

MEMORANDUM

TO: Fred Thrasher, NALP Deputy Director

FROM: Tim Henderson, Finnegan
Donatella Verrico, Lowenstein Sandler

DATE: February 3, 2024

RE: Board Report – Legal Employer Chief Officers Interest Group

Since our last report, we held a NALP Chief Interest Group Symposium in Washington, DC in November 2023, and a monthly meeting in January 2024. In addition, we are planning a Chief-focused program for the 2024 NALP Educational Conference (details TBA in our next report).

NALP Chief Symposium, November 16, 2024 (Cozen O'Connor offices, Washington, DC)

- 9:00 - 10:00 A.M. | Navigating the Generative AI Revolution: HR Insights and Ethical Considerations, Kevin Iredell, Chief Marketing Officer, Lowenstein Sandler
- 10:15 - 11:15 A.M. | Chief Self-Care- How to Uplevel Your Success by Increasing Your Energy & Wellbeing, Anjali Garg, Founder | Executive Coach, Your Coach To Soar
- 11:15 A.M. - 12:00 P.M. | Should I Stay or Should I Go?, Catherine Duke, Chief Talent Officer, Robinson Cole and Fiona Trevelyan Hornblower, President & CEO, The NALP Foundation
- 12:00 - 1:30 P.M. | Integration Hackathon Luncheon, Nicole Archibald, Director of Legal Recruiting, Foley Hoag and Donna Manion, Executive Director, Operations and Personnel, Cahill Gordon & Reindel
- 1:45 - 2:45 P.M. | Students for Fair Admissions v. President & Fellows of Harvard College: How Firms Are Reacting, (Moderator) Shauna Bryce, CEO, Founder, and Managing Principal, Bryce Legal and Debra Friedman, Member, Cozen O'Connor
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January 17, 2024 Monthly Meeting Agenda

- Issues with viGlobal/Aderant: Customer service, wave platforms, etc.
- Where does leave management fall in your organization? Who oversees and are there coordinators internally or outsourced to track it?
- Hybrid policy enforcement
- As a follow up to our conversation in the Fall. Have there been any updates to status or structure of law firm affinity groups?
- I would love to learn more about associate development and advancement programming.
- Not a topic but question for the group - To the extent you're involved, which search firms do you use for Director, Chief level searches at your firm, across all functions and major cities, particularly NY? Are some better than others and what are the pitfalls, if any?
- Precruiting and now Stanford moving OCI to late June / early July. What is NALP doing (or what should NALP be doing) as this seems to be a race to the bottom.

NALP Chief Group Report
February 2024

- How many firms are still using a punch in/out system v. a self-directed time sheet for our non-exempt employees? How are you monitoring OT for non-exempt employees?
- Are law firms providing attorneys with billable hour credit for participation in mentor activities?
- Ideas for NALP Educational Conference Chief session

Our plan is to continue our monthly meetings through 2024.