Employment Report and Salary Survey Data for the Class of 2026

Instructions for Compiling and Reporting

Deadline for Submitting Your Data to NALP:
Friday, April 9, 2027

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Getting Started

This booklet contains important information and definitions needed to collect information from your graduates and to submit that information to NALP. ***Regardless of your method of submission*** *please help ensure the integrity of the survey results by reading this entire booklet* ***first*** *and by referring to it as you compile your survey results.*

- **The Class of 2026 is defined as persons graduating with a JD degree between September 1, 2025 and August 31, 2026.**

  This includes joint or dual degree students who may not complete the second (non-JD) degree at the same time. However, for ERSS purposes, you will be reporting on employment status as of Monday, March 15, 2027. This point in time after graduation — 10 months for the typical May graduate — allows for bar admission. Because the time span over which graduates obtain post-graduate employment is great, you can and should start to collect that employment information well before graduation. However, this extended timeframe also means that plans and circumstances can and do change in the time leading up to March 15. A December (or six-month) survey is highly recommended, to include at a minimum those graduates for whom you have no information, those who were not employed at the time of an earlier survey, and those known to be in a short-term or temporary situation, e.g., a fixed duration project. The December survey may also be used to confirm the status of graduates who reported that they were employed on an earlier survey. If the graduate is employed but actively seeking other employment, report the details of the job held as of March 15.

- **Before you begin entering the information from your graduate surveys or transferring it to an ASCII file or Excel template provided by NALP, it is important for you to look at the surveys carefully, and to critically review responses that appear to be inconsistent, unusual, or in error.**

  Use your professional judgment and knowledge of the local job market, the definitions in this booklet, and your own experiences with the graduate to help you. Adjustments based on your knowledge or follow-up with the graduate may be necessary. If your students/graduates input their own information, your review is even more important. You should also familiarize yourself with the Council of the Section of Legal Education and Admissions to the Bar of the ABA (the Council) *Class of 2026 Employment Protocols*, available at: www.americanbar.org/groups/legal_education/resources/employment-questionnaire-resources/.

- **Provide one electronic record for each JD graduate in your Class of 2026, including those for whom you do not have employment status information.**

  For those graduates for whom you do not have employment information, provide as much demographic information as possible. Providing a record for each graduate is vital to ensuring the most comprehensive information possible on the Class of 2026. Exception: You do not need to provide a form or record for a 2026 graduate who is deceased.

- **Once your data are finalized, pull your NALP file based on the instructions provided by your vendor system or NALP.** If your school uses Symplicity or 12twenty for reporting, both vendors have instructional information within their systems on how to pull and submit your NALP file. Be sure to follow these instructions carefully to ensure that you select the correct report options. For schools not using a vendor system, NALP's website has additional instructions on how to create your own file. Alternately, you can request an Excel file template for reporting by sending an email to research@nalp.org.

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- **Also included in this package of ERSS materials are some guidelines and materials for surveying your graduates.** Read them carefully. Please include the "NALP Graduate Employment Survey for the Class of 2026 Frequently Asked Questions" (or your own version thereof) when you survey/request information from your graduates.

Note: Each of the vendor systems available for tracking and reporting graduate employment data varies with respect to how items are named and the order in which they appear, the built-in validity checks, missing data reports, and data items required to be completed for each graduate. Consult your documentation or vendor for more information.

Note: For purposes of this instruction booklet, "employment status" refers to reporting of the graduate as either employed or not employed, e.g., seeking work, not seeking work, continuing graduate studies, start date after March 15, status not known. "Job type" refers to the kind of job, e.g., bar admission required/anticipated, other professional. "Employer type" refers to the kind of employer, e.g., law firm, government, and any further descriptors/categories, e.g., local government prosecutor or business-accounting.

Before you submit your data...

Please check your graduate employment information carefully for the following common scenarios and potential mistakes before you submit your data:

1. The number of graduate records in the file differs from that noted in your data submission information. Confirm the count of graduates and that there is a record for each Class of 2026 graduate. If you use Symplicity or 12twenty, be sure that you submit only the 10-month data, not your at-graduation data.

2. The file format is not correct for your submission type. Symplicity users must submit an .xml file. 12twenty users should submit a Microsoft Excel file. Symplicity users should not alter the XML file after exporting, as this will cause formatting issues. Any changes should be made directly within Symplicity in order to submit a clean file.

3. A graduate is reported as employed (that is a job type is reported, e.g., bar admission required/anticipated, other professional) but no employer type information is reported, or an employer type is reported but job type is reported as unknown. Although we recognize that you may sometimes have no information about the employer, please report any information you do have, even if it is incomplete. For example, if a graduate reports that they are working for a firm in Atlanta, but does not report the size of the firm, do report that the job is in a firm in Atlanta. Likewise, be certain that the job type reported for an employed graduate is reported as unknown only if it is truly unknown.

4. The employer type reported conflicts with the job type reported. For example, the employer type is reported as "local government prosecutor," but the job type is reported as "JD Advantage." Or, the business job type is reported as "in-house lawyer" but the general job type is reported as "Other position." Remember that the prosecutor, public defender, JAG Corps and business in-house categories are for those jobs specifically, and not for graduates who may be working in the office but in another capacity, e.g., as a law clerk or paralegal. Likewise, all judicial clerks are considered bar admission required even if the graduate has not yet been admitted to the bar or if bar admission is not required for the job.

5. The government job type is reported as "other." Nearly all government positions that are not in the military, an agency honors program, with courts, with a legislature, or as prosecutors can be categorized as executive/administrative agency positions. This includes jobs as law clerks within an executive/administrative agency, and jobs in local government, including law enforcement.

6. Law firm office size exceeds total law firm size. NALP analyses use total law firm size, so it is vital that this information be correct.

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7. A graduate is reported as a solo practitioner, but the job is other than bar admission required/anticipated or attorney (for example, the job is reported as a JD Advantage law clerk), or the source of the job is other than "started own practice" (for example, the source is reported as "job posting" or "referral"). Remember that the "solo" size category is only for graduates who have truly "hung out a shingle" and have done so as of March 15. It does not include graduates working for a solo practitioner (report the firm size as "1-10" for any such graduates), or graduates who have formed a business for the purpose of performing legal contract work for other lawyers (report such graduates as "business — other" with business job type "self-employed.") By definition, the timing of the "job offer" for solo practice is after bar results.

8. There are numerous attorney positions in law firms reported as "staff attorney." Most entry-level attorney jobs, including those at smaller firms which may not have a partnership track as such, should be reported as "entry-level attorney or associate" jobs. The staff attorney category is reserved to describe certain jobs, usually in larger firms, where the firm hires both partnership track and non-partnership track attorneys. It can also include instances where the firm hires attorneys on a project or fixed-duration basis. The staff attorney term describes the non-partnership track position, regardless of the actual job title used at a particular firm.

9. The graduate is reported as employed at a law firm, but other descriptors of the job — that it was obtained through a legal temp agency, is short-term, or that the graduate continues to seek a different job — suggest that the graduate is working for a legal temp agency rather than a firm. If the graduate is working for an agency, the employer category is "business — legal temporary agency," regardless of where the agency has placed the graduate. If the graduate started as a legal temp, and was subsequently hired by the firm prior to March 15, then the firm employer should be reported. If that subsequent job is long-term/permanent or the graduate is no longer seeking a different job, be sure to update the information to reflect those circumstances.

10. A graduate working as a public/appellate defender is misreported under Government employment. Remember that all public/appellate defenders, including positions that are managed by, or within a government entity, are considered Public Interest positions and should be categorized accordingly.

11. A graduate's job is reported as bar admission required/anticipated, but timing of the job offer received after graduation is reported as "not applicable; no bar exam taken." This choice is not logical for a bar admission required/anticipated job, where timing after graduation must be either before bar results (which can include before the bar exam was taken) or after bar results. The "not applicable" option is for jobs not requiring bar admission. For those graduates with diploma privilege who received their job offer after graduation, the post-graduation timing should be reported as after bar results.

12. A description of the job or employer doesn't appear to fit with the job or employer category reported. For example, the job is reported with a law firm, but is also described as "teacher." Make certain that descriptions reported are not "left over" from previous job information that is not applicable as of March 15.

13. The salary reported appears unusually high or low for the circumstances. For example, the graduate is a public defender, but the salary exceeds $125,000, or a part-time job has a salary of $150,000. It is not necessary to report salaries for part-time jobs, or jobs lasting less than a year. If you do record such salaries, do not annualize them.

14. The salary is reported as an hourly or weekly figure. If the job is full-time and long-term, the salary should be annualized for NALP reporting. If you are using 12twenty for employment reporting, the system may annualize salaries for you. Make sure the salary amount and corresponding salary period (e.g., weekly, monthly) align in order for these calculations to be accurate.

15. Stipends apply primarily to law school funded positions and fellowships and can be reported for part-time and/or short-term jobs. Be certain that the stipend amount reported fits with the stipend period. For example, $13,000 per week is probably not correct.

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After you submit your data...

In the weeks that follow your data submission, NALP will carefully review your data and most schools can expect to receive a follow-up correspondence with questions about some of your graduates. In many cases, this may result in changes to graduate records.

Law schools should notify the Council about any changes identified by NALP that impact their Council reports. Likewise, any changes identified during a law school's Council Random Graduate Review audit, and before NALP's national dataset closes on **Friday, June 11, 2027**, should be communicated to NALP. In order to publish the national results and provide your school-specific report in a timely manner, we are unable to accept any changes after this date.

Deadline for Submitting Your Data to NALP:

APRIL 9, 2027

Questions? Contact research@nalp.org

ERSS Definitions and Terminology

The sections on the following pages contains general definitions and instructions designed to be helpful and offer direction regardless of the method you use to submit your data. The phrase "check the appropriate box," or variations thereof, is used for simplicity, but includes the electronic equivalent. Likewise, the term "item" refers to a question in general, whether it be on a form or in a data file as a field. Letter/number references conform to the "Graduate Survey Form — Class of 2026," which is included starting on page 18 for your reference.

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I. Demographic Information

Please complete as much of this information as possible, including for any graduates for whom employment status is not known. Many analyses depend on complete demographic information.

Gender & LGBTQ+ Status

- Graduates should be encouraged to self-identify as to gender and LGBTQ+ status.
- **Gender:** Gender information is collected via two survey items. Allow graduates to select one or more of the following: woman, man, non-binary or third gender, and/or an identity not listed above. Additionally, graduates may select one or more of the following: cisgender, transgender, and/or intersex. In both cases, individuals may choose the prefer not to respond option.
- **LGBTQ+ Status:** Allows graduates to identify as lesbian, gay, bisexual, transgender, and/or queer.

Race/Ethnicity

Individuals may check up to two boxes. **Refer to the federal race/ethnicity definitions listed below as needed**:

- **Asian:** Individuals with origins in any of the original peoples of Central or East Asia, Southeast Asia, or South Asia, including, for example, Chinese, Asian Indian, Filipino, Vietnamese, Korean, and Japanese.
- **Black or African American:** Individuals with origins in any of the Black racial groups of Africa, including, for example, African American, Jamaican, Haitian, Nigerian, Ethiopian, and Somali.
- **Hispanic or Latino/a/x:** Includes individuals of Mexican, Puerto Rican, Salvadoran, Cuban, Dominican, Guatemalan, and other Central or South American or Spanish culture or origin.
- **Middle Eastern or North African:** Individuals with origins in any of the original peoples of the Middle East or North Africa, including, for example, Lebanese, Iranian, Egyptian, Syrian, Iraqi, and Israeli.
- **Native American or Alaska Native:** Individuals with origins in any of the original peoples of North, Central, and South America, including, for example, Navajo Nation, Blackfeet Tribe of the Blackfeet Indian Reservation of Montana, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, Aztec, and Maya.
- **Native Hawaiian or Pacific Islander:** Individuals with origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands, including, for example, Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, and Marshallese.
- **White:** Individuals with origins in any of the original peoples of Europe, including, for example, English, German, Irish, Italian, Polish, and Scottish.

Age

Complete either age at graduation or birth date.

You may complete either age at graduation or birth date, whichever is easiest at your school or whichever your system allows. It is not necessary to report exclusively using one method. If you complete the birth date item, use the format required by your system. If creating your own file, use the YYYYMMDD format, e.g., 19980811 for August 11, 1998. If you have no information on age, both items can be left blank.

Disability Status

Indicate whether or not the graduate has a disability. An individual with a disability is anyone who has a physical or mental impairment that substantially limits major life activities such as walking, thinking, talking, breathing, or working. Individuals with a disability include those with conditions such as AIDS, epilepsy, and asthma. If the graduate does not have a disability, be sure to check "No."

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Veteran Status

Check either choice as appropriate.

Transfer Student

Indicate whether or not the graduate was a transfer student. This information should be available and reported for every graduate.

Program Type

Check only one.

Check the appropriate box to define the type of program attended by the graduate while earning their JD degree. If the graduate attended both types of programs, check the box for the program type at graduation. This information should be available and reported for every graduate.

Parental/Guardian Education

- Indicate the highest level of education completed overall by any of the graduate's parents or guardians. Select only one response.
- Secondly, indicate whether any of the graduate's parents or guardians have a JD degree. Note that if "yes" is indicated in this item, then "doctoral or professional degree" should be selected in the previous question. Select "no" if the graduate does not have a parent or guardian with a JD degree.

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II. Job Information

Post-Graduate Employment Status and Type of Job

These questions are the ***most important*** of the entire survey, as they describe the basic employment status — that is whether a graduate is employed or not as of March 15, and for employed graduates the nature of the graduate's primary job.

DO NOT LEAVE EMPLOYMENT STATUS BLANK. If you do not know the graduate's employment status, select "unknown" for this item when entering your data. In the case of graduates whose employment status is unknown, the rest of the questions are not applicable. If you are using a NALP-provided template to submit your data, employment status and job type are combined into one item labeled "Job Type."

TO BE CONSIDERED AS EMPLOYED, the graduate must be in a position where they receive a stipend or a salary and the graduate must be performing the duties of the position as of March 15, 2027. A job that starts on March 16 for example, does not meet the bright line March 15 date. A stipend is a form of compensation often used for an internship or apprenticeship. It is a payment or payments that represent a set amount for a fixed period of time or for a project's duration. For example, a stipend might be $7,000 for two months or $10,000 for the length of a project. Compensation that is paid at an hourly rate is not a stipend. For example, if a graduate is working at an hourly rate as a law clerk or in a part-time job that is not law-related, the graduate is receiving a salary and not a stipend. A nominal payment that bears no relationship to work performed, e.g., $250 per month, is neither a salary nor a stipend, and a graduate working under such circumstances is a volunteer.

- An offer of employment which a graduate may have accepted but for which the start date is after March 15, for whatever reason (e.g., a judicial clerkship scheduled to start in the fall of 2027 or an assistant D.A. who will start on March 17, or April 1) cannot be reported as the job held as of March 15. An exception to this rule is the case of a graduate who has an accepted and confirmed JAG Corps job; that job should be reported to NALP (see page 14). Additional exceptions apply to graduates with a delayed start date due to a recent birth or adoption of a child, a personal or family illness, or fulfillment of required civil or military service.
- Interim work — In cases where a graduate has accepted a job that will start after March 15, 2027, but has an interim job as of March 15, the interim job should be reported.
- A graduate who turned down a job offer (and did not accept another offer instead) is not considered as employed and should be reported as either seeking or not seeking a job, whichever is appropriate for that graduate.

Employment thus is in contrast to a VOLUNTEER POSITION, which pays neither a stipend nor a salary. Volunteer positions may include, in addition to individual volunteer opportunities, structured volunteer programs/positions that may require a commitment of six months or more, that may lead to paid employment or may even be required to obtain a paid position with that employer in the future. If the graduate is not employed, provide information about volunteer activity, if any, and also indicate if the graduate is seeking a job or not seeking a job.

- **Enrolled in Graduate Studies.** This category includes both degree-granting and non-degree granting programs. The degree being pursued may be either law related (e.g., LL.M.) or not (e.g., Ph.D.). A bachelor's degree is typically required for enrollment. If this item is checked, leave subsequent questions related to a job blank. If the graduate has a job that is concurrent with graduate study, the school may choose whether to classify the graduate as Enrolled in Graduates Studies or as Employed. A graduate may be reported as Enrolled in Graduate Studies regardless of whether the enrollment is part-time or full-time.
- **Employed – start date after March 15, 2027.** The graduate has accepted a written offer of employment by the March 15 reporting date, but the start date of the employment is subsequent to March 15. In order to qualify for this category, the start date must be identified with certainty, and must be reported in item 7.
- **Seeking Work**. Graduates "seeking work" are not employed in any capacity and are seeking paid employment. A graduate who is performing

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volunteer work and is seeking paid employment is included. Also included is a graduate who was offered a position, turned it down, and is seeking another position as of March 15, 2027. A graduate who is studying for the bar exam and is not employed as of March 15 is considered to be seeking paid employment. A graduate who is employed as of March 15 but seeking another job should be reported in an employed category.

- **Not Seeking Work.** Those "not seeking work" are unemployed and would not accept an offer of employment. This category includes graduates who are not seeking work because of health-related or family circumstances, or because of personal choice (e.g., graduate's serious medical condition, dependent care responsibilities, or travel in lieu of employment). A graduate doing volunteer work and not seeking paid employment should be counted in this category. Also included is a graduate who was offered a position, turned it down, and is not seeking paid employment as of March 15.
- **Employment Status Unknown.** If you have no information on the graduate's status mark this choice to signal that the graduate is truly an "unknown."

Type of Job

- **Bar Admission Required/Anticipated.** These jobs require that graduates must become admitted to the bar or licensed/authorized to practice law in one or more jurisdictions. These jobs may be in a law firm, business, government, or non-profit setting. This category also includes positions which require the individual to be admitted to the bar after being hired in order to retain the position. Absent information to the contrary, job titles presumed to fall into this category include: associate; attorney; lawyer; staff attorney; solo practitioner; in-house counsel; Judge Advocate General; prosecutor/district attorney; public defender and articling students (Canada only). Also, note that, for purposes of reporting to NALP, judicial clerkships (as defined on page 14) are considered as Bar Admission Required/Anticipated jobs, regardless of the employer's perspective. Finally, note that these titles refer to jobs, and not the office. Other kinds of jobs taken in, for example, a district attorney's office cannot be presumed to be Bar Admission Required/Anticipated. A fact-based inquiry would be required to make this determination.
- **JD Advantage.** Jobs in this category are those for which the employer sought an individual with a JD, and perhaps even required a JD, or for which the JD provided a demonstrable advantage in obtaining or performing the job, but itself does not require bar admission, an active law license, or involve practicing law. Examples of positions for which a JD is an advantage include a corporate contracts administrator, alternative dispute resolution specialist, patent agent, landman, tax associate, government regulatory analyst, FBI agent, and accountant. Also included might be jobs in personnel or human resources, jobs with investment banks, jobs with consulting firms, jobs doing compliance work for business and industry, jobs in law firm professional development, and jobs in law school career offices, admissions offices, or other law school administrative offices. Doctors or nurses who plan to work in a litigation, insurance, or risk management setting, or as expert witnesses, could fall into this category, as could journalists and teachers (in a higher education setting) of law and law related topics. In some jurisdictions and for some employers, jobs such as law clerk or paralegal may be considered as JD Advantage. A fact-based inquiry would be required to make this determination. It is an indicator that a position does not fall into this category if a JD is uncommon among persons holding such a position.
- **Other Professional Position.** A position in this category is one that requires professional skills or training but for which a JD is neither required nor a demonstrable advantage. It may or may not require certification or a degree specific to that position. Examples of jobs in this category include a teacher (non-law related), business manager, or real estate agent. Other examples include professions such as doctors, nurses, engineers, or architects, if a JD was not demonstrably advantageous in obtaining the position or in performing the duties of the position. Distinguishing between professional and other positions requires fact-specific determinations. Questions to consider include: Does the graduate work in a professional setting; does the job require specialized training; does the job require or provide ongoing professional development; is the job salaried as opposed to hourly; is there a professional career path for advancement; does the job include supervisory responsibility for other employees; does the job require professional judgment or expertise?

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- **Other Position.** "Other positions" are ones that do not require any professional skills or training. Such a job may be one taken on an interim basis and not viewed as part of a career path. Examples of jobs in this category include a barista, retail salesperson, restaurant server, or receptionist/administrative assistant.
- **Working—Type of Job Unknown.** This category may be used for a graduate known to be working, but for whom you do not have information as to the type of job, i.e., bar admission required/anticipated, other professional, etc. Nonetheless, you must have documentation that the graduate is employed.
- **Full-time vs. Part-time.** For purposes of this survey, a "full-time" position is defined as typically working a minimum of 35 hours per week, regardless of the terms of employment. That is, full-time positions may be either long-term or short-term. "Part-time" refers to employment not meeting the above criteria. Note that the terms "full-time" or "part-time" are used to describe individual jobs, and not the total number of hours worked per week.

For each employed graduate, complete information on timing of the job offer, job start date, job source, job duration, presence of law school funding, search status, employer type, job location, and salary. If a graduate is unemployed, or the graduate's employment status is unknown, these items are not applicable.

Timing of Job Offer

The timing question has two parts, which should be answered for the job held as of March 15. First, indicate whether the job offer was received before graduation or after graduation. If the offer was received after graduation, answer a follow-on question concerning the timing of the offer relative to bar results: before bar results; after bar results; or timing relative to bar results is not applicable because bar exam/admission is not required for the job. Note that for a job that is bar admission required/anticipated, one of the first two options should be chosen. **If a graduate was granted diploma privilege, the second timing item should be reported as after bar results.** The third option is for jobs where bar admission is not required, e.g., a JD Advantage job or other professional job.

Leave the items blank if timing is unknown.

Note that for the second timing question, you should report timing of job "offer" relative to bar results as "after bar results" for a graduate who has opened their own practice as of March 15.

Finally, the first timing question cannot be used to calculate the percentage of the class employed before graduation. First, this item pertains to employed graduates, rather than the whole class. Second, although a graduate may have had a job offer before graduation, or as of graduation be continuing in a job held prior to or during law school, by March 15 the specifics of employment at that time, including when the graduate obtained the job, may have changed.

Job Start Date

Complete only for employed graduates.

Report the date on which the graduate started the job held on March 15, 2027. If a graduate has continued with a previous employer, but obtained a different job after obtaining their JD, report the date that the graduate started in that new position. In cases where a graduate obtained a non-attorney position that transitioned, or will transition, to an attorney position upon bar admission, you may report the start date of either the non-attorney position or attorney position.

Source of Job

Mark only one for employed graduates.

Mark the one choice that best describes how the graduate learned of and made ***initial contact*** with the employer for the primary job reported. Even if the graduate continues to seek other employment, answer the question for the job reported. Leave the question blank if source is unknown.

NOTE:

- Many graduates obtain their post-graduate employment as the result of a job, internship, or externship held during the school year or during the summer. Summer associate positions, school-term clerk positions, and internships are examples. To the extent possible, report how the graduate obtained the temporary job opportunity that led to the permanent job. For example, the summer associate position might have been obtained through a career office recruitment program (e.g., OCI).

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- The career office job posting category includes postings at another school's career office.
- The choice of "Responded to non-career office job posting, such as LinkedIn or Indeed" refers to where the job was posted, not to the application process. Many applications are completed online, but this does not describe how the graduate learned of or made contact with that employer.
- A job taken with the family business or firm, should be reported as obtained as a result of networking, or returning to/continuing with the job held prior to law school, as appropriate.

Search Status of Employed Graduates

Mark only for employed graduates.

This question applies only to graduates who are employed and is designed to determine whether or not the graduate is seeking, for whatever reason, a different job than that held on March 15. Note that a graduate may be employed in a long-term job (see the definition of job duration below), such as one held during law school, and seeking a different job. This question is not applicable to unemployed graduates.

NOTE: For purposes of this data collection effort, graduates who have obtained a judicial clerkship, an agency honors program position, an articling position in Canada, or other term-limited public service fellowship should be reported as not seeking a different position even though the position is of known duration.

Job Duration for Employed Graduates

Mark only for employed graduates.

This question applies only to graduates who are employed and describes whether the job is short-term or long-term from the employer's perspective. A job is considered long-term if the graduate is expected to be employed for one calendar year or more from the graduation date or the start date, whichever is later. All jobs should be categorized as either long-term (one year or more) or short-term (less than a year).

Note: Just because a short-term position may evolve into a long-term position does not make the position a long-term position. Conversely, a graduate may be employed in a long-term job with no fixed end point, such as one held during law school, and be seeking a different job. Even though the graduate may consider, or hope that, a job is short-term until the graduate finds something else, if from the employer's perspective the job is long-term with no fixed end point, it should be reported as such.

Note: For purposes of ERSS reporting, articling positions in Canada are considered as long-term. Additionally, minor variations in the length of employment do not change the classification of a position that the employer regards as lasting for one calendar year. These are the only exceptions to the general rule that long-term positions last at least a year.

Law School Funding

Indicate whether the job is funded in whole or in part by the law school. Note that law school funding includes both direct funding of positions, i.e., the law school writes the paychecks and is the employer, and indirect funding of positions, i.e., the law school provides grant(s) to other organizations for them to hire and pay the graduates. Most bridge-to-practice programs are law school-funded.

Law school funding also includes stipends to graduates in fixed duration positions who would otherwise be volunteers at the organization, as well as grants funded by the law school which are not part of a bridge-to-practice fellowship or an on-campus jobs program. Law school funding can also apply to situations where the law school funds the first year of the salary for a long-term job.

Some positions are exempt from the law school funded classification. In order to be exempted, the position must be expected to last for a term of one calendar year or more. Additionally, a) the position must be advertised and open to qualified graduates from all Council-accredited law schools **or** b) the graduate was employed by the law school prior to enrolling in law school and continues to be employed in the same or similar position as of the employment status date.

Additional Job Detail

Provide information on employer type, choosing from one of the five areas below. Each employer type has detail questions as noted.

IMPORTANT: For each employed graduate choose only ONE of these areas.

- Law Firm Private Practice (three detail questions)
- Business (two detail questions)
- Government (two detail questions)
- Public Interest/Non-profit (one detail question)
- Education (two detail questions)

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Law Firm Employment

If the graduate's primary employment is in a law firm, complete Items B1, B2 and B3.

Law firms include private practice firms specializing in public interest law, and "new model" law firms which have no equity partners, and where all attorneys work as staff attorneys. Any job in a law firm, including associate/attorney, law clerk, law firm librarian, paralegal, etc. is to be reported as law firm employment. Report the type of job in Item B3.

Item B2 has two checkboxes as to the setting in which the graduate works and should be checked if applicable. **A public interest law firm is defined as a private and for-profit firm, but is distinguished from other private firms** in that a majority of its practice involves clients that are typically under-represented, or groups that advocate for community, rather than corporate, interests. Sliding fee cases and contingent fee cases are common. Typical areas of practice for public interest law firms include plaintiff 's employment discrimination, civil rights, environmental law, and union representation.

Note: Civil legal services/legal aid organizations are not public interest law firms. Civil legal services, e.g., Legal Services of the Blue Ridge, should be reported as "public interest — civil legal services." (See page 15 for more information on the public interest category.)

"Job is part of an incubator program" should be checked if the graduate is part of an incubator program or is employed by a law firm that is part of the law school.

Graduates working on a contract basis and hired directly by the firm should also be reported here, with the specific type of job again reported in Item B3. However, graduates employed at a law firm through an agency which places attorneys in temporary positions should be reported under Business and Industry.

Item B1 asks for **total** number of attorneys **firmwide**. For a multi-office firm, this count corresponds to the total of all attorneys employed by the entire firm worldwide. All levels of attorneys in the firm should be included in these counts without regard to seniority, status, or job tenure (that is, this total should reflect all of the senior and junior partners, of counsel, staff attorneys, senior and junior associates, and the like, counted together).

The size category "solo practice" is to be used only for graduates who have established their own solo practice as of March 15. To be reported as a solo practitioner, there must be findings or indicia that the graduate is indeed setting up a solo law practice. Intent to do so in the future is not enough. Typically, at a minimum, the graduate must have been admitted to the bar and taken some additional steps toward setting up a law practice, such as, depending on the jurisdiction, applying for a business license, obtaining practice insurance, and advertising the availability of legal services. The "timing of job offer" for a solo practitioner must be reported as after graduation and "after bar results." The source of job should be reported as "started own practice or business."

If a graduate is working for a solo practitioner in a law clerk, paralegal, or other non-attorney position, report the firm size as "1-10." If a graduate is obtaining independent contract work from a number of attorneys or firms and has formed a business for this purpose, report the graduate as self-employed under business and industry, not as a solo practitioner. A graduate who is unemployed and seeking work but able to take on occasional contract work should be reported as unemployed-seeking.

Report the kind of job in the law firm in item B3. Most entry-level attorney jobs should be reported as entry-level attorney or associate jobs. Graduates working in positions that will automatically change/convert to associate/entry-level attorney positions upon bar admission may also be reported as entry-level attorneys/associates as long as the circumstances have not changed due to failure of the bar exam. Articling students working at law firms in Canada should also be classified as entry-level attorneys/associates. The staff attorney category is reserved to describe certain jobs, usually in larger law firms, where the firm hires both partnership-track and non-partnership track attorneys. It can also include instances where the firm hires attorneys on a project or fixed-duration basis. The staff attorney position describes the non-partnership track position, regardless of the actual job title used at a particular firm. In addition, "new model" law firms typically hire staff attorneys.

An attorney job in a smaller firm, which may not have a partnership track as such, should be reported as an "entry-level attorney or associate" position under most circumstances.

If a graduate will be working in a law firm as of March 15 prior to a judicial clerkship, report the law firm job.

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Items B1, B2 and B3 pertain to law firms only. These items are not applicable to other employer types. Do not complete Items B1, B2 and B3 if the graduate is employed in business, government, public interest, or education.

Business Employment

If the graduate's primary employment is in business and industry, indicate both the employer type (B4) and the type of job (B5). If the job does not fit into any of the categories listed, please check "other" and use the space provided to describe the job.

Select only one response for both B4 and B5 and complete both items.

Note the definitions for real estate and retail trade or hospitality sectors. Real estate includes, for example, real estate agents and offices, companies managing or operating real estate, both residential and commercial, title abstract companies, and real estate/land developers. Retail or hospitality includes all such jobs in these sectors, whether as a store clerk or waitperson, in a management position, or in an in-house legal role. Retail establishments, including eating and drinking places, are in this category, as are establishments such as hotels, motels, casinos, resorts, cabins and campgrounds.

NOTE:

- In-house lawyers are defined as attorney positions within the law or legal department of a company and reporting to the office of general counsel or associate general counsel; the law department handles some portion of legal matters for the company. Typically, the number of graduates taking in-house jobs is quite small. Other jobs within the in-house department should be reported using the appropriate job type and not as in-house lawyers.
- Graduates working as "temporary attorneys" through a legal temporary employment agency should be classified in the "Business — Legal temporary agency" category and the job reported as "temporary attorney work." A graduate employed by a temporary employment agency but not one specifically making legal placements should be reported as employed in "Business — Other."
- A job with a labor union should be reported as a public interest job and not as a business job.
- The category of "Other" business or industry encompasses a range of profit and not-for-profit organizations such as non-legal professional services firms, e.g., architecture, construction; private hospitals (including those affiliated with private universities); public relations firms; and quasi public/private organizations like FINRA and Sallie Mae.
- In most cases, for graduates (other than solo practitioners) who are self-employed/have started a business/are part of the "gig" economy, the appropriate employer type is one of the business employer types.

Government Employment

If the graduate's primary employment is in government at any level complete Items B6 and B7.

Select only one response for both B6 and B7 and complete both items.

Item B6 requests information on the level of government or court at which the job was obtained. Provide this information for all government positions and judicial clerkships.

- **Federal government** refers to the U.S. government only. Jobs with governments — at any level — outside the U.S. should be reported as "international" level of government.
- **Local governments** include county, municipal, and city governments, as well as special-purpose government entities such as local transit authorities and sanitation districts. Do not report any government positions outside of the U.S. as local. County prosecutor positions should be reported as local government positions, even if they are technically employees of the state, in order to distinguish these positions from jobs with the state attorney general's office.
- **U.S. Territories and the District of Columbia**. Report non-court jobs with government in territories such as Puerto Rico, the Virgin Islands, Guam, and with the District of Columbia as state level jobs unless they are federal government positions. Judicial clerkships (or other court positions) with federal courts in these jurisdictions should be reported as federal level clerkships. Similar positions with lower courts (the equivalent of a state or local court in other jurisdictions) should be reported as state level clerkships.

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- **Tribal government positions have their own government level.**
- **All governments of other countries** and jobs with the United Nations or NATO should be classified as "international." This includes government positions in Canada.

Item B7 requests information on the type of government position obtained.

- Because of the wide variations and unpredictable start dates of **JAGC positions**, you may report a confirmed and accepted JAGC position, even if the graduate is in an interim position as of March 15.
- **All other civilian and uniformed positions** in all branches of the military, including the Army Corps of Engineers, should be reported using the "other military position" choice.
- The **prosecutor** category includes jobs representing or litigating on behalf of government in either **criminal or civil proceedings**. These jobs may be within the U.S. Department of Justice, states' attorney general offices, or local district or prosecuting attorney offices. It does not include other jobs in a prosecutor office, e.g., law clerk or non-attorney positions, which should be reported using the appropriate choice for the department/agency as a whole. Jobs in law enforcement, such as police officer or probation officer, are not prosecutor jobs; they should be reported as other agency positions at either the state or local government levels.
- **Agency attorney honors programs**, which are run by several executive branch agencies, e.g., the Department of Justice and the Equal Employment Opportunity Commission, are competitive programs through which third-year law students and recent graduates are hired as honors attorneys for the agency. These positions are highly sought after and the hiring processes differ from other government attorney positions. Honors programs may also be found at the state level, e.g., attorneys general offices.
- A **judicial clerkship** is typically a one- or two-year position working for a judge (including administrative law judges) on tasks such as research and drafting. Judicial clerks may include graduates who perform duties similar to those of a judicial clerk assigned to a specific judge, but who perform those duties for a pool of judges or for the court as a whole rather than for a specific judge. Jobs as temporary assistant clerks (TACs), whose duties are primarily administrative, should be classified as "judicial-other" jobs and not as judicial clerks.
- If the graduate has obtained a clerkship that will start after March 15, report what the graduate is doing as of March 15. For example, if a graduate will be working in a law firm prior to a judicial clerkship and as of March 15, report the law firm job.
- **Legislative positions** may be at any level of government, including local governing entities such as a county board, city council, or board of supervisors and can include both elected and staff positions. Likewise, non-clerkship positions at courts may be at any court level.
- Most jobs, including law clerks and police officers, not falling into one of the government categories described above would be categorized as "other agency positions (including law enforcement)." Such jobs are found at all levels of government, including local government. Examples include the FTC, SEC, and USDA at the federal level, departments of labor and natural resources at the state level, and housing authorities and law enforcement at the local level.
- Positions in public education (at any level) should be reported as education positions in Items B9 and B10 and not as government positions. Positions with political campaigns or parties are not government positions; they should be reported as "trade association or political campaign" in Item B4. Jobs with bar associations should also be reported this way.

Some governments "contract out" functions traditionally performed by government. For example, child support enforcement functions may be performed by a private company, with the individual performing that function being paid by (and therefore classified as an employee of) the private company. Conversely, if a private company is under contract with a government agency to manage or operate portions of a facility but the government agency maintains fiscal responsibility and pays the employees, the job should be classified as a government job.

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As a general rule of thumb, the entity actually doing the hiring and writing the paycheck should be considered the employer.

Public Interest/Non-Profit Employment

If the graduate's primary job is in a public interest organization or some other type of non-profit setting, complete Item B8 and use the space provided to describe jobs other than those in the specific categories provided.

- **Civil legal services** includes positions at organizations receiving funding from the Legal Services Corporation, as well as positions with other organizations providing indigent or reduced-fee legal services, such as prisoners' legal aid and campus legal services.
- A legal services organization has a defined governance structure as specified by the ABA Standards for the Provision of Civil Legal Aid, to include having a governing body or board of directors. Therefore, an individual can't start their own legal services organization; that individual may start a for-profit but public interest law firm, as defined on page 12.
- All **public defender and appellate defender** jobs are considered public interest jobs, regardless of whether the office is a government agency or a private organization.
- Other jobs within a public defender office, e.g., law clerk or administrative, should be reported as "other public interest."
- An individual can't start their own public defender office. An individual may start a solo practice and accept public defender work from the local government on a contract or retainer basis.
- Public interest/non-profit employers include private non-profit advocacy, religious, social service, fundraising, community resource, or cause-oriented organizations, such as the Children's Defense Fund, United Way, churches, Boy Scouts, and Red Cross chapters. Public interest employers also include labor unions and non-profit policy analysis and research organizations, such as Brookings and the Heritage Foundation.
- **Jobs with trade associations and political campaigns** should be reported under "trade association or political campaign" in Item B4. Lo bono law firms specializing in public interest law should be reported by checking Item B2 (firm is a public interest law firm).
- Jobs with public interest organizations may include those that are funded by outside grants, but for which the hiring and personnel responsibilities lie with the public interest organization, and jobs for which the public interest organization is responsible for interviewing and hiring, but for which the law school funds the stipend or hourly pay.

Education Employment

If the graduate's primary employment is in an educational institution, complete Items B9 and B10.

Select only one response for both B9 and B10 and complete both items.

- Any job with an educational institution of any sort is an education job. Education positions may be at any level — elementary, secondary, or higher education — and within either private or public education, e.g., private colleges, state universities, and local public education, including local school boards. Positions include faculty or teachers, administrative positions and research assistants, fellowships and other temporary/fixed-duration positions. Administrative positions include librarians, positions in the office of general counsel, development officers, counselors, career services positions, and human resources. The category of "other" job type can include, for example, positions in the athletics department, IT, and campus security. Do not include positions at university hospitals and similar university-related entities. Report such positions according to the university's type as either private sector or government jobs. Note that these are the **only** exceptions to the scope of education employment.
- Education employment does not include graduates who are continuing their education in a graduate degree program and are not otherwise working. Such graduates should be reported as enrolled in graduate studies in the basic employment status item.
- Education employment includes school-funded programs to provide recent graduates with fixed-duration/temporary job opportunities as employees of the law school. Not all jobs at law schools are law school-funded as defined by NALP for purposes of this survey. Please see the Council Protocols for

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more information about which positions fall under the law school funded classification.

- Jobs funded by grants made by law schools to outside organizations to support fellowships or other fixed duration jobs may be reported as jobs with that organization provided that the organization is fully responsible for interviewing and hiring graduates for the positions and paying them as employees of the organization. A job funded by a bridge-to-practice program should be reported as a job at the organization where the graduate is working, provided that the organization was responsible for interviewing and hiring for that job.

Geographic Location

If you do not know the location of the graduate's employment or if the graduate is not working, leave this item blank.

This booklet includes a list of the current NALP City and State Codes starting on page 22. Refer to this list to find the correct code for the city location of the graduate's primary job. If you use Symplicity or 12twenty, these city codes are built into the system. Include the complete name exactly as shown on the list, not shorthand or an abbreviation. If you know a graduate is employed in a certain state but do not know the specific city, use the "other/unknown" code for the state, such as Alabama — 60199, Alaska — 90299, and so on. Also use the "other/unknown" code if you know the city location of the graduate's employment but this city is not on the list of city and state codes.

IMPORTANT NOTES:

- Do NOT record a zip code in this space. The 5-digit location codes are NOT zip codes.
- If the graduate is working remotely or in varying locations (e.g., for a virtual law firm), report the location for the employer's office the graduate would otherwise report to or the main office of the employer.
- In Symplicity, if no match is found for the city name, the code assigned will be that for "other/unknown" locations based on the state entered. Be sure to enter the full name and correct spelling of the city. For example, entering "Philly" will result in that job being designated as in "other/unknown PA" and not in Philadelphia. Also, make sure to complete the full employer address. Without complete information, the ERSS city code may not populate correctly.

Salaries and Stipends

Is the graduate receiving a salary or a stipend?

- When an individual is paid a salary or wage, the individual is considered to be an employee of the organization and is entitled to benefits and protections granted to workers by law. This includes compensation for working overtime (as applicable), eligibility for unemployment compensation, and adherence to minimum wage standards. A wage or salary may be paid for either full-time or part-time work. For example, a graduate working at an hourly rate as a law clerk or in a part-time job that is not law-related is paid a wage.
- A stipend is an alternative form of compensation that is not a salary. It is a fixed amount that is paid on a periodic basis or in a single lump sum, usually at the completion of a specific project. No matter how many hours an individual spends on the activity, the stipend amount does not change. For example, a stipend might be $7,000 for two months or $10,000 for the length of the project.

Reporting Salaries

- Report the base starting pre-tax salary. It is not necessary to report salaries for part-time jobs or for jobs that will last for less than a year. You should, however, report a stipend for law-school funded jobs that are part-time or short-term.
- Do not include potential year-end bonus dollars, a guaranteed bonus, or other contingent income in this figure.
- Do not include a signing bonus, a bar stipend, a clerkship bonus, or other additional monies in the salary figure.
- Report all digits of the salary, e.g., 75000, not 75 or 75K. For a stipend, report the amount and indicate whether it is per week, per month, or per project.
- For graduates employed in the military, report the salary for their starting rank. Military housing allowances may be included in the starting salary reported.

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- For clerkship jobs, record the clerkship salary, not the salary the graduate expects to earn at another job following the clerkship.
- It is not necessary to report salaries for solo practitioners who have started their own law firm.
- Salaries for full-time and long-term jobs that were reported on an hourly or weekly basis should be annualized if possible, as only annual salaries are included in NALP's salary analyses. If annualizing does not seem to provide a reasonable estimate of annual earnings, query whether in fact the job is full-time, e.g., 2,000 hours/year. Note: If you are using 12twenty, the system should annualize salaries for you if you provide the corresponding salary term (e.g., weekly, monthly).
- Do not annualize salaries for part-time or short-term jobs.
- Do not report salaries paid in currency other than U.S. dollars.
- For graduates taking jobs in law firms which have more than one salary scale, depending on hours billed, report the lower salary.
- Report the salary as of March 15. In most cases that is the starting salary. However, if you can document that the salary has changed, for example after bar admission, report the most current salary.

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Graduate Survey Form — Class of 2026

NALP EMPLOYMENT REPORT AND SALARY SURVEY

Please refer to the "**Frequently Asked Questions**" sheet as you are completing this survey.

Contact Information

Name

Permanent Address

Phone

Email

I. Demographic Information

A1. Program Type at Time of Graduation

- ☐ Full-time/3-Year
- ☐ Part-time/Evening

A2. Transfer Student?

- ☐ Yes
- ☐ No

B. Age (Complete either B1 or B2)

B1. Age at Graduation _____

B2. Birth Date _____

C. Gender (How do you describe yourself?)

C1. Select all that apply.

- ☐ Woman
- ☐ Man
- ☐ Non-binary or third gender
- ☐ An identity not listed above (describe)

_____

- ☐ Prefer not to respond

C2. Select all that apply.

- ☐ Cisgender
- ☐ Transgender
- ☐ Intersex
- ☐ Prefer not to respond

D. LGBTQ+ Status

I identify as Lesbian, Gay, Bisexual, Transgender and/or Queer (LGBTQ+)

- ☐ Yes
- ☐ No
- ☐ Prefer not to respond

E. Race/Ethnicity (You may check up to two)

- ☐ Asian
- ☐ Black or African American
- ☐ Hispanic or Latino/a/x
- ☐ Middle Eastern or North African
- ☐ Native American or Alaska Native
- ☐ Native Hawaiian or Pacific Islander
- ☐ White

F. Do you identify as a person with a disability?

- ☐ No
- ☐ Yes (describe) _____

G. Veteran Status (check if applicable)

- ☐ U.S. military veteran
- ☐ Military service from a country other than U.S.

H. Parental/Guardian Education

H1. What is the highest level of education completed by either of your parents (or the people who raised you)? (select one)

- ☐ Did not finish high school
- ☐ High school diploma or GED
- ☐ Completed some college coursework but did not complete an undergraduate degree
- ☐ Associate's degree (AA, AS, etc.)
- ☐ Bachelor's degree (BA, BS, etc.)
- ☐ Master's degree (MA, MS, MBA, etc.)
- ☐ Doctoral or professional degree (PhD, JD, MD, DDS, etc.)

H2. Do either of your parents (or the people who raised you) have a JD?

- ☐ Yes
- ☐ No

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II. Post Graduate Employment Status

A1. Select only one of the following to describe your post-graduate status:

- ☐ Employed in a position for which you receive a salary or a stipend or are being paid on a contract or retainer basis (also complete the items in sections A3 and B)
- ☐ Enrolled in Graduate Studies
- ☐ Employed – start date after March 15, 2027 (also complete items A2 and 7; the rest of the form is not applicable)
- ☐ Not employed and seeking work/paid position (also complete item A2; the rest of the form is not applicable)
- ☐ Not employed and not seeking work/paid position (also complete item A2; the rest of the form is not applicable)

A2. If you are not employed, are you volunteering?

- ☐ Yes, in a law-related capacity
- ☐ Yes, not in a law-related capacity
- ☐ No

A3. Job Information

1. Type of Job (choose one only)

- ☐ Bar admission required/anticipated (includes judicial clerks)
- ☐ JD Advantage
- ☐ Other professional position (describe)

_____

- ☐ Other position (describe) _____

2. Job is: (check only one)

- ☐ Full-time
- ☐ Part-time

3. Job pays:

- ☐ A salary of $_____ per year
- ☐ A stipend of $ _____ (choose one)
  - ☐ per week ☐ per month ☐ per project

4. Indicate whether the employer hired you on a short-term or long-term basis. Note that a long-term job from the employer's perspective may be one that you consider short-term, while, for example, you continue to seek a different job. Please indicate the type of job from the employer's perspective.

- ☐ Job is long-term (1 year or more from your graduation date or your employment start date, whichever is later — includes articling positions in Canada)
- ☐ Job is short-term (duration is less than 1 year from your graduation date or the employment start date, whichever is later)

Also indicate if the job is funded by your law school.

- ☐ Job is funded in whole or in part by my law school. (Check if applicable. Consult with your career office if you are unsure if your position is funded by the law school.)

5. Indicate whether you are seeking a job other than the one described here

- ☐ I continue to seek a job other than that described here
- ☐ I am not seeking a job other than that described here

6a. Timing of job offer (mark one)

- ☐ Before graduation
- ☐ After graduation (if after graduation, also complete 6b below)

6b. Post-graduation offer was received

- ☐ Before bar results
- ☐ After bar results
- ☐ Timing relative to bar results is not applicable; bar exam/admission not required for the job

7. Date on which you started or will start your job

_____

8. Source of Job: Mark the one choice that best describes how you learned of and made initial contact with the employer. If you received an offer from your summer employer, or the employer for whom you worked during law school, indicate how you initially made contact with that employer.

- ☐ Through a career office recruitment program (e.g., OCI)
- ☐ Responded to a career office job posting
- ☐ Interviewed at a job fair or career conference
- ☐ Used school's judicial clerkship process or OSCAR
- ☐ Responded to a non-career office job posting, such as LinkedIn or Indeed
- ☐ Referral by business colleague, friend, relative, alumni, faculty member, or other law school staff member outside of the career office
- ☐ Self-initiated contact/networking
- ☐ Used a temporary placement agency or legal search consultant
- ☐ Returned to or continued with pre-law school employer
- ☐ Started own practice or business
- ☐ Other (describe)

_____

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B. Employer Information – Name and address of employer

Name _____

Street _____

City _____ State ____ Zip _____

Complete B1, B2, and B3 *ONLY* if your primary job is in law firm *private practice*.

***IF NOT*, skip to B4/B5, B6/B7, B8 or B9/B10 as appropriate. If you are employed by a legal temporary agency, skip to B4 and B5 (Business or Industry) regardless of the employer at which the agency has placed you.**

B1. Total Size of Law Firm (Mark only one for size of entire firm by total number of attorneys)

- ☐ Solo (you have started your own law firm as a solo practitioner)
- ☐ 1-10 attorneys
- ☐ 11-25 attorneys
- ☐ 26-50 attorneys
- ☐ 51-100 attorneys
- ☐ 101-250 attorneys
- ☐ 251-500 attorneys
- ☐ 501+ attorneys

B2.1 ☐ **Firm is a public interest law firm** (check if applicable)

B2.2 ☐ **Job is part of an incubator program or is at a law firm established by the law school** (check if applicable)

B3. Type of Law Firm Job (mark one only)

- ☐ Entry-level attorney or associate (includes solo practitioners)
- ☐ Law clerk
- ☐ Paralegal
- ☐ Staff attorney (non-partnership track)
- ☐ Manager/Administrator (includes recruiting, professional development and marketing)
- ☐ Patent agent
- ☐ Other non-attorney position

If Job is in *business or industry*, complete *BOTH* B4 and B5.

B4. Type of Employer

- ☐ Legal temporary agency
- ☐ Accounting firm
- ☐ Investment banking or financial institution
- ☐ Entertainment/sports management company
- ☐ Healthcare
- ☐ Insurance company
- ☐ Real estate
- ☐ Retail trade or hospitality sector
- ☐ Management consulting firm
- ☐ Publishing house
- ☐ Alternative Legal Service Provider (ALSP) or Legal Process Outsourcer (LPO)
- ☐ Legal/law-related technology company
- ☐ Other technology/e-commerce company
- ☐ Trade association or political campaign
- ☐ Other business or industry (describe) _____

B5. Type of Business Job

- ☐ Temporary attorney work
- ☐ Law clerk or paralegal
- ☐ Compliance
- ☐ In-house lawyer
- ☐ Management
- ☐ Business development/Sales/Marketing
- ☐ Consulting
- ☐ Tax associate (with an accounting firm)
- ☐ E-discovery attorney (with an LPO)
- ☐ Privacy/Cybersecurity analyst or officer
- ☐ Contract manager/analyst
- ☐ Self-employed
- ☐ Other (describe) _____

If job is in *government*, complete *BOTH* B6 and B7.

B6. Level of Government

- ☐ Federal
- ☐ State
- ☐ Local (city/municipal/county)
- ☐ Tribal
- ☐ International

B7. Type of Government Job

- ☐ Judicial Clerkship
- ☐ Judicial — position other than a clerkship
- ☐ Military JAG Corps (any service)
- ☐ Other military position (uniformed or civilian)
- ☐ Prosecutor
- ☐ Agency Honors program
- ☐ Other agency position (including law enforcement)
- ☐ Legislative (e.g., legislative assistant)
- ☐ Other (describe) _____

If job is in a *public interest* organization or other nonprofit, complete B8

B8. Mark one item that best describes the primary type of work or job you will be handling

- ☐ Community education and organization
- ☐ Civil legal services
- ☐ Policy/advocacy
- ☐ Public defender or appellate defender
- ☐ Other (describe) _____

If job is in *education*, complete *BOTH* B9 and B10

B9. Type of Employer

- ☐ Law School
- ☐ College or university
- ☐ Elementary or secondary school
- ☐ Other (describe) _____

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B10. Type of Education Job

- ☐ Faculty/teacher
- ☐ Administrator
- ☐ Research assistant/fellow or other temporary position
- ☐ Other (describe, e.g., Title 9 compliance)

_____

OTHER REMARKS:

_____

Date Completed: _____ **Form completed by:** _____
Printed name

Signature: _____

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State & City Codes

ALABAMA

Anniston 60105
Bessemer 60115
Birmingham 60120
Florence 60123
Decatur 60125
Gadsden 60127
Dothan 60130
Huntsville 60135
Mobile 60140
Montgomery 60145
Tuscaloosa 60165
Other/Unknown AL 60199

ALASKA

Anchorage 90205
Fairbanks 90210
Juneau 90215
Kenai Peninsula 90220
Other/Unknown AK 90299

ARIZONA

Flagstaff 80310
Mesa 80320
Phoenix 80325
Prescott 80326
Scottsdale 80330
Tempe 80340
Tucson 80345
Yuma 80350
Other/Unknown AZ 80399

ARKANSAS

Bentonville 70401
Conway 70402
El Dorado 70405
Fayetteville 70410
Fort Smith 70415
Jonesboro 70425
Little Rock 70430
Pine Bluff 70440
Rogers 70441
Springdale 70442
Other AR 70499

CALIFORNIA

Alameda 90501
Anaheim 90503
Bakersfield 90504
Berkeley 90507
Beverly Hills 90508
Burbank 90510
Burlingame 90511
Cerritos 90514
Compton 90516
Concord 90517
Costa Mesa 90518
Davis 90519
Downey 90520
Escondido 90523
Fairfield 90530
Fremont 90532
Fresno 90533
Fullerton 90534
Glendale 90536
Hayward 90538
Inglewood 90540
Stanford 90541
Irvine 90545
Lakewood 90546
La Mesa 90547
Long Beach 90548
Los Angeles 90549
Menlo Park 90551
Modesto 90550
Monterey 90552
Mountain View 90554
Napa 90555
Newport Beach 90556
Oakland 90561
Oceanside 90562
Ontario 90563
Orange 90564
Oxnard 90565
Palo Alto 90566
Pasadena 90567
Pico Rivera 90568
Pomona 90569
Rancho Cucamonga 90570
Redondo Beach 90571
Redwood City 90572
Riverside 90574
Sacramento 90575
Salinas 90576
San Bernardino 90577
San Diego 90578
San Francisco 90579
San Jose 90580
San Leandro 90581
San Mateo 90582
Santa Ana 90583
Santa Barbara 90584
Santa Clara 90585
Santa Monica 90586
Santa Rosa 90587
Stockton 90590
Sunnyvale 90591
Thousand Oaks 90592
Torrance 90593
Vallejo 90594
Ventura 90595
Walnut Creek 90596
West Covina 90597
Other/Unknown CA 90599

COLORADO

Aurora 80610
Boulder 80615
Colorado Springs 80620
Denver 80625
Englewood 80630
Fort Collins 80635
Grand Junction 80640
Greeley 80645
Lakewood 80650
Littleton 80655
Longmont 80665
Pueblo 80680
Other/Unknown CO 80699

CONNECTICUT

Bridgeport 10705
Bristol 10706
Danbury 10708
East Hartford 10709
East Haven 10710
Enfield 10711
Fairfield 10712
Greenwich 10713
Groton 10714
Hartford 10716
Manchester 10717
Meriden 10718
Middletown 10719
Milford 10720
New Britain 10730
New Haven 10735
Newington 10740
New London 10745
Norwalk 10750
Norwich 10755
Shelton 10756
Stamford 10760
Stratford 10762
Torrington 10764
Trumbull 10766
Vernon 10768
Wallingford 10770
Waterbury 10772
West Hartford 10774
West Haven 10776
Westport 10778
Windsor 10782
Other/Unknown CT 10799

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DELAWARE

Dover 50805
Newark 50810
Wilmington 50815
Other/Unknown DE 50899

WASHINGTON, DC 50910

FLORIDA

Boca Raton 51005
Boynton Beach 51010
Bradenton 51015
Clearwater 51025
Cocoa Beach 51024
Coral Gables 51030
Coral Springs 51032
Daytona Beach 51034
Deerfield Beach 51036
Delray Beach 51038
Dunedin 51040
Fort Lauderdale 51042
Fort Myers 51044
Fort Pierce 51046
Gainesville 51048
Hialeah 51052
Hollywood 51054
Jacksonville 51056
Lakeland 51058
Lake Worth 51060
Largo 51062
Melbourne 51070
Miami 51072
Miami Beach 51074
Naples 51077
North Miami 51078
North Miami Beach 51080
Ocala 51082
Orlando/Winter Park 51083
Panama City 51084
Pensacola 51086
Plantation 51088
Pompano Beach 51089
Riviera Beach 51090
St Petersburg 51091
Sarasota 51092
Tallahassee 51094
Tampa 51096
Titusville 51097
West Palm Beach 51098
Winter Park/Orlando 51083
Other/Unknown FL 51099

GEORGIA

Albany 51105
Athens 51110
Atlanta 51115
Augusta 51120
Columbus 51125
Dalton 51126
Griffin 51131
La Grange 51132
Macon 51135
Marietta 51141
North Atlanta 51143
Rome 51145
Sandy Springs 51147
Savannah 51150
Valdosta 51155
Other/Unknown GA 51199

HAWAII

Hilo 91210
Honolulu 91215
Kailua Kona 91216
Other/Unknown HI 91299

IDAHO

Boise 81305
Coeur D'Alene 81306
Idaho Falls 81310
Lewiston 81315
Pocatello 81325
Twin Falls 81330
Other/Unknown ID 81399

ILLINOIS

Addison 31402
Alton 31404
Arlington Heights 31406
Aurora 31408
Belleville 31410
Bloomington 31414
Carbondale 31422
Champaign 31424
Chicago 31426
Chicago Heights 31428
Danville 31432
Decatur 31434
De Kalb 31436
Des Plaines 31438
Downers Grove 31440
East St Louis 31442
Edwardsville 31443
Elgin 31444
Evanston 31450
Freeport 31452
Galesburg 31454
Granite City 31458
Joliet 31468
Kankakee 31469
Moline 31473
Mount Prospect 31474
Naperville 31475
Northbrook 31478
Oak Lawn 31481
Oak Park 31482
Palatine 31483
Park Ridge 31485
Pekin 31486
Peoria 31487
Rockford 31489
Rock Island 31490
Schaumburg 31491
Skokie 31492
Springfield 31493
Urbana 31495
Waukegan 31496
Wheaton 31497
Other/Unknown IL 31499

INDIANA

Bloomington 31502
East Chicago 31506
Elkhart 31508
Evansville 31510
Fort Wayne 31512
Gary 31514
Griffith 31515
Hammond 31516
Highland 31518
Indianapolis 31520
Kokomo 31522
Lafayette 31524
LaPorte 31525
Marion 31528
Merrillville 31529
Michigan City 31530
Muncie 31534
Munster 31535
New Albany 31536
Notre Dame 31537
Portage 31538
Richmond 31540
Schererville 31541
South Bend 31542
Terre Haute 31544
Valparaiso 31546
Other/Unknown IN 31599

IOWA

Bettendorf 41604
Burlington 41606
Cedar Falls 41608
Cedar Rapids 41610
Clinton 41612
Council Bluffs 41613
Davenport 41614
Des Moines 41616
Dubuque 41618
Fort Dodge 41620
Iowa City 41622
Marshalltown 41624
Mason City 41626
Muscatine 41627
Ottumwa 41628
Sioux City 41630
Waterloo 41632
Other/Unknown IA 41699

KANSAS

Emporia 41705
Garden City 41706
Junction City 41711
Kansas City 41715
Lawrence 41720
Manhattan 41730
Olathe 41735
Overland Park 41740
Pittsburg 41742
Prairie Village 41741
Salina 41745
Shawnee 41746
Topeka 41750
Wichita 41755
Other/Unknown KS 41799

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KENTUCKY

Ashland 61805
Bowling Green 61810
Covington 61815
Fort Knox. 61820
Frankfort 61825
Highland Heights 61828
Hopkinsville 61830
Lexington. 61835
London. 61837
Louisville 61840
Owensboro 61845
Paducah 61850
Pikeville 61851
Richmond 61852
Other/Unknown KY 61899

LOUISIANA

Alexandria. 71905
Baton Rouge 71910
Chalmette 71978
Covington 71915
Gretna 71977
Houma. 71925
Kenner 71976
Lafayette. 71935
Lake Charles 71940
Metairie 71950
Monroe 71955
New Iberia. 71960
New Orleans 71965
Shreveport. 71970
Slidell 71975
Other/Unknown LA 71999

MAINE

Auburn. 12001
Augusta 12005
Bangor 12010
Portland. 12021
Other/Unknown ME 12099

MARYLAND

Annapolis 52105
Baltimore. 52110
Bethesda. 52115
Cumberland 52135
Frederick 52150
Gaithersburg 52155
Glen Burnie. 52160
Hagerstown 52165
Rockville 52185
Silver Spring 52190
Towson. 52194
Wheaton 52196
Other/Unknown MD. 52199

MASSACHUSETTS

Agawam. 12202
Amherst 12204
Andover. 12206
Beverly 12216
Boston 12220
Braintree 12222
Brockton 12224
Brookline. 12226
Cambridge. 12228
Chelsea. 12232
Chicopee 12234
Dedham. 12236
Fall River 12240
Fitchburg 12242
Framingham 12244
Gloucester 12246
Haverhill 12248
Holyoke 12250
Lawrence 12252
Leominster. 12254
Lexington. 12256
Lowell. 12258
Lynn 12260
Malden. 12262
Marlborough. 12264
Medford. 12266
Milton 12272
Natick. 12273
Needham 12274
New Bedford. 12275
Newton. 12276
Northampton 12277
Norwood 12278
Peabody 12279
Pittsfield. 12280
Quincy 12282
Randolph. 12283
Salem 12285
Somerville 12286
Springfield 12287
Stoughton 12288
Taunton 12289
Waltham. 12291
Wellesley 12293
West Springfield 12295
Weymouth. 12296
Woburn 12297
Worcester. 12298
Other/Unknown MA. 12299

MICHIGAN

Ann Arbor. 32304
Bloomfield Hills 32305
Battle Creek. 32306
Bay City 32308
Birmingham 32311
Dearborn. 32312
Detroit 32316
East Lansing 32320
Farmington Hills 32322
Flint 32326
Grand Haven. 32329
Grand Rapids 32330
Grosse Pointe 32331
Holland 32334
Jackson. 32338
Kalamazoo. 32340
Lansing. 32344
Livonia 32348
Midland 32352
Mt Clemens. 32353
Muskegon 32354
Pontiac 32358
Novi 32359
Port Huron 32361
Rochester Hills 32363
Royal Oak 32366
Saginaw 32368
St Clair Shores. 32370
Southfield. 32372
Sterling Heights 32376
Trenton. 32380
Troy 32382
Warren 32384
Other/Unknown MI. 32399

MINNESOTA

Bloomington 42410
Brooklyn Park. 42420
Burnsville. 42425
Coon Rapids 42430
Duluth 42440
Eagan 42442
Edina 42445
Fridley 42450
Mankato. 42455
Maplewood 42460
Minneapolis. 42465
Minnetonka. 42470
Moorhead 42475
Richfield. 42485
Rochester. 42490
Roseville. 42492
St Cloud. 42494
St Louis Park. 42495
St Paul 42496
Winona 42497
Other/Unknown MN. 42499

MISSISSIPPI

Biloxi 62505
Clarksdale 62506
Columbus 62510
Greenville 62515
Greenwood 62516
Gulfport. 62520
Hattiesburg 62525
Jackson. 62530
Laurel. 62531
Meridian 62535
Natchez 62536
Oxford 62543
Pascagoula. 62540
Tupelo 62542
Vicksburg. 62545
Other/Unknown MS 62599

MISSOURI

Blue Springs. 42605
Cape Girardeau. 42610
Columbia. 42615
Independence 42625
Jefferson City. 42630
Joplin 42635
Kansas City 42640
Kirkwood. 42645
Lee's Summit 42650
Raytown. 42655
St Charles. 42660
St Joseph 42665
St Louis 42670
Springfield 42675
Other/Unknown MO. 42699

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MONTANA

Billings 82705
Bozeman 82706
Great Falls 82715
Helena 82716
Missoula 82720
Other/Unknown MT 82799

NEBRASKA

Grand Island 42805
Lincoln 42810
Norfolk 42811
North Platte 42812
Omaha 42815
Other/Unknown NE 42899

NEVADA

Carson City 82905
Las Vegas 82910
Reno 82920
Other/Unknown NV 82999

NEW HAMPSHIRE

Concord 13005
Dover 13006
Keene 13007
Manchester 13010
Nashua 13015
Other/Unknown NH 13099

NEW JERSEY

Atlantic City 23102
Bloomfield 23110
Camden 23114
Cherry Hill 23116
Clifton 23118
East Brunswick 23120
Edison 23124
Elizabeth 23126
Fair Lawn 23130
Fort Lee 23132
Hackensack 23136
Jersey City 23144
Linden 23148
Livingston 23150
Long Branch 23152
Middletown 23154
Montclair 23156
Morristown 23157
Newark 23160
North Bergen 23162
Nutley 23164
Paramus 23170
Passaic 23172
Paterson 23174
Pennsauken 23176
Piscataway 23180
Plainfield 23182
Princeton 23183
Rahway 23184
Ridgewood 23185
Roseland 23186
Teaneck 23188
Trenton 23189
Union 23190
Union City 23191
Vineland 23192
Wayne 23193
Westfield 23194
West Orange 23196
Woodbridge 23198
Other/Unknown NJ 23199

NEW MEXICO

Alamagordo 83201
Albuquerque 83205
Farmington 83220
Las Cruces 83230
Roswell 83235
Santa Fe 83240
Other/Unknown NM 83299

NEW YORK

Albany 23302
Auburn 23304
Baldwin 23306
Binghamton 23308
Bronx 23309
Brooklyn 23311
Buffalo 23312
Central Islip 23314
East Meadow 23318
Elmira 23320
Flushing 23323
Franklin Square 23324
Freeport 23326
Garden City 23327
Hempstead 23328
Hicksville 23330
Huntington 23331
Huntington Station 23332
Ithaca 23334
Jamaica 23335
Jamestown 23336
Jericho 23337
Levittown 23338
Massapequa 23344
Merrick 23346
Mineola 23347
Mount Vernon 23348
New Rochelle 23352
New York 23354
Plainview 23362
Poughkeepsie 23364
Riverhead 23365
Rochester 23366
Rockville Centre 23368
Rome 23370
Schenectady 23374
Syracuse 23376
Troy 23378
Uniondale 23379
Utica 23380
Valley Stream 23382
Watertown 23384
White Plains 23386
Woodbury 23387
Yonkers 23388
Other/Unknown NY 23399

NORTH CAROLINA

Asheville 53405
Buies Creek 53407
Burlington 53410
Camp Le Jeune Central . . . 53415
Chapel Hill 53420
Charlotte 53425
Durham 53430
Fayetteville 53435
Fort Bragg 53440
Gastonia 53445
Goldsboro 53450
Greensboro 53455
Greenville 53460
High Point 53465
Kannapolis 53470
Kinston 53475
Raleigh 53480
Rocky Mount 53485
Wilmington 53490
Wilson 53495
Winston-Salem 53497
Other/Unknown NC 53499

NORTH DAKOTA

Bismarck 43505
Fargo 43510
Grand Forks 43515
Other/Unknown ND 43599

OHIO

Ada 33601
Akron 33602
Bowling Green 33608
Canton 33614
Cincinnati 33616
Cleveland 33618
Columbus 33622
Cuyahoga Falls 33624
Dayton 33626
Elyria 33630
Fairfield 33636
Findlay 33638
Hamilton 33642
Kent 33644
Lancaster 33650
Lebanon 33652
Lima 33654
Lorain 33656
Mansfield 33658
Marion 33662
Middletown 33668
Newark 33670
Portsmouth 33678
Sandusky 33680
Springfield 33686
Toledo 33693
Warren 33695
Youngstown 33696
Other/Unknown OH 33699

OKLAHOMA

Bartlesville 73705
Edmond 73720
Enid 73725
Lawton 73730
Midwest City 73735
Muskogee 73745
Norman 73750
Oklahoma City 73755
Tulsa 73775
Other/Unknown OK 73799

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OREGON

Beaverton 93810
Corvallis 93815
Eugene 93820
Hillsboro 93830
Lake Oswego 93831
Medford 93835
Portland 93840
Salem 93845
Springfield 93850
Other/Unknown OR 93899

PENNSYLVANIA

Allentown 23902
Altoona 23904
Bethlehem 23908
Carlisle 23909
Chester 23910
Easton 23912
Erie 23914
Harrisburg 23916
Johnstown 23918
Lancaster 23920
New Castle 23928
Norristown 23930
Philadelphia 23932
Pittsburgh 23934
Reading 23938
Scranton 23940
State College 23942
Villanova 23943
Wilkes-Barre 23946
Williamsport 23948
York 23950
Other/Unknown PA 23999

RHODE ISLAND

Bristol 14005
Cranston 14010
East Providence 14020
Newport 14025
Providence 14040
Warwick 14045
Woonsocket 14055
Other/Unknown RI 14099

SOUTH CAROLINA

Aiken 54101
Anderson 54105
Barnwell 54102
Beaufort 54103
Bluffton 54112
Camden 54122
Cayce 54114
Charleston 54110
Columbia 54115
Conway 54116
Daniel Island 54107
Florence 54120
Fort Mill 54117
Greenville 54125
Greenwood 54126
Greer 54123
Hilton Head 54119
Lexington 54131
Mauldin 54124
Moncks Corner 54109
Mt Pleasant 54108
Myrtle Beach 54129
N Myrtle Beach 54106
N Charleston 54130
Orangeburg 54121
Rock Hill 54135
Spartanburg 54140
St Matthews 54139
Summerville 54111
Sumter 54142
Surfside Beach 54104
W Columbia 54113
Walterboro 54145
York 54118
Other/unknown SC 54199

SOUTH DAKOTA

Pierre 44207
Rapid City 44210
Sioux Falls 44215
Vermillion 44217
Other/Unknown SD 44299

TENNESSEE

Bartlett 64301
Chattanooga 64305
Clarksville 64310
Cleveland 64315
Columbia 64320
Jackson 64335
Johnson City 64340
Kingsport 64345
Knoxville 64350
Memphis 64355
Morristown 64356
Murfreesboro 64357
Nashville 64360
Oak Ridge 64365
Other/Unknown TN 64399

TEXAS

Amarillo 74402
Arlington 74403
Austin 74404
Baytown 74405
Beaumont 74406
Brownsville 74408
Bryan 74410
Carrolton 74412
Corpus Christi 74416
Dallas 74418
Denton 74420
El Paso 74424
Fort Hood 74426
Fort Worth 74428
Galveston 74430
Garland 74432
Harlingen 74438
Houston 74440
Irving 74444
Laredo 74450
Longview 74452
Lubbock 74454
McAllen 74458
Midland 74462
Plano 74474
Port Arthur 74476
San Angelo 74480
San Antonio 74482
Sherman 74486
Texarkana 74490
Tyler 74494
Victoria 74496
Waco 74497
Wichita Falls 74498
Other/Unknown TX 74499

UTAH

Logan 84512
Murray 84515
Ogden 84520
Orem 84525
Provo 84530
Salt Lake City 84535
Sandy City 84540
Other/Unknown UT 84599

VERMONT

Burlington 14605
Montpelier 14610
South Royalton 14615
Other/Unknown VT 14699

VIRGINIA

Alexandria 54705
Annandale 54710
Arlington 54715
Charlottesville 54725
Chesapeake 54730
Danville 54735
Fairfax-McLean 54737
Fort Belvoir 54738
Grundy 54739
Hampton 54740
Lexington 54745
Lynchburg 54750
Newport News 54755
Norfolk 54760
Petersburg 54765
Portsmouth 54770
Quantico 54771
Richmond 54775
Roanoke 54780
Virginia Beach 54790
Williamsburg 54793
Woodbridge-
Marumsco 54795
Other/Unknown VA 54799

WASHINGTON

Auburn 94805
Bellevue 94810
Bellingham 94815
Bremerton 94820
Edmonds 94825
Everett 94830
Fort Lewis 94835
Kennewick 94840
Olympia 94855
Renton 94860
Richland 94865
Seattle 94870
Spokane 94875
Tacoma 94880
Vancouver 94885
Walla Walla 94887
Yakima 94890
Other/Unknown WA 94899

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WEST VIRGINIA

Charleston 54905
Huntington 54910
Morgantown 54915
Parkersburg 54920
Wheeling 54925
Other/Unknown WV 54999

WISCONSIN

Appleton 35005
Beloit 35010
Brookfield 35015
Eau Claire 35020
Fond Du Lac 35025
Green Bay 35030
Janesville 35040
Kenosha 35045
La Crosse 35050
Madison 35055
Manitowoc 35060
Menomonee Falls 35065
Milwaukee 35070
Oshkosh 35085
Racine 35090
Sheboygan 35091
Superior 35092
Waukesha 35093
Wausau 35094
Wauwatosa 35096
Other/Unknown WI 35099

WYOMING

Casper 85105
Cheyenne 85110
Laramie 85120
Other/Unknown WY 85199

US TERRITORIES—CARIBBEAN

Puerto Rico 5530
Virgin Islands 5540

US TERRITORIES—PACIFIC

Guam, American Samoa, etc. . 5590

SOVEREIGN STATES UNDER COMPACT OF FREE ASSOCIATION

Marshall Islands, Micronesia, Palau, etc. 5592

FOREIGN 5500

Canada 5510
Mexico 5520
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South America 5522
Europe 5550
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