

# 10-Months-Out Employment Survey FAQs

Below are some guidelines to assist you in completing the 10-Months-Out Employment Survey on Symplicity. Should you have additional questions, please feel free to contact [Joan \(Sequin\) Mountain](#).

**1. Am I considered employed for survey purposes?**

A. To be considered employed, you must be hired and actually working in a position, legal or non-legal, where you will receive a salary or stipend or be paid on a contract or retainer basis by or on March 15, 2015.

**2. Am I working full-time?**

A. You are considered full-time if you are working 35 or more hours per week.

**3. Is my position short-term or long-term?**

A. Your job is long-term if your employer has no set end date or offered you a job with a fixed duration that is one-year long or more. Short-term jobs last less than one year. Please select a long-term option even if you may change jobs in the future as long as your position could continue for one year or more. If you are employed but seeking a different job, the CSO is available to assist you in your job search.

**4. Did I receive my job before graduation?**

A. You were employed before graduation if you received your offer before June 10, 2014.

**5. I have two jobs. Which one should I report?**

A. Consider which job you define as your primary employment and which you consider secondary. Only your primary job will be reported. However, you can list two employers and jobs on the survey.

**6. What is my “type of employer”?**

A. Here are a few examples based on each type. *Law Firm* can include public interest law firms. *Business and industry* includes independent contract legal work, working for a bank, and political campaigns. *Government* includes judicial clerkships, DA, and JAG. *Public interest* includes public defenders, appellate defenders, and labor unions.

**7. Am I considered an associate or a staff attorney?**

A. Most entry-level attorney jobs should be reported as associate. Staff attorney positions are for those, mostly at larger law firms, who are in a non-partnership track position. An attorney job in a smaller firm, which may not have a partnership track, should be reported as an associate.

**8. I started my own solo practice. Do I count as employed? What am I considered?**

A. To be counted as a solo practitioner, you must have passed the bar and taken additional steps toward setting up a law practice (e.g., applying for business license, obtaining malpractice insurance, advertising the availability of legal services, having a website, leasing office space). If you have taken all or some of these steps, report yourself as an associate.

**9. I am a legal temp. Who is my employer?**

A. Report your employer as “legal temporary agency” under business and industry. Report a firm as your employer only if you were hired directly by a firm and not a temp agency.

**10. Am I considered in-house?**

A. In-house legal must be an in-house attorney. Other positions (e.g., paralegal) do not count for this category.

**11. What is my firm size?**

A. Firm size refers to the total number of attorneys firm-wide. Only select solo practice if you started your own solo practice. If you are working for a solo practitioner, select firm size 2-10.

**12. How do I report my salary?**

A. Only graduates employed in **full-time** positions should report their annual salary. When reporting your salary, include base compensation only (i.e., no bar stipends, signing bonus, potential bonus, or contingent income). The information you report will remain confidential.