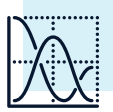


Interim Legal Talent Snapshot



Legal departments and law firms need for high-value, on-demand interim counsel for matter specific and project-based engagements remains ever-present as the economy and hiring landscape present continued challenges. Major, Lindsey & Africa's Interim Legal Talent team excels at addressing bandwidth and expertise gaps while also enabling cost control methods to address specialized legal and compliance matters through our industry-leading interim counsel network.

CURRENT MARKET UPDATE



With much of the country and world anticipating shifts in economic, geopolitical and regulatory approaches, many legal departments and law firms are looking to anticipate the impact on their business and teams. MLA's Interim Legal Talent teams are seeing the market gain steam at a decent rate albeit with cautious optimism from the market that changes will positively impact business. Since interim counsel solutions offers a flexible and convenient option for adding bandwidth and expertise, we believe our uptick in business can be tied to the need to address immediate concerns without committing to increasing headcount through FTE hiring or investing in costly outside partnerships.



There is a growing level of interest in interim counsel solutions, with legal departments and law firms alike wanting to know more about the benefits of this option. More specifically, sectors such as energy, technology (traditional software plus HealthTech, FinTech and Industrial) and manufacturing are seeing 3x the requests for interim counsel within MLA's Interim Legal Talent business. That said, the battle for legal talent continues, as does reliance on outside counsel and increasing billable hour rates, putting a strain on budgets and everyone throughout the legal industry, resulting in over-worked staff and expertise gaps creating inefficiencies and turnover.



As far as industries and practice areas experiencing the biggest growth, compliance roles are in demand in the healthcare, food & beverage, life sciences, energy and financial services sectors. Many markets are seeing a big jump in requests for commercial lawyers as companies change their CLM system or implement one to capitalize on AI and create efficiencies. Other roles that legal departments and law firms aim to fill with interim talent include privacy, products counsel, employment, real estate, funds (mutual and private) and supply chain. Legal departments and law firms increasingly seek tech-savvy interim legal talent to support their AI initiatives and guide business interests, but our Interim Legal Talent teams do not feel AI has had a big impact (yet) on our clients and their overall workflow, efficiencies and modes of operation.

MLA BY THE NUMBERS

We placed consultants from **37** of the **50** states in **2024**.



Top 3 Geographies:

- California
- New York
- Texas



Additional Geographies:

- District of Columbia
- Georgia
- Massachusetts
- Illinois
- Florida
- Washington

Top Global Geographies:

- London
- Amsterdam
- Frankfurt
- Singapore



Field Org Chart:

- **US**
60 Client & Interim Counsel Advisors
7 Coordinators
- **LONDON**
7 Client & Interim Counsel Advisors
7 Coordinators
- **NETHERLANDS**
2 Client & Interim Counsel Advisors
- **SINGAPORE**
3 Client & Interim Counsel Advisors
1 Coordinator

Remote v. Hybrid v. Onsite

- 78% Remote
- 7% Onsite
- 15 % Hybrid

HOT PRACTICE AREAS/INDUSTRIES

We have experienced an increased demand for skilled interim legal talent in a variety of industries and practices, including:

- Banking/Finance
- Capital Markets
- Commercial Contracts
- Commercial Transactions
- Compliance & Risk
- Corporate Finance
- Energy
- FinTech
- HealthTech
- Intellectual Property
- Interim General Counsel
- Labor & Employment
- Life Sciences
- M&A
- Privacy
- Supply Chain

Together we bridge the gap between exceptional legal talent and the dynamic needs of legal departments and law firms.