

NALSC® 2026 Annual Conference Speaker Bios

THURSDAY SEPTEMBER 24

AT THE AUSTIN OFFICES OF JACKSON WALKER

6:00-8:00pm CT **Welcome Networking Reception at Jackson Walker**

Welcome by [Liz Gilman](#), Director of Lateral Partner Recruiting at Jackson Walker LLP

Welcome by [Meghan Pier](#), Senior Director of Legal Recruiting at Jackson Walker LLP

FRIDAY SEPTEMBER 25

AT THE HILTON AUSTIN

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

9:00-9:15am CT **Welcome**

[Melissa Peters, Esq.](#), Founder of MP Legal Search and NALSC President

[Jonathan D. Neerman, Esq.](#), Firmwide Hiring Partner of Jackson Walker LLP

9:15-10:10am CT **Opening Session: “Legal Trends and Recruiting Wisdom from Law Firm Leaders”**

Moderator: [Melissa Peters, Esq.](#), Owner of MP Legal Search and NALSC President

Panelists: [Jeff Cody, Esq.](#), Global Managing Partner of Norton Rose Fulbright US LLP

[James Hays, Esq.](#), Hiring Partner of Gibson, Dunn & Crutcher LLP (Houston)

[Jonathan D. Neerman, Esq.](#), Firmwide Hiring Partner of Jackson Walker LLP

[Christa Sanford, Esq.](#), Firmwide IP Chair of Baker Botts L.L.P.

10:10-10:30am CT **Coffee Break and Sponsor Tables**

10:30-11:15am CT **“A Data-Driven Discussion on Laterals Who Stick”**

Speaker: [Rob Griffiths](#), Analytics Consulting Director at Pirical

11:15-11:35am CT **Coffee Break and Sponsor Tables**

11:35-1:05pm CT **Concurrent Breakout/Roundtable Sessions** (two rotations so attendees can attend two topics)
Breakouts are more content-driven, while Roundtables are more interactive and attendee-driven.

Breakouts taking place concurrently with Interactive Roundtables:

• **“What Candidates Aren’t Saying: Financial Doubts That Can Kill Deals”**

Speaker: [Niraj Chhabra, CFP®, MBA, CLTC, CRPC®](#) of SideBar Advisors

• **“The Devil is in the Details: An Insider’s Guide to the LPQ”**

Moderator: [Mitch Satalof](#), CEO of Juris Placements, Inc. and NALSC Immediate Past President

Panelists: [Lesley Adamo, Esq.](#), Head of Strategic Growth & Initiatives at Lowenstein Sandler LLP

[Tina Solis, Esq.](#), Partner at Nixon Peabody LLP

• **“Beating the Counteroffer: How to Anticipate and Head Off Counteroffer Acceptances”**

Moderator: [Stuart TenHoor, Esq.](#), President of Stuart TenHoor Legal Search and VP of Strategic Planning at NALSC

Panelists: [Jeff Delaney, Esq.](#), Partner, Chief Recruiting Officer and Global Co-head of Corporate & Securities at Pillsbury Winthrop Shaw Pittman LLP

[Victoria Gamble](#), Founder at Gamble Partner Placement

Interactive Roundtables taking place concurrently with Breakouts

• **“Winning the Talent War: How Law Firm Recruiting and Marketing Teams Are Partnering to Attract Top Legal Talent”** moderated by [Phil Flora](#), Vice President of Sales at SurePoint Technologies and [Jessica Grayson](#), Chief Growth Officer at Stradley Ronon

• **“Interview Preparation”** - Best practices from both sides of the table, moderated by [Alyssa Lerner, Esq.](#), Co-Managing Director at Palmer Kent Associates and [Carryn Sheen](#), Director of Legal Recruiting at Holland & Knight LLP

- **“What Law Firm Recruiting Professionals Like/Dislike”** - Legal recruiters and law firm recruiting professionals discuss submission and follow-up strategies, opportunistic hires, law firm policies, and other questions about working well together. Moderated by [Tiffany Ambrose, Esq.](#), Partner at Principle Recruiting and [Kat Davis](#), Director of Firmwide Recruiting at Pillsbury Winthrop Shaw Pittman LLP
- **"Tricky Ethical Landmines and Handling Recruiter Misconduct"** - Learn about the most common ethical landmines/tricky situations, how and when the NALSC Code of Ethics® applies, and how law firms can best address recruiter misbehavior. Moderated by [Dan Binstock, Esq.](#), Partner at Garrison and NALSC Chair of Ethics and [Karen Kupetz, Esq.](#), Director of Lateral Partner Recruiting at Loeb & Loeb LLP
- **“Building a Multi-Million-Dollar Recruiting Practice”** – Learn how top recruiters scale their desk, build client relationships, and grow revenue. A candid discussion about business development, candidate cultivation, long-term brand building, specialization vs. generalization, financial aspects of running a search firm, and building a highly successful and sustainable search practice, moderated by [Gary Miles](#), President and CEO at Miles Partner Placement

1:05-2:00pm CT **Luncheon and Door Prize Drawings**

2:00-3:00pm CT **KEYNOTE – “What Today's Rainmakers Do Differently”**

Speaker: [Ted McKenna](#), Co-author of *The JOLT Effect* and Co-Founder and CEO of Selling Innovations

3:00-3:20pm CT **Coffee Break & Exhibitor Booths**

3:20-4:05pm CT **Section Session for Legal Recruiters Only on “The Nuts and Bolts of Candidate Outreach (Episode 2)”**

Co-Moderators:

[Amanda Brandenburg](#), Founder & CEO at OpusLex Partners

[Jeff Glassman](#), Founder of Elevate Recruiting Group LLC

Section Session for Law Firms Only on “Innovative Strategies for Integrating Groups as well as Individual Lateral Hires”

Co-Moderators: [Shannon Davis](#), Chief Legal Recruiting & Integration Officer at Mintz

[Meghan Pier](#), Sr. Director of Legal Recruiting at Jackson Walker LLP

4:05-4:30pm CT **Champagne Toast, Coffee Break and Sponsor Tables**

4:30-5:15pm CT **“Sticky Recruiting Situations”**

Co-Moderators: [Jordan Abshire, Esq.](#), Managing Member of Abshire Legal Search, LLC

[Toccarra Brooks](#), Chief Strategic Recruiting Officer at Eversheds Sutherland

5:15-7:00pm CT **Mingling & Merriment Closing Reception**

- Farewell -

