



# RESULTS OF THE SURVEY OF LEGAL EMPLOYERS ON SUMMER 2020 OUTCOMES AND FIRST-YEAR ASSOCIATE PLANS

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## INTRODUCTION

Due to changes in the timing of OCI, NALP's typical fall recruiting surveys have been split into two collection timeframes this year. This report includes analyses from the first survey, administered in fall 2020, which collected data on the outcomes of summer programs and details on first-year associate start dates. A separate survey will be administered in spring 2021 to gather information about recruiting outcomes and lateral hiring.

In some tables, overall figures for all summer programs — both those that occurred in 2020 and those that were originally planned but canceled due the COVID-19 pandemic — are presented. Subsequent tables report out information separately for summer programs that were held and summer programs that were canceled. Throughout the report, the terms “firm,” “office,” and “employer” are used interchangeably.

Note: As in prior years, this report does not include every aspect of program outcomes. Documentation of summer 2020 program outcomes includes only Class of 2021 graduates, and not any Class of 2020 graduates who participated in the summer 2020 program after graduation. Class of 2021 (1L) participation in the summer 2020 program is reported on separately from the 2L program in this report.

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## GEOGRAPHIC REGIONS

REGION	STATES INCLUDED
Northeast	CT, MA, ME, NH, NY, RI, VT
Mid-Atlantic	DC, DE, MD, NJ, PA, VA
Southeast	AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX, WV
Midwest	IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI
West/Rocky Mountain	AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY

**TABLE 1. SUMMER PROGRAM CLASS SIZES AND OUTCOMES  
1993-2020**

Year	Median Size	Average Size	% Receiving Offer	% Accepting Offer
2020	5*	11*	96.7%*	87.8%*
2019	5	13	97.6	87.5
2018	5	14	96.9	87.5
2017	6	14	95.0	86.1
2016	6	14	94.6	85.5
2015	6	13	95.3	84.1
2014	5	12	93.4	84.5
2013	5	11	91.6	83.9
2012	5	9	90.2	85.5
2011	5	8	91.4	85.0
2010	4	8	87.4	82.7
2009	6	12	69.3	84.5
2008	6	13	89.9	79.7
2007	6	13	92.8	76.8
2006	6	11	90.8	73.4
2005	6	12	90.6	73.0
2004	5	11	91.0	72.4
2003	5	10	87.0	77.0
2002	5	11	80.9	74.0
2001	6	12	84.2	72.8
2000	8.5	14	89.7	65.8
1999	8	13	88.9	65.2
1998	9	13	89.0	68.4
1997	8	12	88.2	60.1
1996	6	10	87.3	63.5
1995	8	11	84.3	64.6
1994	7	11	83.1	62.4
1993	8	10	77.8	67.0

\*Figures for 2020 include both offices that hosted a summer program and those that originally planned to host a summer program, but canceled it due to the COVID-19 pandemic.

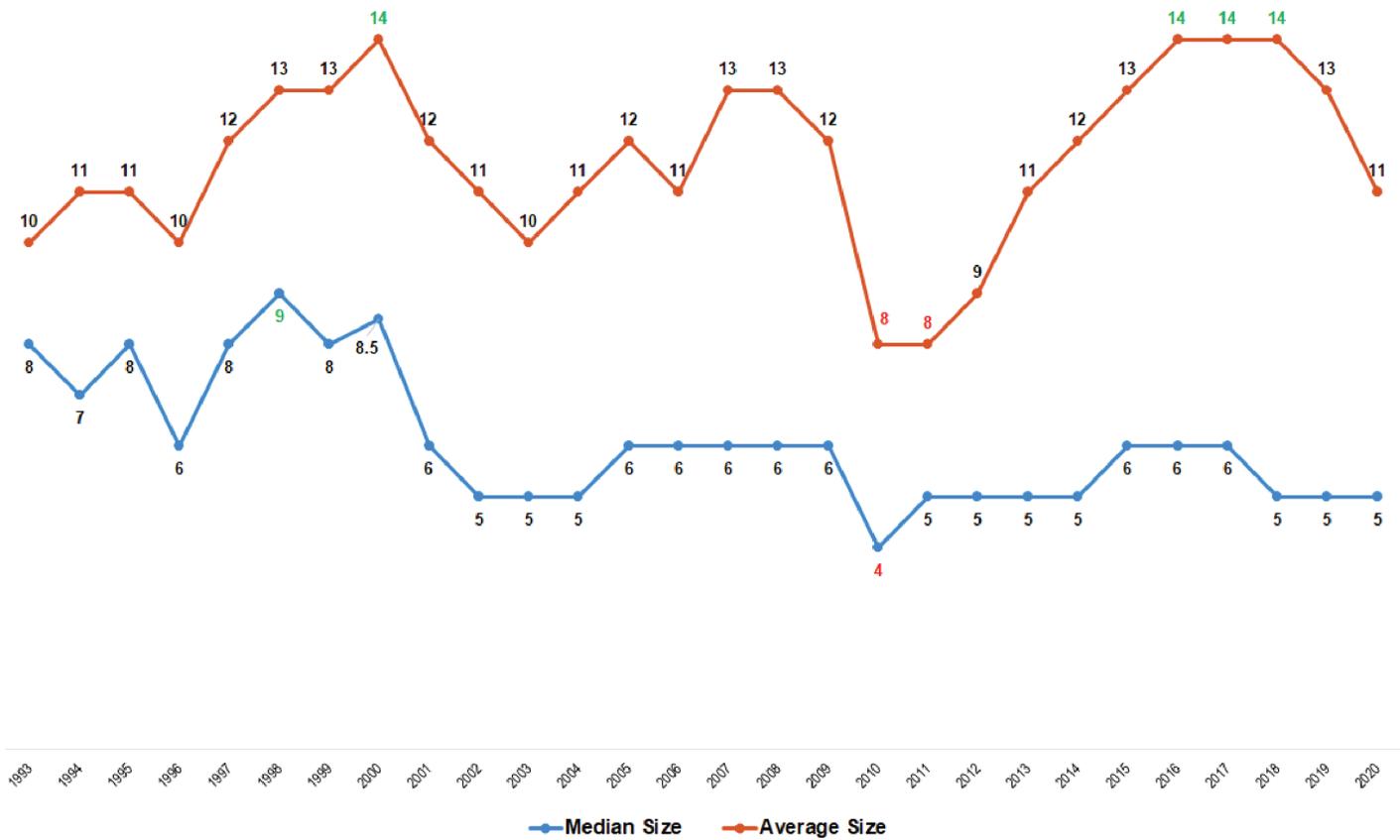
Note: The figures presented in this table provide key measures of second-year summer programs held at law firms in these years. These figures have been compiled from NALP's annual survey of employers on their summer program and fall recruiting activity. NALP has collected comparable information on this topic since 1993. Figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time.

**TABLE 2. TOTAL NUMBER OF SECOND-YEARS PARTICIPATING  
IN SUMMER PROGRAMS AND RECEIVING OFFERS  
2007–2020**

Year	# of Students in Summer Program	# of Students Receiving Associate Offers	# of Offices
2020	5,574*	5,390*	510*
2019	5,587	5,452	417
2018	5,120	4,962	367
2017	5,154	4,898	373
2016	5,312	5,025	373
2015	4,329	4,127	335
2014	4,433	4,141	363
2013	4,501	4,121	410
2012	2,769	2,498	305
2011	2,260	2,065	278
2010	1,881	1,644	242
2009	3,779	2,620	307
2008	5,033	4,523	374
2007	5,359	4,974	425

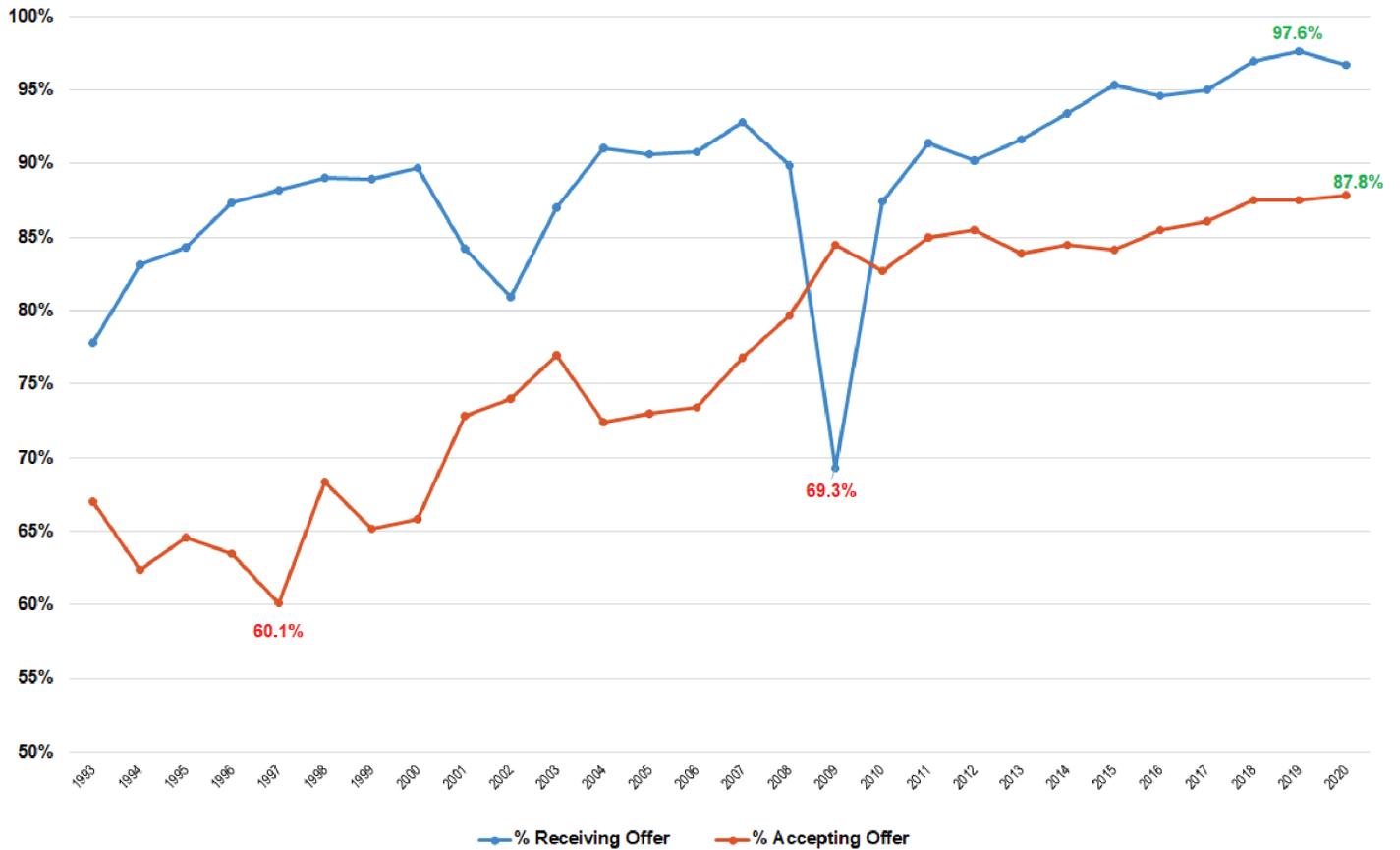
\* Figures for 2020 include both offices that hosted a summer program and those that originally planned to host a summer program, but canceled it due to the COVID-19 pandemic. Figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time.

**CHART 1. SUMMER PROGRAMS — MEDIAN AND AVERAGE CLASS SIZES  
1993-2020**



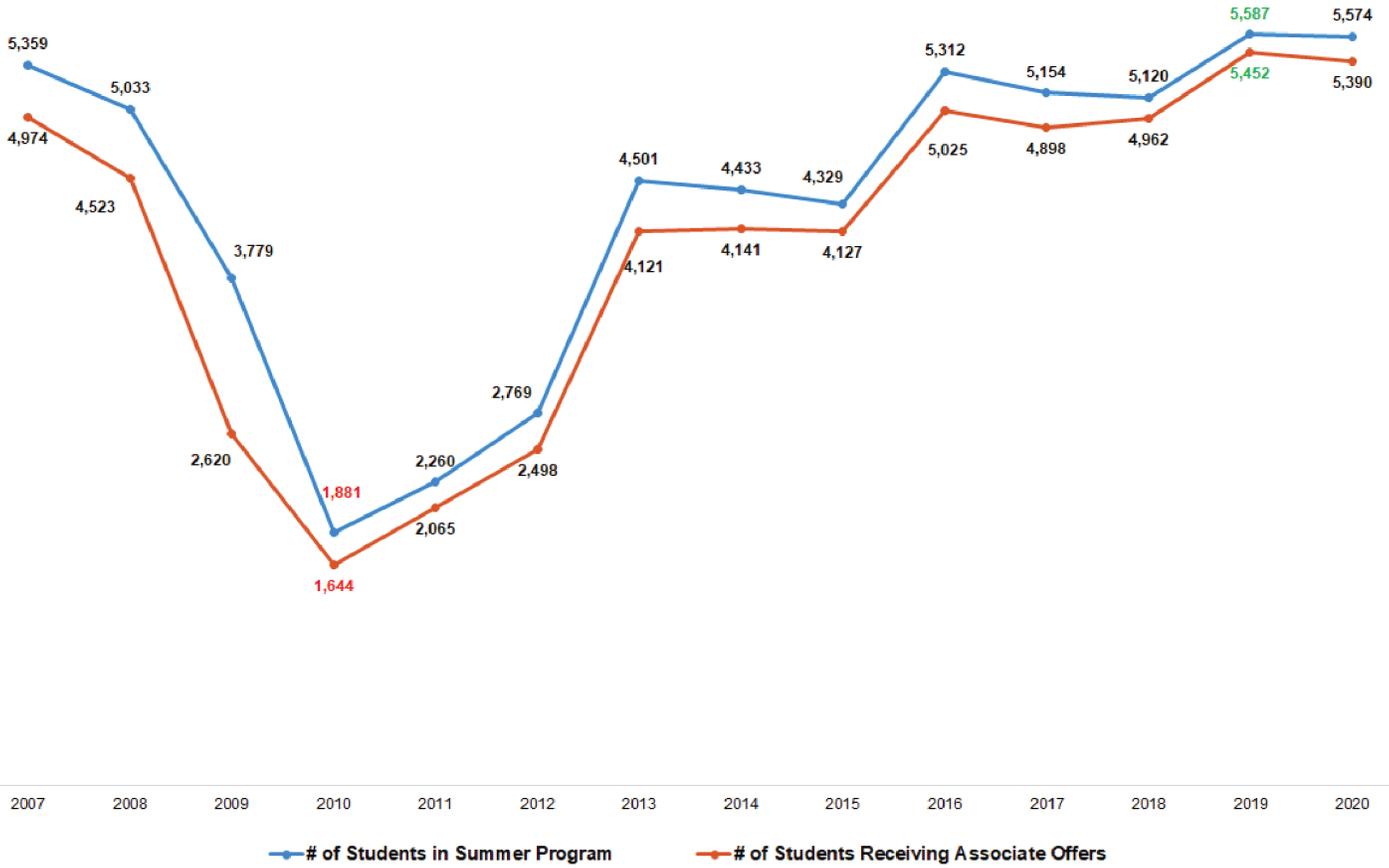
Note: Figures in green reflect highs and figures in red reflect lows for the time period.

**CHART 2. SUMMER PROGRAM OUTCOMES — PERCENTAGE OF SUMMER ASSOCIATES RECEIVING AND ACCEPTING OFFERS 1993-2020**



Note: Figures in green reflect highs and figures in red reflect lows for the time period.

**CHART 3. TOTAL NUMBER OF SECOND-YEARS PARTICIPATING IN SUMMER PROGRAMS AND RECEIVING OFFERS  
2007-2020**



Note: Figures in green reflect highs and figures in red reflect lows for the time period.

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## SUMMER PROGRAM CHARACTERISTICS

In light of the COVID-19 pandemic, legal employers made substantial modifications to their summer 2020 programs. While some law firms canceled their summer programs outright, many others made the decision to continue with shortened programs, and in most cases, held these programs virtually.

For those offices that held a summer 2020 program, the vast majority (86%) were entirely virtual programs, six percent were wholly in-person programs, and eight percent were a hybrid version with a mix of some in-person and some virtual programming. In a May 2020 NALP survey, 40% of offices at that time had hoped to hold a hybrid program but based on the results of this survey it is evident that most were unable to move beyond a virtual environment. (See Table 3.)

Summer programs were also shorter in 2020. In last year's *Perspectives on 2019 Law Student Recruiting*, the average summer program length in 2019 was 9.7 weeks and 10 weeks was the mostly commonly reported length (71% of offices). In 2020, the overall average summer program length was just 5.6 weeks. Averages varied by the format of summer programs. The average length for in-person programs was 5.2 weeks, the average for virtual programs was 5.6 weeks, and the average for hybrid programs was 6.7 weeks. Overall, the most popular program length was six weeks (28% of offices), followed by five weeks (26% of offices). Across all offices, summer programs ranged from two to 12 weeks in length. (See Table 4.)

- On a regional basis, programs in the Southeast were the shortest in length, averaging 5.3 weeks. With an average of 6.0 weeks, programs in the Midwest were the longest.
- Six-week programs were the most common overall in 2020 and were most prevalent in the West/Rocky Mountain region (37% of offices).
- By firm size, small firms of 100 or fewer lawyers had the longest average summer 2020 program (6.9 weeks) and firms of more than 700 lawyers had the shortest average summer program (5.3 weeks).
- Among offices holding a summer program in at least one of the past three years (or in the case of 2020, originally planning to hold a summer program), 74% of offices held a summer program each summer from 2018 to 2020. This percentage is lower in firms of 251-500 lawyers, in smaller offices, and in the Southeast region. Offices hosting a program in 2018 and 2019 and that originally planned but canceled a 2020 program accounted for 11% of offices, followed by offices holding a program in only 2019 and 2020 at 6%, and offices holding a program only in 2020 at 5%. These four scenarios are the most common nationwide, but not necessarily for smaller units of analysis, particularly cities. (See Table 5.)

**TABLE 3. FORMAT OF SUMMER 2020 PROGRAMS**

(For those offices that hosted a summer 2020 program)

Percentage of Offices by Format Type				
	100% Virtual	100% In-Person	Hybrid Model*	# of Offices
<b>Total — All Employers</b>	<b>86.3%</b>	<b>5.8%</b>	<b>7.9%</b>	<b>466</b>
<b>By Number of Lawyers Firm-Wide</b>				
100 or Fewer	56.3	6.3	37.5	16
101-250	58.8	17.6	23.5	34
251-500	82.5	2.5	15.0	80
501-700	77.8	7.9	14.3	63
701+	94.5	4.8	0.7	273
<b>By Number of Lawyers in Office</b>				
25 or Fewer	83.1	10.2	6.8	59
26-50	83.3	4.9	11.8	102
51-100	89.3	6.3	4.5	112
101-250	83.0	7.0	10.0	100
251+	100.0	0.0	0.0	49
<b>By NALP Region and City/State</b>				
<b>Northeast</b>	94.4	0.0	5.6	71
Boston	93.8	0.0	6.3	16
New York City	98.1	0.0	1.9	52
<b>Mid-Atlantic</b>	88.3	6.5	5.2	77
New Jersey	80.0	20.0	0.0	5
Philadelphia	87.5	0.0	12.5	8
Washington, DC/ Northern VA area	92.2	2.0	5.9	51
<b>Southeast</b>	84.6	6.7	8.7	104
Atlanta	75.0	12.5	12.5	8
Austin	83.3	0.0	16.7	6
Charlotte	71.4	14.3	14.3	7
Dallas	81.8	4.5	13.6	22
Houston	92.3	3.8	3.8	26
Miami/Ft. Lauderdale/ W. Palm Beach	100.0	0.0	0.0	11
<b>Midwest</b>	73.6	13.9	12.5	72
Chicago	92.9	3.6	3.6	28
Columbus	40.0	40.0	20.0	5
Minneapolis	87.5	12.5	0.0	8
St. Louis	80.0	0.0	20.0	5

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Percentage of Offices by Format Type				
	100% Virtual	100% In-Person	Hybrid Model*	# of Offices
<b>West/Rocky Mountain</b>	91.1	2.7	6.3	112
Denver area	100.0	0.0	0.0	9
Los Angeles and Orange County	92.3	2.6	5.1	39
San Diego	83.3	0.0	16.7	6
San Francisco	87.0	8.7	4.3	23
Seattle	80.0	0.0	20.0	5
Silicon Valley	100.0	0.0	0.0	18

\* A hybrid model includes some mix of in-person and virtual programming.

Note: Specific city information may include offices in a few suburban locations, or firms where most attorneys are in that city. However, it generally does not include firms which submitted one survey for multiple offices nationwide. These firms are also excluded from regional analyses. Information by region does include firms submitting a firm-wide form but whose offices are predominantly or wholly in that region.

**TABLE 4. LENGTH OF SUMMER 2020 PROGRAMS**

(For those offices that hosted a summer 2020 program)

	Most Common Program Lengths and % Reporting Each			Range of Lengths Reported (Weeks)		Average Length (Weeks)			# of Offices*
	4.0 Weeks	5.0 Weeks	6.0 Weeks	Minimum Length	Maximum Length	Average Length 2020	Average Length 2019	Average Length 2018	
<b>Total — All Employers</b>	<b>18.1%</b>	<b>26.0%</b>	<b>28.4%</b>	<b>2</b>	<b>12</b>	<b>5.6</b>	<b>9.7</b>	<b>9.7</b>	<b>465</b>
<b>By Format of Summer 2020 Program</b>									
100% Virtual	19.2	25.2	26.9	2	12	5.6	9.8	9.8	401
100% In-person	18.5	48.1	29.6	4	7	5.2	9.5	9.4	27
Hybrid model	5.4	18.9	43.2	4	10	6.7	9.6	9.5	37
<b>By Number of Lawyers Firm-Wide</b>									
100 or Fewer	18.8	12.5	12.5	3	12	6.9	9.5	9.6	16
101-250	26.5	29.4	17.6	2	10	5.6	9.3	9.3	34
251-500	10.0	47.5	25.0	3	12	5.6	9.8	9.7	80
501-700	6.3	14.3	54.0	4	10	6.6	9.7	9.7	63
701+	22.1	22.8	25.7	2	10	5.3	9.8	9.8	272
<b>By Number of Lawyers in Office</b>									
25 or Fewer	10.3	32.8	34.5	2	10	5.6	9.3	9.4	58
26-50	18.6	25.5	26.5	2	10	5.8	9.6	9.6	102
51-100	18.8	23.2	30.4	2	10	5.7	9.8	9.8	112
101-250	22.0	21.0	28.0	2	10	5.3	9.7	9.7	100
251+	22.4	28.6	18.4	2	12	5.6	10.2	10.2	49
<b>By NALP Region and City/State</b>									
<b>Northeast</b>	19.7	23.9	26.8	2	12	5.8	10.0	10.0	71
Boston	12.5	12.5	31.3	2	10	5.9	10.1	10.1	16
New York City	23.5	29.4	23.5	2	12	5.7	10.0	10.0	51
<b>Mid-Atlantic</b>	19.5	23.4	26.0	2	11	5.8	9.7	9.8	77
New Jersey	60.0	0.0	20.0	4	7	5.0	9.0	NA	5
Philadelphia	25.0	25.0	37.5	4	8	5.5	9.0	9.5	8
Washington, DC/ Northern VA area	17.6	25.5	25.5	2	11	5.7	10.0	10.0	51
<b>Southeast</b>	19.2	29.8	22.1	2	10	5.3	9.3	9.2	104
Atlanta	0.0	37.5	25.0	3	10	6.1	9.1	8.8	8
Austin	0.0	16.7	33.3	2	10	5.3	NA	NA	6
Charlotte	14.3	42.9	14.3	3	9	5.3	9.3	9.3	7
Dallas	9.1	36.4	22.7	2	10	5.5	9.7	9.5	22
Houston	11.5	42.3	19.2	2	10	5.4	9.8	9.8	26
Miami/ Ft. Lauderdale/ W. Palm Beach	54.5	9.1	9.1	2	9	4.9	9.3	9.4	11

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	Most Common Program Lengths and % Reporting Each			Range of Lengths Reported (Weeks)		Average Length (Weeks)			# of Offices*
	4.0 Weeks	5.0 Weeks	6.0 Weeks	Minimum Length	Maximum Length	Average Length 2020	Average Length 2019	Average Length 2018	
<b>Midwest</b>	22.2	22.2	26.4	2	10	6.0	9.8	9.8	72
Chicago	25.0	28.6	17.9	2	10	5.4	9.8	9.9	28
Columbus	20.0	20.0	20.0	4	10	7.0	9.8	9.7	5
Minneapolis	12.5	12.5	25.0	4	10	7.1	9.9	9.9	8
St. Louis	0.0	80.0	0.0	5	8	5.6	9.2	9.2	5
<b>West/Rocky Mountain</b>	13.5	25.2	36.9	2	12	5.5	9.8	9.8	111
Denver area	33.3	22.2	33.3	4	8	5.3	9.6	9.9	9
Los Angeles and Orange County	17.9	25.6	30.8	2	10	5.5	9.7	9.7	39
San Diego	0.0	16.7	66.7	5	10	6.5	9.9	9.9	6
San Francisco	18.2	27.3	36.4	2	10	5.0	9.8	9.8	22
Seattle	0.0	20.0	60.0	3	6	5.2	10.0	10.0	5
Silicon Valley	5.6	22.2	44.4	2	10	5.8	9.9	10.1	18

\*This is the number of offices that reported a summer program in 2020. Average summer program length for each year is based on offices reporting a program for that year; thus, the number of offices on which the averages for 2018 and 2019 are based may vary from this number.

Note: Specific city information may include offices in a few suburban locations, or firms where most attorneys are in that city. State information may include consolidated information reported by firms whose offices are primarily in that state. However, it generally does not include firms which submitted one survey for multiple offices nationwide. These firms are also excluded from regional analyses. Information by region does include firms submitting a firm-wide form but whose offices are predominantly or wholly in that region. The summer program lengths reported in this table are the three most common nationwide for summer 2020. These three may not be the most common for smaller units of analysis.

NA indicates that there were less than five observations in a particular year; therefore, data could not be reported for that city/state.

**TABLE 5. SUMMER PROGRAM TRENDS**  
**2018-2020**

	<b>% Holding Program in All 3 Years</b>	<b>% Holding Program in 2018 &amp; 2019, Planned but Canceled 2020 Program</b>	<b>% Holding Program in 2019 and 2020 Only</b>	<b>% Holding Program in 2020 Only</b>	<b># of Offices</b>
<b>Total — All Employers</b>	<b>74.3%</b>	<b>10.6%</b>	<b>6.3%</b>	<b>4.7%</b>	<b>537</b>
<b>By Number of Lawyers Firm-Wide</b>					
100 or Fewer	81.3	0.0	6.3	12.5	16
101-250	67.3	24.5	2.0	0.0	49
251-500	56.1	20.6	10.3	6.5	107
501 -700	74.6	0.0	9.0	10.4	67
701+	81.5	7.7	5.0	3.0	298
<b>By Number of Lawyers in Office</b>					
25 or Fewer	39.0	15.6	18.2	15.6	77
26-50	63.3	8.3	11.7	5.8	120
51-100	88.1	5.1	3.4	3.4	118
101-250	81.5	16.0	1.7	0.8	119
251+	98.0	2.0	0.0	0.0	50
<b>By NALP Region and City/State</b>					
<b>Northeast</b>	79.8	11.9	2.4	3.6	84
Boston	80.0	10.0	0.0	0.0	20
New York City	81.4	10.2	3.4	5.1	59
<b>Mid-Atlantic</b>	74.7	12.1	3.3	6.6	91
New Jersey	50.0	16.7	16.7	16.7	6
Philadelphia	60.0	20.0	10.0	10.0	10
Washington DC/ Northern VA area	85.5	3.6	1.8	5.5	55
Wilmington	50.0	16.7	0.0	16.7	6
<b>Southeast</b>	66.4	3.5	12.4	8.8	113
Atlanta	33.3	16.7	8.3	16.7	12
Austin	66.7	0.0	0.0	33.3	6
Charlotte	100.0	0.0	0.0	0.0	7
Dallas	73.9	4.3	13.0	0.0	23
Houston	74.1	0.0	14.8	7.4	27
Miami/Ft. Lauderdale/ W. Palm Beach	54.5	0.0	27.3	9.1	11
<b>Midwest</b>	79.1	15.1	3.5	1.2	86
Chicago	70.6	17.7	8.8	2.9	34
Columbus	83.3	16.7	0.0	0.0	6
Indianapolis	60.0	40.0	0.0	0.0	5
Minneapolis	88.9	11.1	0.0	0.0	9
St. Louis	83.3	16.7	0.0	0.0	6

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	% Holding Program in All 3 Years	% Holding Program in 2018 & 2019, Planned but Canceled 2020 Program	% Holding Program in 2019 and 2020 Only	% Holding Program in 2020 Only	# of Offices
<b>West/Rocky Mountain</b>	71.9	10.9	9.4	3.1	128
Denver area	66.7	0.0	22.2	0.0	9
Los Angeles and Orange County	71.7	13.0	10.9	2.2	46
San Diego	62.5	25.0	0.0	0.0	8
San Francisco	68.0	8.0	12.0	8.0	25
Seattle	57.1	28.6	0.0	14.3	7
Silicon Valley	83.3	0.0	11.1	0.0	18

Notes: Offices/firms included in this table held, or in the case of 2020 planned to hold, a summer program in at least one of the three years. This table shows percentages for the four most frequently reported combinations overall, which account for 95.9% of responses. These may not be the four most frequently reported combinations for smaller units of analysis.

This table includes both firm-wide and office-specific reports. City information may include offices in a few suburban locations, or firms where most attorneys are in that city. State information may include consolidated information reported by firms whose offices are primarily in that state. However, regional and city-specific figures generally do not include offices which reported one consolidated form to cover activity in offices nationwide.

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## OUTCOMES OF SUMMER 2020 PROGRAMS

A total of 510 employers reported information on the outcomes of their 2020 summer programs, which includes both summer programs that were held and those that were canceled due to the COVID-19 pandemic. Over half of respondents represented firms of more than 700 lawyers; however, responses from those large firms were often from small offices within the firm. For office-specific reports, about 36% of respondents were from the Northeast and Mid-Atlantic regions combined. The West/Rocky Mountain region accounted for one-quarter (25%) of responses, the Southeast region accounted for 22% of responses, and the Midwest accounted for 17%. Note that for firms submitting one survey to cover multiple or all offices, the information generally was not attributed to a city, and in many cases not even to a region if their offices were nationwide.

Responding employers reported a combined total of 5,574 individuals from the Class of 2021 participating (or in the case of canceled programs, originally planning to participate) in their 2020 summer programs, with an overall average class size of 11 and a median class size of five. The median size ranged from three to five, depending on firm size, with firms of 101 to 250 lawyers and firms of more than 700 lawyers having the highest median class size. (See Table 6.) The overall average and median class sizes were the same for summer programs that were held; however, the median size by firm size ranged from 3.0 to 6.5 for these programs. For canceled summer programs, the average class size was eight and the median was four. (See Tables 7 and 8.)

The overall class size average figure has been trending downward for the past two years. After reaching pre-Great Recession levels from 2015-2018, the average had now dropped below those levels of just prior to the Great Recession. Medians have not exceeded six since the start of this century and have usually been five or six. The median and the average class size at the largest firms of more than 700 lawyers in 2020 were five and 14, respectively, dropping from a median of six and an average of 18 for 2019. The average class size in the largest firms has been trending downward recently as well; after reaching an average of 22 in 2016.

Distinguishing between firms that submitted a composite survey to cover activity in multiple or all offices from those that submitted a survey pertaining to that office only reveals that, on a per office basis, the median class size was four and the average size was eight. For firms reporting on a firm-wide basis, the median class size was 17 and the average size was 37. The median ranged from seven in firms of 101-250 lawyers to 63 in firms of more than 700 lawyers.

Overall, 97% of participants received an offer for an associate position, down slightly from 98% for summer 2019 programs. However, the reporting status date for this year's survey was October 1 as compared to December 1 in 2019 which may contribute to the slightly lower rate. In total, firms reported that they had not yet made an offer decision for 1.8% of all summer program participants as of October 1, 2020, which is twice the rate as compared to 2019 when the reporting status date was December 1. Nationally, the offer rate has been at or above 90% since 2011, after falling precipitously to 69% in 2009. The offer rates from summer programs for the past five summers (2016-2020) represent the highest in the quarter century that NALP has compiled comparable figures.

The overall offer acceptance rate from summer 2020 as of October 1 was 88%, the same as in 2019. Acceptance rates were higher for summer programs that were held (88%) as compared to those that were canceled (86%). A new metric included in this year's report is the percentage of students who accepted an associate offer and also spent their 1L summer with the office/firm. Across all offices, nearly 12% of students accepting an associate offer also spent their 1L summer with the office/firm.

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- Offer rates for summer 2020 programs that were held (97%) were higher than for summer 2020 programs that were canceled (93%).
- 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 larger than for their respective region as whole. New York City and Dallas are examples. Programs in Boston were smaller than the Northeast average, which is largely a function of New York programs.
- Offer rates were highest in the West/Rocky Mountain and Northeast regions and lowest in the Mid-Atlantic region.

Average and median summer program sizes mask a considerable range of sizes, however, and the distribution of those sizes. (See Table 9.)

- Overall, program sizes ranged from one to 226, but the most common program size (the mode) was two, reported by 16% of offices. Nearly 43% of employers reported a class size of one to three students. Furthermore, the 95th percentile of program sizes, that is the size delineating the top 5% of offices from the bottom 95% is just 38.
- Of course, these figures vary a great deal depending on whether the information was reported for all or multiple offices of the firm, or for a single office. For multi-office reports, the size of most programs was 10 or more (77%), and the mode was seven; while, just 22% of office-specific reports had programs of 10 or more second-years.
- For office-specific reports, the minimum program size was one and the modal value ranged from one to four depending on firm size. The modal value reflects numerous small programs at smaller offices of large firms.

A final perspective on summer outcomes is provided by examining the distribution of acceptance rates for each of the offices that reported 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. Nearly 18% of employers reported acceptance rates of 75% or less and 23% reported acceptance rates between 75.1% - 99.9%. Nearly 60% of offices reported acceptance rates of 100%. The average acceptance rate was 88%. By overall firm size, the prevalence of 100% acceptance rates varied from 56% to 80%. (See Table 10.)

- On a regional basis, offices in the Mid-Atlantic region were least likely to report acceptance rates of 100% and were also most likely to have reported acceptance rates of 75% or less. Additionally, the average acceptance rate was lowest in the Mid-Atlantic region at 82% and was highest in the Northeast at 92%. The average acceptance rate was at or above 80% in all the cities/states reported here except Minneapolis, Seattle, and New Jersey.
- The average acceptance rate was higher for offices that held a summer 2020 program (89%) as compared to those that canceled their summer 2020 program (85%). Only 16% of offices that held their summer program reported an acceptance rate of 75% or less compared to 26% of canceled programs. (See Tables 11 and 12.)

**TABLE 6. SUMMER 2020 PROGRAM CLASS SIZES AND OUTCOMES FOR ALL OFFICES**

*(Includes outcomes of both summer programs that were held and those that were canceled due to the COVID-19 pandemic)*

	Size of Program		% of Participants Receiving Offers	% of Offers Accepted	% of Acceptances Who Spent 1L Summer with Office/Firm	# of Offices
	Median	Average				
<b>Total — All Employers</b>	<b>5.0</b>	<b>11</b>	<b>96.7%</b>	<b>87.8%</b>	<b>11.5%</b>	<b>510</b>
<b>By Number of Lawyers Firm-Wide</b>						
100 or Fewer	4.0	5	84.7	82.0	6.0	16
101-250	5.0	6	87.7	88.4	13.1	47
251-500	3.0	8	93.7	89.1	16.3	102
501-700	3.0	7	88.4	88.4	22.6	62
701+	5.0	14	99.1	87.5	9.4	283
<b>Firm-Wide/Multi-Office Reports</b>						
All Firm-Wide/ Multi-Office Reports	17.0	37	96.6	89.0	9.1	53
<b>By Number of Lawyers Firm-Wide</b>						
101-250	7.0	7	79.7	89.8	11.3	10
251-500	15.0	17	90.6	91.3	16.2	15
501-700	21.5	21	89.5	91.9	27.5	6
701+	63.0	76	98.9	88.4	6.5	20
<b>By NALP Region</b>						
West/Rocky Mountain	15.0	15	100.0	91.3	16.0	7
<b>Office-Specific Reports</b>						
All Office-Specific Reports	4.0	8	96.8	87.1	12.9	457
<b>By Number of Lawyers Firm-Wide</b>						
100 or Fewer	4.0	5	84.3	81.4	6.3	14
101-250	5.0	5	90.6	88.0	13.7	37
251-500	2.0	7	95.0	88.2	16.4	87
501-700	3.0	5	87.9	87.0	20.5	56
701+	5.0	9	99.2	86.9	11.3	263
<b>By Number of Lawyers in Office</b>						
25 or Fewer	1.0	2	97.1	78.2	27.8	66
26-50	2.0	3	94.6	84.5	18.4	109
51-100	4.0	5	97.3	90.2	18.7	115
101-250	7.5	9	97.7	86.5	16.4	118
251+	23.0	31	96.3	87.3	6.1	49

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	Size of Program		% of Participants Receiving Offers	% of Offers Accepted	% of Acceptances Who Spent 1L Summer with Office/Firm	# of Offices
	Median	Average				
<b>By NALP Region and City/State</b>						
<b>Northeast</b>	8.0	18	97.6	88.5	5.1	78
Boston	5.0	7	100.0	92.8	10.7	17
New York City	11.0	22	97.3	88.0	4.5	57
<b>Mid-Atlantic</b>	4.5	7	94.9	81.1	11.4	86
New Jersey	2.5	2	92.9	84.6	9.1	6
Philadelphia	7.0	8	98.7	76.9	15.0	10
Washington, DC/ Northern VA area	5.5	8	93.8	81.4	11.4	54
Wilmington	9.0	8	100.0	83.3	0.0	5
<b>Southeast</b>	3.0	6	97.1	86.3	30.8	102
Atlanta	3.0	8	100.0	90.9	18.6	10
Charlotte	4.0	5	100.0	81.8	22.2	7
Dallas	6.0	7	98.0	89.9	41.0	22
Houston	3.5	7	98.9	87.0	37.5	26
Miami/Ft. Lauderdale/ W. Palm Beach	2.0	3	92.9	100.0	3.8	11
<b>Midwest</b>	5.0	7	95.9	89.8	15.5	79
Chicago	5.0	9	98.6	89.0	5.8	33
Columbus	2.5	3	100.0	88.2	40.0	6
Indianapolis	7.0	6	90.3	92.9	26.9	5
Minneapolis	3.0	4	93.3	78.6	18.2	8
St. Louis	7.5	7	100.0	100.0	45.0	6
<b>West/Rocky Mountain</b>	3.0	4	97.7	88.3	13.7	112
Denver area	2.0	3	92.6	92.0	26.1	9
Los Angeles and Orange County	3.0	4	100.0	92.7	9.2	43
San Diego	2.0	3	100.0	96.2	20.0	8
San Francisco	3.0	5	100.0	79.3	6.8	22
Seattle	3.0	4	93.5	82.8	41.7	7
Silicon Valley	3.5	5	98.9	89.5	14.3	16

Note: Figures reflect participation by 5,574 students in the Class of 2021 during the summer of 2020. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. The number of employers reporting a summer program is shown in the last column. This table include both offices that hosted a summer program and those that originally planned to host a summer program, but canceled it due to the COVID-19 pandemic. It does include offices that did not make any offers from the summer program or whose offer process was not complete as of October 1, 2020. Overall, firms reported that an offer decision had not been made for 1.8% of summer program participants. Firms also reported that 7.6% of 2Ls with offers had not responded or a response was still pending as of October 1, 2020. Average figures are rounded to the nearest whole number. Following the first section where overall and figures by firm size include both firm-wide and office-specific reporting, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. However, office-specific information includes some instances of firms with most attorneys located in one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into one survey.

**TABLE 7. SUMMER 2020 PROGRAM CLASS SIZES AND OUTCOMES FOR OFFICES THAT HELD A PROGRAM**

*(Excludes summer 2020 programs that were canceled due to the COVID-19 pandemic)*

	Size of Program		% of Participants Receiving Offers	% of Offers Accepted	% of Acceptances Who Spent 1L Summer with Office/Firm	# of Offices
	Median	Average				
<b>Total — All Employers</b>	<b>5.0</b>	<b>11</b>	<b>97.0%</b>	<b>88.0%</b>	<b>11.5%</b>	<b>450</b>
<b>By Number of Lawyers Firm-Wide</b>						
100 or Fewer	4.0	5	84.7	82.0	6.0	16
101-250	6.5	6	93.5	88.6	13.5	34
251-500	3.5	9	94.0	89.5	15.2	78
501-700	3.0	7	88.4	88.4	22.6	62
701+	5.5	14	99.1	87.7	9.6	260
<b>Firm-Wide/Multi-Office Reports</b>						
All Firm-Wide/ Multi-Office Reports	20.0	39	97.4	89.4	9.1	44
<b>By Number of Lawyers Firm-Wide</b>						
101-250	7.5	8	95.2	89.8	11.3	8
251-500	17.0	19	93.2	90.6	13.8	11
501-700	21.5	21	89.5	91.9	27.5	6
701+	66.0	77	98.9	89.0	6.6	17
<b>By NALP Region</b>						
West/Rocky Mountain	14.0	15	100.0	92.0	12.3	6
<b>Office-Specific Reports</b>						
All Office-Specific Reports	4.0	8	96.9	87.2	12.7	406
<b>By Number of Lawyers Firm-Wide</b>						
100 or Fewer	4.0	5	84.3	81.4	6.3	14
101-250	5.5	6	92.8	88.0	14.4	26
251-500	2.0	8	94.4	89.1	15.7	67
501-700	3.0	5	87.9	87.0	20.5	56
701+	5.0	10	99.2	86.9	11.2	243
<b>By Number of Lawyers in Office</b>						
25 or Fewer	1.0	1	97.4	81.1	25.0	52
26-50	2.0	3	95.5	84.6	19.5	98
51-100	5.0	5	97.2	90.1	18.7	109
101-250	8.0	10	97.9	86.5	17.0	99
251+	23.0	31	96.3	87.3	6.0	48

*Continued on page 21*

	Size of Program		% of Participants Receiving Offers	% of Offers Accepted	% of Acceptances Who Spent 1L Summer with Office/Firm	# of Offices
	Median	Average				
<b>By NALP Region and City/State</b>						
<b>Northeast</b>	9.0	20	97.5	88.3	4.8	68
Boston	6.0	7	100.0	92.3	10.4	15
New York City	16.0	24	97.3	87.9	4.4	51
<b>Mid-Atlantic</b>	5.0	8	94.8	81.5	11.5	75
New Jersey	3.0	2	91.7	90.9	10.0	5
Philadelphia	5.0	6	98.0	77.6	21.1	8
Washington, DC/ Northern VA area	6.5	9	93.7	81.3	11.1	50
<b>Southeast</b>	3.0	6	96.9	86.8	30.5	97
Atlanta	3.0	8	100.0	96.7	10.3	8
Charlotte	4.0	5	100.0	81.8	22.2	7
Dallas	6.0	7	98.0	89.8	41.7	21
Houston	3.5	7	98.9	87.0	37.5	26
Miami/Ft. Lauderdale/W. Palm Beach	2.0	3	92.9	100.0	3.8	11
<b>Midwest</b>	5.0	7	95.6	90.0	15.3	67
Chicago	5.0	10	98.5	89.2	5.4	27
Columbus	3.0	3	100.0	93.3	35.7	5
Minneapolis	3.0	3	91.7	81.8	22.2	7
St. Louis	7.0	6	100.0	100.0	56.7	5
<b>West/ Rocky Mountain</b>	3.0	4	98.8	88.9	13.9	99
Denver area	2.0	3	92.6	92.0	26.1	9
Los Angeles and Orange County	3.0	4	100.0	94.0	10.3	37
San Diego	2.0	3	100.0	100.0	22.2	6
San Francisco	3.0	5	100.0	80.4	5.8	20
Seattle	1.0	5	100.0	84.0	42.9	5
Silicon Valley	3.5	5	98.9	89.5	14.3	16

Note: Figures reflect participation by 5,082 students in the Class of 2021 during the summer of 2020. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. The number of employers reporting a summer program is shown in the last column. This table includes only offices that still hosted a summer program in 2020; however, it does include offices that did not make any offers from the summer program or whose offer process was not complete as of October 1, 2020. Overall, firms reported that an offer decision had not been made for 1.6% of summer program participants. Firms also reported that 7.4% of 2Ls with offers had not responded or a response was still pending as of October 1, 2020. Average figures are rounded to the nearest whole number. Following the first section where overall and figures by firm size include both firm-wide and office-specific reporting, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. However, office-specific information includes some instances of firms with most attorneys located in one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into one survey.

**TABLE 8. SUMMER 2020 PROGRAM CLASS SIZES AND OUTCOMES FOR OFFICES THAT CANCELED THEIR PROGRAM**

*(Only includes summer 2020 programs that were canceled due to the COVID-19 pandemic)*

	Planned Size of Program		% of Students Receiving Offers	% of Offers Accepted	% of Acceptances Who Spent 1L Summer with Office/Firm	# of Offices
	Median	Average				
<b>Total — All Employers</b>	<b>4.0</b>	<b>8</b>	<b>93.3%</b>	<b>85.6%</b>	<b>12.2%</b>	<b>60</b>
<b>By Number of Lawyers Firm-Wide</b>						
101-250	5.0	5	67.2	87.8	11.1	13
251-500	3.0	5	91.6	86.7	23.1	24
701+	4.0	13	99.3	84.9	7.9	23
<b>Firm-Wide/Multi-Office Reports</b>						
All Firm-Wide/ Multi-Office Reports	12.0	29	91.3	86.3	9.2	9
<b>Office-Specific Reports</b>						
All Office-Specific Reports	3.0	4	95.6	84.9	15.6	51
<b>By Number of Lawyers Firm-Wide</b>						
101-250	4.0	4	83.7	87.8	11.1	11
251-500	3.0	4	98.8	82.9	20.6	20
701+	3.0	5	99.0	85.4	13.4	20
<b>By Number of Lawyers in Office</b>						
25 or Fewer	2.0	2	96.4	70.4	36.8	14
26-50	3.0	3	87.9	82.8	8.3	11
51-100	2.0	3	100.0	94.1	18.8	6
101-250	6.0	8	96.6	86.8	12.8	19
<b>By NALP Region and City/State</b>						
<b>Northeast</b>	4.5	5	97.9	95.7	11.1	10
New York City	5.5	6	97.0	93.8	10.0	6
<b>Mid-Atlantic</b>	2.0	5	96.0	77.1	10.8	11
<b>Southeast</b>	2.0	5	100.0	73.9	41.2	5
<b>Midwest</b>	3.5	5	98.1	88.7	17.0	12
Chicago	3.0	4	100.0	85.7	11.1	6
<b>West/Rocky Mountain</b>	3.0	4	88.9	83.3	12.5	13
Los Angeles and Orange County	3.0	5	100.0	87.1	3.7	6

Note: Figures reflect 492 students in the Class of 2021 who would have participated in a summer program during the summer of 2020. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. The number of employers reporting a summer program is shown in the last column. This table includes only offices that originally hired for a summer program in 2020, but canceled the program due to the COVID-19 pandemic. These figures include offices that did not make any offers from the summer program or whose offer process was not complete as of October 1, 2020. Overall, firms reported that an offer decision had not been made for 3.7% of students. Firms also reported that 9.6% of 2Ls with offers had not responded or a response was still pending as of October 1, 2020. Average figures are rounded to the nearest whole number. Following the first section where overall and figures by firm size include both firm-wide and office-specific reporting, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. However, office-specific information includes some instances of firms with most attorneys located in one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into one survey.

**TABLE 9. SUMMER 2020 PROGRAM SIZES**

*(Includes sizes of both summer programs that were held and those that were canceled due to the COVID-19 pandemic)*

	% of Offices in Each Program Size Range			Range of Program Sizes Reported				Most Common Program Size (Mode) and % of Offices		# of Summer 2Ls	# of Offices
	1-3	4-9	10 or More	Min	5th Percentile	95th Percentile	Max	Mode	% of Offices with Program This Size		
<b>Total — All Employers</b>	<b>42.5%</b>	<b>29.6%</b>	<b>27.8%</b>	<b>1</b>	<b>1</b>	<b>38</b>	<b>226</b>	<b>2</b>	<b>15.8%</b>	<b>5,574</b>	<b>510</b>
<b>Firm-Wide/Multi-Office Reports</b>											
All Firm-Wide/ Multi-Office Reports	5.7	17.0	77.4	1	2	152	226	7	7.5	1,973	53
<b>By Number of Lawyers Firm-Wide</b>											
101-250	12.5	62.5	25.0	2	2	14	14	7	30.0	74	10
251-500	0.0	9.1	90.9	7	7	32	32	12	20.0	254	15
501-700	0.0	0.0	100.0	16	16	24	24	No figure reported more than once		124	6
701+	0.0	0.0	100.0	12	13	214	226	13, 20, and 59	10.0 each	1,519	20
<b>Office-Specific Reports</b>											
All Office-Specific Reports	46.8	31.1	22.1	1	1	26	120	2	17.3	3,601	457
<b>By Number of Lawyers Firm-Wide</b>											
100 or Fewer	35.7	57.1	7.1	2	2	17	17	3 and 4	28.6 each	70	14
101-250	32.4	59.5	8.1	1	1	12	14	3 and 4	13.5 each	202	37
251-500	59.8	19.5	20.7	1	1	30	92	1	27.6	597	87
501-700	64.3	21.4	14.3	1	1	22	46	1	25.0	306	56
701+	41.4	31.6	27.0	1	1	28	120	2	16.0	2,426	263

Note: Figures are based on offices/firms that reported at least one 2L summer associate for summer 2020, either in a summer 2020 program that was held or was canceled due the COVID-19 pandemic. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. Office-specific information includes some instances of firms with most attorneys located in one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into one survey.

**TABLE 10. ACCEPTANCE RATES FROM ALL SUMMER 2020 PROGRAMS**

*(Includes both summer programs that were held and those that were canceled due to the COVID-19 pandemic)*

Percentage of Offices in Each Range of Acceptance Rates					
Acceptance Rates					
	75% or less	75.1-99.9%	100%	Average Acceptance Rate	# of Offices
<b>Total — All Employers</b>	<b>17.5%</b>	<b>22.9%</b>	<b>59.6%</b>	<b>88.3%</b>	<b>503</b>
<b>By Number of Lawyers Firm-Wide</b>					
100 or Fewer	20.0	0.0	80.0	91.7	15
101-250	20.0	20.0	60.0	87.0	45
251-500	17.6	18.6	63.7	86.3	102
501-700	19.7	16.4	63.9	88.9	61
701+	16.4	27.5	56.1	89.0	280
<b>By Number of Lawyers in Office</b>					
25 or Fewer	26.6	1.6	71.9	81.1	64
26-50	21.7	4.7	73.6	86.4	106
51-100	12.2	13.0	74.8	92.5	115
101-250	21.2	26.3	52.5	88.5	118
251+	10.2	67.3	22.4	89.2	49
<b>By NALP Region and City/State</b>					
<b>Northeast</b>	11.4	35.4	53.2	91.5	79
Boston	11.8	29.4	58.8	91.7	17
New York City	12.5	39.3	48.2	90.7	56
<b>Mid-Atlantic</b>	29.5	20.5	50.0	82.4	88
New Jersey	33.3	0.0	66.7	75.0	6
Philadelphia	30.0	10.0	60.0	84.1	10
Washington, DC/ Northern VA area	27.8	22.2	50.0	84.8	54
Wilmington	20.0	20.0	60.0	89.7	5
<b>Southeast</b>	17.3	12.5	70.2	88.7	104
Atlanta	10.0	20.0	70.0	95.6	10
Charlotte	28.6	14.3	57.1	88.8	7
Dallas	13.6	31.8	54.5	84.6	22
Houston	15.4	7.7	76.9	90.1	26
Miami/Ft. Lauderdale/W. Palm Beach	0.0	0.0	100.0	100.0	11

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Percentage of Offices in Each Range of Acceptance Rates					
Acceptance Rates					
	75% or less	75.1-99.9%	100%	Average Acceptance Rate	# of Offices
<b>Midwest</b>	19.2	21.8	59.0	85.9	78
Chicago	21.2	30.3	48.5	84.6	33
Columbus	16.7	16.7	66.7	89.3	6
Indianapolis	20.0	20.0	60.0	90.5	5
Minneapolis	37.5	12.5	50.0	68.3	8
St. Louis	0.0	0.0	100.0	100.0	6
<b>West/ Rocky Mountain</b>	15.1	13.4	71.4	91.0	119
Denver area	11.1	0.0	88.9	95.6	9
Los Angeles and Orange County	7.0	9.3	83.7	95.6	43
San Diego	0.0	12.5	87.5	98.2	8
San Francisco	27.3	9.1	63.6	84.7	22
Seattle	28.6	14.3	57.1	78.6	7
Silicon Valley	25.0	25.0	50.0	87.0	16

Note: This table excludes offices that did not make any offers to their summer associates. Both offices that hosted a summer program for 2Ls and those that originally planned to host a summer program for 2Ls, but canceled it due to the COVID-19 pandemic are included. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. The table also includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. These figures reflect acceptance rates as of October 1, 2020. Firms reported that 7.6% of 2Ls with offers had not responded or a response was still pending as of October 1, 2020.

**TABLE 11. ACCEPTANCE RATES FROM SUMMER 2020 PROGRAMS THAT WERE HELD**

*(Excludes summer 2020 programs that were canceled due to the COVID-19 pandemic)*

Percentage of Offices in Each Range of Acceptance Rates					
Acceptance Rates					
	75% or less	75.1-99.9%	100%	Average Acceptance Rate	# of Offices
<b>Total — All Employers</b>	<b>16.4%</b>	<b>24.0%</b>	<b>59.6%</b>	<b>88.8%</b>	<b>446</b>
<b>By Number of Lawyers Firm-Wide</b>					
100 or Fewer	20.0	0.0	80.0	91.7	15
101-250	17.6	23.5	58.8	88.0	34
251-500	14.1	19.2	66.7	87.9	78
501-700	19.7	16.4	63.9	88.9	61
701+	15.9	28.7	55.4	89.0	258
<b>By Number of Lawyers in Office</b>					
25 or Fewer	22.0	0.0	78.0	84.2	50
26-50	20.8	4.2	75.0	86.5	96
51-100	11.9	13.8	74.3	92.5	109
101-250	21.2	28.3	50.5	88.1	99
251+	10.4	68.8	20.8	88.9	48
<b>By NALP Region and City/State</b>					
<b>Northeast</b>	11.4	38.6	50.0	91.3	70
Boston	13.3	33.3	53.3	90.6	15
New York City	11.8	41.2	47.1	91.1	51
<b>Mid-Atlantic</b>	26.3	22.4	51.3	84.5	76
New Jersey	20.0	0.0	80.0	80.0	5
Philadelphia	25.0	0.0	75.0	86.1	8
Washington, DC/ Northern VA area	28.0	24.0	48.0	85.6	50
<b>Southeast</b>	16.2	13.1	70.7	88.8	99
Atlanta	0.0	25.0	75.0	98.6	8
Charlotte	28.6	14.3	57.1	88.8	7
Dallas	14.3	33.3	52.4	83.9	21
Houston	15.4	7.7	76.9	90.1	26
Miami/Ft. Lauderdale/W. Palm Beach	0.0	0.0	100.0	100.0	11

*Continued on page 27*

Percentage of Offices in Each Range of Acceptance Rates					
Acceptance Rates					
	75% or less	75.1-99.9%	100%	Average Acceptance Rate	# of Offices
<b>Midwest</b>	16.7	25.8	57.6	86.1	66
Chicago	18.5	37.0	44.4	84.9	27
Columbus	0.0	20.0	80.0	97.1	5
Minneapolis	28.6	14.3	57.1	68.6	7
St. Louis	0.0	0.0	100.0	100.0	5
<b>West/Rocky Mountain</b>	15.2	11.4	73.3	91.3	105
Denver area	11.1	0.0	88.9	95.6	9
Los Angeles and Orange County	8.1	5.4	86.5	95.9	37
San Diego	0.0	0.0	100.0	100.0	6
San Francisco	25.0	10.0	65.0	86.5	20
Seattle	20.0	20.0	60.0	76.7	5
Silicon Valley	25.0	25.0	50.0	87.0	16

Note: This table excludes offices that did not make any offers to their summer associates. Only offices that still held a summer program for 2Ls in 2020 are included in the table. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. The table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. These figures reflect acceptance rates as of October 1, 2020. Firms reported that 7.4% of 2Ls with offers had not responded or a response was still pending as of October 1, 2020.

**TABLE 12. ACCEPTANCE RATES FROM SUMMER 2020 PROGRAMS THAT WERE CANCELED**

*(Only includes summer 2020 programs that were canceled due to the COVID-19 pandemic)*

Percentage of Offices in Each Range of Acceptance Rates					
Acceptance Rates					
	75% or less	75.1-99.9%	100%	Average Acceptance Rate	# of Offices
<b>Total — All Employers</b>	<b>26.3%</b>	<b>14.0%</b>	<b>59.6%</b>	<b>84.7%</b>	<b>57</b>
<b>By Number of Lawyers Firm-Wide</b>					
101-250	27.3	9.1	63.6	83.8	11
251-500	29.2	16.7	54.2	81.2	24
701+	22.7	13.6	63.6	88.9	22
<b>By Number of Lawyers in Office</b>					
25 or Fewer	42.9	7.1	50.0	70.2	14
26-50	30.0	10.0	60.0	85.2	10
51-100	16.7	0.0	83.3	91.7	6
101-250	21.1	15.8	63.2	90.5	19
<b>By NALP Region and City/State</b>					
<b>Northeast</b>	11.1	11.1	77.8	92.6	9
New York City	20.0	20.0	60.0	86.7	5
<b>Mid-Atlantic</b>	50.0	8.3	41.7	69.0	12
<b>Southeast</b>	40.0	0.0	60.0	86.7	5
<b>Midwest</b>	33.3	0.0	66.7	84.7	12
Chicago	33.3	0.0	66.7	83.3	6
<b>West/Rocky Mountain</b>	14.3	28.6	57.1	88.4	14
Los Angeles and Orange County	0.0	33.3	66.7	94.3	6

Note: This table excludes offices that did not make any offers to their summer associates. Only offices that canceled their summer program for 2Ls in 2020 are included in the table. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. The table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. These figures reflect acceptance rates as of October 1, 2020. Firms reported that 9.6% of 2Ls with offers had not responded or a response was still pending as of October 1, 2020.

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## FIRST-YEAR PARTICIPATION IN SUMMER PROGRAMS

About two-thirds of responding employers reported that their summer 2020 program included one or more first-year (Class of 2022) students. A few offices hosted first-years only. (See Table 13.)

- These employers collectively employed (or in the case of canceled summer 2020 programs, had planned to employ) 1,051 first-years, with a median of two and an average of three overall. For firms providing firm-wide reports, the median and the average were five and seven, respectively.
- Overall, 92% of these first-years received an offer to return for some or all of the summer 2021 program. For office-specific reports, this figure ranged from 83% to 96% depending on firm or office size. On a regional basis for office-specific reports, offer rates were lowest in the Mid-Atlantic region (91%) and highest in the Southeast (95%). Offer rates to return were higher for offices that hosted a summer 2020 program (93%) in comparison to summer programs that were canceled (88%). (See Tables 14 and 15.)
- A new metric included in this year's report is the percentage of first-years accepting the offer to return next summer. Overall, 63% accepted an offer to return. For office-specific reports, this figure ranged from 46% to 80% depending on firm or office size. Regionally, acceptance rates were lowest in the Northeast (44%) and highest in the Southeast (72%). Acceptance rates were higher for summer programs that were canceled (65%) as compared to those that were held (63%).
- About 15% of offices reported that they conditioned the 1L employment on committing to the 2L summer as well.
- Fewer than 0.5% of 1Ls were given an associate offer after their 1L summer.

**TABLE 13. PRESENCE OF FIRST-YEARS IN ALL SUMMER 2020 PROGRAMS**

*(Includes both summer programs that were held and those that were canceled due to the COVID-19 pandemic)*

	Number of 1Ls		% Receiving Offers to Return for Summer 2021	% Accepting Offer to Return for Summer 2021	# of Offices
	Median	Average			
<b>Total — All Employers</b>	<b>2.0</b>	<b>3</b>	<b>92.4%</b>	<b>63.0%</b>	<b>347</b>
<b>Firm-Wide/Multi-Office Reports</b>					
All Firm-Wide/ Multi-Office Reports	5.0	7	90.8	65.7	47
<b>By Number of Lawyers Firm-Wide</b>					
101-250	1.0	2	45.5	80.0	7
251-500	3.5	4	88.1	78.8	14
501-700	9.5	10	88.1	59.6	6
701+	8.0	10	95.6	62.9	18
<b>By NALP Region</b>					
West/Rocky Mountain	3.0	4	82.8	79.2	7
<b>Office-Specific Reports</b>					
All Office-Specific Reports	2.0	2	93.1	61.9	300
<b>By Number of Lawyers Firm-Wide</b>					
100 or Fewer	1.5	2	83.3	70.0	8
101-250	1.0	2	84.3	69.5	31
251-500	2.0	3	92.5	72.6	51
501-700	1.0	2	90.9	80.0	33
701+	2.0	3	95.2	55.1	177
<b>By Number of Lawyers in Office</b>					
25 or Fewer	1.0	1	94.7	52.8	28
26-50	1.0	2	82.8	58.4	60
51-100	1.0	2	95.7	72.9	82
101-250	2.0	3	94.6	66.0	90
251+	3.0	4	93.1	45.9	40
<b>By NALP Region and City/State</b>					
<b>Northeast</b>	<b>2.0</b>	<b>3</b>	<b>91.9</b>	<b>43.5</b>	<b>52</b>
Boston	1.0	1	87.5	64.3	11
New York City	2.0	3	93.2	41.3	39

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	Number of 1Ls		% Receiving Offers to Return for Summer 2021	% Accepting Offer to Return for Summer 2021	# of Offices
	Median	Average			
<b>Mid-Atlantic</b>	2.0	2	90.6	48.1	45
Philadelphia	2.0	2	81.3	38.5	7
Washington, DC/ Northern VA area	1.0	2	93.5	44.2	24
<b>Southeast</b>	2.0	4	95.2	72.1	66
Atlanta	2.0	2	94.1	75.0	7
Charlotte	1.0	2	80.0	87.5	6
Dallas	3.0	4	98.7	77.0	17
Houston	3.0	5	97.1	67.3	19
<b>Midwest</b>	1.0	2	91.3	69.0	67
Chicago	1.0	2	94.3	57.6	23
Columbus	1.0	1	66.7	100.0	5
Minneapolis	1.0	2	89.5	47.1	9
St. Louis	4.0	5	95.8	78.3	5
<b>West/Rocky Mountain</b>	1.0	2	93.7	61.9	70
Denver area	1.0	1	70.0	85.7	8
Los Angeles and Orange County	1.0	1	90.3	67.9	21
San Diego	1.0	2	100.0	80.0	7
San Francisco	1.5	2	100.0	54.2	14
Silicon Valley	2.0	2	95.5	33.3	11

Note: Figures reflect 1,051 students in the Class of 2022 who participated in a summer 2020 program or who were to participate in a summer 2020 program that was canceled due to the COVID-19 pandemic. The number of employers reporting that their summer program included 1Ls is shown in the last column and may include 1L programs specifically for diversity candidates and/or programs in cooperation with or sponsored by bar associations or similar organizations. The percentage of 1Ls receiving offers does not include a small number who received an offer for an associate position after their 1L summer. Fewer than 0.5% of 1Ls were reported as receiving an associate offer. The number of offices figure includes a few offices that hosted 1Ls only. Average figures are rounded to the nearest whole number. Following the overall total shown in the first line, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. Office-specific information includes some instances of firms with most attorneys in one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into one survey.

**TABLE 14. PRESENCE OF FIRST-YEARS IN SUMMER 2020 PROGRAMS THAT WERE HELD**

*(Excludes summer 2020 programs that were canceled due to the COVID-19 pandemic)*

	Number of 1Ls		% Receiving Offers to Return for Summer 2021	% Accepting Offer to Return for Summer 2021	# of Offices
	Median	Average			
<b>Total — All Employers</b>	<b>2.0</b>	<b>3</b>	<b>92.8%</b>	<b>62.8%</b>	<b>313</b>
<b>Firm-Wide/Multi-Office Reports</b>					
All Firm-Wide/ Multi-Office Reports	5.0	7	91.6	66.8	38
<b>By Number of Lawyers Firm-Wide</b>					
101-250	1.0	2	62.5	80.0	5
251-500	3.5	4	90.5	86.8	10
501-700	9.5	10	88.1	59.6	6
701+	8.0	11	95.0	63.4	15
<b>By NALP Region</b>					
West/Rocky Mountain	2.5	4	81.0	76.5	6
<b>Office-Specific Reports</b>					
All Office-Specific Reports	2.0	2	93.3	61.3	275
<b>By Number of Lawyers Firm-Wide</b>					
100 or Fewer	1.5	2	83.3	70.0	8
101-250	1.0	3	87.3	72.9	22
251-500	2.0	3	91.2	68.9	42
501-700	1.0	2	90.9	80.0	33
701+	2.0	3	95.2	55.2	170
<b>By Number of Lawyers in Office</b>					
25 or Fewer	1.0	1	94.1	46.9	26
26-50	1.0	2	85.0	55.9	53
51-100	1.0	2	95.6	72.4	79
101-250	2.0	3	94.3	66.7	77
251+	3.0	4	93.1	45.9	40
<b>By NALP Region and City/State</b>					
<b>Northeast</b>	2.0	3	92.9	42.7	46
Boston	1.5	2	93.3	64.3	10
New York City	2.0	3	92.8	39.8	36

*Continued on page 33*

	Number of 1Ls		% Receiving Offers to Return for Summer 2021	% Accepting Offer to Return for Summer 2021	# of Offices
	Median	Average			
<b>Mid-Atlantic</b>	1.5	2	89.7	45.7	42
Philadelphia	2.0	2	72.7	25.0	5
Washington, DC/ Northern VA area	1.0	2	93.5	44.2	24
<b>Southeast</b>	2.0	4	95.5	73.1	64
Atlanta	1.5	2	90.9	100.0	6
Charlotte	1.0	2	80.0	87.5	6
Dallas	3.0	4	98.7	77.0	17
Houston	3.5	6	98.1	67.3	18
<b>Midwest</b>	1.0	2	90.3	68.8	60
Chicago	1.0	2	93.9	58.1	21
Minneapolis	1.0	2	86.7	53.8	8
<b>West/Rocky Mountain</b>	1.0	2	94.6	58.1	63
Denver area	1.0	1	70.0	85.7	8
Los Angeles and Orange County	1.0	1	96.0	62.5	18
San Diego	1.0	2	100.0	77.8	5
San Francisco	1.5	2	100.0	54.2	14
Silicon Valley	2.0	2	95.5	33.3	11

Note: Figures reflect 957 students in the Class of 2022 who participated in a summer 2020 program. It excludes students from offices that canceled their summer 2020 program due to the COVID-19 pandemic. The number of employers reporting that their summer program included 1Ls is shown in the last column and may include 1L programs specifically for diversity candidates and/or programs in cooperation with or sponsored by bar associations or similar organizations. The percentage of 1Ls receiving offers does not include a small number who received an offer for an associate position after their 1L summer. Fewer than 0.5% of 1Ls were reported as receiving an associate offer. The number of offices figure includes a few offices that hosted 1Ls only. Average figures are rounded to the nearest whole number. Following the overall total shown in the first line, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. Office-specific information includes some instances of firms with most attorneys in one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into one survey.

**TABLE 15. PRESENCE OF FIRST-YEARS IN SUMMER 2020 PROGRAMS THAT WERE CANCELED***(Only includes summer 2020 programs that were canceled due to the COVID-19 pandemic)*

	Number of 1Ls		% Receiving Offers to Return for Summer 2021	% Accepting Offer to Return for Summer 2021	# of Offices
	Median	Average			
<b>Total — All Employers</b>	<b>2.0</b>	<b>3</b>	<b>88.3%</b>	<b>65.1%</b>	<b>34</b>
<b>Firm-Wide/Multi-Office Reports</b>					
All Firm-Wide/Multi-Office Reports	4.0	5	85.7	58.3	9
<b>Office-Specific Reports</b>					
All Office-Specific Reports	1.0	2	90.4	70.2	25
<b>By Number of Lawyers Firm-Wide</b>					
101-250	1.0	2	73.3	54.5	9
251-500	2.0	2	100.0	90.5	9
701+	1.0	2	93.8	53.3	7
<b>By Number of Lawyers in Office</b>					
26-50	1.0	2	69.2	77.8	7
101-250	2.0	2	96.9	61.3	13
<b>By NALP Region</b>					
Northeast	1.0	2	77.8	57.1	6
Midwest	1.0	2	100.0	71.4	7
West/Rocky Mountain	2.0	2	86.7	92.3	7

Note: Figures reflect 94 students in the Class of 2022 who were to have participated in a summer 2020 program that was canceled due to the COVID-19 pandemic. The number of employers reporting that their summer program included 1Ls is shown in the last column and may include 1L programs specifically for diversity candidates and/or programs in cooperation with or sponsored by bar associations or similar organizations. There were zero 1Ls in canceled programs who received an offer for an associate position after their 1L summer. The number of offices figure includes a few offices that hosted 1Ls only. Average figures are rounded to the nearest whole number. Following the overall total shown in the first line, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Office-specific information includes some instances of firms with most attorneys in one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into one survey.

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## CLASS OF 2020 FIRST-YEAR ASSOCIATE PLANS

For offices with Class of 2020 first-year associates, January 2021 was the most popular start month reported (48%), followed by October 2020 (18%), and November 2020 (15%). Just over three percent of offices had not yet determined their first-year start dates as of October 1, 2020. No offices reported a start month beyond February 2021. In a survey conducted in June 2020 by NALP, only half of offices had determined their first-year associate start dates at that time and of those that had, January 2021 was the most popular start month (62% of offices). (See Table 16.)

For offices that adjusted their first-year associate start months, 55% offered stipends or other cash payments and 50% offered salary advances to these associates. In the June 2020 NALP survey, of those offices that had already deferred their start dates, 69% were offering a stipend or other cash payment as part of their deferral package. (See Tables 17 and 18.)

- While January 2021 was the most frequently reported start month overall, firms of 100 or fewer lawyers were most likely to report October 2020 as their start month (50% of offices). Firms of 501-700 lawyers were most likely to report January (65% of offices).
- The prevalence of stipends varied by firm size. Offices in firms of 101-250 lawyers were least likely to offer stipends (32% of offices), while offices in firms of 251-500 lawyers were most likely to offer stipends (68% of offices). Regionally, the Northeast reported the lowest percentage of offices offering stipends (49% of offices) and the Midwest reported the highest percentage of offices offering stipends (64% of offices).
- The prevalence of salary advances also varied by firm size. None of the offices in firms of 100 or fewer lawyers offered a salary advance, while 60% of offices in firms of 101-250 lawyers offered salary advances. By region, offices in the Midwest were least likely to offer salary advances (25% of offices) and offices in the Northeast were most likely to offer salary advances (64% of offices).

**TABLE 16. START MONTHS FOR CLASS OF 2020 FIRST-YEAR ASSOCIATES**

(For those offices with Class of 2020 first-year associates)

Legal Employers Subset	Percentage of Offices Reporting the Following Start Months							# of Offices
	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021	Not Yet Determined	
<b>Total — All Employers</b>	<b>7.1%</b>	<b>18.1%</b>	<b>14.8%</b>	<b>1.6%</b>	<b>47.5%</b>	<b>7.7%</b>	<b>3.2%</b>	<b>493</b>
<b>By Firm Size (Number of Attorneys)</b>								
100 or Fewer	35.7	50.0	7.1	0.0	7.1	0.0	0.0	14
101-250	32.6	10.9	17.4	4.3	32.6	0.0	2.2	46
251-500	11.5	25.0	5.2	0.0	57.3	0.0	1.0	96
501-700	5.6	13.0	5.6	9.3	64.8	0.0	1.9	54
701+	0.4	16.3	19.8	0.4	45.2	13.4	4.6	283
<b>By Office Size (Number of Attorneys)</b>								
25 or Fewer	2.0	18.4	6.1	2.0	61.2	10.2	0.0	49
26-50	7.8	15.5	15.5	1.0	47.6	9.7	2.9	103
51-100	1.7	19.5	20.3	2.5	44.1	10.2	1.7	118
101-250	8.2	15.6	14.8	2.5	48.4	6.6	4.1	122
251+	3.9	21.6	17.6	0.0	45.1	3.9	7.8	51
<b>By Region and City/State</b>								
<b>Northeast</b>	2.2	32.2	8.9	1.1	44.4	4.4	6.7	90
Boston	0.0	35.0	10.0	0.0	45.0	5.0	5.0	20
New York City	3.0	29.9	7.5	1.5	46.3	4.5	7.5	67
<b>Mid-Atlantic</b>	6.5	12.9	17.2	1.1	50.5	5.4	6.5	93
New Jersey	0.0	20.0	40.0	0.0	40.0	0.0	0.0	5
Philadelphia	7.7	7.7	23.1	0.0	53.8	0.0	7.7	13
Pittsburgh	0.0	33.3	33.3	0.0	16.7	16.7	0.0	6
Washington, DC/ Northern VA area	3.7	13.0	13.0	1.9	55.6	5.6	7.4	54
Wilmington	20.0	20.0	0.0	0.0	60.0	0.0	0.0	5
<b>Southeast</b>	11.7	16.0	12.8	3.2	41.5	13.8	1.1	94
Atlanta	0.0	0.0	33.3	0.0	66.7	0.0	0.0	9
Charlotte	12.5	12.5	12.5	0.0	25.0	37.5	0.0	8
Dallas	0.0	19.0	14.3	9.5	42.9	14.3	0.0	21
Houston	4.5	22.7	9.1	4.5	45.5	9.1	4.5	22
Miami/Ft. Lauderdale/ W. Palm Beach	9.1	27.3	18.2	0.0	36.4	9.1	0.0	11
Raleigh	60.0	0.0	20.0	0.0	0.0	20.0	0.0	5

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**Percentage of Offices Reporting the Following Start Months**

Legal Employers Subset	Sept. 2020	Oct. 2020	Nov. 2020	Dec. 2020	Jan. 2021	Feb. 2021	Not Yet Determined	# of Offices
<b>Midwest</b>	10.3	13.8	14.9	2.3	49.4	8.0	1.1	87
Chicago	0.0	21.9	18.8	3.1	40.6	12.5	3.1	32
Cincinnati	20.0	0.0	20.0	0.0	60.0	0.0	0.0	5
Detroit	0.0	40.0	20.0	0.0	20.0	20.0	0.0	5
Kansas City	16.7	0.0	0.0	0.0	83.3	0.0	0.0	6
Minneapolis	22.2	0.0	11.1	11.1	55.6	0.0	0.0	9
St. Louis	33.3	0.0	0.0	0.0	66.7	0.0	0.0	6
Wisconsin	20.0	0.0	20.0	0.0	20.0	40.0	0.0	5
<b>West/Rocky Mountain</b>	5.5	16.5	18.9	0.8	49.6	7.1	1.6	127
Denver area	20.0	0.0	0.0	0.0	80.0	0.0	0.0	10
Los Angeles and Orange County	0.0	18.4	16.3	0.0	55.1	8.2	2.0	49
Phoenix	50.0	0.0	16.7	0.0	33.3	0.0	0.0	6
San Diego	0.0	12.5	37.5	0.0	37.5	12.5	0.0	8
San Francisco	0.0	16.7	25.0	4.2	37.5	12.5	4.2	24
Seattle	14.3	14.3	14.3	0.0	42.9	14.3	0.0	7
Silicon Valley	0.0	26.3	26.3	0.0	47.3	0.0	0.0	19

Note: For offices with staggered start dates, the earliest start month was reported. No offices reported a start date beyond February 2021. Specific city information may include offices in a few suburban locations.

**TABLE 17. PREVALENCE OF STIPENDS OR OTHER CASH PAYMENTS FOR ASSOCIATES IN OFFICES THAT ADJUSTED CLASS OF 2020 FIRST-YEAR ASSOCIATE START DATES**

	% of Offices That Offered Stipends or Other Cash Payments	# of Offices
<b>Total — All Employers</b>	<b>55.5%</b>	<b>422</b>
<b>By Number of Lawyers Firm-Wide</b>		
100 or Fewer	50.0	8
101-250	32.3	31
251-500	68.2	88
501-700	66.0	50
701+	51.8	245
<b>By Number of Lawyers in Office</b>		
25 or Fewer	61.7	47
26-50	54.7	86
51-100	54.0	100
101-250	58.5	106
251+	51.2	43
<b>By NALP Region and City/State</b>		
<b>Northeast</b>	48.7	76
Boston	47.1	17
New York City	50.0	56
<b>Mid-Atlantic</b>	57.6	85
New Jersey	40.0	5
Philadelphia	30.8	13
Pittsburgh	80.0	5
Washington, DC/Northern VA area	58.3	48
Wilmington	100.0	5
<b>Southeast</b>	52.6	78
Atlanta	62.5	8
Charlotte	66.7	6
Dallas	47.4	19
Houston	50.0	20
Miami/Ft. Lauderdale/W. Palm Beach	71.4	7
<b>Midwest</b>	63.5	74
Chicago	58.6	29
Cincinnati	80.0	5
Kansas City	80.0	5
Minneapolis	57.1	7
<b>West/Rocky Mountain</b>	55.1	107
Denver area	88.9	9
Los Angeles and Orange County	56.1	41
San Diego	57.1	7
San Francisco	42.9	21
Seattle	66.7	6
Silicon Valley	50.0	16

Note: An additional 69 offices with first-year associates (14.1% of all responding offices) indicated that this question was not applicable because they did not adjust their start dates. Specific city information may include offices in a few suburban locations.

**TABLE 18. PREVALENCE OF SALARY ADVANCES TO ASSOCIATES IN OFFICES THAT ADJUSTED CLASS OF 2020 FIRST-YEAR ASSOCIATE START DATES**

	% of Offices That Offered Salary Advances	# of Offices
<b>Total — All Employers</b>	<b>50.5%</b>	<b>416</b>
<b>By Number of Lawyers Firm-Wide</b>		
100 or Fewer	0.0	8
101-250	60.0	30
251-500	50.0	84
501-700	35.4	48
701+	54.1	246
<b>By Number of Lawyers in Office</b>		
25 or Fewer	52.2	46
26-50	48.8	84
51-100	54.0	100
101-250	44.7	103
251+	62.8	43
<b>By NALP Region and City/State</b>		
<b>Northeast</b>	<b>64.5</b>	<b>76</b>
Boston	70.6	17
New York City	64.3	56
<b>Mid-Atlantic</b>	<b>45.9</b>	<b>85</b>
New Jersey	0.0	5
Philadelphia	38.5	13
Pittsburgh	40.0	5
Washington, DC/Northern VA area	56.3	48
Wilmington	20.0	5
<b>Southeast</b>	<b>61.5</b>	<b>78</b>
Atlanta	50.0	8
Charlotte	50.0	6
Dallas	75.0	20
Houston	70.0	20
Miami/Ft. Lauderdale/W. Palm Beach	28.6	7
<b>Midwest</b>	<b>25.0</b>	<b>68</b>
Chicago	21.4	28
Cincinnati	20.0	5
Minneapolis	20.0	5
<b>West/Rocky Mountain</b>	<b>52.3</b>	<b>107</b>
Denver area	33.3	9
Los Angeles and Orange County	52.4	42
San Diego	71.4	7
San Francisco	66.7	21
Seattle	20.0	5
Silicon Valley	56.3	16

Note: An additional 71 offices with first-year associates (14.6% of all responding offices) indicated that this question was not applicable because they did not adjust their start dates. Specific city information may include offices in a few suburban locations.



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