

MAY 2020

PULSE SURVEY RESULTS

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Introduction

NALP conducted two short “pulse” surveys in May 2020 to learn more about the impacts of the COVID-19 pandemic on U.S. legal employers, law schools, and JD students. These surveys were designed to quantify the rapidly evolving changes occurring in the industry. The surveys were available for NALP members to complete from May 14-27, 2020. In total, 391 offices completed the legal employers survey, of which 359 were originally planning to host a 2020 summer program prior to the COVID-19 pandemic, and 155 schools completed the law schools survey. Data from both surveys have been summarized in the following infographics and tables.



MAY 2020

LAW SCHOOL PULSE SURVEY RESULTS OCI/SUMMER PROGRAMS

51%

Have established 2L OCI dates for recruiting the Class of 2022 for summer 2021 programs

85%

Have changed their OCI dates*

Schools Most Likely to Have Established OCI Dates

Schools That Have Changed Their OCI Dates

Public

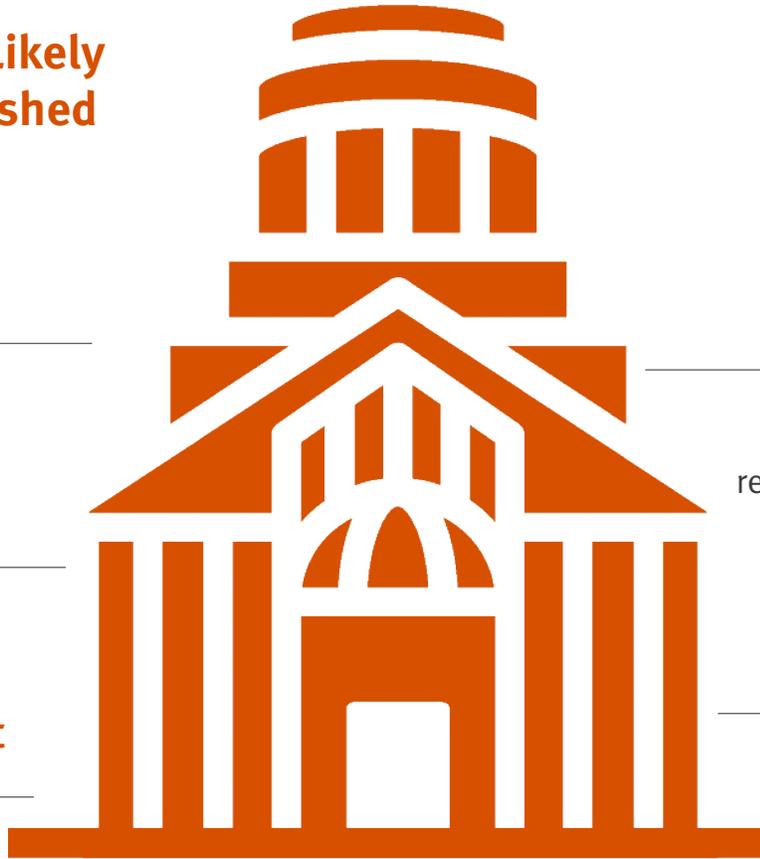
60%

Mid-Atlantic Region

68%

JD enrollment over 750 students

75%



71%

Scheduled to begin in January 2021, with February 2021 being the second most highly reported start month (21%)

80%

Anticipate fall semester grades will be available by the second week of January 2021

30%

Reported that more than **25%** of their Class of 2019 graduates obtained jobs via OCI

*Of schools with established OCI dates



83%

reported that **25%** or less of their Class of 2021 students with summer opportunities lined up for summer 2020 had these opportunities revoked.



95%

provided students with **additional opportunities** to obtain practical skills due to the impact of the COVID-19 pandemic.



89%

of schools provided **research opportunities.**

Table 1. Has your school established OCI dates for recruiting the Class of 2022 for summer 2021 programs?

(All Schools)

Law School Subset	% Yes	% No	N
All Schools	51.0	49.0	155
By Type of Institution			
Public	59.7	40.3	62
Private	45.1	54.9	91
By Region			
Northeast	44.0	56.0	25
Mid-Atlantic	68.2	31.8	22
Southeast	29.4	70.6	34
Midwest	59.5	40.5	37
West/Rocky Mountain	55.9	44.1	34
By Fall 2019 JD Enrollment Size			
Fewer than 350 students	32.4	67.6	37
350-549 students	60.0	40.0	50
550-750 students	46.5	53.5	43
751+ students	75.0	25.0	20
By % of Class of 2019 Grads Receiving Job via OCI			
25% or Less	50.5	49.5	103
26-50%	48.0	52.0	25
51% or More	56.3	43.8	16

Table 2. Has your school changed the timeline for your 2L OCI program for the Class of 2022?

(For those schools with established OCI dates)

Law School Subset	% Yes	% No	N
All Schools	84.8	15.2	79
By Type of Institution			
Public	83.8	16.2	37
Private	85.4	14.6	41
By Region			
Northeast	90.9	9.1	11
Mid-Atlantic	93.3	6.7	15
Southeast	50.0	50.0	10
Midwest	86.4	13.6	22
West/Rocky Mountain	89.5	10.5	19
By Fall 2019 JD Enrollment Size			
Fewer than 350 students	58.3	41.7	12
350-549 students	86.7	13.3	30
550-750 students	85.0	15.0	20
751+ students	100.0	0.0	15
By % of Class of 2019 Grads Receiving Job via OCI			
25% or Less	82.7	17.3	52
26-50%	83.3	16.7	12
51% or More	88.9	11.1	9

Table 3. When would your 2L OCI program have originally started for the Class of 2022?

(For those schools with OCI dates that have changed)

Law School Subset	% July 2020	% Aug. 2020	N
All Schools	56.1	43.9	66
By Type of Institution			
Public	41.9	58.1	31
Private	68.6	31.4	35
By Region			
Northeast	90.0	10.0	10
Mid-Atlantic	71.4	28.6	14
Southeast	20.0	80.0	5
Midwest	36.8	63.2	19
West/Rocky Mountain	52.9	47.1	17
By Fall 2019 JD Enrollment Size			
Fewer than 350 students	14.3	85.7	7
350-549 students	61.5	38.5	26
550-750 students	41.2	58.8	17
751+ students	80.0	20.0	15
By % of Class of 2019 Grads Receiving Job via OCI			
25% or Less	46.5	53.5	43
26-50%	80.0	20.0	10
51% or More	87.5	12.5	8

Table 4. When is your 2L OCI program now scheduled to begin for the Class of 2022?

(For those schools with OCI dates that have changed)

Law School Subset	% July 2020	% Aug. 2020	% Sept. 2020	% Oct. 2020	% Nov. 2020	% Dec. 2020	% Jan. 2021	% Feb. 2021	N
All Schools	1.5	4.5	1.5	0.0	0.0	0.0	71.2	21.2	66
By Type of Institution									
Public	3.2	0.0	0.0	0.0	0.0	0.0	74.2	22.6	31
Private	0.0	8.6	2.9	0.0	0.0	0.0	68.6	20.0	35
By Region									
Northeast	0.0	0.0	10.0	0.0	0.0	0.0	90.0	0.0	10
Mid-Atlantic	0.0	0.0	0.0	0.0	0.0	0.0	92.9	7.1	14
Southeast	0.0	0.0	0.0	0.0	0.0	0.0	60.0	40.0	5
Midwest	5.3	5.3	0.0	0.0	0.0	0.0	52.6	36.8	19
West/Rocky Mountain	0.0	11.8	0.0	0.0	0.0	0.0	70.6	17.6	17
By Fall 2019 JD Enrollment Size									
Fewer than 350 students	0.0	0.0	0.0	0.0	0.0	0.0	57.1	42.9	7
350-549 students	0.0	7.7	0.0	0.0	0.0	0.0	73.1	19.2	26
550-750 students	5.9	5.9	0.0	0.0	0.0	0.0	70.6	17.6	17
751+ students	0.0	0.0	6.7	0.0	0.0	0.0	73.3	20.0	15
By % of Class of 2019 Grads Receiving Job via OCI									
25% or Less	0.0	4.7	2.3	0.0	0.0	0.0	69.8	23.3	43
26-50%	10.0	10.0	0.0	0.0	0.0	0.0	60.0	20.0	10
51% or More	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	8

Table 5. When do you anticipate that your school will make fall 2020 grades available?

(All Schools)

Law School Subset	% 1st Week Jan. 2021	% 2nd Week Jan. 2021	% 3rd Week Jan. 2021	% 4th Week Jan. 2021	% 1st Week Feb. 2021	% After 1st Week Feb. 2021	N
All Schools	23.8	39.7	27.8	6.6	1.3	0.7	151
By Type of Institution							
Public	27.4	43.6	21.0	4.8	1.6	1.6	62
Private	21.3	37.1	32.6	7.9	1.1	0.0	89
By Region							
Northeast	4.0	52.0	20.0	20.0	4.0	0.0	25
Mid-Atlantic	22.7	45.5	27.3	0.0	4.5	0.0	22
Southeast	32.4	26.5	29.4	11.8	0.0	0.0	34
Midwest	21.6	48.6	24.3	2.7	0.0	2.7	37
West/Rocky Mountain	34.4	31.3	34.4	0.0	0.0	0.0	32
By Fall 2019 JD Enrollment Size							
Fewer than 350 students	21.6	37.8	32.4	2.7	2.7	2.7	37
350-549 students	26.5	44.9	18.4	10.2	0.0	0.0	49
550-750 students	23.3	34.9	30.2	9.3	2.3	0.0	43
751+ students	26.3	36.8	36.8	0.0	0.0	0.0	19
By % of Class of 2019 Grads Receiving Job via OCI							
25% or Less	23.8	39.6	26.7	6.9	2.0	1.0	101
26-50%	32.0	40.0	24.0	4.0	0.0	0.0	25
51% or More	25.0	25.0	37.5	12.5	0.0	0.0	16

Table 6. When do you anticipate that your school will make fall 2020 grades available?

(For those schools with OCI dates that have changed)

Law School Subset	% 1st Week Jan. 2021	% 2nd Week Jan. 2021	% 3rd Week Jan. 2021	% 4th Week Jan. 2021	% 1st Week Feb. 2021	% After 1st Week Feb. 2021	N
All Schools	27.7	52.3	20.0	0.0	0.0	0.0	65
By Type of Institution							
Public	41.9	45.2	12.9	0.0	0.0	0.0	31
Private	14.7	58.8	26.5	0.0	0.0	0.0	34
By Region							
Northeast	10.0	70.0	20.0	0.0	0.0	0.0	10
Mid-Atlantic	28.6	57.1	14.3	0.0	0.0	0.0	14
Southeast	60.0	20.0	20.0	0.0	0.0	0.0	5
Midwest	21.1	68.4	10.5	0.0	0.0	0.0	19
West/Rocky Mountain	37.5	31.3	31.3	0.0	0.0	0.0	16
By Fall 2019 JD Enrollment Size							
Fewer than 350 students	14.3	57.1	28.6	0.0	0.0	0.0	7
350-549 students	24.0	64.0	12.0	0.0	0.0	0.0	25
550-750 students	35.3	41.2	23.5	0.0	0.0	0.0	17
751+ students	33.3	40.0	26.7	0.0	0.0	0.0	15
By % of Class of 2019 Grads Receiving Job via OCI							
25% or Less	23.8	54.8	21.4	0.0	0.0	0.0	42
26-50%	50.0	40.0	10.0	0.0	0.0	0.0	10
51% or More	37.5	37.5	25.0	0.0	0.0	0.0	8

Table 7. What percentage of your Class of 2021 students who had summer opportunities lined up for 2020, had these opportunities revoked?
(All Schools)

Law School Subset	25% or Less (%)	26% or More	N
All Schools	82.9	17.1	146
By Type of Institution			
Public	83.3	16.7	60
Private	82.6	17.4	86
By Region			
Northeast	76.0	24.0	25
Mid-Atlantic	76.2	23.8	21
Southeast	84.8	15.2	33
Midwest	85.7	14.3	35
West/Rocky Mountain	87.1	12.9	31
By Fall 2019 JD Enrollment Size			
Fewer than 350 students	83.3	16.7	36
350-549 students	73.9	26.1	46
550-750 students	85.4	14.6	41
751+ students	95.0	5.0	20
By % of Class of 2019 Grads Receiving Job via OCI			
25% or Less	78.1	21.9	96
26-50%	92.0	8.0	25
51% or More	93.8	6.3	16

Table 8. Has your school provided students with additional opportunities to obtain practical skills, e.g. research or pro bono opportunities, due to the impact of the COVID-19 pandemic?

(All Schools)

Law School Subset	% Yes	% No	N
All Schools	95.4	4.6	153
By Type of Institution			
Public	91.9	8.1	62
Private	97.8	2.2	91
By Region			
Northeast	100.0	0.0	25
Mid-Atlantic	100.0	0.0	22
Southeast	91.2	8.8	34
Midwest	91.9	8.1	37
West/Rocky Mountain	97.1	2.9	34
By Fall 2019 JD Enrollment Size			
Fewer than 350 students	83.8	16.2	37
350-549 students	100.0	0.0	50
550-750 students	97.7	2.3	43
751+ students	100.0	0.0	20
By % of Class of 2019 Grads Receiving Job via OCI			
25% or Less	93.2	6.8	103
26-50%	100.0	0.0	25
51% or More	100.0	0.0	16

Table 9. If yes, what types of additional opportunities to obtain practical skills have been offered? (select all that apply)

(Schools that responded “Yes” to providing additional opportunities to students for practical skills development)

Law School Subset	Research Opportunities (%)	Pro Bono Opportunities (%)	Funding to Work for Public Interest Organizations (%)	Other* (%)	N
All Schools	89.0	75.3	41.8	39.0	146
By Type of Institution					
Public	86.0	68.4	54.4	36.8	57
Private	91.0	78.8	33.7	40.4	89
By Region					
Northeast	84.0	68.0	40.0	40.0	25
Mid-Atlantic	100.0	63.6	45.5	36.4	22
Southeast	67.7	90.3	38.7	41.9	31
Midwest	94.1	73.5	47.1	38.2	34
West/Rocky Mountain	100.0	75.8	39.4	39.4	33
By Fall 2019 JD Enrollment Size					
Fewer than 350 students	83.3	70.0	23.3	40.0	30
350-549 students	92.0	70.0	38.0	30.0	50
550-750 students	83.7	81.4	51.1	44.2	43
751+ students	100.0	90.0	65.0	45.0	20
By % of Class of 2019 Grads Receiving Job via OCI					
25% or Less	84.5	75.3	35.1	39.2	97
26-50%	96.0	64.0	44.0	24.0	25
51% or More	100.0	100.0	87.5	56.3	16

*Examples of “other” opportunities reported include professional development programs, expanded clinic and externship opportunities, summer classes, student positions on campus, funding to work for private sector employers, and litigation labs.



MAY 2020

LEGAL EMPLOYER PULSE SURVEY RESULTS SUMMER PROGRAMS

86% Participating offices that originally planned to host a 2020 summer program still plan to do so.

Offices Hosting 2020 Summer Programs

98% programs include **2Ls**
78% include **1Ls**
3% include **3Ls**

64% will be 5-6 weeks in length
*(In 2019 **71%** reported 10 week programs)*

55% Hosting 100% virtual program

5% Hosting 100% in-person program

40% Hosting hybrid program— in-person & virtual

Canceled Summer Programs

86% Made offers to some **2Ls** originally going to summer at the office to return after graduation for full-time employment as associates

76% Made offers to some **1Ls** originally going to summer at the office to return for an additional summer

84% Offered some type of financial compensation to students

47% Helped students find alternative options for practical skills development



47% of offices offering full or partial remote summer programs **have not yet determined the number of hours** per week that summer associates will work during the remote portion of the program.



11% reported **furloughs or layoffs** for at least some of their talent, recruiting, professional development, or diversity and inclusion staff.

Table 10. Is your office still planning to host your summer 2020 program?

(For those offices originally planning to host a summer 2020 program)

Legal Employers Subset	% Yes	% No	N
All Offices	85.6	14.2	359
By Firm Size (Number of Attorneys)			
100 or Fewer	94.7	5.3	19
101-250	79.6	20.4	49
251-500	66.7	33.3	75
501-700	93.5	6.5	46
701+	92.8	7.2	167
By Office Size (Number of Attorneys)			
25 or Fewer	86.1	13.9	36
26-50	80.7	19.3	57
51-100	90.1	9.9	101
101-250	78.3	21.7	106
251-500	97.4	2.6	39
501+	100.0	0.0	13
By Region and City			
Northeast	83.6	16.4	73
Boston, MA	73.3	26.7	15
New York, NY	86.8	13.2	53
Mid-Atlantic	85.5	14.5	62
Philadelphia, PA	75.0	25.0	8
Washington, DC/Northern VA	91.7	8.3	36
Southeast	90.1	9.9	71
Atlanta, GA	61.5	38.5	13
Dallas, TX	92.3	7.7	13
Houston, TX	100.0	0.0	15
Miami/Ft. Lauderdale/W. Palm Beach, FL	88.9	11.1	9
Midwest	81.0	19.0	63
Chicago, IL	81.8	18.2	22
Indianapolis, IN	60.0	40.0	5
Kansas City, MO	100.0	0.0	6
Minneapolis/St. Paul, MN	80.0	20.0	10
West/Rocky Mountain	88.0	12.0	83
Denver, CO	100.0	0.0	7
Los Angeles, CA	90.5	9.5	21
Orange County, CA	60.0	40.0	5
San Francisco, CA	93.3	6.7	15
Seattle, WA	80.0	20.0	5
Silicon Valley, CA	100.0	0.0	12

**Table 11. Which students are included in your summer 2020 program?
(select all that apply)**

(For those offices still hosting a summer 2020 program)

Legal Employers Subset	% 1Ls (Class of 2022)	% 2Ls (Class of 2021)	% 3Ls (Class of 2020)	N
All Offices	77.9	97.7	2.6	307
By Firm Size (Number of Attorneys)				
100 or Fewer	66.7	100.0	0.0	18
101-250	71.8	97.4	5.1	39
251-500	76.0	98.0	0.0	50
501-700	74.4	95.3	0.0	43
701+	81.9	98.1	3.9	155
By Office Size (Number of Attorneys)				
25 or Fewer	51.6	90.3	0.0	31
26-50	65.2	97.8	0.0	46
51-100	84.6	98.9	2.2	91
101-250	79.5	98.8	6.0	83
251-500	89.5	97.4	0.0	38
501+	92.3	100.0	7.7	13
By Region and City				
Northeast	78.7	95.1	3.3	61
Boston, MA	90.9	90.9	0.0	11
New York, NY	78.3	97.8	4.3	46
Mid-Atlantic	73.6	98.1	1.9	53
Philadelphia, PA	100.0	100.0	0.0	6
Washington, DC/Northern VA	63.6	100.0	3.0	33
Southeast	76.6	98.4	1.6	64
Atlanta, GA	87.5	100.0	0.0	8
Dallas, TX	75.0	100.0	0.0	12
Houston, TX	80.0	100.0	0.0	15
Miami/Ft. Lauderdale/W. Palm Beach, FL	37.5	100.0	0.0	8
Midwest	84.3	100.0	0.0	51
Chicago, IL	83.3	100.0	0.0	18
Kansas City, MO	83.3	100.0	0.0	6
Minneapolis/St. Paul, MN	87.5	100.0	0.0	8
West/Rocky Mountain	79.5	97.3	5.5	73
Denver, CO	71.4	100.0	0.0	7
Los Angeles, CA	89.5	100.0	5.3	19
San Francisco, CA	78.6	100.0	7.1	14
Silicon Valley, CA	66.7	100.0	0.0	12

Table 12. What is the length (in weeks) of your summer 2020 program?

(For those offices still hosting a summer 2020 program)

Legal Employers Subset	Less than 4 Weeks (%)	4 Weeks (%)	5-6 Weeks (%)	7-8 Weeks (%)	More than 8 Weeks (%)	N
All Offices	8.0	13.0	64.5	9.6	5.0	301
By Firm Size (Number of Attorneys)						
100 or Fewer	0.0	11.1	55.6	11.1	22.2	18
101-250	0.0	21.1	55.3	18.4	5.3	38
251-500	2.0	12.2	71.4	10.2	4.1	49
501-700	0.0	4.9	87.8	4.9	2.4	41
701+	15.0	13.1	59.5	8.5	3.9	153
By Office Size (Number of Attorneys)						
25 or Fewer	10.7	7.1	75.0	7.1	0.0	28
26-50	13.0	4.3	69.6	6.5	6.5	46
51-100	5.5	8.8	68.1	11.0	6.6	91
101-250	8.6	16.0	63.0	9.9	2.5	81
251-500	5.4	27.0	54.1	8.1	5.4	37
501+	7.7	23.1	30.8	23.1	15.4	13
By Region and City						
Northeast	5.1	8.5	71.2	5.1	10.2	59
Boston, MA	9.1	9.1	63.6	9.1	9.1	11
New York, NY	4.4	6.7	73.3	4.4	11.1	45
Mid-Atlantic	3.8	19.2	57.7	15.4	3.8	52
Philadelphia, PA	0.0	33.3	33.3	33.3	0.0	6
Washington, DC/Northern VA	3.0	18.2	60.6	12.1	6.1	33
Southeast	15.6	15.6	59.4	6.3	3.1	64
Atlanta, GA	12.5	12.5	62.5	0.0	12.5	8
Dallas, TX	25.0	0.0	66.7	8.3	0.0	12
Houston, TX	13.3	6.7	73.3	6.7	0.0	15
Miami/Ft. Lauderdale/W. Palm Beach, FL	12.5	37.5	37.5	12.5	0.0	8
Midwest	4.1	26.5	49.0	16.3	4.1	49
Chicago, IL	11.8	17.6	58.8	11.8	0.0	17
Kansas City, MO	0.0	0.0	83.3	16.7	0.0	6
Minneapolis/St. Paul, MN	0.0	25.0	37.5	37.5	0.0	8
West/Rocky Mountain	9.6	1.4	76.7	8.2	4.1	73
Denver, CO	0.0	0.0	100.0	0.0	0.0	7
Los Angeles, CA	15.8	5.3	63.2	10.5	5.3	19
San Francisco, CA	7.1	0.0	64.3	14.3	14.3	14
Silicon Valley, CA	8.3	0.0	83.3	8.3	0.0	12

Table 13. How are you planning to host your summer 2020 program?

(For those offices still hosting a summer 2020 program)

Legal Employers Subset	100% Virtual (%)	100% In-Person (%)	Hybrid Model (%)	N
All Offices	54.9	5.2	39.9	306
By Firm Size (Number of Attorneys)				
100 or Fewer	38.9	5.6	55.6	18
101-250	25.6	5.1	69.2	39
251-500	30.6	16.3	53.1	49
501-700	74.4	9.3	16.3	43
701+	65.8	0.6	33.5	155
By Office Size (Number of Attorneys)				
25 or Fewer	50.0	3.3	46.7	30
26-50	50.0	8.7	41.3	46
51-100	49.5	4.4	46.2	91
101-250	50.6	6.0	43.4	83
251-500	81.6	2.6	15.8	38
501+	76.9	0.0	23.1	13
By Region and City				
Northeast	65.0	0.0	35.0	60
Boston, MA	50.0	0.0	50.0	10
New York, NY	71.7	0.0	28.3	46
Mid-Atlantic	66.0	3.8	30.2	53
Philadelphia, PA	66.7	16.7	16.7	6
Washington, DC/Northern VA	72.7	0.0	27.3	33
Southeast	48.4	10.9	40.6	64
Atlanta, GA	25.0	12.5	62.5	8
Dallas, TX	58.3	8.3	33.3	12
Houston, TX	80.0	0.0	20.0	15
Miami/Ft. Lauderdale/W. Palm Beach, FL	37.5	0.0	62.5	8
Midwest	37.3	11.8	51.0	51
Chicago, IL	55.6	5.6	38.9	18
Kansas City, MO	16.7	0.0	83.3	6
Minneapolis/St. Paul, MN	50.0	0.0	50.0	8
West/Rocky Mountain	58.9	0.0	41.1	73
Denver, CO	57.1	0.0	42.9	7
Los Angeles, CA	68.4	0.0	31.6	19
San Francisco, CA	64.3	0.0	35.7	14
Silicon Valley, CA	58.3	0.0	41.7	12

Table 14. If your summer program will be fully or partially remote, how many hours are summer 2020 associates anticipated to work per week for the remote portion of the program?

(For those offices still hosting a summer 2020 program that will be fully or partially remote)

Legal Employers Subset	5-10 Hours (%)	11-20 Hours (%)	21-30 Hours (%)	31-40 Hours (%)	More than 40 Hours (%)	Not Sure/ Not Yet Determined (%)	N
All Offices	1.4	5.4	5.4	39.6	1.1	47.1	278
By Firm Size (Number of Attorneys)							
100 or Fewer	5.9	0.0	0.0	52.9	5.9	35.3	17
101-250	0.0	0.0	5.7	60.0	0.0	34.3	35
251-500	2.5	0.0	2.5	25.0	0.0	70.0	40
501-700	2.6	0.0	7.9	23.7	0.0	65.8	38
701+	0.0	10.3	6.2	41.8	1.4	40.4	146
By Office Size (Number of Attorneys)							
25 or Fewer	0.0	0.0	0.0	64.3	0.0	35.7	28
26-50	0.0	7.1	0.0	38.1	2.4	52.4	42
51-100	1.2	3.6	4.8	26.5	1.2	62.7	83
101-250	1.4	4.1	5.4	43.2	1.4	44.6	74
251-500	2.9	11.8	14.7	41.2	0.0	29.4	34
501+	0.0	15.4	15.4	46.2	0.0	23.1	13
By Region and City							
Northeast	0.0	5.3	7.0	36.8	5.3	45.6	57
Boston, MA	0.0	0.0	0.0	33.3	0.0	66.7	9
New York, NY	0.0	6.8	9.1	38.6	6.8	38.6	44
Mid-Atlantic	2.1	4.2	6.3	31.3	0.0	56.3	48
Washington, DC/Northern VA	0.0	6.5	9.7	32.3	0.0	51.6	31
Southeast	1.8	5.3	3.5	45.6	0.0	43.9	57
Atlanta, GA	0.0	0.0	14.3	42.9	0.0	42.9	7
Dallas, TX	0.0	18.2	0.0	27.3	0.0	54.5	11
Houston, TX	0.0	6.7	0.0	33.3	0.0	60.0	15
Miami/Ft. Lauderdale/W. Palm Beach, FL	0.0	0.0	0.0	75.0	0.0	25.0	8
Midwest	4.7	4.7	2.3	48.8	0.0	39.5	43
Chicago, IL	0.0	11.8	0.0	41.2	0.0	47.1	17
Kansas City, MO	16.7	0.0	0.0	50.0	0.0	33.3	6
Minneapolis/St. Paul, MN	0.0	0.0	12.5	37.5	0.0	50.0	8
West/Rocky Mountain	0.0	7.2	7.2	34.8	0.0	50.7	69
Denver, CO	0.0	0.0	0.0	28.6	0.0	71.4	7
Los Angeles, CA	0.0	11.8	5.9	29.4	0.0	52.9	17
San Francisco, CA	0.0	7.7	23.1	38.5	0.0	30.8	13
Silicon Valley, CA	0.0	8.3	8.3	41.7	0.0	41.7	12

Table 15. If your office canceled your summer 2020 program, did you make offers to any of the 2Ls who were originally going to summer at your office to return after graduation for full-time employment as an associate?

(For those offices that canceled their summer 2020 programs)

Legal Employers Subset	% Yes	% No	N
All Offices	86.3	13.7	51
By Firm Size (Number of Attorneys)			
101-250	60.0	40.0	10
251-500	100.0	0.0	25
701+	83.3	16.7	12
By Office Size (Number of Attorneys)			
25 or Fewer	100.0	0.0	5
26-50	81.8	18.2	11
51-100	90.0	10.0	10
101-250	82.6	17.4	23
By Region and City			
Northeast	100.0	0.0	12
Mid-Atlantic	88.9	11.1	9
Southeast	85.7	14.3	7
Midwest	66.7	33.3	12
West/Rocky Mountain	90.0	10.0	10

Table 16. If your office canceled your summer 2020 program, did you make offers to any of the 1Ls who were originally going to summer at your office to return for an additional summer?

(For those offices that canceled their summer 2020 programs)

Legal Employers Subset	% Yes	% No	% Not Applicable (did not have 1Ls in program)	N
All Offices	50.0	16.0	34.0	50
By Firm Size (Number of Attorneys)				
101-250	40.0	40.0	20.0	10
251-500	54.2	8.3	37.5	24
701+	41.7	16.7	41.7	12
By Office Size (Number of Attorneys)				
25 or Fewer	20.0	20.0	60.0	5
26-50	27.3	9.1	63.6	11
51-100	77.8	11.1	11.1	9
101-250	56.5	17.4	26.1	23
By Region and City				
Northeast	54.5	18.2	27.3	11
Mid-Atlantic	33.3	11.1	55.6	9
Southeast	42.9	14.3	42.9	7
Midwest	58.3	16.7	25.0	12
West/Rocky Mountain	60.0	10.0	30.0	10

Table 17. If your office canceled your summer 2020 program, did you offer some type of financial compensation, e.g. a stipend, a portion of the original anticipated salary, to these students for summer 2020?

(For those offices that canceled their summer 2020 programs)

Legal Employers Subset	% Yes	% No	N
All Offices	84.0	16.0	50
By Firm Size (Number of Attorneys)			
101-250	40.0	60.0	10
251-500	100.0	0.0	25
701+	90.9	9.1	11
By Office Size (Number of Attorneys)			
25 or Fewer	100.0	0.0	5
26-50	81.8	18.2	11
51-100	90.0	10.0	10
101-250	77.3	22.7	22
By Region and City			
Northeast	91.7	8.3	12
Mid-Atlantic	88.9	11.1	9
Southeast	66.7	33.3	6
Midwest	75.0	25.0	12
West/Rocky Mountain	90.0	10.0	10

Table 18. If your office canceled your summer 2020 program, did you help these students find alternative options for practical skills development, e.g. a public interest placement, for summer 2020?

(For those offices that canceled their summer 2020 programs)

Legal Employers Subset	% Yes	% No	N
All Offices	47.1	52.9	51
By Firm Size (Number of Attorneys)			
101-250	30.0	70.0	10
251-500	72.0	28.0	25
701+	0.0	100.0	12
By Office Size (Number of Attorneys)			
25 or Fewer	100.0	0.0	5
26-50	63.6	36.4	11
51-100	40.0	60.0	10
101-250	30.4	69.6	23
By Region and City			
Northeast	41.7	58.3	12
Mid-Atlantic	66.7	33.3	9
Southeast	28.6	71.4	7
Midwest	41.7	58.3	12
West/Rocky Mountain	60.0	40.0	10

Table 19. Have any talent, recruiting, professional development, or diversity and inclusion staff in your office been furloughed or laid off? *(All Offices)*

Legal Employers Subset	% Yes	% No	N
All Offices	10.5	89.5	381
By Firm Size (Number of Attorneys)			
100 or Fewer	0.0	100.0	22
101-250	8.6	91.4	58
251-500	12.6	87.4	87
501-700	13.7	86.3	51
701+	10.6	89.4	161
By Office Size (Number of Attorneys)			
25 or Fewer	1.8	98.2	55
26-50	4.9	95.1	61
51-100	7.8	92.2	102
101-250	19.0	81.0	105
251-500	17.9	82.1	39
501+	0.0	100.0	13
By Region and City			
Northeast	6.6	93.4	76
Boston, MA	6.7	93.3	15
New York, NY	5.5	94.5	55
Mid-Atlantic	12.5	87.5	64
Philadelphia, PA	25.0	75.0	8
Washington, DC/Northern VA	8.6	91.4	35
Wilmington, DE	0.0	100.0	5
Southeast	7.8	92.2	77
Atlanta, GA	28.6	71.4	14
Dallas, TX	7.1	92.9	14
Houston, TX	0.0	100.0	15
Miami/Ft. Lauderdale/W. Palm Beach, FL	0.0	100.0	9
Midwest	17.9	82.1	67
Chicago, IL	17.4	82.6	23
Indianapolis, IN	20.0	80.0	5
Kansas City, MO	50.0	50.0	6
Minneapolis/St. Paul, MN	27.3	72.7	11
West/Rocky Mountain	8.8	91.2	91
Denver, CO	0.0	100.0	7
Los Angeles, CA	9.5	90.5	21
Phoenix, AZ	20.0	80.0	5
San Diego, CA	0.0	100.0	6
San Francisco, CA	0.0	100.0	14
Seattle, WA	20.0	80.0	5
Silicon Valley, CA	7.7	92.3	13