



B C G

ATTORNEY SEARCH

THE STANDARD IN
ATTORNEY SEARCH
AND PLACEMENT

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BCG Attorney Search is the largest search firm in the United States dedicated exclusively to placing associates and partners in law firms. BCG Attorney Search and its wholly owned subsidiary companies are responsible for getting an estimated 10,000+ attorneys jobs each year. Employing over 100 people worldwide, BCG Attorney Search and its subsidiaries comprise the largest group of organizations in the world dedicated to getting attorneys jobs. Our depth of resources in the attorney recruiting industry is simply unrivaled by any other American legal recruiting firm.

The smallest, most selective and prestigious of our attorney employment companies, BCG Attorney Search maintains several offices across the United States and typically employs in excess of 20 high-end legal recruiters. While our organization has grown slowly throughout the years, the focus of BCG Attorney Search is not on size or volume. Instead, we focus on providing the premier legal

recruiting service to the nation's top attorneys. Our recruiters typically work with very few candidates at a time and are supported by a multi-million dollar internal research budget that far eclipses that of any legal recruiting company in the world.

At BCG Attorney Search, we firmly believe we are the best at what we do. Our ever improving, insightful, focused and comprehensive approach to recruiting and placement sets the standard by which other search firms are compared.

BCG Attorney Search's ability to recognize, counsel and enthusiastically represent candidates has allowed us to make meaningful differences in the quality of our candidates' lives and advance numerous careers.



COUN·SEL
n. [MIDDLE ENGLISH COUNSEL, FROM OLD FRENCH CONSEIL, FROM LATIN CONSILIUM; AKIN TO CONSULERE, TO TAKE COUNSEL, CONSULT.]
1. The act of exchanging opinions and ideas; consultation. 2. Advice or guidance, especially as solicited from a knowledgeable person



ABOUT US

BCG Attorney Search consists of former practicing attorneys who bring a high degree of understanding, competence and a proven track record of achievement to each search. Among the most ethical and aggressive recruiters in the industry, each of our recruiters must show the highest level of dedication to the practice of getting attorneys jobs to join our recruiting team.

Our recruiters also receive the highest level of training possible. Given our unique approach to recruiting and placement, there are only a few instances in our recent history when we hired an experienced recruiter, because we prefer our recruiters to be "homegrown." It is our core belief that we do recruiting the way it should be done at BCG Attorney Search and have continued to distance ourselves from our competitors due to our belief that our way is the only way.

Continuing a tradition that began upon the company's founding, before becoming recruiters, most BCG Attorney Search recruiters are moved to Los Angeles and spend several months studying directly with the Founder and CEO of BCG Attorney Search, A. Harrison Barnes. New recruiters live with Harrison and his family, sit at a desk inside his office, eat their meals with him and spend many evenings discussing the art of legal recruiting.

One of the reasons we have resisted growing to meet market demands is because we are exceptionally demanding of our recruiters. Training our recruiters takes time and there are very few individuals who are comfortable with our intense focus on this business. Our commitment to excellence pervades all levels of our organization. Most of our recruiters that formerly practiced with large law firms work far harder here than they did when practicing law.

OUR MISSION

Our mission is simple: to be the very best at what we do. To that extent, we have developed our business through constantly focusing on the needs of our clients and candidates everywhere.

BCG Attorney Search's ability to recognize, counsel and enthusiastically represent candidates has allowed us to make meaningful differences in the quality of our candidates' lives and advance numerous careers.

We follow the Code of Ethics of the National Association of Legal Search Consultants.

BCG ATTORNEY SEARCH IS A FIRST-RATE SEARCH FIRM THAT IS NOT TRYING TO BE THE BIGGEST – JUST THE BEST

BCG Attorney Search was built on the belief that attorneys will seek out the search firm that can best represent their interests. If there is one thing that differentiates us from other search firms, it is our long-term outlook and concerted focus on improving both the careers of our candidates and the business outlook for the law firms we serve.

We believe the most effective placements are made through extensive formal and informal research to understand when a good fit is possible (we spend over \$2,000,000 on research annually), a great deal of personal attention, personality and work history profiling, meeting individually with legal hiring organizations and only representing candidates who are truly committed to the practice of law and have good, cognizable reasons for switching jobs.

Unlike most recruiting firms, we do not just move lawyers around for ephemeral benefits for the firms and candidates we serve; instead, we actually make placements that work for both our clients and candidates.

Compared to other legal search firms, we spend an unprecedented amount of time understanding, educating and counseling each of our candidates. Consequently, our candidates stand out. In both their interviews and their new jobs, our candidates are focused, well prepared and know where their careers are going and the commitment it will take to get there.

In terms of taking care of our candidates, knowing the market and excelling at what we do, we believe that the results we are able to achieve are unparalleled. Getting into law school, becoming a lawyer and staying a lawyer are no easy tasks. Switching jobs is no easy task either. We realize the importance of the work we do and take our work extremely seriously. In fact, given the importance of our role, and because we are attorneys, we look at ourselves as your attorneys when you need us.

ATTORNEY CANDIDATES

Our reputation for having the most positions, producing first-rate work product, giving candidates the most personal attention and serving all of our candidates and clients with an unmatched degree of integrity undoubtedly makes us one of the most sought out legal search and placement firms in the United States. Out of the candidates who contact us, we consistently choose to work with less than 1 in every 50.

While we may be extremely selective, you should know that there are very few instances in recent history when a candidate who chose to work with us exclusively did not find a law firm position through us and remain in their new firm a substantial length of time. We have the ability to place candidates in virtually every high-quality law firm in each of the United States markets we serve – ranging in size from small firms and boutiques to mid-sized and large firms. We place practice groups, practice heads, partners and associates.

We offer our candidates a level of personal service and dedication no other search firm can match.

We do extensive research on each of the firms we serve for all of our candidates, we are always available to take your phone calls and we ensure that you will be as prepared as you can be when we do locate opportunities for you.

A DIFFERENT KIND OF SEARCH FIRM

BCG Attorney Search is different. We are specialists in legal placement. It is the only thing we do. Once you make the decision to work with us, and we make the decision to work with you, we will serve you with more enthusiasm, integrity and insight than any other legal search firm anywhere. We are proud to make that promise to each of the candidates and law firms we serve.

All of our candidates and clients know that we mean business and take our jobs extremely seriously. We are truly passionate about our work. It is not uncommon for many of our recruiters to work as many as 16 hours a day, all week long. Sound familiar? As an organization founded by high-level attorneys, we know what it takes to succeed. Our firm has earned its reputation for decisive thinking and vigorous action. Our clients and candidates appreciate our tough-mindedness. They realize that we live in a winner-takes-all environment where the stakes are always high.

Our goal is to enhance careers—not simply make placements.

We always give our candidates an honest assessment of their prospects in their current firm. On a daily basis, we counsel candidates to stay at their current firm when they are considering an unproductive move.

HON·ES·TY

n. [O.E. HONESTE, ONESTE, HONOR, OF. HONEST[¹], ONEST[¹]

The quality or state of being honest; probity; fairness and straightforwardness of conduct, speech, etc.; integrity; sincerity; truthfulness; freedom from fraud or guile.



Our goal is to enhance careers – not simply make placements.
We always give our candidates an honest assessment of their
prospects in their current firm.



PARTNERS AND PRACTICE GROUPS

We are discreet and objective in advising firms and candidates. In most major legal markets, the substantial majority of the partner candidates we represent have a minimum book of business of \$500,000 and a billing rate compatible with the firms we present them to.

ASSOCIATES

Our commitment to this vital firm component helps our clients effectively leverage their resources and helps associates advance their careers. We never represent a candidate to a firm unless he or she has expressed a true interest in that firm and demonstrated genuine potential for success there.

FIRST-RATE RECRUITERS

We firmly believe that there is no other group of recruiters anywhere that can consistently get the results we do for our candidates in the law firm market. Most BCG Attorney Search recruiters are first-rate attorneys who have practiced law with major United States law firms. All of our recruiters approach their work with a level of passion, insight and thoroughness that we believe is unsurpassed in the legal recruiting industry. We truly believe that we are accomplishing something for the candidates we represent, and we are guided by core values that are dominated by selflessness, constant improvement, tenaciousness and the realization that the course of our candidates' lives will be affected by how well we do our jobs.

Our staff and recruiters are graduates of the University of California - Los Angeles, the University of California - Berkeley, Harvard University, Columbia University, the University of Chicago, the University of Southern California, Stanford University, Georgetown University, Vanderbilt University, Emory University, the University of Virginia and other top schools.

Our recruiters have also worked at some of the top law firms in the United States, including Skadden Arps Slate Meagher & Flom, Fried Frank Harris Shriver & Jacobson, Manatt Phelps & Phillips, Weil Gotshal & Manges, Cooley Godward, Cleary Gottlieb Steen & Hamilton, Greenberg Traurig, Schulte Roth & Zabel, Squire Sanders & Dempsey, Kelley Drye & Warren, Finnegan Henderson Farabow Garrett & Dunner, Squire Sanders & Dempsey, Alston & Bird, Cadwalader Wickersham & Taft, Foley and Lardner, Kaye Scholer, Mayer Brown Rowe & Maw, Dewey Ballantine, Hopkins & Sutter, Bracewell & Patterson, and others. Our recruiters include former federal court clerks, law review and journal members and attorneys who have worked in top United States corporations and for the United States Department of Justice.

As a highly intelligent group of individuals with a clear focus and a commitment to high-level achievement, we believe the results we are able to achieve for our candidates are unrivaled by any other American recruiting firm.



Sign up for BCG job alerts to get the latest news and real time job updates from the country's top law firms at: www.bcgsearch.com.

AT-TOR-NEY

n., pl., at-tor-neys *Abbr.* *AH,* or *AHY.*

[MIDDLE ENGLISH ATTORNEY, FROM OLD FRENCH *ATORNE*, FROM PAST PARTICIPLE OF *ATORNER*, TO APPOINT. SEE *ATTORN*.]

A person legally appointed by another to act as his or her agent in the transaction of business, specifically one qualified and licensed to act for plaintiffs and defendants in legal proceedings.

