

1. Memorandum

TO: Mike Gotham, President, NALP
Fred Thrasher, Deputy Director, NALP
Jean Durling, Lateral Recruiting Section Board Liaison

FROM: Beth Fuson, Lateral Recruiting Section Chair

DATE: June 30, 2008

RE: Lateral Recruiting Section Quarterly Report I

Summary

This report includes updates on the Lateral Recruiting Section and a recap of the 2008 Annual Conference Proposal Submissions and the Bulletin Articles for the year.

I. Lateral Recruiting Best Practices Guide Work Group

In previous years, members of the Lateral Recruiting Section have collaborated with one another to write a best practices guide for lateral recruiting. The Best Practices guide was first published in 2007 by a Work Group of the Lawyer and Law Student Recruiting Section. The Work Group was chaired by Donna Branca, Chair (Blank Rome LLP). Other members of the work group included Shannon Christopher (Jenner & Block LLP), Sharon Crane (Davis Polk & Wardwell), Betty J. Hoover (Spilman Thomas & Battle, PLLC), Kimberly A. Short, Esq. (Ballard Spahr Andrews & Ingersoll, LLP), Sharon Masterson (Reed Smith LLP), Peggy Simoncini Pasquay (Duane Morris LLP), Brad Sprayberry (Gunster, Yoakley & Stewart, P.A.) and Erin Zagnojn (Blank Rome LLP). Brad Sprayberry (Gunster, Yoakley & Stewart, P.A.) has agreed to Chair the Work Group for the 2000 Revision of the Best Practices Guide.

II. 2009 NALP Annual Education Conference Proposals

The Lateral Recruiting Section has submitted three proposals for presentations at the 2009 Annual Conference.

A. Partner Recruiting: The Process and Financial Considerations. If the proposal is accepted, the presenters will be Brad Sprayberry (Gunster, Yoakley & Stewart, P.A.) and Anna Maria Knapp (Hogan & Hartson LLP)

B. Changes in Lateral Hiring: Beyond the Traditional Search Firm. If the proposal is accepted, the presenters will be Lacie Marshall (McDermott Will & Emery LLP), Kendall Wade (Andrews Kurth LLP), and Turkessa Thompson (Holland & Knight).

C. Lateral Associate recruiting: One Size Does Not Fit All. If the proposal is accepted, the presenters will be Jill Nussbaum (Goulston & Storrs P.C.), Stephanie Bruno (DLA Piper), and Donna Manion (DLA Piper).

III. Bulletin Articles.

In its first year as a section, the Lateral Recruiting Section anticipates publishing two feature articles and three columns in the NALP Bulletin

A. Beth Fuson will be submitting a feature articles addressing Human resources basics for law firm recruiters.

B. Lourdes Fuentes will be submitting a feature article addressing immigration issues for recruiting

C. Lacie Marshall (McDermott Will & Emery) will be submitting a column based on the conference proposal that was submitted to NALP for the 2009 Annual Education Conference addressing Alternatives to using search firms for recruiting laterals.

D. Brad Sprayberry (Gunster, Yoakley & Stewart, P.A.) will be submitting a column based on the conference proposal that was submitted to NALP for the 2009 Annual Education Conference addressing The process for recruiting Partner Candidates.

E. Luann Tibbetts (Bass Berry & Sims PLC) will be submitting a column about the conflicts and background check process.

IV. Environmental Scanning.

The Lateral Recruiting Section has not concentrated on environmental scanning thus far. We intend to be more active and have more to report on these efforts in the future.