

# NALSC® 2024 Fall Symposium

FRIDAY SEPTEMBER 27

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8:00am ET **Continental Breakfast, Registration and Exhibitor Booths Open**

*Totes sponsored by Chambers*

*Breakfast sponsored by Faegre Drinker Biddle & Reath LLP and Practus, LLP*

9:00-9:15am ET **Welcome by NALSC President [Melissa Peters, Esq.](#), Founder of MP Legal Search and [Marques O. Peterson, Esq.](#), Managing Partner of Pillsbury's Washington, DC Office**

9:15-10:15am ET **Opening Session: "AI Strategy: Avoid, Surrender or Befriend?"**

Opening Speakers: [Tricia Tamkin](#) and [Jason Thibeault](#) of Moore eSSentials

Defenders of AI, Jason Thibeault and Tricia Tamkin (founders of Moore eSSentials and AI4 Recruiters) will offer a comprehensive overview of how you can harness the power of AI, particularly ChatGPT, to revolutionize and streamline your recruiting processes while also providing a peek into how AI tools from ROSS to Lex Machina are impacting the world of law on an intense level. In this insightful session, you'll learn practical and actionable techniques to effortlessly add AI as the ultimate Virtual Assistant to streamline your workflow – even completing candidate presentations in less time than it takes to send an email. By integrating this cutting-edge technology for about \$20 a month in AI tools, you'll enhance your efficiency and significantly boost productivity to gain a competitive edge in the industry - without technical expertise.

*Opening Session sponsored by Greenberg Traurig LLP and Morrison & Foerster LLP and Offit Kurman, P.A.*

10:15-10:30am ET **Coffee Break and Sponsor Tables** *Coffee break sponsored by Brown Rudnick LLP and Cozen O'Connor P.C.*

10:30-11:15am ET **"Recruiting for the Future: Unleashing the Power of Cultural IQ"**

Speaker: [Jami de Lou](#), Founder + Inclusive Leadership Coach + DEI Speaker at de Lou Strategies LLC

Cultural Intelligence (CQ) is the key to inclusive legal recruiting. Join our speaker, a seasoned expert in inclusive hiring practices, as she unveils strategies that go beyond tolerance to effectively embrace and adapt to cultural differences. Discover how these insights can revolutionize your approach, ultimately making more and better placements for the benefit of the legal profession as a whole while also increasing inclusion and belonging for candidates.

*Sponsored by Pirical and Troutman Pepper Hamilton Sanders LLP*

11:15-11:30am ET **Coffee Break and Sponsor Tables** *Coffee break sponsored Davis Wright Tremaine LLP and Goodwin Procter LLP*

11:30am-1pm ET **Concurrent Breakout Sessions (two 40-min rotations of each, so you may attend two topics)**

• **"Moving the Group"**

Speaker: [Hilary P. Gerzhoy, Esq.](#), Partner at HWG LLP and Vice Chair of HWG's Legal Ethics and Malpractice Group

This session will provide strategies for outside recruiters and acquiring firms to help move the target candidate's entire team without violating ethical rules. Learn creative work-arounds to facilitate that all members of a lateral partner's team (and the clients that depend on that team) are part of the package. Also, hear how to fight off claw back attempts by the prior firm and help the candidate hang onto bonuses and deferred compensation, and get their capital contributions returned in a timely manner. Hilary will provide examples of how this has worked for Amlaw 100 partner moves, specific strategies for easing the transition, and there will be ample Q&A.

• **"Pros and Cons of Portal Submission of Associate Candidates"**

Moderator: [Ethel Badawi, Esq.](#), Co-Founder & Principal of Pollack Badawi Group

Panelists:

[Kendall Lowery](#), Sr Director of Attorney Recruiting at Pillsbury Winthrop Shaw Pittman LLP

[Kristy Schulman, Esq.](#), Owner at Advanced Legal Placement, LLC

[Vachelle D. Willis, Esq.](#), Director of Attorney Recruiting, Development, and Diversity Programs at Cox, Castle & Nicholson LLP

Search firm and law firm recruiters discuss online portal submission of associate candidates. Are they the bane of your existence? Delve into the benefits, pitfalls, best practices, and suggestions for how the process can be improved.

• **“How to Build an Effective Lateral Partner Recruiting Team (for law firm recruiting professionals)”**

Speakers:

[Terri Foland, Esq.](#), Senior Manager of Partner Recruiting at Wilson Sonsini Goodrich & Rosati

[Susan Schonfeld](#), Senior Director of Lateral Partner Recruiting and Integration at Wilson Sonsini Goodrich & Rosati

Is your partner recruiting team built for success? How do you even define who’s on “your” team? Do you even have a team, if you’re the only one in your firm responsible for partner recruiting? Susan Schonfeld and Terri Foland (colleagues at Wilson Sonsini since 2021) will provide practical advice on how to get the job done, whether you’re a team of one or twenty. We’ll discuss deploying your resources for maximum impact, playing to everyone’s individual strengths (and covering for weaknesses), managing internal conflict, and creating a psychologically safe environment that values hard work and success.

• **“Crowdsourced Tech Ideas / Tools / Tips”**

Co-Moderators:

[Jordan Abshire, Esq.](#), Managing Member at Abshire Legal Search, LLC

[Rob Nutinsky](#), Managing Director - Legal Search at StevenDouglas

What technological tools and tricks do you use to boost your success? In this crowd-sourced session, attendees share, listen, and learn about the newest tech shortcuts our colleagues use to maximize their productivity and make more placements.

• **“Organic LinkedIn Sourcing: 40 Minutes to Millions of Legal Profiles”**

Speakers: [Tricia Tamkin](#) and [Jason Thibeault](#) of Moore eSSentials

Unlock the full potential of the Internet for sourcing top legal talent in this mind-blowing session led by Jason Thibeault and Tricia Tamkin from Moore eSSentials. Transform your online sourcing skills and uncover the best legal talent without breaking the bank. They will show you how to access millions of lawyer profiles and quickly and easily zero in on the right candidates without spending a cent on upgraded accounts. You'll learn advanced strategies to discover pools of highly qualified legal professionals and be equipped to identify and engage with top-tier legal talent, significantly expanding your recruitment reach while eliminating outdated methods and limited networks. Elevate your recruitment game and build a candidate pipeline that even the most experienced recruiters would envy.

*Breakouts Honorary Sponsors: Akerman LLP; Baker & Hostetler LLP; Bass, Berry & Sims PLC; Bilzin Sumberg Baena Price & Axelrod LLP; Buchanan Ingersoll & Rooney PC; Cadwalader, Wickersham & Taft LLP; Cooley LLP; Cox, Castle & Nicholson LLP; Dechert LLP; Duane Morris LLP; Gibson Dunn & Crutcher LLP; Hanson Bridgett LLP; Hogan Lovells US LLP; Jones Day; Kelley Drye & Warren LLP; Latham & Watkins, LLP; Lewis Roca; Loeb & Loeb LLP; Lowenstein Sandler LLP; Michelman & Robinson, LLP; Moore & Van Allen PLLC; Nixon Peabody LLP; Orrick, Herrington & Sutcliffe LLP; Pillsbury Winthrop Shaw Pittman LLP; Reed Smith LLP; Rutan & Tucker, LLP; Stradley Ronon Stevens & Young, LLP; Vedder Price P.C.; Wilson Sonsini Goodrich & Rosati*

1:00-2:00pm ET **Luncheon and Door Prize Drawings**

*Luncheon sponsored by Crowell & Moring LLP and Leopard Solutions*

*Door Prize Drawings sponsored by The Cluen Corporation*

2:00-2:45pm ET **Balancing Mental Health and Elite Performance with Paralympian Medalist [Trevon Jenifer](#) ([Wikipedia Profile](#))**

Fresh from the Paris games, Paralympian medalist in wheelchair basketball and wrestling and Secret Service employee [Trevon Jenifer](#) will discuss the balance of elite performance and mental health. In conversation with NALSC Board Member [Stuart TenHoor, Esq.](#), of TenHoor Legal Search and recent Board Member of the National Alliance on Mental Illness (NAMI-Maryland Chapter), Trevon will draw from his own experience combined with

substantive legal industry data to share how we, as legal recruiting professionals, can help not only ourselves but also our candidates and clients strive for peak performance both individually and as members of teams.

*Keynote sponsored by Kilpatrick Townsend & Stockton LLP and Sterlington, PLLC*

2:45-3:00pm ET **Coffee Break & Exhibitor Booths** *Coffee break sponsored by Firm Prospects and Kirkland & Ellis LLP*

3:00-3:45pm ET **Legal Industry Thought Leaders Speak: Career Transitions**

Moderator: [Kevin Bacon, Esq.](#), CEO of Bacon Legal Recruiting

Panelists:

[Ayesha Johnson](#), Senior Director of Diversity & Inclusion at Goulston & Storrs

[Benjamin Lieber, Esq.](#), Founder and Managing Partner at Potomac Law Group, PLLC

[Michelle N. Lipkowitz, Esq.](#), Managing Member of the DC Office of Mintz

[Mey Ly Ortiz, Esq.](#), Managing Counsel – Labor & Employment at Toyota Motor North America

Legal industry thought leaders, including law firm managing partners, diversity professionals, and in-house lawyers, share their wisdom on making legal career transitions such as moving from one firm to another, from government to private practice, from law firm to corporate law department, or from associate to partner, as well as how these transitions may be different for lawyers from underrepresented groups. They provide takeaways such as how we can prepare our candidates for these transitions—dispelling myths, what hiring authorities are looking for in various legal settings, preparing for different types of interviews, settling in, dealing with old colleagues when in new roles, or whether such a transition is right for them at all.

*Sponsored by Goulston & Storrs PC and Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C. and Potomac Law Group, PLLC*

3:45-4:00pm ET **Coffee Break and Exhibitor Booths** *Coffee break sponsored by Quarles & Brady LLP and Rimon, PC*

4:00-4:45pm ET **“Legal Hiring Market: Trends and Forecasts”**

Speaker: [Nikia L. Gray, Esq.](#), Executive Director, National Association of Law Placement (NALP)

The seismic shifts in the legal hiring market since 2020 have led many to declare that we’re now in a “wild west” era of legal recruiting. But patterns and new opportunities are emerging. Nikia Gray, Executive Director of the National Association for Law Placement (NALP), will share key research on how the legal hiring market is changing and its impact on lateral recruiting now and in the future, including the effect of the accelerated timeline of entry-level recruiting, the Supreme Court’s decision on race conscious admissions policies, the increasing popularity of public interest jobs, emerging geographic markets, and recruiting patterns in mid and large sized firms.

*Sponsored by Perkins Coie LLP and Seyfarth Shaw and Federate Legal Inc. (Recruiter Partnerships Division)*

5:00-7:00pm ET **Networking Reception at the Washington, DC Offices of Pillsbury**

Welcome remarks by [Jeffrey J. Delaney, Esq.](#), Partner and Chief Recruiting Officer of Pillsbury’s New York, NY Office

*We greatly appreciate our esteemed host and sponsor Pillsbury Winthrop Shaw Pittman LLP  
Also, a special thank you to Platinum sponsors ALM, LAWJOBS, and ALM Intelligence*