

Weil

Launch
**Your
Career**
with **Weil**
in Silicon Valley

weil.com/careers

Welcome to Silicon Valley

At Weil's Silicon Valley office, you'll find a truly unique place to launch your legal career. We are committed to providing associates with exciting, challenging, and fulfilling learning experiences, starting on day one. We offer a collegial working environment in which teamwork and supporting one another is valued and practiced every day. As an integral part of our team, you'll quickly dive into some of the most complex, high-profile transactions and litigation that can be found anywhere in the world. Under the guidance and mentoring of partners and senior associates, your professional development will accelerate, and you will soon find yourself with skills, experience, and expertise that far exceed your peers at other firms.

We established our Silicon Valley office in 1991 and have over time built one of the most impressive law firm practices in the Bay Area. Our lawyers are consistently ranked at the top of their practice areas, and our client list is arguably the best of any firm in California.

Weil's Silicon Valley office is an important part of a truly global powerhouse law firm with a distinguished history. With offices in twenty of the most important commercial markets around the world, we are able to effectively serve our Silicon Valley clients with respect to their legal needs, wherever those needs may arise.

We sincerely hope that you will consider becoming part of our team in Silicon Valley as you embark upon your legal career.

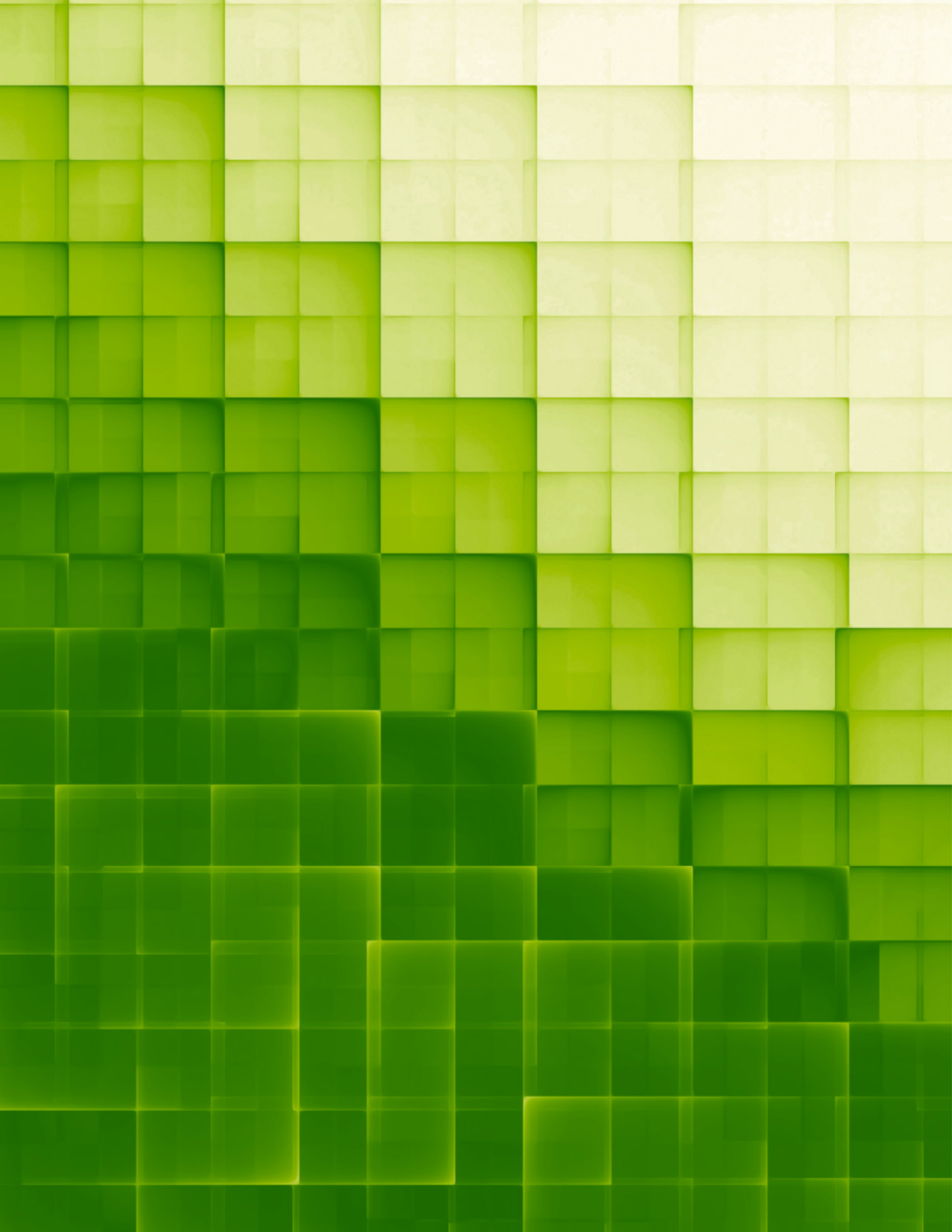
A handwritten signature in black ink, appearing to read 'Craig W. Adas', written in a cursive style.

Craig W. Adas,
Silicon Valley Office Managing Partner

Wired for Silicon Valley

With 1,100 lawyers in offices on three continents around the world, Weil, Gotshal & Manges LLP offers an unparalleled global platform for developing your legal practice. At our Silicon Valley office, we handle some of the most influential deals and litigation for the biggest names in the tech world. Opportunities abound for young lawyers to become a vital member of our entrepreneurial team and to play a part in history.

Speaking of history, Weil is the first truly global law firm to open an office in Silicon Valley to serve technology clients. Our roots in the Valley go back to 1991, the same year the World Wide Web became available to the public for the first time. Since those early days, we've steadily developed a name for ourselves in Silicon Valley as a go-to firm for dynamic clients across the tech, life sciences, and investment sectors.



Top Lawyers for Top Clients

The strength of a law firm is reflected by the work entrusted to it by its clients. Leading corporations and private equity sponsors regularly turn to Weil lawyers in Silicon Valley for their most important corporate, transactional, and litigation needs.

Our office focuses on Mergers & Acquisitions, Private Equity, Banking & Finance, Technology & IP Transactions, Patent Litigation, Strategic IP Counseling, and Complex Commercial Litigation.

Top 20 Litigation Powerhouse

– *Law360* 2016

Represents 77% of the **technology companies** in the 2016 **Fortune 100**

Recognized as a **Leading Firm** for **“General Commercial” Litigation in the U.S.**

– *Benchmark Litigation, 2016*

Named **“Practice Group of the Year”** for **Technology and M&A**

– *Law360*

Recommended for Patent Litigation and Transactions

– *IAM Patent 1000 2016*

Karen Ballack, Anne Cappella, and Jane Ross named among the **65 Women Leaders in Tech Law**

– *The Recorder, 2016*

Keith Flaum named **MVP: M&A** in 2014 and **MVP: Technology** in 2013 and 2015

– *Law360*

Edward Reines named one of the **“Top 25 Icons of IP”**

– *Law360, 2016*

“Best International Firm for Diversity”

– *Euromoney Legal Media Group’s Americas Women in Business Law Awards, 2016*

Our Clients

(and Soon to Be Yours)

Facebook

ebay

Synopsis

Samsung

Tesla

Oracle

PayPal

Sequoia

Yahoo!

Adobe

Getty Images

Vonage

Lenovo Group

Panasonic

Illumina

Bank of America

Cisco

Electronic Arts

Maxim Integrated

Core-Mark

Micron

Summit Partners

Sentient

Merz

Genstar Capital

The Gores Group

Technology Crossover Ventures

Global Foundries

SilverLake

T-Mobile

CBS

Applied Materials

An Inclusive Culture

Frank Weil, Sylvan Gotshal, and Horace Manges found many doors closed to them because of their ethnicity and religious beliefs. They founded Weil in 1931 to open those doors. A commitment to diversity and inclusion has always been a core value of the Firm. We have long been a leader in cultivating an inclusive culture where all feel comfortable and encouraged to excel. Weil was among the first law firms to develop formal affinity groups for LGBT, women, Asian, black, and Latino attorneys.

Weil offers transgender health benefits, same and opposite sex domestic partner benefits, and an inclusive parental leave policy, including adoption leave.



Inclusion.
Leadership.
Connections.

Women's Advancement

58

Partners

15

Counsel

351

Associates

TOWER

Taskforce on Women's
Engagement & Retention

A committee of women and men partners focused on the advancement and development of women attorneys globally.



Learn more about
[Diversity@Weil](#)

weil.com/about-weil/diversity-and-inclusion

Select Women Firm Leaders



Karen Ballack
Partner
Silicon Valley
Management
Committee



Marcia Goldstein
Partner
New York
Management
Committee



Akiko Mikumo
Managing
Partner, Asia
Hong Kong
Management
Committee



Anne Cappella
Partner
Silicon Valley
Women@Weil
Office Leader



43%

of U.S. partners
(31% globally)
promoted since
2007 are women.

100% - Weil was named among the "**Best Places to Work**" for **LGBT** individuals by the Human Rights Campaign's 2016 Corporate Equality Index.

affinity groups at Weil

[Women@Weil](#)

[Asian Attorneys@Weil](#)

[Latinos@Weil](#)

[The Black Attorney Affinity Group](#)

[WEGALA](#)
(LGBT association of Weil)

Silicon Valley partner **Karen Ballack** is the Management Committee Sponsor for WEGALA, the lesbian, gay, bisexual, and transgender affinity group of Weil.

A Day in the Life in Silicon Valley

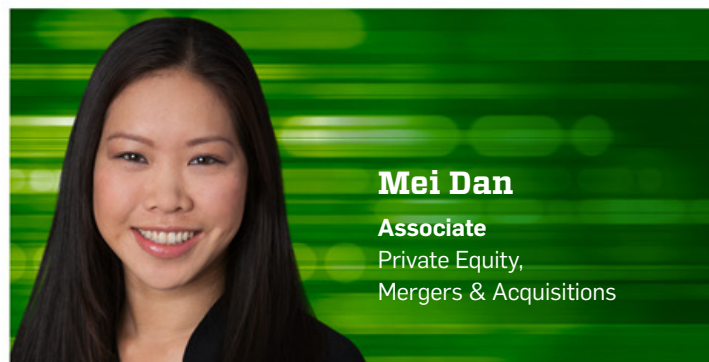
What's it really like working in Weil's Silicon Valley office? We asked lawyers across several practice areas who are based in the office to share their experiences at Weil and provide their best advice for those embarking on their legal career.



Bambo Obaro

Associate

Complex Commercial Litigation



Mei Dan

Associate

Private Equity,
Mergers & Acquisitions

Q How did you decide to practice in your area?

A I always knew I wanted to be a litigator, so my practice group selection was an easy choice. I also appreciate the diversity of the commercial litigation practice, as it allows me to work with clients in different industries on a wide array of issues.

Q What's a typical day like for you?

A When I am not drafting or reviewing some sort of pleading, I am generally either communicating with clients or my colleagues about various issues in the case. I get the opportunity to make court appearances on behalf of our clients every so often.

I also spend time on pro bono work and am a member of the Silicon Valley office's pro bono committee. Outside of the office, I serve as vice president of the Federal Bar Association's Northern District of California chapter.

Q What do you wish you knew as a young lawyer?

A Make sure you enjoy the people you end up working with because you are going to spend a lot of time with them. The nature of the relationship you have with your colleagues will inevitably affect your job satisfaction. Although I did not fully appreciate this while interviewing for summer positions, I feel very fortunate to have ended up working with such great people at Weil.

Q What's been the most memorable experience you've had at Weil?

A I once had to make an appearance in a packed courtroom in Oakland during the *O'Bannon v. NCAA* trial. The courtroom was filled with lawyers, reporters, and spectators. It was unclear whether I was going to have to appear, but in the middle of the day, the plaintiffs attempted to publicly disclose certain confidential documents belonging to our client. I had to object from the back of the courtroom before the judge called me to the podium to argue about the validity of the objection. The court ultimately agreed that the information should not be disclosed, and our client was extremely pleased. The experience was particularly memorable because of the theatrics involved in blurting out an objection from the back of a courtroom. I thought things like that only happened in movies.

Q How did you decide to practice in your area?

A I decided to practice in this area because it allows you to be exposed to many facets of a company. You can look at a deal from a big picture point of view as well as understand the subtleties of how to structure a deal in a way that best serves the client. We work with some of the biggest players in the Valley and are constantly exposed to cutting-edge technology and companies. In many of our deals, we represent acquirors that are purchasing assets or an entire company with new or interesting technology. It's fascinating to think that the deals we work on today will lead to changes in the way that people interact with technology and the world around them.

Q What's a typical day for you like?

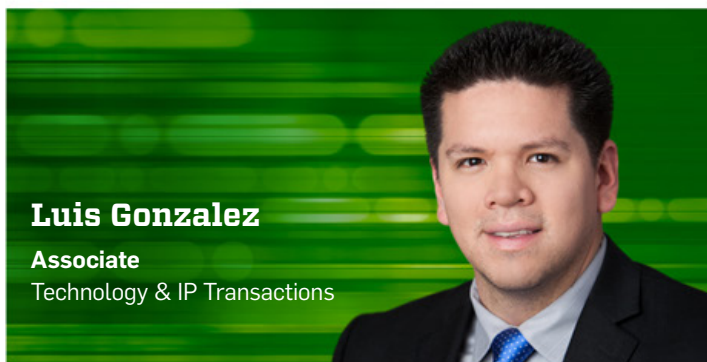
A What makes this job exciting (but also very intimidating) is that there is no "typical day." On a single day, I can be working on drafting agreements, conducting due diligence, negotiating an agreement, listening in on calls, or even meeting with a client. You get a lot of responsibility very early on.

Q What do you wish you knew as a young lawyer?

A The one thing I would tell my younger self is to absorb everything you can. Each person around you is successful in his or her own way. Take the opportunity to talk to people and learn how they work and why it works for them. Always stay curious about what motivates people and why different styles work.

Q What's been the most memorable experience you've had at Weil?

A In September 2014, Weil sponsored the Asian Attorneys@Weil conference in New York. Weil invited esteemed speakers across practice groups to present, and they were able to cultivate a safe space to discuss issues that affect Asian attorneys. The very fact that this event existed showed a dedication to diversity above and beyond the lip service that you might get at another firm. I was beyond thankful to have the opportunity to attend and to include my voice in the conversation.



Q How did you decide to practice in your area?

A I've always had an interest in technology, and I gravitated toward transactional work in law school. Weil's Technology & IP Transactions group was the perfect fit, as it allowed me to work on transactional matters relating to the commercial exploitation of technology and IP. As a summer associate, I handled a number of challenging assignments that reaffirmed my decision to practice IP transactional law. The fact that I get to work closely with the most brilliant and talented lawyers in the field is just the icing on the cake.

Q What's a typical day for you like?

A My daily activities vary, but I generally review, analyze, and draft commercial and IP-related agreements and respond to client requests, ranging from agreements and deliverables that are related to global mergers and acquisitions or that are standalone projects.

Q What do you wish you knew as a young lawyer?

A I'm only in my second year of practicing law, but the one thing I learned quickly was to stay organized, whether it's organizing folders on your desktop, organizing emails in your inbox, or organizing documents in your office. The legal profession can be stressful, and having everything easily accessible makes it a whole lot easier on you (not to mention, makes you look good!) when there is an urgent request from a partner or senior associate for a document or when you need to locate an agreement to use as precedent for another matter.

Q What's been the most memorable experience you've had at Weil?

A The signing of my first deal was an exhilarating experience. On my first day at Weil, I was pulled out of orientation and called in to help on a new deal. For the next two months, I conducted due diligence, drafted memos, and reviewed and marked up definitive and ancillary agreements. There was a big push to get the deal signed before a certain date, and we got it done. The experience taught me that I could not only survive in the IP transactional world but that I could thrive in it. I celebrated that night with my girlfriend and pup, and enjoyed a bottle of champagne.

Q How did you decide to practice in your area?

A I was a scientist before I was a lawyer, and I have a Ph.D. in biochemistry and biophysics. I studied molecular biology, including cell culture, nucleic acid analysis, and protein purification. Coming from that background, I decided at the start of my legal career that patents would be a good focus for me, though I did get some prosecution experience as well. When I was in law school, I learned as much as I could about intellectual property and the impact that technology has on the law. Joining Weil in its Silicon Valley office made sense. There's been a lot of biotech work to do here, so I enjoy a healthy practice. A lot of my clients are in the biotechnology and life science industries.

Q What's a typical day for you like?

A Now that I'm a mid-level associate, I am taking on a lot more matters. I work with people both within and outside of the office, and I get to collaborate frequently across Weil's practice groups. It's less drafting work and much more digging into patents now. My current work allows me to get more in-depth on the technical aspects of our matters, which I really enjoy.

Aside from work I do as part of the Patent Litigation group, I also work with pro bono clients on a variety of issues, including housing, advanced health care directives, and Deferred Action for Childhood Arrivals.

Q What do you wish you knew as a young lawyer?

A You know more than you think you do, and you are capable of doing a lot more than you think you can.

Q What's been the most memorable experience you've had at Weil?

A In September 2013, I presented an oral argument on claim construction as a second-year associate. I received so much support from the partner and other associates on our team, and I felt really prepared for it. I not only was able to do the oral argument but our client also prevailed. It was exciting to be trusted with that kind of responsibility at such an early stage.

Influential Women

Weil partners Karen Ballack, Anne Cappella, and Jane Ross are consistently recognized by their clients, peers, and industry publications for their leadership, innovation, and groundbreaking successes across a variety of practice areas.

In 2015 and 2016, all three were selected by *The Recorder*, a leading California legal publication, as “Women Leaders in Tech Law” based on their recent achievements as litigators, dealmakers, advisors, and strategists in the tech industry, as well as in leadership roles at the Firm and in the broader legal community.

Karen Ballack

As a partner in Weil’s Technology & IP Transactions group with more than 28 years of experience, Karen Ballack has long been considered a top strategic legal advisor and an influential figure at Weil and throughout the legal industry.

- Elected to Weil’s Management Committee in 2014—a testament to the level of respect she has garnered amongst her peers.
- Regularly advises companies in connection with their technology and IP strategic alliances and other transactions, including in connection with M&A deals. Examples include GLOBALFOUNDRIES’ acquisition of IBM’s global commercial semiconductor business and Yahoo’s \$1.1 billion acquisition of Tumblr.
- Serves on the Board of Directors of The Progeria Research Foundation (PRF) and provides pro bono legal assistance to PRF, including negotiating the necessary agreements to enable PRF to carry out the first ever clinical drug trials for children with Progeria.
- Named among the 2015 “Women of Influence” by the *Silicon Valley Business Journal* and one of the “Top Women Lawyers” in California by the *Daily Journal*.

Anne Cappella

Anne Cappella heads Weil’s Strategic IP Counseling group. Her diverse practice includes advising clients on litigation as well as on transactional matters. She practices not only in federal courts but also the Patent Trial and Appeal Board and the U.S. International Trade Commission.

- Led the core pro bono team at Weil that, alongside co-counsel Center for Constitutional Rights, achieved a landmark settlement in the federal class action *Ashker v. Governor of California*, which effectively ended indeterminate, long-term solitary confinement in all California state prisons. The 2015 agreement will dramatically reduce the number of people in solitary across California and will set up a behavior-based system that could serve as a model for other states.
- Named among the 2016 “Women of Influence” by the *Silicon Valley Business Journal*.
- Successfully guided multiple clients through years of DRAM and global smartphone patent wars, against such giants as Kodak and Motorola.

Jane Ross

A highly regarded lawyer in her field, Jane Ross regularly represents both public and private companies as they move to acquire companies or position themselves as attractive acquisition targets. Jane is essential to her clients’ cross-border M&A ventures, and her extensive experience in these matters has won her attention from tech giants across the globe, from Korea to Silicon Valley.

- Named “Best in Mergers and Acquisitions” at the 2015 Euromoney Legal Media Group’s Americas Women in Business Law Awards, as well as one of the “Top 100 Lawyers” in California and “Top Women Lawyers” in California by the *Daily Journal* in 2015.
- Represented Facebook in its \$16 billion acquisition of WhatsApp, a rapidly growing cross-platform mobile messaging company. The deal is by far Facebook’s largest acquisition to date and is considered the largest acquisition of a venture-backed company in history and the largest internet deal since the 2000 merger of AOL and Time Warner.

Ballack, Cappella,
and Ross are

“**handling - and
often solving -
the most crucial
problems tech
companies face.**”

— *The Recorder*, 2015



Karen Ballack

Anne Cappella

Jane Ross

Ranked **Top 10**
for **Midlevel Associate**
Satisfaction in Silicon Valley
— *The American Lawyer*

Approaching
1 million
pro bono
hours

Carve Out Your Path at Weil

Professional Development

Advancing the careers of our associates is a high priority at Weil. We have a Professional Development Committee, composed of partners, counsel, and associates, as well as staff who focus exclusively on our associates' professional growth.

Mentoring

Each first-year associate is paired with a mid- to senior-level associate who serves as a mentor during the first year, while each new associate is paired with a partner advisor for the first year at the Firm. At the end of the first year, each associate chooses a partner or counsel to serve as a mentor.

Pro Bono and Nonprofit Experience

Our Community Leadership Project helps connect Weil attorneys who are members of nonprofit boards, community organizations, and bar association committees with associates interested in getting involved. At Weil, you can be a part of an award-winning and innovative pro bono practice. Our attorneys have performed nearly 1 million hours of pro bono service over the past decade, from working on death penalty cases to providing corporate advice to charitable organizations.

Building Skills

We offer more than 225 in-house training programs and workshops, including Litigation Trial Skills, Leadership and Management, and Business Development and Financial Training. Associates may supplement our in-house trainings with programs offered by various outside providers, such as the Practising Law Institute.

One Firm

Associate Marisa Geiger shares the insights she gained in transitioning from Weil's office in New York to a legal practice in Silicon Valley.



Marisa Geiger

Associate
Technology &
IP Transactions

As a lifelong East Coaster, I always considered New York City to be the center of the universe for a lawyer pursuing a corporate practice in Big Law.

I summered in Weil's New York office and joined the Firm's Technology & IP Transactions group there in 2011. I was particularly interested in working in the internet and social media sectors, and the Firm provided me the opportunity to work regularly with partners and clients in our Silicon Valley office. That allowed me to foster strong cross-country relationships with California-based partners and clients as an associate in the New York office. These relationships flourished, and the partners in my group offered me the option to permanently relocate to Silicon Valley.

I was exhilarated by the flurry of M&A activity in Silicon Valley, the myriad opportunities to work on cutting-edge licensing and development arrangements for major Silicon Valley players, and the potential I saw for career advancement in a region that was experiencing such explosive economic growth. While the prospect of moving across the country from New York to Silicon Valley was daunting – it was an offer I simply could not pass up. Moving here in 2014 was a transformative experience, both personally and professionally. I feel fortunate to have developed meaningful connections with partners and associates throughout the United States (and abroad) as a result of having worked in two different offices. Some of my closest friends and mentors work in the Firm's New York office, and they continue to enrich my professional and personal life. At the same time, I am able to cultivate relationships with partners, associates, and clients here and build a fulfilling and thriving career in Silicon Valley, a hub for technological innovation that fuels the growing importance of IP expertise in corporate Big Law.

Private Equity and M&A

With more than 600 Corporate lawyers across the United States, Europe, and Asia, Weil advises on some of the largest and most complex transactions around the world. As an associate in our Private Equity and M&A (PEMA) practice group, you will be a valuable member of the teams handling some of most influential and high-profile transactions in the marketplace.

Weil has a stellar PEMA practice, and our team is a thriving contributor to Weil's remarkable record of success. We represent a veritable "who's who" of technology, media, and life sciences companies and private equity sponsors located in Silicon Valley and beyond.

As the largest practice group in Weil's Silicon Valley office, the PEMA group is a primary driver of the growth and profitability of the office.

- Weil ranked **#1 in U.S. West M&A** by mergermarket in 2014.
- Weil named *The Recorder's* 2014 **Mergers & Acquisitions Practice Group of the Year** in California.
- **Tier 1** for **Private Equity** and **Mergers & Acquisitions** in the U.S.
— *IFLR1000* 2016
- Ranked **Top 5 for Global Private Equity** for the **last 5 years**.
— *Bloomberg, mergermarket*

Weil's Silicon Valley Private Equity and M&A practice "**lives up to its reputation** of having top **talent across the board**, from junior associates to senior partners, and being **well positioned to represent global clients in global matters.**"

— *Chambers USA*

Craig Adas
Managing Partner

Richard Climan
Partner

Keith Flaum
Partner



Representative Transactions of the Group Include:

eBay

eBay in its sale of eBay Enterprise for \$925 million.

Facebook

Facebook in its \$16 billion acquisition of WhatsApp.

Lenovo Group

Lenovo Group in its \$2.9 billion acquisition of the Motorola Mobility smartphone business from Google.

Summit Partners

Summit Partners in its investment in Uber Technologies, valuing the company at \$17 billion.

The Gores Group

The Gores Group in its acquisition of US Farathane Corporation.

Genstar Capital

Genstar Capital in its leveraged buyout of Boyd Corporation.

Oracle

Oracle in its \$5.3 billion acquisition of MICROS Systems and \$1.5 billion acquisition of Responsys.

Jazz Pharmaceuticals

Jazz Pharmaceuticals in its \$1 billion acquisition of Gentium.

Synopsys

Synopsys in its \$375 million acquisition of Coverity.

zulily, inc.

zulily, inc. in its \$2.4 billion sale to Liberty Interactive Corporation.

Kyle Krpata
Partner

Jane Ross
Partner

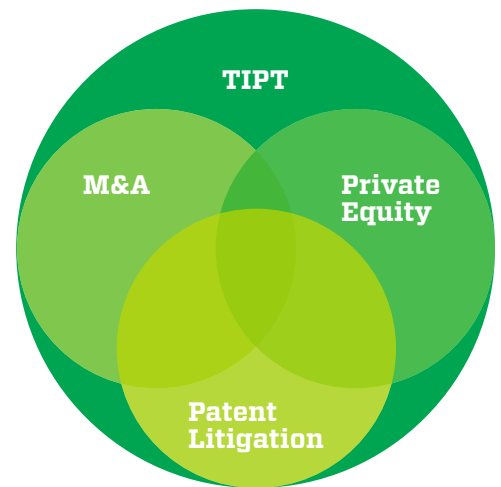


Technology & IP Transactions

Attorneys in our Technology & IP Transactions (TIPT) practice group spend **100% of their time** on technology and intellectual property transactions. Our transactional lawyers bring a deep understanding of intellectual property and commercial law to the matters on which we work.

As an associate in our TIPT group, you will work on matters in the software, semiconductor, internet, and life sciences fields, including technology and patent licenses, R&D collaborations, outsourcing arrangements, and strategic alliances.

We also collaborate with Weil's leading M&A and Private Equity attorneys to handle intellectual property matters in mergers and acquisitions, private equity, and venture capital transactions. These include complex license arrangements and transition services agreements, among others. Our TIPT team is also called upon to assist the Patent Litigation team when settlement arrangements involve licensing and/or commercial commitments.



Strong Silicon Valley Presence

Weil's highly regarded Silicon Valley TIPT practice advises on many of the largest, most talked-about, and innovative deals in the market. The sheer size, complexity, and high-profile nature of these deals easily place Weil among the top technology and IP transactional practices on the West Coast.

Weil is the only firm with two partners – Karen Ballack and John Brockland – with the highest ranking in *Chambers USA* in the category of "California IT & Outsourcing."

“Boasting one of the **nation's leading standalone technology and IP transactions practices**, Weil, Gotshal & Manges is **famed for the innovative, multi-component deal structures** it can piece together.”

— *IAM Patent 1000 2014*

Karen Ballack
Partner

Management Committee member

John Brockland
Partner



Banking & Finance

Partner **Gabriel Gregson** was recently named “**Rising Star**” in **Banking & Finance** by *IFLR1000* 2016 and has been **recognized** for Banking & Finance by *Chambers USA* since 2012.

As a part of Weil's renowned global Banking & Finance practice, our team in Silicon Valley guides top-tier clients in a variety of industries through sophisticated debt financing transactions. Led by partner Gabriel Gregson, one of a handful of West Coast-based finance lawyers with deep expertise in private equity and acquisition financing, the Banking & Finance team works with private equity firms and their portfolio companies, and other corporate borrowers and lenders on complex financings and acquisition transactions, both locally and globally.

We collaborate with colleagues in offices throughout the world, while providing private equity, venture capital, and public company clients based in Silicon Valley the huge benefit of a locally-based Banking & Finance team that is well-versed in acquisition financings.

- In 2015 alone, the Banking & Finance group in Silicon Valley handled 13 transactions valued at more than \$4 billion.
- Recent representations include counseling Lenovo Group Limited – the world's largest personal computer maker at the time and a global provider of IT products and services – in connection with a \$1.5 billion seller financing to fund its acquisition of the Motorola Mobility smartphone business from Google Inc.
- The Banking & Finance team represents clients in technology, telecommunications, biotech, industrials, manufacturing, and consumer products.

Representative Clients Include:

SilverLake

Technology Crossover Ventures

The Gores Group

Summit Partners

Oncap

Genstar Capital

Levine Leichtman Captial Partners

Gabriel Gregson
Partner





Kyle Krpata

Partner | Private Equity, Mergers & Acquisitions

The Back Story

Kyle kicked off his legal career in Weil's Dallas office in 1997, following a successful summer associate gig at that office in 1996. Just a few years later, he returned to his Bay Area roots and helped Weil start up its Silicon Valley Corporate practice. Kyle made partner in 2005 and continues to play a key role in the Silicon Valley office.

Q What attracted you to Weil initially? What has kept you here?

A It was the sophistication and the high-profile nature of the deals that the Dallas office of Weil was handling that drew me to the Firm, but it's the people who have kept me here. The Firm has changed a lot over the years, but it is still viewed by some as a stuffy New York firm, and that couldn't be further from the truth. The culture of the Firm is great, especially in the Silicon Valley office, and I really enjoy the people I work with. We're all hard workers and have high expectations, but when the work is done, there's a life outside of the office and everybody respects that.

Another reason I picked Weil initially was the Firm's quality reputation around the world. I knew that I ultimately wanted to move back to Silicon Valley and that having the name and experience of Weil on my resume would make it easier to get back here if I needed to look for another firm. Fortunately, that was unnecessary when we decided to start the Corporate practice here.

Q Can you describe your career growth at Weil?

A When I started in Dallas, the private equity market was very robust. There was an endless supply of work, and in my two years in Dallas, I probably received five years' worth of experience. It was the perfect place to start my career because the mentoring was incredible. I then had the opportunity to move to the Silicon Valley office to help support the Corporate practice the Firm was starting here, and I felt prepared to play a big role. I didn't feel like a second-year wandering into the unknown. My experience in Dallas really accelerated my growth and helped me immensely with my transition to the Silicon Valley office.

Associates who work in our Silicon Valley office have that same opportunity today. We staff our deals leanly, which enables us to provide a lot of experience and responsibility to associates very early on. This supercharges their experience and development and enables them to jump ahead of the pack. It is not uncommon for our associates to be opposite lawyers on transactions who are many years ahead of them.

Q What do you like best about working in Weil's Silicon Valley office?

A I love that it's a very collegial, open environment. There's no hierarchy, where the first-year associate has to go to the junior associate, who goes to the mid-level, who goes to the senior associate, who has access to the partner. That's inefficient and just doesn't make sense. Some of the best experiences that I have with associates are when a junior associate comes into my office with a question or to discuss an issue. We work through it and figure it out together.

On top of that, we have a New York style, quality, and sophistication of practice, but we get to live in the Bay Area. While maintaining the small firm feel, we're part of a large international firm, which enables us to tap into anything we need around the world. We're always working with our colleagues in New York for labor and employee benefits assistance, in Washington, D.C. for environmental matters, and in Dallas for tax matters, for example. We do quite a bit of cross-border work as well, so we're regularly interacting with our teams in Europe and Asia.

Q What do you find fulfilling, challenging, and interesting about your work?

A I find every deal interesting, whether it's a public or private acquisition, private equity buyout, or venture or growth equity investment. We're constantly working on deals around the world, and we get to see a lot of different companies and industries. A significant number of the deals that we do are obviously IP- or technology-related, based on where we're located, and it's rewarding to work with well-known tech companies on cutting-edge transactions. We have had the opportunity to be involved with a number of high-profile deals for great clients in this office, and we have only scratched the surface of what our group can become.

Q What's the best piece of advice you received from a partner when you were an associate?

A The best piece of advice is: Don't turn down any work. Some associates may feel overwhelmed when they start practicing, and they try to manage their schedules too perfectly. Young associates have to understand that deals can be unpredictable, they can stop and start, and you may wind up without anything on your plate if you over-manage your workload. If associates turn down assignments, they're going to miss out on experience. This job is all about experience and repetition, so the more associates can be exposed to early in their careers, the better lawyers they're going to be. Take on as much as you can so you can get that experience and set a solid foundation.

Junior associates also have to approach their work with the mindset that the partner or senior associate will have only a couple of minutes to review the work product before it's provided to the client. Don't approach an assignment assuming that the person reviewing the document will catch everything or fix mistakes. So, associates need to make sure to pay attention to the details and turn in the best work product possible.

Q What makes a great lawyer?

A To be a great lawyer, one has to be more than just an issue spotter. The best lawyers are problem solvers. Most lawyers can identify a red flag, but a great lawyer will identify the issue, propose three or four ways to tackle the problem, and advise the client about the spectrum of risk involved with the proposed solutions. We all approach our transactions in this manner in the Silicon Valley office, and our clients appreciate the results.

It can be difficult to determine if a law student will be an exceptional lawyer based on the interview process. We attract highly qualified candidates who have done very well at the best law schools, but that alone does not guarantee success. The real world is so much different than law school, and the transition to law firm life can be difficult. I look for people who can stay calm under pressure, actively listen, engage in normal conversation, and inspire confidence through good judgment and by asking the right questions.

Opportunities to Shine

Counsel David Singh and associate An Tran share how they have been able to leverage their experience and relationships within Weil to become recognized leaders and experts outside of the Firm.



David Singh

Counsel

Silicon Valley

Complex Commercial
Litigation

Cybersecurity, Data
Privacy & Information
Management



An Tran

Associate

Silicon Valley

Complex
Commercial
Litigation

I have been actively involved with the American Bar Association in various capacities since 2004, when a Weil partner asked if I could help put together a CLE presentation for the Corporate Counsel Committee meeting. I have attended every meeting of the Corporate Counsel Committee since and now serve as the committee's Vice-Chair.

Working with the ABA has been professionally rewarding, and I've also formed many meaningful friendships over the years. You see the same people at the meetings, get to know them, and expand your network. I know lawyers throughout the United States, and I can just pick up the phone and call them to get recommendations for local counsel or information on a particular judge, for example. I have also had a great opportunity to liaise with current or potential clients.

Weil attorneys in Silicon Valley are involved in senior roles in a number of prominent bar associations and organizations, so there are lots of opportunities for lawyers who are starting out in their careers to get involved. We're always happy to provide guidance on navigating these organizations and to facilitate connections. You may start out doing grunt work, but as you progress in your career, your role at the organization will also blossom.

My own experience is an example of that. As a junior associate, I first worked behind-the-scenes on CLE presentations, including for a potential client contact who was then serving as chair of the Corporate Counsel Committee. She offered me the opportunity to become an editor of the committee's website, which allowed me to move into a position where I had more responsibility and visibility. After several years, I was promoted to Vice-Chair. I now regularly speak at ABA conferences and organize programming for the committee.

As an associate at Weil, I've had ample opportunities to be involved in business and professional development activities outside of the office, including publishing articles, conducting CLE presentations at clients' offices, and presenting webinars on pertinent legal issues to showcase our practice group as well as share the experience and knowledge that I've gained through my practice. These opportunities have allowed me to learn more about the business development side of working at a law firm and to grow as a legal practitioner beyond my billable casework.

I've collaborated with litigation partners and associates on articles that have been published in *Law360* and *The Recorder*, conducted on-site CLE presentations for clients, and presented a webinar highlighting various issues relating to trade secrets litigation. While developing and honing your skills through billable work and in-office training should be the primary goals of a young associate, being involved in business development activities is a great way to augment your practice and help you develop professional skills that complement those you learn through billable work, making you a more well-rounded attorney. Writing an article or conducting a CLE presentation or webinar can be very different from writing a brief. Your principal goal is to share expertise and knowledge with clients and other practitioners on particular legal issues, presenting all sides and relevant considerations, rather than to persuade or advocate for a certain position. Also, when presenting to clients, we have to understand our clients' business and tailor our presentation to legal topics and issues that are relevant and applicable to their practice. Here, we're all encouraged to build and expand our practice, whether it's through our day-to-day legal work or through business development activities like writing articles or presenting on recent trends.

“ Weil offers a wonderful platform for our attorneys to grow professionally and become leaders in the community. Our goal is to provide our associates with a solid professional foundation that inevitably leads to opportunities to ‘shine’ both within and outside the Firm. ”

Karen Ballack
Partner and Management Committee member

Patent Litigation

When leading technology and life sciences companies face important patent litigation and appeals — disputes where the stakes are high, the jurisdiction is unfriendly, or precedent needs to be set (or broken) — they turn to Weil's Silicon Valley patent litigators.

Our office also leads Weil's distinguished patent appeals practice, handling our clients' most significant patent litigation before the Federal Circuit Court of Appeals and when necessary, the U.S. Supreme Court.

In addition to a pioneering litigation practice, we offer a unique Strategic IP Counseling practice that advises clients on issues related to IP management, dispute counseling, transactions, and acquisitions. Our team works with Silicon Valley's Corporate practice on some of the most complex M&A transactions in the nation.

- Weil was "**Recommended**" in **California** by *Benchmark Litigation* in 2016.
- Weil named a **Leading Firm in Intellectual Property: Patent, USA** by *Chambers Global 2015* and a **Leading Firm for Patent Litigation: Full Coverage** by *Legal 500 US 2015*.

"Clients look to Weil to protect their interests in disputes which threaten their most important product lines or growing revenue streams. The **firm's enviable squad of lawyers marry trial skill and technical dexterity in a potent blend** which has scored them some notable victories."

— *IAM Patent 1000 2015*

Our Practice		
Patent Litigation	Strategic IP Counseling	Appellate

Jared Bobrow
Partner



Anne Cappella
Partner



Adrian Percer
Partner



Representative Matters of the Group Include:

Adobe Systems

Following a 10-day jury trial, Weil obtained a decisive victory for Adobe Systems when a California federal jury found that two digital-rights management patents asserted by plaintiff Digital Reg of Texas LLP were invalid because the technology was obvious.

Micron

Weil secured a full victory for Micron when a Delaware federal judge granted summary judgment that all patent claims asserted by Semcon Tech LLC were invalid. Semcon filed suit against Micron and 25 other companies. While the other companies settled, Micron continued to litigate the case and secured a decisive win just two weeks before trial was scheduled to begin.

Illumina

Weil achieved a total appellate win for Illumina before the Federal Circuit in Columbia University's patent infringement lawsuit targeting Illumina's entire product line of DNA sequencing instruments and reagents.

T-Mobile

Weil secured a complete victory for T-Mobile and a group of defendants that included all the major wireless carriers, when a Delaware federal judge found all patent claims asserted by Novo Transforma Technologies were invalid under the Supreme Court's 2014 decision in *Alice Corp. v. CLS Bank International*.

Edward Reines
Partner



Jason Lang
Counsel



Complex Commercial Litigation

Functioning as a boutique with a global backing, Weil's Silicon Valley Complex Commercial Litigation (CCL) team efficiently handles cases for marquee clients and delivers high-caliber representation. As an integral part of the Firm's Litigation Department, our litigators collaborate with other specialists across Weil's integrated network to handle our clients' most significant and complex disputes, regardless of subject matter or jurisdiction.

Our litigators are specialists in the following areas:

- Trade secrets and employee mobility
- Class actions
- General commercial disputes

For lawyers in the beginning stages of their careers, our CCL practice offers the substantive experience needed to grow and develop professionally. Associates are provided with invaluable mentoring and in-depth training in such areas as litigation fundamentals and trial advocacy, and a client list that includes companies such as Barclays Bank, CBS, Deutsche Bank, eBay, Lehman Brothers Holdings, Panasonic, Pandora Media, and StubHub.

Clients note that Weil “**constructs attorney teams** on a national level that **provide highly tailored advice** to address very specific types of claims or combinations of issues. The result is a **premier level of service** that very few firms can match.”

— *The Legal 500 2015*

Bambo Obaro
Associate



David Singh
Counsel



John Stratford
Associate



An Tran
Associate



Representative Matters of the Group Include:

Lexar

Weil represented Lexar in a successful jury trial in Santa Clara, California state court over trade secret misappropriation and breach of fiduciary duty involving pioneering flash memory technology. The \$465.4 million jury award is the largest in that court's history and the third largest ever in a U.S. intellectual property trial.

Dr. Shinya Yamanaka

Weil secured a significant victory for Dr. Shinya Yamanaka in the Northern District of California when the court dismissed all claims against him and awarded his attorneys' fees in a case relating to the stem cell research that won him the 2012 Nobel Prize in Physiology or Medicine. The lawsuit, filed by Chinese biologist Dr. Rongxiang Xu and his IP holding company, MEBO International, accused Dr. Yamanaka of slander of title, defamation, trade libel, negligent interference with prospective economic advantage, and unfair competition. The Ninth Circuit affirmed the district court's dismissal, and MEBO's petition for certiorari is now pending before the U.S. Supreme Court.

CBS

Weil is representing CBS subsidiary Showtime against dozens of multidistrict consumer class actions arising out of the high-profile Manny Pacquiao-Floyd Mayweather title bout. The plaintiffs allege that Showtime, other broadcasters and boxing promoters, and the boxers defrauded consumers by airing a fight while withholding the fact that one of the fighters was hurt.

ExxonMobil

Weil negotiated an extremely favorable settlement for ExxonMobil in a multidistrict litigation that comprises more than 30 putative class actions against motor fuel retailers. Plaintiffs alleged that because of thermal expansion, a gallon of fuel has less energy content at warmer temperatures than at cooler temperatures, and that retailers should have either disclosed this to consumers or adjusted the size or price of the gallons. Plaintiffs alleged they pay billions of dollars extra every year and that they are entitled to past damages.

Christopher Cox
Partner

Jessica Raynor
Associate

Hannah Jones
Associate

Jevechius Bernardoni
Associate



Weil Basics

Know the Firm

- Founded in 1931
- Offices worldwide spanning three continents and nine countries
- 1,100 lawyers globally

Connect with Us

Silicon Valley

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