

## MEMORANDUM

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

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

**Date:** June 26, 2025

**Re:** Experienced Professionals Section, 1st Quarterly Report

---

The 2025-2026 NALP year is off to a busy and exciting start! We are pleased to report that we had a well-attended lunch meeting at the AEC in Cleveland and a good follow-up meeting via Zoom to get the year kicked off. While we continue to see a good level of engagement and interest in volunteering within the section, with the changes in the law student recruiting timeline, we're off to a slightly slower start than in past years. We anticipate this will pick up in Q2 when recruiting activity has subsided.

Section membership is down slightly from Q4 of the 2024-2025 NALP year, decreasing from 471 to 461 members.

### **EP Workgroup Reports**

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

The AEC Proposal process has been slower than normal, likely due to both the changes in the law student recruiting timeline and the later deadline. The Vice Chairs are seeing a fair number of people willing to be on an RFP but are lacking in actual RFP concepts. The group plans to push out more requests and solicit engagement after the July 4 holiday and anticipates an increase in activity next month in advance of the August deadline.

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

This group wrapped up the 2024-2025 year with the production of a sister publication to one drafted for transitions to law school career services jobs, intended for those considering a transition from legal practice to a career in legal employer talent management positions (recruiting, professional development, inclusion, etc.). The final copy will be circulated in the

near future, and the Vice Chairs ask the board to provide feedback or next steps on this document and identify any additional tasks to be addressed for the 2025-2026 year.

***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 are drafting an exciting slate of programs for the coming NALP year. They have a late September/early October program planned to focus on realistic goal setting, dealing with setbacks, and advocating for yourself. They are planning for an additional session in late February/early March which will build on topics covered in the fall session, with a focus on how to build a trusted board that will advocate for you.

The group is exploring the potential for a Bulletin+ article series as a follow-up or companion to these sessions.

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

The RAN Group is off to a busy start this summer, having recently hosted a RAN advisors' meeting in mid-June. The group has continued adding members and has increased to a total of 41 active members! During the meeting the group discussed RFPs for the 2026 AEC, including "To Gig or Not to Gig," which would focus on post-retirement employment opportunities. The group is looking forward to meeting with members and prospective members at the 2026 AEC and plans to approach NALP leadership about potentially hosting a table at the event.

The group is focusing on confidentiality of membership, and being sensitive to NALP members interested in the network but who don't want people knowing they may be considering retirement.

***Well-being Vice Chair: TBD***

We are still looking to appoint a Well-being Vice Chair for the 2025-2026 year.

In summary, our section and its workgroups are hard at work developing content for our section members and for NALP members generally, in many different forms. We are honored to be leading such a talented group, and we look forward to continuing to report on the activities of our section in the months ahead!

Respectfully submitted,

*Jessi Hoffer & Paul Johnson* – Section Co-Chairs