



# 2023 FALL SYMPOSIUM

## HOSTED BY LATHAM & WATKINS LLP

**FRIDAY, OCTOBER 20**

- 8:00am ET **Registration and Exhibitor Booths Open**  
*Welcome Totes Sponsored by Chambers*
- 8:00-9:00am ET **Continental Breakfast Sponsored by Faegre Drinker Biddle & Reath LLP and Practus, LLP**
- 9:00-9:10am ET **Welcome by NALSC and Host Latham & Watkins LLP**  
[Mitch Satalof, CEO of Juris Placements, Inc and NALSC President](#)  
[Michele O. Penzer, Esq., Global Chair of Latham & Watkins' Recruiting Committee/Former New York Office Managing Partner](#)
- 9:10-10:25am ET **Keynote Presentation: "Embracing Generational Diversity at Work"**  
Presenter: [Chris DeSantis \(Professional Speaker, Consultant and Author\)](#)  
From senior partner to junior associate and from veteran recruiter to newbie in the business- how do we navigate our differences and most effectively work with them all? Professional speaker Chris DeSantis will tailor his presentation specifically to our legal recruiting audience focusing on different approaches, preferred forms of communication for each generation, and generational perceptions of recruiters and the market.  
*Sponsored by Kilpatrick Townsend & Stockton LLP and Sterlington, PLLC*
- 10:25-10:40am ET **Coffee Break & Exhibitor Booths** *Coffee break sponsored by Brown Rudnick LLP and Cozen O'Connor P.C.*
- 10:40-11:20am ET **Interactive Breakouts/Roundtables/Tour** (attend one)  
This session is currently scheduled to include a choice of one of the following: Hot Topics in Partner Recruiting and Group Placements; Associate Recruiting: Who Moves and Why (Including NALP Foundation Statistics); Nuts and Bolts of In-house Recruiting; and a Tour of Latham & Watkins' Beautiful Offices.  
*Sponsored by Honorary Sponsors: Akerman LLP; Baker & Hostetler LLP; Bass, Berry & Sims PLC; Bilzin Sumberg Baena Price & Axelrod LLP; Cadwalader, Wickersham & Taft LLP; Cooley LLP; Crowell & Moring LLP; Dechert LLP; Duane Morris LLP; Eversheds Sutherland (US) LLP; Gibson Dunn & Crutcher LLP; Hogan Lovells US LLP; Kelley Drye & Warren LLP; Latham & Watkins, LLP; Loeb & Loeb LLP; Lowenstein Sandler LLP; McCarter & English, LLP; Michelman & Robinson, LLP; Miles & Stockbridge P.C.; Moore & Van Allen PLLC; Nixon Peabody LLP; Orrick, Herrington & Sutcliffe LLP; Pillsbury Winthrop Shaw Pittman LLP; Reed Smith LLP; Rutan & Tucker, LLP; Stroock & Stroock & Lavan LLP; Vedder Price P.C.; Wilson Sonsini Goodrich & Rosati*
- 11:20-11:35am ET **Coffee Break & Exhibitor Booths** *Coffee break sponsored by Davis Wright Tremaine LLP*
- 11:35-12:20pm ET **"Current Topics in Labor and Employment Affecting Legal Recruitment"**  
Moderator: [Melissa Peters, Esq., Founder at MP Legal Search](#)  
Panelists: [Suzanne W. Decker, Esq., Principal at Miles & Stockbridge P.C.](#)  
[Larry Perlman, Esq., Partner – Labor & Employment at Foley Lardner LLP](#)  
[Milton L. Williams, Esq., Partner at Walden Macht & Haran LLP](#)  
This panel of experts will discuss new types of anti-discrimination laws- including potential effects from the Supreme Court's recent affirmative action decision, the medical use of cannabis, artificial intelligence, pitfalls of social media, mandatory return to office requirements and disability accommodation.  
*Sponsored by Firm Prospects and Goodwin Procter LLP*

12:20-1:20pm ET **Luncheon and Door Prize Drawings**

*Luncheon sponsored by Leopard Solutions*

*Door Prize Drawings sponsored by The Cluen Corporation*

1:20-2:05pm ET **“Moving the Needle: Aligning Law Firm and Agency Recruiters on DEI Recruitment and Retention Strategies for Mid-Career Women and Underrepresented Groups”**

Moderator: [Laura Leopard, Founder and CEO of Leopard Solutions](#)

Panelists: [Carmen Kelley, Director of Lateral Attorney Recruiting at Morrison & Foerster LLP](#)  
[Bahareh Samanian, Esq., Founder of Bahareh Legal](#)

A team of experts will discuss promoting DEI via the lateral lawyer recruitment process. They will combine survey data with real-life intentional strategies and examples for recruiters to move the needle in both the mid-career women sector as well as underrepresented groups. We will delve into takeaways for promoting the hiring of all diverse lateral candidates such as sourcing candidates, how to work with them, how to best package and present non-traditional backgrounds to get past traditional gatekeeping criteria, and how to use serious (not just performative) allyship to promote diverse lateral hiring and retention.

*Sponsored by Goulston & Storrs PC and Morrison & Foerster LLP*

2:05-2:20pm ET **Coffee Break & Exhibitor Booths** *Coffee break sponsored by Kirkland & Ellis LLP and Legal Recruiter Directory*

2:20-3:05pm ET **“What is Keeping Managing Partners Up at Night?”**

Moderator: [Jordan Abshire, Esq., Founder and Managing Member at Abshire Legal Search, LLC](#)

Panelists: [Nicole D. Fanjul, Esq., Co-Deputy NY Office Managing Partner at Latham & Watkins LLP](#)  
[Michael J. Kuh, Esq., New York Managing Partner at Hogan Lovells](#)  
[Cindy Schmitt Minniti, Esq., Managing Partner of the New York Office of Reed Smith LLP](#)

This panel of firm leaders will delve into what is keeping firm leadership up at night relating to Partners, Associates, Recruitment and Retention, Return to Office, Firm Business in General, and more.

*Sponsored by Greenberg Traurig LLP and Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.*

3:05-3:20pm ET **Coffee Break and Exhibitor Booths** *Coffee break sponsored by Offit Kurman*

3:20-4:00pm ET **“Measures and Metrics for Success in Social Media”**

Presenter: [Shelley Ducker, Principal at Shelley Ducker Rx Communications](#)

Public Relations industry expert Shelley Ducker will delve into LinkedIn; how to use, read and maximize your specific metrics; quick, easy, and effective social media tips; and more. Shelley will also show specific examples from attendees’ profiles.

*Sponsored by Perkins Coie LLP and Pirical*

4:00-4:15pm ET **Coffee Break and Exhibitor Booths** *Coffee break sponsored by Quarles & Brady LLP and Rimon, PC*

4:15-5:00pm ET **“Intro to AI and ChatGPT for Legal Recruiters– What Is It and How It Might Affect Lawyer Hiring, Recruiting, and the Legal Industry as a Whole?”**

Presenter: [Zach Warren, Technology & Innovation Insights Lead at Thomson Reuters Institute](#)

Our speaker will present data behind who is using it, the attitudes towards it, and the benefits and risks now and for the future. He will also address skills and give examples on how AI and ChatGPT can improve your daily recruiting tasks.

*Sponsored by Seyfarth Shaw LLP and Troutman Pepper Hamilton Sanders LLP*

5:00-7:00pm ET **Networking Reception** *Sponsored by ALM, LAWJOBS, and ALM Intelligence*