



2026 Survey of Legal Employers on Summer Program Recruiting

SURVEY DUE DATE

August
21
2026

If you have questions, contact NALP's research team, at research@nalp.org.

ABOUT THE SURVEY

Each year NALP invites your office/firm to provide information about recruiting outcomes for your summer associate program. The results of this survey will be published in an upcoming NALP research report, providing you with the most comprehensive benchmarking data available on entry-level law firm recruiting.

The survey requests recruiting outcomes data as of **August 1, 2026**, for the 2027 summer program. However, you do not need to wait to complete the survey if your office has already finalized your recruiting figures. A second survey will be administered in fall 2026 to request data on 2026 summer program outcomes (e.g. return offers), as well as 3L and post-clerkship hiring.

If you use one of the commercially available recruiting packages, such as FloRecruit, viGlobal (vi by Aderant) or Lawcruit, you likely already have easy access to much of the information needed to complete the survey. Please contact your provider directly if you have questions about their reporting capabilities.

As always, your data will be kept **completely confidential** and reported only in aggregate. No firm- or office-specific information will be published or identifiable. **Please submit data for U.S. offices only.**

Note: Completion of this survey is a requirement for individuals planning to attend NALP's 2027 Entry Level Legal Recruiting Summit in January.

HOW TO COMPLETE THE SURVEY

Complete the survey online at:

https://qualtricsxmt3b52ch7n.qualtrics.com/jfe/form/SV_6tCZH1OBA8Q7EDc

This PDF has been made available to assist in compiling your figures; however, all data must be submitted directly via the web-based survey.

If submitting surveys for multiple offices, first submit and save a copy of your initial survey, then reopen the survey link to complete and submit additional surveys as needed.

Thank you for helping NALP to compile this vital benchmarking resource on recruitment activity. Your time and willingness to complete this survey helps to ensure a comprehensive report.

SPECIAL NOTE TO MULTI-OFFICE FIRMS

This survey is being distributed to all offices within your organization listed in NALP's database. NALP strongly encourages the submission of a separate survey for each office. **Office-specific responses provide the most consistent and comparable data for analysis and enable reporting of city-specific information — one of the most valuable, and sought-after, features of NALP's reporting on recruiting.** If it is not feasible to report at the office level, indicate where requested that the figures reflect multiple offices. Additionally, if any reported activity occurred in an office other than the one submitting the survey, specify in which office(s) the activity occurred where requested.

SECTION I: Recruiting Activity and Methods for 2L Summer 2027 Programs

Note: If your office/firm did not recruit and interview Class of 2028 law students during the recruiting cycle for the 2027 2L summer program, answer question #1 and then skip to Section V of the survey. It is highly encouraged to report office-specific information to the extent possible.

1. Will your office host a summer program for 2Ls in 2027? (Answer “yes” if your office recruited for a summer program, but did not have any accepted offers.)
 - ☐ Yes (Proceed to questions #2 below)
 - ☐ No (Skip to Section V)
2. As of August 1, what is the status of your office’s recruiting for the 2027 2L summer program?
 - ☐ Recruiting is complete
 - ☐ Still recruiting for more than half of the class
 - ☐ Still recruiting on a limited or targeted basis (e.g., filling remaining spots or added positions late in the cycle)

Recruiting Methods for 2027 2L Summer Programs

3. What recruitment methods did **your office** utilize to interview for 2027 2L summer associate positions? *Select all that apply.*
 - ☐ Law school sponsored recruitment program (i.e., the law school set up and scheduled interviews on your office’s behalf)*
**This includes any method for students to interview for 2L summer employment that is coordinated by a law school, group of law schools, or law student organization(s), including OCI.*
 - ☐ Law school resume collect
 - ☐ Direct application to your office/firm
 - ☐ Job fairs/career conferences
 - ☐ Internal referrals
 - ☐ Client referrals
 - ☐ Other (please describe):
4. If you selected job fairs/career conferences above in question #3, report the number of job fairs or career conferences at which interviews were conducted (in-person or virtually) for **your office*** during the last two recruiting cycles. If your office did not attend any fairs/conferences in the recruiting cycle for the 2026 program, enter “o.” At least one fair/career conference should be reported for the 2027 summer program if you selected job fairs/career conferences above in question #3.

Recruiting cycle for 2026 2L summer program:

Recruiting cycle for 2027 2L summer program:

* Include counts of all job fairs/career conferences where interviews for your office took place, even if the lawyers conducting the interviews were from a different office of your firm.

Use of Non-Interview Assessment Tools

5. Did your office/firm use non-interview assessment tools in the recruiting process for your 2027 2L summer program? Examples include personality assessments, psychometric assessments, competency assessments, and other commercially available assessments.
- ☐ Yes
 - ☐ No
6. The responses reported in Section I reflect recruiting for:
- ☐ A single office (*Specify which one if different from the office submitting the survey*) or the firm has only one office:
 - ☐ All offices
 - ☐ Multiple, but not all offices (*Specify which offices*):

FOR REVIEW PURPOSES ONLY

SECTION II: Law School Sponsored Recruiting for 2027 2L Summer Programs

Outcomes in this section of the survey should be reported only for recruiting that took place **via law school sponsored recruitment programs** (i.e., the law school set up and scheduled interviews on your office's behalf). This includes any method for students to interview for 2L summer employment that is coordinated by a law school, group of law schools, or law student organization(s), including OCI.

As applicable, include data on the recruitment of students who participated/will be participating in your 2L summer programs for the two most recent recruiting cycles. **Do not include data on any recruiting that took place via employer sponsored recruitment** (i.e., your office set up and scheduled interviews). Data for employer sponsored recruitment will be reported in Section III.

It is highly encouraged to report office-specific information to the extent possible.

1. Did your office recruit students for the 2027 2L summer program through law school sponsored recruitment programs?

- ☐ Yes (*Proceed to question #2 below*)
- ☐ No (*Skip to question #14 in this section of the survey*)

2. For the two most recent recruiting cycles, report the number of schools at which your office participated in law school sponsored recruitment programs (in-person or virtually)* for 2L summer associate positions **at your office**. If none, enter "0."

**Include any schools at which students were interviewed for 2L summer associate positions in your office, even if the lawyers conducting the interviews were from a different office of your firm. Report figures only for 2L summer program recruiting.*

Recruiting cycle for 2026 2L summer program:

Recruiting cycle for 2027 2L summer program:

Recruiting Outcomes for 2027 2L Summer Programs

Report recruiting outcomes for students who interviewed for your office's 2027 2L summer program via **law school sponsored recruitment programs**. This includes any method for students to interview for 2L summer employment that is coordinated by a law school, group of law schools, or law student organization(s), including OCI.

If your office made **jumbo offers, evolving offers, and/or provided 1L early commitment bonuses/stipends*** via law school sponsored recruitment programs, count those students' interview and offer figures for the 2L program within this section of the survey.

A **jumbo offer is an employment offer extended to a current first-year student that, at the time it is extended, includes employment for both the student's 1L summer (2026) and 2L summer (2027). The student is expected to be actively employed by and performing work for the firm during both summers (whether on-site or remotely).*

*An **evolving offer** is an offer of employment extended to a current first-year student for their 2L (2027) summer when the student initially applied for and/or interviewed for employment for their 1L (2026) summer.*

*A **1L early commitment bonus/stipend** is defined as financial compensation provided to a first-year law student who commits during their 1L year to join a law firm **ONLY** for the 2027 2L summer program (i.e., they will **NOT** be actively employed by and performing work for the firm during the 2026 1L summer program). The compensation typically takes the form of a stipend or bonus intended to support the student's 1L summer work for another organization (e.g., a public service employer or a research assistant position) or to offset the student's expenses if they do not work during their 1L summer.*

- Do not include Class of 2028 students who interviewed for a 2027 2L summer program via **employer sponsored recruitment** (i.e., your office set up and scheduled interviews). Data for employer sponsored recruitment will be reported in Section III.
- Do not include current 1L (Class of 2028) students whom you may have interviewed/considered only for your office's 1L summer program.
- Do not include Class of 2027 students whom you may have interviewed for a 2027 summer associate position.
- Do not include any graduates from classes prior to 2027 whom you may have interviewed for an entry-level position.
- If your office has not completed making offers as of **August 1**, report the number you have made and the outcomes. Questions #4-6 should add up to the number of extended callback invitations reported in question #3. Count each student only once in questions #4-6.

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

3. Number of callback invitations extended *(Should equal the sum of questions #4-6 below. If your office conducted screening interviews, but did not extend any callback invitations, enter "0")*:
4. Number of callback invitations declined *(Also include here any invitations to which you received no response)*:
5. Number of callback invitations accepted and subsequently canceled *(Also include here any students who withdrew after scheduling a callback)*:
6. Number of callback interviews conducted:
7. Total number of offers made *(Should equal the sum of questions #8-11 below)*:
8. Number of offers accepted *(Exclude any acceptances that were later withdrawn by students. Those should be reported in question #9 below)*:
9. Number of offers initially accepted, but later withdrawn by the student:
10. Number of offers declined *(Do not include any students reported in question #9 above)*:
11. Number of offers with no response or response pending:

Timing of Offers for 2027 2L Summer Program

12. How many of your office's 2L summer offers were made in each time period below? **Counts should add up to the total number of offers reported in question #7 above.** Enter "0" if no responses were made in a time period. Only include offers that were made as a result of recruiting that took place via law school sponsored recruitment programs. Remember to include evolving offers and the 2L portion of jumbo offers in these counts.

Prior to November 2025:

November 2025:

December 2025:

January 2026:

February 2026:

March 2026:

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April 2026:

May 2026:

June 2026:

July 2026 or Later:

Timing of Responses to 2027 2L Summer Program Offers

13. How many responses to 2L summer program offers were received in each time period below? **Counts should add up to the total number of offers reported in question #7 above and will be inclusive of declines, acceptances, and any offers to which you did not receive a response.** Enter "0" if no responses were received in a time period. Only include offers that were made as a result of recruiting that took place via law school sponsored recruitment programs. Remember to include responses to evolving offers and the 2L portion of jumbo offers in these counts.

Within 24 hours:

Within 2-7 days:

Within 8-14 days:

Within 15-22 days:

Beyond 22 days:

Never responded/response pending (*Should be the same as the figure reported in question #11 above*):

Prior Year Data

14. Looking back to the recruiting cycle for the 2026 2L summer program, how many offers were made to Class of 2027 students via recruiting that took place through law school sponsored recruitment programs? If no offers were made, enter "0."
- Do not include Class of 2027 students who interviewed for a 2026 2L summer program via employer sponsored recruiting.
 - Do not include Class of 2027 students whom you may have interviewed/considered only for your 2025 1L summer program in these figures.
15. The figures reported in Section II reflect recruiting activity for:
- ☐ A single office (*Specify which one if different from the office submitting the survey*) or the firm has only one office:
 - ☐ All offices
 - ☐ Multiple, but not all offices (*Specify which offices*):

SECTION III: Employer Sponsored Recruiting for 2027 2L Summer Programs

Outcomes in this section of the survey should be reported only for recruiting that took place via **employer sponsored recruitment** (i.e., the law firm/legal employer set up and scheduled student interviews). This includes any method for students to apply and interview for summer employment that is coordinated by an employer. It also includes recruiting that takes place via job fairs/career conferences that are organized by a non-law school entity (e.g., a bar association).

As applicable, include data on the recruitment of students who will be participating in your 2L summer programs for the two most recent recruiting cycles. **Do not include data on any recruiting that took place via law school sponsored recruitment** (i.e., the law school set up and scheduled interviews on your office's behalf). Data for law school sponsored recruitment should be reported earlier in Section II.

It is highly encouraged to report office-specific information to the extent possible.

1. Did your office recruit students for the 2027 2L summer program through employer sponsored recruiting?
 - ☐ Yes (*Proceed to question #2 below*)
 - ☐ No (*Skip to question #16 in this section of the survey*)
2. For the most recent two recruiting cycles, report the number of schools represented in the pool of candidates who **were interviewed*** for a position in the 2L summer associate program for your office. If none, enter "0."

**Include any schools from which students were interviewed for 2L summer associate positions in your office, even if the lawyers conducting the interviews were from a different office of your firm. Do not include any interviewing that took place as part of a law school sponsored recruitment program. Count each school only once and calculate your counts based on students interviewed, not on applications received.*

Recruiting cycle for 2026 2L summer program:

Recruiting cycle for 2027 2L summer program:

3. Report the total number of candidates who made it to the final round of interviews for your office and an interview was conducted*

Recruiting cycle for 2026 2L summer program:

Recruiting cycle for 2027 2L summer program:

**Include all candidates who made it to the final round of interviews for 2L summer associate positions in your office, even if the lawyers conducting the interviews were from a different office of your firm. Do not include any candidates who interviewed as part of a law school sponsored recruitment program.*

4. The figures reported in questions #1-3 reflect recruiting activity for:

- ☐ A single office (*Specify which one if different from the office submitting the survey*) or the firm has only one office:
- ☐ All offices
- ☐ Multiple, but not all offices (*Specify which offices*):

Recruiting Outcomes for 2027 2L Summer Programs

Report recruiting outcomes for students who interviewed for your office's 2027 2L summer program via **employer school sponsored recruitment programs**. This includes any method for students to apply and interview for summer employment that is coordinated by an employer. It also includes recruiting that takes place via job fairs/career conferences that are organized by a non-law school entity (e.g., a bar association).

If your office made **jumbo offers, evolving offers, and/or provided 1L early commitment bonuses/stipends*** via employer sponsored recruitment programs, count those students' interview and offer figures for the 2L program within this section of the survey.

A **jumbo offer is an employment offer extended to a current first-year student that, at the time it is extended, includes employment for both the student's 1L summer (2026) and 2L summer (2027). The student is expected to be actively employed by and performing work for the firm during both summers (whether on-site or remotely).*

*An **evolving offer** is an offer of employment extended to a current first-year student for their 2L (2027) summer when the student initially applied for and/or interviewed for employment for their 1L (2026) summer.*

*A **1L early commitment bonus/stipend** is defined as financial compensation provided to a first-year law student who commits during their 1L year to join a law firm **ONLY** for the 2027 2L summer program (i.e., they will **NOT** be actively employed by and performing work for the firm during the 2026 1L summer program). The compensation typically takes the form of a stipend or bonus intended to support the student's 1L summer work for another organization (e.g., a public service employer or a research assistant position) or to offset the student's expenses if they do not work during their 1L summer.*

- Do not include Class of 2028 students who interviewed for a 2027 2L summer program **via law school sponsored recruitment** (i.e., the law school set up and scheduled interviews on your office's behalf). Data for law school sponsored recruitment should be reported earlier in Section II.
- Do not include current 1L (Class of 2028) students whom you may have interviewed/considered only for your office's 1L summer program.
- Do not include Class of 2027 students whom you may have interviewed for a 2027 summer associate position.
- Do not include any graduates from classes prior to 2027 whom you may have interviewed for an entry-level position.
- If your office has not completed making offers as of **August 1**, report the number you have made and the outcomes. Questions #6-8 should add up to the number of extended callback invitations reported in question #5. Count each student only once in questions #6-8.

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

5. Number of callback invitations extended (*Should equal the sum of questions #6-8 below. If your office conducted screening interviews, but did not extend any callback invitations, enter "0"*):
6. Number of callback invitations declined (*Also include here any invitations to which you received no response*):
7. Number of callback invitations accepted and subsequently canceled (*Also include here any students who withdrew after scheduling a callback*):
8. Number of callback interviews conducted:
9. Total number of offers made (*Should equal the sum of questions #10-13 below*):
10. Number of offers accepted (*Exclude any acceptances that were later withdrawn by students. Those should be reported in question #11 below*):
11. Number of offers initially accepted, but later withdrawn by the student:

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12. Number of offers declined (*Do not include any students reported in question #11 above*):

13. Number of offers with no response or response pending:

Timing of Offers for 2027 2L Summer Program

14. How many of your office's 2L summer offers were made in each time period below? **Counts should add up to the total number of offers reported in question #9 above.** Enter "0" if no responses were made in a time period. Only include offers that were made as a result of recruiting that took place via employer sponsored recruitment. Remember to include evolving offers and the 2L portion of jumbo offers in these counts.

Prior to November 2025:

November 2025:

December 2025:

January 2026:

February 2026:

March 2026:

April 2026:

May 2026:

June 2026:

July 2026 or Later:

Timing of Responses to 2027 2L Summer Program Offers

15. How many responses to 2L summer program offers were received in each time period below? **Counts should add up to the total number of offers reported in question #9 above and will be inclusive of declines, acceptances, and any offers to which you did not receive a response.** Enter "0" if no responses were received in a time period. Only include offers that were made as a result of recruiting that took place via employer sponsored recruitment. Remember to include responses to evolving offers and the 2L portion of jumbo offers in these counts.

Within 24 hours:

Within 2-7 days:

Within 8-14 days:

Within 15-22 days:

Beyond 22 days:

Never responded/response pending (*Should be the same as the figure reported in question #12 above*):

Prior Year Data

16. Looking back to the recruiting cycle for the 2026 2L summer program, how many offers were made to Class of 2027 students via recruiting that took place through employer sponsored recruitment? If no offers were made, enter "0."

- Do not include Class of 2027 students who interviewed for a 2026 2L summer program via law school sponsored recruiting.
- Do not include Class of 2027 students whom you may have interviewed/considered only for your 2025 1L summer program in these figures.

17. The figures reported in Section III reflect recruiting activity for:

- ☐ A single office (*Specify which one if different from the office submitting the survey*) or the firm has only one office:
- ☐ All offices
- ☐ Multiple, but not all offices (*Specify which offices*):

SECTION IV: Jumbo Offers and 1L Early Commitment Bonuses/Stipends

Jumbo Offers

Questions #1-6 relate to jumbo offers extended to 1L students. A jumbo offer is an employment offer extended to a current first-year student that, at the time it is extended, includes employment for both the student's 1L summer (2026) and 2L summer (2027). The student is expected to be actively employed by and performing work for the firm during both summers (whether on-site or remotely).

This definition excludes (i) arrangements where the office provides compensation or bonuses for 1L summers spent working at other organizations and (ii) arrangements in which the student is paid but does not work at all during their 1L summer. Questions about these types of 1L early commitment bonuses/stipends will be collected beginning with question #7.

1. During the recruiting cycle for summer 2026 1L programs/2027 2L programs, did your office make any jumbo offers to 1L (Class of 2028) students?
 - ☐ Yes (*Proceed to question #2 below*)
 - ☐ No (*Skip to question #7 in this section of the survey*)
2. How were jumbo offers extended by your office?
 - ☐ To all candidates receiving 1L summer program offers
 - ☐ On a case-by-case basis to select candidates
3. How many jumbo offers did your office extend?
4. How many of those jumbo offers were accepted*?
** Count an offer as "accepted" only if the student accepted both the 1L and 2L summer offers.*
5. Did your office offer bonuses or other financial incentives to encourage acceptance of jumbo offers?
 - ☐ No
 - ☐ Yes, offered to all recipients of jumbo offers
 - ☐ Yes, but only offered to select candidates on a case-by-case basis
6. What is your office's policy for the 2027 2L summer program for students who accepted jumbo offers?
 - ☐ Students are required to participate in the full 2L summer program
 - ☐ Students are permitted to complete a partial ("touchback") 2L summer
 - ☐ Return requirements are determined on a case-by-case basis
 - ☐ Other (please describe):

1L Early Commitment Bonuses/Stipends

Questions #7-10 relate to 1L early commitment bonuses/stipends. A 1L early commitment bonus/stipend is defined as financial compensation provided to a first-year law student who commits during their 1L year to join a law firm ONLY for the 2027 2L summer program (i.e., they will NOT be actively employed by and performing work for the firm during the 2026 1L summer program). The compensation typically takes the form of a stipend or bonus intended to support the student's 1L summer work for another organization (e.g., a public service employer or a research assistant position) or to offset the student's expenses if they do not work during their 1L summer.

Do not include students who received/accepted jumbo offers to be actively employed by and performing work for the firm (whether on-site or remotely) during BOTH the 1L and 2L summers. Jumbo offers should only be reported in questions #1-6 above.

7. During the recruiting cycle for the 2027 2L summer program, did your office offer any 1L early commitment bonuses/stipends?
- ☐ Yes (Proceed to question #8 below)
 - ☐ No (*Skip to question #11 in this section of the survey*)
8. How were these bonuses/stipends offered?
- ☐ Offered to all candidates receiving 2L summer offers (*Our firm did not make any jumbo offers*)
 - ☐ Offered to all candidates receiving 2L summer offers, except those who received jumbo offers (*Our firm made some jumbo offers on a case-by-case basis*)
 - ☐ Offered on a case-by-case basis to select candidates
 - ☐ Other (please describe):
9. What work requirements, if any, were placed on how students could spend their 1L summer?
- ☐ Required to work in public service roles only (e.g., government, public interest, judicial internship)
 - ☐ Required to work in public service or academic roles only
 - ☐ Required to work in any non-law firm role (e.g., corporate, public service, academic)
 - ☐ Required to work, but may work for any type of employer, including another law firm
 - ☐ No work requirement (students were not required to be employed, i.e., it was optional)
 - ☐ Other (please describe):
10. What was the total value of the bonus/stipend per student (if paid in installments, report the total amount)?
- ☐ Less than \$10,000
 - ☐ \$10,000-\$20,000
 - ☐ \$20,001-\$30,000
 - ☐ \$30,001-\$40,000
 - ☐ \$40,001-\$50,000
 - ☐ More than \$50,000
 - ☐ Varies by student (please describe):

11. The responses reported in Section IV reflect our program(s) at:

- ☐ A single office (*Specify which one if different from the office submitting the survey*) or the firm has only one office:
- ☐ All offices
- ☐ Multiple, but not all offices (*Specify which offices*):

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ONLY

SECTION V: Organization Demographics

Please provide the information requested below so that NALP may check for duplicate information, group responses appropriately for analysis, and follow up if there are questions concerning your data. **Unidentified surveys will not be used.**

Organization: _____

City: _____ State: _____

Firm size for law firms only (of lawyers):

100 or fewer

101-250

251-500

501-700

701-1,000

1,001+

Office size for law firms only (# of lawyers):

25 or fewer

26-50

51-100

101-250

251-500

501+

Name of person completing the survey (in case follow up is needed): _____

Email address of person completing the survey (in case follow up is needed): _____

Use this space for any comments on any aspects of recruiting:

SUBMIT YOUR COMPLETED SURVEY TO NALP BY August 21, 2026

Enter your responses via the online survey at: https://qualtricsxmt3b52ch7n.qualtrics.com/jfe/form/SV_6tCZH1OBA8Q7EDc

Thank you for helping NALP compile the only report on recruitment activity. Your time and willingness to contribute to this report really make a difference

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