

Welcome, once again! I am pleased to inform you that NALSC continues to grow and thrive under the leadership of our hardworking Board and headquarters.

Our committees have been very busy pursuing new initiatives, setting strong goals for the future of the organization, and delivering informative presentations and content—both in-person and online—for the membership. You'll read about many of these activities in this issue.

Our membership and sponsorship rosters are continuing to grow at an unprecedented pace (a 15% percent increase over the past year), with total membership at an all-time high of 265 search firms and 74 supporting law firms. Nearly 50 new member legal search firms joined the NALSC ranks over the past six months, with even more coming aboard almost every day. We at NALSC also appreciate our growing number of corporate sponsors, who provide the legal search community with such valuable goods and services. See our Membership Report for the details.

We continue to attract sell-out capacity crowds at our Conferences and Symposia along with robust participation in our online programs such as Recruiter Roundtables, Office Hours, and NALSC Presents. Additionally, we are expanding our outreach with our Recruiter Stories podcasts, social media presence, and brand awareness campaign all of which you can read more about in this issue. The podcasts can be accessed here: <https://www.nalsc.org/podcasts/>.

The 2025 Annual Conference at the Hotel AKA Brickell in Miami on February 27-March 1 attracted record attendance. As with our last several events, it was sold out with a waiting list of others wishing to attend. One attendee summed it up this way: "Fantastic programming, meaningful connections, and the chance to give back—NALSC 2025 had it all!" We extend a huge thank you to Akerman LLP for hosting our closing gala reception and to all of NALSC's sponsors for supporting this wonderful Conference!

We have another exciting event coming up in just a few weeks. Registration is strong for the 2025 NALSC Fall Symposium in Denver with a kickoff reception generously hosted by Polsinelli in their offices on Thursday evening, September 25, from 6-8pm, followed on Friday, September 26, with a full day of practical and insightful programming at the Denver Westin Downtown. Symposium sessions run from 9am to 5:30pm, with an afternoon champagne toast and capped off by a wine and cheese reception from 5:30-6:30pm.

Symposium sessions are tailored to reflect member feedback and suggestions from past events and are designed to maximize audience interaction and provide practical takeaways. Here's what you can expect at the Symposium:

- **What's Happening? Legal Industry and Hiring Trends**
- **Building a Magnetic Personal Brand to Elevate Legal Recruiting Success**
- **The Anatomy and Lifecycle of the Deal**
- **The Job is Perfect! How do I Get Candidates to Respond?**
- **Group Interactive Discussion: Navigating Sticky Situations**
- **Understanding the Business: A Nuanced Approach to Recruiting Financial Terminology**
- **Best Practices for Interviewing and Acquiring Lateral Talent**

President's Message



by Melissa Peters, Esq.

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- Our ever-popular **Roundtables**, including: What Goes into an In-house Lawyer's Compensation Package?; Partnership Agreements and Their Role in Lateral Recruiting; To Scale or Not to Scale Your Recruiting Business, Reprise; Recruiting Nuts & Bolts; Proper Due Diligence in Lateral Law Firm Partner Movement; Pick Your Headhunter's Brain, Reprise; Going Up Against the Big Guys; Law Firm Integration; Working with Bots; and Opening the Black Box: A Day in the Life of a Law Firm Recruiter

We're especially excited about our keynote presentation, "Thriving through the Chaos: Science-Based Tools to Emotionally and Cognitively Thrive and Maximize Your Productivity," presented by former Skadden lawyer Jarrett Green. Since leaving law practice, Jarrett earned a master's degree in psychology, co-founded USC's Gould School of Law's Mindfulness, Stress Management & Peak Performance Program, and consults and leads programs for nearly half of the AmLaw 100 as well as for many Fortune 500 companies. Tailored to legal recruiters and backed by scientific evidence, Jarrett will show us how to experience less stress and more greatness—more happiness, heightened focus, improved productivity, optimized cognition, and enhanced overall success in our careers and lives.

As always, the Symposium program incorporates plenty of networking time to visit sponsors via exhibit booths, reconnect with old friends, meet new members, and interact with clients. As one of last year's Symposium attendees said: "Hanging out with colleagues from across the country was one of the best parts of attending."

We greatly appreciate our reception host, Polsinelli, and thank all our sponsors for making this amazing event possible. See the agenda and registration information on our website <https://www.nalsc.org/2025-nalsc-fall-symposium/>, and make sure to grab your space soon if you haven't already!

Speaking of events, our second Regional Meetup, held on June 26th at Goulston & Storrs' beautiful Boston offices, was another great success. The speaker, Labor & Employment partner Elizabeth Levine, and our own Advisory Committee member Karen Kupetz led a lively Q&A session on the latest executive orders and their impact on legal recruiting. Attendees loved the more

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intimate feel of the event, enjoying the opportunity to grab a drink and snacks, and mix and mingle with fellow NALSC members. We're hoping to have similar Regional Meetups around the country in the future. Law firm supporting members, please let us know at info@nalsc.org if you would like to host an event in one of your offices.

NALSC also is continuing to build our relationship with NALP, the National Association of Law Placement. As in past years, NALSC sent a contingent of our Board members to staff a resource table, interact with the 1200+ law firm and law school attendees, and further spread the message of NALSC and our Code of Ethics. Several Board members and long-time NALSC members also spoke on panels, further demonstrating our value to and deep knowledge of the legal industry.

I want to extend my thanks to our headquarters staff, helmed by our amazing Executive Director, Stephanie Ankus, and ably assisted by consultants

Alice Perez and Valerie Fontaine, who keep everything operating smoothly.

Kudos, also, to the NALSC Newsletter Committee, chaired by Jennifer Gillman, assisted by former Newsletter editor Valerie Fontaine, along with the contributions of committee members Jordan Abshire, Kevin Bacon, and Natalie Thorsen Harris, for another excellent and informative issue. Past issues of the semi-annual NALSC Newsletter can be accessed through the NALSC website at <https://www.nalsc.org/newsletters/>.

I hope to see you at the Fall Symposium, kicking off on September 25th.

Best regards to all, **Melissa Peters** - President of NALSC®
