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 how to interpret news and headlines that you might be seeing around law firms and the overall economy. 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 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're excited to have ex-BigLaw recruiter Sadie Jones here with us to talk about how to interpret news and headlines you might see around law firms and the economy. Welcome, Sadie.

Sadie Jones: Thanks for having me back.

Alison Monahan: My pleasure. Well, we all know the economy is a bit shaky right now. We are in the spring of 2023. What do you think is going on in relations to law firms and just the current economy?

Sadie Jones: Well, I would say that law firms just kind of follow what any big companies are doing. Maybe not exactly, but I think they're looking at what's going on too. And so, they're probably doing some cutbacks, there could be some layoffs, some hiring freezes, that kind of thing. I think they see that we're in a downturn. It feels like we're not really sure what's going to happen, is this the low, is it going to get a little bit lower? I don't think that anyone thinks things are collapsing in the same way that they did in 2008, very suddenly. But I think that they're being cautious and that, like everyone, we learn something from such a huge downturn.

Alison Monahan: Right. I think the reality is, a lot of the business at these corporate firms tends to follow things like mergers and acquisitions, and if that is trending downward and companies aren't doing that sort of thing because the interest rates are higher, they can't get funding, all these things – it just all kind of feeds on itself a bit. Most firms are relatively diversified – they have a litigation practice, they have a corporate practice. Not all of them, but they do. Certain firms are probably more exposed in certain areas than others. Some of them may have countercyclical practices, like bankruptcy might be big for them, and that might be trending upward.

Sadie Jones: Or labor and employment. When companies do big layoffs, actually those groups do well.

Alison Monahan: Yeah, exactly. So, I think with any particular firm, it's hard to say this firm is going to have problems or whatever. But I think there's often a general trend that if the business economy is trending downward, then things get a little bit shakier at law firms. But I do think you're right, this doesn't look like 2008, where suddenly things just blew up overnight.

Sadie Jones: Yeah. I think there are some firms where people sort of know that X Bank is their main client. So, if that bank's not doing well or isn't going to have a lot of business, or is it going to cut back, then the firm's probably going to have to follow. That bank is probably not going to completely collapse, and so neither will the law firm. But think about that, if you hear this is their main client, that client's not doing well.

Alison Monahan: Right. I'd have to imagine outside council for Silicon Valley Bank probably wasn't super happy when they imploded. But it's not something that brought down the entire financial system, like the implosion of Lehman or Bear Stearns or something like that.

Sadie Jones: And a lot of these companies use multiple law firms, and I think they spread out their business, so that's probably better too.

Alison Monahan: Right, exactly. I think a lot of that kind of shifted after 2008, because in that case, law firms literally went under overnight as well. And so, again, on the other side, if that law firm was your primary person that you worked with, suddenly you're in pretty serious trouble. So yeah, I think people on both sides have kind of spread the love a little bit more.

Sadie Jones: Yep, I agree.

Alison Monahan: Alright. Well, let's talk about deferrals, because there's definitely been headline news about that. I think I saw one and sent it to you being like, "Oh my gosh, what's happening?" Tell me what's going on here.

Sadie Jones: So, my initial thought when you sent that to me was, "What is going on here? This looks serious." I always go and read the article, or we were talking about how some things are behind paywalls, but if you Google it, you can usually find some free information somewhere if you don't have a subscription or don't want to start a subscription. And so, look into the details, because headlines often are kind of clickbait-y and they want you to look at it and they got what they wanted. And so, what I saw from that one was that they were referring to it as a deferral. Really what it was, was that the start date was being pushed back to January of 2024 from, let's say, October/November. Most firms haven't

actually announced their exact start date, but generally they start late fall. So to me, as a recruiter, that doesn't look like a deferral in my definition of the word. To me a deferral is that you got pushed back a class year, an entire year, which is something that happened a lot in 2008, and people had to find other jobs or were given other jobs with a smaller salary. This is really two or three months of being pushed back, so that probably they can get their ducks in a row and figure out how much work they have, what practice group people are going to be in. They are going to save some money. Most of these deferrals pay a stipend – that one was paying $10,000, which is obviously a lot less than you would make as a first-year associate, but it's not an insignificant amount of money. And if you're coming from law school, you probably can budget it out to make that work. To me that isn't a dire situation. And you can probably work with your loans to have them start paying back later – you should find out about that. So, that's kind of what I was seeing, really. I didn't see anything where it had gotten pushed back an entire year. It was almost all start dates getting pushed out to January. If I were guessing, I would say that's going to become more common.

Alison Monahan: Right. In some ways, I guess you have to give props to people who are doing this sooner, even though they take the hit in terms of having articles written about them. Because, at least, if I am an incoming associate at one of these firms that's already announced that I'm not starting until January – well, I can plan my life around that. Do I try to move someplace cheaper for a few months? Do I take a beach vacation? Do I take another job doing something in the gig economy? How do I manage my money? That type of thing. I think it's actually in some ways better that they're announcing this sooner.

Sadie Jones: I totally agree. And I actually have the opinion – and law students might not see it this way; I know I come more from the employer side – but the opinion that that's sort of being responsible. And to start a bunch of people and not have a place for them and not know where you're going to put them, more of those people are going to get laid off quicker than planning it out and waiting a little bit longer. That's just my opinion, that's what I've seen happen. So to me, that's a more responsible way to deal with it. And usually if they push it back and, like you said, they make that announcement early, it's unlikely they're going to keep pushing it back, because that would be a much bigger hit. So, I would take that as that's for real.

Alison Monahan: Yeah, hopefully.

Sadie Jones: Something major could happen, but…

Alison Monahan: If the entire economy tanks.

Sadie Jones: Yeah. If everything stayed the same, that would be my guess.

Alison Monahan: Right, yeah. So you don't think they're just sort of pushing this off indefinitely; you think this is more like, "Well, we need to get stuff together and figure this out and then you'll be starting in January." In a new year, a fresh payroll year, or whatever it is.

Sadie Jones: That's what I think. That's what I've seen happen in the past. Those are the experiences I've had when I've been part of those decisions. And it just doesn't look good to announce things more than once. So, if all of a sudden every other firm started pushing them back a whole year, then yes, you might follow suit. But I think it's unlikely. And I think there was a while where January became the norm for this, because it is a little bit easier for firms to start with the new year that way, and give them a little bit more time to get their ducks in a row. And I will say that what I've also seen happen is that they individually take some people earlier. It turns out the economy is doing better and a practice group picks up – I've seen that a lot. So, while you should plan it out, be prepared if they came to you, whether you could start earlier because that's the flip side of this.

Alison Monahan: Yeah. I guess the other advantage of waiting is that people all have their bar results. Unfortunately, that might become a bigger issue for people. Usually if you are at a firm and you fail once and you've already started, they're like, "Okay, you can take it again, no problem." But I would be a little more concerned about that in this scenario, I think.

Sadie Jones: That's a really good point. That doesn't necessarily mean that you couldn't take it again or they wouldn't give you the chance, but they may say that you can't start until you have passed, so then that could get pushed out longer. But we've talked about bar results and how to handle that with your employers.

Alison Monahan: Yeah. What I can see happening here, say you're supposed to start in January, you find out in November that you failed, and they're like, "Well, you need to study and pass the next test. So you are not going to start until the beginning of March, after you take the February bar."

Sadie Jones: Yeah. That's what I would think would happen too.

Alison Monahan: That just seems logical to me.

Sadie Jones: Because the thing is, if you're taking it for a second time, the firm actually really wants you to put all your time into studying. Even if you're working there, they usually make you take unpaid time off to study.

Alison Monahan: Right.

Sadie Jones: And that should be your priority.

Alison Monahan: Right. I just think in this scenario, they're going to be more inclined to have you take more time off by just not starting.

Sadie Jones: Absolutely. I also think what you have to consider is, what practice groups are going to be busier or slower, and just be prepared that they could ask you to be in a completely different group than you had thought you'd be in. And be prepared to say "yes" to that, unless you don't want to start there. So, you're going to have to be much more flexible, because so much of this is trying to slot people into practice groups.

Alison Monahan: Yeah. I think that absolutely makes sense. I don't think it's the time if you've been deferred to come back and be really specific about, "Well, I'll only do this type of work", because the reality is, they may just not need you in that type of work and they might need you somewhere else, and you need to be like, "That sounds great. I would love to learn more about this area."

Sadie Jones: Exactly. I mean, a firm never wants to put somebody in litigation who had only wanted to do transactional work. Maybe they don't get general corporate, but they get bankruptcy or something. But I have seen situations where it's like you have to be in the opposite practice group. And to me, it's better to just start and do that, and you can switch later when things change. So, just think about your flexibility.

Alison Monahan: Right, because presumably if what you want isn't available at this firm, it may not be available other places either.

Sadie Jones: Exactly. We've talked about some of the groups that would be busier or slower in this kind of economy, so think about that.

Alison Monahan: Yeah, definitely. Alright, well, if someone has been given a deferred start date or they later get one, what do you think is the best way to handle this going in as a law student, beyond just kind of being flexible?

Sadie Jones: I would get ahead of it. Find out what's going on at the firm, hopefully through a personal contact that you had from being a summer associate or a mentor. I wouldn't call up the hiring partner and ask them for the official line on it. I'm talking about somebody that you're comfortable with, and just ask, "What are people saying? Are you hearing about layoffs?" I think it's fine to kind of try to get that information, in a tactful way.

Alison Monahan: Right. I think probably they have heard about this too and may be concerned about it. People may or may not give you a straight answer, but if it's somebody that you connected with or was your mentor or something like that, particularly probably an associate mentor, I might consider going to that person and just

saying exactly what you said, like, "Hey, I have gotten this information. How concerned do you think I should be about it?"

Sadie Jones: Yep. And I think it'd be great if it was someone in a practice area you're interested in, so you'll get an idea of whether that's going to be a possibility, because a lot of these things are specific to the groups, like we've talked about. But usually they'll tell you what people are saying at the firm, what the associates are feeling like. What's morale like? – I think is a great question to ask.

Alison Monahan: Yeah. And I would probably try to do this over coffee or lunch or something, not in writing, because people are probably going to be sort of reluctant. Even a phone call is probably better than asking people specifics in writing. I would just be like, "Hey, I have gotten this information, I'm kind of concerned about it. I'd love to go out for coffee with you and just get your take on it. Are you available?"

Sadie Jones: I also just wouldn't put it in writing, because I wouldn't want them to forward it to somebody. It could end up in the wrong place.

Alison Monahan: Right. I might not even put what I said in writing. I might just be like, "Hey, I'm excited just..."

Sadie Jones: "I just want to catch up."

Alison Monahan: "Excited to start soon, excited to start. Want to catch up. Are you free for coffee?" They're going to know why you're asking.

Sadie Jones: Exactly. But yeah, I avoid writing at law firms the valid things that are questionable. And that includes tax too.

Alison Monahan: Yeah. Anything in writing, just keep it super basic. And if they say "no", reach out to somebody else with the same sort of request, like, "Hey, just want to catch up. Are you free?" Nobody's going to be shocked.

Sadie Jones: Yeah, they're going to know.

Alison Monahan: Yeah, they're going to know why you want to talk to them. Alright, what else?

Sadie Jones: Yeah, so something else I think is really important is, sort of what we talked about, but budgeting, figuring out how you're going to spend that time. Maybe it's an opportunity. Maybe, like you said, you can get a part-time job to make more money. Maybe there's a class you want to take, maybe there's somewhere you want to go, maybe you want to catch up with your family that you're not going to see once you're really busy. I think there're lots of things you

can do, but start thinking about that earlier rather than later. And make sure you're not going to run out of money, because you can't go back to them and say, "Oh, I need an advance." That's not going to happen.

Alison Monahan: No. And you can't get student loans anymore.

Sadie Jones: Yeah, exactly. So really, I think that's number one. And if they're telling you that they're deferring it now, then that's plenty of time for you to figure this out. And maybe you start cutting back even now, because you had thought you were going to start this good job.

Alison Monahan: Yeah. I remember the last few months of law school, basically I was literally living on credit cards, because on your third year, they give you less loan money, because they assume you've got this other job. And yeah, there was definitely a big credit card bill waiting. But I knew I was going to have this other income. Maybe it was even after my clerkship, because I knew I was getting a signing bonus. I just think you have to plan for these things, like you said. And in terms of time, if you can't think of anything else, you could always do volunteer work, pro bono, something to keep yourself busy, basically.

Sadie Jones: Yeah. I would use the time, so you're not just literally sitting around. I think it's better for morale and how you're feeling. And you're not going to have time to do that stuff probably once you start.

Alison Monahan: Yeah, absolutely.

Sadie Jones: Another thing I think is really important is figure out about your health insurance benefits. Almost always health insurance starts on the first day of the month following when you start somewhere. That's a pretty blanket rule. I don't know if there're any exceptions. And there is absolutely no way to get you on a plan until you actually work there. There's no way around it, someone cannot do you a favor, they can just say they're going to do it, there just isn't. And people ask about it all the time. So, that's a good thing to know even if you'd started on your regular date, that if you start on October 3rd, it's not going to start till November 1st. So, if you have health insurance at your school, you may want to continue it or look on the open market or whatever it is. But I think that's really important, because it's important to keep those kinds of things up, or whatever other benefits – like we talked about, figuring out if you don't have to pay your student loans back until you actually start, or you can work on that kind of thing. So, just make sure all of those things, you have your ducks in a row.

Alison Monahan: Yeah, definitely. If you're under 26, you can probably be on your parents' health insurance still. All these things are definitely worth looking into. And this is not the kind of thing you want to leave until the very last minute, because on a lot

of these marketplaces and stuff, it can take a little while to get stuff active. You just want to make sure you have a plan and you know what's happening.

Sadie Jones: And you don't want to be that person who's calling HR at the firm that you're going to be starting, like, "Oh, I didn't figure this out, and it's November and I don't know what to do. Can you help me?"

Alison Monahan: "Now it's your problem."

Sadie Jones: And they're going to be annoyed by you, and they're going to remember you when you do start. So, this is your responsibility, be on top of it.

Alison Monahan: Yeah, I agree. And hopefully they gave you certain information when this was announced. But if not, I think it's absolutely fair to follow up and say, "Hey, I just had some questions about health insurance. When is that going to be starting, so I can make other arrangements?"

Sadie Jones: Exactly.

Alison Monahan: Sound responsible, sound like a grownup.

Sadie Jones: Yeah, I like that.

Alison Monahan: Well, we talked a little bit about whether people should panic about this. But particularly, what does this mean for people who are going to be going into 2L recruiting? Do you think there's reason for concern here?

Sadie Jones: I never think there's a reason to panic, and panic isn't a good response to anything even drastic. But I do think there's a reason for concern. If I were going into 2L recruiting now, I would assume that hiring is going to become tighter, there're going to be smaller classes, it's going to be more competitive. I would definitely feel like I needed to be on my A game. I would be starting all of my stuff as early as possible. I would be really organized. I would figure out how to put my best foot forward, what's the best all my documents can look, have I prepared for interviews, because I think you're going to need to up your game and I think it's going to be competitive. I think you need to think, "Maybe I can't go for as many reaches as I could have a year or two ago, when the economy was looking better." So, maybe you want to figure out some more fallback options. But yeah, I think you have to think things are going to be tighter.

Alison Monahan: Yeah, I think that's kind of the message we're seeing across the board. I remember a couple days ago I saw a headline about certain firms not advancing people with their class year if they hadn't met certain criteria. So, it just seems like people are tightening up requirements across the board, and I think that's pretty likely to feed into the 2L recruiting as well.

Sadie Jones: And again, I think this isn't a bad thing because all of this stuff prevents their being layoffs later, and it's better to not be somewhere for a year and get fired than to find somewhere where you're going to be able to stay for longer and there's work for you. So, it may not be your dream top choice, but I do think that's a smarter decision.

Alison Monahan: Right. And with the summer classes, if you can only potentially offer 20 offers, it makes sense to take 20 people and not take 30 people and be over extended, and then half of those people don't get offers, because that's a much worse situation to be in.

Sadie Jones: All around.

Alison Monahan: Than you found something else to do your 2L summer and moved on with your life. It's just not a great situation for anyone. The firms look bad, it's basically disastrous for the students. And it's not really necessarily their fault that the firm just over-hired.

Sadie Jones: And something to think about also is if you don't get your 2L job that you really wanted, a lot of times in this situation firms will be extra conservative and then 3L hiring will pick up. That's a trend I've noticed. So it's something you should keep your eyes out for and you're not necessarily going to have to do the 2L job that maybe was your fallback job that you took. Maybe there is an opportunity to be a 3L, so you have to be on top of it.

Alison Monahan: Right, I think that's a good point. If the economy does turn around… Right now, I feel like we're just in a period of a lot of uncertainty, even more so than the average. Usually I feel like it's pretty clear, like, "Oh, something happened. Okay, there's going to be a recession. It's probably going to be this long." Now everyone's sort of like, "Well, I don't know, things are looking good one week and then the next week it's like not so much."

Sadie Jones: The stock market is all over the place.

Alison Monahan: Yeah. And there's just a lot of stuff, there are a lot of external factors that play into all this, and there's just a lot of unpredictability, I think. I think one of the things firms learned from 2008 is that they've really been hiring more conservatively, even when times have been pretty good. Do you think that's fair?

Sadie Jones: Yeah. I don't think the summer classes ever got back to quite as big as they were before.

Alison Monahan: They were huge. When I was a summer, it was a hundred plus people, and I don't think any of those firms got that big again.

Sadie Jones: Well, and they didn't care if they had 50 extra people.

Alison Monahan: Right.

Sadie Jones: It was like, "Well if they're great we'll take them." I think it's totally different now – it's like, "We are going to give out the exact number of offers that we can take, and then if those people don't accept for the summer, we'll hire later. But we're not going to make more offers than we can handle."

Alison Monahan: Yeah, I know. It just felt like they were just throwing money around in 2006 era.

Sadie Jones: Yeah. Different times for sure.

Alison Monahan: Yeah.

Sadie Jones: So I think that's all good, that people are hiring smarter and able to make offers to everybody that they hire.

Alison Monahan: Yeah. What else do you think has changed since 2008?

Sadie Jones: I think that firms are less leveraged. I think there's less of a chance of firms actually just going under suddenly, which all the firms that went under suddenly in 2008 were over-leveraged. And so, I think they just got smarter. I think that people are more flexible, more conservative all around. And I think the summer classes, aside from them being smaller, they're just not as extravagant as they were.

Alison Monahan: It was ridiculous, to be honest.

Sadie Jones: I'm sure we all have stories about crazy events.

Alison Monahan: Just ridiculous.

Sadie Jones: Yeah. Very few people ever got no offered. People could do anything, basically. The lunch budgets were completely insane. It's hard to even spend that much money for lunch.

Alison Monahan: Oh, we definitely spent that and more in New York City, no problem. Daily, literally four days a week we'd have lunch for like, "Oh yeah, we have a $50 budget per person." And we just blew. Who's throwing in extra money?

Sadie Jones: Oh wait, I just can't eat that much at lunch. It was like, you guys were having free...

Alison Monahan: It was New York, it was expensive.

Sadie Jones: Yeah, but it would be like three courses.

Alison Monahan: Oh yeah, of course. You'd have your appetizer, your dessert, your main course. In Boston it would be like, we'd have a lobster for the main course.

Sadie Jones: Now it's like, "We'll go to a food truck."

Alison Monahan: Right, exactly. You can have a lobster sandwich from a food truck. Equally, probably actually more fun, to be honest.

Sadie Jones: And still more than you would probably spend on lunch if you just went out with your friend. So yeah, I think it's just the whole mood changed. And I don't think it's as bad as 2009. 2010 was a sad time.

Alison Monahan: Right.

Sadie Jones: And some firms just didn't do a summer class at all for multiple years. They were like, "We need to catch up", that kind of thing. But I think it's gone, it's kind of vacillated and it never went back to where it was. But to me, everyone's sort of being smarter about it.

Alison Monahan: Yeah. And I think even with the hybrid work, people are probably reducing some office expenses and things like that. So yeah, I think the whole industry has just become a little bit more financially responsible, basically, and just aware. People are aware of what can happen if you overextend yourself and you hire too many people. When your assets walk out the door every night, that can go bad really quickly.

Sadie Jones: Well, and I think firms also realize, "We should be putting more money into the client stuff, and not the internal things that no one's even going to hear about or see."

Alison Monahan: True.

Sadie Jones: That's smarter.

Alison Monahan: Well, and I think they're using technology somewhat more efficiently as well. I think overall a lot of these firms are just being run a little bit more like actual businesses than they were back in the boom days of "anything goes".

Sadie Jones: Actually, I still think that's better for a lot of the lawyers, that they outsource some of the more boring work that a client doesn't need to be spending first-year associate rates on. So, you're getting better work, there's more work to be had if they're doing smaller classes. The other thing is, BigLaw has a reputation of, you're working indefinitely, all of that. I promise that no one's working like they were in 2004, since then. Even the stories you hear about how much people are working, it's not as crazy as it was.

Alison Monahan: Even as a summer, I worked every day for the first two weeks, including till 3:00 or 4:00 in the morning on the weekend.

Sadie Jones: It's definitely not like that.

Alison Monahan: Yeah, it was crazy. I was just like, "What is happening right now?" I missed my own birthday party.

Sadie Jones: What? As a summer associate?

Alison Monahan: As a summer.

Sadie Jones: Yeah, that is definitely not happening. So yeah, I think they've just gotten smarter about where they're putting their resources and how people are being utilized, and I think that's better for the associates too.

Alison Monahan: Yeah, I think that's fair. It does mean smaller classes, but it means if you get one of those positions, it's likely to be a better quality of work, basically.

Sadie Jones: Exactly, which I think should be an important part of why you're doing this.

Alison Monahan: Right, exactly. Alright, well, before we wrap up, give us your bottom line here. How can somebody put themselves in the best position, just knowing that things are probably tightening?

Sadie Jones: I think just be proactive, be your own advocate. You're in charge of your career. Don't assume that things are going to work out or be entitled about it. Even if you're at really good school and you're doing well, I think you still should be working very hard to find a job. And you should be flexible to what is available, even if it's not your ideal. So, I think that's the way to go into it.

Alison Monahan: Yeah, I agree with all of that. I think as we found out, even people from very top schools basically got screwed over when things went really south. So, we know that can happen, everyone at a firm should know that could happen. You've got to be the person who rises to the top in that scenario. I remember in the financial crisis, I was working at a firm and some partner was like, "Oh, this is

great. Now we can upgrade our attorneys because all these people are being laid off."

Sadie Jones: I heard that too.

Alison Monahan: That is really the way they were thinking. If your firm was doing well for whatever reason, like you were kind of lucky on practice areas or you've been smart or whatever, it was actually a great time to go poach the best people. So, you want to be as high in that category as you can be to set yourself up, regardless of what the economy ends up looking like.

Sadie Jones: Because as a reminder, Harvard and Yale used to do OCI at the end of September/October. It was always very far out from every other school because they felt like they could do that. And the economy crashed in August/September of 2008 and those students didn't get jobs. No one was hiring Harvard and Yale. They just couldn't do it.

Alison Monahan: It can happen.

Sadie Jones: That's a reminder that crazy things can happen.

Alison Monahan: Yeah, and I think there's a certain amnesia about this, because there's always a new crop of people, but the reality is, things can happen and in the end, your pedigree is not necessarily going to save you if things really go south.

Sadie Jones: Exactly, because students may not even know some of this stuff. It's like 15 years ago.

Alison Monahan: Yeah, it was like forever ago. It was like a lifetime ago. But it's not the first time and only time that's happened either.

Sadie Jones: No, that was just particularly dramatic.

Alison Monahan: Yeah. So just be aware, and not being entitled I think is really key. Because things do happen and you want to make sure that you're in a good position personally, regardless of how this pans out.

Sadie Jones: Exactly. I agree.

Alison Monahan: Alright. Well, thank you so much for joining us.

Sadie Jones: Thanks for having me.

Alison Monahan: My pleasure. With that, we are out of time. For more career help and the opportunity to work one-on-one with us, including on your OCI, you can check

out CareerDicta.com. If you enjoyed this episode of the Law School Toolbox podcast, please take a second to leave a review and rating on your favorite listening app. We would really appreciate it. And be sure to subscribe so you don't miss anything. You can also check out our Bar Exam Toolbox podcast if you have concerns about that. If you have any questions or comments, please don't hesitate to reach out to Lee or Allison at lee@lawschooltoolbox.com or allison@lawschooltoolbox.com. Or you can always contact us via our website contact form at LawSchoolToolbox.com. Thanks for listening, and we'll talk soon!

RESOURCES:

CareerDicta
Building Your Legal Career
Podcast Episode 360: Legal Jobs in a Slowing Economy (w/Sadie Jones)
How to Search for a Law Job in an Uncertain Economy
Tips to Finding Post-Graduate Jobs During a Recession