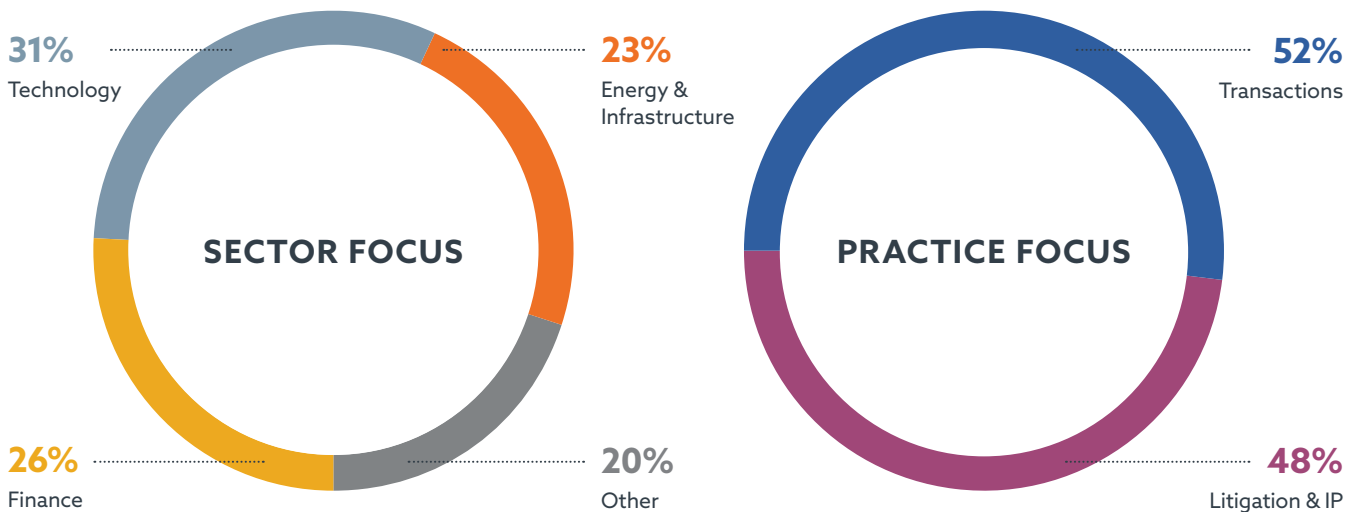


We work differently. A focus on three sectors: Tech, Energy & Infrastructure and Finance. Small, diverse teams. Early at-bats. Agile working options. And much more. Together, we're bringing innovation to the delivery of legal advice globally. **Chart your own course.**

## ORRICK'S STRATEGY

### We Focus on 3 Sectors



### Our Goal Is to Be the Best Firm to Work For

FORTUNE 100 BEST COMPANIES TO WORK FOR  
2016 & 2017

**Top 5 Best Workplaces in Bay Area**

**Only Law Firm on Best Workplaces for Millennials**

[Learn more](#)

**American Lawyer A-List**  
—8 times

[Learn more](#)

**#3 Best Law Firm to Work For**  
—2017 Vault

[Learn more](#)

### We're Driving Innovation

**2016**

**FINANCIAL TIMES**  
The Most Innovative Law Firm in North America

[Learn more](#)

## OUR STRENGTHS

Global 20 Law Firm — Law360, 2016  
26 Offices, 12 Countries

### Transactions

## Top 20

for global M&A by volume  
—MergerMarket, 2016

[Learn more](#)



2016 WINNER

**Corporate  
Department of the  
Year: Emerging  
Companies**

—Recorder

[Learn more](#)



**Project Finance  
Group of the Year**

—Law360, 2016 + 4X

**Band 1:**

**PPP and Renewables &  
Alternative Energy**

—Chambers USA, 2017

**330+** venture financings raising  
**\$5 billion+** in 35 countries.  
Act for **20%** of U.S.-based unicorns.

## #1

**Municipal Bond Counsel  
Firm in the United  
States 20 years in a row**

—Thomson Reuters

## Top 10

**Bankruptcy Firm**

—The Deal, 2016

### Litigation & IP

## THE AMERICAN LAWYER

2016 WINNER  
**IP Litigation  
Department  
of the Year**

TOP 10-2016  
**Litigation  
Power  
Rankings**

2016 FINALIST  
**Litigation  
Department  
of the Year**

[Learn more](#)

## LAW360

**#5** on 2016 Litigation  
Powerhouse list

[Learn more](#)

**5X WINNER**  
IP Group of the Year

[Learn more](#)

**20 trials** in the past 24 months



**3X WINNER**  
**Employment Department  
of the Year**

—Recorder

[Learn more](#)

**5X WINNER**  
**Appellate Hotlist**  
—National Law Journal

[Learn more](#)

### Who We Are

**26**  
former DOJ or  
federal agency  
lawyers

**17**  
U.S. Supreme  
Court clerks

**60+**  
IP litigators  
with technical  
degrees

### The Social Impact of Our Work



Rehabbing hundreds  
of abandoned  
properties in Richmond,  
CA, through social  
impact bonds



Lighting up Africa  
with the  
construction of  
Grand Inga Dam



Stopping the U.S.  
government from  
searching private  
citizens' emails stored  
overseas

## EARLY AT-BATS

### In 2016, Orrick Associates:



Opened our "Silicon Beach" office



Took leave to work on the Syrian peace process



Argued 6 federal appeals—half in the Ninth Circuit



Led an innovative deal to reduce the cost of California's public education

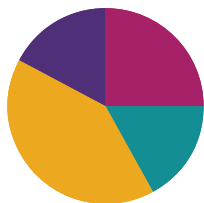


Helped found our Houston office

### Real Opportunity to Make Partner

- ✓ Create your own business plan
- ✓ Personal BD budget
- ✓ No stigma around flexible working options
- ✓ 11/18 new partners in 2017 started as Orrick summers
- ✓ Associates fast-tracked to partnership in 4 of 5 past years

Experience Beyond Billable Client Matters  
**The Rest of Your Work Day @ Orrick**



- 41%** Pro bono work\*
- 25%** Firm contribution and community leadership
- 17%** Business development
- 17%** Shadowing a partner\*

\*Counts toward billable hours.

### In Our Own Words

To hear from our lawyers about their early at-bat experiences, visit [orrick.com/careers](http://orrick.com/careers).



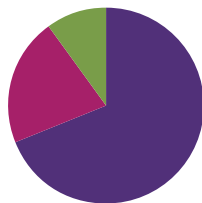
**Taking "No" to "Yes"**  
Jordan Coyle



**Developing Business**  
Zahra Egal

## TRAINING AND COACHING

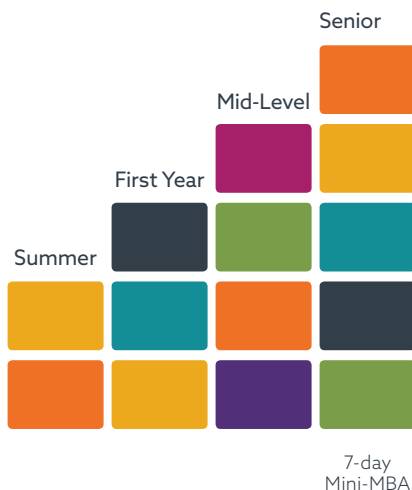
### 382 Courses in 2016



- 69%** Practicing Law
- 21%** Becoming a Business Advisor
- 10%** Excelling in Teamship\*
- + Personal Career Coaching

\*Taught by Coach Jack Clark, the winningest collegiate sports coach

### 4 Academies at Key Transition Points



### Practice Bootcamps

#### "Trial Ready" Oral Advocacy Series

Depositions Bootcamp	3 days
Motions Practice Bootcamp	2 days
Trial Academy	5 days

#### Camp TCG for Tech Companies Group Associates

#### IP Bootcamp

## SMALL, DIVERSE TEAMS

### Associate to Partner Ratio

Orrick  
**1.85 : 1**  
AmLaw 50 Firms  
**2.2 : 1**

### Diversity Rankings

**#8** for Diversity  
—American Lawyer 2017

**#2** for Diversity  
—Vault Survey 2017

**8x**  
**Best Law Firms for Women**  
—Working Mother magazine and  
Flex-Time Lawyers

**5x** Women in Law  
Empowerment Forum  
Gold-Standard Certification

### Inclusive Teams

#### New Partners



**10/18**  
new partners in 2017 are  
diverse or female

**+50%**  
of new partner class in  
2016 was female

#### Inclusive Leadership



**5/11**  
Board members are diverse



**33%** of Management  
Committee and  
Board members  
are women

**40%** of Orrick's  
global business  
units are led  
by women

"If you happen to be a  
general counsel who cares  
about the diversity of your  
lawyers, you should know  
that Orrick does as well."

—Above the Law

Founded the only U.S. career  
fair for military veterans and  
spouses who are lawyers—  
now an annual event

[Learn more](#)

## PRO BONO



**92% of our lawyers** gave  
**20+ hours** of pro bono service in  
2016

"A Nun Walks Free:  
The Government's  
Sabotage Case Dismissed"

THE  
NEW YORKER

"ACLU, Government Strike Deal  
to Resolve Detainees' Suit Over  
Phone Use"

Daily Journal

**#9** for pro bono in the U.S.  
**#9** for pro bono internationally

THE  
AMERICAN LAWYER

"Richmond's Plan to Bring Decaying  
Homes Back from the Dead"

KQED

"Selling Solar to Rural Africa Is  
Emerging as a Hot Market"

FORTUNE

## AGILE WORKING OPTIONS



### Flexible Work Arrangements

**31** lawyers on FWAs in 2016  
**17%** of partners promoted in 2016 used FWAs



### Work from Home



### Remote Working Arrangements



### Job Share

**2** associates  
**60%** time commitment for each



Most generous primary caregiver leave policy in BigLaw



**22 weeks** paid leave  
**9 months** job protection



**28** ♀ and **5** ♂ associates participated in 2016

[Learn more](#)

### SoFi Student Loan Refinancing and Repayment

#### Refinancing

83 loan refis  
 Expected to save \$2M

#### Repayment

\$100/mo to principal during your first 16 months.

*The New York Times* calls our loan repayment program "a step beyond" what other firms offer.



[Learn more](#)

[Agile Working Video](#)

## THE ORRICK SUMMER

#1 Summer Program in San Francisco, Silicon Valley, New York, and Washington, D.C.

—*The American Lawyer* Summer Associate Survey, 2016

#3 Best summer program

—2017 Vault Survey



- ✓ Writing workshops
- ✓ Career coaching

### Summer Associate Academy

**1.5** days

**58** summer associates

**7** sessions

from **9** offices

Visit us at [orrick.com/careers](http://orrick.com/careers)

