



Alison Monahan: Welcome back to the Law School Toolbox podcast. Today, we're excited to have ex-BigLaw recruiter Sadie Jones here with us to talk about some resources you can turn to for law firm research. Your Law School Toolbox host today is Alison Monahan, and typically, I'm with Lee Burgess. We're here to demystify the law school and early legal career experience so that you'll be the best law student and lawyer you can be. Together, we're the co-creators of the [Law School Toolbox](#), the [Bar Exam Toolbox](#), and the career-related website [CareerDicta](#). I also run [The Girl's Guide to Law School](#). If you enjoy the show, please leave a review or rating on your favorite listening app. And if you have any questions, don't hesitate to reach out to us. You can always reach us via the [contact form](#) on LawSchoolToolBox.com, and we would love to hear from you. With that, let's get started.

Welcome back to the Law School Toolbox podcast. Today we have ex-BigLaw recruiter Sadie Jones here with us to talk about some resources to turn to for law firm research. So welcome, Sadie.

Sadie Jones: Thanks for having me back.

Alison Monahan: My pleasure. Well, first off, for listeners who maybe are not familiar with it, particularly 1Ls, when should students really start to think about summer jobs?

Sadie Jones: Well, it's slightly different this year than it would be normally. So, I would say normally 1Ls would be looking for summer jobs sometime after winter break. And that would probably go through the spring for someone else. And then 2Ls would normally have just finished interviewing now. And so, it would be late summer into early fall, and they would probably be done for next summer. But this year, I think there's really going to be an overlap where 1Ls and 2Ls are sort of looking at the same time, because most of the 2L recruiting has been pushed back to the winter.

Alison Monahan: Right. And we have an [episode](#) people can go listen to on that, if you are interested. And I think it's always good to at least think about this early, don't you think?

Sadie Jones: Absolutely. Even in a normal cycle where 1Ls wouldn't be looking until the winter, I would still say that they should start to think about it as early as possible and start to consider what the options are. And definitely for the 2Ls, I think that even though a lot of the recruiting may not be happening for quite a few months, I would get a head start on it.

Alison Monahan: Right. We're recording this in early September, so I think by now, if you are a 2L who thinks that you're going to be getting a big firm job at OCI, I would hope that you're already at least thinking about some information you want to be



looking for in a firm. What kind of stuff should people be looking for, do you think?

Sadie Jones: Well, I think you should do a lot of research on your own. There're lots of characteristics that are important, and depending on who you are, different things may be more important to you or less important. But some sort of general considerations would be the size of the firm, and then also the size of the office that you're looking at. Because some people want to be part of a big international firm, but they may want to be in a smaller office of that firm. And then the opposite can be true, where you really want to be in the headquarters office of a certain firm. And I think there're advantages and disadvantages to both.

Alison Monahan: Right. Yeah, I just want to break in on that point a little bit, because I think sometimes people don't really understand that particularly in some firms, I think there really is that sense – you mentioned the headquarters office – of headquarters and a bunch of satellite offices. And I think sometimes people join those satellite offices, not really realizing they're not the power center. Could you just talk a little bit more about how to think through that?

Sadie Jones: So, I think this is something that firms will sort of sell you on, and it's not necessarily true, that they have no headquarters office, there are no satellite offices. It's something I've noticed a lot recently. Even if you look on their website and you know that the firm was started in, let's say, Chicago and everyone knows their Chicago firm, they don't want to be a Chicago firm. They say like, "Oh, you get whatever resources in every office." I don't think that's true in reality. If you're in the main office, the largest office, let's say the office where they started – that's probably where most of their professionals are, that's going to be probably where a lot of practice group heads are. You'll probably have more access to people who are important at the firm. And I think that matters, just kind of resources and getting things signed off on, just kind of hearing about things, being more involved in what's happening. So, I think those are some things that are happening in the main office. And then I think there are also reasons why being in the smaller office can be great. You may feel like you know everyone in the office. If you're in one that's, let's say, 250 lawyers – that's a lot. And there are offices that are 400 lawyers, and so you're not going to know everyone. I think sometimes the smaller office can be sort of a nice feel to it. And then a lot of times if you're in the smaller office of the big firm, you still do get the resources of the big firm. So, that would be a reason why that might be appealing.

Alison Monahan: I think that's right, and I think a lot of this is personal preference. Someone who's diehard about, "I definitely want to make partner at this particular firm" – I think you probably want to be in that nerve center type of office, because the reality is, that's where the decisions are being made. If you're more someone



who says, "Oh, I think I see myself at a firm for a few years. I'd like to have the nicest experience possible" – then maybe you sign up for one of these smaller offices in a location you want to be in, take advantage of the resources, and then maybe you don't have as much pressure. It's just a more congenial environment. I think, as with many things, it's personal preference, but definitely, this is one of the things you want to look at. What else do you want to look at?

Sadie Jones: I think you want to look at the location that you want to be, and then you also want to look at how many offices they have, and do people move between offices? I think that's something to really keep in mind.

Alison Monahan: Do you think that's easy to find out? How do you find that out?

Sadie Jones: It's not necessarily easy to find out how good they are with transfers. It's easy to find out where they have offices, and definitely look and see how big the offices are. Because let's say that there's a city you're considering in the future, but most offices of the firm are 50 to 200 lawyers and that office says four. It's going to be unlikely that you're going to be able to get to that office with the four lawyers. Look at what practice groups are in that office. Is it even what you're interested in? If it's a firm you're really interested in, you can ask around and see if people have transferred offices. That's something you can find out by talking to people. But I do think, generally, firms will not love the question, so it's not something that I would ask the recruiter or the hiring partner or somebody like that, because they don't want to feel like you're just trying to get from their office to another office that might be in a more desirable location.

Alison Monahan: Yeah, I always found it interesting too, at OCI, which firm specifically you had to interview at certain offices and which one was more like you interviewed at the firm. I thought that was kind of telling, too.

Sadie Jones: Definitely. And I think the trend there is to do more firmwide hiring in that way. And so, I think the message that a lot of firms are giving is, "You're at the firm, it doesn't really matter which office you're in." But you need to find out what it's really like.

Alison Monahan: Right. Alright, what else? What should people be thinking about?

Sadie Jones: Definitely practice groups. So, you don't need to know what practice group you want to be in; I think it's totally fine to be open. But if you do know what practice group you want to be in and you feel strongly about it, you should know where that group is located. And I have had students not even realize what practice groups were in an office and describe a practice group that we didn't have, and that's really embarrassing.



- Alison Monahan: Yeah, I was going to say, sometimes you may not know what you want to practice, but you know what you don't want to practice. So if you're interviewing at a firm, say for example, that is highly known for its bankruptcy practice, for example – you probably ought to have at least some openness to doing that, if you're considering that. If not, don't interview with that firm.
- Sadie Jones: Exactly. So, I think if you're totally open, then this probably doesn't matter as much. Or maybe you want to pick a firm that's sort of half corporate, half litigation, which a lot of big firms are. And it doesn't really matter. But definitely, if they have a specialty or if you have a specialty, you need to just be educated on it and know what's big in that office.
- Alison Monahan: Yeah, I remember the firm I worked at after law school actually didn't have a corporate practice; they only were litigation. So it was always sort of funny when you did the interview and someone was like, "Oh well, I'm interested in A." I'm like, "Why am I talking to you? Goodbye."
- Sadie Jones: It's just very embarrassing. That's like an automatic, "You're never getting..."
- Alison Monahan: Yeah, that's just literally, "We can stop this interview right now, you are not being hired here. Goodbye."
- Sadie Jones: I've had the same thing happen where people mention an office that we don't have, which is another embarrassing thing.
- Alison Monahan: That's slightly less embarrassing, but still.
- Sadie Jones: Definitely.
- Alison Monahan: Yeah. You need to be up on the basics here. Don't embarrass yourself.
- Sadie Jones: Yeah. And you should know a little bit about every firm that you're interested in, or going to be talking to.
- Alison Monahan: Right. If you've gotten to the point at least of having an interview, I think you need to know, I would say, beyond the very basic information about this firm.
- Sadie Jones: Exactly.
- Alison Monahan: Alright. What else should people be looking at when they're doing their research?
- Sadie Jones: I think it's great to look at diversity in the office. That's all going to be on the [NALP](#) form. And it'll give you all the numbers, because they have to report – so, male/female... And it's broken up into a lot of different categories, and so you



can see what the numbers look like in the different offices and then as the firm as a whole. And that, maybe, is going to inform your decision.

Alison Monahan: Right, yeah. And I think a lot of this, like you said, you can get the basic numbers. I think you can look on the website, you can get a sense of... Obviously, people are probably saying most of the right things, but then when the rubber really meets the road, are they doing that or not?

Sadie Jones: Yeah, I think every single firm is going to say diversity is important to them.

Alison Monahan: Right. Exactly.

Sadie Jones: Every single firm is going to have a diversity committee, and a lot of them are going to have a Head of Diversity and all of these really high-level roles, but it's like, what does that actually equal in terms of who works there? And that's something, like you said, you can see pretty easily.

Alison Monahan: Right. I think you can also, if that is something you're interested in, you can look at the difference between who they are bringing in as associates and who ends up being partner. All these kinds of things can give you hints about what it's probably like to work there.

Sadie Jones: Exactly, because I think it tells you something if they have X number of new female associates, how many A tiers are there, and that kind of thing.

Alison Monahan: Exactly.

Sadie Jones: There're some things, though, there are going to be issues at every single firm. I think there're things, though, that are better and worse, and so if that something that's important to you, it's something I would look at. Another area is pro bono work. Is there a certain amount that everyone is required to do? A lot of big firms have that now. It's not something that I would bring up in any early interview with anyone. If you're looking at BigLaw particularly, the focus is never going to be their pro bono work. It's a money making operation.

Alison Monahan: Right. I remember I was taking an interview in one place in New York, and I was kind of running out of things to ask about, and I said – I thought this was a softball question – "Tell me about your pro bono work." And the guy basically looked at me and said, "Well, if that's something that's important to you, this is probably not the right place."

Sadie Jones: But that's good that he said that. That you heard it, too, I guess.

Alison Monahan: Yeah, and I agree with him, it probably wasn't the right place. But I thought it was a softball question, and it didn't really turn out that way.



- Sadie Jones: Yeah. And I think a lot of people have those questions for that exact reason, sort of in their back pocket. But usually, a firm will have a lot of stuff published on their website about the pro bono work that they do, the type of work. And I would say, usually there is an hours requirement that the attorneys are technically supposed to all do. And that can tell you how seriously they take it, if that's something that's important to you. Another thing I would do is just look at the latest news. Have they had any big cases? Has there been anything negative out there? And I think that's something to particularly look at now as a lot of firms have to make cuts in different areas, furloughs, a lot of partners are not taking their draws, all sorts of things that firms have to do to survive through COVID. And so, I would get an idea of how does it seem like they're managing?
- Alison Monahan: Right. This is where [Above the Law](#) is probably going to be your friend, because they're reporting on a lot of these COVID pandemic-related issues. And as we talked about in a different [podcast](#) we did before, this is not the first time this has happened. You can also look back to the 2008 recession and see how these places have handled situations that are challenging for anyone, and then some places handle them better or worse.
- Sadie Jones: Right. And I don't think that not doing anything or acting like there is nothing going on is necessarily a good thing either. I would want to think that they addressed it. And even making some kind of cuts is not necessarily a negative. How did they do it? So, did they defer their incoming class? Did they rescind the offers? There are a lot of different options. So, make sure that you're doing your research on that because you want a firm that's going to be around when you are an associate.
- Alison Monahan: Right. And again, I think that's probably not something you want to bring up if you get to the point of the first interview.
- Sadie Jones: Definitely.
- Alison Monahan: But some people may not be aware – after you have the job offer, you can typically ask to have more interviews with people where you can ask more pointed questions. And I think that's probably the time to do that conversation.
- Sadie Jones: Right. There's a lot of, in recent years, firms that have had mergers, and that's something I definitely wouldn't bring up going into it. But once you have an offer, I would ask, "How has that transition been?" Kind of get a feel for what the mood is.
- Alison Monahan: Yeah. Maybe ask to talk to people from the new firm and the old firm. Let's face it, most of the time with a merger, one person absorbs the other entity, so you



probably want to talk to people on both sides of that transaction about, "Well, what has it been like? You guys all moved over here. How has that been?"

Sadie Jones: Yeah. And I think that you'll get more real answers than you expect.

Alison Monahan: Oh yeah. I don't know, interviews are funny, because sometimes people will just make stuff up and try to tell you what they think you want to hear, but often times they don't. You hear some crazy stuff. I definitely have had situations where I'd ask a question and somebody would say, "Alright, why don't you shut the door right now and I'll tell you the truth?"

Sadie Jones: And I think that's even more true, like we said, once you have the offer and you're coming back for a follow-up visit. So, keep that all in mind for later, because you have every right to try to find that stuff out.

Alison Monahan: Right. I think you just want to make it the understanding that, "I'm looking for the right fit, and I want to be sure I understand what I'm getting into." And I think people generally respect that.

Sadie Jones: Yeah. And I think they want to find the right fit, too.

Alison Monahan: Right, exactly. Nobody thinks working in a law firm is like unicorns and roses all the time, so I think that people want to have a realistic assessment of, "Alright, this person understands what they're signing up for; I respect that."

Sadie Jones: Yes.

Alison Monahan: Alright. Well, what do you think are the best places to find this information? How can people go about doing this research?

Sadie Jones: So, I start any research with Google, which I think most people probably do. So, I would just look for general information on the firm. And I think that's where you can find more of the news, and like you said, gossip websites and things like that. And then I think there's the standard websites that rank firms and give you the basic information. And if I were you, I'd put it into a chart. So there's [The American Lawyer](#), and they do a lot of surveys, which I think are really important. There's [Vault](#), which also does rankings. There's just the [U.S. News](#), which ranks schools, but they also have employer information. There's NALP, which I think we've talked about before. And I think this is a great source of information because they have these forms that everyone fills out the same form and the information is just there. So it's what I was talking about with diversity. They have to say who in different groups are in each office. It has all their practice group information. That's where all the recruiters will be listed and the hiring partners, and so you'll have current names. And there is a paper form, but now it's also online, and I'm pretty sure that it can be updated. So you



can trust that it's pretty current. And so, I think that is a great source of information for lots of details that you're not going to find on the other places that I mentioned that do more of a high-level look at everywhere. And some of those also have a few reviews. So it'll have positives and negatives that employees have said. And all of this stuff I would put together to say, "This will give you a whole picture." I wouldn't take one of these things and say, "That's everything." And then also, what you said about Above the Law, which some of that stuff isn't true. Some of it is disgruntled people, but a lot of it is true and you can sort of see what most people are saying. So I would say you can take some of this stuff with a grain of salt, but you can also see what kind of picture it's all putting together for you.

Alison Monahan: Right, I think that makes sense. How much stock do you think people should put in these surveys, like the mid-level associate surveys, or everyone's favorite, I know, if you're recruiting – a summer associate survey?

Sadie Jones: Yeah, I'll tell you the truth about the summer associate survey, and all of these surveys. So, I do think you can find real information in them. I actually think the mid-level survey is probably the most honest one for whatever reason. That being said, I would take some of the stuff with a grain of salt, because I think you get both sides. You get people that are really disgruntled at whatever level that they're at. There tend to be people at certain levels at law firms who are generally not happy. And then, the thing about the summer associate survey is, it is graded on such a ridiculous curve that it's hard to take any of it seriously. I think out of five getting like a 4.5 is terrible. So that shows you how sort of ridiculous it is. Pretty much all firms tell all their summers, "Just so you know, a five is basically like we did a decent job." And I think there are even firms that give prizes. And they say the prize is just to complete it, but I think it's a little like wink-wink. It's reflecting on us, personally.

Alison Monahan: I definitely recall being basically bribed to complete these surveys, like, "Oh we're not telling you what to say; we're just saying that you can have an ice cream party if you all do it."

Sadie Jones: Exactly. But that being said, I would still look at them because I think there is some useful information. And usually, if something is overall really negative compared to other firms, that's where I would kind of look at it. Did they seem much better than all the other firms or much worse than all the other firms, or is everyone sort of around the same point? And then you can say it probably doesn't mean that much if everyone's getting the same grade.

Alison Monahan: Right. What do you think about law firm websites? Do you think those are useful at all?



- Sadie Jones: I think they're interesting to give you a sense of who the firm is. I actually think their websites do tell you some of that, even just how easy it is to navigate. Do they take their technology seriously? What's the message that they're trying to sell to you on the website? I'm really skeptical of anywhere that markets themselves as a lifestyle firm.
- Alison Monahan: Do people even say that on their website? That's ridiculous.
- Sadie Jones: They say it in code word, like, "We have a great work/life balance."
- Alison Monahan: Right. You're a law firm, that's not true.
- Sadie Jones: Yeah. And if you're saying that, it's probably the opposite, like, why are you protesting so much?
- Alison Monahan: I don't know, I think sometimes you see firms who say that or are known for that, and maybe they, relatively speaking, have a slightly better work/life balance, but it's not good by any reasonable standard.
- Sadie Jones: I just am skeptical of anyone who really wants to push that agenda.
- Alison Monahan: No, I can see that.
- Sadie Jones: That's just how I feel, and I think you can take that as you will. But I do think the websites are important to go to, partially because they do list all this information. And I think you want to double-check things, because just because you're looking at these publications, what if they were published whatever time ago and it turns out they opened a new office or they closed a new office? I definitely think you want to go to their website to get some of that information.
- Alison Monahan: Right. Anytime you're sending letters or something, you definitely want to double-check that you have all of the newly current names, partners. Because the reality is, people go on and off of the names of firms all the time, and if you're sending your letter to the wrong people, that's not going to look great.
- Sadie Jones: Definitely. I mean, it's one thing if they switched recruiters a couple of weeks ago.
- Alison Monahan: I'm talking more like the firm name has changed, like they've dropped someone.
- Sadie Jones: I've seen that a lot, yes. And firms change their names all the time; I think people don't even realize it. And a lot of them maybe have a longer name, but they go by just the first one, and so you should do whatever they're doing on the website. But I do think that the firm websites can give you a sense of what kind of place it is.



- Alison Monahan: Yeah. And I think sometimes this is also like the outlier cases – 80% of them look basically the same, but then you see these 20% who are pretty different. You can probably guess, "Okay, somebody actually has really thought about this, they have tried to send a different message. Maybe there's something different going on here." I think that can be an interesting flag versus the sort of, "We're pretty generic. Let's face it, we're a law firm. We do these things."
- Sadie Jones: Exactly. I totally agree.
- Alison Monahan: Alright. Well, let's talk a little bit about rankings. I know law students are pretty ranking-obsessed. What about law firm rankings? How important are these?
- Sadie Jones: I think that people put way too much stock in rankings, kind of in a similar way that they do to schools. You probably did this when you were looking at law schools. I think it's similar in that there're different tiers, and so there's a top tier of BigLaw firms, and then there's going to be the next level. And to me, anyone that's within the same tier is usually similar enough that I don't think it matters that you're at the firm that was ranked 12th or the firm that was ranked 20th, in my opinion.
- Alison Monahan: Right. And isn't a lot of this basically based on things like profits per partner?
- Sadie Jones: Exactly, which is a super skewed number, and a lot of firms aren't even releasing it anymore, because it's not accurate.
- Alison Monahan: Right, it's basically a meaningless number. I personally think if anything, it tells you almost what a worse place to work in it's going to be, because how do those profits come in? Because you work more, basically.
- Sadie Jones: Exactly. No, and I think that people just think it's easier to go by these rankings. It seems simpler and this is just what makes you better. And I would look at the overall picture of what kind of place it is to work. Now, obviously, there are advantages to being at a top tier firm, in terms of resources and the relationships you're going to develop and maybe the training you're going to get, but I don't think necessarily something that's ranked higher is going to give you more in your career. I think it's more important to figure out what matters to you.
- Alison Monahan: Right. I think this is also another one of those cases where you've got to think a little bit longer-term. If you know that maybe you're just going to be in a firm for a few years and you have the option to go to some very fancy place, maybe you just do that, you suck it up, you do your couple of years and then you get out and you do something else. But if you're someone who's thinking more, "This is a long-term proposition", you might be better off starting at a place that maybe



is less competitive and more supportive and they're more invested in investing in you as an individual and seeing you succeed. In the end, that might be a much better choice.

Sadie Jones: Absolutely. I actually one time had a summer associate who had gotten an offer from the firm I was at, and we had heavily tried to recruit, and went with a firm that was ranked slightly higher. And had done his summer there and came to me after the summer and said, "I think I made a really big mistake", and wanted to come back as a 3L and we weren't hiring any three 3Ls. And he just directly said, "I wish I hadn't looked at the rankings."

Alison Monahan: No, I will say the firm I hated absolutely the most and had the most horrible experience ever at was definitely the highest-ranked place I worked. It was terrible.

Sadie Jones: Yeah, I think that's absolutely true. I think that the number one thing that you should be looking at when you're doing this research is, "Where would I do best? Happiness-wise, career-wise, where would I develop the most?"

Alison Monahan: Right. And people have different opinions on what they think that's going to look like. I think there's probably a better and worse fit for a lot of different people. And I agree, you can't just be like, "Well, if I get to ranking number 10, I'm going to take that versus number 12, even though at 12 everyone seemed really nice." It's like, that is a stupid choice.

Sadie Jones: Yes. I also noticed that I think firms sometimes have a reputation or something that people say about them, it's this kind of place. And sometimes people pick things like, "I want to be that kind of person. I think it's cool", or whatever. And I think sometimes they're not thinking about, "Who am I really? Where will I fit in?" There are places where it's really intellectual and it's sort of nerdy, but you have to be like, "Oh, I am kind of like that." And that's okay.

Alison Monahan: Right. Or, "I'm not. Maybe I should go to the more the social firm, because that's actually who I am."

Sadie Jones: Exactly. So I think if you have a lot of options, it's a chance to figure out where you would fit in best.

Alison Monahan: Yeah, I think that's a good point. I think that's kind of how I got sucked into the place I hated, because I was like, "Oh, this sounds so cool", but it really wasn't me.

Sadie Jones: Yeah. And I think that is probably the number one thing that people say after, when something really doesn't work out.



- Alison Monahan: Yeah, exactly. Alright, well, we're running out of time. Any final thoughts on this?
- Sadie Jones: My final thoughts are, aside from all the research that you can do that's objective and online and looking at these publications, I would try your hardest to talk to previous summer associates, junior associates, people who you'll be in their position soon, and see what they'll tell you. Because that's really the best source of information. What was it really like?
- Alison Monahan: Yeah, I think that's absolutely true. I think you also have to recognize some of those people will definitely 100% lie to you. So, talk to more than one of them and then triangulate and see. And also, I think you just have to be a little bit skeptical, because some people will just tell you outright things, but sometimes people will shade things a little bit and you can see what they're saying. But you have to really be observant about, "What are they actually trying to tell me here without saying it outright?"
- Sadie Jones: And I'll just say, as a recruiter, even if there is sort of a sense of like, you're trying to recruit the best people – and there are certainly law students that all the firms are going after – but overall, if I'm trying to recruit someone, I'm trying to recruit the person who's going to fit in there best, and is going to get an offer and do well and move on. So I think, hopefully, the place you're looking at, they're trying to find the right fit, you're trying to find the right fit. And if I were you, I would put all of this information together and figure out what is the snapshot that you're getting.
- Alison Monahan: Right, because as a recruiter, you want to recruit someone who's going to be successful there.
- Sadie Jones: Absolutely. I also think that these days with the market being so tight, I would rank the firms that you're applying to. You're obviously going to have to apply to places that won't be the best fit. I don't think you should look at places that just completely wouldn't work, but I would figure out what your order of importance is.
- Alison Monahan: Right. I think people maybe have to be open-minded in certain ways, but that doesn't mean that you throw all of your preferences out the window.
- Sadie Jones: Exactly.
- Alison Monahan: Alright, with that, we are out of time. Thank you so much for joining us.
- Sadie Jones: Thanks for having me.



Alison Monahan: My pleasure. For more career help and the opportunity to work one-on-one with us, including making a list of where you should apply, check out [CareerDicta.com](https://www.careerdicta.com). If you enjoyed this episode of the Law School Toolbox podcast, please take a second to leave a review or rating on your favorite listening app, because we would really appreciate it. And be sure to subscribe so you don't miss anything. If you have any questions or comments, please don't hesitate to reach out to Lee or Alison at lee@lawschooltoolbox.com or alison@lawschooltoolbox.com. Or you can always contact us via our website [contact form](https://www.lawschooltoolbox.com/contact-form) at LawSchoolToolbox.com. Thanks for listening, and we'll talk soon!

RESOURCES:

[CareerDicta](https://www.careerdicta.com)

[Podcast Episode 239: Looking to History to Assess the Impact of COVID-19 on the Legal Job Market](#)

[Podcast Episode 243: Pushing OCI Back to the Winter of 2021 \(w/Sadie Jones\)](#)

[National Association for Law Placement \(NALP\)](https://www.nalp.org)

[Above the Law](https://www.abovethelaw.com)

[The American Lawyer](https://www.americanlawyer.com)

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