

# Perspectives on Fall 2005 Law Student Recruiting

## Legal Hiring Heats Up, But Firms Proceed Cautiously

While the legal hiring market has not regained the strength of the late 90s, based on information provided by NALP members about fall 2005 recruiting, the market for entry-level legal employment continues to gain strength. The average size of summer programs in 2005 was the largest it has been since 2001. Similarly, the average number of offers made by employers to 2Ls for summer positions rose for the fourth year in a row. At 37 offers per firm for the 2006 summer programs, that average is the highest it has been since 2000. Recent news of rising salaries is also consistent with increased competition for new associates. The size of summer classes and the number of offers extended vary tremendously, however, both by region and by individual employer, and law firms continue to hire based on the amount of work coming in. Nevertheless, as this report reveals, there is more positive news than negative news about legal hiring, and graduates from the classes of 2006 and 2007 face reasonably good prospects for employment.

### A Ten-Year Retrospective on Recruiting

	SUMMER PROGRAMS				FALL RECRUITING OF 2Ls			
	Median Size	Average Size	% Receiving Offer	% Accepting Offer	Median # of Offers	Average # of Offers	% of Interviews Resulting in Offer	% Accepting Offers
1995 .....	8	11	84.3%	64.6%	14	30	55.7%	32.3%
1996 .....	6	10	87.3	63.5	18	31	47.7	32.6
1997 .....	8	12	88.2	60.1	24	40	52.3	30.0
1998 .....	9	13	89.0	68.4	26	49	42.4	28.6
1999 .....	8	13	88.9	65.2	21	41	63.8	29.0
2000 .....	8.5	14	89.7	65.8	22	44	62.6	31.0
2001 .....	6	12	84.2	72.8	11	26	51.4	34.9
2002 .....	5	11	80.9	74.0	11	23	49.8	35.1
2003 .....	5	10	87.0	77.0	11	29	52.9	31.4
2004 .....	5	11	91.0	72.4	13	34	56.8	31.2
2005 .....	6	12	90.6	73.0	16	37	59.6	30.3

# Introduction

Fall recruiting experiences are a topic of great importance both to law schools and to legal employers, particularly as activity in the employment market for entry-level and summer associates is affected by the economy as a whole. As a service to members and the legal profession, NALP reports annually on:

- the level of employer activity on campus,
- employer and school participation in job fairs, and
- outcomes of summer programs and of fall recruiting.

The first part of this report details recruitment activity on campus and at job fairs in 2005, providing comparisons with fall 2004 from the perspective of both schools and employers. This information was gathered in the “Fall and Summer Roundup” and

“Three Important Questions” surveys to employers and schools, respectively. The second part of the report provides information on the outcomes of 2005 summer programs and of fall recruiting for both second-year summer associates and entry-level associates, based on the “Snapshot Survey of the 2005 Recruiting Season.”

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*Note:* As in prior years, this report does not document every aspect of recruiting nor include every category of hires. Hiring of current first-year (Class of 2008) students and current third-year (Class of 2006) students for summer associate positions is not included. Documentation of hires from the Class of 2005 includes only those who participated in a summer program after graduation. Results of survey questions on lateral hiring were reported in the March 2006 *NALP Bulletin*.

## Fall 2005 Recruiting Activity

### ■ Law School Perspective

A total of 115 law schools, about 60% of NALP’s law school members, provided information on the number of employers participating in on-campus interviewing (OCI), the number of employers for whom they bundled resumes, and on the number of job fairs or consortia in which the school participated. Most were also able to provide comparable figures for fall 2004.

Because schools do not count employers on a uniform basis, only changes in employer counts were measured, and not absolute levels of activity. Job fair participation is measured both in terms of change and absolute levels.

- Half of schools reported an increase of 5% or more in the number of employers on campus in fall 2005 compared with fall 2004. Almost one-third reported an increase of more than 10%. About 28% reported a change of less than 5%, and the remainder reported a decrease of 5% or more. With respect to bundling of resumes, schools were twice as likely to report an increase of more than 10% (45%) than to report a decrease of more than 10% (23%).
- Schools in the West/Rocky Mountain Region were most likely by far to report an increase of 10% or more in the number of employers, and schools in the Northeast and Mid-Atlantic Region were least likely to do so. Schools in the Mid-Atlantic Region were most likely to have seen relatively little change in the number of employers. Schools in the Southeast were most likely to report an increase of more than 10% in resume bundling, with almost two-thirds doing so. Half of schools reporting from the Mid-Atlantic Region had changed their number by less than 10%.
- Analysis by enrollment size shows that small schools were most likely to have increased their number of employers by 5% or more, and that medium-sized schools were most likely to report a decrease of 5% or more in the number of employers on campus, and a decrease of more than 10% in the number of employers for whom resumes were bundled.

- Overall, the volume of employers on campus exceeded the volume of employers for whom resumes were bundled by two to one. This figure was notably higher in the Southeast. Analyses of how individual schools are distributed on this measure show that for over half of schools in the Northeast and Mid-Atlantic Regions, the ratio was less than 1.5.
- Almost two-thirds of schools participated in five or more job fairs and over one-third participated in eight or more. Regional contrasts are notable. Most schools reporting from the Mid-Atlantic Region participated in five or more job fairs, and 69% participated in eight or more. In the Northeast, 83% of reporting schools participated in five or more job fairs, and 56% participated in eight or more. Among schools in the West/Rocky Mountain Region, in contrast, 57% participated in fewer than five job fairs. As was the case last year, only a handful of schools reported no job fair participation.
- Half of schools reported no change in job fair participation; this figure was highest among schools in the West/Rocky Mountain Region. Schools in the Southeast were most likely to have increased job fair participation.

## Comparison of Fall 2005 and Fall 2004 On-Campus Recruitment Activity, As Reported by Schools (percent or number of schools in each category)

	Total	NALP REGION					FALL 2005 JD ENROLLMENT		
		Northeast	Mid-Atlantic	Southeast	Midwest	West/RM	Fewer than 550	550-750	More than 750
<b># of employers on campus:</b>									
Increase of more than 10% .....	30.4%	16.7%	14.3%	32.4%	28.6%	52.4%	42.2%	22.2%	23.5%
Increase of 5-10% .....	20.0	22.2	21.4	17.6	14.3	28.6	17.8	16.7	26.5
Change of less than 5% .....	27.8	33.3	57.1	17.6	35.7	9.5	17.8	25.0	44.1
Decrease of 5% or more .....	21.7	27.8	7.1	32.4	21.4	9.5	22.2	36.1	5.9
Number of schools reporting .....	115	18	14	34	28	21	45	36	34
<b># of employers for whom resumes were bundled:</b>									
Increase of 50% or more .....	21.7%	16.7%	14.3%	32.4%	14.3%	23.8%	26.7%	22.2%	14.7%
Increase of 10.1- 49.9% .....	23.5	11.1	35.7	29.4	21.4	19.0	20.0	25.0	26.5
Change 10% or less .....	32.2	44.4	50.0	14.7	39.3	28.6	31.1	22.2	44.1
Decrease of more than 10% .....	22.6	27.8	0.0	23.5	25.0	28.6	22.2	30.6	14.7
Number of schools reporting .....	115	18	14	34	28	21	45	36	34

Note: Canadian schools are included with the Northeast or West/Rocky Mountain Region as appropriate.

## Comparison of Employers on Campus and Resume Bundling Activity

	Total	NALP REGION					FALL 2005 JD ENROLLMENT		
		Northeast	Mid-Atlantic	Southeast	Midwest	West/RM	Fewer than 550	550-750	More than 750
Ratio of volume of employers on campus to volume of employers for whom resumes were bundled* .....	2.0	2.4	1.0	3.1	1.5	2.4	1.5	2.5	1.9
Distribution of schools on ratio of employers on campus to employers for whom resumes were bundled									
Less than 1.5 .....	37.4%	55.6%	57.1%	11.8%	50.0%	33.3%	31.1%	30.6%	52.9%
1.5 - 3.0 .....	27.8	22.2	35.7	29.4	21.4	33.3	33.3	33.3	14.7
More than 3.0 .....	34.8	22.2	7.1	58.8	28.6	33.3	35.6	36.1	32.4
Median ratio .....	2.0	1.4	1.0	3.6	1.5	1.8	2.3	2.1	1.4
Number of schools .....	115	18	14	34	28	21	45	36	34

\* These 115 schools collectively reported 8,631 employers on campus and 4,425 employers for whom resumes were bundled. Canadian schools are included in the Northeast or West/Rocky Mountain Region as appropriate.

## Job Fair Participation, Fall 2005, as Reported by Schools

(percent or number of schools in each category)

	Total	NALP REGION					FALL 2005 JD ENROLLMENT		
		Northeast	Mid-Atlantic	Southeast	Midwest	West/RM	Fewer than 550	550-750	More than 750
# of Job Fairs or Consortia									
Fewer than 5 .....	35.1%	16.7%	7.7%	32.4%	46.4%	57.1%	55.6%	22.2%	21.2%
5-7 .....	26.3	27.8	23.1	29.4	25.0	23.8	24.4	27.8	27.3
8 or more .....	38.6	55.6	69.2	38.2	28.6	19.0	20.0	50.0	51.5
Change in # of Job Fairs Compared with Fall 2004									
Decrease .....	9.6%	11.1%	7.7%	5.9%	14.3%	9.5%	13.3%	8.3%	6.1%
No change .....	50.0	38.9	61.5	38.2	53.6	66.7	51.1	52.8	45.5
Increase .....	40.4	50.0	30.8	55.9	32.1	23.8	35.6	38.9	48.5
Number of schools reporting .....	114	18	13	34	28	21	45	36	33

Canadian schools are included in the Northeast or West/Rocky Mountain Region as appropriate.

## ■ Employer Perspective

Over 500 employers provided information on their recruiting activity and summer program characteristics. Most of these were law offices. Although these findings represent for the most part the experiences of larger firms, with more than 70% of firm responses from firms of more than 100 lawyers, firms of 50 or fewer lawyers represented a substantial minority of respondents, about 14%.

Nationwide, the median number of schools at which employers recruited was 7. About one-third of respondents visited more schools in 2005 compared to 2004; 42% visited the same number of schools.

- For firms of 50 or fewer lawyers and 51-100 lawyers, the medians were 2 and 5, respectively. The median was highest, 11, at firms of 251 or more lawyers. It is also the case that for small offices, regardless of overall firm size, the median was fewer than 3 schools.
- Firms of more than 500 lawyers were most likely to have increased the number of schools at which they interviewed, with 45% reporting an increase. In contrast, firms of 50 or fewer lawyers were most likely not to have changed the number of schools visited, and least likely to have visited fewer schools.
- On a regional basis, the median number of schools ranged from 5 in the Southeast to 9 in the Northeast. Employers in the Northeast were also most likely to interview at 11 or more schools. About 45% did so, a frequency

more than twice that of employers in the Southeast. Employers in the Mid-Atlantic Region were most likely to have interviewed at more schools in 2005 compared with 2004. Employers in Northeast, Mid-Atlantic, and West/Rocky Mountain Regions were about as likely to have interviewed at more schools as at the same number of schools. Employers in the Southeast and Midwest were most likely to have not changed the number of schools at which they interviewed.

- Regional averages are not necessarily indicative of activity on the part of employers in a given city within that region. For example, firms in Boston and Northern New Jersey were much more likely to have increased the number of schools visited than were firms in their respective regions as a whole; employers in St. Louis visited more schools than average — a median of 13 compared to the regional median of 8 — but were also more likely to have decreased that number. Atlanta likewise differs from the Southeast as a whole, visiting a median of 10 schools, compared with the regional median of 5. Just over one-third of firms in the West/Rocky Mountain Region visited the same number of schools, but more than half of the firms reporting from Seattle did so; in contrast, just 13% of the firms reporting from the San Jose area visited the same number.

# Fall 2005 On-Campus Interviewing Activity and Comparison with Fall 2004, As Reported by Employers — By Type and Size

(in percentages except for medians)

	Number of Offices	NUMBER OF SCHOOLS VISITED					# OF SCHOOLS VISITED COMPARED TO 2004		
		2 or Fewer	3-5	6-10	11 or More	Median	Increase	Decrease	No Change
<b>Total — All Employers .....</b>	<b>513</b>	<b>16.0%</b>	<b>23.6%</b>	<b>25.7%</b>	<b>34.7%</b>	<b>7.0</b>	<b>32.5%</b>	<b>25.7%</b>	<b>41.8%</b>
Firms of 50 or fewer lawyers .....	69	63.8	27.5	8.7	0.0	2.0	16.4	13.4	70.1
Offices of 25 or fewer lawyers .....	18	77.8	16.7	5.6	0.0	2.0	16.7	5.6	77.8
Offices of 26-50 lawyers.....	23	47.8	39.1	13.0	0.0	3.0	19.0	9.5	71.4
Firms of 51-100 lawyers .....	73	16.4	39.7	31.5	12.3	5.0	22.5	19.7	57.7
Offices of 51-100 lawyers.....	38	18.4	36.8	34.2	10.5	4.5	21.1	21.1	57.9
Firms of 101-250 lawyers .....	108	3.7	22.2	42.6	31.5	8.0	28.3	25.5	46.2
Offices of 26-50 lawyers.....	5	0.0	60.0	20.0	20.0	4.0	40.0	20.0	40.0
Offices of 51-100 lawyers.....	12	16.7	41.7	33.3	8.3	5.0	25.0	33.3	41.7
Offices of 101 or more lawyers .....	41	0.0	9.8	51.2	39.0	8.0	24.4	29.3	46.3
Firms of 251-500 lawyers .....	86	9.3	19.8	20.9	50.0	10.5	32.6	36.0	31.4
Offices of 25 or fewer lawyers.....	6	50.0	50.0	0.0	0.0	2.5	0.0	66.7	33.3
Offices of 26-50 lawyers.....	11	27.3	63.6	9.1	0.0	3.0	36.4	9.1	54.5
Offices of 51-100 lawyers.....	14	7.1	28.6	57.1	7.1	6.0	50.0	28.6	21.4
Offices of 101 or more lawyers .....	25	0.0	8.0	24.0	68.0	14.0	28.0	40.0	32.0
Firms of 501 or more lawyers .....	169	8.3	18.3	22.5	50.9	11.0	44.9	28.1	26.9
Offices of 25 or fewer lawyers.....	19	52.6	31.6	10.5	5.3	2.0	31.6	26.3	42.1
Offices of 26-50 lawyers.....	26	7.7	53.8	34.6	3.8	5.0	38.5	38.5	23.1
Offices of 51-100 lawyers.....	38	5.3	18.4	42.1	34.2	8.0	36.1	25.0	38.9
Offices of 101 or more lawyers .....	56	0.0	3.6	14.3	82.1	15.0	53.6	26.8	19.6
Government/Public Interest Employers .....	8	0.0	12.5	12.5	75.0	22.0	60.0	20.0	20.0

Note: Only law firms are included in the size analysis. Counts by office size within firm size do not add to the total count for the firm size because: (a) not all surveys included office size information, or (b) offices which indicated that they recruit for multiple offices are not included in analyses by office size. The number of offices reporting both 2004 and 2005 information for the comparative analyses is somewhat smaller than the number shown in the first column.

# Fall 2005 On-Campus Interviewing Activity and Comparison with Fall 2004, As Reported by Employers — By NALP Region and City/State

(in percentages except for medians)

	Number of Offices	NUMBER OF SCHOOLS VISITED					# OF SCHOOLS VISITED COMPARED TO 2004		
		2 or Fewer	3-5	6-10	11 or More	Median	Increase	Decrease	No Change
<b>All Firms</b> .....	<b>505</b>	<b>16.2%</b>	<b>23.8%</b>	<b>25.9%</b>	<b>34.1%</b>	<b>7.0</b>	<b>32.2%</b>	<b>25.8%</b>	<b>42.1%</b>
Northeast.....	89	13.5	12.4	29.2	44.9	9.0	36.4	25.0	38.6
Boston.....	18	5.6	5.6	22.2	66.7	13.0	66.7	22.2	11.1
Connecticut.....	9	11.1	33.3	44.4	11.1	6.0	0.0	44.4	55.6
New York City.....	41	2.4	9.8	26.8	61.0	13.0	41.5	24.4	34.1
Toronto.....	5	0.0	0.0	100.0	0.0	6.0	0.0	20.0	80.0
Mid-Atlantic.....	99	8.1	26.3	25.3	40.4	8.0	34.4	26.0	39.6
Northern NJ/Newark area.....	8	0.0	25.0	37.5	37.5	7.5	50.0	12.5	37.5
Philadelphia.....	14	7.1	28.6	28.6	35.7	8.5	42.9	21.4	35.7
Pittsburgh.....	5	0.0	80.0	0.0	20.0	3.0	20.0	40.0	40.0
Virginia.....	9	0.0	44.4	33.3	22.2	6.0	33.3	22.2	44.4
Washington, DC/Northern VA area.....	47	4.3	19.1	23.4	53.2	11.0	34.1	25.0	40.9
Wilmington.....	7	28.6	14.3	0.0	57.1	11.0	28.6	42.9	28.6
Southeast.....	92	21.7	39.1	20.7	18.5	5.0	28.3	25.0	46.7
Atlanta.....	10	0.0	30.0	20.0	50.0	10.0	20.0	50.0	30.0
Charlotte.....	7	14.3	42.9	42.9	0.0	5.0	14.3	42.9	42.9
Dallas.....	17	11.8	41.2	23.5	23.5	5.0	29.4	23.5	47.1
Houston.....	13	15.4	23.1	23.1	38.5	8.0	38.5	38.5	23.1
Miami.....	9	11.1	55.6	22.2	11.1	5.0	33.3	22.2	44.4
North Carolina.....	8	37.5	37.5	12.5	12.5	4.0	12.5	25.0	62.5
Tennessee.....	5	0.0	80.0	20.0	0.0	3.0	60.0	0.0	40.0
Midwest.....	95	18.9	17.9	26.3	36.8	8.0	26.1	25.0	48.9
Chicago.....	23	8.7	13.0	21.7	56.5	12.0	36.4	22.7	40.9
Cincinnati.....	7	14.3	0.0	42.9	42.9	10.0	14.3	28.6	57.1
Indianapolis.....	5	20.0	40.0	20.0	20.0	4.0	20.0	20.0	60.0
Kansas City, MO.....	8	0.0	0.0	50.0	50.0	10.0	50.0	33.3	16.7
Michigan.....	9	33.3	22.2	22.2	22.2	5.0	33.3	11.1	55.6
Minneapolis.....	9	0.0	11.1	33.3	55.6	11.0	11.1	33.3	55.6
St. Louis.....	5	0.0	20.0	20.0	60.0	13.0	20.0	60.0	20.0
Wisconsin.....	7	28.6	28.6	14.3	28.6	4.0	14.3	42.9	42.9
West/Rocky Mtn.....	128	18.8	23.4	26.6	31.3	7.0	34.6	27.6	37.8
Denver.....	12	33.3	16.7	25.0	25.0	5.5	41.7	8.3	50.0
Los Angeles.....	29	3.4	20.7	34.5	41.4	10.0	48.3	17.2	34.5
Orange County, CA.....	8	0.0	12.5	50.0	37.5	9.0	50.0	12.5	37.5
Phoenix.....	10	20.0	20.0	30.0	30.0	6.0	30.0	50.0	20.0
Portland.....	10	10.0	40.0	10.0	40.0	6.5	10.0	40.0	50.0
San Francisco.....	21	9.5	19.0	28.6	42.9	8.0	33.3	33.3	33.3
San Jose area.....	8	0.0	37.5	37.5	25.0	7.5	50.0	37.5	12.5
Seattle.....	9	33.3	11.1	33.3	22.2	6.0	22.2	22.2	55.6

The number of offices reporting both 2004 and 2005 information for the comparative analyses is somewhat smaller than the number shown in the first column. Specific city information may include firms that recruit for additional offices in other cities, and/or a few offices in suburban locations. The San Jose area includes offices in Palo Alto, East Palo Alto, Menlo Park, and Mountain View. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Virginia includes offices in Norfolk, Roanoke, Richmond, and Virginia Beach, but not Northern Virginia (McLean, Fairfax, Arlington). Northern New Jersey include offices in Florham Park, Morristown, Newark, Roseland, and Westfield.

About 30% of responding employers participated in no job fairs, and 61% of employers participated in the same number of job fairs in 2004 and 2005.

- Three-quarters of firms of 50 or fewer lawyers and 40% of firms of 51-100 lawyers did not participate in any job fairs. The majority of small offices participated in fewer than two job fairs, and in small and mid-sized firms most participated in none.
- Small firms and small offices generally participated in the same number of job fairs in 2004 and 2005. Almost half of the largest firms of 251 or more lawyers participated in

the same number of job fairs, and about 40% participated in more.

- On a regional basis, firms in the Northeast and Midwest were most likely to participate in job fairs, with about 80% doing so. Firms in the Southeast were most likely to have not changed their participation, and firms in the West/Rocky Mountain Region were most likely to have increased their participation, with over one-third reporting thus.
- Again, regional norms are not necessarily indicative of activity within a given city. For example, 65% of firms reporting from Dallas participated in two or more job fairs, whereas

for the region as a whole the figure was just 36%. Likewise, 74% of firms in Chicago participated in two or more job fairs, a rate far higher than that of the Midwest Region as a whole. In contrast, the majority of offices in Pittsburgh and Phoenix did not participate in any job fairs.

- Firms in Atlanta and Kansas City were most likely to participate in more job fairs in 2005 compared with 2004. Most or all firms reporting from Dallas, Tennessee, and Orange County, CA maintained their level of participation or non-participation.

## Fall 2005 Job Fair Participation and Comparison with Fall 2004, As Reported by Employers — By Type and Size

(in percentages)

	Number of Offices	NUMBER OF JOB FAIRS/CONSORTIA FALL 2005			COMPARED TO 2004 JOB FAIR PARTICIPATION		
		None	One	Two or More	Increased	Decreased	Stayed the Same
<b>Total — All Employers</b> .....	<b>513</b>	<b>29.8%</b>	<b>25.0%</b>	<b>45.2%</b>	<b>29.1%</b>	<b>9.8%</b>	<b>61.1%</b>
Firms of 50 or fewer lawyers .....	69	75.4	14.5	10.1	0.0	1.5	98.5
Offices of 25 or fewer lawyers.....	18	83.3	11.1	5.6	0.0	5.9	94.1
Offices of 26-50 lawyers.....	23	69.6	17.4	13.0	0.0	0.0	100.0
Firms of 51-100 lawyers .....	73	39.7	30.1	30.1	22.5	8.5	69.0
Offices of 51-100 lawyers.....	38	42.1	28.9	28.9	13.2	5.3	81.6
Firms of 101-250 lawyers .....	108	23.1	25.0	51.9	25.5	10.4	64.2
Offices of 26-50 lawyers.....	5	60.0	0.0	40.0	0.0	20.0	80.0
Offices of 51-100 lawyers.....	12	58.3	16.7	25.0	8.3	0.0	91.7
Offices of 101 or more lawyers .....	41	9.8	26.8	63.4	29.3	12.2	58.5
Firms of 251-500 lawyers .....	86	17.4	19.8	62.8	43.0	10.5	46.5
Offices of 25 or fewer lawyers.....	6	33.3	66.7	0.0	33.3	0.0	66.7
Offices of 26-50 lawyers.....	11	45.5	45.5	9.1	18.2	0.0	81.8
Offices of 51-100 lawyers.....	14	28.6	28.6	42.9	35.7	28.6	35.7
Offices of 101 or more lawyers .....	25	8.0	4.0	88.0	48.0	4.0	48.0
Firms of 501 or more lawyers .....	169	18.3	30.2	51.5	38.3	13.2	48.5
Offices of 25 or fewer lawyers.....	19	47.4	36.8	15.8	36.8	15.8	47.4
Offices of 26-50 lawyers.....	26	38.5	42.3	19.2	23.1	3.8	73.1
Offices of 51-100 lawyers.....	38	13.2	50.0	36.8	30.6	13.9	55.6
Offices of 101 or more lawyers .....	56	7.1	16.1	76.8	46.4	16.1	37.5
Government/Public Interest Employers .....	8	12.5	12.5	75.0	40.0	0.0	60.0

Note: Only law firms are included in the size analysis. Counts by office size within firm size do not add to the total count for the firm size because: (a) not all surveys included office size information, or (b) offices which indicated that they recruit for multiple offices are not included in analyses by office size. The number of offices reporting both 2004 and 2005 information for the comparative analyses is somewhat smaller than the number shown in the first column.

# Fall 2005 Job Fair Participation and Comparison with Fall 2004, As Reported by Employers — By NALP Region and City/State

(in percentages)

	Number of Offices	NUMBER OF JOB FAIRS/CONSORTIA FALL 2004			COMPARED TO 2004 JOB FAIR PARTICIPATION		
		None	One	Two or More	Increased	Decreased	Stayed the Same
<b>All Firms .....</b>	<b>505</b>	<b>30.1%</b>	<b>25.1%</b>	<b>44.8%</b>	<b>29.0%</b>	<b>9.9%</b>	<b>61.1%</b>
Northeast .....	88	21.3	16.9	61.8	29.5	12.5	58.0
Boston .....	18	0.0	11.1	88.9	44.4	11.1	44.4
Connecticut .....	9	44.4	33.3	22.2	11.1	11.1	77.8
New York City .....	41	12.2	17.1	70.7	36.6	19.5	43.9
Toronto .....	5	0.0	20.0	80.0	40.0	0.0	60.0
Mid-Atlantic .....	96	28.3	21.2	50.5	30.2	7.3	62.5
Northern NJ/Newark area .....	8	25.0	12.5	62.5	25.0	12.5	62.5
Philadelphia .....	14	21.4	21.4	57.1	28.6	14.3	57.1
Pittsburgh .....	5	80.0	0.0	20.0	0.0	20.0	80.0
Virginia .....	9	55.6	11.1	33.3	11.1	11.1	77.8
Washington, DC/Northern VA area ..	47	21.3	23.4	55.3	45.5	0.0	54.5
Wilmington .....	7	0.0	28.6	71.4	14.3	0.0	85.7
Southeast .....	91	38.0	26.1	35.9	20.9	8.8	70.3
Atlanta .....	10	10.0	20.0	70.0	70.0	0.0	30.0
Charlotte .....	7	57.1	42.9	0.0	14.3	14.3	71.4
Dallas .....	17	11.8	23.5	64.7	11.8	5.9	82.4
Houston .....	13	30.8	23.1	46.2	0.0	23.1	76.9
Miami .....	9	55.6	22.2	22.2	33.3	0.0	66.7
North Carolina .....	8	50.0	25.0	25.0	25.0	25.0	50.0
Tennessee .....	5	40.0	40.0	20.0	0.0	0.0	100.0
Midwest .....	92	22.1	32.6	45.3	29.3	7.6	63.0
Chicago .....	23	4.3	21.7	73.9	31.8	13.6	54.5
Cincinnati .....	7	14.3	42.9	42.9	28.6	0.0	71.4
Indianapolis .....	5	20.0	0.0	80.0	40.0	0.0	60.0
Kansas City, MO .....	8	0.0	25.0	75.0	100.0	0.0	0.0
Michigan .....	9	22.2	66.7	11.1	44.4	11.1	44.4
Minneapolis .....	9	0.0	33.3	66.7	22.2	0.0	77.8
St. Louis .....	5	20.0	60.0	20.0	40.0	0.0	60.0
Wisconsin .....	7	42.9	28.6	28.6	14.3	14.3	71.4
West/Rocky Mtn. ....	127	36.7	28.1	35.2	33.9	12.6	53.5
Denver .....	12	16.7	58.3	25.0	33.3	8.3	58.3
Los Angeles .....	29	41.4	17.2	41.4	27.6	20.7	51.7
Orange County, CA .....	8	37.5	12.5	50.0	12.5	0.0	87.5
Phoenix .....	10	60.0	20.0	20.0	30.0	10.0	60.0
Portland .....	10	20.0	20.0	60.0	50.0	30.0	20.0
San Francisco .....	21	14.3	33.3	52.4	52.4	14.3	33.3
San Jose area .....	8	12.5	50.0	37.5	62.5	0.0	37.5
Seattle .....	9	33.3	33.3	33.3	33.3	0.0	66.7

The number of offices reporting both 2004 and 2005 information for the comparative analyses is somewhat smaller than the number shown in the first column. Specific city information may include firms that recruit for additional offices in other cities and/or a few offices in suburban locations. The San Jose area includes offices in Palo Alto, East Palo Alto, Menlo Park, and Mountain View. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Virginia includes offices in Norfolk, Roanoke, Richmond, and Virginia Beach, but not Northern Virginia (McLean, Fairfax, Arlington). Northern New Jersey include offices in Florham Park, Morristown, Newark, Roseland, and Westfield.

# Summer Program Characteristics

Summer programs were typically 10 to 12 weeks long, regardless of firm size, similar to 2004 and 2003. Over 70% of offices reported summer programs of either 10, 11, or 12 weeks, although the lengths reported ranged from 5 to 22 weeks.

- On a regional basis, the Southeast and Midwest varied the most from the norm, with shorter programs, especially 6-week programs, much more common in the Southeast (30%); in the Midwest over half of firms reported holding a 12-week program.
- Areas in the Southeast where 6-week programs were most common include Austin, Charlotte, and Tennessee. Many offices in the Southeast run two 6-week programs.

Most programs again ended in mid-August, as was the case for the previous two summers. The end dates reported ranged from June 17 to as late as the end of September. It should be noted that end dates at a firm may vary from the reported end date depending on specific student circumstances. Some firms reported having no specific end date. The most common ending period reported for 2005 was the week of August 8th, reported by 34% of firms. For the vast majority of offices, their ending date in 2005 was within a week of their ending date in the previous two years. About 12-15% of respondents reported an ending date that was more than a week earlier than in either 2003 or 2004.

# Length of Summer 2005 Programs

	MOST COMMON PROGRAM LENGTHS AND % REPORTING EACH					Median Length	RANGE OF LENGTHS REPORTED (WEEKS)		# of Offices
	6 Weeks	10 Weeks	11 Weeks	12 Weeks	13 Weeks		Minimum Length	Maximum Length	
	<b>Total — All Employers.....</b>	<b>6.0%</b>	<b>23.5%</b>	<b>11.1%</b>	<b>36.8%</b>		<b>9.0%</b>	<b>12</b>	
<b>By Firm Size</b>									
50 or fewer lawyers.....	13.9	26.4	9.7	34.7	2.8	11	6	15	72
51-100 lawyers.....	7.1	27.1	5.7	42.9	8.6	12	6	17	70
101-250 lawyers.....	6.6	21.7	7.5	42.5	8.5	12	6	18	106
251-500 lawyers.....	5.5	17.6	20.9	29.7	9.9	11	6	22	91
501 + lawyers.....	2.7	24.9	11.4	36.8	11.9	12	5	18	185
<b>By Office Size</b>									
25 or fewer lawyers.....	6.7	30.0	11.7	40.0	1.7	11	6	15	60
26-50 lawyers.....	13.0	28.3	7.6	30.4	8.7	11	6	16	92
51-100 lawyers.....	5.7	22.1	9.3	42.1	6.4	12	6	18	140
101+ lawyers.....	2.2	20.4	13.8	35.4	14.4	12	5	22	181
<b>By NALP Region and City/State</b>									
Northeast.....	0.0	31.1	16.7	30.0	7.8	12	9	22	90
Boston.....	0.0	38.9	27.8	27.8	5.6	11	10	13	18
Connecticut.....	0.0	62.5	0.0	25.0	0.0	10	9	12	8
New York City.....	0.0	24.4	17.8	33.3	11.1	12	9	16	45
Toronto.....	0.0	0.0	0.0	0.0	0.0	16	14	22	5
Mid-Atlantic.....	0.9	29.2	15.1	32.1	12.3	12	5	20	106
Northern NJ/Newark area.....	0.0	37.5	50.0	12.5	0.0	11	10	128	
Philadelphia.....	0.0	35.7	28.6	21.4	14.3	11	10	13	14
Pittsburgh.....	0.0	40.0	20.0	20.0	20.0	11	10	13	5
Virginia.....	11.1	22.2	0.0	55.6	0.0	12	6	14	9
Washington, DC/Northern VA area.....	0.0	24.1	13.0	29.6	14.8	12	5	20	54
Wilmington.....	0.0	14.3	0.0	71.4	14.3	12	10	13	7
Southeast.....	29.8	18.3	4.8	22.1	3.8	10	6	16	104
Atlanta.....	16.7	16.7	16.7	41.7	0.0	11	6	12	12
Austin.....	40.0	40.0	0.0	0.0	20.0	10	6	13	5
Charlotte.....	42.9	14.3	0.0	28.6	0.0	8	6	12	7
Dallas.....	31.6	10.5	5.3	0.0	5.3	7	6	14	19
Houston.....	28.6	7.1	7.1	7.1	0.0	8	6	15	14
Miami.....	0.0	60.0	0.0	40.0	0.0	10	10	12	10
North Carolina.....	16.7	0.0	0.0	66.7	16.7	12	6	13	6
Tennessee.....	80.0	0.0	0.0	20.0	0.0	6	6	12	5
Midwest.....	0.0	13.0	6.0	58.0	10.0	12	8	18	100
Chicago.....	0.0	8.0	4.0	60.0	12.0	12	10	17	25
Cincinnati.....	0.0	14.3	28.6	42.9	0.0	12	10	18	7
Indianapolis.....	0.0	16.7	16.7	66.7	0.0	12	10	12	6
Kansas City, MO.....	0.0	37.5	0.0	37.5	12.5	12	10	14	8
Michigan.....	0.0	0.0	11.1	44.4	44.4	12	11	13	9
Minneapolis.....	0.0	0.0	0.0	87.5	12.5	12	12	13	8
St. Louis.....	0.0	0.0	16.7	83.3	0.0	12	11	12	6
Wisconsin.....	0.0	28.6	0.0	71.4	0.0	12	10	12	7
West/Rocky Mtn.....	0.0	26.2	13.1	40.0	10.8	12	5	15	130
Denver.....	0.0	41.7	0.0	41.7	8.3	12	10	14	12
Los Angeles.....	0.0	26.7	16.7	33.3	10.0	12	5	14	30
Orange County, CA.....	0.0	0.0	42.9	14.3	14.3	11	7	14	7
Phoenix.....	0.0	25.0	8.3	33.3	16.7	12	10	14	12
Portland.....	0.0	30.0	10.0	30.0	20.0	12	7	13	10
San Francisco.....	0.0	27.3	18.2	27.3	18.2	12	8	15	22
San Jose area.....	0.0	28.6	0.0	57.1	0.0	12	10	14	7
Seattle.....	0.0	0.0	12.5	87.5	0.0	12	11	12	8

Note: Some offices reported that there is no fixed length for their program; they are excluded from this analysis. For offices reporting a range of lengths, generally the larger figure was used. For offices reporting that their program consists of two sessions, e.g., two 6-week sessions, the 6-week figure was used rather than the 12-week total. It should be noted that programs in Ontario are typically longer than 13 weeks. Only law firms are included in the analyses by size. Specific city information may include firms that have summer programs at additional offices in other cities, and/or a few offices in suburban locations. The San Jose area includes offices in Palo Alto, East Palo Alto, Menlo Park, and Mountain View. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Virginia includes offices in Norfolk, Roanoke, Richmond, and Virginia Beach, but not Northern Virginia (McLean, Fairfax, Arlington). Northern New Jersey include offices in Florham Park, Morristown, Newark, Roseland, and Westfield.

## End Dates of Summer 2005 Programs

	MOST COMMON END DATES AND % REPORTING EACH					Median End Date	RANGE OF END DATES REPORTED		# of Offices
	Week of July 25	Week of August 1	Week of August 8	Week of August 15	Week of August 22		Earliest End Date	Latest End Date	
<b>Total — All Employers.....</b>	<b>6.8%</b>	<b>25.7%</b>	<b>33.7%</b>	<b>15.3%</b>	<b>5.4%</b>	<b>08/12</b>	<b>06/17</b>	<b>09/30</b>	<b>502</b>
By Firm Size									
50 or fewer lawyers.....	5.0	8.3	28.3	35.0	5.0	08/15	07/01	09/30	60
51-100 lawyers.....	3.1	17.2	46.9	15.6	4.7	08/12	07/10	09/23	64
101-250 lawyers.....	5.0	27.7	35.6	16.8	5.9	08/12	06/17	09/16	101
251-500 lawyers.....	15.6	31.1	23.3	11.1	4.4	08/05	07/01	09/09	90
501 + lawyers.....	5.0	29.4	36.1	10.6	6.1	08/12	06/17	09/09	180
By Office Size									
25 or fewer lawyers.....	9.6	17.3	19.2	28.8	7.7	08/12	07/22	09/26	52
26-50 lawyers.....	2.3	22.1	39.5	15.1	3.5	08/12	07/01	09/30	86
51-100 lawyers.....	6.7	21.6	35.8	14.2	6.7	08/12	06/17	09/16	134
101 or more lawyers.....	8.0	31.3	34.7	12.5	4.0	08/12	06/17	09/16	176
By NALP Region and City/State									
Northeast.....	2.4	40.0	35.3	9.4	9.4	08/12	07/28	09/02	85
Boston.....	0.0	38.9	55.6	5.6	0.0	08/12	08/04	08/19	18
Connecticut.....	0.0	25.0	62.5	0.0	12.5	08/12	08/04	08/26	8
New York City.....	4.7	58.1	23.3	4.7	4.7	08/05	07/28	09/02	43
Toronto.....	0.0	0.0	0.0	40.0	60.0	08/25	08/19	08/26	5
Mid-Atlantic.....	15.0	26.0	36.0	11.0	2.0	08/11	06/17	09/30	100
Northern NJ/Newark area...	25.0	37.5	25.0	12.5	0.0	08/05	07/29	08/19	8
Philadelphia.....	14.3	42.9	35.7	0.0	0.0	08/05	07/28	08/12	14
Pittsburgh.....	20.0	20.0	60.0	0.0	0.0	08/12	07/29	08/12	5
Virginia.....	0.0	25.0	50.0	0.0	12.5	08/11	07/22	08/24	8
Washington, DC/ Northern VA.....	16.3	20.4	32.7	12.2	2.0	08/12	06/17	09/30	49
Wilmington.....	0.0	14.3	71.4	14.3	0.0	08/12	08/05	08/19	7
Southeast.....	11.2	23.5	21.4	14.3	6.1	08/05	06/17	09/01	98
Atlanta.....	36.4	18.2	18.2	0.0	0.0	07/29	07/04	08/12	11
Charlotte.....	14.3	14.3	0.0	57.1	0.0	08/19	07/29	09/0	17
Dallas.....	0.0	10.5	21.1	26.3	0.0	08/05	06/17	08/19	19
Houston.....	15.4	7.7	15.4	0.0	23.1	07/29	06/24	08/26	13
Miami.....	0.0	20.0	50.0	20.0	0.0	08/12	08/05	08/31	10
North Carolina.....	50.0	16.7	16.7	16.7	0.0	08/01	07/29	08/15	6
Midwest.....	4.3	18.5	39.1	25.0	4.3	08/12	07/29	09/26	92
Chicago.....	0.0	16.7	29.2	25.0	4.2	08/19	08/05	09/09	24
Cincinnati.....	0.0	0.0	57.1	28.6	0.0	08/12	08/11	09/02	7
Indianapolis.....	50.0	33.3	16.7	0.0	0.0	08/01	07/29	08/12	6
Kansas City, MO.....	14.3	14.3	28.6	42.9	0.0	08/12	07/29	08/19	7
Michigan.....	0.0	0.0	62.5	25.0	12.5	08/12	08/12	08/26	8
Minneapolis.....	0.0	28.6	14.3	42.9	14.3	08/19	08/05	08/26	7
St. Louis.....	0.0	16.7	83.3	0.0	0.0	08/12	08/05	08/12	6
Wisconsin.....	0.0	14.3	42.9	42.9	0.0	08/12	08/05	08/20	7
West/Rocky Mtn.....	1.6	23.0	35.7	16.7	5.6	08/12	06/17	09/30	126
Denver.....	0.0	8.3	58.3	25.0	0.0	08/12	08/05	08/31	12
Los Angeles.....	3.4	37.9	34.5	13.8	3.4	08/12	06/17	08/25	29
Orange County, CA.....	0.0	0.0	28.6	14.3	28.6	08/26	08/12	09/02	7
Phoenix.....	0.0	25.0	41.7	16.7	0.0	08/12	07/22	08/31	12
Portland.....	0.0	10.0	30.0	10.0	10.0	08/15	07/31	09/16	10
San Francisco.....	0.0	31.8	31.8	9.1	13.6	08/12	07/10	09/23	22
San Jose area.....	14.3	28.6	42.9	14.3	0.0	08/12	07/29	08/19	7
Seattle.....	0.0	0.0	14.3	0.0	0.0	09/09	08/12	09/30	7

Note: Some offices reported that their summer program has no set ending date; they are excluded from this analysis. The end dates reported by individual offices may or may not apply to the whole class, depending on the firm and specific student circumstances. Only law firms are included in the analyses by size. Specific city information may include firms which have summer programs at additional offices in other cities, and/or a few offices in suburban locations. The San Jose area includes offices in Palo Alto, East Palo Alto, Menlo Park, and Mountain View. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Virginia includes offices in Norfolk, Roanoke, Richmond, and Virginia Beach, but not Northern Virginia (McLean, Fairfax, Arlington). Northern New Jersey include offices in Florham Park, Morristown, Newark, Roseland, and Westfield.

# Outcomes of Summer Programs and Fall Recruiting

A total of 484 employers reported detailed information on the outcomes of their 2005 summer programs and/or of their 2005 fall recruiting. All but a few responses were from law firms; of these law firm responses, about three-quarters were from firms of more than 100 lawyers, and 40% of respondents represented firms of 501 or more lawyers. Firms of 50 or fewer lawyers represented about 11% of respondents. Somewhat more than one-third of respondents were from the Northeast and Mid-Atlantic Regions combined. The Southeast, the Midwest, and the West accounted for 21%, 18%, and 25% of respondents, respectively.

## ■ Outcomes of Summer 2005 Programs

Responding employers reported a combined total of 5,797 individuals from the Classes of 2005 and 2006 participating in their most recent summer programs, with an average class size of 12. The median class size was 6. The fact that the average is considerably above the median, especially in the larger firms, indicates the presence of some relatively large programs. Most, 91%, of participants received an offer for an associate position — the same as in 2004 — and 73% of these offers were accepted — again comparable to 2004. Figures for 2005 thus suggest a small increase in class size compared to the prior three years, but one that has not yet matched the average of 14 and median of 8.5 in 2000. The overall offer rate for the past two years has, however, again matched the 90% mark seen in the late 90's and 2000. Acceptance rates continued to be well above the 66% rate of the late 1990s and 2000.

- Measured in terms of both the average and the median, summer class sizes were larger in the Northeast. Some cities with relatively large firms such as New York, Philadelphia, Atlanta, Dallas, and Chicago not surprisingly had summer programs which on average were far larger than for their respective region as whole. Programs in Wilmington, Miami, Denver, and the Pacific Northwest were among those that were relatively small.
- Average class sizes increased with firm size, as did offer rates. Acceptance rates varied from 70% to 77%, depending on firm size. Offer rates were highest in the Northeast, and in Boston and New York specifically, and

## Outcome of Summer Programs

	SIZE OF PROGRAM		% of Participants Receiving Offers	% of Offers Accepted	# of Offices
	Median	Average			
<b>Total — All Employers.....</b>	<b>6.0</b>	<b>12</b>	<b>90.6%</b>	<b>73.0%</b>	<b>484</b>
By Number of Lawyers Firmwide					
50 or fewer.....	2.0	3	60.4	70.4	51
51-100.....	4.0	4	79.5	76.4	51
101-250.....	8.0	9	84.3	77.1	98
251-500.....	9.0	13	88.2	73.7	87
501+.....	9.0	18	95.3	72.0	194
By Number of Lawyers in Office					
25 or fewer.....	2.0	2	73.9	73.2	50
26-50.....	3.0	4	81.4	71.9	86
51-100.....	5.0	6	87.7	72.1	99
101+.....	14.0	20	94.6	72.3	157
By NALP Region and City/State					
Northeast.....	9.0	21	98.1	77.6	75
Boston area.....	9.0	15	96.5	85.3	15
Connecticut.....	3.0	5	88.0	72.7	5
New York City.....	14.0	25	99.1	76.3	50
Mid-Atlantic.....	7.0	10	91.8	67.4	99
Baltimore.....	4.0	5	80.0	85.0	5
Newark/Northern NJ.....	6.5	8	78.1	90.0	8
Philadelphia.....	13.0	12	93.8	83.5	11
Pittsburgh.....	4.0	7	78.8	68.3	7
Other VA locations.....	5.0	11	95.9	70.4	7
Washington, DC/Northern VA.....	9.5	13	94.4	60.5	50
Wilmington.....	2.0	5	86.7	69.2	6
Southeast.....	6.0	12	80.2	61.5	103
Atlanta.....	10.5	17	93.4	65.9	16
Austin.....	9.0	9	61.1	51.5	6
Charlotte.....	8.5	11	86.8	63.3	8
Dallas.....	15.5	18	79.5	56.0	16
Houston.....	9.0	15	85.3	54.9	13
Miami.....	3.0	4	88.6	83.9	9
Tampa/St. Petersburg.....	3.0	4	77.8	85.7	5
Tennessee.....	8.5	15	61.5	48.2	6
Midwest.....	7.0	12	89.9	79.7	85
Chicago.....	11.0	18	94.4	75.3	22
Michigan.....	4.5	6	84.1	81.1	10
Milwaukee.....	8.0	18	92.7	84.3	7
Minneapolis/St. Paul.....	7.0	10	88.0	85.5	13
Ohio.....	8.0	10	82.8	77.1	12
St. Louis area.....	6.5	10	85.0	88.2	6
West/Rocky Mountain.....	5.0	9	91.0	76.7	122
Denver.....	3.0	4	77.5	71.0	9
Los Angeles area.....	6.0	19	94.2	77.3	26
Orange County, CA.....	4.0	8	90.6	70.8	7
Phoenix.....	4.0	6	92.9	84.6	5
Portland, OR area.....	3.0	5	86.0	83.8	9
San Diego.....	6.0	7	82.5	87.9	6
San Francisco.....	5.0	7	92.4	73.8	22
San Jose area.....	7.0	8	92.2	75.5	13
Seattle area.....	3.0	4	81.8	72.2	10

Note: Figures reflect participation by students in the Classes of 2005 and 2006 during the summer of 2005. Some students in those classes may have participated during the prior summer and received a permanent offer at that time. The number of employers reporting a summer program is shown in the last column. Information by size of firm reflects law firms only. Average figures are rounded to the nearest whole number. City figures may include firms indicating that their summer program information is for multiple offices. City figures may also include acceptances to work in a different office of a firm. Some city figures include a few offices in suburban locations. Orange County includes Costa Mesa, Irvine, and Newport Beach. The San Jose area includes Menlo Park, Palo Alto, East Palo Alto, Redwood City, and San Jose. Other Virginia locations include Richmond, Roanoke and Virginia Beach. Northern NJ includes Florham Park, Morristown, Newark, Roseland, Short Hills, and Westfield.

# Acceptance Rates from Summer 2005 Program

(percent of offices in each range of acceptance rates)

lowest in the Southeast, particularly in Austin and Tennessee. Acceptance rates varied by city and state, from about half in Austin, Dallas, Houston, and Tennessee to 85% or more in Boston, Baltimore, Northern New Jersey, Tampa, Minneapolis, St. Louis, Phoenix, and San Diego.

A different perspective on summer outcomes is provided by examining the distribution of acceptance rates for each of the offices reporting this information. This procedure, unlike that of the previous analysis which is based on volumes, gives equal weight to each office. For example, the acceptance rate for a small firm has equal weight with that of a very large firm. Just over one-third of offices reported acceptance rates of less than 67%; 30% reported acceptance rates between 67% and 99.9%; and 35% reported acceptance rates of 100%. The median acceptance rate was 80%, but in the smallest firms the acceptance rate was typically 100%, and in the largest firms it was most often less than 67%.

- On a regional basis, firms in the Midwest were most likely to report acceptance rates of 100%, followed by firms in the West Rocky Mountain Region. Firms in the Southeast were most likely to have reported acceptance rates of less than 67%. The median acceptance rate was also lower, about 67%, in the Southeast. Half or more of the offices in Atlanta, Dallas, Houston and Tennessee reported acceptance rates of less than 67%, as did most or all of the offices in Austin and Charlotte. In a number of cities and states, such as Baltimore, Newark/Northern NJ, Tampa, Portland, and San Diego, acceptance rates were typically 100%.

	ACCEPTANCE RATES			Median Acceptance Rate	# of Offices
	Less than 67%	67-99.9%	100%		
<b>Total — All Employers .....</b>	<b>35.5%</b>	<b>29.8%</b>	<b>34.7%</b>	<b>80.0%</b>	<b>470</b>
By Number of Lawyers Firmwide					
50 or fewer .....	41.9	2.3	55.8	100.0	43
51-100 .....	34.0	12.0	54.0	100.0	50
101-250 .....	24.0	37.5	38.5	85.7	96
251-500 .....	30.2	37.2	32.6	82.3	86
501+ .....	42.2	33.9	24.0	74.8	192
By Number of Lawyers in Office					
25 or fewer .....	37.2	2.3	60.5	100.0	43
26-50 .....	40.2	7.3	52.4	100.0	82
51-100 .....	43.9	20.4	35.7	75.0	98
101+ .....	33.1	49.7	17.2	78.9	157
By NALP Region and City/State					
Northeast .....	25.7	51.4	23.0	81.1	74
Boston area .....	20.0	46.7	33.3	86.6	15
Connecticut .....	60.0	20.0	20.0	66.7	5
New York City .....	24.0	60.0	16.0	79.5	50
Mid-Atlantic .....	34.7	31.6	33.7	80.0	95
Baltimore .....	20.0	20.0	60.0	100.0	5
Newark/Northern NJ .....	12.5	12.5	75.0	100.0	8
Philadelphia .....	9.1	63.6	27.3	91.7	11
Pittsburgh .....	28.6	28.6	42.9	88.9	7
Other VA locations .....	42.9	28.6	28.6	83.8	7
Washington, DC/Northern VA .....	47.9	33.3	18.8	71.4	48
Wilmington .....	40.0	20.0	40.0	78.6	5
Southeast .....	60.6	14.1	25.3	66.7	99
Atlanta .....	56.3	31.3	12.5	64.0	16
Austin .....	100.0	0.0	0.0	50.0	6
Charlotte .....	87.5	0.0	12.5	65.9	8
Dallas .....	62.5	18.8	18.8	65.2	16
Houston .....	76.9	7.7	15.4	53.3	13
Miami .....	42.9	14.3	42.9	85.7	7
Tampa/St. Petersburg .....	40.0	0.0	60.0	100.0	5
Tennessee .....	80.0	20.0	0.0	45.5	5
Midwest .....	18.5	34.6	46.9	90.9	81
Chicago .....	19.0	38.1	42.9	90.9	21
Michigan .....	22.2	33.3	44.4	85.7	9
Milwaukee .....	0.0	42.9	57.1	100.0	7
Minneapolis/St. Paul .....	30.8	30.8	38.5	86.4	13
Ohio .....	18.2	36.4	45.5	88.9	11
St. Louis area .....	0.0	66.7	33.3	87.3	6
West/Rocky Mountain .....	33.1	24.8	42.1	81.8	121
Denver .....	50.0	25.0	25.0	70.8	8
Los Angeles area .....	30.8	50.0	19.2	76.1	26
Orange County, CA .....	28.6	14.3	57.1	100.0	7
Phoenix .....	20.0	40.0	40.0	80.0	5
Portland, OR area .....	33.3	0.0	66.7	100.0	9
San Diego .....	16.7	16.7	66.7	100.0	6
San Francisco .....	31.8	22.7	45.5	87.4	22
San Jose area .....	38.5	30.8	30.8	76.9	13
Seattle area .....	40.0	10.0	50.0	86.7	10

# ■ First-year Participation in Summer Programs

## Presence of First-Years in Summer Programs

About 60 % of the responding firms reported that their summer 2005 program included one or more first-year (Class of 2007) students. The distribution of firms reporting that they employed one or more first-years is quite similar to that of responding firms as a whole, although the relative frequency of firms of 50 or fewer lawyers and firms in the West/Rocky Mountain Region is somewhat less than that of all respondents.

- These firms collectively employed 920 first-years, with a median of 2 and an average of 3 per firm. Measured by the median and the average, first-year presence is greatest in Charlotte and Houston. In most other cities, the typical number of first-years was two or three.
- Overall, 63% of these first-years received an offer to return for some or all of the summer 2006 program. This figure was notably lower in small firms, however, and on a city-by-city basis ranged from 9% in Connecticut to 88% in Los Angeles.

	NUMBER OF 1Ls		% Receiving Offers to Return Next Summer	# of Offices
	Median	Average		
<b>Total — All Employers</b> .....	<b>2.0</b>	<b>3</b>	<b>62.5%</b>	<b>288</b>
By # of Lawyers Firmwide				
50 or fewer .....	1.0	2	25.6	21
51-100 .....	2.0	2	45.5	25
101-250 .....	2.0	3	60.4	68
251-500 .....	2.0	3	64.9	57
501+ .....	3.0	4	68.0	114
By # of Lawyers in Office				
50 or fewer .....	2.0	2	51.0	57
51-100 .....	1.0	2	56.2	60
101+ .....	3.0	4	68.9	108
NALP Region and City/State				
Northeast .....				
Boston area .....	2.0	2	42.1	11
Connecticut .....	2.0	2	9.1	5
New York City .....	2.0	3	70.3	32
Mid-Atlantic .....	2.0	3	59.0	60
Newark/Northern NJ .....	2.0	2	66.7	5
Philadelphia .....	2.0	2	76.5	8
Pittsburgh .....	3.0	3	40.0	5
Washington, DC/Northern VA .....	2.0	2	62.2	32
Southeast .....	3.0	5	59.0	58
Atlanta .....	4.0	5	77.4	11
Charlotte .....	4.0	7	72.2	5
Dallas .....	3.0	4	37.8	10
Houston .....	4.0	8	59.3	7
Midwest .....	2.0	4	66.2	57
Chicago .....	3.5	3	80.0	8
Indianapolis .....	2.0	4	55.0	5
Michigan .....	3.5	4	70.8	6
Milwaukee .....	3.0	10	71.4	5
Minneapolis/St. Paul .....	2.0	3	50.0	7
Ohio .....	2.0	3	70.0	10
St. Louis area .....	2.5	5	48.4	6
West/Rocky Mountain .....	1.0	2	71.3	62
Denver .....	1.0	1	55.6	7
Los Angeles area .....	3.0	3	88.4	13
Portland, OR area .....	2.0	2	46.7	9
San Francisco .....	1.0	2	81.3	10
San Jose area .....	1.0	2	69.2	7
Seattle area .....	1.5	2	42.9	6

Note: Figures reflect participation by students in the Class of 2007 during the summer of 2005. The number of employers reporting that their summer program included 1Ls is shown in the last column. Information by size of firm reflects law firms only. Average figures are rounded to the nearest whole number. City figures may include firms indicating that they reported for multiple offices. Some city figures include a few offices in suburban locations.

## ■ Hiring for Summer 2006

A total of 437 employers reported issuing an average of 86 callback invitations each to second-year students, or a total of 37,493 callback invitations. The median figure was much lower than the average, 48, again indicating that some employers issued a large number of callback invitations. The average number of invitations was highest by far in the Northeast, over four times the average in the Southeast. Nationwide, 72% of these callback invitations were accepted. Acceptance rates were somewhat lower in the Northeast compared with other regions. The level of activity is somewhat higher than in 2004, when the average and median number of callback invitations were 82 and 42, respectively. Despite increases over the past five years, the volume of interviewing has not yet returned to the level in 2000, when the average was 95 and the median was 55.

- About 60% of callback interviews resulted in an offer, with employers averaging 37 offers each. The median number of offers was 16. The percentage of callback interviews resulting in an offer was considerably lower in firms of 100 lawyers or less, and somewhat higher in the largest firms. These percentages were also somewhat lower in the Mid-Atlantic, Midwest, and West/Rocky Mountain Regions and somewhat higher in the Northeast. Employers in the Southeast, Midwest, and West/Rocky Mountain Regions made the fewest offers, with medians of 11, 13, and 12, respectively, and averages of 24, 28, and 26, respectively. This compares with a median of 84 and an average of 85 in the Northeast. It is also

worth noting that the offer rate has been on an upward track since hiring for summer 2003, but that it is still less than a figure of about 63% for the summers of 2000 and 2001.

- Some cities and states departed from their regional norm with respect to offers made. For example, firms in Washington, D.C., Atlanta, Dallas, Chicago, San Jose and Orange County, CA reported relatively high offer rates compared to their regions as a whole, whereas the opposite was true in a number of cities including Pittsburgh, Baltimore, Miami, St. Louis, and Portland. Offer rates were highest in Atlanta, at 71%, followed by Dallas, Houston, and Orange County at about 67%. This contrasts with rates of less than one-third in Denver and Portland.
- Overall, just under one-third of offers were accepted, a figure that comports with recent years. A larger percentage of offers from firms in the Southeast were accepted — 41% — while acceptance rates were lower in the Northeast — 25%. Acceptance rates were highest at firms of 100 or fewer lawyers and at offices of 50 or fewer lawyers.
- At the city and state level, acceptance rates were lowest at firms in New York, Washington, D.C., Chicago, and San Francisco, where between 24% and 27% of offers were accepted. Acceptance rates were highest in Austin, Charlotte, Tampa, Tennessee, and Indianapolis where between 50% and 60% of offers were accepted.

### Footnote to table on opposite page:

Note: Figures for callback invitations and outcomes are based on 437 employers issuing a total of 37,493 callback invitations and do not include 88 offices which did not report the number of callbacks and interviews. Figures for offers and offer outcomes are based on 475 employers making a total of 17,676 offers. About 9% of all survey respondents reported that they did not recruit second-year students. Median and average offer figures are based on all 475 employers who recruited second-year students, even though a few ultimately made no offers as a result of callback invitations. The number of offices reporting interviewing second-year students is shown in the last column. Information by size of firm reflects law firms only. Averages are rounded to the nearest whole number. City figures may include firms indicating that they recruit for multiple offices. City figures may also include acceptances to work in a different office of a firm. Some city figures include a few offices in suburban locations. The San Jose area includes Menlo Park, Palo Alto, East Palo Alto, Redwood City, and San Jose. Other Virginia locations include Richmond, Roanoke and Virginia Beach. Northern NJ includes Florham Park, Morristown, Newark, Roseland, Short Hills, and Westfield.

## Outcomes of Callback Invitations to and Interviews of Class of 2007 Students for Summer 2006 Positions

	NUMBER OF CALLBACK INVITATIONS		% of Callback Invitations Accepted	% of Callback Invitations Resulting in Offer	NUMBER OF OFFERS EXTENDED		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
<b>Total — All Employers</b> .....	<b>48.0</b>	<b>86</b>	<b>72.3%</b>	<b>59.6%</b>	<b>16.0</b>	<b>37</b>	<b>30.3%</b>	<b>475</b>
By Number of Lawyers Firmwide								
50 or fewer.....	10.0	12	86.3	39.9	4.0	4	52.7	45
51-100 .....	22.0	27	84.5	38.8	6.0	9	48.0	48
101-250 .....	48.0	55	77.5	49.3	17.0	21	37.5	98
251-500 .....	51.0	86	72.5	59.3	19.0	38	29.4	89
501+.....	79.5	130	70.2	63.8	31.0	60	28.3	195
By Number of Lawyers in Office								
25 or fewer.....	10.0	14	73.6	45.0	3.0	5	39.0	51
26-50 .....	19.0	25	74.2	45.6	5.0	8	38.5	86
51-100 .....	41.0	54	71.3	49.0	13.0	18	32.4	97
101+.....	100.5	150	71.9	64.8	47.0	70	27.6	157
By NALP Region and City/State								
Northeast .....	133.5	202	66.1	64.4	45.0	84	24.8	77
Boston area .....	79.0	117	75.0	55.5	36.0	50	31.8	15
Connecticut.....	37.5	38	66.5	49.0	12.5	13	32.0	6
New York City.....	202.0	259	64.9	66.3	69.5	111	23.4	50
Mid-Atlantic .....	65.5	84	74.1	56.5	21.5	35	29.0	94
Baltimore .....	40.0	30	91.9	37.5	8.0	10	41.2	5
Newark/Northern NJ.....	37.0	57	82.7	41.9	10.0	16	36.2	8
Philadelphia .....	116.0	108	72.3	44.5	42.0	35	30.2	11
Pittsburgh .....	32.0	44	86.6	34.3	6.0	13	42.9	7
Other VA locations.....	29.5	56	87.2	53.2	11.5	26	43.6	6
Washington, DC/Northern VA....	89.5	108	71.5	64.0	34.5	51	26.2	48
Wilmington.....	15.0	36	76.7	44.9	5.0	12	43.5	5
Southeast .....	30.0	49	79.8	60.6	11.0	24	40.7	101
Atlanta .....	78.0	87	78.1	71.1	40.0	49	34.2	15
Austin.....	21.0	22	92.2	47.2	6.0	10	59.7	7
Charlotte .....	51.0	51	80.7	48.2	21.5	20	51.0	8
Dallas.....	71.0	84	75.5	66.9	33.5	41	38.8	16
Houston .....	46.0	60	79.8	66.6	18.0	32	35.3	12
Miami .....	25.0	30	82.3	36.0	8.0	9	37.3	9
Tampa/St. Petersburg .....	12.0	17	86.3	42.0	4.5	6	56.8	6
Tennessee.....	20.0	45	81.2	50.3	8.0	18	56.0	5
Midwest.....	44.0	67	79.6	54.2	13.0	28	34.5	83
Chicago .....	109.0	118	78.1	63.8	33.5	56	27.4	22
Indianapolis .....	28.0	23	94.8	39.1	5.0	9	53.5	5
Michigan .....	35.0	48	78.2	48.5	11.0	16	41.7	9
Milwaukee.....	57.5	129	70.9	49.4	21.0	39	35.1	7
Minneapolis/St. Paul.....	43.0	48	82.3	56.6	12.0	24	42.5	13
Ohio .....	28.0	34	81.8	39.1	9.0	15	46.9	10
St. Louis area .....	55.5	44	92.9	34.4	12.0	14	45.9	6
West/Rocky Mountain .....	36.0	55	72.7	56.6	12.0	26	32.3	120
Denver .....	22.0	23	94.6	30.9	6.0	7	47.5	9
Los Angeles area.....	51.0	99	72.9	60.8	19.0	67	31.1	25
Orange County, CA .....	23.0	38	72.4	67.5	12.0	19	40.5	7
Portland, OR area.....	26.5	34	84.2	30.0	5.0	7	45.8	8
San Diego.....	51.0	44	78.2	56.4	15.5	17	32.0	6
San Francisco.....	55.0	67	63.8	55.1	15.0	24	27.2	23
San Jose area .....	49.0	59	70.5	63.8	20.5	26	29.3	14
Seattle area .....	13.5	23	92.5	44.5	4.0	9	48.1	9

(See footnote on opposite page.)

# Acceptance Rates for Summer 2006 Program

(percent of offices in each range of acceptance rates)

Grouping offices according to their individual acceptance rates, about 42% of offices reported acceptance rates of less than 33%; 24% of offices reported acceptance rates between 33% and 49.9%; and 34% reported acceptance rates of 50% or more. The median acceptance rate was about 36%.

- Small offices and firms more frequently reported acceptance rates in excess of 50%, as did offices in the Southeast and Midwest. At the city and state level, median acceptance rates and the percent of offices reporting acceptance rates of more than 50% were highest in Virginia locations other than Northern Virginia, Austin, Charlotte, Denver, and Seattle. In contrast, nearly all offices in Boston and New York reported acceptance rates of less than 33%, as did almost two-thirds of offices in Philadelphia, Chicago, Los Angeles, San Diego, and San Jose.

	ACCEPTANCE RATES			Median Acceptance Rate	# of Offices
	Less than 33%	33-49.9%	50% or More		
<b>Total — All Employers .....</b>	<b>41.7%</b>	<b>24.5%</b>	<b>33.8%</b>	<b>36.4%</b>	<b>470</b>
By Number of Lawyers Firmwide					
50 or fewer .....	12.2	12.2	75.6	50.0	41
51-100 .....	14.6	25.0	60.4	55.6	48
101-250 .....	31.6	29.6	38.8	43.4	98
251-500 .....	44.9	23.6	31.5	35.0	89
501+ .....	58.2	24.7	17.0	29.4	194
By Number of Lawyers in Office					
25 or fewer .....	30.6	16.3	53.1	50.0	49
26-50 .....	29.8	13.1	57.1	50.0	84
51-100 .....	37.1	32.0	30.9	37.5	97
101+ .....	62.4	26.1	11.5	29.4	157
By NALP Region and City/State					
Northeast .....					
Northeast .....	71.1	13.2	15.8	27.5	76
Boston area .....	78.6	7.1	14.3	27.8	14
Connecticut .....	50.0	33.3	16.7	33.8	6
New York City .....	80.0	12.0	8.0	22.1	50
Mid-Atlantic .....					
Mid-Atlantic .....	53.2	20.2	26.6	31.5	94
Baltimore .....	20.0	40.0	40.0	36.0	5
Newark/Northern NJ .....	37.5	25.0	37.5	34.3	8
Philadelphia .....	63.6	18.2	18.2	27.9	11
Pittsburgh .....	14.3	28.6	57.1	50.0	7
Other VA locations .....	16.7	16.7	66.7	52.1	6
Washington, DC/Northern VA ..	72.9	14.6	12.5	28.1	48
Wilmington .....	20.0	20.0	60.0	50.0	5
Southeast .....					
Southeast .....	23.0	32.0	45.0	43.8	100
Atlanta .....	53.3	20.0	26.7	31.0	15
Austin .....	14.3	0.0	85.7	61.9	7
Charlotte .....	0.0	25.0	75.0	51.0	8
Dallas .....	25.0	62.5	12.5	40.3	16
Houston .....	41.7	58.3	0.0	36.4	12
Miami .....	25.0	37.5	37.5	38.1	8
Tampa/St. Petersburg .....	33.3	16.7	50.0	54.4	6
Tennessee .....	0.0	40.0	60.0	50.0	5
Midwest .....					
Midwest .....	28.4	29.6	42.0	43.1	81
Chicago .....	63.6	22.7	13.6	27.9	22
Michigan .....	25.0	50.0	25.0	43.8	8
Milwaukee .....	14.3	28.6	57.1	50.0	7
Minneapolis/St. Paul .....	15.4	53.8	30.8	41.7	13
Ohio .....	20.0	20.0	60.0	60.6	10
St. Louis area .....	16.7	33.3	50.0	51.9	6
West/Rocky Mountain .....					
West/Rocky Mountain .....	38.7	25.2	36.1	37.5	119
Denver .....	11.1	22.2	66.7	50.0	9
Los Angeles area .....	60.0	20.0	20.0	28.6	25
Orange County, CA .....	28.6	28.6	42.9	43.1	7
Portland, OR area .....	25.0	25.0	50.0	52.5	8
San Diego .....	66.7	33.3	0.0	30.6	6
San Francisco .....	47.8	26.1	26.1	33.3	23
San Jose area .....	64.3	21.4	14.3	30.3	14
Seattle area .....	0.0	22.2	77.8	75.0	9

## ■ Third-Year Hiring

Recruiting of third-year students not previously employed by the employer was reported by 211 employers, or about 40% of survey respondents. The median number of callback invitations was 5, and the average was 10. This level of activity is similar to that for 2004. However, compared with fall 2002, activity in each of the three most recent years has been both higher and more widespread. In 2002, about 25% of respondents recruited third-years, extending a median of 4.5 and an average of 7 callback invitations. In fall 2000, about the same percentage of respondents reported third-year recruiting as in fall 2003, but the level of activity was much higher, with the median and average number of callbacks at 8 and 17, respectively.

By either measure, the level of activity was highest by far in the Northeast, with a median of 14 and an average of 20 callback invitations. Among cities and states, New York City, not surprisingly, along with Boston, reported the greatest volume. Nationwide, about 87% of callback invitations were accepted, a figure that varied only some by firm size and region.

- About 42% of interviews resulted in an offer, with a median of 2 and an average of 4 offers made. This offer rate and volume is similar to that in 2004 and has increased some in recent years, but not to the level of 2000, when the median and average were 3 and 7, respectively. Offer rates were lowest in the smallest firms and in the West/Rocky Mountain Region. For example, almost half of interviews conducted by firms of more than 500 lawyers resulted in an offer, compared with a figure of 25% in firms of 100 or fewer lawyers. The figure of 33% in the West/Rocky Mountain Region contrasts with 52% in the Southeast. Offer rates were highest in Atlanta and Washington, D.C., followed by New York, St. Louis, and Orange County, CA. Offer rates were lowest in Connecticut in Los Angeles.

## Outcomes of Callback Invitations to and Interviews of Class of 2006 Students for Associate Positions

	NUMBER OF CALLBACK INVITATIONS		% of Callback Invitations Accepted	% of Callback Invitations Resulting in Offer	NUMBER OF OFFERS EXTENDED		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
<b>Total — All Employers</b>	<b>5.0</b>	<b>10</b>	<b>87.1%</b>	<b>42.4%</b>	<b>2.0</b>	<b>4</b>	<b>53.4%</b>	<b>211</b>
By Number of Lawyers Firmwide								
100 or few .....	4.0	6	89.5	25.2	1.0	1	69.0	29
101-250 .....	4.0	10	83.1	33.7	2.0	3	54.0	37
251-500 .....	4.5	8	91.6	37.9	2.0	3	64.5	33
501+ .....	6.0	12	86.9	48.1	2.0	6	49.4	110
By Number of Lawyers in Office								
50 or fewer .....	3.0	4	84.7	32.7	1.0	1	55.9	49
51-100 .....	6.0	10	90.4	40.7	1.5	3	45.0	32
101+ .....	6.0	14	86.0	47.0	3.0	5	52.8	90
By NALP Region and City/State								
Northeast .....	14.0	20	87.3	43.8	3.0	7	49.6	49
Boston area .....	14.5	14	87.7	40.0	3.0	4	50.0	9
Connecticut .....	4.0	12	88.5	27.8	2.0	3	80.0	5
New York City .....	13.0	24	86.8	45.8	4.5	9	47.1	32
Mid-Atlantic .....	4.0	8	87.6	45.3	1.0	3	49.3	47
Washington, DC/ Northern VA .....	4.0	9	84.8	53.2	1.0	4	46.2	30
Southeast .....	2.0	4	89.7	51.9	1.0	3	68.0	29
Atlanta .....	2.0	5	89.5	50.0	2.0	2	83.3	9
Midwest .....	6.0	9	85.0	42.5	2.5	3	60.8	36
Chicago .....	6.0	18	83.5	42.9	3.5	6	52.4	10
St. Louis area .....	6.0	6	77.4	45.8	3.0	2	81.8	5
West/Rocky Mountain .....	5.0	8	87.1	33.3	2.0	4	51.4	50
Los Angeles area .....	5.0	8	97.6	30.0	2.0	10	58.8	11
Orange County, CA .....	5.0	8	86.8	45.5	3.0	3	46.7	5
San Francisco .....	12.0	13	81.2	34.7	2.5	4	29.7	10
San Jose area .....	7.0	7	80.3	32.1	1.5	2	35.0	10

Note: Figures for callback invitations and outcomes are based on 192 employers issuing a total of 1,744 callback invitations and do not include 19 offices which did not report the number of callbacks and interviews. Figures for offers and offer outcomes are based on 211 employers making a total of 904 offers. About 60% of all survey respondents reported that they did not recruit third-year students. Median and average offer figures are based on all 211 employers who recruited third-year students, even though some ultimately made no offers as a result of callback invitations. The number of offices reporting interviewing third-year students is shown in the last column. Information by size of firm reflects law firms only. Averages are rounded to the nearest whole number. City figures may include firms indicating that they recruit for multiple offices. City figures may also include acceptances to work in a different office of a firm. Some city figures include a few offices in suburban locations. The San Jose area includes Menlo Park, Palo Alto, East Palo Alto, Redwood City, and San Jose. Other Virginia locations include Richmond, Roanoke and Virginia Beach. Northern NJ includes Florham Park, Morristown, Newark, Roseland, Short Hills, and Westfield.

- About 53% of offers made to third-year students were accepted. On a regional basis, the acceptance rate was considerably higher in the Southeast. For individual cities, acceptance rates ranged from about 30% in San Francisco to over 80% in Atlanta and St. Louis.
- About 16% of offices reported acceptance rates of less than 25%, and 37% reported that their acceptance rate was 100%. Firms of fewer than 100 and 251-500 lawyers were least likely to report acceptance rates of less than 25%, and also most likely to report 100% acceptance rates. The median acceptance rate was 60%.
- On a regional basis, the percentage of offices in which the acceptance rate was 100% ranged from about 23% in the Northeast to over 59% in the Southeast. The majority of offices reporting from Atlanta had a 100% acceptance rate, but few in Boston, Chicago, and the San Francisco Bay area did.

## Acceptance Rates for Third-Year Hiring

(percent of offices in each range of acceptance rates)

	ACCEPTANCE RATES			Median Acceptance Rate	# of Offices
	Less than 25%	25-99.9%	100%		
<b>Total — All Employers</b> .....	<b>16.0%</b>	<b>47.4%</b>	<b>36.6%</b>	<b>60.0%</b>	<b>175</b>
By Number of Lawyers Firmwide					
100 or fewer.....	8.7	21.7	69.6	100.0	23
101-250 .....	23.3	46.7	30.0	50.0	30
251-500 .....	3.7	40.7	55.6	100.0	27
501+.....	19.4	54.8	25.8	50.0	93
By Number of Lawyers in Office					
50 or fewer.....	21.9	31.3	46.9	63.3	32
51-100 .....	16.0	52.0	32.0	66.7	25
101+.....	14.6	53.7	31.7	54.4	82
By NALP Region and City					
Northeast .....	18.2	59.1	22.7	50.0	44
Boston area .....	16.7	66.7	16.7	56.7	6
Connecticut.....	20.0	40.0	40.0	88.9	5
New York City.....	20.0	60.0	20.0	50.0	30
Mid-Atlantic .....	25.0	36.1	38.9	52.8	36
Washington, DC/Northern VA.....	32.0	40.0	28.0	50.0	25
Southeast .....	9.1	31.8	59.1	100.0	22
Atlanta .....	0.0	25.0	75.0	100.0	8
Midwest .....	3.6	57.1	39.3	70.8	28
Chicago .....	0.0	90.0	10.0	55.0	10
West/Rocky Mountain .....	17.8	46.7	35.6	52.2	45
Los Angeles area.....	9.1	36.4	54.5	100.0	11
Orange County, CA .....	0.0	80.0	20.0	50.0	5
San Francisco.....	50.0	37.5	12.5	28.3	8
San Jose area .....	25.0	62.5	12.5	33.3	8