



## “THE NATION’S STANDARD IN ATTORNEY SEARCH AND PLACEMENT”

With offices in Los Angeles, New York, Chicago, Miami, Austin and Washington, DC, BCG Attorney Search is the largest and most geographically diverse placement firm dedicated exclusively to permanent law firm attorney placements in the United States.

It is our core belief that it is better to do one thing exceptionally well than to do a multitude of things. All we do are permanent law firm attorney placements, and we are both confident about and highly committed to the work that we do.



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# ATTORNEYS PLACED BY BCG ATTORNEY SEARCH ARE WORKING AT MORE THAN 95% OF AMLAW 100 LAW FIRMS.

In fact, hundreds of law firms across the United States have forged a relationship with BCG Attorney Search to grow their business. We can grow your firm too. We are specialists in placing associates and partners in law firms because it is all we do.

We are proud to only work with associates and partners seeking positions inside law firms. We bring the focus and dedication you need to grow your business. We want to help you. We want to earn your business and keep your business.

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# DO ONE THING & DO IT WELL.

## WHEN YOU ARE FOCUSED YOU GET RESULTS.

At BCG Attorney Search all we do is place associate and partner-level attorneys in law firms. We do not do not make placements in corporations or with in-house legal departments. We do not place contract attorneys. We do not work with secretaries or paralegals.

A BCG Attorney Search recruiter could not tell you the first thing about how to get a job with an in-house legal department, as a contract attorney, paralegal or legal secretary.

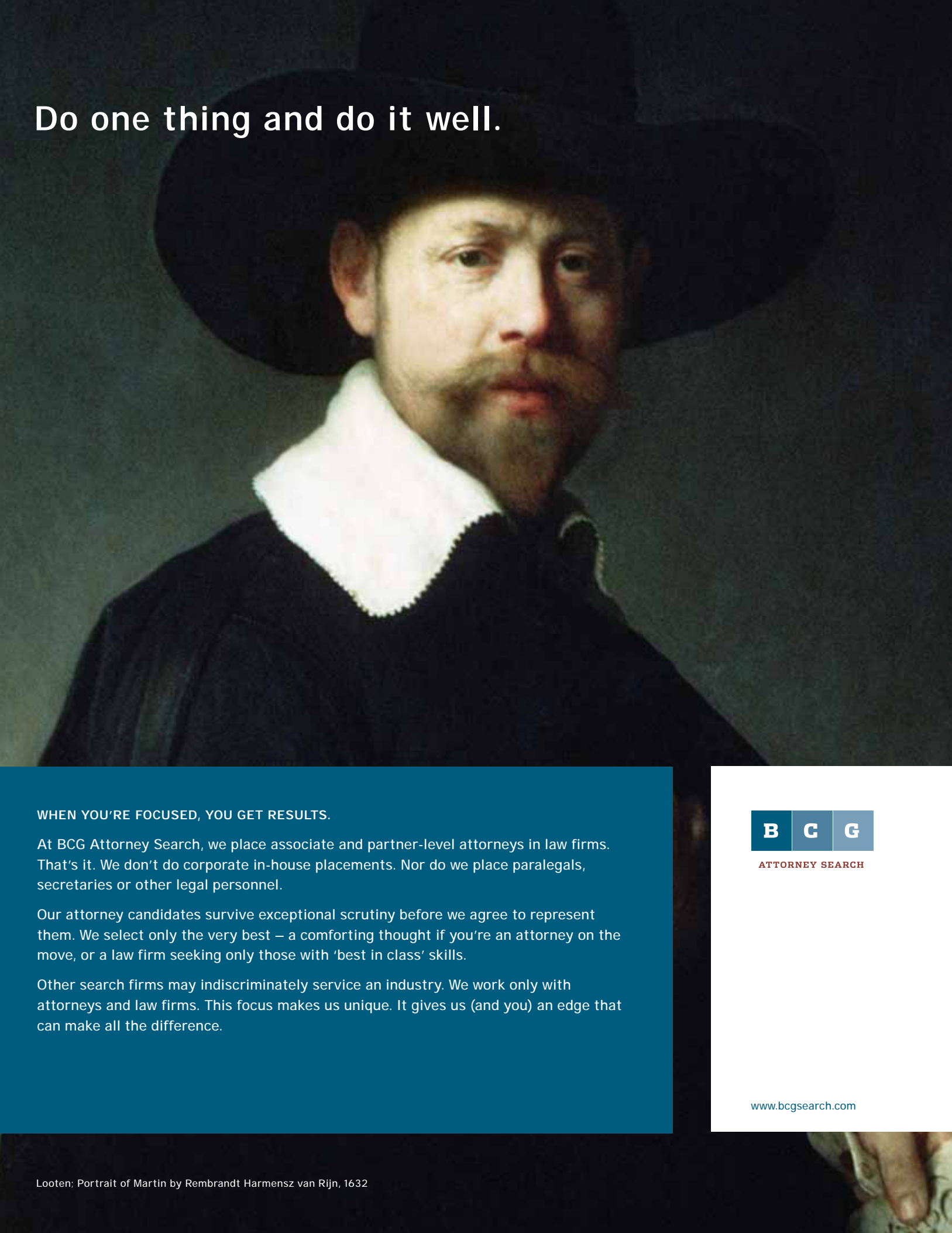
But for the type of attorneys who use BCG Attorney Search, this level of focus is exactly what they expect and are entitled to. Over 80% of the attorneys we work with are graduates of top 25 law schools and coming from AmLaw 100 law firms. And our law firm clients also know the typical BCG Attorney Search candidate is also focused enough that they cannot imagine working in any place other than a law firm .

Simply put, BCG Attorney Search candidates want to deal with experts in the legal marketplace and believe their recruiter cannot truly know they market when they are doing several different things at once.



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A portrait of a man in a dark, wide-brimmed hat and a dark garment with a prominent white ruffled collar. The man has a serious expression and is looking slightly to the right of the viewer. The lighting is dramatic, highlighting his face and the collar against a dark background.

# Do one thing and do it well.

## WHEN YOU'RE FOCUSED, YOU GET RESULTS.

At BCG Attorney Search, we place associate and partner-level attorneys in law firms. That's it. We don't do corporate in-house placements. Nor do we place paralegals, secretaries or other legal personnel.

Our attorney candidates survive exceptional scrutiny before we agree to represent them. We select only the very best – a comforting thought if you're an attorney on the move, or a law firm seeking only those with 'best in class' skills.

Other search firms may indiscriminately service an industry. We work only with attorneys and law firms. This focus makes us unique. It gives us (and you) an edge that can make all the difference.



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# Focus.

Focus. It's the secret of all great artists, including Rembrandt, a lesson easily applicable to all of human enterprise. Avoid distractions. Concentrate on one thing. Do that one thing well.

We've made focus our mantra at BCG Attorney Search. We don't do paralegal or other legal staff placements. We keep it simple. We work only with attorneys and law firms.

This focus distinguishes us from competitors. Law firms sense the difference. Our clients do, too. It's how a reputation gets built. Are we the Rembrandt of legal recruiters? Contact us. We'll help you decide.

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# IN WASHINGTON, DC, AS ELSEWHERE IN AMERICA, THE NUMBER-ONE ATTORNEY RECRUITER IS BCG ATTORNEY SEARCH

What is our success secret? For starters, we don't take on paralegal and other non-attorney candidates. We don't do in-house placements. We only place attorneys with law firms. The result: Should you become our client, you'll get our undivided attention. And that's not all.

We have contacts... lots of them. We know the hiring partners at most of the biggest and most prestigious international law firms. We also know exciting, up-and-coming boutique firms where the road to partner can come quickly for the right person.

If you're a Washington, DC, attorney looking to connect with a better future at some other firm in Washington, DC, or anywhere else in the English-speaking world, you would be prudent to check first with us. We can be of immeasurable assistance in getting you where you want to go.

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Check out our site. We're America's largest recruiter focusing only on associate and partner law firm placements. No in-house or government jobs. Just law firm placements.

Send us your resume. Tell us your goals. If we take you on, we'll dedicate ourselves to making you the apple of an employer's eye.

Contact us in strict confidence

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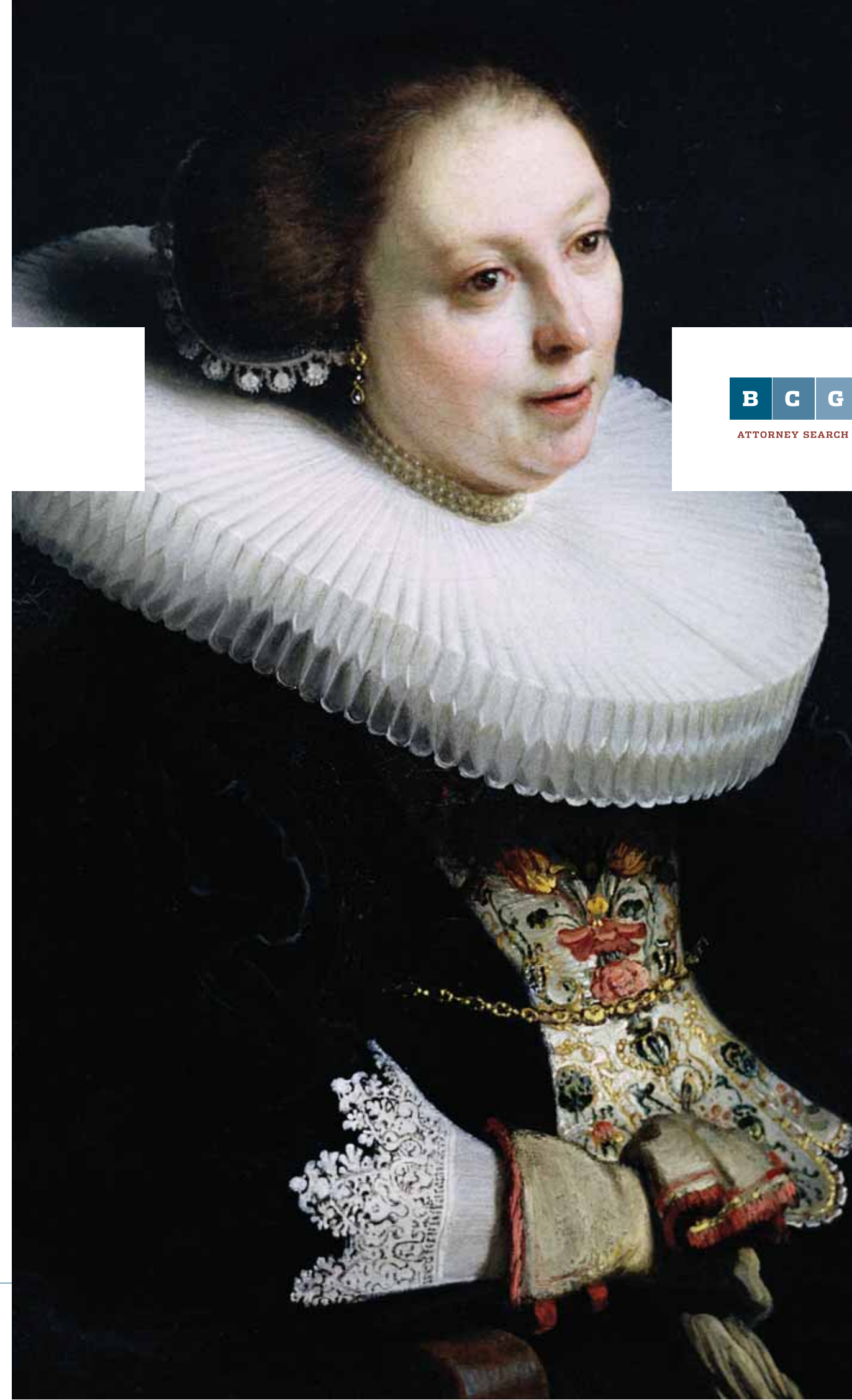
## FIRST-RATE RECRUITERS

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, Emory University, Vanderbilt 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.



To rise to the top of the legal recruiting profession, a recruiting firm must be the foremost expert in its field. At BCG Attorney Search, our expertise is the result of our single-minded focus on placing attorneys inside law firms. This focus has allowed us to gain the kind of insight into the law firm community that no other recruiting firm can offer.

Other search firms may say they are good at what they do. They may be. But our results speak for themselves: in 2004, our firm has averaged over one placement per day. We place attorneys in AmLaw 100 law firms every week.

Our recruiters are extraordinarily focused and work hard to further develop their expertise on a daily basis. You notice it in their work product. You notice it in the way they talk. You notice it in the type of candidates they represent. You notice it in the breadth of their knowledge. You notice it because they continually achieve optimal results for both their candidates and law firm clients.



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**2,000+ OPPORTUNITIES  
FOR ASSOCIATES, PARTNERS,  
PRACTICE GROUPS, AND  
FIRM MERGERS**

BCG Attorney Search is not only the largest placement firm dedicated exclusively to law firm placements in the United States, we also have...

- (1) the most jobs
- (2) the best recruiters
- (3) make placements almost every day of the week.

Contact us in strict confidence.

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## ORANGE COUNTY PARTNER & ASSOCIATE OPENINGS

**Corporate partner** w/\$1 million+ portable bus.  
Major international law firm.

**I/P partner** w/\$1 million+ portable bus.  
Big-time international law office.

**Real estate partner** for national law firm.  
\$1 million+ portable required.

**Civil litigation associate** w/ 2-4 yrs' big-firm  
experience. Top-tier firm.

All jobs located in Orange County.

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Ted Bavly, BCG Attorney Search

tel: 949-717-6676 email: [ted@bcgsearch.com](mailto:ted@bcgsearch.com)

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## GENERAL COUNSEL

Privately held, diversified real estate company based in Southern California seeks a General Counsel. The company specializes in land development of investment properties: shopping centers, apartment buildings, and some home development. The General Counsel must be a sophisticated lawyer with broad-based experience who has the current capabilities to advise the President, the Chief Operating Officer, and the Chief Financial Officer (among others) on important legal and business matters. The Company is not looking to train an entry- to mid-level associate. The compensation is in the range of \$300K to \$600K, depending on experience and other factors.

Please contact TED BAVLY, Director of BCG's Newport Beach office at 949-717-6676 or 800-819-6676. Ted's e-mail address is [tbavly@bcgsearch.com](mailto:tbavly@bcgsearch.com).

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Send us your resume. Tell us your goals. If we take you on, we'll dedicate ourselves and use our clout to get you where you want to go.

Contact us in strict confidence  
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## **LABOR & EMPLOYMENT ASSOCIATE**

California-HQ, international firm seeks 2-4-year labor & employment litigation associate for Orange County office within next 20 days. Top-tier credentials preferred. Max. compensation, great mentoring/client contact. All inquiries will be held in the strictest confidence.

## **LABOR & EMPLOYMENT ASSOCIATE**

Growing & emerging CA law firm seeks 2-4-year labor & employment litigation associate for Orange County office. Top compensation. Highly collegial environment plus exceptional mentoring/client contact.

PLEASE REPLY IN CONFIDENCE TO:

Ted Bavly, BCG Attorney Search

tel: 949-717-6676 email: [tbavly@bcgsearch.com](mailto:tbavly@bcgsearch.com)

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Check out our site. We're America's largest recruiter focusing only on associate and partner law firm placements. No in-house or government jobs. Just law firm placements.

Send us your resume. Tell us your goals. If we take you on, we'll dedicate ourselves to making you the apple of an employer's eye.

Contact us in strict confidence  
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# HOW TO SIMPLIFY YOUR SELECTION OF A LEGAL RECRUITER...

Let's assume you've got top grades from a top law school, have performed well where you're at, and are ready to move. You seek your next job at one of America's great law firms. If this is your plan, your only choice is to use a recruiter. Why? Because top-drawer firms like to keep it simple: They use recruiters almost exclusively.

If you've got impressive credentials earned either through law-school training or on-the-job experience, your best choice is to find a legal recruiter who routinely deals with only the top firms and sometimes has exclusive relationships with them. Furthermore, you are advised to employ a recruiter who does not place paralegals and other legal personnel but focuses on placing attorneys with law firms. Contact us at [bcgsearch.com](http://bcgsearch.com). We meet the requirements listed above.

**BCG Attorney Search. We keep it simple.**

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## **Who's your recruiter?**

### **The answer could determine your future.**

Finding the best recruiter is easy. Ask a recruiting coordinator at any of the best firms in your city. You'll likely hear the same time after time.

We at BCG Attorney Search are the largest placement firm devoted exclusively to law firm placements in the United States. We got that way by offering the most and the best jobs, employing the best recruiters and getting consistently outstanding results for our clients. That's how it's done.

Candidates and employers alike appreciate our reputation for thoroughness. You will, too. As for jobs, right now we have opportunities nationwide in IP, litigation, real estate, environmental, corporate, tax and health care with firms of all sizes from small boutiques to international giants. Interested? Don't delay.

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Contact us immediately and in strictest confidence at [www.bcgsearch.com](http://www.bcgsearch.com) or [jobs@bcgsearch.com](mailto:jobs@bcgsearch.com)

We're conveniently located to serve you with offices in Atlanta, Chicago, Los Angeles, Miami, Newport Beach, New York, San Francisco and Washington D.C.



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## LABOR PARTNER

Major international law firm is looking for a Labor and Employment Partner in its Orange County office. Globally, this firm is renowned for its labor and employment practice. It is now looking for the first labor partner for its Orange County office.

Qualified candidates must be able to bring a minimum of \$1 million in portable business. The firm will additionally be able to provide work from its numerous, high-quality institutional clients. All responses will be treated with total confidentiality.

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Ted Bavly, BCG Attorney Search  
tel: 949-717-6676  
email: [tbavly@bcgsearch.com](mailto:tbavly@bcgsearch.com)

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## ARE YOU AN ATTORNEY WITH MAJOR AMERICAN LAW FIRM EXPERIENCE?

If so, we'd be interested in talking with you. We seek top law school grads who consider themselves 'people persons.' You'll work in an exceptional contemporary business environment in the L.A. area with other great attorneys who are earning between \$100,000 and \$250,000 annually.

We don't hire 'sales person' types. We need a special breed of attorney willing to commit him or herself to a new career in which one's life is not driven by billable hours and where the work environment is relaxed yet focused and exceptionally productive.

To apply, send your resume and a cover letter explaining why you believe you would be a good fit with us to [hbarnes@bcgsearch.com](mailto:hbarnes@bcgsearch.com).

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## DO YOU NEED A LEGAL RECRUITER TO FIND A JOB?

Yes, you probably do. Recruiters have contacts. They know who's hiring and who isn't. But not all recruiters are equal. Discernment is necessary in choosing who deserves to represent you. For instance, don't bother with recruiters who also place paralegals and other legal professionals. They're not specialized enough. They're spread too thin.

At BCG Attorney Search, we concentrate on placing attorneys with law firms. We've made our reputation based on the rigorous (and almost unprecedented in the profession) training our recruiters receive and the extensive and in-depth contacts they've developed over the years with prestigious international law firms and influential boutique firms worldwide.

Contact us at [www.bcgsearch.com](http://www.bcgsearch.com). We know what we're doing. Having us in your corner can be just the ticket for moving your career to the next level.

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## **WHEN YOU ARE FOCUSED, YOU GET RESULTS.**

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This level of focus has allowed BCG Attorney Search recruiters to gain the kind of market expertise that allows us to help the best law firms and the best attorneys find each other. Every day, we speak to dozens of top legal professionals seeking career moves, as well as many top law firms seeking top quality candidates, who know they can count on BCG Attorney Search for the kind of professional job or attorney search that they are entitled to.

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Austin, TX 78701

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We've got the jobs, but jobs are only the beginning. Answer all of the job board listings you want – what's toughest is breaking through the clutter with *your* resume.

At BCG Attorney Search, we keep it simple. We only place attorneys, and we place them only with law firms. Our focus has made us the gold standard of legal recruiting firms. We've got long-standing contacts with most firms you've heard of and plenty you may not know.

If we take you on, we'll dedicate all of our formidable resources to getting you your next job.

Send us your resume. Tell us your goals.  
We'll take it from there.

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# WHAT SEPARATES BCG ATTORNEY SEARCH FROM OTHER LEGAL RECRUITERS...

You have choices. You can choose the typical recruiter who places attorneys, paralegals, and other legal staff positions; or you can choose a recruiter who focuses on placing attorneys with law firms.

The typical recruiter is a generalist. We at BCG Attorney Search are specialists: We match attorneys with law firms.

We're picky in choosing the attorneys we represent. Those in the profession know this. Attorneys seek us because being represented by us is a stamp of high recognition for them. Firms seek us because of our ability to attract top attorneys seeking a change.

You might say we're the gold standard in attorney recruitment. Contact us at [www.bcgsearch.com](http://www.bcgsearch.com).

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L.A. office of prestigious international law firm looking for attorney with top grades from top law school for outstanding entry-level opportunity. Attorneys finishing clerkships or wishing to transition to Corporate from other practice areas welcomed. If you meet the criteria, you'll work with a dynamic, friendly group and a roster of glamorous and prestigious clients. Upside potential in this position is considerable. Inquiries kept in strictest confidence.

**To learn more, please contact:**

Karen Kupetz, BCG Attorney Search

Email: [kkupetz@bcgsearch.com](mailto:kkupetz@bcgsearch.com)

Tel: 626-243-1831

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## CIVIL LITIGATION ASSOCIATE

On an exclusive basis, I represent a prestigious California law firm whose Orange County office seeks an overachieving civil litigation associate one to three years out of law school. The ideal candidate will come from a mid- to large-sized firm, have strong law school credentials, and a record of success. All inquiries will be kept in total confidence.

Please contact:

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949-717-6676 or 800-819-6676  
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## SEEKING LEGAL RECRUITER

BCG Attorney Search ([www.bcgsearch.com](http://www.bcgsearch.com)) and its subsidiary companies employ some of the top professionals in the legal recruiting industry. Our recruiters, researchers, writers, and production staff hail from the top universities and law schools in the country and are renowned by law firms and lawyers alike for the dedication and professionalism that they have infused into the legal recruiting industry.

We are currently seeking a legal recruiter for Houston, Texas. The ideal candidate will be people-oriented, intelligent, driven, and most importantly, unwaveringly honest and ethical. A law degree and large firm experience is preferred, as are solid writing skills, but equivalent and relevant work history will be considered as well.

This position is located in the Houston area, and will require occasional travel.

**Contact Information:** Harrison Barnes, Esq.

Hbarnes@bcgsearch.com  
175 S. Lake Avenue, Suite 200,  
Pasadena, California 91101  
Tel: 626-243-1800 Fax: 213-895-7306

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## WHAT'S THE BEST WAY TO FIND A LEGAL RECRUITER?

We don't recommend the Yellow Pages. And we think you should avoid recruiters who also place paralegals and other legal professionals: They spread themselves too thin.

When it comes time to trust your future to somebody else, use a recruiter who focuses on placing attorneys with law firms. Better yet, use a recruiter who has ongoing contacts with prestigious international law firms and influential boutiques worldwide. That way, you benefit from useful contacts in addition to our formidable recruiting skills.

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