

MEMORANDUM

TO: Lynn Iding, NALP Board Liaison

CC: Fred Thrasher, NALP Deputy Director
Claire Nash, NALP Member Services Coordinator

FROM: Amy Ross, Ropes & Gray
Carrie Weintraub, Holland & Knight

DATE: June 24, 2021

RE: First Board Report – Legal Employer Chief Officers Interest Group

We are pleased to submit our first quarter NALP Board report as co-chairs of the Legal Employer Chief Officers Interest Group for the 2021-2022 year. We have held two meetings of the group so far. The first meeting was in May. The second meeting was in June. We plan to hold monthly meetings throughout the year.

May Meeting

During the May meeting, we discussed plans for the group for the upcoming year. We agreed to schedule in advance a meeting each month on the same day and time so members can plan ahead and to solicit topics before of each meeting. We also reminded members about NALP Connect and invited group members to introduce themselves to the group, particularly if they are new.

We then discussed firms' plans regarding return to office as this is a topic that is top of mind for many. Specifically, we shared with one another information regarding when firms would require their personnel to return to the office, whether the return would be accomplished in phases, and firms' plans with respect to remote work post return for lawyers and staff. This discussion provided helpful market information to group members.

June Meeting

During the June meeting, we again encouraged a few members to introduce themselves to continue to build and strengthen connections among members. We then discussed the following substantive topics and again shared helpful market information with one another: whether firms are measuring vaccination rates among firm personnel; whether firms are incenting personnel to get vaccinated; steps firms are taking to address the impact of remote work during the COVID-19 pandemic on the integration and professional development of entry-level associates; and tools firms are using or will use to manage hybrid work schedules for lawyers or staff. We then discussed whether firms are considering holding in-person OCI call-back interviews or will conduct those interviews via Zoom and whether orientation and training for the incoming fall class will be conducted virtually or in person. Lastly, our Board liaison reminded meeting participants that there are opportunities available to write articles for the NALP Bulletin.