

MEMORANDUM

TO: Fred Thrasher, NALP Deputy Director

FROM: Jean Durling, Fox Rothschild LLP
Ryan Galvin, Stradley Ronon Stevens & Young, LLP

DATE: June 26, 2025

RE: Board Report – Legal Employer Chief Officers Interest Group

Since our last report, we hosted monthly meetings in April, May, and June 2025.

Our April meeting was a networking event on April 8 in Cleveland, Ohio leading into the Annual Education Conference. There was no formal agenda.

May 21, 2025, Meeting Agenda:

- Welcome
- Introduction of new Co-Chair Ryan Galvin
- Thank you to Tim Henderson
- Discussion Topics
 - Evaluation tools being used by others for Associate and Staff evaluation processes.
 - Feedback on candidate screening platforms, i.e., Spark Hire, TestGorilla, HireVue or others
 - Suggestions: Content for future meetings
 - Meeting schedule for the remainder of the year
 - Updated e-mail distribution list

June 18, 2025, Meeting Agenda:

- August meeting - “Sneak peek” of FloRecruit’s new performance management product.
- 2025 NALP Chief Officer Group - Fall Symposium.
- Lateral Partner Integration – best practices and processes you use.
- Personality Assessments during the interview process (leadership aptitude, ability to work in a team, tools to assess “culture fit”)
- Employee Referral programs – eligibility criteria, referral bonus; any interesting ways you are “incentivizing” (if at all) current partners to make recommendations for lateral partner candidates in their networks?
- Classes, webinars, presenters on using AI in HR (whether in recruiting, PD, etc.); separately – any class, webinar, etc. on the legal issues or things to watch out for when HR is using AI?
- Can anyone recommend a great presenter on teaching leadership change management techniques for themselves and their teams or inspirational leadership through change?

One continuing area of concern raised by members of the group is finding better technological solutions to support the evaluation process. Members have raised concerns with the reliability and customer service with the viGlobal evaluation tool since Aderant purchased the vi suite. FloRecruit will be joining our August call to preview their new performance management product, and we plan to invite Steve Gluckman to do the same.

We are also attempting to engage with a slightly larger audience by posting information with other NALP Sections and groups, i.e., Experienced Professionals to make sure we are not missing members where this group could be a resource.

The group would like to hold another Symposium in the Fall. We are beginning the planning process now and will vet content ideas with the Board before finalizing if the Board supports the continuation of this event. The group feedback indicates that meeting in person is valuable and provides an opportunity to explore several topics of interest in more detail.

In closing, please let us know if the Board would like us to address any specific areas or topics that could be helpful to the broader NALP membership.

Thank you.

Jean and Ryan