

## Navigating Law Firm Recruiting Events

**Purpose:** For firms, recruiting events provide the opportunity to showcase their offices, work, and attorneys to prospective candidates. For students, recruiting events provide the opportunity to meet attorneys, make connections, practice networking skills, learn about law firm work and (if in-person) partake in free food and drink. In addition, because firms typically track event attendance, attending the event serves as an indication of your interest in the firm.

**Events Hosted by VIP Firms Prior to VIP:** Consistent with the [YLS No Pre-VIP Interviewing Policy](#), you can and should attend firm events, conduct informational interviews with alumni and other attorneys, and take other steps to learn more about firms prior to VIP. If you plan to participate in VIP and during or after a firm event or informational interview a VIP firm invites you to interview before VIP, you should share that you are participating in VIP and look forward to interviewing with them at that time. The [FAQs about the No Pre-VIP Interviewing Policy](#) provides sample language. CDO informs all VIP firms of our policies and our expectation of compliance, and it is also incumbent on students to comply.

**RSVP:** Respond to an invitation and stick to your response unless there is truly an emergency preventing you from attending, in which case reply again to express your regrets.

**Attire:** For in-person events, invitations usually indicate appropriate attire (often business casual). If attire is not specified, feel free to ask when you RSVP. For virtual events, business casual is appropriate. Review CDO's attire advice [here](#).

**Virtual Presence:** For virtual events, it is important that you: have your camera on; use an aesthetically pleasing background by having good lighting, tidying your interview space, using a blur feature, or using a virtual background; eliminate background noise; and avoid distractions including your phone.

**Conversations:** Good initial icebreaker conversation topics include the weather, food, sports, books, and travel. Icebreaker topics to avoid include religion and politics. Given that you are at a firm event, asking about the attorney's work makes sense. Remember, people love to talk about themselves! Being a good listener and expressing genuine interest in the conversation will go a long way. With virtual events, attend armed with a few questions you can ask during the main event or breakout sessions. At in-person events, consider approaching an attorney standing alone and introducing yourself – some people find this easier than joining a group already in conversation.

**Food & Drink:** Feel free to take advantage of the free offerings, but DO NOT overindulge. Eat foods that aren't too messy and will allow you a free hand to shake with other attendees. Stick to one alcoholic beverage.

**Departing:** It's probably best not to be the first or last to leave. When possible, prior to departing express your appreciation to a member of the firm's recruiting team.

**Follow Up:** While not necessary, consider emailing one or more of the attorneys you met to thank them for the time they took to speak with you (if you recall a particular topic you discussed, you could reference that).