

Perspectives on Fall 2006 Law Student Recruiting

Recruiting Competition Intensifies, While Legal Hiring Levels Remain Steady

All of the markers that measure the strength of hiring of new lawyers, such as recruiting for summer programs and summer program outcomes, have remained steady over the last several years. Based on information provided by NALP members about fall 2006 recruiting, the market for entry-level legal employment has maintained its fast pace, and is showing signs of increasing competition. Summer program size, whether measured by the average or median, has been steady for six years, but is still below the level of the late nineties. Recently, however, offer rates have been up and acceptance rates are down, evidence of increased competition. At the same time, the average number of offers made by employers to 2Ls for summer positions remained at 37 offers per firm for the 2007, the same as for summer 2006, and highest since fall 2000. Moreover, the acceptance rate for summer programs has dropped to the level of the late nineties, suggesting more competition for summer hires. 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 2007 and 2008 face reasonably good prospects for employment.

A 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
2006	6	11	90.8	73.4	15	37	62.7	28.8

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 fall 2006, providing comparisons with fall 2005 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 2006 summer programs and of fall recruiting for both second-year summer associates and entry-level associates, based on the “Snapshot Survey of the 2006 Recruiting Season.”

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 2009) students and current third-year (Class of 2007) students for summer associate positions is not included. Documentation of hires from the Class of 2006 includes only those who participated in a summer program after graduation. Results of survey questions on lateral hiring were reported in the March 2007 *NALP Bulletin*.

Fall 2006 Recruiting Activity

■ Law School Perspective

A total of 125 law schools, about two-thirds of NALP’s U.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 2005.

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.

- About 40% of schools reported an increase of 5% or more in the number of employers on campus in fall 2006 compared with fall 2005, but a nearly equal percentage, 42%, reported a change of less than 5%. Almost 28% reported an increase of more than 10%, and the remainder reported decrease of 5% or more. With respect to bundling of resumes, schools were more likely to report an increase of more than 10% (42%) than to report a decrease of more than 10% (29%).
- Regional differences were not as marked as in previous years. In every region, schools were most likely to have reported a change of 10% or less. Decreases of 5% or more were most likely in the Southeast; increases of more than 10% were most likely in the Mid-Atlantic and West/Rocky Mountain Regions. Schools in the Southeast and Midwest were most likely to report an increase of more than 10% in resume bundling, with about 45% doing so. Over one-third 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, but also were most likely to report a decrease of 5% or more in the number of employers on campus. Most schools, particularly larger ones, are either maintaining or decreasing the number of employers for whom they bundle resumes, reflecting changing technology in this realm.

- Overall, the volume of employers on campus exceeded the volume of employers for whom resumes were bundled by more than two to one. This figure was higher in the Southeast and West/Rocky Mountain Regions. Analyses of how individual schools are distributed on this measure show that for 61% of schools in the Northeast and almost half in the Mid-Atlantic Region, the ratio was less than 1.5.
- Three-quarters of schools participated in five or more job fairs and almost half participated in eight or more. Regional contrasts are notable. Most schools reporting from the Mid-Atlantic Region participated in eight or more job fairs. In the Northeast, 56% of reporting schools participated in eight or more job fairs, and nearly all participated in five or more. Among schools in the West/Rocky Mountain Region, in contrast, 40% participated in fewer than five job fairs. As was the case last year, only a handful of schools reported no job fair participation.
- About 40% of schools reported no change in job fair participation; this figure was highest among the largest schools and those in the West/Rocky Mountain Region. Schools in the Midwest and smaller schools were most likely to have increased job fair participation.

Comparison of Fall 2006 and Fall 2005 On-Campus Recruitment Activity, As Reported by Schools (percent or number of schools in each category)

	Total	NALP REGION					FALL 2006 JD ENROLLMENT		
		Northeast	Mid-Atlantic	Southeast	Midwest	West/RM	Fewer than 550	550-750	More than 750
# of employers on campus:									
Increase of more than 10%	27.7%	29.4%	31.6%	24.1%	26.5%	30.0%	32.1%	26.1%	26.7%
Increase of 5-10%	11.8	11.8	10.5	10.3	14.7	10.0	7.1	21.7	4.4
Change of less than 5%	42.0	41.2	47.4	41.4	41.2	40.0	35.7	34.8	53.3
Decrease of 5% or more	18.5	17.6	10.5	24.1	17.6	20.0	25.0	17.4	15.6
Number of schools reporting	119	17	19	29	34	20	28	46	45
# of employers for whom resumes were bundled:									
Increase of 50% or more	17.2	17.6	0.0	24.1	18.2	22.2	14.8	21.7	14.0
Increase of 10.1- 49.9%	25.0	23.5	36.8	20.7	27.3	16.7	29.6	26.1	20.9
Change 10% or less	28.4	29.4	36.8	31.0	21.2	27.8	29.6	30.4	25.6
Decrease of more than 10%	29.3	29.4	26.3	24.1	33.3	33.3	25.9	21.7	39.5
Number of schools reporting	116	17	19	29	33	18	27	46	43

Comparison of Employers on Campus and Resume Bundling Activity

	Total	NALP REGION					FALL 2006 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*	2.2	1.8	1.8	2.8	2.2	3.0	1.6	1.8	2.7
Distribution of schools on ratio of employers on campus to employers for whom resumes were bundled									
Less than 1.5	32.8%	61.1%	47.4%	18.8%	22.9%	33.3%	27.6%	34.8%	34.0%
1.5 - 3.0	36.1	16.7	47.4	37.5	40.0	33.3	37.9	34.8	36.2
More than 3.0	31.1	22.2	5.3	43.8	37.1	33.3	34.5	30.4	29.8
Median ratio	2.1	1.3	1.6	2.5	2.5	2.5	2.2	2.1	1.9
Number of schools reporting	122	18	19	32	35	18	29	46	47

* These 122 schools collectively reported 12,162 employers on campus and 5,522 employers for whom resumes were bundled.

Job Fair Participation, Fall 2006, as Reported by Schools

(percent or number of schools in each category)

	Total	NALP REGION					FALL 2006 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	25.6%	11.1%	25.0%	28.1%	22.9%	40.0%	45.2%	19.6%	18.8%
5-7	25.6	33.3	5.0	25.0	28.6	35.0	38.7	23.9	18.8
8 or more	48.8	55.6	70.0	46.9	48.6	25.0	16.1	56.5	62.5
Number of schools reporting	125	18	20	32	35	20	31	46	48
Change in # of Job Fairs Compared with Fall 2005									
Decrease	7.4	5.9	5.0	10.0	8.6	5.3	6.9	4.3	10.9
No change	40.5	41.2	50.0	36.7	25.7	63.2	34.5	37.0	47.8
Increase	52.1	52.9	45.0	53.3	65.7	31.6	58.6	58.7	41.3
Number of schools reporting	121	17	20	30	35	19	29	46	46

■ Employer Perspective

About 375 employers provided information on their recruiting activity and/or summer program characteristics. Most of these were law offices, with most responses from firms of more than 100 lawyers.

Nationwide, the median number of schools at which employers recruited was 9. Just over one-third of respondents visited more schools in 2006 compared to 2005; 42% visited the same number of schools.

- For firms of 50 or fewer lawyers and 51-100 lawyers, the medians were 2.5 and 6, respectively. The median was highest, 16, at firms of 501-700 lawyers. It is also the case that for small offices, regardless of overall firm size, the median was 4 or fewer schools.
- Firms of more than 700 lawyers were most likely to have increased the number of schools at which they interviewed, with almost half reporting an increase. Very few visited fewer schools. In contrast, firms of 50 or fewer lawyers were most likely not to have changed the number of schools visited.
- On a regional basis, the median number of schools ranged from 7 in the Southeast to 12.5 in the Northeast. Employers in the Northeast were also most likely to interview at 15 or more schools. About 39% did so, a frequency more than twice that of employers in

the Southeast. Employers in the Northeast and West/Rocky Mountain Regions were most likely to have interviewed at more schools in 2006 compared with 2005, but a similar percentage reported no change in the number. Employers in the Southeast 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 Houston and Minneapolis were much more likely to have increased the number of schools visited than were firms in their respective regions as a whole; employers in Philadelphia visited more schools than average — a median of 12 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 11 schools, compared with the regional median of 7. Just over 41% of firms in the West/Rocky Mountain Region visited the same number of schools, but more than two-thirds of the firms reporting from Denver did so; in contrast, just a quarter of the firms reporting from Phoenix and the San Francisco Bay area visited the same number.

Fall 2006 On-Campus Interviewing Activity and Comparison with Fall 2005, 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 2005		
		4 or Fewer	5-8	9-14	15 or More	Median	Increase	Decrease	No Change
Total — All Employers	308	24.4%	24.0%	25.6%	26.0%	9.0	35.4%	22.2%	42.4%
Firms of 50 or fewer lawyers.....	20	75.0	25.0	0.0	0.0	2.5	25.0	20.0	55.0
Offices of 25 or fewer lawyers	5	80.0	20.0	0.0	0.0	3.0	40.0	40.0	20.0
Offices of 26-50 lawyers.....	10	60.0	40.0	0.0	0.0	3.5	20.0	20.0	60.0
Firms of 51-100 lawyers	24	41.7	41.7	12.5	4.2	6.0	21.7	30.4	47.8
Offices of 51-100 lawyers.....	15	26.7	53.3	13.3	6.7	6.0	26.7	26.7	46.7
Firms of 101-250 lawyers	83	19.3	33.7	30.1	16.9	8.0	34.6	19.8	45.7
Offices of 51-100 lawyers.....	7	57.1	28.6	14.3	0.0	4.0	33.3	16.7	50.0
Offices of 101-250 lawyers.....	27	18.5	25.9	33.3	22.2	9.0	42.3	23.1	34.6
Firms of 251-500 lawyers	61	23.0	14.8	36.1	26.2	10.0	28.3	30.0	41.7
Offices of 25 or fewer lawyers	5	100.0	0.0	0.0	0.0	1.0	0.0	0.0	100.0
Offices of 26-50 lawyers.....	8	62.5	25.0	12.5	0.0	4.0	50.0	12.5	37.5
Offices of 51-100 lawyers.....	10	10.0	50.0	40.0	0.0	7.5	0.0	20.0	80.0
Offices of 101-250 lawyers.....	17	5.9	5.9	70.6	17.6	13.0	31.3	56.3	12.5
Firms of 501-700 lawyers	31	12.9	22.6	12.9	51.6	16.0	29.0	25.8	45.2
Offices of 51-100 lawyers.....	5	0.0	40.0	20.0	40.0	9.0	60.0	20.0	20.0
Offices of 101-250 lawyers.....	6	0.0	50.0	16.7	33.3	10.0	16.7	33.3	50.0
Offices of 251+ lawyers.....	7	0.0	0.0	0.0	100.0	21.0	42.9	14.3	42.9
Firms of 701 or more lawyers	84	16.7	17.9	28.6	36.9	12.0	49.4	15.7	34.9
Offices of 26-50 lawyers.....	19	52.6	31.6	10.5	5.3	4.0	36.8	21.1	42.1
Offices of 51-100 lawyers.....	18	5.6	38.9	44.4	11.1	9.0	38.9	16.7	44.4
Offices of 101-250 lawyers.....	21	4.8	4.8	42.9	47.6	14.0	45.0	15.0	40.0
Offices of 251+ lawyers.....	9	0.0	0.0	11.1	88.9	23.0	66.7	22.2	11.1

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 2005 and 2006 information for the comparative analyses is somewhat smaller than the number shown in the first column.

Fall 2006 On-Campus Interviewing Activity and Comparison with Fall 2005, 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 2005		
		4 or Fewer	5-8	9-14	15 or More	Median	Increase	Decrease	No Change
All Firms	303	24.1%	24.4%	25.7%	25.7%	9.0	35.2%	22.1%	42.6%
Northeast.....	46	10.9	21.7	28.3	39.1	12.5	43.5	17.4	39.1
Boston.....	8	25.0	12.5	37.5	25.0	10.5	37.5	12.5	50.0
New York City.....	32	6.3	21.9	25.0	46.9	14.0	46.9	15.6	37.5
Mid-Atlantic.....	57	26.3	26.3	15.8	31.6	8.0	31.6	24.6	43.9
Northern NJ/Newark area.....	5	20.0	80.0	0.0	0.0	7.0	40.0	40.0	20.0
Philadelphia.....	9	11.1	22.2	44.4	22.2	12.0	22.2	44.4	33.3
Washington, DC/Northern VA area.....	24	12.5	25.0	16.7	45.8	10.5	45.8	16.7	37.5
Wilmington.....	5	40.0	20.0	0.0	40.0	6.0	40.0	40.0	20.0
Southeast.....	66	36.4	25.8	19.7	18.2	7.0	20.0	27.7	52.3
Atlanta.....	8	12.5	12.5	37.5	37.5	11.0	12.5	37.5	50.0
Charlotte.....	8	37.5	37.5	12.5	12.5	6.5	25.0	25.0	50.0
Dallas.....	11	27.3	18.2	36.4	18.2	9.0	0.0	36.4	63.6
Houston.....	7	28.6	14.3	28.6	28.6	11.0	42.9	14.3	42.9
Midwest.....	56	21.4	17.9	28.6	32.1	10.0	39.3	25.0	35.7
Chicago.....	18	11.1	22.2	22.2	44.4	11.5	61.1	16.7	22.2
Michigan.....	5	20.0	60.0	20.0	0.0	6.0	20.0	40.0	40.0
Minneapolis.....	5	0.0	20.0	20.0	60.0	16.0	80.0	0.0	20.0
Missouri.....	7	28.6	14.3	57.1	0.0	9.0	0.0	42.9	57.1
Ohio.....	12	25.0	8.3	25.0	41.7	12.0	33.3	33.3	33.3
West/Rocky Mountain.....	77	22.1	27.3	35.1	15.6	9.0	43.8	15.1	41.1
Denver.....	6	66.7	16.7	16.7	0.0	2.5	33.3	0.0	66.7
Los Angeles/Orange County.....	26	3.8	26.9	46.2	23.1	10.5	48.0	12.0	40.0
Phoenix.....	6	0.0	50.0	50.0	0.0	8.0	50.0	25.0	25.0
Portland.....	6	33.3	16.7	50.0	0.0	8.5	33.3	16.7	50.0
San Francisco Bay area.....	17	17.6	35.3	23.5	23.5	7.0	50.0	25.0	25.0

The number of offices reporting both 2005 and 2006 information for the comparative analyses is somewhat smaller than the number shown in the first column. Specific city information may include firms which recruit for additional offices in other cities, and/or a few offices in suburban locations. The San Francisco area includes offices in San Francisco Palo Alto and East Palo Alto, Menlo Park, and Redwood City. Los Angeles/Orange County includes offices in Los Angeles, Riverside, and Orange County. Northern New Jersey includes offices in Morristown, Newark, and Westfield.

About 21% of responding employers participated in no job fairs, and 51% of employers participated in the same number of job fairs in 2005 and 2006.

- About 68% of firms of 50 or fewer lawyers and one-third of firms of 51-100 lawyers did not participate in any job fairs. The majority of small offices, regardless of firm size, participated in fewer than two job fairs.
- Small firms and small offices generally participated in the same number of job fairs in 2005 and 2006. Over 80% of the largest firms of 501 or more lawyers maintained or increased their job fair participation.

- On a regional basis, firms in the Northeast and West/Rocky Mountain Regions were most likely to participate in job fairs, with about 85% doing so. Firms in the Southeast were most likely to have not changed their participation, and firms in the Northeast were most likely to have increased their participation, with over half reporting thus.
- Again, regional norms are not necessarily indicative of activity within a given city. For example, 91% of firms reporting from Dallas participated in two or more job fairs, whereas for the region as a whole the figure was 52%. Likewise, 88% of firms in Chicago, and all

those reporting from Minneapolis, participated in two or more job fairs, a rate far higher than that of the Midwest Region as a whole. In contrast, firms in Ohio and Missouri were most likely to not participate in job fairs.

- Firms in Washington, D.C., and the San Francisco Bay area were most likely to participate in more job fairs in 2006 compared with 2005. The majority of firms reporting from Houston and Los Angeles maintained their level of participation or non-participation.

Fall 2006 Job Fair Participation and Comparison with Fall 2005, As Reported by Employers — By Type and Size

(in percentages)

	Number of Offices	NUMBER OF JOB FAIRS/CONSORTIA FALL 2006			COMPARED TO 2005 JOB FAIR PARTICIPATION		
		None	One	Two or More	Increased	Decreased	Stayed the Same
Total — All Employers	308	20.8%	18.5%	60.7%	34.9%	14.3%	50.8%
Firms of 50 or fewer lawyers.....	19	68.4	15.8	15.8	5.3	5.3	89.5
Offices of 26-50 lawyers.....	5	60.0	0.0	40.0	0.0	0.0	100.0
Firms of 51-100 lawyers	24	33.3	20.8	45.8	9.1	13.6	77.3
Offices of 51-100 lawyers.....	13	30.8	23.1	46.2	0.0	15.4	84.6
Firms of 101-250 lawyers	84	15.5	20.2	64.3	32.5	9.6	57.8
Offices of 101-250 lawyers.....	25	8.0	24.0	68.0	33.3	12.5	54.2
Firms of 251-500 lawyers	61	13.1	19.7	67.2	38.3	20.0	41.7
Offices of 26-50 lawyers.....	7	42.9	42.9	14.3	42.9	0.0	57.1
Offices of 51-100 lawyers.....	9	11.1	33.3	55.6	33.3	11.1	55.6
Offices of 101-250 lawyers.....	14	0.0	14.3	85.7	53.8	15.4	30.8
Firms of 501-700 lawyers	31	3.2	29.0	67.7	54.8	9.7	35.5
Offices of 101-250 lawyers.....	5	0.0	40.0	60.0	40.0	20.0	40.0
Offices of 251+ lawyers.....	7	0.0	14.3	85.7	57.1	28.6	14.3
Firms of 701 or more lawyers	84	25.0	11.9	63.1	40.2	17.1	42.7
Offices of 26-50 lawyers.....	15	46.7	13.3	40.0	26.7	20.0	53.3
Offices of 51-100 lawyers.....	14	28.6	7.1	64.3	35.7	14.3	50.0
Offices of 101-250 lawyers.....	16	6.3	6.3	87.5	40.0	26.7	33.3
Offices of 251+ lawyers.....	9	0.0	22.2	77.8	44.4	22.2	33.3
Government/Public Interest Employers	5	0.0	20.0	80.0	50.0	50.0	0.0

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 2005 and 2006 information for the comparative analyses is somewhat smaller than the number shown in the first column.

Fall 2006 Job Fair Participation and Comparison with Fall 2005, As Reported by Employers — By NALP Region and City/State

(in percentages)

	Number of Offices	NUMBER OF JOB FAIRS/CONSORTIA FALL 2006			COMPARED TO 2005 JOB FAIR PARTICIPATION		
		None	One	Two or More	Increased	Decreased	Stayed the Same
All Firms	303	21.1%	18.5%	60.4%	34.7%	13.8%	51.5%
Northeast.....	46	13.0	6.5	80.4	51.1	13.3	35.6
Boston.....	8	25.0	0.0	75.0	37.5	12.5	50.0
New York City	32	9.4	6.3	84.4	48.4	16.1	35.5
Mid-Atlantic.....	57	17.5	14.0	68.4	35.7	19.6	44.6
Northern NJ/Newark area	5	0.0	0.0	100.0	20.0	60.0	20.0
Philadelphia.....	9	11.1	22.2	66.7	33.3	11.1	55.6
Washington, DC/Northern VA area ..	24	12.5	8.3	79.2	52.2	17.4	30.4
Wilmington	5	0.0	0.0	100.0	20.0	20.0	60.0
Southeast	66	36.4	12.1	51.5	22.7	9.1	68.2
Atlanta.....	8	0.0	12.5	87.5	50.0	12.5	37.5
Charlotte	8	25.0	25.0	50.0	37.5	0.0	62.5
Dallas	11	9.1	0.0	90.9	36.4	18.2	45.5
Houston.....	7	28.6	28.6	42.9	14.3	14.3	71.4
Midwest	55	20.0	18.2	61.8	34.5	21.8	43.6
Chicago.....	17	5.9	5.9	88.2	41.2	17.6	41.2
Michigan.....	5	20.0	20.0	60.0	40.0	20.0	40.0
Minneapolis.....	5	0.0	0.0	100.0	40.0	20.0	40.0
Missouri.....	7	42.9	28.6	28.6	14.3	42.9	42.9
Ohio	12	41.7	16.7	41.7	25.0	16.7	58.3
West/Rocky Mountain.....	78	15.4	34.6	50.0	35.1	8.1	56.8
Denver.....	6	16.7	83.3	0.0	16.7	16.7	66.7
Los Angeles/Orange County	26	23.1	30.8	46.2	24.0	4.0	72.0
Phoenix	6	16.7	33.3	50.0	50.0	25.0	25.0
Portland.....	6	16.7	0.0	83.3	33.3	0.0	66.7
San Francisco Bay area	18	0.0	33.3	66.7	58.8	5.9	35.3

The number of offices reporting both 2005 and 2006 information for the comparative analyses is somewhat smaller than the number shown in the first column. Specific city information may include firms which recruit for additional offices in other cities, and/or a few offices in suburban locations. The San Francisco area includes offices in San Francisco, Palo Alto, and East Palo Alto, Menlo Park, and Redwood City. Los Angeles/Orange County includes offices in Los Angeles, Riverside, and Orange County. Northern New Jersey includes offices in Morristown, Newark, and Westfield.

Summer Program Characteristics

Summer programs were typically 10 to 12 weeks long, regardless of firm size. Almost three-quarters of offices reported summer programs of either 10, 11, or 12 weeks, although the lengths reported ranged from 5 to 17 weeks. For the vast majority of offices (84%), the 2006 summer program length was the same as in 2005, and for 78% the length was the same as in 2004. About 12% reported that their program was one or two weeks shorter compared with 2004.

- 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 (33%); in the Midwest 61% 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.

- Ten or eleven week programs were most common in Boston and the Miami area.

Most programs again ended in early to mid-August, as was the case for the previous three summers for which NALP has collected this information. The end dates reported ranged from June 16 to as late as the third week 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 2006 was the week of July 31, reported by 33% of firms. For the vast majority of offices, their ending date in 2006 was within a week of their ending date in the previous two years. About 14% of respondents reported an ending date that was more than a week earlier than in either 2004 or 2005.

Length of Summer 2006 Programs

	MOST COMMON PROGRAM LENGTHS AND % REPORTING EACH				Average Length	RANGE OF LENGTHS REPORTED (WEEKS)		# of Offices
	6 Weeks	10 Weeks	11 Weeks	12 Weeks		Minimum Length	Maximum Length	
Total — All Employers	9.8%	24.5%	14.2%	34.8%	11	5	17	379
By Firm Size								
50 or fewer lawyers	21.1	21.1	15.8	31.6	10	6	12	19
51-100 lawyers	12.5	16.7	16.7	29.2	11	6	14	24
101-250 lawyers	9.7	16.1	9.7	44.1	11	6	16	93
251-500 lawyers	13.3	25.3	14.7	33.3	11	6	17	75
501-700 lawyers	5.1	15.4	30.8	25.6	11	5	16	39
701+ lawyers	7.2	34.4	12.0	32.8	11	6	16	125
By Office Size								
25 or fewer lawyers	20.0	31.1	11.1	20.0	10	5	14	45
26-50 lawyers	17.6	19.1	14.7	35.3	10	6	16	68
51-100 lawyers	9.6	24.0	15.4	35.6	11	6	17	104
101-250 lawyers	2.5	30.3	14.8	33.6	11	6	16	122
251-500 lawyers	3.4	3.4	13.8	55.2	12	6	16	29
By NALP Region and City/State								
Northeast	0.0	39.0	20.3	32.2	11	9	16	59
Boston	0.0	53.8	30.8	15.4	11	10	12	13
New York City	0.0	36.8	15.8	36.8	11	10	16	38
Mid-Atlantic	4.4	30.9	20.6	33.8	11	6	15	68
Northern NJ/Newark area	0.0	20.0	40.0	20.0	10	8	12	5
Philadelphia	0.0	45.5	45.5	9.1	11	10	12	11
Washington, DC/ Northern VA area	3.2	29.0	22.6	25.8	11	6	15	31
Wilmington	0.0	20.0	0.0	80.0	12	10	12	5
Southeast	32.7	18.8	5.9	24.8	9	5	15	101
Atlanta	14.3	28.6	35.7	21.4	10	6	12	14
Austin	50.0	12.5	0.0	0.0	7	6	10	8
Charlotte	33.3	11.1	0.0	33.3	9	6	13	9
Dallas	28.6	21.4	0.0	7.1	8	6	12	14
Houston	25.0	25.0	0.0	25.0	9	6	12	8
Miami/Ft. Lauderdale/ W. Palm Beach	11.1	66.7	0.0	22.2	10	6	12	9
Tennessee	100.0	0.0	0.0	0.0	6	6	6	8
Midwest	0.0	13.1	6.6	60.7	12	10	16	61
Chicago	0.0	5.3	10.5	57.9	12	10	16	19
Michigan	0.0	0.0	0.0	60.0	12	12	13	5
Minneapolis	0.0	0.0	0.0	83.3	12	12	13	6
Missouri	0.0	37.5	0.0	62.5	11	10	12	8
Ohio	0.0	21.4	7.1	42.9	12	10	16	14
West/Rocky Mountain	1.1	24.7	20.2	30.3	11	6	17	89
Denver	0.0	50.0	16.7	16.7	11	10	13	6
Los Angeles/Orange County	0.0	25.0	28.6	28.6	11	8	16	28
Phoenix	0.0	16.7	16.7	50.0	12	10	13	6
Portland	0.0	12.5	0.0	25.0	13	10	14	8
San Francisco Bay area	4.2	25.0	25.0	25.0	11	6	16	24

Note: Some offices reported that there is no fixed length for their summer 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. Specific city information may include a few suburban locations. The San Francisco area includes offices in San Francisco, Palo Alto and East Palo Alto, Menlo Park, and Redwood City. Los Angeles/Orange County includes offices in Los Angeles, Riverside, and Orange County. Northern New Jersey includes offices in Morristown, Newark, and Westfield.

End Dates of Summer 2006 Programs

	MOST COMMON END DATES AND % REPORTING EACH					Median End Date	RANGE OF END DATES REPORTED		# of Offices
	Week of June 26	Week of July 24	Week of July 31	Week of August 7	Week of August 14		Earliest End Date	Latest End Date	
Total — All Employers	4.7%	7.7%	33.2%	26.1%	11.5%	08/04	06/16	09/22	364
By Firm Size									
50 or fewer lawyers	5.9	0.0	17.6	35.3	17.6	08/11	06/23	09/22	17
51-100 lawyers	4.3	0.0	30.4	26.1	8.7	08/04	06/23	09/08	23
101-250 lawyers	9.3	9.3	25.6	26.7	10.5	08/04	06/23	09/01	86
251-500 lawyers	4.0	8.0	33.3	22.7	13.3	08/04	06/16	09/08	75
501-700 lawyers	0.0	10.5	42.1	18.4	5.3	08/04	06/23	09/01	38
701+ lawyers	3.3	8.1	39.0	28.5	12.2	08/04	06/23	08/31	123
By Office Size									
25 or fewer lawyers	4.7	7.0	27.9	16.3	16.3	08/04	06/16	09/22	43
26-50 lawyers	7.9	3.2	28.6	38.1	14.3	08/11	06/23	08/25	63
51-100 lawyers	6.0	7.0	33.0	27.0	11.0	08/04	06/23	09/08	100
101-250 lawyers	2.5	11.6	39.7	21.5	8.3	08/04	06/23	09/01	121
251-500 lawyers	0.0	6.9	27.6	31.0	10.3	08/11	06/23	09/01	29
By NALP Region and City/State									
Northeast	0.0	3.5	61.4	21.1	7.0	08/04	07/21	08/31	57
Boston	0.0	0.0	66.7	25.0	8.3	08/04	08/04	08/15	12
New York City	0.0	5.4	62.2	21.6	5.4	08/04	07/21	08/25	37
Mid-Atlantic	1.5	17.9	37.3	28.4	7.5	08/04	06/23	09/01	67
Northern NJ/Newark area...	0.0	0.0	40.0	40.0	20.0	08/11	08/04	08/18	5
Philadelphia	0.0	45.5	27.3	18.2	0.0	07/29	07/21	08/11	11
Washington, DC/ Northern VA area	0.0	20.0	33.3	33.3	6.7	08/04	07/21	09/01	30
Wilmington	0.0	20.0	20.0	40.0	20.0	08/10	07/28	08/18	5
Southeast	16.3	5.1	25.5	11.2	12.2	07/31	06/16	08/25	98
Atlanta	0.0	38.5	15.4	7.7	7.7	07/28	06/23	08/18	13
Austin	37.5	0.0	0.0	0.0	12.5	06/30	06/23	08/25	8
Charlotte	12.5	0.0	0.0	25.0	25.0	07/31	06/23	08/18	8
Dallas	20.0	0.0	0.0	13.3	20.0	07/14	06/23	08/18	15
Houston	22.2	0.0	33.3	0.0	0.0	07/14	06/23	08/04	9
Miami/Ft. Lauderdale/ W. Palm Beach	0.0	0.0	87.5	12.5	0.0	08/04	08/04	08/11	8
Tennessee	42.9	0.0	14.3	0.0	0.0	06/30	06/23	08/04	7
Midwest	0.0	6.9	20.7	41.4	17.2	08/11	07/28	09/08	58
Chicago	0.0	0.0	26.3	31.6	10.5	08/11	08/04	09/08	19
Michigan	0.0	0.0	0.0	40.0	60.0	08/15	08/11	08/18	5
Minneapolis	0.0	0.0	33.3	16.7	50.0	08/14	08/04	08/18	6
Missouri	0.0	28.6	14.3	57.1	0.0	08/11	07/28	08/11	7
Ohio	0.0	8.3	8.3	58.3	8.3	08/11	07/28	08/25	12
West/Rocky Mountain	0.0	6.0	28.9	33.7	13.3	08/11	07/07	09/22	83
Denver	0.0	0.0	0.0	50.0	16.7	08/11	07/07	08/25	6
Los Angeles/Orange County	0.0	3.7	29.6	40.7	11.1	08/11	07/14	09/01	27
Phoenix	0.0	20.0	40.0	20.0	20.0	08/04	07/28	08/16	5
Portland	0.0	14.3	0.0	14.3	42.9	08/18	07/28	08/25	7
San Francisco Bay area	0.0	8.7	39.1	34.8	8.7	08/10	07/28	08/25	23

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. For offices reporting that their program consists of two sessions, e.g., two 6-week sessions, the end date of the first session was used. The San Francisco area includes offices in San Francisco, Palo Alto and East Palo Alto, Menlo Park, and Redwood City. Los Angeles/Orange County includes offices in Los Angeles, Riverside, and Orange County. Northern New Jersey includes offices in Morristown, Newark, and Westfield.

Outcomes of Summer Programs and Fall Recruiting

A total of 330 employers reported detailed information on the outcomes of their 2006 summer programs and/or of their 2006 fall recruiting. All but a few responses were from law firms, and 40% of respondents represented firms of 501 or more lawyers. Firms of 100 or fewer lawyers represented about 14% of respondents. However, about 60% of individual office outcomes reported were from offices of 100 or fewer lawyers. 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 23%, 19%, and 22% of respondents, respectively.

■ Outcomes of Summer 2006 Programs

Responding employers reported a combined total of 3,794 individuals from the Classes of 2006 and 2007 participating in their most recent summer programs, with an average class size of 11. 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 2005 — and 73% of these offers were accepted — again comparable to 2005. Figures for 2006 thus suggest a continuation of summer program sizes and outcomes seen in the prior two years, but at a level that has not yet matched the average of 14 and median of 8.5 in 2000. The overall offer rate for the past three 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 either the average or the median, summer class sizes were larger in the Northeast and the Midwest.

Some cities with relatively large firms, but certainly not all, had summer programs which on average were far larger than for their respective region as whole. Those that did include New York, Dallas, Houston, and Minneapolis. Those that did not include Boston, Philadelphia, and San Francisco. Programs in Miami, Tampa, North Carolina and San Francisco were among those that were relatively small.

- Average class sizes increased with firm size, as did offer rates. Offer rates were highest in the Northeast, and in New York specifically,

Outcome of Summer Programs

	SIZE OF PROGRAM		% of Participants Receiving Offers	% of Offers Accepted	# of Offices
	Median	Average			
Total — All Employers	6.0	11	90.8%	73.4%	330
By Number of Lawyers Firmwide					
100 or fewer lawyers	3.0	4	81.4	77.1	47
101-250 lawyers.....	6.0	8	86.9	80.8	70
251-500 lawyers.....	6.0	10	92.0	74.6	61
501-700 lawyers.....	7.0	16	94.5	76.5	33
701+ lawyers.....	8.0	16	91.5	69.9	118
By Number of Lawyers in Office					
25 or fewer lawyers	1.0	2	80.4	70.7	31
26-50 lawyers.....	3.0	4	88.0	73.9	67
51-100 lawyers.....	5.0	6	91.6	72.9	76
101-250 lawyers.....	12.0	14	85.7	73.6	80
251+ lawyers.....	26.0	37	97.7	72.8	33
By NALP Region and City/State					
Northeast	7.0	20	98.7	77.2	50
Boston area	6.5	10	91.5	88.8	12
New York City.....	12.0	27	99.6	75.5	31
Mid-Atlantic	6.0	10	94.0	74.3	66
Newark/Northern NJ.....	4.0	4	90.9	80.0	5
Philadelphia	8.0	10	92.1	90.0	8
Washington, DC/Northern VA	7.0	11	95.1	71.0	38
Southeast.....	6.0	10	77.2	59.6	77
Atlanta.....	5.0	14	91.3	72.8	11
Austin.....	4.0	5	70.2	60.6	9
Dallas.....	14.0	16	81.9	46.2	8
Houston	11.0	23	63.2	49.7	11
Miami/Ft. Lauderdale/W. Palm Beach ...	3.5	3	96.3	73.1	8
North Carolina	3.0	6	84.0	52.4	9
Tampa/St. Petersburg.....	3.0	4	96.6	85.7	7
Midwest.....	8.0	12	91.7	77.0	64
Chicago.....	14.0	20	94.1	75.4	19
Michigan	7.5	7	90.7	71.8	6
Minneapolis/St. Paul	12.0	13	91.3	85.7	7
Missouri	11.0	10	95.2	78.0	6
Ohio	8.5	9	84.6	68.2	12
Wisconsin	5.0	7	87.0	87.2	8
West/Rocky Mountain	5.0	8	91.8	77.0	73
Los Angeles area.....	6.0	16	92.7	71.9	15
Orange County, CA.....	4.0	9	96.7	84.5	7
Phoenix.....	6.0	6	85.7	83.3	7
San Diego	9.0	7	91.2	74.2	5
San Francisco	4.0	6	87.7	78.9	11
San Jose area.....	6.0	7	98.6	83.3	10

Note: Figures reflect participation by students in the Classes of 2006 and 2007 during the summer of 2006. 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 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. Orange County includes Costa Mesa, Irvine, and Newport Beach. The San Jose area includes Menlo Park, Palo Alto, East Palo Alto, Redwood City, and Sunnyvale. Northern NJ includes Newark, Westfield, and West Orange.

Acceptance Rates from Summer 2006 Program

(percent of offices in each range of acceptance rates)

and lowest in the Southeast, particularly in Austin and Houston. Acceptance rates varied from 70% to 81%, depending on firm size. Acceptance rates varied by city and state, from half or less in Dallas, Houston, and North Carolina to more than 85% in Boston, Philadelphia, Tampa/St.Petersburg, and Minneapolis.

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%; 35% reported acceptance rates between 67% and 99.9%; and 31% reported acceptance rates of 100%. The median acceptance rate was 78%. The smallest firms were most likely to report a 100% acceptance rate and the largest firms were least likely to do so.

- On a regional basis, firms in the West/Rocky Mountain Region were most likely to report acceptance rates of 100%, followed by firms in the Northeast. Firms in the Southeast were most likely by far to have reported acceptance rates of less than 67%. The median acceptance rate was also quite a bit lower, about 60%, in the Southeast. Nearly all of the offices in Dallas, Houston and North Carolina reported acceptance rates of less than 67%. In only a few cities, Tampa, Minneapolis, and San Francisco, did more than half of office report 100% acceptance rates.

	ACCEPTANCE RATES			Median Acceptance Rate	# of Offices
	Less than 67%	67-99.9%	100%		
Total — All Employers	34.0%	35.2%	30.9%	78.2%	324
By Number of Lawyers Firmwide					
100 or fewer lawyers	36.4	15.9	47.7	80.9	44
101-250 lawyers	23.9	46.3	29.9	83.3	67
251-500 lawyers	31.1	36.1	32.8	76.9	61
501-700 lawyers	39.4	33.3	27.3	74.8	33
701+ lawyers	39.0	36.4	24.6	74.4	118
By Number of Lawyers in Office					
25 or fewer lawyers	39.3	0.0	60.7	100.0	28
26-50 lawyers	43.1	7.7	49.2	90.0	65
51-100 lawyers	40.0	25.3	34.7	80.0	75
101-250 lawyers	25.0	57.5	17.5	75.7	80
251+ lawyers	27.3	72.7	0.0	73.7	33
By NALP Region and City/State					
Northeast.....	14.3	53.1	32.7	80.0	49
Boston area.....	18.2	36.4	45.5	97.3	11
New York City	9.7	67.7	22.6	76.7	31
Mid-Atlantic.....	33.8	40.0	26.2	78.6	65
Newark/Northern NJ	40.0	20.0	40.0	75.0	5
Philadelphia.....	14.3	42.9	42.9	95.0	7
Washington, DC/Northern VA.....	39.5	39.5	21.1	75.0	38
Southeast	61.3	14.7	24.0	60.0	75
Atlanta	36.4	36.4	27.3	73.3	11
Austin	62.5	0.0	37.5	66.7	8
Dallas	87.5	0.0	12.5	44.7	8
Houston.....	90.9	9.1	0.0	45.5	11
Miami/Ft. Lauderdale/ W. Palm Beach	50.0	12.5	37.5	71.7	8
North Carolina.....	88.9	0.0	11.1	50.0	9
Tampa/St. Petersburg	14.3	14.3	71.4	100.0	7
Midwest	19.4	50.0	30.6	80.9	62
Chicago	21.1	47.4	31.6	78.6	19
Michigan.....	40.0	40.0	20.0	69.2	5
Minneapolis/St. Paul.....	0.0	42.9	57.1	100.0	7
Missouri.....	0.0	100.0	0.0	78.5	6
Ohio.....	36.4	36.4	27.3	75.0	11
Wisconsin.....	12.5	50.0	37.5	85.8	8
West/Rocky Mountain.....	31.5	27.4	41.1	83.3	73
Los Angeles area	33.3	33.3	33.3	75.0	15
Orange County, CA	28.6	28.6	42.9	90.0	7
Phoenix	14.3	71.4	14.3	83.3	7
San Diego	40.0	20.0	40.0	80.0	5
San Francisco	27.3	18.2	54.5	100.0	11
San Jose area.....	20.0	40.0	40.0	91.1	10

■ First-year Participation in Summer Programs

Presence of First-Years in Summer Programs

About 60 % of the responding firms reported that their summer 2006 program included one or more first-year (Class of 2008) 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.

- These firms collectively employed 760 first-years, with a median of 2 and an average of 4 per office or firm. Measured by the median and the average, first-year presence is greatest in Houston and Missouri. In most other cities, the typical number of first-years was two or three.
- Overall, 62% of these first-years received an offer to return for some or all of the summer 2007 program. This figure was notably lower in small firms, however, and on a city-by-city basis ranged from 38% in Philadelphia to about 75% in Dallas, Chicago, Los Angeles and San Francisco.

	NUMBER OF 1Ls		% Receiving Offers to Return Next Summer	# of Offices
	Median	Average		
Total — All Employers	2.0	4	62.1%	212
By # of Lawyers Firmwide				
100 or fewer lawyers	2.0	2	44.4	25
101-250 lawyers	2.0	4	58.0	45
251-500 lawyers	3.0	4	63.1	43
501-700 lawyers	2.0	4	55.6	24
701+ lawyers	2.0	4	69.6	74
By # of Lawyers in Office				
50 or fewer lawyers	2.0	2	50.6	46
51-100 lawyers	2.0	2	60.3	51
101-250 lawyers	3.0	4	65.5	59
251+ lawyers	4.5	7	68.1	24
NALP Region and City/State				
Northeast	2.0	4	63.4	32
Boston area	2.0	3	59.3	8
New York City	3.0	6	70.9	17
Mid-Atlantic	2.0	3	64.2	41
Philadelphia	2.0	2	38.5	7
Washington, DC/Northern VA	2.0	3	69.2	21
Southeast	4.0	5	57.8	51
Atlanta	2.0	3	70.0	7
Austin	2.5	3	57.9	6
Dallas	4.5	5	76.7	6
Houston	7.0	10	51.4	7
North Carolina	2.0	4	58.1	8
Midwest	2.0	4	64.8	47
Chicago	3.0	3	76.9	9
Minneapolis/St. Paul	1.0	2	63.6	7
Missouri	6.0	6	67.6	6
Ohio	4.0	4	65.7	9
Wisconsin	3.0	4	64.0	6
West/Rocky Mountain	2.0	2	64.2	41
Denver	1.0	2	55.6	5
Los Angeles area	1.0	2	75.0	9
San Francisco	2.0	2	73.3	7
San Jose area	1.5	2	70.0	6

Note: Figures reflect participation by students in the Class of 2008 during the summer of 2006. 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 2007

A total of 333 employers reported issuing an average of 82 callback invitations each to second-year students, or a total of 25,975 callback invitations. The median figure was much lower than the average, 42, 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 five times the average in the Southeast. Nationwide, 73% of these callback invitations were accepted. Acceptance rates were somewhat lower in the Northeast compared with other regions. The level of activity is somewhat lower than in 2005, when the average and median number of callback invitations were 86 and 48, respectively, but identical to that of 2004. Despite the upward trend over the past six 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 63% of callback interviews resulted in an offer, with employers averaging 37 offers each. The median number of offers was 15. The percentage of callback interviews resulting in an offer was considerably lower in firms of 100 lawyers or less, and higher — almost 75% — in the largest firms. These percentages were somewhat higher in the Northeast and below average in other regions. Employers in the Southeast, Midwest, and West/Rocky Mountain Regions made the fewest offers, with medians of 8, 18, and 13, respectively, and averages of 19, 33, and 24, respectively. This compares with a median of 51 and an average of 95 in the Northeast. It is also worth noting that the offer rate has been on an upward track since hiring for summer

2003, and has returned to 63%, a level last reached for the 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, Houston, Chicago, and Los Angeles reported relatively high offer rates compared to their regions as a whole, whereas the opposite was true in a number of cities including Boston, Newark, Philadelphia, Missouri and Denver. Offer rates were highest in New York, Chicago, and Los Angeles, at about 70%, followed by Washington, DC, Atlanta, Houston, and North Carolina, at about 66%. This contrasts with rates of less than one-third in Newark and the Miami area. Some of these differences of course result from differences in the firm sizes typical for these cities.
- Overall, about 29% of offers were accepted, a figure that has fluctuated some over the past ten years and is now at a level similar to that of the late nineties. A larger percentage of offers from firms in the Southeast were accepted — 40% — while acceptance rates were lower in the Northeast — 24%. Acceptance rates were highest at firms of 100 or fewer lawyers and at offices of 25 or fewer lawyers.
- At the city and state level, acceptance rates were lowest at firms in Boston, New York, Washington, D.C., Chicago, and San Diego, where between 23% and 27% of offers were accepted. Acceptance rates were highest in Austin, at 57%, followed by Newark and North Carolina, at about 48%.

Footnote to table on opposite page:

Note: Figures for callback invitations and outcomes are based on 316 employers issuing a total of 25,975 callback invitations and do not include 17 offices which did not report the number of callbacks and interviews. Figures for offers and offer outcomes are based on 333 employers making a total of 12,275 offers. About 7% of all survey respondents, reported that they did not recruit second-year students. Median and average offer figures are based on all 333 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. Orange County includes Costa Mesa, Irvine, and Newport Beach. The San Jose area includes Menlo Park, Palo Alto, East Palo Alto, Redwood City, and Sunnyvale. Northern NJ includes Newark, Westfield, and West Orange.

Outcomes of Callback Invitations to and Interviews of Class of 2008 Students for Summer 2007 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		
Total — All Employers	42.0	82	72.7%	62.7%	15.0	37	28.8%	333
By Number of Lawyers Firmwide								
100 or fewer lawyers	17.0	20	82.3	42.2	6.0	7	45.2	46
101-250 lawyers	39.0	48	77.2	47.9	13.0	18	35.5	69
251-500 lawyers	42.0	72	72.9	63.0	14.5	33	27.9	62
501-700 lawyers	67.5	125	71.2	63.4	21.5	54	27.2	36
701+ lawyers.....	66.0	119	71.5	67.6	28.0	57	27.6	119
By Number of Lawyers in Office								
25 or fewer lawyers.....	9.0	11	79.7	42.4	3.0	4	40.9	35
26-50 lawyers	21.5	26	75.2	48.0	7.0	9	35.4	69
51-100 lawyers	39.0	49	73.3	53.6	13.0	19	29.7	74
101-250 lawyers	70.5	90	71.9	57.1	29.5	37	28.5	80
251+ lawyers.....	219.0	300	71.2	74.9	104.0	154	26.5	33
By NALP Region and City/State								
Northeast	141.0	213	66.6	68.1	50.5	95	24.2	48
Boston area	70.0	117	74.5	51.7	24.0	42	22.5	12
New York City.....	189.0	284	65.1	71.7	69.0	133	24.1	30
Mid-Atlantic	63.0	81	72.3	58.3	21.0	35	26.8	65
Newark/Northern NJ.....	47.0	50	74.9	24.5	9.0	9	47.8	5
Philadelphia	110.0	89	79.3	41.8	36.5	33	33.8	8
Washington, DC/Northern VA	73.5	100	69.3	65.8	24.5	46	24.1	38
Southeast	23.0	39	81.7	60.0	8.0	19	40.0	80
Atlanta	35.0	58	77.3	66.5	12.0	30	35.5	13
Austin.....	19.0	19	82.7	49.6	8.0	8	56.5	9
Dallas.....	61.0	62	82.4	59.3	32.0	29	34.2	8
Houston	57.0	76	81.6	65.7	34.0	41	39.0	11
Miami/Ft. Lauderdale/ W. Palm Beach.....	24.0	24	87.5	32.7	6.0	7	43.6	8
North Carolina	13.0	20	84.1	66.3	6.0	11	48.2	10
Tampa/St. Petersburg	16.0	24	78.6	51.5	4.0	10	45.6	7
Midwest	47.0	72	78.4	60.8	18.0	33	31.9	65
Chicago	139.0	153	74.1	71.3	45.0	78	26.6	18
Michigan	30.0	30	89.0	41.2	11.0	11	46.8	7
Minneapolis/St. Paul	57.0	56	83.9	48.0	25.5	25	36.9	8
Missouri	58.5	55	82.9	46.0	25.0	21	44.8	6
Ohio	30.0	34	85.2	48.7	11.0	14	42.2	11
Wisconsin	33.0	41	83.8	50.9	14.5	18	40.7	8
West/Rocky Mountain	32.0	52	75.9	59.9	13.0	24	29.9	75
Denver	28.0	29	87.2	48.0	5.0	10	42.3	5
Los Angeles area.....	70.0	115	72.5	70.0	21.0	58	26.0	15
Orange County, CA.....	24.0	44	76.8	63.4	12.0	21	36.2	7
Phoenix.....	47.0	42	82.1	56.0	15.0	19	34.6	7
San Diego.....	37.0	42	74.8	59.2	18.0	19	25.8	5
San Francisco.....	27.5	46	76.3	50.0	9.5	18	31.3	12
San Jose area	49.0	53	73.7	56.4	21.0	22	31.3	9

(See footnote on opposite page.)

Acceptance Rates for Summer 2007 Program

(percent of offices in each range of acceptance rates)

Grouping offices according to their individual acceptance rates, about 45% of offices reported acceptance rates of less than 33%; about 28% each of offices reported acceptance rates between 33% and 49.9%; and acceptance rates of 50% or more. The median acceptance rate was about 35%.

- Small offices and firms more frequently reported acceptance rates in excess of 50%, as did offices in the Southeast. At the city and state level, median acceptance rates and the percent of offices reporting acceptance rates of more than 50% were highest in Austin, North Carolina, and Tampa. In contrast, nearly all offices in New York acceptance rates of less than 33%, as did three-quarters of offices in Boston and Chicago.

	ACCEPTANCE RATES			Median Acceptance Rate	# of Offices
	Less than 33%	33-49.9%	50% or More		
Total — All Employers	44.8%	27.6%	27.6%	33.3%	330
By Number of Lawyers Firmwide					
100 or fewer lawyers	25.0	22.7	52.3	50.0	44
101-250 lawyers	37.7	29.0	33.3	39.8	69
251-500 lawyers	37.1	37.1	25.8	35.9	62
501-700 lawyers	47.2	25.0	27.8	36.4	36
701+ lawyers	60.2	24.6	15.3	28.6	118
By Number of Lawyers in Office					
50 or fewer lawyers	36.3	21.6	42.2	37.5	102
51-100 lawyers	41.9	40.5	17.6	33.3	74
101-250 lawyers	53.8	23.8	22.5	31.1	80
251+ lawyers	69.7	21.2	9.1	25.3	33
By NALP Region and City/State					
Northeast	77.1	10.4	12.5	24.1	48
Boston area	66.7	16.7	16.7	22.3	12
New York City	90.0	6.7	3.3	21.9	30
Mid-Atlantic	41.5	38.5	20.0	33.3	65
Newark/Northern NJ	0.0	60.0	40.0	46.2	5
Philadelphia	50.0	37.5	12.5	32.5	8
Washington, DC/Northern VA...	52.6	31.6	15.8	30.8	38
Southeast	26.6	26.6	46.8	46.2	79
Atlanta	23.1	38.5	38.5	40.9	13
Austin	12.5	12.5	75.0	50.0	8
Dallas	25.0	37.5	37.5	38.8	8
Houston	54.5	27.3	18.2	32.4	11
Miami/Ft. Lauderdale/ W. Palm Beach	37.5	12.5	50.0	50.8	8
North Carolina	30.0	0.0	70.0	50.0	10
Tampa/St. Petersburg	14.3	14.3	71.4	60.0	7
Midwest	40.6	31.3	28.1	35.0	64
Chicago	66.7	33.3	0.0	23.6	18
Michigan	28.6	14.3	57.1	50.0	7
Minneapolis/St. Paul	37.5	37.5	25.0	35.1	8
Missouri	16.7	50.0	33.3	42.0	6
Ohio	45.5	18.2	36.4	40.0	11
Wisconsin	25.0	37.5	37.5	41.7	8
West/Rocky Mountain	50.0	27.0	23.0	32.7	74
Denver	40.0	0.0	60.0	60.0	5
Los Angeles area	73.3	20.0	6.7	28.6	15
Orange County, CA	57.1	14.3	28.6	29.2	7
Phoenix	42.9	28.6	28.6	39.3	7
San Diego	60.0	20.0	20.0	30.0	5
San Francisco	41.7	41.7	16.7	33.3	12
San Jose area	44.4	55.6	0.0	33.3	9

■ Third-Year Hiring

Recruiting of third-year students not previously employed by the employer was reported by 137 employers, or about 38% of survey respondents. The median number of callback invitations was 5, and the average was 12. This level of activity is similar to that for prior three years, and when compared with fall 2002, activity in each of the four most recent years has been both higher and more widespread. However, it is not at the level of 1999 and 2000, when almost two-thirds of respondents recruited third-years, with the median and average number of callbacks at 8 and 17, respectively.

By either measure, the level of activity in 2006 was highest by far in the Northeast, with a median of 14 and an average of 24 callback invitations. Among cities and states, New York City, not surprisingly, reported the greatest volume. Nationwide, about 87% of callback invitations were accepted, but in the Southeast and Midwest the figure exceeded 90%.

- About 44% of interviews resulted in an offer, with a median of 2 and an average of 5 offers made. This offer rate and volume is similar to those in 2004 and 2005 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 Mid-Atlantic Region. For example, almost half of interviews conducted by firms of more than 700 lawyers resulted in an offer, compared with a figure of 36% in firms of 100 or fewer lawyers. The figure of 34% in the Mid-Atlantic Region contrasts with almost 48% in the Northeast. Offer rates were highest in Atlanta, followed by New York and Chicago. Offer rates were lowest in Ohio.

Outcomes of Callback Invitations to and Interviews of Class of 2007 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		
Total — All Employers	5.0	12	87.2%	44.0%	2.0	5	58.9%	137
By Number of Lawyers Firmwide								
100 or fewer lawyers	4.5	7	79.5	36.4	2.0	2	66.7	14
101-250 lawyers	5.0	11	85.5	42.2	1.0	4	54.3	23
251-500 lawyers	3.0	7	91.4	43.1	1.0	3	72.5	25
501-700 lawyers	4.0	18	85.0	41.0	2.0	6	61.8	20
701+ lawyers	6.0	14	88.3	48.5	2.0	6	54.4	52
By Number of Lawyers in Office								
50 or fewer lawyers	3.5	5	89.7	38.1	1.0	2	55.6	25
51-100 lawyers	4.5	9	83.4	27.4	1.0	2	76.8	27
101-250 lawyers	2.5	8	89.4	40.2	1.0	3	61.7	33
251+ lawyers	13.0	25	87.3	49.8	7.0	10	55.7	27
By NALP Region and City/State								
Northeast	14.0	24	85.9	47.5	5.0	10	54.1	29
New York City	17.0	30	85.7	47.8	6.0	12	52.3	21
Mid-Atlantic	4.0	9	85.2	34.0	1.0	3	62.5	35
Washington, DC/ Northern VA	4.5	9	83.1	31.2	1.0	3	73.5	19
Southeast	4.0	5	94.6	44.8	2.0	2	75.0	22
Atlanta	3.5	5	90.6	55.2	2.0	3	81.3	6
Midwest	3.0	7	91.5	46.2	1.0	3	64.1	31
Chicago	7.0	12	90.7	47.4	2.0	5	60.9	9
Ohio	2.5	3	88.9	25.0	0.5	1	50.0	6
West/Rocky Mountain	9.0	15	86.3	43.9	4.0	6	56.8	20

Note: Figures for callback invitations and outcomes are based on 132 employers issuing a total of 1,631 callback invitations and do not include 5 offices which did not report the number of callbacks and interviews. Figures for offers and offer outcomes are based on 137 employers making a total of 637 offers. About 62% of all survey respondents reported that they did not recruit third-year students. Median and average offer figures are based on all 137 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. Orange County includes Costa Mesa, Irvine, and Newport Beach. The San Jose area includes Menlo Park, Palo Alto, East Palo Alto, Redwood City, and Sunnyvale. Northern NJ includes Newark, Westfield, and West Orange.

- About 59% 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 half in New York and Ohio to over 80% in Atlanta.
- About 12% of offices reported acceptance rates of less than 25%, and 44% reported that their acceptance rate was 100%. Firms of 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 75%.
- On a regional basis, the percentage of offices in which the acceptance rate was 100% ranged from about 26% in the West/Rocky Mountain region to about 58% in the Mid-Atlantic and Southeast regions. About 59% of offices reporting from Washington, D.C. had a 100% acceptance rate, compared with 32% in New York.

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%		
Total — All Employers	12.0%	44.4%	43.6%	75.0%	117
By Number of Lawyers Firmwide					
100 or fewer lawyers	15.4	30.8	53.8	100.0	13
101-250 lawyers	13.3	53.3	33.3	60.0	15
251-500 lawyers	4.3	30.4	65.2	100.0	23
501-700 lawyers	11.1	44.4	44.4	81.3	18
701+ lawyers.....	15.2	50.0	34.8	63.9	46
By Number of Lawyers in Office					
50 or fewer lawyers.....	23.8	28.6	47.6	66.7	21
51-100 lawyers	14.3	33.3	52.4	100.0	21
101-250 lawyers	14.3	35.7	50.0	91.7	28
251+ lawyers.....	3.8	65.4	30.8	59.1	26
By NALP Region and City					
Northeast	7.7	57.7	34.6	63.3	26
New York City	0.0	68.4	31.6	56.3	19
Mid-Atlantic	16.7	30.0	53.3	100.0	30
Washington, DC/Northern VA	11.8	29.4	58.8	100.0	17
Southeast.....	0.0	47.4	52.6	100.0	19
Atlanta	0.0	50.0	50.0	92.9	6
Midwest.....	8.7	43.5	47.8	83.3	23
Chicago	0.0	62.5	37.5	68.1	8
West/Rocky Mountain	26.3	47.4	26.3	60.0	19