

LEGAL RECRUITING SUMMIT ADDENDUM SURVEY

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Completion of this survey, as well as NALP's 2013 Survey of Legal Employers on Fall Recruiting are required for all legal employers attending NALP's Legal Recruiting Summit. The surveys together are designed to capture data of interest to all attendees, and will allow us to share some new and unique information with Summit attendees.

Note: Only one set of surveys per office should be completed; participants from the same office should coordinate completion of the necessary surveys. Items marked with a red asterisk (*) must be completed.

Your responses to this survey are completely confidential. No information about your firm 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.

Once you have submitted your survey you will automatically 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 once you have closed the window.

SURVEY DUE DATE: DECEMBER 6, 2013

If you have questions, please contact Mary Beal at mbeal@nalp.org or Judith Collins at jcollins@nalp.org.

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1. * 1. In order to ensure that figures reported on this survey are compatible with and can be used with information on the fall recruiting survey, please complete the items below.

mThis survey and the 2013 Survey of Legal Employers on Fall Recruiting are for a single (or only) office. Specify which office below.

mThis survey and the 2013 Survey of Legal Employers on Fall Recruiting are for multiple, but not all, offices of the firm. Specify which offices below.

mThis survey and the 2013 Survey of Legal Employers on Fall Recruiting report firm-wide information.

1a. * Specify the city/state location of the office or offices included in this survey. If you are reporting firm-wide information, enter 'all'.

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Part I. Please answer the questions below based on your firm's or office's 2013 fall recruiting season for summer 2014.

2.

*** 2.** How many write-in applicants were invited for a screening interview for a summer 2014 position? [Report a single whole number, without dashes, letters, or other extraneous characters. You may enter "0".]

Number _____

3. * 3. Typically, how do you staff your OCI interviews?

mOne lawyer per interview schedule

mTwo lawyers per interview schedule

mOther (please specify) _____

4. * 4. The lawyers who staff the OCI interviews were *primarily*:

mPartners

mAssociates

mOther (please specify) _____

5. * 5. Who made the decisions about which 2Ls to invite for callbacks?
(Check all that apply)

qRecruiting department

qHiring partner

qHiring committee

qOn-campus interviewer

qOther (please specify) _____

6. * 6. *Typically*, how long after the screening interview did you extend callbacks to your top candidates?

mWithin 24 hours

mWithin one week but not within 24 hours

mThe timing was different for different schools

mThe timing varied by applicant

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7. * 7. Did you wait to extend callbacks until you had conducted a pre-determined percentage of your screening interviews?

mNo

mYes

7a. 7a. If yes, about what percentage of your screening interviews did you conduct before extending callback interviews?

m25% or less

m26-50%

m51-75%

mMore than 75%

8. * 8. How do you *typically* extend callback interview invitations?

mUS mail

mTelephone call

mIn person

mEmail

mText

mOther social media

9. * 9. *On average*, how quickly were callback invitations accepted?

mWithin 24 hours

mWithin 2-6 days

mAfter about one week

mMore than one week later

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10. * 10. *On average,* how many interviewers did candidates meet at their callback interview?

m1 or 2

m3

m4

m5

m6 or more

11. * 11. About how long did each interview session last?

m20 minutes

m30 minutes

mMore than 30 minutes

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12. * 12. Did you conduct one or more callback "super interview" days?

mNo

mYes

12a. 12a. If yes, as a whole were those candidates who interviewed on a super interview day more likely or less likely to accept their offer, compared with candidates who did not participate in a super interview day:

mMore likely to accept the offer

mLess likely to accept the offer

mThere was not much difference between the two groups

12b. Please comment on your response above.

12c. Please comment on why or why not you have/don't have a super interview day.

13. * 13. For offers made to 2Ls for summer 2014 positions, how soon after the callback interview did you extend the majority of your offers?

mWithin 24 hours

mWithin 2-6 days

mAfter about a week

mThe timing was different for different schools

mThe process varied by applicant

14. * 14. Before extending these offers, did you wait to complete a certain percentage of your callbacks?

mNo

mYes

mProcess varies by school

14a. 14a. If yes, about what percentage of your callbacks did you conduct before extending offers?

m25% or less

m26-50%

m51-75%

mMore than 75%

mWe generally wait to see all candidates from one school

15. * 15. How did you initially extend the offer for summer employment?

qUS mail

qTelephone call

qIn person

qEmail

qText

qOther social media

16. * 16. By what date had you extended 75% of your offers?

By: _____

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17. * 17. Did you keep a wait list?

mNo

mYes

17a. 17a. If yes, did you tell candidates about your waitlist?

mNo

mYes

17b. 17b. If yes, did you tell candidates their spot/priority your waitlist?

mNo

mYes

18. * 18. What percentage of candidates with offers came back to the firm for a "revisit" or "sell" visit? [Report a single whole number, without % signs, a decimal point, words or other extraneous characters. You may enter 0 (zero).]

% of candidates with offers _____

18a. 18a. If you had candidates come back for a revisit, as a whole were these candidates more likely or less likely to accept their offer compared to candidates who did not come back for a revisit?

mMore likely to accept the offer

mLess likely to accept the offer

mThere was not much difference between the two groups

mNot applicable--all candidates returned for a revisit

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19. * 19. Did your firm host one or more offer dinners?

mNo

mYes

19a. 19a. If yes, as a whole were candidates who attended the offer dinners more likely or less likely to accept their offer compared to candidates who did not attend an offer dinner?

mMore likely to accept the offer

mLess likely to accept the offer

mThere was not much difference between the two groups

mNot applicable--all candidates attended the offer dinner

46. * 20. What percentage of offers were accepted in each time period below? [Report a single whole number in each category below, without % signs, a decimal point, words or other extraneous characters. You may enter 0 (zero).]

% of responses within 24 hours _____

% of responses with 2-7 days _____

% of responses within 8-14 days _____

% of responses within 15-27 days _____

% of responses at 28 days _____

% with no response _____

Diversity topics

21. * 21. Do you have a 1L diversity scholarship/fellowship program?

mNo

mYes

21a. 21a. If yes, report the information requested below. [Report whole numbers below without \$ signs, dashes, words or other extraneous characters. You may enter 0.]

How many scholarships/fellowships did you award for the most recent cycle? _____

What is the average amount awarded per scholarship/fellowship?

21b. 21b. Does the student have to work with your firm the entire summer to qualify?

mNo

mYes

22. * 22. Do you have a 2L diversity scholarship/fellowship program?

mNo

mYes

22a. 22a. If yes, report the information requested below. [Report whole numbers below without \$ signs, dashes, words or other extraneous characters. You may enter 0.]

How many scholarships/fellowships did you award for the most recent cycle? _____

What is the average amount awarded per scholarship/fellowship?

22b. 22b. Does the student have to work with your firm the entire summer to qualify?

mNo

mYes

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Part II--Future Programming and Recruiting

23. * 23. At how many schools will your firm sponsor events in the 2013-14 school year?

24. * 24. Has your firm discussed: (check all that apply)

- Maintaining the size of the summer program
- Reducing the size of the summer program
- Increasing the size of the summer program
- Eliminating the summer program and focussing on lateral hires
- Transitioning to some other model for hiring new associates
- We have not had discussions on any of the topics above

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Part III. Please comment on the following:

25. 25. What was your pet peeve from the most recent recruiting season?

26. 26. During the most recent recruiting cycle, did you observe any new trends or changes in student behavior? If so, please describe.

27. 27. Do you have any suggestions to improve the recruiting process?

28. 28. What additional information would be helpful to know from law schools in order to make your recruiting more successful or more efficient?

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Part IV--Demographic information

29. * 29. Firm size (# of lawyers in the United States)

m50 or fewer

m51-100

m101-250

m251-500

m501+

30. * 30. Number of offices in the United States [Report a single who number without commas, words or other extraneous characters.]

Number of offices _____

31. * 31. Office size (# of lawyers in office completing survey)

m25 or fewer

m26-50

m51-100

m101-250

m251-500

m501+

32. * We ask for 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. Your responses will remain confidential and no information that could be attributed to you or your firm will be published.

33. * Firm name

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