



2021 Virtual Annual Conference

Thursday, April 8 (Day 1 of 2)

11am-12:00pm ET **Exhibitor Booths Open Early**

12:00-12:10pm ET **Welcome and Door Prize Drawing for Two Apple Airpod Pros**

Sponsor of two Apple Airpod Pro's: The Cluen Corporation

12:10-12:50pm ET **Opening Session: Burning Employment Questions: What You Need to Know Now**

Jennifer B. Rubin, Esq., Partner and Member of Employment, Labor and Benefits Section - Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.

Jen Rubin will lead us through rapidly changing employment laws impacting the legal recruiting profession and how you can navigate through them. She will cover two major areas:

COVID

- Protocols and compliance - what you can and can't ask and require of candidates; return to work or new hire accommodations.

Discrimination Updates

- With many newly minted D&I initiatives, what can/can't we ask as part of the recruiting and vetting process?
- Regarding diversity, how do you legally ask questions and market candidates?
- When personal and professional lives collide, what can/can't be used in the recruiting vetting process?

Sponsored by Leopard Solutions

12:50-1:00pm ET **Visit Exhibitor Booths and Passport Contest**

1:00-1:45pm ET **Strategic Planning for Talent Acquisition and Retention**

Moderator: Raphael Franze, Esq., Founder - LegalSummit Search Consultants, Inc.

Fiona Trevelyan Hornblower, Esq., President & CEO - The NALP Foundation

Skip Horne, Vice President for Engagement - The NALP Foundation

Jennifer Mandery, Senior Director of Research - The NALP Foundation

The NALP Foundation's reports provide unique benchmarking and actionable data. Key information covered will include why associates leave firms and where do they go? What are the most often cited reasons firms cite for associate departures, and how do these differ between those who joined as entry associates vs. laterals? What proportion of annual departures are wanted vs. unwanted? This program will cover both the findings and how to use them in your day-to-day practice.

Sponsored by Cozen O'Connor P.C.; Kirkland & Ellis LLP; Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.

1:45-1:55pm ET **Visit Exhibitor Booths and Passport Contest**

1:55-2:40pm ET **Virtual Law Firms and Recruiting**

Moderator: Darnell Shuart, Owner - Shuart & Associates

Christopher S. Harrison, Esq., Founder - Sterlington, PLLC

Michael Moradzadeh, Esq., Founding Partner and CEO - Rimon, P.C.

Panelists will discuss the preferred terminology, details and recruiting strategies for their respective law firm models.

Sponsored by Chambers|Associate and Firm Prospects

2:40-2:50pm ET **Visit Exhibitor Booths and Passport Contest**

2:50-3:30pm ET **Perspectives from the Candidate Side**

Moderator: Patrick Moya, President - The Quaero Group

Neel Chatterjee, Esq., Partner - Goodwin Procter LLP

Julia Cherlow, Esq., Principal - Bird Marella

Joshua Pond, Esq., Partner - Crowell & Moring LLP

This session will include a panel of candidates sharing their stories having used legal recruiters: impressions of the process, best recruiting techniques, what is important now more than ever such as lifestyle vs billables, suggestions to combat candidates' concerns in making lateral moves, etc.

Sponsored by Goodwin Procter LLP; Greenberg Traurig, LLP and Goulston & Storrs PC

3:30-4:30pm ET **Exhibitor Booths Remain Open**

Friday, April 9 (Day 2 of 2)

11am-12:00pm ET **Exhibitor Booths Open Early**

11:30am-12pm ET **Business Meeting** where we will announce newly elected NALSC Board Members

12:00-12:40pm ET **Switching Sides Part II: Advice from Recruiters Who Have Worked in Law Firms and Search Firms**

Moderator: Nicole Donnelly, Esq., Co-Founder – Cardinal Search Partners

Michelle Bigler, Founder - MB Attorney Search LLC

Lauren Galluzzo, Esq., Regional Attorney Recruiting Manager, East Coast - Morrison & Foerster LLP

Raffaele Murdocca, Esq., National Director of Recruiting & Professional Development - Fisher Phillips LLP

Sponsored by Kilpatrick Townsend & Stockton LLP and Seyfarth Shaw LLP

12:40-12:50pm ET **Visit Exhibitor Booths and Passport Contest**

12:50-1:50pm ET **Interactive Breakout Sessions** (Please Attend Two)

- **Why Client Prospects Disappear on Me and How to Avoid It**

David B. Trapani, CEO - AGT & Associates Inc, an authorized Sandler Training Center

If you are in business development and find yourself tired of prospects that: fail to return your calls; seem interested but use you to gain free consulting; or simply disappear when decisions are to be made - this discussion is designed for you. We will discuss why this happens and share tools you can use to avoid it.

- **Marketing Your Search Firm or Law Firm Via CLE for Attorneys**

Natalie Thorsen, Esq., Managing Member - Phyllis Hawkins & Associates, LLC

Come learn how to market your recruiting firm or law firm by providing CLE to the legal community. We will discuss presentation topics and how to structure your presentation to fit your audience (partners, associates, or in-house counsel). We will briefly talk about how CLE works for attorneys, how to network with different CLE providers within your areas, and how to provide CLE.

- **Associate Recruiting Strategies for 2021**

Jennifer Smith, Legal Recruitment Manager - Goulston & Storrs PC

- **Taking Advantage of Various Technologies in Your Day-to-Day Recruiting Practice**

Dan Binstock, Esq., Partner – Garrison + Sisson, Inc.; and President – NALSC

- **Updates on Salary Question Bans for Recruiters**

Matthew J. McDonald, Esq., Partner - Klehr Harrison Harvey Branzburg LLP

Interactive Breakout Sessions sponsored by: Akerman LLP; Baker McKenzie; 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 LLP; K&L Gates LLP; Latham & Watkins, LLP; Loeb & Loeb LLP; Lowenstein Sandler LLP; McGuireWoods LLP; Michelman & Robinson, LLP; 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; Strock & Strock & Lavan LLP; White & Case LLP; and Wilson Sonsini Goodrich & Rosati

1:50-2:00pm ET **Visit Exhibitor Booths and Passport Contest**

2:00-2:45pm ET **Keynote Presentation – “Game of Phones: Build Better Rapport and Make Better Placements”**

Keynote Speaker: Steve Hughes, CSP - Hit Your Stride, LLC

In today's fast-paced 24/7 world of legal recruitment, it's more important than ever to build instant rapport and connect with people (especially on the phone). Game of Phones is an interactive keynote presentation drawing from the latest scientific research and real-world examples on the topics of phone mastery, voicemails, crushing it on Zoom, motivating candidates and more. This dynamic session will help you be more influential and make better first impressions, whether on the search firm or law firm side.

Sponsored by Kelley Drye & Warren LLP

2:45-3:30pm ET **“Virtual Piano Party” with Cocktails** *Sponsored by ALM, Lawjobs, and ALM Intelligence*

3:30-4:30pm ET **Exhibitor Booths Remain Open**

4:30pm ET **Farewell**