



Growing Your Practice & Income Through Recruiting

If you are a law firm (solo, small, medium or large) that is looking for ways to grow your practice and income during this difficult economic time then we have good news for you. Take a moment to see how the **Pennsylvania Bar Association's Placement Center** is helping our members and their firms.

It's no secret that the legal recruiting landscape has changed dramatically over the last 2 years due to the slowing economy. We have seen nearly every major law firm and corporate legal department experience considerable downsizing and hiring freezes in order to weather the economic storm. This "downsizing" has flooded the market with outstanding attorneys, paralegals and legal secretaries into the job market. What you may not know, however, is what the progressive small and medium sized firms are doing to benefit their practice. With the help of the PBA Placement Center, they are getting a windfall of recruiting referrals that are helping them to grow and diversify both their practice and income.

With few options available in the hiring market, many of the outstanding attorneys are going solo. While continuing to seek out employment through the PBA Placement Center, these attorneys are taking their clients and establishing their own practice. Many are merging their legal specialty and book of business with other small and medium sized firms. Particularly firms that were looking to diversify their practices as well as grow specialized client bases. The PBA Placement Center helps facilitate those mergers by introducing solo attorneys, who have confidentially registered with us, to interested law firms.

We understand the economic challenges that the Pennsylvania law firms are facing. Any recruiting program would need to be affordable for all sized law firms, not just the larger firms. We also know that it needs to be confidential, professional, all-inclusive and guaranteed. Lastly, we understand that our member's time is valuable and that only qualified candidates need be presented for consideration. We believe our "recession buster" recruiting program that is now available for a limited time to Pennsylvania law firms accomplishes the all this.

From now until March 31, 2010, whether your need is for a partner or associate with a book of business, or an experienced paralegal or legal secretary, the PBA Placement Center will provide the following search and recruitment services on every search request:

- Advertising/Recruitment for your desired specific talent
- Screening and Testing (non-attorney) of all talent
- Submission of only the top candidates for your review
- Scheduling of all introductions, interviews and any additional materials
- Assisting in the mutual negotiation of compensation and benefits
- There is no up-front cost or fee, only if you hire one of our candidates
- **All for only a 10% flat fee** (standard placement fees are 25%)

As you can imagine, there are a limited number of outstanding solo attorney candidates available. Each offering various sized books of business, levels of experience and specialties. If your firm is interested in the above program, we encourage you to contact us at your earliest opportunity. We can either access the current available talent, or begin the recruiting process to reach your desired talent.

Law Firms – If you would like to confidentially explore these PBA Placement Center recruiting opportunities or would like more information on the services, simply send us an email to info@pabarplacement.com or call us at **215-525-1615**. We can schedule a time to discuss your specific practice needs and candidate requirements in greater detail.

Solo Attorneys – If you are interested in confidentially exploring the options of merging your practice with another firm, simply register with us online at www.pabarplacement.com and/or email us your resume and contact information to attorneys@pabarplacement.com and we can schedule a time to discuss your career desires, preferences, and available opportunities in greater detail.

There has never been a more affordable and effective way to find the talent you need for your office. We look forward to working with you and your staff on your next great hire.

PABAR Placement Center

215-525-1615

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