



EXECUTIVE  
SEARCH

# New York Legal Partner Landscape.

Q4 2025 Insights, Trends, and Strategic Signals for 2026

## LEADERSHIP PERSPECTIVE

As we look ahead to 2026, the U.S. legal market is entering a period of recalibration rather than retrenchment. Recent performance has been strong, but structural pressures around technology, pricing, and talent are reshaping how firms operate. AI will not impact every practice equally; its greatest effect will be in process-driven, document-heavy work, while judgment, negotiation, and strategic counseling remain human-led. This shift is already forcing firms to rethink leverage and junior talent models, particularly in New York, where scale, pricing pressure, and client scrutiny are most pronounced.

*“Hourly rates have increased substantially in recent years. Over the next two to three years, I expect rationalization as clients push for alignment between fees, value, and efficiency, reflective of the applicable segment of the overall real estate market. Encouragingly, tighter labor markets and stabilizing rates point to a more predictable and optimistic economic backdrop. New York’s hiring behavior often surfaces these inflection points first, making it a useful early indicator of broader U.S. market direction.”*



— David M. Martin, Partner,  
ArentFox Schiff LLP



## INTRODUCTION

H&P Executive Search’s analysis of Q4 2025 partner movement reinforces not contraction, but structured expansion.

What distinguishes the current cycle is not simply hiring velocity, but framework maturity. Firms have learned how to integrate laterals with greater precision, measure output earlier, and scale team-based delivery models.

*“Rather than speculative expansion, we are seeing repeatable partner production models emerge. Lateral hiring and internal elevation are increasingly governed by the same logic: defined revenue expectations, integration clarity, and execution infrastructure. The result is a more engineered growth model focused on scalable revenue generation.”*



— Jack Hayes, CEO & Founder,  
H&P Executive Search



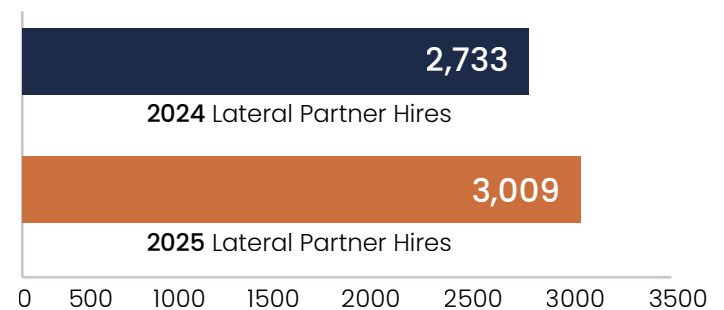
— Jo-dee Pearce, Equity Partner,  
U.S. Legal Practice, H&P  
Executive Search

## THE STATE OF U.S. LEGAL HIRING IN Q4 2025

Q4 2025 partner movement illustrates how U.S. law firms are positioning for 2026 with systematic scaling rather than cautious recalibration. This report offers a data-driven analysis of partner hiring and mobility. While quarterly mobility remains strategically significant, the national annual scale provides essential context.

The 2025 data revealed a record-setting market, with 3,009 lateral partner hires nationwide, representing a 10.1% increase over 2024. This acceleration signals that firms have moved past strategic restraint and into risk engineering, where hiring is backed by disciplined financial validation.

### NATIONAL EXPANSION: 2024 VS. 2025



While Q4 2025 saw approximately 1,500 total partner-level job changes — including promotions — the broader annual story is one of sustained lateral velocity. This reflects a strategic drive to create revenue generators from both lateral moves and aggressive promotion tracks.

# THE ECONOMIC FORCES RESHAPING U.S. LEGAL PARTNER HIRING

Profitability in the U.S. legal market remains highly concentrated, but the calculus for partner hiring has evolved from risk aversion to active risk mitigation. Elevated billing rates and sustained client scrutiny have shifted the expectations for lateral partners, who now face immediate delivery requirements. This is no longer a hurdle, but a feature of a market where firms have refined their integration frameworks to handle even large-scale, complex team lifts.

Selectivity has intensified not because firms are shrinking, but because the tolerance for misalignment has narrowed as the strategy for success has become clearer. Firms prioritize predictability of execution over theoretical upside, favoring partners whose books and delivery models can be plugged into existing monetization platforms.



*“Firms have mastered the mechanics of the lateral move,”*

Jo-dee Pearce, an Equity Partner at H&P leading the firm’s U.S. legal market, says.

*“By applying clear processes and performance parameters, they ensure new partners are fully embedded and revenue-generating from the start, eliminating the traditional lag time and moving straight to a model where teams are commercially viable on day one.”*

This shift represents a fundamental move away from speculative talent acquisition toward a more systematic revenue-driven assessment of growth, in which every hire and promotion is designed to deliver near-term commercial impact.



# KEY U.S. LEGAL HIRING TRENDS EMERGING FROM Q4 2025

## HIRING REALITY: STRUCTURED EXPANSION

Publicly, many firms emphasize discipline. In practice, 2025 tells a story of confident underwriting and systematic scaling:

- **Institutionalized team lifts:** Solo partner hiring is increasingly being outpaced by team-based moves. High-profile acquisitions, such as Orrick, Herrington & Sutcliffe’s addition of a 10-partner team from Cadwalader, Wickersham & Taft, demonstrate that firms have developed the sophisticated absorption capabilities necessary to scale execution rapidly.
- **Revenue-dense concentration:** Hiring is moving toward practices that support team-based production models, allowing firms to grow revenue through volume even as hourly rates approach a natural ceiling.
- **End of speculative hiring:** The decline in “pedigree-only” hiring is not a sign of a slowing market, but a pivot toward precise commercial validation. Firms now prioritize partners with defensible books and repeatable delivery models because they have the strategy to plug these teams into their platforms for immediate profit.

This evolution is changing how firms measure success post-hire. The emphasis is no longer simply on portable book size at entry, but on speed-to-productivity, cross-selling penetration, and early team margin contribution.

Firms that can compress the timeline between partner arrival and measurable revenue expansion are outperforming those that rely solely on brand pull or historical reputation. The differentiator in 2026 will not be who hires the most partners, but who converts lateral and promoted talent into scalable, multi-practice revenue fastest.



## ROLE DEMAND AND SENIORITY REBALANCING

Hiring patterns reveal a systematic restructuring of the partner track. The expansion of equity and non-equity roles is no longer just a response to seniority, but a deliberate move to accelerate pathways for revenue-ready talent.



*“The two-tier partner model is being utilized to provide firms with a larger pool of ‘up and out’ talent,”*

*Pearce says.*

*“This transforms the partner title into a definitive metric for delivery and output.”*

While pressure builds at the senior associate level due to salary inflation and client resistance to cost escalation, firms are increasingly formalizing tiered partnership structures across U.S. law firms. What began as an early structural innovation at Kirkland & Ellis LLP has now become more prominent industrywide, with both equity and non-equity tracks serving distinct strategic purposes. The non-equity tier provides firms with flexibility to promote high-performing lawyers earlier, test commercial readiness, and expand capacity without immediately diluting equity pools.

In parallel, equity partnership is being reserved for demonstrable revenue contribution and sustained profitability.

The result is not simply title inflation, but a more calibrated progression model in which partnership tiers function as performance checkpoints tied directly to production and platform leverage.



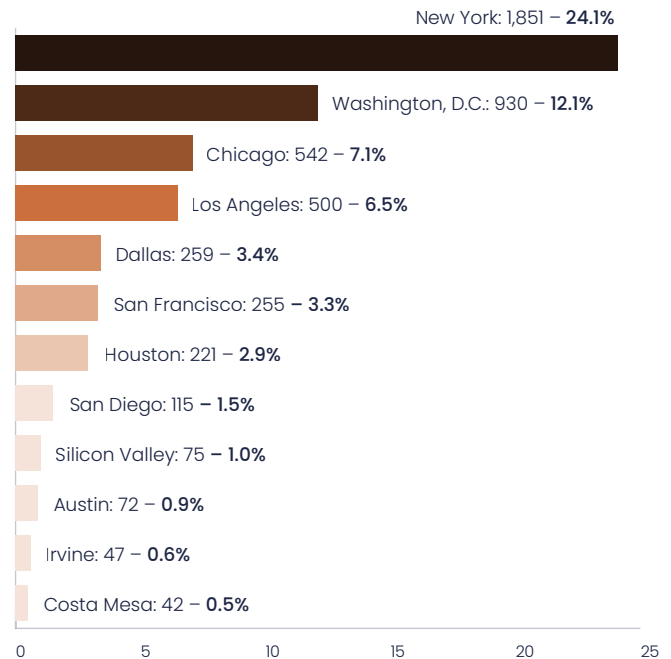
## THE EXECUTION CAPABILITY POWERING PARTNER GROWTH

Execution capacity — rather than just client demand — has historically been the primary constraint on partner growth. However, the market has reached an inflection point: firms have transitioned from being constrained by execution gaps to demonstrating refined, industrial-scale integration capabilities.

The absorption of a 37-lawyer team by Orrick in Q4 2025 — alongside Sidley Austin LLP’s addition of a 14-lawyer real estate finance team from Cadwalader, in Q2 2025 — illustrates that institutional learning has caught up to market demand. Firms are acquiring entire delivery ecosystems, not just individuals.

This capability is underpinned by significant investment in legal talent within the nation’s most critical legal hubs. Partner hiring in 2025 was heavily concentrated in major markets, led by New York and Washington. To sustain this velocity, firms are aggressively scaling their support tiers: New York recorded 300 counsel hires, surpassed only by Washington’s 341, and dominated associate hiring with 1,851 hires, nearly double Washington’s 930 hires.

### ASSOCIATE LATERAL HIRES BY LOCATION, 2025



While exporting these high-revenue New York execution models to other U.S. markets remains a challenge due to differing compensation benchmarks, national growth across the Am Law 200 suggests these revenue-manufacturing models are now being exported successfully beyond the Northeast. In markets that lack a deep bench of organic associate talent, firms are defaulting to these lateral team lifts to ensure that partners are ready to execute immediately.

*“The leading firms of 2026 have solved the execution problem not by waiting for internal development, but by mastering the art of the plug-and-play team acquisition,”*  
Pearce says.

# PARTNER MOVEMENT: HOW NEW YORK PARTNERS' MOVES FIT INTO U.S. HIRING

## NEW YORK AS A MATURE MARKET BELLWETHER

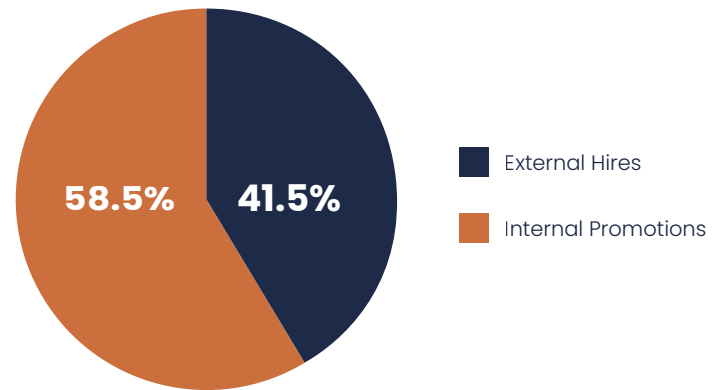
While New York remains the proving ground for compensation, Q4 2025 saw a 33% decline in lateral partner hires in New York compared to Q4 2024, with only 54 lateral moves recorded. This suggests that while the national market expanded, New York is experiencing a maturity effect or saturation, forcing firms to be more surgical in the city while expanding aggressively elsewhere.

## Q4 2025 NYC PARTNER MOVEMENT OVERVIEW

H&P validated **130** New York-based partner starts in Q4 2025. This total includes **54 external** lateral hires and **76 internal** promotions. While lateral volume in New York experienced a quarterly dip of approximately one-third compared to Q4 2024, firms significantly increased their internal promotion velocity to meet revenue-generation targets.

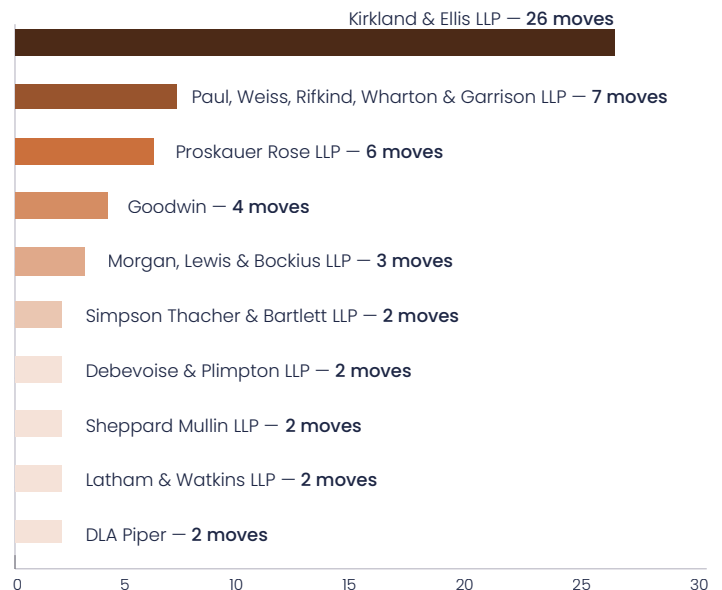
Note: Partner levels are defined according to publicly reported partner classifications at the time of movement. This analysis reflects aggregate partner movement and does not distinguish between equity and non-equity (income) partner hires.

## NYC MARKET MATURITY: THE PIVOT TO INTERNAL MANUFACTURING

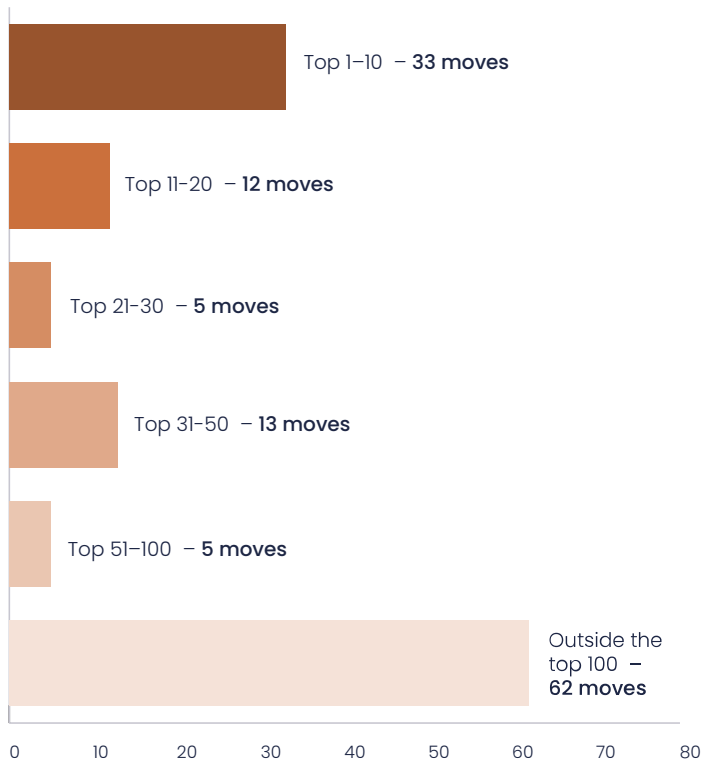


Kirkland & Ellis remains the primary driver of this volume, utilizing its non-equity tier to promote at scale with 45 of its record 228 global promotions occurring in New York alone in 2025.

## NYC LEAD DRIVER – Q4 2025



## NEW YORK PARTNER MOVES BY AM LAW TIER – Q4 2025



## PRACTICE AREA CONCENTRATION IN NEW YORK

While the legal market's shift toward vertical specialization is not new, the 2025 data reinforces how deeply embedded this approach has become. Nationally, litigation emerged as the dominant practice area for growth, accounting for 26% of all partner hires in 2025, with some datasets indicating it may represent closer to 40% of total U.S. partner movement. The sustained weighting toward dispute-driven and transactional practices confirms that firms continue to prioritize high-margin disciplines with scalable demand characteristics.

In New York, this focus on depth over breadth has led to a 61% concentration of partner movement within corporate and litigation, reinforcing the market's role as the primary hub for high-stakes transactional and dispute-led revenue generation.

Rather than organic rebuilding, firms are increasingly relying on structured integration models to acquire specialized expertise in technical fields like intellectual property and antitrust. These hires represent targeted, strategic additions — acquiring experience where it is most accessible rather than waiting years for internal development.

In New York, the focus remains on high-value technical practices:

**PRACTICE AREA RELIANCE ON EXTERNAL HIRING**  
NYC Q4 2025

| PRACTICE AREA            | % ACCOUNTED FOR BY EXTERNAL HIRES |
|--------------------------|-----------------------------------|
| Corporate/<br>M&A        | <b>65%</b>                        |
| Litigation               | <b>81%</b>                        |
| Financial                | <b>91%</b>                        |
| Intellectual<br>Property | <b>90%</b>                        |

Note: These figures should be interpreted as directional indicators of hiring bias rather than definitive long-term structural ratios.

Figures illustrate relative concentration and hiring bias toward ready-made expertise.

While the absolute volume in technical practices like antitrust remains small, the 100% lateral hiring rate in these groups within New York signals a premium on immediately deployable expertise. “Firms aren’t just looking for headcount,” Pearce says. “They are creating a platform for revenue by acquiring the specific pods that can hit the ground running.”

By aligning talent acquisition with revenue-dense verticals, firms can maximize their return on human capital and ensure that every new addition serves as a high-velocity catalyst for practice expansion.

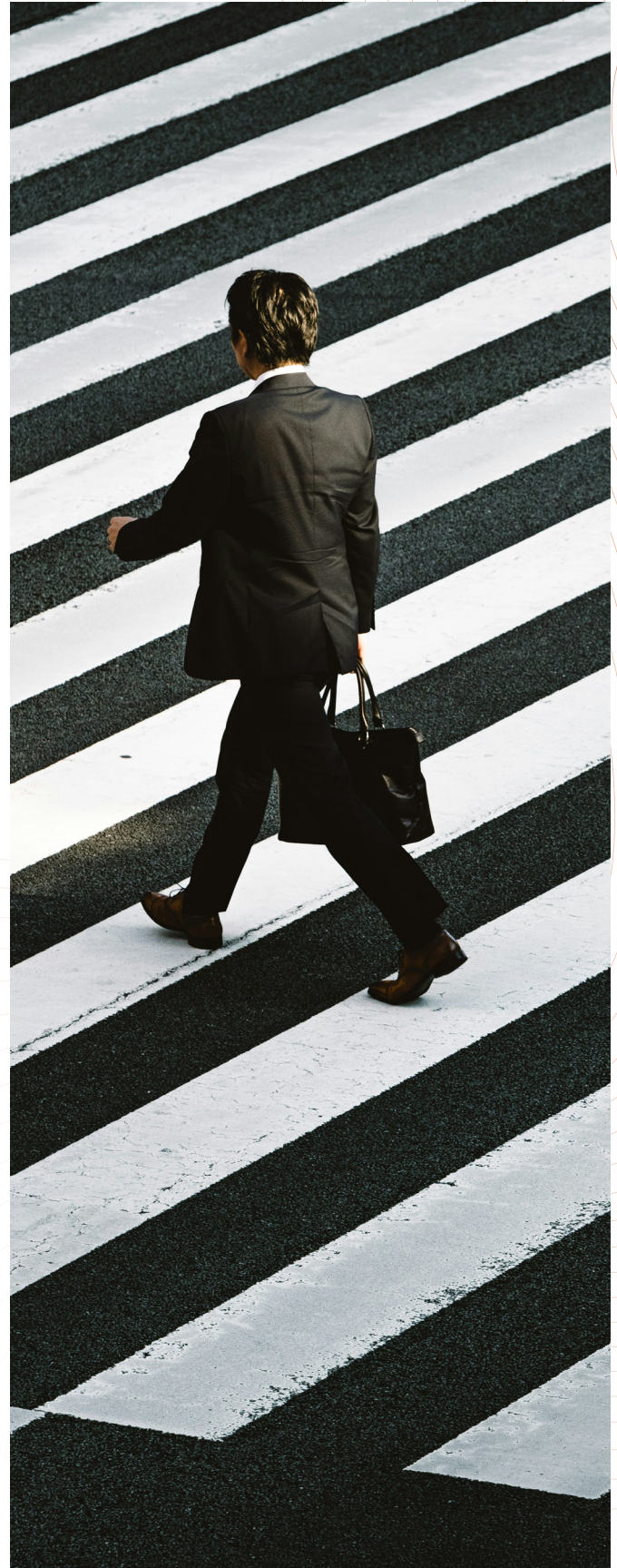


## DECODING U.S. LEGAL HIRING TRENDS: MARKET INSIGHTS

The firms succeeding in 2026 are those that have transitioned from reactive hiring to systematized partner production. The 2025 data demonstrates not a reduced appetite for talent, but improved precision in commercial evaluation and integration planning.

Specialization remains the primary driver of this growth. Rather than relying on prolonged internal build-outs in technical disciplines, firms are concentrating capital and leadership attention on practice areas where demand visibility, margin resilience, and cross-selling potential are strongest.

Increasingly, success depends on how effectively a firm can embed new partners into existing client ecosystems, align compensation structures with contribution metrics, and expand revenue per relationship – not simply expand headcount. The competitive advantage now lies in monetization strategy and execution discipline rather than transaction volume alone.



## REFINEMENT OVER RETRENCHMENT: THE 2026 COMPETITIVE ADVANTAGE

Q4 2025 confirms that partner mobility is not only accelerating but becoming structurally embedded in firm growth strategies. With lateral hiring reaching a five-year national high and internal promotions increasing in key markets such as New York, the legal sector has moved beyond episodic talent acquisition toward a more structured model of commercially productive partner development.

The defining shift is not volume alone, but intentionality. Firms are concentrating resources in high-yield verticals, refining tiered partnership models, and aligning promotion pathways with measurable commercial contribution. The growing prominence of equity and non-equity structures across U.S. law firms reflects a broader recalibration of how partnership status is earned and monetized.

New York remains a mature laboratory for these structural dynamics. Its Q4 lateral slowdown, contrasted against strong national annual growth, suggests saturation effects rather than contraction. At the same time, increased promotion activity demonstrates how firms are leveraging internal pipelines to sustain revenue expansion when external markets tighten.

The strategic distinction between hiring and growth is narrowing. Lateral acquisition, structured promotion, and integration capability now operate as interconnected components of a broader commercial system. Firms that succeed in 2026 will be those that convert talent movement into measurable profitability with speed and precision, compressing the time between appointment and contribution, strengthening cross-practice monetization, and reinforcing vertical authority.

The evidence from 2025 is clear: the legal market is refining, not retreating.

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## SELECT PARTNER TRANSITIONS: Q4 2025 NEW YORK

The following entries represent a curated selection of transitions observed in the final quarter of 2025. This summary is intended to illustrate evolving firm strategies and is not an exhaustive record of all New York partner activity.

These transitions showcase how firms are utilizing both lateral acquisitions and refined internal promotion tracks to scale technical expertise and execution capacity in the New York market.



| MOVERS       | NEW POSITION | PREVIOUS POSITION        | PREVIOUS COMPANY                               | PRACTICE AREA |
|--------------|--------------|--------------------------|--|---------------|
| Joshua Haber | Partner      | Chief, Criminal Division | U.S. Attorney's Office, District of New Jersey | Litigation    |

### BakerHostetler

| MOVERS          | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA   |
|-----------------|--------------|-------------------|------------------|-----------------|
| Steve Rockoff   | Partner      | Partner           | Loeb & Loeb LLP  | Financial       |
| Andrew Arsiotis | Partner      | Partner           | Loeb & Loeb LLP  | Corporate / M&A |

### Baker McKenzie.

| MOVERS       | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA |
|--------------|--------------|-------------------|------------------|---------------|
| Michael Pilo | Partner      | Partner           | Fenwick & West   | Financial     |

## Barnes & Thornburg

| MOVERS           | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY               | PRACTICE AREA |
|------------------|--------------|-------------------|--------------------------------|---------------|
| Brantley Hawkins | Partner      | Partner           | Croke Fairchild Duarte & Beres | Financial     |

## BARTON

Discover Better Law

| MOVERS         | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY      | PRACTICE AREA |
|----------------|--------------|-------------------|-----------------------|---------------|
| Jeffrey Symons | Partner      | Partner           | Pierson Ferdinand LLP | Financial     |

## BHS

BIEDERMANN  
HOENIG  
SEMPREVIVO

| MOVERS         | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY     | PRACTICE AREA |
|----------------|--------------|-------------------|----------------------|---------------|
| David Calvello | Partner      | Partner           | Faruqi & Faruqi, LLP | Litigation    |

## BLUE PEAK

| MOVERS         | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA         |
|----------------|--------------|-------------------|------------------|-----------------------|
| Natalie Lieber | Partner      | Partner           | Kasowitz LLP     | Intellectual Property |

## BUPDLAW

ATTORNEYS & COUNSELORS

| MOVERS       | NEW POSITION | PREVIOUS POSITION             | PREVIOUS COMPANY | PRACTICE AREA |
|--------------|--------------|-------------------------------|------------------|---------------|
| Andrew Lurie | Partner      | VP, Assistant General Counsel | Lendlease        | Real Estate   |

## CASSIN

| ↑ MOVERS        | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA |
|-----------------|--------------|-------------------|------------------|---------------|
| Thomas Patalano | Partner      | Shareholder       | Polsinelli       | Financial     |

## CEDAR LAW

| ↑ MOVERS         | NEW POSITION     | PREVIOUS POSITION                           | PREVIOUS COMPANY                                 | PRACTICE AREA |
|------------------|------------------|---|--|---------------|
| Jessie Destefano | Managing Partner | Attorney Advisor, Office of General Counsel | U.S. Department of Housing and Urban Development | Litigation    |

## CHAPMAN Focused on Finance®

| ↑ MOVERS      | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA |
|---------------|--------------|-------------------|------------------|---------------|
| Rick Antonoff | Partner      | Partner           | Blank Rome LLP   | Financial     |

## COVINGTON

| ↑ MOVERS           | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA   |
|--------------------|--------------|-------------------|------------------|-----------------|
| Andrew Nightingale | Partner      | Of Counsel        | Internal Move    | Corporate / M&A |

## CDAS

| ↑ MOVERS    | NEW POSITION | PREVIOUS POSITION  | PREVIOUS COMPANY    | PRACTICE AREA         |
|-------------|--------------|--------------------|---------------------|-----------------------|
| Josef Ghosn | Partner      | Associate Attorney | Clausen Miller P.C. | Intellectual Property |

# CRAVATH

| MOVERS         | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA   |
|----------------|--------------|-------------------|------------------|-----------------|
| Patrick Taylor | Partner      | Of Counsel        | Internal Move    | Corporate / M&A |

# Davis Polk

| MOVERS     | NEW POSITION               | PREVIOUS POSITION | PREVIOUS COMPANY   | PRACTICE AREA   |
|------------|----------------------------|-------------------|--------------------|-----------------|
| Jared Fine | Partner                    | Partner           | Goodwin            | Corporate / M&A |
| Jon Oram   | Partner and Head of Sports | Partner           | Proskauer Rose LLP | Corporate / M&A |

# Debevoise & Plimpton

| MOVERS              | NEW POSITION         | PREVIOUS POSITION                  | PREVIOUS COMPANY | PRACTICE AREA |
|---------------------|----------------------|------------------------------------|------------------|---------------|
| Krishna Skandakumar | Partner and Co-Chair | Partner                            | Goodwin          | Financial     |
| Natalia Kubik       | Partner              | Partner   Private Investment Funds | Goodwin          | Financial     |



| MOVERS             | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY               | PRACTICE AREA   |
|--------------------|--------------|-------------------|--------------------------------|-----------------|
| Justin Michael     | Partner      | Counsel           | Davis Polk & Wardwell LLP      | Financial       |
| Viktor Sapezhnikov | Partner      | Partner           | Wachtell, Lipton, Rosen & Katz | Corporate / M&A |

# Dunnington

| MOVERS    | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA         |
|-----------|--------------|-------------------|------------------|-----------------------|
| Karl Kilb | Partner      | Co-Founder        | Crescite         | Intellectual Property |



| MOVERS       | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY                                    | PRACTICE AREA |
|--------------|--------------|-------------------|---|---------------|
| Joseph Farca | Partner      | Partner           | Borah, Goldstein, Altschuler, Nahins & Goidel, P.C. | Litigation    |



| MOVERS      | NEW POSITION | PREVIOUS POSITION                | PREVIOUS COMPANY                                     | PRACTICE AREA |
|-------------|--------------|----------------------------------|--|---------------|
| James Knapp | Partner      | Assistant United States Attorney | U.S. Attorney's Office, Eastern District of New York | Litigation    |

# GIBSON DUNN

| MOVERS          | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA   |
|-----------------|--------------|-------------------|------------------|-----------------|
| Jennifer Yashar | Partner      | Partner           | Fried Frank      | Real Estate     |
| Sebastian Fain  | Partner      | Partner           | Freshfields      | Corporate / M&A |

# GOLDBERG SEGALLA

| MOVERS           | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA |
|------------------|--------------|-------------------|------------------|---------------|
| Ryan Mahoney     | Partner      | Special Counsel   | Internal Move    | Litigation    |
| Clemente Parente | Partner      | Partner           | Couch White, LLP | Litigation    |

# GOODWIN

| MOVERS           | NEW POSITION | PREVIOUS POSITION        | PREVIOUS COMPANY | PRACTICE AREA   |
|------------------|--------------|--------------------------|------------------|-----------------|
| Harrison Freeman | Partner      | Private Equity Associate | Internal Move    | Corporate / M&A |
| Justin Anslow    | Partner      | Associate                | Internal Move    | Corporate / M&A |
| Valerie Haggans  | Partner      | Counsel                  | Internal Move    | Litigation      |
| Nicole Brock     | Tax Partner  | Tax Associate            | Internal Move    | Financial       |

# gunnercooke

| MOVERS         | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY         | PRACTICE AREA |
|----------------|--------------|-------------------|--------------------------|---------------|
| Richard Freeth | Partner      | Partner           | Freeth & Associates, LLC | Litigation    |
| Michael Ledley | Partner      | Partner           | Kibler Fowler & Cave LLP | Litigation    |



# Harter Secrest & Emery LLP

ATTORNEYS AND COUNSELORS

| MOVERS     | NEW POSITION | PREVIOUS POSITION      | PREVIOUS COMPANY  | PRACTICE AREA |
|------------|--------------|------------------------|---|---------------|
| Trini Ross | Partner      | United States Attorney | U.S. Attorney's Office,<br>Western District of New York | Litigation    |

| MOVERS        | NEW POSITION | PREVIOUS POSITION                | PREVIOUS COMPANY                    | PRACTICE AREA   |
|---------------|--------------|----------------------------------|-------------------------------------|-----------------|
| Marissa Holob | Partner      | Partner, Chair Employee Benefits | Kramer Levin Naftalis & Frankel LLP | Corporate / M&A |

| MOVERS              | NEW POSITION | PREVIOUS POSITION                | PREVIOUS COMPANY   | PRACTICE AREA |
|---------------------|--------------|----------------------------------|--|---------------|
| Saritha Komatireddy | Partner      | Assistant United States Attorney | U.S. Attorney's Office, District of the Eastern District of New York | Litigation    |

| MOVERS      | NEW POSITION | PREVIOUS POSITION  | PREVIOUS COMPANY | PRACTICE AREA |
|-------------|--------------|--------------------|------------------|---------------|
| Erica Nolan | Partner      | Associate Attorney | Internal Move    | Litigation    |

| MOVERS          | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY        | PRACTICE AREA |
|-----------------|--------------|-------------------|-------------------------|---------------|
| Adam Lindenbaum | Partner      | Member            | Rosenberg & Estis, P.C. | Litigation    |

| MOVERS          | NEW POSITION | PREVIOUS POSITION         | PREVIOUS COMPANY | PRACTICE AREA   |
|-----------------|--------------|---------------------------|------------------|-----------------|
| Alyssa Danziger | Partner      | Senior Associate Attorney | Internal Move    | Corporate / M&A |

# KIRKLAND & ELLIS

| MOVERS                     | NEW POSITION | PREVIOUS POSITION                  | PREVIOUS COMPANY                   | PRACTICE AREA           |
|----------------------------|--------------|------------------------------------|------------------------------------|-------------------------|
| <b>Maria Raptis</b>        | Partner      | Partner, Antitrust and Competition | Skadden                            | Antitrust / Competition |
| <b>Rebecca Cho</b>         | Partner      | Associate                          | Internal Move                      | Financial               |
| <b>Sarah Lipinski</b>      | Partner      | Associate                          | Internal Move                      | Financial               |
| <b>Jason Krochak</b>       | Partner      | Partner – Corporate, Sports        | Proskauer Rose LLP                 | Corporate / M&A         |
| <b>John Harrison</b>       | Partner      | Associate                          | Internal Move                      | Financial               |
| <b>Allison McQueeney</b>   | Partner      | Associate                          | Internal Move                      | Financial               |
| <b>Scott Cowie</b>         | Partner      | Associate                          | Cadwalader, Wickersham & Taft LLP  | Financial               |
| <b>Jessica Romano</b>      | Partner      | Special Counsel                    | Schulte Roth & Zabel LLP           | Financial               |
| <b>Micah Desaire</b>       | Partner      | Associate                          | Internal Move                      | Corporate / M&A         |
| <b>Michael Sudano</b>      | Partner      | Associate                          | Internal Move                      | Financial               |
| <b>Natalia Pszenny</b>     | Partner      | Associate                          | Internal Move                      | Financial               |
| <b>Elise Crichton</b>      | Partner      | Associate                          | Internal Move                      | Financial               |
| <b>Hannah Fraley</b>       | Partner      | Counsel                            | Skadden                            | Financial               |
| <b>Brian Raphel</b>        | Partner      | Partner                            | Orrick, Herrington & Sutcliffe LLP | Litigation              |
| <b>Vino Jayaraman</b>      | Partner      | Counsel                            | O'Melveny & Myers LLP              | Corporate / M&A         |
| <b>Izaak Lustgarten</b>    | Partner      | M&A Associate                      | Internal Move                      | Corporate / M&A         |
| <b>Conor Gordon</b>        | Partner      | Associate                          | Internal Move                      | Corporate / M&A         |
| <b>Arjun Karthikeyan</b>   | Partner      | M&A / Private Equity Associate     | Internal Move                      | Corporate / M&A         |
| <b>Aseda Ghartey-Tagoe</b> | Partner      | M&A / Private Equity Associate     | Internal Move                      | Corporate / M&A         |
| <b>Alan Heisman</b>        | Partner      | Associate                          | Internal Move                      | Corporate / M&A         |

# KIRKLAND & ELLIS

|                        |                        |                                |               |                 |
|------------------------|------------------------|--------------------------------|---------------|-----------------|
| <b>Monica Ruiz</b>     | Partner                | M&A / Private Equity Associate | Internal Move | Corporate / M&A |
| <b>Margaret Reiney</b> | Partner                | Associate                      | Internal Move | Corporate / M&A |
| <b>Jordan Elkin</b>    | Partner                | Associate                      | Internal Move | Corporate / M&A |
| <b>Elizabeth Jones</b> | Partner                | Restructuring Associate        | Internal Move | Corporate / M&A |
| <b>Aaron Metviner</b>  | Partner                | Associate                      | Internal Move | Corporate / M&A |
| <b>Menaka Nayar</b>    | Sustainability Partner | Associate                      | Internal Move | Corporate / M&A |



| MOVERS               | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY       | PRACTICE AREA |
|----------------------|--------------|-------------------|------------------------|---------------|
| <b>David Slovick</b> | Partner      | Partner           | Barnes & Thornburg LLP | Financial     |



| MOVERS             | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY                 | PRACTICE AREA |
|--------------------|--------------|-------------------|----------------------------------|---------------|
| <b>Alexis Wolf</b> | Partner      | Partner           | Chemtob Moss Forman & Beyda, LLP | Litigation    |



| MOVERS                    | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY                       | PRACTICE AREA |
|---------------------------|--------------|-------------------|--|---------------|
| <b>Bessie Hadjigeorgi</b> | Partner      | Partner           | Mavrides, Moyal, Packman & Sadkin, LLP | Real Estate   |
| <b>Jack Malley</b>        | Partner      | Partner           | Smith Buss & Jacobs, LLP               | Litigation    |

| MOVERS       | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY                          | PRACTICE AREA |
|--------------|--------------|-------------------|---|---------------|
| Jesse Jensen | Partner      | Partner           | Bernstein Litowitz Berger & Grossmann LLP | Litigation    |

## LATHAM & WATKINS <sup>LLP</sup>

| MOVERS          | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA |
|-----------------|--------------|-------------------|------------------|---------------|
| Ryan Dahl       | Partner      | Partner           | Ropes & Gray LLP | Financial     |
| Natasha Hwangpo | Partner      | Partner           | Ropes & Gray LLP | Financial     |

## LAZARE POTTER GLAZER & MOYLE LLP

| MOVERS      | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA |
|-------------|--------------|-------------------|------------------|---------------|
| Yale Glazer | Partner      | Partner           | Internal Move    | Litigation    |



| MOVERS      | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY  | PRACTICE AREA   |
|-------------|--------------|-------------------|-------------------|-----------------|
| Jeremy Wolk | Partner      | Partner           | Nixon Peabody LLP | Corporate / M&A |



| MOVERS       | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA         |
|--------------|--------------|-------------------|------------------|-----------------------|
| Shira Borzak | Partner      | Associate         | Goodwin          | Intellectual Property |

| MOVERS        | NEW POSITION | PREVIOUS POSITION             | PREVIOUS COMPANY       | PRACTICE AREA |
|---------------|--------------|-------------------------------|------------------------|---------------|
| Desiree Grace | Partner      | First Assistant U.S. Attorney | U.S. Attorney's Office | Litigation    |

## Morgan Lewis

| MOVERS           | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA   |
|------------------|--------------|-------------------|------------------|-----------------|
| Michael Ableson  | Partner      | Associate         | Internal Move    | Litigation      |
| Tamar Keil       | Partner      | Of Counsel        | Internal Move    | Financial       |
| Caitlin Harrison | Partner      | Associate         | Internal Move    | Corporate / M&A |

## Morrison Cohen

| MOVERS        | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA |
|---------------|--------------|-------------------|------------------|---------------|
| Joshua Garcia | Partner      | Partner           | Ketsal           | Financial     |

**NICOLETTI SPINNER RYAN GULINO PINTER LLP**  
*CELEBRATING 30 YEARS OF EXCELLENCE*

| MOVERS      | NEW POSITION | PREVIOUS POSITION     | PREVIOUS COMPANY                               | PRACTICE AREA |
|-------------|--------------|-----------------------|--|---------------|
| Kevin Locke | Partner      | Senior Trial Attorney | The Law Office of Martyn, Smith, Murray & Yong | Litigation    |

**P | F** PACE FREEMAN LLP

| MOVERS       | NEW POSITION      | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA |
|--------------|-------------------|-------------------|------------------|---------------|
| Emma Freeman | Founder & Partner | Attorney          | Apollo Law LLC   | Litigation    |

# PAUL HASTINGS

| MOVERS           | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA   |
|------------------|--------------|-------------------|------------------|-----------------|
| Ahson Azmat      | Counsel      | Partner           | Kirkland & Ellis | Litigation      |
| Tracey Chenoweth | Partner      | Partner           | Skadden          | Corporate / M&A |



| MOVERS              | NEW POSITION | PREVIOUS POSITION                                     | PREVIOUS COMPANY               | PRACTICE AREA           |
|---------------------|--------------|---|--------------------------------|-------------------------|
| Arian Mossanenzadeh | Partner      | Senior Attorney - Executive Compensation and Benefits | Cravath, Swaine & Moore LLP    | Corporate / M&A         |
| Mark Adler          | Partner      | Partner   | Sidley Austin LLP              | Financial               |
| Julie Lamm          | Partner      | Partner   | Sidley Austin LLP              | Financial               |
| Marisa Geiger       | Partner      | Partner - Intellectual Property Transactions          | Simpson Thacher & Bartlett LLP | Intellectual Property   |
| Michael Ronca       | Partner      | Counsel   | Debevoise & Plimpton           | Financial               |
| Richard Schwartz    | Partner      | Associate   | Internal Move                  | Corporate / M&A         |
| Peter McCormack     | Partner      | Partner   | Kirkland & Ellis               | Antitrust / Competition |



| MOVERS          | NEW POSITION    | PREVIOUS POSITION                        | PREVIOUS COMPANY | PRACTICE AREA |
|-----------------|-----------------|--|------------------|---------------|
| Sara Crisafulli | General Counsel | Partner & Deputy Chair, Brand Protection | Loeb & Loeb LLP  | Litigation    |

# PRACTUS

| MOVERS             | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY               | PRACTICE AREA |
|--------------------|--------------|-------------------|--------------------------------|---------------|
| Jeffrey Lindenbaum | Partner      | Partner           | Rothwell Figg IP Professionals | Litigation    |

# Proskauer >>

| MOVERS         | NEW POSITION | PREVIOUS POSITION                | PREVIOUS COMPANY      | PRACTICE AREA         |
|----------------|--------------|----------------------------------|-----------------------|-----------------------|
| Jennifer Yang  | Partner      | Senior Counsel                   | Internal Move         | Litigation            |
| Robert Baehr   | Partner      | Senior Counsel                   | Internal Move         | Litigation            |
| Dylan Conn     | Partner      | Senior Associate Capital Markets | Internal Move         | Financial             |
| Joshua Fox     | Partner      | Senior Counsel                   | Internal Move         | Litigation            |
| Gregory Morris | Partner      | Partner                          | O'Melveny & Myers LLP | Intellectual Property |
| Matthew Koch   | Partner      | Associate                        | Internal Move         | Financial             |

# PRYOR CASHMAN

| MOVERS           | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY              | PRACTICE AREA |
|------------------|--------------|-------------------|-------------------------------|---------------|
| Caitlin Connolly | Partner      | Partner           | Aronson Mayefsky & Sloan, LLP | Litigation    |



| MOVERS          | NEW POSITION | PREVIOUS POSITION                    | PREVIOUS COMPANY | PRACTICE AREA |
|-----------------|--------------|--------------------------------------|------------------|---------------|
| Gabriel Arevalo | Partner      | Professional Liability Claim Analyst | Reserv           | Litigation    |

# REITLER

REITLER KAILAS & ROSENBLATT

| MOVERS       | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA   |
|--------------|--------------|-------------------|------------------|-----------------|
| Julian Russo | Partner      | Founder, Partner  | Ketsal           | Corporate / M&A |

# Robinson+Cole

| MOVERS    | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA |
|-----------|--------------|-------------------|------------------|---------------|
| John Hunt | Partner      | Principal         | HuntLaw PC       | Litigation    |



RUSKIN MOSCOU FALTSCHEK P.C.  
Smart Counsel. Straight Talk.

| MOVERS           | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY                  | PRACTICE AREA |
|------------------|--------------|-------------------|-----------------------------------|---------------|
| Jacquelyn Loftin | Partner      | Partner           | LaMonica Herbst & Maniscalco, LLP | Financial     |



SAXE DOERNBERGER & VITA, P.C.

| MOVERS           | NEW POSITION     | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA |
|------------------|------------------|-------------------|------------------|---------------|
| Kerianne Lockett | Managing Partner | Partner           | Internal Move    | Litigation    |

SCHWARTZ  
SLADKUS  
REICH  
GREENBERG  
ATLAS LLP

| MOVERS        | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY       | PRACTICE AREA |
|---------------|--------------|-------------------|------------------------|---------------|
| Mark Freyberg | Partner      | Attorney at Law   | The Freyberg Law Group | Real Estate   |

# SEWARD & KISSEL LLP

| MOVERS        | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY         | PRACTICE AREA |
|---------------|--------------|-------------------|--------------------------|---------------|
| Mark Garibyan | Partner      | Special Counsel   | McDermott Will & Schulte | Litigation    |

# SheppardMullin

| MOVERS          | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA         |
|-----------------|--------------|-------------------|------------------|-----------------------|
| Steven Pepe     | Partner      | Partner           | Ropes & Gray LLP | Intellectual Property |
| Matthew Shapiro | Partner      | Counsel           | Ropes & Gray LLP | Intellectual Property |

# SIDLEY

| MOVERS           | NEW POSITION | PREVIOUS POSITION             | PREVIOUS COMPANY   | PRACTICE AREA |
|------------------|--------------|-------------------------------|--|---------------|
| Matthew Podolsky | Partner      | Acting United States Attorney | U.S. Attorney's Office for the Southern District of New York | Litigation    |

# Simpson Thacher

| MOVERS             | NEW POSITION | PREVIOUS POSITION                | PREVIOUS COMPANY     | PRACTICE AREA   |
|--------------------|--------------|----------------------------------|----------------------|-----------------|
| Christopher Ludwig | Partner      | MD, Head of Shareholder Advisory | Barclays             | Corporate / M&A |
| Sam Saunders       | Partner      | Partner                          | Kirkland & Ellis LLP | Financial       |

# SPENCER WEST <sup>\*</sup>

| MOVERS       | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA |
|--------------|--------------|-------------------|------------------|---------------|
| William Kerr | Partner      | Partner           | Kerr LLP         | Litigation    |



| MOVERS       | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY       | PRACTICE AREA |
|--------------|--------------|-------------------|------------------------|---------------|
| Adina Levine | Partner      | Counsel           | Cyrułnik Fattaruso LLP | Litigation    |



| MOVERS          | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY              | PRACTICE AREA |
|-----------------|--------------|-------------------|-------------------------------|---------------|
| Jennifer Lofaro | Partner      | Partner           | Bleakley Platt & Schmidt, LLP | Litigation    |



| MOVERS             | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY   | PRACTICE AREA |
|--------------------|--------------|-------------------|--------------------|---------------|
| Terence McLaughlin | Partner      | Consultant        | T. McLaughlin PLLC | Litigation    |

## TIL Partner

| MOVERS  | NEW POSITION                 | PREVIOUS POSITION                        | PREVIOUS COMPANY | PRACTICE AREA |
|---------|------------------------------|--|------------------|---------------|
| Ray Koh | Partner (Chair of Corporate) | Venture Capital, Tech & Corporate Lawyer | Bowery Legal     | Financial     |

## Weil

| MOVERS        | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA |
|---------------|--------------|-------------------|------------------|---------------|
| Larissa Lucas | Partner      | Counsel           | Internal Move    | Litigation    |

## White and Williams LLP

| MOVERS         | NEW POSITION | PREVIOUS POSITION                             | PREVIOUS COMPANY                      | PRACTICE AREA |
|----------------|--------------|---|---------------------------------------|---------------|
| Kristina Kelly | Partner      | Trusts & Estates Senior Associate and Partner | Diserio Martin O'Connor & Castiglioni | Real Estate   |

## WHITEMAN OSTERMAN & HANNA LLP ATTORNEYS AT LAW

| MOVERS       | NEW POSITION | PREVIOUS POSITION    | PREVIOUS COMPANY   | PRACTICE AREA |
|--------------|--------------|----------------------|--------------------|---------------|
| Lori Sievers | Partner      | Health Care Attorney | Hinman Straub P.C. | Litigation    |

## WIGGIN WIGGIN AND DANA

| MOVERS       | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA |
|--------------|--------------|-------------------|------------------|---------------|
| Andrew Bauer | Partner      | Founder / Partner | Bauer Law        | Litigation    |

## WILLKIE WILLKIE FARR & GALLAGHER LLP

| MOVERS        | NEW POSITION          | PREVIOUS POSITION | PREVIOUS COMPANY | PRACTICE AREA   |
|---------------|-----------------------|-------------------|------------------|-----------------|
| Allyson Smith | Restructuring Partner | Partner           | Kirkland & Ellis | Corporate / M&A |

# WILSON SONSINI

| MOVERS         | NEW POSITION | PREVIOUS POSITION | PREVIOUS COMPANY           | PRACTICE AREA |
|----------------|--------------|-------------------|----------------------------|---------------|
| Stanford Renas | Partner      | Partner           | Katten Muchin Rosenman LLP | Financial     |

# WINSTON & STRAWN LLP

| MOVERS     | NEW POSITION         | PREVIOUS POSITION   | PREVIOUS COMPANY | PRACTICE AREA   |
|------------|----------------------|---------------------|------------------|-----------------|
| Lisa Coutu | Litigation Associate | Litigation Partner  | Internal Move    | Litigation      |
| Ben Popeck | Partner              | Corporate Associate | Internal Move    | Corporate / M&A |

## ABOUT H&P EXECUTIVE SEARCH

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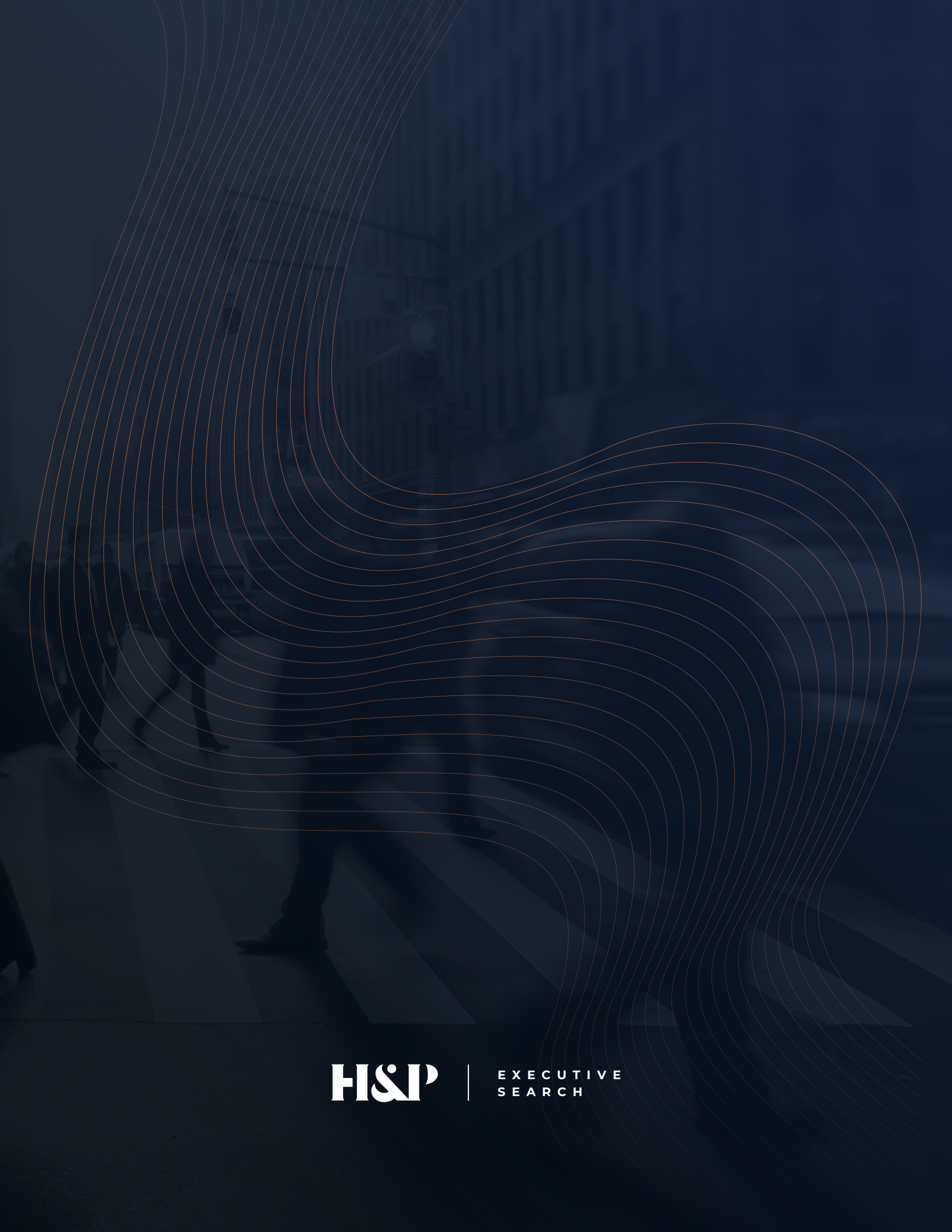
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