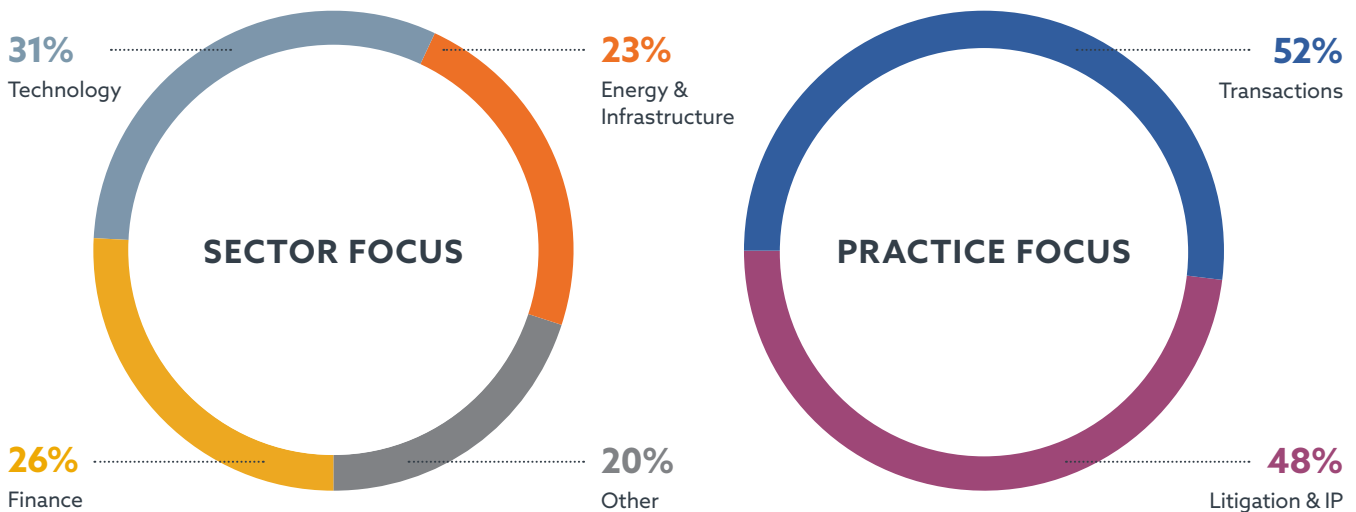


We work differently. A focus on three sectors: Tech, Energy & Infrastructure and Finance. Small, diverse teams. Early at-bats. Agile working options. And much more. Together, we're bringing innovation to the delivery of legal advice globally. **Chart your own course.**

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

[Learn more](#)

American Lawyer A-List
—9 times

[Learn more](#)

#4 Best Law Firm to Work For
Top 10 in 16/17 Quality-of-Life Categories
—2018 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 in 2016.
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 the
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

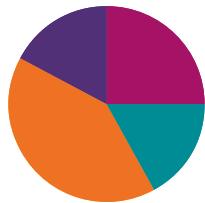


Helped found our Houston office

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.



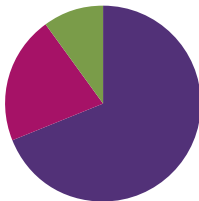
Taking "No" to "Yes"
Jordan Coyle



Developing Business
Zahra Egal

TRAINING AND COACHING

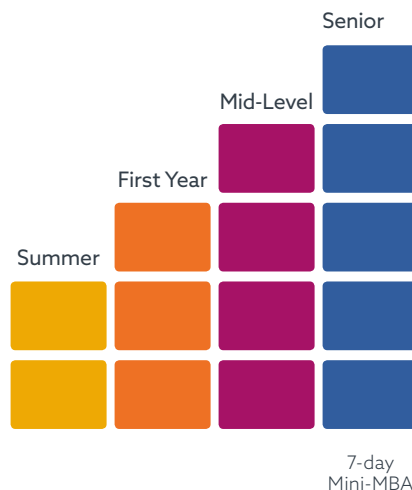
382 Courses in 2016



- 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

9x
Best Law Firms for Women
—Working Mother magazine and
Flex-Time Lawyers

5x Women in Law
Empowerment Forum
Gold-Standard Certification

5x Top 10 Family Friendly
U.S. Law Firm
—Yale Law Women

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.
legal career fair for military
veterans and spouses,
and the Bay Area Diversity
Career Fair, the largest
legal diversity career fair
of its kind

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.
#6 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

42 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 Parental Leave Program in BigLaw

- ✓ **22 weeks** paid primary caregiver leave, **9 months** job protection
- ✓ **6 weeks** non-primary caregiver leave
- ✓ Onramping and guardrails provide predictable hours upon return

[Learn more](#)

SoFi Student Loan Refinancing and Repayment

Refinancing

83 loan refis
Expected to save \$2M firmwide

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

#5 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

