

# Perspectives on Fall 2008 Law Student Recruiting

## Entry-Level Recruiting Slows with Economy

Consistent with the overall weakening of the legal economy, all of the markers that measure the strength of the legal employment market for new lawyers, such as law firm recruiting levels for summer programs and summer program outcomes, trended downward in 2008. After four years of a very strong legal recruiting market, the fall of 2008 marked what is likely to be the beginning of a weaker legal employment market that may last for a number of years. Information provided by NALP members about fall 2008 recruiting confirms that the market for entry-level legal employment constricted measurably, especially for 2Ls.

Though the median and average summer class size remained unchanged from last year, for rising 3Ls, the offer rate for entry-level associate positions fell by nearly three full percentage points to 89.9%. While still a very healthy offer rate, it is the lowest offer rate recorded since 2003. The acceptance rate for these summer offers also jumped by nearly three full percentage points, to 79.7%, and marks the highest offer acceptance rate recorded since NALP began compiling these figures in 1993. This lower offer rate and higher acceptance rate for this class reflect an economy that was slowing dramatically in August and September.

The most dramatic impact of the current economic situation on legal employment opportunities can be seen in the numbers that describe the fall recruiting of 2Ls. Across employers of all sizes, the median number of offers extended dropped dramatically from 15 to 10. At the largest firms, firms with more than 700 lawyers firmwide, the median number of offers dropped from 30 to 18.5. Similarly, the percent of callback interviews resulting in offers for summer spots fell precipitously to 46.6% from a figure that had hovered at or above 60% for three years. Not surprisingly, the offer acceptance rate also jumped. At 32.5%, it is the highest rate recorded since 2002.

There remains, of course, tremendous variation in legal hiring, both by region and by individual employer, though these benchmark numbers continue to be a good gauge of the health of the entry-level employment market generally. All indications are that law firms are hiring cautiously, and are prepared to further constrict the pipeline of new associates should the current economic situation persist or even worsen.

## A Retrospective on Recruiting

	SUMMER PROGRAMS				FALL RECRUITING OF 2Ls			
	Median Size	Average Size	% Receiving Offer	% Accepting Offer	Median # of Offers	Average # of Offers	% of Interviews Resulting in Offer	% of Offers Accepted
1995 .....	8	11	84.3%	64.6%	14	30	55.7%	32.3%
1996 .....	6	10	87.3	63.5	18	31	47.7	32.6
1997 .....	8	12	88.2	60.1	24	40	52.3	30.0
1998 .....	9	13	89.0	68.4	26	49	42.4	28.6
1999 .....	8	13	88.9	65.2	21	41	63.8	29.0
2000 .....	8.5	14	89.7	65.8	22	44	62.6	31.0
2001 .....	6	12	84.2	72.8	11	26	51.4	34.9
2002 .....	5	11	80.9	74.0	11	23	49.8	35.1
2003 .....	5	10	87.0	77.0	11	29	52.9	31.4
2004 .....	5	11	91.0	72.4	13	34	56.8	31.2
2005 .....	6	12	90.6	73.0	16	37	59.6	30.3
2006 .....	6	11	90.8	73.4	15	37	62.7	28.8
2007 .....	6	13	92.8	76.8	15	39	60.0	29.1
2008 .....	6	13	89.9	79.7	10	30	46.6	32.5

# Introduction

Fall recruiting experiences are a topic of great importance both to law schools and to legal employers, particularly as activity in the employment market for entry-level and summer associates is affected by the economy as a whole. As a service to members and the legal profession, NALP reports annually on:

- the level of employer activity on campus,
- employer and school participation in job fairs, and
- outcomes of summer programs and of fall recruiting.

The first part of this report details recruitment activity on campus and at job fairs in fall 2008, providing comparisons with fall 2007 from the perspective of both schools and employers. The second part of the report provides information on the outcomes of 2008

summer programs and of fall recruiting for both second-year summer associates and entry-level associates. The findings in this report are based on law school responses to NALP's "Fall 2008 Recruiting Snapshot Survey for Law Schools" and on legal employer responses to the "2008 Recruiting Snapshot Survey for Legal Employers."

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Note: As in prior years, this report does not document every aspect of recruiting nor include every category of hires. Hiring of current first-year (Class of 2011) students and current third-year (Class of 2009) students for summer 2009 associate positions is not included. Documentation of summer program outcomes includes only Class of 2009 graduates, and not any Class of 2008 graduates who participated after graduation. Results of survey questions on lateral hiring are reported in the March 2009 *NALP Bulletin*.

## Fall 2008 Recruiting Activity

### ■ Law School Perspective

A total of 126 law schools, about two-thirds of NALP's U.S. law school members, provided information on the number of employers participating in on-campus interviewing (OCI), the number of job fairs or consortia in which the school participated, and the number of employers using video interviewing. Most were also able to provide comparable figures for fall 2007.

Because schools do not count employers on a uniform basis, only changes in employer counts were measured, and not absolute levels of activity. Job fair participation is measured both in terms of change and absolute levels.

- Almost half of schools (46%) reported a decrease of 5% or more in the number of employers on campus in fall 2008 compared with fall 2007. About 28% reported a change of less than 5%. Only about a quarter (26%) reported an increase of 5% or more.
- Regional differences were evident. Decreases of 5% or more were most likely in the Northeast and Mid-Atlantic states; increases of 5% or more were

most likely in the Midwest. Few schools in the Northeast reported an increase of 5% or more.

- Analysis by enrollment size shows that larger schools were most likely to report a decrease of 5% or more in the number of employers on campus, and that small schools were most likely to have increased their number of employers by 5% or more.
- An inquiry into the use of video interviewing revealed that about two-thirds of schools did not use this technology in 2008. About 28% of schools reported using video interviews for from one to four employers. Just a handful of schools used the technology more extensively.
- Three-quarters of schools participated in five or more job fairs and over one-third participated in more than ten. Regional contrasts continue to be notable. Most schools reporting from the Mid-Atlantic Region participated in five or more job fairs. In the Northeast and Mid-Atlantic regions, 40% and 52% of reporting schools, respectively, participated

in more than ten job fairs. Among schools in the Southeast and West/Rocky Mountain Regions, by contrast, about one-third participated in fewer than five job fairs. As was the case last year, only a handful of schools reported no job fair participation.

- About 47% of schools reported no change in job fair participation; this figure was highest among the smallest schools and those in the West/Rocky Mountain Region. Schools in the Mid-Atlantic Region and larger schools were most likely to have increased job fair participation.

A number of schools commented on fall 2008 recruiting, with the following comments representative of those received:

- Resume collection participation increased between 2007-2008; the 29 OCIs were NOT the same employers (as last year) as some employers opted out due to the economy. Outreach brought in new employers however.
- Although the number of employers recruiting on campus remains about the same, they have cut back on the number of offers being extended.
- We experienced approximately 24 employer cancellations for on-campus interviews, most of which we were informed of at the end of July through mid-August.

- We also collected resumes for an additional five employers during the fall recruiting season.
- We also had 215 resume collections this fall (2008) as opposed to 150 in the fall of 2007.
- Twelve employers who registered were not able to come, so collected resumes instead; ten who had been on campus in 2007 instead used resume collection in 2008.
- We had more firms interview on campus in fall 2008 than fall 2007.
- Employers are being cautious and have cut back one or two positions from the summer associate classes. One prominent firm cut back 15 summer associate positions, which is significant. Overall, the openings with large government employers have been reduced, and the offers for the State Attorney General's Office have been postponed.
- Though we marketed our law school and increased on-site employer visits to gain some new employers participating in OCI, we lost some that switched to resume collection instead of OCI. In 2007 we had 19 employers for resume collection and in 2008 we had 16 employers for resume collection, including four firms that switched from OCI to resume collection.
- Our career services office has added 30 new employers to our recruiting program.

## Comparison of Fall 2008 and Fall 2007 On-Campus Recruitment Activity, As Reported by Schools (percent or number of schools in each category)

	Total	NALP REGION					FALL 2008 JD ENROLLMENT			
		Northeast	Mid-Atlantic	Southeast	Midwest	West/RM	Fewer than 550	550-750	751-1,000	More than 1,000
# of employers on campus:										
Increase of 5% or more.....	26.2%	6.3%	23.8%	32.1%	41.4%	19.2%	38.6%	25.0%	5.6%	20.8%
Change of less than 5%.....	27.9	37.5	19.0	25.0	24.1	34.6	15.9	38.9	38.9	25.0
Decrease of 5-10%.....	18.0	25.0	28.6	3.6	17.2	23.1	18.2	8.3	33.3	20.8
Decrease of more than 10%.....	27.9	31.3	28.6	39.3	17.2	23.1	27.3	27.8	22.2	33.3
Number of schools reporting.....	122	16	21	28	29	26	44	36	18	24

## Job Fair Participation, Fall 2008, as Reported by Schools

(percent or number of schools in each category)

	Total	NALP REGION					FALL 2008 JD ENROLLMENT			
		Northeast	Mid-Atlantic	Southeast	Midwest	West/RM	Fewer than 550	550-750	751-1,000	More than 1,000
<b># of Job Fairs or Consortia</b>										
Fewer than 5 .....	25.0%	26.7%	9.5%	30.0%	17.2%	33.3%	40.0%	24.3%	15.8%	4.3%
5-10 .....	39.5	33.3	38.1	43.3	48.3	33.3	48.9	27.0	47.4	34.8
More than 10 .....	35.5	40.0	52.4	26.7	34.5	33.3	11.1	48.6	36.8	60.9
Number of schools reporting .....	124	15	21	30	29	27	45	37	19	23
<b>Change in # of Job Fairs Compared with Fall 2007</b>										
Decrease .....	14.2	26.7	4.8	7.1	28.6	7.7	13.6	16.7	5.6	18.2
No change .....	46.7	33.3	47.6	50.0	39.3	53.8	56.8	41.7	44.4	36.4
Increase .....	39.2	40.0	47.6	42.9	32.1	38.5	29.5	41.7	50.0	45.5
Number of schools reporting .....	120	15	21	28	28	26	44	36	18	22

## ■ Employer Perspective

A total of 366 employers, almost all law firms, provided information on their recruiting activity. The majority of responses were from firms of more than 250 lawyers. Nationwide, the median number of schools at which employers recruited was 8. About 39% of respondents visited fewer schools in 2008 compared to 2007; about 30% each visited more schools or the same number of schools.

- For firms of 100 or fewer lawyers and 101-250 lawyers, the medians were 4 and 8, respectively. The median was highest, 11, at firms of 251-500 lawyers. It is also the case that for small offices, regardless of overall firm size, the median was fewer than 5 schools. It should be kept in mind, however, that firm or office size does not always correlate with the number of schools visited, because multi-office firms vary a great deal in how their OCI program is structured. For example, in some firms, each office conducts its own visits, hence the number of schools visited by that office may be relatively few, even though the firm as a whole may visit many. Other firms split up the school visits, with each office responsible for visiting a few schools, but interviewing on behalf of multiple, or all, offices, again resulting in lower numbers per office. In other firms, all visits are done by one office, resulting in fairly large OCI numbers. All of these structures and more are present in the data reported in these tables, as is some composite firm-wide reporting, covering activity at all offices nationwide.
- Firms of more than 700 lawyers were most likely to have increased the number of schools at which they inter-

viewed, with about 40% reporting an increase; one third reported a decrease. Firms of 101-500 were much more likely to have decreased the number of schools visited, with about half doing so. The majority of small firms did not change the number of campuses visited.

- On a regional basis, the median number of schools ranged from 5 in the Southeast to 14 in the Northeast. Employers in the Northeast were also most likely to interview at 15 or more schools. About 45% did so, a frequency more than four times that of employers in the Southeast. Except in the Mid-Atlantic Region, percentages of employers reporting increases, decreases or no change were close to the national averages.
- Regional averages are not necessarily indicative of activity on the part of employers in a given city within that region. For example, offices in Atlanta, Indiana, Missouri, and Orange County, CA, were much more likely to have decreased the number of schools visited than were offices in their respective regions as a whole; employers in Boston visited fewer schools than average — a median of 11 compared to the regional median of 14 — and were also more likely to have not changed that number. Charlotte likewise differs from the Southeast as a whole, visiting a median of 9 schools, compared with the regional median of 5; offices there were much less likely to have decreased the number of schools visited. About 28% of offices in the West/Rocky Mountain Region visited more schools, but half from the San Jose area visited more.

# Fall 2008 On-Campus Interviewing Activity and Comparisons with Fall 2007, As Reported by Employers

(in percentages except for medians)

	Number of Offices	NUMBER OF SCHOOLS VISITED					# OF SCHOOLS VISITED COMPARED TO 2007		
		4 or Fewer	5-8	9-14	15 or More	Median	Increase	Decrease	No Change
<b>Total — All Employers .....</b>	<b>366</b>	<b>30.9%</b>	<b>22.7%</b>	<b>21.9%</b>	<b>24.6%</b>	<b>8.0</b>	<b>29.6%</b>	<b>38.5%</b>	<b>31.9%</b>
Firms of 100 or fewer lawyers.....	61	65.6	26.2	8.2	0.0	4.0	22.0	22.0	55.9
Offices of 25 or fewer lawyers .....	7	100.0	0.0	0.0	0.0	2.0	28.6	14.3	57.1
Offices of 26-50 lawyers.....	25	72.0	28.0	0.0	0.0	3.0	26.1	30.4	43.5
Offices of 51-100 lawyers.....	22	45.5	40.9	13.6	0.0	5.0	13.6	18.2	68.2
Firms of 101-250 lawyers .....	73	19.2	35.6	27.4	17.8	8.0	24.7	50.7	24.7
Offices of 25 or fewer lawyers .....	1	100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
Offices of 26-50 lawyers.....	5	80.0	0.0	20.0	0.0	0.0	0.0	60.0	40.0
Offices of 51-100 lawyers.....	14	0.0	35.7	35.7	28.6	11.0	14.3	64.3	21.4
Offices of 101-250 lawyers.....	46	19.6	37.0	26.1	17.4	8.0	30.4	45.7	23.9
Firms of 251-500 lawyers .....	39	30.8	12.8	28.2	28.2	11.0	15.4	48.7	35.9
Offices of 25 or fewer lawyers .....	5	100.0	0.0	0.0	0.0	1.0	0.0	20.0	80.0
Offices of 26-50 lawyers.....	3	100.0	0.0	0.0	0.0	3.0	33.3	33.3	33.3
Offices of 51-100 lawyers.....	6	50.0	50.0	0.0	0.0	4.5	0.0	66.7	33.3
Offices of 101-250 lawyers.....	17	5.9	11.8	52.9	29.4	11.0	17.6	47.1	35.3
Offices of 251+ lawyers.....	6	0.0	0.0	16.7	83.3	17.0	33.3	66.7	0.0
Firms of 501-700 lawyers .....	52	23.1	23.1	19.2	34.6	9.0	25.5	49.0	25.5
Offices of 25 or fewer lawyers .....	6	100.0	0.0	0.0	0.0	2.5	16.7	50.0	33.3
Offices of 26-50 lawyers.....	12	33.3	33.3	25.0	8.3	6.0	25.0	66.7	8.3
Offices of 51-100.....	11	9.1	54.5	18.2	18.2	7.0	45.5	36.4	18.2
Offices of 101-250 lawyers.....	11	9.1	9.1	36.4	45.5	14.0	18.2	36.4	45.5
Offices of 251+ lawyers.....	11	0.0	9.1	9.1	81.8	19.0	20.0	50.0	30.0
Firms of 701 or more lawyers .....	140	25.0	17.1	24.3	33.6	10.0	40.6	32.6	26.8
Offices of 25 or fewer lawyers .....	15	73.3	13.3	13.3	0.0	2.0	28.6	57.1	14.3
Offices of 26-50 lawyers.....	30	50.0	30.0	13.3	6.7	4.5	26.7	30.0	43.3
Offices of 51-100.....	29	27.6	13.8	34.5	24.1	10.0	51.7	27.6	20.7
Offices of 101-250 lawyers.....	45	2.2	17.8	33.3	46.7	14.0	43.2	31.8	25.0
Offices of 251+ lawyers.....	18	0.0	5.6	16.7	77.8	22.0	50.0	22.2	27.8

Note: Only law firms are included in the size analysis. Counts by office size within firm size do not add to the total count for the firm size because not all surveys included office size information, particularly if they indicated that they recruit for multiple offices. The number of offices reporting both 2007 and 2008 information for the comparative analyses is somewhat smaller than the number shown in the first column.

# Fall 2008 On-Campus Interviewing Activity and Comparisons with Fall 2007, As Reported by Employers — By NALP Region and City/State

(in percentages except for medians)

	Number of Offices	NUMBER OF SCHOOLS VISITED					# OF SCHOOLS VISITED COMPARED TO 2007		
		4 or Fewer	5-8	9-14	15 or More	Median	Increase	Decrease	No Change
<b>All Employers</b> .....	<b>366</b>	<b>30.9%</b>	<b>22.7%</b>	<b>21.9%</b>	<b>24.6%</b>	<b>8.0</b>	<b>29.6%</b>	<b>38.5%</b>	<b>31.9%</b>
Northeast.....	47	10.6	8.5	36.2	44.7	14.0	31.9	38.3	29.8
Boston.....	9	11.1	22.2	22.2	44.4	11.0	22.2	33.3	44.4
Connecticut.....	5	20.0	0.0	40.0	40.0	12.0	0.0	40.0	60.0
New York City.....	30	10.0	3.3	36.7	50.0	15.0	40.0	40.0	20.0
Mid-Atlantic.....	60	26.7	28.3	11.7	33.3	7.0	39.0	40.7	20.3
Washington, DC/Northern VA area ...	37	21.6	21.6	13.5	43.2	13.0	44.4	38.9	16.7
Southeast.....	79	46.8	27.8	15.2	10.1	5.0	26.0	36.4	37.7
Atlanta.....	12	25.0	41.7	16.7	16.7	6.5	9.1	63.6	27.3
Charlotte.....	7	14.3	28.6	42.9	14.3	9.0	28.6	14.3	57.1
Dallas.....	8	37.5	12.5	37.5	12.5	8.0	28.6	28.6	42.9
Houston.....	5	40.0	0.0	40.0	20.0	10.0	40.0	40.0	20.0
Miami/Ft. Lauderdale/W. Palm Beach .	8	50.0	50.0	0.0	0.0	3.5	12.5	50.0	37.5
Raleigh.....	8	50.0	50.0	0.0	0.0	3.5	37.5	25.0	37.5
Midwest.....	66	30.3	21.2	24.2	24.2	8.0	27.3	37.9	34.8
Chicago.....	17	17.6	17.6	29.4	35.3	10.0	17.6	35.3	47.1
Indiana.....	6	33.3	33.3	16.7	16.7	5.5	0.0	83.3	16.7
Michigan.....	7	14.3	71.4	0.0	14.3	7.0	28.6	42.9	28.6
Minneapolis.....	9	22.2	22.2	55.6	0.0	10.0	55.6	11.1	33.3
Missouri.....	8	25.0	25.0	25.0	25.0	8.5	12.5	75.0	12.5
Ohio.....	8	37.5	0.0	0.0	62.5	16.0	37.5	25.0	37.5
Wisconsin.....	5	20.0	0.0	60.0	20.0	11.0	60.0	20.0	20.0
West/Rocky Mountain.....	99	35.4	24.2	28.3	12.1	7.0	27.8	39.2	33.0
Denver.....	7	71.4	0.0	14.3	14.3	2.0	42.9	14.3	42.9
Los Angeles area.....	22	13.6	40.9	31.8	13.6	8.0	27.3	36.4	36.4
Orange County, CA.....	8	25.0	50.0	12.5	12.5	7.0	25.0	62.5	12.5
Phoenix.....	6	50.0	16.7	33.3	0.0	6.0	33.3	33.3	33.3
Portland.....	6	50.0	16.7	33.3	0.0	5.0	16.7	33.3	50.0
San Diego.....	5	20.0	40.0	20.0	20.0	8.0	20.0	80.0	0.0
San Francisco.....	14	14.3	42.9	21.4	21.4	6.5	35.7	35.7	28.6
San Jose area.....	7	0.0	0.0	85.7	14.3	9.0	50.0	33.3	16.7
Seattle.....	9	77.8	0.0	0.0	22.2	3.0	33.3	33.3	33.3

The number of offices reporting both 2007 and 2008 information for the comparative analyses is somewhat smaller than the number shown in the first column. Specific city information may include firms that recruit for additional offices in other cities, and/or a few offices in suburban locations. City figures generally do not include offices that submitted one composite survey to cover recruiting activity in multiple cities.

About one-quarter of responding employers participated in no job fairs, and well over half of employers (59%) participated in the same number of job fairs in 2007 and 2008.

- Over half of firms of 100 or fewer lawyers did not participate in any job fairs. The majority of small offices, regardless of firm size, participated in fewer than two job fairs.
- Small firms and small offices generally participated in the same number of job fairs in 2007 and 2008. Firms of 501-700 were most likely to have increased participation.
- On a regional basis, offices in the Northeast

were most likely to participate in job fairs, with 96% doing so and 57% participating in three or more. Offices in the Southeast and Midwest were most likely to have not changed their participation, and offices in the West/Rocky Mountain Region were most likely to have increased their participation, with about 27% reporting thus.

- Again, regional norms are not necessarily indicative of activity within a given city. For example, almost two-thirds of offices reporting from Dallas participated in two or more job fairs, whereas for the region as a whole the figure was 35%. Likewise, over 80% of

offices in Chicago participated in two or more job fairs, a rate far higher than that of the Midwest Region as a whole. In contrast, offices in Phoenix were more likely to not participate in job fairs compared with the region as a whole.

- Offices in Portland, OR, were most likely to have decreased job fair participation in 2008 compared with 2007, whereas the majority of offices reporting from most other cities in the West/Rocky Mountain Region maintained their existing level of participation.

## Fall 2008 Job Fair Participation and Comparisons with Fall 2007, As Reported by Employers (in percentages)

	Number of Offices	NUMBER OF JOB FAIRS/CONSORTIA FALL 2008				COMPARED TO 2007 JOB FAIR PARTICIPATION		
		None	One	Two	Three or More	Increased	Decreased	Stayed the Same
<b>Total — All Employers .....</b>	<b>366</b>	<b>24.6%</b>	<b>22.4%</b>	<b>15.6%</b>	<b>37.4%</b>	<b>19.1%</b>	<b>21.6%</b>	<b>59.0%</b>
Firms of 100 or fewer lawyers.....	61	54.1	23.0	9.8	13.1	11.9	6.8	81.4
Offices of 25 or fewer lawyers .....	7	57.1	28.6	14.3	0.0	0.0	0.0	100.0
Offices of 26-50 lawyers.....	25	72.0	16.0	8.0	4.0	17.4	0.0	82.6
Offices of 51-100 lawyers.....	22	22.7	36.4	13.6	27.3	13.6	13.6	72.7
Firms of 101-250 lawyers .....	73	11.0	31.5	20.5	37.0	19.2	23.3	57.5
Offices of 26-50 lawyers.....	5	80.0	20.0	0.0	0.0	0.0	60.0	40.0
Offices of 51-100 lawyers.....	14	7.1	14.3	7.1	71.4	28.6	21.4	50.0
Offices of 101-250 lawyers.....	46	2.2	43.5	23.9	30.4	17.4	23.9	58.7
Firms of 251-500 lawyers .....	39	7.7	28.2	17.9	46.2	17.9	35.9	46.2
Offices of 25 or fewer lawyers .....	5	40.0	60.0	0.0	0.0	20.0	0.0	80.0
Offices of 51-100 lawyers.....	6	0.0	50.0	33.3	16.7	16.7	16.7	66.7
Offices of 101-250 lawyers.....	17	0.0	23.5	11.8	64.7	17.6	47.1	35.3
Offices of 251+ lawyers.....	6	0.0	0.0	16.7	83.3	33.3	50.0	16.7
Firms of 501-700 lawyers .....	52	17.3	13.5	11.5	57.7	31.4	27.5	41.2
Offices of 25 or fewer lawyers .....	6	66.7	16.7	0.0	16.7	16.7	0.0	83.3
Offices of 26-50 lawyers.....	12	25.0	33.3	8.3	33.3	33.3	33.3	33.3
Offices of 51-100 lawyers.....	11	18.2	9.1	18.2	54.5	36.4	36.4	27.3
Offices of 101-250 lawyers.....	11	0.0	9.1	18.2	72.7	45.5	27.3	27.3
Offices of 251+ lawyers.....	11	0.0	0.0	9.1	90.9	10.0	30.0	60.0
Firms of 701 or more lawyers .....	140	26.4	19.3	16.4	37.9	18.1	20.3	60.9
Offices of 25 or fewer lawyers .....	15	86.7	13.3	0.0	0.0	0.0	14.3	85.7
Offices of 26-50 lawyers.....	30	36.7	30.0	13.3	20.0	36.7	3.3	60.0
Offices of 51-100 lawyers.....	29	31.0	31.0	6.9	31.0	13.8	20.7	65.5
Offices of 101-250 lawyers.....	45	8.9	15.6	31.1	44.4	13.6	27.3	59.1
Offices of 251+ lawyers.....	18	0.0	0.0	16.7	83.3	22.2	33.3	38.9

Note: Figures are based on employers that interviewed on campus or participated in job fairs in either 2007 or 2008. Only law firms are included in the size analysis. Counts by office size within firm size do not add to the total count for the firm size because not all surveys included office size information, particularly if they indicated that participation was for multiple offices. The number of offices reporting both 2007 and 2008 information for the comparative analyses is somewhat smaller than the number shown in the first column.

# Fall 2008 Job Fair Participation and Comparisons with Fall 2007, As Reported by Employers — By NALP Region and City/State

(in percentages)

	Number of Offices	NUMBER OF JOB FAIRS/CONSORTIA FALL 2008				COMPARED TO 2007 JOB FAIR PARTICIPATION		
		None	One	Two	Three or More	Increased	Decreased	Stayed the Same
<b>All Employers .....</b>	<b>366</b>	<b>24.6%</b>	<b>22.4%</b>	<b>15.6%</b>	<b>37.4%</b>	<b>19.1%</b>	<b>21.6%</b>	<b>59.0%</b>
Northeast.....	47	4.3	17.0	21.3	57.4	14.9	34.0	51.1
Boston.....	9	0.0	11.1	22.2	66.7	22.2	33.3	44.4
Connecticut.....	5	20.0	0.0	20.0	60.0	20.0	20.0	60.0
New York City.....	30	3.3	20.0	20.0	56.7	10.0	40.0	50.0
Mid-Atlantic.....	60	33.3	13.3	18.3	35.0	10.2	30.5	59.3
Washington, DC/Northern VA area.....	37	35.1	10.8	13.5	40.5	11.1	36.1	52.8
Southeast.....	79	39.2	26.6	10.1	24.1	22.1	15.6	62.3
Atlanta.....	12	16.7	33.3	25.0	25.0	18.2	27.3	54.5
Charlotte.....	7	14.3	0.0	42.9	42.9	28.6	14.3	57.1
Dallas.....	8	25.0	12.5	0.0	62.5	28.6	0.0	71.4
Houston.....	5	20.0	20.0	20.0	40.0	60.0	20.0	20.0
Miami/Ft. Lauderdale/W. Palm Beach.....	8	62.5	37.5	0.0	0.0	25.0	12.5	62.5
Raleigh.....	8	62.5	12.5	0.0	25.0	37.5	0.0	62.5
Midwest.....	66	18.2	18.2	19.7	43.9	13.6	21.2	65.2
Chicago.....	17	0.0	17.6	23.5	58.8	5.9	17.6	76.5
Indiana.....	6	16.7	16.7	16.7	50.0	16.7	16.7	66.7
Michigan.....	7	28.6	14.3	42.9	14.3	0.0	28.6	71.4
Minneapolis.....	9	22.2	33.3	22.2	22.2	0.0	22.2	77.8
Missouri.....	8	0.0	12.5	12.5	75.0	37.5	12.5	50.0
Ohio.....	8	37.5	12.5	0.0	50.0	37.5	37.5	25.0
Wisconsin.....	5	40.0	0.0	40.0	20.0	0.0	40.0	60.0
West/Rocky Mountain.....	99	25.3	33.3	14.1	27.3	26.8	15.5	57.7
Denver.....	7	28.6	42.9	14.3	14.3	14.3	0.0	85.7
Los Angeles area.....	22	13.6	36.4	18.2	31.8	27.3	18.2	54.5
Orange County, CA.....	8	37.5	25.0	0.0	37.5	25.0	12.5	62.5
Phoenix.....	6	66.7	16.7	16.7	0.0	16.7	16.7	66.7
Portland.....	6	33.3	33.3	16.7	16.7	16.7	50.0	33.3
San Diego.....	5	40.0	20.0	0.0	40.0	20.0	20.0	60.0
San Francisco.....	14	7.1	28.6	21.4	42.9	42.9	21.4	35.7
San Jose area.....	7	14.3	42.9	0.0	42.9	16.7	0.0	83.3
Seattle.....	9	22.2	44.4	22.2	11.1	33.3	11.1	55.6

The number of offices reporting both 2007 and 2008 information for the comparative analyses is somewhat smaller than the number shown in the first column. Specific city information may include firms that recruit for additional offices in other cities, and/or a few offices in suburban locations. City figures generally do not include offices that submitted one composite survey to cover recruiting activity in multiple cities.

# Summer Program Characteristics

Summer programs were typically 10 to 12 weeks long, regardless of firm size. Over three-quarters of offices reported summer programs of either 10, 11, or 12 weeks, although the lengths reported ranged from 6 to 19 weeks. For the vast majority of offices (80%), the 2008 summer program length was the same as in 2007. About 11% reported that their program was one or two weeks shorter compared with 2007; however, about 5% reported that their summer program was one or two weeks longer.

- On a regional basis, the Southeast and Midwest varied the most from the norm, with shorter programs, especially 6-week programs, much more common in the Southeast (20%); in the Midwest 61% of firms reported holding a 12-week program.
- Ten-week programs were most common in the Miami area and Denver. Offices in many Midwestern states—Indiana, Missouri, Ohio, and Wisconsin—run 12-week programs.

Most programs again ended in early to mid-August, as was the case for the previous five summers for which NALP has collected this information. The end dates reported ranged from June 27 to as late as the third week of September. It should be noted that end dates at a firm may vary from the reported end date depending on specific student circumstances. Some firms reported having no specific end date. The most common ending period reported for 2008 was the week of August 4, reported by 37% of offices. This was followed by the week of July 28, reported by 28% of firms. For the vast majority of offices, their ending date in 2008 was within a week of their ending date in 2007. About 13% of respondents reported an ending date that was a week or more earlier than in 2007. Just a few offices reported ending a week or more later in 2008 as compared with 2007.

## Length of Summer 2008 Programs

	MOST COMMON PROGRAM LENGTHS AND % REPORTING EACH					Average Length	RANGE OF LENGTHS REPORTED (WEEKS)		Number of Offices
	6 Weeks	10 Weeks	11 Weeks	12 Weeks	13 weeks		Minimum Length	Maximum Length	
<b>Total — All Employers .....</b>	<b>5.3%</b>	<b>25.0%</b>	<b>15.5%</b>	<b>36.3%</b>	<b>7.9%</b>	<b>11</b>	<b>6</b>	<b>19</b>	<b>380</b>
<b>By Number of Lawyers Firmwide</b>									
100 or fewer .....	9.7	25.8	6.5	29.0	6.5	11	6	17	62
101-250 .....	5.5	28.8	13.7	31.5	11.0	11	6	19	73
251-500 .....	4.4	8.9	33.3	51.1	0.0	11	6	17	45
501-700 .....	8.3	10.0	20.0	51.7	5.0	11	6	18	60
701+ .....	2.2	34.5	12.9	30.9	10.8	11	6	17	139
<b>By Number of Lawyers in Office</b>									
25 or fewer .....	6.3	31.3	9.4	40.6	3.1	11	6	17	32
26-50 .....	7.8	31.2	16.9	29.9	3.9	11	6	15	77
51-100 .....	6.6	24.2	16.5	34.1	8.8	11	6	15	91
101-250 .....	3.2	23.4	16.9	37.1	10.5	11	6	19	124
251+ .....	2.9	11.4	14.3	51.4	8.6	12	6	18	35
<b>By NALP Region and City/State</b>									
Northeast .....	0.0	23.6	23.6	38.2	3.6	11	9	15	55
Boston .....	0.0	36.4	18.2	45.5	0.0	11	10	12	11
Connecticut .....	0.0	33.3	50.0	0.0	0.0	10	9	11	6
New York City .....	0.0	17.6	23.5	41.2	5.9	12	9	15	34
Mid-Atlantic .....	1.6	32.8	18.0	31.1	8.2	11	6	15	61
Newark/Northern NJ .....	0.0	20.0	80.0	0.0	0.0	11	10	11	5
Washington, DC/Northern VA .....	2.7	18.9	10.8	40.5	13.5	12	6	15	37
Southeast .....	19.5	24.4	11.0	25.6	7.3	10	6	15	82
Atlanta .....	0.0	16.7	50.0	16.7	8.3	11	8	13	12
Austin .....	66.7	0.0	0.0	16.7	0.0	7	6	12	6
Charlotte .....	0.0	14.3	14.3	28.6	14.3	12	8	15	7
Dallas .....	40.0	10.0	0.0	20.0	10.0	9	6	13	10
Miami/Ft. Lauderdale/W. Palm Beach .....	0.0	62.5	12.5	25.0	0.0	11	10	12	8
Raleigh .....	0.0	37.5	12.5	12.5	12.5	10	8	13	8
Midwest .....	0.0	16.9	5.6	60.6	9.9	12	10	17	71
Chicago .....	0.0	31.6	10.5	36.8	5.3	12	10	17	19
Indiana .....	0.0	33.3	0.0	66.7	0.0	11	10	12	6
Michigan .....	0.0	14.3	0.0	57.1	28.6	12	10	13	7
Minneapolis/St. Paul .....	0.0	9.1	0.0	54.5	27.3	12	10	14	11
Missouri .....	0.0	25.0	0.0	75.0	0.0	12	10	12	8
Ohio .....	0.0	0.0	10.0	80.0	0.0	12	11	17	10
Wisconsin .....	0.0	0.0	0.0	100.0	0.0	12	12	12	5
West/Rocky Mountain .....	3.0	27.0	20.0	30.0	8.0	11	6	19	100
Denver .....	0.0	57.1	14.3	14.3	14.3	11	10	13	7
Los Angeles area .....	4.8	33.3	28.6	28.6	4.8	11	6	13	21
Orange County, CA .....	12.5	12.5	25.0	37.5	0.0	11	6	15	8
Phoenix .....	0.0	16.7	33.3	16.7	0.0	12	10	15	6
Portland, OR area .....	0.0	0.0	0.0	66.7	0.0	12	8	14	6
San Diego .....	0.0	16.7	33.3	16.7	33.3	12	10	13	6
San Francisco .....	0.0	33.3	13.3	46.7	6.7	11	10	13	15
San Jose area .....	0.0	12.5	37.5	25.0	12.5	12	10	14	8
Seattle area .....	12.5	12.5	0.0	25.0	0.0	14	6	19	8

Note: Some offices reported that there is no fixed length for their summer program; they are excluded from this analysis. For offices reporting a range of lengths, generally the larger figure was used. For offices reporting that their program consists of two sessions, e.g., two 6-week sessions, the 6-week figure was used rather than the 12-week total. Specific city information may include a few suburban locations.

## End Dates of Summer 2008 Programs

	MOST COMMON END DATES AND % REPORTING EACH					Median End Date	RANGE OF END DATES REPORTED		Number of Offices
	Week of June 23	Week of July 21	Week of July 28	Week of August 4	Week of August 11		Earliest End Date	Latest End Date	
<b>Total — All Employers .....</b>	<b>3.2%</b>	<b>8.3%</b>	<b>28.1%</b>	<b>37.2%</b>	<b>14.2%</b>	<b>08/08</b>	<b>06/27</b>	<b>09/23</b>	<b>374</b>
<b>By Number of Lawyers Firmwide</b>									
100 or fewer .....	1.7	1.7	13.6	23.7	35.6	08/15	06/27	09/12	59
101-250 .....	4.2	7.0	23.9	38.0	18.3	08/08	06/27	09/19	71
251-500 .....	0.0	13.6	36.4	43.2	4.5	08/04	07/24	09/23	44
501- 700 .....	6.7	3.3	33.3	43.3	5.0	08/08	06/27	09/12	60
701+ .....	2.9	12.2	30.9	38.1	10.1	08/01	06/27	09/12	139
<b>By Number of Lawyers in Office</b>									
25 or fewer .....	0.0	9.7	16.1	38.7	25.8	08/08	07/04	08/31	31
26-50 .....	9.3	12.0	21.3	37.3	8.0	08/08	06/27	09/12	75
51-100 .....	1.1	6.7	31.5	40.4	13.5	08/08	06/27	09/05	89
101-250 .....	2.5	7.4	35.2	32.8	13.1	08/07	06/27	09/23	122
251+ .....	2.9	8.6	25.7	40.0	14.3	08/08	06/27	09/12	35
<b>By NALP Region and City/State</b>									
Northeast .....	0.0	5.6	40.7	37.0	14.8	08/08	07/25	08/29	54
Boston .....	0.0	0.0	45.5	54.5	0.0	08/08	08/01	08/08	11
Connecticut .....	0.0	0.0	60.0	40.0	0.0	08/01	08/01	08/08	5
New York City .....	0.0	8.8	41.2	32.4	17.6	08/04	07/25	08/15	34
Mid-Atlantic .....	1.6	18.0	36.1	32.8	8.2	08/01	06/27	08/25	61
Northern NJ/Newark area .....	0.0	20.0	20.0	40.0	20.0	08/08	07/24	08/15	5
Washington, DC/Northern VA area .....	2.7	10.8	32.4	40.5	10.8	08/08	06/27	08/25	37
Southeast .....	11.3	10.0	21.3	27.5	13.8	08/01	06/27	08/22	80
Atlanta .....	0.0	25.0	33.3	16.7	0.0	08/01	07/18	08/22	12
Austin .....	50.0	0.0	0.0	16.7	33.3	07/18	06/27	08/15	6
Charlotte .....	16.7	16.7	16.7	16.7	16.7	07/28	06/27	08/15	6
Dallas .....	0.0	0.0	10.0	20.0	40.0	08/11	07/03	08/22	10
Miami/Ft. Lauderdale/ W. Palm Beach .....	0.0	12.5	12.5	75.0	0.0	08/08	07/25	08/08	8
Raleigh .....	25.0	12.5	25.0	0.0	12.5	07/21	06/27	08/15	8
Midwest .....	0.0	5.8	14.5	52.2	15.9	08/08	07/18	09/23	69
Chicago .....	0.0	10.5	21.1	47.4	5.3	08/08	07/25	09/05	19
Indiana .....	0.0	16.7	33.3	33.3	0.0	08/01	07/18	08/08	6
Michigan .....	0.0	0.0	14.3	42.9	42.9	08/08	08/01	08/15	7
Minneapolis .....	0.0	0.0	0.0	45.5	27.3	08/11	08/08	09/01	11
Missouri .....	0.0	12.5	12.5	75.0	0.0	08/08	07/24	08/08	8
Ohio .....	0.0	0.0	20.0	60.0	10.0	08/08	08/01	09/23	10
Wisconsin .....	0.0	0.0	0.0	80.0	20.0	08/08	08/08	08/15	5
West/Rocky Mtn. ....	2.0	4.1	32.7	32.7	18.4	08/08	06/27	09/19	98
Denver .....	0.0	14.3	28.6	28.6	28.6	08/08	07/25	08/15	7
Los Angeles .....	4.8	9.5	42.9	42.9	0.0	08/01	06/27	08/08	21
Orange County, CA .....	12.5	0.0	37.5	37.5	0.0	08/04	06/27	08/22	8
Phoenix .....	0.0	0.0	33.3	33.3	0.0	08/06	08/01	09/05	6
Portland .....	0.0	0.0	0.0	16.7	50.0	08/15	08/08	09/01	6
San Diego .....	0.0	0.0	33.3	50.0	16.7	08/08	08/01	08/15	6
San Francisco .....	0.0	0.0	50.0	21.4	28.6	08/04	08/01	08/15	14
San Jose area .....	0.0	0.0	37.5	37.5	25.0	08/08	08/01	08/15	8
Seattle .....	0.0	14.3	0.0	14.3	0.0	09/12	07/25	09/19	7

Note: Some offices reported that their summer program has no set ending date — they are excluded from this analysis. The end dates reported by individual offices may or may not apply to the whole class, depending on the firm and specific student circumstances. For offices reporting that their program consists of two sessions, e.g., two 6-week sessions, the end date of the first session was used.

# Outcomes of Summer Programs and Fall Recruiting

A total of 374 employers reported information on the outcomes of their 2008 summer programs. Over half of respondents (52%) represented firms of 501 or more lawyers. Firms of 100 or fewer lawyers represented about 16% of respondents. However, about 55% of individual office outcomes reported were from offices of 100 or fewer lawyers. About one-third of respondents were from the Northeast and Mid-Atlantic Regions combined. The Southeast, the Midwest, and the West accounted for 22%, 19%, and 27% of respondents, respectively. It should be noted that for firms submitting one survey to cover multiple, or all, offices, the information generally was not attributed to a city, and in some cases not even a region if offices are nationwide.

## ■ Outcomes of Summer 2008 Programs

Responding employers reported a combined total of 5,033 individuals from the Class of 2009 participating in their 2008 summer programs, with an average class size of 13. The median class size was 6. The fact that the average is considerably above the median, especially in the larger firms, indicates the presence of some relatively large programs. Some reporting of firm-wide composites, instead of outcomes for individual offices, also pushed up the average. Most, 90%, of participants received an offer for an associate position — down from 93% in 2007 — and 80% of these offers were accepted — up from the 2007 figure of 77%. Figures for 2008 thus suggest a continuation of summer program sizes seen since 2005, but that does not match the average of 14 and median of 8.5 in 2000. Moreover, the offer rate declined substantially for the first time since 2002, and the overall acceptance rate reached the highest level since NALP began compiling these figures in 1993.

- Measured in terms of either the average or the median, summer class sizes were largest in the Northeast, and smallest in the West/Rocky Mountain Region .

Some cities with relatively large firms, but certainly not all, had summer programs which on average were far larger than for their respective region as whole. Those that did include New York, Dallas, Chicago, Missouri and Wisconsin. Programs in Boston were smaller than the

## Outcome of Summer Programs

	SIZE OF PROGRAM		% of Participants Receiving Offers	% of Offers Accepted	Number of Offices
	Median	Average			
<b>Total — All Employers .....</b>	<b>6.0</b>	<b>13</b>	<b>89.9%</b>	<b>79.7%</b>	<b>374</b>
<b>By Number of Lawyers Firmwide</b>					
100 or fewer .....	3.0	4	72.3	78.4	59
101-250 .....	7.0	8	84.7	83.3	74
251-500 .....	7.0	12	90.0	79.9	44
501-700 .....	7.0	14	88.9	84.6	60
701+ .....	9.5	20	92.7	77.5	136
<b>By Number of Lawyers in Office</b>					
25 or fewer .....	1.5	2	72.6	82.2	30
26-50 .....	3.0	3	75.9	88.0	74
51-100 .....	6.0	7	87.2	76.1	89
101-250 .....	11.0	14	88.5	80.1	124
251+ .....	40.0	54	94.9	79.2	35
<b>By NALP Region and City/State</b>					
Northeast .....	9.0	23	96.2	83.2	55
Boston .....	7.0	11	96.7	88.9	11
Connecticut .....	4.5	5	79.3	87.0	6
New York City .....	14.0	32	97.2	82.4	34
Mid-Atlantic .....	9.0	12	88.1	76.9	61
Newark/Northern NJ .....	4.0	6	90.6	100.0	5
Washington, DC/Northern VA .....	10.0	14	90.7	71.0	37
Southeast .....	5.0	10	80.1	72.4	78
Atlanta .....	7.5	10	85.2	79.6	12
Charlotte .....	11.0	12	85.1	71.4	6
Dallas .....	10.5	14	80.7	71.7	10
Miami/Ft. Lauderdale/W. Palm Beach ...	2.0	2	94.1	75.0	7
Raleigh .....	2.0	3	84.2	68.8	7
Midwest .....	7.0	11	87.6	80.4	70
Chicago .....	10.0	17	89.3	78.2	19
Indiana .....	7.0	10	81.0	83.0	6
Michigan .....	5.0	7	85.1	82.5	7
Minneapolis/St. Paul .....	6.0	9	93.4	82.4	10
Missouri .....	11.5	14	89.0	83.5	8
Ohio .....	5.5	8	79.3	70.8	10
Wisconsin .....	13.0	14	87.0	88.3	5
West/Rocky Mountain .....	4.0	6	90.4	83.8	97
Denver .....	2.0	3	91.3	81.0	7
Los Angeles area .....	5.0	7	90.0	84.1	21
Orange County, CA .....	3.0	7	80.4	86.7	8
Phoenix .....	6.0	5	92.3	79.2	5
Portland, OR area .....	3.0	4	100.0	81.0	5
San Diego .....	6.0	8	91.3	78.6	6
San Francisco .....	4.0	7	91.9	75.5	15
San Jose area .....	6.0	8	94.7	87.0	7
Seattle area .....	3.0	8	93.4	86.0	8

Note: Figures reflect participation by 5,033 students in the Class of 2009 during the summer of 2008. 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. Information by size of firm reflects law firms only. Average figures are rounded to the nearest whole number. Specific city figures may include acceptances to work in a different office of a firm, a few offices in suburban locations, or firms whose figures include small branch offices in other parts of the country. City figures generally do not include offices that submitted one composite survey to cover summer programs and outcomes in multiple cities.

Northeast average. Programs in the West/Rocky Mountain Region were quite consistently small and in line with the regional average.

- Average class sizes increased with firm size, as did offer rates. Offer rates were highest in the Northeast, and in New York specifically, and lowest in the Southeast, particularly in Dallas. Acceptance rates varied from 78% to 85%, depending on firm size. Acceptance rates varied by city and state, from about 69% in Raleigh to well over 80% in many areas and 100% in Northern New Jersey.

A different perspective on summer outcomes is provided by examining the distribution of acceptance rates for each of the offices reporting this information. This procedure, unlike that of the previous analysis which is based on volumes, gives equal weight to each office. For example, the acceptance rate for a small office has equal weight with that of a very large office. About 21% of offices reported acceptance rates of less than 67%; 36% reported acceptance rates between 67% and 99.9%; and 42% reported acceptance rates of 100%. The median acceptance rate was almost 89%. The smallest firms were most likely to report a 100% acceptance rate.

- On a regional basis, offices in the West/Rocky Mountain Region were most likely to report acceptance rates of 100%, followed by offices in the Mid-Atlantic Region. Offices in the Southeast were most likely to have reported acceptance rates of less than 67%. The median acceptance rate was lower, about 86%, in the Southeast and the Midwest. Over half of the offices in Dallas reported acceptance rates of less than 67%. But in many cities, acceptance rates of 100% were far more common.

**Footnote to table at right:**

Note: A median acceptance rate of 100% indicates that more than half the offices in that area reported a 100% acceptance rate. In these cases, although the median technically is 100% based on a ranking of acceptance rates, it is more useful to think of that figure as a prevailing value, since clearly half the acceptance rates cannot be greater than 100%. This table excludes offices that did not make any offers to their summer associates.

## Acceptance Rates from Summer 2008 Program

(percent of offices in each range of acceptance rates)

	ACCEPTANCE RATES			Median Acceptance Rate	Number of Offices
	Less than 67%	67-99.9%	100%		
<b>Total — All Employers</b> .....	<b>21.2%</b>	<b>36.4%</b>	<b>42.4%</b>	<b>88.9%</b>	<b>363</b>
<b>By Number of Lawyers Firmwide</b>					
100 or fewer.....	25.5	10.9	63.6	100.0	55
101-250.....	20.5	32.9	46.6	90.0	73
251-500.....	21.4	42.9	35.7	88.2	42
501- 700.....	11.9	35.6	52.5	100.0	59
701+.....	24.1	46.6	29.3	81.3	133
<b>By Number of Lawyers in Office</b>					
25 or fewer.....	22.7	9.1	68.2	100.0	22
26-50.....	12.7	9.9	77.5	100.0	71
51-100.....	30.3	30.3	39.3	83.3	89
101-250.....	21.0	50.0	29.0	84.3	124
251+.....	20.0	74.3	5.7	84.4	35
<b>By NALP Region and City/State</b>					
Northeast.....	20.4	53.7	25.9	87.2	54
Boston area.....	0.0	63.6	36.4	88.6	11
Connecticut.....	33.3	16.7	50.0	87.5	6
New York City.....	23.5	58.8	17.6	86.9	34
Mid-Atlantic.....	23.0	29.5	47.5	90.5	61
Newark/Northern NJ.....	0.0	0.0	100.0	100.0	5
Washington, DC/Northern VA.....	32.4	29.7	37.8	81.0	37
Southeast.....	27.0	27.0	45.9	85.7	74
Atlanta.....	16.7	41.7	41.7	84.5	12
Charlotte.....	16.7	50.0	33.3	83.3	6
Dallas.....	55.6	33.3	11.1	65.2	9
Miami/Ft. Lauderdale/W. Palm Beach.....	16.7	33.3	50.0	90.0	6
Raleigh area.....	28.6	0.0	71.4	100.0	7
Midwest.....	19.4	44.8	35.8	85.7	67
Chicago.....	27.8	50.0	22.2	80.8	18
Indiana.....	0.0	40.0	60.0	100.0	5
Michigan.....	14.3	28.6	57.1	100.0	7
Minneapolis/St. Paul.....	0.0	50.0	50.0	95.5	10
Missouri.....	25.0	50.0	25.0	87.9	8
Ohio.....	44.4	33.3	22.2	80.0	9
Wisconsin.....	0.0	60.0	40.0	91.7	5
West/Rocky Mountain.....	19.1	25.5	55.3	100.0	94
Denver.....	28.6	14.3	57.1	100.0	7
Los Angeles area.....	23.8	4.8	71.4	100.0	21
Orange County, CA.....	14.3	28.6	57.1	100.0	7
Phoenix.....	20.0	40.0	40.0	80.0	5
Portland, OR area.....	16.7	33.3	50.0	93.8	6
San Diego.....	33.3	66.7	0.0	77.5	6
San Francisco.....	33.3	20.0	46.7	80.0	15
San Jose area.....	0.0	71.4	28.6	85.7	7
Seattle area.....	0.0	37.5	62.5	100.0	8

# ■ First-year Participation in Summer Programs

## Presence of First-Years in Summer Programs

About 60% of the responding firms reported that their summer 2008 program included one or more first-year (Class of 2010) students. The distribution of firms reporting that they employed one or more first-years is quite similar to that of responding firms as a whole.

- These firms collectively employed 772 first-years, with a median of two and an average of four per office or firm. Measured by the median and the average, first-year presence is greatest in Missouri. In most other cities, the typical number of first-years was two or three.
- Overall, 57% of these first-years received an offer to return for some or all of the summer 2009 program. This figure was notably lower in small firms, however, and on a city-by-city basis ranged from 36% in Boston to 100% in Chicago.

	NUMBER OF 1Ls		% Receiving Offers to Return Next Summer	Number of Offices
	Median	Average		
<b>Total — All Employers .....</b>	<b>2.0</b>	<b>4</b>	<b>56.7%</b>	<b>219</b>
<b>By Number of Lawyers Firmwide</b>				
100 or fewer .....	2.0	3	40.2	29
101-250 .....	2.0	3	54.1	54
251-500 .....	3.0	4	52.9	30
501-700 .....	2.0	4	57.7	34
701+ .....	2.0	3	71.1	71
<b>By Number of Lawyers in Office</b>				
25 or fewer .....	1.0	2	61.1	11
26-50 .....	2.0	3	41.6	34
51-100 .....	2.0	2	61.0	49
101-250 .....	2.5	4	57.5	90
251+ .....	5.5	8	67.3	20
<b>NALP Region and City/State</b>				
Northeast .....	2.0	3	46.8	33
Boston area .....	2.0	3	35.7	5
New York City .....	2.0	4	55.8	20
Mid-Atlantic .....	2.0	3	63.4	32
Washington, DC/Northern VA .....	2.0	3	66.7	16
Southeast .....	2.0	5	46.2	43
Atlanta .....	3.5	4	62.5	6
Midwest .....	3.0	4	62.3	50
Chicago .....	2.0	4	100.0	6
Indiana .....	2.0	6	43.3	5
Michigan .....	1.0	4	60.0	5
Minneapolis/St. Paul .....	2.0	3	43.3	9
Missouri .....	4.0	8	66.7	7
Ohio .....	3.0	3	75.0	9
Wisconsin .....	2.0	4	57.9	5
West/Rocky Mountain .....	2.0	2	65.6	49
Los Angeles area .....	2.0	2	52.9	9
Phoenix .....	1.0	2	50.0	5
San Francisco .....	1.0	2	83.3	7
San Jose area .....	2.0	2	66.7	6
Seattle area .....	1.0	2	70.0	6

Note: Figures reflect participation by students in the Class of 2010 during the summer of 2008. The number of employers reporting that their summer program included 1Ls is shown in the last column. Information by size of firm reflects law firms only. Average figures are rounded to the nearest whole number. Some city figures include a few offices in suburban locations or firms whose figures include small branch offices in other parts of the country. City figures generally do not include offices that submitted one composite survey to cover summer activity and outcomes in multiple cities.

## ■ Hiring for Summer 2009

A total of 374 employers reported issuing an average of 86 callback invitations each to second-year students, or a total of 31,625 callback invitations. The median figure of 40 was much lower than the average, again indicating that some employers issued a large number of callback invitations. Some reporting of firm-wide outcomes, instead of for individual offices, also pushed up the average, particularly at large firms. The average number of invitations was highest by far in the Northeast, about five times the average in the Southeast and West/Rocky Mountain Regions. Nationwide, 74% of these callback invitations were accepted. Acceptance rates were somewhat lower in the Northeast compared with other regions. The level of activity is lower than in 2007, when the average and median number of callback invitations were 93 and 46. This ended the generally upward trend seen between 2002 and 2007, though the volume of interviewing did not quite recover to the level in 2000, when the average was 95 and the median was 55.

- About 47% of callback interviews resulted in an offer, with employers averaging 30 offers each. The median number of offers was 10. All of these figures are off considerably from recent years, when the offer rate was about 60% and the median number of offers was 15 or 16. Offer rates below 50% were last experienced in the fall of 2002. The percentage of callback interviews resulting in an offer was considerably lower in firms of 100 lawyers or less, and a bit higher — about half — in the largest firms. This percentage was slightly higher in the Northeast and lowest in the West/Rocky Mountain Region. Employers in the Southeast and West/Rocky Mountain Regions made

the fewest offers, with medians of 6.5 and 7, respectively, and an average of 14 and 12, respectively. This compares with a median of 24 and an average of 62 in the Northeast.

- Some cities and states departed from their regional norm with respect to offers made. For example, offices in New York, Dallas, Houston, Chicago, Minneapolis, San Jose, and Orange County, CA reported relatively high offer rates compared to their regions as a whole, whereas the opposite was true in a number of cities including Boston, Northern New Jersey, Raleigh, Miami, much of the Midwest, Denver, and Portland. Offer rates were highest in Houston, at 56%, followed by New York, Chicago, and Minneapolis, at about 50%. This contrasts with rates of less than 20% in Raleigh and Portland. Some of these differences of course result from differences in the firm sizes typical for these cities.
- Overall, about 33% of offers were accepted, a figure that rose in 2008 after trending down since reaching a high of 35% in 2002, and is now at a level similar to that of the mid-1990s. A larger percentage of offers from offices in the Southeast were accepted — 44% — while acceptance rates were lower in the Northeast — 28%. Acceptance rates were highest at firms of 100 or fewer lawyers and at offices of 25 or fewer lawyers.
- At the city and state level, acceptance rates were lowest at offices in New York, Washington, DC, Chicago, and San Jose, where just over one-quarter of offers were accepted. Acceptance rates were highest in Raleigh, Austin, and Portland, at over 60%.

### Footnote to table on opposite page:

Note: Figures for callback invitations and outcomes are based on 368 employers issuing a total of 31,625 callback invitations and do not include six offices that did not report the number of callbacks and interviews. Figures for offers and offer outcomes are based on 374 employers making a total of 11,254 offers. About 11% of all survey respondents reported that they did not recruit second-year students. Median and average offer figures are based on all 374 employers that recruited second-year students, even though a few ultimately made no offers as a result of callback invitations. The number of offices reporting interviewing second-year students is shown in the last column. Information by size of firm reflects law firms only. Averages are rounded to the nearest whole number. City figures may include a few offices in suburban locations or firms whose figures include small branch offices in other parts of the country. City figures generally do not include offices that submitted one composite survey to cover fall recruiting and outcomes in multiple cities.

## Outcomes of Callback Invitations to and Interviews of Class of 2010 Students for Summer 2009 Positions

	NUMBER OF CALLBACK INVITATIONS		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	NUMBER OF OFFERS EXTENDED		% of Offers Accepted	Number of Offices
	Median	Average			Median	Average		
<b>Total — All Employers .....</b>	<b>40.0</b>	<b>86</b>	<b>73.9%</b>	<b>46.6%</b>	<b>10.0</b>	<b>30</b>	<b>32.5%</b>	<b>374</b>
<b>By Number of Lawyers Firmwide</b>								
100 or fewer .....	13.5	18	84.4	30.9	3.5	4	54.3	58
101-250 .....	44.5	51	81.3	35.0	12.0	15	41.3	71
251-500 .....	29.0	68	75.3	42.8	8.0	22	33.8	44
501-700 .....	37.5	97	68.8	47.2	11.0	31	31.0	60
701+ .....	61.0	131	73.4	50.4	18.5	50	30.5	140
<b>By Number of Lawyers in Office</b>								
25 or fewer .....	8.0	11	75.7	35.9	2.0	3	54.1	29
26-50 .....	18.0	22	76.3	31.5	4.0	5	41.1	74
51-100 .....	37.0	50	72.1	39.4	10.0	14	39.3	90
101-250 .....	63.0	88	75.6	41.5	18.0	28	32.5	124
251+ .....	248.0	340	72.6	55.9	126.0	143	29.1	35
<b>By NALP Region and City/State</b>								
Northeast .....	120.5	192	68.3	47.9	24.0	62	28.3	56
Boston .....	107.5	116	72.4	35.7	22.0	30	33.1	12
Connecticut .....	41.0	39	78.6	29.9	10.0	9	45.5	6
New York City .....	163.0	261	67.1	51.1	52.0	89	27.1	34
Mid-Atlantic .....	58.0	87	72.6	45.6	12.0	29	29.8	59
Newark/Northern NJ .....	56.0	53	78.9	32.1	5.0	13	40.3	5
Washington, DC/Northern VA .....	63.0	104	70.3	49.3	22.5	36	27.0	36
Southeast .....	20.0	37	82.9	44.7	6.5	14	43.6	76
Atlanta .....	32.0	38	81.7	44.4	9.0	14	33.9	13
Austin .....	16.0	27	84.2	40.2	5.0	9	62.2	5
Charlotte .....	28.0	30	78.8	46.1	10.0	11	45.5	7
Dallas .....	42.0	61	83.5	49.1	10.0	25	38.5	9
Houston .....	46.0	56	80.4	55.6	16.0	25	38.0	6
Miami/Ft. Lauderdale/W. Palm Beach ..	13.0	16	89.2	31.3	5.0	4	41.9	7
Raleigh .....	15.5	14	89.4	15.8	1.5	2	75.0	6
Midwest .....	36.5	59	82.2	46.5	10.0	22	35.3	72
Chicago .....	79.5	123	77.5	54.2	26.0	52	26.5	18
Indiana .....	24.5	28	89.3	30.5	7.0	8	47.8	6
Michigan .....	32.0	38	87.1	33.6	11.0	11	50.6	7
Minneapolis .....	50.0	51	84.4	52.8	15.0	21	41.9	11
Missouri .....	28.0	41	93.9	30.6	10.0	12	51.6	8
Ohio .....	26.0	31	87.5	38.8	4.0	10	54.4	11
Wisconsin .....	61.0	55	83.5	34.6	12.0	16	41.8	5
West/Rocky Mountain .....	32.0	40	76.0	40.9	7.0	12	34.4	98
Denver .....	13.0	22	95.5	30.6	3.0	6	44.4	7
Los Angeles area .....	37.0	52	70.8	43.4	8.0	16	30.6	22
Orange County, CA .....	26.5	39	73.5	48.9	8.0	14	39.6	8
Phoenix .....	16.0	24	84.7	30.3	5.0	6	37.8	6
Portland, OR area .....	25.5	23	91.4	18.9	3.5	4	62.5	6
San Diego .....	30.5	35	75.8	42.0	10.0	11	33.3	6
San Francisco .....	53.0	62	75.5	40.6	16.5	19	31.2	14
San Jose area .....	51.0	60	70.7	47.8	18.0	20	27.1	9
Seattle area .....	13.0	22	87.7	32.7	3.0	6	39.3	9

# Acceptance Rates for Summer 2009 Program

(percent of offices in each range of acceptance rates)

Grouping offices according to their individual acceptance rates, about 34% of offices reported acceptance rates of less than 33%; about 25% of offices reported acceptance rates between 33% and 49.9%; and 41% reported acceptance rates of 50% or more. The median acceptance rate was 40%.

- Small offices and firms more frequently reported acceptance rates in excess of 50%, as did offices in the Southeast and Midwest. At the city and state level, median acceptance rates and the percent of offices reporting acceptance rates of more than 50% were highest in Austin, Raleigh, Denver, and Portland. In contrast, two-thirds of offices in New York, Chicago, and San Jose reported acceptance rates of less than 33%.

	ACCEPTANCE RATES			Median Acceptance Rate	Number of Offices
	Less than 33%	33-49.9%	50% or More		
<b>Total — All Employers</b> .....	34.1%	25.3%	40.6%	40.0%	367
<b>By Number of Lawyers Firmwide</b>					
100 or fewer.....	10.7	12.5	76.8	66.7	56
101-250 .....	25.4	31.0	43.7	44.3	71
251-500 .....	25.6	20.9	53.5	50.0	43
501- 700 .....	34.5	34.5	31.0	36.9	58
701+ .....	50.7	25.4	23.9	32.8	138
<b>By Number of Lawyers in Office</b>					
25 or fewer.....	16.0	8.0	76.0	53.3	25
26-50 .....	25.4	25.4	49.3	42.9	71
51-100 .....	28.9	24.4	46.7	44.2	90
101-250 .....	39.5	29.0	31.5	37.5	124
251+ .....	65.7	25.7	8.6	27.8	35
<b>By NALP Region and City/State</b>					
Northeast .....	50.0	26.8	23.2	33.0	56
Boston area .....	41.7	33.3	25.0	35.2	12
Connecticut.....	16.7	16.7	66.7	50.0	6
New York City.....	64.7	29.4	5.9	27.8	34
Mid-Atlantic .....	43.1	24.1	32.8	33.7	58
Newark/Northern NJ.....	20.0	20.0	60.0	54.5	5
Washington, DC/Northern VA .....	57.1	17.1	25.7	29.6	35
Southeast.....	22.7	24.0	53.3	50.0	75
Atlanta .....	41.7	25.0	33.3	41.4	12
Austin.....	0.0	20.0	80.0	65.2	5
Charlotte.....	0.0	71.4	28.6	42.9	7
Dallas.....	22.2	33.3	44.4	38.9	9
Houston .....	33.3	16.7	50.0	48.8	6
Miami/Ft. Lauderdale/W. Palm Beach .....	42.9	28.6	28.6	40.0	7
Raleigh .....	16.7	0.0	83.3	100.0	6
Midwest.....	25.4	22.5	52.1	50.0	71
Chicago .....	66.7	11.1	22.2	25.8	18
Indiana.....	0.0	40.0	60.0	57.1	5
Michigan .....	0.0	57.1	42.9	47.1	7
Minneapolis/St. Paul .....	27.3	27.3	45.5	47.0	11
Missouri .....	12.5	12.5	75.0	54.2	8
Ohio.....	9.1	18.2	72.7	59.0	11
Wisconsin .....	20.0	40.0	40.0	37.5	5
West/Rocky Mountain .....	34.0	27.7	38.3	40.0	94
Denver .....	14.3	14.3	71.4	100.0	7
Los Angeles area.....	45.5	27.3	27.3	33.3	22
Orange County, CA.....	12.5	50.0	37.5	43.6	8
Phoenix.....	33.3	16.7	50.0	41.7	6
Portland, OR area.....	0.0	16.7	83.3	66.7	6
San Diego.....	33.3	50.0	16.7	36.7	6
San Francisco.....	50.0	35.7	14.3	32.8	14
San Jose area .....	66.7	11.1	22.2	27.3	9
Seattle area .....	14.3	42.9	42.9	40.0	7

**Footnote to table at right:**

Note: A median acceptance rate of 100% indicates that more than half the offices in that area reported a 100% acceptance rate. In these cases, although the median technically is 100% based on a ranking of acceptance rates, it is more useful to think of that figure as a prevailing value, since clearly half the acceptance rates can not be greater than 100%. This table excludes offices that interviewed but then did not make any offers for summer 2009.

## ■ Third-Year Hiring

Recruiting of third-year students not previously employed by the employer was reported by 105 employers, or about one-quarter of survey respondents. The median number of callback invitations was 3, and the average was 7. This level of activity is off from that of the previous four years and is close to that of 2002, when the median and average were 4.5 and 7, respectively. The levels of activity never did recover to those of 1999 and 2000, when almost two-thirds of respondents recruited third-years, with the median and average number of callbacks at 8 and 17.

Although the average number of callbacks, and the total volume, was highest by far in the Northeast, the median was highest in the Mid-Atlantic Region, at 5. Among cities and states, New York City, not surprisingly, reported the greatest volume. Nationwide, about 88% of callback invitations were accepted, but in the Southeast the figure was 92%.

- About 20% of interviews resulted in an offer, with both the median and average number of offers at 1. This offer rate and volume has declined for two years in a row, from 1 and 3, respectively in 2007, and 2 and 5, respectively, in 2006. The highest level in recent years was in 2000, when the median and average were 3 and 7, respectively. Offer rates varied by firm size and region. For example, just over one-quarter of interviews conducted at the largest and smallest firms resulted in an offer, compared with a figure of 10% in firms of 101-250 lawyers. The figure of 13% in the Northeast contrasts with 42% in the Midwest. Offer rates were highest in Chicago, whereas third-year interviews in Connecticut did not result in any offers.

## Outcomes of Callback Invitations to and Interviews of Class of 2009 Students for Associate Positions

	NUMBER OF CALLBACK INVITATIONS		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	NUMBER OF OFFERS EXTENDED		% of Offers Accepted	Number of Offices
	Median	Average			Median	Average		
<b>Total — All Employers</b>	<b>3.0</b>	<b>7</b>	<b>87.7%</b>	<b>19.7%</b>	<b>1.0</b>	<b>1</b>	<b>65.9%</b>	<b>105</b>
<b>By Number of Lawyers Firmwide</b>								
100 or fewer .....	2.0	3	88.6	28.2	1.0	1	83.3	19
101-250 .....	2.0	5	91.6	10.5	0.0	0	62.5	19
251-500 .....	3.0	3	94.6	22.9	0.0	1	62.5	11
501-700 .....	2.0	4	75.7	17.9	0.0	1	40.0	9
701+ .....	3.5	8	88.6	26.1	1.0	2	65.4	46
<b>By Number of Lawyers in Office</b>								
50 or fewer .....	4.0	5	88.8	25.3	1.0	1	58.6	23
51-100 .....	2.0	5	93.6	12.6	0.0	1	92.3	22
101-250 .....	2.0	4	85.4	24.8	0.0	1	53.8	31
251+ .....	3.0	9	86.7	28.0	1.0	2	67.5	18
<b>By NALP Region and City/State</b>								
Northeast .....	2.5	16	86.5	12.6	0.0	2	61.8	20
Connecticut .....	2.0	5	100.0	0.0	0.0	0	—	5
New York City .....	3.0	24	85.8	13.5	1.0	3	64.5	11
Mid-Atlantic .....	5.0	5	83.5	18.3	0.5	1	46.2	16
Washington, DC/ Northern VA .....	5.0	5	77.8	21.4	0.5	1	44.4	10
Southeast .....	2.0	4	91.5	34.9	1.0	1	65.0	14
Midwest .....	1.5	2	90.0	41.7	1.0	1	80.0	21
Chicago .....	1.5	2	80.0	50.0	0.0	1	75.0	7
Ohio .....	2.0	2	100.0	25.0	0.0	1	66.7	5
West/Rocky Mountain .....	3.0	5	89.7	18.3	0.0	1	47.6	26
San Francisco .....	2.0	3	94.1	18.8	0.5	1	60.0	6
San Jose area .....	4.5	5	93.3	32.1	1.0	2	33.3	6

Note: Figures for callback invitations and outcomes are based on 101 employers issuing a total of 707 callback invitations and do not include four offices that did not report the number of callbacks and interviews. Figures for offers and offer outcomes are based on 105 employers making a total of 129 offers. About 75% of all survey respondents reported that they did not recruit third-year students. Median and average offer figures are based on all 105 employers who recruited third-year students, even though some ultimately made no offers as a result of callback invitations. The number of offices reporting interviewing third-year students is shown in the last column. Information by size of firm reflects law firms only. Averages are rounded to the nearest whole number. City figures may include a few offices in suburban locations or firms whose figures include small branch offices in other parts of the country. City figures generally do not include offices that submitted one composite survey to cover fall recruiting and outcomes in multiple cities.

- About 66% of offers made to third-year students were accepted. On a regional basis, the acceptance rate was considerably higher in the Midwest. For individual cities, acceptance rates ranged from 33% in San Jose to 75% in Chicago.
- About 22% of offices reported acceptance rates of less than 25%, and 48% reported that their acceptance rate was 100%. No firms of 100 or fewer lawyers reported acceptance rates of less than 25%, and those same firms were also most likely to report 100% acceptance rates. The median acceptance rate was 84%.
- On a regional basis, the percentage of offices in which the acceptance rate was 100% ranged from about 25% in the Southeast to almost 73% in the Midwest.

## Acceptance Rates for Third-Year Hiring

(percent of offices in each range of acceptance rates)

	ACCEPTANCE RATES			Median Acceptance Rate	Number of Offices
	Less than 25%	25-99.9%	100%		
<b>Total — All Employers</b> .....	<b>22.2%</b>	<b>29.6%</b>	<b>48.1%</b>	<b>84.4%</b>	<b>54</b>
<b>By Number of Lawyers Firmwide</b>					
100 or fewer .....	0.0	30.0	70.0	100.0	10
101-250 .....	20.0	20.0	60.0	100.0	5
251-500 .....	20.0	40.0	40.0	66.7	5
701+ .....	27.6	27.6	44.8	80.0	29
<b>By Number of Lawyers in Office</b>					
50 or fewer .....	21.4	21.4	57.1	100.0	14
51-100 .....	14.3	0.0	85.7	100.0	7
101-250 .....	30.8	38.5	30.8	50.0	13
251+ .....	26.7	33.3	40.0	66.7	15
<b>By NALP Region and City</b>					
Northeast .....	22.2	33.3	44.4	66.7	9
New York City .....	14.3	42.9	42.9	66.7	7
Mid-Atlantic .....	37.5	25.0	37.5	50.0	8
Washington, DC/Northern VA .....	40.0	20.0	40.0	50.0	5
Southeast .....	25.0	50.0	25.0	63.3	8
Midwest .....	9.1	18.2	72.7	100.0	11
West/Rocky Mountain .....	27.3	27.3	45.5	50.0	11

A median acceptance rate of 100% indicates that more than half the offices in that area reported a 100% acceptance rate. In these cases, although the median technically is 100% based on a ranking of acceptance rates, it is more useful to think of that figure as a prevailing value, since clearly half the acceptance rates cannot be greater than 100%. This table excludes offices that interviewed but then did not make any offers to current third-year students for associate positions.