

## Latham & Watkins LLP



**MOST PRESTIGIOUS LAW FIRMS**  
Ranked #7



**BEST IN SOUTHERN CALIFORNIA**  
Ranked #1



**BEST IN NORTHERN CALIFORNIA**  
Ranked #1



**BEST IN CHICAGO**  
Ranked #4



**BEST IN NEW YORK**  
Ranked #11



**BEST IN WASHINGTON, DC**  
Ranked #6

### NOTABLE PERKS

- Free dinners and car rides home after 8 p.m.
- 18-week maternity leave and automatic six months part-time return policy
- Free tickets for many sporting and theater events

### UPPERS

- “A culture of excellence”
- “The challenging and cutting-edge legal work”
- Pro bono = other billables

### EMPLOYMENT CONTACT

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The following is an excerpted summary from the Vault Guide to the Top 100 Law Firms

### THE SCOOP

In 2008, Latham sits secure as one of the world’s largest law firms, a bona fide member of the clique that includes Magic Circle and elite U.S. heritage firms—and that’s without engaging in any mergers. With more than 2,100 attorneys in 28 offices around the world, the firm practices in all the major jurisdictions in the United States, the EU and Asia, as well as regularly representing companies doing business in Latin America and Africa. Latham has also expanded into the Middle East, recently opening offices in Abu Dhabi, Doha and Dubai. The firm is a global leader in corporate, environmental law, finance, litigation and tax services—founding partner Dana Latham was a former commissioner of the IRS.

### The world is our headquarters

Over its 75-year history, Latham & Watkins has determinedly shed its SoCal roots and evolved into a global player. As a small Los Angeles outfit in 1934, the firm was well positioned to take advantage of Southern California’s swiftly escalating postwar industrialization and population growth. By 1969, Latham employed 42 lawyers—a healthy practice, but still undeniably local. Over the ensuing three decades, Latham & Watkins aggressively and steadily expanded around the globe. So successful was the expansion that the New York office is now the firm’s largest, with a little black book that lists almost all of its Downtown, Wall Street neighbors as clients. Today, Latham joins the trend of firms disavowing headquarters and home cities, abandoning such terms as “profit centers” or “satellite offices,” and insisting that they have no dominant practice nor power base. The proof is in the PPP pudding: In 2007, Latham partners took home a princely \$2.2 million, and for the second consecutive year, the firm ranked No. 2 in the AmLaw 100, with global revenue topping the \$2 billion mark.

As might be expected of a firm of Latham’s stature, firm alumni have some weighty titles and responsibilities: Bruce Babbitt, former governor of Arizona and U.S. secretary of the interior; Michael Chertoff, secretary of Homeland Security; Christopher Cox, SEC chair; Beth Wilkinson, general counsel to Fannie Mae; Alice Fisher, who recently stepped down as chief of the Department of Justice’s Criminal Division; and J. Thomas Rosch, commissioner of the Federal Trade Commission. The new crop isn’t too shabby either: Joining the firm’s D.C., San Diego and San Francisco offices in fall 2006 were six U.S. Supreme Court clerks.

### US Practice Highlights

In 2007, Latham nabbed roles in the \$28 billion Harrah’s casino LBO, the \$12 billion merger between Chicago Mercantile and CBOT, and the Carlyle Group’s \$10 billion acquisition of HD Supply, and—although the firm has 380+ lawyers in the city—these transactions were all led by teams outside of New York.

Recent matters in India include advising Sterlite Industries on its July 2007 NYSE IPO; the \$2 billion IPO is India’s largest to date, and involved a cadre from Latham’s Silicon Valley, Singapore and New York offices. Latham also had a hand in India’s largest bond offering, the \$2 billion offering for ICICI Bank, India’s second-largest bank.

In May 2007, Latham patent litigators won Monolithic Power Systems a victory in a patent infringement case brought by O2 Micro. A federal circuit affirmed an earlier summary judgment, which found that Monolithic, a manufacturer of high-performance analog and mixed-signal semiconductors, did not infringe upon O2 Micro’s patent for inverter technology.

2007 saw the reunification of Kathryn Rummeler and Sean Berkowitz—a former Enron chief prosecutor and a former director of the Justice Department’s Enron task force, respectively—as new members of the Latham team. Both delivered closing arguments at the trials of Enron chairman and CEO, the late Kenneth Lay and Jeffery Skilling.

The hires are not Latham’s only Enron connection: In 2005, Latham led accounting firm Arthur Andersen’s successful appeal before the Supreme Court, in a case related to the unlawful destruction of Enron-related documentation. In 2002, a Houston jury ruled against Andersen, but the firm appealed, maintaining that all was in accordance with its standard document retention policy. Then-Chief Justice Rehnquist drafted the court’s unanimous opinion, which held that the conviction rested on a misinterpretation of the witness tampering statute, which requires proof of conscious wrongdoing as well as a sufficient connection between a defendant’s conduct and any future proceeding. The consequent dismissal of the case was, according to Legal Times, “the biggest victory for businesses this term.”

### The awards of a job well done

In 2007, Latham’s strong financials, global imprint and award-winning work led to Legal Business naming the firm its “Law Firm of The Decade.” Latham & Watkins ranked in the top three across multiple categories in The American Lawyer’s 2008 Corporate Scorecard, a closely watched annual

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review of the leading law firms advising on a range of finance and corporate matters within the United States during 2007. The firm consistently ranks among the top 10 of The American Lawyer "A list," and in 2006 the magazine lauded Latham their "Most Admired Firm," as well as a finalist in their "Litigation Department of the Year." In 2007, Financial Times called Latham the most innovative U.S. law firm in Europe. In 2006, a survey of Fortune 500 general counsel by Corporate Counsel magazine selected Latham as a "Go-To Law Firm." Other recent honors include winning "Global Capital Markets Law Firm of the Year" at the 2006 Chambers Global Awards.

And in Chambers & Partners' 2006 standings, the firm garnered 18 No. 1 national and regional rankings; 56 of the firm's practice areas were recognized, up from 46 in 2005.

Latham has garnered awards for more than just its bottom line: The firm was named a "Top 100 Law Firm for Diversity" in MultiCultural Law Magazine's annual list of leading law firms based on attorney diversity. Women 3.0, a sister publication to MultiCultural Law Magazine, ranked Latham as a "Top 100 Law Firm for Women."

### Who's committing hours to pro bono?

Latham is. The firm estimates that since 2000, it has tallied more than \$330 million in pro bono work, and committed over 179,000 hours of service in 2007 alone. Pro bono matters for 2007 included a groundbreaking victory for an incarcerated survivor of domestic violence who was convicted of murdering her abusive husband and spent 16 years behind bars. Latham's pro bono team successfully appealed the woman's case, leading to the first published opinion under a new habeas petition statute in California that provides hope for many incarcerated survivors of domestic violence.

The firm also has been involved in assisting victims of Hurricane Katrina in their fight to access services and recover their property. Latham pro bono attorneys have advised a local nonprofit on all legal aspects of a reconstruction grant of \$1 million from the State of Qatar to help rebuild and restore six mosques/schools in New Orleans damaged

by Hurricane Katrina, among other efforts. International pro bono work includes assisting the Romania Helsinki Committee, an NGO that champions human rights issues, in a European Court of Human Rights case regarding journalistic freedom in Romania.

### Go forth and multiply

In December 2007, Latham announced a significant expansion to its parental leave policy. The policy now provides 18 weeks leave at full base pay for "birth mothers" who are primary caregivers; 18 weeks for adoptive parents who are primary caregivers; 10 weeks for other primary caregivers; and four weeks for non-primary caregivers (both birth and adoptive parents). The firm also helps attorneys successfully reintegrate into practice, offering a "pace reduction" program that automatically gives new parents the option of returning at a reduced schedule for six months, with no prior approval necessary. The firm hopes that the program will help new parents transition back to work—without the immediate pressures of a full-time, billable hours requirement.

### OUR SURVEY SAYS

One junior associate raves, "The firm culture is one of the things that makes Latham a unique and enjoyable place to work." It seems insiders at the firm have only high praise for "the hardworking but also relaxed environment" and the "intelligent, but very normal, interesting and fun people." According to one associate, "Latham's culture is second to none. The firm commits a great deal of resources into ensuring it recruits the right mix of people. I can honestly say that my colleagues are not just my colleagues; they are also friends. And there's nothing more encouraging to get you out of bed in the morning than to know you're going to work with your friends." "My best friends are the people with whom I work," numerous associates attest. "I am not unusual in that I have close relationships with many of my colleagues."

A midlevel speaks highly of the "great transparency" throughout the office culture. "Associates get to rate their supervisors." A corporate source adds, "There is certainly not a 'yelling' culture; rather, I have found it to be very nurturing and dedicated to my

professional education and growth. There is also a great deal of respect for my personal time shown by the partners I work with." Another contented associate gives credit to the firm's priorities and vision: "Latham tends to hire people that are a good fit socially. The atmosphere is very casual and friendly, and associates look out for each other rather than compete with one another."

"Latham is clearly near the top of the food chain for compensation ... particularly for top-performing associates," agrees a source.

One seasoned associate makes sure to point out that "like other top U.S. firms, we work hard when there is work to do, but when there is no work, there is very little face time requirement at the office."

A midlevel agrees that the firm has "generous leave policies and is supportive of part-time schedules." An in-depth review from a midlevel associate: "Paid maternity leave for the primary caregiver was just increased from three months to 4.5 months. The firm offers part-time work schedules for working parents at either 70 percent or 85 percent of 1,900 hours." Indeed, "The firm has unveiled some excellent part-time, flex-time and leave policies that afford people a chance to deal with parenthood, family issues, etc."

What about training? Well, a newbie notes, "The firm's program is unmatched. There are (almost) daily firmwide broadcasts where you can keep abreast of hot topics as well as basic departmental training. They are not mandatory either." Others attest that "there is no shortage of formal training opportunities at the firm. In addition, the firm is excellent about paying for associates to attend seminars outside the firm." A newbie appreciates the twice- or thrice-weekly "workshops, presentations during lunch and practice group meetings on international, national and regional levels." One source simply calls "the training programs top of the line," while another points out that "each practice area has extensive formal trainings." Most do praise the "immense, required, helpful training for first-years and considerable training for those above first-year training for those above first-year who seek it.