

M E M O R A N D U M

March 21, 2019

TO: Meaghan Hagner, NALP Member Services Manager
 Dyana Barninger, NALP Board Liaison

FROM: Jenny Li, 2018-19 NALP Recruiting Section Chair

RE: NALP Recruiting Section Board Report Q2 2019

Below please find a report of the Recruiting Section's activities during the fourth quarter of the 2018-19 NALP year.

Approximately 15 members joined the Recruiting Section quarterly call on Tuesday, March 12, 2019. The agenda (posted on NALPconnect) is below:

- **Professionalism & Recruiting Training Videos (Melissa Forshey Schwind)**
 - Status update from workgroup
- **Lateral Hiring (Laura Dolan and Liz Soderberg)**
 - Status update from workgroup on Lateral Hiring Best Practices Guide
- **Sexual Harassment & Recruiting Conduct (Jennifer Gewertz)**
 - Status update from workgroup
- **1L Recruiting (Group Discussion)**
 - Possible topics:
 - Schools: any changes in counseling strategies or programming?
 - Employers: any changes or new trends?
- **Reminders**
 - 2019 Associate Salary Survey due Wednesday, March 13
 - Directory of Legal Employers due Wednesday, March 13
 - Free Member Webinar: Successfully Navigating the NALP Conference on Thursday, March 28 at 10:00 AM PT/1:00 PM ET
 - Live Recruiting Section Meeting at NALP Annual Education Conference on Wednesday, April 10 from 4:15 to 5:30 PM in Aqua Salon A/B/C. I hope to see many of you in person!

Work Groups

Lateral Hiring

Vice Chairs: Laura Dolan (Bass Berry) and Elizabeth Soderberg (Kirkland & Ellis)

Laura and Liz, along with workgroup members Justina Gonzalez Fabrizio (Fried Frank), Lauren Marsh (Akin Gump), Michelle Soto (Fried Frank), Nicole Wanzer (Morrison & Foerster), and Christine Whitehead (Hogan Lovells) are finalizing their updates to Third Edition of the Lateral Hiring Best Practices Guide. We will circulate the new version to the Board for review upon completion.

Professionalism & Recruiting Training Videos

Vice Chair: Melissa Forshey Schwind (Ward and Smith)

Given NALP's new Principles for a Fair and Ethical Recruitment Process, the NALP office has removed outdated videos that are no longer applicable. Georgia Emery Gray, NALP 2019-20 President, has built this project into her Business Plan, and we anticipate needing additional volunteers for this workgroup in collaboration with the JD Career Advisors and Law Student Professional Development sections for the next NALP cycle.

Sexual Harassment & Recruiting Conduct

Vice Chair: Jennifer Gewertz (Arnold & Porter)

In collaboration with the JD Career Advisors Section, the work group is making progress on their list of considerations for schools and employers and the resource guide. The content and format are being finalized, and the workgroup anticipate having a draft for the Board to review before the Annual Education Conference.

Etc.

The Recruiting Section added 17 new members and lost three members from February 1 through March 21, 2019. The section has a total of 427 members as of March 21, 2019.

Finally, I am thrilled to report that your 2019-20 NALP Recruiting Section Chair will be Michelle Le Biavant (Perkins Coie)! Michelle has previously served as a Regional Representative for the West/Rocky Mountain Region, and as a Vice Chair of the OCI Forms Workgroup of the Recruiting Section.