October 26, 2020

Bidding Overview, Interviews By Employers & Parallel Planning

As we come to the end of October, we know there is a lot on your plate. To help you prioritize your time, each week we 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? Hopefully you are in the process of creating your bid list. If you have a list of firms you are interested in, the next step in thoughtful and effective bidding is to take your firm list as it currently stands and use the suggested bid list template to flesh out your research and rank the firms/offices you are interested in interviewing with during EIW. You have 30 bids to place on firms/offices and you will rank highest (i.e. 1) to lowest (i.e. 30). (If you already have your bid list in a similarly-detailed format there is no need to recreate it in this template, just add in any missing columns so your counselor has necessary information for your review.) Schedule a bid list review appointment with an attorney-counselor via Symplicity before November 25. Make sure to use appointment type “EIW-Required Bid List Review” and email your bid list to your attorney-counselor at least 48 hours in advance.

2. Interview Slots by Employer is now live on the EIW Student Site: This Google Sheet breaks down the total interview slots for each office location. This resource will likely change as employers are allowed to register for EIW until November 30 and will be updated weekly. You can find this resource on the student site. You can also now filter firms/offices based on geographic location and review position descriptions in Symplicity.

3. Remember non-EIW employers may be hiring on a different timeline. Separate from the issue of “early interviewing” discussed in last week’s email, remember if you are interested in interviewing with regional firms, government, or public interest organizations, those hiring timelines may not wait until January. There is a discussion of developing a parallel plan in the Counselors’ Corner, but please discuss this with a counselor if you are thinking about these alternatives.
Counselors’ Corner

Bidding Strategy and Risk Management

At its most basic, bidding is the process by which you will indicate your level of interest in receiving an interview with a particular firm. The more interest you have in interviewing with a particular firm/office, the higher you will bid (i.e., rank) the firm. Available interview slots will essentially be awarded to the highest bidders.

The EIW Process Guide takes you through bidding in detail, and it is worth your time to review the bidding section as you create your bid list and schedule your bid list review appointment.

The EIW Bid List Template includes information necessary to help your counselor advise you on bidding strategy, so whether you use this template or add this information to your own spreadsheet, be sure to include it so that you’re setting your counselor (and yourself) up for a productive bid list review.

Although there really is no such thing as a “safety” in this process, to the extent that your bid list includes “target” firms, “stretch” firms and “safety” firms (based on academic competitiveness), we generally advise to keep your top 10-12 bids conservative-- mostly “target” and “safety” firms you are interested in, with a few “stretch” firms you feel strongly about.

We certainly aren’t discouraging you from interviewing with any firm, nor are we encouraging you to interview with any particular firm. We just want to make sure you understand that EIW is a numbers game. When firms design their recruiting strategy, they work backwards from the target size for their summer class to decide how many people they want to interview. In order for a firm to get one student to accept their summer offer, a firm may project needing to actually offer three or four students. For each student that receives an offer, the firm has probably interviewed three or four students during callbacks. To make a three or four callbacks, a firm may interview 20+ candidates during Early Interview Week. These numbers above are meant to be illustrative, but hopefully it gives you some sense that this creates a funnel. You therefore want to maximize your exposure to the places that are likely to be a good fit for you at this first round of interviews, and your bid list should reflect that.

We know that some students will read this to mean that they need to engage in as many interviews with law firms as humanly possible to maximize their chances. That is usually not a wise move--your strategy should balance quality and quantity. 25 interviews that are mediocre because you’re stretched so thin are far less effective than 10 or 15 focused, targeted interviews where you have done the research and networked with the firm and can bring your best self to the table.

To echo Shannon’s reminders above, counseling appointments are open for the month of November now-- we encourage you to get a bid list review on the books now, even if it's a few weeks out. During that time we can apply all of the above to your individual circumstances, and talk about your parallel plan.

What is your parallel plan?

Unless you already have an offer for next summer in hand, it is important that you think about a 2L summer search strategy that includes employers outside of the EIW process. As with a strong strategy for a client on a case or a deal, a robust job search plan involves planning for all contingencies. Parallel plans are especially important if you are worried about your academic competitiveness as you enter into this EIW process.

For many students, a parallel application plan will involve firms that post resume collects in Symplicity – firms that are in smaller markets, smaller offices of EIW firms, smaller firms in major markets, or large firms that do not choose to sign up for Michigan’s on campus interviews but want to hear from interested students. There are many resume collect opportunities already posted in Symplicity, with additional ones set to post in November, December and January. The best strategy is to apply on the earlier side-- do not wait for the posted deadline, as employers can log in at any time and decide they’ve got enough applications and close the posting early.

For other students, a parallel plan consists of government positions, or positions at public interest employers. Still other students prefer to contact and apply to mid-sized or regional firms in markets not represented at EIW. Whatever your choice (or combination of choices) for your parallel plan, your counselor can help you work through a strategy to help you maximize your success at EIW and in your parallel plan, so be sure to make this part of the discussion in your bid list review appointment.

-Private Sector Counseling Team

Reminders

- Create a bookmark for the EIW Process Guide: For this week, review the EIW Process Guide (starting on pg. 7) for detailed bidding process and logistical information.

As a reminder, if you miss an email in this series, a PDF of each week’s update can be found in the Archive section of the EIW Student Site.
Have a great week!

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

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

Info Sessions

UPCOMING INFORMATION SESSIONS:

Jones Day (San Francisco, CA)
START DATE/TIME: Oct 28, 2020, 12:00 PM
END DATE/TIME: Oct 28, 2020, 1:00 PM
LOCATION: Via online Video Conferencing

Cadwalader Wickersham & Taft (New York, NY)
START DATE/TIME: Oct 28, 2020, 5:00 PM
END DATE/TIME: Oct 28, 2020, 6:30 PM
LOCATION: Via online Video Conferencing

Davis Polk & Wardwell (New York, NY)
START DATE/TIME: Oct 28, 2020, 7:00 PM
END DATE/TIME: Oct 28, 2020, 8:00 PM
LOCATION: Via online Video Conferencing

McDermott Will & Emery (Chicago, IL)
START DATE/TIME: Oct 29, 2020, 12:00 PM
END DATE/TIME: Oct 29, 2020, 12:50 PM
LOCATION: Via ZOOM video conference

McDermott Will & Emery (Chicago, IL)
START DATE/TIME: Oct 29, 2020, 12:00 PM
END DATE/TIME: Oct 29, 2020, 12:50 PM
LOCATION: Via ZOOM video conference
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