

Recommendations RECRUITING and CONSULTING

CONSULTING

- In 1998, after having served as in house General Counsel for Fortune 500 companies, and having been away from law firm practice for several years, K.C. Victor helped me to evaluate career options and weigh the pros and cons of competing opportunities. K.C. showed me how to transform many contacts I had made over the years into clients. She helped me develop a business plan and strategy that was invaluable in re-launching my career in private practice. K.C. performed this task with intelligence, skill and rigor, as well as remarkable insight into the process of building a client-base and re-developing the mind-set necessary for a successful legal practice in a law firm environment.
 - August 10, 2007
Les Lo Baugh *Shareholder in Brownstein Hyatt Farber Schreck's Los Angeles office; former General Counsel of Niagara Mohawk Power Company and Southern California Gas and Pacific Enterprises.*
- “KC is an insider. Not only does she know the machinations of partnership and the business of a law firm but she has the X factor that makes what she does work: she gets to know people by listening. By listening she connects at a much deeper level than most when she makes a connection. I have hired KC at several times in my career and she provided insight, strategy and of course interviews that made sense. Several of the people I met through K.C. have become life friends and business partners.”
 - March 27, 2010
Gregory Rutchik, JD, LL.M., *Financial Representative at Northwestern Mutual Financial Network* hired K.C. when he was an attorney in 2009, and hired K.C. more than once
- “In 2011 my law firm, Business Affairs, Inc. (BAI), engaged K.C. Victor, along with a colleague of hers, for business strategy planning for the next several years of BAI's existence. K.C. began by submitting a detailed questionnaire that asked the right questions to get the right information. Her fresh eyes then looked at our law firm, a firm she had not known until a few months before and, because of her experience with and knowledge about lawyers and the legal community, she was able to suggest several practical ideas that would not have occurred to us without her help. K.C. listens well. Her advice is tailored, not generic. BAI exists in a particular marketplace and K.C.'s ideas were relevant to our world. K.C.'s advice has already helped our business. I am confident that her ideas will, as they get implemented, continue to help”
 - May 2, 2011
Stephen Monas, *Partner at Business Affairs, Inc.* hired K.C. as a Business Consultant in 2011

- “For six weeks, K.C. participated in one of the Masterminds I facilitate as part of the Practice Boomers program. I found her to be highly intuitive and intelligent in both the comments she made and the questions she asked. She is clearly a gifted advisor and brings a wealth of professional experience and personal perspective to the table.”
 - May 24, 2011
David Ackert, *Founder, Practice Boomers*
was a consultant or contractor to K.C. at Victor Legal Solutions

- “K.C. Victor is both an excellent executive recruiter and business consultant for lawyers. I first met K.C. several years ago after having read one of her articles. Since then we have made referrals to each other and mutually shared professional thoughts and advice. The lawyers K.C. has referred to me consistently tell me she is intelligent, discrete and effective. K.C. and I also have other mutual professional friends with whom her reputation is high.
Earlier this year, K.C. invited me to join her on a consulting project. K.C.’s work with this law firm client was careful, thoughtful, and effective. (Some results already seem to be coming in.) Either K.C. or I could have done good work alone. Still, the collaboration was perhaps more effective than acting singly and gives me the opportunity to share that K.C.’s business consulting with lawyers is first rate.”
 - June 22, 2011
Karen Kaplowitz, *President, The New Ellis Group*
was with another company when working with K.C. at Victor Legal Solutions

- “When I parted ways with my colleagues at an established Los Angeles firm, I was unsure about whether I wanted to become a lawyer with another established firm or start my own firm. (I had already done both in my career.) I at least wanted to explore all of my options before making that decision. K.C.’s insights helped me crystallize my relevant experience to make a better presentation to potential employers, and I was successful in obtaining an offer of employment with an esteemed law firm within my specialty.
K.C. was also instrumental in helping me realize that I truly desired to launch my own law firm, and that I could do so successfully. I engaged K.C. to assist in building my new practice by creating a marketing and networking plan tailored to my experience, connections, personality and talents. K.C. and I now work, hand-in-hand, to implement the strategy and ensure that it continues to meet my specific goals.
K.C. is a pleasure to work with. She is truly gifted. With K.C.’s assistance, I am now on a path toward success.”
 - June 27, 2011
Adam Streltzer, *Principal lawyer in probate, estate, trust, and fiduciary litigation as well as creditor’s rights and business and commercial law*
hired K.C. as a Business Consultant in 2011

RECRUITING

- “K.C. is one of the smartest people I know, period. She is not a recruiter that just puts "butts in seats." She is thoughtful, thorough and serves her clients and candidates exceptionally well.”
 - April 7, 2009
Mark Goulston, *business psychiatrist, executive coach and author “Just Listen: The Secret of Getting Through to Absolutely Anyone”*, was with another company when working with K.C. at Victor Legal Solutions.

- “K.C. is a thoughtful, insightful partner in a candidate's search process. Her objectivity, experience and desire to achieve a good result for both the client and candidate are real assets. K.C. listens well. She helped me think through my options with care and was seriously and primarily concerned for my well being.”
 - June 5, 2009
Clay Halvorsen, *Senior Vice President and Deputy General Counsel at Irvine Company; General Counsel at Irvine Community Development Company*
hired K.C. as a Recruiter in 2009

- “K.C. provided an excellent group of candidates for our consideration, demonstrating responsiveness to our business needs. We hired one of the candidates she presented. K.C. was a useful sounding board as we made our selection, and was quick to provide requested information. And she's a pleasure to work with. I'd definitely use her again.”
 - July 28, 2009
Gerald Blume, *General Counsel at Rockefeller Group Development Corporation*
hired K.C. as a Recruiter in 2007

- “I first met K.C. Victor in 2006 at a time when my thoughts about moving to a new firm were casual. I was introduced by someone she had recently placed who liked her work. Unlike many in her field, K.C. was willing to meet even though I was not ready to move.
K.C. listened to my wants and needs and understood how, considering my skills and practice, those might be accomplished. She even counseled on ways to expand my practice regardless of whether I moved.
When K.C. called over the years, she never wasted my time but helped guide me through the process, even in situations which did not happen because I backed away. K.C. did not pressure me to make a decision which would benefit her.
With K.C.'s introduction and help, I found a firm where I enjoy my colleagues, can grow my practice and feel professionally supported.”
 - September 28, 2009
Anne Edwards, *Principal at Rodi Pollock*
hired K.C. as a Recruiter in 2006

- “KC is an insider. Not only does she know the machinations of partnership and the business of a law firm but she has the X factor that makes what she does work: she gets to know people by listening. By listening she connects at a much deeper level than most when she makes a connection. I have hired KC at several times in my career and she provided insight, strategy and of course interviews that made sense. Several of the people I met with have become life friends and business partners.”
 - March 27, 2010
Gregory Rutchik, JD, LLM, Financial Representative at Northwestern Mutual Financial Network
hired K.C. when he was an attorney in 2009, and hired K.C. more than once
- “K.C. is a whip smart advisor with brilliant insight on how best to match people, teams and firms. K.C. knows (and has opinions about) thousands of lawyers which led me to seek her advice for a personal business legal matter. She not only gave me her top 3 choices (after some insightful questions) but called each to pave the way for my call. Talk to K.C. if you're even thinking about hiring a top shelf lawyer.”
 - October 29, 2010
Rochelle Moulton, Consultant, Coach, Speaker, Shoe Maven, Rochelle Moulton and Team, Inc.
was with another company when working with K.C. at Victor Legal Solutions
- “I met K.C. Victor in 2007. At that time I was looking for help with a project at work. A mutual friend suggested that K.C. might know people who would be qualified and interested. I was not looking to hire a lawyer. However, since K.C. is a very well-connected, diligent recruiter and also personally highly networked, we were introduced. K.C. was able to send me qualified people, but in the end we did not hire anyone. Since then K.C. has been able to introduce me to several people she believes make sense for me to know and I have been able to do the same for her. K.C. can spend an hour with someone and “get” who the person is and what the person does. She certainly did so with me and I am not even a lawyer. She's great at what she does.”
 - May 24, 2011
Rich Hull, President, Blowtorch Entertainment Corp.
was with another company when working with K.C. at Victor Legal Solutions
- “K.C. Victor is both an excellent executive recruiter and business consultant for lawyers. I first met K.C. several years ago after having read one of her articles. Since then we have made referrals to each other and mutually shared professional thoughts and advice. The lawyers K.C. has referred to me consistently tell me she is intelligent, discrete and effective. K.C. and I also have other mutual professional friends with whom her reputation is high. Earlier this year, K.C. invited me to join her on a consulting project. K.C.'s work with this law firm client was careful, thoughtful, and effective. (Some results already seem to be coming in.) Either K.C. or I could have done good work alone. Still, the collaboration was perhaps more effective than acting singly and gives me the opportunity to share that K.C.'s business consulting with lawyers is first rate.”
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Karen Kaplowitz, President, The New Ellis Group
was with another company when working with K.C. at Victor Legal Solutions

- “K.C. is dedicated, knowledgeable and creative. She knows the industry and knows how to make the most out of her connections. Her skills make her a "go to" recruiter when we search for new hires.”
 - August 5, 2011
Peter Gurfein, *Partner at Landau Gottfried & Berger LLP*
hired K.C. as a Attorney Placement in 2001, and hired K.C. more than once

- “I became acquainted with K.C. Victor in 2001. After I had been appointed General Counsel of Stanford she called me to say hello and pass on congratulations. I liked her enthusiasm so in 2002, when the University needed a specialized lawyer to join its legal staff, I hired K.C. to find us a lawyer. She presented excellent candidates for the position that required specific expertise. We hired through K.C. In 2007, we had another highly targeted search. K.C. got right on the case and sent appropriate candidates. While we were still interviewing, a lawyer who had previously worked with us and who had the right skill set self-presented. We decided to hire the lawyer we knew well. However, the candidates who had been presented by K.C. were of a very high caliber and character, and we could have easily hired one of the candidates she found for us.”
 - September 7, 2011
Debra L. Zumwalt, *Vice President and General Counsel for Stanford University, responsible for legal work for Stanford University, Stanford Hospital & Clinics and Lucile Packard Children's Hospital.*