

2010 Survey of Legal Employers on Fall Recruiting and Associate Deferrals

Each year NALP asks you to provide information about the outcomes of your summer programs, fall recruiting, and lateral hiring. And in the still evolving legal employment landscape, collecting this information remains critically important. The information that you report will in turn enable NALP to provide the benchmark information that you want and need on all these topics. Findings from this survey provide content for NALP's "Legal Hiring Wrap-up" presentation, a self-contained program available in February, and will be published in *Perspectives on Fall 2010 Law Student Recruiting* in March, providing you with the **only benchmark resource available** on this important topic.

You may either return this paper survey to the NALP office or complete the survey online at <https://vovici.com/wsb.dll/s/9c6eg47ebc>. Please use one method or the other to complete the survey but not both.

SURVEY DUE DATE: JANUARY 7, 2011

If you have questions, please contact Judith Collins, NALP's Research Director, at 202-835-1001 or jcollins@nalp.org.

If you use one of the commercially available recruiting packages, such as viDesktop or Lawcruit, you already have easy access to most of the information needed to complete this survey. Please contact your provider if you have questions about reporting capabilities.

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

Special note to multi-office firms: This survey has been distributed to all offices of your organization reflected in NALP's database. NALP encourages you to ensure submission of a separate survey for each office, as office-specific reporting will provide the most consistent and comparable information for the analyses from this survey. Office-specific information can also be used in analyses at the city level, one of the most valuable features of NALP's reporting on fall recruiting. If office-specific information is not possible, and you are reporting lateral hiring, summer program outcomes, or fall recruiting that occurred in more than one office, please indicate where requested that the figures are for multiple offices.

1. LATERAL HIRING

How many lateral partners and associates did you hire in 2009 and 2010? (Do not include laterals obtained as the result of a merger, associates hired directly from a judicial clerkship and with no other legal experience, or laterals hired as counsel/of counsel.)

Number of lateral partners hired in calendar year:
2009 _____ 2010 _____

Number of lateral associates hired in calendar year:
2009 _____ 2010 _____

The figures reported above reflect lateral hiring in:
 This office only and/or firm has only one office
 Multiple offices (specify) _____

If you did not have a summer program in 2008, 2009, or 2010 and did not recruit and interview current second-year and third-year law students in fall 2010, please skip to section 4.

2. SUMMER PROGRAMS

In order to measure summer program activity over the past three years, please answer the following questions about your summer programs for 2Ls in 2008, 2009, and 2010. (Even if you have submitted NALP surveys in the past years, and provided some of the requested information at that time, please provide this information again, as the findings from this survey will be based on respondents to this year's survey only. Survey information from previous years has not been stored such that it can be linked to this year's respondents.)

- 2a. **SUMMER 2008** (for 2L students graduating in 2009)
 Did you host a summer program for 2Ls in 2008?
 Yes (please also answer the items immediately below)
 No (skip to 2b)

How long was the program? (Please report the full length of the program, not a minimum requirement.) _____ weeks

How many of those summer associates who received and accepted an offer were deferred beyond December 1, 2009? _____

Of these, how many ultimately never joined your firm as an associate? _____

2. SUMMER PROGRAMS, continued

2b. SUMMER 2009 (for 2L students graduating in 2010)

Did you host a summer program for 2Ls in 2009?

- Yes (please also answer the items immediately below)
- No (skip to 2c)

How long was the program? (Please report the full length of the program, not a minimum requirement.) _____ weeks

How many of the offers made to your summer 2009 associates (graduating class of 2010) were accepted? _____

Of these, for how many was their start date deferred on either a mandatory or voluntary basis beyond December 1, 2010? _____ (Do not count those whose start date was deferred because of a

judicial clerkship or participants from an earlier summer class whose original fall 2010 start date may have been deferred.)

Did your firm provide a stipend to deferred associates?

- Yes No

If yes, was the stipend:

- Unconditional to all deferred associates
- Conditional. If so was it:
 - Conditional on the deferred associate taking a position in a public interest or government office
 - Conditional on other basis (describe) _____

(2b continued)

What are deferred associates from your summer 2009 program doing during their deferral period?

Total number working for pay or a stipend	_____
Number working in a public interest setting	_____
Number working in a government setting (including as a judicial clerk)	_____
Number working in firm-arranged corporate or client setting	_____
Number working in other setting	_____
Total number continuing studies/going to school	_____
Total number neither working nor going to school	_____
Total number for whom activity during the deferral period is not known	_____

Describe other areas in which your deferred associates are, were, or will be working during their deferral period.

When do you anticipate deferred associates from the graduating class of 2010 starting work at your firm? (Check all that apply.)

- First quarter of 2011, e.g., January-March 2011
- Second quarter of 2011, e.g. April-June 2011
- Third quarter of 2011 or later
- Unknown at this time

2c. SUMMER 2010 (for 2L students graduating in 2011)

Did you host a summer program for 2Ls in 2010?

- Yes (please also answer the items below)
- No (skip to 3)

How long was the program? (Please report the full length of the program, not a minimum requirement.) _____ weeks

2. SUMMER PROGRAMS, continued

OUTCOMES OF SUMMER 2010 PROGRAMS

Please provide the following information **about 2L 2010 summer associates**, i.e., students who will graduate in December 2010 or May 2011 and who worked in your office during summer 2010 (or summer 2009 as a 1L and received an offer for an associate position at that time).

- Do not include 1L summer associates, i.e., students will graduate in 2012, in these figures. Report 1Ls, if any, where requested below.
- Do not include post-graduate 3Ls who may have worked for you last summer after graduating in 2010.
- If you have not finished making offers, report the number who have received offers and the outcomes.
- In a multi-office firm where a student may have spent a summer in one office but received an offer from another office, the student should be counted by the office where he/she spent the summer.

Number of students in program	_____
Number receiving offers to return as associates, regardless of start date	_____
Number of students for whom an offer decision has not been made	_____
Outcomes as of Dec. 30, 2010* (acceptances, declines, and number reported as either not responding or pending must add up to the number of offers reported above)	
Number accepting offers	_____
Number for whom start date is deferred beyond December 1, 2011	_____
Number declining offers	_____
Number not responding or response pending	_____

* Note: you need not wait until December 30 to complete this survey if you have final figures before that day.

Did your summer 2010 program include 1Ls (students who will graduate in 2012) for all or part of the summer?

Yes No

If yes: How many worked this past summer? _____

How many will be returning for all or part of summer 2011? _____

The figures above for outcomes reflect our program(s) at:

- This office only and/or firm has only one office
 Multiple offices (specify) _____

3. FALL 2010 RECRUITING

3a. Report the number of schools at which lawyers **from your office** conducted on-campus interviews, either for your office specifically, or on behalf of other offices as well. If none, write "0." Do not count any additional schools at which lawyers from other offices may have recruited on your behalf, or at which your interview program was cancelled. Do not include schools for which interviews were consortia or job-fair based. Note: if yours is a multi-office firm that makes a single recruiting trip to each school on behalf of multiple offices, please report those visits on the survey for the office making the visits. Other offices of your firm completing this survey should leave that item blank.

Fall 2009 _____ Fall 2010 _____

Report the number of job fairs/consortia in which your office participated. If none, write "0."

Fall 2009 _____ Fall 2010 _____

The figures reported above reflect campuses visited/job fair participation by:

- This office only and/or firm has only one office
 Multiple offices (specify) _____

3b. Will your office be hosting a summer program for 2Ls in 2011?

- Yes (please complete column 1 below)
- No (leave column 1 blank)

3c. Did your office recruit 3Ls (Class of 2011 students) who had not worked for you previously for associate positions?

- Yes (please complete column 2 below)
- No (leave column 2 blank)

Please report Fall 2010 recruiting outcomes, including both on-campus and write-in activity, for **current** second-year and third-year students (2Ls and 3Ls) **who have not worked for your organization previously**.

- Do not include current 1L (Class of 2013) students whom you may have interviewed after December 1.
- Do not include current 2L (Class of 2012) students who worked for you previously as a 1L summer associate.
- Do not include current 3L (Class of 2011) students whom you may have interviewed for a summer 2011 summer associate position.
- Do not include any graduates from classes prior to 2011 whom you may have interviewed for an entry-level position.
- If you have not completed making offers as of December 30, please report the number you have made and the outcomes.

	COLUMN 1 Current 2Ls (students graduating in 2012) for summer 2011 program	COLUMN 2 Current 3Ls (students graduating in 2011) for associate positions
1. Number of callback invitations*		
2. Number of callback interviews conducted*		
3. Number of offers made		
Outcomes as of Dec. 30, 2010** (total must add up to the total number of offers reported above)		
4. # of offers accepted		
5. Number of offers declined		
6. Number of offers with no response or response pending		

* If your organization makes offers after the on-campus interview and does not issue callback invitations, please leave lines 1 and 2 blank and report only the number of offers made and the outcomes.

** Note: you need not wait until December 30 to complete this survey if you have final figures before that day.

The figures reported above reflect recruiting activity for:

- This office only and/or firm has only one office
- Multiple offices (specify) _____

4. 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 and State _____

- Firm size for law firms only (# of lawyers):
- | | | |
|--------------------------------------|----------------------------------|----------------------------------|
| <input type="checkbox"/> 50 or fewer | <input type="checkbox"/> 51- 100 | <input type="checkbox"/> 101-250 |
| <input type="checkbox"/> 251-500 | <input type="checkbox"/> 501-700 | <input type="checkbox"/> 701+ |
- Office size for law firms only (# of lawyers):
- | | | |
|--------------------------------------|----------------------------------|---------------------------------|
| <input type="checkbox"/> 25 or fewer | <input type="checkbox"/> 26- 50 | <input type="checkbox"/> 51-100 |
| <input type="checkbox"/> 101-250 | <input type="checkbox"/> 251-500 | <input type="checkbox"/> 501+ |

THANK YOU!

Please return your survey by January 7, 2011. Mail your survey to NALP 2010 Survey of Legal Employers, 1025 Connecticut Avenue, NW, Suite 1110, Washington, DC 20036-5413, or fax it to 202-835-1112 or complete the survey online at <https://vovici.com/wsb.dll/s/9c6eg47ebc>.

Thanks for helping NALP compile the only report on summer programs, deferrals, and fall recruitment activity. Your time and willingness to contribute to this report really make a difference.