

Memorandum

TO: NALP Board of Directors

FROM: Laura DeRise (Javelin Search) and Emily Reichs (Faegre Drinker)

DATE: June 26, 2025

RE: NALP Lateral Recruiting Interest Group – July 2025

The NALP Lateral Recruiting Interest Group is newly formed for the 2025-2026 NALP year and is being co-chaired by Laura DeRise (Javelin Search) and Emily Reichs (Faegre Drinker). Charges for the group will be to develop resources aimed at lateral associate and partner recruiting, including:

- Programming at the Annual Education Conference (April 2026)
- Programming at the Lateral Recruiting Summit (January 2026)
- Bulletin+ articles
- Results of environmental scanning efforts
- Other resources to be made available on NALPconnect and the NALP website.

Within the next week, we will circulate a survey that will ask our members to prioritize topics of interest for the year, as well as help us to better understand the functional role composition of our group's membership (i.e. associate recruiting, partner recruiting, integration, professional development, D&I, etc.).

2025 – 2026 Meetings

The group held its kick-off meeting on June 18, with around 50 attendees. We advised group members to join the new Lateral Recruiting Interest Group community on NALPconnect so they will receive notifications about future meetings and initiatives (there are currently 52 members, and we expect this number to grow). We will continue to cross-post announcements for the duration of the 2025-26 NALP calendar year in the Recruiting Section community to facilitate informing the membership about the new group..

The group discussed cadence of meetings and decided on quarterly meetings, which have been confirmed for August 20, November 5, January 28 and March 10, all at 1:00 p.m. ET. There is also an interest in doing smaller break-out sessions specific to partner or associate recruiting. Our goal is to host two partner-specific and two associate-specific sessions this year.

Lateral Associate Hiring Best Practices Guide

Last year's Lateral Associate Recruiting Workgroup formed a subgroup to update the Lateral Associate Hiring Best Practice Guide, which is publicly available on NALP's website and was last updated in 2020. The subgroup is currently completing updates and will send to NALP for final review in August. Subgroup members include DeAnna Bumstead-Yearly (Akin Gump), Katie Greene (Neal

Gerber Eisenberg), Shaina Hearn (Fisher Phillips), Becca Levine (Top Tier Legal), Meghan Pier (Jackson Walker), Emily Reichs (Faegre Drinker), Lauren Tapper (Benesch), and Wanda Woods (Ropes & Gray).

Lateral Recruiting Summit

The group discussed reinstating the Lateral Recruiting Summit, which is being actively discussed by the NALP Board. Mary Beal shared that the date of the summit has been confirmed as January 22, 2026 in NY. The one-day conference will take place the day after the Legal Recruiting Summit so members have the option to attend both.

Improving Engagement through Content

The group discussed the Board's and Staff's demonstrated commitment to prioritizing increased content around lateral recruiting. We encouraged members to continue to engage with the various new lateral-focused initiatives and stressed the importance of membership volunteerism for purposes of generating more lateral-focused content for the AEC, Bulletin+, Lateral Summit, etc.