

## MEMORANDUM

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

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

**Date:** October 16, 2025

**Re:** Experienced Professionals Section, 2nd Quarterly Report

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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 got off to a slightly slower start than in past years. The disruptions to the “normal calendar” for members caused by this extremely early recruiting continues to be a major topic of discussion, including during the Section’s most recent Zoom meeting on September 24, 2025.

Section membership is down slightly from Q4 of the 2024-2025 NALP year, decreasing from 471 to 451 members (which is also a decrease from 461 in Q1 of the 2025-2026 NALP year).

### **EP Workgroup Reports**

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

The Section had nine (9) AEC proposals submitted on a range of topics, including professional development support for parents, gig work for retired or semi-retired law career professionals, and the need for law school career services offices to provide advice to law firm recruiters on how they interact with students to help improve recruiting efforts and outcomes. We look forward to hearing from our members regarding which programs have been selected.

#### ***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 document, “From Lawyer to Law Firm Career Professional,” was circulated via NALP Connect on September 23, 2025, with a note indicating that the document will be added to the main NALP site soon, and the Vice

Chairs asked the board to provide feedback or next steps on this document and identify any additional tasks to be addressed for the 2025-2026 year. The Vice Chairs of this workgroup could not join the Section's Zoom call on September 24, 2025, but we will continue to engage with them to gauge whether there are unaddressed needs within their ambit.

***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 had a late September/early October program planned to focus on realistic goal setting, dealing with setbacks, and advocating for yourself; the Vice Chairs did not have an update during the most recent Section meeting. They are also 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***

During the September Section meeting, Betsy discussed the RFPs submitted for the 2026 AEC, including in particular "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