If you are targeting a geographic market outside of California, consider supplementing your EIW bids with direct applications to non-EIW employers to maximize your chances at securing a BigLaw summer associate position.

**NOTE:** This advice is limited only to those employers **NOT** participating in EIW as there is an express policy against applying to EIW-participating employers outside of EIW. For more about that policy, including its rationale, see our earlier email “Reaching Out To Employers Before EIW” (sent on 5-13-19), which is available via the EIW Email Archive.

Remember also that, for purposes of the policy, each office location of a particular firm is considered a separate employer. If a particular firm is participating in EIW, but not interviewing for the particular office location in which you are interested, you are free to separately apply to that office location.

How Can I Find Non-EIW Employers In My Target Geographic Area?

Start by searching the NALP Directory for firms in your chosen area. Then, search EIW participants sorted by location via the OCI tab of b-Line (or via the “EIW Schedules Sorted by Location” report in the b-Line Document Library – under the Resources tab). Remove the EIW participants from your NALP list.

Next, check the “EIW Resume Collect” session in the OCI tab on b-Line to find more employers with offices outside of California. Finally, you should check the jobs board on b-Line to see if the non-EIW employers have posted a 2019 Summer Associate position. If so, follow the instructions on how to apply. Remember to check the jobs board regularly throughout the summer for new listings.

How Do I Apply To A Non-EIW Employer That Has Not Posted a Job on b-Line? What if a Firm Is In EIW, But Is Not Interviewing for the Office I am Interested In?

In either case, go back to the NALP Directory and see whether the office location in which you are interested has recently had a summer associate program (via the “Recruitment & Hiring” tab). If a firm had a summer program for the summer of 2019, they will likely have a program again next summer.

If yes, conduct additional research on the office to customize a cover letter that will accompany your resume. For advice on drafting cover letters, including which salutation to use, see our Cover Letter Guide (particularly Section C, the Format) in the Career Resources Library.

Apply directly through the firm’s website or application portal (if available). If you are unable to find a way to apply through the firm’s website, email your materials to the recruiter listed for that office on the NALP Directory.

When Should I Apply?

It depends on where you are in your research and what geographic market(s) you are targeting. However, we recommend you have most direct applications submitted to firms by the end of July.

Students interested in NYC or DC offices should try to have direct applications to non-EIW firms by the week of July 4th.

Should I Bid on a Firm’s Schedule if I’m Interested in an Office They Are NOT Specifically Interviewing For? (e.g., should I bid on an LA schedule if I am only interested in the firm’s Seattle office?)

**No.** It would be a wasted bid and some employers may be put off by this. In addition, it may prevent a classmate from getting an interview spot for an office they are actually interested in. However, if the firm has a hospitality suite, you could stop by to express your interest in an office for which they are not interviewing on campus.
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