

LATERAL LAWYER RECRUITING SUMMIT SPEAKER BIOS

Jennifer Bennett has over 15 years of experience recruiting lawyers at all levels to Am Law 100 firms. Currently, she serves as the firm-wide Director of Lateral Partner Recruiting at Drinker, Biddle & Reath LLP, where she leads the recruitment, onboarding, and integration of partner and counsel candidates across the firm's 11 offices. As Drinker Biddle's first partner recruiting director, Jennifer developed and oversaw the rollout and continued implementation of processes and policies for candidate sourcing, data management, candidate advancement and approval, onboarding and integration, and post-hire assessment and reporting. She works closely with firm and practice group management to develop hiring priorities in line with the firm's strategic plan. In previous roles, Jennifer has been responsible for lateral associate and entry-level recruiting, associate development and retention, and marketing. She has developed a specialization over the course of her career in the growth of new offices, and the various interconnected aspects of building an office through both lateral acquisition and entry-level hiring. Jennifer is an active member of BALRA and NALP, and received her B.A. in Government from Cornell University.

Dan Binstock is a Partner at Garrison & Sisson, a Washington, DC-based attorney search firm. Dan is a frequent speaker on the legal market and has led presentations at conferences and law schools around the country. Dan is also the author of *The Attorney's Guide to Using (or Not Using) Legal Recruiters: Answers to important questions most attorneys don't know to ask ... but should*. With an extensive network and track record placing partners/practice groups and associates, Dan is able to connect candidates and law firms in a highly efficient and discreet manner. In addition to his day-to-day recruiting practice, Dan provides consulting to law firms on effective lateral hiring strategies. Dan also serves as the chair of the Ethics Committee of the National Association of Legal Search Consultants (NALSC). Prior to becoming a legal recruiter in 2004, Dan practiced intellectual property law with Finnegan Henderson. He earned his J.D., magna cum laude, from Washington College of Law and his undergraduate degree in psychology from the University of Maryland, during which time he also performed as the pianist for the musical political comedy troupe, the Capitol Steps.

Alfreda Bradley-Coar is the Chief Commercial Counsel at GE Healthcare, Americas. She is a senior executive with 20+ years of legal, business and management experience advising CEOs and top-level executives. She cost-effectively manages global legal, enterprise risk and business operations functions and has an expertise in leadership, strategy, commercial transactions, compliance, and corporate transactions, reorganizations, and governance.

Debby Cusumano Caldwell is the Firm-wide Director of Attorney Resources & Recruitment at Winston & Strawn LLP, which has nine offices in the U.S. and nine international offices. Debby has been at W&S for the past 20 years. Her focus is to manage the recruiting efforts of all W&S's domestic offices and to make sure the firm is following best practices. In addition to her day-to-day recruiting activities, she also works closely with the firm's Managing Partner, along with many other departments within the firm, to manage and execute the lateral partner hiring and integration process. She also manages the firm's newly elevated income and capital partner orientation program and oversees the Chicago office alumni program. She started her attorney recruitment career at Holland & Knight's Tampa office in 1987, where she spent several years before moving to Chicago. Since joining W&S in 1996, Debby has worked her way up from Attorney Recruitment Coordinator to Firm-wide Director of Attorney Resource & Recruitment. She is an active member in the Chicago Association of Legal Personal Administrators, and

has served in the past as the Treasurer for that organization. She has also been a member of NALP since 1988 and received her B.A. degree from the University of Florida.

Shannon Davis is the Director of Legal Recruiting at Mintz Levin Cohn Ferris Glovsky & Popeo, PC, where she is responsible for the recruitment of partners and associates firm wide. Shannon provides vision for the development of lateral and entry-level attorney recruiting priorities and leads the implementation of all recruiting strategies. She is based in the firm's New York office and works closely with the Managing Partner, practice group leaders, office managing partners, and other senior leaders at the firm. Shannon leads a team of eight recruiters who focus on creatively and proactively growing the firm. Shannon has been actively engaged in the interview and selection process for law students, associates, and partners as well as overseeing skills assessments, diligence processes, economic analyses, and conflict resolution. In her career, Shannon has interviewed thousands of prospective attorney candidates. A big believer in the value that professional recruiters add to the growth of the firm, Shannon has developed interview processes that integrate legal recruiting staff as essential business partners in understanding and communicating hiring objectives internally and externally and assessing candidates to meet hiring goals. As one of the primary representatives of the firm to the legal community, she is focused on building the firm's reputation in the market, developing strong relationships with recruiting organizations and consultants, and seeking to attract the best talent in all offices. Prior to joining Mintz Levin, Shannon led the legal recruiting function at Seyfarth Shaw in Chicago. Shannon has been a member of NALP and her respective local chapters for nine years.

Nicole Donnelly is a Partner with SJL Attorney Search and has been with the organization since 2007, working with both law firm and in-house clients in the placement of impressive attorneys across all levels of seniority. Prior to moving into her role as partner, Nicole headed up SJL's Associate Placement Group. Before joining the organization, Nicole worked for several years at Schulte Roth & Zabel — first as an attorney, in litigation and then in real estate, and then transitioning over to become the firm's first lateral recruiting coordinator. Nicole has made efforts to broaden the audience that she impacts with her knowledge of the market and her career counseling approach. She regularly partners with law schools, advising their students during their OCI process. She has also spoken on panels sponsored both by law schools and the City Bar Association and has presented programs at NALP conferences over the years. She has published several articles on topics related to professional development and lateral recruiting. Nicole graduated cum laude from Villanova University with her B.A. in Political Science and with concentrations in both Honors and English. She earned her J.D. from Washington College of Law of American University.

Melissa Ertek serves as the Chief Development Officer at Winston & Strawn LLP. With her background focused on law firm management, business development, and marketing, Melissa brings a unique and strategic perspective to partner hiring and integration. In addition to her focus on partner hiring, Melissa leads the integration and growth efforts of the firm's offices outside the United States and is expanding the firm's Client Team Program that is critical to lateral integration. Throughout her career, Melissa has worked with firm chairs or managing partners of law firms on growth initiatives, including execution of strategic plans to increase market share from key clients, succession planning, office openings, and lateral partner acquisitions in U.S., Europe, and Asia. She has developed strategic plans at the firm, practice group, regional, and office levels; implemented global cross-selling and client service strategies; launched firm-wide client team programs; and worked with firm leaders on increasing communication among the partnership across all offices. Melissa received her MBA in Marketing and International Business from Loyola Marymount University in Los Angeles. She served on the board of the Los Angeles

Chapter of the Legal Marketing Association from 2008 to 2011. She was elected to serve as a Member-At-Large in 2008, Programming Chair in 2009, President Elect in 2010, and as President in 2011.

Lindsay Essi is the Senior Manager, Attorney Recruitment at Axiom, where she oversees recruitment for Axiom's Midwest offices. Lindsay has been with Axiom since the Chicago office was launched in 2008. In her current role, Lindsay recruits attorneys who want a new way to practice law outside of the traditional career paths and partners with them as they consider the next step in their careers. She is also involved in recruitment policy creation and program development to ensure Axiom is providing potential attorneys with an informational and enjoyable candidate experience. Prior to joining Axiom, Lindsay spent time at a technology start-up in Chicago. She holds a B.S. in Marketing from the University of Dayton. Lindsay currently serves as Treasurer of CALPA (Chicago Association of Legal Personnel Administrators) and is an avid yogi, having completed her 200 Hour Teacher Training in 2011 through Pure Yoga.

Howard Flack, a partner with Hogan Lovells US LLP, assists the firm in its lateral partner recruiting and integration activities, which have been highlighted in the *American Lawyer* and other legal press. He works closely with all of the firm's offices, practice groups, and industry sectors in developing their strategic lateral partner hiring needs. Upon completing his legal education, Howard joined the U.S. Securities and Exchange Commission (SEC) as a Staff Attorney in the Division of Corporation Finance. During his more than 25 years at the firm, he practiced in the Corporate, M&A, and Capital Markets area, until he assumed his management role in 2001.

Ousman Jobe is a Strategic Partnerships Manager at LinkedIn, which operates the world's largest professional network on the internet with more than 433 million members in over 200 countries and territories. Ousman manages enterprise level relationships at a wide variety of firms ranging from Fortune 500 companies to AmLaw 100 firms. His clients are typically in industries being disrupted by technology and focused on harnessing the power of social media networks to achieve challenging business goals. Ousman works with Partners, Chief Human Resources Officers, Chief Marketing Officers and progressive Legal Recruiting teams, among others. Within Lateral hiring, he and his team create solutions that allow LinkedIn's clients to measure impact of technology on their business goals and develop solid Return on Investment cases. Prior to joining LinkedIn, Ousman worked in strategy consulting, executive search and brand management. He graduated with a Bachelor of Arts in Economics from The University of California, Berkeley, and a Masters in Business Administration from The Kellogg School of Management, Northwestern University. He was born in the smallest country on mainland Africa (The Gambia), and grew up in Africa and Europe. He has lived or worked in over 15 countries, speaks three languages fluently, and loves spending time with his family and on the soccer pitch. Ousman is based out of LinkedIn's New York City office and manages relationships across the Eastern seaboard.

Noah Heller is Katten's Chief Executive Officer and sits on the firm's Executive Committee and Board of Directors. Noah represents hedge funds, private equity funds, banks, and broker-dealers in the purchase and sale of loans, claims, securities, and other investments in domestic and international companies experiencing financial distress. His experience extends to three primary areas: secondary loan trading, trade claims and post-reorganization securities. Clients call upon him to negotiate transfer documentation for assignments and participations of bank loans for the U.S., European and Asian markets for both par and distressed trades. He provides experienced counsel on loan trading issues presented by confidential information. Noah manages the legal aspects of the acquisition of trade claims against debtors in large and complex bankruptcy matters, including Lehman Brothers, MF Global,

American Airlines, Circuit City, A&P, Enron, and Refco. These types of transactions involve the transfer of secured, administrative expense, and general unsecured claims. He advises on diligence into, and purchase of, claims against various domestic and international affiliates arising under terminated International Swaps and Derivatives Association (ISDA) master agreements, repurchase agreements, and complex securities offerings. Noah's practice extends internationally as he served as counsel in the purchase of claims from two failed Icelandic banks, Glitnir Banki and Kaupthing Banki. Before joining Katten, Noah was an associate at another large New York firm; prior to that, he served as a staff attorney at the Division of Enforcement of the US Securities and Exchange Commission.

Ari A. Katz has over 15 years of extensive recruiting experience at two major Am Law Firms. He is currently the Chief Recruiting Officer at Womble Carlyle Sandridge & Rice where he oversees all attorney hiring in the firm's 14 domestic offices. Ari is responsible for implementing the strategic lateral hiring plans across all of the firm's practice groups. Ari works collaboratively with the Executive Committee to identify potential lateral targets (mergers, groups of laterals, or boutiques) that the firm should consider. During the course of Ari's career he has been responsible for recruiting over 225 lateral partners and over 250 associates to the firms where he has worked. Ari has held numerous leadership positions in NALP and NYCRA (The New York City Recruitment Association) over the years, and he is currently a member of ALRA (Atlanta Legal Recruitment Association). Ari has also participated in over 25 panels regarding lateral partner and association recruiting and integration, and has spoken at many annual NALP conferences on various recruiting topics. Ari earned his J.D. from Georgetown University Law Center, and his B.S., magna cum laude, from the S.I. Newhouse School of Public Communications at Syracuse University.

Irena McGrath is the Chief Associate Recruitment Officer for Hogan Lovells US LLP and has been with the firm (and one of its legacy firms Hogan & Hartson) since 2006. Irena is responsible for law student and associate recruitment for all of Hogan Lovells' US offices. Prior to joining Hogan Lovells, she was the Chief Recruiting and Professional Development Officer for Wiley Rein (then Wiley Rein & Fielding) in Washington, DC, and was with that firm for 17 years. Irena received her BGS from the University of Maryland, as well as a paralegal certificate from the University of Maryland, University College. She served as Vice-President of NALP from 1998-2000 and was slated as NALP's first employer President the following year. Irena has served on a variety of NALP committees and work groups in elected, appointed, and volunteer roles. From 2006-2012, she was a member of the Board of Trustees for the NALP Foundation for Law Career Research and Education, and since 2012 has been the co-chair of its National Advisory Board. Irena is also a member of the Professional Development Consortium (PDC) and previously served on the Board of Directors for the Washington Area Legal Recruitment Administrators Association (WALRAA).

Lisa McLafferty is the Director of Attorney Relations at Winston & Strawn LLP. Lisa joined Winston in 2004 and is responsible for overseeing associate hiring on a firm-wide basis. She works directly with the firm's hiring committee co-chairs in implementing firm-wide strategic recruiting objectives. She also manages Winston's on-campus interview recruiting efforts and lateral hiring initiatives, including the firm's practice attorney program for non-partnership attorneys. She is responsible for the development of policies, procedures, and best practices within the firm's attorney resources and recruitment operations. She also works with the Associate Evaluation Committee, which manages the annual associate evaluation process. Prior to joining Winston, Lisa was the Director of Recruitment and Professional Development at a Chicago-based law firm. She has been a member of NALP since 1998 and has served on the Nominating Committee and Conference Planning Committee. She has also been an active member of the Chicago Association of Legal Personnel Administrators (CALPA) and has served in

the past as president, vice-president, and secretary of that organization. Lisa received a B.A. in Corporate Communications from Northern Illinois University.

Sang Lee is the Founder and Owner of SJL Attorney Search and serves as the Chief Executive Officer of SJL Shannon, a professional development firm that provides strategic consulting, training, coaching, and counseling services for attorneys at global, national, and boutique firms in New York, Washington, DC, Illinois, California, Massachusetts, and Pennsylvania. Committed to the imperative of active legal career management, Sang began her career as a legal recruiter in 1998. After thoughtful cultivation and management of her own career, Sang has emerged as a critical advisor, consultant, and trainer for Am Law 200 firms and other sophisticated legal employers. Sang has been invited to share her expertise at law firm partner retreats, recruiting organizations, and city bar committees and has created programming for various NALP Annual Education Conferences and Professional Development Institutes on a range of topics including law firm branding, talent retention, working strategically with recruiting professionals, and partner morale. She has moderated panels on the recruitment and retention of diverse attorneys and was a featured speaker on the imperative of professional development for law firm administrators at the New York City Recruiters' Association (NYCRA) Inaugural Educational Mini-Conference. Sang holds degrees from Brown University and Georgetown University Law Center. She clerked on the Court of Appeals for the District of Columbia and worked as a corporate lawyer with two global law firms before becoming a legal recruiter. She launched SJL Attorney Search in 2004 and oversaw its swift emergence as one of New York's premiere recruiting companies before she acquired the professional development firm formerly known as Shannon & Manch and rebranded the company SJL Shannon. Sang sits on the Board of Directors for Girls Write Now, an organization that is dedicated to nurturing and promoting young girls in New York City's public high schools who aspire to become professional writers. For more information on Girls Write Now, please visit www.girlswritenow.org.

Laura Leopard is the founder and CEO of Leopard Solutions, the premiere data provider to law firms, legal recruiters, and law schools of attorney, job, and law firm intelligence. She has been instrumental in Leopard Solutions' growth and development over the past 10 years and continues to design new systems and data points for their expanding client base. Laura began her career as an actress in her hometown of Nashville, Tennessee, and moved to New York to expand her acting opportunities. She still keeps her hand in the acting game, performing with yet another successful entrepreneurial venture [Gotham Radio Theatre](#), which she founded in 2010.

Amy McCormack is one of the Founders and Co-President of McCormack Schreiber Legal Search. Amy has been a legal recruiter in Chicago for more than 20 years. She has extensive experience working with attorney candidates at all levels but primarily focuses on lateral partner and in-house recruiting. Amy earned her B.A. from the University of Richmond in 1986 and her J.D. in 1989 from the University of Virginia School of Law. Her legal experience includes practicing labor and employment law with McGuireWoods LLP and DLA Piper US LLP in the Washington, DC area. Amy is a frequent speaker on legal recruiting and trends in the marketplace. From 2004 to 2008, Amy served as an elected member of the Board of Directors of the National Association of Legal Search Consultants (NALSC), the only organization which sets ethical standards for the legal recruiting profession. She also served from 2009 to 2013 as an elected member of the Board of Education of Oak Park and River Forest High School and currently serves as a board member with the Collaboration for Early Childhood.

Joseph McCoy is the managing partner of Bryan Cave's Chicago office with more than 15 years of experience documenting, negotiating, and closing complex real estate, lending, and business transactions. Joseph counsels secured lenders in structuring (and restructuring) and documenting loan

originations (construction, acquisition, mezzanine, working capital facilities, letter of credit facilities, participant loan transactions, and syndicated loan transactions), and he has counseled noteholders and CMBS special servicers on national note sale transactions. Joseph advises public and privately-held companies in all aspects of real estate related to portfolio management (including acquisition, disposition, leasing and construction matters). He also represents entrepreneurs across several industries and has extensive experience in representing airport concession operators across the country in all facets of their business. Joseph frequently assists entrepreneurs in all matters related to MBE/WBE/DBE/ACDBE Certification matters.

Jennifer Queen, Principal of J. Queen Consulting LLC, has 25 years of experience in the legal industry. She was the Chief Recruitment & Development Officer for McKenna Long & Aldridge in Atlanta, GA where she spent 21 years leading the firm-wide attorney recruiting and development efforts. Jennifer worked for Baker Botts in Dallas, TX as firm-wide Director of Recruiting & Development and then became Vice President of HR & Administration for a publicly traded oil and gas company. Her consulting business focuses on assisting law firms and in-house legal departments to manage their talent strategies in hiring, development, and retention. Jennifer received her Bachelor of Business Administration degree in Marketing from the University of Texas in Austin. She is a Certified Master Coach. Jennifer served as Vice President and two-term board member for NALP and was on the Board of Trustees of the NALP Foundation.

Natalie Quinn is the Associate Recruitment Manager at Fox Rothschild LLP where she has firm-wide responsibility (currently 22 offices) for overseeing all aspects of the entry level associate recruitment process, the summer associate program, and lateral associate hiring – including sourcing of candidates through the onboarding process. She works directly with the firm's Office Managing Partners, department chairs, and members of the firm's executive committee on all recruiting efforts. She is also actively involved in supporting the firm's diversity initiatives. Natalie has been active in Legal Recruitment Administrators of Philadelphia (LRAP), currently serving as the chair of the organization and previously serving as the vice-chair (2014-2015). She graduated with a bachelors in Mass Media Communications and a minor in Legal Studies in 2006 from the University of Delaware. She is also a fitness enthusiast and has completed the Philadelphia Marathon and has been a certified Pure Barre instructor since 2012. She is based in Fox Rothschild LLP's Philadelphia office and has been with the firm for nine years.

Erin Springer is the Firm-Wide Director of Attorney Hiring at Alston & Bird, an international law firm with over 800 lawyers. She plays a key role in helping to fulfill the firm's strategic hiring plan, particularly as it relates to the summer associate program, the fall on-campus process, and any matters related to entry-level, judicial clerkship, and lateral hiring, including lateral partner hiring. She also serves on the firm's National Diversity Steering Committee. Prior to joining Alston & Bird, Erin worked in the Washington, DC offices of two national law firms. While in Washington, DC, Erin was active in the Washington Area Legal Recruitment Administrators Association (WALRAA), serving in many capacities including President (2003), Vice-President (2002), Webmaster (2002-2003), and as a member of the Board of Directors (2002-2004). She was the 2006 President of the Atlanta Legal Recruiters Association (ALRA). Erin has been a member of NALP since 2000, and has served on the Technology Resources Advisory Council, the Publications Committee, and the Website Task Force. She has presented programs at several NALP conferences and has written many articles for the *NALP Bulletin*. Additionally, she served as a Regional Coordinator for the Mid-Atlantic Region in 2002, on the 2005-2006 Recruitment Practices Committee, and as the 2010-2011 chair of the Recruiting Section. She represented the

Southeast as a member of the 2012-2013 Nominating Committee, and currently participates in the Recruiting Section, the Diversity & Inclusion Section and the Experienced Professionals Section.

Anny Tavitt is an Attorney Recruiting Manager at Holland & Knight, with more than 15 years of experience working in legal recruiting. Her focus is lateral recruiting for the West Coast (Los Angeles, San Francisco, Portland), Anchorage, and Houston offices of Holland & Knight. She works with the firm's Practice Group Leaders and Section Leaders to implement strategies to identify and recruit partner-level talent, and manages the lateral hiring and onboarding/integration processes. Anny spent a large part of her recruiting career at Seyfarth Shaw, where she was responsible for all aspects of partner and associate recruiting including working with firm management on strategic growth plans, liaising with search firms, and developing and implementing the lateral onboarding and integration plans for the firm. During her time at Paul Hastings, she managed the global attorney recruiting operations for all offices, including management of local recruiting teams, strategic planning, various firm-wide projects, OCI, statistical reporting, marketing/promotion, interviewer training, and the development/implementation of recruiting protocol in order to achieve consistency across the firm. Anny is an active member of LAALRA (she currently serves as Treasurer), BALRA and NALP. She received her Bachelor of Arts degrees in Journalism and Speech Communications from California State University Northridge.

Merle Vaughn is based in MLA's Los Angeles office, where she is the Law Firm Diversity Practice Leader and a Partner Recruiter. She received her B.S. in Business Administration with an emphasis in marketing from the University of Southern California (USC) and a J.D. at University of California – Berkeley, Boalt Hall School of Law. While at Boalt, she was a judicial extern for the Honorable Harry Pregerson, Ninth Circuit Court of Appeals, and a member of the High Technology Law Journal. Prior to joining MLA, Merle established and managed the Los Angeles office for Lucas Group Legal. She received the distinction of being Lucas Group's 2010 "Recruiter of the Year" and was a President's Club member. Since becoming a recruiter in 2003, Merle has been involved in several high profile law firm partner and in-house placements in New York, Los Angeles, San Francisco, and Washington, DC. She has also been retained by corporations and law firms specifically for her expertise in the area of diversity recruiting.

Paul Williams is a Partner in MLA's Chicago office. Paul graduated cum laude from Harvard and received his J.D. from Yale Law School. A public company director and a former chief legal officer and corporate secretary of a Fortune 20 company, Paul focuses on conducting in-house searches, particularly general counsel and other senior level positions. He also works with law firm partners and associates who are interested in making lateral moves. In his additional role as Director of Global Diversity Search, Paul leads the firm's efforts throughout the country in assisting legal organizations in enhancing their diversity. He is a well-respected leader in the area of diversity, frequently speaking on diversity-related issues. His background as a former chief legal officer and alumnus of two of the country's largest law firms gives him unique insight into how to effectively recruit diverse legal teams and counsel candidates.

Whitney Husby Worthington is an Executive Senior Partner at the Lucas Group. Combining her legal and corporate backgrounds, she employs both extensive understanding and perceptive insight with every recruitment opportunity. Time and again, she serves as trusted adviser, skilled consultant, and discerning search expert to each client and candidate she knowledgeably represents. Based in Lucas Group's Atlanta office, Whitney provides notable legal search and recruitment services to law firms and corporations throughout the Southeast. Working with many of the industry's most talented and successful attorney partners and associates, she helps firms to establish, develop, and grow their practices through the placement of experienced, accomplished attorneys. Whitney's demonstrated

recruitment skills also serve her many corporate clients, assisting them in expanding and strengthening their in-house legal departments with the addition of capable and proven attorneys.