific city information may include a few offices in suburban locations. City figures do not include offices that submitted a single composite survey to cover recruiting activity in multiple cities nationwide.

*Medians are calculated based on employers participating in law school early interview programs for the summer 2025 recruiting cycle.

Table 21. EIP Screening Interview Activity for the Summer 2025 Recruiting Cycle Compared with Summer 2024
(percent of offices reporting)

	Change in the Number of EIP Screening Interviews for Summer 2025 2L Programs Compared to Summer 2024				# of Offices
	Decrease of More than 10%	Change of 10% or Less	Increase of 10.1%-50%	Increase of More than 50%	
Total – All Employers	27.2%	14.9%	11.4%	46.5%	114
By Number of Lawyers Firm-Wide					
101-250	0.0	16.7	16.7	66.7	6
251-500	0.0	28.6	28.6	42.9	7
501-700	35.7	7.1	0.0	57.1	14
701-1,000	12.5	37.5	0.0	50.0	8
1,001+	32.1	12.8	12.8	42.3	78
By NALP Region and City/State					
Northeast	29.0	9.7	19.4	41.9	30
Boston	42.9	0.0	28.6	28.6	7
New York City	21.7	13.0	17.4	47.8	23
Mid-Atlantic	27.3	18.2	13.6	40.9	22
Washington, DC/ Northern VA area	26.7	20.0	20.0	33.3	15
Southeast	28.6	35.7	7.1	28.6	14
Houston	20.0	20.0	20.0	40.0	13
Midwest	44.4	11.1	0.0	44.4	9
Chicago	50.0	12.5	0.0	37.5	8
West/Rocky Mountain	25.0	8.3	8.3	58.3	23
Los Angeles & Orange County	18.2	9.1	0.0	72.7	11
San Francisco	0.0	0.0	40.0	60.0	5

Note: This table includes offices/firms that reported conducting screening interviews of 2L students via law early interview programs for both the summer 2025 and summer 2024 2L program recruiting cycles. These figures only include screening interviews associated with early interview programs, which may have taken place virtually or in-person. Specific city information may include a few offices in suburban locations. City figures do not include offices that submitted a single composite survey to cover recruiting activity in multiple cities nationwide. Only offices that reported screening interview figures for both years are included in the table.

Table 22. Percentage of EIP Screening Interviews for the 2025 Summer Program Recruiting Cycle That Took Place Virtually
(percent of offices reporting each range of virtual interviews)

	Percentage of Screening Interviews that Took Place Virtually						# of Offices
	0% (all interviews were in-person)	1-25%	26-50%	51-75%	76-99%	100% (all interviews were virtual)	
Total – All Employers	3.1%	0.9%	0.4%	0.4%	9.9%	85.2%	223
By Number of Lawyers Firm-wide							
101-250	11.8	0.0	0.0	0.0	11.8	76.5	17
251-500	0.0	4.1	0.0	0.0	4.2	91.7	24
501-700	7.1	3.6	3.6	0.0	3.6	82.1	28
701-1,000	0.0	0.0	0.0	0.0	25.0	75.0	24
1,001+	2.4	0.0	0.0	0.8	9.4	87.4	127
By NALP Region and City/State							
Northeast	4.7	0.0	0.0	2.3	7.0	86.0	43
Boston	0.0	0.0	0.0	0.0	11.1	88.9	9
New York City	3.1	0.0	0.0	3.1	6.3	87.5	32
Mid-Atlantic	0.0	0.0	0.0	0.0	9.1	90.9	44
Philadelphia	0.0	0.0	0.0	0.0	0.0	100.0	5
Washington, DC/Northern VA area	0.0	0.0	0.0	0.0	12.9	87.1	31
Southeast	5.6	2.8	2.8	0.0	8.3	80.6	36
Dallas	0.0	0.0	0.0	0.0	14.3	85.7	7
Houston	0.0	0.0	0.0	0.0	10.0	90.0	10
Miami/Ft. Lauderdale/ W. Palm Beach	0.0	0.0	0.0	0.0	20.0	80.0	5
Midwest	0.0	4.5	0.0	0.0	9.1	86.4	22
Chicago	0.0	0.0	0.0	0.0	15.4	84.6	13
West/Rocky Mountain	3.6	0.0	0.0	0.0	10.9	85.5	55
Los Angeles & Orange County	0.0	0.0	0.0	0.0	5.6	94.4	18
San Francisco	0.0	0.0	0.0	0.0	21.4	78.6	14
Silicon Valley	0.0	0.0	0.0	0.0	12.5	87.5	8

Note: This table includes offices/firms that reported conducting screening interviews of 2L students via law school early interview programs for the 2025 summer program recruiting cycle and that also reported the percentage (by range) of those interviews that took place virtually. These figures only include screening interviews associated with early interview programs. In each row, the percentage represents the percentage of offices that reported each range of virtual screening interviews. Cities included in this table had at least five offices reporting a virtual screening interview range. Specific city information may include a few offices in suburban locations. City figures do not include offices that submitted composite figures to cover recruiting activity in multiple cities nationwide.

Table 23. Percentage of EIP Callback Interviews for the 2025 Summer Program Recruiting Cycle That Took Place Virtually
(percent of offices reporting each range of virtual interviews)

	Percentage of Callback Interviews that Took Place Virtually						# of Offices
	0% (all interviews were in-person)	1-25%	26-50%	51-75%	76-99%	100% (all interviews were virtual)	
Total – All Employers	22.9%	12.1%	11.7%	8.3%	10.8%	34.2%	240
By Number of Lawyers Firm-wide							
101-250	52.9	5.9	11.8	17.6	5.9	5.9	17
251-500	20.8	16.7	8.3	4.2	12.5	37.5	24
501-700	19.2	11.5	23.1	7.7	11.5	26.9	26
701-1,000	14.8	14.8	22.2	11.1	18.5	18.5	27
1,001+	21.7	11.9	7.7	7.7	9.8	41.3	143
By NALP Region and City/State							
Northeast	14.5	7.3	14.5	14.5	14.5	34.5	55
Boston	10.0	10.0	20.0	0.0	20.0	40.0	10
New York City	11.6	7.0	14.0	18.6	14.0	34.9	43
Mid-Atlantic	25.5	12.8	17.0	10.6	8.5	25.5	47
Washington, DC/ Northern VA area	14.7	14.7	17.6	8.8	8.8	35.3	34
Southeast	45.5	9.1	6.1	3.0	12.1	24.2	33
Dallas	55.6	33.3	0.0	0.0	11.1	0.0	9
Houston	44.4	0.0	0.0	0.0	11.1	44.4	9
Miami/Ft. Lauderdale/ W. Palm Beach	0.0	0.0	0.0	0.0	40.0	60.0	5
Midwest	20.0	24.0	4.0	0.0	4.0	48.0	25
Chicago	12.5	18.8	6.3	0.0	6.3	56.3	16
West/Rocky Mountain	22.8	12.3	10.5	7.0	10.5	36.8	57
Los Angeles & Orange County	38.1	14.3	9.5	0.0	9.5	28.6	21
San Francisco	11.8	17.6	17.6	17.6	17.6	17.6	17
Silicon Valley	0.0	12.5	12.5	12.5	0.0	62.5	8

Note: This table includes offices/firms that reported conducting callback interviews of 2L students via early interview programs for the 2025 summer program recruiting cycle and that also reported the percentage (by range) of those interviews that took place virtually. These figures only include callback interviews associated with early interview programs. In each row, the percentage represents the percentage of offices that reported each range of virtual callback interviews. Cities included in this table had at least five offices reporting a virtual callback interview range. Specific city information may include a few offices in suburban locations. City figures do not include offices that submitted composite figures to cover recruiting activity in multiple cities nationwide.

Table 24. Yields on EIP Screening Interviews for 2025 Summer Programs

	Total # of Screening Interviews Reported	% Resulting in a Callback Invitation	% Resulting in an Offer	% Resulting in an Accepted Summer Associate Offer	# of Screening Interviews Needed to Result in One Accepted Offer	# of Offices
Total – All Employers	6,324	51.6%	21.8%	9.6%	10.4	172
By Number of Lawyers Firm-wide						
101-250	197	48.7	13.2	5.1	19.7	11
251-500	855	53.9	19.5	11.2	8.9	19
501-700	764	53.0	24.1	10.3	9.7	22
701-1,000	1,202	37.5	17.0	7.2	14.0	21
1,001+	3,256	55.7	23.7	10.1	9.9	97
By NALP Region						
Northeast	2,073	62.1	27.4	10.3	9.7	33
Mid-Atlantic	890	53.5	20.7	9.8	10.2	28
Southeast	308	33.4	9.1	4.5	22.0	23
Midwest	181	48.6	18.8	9.9	10.1	15
West/Rocky Mountain	532	46.8	18.4	9.8	10.2	37

Note: Figures are based on offices/firms that reported conducting screening interviews of 2L students via law school early interview programs for the 2025 summer program recruiting cycle and that also indicated that the coverage of figures, e.g., a single office, all offices, is the same for both the screening interview and recruiting figures. This is intended to compare, as much as possible, early interview program screening offer numbers that correspond to resulting callback invitation numbers. Figures in this table are reported at broad levels to mitigate instances where this correspondence may not be exact.

Table 25. Total Candidate Interviewing Activity Outside of Law School Interview Program for the Summer 2025 Recruiting Cycle Compared with Summer 2024
(percent of offices reporting)

	Change in the Number of Total Candidates Interviewed Outside of a Law School Interview Program for Summer 2025 Compared to Summer 2024				# of Offices
	Decrease of More than 10%	Change of 10% or Less	Increase of 10.1%-50%	Increase of More than 50%	
Total – All Employers	32.2%	17.6%	17.9%	32.2%	397
By Number of Lawyers Firm-wide					
100 or Fewer	33.3	11.1	22.2	33.3	9
101-250	24.2	27.3	33.3	15.2	33
251-500	38.5	13.5	19.2	28.8	52
501-700	31.3	22.9	18.8	27.1	48
701-1,000	18.0	18.0	18.0	46.0	50
1,001+	35.6	16.1	14.6	33.7	205
By NALP Region and City/State					
Northeast	27.3	15.2	18.2	39.4	59
Boston	31.3	6.3	25.0	37.5	16
New York City	23.3	20.9	16.3	39.5	43
Mid-Atlantic	26.2	12.3	13.8	47.7	64
Philadelphia	42.9	14.3	0.0	42.9	7
Washington, DC/Northern VA area	23.7	13.2	15.8	47.4	38
Wilmington, DE	12.5	12.5	12.5	62.5	8
Southeast	43.1	22.2	13.9	20.8	66
Atlanta	60.0	40.0	0.0	0.0	5
Austin	28.6	14.3	0.0	57.1	7
Charlotte	33.3	33.3	0.0	33.3	6
Dallas	64.3	21.4	0.0	14.3	14
Houston	31.3	25.0	12.5	31.3	16
Miami/Ft. Lauderdale/ W. Palm Beach	33.3	11.1	44.4	11.1	9
Midwest	40.8	22.4	14.3	22.4	45
Chicago	36.0	20.0	20.0	24.0	25
Minneapolis	60.0	0.0	20.0	20.0	5

(Continued on page 60)

Table 25. Total Candidate Interviewing Activity Outside of Law School Interview Program for the Summer 2025 Recruiting Cycle Compared with Summer 2024
(percent of offices reporting)

	Change in the Number of Total Candidates Interviewed Outside of a Law School Interview Program for Summer 2025 Compared to Summer 2024				# of Offices
	Decrease of More than 10%	Change of 10% or Less	Increase of 10.1%-50%	Increase of More than 50%	
West/Rocky Mountain	29.5	19.0	17.1	34.3	96
Denver area	40.0	20.0	0.0	40.0	5
Los Angeles & Orange County	21.6	16.2	16.2	45.9	37
Salt Lake City	40.0	40.0	20.0	0.0	5
San Diego	16.7	33.3	16.7	33.3	6
San Francisco	35.3	23.5	11.8	29.4	17
Seattle	28.6	14.3	0.0	57.1	7
Silicon Valley	36.4	18.2	27.3	18.2	11

Note: This table includes offices/firms that reported interviewing 2L students outside of a law school OCI or early interview program for both the summer 2025 program and summer 2024 program recruiting cycles. The figures represent the change in the total number of students who were interviewed outside of a law school interview program. Non-law school interview program recruiting may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals. Specific city information may include a few offices in suburban locations. City figures do not include offices that submitted a single composite survey to cover recruiting activity in multiple cities nationwide.

Table 26. Percentage of Final Round Interviews that Took Place Outside of a Law School Interview Program and Were Virtual in Format for the 2025 Summer Program Recruiting Cycle

(percent of offices reporting each range of virtual interviews)

	Percentage of Final Round Interviews that Took Place Virtually						# of Offices
	0% (all interviews were in-person)	1-25%	26-50%	51-75%	76-99%	100% (all interviews were virtual)	
Total – All Employers	14.8%	14.0%	16.6%	9.2%	11.8%	33.6%	458
By Number of Lawyers Firm-wide							
100 or Fewer	50.0	0.0	0.0	12.5	0.0	37.5	8
101-250	25.7	22.9	14.3	5.7	5.7	25.7	35
251-500	7.5	18.9	9.4	13.2	7.5	43.4	53
501-700	18.8	14.5	26.1	5.8	13.0	21.7	69
701-1,000	11.1	14.8	33.3	7.4	14.8	18.5	54
1,001+	13.4	11.7	12.6	10.0	13.0	39.3	239
By NALP Region and City/State							
Northeast	7.6	10.1	17.7	19.0	12.7	32.9	79
Boston	5.3	15.8	15.8	21.1	15.8	26.3	19
New York City	3.9	9.8	17.6	19.6	13.7	35.3	51
Mid-Atlantic	18.1	12.5	16.7	8.3	8.3	36.1	72
Philadelphia	14.3	14.3	28.6	0.0	0.0	42.9	7
Washington, DC/ Northern VA area	11.6	11.6	14.0	11.6	11.6	39.5	43
Wilmington, DE	37.5	12.5	12.5	0.0	12.5	25.0	8
Southeast	20.7	18.3	15.9	3.7	11.0	30.5	82
Atlanta	57.1	0.0	14.3	0.0	0.0	28.6	7
Austin	0.0	0.0	20.0	0.0	60.0	20.0	5
Charlotte	0.0	42.9	14.3	0.0	0.0	42.9	7
Dallas	21.4	35.7	21.4	0.0	0.0	21.4	14
Houston	18.8	12.5	6.3	18.8	12.5	31.3	16
Miami/Ft. Lauderdale/ W. Palm Beach	0.0	0.0	33.3	0.0	8.3	58.3	12
Midwest	18.2	16.4	23.6	9.1	3.6	29.0	55
Chicago	11.1	14.8	25.9	7.4	7.4	33.3	27
Minneapolis	28.6	14.3	14.3	14.3	0.0	28.6	7

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Table 26. Percentage of Final Round Interviews that Took Place Outside of a Law School Interview Program and Were Virtual in Format for the 2025 Summer Program Recruiting Cycle

(percent of offices reporting each range of virtual interviews)

	Percentage of Final Round Interviews that Took Place Virtually						# of Offices
	0% (all interviews were in-person)	1-25%	26-50%	51-75%	76-99%	100% (all interviews were virtual)	
West/Rocky Mountain	14.0	8.5	14.7	7.8	16.3	38.8	129
Denver area	20.0	0.0	20.0	10.0	10.0	40.0	10
Los Angeles & Orange County	16.7	9.5	14.3	7.1	16.7	35.7	42
Salt Lake City	16.7	16.7	16.7	16.7	16.7	16.7	6
San Diego	14.3	0.0	14.3	0.0	42.9	28.6	7
San Francisco	15.0	5.0	25.0	0.0	30.0	25.0	20
Seattle	28.6	14.3	0.0	0.0	14.3	42.9	7
Silicon Valley	7.1	0.0	7.1	14.3	7.1	64.3	14

Note: This table includes offices/firms that reported final round interviews of 2L students that were conducted outside of a law school interview program for the 2025 summer program recruiting cycle and that also reported the percentage (by range) of those interviews that took place virtually. This table only includes final round interviews associated with recruiting that took place outside of a law school interview program. Non-law school interview program recruiting may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals. In each row, the percentage represents the percentage of offices that reported each range of virtual final round interviews. Cities included in this table had at least five offices reporting a virtual final round interview range. Specific city information may include a few offices in suburban locations. City figures do not include offices that submitted composite figures to cover recruiting activity in multiple cities nationwide.

Table 27. Yields on Callback Invitations Via All Recruiting Methods (OCI, EIP, and All Other Methods) for 2025 Summer Programs

	Total # of Callback Invitations Reported	% Declined	% Accepted then Canceled	% Resulting in a Callback Interview	% Resulting in an Offer	% Resulting in an Accepted Offer	# of Invitations Needed to Result in One Accepted Offer	# of Offices
Total – All Employers	30,289	12.7%	7.5%	79.8%	38.7%	19.0%	5.3	531
By Number of Lawyers Firm-wide								
100 or Fewer	320	13.1	8.8	78.1	41.3	16.3	6.2	10
101-250	1,528	9.8	9.6	82.3	32.1	18.6	5.4	47
251-500	2,842	9.2	9.9	80.9	34.1	18.9	5.3	60
501-700	3,241	14.5	8.5	77.0	33.7	18.0	5.6	79
701-1,000	4,397	12.6	6.4	81.0	42.5	20.1	5.0	64
1,001+	17,961	13.2	7.0	79.8	39.9	19.0	5.3	271
By NALP Region and City/State								
Northeast	11,436	13.4	8.0	78.5	41.1	16.9	5.9	91
Boston	847	7.3	4.6	88.1	41.1	23.1	4.3	22
New York City	10,283	14.0	8.3	77.6	41.6	16.3	6.1	59
Mid-Atlantic	3,306	11.5	8.8	79.7	34.5	16.9	5.9	75
Philadelphia	163	16.6	9.2	74.2	32.5	23.3	4.3	7
Washington, DC/ Northern VA area	2,682	11.7	8.8	79.5	35.1	16.5	6.1	44
Wilmington, DE	252	11.1	10.7	78.2	30.2	14.3	7.0	8
Southeast	1,721	10.6	7.1	83.7	33.4	20.7	4.8	103
Atlanta	180	12.2	6.1	81.7	32.2	17.2	5.8	9
Austin	64	7.8	7.8	84.4	37.5	21.9	4.6	7
Charlotte	201	6.5	6.0	87.6	33.3	18.4	5.4	8
Dallas	296	7.4	6.1	86.5	31.1	21.3	4.7	20
Houston	414	13.3	7.0	79.7	39.1	22.2	4.5	24
Miami/ Ft. Lauderdale/ W. Palm Beach	215	11.6	8.4	80.0	30.7	21.4	4.7	13
Other areas in Florida	86	2.3	10.5	87.2	24.4	17.4	5.7	8

(Continued on page 64)

Table 27. Yields on Callback Invitations Via All Recruiting Methods (OCI, EIP, and All Other Methods) for 2025 Summer Programs

	Total # of Callback Invitations Reported	% Declined	% Accepted then Canceled	% Resulting in a Callback Interview	% Resulting in an Offer	% Resulting in an Accepted Offer	# of Invitations Needed to Result in One Accepted Offer	# of Offices
Midwest	2,258	11.6	5.7	82.7	38.9	23.3	4.3	67
Chicago	1,512	12.2	5.6	82.2	39.4	21.7	4.6	29
Minneapolis	146	8.9	6.8	84.2	34.2	23.3	4.3	8
West/Rocky Mountain	3,348	11.4	7.1	81.5	33.8	18.6	5.4	149
Denver area	93	4.3	10.8	84.9	25.8	21.5	4.7	10
Los Angeles & Orange County	1,269	10.7	8.7	80.5	31.0	17.3	5.8	51
Salt Lake City	79	0.0	1.3	98.7	43.0	32.9	3.0	7
San Diego	76	7.9	1.3	90.8	38.2	28.9	3.5	9
San Francisco	635	12.8	8.5	78.7	35.3	18.1	5.5	24
Seattle	103	6.8	1.9	91.3	35.0	24.3	4.1	7
Silicon Valley	573	13.6	6.5	79.9	38.7	15.9	6.3	16

Note: Cities included in this table had at least five offices reporting data and at least 50 callback invitations to 2L students in aggregate. This table includes all callback invitations and interviews, including those that took place via a law school interview program, as well as all other recruiting methods (e.g., direct application, referral). A few offices reported the number of offers and their outcomes, but not the number of callback invitations and their outcomes; therefore, they are not included here. The decline category includes callback invitations for which no response was received. In some cases, law offices were not able to distinguish between declines and acceptances which were subsequently canceled. In these instances, all outcomes were reported as declines to avoid double-counting. This table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures do not include offices in that city that submitted a composite survey for offices nationwide. Specific city information may include a few offices in suburban locations. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area. The sum of the regional and city-specific callback invitations in Tables 28-30 may vary slightly from the figures reported in this table because some offices did not consistently report individual office data across all recruiting methods and due to the minimum reporting requirements to be included in the table.

Table 28. Yields on OCI Callback Invitations for 2025 Summer Programs

	Total # of Callback Invitations Reported	% Declined	% Accepted then Canceled	% Resulting in a Callback Interview	% Resulting in an Offer	% Resulting in an Accepted Offer	# of Invitations Needed to Result in One Accepted Offer	# of Offices
Total – All Employers	9,210	12.0%	9.7%	78.3%	30.2%	15.5%	6.4	403
By Number of Lawyers Firm-wide								
100 or Fewer	135	17.0	11.9	71.1	38.5	18.5	5.4	9
101-250	846	9.7	9.6	80.7	28.8	17.5	5.7	43
251-500	1,242	9.1	11.4	79.5	28.8	17.1	5.8	43
501-700	1,298	15.6	8.2	76.3	29.7	16.7	6.0	65
701-1,000	1,640	12.1	8.4	79.5	33.8	16.8	6.0	50
1,001+	4,049	12.1	10.1	77.9	29.4	13.6	7.3	193
By NALP Region and City/State								
Northeast	2,666	11.5	12.4	76.1	30.4	12.8	7.8	76
Boston	144	6.3	8.3	85.4	38.2	21.5	4.6	14
New York City	2,398	12.2	12.9	74.9	30.1	12.0	8.3	54
Mid-Atlantic	1,135	10.7	10.4	78.9	29.7	14.3	7.0	59
Philadelphia	45	11.1	15.6	73.3	33.3	24.4	4.1	6
Washington, DC/ Northern VA area	800	10.1	12.3	77.6	29.3	12.8	7.8	38
Southeast	624	11.7	8.3	80.0	27.6	18.3	5.5	70
Atlanta	87	13.8	10.3	75.9	23.0	14.9	6.7	5
Charlotte	75	13.3	9.3	77.3	29.3	18.7	5.4	6
Dallas	72	8.3	6.9	84.7	27.8	18.1	5.5	13
Houston	134	9.7	5.2	85.1	34.3	18.7	5.4	17
Miami/ Ft. Lauderdale/ W. Palm Beach	30	20.0	13.3	66.7	23.3	20.0	5.0	8
Midwest	772	10.8	7.5	81.7	28.0	17.9	5.6	47
Chicago	384	11.5	7.0	81.5	26.0	14.8	6.7	24
West/Rocky Mountain	1,216	12.1	9.0	78.9	29.3	16.2	6.2	110
Denver area	39	7.7	15.4	76.9	23.1	20.5	4.9	5
Los Angeles & Orange County	415	9.9	11.3	78.8	25.8	13.7	7.3	39
San Francisco	198	12.1	12.1	75.8	31.3	16.7	6.0	21
Seattle	25	4.0	0.0	96.0	28.0	28.0	3.6	5
Silicon Valley	262	18.7	8.0	73.3	33.2	13.0	7.7	13

Note: Cities included in this table had at least five offices reporting data and at least 25 callback invitations to 2L students in aggregate via OCI recruiting. This table only includes callback interviews and invitations associated with a law school OCI program and includes offices that ultimately made zero OCI offers. A few offices reported the number of offers and their outcomes, but not the number of callback invitations and their outcomes; therefore, they are not included here. Additionally, also not included in this table are 42 offices that reported that they participated in OCI and conducted screening interviews, but did not make any callback invitations from OCI. In total, 91 of the 450 offices (20%) that reported using OCI as a recruiting method ultimately did not make any offers from OCI. The decline category includes callback invitations for which no response was received. In some cases, law offices were not able to distinguish between declines and acceptances which were subsequently canceled. In these instances, all outcomes were reported as declines to avoid double-counting. This table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/ multi-office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures do not include offices in that city that submitted a composite survey for offices nationwide.

Table 29. Yields on EIP Callback Invitations for 2025 Summer Programs

	Total # of Callback Invitations Reported	% Declined	% Accepted then Canceled	% Resulting in a Callback Interview	% Resulting in an Offer	% Resulting in an Accepted Offer	# of Invitations Needed to Result in One Accepted Offer	# of Offices
Total – All Employers	5,510	12.7%	8.3%	79.0%	43.2%	17.2%	5.8	250
By Number of Lawyers Firm-wide								
101-250	136	17.6	14.7	67.6	27.9	12.5	8.0	19
251-500	569	8.6	11.8	79.6	37.1	18.3	5.5	25
501-700	545	13.9	11.6	74.5	40.6	17.8	5.6	28
701-1,000	804	11.4	6.8	81.7	45.1	16.8	6.0	27
1,001+	3,410	13.4	7.3	79.3	44.5	17.2	5.8	148
By NALP Region and City/State								
Northeast	2,823	12.9	7.8	79.2	46.3	16.0	6.2	56
Boston	114	4.4	7.0	88.6	46.5	17.5	5.7	11
New York City	2,707	13.3	7.9	78.8	46.3	16.0	6.3	43
Mid-Atlantic	682	11.7	7.3	80.9	38.4	17.2	5.8	48
Philadelphia	38	28.9	7.9	63.2	23.7	18.4	5.4	5
Washington, DC/ Northern VA area	568	10.2	6.2	83.6	39.8	17.1	5.9	33
Southeast	172	12.2	8.1	79.7	31.4	16.9	5.9	36
Dallas	39	12.8	7.7	79.5	28.2	12.8	7.8	9
Houston	38	5.3	10.5	84.2	42.1	21.1	4.8	10
Miami/ Ft. Lauderdale/ W. Palm Beach	37	13.5	8.1	78.4	29.7	21.6	4.6	5
Midwest	115	7.8	3.5	88.7	38.3	19.1	5.2	25
Chicago	84	8.3	3.6	88.1	44.0	20.2	4.9	16
West/Rocky Mountain	400	12.5	6.5	81.0	38.0	18.8	5.3	61
Los Angeles & Orange County	127	14.2	11.0	74.8	34.6	18.9	5.3	23
San Francisco	131	18.3	4.6	77.1	30.5	16.8	6.0	18
Silicon Valley	91	7.7	2.2	90.1	52.7	22.0	4.6	8

Note: Cities included in this table had at least five offices reporting data and at least 25 callback invitations to 2L students in aggregate via EIP recruiting. This table only includes callback interviews and invitations associated with a law school early interview program and includes offices that ultimately made zero early interview program offers. A few offices reported the number of offers and their outcomes, but not the number of callback invitations and their outcomes; therefore, they are not included here. Additionally, also not included in this table are 22 offices that reported that they participated in a law school early interview program and conducted screening interviews, but did not make any callback invitations from early interview programs. In total, 72 of the 275 offices (26%) that reported using law school early interview programs as a recruiting method ultimately did not make any offers from these programs. The decline category includes callback invitations for which no response was received. In some cases, law offices were not able to distinguish between declines and acceptances which were subsequently canceled. In these instances, all outcomes were reported as declines to avoid double-counting. This table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/ multi-office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures do not include offices in that city that submitted a composite survey for offices nationwide.

Table 30. Yields on Callback Invitations from Recruiting Outside of a Law School Interview Program for 2025 Summer Programs

	Total # of Callback Invitations Reported	% Declined	% Accepted then Canceled	% Resulting in a Callback Interview	% Resulting in an Offer	% Resulting in an Accepted Offer	# of Invitations Needed to Result in One Accepted Offer	# of Offices
Total – All Employers	15,569	13.1%	5.9%	80.8%	40.9%	21.0%	4.8	487
By Number of Lawyers Firm-wide								
100 or Fewer	139	13.7	3.6	82.7	35.3	12.9	7.7	9
101-250	546	7.9	8.2	83.9	35.7	21.2	4.7	36
251-500	1,031	9.6	7.1	83.3	38.9	21.3	4.7	54
501-700	1,398	13.7	7.6	78.7	34.2	18.8	5.3	66
701-1,000	1,953	13.5	4.5	82.1	41.8	20.9	4.8	60
1,001+	10,502	13.6	5.8	80.6	42.2	21.4	4.7	262
By NALP Region and City/State								
Northeast	5,949	14.6	6.2	79.3	43.1	18.9	5.3	82
Boston	589	8.1	3.2	88.6	40.7	24.6	4.1	21
New York City	5,180	15.3	6.4	78.3	43.9	18.3	5.5	52
Mid-Atlantic	1,934	11.2	6.5	82.3	35.0	17.9	5.6	76
Philadelphia	81	13.6	6.2	80.2	35.8	24.7	4.1	7
Washington, DC/ Northern VA area	1,314	13.3	7.8	78.8	35.5	17.8	5.6	43
Wilmington, DE	150	6.7	6.7	86.7	36.0	18.0	5.6	8
Southeast	925	9.5	6.1	84.4	36.8	22.9	4.4	90
Atlanta	77	7.8	1.3	90.9	41.6	20.8	4.8	8
Austin	55	9.1	7.3	83.6	38.2	20.0	5.0	6
Charlotte	110	2.7	4.5	92.7	36.4	19.1	5.2	7
Dallas	185	5.9	5.4	88.6	33.0	24.3	4.1	18
Houston	242	16.5	7.4	76.0	41.3	24.4	4.1	19
Miami/Ft. Lauderdale/W. Palm Beach	148	9.5	7.4	83.1	32.4	21.6	4.6	13
Midwest	1,372	12.4	4.9	82.7	44.9	26.5	3.8	62
Chicago	1,044	12.7	5.3	82.0	43.9	24.3	4.1	29
Minneapolis	81	8.6	8.6	82.7	40.7	28.4	3.5	8

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Table 30. Yields on Callback Invitations from Recruiting Outside of a Law School Interview Program for 2025 Summer Programs

	Total # of Callback Invitations Reported	% Declined	% Accepted then Canceled	% Resulting in a Callback Interview	% Resulting in an Offer	% Resulting in an Accepted Offer	# of Invitations Needed to Result in One Accepted Offer	# of Offices
West/Rocky Mountain	1,735	10.6	5.9	83.5	35.9	20.3	4.9	136
Denver area	52	1.9	5.8	92.3	28.8	23.1	4.3	10
Los Angeles & Orange County	727	10.6	6.9	82.5	33.4	19.0	5.3	46
Salt Lake City	62	0.0	1.6	98.4	37.1	29.0	3.4	6
San Diego	63	6.3	1.6	92.1	39.7	28.6	3.5	7
San Francisco	306	10.8	7.8	81.4	39.9	19.6	5.1	23
Seattle	78	7.7	2.6	89.7	37.2	23.1	4.3	7
Silicon Valley	220	10.0	6.4	83.6	39.5	16.8	5.9	15

Note: Cities/states included in this table had at least five offices reporting data and at least 25 callback invitations to 2L students in aggregate from recruiting that took place outside of a law school interview program. Non-law school interview program recruiting may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals. A few offices reported the number of offers and their outcomes, but not the number of callback invitations and their outcomes; therefore, they are not included here. Additionally, also not included in this table are 19 offices that reported that they utilized non-law school interview program recruiting methods and conducted screening interviews, but did not make any callback invitations from these recruiting methods. In total, 65 of the 514 offices (13%) that reported recruiting outside of a law school interview program ultimately did not make any offers from these programs. The decline category includes callback invitations for which no response was received. In some cases, law offices were not able to distinguish between declines and acceptances which were subsequently canceled. In these instances, all outcomes were reported as declines to avoid double-counting. This table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures do not include offices in that city that submitted a composite survey for offices nationwide. Specific city information may include a few offices in suburban locations.

Table 31. Outcomes of Callback Invitations to and Interviews of Class of 2026 Students for Summer 2025 Positions Via All Recruiting Methods (OCI, EIP, and All Other Methods)

	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
Total – All Employers	21.0	57	79.8%	48.5%	6.0	22	49.0%	543
By Number of Lawyers Firm-wide								
100 or Fewer	18.0	32	78.1	52.8	4.5	12	40.6	12
101-250	30.0	33	82.3	39.0	7.0	10	58.3	50
251-500	30.0	47	80.9	42.2	9.0	15	55.4	63
501-700	12.0	41	77.0	43.8	3.0	14	53.1	81
701-1,000	18.5	69	81.0	52.5	6.0	29	47.3	64
1,001+	21.0	66	79.6	50.2	6.0	26	47.5	273
FIRM-WIDE/MULTI-OFFICE REPORTS								
All Firm-wide/ Multi-office Reports	55.0	118	79.9	48.5	16.5	46	54.7	82
By Number of Lawyers Firm-wide								
101-250	31.0	33	82.1	37.9	7.5	10	62.4	22
251-500	40.0	73	81.0	41.4	13.5	25	54.9	20
501-700	86.5	87	73.1	46.2	23.5	29	61.8	12
701-1,000	248.0	281	81.0	57.3	70.5	130	44.9	8
1,001+	168.0	230	80.3	48.7	41.0	90	58.6	17
By NALP Region								
Northeast	44.0	126	78.5	52.4	10.0	9	67.9	9
Southeast	12.0	17	83.7	39.9	9.0	11	72.4	7
Midwest	21.0	34	81.4	47.8	10.5	12	73.4	8
West/Rocky Mountain	14.0	22	81.5	41.4	7.0	11	62.3	10
OFFICE-SPECIFIC REPORTS								
All Office-specific Reports	18.0	46	79.7	48.6	5.0	18	46.4	461
By Number of Lawyers Firm-wide								
100 or Fewer	20.0	34	77.7	53.1	5.0	12	39.6	11
101-250	28.0	32	82.4	39.9	6.5	10	54.2	26
251-500	17.5	34	80.9	43.0	4.0	11	55.8	43
501-700	11.0	33	78.9	42.7	3.0	11	49.1	69
701-1,000	14.5	38	81.1	47.4	6.0	15	50.3	56
1,001+	20.0	55	79.4	50.6	6.0	22	44.5	256
By Number of Lawyers in Office								
25 or Fewer	5.5	7	81.6	39.1	2.0	2	65.0	53
26-50	9.5	14	80.8	35.5	3.0	4	56.2	118
51-100	15.0	21	81.1	41.9	4.0	7	54.0	124
101-250	35.5	47	79.7	43.1	12.0	16	52.0	115
251+	129.0	216	79.1	55.1	51.0	94	41.5	51

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Table 31. Outcomes of Callback Invitations to and Interviews of Class of 2026 Students for Summer 2025 Positions Via All Recruiting Methods (OCI, EIP, and All Other Methods)

	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
By NALP Region and City/State								
Northeast	55.0	136	78.4	53.0	18.5	56	40.6	82
Boston	19.5	39	88.1	46.6	7.5	16	56.3	22
New York City	80.0	174	77.6	53.5	24.0	72	39.3	59
Mid-Atlantic	29.0	44	79.8	43.3	10.0	15	48.7	75
Philadelphia	18.0	23	74.2	43.8	7.0	8	71.7	7
Washington, DC/ Northern VA area	51.5	61	79.5	44.1	16.0	21	47.1	45
Wilmington, DE	11.0	32	78.2	38.6	3.0	10	47.4	8
Southeast	11.0	16	84.8	40.7	3.0	5	59.8	103
Atlanta	19.0	20	81.7	39.5	3.0	6	53.4	9
Austin	9.0	9	84.4	44.4	2.0	3	58.3	9
Charlotte	27.0	25	87.6	38.1	7.0	8	55.2	8
Dallas	13.0	15	86.5	35.9	3.0	4	68.5	21
Houston	11.0	17	79.7	49.1	3.0	6	56.8	25
Miami/Ft. Lauderdale/ W. Palm Beach	11.0	17	80.0	38.4	3.0	5	69.7	13
Other areas in Florida	12.0	11	87.2	28.0	3.0	3	71.4	8
Midwest	18.0	34	80.6	49.2	5.0	13	58.1	61
Chicago	39.0	52	80.2	49.1	5.5	20	55.1	30
Minneapolis	9.0	18	84.2	40.7	4.0	6	68.0	8
West/Rocky Mountain	14.0	22	81.2	42.1	4.0	7	54.4	140
Denver area	8.0	9	84.9	30.4	2.0	2	83.3	10
Los Angeles & Orange County	17.0	25	80.5	38.6	4.0	8	55.6	51
Salt Lake City	9.0	11	98.7	43.6	4.0	5	76.5	7
San Diego	5.0	8	90.8	42.0	3.0	3	75.9	9
San Francisco	18.5	26	78.7	44.8	6.0	9	51.3	24
Seattle	16.0	15	91.3	38.3	4.0	5	69.4	7
Silicon Valley	21.0	36	79.9	48.5	5.0	13	41.3	17

Note: Figures are based on all 2L student recruiting, including via law school OCI and early interview programs, as well as all other recruiting methods (e.g., direct application, referral). Callback invitations and outcomes are based on 531 employers issuing a total of 30,289 callback invitations and do not include three offices that did not report the number of callback invitations and interviews. A few offices that recruited across multiple recruiting methods (i.e., law school interview programs and other methods) may have only reported callback invitations and outcomes for one method (e.g., OCI), and not all methods. Figures for offers and offer outcomes are based on 543 employers making a total of 11,771 offers, including a few offices that ultimately made zero offers. Median and average offer figures are based on all employers that interviewed at least one second-year student, even though a few ultimately made no offers as a result of callback invitations, or had not yet completed their second-year hiring as of November 1, 2024. The number of offices that reported interviewing second-year students is shown in the last column. Averages are rounded to the nearest whole number. Following the overall total shown in the first line, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. Office-specific information includes some instances of firms with most lawyers in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area. The sum of the regional and city-specific callback invitations in Tables 32-34 may vary from the figures reported in this table because some offices did not consistently report individual office data across all recruiting methods and due to the minimum reporting requirements to be included in the table.

Table 32. Outcomes of OCI Callback Invitations to and Interviews of Class of 2026 Students for Summer 2025 Positions

	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
Total – All Employers	12.0	23	78.3%	38.6%	3.0	6	51.4%	450
By Number of Lawyers Firm-wide								
100 or Fewer	21.0	32	71.5	53.8	6.0	12	36.0	15
101-250	20.0	26	78.6	38.6	6.0	8	53.9	47
251-500	26.0	49	76.9	41.1	6.5	15	50.5	62
501-700	15.0	34	75.1	42.0	4.0	11	48.7	63
701-1,000	19.0	63	72.8	40.5	4.0	19	42.6	37
1,001+	17.0	40	79.6	42.2	4.0	13	43.4	273
FIRM-WIDE/MULTI-OFFICE REPORTS								
All Firm-wide/ Multi-office Reports	30.5	49	79.6	38.9	7.0	15	56.6	77
By Number of Lawyers Firm-wide								
101-250	19.0	23	82.8	34.3	4.5	7	58.8	22
251-500	25.5	37	82.5	35.3	7.0	11	61.0	18
501-700	57.0	55	71.4	45.0	14.0	16	61.7	11
701-1,000	90.0	111	80.4	46.3	23.5	41	46.5	8
1,001+	59.0	63	79.9	34.3	18.0	17	60.2	17
By NALP Region								
Northeast	15.0	17	87.6	31.1	4.0	5	66.7	7
Southeast	14.5	24	74.3	31.8	5.0	8	66.7	7
Midwest	24.0	27	83.2	34.3	5.5	8	73.8	8
West/Rocky Mountain	22.0	21	85.1	31.3	5.0	6	66.0	9
OFFICE-SPECIFIC REPORTS								
All Office-specific Reports	9.0	17	77.5	38.4	2.0	5	47.9	373
By Number of Lawyers Firm-wide								
100 or Fewer	10.0	16	70.1	55.1	3.0	6	47.3	9
101-250	15.0	17	78.3	37.5	4.0	5	59.7	25
251-500	16.0	23	76.1	37.4	3.0	7	57.7	25
501-700	6.0	14	79.8	35.1	2.0	4	51.7	58
701-1,000	10.5	18	78.3	37.9	2.0	5	54.3	46
1,001+	7.0	17	77.2	39.0	1.0	4	42.2	210

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Table 32. Outcomes of OCI Callback Invitations to and Interviews of Class of 2026 Students for Summer 2025 Positions

	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
By Number of Lawyers in Office								
25 or Fewer	4.0	6	77.3	43.7	1.0	2	59.6	29
26-50	4.0	7	77.3	30.8	1.0	2	58.1	85
51-100	7.0	10	77.3	36.1	1.0	2	52.5	105
101-250	13.0	20	77.0	35.2	3.0	5	53.4	103
251+	30.5	43	78.1	43.7	9.0	14	39.7	51
By NALP Region and City/State								
Northeast	23.0	37	75.6	40.5	4.0	10	41.1	75
Boston	4.5	10	85.4	44.7	1.0	3	56.4	18
New York City	33.0	44	74.9	40.1	7.0	13	39.9	56
Mid-Atlantic	13.5	17	78.0	37.3	3.0	5	47.0	65
Philadelphia	7.0	8	73.3	45.5	1.0	2	73.3	7
Washington, DC/ Northern VA area	18.5	21	77.6	37.7	5.0	6	45.3	44
Southeast	5.0	8	81.7	35.2	1.0	2	61.2	77
Atlanta	15.0	17	75.9	30.3	3.5	3	65.0	6
Austin	2.0	2	88.9	37.5	0.0	0	100.0	7
Charlotte	10.5	13	77.3	37.9	2.0	3	63.6	7
Dallas	4.0	6	84.7	32.8	1.0	1	65.0	18
Houston	7.0	8	85.1	40.4	2.0	3	54.3	18
Miami/Ft. Lauderdale/ W. Palm Beach	2.0	4	66.7	35.0	1.0	1	85.7	9
Midwest	7.0	14	81.2	34.2	2.0	3	60.0	45
Chicago	11.5	16	81.5	31.9	2.0	4	57.0	26
West/Rocky Mountain	7.0	10	77.8	38.3	1.0	3	53.6	111
Denver area	8.0	8	76.9	30.0	3.0	2	88.9	5
Los Angeles & Orange County	9.0	11	78.8	32.7	2.0	3	53.3	42
San Francisco	7.0	9	75.8	41.3	1.0	3	53.2	22
Seattle	5.0	5	96.0	29.2	1.0	1	100.0	6
Silicon Valley	14.0	20	73.3	45.3	3.0	6	39.1	14

Note: Figures for OCI-related callback invitations and outcomes are based on 403 employers issuing a total of 9,210 callback invitations to 2L students and do not include four offices that did not report the number of OCI callbacks and interviews. Figures for offers and offer outcomes are based on 450 employers that recruited via OCI, including 91 offices that ultimately made zero OCI offers or had not yet completed their hiring as of November 1, 2024. In total, these 450 offices made 2,837 offers from OCI-related interviewing. This table only includes outcomes associated with OCI programs, which may have taken place virtually or in-person. Median and average offer figures are based on all employers who interviewed at least one second-year student via OCI (screening and/or callback), including the 91 that ultimately made no offers or had not yet completed their second-year hiring as of November 1, 2024. The number of offices that reported interviewing second-year students is shown in the last column. Averages are rounded to the nearest whole number. Following the overall total shown in the first line, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. Office-specific information includes some instances of firms with most lawyers in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey.

Table 33. Outcomes of EIP Callback Invitations to and Interviews of Class of 2026 Students for Summer 2025 Positions

	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
Total – All Employers	6.0	22	79.0%	54.7%	2.0	9	39.9%	274
By Number of Lawyers Firm-wide								
101-250	4.0	7	67.6	41.3	2.0	2	45.2	21
251-500	9.0	23	79.6	46.6	2.0	8	49.3	27
501-700	4.5	19	74.5	54.4	1.0	8	43.8	31
701-1,000	7.0	30	81.7	55.3	2.0	13	37.2	28
1,001+	6.0	23	79.3	56.0	2.0	9	38.7	163
FIRM-WIDE/MULTI-OFFICE REPORTS								
All Firm-wide/ Multi-office Reports	10.0	40	76.4	55.5	3.5	16	45.1	38
By Number of Lawyers Firm-wide								
101-250	3.0	8	71.8	46.4	2.0	2	47.1	7
251-500	5.0	49	69.3	46.8	2.0	14	40.0	7
501-700	5.5	17	54.0	53.7	2.0	5	48.3	6
1,001+	13.5	42	83.3	57.6	5.0	20	52.0	14
OFFICE-SPECIFIC REPORTS								
All Office-specific Reports	5.0	19	79.8	54.4	1.5	8	38.1	236
By Number of Lawyers Firm-wide								
101-250	4.5	7	66.0	39.1	1.5	2	44.0	14
251-500	9.0	15	90.6	46.4	2.5	6	56.9	20
501-700	4.5	20	79.1	54.5	1.0	8	43.1	25
701-1,000	5.0	19	85.1	52.2	2.0	8	38.2	24
1,001+	5.0	21	78.5	55.7	1.0	8	35.7	149
By Number of Lawyers in Office								
25 or Fewer	1.5	2	70.8	41.2	0.0	1	42.9	13
26-50	2.5	4	81.4	38.6	1.0	1	54.5	44
51-100	4.0	7	81.8	48.3	1.0	3	48.6	56
101-250	6.0	10	79.1	44.2	2.0	3	43.1	74
251+	38.0	60	79.8	58.4	15.0	28	35.6	49

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Table 33. Outcomes of EIP Callback Invitations to and Interviews of Class of 2026 Students for Summer 2025 Positions

	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
By NALP Region and City/State								
Northeast	20.0	52	79.2	58.4	7.0	23	34.6	56
Boston	5.0	10	88.6	52.5	2.0	4	37.7	12
New York City	38.0	63	78.8	58.7	13.0	28	34.5	44
Mid-Atlantic	9.5	14	80.8	46.8	2.0	5	44.2	50
Philadelphia	8.0	8	63.2	37.5	2.0	2	77.8	5
Washington, DC/ Northern VA area	10.0	17	83.6	47.6	3.0	6	42.9	35
Southeast	3.0	5	80.7	40.8	1.0	2	50.8	38
Dallas	4.0	4	79.5	35.5	1.0	1	45.5	9
Houston	2.5	4	84.2	50.0	1.0	2	50.0	10
Miami/Ft. Lauderdale/W. Palm Beach	2.0	7	78.4	37.9	0.0	2	72.7	7
Midwest	4.0	5	88.6	43.6	1.0	2	50.0	27
Chicago	5.0	5	88.1	50.0	2.5	2	45.9	16
West/Rocky Mountain	3.0	6	79.7	47.6	1.0	2	50.7	65
Los Angeles & Orange County	4.0	6	74.8	46.3	2.0	2	54.5	25
San Francisco	5.0	7	77.1	39.6	1.0	2	55.0	18
Silicon Valley	2.5	11	90.1	58.5	1.0	5	41.7	10

Note: Figures for law school early interview program-related callback invitations and outcomes are based on 250 employers issuing a total of 5,510 callback invitations to 2L students and do not include two offices that did not report the number of early interview program callbacks and interviews. Figures for offers and offer outcomes are based on 274 employers that recruited via early interview programs, including 72 offices that ultimately made zero early interview program offers or had not yet completed their hiring as of November 1, 2024. In total, these 274 offices made 2,396 offers from early interview program-related interviewing. This table only includes outcomes associated with law school early interview programs, which may have taken place virtually or in-person. Median and average offer figures are based on all employers who interviewed at least one second-year student via early interview programs (screening and/or callback), including the 72 that ultimately made no offers or had not yet completed their second-year hiring as of November 1, 2024. The number of offices that reported interviewing second-year students is shown in the last column. Averages are rounded to the nearest whole number. Following the overall total shown in the first line, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. Office-specific information includes some instances of firms with most lawyers in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey.

Table 34. Outcomes of Callback Invitations to and Interviews of Class of 2026 Students for Summer 2025 Positions from Recruiting that Took Place Outside of a Law School Interview Program

	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
Total – All Employers	11.0	32	80.8%	50.7%	4.0	13	51.4%	514
By Number of Lawyers Firm-wide								
100 or Fewer	10.0	15	82.7	42.6	1.0	4	36.7	11
101-250	11.0	15	83.9	42.6	2.0	4	59.7	45
251-500	8.5	19	83.3	46.7	3.0	7	54.9	59
501-700	7.0	21	78.7	43.5	2.0	7	55.1	71
701-1,000	11.0	33	82.1	51.0	5.0	15	49.8	63
1,001+	14.0	40	80.3	52.6	4.0	17	50.8	265
FIRM-WIDE/MULTI-OFFICE REPORTS								
All Firm-wide/ Multi-office Reports	23.5	59	81.3	50.3	9.0	25	56.7	78
By Number of Lawyers Firm-wide								
101-250	9.0	12	82.3	41.9	3.0	4	72.8	21
251-500	12.0	26	85.8	46.4	5.0	10	55.8	19
501-700	30.0	36	80.3	43.8	9.5	12	64.6	12
701-1,000	81.0	141	82.7	50.7	40.0	67	46.8	8
1,001+	72.0	133	79.7	53.1	15.0	56	60.0	17
By NALP Region								
Northeast	11.0	20	77.8	33.6	3.0	5	70.2	9
Southeast	5.5	10	83.1	40.8	4.0	3	85.7	7
Midwest	12.0	13	97.0	45.3	4.0	5	75.9	6
West/Rocky Mountain	7.0	13	81.1	40.8	2.0	4	66.7	10
OFFICE-SPECIFIC REPORTS								
All Office-specific Reports	10.0	27	80.6	50.9	3.0	11	49.2	436
By Number of Lawyers Firm-wide								
100 or Fewer	11.0	17	82.5	42.5	2.0	5	37.5	10
101-250	16.0	18	85.0	43.1	1.5	5	50.4	24
251-500	6.0	15	81.0	47.0	2.0	5	54.0	40
501-700	6.0	18	78.1	43.3	2.0	6	51.0	59
701-1,000	10.0	18	81.4	51.2	3.0	8	53.8	55
1,001+	12.0	34	80.5	52.4	4.0	14	48.3	248
By Number of Lawyers in Office								
25 or Fewer	3.5	4	86.6	35.4	1.0	1	72.4	49
26-50	6.0	9	83.0	37.9	2.0	3	55.7	109
51-100	9.5	12	83.3	42.4	3.0	4	56.4	118
101-250	20.0	26	80.9	47.5	7.5	10	53.4	110
251+	77.0	127	79.2	57.0	27.5	54	45.0	50

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Table 34. Outcomes of Callback Invitations to and Interviews of Class of 2026 Students for Summer 2025 Positions from Recruiting that Took Place Outside of a Law School Interview Program

	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
By NALP Region and City/State								
Northeast	26.0	79	79.3	55.0	8.0	33	43.5	77
Boston	17.0	28	88.6	46.0	7.0	11	60.4	21
New York City	30.0	100	78.3	56.1	11.0	41	41.7	56
Mid-Atlantic	12.0	23	80.4	44.2	4.0	8	51.5	74
Philadelphia	7.0	12	80.2	44.6	3.0	4	69.0	7
Washington, DC/ Northern VA area	22.0	31	78.8	45.1	8.0	11	50.1	44
Wilmington, DE	10.5	19	86.7	41.5	1.0	7	50.0	8
Southeast	7.0	10	84.5	43.7	2.0	3	60.9	92
Atlanta	7.0	10	90.9	45.7	3.0	4	50.0	8
Austin	8.5	9	83.6	45.7	2.0	3	52.4	7
Charlotte	12.0	16	92.7	39.2	7.0	6	52.5	7
Dallas	7.5	10	88.6	37.2	2.0	3	73.8	19
Houston	6.0	13	76.0	54.3	1.0	4	59.0	23
Miami/Ft. Lauderdale/W. Palm Beach	8.0	11	83.1	39.0	2.0	4	66.7	13
Midwest	10.0	23	79.7	56.4	3.5	10	58.3	58
Chicago	20.0	36	79.1	55.4	4.0	16	55.5	29
Minneapolis	7.0	10	82.7	49.3	3.0	4	69.7	8
West/Rocky Mountain	8.0	13	83.7	43.2	2.0	4	55.8	135
Denver area	3.5	5	92.3	31.3	1.0	2	80.0	10
Los Angeles & Orange County	9.0	16	82.5	40.5	2.0	5	56.8	51
Salt Lake City	9.0	10	98.4	37.7	2.0	4	78.3	6
San Diego	6.0	9	92.1	43.1	3.0	3	72.0	9
San Francisco	7.0	13	81.4	49.0	2.0	5	49.2	24
Seattle	11.0	11	89.7	41.4	4.0	4	62.1	7
Silicon Valley	8.0	15	83.6	47.3	2.5	6	43.2	16

Note: Figures for callback invitations and outcomes are based on 487 employers issuing a total of 15,569 callback invitations to 2L students and do not include six offices that did not report the number of callbacks and interviews that took place outside of a law school interview program. Recruiting outside of a law school interview program may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals. Figures for offers and offer outcomes are based on 514 employers that recruited outside of a law school interview program, including 65 offices that ultimately made zero offers as a result of these recruiting methods or had not yet completed their hiring as of November 1, 2024. Int total, these 514 offices made 6,538 offers from interviewing that took place outside of a law school interview program. Median and average offer figures are based on all employers who interviewed at least one second-year student, including the 65 that ultimately made no offers or had not yet completed their second-year hiring as of November 1, 2024. The number of offices that reported interviewing second-year students is shown in the last column. Averages are rounded to the nearest whole number. Following the overall total shown in the first line, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. Office-specific information includes some instances of firms with most lawyers in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey.

Table 35. Offers Made for Summer 2025 Programs Via All Recruiting Methods (OCI, EIP, and All Other Methods)

	% of Offices in Each Offer Number Range			Range of Offer Numbers Reported				Most Common Offer Number (mode) and % of Offices			
	3 or Fewer	4-15	More than 15	Minimum	5th Percentile	95th Percentile	Maximum	Mode	% of Offices Making this Number of Offers	# of Offers	# of Offices
Total – All Employers	33.3%	39.6%	27.1%	0	1	84	538	3	10.5%	11,771	543
FIRM-WIDE/MULTI-OFFICE REPORTS											
All Firm-wide/ Multi-office Reports	4.9	43.9	51.2	2	4	167	500	6, 13	6.1% each	3,668	82
By Number of Lawyers Firm-wide											
101-250	18.2	50.0	31.8	2	2	24	49	4, 6, 13	12.5% each	251	24
251-500	0.0	50.0	50.0	8	9	101	157	11	20.0	490	20
501-700	8.3	16.7	75.0	2	2	84	84	No figure was reported more than once.		351	12
701-1,000	0.0	0.0	100.0	12	12	355	355	No figure was reported more than once.		1,042	8
1,001+	0.0	23.5	76.5	6	6	500	500	6	11.8	1,530	17
OFFICE-SPECIFIC REPORTS											
All Office-specific Reports	38.4	38.8	22.8	0	1	61	538	3	11.5	8,103	461
By Number of Lawyers Firm-wide											
100 or Fewer	36.4	45.4	18.2	0	0	63	63	No figure was reported more than once.		134	11
101-250	30.8	46.2	23.1	0	0	32	35	3	15.4	264	26
251-500	48.8	27.9	23.3	0	0	52	70	3	16.3	480	43
501-700	58.0	30.4	11.6	0	0	36	247	2	26.1	754	69
701-1,000	37.5	37.5	25.0	0	1	47	176	3	17.9	827	56
1,001+	32.4	42.2	25.4	0	1	88	538	1	12.1	5,644	256

Note: Figures are based on 543 offices interviewing at least one second-year student for summer 2025 programs via law school interview programs, as well as all other recruiting methods (e.g., direct application, referral), including a few that ultimately did not make any offers. Office-specific information includes some instances of firms with most lawyers located in one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey.

Table 36. OCI Offers for Summer 2025 Programs

	% of Offices in Each Offer Number Range			Range of Offer Numbers Reported				Most Common Offer Number (mode) and % of Offices			
	3 or Fewer	4-10	More than 10	Minimum	5th Percentile	95th Percentile	Maximum	Mode	% of Offices Making this Number of Offers	# of Offers	# of Offices
Total – All Employers	60.9%	23.8%	15.3%	0	0	25	147	0	20.2%	2,837	450
FIRM-WIDE/MULTI-OFFICE REPORTS											
All Firm-wide/ Multi-office Reports	20.8	42.9	36.4	0	1	49	147	4	11.7	1,151	77
By Number of Lawyers Firm-wide											
101-250	31.8	59.1	9.1	1	1	20	38	4	18.2	153	22
251-500	5.6	66.7	27.8	3	3	45	45	7	22.2	195	18
501-700	27.3	18.2	54.5	0	0	46	46	0	18.2	175	11
701-1,000	25.0	12.5	62.5	3	3	147	147	3	25.0	331	8
1,001+	11.8	29.4	58.8	1	1	63	63	20	11.8	294	17
OFFICE-SPECIFIC REPORTS											
All Office-specific Reports	69.2	19.8	11.0	0	0	19	85	0	23.9	1,686	373
By Number of Lawyers Firm-wide											
100 or Fewer	55.6	33.3	11.1	0	0	31	31	0, 3, 6	22.2% each	55	9
101-250	44.0	52.0	4.0	0	0	9	21	1, 2, 3, 4, 6, 9	12.0% each	124	25
251-500	56.0	16.0	28.0	0	0	22	27	0, 1	16.0% each	163	25
501-700	74.1	15.5	10.3	0	0	18	30	0	24.1	211	58
701-1,000	71.7	15.2	13.0	0	0	21	37	0	21.7	223	46
1,001+	72.4	18.1	9.5	0	0	16	85	0	27.1	910	210

Note: Figures are based on 450 offices interviewing at least one second-year student for summer 2025 programs via OCI, including 91 offices that ultimately did not make any offers. This table only includes offers that resulted from OCI programs. Office-specific information includes some instances of firms with most lawyers located in one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey.

Table 37. EIP Offers for Summer 2025 Programs

	% of Offices in Each Offer Number Range			Range of Offer Numbers Reported				Most Common Offer Number (mode) and % of Offices			
	3 or Fewer	4-10	More than 10	Minimum	5th Percentile	95th Percentile	Maximum	Mode	% of Offices Making this Number of Offers	# of Offers	# of Offices
Total – All Employers	66.8%	16.4%	16.8%	0	0	48	197	0	26.3%	2,396	274
FIRM-WIDE/MULTI-OFFICE REPORTS											
All Firm-wide/ Multi-office Reports	50.0	26.3	23.7	0	0	80	197	0	23.7	592	38
By Number of Lawyers Firm-wide											
101-250	42.9	42.9	14.3	0	0	6	6	0, 4	28.6% each	17	7
251-500	14.3	71.4	14.3	0	0	66	66	0	28.6	95	7
501-700	33.3	33.3	33.3	0	0	16	16	0	33.3	29	6
1,001+	14.3	28.6	57.1	0	0	197	197	0	21.4	279	14
OFFICE-SPECIFIC REPORTS											
All Office-specific Reports	69.5	14.8	15.7	0	0	39	134	0	26.7	1,804	236
By Number of Lawyers Firm-wide											
101-250	85.7	14.3	0.0	0	0	5	5	1	28.6	25	14
251-500	55.0	30.0	15.0	0	1	27	32	1	25.0	116	20
501-700	80.0	0.0	20.0	0	0	26	112	1	36.0	204	25
701-1,000	66.7	12.5	20.8	0	0	27	81	0	25.0	191	24
1,001+	69.1	15.4	15.4	0	0	49	134	0	30.9	1,237	149

Note: Figures are based on 274 offices interviewing at least one second-year student for summer 2025 programs via a law school early interview program, including 72 offices that ultimately did not make any offers. This table only includes offers that resulted from law school early interview programs. Office-specific information includes some instances of firms with most lawyers located in one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey.

Table 38. Offers from Recruiting that Took Place Outside of a Law School Interview Program for Summer 2025 Programs

	% of Offices in Each Offer Number Range			Range of Offer Numbers Reported				Most Common Offer Number (mode) and % of Offices		# of Offers	# of Offices
	3 or Fewer	4-10	More than 10	Minimum	5th Percentile	95th Percentile	Maximum	Mode	% of Offices Making this Number of Offers		
Total – All Employers	49.4%	27.2%	23.3%	0	0	52	465	1	14.6%	6,538	514
FIRM-WIDE/MULTI-OFFICE REPORTS											
All Firm-wide/ Multi-office Reports	25.6	32.1	42.3	0	1	110	465	4	11.5	1,921	78
By Number of Lawyers Firm-wide											
101-250	61.9	28.6	9.5	0	0	13	16	1	19.0	81	21
251-500	10.5	63.2	26.3	2	2	46	46	4	31.6	199	19
501-700	16.7	41.7	41.7	2	2	42	42	2, 12	16.7% each	147	12
701-1,000	0.0	12.5	87.5	9	9	201	201	No figure was reported more than once.		539	8
1,001+	11.8	5.9	82.4	1	1	465	465	15	17.6	954	17
OFFICE-SPECIFIC REPORTS											
All Office-specific Reports	53.7	26.4	20.0	0	0	36	392	1	15.8	4,617	436
By Number of Lawyers Firm-wide											
100 or Fewer	60.0	30.0	10.0	0	0	22	22	1	30.0	48	10
101-250	77.8	5.6	16.7	0	0	19	21	0	45.8	115	24
251-500	66.7	16.7	16.7	0	0	28	46	0, 2	27.5% each	202	40
501-700	72.5	17.5	10.0	0	0	36	117	1	25.4	339	59
701-1,000	76.3	16.9	6.8	0	0	27	58	1	18.2	413	55
1,001+	50.9	21.8	27.3	0	0	62	392	1	14.9	3,500	248

Note: Figures are based on 514 offices interviewing at least one second-year student for summer 2024 programs outside of a law school interview program, including 65 offices that ultimately did not make any offers via these recruiting methods. This table only includes offers that resulted from recruiting that took place outside of a law school interview program. Non-law school interview program recruiting may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals. Office-specific information includes some instances of firms with most lawyers located in one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey.

Table 39. Overall Offer Acceptance Rates for Summer 2025 Programs Via All Recruiting Methods (OCI, EIP, and All Other Methods)
(percent of offices in each range of acceptance rates)

	Acceptance Rates (percent of offices with an acceptance rate falling into each range category)			Average Acceptance Rate (per office)	# of Offices
	Less than 35%	35-60%	More than 60%		
Total – All Employers	12.2%	38.2%	49.6%	63.5%	524
By Number of Lawyers Firm-wide					
100 or Fewer	36.4	36.4	27.3	40.8	11
101-250	12.5	31.3	56.3	65.1	48
251-500	10.5	40.4	49.1	62.1	57
501-700	6.5	27.3	66.2	72.2	77
700-1,000	12.7	41.3	46.0	62.2	63
1,001+	13.1	41.4	45.5	62.2	268
By Number of Lawyers in Office					
25 or Fewer	8.2	22.4	69.4	77.4	49
26-50	19.3	24.6	56.1	65.8	114
51-100	15.3	33.9	50.8	63.5	118
101-250	8.9	48.2	42.9	60.1	112
251+	14.3	69.4	16.3	47.7	49
By NALP Region and City/State					
Northeast	13.5	56.2	30.3	56.1	89
Boston	4.8	57.1	38.1	65.2	21
New York City	19.0	58.6	22.4	50.6	58
Mid-Atlantic	18.9	43.2	37.8	56.3	74
Philadelphia	14.3	14.3	71.4	75.0	7
Washington, DC/ Northern VA area	22.7	52.3	25.0	49.7	44
Wilmington, DE	28.6	28.6	42.9	56.4	7
Southeast	16.0	18.0	66.0	68.5	100
Atlanta	22.2	22.2	55.6	56.1	9
Austin	28.6	0.0	71.4	66.2	7
Charlotte	25.0	37.5	37.5	53.0	8
Dallas	11.8	5.9	82.4	67.7	17
Houston	17.4	30.4	52.2	67.1	23
Miami/Ft. Lauderdale/ W. Palm Beach	7.7	7.7	84.6	79.5	13
Other areas in Florida	12.5	12.5	75.0	80.2	8

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Table 39. Overall Offer Acceptance Rates for Summer 2025 Programs Via All Recruiting Methods (OCI, EIP, and All Other Methods)
(percent of offices in each range of acceptance rates)

	Acceptance Rates (percent of offices with an acceptance rate falling into each range category)			Average Acceptance Rate (per office)	# of Offices
	Less than 35%	35-60%	More than 60%		
Midwest	9.1	36.4	54.5	66.5	66
Chicago	6.9	48.3	44.8	64.8	29
Minneapolis	12.5	25.0	62.5	62.3	8
West/Rocky Mountain	8.8	36.5	54.7	67.6	148
Denver area	0.0	0.0	100.0	89.7	10
Los Angeles & Orange County	9.8	43.1	47.1	62.3	51
Salt Lake City	0.0	14.3	85.7	80.9	7
San Diego	0.0	25.0	75.0	76.5	8
San Francisco	12.5	41.7	45.8	64.5	24
Seattle	0.0	28.6	71.4	72.5	7
Silicon Valley	23.5	47.1	29.4	53.8	17

Note: This table excludes offices that interviewed 2L students, but then did not make any offers for summer 2025. The table includes acceptance rates for all offers made, including offers that resulted from interviewing that took place via a law school interview program, as well as all other recruiting methods (e.g., direct application, referral). This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures do not include offices that submitted a composite survey for offices nationwide. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

Table 40. OCI Offer Acceptance Rates for Summer 2025 Programs
(percent of offices in each range of acceptance rates)

	Acceptance Rates (percent of offices with an acceptance rate falling into each range category)			Average Acceptance Rate (per office)	# of Offices
	Less than 35%	35-60%	More than 60%		
Total – All Employers	24.3%	24.0%	51.7%	61.5%	358
By Number of Lawyers Firm-wide					
100 or Fewer	25.0	25.0	50.0	56.7	8
101-250	13.3	26.7	60.0	65.6	45
251-500	12.8	30.8	56.4	64.4	39
501-700	18.9	18.9	62.3	69.7	53
700-1,000	18.2	34.1	47.7	62.9	44
1,001+	33.1	20.7	46.2	57.1	169
By Number of Lawyers in Office					
25 or Fewer	13.6	27.3	59.1	71.1	22
26-50	32.8	6.6	60.7	66.3	61
51-100	27.9	16.2	55.9	62.5	68
101-250	25.6	24.4	50.0	60.4	86
251+	37.0	39.1	23.9	45.0	46
By NALP Region and City/State					
Northeast	30.4	36.2	33.3	52.1	69
Boston	16.7	33.3	50.0	61.5	12
New York City	36.7	36.7	26.5	48.2	49
Mid-Atlantic	42.9	17.9	39.3	46.5	56
Philadelphia	16.7	16.7	66.7	71.7	6
Washington, DC/ Northern VA area	47.4	21.1	31.6	41.0	38
Southeast	21.0	19.4	59.7	72.6	62
Atlanta	20.0	40.0	40.0	66.7	5
Charlotte	50.0	0.0	50.0	59.3	6
Dallas	10.0	20.0	70.0	76.7	10
Houston	33.3	26.7	40.0	64.6	15
Miami/Ft. Lauderdale/W. Palm Beach	16.7	0.0	83.3	83.3	6

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Table 40. OCI Offer Acceptance Rates for Summer 2025 Programs
(percent of offices in each range of acceptance rates)

	Acceptance Rates (percent of offices with an acceptance rate falling into each range category)			Average Acceptance Rate (per office)	# of Offices
	Less than 35%	35-60%	More than 60%		
Midwest	14.6	22.0	63.4	68.2	41
Chicago	21.1	21.1	57.9	67.5	19
West/Rocky Mountain	22.5	14.6	62.9	67.9	89
Los Angeles & Orange County	30.0	13.3	56.7	60.9	30
San Francisco	29.4	17.6	52.9	65.8	17
Silicon Valley	33.3	25.0	41.7	52.4	12

Note: This table excludes offices that interviewed 2L students via an OCI program, but then did not make any offers for summer 2025. The table only includes acceptance rates for offers that resulted from on-campus interviewing programs. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures do not include offices that submitted a composite survey for offices nationwide.

Table 41. EIP Offer Acceptance Rates for Summer 2025 Programs
(percent of offices in each range of acceptance rates)

	Acceptance Rates (percent of offices with an acceptance rate falling into each range category)			Average Acceptance Rate (per office)	# of Offices
	Less than 35%	35-60%	More than 60%		
Total – All Employers	41.6%	25.7%	32.7%	47.9%	202
By Number of Lawyers Firm-wide					
101-250	43.8	18.8	37.5	45.8	16
251-500	25.0	20.8	54.2	61.9	24
501-700	30.4	34.8	34.8	53.0	23
700-1,000	45.5	31.8	22.7	41.9	22
1,001+	44.7	25.4	29.8	46.3	114
By Number of Lawyers in Office					
25 or Fewer	50.0	16.7	33.3	41.7	6
26-50	37.5	16.7	45.8	56.5	24
51-100	40.0	17.5	42.5	49.8	40
101-250	40.0	21.8	38.2	49.0	55
251+	50.0	37.5	12.5	39.9	48
By NALP Region and City/State					
Northeast	52.0	24.0	24.0	41.8	50
Boston	50.0	25.0	25.0	35.7	8
New York City	51.2	24.4	24.4	44.1	41
Mid-Atlantic	35.9	35.9	28.2	45.7	39
Washington, DC/ Northern VA area	37.0	48.1	14.8	41.4	27
Southeast	40.0	12.0	48.0	53.0	25
Dallas	57.1	14.3	28.6	40.5	7
Houston	50.0	16.7	33.3	45.0	6
Midwest	40.0	20.0	40.0	55.1	20
Chicago	53.8	15.4	30.8	46.3	13
West/Rocky Mountain	40.4	25.5	34.0	48.7	47
Los Angeles & Orange County	29.4	35.3	35.3	49.4	17
San Francisco	28.6	21.4	50.0	67.0	14
Silicon Valley	75.0	25.0	0.0	15.2	8

Note: This table excludes offices that interviewed 2L students via an early interview program, but then did not make any offers for summer 2025. The table only includes acceptance rates for offers that resulted from law school early interview programs. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures do not include offices that submitted a composite survey for offices nationwide.

Table 42. Offer Acceptance Rates for Recruiting That Took Place Outside of a Law School Interview Program for Summer 2025 Programs
(percent of offices in each range of acceptance rates)

	Acceptance Rates (percent of offices with an acceptance rate falling into each range category)			Average Acceptance Rate (per office)	# of Offices
	Less than 35%	35-60%	More than 60%		
Total – All Employers	13.6%	37.2%	49.2%	63.8%	449
By Number of Lawyers Firm-wide					
100 or Fewer	44.4	33.3	22.2	40.0	9
101-250	16.1	32.3	51.6	67.2	31
251-500	16.7	29.2	54.2	64.2	48
501-700	15.3	22.0	62.7	69.5	59
700-1,000	18.6	40.7	40.7	61.1	59
1,001+	9.9	42.4	47.7	63.5	243
By Number of Lawyers in Office					
25 or Fewer	11.4	14.3	74.3	80.1	35
26-50	22.0	30.8	47.3	61.2	91
51-100	17.5	30.9	51.5	64.5	97
101-250	11.7	47.6	40.8	61.3	103
251+	8.3	62.5	29.2	54.3	48
By NALP Region and City/State					
Northeast	13.0	53.2	33.8	56.8	77
Boston	10.5	31.6	57.9	65.4	19
New York City	14.3	69.4	16.3	51.1	49
Mid-Atlantic	18.8	37.7	43.5	62.5	69
Philadelphia	16.7	16.7	66.7	69.6	6
Washington, DC/ Northern VA area	22.0	43.9	34.1	57.9	41
Wilmington, DE	16.7	16.7	66.7	76.8	6
Southeast	18.4	17.1	64.5	68.5	76
Atlanta	28.6	14.3	57.1	48.4	7
Austin	33.3	16.7	50.0	57.7	6
Charlotte	16.7	33.3	50.0	53.9	6
Dallas	8.3	8.3	83.3	75.2	12
Houston	13.3	33.3	53.3	70.6	15
Miami/Ft. Lauderdale/ W. Palm Beach	8.3	16.7	75.0	76.5	12

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Table 42. Offer Acceptance Rates for Recruiting That Took Place Outside of a Law School Interview Program for Summer 2025 Programs
(percent of offices in each range of acceptance rates)

	Acceptance Rates (percent of offices with an acceptance rate falling into each range category)			Average Acceptance Rate (per office)	# of Offices
	Less than 35%	35-60%	More than 60%		
Midwest	8.6	39.7	51.7	65.6	58
Chicago	3.7	59.3	37.0	61.4	27
Minneapolis	12.5	25.0	62.5	66.4	8
West/Rocky Mountain	13.5	38.9	47.6	64.7	126
Denver area	11.1	11.1	77.8	80.6	9
Los Angeles & Orange County	10.0	47.5	42.5	64.6	40
Salt Lake City	16.7	16.7	66.7	68.3	6
San Diego	0.0	28.6	71.4	71.7	7
San Francisco	23.8	42.9	33.3	55.1	21
Seattle	0.0	42.9	57.1	66.7	7
Silicon Valley	25.0	37.5	37.5	56.2	16

Note: The table only includes acceptance rates for offers that resulted from recruiting outside of law school interview programs. This table also excludes offices that interviewed 2L students outside of a law school interview program, but then did not make any offers for summer 2025. Non-law school interview program recruiting may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures do not include offices that submitted a composite survey for offices nationwide.

Table 43. Timing of Offers for 2025 Summer Programs (from all recruiting methods)
(percent of offers made in each time period)

	% of Offers Made					# of Offers for Which Offer Timing was Reported
	Prior to June 2024	June 2024	July 2024	August 2024	September 2024 or Later	
Total – All Employers	3.6%	29.8%	45.0%	20.2%	1.3%	11,269
By Number of Lawyers Firm-wide						
100 or Fewer	2.9	18.4	51.5	21.3	5.9	136
101-250	5.2	5.6	34.1	52.9	2.2	501
251-500	6.0	15.6	45.2	32.0	1.1	966
501-700	1.6	23.6	35.0	36.8	3.0	1,092
701-1,000	1.7	32.9	45.5	18.0	2.0	1,680
1,001+	4.0	34.0	47.1	14.1	0.7	6,894
By Number of Lawyers in Office						
25 or Fewer	2.6	15.8	36.0	40.4	5.3	114
26-50	5.1	19.1	41.8	31.4	2.6	455
51-100	5.7	20.0	50.4	22.6	1.4	846
101-250	5.1	23.1	45.1	25.4	1.3	1,744
251+	2.9	41.3	44.1	11.0	0.7	4,555
By Region						
Northeast	4.0	39.3	43.1	12.6	1.0	4,405
Mid-Atlantic	2.7	22.4	52.8	21.0	1.2	1,122
Southeast	2.4	13.8	43.5	38.0	2.3	573
Midwest	4.0	32.8	39.0	22.6	1.6	875
West/Rocky Mountain	5.7	22.2	41.8	28.7	1.6	1,099

Note: Figures based on 11,269 offers to 2L students and for which the timing of the offer was reported, representing approximately 96% of all offers reported. The table includes offer timing for both offers that resulted from interviewing that took place via law school interview programs and all other recruiting methods (e.g., direct application, referral). Among survey respondents providing timing information, most accounted for the timing of all offers. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

Table 44. Timing of OCI Offers for 2025 Summer Programs
(percent of offers made in each time period)

	% of Offers Made					# of Offers for Which Offer Timing was Reported
	Prior to June 2024	June 2024	July 2024	August 2024	September 2024 or Later	
Total – All Employers	0.3%	4.3%	36.3%	56.6%	2.5%	2,768
By Number of Lawyers Firm-wide						
100 or Fewer	0.0	0.0	51.8	35.7	12.5	56
101-250	0.0	0.7	17.9	79.9	1.5	273
251-500	0.0	3.4	30.6	66.0	0.0	356
501-700	0.0	0.3	20.9	76.9	1.9	373
701-1,000	0.8	11.2	45.5	37.1	5.5	510
1,001+	0.4	3.9	42.4	51.4	1.8	1,200
By Number of Lawyers in Office						
25 or Fewer	0.0	0.0	18.0	80.0	2.0	50
26-50	0.0	0.0	29.4	67.6	2.9	136
51-100	0.8	4.3	41.9	49.4	3.6	253
101-250	0.2	3.2	33.2	62.4	1.1	473
251+	0.3	2.8	45.6	47.6	3.7	723
By Region						
Northeast	0.1	0.8	42.9	51.8	4.4	770
Mid-Atlantic	0.6	8.0	44.2	46.2	1.1	351
Southeast	0.0	0.5	22.3	71.6	5.6	197
Midwest	0.0	4.2	28.0	66.8	0.9	214
West/Rocky Mountain	0.6	2.8	32.1	63.1	1.4	352

Note: Figures based on 2,768 offers to 2L students that resulted from OCI recruiting and for which the timing of the offer was reported, representing approximately 98% of all OCI offers reported. Among survey respondents providing timing information, most accounted for the timing of all offers. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

Table 45. Timing of EIP Offers for 2025 Summer Programs
(percent of offers made in each time period)

	% of Offers Made					# of Offers for Which Offer Timing was Reported
	Prior to June 2024	June 2024	July 2024	August 2024	September 2024 or Later	
Total – All Employers	0.8%	34.8%	60.6%	3.6%	0.2%	2,269
By Number of Lawyers Firm-wide						
101-250	0.0	4.8	81.0	14.3	0.0	42
251-500	0.0	25.6	68.2	4.3	1.9	211
501-700	0.0	38.6	51.5	9.9	0.0	233
701-1,000	0.6	39.7	56.2	3.6	0.0	363
1,001+	1.1	35.4	61.3	2.2	0.1	1,389
By Number of Lawyers in Office						
26-50	2.5	12.5	72.5	10.0	2.5	40
51-100	6.0	22.6	63.9	7.5	0.0	133
101-250	1.6	23.2	61.4	12.2	1.6	246
251+	0.2	42.1	56.7	1.0	0.0	1,260
By NALP Region						
Northeast	0.4	42.3	55.7	1.2	0.3	1,205
Mid-Atlantic	0.0	26.0	70.6	3.1	0.4	262
Southeast	1.6	8.1	54.8	35.5	0.0	62
Midwest	0.0	27.1	66.7	6.3	0.0	48
West/Rocky Mountain	6.4	24.3	61.4	7.9	0.0	140

Note: Figures based on 2,269 offers to 2L students that resulted from law school early interview program recruiting and for which the timing of the offer was reported, representing approximately 95% of all law school early interview program offers reported. Among survey respondents providing timing information, most accounted for the timing of all offers. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

Table 46. Timing of Offers That Were Made Outside of a Law School Interview Program for 2025 Summer Programs

(percent of offers made in each time period)

	% of Offers Made					# of Offers for Which Offer Timing was Reported
	Prior to June 2024	June 2024	July 2024	August 2024	September 2024 or Later	
Total – All Employers	6.1%	39.3%	43.2%	10.1%	1.2%	6,232
By Number of Lawyers Firm-wide						
100 or Fewer	4.1	36.7	38.8	18.4	2.0	49
101-250	14.0	12.9	47.3	22.0	3.8	186
251-500	14.5	21.3	46.1	16.3	1.8	399
501-700	3.5	34.4	37.9	18.9	5.3	486
701-1,000	2.7	43.6	40.6	12.4	0.6	807
1,001+	6.0	42.0	43.9	7.5	0.7	4,305
By Number of Lawyers in Office						
25 or Fewer	5.3	31.6	45.6	8.8	8.8	57
26-50	7.9	29.3	43.6	16.8	2.5	280
51-100	8.3	27.8	51.1	12.2	0.7	460
101-250	8.2	32.3	46.7	11.5	1.3	1,025
251+	5.0	51.7	37.5	5.7	0.1	2,575
By NALP Region						
Northeast	7.0	50.0	37.0	5.8	0.2	2,432
Mid-Atlantic	4.3	26.0	53.3	15.2	1.2	657
Southeast	4.1	23.2	54.5	17.5	0.6	314
Midwest	5.7	43.3	40.6	8.5	2.0	614
West/Rocky Mountain	8.6	32.9	42.9	13.5	2.1	608

Note: Figures based on 6,232 offers to 2L students that resulted from recruiting outside of law school interview programs, and for which the timing of the offer was reported, representing approximately 95% of all non-law school interview program offers reported. Non-law school interview program recruiting may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals. Among survey respondents providing timing information, most accounted for the timing of all offers. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

Table 47. Response Times to Offers for 2025 Summer Programs (from all recruiting methods)

(percent of offer responses received in each time period)

	% of Responses Received						# of Offers for Which Response Timing was Reported
	Within 24 Hours	Within 2-7 Days	Within 8-14 Days	Within 15-22 Days	Beyond 22 Days	Never Responded	
Total – All Employers	11.5%	26.2%	36.4%	17.3%	8.0%	0.6%	10,719
By Number of Lawyers Firm-wide							
100 or Fewer	6.6	19.9	37.5	25.7	8.8	1.5	136
101-250	17.3	33.1	34.8	9.3	4.9	0.6	474
251-500	14.8	31.4	32.0	12.3	8.9	0.5	964
501-700	14.9	31.2	34.1	13.0	6.1	0.7	1,029
701-1,000	11.0	29.3	35.2	18.8	5.1	0.6	1,282
1,001+	10.3	23.7	37.7	18.8	8.9	0.5	6,834
By Number of Lawyers in Office							
25 or Fewer	20.7	37.8	27.9	9.0	3.6	0.9	111
26-50	15.0	35.7	38.3	7.3	3.3	0.4	454
51-100	14.0	30.6	38.9	12.9	3.1	0.6	831
101-250	13.8	29.8	37.2	13.0	5.7	0.4	1,692
251+	6.6	19.2	36.8	24.9	11.7	0.8	4,503
By Region							
Northeast	7.2	19.3	36.3	24.3	12.1	0.8	4,322
Mid-Atlantic	10.4	27.7	36.7	19.1	5.5	0.6	1,105
Southeast	22.0	37.7	30.9	7.7	1.8	0.0	560
Midwest	16.1	33.9	34.8	10.3	4.4	0.5	870
West/Rocky Mountain	11.4	30.6	42.9	10.6	4.0	0.4	1,092

Note: Figures based on 10,719 offers to 2L students for which the timing of the responses was reported, representing about 91% of all offers reported. The table includes offer timing for both offers that resulted from interviewing that took place via law school interview programs and all other recruiting methods (e.g., direct application, referral). Among survey respondents providing timing information, most accounted for the timing of all responses to offers. Figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

Table 48. Response Times to OCI Offers for 2025 Summer Programs
(percent of offer responses received in each time period)

	% of Responses Received						# of Offers for Which Response Timing was Reported
	Within 24 Hours	Within 2-7 Days	Within 8-14 Days	Within 15-22 Days	Beyond 22 Days	Never Responded	
Total – All Employers	13.6%	34.0%	37.0%	12.5%	2.2%	0.7%	2,579
By Number of Lawyers Firm-wide							
100 or Fewer	10.7	21.4	41.1	21.4	5.4	0.0	56
101-250	17.4	37.0	35.5	7.2	2.3	0.8	265
251-500	15.8	38.4	33.6	10.5	1.7	0.0	354
501-700	19.7	43.3	31.0	4.4	1.3	0.3	319
701-1,000	11.2	38.8	30.5	15.6	3.4	0.5	436
1,001+	11.5	28.1	42.3	15.0	2.0	1.1	1,149
By Number of Lawyers in Office							
25 or Fewer	21.3	34.0	36.2	6.4	2.1	0.0	47
26-50	16.3	44.4	30.4	6.7	1.5	0.7	135
51-100	17.4	26.9	40.7	11.9	2.0	1.2	253
101-250	12.3	35.6	38.0	12.3	1.1	0.6	463
251+	7.3	22.3	44.2	21.4	3.6	1.2	672
By Region							
Northeast	7.1	24.2	43.2	20.5	3.6	1.4	716
Mid-Atlantic	11.0	39.8	33.4	14.0	1.2	0.6	344
Southeast	23.0	41.3	33.2	2.6	0.0	0.0	196
Midwest	22.5	49.8	23.9	3.8	0.0	0.0	209
West/Rocky Mountain	13.1	30.7	41.2	11.9	2.3	0.9	352

Note: Figures based on 2,579 offers to 2L students for which the timing of the responses was reported, representing about 91% of all OCI offers reported. Among survey respondents providing timing information, most accounted for the timing of all responses to offers. Figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

Table 49. Response Times to EIP Offers for 2025 Summer Programs
(percent of offer responses received in each time period)

	% of Responses Received						# of Offers for Which Response Timing was Reported
	Within 24 Hours	Within 2-7 Days	Within 8-14 Days	Within 15-22 Days	Beyond 22 Days	Never Responded	
Total – All Employers	5.9%	19.5%	37.4%	24.0%	12.4%	0.8%	2,178
By Number of Lawyers Firm-wide							
101-250	11.9	31.0	38.1	9.5	9.5	0.0	42
251-500	9.0	23.7	35.1	17.5	13.3	1.4	211
501-700	5.3	22.7	40.9	20.0	11.1	0.0	225
701-1,000	2.5	17.4	37.0	33.1	8.2	1.8	281
1,001+	6.1	18.8	37.8	23.4	13.3	0.6	1,388
By Number of Lawyers in Office							
26-50	2.5	32.5	50.0	10.0	5.0	0.0	40
51-100	6.1	19.1	38.9	27.5	7.6	0.8	131
101-250	7.1	23.9	42.4	17.2	9.2	0.0	238
251+	4.4	17.4	33.7	28.0	15.3	1.2	1,259
By Region							
Northeast	4.0	17.2	32.8	29.2	15.5	1.2	1,204
Mid-Atlantic	7.9	23.0	39.3	19.0	10.3	0.4	252
Southeast	8.1	30.6	40.3	16.1	4.8	0.0	62
Midwest	6.3	31.3	39.6	10.4	12.5	0.0	48
West/Rocky Mountain	7.1	19.3	52.1	16.4	5.0	0.0	140

Note: Figures based on 2,178 offers to 2L students for which the timing of the responses was reported, representing about 91% of all law school early interview program offers reported. Among survey respondents providing timing information, most accounted for the timing of all responses to offers. Figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

Table 50. Response Times to Offers Made Outside of a Law School Interview Program for 2025 Summer Programs

(percent of offer responses received in each time period)

	% of Responses Received						# of Offers for Which Response Timing was Reported
	Within 24 Hours	Within 2-7 Days	Within 8-14 Days	Within 15-22 Days	Beyond 22 Days	Never Responded	
Total – All Employers	12.6%	25.2%	35.8%	17.0%	8.9%	0.4%	5,962
By Number of Lawyers Firm-wide							
100 or Fewer	6.1	28.6	49.0	8.2	6.1	2.0	49
101-250	18.6	27.5	32.9	12.6	7.8	0.6	167
251-500	17.0	29.3	28.8	11.3	13.0	0.5	399
501-700	16.1	27.2	33.0	15.5	7.0	1.2	485
701-1,000	15.0	28.0	37.9	14.2	4.8	0.2	565
1,001+	11.4	24.1	36.4	18.3	9.4	0.3	4,297
By Number of Lawyers in Office							
25 or Fewer	22.8	43.9	21.1	8.8	1.8	1.8	57
26-50	16.1	32.1	40.4	7.1	3.9	0.4	280
51-100	14.3	36.0	37.8	9.2	2.5	0.2	447
101-250	16.1	28.6	35.6	12.3	7.1	0.3	991
251+	7.5	19.2	36.3	24.3	12.2	0.5	2,575
By Region							
Northeast	8.8	19.0	36.0	22.9	13.0	0.4	2,404
Mid-Atlantic	10.6	29.4	35.7	18.7	4.9	0.6	635
Southeast	24.2	36.8	27.5	9.3	2.3	0.0	302
Midwest	14.7	28.7	38.1	12.5	5.4	0.7	614
West/Rocky Mountain	11.5	33.3	41.8	8.5	4.8	0.2	601

Note: Figures based on 5,962 offers for which the timing of the responses was reported, representing about 91% of all offers that were made outside of law school interview programs. Non-law school interview program recruiting may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals. Among survey respondents providing timing information, most accounted for the timing of all responses to offers. Figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

Table 51. Total Offer Volumes (via all recruiting methods) for Summer 2025 2L Programs in Comparison to Summer 2024 2L Programs

	# of Offers Made for Summer 2025	Change from Summer 2024	Percent of Offices Making:			Number of Offices
			Fewer Offers	Same Number of Offers	More Offers	
Total – All Employers	11,671	-0.7%	43.4%	14.2%	42.3%	534
By Number of Lawyers Firm-wide						
100 or Fewer	132	-30.9	72.7	9.1	18.2	11
101-250	505	-6.8	47.9	14.6	37.5	48
251-500	970	-12.5	47.6	12.7	39.7	63
501-700	1,105	-2.6	43.2	14.8	42.0	81
701-1,000	1,834	15.4	37.7	16.4	45.9	61
1,001+	7,125	-0.9	41.9	14.1	44.1	270
By Number of Lawyers in Office						
25 or Fewer	113	18.9	19.6	35.3	45.1	51
26-50	454	4.6	36.2	19.8	44.0	116
51-100	881	-13.5	49.6	15.4	35.0	123
101-250	1,834	-5.2	45.2	8.7	46.1	115
251+	4,761	1.7	52.0	4.0	44.0	50
By NALP Region and City/State						
Northeast	4,697	3.8	41.6	6.7	51.7	89
Boston	346	4.5	42.9	4.8	52.4	21
New York City	4,274	3.9	44.1	5.1	50.8	59
Mid-Atlantic	1,098	-9.3	41.9	13.5	44.6	74
Philadelphia	53	-31.2	71.4	0.0	28.6	7
Washington, DC/ Northern VA area	898	-6.6	41.9	9.3	48.8	43
Wilmington, DE	76	-26.9	50.0	25.0	25.0	8
Southeast	604	-11.7	40.4	20.2	39.4	109
Atlanta	58	-10.8	44.4	11.1	44.4	9
Charlotte	67	34.0	50.0	0.0	50.0	8
Dallas	92	-33.3	52.4	19.0	28.6	21
Houston	162	-28.6	56.0	20.0	24.0	25
Miami/Ft. Lauderdale/ W. Palm Beach	66	34.7	15.4	15.4	69.2	13

(Continued on page 97)

Table 51. Total Offer Volumes (via all recruiting methods) for Summer 2025 2L Programs in Comparison to Summer 2024 2L Programs

	# of Offers Made for Summer 2025	Change from Summer 2024	Percent of Offices Making:			Number of Offices
			Fewer Offers	Same Number of Offers	More Offers	
Midwest	879	-13.4	59.4	11.6	29.0	69
Chicago	595	-16.4	80.0	10.0	10.0	30
Minneapolis	50	8.7	37.5	12.5	50.0	8
West/Rocky Mountain	1,126	-3.1	39.2	19.6	41.2	148
Los Angeles & Orange County	391	4.8	30.0	20.0	50.0	50
Salt Lake City	34	9.7	28.6	42.9	28.6	7
San Diego	29	16.0	22.2	33.3	44.4	9
San Francisco	224	-16.7	58.3	12.5	29.2	24
Seattle	36	-7.7	28.6	14.3	57.1	7
Silicon Valley	223	3.7	47.1	23.5	29.4	17

Note: Figures reflect employers who held a summer program in 2024, will do so in 2025, and reported offer numbers for both years. The table includes all offers made, including offers that resulted from interviewing that took place via a law school interview program and all other non-law school interview program recruiting methods (e.g., direct application, referral). This table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. Cities shown in the table are those where offices collectively reported at least 25 offers for summer 2025. The number of employers reporting is shown in the last column. The total number of offer figures reported in this table may vary slightly from the sum of offer numbers reported in Tables 52-54 because some offices did not consistently report prior year offer figures across each recruiting method and due to the minimum reporting requirements to be included in each table.

Table 52. OCI Offer Volumes for Summer 2025 2L Programs in Comparison to Summer 2024 2L Programs

	# of Offers Made for Summer 2025	Change from Summer 2024	Percent of Offices Making:			Number of Offices
			Fewer Offers	Same Number of Offers	More Offers	
Total – All Employers	2,798	-44.4%	64.2%	11.2%	24.5%	436
By Number of Lawyers Firm-wide						
100 or Fewer	52	-55.6	66.7	22.2	11.1	9
101-250	262	-26.6	63.6	6.8	29.5	44
251-500	358	-47.1	65.1	4.7	30.2	43
501-700	386	-30.9	55.1	15.9	29.0	69
701-1,000	545	-34.3	64.0	10.0	26.0	50
1,001+	1,195	-52.0	67.0	11.8	21.3	221
By Number of Lawyers in Office						
25 or Fewer	52	10.6	25.0	21.4	53.6	28
26-50	133	-35.4	49.4	18.5	32.1	81
51-100	245	-53.9	62.7	17.6	19.6	102
101-250	510	-43.5	72.0	6.0	22.0	100
251+	719	-52.3	84.0	2.0	14.0	50
By NALP Region and City/State						
Northeast	807	-46.8	68.4	8.9	22.8	79
Boston	54	-48.6	62.5	18.8	18.8	16
New York City	718	-47.9	72.7	7.3	20.0	55
Mid-Atlantic	344	-51.9	66.7	12.1	21.2	66
Washington, DC/ Northern VA area	294	-49.0	67.4	9.3	23.3	43
Southeast	200	-39.0	54.9	15.9	29.3	82
Houston	46	-50.5	66.7	5.6	27.8	18
Midwest	208	-52.2	80.8	7.7	11.5	52
Chicago	100	-64.5	92.3	3.8	3.8	26
West/Rocky Mountain	355	-35.9	57.3	12.8	29.9	117
Los Angeles & Orange County	106	-32.5	50.0	7.5	42.5	40
San Francisco	62	-57.8	90.9	4.5	4.5	22
Silicon Valley	87	-19.4	57.1	14.3	28.6	14

Note: Figures reflect employers who held a summer program in 2024, will do so in 2025, and reported offer numbers for both years. This table only includes offers that resulted from on-campus interviewing programs. The table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. Cities shown in the table are those where offices collectively reported at least 25 OCI offers for summer 2025. The number of employers reporting is shown in the last column.

Table 53. EIP Offer Volumes for Summer 2025 2L Programs in Comparison to Summer 2024 2L Programs

	# of Offers Made for Summer 2025	Change from Summer 2024	Percent of Offices Making:			Number of Offices
			Fewer Offers	Same Number of Offers	More Offers	
Total – All Employers	2,292	25.9%	20.6%	20.9%	58.5%	253
By Number of Lawyers Firm-wide						
101-250	42	250.0	5.0	20.0	75.0	20
251-500	211	91.8	7.4	14.8	77.8	27
501-700	221	39.9	20.7	20.7	58.6	29
701-1,000	313	17.7	8.3	29.2	62.5	24
1,001+	1,474	17.3	27.3	20.7	52.0	150
By Number of Lawyers in Office						
26-50	38	153.3	15.8	39.5	44.7	38
51-100	138	146.4	14.3	20.4	65.3	49
101-250	234	81.4	19.2	19.2	61.6	73
251+	1,330	6.6	37.0	4.3	58.7	46
By NALP Region and City/State						
Northeast	1,298	8.2	24.6	14.0	61.4	57
Boston	44	83.3	27.3	18.2	54.5	11
New York City	1,253	6.9	22.7	13.6	63.6	44
Mid-Atlantic	241	57.5	25.5	17.0	57.4	47
Washington, DC/ Northern VA area	214	55.1	31.3	15.6	53.1	32
Southeast	47	38.2	24.2	24.2	51.5	33
Midwest	48	33.3	24.1	17.2	58.6	29
Chicago	37	8.8	31.3	6.3	62.5	16
West/Rocky Mountain	144	364.5	6.2	33.8	60.0	65
Los Angeles & Orange County	37	164.3	9.1	27.3	63.6	22
San Francisco	40	471.4	0.0	27.8	72.2	18
Silicon Valley	47	840.0	11.1	22.2	66.7	9

Note: Figures reflect employers who held a summer program in 2024, will do so in 2025, and reported offer numbers for both years. This table only includes offers that resulted from law school early interview programs. The table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. Cities shown in the table are those where offices collectively reported at least 25 early interview program offers for summer 2025. The number of employers reporting is shown in the last column.

Table 54. Offer Volumes for Offers Made Outside of a Law School Interview Program for Summer 2025 2L Programs in Comparison to Summer 2024 2L Programs

	# of Offers Made for Summer 2025	Change from Summer 2024	Percent of Offices Making:			Number of Offices
			Fewer Offers	Same Number of Offers	More Offers	
Total — All Employers	6,308	34.9%	27.5%	17.5%	55.0%	498
By Number of Lawyers Firm-wide						
100 or Fewer	49	-12.5	36.4	36.4	27.3	11
101-250	190	11.8	34.1	29.5	36.4	44
251-500	399	57.7	27.6	19.0	53.4	58
501-700	486	29.9	28.6	17.1	54.3	70
701-1,000	783	70.6	22.8	19.3	57.9	57
1,001+	4,401	30.8	26.7	14.0	59.3	258
By Number of Lawyers in Office						
25 or Fewer	54	38.5	17.0	44.7	38.3	47
26-50	279	48.4	20.6	26.2	53.3	107
51-100	480	24.7	32.5	18.8	48.7	117
101-250	1,050	23.0	34.0	7.5	58.5	106
251+	2,678	38.9	26.1	8.7	65.2	46
By NALP Region and City/State						
Northeast	2,545	42.7	30.0	8.8	61.3	80
Boston	228	12.9	31.6	10.5	57.9	19
New York City	2,276	45.8	30.2	5.7	64.2	53
Mid-Atlantic	647	47.0	30.7	18.7	50.7	75
Philadelphia	29	-6.5	42.9	28.6	28.6	7
Washington, DC/Northern VA area	524	51.9	31.8	15.9	52.3	44
Wilmington, DE	54	35.0	37.5	37.5	25.0	8
Southeast	336	17.9	28.1	24.0	47.9	96
Atlanta	32	45.5	12.5	25.0	62.5	8
Charlotte	40	207.7	0.0	14.3	85.7	7
Dallas	59	-4.8	38.9	22.2	38.9	18
Houston	100	-19.4	40.9	31.8	27.3	22
Miami/Ft. Lauderdale/W. Palm Beach	48	128.6	15.4	7.7	76.9	13
Midwest	616	28.6	26.6	17.2	56.3	64
Chicago	458	20.2	34.5	13.8	51.7	29
Minneapolis	33	94.1	25.0	12.5	62.5	8

(Continued on page 101)

Table 54. Offer Volumes for Offers Made Outside of a Law School Interview Program for Summer 2025 2L Programs in Comparison to Summer 2024 2L Programs

	# of Offers Made for Summer 2025	Change from Summer 2024	Percent of Offices Making:			Number of Offices
			Fewer Offers	Same Number of Offers	More Offers	
West/Rocky Mountain	620	16.1	26.8	22.5	50.7	142
Los Angeles & Orange County	241	31.7	26.5	22.4	51.0	49
San Diego	25	66.7	0.0	33.3	66.7	9
San Francisco	122	9.9	20.8	25.0	54.2	24
Seattle	29	107.1	28.6	0.0	71.4	7
Silicon Valley	88	-13.7	37.5	31.3	31.3	16

Note: Figures reflect employers who held a summer program in 2024, will do so in 2025, and reported offer numbers for both years. These figures only include offers made from recruiting that took place outside of law school interview programs. Non-law school interview program recruiting may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures generally do not include offices in that city that submitted a single composite survey for offices nationwide. Cities shown in the table are those where offices collectively reported at least 25 non-law school interview program offers for summer 2025. The number of employers reporting is shown in the last column.



Scholarships for Summer Associates

Beginning in 2023, NALP's survey has included a section related to scholarship/fellowship programs for summer associates, and these items were expanded for the 2024 survey. Of 559 responding offices, the majority (63%) reported that they offered some type of summer associate scholarship/fellowship. Overall, 20% of offices reported that the scholarship/fellowship was available exclusively to 1Ls, 18% reported it was exclusive to 2Ls, and 25% reported that the program was available for both 1Ls and 2Ls. (See Table 55a.)

- By firm size, firms of 100 or fewer lawyers were less likely to have a scholarship/fellowship program (17% of offices), while offices in firms of 701-1,000 lawyers were the most likely to have a program (83% of offices). There were fewer regional variations.

A new item in this year's survey captured information regarding return requirements for 1L summer associates in order to receive the full scholarship/stipend amount. Most offices (64%) reported that 1Ls would need to return for the 2L summer associate program and as an entry-level associate to receive the maximum award amount. An addi-

tional 20% of offices reported that students only needed to participate in the 1L summer program, and 10% reported that students must participate in both the 1L and 2L summer program to receive the full amount. (See Table 55b.)

- The largest firms of more than 1,000 lawyers were most likely to report that students must return as an entry-level associate to receive the full award amount (73% of offices).
- Regionally, offices in the Mid-Atlantic region were the most likely to require that students return as associates (79% of offices), while only 45% of offices in the Midwest had the same requirement.

For offices with a scholarship/fellowship program, 44% reported that the scholarship/fellowship is available exclusively to diverse candidates (as defined by the law firm), up from 41% in 2023. Most offices (75%) reported that a separate application was required of students in order to be considered for the scholarship/fellowship, although only 45% of offices in firms of 501-700 lawyers required a separate application. (See Table 55c.)

Table 55a. Prevalence of Law Firm Scholarship/Fellowship Programs for 1L and 2L Summer Associates
(in percentage of offices)

	Percentage of Offices/Firms Reporting				# of Offices
	No Scholarship/ Fellowship Program	A Scholarship/ Fellowship for 1Ls Only	A Scholarship/ Fellowship for 2Ls Only	Scholarships/ Fellowships for both 1Ls and 2Ls	
Total – All Employers	37.2%	19.9%	18.1%	24.9%	559
By Number of Lawyers Firm-Wide					
100 or Fewer	83.3	8.3	0.0	8.3	12
101-250	64.0	26.0	0.0	10.0	50
251-500	28.6	36.5	23.8	11.1	63
501-700	42.4	29.4	2.4	25.9	85
701-1,000	16.7	6.1	19.7	57.6	66
1,001+	35.7	15.9	25.1	23.3	283
By NALP Region					
Northeast	33.0	18.7	30.8	17.6	91
Mid-Atlantic	38.2	19.7	19.7	22.4	76
Southeast	42.7	13.6	25.5	18.2	110
Midwest	34.8	24.6	18.8	21.7	69
West/Rocky Mountain	36.0	22.0	25.3	16.7	150

Note: Figures are based on a total of 559 offices that responded to the question regarding law school scholarship/fellowship programs for summer associates. Scholarship or fellowship programs include tuition reimbursement, grants, stipends, or other monetary awards that are in addition to the standard summer associate compensation. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

Table 55b. Return Requirements for 1L Summer Associates to Receive the Full Scholarship/Stipend *(in percentage of offices)*

	Percentage of Offices/Firms Reporting the Following Requirements to Receive Full Award Amount:				# of Offices
	Only 1L Summer Participation Required	1L and 2L Summer Participation Required	1L and 2L Summer Participation Required and Must Return as an Associate	Other	
Total – All Employers	20.3%	9.7%	64.4%	5.5%	236
By Number of Lawyers Firm-Wide					
101-250	38.9	11.1	50.0	0.0	18
251-500	20.0	23.3	56.7	0.0	30
501-700	31.9	6.4	59.6	2.1	47
701-1,000	15.0	2.5	65.0	17.5	40
1,001+	12.1	10.1	72.7	5.1	99
By NALP Region					
Northeast	16.7	7.1	69.0	7.1	42
Mid-Atlantic	10.3	6.9	79.3	3.4	29
Southeast	15.8	2.6	71.1	10.5	38
Midwest	31.0	17.2	44.8	6.9	29
West/Rocky Mountain	20.6	11.8	64.7	2.9	68

Note: Figures are based on a total of 236 offices that reported having a 1L scholarship/fellowship and responded to the question regarding return requirements to receive the full award amount. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region. Most “other” respondents had varying requirements across the various scholarships/fellowships they offered.

Table 55c. Law School Scholarship/Fellowship Program Requirements

	Percentage of Offices/Firms Reporting That:	
	Scholarships/Fellowships are Available Exclusively to Diverse Candidates*	Scholarship/Fellowship Program Requires a Separate Application
Total – All Employers	43.8%	75.4%
By Number of Lawyers Firm-Wide		
101-250	50.0	72.2
251-500	42.2	77.8
501-700	42.9	44.9
701-1,000	39.6	85.5
1,001+	45.0	80.1
By NALP Region		
Northeast	45.0	78.3
Mid-Atlantic	50.0	74.5
Southeast	40.3	76.2
Midwest	42.2	77.8
West/Rocky Mountain	47.9	70.8

Note: Only offices that reported having a law school scholarship program are included in this table. Overall, 347 out of 351 offices/firms with a fellowship/scholarship program responded to the question regarding whether or not the program was exclusively available to diverse students (as defined by the law firm), and 350 offices/firms responded to the question about whether a separate application (outside of the summer associate application) was required to be considered for the scholarship. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

* As defined by the law firm.



3L Hiring

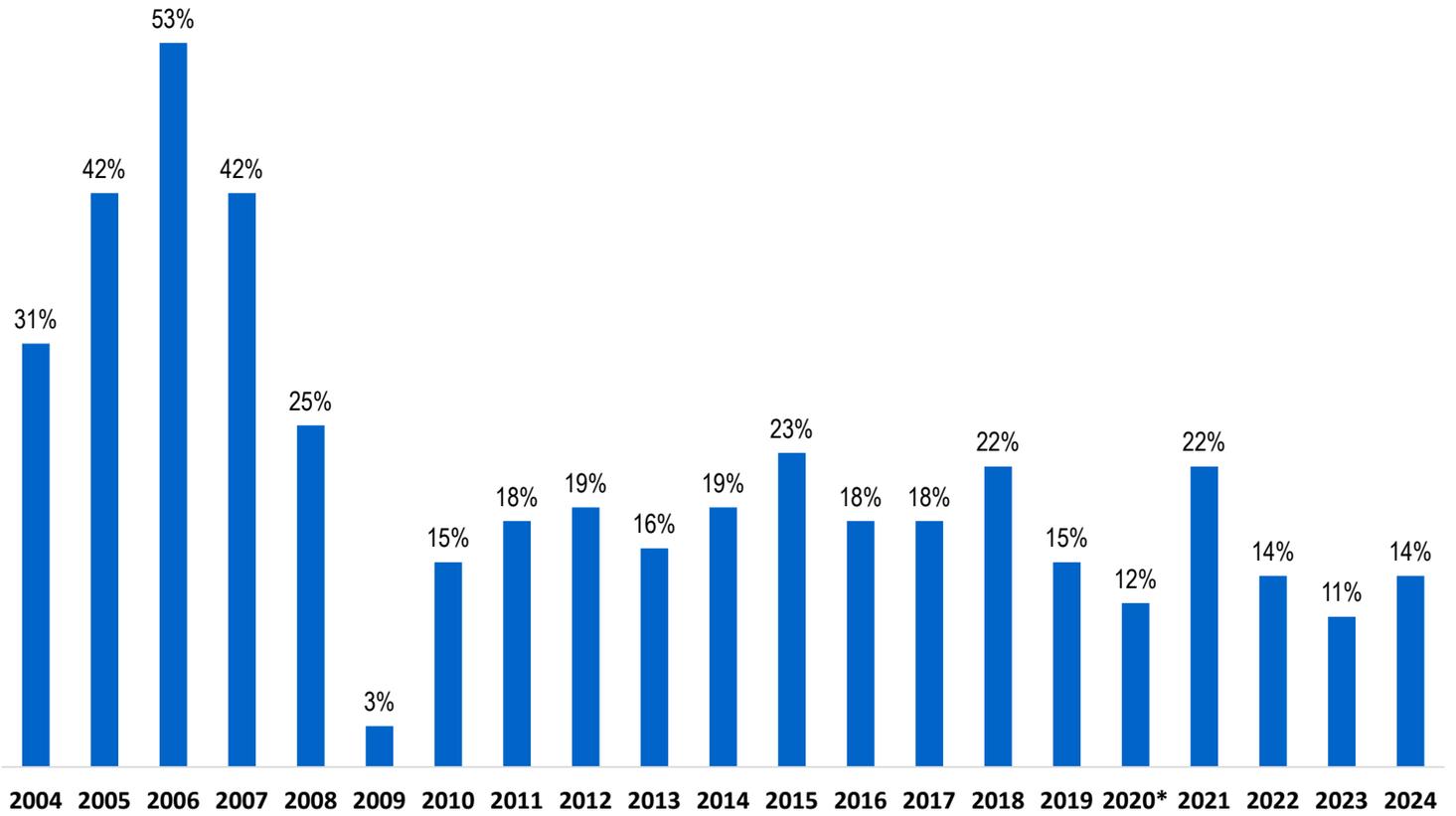
Third-year hiring increased modestly following the Great Recession, when the percentage of employers recruiting 3L students dropped to a low of just 3% in 2009. From 2010-2019, the percentage of employers reporting 3L hiring activity ranged from 15-23%; however, 3L recruiting never returned to pre-Great Recession levels when 30% or more of offices recruited 3L students.

Since 2020, with the exceptions of 2021's extremely competitive recruiting cycle, the share of offices recruiting 3Ls has fallen to even lower levels, typically ranging from 12-14%. For the 2024 recruiting cycle, the percentage of

offices recruiting 3Ls increased by three percentage points as compared to 2023, now at the height of this range, at 14%. (See Chart 6.)

Of the employers recruiting 3Ls (Class of 2025 graduates not previously working for the employer), nearly half (46%) only made one offer, and an additional 20% interviewed 3L students, but ultimately made no offers. The median number of offers made to 3L students was one offer and the average was two offers. In total, 153 offers to 3Ls were reported. About 82% of these offers were accepted as of November 1, 2024.

Chart 6. Recruiting of 3Ls As Reported by Law Firms, 2004-2024
(in % of offices)



Note: Reported as the percentage of employers reporting at least one callback invitation to a current 3L who had not previously worked for that employer. *The 2020 recruiting cycle took place through spring 2021.



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© March 2025

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