

RECRUITING SECTION REPORT TO THE NALP BOARD OF DIRECTORS

TO: NALP Board of Directors

FROM: Olivia Schmit (Sidley Austin LLP) and Tanisia V. Charles (Jones Day)

RE: NALP Recruiting Section Board Report – July 2024

DATE: June 20, 2024

The NALP Recruiting Section's has a total of 554 members. As expected this quarter, members are consumed with summer program management, adjusting to an earlier and more active 2L recruitment season and also continuing to focus on a consistently increasing lateral market.

2024 Annual Educational Conference

Olivia and Tanisia hosted the Recruiting Section meeting at the 2024 Boston AEC on Wednesday, April 17 to introduce ourselves as the Co- chairs of the Section for the upcoming year as well as Jen Gewertz as our Board Liaison. We circulated a survey to the Section membership via NALP Connect ahead of the Conference to solicit Vice Chairs for the Work Groups and promote the meeting.

During the AEC meeting, we discussed the Section Work Group descriptions in detail, focusing on the new Groups - Lateral Partner Hiring, Recruiting Foundations and Recruiting Technology. We also included a reminder for members to complete the section survey by scanning a QR code to express interest in joining or leading Work Groups.

The bulk of our meeting included table conversations for environmental scanning to hear top concerns of members and source ideas for potential 2025 AEC session topics for our section as well as ideas for upcoming Bulletins. Some of the top concerns included:

- Managing the summer program/2L recruiting overlap
- the need for increased programming focused on lateral recruiting – both associate and partner hiring
- a desire for content focused on more senior/experienced professionals

2025 ANNUAL EDUCATIONAL CONFERENCE PROPOSALS GOALS

We set a lofty goal of wanting 10 Proposals tagged to our section for the 2025 Cleveland Conference. Ultimately, we were able to get eight. Although some proposals submitted for consideration were not tagged to our Section, we were successful in having proposals that would address issues discuss at our Boston Meeting.

QUARTERLY SECTION MEETING

We held our first quarterly meeting on Tuesday, May 7. During this meeting, Jen Gewertz introduced herself as our Board Liaison, noting she would provide updates in the future following Board meetings. We again pushed a discussion on the RFP process for the 2025 Cleveland AEC as the deadline was set for the following week, and also encouraged volunteers for Work Groups.

We ended our meeting small group breakout sessions for members to share takeaways from the Boston AEC. In addition to this being an effort to connect members, it served as a means to share information with members who were not able to travel to Boston.

WORK GROUP UPDATES

We received great member engagement with our volunteer survey. We were able to assign Vice Chairs for each work group, and get a list of members willing to assist the chairs. We hosted our first group meeting of the Vice Chairs on Thursday, June 6. Most Vice Chairs were able to join the meeting as they met each other and we discussed each charge. The meeting allowed the Vice Chairs to ask questions and hear the work each other will be doing. We intend to host a meeting with the Vice Chair ahead of each Board meeting to continue fostering their connection and provide us with updates on their activities we can share with the Board

- Annual Education Conference / Bulletin+ Article and Webinar Planning
Vice Chair(s): Victoria Sievers & Jill Steier
- This group will be working on a Webinar on how to submit proposals and will target October/November for the proposed launch.
- Lateral Associate Hiring
Vice Chair(s): Emily Reichs
- This group is potentially considering working on an update to the Lateral Best Practices guide or suggesting a special Task Force to do so.
- Along with the Lateral Partner Group, this group is considering thoughts to propose a suggestion to revive the Lateral Recruiting Summit.
- Lateral Partner Hiring
Vice Chair(s): Laura DeRise & Becca Levine
- This group intends on having three meetings through the year, with one potentially in conjunction with the Lateral Associate group.
- OCI Forms
Vice Chair(s): Sarah Musacchia-Gallagher
- This group plans to focus on any potential adjustment needed for the 1L process, in addition to a general review of all forms for relevance according to the evolving state of the 2L process.
- Small/Mid-Sized Firms
Vice Chair(s): Jenalea Cree
- Recruiting Foundations
Vice Chair(s): Ginny Mueller & Alex Doll
- This group plans to start the process by reviewing the most recent curriculum to evaluate could be refreshed, potentially eliminated or could be added.

- Wellbeing Champion
Vice Chair(s): Claire Makhlouf
- Recruiting Technology
Vice Chair(s): *Still Seeking*

UPCOMING SECTION MEETINGS

We are currently schedule to host the following meetings, but may add one or two as needed or requested by the membership or Board.

- Tuesday, October 1 at 3:00 pm ET
- Tuesday, February 1 at 3:00 pm ET