



# New Lawyers Section Engagement Task Force

**2020 REPORT AND RECOMMENDATIONS**



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#### MISSION STATEMENT:

The Hennepin County Bar Association exists to serve the needs of its membership by advancing professionalism, ethical conduct, diversity, competence, practice development, and collegiality in the legal profession. The Association shall strive to ensure the fairness and accessibility of the legal system, promote public understanding and confidence in our system of justice, and work with the courts to improve the administration of justice.

## **HCBA New Lawyer Engagement Task Force Report and Recommendations**

### **Background**

For many years, national, state, and local bar associations have experienced a slow but steady decline in membership. Nationally, about 50% of lawyers were members of the American Bar Association 40 years ago; by February of 2018, participation had decreased to just 22%. At the state level, the Minnesota State Bar Association (“MSBA”) membership has declined on average about 2% per year in each of the past four years. Locally, Hennepin County Bar Association (“HCBA”) membership has declined on average about 3.4% per year over the same period.

The HCBA New Lawyer Engagement Task Force (the “Task Force”) was created to explore the issue of declining new lawyer membership with new lawyers themselves. The Task Force is composed of new lawyers currently involved in the HCBA, new lawyers involved in other bar associations, and new lawyers with no bar association involvement. The Task Force defined the scope of its work based on the following:

- First, effectively engaging lawyers who have recently passed the Bar Exam is paramount to the long-term health of the HCBA. How can the HCBA better connect with recently licensed new lawyers in order to increase their membership and participation?
- Second, keeping members strongly engaged throughout their careers is necessary to stabilize HCBA membership. How can the HCBA strengthen connections with existing members, especially newer members, to foster long-term membership sustainability?

## Task Force Membership

The Task Force is composed of a broad cross section of new lawyers, and members vary in terms of experience, practice area, firm size, and bar involvement. Members include:

<u>Name</u>	<u>Employment</u>	<u>Firm Size</u>	<u>HCBA Involvement</u>	<u>Grad Year</u>
Daniel Willing(Task Force Chair)	RBC Wealth Mgmt.	1000+	NLS Chair	2012
Benjamin Bauer	Nichols Kaster, PLLP	21-50	N/A	2017
Andrew Escher	Winthrop & Weinstine	51+	N/A	2019
Colin Hargreaves	Felhaber Larson, P.A.	51+	Social Co-Dir.	2017
Rayeed Ibtesam	Yost & Baill, LLP	2-20	N/A	2017
Jacob Levine	Fredrikson & Byron, P.A.	51+	N/A	2019
Lanna Magnolia	Judicial Law Clerk	N/A	N/A	2017
Roxanne Thorelli	Winthrop & Weinstine	51+	NLS Membership Dir.	2017
Jessica Timmington Lindstrom	Winthrop & Weinstine	51+	NLS Vice-Chair	2013
Nick Ryan	Law Office of Eric Cooperstein	2-20	NLS Communications Dir.	2018

## Staff Support

- Cheryl Dalby
- Kara Haro
- Abby Ward

## **Report & Recommendations**

### Issue #1 – HCBA Visibility & Messaging

#### *Discussion*

While new lawyers reported being generally aware of the HCBA and understood that it was a local bar association, there was widespread confusion about the HCBA's relationship with, and role among, the alphabet soup of bar associations. Further, new lawyers were often not familiar with the differences between the various bar associations, and expressed uncertainty about why a new lawyer would prefer to be involved in one over another.

Among new lawyers who did choose to get involved with the HCBA, the most common reasons for choosing it over other associations were culture and connections. HCBA events maintain a different culture than the MSBA or Ramsey County Bar Association ("RCBA") events, and new lawyers viewed this as a positive. HCBA events were described as inviting, collegial, and approachable. For many, the most important reason they initially became involved in the HCBA was because a friend, colleague, or supervisor invited them to attend an event together, or encouraged them to do so.

However, it was also the general view among new lawyers that most law firms, judges, or supervising attorneys in Minnesota do not view bar association membership as an essential or valuable part of professional advancement.

#### *Conclusions*

- The HCBA needs more effective messaging to distinguish itself from other bar associations.
- The HCBA has a different culture than other Minnesota bar associations and this culture should be preserved.
- Social and professional connections to HCBA members remain the most reliable indicator of initial HCBA involvement.

#### *Recommendations*

- 1) Build stronger inroads with the judiciary and law firm leadership to foster environments where HCBA membership is viewed as a professional benefit.
  - It is critically important for new lawyers to believe that leading lawyers in the community are supportive and encouraging of bar membership. This needs to start with current HCBA leaders and board members being more proactive in inviting new lawyers they know and work with to attend events together and reaching out directly to new lawyers to pursue leadership positions.
  - Additionally, we recommend the HCBA explore deepening relationships with local firms so that those firms will encourage associate involvement in the HCBA. On this point, the Task Force is in complete agreement: if the firm, judge, or company a new lawyer works for encourages and supports bar membership, new lawyers will be far more likely to get involved.
- 2) Hire a social media consultant that specializes in marketing to, and communicating with, the target new lawyer demographic (ages 25-35).
  - New lawyers are the lifeblood of the organization over the long term, and statistically, most newly minted lawyers are between the ages of 26 and 30. Therefore, it is necessary to engage in special efforts to appeal directly to members of this group through the methods most appropriate for them.

## Issue #2 – New Lawyer Concerns

### *Discussion*

In no particular order, the Task Force identified the following as top concerns for new lawyers: jobs, professional knowledge, and student loans.

#### **A. Jobs:**

Whether searching for that first job, or looking to change jobs, prospective jobs are often on the minds of new lawyers. The days of lawyers working for one firm their entire career have largely come and gone. Today, new lawyers commonly change firms multiple times before finding the right fit. The HCBA job board was discussed in a positive light. Although relatively few in number, the job board often has unique job postings not listed on other sites.

HCBA networking events were also discussed at length. New lawyers view networking events as valuable in the long term, but not helpful for job searches in the short term, particularly for recent graduates. This is consistent with the HCBA and the HCBA New Lawyers Section's (the "HCBA NLS") messaging that networking is a crucial part of long-term career growth, but not necessarily an effective way to find a job immediately.

The Task Force also noted that the HCBA was not unique in this respect; bar associations in general have failed to address the employment issue in any significant way.

#### **B. Professional Knowledge:**

One issue all new lawyers encounter is a lack of professional knowledge. Any programming the HCBA provides to speed the transition from "inexperienced lawyer" to "lawyer" will be viewed favorably by new lawyers. New lawyers had a mostly favorable view of HCBA's current programming, but there was some confusion about which events were MSBA and which were HCBA, since they are at the same facility and every CLE is stand-alone. More generally, the Task Force believes that occasional CLE programs are of limited assistance in teaching new lawyers the skills they need and better solutions can be devised.

#### **C. Student Loans:**

Student loans remain one of the most distressing issues for new lawyers. The occasional CLE about available payment plans aside, new lawyers viewed silence regarding the new lawyer debt burden as out-of-touch and unhelpful.

### *Conclusions*

Bar associations in general have a poor track record of addressing the concerns of new lawyers. This presents an opportunity for the HCBA to distinguish itself and appeal to new lawyers.

### *Recommendations*

- 1) Create a new NLS Sponsored HCBA Signature Event to help new lawyers find jobs. The purpose of this event would be to connect employers looking for new lawyers with the new lawyers themselves. The program would be run similar to an On Campus Interview or "OCI" program in law school, but with several significant differences.

## NLS Sponsored HCBA Signature Event – Detailed Proposal & Program Highlights:

- Employers interested in hiring new lawyers would register for the event and post their job openings on a member-only HCBA portal. Then at the event, each employer would have its own private space where it could conduct interviews.
- Job postings may include certain requirements to ensure the employer is interviewing qualified candidates, such as “position requires 3 years’ experience” or “candidate must have litigation experience”, but postings would not be permitted to include any restrictions related to grades, either directly or indirectly (GPA, law review, graduating “with honors”, etc.).
  - The Task Force strongly believes that in order to appeal to all new lawyers, the process of securing interviews must be both completely transparent and completely independent of grades or resumes. The percentage of new lawyers graduating Order of the Coif, Magna Cum Laude, and Cum Laude is at most 30% combined. It is imperative that the HCBA appeal to a broader pool of lawyers than that.
- When a new lawyer registers for an interview through the HCBA portal, the applicant’s resume would be reviewed by either HCBA staff or NLS board members to ensure the applicant met the requirements of the position. Applicants would be chosen for interviews on a first-come-first-served basis.
  - The Take Force does not want applicants to blindly apply to all jobs, so applicants would have a 2 strikes policy. Where an applicant applied to two or more jobs for which he or she did not qualify, the applicant would be pulled from the system and not permitted to interview at that event. If it were to happen again at a future event, the applicant would be banned permanently.
  - Applicants would be limited to a certain number of interviews per event depending on the number of employers registered. The default would be three.
- Registered employers must guarantee they will conduct a certain number of brief (15-30 minute) in-person interviews at the event.
  - If an employer’s roster was not fully booked, or an employer met a qualified candidate that spoke with them informally, the firm could accept additional interviews at its discretion.
- Each interviewee would be assigned a random number during the application process, and employers would not have access to an applicant’s name or resume before the interview. Applicants would be expected to bring a copy of their resume to the interview and deliver it at that time.
  - By disconnecting the interview process completely from a person’s name and resume, we create an environment where new lawyers who may otherwise be rejected by an employer’s automated application system have the chance to meet a potential employer face-to-face, practice their interview skills, get a business card for future networking, and maybe impress someone enough for a second interview. This type of experience provides a strong answer to the question of “what is the value of the HCBA to a new lawyer?”
- The Task Force suggests there also be a networking happy hour after the event to encourage additional and more candid interactions. This would provide new lawyers what they always ask for: a chance to mingle with lawyers actively looking to hire them.
- Recruiters would be invited to attend the event, but could only conduct interviews for positions that are currently available.

## **NLS Sponsored HCBA Signature Event – Detailed Proposal & Program Highlights, *continued*:**

- Ideally, the event would be hosted twice a year, between 4-6 weeks after Bar Exam results are available. This timing serves several purposes:
  - It is soon enough in time to the Bar Exam that jobs will still be top of mind for every new lawyer, but long enough after the exam that new lawyers with jobs already lined up will not sign up for the event unnecessarily and take valuable spots from new lawyers still looking for that first job.
  - It encourages immediate HCBA membership. In order to sign up for this event, lawyers must be members of the HCBA – joining the HCBA and immediately attending a large job fair hosted by the NLS is a great introduction to the value the HCBA provides.
- The Task Force recommends that job seekers be limited to HCBA members only, with no exception for non-members willing to pay a premium fee. This would demonstrate clearly that there is significant value to joining the HCBA for new lawyers.
  - The HCBA currently offers a free year of membership to new lawyers in their first year of practice, so requiring membership to attend this event will not be a financial burden for first year lawyers. Further, when combined with this report’s recommendation to eliminate HCBA dues for judicial law clerks, the Task Force believes limiting this event to only HCBA members will help drive new lawyer membership growth.
- Future opportunity for expansion and growth:
  - The Task Force discussed the possibility of expanding the event to include non-lawyers as well. In the expanded event, firms would also be allowed to search for administrative staff, paralegals, and other legal-adjacent positions. These postings would be on the public HCBA website while lawyer postings would be in the members-only section.
  - The Task Force decided against recommending the expanded program at this time due to the increased complexity, but if the event has difficulty attracting a sufficient number of employers, this would be one possible way to encourage greater participation.

- 2) Create a Complete Practice CLE Series for newer lawyers with a focus on teaching new lawyers how to actually practice law in a particular area, from the ground up. Currently, CLEs are either intended to be approachable for all, meaning attorneys need not know anything about the area of law before attending, or they are intended to be for expert practitioners, often examining the narrow impacts of an esoteric law change or Supreme Court dissent. However, many lawyers lie somewhere between complete novice and expert practitioner. To bridge the gap between these extremes, we propose creating programming to help teach new lawyers more than just the legal fundamentals. This type of material will help set the HCBA's CLE programming apart from other providers and deliver a unique value to Minnesota new lawyers.

### **Complete Practice CLE Series Detailed Proposal and Program Highlights:**

- A complete CLE Series would take place over one or two years.
- Courses would be rated to reflect the appropriate knowledge level to appreciate the content (100, 200, 300, 400 level), and build upon each other in the same manner as academic courses.
- Unlike in academia, attending a 100 level CLE would not be required before attending a 400 level CLE, but it would give the attendee an indication as to whether they will be in a good position to understand the material. It is both unpleasant and unproductive to sit through an unhelpful CLE because it is either far too complex or far too simple for your current level.
- As an example, an estate planning CLE Series taking place over the course of one year could look something like this:
  - Estate Planning in Minnesota: An Overview of Relevant Law and Resources (100)
  - Drafting Estate Documents for Your First Client (200)
  - Unique Considerations for Elderly Clients: Incapacity, Medicaid, and Trusts (300)
  - Special Needs Trusts: Drafting and Considerations (400)
- Some courses in the series should also include hands-on skills-based training, as appropriate. Effective practice requires developing legal skills as well as legal knowledge, and such skills are often more effectively absorbed through experiential learning.
  - For example, within a trial practice CLE Series, skills-based courses could include depositions, cross examinations, and closing arguments. For each of these, new lawyers would be able to actually practice these skills in the course, not just listen to presenters talk about deposition strategy.
  - As necessary, some skills courses could develop into their own CLE “mini-series,” with each mini-series meeting several times over a number of weeks. Proposed mini-series topics include:
    - Drafting Contracts – hands-on practice each week with a different type of contract, drafting skill, or negotiation tactic.
    - Client Interactions – practice role playing with topics such as the first meeting, relationship building, explaining legal topics to clients, and best practices.
    - How Does “Court” Actually Work? – the nuts and bolts of how to actually file and interact with the court, including discussion about the differences in communicating with the judge, opposing counsel, opposing counsel’s staff, and court staff, and practice with each, as well as what you can expect in terms of communication from the court.
    - Negotiation and Mediation – a deep dive into working with clients and opposing counsel which would include tactics and strategy on topics such as, “how much do I reveal upfront?” and “Help! My client doesn’t want to settle!” followed by a skills portion to put new knowledge into practice.
- Targeted skills-based courses will help new lawyers bridge the gap between academic knowledge and practical knowledge and encourage meaningful in-person interaction at CLEs. Further, structuring CLEs this way will maximize their value for new lawyers and distinguish the HCBA from other CLE providers.



- 3) Acknowledge the student loan burden new lawyers face and advocate for their interests.
- The Task Force recognizes the HCBA cannot solve the student loan crisis. However, the HCBA's new lawyers *need* an advocate to speak out about the crushing debt they face.
    - i. This is an issue that affects Minnesota government lawyers and non-profit lawyers. Last year, over 99% of those applying for public sector loan forgiveness were denied by the Department of Education. The HCBA could add its voice in support of Minnesota public interest attorneys seeking loan forgiveness after 10 years of public service.
    - ii. This is an issue that affects the access to justice gap. Unless a lawyer commits to a lifetime of debt, it is impossible for lawyers with law school loans to pay their bills and work in the government or non-profit sectors. Tuition at the University of Minnesota Law School costs over \$150,000 (*just* for tuition) which almost inevitably requires one of the aforementioned unforgiveable loans. This is utterly incompatible with the average public sector starting salary of \$46,700 (both tuition and salary referenced above as of 2015). The HCBA could acknowledge that this burden is a major reason why so much work in the access to justice gap is left undone.
    - iii. This is an issue that affects Minnesota private sector lawyers. Median salary in 2014 in the private sector from the University of Minnesota was \$110,000. However, salaries were aligned in a bimodal distribution with a cluster of high salaries (\$130,000 and above) and a cluster of low salaries (\$65,000 and below) and very little in between.

Despite all of this, bar associations across the country remain unresponsive to the issue. The Task Force recommends the HCBA demonstrate its commitment to new lawyers and its leadership among other bar associations by advocating for the interests of its new lawyers. Steps such as publicly acknowledging the issues new lawyers face, taking an official advocacy position on the public sector loan forgiveness debacle (as well as a separate and additional position on student loan debt more broadly), and consistently publishing articles in the Hennepin Lawyer that address student debt will help raise awareness of this issue in the legal community and demonstrate to new lawyers that the HCBA understands and supports them.

## Issue #3 – Membership Value

### *Discussion*

Membership is declining in voluntary bar associations, both in Minnesota and across the country, because bar associations are struggling to explain the value they provide. New lawyers often do not understand what value they would receive from joining the HCBA.

Some new lawyers cited the financial cost of membership as a reason they declined to join the HCBA or other bar associations. This concern was commonly cited among new lawyers whose employer cannot, or will not, pay for bar dues, such as government lawyers, judicial law clerks, and lawyers at small law firms.

### *Conclusions*

- New lawyers are not receiving enough value in bar membership.
- The financial cost of HCBA membership is prohibitive for certain subsets of new lawyers.

### *Recommendations*

- 1) Implement the ideas proposed throughout this report and continue to actively query the new lawyer community in the future.
  - New lawyers have different needs than more experienced lawyers, and these needs can change rapidly. It is imperative that the HCBA endeavors to understand the needs of its newest members, takes these needs seriously, and acts boldly to support new lawyers.
- 2) Eliminate all bar dues for judicial law clerks, and work with the MSBA to do the same.
  - Many new lawyers clerk for one to two years before transitioning into more permanent positions in private practice or in government. During this time, ethics rules prohibit law clerks from joining many non-profit organizations or serving on their boards, but there is an exception for bar associations. Further, law clerks receive relatively modest compensation and their bar dues are not paid for by the court. Waiving all dues for law clerks will provide an opportunity for them to get involved with the HCBA and the HCBA NLS during their clerkship. The relationships developed during this period will help encourage new lawyers to continue as paying members after their clerkships are over, increasing paid memberships over time.
- 3) Build and promote an active list-serve for new lawyer legal questions.
  - The Task Force was strongly in favor of a system that would allow new lawyers to ask one another legal questions in a safe, private, and ethical way. It is common among new lawyers to feel overwhelmed and unknowledgeable about the practice of law for their first several years, and it is not always feasible or possible to ask questions of a more senior attorney at their firm. The list-serve would help new lawyers learn, provide a value-add to them, and help foster a community. Further, while it may be true that there is no such thing as a stupid question, that still does not mean new lawyers want to test this theory with their supervising attorney any more often than is absolutely necessary.

## Issue #4 – Inclusiveness

### *Discussion*

As the HCBA's offices are located in downtown Minneapolis, and many of the lawyers involved in the HCBA work in city as well, it makes sense that most events are hosted downtown. However, hosting events beyond the city limits could help drive attendance. There is also untapped membership potential in the public sector.

### *Conclusions*

- There is untapped membership potential in the greater Hennepin County area.

### *Recommendations*

- 1) Partner with small to mid-sized local firms and/or companies for a “Parade of Homes” series of socials.
  - Most HCBA events are hosted downtown, and therefore attendance is driven by downtown large firm lawyers, but Hennepin County extends beyond the immediate Metro Area. Hosting HCBA social events outside the downtown Minneapolis core at small to mid-sized firms, or at large companies with in-house counsel, would be an interesting change of venue that would appeal to new and seasoned lawyers alike.
  - For a related event, the Task Force also recommends NLS reach out to local government lawyers and coordinate events involving prosecutors, public defenders, and other public sector lawyers.
- 2) Provide value to new lawyers of solo and small firms by hosting a Law Fair Event.

### **Law Fair Event – Detailed Proposal and Program Highlights:**

- The event would be open to the public and designed for solo and/or small firm lawyers to help them meet clients and provide free advertising. The event would allow individuals seeking legal services to meet with multiple lawyers practicing that type of law and choose someone to work with, all at once.
- Ideally, this would be a joint event co-sponsored by the HCBA, MSBA, and RCBA. The event would be similar to a job fair, except in this case, the lawyers are in the “booths” and potential clients are the attendees.
- For this event, solo lawyers or small firms would register and self-identify *one* practice area in which they were seeking clients (business/estate planning/litigation/criminal defense/etc.). The lawyer/firm would then receive an assigned booth in the general area as the other lawyers/firms of its practice area.
  - This way, a potential client interested in speaking with lawyer about criminal defense can easily speak with lawyers from multiple firms, all in one place, and decide that day who to engage for services, should he or she choose to do so. Attendees could schedule future appointments to meet with the lawyer, but providing legal advice, executing contracts, or signing retainers at the event would be prohibited. The event would be for marketing purposes only.
- This event would be a major benefit for solo/small firm lawyers searching for clients and interested in gaining exposure, and particularly for new solo/small firm lawyers responsible for their own lead generation.
  - Starting a solo practice or small firm is often the hardest part – HCBA membership is now providing a unique value-add for that.
  - This event would require some advertising so that potential clients would learn about it and attend, but this advertising would also help raise the HCBA's profile around the Metro Area and help keep the association top of mind among lawyers throughout the county.
- There are certainly ethics issues to resolve whenever lawyers meet with clients, but if the event is treated purely as a marketing event in which no legal advice may be provided, the Task Force believes the ethical concerns could be mitigated. If so, this event could prove to be a significant enticement for many solo and small firm lawyers who are undecided about joining, or maintaining, membership in the HCBA.

## **Implementation & Next Steps for the HCBA New Lawyer Section**

The Task Force took the critical first steps of identifying the issues and proposing solutions to the problem at hand. But it is the HCBA NLS, and the HCBA as a whole, that must work to implement these changes.

### A Look Back at the 2019-2020 Bar Year

To begin, the HCBA NLS had one of its most engaging and productive years in its history. The Section hosted a record number of CLEs and social events with strong attendance throughout, though events were not just the usual fare. Sure, you could still grab a drink after work at one of our pop-up social events, but the Section also embraced the Minnesota Supreme Court's Call to Action regarding attorney wellness and worked to create new events beyond the traditional "drinks at a bar" social. This past year, NLS hosted an Escape Room event, continued our popular "net-workout" series, and worked with Lawyers Concerned for Lawyers to host a wellness CLE. The Section continues to strengthen ties with local law schools and improve connections with law students through our outstanding membership engagement efforts. NLS also arranged an in-person training so that board members, as well as all other interested new lawyer attendees, can serve their community by volunteering with Wills for Heroes.

The rise of COVID-19 derailed many of the plans we made for the spring, but we adapted quickly. NLS hosted a timely remote-only CLE that addressed recent changes to student loans and repayment related to COVID-19, and also hosted a well-received virtual trivia event.

However, arguably the most important work done by NLS this spring was not related to a planned event at all. On April 22, 2020 the Minnesota State Supreme Court established a public comment period for the petition filed by the Minnesota State Board of Law Examiners that sought changes to the timing of the July 2020 Bar Exam and certain amendments to the Student Practice Rules. In response, the NLS drafted and filed its first-ever Comment, urging the Court to consider cancelling the July 2020 Bar Exam due to the unavoidable dangers presented by COVID-19, move toward administering an online-only Bar Exam in September 2020, and expand the amendments proposed by the Minnesota State Board of Law Examiners to be more inclusive. Submitting the Section's first-ever Comment on behalf of all HCBA new lawyers to the Minnesota legal community would have been enough of an achievement by itself, but our efforts were further rewarded when NLS was specifically named in the Court's Administrative Order as having identified issues that required further review and study.

### A Look Forward to the 2020-2021 Bar Year

As law firms and companies throughout Minnesota transition to remote work due to the ongoing COVID-19 pandemic, and with no end in sight, everyone has had to adjust and learn to work differently. Though our new virtual lifestyle is still in its infancy, NLS has found an opportunity to connect its members in a new way: through Zoom. As mentioned above, NLS has begun hosting events during the pandemic virtually with great success. Although there was initial concern that virtual events would struggle to draw significant attendance, to this point, we have found the opposite. For whatever reason, many members are finding it easier to make time to attend virtual events than in-person ones, and we believe it is more important now than ever to provide opportunities for social interaction for HCBA members during this time of isolation due to COVID-19.

In addition to the social aspect, the NLS believes that challenges presented by COVID-19 highlight the importance of bar membership from a networking and career perspective as well. With social distancing and no in-person networking, there are few opportunities for new lawyers to connect with more experienced attorneys organically for advice, networking, and possible employment. New lawyers need these opportunities to develop and grow and NLS is here to provide them. Furthermore, many new lawyers are likely feeling particularly anxious about job prospects at this time, as many firms have scaled back new graduate hiring due to the financial impact of COVID-

19. We believe networking will be one of the most effective ways to successfully secure employment in the current job market and we stand ready to help new lawyers in this regard.

It is for these reasons that NLS events for the upcoming 2020-2021 Bar year will focus on fostering connections between law students, recent graduates, and the greater Hennepin County legal community with emphasis on building social and networking connections in our post-COVID-19 reality. We anticipate that most events will be virtual, but where possible, we hope to have some limited in-person events as conditions allow. The NLS Board is hard at work planning this year's slate of events right now, but here is a sneak peek at some of the events we are working on:

- One or more networking and job search event/s for recent graduates and rising 3Ls to connect and assist them in entering the job market during this challenging time.
- The return of our popular net-workout series, with events in the fall and spring. These unique events allow members to try small-group fitness classes with some of the top gyms and studios in Minneapolis, and afterwards, while you catch your breath, take the opportunity to chat and network with other members over some healthy snacks. Possible options this year include a group workout studio and a calming guided yoga session.
- We are pleased to announce we will be having a Murder Mystery dinner party, an NLS first! Keep an eye out for clues... more details to come!
- A number of pop-up happy hours, both in downtown Minneapolis, and in the suburbs!

The 2020-2021 Bar year is shaping up to be an interesting one that will surely bring challenges for new lawyers, and NLS would like to invite *all* new lawyers with less than 8 years' experience that live or practice in Hennepin County, or are interested in doing so, to become involved. Attend an event, come to a board meeting, join a committee... with virtual meetings, it is easier than ever! Not sure where to get started? Just reach out to the HCBA and ask! ([award@mnbars.org](mailto:award@mnbars.org))

On behalf of the entire HCBA NLS Board, thank you and be well.

Roxanne Thorelli – Current HCBA NLS Director of Membership Engagement (2018-21)

&

Daniel S. Willing – Past Chair of the HCBA NLS (2019-20)