

NALP is conducting this short survey to learn more about the impact of COVID-19 on U.S. legal employers. The survey will only take a few minutes to complete. The results will be made available to members for benchmarking purposes; however, no information about your individual office or that could be attributed to your office will be published.

This survey is being distributed to all U.S. employer members included in NALP's database. Please coordinate with other staff in your firm or organization **to submit only one survey per office and please provide a separate survey for each office of your firm or organization.** This will allow NALP to provide the most consistent and comparable information for the analyses from this survey.

If you have any questions about this survey please contact Danielle Taylor, Director of Research, at dtaylor@nalp.org.

The deadline to complete this survey is **Tuesday, June 30, 2020.**

\* 1. **Is your office hosting a 2020 summer program?** (Respond "no" if your office originally planned to host a 2020 summer program, but no longer plans to do so.)

Yes

No

2. **If your office is hosting a fully or partially remote 2020 summer program, what resources or accommodations have you provided to summer associates (either to all summer associates or on an as-needed basis) to ensure that everyone can fully participate in the program?** (Select all that apply.)

Laptops

Wi-Fi access

Technology stipend

Meal assistance

Flexible working hours

We did not provide any additional resources or accommodations (if selected, do not select any other response options)

Not applicable/our summer program is 100% in-person (if selected, do not select any other response options)

Other (please specify)

**3. Did you shorten the length (in weeks) of your 2020 summer program due to the impact of COVID-19?**

- Yes
- No

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**4. If your office shortened the length of your 2020 summer program, how, if at all, did you adjust the pay for your 2020 summer associates?**

- We paid the full amount based on the number of weeks that summer associates were originally scheduled to work
- We paid a pro-rated amount based on the reduced number of weeks that summer associates are now working
- We paid an amount determined on some other basis. Please briefly describe.

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**5. Has your office established a start date for your Class of 2020 first-year associates?**

- Yes
- No
- Not applicable/we do not plan to have any Class of 2020 first year associates

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**6. If yes, when are Class of 2020 first-year associates now scheduled to start in your office? (If your office has staggered start dates, report the earliest scheduled start month.)**

- September 2020
- October 2020
- November 2020
- December 2020
- January 2021
- February 2021
- Later than February 2021

**7. If your office has deferred start dates for Class of 2020 associates, are you offering a stipend or other cash payment as part of your deferral package?**

- Yes
- No
- Not applicable/our office has not changed our start dates for Class of 2020 associates

**8. Consistent with state and/or local government guidance, when does your office plan to begin partially re-opening?**

- June 2020 or already partially re-opened
- July 2020
- August 2020
- September 2020
- October 2020
- November 2020
- December 2020
- Sometime in 2021 or beyond
- Plan to remain a fully virtual office
- Not sure yet/unknown

**9. How did the volume of lateral associate hiring in your office from March 1, 2020 - May 31, 2020 compare to this time period last year (March 1, 2019 - May 31, 2019)?**

- The volume increased
- The volume decreased
- The volume was about the same

**10. How did the volume of lateral partner hiring in your office from March 1, 2020 - May 31, 2020 compare to this time period last year (March 1, 2019 - May 31, 2019)?**

- The volume increased
- The volume decreased
- The volume was about the same

**11. Has your office implemented any salary reductions (or, in the case of equity partners, delays in partner draws) since March 1, 2020? If yes, select all of the categories of people affected.**

- Non-lawyer staff
- Associates
- Staff attorneys
- Of counsel
- Equity partners
- Non-equity partners
- Not applicable/no salary reductions have been implemented (if selected, do not choose any additional response options)

**12. If your office has reduced the salary of some or all of the lawyers at your law firm or organization, did you reduce the dollar amount of your weekly pay rate for your 2020 summer associates in comparison to the originally planned amount?**

- Yes
- No
- Not applicable/our office did not have any 2020 summer associates

**13. Firm size for law firms only (in number of lawyers)**

- 100 or fewer
- 101-250
- 251-500
- 501-700
- 701+
- Not applicable

**14. Office size for law firms only (in number of lawyers)**

- 25 or fewer
- 26-50
- 51-100
- 101-250
- 251-500
- 501+
- Not applicable

**15. In what region is your office located?**



**16. In what city is your office located?**

- Baltimore, MD
- Philadelphia, PA
- Pittsburgh, PA
- Washington, DC/Northern VA
- Wilmington, DE
- Other (please specify city and state)



**17. In what city is your office located?**

- Chicago, IL
- Cleveland, OH
- Cincinnati, OH
- Columbus, OH
- Detroit, MI
- Indianapolis, IN
- Kansas City, MO
- Milwaukee, WI
- Minneapolis/St. Paul, MN
- St. Louis, MO
- Other (please specify city and state)



**18. In what city is your office located?**

- Boston, MA
- New York, New York
- Other (please specify city and state)



**19. In what city is your office located?**

- Atlanta, GA
- Austin, TX
- Charlotte, NC
- Dallas, TX
- Houston, TX
- Miami/Ft. Lauderdale/West Palm Beach, FL
- Nashville, TN
- Orlando/Winter Park, FL
- Tampa, FL
- Other (please specify city and state)

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**20. In what city is your office located?**

- Denver, CO
- Los Angeles, CA
- Orange County, CA
- Phoenix, AZ
- Portland, OR
- Sacramento, CA
- Salt Lake City, UT
- San Diego, CA
- San Francisco, CA
- Seattle, WA
- Silicon Valley, CA
- Other (please specify city and state)

**21. Are there questions related to the impact of the COVID-19 pandemic that you would like to see in future NALP surveys? If so, please list in the text box below.**

**22. In light of the events of the last several weeks, beginning with the murder of George Floyd, are there questions related to diversity, equity, and inclusion that you would like to see in future NALP surveys? If so, please list in the text box below.**