

MAJOR, LINDSEY & AFRICA
Response to Request for Proposal for
City Attorney



January 2026

Tab 1- Letter of Transmittal

January 16, 2026

City of Clearwater
Human Resources Department
Attn: Karen Swafford
Clearwater, FL

RE: Letter of Transmittal

Dear Ms. Swafford:

This letter confirms that Major, Lindsey & Africa is committed to partnering with The City of Clearwater as an executive search firm to provide recruitment services for the position of City Attorney.

Major, Lindsey & Africa understands the scope of services and can deliver on all requirements. We also understand that this search will require an expedited timeline, and we feel confident that we can complete the process in the two to two-and-a-half month timeframe.

Finally, Major, Lindsey & Africa expresses its intent to work collaboratively and in good faith with The City of Clearwater to ensure the delivery of high-quality, reliable candidates and services that align with The City of Clearwater's expectations.

The key personnel who will be working directly with The City of Clearwater on this project are:

Casey Feldman

Partner, In-House Recruiting
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Office: +1.305.908.2188
Mobile: +1.786.368.1171

Maureen Dry-Wasson

Managing Director, In-House Recruiting
Email: mdry@mlaglobal.com
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Mobile: +1.443.742.7686

Sincerely,

Casey Feldman
Maureen Dry-Wasson
Major, Lindsey & Africa

Tab 2- Overview of Organization and Relevant Experience

Founded in 1982, Major, Lindsey & Africa is the world's largest legal search firm. MLA offers specialized recruiting services to meet the evolving legal and governance needs of law firms, corporations, and individuals seeking to advance their careers in the legal, compliance, and privacy sectors. With over 27 offices and more than 200 search consultants globally (most of whom are former lawyers), MLA leverages its extensive market knowledge and experience to partner with organizations of all kinds (public, private, non-profit, higher education) and of all sizes in fulfilling their talent requirements to provide solutions for increasing team efficiency and effectiveness.

Major, Lindsey & Africa is a part of Allegis Group, a \$13B company who is a global leader in talent recruiting. MLA has been awarded "Best National Legal Recruiter" by the National Law Journal, Corporate Counsel, and The Legal Intelligencer for multiple years in a row.

In 2024, MLA successfully made 379 in-house placements, 81 of which were General Counsel placements.

Below is a representative list of some of MLA's placements with municipalities, government agencies and non-profit organizations, as well as placements we have made in Florida.

City of Dallas
City Attorney
Placed in 2016

City of San Antonio
City Attorney
Placed in 2016

Port Authority of NY and NJ
General Counsel and various other legal roles
2016-present

The New York Public Library
General Counsel
Placed in 2023

Entertainment Benefits Group
Aventura, FL
General Counsel
Placed in 2025

The Baldwin Insurance Group
Tampa, FL
Assistant General Counsel
Placed in 2025

Apex Service Partners
Tampa, FL
General Counsel
Placed in 2024

Kaplan North America
Ft. Lauderdale, FL
Associate General Counsel
Placed in 2023

Tab 3- Proposed Recruitment Strategy

We propose a multipronged approach to candidate sourcing/outreach to ensure a) maximum efficiency for your search process; b) a broad pool of qualified candidates; c) a practice of inclusion and participation as a fundamental aspect of the search; and d) a focus on your hiring objectives.

Our recruitment methodology is based upon a proven sequence of steps designed to establish and deliver efficient and effective service levels in terms of cost to hire, time to hire, thorough and consistent communication, and client satisfaction. Our core recruitment process for the search involves the following steps:

Meet Stakeholders and Define Search Mission & Strategy:

Your MLA search team, Casey Feldman and Maureen Dry-Wasson, would start your search by meeting with your hiring manager and other key stakeholders to conduct in-depth internal discussions in order to gain an understanding of the organization, legal team, history of the position, and the organization's culture. We use this knowledge to formulate a clear vision of the role and responsibilities, the desired skills and attributes for the position, and the ideal candidate profile. These meetings are a critical part of our process, in which we will gain a full understanding of The City of Clearwater and the City Attorney role for which we are recruiting.

Develop Job Description & Specifications:

In addition to the meetings described above, before launching the search, we will work with you to further refine and clarify the type of individual that is needed to effectively meet your goals. We will utilize our years of search experience to assist you in developing a carefully crafted position description to attract those who might be interested in the position, including most importantly the passive candidates.

Source, Identify & Screen:

We will put forth sustained and dedicated effort to identify and screen candidates meeting your position specifications. We disseminate the position description to our 200+ search consultants who submit qualified, screened candidates to the lead search consultants who then perform additional screenings and interviews.

Outreach will be done through many means, including phone calls and personal external direct outreach. We also will utilize our proprietary database, extensive research function, various online resources, including LinkedIn and our online job board, and our firm's vast network across the legal spectrum.

Of note, MLA is very different than other search firms. Our recruiters' vast networks allow us speed to market that is unparalleled. Our reach is instantaneous and global when needed, with our recruiters tapping into their law school alumni, former law firms, and company networks.

Communicate:

We believe it is critical to the search process and to the client relationship to maintain an open and constant line of communication. We will provide a weekly summary of the status of the search in written form, and we will have weekly client calls to discuss the candidates we are meeting, next steps in the process, and all market intelligence we receive. We are with you every step of the way, until the winning candidate's first day on the job and beyond.

Interview & Recommend:

After thoroughly screening the candidates' substantive skill sets and completing a first round of behaviorally focused interviews, we will identify an initial slate of the most highly qualified individuals to present for consideration.

Present & Coordinate Candidates for Interviews:

We will provide a confidential report that summarizes each candidate's background and includes their resume with professional experience, our interview feedback, and our reasons for recommendation. For all high-level roles in a legal department (and when requested by our clients) we will also share a candidate questionnaire (a tool proprietary to MLA), completed by the candidate, addressing specific qualifications for the position and allowing you to hear the candidate in their own voice. Our materials will contain information about the candidates' current and past roles, relevant job skills (both hard and soft skills), location and compensation requirements, and our analysis of the candidates' overall "fit" for the position and within your organization.

We will then help The City of Clearwater coordinate virtual or in-person interviews with the candidates you would like to speak with. We can participate in the interview process as much as needed; from helping you craft interview questions to designing objective evaluation criterion in a rating sheet. We will also assist with performing a compensation analysis, obtaining feedback from both The City of Clearwater and candidates who are under consideration, communicating to candidates the next step in the search process, and ensuring that the search and hiring process continues to proceed until a qualified candidate is hired. When the finalist is selected, should you desire, MLA will conduct reference checks and provide you with a written summary of each reference. We will also check the finalist's bar licenses. MLA does not conduct formal background checks.

Facilitate Hiring Decision & Offer Process:

Once the selection process is complete, we will assist you in crafting the specific compensation package necessary to attract the candidate of choice. We will field benefits and compensation-related questions and aid your team to properly present your offer of employment to the successfully selected candidate. We can assist in negotiations and handle all back-and-forth correspondence. Post-selection, we will then communicate with and disengage all other candidates.

Tab 4- Project Personnel



Casey Feldman, Partner, In-House Counsel Recruiting Practice, will co-lead the search for City Attorney. Casey guides corporations, small businesses and not-for-profits in the selection of topnotch lawyers and compliance professionals to enhance and grow their legal teams. He has placed general counsel as well as mid- to senior-level counsel within organizations up and down the East Coast, splitting his time between Miami and New York.

Casey's clients find his approachable, tailored style refreshing and real. He finds commonalities with his clients and candidates, which allows him to build relationships and a deep understanding of their wants, needs and goals. His clients have come to rely on him for the thoughtfulness and detail he puts into each search.

Casey joined Major, Lindsey & Africa in 2015 as a consultant in Interim Legal Talent. He specialized in identifying legal and compliance professionals for consulting, contract and short-term positions within in-house legal department and law firms.

In 2018, Casey joined a tech startup where he partnered with various companies and law firms to streamline the process of negotiating and implementing commercial leases. Casey returned to MLA in 2019 to join the In-House Counsel Recruiting team combining his knowledge of the legal market and recruiting to assist in-house legal teams grow.

Casey began his career as a litigator in South Florida.

Education:

University of Miami School of Law: J.D., *cum laude*

University of Miami: B.A., Finance and Marketing



Maureen Dry-Wasson, Managing Director, In-House Counsel Recruiting, will co-lead the search for City Attorney. Maureen is committed to partnering with clients to identify top legal and privacy talent who will be trusted advisors in solving each client's unique challenges. As a Managing Director, Maureen leverages over 25 years of in-house legal experience, 18 of them as General Counsel and Secretary of Major, Lindsey & Africa. Maureen has a passion for learning and solving complex problems and has led and developed attorneys and privacy professionals on a global scale.

Before joining Major, Lindsey & Africa as Managing Director, Maureen served as General Counsel starting in 2008 when it was acquired by Allegis Group. She managed international expansion, supported the addition of a temporary staffing business, and handled complex legal matters. As Vice President at Allegis Group, she gained extensive knowledge of the recruiting industry and served as General Counsel for its Canadian operations and led ERISA/employee benefits work for US subsidiaries.

Maureen also founded and led Allegis Group's Global Privacy Office, gaining multiple certifications in privacy and AI Governance, including achieving the designation of Fellow of Information Privacy ("FIP").

Earlier, Maureen began her legal career at Treasure Chest Advertising (later Vertis), handling diverse legal issues and participating in M&A, securities, and complex debt and equity financial transactions. She played a key role during the company's transitions from private to public status and back to private through a private equity buyout.

Maureen has been active in various legal and privacy associations, including serving as President of the Baltimore Chapter of the Association of Corporate Counsel and co-founding the nonprofit In-house Benefits Counsel Network. She also helped establish Baltimore's Knowledge Net for the International Association of Privacy Professionals and served on several of its boards.

Education:

University of Maryland School of Law: J.D., *with honors*

University of Virginia: B.A., *with distinction*

Tab 5- Fee Structure

Our search fee is one-third of the placed candidate's total first year cash compensation consisting of base salary, projected annual bonus and any sign on bonus, regardless of payment date or employment status at payment date. Our standard fee also includes an 8% allocated costs fee (for research and other knowledge management expenses) and applicable taxes.

Our performance-based search fee is payable in three installments (“retainers”), each being roughly equal to one-third of the anticipated total search fee. Payment of our search fee is tied to completion of significant performance milestones in the search process (this differs from other executive search firms whose billing is on a 30, 60, 90 day model).

Our three installments are typically payable upon: (1) execution of the contract (prior to Stage 1); (2) our presentation of a slate of acceptable candidates who the client would like to interview (completion of Stage 2); and (3) offer and acceptance by the successful candidate (completion of Stage 3, final installment cannot be billed more than 30 days prior to the candidate’s start date per MLA’s accounting policies).

Please note that MLA does not conduct formal background checks. We can recommend services that will do so.

Tab 6- Proposed Timeline

Our timeline can be customized to meet the hiring needs of The City of Clearwater. We understand that you are requesting an expedited timeframe, and that you would like the search completed within 8 to 10 weeks. This is certainly realistic and attainable. A typical search timeline is as follows:



Casey and Maureen have the time and resources available to conduct and complete this search between February 2026 and April 2026.

Tab 7- References

Ryan Foley

General Counsel – Acrisure

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616.265.1635

Senior Deputy General Counsel – Head of Litigation - Retained Recruitment

Completed - 1/2026

Seth Cohen

General Counsel – The Baldwin Group

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Senior Counsel – Retained Recruitment

Completed - 12/2025

Antonia Peabody

Senior Deputy General Counsel – Citadel

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Head of Cybersecurity – Retained Recruitment

Completed - 7/2025