

CHARLOTTE L. WAGER, Chief Talent Officer

Charlotte L. Wager is the firm's Chief Talent Officer and oversees all aspects of the firm's hiring and lawyer development. As co-chair of the Hiring Executive Committee, she works with hiring partners in each of the firm's offices to coordinate and implement the firm's associate hiring. Ms. Wager also works on lateral partner hiring firmwide. Ms. Wager chairs the firm's Associate Development & Evaluation Committee. She works with firm leaders on all aspects of lawyer development including orientation, evaluations, training, mentoring, and advanced career planning for senior associates and partners.

Ms. Wager is an active member of the Diversity and Inclusion Committee and works with the Diversity Manager to implement the firm's diversity initiatives. She is also a member of the firm's Women's Forum and Pro Bono Committees. Ms. Wager remains a partner in the Litigation Department where her law practice previously focused on counseling policyholders and reinsurers on a wide range of insurance-related matters.

Ms. Wager has been a featured speaker on subjects relating to hiring, development and diversity and inclusion at programs sponsored by the American Bar Association, the Practising Law Institute, the Illinois State Bar Association, and numerous law schools. She is a former past president and longstanding member of NALP (The Association for Legal Career Professionals).

Community Involvement

- Fourth Presbyterian Church
Board of Trustees, 2009-2012
- The Alliance for Women
Member, Executive Board

Industry Organizations

- NALP (National Association for Legal Career Professionals)
President - 2012
President-elect - 2011
Vice-President, 2008-2012
Director, 2008-2010

Service To The Bar

- American Bar Association
Section on Insurance Coverage
Accreditation Committee - 2015-present



CHARLOTTE L. WAGER
Chief Talent Officer

PRONOUNS

She / Her

CHICAGO

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PRACTICE GROUPS

Litigation

Reinsurance

EDUCATION

University of Illinois College of Law, J.D.,
1992; *summa cum laude*; Order of the Coif

University of London, Queen Mary College,
LL.B., 1988; Order of the Coif; Inner Temple
Duke of Edinburgh Award, 1987; Chair, Inner
Temple Student Association; President,
Queen Mary College Law Society;
International Study Abroad Award in Italy

ADMISSIONS

Illinois, 1992

COURT ADMISSIONS

US Court of Appeals, Ninth Circuit, 2000

Illinois Supreme Court, 1992

US District Court, Northern District of Illinois
(Trial Bar), 1992

Publications

- Co-Author, "Common Exclusions and Defenses to Coverage," *IICLE's Insurance Law 2020*, March 16, 2020
- "Insurance Issues," *IICLE Business and Commercial Litigation Handbook 2012*, 2012
- "Common Exclusions and Defenses to Coverage," *Illinois Insurance Law Handbook*, May 8, 2009
- "Reflections on the New Part V - A Recruiter's Perspective on the Fall 2008 Season," *NALP Bulletin*, January 6, 2009
- "Insurance Issues," *IICLE Business and Commercial Litigation Handbook*, 2007
- Co-Author, "Coverage Issues for the Insolvent Policyholder," *Coverage*, American Bar Association Section of Litigation, Insurance Coverage Litigation Committee, March/April 2004
- Environmental Alert: Industry Groups File Suit Against New Jersey, February 25, 2004
- *Insurance Counselor*, Winter 2003
- "Retrospective Premium Policies: What Happens in Bankruptcy?," *The Insurance Coverage Law Bulletin*, Vol. 2, December 2003
- *Insurance Counselor*, Fall 2003
- *Reinsurance Reports*, Summer 2002

Speaking Engagements

- "Women Partner Branding 201: Taking it to the Next Level," Professional Development Institute, December 04, 2014
- "Personal Branding for Law Firm Survival," Chicago Bar Association, November 18, 2014
- "Being Strategic about 24/7: Assignments, Committees and Community," Women in Law Empowerment Forum Chicago, March 5, 2014
- "Maintaining a Successful Law Firm Mentoring Program," The National Legal Mentoring Consortium Symposium - Managing Mentoring Programs in a Time of Change, Minneapolis, MN, October 05, 2012
- Panelist, "From Black Boxes to Glass Houses: Evolving Expectations of Law Firm Transparency," NALP (The Association for Legal Career Professionals) 2011 Annual Education Conference, Palm Springs, CA, April 27, 2011 to April 30, 2011
- "Effective Work Assignment Systems: Investing in the Future Instead of Merely Billing Hours," ALI-ABA Webinar, June 28, 2010
- "Avenues to Advancement," Ms. JD's Third Annual Conference on Women in the Law, Chicago, IL, November 21, 2009
- "Rules of the Game: Succeeding in a Large Law Firm," Women's Law Event, Harvard Law School, Cambridge, MA, February 06, 2008
- "Taking Action, Achieving Results!" Chicago Bar Association Alliance for Women Women's Leadership Institute, Chicago, IL, February 04, 2008
- Panelist, "How to Navigate the Mysterious Web of Legal Writing," Black Women Lawyers' Association 2nd Annual 1st Year Writing Seminar, Chicago, IL, October 20, 2007

- “Women of Color in the Legal Profession: Success Strategies for Law Firms,” American Bar Association Commission on Women in the Profession, Chicago, IL, June 19, 2007
- “Taking Charge of Your Professional Development,” University of Illinois College of Law, Champaign, IL, May 01, 2007
- Moderator, “The Retention Challenge: Four Things You Can Do to Keep Talented and Diverse Lawyers from Walking Out the Door,” National Association for Law Placement Diversity Summit, Chicago, IL, March 02, 2007
- “Bridge-The-Gap for Newly Admitted Attorneys,” Practising Law Institute, Chicago, IL, December 07, 2006 to December 08, 2006
- Fifth Annual Law Firm Visit, University of Illinois Latino Law Students Association/Asian Law Student Association/Black Law Student Association/Latino Law Student Association/Native American Law Student Association, Chicago, IL, October 20, 2006
- Panelist, “Tips for a Successful Summer Associate Experience: Managing Your Career Once You Are in the Door,” Legal Diversity Job Fair, Vault and the Minority Corporate Counsel Association, New York, NY, April 21, 2006 to April 22, 2006
- University of Illinois College of Law Research Refresher, Champaign, IL, April 12, 2006
- “Depth and Breadth in Hiring: The New Paradigm,” The American Lawyer and Law Firm Inc. Chief Recruitment & Professional Development Officers' Forum, New York, NY, April 03, 2006 to April 04, 2006
- University of Illinois College of Law Professional Development Program, Champaign, IL, March 15, 2006
- Panelist, “Creating a Culture of Inclusiveness,” National Association for Law Placement (NALP) Diversity Summit, Chicago, IL, March 03, 2006
- “Advancement Within Your Career/Finding a First Legal Job,” Chicago Bar Association Career Enhancement Day, Chicago, IL, February 03, 2006
- Panelist, “Taking Charge of Your Career: Best Practices for Women Lawyers and their Firms,” National Association of Women Lawyers, Chicago, IL, September 22, 2005
- Panelist, “The Scoop from Law Firm Leaders – Getting Assistance When Your Career Takes a Wrong Turn,” Chicago Bar Association and CBA/YLS Career Assistance Committee, Chicago, IL, June 17, 2005
- “What Does Your Firm Management Expect From You and What Should You Expect From Your Management?” The American Lawyer, Law Firm Inc. and Harvard Business School Publishing Chief Recruiting & Development Officers Conference, New York, NY, March 09, 2005 to March 10, 2005
- Panelist, “Dual Roles - Making It Work: Becoming a Partner, Becoming a Mother” Women’s Bar Association of Illinois, Chicago, IL, May 01, 2003
- ABA Insurance Coverage Litigation Committee Meeting, Tucson, AZ, March 06, 2003 to March 08, 2003
- Lloyd's and EQUITAS 2002 Conference, Chicago, IL, May 14, 2002 to May 15, 2002
- “Equitas: How long will the show go on?” American Bar Association Tort and Insurance Practice Section Excess Surplus Lines and Reinsurance Committee and Bartsky Legal Texts Ltd., New York, NY, October 19, 2001

