

## MEMORANDUM

**TO:** Fred Thrasher, NALP Deputy Director  
Kay Nash, Board Liaison

**FROM:** Jean Durling, Fox Rothschild LLP  
Ryan Galvin, Stradley Ronon Stevens & Young, LLP

**DATE:** January 29, 2026

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

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Since our last report, we hosted monthly meetings in November, December 2025, and January 2026. The topics discussed at each meeting are listed below:

November 19, 2025

- Symposium update – moved to March to gain higher attendance.
- In-office attendance – reactions to firms increasing expectations.
- Recommendations for Recruiters for Chief and Director positions.
- Recommendations for leadership coaches for Managing Partners (promoted from within) and practice leader promotions.
- Income partner compensation (not asking for comp/categories) but how many use a scorecard methodology and whether any firms use a consultant to create it; if so, who?
- Bonus season.
- Any new AI tools that firms have rolled out firmwide – the AI topics have led to robust discussion and will be a topic for Symposium.

December 17, 2025

- What are firms doing to incentivize people to leverage their network for recruiting besides referral bonuses, specifically for partner recruiting?
- Is anyone dealing with associates asking for billable credit for piloting AI tools?
- Update on Winter Symposium – Planning Committee.
- Hot topics?

January 21, 2026

- NALP Conference – feedback from group on holding formal meeting during conference or just social gathering. We decided to do both.
- Update on Symposium Planning – Planning team to meet 1/23; Looking for space in NY for March 4.
- Discussed staffing of Benefit function – led to discussion of overall staffing. Will re-circulate our research as shared by members of the group and update as on-going project.

We are focused on the planning of the group's annual Symposium. We are scheduled to meet in New York on March 4 with an evening social gathering on March 3 for anyone who is interested. Our planning team is working on a final agenda. Our topical focus is GenAI and the impact from a number

of different perspectives. See below:

- GenAI 101 – what are the tools available and what are firms using, a dive into how to gain adoption (general overview; perhaps a KM or GenAI expert from one of our firms)
- GenAI in recruiting (what firms are using to create efficiency, improve the hiring/interviewing process, etc.)
- GenAI in talent development
- GenAI in performance management (FloPerform or other firm approaches) and HR

We may also include breakout sessions during the lunch hour, with each table entertaining a different topic outside of GenAI that came up in our survey results (for those who want to discuss the accelerated recruiting process, lateral integration, wellbeing, DEI, alternative paths for associates).

At our meetings, we continue to discuss options/ideas for performance evaluations.

Another frequent topic is the challenge of the recruiting cycle and the impact of earlier interview dates on the process and students. We are monitoring this and sensing fatigue around this topic/issue.

We continue to try to capture a slightly larger audience by posting information with other NALP Sections and groups, i.e., Experienced Professionals to make sure we are not missing members where this group could be a resource.

In closing, please let us know if the Board supports the proposed topic for our Symposium. Also, if the Board would like us to address any other specific areas or topics that could be helpful to the broader NALP membership during the Symposium or during our monthly meetings, we are happy to do so.

Thank you.

Jean and Ryan