January 13, 2014

MEMORANDUM

To: All United States Judges

From: Judge John D. Bates

RE: LAW CLERK HIRING **(INFORMATION)**

In accordance with recommendations made by the Online System for Clerkship Application and Review (OSCAR) Working Group (Working Group), I am writing to inform you that the Federal Law Clerk Hiring Plan has effectively been discontinued and no further dates are being set in connection with that plan.

I also have adopted the Working Group's recommendation that there be a phased approach for opening OSCAR to law school students in 2014. The Administrative Office will open OSCAR to rising second-year law school students in a read-only capacity effective June 1, 2014, and permit them to build and finalize clerkship applications effective August 1, 2014. Third-year law school students and alumni will continue to have full access to OSCAR year-round.

The Working Group judges have developed a list of Federal Law Clerk Hiring Best Practices to support transparency in the hiring process. In addition, the Working Group is asking the National Association for Law Placement to create a list for judges of recommendations regarding clerkship recruiting best practices from the law school perspective. The Administrative Office will post the list in OSCAR. I hope you will find both lists helpful in determining your clerkship recruitment and hiring practices.

The Judiciary supports a transparent clerkship recruitment and hiring process, and OSCAR plays a valuable role in ensuring transparency. OSCAR's online application process eliminates paper and saves court staff time. Using OSCAR adds diversity to judges' applicant pools and enables judges to electronically manage a large volume of applications through search and sort features. I encourage you to use OSCAR to post your hiring practices. To register for an OSCAR account, please visit the OSCAR registration page.