

2013 SURVEY OF LEGAL EMPLOYERS ON FALL RECRUITING

2013 Survey of Legal Employers on Fall Recruiting

Each year NALP asks you to provide information about the outcomes of your summer program, fall recruiting, and lateral hiring. This information remains as critical as ever, and NALP is again conducting this survey earlier to reflect the earlier recruitment cycle.

The survey asks for outcomes as of December 1, 2013. However, you need not wait until then if you have final figures before that date.

The information that you report will enable NALP to provide the benchmark information that you want and need on all these topics. Findings from this survey provide content for NALP's "Legal Hiring Wrap-up" presentation, a self-contained program available in February, and will be published in "Perspectives on Fall 2013 Law Student Recruiting" also in February, providing you with the **only benchmark resource available** on this important topic.

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

It is recommended that you use Internet Explorer, Firefox or Safari to complete the survey. Chrome is not recommended.

If you need to go back to a previous page while working on the survey, use the 'Previous Page' button at the bottom of each page, NOT the back arrow in your browser. There is no need to click the 'Save' button unless you need to pause your work on the survey and return to it later.

When numbers are requested, please enter whole numbers only, and no characters. E.g., enter "2"; "two" will not be accepted. You may enter a 0 or leave the item blank if it is not applicable.

Once you have submitted your survey you will automatically have the option to receive a report of your answers, which you can print for your records. If you want this report, print it before moving on. You will not be able to return to this report window once you have closed the window. If you will be submitting a survey for more than one office, you may submit the first survey, print the report, and then open, complete, and submit as many subsequent surveys as needed by pasting the survey link into a fresh browser.

Survey deadline: December 6, 2013.

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

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

Also note that, if an activity, such as lateral hiring, occurred in an office, or offices, other than that submitting the survey, please specify in which office(s) the activity occurred where requested.

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SAMPLE

s1. Is someone from your office registered to attend NALP's Legal Recruiting Summit? **This item is required.**

mYes. If yes, please read the notes on the next page and provide the information requested.

mNo. If no, the survey will skip to Section 1 on lateral hiring.

mUnknown at this time

Branch to: **Page 4** (s1 ≠ Yes. If yes, please read the notes on the next page and provide the information requested.)

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Special note to NALP Legal Recruiting Summit attendees:

If someone from your office is attending the NALP's Legal Recruiting Summit in January 2014, completion of this survey, as well as an addendum survey on various aspects of fall recruiting are required for attending. In order to ensure that figures reported on this survey are compatible with and can be used with information on the addendum survey, please complete the items below.

s2.

Choose one below

mThis survey and the addendum survey are for a single (or only) office (specify which one below)

mThis survey and the addendum survey are for multiple, but not all, offices of the firm (specify which ones where requested below)

mThis survey and the addendum survey report firm-wide figures

s3. Specify the office (or offices) included in this survey and the addendum survey.

s4. Please provide the name of the person completing this survey in case follow-up is needed and as a cross-check with the addendum survey and summit attendees.

Name of person completing survey _____

1. 1. LATERAL HIRING

a. Number of lateral partners hired in calendar year 2012

b. Number of lateral partners hired in calendar year 2013

c. Number of lateral associates hired in calendar year 2012

d. Number of lateral associates hired in calendar year 2013

e. Number of other lateral lawyers (who may generally be eligible for partnership) hired in calendar year 2012 _____

f. Number of other lateral lawyers (who may generally be eligible for partnership) hired in calendar year 2013 _____

g. Number of other lateral lawyers (who are generally not eligible for partnership) hired in calendar year 2012 _____

h. Number of other lateral lawyers (who are generally not eligible for partnership) hired in calendar year 2013 _____

1a. The figures reported above reflect lateral hiring in:

mOne office only and/or firm has only one office (specify below which one if different from the office submitting the survey)

mAll offices

mMutiple but not all offices (specify which offices below)

1b. Specify office(s) to which these figures apply

If you did not have a summer program in 2011, 2012, and 2013 and did not recruit and interview current second-year or third-year law students in fall 2013, please move past sections 2 and 3 and answer the items in section 4.

(End of Page 4)

SAMPLE

2. SUMMER PROGRAMS

In order to measure summer program activity over the past three years, please answer the following questions about your summer programs for 2Ls in 2011, 2012 and 2013. [Even if you have submitted NALP surveys in the past years, and provided some of the requested information at that time, please provide this information again, as the findings from this survey will be based on respondents to this year's survey only. Survey information from previous years has not been stored in such a way that it can be linked to this year's respondents.]

2a.

2a. SUMMER 2011 (for 2L students graduating in 2012)

Did you host a summer program for 2Ls in 2011?

mYes (if yes, please also answer the item below)

mNo

2a.1. How long was the program? (Please report the full length of the program, not a minimum requirement.)

Length in weeks _____

2b.

2b. SUMMER 2012 (for 2L students graduating in 2013)

Did you host a summer program for 2Ls in 2012?

mYes (please also answer the item below)

mNo

2b.1. How long was the program? (Please report the full length of the program, not a minimum requirement.)

Length in weeks _____

2b.2. How many of the offers made to your summer 2012 associates (graduating class of 2013) were accepted?

2b.3. Indicate **how many** started work, or will start work, in each of the following time periods. (You must enter a number in these fields; characters such as 'x' will not be accepted. A zero is acceptable, as is no entry at all.)

Fall 2013 (September-November) _____

December 1, 2013, or later _____

2b.4.

Does/did your firm set a single start date for incoming Class of 2013 associates, or did your firm use staggered start dates? (Case-by-case exceptions to a single start date made on the basis of individual circumstances or specific practice group needs should not be considered as staggered start dates.)

mA single start date. Specify the date below.

mStaggered start dates

2b.5. If your firm set a single start date, specify that date below.

Start date _____

2c. 2c. SUMMER 2013 (for 2L students graduating in 2014)

Did you host a summer program for 2Ls in 2013?

mYes (please also answer the items below)

mNo (move on to section 3)

2c.1. How long was the program? (Please report the full length of the program, not a minimum requirement.)

Length in weeks _____

2d.

2d. Please provide the following information **about 2L summer associates**, i.e., students who will graduate in December 2013 or May 2014 and who worked in your office during summer 2013 (or summer 2012 as a 1L and received an offer for an associate position at that time.)

o **Do not include** 1L summer associates, i.e., students who will graduate in 2015, in these figures. Report 1Ls, if any, in the item labeled '1Ls?' on the next page.

o **Do not include** post-graduate 3Ls who worked for you last summer after graduating in 2013.

o **In a multi-office firm** where a student may have spent a summer in one office but received an offer from another office, the student should be counted by the office where he/she spent the summer.

o **If you have not finished making offers**, report the number who have received offers and the outcomes.

Number of students in program _____

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

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

2d.1. Outcomes as of December 1, 2013 (acceptances, declines, and number not responding or pending must add up to the number of offers reported above)

Number accepting offers _____

Number declining offers _____

Number not responding or response pending _____

2d.2.

The figures reported above for outcomes reflect our program(s) at:

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

All offices

Multiple offices (specify which offices below)

2d.3. Specify office(s) to which these figures apply

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2d.4. 1Ls?

Did your summer 2013 program include 1L's (students who will graduate in 2015) for all or part of the summer?

mYes (if yes, complete the items below)

mNo

2d.5. If yes:

How many worked this past summer? _____

How many will be returning for all or part of summer 2014?

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3. FALL 2013 RECRUITING

3a. Report the number of schools at which lawyers from your office conducted on-campus interviews, either for your office specifically, or on behalf of other offices as well. If none, write "0."

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

In 3a.1 do not count any additional schools at which lawyers from other offices may have recruited on your behalf or at which your interview program was cancelled. Also do not include schools for which interviews were consortia or job-fair based.

3a.1.

3a.1

Fall 2012 _____

Fall 2013 _____

3a.2. 3a.2 Report the number of job fairs/consortia in which your office participated. If none, write "0."

Fall 2012 _____

Fall 2013 _____

3a.3. 3a.3 Of the numbers reported in 3a.2 above, how many were specifically targeted towards law students of diverse demographic groups, e.g. SEMJF, National LGBT Bar Association Career Fair. If none, write "0".

Fall 2012 _____

Fall 2013 _____

3a.4. The figures reported in 3a.1 - 3a.3 reflect campuses visited/job fair participation by:

mOne office only and/or firm has only one office

mAll offices

mMultiple but not all offices (specify which offices below)

3a.5. Specify offices

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SAMPLE

3b. 3b. Will your office be hosting a summer program for 2Ls in 2014?

mYes (please complete the section on current 2Ls on the next pge)

mNo (leave the section on current 2Ls blank)

3c. 3c. Did your office recruit 3Ls (Class of 2014 students) who had not worked for you previously for associate positions?

mYes (please complete the section on current 3Ls on the next page)

mNo (leave the section on current 3Ls blank)

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3d. Please report Fall 2013 recruiting outcomes, including both on-campus and write-in activity, for **current** second-year and third-year students (2Ls and 3Ls) **who have not worked for your organization previously.**

- o Do not include current 1L (Class of 2016) students whom you may have interviewed after December 1.
- o Do not include current 2L (Class of 2015) students who worked for you previously as a 1L summer associate.
- o Do not include current 3L (Class of 2014) students whom you may have interviewed for a summer 2014 summer associate position.
- o Do not include any graduates from classes prior to 2014 whom you may have interviewed for an entry-level position.

If you have not completed making offers as of December 1, please report the number you have made and the outcomes. If your organization makes offers after the on-campus interview, please report only the number of offers made and the outcomes. Leave lines 1 and 2 (lines with an *) below blank.

3d.1.

Current 2Ls (students graduating in 2015) for summer 2014 program

1. Number of callback invitations* _____
2. Number of callback interviews conducted* _____
3. Number of offers made _____

* If your organization makes offers after the on-campus interview and does not issue callback invitations, please leave lines 1 and 2 blank and report only the number of offers made and the outcomes.

3d.2.

Outcomes as of December 1, 2013 (acceptances, declines, and the number reported as pending or not responding must add up to the total number of offers reported above)

4. Number of offers accepted _____
5. Number of offers declined _____
6. Number of offers with no response or response pending _____

3d.3. For comparison purposes with the number of offers made during fall 2013 (as reported in line 3 above) how many offers were made to 2Ls during fall 2012 recruiting for your summer 2013 program? [Please report this figure even if you completed the 2012 Survey of Legal Employers on Fall Recruiting. All analyses will be based on responses to this year's survey, and cannot be matched with information that may have been reported the previous year.]

Number of offers _____

3d.4.

Current 3Ls (students graduating in 2014) for associate positions

1. Number of callback invitations* _____
2. Number of callback interviews conducted* _____
3. Number of offers made _____

* If your organization makes offers after the on-campus interview and does not issue callback invitations, please leave lines 1 and 2 blank and report only the number of offers made and the outcomes.

3d.5.

Outcomes as of December 1, 2013 (acceptances, declines, and number not responding or pending must add up to the total number of offers reported above)

4. Number of offers accepted _____
5. Number of offers declined _____
6. Number of offers with no response or response pending

3d.6.

Figures reported above reflect recruiting for:

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

All offices

Multiple offices (specify which offices below)

3d.7. Specify which offices

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SAMPLE

40. 4. ORGANIZATION DEMOGRAPHICS

Please provide the information requested below so that NALP may check for duplicate information, group responses appropriately for analysis, and follow up if there are questions concerning your data. Highlighted items must be completed in order to submit your survey. Unidentified surveys will not be used.

Organization

41. City

42. State

mAlabama

mAlaska

mArizona

mArkansas

mCalifornia

mColorado

mConnecticut

mDelaware

mD.C.

mFlorida

mGeorgia

mHawaii

mIdaho

mIllinois

mIndiana

mIowa

mKansas

mKentucky

mLouisiana

mMaine

mMaryland

mMassachusetts

mMichigan

mMinnesota

mMississippi

mMissouri

mMontana

mNebraska

mNevada

mNew Hampshire

mNew Jersey

mNew Mexico

mNew York

mNorth Carolina

mNorth Dakota

mOhio

mOklahoma

mOregon

mPennsylvania

mRhode Island

mSouth Carolina

mSouth Dakota

mTennessee

mTexas

mUtah

mVermont

mVirginia

mWashington

mWest Virginia

mWisconsin

mWyoming

mCanada

43. Organization size (number of lawyers):

m50 or fewer

m51-100

m101-250

m251-500

m501-700

m701+

44. Office size (number of lawyers):

m25 or fewer

m26-50

m51-100

m101-250

m251-500

m501+

45. Use the space below for any comments on any aspects of summer programs and fall recruiting.

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

System. System Values

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SAMPLE