Memorandum

TO: NALP Board of Directors

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

DATE: January 29, 2026

RE: NALP Lateral Recruiting Interest Group – January 2026

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
- Bulletin+ articles
- Results of environmental scanning efforts
- Other resources to be made available on NALPconnect and the NALP website.

2025 – 2026 Meetings

The group's second meeting took place on November 5, 2025 via Zoom and the topic was "AI in Recruiting," a subject identified as a key area of interest in the survey we circulated at the beginning of the year. We were joined by Marcia Narine Weldon (Legal AI Consultant, lecturer at University of Miami School of Law, and NALP AI Task Force Member), and Emily Coveyou (Associate Recruiting Manager at Faegre Drinker and co-chair of NALP's AI Task Force). Around 85 members were in attendance.

Emily summarized insights from a recent NALP Bulletin article written by members of the AI Task Force, "Work Smarter, Not Harder," offering practical strategies for legal recruiters to utilize AI in streamlining administrative tasks. She provided practical prompts and tips for using AI to summarize, create, analyze and consult. Members voiced concerns about candidates' use of AI-Notetaker tools during interviews and how firms are addressing these issues.

Marcia Narine Weldon shared her legal expertise on privacy and compliance issues, how to evaluate and select a vendor, and the difference between using secure enterprise platforms versus public tools. She underscored the importance of fact-checking everything and how the human component is still critical when using AI as a resource. Marcia provided a white paper/checklist of best practices which was circulated to the interest group on December 17.

The group's third meeting took place on January 28, 2026 via Zoom and we discussed managing search firm relationships, which was another topic of interest highlighted in our survey. The meeting was structured as a peer-driven roundtable and fostered productive conversations about how to choose the right search firm partner, how to keep certain headhunters engaged while communicating to others that you are choosing not to partner with them, and how to navigate other tricky situations and negotiations with search firms.

Our next interest group meeting is scheduled for Tuesday, March 10, 2026 at 1:00 ET.

<u>Lateral Recruiting Summit</u>

The sold-out Lateral Recruiting Summit took place on January 22, 2026 at Fordham University School of Law. Feedback from the interest group was overwhelmingly positive and attendees supported the return of the summit on an annual basis. More specific feedback is as follows:

- We asked attendees to share the most valuable takeaways from the programming:

  - Focused subject matter.

  - The opportunity to network with other law firm recruiters who specialize in lateral recruiting. The roundtables were extremely valuable, and it was suggested that we provide time for additional roundtable discussions.

  - Compared to NALSC programming which leans toward partner recruiting, the NALP summit equally covered associate and partner recruiting topics. Additionally, the content was geared more towards law firm recruiters versus search firms.

  - The pacing of the individual sessions and day in general was excellent.

  - The summit provided a unique space for a specialized audience; this type of space is challenging to replicate at AEC or NALSC conferences.

  - Attendees appreciated the menti.com polling during sessions and the handouts that some panelists provided.

- Something you'd like to see incorporated into future summits:

  - Programming on the structure of recruiting teams and what other firms' teams look like.

  - Technology – how managing data and technology can improve the candidate experience (for example, working with LPQs).

  - Time for additional roundtables.

  - Case study – something interactive similar to the "fireside chat" style of the final presentation on direct sourcing.