



NALSC 2022 Annual Conference

THURSDAY MARCH 3 (DAY 1 OF 3)

- 2:00pm MT **Registration Begins and Exhibitor Booths Open**
Welcome totes Sponsored by Chambers Associate
- 3:00–3:50pm MT **Keynote Presentation: Compliments, Confidence & Closing: A Blueprint for Success**
Moderator: Scott Love - President of The Attorney Search Group
Keynote Speaker: Patricia K. Gillette, Esq. – Author, JAMS Mediator, Arbitrator, Prior Top-Rated Trial Lawyer
- “Rated as a top employment litigator and trial lawyer by Chambers and other organizations for 40 years and as a leader and rainmaker in her firms, Ms. Gillette’s legal career focused on assisting Fortune 500 companies with their most difficult issues and challenges.” Whether you are a recruiter or a law firm recruiting professional, we all share a common goal of “client development.” Recruiters build relationships with lawyers and law firms while law firm recruiting professionals build relationships with each other and the candidates they are trying hire. Pat will share rainmaker study results as well as elaborate on her top client development tips that we can all use. In addition, Pat will address how we can increase our visibility and showcase our talents without seeming “over the top” or too “self-promotional.” Striking the right tone and balance is critical for success in our own business as well as for advising candidates throughout the recruiting process.
- Sponsored by Kilpatrick Townsend & Stockton LLP*
- 3:50–4:05pm MT **Coffee Break - Please visit Sponsor Tables, Silent Auction & Coffee Station**
Sponsored by Seyfarth Shaw LLP
- 4:05–4:50pm MT **Update: An Insider’s Look at the Financials of the Legal Marketplace**
Brent Turner - Director of Strategic Insights & Market Intelligence at Peer Monitor division, part Thomson Reuters
- Our expert speaker will provide the latest information on where law firms are spending their money. This analysis will include the data behind headlines, the shifting landscape, key performance measures, demand, productivity, rates and realization, and expenses.
- Sponsored by Firm Prospects*
- 4:50–5:05pm MT **Coffee Break - Please visit Sponsor Tables, Silent Auction & Coffee Station**
Sponsored by Seyfarth Shaw LLP
- 5:05–6:00pm MT **Interactive Roundtable Discussions (attend two)**
Topics currently include: Diversity Recruiting; Pros/Cons of LinkedIn Recruiter; How Different Generations Communicate in the Recruiting Process; Associate Integration in the New Normal Landscape; Educational law firm-centric and recruiter-centric sessions presented by Leopard Solutions; Pros/Cons of In-Person, Virtual and Telephone Interviews & Meetings; Mastermind Groups; Conflicts and How to Mitigate Them; Beyond Contingency Recruiting: Retainers & Exclusives; and Counteroffers and How to Deal with Them.
- Sponsored by Akerman LLP; Baker McKenzie; Bilzin Sumberg Baena Price & Axelrod LLP; Cadwalader, Wickersham & Taft LLP; Cooley LLP; Cozen O’Connor P.C.; Crowell & Moring LLP; Dechert LLP; Duane Morris LLP; Dykema Gossett PLLC; Gibson Dunn & Crutcher LLP; K&L Gates LLP; Kelley Drye & Warren LLP; Latham & Watkins, LLP; Loeb & Loeb LLP; Lowenstein Sandler LLP; Michelman & Robinson, LLP; Miles & Stockbridge P.C.; Morrison & Foerster LLP; Nixon Peabody LLP; Orrick, Herrington & Sutcliffe LLP; Pillsbury Winthrop Shaw Pittman LLP; Reed Smith LLP; Sheppard Mullin Richter & Hampton LLP; Stroock & Stroock & Lavan LLP; and Wilson Sonsini Goodrich & Rosati*
- 6:00–8:00pm MT **Cocktail Reception Under the Stars**
Sponsored by ALM, lawjobs.com, and ALM Intelligence Legal Compass
- 8:00–10:00pm MT **Hospitality Suite with Entertainment**
Sponsored by Leopard Solutions

FRIDAY MARCH 4 (DAY 2 OF 3)

8:00–9:00am MT **Patio Breakfast and Annual Business Meeting**

Sponsored by Kirkland & Ellis LLP

9:15–10:00am MT **How Ethical Rule Changes May Impact Moves and the Legal Market**

Lynda Shely, Esq. - Owner/Attorney at The Shely Firm PC

This dynamic legal ethics expert will delve into the subject of ethics and recruiting. She will advise us on topics such as how Arizona's recent rule changes may apply to lawyers in other states, can lawyers move to a state where they aren't admitted (and what can they do there), what are partner candidates' fiduciary duties to their current firms, and what are the general ethical obligations of any attorney (partner, associate, of-counsel) to notify firm management and clients when changing firms.

Sponsored by Goulston & Storrs, P.C.

10:00–10:20am MT **Coffee Break - Please visit Sponsor Tables, Silent Auction & Coffee Station**

Sponsored by Seyfarth Shaw LLP

10:20–11:05am MT **In-house Recruiting**

Moderator: Natalie Harris, Esq. - Managing Member of Phyllis Hawkins & Associates and NALSC Vice President
Michelle Alarid, Esq. - Senior Counsel - Store Operations and Services at PetSmart
Kristina Lambright, Esq. - Senior Director of Strategic Growth at Perkins Coie LLP
Andrea Liburdi, Esq. - Associate General Counsel at Spring Education Group

This panel of in-house attorneys will explore the various ways in which they were recruited to their respective companies. They will also share best practices for building their legal departments. In addition, panelists will delve into how law firms can serve as "trusted internal advisors" to lawyers interested in exploring in-house opportunities with firm clients as well as secondment as a stepping stone to permanent positions.

Sponsored by Perkins Coie LLP

11:05–11:25am MT **Coffee Break - Please visit Sponsor Tables, Silent Auction & Coffee Station**

Sponsored by Seyfarth Shaw LLP

11:25–12:10pm MT **Concurrent Breakout Sessions**

Sponsored by Goodwin Procter LLP

▪ **The Secrets of Partner Compensation and the Impact on Lateral Recruiting**

Blane Prescott, Managing Shareholder of MesaFive, LLC

Since compensation touches so many aspects of lateral partner recruiting (e.g., how much a recruiter will be paid, how interested the candidate and the law firm are in one another, the basis upon which a candidate may ultimately be judged, etc.), it is crucial to understand how partner compensation works in, and just as important, how it varies among law firms. This program is intended to focus on the variety of compensation systems in use, and how economics impact law firm decisions about partner compensation. In addition, this program is intended to be interactive, so we will give attendees the opportunity to ask questions about why and how systems work, and the subtle issues that can make partner compensation less than predictable.

▪ **New Associate Survey Results from Chambers Associate**

Leah Henderson – Editor at Chambers and Partners

The legal industry is seeing unprecedented levels of lateral movement. To this backdrop, we will share the latest findings from our most recent associate survey, highlighting common factors that motivate associates to leave their firm, and identifying correlations between these factors and different practice areas, types of law firm, locations and demographics. We will also consider patterns in associate satisfaction more generally across other key areas, including career development, diversity & inclusion, pro bono, hours and compensation, and firm culture.

12:30–2:00pm MT **Garden Luncheon and Door Prize Drawings**

Luncheon sponsored by Faegre Drinker Biddle & Reath LLP

Door Prizes sponsored by The Cluen Corporation

FRIDAY MARCH 4 (DAY 2 OF 3) CONTINUED

2:15–3:00pm MT **Managing Partner Perspectives**

Moderator: Keith Fall – Partner, Walker Associates

Bob Bodian, Esq. – Managing Partner of Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.

Nicole Maroulakos Goodwin, Esq. - Managing Shareholder of the Phoenix Office of Greenberg Traurig, LLP

Allison M. Murdock, Esq. – Managing Partner of Stinson LLP

Leslie Smith, Esq. – Managing Partner of the Miami Office of Foley & Lardner LLP

For a peek behind the curtain, Managing Partners will present their varying perspectives on the recruitment process and attracting and retaining talent. They will elaborate on how firms' teams are structured; their strategic focus for recruiting initiatives; how decisions are made internally; how they identify resources; how they decide which search firms to use and what is a value add; how recruiters can develop/deepen relationships with the firms; how search firms should handle conflict with firms; and more.

Sponsored by Greenberg Traurig, LLP

Sponsored by Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.

3:00–3:20pm MT **Coffee Break - Please visit Sponsor Tables, Silent Auction & Coffee Station** sponsored by Seyfarth Shaw LLP

3:20–4:05pm MT **A Behind the Scenes Look at Running, Growing & Synergizing a Recruiting Business to the Next Level**

Moderator: David Garber, Esq., Principal of Princeton Legal Search Group

Richard Brock, Esq. – CEO of OnBoard Search

David Gruskin, Esq. - President at LegalPartners Group, LLC

Stacy K. Humphries, Esq. – President of Pye Legal Group

A panel of search firm owners will examine the different approaches of how varying legal recruiting businesses are structured, specialize within the profession, secure clients, develop relationships, research candidates, offshore functions, utilize industry consultants, train staff, leverage technology, incorporate metrics, and more. This session is designed to appeal to both legal search consultants and law firm recruiting professionals by analyzing various methods and techniques used to recruit top talent.

Sponsored by Pirical

4:05–4:25pm MT **Coffee Break - Please visit Sponsor Tables, Silent Auction & Coffee Station** sponsored by Seyfarth Shaw LLP

4:25–5:10pm MT **Sensitive Situations (Part II)**

Moderator: Dan Binstock, Esq. - Partner at Garrison & Sisson, Inc.

Avis Caravello, Esq. - Founder of Avis Caravello Attorney Search Consultants LLC and NALSC Chair of Ethics

Charles Curtis - Firmwide Director of Attorney Recruiting at Pillsbury Winthrop Shaw Pittman LLP

Carmen Kelley - Lateral Attorney Recruiting Manager - Regional at Morrison & Foerster LLP

Our Chair of Ethics will summarize the most frequently relied on provisions of the NALSC Code of Ethics®. Panelists will then present real-life recruiter dilemmas in a “what would you do” format. This highly interactive program will ask for audience viewpoints providing an opportunity for engaging discourse while sharing practical strategies and ultimate decisions made.

Sponsored by Brown Rudnick LLP

5:30–6:30pm MT **Cocktail Reception on the Paradise Lawn**

Sponsored by Chambers Associate

6:30–8:30pm MT **Gala Dinner on the Paradise Lawn**

Sponsored by ALM, lawjobs, and ALM Intelligence

SATURDAY MARCH 5 (DAY 3 OF 3)

8:30–10:30am MT **Breakfast Town Hall Meeting on the Sunset Plaza**

Moderator: Mitchell Satalof – President at Juris Placements, Inc. and NALSC President

Sponsored by Latham & Watkins, LLP

10:30am MT **Farewell**