

Basic Information

3 Embarcadero Center
20th Floor
San Francisco, CA 94111
Organization Size: 1366
Office Size: 170
Hiring Attorney:

Recruiting Contact:
Ms. Jen Tran
Senior Regional Legal Talent Manager
3 Embarcadero Center
20th Floor
San Francisco, California (CA) 94111
United States
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Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 215,000
Summer Compensation
2023 compensation for Post-3Ls (\$/week)
2023 compensation for 2Ls (\$/week) 4,134
2023 compensation for 1Ls(\$/week) 4,134

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	28	31	8	1	8
	Women	15	62	5	1	18
	Non-binary	0	0	0	0	0
	Total	43	93	13	2	26
Latinx	Men	1	0	0	0	1
	Women	1	6	2	0	2
	Non-binary	0	0	0	0	0
White	Men	22	18	7	1	5
	Women	11	36	2	1	5
	Non-binary	0	0	0	0	0
Black or African American	Men	0	0	0	0	0
	Women	0	2	0	0	3
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	4	12	1	0	1
	Women	3	13	1	0	6
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	1	1	0	0	0
	Women	0	5	0	0	2
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	0	5	0	0	1
	Women	1	4	1	0	2
	Non-binary	0	0	0	0	0
Veteran	Men	0	0	0	0	0
	Women	0	0	0	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	
Average Hours per Attorney last year	79.35
Percent of associates participating last year	95%
Percent of partners participating last year	54%
Percent of other lawyers participating last year	66%

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	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	16	15	18	18	TBD
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	0	0	1	0	TBD
Lateral Associates	35	0	5	0	TBD
All Other Laterals (non-traditional track)	1	0	2	1	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	TBD
2Ls	16	2	23	3	10
1Ls	3	0	3	0	2

Number of 2022 Summer 2Ls considered for associate offers 23

Number of offers made to summer 2L associates 20

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	5	0	3	1	0
Litigation	Business Litigation	12	1	17	6	1
Bankruptcy	Business Restructuring & Reorganization	0	2	0	0	1
Business, Corporate	Capital Markets	4	0	4	0	0
Business, Corporate	Compensation & Benefits	1	1	2	0	1
Business, Corporate	Debt Finance	2	1	4	0	0

Business, Corporate	Emerging Companies and Venture Capital	5	0	9	0	0
Labor and Employment	Employment/Labor	1	2	0	0	0
Business, Corporate	Fund Formation	5	1	4	0	0
Business, Corporate	General Corporate	1	1	25	11	0
Business, Corporate	Mergers & Acquisitions	3	0	3	0	0
Business, Corporate	Public Companies	3	2	2	0	0
Real Estate, Land Use	Real Estate	0	0	1	0	0
Tax	Tax	0	1	0	0	0
Intellectual Property	Trademark & Copyright	0	1	1	0	0
Intellectual Property	IP Litigation	1	0	0	0	0

Diversity & Inclusion

Diversity Contact: Ms. Erica Deane

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 nearly 1,400 lawyers across 18 offices in the United States, Asia and Europe, and a total workforce of more than 3,000.

For more information about Cooley, visit us at www.cooley.com and follow us on Twitter @cooleyllp.

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