

MEMORANDUM

DATE January 30, 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 Third Quarter Board Report

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

Recruiting Call

The Recruiting Section held a Section call on January 10, 2017. We had a good group of attendees but the call was fairly quiet. We had some open discussion but not a lot of participation. We did a board update detailing the new virtual job fair capability and discussed lateral, clerkship, and 1L Hiring. It seems the biggest news was that 1Ls are starting to look more at the December 1st date as a kick off to applying and more of them are waiting until after finals to apply. It was interesting to note that some judicial internship hiring programs occur in December/ January and before students have first semester grades.

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 articles are still to come this year.

- Name: Jacki Herzog, Manager of Legal Recruitment, Clark Hill
- Topic: What is the candidate's and the firm's professional responsibility during the recruitment process and notice period and how should recruiting manage the risk
- Scheduled for February 2017 (due to Janet by January 3)

- 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 for March or April. At the moment, this is a work in progress. Donna will be taking the lead and we will likely be looking for other members to contribute.

Lateral Hiring

Vice Chair, Jacki Herzog (Clark Hill, Pittsburgh)

Vice Chair, Soraya Walden (Locke Lord, Dallas)

We had a small group call on October 19, 2016 that had limited participation. Our decision afterwards was to focus more on programming rather than discussion. The Lateral Hiring Section hosted a very successful webinar on December 8, 2016 to discuss Succession Planning presented by Andi Cullins and Stephen Nelson of The McCormick Group, Inc., A national executive search and consulting firm. We had over 50 attendees and the program has been recorded on NALP. This was an excellent program and they are looking for other topics. The next one of interest will be Diversity and Inclusion related. The next lateral hiring call will be on February 14, 2017.

Small and Mid-Size Firms

Vice Chair, Anastasia Cappelli (Stradley Ronan, Philadelphia)

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

Our second call was Thursday, January 12, 2017. Our agenda included 1L Hiring, clerk hiring, and other issues. We had a small group of participants (probably 5-6 people) but the call was productive. Our schools definitely help with participation so I would like to see more schools participate in the future and to do more to connect our small firms together.

Recruiting Summit Planning Committee

Representative, Nicole Oddo Smith (Dechert, Philadelphia)

The Recruiting Summit took place on January 26, 2017 and was a great success. We had our largest attendance and our best weather to date! Here are a few highlights.

We had our first Networking Reception hosted at Cleary and sponsored by 12Twenty. This was a great opportunity to network with other attendees and was an excellent start to the conference. One of the challenges about the table structure of the Recruiting Summit is not having enough time to network and I think this really helped people to have time to mingle.

The Global Landscape in a Post \$180k World

James Jones gave a very informative presentation about the changes in the last ten years in the legal landscape. He spoke about the death of the billable hour, rate increases driving all revenue growth, and the need for firms to consider more changes to stay viable and competitive.

Preview and Discussion of NALP Fall Recruiting Survey Results

Jim Leipold went through the results from the NALP Fall Recruiting Survey and provided a tremendous amount of valuable data. Trends seemed to be relatively the same as last year and flat with a few notable exceptions. Follow up visits were down this year, pre-OCI offers continue to rise, and many of the students surveyed did not enjoy the process (understandably so). The survey continues to ask for more detail each year, allowing us to further explore relevant recruiting data.

The Other End of the Pipeline: Trends in Law School Admissions and Bar Passage

This topic was new and very helpful for those of us on the firm side to learn more about the challenges in legal education. Benjamin Barton was an engaging speaker and had extensive data to support his discussion and show us the changes in the legal education landscape. This topic mentioned diversity and this could be another good topic to explore in legal education.

Beyond Law: Lessons from Elite Professional Services Employers

This panel featured three panelists from corporate and professional services recruiting points of view. They were able to share different practices that may be useful in attorney hiring as well as

the greater emphasis on technology and brand recognition. After the Innovative Talent Work Group report, there continues to be great interest in learning from other industries and finding ways of improving our recruiting practices (particularly student recruiting).

Roundtable Discussions

The roundtable discussions proved to be very valuable again this year and an important benefit of the conference. Some of the valuable questions that came out of my table discussion included working with visas, using new sourcing resources like LearnLeo, and 1L outreach/ retention/ success. I would like to address visa questions on an upcoming recruiting call, especially as there may be changes with a new administration.

Finally, I would like to thank my fellow committee members (Nicole Cohen, Lynn Herron, Fiona Hornblower, Jenny Li, Jason McCann, and Abe Pollack), our table leaders, and of course Mary Beal for all their work to make the Summit a success.