

MEMORANDUM

To: Deborah Snyder, NALP Board Liaison & Alison Ashe-Card, NALP President

From: Jessi Hoffer & Paul Johnson, Section Co-Chairs

Date: March 25, 2026

Re: Experienced Professionals Section, 4th Quarterly Report

The Experienced Professionals Section has experienced an uptick in activity during Q4, partly owing to preparations being made by various presenters for the April AEC, and partly because summer 2027 recruiting activities seem to be winding down.

Section membership is up slightly, increasing from 451 members to in Q4 2025 to 475 members in Q4 2026.

Environmental Scanning

During the most recent Vice Chair meeting on March 4, 2026, the group inquired as to whether NALP would increase the frequency of the Newer Professionals Conference(s) given the attendance waitlists and growth in the Training and Development space (on the recruiting side).

The group also discussed the increase in partner recruiting information (both at the upcoming AEC and at the recent Lateral Recruiting Summit). The consensus was that we hope NALP will continue to expand partner recruiting sessions, training, etc. Additionally, law firm employers specializing in this space could use some assistance in shaping arguments for attendance for this team at NALP conferences.

EP Workgroup Reports

AEC Proposals/Bulletin+ Articles/Webinars Vice Chairs: Adam Gratch & Khevna Patel

This group has a plethora of content ideas but continues to look for people to either write articles or present. They are specifically in need of Bulletin+ articles, while there is less of a need for AEC presenters.

The general feedback is that members have the ideas just not the time to execute. (Unclear if this is due to the chaos of the current recruiting season/changes or if this is standard.)

Member Advancement & Pipeline Development Vice Chairs: Shannon DeGennaro and Dorianna Phillips

Our Vice Chairs are regrouping on what other charges might be useful for this work group moving forward. They are also focusing on ways to push out the recently created resources to the intended audience. The group is looking into potentially sharing content with law schools and law firms via newsletters and alumni portals. There is discussion of promoting the content on regional calls, section meetings, and through the city groups. The group will continue to investigate avenues for promoting and circulating these materials.

Newer/Experienced Professionals Collaboration Vice Chairs: Frannie DeSimone and Bruce Elvin

The Vice Chairs have continued the good momentum with the Newer Professionals (NP) Section and hosted a webinar on February 19 with a focus on self-advocacy and soliciting feedback. Bruce reported that there was great conversation about navigating your career and how to coach yourself. The group is meeting again in the immediate future to solidify details for an additional panel to take place in late April / early May.

Retirement Advisement Network (RAN) Vice Chairs: Betsy Armour & Tom Schoenherr

The RAN Group met on March 3, with 23 members present, and is proud to share the membership roster has grown to a total of 48 retiree members. The group is looking forward to hosting an information table near the NALP registration table with RAN members available to answer questions at the upcoming AEC. Their AEC presentation will focus on succession planning for both attorneys as well as law firm administrators. The panel will discuss best practices and how to strategize your own career growth in the face of organizational changes.

RAN co-authored two bulletin articles this quarter. The first, published in February 2026, was a joint effort with the Law Firm Alumni Relations section; and the second was an article on career shifts and moving from a NALP organization to consulting or coaching, which was published in March 2026. One additional focus during Q3 was to publicize “gig opportunities” for members; in fact, they have already advertised five such opportunities during this calendar year.

Well-being Vice Chair:

We look forward to focusing on Well-being with a Vice Chair assignment next year.

In summary, our section and its workgroups continue to work on content for the Experienced Professionals section and the broader NALP community. We look forward to seeing some of the group in person at the AEC and online at our February meeting.

Respectfully submitted,

Jessi Hoffer & Paul Johnson – Section Co-Chairs