



#NALPAnnual ANNUAL EDUCATION CONFERENCE
— April 18 – 22, 2017 —
SAN FRANCISCO, CA

Navigating to the Next Chapter: Strategies for In-house Placement of Law Firm Associates

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Weil's Career Exploration Explained

- Launched in 2013, Weil's career exploration program designates a senior administrative professional to provide resources and other services to its attorney network (current attorneys, alumni, clients and friends of the Firm) as they pursue employment opportunities and build professional relationships in the various industries for which we provide legal counsel.
- Suite of services include:
 - Interview Preparation and Resume Editing
 - Alumni-Associates Career Mentoring Program
 - Career Exploration Panels and Workshops Led by Recruiters and Alumni
 - Monthly Open Jobs E-mail Communication

How and why was the program established?

- Received survey and anecdotal feedback from associates that they were reluctant to initiate with some partners, career conversations that involved alternatives to private practice
- Associates would value a Firm-dedicated resource to this effort, as it would be perceived and received as an investment in associate satisfaction, and a commitment to their long-term professional development

How and why was the program established?

- Rollout Strategy
 - Executive Management and Partnership Buy-In
 - Communication to Associates
 - Liaise with Public Relations, Legal Personnel and Professional Development Committee Members
 - Solicit Support from Legal Recruiter Contacts
 - Marketing Campaign

How and why was the program established?

- Excerpt of Managing Partner's Communication to Partners

*Despite an abundance of talented associates at the Firm, we can't make all of those associates partner. In addition, not every talented associate aspires to become partner. Neither of those facts should be perceived as an **obstacle** to our development and training of those associates. To the contrary, this presents a great **opportunity** to invest in all of those associates because when they leave Weil, they become both the Firm's ambassadors and potential clients. Therefore, it is our responsibility to provide the guidance and resources to assist them in their transitions.*

Beyond Weil Marketing and Communications



Beyond Weil
Career Exploration Initiative

Job Opportunities – May 2015

The Beyond Weil Career Exploration Initiative facilitates professional connections and collaboration among Weil attorneys, alumni, clients and friends of the Firm. Below you will find employment positions and other opportunities for making impacts and thriving in the various industries for which the Firm provides legal counsel. Please contact Kito Huggins should you wish to publish opportunities to the Weil network, would like to provide feedback on this initiative or seek further information about positions. All inquiries will remain confidential.

Click on the job title for a complete description of the role and qualifications:

California and West Coast
Corporate and Securities Counsel, Varian Medical Systems, Inc. (5-10 years), Palo Alto, CA

New York, NY and Tri-State Area
Associate General Counsel, Russell Reynolds Associates (5-15 years), New York, NY
Leveraged Finance Attorney, Investment Bank, New York, NY
Corporate Counsel (7-10 years), New York, NY
Regulatory Compliance Attorney (2-3 years), New York, NY
Assistant General Counsel – Office of the Corporate Secretary, JPMorgan Chase, Brooklyn, NY
OFAC/AML/Sanctions Attorney, BNP Paribas (5+ years), New York, NY
Associate General Counsel, Employment, Tiffany & Co. (10 years), New York, NY

Southeast
Regulatory Compliance Attorney (7-10 years), Charlotte, NC

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Beyond Weil
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A panel of alumni, HR professionals, and in-house recruiters provides insights into the experiences and skills practicing lawyers should hone to succeed in **Media and Entertainment**.

Thursday, October 23, 2014
Weil New York Dining Room
4:00 pm
TGIT reception to follow at 5:00 pm

Please [click here](#) to RSVP and contact kito.huggins@weil.com for more information about this event.

Due to space constraints we have limited seating for external guests.

Speakers:

Laurie Becker (Moderator)
President of EP Dine

Michael A. Rona Esq. (Alumnus)
Vice President and Assistant General Counsel
CBS Broadcasting Inc.

Matthew Schwartz (Alumnus)
Counsel, Business and Legal Affairs – Content Distribution and Marketing
Viacom Media Networks

Jonathan Schwartz
General Counsel and Executive Vice President, Univision
Communications

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- Deliver Alumni and Placement Report at Annual Partner Meeting
- Deliver Department and Practice Group Specific Data
- Departures by Class Year
- Departures to Clients vs. Targets

Some Stats on Departing U.S. Associates

Jan. 2015 – March 2016

- **Associates left**
- went to a corporation or Firm client
- went to a law firm
- pursued career change
- left for personal reasons (all women)
- Remainder: Involuntary termination, Judicial clerkship, relocation, work for govt, etc.

What are the benefits of launching a career exploration program?

- Recruitment of Millennials
- Goodwill and Engendering Firm Loyalty
- Brand-Building for Firm
- Tool for Talent Retention and Development
- Business Development
 - New Matters and Expansion of Existing Client Relationships
 - Gather Competitive and Inside Organizational Intelligence

When should firms start making associates aware of the program?

- Legal Recruiting
- Summer Associate Program
- First Year Orientation
- Associate Town Halls
- Ad Hoc and Formal Performance Reviews

Success Stories

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Career Exploration Initiative

Be prepared for your next amazing career opportunity.
Consider **Beyond Weil.**

Rosemary Morgan
Corporate Counsel
MetLife Inc.

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Before you hire another lawyer, consider **Beyond Weil.**

From left to right:
Robert Jerry
JP Counsel
Facebook, Inc.
Mark Fiore
Associate General Counsel, JP
Facebook, Inc.
Sabrina Pershman
Lead Counsel, JP
Facebook, Inc.
All alumni of
Weil New York
Complex Commercial
Litigation Practice
Group

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Because you **believe** in the brand, consider **Beyond Weil.**

Jason Leichtung
Vice President, Risk Management
Morgan Stanley
Former Weil New York
Securities Litigation and
Corporate Governance Associate

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Recruiting Firms Partnering with Law Firms

- Provide current in-house job openings
 - Contribute monthly listings for newsletters
 - Direct contact with recruiting, alumni relations manager and administrative partners regarding specific openings
- Provide data on general market conditions to law firms
- Speaking on panels at law firm events and seminars
- Retention of associates by advising them on how to position themselves at their current firm in order to make a successful in-house transition

Sample In-house Job Listings for Newsletters/Email Communications

- **GVP, Law- Programming, Cable Telecom Company (12+ yrs.), Stamford, Ct.**

Our client, a national cable telecommunications company, seeks a senior media attorney to fill the position of GVP, Law-Programming. This individual will serve as the senior in-house legal counsel responsible for programming and content licensing matters. Responsibilities will include the negotiation and drafting of complex licensing and distribution agreements with cable networks, broadcast stations and other content providers. This position will involve advising the Company's senior management on a wide range of legal issues related to programming, including copyright and federal and state regulations. Successful candidates will have a minimum of 12 years of law firm/in-house experience with cable distribution or other types of digital content distribution and licensing. The GVP, Law, Programming shall oversee and manage a team of in-house attorneys and paralegals. Excellent compensation package. If you are interested, please contact Amy Echelman aechelman@epdine.com.

Sample In-house Job Listings for Newsletters/Email Communications

- **DIRECTOR, LEGAL INVESTMENT FUNDS (3-6 yrs), New York, NY**

Premiere global alternative asset manager with \$200B in assets under management seeks attorney with 3-6 years of fund formation experience to join its private funds legal team located in NYC. The position will involve assisting in fund operations, drafting and negotiating a wide variety of legal documents, managing corporate governance matters for fund entities, assisting with regulatory, strategic and fundraising matters. The ideal candidate has 3-5 years of fund formation experience (private equity funds preferred) in a major law firm or in-house. Stellar credentials, excellent interpersonal, written and verbal skills are required. Compensation is competitive. If interested, please contact Amy Echelman at aechelman@epdine.com.

Sample In-house Job Listings for Newsletters/Email Communications

Associate General Counsel – New York, NY

- Technology-based financial services company in downtown NYC is seeking to hire a general corporate/m&a attorney with 4-6+ years of experience.
- The successful attorney candidate will be responsible for providing legal advice to internal clients on a variety of legal matters regarding day-to-day corporate generalist work such as:
 - Working very closely with business clients in structuring, negotiating and drafting a variety of commercial and technology agreements such as NDAs, software licenses, maintenance agreements, outsourcing agreements, professional services agreements and system access agreements, from a customer and vendor's perspective
 - Working on m&a and joint venture transactions
 - Designing, implementing and updating template agreements
 - Maintaining and filling state corporate registrations
 - Advising on corporate governance practices
 - Supporting human resource personnel

This would be the 3rd lawyer and report directly to the General Counsel. Please send resumes to Melissa Coltery at mcollery@epdine.com.

Contact Information

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