

MEMORANDUM

Kisha Nunez, NALP Board Liaison, Recruiting Section

TO: Fred Thrasher, NALP Deputy Director

FROM: Dyana Pinkerton Barninger
Firmwide Associate Director of Legal Recruitment & Development
K&L Gates LLP

DATE: March 20, 2014

Re: NALP Recruiting Section Board Report

Please find below a report of the Recruiting Section's activities during the fourth quarter of the 2013-2014 NALP Year.

Summary

The Recruiting Section continued work on its charges for this year and held a short brainstorming Section call in mid-March. The progress of each working group, as well as a recap from our recent call, is detailed below.

Work Groups

NALP Bulletin Article Work Group

Vice Chair: Kate Kerr, FLEX, Fenwick & West, San Francisco

Work for this group was completed with the published article in the March Bulletin: "*Check Your Label - Are You HR or Are You an Attorney Recruiter?*" In total, Kate facilitated the publication of three articles this year on behalf of the Section.

Recruitment Professionals 201 Course

Vice Chair: Lauren Marsh, Akin Gump, Washington, DC

Lauren continued her work with the Experienced Professionals Section to determine the best framework for the 201 program, as the conference draws near and the program takes more defined shape. The Sections collaborated on topics to cover and on the format. The group developed a program that covers a broad spectrum of topics to ensure it will be beneficial to conference attendees who are seeking training beyond the basics. We are expecting a successful inaugural program at this year's conference. Should we proceed with a similar program in future years, there are some areas for improvement with how to best foster collaboration between the two Sections in the program development stages, which we would be happy to discuss further.

Form Review Work Group

Vice Chair: Diana Ross-Butler, Paul Hastings, Atlanta

Work for this group was completed in Q2; no additional work has been done in this area.

Annual Education Conference Presenters Work Group

Vice Chair: Holly Barocio, Neal Gerber Eisenberg, Chicago

Work for this group was completed in Q2; no additional work was been done in this area. We look forward to seeing the four RFPs that were selected turn into live sessions at the AEC next month!

Other Discussion Items of Note

March Section Call

Our last quarterly call had a relatively short agenda as compared to previous calls. We discussed a few items related to the upcoming conference:

- Tuesday's Open House - we have prepared a hand-out regarding the Section and it's work, which will be finalized shortly before the conference (we want to include new leadership names); we encouraged members to stop by and to let others know to do so as well.
- Reminded members which four programs being presented in Seattle were the result of Recruiting Section RFP's.
- The meeting time of the in-person Section meeting.

We also discussed the formation of work groups for the upcoming NALP year that will focus on issues and topics related to lateral hiring and small-to-medium size firms. We've gotten volunteers to help lead efforts related to lateral hiring (which I have passed along to Terry), but none yet for the small-to-medium size employers. We will likely need to do some outreach to find a leader for that work group.

Finally, we began initial brainstorming for RFP ideas for next year's conference in Chicago. Some examples include:

- Recruiting and on-boarding for offices outside the U.S.
- Alternative career models (suggested by M. Priddy and to include the Bingham model)
- Antitrust laws relevant to recruitment professionals
- Alternative sourcing methods for laterals
 - To include recruitment practices for non-traditional lawyer roles
- Risk management for recruitment professionals
- Talent assessment products and predictive indices - what's out there and what should we look to adapt at legal employers?
- Interviewing tactics
- Partner recruitment topics

We have a good start and hope this base of ideas will make our in-person meeting in Seattle more productive and also lead to more successful submissions from the Section as compared to 2013.

Overall, the Section has had a solid year and contributed to the overall goals of the organization. We had a very active RFP submission process in the Summer, published three articles, hosted one webinar and hosted quarterly calls to engage with members and update them on industry news, which required collaboration with the Judicial Clerkship and Experienced Professionals Sections, along with the RRC, at various times over the course of the year. Engagement, while still a challenge, should improve with the new work groups. I've also seen an uptick in members joining the Section on NALPConnect and engaging in that arena (we went from 288 members in June 2013 to 318 by March 15, 2014), which is promising.

I hope this is useful in providing an update on the work done by the Recruiting Section in the 2013-2014 NALP year. If you would like additional details about any of the topics raised above, please don't hesitate to reach out. Thank you for the opportunity to lead the group this year - it has been both rewarding and challenging!

DPB