

Dear NALSC Members,

It is with great pleasure that I greet you for the first time in this newsletter as President of NALSC. Our organization continues to grow and thrive under the leadership of our Board, which this spring welcomed several new members as some of our valued and long-serving board members termed off at our Annual Business Meeting on March 1, 2024.

All of our committees have been hard at work for the past six months pursuing new initiatives, setting strong goals for the future of the organization, and delivering informative presentations and content for the membership. You'll read about many of their ambitious activities in this issue.

Our newest committee, the Belonging and Inclusion Committee, is off to a great start. All of our Board members (including those terming out as well as those newly installed) recently attended a training conducted by an expert in inclusive hiring practices with a background in the legal recruiting industry. This committee is open to all members of NALSC, so please contact headquarters at info@nalsc.org if you would like to participate.

Our membership and sponsorship rosters are continuing to grow at an unprecedented pace, with total membership at an all-time high of nearly 300 members! We at NALSC also appreciate our growing number of corporate sponsors, as well, who provide the legal search community with such valuable goods and services. Our headquarters, helmed by our amazing Executive Director, Stephanie Ankus, and ably assisted by consultants Alice Perez and Valerie Fontaine, keep everything operating smoothly.

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/>. Also, we're continuing to gain traction with the acceptance of the U-LPQ (Universal Lateral Partner Questionnaire) and are actively working to further that initiative.

The 2024 Annual Conference at the Pendry Hotel in San Diego on February 29-March 2 was a smashing success. 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: "The conference was amazing. So well organized and so enjoyable. The location was just amazing, the hotel and staff were beyond helpful and friendly. The food was unreal. The sessions and presentations were very enjoyable and the networking was excellent."

"We continue to attract sell-out capacity crowds at our Conferences and Symposia along with robust participation in our online programs."

We extend a huge thank you to all of NALSC's sponsors for supporting this wonderful Conference!

We have another exciting event coming up in just a few short weeks. Registration is strong for the 2024 NALSC Fall Symposium at the historic May-



President's Message

by Melissa Peters, Esq.

ABOUT THE AUTHOR:
Melissa Peters is the President of NALSC. Melissa is also Founder of MP Legal Search, LLC

P: (917) 620-9387
E: mpeters@mplegalsearch.com
W: www.mplegalsearch.com

flower Hotel in Washington, DC on Friday, September 27th. Symposium sessions run from 8am to 5pm followed by a networking reception from 5-7pm one block away at the offices of Pillsbury Winthrop Shaw Pittman LLP. Once again, we're reaching capacity for the Symposium and soon will be taking names for a waiting list.

Here's what you can expect at the Symposium:

- "AI Strategy: Avoid, Surrender or Befriend?" - a comprehensive overview of how you can harness the power of AI to revolutionize and streamline your recruiting processes;
- "Recruiting for the Future: Unleashing the Power of Cultural IQ" - a seasoned expert in inclusive hiring practices unveils strategies that go beyond tolerance to effectively embrace and adapt to cultural differences;
- "Moving the Group" - strategies for outside recruiters and acquiring firms to help move entire teams without violating ethical rules;
- "Pros and Cons of Portal Submission of Associate Candidates" - search firm and law firm recruiters discuss the pros and cons of online portal submission of associate candidates;
- "How to Build an Effective Lateral Partner Recruiting Team (for law firm recruiting professionals)" - technological tools and tricks to boost your success;
- "Crowdsourced Tech Ideas / Tools / Tips" - the newest tech shortcuts our colleagues use to maximize their productivity and make more placements;
- "Organic LinkedIn Sourcing" - uncover the best legal talent without breaking the bank;
- "Legal Industry Thought Leaders Speak: Career Transitions" - law firm managing partners, in-house lawyers, and professionals focused on the success of historically underrepresented groups share their wisdom; and
- "Legal Hiring Market: Trends and Forecasts" - NALP Executive Director Nikia Gray discusses seismic shifts in the legal hiring market.

We're especially excited about our keynote presentation, "Balancing Mental Health and Elite Performance" with Paralympian Medalist Trevon Jenifer. 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 Stuart TenHoor, Esq., NALSC Board Member 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.

These sessions are tailored to reflect member feedback and suggestions from past events and are designed to maximize audience interaction and provide practical takeaways. As always, the Symposium program incorporates plenty

Continued from prior page

of networking time to visit sponsors via exhibit booths, reconnect with old friends, meet new members, and interact with clients. As one of the attendees at last year's Symposium said, "It's always fabulous to gather with colleagues and clients. I appreciate the opportunity to learn from and exchange ideas with those at the top of our profession."

We greatly appreciate our reception host Pillsbury Winthrop Shaw Pittman LLP. We also thank all of our sponsors for making this amazing event possible. See the agenda, room block details, and registration information on our website at <https://www.nalsc.org/2024-fall-symposium/> and sign up right away, if you haven't already.

Speaking of events, our first Regional Meetup in NYC, hosted at Kelley Drye's beautiful offices at 3 World Trade Center on May 8th, 2024, was a well-attended success. The speaker, Labor & Employment partner Mark Konkel, briefed the attendees on hot topics and trends affecting recruiting companies, including non-competes and the Equal Pay Act. His presentation was very well-received and was followed by a lively Q&A session. Peo-

ple loved the more intimate feel of the event, enjoying the opportunity to grab a drink and snacks, and mix and mingle with fellow NALSC members. Some traveled from as far as Pennsylvania, Ohio, and even Colorado to attend! 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.

Thanks 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 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 Symposium on September 27th.

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