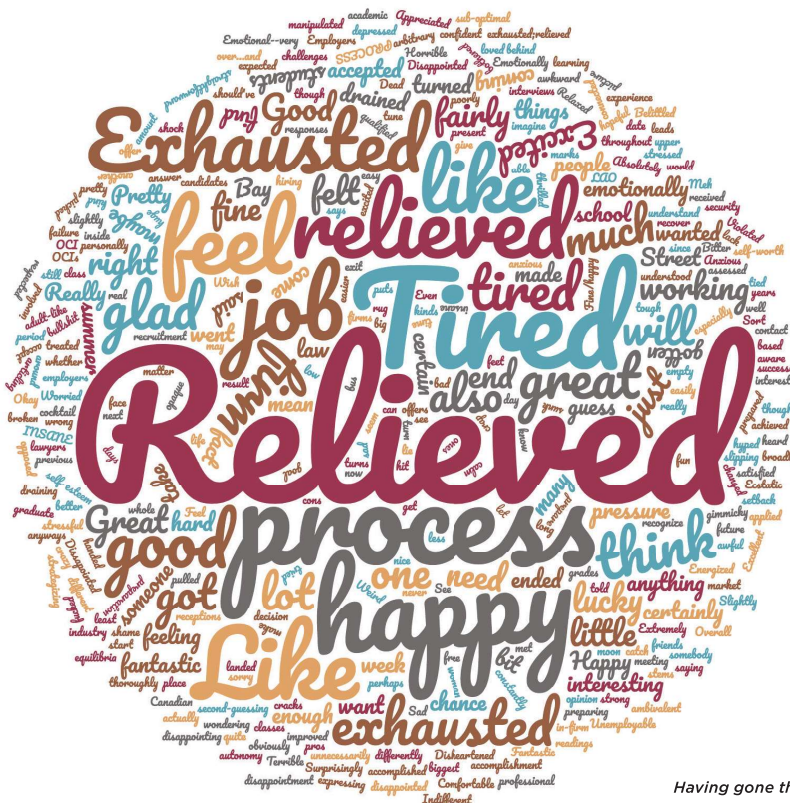


Toronto 2L OCI Recruitment for Summer 2017



Having gone through the process, how do you feel?

Every year, *Ultra Vires* conducts a survey, gathering responses from U of T students that were eligible to participate in the OCI process. This survey gives us valuable insight into both the recruiting process and the makeup of the 2L class. All information contained in this report is based on the results of this survey.

In November, we published some preliminary hiring data, including the number of students hired by many Toronto employers recruiting through OCIs. As some of the firms also hire through the 1L recruiting process, this data is not necessarily a comprehensive report on all Toronto summer student positions at any of these employers. It does, however, provide an accurate representation of 2L summer students hired at these firms.

Like last year, the relative performance of individual law schools remains mostly unchanged. However, though other schools' hiring remained stagnant (with increases and decreases of no more than 4%), U of T experienced the largest downturn in hiring for 2L summer students at firms participating in the OCI process (47% of the class were hired this year versus 53% last year).

This year's survey differs from prior editions in a couple of ways. We asked students to share not only whether they were hired, but also their OCI and in-firm data. This allowed us to discern the importance of various factors at each stage of the recruiting process. We also added questions focusing on the social elements of the law school experience at the Faculty of Law.

ranging from questions about students' Facebook profiles to the frequency of their alcohol consumption.

Because not all students choose to participate in the recruitment survey, the data presented should be interpreted with caution. Nonetheless, response rates were high and were nearly identical to last year: 165 students out of a class of approximately 200 people.

We hope that both the quantitative data and the qualitative reflections of those surveyed will be valuable for our readership. Many students take the time to give thoughtful accounts of their experience in the process, for which we are tremendously grateful. We hope that this report proves helpful to future students.

Finally, we would like to remind students that 2L OCIs are just one way to begin your legal career. There are many great employers who hire outside of this process and in the articling recruit.

Thank you to everyone who took the time to complete our survey!

This recruitment special was produced by Cory Bettel (2L), Kyle Jackson (1L JD/MBA), and Maud Rozee (2L). They would like to note that they do not necessarily endorse the views expressed by students in this feature.

Ultra Vires normally strives to have the results from our annual recruitment survey published earlier in the year, and we sincerely apologize for this year's delay in publication.

66%

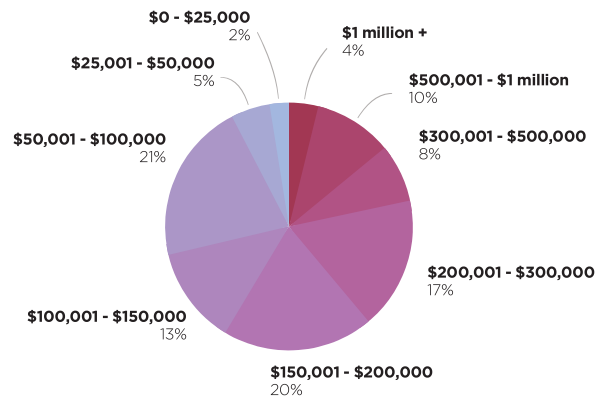
respondent success rate.
Of the 130 survey respondents who participated in OCIs, 86 of them got jobs.

34

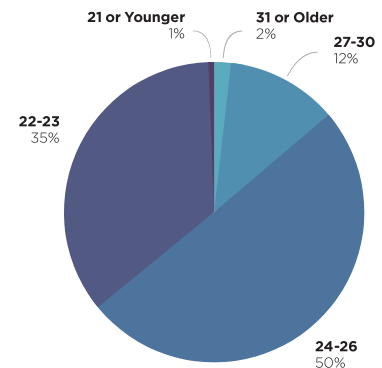
respondents chose not to participate in OCIs

Class of 2018 Demographics

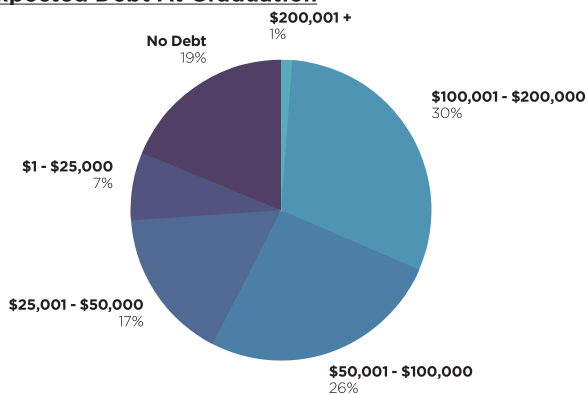
Parents Combined Annual Income



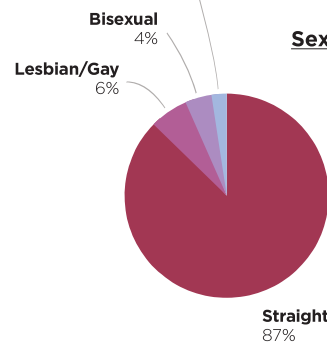
Age as of Jan 1, 2017



Expected Debt At Graduation



Prefer not to Answer



Sexual Orientation

Factors Associated With 2L Recruitment Success

CORY BETTEL (2L), KYLE JACKSON (1L JD/MBA), ANI SACHDEV (1L JD/MBA)

Using data provided by 113 survey respondents, we ran regressions to determine factors that best predict success in the 2L recruit¹. We broke our analysis down into (i) getting OCIs, (ii) getting in-firms, and (iii) getting job offers.

Factors positively correlated with success at each stage of the recruit are listed below, with statistical significance noted in parentheses. We also describe the magnitude of each variable's expected impact. Importantly, these relationships are not necessarily causal. The correlations found may be driven by unobserved factors. Finally, keep in mind that these are aggregate findings, which therefore do not reflect the recruitment trends at any specific employer.

GETTING OCIs

Having high 1L grades, having an undergraduate degree in commerce, supporting the

Conservative party, and networking with employers were all positive predictors of receiving OCIs. Based on our data, every point increase in unweighted 1L GPA is expected to increase the number of OCIs received by 1². Applicants with a commerce degree are expected to receive 4 more OCIs than students with non-commerce undergraduate degrees. Supporting the Conservative party is linked with receiving 4 more OCIs than supporting another political party. Students who networked (e.g. attended firm tours, spoke with lawyers or students) prior to submitting applications are expected to receive 3 more OCIs than those who did not. Note that we controlled for the number of applications sent by each student.

GETTING IN-FIRMS

Having high 1L grades, networking with employers, having an undergraduate degree in

commerce, and self-reporting as an extrovert were all positive predictors of receiving in-firm interviews. Every point increase in unweighted 1L GPA is expected to increase the number of in-firms by 0.3. Networking is associated with receiving 2 additional in-firms. Commerce students are expected to receive 2 more in-firms than students with non-commerce undergraduate degrees. Self-reporting as an extrovert is associated with receiving 1.5 more in-firms than self-reporting as an introvert, or as a mix of introvert/extrovert.

GETTING JOB OFFERS

Having high 1L grades, being a JD/MBA student, networking with employers, and mostly studying in groups in 1L were all positive predictors of receiving job offers. Every increase in unweighted GPA is expected to increase the number of job offers by 0.1. This means that stu-

dents at the top of the class (GPA of 35) are expected to receive 1.5 more offers than students at the bottom (GPA of 20), holding all other variables constant. JD/MBA students are expected to receive 1.5 more offers than non-JD/MBA students. Students who networked are expected to receive 0.5 more offers than those who did not. Those who studied mostly in groups in 1L are expected to receive 1 more offer than those who studied in groups less frequently. Factors that do not predict job offers include having a commerce undergraduate degree and having significant work experience prior to law school.

We encourage readers to keep the following methodological limitations in mind while considering our results: a sample size of 113 is small, our data capture only one year of recruitment, and those who chose to respond to our survey may not be a representative sample of all students.

Factors Associated with Success in Getting OCIs

- High 1L grades (99.9999%)
- Commerce undergrad (99.9972%)
- Supporting the Conservative party (99.1940%)
- Networking (96.8060%)

Factors Associated with Success in Getting In-Firms

- High 1L grades (99.9999%)
- Networking (99.7860%)
- Commerce undergrad (99.5320%)
- Self-reporting as an extrovert (98.9590%)

Factors Associated with Success in Getting Job Offers

- High 1L grades (99.9850%)
- JD/MBA (98.7960%)
- Networking (98.4290%)
- Mostly studying in groups in 1L (97.6210%)

¹While 130 survey respondents participated in OCIs, only those who provided complete enough responses were included in the regression analysis. We performed stepwise backward regressions.

²Unweighted GPA = 5/(# of HH) + 4/(# of H) + 3/(# of P) + 1/(# of LP).

Job Distribution by Firm and School

Firm	Total Students	Toronto	Osgoode	Western	Queen's	Ottawa	McGill	Windsor	Dalhousie	Other
Aird & Berlis LLP	8	1	1	1	0	3	0	2	0	0
Baker & McKenzie LLP	5	1	0	1	1	0	2	0	0	0
Bennett Jones LLP	16	3	3	0	3	1	0	3	2	1
Bereskin & Parr LLP	5	3	2	0	0	0	0	0	0	0
Blakes, Cassels & Graydon LLP	21	11	5	2	0	0	2	1	0	0
Borden Ladner Gervais LLP	21	6	4	1	3	2	3	1	0	1
Brauti Thorning Zibarras LLP	2	1	0	0	0	1	0	0	0	0
Cassels Brock & Blackwell LLP	13	4	4	0	3	0	0	1	1	0
Dale & Lessmann LLP	2	0	2	0	0	0	0	0	0	0
Davies Ward Phillips & Vineberg LLP	11	4	3	2	1	0	1	0	0	0
Dentons LLP	10	2	2	1	2	2	0	1	0	0
DOJ Ontario Region & PPSC	9	0	0	2	0	1	0	3	1	2
DLA Piper (Canada) LLP	6	2	1	3	0	0	0	0	0	0
Epstein Cole LLP	2	0	1	0	0	0	0	0	0	1
Fasken Martineau DuMoulin LLP	15	2	4	1	2	2	0	1	1	2
Filion Wakely Thorup Angeletti LLP	5	2	1	1	1	0	0	0	0	0
Fogler, Rubinoff LLP	6	2	1	2	0	0	0	0	0	1
Gardiner Roberts LLP	4	0	0	2	0	0	0	2	0	0
Gilbert's LLP	2	1	0	0	0	1	0	0	0	0
Goodmans LLP	15	5	3	0	1	2	4	0	0	0
Gowling WLG	13	2	5	2	2	1	0	1	0	0
Hicks Adams LLP	4	1	1	1	1	0	0	0	0	0
Hicks Morley Hamilton Stewart Storie LLP	5	0	0	0	4	0	0	1	0	0
Koskie Minsky LLP	5	1	1	1	1	0	0	1	0	0
Legal Aid Ontario	10	1	2	0	2	1	2	0	2	0
Lenczner Slaght Royce Smith Griffin LLP	6	1	1	0	0	0	1	2	1	0
McCarthy Tetrault LLP	27	4	6	3	3	3	1	3	0	4
McMillan LLP	9	1	0	0	2	2	0	3	1	0
Miller Thomson LLP	9	5	1	1	0	0	0	1	1	0
MAG - Constitutional Law Branch	3	0	1	0	1	0	1	0	0	0
MAGI - Crown Law Office - Criminal	8	2	2	0	1	1	1	1	0	0
Norton Rose Fulbright Canada LLP	17	2	7	4	3	0	0	1	0	0
Osler, Hoskin & Harcourt ILP	24	6	5	5	1	1	1	2	1	2
Paliare Roland Rosenberg Rothstein LLP	3	2	1	0	0	0	0	0	0	0
Polley Faith LLP	3	3	0	0	0	0	0	0	0	0
Paul, Weiss, Rifkind, Wharton & Garrison LLP	2	2	0	0	0	0	0	0	0	0
Shearman & Sterling LLP	1	0	1	0	0	0	0	0	0	0
Stieber Berlach LLP	3	1	2	0	0	0	0	0	0	0
Stikeman Elliott LLP	22	5	6	3	2	3	0	1	1	1
Torkin Manes, LLP	3	0	1	0	1	1	0	0	0	0
Torys LLP	14	3	2	3	3	1	1	0	1	0
WeirFoulds LLP	3	0	1	0	0	1	0	0	1	0
Wildeboer Dellelce LLP	3	1	0	0	0	0	0	1	0	1
Total	375	93	83	42	44	30	20	33	14	16
Approx Class Size	/	200	313	175	200	305	185	245	170	/
% with Toronto Jobs	/	47%	27%	24%	22%	10%	11%	13%	8%	/
2015 Total	420	106	84	49	48	32	25	40	18	18
2014 Total	398	97	83	48	46	35	27	26	15	21
2013 Total	351	94	75	44	43	30	13	23	13	16
2012 Total	379	89	89	43	43	39	18	28	14	16
2011 Total	403	96	83	53	47	36	27	27	18	16

*The following firms participated in recruitment but did not respond to our survey: Dickinson Wright LLP; Edward H. Royle and Associates; Mathews, Dinsdale & Clark LLP; MAG - Crown Law Office - Civil; MAG - Family Responsibility Office; MAG - Office of the Public Guardian and Trustee; Owens Wright LLP; Reisler Franklin LLP; Smart & Biggar LLP; Thorsteinssons LLP.

The Process

48%

of students who accepted an offer networked with their employer

24%

of students who accepted an offer attended a firm tour with their employer

9%

of students lied about their level of commitment to a firm during the process

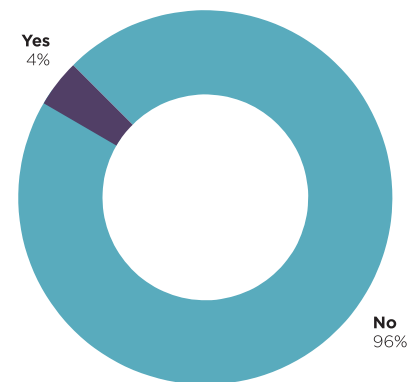
69%

of students were not surprised by the offers they received

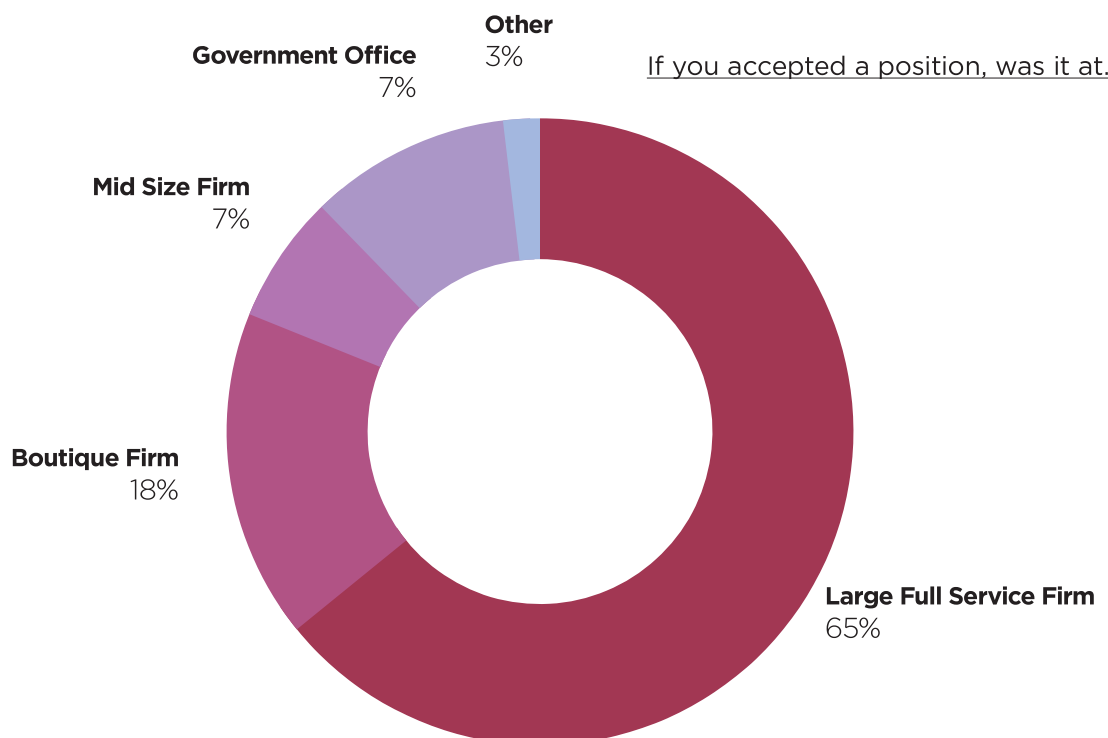
Did your first choice employer change during the recruitment process?



Did you tell more than one employer that they were your first choice?

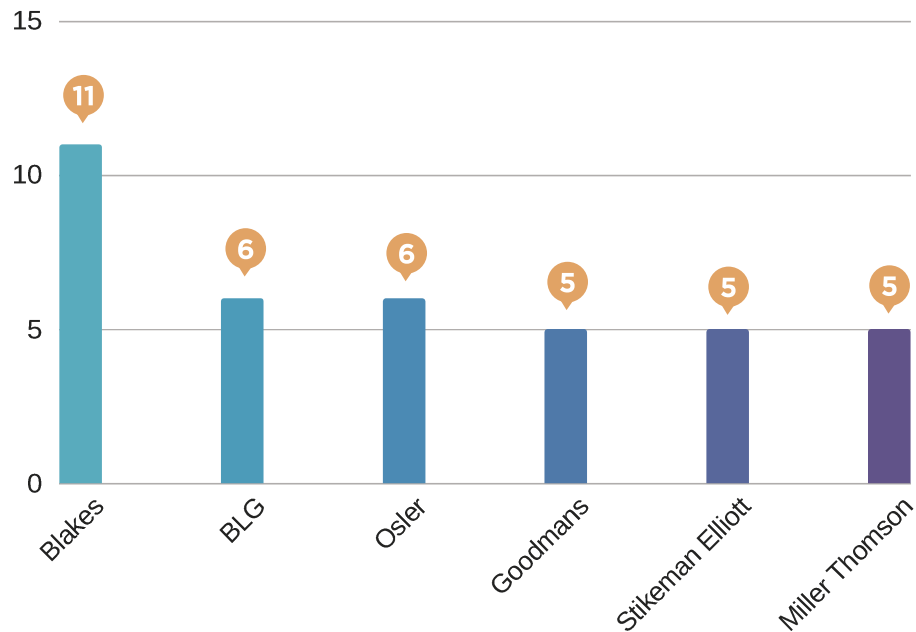


If you accepted a position, was it at...?



41%of total U of T students
hired are at Seven Sister
firms**88%**of total students applied
to at least one Seven Sister
firm**31%**of total students say it
was important to them to
specifically work at a
Seven Sister firm**28%**of total students at Seven
Sister firms are from
U of T**68%**of total students say it
was important to them to
work at an employer with
name recognition

Which firms hired the most U of T students?



Snow White and the Seven Sisters

JAMIE PARKER (2L)

Before coming to law school, I had no idea what the “Seven Sisters” were. I doubt many 1Ls and 2Ls could even name them before the recruits. Why isn’t Dentons, the largest law firm in the world, one of them? Why doesn’t one of those litigation boutiques that only hires Supreme Court clerks get to be one? When 2L recruitment starts, why does everyone want to work at one? I mean, OCIs are already a tiny piece of the legal jobs out there, and full-service OCI firms are an even smaller piece of that. Why narrow it down to just seven of the dozens of firms that are hiring?

My good friend Wikipedia says that the term “Seven Sisters” may have been coined in 2001 to denote the seven Toronto law firms that transacted the highest volume of merger and acquisition (M&A) deals. Do you want to do M&A in Toronto? Great, these seven firms do a lot of that. But,

then again, so do many other Toronto firms that you may really like working at. And what if you’re not interested in M&A? The legal landscape has changed dramatically since 2001. Why make a decision based on a nickname that originated at least six years before the iPhone did?

There are a lot of factors that go into deciding where you want to end up—fit, hireback rates, practice areas, early responsibility, mentoring, exit opportunities, and plain old personal preference, to name just a few—but whether a firm is a “Sister” should not be one of them. There are many amazing firms that hire during OCIs. The Seven Sisters are great firms and they do great work. That doesn’t mean they will be the best firm for you or for the areas of law that you are interested in (yes, even if you’re interested in those corporate, M&A, business-type things).

I turned down a few Sisters to end up at Norton Rose Fulbright—a firm that wasn’t even around when “Seven Sisters” was supposedly coined. Every year, lots of other students do the same. Most of these firms do the same type of work for the same type of clients in the same office buildings with the same generic websites.

My advice is that you try to find what really sets the different firms apart. Talk to students and lawyers who work there: Did you like the people you met in Labour & Employment at firm X or firm Y? It doesn’t matter that firm Y is ranked higher if all they do is talk about how John Lennon was the best Beatle when you clearly know it’s Ringo. I chose my firm because I felt that I fit in better there. Conversations were easier and more fun, and I could see myself working there. I’d guess that the vast majority of students who were lucky

enough to choose between firms chose their firm for the exact same reason.

If you are interested in practice area rankings, look on Chambers or Lexpert, but don’t let those rankings be the biggest factor in your decision. Practicing law is hard; burnout and mental health issues are very real. You want the place that’s going to be best for you. If that’s a Sister firm, great. If it’s another OCI firm, great. If it’s through the articling recruit or outside it, then even better.

It’s a crazy, exhausting process, and there are many things that should go into your decision. But that’s it: It’s your decision. Please, future OCI-ers, avoid basing it on prestige or some label invented back when the average Toronto house cost \$250,000 and tuition at U of T Law cost less than \$14,000. You’ll be happy you did.

Stuff About Grades

CORY BETTEL (2L) & KYLE JACKSON (1L JD/MBA)

If you read our findings on factors that best predict success in the recruit (or if you happen to attend this law school), you by now know that “grades matter.” But it’s often difficult to determine what this truly means. For many students, two questions commonly come to mind: (i) How do I stack up against my classmates? and (ii) How did students with similar grades to mine fare in previous recruits? Using data provided by the Class of 2018, we attempt to answer these questions.

How Do My Grades Compare to Those of My Classmates?

To better understand how grades are distributed among the class, we converted each student’s set of grades into an unweighted GPA, and then computed key metrics¹. 148 survey respondents, from a class of approximately 200, shared their grades². Here’s what we found:

Mean	26.2
Median	26
Mode	25
Range	20 - 35
1st Quartile (25th percentile)	24*
3rd Quartile (75th percentile)	28*
Distinction**	30+***

*The 25th and 75th percentile points for our sample are approx. halfway through the groups of students with GPAs of 24 and 28 respectively.

**This represents the true cutoff point for Distinction.

***Due to credit weightings, not all students with an unweighted GPA of 30 received distinction.

The median GPA of 26 would correspond to a transcript of, for example, 5 H and 2 P. The most commonly occurring GPA of 25 would correspond to a transcript of, for example, 4 H and 3 P. Notably, 50% of students are clustered within the range of 24 to 28. To contextualize, this is the difference between a transcript of 3 H and 4 P, and a transcript of 7 H. Less than 10% of students have a GPA in the range of 31 to 35, which corresponds, for example, to a transcript of at least 3 HH and the rest H.

A Closer Look at Grades & Success in the OCI Recruit

To examine the relationship between grades and recruitment success, we divided students into three groups: top quarter, middle quarters³, and lower quarter of the sample. For each, we computed (i) the percent of students with one or more offers, (ii) the average rate of OCIs received per applications sent, and (iii) the average number of job offers for students who received at least one offer. Here are the results:

GPA	% With Offer(s)*	OCI-to-Application Rate	Average Number of Job Offers (for successful applicants only)
Top Quarter (28+)	68%	82%	2.2
Middle Quarters(25-27)	77%	57%	1.9
Lower Quarter(20-24)	48%	25%	1.4

*This table excludes respondents who did not provide complete information relating to both grades and applications/offers. Some students who reported receiving no job offers did not disclose their grades. Because of this, at least some of the “% With Offer(s)” figures are inflated.

As expected, students with higher grades secured more OCIs. Moreover, of those students who did receive a job offer, students with higher grades received more offers overall. But, notably, students closer to the average fared better when it came to securing employment. In fact, all 16 out of 16 respondents with the median GPA of 26 received at least one job offer.

How should students participating in future recruits interpret these data? It is not surprising that high grades are positively associated with greater success in securing OCIs and with receiving more job offers. In other words, you’re likely to have more options with grades near the top of the class. However, students may be surprised (and perhaps relieved) at how successful “average” students were in securing employment. We believe that this confirms what we all intuitively know: grades are just one factor in a student’s profile, and they are not necessarily determinative of employment outcomes. So while the law school motto that “grades matter” holds true, perhaps we should take seriously the common caveat that they are indeed “not everything.”

¹For computing unweighted GPA, we use the Faculty values of HH=5, H=4, P=3, LP=1. This unweighted GPA is unofficial. The Faculty computes a student’s official GPA using the credit weighting of each course. However, this official GPA is not listed on a student’s transcript. We therefore assume that employers “eyeball” transcripts without regard to credit weightings, such that this unweighted GPA roughly approximates how employers view a student’s grades. Of course, we could be incorrect in making this assumption.

²Note that this includes all students who responded to our survey, whether they participated in OCIs or not.

³As noted, the 25th and 75th percentiles are halfway through the groups of students with a GPA of 24 and 28 respectively. Because of this, we limited our “Middle Quarters” category to students with a GPA in the range of 25 to 27.

LP

7 students reported receiving an LP. 2 out of the 7 received at least one offer.

P

- The most common number of Ps on a transcript is 3
- 54 students had 4 or more Ps, and 60% of these students received at least one offer
- 17 students had no Ps, and 73% of these students received at least one offer

HH

- 63 students had no HHs, and 62% of these students received at least one offer
- 36 students had only 1 HH, and 18 students had 4 or more HHs
- 67% of students with 3+ HHs received at least one offer

P is for Perfectly OK

CORY BETTEL (2L)

Five days after my final exam of 1L, I attended an event hosted by the CDO that was advertised as a Second Year Overview Symposium. I was tired, hungover, and had yet to finish my binge watch of *The People v. O. J. Simpson: American Crime Story*.

The bulk of the event was well run, with students and alumni speaking to the plethora of opportunities available for the summer and their advice heading into the recruiting process. But one particularly cringe-worthy moment remained with me for the next six months. And it spoke to the lack of transparency surrounding grades within our law school.

Chantelle Courtney, our Associate Dean of Advancement, was asked to make some introductory remarks to the group of newly-minted 2Ls. Ms. Courtney’s résumé makes her a worthy choice to open such a symposium and speak to the recruitment process. She spent a total of eight years acting as the Director of Student Programs at both Goodmans and Stikeman Elliott, as well as five years in Professional Development at Davies. As someone with an eye towards working on Bay Street, she’s the exact type of person who I wanted to hear from.

But very quickly, things went south. As Ms. Courtney began to discuss the factors that matter in the recruiting process, she noted that grades were of significance. This was not news to me or, I assume, to any of the other attending students. Grades are the one impartial marker that can differentiate us from one another. Their importance is obvious. But... what kind of grades are sufficient? This unanswered question haunted me more than finding out how O.J. did it.

When one student bluntly asked Ms. Courtney to detail the grades we would need, her response surprised and terrified me. I’m paraphrasing, but she opined that a mix of grades was okay. Phew, instant relief! Like the general populace of students, I have a mix of grades.

But then she further elaborated: that mix of grades consisted of HHs and Hs. We were told that we should try not to have any Ps on our transcript (though maybe one was okay).

My anxiety-sense was tingling. I was convinced that I was screwed for the fall recruit. News of my failure would spread through the school like wildfire

through the Great Sept of Baelor.

To be fair, Ms. Courtney’s comments elicited laughter from the students and the CDO later confirmed that Ms. Courtney may have been off the mark. But the damage was done. My finger never left the panic button until I accepted a job offer in November.

So yes, there’s a happy ending here. My mixture of grades (which is not solely a mixture of HHs and Hs) was good enough to help me land a job during the fall recruit. It’s also the exact kind of Bay Street job that Ms. Courtney’s advice made me think was unattainable.

I have now looked at the data supplied by the 2Ls that participated in the fall recruit and I can assure you that Ms. Courtney was indeed incorrect. It is entirely reasonable to have a P on your transcript. In fact, it’s okay to have numerous Ps on your transcript.

Since the introduction of the grading scheme in 2012, there has continued to be a mystique surrounding the requisite grades necessary to achieve success in the recruiting process. And the fact that a

member of the administration like Ms. Courtney was so misguided seems to signify that students are not the only ones in the dark.

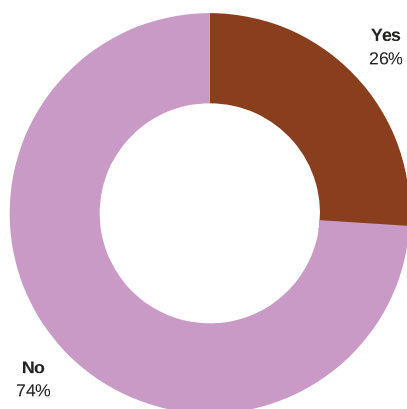
I would ask the administration to be more direct with students at every turn about how grades impact recruiting prospects. We’re adults: we can bear knowing the reality of our likelihood at job success, and it helps to know what we should be working towards rather than achieving a result we’re not sure is good or bad.

But, more importantly, I implore students not to feel as if getting a P or three is going to end their (maybe misguided) fantasy of working on Bay Street—because I and so many other students got jobs with the exact same kinds of grades.

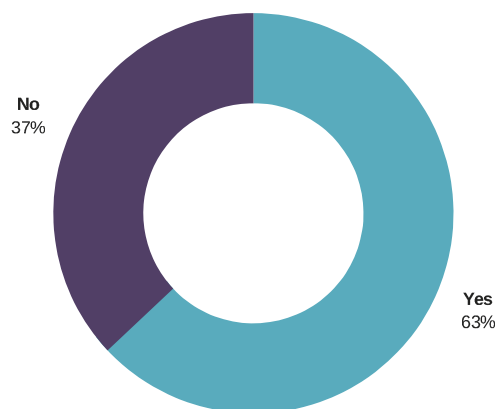
We all have a little bit of imposter syndrome. It’s hard to look at the immensely qualified group of students that our law school attracts and not to feel a little bit overwhelmed sometimes. But, from my experience, employers are not just interested in students as a data point. If you take it seriously and cross your fingers, you *can* find success in the fall recruiting process—Ps and all.

Mental Health

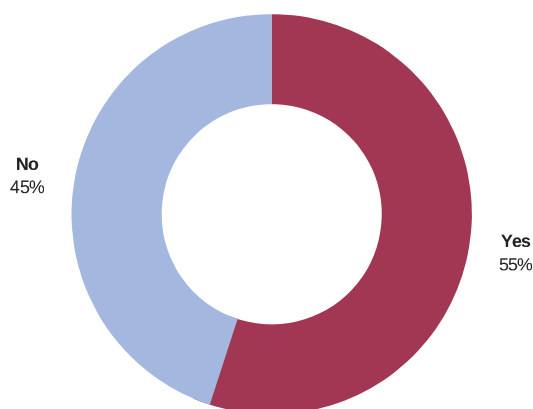
Do you have a mental health condition?



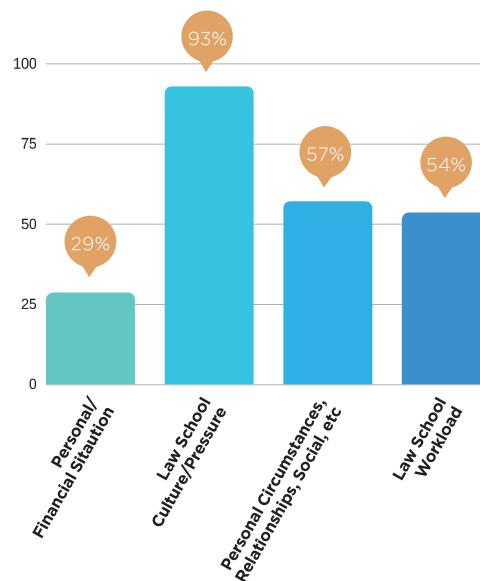
Has the severity changed since law school started?



Has the frequency changed during law school?

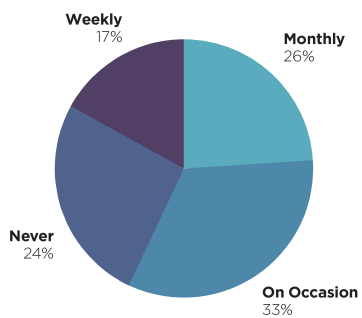


If severity/frequency increased, what factors contributed?

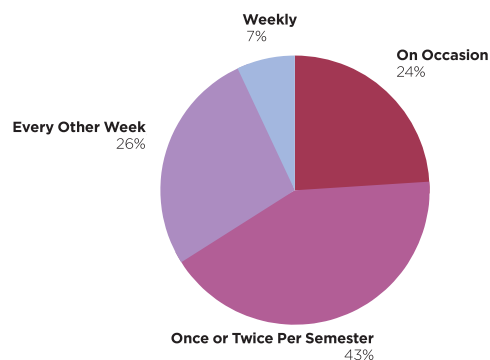


MORE FACTS

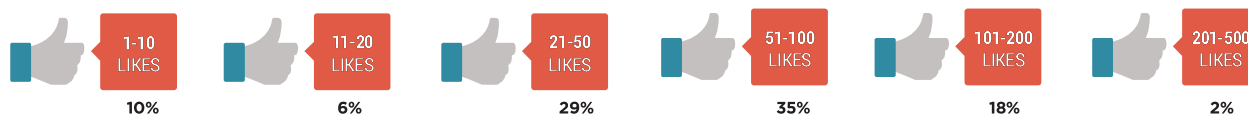
How often do you binge drink?



How often did you attend pub night in 1L?



How many likes do you have on your current Facebook profile picture?



"I got through the recruit..."

With no HH's on my transcript:

During 1L and over the summer, I spent some time networking with various firms. That may be an understatement; in total, I attended nearly ten firm tours and had gone for coffee or arranged phone calls with lawyers from nearly half of the twenty-six firms I applied to.

During one such meeting with a recruiter from a large Bay Street firm, I was told that U of T's grading system made it harder for firms to identify top candidates. The recruiter told me that since forty-five per cent of any given class gets an H or HH, only an HH could be viewed as a successful grade. I could feel my throat start to close up. Even though my grades are mostly Hs, I don't have a single HH on my transcript.

What struck me the most about this exchange was that I had been quite proud of my grades up to that point. I felt like I was going to be on easy street walking into the Toronto recruit. But this conversation honestly made me question whether my grades were good enough... *even though I had beaten the curve in almost every single one of my courses.*

In the end, I did not receive an invitation to an OCI with that firm. Maybe it was my personality, maybe my application materials were subpar, or maybe it was my grades. I'll never really know. But those twenty-six applications resulted in twenty-three OCIs where not one firm ever posited a similar sentiment about grades. If anything, firms were complimentary of my grades—I kind of felt like a wunderkind.

I'm not trying to take anything away from how incredible it is to get an HH at our school, when even earning a P requires working your ass off. I would just suggest that students who achieve an H should also have their success acknowledged—by their peers, by themselves, and, yes, by employers.

Without getting a job despite good grades:

The worst part about not getting a job in the 2L Bay recruit when you have good marks is that you have no excuse. When you wonder why you did not get a single offer, the inescapable conclusion you reach is that recruiters just don't like you! "Your application looks great but... uh... we just don't want to put you in front of clients. Or our associates, for that matter." That is a scary feeling, especially considering that the profession of law is so grounded in our networking and social skills. For weeks I wondered what made me so unlikeable.

That was a bit of a bummer, but on the bright side, I was well placed to begin the diverse non-OCI job hunt. Marks do help; I was fortunate to have a lot of opportunities and interviews. (However, in one interview I was asked why I thought I did not get a job during OCIs... "I think people just hate me as soon as they meet me.") I was also very fortunate to have friends who I really respected in a similar boat to commiserate with.

It is important to keep perspective. I will admit it, I definitely thought I would get a Bay Street job out of the 2L process. I thought all my peers would. But by no means was I entitled to one. In this profession, everyone is just so smart and so personable. This is a big part of what makes it so enjoyable. No doubt grades are part of the process, but they are no guarantee of anything. I am not sure if I had the wrong personality for Bay or if I was just unlucky. I think it's a great experience that will open a lot of doors for my peers who got those jobs. For me, there is still a lot of excitement ahead.

With an LP on my transcript:

I had an LP in 1L. Take my story with a grain of salt, as I am just a single data point. But, mental anguish aside, it really didn't hurt me at all in the Toronto recruit.

Again, I am a single data point, and likely had a bit of a cushion as I didn't have a single other P on my transcript, so my other grades were competitive. I also tend to think that people shouldn't give advice about recruitment that they think is definitive because there is a lot of variance from year to year, firm to firm, and person to person. But I strongly believe you can do fine in recruitment even if you have an LP.

I'm spittingballing, but I think the biggest hurdle for students with LPs is at the application stage, so do your best crafting your applications to firms and pray for an OCI. I wouldn't have been shocked if some big firms passed on me because of it. But most did not: I had a ton of OCIs.

It's impossible to say to what extent having an LP on your transcript presents you unfavorably when compared against other students. But I only faced two questions about my LP, both during OCIs. Both just seemed to be testing if I had prepared an answer or had gotten down on myself about it. I indeed had prepared an answer, explaining how I followed up with my professor, recognized what I did wrong, and so forth. I received in-firm offers from both of those firms and went on to receive three job offers.

With no significant work experience:

During 1L, the CDO hosted an event where students got the chance to chat one-on-one with recruiters and lawyers from firms participating in the Toronto recruit. I chose to participate with one of my close friends because I did not have a lot of experience interviewing and felt more comfortable sharing the conversation.

To elaborate, I didn't only lack interview experience. I lacked work experience. Coming to law school straight from undergrad, this might be considered understandable. I had spent my summers volunteering and travelling, which were incredibly fulfilling life experiences, but left me struggling to fill up the work experience box on my resume.

During that CDO event, my friend and I met with a recruiter from one of Bay Street's largest firms. As soon as she found out that my friend had worked at a corporate law firm, it was like I became invisible. She never made eye contact with me again. I left that interview feeling hopeless.

This feeling of inadequacy only worsened as I started my 1L summer job hunt. In total, I sent out over thirty cover letters. In mid-May, I finally scored one interview.

I didn't get the job.

After endlessly scouring UT Law Careers and crying over Ben & Jerry's (Half-Baked, if you're curious), my upper-year mentor helped me land a relevant legal job. I was absolutely thrilled to have a summer position, but I was also cognizant that without this personal connection, I would never have found it. So, first lesson: use any and all resources and people available to you to find a job for your 1L summer!

My 1L grades were a total mixed bag (two HHs, two Hs, and three Ps) and based on my failure to land any interviews in the 1L recruit, I wanted to cover my bases. So I submitted nearly thirty applications for OCIs. I ended up participating in twenty-seven. So, second lesson: struggling to get a 1L summer job does not equal failure in the 2L recruit. And, third lesson: having multiple Ps on your transcript won't necessarily hold you back.

During OCIs, I came face to face with the same recruiter that I had met during the CDO event. She had no recollection that we had met only a few months prior. But now her tone was completely different: within the first few minutes of our interview, I could tell that she was clearly pursuing me as a candidate. We bonded over pop culture and the best yoga studios in the city. My 1L summer job never even came up. Ultimately, she made me an in-firm offer. Fourth lesson: don't let any single interaction with a recruiter or lawyer change how you feel about yourself or your ability to succeed in the recruiting process.

Ultimately, I got the job I wanted.

I remember upper years always telling me that everything would be okay. I thought they had lost their perspective on how horrible 1L can feel. *How could they possibly know that I would be okay?!* Fifth and final lesson: 1L is horrible—but whether or not it will be okay is up to you. It may not be easy, but you can overcome your perceived deficiencies.

And for the hopeless days, there's always Ben & Jerry's.