

Dear NALSC Members,

This has been a banner year for NALSC thus far. It is apparent to NALSC observers that our brand awareness campaign is an ongoing success. Also, as you will read in this newsletter, our membership has grown dramatically, both with search firm and law firm members, as has our roster of sponsors. The long-awaited Universal Lateral Partner Questionnaire (U-LPQ) is operational and available on our website, with more law firms signing on regularly as endorsers willing to accept it during the normal course of partner placements. Moreover, we had a sold-out Annual Conference in Nashville last spring, with a waiting list of attendees left clamoring to be included. Plus, we have a blockbuster Fall Symposium planned for this October 20th in NYC.

Although several long-time and valued members of our Board of Directors termed off this past spring (Board members serve three-year terms with a limit of two consecutive terms), new Board members are already bringing fresh ideas and energy to the organization. A new Executive Committee also took office at the Annual Conference last Spring which includes me as President; Patrick Moya, VP-Long Range Planning; Arthur Polott, VP-Membership; Jane Pollard, Treasurer and Cheryl Brown, Secretary. The Board, along with Executive Director Stephanie Ankus and part-time HQ consultants Valerie Fontaine and Alice Perez, are leading NALSC on this upward trajectory.

Next Spring, several additional Board members will be terming out, including yours truly. This is why, in the recent past, we've expanded our supporting committees, some ad hoc, as a runway for future Board members. The DEI Committee is our newest ad hoc committee. Chaired by Board Member Kathy Richardson, it is open to participation by all NALSC members. Think about whether you would like to become more involved, either by running for the Board next Spring, and/or by serving on one of our ad hoc committees. Ask Mary Clare Garber and/or Melissa Peters, our Nominations Committee Co-chairs, or Stephanie Ankus or any Board member for more details. We encourage your participation!

NALSC's membership now is comprised of more than 200 search firms and over 50 supporting law firms, with these record numbers increasing virtually every day. This connection between search firms and law firms is crucial to NALSC's mission of upholding the highest of ethical standards, building relationships with clients, and improving the overall success of our industry. Furthermore, NALSC greatly appreciates our growing number of corporate sponsors who provide the legal search community with valuable goods and services.

We're immensely proud of the work done by our Board and additional contributing members, our sponsors, and the Advisory Committee (made up entirely of law firms) in creating the Universal Lateral Partner Questionnaire (U-LPQ). Beyond its use as a recruiting tool, the U-LPQ is an educational guide intended to assist legal recruiters and law firm recruiting professionals as a standardized "first step" in the due diligence phase of partner recruiting. Please provide the U-LPQ to your partner candidates and

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## President's Message

by Mitch Satalof

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encourage your clients to accept it to streamline the recruiting process industry-wide. For more information about the U-LPQ and to access downloadable forms, see: <https://www.nalsc.org/u-lpq-information/>. Also, a FAQ page will be implemented in the near future.

Our recent NALSC 2023 Annual Conference in Nashville was an enormous success garnering glowing testimonials such as:

*"Wonderful conference all around. Nashville was the perfect city to convene in with a special rooftop cocktail party, and Country Music Hall of Fame tour and dinner. I loved being with old friends and colleagues, meeting new people, and sharing experiences and ideas. What an inspiring few days!"*

*"NALSC continues to impress. The hospitality is unmatched and the substantive content continues to surpass all expectations."*

A huge thank you to all of NALSC's sponsors for supporting this wonderful conference!

As I mentioned above, the Annual Conference in Nashville last May attracted a record crowd. With more than 200 attendees, not only was it sold out, but there was also a waiting list of members we could not accommodate for space reasons. So, don't miss out on our next event! Register NOW to reserve your seat at the upcoming Fall Symposium which will be held on Friday, October 20, 2023, from 8am to 7pm ET, in Latham & Watkins' New York offices. We expect another capacity crowd.

Here's what you can expect at the Fall Symposium:

- Keynote Presentation: "Embracing Generational Diversity at Work" From senior partner to junior associate and from veteran recruiter to newbie in the business, professional speaker Chris DeSantis suggests strategies for navigating our differences and most effectively working with them all;
- "Current Topics in Labor and Employment Affecting Legal Recruitment" with a panel of labor and employment partners;
- "Moving the Needle: Aligning Law Firm and Agency Recruiters on DEI Recruitment and Retention Strategies" Industry experts suggest REAL strategies for legal recruiters to promote DEI via lateral lawyer recruitment;
- "What's Keeping Managing Partners Up at Night?" Directly from the mouths of law firm leaders;
- "Metrics for Success in Social Media" Explained by a Public Relations industry expert;
- "Intro to AI and ChatGPT for Legal Recruiters" Zach Warren, Technology & Innovation Insights Lead at Thomson Reuters Institute, answers our burning questions; and
- Interactive breakout sessions currently scheduled include Hot Topics in Partner Recruiting and Group Placements; Associate Recruiting—Who's Moving and Why; Breaking into In-house Recruiting; Maximizing the U-LPQ and Enhancing Lateral Partner Due Diligence; and a tour of Latham & Watkins' beautiful newly renovated offices.

These sessions strive to maximize audience interaction and provide practical takeaways, and are tailored to reflect member feedback and suggestions. As always, the Symposium also incorporates plenty of "schmoozing" time to visit

sponsors via exhibit booths, reconnect with colleagues, meet new members, and network with clients. To top it off, all attendees will enjoy friendly camaraderie over cocktails at the closing reception. We look forward to seeing everyone there!

We're continuing to get the word out about NALSC and the value of our organization via our successful and ongoing brand awareness campaign in addition to releasing new episodes of our podcasts assisted by NALSC Director Emeritus Scott Love as well as gold sponsor Chambers Associate. See the article elsewhere in this newsletter with links to several more exciting episodes of NALSC Recruiter Stories, Symposium Sneak Peeks, and Chambers Associate podcasts. They also can be accessed here: <https://www.nalsc.org/podcasts/>.

I'd like to encourage our membership to add the NALSC logo (which you can get from headquarters) to your email signature as mine does, with a line that reads: ***"(This search firm) is a proud member of NALSC and is ac-***

***countable to the NALSC Code of Ethics®.*** Members also may incorporate the NALSC logo in their websites and LinkedIn profiles.

Kudos to the NALSC Newsletter Committee now chaired by Natalie Thorsten Harris, assisted by former Newsletter editor Valerie Fontaine, along with the excellent contributions of committee members Jordan Abshire, Cheryl Brown, and Melissa Peters. NALSC's exceptional and informative semi-annual Newsletters are extremely well-received and can be accessed through the NALSC website at <https://www.nalsc.org/newsletters/>.

Most importantly, I want to extend special thanks to our entire membership who continue to make NALSC the special organization that it is today. It's my privilege and honor to work alongside the many search firms and law firms that comprise our organization, all of whom play an essential role in NALSC's growth and success.

Best regards to all, ***Mitch Satalof*** - President of NALSC®

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