

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: October 31, 2008

RE: Lateral Recruiting Section Quarterly Report II

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 2008 Revision of the Best Practices Guide. Beth Fuson (Howrey LLP), Debbie Fister (Fish & Richardson), Chandra Clouden (Alston & Bird), Christine McWilliams (Bingham McCutcheon), Rhonda Grayson (Heller Ehrman), Donna Manion (DLA Piper), and Stephanie Bruno (DLA Piper) will also be working on the project.

The first conference call of the work group occurred on September 9th. At that time, a timeline for the project was discussed and each member of the work group volunteered to work on the revisions for one of the sections of the guide. A second conference call was scheduled for October 14, 2008, during which we discussed our progress with the updates. It also came to our attention that Rhonda Grayson, of Heller Ehrman was not on the call, possibly due to the firm's dissolution. We have reached out to the NALP President Michael Gotham who was the Director of Recruiting at Heller Ehrman at the time of the dissolution, who put Beth in touch with Rhonda. Rhonda has indicated that she is still interested in working on the update. We will be adjusting the assignments so that Rhonda Grayson will continue to be involved, but Donna Manion and Stephanie Bruno have been working on the section that Rhonda was previously assigned, so we will be adjusting our roles to give everybody the opportunity to work on the project. Our next conference Call is scheduled for Tuesday, November 11th at 2 p.m. Revisions are due to Brad Sprayberry before that meeting.

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).

D. We were notified that of the submissions three submissions, only the program by Brad Sprayberry (Gunster, Yoakley & Stewart, P.A.) and Anna Maria Knapp (Hogan & Hartson) addressing Partner Recruiting was selected by the conference planning committee. However, the committee did recommend an additional program regarding the cycle of lateral associate recruiting. Beth Fuson (Howrey LLP) and LuAnn Tibbetts (Bass, Berry, and Sims) will be presenting this topic. Beth will be addressing the lateral recruiting cycle from the perspective of a large, multi-national law firm and LuAnn will address lateral recruiting from the perspective of a regional firm.

III. Bulletin Articles.

In its first year as a section, the Lateral Recruiting Section anticipates publishing three feature articles or columns for publication in the NALP Bulletin this year.

A. Beth Fuson submitted a feature article addressing recruiting, integrating and retaining lateral associates in the October NALP Bulletin.

B. Brad Sprayberry has submitted an article addressing partner recruiting for the December NALP bulletin.

C. LuAnn Tibbetts will be submitting an article about due diligence and the conflicts process for a later issue.

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, however, at this time, only one article has been submitted to the distribution list.