

**MEMORANDUM**

**DATE** March 27, 2017

**TO** Brad Sprayberry, NALP Board Liaison, Recruiting Section  
Fred Thrasher, NALP Deputy Director

**FROM** Nicole Oddo Smith, 2016-2017 NALP Recruiting Section Chair

**RE** NALP Recruiting Section Fourth Quarter Board Report

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Please find below a report of the Recruiting Section's activities during the fourth quarter of the 2016-2017 NALP year.

**Recruiting Call**

The Recruiting Section held a Section call on March 7, 2017. We had a good but rather quiet call. We heard a report from the board, discussed the upcoming Annual Education Conference (April), the upcoming Lateral Recruiting Summit (June), feedback from the Recruiting Summit, and reports from the Small/ Mid-Sized Firms Group and Lateral Hiring Group.

In addition, I sought volunteers to help review the NALP forms on the call and then later through NALPConnect. We have a group of six volunteers from firms and schools across the country looking at the documents this month. I was really pleased with our volunteer response and highly recommend other groups take advantage of posting such requests on NALPConnect. We moved up the timing on reviewing the documents so we could take advantage of the spring timing rather than trying to accomplish this in June during the summer program. We have had several great suggestions and will continue to refine this until early April.

**Work Groups**

**Annual Education Conference Planning (RFPs)**

Vice Chair, Louisa Heller (Akin Gump, Philadelphia)

We submitted 13 conference proposals and six were accepted. Below is our list of programs that have been accepted for the 2017 Annual Education Conference in San Francisco.

#Recruiting: Reaching a Digital Generation 1 "Like" at a Time  
Presenters: Rachael Bosch, Veronica Phillips, Valerie Castelo

3L Hiring: Is Anyone Still Out There?

Presenters: Jennifer Henfey, Hillary Maropis, Jessica Gangjee and Kenny Tatum

A CSO Director & a Recruiting Manager Walk into a Bar... Building Brands Through Collaboration

Presenters: Amy Jones Mattock, Lynn Ann Herron, Jennifer Henfey, Anastasia Cappelli

Developing Your Summer Associates into Star Associates

Presenters: Lauren Marsh, DeAnna Bumstead-Yearly

The Recruiting Pipeline: Building and Keeping Top Candidates in Your Firm's Pipeline

Presenters: Shannon Scott, Shannon Moynihan, Hiroko Peraza, Katie Creedon

Winning the War on Talent: Best Practices in Lateral Recruiting

Presenters: Catherine Maiorana, Nicole Lancia, Jacki Herzog

#### **NALP Bulletin Submissions**

Vice Chair, Katie Creedon (Wolf Greenfield, Boston)

We had four selected articles and the following article will be in the April publication.

- Name: Chia Kang, Lateral Partner Recruiting Manager, Ropes & Gray
- Topic: Best Practices for Sourcing Candidates
- Scheduled for April 2017 (due to Janet by March 2)

#### **Entry-Level Hiring**

Vice Chair, Donna Harris (Cleary Gottlieb, New York)

We proposed a new charge to build a group to collaboratively look at managing yield. The board would like us to work on the more specific goal of a webinar for managing yield and we are looking to put together a program. We are hoping to do the program the last week in April and are looking for our panelists now.

#### **Lateral Hiring**

Vice Chair, Jacki Herzog (Clark Hill, Pittsburgh)

Vice Chair, Soraya Walden (Locke Lord, Dallas)

We had a good group call on February 14, 2017 to discuss recruiting and technology. This topic was definitely of interest and produced a great call. The minutes from the call were later posted on NALPConnect. We will also be doing two calls this summer with viDesktop about applicant tracking best practices for laterals and entry level hiring.

**Small and Mid-Size Firms**

Vice Chair, Anastasia Cappelli (Stradley Ronan, Philadelphia)

Vice Chair, Kristen Uhl Hulse (Coblentz, San Francisco)

Our next call will be April 13, 2017. Kristen did a great job of summarizing our previous call and we hope to continue to encourage more participation from small and mid-size firms as well as law schools.

**Recruiting Summit Planning Committee**

Representative, Nicole Oddo Smith (Dechert, Philadelphia)

We were able to report to the recruiting section about the Recruiting Summit and start a discussion. We did not have enough participation on the call but several of the key points from the program would be great to discuss at the Annual Conference or for planning the 2018 Recruiting Summit.

**Conclusion**

It has been a pleasure working with everyone and cannot thank them enough for a great year.