



National Association for Law Placement

**PERSPECTIVES ON**  
**2023 LAW STUDENT**  
**RECRUITING**

*NALP strives for a diverse, equitable, and inclusive legal profession.*

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# Executive Summary & Analysis

by Nikia L. Gray, Executive Director

This year's *Perspectives* report reflects a market that is readjusting after the post-pandemic hiring surge left many law firms with talent levels that increasingly appear misaligned with their longer-term client demands. Although 2023 ended with numerous announcements of record firm profits, several key industry reports suggest that these profits were in fact driven by increased fees and that lawyer utilization rates overall remained low through the end of the year. At the very least, firms across the industry appear to be projecting excess capacity in the near term — or at least a decreased need for new talent — resulting in one of the softest recruiting cycles since the Great Recession.

At a high-level, the 2023 recruiting cycle was much less competitive for employers than we have seen recently. The overall offer rate for summer 2024 2L programs was the lowest recorded since 2012 and the offer volume dropped by 19% from last year. Tracking with this, acceptance rates were historically high, beating the prior record set at the height of the Great Recession by four percentage points, and indicating that individual students received fewer competing offers to consider.

One factor that may have compounded any concerns over existing talent levels and led firms to pull back on their hiring is the overall size of the 2023 summer program. Recruited in the midst of the post-pandemic hiring surge, the total number of students participating in 2023 2L summer programs was the most ever recorded by NALP and resulted in over 1,100 more students receiving associate offers this year than in 2022. Now facing the prospect of all these new lawyers flooding their offices in the fall, firms may have growing concerns about

absorbing additional new talent if client demand does not increase to keep pace and they continue to carry excess capacity through 2024. Indeed, the fact that a decrease in 3L hiring was also seen reinforces this theory. Although 3L hiring has been down since the Great Recession, the percentage of offices recruiting 3Ls dropped this year to the lowest levels since 2009, suggesting that most firms saw no reason to fill slots left vacant by 2L students who did not receive or accept associate offers.

Beyond the high-level view of how the market is readjusting following the post-pandemic hiring surge, perhaps the most interesting perspective from the data this year is how it reflects the changing recruiting strategies used by law firms as the industry continues to inch towards a free market recruiting system. Not long ago, the primary vehicle to recruit rising 2Ls was law school career office on-campus interview (e.g., OCI) programs. This year's data shows that, while most offers are still made through

OCI, it is now only a slight majority and that the recruiting cycle is increasingly bifurcated between OCI and non-OCI recruiting. Just 53% of all offers were made through OCI while 47% were made through other means such as direct application, resume collects, and referrals. Further, while the overall offer volume was down this year, the vast majority of this decline was in OCI offers (-31% compared with -5% of non-OCI offers).

In tandem with the increasing prevalence of non-OCI recruiting methods, the recruiting cycle has also continued to inch earlier, with 45% of offers this year being made before August, 74% of which were made outside of OCI. These non-OCI recruiting methods are heavily targeting top candidates, with diverse candidates a distant second. In short, what the data suggests is that OCI is still a valuable recruiting tool, but that firms are increasingly viewing it as a vehicle to “round out” their summer programs after engaging in a vigorous round of pre-OCI recruiting to secure their ideal candidates.

Finally, given the concern many of us who work in this area share over how the Supreme Court's decision banning race conscious admission policies may ultimately affect the profession, I cannot close these remarks without noting that it is too soon for the data to give us any perspective regarding the continued availability of diversity fellowships. The 2023 recruiting cycle was well underway before the decision was issued and it was completed by the time the subsequent lawsuits by activist organizations hit the industry. Thus, we could characterize the 2023 recruiting cycle as the last cycle under the “old rules,” before the industry took stock of how the decision might affect employers. This year, however, NALP added a new series of questions related to law firm scholarship programs that will help us track any changes in the availability of those programs. We look forward to sharing our perspectives on that area of the market as time goes on. ■

Nikia L. Gray  
Executive Director



# Introduction

NALP's latest analyses from *the Survey of Legal Employers on 2023 Recruiting* indicates that the 2023 recruiting cycle (for 2024 summer associate programs), was one of the softest recruiting seasons since the Great Recession. Several key indicators of the competitiveness of a recruiting cycle, such as total offer volume and offer rates, fell this year; while several other indicators of a more conservative recruiting season, such as the percentage of callback invitations resulting in interviews and offer acceptance rates, increased.

As a service to our members and the legal profession, NALP annually reports on the outcomes of 1L and 2L summer programs, employer recruiting activity for 2L summer programs, and recruiting of 3L students for entry-level associate positions. The first part of this report provides trend data on several key metrics related to summer program and recruiting outcomes. Information on summer program characteristics and outcomes of 2023 summer programs are included in the second portion of the report. The final section details recruitment activity for 2024 summer programs and 3L recruiting for associate positions, providing comparisons with the prior recruiting cycle.

This information includes, but is not limited to:

- the prevalence of various recruiting methods utilized by offices,
- OCI and job fair activity,
- the format of interviews,
  - yields on callback interviews,
    - offer figures and acceptance rates,
    - the timing of offers and the timing of responses to those offers, and
  - the prevalence of summer associate scholarships.

For the first time this year, NALP broke out recruiting that took place via a law school career office interview program (e.g., OCI) from recruiting via all other methods (non-OCI). In several portions of the report, overall recruiting outcomes are reported in one table, and then outcomes specific to OCI and non-OCI recruiting follow in subsequent tables. This year's report also includes several new data points related to 1L diversity programs, recruitment methods, offer timing, and scholarships.

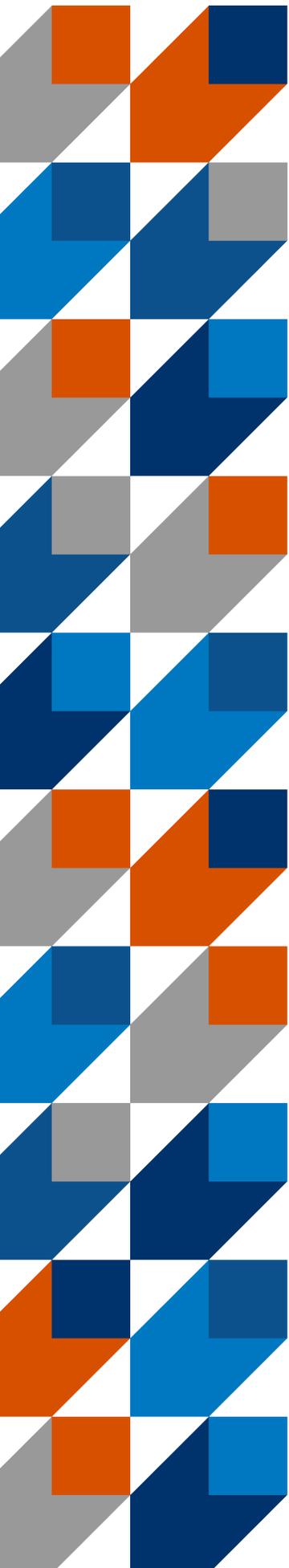
The findings in the report are based on legal employer responses to the *Survey of Legal Employers on 2023 Recruiting*. Throughout the report, the terms "firm," "office," and "employer" are used interchangeably. Firms were encouraged to report as much individual office-level data as possible, but in some instances, firms were only able to report firm-wide or multi-office figures. Where distinctions between individual and firm-wide reporting are important, tables include separate figures for firm-wide and individual office-level reporting.

Note: As in prior years, this report does not document every aspect of recruiting, nor does it include every category of hires. Specifically, the hiring statistics for 2024 summer associate positions do not include 1L (Class of 2026) and 3L (Class of 2024) students. Further, summer 2023 program outcomes reported include data for graduates in the Class of 2024 only. Class of 2023 graduates who participated in summer 2023 programs after graduation were not included in the analysis. Finally, Class of 2025 (1L) participation in summer 2023 programs is reported on separately from 2L programs. ■

- Danielle A. Taylor, Director of Research and Chief Data Strategist
- Oksana Poulis, Research Analyst

## NALP Geographic Regions

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



# Trends in Summer Program Outcomes and Recruiting

This is the 31st year in which NALP has been collecting and reporting on summer program and recruiting outcomes. The tables and charts that follow in this section present trend data on selected outcomes.

[Table 1](#) includes trend information on the size of 2L summer programs, the percentage of summer associates who receive an offer to return to the firm as an associate, and the percentage of those offers that are accepted. These trends are also presented in [Charts 1](#) and [2](#). Additionally, Table 1 includes historical data on the median and average number of offers made to recruit for the subsequent year summer associate program, the percentage of callback interviews that resulted in an offer, and the percentage of offers that were accepted. These recruiting metrics are also displayed visually in [Charts 4](#) and [5](#).

Trend data on the collective number of 2L summer associates reported in the survey each year and the number of 2L students who received an associate offer are shown in [Table 2](#) and [Chart 3](#). The number of offices that reported a summer program is also included for context, as these student figures can be impacted by both the response rate to the survey and economic conditions, such as the Great Recession, which can cause fewer offices to hold summer programs in a given year.

**Table 1. Summer Program Outcomes and Fall Recruiting of 2Ls, 1993-2023**

Year	2L Summer Programs				Fall Recruiting of 2Ls			
	Median Size	Average Size	% Receiving Offer	% Accepting Offer	Median # of Offers	Average # of Offers	% of Callback Interviews Resulting in Offer	% of Offers Accepted
2023	5	14	96.4%	89.4%	7	22	46.0%	47.2%
2022	5	13	97.1	89.3	9	28	52.2	41.3
2021	5	12	97.4	88.9	10	31	57.8	37.3
2020	5	11	96.7	87.8	8*	29*	50.0*	41.2*
2019	5	13	97.6	87.5	11	33	51.0	36.5
2018	5	14	96.9	87.5	11	36	53.2	34.9
2017	6	14	95.0	86.1	12	38	51.9	34.4
2016	6	14	94.6	85.5	11	38	53.3	33.2
2015	6	13	95.3	84.1	12	38	53.8	32.7
2014	5	12	93.4	84.5	9.5	35	52.1	33.8
2013	5	11	91.6	83.9	8	27	47.0	35.4
2012	5	9	90.2	85.5	8	20	44.2	38.2
2011	5	8	91.4	85.0	10	22	46.4	37.1
2010	4	8	87.4	82.7	9	19	40.6	40.4
2009	6	12	69.3	84.5	7	16	36.4	42.8
2008	6	13	89.9	79.7	10	30	46.6	32.5
2007	6	13	92.8	76.8	15	39	60.0	29.1
2006	6	11	90.8	73.4	15	37	62.7	28.8
2005	6	12	90.6	73.0	16	37	59.6	30.3
2004	5	11	91.0	72.4	13	34	56.8	31.2
2003	5	10	87.0	77.0	11	29	52.9	31.4
2002	5	11	80.9	74.0	11	23	49.8	35.1
2001	6	12	84.2	72.8	11	26	51.4	34.9
2000	8.5	14	89.7	65.8	22	44	62.6	31.0
1999	8	13	88.9	65.2	21	41	63.8	29.0
1998	9	13	89.0	68.4	26	49	42.4	28.6
1997	8	12	88.2	60.1	24	40	52.3	30.0
1996	6	10	87.3	63.5	18	31	47.7	32.6
1995	8	11	84.3	64.6	14	30	55.7	32.3
1994	7	11	83.1	62.4	15	26	53.6	30.1
1993	8	10	77.8	67.0	15	27	48.2	33.0

\*Figures for 2020 include recruiting that took place through spring 2021 for summer 2021 programs.

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

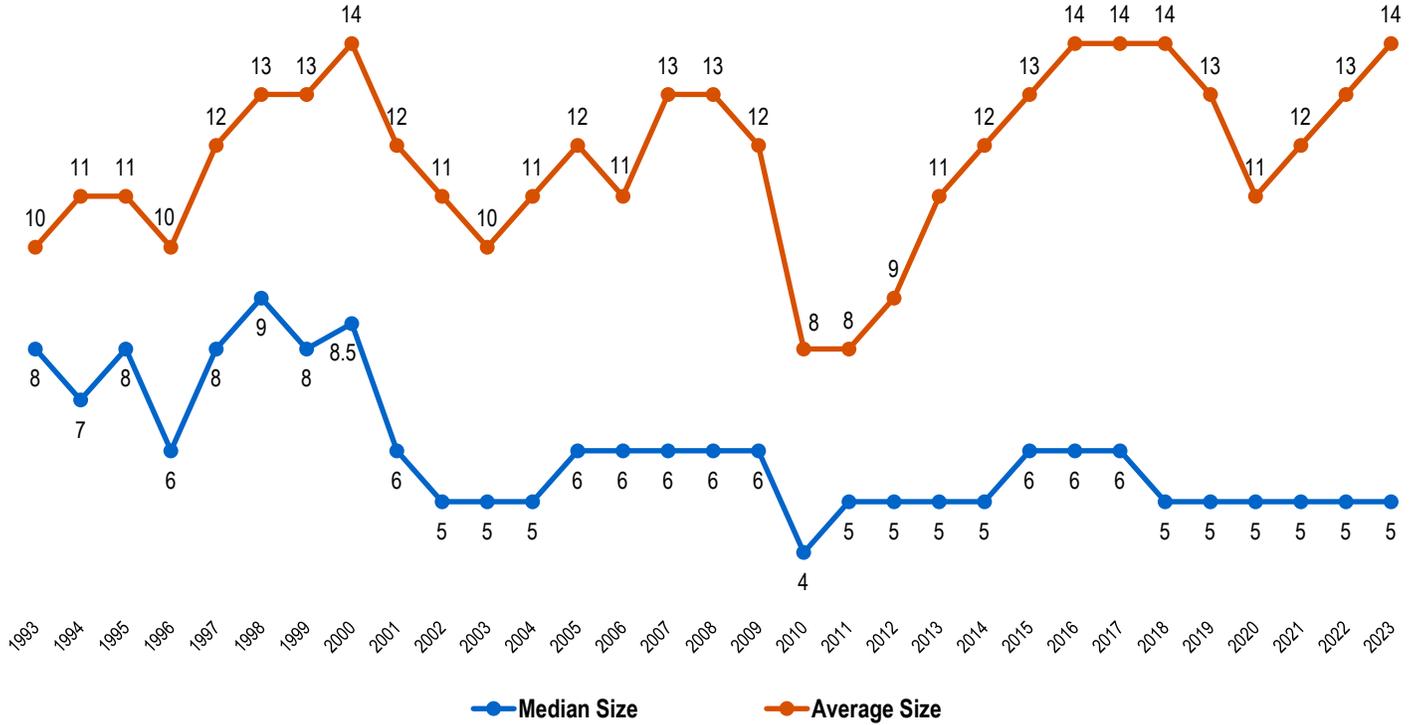
**Table 2. Total Number of 2Ls Participating in Summer Programs and Receiving Offers, 2007-2023**

<b>Year</b>	<b># of 2L Students in Summer Program</b>	<b># of 2L Students Receiving Associate Offers</b>	<b># of Offices</b>
<b>2023</b>	7,570	7,294	558
<b>2022</b>	6,365	6,182	503
<b>2021</b>	5,411	5,268	466
<b>2020</b>	5,574*	5,390*	510*
<b>2019</b>	5,587	5,452	417
<b>2018</b>	5,120	4,962	367
<b>2017</b>	5,154	4,898	373
<b>2016</b>	5,312	5,025	373
<b>2015</b>	4,329	4,127	335
<b>2014</b>	4,433	4,141	363
<b>2013</b>	4,501	4,121	410
<b>2012</b>	2,769	2,498	305
<b>2011</b>	2,260	2,065	278
<b>2010</b>	1,881	1,644	242
<b>2009</b>	3,779	2,620	307
<b>2008</b>	5,033	4,523	374
<b>2007</b>	5,359	4,974	425

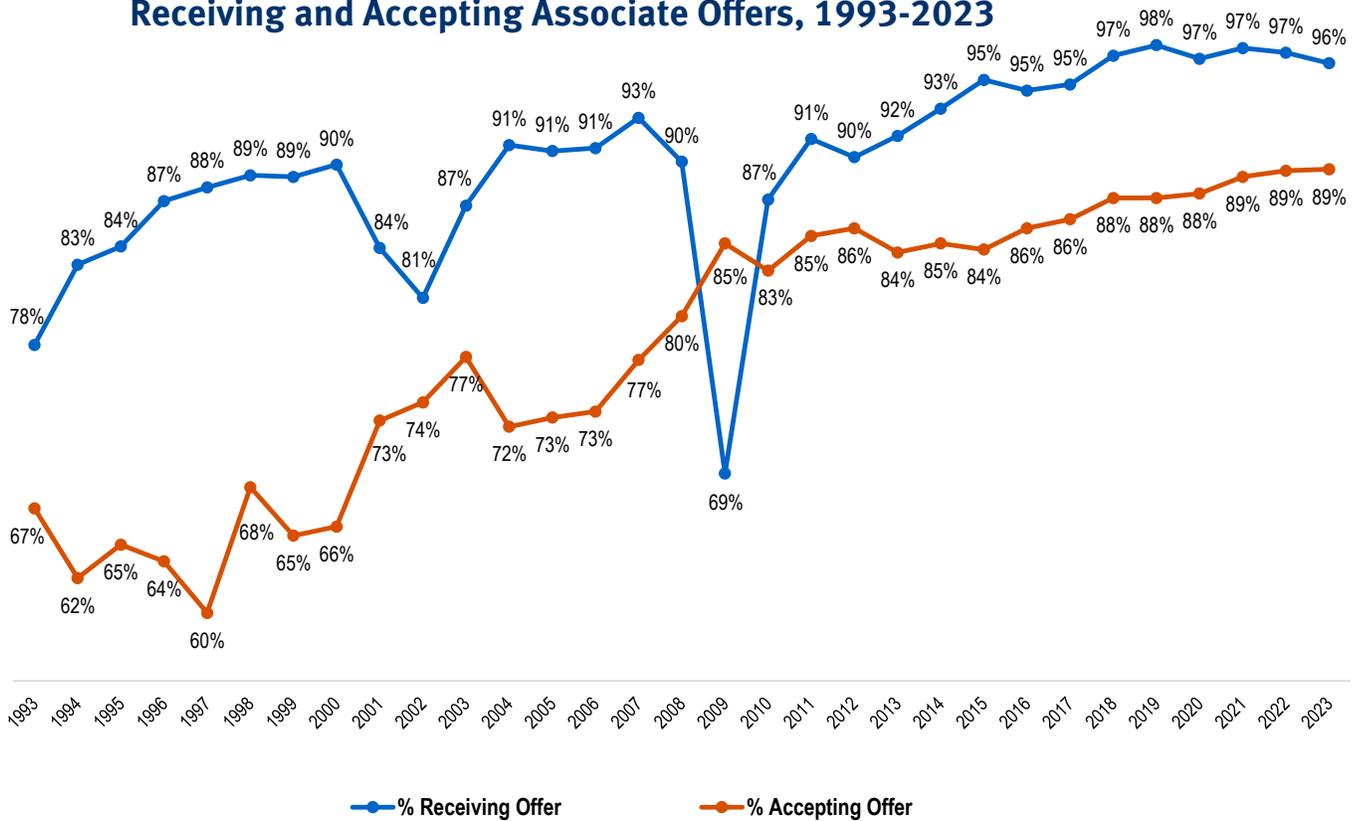
\* Figures for 2020 include both offices that hosted a summer program and those that originally planned to host a summer program, but canceled it due to the COVID-19 pandemic.

**Note:** Figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time.

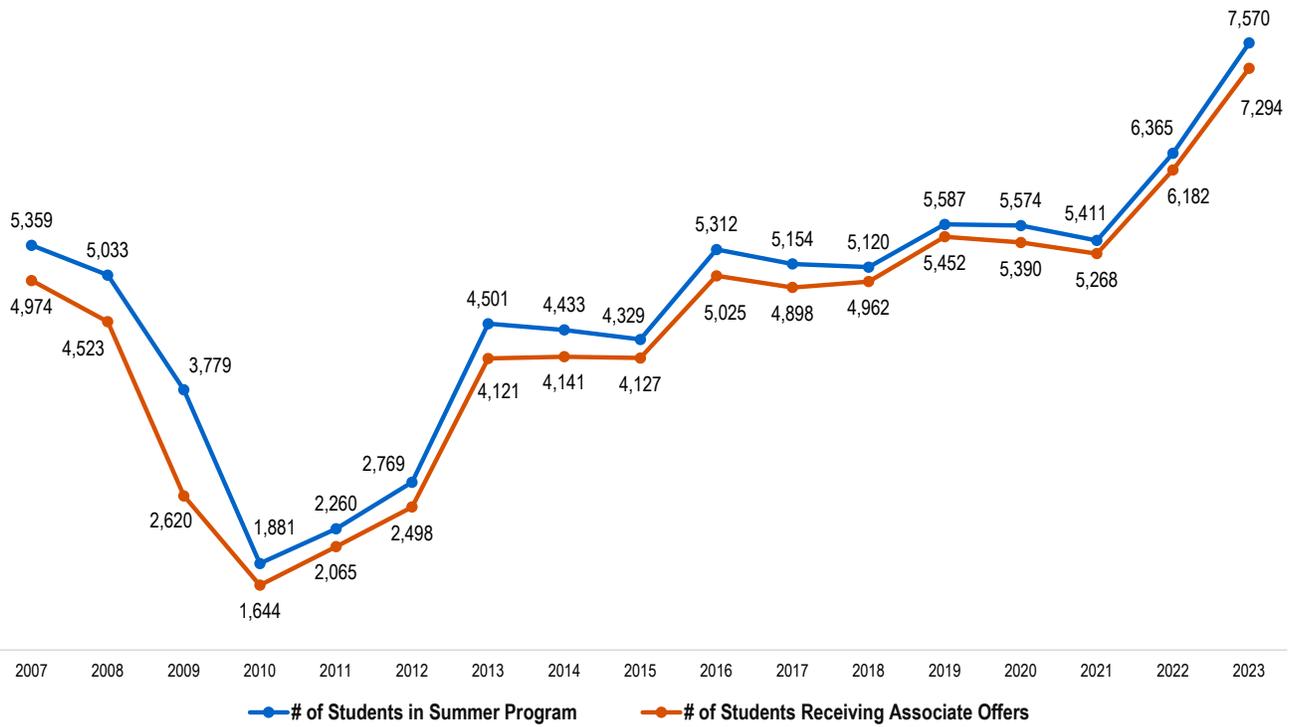
**Chart 1. Summer Programs — Median and Average 2L Class Sizes, 1993-2023**



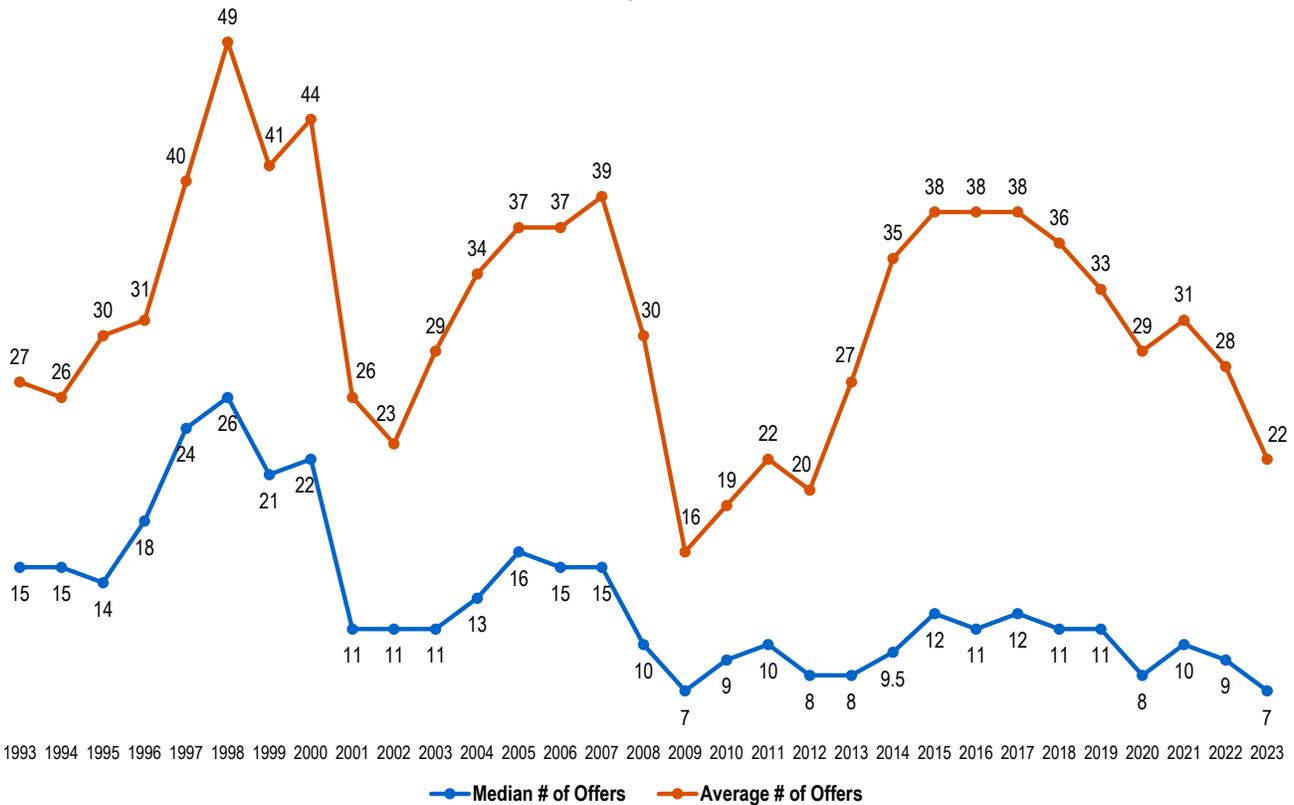
**Chart 2. Summer Program Outcomes — Percentage of 2L Summer Associates Receiving and Accepting Associate Offers, 1993-2023**



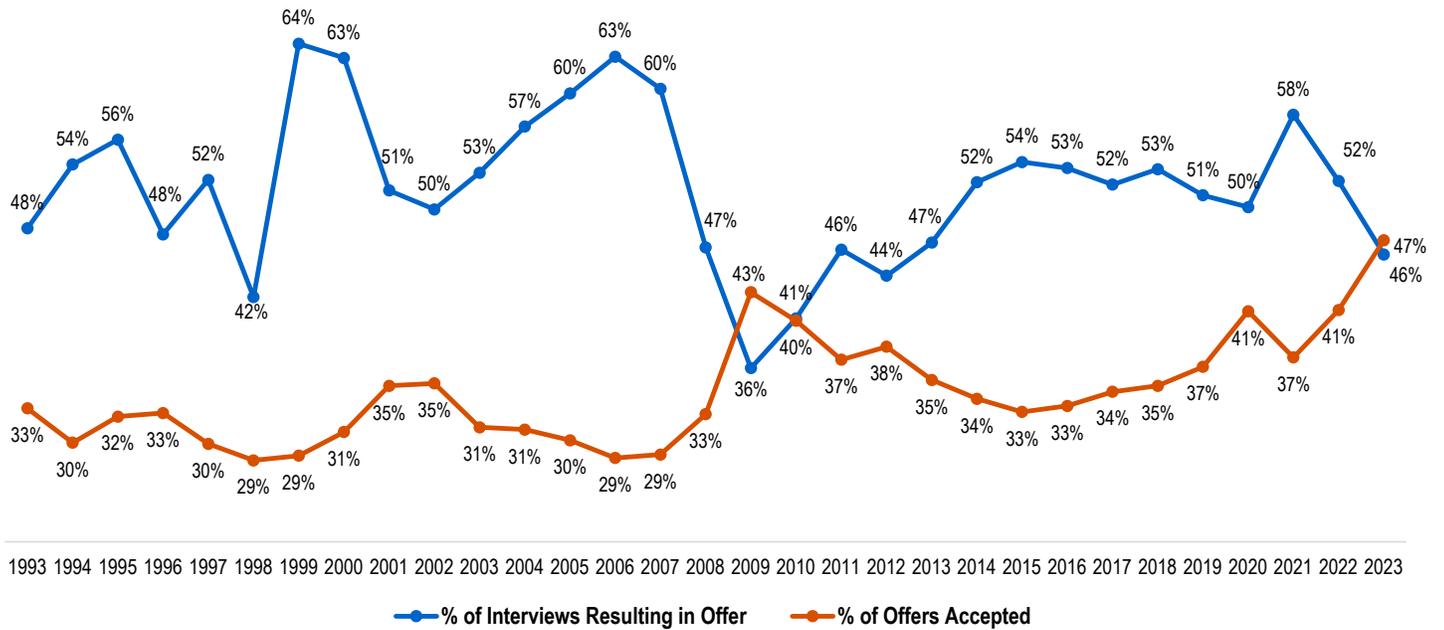
**Chart 3. Total Number of 2Ls Participating in Summer Programs and Receiving Associate Offers, 2007-2023**



**Chart 4. Fall Recruiting of 2Ls – Median and Average Number of 2L Offers for Summer Associate Positions, 1993-2023**



**Chart 5. Fall Recruiting of 2Ls — Percentage of Callback Interviews Resulting in Offers to 2Ls and Percentage of Offers Accepted, 1993-2023**





# Summer Program Characteristics

Overall, 560 responding law offices held a summer program for 2L students in 2023. The average summer 2023 program length was 9.8 weeks, the same as in 2022 — with the vast majority of offices (85%) reporting a 10-week program. Across all offices, summer programs ranged from 6 to 14 weeks. (See [Table 3.](#))

- The length of summer programs did not vary much by region or city, except for the Raleigh/Durham area, where 2023 summer programs averaged just 8.2 weeks in length.
- There was also little variation by firm size except for firms of 101-250 lawyers, which had a slightly shorter average program length (9.3 weeks).
- Among the 578 offices holding a summer program in 2023 and/or planning to host a summer 2024 program, 88% reported that they held a summer program in 2023 and were planning to do so again in 2024. However, this percentage is lower in firms of 501-700 lawyers, in small offices of 25 or fewer lawyers, and in the Southeast region. There was even greater variation by city/state, with anywhere from 40-100% of offices planning to host a summer program in both 2023 and 2024 (See [Table 4.](#))
- Offices that hosted a summer program in 2023, but were not planning to do so in 2024, accounted for 8% of offices, and an additional 4% of offices did not host a program in 2023, but were planning to do so in 2024.

**Table 3. Length of 2L Summer 2023 Programs**

	Most Common Program Lengths and % of Offices Reporting Each			Range of Lengths Reported (Weeks)		Average Length (Weeks)	# of Offices
	8 Weeks	9 Weeks	10 Weeks	Minimum Length	Maximum Length		
<b>Total – All Employers</b>	<b>3.2%</b>	<b>8.0%</b>	<b>85.2%</b>	<b>6</b>	<b>14</b>	<b>9.8</b>	<b>560</b>
<b>By Number of Lawyers Firm-Wide</b>							
100 or Fewer	22.2	5.6	61.1	8	12	9.7	18
101-250	7.8	23.5	52.9	6	14	9.3	51
251-500	2.9	8.8	80.9	8	12	9.9	68
501-700	7.0	4.2	88.7	8	10	9.8	71
701-1,000	0.0	2.4	95.2	9	11	10.0	42
1,001+	1.0	7.1	90.6	6	11	9.9	310
<b>By Number of Lawyers in Office</b>							
25 or Fewer	4.3	14.5	73.9	6	12	9.6	69
26-50	4.0	5.6	89.5	6	10	9.8	124
51-100	3.1	4.6	91.6	8	11	9.9	131
101-250	1.8	10.6	85.8	6	14	9.9	113
251+	0.0	4.1	85.7	9	12	10.1	49
<b>By NALP Region and City/State</b>							
<b>Northeast</b>	1.2	8.4	84.3	8	11	10.0	83
Boston	0.0	4.8	95.2	9	10	10.0	21
New York City	1.9	5.6	85.2	8	11	10.0	54
<b>Mid-Atlantic</b>	3.7	13.6	80.2	8	12	9.8	81
Philadelphia	0.0	16.7	83.3	9	10	9.8	6
Washington, DC/ Northern VA area	0.0	2.2	93.5	9	12	10.0	46
Wilmington, DE	0.0	12.5	87.5	9	10	9.9	8
<b>Southeast</b>	3.6	8.0	82.1	6	12	9.7	112
Atlanta	0.0	37.5	62.5	9	10	9.6	8
Austin	0.0	0.0	100.0	10	10	10.0	10
Charlotte	0.0	9.1	81.8	9	12	10.1	11
Dallas	0.0	5.6	94.4	9	10	9.9	18
Houston	0.0	3.8	92.3	6	10	9.8	26
Miami/Ft. Lauderdale/ W. Palm Beach	7.7	7.7	84.6	8	10	9.8	13
Other areas in Florida	11.1	0.0	88.9	8	10	9.8	9
Raleigh/Durham area	40.0	20.0	20.0	6	10	8.2	5

(Continued on page 16)

**Table 3. Length of 2L Summer 2023 Programs**

	Most Common Program Lengths and % of Offices Reporting Each			Range of Lengths Reported (Weeks)		Average Length (Weeks)	# of Offices
	8 Weeks	9 Weeks	10 Weeks	Minimum Length	Maximum Length		
<b>Midwest</b>	0.0	7.4	91.2	9	11	9.9	68
Chicago	0.0	5.9	94.1	9	10	9.9	34
Minneapolis	0.0	14.3	85.7	9	10	9.9	7
Ohio	0.0	0.0	100.0	10	10	10.0	7
<b>West/Rocky Mountain</b>	4.6	6.5	88.9	8	10	9.8	153
Denver area	16.7	0.0	83.3	8	10	9.7	12
Los Angeles and Orange County	0.0	6.4	93.6	9	10	9.9	47
Salt Lake City	16.7	0.0	83.3	8	10	9.7	6
San Diego	0.0	9.1	90.9	9	10	9.9	11
San Francisco	0.0	3.8	96.2	9	10	10.0	26
Seattle	0.0	14.3	85.7	9	10	9.9	7
Silicon Valley	0.0	0.0	100.0	10	10	10.0	19

**Note:** This table includes both firm-wide and office-specific reports. Specific city information may include offices in a few suburban locations, or firms where most lawyers are in that city. State information may include consolidated information reported by firms whose offices are primarily in that state. However, it generally does not include firms which submitted a single survey for multiple offices nationwide. These firms are also excluded from regional analyses. Information by region does include firms submitting a firm-wide form but whose offices are predominantly or wholly in that region. The summer program lengths reported in this table are the three most common nationwide for summer 2023. These three may not be the most common for smaller units of analysis. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

**Table 4. Summer Programs for 2Ls in 2023 and 2024**

	<b>% Holding Program in both 2023 and 2024</b>	<b>% Holding Program Only in 2023</b>	<b>% Holding Program Only in 2024</b>	<b># of Offices</b>
<b>Total – All Employers</b>	<b>88.1%</b>	<b>8.0%</b>	<b>4.0%</b>	<b>578</b>
<b>By Number of Lawyers Firm-Wide</b>				
100 or Fewer	94.4	5.6	0.0	18
101-250	92.2	5.9	2.0	51
251-500	89.2	2.7	8.1	74
501-700	80.3	13.2	6.6	76
701-1,000	92.7	7.3	0.0	41
1,001+	88.1	8.5	3.5	318
<b>By Number of Lawyers in Office</b>				
25 or Fewer	56.6	25.3	18.1	83
26-50	82.4	12.2	5.3	131
51-100	93.1	6.1	0.8	131
101-250	99.1	0.9	0.0	112
251+	100.0	0.0	0.0	48
<b>By NALP Region and City/State</b>				
<b>Northeast</b>	96.3	2.4	1.2	82
Boston	95.2	4.8	0.0	21
New York City	96.3	1.9	1.9	54
<b>Mid-Atlantic</b>	85.5	12.1	2.4	83
New Jersey	80.0	0.0	20.0	5
Philadelphia	83.3	16.7	0.0	6
Washington, DC/Northern VA area	89.1	10.9	0.0	46
Wilmington, DE	77.8	11.1	11.1	9
<b>Southeast</b>	79.7	15.3	5.1	118
Atlanta	77.8	11.1	11.1	9
Austin	100.0	0.0	0.0	10
Charlotte	81.8	18.2	0.0	11
Dallas	89.5	5.3	5.3	19
Houston	88.9	7.4	3.7	27
Miami/Ft. Lauderdale/W. Palm Beach	64.3	28.6	7.1	14
Other areas in Florida	63.6	18.2	18.2	11
Raleigh/Durham area	40.0	60.0	0.0	5

*(Continued on page 18)*

**Table 4. Summer Programs for 2Ls in 2023 and 2024**

	<b>% Holding Program in both 2023 and 2024</b>	<b>% Holding Program Only in 2023</b>	<b>% Holding Program Only in 2024</b>	<b># of Offices</b>
<b>Midwest</b>	88.9	5.6	5.6	72
Chicago	94.1	5.9	0.0	34
Minneapolis	85.7	14.3	0.0	7
Ohio	87.5	12.5	0.0	8
<b>West/Rocky Mountain</b>	86.3	7.5	6.2	161
Denver area	75.0	16.7	8.3	12
Los Angeles and Orange County	93.6	4.3	2.1	47
Salt Lake City	100.0	0.0	0.0	6
San Diego	90.9	9.1	0.0	11
San Francisco	86.7	0.0	13.3	30
Seattle	66.7	11.1	22.2	9
Silicon Valley	100.0	0.0	0.0	19

**Notes:** Offices/firms included in this table held, or will hold, a summer program in at least one of the two years listed.

This table includes both firm-wide and office-specific reports. Specific city information may include offices in a few suburban locations, or firms where most lawyers are located in that city. State information may include consolidated information reported by firms whose offices are primarily in that state. However, it generally does not include firms that submitted a single survey for multiple offices nationwide. These firms are also excluded from regional analyses. Information by region does include firms submitting a firm-wide form but whose offices are predominantly or wholly in that region. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.



# Outcomes of Summer Programs & Recruiting

A total of 558 employers reported information on the outcomes of their 2023 summer programs. For respondents providing individual-level office data, about 31% were located in the West/Rocky Mountain region, 23% in the Southeast, 17% in the Northeast, 16% in the Mid-Atlantic, and 13% in the Midwest. For firms submitting a single survey to cover multiple or all offices, the information generally was not attributed to a city, and in many cases not even to a region if their offices were located across various regions of the U.S.



# Outcomes of Summer 2023 Programs

## 2L Summer Program Class Sizes

Responding law offices reported a combined total of 7,570 students from the Class of 2024 participating in their 2023 summer programs for 2Ls, with an overall average class size of 14, matching a record high that was also observed in 2000 and from 2016-2018. This compares to an average class size of 13 reported for 2022 summer programs.

Median class sizes have been comparatively more stable as compared to averages, and for the past six years the median 2L program class size has been flat at five students. Since 2001, the median size has only ranged from five to six, with the exception of 2010 when the Great Recession caused a decline in summer program class sizes, with the median falling to four students that year.

For survey respondents reporting individual-level office data, rather than firm-wide or multi-office data, median class sizes ranged from three to five students by firm size, with firms of 101-250 lawyers and firms of more than 700 lawyers reporting a median of five. Ranges were much wider by office size, with a median of just one student in small offices of 25 or fewer lawyers, as compared to a median of 35.5 students in offices of more than 250 lawyers. Regionally, median class sizes ranged from three students in the Southeast to 10.5 students in the Northeast (and 16.5 students in New York City). (See [Table 5](#).)

## 2L Summer Program Offer and Acceptance Rates

Overall, 96.4% of 2L students participating in summer 2023 programs received an offer for an associate position, down from 97.1% in 2022. While this offer rate is comparatively high across the more than 30 years in which NALP has been tracking offer rates, it is the lowest overall offer rate reported in the survey since 2017. The drop in the offer rate is also important in the context of law school enrollments as the

students participating in summer 2023 programs are part of the Class of 2024, a class that was approximately 4,500 students larger when they entered law school than the classes immediately preceding or following them. The Class of 2024 will collectively need to find several thousand more jobs than their recent peers, and any drop in the offer rate presents challenges for the overall employment outcomes of this class.

Additionally, employers reported that they had not yet made an offer decision for 0.9% of all 2L summer program participants as of November 1, 2023, up from 0.6% for summer 2022 programs.

The overall offer acceptance rate from 2023 summer programs as of November 1 was 89.4%, a new record high, albeit an increase of only 1/10th of a percentage point from 2022. Acceptance rates have been at or near record highs for the last several years. Notably, this increase in acceptance rates has coincided with a steep decline in the percentage of offices recruiting 3L students, which may be a factor in driving the acceptance rates up even further as students might be more likely to accept offers at the end of their summer program if they believe there will be fewer law firm job opportunities available to them during their final year of law school. Across all offices, 13.5% of students accepting an associate offer spent both their 1L and 2L summers with the same firm, up from approximately 11% in summer 2022, and nearly 8% were 1L diversity fellows at the firm, up from about 6% last year.

- By firm size, offer rates were highest in the largest firms of more than 1,000 (98%), and lowest in firms of 251-500 lawyers (89%).
- Several cities reported 100% offer rates for their summer associates, including Austin, Miami, and Philadelphia.

- Overall, 4.6% of 2L students with an associate offer had not yet responded to the offer as of November 1. About two-thirds of those responses were pending because the student had received a judicial clerkship offer.
- On an individual office basis, offices in the Southeast filled the highest percentage of entry-level associate positions (32%) with students who spent both their 1L and 2L summers with the firm.
- By city, offices in Seattle reported filling the highest percentage of entry-level associate positions (31%) with students who spent both their 1L and 2L summers with the firm and were 1L diversity fellows.

six depending on firm size. The modal value reflects numerous small programs at smaller offices of large firms.

## Distribution of Associate Offer Acceptance Rates

A final perspective on summer outcomes is provided by examining the distribution of acceptance rates for each of the offices that reported hosting a 2023 summer program. This analysis gives equal weight to each office, whereas the previous analysis in Table 5 was based on total volume across all offices. For example, in this second analysis the acceptance rate for a small office of 25 or fewer lawyers has equal weight with that of a very large office of more than 250 lawyers.

## 2L Summer Program Class Size Ranges

Average and median summer program sizes can mask a considerable range of sizes, and the distribution of those sizes. (See [Table 6](#).)

Across all offices, the majority, 61%, reported a 100% acceptance rate. Additionally, 12% of employers reported acceptance rates of 75% or less, and 27% reported acceptance rates between 75.1% and 99.9%. The average acceptance rate was approximately 92%. (See [Table 7](#).)

- Across all survey respondents, program sizes ranged from one to 280, but the most common program size (the mode) was two, reported by 13% of offices. Overall, 36% of employers reported a class size of one to three students. Furthermore, the 95th percentile of program sizes, that is the size delineating the top 5% of offices from the bottom 95% is just 57 students.
- Of course, these figures vary a great deal depending on whether the information was reported for all or multiple offices of the firm, or for a single office. For multi-office reports, the size of most programs was 10 or more (72% of respondents), while just 25% of individual office submissions had programs of 10 or more 2L students.
- For single offices, program sizes ranged from 1-183 students and the modal value ranged from one to
  - Across all firm sizes, the majority of offices reported a 100% acceptance rate, with anywhere from 57-68% of offices reporting that every summer associate accepted their offer.
  - The average acceptance rate ranged from 85% at firms of 101-250 lawyers to 94% in firms of 251-500 lawyers.
  - On a regional basis, offices in the Northeast were least likely to report acceptance rates of 100%, while offices in the West/Rocky Mountain region were the most likely to report a 100% acceptance rate. Offices in the Mid-Atlantic region were most likely to have an acceptance rate of 75% or less. By city, the average acceptance rate was lowest in Wilmington, DE (80%) and highest in the Denver area and Minneapolis (both 100%).

**Table 5. Summer 2023 Program Class Sizes and Outcomes (2L Programs)**

	Median	Average	% of Participants Receiving Offers	% of Offers Accepted	% of Offer Acceptees Who Spent Both Their 1L and 2L Summers at the Firm	% of Offer Acceptees Who Spent Both Their 1L and 2L Summers at the Firm and Were 1L Diversity Fellows	# of Offices
<b>Total – All Employers</b>	<b>5.0</b>	<b>14</b>	<b>96.4%</b>	<b>89.4%</b>	<b>13.5%</b>	<b>7.7%</b>	<b>558</b>
<b>By Number of Lawyers Firm-Wide</b>							
100 or Fewer	3.0	7	92.8	80.6	8.4	4.8	17
101-250	6.0	7	94.1	84.1	16.7	9.6	51
251-500	7.0	12	88.7	92.5	15.2	7.9	68
501-700	4.0	11	92.7	89.9	19.5	10.1	71
701-1,000	7.0	21	97.3	89.9	17.0	7.7	42
1,001+	5.0	15	98.3	89.4	11.6	7.2	309
<b>FIRM-WIDE/MULTI-OFFICE REPORTS</b>							
All Firm-wide/ Multi-Office Reports	16.0	31	95.3	88.3	15.7	8.7	89
<b>By Number of Lawyers Firm-Wide</b>							
100 or Fewer	7.0	9	95.6	72.1	9.7	0.0	5
101-250	9.0	9	94.3	82.3	16.8	8.1	22
251-500	15.0	19	94.6	92.9	15.2	7.7	26
501-700	24.0	24	89.4	90.7	28.5	16.4	11
701-1,000	53.0	58	96.4	86.4	13.5	8.4	9
1,001+	57.5	76	96.5	88.4	14.3	8.0	16
<b>By NALP Region</b>							
Northeast	9.0	11	93.0	94.3	8.0	6.0	5
Mid-Atlantic	9.0	7	97.3	94.4	11.8	5.9	5
Midwest	11.0	13	93.7	96.6	15.8	10.5	5
West/Rocky Mountain	8.5	12	95.8	90.1	11.0	7.3	8
<b>OFFICE-SPECIFIC REPORTS</b>							
All Office-Specific Reports	4.0	10	97.0	90.1	12.3	7.1	469
<b>By Number of Lawyers Firm-Wide</b>							
100 or Fewer	3.0	6	90.9	86.7	7.7	7.7	12
101-250	5.0	6	93.9	86.3	16.7	11.4	29
251-500	3.0	7	78.7	91.8	15.4	8.4	42
501-700	3.0	8	94.4	89.6	15.0	6.9	60
701-1,000	5.0	11	98.6	94.8	21.4	6.6	33
1,001+	5.0	12	99.0	89.7	10.6	7.0	293
<b>By Number of Lawyers in Office</b>							
25 or Fewer	1.0	2	92.0	87.4	20.0	13.3	65
26-50	2.0	3	97.7	91.8	16.3	8.1	123
51-100	5.0	6	97.4	90.6	18.5	10.3	128
101-250	9.0	11	97.8	90.2	15.2	8.4	105
251+	35.5	49	96.5	89.6	7.7	5.0	48

(Continued on page 23)

**Table 5. Summer 2023 Program Class Sizes and Outcomes (2L Programs)**

	Median	Average	% of Participants Receiving Offers	% of Offers Accepted	% of Offer Acceptees Who Spent Both Their 1L and 2L Summers at the Firm	% of Offer Acceptees Who Spent Both Their 1L and 2L Summers at the Firm and Were 1L Diversity Fellows	# of Offices
<b>By NALP Region and City/State</b>							
<b>Northeast</b>	10.5	28	98.5	90.6	5.1	3.8	78
Boston	9.0	12	98.0	90.8	7.5	6.6	21
New York City	16.5	36	98.6	90.6	4.8	3.4	54
<b>Mid-Atlantic</b>	5.0	9	90.7	82.9	15.3	11.8	75
Philadelphia	9.5	10	100.0	90.2	18.2	12.7	6
Washington, DC/ Northern VA area	7.0	11	88.2	81.0	15.5	12.0	46
Wilmington, DE	2.0	5	97.3	86.1	6.5	3.2	7
<b>Southeast</b>	3.0	6	96.9	91.1	31.5	11.1	108
Atlanta	4.0	8	96.7	96.6	16.1	14.3	8
Austin	3.0	4	100.0	84.6	45.5	6.1	10
Charlotte	3.0	4	91.1	85.4	20.0	17.1	11
Dallas	6.0	8	97.8	94.0	34.9	7.1	18
Houston	4.0	8	98.5	93.4	37.3	12.4	26
Miami/ Ft. Lauderdale/ W. Palm Beach	4.0	4	100.0	91.1	23.5	5.9	13
Other areas in Florida	2.0	2	100.0	88.2	6.7	0.0	8
Raleigh/Durham area	2.0	3	86.7	53.8	28.6	14.3	5
<b>Midwest</b>	5.0	9	98.5	92.3	14.0	8.5	63
Chicago	6.0	12	99.0	90.8	7.7	4.7	34
Minneapolis	3.0	6	93.0	100.0	32.5	27.5	7
Ohio	5.0	7	98.1	94.1	22.9	8.3	7
<b>West/Rocky Mountain</b>	4.0	5	97.1	91.8	14.5	9.2	145
Denver area	2.5	3	90.0	100.0	19.4	16.7	12
Los Angeles and Orange County	4.0	5	97.9	93.0	13.2	9.0	47
Salt Lake City	4.0	5	90.0	92.6	8.0	8.0	6
San Diego	4.0	4	97.9	93.6	13.6	4.5	11
San Francisco	4.0	7	99.4	87.1	12.8	7.4	26
Seattle	3.0	5	94.3	97.0	31.3	31.3	7
Silicon Valley	5.0	8	98.7	89.4	11.9	5.2	19

**Note:** Figures reflect participation by 7,570 students in the Class of 2024 during the summer of 2023. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. The number of employers reporting a summer program is shown in the last column. This table excludes survey respondents that did not host a summer program for 2Ls; however, it does include offices with summer programs that did not make any offers from the program or whose offer process was not complete as of November 1, 2023. Overall, firms reported that an offer decision had not been made for 0.9% of summer program participants. Firms also reported that 4.6% of 2Ls with offers had not responded or a response was still pending as of November 1, 2023. About two-thirds (65.8%) of those offers with a response pending were because the student had received a judicial clerkship offer. Average figures are rounded to the nearest whole number. Following the first section where overall and figures by firm size include both firm-wide and office-specific reporting, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. Office-specific information includes some instances of firms with most lawyers located in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

**Table 6. Summer 2023 Program Sizes (2L Programs)**

	% of Offices in Each Program Size Range			Range of Program Sizes Reported:				Most Common Program Size (Mode) and % of Offices		# of Summer 2Ls	# of Offices
	1-3	4-9	10 or More	Min	5th Percentile	95th Percentile	Max	Mode	% of Offices with Program This Size		
<b>Total — All Employers</b>	<b>36.0%</b>	<b>31.5%</b>	<b>32.4%</b>	<b>1</b>	<b>1</b>	<b>57</b>	<b>280</b>	<b>2</b>	<b>12.9%</b>	<b>7,570</b>	<b>558</b>
<b>FIRM-WIDE/MULTI-OFFICE REPORTS</b>											
All Firm-Wide/ Multi-Office Reports	6.7	21.4	71.9	1	3	96	280	5,7	7.1 each	2,748	89
<b>By Number of Lawyers Firm-Wide</b>											
100 or Fewer	40.0	20.0	40.0	3	3	17	17	3	40.0	45	5
101-250	13.6	50.0	36.4	2	2	17	20	9	18.2	192	22
251-500	3.9	15.4	80.8	3	6	43	61	14, 15	11.5 each	503	26
501-700	0.0	9.1	90.9	6	6	48	48	13	18.2	264	11
701-1,000	0.0	0.0	100.0	11	11	158	158	No figure reported more than twice		526	9
1,001+	0.0	12.5	87.5	5	5	280	280	5	12.5	1,218	16
<b>OFFICE-SPECIFIC REPORTS</b>											
All Office-Specific Reports	41.6	33.5	25.0	1	1	37	183	2	14.9	4,822	469
<b>By Number of Lawyers Firm-Wide</b>											
100 or Fewer	58.3	25.0	16.7	1	1	25	25	1	25.0	66	12
101-250	37.9	44.8	17.2	1	1	12	20	1,2,6	13.8 each	163	29
251-500	57.1	23.8	19.1	1	1	27	54	1	23.8	296	42
501-700	53.3	25.0	21.7	1	1	36	103	3	20.0	498	60
701-1,000	33.3	39.4	27.3	1	1	41	115	1,4	15.2 each	370	33
1,001+	37.5	35.2	27.3	1	1	45	183	2	15.4	3,429	293

**Note:** Figures are based on offices/firms which reported at least one 2L summer associate for summer 2023. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. Office-specific information includes some instances of firms with most lawyers located in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey.

**Table 7. Acceptance Rates from Summer 2023 Programs (2L Programs)**  
*(percent of offices in each range of acceptance rates)*

	Percent of Offices in Each Range of Acceptance Rates				
	Acceptance Rates			Average Acceptance Rate	# of Offices
	75% or Less	75.1-99.9%	100%		
<b>Total – All Employers</b>	<b>11.9%</b>	<b>27.3%</b>	<b>60.8%</b>	<b>91.6%</b>	<b>554</b>
<b>By Number of Lawyers Firm-wide</b>					
100 or Fewer	17.6	17.6	64.7	88.1	17
101-250	23.5	11.8	64.7	85.2	51
251-500	9.2	23.1	67.7	94.2	65
501-700	9.9	26.8	63.4	92.0	71
701-1,000	9.5	33.3	57.1	93.7	42
1,001+	11.0	30.5	58.4	91.9	308
<b>By Number of Lawyers in Office</b>					
25 or Fewer	13.6	1.5	84.8	90.8	66
26-50	14.6	5.7	79.7	93.6	123
51-100	11.5	16.9	71.5	92.6	130
101-250	11.5	36.3	52.2	90.4	113
251+	6.3	81.3	12.5	90.1	48
<b>By NALP Region and City/State</b>					
<b>Northeast</b>	1.2	49.4	49.4	94.2	83
Boston	0.0	42.9	57.1	93.2	21
New York City	1.9	53.7	44.4	94.3	54
<b>Mid-Atlantic</b>	21.5	22.8	55.7	87.5	79
Philadelphia	0.0	50.0	50.0	94.2	6
Washington, DC/Northern VA area	28.9	24.4	46.7	85.9	45
Wilmington, DE	28.6	14.3	57.1	79.8	7
<b>Southeast</b>	14.4	12.6	73.0	91.1	111
Atlanta	0.0	25.0	75.0	98.2	8
Austin	10.0	20.0	70.0	91.0	10
Charlotte	27.3	9.1	63.6	88.6	11
Dallas	5.6	11.1	83.3	96.9	18
Houston	7.7	15.4	76.9	93.1	26
Miami/Ft. Lauderdale/W. Palm Beach	15.4	7.7	76.9	94.0	13
Other areas in Florida	25.0	0.0	75.0	89.6	8
Raleigh/Durham area	20.0	0.0	80.0	80.0	5

*(Continued on page 26)*

**Table 7. Acceptance Rates from Summer 2023 Programs (2L Programs)**  
*(percent of offices in each range of acceptance rates)*

	Percent of Offices in Each Range of Acceptance Rates			Average Acceptance Rate	# of Offices
	Acceptance Rates				
	75% or Less	75.1-99.9%	100%		
<b>Midwest</b>	7.4	29.4	63.2	93.3	68
Chicago	11.8	38.2	50.0	89.5	34
Minneapolis	0.0	0.0	100.0	100.0	7
Ohio	0.0	28.6	71.4	96.6	7
<b>West/Rocky Mountain</b>	11.3	14.0	74.7	93.6	150
Denver area	0.0	0.0	100.0	100.0	11
Los Angeles and Orange County	10.6	10.6	78.7	95.0	47
Salt Lake City	40.0	0.0	60.0	90.0	5
San Diego	9.1	18.2	72.7	92.3	11
San Francisco	19.2	23.1	57.7	89.6	26
Seattle	0.0	14.3	85.7	99.1	7
Silicon Valley	21.1	26.3	52.6	85.3	19

**Note:** This table excludes offices that did not make any offers to their summer associates. These figures include a small number of students who spent their 1L summer with the office/firm and received an offer for an associate position at that time. The table also includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area. These figures reflect acceptance rates as of November 1, 2023. Firms reported that 4.6% of 2Ls with offers had not responded or a response was still pending as of November 1, 2023. About two-thirds (65.8%) of those offers with a response pending were because the student had received a judicial clerkship offer.



# 1L Participation in Summer Programs

Almost three-quarters of offices reported that their summer 2023 program included one or more 1L (Class of 2025) students, and a few offices hosted only 1L students. (See [Table 8.](#))

- These employers collectively employed 1,544 1L students, down by approximately 120 students as compared to the 1,665 1Ls reported in last year's survey of summer 2022 programs. For summer 2023, the overall median 1L summer program size was two students, and the average was four, the same as in summer 2022.
  - Overall, 92% of these 1Ls received an offer from their firm to return for some or all of the summer 2024 program (as a 2L), a decline of two percentage points from summer 2022. However, the offer rate varied by city, with 82% of 1Ls receiving an offer to return in the Denver area, compared to 100% of 1Ls in Philadelphia, San Diego, and San Francisco.
  - In total, 72% of offers to 1Ls to return for summer 2024 were accepted, down slightly from 73% last year. Acceptance rates also varied widely by location, with just 40% of all return offers accepted in Salt Lake City, compared to 100% in the Denver area.
  - Approximately 57% of reported summer 2023 1Ls were diversity fellows, up from 55% in 2021 and 2022.
  - A smaller share of 1Ls were diversity fellows in the Southeast region, particularly in Texas firms where the percentage fell below 30% in Austin, Dallas, and Houston. These lower diversity fellow rates in Texas, along with the Miami area, are consistent with rates that were below both the regional and national average in last year's data for 2022 summer programs. In contrast, Atlanta and Charlotte were outliers in the Southeast, where more than 90% of all 1L summer associates in these two cities were diversity fellows.
- For the first time this year, NALP tracked the return offer and acceptance rates specifically for 1L diversity fellows. Overall, the offer rate was on par with the rate for all 1L summer associates at 92%, but the acceptance rate was two points higher, at 94%.
  - About 11% of offices reported that they conditioned 1L employment on committing to returning for the 2L summer associate program at the firm.
  - It was extremely uncommon for a 1L summer associate to receive an associate offer directly out of the 1L summer program, with fewer than 0.6% of all 1Ls receiving an associate offer.

**Table 8. Summer 2023 Program Class Sizes and Outcomes (1L Programs)**

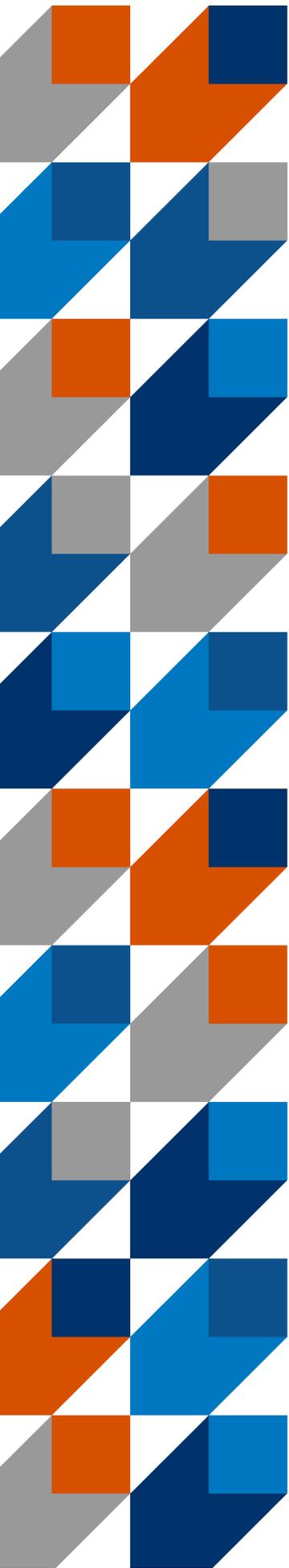
	Number of 1Ls		Outcomes for All 1Ls		Outcomes for 1L Diversity Fellows			# of Offices
	Median	Average	% of All 1Ls Receiving Offers to Return for Summer 2024	% of All 1Ls Accepting Offer to Return for Summer 2024	% of All 1Ls who were Diversity Fellows	% of All Diversity Fellows Receiving Offer to Return for Summer 2024	% of Diversity Fellows Accepting Offer to Return for Summer 2024	
<b>Total – All Employers</b>	<b>2.0</b>	<b>4</b>	<b>92.1%</b>	<b>72.0%</b>	<b>56.7%</b>	<b>92.0%</b>	<b>73.9%</b>	<b>404</b>
<b>FIRM-WIDE/MULTI-OFFICE REPORTS</b>								
All Firm-wide/ Multi-Office Reports	5.0	8	90.7	72.9	55.5	89.7	75.2	80
<b>By Number of Lawyers Firm-Wide</b>								
101-250	2.0	4	81.3	73.8	60.0	84.4	68.4	19
251-500	4.0	5	95.3	69.9	57.4	95.9	77.5	25
501-700	10.5	12	85.1	72.8	49.6	80.0	72.9	10
701-1,000	7.0	11	93.1	61.7	56.3	87.8	67.4	8
1,001+	8.5	13	93.8	79.1	58.4	94.3	80.0	16
<b>By NALP Region</b>								
Midwest	2.0	4	77.8	100.0	66.7	75.0	100.0	5
West/Rocky Mountain	2.0	2	76.5	61.5	76.5	76.9	50.0	7
<b>OFFICE-SPECIFIC REPORTS</b>								
All Office-Specific Reports	2.0	3	93.1	71.4	57.5	93.5	73.1	324
<b>By Number of Lawyers Firm-Wide</b>								
100 or Fewer	1.0	2	81.8	55.6	45.5	100.0	80.0	7
101-250	1.0	2	81.3	66.7	66.7	71.9	60.9	21
251-500	1.0	2	98.0	71.4	76.0	97.4	78.4	29
501-700	2.0	3	88.6	69.2	45.5	90.0	70.4	45
701-1,000	2.0	5	96.5	72.5	31.9	91.7	72.7	24
1,001+	2.0	3	94.3	72.2	63.3	95.8	73.7	198
<b>By Number of Lawyers in Office</b>								
25 or Fewer	1.0	1	92.7	71.1	82.9	91.2	67.7	35
26-50	1.0	2	90.4	62.5	61.7	83.1	66.1	68
51-100	2.0	2	93.8	70.9	52.6	95.5	72.4	94
101-250	2.0	4	90.9	70.1	53.9	93.6	68.8	85
251+	4.0	5	97.0	77.6	60.0	97.8	83.0	42
<b>By NALP Region and City/State</b>								
<b>Northeast</b>	2.0	3	92.5	72.1	76.9	93.7	75.4	60
Boston	2.0	2	91.7	72.7	86.1	93.5	75.9	16
New York City	2.0	3	95.2	71.9	74.0	97.2	75.2	42

(Continued on page 29)

**Table 8. Summer 2023 Program Class Sizes and Outcomes (1L Programs)**

	Number of 1Ls		Outcomes for All 1Ls		Outcomes for 1L Diversity Fellows			# of Offices
	Median	Average	% of All 1Ls Receiving Offers to Return for Summer 2024	% of All 1Ls Accepting Offer to Return for Summer 2024	% of All 1Ls who were Diversity Fellows	% of All Diversity Fellows Receiving Offer to Return for Summer 2024	% of Diversity Fellows Accepting Offer to Return for Summer 2024	
<b>Mid-Atlantic</b>	2.0	3	96.6	67.5	73.7	97.7	69.4	46
Philadelphia	3.0	3	100.0	56.3	93.8	100.0	53.3	5
Washington, DC/ Northern VA area	2.0	3	96.1	74.0	68.4	96.2	76.0	28
Wilmington, DE	2.0	2	90.0	55.6	60.0	100.0	66.7	5
<b>Southeast</b>	2.0	4	94.3	72.1	34.7	90.4	68.1	77
Atlanta	1.5	2	91.7	72.7	91.7	90.9	80.0	6
Austin	4.0	5	90.6	69.0	25.0	75.0	83.3	7
Charlotte	1.0	2	85.7	75.0	92.9	84.6	72.7	9
Dallas	2.0	5	98.7	73.3	22.4	100.0	64.7	15
Houston	2.0	6	95.9	70.7	29.8	94.4	61.8	21
Miami/Ft. Lauderdale/W. Palm Beach	2.0	3	89.5	58.8	31.6	100.0	50.0	7
<b>Midwest</b>	2.0	3	88.8	69.0	59.4	95.8	70.3	56
Chicago	2.0	3	83.5	66.2	56.5	97.9	63.8	28
Minneapolis	1.5	3	95.7	86.4	73.9	94.1	87.5	8
Ohio	2.0	2	93.3	50.0	46.7	85.7	33.3	7
<b>West/Rocky Mountain</b>	1.0	2	93.2	74.6	64.2	90.5	81.4	85
Denver area	1.0	2	82.4	100.0	88.2	80.0	100.0	11
Los Angeles and Orange County	1.0	2	97.3	75.0	56.8	90.5	78.9	21
Salt Lake City	1.0	1	83.3	40.0	50.0	66.7	50.0	5
San Diego	1.0	1	100.0	72.7	63.6	100.0	85.7	8
San Francisco	1.0	2	100.0	71.4	54.3	100.0	73.7	16
Seattle	2.0	2	72.7	87.5	81.8	77.8	85.7	5
Silicon Valley	1.5	2	94.7	66.7	63.2	100.0	83.3	12

**Note:** Figures reflect 1,544 1L students in the Class of 2025 who participated in a summer 2023 program. The number of employers reporting that their summer program included 1Ls is shown in the last column and may include 1L programs specifically for diversity fellows and/or programs in cooperation with or sponsored by bar associations or similar organizations. The percentage of 1Ls receiving offers does not include a small number who received an offer for an associate position after their 1L summer. Approximately 0.6% of 1Ls were reported as receiving an associate offer. The number of offices figure includes a few offices that hosted summer programs for 1Ls only. Average figures are rounded to the nearest whole number. Following the overall total shown in the first line, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. Office-specific information includes some instances of firms with most lawyers in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey. These figures reflect acceptance rates as of November 1, 2023. Firms reported that 0.6% of 1Ls with offers had not responded or a response was still pending as of November 1, 2023.



# 2023 Recruiting Activity



# Recruiting Methods

NALP added a new question to the 2023 survey about the methods that offices utilized to recruit students for 2L summer associate programs. A total of 535 offices reported recruiting 2L students, along with the recruiting methods that were utilized. Law school OCI recruiting was the most commonly reported method (93% of all offices), followed by direct application (85%), and resume collects (77%). (See [Table 9.](#))

- Smaller firms of 250 or fewer lawyers were less likely to report using each of the non-OCI recruiting methods as compared to the overall figures.
- Regionally, offices in the West/Rocky Mountain region were less likely to use both direct application (77%) and resume collects (66%), whereas offices in the Mid-Atlantic region were the most likely to utilize these methods at 89% and 87%, respectively.

Approximately 15% of offices utilized non-interview assessment tools, such as competency or psychometric assessments, in the recruiting process for summer associates. This percentage has remained low, only ranging from 12-15% of employers since NALP began tracking this metric in 2020. (See [Table 10.](#))

- Large firms of more than 1,000 lawyers (21% of offices) and offices in the West/Rocky Mountain region (22%) were slightly more likely to report using non-interview assessment tools in the recruiting process.

**Table 9. Methods Utilized by Employers to Recruit and Interview 2L Students for 2024 Summer Associate Positions**

	Percentage of Offices/Firms Using Each Recruiting Method							# of Offices
	Law School Career Office Interview Program (e.g., OCI)	Law School Resume Collect	Direct Application	Job Fairs/ Career Conferences	Internal Referrals	Client Referrals	Other*	
<b>Total – All Employers</b>	<b>92.9%</b>	<b>77.0%</b>	<b>84.9%</b>	<b>72.0%</b>	<b>59.8%</b>	<b>40.6%</b>	<b>4.1%</b>	<b>535</b>
<b>By Number of Lawyers Firm-Wide</b>								
100 or Fewer	88.2	76.5	70.6	47.1	35.3	17.6	0.0	17
101-250	97.9	70.8	75.0	56.3	54.2	29.2	2.1	48
251-500	84.9	87.7	91.8	69.9	58.9	30.1	4.1	73
501 -700	94.0	64.2	73.1	68.7	55.2	41.8	3.0	67
701-1,000	97.4	78.9	84.2	84.2	78.9	52.6	7.9	38
1,001+	93.5	78.1	88.4	75.7	61.0	44.5	4.5	292
<b>By Number of Lawyers in Office</b>								
25 or Fewer	82.5	52.4	60.3	41.3	30.2	22.2	1.6	63
26-50	86.3	70.1	81.2	61.5	42.7	27.4	0.9	117
51-100	95.1	78.0	84.6	70.7	61.0	36.6	4.1	123
101-250	98.2	86.5	92.8	84.7	70.3	50.5	8.1	111
251+	97.9	83.3	93.8	91.7	77.1	56.3	2.1	48
<b>By NALP Region and City/State</b>								
<b>Northeast</b>	95.0	85.0	88.8	77.5	71.3	47.5	7.5	80
Boston	95.0	75.0	85.0	800.0	55.0	35.0	10.0	20
New York City	94.3	90.6	92.5	77.4	79.2	54.7	7.5	53
<b>Mid-Atlantic</b>	89.2	86.5	89.2	74.3	59.5	44.6	4.1	74
New Jersey	80.0	40.0	80.0	40.0	20.0	0.0	20.0	5
Philadelphia	100.0	100.0	100.0	100.0	60.0	100.0	0.0	5
Washington DC/ Northern VA area	100.0	92.7	87.8	73.2	73.2	51.2	4.9	41
Wilmington, DE	75.0	100.0	100.0	87.5	25.0	12.5	0.0	8
<b>Southeast</b>	92.1	77.2	84.2	75.3	55.4	35.6	5.0	101
Atlanta	87.5	62.5	87.5	87.5	62.5	37.5	0.0	8
Austin	80.0	70.0	70.0	60.0	50.0	40.0	0.0	10
Charlotte	88.9	55.6	66.7	66.7	11.1	0.0	0.0	9
Dallas	94.4	83.3	94.4	88.9	61.1	38.9	11.1	18
Houston	92.0	84.0	88.0	80.0	56.0	36.0	4.0	25
Miami/Ft. Lauderdale/ W. Palm Beach	90.9	90.9	90.9	72.7	63.6	45.5	0.0	11
Other areas in Florida	100.0	66.7	77.8	55.6	66.7	55.6	0.0	9

(Continued on page 33)

**Table 9. Methods Utilized by Employers to Recruit and Interview 2L Students for 2024 Summer Associate Positions**

	Percentage of Offices/Firms Using Each Recruiting Method							# of Offices
	Law School Career Office Interview Program (e.g., OCI)	Law School Resume Collect	Direct Application	Job Fairs/ Career Conferences	Internal Referrals	Client Referrals	Other*	
<b>Midwest</b>	95.6	72.1	85.3	73.5	55.9	35.3	2.9	68
Chicago	96.9	68.8	87.5	81.3	65.6	40.6	6.3	32
Minneapolis	83.3	66.7	100.0	100.0	33.3	16.7	0.0	6
Ohio	100.0	75.0	75.0	50.0	12.5	0.0	0.0	8
<b>West/Rocky Mountain</b>	90.7	66.0	77.3	60.0	48.7	34.0	1.3	150
Denver area	80.0	50.0	90.0	60.0	70.0	50.0	10.0	10
Los Angeles and Orange County	100.0	60.0	68.9	48.9	46.7	33.3	0.0	45
Salt Lake City	66.7	66.7	100.0	83.3	66.7	50.0	0.0	6
San Diego	90.0	80.0	80.0	60.0	30.0	40.0	0.0	10
San Francisco	93.3	70.0	70.0	66.7	40.0	23.3	33.3	30
Seattle	87.5	62.5	87.5	37.5	37.5	25.0	0.0	8
Silicon Valley	89.5	84.2	89.5	100.0	63.2	36.8	0.0	19

**Notes:** Figures are based on a total of 535 offices/firms that recruited for a 2024 2L summer associate program in 2023 and responded to the question regarding recruitment methods. The table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly location in that region. Percentages add up to more than 100% across the recruitment methods because offices could select all that apply. Specific city information may include a few offices in suburban locations; however, city figures generally do not include offices that submitted a single composite survey to cover recruiting activity in multiple cities nationwide. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

\*Examples of “other” include firm invitations to interview, candidates seen as 1Ls but not offered a 1L position, firm hosted events, LinkedIn campaigns, AI predictive tools, pipeline programs, write-in emails, and post-OCI law school referrals.

**Table 10. Prevalence of the Use of Non-Interview Assessment Tools in the Recruiting Process for Summer 2024 2L Programs**

	<b>% of Offices/Firms Reporting Use of Non-Interview Assessment Tools</b>	<b># of Offices</b>
<b>Total – All Employers</b>	<b>15.2%</b>	<b>532</b>
<b>By Number of Lawyers Firm-Wide</b>		
100 or Fewer	5.9	17
101-250	12.5	48
251-500	12.3	73
501-700	3.0	66
701-1,000	7.9	38
1,001+	20.7	290
<b>By NALP Region</b>		
Northeast	16.3	80
Mid-Atlantic	16.2	74
Southeast	11.0	100
Midwest	8.8	68
West/Rocky Mountain	22.1	149

**Note:** Figures are based on a total of 532 offices/firms that responded to the question regarding the use of non-interview assessment tools. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region



# Hiring for Summer 2024

For the first time this year, NALP broke out recruiting that took place via a law school career office interview program (e.g., OCI) from recruiting via all other methods (non-OCI). In several portions of this section, overall recruiting outcomes are reported in one table, and then outcomes specific to OCI and non-OCI recruiting follow in subsequent tables.

## OCI School Visits

In 2023, 444 responding offices participated in at least one law school OCI program and reported the total number of schools visited. Nationwide, the median number of schools at which employers recruited was eight, up from a median of seven schools in 2022. However, offices were almost evenly split between those reporting that they recruited from fewer (35% of offices), the same (33%), or more schools (33%) as compared to last year. (See [Tables 11-12](#).)

- By firm size, medians ranged from five schools at firms of 501-700 lawyers to 10 schools at firms of more than 1,000 lawyers. For smaller offices, regardless of overall firm size, the median was typically five or fewer schools.
- Offices in firms of 100 or fewer lawyers were most likely to have made no change (57%) to their school visit figures compared to the previous recruiting cycle, while firms of more than 1,000 lawyers were the most likely to decrease their campus visits (43%).
- On a regional basis, the median number of schools visited ranged from six in the Midwest and West/Rocky Mountain regions to 11 in the Northeast. Employers in the Northeast were also the most likely to interview at nine or more schools (68% of offices). Offices in the West/Rocky Mountain region were the most likely to

report a decrease in the number of schools that they visited (44%) and offices in the Mid-Atlantic region were the most likely to report an increase in school visits (45%).

- Regional averages are not necessarily indicative of activity on the part of employers in each city or state within that region. For example, offices in Wilmington and San Diego were more likely to have decreased the number of schools visited than were offices in their respective region as a whole; whereas offices in Houston and San Francisco were more likely to have increased the number of schools visited compared to their regions. Offices in New York City, the Washington, DC area, and Charlotte visited the most schools, with a median of 12 schools in each of these cities.

## Job Fair/Career Conference Participation

Overall, 444 offices reported information about the extent of their participation in job fairs/career conferences during the most recent recruiting cycle, with 29% indicating that they did not participate in any job fairs. For those offices that did participate in job fairs, nearly two-thirds (65%), attended the same number of fairs in 2023 as compared to 2022. Small offices, regardless of firm size, typically participated in fewer than two job fairs. (See [Tables 13-14](#).)

- On a regional basis, offices in the Southeast were most likely to participate in job fairs, with 84% doing so. Conversely, offices in the West/Rocky Mountain region were least likely to participate in job fairs, with slightly more than half (55%) participating in 2023. The Midwest had the highest share of offices that participated in three or more job fairs (32% of offices).

Maintaining the same number of job fairs was the norm, particularly in the Mid-Atlantic region, where 72% of employers reported attending the same number of job fairs compared to the 2022 recruiting cycle.

- Again, regional norms are not necessarily indicative of activity within each city or state. For example, offices in Austin and Chicago were more likely to attend three or more job fairs compared with their respective regions as a whole; while offices in New York City and Salt Lake City were more likely to indicate that they did not participate in any job fairs compared to their respective regions.

### OCI Screening Interview Activity

The majority of offices (53%) that recruited via OCI reported a decline of more than 10% in the number of OCI screening interviews that they conducted in 2023 as compared to 2022. An additional 28% of offices reported stable screening interview figures that increased or decreased by 10% or less, and just 19% reported an increase of more than 10% in their OCI screening interviews. (See [Table 15](#).)

- These distributions varied considerably by firm size and region. For example, offices in the largest firms of more than 1,000 lawyers were the most likely to report a decrease of more than 10% in their screening interviews (63% of offices), while offices in firms of 501-700 lawyers were the most likely to report an increase of more than 10% in screening interviews (39%). More than half (57%) of all offices in small firms of 100 or fewer lawyers reported stable screening interview figures. Regionally, offices in the Southeast region reported the highest incidence of offices decreasing their OCI screening interviews (61%).

In terms of the format of screening interviews, virtual screening interviews were the norm. The majority of offices (58%) reported that all of their OCI screening interviews were conducted virtually. An additional 40% conducted a mix of both in-person and virtual screening interviews, while fewer than 3% conducted all screening interviews in-person. (See [Table 16](#).)

- Offices in the Northeast region were the most likely to report that all of their screening interviews were

conducted virtually (78% of offices), compared to just 36% of offices in the Southeast. Since the onset of the COVID-19 pandemic, offices in the Northeast have consistently had higher rates of virtual screening interviews, while offices in the Southeast have had lower rates.

### Format of OCI Callback Interviews

While most firms conducted all of their screening interviews virtually, just one-third of offices reported that all of their OCI callback interviews took place virtually. Nearly half (48%) conducted a mix of in-person and virtual callback interviews, and another 20% of offices conducted all of their callbacks in-person. (See [Table 17](#).)

- As with screening interviews, these distributions varied by firm size and region. Offices in firms of more than 1,000 lawyers were most likely to report that all of their callbacks took place virtually (38% of offices). Regionally, offices in the Northeast were once again the most likely to report that they conducted all of their callbacks virtually (44%), while just 18% of offices in the Southeast reported that all of their callbacks were virtual. Silicon Valley had the highest share of offices reporting that they conducted all callbacks virtually (60%).

### Yields on OCI Screening Interviews

Information on OCI screening interview numbers was used to link, where possible, screening interview figures with outcomes later in the recruiting cycle. These analyses, based on 411 offices that reported both sets of figures (screening interview numbers and callback outcomes) for the same office or offices, show that 30% of screening interviews resulted in a callback invitation, and that just under 5% resulted in an accepted summer associate offer. This means that, on average, for OCI, about 22 screening interviews are needed to result in one accepted offer. Precise comparisons between 2023 and 2022 are not possible since this is the first year that NALP collected data by recruiting method. However, across all interviewing (both OCI and non-OCI), just 15 screening interviews were needed to result in one accepted offer in 2022.

By firm size, fewer screening interviews are needed to result

in one accepted offer in firms of 101-500 lawyers, while the most are needed in firms of 701-1,000 lawyers. Regionally, fewer screening interviews are needed to result in one accepted offer in the Northeast, and the highest number of screening interviews are needed in the Southeast. (See [Table 18.](#))

## Non-OCI Interview Activity

For interviewing that took place outside of OCI, which can include methods such as direct application, resume collects, job fairs, and referrals, offices were more likely to report an increase in the number of candidates interviewed. For non-OCI interviewing, offices were asked to report the total number of candidates interviewed outside of OCI rather than the number of screening interviews conducted since some offices may only conduct one interview (rather than two) for at least a subset of the candidates that they interview outside of OCI.

Overall, nearly 47% of offices reported an increase of more than 10% in the number of candidates that they interviewed outside of OCI for this most recent recruiting cycle for summer 2024 programs as compared to the prior recruiting cycle. An additional 35% reported a decrease of more than 10% in candidate interviews, and 19% had fairly stable interview figures. (See [Table 19.](#))

- As shown earlier in [Table 11](#), firms of 501-700 lawyers were the most likely to visit more schools for OCI during the 2023 recruiting cycle. That increase in OCI recruiting seems to have come at the expense of non-OCI recruiting, as offices in firms of 501-700 lawyers were the most likely to report a decrease in the number of candidates that they interviewed outside of OCI (44% of offices).
- Regionally, the Northeast and Mid-Atlantic regions had the highest share of offices reporting a decrease in the number of candidates interviewed outside of OCI (40% of offices), while the West/Rocky Mountain region had the highest share of offices reporting an increase (51%).

## Format of Non-OCI Final Round Interviews

Since not all firms conduct both a screening and callback interview as part of their non-OCI recruiting, offices were

asked to report the format of their non-OCI final round interviews. The share of offices that conducted their final round interviews virtually was similar to the OCI callback information reported in [Table 17.](#)

Overall, 38% of offices reported that all of their non-OCI final round interviews took place virtually (as compared to 33% for OCI callbacks). Almost half, 47%, reported a mix of both in-person and virtual final round interviews, and 15% reported that all final round interviews took place in-person. ([Table 20.](#))

- By firm size, offices in firms of 251-500 lawyers were the most likely to have conducted all final round interviews outside of OCI virtually (49% of offices), while firms of fewer than 250 lawyers were the most likely to conduct them all in-person (31%).
- In contrast with the OCI interview data where the Northeast reported the highest incidence of virtual interviewing; for non-OCI interviews, the West/Rocky Mountain region had the highest percentage of offices conducting all of their final round interviews virtually (48% of offices), although the Northeast was a close second (46%). Once again, the Southeast had the smallest share at just 24%.

## Yields on Callback Invitations

For all recruiting (both via OCI and non-OCI recruiting methods), 524 offices reported extending a total of 31,957 callback invitations to 2L students. Approximately 80% of these invitations were accepted, 11% were declined or never responded to, and 8% were accepted but then canceled. At the next stage of the recruiting process, 37% of callback invitations resulted in a summer associate offer, and 17% resulted in an accepted offer. This means that on average six callback invitations were needed to obtain one accepted offer. (See [Table 21.](#))

- Fewer invitations were needed in the Midwest region, while offices in the Mid-Atlantic region required the most. Firms of 100 or fewer lawyers also required more invitations as compared to larger firms.
- Figures for cities or states ranged from three callback invitations needed in Ohio to nine needed in Charlotte.

Table 22 presents similar data, but just for OCI recruiting. Collectively, 484 offices reported extending 19,484 callback invitations via OCI. Compared to the overall recruiting figures presented in Table 21, a slightly lower percentage of OCI callback invitations, 78%, resulted in a callback interview. Likewise, a smaller share (33%), resulted in a summer associate offer, and 15% resulted in an accepted offer. This means that on average, seven OCI callback invitations were needed to result in one accepted offer.

For non-OCI recruiting, 459 offices reported a total of 12,473 callback invitations. The yields for offers made outside of OCI were higher, with approximately 85% resulting in a callback interview, 44% resulting in a summer associate offer, and nearly 22% resulting in an accepted offer. This means that fewer than five non-OCI callback invitations were needed to result in an accepted offer. (See Table 23.)

- Across almost every firm size, region, and city, the number of non-OCI callback invitations needed to result in one accepted offer was six or fewer, with one notable exception. In Charlotte, on average, 20 non-OCI callback invites were needed to result in an accepted offer.

Across all recruiting methods (both OCI and non-OCI), 524 offices reported making a median of 25 callback invitations to 2L students, with an average of 61 callback invitations. These figures are based on offices that had interviewed at least one 2L student, even if the process ended with no offers being made, or none had been made as of November 1, 2023. (See Table 24.)

- For offices that could provide individual office-level data, the median number of callback invitations was 21 and the average was 49. However, these figures varied widely by office size, with small offices of 25 or fewer lawyers reporting a median of six and an average of nine invitations, as compared to a median of 150 and an average of 222 callback invitations in offices of more than 250 lawyers.
- Regionally, the average and median number of invitations per office were, by far, the highest in the Northeast, with a median and an average about two to three times higher than that of the region with the next largest figures, the Mid-Atlantic region.

Overall, 46% of callback interviews resulted in an offer, with a median of seven offers and an average of 22 offers. For employers reporting individual office-level information, the median was six and the average was 18. The overall median of seven is the lowest observed since the 2009 recruiting cycle — at the height of the Great Recession — when the median was also seven. This historically low median is one indication that the 2023 recruiting cycle was less competitive compared to recent recruiting cycles.

The offer rate for the 2023 recruiting cycle (46%) decreased by six percentage points compared to the 2022 recruiting cycle when it was 52%, and that follows a six-point drop in 2022 as compared to 2021, which means that over the past two years, the offer rate has declined by 12 points from the 2021 figure of 58%. The 2023 offer rate is the lowest offer rate since 2012, when it was 44%. This dip in the offer rate is a second indicator of a softer recruiting season.

- For offices reporting office-specific information, the percentage of callback interviews resulting in an offer was lowest for offices in the Southeast region (37%) and highest in the Northeast (49%). Offices in the Southeast also made the fewest offers, with a median of four and average of six. This compares with a median of 18.5 offers and an average of 58 in the Northeast, which had the highest figures, and which were largely driven by the New York City market.
- Some cities and states departed from their regional norm with respect to offers made. For example, firms in Austin and Silicon Valley had relatively high offer rates compared to their regions as a whole, whereas the opposite was true in several cities/states including Boston, Charlotte, and Minneapolis. Offer rates ranged from 27% in locations in Florida outside of the Miami area to 51% in Silicon Valley. Some of these variations reflect differences in the firm sizes and recruiting methods typical for these areas.

Overall, 47% of offers were accepted, which is an increase of six percentage points from the 2022 recruiting cycle, and the highest acceptance rate recorded in the more than 30 years that NALP has been tracking this information. Since the 2021 recruiting cycle, the acceptance rate has grown by 10 percentage points, from 37%. This record high acceptance rate is a third indicator of a less competitive recruiting season.

- By firm size, firms of 100 or fewer lawyers had the lowest overall acceptance rate, at 37%, whereas firms of 101-250 lawyers had the highest (55%).
- For office-specific reports, a larger percentage of offers from offices in the Midwest were accepted (56%) while acceptance rates were lowest in the Northeast at 41%. Acceptance rates varied considerably by city, with 75% of offers accepted in Miami, as compared to fewer than 40% in New York City.

For offers that resulted from OCI recruiting, the median number of offers made was five and the average was 13. OCI offer and acceptance rates were both lower as compared to the overall figures reported earlier across all recruiting methods. Approximately 78% of all OCI callback invitations were accepted, 42% of callback interviews resulted in an offer, and 45% of offers were accepted. (See [Table 25](#).)

For recruiting that took place outside of OCI, a median of three and an average of 12 offers were extended. Offer and acceptance rates were both higher as compared to OCI and overall recruiting figures, with approximately 85% of callback invitations accepted, 52% of callback interviews resulting in an offer, and 50% of offers accepted. (See [Table 26](#).)

## Offers for Summer 2024 Programs

As is the case with summer program sizes, the average or median number of offers extended for the summer program can conceal a wide range of offer numbers, from zero in a few offices that interviewed 2L students and ultimately made no offers, to a maximum of 416 offers being made across all recruiting methods. (See [Table 27](#).)

- The most common (the mode) number of offers made was one, with this figure reported by about 10% of offices. Approximately 31% of employers made three or fewer offers, 40% made four to 15 offers, and 29% made more than 15 offers.
- For offices that were able to report individual office-level data, the maximum number of offers made by a single office was 389.

For offers made via OCI alone, the range in offer numbers was anywhere from zero to 312 offers, with the largest

single-office figure of 169 offers. About 39% of offices made three or fewer OCI offers, 34% made four to 10 OCI offers, and 27% made more than 10 offers. (See [Table 28](#).)

A range of 0 to 366 offers was reported for offers made outside of OCI, and the largest individual office figure was 302 non-OCI offers. The majority of offices, 55%, made three or fewer offers outside of OCI, 25% made four to 10 offers, and 21% made more than 10 non-OCI offers. (See [Table 29](#).)

## Acceptance Rates Per Office

A different perspective on recruiting outcomes is provided by exploring the distribution of acceptance rates for each of the offices that reported making offers in 2023 for summer 2024 programs. This analysis gives equal weight to each office, whereas the previous analyses in Tables 24-26 were based on total offer volume across all offers. In this analysis, a small office of 25 or fewer lawyers is given equal weight to a large office of more than 250 lawyers.

When grouping offices according to their individual acceptance rates (for all offers made, regardless of recruiting method), 15% reported acceptance rates of less than 35%, 45% reported acceptance rates between 35%-60%, and 40% reported acceptance rates of more than 60%. The average acceptance rate on a per office basis was 58% (See [Table 30](#).)

- Offices of 25 or fewer lawyers more frequently reported acceptance rates above 60%, as did offices in the Southeast region. At the city and state level, average acceptance rates were highest in New Jersey and lowest in Charlotte. At least 80% of offices in Denver, New Jersey, Ohio, and Salt Lake City reported an acceptance rate above 60%.

The average acceptance rate was a bit lower (54%) for offers made via OCI as compared to the overall average acceptance rate of 58%. For OCI offers, 26% of offices reported an acceptance rate below 35%, 40% reported an acceptance rate of 35-60%, and 34% reported an acceptance rate above 60%. (See [Table 31](#).)

For offers made outside of OCI, the average acceptance rate was higher at 60%. Overall, 20% of offices reported an acceptance rate of less than 35%, 33% reported an acceptance rate

of 35-60%, and nearly half, 47%, reported an acceptance rate of more than 60%. (See [Table 32.](#))

## Timing of Offers

For the first time this year, NALP collected information on the timing of offers. Data on the timing of all offers, regardless of recruiting method, is presented in [Table 33](#), and collectively this information was reported for 11,396 offers (approximately 96% of all offers). The slight majority of offers (52%) were made in August, and July followed as the second most popular offer month (30% of offers). An additional 2% of offers were made prior to June, 13% in June, and 3% in September or later.

- Firms of 250 or fewer lawyers made a larger share of their offers in August, while firms of more than 1,000 lawyers made fewer than half (44%) of their offers in August.
- In the Northeast, almost an equal percentage of offers were made in July (37%) as compared to August (39%), while in all other regions, at least 60% of offers were made in August.

Not surprisingly, timing data varied greatly by recruiting method, and OCI offers were much more likely to be made in August (79% of offers). An additional 20% of OCI offers were made in July or earlier, and about 2% were made in September or later. (See [Table 34.](#))

The majority, but not all, offers made outside of OCI were early offers. Nearly half (47%) were made in July, with an additional 24% made in June, and 3% prior to June. However, more than one-quarter (26%) of non-OCI offers were made in August or later, a more traditional offer timeline. (See [Table 35.](#))

- For offers made outside of OCI, offices in the Northeast reported the highest percentage of June or earlier offers (35% of offers). For comparison, just 9% of non-OCI offers in the Southeast were made this early.

## Timing of Student Responses to Offers

Information on the timing of student responses to these offers is presented in [Table 36](#), which includes data on 10,466 offers

for which response timing was reported. Overall, 70% of responses were received within 14 days, with the largest share reported within 8-14 days (35%). Another 16% were received within 15-22 days, and 13% of responses came in after 22 days.

- By firm size, firms of 101-250 lawyers received the highest percentage of responses within 14 days (88%), while firms of more than 1,000 lawyers received the lowest percentage of responses within 14 days (66%). Regionally, the Northeast had the smallest share of offer responses received in the first two weeks (59%), while the Southeast had the largest (91%). This regional difference in the timing of student responses may be tied to regional differences in the timing of offers. Firms making early offers, as is most common in the Northeast, may be more likely to offer a longer window of time for students to respond to those offers.

As with the timing of offers, there were differences in the timing of student responses by recruiting method. For offers that resulted from OCI recruiting, responses were received more quickly, with 78% of responses received in the first two weeks, and just 7% coming in beyond 22 days. (See [Table 37.](#))

For recruiting that took place outside of OCI, a smaller share of offers, 62%, were responded to within the first 14 days, and 19% received a response after 22 days. Again, these differences may be related to offer timing, with some firms that make early offers allowing students to leave the offer open until they complete the OCI process. (See [Table 38.](#))

## Students Recruited Outside of OCI

Within the survey, offices that made offers outside of OCI were asked about the type of students to whom offers were made. Offices most frequently reported making non-OCI offers to top candidates (85% of offices), followed by diverse candidates (61%). In terms of diverse candidates, 55% of offices made early offers to candidates of color, 43% of employers made offers to LGBTQ+ candidates, 37% made offers to first-generation college students, 22% made offers to military veterans, and 21% made offers to candidates with disabilities. (See [Table 39.](#))

## Offer Volume for Summer 2024 2L Programs as Compared to Summer 2023 2L Programs

Overall, 522 offices provided both the total number of offers made this most recent recruiting cycle for summer 2024 programs, as well as the total number of offers made the previous year for summer 2023 programs. Across all recruiting methods, the volume of offers for summer 2024 programs was down by 19% for offices with a summer 2023 program that made at least one 2L offer for summer 2024. (See [Table 40.](#))

- However, there were differences by firm size and region. In the smallest firms of 100 or fewer lawyers, offer volume was actually up by 20%, whereas, all other firm sizes saw declines, with the largest firms of more than 1,000 lawyers reporting the greatest decline (-23%). Regionally, volume changes ranged from -15% in the Midwest to -31% in the West/Rocky Mountain region.
- Nearly every city saw a decline in offer volume, except for Minneapolis and Seattle.

When further disaggregated by recruiting method, much of the drop in overall offer volume can be attributed to a decline in OCI offers, which fell by 31% overall. (See [Table 41.](#))

- By firm size, firms of 100 or fewer lawyers also had positive OCI volumes, up 18% over the previous recruiting cycle. Regionally, the West/Rocky Mountain region experienced the largest decline in OCI offers (-41%) and Minneapolis was the only city with a net increase in OCI offers.

For offers made outside of OCI, volume was also down, but by a much smaller margin of just 5%. (See [Table 42.](#))

- For non-OCI offers, offer volume was positive in firms of 100 or fewer lawyers and in firms of 501-1,000 lawyers. Regionally, non-OCI offer volume increased in the Mid-Atlantic and Midwest regions.
- By city/state, non-OCI offer volume ranged from -28% in Dallas to +282% in Ohio.

**Table 11. On-Campus Interviewing Activity (in person or virtually) for Summer 2024 Programs and Comparisons with Recruiting for Summer 2023 – By Firm Size**  
(in percentages except for medians and counts)

	# of Offices	Percentage of Offices Visiting the Number of Schools Below for the Summer 2024 Recruiting Cycle				Change As Compared to the Number of Schools Visited for the Summer 2023 Recruiting Cycle		
		1-3 Schools	4-8 Schools	9 or More Schools	Median*	Decrease	No Change	Increase
<b>Total – All Employers</b>	<b>444</b>	<b>20.7%</b>	<b>31.3%</b>	<b>48.0%</b>	<b>8.0</b>	<b>34.8%</b>	<b>32.7%</b>	<b>32.5%</b>
<b>Firms of 100 or Fewer Lawyers</b>	15	13.3	53.3	33.3	6.0	35.7	57.1	7.1
Offices of 51-100 Lawyers	9	11.1	66.7	22.2	5.0	33.3	55.6	11.1
<b>Firms of 101-250 Lawyers</b>	42	14.3	50.0	35.7	6.0	21.4	47.6	31.0
Offices of 25 or Fewer Lawyers	8	62.5	37.5	0.0	2.5	0.0	16.7	83.3
Offices of 101-250 Lawyers	18	22.2	33.3	44.4	7.0	27.8	44.4	27.8
<b>Firms of 251-500 Lawyers</b>	61	27.9	26.2	45.9	8.0	34.5	32.8	32.8
Offices of 25 or Fewer Lawyers	7	28.6	71.4	0.0	5.0	0.0	14.3	85.7
Offices of 26-50 Lawyers	10	60.0	30.0	10.0	3.0	20.0	50.0	30.0
Offices of 101-250 Lawyers	12	25.0	25.0	50.0	9.0	50.0	33.3	16.7
Offices of 251+ Lawyers	5	0.0	40.0	60.0	10.0	20.0	80.0	0.0
<b>Firms of 501-700 Lawyers</b>	57	33.3	36.8	29.8	5.0	19.6	42.9	37.5
Offices of 26-50 Lawyers	16	43.8	37.5	18.8	4.0	20.0	40.0	40.0
Offices of 51-100 Lawyers	11	63.6	27.3	9.1	3.0	9.1	81.8	9.1
Offices of 101-250 Lawyers	10	30.0	20.0	50.0	8.5	20.0	40.0	40.0
Offices of 251+ Lawyers	7	0.0	28.6	71.4	13.0	42.9	28.6	28.6
<b>Firms of 701-1,000 Lawyers</b>	29	34.5	20.7	44.8	6.0	25.0	42.9	32.1
Offices of 51-100 Lawyers	6	50.0	33.3	16.7	4.5	33.3	33.3	33.3
Offices of 101-250 Lawyers	5	20.0	40.0	40.0	5.0	20.0	60.0	20.0
<b>Firms of 1,001+ Lawyers</b>	240	15.8	27.9	56.3	10.0	42.5	24.4	33.0
Offices of 25 or Fewer Lawyers	25	44.0	20.0	36.0	5.0	30.0	10.0	60.0
Offices of 26-50 Lawyers	54	29.6	31.5	38.9	6.0	48.0	30.0	22.0
Offices of 51-100 Lawyers	68	13.2	32.4	54.4	9.5	39.3	21.3	39.3
Offices of 101-250 Lawyers	49	4.1	36.7	59.2	10.0	39.1	21.7	39.1
Offices of 251+ Lawyers	31	0.0	9.7	90.3	16.0	51.6	25.8	22.6

**Note:** This table includes office/firms that reported visiting at least one school in the recruiting cycle for summer 2024. The number of offices reporting both summer 2023 and summer 2024 information for the comparative analyses is somewhat smaller than the number shown in the first column. Counts by office size within firm size do not add up to the total count for the firm size because office size information is not included for surveys that reported multi-office or firm-wide data, and for office-specific reporting, office size data is only reported if there were a minimum of at least five offices of that size.

\*Medians are calculated based on employers making visits for the summer 2024 recruiting cycle.

**Table 12. On-Campus Interviewing Activity (in person or virtually) for Summer 2024 Programs and Comparisons with Recruiting for Summer 2023 — By NALP Region and City/State**  
(in percentages except for medians and counts)

	# of Offices	Percentage of Offices Visiting the Number of Schools Below for the Summer 2024 Recruiting Cycle				Change As Compared to the Number of Schools Visited for the Summer 2023 Recruiting Cycle		
		1-3 Schools	4-8 Schools	9 or More Schools	Median*	Decrease	No Change	Increase
<b>Total – All Employers</b>	<b>444</b>	<b>20.7%</b>	<b>31.3%</b>	<b>48.0%</b>	<b>8.0</b>	<b>34.8%</b>	<b>32.7%</b>	<b>32.5%</b>
<b>Northeast</b>	65	12.3	20.0	67.7	11.0	34.9	34.9	30.2
Boston	14	35.7	21.4	42.9	6.0	38.5	23.1	38.5
New York City	44	6.8	13.6	79.5	12.0	37.2	34.9	27.9
<b>Mid-Atlantic</b>	57	21.1	33.3	45.6	8.0	32.1	23.2	44.6
Pennsylvania	6	33.3	50.0	16.7	7.0	33.3	16.7	50.0
Washington, DC/Northern VA area	33	9.1	30.3	60.6	12.0	31.3	25.0	43.8
Wilmington, DE	6	33.3	16.7	50.0	10.5	50.0	16.7	33.3
<b>Southeast</b>	82	28.0	30.5	41.5	6.5	25.3	42.7	32.0
Atlanta	6	33.3	16.7	50.0	7.0	33.3	50.0	16.7
Austin	6	66.7	0.0	33.3	2.5	16.7	50.0	33.3
Charlotte	8	25.0	0.0	75.0	12.0	25.0	50.0	25.0
Dallas	13	23.1	23.1	53.8	9.0	16.7	41.7	41.7
Houston	20	25.0	40.0	35.0	5.5	31.6	21.1	47.4
Miami/Ft. Lauderdale/W. Palm Beach	9	22.2	22.2	55.6	9.0	14.3	71.4	14.3
Other areas in Florida	9	33.3	22.2	44.4	7.0	0.0	66.7	33.3
<b>Midwest</b>	58	27.6	37.9	34.5	6.0	27.8	42.6	29.6
Chicago	28	14.3	39.3	46.4	7.0	29.6	33.3	37.0
<b>West/Rocky Mountain</b>	116	28.4	37.9	33.6	6.0	43.9	29.0	27.1
Denver area	7	42.9	42.9	14.3	4.0	42.9	42.9	14.3
Los Angeles and Orange County	37	18.9	43.2	37.8	7.0	42.9	28.6	28.6
San Diego	6	33.3	33.3	33.3	6.0	75.0	25.0	0.0
San Francisco	23	21.7	47.8	30.4	6.0	45.5	9.1	45.5
Seattle	7	57.1	28.6	14.3	3.0	28.6	28.6	42.9
Silicon Valley	14	14.3	28.6	57.1	10.0	69.2	15.4	15.4

**Note:** This table includes office/firms that reported visiting at least one school in the recruiting cycle for summer 2024. The number of offices reporting both summer 2023 and summer 2024 information for the comparative analyses is somewhat smaller than the number shown in the first column. Specific city information may include a few offices in suburban locations. City figures generally do not include offices that submitted a single composite survey to cover recruiting activity in multiple cities nationwide. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

\*Medians are calculated based on employers making visits for the summer 2024 recruiting cycle.

**Table 13. Job Fair Participation (in person or virtually) for the Summer 2024 Recruiting Cycle Compared with Summer 2023 – By Firm Size**  
(in percentages except for counts)

	# of Offices	Percentage of Offices Participating in the Number of Job Fairs/Career Conferences Below for the Summer 2024 Recruiting Cycle				Change in Job Fair/Conference Participation As Compared to the Summer 2023 Recruiting Cycle		
		None	One	Two	Three or More	Increased	Decreased	Stayed the Same
<b>Total – All Employers</b>	<b>444</b>	<b>29.1%</b>	<b>25.9%</b>	<b>17.8%</b>	<b>27.3%</b>	<b>13.3%</b>	<b>21.6%</b>	<b>65.1%</b>
<b>Firms of 100 or Fewer Lawyers</b>	13	46.2	23.1	15.4	15.4	0.0	16.7	83.3
Offices of 51-100 Lawyers	7	71.4	14.3	0.0	14.3	0.0	28.6	71.4
<b>Firms of 101-250 Lawyers</b>	35	31.4	34.3	17.1	17.1	8.6	5.7	85.7
Offices of 25 or Fewer Lawyers	8	50.0	37.5	12.5	0.0	12.5	0.0	87.5
Offices of 101-250 Lawyers	16	25.0	37.5	18.8	18.8	6.3	6.3	87.5
<b>Firms of 251-500 Lawyers</b>	67	38.8	17.9	28.4	14.9	7.6	18.2	74.2
Offices of 26-50 Lawyers	15	53.3	6.7	40.0	0.0	0.0	6.7	93.3
Offices of 51-100 Lawyers	5	40.0	20.0	40.0	0.0	0.0	0.0	100.0
Offices of 101-250 Lawyers	12	33.3	25.0	33.3	8.3	8.3	33.3	58.3
Offices of 251+ Lawyers	5	80.0	20.0	0.0	0.0	0.0	0.0	100.0
<b>Firms of 501-700 Lawyers</b>	52	19.2	23.1	15.4	42.3	25.0	21.2	53.8
Offices of 25 or Fewer Lawyers	6	33.3	33.3	0.0	33.3	16.7	16.7	66.7
Offices of 26-50 Lawyers	11	36.4	18.2	9.1	36.4	36.4	18.2	45.5
Offices of 51-100 Lawyers	11	18.2	36.4	18.2	27.3	18.2	27.3	54.5
Offices of 101-250 Lawyers	10	20.0	30.0	10.0	40.0	20.0	20.0	60.0
Offices of 251+ Lawyers	8	0.0	12.5	12.5	75.0	25.0	37.5	37.5
<b>Firms of 701-1,000 Lawyers</b>	30	13.3	20.0	16.7	50.0	32.1	17.9	50.0
Offices of 26-50 Lawyers	5	40.0	20.0	20.0	20.0	20.0	20.0	60.0
Offices of 51-100 Lawyers	6	0.0	33.3	16.7	50.0	50.0	0.0	50.0
Offices of 101-250 Lawyers	7	28.6	14.3	28.6	28.6	14.3	14.3	71.4
<b>Firms of 1,001+ Lawyers</b>	247	29.1	28.3	15.8	26.7	11.4	25.9	62.7
Offices of 25 or Fewer Lawyers	25	36.0	24.0	12.0	28.0	23.8	14.3	61.9
Offices of 26-50 Lawyers	56	35.7	32.1	16.1	16.1	17.6	11.8	70.6
Offices of 51-100 Lawyers	71	31.0	26.8	11.3	31.0	6.3	28.1	65.6
Offices of 101-250 Lawyers	55	27.3	34.5	18.2	20.0	3.8	34.6	61.5
Offices of 251+ Lawyers	28	17.9	28.6	32.1	21.4	10.7	39.3	50.0

**Note:** Figures are based on employers that interviewed students via any non-OCI recruitment methods and reported the number of job fairs/career conferences (including counts of zero) that the office participated in for the summer 2024 program recruiting cycle. Counts by office size within firm size do not add up to the total count for the firm size because office size information is not included for surveys that reported multi-office or firm-wide data, and for office-specific surveys, office data is only reported in the table if there were a minimum of at least five offices of that size. The number of offices for the comparative analyses may be slightly smaller than the number shown in the first column because not all offices reported prior recruiting year job fair figures.

**Table 14. Job Fair Participation (in person or virtually) for the Summer 2024 Recruiting Cycle Compared with Summer 2023 – By NALP Region and City/State**  
*(in percentages except for counts)*

		Percentage of Offices Participating in the Number of Job Fairs/Career Conferences Below for the Summer 2024 Recruiting Cycle				Job Fair Participation Compared to the Summer 2023 Recruiting Cycle		
	# of Offices	None	One	Two	Three or More	Increased	Decreased	Stayed the Same
<b>Total – All Employers</b>	<b>444</b>	<b>29.1%</b>	<b>25.9%</b>	<b>17.8%</b>	<b>27.3%</b>	<b>13.3%</b>	<b>21.6%</b>	<b>65.1%</b>
<b>Northeast</b>	67	31.3	26.9	20.9	20.9	12.3	26.2	61.5
Boston	14	14.3	42.9	28.6	14.3	15.4	30.8	53.8
New York City	47	40.4	21.3	14.9	23.4	10.9	28.3	60.9
<b>Mid-Atlantic</b>	70	34.3	30.0	20.0	15.7	5.9	22.1	72.1
Philadelphia	6	0.0	83.3	16.7	0.0	16.7	16.7	66.7
Washington, DC/ Northern VA area	40	37.5	20.0	22.5	20.0	5.1	30.8	64.1
Wilmington, DE	8	12.5	50.0	12.5	25.0	0.0	12.5	87.5
<b>Southeast</b>	80	16.3	36.3	22.5	25.0	13.5	21.6	64.9
Atlanta	6	0.0	50.0	33.3	16.7	16.7	0.0	83.3
Austin	7	14.3	14.3	28.6	42.9	14.3	57.1	28.6
Charlotte	6	16.7	66.7	0.0	16.7	16.7	16.7	66.7
Dallas	16	6.3	37.5	31.3	25.0	13.3	33.3	53.3
Houston	21	23.8	33.3	19.0	23.8	20.0	20.0	60.0
Miami/Ft. Lauderdale/W. Palm Beach	9	33.3	33.3	22.2	11.1	12.5	0.0	87.5
<b>Midwest</b>	54	18.5	29.6	20.4	31.5	18.4	14.3	67.3
Chicago	27	3.7	29.6	25.9	40.7	19.2	19.2	61.5
Minneapolis	5	0.0	60.0	40.0	0.0	0.0	20.0	80.0
<b>West/Rocky Mountain</b>	117	45.3	20.5	12.0	22.2	12.5	21.4	66.1
Denver	10	70.0	10.0	10.0	10.0	10.0	20.0	70.0
Los Angeles and Orange County	31	54.8	16.1	16.1	12.9	16.7	20.0	63.3
Salt Lake City	6	83.3	0.0	0.0	16.7	0.0	0.0	100.0
San Diego	7	28.6	28.6	14.3	28.6	0.0	16.7	83.3
San Francisco	22	22.7	31.8	13.6	31.8	23.8	23.8	52.4
Seattle	8	62.5	12.5	12.5	12.5	0.0	25.0	75.0
Silicon Valley	18	5.6	44.4	11.1	38.9	17.6	29.4	52.9

**Note:** Figures are based on employers that interviewed students via any non-OCI recruitment methods and reported the number of job fairs/career conferences (including counts of zero) that the office participated in for the summer 2024 program recruiting cycle. The number of offices for the comparative analyses may be slightly smaller than the number shown in the first column because not all offices reported prior recruiting year job fair figures. Specific city information may include a few offices in suburban locations. City figures generally do not include offices that submitted a single composite survey to cover recruiting activity in multiple cities nationwide.

**Table 15. Screening Interview Activity from On-Campus Interviewing (OCI) for the Summer 2024 Recruiting Cycle Compared with Summer 2023**  
(percent of offices reporting)

	Change in the Number of OCI Screening Interviews for Summer 2024 Compared to Summer 2023			# of Offices
	Decrease of More than 10%	Change of 10% or Less	Increase of More than 10%	
<b>Total – All Employers</b>	<b>53.1%</b>	<b>27.6%</b>	<b>19.3%</b>	<b>388</b>
<b>By Number of Lawyers Firm-Wide</b>				
100 or Fewer	22.2	55.6	22.2	9
101-250	35.0	35.0	30.0	40
251-500	53.3	28.9	17.8	45
501-700	33.3	27.5	39.2	51
701-1,000	48.0	32.0	20.0	25
1,001+	62.8	24.3	12.8	218
<b>By NALP Region and City/State</b>				
<b>Northeast</b>	57.6	27.1	15.3	59
Boston	72.7	18.2	9.1	11
New York City	58.5	26.8	14.6	41
<b>Mid-Atlantic</b>	55.6	22.2	22.2	54
Pennsylvania	83.3	0.0	16.7	6
Washington, DC/ Northern VA area	51.5	27.3	21.2	33
<b>Southeast</b>	60.6	27.3	12.1	66
Atlanta	66.7	16.7	16.7	6
Austin	80.0	20.0	0.0	5
Charlotte	71.4	14.3	14.3	7
Dallas	63.6	27.3	9.1	11
Houston	66.7	13.3	20.0	15
Miami/Ft. Lauderdale/ W. Palm Beach	62.5	37.5	0.0	8
Other areas in Florida	40.0	40.0	20.0	5
<b>Midwest</b>	42.9	32.7	24.5	49
Chicago	46.4	35.7	17.9	28
<b>West/Rocky Mountain</b>	56.6	25.3	18.2	99
Denver area	28.6	42.9	28.6	7
Los Angeles and Orange County	48.5	36.4	15.2	33
San Diego	100.0	0.0	0.0	5
San Francisco	63.2	10.5	26.3	19
Seattle	80.0	20.0	0.0	5
Silicon Valley	71.4	21.4	7.1	14

**Note:** This table includes offices/firms that reported conducting screening interviews of 2L students via OCI for both the summer 2024 and summer 2023 program recruiting cycles. This table only includes screening interviews associated with on-campus interviewing programs, which may have taken place virtually or in-person. Specific city information may include a few offices in suburban locations. City figures generally do not include offices that submitted a single composite survey to cover recruiting activity in multiple cities nationwide. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

**Table 16. Percentage of Screening Interviews from On-Campus Interviewing (OCI) for the 2024 Summer Program Recruiting Cycle That Took Place Virtually**  
*(percent of offices reporting each range of virtual interviews)*

	Percentage of Screening Interviews that Took Place Virtually						# of Offices
	0% (all Interviews were in-person)	1-25%	26-50%	51-75%	76-99%	100% (all interviews were virtual)	
<b>Total – All Employers</b>	<b>2.8%</b>	<b>5.4%</b>	<b>5.8%</b>	<b>8.9%</b>	<b>19.6%</b>	<b>57.5%</b>	<b>428</b>
<b>By Number of Lawyers Firm-wide</b>							
100 or Fewer	0.0	7.1	0.0	14.3	21.4	57.1	14
101-250	5.0	17.5	12.5	5.0	12.5	47.5	40
251-500	0.0	3.5	0.0	7.0	21.1	68.4	57
501-700	8.9	8.9	16.1	8.9	14.3	42.9	56
701-1,000	3.7	3.7	3.7	11.1	11.1	66.7	27
1,001+	1.7	3.0	4.3	9.4	22.6	59.0	234
<b>By NALP Region and City/State</b>							
<b>Northeast</b>	1.6	0.0	3.2	4.8	12.7	77.8	63
Boston	7.1	0.0	0.0	7.1	14.3	71.4	14
New York City	0.0	0.0	4.8	2.4	11.9	81.0	42
<b>Mid-Atlantic</b>	0.0	1.7	5.2	1.7	22.4	69.0	58
Pennsylvania	0.0	0.0	0.0	0.0	16.7	83.3	6
Washington, DC/Northern VA area	0.0	0.0	2.9	2.9	23.5	70.6	34
Wilmington, DE	0.0	0.0	0.0	0.0	0.0	100.0	6
<b>Southeast</b>	6.6	7.9	13.2	15.8	21.1	35.5	76
Atlanta	16.7	0.0	33.3	33.3	0.0	16.7	6
Austin	0.0	0.0	0.0	16.7	16.7	66.7	6
Charlotte	0.0	0.0	14.3	28.6	42.9	14.3	7
Dallas	0.0	8.3	16.7	33.3	25.0	16.7	12
Houston	11.1	11.1	27.8	16.7	5.6	27.8	18
Miami/Ft. Lauderdale/W. Palm Beach	0.0	0.0	0.0	0.0	22.2	77.8	9
Other areas in Florida	0.0	0.0	0.0	0.0	28.6	71.4	7
<b>Midwest</b>	1.9	18.5	7.4	14.8	16.7	40.7	54
Chicago	0.0	7.1	3.6	14.3	25.0	50.0	28
<b>West/Rocky Mountain</b>	4.4	2.6	1.8	4.4	21.1	65.8	114
Denver area	0.0	0.0	0.0	0.0	25.0	75.0	8
Los Angeles and Orange County	0.0	0.0	2.8	2.8	13.9	80.6	36
San Diego	0.0	0.0	16.7	0.0	50.0	33.3	6
San Francisco	0.0	0.0	0.0	9.1	13.6	77.3	22
Seattle	0.0	28.6	0.0	0.0	14.3	57.1	7
Silicon Valley	0.0	0.0	0.0	0.0	33.3	66.7	15

**Note:** This table includes offices/firms that reported conducting screening interviews of 2L students via OCI for the 2024 summer program recruiting cycle and that also reported the percentage (by range) of those interviews that took place virtually. This table only includes screening interviews associated with on-campus interviewing programs. In each row, the percentage represents the percentage of offices that reported each range of virtual screening interviews. Cities/states included in this table had at least five offices reporting a virtual screening interview range. Specific city information may include a few offices in suburban locations. City figures generally do not include offices that submitted composite figures to cover recruiting activity in multiple cities nationwide. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

**Table 17. Percentage of Callback Interviews from On-Campus Interviewing (OCI) for the 2024 Summer Program Recruiting Cycle That Took Place Virtually**  
*(percent of offices reporting each range of virtual interviews)*

	Percentage of Callback Interviews that Took Place Virtually						# of Offices
	0% (all Interviews were in-person)	1-25%	26-50%	51-75%	76-99%	100% (all interviews were virtual)	
<b>Total – All Employers</b>	<b>20.0%</b>	<b>19.7%</b>	<b>13.2%</b>	<b>8.5%</b>	<b>5.7%</b>	<b>32.9%</b>	<b>471</b>
<b>By Number of Lawyers Firm-wide</b>							
100 or Fewer	20.0	26.7	20.0	0.0	6.7	26.7	15
101-250	26.1	26.1	10.9	8.7	4.3	23.9	46
251-500	16.9	11.9	22.0	5.1	6.8	37.3	59
501-700	22.6	32.3	11.3	11.3	4.8	17.7	62
701-1,000	16.1	22.6	12.9	9.7	12.9	25.8	31
1,001+	19.4	16.7	11.6	8.9	5.0	38.4	258
<b>By NALP Region</b>							
<b>Northeast</b>	11.0	11.0	11.0	13.7	9.6	43.8	73
Boston	29.4	17.6	5.9	5.9	11.8	29.4	17
New York City	4.1	8.2	12.2	14.3	10.2	51.0	49
<b>Mid-Atlantic</b>	15.9	17.5	17.5	14.3	0.0	34.9	63
Pennsylvania	14.3	28.6	14.3	0.0	0.0	42.9	7
Washington, DC/Northern VA area	7.5	12.5	17.5	20.0	0.0	42.5	40
Wilmington, DE	33.3	0.0	33.3	16.7	0.0	16.7	6
<b>Southeast</b>	32.5	27.7	7.2	7.2	7.2	18.1	83
Atlanta	83.3	16.7	0.0	0.0	0.0	0.0	6
Austin	40.0	0.0	20.0	0.0	20.0	20.0	5
Charlotte	12.5	50.0	0.0	12.5	12.5	12.5	8
Dallas	25.0	37.5	12.5	6.3	0.0	18.8	16
Houston	18.2	27.3	9.1	9.1	9.1	27.3	22
Miami/Ft. Lauderdale/ W. Palm Beach	12.5	37.5	12.5	0.0	0.0	37.5	8
Other areas in Florida	57.1	14.3	0.0	14.3	0.0	14.3	7
<b>Midwest</b>	16.9	30.8	21.5	3.1	3.1	24.6	65
Chicago	6.5	29.0	22.6	6.5	3.2	32.3	31
Minneapolis	20.0	20.0	20.0	0.0	0.0	40.0	5
Ohio	25.0	37.5	25.0	0.0	12.5	0.0	8
<b>West/Rocky Mountain</b>	27.1	15.5	8.5	4.7	3.1	41.1	129
Denver area	50.0	12.5	12.5	0.0	0.0	25.0	8
Los Angeles and Orange County	26.7	17.8	6.7	2.2	0.0	46.7	45
San Diego	57.1	14.3	0.0	0.0	14.3	14.3	7
San Francisco	12.0	20.0	8.0	12.0	8.0	40.0	25
Seattle	14.3	28.6	0.0	0.0	0.0	57.1	7
Silicon Valley	6.7	13.3	13.3	0.0	6.7	60.0	15

**Note:** This table includes offices/firms that reported conducting callback interviews of 2L students via OCI for the 2024 summer program recruiting cycle and that also reported the percentage (by range) of those interviews that took place virtually. This table only includes callback interviews associated with on-campus interviewing programs. In each row, the percentage represents the percentage of offices that reported each range of virtual callback interviews. Cities/states included in this table had at least five offices reporting a virtual callback interview range. Specific city information may include a few offices in suburban locations. City figures generally do not include offices that submitted composite figures to cover recruiting activity in multiple cities nationwide. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

**Table 18. Yields on Screening Interviews from On-Campus Interviewing (OCI) for 2024 Summer Programs**

	<b>Total # of Screening Interviews Reported</b>	<b>% Resulting in a Callback Invitation</b>	<b>% Resulting in an Offer</b>	<b>% Resulting in an Accepted Summer Associate Offer</b>	<b># of Screening Interviews Needed to Result in One Accepted Offer</b>	<b># of Offices</b>
<b>Total – All Employers</b>	<b>55,586</b>	<b>30.3%</b>	<b>10.0%</b>	<b>4.6%</b>	<b>21.9</b>	<b>411</b>
<b>By Number of Lawyers Firm-wide</b>						
100 or Fewer	1,345	35.5	13.6	4.9	20.4	14
101-250	3,005	33.8	10.2	5.4	18.4	38
251-500	6,853	32.5	10.2	5.4	18.6	53
501-700	6,576	30.4	9.8	4.8	20.9	53
701-1,000	6,362	26.9	8.2	3.7	26.8	27
1,001+	31,445	29.9	10.3	4.4	22.6	226
<b>By NALP Region</b>						
Northeast	13,777	38.1	13.3	5.5	18.3	61
Mid-Atlantic	5,706	33.2	11.4	4.8	20.7	53
Southeast	4,297	21.5	5.9	3.0	33.1	69
Midwest	4,648	28.9	8.7	4.7	21.3	53
West/Rocky Mountain	7,489	24.9	7.4	3.3	30.1	110

**Note:** Figures are based on offices/firms that reported conducting screening interviews of 2L students via OCI for the 2024 summer program recruiting cycle and that also indicated that the coverage of figures, e.g., a single office, all offices, is the same for both the screening interview and recruiting figures. This is intended to compare, as much as possible, OCI screening offer numbers that correspond to resulting callback invitation numbers. Figures in this table are reported at broad levels to mitigate instances where this correspondence may not be exact.

**Table 19. Total Non-OCI Candidate Interviewing Activity for the Summer 2024 Recruiting Cycle Compared with Summer 2023**  
(percent of offices reporting)

	Change in the Number of Total Candidates Interviewed Outside of OCI for Summer 2024 Compared to Summer 2023			# of Offices
	Decrease of More than 10%	Change of 10% or Less	Increase of More than 10%	
<b>Total – All Employers</b>	<b>34.8%</b>	<b>18.8%</b>	<b>46.5%</b>	<b>368</b>
<b>By Number of Lawyers Firm-Wide</b>				
100 or Fewer	25.0	25.0	50.0	8
101-250	41.9	12.9	45.2	31
251-500	39.7	15.5	44.8	58
501-700	44.2	18.6	37.2	43
701-1,000	29.2	20.8	50.0	24
1,001+	31.4	20.1	48.5	204
<b>By NALP Region and City/State</b>				
<b>Northeast</b>	39.7	14.3	46.0	63
Boston	50.0	25.0	25.0	12
New York City	35.6	13.3	51.1	45
<b>Mid-Atlantic</b>	39.7	14.3	46.0	63
Philadelphia	16.7	16.7	66.7	6
Washington, DC/Northern VA area	42.1	15.8	42.1	38
Wilmington, DE	50.0	16.7	33.3	6
<b>Southeast</b>	36.5	15.9	47.6	63
Atlanta	0.0	60.0	40.0	5
Austin	71.4	0.0	28.6	7
Charlotte	20.0	0.0	80.0	5
Dallas	41.7	16.7	41.7	12
Houston	43.8	6.3	50.0	16
Miami/Ft. Lauderdale/W. Palm Beach	0.0	28.6	71.4	7
<b>Midwest</b>	31.0	23.8	45.2	42
Chicago	26.9	26.9	46.2	26
<b>West/Rocky Mountain</b>	31.0	18.4	50.6	87
Denver area	33.3	11.1	55.6	9
Los Angeles and Orange County	21.7	21.7	56.5	23
San Francisco	31.3	25.0	43.8	16
Seattle	60.0	0.0	40.0	5
Silicon Valley	25.0	18.8	56.3	16

**Note:** This table includes offices/firms that reported interviewing 2L students outside of a law school OCI program for both the summer 2024 program and summer 2023 program recruiting cycles. The figures represent the change in the total number of students who were interviewed outside of a law school interview program. Non-OCI recruiting may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals. Specific city information may include a few offices in suburban locations. City figures generally do not include offices that submitted a single composite survey to cover recruiting activity in multiple cities nationwide.

**Table 20. Percentage of Non-OCI Final Round Interviews for the 2024 Summer Program Recruiting Cycle That Took Place Virtually**  
*(percent of offices reporting each range of virtual interviews)*

	Percentage of Final Round Interviews that Took Place Virtually						# of Offices
	0% (all Interviews were in-person)	1-25%	26-50%	51-75%	76-99%	100% (all interviews were virtual)	
<b>Total – All Employers</b>	<b>15.1%</b>	<b>14.2%</b>	<b>14.2%</b>	<b>9.1%</b>	<b>9.6%</b>	<b>37.7%</b>	<b>416</b>
<b>By Number of Lawyers Firm-wide</b>							
100 or Fewer	30.8	7.7	7.7	7.7	15.4	30.8	13
101-250	30.6	19.4	5.6	11.1	5.6	27.8	36
251-500	11.1	9.5	14.3	7.9	7.9	49.2	63
501-700	8.5	21.3	19.1	14.9	6.4	29.8	47
701-1,000	8.0	24.0	16.0	12.0	12.0	28.0	25
1,001+	15.1	12.5	14.7	7.8	10.8	39.2	232
<b>By NALP Region and City/State</b>							
<b>Northeast</b>	7.5	10.4	19.4	4.5	11.9	46.3	72
Boston	13.3	20.0	20.0	6.7	13.3	26.7	15
New York City	4.3	6.5	19.6	2.2	10.9	56.5	46
<b>Mid-Atlantic</b>	20.6	8.8	13.2	13.2	8.8	35.3	63
Philadelphia	33.3	0.0	0.0	16.7	16.7	33.3	6
Washington, DC/Northern VA area	10.5	5.3	21.1	15.8	10.5	36.8	38
Wilmington, DE	12.5	25.0	12.5	12.5	0.0	37.5	8
<b>Southeast</b>	19.4	26.4	15.3	8.3	6.9	23.6	83
Atlanta	33.3	33.3	16.7	0.0	0.0	16.7	6
Austin	0.0	0.0	16.7	33.3	16.7	33.3	6
Charlotte	20.0	20.0	20.0	0.0	20.0	20.0	5
Dallas	13.3	33.3	26.7	6.7	0.0	20.0	15
Houston	16.7	22.2	16.7	5.6	11.1	27.8	18
Miami/Ft. Lauderdale/W. Palm Beach	12.5	37.5	12.5	0.0	0.0	37.5	8
<b>Midwest</b>	15.9	15.9	27.3	9.1	0.0	31.8	65
Chicago	11.5	23.1	19.2	15.4	0.0	30.8	26
<b>West/Rocky Mountain</b>	19.1	10.9	4.5	9.1	8.2	48.2	129
Denver area	22.2	11.1	0.0	11.1	22.2	33.3	9
Los Angeles and Orange County	31.0	17.2	3.4	6.9	3.4	37.9	29
Salt Lake City	0.0	20.0	0.0	20.0	0.0	60.0	5
San Diego	16.7	16.7	16.7	0.0	0.0	50.0	6
San Francisco	15.0	10.0	5.0	15.0	10.0	45.0	20
Seattle	37.5	0.0	0.0	0.0	0.0	62.5	8
Silicon Valley	0.0	11.8	11.8	0.0	17.6	58.8	17

**Note:** This table includes offices/firms that reported final round interviews of 2L students that were conducted outside of a law school OCI program for the 2024 summer program recruiting cycle and that also reported the percentage (by range) of those interviews that took place virtually. This table only includes final round interviews associated with recruiting that took place outside of a law school interview program. Non-OCI recruiting may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals. In each row, the percentage represents the percentage of offices that reported each range of virtual final round interviews. Cities/states included in this table had at least five offices reporting a virtual final round interview range. Specific city information may include a few offices in suburban locations. City figures generally do not include offices that submitted composite figures to cover recruiting activity in multiple cities nationwide.

**Table 21. Yields on Callback Invitations Via All Recruiting Methods (both OCI and Non-OCI) for 2024 Summer Programs**

	Total # of Callback Invitations Reported	% Declined	% Accepted then Canceled	% Resulting in a Callback Interview	% Resulting in an Offer	% Resulting in an Accepted Offer	# of Invitations Needed to Result in One Accepted Offer	# of Offices
<b>Total – All Employers</b>	<b>31,957</b>	<b>11.3%</b>	<b>8.4%</b>	<b>80.3%</b>	<b>36.9%</b>	<b>17.4%</b>	<b>5.8</b>	<b>524</b>
<b>By Number of Lawyers Firm-wide</b>								
100 or Fewer	633	15.3	10.4	74.2	39.3	14.7	6.8	17
101-250	1,544	11.3	9.4	79.3	33.5	18.3	5.5	48
251-500	3,852	11.3	10.6	78.1	33.2	16.7	6.0	70
501-700	3,063	11.6	11.1	77.3	33.0	16.5	6.1	65
701-1,000	3,626	15.3	9.6	75.1	35.4	16.1	6.2	38
1,001+	19,239	10.3	7.1	82.5	38.8	17.9	5.6	286
<b>By NALP Region and City/State</b>								
<b>Northeast</b>	10,923	11.4	7.7	80.8	39.4	15.9	6.3	78
Boston	913	10.4	3.7	85.9	33.8	19.1	5.2	19
New York City	9,659	11.3	8.2	80.6	40.6	15.7	6.4	52
<b>Mid-Atlantic</b>	3,518	10.5	8.6	80.9	34.5	15.4	6.5	74
New Jersey	57	19.3	1.8	78.9	35.1	22.8	4.4	5
Pennsylvania	267	4.9	4.9	90.3	35.2	22.8	4.4	9
Washington, DC/ Northern VA area	2,696	11.1	9.1	79.8	35.0	14.0	7.2	42
Wilmington, DE	271	10.0	9.6	80.4	31.7	18.8	5.3	8
<b>Southeast</b>	2,005	10.3	7.8	81.9	30.4	16.5	6.1	96
Atlanta	203	9.4	11.3	79.3	34.0	17.7	5.6	8
Austin	85	10.6	5.9	83.5	41.2	25.9	3.9	8
Charlotte	226	4.0	7.5	88.5	25.7	11.1	9.0	9
Dallas	409	12.2	4.6	83.1	28.9	14.7	6.8	18
Houston	566	13.8	10.1	76.1	33.7	17.0	5.9	25
Miami/Ft. Lauderdale/W. Palm Beach	226	12.4	6.6	81.0	24.8	18.6	5.4	9
Other areas in Florida	85	2.4	11.8	85.9	23.5	15.3	6.5	8

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**Table 21. Yields on Callback Invitations Via All Recruiting Methods (both OCI and Non-OCI) for 2024 Summer Programs**

	Total # of Callback Invitations Reported	% Declined	% Accepted then Canceled	% Resulting in a Callback Interview	% Resulting in an Offer	% Resulting in an Accepted Offer	# of Invitations Needed to Result in One Accepted Offer	# of Offices
<b>Midwest</b>	2,507	10.9	8.5	80.6	36.1	20.5	4.9	66
Chicago	1,776	11.3	9.6	79.1	36.3	19.1	5.2	32
Minneapolis	161	10.6	8.7	80.7	31.1	18.0	5.6	5
Ohio	152	2.6	7.2	90.1	44.7	32.2	3.1	8
<b>West/Rocky Mountain</b>	3,398	11.3	9.0	79.7	34.3	17.3	5.8	148
Denver area	153	5.9	3.9	90.2	30.7	19.6	5.1	9
Los Angeles and Orange County	1,102	9.4	10.3	80.3	30.9	16.2	6.2	46
Salt Lake City	87	5.7	0.0	94.3	40.2	26.4	3.8	6
San Diego	97	14.4	2.1	83.5	37.1	25.8	3.9	10
San Francisco	767	15.3	11.1	73.7	32.6	13.4	7.4	29
Seattle	100	8.0	6.0	86.0	38.0	23.0	4.3	8
Silicon Valley	651	10.4	11.4	78.2	39.8	17.4	5.8	19

**Note:** Cities/states included in this table had at least five offices reporting and at least 50 callback invitations to 2L students in total. This table includes all callback invitations and interviews, including those that took place via OCI or any other non-OCI recruiting methods. A few offices reported the number of offers and their outcomes, but not the number of callback invitations and their outcomes; therefore, they are not included here. The decline category includes callback invitations for which no response was received. In some cases, tracking does not distinguish between declines and acceptances which were subsequently canceled. In these instances, all outcomes were reported as declines to avoid double-counting. This table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. Specific city information may include a few offices in suburban locations. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

**Table 22. Yields on Callback Invitations from On-Campus Interviewing (OCI) for 2024 Summer Programs**

	Total # of Callback Invitations Reported	% Declined	% Accepted then Canceled	% Resulting in a Callback Interview	% Resulting in an Offer	% Resulting in an Accepted Offer	# of Invitations Needed to Result in One Accepted Offer	# of Offices
<b>Total – All Employers</b>	<b>19,484</b>	<b>12.1%</b>	<b>10.3%</b>	<b>77.6%</b>	<b>32.5%</b>	<b>14.7%</b>	<b>6.8</b>	<b>484</b>
<b>By Number of Lawyers Firm-wide</b>								
100 or Fewer	484	16.3	12.2	71.5	38.4	13.8	7.2	15
101-250	1,223	11.5	9.9	78.6	30.3	16.4	6.1	47
251-500	2,876	11.2	11.9	76.9	31.6	15.9	6.3	59
501-700	2,126	12.5	12.5	75.1	31.5	15.3	6.5	63
701-1,000	2,322	16.1	11.1	72.8	29.5	12.6	8.0	37
1,001+	10,453	11.2	9.2	79.6	33.6	14.6	6.9	263
<b>By NALP Region and City/State</b>								
<b>Northeast</b>	6,161	11.2	10.5	78.3	33.6	13.5	7.4	75
Boston	486	10.9	5.3	83.7	28.0	14.2	7.0	17
New York City	5,363	10.8	11.2	77.9	34.9	13.4	7.5	50
<b>Mid-Atlantic</b>	2,243	11.3	9.8	78.9	32.7	14.0	7.1	64
Pennsylvania	113	4.4	2.7	92.9	39.8	23.0	4.3	7
Washington, DC/ Northern VA area	1,780	12.0	10.3	77.7	32.9	12.6	7.9	41
Wilmington, DE	188	10.1	10.1	79.8	31.4	17.6	5.7	6
<b>Southeast</b>	1,205	10.0	9.2	80.8	28.8	15.2	6.6	87
Atlanta	155	10.3	12.3	77.4	32.9	18.1	5.5	7
Charlotte	146	5.5	8.9	85.6	28.1	14.4	7.0	8
Dallas	222	12.6	7.2	80.2	25.2	11.7	8.5	17
Houston	307	13.4	10.1	76.5	30.9	14.7	6.8	23
Miami/Ft. Lauderdale/W. Palm Beach	130	10.8	6.9	82.3	23.1	16.2	6.2	9
Other areas in Florida	65	1.5	12.3	86.2	23.1	13.8	7.2	7
<b>Midwest</b>	1,544	12.3	10.2	77.5	30.0	16.2	6.2	65
Chicago	1,018	12.5	11.7	75.8	29.4	13.9	7.2	31
Minneapolis	121	12.4	9.9	77.7	28.9	16.5	6.1	5
Ohio	92	4.3	12.0	83.7	29.3	23.9	4.2	8

(Continued on page 55)

**Table 22. Yields on Callback Invitations from On-Campus Interviewing (OCI) for 2024 Summer Programs**

	Total # of Callback Invitations Reported	% Declined	% Accepted then Canceled	% Resulting in a Callback Interview	% Resulting in an Offer	% Resulting in an Accepted Offer	# of Invitations Needed to Result in One Accepted Offer	# of Offices
<b>West/Rocky Mountain</b>	2,242	12.8	10.7	76.4	28.8	13.1	7.7	134
Denver area	81	6.2	6.2	87.7	28.4	14.8	6.8	8
Los Angeles and Orange County	820	10.2	10.6	79.1	27.3	13.8	7.3	45
San Diego	51	9.8	2.0	88.2	31.4	19.6	5.1	8
San Francisco	494	17.4	14.8	67.8	25.9	8.1	12.4	27
Seattle	66	9.1	4.5	86.4	34.8	21.2	4.7	7
Silicon Valley	367	14.4	14.4	71.1	31.9	11.4	8.7	17

**Note:** Cities/states included in this table had at least five offices reporting and at least 50 callback invitations to 2L students in total. This table only includes callback interviews and invitations associated with a law school OCI program. A few offices reported the number of offers and their outcomes, but not the number of callback invitations and their outcomes; therefore, they are not included here. The decline category includes callback invitations for which no response was received. In some cases, tracking does not distinguish between declines and acceptances which were subsequently canceled. In these instances, all outcomes were reported as declines to avoid double-counting. This table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/ multi-office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

**Table 23. Yields on Callback Invitations from Non-OCI Recruiting for 2024 Summer Programs**

	Total # of Callback Invitations Reported	% Declined	% Accepted then Canceled	% Resulting in a Callback Interview	% Resulting in an Offer	% Resulting in an Accepted Offer	# of Invitations Needed to Result in One Accepted Offer	# of Offices
<b>Total – All Employers</b>	<b>12,473</b>	<b>10.1%</b>	<b>5.4%</b>	<b>84.6%</b>	<b>43.8%</b>	<b>21.5%</b>	<b>4.7</b>	<b>459</b>
<b>By Number of Lawyers Firm-wide</b>								
100 or Fewer	149	12.1	4.7	83.2	42.3	17.4	5.7	13
101-250	321	10.3	7.5	82.2	45.2	25.2	4.0	36
251-500	976	11.7	6.9	81.5	37.4	18.9	5.3	65
501-700	937	9.7	7.9	82.4	36.0	18.8	5.3	49
701-1,000	1,304	13.7	7.0	79.3	45.8	22.3	4.5	34
1,001+	8,786	9.4	4.6	86.0	45.0	21.9	4.6	262
<b>By NALP Region and City/State</b>								
<b>Northeast</b>	4,772	11.7	4.2	84.1	46.8	19.1	5.2	74
Boston	427	9.8	1.9	88.3	40.5	24.6	4.1	17
New York City	4,296	11.8	4.4	83.8	47.6	18.6	5.4	51
<b>Mid-Atlantic</b>	1,280	9.1	6.5	84.5	37.7	17.9	5.6	73
Philadelphia	130	4.6	4.6	90.8	32.3	22.3	4.5	6
Washington, DC/ Northern VA area	921	9.1	6.8	84.0	39.1	16.8	5.9	42
Wilmington, DE	83	9.6	8.4	81.9	32.5	21.7	4.6	8
<b>Southeast</b>	813	10.8	5.9	83.3	33.5	18.7	5.3	82
Atlanta	48	6.3	8.3	85.4	37.5	16.7	6.0	7
Austin	50	12.0	0.0	88.0	40.0	28.0	3.6	7
Charlotte	80	1.3	5.0	93.8	21.3	5.0	20.0	6
Dallas	187	11.8	1.6	86.6	33.2	18.2	5.5	17
Houston	271	14.4	10.3	75.3	39.1	20.3	4.9	20
Miami/Ft. Lauderdale/W. Palm Beach	96	14.6	6.3	79.2	27.1	21.9	4.6	9
<b>Midwest</b>	963	8.6	5.7	85.7	45.4	26.9	3.7	55
Chicago	758	9.6	6.9	83.5	45.0	25.7	3.9	28
Minneapolis	40	5.0	5.0	90.0	37.5	22.5	4.4	5
Ohio	60	0.0	0.0	100.0	68.3	45.0	2.2	6

(Continued on page 57)

**Table 23. Yields on Callback Invitations from Non-OCI Recruiting for 2024 Summer Programs**

	Total # of Callback Invitations Reported	% Declined	% Accepted then Canceled	% Resulting in a Callback Interview	% Resulting in an Offer	% Resulting in an Accepted Offer	# of Invitations Needed to Result in One Accepted Offer	# of Offices
<b>West/Rocky Mountain</b>	1,156	8.4	5.7	85.9	45.1	25.5	3.9	120
Denver area	72	5.6	1.4	93.1	33.3	25.0	4.0	9
Los Angeles and Orange County	282	7.1	9.2	83.7	41.1	23.4	4.3	33
Salt Lake City	58	1.7	0.0	98.3	48.3	29.3	3.4	5
San Diego	46	19.6	2.2	78.3	43.5	32.6	3.1	8
San Francisco	230	11.7	5.2	83.0	45.2	22.6	4.4	21
Seattle	34	5.9	8.8	85.3	44.1	26.5	3.8	8
Silicon Valley	267	5.2	7.5	87.3	50.2	25.1	4.0	17

**Note:** Cities/states included in this table had at least five offices reporting and at least 25 callback invitations to 2L students in total from recruiting that took place outside of a law school OCI program. Non-OCI recruiting may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals. A few offices reported the number of offers and their outcomes, but not the number of callback invitations and their outcomes; therefore, they are not included here. The decline category includes callback invitations for which no response was received. In some cases, tracking does not distinguish between declines and acceptances which were subsequently canceled. In these instances, all outcomes were reported as declines to avoid double-counting. This table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. Specific city information may include a few offices in suburban locations.

**Table 24. Outcomes of Callback Invitations to and Interviews of Class of 2025 Students for Summer 2024 Positions Via All Recruiting Methods**  
(both OCI and Non-OCI)

	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
<b>Total – All Employers</b>	<b>25.0</b>	<b>61</b>	<b>80.3%</b>	<b>46.0%</b>	<b>7.0</b>	<b>22</b>	<b>47.2%</b>	<b>531</b>
<b>By Number of Lawyers Firm-wide</b>								
100 or Fewer	22.0	37	74.2	53.0	8.0	15	37.3	17
101-250	24.5	32	79.3	42.2	7.0	11	54.5	48
251-500	28.5	55	78.1	42.5	8.0	18	50.5	72
501-700	23.0	47	77.3	42.7	6.5	16	51.8	66
701-1,000	24.5	95	75.1	47.1	7.5	34	45.5	38
1,001+	26.0	67	82.5	47.0	7.0	26	46.2	290
<b>FIRM-WIDE/MULTI-OFFICE REPORTS</b>								
All Firm-wide/ Multi-office Reports	64.5	122	79.5	46.6	18.5	45	51.7	88
<b>By Number of Lawyers Firm-wide</b>								
101-250	27.0	32	81.2	43.2	10.5	11	58.2	22
251-500	74.5	95	78.4	45.1	23.0	34	50.8	26
501-700	87.0	86	73.9	36.9	24.5	24	60.9	10
701-1,000	228.0	239	75.7	50.3	58.5	91	45.9	10
1,001+	182.5	257	83.6	47.3	60.0	102	54.4	16
<b>By NALP Region</b>								
Northeast	43.0	55	75.7	30.9	13.5	13	62.3	6
Mid-Atlantic	33.0	52	84.3	47.7	11.0	21	66.7	6
Southeast	29.0	28	85.1	45.0	13.0	11	50.0	5
Midwest	37.0	38	81.0	42.1	12.5	13	63.6	6
West/Rocky Mountain	39.5	42	79.6	46.7	14.0	16	55.6	8

(Continued on page 59)

**Table 24. Outcomes of Callback Invitations to and Interviews of Class of 2025 Students for Summer 2024 Positions Via All Recruiting Methods**  
(both OCI and Non-OCI)

	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
<b>OFFICE-SPECIFIC REPORTS</b>								
All Office-specific Reports	21.0	49	80.8	45.7	6.0	18	45.0	443
<b>By Number of Lawyers Firm-wide</b>								
100 or Fewer	21.0	33	75.7	51.1	5.0	13	42.1	13
101-250	21.0	33	77.8	41.4	6.5	11	51.3	26
251-500	9.5	31	77.4	37.9	3.0	9	49.8	46
501-700	15.0	40	78.7	44.8	5.0	15	49.3	56
701-1,000	21.0	44	74.0	40.7	4.5	13	44.5	28
1,001+	24.0	56	82.2	47.0	6.0	21	43.9	274
<b>By Number of Lawyers in Office</b>								
25 or Fewer	6.0	9	76.6	33.8	2.0	2	61.4	58
26-50	12.0	16	78.5	37.7	3.0	5	51.2	113
51-100	19.5	29	80.5	39.2	6.0	9	49.1	120
101-250	40.0	52	78.5	40.6	12.0	17	46.0	106
251+	150.0	222	82.8	52.5	57.5	96	42.4	46
<b>By NALP Region and City/State</b>								
<b>Northeast</b>	61.0	145	81.0	49.2	18.5	58	40.6	74
Boston	35.0	48	85.9	39.4	11.0	16	56.3	19
New York City	105.0	186	80.6	50.3	38.0	75	39.4	53
<b>Mid-Atlantic</b>	33.0	49	80.7	42.7	10.0	17	44.2	69
New Jersey	8.0	11	78.9	44.4	2.0	4	65.0	5
Pennsylvania	24.0	30	90.3	39.0	8.0	10	64.9	9
Washington, DC/ Northern VA area	47.5	64	79.8	43.8	13.5	22	40.0	42
Wilmington, DE	10.0	34	80.4	39.4	1.5	11	59.3	8

(Continued on page 60)

**Table 24. Outcomes of Callback Invitations to and Interviews of Class of 2025 Students for Summer 2024 Positions Via All Recruiting Methods**  
(both OCI and Non-OCI)

	# of Callback Invitations				# of Offers Extended			
	Median	Average	% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	Median	Average	% of Offers Accepted	# of Offices
<b>Southeast</b>	15.0	20	81.6	36.7	4.0	6	54.3	96
Atlanta	27.0	25	79.3	42.9	5.5	9	52.2	8
Austin	8.0	11	83.5	49.3	2.0	4	62.9	9
Charlotte	20.0	25	88.5	29.0	5.0	6	43.1	9
Dallas	13.0	23	83.1	34.7	4.5	7	50.8	18
Houston	15.0	23	76.1	44.3	4.0	8	50.3	25
Miami/Ft. Lauderdale/W. Palm Beach	24.0	25	81.0	30.6	5.5	6	75.0	10
Other areas in Florida	10.5	11	85.9	27.4	2.0	2	65.0	9
<b>Midwest</b>	22.0	37	80.5	45.1	6.0	13	56.2	62
Chicago	52.0	56	79.1	45.8	9.0	20	52.8	32
Minneapolis	24.0	32	80.7	38.5	5.0	8	58.0	6
Ohio	12.0	19	90.1	49.6	3.5	9	72.1	8
<b>West/Rocky Mountain</b>	15.0	22	79.7	42.7	4.0	7	49.8	142
Denver area	15.0	17	90.2	34.1	4.0	5	64.6	10
Los Angeles and Orange County	18.5	24	80.3	38.4	4.5	7	52.6	46
Salt Lake City	12.5	15	94.3	42.7	5.0	6	65.7	6
San Diego	7.5	10	83.5	44.4	3.0	4	69.4	10
San Francisco	22.0	26	73.7	44.2	5.0	8	41.2	30
Seattle	13.5	13	86.0	44.2	4.5	5	60.5	8
Silicon Valley	29.0	34	78.2	50.9	10.0	14	43.6	19

**Note:** Figures are based on all 2L student recruiting, including via OCI and any other non-OCI recruiting methods. Callback invitations and outcomes are based on 524 employers issuing a total of 31,957 callback invitations and do not include seven offices that did not report the number of callback invitations and interviews. A few offices that recruited via both OCI and other non-OCI recruiting methods may have only reported callback invitations and outcomes for one method (e.g., OCI), and not both. Figures for offers and offer outcomes are based on 531 employers making a total of 11,862 offers. Median and average offer figures are based on all employers that interviewed at least one second-year student, even though a few ultimately made no offers as a result of callback invitations, or had not yet completed their second-year hiring as of November 1, 2023. The number of offices that reported interviewing second-year students is shown in the last column. Averages are rounded to the nearest whole number. Following the overall total shown in the first line, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. Office-specific information includes some instances of firms with most lawyers in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

**Table 25. Outcomes of Callback Invitations to and Interviews of Class of 2025 Students for Summer 2024 Positions from On-Campus Interviewing Programs (OCI)**

	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
<b>Total – All Employers</b>	<b>18.0</b>	<b>40</b>	<b>77.6%</b>	<b>41.9%</b>	<b>5.0</b>	<b>13</b>	<b>45.3%</b>	<b>497</b>
<b>By Number of Lawyers Firm-wide</b>								
100 or Fewer	21.0	32	71.5	53.8	6.0	12	36.0	15
101-250	20.0	26	78.6	38.6	6.0	8	53.9	47
251-500	26.0	49	76.9	41.1	6.5	15	50.5	62
501-700	15.0	34	75.1	42.0	4.0	11	48.7	63
701-1,000	19.0	63	72.8	40.5	4.0	19	42.6	37
1,001+	17.0	40	79.6	42.2	4.0	13	43.4	273
<b>FIRM-WIDE/MULTI-OFFICE REPORTS</b>								
All Firm-wide/Multi-office Reports	42.0	82	76.7	43.7	11.5	27	49.4	86
<b>By Number of Lawyers Firm-wide</b>								
101-250	24.0	27	79.3	40.0	9.0	9	56.3	21
251-500	64.5	81	77.0	43.9	13.0	27	50.5	25
501-700	51.5	54	71.8	36.9	13.0	14	61.8	10
701-1,000	108.0	139	72.6	44.9	29.5	45	44.3	10
1,001+	74.5	148	79.8	44.4	27.0	53	48.8	16
<b>By NALP Region</b>								
Northeast	40.0	47	76.1	28.6	11.5	10	62.3	6
Mid-Atlantic	17.0	20	86.0	38.4	6.0	7	72.7	5
Midwest	35.0	35	79.0	39.6	9.0	11	63.6	5
West/Rocky Mountain	38.0	38	79.2	43.2	11.0	13	48.9	7
<b>OFFICE-SPECIFIC REPORTS</b>								
All Office-specific Reports	15.0	31	78.2	40.9	4.0	10	42.9	411

*(Continued on page 62)*

**Table 25. Outcomes of Callback Invitations to and Interviews of Class of 2025 Students for Summer 2024 Positions from On-Campus Interviewing Programs (OCI)**

	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
<b>By Number of Lawyers Firm-wide</b>								
100 or Fewer	20.0	31	72.8	52.4	5.0	12	38.0	11
101-250	18.0	25	77.9	37.3	5.0	7	51.6	26
251-500	10.0	26	76.8	35.2	2.0	7	50.6	37
501-700	12.0	30	76.2	43.6	4.0	10	45.1	53
701-1,000	14.0	34	73.1	34.0	3.0	9	39.4	27
1,001+	16.0	33	79.5	41.6	4.0	10	41.7	257
<b>By Number of Lawyers in Office</b>								
25 or Fewer	5.0	8	74.4	31.8	1.0	2	56.0	49
26-50	9.0	13	74.8	35.8	2.0	3	45.2	99
51-100	14.0	20	78.3	37.0	4.0	6	45.7	114
101-250	26.0	34	76.3	36.4	6.0	10	42.4	104
251+	91.0	115	80.4	47.1	27.0	44	41.3	45
<b>By NALP Region and City/State</b>								
<b>Northeast</b>	43.0	85	78.4	43.6	12.5	29	39.3	70
Boston	21.0	29	83.7	33.4	5.0	8	50.7	18
New York City	85.5	107	77.9	44.8	23.0	37	38.4	50
<b>Mid-Atlantic</b>	31.0	36	78.6	41.6	6.5	11	41.5	62
Pennsylvania	13.0	16	92.9	42.9	4.0	6	57.8	7
Washington, DC/ Northern VA area	36.0	43	77.7	42.3	9.0	14	38.3	42
Wilmington, DE	26.0	31	79.8	39.3	7.5	10	55.9	6
<b>Southeast</b>	10.0	14	80.6	35.1	3.0	4	52.6	89
Atlanta	28.0	22	77.4	42.5	5.0	7	54.9	7
Austin	9.0	7	77.8	53.6	2.0	2	53.3	7
Charlotte	19.0	18	85.6	32.8	5.5	5	51.2	8
Dallas	10.0	13	80.2	31.5	3.0	3	46.4	17
Houston	10.0	13	76.5	40.4	3.0	4	47.4	23
Miami/Ft. Lauderdale/W. Palm Beach	14.0	14	82.3	28.0	3.0	3	70.0	10
Other areas in Florida	7.0	9	86.2	26.8	2.0	2	60.0	9

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**Table 25. Outcomes of Callback Invitations to and Interviews of Class of 2025 Students for Summer 2024 Positions from On-Campus Interviewing Programs (OCI)**

	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
<b>Midwest</b>	15.5	23	77.3	38.6	4.5	7	52.7	60
Chicago	27.0	33	75.8	38.7	5.0	10	47.2	31
Minneapolis	20.0	24	77.7	37.2	3.0	7	57.1	5
Ohio	10.5	12	83.7	35.1	2.5	3	81.5	8
<b>West/Rocky Mountain</b>	12.0	16	76.1	36.9	3.0	4	44.8	130
Denver area	9.0	10	87.7	32.4	2.0	3	52.2	8
Los Angeles and Orange County	15.0	18	79.1	34.5	3.0	5	50.4	46
San Diego	5.5	6	88.2	35.6	2.0	2	62.5	9
San Francisco	16.0	18	67.8	38.2	3.5	5	31.3	28
Seattle	10.0	9	86.4	40.4	3.0	3	60.9	7
Silicon Valley	19.0	22	71.1	44.8	6.0	7	35.9	17

**Note:** Figures for OCI-related callback invitations and outcomes are based on 484 employers issuing a total of 19,484 callback invitations to 2L students and do not include 13 offices that did not report the number of OCI callbacks and interviews. Figures for offers and offer outcomes are based on 497 employers making a total of 6,339 offers from OCI-related interviewing. This table only includes outcomes associated with on-campus interviewing programs, which may have taken place virtually or in-person. Median and average offer figures are based on all employers who interviewed at least one second-year student, even though a few ultimately made no offers as a result of callback invitations, or had not yet completed their second-year hiring as of November 1, 2023. The number of offices that reported interviewing second-year students is shown in the last column. Averages are rounded to the nearest whole number. Following the overall total shown in the first line, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. Office-specific information includes some instances of firms with most lawyers in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

**Table 26. Outcomes of Callback Invitations to and Interviews of Class of 2025 Students for Summer 2024 Positions from Non-OCI Recruiting**

	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
<b>Total – All Employers</b>	<b>9.0</b>	<b>27</b>	<b>84.6%</b>	<b>51.8%</b>	<b>3.0</b>	<b>12</b>	<b>49.5%</b>	<b>473</b>
100 or Fewer	8.0	11	83.2	50.8	2.0	5	41.3	13
101-250	5.0	9	82.2	54.9	2.0	4	56.2	37
251-500	7.0	15	81.5	45.9	3.0	5	50.4	68
501-700	8.0	19	82.4	43.7	2.5	8	57.2	52
701-1,000	9.5	38	79.3	57.7	3.0	18	48.7	34
1,001+	10.0	34	86.0	52.3	3.0	15	48.6	269
<b>FIRM-WIDE/MULTI-OFFICE REPORTS</b>								
All Firm-wide/Multi-office Reports	18.0	46	84.7	51.1	6.0	20	55.1	82
<b>By Number of Lawyers Firm-wide</b>								
101-250	5.0	6	89.9	56.1	2.0	3	63.3	19
251-500	11.0	20	83.9	48.4	4.0	8	51.5	25
501-700	22.5	32	77.4	37.0	7.5	9	59.3	10
701-1,000	63.0	111	80.0	57.1	25.0	51	47.5	9
1,001+	71.0	119	88.8	50.5	23.0	53	60.5	15
<b>By NALP Region</b>								
Northeast	4.0	8	73.5	44.4	1.5	3	62.5	6
Midwest	11.0	9	90.9	45.0	3.0	4	61.1	5
West/Rocky Mountain	10.0	14	85.4	54.1	5.0	7	66.7	9
<b>OFFICE-SPECIFIC REPORTS</b>								
All Office-specific Reports	8.0	23	84.5	52.1	2.0	10	47.1	391
<b>By Number of Lawyers Firm-wide</b>								
100 or Fewer	4.0	9	85.9	47.8	2.0	4	56.3	9
101-250	4.0	12	77.7	54.1	1.0	5	51.2	18
251-500	5.0	12	78.8	43.1	2.0	4	49.1	43
501-700	6.0	16	85.0	46.8	2.0	7	56.5	42
701-1,000	8.0	12	77.0	59.8	2.0	6	52.9	25
1,001+	9.0	28	85.3	52.8	3.0	12	45.6	254

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**Table 26. Outcomes of Callback Invitations to and Interviews of Class of 2025 Students for Summer 2024 Positions from Non-OCI Recruiting**

	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
<b>By Number of Lawyers in Office</b>								
25 or Fewer	3.0	4	81.8	38.1	1.0	1	71.4	40
26-50	5.0	7	85.9	40.9	1.0	2	60.5	96
51-100	7.0	12	84.2	42.8	2.0	4	53.6	108
101-250	12.0	18	82.2	47.9	4.0	7	50.4	101
251+	64.0	107	85.3	57.9	24.5	53	43.2	46
<b>By NALP Region and City/State</b>								
<b>Northeast</b>	18.0	69	84.2	55.8	10.0	33	41.8	69
Boston	13.0	25	88.3	45.9	6.0	10	60.7	17
New York City	20.0	84	83.8	56.8	11.5	40	40.2	52
<b>Mid-Atlantic</b>	9.0	18	84.6	44.4	2.0	7	48.6	69
Philadelphia	15.0	22	90.8	35.6	5.5	7	69.0	6
Washington, DC/ Northern VA area	9.0	22	84.0	46.5	4.0	9	43.1	42
Wilmington, DE	8.5	10	81.9	39.7	1.5	3	66.7	8
<b>Southeast</b>	5.0	10	82.8	40.1	1.0	3	55.8	82
Atlanta	6.0	7	85.4	43.9	2.0	3	44.4	7
Austin	5.0	7	88.0	45.5	2.0	3	70.0	7
Charlotte	4.0	13	93.8	22.7	1.5	3	23.5	6
Dallas	6.0	11	86.6	38.3	1.0	4	54.8	17
Houston	6.5	14	75.3	52.0	1.0	5	51.9	22
Miami/Ft. Lauderdale/W. Palm Beach	9.0	11	79.2	34.2	1.5	3	80.8	10
<b>Midwest</b>	12.5	18	85.4	53.4	3.0	8	59.7	55
Chicago	17.0	27	83.5	53.9	6.0	12	57.7	29
Minneapolis	7.0	8	90.0	41.7	2.5	3	60.0	6
Ohio	5.0	10	100.0	68.3	1.0	6	66.7	7

(Continued on page 66)

**Table 26. Outcomes of Callback Invitations to and Interviews of Class of 2025 Students for Summer 2024 Positions from Non-OCI Recruiting**

	# of Callback Invitations		% of Callback Invitations Accepted	% of Callback Interviews Resulting in Offer	# of Offers Extended			# of Offices
	Median	Average			Median	Average	% of Offers Accepted	
<b>West/Rocky Mountain</b>	6.0	9	86.0	52.3	2.0	4	55.4	116
Denver area	6.0	8	93.1	35.8	2.0	3	76.0	10
Los Angeles and Orange County	6.0	9	83.7	49.2	1.5	3	56.9	34
Salt Lake City	10.0	12	98.3	49.1	3.0	5	60.7	6
San Diego	5.5	6	78.3	55.6	3.0	3	75.0	8
San Francisco	6.0	11	83.0	54.5	3.0	5	50.0	22
Seattle	2.5	4	85.3	51.7	1.0	2	60.0	8
Silicon Valley	9.0	16	87.3	57.5	3.5	7	50.0	18

**Note:** Figures for callback invitations and outcomes are based on 459 employers issuing a total of 12,473 callback invitations to 2L students and do not include 14 offices that did not report the number of callbacks and interviews that took place outside of an OCI program. Non-OCI recruiting may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals. Figures for offers and offer outcomes are based on 473 employers making a total of 5,523 offers from interviewing that took place outside of an OCI program. Median and average offer figures are based on all employers who interviewed at least one second-year student, even though a few ultimately made no offers as a result of callback invitations, or had not yet completed their second-year hiring as of November 1, 2023. The number of offices that reported interviewing second-year students is shown in the last column. Averages are rounded to the nearest whole number. Following the overall total shown in the first line, the table separates out surveys which reported information firm-wide, or for multiple offices, from those which reported office-specific information. Firm-wide information by region includes firms whose offices are predominantly or wholly in that region. Office-specific information includes some instances of firms with most lawyers in a single location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey.

**Table 27. All Offers for Summer 2024 Programs (from OCI and Non-OCI Recruiting)**

	% of Offices in Each Offer Number Range:			Range of Offer Numbers Reported				Most Common Offer Number (mode) and % of Offices		# of Offers	# of Offices
	3 or Fewer	4-15	More than 15	Minimum	5th Percentile	95th Percentile	Maximum	Mode	% of Offices Making this Number of Offers		
<b>Total – All Employers</b>	<b>30.7%</b>	<b>39.9%</b>	<b>29.4%</b>	<b>0</b>	<b>1</b>	<b>82</b>	<b>416</b>	<b>1</b>	<b>10.4%</b>	<b>11,862</b>	<b>531</b>
<b>FIRM-WIDE/MULTI-OFFICE REPORTS</b>											
All Firm-wide/ Multi-office Reports	6.8	35.2	58.0	0	3	174	416	16	5.7	3,971	88
<b>By Number of Lawyers Firm-wide</b>											
101-250	18.2	54.5	27.3	0	1	19	45	13	13.6	244	22
251-500	3.8	38.5	57.7	3	7	91	210	14	11.5	872	26
501-700	0.0	30.0	70.0	9	9	42	42	26	20.0	235	10
701-1,000	10.0	20.0	70.0	1	1	365	365	No figure was reported more than once.		911	10
1,001+	0.0	18.8	81.3	7	7	416	416	174	12.5	1,624	16
<b>OFFICE-SPECIFIC REPORTS</b>											
All Office-specific Reports	35.4	40.9	23.7	0	1	71	389	1	12.0	7,891	443
<b>By Number of Lawyers Firm-wide</b>											
100 or Fewer	38.5	46.2	15.4	1	1	69	69	1	15.4	164	13
101-250	30.8	46.2	23.1	1	1	29	45	2, 3, 7	11.5% each	273	26
251-500	56.5	23.9	19.6	0	0	38	52	1	26.1	406	46
501-700	35.7	44.6	19.6	0	1	83	215	2	14.3	832	56
701-1,000	39.3	32.1	28.6	1	1	53	75	2	17.9	371	28
1,001+	31.8	43.1	25.2	0	1	81	389	2	10.2	5,845	274

**Note:** Figures are based on 531 offices interviewing at least one second-year student for summer 2024 programs via any recruiting method (OCI and/or non-OCI methods), including a few that ultimately did not make any offers. Office-specific information includes some instances of firms with most lawyers located in one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey.

**Table 28. Offers from On-Campus Interviewing Programs (OCI) for Summer 2024 Programs**

	% of Offices in Each Offer Number Range:			Range of Offer Numbers Reported				Most Common Offer Number (mode) and % of Offices		# of Offers	# of Offices
	3 or Fewer	4-10	More than 10	Minimum	5th Percentile	95th Percentile	Maximum	Mode	% of Offices Making this Number of Offers		
<b>Total – All Employers</b>	<b>39.1%</b>	<b>33.9%</b>	<b>27.0%</b>	<b>0</b>	<b>0</b>	<b>55</b>	<b>312</b>	<b>2</b>	<b>11.2%</b>	<b>6,339</b>	<b>481</b>
<b>FIRM-WIDE/MULTI-OFFICE REPORTS</b>											
All Firm-wide/ Multi-office Reports	11.8	32.9	55.3	0	2	101	312	5, 7	7.1% each	2,342	85
<b>By Number of Lawyers Firm-wide</b>											
101-250	20.0	35.0	45.0	0	2	23	28	11	20.0	183	20
251-500	0.0	37.5	62.5	4	5	76	171	13	12.5	664	25
501-700	20.0	30.0	50.0	2	2	36	36	19	20.0	144	10
701-1,000	20.0	10.0	70.0	1	1	130	130	No figure was reported more than once.		454	10
1,001+	6.3	37.5	56.3	2	2	312	312	7	12.5	840	16
<b>OFFICE-SPECIFIC REPORTS</b>											
All Office-specific Reports	44.9	34.1	21.0	0	0	40	169	1, 2	12.9% each	3,997	396
<b>By Number of Lawyers Firm-wide</b>											
100 or Fewer	45.5	36.4	18.2	0	0	67	67	3	27.3	129	11
101-250	30.8	50.0	19.2	1	1	24	31	4	15.4	188	26
251-500	55.6	25.0	19.4	0	0	32	34	1	25.0	249	36
501-700	46.2	32.7	21.2	0	0	29	137	2, 4	15.4% each	526	52
701-1,000	59.3	11.1	29.6	0	0	31	55	2	22.2	231	27
1,001+	43.0	36.5	20.5	0	0	46	169	1, 2	12.3% each	2,674	244

**Note:** Figures are based on 481 offices interviewing at least one second-year student for summer 2024 programs via OCI, including a few that ultimately did not make any offers. This number is smaller than the total number of offices reported in Tables 22 and 25 because a few offices reported making callback invitations to students, but none of those invitations were accepted, and thus, no interviews were conducted. This table only includes offers that resulted from on-campus interviewing programs. Office-specific information includes some instances of firms with most lawyers located in one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey.

**Table 29. Offers from Non-OCI Recruiting for Summer 2024 Programs**

	% of Offices in Each Offer Number Range			Range of Offer Numbers Reported				Most Common Offer Number (mode) and % of Offices		# of Offers	# of Offices
	3 or Fewer	4-10	More than 10	Minimum	5th Percentile	95th Percentile	Maximum	Mode	% of Offices Making this Number of Offers		
<b>Total – All Employers</b>	<b>54.5%</b>	<b>24.5%</b>	<b>20.9%</b>	<b>0</b>	<b>0</b>	<b>46</b>	<b>366</b>	<b>1</b>	<b>21.8%</b>	<b>5,523</b>	<b>473</b>
<b>FIRM-WIDE/MULTI-OFFICE REPORTS</b>											
All Firm-wide/ Multi-office Reports	35.4	30.5	34.1	0	1	67	366	1	14.6	1,642	82
<b>By Number of Lawyers Firm-wide</b>											
101-250	73.7	21.1	5.3	0	0	17	17	1	31.6	60	19
251-500	44.0	32.0	24.0	0	1	39	45	1, 3	20.0% each	206	25
501-700	0.0	80.0	20.0	4	4	20	20	4, 8, 20	20.0% each	91	10
701-1,000	22.2	11.1	66.7	3	3	235	235	3	22.2	457	9
1,001+	0.0	26.7	73.3	7	7	366	366	8	13.3	797	15
<b>OFFICE-SPECIFIC REPORTS</b>											
All Office-specific Reports	58.6	23.3	18.2	0	1	41	302	1	23.3	3,881	391
<b>By Number of Lawyers Firm-wide</b>											
100 or Fewer	66.7	22.2	11.1	0	0	12	12	1	33.3	32	9
101-250	77.8	5.6	16.7	0	0	23	23	1	38.9	86	18
251-500	67.4	23.3	9.3	0	0	13	22	1	30.2	159	43
501-700	64.3	26.2	9.5	0	0	56	78	1, 2	23.8% each	306	42
701-1,000	64.0	12.0	24.0	0	0	20	22	2	24.0	140	25
1,001+	53.9	25.2	20.9	0	0	52	302	1	20.9	3,158	254

**Note:** Figures are based on 473 offices interviewing at least one second-year student for summer 2024 programs outside of OCI, including several that ultimately did not make any offers. This table only includes offers that resulted from recruiting that took place outside of an OCI program. Non-OCI recruiting may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals. Office-specific information includes some instances of firms with most lawyers located in one location or whose additional offices are located primarily in adjacent areas, and of multi-office nationwide firms consolidating two geographically adjacent offices into a single survey.

**Table 30. Overall Offer Acceptance Rates for Summer 2024 Programs (from OCI and Non-OCI Recruiting)**

*(percent of offices in each range of acceptance rates)*

	Acceptance Rates (percent of offices with an acceptance rate falling into each range category)			Average Acceptance Rate (per office)	# of Offices
	Less than 35%	35-60%	More than 60%		
<b>Total – All Employers</b>	<b>15.1%</b>	<b>44.6%</b>	<b>40.3%</b>	<b>58.2%</b>	<b>516</b>
<b>By Number of Lawyers Firm-wide</b>					
100 or Fewer	35.3	47.1	17.6	45.2	17
101-250	10.6	46.8	42.6	60.3	47
251-500	16.2	44.1	39.7	57.9	68
501-700	10.9	50.0	39.1	59.5	64
700-1,000	26.3	36.8	36.8	53.2	38
1,001+	13.8	44.0	42.2	59.2	282
<b>By Number of Lawyers in Office</b>					
25 or Fewer	18.5	22.2	59.3	68.9	54
26-50	21.8	31.8	46.4	61.1	110
51-100	13.9	45.9	40.2	58.7	122
101-250	14.5	51.8	33.6	54.3	110
251+	14.6	60.4	25.0	48.7	48
<b>By NALP Region and City/State</b>					
<b>Northeast</b>	19.0	49.4	31.6	52.6	79
Boston	5.3	52.6	42.1	58.6	19
New York City	25.0	51.9	23.1	47.2	52
<b>Mid-Atlantic</b>	16.0	46.7	37.3	57.5	75
New Jersey	0.0	20.0	80.0	88.3	5
Pennsylvania	0.0	33.3	66.7	75.4	9
Washington, DC/Northern VA area	23.3	60.5	16.3	46.1	43
Wilmington, DE	0.0	37.5	62.5	77.2	8
<b>Southeast</b>	18.9	33.7	47.4	58.4	95
Atlanta	25.0	50.0	25.0	44.9	8
Austin	25.0	12.5	62.5	55.8	8
Charlotte	33.3	55.6	11.1	37.9	9
Dallas	17.6	35.3	47.1	60.7	17
Houston	19.2	30.8	50.0	61.7	26
Miami/Ft. Lauderdale/W. Palm Beach	11.1	22.2	66.7	70.8	9
Other areas in Florida	0.0	50.0	50.0	73.8	8

*(Continued on page 71)*

**Table 30. Overall Offer Acceptance Rates for Summer 2024 Programs (from OCI and Non-OCI Recruiting)**

*(percent of offices in each range of acceptance rates)*

	Acceptance Rates (percent of offices with an acceptance rate falling into each range category)			Average Acceptance Rate (per office)	# of Offices
	Less than 35%	35-60%	More than 60%		
<b>Midwest</b>	10.8	49.2	40.0	59.6	65
Chicago	12.5	68.8	18.8	50.4	32
Minneapolis	0.0	80.0	20.0	56.2	5
Ohio	0.0	11.1	88.9	78.6	9
<b>West/Rocky Mountain</b>	16.4	39.7	43.8	61.9	146
Denver area	0.0	20.0	80.0	73.6	10
Los Angeles and Orange County	9.1	50.0	40.9	64.9	44
Salt Lake City	0.0	16.7	83.3	75.1	6
San Diego	20.0	20.0	60.0	63.6	10
San Francisco	32.1	46.4	21.4	49.8	28
Seattle	12.5	12.5	75.0	67.7	8
Silicon Valley	31.6	36.8	31.6	50.7	19

**Note:** This table excludes offices that interviewed 2L students, but then did not make any offers for summer 2024. The table includes acceptance rates for all offers made, including offers that resulted from interviewing that took place via OCI and all other non-OCI recruiting methods. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

**Table 31. On-Campus Interviewing (OCI) Offer Acceptance Rates for Summer 2024 Programs**

*(percent of offices in each range of acceptance rates)*

	Acceptance Rates (percent of offices with an acceptance rate falling into each range category)			Average Acceptance Rate (per office)	# of Offices
	Less than 35%	35-60%	More than 60%		
<b>Total – All Employers</b>	<b>25.7%</b>	<b>40.2%</b>	<b>34.2%</b>	<b>53.8%</b>	<b>448</b>
<b>By Number of Lawyers Firm-wide</b>					
100 or Fewer	42.9	35.7	21.4	38.9	14
101-250	17.8	35.6	46.7	60.2	45
251-500	21.4	44.6	33.9	55.1	56
501-700	21.4	41.1	37.5	58.0	56
700-1,000	31.4	42.9	25.7	47.3	35
1,001+	27.3	39.7	33.1	53.2	242
<b>By Number of Lawyers in Office</b>					
25 or Fewer	25.0	27.8	47.2	60.0	36
26-50	32.9	25.9	41.2	56.7	85
51-100	28.8	34.6	36.5	53.2	104
101-250	26.2	43.0	30.8	52.0	107
251+	23.4	63.8	12.8	46.0	47
<b>By NALP Region and City/State</b>					
<b>Northeast</b>	32.4	42.3	25.4	47.6	71
Boston	28.6	50.0	21.4	50.7	14
New York City	36.0	44.0	20.0	43.4	50
<b>Mid-Atlantic</b>	26.7	41.7	31.7	52.5	60
Pennsylvania	14.3	28.6	57.1	65.0	7
Washington, DC/Northern VA	37.5	45.0	17.5	45.3	40
<b>Southeast</b>	34.6	19.2	46.2	55.6	78
Atlanta	28.6	28.6	42.9	49.6	7
Charlotte	37.5	37.5	25.0	46.8	8
Dallas	50.0	0.0	50.0	57.8	14
Houston	40.9	18.2	40.9	52.7	22
Miami/Ft. Lauderdale/W. Palm Beach	14.3	14.3	71.4	69.5	7
Other areas in Florida	16.7	33.3	50.0	70.6	6
<b>Midwest</b>	16.9	47.5	35.6	56.9	59
Chicago	16.7	70.0	13.3	47.6	30
Ohio	0.0	12.5	87.5	89.8	8

*(Continued on page 73)*

**Table 31. On-Campus Interviewing (OCI) Offer Acceptance Rates for Summer 2024 Programs**

*(percent of offices in each range of acceptance rates)*

	Acceptance Rates (percent of offices with an acceptance rate falling into each range category)			Average Acceptance Rate (per office)	# of Offices
	Less than 35%	35-60%	More than 60%		
<b>West/Rocky Mountain</b>	25.0	41.7	33.3	55.1	120
Denver area	25.0	25.0	50.0	60.9	8
Los Angeles and Orange County	9.8	48.8	41.5	62.4	41
San Diego	16.7	50.0	33.3	63.9	6
San Francisco	56.0	32.0	12.0	37.3	25
Seattle	14.3	42.9	42.9	56.0	7
Silicon Valley	46.2	38.5	15.4	38.3	13

**Note:** This table excludes offices that interviewed 2L students via an OCI program, but then did not make any offers for summer 2024. The table only includes acceptance rates for offers that resulted from on-campus interviewing programs. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. Other areas in Florida includes locations reported outside of the Miami/Ft. Lauderdale/W. Palm Beach area.

**Table 32. Non-OCI Offer Acceptance Rates for Summer 2024 Programs**  
*(percent of offices in each range of acceptance rates)*

	Acceptance Rates (percent of offices with an acceptance rate falling into each range category)			Average Acceptance Rate (per office)	# of Offices
	Less than 35%	35-60%	More than 60%		
<b>Total – All Employers</b>	<b>20.3%</b>	<b>32.9%</b>	<b>46.9%</b>	<b>60.4%</b>	<b>414</b>
<b>By Number of Lawyers Firm-wide</b>					
100 or Fewer	25.0	25.0	50.0	62.8	12
101-250	25.0	25.0	50.0	59.2	32
251-500	23.3	28.3	48.3	62.2	60
501-700	15.2	41.3	43.5	59.0	46
700-1,000	23.3	40.0	36.7	54.0	30
1,001+	19.2	32.9	47.9	61.0	234
<b>By Number of Lawyers in Office</b>					
25 or Fewer	15.6	12.5	71.9	74.7	32
26-50	23.7	18.4	57.9	64.7	76
51-100	21.1	27.8	51.1	62.2	90
101-250	23.5	40.2	36.3	54.5	102
251+	21.3	53.2	25.5	49.6	47
<b>By NALP Region and City/State</b>					
<b>Northeast</b>	19.7	45.1	35.2	54.6	71
Boston	0.0	41.7	58.3	65.5	16
New York City	25.5	53.2	21.3	49.3	49
<b>Mid-Atlantic</b>	24.3	31.4	44.3	58.4	70
Philadelphia	25.0	25.0	50.0	69.8	5
Washington, DC/Northern VA area	30.8	43.6	25.6	48.6	41
Wilmington, DE	0.0	33.3	66.7	79.9	8
<b>Southeast</b>	22.2	27.0	50.8	62.7	63
Atlanta	60.0	20.0	20.0	31.5	6
Austin	0.0	50.0	50.0	59.7	5
Charlotte	25.0	25.0	50.0	51.8	5
Dallas	25.0	33.3	41.7	60.3	15
Houston	15.4	53.8	30.8	60.3	16
Miami/Ft. Lauderdale/W. Palm Beach	0.0	0.0	100.0	84.3	6

*(Continued on page 75)*

**Table 32. Non-OCI Offer Acceptance Rates for Summer 2024 Programs**  
*(percent of offices in each range of acceptance rates)*

	Acceptance Rates (percent of offices with an acceptance rate falling into each range category)			Average Acceptance Rate (per office)	# of Offices
	Less than 35%	35-60%	More than 60%		
<b>Midwest</b>	25.5	29.8	44.7	59.5	47
Chicago	40.9	31.8	27.3	51.5	24
Minneapolis	50.0	0.0	50.0	47.7	5
Ohio	14.3	28.6	57.1	67.6	7
<b>West/Rocky Mountain</b>	18.3	25.7	56.0	65.0	109
Denver area	0.0	25.0	75.0	81.7	10
Los Angeles and Orange County	22.2	22.2	55.6	66.1	30
San Diego	33.3	0.0	66.7	63.1	7
San Francisco	18.8	43.8	37.5	55.6	19
Seattle	20.0	40.0	40.0	62.8	6
Silicon Valley	33.3	33.3	33.3	56.4	18

**Note:** This table excludes offices that interviewed 2L students outside of OCI, but then did not make any offers for summer 2024. The table only includes acceptance rates for offers that resulted from recruiting outside of an OCI program. Non-OCI recruiting may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide.

**Table 33. Timing of All Offers for 2024 Summer Programs (from OCI and Non-OCI Recruiting)**

*(percent of offers made in each time period)*

	% of Offers Made					# of Offers for Which Offer Timing was Reported
	Prior to June 2023	June 2023	July 2023	August 2023	September 2023 or Later	
<b>Total – All Employers</b>	<b>1.6%</b>	<b>12.9%</b>	<b>30.4%</b>	<b>52.4%</b>	<b>2.8%</b>	<b>11,396</b>
<b>By Number of Lawyers Firm-wide</b>						
100 or Fewer	0.0	2.0	16.2	77.3	4.5	247
101-250	1.4	5.0	8.2	80.3	5.2	502
251-500	2.1	7.3	15.8	71.6	3.2	1,260
501-700	0.5	9.9	15.6	63.5	10.5	1,048
701-1,000	0.9	15.1	27.0	56.3	0.7	974
1,001+	1.8	14.8	37.4	44.3	1.6	7,365
<b>By Number of Lawyers in Office</b>						
25 or Fewer	0.0	1.3	18.8	64.9	14.9	154
26-50	0.2	4.4	19.8	71.0	4.6	520
51-100	2.3	6.3	23.4	65.2	2.8	1,099
101-250	1.5	8.0	24.3	63.6	2.7	1,780
251+	1.4	19.6	38.2	38.6	2.1	4,430
<b>By Region</b>						
Northeast	1.7	19.9	37.3	39.2	1.8	4,285
Mid-Atlantic	1.1	5.1	28.3	62.3	3.2	1,253
Southeast	0.2	3.6	23.2	69.5	3.6	583
Midwest	1.6	10.5	24.6	60.3	2.9	882
West/Rocky Mountain	1.1	7.2	20.2	66.7	4.7	1,161

**Note:** Figures based on 11,396 offers to 2L students and for which the timing of the offer was reported, representing approximately 96% of all offers reported. The table includes offer timing for both offers that resulted from interviewing that took place via OCI and all other non-OCI recruiting methods. Among survey respondents providing timing information, most accounted for the timing of all offers. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

**Table 34. Timing of On-Campus Interviewing (OCI) Offers for 2024 Summer Programs**  
(percent of offers made in each time period)

	% of Offers Made					# of Offers for Which Offer Timing was Reported
	Prior to June 2023	June 2023	July 2023	August 2023	September 2023 or Later	
<b>Total – All Employers</b>	<b>0.3%</b>	<b>3.3%</b>	<b>16.0%</b>	<b>78.8%</b>	<b>1.6%</b>	<b>6,072</b>
<b>By Number of Lawyers Firm-wide</b>						
100 or Fewer	0.0	1.6	13.0	83.7	1.6	184
101-250	0.3	0.0	6.2	89.6	3.9	356
251-500	0.9	6.5	10.1	80.6	1.9	908
501-700	0.0	4.5	10.1	82.2	3.2	651
701-1,000	0.0	1.6	8.6	89.2	0.6	490
1,001+	0.2	3.0	20.8	74.8	1.2	3,483
<b>By Number of Lawyers in Office</b>						
25 or Fewer	0.0	0.0	5.0	83.0	12.0	100
26-50	0.0	2.3	5.8	91.0	1.0	311
51-100	0.0	0.6	6.1	91.4	1.9	636
101-250	0.2	2.0	14.2	81.4	2.3	1,022
251+	0.1	5.6	23.0	71.1	0.2	1,993
<b>By Region</b>						
Northeast	0.1	6.5	23.9	69.3	0.2	2,014
Mid-Atlantic	0.0	0.9	19.4	78.1	1.7	702
Southeast	0.0	0.0	7.8	89.4	2.8	321
Midwest	0.2	0.9	3.4	92.9	2.5	437
West/Rocky Mountain	0.2	0.3	2.2	95.0	2.3	639

**Note:** Figures based on 6,072 offers to 2L students that resulted from OCI recruiting and for which the timing of the offer was reported, representing approximately 96% of all offers reported. Among survey respondents providing timing information, most accounted for the timing of all offers. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

**Table 35. Timing of Non-OCI Offers for 2024 Summer Programs**  
(percent of offers made in each time period)

	% of Offers Made					# of Offers for Which Offer Timing was Reported
	Prior to June 2023	June 2023	July 2023	August 2023	September 2023 or Later	
<b>Total – All Employers</b>	<b>3.1%</b>	<b>23.7%</b>	<b>46.8%</b>	<b>22.3%</b>	<b>4.0%</b>	<b>5,324</b>
<b>By Number of Lawyers Firm-wide</b>						
100 or Fewer	0.0	3.2	25.4	58.7	12.7	63
101-250	4.1	17.1	13.0	57.5	8.2	146
251-500	5.4	9.4	30.4	48.3	6.5	352
501-700	1.3	18.9	24.7	32.7	22.4	397
701-1,000	1.9	28.7	45.7	22.9	0.8	484
1,001+	3.3	25.5	52.3	16.9	2.0	3,882
<b>By Number of Lawyers in Office</b>						
25 or Fewer	0.0	3.7	44.4	31.5	20.4	54
26-50	0.5	7.7	40.7	41.1	10.0	209
51-100	5.4	14.0	47.1	29.4	4.1	463
101-250	3.2	16.1	37.9	39.6	3.3	758
251+	2.5	31.1	50.7	12.0	3.6	2,437
<b>By NALP Region</b>						
Northeast	3.2	31.7	49.2	12.6	3.3	2,269
Mid-Atlantic	2.9	12.1	45.5	33.6	5.8	479
Southeast	0.4	8.2	42.8	44.7	3.9	257
Midwest	2.9	20.1	45.7	28.5	2.7	442
West/Rocky Mountain	2.3	15.7	42.3	32.0	7.7	522

**Note:** Figures based on 5,324 offers to 2L students that resulted from recruiting that took place outside of OCI and for which the timing of the offer was reported, representing approximately 96% of all non-OCI offers reported. Non-OCI recruiting may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals. Among survey respondents providing timing information, most accounted for the timing of all offers. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

**Table 36. Response Times to All Offers for 2024 Summer Programs (from OCI and Non-OCI Recruiting)**

*(percent of offer responses received in each time period)*

	% of Responses Received						# of Offers for Which Response Timing was Reported
	Within 24 Hours	Within 2-7 Days	Within 8-14 Days	Within 15-22 Days	Beyond 22 Days	Never Responded	
<b>Total – All Employers</b>	<b>10.7%</b>	<b>25.0%</b>	<b>34.7%</b>	<b>16.3%</b>	<b>12.6%</b>	<b>0.6%</b>	<b>10,466</b>
<b>By Number of Lawyers Firm-wide</b>							
100 or Fewer	6.5	34.3	41.1	12.5	4.4	1.2	248
101-250	16.7	38.9	32.6	8.1	3.5	0.2	509
251-500	11.8	28.6	35.4	14.1	9.2	0.8	1,181
501-700	14.7	32.4	30.5	13.7	8.1	0.7	1,050
701-1,000	11.5	21.7	48.4	13.1	5.1	0.2	566
1,001+	9.5	22.1	34.0	18.1	15.5	0.6	6,912
<b>By Number of Lawyers in Office</b>							
25 or Fewer	18.8	45.5	26.6	7.1	1.9	0.0	154
26-50	16.7	34.1	37.2	9.7	1.9	0.4	516
51-100	12.2	32.0	37.0	12.0	5.8	0.9	1,081
101-250	13.9	30.0	38.4	12.3	5.0	0.4	1,766
251+	7.5	18.9	30.5	22.1	20.2	0.8	4,347
<b>By Region</b>							
Northeast	7.4	19.4	31.6	20.5	20.4	0.7	4,215
Mid-Atlantic	10.0	26.9	37.7	18.8	5.7	0.9	1,266
Southeast	18.1	39.5	33.5	5.0	3.4	0.5	564
Midwest	13.9	34.2	32.4	14.3	5.0	0.2	855
West/Rocky Mountain	15.1	28.8	38.2	11.8	5.2	0.9	1,145

**Note:** Figures based on 10,466 offers to 2L students for which the timing of the responses was reported, representing about 88% of all offers reported. The table includes offer response timing for both offers that resulted from interviewing that took place via OCI and all other non-OCI recruiting methods. Among survey respondents providing timing information, most accounted for the timing of all responses to offers. Figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

**Table 37. Response Times to On-Campus Interviewing (OCI) Offers for 2024 Summer Programs**

*(percent of offer responses received in each time period)*

	% of Responses Received						# of Offers for Which Response Timing was Reported
	Within 24 Hours	Within 2-7 Days	Within 8-14 Days	Within 15-22 Days	Beyond 22 Days	Never Responded	
<b>Total – All Employers</b>	<b>10.1%</b>	<b>29.0%</b>	<b>38.9%</b>	<b>14.7%</b>	<b>6.6%</b>	<b>0.8%</b>	<b>5,486</b>
<b>By Number of Lawyers Firm-wide</b>							
100 or Fewer	5.9	31.4	42.7	13.0	5.9	1.1	185
101-250	15.1	42.6	34.3	6.3	1.6	0.0	364
251-500	10.6	32.0	32.6	14.8	9.2	0.8	838
501-700	11.3	35.7	32.9	13.9	5.7	0.5	653
701-1,000	12.2	20.2	57.8	9.5	0.0	0.3	327
1,001+	9.1	26.0	40.1	16.4	7.4	1.0	3,119
<b>By Number of Lawyers in Office</b>							
25 or Fewer	16.0	54.0	24.0	4.0	2.0	0.0	100
26-50	15.9	36.4	38.0	8.1	1.3	0.3	308
51-100	11.0	37.2	40.1	9.8	1.1	0.8	634
101-250	13.3	30.8	41.6	11.3	2.7	0.4	1,017
251+	6.3	23.0	37.7	20.9	11.0	1.2	1,951
<b>By Region</b>							
Northeast	6.5	23.2	41.2	17.7	10.5	0.9	1,985
Mid-Atlantic	8.4	27.7	38.7	20.1	4.2	0.8	715
Southeast	16.7	48.3	30.6	2.8	0.9	0.6	317
Midwest	15.1	38.8	31.0	13.4	1.5	0.2	410
West/Rocky Mountain	14.5	33.3	42.0	7.9	1.4	0.9	634

**Note:** Figures based on 5,486 offers to 2L students for which the timing of the responses was reported, representing about 87% of all OCI offers reported. Among survey respondents providing timing information, most accounted for the timing of all responses to offers. Figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

**Table 38. Response Times to Non-OCI Offers for 2024 Summer Programs**  
*(percent of offer responses received in each time period)*

	% of Responses Received						# of Offers for Which Response Timing was Reported
	Within 24 Hours	Within 2-7 Days	Within 8-14 Days	Within 15-22 Days	Beyond 22 Days	Never Responded	
<b>Total – All Employers</b>	<b>11.4%</b>	<b>20.5%</b>	<b>30.1%</b>	<b>18.2%</b>	<b>19.3%</b>	<b>0.5%</b>	<b>4,980</b>
<b>By Number of Lawyers Firm-wide</b>							
100 or Fewer	7.9	42.9	36.5	11.1	0.0	1.6	63
101-250	20.7	29.7	28.3	12.4	8.3	0.7	145
251-500	14.6	20.4	42.3	12.5	9.3	0.9	343
501-700	20.2	27.0	26.4	13.4	12.1	1.0	397
701-1,000	10.5	23.8	35.6	18.0	12.1	0.0	239
1,001+	9.9	19.0	29.0	19.6	22.2	0.4	3,793
<b>By Number of Lawyers in Office</b>							
25 or Fewer	24.1	29.6	31.5	13.0	1.9	0.0	54
26-50	17.8	30.8	36.1	12.0	2.9	0.5	208
51-100	13.9	24.6	32.7	15.2	12.5	1.1	447
101-250	14.7	29.0	34.0	13.8	8.1	0.4	749
251+	8.4	15.6	24.7	23.1	27.7	0.5	2,396
<b>By Region</b>							
Northeast	8.2	16.1	23.0	23.0	29.2	0.5	2,228
Mid-Atlantic	11.3	23.8	38.2	17.3	8.6	0.8	479
Southeast	20.2	27.7	37.2	7.9	6.6	0.4	242
Midwest	12.4	29.9	33.9	15.2	8.4	0.2	442
West/Rocky Mountain	15.9	23.3	33.5	16.6	10.0	0.8	511

**Note:** Figures based on 4,980 offers for which the timing of the responses was reported, representing about 90% of all non-OCI offers reported. Non-OCI recruiting may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals. Among survey respondents providing timing information, most accounted for the timing of all responses to offers. Figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

**Table 39. Students to Whom Non-OCI Offers Were Made**

	<b>% of Offices/Firms Reporting That They Made Non-OCI Offers To Each Category of Candidates</b>
<b>Top candidates</b>	85.0%
<b>Diverse candidates*</b>	60.9
Candidates of color	55.1
LGBTQ+ candidates	43.2
Candidates who are first-generation college students	37.0
Candidates who are military veterans	21.5
Candidates with disabilities	21.3

**Note:** Percentages for offers to 2L students made outside of OCI are based on responses from 414 offices and add up to more than 100% because offices could select all categories of candidates to whom they made non-OCI offers. Non-OCI recruiting may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals.

\* Offices were classified as making offers to diverse candidates if they made offers to at least one of the following candidate groups: candidates of color, LGBTQ+ candidates, first-generation college students, military veterans, and/or candidates with disabilities.

**Table 40. Total Offer Volumes (OCI and Non-OCI) for Summer 2024 2L Programs in Comparison to Summer 2023 2L Programs**

	# of Offers Made for Summer 2024	Change from Summer 2023	Percent of Offices Making:			Number of Offices
			Fewer Offers	Same Number of Offers	More Offers	
<b>Total – All Employers</b>	<b>11,628</b>	<b>-18.9%</b>	<b>57.5%</b>	<b>13.8%</b>	<b>28.5%</b>	<b>522</b>
<b>By Number of Lawyers Firm-wide</b>						
100 or Fewer	197	20.1	13.3	33.3	53.3	15
101-250	517	-12.2	54.2	12.5	33.3	48
251-500	1,241	-10.8	48.6	15.7	35.7	70
501-700	1,063	-18.2	52.3	12.3	35.4	65
701-1,000	1,237	-8.6	55.6	13.9	30.6	36
1,001+	7,373	-22.7	63.9	12.8	22.9	288
<b>By Number of Lawyers in Office</b>						
25 or Fewer	157	0.6	34.4	23.0	42.6	61
26-50	543	-13.0	44.7	22.8	32.5	114
51-100	1,054	-29.9	61.2	17.4	21.5	121
101-250	1,855	-24.1	65.5	5.5	29.1	110
251+	4,489	-18.6	81.3	4.2	14.6	48
<b>By NALP Region and City/State</b>						
<b>Northeast</b>	4,362	-20.7	71.3	8.8	20.0	80
Boston	309	-24.4	78.9	5.3	15.8	19
New York City	3,973	-20.3	67.9	9.4	22.6	53
<b>Mid-Atlantic</b>	1,252	-18.0	59.5	12.2	28.4	74
Pennsylvania	94	-14.5	55.6	22.2	22.2	9
Washington, DC/ Northern VA area	943	-11.8	66.7	11.9	21.4	42
Wilmington, DE	50	-27.5	42.9	0.0	57.1	7
<b>Southeast</b>	606	-26.6	49.0	23.0	28.0	100
Atlanta	69	-40.0	50.0	37.5	12.5	8
Austin	35	-12.5	22.2	55.6	22.2	9
Charlotte	58	-12.1	33.3	33.3	33.3	9
Dallas	118	-34.1	61.1	16.7	22.2	18
Houston	172	-24.2	58.3	8.3	33.3	24
Miami/Ft. Lauderdale/W. Palm Beach	56	-1.8	50.0	20.0	30.0	10

(Continued on page 84)

**Table 40. Total Offer Volumes (OCI and Non-OCI) for Summer 2024 2L Programs in Comparison to Summer 2023 2L Programs**

	# of Offers Made for Summer 2024	Change from Summer 2023	Percent of Offices Making:			Number of Offices
			Fewer Offers	Same Number of Offers	More Offers	
<b>Midwest</b>	896	-15.3	50.7	14.9	34.3	67
Chicago	644	-18.2	56.3	9.4	34.4	32
Minneapolis	50	8.7	66.7	16.7	16.7	6
Ohio	68	25.9	12.5	37.5	50.0	8
<b>West/Rocky Mountain</b>	1,151	-31.4	58.1	14.2	27.7	148
Denver	48	-14.3	50.0	10.0	40.0	10
Los Angeles and Orange County	340	-19.4	60.9	8.7	30.4	46
Salt Lake City	35	-18.6	50.0	16.7	33.3	6
San Diego	32	-37.3	44.4	33.3	22.2	9
San Francisco	250	-32.8	60.0	13.3	26.7	30
Seattle	38	2.7	37.5	0.0	62.5	8
Silicon Valley	259	-38.8	84.2	5.3	10.5	19

**Note:** Figures reflect employers who held a summer program in 2023, will do so in 2024, and reported offer numbers for both years. The table includes all offers made, including offers that resulted from interviewing that took place via OCI and all other non-OCI recruiting methods. This table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. Cities or states shown in the table are those where offices collectively reported at least 25 offers for summer 2024. The number of employers reporting is shown in the last column.

**Table 41. On-Campus Interviewing (OCI) Offer Volumes for Summer 2024 2L Programs in Comparison to Summer 2023 2L Programs**

	# of Offers Made for Summer 2024	Change from Summer 2023	Percent of Offices Making:			Number of Offices
			Fewer Offers	Same Number of Offers	More Offers	
<b>Total – All Employers</b>	<b>6,035</b>	<b>-30.7%</b>	<b>61.4%</b>	<b>14.0%</b>	<b>24.6%</b>	<b>479</b>
<b>By Number of Lawyers Firm-wide</b>						
100 or Fewer	137	18.1	16.7	33.3	50.0	12
101-250	368	-15.2	50.0	15.2	34.8	46
251-500	848	-16.6	61.4	12.3	26.3	57
501-700	666	-29.6	53.2	16.1	30.6	62
701-1,000	527	-40.2	58.8	17.6	23.5	34
1,001+	3,489	-34.3	67.5	12.3	20.1	268
<b>By Number of Lawyers in Office</b>						
25 or Fewer	99	-9.2	36.0	36.0	28.0	50
26-50	328	-24.4	55.1	15.3	29.6	98
51-100	609	-37.5	62.3	17.5	20.2	114
101-250	1,074	-34.9	69.2	8.4	22.4	107
251+	2,033	-32.1	80.4	2.2	17.4	46
<b>By NALP Region and City/State</b>						
<b>Northeast</b>	2,056	-31.8	73.0	8.1	18.9	74
Boston	131	-32.1	88.2	0.0	11.8	17
New York City	1,861	-31.8	69.4	8.2	22.4	49
<b>Mid-Atlantic</b>	707	-29.5	60.6	10.6	28.8	66
Pennsylvania	45	-35.7	42.9	42.9	14.3	7
Washington, DC/ Northern VA area	585	-18.8	66.7	4.8	28.6	42
Wilmington, DE	32	-42.9	40.0	40.0	20.0	5
<b>Southeast</b>	337	-32.1	50.6	28.1	21.3	89
Atlanta	51	-40.7	57.1	28.6	14.3	7
Charlotte	41	-25.5	50.0	50.0	0.0	8
Dallas	56	-39.8	52.9	23.5	23.5	17
Houston	85	-32.0	57.1	23.8	19.0	21
Miami/Ft. Lauderdale/W. Palm Beach	30	-37.5	60.0	10.0	30.0	10

(Continued on page 86)

**Table 41. On-Campus Interviewing (OCI) Offer Volumes for Summer 2024 2L Programs in Comparison to Summer 2023 2L Programs**

	# of Offers Made for Summer 2024	Change from Summer 2023	Percent of Offices Making:			Number of Offices
			Fewer Offers	Same Number of Offers	More Offers	
<b>Midwest</b>	454	-34.0	54.7	17.2	28.1	64
Chicago	299	-39.1	64.5	9.7	25.8	31
Minneapolis	35	6.1	60.0	20.0	20.0	5
Ohio	27	-37.2	25.0	50.0	25.0	8
<b>West/Rocky Mountain</b>	635	-41.4	65.4	11.3	23.3	133
Los Angeles and Orange County	224	-30.2	67.4	6.5	26.1	46
San Francisco	127	-46.4	70.4	11.1	18.5	27
Silicon Valley	117	-54.5	70.6	11.8	17.6	17

**Note:** Figures reflect employers who held a summer program in 2023, will do so in 2024, and reported offer numbers for both years. This table only includes offers that resulted from on-campus interviewing programs. The table includes both firm-wide and office-specific reports. However, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures generally do not include offices in that city that submitted a composite survey for offices nationwide. Cities or states shown in the table are those where offices collectively reported at least 25 OCI offers for summer 2024. The number of employers reporting is shown in the last column.

**Table 42. Non-OCI Offer Volumes for Summer 2024 2L Programs in Comparison to Summer 2023 2L Programs**

	# of Offers Made for Summer 2024	Change from Summer 2023	Percent of Offices Making:			Number of Offices
			Fewer Offers	Same Number of Offers	More Offers	
<b>Total – All Employers</b>	<b>5,368</b>	<b>-4.6%</b>	<b>41.0%</b>	<b>17.8%</b>	<b>41.2%</b>	<b>461</b>
<b>By Number of Lawyers Firm-wide</b>						
100 or Fewer	54	12.5	25.0	16.7	58.3	12
101-250	146	-5.8	40.5	27.0	32.4	37
251-500	337	-10.1	34.4	21.9	43.8	64
501-700	397	12.1	36.5	21.2	42.3	52
701-1,000	570	21.0	45.2	3.2	51.6	31
1,001+	3,864	-8.6	43.8	16.6	39.6	265
<b>By Number of Lawyers in Office</b>						
25 or Fewer	54	14.9	26.2	28.6	45.2	42
26-50	213	12.1	33.0	25.8	41.2	97
51-100	438	-16.7	40.2	24.3	35.5	107
101-250	767	-3.3	45.7	10.5	43.8	105
251+	2,451	-2.8	38.3	4.3	57.4	47
<b>By NALP Region and City/State</b>						
<b>Northeast</b>	2,290	-8.0	42.7	12.0	45.3	75
Boston	173	-19.9	41.2	17.6	41.2	17
New York City	2,101	-7.0	46.2	5.8	48.1	52
<b>Mid-Atlantic</b>	473	5.3	41.7	12.5	45.8	72
Philadelphia	42	55.6	16.7	50.0	33.3	6
Washington, DC/Northern VA area	360	0.6	50.0	7.1	42.9	42
<b>Southeast</b>	257	-16.0	36.9	27.4	35.7	84
Dallas	62	-27.9	41.2	23.5	35.3	17
Houston	91	-14.2	42.9	28.6	28.6	21
Miami/Ft. Lauderdale/W. Palm Beach	26	188.9	20.0	30.0	50.0	10
<b>Midwest</b>	439	18.6	37.3	18.6	44.1	59
Chicago	345	16.6	31.0	17.2	51.7	29
Ohio	42	281.8	14.3	14.3	71.4	7
<b>West/Rocky Mountain</b>	509	-14.2	39.3	22.1	38.5	122
Denver	25	0.0	30.0	20.0	50.0	10
Los Angeles and Orange County	115	13.9	21.2	27.3	51.5	33
Salt Lake City	28	12.0	33.3	33.3	33.3	6
San Francisco	119	-11.9	50.0	22.7	27.3	22
Silicon Valley	142	-14.5	68.4	10.5	21.1	19

**Note:** Figures reflect employers who held a summer program in 2023, will do so in 2024, and reported offer numbers for both years. These figures only include offers made from recruiting that took place outside of OCI programs. Non-OCI recruiting may include, but is not limited to, recruiting via resume collects, direct application, job fairs, internal referrals, and client referrals. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region, and city-specific figures generally do not include offices in that city that submitted a single composite survey for offices nationwide. Cities or states shown in the table are those where offices collectively reported at least 25 non-OCI offers for summer 2024. The number of employers reporting is shown in the last column.



# Scholarships for Summer Associates

This year's survey included a new series of questions related to scholarship programs for summer associates. Of 531 responding offices, the majority (57%) reported that they did not offer a summer associate scholarship. An additional 16% have a scholarship just for 1Ls, 15% have a scholarship just for 2Ls, and 12% offer a scholarship to both 1Ls and 2Ls. Smaller firms were less likely to offer a scholarship. (See [Table 43a.](#))

For those offices with a scholarship program, 41% reported that the scholarship is available exclusively to diverse candidates, as defined by the law firm. Firms of 500 or fewer lawyers were more likely to report that the scholarship was only available to diverse candidates than were firms of more than 500 lawyers. The vast majority of offices (78%) reported that a separate application was required of students in order to be considered for the scholarship. (See [Table 43b.](#))

**Table 43a. Prevalence of Law Firm Scholarship Programs for 1L and 2L Summer Associates**  
(in percentage of offices)

	Percentage of Offices/Firms Reporting				# of Offices
	No Scholarship Program	A Scholarship for 1Ls Only	A Scholarship for 2Ls Only	Scholarships for both 1Ls and 2Ls	
<b>Total – All Employers</b>	<b>57.3%</b>	<b>15.6%</b>	<b>14.9%</b>	<b>12.2%</b>	<b>531</b>
<b>By Number of Lawyers Firm-Wide</b>					
100 or Fewer	100.0	0.0	0.0	0.0	17
101-250	69.4	22.4	4.1	4.1	49
251-500	49.3	26.8	16.9	7.0	71
501-700	54.5	4.5	9.1	31.8	66
701-1,000	53.8	12.8	2.6	30.8	39
1,001+	55.7	15.6	20.1	8.7	289
<b>By NALP Region</b>					
Northeast	56.8	13.6	21.0	8.6	80
Mid-Atlantic	61.6	11.0	17.8	9.6	74
Southeast	56.0	19.0	12.0	13.0	100
Midwest	66.2	11.8	10.3	11.8	68
West/Rocky Mountain	55.7	17.4	15.4	11.4	149

**Note:** Figures are based on a total of 531 offices/firms that responded to the question regarding law school scholarship programs for summer associates. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

**Table 43b. Law School Scholarship Program Requirements**

	Percentage of Offices/Firms Reporting That	
	Scholarships are Available Exclusively to Diverse Candidates*	Scholarship Program Requires a Separate Application
<b>Total – All Employers</b>	<b>40.7%</b>	<b>78.2%</b>
<b>By Number of Lawyers Firm-Wide</b>		
101-250	60.0	93.3
251-500	67.6	75.0
501-700	26.7	56.7
701-1,000	33.3	44.4
1,001+	35.5	87.4
<b>By NALP Region</b>		
Northeast	37.5	82.4
Mid-Atlantic	40.7	89.3
Southeast	39.5	75.0
Midwest	39.1	82.6
West/Rocky Mountain	38.5	78.8

**Note:** Only offices/firms that reported having a law school scholarship program are included in this table. Overall, 221 out of 227 offices/firms with a scholarship program responded to the question regarding whether or not the program was exclusively available to diverse students (as defined by the law firm), and 226 offices/firms responded to the question about whether a separate application (outside of the summer associate application) was required to be considered for the scholarship. This table includes both firm-wide and office-specific reports; however, figures by region include firm-wide/multi-office reporting only if the firm is wholly or predominantly located in that region.

\* As defined by the law firm.



## 3L Hiring

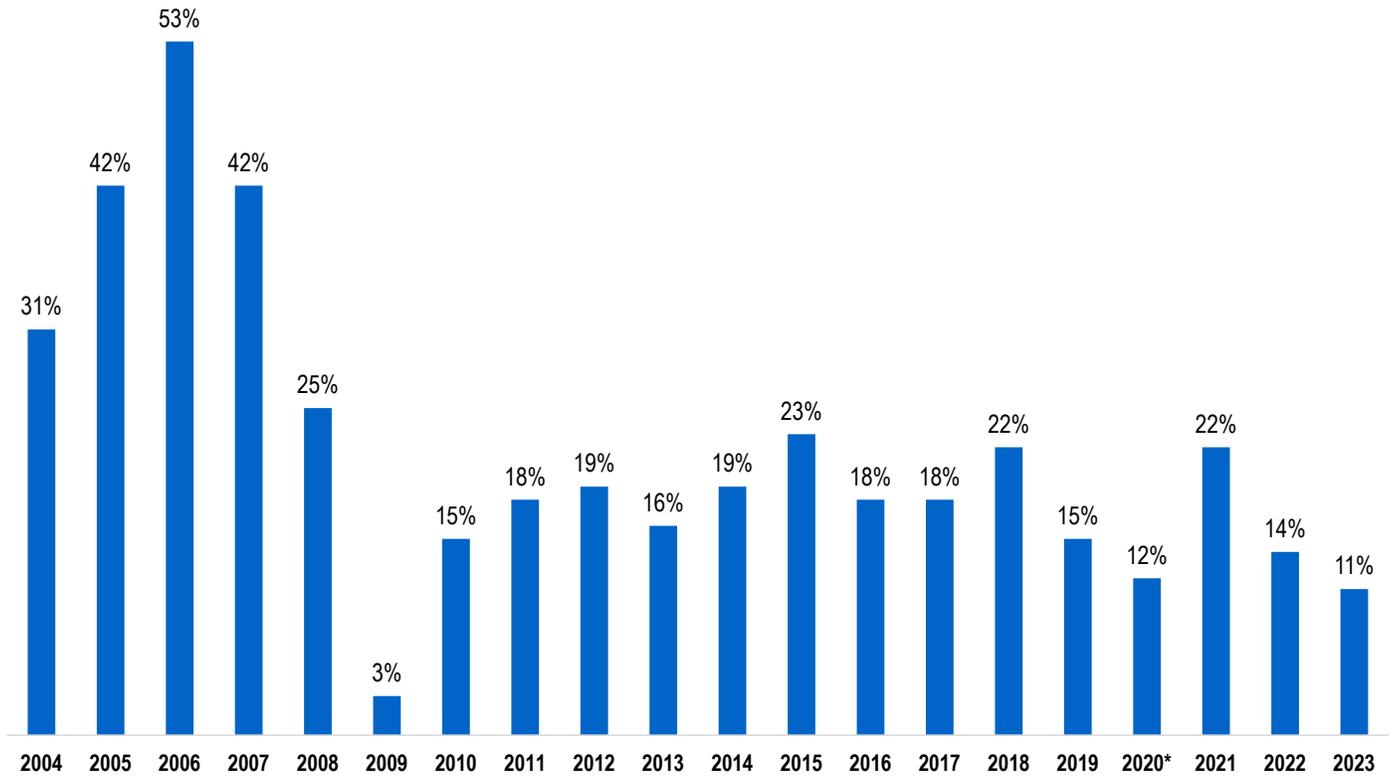
Third-year hiring increased modestly following the Great Recession, when the percentage of employers recruiting 3L students dropped to a low of just 3% in 2009. From 2010-2019, the percentage of employers reporting 3L hiring activity ranged from 15% to 23%; however, 3L recruiting never returned to pre-Great Recession levels when 30% or more of offices recruited 3L students.

Since 2020, with the exceptions of 2021's ultra-competitive recruiting cycle, the share of offices recruiting 3Ls has fallen to even lower levels, and in 2023 just 11% of offices

recruited 3L students — the lowest percentage since 2009. (See [Chart 6](#).)

Of the employers recruiting 3Ls (Class of 2024 graduates not previously working for the employer), the majority (53%) only made one offer, and an additional 17% interviewed 3L students, but ultimately made no offers. The median number of offers made to 3L students was one, and a total of 148 offers to 3Ls were reported. About 91% of these offers were accepted as of November 1, 2023.

Chart 6. Fall Recruiting of 3Ls As Reported by Law Firms, 2004-2023



**Note:** Reported as the percentage of employers reporting at least one callback invitation to a current 3L who had not previously worked for that employer. \*The 2020 recruiting cycle took place through spring 2021.



For additional information about NALP research, contact:

Danielle A. Taylor ([dtaylor@nalp.org](mailto:dtaylor@nalp.org)), Director of Research and Chief Data Strategist

Nikia L. Gray ([ngray@nalp.org](mailto:ngray@nalp.org)), Executive Director

Phone: (202) 835-1001

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National Association for Law Placement, Inc. (NALP)  
1220 19th Street NW, Suite 510, Washington, DC 20036-2425

Phone: (202) 835-1001

[www.nalp.org](http://www.nalp.org)