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## CDO: Pursuing Non-WIP Biglaw Firms Outside Of California

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We're looking forward to seeing you at [tomorrow's program](#) about the mechanics of participating in our Winter Interview Program (WIP). In the meantime, as promised in our [10-01-20 email](#), below is the process for supplementing your participation in WIP with direct applications to non-WIP employers. This can be especially useful if you are targeting a geographic market outside of California.

**NOTE:** This advice is limited only to those employers **NOT** participating in WIP as explained in our earlier email "Reaching Out To Employers Before WIP" ([sent on 10-01-20](#)), which is available via our Email Archive.

Remember also that our instruction not to apply early to WIP-participating employers is office specific, i.e., each office location of a particular firm is considered a separate employer. If a particular firm is participating in WIP, 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-WIP Employers In My Target Geographic Area?

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

You will also want to remove any employer participating in our WIP Resume Collect. You can find those participants by viewing the "WIP Resume Collect" session in the OCI tab on [b-Line](#).

Finally, you should check the jobs board on b-Line to see if the non-WIP employers have posted a 2021 Summer Associate position. If so, follow the instructions on how and when to apply. Remember to check the jobs board regularly throughout the fall for new listings.

### How Do I Apply To A Non-WIP Employer That Has Not Posted a Job on b-Line? What if a Firm Is In WIP, 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 2020, 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?

In the absence of more specific information about the timing that may appear, for example, in a b-Line posting or on the employer's website, you should aim to have your application materials ready to go and your targets selected by the Thanksgiving holiday, so you can send them out before finals. That will give employers time to review your materials and invite you for an initial interview that will take place close in time to your WIP interviews. That, in turn,

will give you the opportunity to consider any offer you receive outside of WIP alongside your WIP offers. We strongly encourage you to reach out to a private sector counselor, particularly if you are targeting non-major geographic markets, and consult with them about more specific information they may have about the timing of applications/interviews in your chosen market.

**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 (virtual) 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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