

# O'Melveny & Myers LLP

## 2022 TOP 100 LAW FIRM HIGHLIGHTS



**#2 BEST SUMMER PROGRAM**

**#2 BEST TO WORK FOR**

**#2 OVERALL DIVERSITY**

### VAULT'S VERDICT

It's not easy to land a spot at O'Melveny—the firm seeks self-motivated candidates with impressive academics who value pro bono work and fit with the firm's kind, social culture. The firm also focuses on diversity in its hiring and has expanded the law schools from which it hires as a result. Candidates can expect a mix of behavioral questions and those that flow from the interview conversation. Those who join the firm will be met with transparency from management, with regular town halls and open doors. Partners value associates and give them significant responsibility with just enough guidance to help them succeed. Mentoring is integral to firm culture, and many associates credit on-the-job learning and informal training to their development. The firm has also recently introduced mentoring pods to provide an alternative option. Hours can be up and down and burdensome at times, but associates are grateful for the autonomy they have over their schedules and for the firm's work coordinators who help balance workloads. Compensation is top of the market and includes recent COVID-related bonuses; associates have few complaints, though some wish the firm would match industry changes quicker. Associates are generally comfortable with the firm's technology—though they eagerly await new laptops—and commend the firm for an easy transition to remote work. O'Melveny is highly attuned to wellness and even included a paid mental health day this past year. Pro bono opportunities run the gamut—and there is loads of firmwide support. The firm also leads the way in terms of diversity, and associates are pleased with the firm's continued efforts and focus.

### ASSOCIATE LIFE

#### Lateral & Clerk Integration

- "I greatly appreciated O'Melveny's efforts with respect to lateral integration. I have [had] several trainings to learn about the firm's culture and processes. I was also invited to serve on several committee[s] to get a better understanding of how the firm makes decisions."
- "I have been able to work with partners in multiple disciplines, and the firm fully supported a tour of all of their offices prior to the pandemic, which resulted in excellent opportunities for cross-collaboration."

#### Firm Culture

- "It's a culture of kindness. We are all rooting for each other to succeed; there's no cut-throat attitude at all."
- "The firm culture at O'Melveny, to summarize in two words: the best. The firm is incredibly supportive of all of its employees, lawyers and staff included. People are very social—and I genuinely enjoy social gatherings—but also respectful of every individual's time."

#### Associate/Partner Relations

- "Extraordinarily open atmosphere. Partners, even up to the chairman, have open-door policies and routine office hours to make themselves available to associates."
- "Partners are accessible and easy to work with. The firm is quite transparent and holds many town halls, on firmwide, office-wide, new associate, and associate and counsel levels. Reviews are conducted annually, but new associates participate in the New Associate Mentoring Program for early feedback. Partners are comfortable giving individual feedback when asked, but they do not micromanage."

### FIRM INFO

#### CONTACT INFO

(213) 430-6000  
www.omm.com

#### LOCATIONS

Austin, TX • Dallas, TX • Los Angeles, CA (Century City) • Los Angeles, CA (Downtown) • New York, NY • Newport Beach, CA • San Francisco, CA • Silicon Valley, CA • Washington, DC | Beijing • Brussels • Hong Kong • London • Seoul • Shanghai • Singapore • Tokyo

#### MAJOR DEPARTMENTS\*

Antitrust and Competition • Appellate • Capital Markets • Consumer Class Actions • Corporate Finance • Entertainment, Sports and Media • Financial Services • Health Care • Insurance • Intellectual Property and Technology • Investment Funds • Labor and Employment • Mergers and Acquisitions • Product Liability and Mass Torts • Project Development and Real Estate • Restructuring • Securities Litigation • Tax • White Collar Defense and Corporate Investigations

\*See firm website for complete list of practice areas and industries.

#### THE STATS

**No. of attorneys:** 750  
**No. of offices:** 17  
**Chairman:** Bradley J. Butwin  
**Hiring Partner:** Jeeho Lee

#### EMPLOYMENT CONTACT

Tina Metis  
Director of Attorney Recruiting  
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## Quality of Work

- “OMM gives everyone the opportunity to do substantive work. Even as a first year, I was able to draft a series of ancillary documents—I wasn't just collecting signature pages and sending calendars. And they constantly allow you to do more—as you prove yourself, you're given more and more responsibility.”
- “I feel like I'm not thrown into the fire too quickly, but I get a chance to pitch in and see how everything works.”

## Mentoring & Training

- “Partners take their role as mentors seriously and spend time with associates providing specific, encouraging, and helpful feedback. For example, one partner calls me after each writing assignment and provides useful and pragmatic writing advice that has really improved my writing.”
- “We are provided formal opportunities for training, mentoring, and sponsorship. We have opportunities for numerous trainings covering a variety of topics (securities law updates, wellness tips, fighting against systemic racism). I appreciate that there are firm-provided opportunities for mentorship and sponsorship (e.g., paired associates/partners assigned to all incoming associates, a new sponsorship program for diverse attorneys), but I think a lot of this also happens organically.”

## Career Outlook

- “Promotion to partner is realistic for those who want to make partner. When you are vocal about this desire, partners in the firm mentor you to help you do what needs to be done to get to that level. The partnership is transparent about this process and has had program[s] to discuss the steps necessary to make partner. Senior associates can also transition to non-partner roles. We regularly have attorneys use their experience at the firm to go in-house to a client or work for the government or a nonprofit.”

- “We have a Director of Career Development—essentially an in-house career counselor. You can speak with [them] confidentially, and [they] give people guidance whether you want to stay at the firm or if you are planning to move on. Truly an invaluable resource and for some reason not very common knowledge outside the firm.”

## Pro Bono Commitment

- “I have done a ton of pro bono work in my time with the firm, and it is incredibly supported. There are a wealth of opportunities of all kinds. I recently had a custody case that allowed me to take a deposition and go to trial.”
- “The pandemic has provided ample opportunities to help charities looking to get PPP funding. I am happy to work on these projects and help charities during such a critical time.”

## Wellness Efforts

- “O'Melveny prioritizes attorney well-being by offering counseling sessions through an EAP, assistance with childcare, and programs related to health and wellness, both mental and physical. In response to the pandemic, O'Melveny regular[ly] conducted pulse surveys and brought in a consultant to assess how attorneys and staff were doing and what ways the firm could be supportive. They then acted on the suggestions provided by initiatives such as a paid mental health day.”
- “The firm is very invested in wellness. Prior to the pandemic, the firm invested in events like midday yoga and juice bars and focused on providing sufficient non-alcohol-related social events. The firm is also supportive of mental health initiatives and has a gym membership discount to support wellness outside of work. During the pandemic, the firm has continued to emphasize mental health, and my coworkers seem very receptive to these efforts. The firm has promoted meditation apps that everyone can access from home to help with stress and anxiety during the pandemic.”

## SUMMER PROGRAM

- “The summer program uses a hybrid work coordination and hallway-staffing model, like what associates use. It was a good way to get a wide breadth of assignments and work with a lot of different people. The training also allowed summer associates to try litigation and transactional work.”
- “Had the experience to get fully integrated on a team. Senior associates would include me in email chains with relevant parties and refer to me as a member of the team, which sounds insignificant, but meant a great deal and reflected a commitment to making the summer experience real.”

- “There was a good balance between client work, training, and mock exercises. O'Melveny devotes a lot of time to their mock brief and mock deal programs, which were really informative and helpful.”
- “Everybody was incredibly friendly and genuine. I really loved my summer and felt that I connected well with several people.”

## Associate Experience vs. Summer Expectations

- “I feel that everything was represented to me accurately. I was told I would have the chance to explore different practice areas, and I have been. The culture seems as good as it did during the summer. I feel that everything was very transparent and that I got exactly what I signed up for.”

## DIVERSITY

- “Diversity is extremely important at O'Melveny, and the firm shows it through its internal initiatives, sponsorship of external events, and pro bono opportunities.”
- “I think this is an area that OMM does well in (relative to BigLaw generally). And I think it's one that they're really focused on improving. Just in the past year, they started a number of new initiatives around diversity, including a pilot program specifically focused on mentoring and retaining minority associates.”

## William T. Coleman, Jr. Diversity Fellowship

O'Melveny's William T. Coleman, Jr. Diversity Fellowship honors the late William T. Coleman, a former partner at the firm, who—among other things—worked on the groundbreaking Supreme Court case *Brown v. Board of Education*. The fellowship is open to law students who have completed their 1L year. Fellows are eligible for a total award up to \$15,000.