



National Association of  
Legal Search Consultants

2019

NALSC®

# Fall Symposium

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Friday, October 18, 2019

8:00am to 7:00pm

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Morrison & Foerster LLP

250 West 55th Street, NY, NY

# PLATINUM

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# Fall Symposium

8:00am - 9:00am

## Registration and Continental Breakfast

*Breakfast sponsored by Leopard Solutions*

*Welcome tote bags sponsored by Above The Law*

9:00am - 9:15am

## Welcome from Morrison & Foerster LLP & NALSC®

ERIC T. MCCRATH, ESQ., CO-CHAIR GLOBAL CORPORATE DEPT – MORRISON & FOERSTER LLP

DAN BINSTOCK, ESQ. - NALSC PRESIDENT/PARTNER, GARRISON & SISSON, INC.

9:15am - 10:15am

## In-House Recruiting Strategies, Statistics, and Trends

JANE POLLARD, ESQ., MANAGING PRINCIPAL - MOMENTUM SEARCH PARTNERS (MODERATOR)

YEN CHU, ESQ., GLOBAL GENERAL COUNSEL - EQUINOX

PATRICIA PAUL, ESQ., PARTNER - CROSSDALEPAUL, LLC

PENNY WILLIAMS, ESQ., SENIOR CORPORATE COUNSEL - WORKDAY, INC. /PRESIDENT ELECT - ACC NYC CHAPTER

This session will feature the many aspects of in-house recruiting. Strategies will explore such topics as the recruitment process and how it differs from law firm placements, seeking the requisite skillset, preparing candidates, the Mansfield Rule, niche general counsel roles, the corporate cultural fit, and more. Practical expertise will be presented from the perspectives of veteran legal recruiters as well as general counsel. In addition, our ACC expert will share in-house statistics for 2019 and trends for the future.

*Sponsored by Firm Prospects and Kortivity*

10:15am - 10:30am

## Coffee Break *Sponsored by LegallyLooking.com*

10:30am - 11:30am

## Before the Offer

ARTHUR POLOTT, ESQ., FOUNDER - GATEWAY LEGAL PLACEMENTS (MODERATOR)

ELYCE ABRAHAM, ESQ., FOUNDING PARTNER - A.W. RUSH & CO.

PAUL W. GARRITY, ESQ., MANAGING PARTNER NEW YORK OFFICE - SHEPPARD, MULLIN, RICHTER & HAMPTON LLP

BRAD WINE, ESQ., GLOBAL CO-CHAIR - MORRISON & FOERSTER'S LITIGATION DEPT.

Panelists will share insights and perspectives on issues and best practices that arise from initial submissions to the offer. Topics include: pros and cons of blind candidate profiles; presenting candidate information; navigating delays in the process; ensuring confidentiality; handling clandestine reference checks; and other topics relevant to both search firms & law firms.

*Sponsored by Greenberg Traurig LLP and Seyfarth Shaw LLP*

11:30am - 11:45am

## Coffee Break *Sponsored by LegallyLooking.com*

11:45am - 12:45pm

## After the Offer

AVIS CARAVELLO, ESQ., AVIS CARAVELLO ATTORNEY SEARCH CONSULTANTS (MODERATOR)

ANNE ANGOWITZ, ESQ., FOUNDER AND PRINCIPAL - PREFERRED PLACEMENT INC.

CHARLES L. CURTIS, FIRMWIDE DIRECTOR OF ATTORNEY RECRUITING - PILLSBURY WINTHROP SHAW PITTMAN LLP

SANDY LIEBOW, ESQ., PARTNER - THE LIEBOW JAWIN GROUP

JENNIFER MARINES, ESQ., PARTNER - MORRISON & FOERSTER LLP

This session will explore best practices and potential pitfalls that occur after the offer such as: juggling multiple offers; negotiating terms; giving notice; counteroffers; and more. Panelists will also discuss how to achieve optimal results for the law firm, candidate and search firm.

*Sponsored by Goulston & Storrs PC and Kirkland & Ellis LLP*

NALSC®

# Fall Symposium

AFTERNOON  
SCHEDULE

12:45pm - 1:45pm

## Luncheon with Door Prize Drawings and Sirras Family Foundation Presentation

*Luncheon sponsored by Kilpatrick Townsend & Stockton LLP*

*Door Prizes sponsored by The Cluen Corporation (Apple iPad Pro) & NALSC (Apple AirPods)*

1:45pm - 3:00pm

## Keynote: “Disrupting Gender Stereotypes in Workplace Communications”

SUSAN FREEMAN, CEO, FREEMAN MEANS BUSINESS

Research shows that men and women have diverse ways of speaking, thinking, and communicating. While we may not be conscious of these differences and stereotypes, they have a direct impact on how we should approach the lateral recruiting process. Susan will explain factors that make the greatest impact on recruiting such as effective communication and combating gender bias in cold-calling, wording in emails, and more. This interactive presentation will incorporate practical tips and take-aways that can be applied immediately in your own business.

*Sponsored by Kelley Drye & Warren LLP*

3:00pm - 3:15pm

## Coffee Break *Sponsored by LegallyLooking.com*

3:15pm - 4:00pm

## Looking Ahead: Trends in the Law Firm Market & Their Impact on Lateral Hiring

BEN SEAL, MANAGING EDITOR - THE AMERICAN LAWYER (MODERATOR)

DAVID M. HASHMALL, ESQ., CHAIRMAN EMERITUS - GOODWIN PROCTER LLP

BRUCE MACEWEN, ESQ., PRESIDENT - ADAM SMITH, ESQ.

GINA PASSARELLA, EDITOR-IN-CHIEF - THE AMERICAN LAWYER

In this panel discussion, a group of longtime observers and analysts of the legal business are well-situated to discuss current and future trends in the marketplace. While no one has a crystal ball, this insightful session will provide vision and wisdom on how industry changes may affect attorney lateral hiring.

*Sponsored by Goodwin Procter LLP*

4:00pm - 4:15pm

## Coffee Break & Silent Auction Check-Out *Sponsored by LegallyLooking.com*

4:15pm - 5:00pm

## SquareTable Interactive Discussions (please attend one topic)

A variety of topics to include: Recruiting in Markets Where You Don't Live; Recruiting in International Markets; In-House Recruiting; Integration; NALSC Code of Ethics®; Diversity Candidates; Counteroffers; The Mansfield Rule; Moving From Government to Private Practice; and Mental Health First Aid Training for Law Firms.

*Sponsored by Akerman LLP; Baker & McKenzie LLP; Bilzin Sumberg Baena Price & Axelrod LLP; Brown Rudnick LLP; Cadwalader, Wickersham & Taft LLP; Crowell & Moring LLP; Dechert LLP; Duane Morris LLP; Dykema Gossett PLLC; Gibson Dunn & Crutcher LLP; Hogan Lovells; K&L Gates LLP; Lowenstein Sandler LLP; Michelman & Robinson, LLP; Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.; Morrison & Foerster LLP; Nixon Peabody LLP; Orrick, Herrington & Sutcliffe LLP; Perkins Coie LLP; Pillsbury Winthrop Shaw Pittman LLP; Reed Smith LLP; Sheppard, Mullin, Richter & Hampton LLP; Snell & Wilmer L.L.P.; Stroock & Stroock & Lavan LLP; Vedder Price P.C.; White & Case LLP; and Wilson Sonsini Goodrich & Rosati*

5:00pm - 7:00pm

## Networking Cocktail Reception *Sponsored by ALM / lawjobs.com / ALM Intelligence*

CHEERS! FROM DEANNE E. MAYNARD, ESQ., CO-CHAIR APPELLATE AND SUPREME COURT PRACTICE - MORRISON & FOERSTER LLP AND ADAM SKLANKA, DIRECTOR OF SALES-LEGAL MEDIA - ALM