REPORT APPENDIX

HIRING THE WHOLE LAWYER: EXPERIENCE MATTERS

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PART I: RESULTS FOR ALL HIRING CRITERIA

PRACTICE SETTING

Figure IA-1: Helpfulness of Law School Attended in Hiring New Lawyers, Practice Setting (n = 17589)\(^1\)

<table>
<thead>
<tr>
<th>Practice Setting</th>
<th>Very Unhelpful</th>
<th>Somewhat Unhelpful</th>
<th>Neither Helpful nor Unhelpful</th>
<th>Somewhat Helpful</th>
<th>Very Helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private Practice</td>
<td>5.1% 5.5% 26.1%</td>
<td>44.9%</td>
<td>18.3%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business: In-house</td>
<td>6.3% 26.8% 46.7%</td>
<td></td>
<td>15.8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government</td>
<td>4.7% 32.2% 43.2%</td>
<td></td>
<td>15.1%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>6.0% 5.9% 30.8% 43.2%</td>
<td></td>
<td>14.0%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

CLASS RANK

Figure IA-2: Helpfulness of Class Rank in Hiring New Lawyers, Practice Setting (n = 17508)\(^2\)

<table>
<thead>
<tr>
<th>Practice Setting</th>
<th>Very Unhelpful</th>
<th>Somewhat Unhelpful</th>
<th>Neither Helpful nor Unhelpful</th>
<th>Somewhat Helpful</th>
<th>Very Helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private Practice</td>
<td>5.2% 6.6% 23.7%</td>
<td>46.0%</td>
<td>18.5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business In-house</td>
<td>4.8% 5.5% 26.0% 48.1%</td>
<td></td>
<td>15.6%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government</td>
<td>4.4% 5.3% 28.2% 47.1%</td>
<td></td>
<td>15.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>6.2% 7.1% 30.2% 45.0%</td>
<td></td>
<td>11.5%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

\(^1\) p < 0.001

\(^2\) p < 0.001
LAW REVIEW EXPERIENCE

Figure IA-3: Helpfulness of Law Review Experience in Hiring New Lawyers, Practice Setting (n = 17398)\(^3\)

![Bar chart showing the helpfulness of law review experience by practice setting.]

LEGAL EMPLOYMENT

Figure IA-4: Helpfulness of Legal Employment in Hiring New Lawyers, Practice Setting (n = 17623)\(^4\)

![Bar chart showing the helpfulness of legal employment by practice setting.]

\(^3\) \(p < 0.001\)

\(^4\) \(p < 0.001\)
LEGAL EXTERNSHIP

Figure IA-5: Helpfulness of Legal Externship in Hiring New Lawyers, Practice Setting (n = 17245)\textsuperscript{5}

![Chart showing helpfulness of legal externship by practice setting.](chart1)

\textsuperscript{5} p < 0.001

PARTICIPATION IN LAW SCHOOL CLINIC

Figure IA-6: Helpfulness of Participation in Law School Clinic in Hiring New Lawyers, Practice Setting (n = 17343)\textsuperscript{6}

![Chart showing helpfulness of participation in law school clinic by practice setting.](chart2)

\textsuperscript{6} p < 0.001
Other Experiential Education

Figure IA-7: Helpfulness of Other Experiential Education in Hiring New Lawyers, Practice Setting (n = 16922)[7]

![Bar chart showing helpfulness of other experiential education in hiring new lawyers across different practice settings.]

Law School Courses in a Particular Specialty

Figure IA-8: Helpfulness of Law School Courses in a Particular Specialty in Hiring New Lawyers, Practice Setting (n = 17517)[8]

![Bar chart showing helpfulness of law school courses in a particular specialty in hiring new lawyers across different practice settings.]

---

7 p < 0.001
8 p < 0.001
Law School Certification in a Particular Specialty

Figure IA-9: Helpfulness of Law School Certification in a Particular Specialty in Hiring New Lawyers, Practice Setting (n = 16496)\(^9\)

Recommendations from Professors

Figure IA-10: Helpfulness of Recommendations from Professors in Hiring New Lawyers, Practice Setting (n = 17247)\(^10\)

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\(^9\) p < 0.001

\(^10\) p < 0.001
Recommendations from Practitioners or Judges

Figure IA-11: Helpfulness of Recommendations from Practitioners or Judges in Hiring New Lawyers, Practice Setting (n = 17370)\(^{11}\)

<table>
<thead>
<tr>
<th>Practice Setting</th>
<th>Very Unhelpful</th>
<th>Somewhat Unhelpful</th>
<th>Neither Helpful nor Unhelpful</th>
<th>Somewhat Helpful</th>
<th>Very Helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private Practice</td>
<td>3.0%</td>
<td>3.4%</td>
<td>42.8%</td>
<td>38.8%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Business: In-house</td>
<td>2.4%</td>
<td>3.3%</td>
<td>36.8%</td>
<td>40.4%</td>
<td>2.8%</td>
</tr>
<tr>
<td>Government</td>
<td>2.4%</td>
<td>2.9%</td>
<td>46.8%</td>
<td>39.3%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Other</td>
<td>13.1%</td>
<td>41.4%</td>
<td>40.3%</td>
<td>8.8%</td>
<td>3.1%</td>
</tr>
</tbody>
</table>

Extracurricular Activities

Figure IA-12: Helpfulness of Extracurricular Activities in Hiring New Lawyers, Practice Setting (n = 17340)\(^{12}\)

<table>
<thead>
<tr>
<th>Practice Setting</th>
<th>Very Unhelpful</th>
<th>Somewhat Unhelpful</th>
<th>Neither Helpful nor Unhelpful</th>
<th>Somewhat Helpful</th>
<th>Very Helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private Practice</td>
<td>3.1%</td>
<td>2.6%</td>
<td>49.1%</td>
<td>32.8%</td>
<td>8.9%</td>
</tr>
<tr>
<td>Business: In-house</td>
<td>2.2%</td>
<td>2.6%</td>
<td>47.8%</td>
<td>37.5%</td>
<td>6.4%</td>
</tr>
<tr>
<td>Government</td>
<td>2.7%</td>
<td>4.9%</td>
<td>50.0%</td>
<td>34.6%</td>
<td>8.2%</td>
</tr>
<tr>
<td>Other</td>
<td>5.4%</td>
<td>28.6%</td>
<td>52.2%</td>
<td>5.4%</td>
<td>11.2%</td>
</tr>
</tbody>
</table>

\(^{11}\) p < 0.001
\(^{12}\) p < 0.001
**Life Experience Between College and Law School**

*Figure IA-13: Helpfulness of Life Experience Between College and Law School in Hiring New Lawyers, Practice Setting (n = 17426)*

**Figure IA-14: Helpfulness of Journal Experience in Hiring New Lawyers, Practice Setting (n = 17181)**

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13 \( p < 0.001 \)

14 \( p < 0.001 \)
**State Court Clerkship**

*Figure IA-15: Helpfulness of State Court Clerkship in Hiring New Lawyers, Practice Setting (n = 17211)*

- Private Practice:
  - Very Unhelpful: 2.5%
  - Somewhat Unhelpful: 4.2%
  - Neither Helpful nor Unhelpful: 19.3%
  - Somewhat Helpful: 47.1%
  - Very Helpful: 26.9%

- Business: In-house:
  - Very Unhelpful: 2.0%
  - Somewhat Unhelpful: 4.8%
  - Neither Helpful nor Unhelpful: 31.8%
  - Somewhat Helpful: 46.1%
  - Very Helpful: 15.2%

- Government:
  - Very Unhelpful: 2.2%
  - Somewhat Unhelpful: 3.1%
  - Neither Helpful nor Unhelpful: 15.1%
  - Somewhat Helpful: 43.9%
  - Very Helpful: 35.8%

- Other:
  - Very Unhelpful: 2.5%
  - Somewhat Unhelpful: 3.5%
  - Neither Helpful nor Unhelpful: 23.6%
  - Somewhat Helpful: 47.4%
  - Very Helpful: 23.0%

---

**Ties to a Particular Geographic Location**

*Figure IA-16: Helpfulness of Ties to a Particular Geographic Location in Hiring New Lawyers, Practice Setting (n = 17193)*

- Private Practice:
  - Very Unhelpful: 3.0%
  - Somewhat Unhelpful: 4.3%
  - Neither Helpful nor Unhelpful: 34.2%
  - Somewhat Helpful: 37.6%
  - Very Helpful: 20.8%

- Business: In-house:
  - Very Unhelpful: 4.4%
  - Somewhat Unhelpful: 5.0%
  - Neither Helpful nor Unhelpful: 40.8%
  - Somewhat Helpful: 36.4%
  - Very Helpful: 13.4%

- Government:
  - Very Unhelpful: 3.6%
  - Somewhat Unhelpful: 3.9%
  - Neither Helpful nor Unhelpful: 43.9%
  - Somewhat Helpful: 33.5%
  - Very Helpful: 15.1%

- Other:
  - Very Unhelpful: 3.8%
  - Somewhat Unhelpful: 4.6%
  - Neither Helpful nor Unhelpful: 41.8%
  - Somewhat Helpful: 35.7%
  - Very Helpful: 14.2%

---

15 $p < 0.001$

16 $p < 0.001$
**Federal Court Clerkship**

*Figure IA-17: Helpfulness of State Court Clerkship in Hiring New Lawyers, Practice Setting (n = 17138)*

<table>
<thead>
<tr>
<th>Practice Setting</th>
<th>Very Unhelpful</th>
<th>Somewhat Unhelpful</th>
<th>Neither Helpful nor Unhelpful</th>
<th>Somewhat Helpful</th>
<th>Very Helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private Practice</td>
<td>2.9%</td>
<td>3.9%</td>
<td>40.1%</td>
<td>35.6%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Business: In-house</td>
<td>2.6%</td>
<td>2.7%</td>
<td>42.8%</td>
<td>22.9%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Government</td>
<td>3.0%</td>
<td>3.5%</td>
<td>42.0%</td>
<td>28.9%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Other</td>
<td>2.9%</td>
<td>3.9%</td>
<td>40.1%</td>
<td>35.6%</td>
<td>2.6%</td>
</tr>
</tbody>
</table>

---

**Private Practice: Firm Size**

**Law School Attended**

*Figure IB-1: Helpfulness of Law School Attended in Hiring New Lawyers, Private Practice: Firm Size (n = 9979)*

<table>
<thead>
<tr>
<th>Firm Size</th>
<th>Very Unhelpful</th>
<th>Somewhat Unhelpful</th>
<th>Neither Helpful nor Unhelpful</th>
<th>Somewhat Helpful</th>
<th>Very Helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>Solo</td>
<td>6.8%</td>
<td>6.0%</td>
<td>30.9%</td>
<td>39.6%</td>
<td>16.7%</td>
</tr>
<tr>
<td>Small</td>
<td>5.7%</td>
<td>28.3%</td>
<td>45.3%</td>
<td>15.7%</td>
<td></td>
</tr>
<tr>
<td>Medium</td>
<td>4.6%</td>
<td>19.9%</td>
<td>50.8%</td>
<td>21.6%</td>
<td></td>
</tr>
<tr>
<td>Large</td>
<td>5.1%</td>
<td>14.5%</td>
<td>49.8%</td>
<td>27.7%</td>
<td></td>
</tr>
</tbody>
</table>

---

17 $p < 0.001$
18 $p < 0.001$
**CLASS RANK**

*Figure IB-2: Helpfulness of Class Rank in Hiring New Lawyers, Private Practice: Firm Size (n = 9941)*

**LAW REVIEW EXPERIENCE**

*Figure IB-3: Helpfulness of Law Review Experience in Hiring New Lawyers, Private Practice: Firm Size (n = 9865)*

19 \( p < 0.001 \)

20 \( p < 0.001 \)
**LEGAL EMPLOYMENT**

*Figure IB-4: Helpfulness of Legal Employment in Hiring New Lawyers, Private Practice: Firm Size (n = 9991)*

<table>
<thead>
<tr>
<th>Firm Size</th>
<th>Very Unhelpful</th>
<th>Somewhat Unhelpful</th>
<th>Neither Helpful nor Unhelpful</th>
<th>Somewhat Helpful</th>
<th>Very Helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>Solo</td>
<td>2.8%</td>
<td>4.2%</td>
<td>35.5%</td>
<td>49.7%</td>
<td></td>
</tr>
<tr>
<td>Small (2-10 lawyers)</td>
<td>2.6%</td>
<td>3.0%</td>
<td>34.0%</td>
<td>55.0%</td>
<td></td>
</tr>
<tr>
<td>Medium (11-100 lawyers)</td>
<td>2.5%</td>
<td>2.3%</td>
<td>36.2%</td>
<td>54.0%</td>
<td></td>
</tr>
<tr>
<td>Large (101+ lawyers)</td>
<td>1.7%</td>
<td>3.3%</td>
<td>38.3%</td>
<td>48.3%</td>
<td></td>
</tr>
</tbody>
</table>

**LEGAL EXTERNSHIP**

*Figure IB-5: Helpfulness of Legal Externship in Hiring New Lawyers, Private Practice: Firm Size (n = 9747)*

<table>
<thead>
<tr>
<th>Firm Size</th>
<th>Very Unhelpful</th>
<th>Somewhat Unhelpful</th>
<th>Neither Helpful nor Unhelpful</th>
<th>Somewhat Helpful</th>
<th>Very Helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>Solo</td>
<td>3.2%</td>
<td>4.9%</td>
<td>12.5%</td>
<td>40.1%</td>
<td>39.3%</td>
</tr>
<tr>
<td>Small (2-10 lawyers)</td>
<td>2.3%</td>
<td>3.6%</td>
<td>11.9%</td>
<td>41.8%</td>
<td>40.4%</td>
</tr>
<tr>
<td>Medium (11-100 lawyers)</td>
<td>2.1%</td>
<td>3.2%</td>
<td>14.2%</td>
<td>44.9%</td>
<td>35.6%</td>
</tr>
<tr>
<td>Large (101+ lawyers)</td>
<td>1.3%</td>
<td>4.0%</td>
<td>17.3%</td>
<td>47.9%</td>
<td>29.5%</td>
</tr>
</tbody>
</table>

21. *p < 0.001*

22. *p < 0.001*
Participation in Law School Clinic

Figure IB-6: Helpfulness of Participation in Law School Clinic in Hiring New Lawyers, Private Practice: Firm Size (n = 9809)\textsuperscript{23}

Other Experiential Education

Figure IB-7: Helpfulness of Other Experiential Education in Hiring New Lawyers, Private Practice: Firm Size (n = 9531)\textsuperscript{24}

\textsuperscript{23}p < 0.001

\textsuperscript{24}p < 0.001
**Law School Courses in a Particular Specialty**

*Figure IB-8: Helpfulness of Law School Courses in a Particular Specialty in Hiring New Lawyers, Private Practice: Firm Size (n = 9929)*\(^{25}\)

- **Private Practice: Solo**
  - Very Unhelpful: 4.9%
  - Somewhat Unhelpful: 19.3%
  - Neither Helpful nor Unhelpful: 48.1%
  - Somewhat Helpful: 24.5%
  - Very Helpful: 2.6%

- **Private Practice: Small (2-10 lawyers)**
  - Very Unhelpful: 4.3%
  - Somewhat Unhelpful: 23.3%
  - Neither Helpful nor Unhelpful: 50.6%
  - Somewhat Helpful: 19.2%
  - Very Helpful: 2.2%

- **Private Practice: Medium (11-100 lawyers)**
  - Very Unhelpful: 4.5%
  - Somewhat Unhelpful: 27.8%
  - Neither Helpful nor Unhelpful: 47.6%
  - Somewhat Helpful: 17.9%
  - Very Helpful: 2.4%

- **Private Practice: Large (101+ lawyers)**
  - Very Unhelpful: 4.4%
  - Somewhat Unhelpful: 30.1%
  - Neither Helpful nor Unhelpful: 46.2%
  - Somewhat Helpful: 17.0%
  - Very Helpful: 2.4%

**Law School Certification in a Particular Specialty**

*Figure IB-9: Helpfulness of Law School Certification in a Particular Specialty in Hiring New Lawyers, Private Practice: Firm Size (n = 9313)*\(^{26}\)

- **Private Practice: Solo**
  - Very Unhelpful: 5.2%
  - Somewhat Unhelpful: 25.9%
  - Neither Helpful nor Unhelpful: 42.9%
  - Somewhat Helpful: 21.7%
  - Very Helpful: 3.0%

- **Private Practice: Small (2-10 lawyers)**
  - Very Unhelpful: 5.3%
  - Somewhat Unhelpful: 32.8%
  - Neither Helpful nor Unhelpful: 42.9%
  - Somewhat Helpful: 16.0%
  - Very Helpful: 2.3%

- **Private Practice: Medium (11-100 lawyers)**
  - Very Unhelpful: 5.6%
  - Somewhat Unhelpful: 36.3%
  - Neither Helpful nor Unhelpful: 41.3%
  - Somewhat Helpful: 14.4%
  - Very Helpful: 2.4%

- **Private Practice: Large (101+ lawyers)**
  - Very Unhelpful: 5.6%
  - Somewhat Unhelpful: 38.2%
  - Neither Helpful nor Unhelpful: 41.3%
  - Somewhat Helpful: 12.6%
  - Very Helpful: 2.4%

\(^{25}\) \(p < 0.001\)

\(^{26}\) \(p < 0.001\)
Recommendations from Professors

Figure IB-10: Helpfulness of Recommendations from Professors in Hiring New Lawyers, Private Practice: Firm Size (n = 9783)\textsuperscript{27}

Recommendations from Practitioners or Judges

Figure IB-11: Helpfulness of Recommendations from Practitioners or Judges in Hiring New Lawyers, Private Practice: Firm Size (n = 9860)\textsuperscript{28}

\textsuperscript{27} p = 0.032

\textsuperscript{28} p < 0.001
**Extracurricular Activities**

*Figure IB-12: Helpfulness of Extracurricular Activities in Hiring New Lawyers, Private Practice: Firm Size (n = 9824)*

- **Private Practice: Solo**
  - Very Unhelpful: 4.2%
  - Somewhat Unhelpful: 6.8%
  - Neither Helpful nor Unhelpful: 31.5%
  - Somewhat Helpful: 47.4%
  - Very Helpful: 10.1%

- **Private Practice: Small (2-10 lawyers)**
  - Very Unhelpful: 3.0%
  - Somewhat Unhelpful: 6.4%
  - Neither Helpful nor Unhelpful: 33.3%
  - Somewhat Helpful: 48.9%
  - Very Helpful: 8.5%

- **Private Practice: Medium (11-100 lawyers)**
  - Very Unhelpful: 2.4%
  - Somewhat Unhelpful: 4.9%
  - Neither Helpful nor Unhelpful: 33.3%
  - Somewhat Helpful: 52.2%
  - Very Helpful: 7.1%

- **Private Practice: Large (101+ lawyers)**
  - Very Unhelpful: 1.8%
  - Somewhat Unhelpful: 4.8%
  - Neither Helpful nor Unhelpful: 33.7%
  - Somewhat Helpful: 49.7%
  - Very Helpful: 9.9%

---

**Life Experience Between College and Law School**

*Figure IB-13: Helpfulness of Life Experience Between College and Law School in Hiring New Lawyers, Private Practice: Firm Size (n = 9882)*

- **Private Practice: Solo**
  - Very Unhelpful: 3.4%
  - Somewhat Unhelpful: 4.2%
  - Neither Helpful nor Unhelpful: 45.1%
  - Somewhat Helpful: 33.3%

- **Private Practice: Small (2-10 lawyers)**
  - Very Unhelpful: 2.6%
  - Somewhat Unhelpful: 4.0%
  - Neither Helpful nor Unhelpful: 48.2%
  - Somewhat Helpful: 28.2%

- **Private Practice: Medium (11-100 lawyers)**
  - Very Unhelpful: 2.2%
  - Somewhat Unhelpful: 2.9%
  - Neither Helpful nor Unhelpful: 50.3%
  - Somewhat Helpful: 27.4%

- **Private Practice: Large (101+ lawyers)**
  - Very Unhelpful: 1.6%
  - Somewhat Unhelpful: 3.2%
  - Neither Helpful nor Unhelpful: 50.8%
  - Somewhat Helpful: 29.7%

---

29 $p < 0.001$
30 $p < 0.001$
**JOURNAL EXPERIENCE**

*Figure IB-14: Helpfulness of Journal Experience in Hiring New Lawyers, Private Practice: Firm Size (n = 9740)*

<table>
<thead>
<tr>
<th>Firm Size</th>
<th>Very Unhelpful</th>
<th>Somewhat Unhelpful</th>
<th>Neither Helpful nor Unhelpful</th>
<th>Somewhat Helpful</th>
<th>Very Helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>Solo</td>
<td>9.7%</td>
<td>7.2%</td>
<td>43.0%</td>
<td>32.8%</td>
<td>7.3%</td>
</tr>
<tr>
<td>Small (2-10 lawyers)</td>
<td>7.3%</td>
<td>7.6%</td>
<td>39.9%</td>
<td>38.2%</td>
<td>7.0%</td>
</tr>
<tr>
<td>Medium (11-100 lawyers)</td>
<td>5.4%</td>
<td>30.0%</td>
<td>46.7%</td>
<td>13.7%</td>
<td>3.5%</td>
</tr>
<tr>
<td>Large (101+ lawyers)</td>
<td>4.9%</td>
<td>28.1%</td>
<td>48.5%</td>
<td>15.0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

*Figure IB-15: Helpfulness of State Court Clerkship in Hiring New Lawyers, Private Practice: Firm Size (n = 9759)*

<table>
<thead>
<tr>
<th>Firm Size</th>
<th>Very Unhelpful</th>
<th>Somewhat Unhelpful</th>
<th>Neither Helpful nor Unhelpful</th>
<th>Somewhat Helpful</th>
<th>Very Helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>Solo</td>
<td>3.4%</td>
<td>5.0%</td>
<td>21.7%</td>
<td>44.6%</td>
<td>25.3%</td>
</tr>
<tr>
<td>Small (2-10 lawyers)</td>
<td>2.5%</td>
<td>4.0%</td>
<td>20.0%</td>
<td>46.7%</td>
<td>26.8%</td>
</tr>
<tr>
<td>Medium (11-100 lawyers)</td>
<td>1.5%</td>
<td>3.3%</td>
<td>14.8%</td>
<td>49.1%</td>
<td>31.3%</td>
</tr>
<tr>
<td>Large (101+ lawyers)</td>
<td>1.7%</td>
<td>3.7%</td>
<td>17.3%</td>
<td>53.5%</td>
<td>23.8%</td>
</tr>
</tbody>
</table>

31\(p < 0.001\)

32\(p < 0.001\)
TIES TO A PARTICULAR GEOGRAPHIC LOCATION

Figure IB-16: Helpfulness of Ties to a Particular Geographic Location in Hiring New Lawyers, Private Practice: Firm Size (n = 9740)\(^{33}\)

![Bar chart showing helpfulness of ties to a particular geographic location across different firm sizes.]

*Very Unhelpful* | *Somewhat Unhelpful* | *Neither Helpful nor Unhelpful* | *Somewhat Helpful* | *Very Helpful*
---|---|---|---|---
Private Practice: Solo | 3.9% | 5.1% | 40.1% | 34.8% | 16.0%
Private Practice: Small (2-10 lawyers) | 2.8% | 4.0% | 33.3% | 38.0% | 21.9%
Private Practice: Medium (11-100 lawyers) | 2.1% | 4.0% | 29.4% | 40.1% | 24.5%
Private Practice: Large (101+ lawyers) | 2.2% | 3.5% | 28.2% | 41.1% | 25.0%

FEDERAL COURT CLERKSHIP

Figure IB-17: Helpfulness of Federal Court Clerkship in Hiring New Lawyers, Private Practice: Firm Size (n = 9710)\(^{34}\)

![Bar chart showing helpfulness of federal court clerkship across different firm sizes.]

*Very Unhelpful* | *Somewhat Unhelpful* | *Neither Helpful nor Unhelpful* | *Somewhat Helpful* | *Very Helpful*
---|---|---|---|---
Private Practice: Solo | 3.8% | 4.9% | 20.7% | 40.1% | 30.4%
Private Practice: Small (2-10 lawyers) | 3.0% | 3.7% | 19.6% | 41.5% | 32.1%
Private Practice: Medium (11-100 lawyers) | 2.1% | 2.6% | 11.7% | 38.4% | 45.2%
Private Practice: Large (101+ lawyers) | 1.7% | 3.1% | 10.1% | 38.2% | 46.8%

\(^{33}\) \(p < 0.001\)

\(^{34}\) \(p < 0.001\)
YEARS OF EXPERIENCE

LAW SCHOOL ATTENDED

Figure IC-1: Helpfulness of Law School Attended in Hiring New Lawyers, Years of Experience (n = 17552)\textsuperscript{35}

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Very Unhelpful</th>
<th>Somewhat Unhelpful</th>
<th>Neither Helpful nor Unhelpful</th>
<th>Somewhat Helpful</th>
<th>Very Helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-10 Years</td>
<td>7.1%</td>
<td>6.2%</td>
<td>28.9%</td>
<td>43.6%</td>
<td>14.3%</td>
</tr>
<tr>
<td>11-20 Years</td>
<td>5.8%</td>
<td>5.6%</td>
<td>30.8%</td>
<td>43.8%</td>
<td>14.0%</td>
</tr>
<tr>
<td>21-30 Years</td>
<td>4.6%</td>
<td>5.0%</td>
<td>30.1%</td>
<td>44.7%</td>
<td>15.6%</td>
</tr>
<tr>
<td>31+ Years</td>
<td>5.4%</td>
<td>24.6%</td>
<td>45.3%</td>
<td>21.1%</td>
<td></td>
</tr>
</tbody>
</table>

CLASS RANK

Figure IC-2: Helpfulness of Class Rank in Hiring New Lawyers, Years of Experience (n = 17470)\textsuperscript{36}

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Very Unhelpful</th>
<th>Somewhat Unhelpful</th>
<th>Neither Helpful nor Unhelpful</th>
<th>Somewhat Helpful</th>
<th>Very Helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-10 Years</td>
<td>7.2%</td>
<td>7.1%</td>
<td>26.5%</td>
<td>46.3%</td>
<td>13.0%</td>
</tr>
<tr>
<td>11-20 Years</td>
<td>6.1%</td>
<td>6.5%</td>
<td>29.6%</td>
<td>45.5%</td>
<td>12.4%</td>
</tr>
<tr>
<td>21-30 Years</td>
<td>4.6%</td>
<td>5.6%</td>
<td>27.1%</td>
<td>46.5%</td>
<td>16.1%</td>
</tr>
<tr>
<td>31+ Years</td>
<td>6.2%</td>
<td>22.3%</td>
<td>46.4%</td>
<td></td>
<td>21.5%</td>
</tr>
</tbody>
</table>

\textsuperscript{35} p < 0.001
\textsuperscript{36} p < 0.001
**LAW REVIEW EXPERIENCE**

*Figure IC-3: Helpfulness of Law Review Experience in Hiring New Lawyers, Years of Experience (n = 17367)*

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Very Unhelpful</th>
<th>Somewhat Unhelpful</th>
<th>Neither Helpful nor Unhelpful</th>
<th>Somewhat Helpful</th>
<th>Very Helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-10 Years</td>
<td>9.3%</td>
<td>7.4%</td>
<td>33.1%</td>
<td>39.2%</td>
<td>10.9%</td>
</tr>
<tr>
<td>11-20 Years</td>
<td>7.7%</td>
<td>7.3%</td>
<td>38.3%</td>
<td>37.6%</td>
<td>9.1%</td>
</tr>
<tr>
<td>21-30 Years</td>
<td>6.2%</td>
<td>6.1%</td>
<td>37.7%</td>
<td>39.2%</td>
<td>10.7%</td>
</tr>
<tr>
<td>31+ Years</td>
<td>4.9%</td>
<td>6.9%</td>
<td>32.8%</td>
<td>41.1%</td>
<td>14.3%</td>
</tr>
</tbody>
</table>


\[ p < 0.001 \]

**LEGAL EMPLOYMENT**

*Figure IC-4: Helpfulness of Legal Employment in Hiring New Lawyers, Years of Experience (n = 17588)*

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Very Unhelpful</th>
<th>Somewhat Unhelpful</th>
<th>Neither Helpful nor Unhelpful</th>
<th>Somewhat Helpful</th>
<th>Very Helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-10 Years</td>
<td>1.9%</td>
<td>1.4%</td>
<td></td>
<td>63.5%</td>
<td></td>
</tr>
<tr>
<td>11-20 Years</td>
<td>2.9%</td>
<td>2.4%</td>
<td></td>
<td>57.9%</td>
<td></td>
</tr>
<tr>
<td>21-30 Years</td>
<td>2.8%</td>
<td>2.9%</td>
<td></td>
<td>54.4%</td>
<td></td>
</tr>
<tr>
<td>31+ Years</td>
<td>2.8%</td>
<td>4.2%</td>
<td></td>
<td>44.8%</td>
<td></td>
</tr>
</tbody>
</table>

\[ p < 0.001 \]
LEGAL EXTERNSHIP

Figure IC-5: Helpfulness of Legal Externship in Hiring New Lawyers, Years of Experience (n = 17215)\(^{39}\)

![Chart showing the helpfulness of legal externship by years of experience]

- **Very Unhelpful**: 2.0%
- **Somewhat Unhelpful**: 2.0%
- **Neither Helpful nor Unhelpful**: 37.2%
- **Somewhat Helpful**: 50.0%
- **Very Helpful**: 0%

**Years of Experience**
- 1-10 Years: 8.8%
- 11-20 Years: 10.2%
- 21-30 Years: 12.8%
- 31+ Years: 5.2%

**Helpfulness**
- Very Unhelpful: 2.0%
- Somewhat Unhelpful: 2.0%
- Neither Helpful nor Unhelpful: 37.2%
- Somewhat Helpful: 50.0%
- Very Helpful: 0%

**Participation in Law School Clinic**

Figure IC-6: Helpfulness of Participation in Law School Clinic in Hiring New Lawyers, Years of Experience (n = 17308)\(^{40}\)

![Chart showing the helpfulness of participation in law school clinic by years of experience]

- **Very Unhelpful**: 2.1%
- **Somewhat Unhelpful**: 2.7%
- **Neither Helpful nor Unhelpful**: 44.1%
- **Somewhat Helpful**: 38.2%
- **Very Helpful**: 0%

**Years of Experience**
- 1-10 Years: 13.0%
- 11-20 Years: 16.1%
- 21-30 Years: 16.8%
- 31+ Years: 4.9%

**Helpfulness**
- Very Unhelpful: 2.1%
- Somewhat Unhelpful: 2.7%
- Neither Helpful nor Unhelpful: 44.1%
- Somewhat Helpful: 38.2%
- Very Helpful: 0%

---

\(^{39}\) p < 0.001
\(^{40}\) p < 0.001

20
**Other Experiential Education**

*Figure IC-7: Helpfulness of Other Experiential Education in Hiring New Lawyers, Years of Experience (n = 16897)*

- 1-10 Years: 12.7% (Very Unhelpful), 45.9% (Somewhat Unhelpful), 37.5% (Very Helpful)
- 11-20 Years: 13.6% (Very Unhelpful), 48.4% (Somewhat Unhelpful), 33.0% (Very Helpful)
- 21-30 Years: 15.0% (Very Unhelpful), 48.2% (Somewhat Unhelpful), 31.4% (Very Helpful)
- 31+ Years: 4.8% (Very Unhelpful), 17.9% (Somewhat Unhelpful), 48.1% (Neither Helpful nor Unhelpful), 26.8% (Very Helpful)

**Law School Courses in a Particular Specialty**

*Figure IC-8: Helpfulness of Law School Courses in a Particular Specialty in Hiring New Lawyers, Years of Experience (n = 17481)*

- 1-10 Years: 2.5% (Very Unhelpful), 22.9% (Somewhat Unhelpful), 51.4% (Neither Helpful nor Unhelpful), 19.3% (Very Helpful)
- 11-20 Years: 2.5% (Very Unhelpful), 23.9% (Somewhat Unhelpful), 49.5% (Neither Helpful nor Unhelpful), 19.7% (Very Helpful)
- 21-30 Years: 2.4% (Very Unhelpful), 22.9% (Somewhat Unhelpful), 49.1% (Neither Helpful nor Unhelpful), 21.5% (Very Helpful)
- 31+ Years: 2.4% (Very Unhelpful), 22.5% (Somewhat Unhelpful), 48.4% (Neither Helpful nor Unhelpful), 22.1% (Very Helpful)

---

41 $p < 0.001$

42 $p = 0.035$
LAW SCHOOL CERTIFICATION IN A PARTICULAR SPECIALTY

Figure IC-9: Helpfulness of Law School Certification in a Particular Specialty in Hiring New Lawyers, Years of Experience (n = 16482)  

Recommendations from Professors

Figure IC-10: Helpfulness of Recommendations from Professors in Hiring New Lawyers, Years of Experience (n = 17219)  

---

43 $p = 0.044$
44 $p < 0.001$
**Recommendations from Practitioners or Judges**

*Figure IC-11: Helpfulness of Recommendations from Practitioners or Judges in Hiring New Lawyers, Years of Experience (n = 17335)*\(^{45}\)

**Extracurricular Activities**

*Figure IC-12: Helpfulness of Extracurricular Activities in Hiring New Lawyers, Years of Experience (n = 17307)*\(^{46}\)

\(^{45}\) \(p < 0.001\)

\(^{46}\) \(p < 0.001\)
**Life Experience Between College and Law School**

Figure IC-13: Helpfulness of Life Experience Between College and Law School in Hiring New Lawyers, Years of Experience (n = 17398)\(^{47}\)

![Life Experience Bar Chart](chart1)

\(^{47}\) *p* < 0.001

**Journal Experience**

Figure IC-14: Helpfulness of Journal Experience in Hiring New Lawyers, Years of Experience (n = 17157)\(^{48}\)

![Journal Experience Bar Chart](chart2)

\(^{48}\) *p* < 0.001
STATE COURT CLERKSHIP

Figure IC-15: Helpfulness of State Court Clerkship in Hiring New Lawyers, Years of Experience (n = 17184)\textsuperscript{49}

Figure IC-16: Helpfulness of Ties to a Particular Geographic Location in Hiring New Lawyers, Years of Experience (n = 17155)\textsuperscript{50}

\textsuperscript{49} p < 0.001

\textsuperscript{50} p < 0.001
**Federal Court Clerkship**

*Figure IC-17: Helpfulness of Federal Court Clerkship in Hiring New Lawyers, Years of Experience (n = 17110)*

**Region**

*Law School Attended*

*Figure 1D-1: Helpfulness of Law School Attended in Hiring New Lawyers, Years of Experience (n = 18262)*

---

\[51 \ p < 0.001\]

\[52 \ p < 0.001\]
**Class Rank**

*Figure 1D-2: Helpfulness of Class Rank in Hiring New Lawyers, Years of Experience (n = 18182)*

<table>
<thead>
<tr>
<th>Region</th>
<th>Very Unhelpful</th>
<th>Somewhat Unhelpful</th>
<th>Neither Helpful nor Unhelpful</th>
<th>Somewhat Helpful</th>
<th>Very Helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>West</td>
<td>6.1%</td>
<td>6.8%</td>
<td>27.6%</td>
<td>45.1%</td>
<td>14.4%</td>
</tr>
<tr>
<td>South</td>
<td>5.5%</td>
<td>6.4%</td>
<td>25.4%</td>
<td>45.3%</td>
<td>17.4%</td>
</tr>
<tr>
<td>Midwest</td>
<td>4.6%</td>
<td>6.4%</td>
<td>25.1%</td>
<td>47.2%</td>
<td>16.7%</td>
</tr>
<tr>
<td>Northeast</td>
<td>4.3%</td>
<td>5.7%</td>
<td>26.2%</td>
<td>46.1%</td>
<td>17.7%</td>
</tr>
</tbody>
</table>

**Law Review Experience**

*Figure 1D-3: Helpfulness of Law Review Experience in Hiring New Lawyers, Years of Experience (n = 18071)*

<table>
<thead>
<tr>
<th>Region</th>
<th>Very Unhelpful</th>
<th>Somewhat Unhelpful</th>
<th>Neither Helpful nor Unhelpful</th>
<th>Somewhat Helpful</th>
<th>Very Helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>West</td>
<td>7.4%</td>
<td>7.9%</td>
<td>34.5%</td>
<td>39.4%</td>
<td>10.8%</td>
</tr>
<tr>
<td>South</td>
<td>6.7%</td>
<td>6.9%</td>
<td>35.0%</td>
<td>38.5%</td>
<td>12.9%</td>
</tr>
<tr>
<td>Midwest</td>
<td>6.6%</td>
<td>6.8%</td>
<td>35.9%</td>
<td>40.0%</td>
<td>10.7%</td>
</tr>
<tr>
<td>Northeast</td>
<td>6.6%</td>
<td>5.9%</td>
<td>33.3%</td>
<td>39.9%</td>
<td>14.3%</td>
</tr>
</tbody>
</table>

---

53 $p < 0.001$
54 $p < 0.001$
LEGAL EMPLOYMENT

Figure 1D-4: Helpfulness of Legal Employment in Hiring New Lawyers, Years of Experience (n = 18301)\textsuperscript{55}

LEGAL EXternship

Figure 1D-5: Helpfulness of Legal Externship in Hiring New Lawyers, Years of Experience (n = 17910)\textsuperscript{56}

\textsuperscript{55} p < 0.001
\textsuperscript{56} p < 0.001
**Participation in Law School Clinic**

*Figure 1D-6: Helpfulness of Participation in Law School Clinic in Hiring New Lawyers, Years of Experience (n = 18010)*

![Bar chart showing participation in law school clinic by region and helpfulness levels.](image)

**Other Experiential Education**

*Figure 1D-7: Helpfulness of Other Experiential Education in Hiring New Lawyers, Years of Experience (n = 17576)*

![Bar chart showing other experiential education by region and helpfulness levels.](image)

---

57 $p < 0.001$

58 $p < 0.001$
Law School Courses in a Particular Specialty

Figure 1D-8: Helpfulness of Law School Courses in a Particular Specialty in Hiring New Lawyers, Years of Experience (n = 18186)\textsuperscript{59}

Law School Certification in a Particular Specialty

Figure 1D-9: Helpfulness of Law School Certification in a Particular Specialty in Hiring New Lawyers, Years of Experience (n = 17138)\textsuperscript{60}

\textsuperscript{59} p = 0.593

\textsuperscript{60} p = 0.088
Recommendations from Professors

Figure 1D-10: Helpfulness of Recommendations from Professors in Hiring New Lawyers, Years of Experience (n = 17912)\textsuperscript{61}

Recommendations from Practitioners or Judges

Figure 1D-11: Helpfulness of Recommendations from Practitioners or Judges in Hiring New Lawyers, Years of Experience (n = 18040)\textsuperscript{62}

\textsuperscript{61} p = 0.083
\textsuperscript{62} p < 0.001
EXTRACURRICULAR ACTIVITIES

Figure 1D-12: Helpfulness of Extracurricular Activities in Hiring New Lawyers, Years of Experience (n = 18007)\(^{63}\)

![Bar chart showing the distribution of helpfulness of extracurricular activities across different regions: West, South, Midwest, Northeast.]

- **West**: 2.7% Very Unhelpful, 5.5% Somewhat Unhelpful, 32.8% Neither Helpful nor Unhelpful, 50.1% Somewhat Helpful, 8.8% Very Helpful
- **South**: 3.4% Very Unhelpful, 6.3% Somewhat Unhelpful, 33.1% Neither Helpful nor Unhelpful, 47.9% Somewhat Helpful, 9.4% Very Helpful
- **Midwest**: 2.7% Very Unhelpful, 5.5% Somewhat Unhelpful, 31.8% Neither Helpful nor Unhelpful, 51.4% Somewhat Helpful, 8.6% Very Helpful
- **Northeast**: 2.5% Very Unhelpful, 5.4% Somewhat Unhelpful, 33.5% Neither Helpful nor Unhelpful, 49.2% Somewhat Helpful, 9.3% Very Helpful

LIFE EXPERIENCE BETWEEN COLLEGE AND LAW SCHOOL

Figure 1D-13: Helpfulness of Life Experience Between College and Law School in Hiring New Lawyers, Years of Experience (n = 18098)\(^{64}\)

![Bar chart showing the distribution of helpfulness of life experience between college and law school across different regions: West, South, Midwest, Northeast.]

- **West**: 2.3% Very Unhelpful, 3.4% Somewhat Unhelpful, 14.7% Neither Helpful nor Unhelpful, 47.6% Somewhat Helpful, 32.0% Very Helpful
- **South**: 2.6% Very Unhelpful, 4.1% Somewhat Unhelpful, 15.4% Neither Helpful nor Unhelpful, 47.4% Somewhat Helpful, 30.5% Very Helpful
- **Midwest**: 2.4% Very Unhelpful, 3.4% Somewhat Unhelpful, 16.4% Neither Helpful nor Unhelpful, 50.4% Somewhat Helpful, 27.3% Very Helpful
- **Northeast**: 2.0% Very Unhelpful, 3.5% Somewhat Unhelpful, 16.2% Neither Helpful nor Unhelpful, 50.2% Somewhat Helpful, 28.2% Very Helpful

\(63 \ p = 0.026\)

\(64 \ p < 0.001\)
**Journal Experience**

*Figure 1D-14: Helpfulness of Journal Experience in Hiring New Lawyers, Years of Experience (n = 17848)*

<table>
<thead>
<tr>
<th>Region</th>
<th>Very Unhelpful</th>
<th>Somewhat Unhelpful</th>
<th>Neither Helpful nor Unhelpful</th>
<th>Somewhat Helpful</th>
<th>Very Helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>West</td>
<td>7.6%</td>
<td>7.6%</td>
<td>38.6%</td>
<td>38.3%</td>
<td>7.9%</td>
</tr>
<tr>
<td>South</td>
<td>6.6%</td>
<td>6.9%</td>
<td>37.7%</td>
<td>38.7%</td>
<td>10.1%</td>
</tr>
<tr>
<td>Midwest</td>
<td>6.5%</td>
<td>6.9%</td>
<td>39.2%</td>
<td>38.7%</td>
<td>8.6%</td>
</tr>
<tr>
<td>Northeast</td>
<td>6.7%</td>
<td>5.9%</td>
<td>35.7%</td>
<td>40.7%</td>
<td>10.9%</td>
</tr>
</tbody>
</table>

*Figure 1D-15: Helpfulness of State Court Clerkship in Hiring New Lawyers, Years of Experience (n = 17866)*

<table>
<thead>
<tr>
<th>Region</th>
<th>Very Unhelpful</th>
<th>Somewhat Unhelpful</th>
<th>Neither Helpful nor Unhelpful</th>
<th>Somewhat Helpful</th>
<th>Very Helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>West</td>
<td>2.8%</td>
<td>4.0%</td>
<td>18.4%</td>
<td>46.9%</td>
<td>27.8%</td>
</tr>
<tr>
<td>South</td>
<td>2.4%</td>
<td>4.3%</td>
<td>19.7%</td>
<td>45.5%</td>
<td>28.1%</td>
</tr>
<tr>
<td>Midwest</td>
<td>2.3%</td>
<td>4.0%</td>
<td>22.1%</td>
<td>47.8%</td>
<td>23.8%</td>
</tr>
<tr>
<td>Northeast</td>
<td>2.0%</td>
<td>3.4%</td>
<td>20.3%</td>
<td>44.3%</td>
<td>30.0%</td>
</tr>
</tbody>
</table>

*65 p < 0.001
66 p < 0.001*
TIES TO A PARTICULAR GEOGRAPHIC LOCATION

Figure 1D-16: Helpfulness of Ties to a Particular Geographic Location in Hiring New Lawyers, Years of Experience (n = 17844)\textsuperscript{67}

Federal Court Clerkship

Figure 1D-17: Helpfulness of Federal Court Clerkship in Hiring New Lawyers, Years of Experience (n = 17789)\textsuperscript{68}

\textsuperscript{67} p = 0.001
\textsuperscript{68} p < 0.001
# Part II: Practice Setting Categorization

*Table II: Categorization of Practice Setting Response Options for Analysis*

<table>
<thead>
<tr>
<th>Practice Settings for Analysis</th>
<th>Practice Setting Survey Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private Practice</td>
<td>Private Law Practice</td>
</tr>
<tr>
<td>Business In-House</td>
<td>Business: In-house Counsel</td>
</tr>
<tr>
<td>Government</td>
<td>Court Neutral</td>
</tr>
<tr>
<td></td>
<td>Government: Criminal Prosecutor</td>
</tr>
<tr>
<td></td>
<td>Government: In-house Legal Staff for Governmental Entity or Organization</td>
</tr>
<tr>
<td></td>
<td>Government: Public Counsel to Governmental Bodies or Individuals</td>
</tr>
<tr>
<td>Other</td>
<td>Academic/Education: Adjunct Professor</td>
</tr>
<tr>
<td></td>
<td>Academic/Education: Faculty</td>
</tr>
<tr>
<td></td>
<td>Academic/Education: Managerial or Administrative</td>
</tr>
<tr>
<td></td>
<td>Academic/Education: Researcher or Policy Analyst</td>
</tr>
<tr>
<td></td>
<td>ADR Neutral</td>
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<tr>
<td></td>
<td>Alternative Legal Services: Business to Business</td>
</tr>
<tr>
<td></td>
<td>Alternative Legal Services: Direct to Consumer</td>
</tr>
<tr>
<td></td>
<td>Business: Managerial or Administrative</td>
</tr>
<tr>
<td></td>
<td>Government: Managerial or Administrative</td>
</tr>
<tr>
<td></td>
<td>Military</td>
</tr>
<tr>
<td></td>
<td>New Graduate Not Currently in Law-related Work</td>
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<td></td>
<td>Non-profit: In-house Counsel</td>
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<td>Non-profit: Managerial or Administrative</td>
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<td>Politics: Politician/Staff or Lobbyist</td>
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<td>Public Interest: Legal Services Organization</td>
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<td>Public Interest: Policy Advocacy Organization</td>
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<td>Public Interest: Public Criminal Defender</td>
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