

MEMORANDUM

TO: NALP Board of Directors

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

RE: NALP Recruiting Section Board Report – April 2025

DATE: March 20, 2025

Enclosed is a report of the NALP Recruiting Section's activities from January 2024 – March 2025.

REFLECTIONS ON THE 2024-2025 CALENDAR YEAR

Overall, we had a successful year as a section! Our biggest accomplishments included:

- A coordinated effort in adding additional recruiting content to the Annual Education Conference.
- Championing and facilitating the creation of a Small and Mid-Sized Firm Interest Group.
- High engagement within our lateral-focused work groups which led to the creation of a Lateral Recruiting Interest Group.

A key consideration for the next Recruiting Section chairs should be finding ways to make the quarterly calls meaningful for a broader audience. With a section comprising over 500 members and quarterly calls averaging only 20-30 participants, there is a noticeable disconnect. This might be a good topic to discuss at the Section meeting during the Annual Conference.

QUARTERLY SECTION MEETING

Our last meeting was held on February 4, 2025. 35-40 members attended the meeting. In the first half of the meeting, each of the work group vice-chairs gave an update on what their work groups were working on. In the second half of the meeting, Debby Stone of Novateur Partners joined us to present TEA in a Coffee World: Harnessing the Power of Time, Energy and Attention. The presentation was well received.

WORK GROUP UPDATES

- **Annual Education Conference / *Bulletin+* Article and Webinar Planning**
Vice Chair(s): Victoria Sievers & Jill Steier
 - Recruiting Section Accepted 2025 Annual Education Conference Proposals
 - *Can I Speak to The Manager?* – Michael Nguyen, Kara Sommers, and Ramji Kaul
 - *Here, There and Everywhere: Best Practices for Multi-Office Recruiting* – Linda Bystrowski and Caity De La Rosa
 - *Mapping Legal Recruiting Teams: Different Paths to Hiring Success* – Kim Mordan, Clare Fifield, Diana Park

- *Secrets of Partner Compensation and the Impact on Lateral Recruiting* – Blane Prescott
 - *Summertime and the Livin' is Busy: How to Staff Your Team for Success in the Summer* – Olivia Schmit, Stephanie Denney, and Christie Vonk
 - *Bulletin+* Articles Submitted
 - Tanisia Charles wrote the article *The 2025 Cleveland Annual Education Conference: What's in it for Law Firm Recruiters for the January 2025 Bulletin+*
- **Lateral Associate Hiring & Lateral Partner Hiring**
 - Vice Chair(s) – Emily Reichs and Kasey Fenn (Lateral Associate Hiring)
 - Vice Chair(s) – Laura DeRise and Becca Levine (Lateral Partner Hiring)

The Lateral Associate Hiring and Lateral Partner Hiring work groups had a successful year. The groups were pleased to learn that they were transitioning to an interest group, and all were happy to continue as leaders, should they be asked.

- **OCI Forms**
 - Vice Chairs – Katie Greene and Brenda Porter

Based on the new timing of 2L recruiting, we decided it was important to change the timing of updating the OCI forms. Going forward, we recommend that the OCI forms be updated from January – March to coincide with current recruiting timelines. Katie and Brenda updated the forms in mid-February and the forms were sent to NALP to review and upload to the website.

- **Small/Mid-Sized Firms**
 - Vice Chair(s) – Sheryl Roberts

No new updates.

- **Recruiting Foundations**
 - Vice Chair(s) – Ginny Mueller and Alex Doll

No new updates.

- **Recruiting Technology**
 - Vice Chair(s): Branden Mullins and Krista Gylling

This work group has had a successful first year and we recommend keeping this work group going forward. Their next meeting will be held in April 2025. They are currently collaborating with the task force charged with updating the Lateral Best Practices Guide. This is a popular work group with 50+ members attending their last meeting. Both Branden and Krista are willing to continue as leaders, should they be asked.