

WISNIK INDUSTRY SNAPSHOT SURVEY

LEGAL RECRUITING

SUMMER 2010



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Our Goal is to Help **You** Achieve Your Goals[®]

Dear Friends of Wisnik,

Although, change continues to happen in many of your law firms, things seem to have stabilized compared to the massive changes we were seeing last year. Over 60% of you said that there were significant changes to your 2010 summer program including: the length of the program and spending on social events; both of which were most often noted as decreased. According to your responses, the average size of the summer program decreased almost 50%; from 25 summer associates in 2009 to 13 in 2010. The good news was that more than 50% of you said that there was more work for summer associates this summer than last summer, and their attitude was predominantly "Grateful for the opportunity."

95.9% of you said you were planning to have a summer program next year and more than half of you (57.9%) said it would be the same size as this year.

Almost, all of you are on campus recruiting (95.2%) this August and likely to go to the same number of schools as you did last year. You seem to be fine with the new 28-Day NALP Timing Guidelines, but I have heard from many of you, that you are nervous about how quickly the season will be over, and whether or not you will be able to execute call-backs and follow-up programs as well as you would like, due to this "condensed" season.

More than half of you deferred your new attorneys. The most common deferred start date will be January/February 2011. When you are not recruiting or running the summer program, you are busy with legal personnel issues and managing training programs for your attorneys.

Overall, it sounds like things are getting better, but there is more scrutiny on how money is spent and what is worth doing. Many of you have been asked to do more with less over the past year. If you were given an increased budget, you said you would spend it on training your lawyers, adding staff, and giving your selves and current staff members well-deserved raises!

Best of luck with your upcoming recruiting season. If there is any way we can help you achieve your goals, please let us know.

All the best,

Eva Wisnik



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Who responded to the survey?

- 6 – Chiefs
- 41 – Directors
- 80 – Managers
- 35 – Coordinators
- 6 – Assistants
- 13 – Other

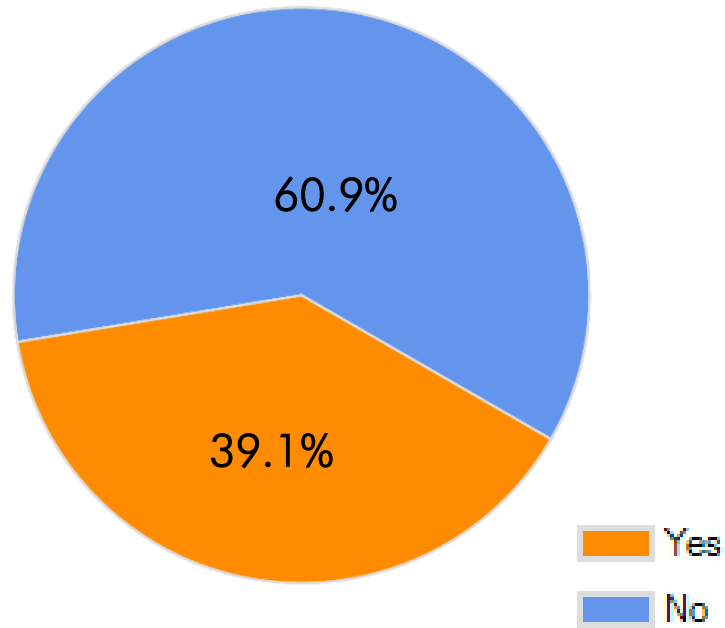
Where are they located?

CITY	# RESPONDENTS
New York	63
Washington, DC	47
Chicago	29
Texas	17
Atlanta	9
Los Angeles	5
San Francisco	5
Boston	4
Charlotte	2



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Have there been significant changes to your program this summer?



Biggest Changes:

- The length of the summer program was shortened
- The number of summer associates has been significantly reduced
- Fewer social events than previous years
- The focus is more on work

Respondents' Average Number of Summer Associates

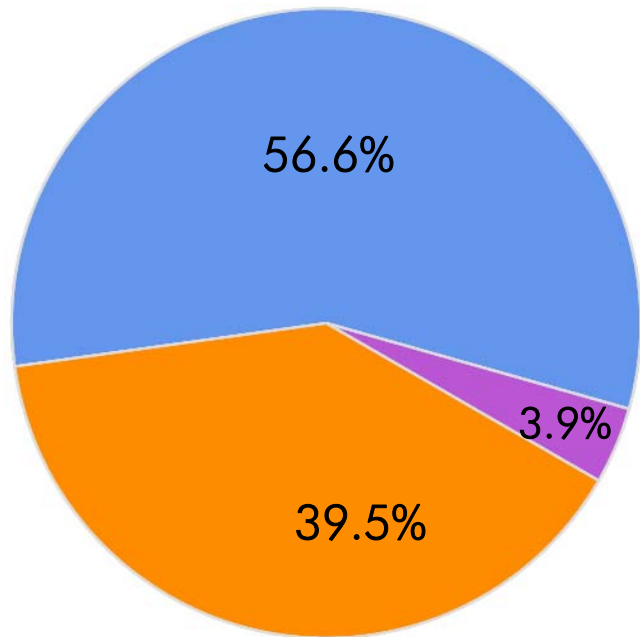
2010 – 13

2009 – 25



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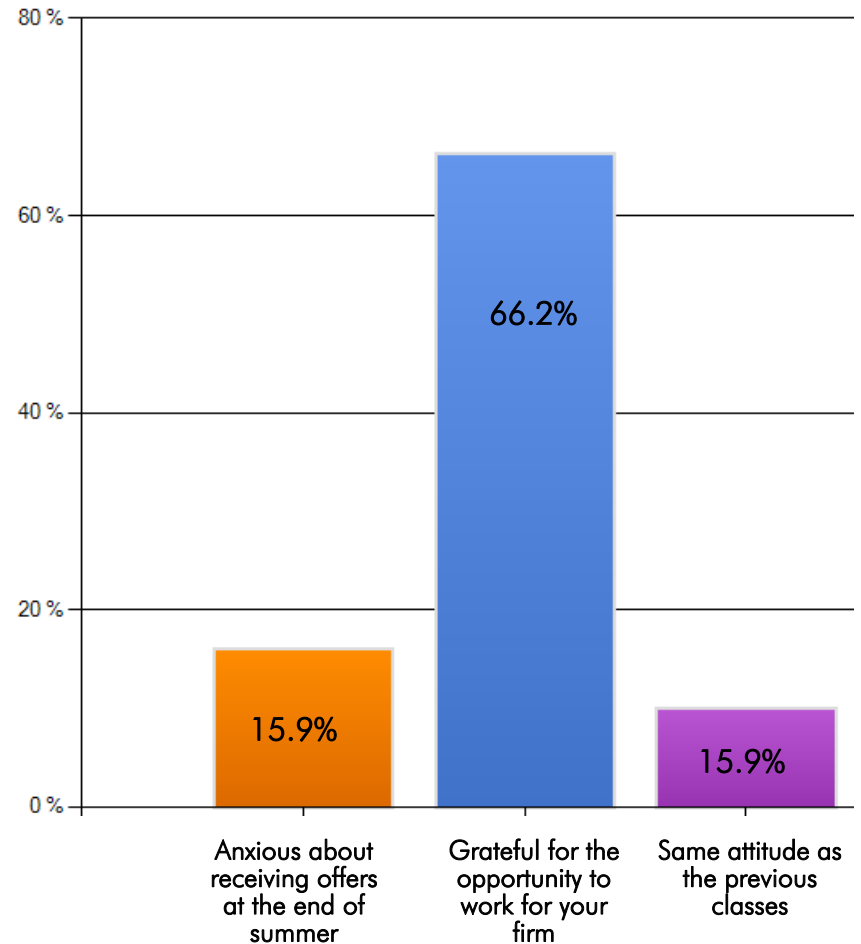
What is your summer associates' workload this summer?



- More work than last summer
- Same as last summer
- Less work than last summer

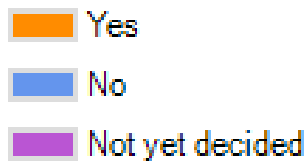
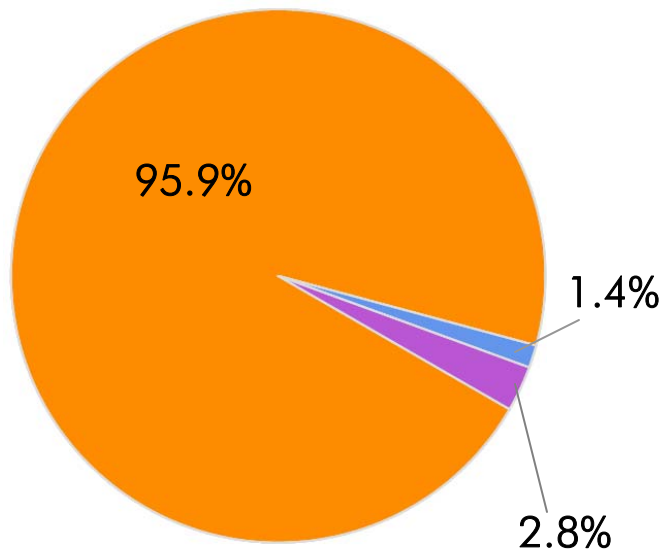


What is the most common attitude you sense from your summer associates?

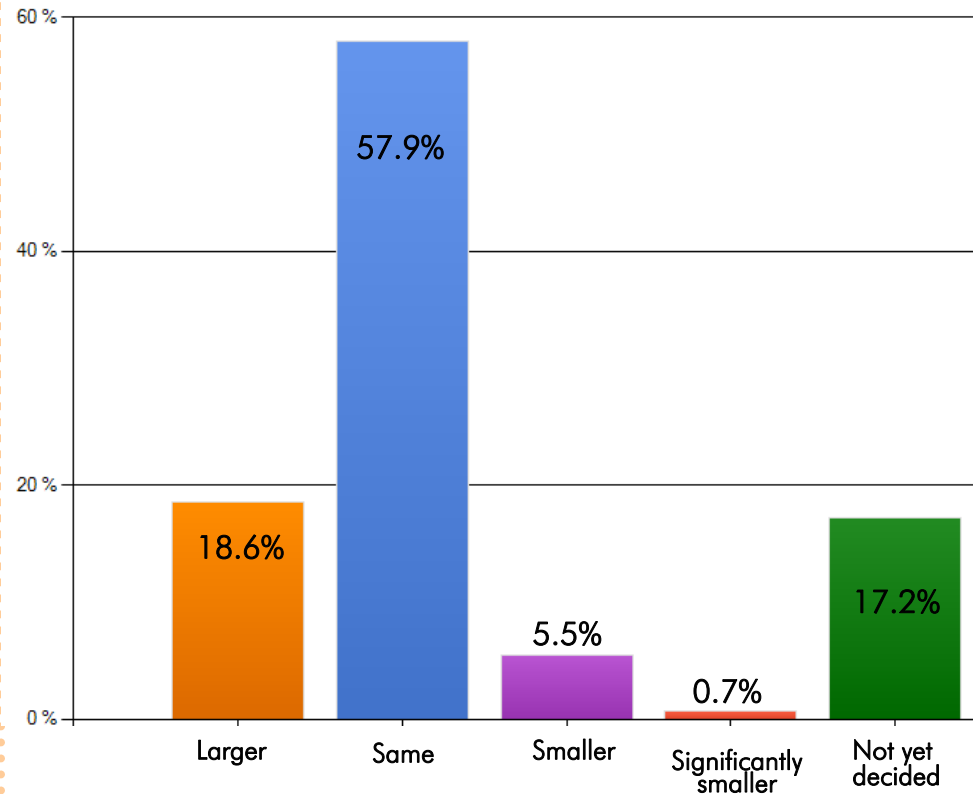


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Does your firm plan on having a summer program in 2011?

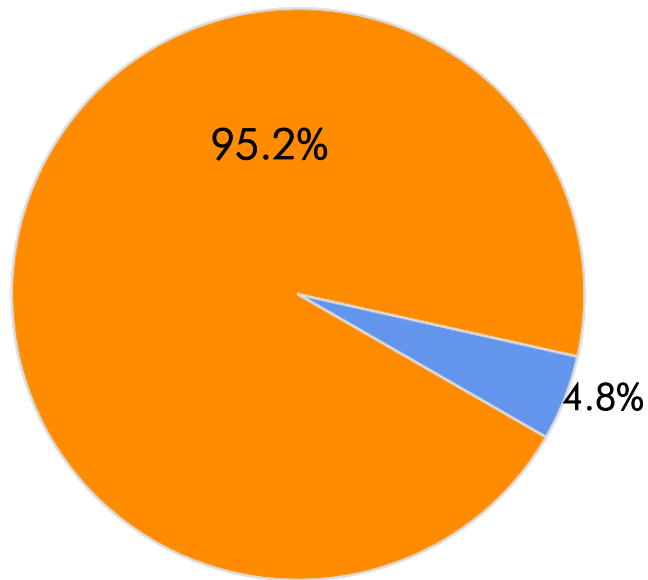


If yes, do you plan for the program to be:



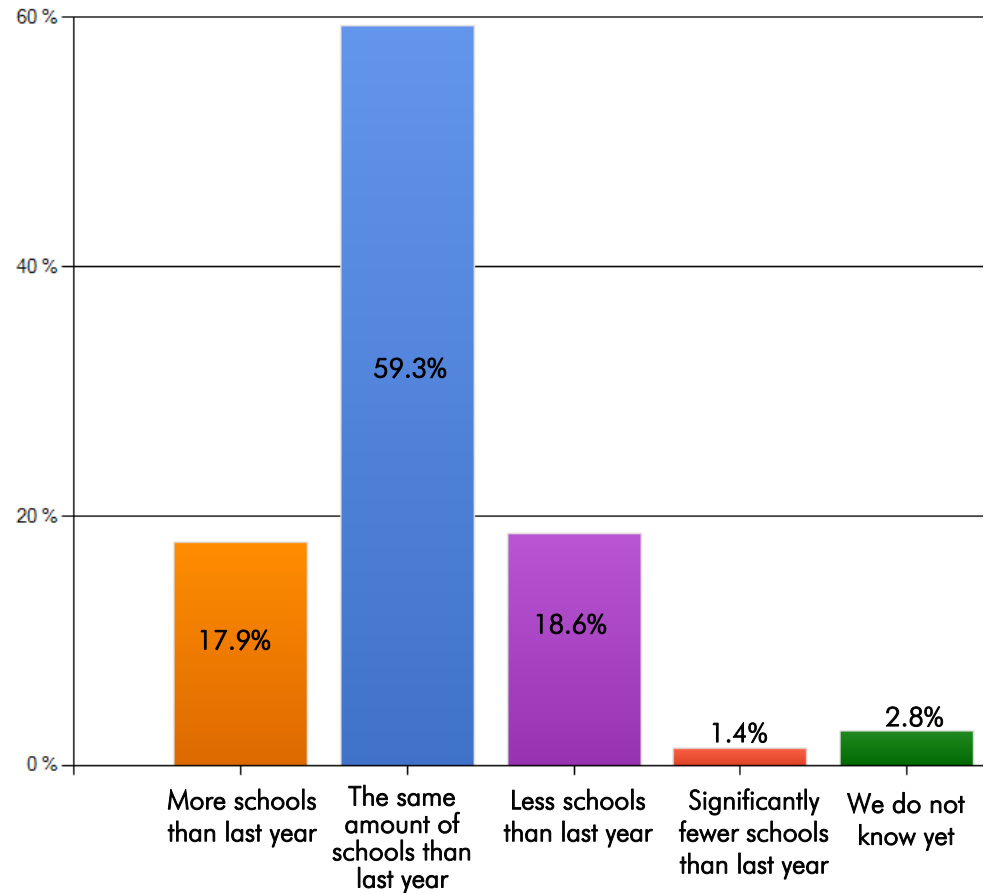
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Do you plan to go on-campus to recruit this August?



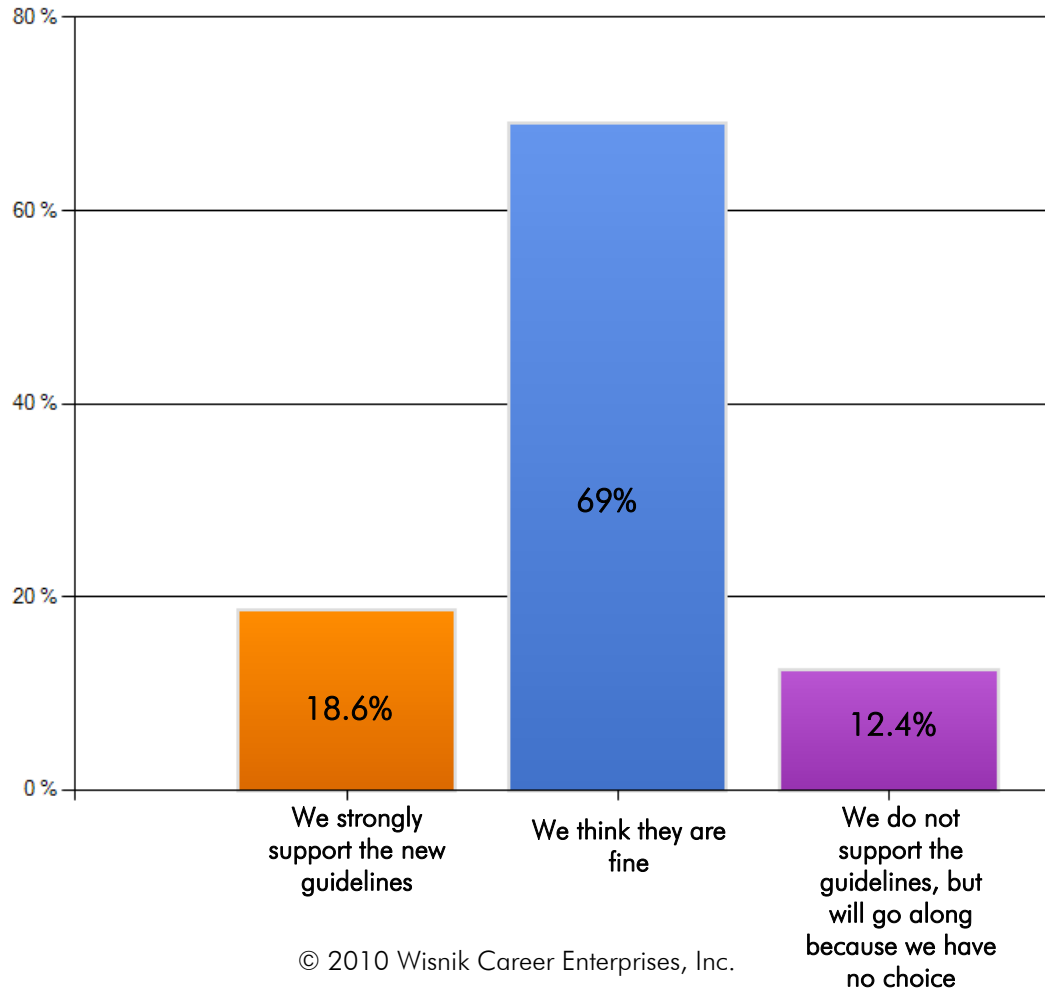
Yes
No

If yes, will you be going to:



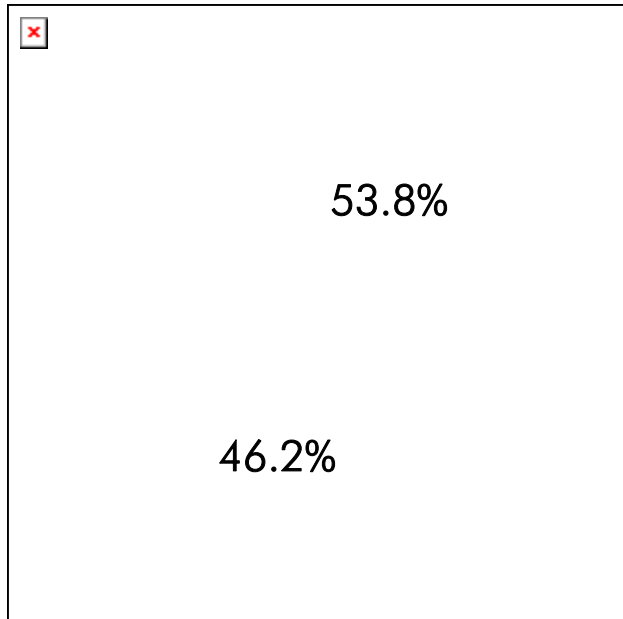
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How does your firm feel about the new 28 day rolling response deadline NALP timing guidelines?

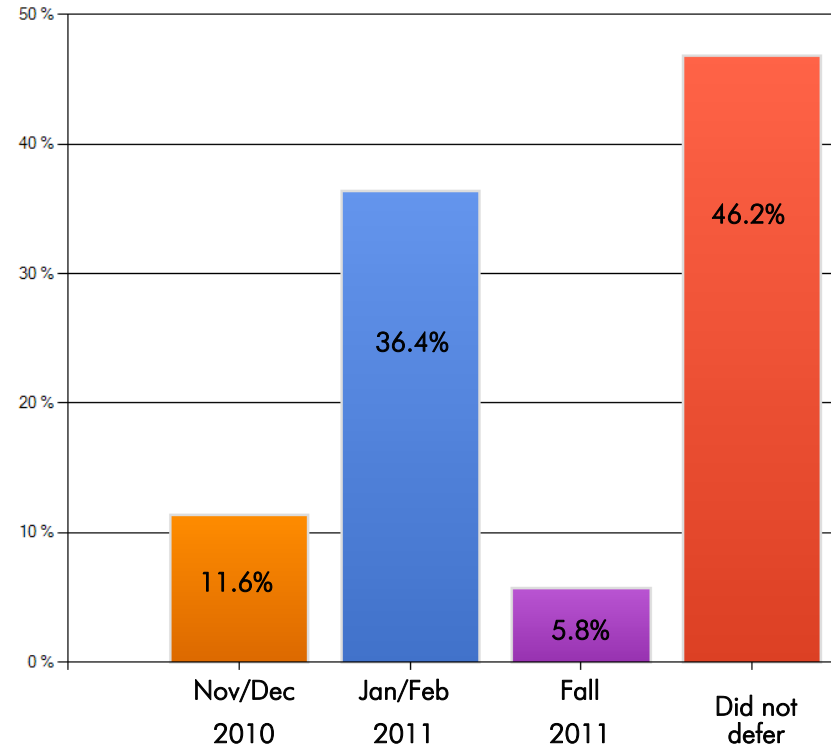




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Have you deferred your 2010 new associates start date?



If yes, will they be starting in:

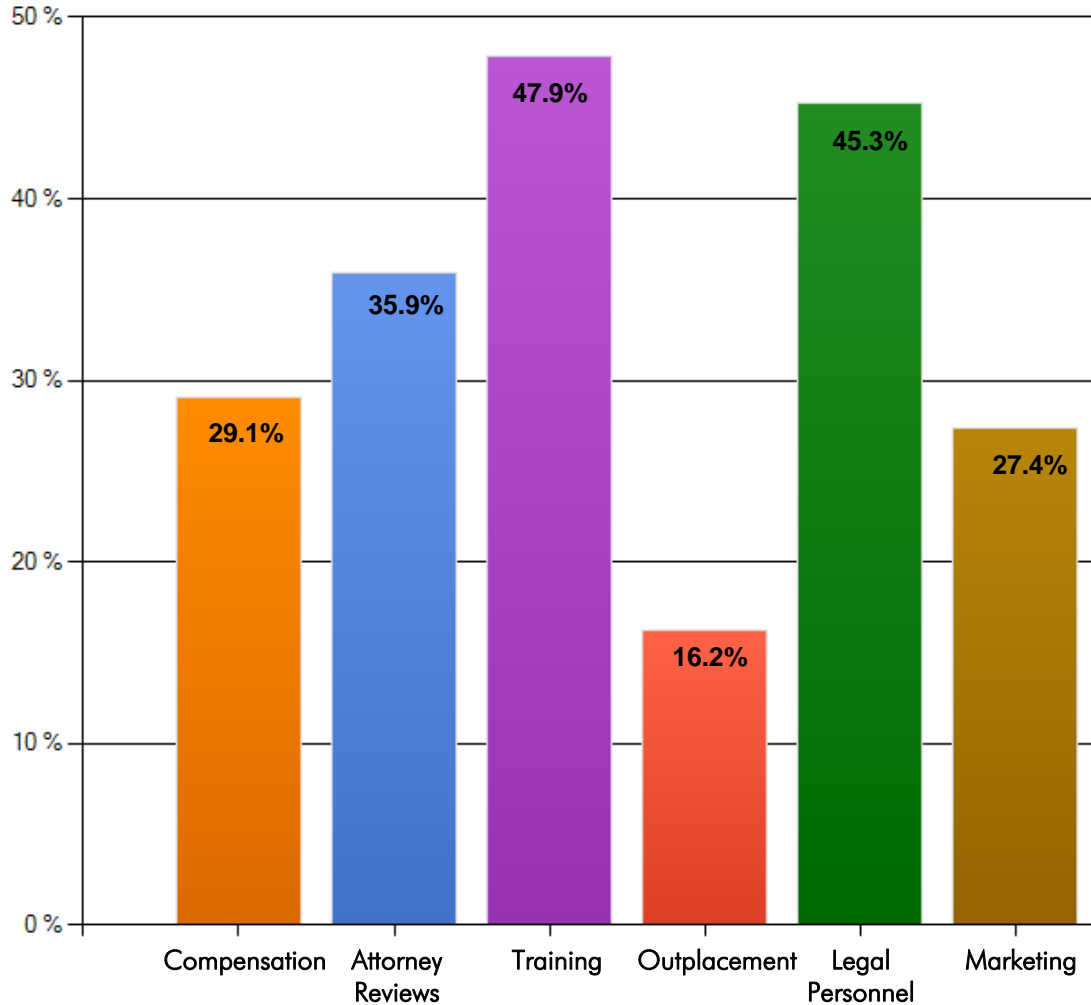


 Yes
 No



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What are you spending time on other than recruitment?



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What is different in your firm today versus 12 months ago?

“Less fear and uncertainty than last year, but those feelings have not completely disappeared.”

“A sense that things are getting a bit better (cautious optimism).”

“Increased scrutiny on recruiting, more use of alternative track lawyers.”

“The firm is focused on efficiency and effectiveness. The bottom line really matters.”

“Our hiring is much more strategic at all levels.”

“There is now a real focus on ‘does this make sense to do’ rather than just ‘have we done this in the past’.”

“People starting to feel economy is getting better; people seem busier and less anxious.”

“Optimism has replaced pessimism. The crisis appears to have past, unfortunately so has the opportunity to change for the better.”



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How would you spend an additional \$150,000 budget allowance?

Top Responses:

Training Initiative- 23.7%

Additional staff- 22.7%

Law school/diversity outreach- 13.6%

Salary increase/bonus- 10.9%

Technology/Website- 11.8%

Retreats/ Morale Events- 17.3%

"I would allocate the funds toward lawyer training and development initiatives."

"I would spend it on Women's and Diversity Initiative."

"Spend money on hiring outside consultants for attorney training programs and off-site retreats."

"Expansion of projects that involve a more formalized coordination & collaboration among recruitment and associate development/morale/retention efforts."

"We would use the money to have a couple of social events for the attorneys to build camaraderie."

"More Firm sponsored events on campus to get our name to law students."



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