



Survey of Legal Employers on 2019 Recruiting

SURVEY DUE DATE:

December
6
2019

If you have questions, please contact Danielle Taylor, NALP's Research Director, at (202) 835-1001 or dtaylor@nalp.org.

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

ABOUT THE SURVEY

Each year NALP asks you to provide information about the outcomes of your summer program, recruiting, and lateral hiring. The information that you report will enable NALP to provide the critical 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 2020, and will be published in "Perspectives on 2019 Law Student Recruiting" also in February 2020, providing you with the only benchmark resource available on this important topic. The survey asks for outcomes as of December 1, 2019. However, you need not wait until then if you have final figures before that date.

METHODS TO COMPLETE THIS SURVEY

OPTION 1: Complete the survey online at <https://survey.vovici.com/se/17CFEB602B14C665>.

OPTION 2: Complete this fillable PDF and return it by clicking the "Submit Form" button on the last page to automatically email to dtaylor@nalp.org (this feature will create an email attachment of your form). Only press submit when your form is complete and ready to send. Do not alter the contents of the email recipient address, subject line, or email body. If you received a hard-copy version of this survey, you may access the fillable PDF at <http://www.nalp.org/SurveyofLegalEmployerson2019Recruiting.pdf>.

OPTION 3: Use the "Print Form" button at the end of this survey to print as a blank form to complete manually or to print your filled-out form and return to the NALP office. If you received a hard-copy version of the survey you may complete it manually and send it to the NALP office.

Print and email a scanned copy to dtaylor@nalp.org, or mail to **NALP, Survey of Legal Employers on 2019 Recruiting, 1220 19th Street NW, Suite 401, Washington, DC 20036-2405**.

PLEASE USE ONE AND ONLY ONE METHOD TO COMPLETE THIS SURVEY.

If you use one of the commercially available recruiting packages such as viDesktop or Lawcruit, you already have easy access to most of the information needed to complete this survey. Please contact your provider if you have questions about reporting capabilities.

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

SPECIAL NOTE TO MULTI-OFFICE FIRMS

This survey is being distributed to all offices of your organization reflected in NALP's database. NALP strongly encourages you to submit a separate survey for each office. **Office-specific surveys will provide the most consistent and comparable information for the analyses from this survey and allows us to report city-specific information, one of the most valuable, and sought-after, features of NALP's reporting on recruiting.** If office-specific information is not possible, please indicate where requested that the figures are for multiple offices. Also, 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.

Is someone from your office registered to attend the 2020 NALP Legal Recruiting Summit?

Yes — if yes, please read the note below and provide the information requested.

No, or unknown at this time (proceed to Part I of the Survey).

Special note to NALP Legal Recruiting Summit attendees: As noted when you registered, completion of this survey is required for attending the Summit.

Please provide the name of the person completing this survey in case follow-up is needed and as a cross-check with Summit attendees:



PART I: LATERAL HIRING

How many lateral partners, associates, and other lawyers did you hire in 2018 and 2019? (Do not include laterals obtained as the result of a merger, or associates hired directly from a judicial clerkship and with no other legal experience.)

1. Number of lateral partners hired in calendar year:

2018 _____ 2019 _____

2. Number of lateral associates hired in calendar year:

2018 _____ 2019 _____

3. Number of other lateral lawyers (not included in the figures above) hired in calendar year:

2018 _____ 2019 _____

4. The figures reported above reflect lateral hiring in:

A single office (specify which one if different from the office submitting the survey), or firm has only one office

All offices

Multiple but not all offices (specify which offices)

If you did not have a summer program in 2017, 2018, and 2019, and did not recruit and interview current second-year and third-year law students in fall 2019, please skip to Part IV.

PART II: 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 2017, 2018 and 2019.

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.

1. **SUMMER 2017:** (for 2L students graduating in 2018)

Did you host a summer program for 2Ls in 2017?

Yes (please also answer item 2)

No (skip to item 3 in this section of the survey)

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

_____ weeks

3. **SUMMER 2018:** (for 2L students graduating in 2019)

Did you host a summer program for 2Ls in 2018?

Yes (please also answer item 4)

No (skip to item 5 in this section of the survey)

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

_____ weeks

5. **SUMMER 2019:** (for 2L students graduating in 2020)

Did you host a summer program for 2Ls in 2019?

Yes (please also answer items 6 & 7 in this section of the survey)

No (skip to Part III)



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

_____ weeks

7. Please provide the following information about **2L 2019 summer associates**, i.e., students who will graduate in December 2019 or May 2020 and who worked in your office during summer 2019 (or summer 2018 as a 1L and received an offer for an associate position at that time.)

- Do not include 1L summer associates, i.e. students who will graduate in 2021 in those figures. Report 1Ls, if any, in the item labeled "1Ls" in the next column.
- Do not include post-graduate 3Ls who worked for you last summer after graduating in 2019.
- If you have not finished making offers, report the number who have received offers and the outcomes as of December 1, 2019.
- In a multi-office firm where a student may have spent the summer in one office but received an offer from another office, the student and his/her response should be counted by the office where s/he spent the summer.
- In a multi-office firm where a student may have split between two offices of the firm, count the student only once. [It does not matter in which office.]

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: _____

Outcomes as of Dec. 1, 2019 (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: _____

7A. Did your summer 2019 program include 1Ls (students who will graduate in 2021) for all or part of the summer?

Yes No

If yes:

7A.1 How many worked this past summer?

7A.2 How many received offers to return for all or part of summer 2020?

7A.3 How many received offers for an associate position without having to return for summer 2020? (Do not count these individuals, if any, in 7A.2 above)

7B. Do you condition offers to 1Ls for summer employment upon agreement to return for the 2L summer?

Yes No

The figures in item 7 reflect our program(s) at:

A single office (specify which one if different from the office submitting the survey), or firm has only one office

All offices

Multiple but not all offices (specify which offices)



III. FALL 2019 RECRUITING

1. 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, enter "0."

*Do not count any additional schools at which lawyers from other offices at your firm may have recruited on your behalf or at which your interview program was canceled. Also do not include schools for which interviews were consortia or job-fair based.

Fall 2018 _____ Fall 2019 _____

2. How many schedules did your office conduct **at the schools reported in the previous question?**

Fall 2018 _____ Fall 2019 _____

3. Regardless of which office the screening interview is for, report the total number of screening interviews [for 2Ls and 3Ls] conducted **at the schools reported in item 1.***

*This figure may include interviews for positions at multiple offices and not just your office.

Fall 2018 _____ Fall 2019 _____

4. Report the number of job fairs or consortia at which lawyers from **your office** conducted interviews. If none, write "0."

Fall 2018 _____ Fall 2019 _____

5. Regardless of how many offices the lawyers were interviewing on behalf of, do the figures reported in items 1, 2 and 4 of this section reflect the number of campuses or job fairs visited by lawyers from:

A single office or firm has only one office

All offices

Multiple but not all offices (specify which offices)

6. Will your office be hosting a summer program for 2Ls in 2020?

Yes (please complete column 1 in the table on the next page)

No (Leave column 1 blank)

7. Did your office recruit 3Ls (Class of 2020 students) who had not worked for you previously for associate positions?

Yes (please complete column 2 in the table on the next page)

No (leave column 2 blank)



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8. Please report Fall 2019 recruiting outcomes, including both on-campus and those who applied through other means, for current second-year and third-year students (2Ls and 3Ls) **who have not worked for your organization previously.**

- Do not include current 1L (Class of 2022) students whom you may have interviewed.
- Do not include current 2L (Class of 2021) students who worked for you previously as a 1L summer associate.
- Do not include current 3L (Class of 2020) students whom you may have interviewed for a summer 2020 summer associate position.
- Do not include any graduates from classes prior to 2020 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. Lines a.i-a.iii should add up to the number of callback invitations reported in line a. Count each student only once in items a.i - a.iii.
- If your organization makes offers after the on-campus interview and does not issue callback invitations, please leave lines a and a.i-a.iii blank and report only the number of offers made and the outcomes.
- **Note: you need not wait until December 1** to complete this survey if you have final figures before that day.

	COLUMN 1: Current 2Ls (students graduating in 2021) for summer 2020 program	COLUMN 2: Current 3Ls (students graduating in 2020) for associate positions
a. Number of callback invitations extended — should equal the sum of a.i, a.ii and a.iii below <i>(Count each student only once in items a.i - a.iii)</i>		
i. Number of callback invitations declined <i>(Also include here any invitations to which you received no response)</i>		
ii. Number of callback invitations accepted and subsequently canceled <i>(Also include here any students who withdrew after scheduling a callback)</i>		
iii. Number of callback interviews conducted		
b. Number of offers made — should equal the sum of b.i, b.ii and b.iii below		
i. Number of offers accepted		
ii. Number of offers declined		
iii. Number of offers with no response or response pending		



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9. **How many responses to offers** to 2Ls were received in each time period below? Counts should add to the total number of offers reported in line “b” of Column 1 on the previous page and so will include declines as well as acceptances, and any offers to which you did not receive a response, if any. **Please enter “0” (zero) if no responses were received in a time period.**

Within 24 hours: _____

Within 2-7 days: _____

Within 8-14 days: _____

Within 15-22 days: _____

Beyond 22 days: _____

Never responded/
Response pending: _____

(Should be the same as the figure reported in item “b.iii” of column 1 on previous page.):

10. How many of the 2L candidates with offers (as reported in line “b” in Column 1 on the previous page) came back for a return visit after receiving an offer and before making a decision? The number reported below should be no larger than the number reported in line “b” in Column 1 on the previous page.

PRIOR YEAR DATA

11. Looking back at last year, i.e., recruiting in Fall 2018 for the summer 2019 program, how many offers were made to 2Ls in the fall of 2018 for your summer 2019 program?

12. Did your firm make any offers to rising 2L students (who had not previously worked for you during their 1L summer) for summer 2020 summer associate positions prior to the start of OCI at any of the schools at which you recruit?

Yes No

12a. To whom were these offers made? (check all that apply)

Diverse candidates

Candidates with a technical background

Local candidates

Top candidates

Candidates seen as 1Ls, but who were not offered a 1L summer position

Other (please specify):

12b. Please report the following figures about offers extended before OCI to rising 2L students who had not previously worked for you:

i. How many offers were extended before OCI?

ii. How many of these pre-OCI offers were accepted?

13. Did your office reach out to any law schools to solicit more 2L candidates after the completion of the school’s OCI program?

Yes No

If yes to question 13, how many schools did you reach out to?



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14. The figures reported in items 6-13 of Part III reflect recruiting activity for:

A single office (specify which one if different from the office submitting the survey), or firm has only one office

All offices

Multiple but not all offices (specify which ones)

15. Did your office use social media to position your law firm in front of students?

Yes No

If yes, which social media did you use?
(check all that apply)

Twitter

Facebook

LinkedIn

Instagram

Other (please specify):

IV. ORGANIZATION DEMOGRAPHICS

Please provide the information requested at right so that NALP may check for duplicate information, group responses appropriately for analysis, and follow up if there are questions concerning your data. **Unidentified surveys will not be used.**

Organization: _____

City: _____

State: _____

Firm Size for law firms only (# of lawyers):

50 or fewer 51-100

101-250 251-500

501-700 701+

Office size for law firms only (# of lawyers):

25 or fewer 26-50

51-100 101-250

251-500 501+

SUBMIT YOUR COMPLETED SURVEY TO NALP BY DECEMBER 6, 2019

By online survey: Enter your responses via an online survey at <https://survey.vovici.com/se/17CFEB602B14C665>

By email: Danielle Taylor, NALP Director of Research, dtaylor@nalp.org

By mail: NALP, Survey of Legal Employers on 2019 Recruiting, 1220 19th Street NW, Suite 401, Washington, DC 20036-2405

Thank you 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.

THANK YOU!

DUE DECEMBER 6, 2019