

2010

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Finding an In-House Job During (and Despite) the Recession

BY URSULA FURI-PERRY

Job-hunting during a recession can be a discouraging and miserable experience, but every economic downturn has the potential to create career opportunities for those with the right skill-sets and a little bit of luck. In-house counsel is no exception.

GC Mid-Atlantic recently talked with some corporate counsel who found their current jobs during (and despite) the recent recession, along with other counsel in the know. We've pinpointed seven factors that may just help you land your next in-house job — along with the lessons you can learn from them and implement in your own job search.

GETTING IN BY HAVING AN 'IN'

For Nancy Smith, having an "in" meant serving her current employer as a consultant before she was hired full-time. Now senior counsel at Lincoln Financial Group, Smith began consulting for the company on a temporary basis after her last employer was sold and consolidated its workforce, leaving Smith without a job. Smith worked with a recruiter to help her find the consulting position, and then stayed on full-time.

"Coming in as a consultant gives you an opportunity to get a feel for the company,"



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Smith explained, along with a chance to get your foot in the door and impress, which may ultimately lead to a full-time position.

For recent New York Law School graduate Allyson Cannistra, having an "in" materialized through an ongoing internship with her current employer. Cannistra had interned in the law department at T-Systems North America Inc.'s New York office during her summer and winter breaks as an upper-level law student. Now serving as counsel, Cannistra credits her internship with ultimately leading to her job.

The Lesson: Try to get your foot in the door at a company, whether it's through temp work, an internship or working closely with corporate counsel on outsourced projects.

Many companies are looking to bring in contract attorneys to fill the gaps rather than hire full-time corporate counsel, explained Roy Hibberd, corporate secretary and general counsel at Dollar Financial Group Inc. in Berwyn, Pa., and co-chair of the Career Management and In-Transition

Committee at the Delaware Valley chapter of the Association of Corporate Counsel (DELVACCA).

Some of those opportunities are clearly going to remain contract-based, but some may potentially turn into full-time jobs for the right person, Hibberd noted.

"The opportunity to demonstrate not only your competencies, but also how you fit into a team can be a tremendous opportunity on both sides," he said.

HAVING THE RIGHT TYPE OF EXPERIENCE

Cannistra also credits a former internship at the Federal Communications Commission — and more importantly, having worked specifically in the FCC's telecommunications and wireless division — with giving her the specific experience that caught the company's eye and ultimately led to her offer.

"I don't think there were a lot of people who had that background [or] demonstrated the same interests," she said.

Smith said she believes her experience of having worked for a public company was one of the things that ultimately landed her the job at Lincoln. The company "had some specific needs it was looking to fill," said Smith. "It helped [the company] realize that they needed more than just a temp attorney."

The Lesson: Develop a skill, niche or

specific experience that will transfer well into a new position, and make use of it during your job search.

One caveat: "Specialties are great, but don't ignore flexibility," said Hibberd. "In-house, you're generally much more of a generalist," so knowing one or two sub-specialties well enough but also knowing how to jump in when the GC needs litigation or contract help is best.

For example, Hibberd said his company is looking to hire a securities expert — but the successful candidate will have to be someone who can assist on other matters when the work goes through its peaks and valleys.

TAKING INITIATIVE

Once you're in the door, try to find ways to set yourself apart by volunteering to work on additional matters.

"I was more than willing to take new projects on," said Smith about her experience as a temporary attorney.

While she was originally brought in to work on the company's proxy tables, she came on when the company was delving into capital raising, Smith explained. By offering to work on related and new projects, Smith showed a strong work ethic and understanding of where she could best

Recession continues on 7

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Pros and Cons of Using LinkedIn to Find Work

BY DEBRA L. BRUCE

Keep up with my friends and connections on Facebook. Why would I want a LinkedIn profile?"

That's what young lawyers looking for work often say when I ask them about networking and how they use LinkedIn.com. Whether "looking for work" means job-hunting or client development, LinkedIn can be a useful tool. Here are eight reasons why:

1. Professional focus

LinkedIn focuses primarily on business connections by highlighting companies, their employees and former employees. Although LinkedIn has a collaborative culture like most other social media, it provides a forum to strut your stuff tastefully because participants tacitly acknowledge its self-promotional and business networking purpose. Clients and employers come to LinkedIn looking for what you have to offer. Journalists also peruse LinkedIn for knowledgeable people to interview about newsworthy topics.

2. Your resume on steroids

LinkedIn invites you to flesh out your profile with everything you would include in a resume, and a lot more. The format keeps readers interested with links to significant categories of information. Your LinkedIn resume can include links to your



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website, blog, Twitter profile, groups you belong to and more. When you reconnect with an old acquaintance, it would be awkward or inappropriate to hand them your resume. LinkedIn does that for you.

3. Friends cubed

Need an introduction or someone to open doors for you? Facebook will let you look at the friends of your friends — second-tier connections that you have to scan through. On LinkedIn, if you look up the person you want to reach, it will highlight any second-tier connections you have to that person. LinkedIn will also let you know that you have a third-tier connection and tell you all of the people you know who are linked to one or more of your target's connections.

4. Company connections

If you seek employment or business with

a certain organization, you can look it up to see which current or former employees are on LinkedIn and what degree of connection they have to you. A current employee you know may be able to give you the scoop on who the real decision makers are and alert you to their hot buttons. A former employee may be more willing to give you a candid snapshot of the organization's culture and warn you about the office barracudas and the dead-end positions. LinkedIn will even tell you where significant numbers of that organization's lateral hires came from and where many of the departing employees wind up. That may give you more feedback on the culture, or supplement the organizations you target.

5. Recommendations

Other people can post their glowing recommendation of you right there on your profile. Once again, you don't have to hunt for an appropriate opportunity to share those testimonials because LinkedIn does it for you. Since LinkedIn identifies the recommender and lets you approve the recommendation before it gets published, you don't have to worry about getting flamed by an anonymous comment from your ex.

6. Discussion groups

Group members can see the connections of their fellow members and can send direct messages to fellow members, even without any other connection to them. That's your opportunity to find a key contact and

develop a relationship without an introduction. You can join a group focused on the industry or interests that many of your prospective clients or employers have in common. That gives you a chance to join in the discussion and perhaps even continue it offline. You may have an opportunity to answer a question, suggest a resource or provide some other assistance. That will allow you to demonstrate the value you provide and create goodwill. Can't find a group like the one you're looking for? Raise your profile by starting one.

7. Learning opportunities

You can find answers to questions you might be embarrassed to ask or discover the frequent legal or other concerns of people in your prospective client's or employer's industry. You can keep abreast of breaking industry news and erudite commentary and follow discussions in groups or in the "Answers" section of LinkedIn. LinkedIn almost gives you the opportunity to be the proverbial "fly on the wall," observing conversations that will maximize your preparation to demonstrate your knowledge, capability and value in interviews.

8. Invitations to connect

As you can on Facebook, you can invite former classmates, co-workers, clients and friends to connect to you. This creates an

LinkedIn continues on 8

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Trading Places: Lawyers Turning to Other Law Firm Jobs

BY LESLIE KART GROSS AND JENNIFER L. SMUTS

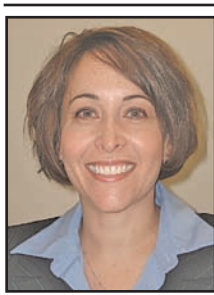
Special to the Legal, PLW

By now, we can all recite the sobering statistics: More than 5,500 attorney jobs lost in the last year; major firms like Wolf Block, Thelen and Heller shuttered; the first-year associate class of 2009 essentially vaporized.

This string of bad news, along with the reality that the legal industry will have to make permanent changes in the way it recruits, trains and pays attorneys, has many thinking it might be time for a change of career. While some have decided to follow their life's dream to write a novel, open a restaurant or become a stay-at-home parent, others aren't quite ready to abandon the industry they entered after enduring years of schooling and incurring six-figure debt.

Today, there is no need to leave the legal profession just because you no longer wish to practice law. There are a number of different administrative roles within a law firm setting, for which attorneys are particularly well suited. They include:

- **Marketing:** Most midsized and large law firms these days have in-house marketing professionals on staff to assist with business development, public relations, promotional material design, writing and management of their websites.



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- **Recruiting:** In-house recruiters handle everything from high-level lateral recruiting of individuals and groups, to on-campus recruiting of entry-level attorneys and coordination of summer associate programs.

- **Professional development:** All attorneys must participate in continuing legal education programs each year. However, clients also expect their attorneys to possess various business skills like project management and budget development. Many firms that are focused on client service teach their attorneys these disciplines to help achieve greater client satisfaction.

- **Pro bono and diversity:** Many firms have professionals dedicated to establishing relationships with charitable organizations, managing pro bono workloads, keeping track of hours, nominating their firms for relevant awards and working with recruiting to bring in attorneys with diverse backgrounds.

- **Client relations:** These professionals meet with current clients to evaluate how happy they are with their relationship partner and others doing work for them. They discover opportunities for cross-selling the firm's services and gather competitive intelligence on other firms doing work for the same client.

- **Human resources:** These roles are a natural fit for former labor and employment attorneys who, after years of crafting policies and procedures for their clients, decide to use their knowledge in-house.

LAW FIRM ADMINISTRATORS

It takes a special set of skills to be a successful law firm administrator. Shellee Buchanan practiced law for several years before transitioning to a career in law firm event planning. Now serving as Ballard Spahr's national events manager, she said, "Organizational, technical, analytical and

time management skills are all necessary, but diplomacy, communication skills and a healthy dose of emotional intelligence rank up there too!"

Obviously, the legal education helps. Attorneys appreciate dealing with someone who understands not only the lingo, but also the pressures of dealing with clients and deadlines. Having the background as an attorney gives you an edge over other staffers because you are seen as a peer. Undergraduate education is key too, as many attorneys find their concentration in college helps gauge interest in particular law firm disciplines like finance, analytics or communications.

Patience is also an important trait. Administrators must realize that the attorneys are most concerned with handling their legal work; a marketing, pro bono or recruiting project may fall lower on their list of priorities. They may not be able to follow through on a "hot" project or return messages immediately and administrators cannot take that personally.

Finally, creativity plays a big role in all of these positions. Attorneys tend to think in terms of black and white or they have a linear approach to a project. Administrators need to be able to come up with creative ideas and explain them in a way they can understand.

Trading continues on 9

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Interview Strategies: the Basics

BY VALERIE FONTAINE AND ROBERTA KASS

Special to Law.com

In this slow time in the legal job market, interviews are few and far between. Therefore, candidates must make the most of each precious opportunity.

THE BASICS

• Preparation

A candidate who shows up to an interview armed with specific knowledge of the prospective employer makes a favorable impression. With the Internet, there is no excuse for not being prepared, as there is a plethora of information at your fingertips. Size, structure, representative clients, recent major cases and/or transactions and financial condition are all accessible facts that can be ascertained through law firm or company websites and other sites such as those for Martindale-Hubbell, the National Association of Legal Placement, Hoovers and EDGAR, plus a Google or Nexis search for press coverage. Talk to your contacts, who may have insights about the prospective employer.

Prospective employers expect that you have thoroughly researched their organization and the opportunity before you set foot in their offices for your first interview. If you ask or answer questions in such a way as to reveal a lack of easily acquired infor-

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mation, they will react negatively. Going beyond the obvious information sources to demonstrate more in-depth knowledge of your prospective employer's business can only serve to make you a stronger candidate.

To complete your interview preparation, confirm the date, time, address, contact person, the names and backgrounds of your expected interviewers if possible, directions to the interview, travel time and parking instructions.

• Etiquette

Good interviewing protocol includes: being on time and, if late, calling; being polite to staff and having a firm handshake, good eye contact and a confident smile. Arriving five minutes early allows you to relax and recharge. A few minutes in the reception area can speak volumes about the tenor of the place and can give you a chance to observe interactions of employees who are passing through. Profanity, gum chewing and smoking are inappropriate at all times, even if engaged in by those conducting the interview.

You should bring to interviews: extra

copies of your resume; a list of references (having obtained permission to use them); a writing sample that demonstrates your research, analytical skills and lucid writing style (no typos, please!) and, if you are five or fewer years out of law school, a certified copy of your law school transcript.

• Appearance

Your appearance should be as professional as possible. Even in business casual environments, we recommend formal business attire – suits and ties for men and pant or skirt suits or dresses for women. Be stylish, but conservative. Grooming is of paramount importance as it demonstrates your attention to detail. Interviewers will notice shaggy hair, scuffed shoes, split seams, falling hems or missing buttons.

• Attitude

In an interview, it is essential to demonstrate your responsiveness, intelligence and personality. You want to be assertive without being cocky or arrogant, friendly without being overly familiar, and articulate without being long-winded. You must indicate a willingness to work hard and demonstrate a high energy level. It is important to communicate a grasp of what the position entails and sell your abilities to meet their needs.

Listen carefully to what is being asked, and be completely honest and non-evasive in answering direct questions. In turn, asking some carefully designed questions dem-

onstrates your interest in and knowledge of the potential employer, as well as your intelligent assertiveness. At the top of the "what not to do" list: Do not speak negatively of a former employer at any time.

• No Money Talk!

Remember that an interview is about you demonstrating what you can contribute to the prospective employer, not what they can do for you. Therefore, especially in the initial stages of the interviewing process, you must not bring up the topic of compensation or benefits. The time to discuss those issues is when an offer is forthcoming. However, from the very first meeting, you should be working on proving your value to the prospective employer by showing how you are the best candidate for the job. This will establish your worth when it comes time to talk about the terms of an offer.

• Culture

Each organization has its own particular style or culture, and a candidate, as well as a future employer, needs to assess the likelihood of a good fit. It is tempting, when scrambling for a job, to play down this aspect, but it really is a good indicator of future success.

The firm's website may give you a hint to how the firm sees itself and how it wants to portray itself to the public. You can get

Interview continues on 8



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Recession

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serve the company in additional ways.

Taking on extra responsibilities can also help you showcase your range and demonstrate additional value you could bring to the company in keeping or hiring you.

The Lesson: Show initiative and take on additional projects. Research the company — and talk to those in the know — to find out what the company's needs are and what projects it may need assistance with.

Once you begin working for the company, offer to assist on pertinent projects and show your range and diligence.

WAITING IT OUT

Smith said she was surprised to see how long it took her to find a full-time position, and added that she would have begun to look for a new job earlier had she realized how long the process would take. Before getting her temporary position through a recruiter, the job search "took a lot longer because people simply were not hiring," Smith said.

For Tom Wilcox, the job search has gone on for 16 months, though he's had some great interviews and even turned down some opportunities that were not right for him.

"There is a good fit for everybody," said Wilcox, who has experience in legal, human resources and operations, and serves as co-chair with Hibberd of DELVACCA's Career Management and In-Transition Committee.

Wilcox added that one of the most difficult — but necessary — parts of the job search is keeping a positive attitude and not falling into a state of hopelessness.

"You must get a good circle of people that can support you and you can meet with," Wilcox advised. "There is a lot of competition for very few positions and openings. There is a large flood of good talent out there."

And don't discount the value of pure luck: Cannistra, for example, acknowledged that she was lucky to find her position during these tough times.

The Lesson: Don't think that finding a job in a down market will happen overnight. Invest time and effort in your job search, and treat job hunting as you would treat a full-time job.

TURNING TO THEIR NETWORKS

Yes, it's quickly becoming a cliché: if we've read about the benefits of networking to finding a legal job once, we've read about it a thousand times. But there is a reason why networking gets touted as a beneficial tool: it works!

For new graduate Cannistra, that translated into reaching out to a law department whose attorneys graduated from New York Law School, as Cannistra did. She also knew the company often reached out to the school's graduates.

Building and maintaining professional relationships can be an invaluable part of the job search in a down market. However, networking should never be about asking

for a job.

"I've found that the most productive [networking] meetings happen when I don't even tell them what I want," said Wilcox. "Ultimately, people like to help people. At the same time, we don't want to impose on people or appear needy. It's a dynamic tension that you have to deal with."

The Lesson: Tap your network for connections, career advice and valuable insights. And this goes without saying, but cultivate your professional relationships — that is the true meaning of networking.

Hibberd also pointed out that attorneys should strive to network not only in the legal field, but also with non-lawyers in relevant fields, such as senior professionals who fill other positions at companies that hire in-house counsel.

EXPANDING THEIR REACH AND THINKING

As Smith put it, "Try different alternatives." For example, she said, "you don't have to look for a full-time job only."

In addition, it may also help to keep an open mind about the type of work environment or company you are looking for, and even the type of positions to which you apply.

The Lesson: Don't pigeonhole yourself into one particular work environment, type of company, position or employer. Keep an open mind and consider various sources of employment.

"One of the things that's really critical is that you get your name out there," Wilcox said. "Many times, you could look at a com-

pany and say you're overqualified or underqualified, but [applying] could get you in front of a recruiter."

UNDERSTANDING IT'S AN EMPLOYER'S MARKET

According to the Association of Corporate Counsel's 10th annual Chief Legal Officers Survey, still only 29 percent of CLOs are planning to add to their departments. While this is an increase from last year's 23 percent reported, it still means that jobs may be scarce and competition for positions strong.

In Smith's experience, "employers' expectations were different than I've seen them in the past," she said. Most of the employers who were advertising for positions, for example, were looking for three to five years of experience, Smith detailed, and seemingly wanting to pay less and get more from potential candidates.

Cannistra said the type of law department she applied to made a big difference in the department's ability to make new hires.

"The fact that my department is smaller may have helped because there is a little bit more room for flexibility," said Cannistra, such as in hiring her with less experience and being willing to train her on the job.

The Lesson: Expect that employers may be more selective, simply because they can afford to be. Think hard about what your marketable skills are and present those skills to potential employers. Also, do your research — some employers may have more leeway with new hires than others.



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LinkedIn

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excellent opportunity to rekindle relationships you have allowed to go fallow or to nurture a relationship with someone you recently met. Your invitation will bring you back into the recipient's current awareness. When they look at your profile, they may realize that you are just the resource they need. Many lawyers have received a referral or new piece of business within a few weeks of reconnecting with a former client, colleague or classmate.

Tip: Don't send the default LinkedIn invitation. Include personal messages that give your invitees a clue about how they know you. Add questions that call for a response, in order to get a conversation going. It could be as simple as asking how 2010 is going for them. Do the same when someone invites you to connect. As your conversation progresses, you may have the

opportunity to share information about the law practice you have started or the kind of job you're seeking.

RISKS FOR UNWARY LAWYERS

Review your state's ethics guidelines as you get going with LinkedIn or any other social media. Here are a few potential ethical issues to watch out for:

- **Specialization:** Many states do not permit lawyers to claim specialization or expertise in a practice area unless they have been certified as a specialist by their state bar. Therefore, play it safe and skip the section on "Specialties" in your LinkedIn profile. Also be careful about answering questions in the "Answers" section of LinkedIn. Readers vote for the best answers, and when you accumulate a number of "best answer" recognitions, LinkedIn automatically designates you as an "expert." You can reserve your answers for discussion groups

because they don't have "best answer" votes.

- **Testimonials:** Some states prohibit lawyers from using client testimonials in advertising or on their websites. Others forbid comparisons to other lawyers, like, "She's the best trial lawyer in town." Review your bar's rules before publishing any proffered recommendations to make sure you stay in compliance.

- **Advertising:** Some state bars have taken the position that a LinkedIn profile constitutes advertising. In that instance, you will need to comply with any filing requirements and restrictions imposed on advertising in your state.

- **Solicitation:** Many states have strict rules regulating direct solicitation by lawyers for work, especially arising out of a specific occurrence such as an accident, arrest or traffic violation. Many consider live, interactive electronic contact to pose

the same risk of unprofessional conduct as telephonic or in-person solicitation. Before offering your services to someone on LinkedIn or asking someone to contact you about a legal matter, make sure you are in compliance. Usually the wise course of action involves letting the client make the first overture.

CONCLUSION

Anyone who wants a new job or new clients should nurture a vibrant network. That requires a significant investment of time and effort. Don't discard the old-fashioned method of building relationships at meetings of bar associations, trade associations and civic associations. Leverage that investment by keeping in touch through LinkedIn, Facebook and other social media.

*This article originally appeared on www.YoungLawyerOnline.com, a Web site affiliated with *the Legal*.*

Interview

continued from 6JHG

more information regarding the firm's culture from talking to recruiters and friends or classmates who have worked or interviewed there, or who have handled matters with the firm. Nonetheless, your observation during the interviewing process will be most important. Note whether first

names are used, if there is banter in the halls and so forth. Keep your eyes and ears open and match your degree of formality and energy level to that of your interviewers, within the parameters of your own personal style.

Besides fitting in on the personality level, you must also show you would be part of the team pulling for the firm's success. In your interviews, discuss how you have acted like an owner in your current or previous firms. Demonstrate, to the extent

you can, that you learned the business aspects of your organization. Mention, if applicable, any committees or leadership roles you took on and what you did to facilitate the smooth functioning of your firm.

In short, be the kind of person that the powers-that-be want to invite into their ranks.

Follow up

At the end of the interview it is perfectly

permissible for you to ask what the next step will be and when you should expect to hear from the potential employer. Immediately after the interview, it is good form to send a thank-you note – making sure to get the names (and correct spelling) of the interviewers. If there has been no response in the time period stated, it is acceptable to make a polite telephone inquiry, but it is important not to be a nuisance.



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Trading

continued from 5JHG

THE PROS AND CONS OF ADMINISTRATIVE ROLES

Transitioning from attorney to administrator is not always easy. First, the re-classification as a member of the “staff” can be a blow to the ego. After all, you’ve completed the same training as the lawyers and have the same, if not more, legal experience, yet you are now thought of as overhead rather than a fee-generating asset. You may no longer have an office with a window (or even a door), and you probably won’t have a secretary or an expense account.

Kimberly Gattuso, director of professional development at Potter Anderson & Corroon, admits that this aspect of stepping out of practice was her biggest concern. “I enjoyed the respect I received as a practicing attorney and there was a possibility that

my years of practice may be overlooked.”

Along with the loss of status may come a reduction in income. You will no longer be in a lockstep program with guaranteed bonuses (of course, neither are some attorneys anymore). You may be the only person at your firm doing your job, so you may not have an obvious path for growth. Whereas new business can be directly tied to an attorney who brings it in, you may have more trouble proving your value to your firm to justify a raise or bonus.

Some attorneys, particularly litigators, may also miss the excitement that comes with handling legal work. “The adrenaline that comes with the time crunch of preparing for a trial, getting through the trial and any post-trial briefing” can’t be matched, Gattuso said. However, despite these sometimes-significant cons, there are many, many pros to taking on an administrative role. Most former attorneys bid a very fond farewell to billable hour requirements.

Although it is a good practice to keep track of the time you spend on projects, it is incredibly freeing no longer having to account for your day in six-minute increments. You may even afford yourself a better chance to experience the work/life balance that was elusive to you as an attorney. While many of these roles are not nine-to-five jobs, it is rare that administrators find themselves in the office well into the evening or on consecutive Saturdays.

These roles allow attorneys to use their legal knowledge, utilize business-world contacts and remain active in the legal profession and community without the stress of bringing in business, having a deal go south or going to court. Your primary clients are now the firm’s lawyers, and it can be incredibly fulfilling to help them reach their full potential.

As Buchanan said, “It allows me to work with partners and staff in all departments and offices across the country. There are so many terrific people employed by Ballard

Spahr and I derive a great amount of satisfaction building relationships and helping others achieve their goals and objectives.”

Change is inevitable and legal industry is often perceived as a rigid industry, for good reason. There are bar associations that uphold rules and standards. There are ethics rules that maintain a code and enforce commitment and behavior. There are even built-in “checks and balances” within law firms called partners or shareholders, who keep attorneys accountable and loyal.

With all of these forces in place to maintain consistency and progression, it is an interesting time to witness lawyers jumping to the other side of the business. It is a gift to have lawyer perspective to help steer the above-named administrative areas toward greater success. Collaboration affords any project a dimension that makes the end result more valuable. As we define the future of our law firms, let’s not overlook the important contribution lawyers can make to the firm’s management team.

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Founded: 1990
Legal Division Founded: 1990
Full-Time Recruiters: 6

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Full-Time Recruiters: 3

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Contact: Robert B. Nourian, Esquire
Founded: 1985

Full-Time Recruiters: 10

Profile: COLEMAN | NOURIAN specializes in the placement of permanent and temporary attorneys, paralegals and contract specialists from our offices in Center City Philadelphia and Bryn Mawr, Pennsylvania. Our clients include Northern East Coast corporations and Pennsylvania, New Jersey, New York and Delaware law firms. The firm's principals are attorneys. Member NALSC and ASA.



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Founded: 1997
Legal Division Founded: 1997
Full-Time Recruiters: 12
Part-Time Recruiters: 4

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Profile: JuriStaff, Inc. is a legal staffing firm founded in 1997 and is owned and operated by attorneys. JuriStaff makes direct hire and temporary placements nationally and internationally. In Philadelphia, JuriStaff holds the distinction of being the only legal staffing firm endorsed by the Philadelphia Bar Association. We proudly provide our clients with the following services:

1. National direct hire placements of lateral associates, partners and practice groups.
2. National direct hire placements of in-house counsel including General Counsel.
3. Temporary attorney and document review project placements nationwide.
4. Paralegal placements, direct hire, temporary and document reviews.
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(Specializing in Direct Hire Associates, Partners and Practice Groups, as well as Temporary and Direct Hire Attorneys, Paralegals, Legal Secretaries, Document Reviewers, and other Legal Support Staff placements)

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Kruza Legal Search

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Founded: 1980

Legal Division Founded: 1985

Full-Time Recruiters: 4

Profile: One of the oldest legal recruiting firms. Emphasis on permanent placement of top level attorneys, support and paralegal candidates. We pride ourselves in our integrity and long-term relationships with Philadelphia area, Wilmington area, Northern and Southern New Jersey and New York Metro area law firms.

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Website: www.mlaglobal.com
Contact: Annette Lieberman, Office Administrative Manager
Founded: 1982

Full-Time Recruiters: 5

Profile: Founded in 1982, Major, Lindsey & Africa is the world's largest and most experienced legal search firm. Combining local market knowledge and a global recruiting network, MLA has earned recognition for its track record of successful General Counsel, Corporate Counsel, Partner, Associate and Law Firm Management placements. With offices throughout the U.S., Hong Kong, London and Tokyo, MLA recruiters are dedicated to understanding and meeting our clients' and candidates' needs while maintaining the highest degree of professionalism and confidentiality. At MLA, we consider every search a diversity search, and have been committed to diversity in the law since our inception. For these reasons, MLA was voted "Best Legal Search Firm in the U.S." in the most recent national survey of America's top law firms. To learn more about MLA, visit our website at www.mlaglobal.com.

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Website: www.morganwentworth.com
Founded: 2000

Legal Division Founded: 2000

Full-Time Recruiters: 3

Profile: MORGAN WENTWORTH, LLC, is a legal recruiting and career alignment firm based in King of

Prussia, Pa., serving the tri-state area, Pa., N.J. and Del.

We are successful and experienced working with Law Firm and In-House Legal Placements: Partners, Practice Groups, Firm Mergers, Associate Attorneys, and all Legal Staffing

Morgan Wentworth's Chairman began his career as an IP Attorney and rose to Chief Legal Officer of a U.S. subsidiary of a world wide conglomerate. He serves Morgan Wentworth in the capacity of advisor on high level lateral partner placements and firm mergers.

Morgan Wentworth's President, began her career as a paralegal, and advanced to Director of Legal Affairs in a local Chemical company. Her in-depth knowledge of law firm and in-house legal matters assists her in the management of Morgan Wentworth's activities.

Morgan Wentworth's recruiters are either attorneys or paralegals, thereby giving them the ability to "speak the language" of their clients and meet the unique requirements of professional firms and law departments.

The unusual backgrounds of the principals of Morgan Wentworth enhance their abilities to match the expertise of candidates with the needs of their clients efficiently and effectively with lasting long term results.

We are "relationship oriented," interested in learning about each client and candidate in order to make the "perfect matches" with regard to culture, talent and goals.

Morgan Wentworth has been consistently successful due to the personal interest and energy dedicated to each placement, always keeping in mind the dual responsibility to the client firms and the candidates. These responsibilities are taken seriously and performed with the strictest code of ethics and accountability.



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Contact: Rona Sisson, Esquire, President
Founded: 1995

Legal Division Founded: 1995

Profile: Oxford Legal Associates provides a legal services model to its pharmaceutical, biotech, and financial services corporate legal clients through the placement of high caliber, tech-savvy attorneys who seek a life-style oriented career path unique from the traditional law firm model. Our mission is cost-efficient legal solutions for our Fortune 500 and AmLaw 100 clients. Our values embrace change in the delivery of legal services with the stability of our established reputation for excellence. Our experience is in litigation-oriented document matters, corporate contract attorneys, and lateral associate direct hire placements.

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Contact: Sabrina Sacks Mann, Esquire

Profile: Sacks Legal Search is led by Sabrina Sacks Mann, a licensed attorney with extensive experience placing attorneys in permanent positions with law firms and corporations in the PA/NJ/DE area and nationwide. SLS specializes in providing the personalized, efficient attention necessary to help both lawyers searching for new opportunities and law firms or corporations seeking new talent. SLS places associates and partner level attorneys at internationally recognized, national, regional and boutique law firms and companies, and handles law firm acquisitions and mergers. A member of the National Association of Legal Search Consultants, we pride ourselves on achieving client satisfaction through principled, discreet, resourceful, timely and cost-effective service, which is custom-tailored for our individual clients.

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Website: www.smrlegalsearch.com

Contact: Susan Rubinovitz, Esquire

Profile: SMR Legal Search was founded by Susan Rubinovitz, Esquire, a former practicing attorney and experienced legal recruiter, to provide in-house legal departments and law firms with top attorney talent in the most expeditious and cost effective manner. The recruiters at SMR Legal Search are attorneys and paralegals who have worked at law firms throughout the Northeast, including AM Law Global 100, national and specialty boutique firms. Our clients are diverse and range from AM Law Global 100 law firms to small specialty boutique firms and from Fortune 500 companies to small start up businesses. Our focus is on placing attorneys and paralegals in permanent positions in Pennsylvania, New Jersey and Delaware. Focusing exclusively on placing attorneys and paralegals in permanent positions contributes to our unparalleled knowledge of the legal market, and our prior legal practice experience provides us with a unique insight into various size law firms and different practice areas. Our clients tell us that we are particularly good at finding attorneys in very specific, highly technical and hard to find areas of the law.

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