

# Cooley LLP

## 2018 TOP 100 LAW FIRM HIGHLIGHTS



### #32 OVERALL PRESTIGE

#### PRACTICE AREA

- #2 Emerging Companies & Venture Capital
- #5 Privacy & Data Security
- #7 Intellectual Property (*tie*)
- #14 General Corporate Practice
- #15 Clean Tech/  
Renewable Energy
- #16 Private Equity
- #17 Securities/Capital Markets
- #18 Mergers & Acquisitions (*tie*)

#### SUMMER ASSOCIATE

- #38 Best Overall Program

#### REGIONAL

- #3 Northern California
- #7 Pacific Northwest
- #8 Mountain States
- #13 Boston
- #16 Southern California
- #38 Washington, DC

#### QUALITY OF LIFE

- #11 Business Outlook
- #11 Quality of Work
- #17 Firm Culture
- #21 Associate/Partner Relations
- #21 Best to Work For
- #22 Selectivity

### THE SCOOP

Cooley LLP was founded in 1920 in San Francisco by Arthur Cooley and Louis Crowley. The practice they started went on to become a major player in California, as it prospered in the Silicon Valley boom years (and survived the bust). Since then, the firm has expanded its reach to Southern California, the Rockies, the East Coast, the Pacific Northwest, the Far East, and the UK, while maintaining a relatively comfortable size.

#### Tops in Tech

In 1980, Cooley opened an office in Palo Alto, the epicenter of American technology. The firm began working with venture capitalists, life sciences companies, and emerging technology startups, representing the likes of Adobe Systems and Gilead Sciences; it also took Genentech and Amgen public in 1980 and 1983, respectively. But Cooley's IT roots pre-dated personal computers—it advised Raychem on its founding in 1957 and helped form National Semiconductor in 1959. It also advised on the formation of Draper, Gaither and Anderson, the West Coast's very first venture capital partnership. These days, the firm's Palo Alto attorneys have added expertise in intellectual property, patent issues, employment law, and complex business and securities litigation.

The firm expanded into Southern California in 1992 with the launch of its San Diego office. Representing well-known San Diego companies like QUALCOMM, Amylin, and Sony, the San Diego office advises on corporate and litigation matters in a variety of industries, ranging from biotechnology to Internet and electronic commerce to telecommunications.

#### Eastward Bound

Of course, venture funds and emerging technology companies aren't confined to California. Cooley was the first Silicon Valley firm to establish itself in the Rocky Mountain region with the opening of a Colorado office in 1993, taking advantage of the burgeoning tech boom in that state.

The firm's first East Coast office opened in Reston, Virginia in 1999, and once again, its goal was to serve entrepreneurs and technology companies (public and private), as well as the venture capitalists, private equity funds and the financial services companies that work with them. A second East Coast office opened in 2005 in Washington, DC. Now, that office boasts many of the firm's regulatory groups, helping tech companies navigate the complex regulatory agencies.

### FIRM INFO

#### CONTACT INFO

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www.cooley.com

#### LOCATIONS

Boston, MA • Broomfield, CO • Los Angeles, CA • New York, NY • Palo Alto, CA • Reston, VA • San Diego, CA • San Francisco, CA • Seattle, WA • Washington, DC • London • Shanghai

#### PRACTICE AREAS

Antitrust & Competition • Asset Recovery • Commercial Litigation • Capital Markets • Class Action Litigation • Communications • Compensation & Benefits • Corporate Restructuring & Bankruptcy • Credit Finance • Debt Securities Transactions • Health Care & Life Sciences Regulatory • Higher Education • Emerging Companies • Employment & Labor • Environmental Litigation • Estate Planning & Personal Representation • Fund Formation • Government Contracts • Health Care & Life Sciences Regulatory • Intellectual Property Litigation • International Trade • Insurance & Reinsurance • Life Sciences Corporate Partnering & Licensing • Mergers & Acquisitions • National Security • Patent Prosecution & Counseling • Privacy & Data Protection • Private Equity & Buyout • Pro Bono • Public Companies • Real Estate • Securities Litigation • Tax Transactional/Controversy • Technology Transactions/Outsourcing • Trademark, Copyright & Advertising • Venture Capital • White Collar & Regulatory Defense

#### THE STATS

No. of attorneys: 900

No. of offices: 12

Summer associate offers (2016):

57 out of 60 (2Ls only)

Chairman: Steve Neal

CEO: Joe Conroy

Chief Legal Talent Officer: Carrie Wagner

#### EMPLOYMENT CONTACT

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Recruiting contacts for all locations in the Careers section of cooley.com.



## Even More Growth

In 2006, the firm that was known as Cooley Godward (for Arthur Cooley and early partner Bill Godward) merged with New York firm Kronish Lieb Weiner & Hellman, a well-regarded boutique with an emphasis on bankruptcy, tax, and commercial and white collar litigation practices. The next step in Cooley's expansion was Boston, where the firm opened its doors in 2007. One year later Cooley came to Seattle, where it focused on high technology and life sciences in the Pacific Northwest, as well as the Pacific Rim. In late 2011, Cooley launched its first international office with the opening of an office in Shanghai, China. In 2012, Cooley opened its 11th office in Santa Monica—the heart of convergence of tech, media, and venture capital in greater Los Angeles. Most recently, in 2015, Cooley launched its first European office in London.

## Not Just a Niche Player

Although Cooley remains best-known for its technology work and life sciences clients (Yelp!, eBay, Facebook, Google, and Gilead, to name just a few), the firm has also won awards for its capital markets, intellectual property litigation and privacy practices. It has cast its net far beyond the typical Silicon Valley client, also working with companies in the retail, insurance, sports, and investment banking industries.

## IN THE NEWS

### April 2017: *Fortune* Favors the Firm

For the fourth consecutive year, *Fortune* magazine has named Cooley to its elite 100 Best Companies to Work For list. Cooley ranked #25 and is the #1 law firm on the 2017 list. The Best Companies list is the result of the most extensive employee survey in corporate America. Other national and regional publications consistently recognize Cooley as a great place to work, including *Working Mother*, *Crain's New York Business*, the *San Diego Business Journal*, and the Human Rights Campaign Foundation, which recently awarded Cooley its second consecutive perfect score on its Corporate Equality Index.

### March 2017: How Innovative

*Fast Company's* 2017 list of the World's 50 Most Innovative Companies includes nine Cooley clients in its top 10 spots. The publication searches for impactful companies that “tap both heartstrings and purse strings and use the engine of commerce to make a difference in the world.” In addition, Cooley advises numerous clients on *Fast Company's* concurrent lists of innovative companies by sector, including for education, biotech, gaming and AI/machine learning. Cooley represents eight of the top 10 companies on the AR/VR industry list.

### February 2017: Hey Now, You're An All-Star

BTI Consulting Group recognized Cooley partners Michael Basile, Scott Dailard, William Donovan Jr., Joseph Drayton, and Howard Morse on its 2017 Client Service All-Stars list. Dailard and Drayton were also singled out as Client Service MVPs. The annual list recognizes an elite group of lawyers recognized by clients for service excellence, based on data from more than 300 one-on-one interviews with General Counsel and direct reports at large and *Fortune* 1000 organizations. In 2016, BTI ranked Cooley as a leader in client service on its annual Client Service 30 list.

### January 2017: We're Number One

Singled out for M&A and IPO work, Cooley earned the top spot on Lake Whillans' Life Sciences Law Firm Index. The index identifies the most active and relevant law firms for life sciences companies. Cooley was recognized for advising Medivation on its \$14 billion acquisition by Pfizer and Jazz Pharmaceuticals on its \$1.5 billion acquisition of Celator. Lake Whillans also commended Cooley for its work advising Myovant Sciences on its \$218 IPO, Protagonist Therapeutics on its \$90 million IPO and the underwriters on NantHealth's \$97 million IPO.

### January 2017: That's a Private Matter

*Law360* named Cooley's global privacy & data protection practice a Practice Group of the Year for the fifth time in six years. Cooley's 50+ privacy lawyers specialize in counseling, compliance, regulatory, and litigation representation covering a wide range of issues, including online and mobile privacy, right of publicity, data-breach response, e-commerce, health data, cybersecurity, and enterprise security, among others. The group has defended companies in 50+ class actions for clients including Facebook, Google, eBay, LinkedIn, HTC America, and Sony and, in the past year, advised on 30+ data breaches and other data security incidents.

### August 2016: A Litigation Powerhouse

*Law360* denoted Cooley a Litigation Powerhouse on its inaugural list of the top 50 litigation law firms in the United States. Firms were chosen for leveraging “deep legal talent to score remarkable wins” throughout the past year. Cooley placed #13 on the elite list. *Law360* highlighted Cooley's successful representation of high-profile clients, such as Qualcomm, Facebook, Patheon, Oculus VR, Google, and Sony, handling the full gamut of legal issues, including privacy, trademark, patent, and antitrust matters.

## GETTING HIRED

**Vault's Verdict:** While most firms rely on “fit” somewhat, Cooley is especially protective of its culture—understandably, since even junior associates work directly with clients. As Cooley’s technology sector work has pulled it up the prestige rankings, the hiring has become even more competitive. Be prepared to answer behavioral questions about real life situations in the structured interviews.

### Hiring Process

- “The baseline expectation is intelligence and strong academics. Beyond that, we look to hire candidates who are passionate about who they are, what they’ve done, and what they want to be. We tend to look for underdogs or those who have overcome adversity, as well as those who convey an entrepreneurial attitude. We want smart, passionate, authentic people.”
- “The firm is quite selective (and yes, this does mean that law school and grades matter a lot), but they are not quite as snobbish about grades or law school rank as some other big law firms. Personality fit matters a lot—really bright, nice people who work hard and get along well together is important to the firm (and best for the client). Law school rank, your grades, law review, and clerking all could factor into working at Cooley.”

### Interview Questions

- “The firm will ask many of the usual questions to learn who a candidate is (their background, their motivations for attending law school, their career aspirations, why Cooley, etc.). The firm also practices behavioral interviewing, which goes beyond both the surface-level questions typically asked (as previously referenced) and even beyond situational interviewing (which often involves abstract hypotheticals). Instead of asking what would a candidate do if they were in a given (abstract) situation, we will instead ask the candidate for an example of a time or situation where something occurred, and how the candidate actually responded. This permits the candidate to share how they have actually responded to real-life situations.”

### Lateral & Clerk Integration

- “I felt that I melded right in and was a part of the team from day one. The firm has a lot of resources for laterals, and everyone was immediately welcoming. The LA office, in particular, has a lot of laterals because it is a newer office, making it the best place I can think of to lateral.”

## OUR SURVEY SAYS

**Vault's Verdict:** Associates at Cooley are thrilled with the top-notch work they receive from emerging companies, and the thorough mentorship and training they receive to do it. With the California culture intact, associates are encouraged to work collaboratively and socialize, but also to remain flexible with hours in order to not overburden themselves. While they are paid market salaries, associates are concerned with the focus on hitting billable hours and wish bonuses were not completely tethered strictly to this requirement.

### Satisfaction

- “Cooley is a phenomenal place to be a lawyer. The people are incredibly friendly and down to earth, yet talented and driven. The work is exciting and the cases are cutting edge. Associates and partners treat each other with respect and make Cooley a place where you can do high-level work in a friendly, supportive environment.”

### Firm Culture

- “My colleagues are fantastic—they are friendly, inclusive and grateful for the work and effort I put in. Socially, we have a lot of people with their own lives, families and other interests so it’s not an overly social office (which I like). That being said, when we do socialize together it is wonderful as all of my colleagues have interesting hobbies and contributions. There are organized social events every month or so but some informal gatherings as well. It is not a formal office at all—people are professional but clothing is very casual and it is not a stuffy office environment. People have incredible respect and admiration for our support staff.”

### Associate/Partner Relations

- “The partners treat associates with a lot of respect and trust us with a lot of responsibility. Associates are able to speak to partners as peers and colleagues, and there is no strict divide between partners and associates. I am able to talk to partners about work and non-work matters in an open and equally contributing manner. Partners provide associates with regular updates on the firm performance and finances, and Cooley is working to improve transparency in performance reviews every year with input from associates.”

### Hours

- “Work is evenly distributed. No dearth of work and do not have to go looking for work. Face-time is not an absolute requirement but is encouraged, especially for junior associates.”

## Compensation

- “Associates tend to get market-level bonuses, which are based on qualitative assessments (including reaching a billable hours target of 1950 hours, reasonable for big law). I don’t think it gets much better than this. Although lock-step would be nice, I think it is good to incentivize strong work, and as far as I can tell, people are treated fairly come bonus time.”

## Quality of Work

- “I feel I have been asked to punch above my weight class since day 1. It has been daunting at times, but I am also never bored (which would be worse to me than being overly challenged). Our practice group often requires a lot of coordinating across practice groups, which gives great exposure to multiple legal areas (but less depth).”

## Training & Mentoring

- “The firm has formal training programs in Cooley College, a weeklong training in Palo Alto for new hires and junior laterals or post-clerkship hires. The firm has Mid-Level Academy for 4th and 5th years, which focuses on advanced skill development, management skills, and partnership track preparation. There are also bi-annual retreats by practice group with panels, skill development workshops, and business development skills. The firm has implemented a formal mentorship program, which has a built-in ‘safety net’ for new hires, but most of the mentoring happens on an informal basis consistent with our open-door policy. Our department has weekly meetings for associates to discuss availability, work assignment, and group problem solving for novel issues or teaching moments from the past week.”

## Career Outlook

- “Promotion to partner seems feasible and an associate in my group was promoted just last year. If I do not make partner (or choose to leave before I’m eligible), I feel confident that I can find a position outside the firm in government or in-house.”

## Pro Bono Commitment

- “Cooley constantly, without pressuring anyone, has pro bono opportunities available. If I don’t want to do any pro bono, nobody is going to guilt me about it. But if I want to do pro bono, ask and ye shall receive! This is a great way for early trial work, for a large amount of autonomy on working on a case from start to finish, or even for those of us who just want to do bite-sized chunks of work to attend a workshop during the week (or even on the weekend). Cooley also provides awards for those who reach at least 60 billable hours of pro bono work in a calendar year. I could do a discrete clinic for five hours once a month (with no expectation of follow-up work) and receive an award, or I could dive in fully to a single, long-term case (and receive an award). Some firms have similar billable hours policies for pro bono, but I wonder if they have as strong of a culture to actually support doing pro bono work as a part of one’s general practice.”

## Diversity Efforts

- “The firm has made recruiting diverse talent one of its core initiatives. I have seen the effort and investment firsthand in enhancing our diversity fellow program, sponsoring city wide diversity events, hiring a Director of Diversity, and using our firm’s diversity as a competitive advantage.”
- “The firm has made excellent progress with paternity leave and accommodating alternative schedules.”

## SUMMER PROGRAM

### Social Scene

- “The social aspects were amazing, although there were almost too many events! There was Seascope (a phenomenal team-building/training/social event that occurs at the Seascope resort in Aptos, with a firm wide dinner the night before we get there!). We had a trip skeet shooting, a poker tournament, a concert, glass-blowing, a baseball game, a karaoke night (which is replaced by a Cooley Olympics once every four years), softball games, beer brewing, tennis, and likely others I cannot recall at the moment. We also had lunch every single day (and some dinner events, too!).”

### Training & Assignments

- “Training was as top-notch as it could be. We even had 1st-year associate mentors (for accessibility and comfort asking what we were too uncomfortable asking partners or senior associates). We also had a partner mentor group. Two partners were chairs for the summer program at our office, and we would have weekly ‘cookies’ with them to discuss literally anything at all that we were worried about or had questions about (and these things will come up as you learn more and more about practices and policies across firms). The workload was managed well. My only complaint was that the social events were so many that I worried I was not getting enough work done!”

### Associate Experience vs. Summer Expectations

- “I have been pleasantly surprised most by the quality of work, diversity of work, and level of responsibility I have received as a first-year associate. Nothing has surprised me or blown me away in a negative way. I will admit I have had a learning curve before getting used to the routine of billing about 8 hours of billable work a day.”