



**ORRICK EMPLOYMENT LAW:
LEADING THE FIELD**





THE PRACTICE

“...the practice is a byword for quality...”

“...the team is unrivalled in San Francisco and is one of the elite firms in New York, nationally and globally.”

“...a truly international outlook...”

“When trial is the only option, this group has a proven track record of success...”

“...adding value on complex issues and internal investigations...”

“The firm is further well recognized for providing companies with proactive, preventative compliance advice...”

“...its work product and responsiveness are both excellent...”

“...the practice is active in a host of headline-grabbing disputes...”

“...first-class representation...”

Orrick’s Global Employment Law Practice

Orrick represents many of the most prestigious employers in the world, from financial services clients such as Citigroup, Credit Suisse, JPMorgan Chase & Co., Morgan Stanley and UBS, to a diverse group of companies across a wide range of industries, including AES, Apple, The Gap, Genentech, Hoffman Laroche, The Home Depot, Longs Drug Stores, Oracle, PricewaterhouseCoopers, Sears, Wyeth and Wyndham Worldwide.

Our lawyers handle a full range of employment law matters, including complex class action defense, high-exposure individual claims, internal investigations, trade secret litigation and all forms of employment law counseling involving issues associated with corporate transactions including mergers and acquisitions, downsizing and restructurings. Our global platform provides on-the-ground Orrick employment law advice to our multinational clients operating in China, France, Hong Kong, Italy, Japan, Russia, and the United Kingdom.

We have successfully tried many cases to verdict and award, and resolved numerous other cases to our clients’ success on motion. We frequently serve as speakers at the most esteemed programs on employment law issues and are regularly quoted in leading business and legal publications, such as *The Wall Street Journal*, *Fortune*, *Corporate Counsel* and *The American Lawyer*.

Our employment lawyers and our global practice have received independent recognition for providing cutting-edge employment law advice throughout the world, including the following:

Practice Rankings

CHAMBERS USA 2007: LABOR & EMPLOYMENT – CALIFORNIA

“Interviewees prize this firm’s ability to ‘maintain the client relationship and understand that it’s a partnership.’ [T]he practice is a byword for quality: ‘It is well respected and provides fine value for money...’”

“The firm is further well recognized for providing companies with proactive, preventative compliance advice...to undertake internal reviews of employee remuneration and other practices. The practice helps clients with investigations by government authorities.”

CHAMBERS USA 2007: LABOR & EMPLOYMENT – NEW YORK

“This ‘great quality, consistently strong and creative’ group of New York lawyers has a truly international outlook, liaising with its offices in London, Paris, Moscow and Tokyo. The team is especially recognized for its ‘first-class’ representation of financial services clients. Clients praise the lawyers’ ‘responsive, results-oriented, practical and proactive’ approach to problems, especially when it comes to preventive counseling. When trial is the only option, this group has a proven track record of success.”

THE LEGAL 500 US 2007: LABOR & EMPLOYMENT – EMPLOYMENT LAW COUNSELING

- “Orrick, Herrington & Sutcliffe’s specialty is the representation of global financial services firms, adding value in complex issues and internal investigations . . .”
- “The firm’s clients note that it’s ‘work product and responsiveness are both excellent,’ and are ‘very happy’ with the employment law counseling services provided by the firm for ten years or more.”
- “Wage-and-hour and whistleblower cases form areas of key capability for Orrick, which has extensive experience litigating and counseling in both areas.”

THE LEGAL 500 EMEA 2006

France – Employment Law

Lawyer Rankings

CHAMBERS USA 2007

Michael Delikat. “Mike Delikat is lauded by interviewees as ‘one of the greatest lawyers in the field today – truly one of the superstars.’ His practice increasingly centers on employment litigation, including gender discrimination. He is also an expert on Sarbanes-Oxley whistle-blower claims.”

Patricia K. Gillette. “‘She is well respected and for good reason: she has a great reputation and an impressive stable of clients.’ Her previous role as in-house counsel for Bank of America equipped her with ‘a real appreciation’ of client needs.”

Lynne C. Hermle. “‘A fantastic lawyer and fabulous litigator,’ Lynne Hermle is well liked by both clients and peers. Her ‘engaging nature’ allows her to forge ‘good relationships with senior executives and constructive relationships with opposing counsel.’ She is also ‘loved by juries,’ thanks to her ‘outgoing and forceful personality,’ which is combined with ‘intelligence - she is an expert in her field.’ Clients say this makes her perfect for ‘tough, complex cases.’”

Gary R. Siniscalco. “Gary Siniscalco was recently appointed by the ABA Section of Labor and Employment Law as Employer Co-chair of the International Labor Law Committee, a position which is reflective of the increasingly international vista of his practice. Clients rate him as ‘wonderful and highly capable.’”

THE LEGAL 500 US 2007

Michael Delikat. “Clients indicate that ‘tough advocate’ and New York-based global employment law group chair Mike Delikat is a lawyer of choice in the practice.”

James H. McQuade. “Also in New York, James McQuade is picked out for his ‘excellent written skills.’ Supporting these two standouts, though, clients are quick to emphasize that ‘the whole bench is strong.’”

PLC – WHICH LAWYER?

Yearbook 2006

Michael Delikat. “Global head of the employment law practice group. An active litigator, he is also experienced in advisory work in a transactional context. Known for his strong financial institutions’ representation, and authorship on Sarbanes-Oxley and whistleblowing issues in the employment context.”

“Chair of the global employment group with an active practice advising multinationals on global workforce reductions, restructurings, outsourcing issues and due diligence in complex multi-jurisdictional mergers and acquisitions.”

Patricia K. Gillette. “Noted for her tenacious approach, with experience before state and federal courts, most notably in wage and hour class actions.”

Lynne C. Hermle. Noted for her tenacious approach, with experience before state and federal courts, most notably in wage and hour class actions.”

Jill L. Rosenberg. “Labour and employment litigator. Highly recommended for the gamut of discrimination, harassment and wrongful termination issues.”

Gary R. Siniscalco. “Practice encompasses contentious and strategic issues. Noted particularly for his experience in high-risk exposure matters involving EEO, wrongful termination, and wage and hour matters. Also has a growing international employment practice.”

LAWDRAGON

500 Leading Lawyers in America 2007

Lynne C. Hermle. “When Corporate America is accused of doing workers wrong, it has no better defender than Lynne Hermle. The employment lawyer, who competitors say is ‘a role model’ for women litigators and ‘a natural’ in front of jury, defends businesses against disgruntled employees, with particular expertise in wage and hour class actions. Because of her efforts, clients like clothing retailers Banana Republic, Old Navy and Burlington Coat Factory; video chain Blockbuster; the City of Tracy; and computer manufacturer IBM have not had to pay a dime in employment disputes. And, in a first of its kind case to go to jury, she actually made someone else pay: Hermle obtained a \$775,000 verdict for scientific equipment maker Varian, which sued to stop defamation and harassment by an ex-employee over the Internet.”

EUROMONEY’S EXPERT GUIDES

The Best of the Best USA 2007

Top 25 – United States Labor and Employment Lawyers

Michael Delikat
Lynne C. Hermle
Jill L. Rosenberg
Gary R. Siniscalco

WHO’S WHO LEGAL 2007 Internationally Recognized – Labor and Employment

Michael Delikat
Gary R. Siniscalco
Lynne C. Hermle
Management Labour &
Employment - California
Patricia K. Gillette

NEW YORK MAGAZINE

The Best Lawyers in America 2007

Labor & Employment

Michael Delikat
Patricia K. Gillette
Lynne C. Hermle
Jill L. Rosenberg
Gary R. Siniscalco

ABOUT ORRICK

Orrick is an international law firm with approximately 980 lawyers located throughout the United States, Europe and Asia. The firm traces its roots back to 1863 and, since that time, we have expanded our practice groups and extended our global reach with one core strategy in mind—focusing on solutions and results in response to our clients' current and future needs. Our size, resources, geographic breadth, advanced IT systems and business-oriented culture ensure that our clients receive responsive, value-added services. Orrick's depth and breadth of experience include a wide range of transactional and litigation matters. Orrick's lawyers are committed to providing high-quality, innovative solutions to the most complex legal challenges.

TRANSACTIONAL

Structured Finance
Mergers and Acquisitions
Capital Markets
Public Finance
Compensation and Benefits
Emerging Companies
Outsourcing and Technology
Transactions

Energy and Project Finance
Creditors' Right and
Bankruptcy
Real Estate
Banking and Finance
Tax

LITIGATION

Product Liability Litigation
Securities Litigation
Intellectual Property
Commercial Litigation
White Collar Defense
Employment Law
International Dispute
Resolution

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