

Basic Information

10265 Science Center Drive
San Diego, CA 92121
Organization Size: 1366
Office Size: 114
Hiring Attorney:

Recruiting Contact:
Ms. Jessica Randall
Regional Legal Talent Manager
10265 Science Center Drive
San Diego, California (CA) 92121
United States
Phone: 858-550-6470
jrandall@cooley.com

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 | 17 | 32 | 8 | 2 | 5 |
| | Women | 13 | 28 | 6 | 0 | 6 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| | Total | 30 | 60 | 14 | 2 | 11 |
| Latinx | Men | 1 | 1 | 1 | 0 | 1 |
| | Women | 0 | 3 | 1 | 0 | 1 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| White | Men | 11 | 22 | 6 | 1 | 2 |
| | Women | 11 | 18 | 4 | 0 | 3 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Black or African American | Men | 0 | 1 | 0 | 0 | 1 |
| | Women | 0 | 2 | 0 | 0 | 1 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | Men | 1 | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Asian | Men | 4 | 5 | 0 | 0 | 0 |
| | Women | 1 | 4 | 0 | 0 | 1 |
| | 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 | 0 | 1 | 1 | 0 | 1 |
| | Women | 1 | 0 | 1 | 0 | 0 |
| | 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 | 2 | 0 | 0 | 1 |
| | Women | 0 | 2 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Veteran | Men | 2 | 2 | 0 | 0 | 0 |
| | Women | 1 | 1 | 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 | 8 | 5 | 10 | 9 | TBD |
| Entry-level (non-traditional track) | 0 | 0 | 0 | 0 | TBD |
| Lateral Partners | 0 | 0 | 0 | 0 | TBD |
| Lateral Associates | 9 | 0 | 5 | 0 | TBD |
| All Other Laterals (non-traditional track) | 2 | 0 | 2 | 0 | TBD |
| Post-Clerkship | 0 | 0 | 1 | 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 | 8 | 1 | 9 | 1 | 7 |
| 1Ls | 1 | 0 | 1 | 0 | 1 |

Number of 2022 Summer 2Ls considered for associate offers 9

Number of offers made to summer 2L associates 9

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 | 0 | 0 | 1 | 0 | 0 |
| Litigation | Business Litigation | 7 | 2 | 10 | 5 | 0 |
| Business, Corporate | Capital Markets | 1 | 0 | 1 | 1 | 0 |
| Business, Corporate | Compensation & Benefits | 2 | 2 | 3 | 0 | 0 |
| Business, Corporate | Debt Finance | 1 | 1 | 3 | 0 | 0 |

| | | | | | | |
|---|--|---|---|----|---|---|
| Government, Regulatory, Administrative | Education | 0 | 2 | 0 | 0 | 0 |
| Business, Corporate | Emerging Companies and Venture Capital | 0 | 0 | 1 | 0 | 1 |
| Labor and Employment | Employment/Labor | 0 | 0 | 2 | 1 | 0 |
| Business, Corporate | General Corporate | 8 | 3 | 18 | 3 | 0 |
| Business, Corporate | Life Sciences Partnering | 2 | 0 | 2 | 0 | 0 |
| Business, Corporate | Mergers & Acquisitions | 3 | 1 | 2 | 0 | 0 |
| Intellectual Property | Patent Counseling & Prosecution | 0 | 0 | 2 | 1 | 0 |
| Business, Corporate | Public Companies | 0 | 1 | 1 | 0 | 1 |
| Real Estate, Land Use | Real Estate | 0 | 1 | 0 | 0 | 0 |
| Litigation | Securities Litigation | 4 | 0 | 2 | 0 | 0 |
| Tax | Tax | 1 | 0 | 1 | 0 | 0 |
| Intellectual Property | Trademark & Copyright | 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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