

M E M O R A N D U M

February 12, 2010

TO: Jennifer Queen
Board Liaison, Recruiting Section

FROM: Christina Kunz Fox
Chair, Recruiting Section

CC: Fred Thrasher
Deputy Director, NALP

RE: Recruiting Section Third Quarter Board Report

This memo summarizes the activities of the Recruiting Section for the third quarter of the 2009-2010 NALP year. Included in this report is an update on the following: (1) status reports on the Section's work groups; and (2) fourth quarter Section goals.

Work Groups Updates.

Evaluating Leadership – (Purpose/Charge: This group is spotlighting organizations that have found success with alternative evaluation models, ones that moves beyond law school pedigree and grades, as well as creating a bibliography of NALP and other articles relating to this topic to serve NALP members). Francesca Schoenwandt (Vice-Chair), Heather Cavanagh and Randy Liss are currently in the process of putting their research into a working draft. Their research has focused around alternative interviewing techniques, methods and strategies. They have gathered case studies and statistics as well as NALP resources on interviewing practices. Behavioral

interviewing has been a specific focus as well as looking at McKinsey's 7-S's. Given the numerous articles and lengthy case studies identified, they are focusing their efforts on abstracting relevant sections from the articles, and highlighting specific research from the case studies. In early March they will be circulating the draft to the Section for input on additional resources, and the final draft will be submitted to the Board in April. The final product will be presented as a list of resources with notations next to each noting the relevancy and importance of that particular resource.

Lateral Recruiting: Best Practices Guide - (Purpose/Charge: This group is working on the update to NALP's Lateral Hiring Best Practices Guide). Donna Manion (Vice-Chair), Debbie Foster, Lauren O'Rourke, Ali-Shaun Sugalski and Wanda Woods have just finished updating each section (Needs Assessment, Methods for Hiring Laterals, Strategy and Procedures for Lateral Hiring, Marketing, Due Diligence, Integration and Resources) of the Guide, and will be seeking Section member input on our next conference call in early March. They will incorporate the Section's feedback and be ready to submit the final version to the Board before the end of the fourth quarter.

Evaluating Alternative Recruiting Models - (Purpose/Charge: This group was charged with identifying and evaluating alternative recruiting models in other industries as well as in legal markets outside of the U.S.). This group completed their charge at the end of the second quarter.

Fourth Quarter Section Goals. Given the high importance of the Commission on Recruiting Report to our members, we did not hold a third quarter conference call as our members were

busy reviewing and discussing the report with their organizations, and participating in the feedback process. We will be having a fourth quarter conference call in early March to gather member feedback on the work groups' projects, to discuss the Board's recommendations for the recruiting process, and to identify issues and projects that we would like to address as a Section in the 2010-2011 NALP year.

As always, thank you for your time. If the Board has any questions, please feel free to contact me.