

Perspectives on Fall 2009 Law Student Recruiting

Entry-Level Recruiting Volumes Plunge, Some Start Dates Deferred

As the U.S. and global economies were battered by “the Great Recession” in the third quarter of 2009, recruiting volumes by U.S. legal employers on the campuses of U.S. law schools nose-dived. In fact, the data provided by NALP members about fall 2009 recruiting reveal that most of the trends and patterns that the industry had come to rely upon were up-ended, dramatically so in some cases. 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, fell in 2009, continuing and accelerating the general downward trend in recruiting volumes that was measured in 2008. Related to the drop-off in the numbers in the second year of the recession was the phenomenon of deferred associate start dates. Inquiries were added to surveys of both schools and employers to gauge the extent of deferrals.

The offer rate to summer associates for entry-level associate positions fell by more than 20 full percentage points, from 89.9% in 2008 to 69.3% in 2009. This is by far the lowest offer rate measured since NALP began collecting this data in 1993. Similarly and not surprisingly, the acceptance rate for these offers jumped by nearly five full percentage points, to 84.5%, which also marks the highest offer acceptance rate ever recorded. The market for 3L law students looking for law firm work was barren, with only 3% of the law firms surveyed reporting that they recruited for 3L students (this compares with 3L recruiting rates of 25% in 2008, 42% in 2007, and 53% in 2006).

Equally dramatic has been the impact of the current economic situation on the fall recruiting of 2Ls. Across employers of all sizes, the median number of offers extended dropped dramatically to only 7 in 2009 following a previous drop from 15 in 2007 to 10 in 2008. At

the largest firms of more than 700 lawyers, the median number of offers dropped from 30 in 2007 to 18.5 in 2008 to just 8 in 2009. Similarly, the percent of callback interviews resulting in offers for summer spots fell precipitously to 36.4% in 2009, after falling to 46.6% in 2008 from a figure that had hovered at or above 60% for the three previous years. Not surprisingly, the offer acceptance rate also jumped. At 42.8%, it is the highest rate ever recorded.

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 — but at this time all indications are that the market for entry-level legal employment remains very constricted and that legal employers will likely continue to approach all hiring extremely cautiously for the foreseeable future.

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
2009	6	12	69.3	84.5	7	16	36.4	42.8

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 2009, providing comparisons with fall 2008 from the perspective of both schools and employers. The second part of the report provides information on the outcomes of 2009 summer programs and of fall recruiting

for both second-year summer associates and entry-level associates. The last section, new this year, reports on deferrals of class of 2009 graduates, drawing from information provided by both schools and employers. The findings in this report are based on law school responses to NALP's "Fall 2009 Survey of Law Schools on Fall Recruiting and Associate Deferrals" and on legal employer responses to the "2009 Survey of Legal Employers on Fall Recruiting and Associate Deferrals."

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 2012) students and current third-year (Class of 2010) students for summer 2010 associate positions is not included. Documentation of summer program outcomes includes only Class of 2010 graduates, and not any Class of 2009 graduates who participated in the summer 2008 program, or after graduation. Results of survey questions on lateral hiring were reported in the March 2010 *NALP Bulletin*.

Fall 2009 Recruiting Activity

■ Law School Perspective

A total of 133 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 employers requesting resume collection, 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 2008.

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 without exception, schools reported fewer employers on campus. Over half of schools (54%) reported a decrease of 30% or more in the number of employers on campus in fall 2009 compared with fall 2008. About 38% reported a decrease of 5-29%.
- Regional differences were evident, with schools in the Mid-Atlantic and West/Rocky Mountain regions most likely to have reported a decrease of 30% or more (70% of schools and 65% of schools, respectively.) Further, analysis by enrollment size shows that larger schools were most likely to report a decrease of 30% or more in the number of employers on campus.
- This year's survey included a question on the number of employers requesting resume collection. In an interesting

dichotomy, schools were closely split between those reporting that the number increased by 10% or more and those reporting that the number decreased by 10% or more. Schools in the Mid-Atlantic and Midwestern regions deviated most from the average — in opposite directions. The extent to which resume collection increased is notable at large schools, where 52% reported an increase of 10% or more. The survey also asked for the number of employers requesting resume collection in 2009 that had been on campus in 2008. Comparing this with the number of employers on campus in 2008 provides a gauge of the shift. Overall, about one-third of employers that had been on campus in 2008 shifted to resume collection in 2009.

- An inquiry into the use of video interviewing revealed that almost two-thirds of schools did not use this technology in 2009. About 27% of schools reported using video interviews for from one to four employers. Just a handful of schools used the technology more extensively.
- Two-thirds of schools participated in five or more job fairs and over one-third participated in more than 10. Regional contrasts continue to be notable. All schools reporting from the Mid-Atlantic region participated in five or more job fairs, and 70% participated in more than ten job fairs. Among schools in the Southeast, by contrast, 40% participated in fewer than five job fairs. In the West/Rocky Moun-

Comparison of Fall 2009 and Fall 2008 Employer Activity, As Reported by Schools (percent or number of schools in each category)

	Total	NALP REGION					BY FALL 2009 JD ENROLLMENT			
		Northeast	Mid-Atlantic	Southeast	Midwest	West/RM	Fewer than 550	550-750	751-1,000	More than 1,000
Change in # of employers on campus:										
Decrease of less than 5% or increase	8.3%	4.8%	0.0%	11.4%	11.8%	8.7%	12.2%	7.5%	7.7%	3.8%
Decrease of 5-29%	37.6	52.4	30.0	42.9	35.3	26.1	46.3	37.5	26.9	34.6
Decrease of 30-40%	31.6	28.6	60.0	17.1	14.7	56.5	24.4	27.5	34.6	46.2
Decrease of more than 40%	22.6	14.3	10.0	28.6	38.2	8.7	17.1	27.5	30.8	15.4
Number of schools reporting	133	21	20	35	34	23	41	40	26	26
Change in # of employers requesting resume collection:										
Increase of 10% or more.....	40.5	35.0	26.3	39.4	51.5	42.9	35.1	38.5	40.0	52.0
Change of less than 10%.....	15.1	25.0	15.8	15.2	9.1	14.3	5.4	17.9	20.0	20.0
Decrease of 10% or more.....	44.4	40.0	57.9	45.5	39.4	42.9	59.5	43.6	40.0	28.0
Number of schools reporting	126	20	19	33	33	21	37	39	25	25
Employers requesting resume collection who had previously been on campus, as percent of employers on campus in 2008.....	36.5	25.8	33.5	42.6	31.7	50.1	34.5	33.2	38.8	43.3

Job Fair Participation, Fall 2009, As Reported by Schools (percent or number of schools in each category)

	Total	NALP REGION					BY FALL 2009 JD ENROLLMENT			
		Northeast	Mid-Atlantic	Southeast	Midwest	West/RM	Fewer than 550	550-750	751-1,000	More than 1,000
# of Job Fairs or Consortia										
Less than 5	33.3%	42.9%	0.0%	38.9%	39.4%	36.4%	51.2%	25.0%	15.4%	36.0%
5-10.....	31.8	23.8	30.0	33.3	30.3	40.9	31.7	42.5	30.8	16.0
More than 10.....	34.8	33.3	70.0	27.8	30.3	22.7	17.1	32.5	53.8	48.0
Number of schools reporting	132	21	20	36	33	22	41	40	26	25
Change in # of Job Fairs Compared with Fall 2008										
Decrease.....	21.5	23.8	25.0	28.6	15.6	13.6	23.1	32.5	7.7	16.0
No change.....	60.0	61.9	50.0	51.4	62.5	77.3	53.8	55.0	76.9	60.0
Increase	18.5	14.3	25.0	20.0	21.9	9.1	23.1	12.5	15.4	24.0
Number of schools reporting	130	21	20	35	32	22	39	40	26	25

tain region, fewer than one-quarter of schools participated in more than ten job fairs. As was the case last year, just a few schools reported no job fair participation.

- About 60% of schools reported no change in job fair participation; this figure was highest among the larger schools and those in the West/Rocky Mountain region. Schools in the Mid-Atlantic region and the largest schools were most likely to have increased job fair participation.

A few schools offered some general comments on fall recruiting.

- *A good number of “resume collection” employers did not subsequently interview students, in contrast to previous years.*
- *Predictably, the biggest change was the decrease in the number of employers looking to interview 3Ls. While our Early Interview Program in August saw a decrease in schedules from 2008, our on-campus interview program in the fall saw a slight increase as a result of our*

outreach to new firms and targeting of smaller regional firms.

- *Resume collections decreased because our efforts were focused on maintaining OCIs. Employers can receive individually initiated resumes from students without the law school having formal resume collections. We lost several job fairs and picked up the same number of job fairs that we had lost.*

■ Employer Perspective

A total of 324 employers, almost all law firms, provided some information on recruiting activity. The majority of responses, about 68%, were from firms of more than 250 lawyers. Nationwide, the median number of schools at which employers recruited was 6. Most respondents visited fewer schools in 2009 compared to 2008; half decreased the number of schools visited by 40% or more. This includes one in five that did not go on campus after having done so in 2008. Very few employers reported an increase in the number of schools visited.

- Medians ranged from 4 at firms of 100 or fewer lawyers to 8 at firms of more than 500 lawyers. It is also the case that for small offices, regardless of overall firm size, the median was 4 or fewer 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 programs are 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.

- Offices in firms of more than 500 lawyers were most likely to have decreased the number of schools at which they interviewed by 40% or more. Over half did so, and about half of those did not go on campus at all in 2009. Offices in firms of 100 or fewer lawyers were much more likely to have at least maintained the number of schools visited — 44% compared with just 12-18% of offices of the largest firms.
- On a regional basis, the median number of schools ranged from 4 in the Southeast to 9 in the Northeast. Employers in the Northeast were also most likely to interview at 9 or more schools. About 45% did so, a frequency more than twice that of employers in the Southeast and the West/Rocky Mountain regions. The percentage of offices decreasing

the number of schools by 40% or more ranged from 44% in the Northeast to 57% in the West/Rocky Mountain region, while the percentage of offices not going on campus in 2009, after having done so in 2008, ranged from 9% in the Northeast to 29% in the West/Rocky Mountain region.

- 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, Philadelphia, and Chicago were much more likely to have decreased the number of schools visited by 40% or more than were offices in their respective regions as a whole; employers in Boston visited more schools than average — a median of 11 compared to the regional median of 9 — and none reported decreasing the number of schools visited by 40% or more. Dallas likewise differs from the Southeast as a whole, with its employers visiting a median of 9.5 schools, compared with the regional median of 4. About 57% of offices in the West/Rocky Mountain region decreased the number of schools visited by 40% or more, but two-thirds in San Francisco did so.

Fall 2009 On-Campus Interviewing Activity and Comparisons with Fall 2008, As Reported by Employers — By Size

(in percentages except for medians)

	Number of Offices	NUMBER OF SCHOOLS VISITED					# OF SCHOOLS VISITED COMPARED TO 2008		
		None*	1-3	4-8	9 or More	Median**	Decrease of 40% or More	Decrease of 1% - 39%	No Change or Increase
Total — All Employers	304	20.7%	20.7%	30.3%	28.3%	6.0	50.2%	27.6%	22.3%
Firms of 100 or fewer lawyers.....	47	21.3	36.2	36.2	6.4	4.0	32.6	23.9	43.5
Offices of 25 or fewer lawyers	5	0.0	40.0	40.0	20.0	4.0	0.0	20.0	80.0
Offices of 26-50 lawyers.....	15	26.7	60.0	13.3	0.0	3.0	40.0	26.7	33.3
Offices of 51-100 lawyers.....	14	28.6	7.1	64.3	0.0	4.5	35.7	35.7	28.6
Firms of 101-250 lawyers	47	4.3	14.9	63.8	17.0	6.0	42.6	27.7	29.8
Offices of 51-100 lawyers.....	10	0.0	10.0	60.0	30.0	7.0	30.0	40.0	30.0
Offices of 101-250 lawyers.....	26	7.7	7.7	65.4	19.2	6.5	46.2	23.1	30.8
Firms of 251-500 lawyers	39	17.9	15.4	28.2	38.5	6.5	55.3	34.2	10.5
Offices of 51-100 lawyers.....	5	0.0	40.0	40.0	20.0	6.0	40.0	40.0	20.0
Offices of 101-250 lawyers.....	16	18.8	6.3	31.3	43.8	9.0	56.3	31.3	12.5
Offices of 251+ lawyers.....	6	0.0	0.0	16.7	83.3	12.5	33.3	66.7	0.0
Firms of 501-700 lawyers	25	20.0	12.0	28.0	40.0	8.0	52.0	36.0	12.0
Offices of 101-250 lawyers.....	7	0.0	0.0	42.9	57.1	9.0	42.9	57.1	0.0
Offices of 251+ lawyers.....	5	0.0	0.0	20.0	80.0	11.0	40.0	40.0	20.0
Firms of 701 or more lawyers.....	144	26.4	20.8	18.8	34.0	8.0	56.6	25.2	18.2
Offices of 25 or fewer lawyers	15	40.0	33.3	6.7	20.0	3.0	50.0	14.3	35.7
Offices of 26-50 lawyers.....	30	43.3	30.0	16.7	10.0	3.0	56.7	23.3	20.0
Offices of 51-100.....	33	24.2	24.2	27.3	24.2	6.0	54.5	24.2	21.2
Offices of 101-250 lawyers.....	43	20.9	16.3	20.9	41.9	9.5	65.1	20.9	14.0
Offices of 251+ lawyers.....	18	11.1	5.6	11.1	72.2	15.0	55.6	38.9	5.6

The number of offices reporting both 2008 and 2009 information for the comparative analyses is somewhat smaller than the number shown in the first column. Only law firm offices 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.

* These employers did visit schools in 2008.

** Medians are calculated based on employers making visits in 2009.

Fall 2009 On-Campus Interviewing Activity and Comparisons with Fall 2008, 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 2008		
		None*	1-3	4-8	9 or More	Median**	Decrease of 40% or More	Decrease of 1 - 39%	No Change or Increase
All Employers	304	20.7%	20.7%	30.3%	28.3%	6.0	50.2%	27.6%	22.3%
Northeast.....	44	9.1	15.9	29.5	45.5	9.0	44.2	39.5	16.3
Boston.....	8	0.0	25.0	12.5	62.5	11.0	0.0	62.5	37.5
New York City	30	13.3	6.7	30.0	50.0	12.0	53.3	36.7	10.0
Mid-Atlantic.....	60	23.3	15.0	30.0	31.7	6.0	55.0	25.0	20.0
Northern NJ/Newark area	7	14.3	14.3	57.1	14.3	4.0	28.6	28.6	42.9
Philadelphia.....	5	60.0	0.0	20.0	20.0	8.5	80.0	20.0	0.0
Pittsburgh	5	40.0	20.0	20.0	20.0	5.0	60.0	20.0	20.0
Washington, DC/Northern VA area ...	31	19.4	16.1	22.6	41.9	9.0	54.8	25.8	19.4
Southeast	61	26.2	29.5	26.2	18.0	4.0	46.7	28.3	25.0
Atlanta.....	8	50.0	25.0	12.5	12.5	3.5	75.0	12.5	12.5
Dallas	6	33.3	16.7	16.7	33.3	9.5	50.0	33.3	16.7
Houston.....	7	28.6	28.6	14.3	28.6	6.0	57.1	42.9	0.0
Miami/Ft. Lauderdale/ W. Palm Beach	7	14.3	42.9	42.9	0.0	4.0	28.6	28.6	42.9
Raleigh.....	6	50.0	0.0	33.3	16.7	8.0	50.0	16.7	33.3
Midwest	59	13.6	22.0	40.7	23.7	5.0	52.5	22.0	25.4
Chicago.....	16	18.8	18.8	43.8	18.8	5.0	81.3	6.3	12.5
Michigan.....	8	12.5	37.5	25.0	25.0	4.0	50.0	25.0	25.0
Minneapolis.....	10	30.0	0.0	60.0	10.0	6.0	50.0	30.0	20.0
Missouri.....	6	0.0	16.7	66.7	16.7	4.5	16.7	50.0	33.3
Ohio	7	14.3	0.0	14.3	71.4	10.0	71.4	28.6	0.0
West/Rocky Mountain.....	62	29.0	25.8	27.4	17.7	5.5	57.4	18.0	24.6
Los Angeles area	15	13.3	33.3	33.3	20.0	5.0	64.3	21.4	14.3
San Francisco	12	33.3	16.7	16.7	33.3	7.0	66.7	25.0	8.3
San Jose area	7	28.6	14.3	28.6	28.6	7.0	57.1	28.6	14.3

The number of offices reporting both 2008 and 2009 information for the comparative analyses is somewhat smaller than the number shown in the first column. Specific city information may include firms which 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 nationwide.

* These offices did visit schools in 2008.

** Medians are calculated based on schools making visits in 2009.

Over one-third of responding employers participated in no job fairs, and 45% of employers participated in the same number of job fairs in 2008 and 2009

- Almost 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 2008 and 2009. In contrast, nearly all large offices in large firms reported a decrease in job fair participation.

- On a regional basis, offices in the Northeast and Midwest were most likely to participate in job fairs, with about three-quarters doing so. Almost 38% of offices in the Northeast participated in three or more. Offices in the Southeast were most likely to have not changed their participation, and offices in the Northeast were most likely to have decreased their participation, with almost two-thirds reporting thus.
- Again, regional norms are not necessarily indicative of activity within a given city. For example, half of offices reporting from Dallas participated in two or more job fairs,

whereas for the region as a whole the figure was 21%. Likewise, over 71% of offices in San Jose participated in two or more job fairs, a rate far higher than that of the West/Rocky Mountain region as a whole.

- Offices in Michigan, Northern New Jersey, and Raleigh were most likely to have increased job fair participation in 2009 compared with 2008. In each case, however, such offices were in the minority.

Fall 2009 Job Fair Participation and Comparisons with Fall 2008, As Reported by Employers (in percentages)

	Number of Offices	NUMBER OF JOB FAIRS/CONSORTIA FALL 2009				COMPARED TO 2008 JOB FAIR PARTICIPATION		
		None	One	Two	Three or More	Increased	Decreased	Stayed the Same
Total — All Employers	307	37.8%	25.7%	16.0%	20.5%	7.2%	48.0%	44.8%
Firms of 100 or fewer attorneys	47	48.9	19.1	21.3	10.6	10.6	19.1	70.2
Offices of 25 or fewer attorneys	5	60.0	20.0	0.0	20.0	20.0	0.0	80.0
Offices of 26-50 attorneys	15	66.7	20.0	13.3	0.0	6.7	20.0	73.3
Offices of 51-100 attorneys	14	35.7	21.4	14.3	28.6	7.1	35.7	57.1
Firms of 101-250 attorneys	48	14.6	47.9	14.6	22.9	16.7	37.5	45.8
Offices of 51-100 attorneys	11	9.1	36.4	27.3	27.3	0.0	27.3	72.7
Offices of 101-250 attorneys	26	11.5	50.0	11.5	26.9	15.4	42.3	42.3
Firms of 251-500 attorneys	39	25.6	20.5	10.3	43.6	5.3	42.1	52.6
Offices of 51-100 attorneys	5	20.0	40.0	0.0	40.0	20.0	20.0	60.0
Offices of 101-250 attorneys	16	12.5	31.3	25.0	31.3	0.0	50.0	50.0
Offices of 251+ attorneys	6	0.0	0.0	0.0	100.0	16.7	50.0	33.3
Firms of 501-700 attorneys	25	36.0	24.0	12.0	28.0	4.0	76.0	20.0
Offices of 101-250 attorneys	7	28.6	14.3	28.6	28.6	14.3	71.4	14.3
Offices of 251+ attorneys	5	0.0	0.0	20.0	80.0	0.0	100.0	0.0
Firms of 701 or more attorneys	146	45.2	22.6	17.1	15.1	4.1	57.5	38.4
Offices of 25 or fewer attorneys	15	73.3	20.0	6.7	0.0	0.0	20.0	80.0
Offices of 26-50 attorneys	30	60.0	23.3	10.0	6.7	13.3	33.3	53.3
Offices of 51-100	35	54.3	20.0	22.9	2.9	2.9	60.0	37.1
Offices of 101-250 attorneys	43	32.6	32.6	14.0	20.9	2.3	67.4	30.2
Offices of 251+ attorneys	18	16.7	11.1	33.3	38.9	0.0	94.4	5.6

Note: Figures based on employers who interviewed on campus or participated in job fairs in either 2008 or 2009. 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 2008 and 2009 information for the comparative analyses is somewhat smaller than the number shown in the first column.

Fall 2009 Job Fair Participation and Comparisons with Fall 2008, As Reported by Employers — By NALP Region and City/State (in percentages)

	Number of Offices	NUMBER OF JOB FAIRS/CONSORTIA FALL 2009				COMPARED TO 2008 JOB FAIR PARTICIPATION		
		None	One	Two	Three or More	Increased	Decreased	Stayed the Same
All Employers	307	37.8%	25.7%	16.0%	20.5%	7.2%	48.0%	44.8%
Northeast.....	45	26.7	20.0	15.6	37.8	11.1	62.2	26.7
Boston.....	9	33.3	11.1	11.1	44.4	22.2	66.7	11.1
New York City	30	20.0	16.7	20.0	43.3	10.0	66.7	23.3
Mid-Atlantic.....	60	38.3	23.3	20.0	18.3	5.0	48.3	46.7
Northern NJ/Newark area	7	0.0	42.9	28.6	28.6	28.6	28.6	42.9
Philadelphia.....	5	40.0	20.0	20.0	20.0	0.0	60.0	40.0
Pittsburgh	5	80.0	0.0	20.0	0.0	0.0	40.0	60.0
Washington, DC/Northern VA area	31	41.9	22.6	19.4	16.1	3.2	61.3	35.5
Southeast	61	50.8	27.9	8.2	13.1	6.6	36.1	57.4
Atlanta.....	8	37.5	50.0	12.5	0.0	0.0	50.0	50.0
Dallas	6	33.3	16.7	0.0	50.0	0.0	33.3	66.7
Houston.....	7	57.1	14.3	14.3	14.3	0.0	71.4	28.6
Miami/Ft. Lauderdale/W. Palm Beach..	7	42.9	42.9	0.0	14.3	14.3	28.6	57.1
Raleigh.....	6	66.7	33.3	0.0	0.0	33.3	33.3	33.3
Midwest	60	26.7	31.7	18.3	23.3	13.3	41.7	45.0
Chicago.....	16	18.8	37.5	25.0	18.8	6.3	62.5	31.3
Michigan.....	9	33.3	22.2	22.2	22.2	33.3	0.0	66.7
Minneapolis.....	10	40.0	30.0	10.0	20.0	10.0	50.0	40.0
Missouri.....	6	0.0	50.0	16.7	33.3	16.7	33.3	50.0
Ohio	7	28.6	14.3	14.3	42.9	14.3	57.1	28.6
West/Rocky Mountain.....	63	47.6	25.4	19.0	7.9	3.2	50.0	46.8
Los Angeles area	15	53.3	26.7	20.0	0.0	0.0	50.0	50.0
San Francisco	13	53.8	23.1	15.4	7.7	0.0	61.5	38.5
San Jose area.....	7	28.6	0.0	57.1	14.3	14.3	57.1	28.6

The number of offices reporting both 2008 and 2009 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 nationwide.

Summer Program Characteristics

Summer programs were typically 8, 10, or 12 weeks long. Over three-quarters of offices reported summer programs of either 8, 10, or 12 weeks, although the lengths reported ranged from 6 to 19 weeks. Almost two-thirds of offices reported that their summer program was at least one week shorter than in 2008. Among firms of 251-500 lawyers and 701 or more lawyers, over 70% did so.

- On a regional basis, shorter programs, especially 6-week programs, are more common in the Southeast. Some offices hold two 6-

week sessions. On the other end of the spectrum, 12-week programs were most common in the Midwest and West/Rocky Mountain regions, and in Michigan and Ohio specifically.

- Ten-week programs remained the norm in Northern New Jersey, Minneapolis, Missouri, and Portland, OR.

Most programs ended in late July or early August. The end dates reported ranged from June 19 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 2009 was the week of July 27, reported by 29% of offices. This was followed by the week of August 3, reported by 24% of firms. By comparison, the equivalent weeks in 2008 accounted for 37% and 28%, respectively, of the end dates reported. Although about half of offices ended within a week of their 2008 end date, for fully 45% the end date was a week or more earlier, consistent with the finding above concerning program lengths.

Length of Summer 2009 Programs

	MOST COMMON PROGRAM LENGTHS AND % REPORTING EACH					Average Length	RANGE OF LENGTHS REPORTED (WEEKS)		% of Offices Shortening Program*	Number of Offices
	6 Weeks	8 Weeks	10 Weeks	11 Weeks	12 weeks		Minimum Length	Maximum Length		
Total — All Employers	5.8%	26.7%	33.8%	7.4%	16.1%	10	6	19	64.7%	311
By Number of Lawyers Firmwide										
100 or fewer	4.2	10.4	39.6	8.3	29.2	10	6	14	40.9	48
101-250	12.2	14.3	32.7	6.1	10.2	9	6	13	59.2	49
251-500	4.3	34.0	31.9	2.1	19.1	10	6	14	71.7	47
501- 700	18.2	0.0	50.0	0.0	27.3	10	6	13	63.6	22
701+	2.8	38.5	30.1	10.5	11.2	9	6	19	72.7	143
By Number of Lawyers in Office										
25 or fewer	7.1	32.1	25.0	0.0	25.0	9	6	12	50.0	28
26-50	5.5	32.7	34.5	3.6	18.2	10	6	14	64.2	55
51-100	11.3	25.4	29.6	14.1	12.7	10	6	14	64.8	71
101-250	3.3	35.9	28.3	7.6	10.9	9	6	14	75.0	92
251+	0.0	6.9	58.6	10.3	13.8	11	8	19	75.9	29
By NALP Region and City/State										
Northeast	2.0	24.5	46.9	2.0	16.3	10	6	13	75.0	49
Boston	0.0	30.0	40.0	0.0	20.0	10	8	12	70.0	10
New York City	3.2	22.6	48.4	0.0	16.1	10	6	13	83.9	31
Mid-Atlantic	6.6	34.4	31.1	8.2	11.5	9	6	14	71.7	61
Northern NJ/Newark area	0.0	28.6	71.4	0.0	0.0	9	8	10	71.4	7
Philadelphia	20.0	40.0	40.0	0.0	0.0	8	6	10	80.0	5
Pittsburgh	0.0	40.0	20.0	20.0	0.0	9	7	11	60.0	5
Washington, DC/Northern VA	6.5	32.3	25.8	9.7	16.1	10	6	14	76.7	31
Southeast	20.3	35.9	21.9	4.7	10.9	9	6	13	47.6	64
Atlanta	10.0	50.0	10.0	20.0	10.0	9	6	12	70.0	10
Dallas	14.3	28.6	42.9	0.0	14.3	9	6	12	42.9	7
Houston	0.0	28.6	57.1	0.0	0.0	10	8	13	16.7	7
Miami/Ft. Lauderdale/W. Palm Beach	0.0	37.5	50.0	0.0	12.5	10	8	12	75.0	8
Midwest	0.0	13.1	39.3	13.1	21.3	10	7	13	63.0	61
Chicago	0.0	31.3	37.5	18.8	0.0	10	8	13	87.5	16
Michigan	0.0	11.1	11.1	22.2	44.4	11	8	13	44.4	9
Minneapolis	0.0	0.0	63.6	0.0	18.2	10	7	12	72.7	11
Missouri	0.0	0.0	66.7	16.7	16.7	11	10	12	66.7	6
Ohio	0.0	28.6	28.6	0.0	28.6	10	8	12	71.4	7
West/Rocky Mountain	0.0	24.6	34.4	9.8	21.3	10	8	14	70.0	61
Los Angeles	0.0	35.7	42.9	7.1	7.1	9	8	12	92.9	14
Portland	0.0	20.0	80.0	0.0	0.0	10	8	10	100.0	5
San Francisco	0.0	27.3	18.2	18.2	18.2	10	8	12	54.6	11
San Jose area	0.0	12.5	25.0	37.5	12.5	10	8	12	62.5	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 offices in a few suburban locations. However, it generally does not include firms that submitted one survey for multiple offices nationwide. The number of offices reporting lengths for both 2008 and 2009 is somewhat less than the number shown in the last column.

* By one week or more.

End Dates of Summer 2009 Programs

	MOST COMMON END DATES AND % REPORTING EACH					Median End Date	RANGE OF END DATES REPORTED		Number of Offices
	Week of July 6	Week of July 20	Week of July 27	Week of August 3	Week of August 10		Earliest End Date	Latest End Date	
Total — All Employers	7.2%	17.4%	28.9%	24.3%	6.9%	07/31	06/19	09/25	304
By Number of Lawyers Firmwide									
100 or fewer	2.2	11.1	8.9	31.1	22.2	08/07	07/10	09/01	45
101-250	0.0	21.7	28.3	30.4	8.7	07/31	06/19	08/14	46
251-500	8.5	19.1	23.4	25.5	4.3	07/31	06/28	08/28	47
501- 700	13.6	4.5	31.8	40.9	4.5	08/02	07/10	09/04	22
701+	9.9	19.7	35.9	17.6	2.8	07/31	06/26	09/25	142
By Number of Lawyers in Office									
25 or fewer	7.1	14.3	14.3	32.1	7.1	08/03	06/26	08/31	28
26-50	13.2	17.0	18.9	30.2	9.4	07/31	06/26	09/01	53
51-100	4.3	14.5	33.3	23.2	5.8	07/31	06/19	09/04	69
101-250	8.9	21.1	35.6	16.7	4.4	07/31	06/26	08/21	90
251+	0.0	17.2	44.8	24.1	3.4	07/31	07/17	09/25	29
By NALP Region and City/State									
Northeast	6.3	16.7	43.8	20.8	6.3	07/31	07/10	08/21	48
Boston	0.0	20.0	60.0	10.0	0.0	07/31	07/24	08/21	10
New York City	9.7	19.4	45.2	19.4	0.0	07/31	07/10	08/07	31
Mid-Atlantic	11.5	19.7	29.5	23.0	3.3	07/31	06/28	08/28	61
Northern NJ/Newark area	0.0	28.6	42.9	28.6	0.0	07/31	07/24	08/07	7
Philadelphia	20.0	40.0	20.0	20.0	0.0	07/24	07/10	08/07	5
Pittsburgh	20.0	0.0	20.0	20.0	0.0	07/17	07/10	08/07	5
Washington, DC/Northern VA	9.7	16.1	35.5	19.4	6.5	07/31	07/10	08/28	31
Southeast	6.3	20.6	12.7	19.0	7.9	07/24	06/19	08/28	63
Atlanta	0.0	50.0	30.0	10.0	0.0	07/24	07/17	08/07	10
Dallas	14.3	28.6	14.3	14.3	14.3	07/24	07/10	08/14	7
Houston	0.0	14.3	0.0	42.9	14.3	08/07	07/24	08/28	7
Miami/Ft. Lauderdale/ W. Palm Beach	0.0	25.0	12.5	25.0	12.5	07/27	07/17	08/14	8
Midwest	5.1	13.6	25.4	33.9	11.9	08/07	07/07	09/01	59
Chicago	12.5	18.8	31.3	25.0	6.3	07/31	07/07	08/14	16
Michigan	0.0	22.2	0.0	33.3	22.2	08/07	07/24	08/28	9
Minneapolis	0.0	0.0	9.1	63.6	9.1	08/07	07/14	09/01	11
Missouri	0.0	16.7	50.0	33.3	0.0	07/31	07/24	08/07	6
Ohio	16.7	0.0	50.0	16.7	0.0	07/31	07/10	08/21	6
West/Rocky Mountain	3.4	15.3	37.3	28.8	6.8	07/31	07/10	09/11	59
Los Angeles	7.1	14.3	64.3	14.3	0.0	07/31	07/10	08/07	14
Portland	0.0	0.0	40.0	40.0	0.0	08/07	07/31	09/04	5
San Francisco	10.0	20.0	30.0	20.0	20.0	07/31	07/10	08/14	10
San Jose area	0.0	12.5	37.5	50.0	0.0	08/03	07/24	08/09	8

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 307 employers reported information on the outcomes of their 2009 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 56% of individual office outcomes reported were from offices of 100 or fewer lawyers. Just over one-third of respondents were from the Northeast and Mid-Atlantic regions combined. The Southeast, the Midwest, and the West each accounted for about 21% of respondents. 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 2009 Programs

Responding employers reported a combined total of 3,779 individuals from the Class of 2010 participating in their 2009 summer programs, with an average class size of 12. 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. Just 69% of participants received an offer for an associate position — down dramatically from 90% in 2008 — and 85% of these offers were accepted — up from the 2008 figure of 80%. Figures for 2009 thus show a continuation of summer program sizes seen since 2005, and may reflect the extent to which hiring for summer 2009 was largely completed before the full brunt and severity of the economic downturn became evident in late 2008. However, the offer rate from summer programs plummeted to 69.3%, decreasing for only the second time since 2002, and falling far below the previous low of 80.9%. The overall acceptance rate reached almost 85%, 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, Philadelphia, Chicago,

Outcome of Summer Programs

	SIZE OF PROGRAM		% of Participants Receiving Offers	% of Offers Accepted	% of Accepted Offers with Deferred Start Date	Number of Offices
	Median	Average				
Total — All Employers	6.0	12	69.3%	84.5%	38.7%	307
By Number of Lawyers Firmwide						
100 or fewer	3.0	3	58.7	83.5	6.6	49
101-250	7.0	8	58.1	91.2	18.8	49
251-500	10.0	14	58.4	84.4	19.4	47
501-700	11.0	15	70.6	90.8	17.0	22
701+	7.0	16	75.0	82.8	51.6	139
By Number of Lawyers in Office						
25 or fewer	2.0	3	49.3	88.9	59.4	29
26-50	3.0	3	56.5	85.4	31.7	56
51-100	6.0	8	57.5	78.0	27.7	68
101-250	10.0	13	67.0	87.5	34.1	90
251+	34.0	39	83.3	83.7	57.5	29
By NALP Region and City/State						
Northeast	14.0	20	85.0	86.2	48.7	47
Boston	6.0	13	82.3	86.0	77.5	9
New York City	19.5	27	86.3	86.5	45.3	30
Mid-Atlantic	6.0	8	68.1	77.1	37.8	61
Newark/Northern NJ	4.0	4	73.3	90.9	0.0	7
Philadelphia	14.0	13	47.8	96.9	38.7	5
Pittsburgh	6.0	5	66.7	81.3	23.1	5
Washington, DC/Northern VA	6.0	10	72.8	72.8	47.5	31
Southeast	5.0	8	51.3	82.1	17.8	63
Atlanta	3.0	5	42.9	83.3	20.0	9
Dallas	6.0	8	52.8	85.7	12.5	7
Houston	4.0	13	57.4	55.6	10.0	7
Miami/Ft. Lauderdale/ W. Palm Beach	3.5	4	56.3	88.9	43.8	8
Midwest	7.0	12	61.8	86.8	25.8	60
Chicago	10.0	16	74.7	85.3	45.0	15
Michigan	5.0	7	56.3	86.1	0.0	9
Minneapolis	6.0	11	48.7	94.8	27.3	11
Missouri	12.0	13	79.7	90.5	28.1	6
Ohio	17.0	14	41.2	75.0	0.0	7
West/Rocky Mountain	5.0	7	68.4	83.8	46.1	61
Los Angeles area	4.0	7	78.5	76.7	57.1	13
Portland	6.0	5	48.1	92.3	33.3	5
San Francisco	6.0	8	55.8	81.3	59.0	11
San Jose area	7.5	8	73.3	81.8	66.7	8

Note: Figures reflect participation by 3,779 students in the Class of 2010 during the summer of 2009. 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 that did not make any offers from the summer program or whose offer process was not complete as of December 30, 2009. A few offices did not provide information on the number of deferrals, but are included in the calculation of the percentage of accepted offers with a deferred start date reported. 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 one or two smaller branch offices. City figures generally do not include offices that submitted one composite survey to cover summer programs and outcomes in multiple cities nationwide or in most or all offices.

Missouri, and Ohio. Programs in Boston were smaller than the 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 Atlanta. Offer rates were also relatively low, below 50%, in Philadelphia, Minneapolis, Ohio, and Portland. Acceptance rates varied by firm size, but only from 83% to 91%. Acceptance rates were well over 80% in most cities and over 90% in Northern New Jersey, Philadelphia, Minneapolis, and Portland. Acceptance rates more in line with recent norms are noted for Washington, DC, Ohio, and Los Angeles.

- Coupled with the fact a smaller percentage of summer associates received an offer for an associate position, many employers also deferred start dates beyond December 1, 2010, doing so for almost 39% of summer associates who accepted offers. The deferral of associates was most evident in firms of more than 700 lawyers, where over half were deferred, and in the Northeast and West/Rocky Mountain regions, where almost half were deferred. At the city level, deferral rates were highest in Boston and in the major California markets.

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 75% or less; 24% reported acceptance rates between 75% and 99.9%; and 56% reported acceptance rates of 100%. The average acceptance rate was 87%. The smallest firms and the smallest offices were most likely to report a 100% acceptance rate.

- On a regional basis, offices in the Southeast were most likely to report

Acceptance Rates from Summer 2009 Program

(percent of offices in each range of acceptance rates)

	ACCEPTANCE RATES			Average Acceptance Rate	Number of Offices
	75% or Less	75.1 - 99.9%	100%		
Total — All Employers	20.5%	23.7%	55.8%	87.2%	278
By Number of Lawyers Firmwide					
100 or fewer	27.5	2.5	70.0	82.8	40
101-250	15.2	10.9	73.9	92.3	46
251-500	20.5	33.3	46.2	85.3	39
501- 700	0.0	42.9	57.1	94.4	21
701+	23.7	28.2	48.1	86.2	131
By Number of Lawyers in Office					
25 or fewer	10.5	0.0	89.5	90.8	19
26-50	21.7	4.3	73.9	85.4	46
51-100	29.7	15.6	54.7	84.5	64
101-250	19.3	28.4	52.3	89.6	88
251+	20.7	69.0	10.3	82.8	29
By NALP Region and City/State					
Northeast	18.2	38.6	43.2	85.4	44
Boston area	11.1	11.1	77.8	95.7	9
New York City	16.7	53.3	30.0	85.5	30
Mid-Atlantic	26.8	21.4	51.8	83.5	56
Newark/Northern NJ	16.7	16.7	66.7	91.1	6
Philadelphia	0.0	20.0	80.0	97.1	5
Pittsburgh	20.0	40.0	40.0	86.0	5
Washington, DC/Northern VA	32.1	21.4	46.4	79.0	28
Southeast	21.2	11.5	67.3	88.1	52
Atlanta	33.3	0.0	66.7	86.1	6
Dallas	33.3	16.7	50.0	89.3	6
Houston	83.3	0.0	16.7	57.5	6
Miami/Ft. Lauderdale/W. Palm Beach	0.0	40.0	60.0	94.3	5
Midwest	11.3	32.1	56.6	91.4	53
Chicago	13.3	33.3	53.3	91.3	15
Michigan	28.6	28.6	42.9	87.7	7
Minneapolis	0.0	25.0	75.0	97.9	8
Missouri	0.0	66.7	33.3	89.7	6
Ohio	33.3	33.3	33.3	80.2	6
West/Rocky Mountain	24.1	12.1	63.8	87.5	58
Los Angeles area	25.0	8.3	66.7	90.3	12
Portland	20.0	0.0	80.0	93.3	5
San Francisco	36.4	9.1	54.5	85.3	11
San Jose area	37.5	12.5	50.0	87.1	8

Note: This table excludes offices that did not make any offers to their summer associates or had not made any offers as of December 31, 2009.

acceptance rates of 100%, followed by offices in the West/Rocky Mountain region. Offices in the Mid-Atlantic region were most likely to have reported acceptance rates of 75% or less. It follows that the average acceptance rate was lowest there as well, about 83%. Most offices in Houston reported acceptance rates of 75% or less. But in many cities, acceptance rates of 100% were the norm.

■ First-year Participation in Summer Programs

Just over 40% of the responding firms reported that their summer 2009 program included one or more first-year (Class of 2011) 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 327 first-years, with a median of 1 and an average of 2 per office or firm. Measured by the median and the average, first-year presence was greatest in the Southeast and Midwest, particularly in Minneapolis and Ohio. In most other cities, the typical number of first-years was 1.
- Overall, 42% of these first-years received an offer to return for some or all of the summer 2010 program. This figure varied little by firm size; however, it was notably lower in the smallest offices. On a city-by-city basis offer rates ranged from 18% in Minneapolis to 74% in New York.

Presence of First-Years in Summer Programs

	NUMBER OF 1Ls		% Receiving Offers to Return Next Summer	Number of Offices
	Median	Average		
Total — All Employers	1.0	2	41.9%	131
By Number of Lawyers Firmwide				
100 or fewer	2.0	2	54.5	18
101-250	1.0	2	48.5	29
251-500	1.0	2	27.4	26
501-700	2.0	3	50.0	15
701+	1.0	2	51.2	42
By Number of Lawyers in Office				
25 or fewer	1.0	1	25.0	7
26-50	1.0	2	37.9	17
51-100	2.0	2	51.9	26
101-250	1.0	2	51.1	44
251+	2.0	3	55.8	17
NALP Region and City/State				
Northeast	1.0	1	57.7	18
New York City	1.0	1	73.7	13
Mid-Atlantic	1.0	2	40.9	25
Washington, DC/Northern VA	1.0	1	60.0	11
Southeast	2.0	3	46.4	24
Midwest	2.0	3	46.7	34
Michigan	2.0	3	60.9	8
Minneapolis	4.0	4	18.2	6
Ohio	2.5	3	26.7	6
West/Rocky Mountain	1.0	1	50.0	21

Note: Figures reflect participation by students in the Class of 2011 during the summer of 2009. 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 one or two smaller branch offices. City figures generally do not include offices that submitted one composite survey to cover summer activity and outcomes in multiple cities nationwide or in most or all offices.

■ Hiring for Summer 2010

A total of 245 employers reported issuing an average of 53 callback invitations each to second-year students, or a total of 13,061 callback invitations. The median figure was lower than the average, 30, 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, almost four times the average in the Southeast and West/Rocky Mountain regions. Nationwide, 84% of these callback invitations were accepted. Acceptance rates were somewhat lower in the Northeast compared with other regions. The level of activity is far lower than in 2008, when the average and median number of callback invitations were 86 and 40, which in turn were lower than in 2007, the last year of a six-year upward trend. In addition, a number of offices, about 17% of responding offices, opted not to have a summer program in 2010, after having had one in 2009. Some offices had not completed hiring for the summer as of December 31, 2009. Figures are based on offices that had interviewed at least one 2L, even if the process ended with no offers being made, or none had been made as of December 31, 2009.

- About 36% of callback interviews resulted in an offer, with employers averaging 16 offers each. The median number of offers was 7. These figures are off from those of 2008, which in turn were off from those of recent prior 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, and have only been as low as 47% since NALP began compiling these figures in 1993. The percentage of callback inter-

views resulting in an offer was somewhat lower in firms of less than 700 lawyers, and higher — almost 41% — in the largest firms. This percentage was also slightly higher in the Southeast and lowest in the Mid-Atlantic region. Employers in the Southeast and West/Rocky Mountain regions made the fewest offers, with a median of 5 and an average of 9 in each of these regions. This compares with a median of 14 and an average of 27 in the Northeast.

- Some cities and states departed from their regional norm with respect to offers made. For example, firms in Dallas and Houston reported relatively high offer rates compared to their regions as a whole, whereas the opposite was true in a number of areas including Northern New Jersey, the Miami area, and Missouri. Offer rates ranged from 16% in Northern New Jersey to 60% in Houston. Some of these differences of course result from differences in the firm sizes typical for these cities.
- Overall, about 43% of offers were accepted, a figure that rose considerably from 33% in 2008 and which had also risen from 2007 after trending down since reaching the previous high of 35% in 2002. A larger percentage of offers from offices in the Southeast were accepted — 55% — while acceptance rates were lower in the Northeast — 35%. 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, Chicago, and San Jose, where about one-third of offers were accepted. Acceptance rates were highest in Northern New Jersey, the Miami area, and in Missouri, at over 60%.

Outcomes of Callback Invitations to and Interviews of Class of 2011 Students for Summer 2010 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		
Total — All Employers	30.0	53	83.5%	36.4%	7.0	16	42.8%	247
By Number of Lawyers Firmwide								
100 or fewer	11.0	16	85.9	29.6	4.0	4	59.7	38
101-250	27.0	33	89.5	27.0	6.0	8	52.3	45
251-500	33.0	58	84.3	35.5	9.0	17	45.4	41
501-700	64.0	87	81.4	32.4	19.0	23	40.7	19
701+	35.0	67	82.2	40.8	8.0	22	39.4	103
By Number of Lawyers in Office								
25 or fewer	7.0	11	78.5	26.7	1.0	2	58.1	18
26-50	12.0	16	80.3	32.9	3.0	4	41.6	36
51-100	25.0	32	87.1	29.1	6.0	8	51.4	54
101-250	41.0	55	84.3	34.2	10.0	16	44.5	81
251+	139.0	144	81.8	40.4	45.0	48	34.8	27
By NALP Region and City/State								
Northeast	72.0	97	78.3	36.1	14.0	27	35.2	39
Boston	65.0	79	83.0	37.3	12.5	24	40.4	6
New York City	92.0	118	77.2	36.6	29.0	33	33.7	27
Mid-Atlantic	33.0	47	83.9	31.9	7.0	13	43.9	47
Newark/Northern NJ	31.0	36	87.2	15.9	4.0	5	68.0	5
Washington, DC/Northern VA	35.5	54	80.8	38.9	7.0	17	37.4	26
Southeast	17.0	26	86.0	40.3	5.0	9	54.6	47
Dallas	24.5	27	72.5	50.9	8.0	10	47.5	6
Houston	32.0	39	86.2	60.5	10.0	20	43.8	6
Miami/Ft. Lauderdale/W. Palm Beach ..	15.5	20	84.4	23.3	4.5	4	62.5	6
Midwest	29.5	37	88.5	35.0	6.0	11	46.3	53
Chicago	39.0	47	90.5	38.9	14.0	17	32.9	13
Michigan	27.0	31	89.9	27.7	5.0	7	52.7	8
Minneapolis	30.0	36	87.0	39.3	8.0	12	49.1	9
Missouri	27.0	35	95.2	24.7	5.5	8	63.3	6
Ohio	30.5	34	92.7	35.3	11.5	11	52.2	6
West/Rocky Mountain	20.5	28	85.2	36.3	5.0	9	44.5	49
Los Angeles area	29.0	31	80.8	36.5	7.0	9	37.6	11
San Francisco	36.5	32	86.4	27.5	5.0	8	37.7	8
San Jose area	27.0	32	85.5	36.5	8.0	10	31.9	7

Note: Note: Figures for callback invitations and outcomes are based on 245 employers issuing a total of 13,061 callback invitations and do not include two offices that did not report the number of callbacks and interviews. Figures for offers and offer outcomes are based on 247 employers making a total of 3,979 offers. About 17% of respondents reported that they did not recruit second-year students after having had a summer program in 2009. Median and average offer figures are based on all 247 employers who 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 December 30. 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 one or two smaller branch offices. City figures generally do not include offices that submitted one composite survey to cover fall recruiting and outcomes in multiple cities nationwide or in most or all offices.

Grouping offices according to their individual acceptance rates, about 34% of offices reported acceptance rates of 40% or less; about 29% of offices reported acceptance rates between 40% and 60%; and 37% reported acceptance rates of more than 60%. The average acceptance rate was almost 57%.

- Small offices and firms more frequently reported acceptance rates in excess of 60%, as did offices in the Southeast. At the city and state level, average acceptance rates and the percent of offices reporting acceptance rates of more than 60% were highest in Northern New Jersey, the Miami area, and Michigan. In contrast, over 70% of offices in New York and Los Angeles reported acceptance rates of 40% or less.

■ Third-Year Hiring

Hardly unexpected, third-year hiring all but dried up, with just a handful of offices reporting any activity at all, and with those that did typically making 1 or 2 offers.

In total, only about 3% of employers reported recruiting any 3L students. Of the more than 300 survey respondents, only ten employers made offers to 3Ls — collectively they issued 85 callback invitations, of which 76 were accepted, and made a total of only 21 offers.

Acceptance Rates for Summer 2010 Program

(percent of offices in each range of acceptance rates)

	ACCEPTANCE RATES			Average Acceptance Rate	Number of Offices
	40% or Less	40 - 60%	More than 60%		
Total — All Employers	33.6%	29.4%	37.0%	56.5%	238
By Number of Lawyers Firmwide					
100 or fewer	14.7	20.6	64.7	71.6	34
101-250	26.7	28.9	44.4	60.1	45
251-500	31.7	41.5	26.8	52.4	41
501- 700	36.8	26.3	36.8	55.8	19
701+	43.9	28.6	27.6	51.1	98
By Number of Lawyers in Office					
25 or fewer	18.8	12.5	68.8	79.4	16
26-50	45.5	6.1	48.5	58.4	33
51-100	22.6	32.1	45.3	61.4	53
101-250	33.3	39.7	26.9	50.8	78
251+	66.7	29.6	3.7	38.4	27
By NALP Region and City/State					
Northeast	53.8	23.1	23.1	47.6	39
Boston area	16.7	66.7	16.7	53.9	6
New York City	70.4	14.8	14.8	39.5	27
Mid-Atlantic	23.9	34.8	41.3	59.6	46
Newark/Northern NJ	0.0	20.0	80.0	73.3	5
Washington, DC/Northern VA	42.3	34.6	23.1	52.5	26
Southeast	20.0	22.2	57.8	66.9	45
Dallas	20.0	80.0	0.0	47.9	5
Houston	66.7	0.0	33.3	44.0	6
Miami/Ft. Lauderdale/W. Palm Beach	16.7	16.7	66.7	72.9	6
Midwest	33.3	31.4	35.3	55.3	51
Chicago	50.0	50.0	0.0	35.0	12
Michigan	37.5	12.5	50.0	70.5	8
Minneapolis	22.2	22.2	55.6	61.1	9
Missouri	16.7	33.3	50.0	57.3	6
Ohio	33.3	33.3	33.3	54.6	6
West/Rocky Mountain	40.0	28.9	31.1	53.6	45
Los Angeles area	72.7	18.2	9.1	43.8	11
San Francisco	42.9	57.1	0.0	41.7	7
San Jose area	42.9	0.0	57.1	56.9	7

This table excludes offices that interviewed but then did not make any offers for summer 2010, as well as offices that had not yet made offers as of December 31, 2009.

Deferrals of Class of 2009 Associates

NALP's fall surveys of both schools and employers added questions to gauge the scope of deferrals of Class of 2009 graduates, activity during the deferral period, the presence of stipends, and activities and programs implemented by schools to mitigate effects on deferred associates specifically and recent graduates in general.

- Most schools, 85%, reported that at least one of their Class of 2009 graduates was deferred beyond December 1, 2009. Collectively schools reported 2,434 deferrals; the median and average numbers deferred were 7 and 24, respectively. By any measure, deferrals were most widespread at schools in the Northeast and Mid-Atlantic regions.
- For the most part, schools did not know about the activities of these deferred associates, with the activity of over 70% unknown. Most of those whose activity was known were or are working in some capacity. Although the category was not specifically tracked, reports from both schools and employers indicate that some graduates took the opportunity to continue their education, pursuing an LLM or other studies.
- Most schools implemented one or more of the programs listed in the table on the bottom of the next page as a result of the economic downturn, or in some cases continued with an existing program. The most commonly reported initiatives were to provide (or in some cases expand) post-graduate job opportunities on campus and to increase the number of public interest fellowships.

Other initiatives commented on by schools span a broad range of activities such as:

- More informational programming and more counseling and outreach, both for current students and also for alumni. Topics and activities mentioned include programs on small firm opportunities, starting a solo practice, and professional development; sponsoring activities such as a lunch and learn session with attorneys from small firms and a 3L volunteer job fair; offering free or discounted counseling with legal recruiters and career coaches; bringing in a legal temp agency to discuss contract work; increased postings of alternative legal jobs and public interest, government, and clerkship opportunities; posting of employment opportunities in Symplicity specifically for deferred associates; increased fee-based job fairs; and matching of deferred associates with public service opportunities.

- Providing reduced cost or free CLE and LLM options, allowing graduates to audit or take additional classes at no charge, forbearance on loans through the school, a per diem program, paying bar association membership, paying for bar review, and revamping work-study priorities.
- A wide range of stipend, fellowship and job opportunities, such as stipends for interning or working at a court or with a public interest organization, facilitating volunteer placements, hosting a public/private fair for public interest organizations interested in hiring deferred graduates, creating VISTA positions, expanding summer externship programs, fellowships for 2Ls to work at small firms with a pro bono requirement, and fellowships to continue education until a job is found.
- One school invited graduates/alumni to interview on campus.

Based on the employer survey, over half of the 281 offices that had acceptances from their summer 2008 program deferred the start date for at least one individual beyond December 1, 2009. Collectively, based on all these offices (including those that did not defer any), just over half of 2008 summer associates who accepted their offer were deferred — a total of just over 1,700 deferrals. This figure includes a few offices which noted that their deferrals were voluntary. For those offices that did defer associates, the median number was 5 and the average was 12.

- Not surprisingly, deferrals were generally more likely at the largest firms. Deferral rates, measured as either the percent of offices deferring or the percent of associates deferred, were lowest in small firms and in the Southeast and Midwest. The median number of deferred associates ranged from 3 in Atlanta to 19.5 in New York, figures that also reflect variations in typical summer program size.
- About half of deferred associates were working for pay or a stipend, although in some markets, such as Boston, Atlanta, and San Francisco, two-thirds or more were reported as working. The most common work setting was public interest, accounting for 44% of those working. This figure varied from over half in Boston to less than one-third in Chicago. Some firms did not track the activities of associates deferred only until January 2010.

Deferrals of Class of 2009 Graduates, As Reported by Law Schools

	Total	BY FALL 2009 JD ENROLLMENT				NALP REGION				
		Fewer than 550	550-750	751-1000	More than 1,000	Northeast	Mid-Atlantic	Southeast	Midwest	West/Rocky Mountain
% of schools reporting deferrals	85.0%	70.7%	87.2%	92.3%	100.0%	95.0%	100.0%	77.1%	83.3%	79.2%
Medians and averages:										
Median # deferred	7.0	3.0	8.0	14.0	23.0	11.0	13.5	4.0	7.0	7.0
Average # deferred	24.1	4.3	18.7	27.6	62.4	54.5	25.6	12.2	21.9	13.8
Activity during deferral period:										
% Working for pay or stipend	20.0	62.0	32.4	13.4	12.1	10.4	19.6	43.5	15.7	37.6
% Volunteering	2.9	2.5	4.0	3.6	1.9	0.9	3.4	9.1	2.7	2.1
% Neither working nor volunteering	5.3	9.1	13.9	3.0	1.1	1.2	3.4	6.3	11.7	8.1
% Status unknown	71.8	26.4	49.7	80.0	84.9	87.6	73.6	41.0	69.8	52.1
Number deferred	2,434	121	618	635	1,060	927	409	317	547	234

Note: Percent reporting deferrals based on 127 schools — a few schools chose the "don't know" option or left the question blank. Medians, averages and activity percentages based on 101 schools, including those who reported only the total number deferred and did not report any activity breakdown.

Programs Implemented as Result of Economic Downturn

	Percent of Schools
Expanded LRAP eligibility/increased LRAP benefits	9.2%
Increased the number of public interest fellowships	31.1
Created or provided on-campus post-graduate jobs	42.0
Extended access to student health benefits to recent graduates	11.8
Provided emergency loans that would not have been available other	5.0
Provided financial assistance for expenses related to bar exams*	11.8
Other	36.1
None	22.7

Figures are based on 119 schools that completed this checklist.

* Includes collaboration with bar organizations to provide assistance.

- Employers deferring associates overwhelmingly provided a stipend, and almost two-thirds of those providing a stipend reported that it was unconditional. For those that did put conditions on the stipend, most — almost 80% — conditioned the stipend on taking a position with a public interest or government office. About half noted other conditions (in addition to or instead of a public interest or government position) including accepting the deferred start date, performing a law-related assignment, working for a firm client, and participation in a firm-initiated fellows program.
- Two-thirds of employers anticipated that some or all of their deferred associates would start in the first quarter of 2010. However, almost half anticipated that some or all of their deferred associates would start in the third quarter of 2010.

Deferrals of Summer 2008 Associates

	% of Offices Deferring	% of Class Deferred	Median Number Deferred	Average Number Deferred	THOSE WHO ARE DEFERRED ARE:			FOR THOSE WORKING THE SETTING IS:				# of Offices Reporting
					% Working	% Not Working	% Status Unknown	% Public Interest	% Government	% Corporate Client	% Other	
Total — All Employers	52.1%	52.3%	5.0	12	47.6%	14.8%	37.6%	44.2%	20.6%	10.7%	24.4%	281
By # of Lawyers Firmwide												
100 or fewer	15.0	15.5	3.0	3	50.0	31.3	18.8	62.5	25.0	0.0	12.5	39
101-250	34.1	31.0	4.0	5	54.1	31.1	14.9	10.0	32.5	25.0	32.5	44
251-500	73.3	47.8	5.0	8	35.8	27.6	36.6	40.2	20.7	13.0	26.1	45
501-700	30.4	34.9	8.0	18	16.9	1.6	81.5	42.9	9.5	19.0	28.6	23
701+	66.7	61.8	6.0	14	52.7	12.3	35.1	46.7	20.2	9.4	23.7	129
By # of Lawyers in Office												
25 or fewer	52.4	65.6	2.0	4	37.5	20.0	42.5	33.3	20.0	6.7	40.0	21
26-50	51.0	48.8	2.0	2	59.7	24.2	16.1	37.8	24.3	10.8	27.0	48
51-100	50.8	40.4	3.0	4	55.6	35.4	9.0	46.3	16.3	12.5	25.0	65
101-250	57.0	49.7	8.0	11	47.5	17.0	35.4	31.7	30.0	9.2	29.2	86
251+	69.0	58.7	23.0	33	57.2	5.4	37.4	53.3	17.3	13.1	16.3	29
By NALP Region and City												
Northeast	63.4	60.6	15.5	22	57.9	7.7	34.4	41.6	19.0	14.2	25.3	41
Boston	100.0	88.1	7.0	18	69.8	0.0	30.2	54.5	21.6	13.6	10.2	7
New York City	58.6	55.8	19.0	26	54.8	9.7	35.5	37.2	18.2	14.5	30.2	29
Mid-Atlantic	57.9	50.4	6.0	7	52.5	10.6	36.9	47.4	25.4	7.0	20.2	57
Washington, DC/ Northern VA	65.5	53.2	6.0	7	60.2	16.3	23.6	54.1	14.9	6.8	24.3	29
Southeast	42.9	24.0	3.0	3	46.5	38.0	15.5	30.3	24.2	15.2	30.3	56
Atlanta	66.7	40.5	3.0	3	68.8	12.5	18.8	36.4	27.3	18.2	18.2	9
Midwest	37.0	41.0	8.0	12	32.5	16.5	51.1	24.7	28.6	7.8	39.0	54
Chicago	66.7	52.7	8.0	12	48.6	17.4	33.9	32.1	34.0	7.5	26.4	15
West/Rocky Mountain	61.0	53.1	4.0	5	58.4	20.3	21.3	53.0	27.8	12.2	7.0	58
Los Angeles area	66.7	38.7	3.5	4	48.3	31.0	20.7	50.0	14.3	21.4	14.3	11
San Francisco	72.7	80.2	8.0	9	65.2	23.2	11.6	51.1	33.3	13.3	2.2	11
San Jose area	87.5	75.5	5.0	6	55.0	7.5	37.5	45.5	31.8	4.5	18.2	8

Note: Number of offices is total reporting acceptances from summer 2008 program, including those that did not defer anyone from the summer 2008 program. Offices deferring associates collectively reported 1,718 deferrals. A few of these deferrals ultimately became rescinded offers. Only cities with at least five offices reporting deferrals of summer 2008 associates are shown on the table. City information does not include firms that submitted one survey to cover offices nationwide.

Finally, commentary provided by both schools and employers illustrates the variety of activities pursued by deferred graduates, in addition to that already mentioned of pursuing education. These include:

- On-campus positions and positions in academic settings, such as university counsel, research assistant, law librarian, teacher of business law, visiting or adjunct professor, athletic coach, and positions in school clinical programs.
- Government settings such as public defenders, city law departments, county attorney, district attorney, and state's attorney offices.
- Externing or interning with a judge.
- Positions with public interest and advocacy organizations, including legal services, the ACLU, international tribunal work, the Hague, organizations dealing with abuse and disability issues, and firm-organized public interest fellowship programs.
- Association policy work, a fellowship with the Brookings Institution; and an internship at the White House.
- Assorted law firm work, including contract work and temporary positions, firm-arranged client work, solo practice, and clerkships at a deferring firm.
- Other miscellaneous positions, including working for the family business and working as a nanny or in a similar position — and in at least one case being called up to active duty in Iraq.

Anticipated Start Dates for Deferred Class of 2009 Associates

	First Quarter 2010	Second Quarter 2010	Third Quarter 2010 or Later	Unknown
Total — All Employers	65.8%	11.0%	48.6%	6.9%
By # of Lawyers Firm-wide				
250 or fewer	60.0	5.0	15.0	5.0
251-500	66.7	12.1	27.3	18.2
501+	66.7	11.8	63.4	3.2
By NALP Region/City				
Northeast.....	73.1	11.5	65.4	0.0
Boston	57.1	0.0	71.4	0.0
New York.....	76.5	17.8	70.6	0.0
Mid-Atlantic.....	57.6	6.1	48.5	18.2
Washington, DC/Northern VA.....	63.2	0.0	47.4	21.1
Southeast	58.3	12.5	33.3	0.0
Midwest	79.0	10.5	36.8	10.5
Chicago	77.8	11.1	55.6	0.0
West/Rocky Mountain.....	61.1	5.6	50.0	5.6
Los Angeles area	62.5	12.5	25.0	12.5
San Francisco	62.5	0.0	75.0	0.0
San Jose area	28.6	0.0	57.1	14.3

Note: Overall percentages are based on 146 offices that reported deferring class of 2009 associates. Percentages add to more than 100 because more than one start date could be checked.

Stipend Provisions for Deferred Class of 2009 Associates

	% Providing Stipend	THE STIPEND WAS:	
		Unconditional	Conditional
Total — All Employers	86.6%	62.3%	37.7%
By Firm Size			
250 or fewer lawyers	60.0	91.7	8.3
251-500 lawyers	100.0	93.8	6.2
501+ lawyers	87.8	44.9	55.1
By NALP Region/City			
Northeast.....	88.5	60.9	39.1
Boston	71.4	40.0	60.0
New York City	94.1	62.5	37.5
Mid-Atlantic.....	93.6	50.0	50.0
Washington, DC/Northern VA.....	94.7	52.9	47.1
Southeast	73.9	70.6	29.4
Midwest	77.8	64.3	35.7
Chicago	75.0	50.0	50.0
West/Rocky Mountain.....	88.9	62.5	37.5
Los Angeles area	75.0	33.3	66.7
San Francisco	87.5	42.9	57.1
San Jose area	100.0	71.4	28.6

Note: Of the offices reporting deferring start dates beyond December 1, 2009, 142 reported as to whether they provided or are providing a stipend, and 122 reported the details of the stipend. Some offices noted that they provided both unconditional and conditional stipends — for example, supplementing an unconditional stipend with a stipend conditional on taking certain kinds of positions. Some offices noted that the terms of the stipend depended on the anticipated start date. Responses are tabulated as reported on the survey, which requested a single response.