



2015 National Report:

Survey of Law Students Who Interviewed with Law Firms for Summer 2015

The quantitative responses reported here include *all valid responses* from the 1295 responding students. The appropriate N is reported with each question.

The narrative responses reported here represent *typical* and/or *frequent narrative responses* provided by the 1295 responding students to specific survey questions. Some of these narrative responses have been edited for clarity.

For a complete verbatim listing of student responses see <http://www.nalp.org/2015studentsurvey>.

1. What resources most influenced your decision about which employers to apply to for screening interviews? Check the three resources that were most important to your decision-making.

Response	20% 40% 60% 80% 100%	Frequency	Count
Input from friends/ acquaintances/classmates/ alumni		51.0%	661
Vault rankings		47.8%	619
NALP Directory of Legal Employers		42.2%	547
Chambers Guides		39.5%	512
Employer's website		37.1%	481
Information received from my Career Services Office		26.7%	346
Information gathered at an employer reception/event		10.4%	135
Other (please specify)		8.2%	106
Am Law rankings		7.3%	95
HRC's Corporate Equality Index		0.8%	10
		Valid Responses	1295
		Total Responses	1295

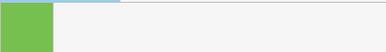
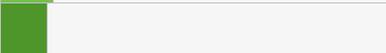
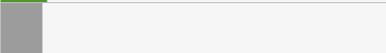
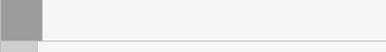
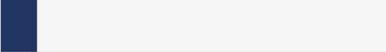
The three most common “other resources” described, excluding those that were not responsive to this question were:

1. Top Law Schools.com
2. Above the Law
3. US News & World Report — Best Law Firms

Other Representative Responses:

- On campus presentation listing all the tech trans firms in the area
- Informational interviews
- CDO Spreadsheet of Popularity from 2013
- Alumni at the firm
- I only used the website of each firm to gather info about the firm
- What I found from them from a Google search
- Global Arbitration Review
- Google Maps
- Input from local judges/attorneys
- Chambers
- Information learned over 1L summer while working areas I was interested in
- Lexis
- Information gathered at ABA events

2. What factors most influenced your decision about which employers to apply to for screening interviews for a 2L summer 2015 job during fall 2014 interviewing? Check the three resources that were most important to your decision-making.

Response	20% 40% 60% 80% 100%	Frequency	Count
Office location		72.5%	939
Firm culture		61.5%	796
Specific practice area strengths		60.2%	779
Firm's reputation on campus		29.7%	385
Training opportunities		12.3%	159
Alumni at the firm		10.8%	140
Firm's participation on campus in events and receptions		9.3%	120
Firm's commitment to diversity		8.0%	104
Firm's commitment to pro bono		8.2%	106
Other (please specify)		6.2%	80
		Valid Responses	1295
		Total Responses	1295

The three most common “other factors” described, excluding those that were not responsive to this question were:

1. Law Firm Reputation
2. Office Size/Summer Class Size
3. Grades/GPA Criteria

Other Representative Responses:

- Salary/Compensation
- I only applied to public interest firms, so I guess firm ethics (for lack of a better term) was the most influential factor
- Prospects for longevity.
- Global footprint
- Number (if any) of African American partners and associates
- Whether or not they required a cover letter
- Alumni not at the firm, but who could attest to the firm’s reputation
- Opportunities to work globally
- Partner to associate ratio
- Full time offer rates
- Getting in the courtroom
- Firm diversity
- Type of law practiced
- I honestly just applied to firms at random.

3. Screening interviews – aggregate

Total # of Screening Interviews Reported	20,230
# of Screening Interviews Conducted On-Campus*	18,124
% of screening interviews On-Campus	89.2%

*Includes any off-site space, e.g., hotel rooms that may have been used for this purpose.
Figures based on all 1,295 survey respondents.

Number of Screening Interviews Per Student

# of screening interviews	% of students reporting this number
None	0.6%
1-10	28.1
11-15	19.3
16-20	25.4
21-50	26.6
Median number per student: 16	
Average number per student: 15.7	
Mode: 20 per student reported by 6.7% of students	

Figures based on all 1,295 survey respondents.

4. In general, at your screening interviews, which of the following employer representatives did you find most effective? (Choose one.)

Response	20% 40% 60% 80% 100%	Frequency	Count
An attorney from the firm who is also an alum of my law school		39.5%	507
There was not much difference		24.0%	309
A partner or senior attorney from the firm		22.8%	293
An associate from the firm		12.5%	160
A recruiting professional from the firm		1.2%	16
Not Answered			10
		Valid Responses	1285
		Total Responses	1295

Representative comments on this question:

- Easier to connect with someone who had a connection to my school.
- Partners and senior associates are making the hiring decisions, and so it was clear that those discussions had more impact on the outcome.
- Seemed like people were about the same no matter if they had gone to the school or not, and it didn't seem to depend on their position.
- Partners have the most influence
- Having an alumni presence made me want to do very well in the interview, because I did not want to make ours look bad. Consequently, I probably tried to prepare a little bit more thoroughly when I had an interview with an alumni.
- Associates often seemed disinterested. I found partners far more at ease and confident in what they were looking for and how they wanted to engage with me.
- Associates were usually more frank about the firm culture and had a better sense of what I cared about as a 2L entering the profession.

- The screening process was very opaque. Regardless of who I interviewed with or how well the interview went, I rarely left feeling confident about my chances or truly enlightened about the firm.
- All depended on the level of respect they showed for me and if they seemed excited about their firm
- The different types of employer representatives had different strengths. For example, attorneys who were alums of my law school were able to give specific advice about transitioning from law school to firm life, associates were able to give insight into the early years at the firm, and partners/senior attorneys were able to give a sense of where the firm is strongest/where it's headed.
- I found it more common among associates to appear disinterested or less engaged, compared with senior attorneys/ partners.
- The partners knew more about the firm and had more questions to ask than associates.
- Some of the younger associates came across as quite naive and inexperienced.
- Partners are too removed from my personal situation in life to help me a lot. Recruiting professionals also aren't exactly the ones who know what my day to day work looks like compared to other firms. It didn't really matter to me if they were an alum of my school.
- Associates from the firm whose personality was similar to mine
- An alum can understand the grading system and culture at my school
- Alumni from school = stuff in common to connect over.
- I also found young associates and partners who were not alumni of my school to be very effective as well.
- I really didn't like when the firm sent junior associates just because they went to my school. Made it seem like they didn't take us seriously.
- I found that the most important factor was how I got along with the other party, not as much their level at the firm or their status as an alum.
- Not sure what you mean by 'effective'. Effective in regards to the likelihood of getting a callback? Alums. Effective in regards to interview skills? Partners.
- Generally attorneys at the firm were roughly all the same. I didn't care if they were from my law school or not or if they were an associate or partner. Generally partners were best just because you could tell they had more interviewing experience.
- I am confident that I can work well with other young associates, so the real differentiation between firms seemed to show most at the partner level. Firms where the partners seemed to be able to relate well with my younger demographic and explain what they do reflect a good indication that they would similarly be nice to work for and learn from.

- I liked interviewing with alums because I found that it was easier to connect with people that you already knew you had something in common with
- I feel like associates are more open and aware of what you want to know.
- An interview with an attorney/partner from the firm is not very meaningful if they are not involved in the hiring process. It needs to be someone on the hiring committee or who is intimately involved in the hiring process.
- I think the partners were much nicer than the associates and they knew much more about the firm so I could ask more in depth questions.
- Interviewer's practice area is more important than his/her seniority at the firm.
- Associates are able to tell me about life at the firm, their decision-making process, and the type of work that they receive.
- I thought 5th year associates / junior partners were the most effective. That said, all levels had some effective and some ineffective members.
- Most of the questions I got were the same no matter who was interviewing me. Of course, I had more to chit chat about with the alumni, but that was about the only difference I saw.
- When an alum is conducting the interview there is the inherent connection because you can find common ground in professors you both took courses with, or general school quirks that only an alum would know
- I felt that the partners/senior attorneys that participated were better resources for informing students about the firm and what they needed/were looking for in candidates.
- I found that the quality of the interview depended completed on whether the firm was really considering you for a position or interviewing you because they were required to due to our OCI lottery system
- I found that I felt most comfortable asking questions of an associate. I also felt the associate could give me the most insight into what my experience would actually be like at the firm starting out.
- I had a few interviews with 1st or 2nd year associates and they were not apt to answer my questions about the firm.
- I'm a part time student and those firms that had former part time students conducting the interview really stuck out for me.
- Partners were the most down to earth
- I found younger associates helpful who had recently gone through the process. Also liked senior attorneys/partners because they had a better insight into what the firm is looking for.
- Partners knew more about the firm, were better interviewers, and gave me the impression that they had more of a say on who to hire — by my last point, I mean the young associate

interviewers seemed to have been told who to take seriously based on gpa/resume, while partners seemed to actually give a real interview.

- I wanted to do complex financial transaction on the legal side and felt that I did better in interviews with people who worked in finance.
- How helpful I found each person depended largely on the personality of the interviewer. Some partners didn't know anything about the practice area outside their own, while some associates seemed to have a lot of insight about various practice groups at the firm (and vice versa, of course).
- More senior lawyers had better understandings of more of the intangible, e.g. firm culture, firm direction, pros/cons of their practice area, etc. While it was easier to "connect" with younger associates, they were not as cogent or ready with examples as older attorneys.
- Someone who was trained in interview techniques, put me at ease (they are also the face of their firm), but asked tough questions. Someone not narrow-minded on their practice field.
- Honestly no one was really helpful.
- Junior attorneys and recruiting professionals seem to be used in interviews when you don't have a chance at a callback - it's partner or bust.
- The best people had nothing to do with their titles or schools. The best people were the ones who were the most personable.
- Hit or miss; some partners felt like they were being forced to interview, but those that cared about the process were the most knowledgeable and professional interviewers.
- The Partners were much more engaging to talk with and asked better questions, but the recruiting people were much better at hiding the fact they did not want to be there or talk to you.
- Partners tended to be less interested in me and my understanding of the firm; associates understood my position better, probably due to having been in that position not too long ago.
- Attorneys practicing in my practice area of interest were the most effective.
- I found partners to be more knowledgeable about what their firms were looking for.
- I had the most productive interviews with mid-level associates from my school. We had plenty to discuss, which helped us place each other in context and better evaluate each other to see if I and the firm would potentially be a good match.
- I especially found associates who had laterally transferred helpful because they could talk about the firm and its practices/ culture in comparison to other firms.
- Having an alum provided an instant connection between the employer and myself, which eased some tension before walking into a screening interview because I knew we would have at least 1 thing to talk about.

- What mattered was the preparedness of the representative and their knowledge or ability to talk about the summer associate program and my application package.
- The partners were able to have a good conversation about their firms. The associates mostly seemed nervous and asked too many questions.
- I got the best idea about working as an associate by talking to associates. It was especially useful regarding hours, work/life balance, training, and work assignments.
- I felt the newer associates that had clearly not done OCI before did not really know how to approach the process and it was worst of all if you were one of their last interviewees because they seemed to have just given up by that point.
- My two best interviews were with a partner who was also an alum of my school, and a recruiting professional from the firm.
- Where firms sent two attorneys, I felt it was most effective when there was one male and one female rather than two of the same gender.
- Partners seemed to concentrate on non-academic achievements and were focused more on personality “fit.”
- I thought sending a senior attorney or partner demonstrated the firm’s serious commitment in finding future lawyers.
- Partners and senior attorneys that had worked their way up were the most effective — they could speak to all areas of the firm.
- I found hiring committee attorneys were more helpful compared to associate attorneys. Also, it was a better professional atmosphere when I was interviewed by a hiring committee partner. The few associates I interviewed with tended to “enjoy” their “day-off” from the office.
- An associate from the practice group I was interested in was most effective
- I felt that it was more important that the interviewer was engaging and easy to talk to rather than being of a specific position within the firm, or an alumnus of my school
- My interviews with associates were the most useful for judging firm culture/looking for warning signs.
- I felt that I performed best where the “stakes were higher,” knowing the other associates and recruiters had relatively little leverage in getting me hired.
- Overall, there was not enough difference. From some firms, the partners seemed more interested than the new associates, and for others it was the opposite. Additionally, some of the alums seemed very excited to be back interviewing, whereas others seemed disengaged and uninterested, like this was beneath them. Also, most of the lawyers regardless of position that did not attend my school were actually very cordial and respectful.

- I actually found attorneys who had not spent their whole career at the firm most effective. It was great to be able to ask why an attorney left another firm and why they stayed at the firm I am interviewing with. I think it gives a very helpful perspective on the firm.
- It was great to hear firsthand how my experience would be during the beginning years at a firm. Partners are often too far from this experience to have meaningful feedback.
- Some of the partners weren't very engaging, and some of the alumni from my law school had very different personalities from my own.
- Employer representatives who practice in my field of interest (specialization) were most effective.
- I found that interviewing with attorneys who were alums was extremely helpful because he or she could most relate to my experience and I could get a feel for his or her transition from school to work environment.
- Women senior associates/partners were refreshing and offered a relevant insight into the firm culture
- Partners and senior attorneys generally were able to provide better information on what life is like at the firm I was applying to.
- Alumni from my law school had greater understanding of my accomplishments due to familiarity with names of programs at the school. We also had more common subjects to discuss. I also note that attorneys who I met only once before tended to create a less successful interview because it is strange to ask basic questions of someone who you have met before. Therefore, I believe that bringing in a "fresh face" that has not met the students before but is from the school makes for the best interviews.
- Some of the older partners were not the nicest people.
- The alums were usually only knowledgeable about a tiny portion of the firm's work, whereas the partners knew all about a variety of practice groups. The best option is a partner who is also an alumnus.
- I think it was helpful to have someone friendly and affable above all, regardless of title or alma mater; many firms sent interviewers who were more introverted, and I found myself less attracted to those firms. I think the best evidence of having good people is sending attorneys that make the best first impression.
- Easier to talk to associates and picture myself in their shoes. However, I'm not sure that associates are best equipped to evaluate candidates as experienced partners may be.
- Firms that sent senior attorneys conveyed that they were heavily invested in the recruiting process. Also, more experienced attorneys tended to be better interviewers.

- The interviews where a partner was present more often resulted in a call-back interview. Getting the perspective from alums of my law school was invaluable in determining which firm I finally decided on. Generally, associates offer a more relatable perspective to help you decide where to go and what you can expect.
- I think it's more on the type of person than the position of the interviewer. For example it doesn't matter if the person is an associate or a partner if they are humble, willing to listen, patient and understanding. The worst thing to have in an interview is an interviewer who isn't giving their undivided attention to the interviewee in front of them. For me it's not the titles it's the person, the human being, because you're working with that person not their title.
- The ability to connect with an alumni over similar educational experiences, especially for someone like me who started in the evening program, made the initial interview easier. It was also helpful to learn about the experience people from my educational background had at their firm.
- Felt like the interviewers that came on site were merely verifying already made decisions. They were filling in a checklist, not truly interviewing.
- Alumni from the school don't have anything to prove and have an instant connection with students. They can give clear advice about why they chose the firm where they currently work.
- Almost all of the interviewers were too overwhelmed with the sheer number of interviewees to pay any real attention to me. The thoughtful questions were very rare.
- Not recruitment staff, they cannot answer specific questions about personal experience with legal work at the firm. They are better in a hospitality suite where I can ask them questions about the structure of the firm or its diversity initiatives etc. Many classmates did not like getting only an associate because they felt the firm was not considering them seriously or their interview would not get as much consideration as someone who interviewed with a partner.
- It's nice to meet with an alum, but not necessary. If the attorney is not a senior attorney/partner, then it feels like they won't have as much authority/discretion in making callback offers.
- Between attorneys, there was not one that was more effective than the others. It just depended on the attorney. Some senior attorneys were very helpful and insightful, some not helpful at all, and others in between. This was the same with associates, with the only difference being the areas/aspects of the firm that they could speak effectively to. Recruiting professionals, however, were not overly helpful when it came to questions about attorney life, even when they tried very sincerely.

- I enjoyed speaking with both partners and associates but I found that associates were much better situated to answer any questions I had regarding the summer program / starting out in the firm. Partners were great for overall culture / goals of the firm.
- Alums were generally more engaged with the recruiting process — they wanted to either hire us or give us helpful feedback
- More effective when there was an attorney for the office I was interviewing for
- Partners and persons of diversity left me with a stronger impression that the firm “gets it”
- I think interviewing with alumni makes the interview more comfortable, since there is the shared experience that allows for easy transitions to conversations beyond the resume. I also believe it is important to have both the associate and partner perspective on a law firm because they are from two very different positions on the career track. Lastly, I think it is especially important to have representation from the office in the specific city you are interested in joining.
- Partners can better comment on the comparative strengths of the firm. Moving forward from OCI, Partners are more effective recruiters because they speak with more authority about the future of the firm/specific firm practices.
- Recruiting professionals could answer my specific questions about the summer experience. The best case was when the attorney was a new associate on the hiring committee.
- Interviewing with non-alumni resulted in a substantially less enjoyable interview experience than with alumni. There were exceptions to this rule in both directions, to be sure.
- It was most helpful to have a recruiting professional AND an attorney from the firm who is also an alum of my law school.
- It’s more comforting talking to an alum. There is an understanding in the room of “I’ve been in your exact shoes.” So, I think it makes an uncomfortable experience a bit more relaxed.
- Partners and senior attorneys were better able to articulate what the firm was looking for in new hires, provide a more complete sense of the firm’s culture and direction, and answer questions.
- I thought a senior member with more experience was more qualified and could better see potential in a candidate.

5. In general would you characterize your screening interviews as “conversational” or “behavioral”?

Response	20% 40% 60% 80% 100%	Frequency	Count
The interviews were mostly conversational		64.8%	835
The interviews were all conversational		20.7%	267
The interviews were about half conversational and half behavioral		13.0%	168
The interviews were mostly behavioral		1.3%	17
The interviews were all behavioral		0.1%	1
Not Answered			7
Valid Responses			1288
Total Responses			1295

6. If you were offered one or more callback interviews, in general, how much did your interaction(s) with the screening interviewer(s) influence your decision to accept or decline the callback?

Response	20% 40% 60% 80% 100%	Frequency	Count
A great deal		26.8%	322
Somewhat		30.4%	365
Only a little bit		16.1%	193
Not at all		26.8%	322
Not Answered			93
Valid Responses			1202
Total Responses			1295

7. If you accepted more than one callback interview, how did you decide in which order to schedule them?

Respondents were asked to rank their choice(s).

		1	2	3	4	Total	Mean
Based on the order in which I received the callback offers	Count	605	243	104	42	994	1.580
Based on my level of interest in each employer	Count	250	313	256	47	866	2.115
Based on my availability and what was most convenient for travel purposes	Count	152	345	358	52	907	2.342
Other basis (describe below)	Count	29	12	12	112	165	3.255

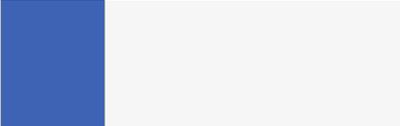
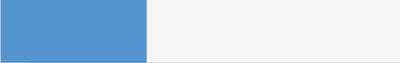
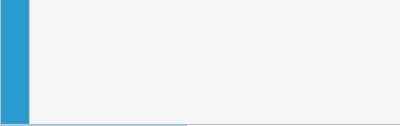
The “other basis” described most frequently was firm availability.

Other Representative Responses:

- I also took into account whether the firm makes offers on a rolling basis
- Based on location.
- NYC markets move faster in terms of offer rates so I booked that callback first and then followed with my CA callbacks.
- Scheduled them based on my interest (earlier = more interested) with one exception. I scheduled the firm I was least interested in first, in order to practice call-back interview strategy.
- Things I heard from other students based on their callbacks.
- When scheduling two interviews for the same day I consciously attempted to put my more desired spot in the AM time slot so that I would be more fresh for those interviews.
- How much I wanted to work there personally.
- Whether I had a firm offer at hand or not.
- Based on the firm’s reputation on campus.
- How quickly they got back to me when attempting to schedule.
- I think virtually everyone accepts almost every callback they get, period. I declined 1 at the very end, because I had had 3 and was already going to accept an offer.
- I received callbacks in sequence, so I never had to make a decision about when to schedule them, I scheduled them all as soon as possible after I received the callback news.

- Class conflict
- I had my list of firms and kept available times to get the firms I really wanted scheduled as early as possible
- Firm's earliest available slot.
- I had two callbacks. The second callback came after I had already scheduled my first callback. After receiving an offer from the first firm (my top choice), I cancelled the second.
- I placed the ones I cared about least ahead so I could use them as practice
- Based on the number of anticipated associate positions being offered that summer and also the firm's ranking
- My belief in my chances of an offer with the firm.
- Whether the firm pays market or below market for the city.
- If I had gotten an offer already
- For the most part I scheduled interviews as I received offers but I did bump a firm I was less interested in for an interview with my number one choice.
- The food the interviewer offered (lunch or dinner)
- How I felt about the Firm's culture
- The convenience of setting up a callback interview was also a factor.
- Based on what firm I wanted to be my host.

8. In general, how did dinner events influence your opinion of the hosting firm?

Response	20% 40% 60% 80% 100%	Frequency	Count
They helped convince me to accept a callback invitation or an offer for summer employment		21.8%	263
Dinner events were nice but not influential		32.9%	396
Attending dinners made me less likely to accept a callback invitation or offer for summer employment		2.2%	26
I did not attend any such event		43.2%	520
Not Answered			90
		Valid Responses	1205
		Total Responses	1295

9. If you declined one or more callback invitation(s), why did you decline it/them?

(Respondents were allowed to choose multiple responses)

Response	20% 40% 60% 80% 100%	Frequency	Count
I already had an offer for summer employment that I preferred		72.4%	494
I realized I was not interested in the firm		30.2%	206
I had no offers but already had "enough" callbacks scheduled		18.6%	127
I realized I was not interested in the location/geography		13.5%	92
Other (please specify)		7.9%	54
Valid Responses			682
Total Responses			1295

The most common “other” reason specified, excluding those that were non-responsive, was not having enough time for any more callbacks.

Other Representative Responses:

- There wasn't enough time to finish a call back in the 28 days to accept/deny a firm's offer
- I had already accepted an offer, but might have preferred the call back I turned down more.
- I was booked with callbacks and had offers and couldn't find a spot early enough in my calendar to accommodate firms that weren't my top choice, so thought it would be nicer to have those spots open up for students who maybe were on the waiting list.
- Realized I was not interested in that location of that firm.
- Did not have enough time to do the call back before having to accept an offer
- The only callback I declined was given to me very late and I had already accepted an offer.
- Firm did not pay for expenses
- Already had offers
- Too many other callbacks
- Did not have a favorable impression of the screening interviewer or when doing more research did not find the firm had a good reputation

- My professors had attendance policies that resulted in grade points being taken off for each absence
- Too long of a time for call back interview. Can't afford to miss a whole day of class.
- I had already received an offer I would have accepted over that one.
- Travel schedule would have been too tight, wasn't especially interested in the firm
- Those that I declined were screeners that I accepted mostly out of curiosity, and nothing in the screening interview piqued my interest.
- Did not like the screeners
- Realized firm culture was not for me
- The screening interviewer turned me off.
- I already accepted an offer.
- they called me very late in the process and it turned me off to them
- Firm realized it couldn't fit me in specific practice area.
- Not enough time to do the callback.

10. How many offers for summer associate employment did you receive?

(Respondents could only choose a single response)

Response	20% 40% 60% 80% 100%	Frequency	Count
None		16.8%	213
One		24.7%	313
2-3		30.1%	381
4-5		15.4%	195
6 or more		13.0%	165
Not Answered			28
Valid Responses			1267
Total Responses			1295

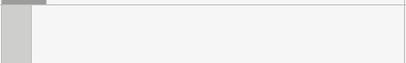
11. How many offers, if any, were extended prior to the start of the On-Campus Interview/Recruitment program at your school?

Percent of students with at least one offer reporting:	%
No offers received prior to OCI	79.4%
1 offer received prior to OCI	15.5
2 offers received prior to OCI	3.3
3 or more offers received prior to OCI	1.8

Figures based on 1,022 students who reported receiving one or more offers and who also reported the number of offers received before OCI.

12. In general, following an offer, what sort of communication and/or follow-up from the firm would be welcome or expected?

(Respondents were allowed to choose multiple responses)

Response	20% 40% 60% 80% 100%	Frequency	Count
Email from partner who interviewed you		76.0%	863
Email from associate who interviewed you		74.6%	848
Phone call from someone at the firm		70.0%	795
Email from recruitment professional		68.0%	773
Email from hiring partner		57.7%	655
US mail from someone at the firm		38.1%	433
Text from someone at the firm		6.3%	72
Other (please specify)		2.3%	26
		Valid Responses	1136
		Total Responses	1295

The single most frequently reported “other” communication mentioned was gifts/swag.

Other Representative Responses:

- One firm sent brownies. Very nice.
- Gave me letter at the end of callback
- An offer event of some kind, like a dinner, to meet the 2015 class!
- Phone calls are weird, and inconvenient. I pick up expecting a callback, and instead get a redux of an interview.
- Firm swag
- Gift basket
- Social media request (i.e. LinkedIn)
- Dinners

- Gifts
- Awesome presents.
- Gifts!
- Letter, e-mails from those I interviewed with, and some kind of present like cookies or champagne
- Dinner, lunch, invitation back to the firm to meet more attorneys in the department I am interested in
- NO TEXTING ME

13. If you received multiple offers, what most influenced your decision on which offer to accept? Check up to three answers.

Response	20% 40% 60% 80% 100%	Frequency	Count
The people I met during interviews		57.4%	456
Reputation or prestige of firm		52.1%	414
Specific practice area strengths		39.0%	310
An intangible feeling		38.2%	303
Office location		33.5%	266
Compensation/benefits package		16.4%	130
Callback or sell dinner/event		13.1%	104
Training opportunities		8.1%	64
Other (please specify)		6.0%	48
Firm commitment to diversity		5.2%	41
Firm commitment to pro bono		4.9%	39
Firm financials, e.g., profits per partner		3.8%	30
Scholarship/bonus		0.6%	5
		Valid Responses	794
		Total Responses	1295

The three most common “other” influence mentioned were:

1. Percentage of Summer Associates Offered Full-Time Positions
2. Size of Office
3. Firm Culture/Work-Life Balance

Other Representative Responses:

- Firm connected me with alumni
- How much I seemed like I would enjoy being with the people at the firm overall.
- I knew a junior associate at the firm who answered a lot of my candid questions honestly
- Offers to other students in my school
- Opportunities to go abroad
- I did my 1L summer at a big law firm and loved it. Had to go back.
- The attitude of partners, the number of women partners interviewing me, the practice area strengths, and the people I met during my interviews all influenced my decision.
- Friends at firm
- How strongly the firm courted me and expressed their interest in me joining the firm
- Future opportunities if I am not offered after the summer
- Opportunities for growth in firm
- Reputation/Commitment to hiring from Summer Associate Class
- Ability to split, flexibility of summer schedule
- Each of the people I interviewed with called or emailed me after my callback interview to follow-up
- Partner to associate ratio and culture were essential to my decision.
- Allowing me to work overseas
- Firm's commitment to me as a person
- I did a 1L SA there and really liked everyone
- Apparent stress levels of interviewers
- Personal phone call from Managing Partner
- Opportunity to go abroad as a summer associate.
- Prior experience with the firm.

14. For the employer with which you ultimately accepted an offer, did you have any substantive communications or interactions prior to the screening interview?

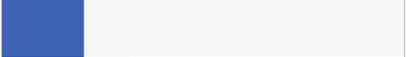
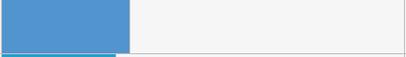
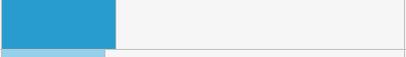
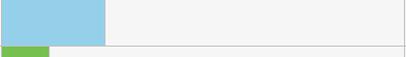
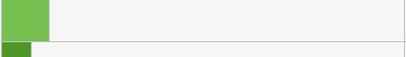
Response	20% 40% 60% 80% 100%	Frequency	Count
Yes		22.9%	284
No		61.6%	762
I have not yet accepted an offer		15.5%	192
Not Answered			57
Valid Responses			1238
Total Responses			1295

15. For the employer with which you ultimately accepted an offer for summer associate employment, did you previously perceive that employer to be:

Response	20% 40% 60% 80% 100%	Frequency	Count
A reach (my credentials and background fall below the firm's hiring criteria)		27.9%	289
A match (my credentials and background meet the firm's hiring criteria)		67.6%	701
A safety (my credentials and background exceed the firm's hiring criteria)		4.5%	47
Not Answered			75
Valid Responses			1037
Total Responses			1112

16. For the offer that you ultimately accepted, how many days after you received that offer did you accept it?

(Respondents could only choose a single response)

Response	20% 40% 60% 80% 100%	Frequency	Count
Within 24 hours		16.3%	170
2-7 days		28.1%	294
8-14 days		24.5%	256
15-21 days		21.7%	227
28 days		7.2%	75
After 28 days		2.3%	24
Not Answered			66
		Valid Responses	1046
		Total Responses	1112

17. On what date did you accept your offer?

	% of offers accepted during this time period
Before Sept. 1	13.3%
Week of Sept. 1	8.7
Week of Sept. 8	14.8
Week of Sept. 15	19.9
Week of Sept. 22	15.5
Week of Sept. 29	10.8
Week of Oct. 6 or later	17.1

Figures based on 866 students reporting the day on which they accepted their offer.