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

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, 2028 (also complete item A2.7; the rest of the form is not applicable)
- ☐ Not employed and seeking work/paid position (the rest of the form is not applicable)
- ☐ Not employed and not seeking work/paid position (the rest of the form is not applicable)

A2. 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 (includes resume collects)
- ☐ 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)

_____

B. Employer Information – Name and address of employer

Name _____

Street _____

City _____ State ____ Zip _____

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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. ☐ **Firm is a public interest law firm** (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) _____

B10. Type of Education Job

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

_____

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OTHER REMARKS:

Date Completed: _____ Form completed by: _____
Printed name

Signature: _____

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