

MLA INTERIM'S 2023 "BY THE NUMBERS" AND A LOOK AT WHAT'S AHEAD IN 2024

Interim Legal Talent Snapshot

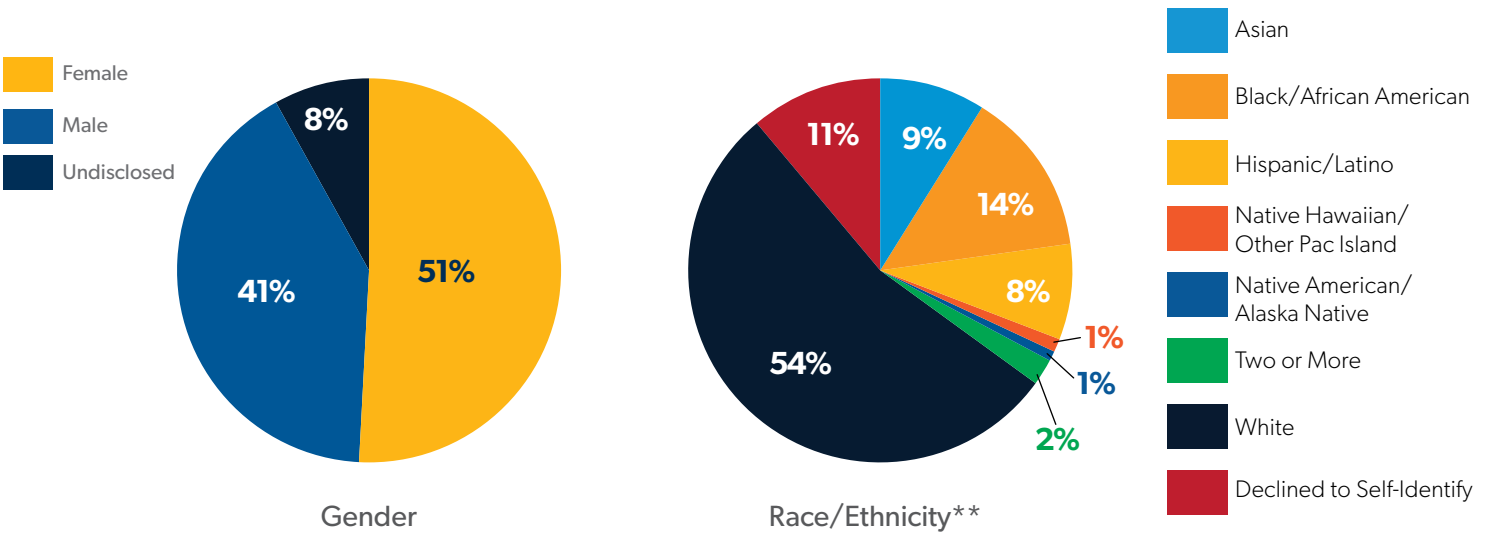
Legal departments and law firms need for talented lawyers interested in consulting assignments and project-based engagements remains ever-present as the economy and hiring landscape present continued challenges. Major, Lindsey & Africa's Interim Legal Talent team excels at addressing bandwidth, expertise and budgetary concerns by matching top legal consultants around the world with legal teams that need immediate support.

In 2023, we partnered with over 400 interim legal consultants, matching them with law firms and corporate legal departments around the world, a few of which are highlighted below:



DIVERSITY IS IN OUR DNA

Below is the breakdown of our diverse consultants in place as of December 31, 2023:



*Note: All are self-identified by the MLA consultant. Due to data privacy regulations in Europe and Asia, these represent U.S. placements only.
 **Broken down by EEO-1 categories

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 Lending
- Commercial Transactions
- Corporate Finance
- FinTech
- Intellectual Property
- Interim General Counsel
- Labor & Employment
- Litigation
- Life Sciences
- M&A
- Privacy
- Securities

MARKET OUTLOOK

2024 has started much like 2023 ended: with cautious optimism for the economy and a vigilant approach taken by GCs and law firm leadership to headcount with an eye on innovative measures to addressing budgetary and bandwidth concerns. Organizations are staying strategic and focused on how they are operating their businesses through uncertain times while continuing to put a heavy reliance on their legal and compliance departments. **Privacy** and compliance are of particular concern to many GCs and C-suites as government regulations, the political landscape, and the overall growth and protection of business matters come into focus in 2024. These demands on legal departments have perpetuated the trend of **growing and scaling corporate legal departments**, which can create strain for teams that are not prepared to scale up and down to meet these fluctuations in workload quickly.

MLA Interim Legal Talent continues to see an uptick and emphasis on specialized and nuanced areas of law as we field requests for part-time and full-time consulting engagements for attorneys. More specifically, we are seeing an increased demand for attorneys focused on commercial contracts, privacy and products matters with a recent but encouraging uptick in corporate and M&A needs. And while many attorneys or legal professionals remain cautious and strategic about their job search, the overall confidence in the market is certainly higher than this time last year. As we look ahead in 2024, we expect GCs and C-suite leaders to remain creative in their approach to addressing legal matters with an eye on augmenting their legal department with talented, expertise-driven attorney consultants with practice areas specialization to complement an often over-worked and under-supported legal team.