

## **MEMORANDUM**

---

To: Shannon Burke, Board Liaison

Cc: Fred Thrasher, Deputy Director

From: Pascale Bishop and Tyler Szymczak, Co-Chairs, Lawyer On-Boarding & Integration Section

Date: March 26, 2026

Re: Fourth Quarter Board Report, NALP Lawyer On-Boarding & Integration Section

---

### **Leadership**

As noted in our last quarterly report, after two years of chairing the Lawyer Onboarding & Integration section, Pascale will be stepping back following the AEC meeting in April. Tyler will remain in a leadership role with a new co-chair, whom we are working with Mike Ende to identify. Additionally, we are happy to implement any changes the Board may have for the next annual cycle.

### **Group Engagement**

Our section has grown to 166 members. Since our last board report, we have held one meeting, described below.

### **February 17, 2026, Section Meeting**

Our hot-topic discussion focused on "Enhancing Onboarding and Integration with Technology." Members shared tools they are using, approaches to blending technology with human interaction, and perspectives on the impact of AI on onboarding. Highlights included:

- Standardized communications (welcome emails, training instructions, benefits enrollment)
- Smart document processing (extracting data from IDs, resumes, etc.)
- Automating repetitive tasks

### **Future Meetings**

Our next meeting will be in person during the 2026 AEC in Hollywood, FL, on Wednesday, April 15, from 7:30 am to 8:45 am. We plan to discuss the timing and cadence of meetings going forward.

At Mary Beal's excellent recommendation, we've reached out to Alejandra Ramirez, a communications consultant specializing in organizational change within law firms, to explore having her as a guest speaker at a future meeting. Alejandra has experience with lateral partner onboarding and top-down communications, which is very relevant to our section.

### **Presentations and Articles**

As noted in our last quarterly report, we are excited to sponsor three breakout sessions at the Annual Education Conference:

1. "Copying is a Compliment: Borrowing the Best Integration Ideas from Other Industries," Pascale Bishop, Jill Caughie, Melissa Berry, Kaushi Muthukuda
2. "Raising the Bar: Group Coaching Law Students & 1st Year Attorneys to Success," Laura Yerhot, Elizabeth Peck, Tiffany Jordan, Jennifer Jana
3. "The More the Merrier: Integrating Groups or New Offices," Kelly Ryan, Shannon DeGennaro, Kaitlyn Connolly