

# NALSC® 2025 Annual Conference

THURSDAY FEBRUARY 27

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3:00-3:10pm ET **Welcome** by NALSC President [Melissa Peters, Esq.](#), Founder of MP Legal Search and [Scott A. Meyers, Esq.](#), Chairman and CEO of Akerman LLP

3:10-4:10pm ET **Opening Session - “Be a Player in Your Own Game, Not a Piece in Someone Else’s”**  
Opening Speaker [Seth Makowsky](#), Founder & CEO at Poison Pawn

4:30-6:00pm ET **Concurrent Breakout/Roundtable Sessions** (*two rotations so attendees can attend two topics*)

**Breakouts** (*taking place concurrently with Roundtables*):

- **Back to Basics: Candidate Outreach Role Playing** - [Joseph E. Ankus, Esq.](#), President at Ankus Consulting, Inc.
- **Building a Business Case for Partner Candidates** - [Danielle T. Shannon](#), Chief Talent Officer at Akerman LLP and [Dan Binstock, Esq.](#), Partner at Garrison Search
- **Pick your Headhunters’ Brain: Inside Info on What Your Law Firm Competitors are Doing** - [Melissa Peters, Esq.](#), Founder of MP Legal Search and [Ross Weil](#), Partner at Walker Associates
- **Targeted Growth through Opening Offices, Group Acquisitions, and Lateral Hires** - [Kenneth J. Falcon, Esq.](#), Managing Partner at Falcon Rappaport and Berkman, alongside moderator [Jennifer Gillman, Esq.](#), Founder and President of Gillman Strategic Group

**Interactive Roundtables** (*taking place concurrently with Breakouts*):

- **Neuro Divergent Attorneys** – [Cait Evans](#), Global Talent Head of Research at Chambers and Partners
- **Getting Real: War Stories and Funny Recruiting Stories** – [Patrick Moya](#), President & CEO at Quaero Group
- **Pay Equity** – [Kathryn Holt Richardson, Esq.](#), Founder and Principal of HR Legal Search, LLC
- **Integrating Non-traditional/Government Candidates** – [Rosy Andress](#), Legal Talent Acquisition Director at Crowell & Moring
- **Hiring Professionals and Law Firm Recruiting Leads in AmLaw 200 Firms** – [Laura Leopard](#), Founder and General Manager of Leopard Solutions, and [Phil Flora](#), Vice President of Sales at Leopard Solutions (Leopard Solutions is now part of SurePoint Technologies)
- **Aspects that Differentiate a Firm** - [Aglaja Galimanis](#), Lawyer Talent Acquisition, Manager at Davis Wright Tremaine LLP
- **Future Ready: Recruiting for Tomorrow’s Law Firms** – [John Lively, Esq.](#), Managing Partner at Practus, LLP

FRIDAY FEBRUARY 28

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9:00-9:50am ET **“Safely Navigating the Attorney Movement Minefield”**  
[Hilary Gerzhoy, Esq.](#) – Vice Chair of HWG's Legal Ethics and Malpractice group

10:10-11:10am ET **"Employment Issues in the AI and Virtual/Hybrid Environment”**  
Moderator: [Amy McCormack, Esq.](#) - A Founder and Co-President of McCormack Schreiber

Panelists:

- [Samantha Abeysekera, Esq.](#) - Partner at Akerman LLP
- [Michael Elkins, Esq.](#) - MLE Law
- [Mark J. Neuberger, Esq.](#) - Of Counsel at Foley & Lardner LLP

11:30-1:00pm ET **Concurrent Breakout/Roundtable Sessions** (*two rotations so attendees can attend two topics*)

**Breakouts** (*taking place concurrently with Roundtables*):

- **Mobility, Movement and Motivations: Strategic Insights from the NALP Foundation's Stay Study on Associate Retention** - [Skip Horne](#), Vice President for Engagement at NALP Foundation
- **Career Paths for Recruiters** - [Amy Berenson Mallow, JD, ACC, CPC, CELC](#), of Talent Success LLC
- **Unpacking the Conflicts Checking Process for Both Partner and Associate Placement** - Ethics partner [Hilary Gerzhoy, Esq.](#) at HWG LLP and Bilzin Sumberg’s General Counsel [Jeffrey I. Snyder, Esq.](#)

- **The Juggling Act: Keeping Your Candidates and Clients Happy During the Recruitment Process.** [Mark Jacobson, Esq.](#), President of LegalSearch, Inc.

**Interactive Roundtables** (taking place concurrently with Breakouts):

- **To Scale or Not to Scale my Recruiting Practice (for search firm owners)** – [Mary Clare Garber](#), Principal at Princeton Legal Search Group, LLC
- **How we as Recruiters Organize it All** – [Jennifer Gillman, Esq.](#), Founder and President of Gillman Strategic Group
- **Trend/Stats on Who’s Leaving, From Where & To Where are they Going** – [Chris Griffiths](#), Head of Sales at Pirical
- **Transitioning from Associate to Partner Recruiting** – [Erin Sears, Esq.](#), Partner at Garrison
- **Aspects that Differentiate a Firm** – [Dyana Barninger](#), Senior Director of Legal Talent Acquisition at Faegre Drinker Biddle & Reath LLP
- **Salary/Comp Negotiations: Tips & Tools** – [Cheryl A. Brown, Esq.](#), Principal at The LOCH Group

2:00-2:50pm ET

**Keynote Session**

**“Legal Recruiting Tales From the Trenches –Ten Things From the Eyes of the Hiring Manager”**

Keynote Speaker: [Sterling Miller, Esq.](#) - CEO of Hilgers Graben PLLC

3:10-4:00pm ET

**“Privacy and Cybersecurity: What Do Recruiters Need to Know?”**

Speaker: [Diana Iketani Iorlano, Esq.](#) - Founder/Managing Attorney of Iketani Law Corporation

4:30-5:15pm ET

**Firm Growth Strategies: Group Acquisitions, Mergers, Multi-city Expansion—or Not?**

Moderator: [Laura S. DeRise](#) – Director of Attorney Recruiting at Bass, Berry & Sims

Panelists:

[Javier F. Aviñó, Esq.](#) - Practice Group Leader, Land Development & Government Relations at Bilzin Sumberg Baena Price & Axelrod LLP

[Patrick Fuller](#) – Chief Strategist, Legal at ALM Global

[Tiffani G. Lee, Esq.](#) - Deputy Managing Partner at Holland & Knight

6:00-8:00pm ET

**Networking Reception/Dinner at the Miami Offices of Akerman LLP**

Welcome by [Neisen Kasdin, Esq.](#), Miami Office Managing Partner at Akerman LLP and/or [Luis Perez, Esq.](#), Co-Office Managing Partner at Akerman LLP

**SATURDAY MARCH 1**

8:30-11:00am ET

**Breakfast Town Hall Meeting**

Co-Moderators: NALSC President [Melissa Peters, Esq.](#), Founder of MP Legal Search; and NALSC VP of Strategic Planning [Jordan Abshire, Esq.](#), Founder of Abshire Legal Search LLC

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