

Basic Information

Firmwide
 Organization Size: 1162
 Office Size: 1036
Hiring Attorney:

Recruiting Contact:
 Ms. Trisha Weiss
 Director of Attorney Recruiting
 55 Hudson Yards
 New York, New York (NY) 10001
 United States
Phone: 212-479-6534
 tweiss@cooley.com

Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 205,000

Summer Compensation

2021 compensation for Post-3Ls (\$/week)

2021 compensation for 2Ls (\$/week) 3,942

2021 compensation for 1Ls(\$/week) 3,942

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 | 217 | 309 | 67 | 9 | 32 |
| | Women | 80 | 283 | 53 | 18 | 70 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| | Total | 297 | 592 | 120 | 27 | 102 |
| Latinx | Men | 7 | 14 | 1 | 0 | 2 |
| | Women | 5 | 13 | 3 | 0 | 8 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| White | Men | 184 | 217 | 61 | 8 | 18 |
| | Women | 62 | 182 | 42 | 15 | 33 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Black or African American | Men | 4 | 9 | 1 | 0 | 5 |
| | Women | 3 | 17 | 0 | 0 | 5 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | Men | 1 | 0 | 0 | 0 | 1 |
| | Women | 0 | 0 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Asian | Men | 14 | 46 | 3 | 0 | 3 |
| | Women | 8 | 55 | 6 | 0 | 17 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Native American or Alaska Native | Men | 0 | 1 | 0 | 0 | 0 |
| | Women | 0 | 0 | 1 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| 2 or More Races | Men | 3 | 14 | 1 | 1 | 2 |
| | Women | 1 | 14 | 0 | 1 | 6 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Persons with Disabilities | Men | 0 | 1 | 0 | 0 | NC |
| | Women | 0 | 0 | 0 | 0 | NC |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| LGBTQ | Men | 2 | 23 | 1 | 0 | 2 |
| | Women | 3 | 8 | 3 | 1 | 3 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Veteran | Men | 2 | 6 | 1 | 1 | 2 |
| | Women | 1 | 0 | 2 | 0 | 0 |
| | 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 | 4.4% |
| Average Hours per Attorney last year | 81.57 |
| Percent of associates participating last year | 82% |
| Percent of partners participating last year | 65% |
| Percent of other lawyers participating last year | 73% |

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 2021 |
|--|---------------|-------------------------|------|-------------------------|------------------|
| | 2019 | Prior Summer Associates | 2020 | Prior Summer Associates | |
| Entry-level | 68 | 43 | 79 | 65 | TBD |
| Entry-level (non-traditional track) | 0 | 0 | 0 | 0 | TBD |
| Lateral Partners | 10 | 0 | 8 | 0 | TBD |
| Lateral Associates | 118 | 2 | 82 | 4 | TBD |
| All Other Laterals (non-traditional track) | 3 | 0 | 1 | 0 | TBD |
| Post-Clerkship | 2 | 2 | 0 | 0 | TBD |
| LL.M.s (U.S.) | N/C | N/C | N/C | N/C | TBD |
| LL.M.s (non-U.S.) | N/C | N/C | N/C | N/C | TBD |
| SUMMER | | | | | |
| Post-3Ls | 0 | 0 | 0 | 0 | 0 |
| 2Ls | 76 | 6 | 88 | 9 | 128 |
| 1Ls | 11 | 0 | 13 | 0 | 18 |

Number of 2020 Summer 2Ls considered for associate offers 88

Number of offers made to summer 2L associates 88

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 |
|--|---|-------------------------|----------------|-------------------|---|--|
| Privacy and Data Security | Cyber Data Privacy | 8 | 1 | 9 | 4 | 0 |
| Government, Regulatory, Administrative | Antitrust | 5 | 2 | 3 | 1 | 1 |
| Litigation | Business Litigation | 40 | 12 | 99 | 17 | 1 |
| Bankruptcy | Business Restructuring & Reorganization | 4 | 2 | 9 | 0 | 1 |
| Business, Corporate | Capital Markets | 12 | 0 | 27 | 1 | 0 |

| | | | | | | |
|---|--|----|----|-----|----|---|
| Government, Regulatory, Administrative | Communications | 2 | 4 | 2 | 0 | 1 |
| Business, Corporate | Compensation & Benefits | 8 | 5 | 14 | 0 | 1 |
| Business, Corporate | Debt Finance | 6 | 7 | 22 | 1 | 1 |
| Government, Regulatory, Administrative | Education | 1 | 4 | 4 | 0 | 0 |
| Business, Corporate | Emerging Companies and Venture Capital | 36 | 5 | 10 | 0 | 1 |
| Labor and Employment | Employment/Labor | 5 | 5 | 18 | 0 | 0 |
| Government, Regulatory, Administrative | Financial Services Regulatory | 3 | 1 | 2 | 0 | 0 |
| Business, Corporate | Fund Formation | 10 | 5 | 16 | 0 | 1 |
| Business, Corporate | General Corporate | 39 | 10 | 191 | 42 | 3 |
| Government, Regulatory, Administrative | Healthcare | 1 | 1 | 3 | 0 | 0 |
| Government, Regulatory, Administrative | Insurance & Reinsurance | 1 | 3 | 5 | 0 | 0 |
| Government, Regulatory, Administrative | Int'l Trade & Government Contracts | 2 | 3 | 4 | 0 | 2 |
| Intellectual Property | Intellectual Property Litigation | 19 | 4 | 24 | 4 | 1 |
| Business, Corporate | Life Sciences Partnering | 6 | 9 | 9 | 0 | 2 |
| Business, Corporate | Mergers & Acquisitions | 17 | 3 | 36 | 0 | 1 |
| Intellectual Property | Patent Counseling & Prosecution | 15 | 11 | 22 | 4 | 6 |
| Business, Corporate | Public Companies | 10 | 8 | 13 | 0 | 0 |
| Real Estate, Land Use | Real Estate | 7 | 3 | 9 | 0 | 1 |
| Litigation | Securities Litigation | 11 | 0 | 8 | 0 | 0 |
| Tax | Tax | 12 | 3 | 7 | 0 | 1 |
| Business, Corporate | Technology Transactions | 9 | 7 | 14 | 5 | 1 |
| Intellectual Property | Trademark & Copyright | 6 | 2 | 12 | 0 | 1 |

Diversity & Inclusion

Diversity Contact: Ms. Amie Santos

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

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 has 1200+ lawyers across 17 offices in the United States, Asia and Europe.

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