



2014 Survey of Legal Employers on Fall Recruiting

Each year NALP asks you to provide information about the outcomes of your summer programs, fall recruiting, and lateral hiring. The information that you report will enable NALP to provide the critical 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 2014 Law Student Recruiting*, also in February, 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://survey.vovici.com/se.ashx?s=17CFEB607B72E1CB>. Please use one method or the other but not both.

SURVEY DUE DATE: December 5, 2014

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. Also, if the activity, such as lateral hiring, occurred in an office, or offices, other than that submitting the survey, please specify in which office(s) the activity occurred where requested.

Is someone from your office registered to attend the 2015 NALP Legal Recruiting Summit?

- Yes — if yes, please read the note below and provide the information requested
- No or unknown at this time (proceed to section 1 of the survey)

Special note to NALP Legal Recruiting Summit attendees:

As noted when you registered, completion of this survey, as well as an addendum survey, is required for attending the Summit.

Please provide the name of the person completing this survey in case follow-up is needed and as a cross-check with the addendum survey and Summit attendees.

1. LATERAL HIRING

How many lateral partners, associates, and other lawyers did you hire in 2013 and 2014? (Do not include laterals obtained as the result of a merger, or associates hired directly from a judicial clerkship and with no other legal experience.)

Number of lateral partners hired in calendar year:
2013 _____ 2014 _____

Number of lateral associates hired in calendar year:
2013 _____ 2014 _____

Number of other lateral lawyers (who may generally be eligible for partnership) hired in calendar year:
2013 _____ 2014 _____

Number of other lateral lawyers (who are generally not eligible for partnership) hired in calendar year:
2013 _____ 2014 _____

The figures reported above reflect lateral hiring in:

- One office only and/or firm has only one office (specify which one if different from the office submitting the survey) _____
- All offices
- Multiple but not all offices (specify) _____

(survey continues on reverse side)

If you did not have a summer program in 2012, 2013, and 2014, and did not recruit and interview current second-year and third-year law students in fall 2013, 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 2012, 2013, and 2014. (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 2012 (for 2L students graduating in 2013)

Did you host a summer program for 2Ls in 2012?

- Yes (please also answer item 2a.1. immediately below)
- No (skip to 2b)

2a.1. How long was the program? (Please report the full length of the program, not a minimum requirement.) _____ weeks

2b. SUMMER 2013 (for 2L students graduating in 2014)

Did you host a summer program for 2Ls in 2013?

- Yes (please also answer item 2b.1.)
- No (skip to 2c)

2b.1. 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 2013 associates (graduating class of 2014) were accepted? _____

Of the number of acceptances reported above, indicate **how many** started work, or will start work, in:

_____ Fall 2014 (September – November)

_____ December 1, 2014, or later

Does/did your firm set a single start date for incoming class of 2014 associates, or did your firm use staggered start dates? (Case-by-case exceptions to a single start date made on the basis of individual circumstances or specific practice group needs should not be considered as staggered start dates.)

- A single start date. Specify the date:
_____ / _____ / _____
mm dd yyyy
- Staggered start dates

2c. SUMMER 2014 (for 2L students graduating in 2015)

Did you host a summer program for 2Ls in 2014?

- Yes (please also answer the items in 2d below)
- No (skip to 3)

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

2d. Please provide the following information **about 2L 2014 summer associates**, i.e., students who will graduate in December 2014 or May 2015 and who worked in your office during summer 2014 (or summer 2013 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 2016 in these figures. Report 1Ls, if any, where requested on the next page.
- Do not include post-graduate 3Ls who may have worked for you last summer after graduating in 2014.
- 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. 1, 2014* (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 declining offers	_____
Number not responding or response pending	_____

* Note: you need not wait until December 1 to complete this survey if you have final figures before that day.

2d. continued

Did your summer 2014 program include 1Ls (students who will graduate in 2016) 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 2015? _____

The figures on the previous page for outcomes reflect our program(s) at:

- One office only and/or firm has only one office (specify which one if different from the office submitting the survey) _____
- All offices
- Multiple but not all offices (specify) _____

3. FALL 2014 RECRUITING

3a. Report in 3a.1 at right 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." If yours is a multi-office firm that makes a single trip to each school on behalf of multiple offices, or to a job fair on behalf of multiple offices, please report those visits/job fair participation on the survey for the office making the visits. Other offices of your firm completing this survey should leave those items blank.

- In 3a.1 do not include any additional schools at which lawyers from other offices may have recruited on your behalf, or at which your interview program was cancelled.
- In 3a.1 do not include schools for which interviews were consortia or job-fair based.

3a.1. Report the number of schools at which lawyers from your office conducted on-campus interviews.

Fall 2013 _____ Fall 2014 _____

3a.2. Report the number of job fairs/consortia in which your office participated. If none, write "0."

Fall 2013 _____ Fall 2014 _____

The figures reported in 3a.1 and 3a.2 reflect campuses visited/ job fair participation by:

- One office only and/or firm has only one office
- All offices
- Multiple but not all offices (specify) _____

3a.3. Of the numbers reported in 3a.2 above for Fall 2014, how many were specifically targeted toward law students of diverse demographic groups, e.g., SEMJF, National LGBT Bar Association Career Fair. If none, write "0"

3b. Will your office be hosting a summer program for 2Ls in 2015?

- Yes (please complete column 1 on the next page)
- No (leave column 1 blank)

3c. Did your office recruit 3Ls (Class of 2015 students) who had not worked for you previously for associate positions?

- Yes (please complete column 2 on the next page)
- No (leave column 2 blank)

(survey continues on reverse side)

3d. Please report Fall 2014 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 2017) students whom you may have interviewed after December 1.
- Do not include current 2L (Class of 2016) students who worked for you previously as a 1L summer associate.
- Do not include current 3L (Class of 2015) students whom you may have interviewed for a summer 2015 summer associate position.
- Do not include any graduates from classes prior to 2015 whom you may have interviewed for an entry-level position.
- If you have not completed making offers as of December 1, please report the number you have made and the outcomes.

	COLUMN 1 Current 2Ls (students graduating in 2016) for summer 2015 program	COLUMN 2 Current 3Ls (students graduating in 2015) for associate positions
1. Number of callback invitations*		
2. Number of callback interviews conducted*		
3. Number of offers made		
Outcomes as of Dec. 1, 2014** (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 1 to complete this survey if you have final figures before that day.

For comparison purposes with the number of offers made during fall 2014 (as reported in line 3 of column 1 in the grid above) how many offers were made to 2Ls during **fall 2013** recruiting for your **summer 2014** program? (Please report this figure even if you completed the Fall 2013 Survey on Fall Recruiting. All analyses will be based on responses to this year's survey, and cannot be matched with information that may have been reported the previous year.)

The figures reported above reflect recruiting activity for:

- One office only and/or firm has only one office (specify which one if different from the office submitting the survey) _____
- All offices
- Multiple but not all 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 December 5, 2014. Mail your survey to NALP 2014 Survey of Legal Employers on Fall Recruiting, 1220 19th Street, NW, Suite 401, Washington, DC 20036-2405, or fax it to 202-835-1112, or create a pdf of your completed survey and email it to jcollins@nalp.org, or complete the survey online at <https://survey.vovici.com/se.ashx?s=17CFEB607B72E1CB>.

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