

viously served as executive vice president, secretary and general counsel at Inamed Corp.

Willis Group Holdings appointed **Eric Dinallo** general counsel. Prior to joining the company, Dinallo worked as Morgan Stanley's managing director and head of regulatory affairs.

Calgon Carbon Corp. fired its GC **Michael Mocniak**. The firing comes after an internal audit revealed that Mocniak failed to record \$1.4 million of legal services as expenses in a timely manner.

TXU Corp.'s general counsel **Eric Peterson** is leaving the company. His departure coincides with the departure of TXU's CFO, Kirk Oliver.

Taylor, Mich.-based Simon Holdings appointed **David Barnes** executive vice president and general counsel. Prior to joining the company, Barnes was vice president and general counsel for Venture Holdings Co., based in Michigan.



Wayne, Pa.-based Traffic.com Inc. appointed **Brian Sisko** as senior vice president and general counsel. Before joining the company, Sisko served as the chief operating officer at Warp Technology Holdings headquartered in Greenwich, Conn.



Chicago-based health care buyout firm Wright Capital Partners appointed **Natalie N. Ferguson** to the newly created position of merchant banker and general counsel. Prior to joining Wright Capital, Ferguson served of counsel at Meade & Roach and had her own solo practice, Ferguson Noel.



Sunnyvale, Calif.-based eSilicon Corp. named **Fritz Koehler** vice president and general counsel. Koehler previously served as vice president and general counsel for Marimba Inc., and served as the chief legal officer for Merant and Micro Focus.

Eze Castle Integration Inc., based in New York, appointed **Chris Winalski** as managing director of operations and general counsel. Winalski joins Eze Castle from Deutsche Bank where he was a director in the global sourcing group.

Herndon, Va.-based cable and Internet provider RCN Corp. named **Benjamin R. Preston** senior vice president and general counsel. Most recently Preston worked at XO Communications Inc., where he was principal counsel, corporate development & finance, responsible for mergers and acquisitions, as well as all corporate and securities law matters.

President Bush nominated **Ronald S. Cooper** to serve as the general counsel of the U.S. Equal Employment Oppor-

CAREER ADVICE

Hiring Gray Hair

BY MIKE EVERS

The ideal level of experience for most legal department hiring is 6 to 10 years out of law school. Attorneys at this level don't need training, yet their compensation packages are still relatively reasonable. Better yet, a GC can groom these hires within the corporate culture to assume future leadership roles when current management-level lawyers retire or depart.

The result, of course, is age discrimination. This isn't breaking news, although few recruiters are willing to talk about it. But I'm not going to talk about hiring older lawyers as a moral imperative, nor will I harp on your theoretical obligation to consider all qualified candidates. What I wish to do here is state the business case for hiring gray hair.

Many in-house lawyers over 50 are out of work or sitting as of counsel at law firms because their companies relocated, went out of business or were acquired. They offer tremendous bang for the buck. It does take a good recruitment process to screen away candidates who are bitter about their situation and who may have trouble moving forward. However, the winners will be anxious to prove themselves. They will approach a new opportunity with appreciation and loyalty to the general counsel who gave them a chance.

For the many GCs in their 40s, hiring an older attorney means getting someone you can turn to on occasion for perspective and advice. For football fans, there is a useful sports comparison. Many younger NFL head coaches hire older coaches, even former head coaches, to be assistants. If you want to win, you have to hire the best available talent. And while everyone else is fighting for the candidates with six to 10 years of experience, you will have your pick of this largely untapped talent pool.

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