

December 31, 2015

Dear Clients and Friends,

Thirty years ago in 1985, Michael Coleman told his colleagues at Pepper Hamilton that he was leaving the practice of law to start a legal search firm. Eleven years later in 1996, I also informed my colleagues at Pepper Hamilton that I, too, was leaving the practice of law to start, with my wife and partner, Elizabeth, a legal staffing firm. A few years later, we all came together to form what is today Coleman|Nourian.

From that start thirty years ago, we've built a wonderful group of professionals, including the key members of our long-tenured recruiting team, Tali Perlman, Marcie Friedman and Stacy Flickstein. Together, we've enjoyed great success as we worked to earn our clients' trust and helped legal professionals advance their careers and enhance their lives. We've also experienced challenging times as we managed through three recessions, which included a real estate bust, a dot com bubble burst and, most significant of all, a financial meltdown. Over both the good and the challenging years, for our corporate clients we have led 38 chief legal officer searches and, in total, successfully completed over 1,000 in-house attorney placements. For our law firm clients, we have facilitated five law firm mergers, dozens of individual partner and partner group moves and over 600 associate placements. We also assisted both our corporate and law firm clients with hundreds of contract and project placements. It would be difficult to overstate how much we appreciate our clients' trust in us to help them identify and hire the best legal talent.

As we look forward, we realize our corporate and law firm clients continue to face markets that are becoming more complex and global with increasing regulatory and competitive challenges. In this climate, our clients recognize the value and importance of hiring the best legal talent available. With the continuing tightening of the labor pool for top legal professionals, we remain committed to adding value as we assist our clients with their critical hiring needs. And, as has been the case over the past 30 years, we will strive in every case to earn our clients' trust and never take it for granted.

I want to extend my heartfelt thanks to all those who have helped us in so many different ways over the past 30 years. Most importantly, I want to thank our clients and the wonderful and talented people in our firm with whom I have the privilege of working each day.

Best regards,



Robert B. Nourian