

LATERAL PARTNER RECRUITING & FINANCIAL CONSIDERATIONS

E. Desmond Hogan, Deputy Managing Partner for Lateral Recruiting and Integration, Hogan & Hartson LLP

Brad A. Sprayberry, J.D., Director of Attorney Recruiting & Professional Development, Gunster, Yoakley & Stewart, P.A.

- I. Threshold lateral partner search questions
- II. Determining and meeting the firm's strategic objectives
 - A. Firm goals
 - B. Candidate goals
- III. De-Mystifying Partner Recruiting
 - A. Key terms
 1. Income Partner
 2. Equity Partner
 3. Partnership Partner or Corporate Shareholder
 4. Capital Contributions
 - a. Amount
 - b. Timing issues
 - c. Fixed or Variable
 - B. Apples-to-apples comparisons
 1. Who pays for what?
 - a. 401(k) contributions
 - b. Pension contributions
 - c. State and local taxes
 - d. Health benefits
 - e. Parking
 2. Draws, Salaries, Hold-backs/Retention Amounts
- IV. Partner recruiting approaches/processes
 - A. Head hunters
 1. Agreements
 - a. pros
 - b. cons
 - B. Firm targeted
 1. pros
 2. cons
 - C. First contact
 1. firm partner
 2. head hunter intermediary
 - D. Over the transom applications
 - E. Timing of offers
- V. Stepping up and taking control of the process
 - A. Roles of the Recruiting Department
 - B. Roles of the Marketing Department
- VI. Financial models
- VII. Conflicts / Due Diligence / Waivers
- VIII. On-boarding