

Interim Legal Talent Snapshot

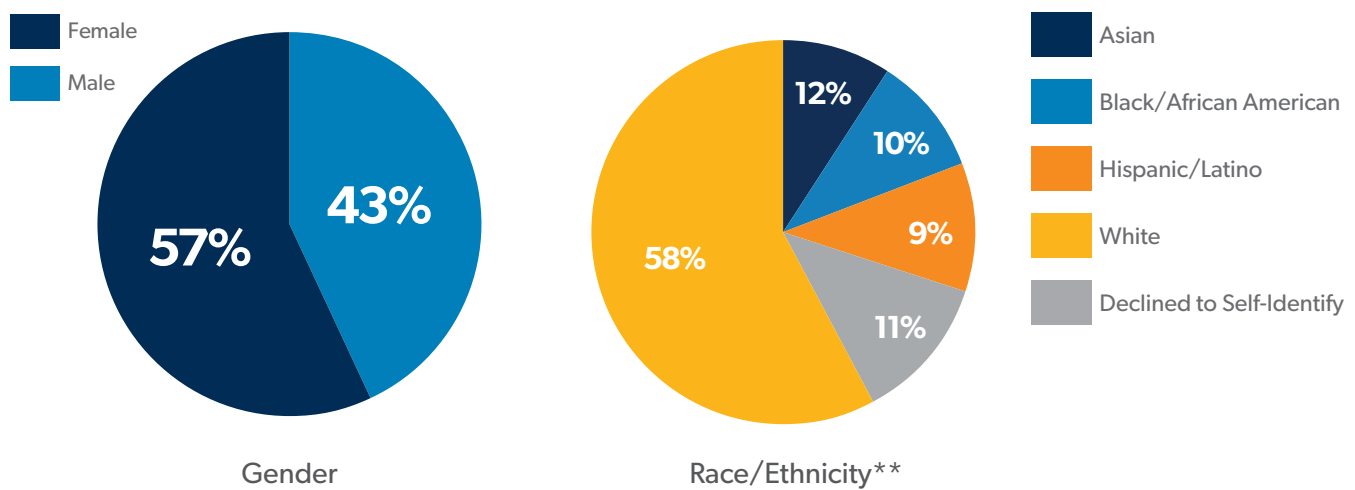
Major, Lindsey & Africa's Interim Legal Talent team has seen a tremendous number of opportunities for lawyers interested in and willing to take on consulting or project-based legal opportunities.

We recently partnered with 500 interim legal consultants in finding new career opportunities 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 at the end of 2021.



*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 seen an increased demand for skilled interim legal talent in a variety of industries and practices, including:

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| <p>ATTORNEY</p> <ul style="list-style-type: none"> • Banking/Finance • Biotechnology/Life Sciences • Capital Markets • Commercial (Products, Goods & Services) • Commercial Real Estate • Corporate/M&A | <ul style="list-style-type: none"> • Data Privacy • FinTech (Payments, Crypto & Institutional) • Intellectual Property/Patent Prosecution • Labor & Employment • Technology (SaaS and Cloud) | <p>NON-ATTORNEY</p> <ul style="list-style-type: none"> • Contracts Managers • Corporate Paralegals • Legal Operations |
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Market Report

The pandemic has continued to drive demand for interim attorneys. The market is very competitive and remote work remains a strong preference for most MLA consultants. Many consultants are actively seeking long term opportunities that not only offer competitive rates but also provide more flexibility and the potential for a permanent role. While some of these lawyers are career-long interim lawyers, many view these substantive consulting roles as career opportunities - whether they are seeking to gain experience within a specific industry or skill set or to transition in-house.

In EMEA, there was a noticeable increase in new business during the second half of 2021, largely due to the bottle neck of internal projects and hiring that had been on hold through the beginning of the pandemic. 2022 is off to a robust start with many companies ramping up their interim talent.

A post-pandemic influx of permanent hiring has caused severe wage inflation within the interim market, most notably in financial services where rates have increased 10 -20 percent across banking and capital markets. Corporate M&A has been unusually busy, and rates have increased there as well.

The usual flow of law firm associates flowing in-house has not materialized, possibly due to a combination of high bonuses and salary rises in private practice, as well as greater work-from-home flexibility in the big firms. This has forced in-house departments to look at more senior solutions for typically junior/mid-level permanent hires. Clients are open to broader and more innovative suggestions on candidates.