



SURVEY DUE DATE

November
8
2024

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

ABOUT THE SURVEY

Each year NALP asks your office/firm to provide information about the outcomes of your summer program and recruiting. Findings from this survey will be published in *Perspectives on 2024 Law Student Recruiting*, providing you with the most comprehensive benchmarking resource available on this important topic. The survey asks for outcomes as of **November 1, 2024**; however, you do need not wait to complete the survey if your office has final figures before that date.

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

As always, your data are completely confidential and will only be reported in aggregate. No information about your organization specifically or that could be attributed to your organization will be published.

Submit data for U.S. offices only.

HOW TO COMPLETE THE SURVEY

Complete the survey online at: https://qualtricsxmt3b52ch7n.qualtrics.com/jfe/form/SV_0f8m5BzYsxCGdhA

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

If you will be submitting a survey for more than one office, submit the first survey, email or print/save a copy of the report for your records, and then open, complete, and submit as many additional surveys as needed by pasting the survey link into a new browser window.

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

SPECIAL NOTE TO MULTI-OFFICE FIRMS

This survey is being distributed to all offices of your organization reflected in NALP's database. NALP strongly encourages you to submit a separate survey for each office. **Office-specific surveys will provide the most consistent and comparable information for the analyses from this survey and allows for the reporting of city-specific information, one of the most valuable, and sought-after, features of NALP's reporting on recruiting.** If office-specific information is not possible, indicate where requested that the figures are for multiple offices. Also, if an activity occurred in an office or offices other than that submitting the survey, specify in which office(s) the activity occurred where requested.

1. Is someone from your office registered for, or planning to register to attend, the 2025 NALP Legal Recruiting Summit?

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

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

2. Completion of this survey is required for attendance at the 2025 Legal Recruiting Summit. Please provide the name of the person attending the Summit as a cross-check with Summit attendees:

SECTION I: Length and Outcomes for Your Summer 2024 Program

Please answer the following questions about your summer program for 2Ls in 2024.

SUMMER 2024: (for 2L students graduating in 2025)

1. Did your office host a summer program for 2Ls in 2024?

Yes (Also answer question #2)

No (Skip to question #11 of this section if your office had a 1L summer program in 2024, otherwise skip to Section II)

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

_____ Weeks

Outcomes for 2Ls

Provide the following information about 2L summer 2024 associates, i.e., students who will graduate in December 2024 or May/June 2025 and who worked for your office/firm during summer 2024 (or summer 2023 as a 1L and received an offer for an associate position at that time). It is highly encouraged to report office-specific information to the extent possible.

- Do not include 1L summer associates, i.e., students who will graduate in 2026 in the figures reported in questions #3-10 below. Report 1Ls, if any, in questions #11-22.
- Do not include post-graduate 3Ls who worked for your office last summer after graduating in 2024.
- If your office has not finished making offers, report the number who have received offers and the outcomes as of **November 1, 2024**. Any students for whom your office has not yet made an offer decision should be reported in question #5.
- In a multi-office firm where a student may have spent the summer in one office but received an offer from another office, the student and their response should be counted by the office where they spent the summer.
- In a multi-office firm where a student may have split time between two offices of the firm, count the student only once. (It does not matter in which office.)
- Include any 2Ls who split their summer between your firm and another firm.

3. Number of students in program: _____

4. Number receiving offers to return as associates: _____

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

Outcomes as of November 1, 2024 Acceptances, declines, and number whose response is still pending (questions #6-8) must add up to the number of offers reported above in question #4).

6. Number accepting offers: _____

7. Number declining offers: _____

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

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- 8a. If your office reported any students with a pending response in question #8 above, how many of those students have not yet responded to your offer because they received a judicial clerkship offer? _____
9. Of those in your summer program who accepted an offer for full-time employment (reported in question #6 above), how many had also spent their 1L summer with your office/firm? _____
10. Of those students reported in question #9 (**students who accepted an offer for full-time employment and also spent their 1L summer with your office/firm**), how many held a 1L summer associate position with your office/firm that was affiliated with a diversity program* (e.g., the 1L LCLD Scholars program or a firm diversity fellowship program)? _____

* This does not refer to student participation that was limited to networking events or conferences hosted by the firm.

Outcomes for 1Ls

In questions #11-19, report data for all 1L students who participated in your 2024 summer 1L program. In questions #20-22, report data specifically for any 1L students reported in questions #11-19 who participated in a diversity program at your office. It is highly encouraged to report office-specific information to the extent possible.

11. Did your summer 2024 program include 1Ls (students who will graduate in 2026) for all or part of the summer?
 Yes (Answer questions #12-22 below)
 No (Skip to question #23 in this section of the survey)
12. If yes to question #11, how many 1Ls worked this past summer? _____
13. How many 1Ls received an offer for an associate position without having to return for summer 2025? (Do not count these individuals, if any, in questions #14-18 below.) _____
14. How many 1Ls received offers to return for all or part of summer 2025? _____

Outcomes as of November 1, 2024 (Acceptances, declines, and number whose response is still pending (questions #15-17) must add up to the number of offers reported above in question #14).

15. Number accepting offers: _____
16. Number declining offers: _____
17. Number who received an offer but whose response is still pending: _____
18. Of those students who accepted an offer in question #15 above, how many will be returning for:
 The full 2L summer program: _____
 At least half of the 2L summer, but not the full program: _____
 Less than half of the 2L summer program: _____
 Length not yet known: _____

19. Does your office/firm condition offers to 1Ls for summer employment upon agreement to return for the 2L summer?

Yes

No

20. How many of your 1Ls (regardless of whether they received an offer to return) held a 1L summer associate position that was affiliated with a diversity program* (e.g., the 1L LCLD Scholars program or a firm diversity fellowship program)? _____

* This does not refer to student participation that was limited to networking events or conferences hosted by the firm.

21. How many of your 1Ls who participated in a 1L diversity program (reported in question #20 above), received an offer to return for all or part of summer 2025? _____

22. How many of those 1Ls who participated in a 1L diversity program and received an offer to return for all or part of summer 2025 (reported in question #21 above), accepted the offer to return? _____

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

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

All offices (*Only select if all offices of your firm hosted a summer 2024 program*)

Multiple, but not all offices (*Specify which offices, all of which should have hosted a summer 2024 program*):

SECTION II: 2024 Recruiting Methods

Note: If your office/firm did not recruit and interview rising second-year law students in 2024, skip to Section VII of the survey. It is highly encouraged to report office-specific information to the extent possible.

2024 Recruiting Methods for 2L Summer Programs

1. Will your office be hosting a summer program for 2Ls in 2025? (Answer “yes” if your office recruited for a summer program, but did not have any accepted offers.)

Yes (Proceed to question #2 below)

No (Skip to Section VII if your office recruited 3L students in fall 2024 for associate positions, otherwise skip to Section VIII)

2. What recruitment methods did **your office** utilize to interview rising 2L students (who had not previously worked for you during their 1L summer) for 2025 summer associate positions? Select all that apply. **This question will determine which recruiting outcome sections appear in the web-based survey so report only the methods that were utilized this most recent recruiting season.** If your office signed up to participate in a law school on-campus interviewing program (OCI) and received a list of candidates, but ultimately interviewed these students prior to the school’s OCI program, select the “law school early interview program” option and report any of these interviews in Section IV. Outcomes from OCI programs will be reported in Section III, outcomes from early interview programs will be reported in Section IV, and outcomes from all other recruiting methods combined will be reported in Section V.

Law school on-campus interviewing program (e.g., OCI)*

**This is what may be considered as a traditional and more formally structured OCI program in which interviews are organized by the law school, regardless of whether they take place in-person or virtually.*

Law school early interview program*

**The format of these programs may vary by school, but typically these programs are less structured than traditional OCI programs, firms may be responsible for organizing interviews, and these programs often take place prior to the traditional OCI program at a school. This category also includes instances where an office may have signed up for OCI and received a list of candidates, but ultimately interviewed these students prior to the law school’s OCI program.*

Law school resume collect

Direct application to your office/firm

Job fairs/career conferences

Internal referrals

Client referrals

Other (please describe): _____

Prior Year Recruiting Methods and Offers Made (as applicable for schools not utilizing all methods in 2024)

The following questions will only be applicable to offices that did not utilize each of the three major recruitment method categories this year: law school OCI programs, law school early interview programs, and any combination of the other recruitment methods listed above (i.e., law school resume collect, direct application, job fairs/career conferences, internal referrals, client referrals, other). In the web-based survey, these items will only be visible if you did not select the recruitment method referenced in each question. The purpose of these items is to capture the number of offers, if any, your office made via these recruiting methods during the prior recruiting cycle in 2023 for your summer 2024 programs.

Offices that did utilize these recruiting methods in 2024 for the summer 2025 program will report this prior year information separately in Sections III, IV, and V.

3. If you did not select the “law school on-campus interviewing program (e.g., OCI)” option above, did your office utilize this method in 2023 when hiring for the 2024 summer program?
- Yes
- No
4. If yes, how many offers did your office make as a result of law school on-campus interviewing programs in 2023 (for the 2024 summer program)? If you recruited via OCI, but did not make any offers, report a figure of “0.” _____
5. If you did not select the “law school early interview program” option above, did your office utilize this method in 2023 when hiring for the 2024 summer program?
- Yes
- No
6. If yes, how many offers did your office make as a result of law school early interview programs in 2023 (for the 2024 summer program)? If you recruited via early interview programs, but did not make any offers, report a figure of “0.” _____
7. If you did not select any of the additional recruitment methods (i.e., your office did not select at least one of the following options: law school resume collect, direct application, job fairs/career conferences, internal referrals, client referrals, other) did your office utilize any of these recruiting methods in 2023 when hiring for the 2024 summer program?
- Yes
- No
8. If yes, how many offers did your office make as a result of these combined methods (outside of a law school OCI or early interview program) in 2023 (for the 2024 summer program)? If you recruited via any of these methods, but did not make any offers, report a figure of “0.” _____

Use of Non-Interview Assessment Tools

9. Did your office/firm use non-interview assessment tools in the recruiting process for your summer 2025 2L program? Examples include personality assessments, psychometric assessments, competency assessments, and other commercially available assessments.
- Yes
- No

SECTION III: Recruiting for 2Ls Via Law School On-Campus Interviewing Programs (e.g., OCI)

As applicable, include data on the recruitment of rising 2L students conducted through law school on-campus interviewing (OCI) programs for the two most recent recruiting cycles. **Do not include data on any recruiting that took place outside of a law school OCI program.** Information on law school early interview programs will be collected separately in Section IV of the survey, and information on recruiting via all other methods will be reported in Section V. If your office/firm did not recruit via a law school OCI program for 2025 2L summer programs, skip ahead to the next section. It is highly encouraged to report office-specific information to the extent possible.

- For the most recent two recruiting cycles, report the number of schools at which your office conducted on-campus interviews (in-person or virtually)* of rising 2L students (who had not previously worked for your office during their 1L summer) for summer associate positions **at your office**. If none, enter "0."

**Include any schools at which students were interviewed for 2L summer associate positions in your office, even if the lawyers conducting the interviews were from a different office of your firm. Do not include schools for which interviews were consortia or job-fair based.*

Recruiting cycle for 2024 2L summer program: _____

Recruiting cycle for 2025 2L summer program: _____

- Report the total number of 2L screening interviews conducted (in-person or virtually) **at the schools reported in question #1** for your office*

Recruiting cycle for 2024 2L summer program: _____

Recruiting cycle for 2025 2L summer program: _____

**Include the total number of screening interviews conducted for 2L summer associate positions in your office, regardless of the office locations of the lawyer(s) conducting the interviews.*

- If your office reported screening interviews for the 2025 recruiting cycle in question #2 above, what percentage of your screening interviews took place **virtually**?

0% (All of our screening interviews were in-person)

1-25%

26-50%

51-75%

76-99%

100% (All of our screening interviews were virtual)

- The figures reported in questions #1-3 of Section III reflect recruiting activity for:

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

All offices

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

Recruiting Outcomes for 2Ls (students graduating in 2026 for summer 2025 program) Who Interviewed via a Law School On-Campus Interviewing Program (e.g., OCI)

Report summer/fall 2024 recruiting outcomes only for **second-year (2Ls) students who interviewed via a law school OCI program** (i.e., the recruiting cycle for your summer 2025 program for 2Ls who have not worked for your organization previously as a summer associate). It is highly encouraged to report office-specific information to the extent possible.

- Do not include current 2L (Class of 2026) students who interviewed for a 2025 2L summer program outside of a law school OCI program. These interviews and outcomes will be collected separately within the survey in Sections IV and V.
- Do not include current 1L (Class of 2027) students whom you may have interviewed.
- Do not include current 2L (Class of 2026) students who worked for your office previously as a 1L summer associate.
- Do not include current 3L (Class of 2025) students whom you may have interviewed for a 2025 summer associate position.
- Do not include any graduates from classes prior to 2025 whom you may have interviewed for an entry-level position.
- If your office has not completed making offers as of **November 1**, report the number you have made and the outcomes. Questions #6-8 should add up to the number of extended callback invitations reported in question #5. Count each student only once in questions #6-8.
- If your organization makes offers after the on-campus interview and does not issue callback invitations, please leave questions #5-9 blank and report only the number of offers made and the outcomes in questions #10-13.
- **Note: You need not wait until November 1** to complete this survey if you have final figures before that day.

5. Number of callback invitations extended (*Should equal the sum of questions #6-8 below*): _____
6. Number of callback invitations declined (*Also include here any invitations to which you received no response*): _____
7. Number of callback invitations accepted and subsequently canceled (*Also include here any students who withdrew after scheduling a callback*): _____
8. Number of callback interviews conducted: _____
9. If your office reported callback interviews in question #8 above, what percentage of your callback interviews took place virtually?
- 0% (*All of our callback interviews were in-person*)
 - 1-25%
 - 26-50%
 - 51-75%
 - 76-99%
 - 100% (*All of our callback interviews were virtual*)
10. Number of offers made (*Should equal the sum of questions #11-13 below*): _____
11. Number of offers accepted: _____
12. Number of offers declined: _____
13. Number of offers with no response or response pending: _____

Timing of 2L Offers

14. How many of your office's 2L summer offers were made in each time period below? **Counts should add up to the total number of offers reported in question #10 above.** Enter "0" if no responses were made in a time period. Only include offers that were made as a result of recruiting that took place via a law school OCI program.

Prior to June 2024: _____

During June 2024: _____

During July 2024: _____

During August 2024: _____

September 2024 or Later: _____

Timing of Responses to 2L Offers

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

Within 24 hours: _____

Within 2-7 days: _____

Within 8-14 days: _____

Within 15-22 days: _____

Beyond 22 days: _____

Never responded/response pending (Should be the same as the figure reported in question #13 above): _____

Prior Year Data

16. Looking back to the recruiting cycle in 2023 for the 2024 summer program, how many offers were made to 2Ls (Class of 2025) for your summer 2024 program via recruiting that took place through a law school OCI program? If no offers were made, enter "0."

- Do not include 2L (Class of 2025) students who interviewed for a 2024 2L summer program outside of a law school OCI program.
- Do not include 1L (Class of 2026) students whom you may have interviewed in these figures.
- Do not include 2L (Class of 2025) students who worked for you previously as a 1L summer associate in these figures.

17. The figures reported in questions #5-16 of Section III reflect recruiting activity for:

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

All offices

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

SECTION IV: Recruiting for 2Ls Via a Law School Early Interview Program

As applicable, include data on the recruitment of rising 2L students conducted through law school early interview programs for the two most recent recruiting cycles. (The format of these programs may vary by school, but typically these programs are less structured than traditional OCI programs, firms may be responsible for organizing interviews, and these programs often take place prior to the traditional OCI program at a school.) **Do not include data on any recruiting that took place outside of a law school early interview program.** Information on law school OCI programs should have been reported separately in Section III, and information on recruiting via all other methods will be reported in Section V. If your office/firm did not recruit via a law school early interview program for 2025 2L summer programs, skip ahead to the next section. It is highly encouraged to report office-specific information to the extent possible.

- For the most recent two recruiting cycles, report the number of schools at which your office participated in early interview programs* for rising 2L students (who had not previously worked for your office during their 1L summer) for summer associate positions **at your office**. If none, enter "0."

**Include any programs for which interviews were conducted for 2L summer associate positions in your office, even if the lawyers conducting the interviews were from a different office of your firm. Include all early interview programs, regardless of whether the office or law school arranged the interviews. Do not include schools for which interviews were consortia or job-fair based.*

Recruiting cycle for 2024 2L summer program: _____

Recruiting cycle for 2025 2L summer program: _____

- Report the total number of 2L screening interviews conducted (in-person or virtually) **at the schools reported in question #1** for your office*

Recruiting cycle for 2024 2L summer program: _____

Recruiting cycle for 2025 2L summer program: _____

**Include the total number of screening interviews conducted for 2L summer associate positions in your office, regardless of the office locations of the lawyer(s) conducting the interviews.*

- If your office reported screening interviews for the 2025 recruiting cycle in question #2 above, what percentage of your screening interviews took place **virtually**?

0% (All of our screening interviews were in-person)

1-25%

26-50%

51-75%

76-99%

100% (All of our screening interviews were virtual)

- The figures reported in questions #1-3 of Section IV reflect recruiting activity for:

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

All offices

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

Recruiting Outcomes for 2Ls (students graduating in 2026 for summer 2025 program) Who Interviewed via a Law School Early Interview Program

Report summer/fall 2024 recruiting outcomes only for **second-year (2Ls) students who interviewed via a law school early interview program** (i.e., the recruiting cycle for your summer 2025 program for 2Ls who have not worked for your organization previously as a summer associate). It is highly encouraged to report office-specific information to the extent possible.

- Do not include current 2L (Class of 2026) students who interviewed for a 2025 2L summer program outside of a law school early interview program. These interviews and outcomes will be collected separately within the survey in Sections III and V.
- Do not include current 1L (Class of 2027) students whom you may have interviewed.
- Do not include current 2L (Class of 2026) students who worked for your office previously as a 1L summer associate.
- Do not include current 3L (Class of 2025) students whom you may have interviewed for a 2025 summer associate position.
- Do not include any graduates from classes prior to 2025 whom you may have interviewed for an entry-level position.
- If your office has not completed making offers as of **November 1**, report the number you have made and the outcomes. Questions #6-8 should add up to the number of extended callback invitations reported in question #5. Count each student only once in questions #6-8.
- If your organization makes offers after the early interview program and does not issue callback invitations, leave questions #5-9 blank and report only the number of offers made and the outcomes in questions #10-13.
- **Note: You need not wait until November 1** to complete this survey if you have final figures before that day

5. Number of callback invitations extended (*Should equal the sum of questions #6-8 below*): _____
6. Number of callback invitations declined (*Also include here any invitations to which you received no response*): _____
7. Number of callback invitations accepted and subsequently canceled (*Also include here any students who withdrew after scheduling a callback*): _____
8. Number of callback interviews conducted: _____
9. If your office reported callback interviews in question #8 above, what percentage of your callback interviews took place virtually?
- 0% (All of our callback interviews were in-person)
 - 1-25%
 - 26-50%
 - 51-75%
 - 76-99%
 - 100% (All of our callback interviews were virtual)
10. Number of offers made (*Should equal the sum of questions #11-13 below*): _____
11. Number of offers accepted: _____
12. Number of offers declined: _____
13. Number of offers with no response or response pending: _____

Timing of 2L Offers

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

- Prior to June 2024: _____
- During June 2024: _____
- During July 2024: _____
- During August 2024: _____
- September 2024 or Later: _____

Timing of Responses to 2L Offers

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

- Within 24 hours: _____
- Within 2-7 days: _____
- Within 8-14 days: _____
- Within 15-22 days: _____
- Beyond 22 days: _____
- Never responded/response pending (*Should be the same as the figure reported in question #13 above*): _____

Prior Year Data

16. Looking back to the recruiting cycle in 2023 for the 2024 summer program, how many offers were made to 2Ls (Class of 2025) for your summer 2024 program via recruiting that took place through a law school early interview program? If no offers were made, enter “0.”

- Do not include 2L (Class of 2025) students who interviewed for a 2024 2L summer program outside of a law school early interview program.
- Do not include 1L (Class of 2026) students whom you may have interviewed in these figures.
- Do not include 2L (Class of 2025) students who worked for you previously as a 1L summer associate in these figures.

17. The figures reported in questions #5-16 of Section IV reflect recruiting activity for:

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

All offices

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

SECTION V: Recruiting for 2Ls Outside of a Law School OCI or Early Interview Program

As applicable, include data on the recruitment and interviewing of rising 2L students conducted outside of a law school OCI or early interview program for the two most recent recruiting cycles. This could include interviewing that took place from sources such as, but not limited to, direct application to your law office, law school resume collects, internal or client referrals, and job fairs/career conferences. **Do not include any recruiting that took place as part of a law school OCI or early interview program.** Those figures, as applicable, should have been reported earlier in Sections III and IV. If your office/firm did not recruit outside of law school OCI and early interview programs, skip to Section VI. It is highly encouraged to report office-specific information to the extent possible.

- For the most recent two recruiting cycles, report the number of schools from which your office conducted interviews (in-person or virtually)* of rising 2L students (who had not previously worked for your office/firm during their 1L summer) for summer associate positions **at your office**. If none, enter "0."

**Include any schools from which students were interviewed for 2L summer associate positions in your office, even if the lawyers conducting the interviews were from a different office of your firm. Do not include any interviewing that took place as part of a law school OCI or early interview program. This number should not exceed the total number of candidates interviewed in question #2.*

Recruiting cycle for 2024 2L summer program: _____

Recruiting cycle for 2025 2L summer program: _____

- Report the total number of 2L candidates who interviewed for your office*:

**Include all candidates who were interviewed for 2L summer associate positions in your office, even if the lawyers conducting the interviews were from a different office of your firm. Do not include any candidates who interviewed as part of a law school career OCI or early interview program.*

Recruiting cycle for 2024 2L summer program: _____

Recruiting cycle for 2025 2L summer program: _____

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

Recruiting cycle for 2024 2L summer program: _____

Recruiting cycle for 2025 2L summer program: _____

**In offices that only conduct one round of interviews, the total number of candidates who interviewed (reported in question #2) and the total number of candidates who made it to the final round of interviews will be the same. Include all candidates who made it to the final round of interviews for 2L summer associate positions in your office, even if the lawyers conducting the interviews were from a different office of your firm. Do not include any candidates who interviewed as part of a law school OCI or early interview program.*

- If your office reported final round interview figures for the 2025 recruiting cycle in question #3 above, what percentage of these interviews took place **virtually**?

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

1-25%

26-50%

51-75%

76-99%

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

5. Report the **number of job fairs or career conferences** at which interviews were conducted (in-person or virtually) for your office*. If none, enter “0.”

Recruiting cycle for 2024 2L summer program: _____

Recruiting cycle for 2025 2L summer program: _____

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

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

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

All offices

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

Recruiting Outcomes for 2Ls (students graduating in 2026 for summer 2025 program) Who Interviewed Outside of a Law School OCI or Early Interview Program

Report summer/fall 2024 recruiting outcomes only for **second-year (2Ls) students who interviewed outside of a law school OCI or early interview program** (i.e., the recruiting cycle for your summer 2025 program for 2Ls who have not worked for your organization previously as a summer associate). It is highly encouraged to report office-specific information to the extent possible.

- Do not include current 2L (Class of 2026) students who interviewed for a 2025 2L summer program via a law school OCI or early interview program. These interviews and outcomes should have been reported separately in Sections III and IV of the survey.
- Do not include current 1L (Class of 2027) students whom you may have interviewed.
- Do not include current 2L (Class of 2026) students who worked for your office previously as a 1L summer associate.
- Do not include current 3L (Class of 2025) students whom you may have interviewed for a 2025 summer associate position.
- Do not include any graduates from classes prior to 2025 whom you may have interviewed for an entry-level position.
- If your office has not completed making offers as of **November 1**, report the number you have made and the outcomes. Questions #8-10 should add up to the number of extended callback invitations reported in question #7. Count each student only once in questions #8-10.
- If your organization makes offers after the initial interview and does not issue callback invitations, leave questions #7-10 blank and report only the number of offers made and the outcomes in questions #11-14.
- **Note: You need not wait until November 1** to complete this survey if you have final figures before that day.

7. Number of callback invitations extended (Should equal the sum of questions #8-10 below): _____

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

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

10. Number of callback interviews conducted: _____

- 11. Number of offers made (Should equal the sum of questions #12-14 below): _____
- 12. Number of offers accepted: _____
- 13. Number of offers declined: _____
- 14. Number of offers with no response or response pending: _____

Timing of 2L Offers

15. How many of your office’s 2L summer offers were made in each time period below? **Counts should add up to the total number of offers reported in question #11 above.** Enter “0” if no responses were made in a time period. Only include offers that were made as a result of recruiting that took place outside of a law school OCI or early interview program.

- Prior to June 2024: _____
- During June 2024: _____
- During July 2024: _____
- During August 2024: _____
- September 2024 or Later: _____

Timing of Responses to 2L Offers

16. How many responses to offers to 2Ls were received in each time period below? **Counts should add up to the total number of offers reported in question #11 above and will be inclusive of declines, acceptances, and any offers to which you did not receive a response.** Enter “0” if no responses were received in a time period. Only include offers that were made as a result of recruiting that took place outside of a law school OCI or early interview program.

- Within 24 hours: _____
- Within 2-7 days: _____
- Within 8-14 days: _____
- Within 15-22 days: _____
- Beyond 22 days: _____
- Never responded/response pending (Should be the same as the figure reported in question #14 above): _____

Prior Year Data

17. Looking back to the recruiting cycle in 2023 for the 2024 summer program, how many offers were made to 2Ls (Class of 2025) for your summer 2024 program via recruiting that took place **outside** of a law school OCI or early interview program? If no offers were made, enter “0.”

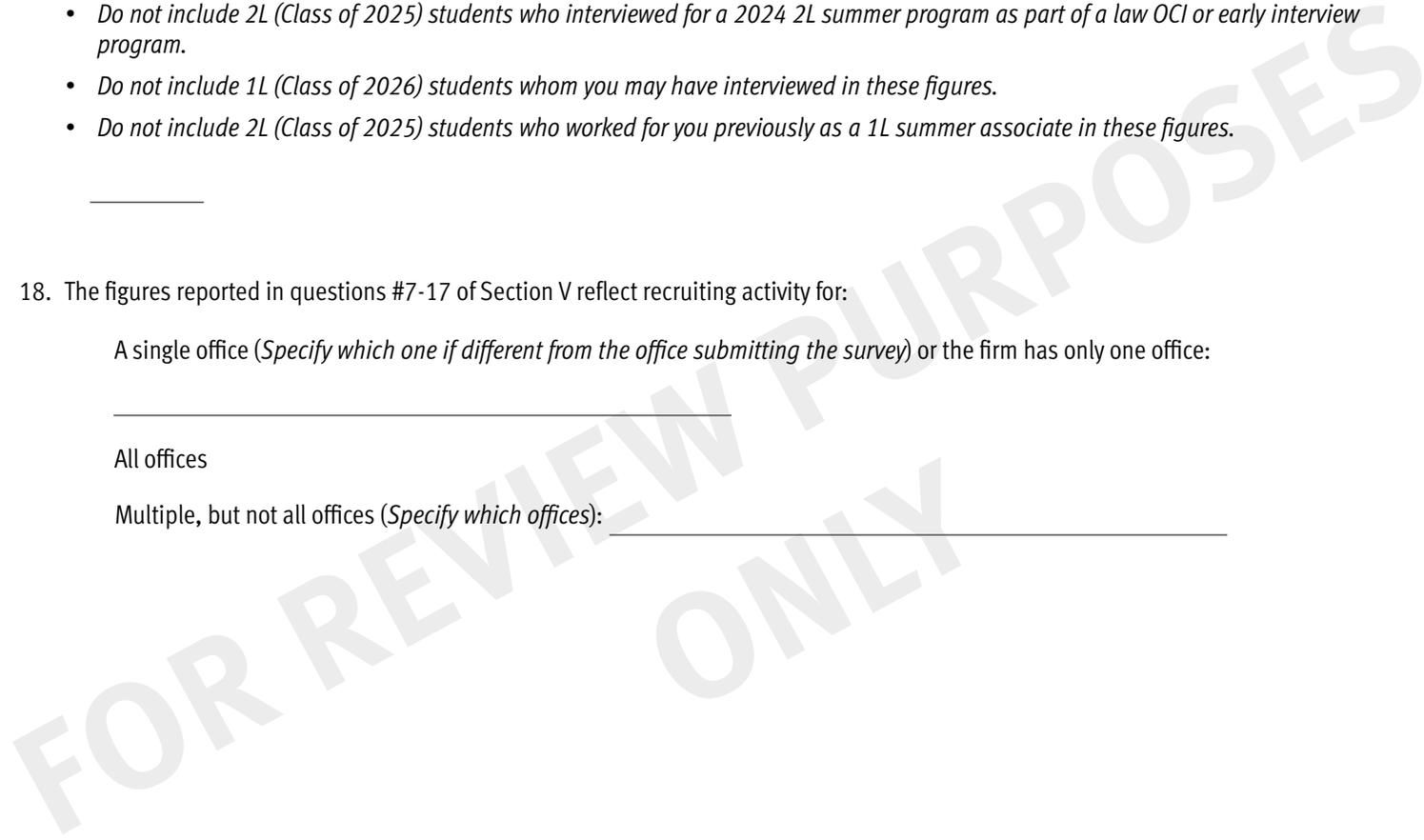
- Do not include 2L (Class of 2025) students who interviewed for a 2024 2L summer program as part of a law OCI or early interview program.
- Do not include 1L (Class of 2026) students whom you may have interviewed in these figures.
- Do not include 2L (Class of 2025) students who worked for you previously as a 1L summer associate in these figures.

18. The figures reported in questions #7-17 of Section V reflect recruiting activity for:

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

All offices

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



SECTION VI: Summer Associate Scholarship/Fellowship Programs

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

Yes, for 1L summer associates only

Yes, for 2L summer associates only

Yes, for both 1L and 2L summer associates

No (*Skip to Section VII*)

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

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

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

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

Other (*Describe*) _____

3. If your office has a scholarship or fellowship program, are scholarships available exclusively to diverse* candidates?

**Respond based on how your law office/firm defines diverse candidates.*

Yes

No

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

Yes

No

SECTION VII: Recruiting for 3Ls (Students Graduating in 2025 for Associate Positions)

1. In summer/fall 2024, did your office recruit 3Ls (Class of 2025 students) who had not worked for you previously for associate positions?

Yes (*Please complete questions #2-4 below*)

No (*Skip to Section VIII*)

2. How many offers for associate positions did you extend to 3Ls (Class of 2025 students)? Enter "0" if you conducted interviews, but did not extend any offers to 3L students. _____

3. How many of the offers reported in question #2 above were accepted? Enter "0" if none of your 3L offers were accepted. _____

4. The figures reported in questions #1-3 of Section VII reflect recruiting activity for:

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

All offices

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

SECTION VIII: Organization Demographics

Please provide the information requested below so that NALP may check for duplicate information, group responses appropriately for analysis, and follow up if there are questions concerning your data. **Unidentified surveys will not be used.**

Organization: _____

City: _____ State: _____

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

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

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

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

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

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

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

SUBMIT YOUR COMPLETED SURVEY TO NALP BY November 8, 2024

Enter your responses via the online survey at: https://qualtricsxmt3b52ch7n.qualtrics.com/jfe/form/SV_0f8m5BzYsxCGdhA.

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

Thank you!

DUE NOVEMBER 8, 2024