

Is someone from your office registered to attend the June 2021 NALP Legal Recruiting Summit? **This item is required.**

Response

No, or unknown at this time. [The survey will skip to Part I on lateral hiring.]

How many lateral partners, associates, and other lawyers did you hire in 2019 and 2020? (Do not include laterals obtained as the result of a merger, or associates hired directly from a judicial clerkship and with no other legal experience.)

Response

1a. Number of lateral **partners** hired in calendar year 2019 0

1b. Number of lateral **partners** hired in calendar year 2020 0

2a. Number of lateral **associates** hired in calendar year 2019 7

2b. Number of lateral **associates** hired in calendar year 2020 4

3a. Number of **other lateral lawyers** not included in the figures above hired in calendar year 2019 0

3b. Number of **other lateral lawyers** not included in the figures above hired in calendar year 2020 0

4. The figures reported above reflect lateral hiring in:

Response

A single office (specify below which one if different from the office submitting the survey), or firm has only one office

Specify office(s) to which these figures apply

Response

Did your office recruit and interview current second-year or third-year law students in fall 2020 - spring 2021? *If not, by clicking "No" the survey will skip to the items in Part III: Organizational Demographics. Otherwise, clicking 'Yes' will move the survey to questions about law student recruiting.*

This item is required.

Response

Yes

1. Report the number of schools at which lawyers from **your office conducted on-campus interviews (in-person or virtually*), either for your office specifically or on behalf of other offices as well. If none, enter "0".**

***Do not include** any additional schools at which lawyers from other offices of your firm may have recruited on your behalf, or schools at which your interview program was canceled. Also **do not include** schools for which interviews were consortia or job-fair based.

Response

| | |
|--|---|
| Recruiting cycle for summer 2020 program | 6 |
|--|---|

| | |
|--|---|
| Recruiting cycle for summer 2021 program | 6 |
|--|---|

2. Regardless of which office the screening interview was for, report the total number of screening interviews (for 2Ls and 3Ls) conducted (in-person or virtually) **at the schools reported in question #1.**

This figure may include interviews for positions at multiple offices and not just your office.

Response

| | |
|--|-----|
| Recruiting cycle for summer 2020 program | 104 |
|--|-----|

| | |
|--|-----|
| Recruiting cycle for summer 2021 program | 109 |
|--|-----|

3. Report the number of job fairs or consortia programs at which lawyers from your office conducted interviews (in-person or virtually). If none, enter "0."

| | Response |
|--|----------|
| Recruiting cycle for summer 2020 program | 0 |
| Recruiting cycle for summer 2021 program | 1 |

4. Regardless of how many offices the lawyers were interviewing on behalf of, do the figures reported in questions #1-3 of this section reflect activity by lawyers from:

Response

A single office (specify below which one if different from the office submitting the survey) or firm has only one office

Specify offices

Response

5. Will your office be hosting a summer program for 2Ls in 2021 (either virtually or in-person)?

Response

Yes (please complete questions #6-15 in this section)

6. If yes in question #5, how are you planning to host your 2021 summer program?

Response

Have not yet determined

Current 2Ls (students graduating in 2022) for summer 2021 program

| | Response |
|---|-----------------|
| 7. Number of callback invitations extended <i>[Figures reported in questions #8-10 below should add up to the number reported here. Count each student only once in questions #8-10.]</i> | 46 |
| 8. Number of callback invitations declined <i>[Also include here any invitations to which you received no response]</i> | 6 |
| 9. Number of callback invitations accepted and subsequently canceled <i>[Also include here any students who withdrew after scheduling a callback]</i> | 9 |
| 10. Number of callback interviews conducted | 31 |
| 11. Number of offers made <i>[Figures reported in questions #12-14 below should add up to the number reported here. Count each student only once in questions #12-14.]</i> | 4 |
| Outcomes as of April 1, 2021 (acceptances, declines, and the number reported as pending or not responding must add up to the total number of offers reported above in question #11) | |

| | Response |
|--|-----------------|
| 12. Number of offers accepted | 3 |
| 13. Number of offers declined | 1 |
| 14. Number of offers with no response or response pending | 0 |

15. How many responses to offers to 2Ls were received in each time period below? Counts should add to the total number of offers reported in question #11 above, and so will include declines as well as acceptances, and any offers to which you did not receive a response, if any. Please enter "0" (zero) if no responses were received in a time period.

Response

| | |
|--|---|
| Within 24 hours | 1 |
| Within 2-7 days | 2 |
| Within 8-14 days | 0 |
| Within 15-22 days | 0 |
| Beyond 22 days | 0 |
| Never responded or response pending <i>[The figure reported here should be the same as that reported in question #14 above.]</i> | 0 |

16. Did your office recruit 3Ls (Class of 2021 students) who had not worked for you previously for associate positions?

Response

No (survey will skip to question #25 in this section)

25. Looking back at the last recruiting cycle, i.e., recruiting for the summer 2020 program, how many offers were made to 2Ls for your summer 2020 program?

- Do not include 1L (Class of 2022) students whom you may have interviewed in these figures.
- Do not include 2L (Class of 2021) students who worked for you previously as a 1L summer associate in these figures.

Response

4

26. Did your office make any offers to rising 2L students **who had not previously worked for you during their 1L summer for summer 2021 summer associate positions prior to the start of OCI **at any of the schools at which you recruit?****

Response

No (survey will skip to question #30 in this section)

30. Did your office reach out to any law schools to solicit more 2L candidates after the completion of the school's OCI program?

Response

No (survey will skip to question #32 below in this section)

32. Figures reported above for questions #5-31 of Part II reflect recruiting for:

Response

A single office (specify below which one if different from the office submitting the survey), or firm has only one office

Specify which offices

Response

33. Did your office use social media to position your law firm in front of students?

Response

Yes (please complete question #34 below)

34. If yes in question #33, which social media did you use? (Check all that apply)

Response

Twitter,LinkedIn

35. Did your office/firm use non-interview assessment tools in the recruiting process for your summer 2021 program? Examples include writing assessments, personality assessments, psychometrics, Pymetrics, and Thine.

Response

No (survey will skip to Part III)

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. Organization, city, and state must be completed in order to submit your survey. Unidentified surveys will not be used. [If the survey figures are for multiple offices, enter the location of the office from which the survey was submitted.]

| | Response |
|--|--------------------------|
| 1. Organization | Olshan Frome Wolosky LLP |
| 2. City | New York |
| 3. State (2-letter postal code) | NY |

4. Firm size for law firms only (# of lawyers):

Response

51-100

5. Office size for law firms only (# of lawyers)

Response

51-100

6. Use the space below for any comments on any aspects of recruiting.

Response

7. Name of person completing the survey (in case follow up is needed)

Response

Lina Vasco

8. Email address of person completing the survey (in case follow up is needed)

Response

lvasco@olshanlaw.com

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

Once you have submitted your survey you will automatically have the option to print or email a report of your answers, which you should save for your records. Print/email it before closing the window and moving on. You will not be able to return to this report window or have another chance to access this report once you have closed the window. **NALP will not be able to provide you with a copy of your completed survey after you have submitted it.**

Response
