

### Basic Information

1333 2nd Street  
Suite 400  
Santa Monica, CA 90401  
Organization Size: 1126  
Office Size: 53  
Hiring Attorney:

**Recruiting Contact:**  
Ms. Valerie Garagiola  
Sr. Regional Legal Talent Manager  
1333 2nd St  
Santa Monica, California (CA) 90401  
United States  
Phone: 310-883-6571  
vgaragiola@cooley.com

### Compensation & Benefits

2020 compensation for entry-level lawyers (\$/year) 190,000

**Summer Compensation**

2020 compensation for Post-3Ls (\$/week)

2020 compensation for 2Ls (\$/week) 3,654

2020 compensation for 1Ls(\$/week) 3,654

### Partnership & Advancement

Does the firm have two or more tiers of partner? No

If no, how many years is the partnership track? 9

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	9	20	1	0	2
	Women	1	21	1	1	2
	Non-binary	0	0	0	0	0
	Total	10	41	2	1	4
<b>Latinx</b>	Men	1	0	0	0	0
	Women	0	2	0	0	1
	Non-binary	0	0	0	0	0
<b>White</b>	Men	5	15	1	0	0
	Women	1	13	1	1	0
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	0	1	0	0	1
	Women	0	1	0	0	1
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	2	2	0	0	1
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	1	0	0	0
	Women	0	0	1	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	0	2	0	0	0
	Women	0	2	0	0	0
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0	NC
	Women	0	0	0	0	NC
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	0	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Maureen Alger  
 Pro Bono Partner  
 650-843-5201  
 malger@cooley.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	3.26%
Average Hours per Attorney last year	57.85
Percent of associates participating last year	80%
Percent of partners participating last year	52%
Percent of other lawyers participating last year	89%

## Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
Rotation for junior associates between departments/practice groups?	No
Is rotation mandatory?	No
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	Yes

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2020
	2018	Prior Summer Associates	2019	Prior Summer Associates	
Entry-level	3	3	2	2	TBD
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	1	0	1	0	TBD
Lateral Associates	7	0	11	0	TBD
All Other Laterals (non-traditional track)	1	0	1	0	TBD
Post-Clerkship	0	0	0	0	TBD
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	TBD
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	2	0	3	0	3
1Ls	0	0	1	0	1

Number of 2019 Summer 2Ls considered for associate offers 3

Number of offers made to summer 2L associates 3

General Hiring Criteria We look for high academic achievement, previous work experience, involvement in extracurricular activities, strong interpersonal skills, demonstrated initiative, and evidence of being one who works well in a diverse team environment.

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Litigation	Business Litigation	0	0	7	0	0
Business, Corporate	Capital Markets	0	0	1	0	0
Business, Corporate	Compensation & Benefits	1	0	1	0	0
Business, Corporate	Debt Finance	0	0	1	0	0
Business, Corporate	Emerging Companies and Venture Capital	2	0	0	0	0

<b>Labor and Employment</b>	Employment/Labor	0	0	1	0	0
<b>Business, Corporate</b>	General Corporate	2	1	17	2	0
<b>Business, Corporate</b>	Mergers & Acquisitions	1	0	6	0	1
<b>Litigation</b>	Securities Litigation	1	0	0	0	0
<b>Tax</b>	Tax	1	0	2	0	0
<b>Business, Corporate</b>	Technology Transactions	0	1	0	0	0
<b>Intellectual Property</b>	Trademark & Copyright	2	0	4	0	0

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## Diversity & Inclusion

**Diversity Contact:** Ms. Amie Santos

**Diversity Website/URL:** <https://www.cooley.com/about/diversity>

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## Organization Narrative

Cooley's lawyers solve legal issues for entrepreneurs, investors, financial institutions and established companies with a significant emphasis on technology, life sciences and other high growth industries. Clients partner with Cooley on transformative deals, complex IP and regulatory matters and bet-the-company litigation, where innovation meets the law. Cooley goes to great lengths to maintain the culture of teamwork, collaboration, respect and excellence upon which it was established in 1920. Cooley strives to maintain an environment of diversity and inclusiveness and to create opportunities for professional growth. Cooley considers its commitment to the communities in which it operates to be one of its highest priorities and each year performs thousands of hours of pro bono legal services and other forms of community service.

Cooley is proud to be on Fortune's 100 Best Companies to Work For list. Cooley has 1000+ lawyers across 16 offices in the United States, China and Europe.

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