Firm Networking, Early Interviewing, Bidding, and Updates to the EIW Guide

This is a long email, but it has a lot of important information. As we get into the heart of EIW preparation, these emails will be dense—apologies in advance for the tl;dr crowd. To keep some order, each email will first cover the three most important things, then cover some important advice from the counseling team, and finally address some important other logistics or reminders. For reference this email will be posted on the EIW Student Site.

Keeping the Main Thing, the Main Thing:

1. Am I on track? By now, your resume should be updated with your summer experience, reviewed by a counselor and uploaded back into Symplicity. You should also have a reasonably clear sense of which market(s) you want to interview in during EIW and be able to list 10-15 firms that you think you are going to bid on.

To help you stay on track or get back on track, make sure to reference and save the To-Do: Fall 2020 checklist. If you think you are behind, schedule an appointment with an attorney-counselor.

2. Updates to the EIW Student Guide: The second part of the EIW student guide will be published tomorrow, October 20. The guide will contain all of the logistical information about the bidding process, adding/dropping interviews, and important timelines for November-January. This document will continue to be updated, as necessary.

3. Firms Registered for EIW: The list of firms registered as of October 15 is published as a PDF on the EIW Student Site. Beginning Monday, October 26, this resource will be replaced with a Google Sheet containing all of the firms that have registered, plus the number of interviews they have indicated they will be conducting during EIW. The link to the Google Sheet will be published in the same spot on the Student Site.

Counselors’ Corner

Employers Interviewing & Grades - What's happening?

As is the case every year, some EIW employers are starting to interview prior to EIW. This essentially allows the firm to decompress the interview period—think early voting. This is distinguished from firms or offices who are not attending EIW and interviewing outside of the EIW process altogether.
Historically the early interview trend is most prevalent in New York, but it happens everywhere to some extent. Some firms conduct early interviews with a small number of students who have previously worked with the firm, those whom they got to know through interviewing in the 1L year, or who made a particularly strong connection with attorneys through the networking process. Others are open to general applications from interested students.

Given students only have one semester of grades right now we have strongly discouraged firms from interviewing before EIW this year. By and large, most firms are telling us that they are not early interviewing, or are only interviewing candidates for 2L diversity positions. Firms that are conducting early interviews have indicated to us that they still plan to participate in January’s EIW for the offices registered.

So, should you be trying to interview early? There are pros and cons and you should discuss with your attorney–counselor. You only get one chance to interview with a firm (i.e., firms can remove you from their EIW slate if you’ve already interviewed with them), so a primary consideration is whether you feel ready to interview. Have you done mock interviews with employers, alumni, or OCP, and gotten feedback that your interview skills are strong? Have you networked with attorneys at the firm, learning about the firm and making connections with attorneys that can advocate for your candidacy through the interview process? Grades are also a consideration. If you apply for an early interview with a firm, you should expect that the employer will request your grades. If you would like to be considered for the opportunity, you should send the employer your transcript. The grades-blind EIW process applies to interviews conducted through the EIW bidding process only.

You should not feel obligated to interview early. Oftentimes firms will be more selective during the early interview period knowing that they will see the majority of students “on-campus.”

Virtual Networking Events - Do I really need to go? You are swamped and tired, so it’s reasonable to ask whether you can cut networking events from your schedule. For firms you are most interested in, you should definitely try to attend these events. Most firms keep track of their contacts with students as a gauge of your interest in the firm (i.e., one of many things they might consider in the hiring process).

For firms that aren’t in your top group, or if you are feeling supremely confident in your interviewing skills, these are still good ways for you to evaluate the firm. For both students and employers, these are opportunities to learn more about each other.

Virtual Networking Events - Where and when? Some firms will contact you directly about events, while many are viewable as Information Sessions via Symplicity. Please follow all RSVP instructions listed in each event. If you RSVP “yes,” firms are expecting your attendance. If you are unable to attend, please contact the firm directly.

Virtual Networking Events - What to wear and what to say? These events are less formal than an interview, so no suit needed. Think “business casual”-- nice button down tops or a similar formality, as illustrated by the attire spectrum shown below.

When you attend these virtual events, make the most of your time. Take notes for future reference. Have a question or two prepared, particularly if it is an informal event or has break-out rooms. Follow up with attorneys whose practice or career path is of interest to you.

For more information, check out OCP’s helpfully-named networking guide, which contains detailed advice about networking, including questions to ask during an informational interview (that you can also use in virtual networking events).

Important Other Logistics and Reminders

Reminder: Line up some references for EIW. Most employers will not ask for references, but you should be ready just in case. You should have three references with one being a former employer, and, if possible, one from a professor (e.g., your
Legal Practice professor). Finalize your reference list NOW (not in late December) by reaching out to confirm they are willing to be a reference, if needed. Remember these are just names -- not letters of recommendation!

**EIW How-To Videos:** Make sure to review the recently added how-to videos on the student site. These videos are a great resource to assist you with technical aspects of the EIW process.

Questions? As always, please email us at lawcareers@umich.edu.

Have a great week!

Shannon
Manager of Recruitment Programs

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**EIW CHECKLIST**

| EIW STUDENT SITE | REPORT CALLBACK INTERVIEW | REPORT SUMMER ASSOCIATE OFFER | SCHEDULE AN APPOINTMENT |

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**Info Sessions**

**UPCOMING INFORMATION SESSIONS:**

**Greenberg Traurig (Chicago, IL)**

START DATE/TIME: Oct 20, 2020, 7:00 PM
END DATE/TIME: Oct 20, 2020, 8:00 PM
LOCATION: Via online Video Conferencing

**Fenwick & West (Mountain View, CA)**

START DATE/TIME: Oct 21, 2020, 1:00 PM
END DATE/TIME: Oct 21, 2020, 3:00 PM
LOCATION: Via online Video Conferencing

**Vinson & Elkins (Houston, TX)**

START DATE/TIME: Oct 21, 2020, 2:00 PM
END DATE/TIME: Oct 21, 2020, 3:00 PM
LOCATION: Via online Video Conferencing

**Kirkland & Ellis (Boston, MA)**

START DATE/TIME: Oct 21, 2020, 3:00 PM
END DATE/TIME: Oct 21, 2020, 4:00 PM
LOCATION: Via online Video Conferencing

**Cadwalader Wickersham & Taft (New York, NY)**

START DATE/TIME: Oct 21, 2020, 6:00 PM
END DATE/TIME: Oct 21, 2020, 7:00 PM
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Cadwalader Wickersham & Taft (New York, NY)

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LOCATION: Via online Video Conferencing

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