

**YALE LAW SCHOOL
CAREER DEVELOPMENT OFFICE**

10TH YEAR ALUMNI SURVEY

CLASS OF

20

12

INTRODUCTION

In this report, the Career Development Office (“CDO”) offers a snapshot of the employment experiences of the Class of 2012 (“the Class”) in their first ten years since graduating from YLS.

Compilation of Data

The data in this report has been compiled from multiple sources.[1] Information about first employment after graduation was provided from members of the Class to CDO approximately ten months after graduation, as required by the American Bar Association.[2] Information about first non-clerkship employment incorporates survey responses to CDO’s Post-Clerkship Employment Survey (the “Post-Clerkship Survey”), which was sent to all graduates who clerked immediately after graduation, and incorporates independent research by CDO. [3] Information about the Class five years after graduation is based on responses to CDO’s 5th Year Career Development Survey (the “5th Year Survey”), sent to all members of the Class in spring 2017, and also incorporates independent research by CDO.[4] Information about the Class ten years after graduation is based on responses to CDO’s 10th Year Career Development Survey (the “10th Year Survey”), sent to all members of the Class in spring 2022, and also incorporates independent research by CDO.[5]

[1] Due to rounding, totals may not equal 100%.

[2] 99% of the Class responded.

[3] 98% of the class is represented.

[4] 55% of the Class responded, although not every respondent answered every question. Through independent research, CDO obtained employment information from an additional 32% of the Class beyond the 55% who responded to the 10th Year Survey.

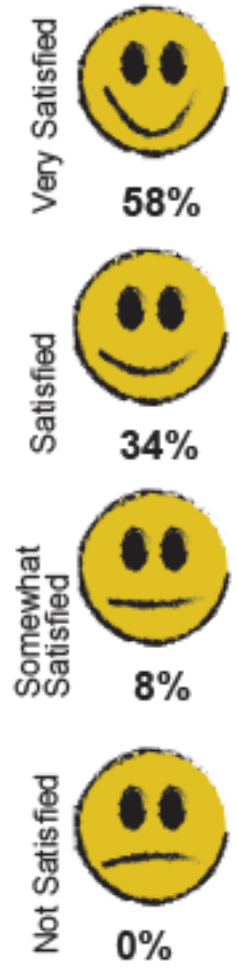
[5] 47% of the Class responded, although not every respondent answered every question. Through independent research, CDO obtained information about current employment type and geographic location from an additional 46% of the Class.

2012 SNAPSHOT

OVERALL JOB SATISFACTION

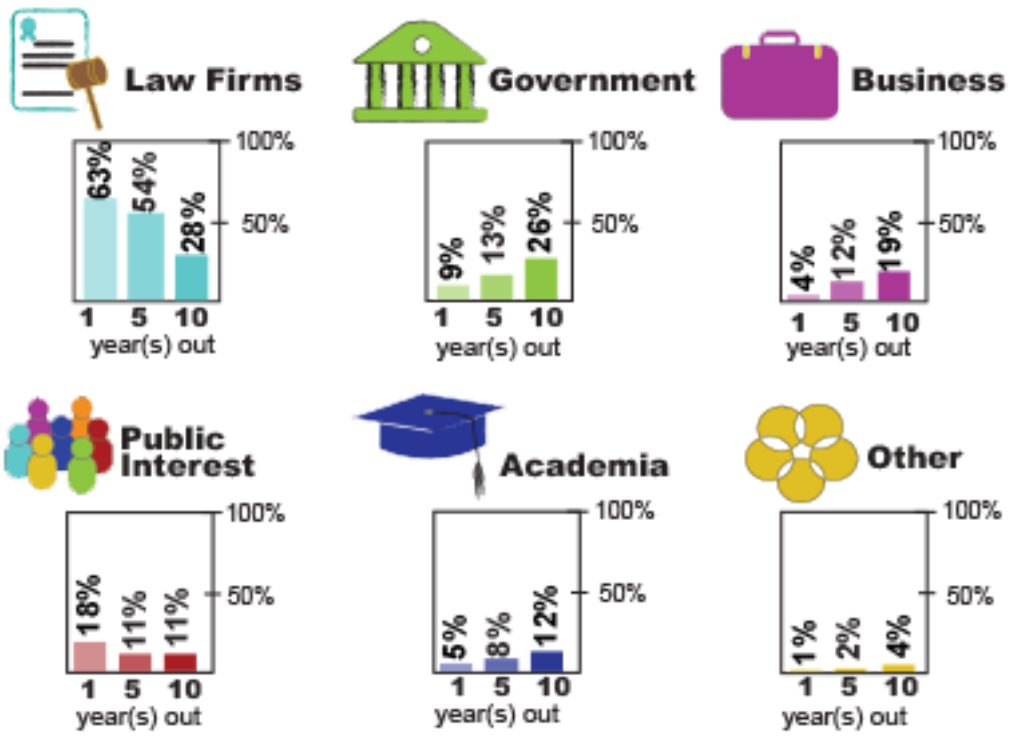
CURRENT EMPLOYMENT 10 YEARS AFTER GRADUATION

Percentages based on total number of grads for which we collected data on sector



AT GRADUATION AND FIFTH YEAR EMPLOYMENT*

* The 1 year out data depicts first post-clerkship employment rounded. Thus, the 41% of the Class that clerked immediately after graduation are depicted in the sectors in which they worked upon completion of their clerkships.



53%
OF THE CLASS HAS
CLERKED FOR A JUDGE
AT SOME POINT IN THE
TEN YEARS SINCE
GRADUATION

56%
OF RESPONDANTS
HAVE WORKED IN THE
PUBLIC INTEREST AT
SOME POINT SINCE
GRADUATION

First Employer Type

Judicial clerkships and law firms were the most popular first employment choices of the Class, and together comprised over 75% of the total first employers. Smaller percentages commenced their careers in public interest (11.3%), government (3.3%), academia (4.2%), and business (4.2%). In terms of post-clerkship employment, 63% of the Class worked for law firms in their first non-clerkship position, while 28% worked in either public interest or government.

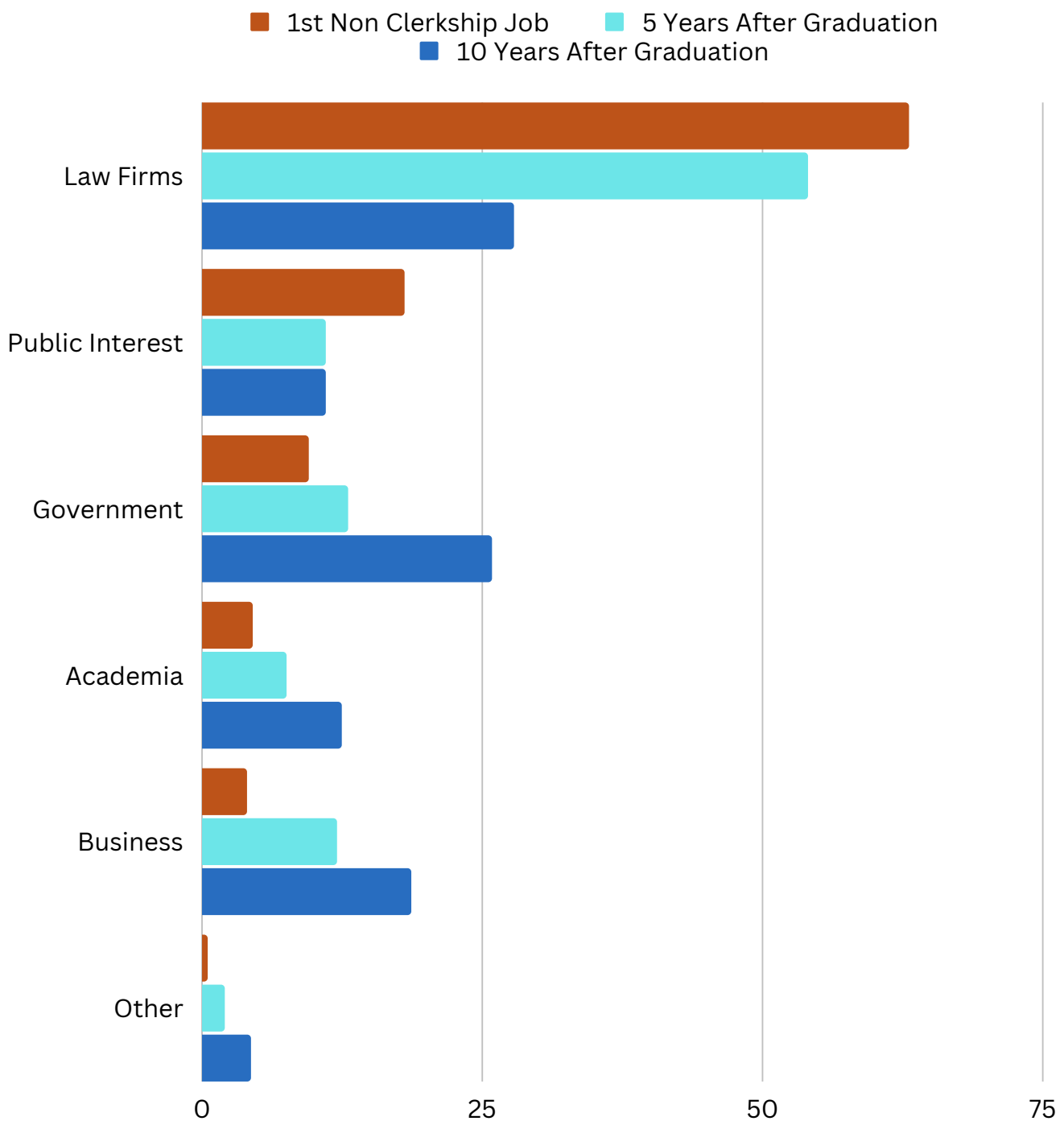
Class of 2012	First Job After Graduation	First Non-Clerkship Job
Law Firms	35.8%	63%
Judicial Clerkships	41%	--
Public Interest	11.3%	18%
Government	3.3%	9.5%
Academia [7]	4.2%	4.5%
Business	4.2%	4%
Other		.5%

[7] Academia includes teaching, research, academic fellowships and academic administration.

Employer Type Progression

In comparing first non-clerkship employment with reported employment five and ten years after graduation, we see a progression away from law firm practice toward government, academia and business.

With respect to public interest, 56% of respondents have worked in public interest at some point since graduation. With respect to judicial clerkships, CDO's clerkship tracking informs us that 53% of the Class has clerked for a judge at some point in the ten years since graduation.



EMPLOYER TYPE PROGRESSION AND GENDER [1]

Men > Women



Ten years after graduation a higher percentage of men than women are in Academia & Government

Women > Men



A larger percentage of women than men are in public interest (23.5% vs. 6%).

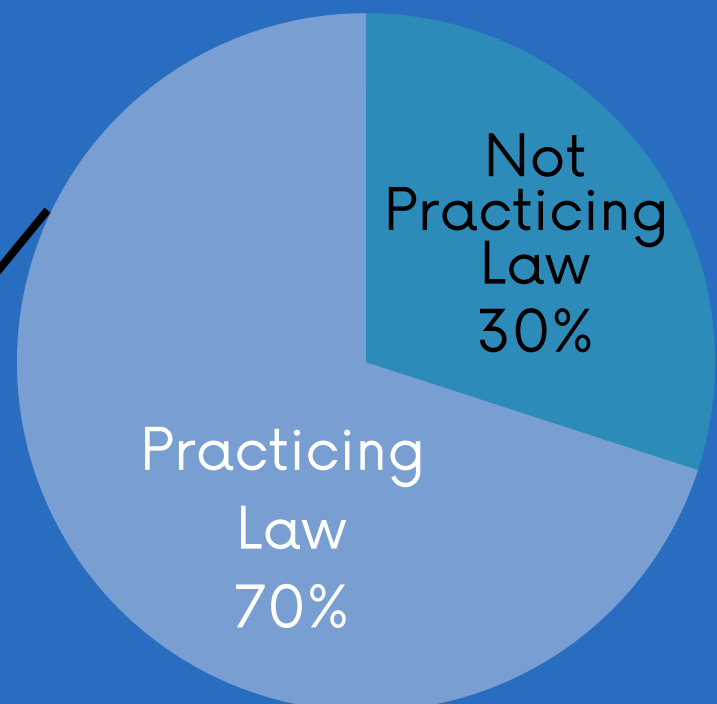
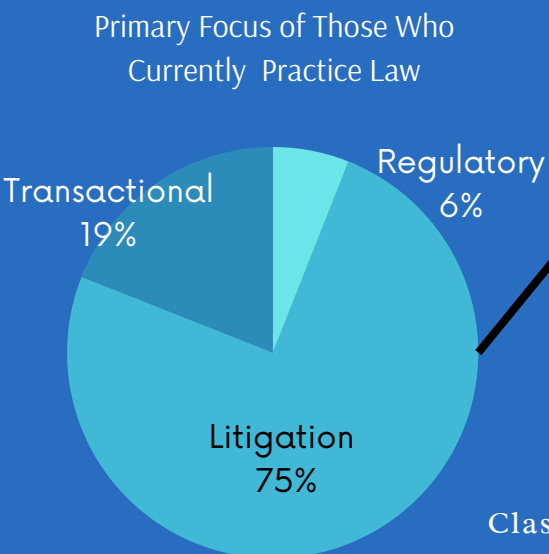
[1] Responses from members of the Class who have reported that they do not identify as male or female are not included so as to not to reveal personal or identifiable information about particular individuals.

TYPE OF WORK

Slightly over 70% of 10th year survey respondents reported practicing law in their current jobs. Of the approximate third of respondents who indicated that they were not practicing law, about 45% were working in academia, and another 32% in business.

Most of those working at law firms reported their primary focus was in Litigation.

Percentage of Respondents Currently Practicing law in Their current Jobs



EMPLOYMENT LOCATIONS

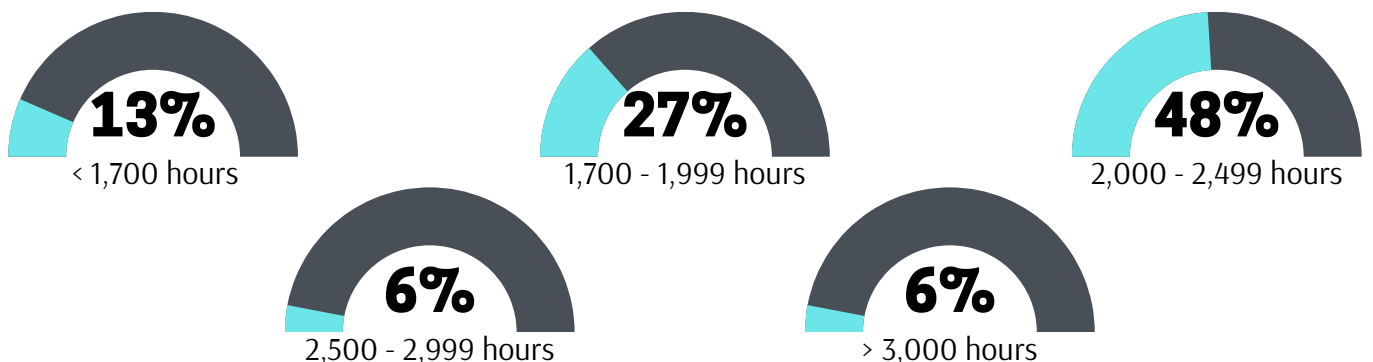
In their first jobs post-graduation, 53.5% of the Class worked in three locations: New York City, Washington, D.C., and California (including all cities within the state). Based upon survey responses and independent research, ten years after graduation a slightly greater percentage of the Class, 56.5%, works in these three locations.



WORK SCHEDULES

Overall, alumni survey respondents from the Class seem to be working slightly less hours ten years after graduation as compared with five years after graduation. While about 79% of the Class reported working 2,000 or more hours five years after graduation, just 60% of the Class reported working that many hours ten years after graduation. The most commonly reported range of work hours for both 5th and 10th Year Survey respondents was 2,000-2,499 hours per year (58.5% and 48% respectively). More than 3,000 hours was not an option for the 5th Year Survey for the Class.

Overall reported hours worked per year 10 years after Graduation



JOB SATISFACTION

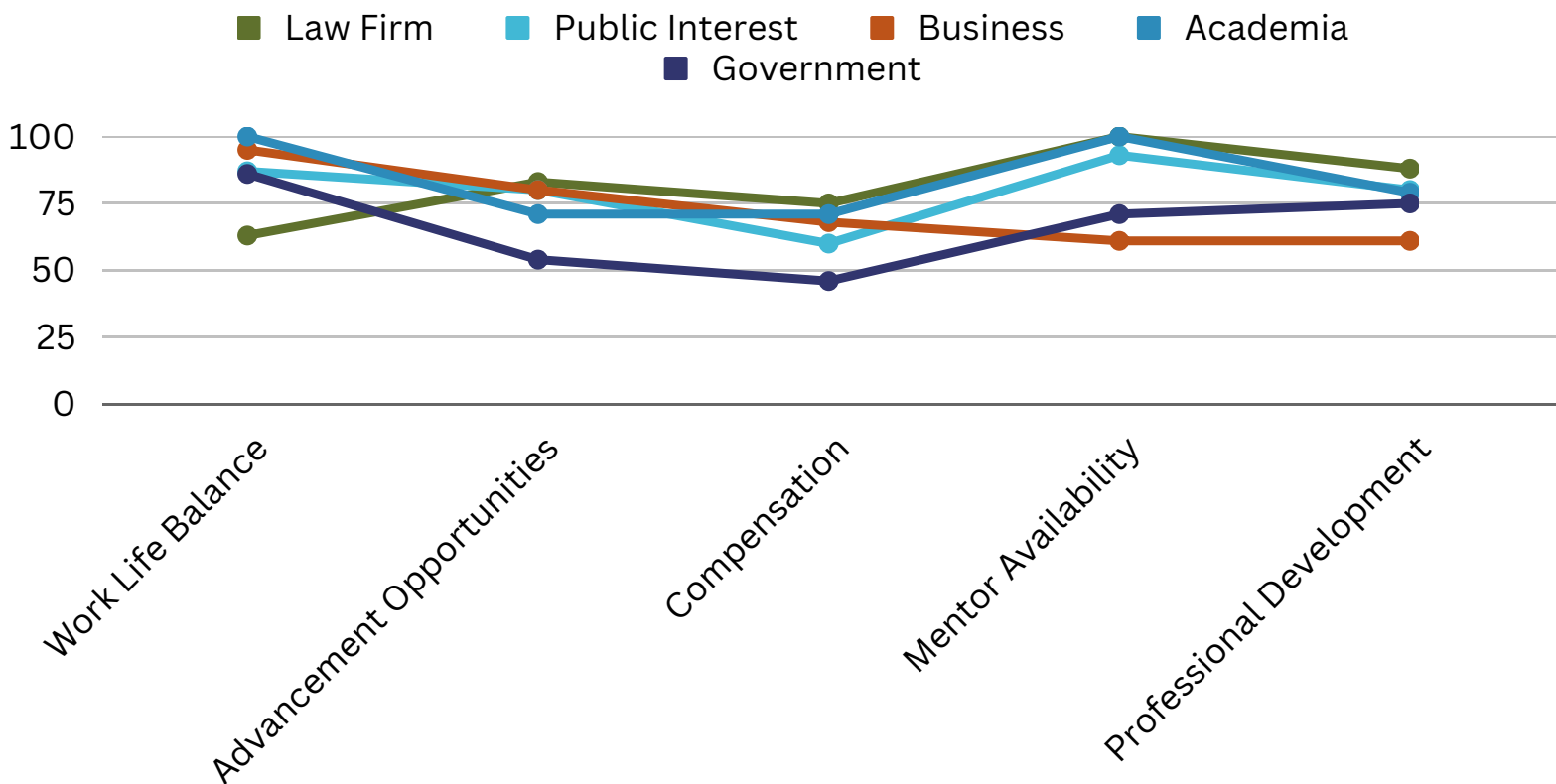
In the 5th and 10th Year Surveys, respondents were asked to indicate their overall satisfaction with their current employment. Satisfaction numbers have stayed high, and largely consistent. Overall, 92.5% of 5th Year Survey respondents reported that they were either satisfied or very satisfied with their current employment. Ten years after graduation, 91.5% of respondents reported being either satisfied or very satisfied.

Among respondents in law firms five years after graduation, 84% had reported being very satisfied or satisfied with their work, compared to 92% who reported being very satisfied or satisfied in law firms ten years after graduation. Very high (between 89% and 100%) percentages of respondents working in government, and academia reported being very satisfied or satisfied both five and ten year's post-graduation. While 100% of respondents working in business reported being very satisfied or satisfied with their employment five years after graduation, 90% of respondents working in business ten years post-graduation reported being very satisfied or satisfied with their employment.



SATISFACTION WITH ASPECTS OF WORK

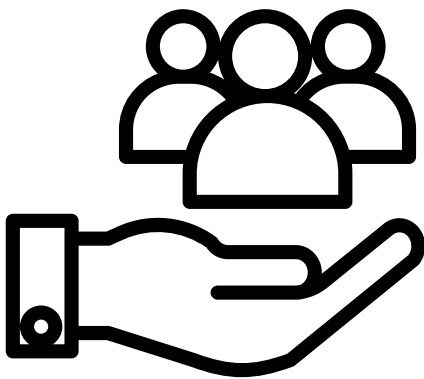
Respondents were asked to rank their satisfaction with certain aspects of work. The chart below shows the percentage of respondents who chose either satisfied or very satisfied. The results show alumni in academia and business are the most satisfied with work life balance. Law firms, public interest, and business all report the high satisfaction with advancement opportunities.



SALARY

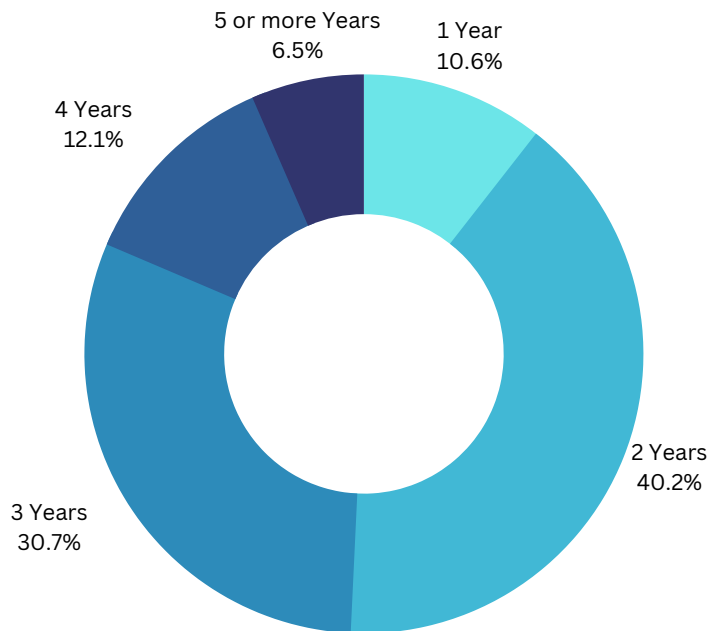
The 5th and 10th Year Career Development Surveys for the Class provided different salary range options, making comparisons difficult. What we can report is that:

- Five years after graduation, 90% of those in law firms reported salaries over \$150,000; ten years after graduation, 81% of those in law firms reported earning \$250,000 or more.
- Five years after graduation, 57% of respondents working for public interest organizations reported salaries of \$30,000 - \$74,999, and 35% reported salaries between \$75,000-149,999. Ten years after graduation, 100% reported salaries of \$60,000 or above, and 48% reported salaries ranging between \$100,000 - \$250,000.
- Five years after graduation, 92% of respondents reported earning between \$75,000 - \$149,999; 8% of respondents in government jobs reported earning \$30,000 - \$74,999, no respondents reported earning more than \$150,000. Ten years after graduation, 83% of respondents reported salaries over \$100,000.
- Five years after graduation, 100% of those in academia reported earning over \$30,000, 37% reported earning between \$30,000 - \$74,999, and 17% reported earning \$75,000 - \$149,999; ten years after graduation, 100% of those in academia reported earning more than \$60,000, and 85% reported earning between \$100,000 - \$250,000.
- Five years after graduation, 85% of those in business reported salaries over \$150,000; ten years after graduation, 100% of respondents reported earning salaries over \$100,000, and 63% reported earning \$250,000 or more.



The percentage of respondents who reported doing more than 100 hours of pro bono work per year 10 years post-graduation slightly decreased from the percentage five years post-graduation, moving from 24% to 18%.

Number of Years with Current Employer



Forty percent of respondents to the 10th Year Career Development Survey results reported having been with their current employers for more than five years. About a third reported that they had been at their currently employers for 1-3 years. A fifth of respondents reported having been with their current employers between 3-5 years, and only 10% for less than one year.

Job Changes

70%

10th Year Career Development Survey respondents have had two or three employers since graduation

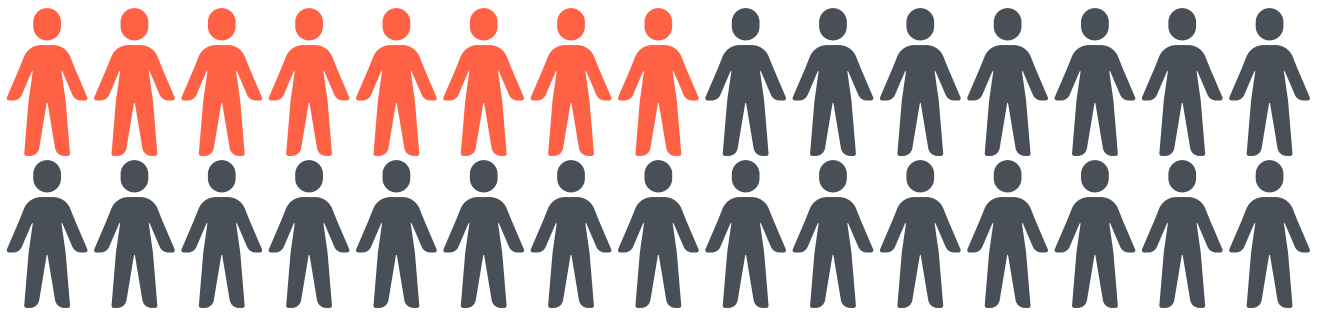
19%

have had four or more employers since graduation

10%

have had only 1 non clerkship employer since graduation

USE OF CDO ALUMNI RESOURCES



Twenty seven percent of 10th Year Survey respondents reported using the CDO website to assist with their post-graduation career searches, and approximately 10% of respondents reported having sought advice from CDO regarding career issues since graduation.