

STATE OF THE MARKET REPORT: WINTER 2005
Corporate Legal Hiring Is On the Rise

Following the conservative markets of 2003 and 2004, the second half of 2005 has proved to be a busy market for corporate legal departments. Hiring is once again on the rise, and with an 18% increase over last year's numbers, there are sure signs of an active and recovering market. Primarily responsible for this upswing in hiring has been the rise of activity in the corporate sector, especially in the areas of investment, finance, and mergers and acquisitions.

Another factor that has contributed to a rise in in-house legal hiring has been the promulgation of new regulations in the wake of the Enron scandal and the enactment of the Sarbanes-Oxley Act of 2002. As a result, public companies have been faced with an increase in regulatory and litigation activities, and attorneys with compliance and securities litigation experience have been actively courted by companies trying to meet increasingly demanding and complex regulatory requirements.

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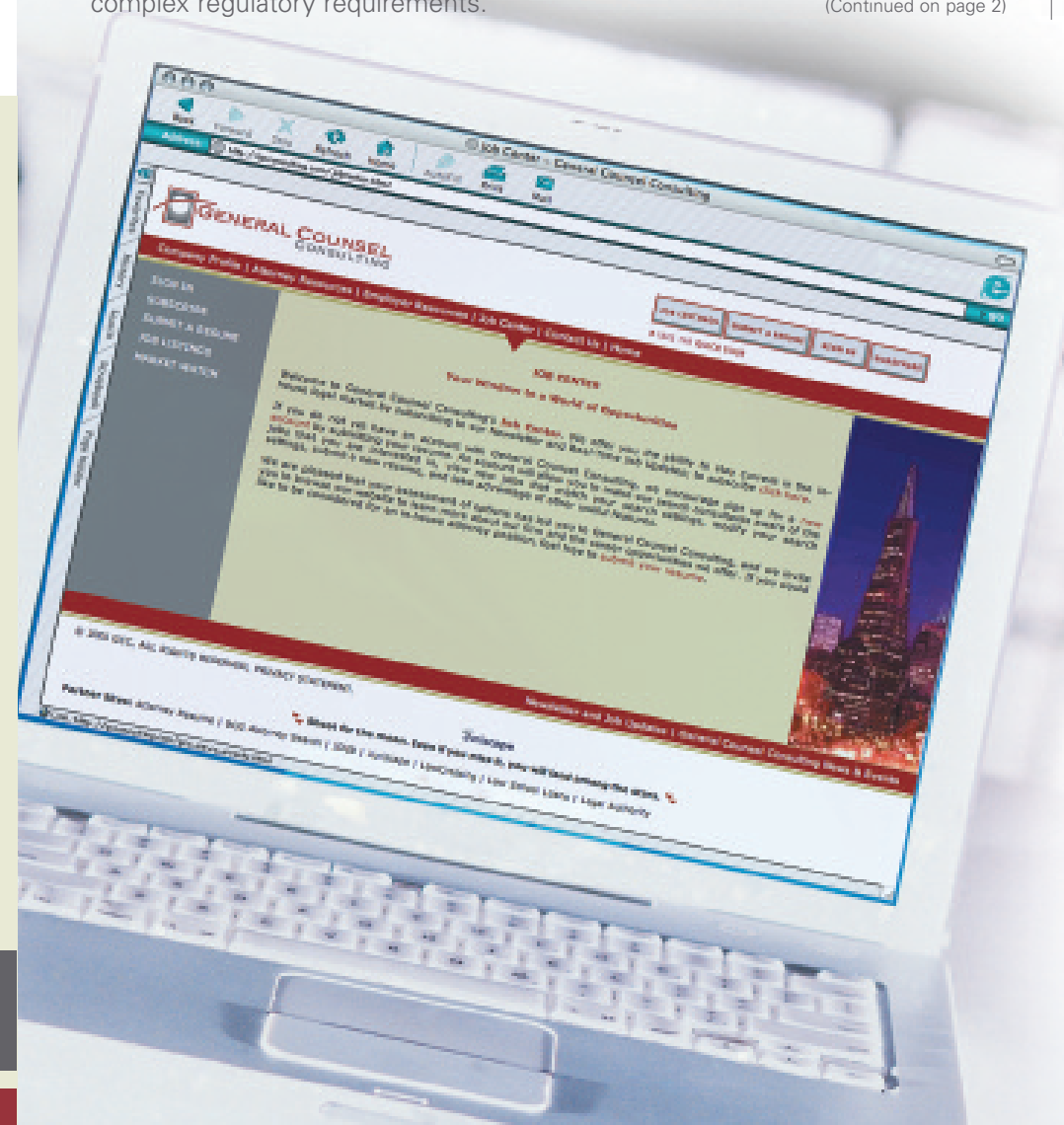
OUR LIST OF "IN-DEMAND" CANDIDATES

General Counsel Consulting specializes in representing exceptional attorneys to companies across the country. Our candidates are all preselected according to our clients' hiring requirements as well as our own highly rigorous selection process: our candidates all come to us from either Fortune 1000 companies or Am Law 100 firms, possess superior academic credentials, and have exceptional professional experience.

The following is a list of "in-demand" candidates we are currently representing:

CORPORATE/FINANCE
 Current Firm: Am Law 100 NY Firm
 Practices: Corporate/Finance
 Level: Associate
 Law School: Harvard Law School
 Graduation Date: 1999
 Experience: M&A, Finance, Private Equity, and Capital Markets Transactions
 Location: New York

CORPORATE/INTELLECTUAL PROPERTY
 Current Firm: Am Law 100 NY Firm
 Practice: Corporate/Intellectual Property
 Level: Of Counsel
 Law School: Harvard Law School
 Graduation Date: 1983
 Experience: Mergers, Acquisitions; Public and Private Offerings of Securities; Debt and Equity Financings; Joint Ventures and Strategic Alliances; Corporate Governance and Sarbanes-Oxley Compliance; Litigation Supervision and Dispute Resolution; Intellectual Property Portfolio Audit, Management, Protection, and Licensing; Technology Transfers; Computer Hardware/Software Transactions; and Complex IT, Business Process, and Communications Outsourcings and Systems/Network Integrations
 Location: New York and California
 (Open to Relocation) (See chart on page 2.)



General Counsel Consulting is a national attorney search and placement firm dedicated exclusively to the placement of attorneys in-house with companies throughout the U.S.

General Counsel Consulting is a subsidiary of Juriscape, a multinational corporation with 12 U.S. and foreign offices and over 200 employees responsible for getting more than 10,000 attorneys jobs per year. Whether it is our use of media or our internal database of more than 200,000 attorneys, General Counsel Consulting is known for its ability to locate the best candidates quickly and effectively on behalf of its corporate clients.

We welcome your feedback regarding any aspect of our General Counsel Consulting Quarterly Alert. Tell us what you think or what you want to know. We look forward to our continued partnership with you. For more information about General Counsel Consulting feel free to take a look at our website at www.gcconsulting.com. If you have any questions or require any additional information about General Counsel Consulting, please do not hesitate to contact us at (800) 549-9445 or via email at info@gcconsulting.com.



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Q. What can a search consultant offer that I could not find on my own?

The largest advantage of hiring a search consultant is not his/her ability to generate resumes; it is the fact that a good search consultant's interests are aligned with your own. Unlike the law firm placement market – where most law firms do not care what search consultant they work with as long as the search consultant generates top candidates for them – in the in-house legal market, search consultants are highly dependent upon repeat business from corporations. In addition, because most corporations do not have an in-depth knowledge of how to screen attorneys, the

search consultant will typically have a much greater understanding of the types of attorneys that are likely to succeed in a given corporation. The search consultant speaks with countless attorneys each day. In addition, the search consultant is actively speaking with hiring organizations at all times. The result of all of this input is that the search consultant develops an extremely good understanding of the sorts of attorneys that are likely to thrive and those that are destined to fail. This ability to screen attorneys is a major advantage that a good search consultant brings to the table when assisting any corporation.

In addition to the screening, the search consultant can also go out into the market and locate candidates for the corporation. This is a major time-saver for the corporation and something few corporations, even those with adept in-house recruiting departments, have the skill or patience to deal with. You need to remember that attorneys look at a new position and a change in circumstance differently than many executives do. A legal education and varied experiences inside legal organizations create an individual with unique needs.

As search consultants, we are privy to a class-based understanding of attorneys, which gives us the ability to distinguish among the qualification levels of thousands of different types of attorneys. While which law school or college the attorney attended may be meaningful, there are also subtler distinctions, such as the work experiences the attorney has had and even the known skill of particular attorneys the attorney has practiced with. In the corporate, IP, litigation, and other fields, there are numerous ways to characterize a particular attorney and

understand how well he/she is likely to do in his/her next job and how qualified he/she really is. Our ability to understand this and communicate this to you is one major advantage that we bring to the search process. We aim to convey this information to all of our clients in well-written and comprehensive write-ups that show you the sort of attorney you are getting.

It is a well-known fact that numerous attorneys in the legal industry who attended good schools and worked inside solid organizations have been "faking it" their

entire careers. There are numerous attorneys for whom the legal practice does not "click" on any level whatsoever. Recognizing an effective attorney is not easy.

Our objective at General Counsel Consulting is to present attorneys to you who know what they are doing. Because the legal profession protects its own, references are often meaningless when screening attorneys. It takes a professional to be able to identify those who are "faking it" from those who will succeed with your organization.

(Continued from front cover)	CURRENT FIRM	PRACTICE	LEVEL	LAW SCHOOL	GRADUATION	EXPERIENCE	LOCATION
GENERAL CORPORATE	Am Law 100 Firm	Corporate	Associate	Duke University	1997	M&A, Securities Matters, Private Equity Fund Formations, and Venture Capital Transactions	District of Columbia, Florida, and Texas (Open to Relocation)
LITIGATION	Am Law 100 Firm	Litigation	Partner	University of Michigan	1994	Commercial Litigation; Trial Experience (Jury and Bench Trials); Litigation Management; Business; Finance; Construction; Insurance; and Products Liability	Illinois
IP LITIGATION	Prominent IP Firm	Intellectual Property-Litigation	Partner	Harvard Law School	1988	Trial Experience; Trademark, Copyright, and Antitrust and Unfair Competition	Illinois
REAL ESTATE	Leading Western U.S. Law Firm	Real Estate	Associate	Boalt Hall School of Law, University of California	2000	Real Estate Financing; Purchase and Sale; Leasing	California
LABOR AND EMPLOYMENT	Subsidiary of \$8-Billion Public Company (Financial Services)	Employment	Senior Counsel	Harvard Law School	1995	Advise client corporations in all aspects of employment law including ADEA, Title VII, FLSA, ADA, and FMLA	Florida
INTELLECTUAL PROPERTY	\$16-Billion Public Company (Telecommunications Equipment)	Intellectual Property-Patent	Lead Intellectual Property Counsel (M.S. in EE and B.S. in ME)	University of Kansas School of Law	1994	Counsel senior management on all aspects of patent law. Determine strategic value of hardware and software inventions and advise senior management on development of effective patent portfolio	Open to Relocation
HEALTH CARE	Global Health Care Company	Health Care and Corporate	Associate General Counsel	University of Virginia	1997	Commercial Matters-software license agreements, ASP agreements, consulting agreements, real estate leases, and a wide variety of other commercial agreements; Strategic Partnerships-outsourcing agreements for core programs; General Corporate-all general corporate matters	Open to Relocation

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The first half of 2005 has also seen a marked rise in the activities of the biotech, health care, and pharmaceutical sectors. Consequently, there has been a greater demand for health care, corporate, and IP attorneys, as well as hybrid corporate/IP practitioners. In addition, as corporations continue to look for cost-reduction measures with respect to their legal expenditures, intellectual property legal work, especially in the area of patents, has continued to grow. Patent attorneys with backgrounds in electrical engineering, mechanical engineering, and advanced biology degrees (PhD's) continue to be in great demand.

Finally, hedge funds and investment companies have also been very busy with the increase of venture capital and investment activities in the second half of 2005. As a result, they have been aggressively seeking talented transactional/finance attorneys to join their ranks.

The main trend of 2005 has been towards the hiring of specialized attorneys. As a result, we are seeing very few positions available for generalists - which unfortunately makes-up most of the in-house counsel population. Instead, active positions for attorneys with specialized experience in banking, finance, corporate governance, securities, investment, healthcare, pharmaceutical, intellectual property, and real estate continue to dominate the in-house legal market.

Another interesting trend is the rise in demand for hybrid corporate/intellectual property attorneys. As companies are being exposed to technological advances or seek to move into new technological fields, the need for attorneys with a strong grasp of technology in the areas of intellectual property, security, privacy, e-discovery, and digital media, is on the rise.

Compensation rates for 2005 seem to remain steady, although we have seen some increases in base salaries for in-house attorneys, 5-8%, depending on the market, demand, level, and specialization.

As the economy continues to improve, and corporate legal departments are becoming increasingly busy, we forecast a strong first quarter for 2006 with a steady demand, especially in the specialty areas.

By: Vanessa K. Alvarez, Esq.
President



IF YOU WOULD LIKE MORE INFORMATION ABOUT ANY OF THE CANDIDATES LISTED ABOVE, PLEASE CONTACT US AT 800.549.9445 OR SEND YOUR INQUIRIES VIA EMAIL TO INFO@GCCONSULTING.COM.

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