

Do you know which of our NALSC Board members was a “trick” bare-foot water skier and elected politician (but not all at the same time)? Meet Kevin Bacon, who also serves on NALSC’s Newsletter, Governing Documents, and Website/Social Media Committees.

Raised in Defiance, in Northwest Ohio, Kevin played football, baseball, and basketball in addition to doing that fancy water skiing. He says that law was “always in my blood since a very young age.” He watched his lawyer father, and learned from him. Kevin reveals that his dad turned down careers with the CIA and FBI in favor of private law practice. (Is he allowed to tell us that?)

Kevin earned his undergraduate degree at Miami University in Oxford, Ohio, where he studied Political Science and Business in preparation for law school. He played on the football team all four years and received the Miami Scholar-Athletic Award in 1994. While in college, Kevin interned with his congressman and met Bob Dole, President Clinton, Al Gore, Janet Reno, and an astronaut. Kevin met Janet Reno again years later, and he says he had a great conversation with her. Kevin graduated from Capital Law School, Columbus, Ohio, in 1998 and served on its Alumni Board from 1998 to 2008.

Kevin practiced law starting in 1998. Early in his career, he spent seven years with Farmers Insurance, five of which were in the Ohio Executive Office as a lobbyist and also handling government and regulatory affairs. He then served as an Ohio State Representative from 2007 to 2010 and as an Ohio State Senator from 2011 to 2018, all while continuing with his law practice. Upon being termed out, Kevin spent two years as a non-profit CEO before founding Bacon Legal Recruiting in January 2021.

A friend sparked his interest in recruiting and provided his training and consulting. He says the best advice he received was that the key to successful recruiting is “persistent calling and exceptional script writing.” This was Kevin’s second business venture, his law practice being his first. He found that he “loved the flexibility and financial reward and kept going!”

His recruiting practice focuses on the placement of both partners and associates in a multi-state area but primarily, Ohio. His firm now also is assisting a firm with opening multiple offices nationally and making some interim (temp) and legal staff placements. He says, “We continue to grow.” If he were to start his recruiting career today, Kevin says he wouldn’t do anything differently.

*...the key to successful recruiting is
“persistent calling and exceptional
script writing.”*

The aspects of legal recruiting Kevin enjoys most are business development, interacting with partners, and—of course—receiving payments! He is most challenged by determining the best way to expand his business. When asked how he learned to deal with the inevitable disappointments that occur in recruiting, Kevin responded, “I was trained well as an elected official and attorney. Baptism by fire. I just roll with it.”

Of his pre-recruiting experiences, Kevin feels that his time as a state senator was most rewarding. He believes that serving in the Ohio

Board Member Profile: Connie Rinaldi, Esq.

Founder of Bacon Legal Recruiting



P: (614) 578-2655

E: kbacon@baconlegalrecruiting.com

W: www.baconlegalrecruiting.com

Interview and article
by Valerie Fontaine

State Legislature gave him an understanding of how to work with many different types of people and achieve measurable success. As a legislator, he worked on many issues, including developmental disabilities, judicial reform, and tax budget issues, and he says, “I liked all of it.” Reminiscing about his time in politics, Kevin shared:

“In 2011, when I was a state senator, there was controversial legislation pending in one of my committees, in which I was the chairman. I did many national interviews, many of which were live, on channels such as CNN, Fox, ABC, CBS, NBC & PBS. I did one live from Times Square. Reverend Jessie Jackson even made an appearance in one of my committee hearings.

“I also had the chance to meet many fascinating people while in office, including Speaker Newt Gingrich, VP Joe Biden, AG John Bolton, Gov. Jeb Bush, and others. I also enjoyed working with Governor (and presidential candidate) John Kasich on a regular basis and U.S. Speaker John Boehner on occasion. While working as a non-profit CEO, I worked on education issues with U.S. Secretary of Education Betsy DeVos.

“Connecting with famous newscasters was also fun. People like Sean Hannity, Dana Perino, Jesse Watters, Kimberly Gilfoyle, Chuck Todd, Juan Williams, and Andrea Mitchell, to mention a few.”

These experiences probably come in handy when meeting with managing partners and candidates, and preparing his candidates for their own interviews, don’t you think?

On the personal side, Kevin has three daughters, two of whom are out of college, and one currently is in nursing school. In his “free time,” he spends a lot of time at his lake cottage in Michigan and, as he puts it, “other fun places.” “Recruiting gave me the freedom to do that!” He has also travelled to some other interesting places in the past, including Alaska, Japan, Israel, Morocco, throughout Europe, and he studied in Spain. He also likes to spend time travelling to watch the Los Angeles Angels play, as his cousin, Nolan Schanuel, is the starting first baseman.

When it comes to music, Kevin loves “all things 80s.” The same goes for TV. He says, “As a child, it was all 80’s – *Three’s Company*, *Fantasy Island*, *Love Boat*, etc. Later on, it was *Cheers*, *Friends* & *Seinfeld*. Now,

Continued from prior page

mostly Netflix drama series.” His favorite movies are “anything based on a John Grisham novel.” Most recently, Kevin read two John Grisham non-fiction books (which is uncommon as he typically writes fiction). Kevin advises anyone in the legal industry to read (or listen to via Audible) “*The Innocent Man*” and “*Framed*,” real-life stories of wrongfully convicted individuals who were on death row and later exonerated. He says, “You will be shocked!”

One more interesting tidbit about Kevin Bacon: He loves to cook, grill, and smoke meat, and he admits, “I get rattled if my spice rack isn’t precisely alphabetized with all labels facing forward!” He concludes: “LOL.”

ABOUT THE AUTHOR:

Valerie Fontaine is a Principal of SeltzerFontaine LLC. Also, she is a past Officer and Board Member of NALSC. Valerie is currently a consultant assisting NALSC HQ as well as Newsletter Advisor.

P: (310) 842-6985

E: vfontaine@seltzerfontaine.com

W: www.seltzerfontaine.com

