

KLEIN LANDAU & ROMM

WASHINGTON, DC

ATTORNEY SEARCH CONSULTANTS

Partner Recruitment • Associate Recruitment • In-House Recruitment

NEW YORK, NY

INTRODUCTION

An important part of any comprehensive strategy to recruit the best lateral partners and associates is a close working relationship with an outstanding legal search firm that understands the needs of law firms. **Klein Landau & Romm** is recognized by major legal employers as, by far, the most successful legal search firm in Washington, DC, with a growing presence in New York. This statement is supported by our decades-long inclusion at the top of the national placement figures published in *The American Lawyer*, *Legal Recruiters Directory*. **Klein Landau & Romm** was also the only legal search firm to be included in the *Washington Business Journal's* most recent list of top executive recruiters.

Klein Landau & Romm is successful because we understand our client's requirements regarding educational standards, work experience, and perhaps more importantly, we have the talent to recognize the intangibles necessary for candidates to become productive members of the client's team. **Klein Landau & Romm's** ability to obtain the best recruitment results for law firm clients is based upon a foundation of over 20 years of successful legal search work. **Klein Landau & Romm** and its predecessor companies date back to 1982. The company's principals have a combined total of over 60 years of legal search experience that has resulted in long-lasting relationships with both law firms and attorneys at all levels of practice. These relationships, and the large number of placements the company has facilitated, are keys to our current success and future strategy. Attorneys we have placed and clients we have assisted refer their colleagues to us for help with lateral moves. A large percentage of current placements come from such exclusive contacts and referrals.

NOTABLE ACHIEVEMENTS

Partner Placements:

Klein Landau & Romm has an unequalled record placing lateral partners. In recent years, we have assisted national and local law firms in expanding their practices by recruiting significant partner groups. During this time, we have placed two telecommunications law groups (comprised of over twenty partners and associates), a mortgage banking law group of eight attorneys, a twelve-attorney corporate transactions group, an eleven-attorney intellectual property group, a large bankruptcy group (comprised of 12 partners and associates), litigation groups and two large energy law groups. We have also successfully placed numerous individual partners in a variety of practice areas including, but not limited to, project finance, litigation, banking, intellectual property, international trade and real estate.

Branch Office Openings:

Klein Landau & Romm has successfully completed retained searches for national law firms seeking to open a Washington, DC, branch office. In one instance, we recruited and placed an entire Washington, DC, boutique law firm with an acquiring client law firm. In another case, we moved

almost all of the partners and associates of a branch office to a client law firm. In both cases, the recruited group exceeded 10 attorneys.

Associate Placements:

In the past five years, **Klein Landau & Romm** has placed over 500 associate attorneys. This success rate places our organization in the highest echelon of search firms in the country. During this period, we have successfully assisted more law firms with associate placements than any other Washington, DC, and New York search firm.

In-House Placements:

Klein Landau & Romm also has a very active practice recruiting attorneys for all levels of corporate legal departments, from the associate counsel to the general counsel level. For example, we have worked on search assignments for prominent corporations in the following industry sectors:

- Aerospace
- Business Process Outsourcing
- Consumer Products
- Defense
- Energy
- Equity Exchange
- Financial Services
- Health Care
- Hedge Fund
- Hospitality
- Internet Service Provider
- Investment Banking
- Investment Management
- Media & Sports Entertainment
- Options Clearinghouse
- Mezzanine Finance
- Telecommunications (Hong Kong & London)
- Think Tank
- Venture Capital
- Wireless Internet

SEARCH PHILOSOPHY

Klein Landau & Romm seeks to develop an understanding of the reasons an attorney is considering a career change. We then present only those attorneys who closely match the requirements of our clients. We see our role as the liaison between law firms and attorneys seeking to make a move. Based on our understanding of the marketplace and the goals of the client and the attorney, we provide advice and counsel to facilitate the best possible placement.

SEARCH PROCEDURES

Our services increase recruitment results in a cost effective recruiting manner. We only refer qualified candidates, thereby eliminating the unproductive time spent by clients reviewing mediocre resumes and interviewing unqualified attorneys who typically respond to advertising. Our lateral attorneys quickly become productive additions to our clients and require less training and integration.

Klein Landau & Romm search consultants tailor each search to satisfy our client's specific needs.

- We meet with each new client whenever possible to learn as much as we can about the practice and working environment. We study the client's brochure and other literature describing business philosophy. We familiarize ourselves with our client's structure, culture, internal procedures and the background of key attorneys.
- We analyze all the information relevant to the search assignment and develop an attorney profile of the ideal candidate.
- We prescreen all applicants so that our client need not spend endless hours reviewing resumes and interviewing candidates. As a result, only the most qualified are presented to the client for consideration.
- If requested, we assist our client in reference checking, the negotiation of an offer, and acceptance, including attorney compensation packages.
- We train all of our recruiters to maintain the highest standards of recruiting services. After under going a formal training/educational program, our recruiters are assigned a **Klein Landau & Romm** partner with whom they serve as apprentices.
- All clients are assigned particular **Klein Landau & Romm** recruiters with whom they communicate on a regular basis to handle any inquiries, issues or problems that may arise during the recruiting assignment.
- **Klein Landau & Romm** recruiters are trained to handle special/urgent assignments on an as needed basis. We are well-staffed and able to handle emergency search requests with unique deadlines.
- **Klein Landau & Romm** maintains a state-of-the-art database and network of resources that contain every well-credentialed attorney throughout Washington, DC, New York and nationwide. This massive and detailed log of attorneys allows us to retrieve vital recruiting data instantly, thus saving our clients time and money. We are able to spend our time making valuable recruiting calls rather than wasting energy researching which lawyers would be appropriate for our client's needs.

DIVERSIFIED SERVICES

In addition to our recruitment practice, **Klein Landau & Romm** provides a full range of other human resource services. The **KLR Group** is our outplacement division. We provide extensive consulting services on partner and associate compensation and publish the definitive Washington, DC, annual associate salary report. We also have a division that specializes in temporary/contract attorney staffing, **KLR Staffing**.

CONSULTANT BIOGRAPHIES

Washington, DC Office

Gary Klein graduated with Distinction in Psychology from the University of Wisconsin, Madison. After two years practicing psychology in Illinois, he moved to Boston to attend Northeastern University School of Law, from which he earned his J.D. degree in 1976. In 1977, Gary joined a litigation and regulatory boutique law firm. Gary was a lead litigation lawyer representing PATCO, the Air Traffic Controllers' Union during their strike against the federal government in 1981. That experience directly led to his decision to start a new career, legal recruiting. Gary then founded one of the first legal search firms in Washington, DC.

David Landau joined the firm in 1987. David places attorneys at all levels and has primary responsibility for the training and professional development of the search consultant team. David works closely with several of the DC-area's top ranked law firms and is frequently called upon by both law firm and corporate clients to advise them on their legal recruiting strategies and difficult searches.

David graduated from the University of Maryland and earned his J.D. degree from the University of Baltimore in 1981. He spent five years as a trial attorney in Maryland and the District of Columbia. He has over 19 years of legal recruiting experience. David formerly served as the head of the American Bar Association's State Membership for Washington, DC. He is a contributing writer to the *Legal Times*.

Barry Romm has been a legal recruiter for over 18 years. Barry specializes in the placement of individual partners and practice groups and has opened the branch offices for several firms. He is a trusted advisor to many DC-area law firms and corporations that have come to rely upon his ability to quickly and efficiently produce the results that fulfill the strategic growth plans and practice development goals of his clients.

Barry received his B.A. with Distinction from George Washington University and was elected to *Phi Beta Kappa*. He went on to attend the George Washington University Law School, where he graduated with Honors and served on the *Law Review*. Barry practiced for several years with a Washington, DC, office of a prominent west coast law firm specializing in administrative and appellate litigation.

Rick Glassband joined **Klein Landau & Romm** as an attorney search consultant in 1999. Rick has successfully placed numerous attorneys at various levels of experience in law firms and private companies. Rick's depth of knowledge, attention to detail and extensive contacts in the legal community earn him frequent accolades from all who work with him.

Rick graduated from the University of Maryland, College of Business Management and earned his

law degree in 1997. He is licensed to practice law in Maryland, New Jersey and the District of Columbia. Before joining **KLR**, Rick was an attorney with the United States government for two years where he practiced contract law.

Kelly Fratino Miller has been with **Klein Landau & Romm** for over eight years. She joined the firm in 2001 prior to graduating from American University in 2002 with a Bachelor of Arts degree in Justice. Kelly has spent a significant amount of time researching and analyzing the Washington, DC, legal market and has developed a broad and in-depth knowledge of the legal search industry. Kelly works with attorneys in all practice areas and guides them through the recruitment process. She is quite skilled at listening to the needs of both employers and individual attorneys and making placements with the needs of both parties in mind. Prior to recruiting lateral attorneys, Kelly spent several years heading **KLR Staffing**, the contract attorney division of **Klein Landau & Romm**. She has placed hundreds of contract attorneys at law firms and corporations across the DC metro area. In addition to attorney recruitment, Kelly is the director of marketing and on-line recruiting for **Klein Landau & Romm**.

Andrew Killin joined **KLR** in 2006 bringing with him close to 15 years experience as an attorney and legal recruiter both within the United States and internationally. Throughout his career, Andrew has placed more than 200 attorneys with major international law firms, local boutique practices and a variety of corporate clients. Andrew's breadth of knowledge of the legal industry and his commitment to the highest of standards in candidate representation has earned him a trusted reputation in the legal market.

Andrew graduated with Honors in law from the Queensland University of Technology (Brisbane, Australia) in 1990, thereafter completing a Post-Graduate Diploma in Legal Practice from the same law school. Andrew is admitted to practice before the High Court of Australia and the Supreme Court of Queensland. After practicing law in Australia for four years, Andrew commenced his legal search career in Washington, DC, in 1997. He has worked as a search consultant for close to 10 years for several firms, including a number of years as practice manager of the legal recruitment arm of a global search firm. Andrew has also worked for a leading industry publication and has spoken at a number of legal conferences.

New York, NY Office

Arthur Schwartz began working in the recruiting industry in 2001 and has been a partner and head of the New York office of the firm since 2002. Arthur specializes in the placement of practice groups and individual partners with an emphasis on lawyers in the transactional practice areas. Arthur has also placed several in-house counsels, deputy general counsels and general counsels. Many of the firm's clients, and particularly international clients, rely heavily on Arthur's expertise and knowledge of various aspects of the New York legal market. Arthur is particularly knowledgeable in the areas of partner and executive compensation. He has been quoted extensively by the legal press on many issues related to the recruiting industry and has appeared on CNBC to discuss issues related to executive compensation.

Arthur graduated from the University at Albany and received his law degree, *magna cum laude*, from the Benjamin N. Cardozo School of Law, where he was a member and published editor of the *Cardozo Law Review*. After graduating from law school, Arthur was a financial restructuring lawyer on Wall Street. In recognition of his role in establishing a legal career website, Arthur was named one of the “100 Most Powerful and Influential Lawyers in America” by *The National Law Journal*.

Bill Davis has more than 15 years experience in legal recruiting. He joined KLRS in 2003 after having spent eight years as director of recruiting at Dewey Ballantine LLP (now Dewey & LeBoeuf LLP) in New York. Bill received his B.A. from The College of William & Mary and his M.A. (Counseling & Development) from The American University in Washington, DC. At Dewey, Bill's recruiting department ran one of the highest ranked summer programs in the city, earning the #1 spot on the American Lawyer's annual survey. Bill has been an officer (secretary) for the New York City Recruiting Association (NYCRA) and member and conference presenter for both the National Association of Law Placement (NALP) and Society for Human Resource Management. Bill offers candidates a tremendous amount of knowledge about the legal community and, specifically, the various cultures and environments of New York City law firms. In addition to his primary practice involving the placement of partners, partner groups and associates, Bill also places attorneys in corporations and financial institutions.

Robert Podgursky spent several years working at Wilmer Cutler Pickering Hale and Dorr LLP and White & Case LLP in Washington, DC, and Skadden, Arps, Slate, Meagher & Flom LLP in New York before joining **Klein Landau Romm**. Robert's legal experience provides him with the necessary insight to determine the best opportunity and right fit for a candidate, whether at a law firm, corporation or other institution. One reason Robert chose **KLR** was because of its ability to provide candidates a range of select opportunities that other recruiting firms could not match. Partners at law firms, and general counsels at major corporations, banks and hedge funds regularly turn to **KLR** with exclusive openings for important positions.

Melina Spadone primarily focuses on general counsel and partner level placements. Ms. Spadone brings a wealth of experience to the practice, having spent more than 14 years in the legal profession in various roles. Immediately prior to joining **Klein Landau & Romm**, she served as the general counsel of a private investment fund that manages several billion dollars. Ms. Spadone also served for several years as the general counsel of the International Council of Shopping Centers, the leading trade association serving the retail real estate industry. She has also served as corporate counsel for Viacom. Melina began her career as an associate at Hughes Hubbard & Reed. She currently serves on the committees of several non-profit organizations, including Room to Grow and the Young Associates of the Metropolitan Opera. Ms. Spadone earned her law degree from Fordham University and also holds an M.B.A. from INSEAD. She is fluent in French and Italian and conversant in Hebrew.

INTERNET

Additional information about **Klein Landau & Romm** can be found on our home page located at <http://www.klrs.com> Our Washington, DC, corporate e-mail address is info@klrs.com. Our New York corporate e-mail address is NYKLInfo@klrs.com.

REFERENCES

Klein Landau & Romm is pleased to provide a list of references from national and local law firms and corporations upon request.

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KLR STAFFING

KLR Staffing and Klein Landau & Romm

KLR Staffing is a unique major staffing company because it is a highly integrated division of **Klein Landau & Romm**, the Washington, DC, metro area's largest and most successful permanent legal search firm. **KLR Staffing** recruiters work very closely with **Klein Landau & Romm** to utilize the established, long-lasting relationships with clients, partners and associates.

Klein Landau & Romm's clients appreciate the close working relationship the firm has with **KLR Staffing** because the best way to evaluate the work product of a potential permanent hire is to work with that attorney on a temporary basis. Many firms find that **KLR Staffing's** temporary attorneys meet their long-term permanent staffing requirements.

The Pro Bono² Staffing Foundation

The Pro Bono² Staffing Foundation was created to enable **KLR Staffing** clients to designate a percentage of temporary service costs to support pro bono programs throughout the country. The goals of the Pro Bono² Staffing Foundation are to provide one-year staffing grants to non-profit, legal service providers and other qualified non-profit public service organizations in order to enable them to hire attorneys to assist in their work; and to help promote community service careers by encouraging **KLR Staffing's** temporary attorneys to apply to become recipients of the staffing grants provided to the non-profit organizations.

Nationwide Independent Staffing Network

KLR Staffing is the founder of a nationwide attorney-staffing network comprised of the leading independent staffing companies in the largest markets in the United States. Members of the network are committed to provide top quality attorney staffing for any size project within their territory. Current members of the network cover the following areas:

Atlanta
Boston
Charlotte/Raleigh
Chicago
Cleveland
Dallas
Denver
Detroit
Houston
Los Angeles
Las Vegas
Miami
Minneapolis/St. Paul
New York
Philadelphia
Phoenix
San Francisco
Washington