



SURVEY DUE DATE

October
17
2025

If you have questions, contact NALP's research team, at research@nalp.org.

ABOUT THE SURVEY

Each year NALP asks your office/firm to provide information about the outcomes of your summer program and recruiting. Findings from this survey will be published in *Perspectives on 2025 Law Student Recruiting*, providing you with the most comprehensive benchmarking resource available on this important topic. The survey asks for outcomes as of **October 1, 2025**; however, you do not need wait to complete the survey if your office has final figures before that date.

If you use one of the commercially available recruiting packages, such as FloRecruit, viGlobal (vi by Aderant) or Lawcruit, you already have easy access to most of the information needed to complete this survey. Contact your provider if you have any questions about reporting capabilities.

As always, your data is completely confidential and will only be reported in aggregate. No information about your organization specifically or that could be attributed to your organization will be published. **Submit data for U.S. offices only.**

HOW TO COMPLETE THE SURVEY

Complete the survey online at:

https://qualtricsxmt3b52ch7n.qualtrics.com/jfe/form/SV_9vrnFpCUwxKTbdl

This PDF has been made available to assist in compiling your figures; however, **all data must be submitted directly via the web-based survey.**

If submitting surveys for multiple offices, first submit and save a copy of your initial survey, then reopen the survey link in a new browser window to complete and submit additional surveys as needed.

Thank you for helping NALP to compile this vital benchmarking resource on recruitment activity. Your time and willingness to complete this survey helps to ensure a comprehensive report.

SPECIAL NOTE TO MULTI-OFFICE FIRMS

This survey is being distributed to all offices of your organization within 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 for the reporting of 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, indicate where requested that the figures are for multiple offices. Also, if an activity occurred in an office or offices other than that submitting the survey, specify in which office(s) the activity occurred where requested.

1. Is someone from your office registered for, or planning to register to attend, the 2026 NALP Legal Recruiting Summit?

Yes (If yes, answer question #2 below.)

No, or unknown at this time (Proceed to Section I of the Survey).

2. Completion of this survey is required for attendance at the 2026 Legal Recruiting Summit. Please provide the name of the person attending the Summit as a cross-check with Summit attendees:

SECTION I: Length and Outcomes for Your Summer 2025 Program

Please answer the following questions about your summer program for 2Ls in 2025.

SUMMER 2025: (for 2L students graduating in 2026)

1. Did your office host a summer program for 2Ls in 2025?

Yes (*Proceed to question #2*)

No (*Skip to question #10 of this section if your office had a 1L summer program in 2025, otherwise skip to question #21*)

2. If yes to question #1, how long was the program? (*Report the full length of the program, not a minimum requirement.*)

_____ Weeks

Outcomes for 2Ls

Provide the following information about 2L summer 2025 associates, i.e., students who will graduate in December 2025 or May/June 2026 and who worked for your office/firm during summer 2025 (or summer 2024 as a 1L and received an offer for an associate position at that time). It is highly encouraged to report office-specific information to the extent possible.

- Do not include 1L summer associates, i.e., students who will graduate in 2027 in the figures reported in questions #3-9 below. Report 1Ls, if any, in questions #10-20.
- Do not include post-graduate 3Ls who worked for your office after graduating in 2025.
- If your office has not finished making offers, report the number who have received offers and the outcomes as of **October 1, 2025**. Any students for whom your office has not yet made an offer decision should be reported in question #5.
- 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 their response should be counted by the office where they spent the summer.
- In a multi-office firm where a student may have split time between two offices of the firm, count the student only once. (It does not matter which office.)
- Include any 2Ls who split their summer between your firm and another firm.

3. Number of students in program: _____

4. Number receiving offers to return as associates: _____

5. Number of students for whom your office/firm has not yet made an offer decision: _____

Outcomes as of October 1, 2025 (*Acceptances, declines, and number whose response is still pending (questions #6-8) must add up to the number of offers reported above in question #4.*)

6. Number accepting offers: _____

7. Number declining offers: _____

8. Number who received an offer but whose response is still pending: _____

DUE OCTOBER 17, 2025

- 8a. If your office reported any students with a pending response in question #8 above, how many of those students have not yet responded to your offer because they received a judicial clerkship offer? _____
9. Of those in your summer program who accepted an offer for full-time employment (reported in question #6 above), how many had also spent their 1L summer with your office/firm? _____

Outcomes for 1Ls

In questions #10-19, report data for all 1L students who participated in your 2025 summer 1L program. Question #20 is only applicable to offices that made jumbo offers. It is highly encouraged to report office-specific information to the extent possible.

10. Did your summer 2025 program include 1Ls (students who will graduate in 2027) for all or part of the summer?
 Yes (*Proceed to question #11*)
 No (*Skip to question #21 in this section of the survey*)
11. If yes to question #10, how many 1Ls worked this past summer? _____
12. How many 1Ls received an offer for an associate position without having to return for summer 2026? (*Do not count these individuals, if any, in questions #13-17 below.*) _____
13. How many 1Ls received offers to return for all or part of summer 2026? _____

Outcomes as of October 1, 2025 (*Acceptances, declines, and number whose response is still pending (questions #14-16) must add up to the number of offers reported above in question #13*)

14. Number accepting offers: _____
15. Number declining offers: _____
16. Number who received an offer but whose response is still pending: _____
17. Of those students who accepted an offer in question #14 above, how many will return for:
 The full 2L summer program: _____
 At least half of the 2L summer, but not the full program: _____
 Less than half of the 2L summer program: _____
 Length not yet known: _____
18. Does your office/firm condition offers to 1Ls for summer employment upon agreement to return for the 2L summer?
 Yes
 No

Jumbo Offers

The following questions regard jumbo offers to 1Ls. Jumbo offers are offers of employment extended simultaneously to a current first-year student for employment during both their 1L and 2L summers. The 2L offer may or may not need to be accepted with the 1L offer; however, in some cases there may be economic incentives to accept the 2L offer at the same time that the 1L offer is accepted or by a specific date.

19. During the recruiting cycle for summer 2025 1L programs, did your office make any jumbo offers to 1L (Class of 2027) students?

Yes (*Answer question #20 below*)

No (*Skip to question #21 in this section of the survey*)

20. If yes in question #19, did your office offer a bonus or other financial incentives to encourage acceptance of the 2L offer?

Yes – a bonus was offered for accepting both the 1L and 2L offers at the same time

Yes – a bonus was offered for accepting the 2L offer by a specific deadline (independent of the 1L acceptance deadline)

Yes – a bonus was offered for accepting the 2L offer, regardless of the acceptance date

No – our office did not offer a bonus

Other (please describe) _____

21. The figures reported in Section I reflect our program(s) at:

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

All offices (*Only select if all offices of your firm hosted a summer 2025 program*)

Multiple, but not all offices (*Specify which offices, all of which should have hosted a summer 2025 program*):

SECTION II: 2025 Recruiting Methods

Note: If your office/firm did not recruit and interview rising second-year law students in 2025 answer question #1 and then skip to Section V of the survey. It is highly encouraged to report office-specific information to the extent possible.

2025 Recruiting Methods for 2L Summer Programs

1. Will your office host a summer program for 2Ls in 2026? (Answer “yes” if your office recruited for a summer program, but did not have any accepted offers.)

Yes (Proceed to question #2 below)

No (Skip to Section V)

2. What recruitment methods did **your office** utilize to interview rising 2L students (who had not previously worked for you during their 1L summer) for 2026 summer associate positions? Select all that apply

Law school sponsored recruitment program (i.e., the law school set up and scheduled interviews on your office’s behalf)*

**This includes any method for students to interview for 2L summer employment that is coordinated by a law school, group of law schools, or law student organization(s), including OCI.*

Law school resume collect

Direct application to your office/firm

Job fairs/career conferences

Internal referrals

Client referrals

Other (please describe): _____

3. If you selected job fairs/career conferences above in question #2, report the number of job fairs or career conferences at which interviews were conducted (in-person or virtually) for your office* during the last two recruiting cycles. If your office did not attend any fairs/conferences in the recruiting cycle for the 2025 program, enter “0.” At least one fair/career conference should be reported for the 2026 summer program.

Recruiting cycle for 2025 2L summer program: _____

Recruiting cycle for 2026 2L summer program: _____

** Include counts of all job fairs/career conferences where interviews for your office took place, even if the lawyers conducting the interviews were from a different office of your firm.*

Use of Non-Interview Assessment Tools

4. Did your office/firm use non-interview assessment tools in the recruiting process for your summer 2026 2L program? Examples include personality assessments, psychometric assessments, competency assessments, and other commercially available assessments.

Yes

No

5. The figures reported in Section II reflect recruiting methods utilized for:

A single office (*Specify which one if different from the office submitting the survey*) or the firm has only one office:

All offices

Multiple, but not all offices (*Specify which offices*): _____

FOR REVIEW PURPOSES ONLY

SECTION III: Law School Sponsored Recruiting For 2L Summer Programs

Outcomes in this section of the survey should be reported **only for recruiting that took place via law school sponsored recruitment programs** (i.e., the law school set up and scheduled interviews on your office's behalf). This includes any method for students to interview for 2L summer employment that is coordinated by a law school, group of law schools, or law student organization(s), including OCI.

As applicable, include data on the recruitment of rising 2L students for the two most recent recruiting cycles. **Do not include data on any recruiting that took place via employer sponsored recruitment** (i.e., your office set up and scheduled interviews). Data for employer sponsored recruitment will be reported in Section IV.

It is highly encouraged to report office-specific information to the extent possible.

1. Did your office recruit rising 2L students for the summer 2026 program through law school sponsored recruitment programs?

Yes (*Proceed to question #2 below*)

No (*Skip to question #15 in this section of the survey*)

2. For the two most recent recruiting cycles, report the number of schools at which your office participated in law school sponsored recruitment programs (in-person or virtually)* of rising 2L students for summer associate positions **at your office**. If none, enter "0."

**Include any schools at which students were interviewed for 2L summer associate positions in your office, even if the lawyers conducting the interviews were from a different office of your firm. Report figures only for 2L summer program recruiting.*

Recruiting cycle for 2025 2L summer program: _____

Recruiting cycle for 2026 2L summer program: _____

Recruiting Outcomes for 2Ls Who Interviewed via Law School Sponsored Recruitment Programs (students graduating in 2027 and who were being considered for the summer 2026 program)

Report recruiting outcomes for rising 2L students who have not worked for your organization previously as a summer associate and who interviewed via **law school sponsored recruitment programs**. This includes any method for students to interview for 2L summer employment that is coordinated by a law school, group of law schools, or law student organization(s), including OCI.

If your office made an **evolving offer(s)*** via law school sponsored recruitment programs, count the student's interview and offer figures within this section of the survey.

**An evolving offer is an offer of employment extended to a current first-year student for employment between their second and third year of law school when the student initially applied for and/or interviewed for employment between their first and second year of law school.*

- Do not include current 2L (Class of 2027) students who interviewed for a 2026 2L summer program via employer sponsored recruitment (i.e., your office set up and scheduled interviews). Data for employer sponsored recruitment will be reported in Section IV.
- Do not include current 2L (Class of 2027) students who worked for your office previously as a 1L summer associate.
- Do not include current 1L (Class of 2028) students whom you may have interviewed.
- Do not include current 3L (Class of 2026) students whom you may have interviewed for a 2026 summer associate position.
- Do not include any graduates from classes prior to 2026 whom you may have interviewed for an entry-level position.
- If your office has not completed making offers as of **October 1**, report the number you have made and the outcomes. Questions #4-6 should add up to the number of extended callback invitations reported in question #3. Count each student only once in questions #4-6.
- **Note: You need not wait until October 1** to complete this survey if you have final figures before that day.

DUE OCTOBER 17, 2025

3. Number of callback invitations extended (*Should equal the sum of questions #4-6 below. If your office conducted screening interviews, but did not extend any callback invitations, enter "0"*): _____
4. Number of callback invitations declined (*Also include here any invitations to which you received no response*): _____
5. Number of callback invitations accepted and subsequently canceled (*Also include here any students who withdrew after scheduling a callback*): _____
6. Number of callback interviews conducted: _____
7. If your office reported callback interviews in question #6 above, what percentage of your callback interviews took place virtually?
 - 0% (*All of our callback interviews were in-person*)
 - 1-25%
 - 26-50%
 - 51-75%
 - 76-99%
 - 100% (*All of our callback interviews were virtual*)
8. Total number of offers made (*Should equal the sum of questions #9-12 below*): _____
9. Number of offers accepted (*Exclude any acceptances that were later withdrawn by students. Those should be reported in question #10 below*): _____
10. Number of offers initially accepted, but later withdrawn by the student: _____
11. Number of offers declined (*Do not include any students reported in question #10 above*): _____
12. Number of offers with no response or response pending: _____

Timing of 2L Offers

13. How many of your office's 2L summer offers were made in each time period below? **Counts should add up to the total number of offers reported in question #8 above.** Enter "0" if no responses were made in a time period. Only include offers that were made as a result of recruiting that took place via law school sponsored recruitment programs.

Prior to March 2025: _____

March 2025: _____

April 2025: _____

May 2025: _____

June 2025: _____

July 2025: _____

August 2025: _____

September 2025 or Later: _____

Timing of Responses to 2L Offers

14. How many responses to offers to 2Ls were received in each time period below? **Counts should add up to the total number of offers reported in question #8 above and will be inclusive of declines, acceptances, and any offers to which you did not receive a response.** Enter “0” if no responses were received in a time period. Only include offers that were made as a result of recruiting that took place via law school sponsored recruitment programs.

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 question #12 above*): _____

Prior Year Data

15. Looking back to the recruiting cycle in 2024 for the 2025 summer program, how many offers were made to rising 2Ls (Class of 2026) for your summer 2025 program via recruiting that took place through law school sponsored recruitment programs? If no offers were made, enter “0.”

- Do not include 2L (Class of 2026) students who interviewed for a 2024 2L summer program via employer sponsored recruiting.
- Do not include 2L (Class of 2026) students who worked for you previously as a 1L summer associate in these figures.
- Do not include 1L (Class of 2027) students whom you may have interviewed in these figures.

16. The figures reported in Section III reflect recruiting activity for:

A single office (*Specify which one if different from the office submitting the survey*) or the firm has only one office:

All offices

Multiple, but not all offices (*Specify which offices*): _____

SECTION IV: Employer Sponsored Recruiting for 2L Summer Programs

Outcomes in this section of the survey should be reported **only for recruiting that took place via employer sponsored recruitment** (i.e., the law firm/legal employer set up and scheduled student interviews). This includes any method for students to apply and interview for summer employment that is coordinated by an employer.

As applicable, include data on the recruitment of rising 2L students for the two most recent recruiting cycles. **Do not include data on any recruiting that took place via law school sponsored recruitment** (i.e., the law school set up and scheduled interviews on your office's behalf). Data for law school sponsored recruitment should be reported earlier in Section III.

It is highly encouraged to report office-specific information to the extent possible.

1. Did your office recruit rising 2L students for the summer 2026 program through employer sponsored recruiting?

Yes (*Proceed to question #2 below*)

No (*Skip to question #17 in this section of the survey*)

2. For the most recent two recruiting cycles, report the number of schools represented in the pool of rising 2L candidates (who had not previously worked for your office/firm during their 1L summer) who were **interviewed*** for a position in the summer associate program for your office. If none, enter "0."

**Include any schools from which students were interviewed for 2L summer associate positions in your office, even if the lawyers conducting the interviews were from a different office of your firm. Do not include any interviewing that took place as part of a law school sponsored recruitment program. Count each school only once and calculate your counts based on students interviewed, not on applications received.*

Recruiting cycle for 2025 2L summer program: _____

Recruiting cycle for 2026 2L summer program: _____

3. Report the total number of 2L candidates who made it to the final round of interviews for your office and an interview was conducted*

Recruiting cycle for 2025 2L summer program: _____

Recruiting cycle for 2026 2L summer program: _____

**Include all candidates who made it to the final round of interviews for 2L summer associate positions in your office, even if the lawyers conducting the interviews were from a different office of your firm. Do not include any candidates who interviewed as part of a law school sponsored recruitment program.*

4. If your office reported final round interview figures for the 2026 summer program in question #3 above, what percentage of these interviews took place **virtually**?

0% (*All of our final round interviews were in-person*)

1-25%

26-50%

51-75%

76-99%

100% (*All of our final round interviews were virtual*)

5. The figures reported in questions #1-4 of Section IV reflect recruiting activity for:

A single office (*Specify which one if different from the office submitting the survey*) or the firm has only one office:

All offices

Multiple, but not all offices (*Specify which offices*): _____

Recruiting Outcomes for 2Ls Who Interviewed via Employer Sponsored Recruitment (students graduating in 2027 and who were being considered for the summer 2026 program)

Report recruiting outcomes for 2L students who have not worked for your organization previously as a summer associate and who interviewed via **employer sponsored recruitment**. This includes any method for students to apply and interview for summer employment that is coordinated by an employer.

If your office made an **evolving offer(s)*** via employer sponsored recruitment programs, count the student’s interview and offer figures within this section of the survey.

*An evolving offer is an offer of employment extended to a current first-year student for employment between their second and third year of law school when the student initially applied for and/or interviewed for employment between their first and second year of law school.

- Do not include current 2L (Class of 2027) students who interviewed for a 2026 2L summer program via law school recruitment (i.e., the law school set up and scheduled interviews on your office’s behalf). Data for law school sponsored recruitment should be reported earlier in Section III.
- Do not include current 2L (Class of 2027) students who worked for your office previously as a 1L summer associate.
- Do not include current 1L (Class of 2028) students whom you may have interviewed.
- Do not include current 3L (Class of 2026) students whom you may have interviewed for a 2026 summer associate position.
- Do not include any graduates from classes prior to 2026 whom you may have interviewed for an entry-level position.
- If your office has not completed making offers as of **October 1**, report the number you have made and the outcomes. Questions #7-9 should add up to the number of extended callback invitations reported in question #6. Count each student only once in questions #7-9.
- **Note: You need not wait until October 1** to complete this survey if you have final figures before that day.

6. Number of callback invitations extended (*Should equal the sum of questions #7-9 below. If your office conducted screening interviews, but did not extend any callback invitations, enter “0”*): _____

7. Number of callback invitations declined (*Also include here any invitations to which you received no response*): _____

8. Number of callback invitations accepted and subsequently canceled (*Also include here any students who withdrew after scheduling a callback*): _____

9. Number of callback interviews conducted: _____

10. Number of offers made (*Should equal the sum of questions #11-14 below*): _____

11. Number of offers accepted (*Exclude any acceptances that were later withdrawn by students. Those should be reported in question #12 below*): _____

12. Number of offers initially accepted, but later withdrawn by the student: _____

13. Number of offers declined (*Do not include any students reported in question #12 above*): _____

14. Number of offers with no response or response pending: _____

Timing of 2L Offers

15. How many of your office’s 2L summer offers were made in each time period below? **Counts should add up to the total number of offers reported in question #10 above.** Enter “0” if no responses were made in a time period. Only include offers that were made as a result of recruiting that took place via employer sponsored recruitment programs.

Prior to March 2025: _____

March 2025: _____

April 2025: _____

May 2025: _____

June 2025: _____

July 2025: _____

August 2025: _____

September 2025 or Later: _____

Timing of Responses to 2L Offers

16. How many responses to offers to 2Ls were received in each time period below? **Counts should add up to the total number of offers reported in question #10 above and will be inclusive of declines, acceptances, and any offers to which you did not receive a response.** Enter “0” if no responses were received in a time period. Only include offers that were made as a result of recruiting that took place via employer sponsored recruitment programs.

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 question #14 above*): _____

Prior Year Data

17. Looking back to the recruiting cycle in 2024 for the 2025 summer program, how many offers were made to rising 2Ls (Class of 2026) for your summer 2025 program via recruiting that took place through an employer sponsored recruitment program? If no offers were made, enter “0.”

- Do not include 2L (Class of 2026) students who interviewed for a 2024 2L summer program via employer sponsored recruiting.
- Do not include 2L (Class of 2026) students who worked for you previously as a 1L summer associate in these figures.
- Do not include 1L (Class of 2027) students whom you may have interviewed in these figures.

18. The figures reported in questions #6-17 of Section IV reflect recruiting activity for:

A single office (*Specify which one if different from the office submitting the survey*) or the firm has only one office:

All offices

Multiple, but not all offices (*Specify which offices*): _____

FOR REVIEW PURPOSES
ONLY

SECTION V: Summer Associate Scholarship/Fellowship Programs

1. Does your office have a scholarship or fellowship program for summer associates (i.e., the firm provides tuition reimbursement, a grant, or stipend, or other monetary award that is in addition to the standard summer associate compensation)?

Yes, for 1L summer associates only

Yes, for 2L summer associates only (*Skip to question #3 in this section*)

Yes, for both 1L and 2L summer associates

No (*Skip to question #5 in this section*)

2. If you answered “yes” for 1L summer associates in question #1 above, are students required to return for their 2L summer and/or as an entry-level associate to receive the full amount of the scholarship/grant/stipend?

No, they receive the full amount by participating in the 1L summer program

Yes, they must participate in both the 1L and 2L summer program to receive the full amount

Yes, they must participate in both the 1L and 2L summer program and must return as an entry-level associate to receive the full amount

Other (*Describe*) _____

3. If your office offers a scholarship or fellowship program, does it require a separate application in addition to the summer associate application?

Yes

No

4. For your summer 2025 program, report the total number of summer associates in your office who received a scholarship/fellowship.

1L summer associates: _____

2L summer associates: _____

5. The figures reported in Section V reflect scholarship/fellowships 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 ones): _____

SECTION VI: 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. **Unidentified surveys will not be used.**

Organization: _____

City: _____ State: _____

Firm size for law firms only (of lawyers):

100 or fewer	101-250	251-500
501-701	701-1,000	1,001+

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

25 or fewer	26-50	51-100
101-250	251-500	501+

Name of person completing the survey (in case follow up is needed): _____

Email address of person completing the survey (in case follow up is needed): _____

Use this space for any comments on any aspects of recruiting:

SUBMIT YOUR COMPLETED SURVEY TO NALP BY October 17, 2025

Enter your responses via the online survey at: https://qualtricsxmt3b52ch7n.qualtrics.com/jfe/form/SV_9vrnFpCUwxKTbdI.

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

Thank you!

DUE OCTOBER 17, 2025