

# Memorandum

**DATE:** April 4, 2013

**TO:** Fred Thrasher, NALP Deputy Director  
Crist Modesto, NALP Board Liaison, Recruiting Section

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**RE:** **NALP Recruiting Section Board Report**

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Please find below the final report of the Recruiting Section's activities during the fourth Quarter of the 2012-2013 NALP Year.

## **Summary**

The Recruiting Section activity this past quarter focused on making some minor modifications to the NALP OCI Expense Form, soliciting authors for the Bulletin Articles and providing a summer program quick take survey to the NALP office for late winter distribution.

## **Recruiting Section Member Communication**

We continued to try and post updates and section discussion topics to the Recruiting Section NALP Connect page.

## **RFP Group**

There are no recent developments to report as the RFPs have been selected and presenters notified. We look forward to seeing our RFPs that were selected turn into live sessions at NALP later this month!

## **Bulletin Article Group**

Anna Friesenhahn Whitener has secured several bulletin articles and writers for the NALP Bulletin.

The Recruiting section published an article in the March Bulletin titled, "Best Practices in Lateral Associate Onboarding" which was authored by Wanda Woods of Baker Hostetler. In the article it discussed how a well planned and executed on-boarding process for associates can lay the foundation for long-term success for the firm and the new lateral.

Also posted in February, was an article written by Amy Pretty of McGuire Woods titled, "Beyond the Mock Trial: Establishing Core Competencies and Relevant Training Curriculum for Summer Associates". The article discussed three examples of training opportunities related to training summer associates on 'soft skills', the law firm as a business and practice development.

### **Form Review Work Group**

Cindy Jahr Evans received a suggestion from a Recruiting Section member who stated, "I have found that communicating with the points of contact at other firms by phone is very challenging at this hectic time of year. Is there any way that the NALP Expense form could include a column for the contact at each firm's email?"

The Section agreed with her suggestion and has edited the NALP expense form for approval by the NALP office.

### **Cutting Edge Information Analysis & Real Time Data Collection**

The Section proposed a QuickTake survey to focus on the Summer Program to be distributed in February 2013. This Summer Program survey was sent to the NALP office for review and distribution.

### **NALP Connect**

Jessica Buchsbaum & Ben Litman are the vice-chairs of this group. We have posted discussion topics surrounding former bulletin articles that were written and soliciting for new bulletin writers. We continued to work on innovative ways to engage our Recruiting Section membership on NALP Connect during the course of the past year.