

# O'Melveny & Myers LLP

## 2020 TOP 100 LAW FIRM HIGHLIGHTS



### #1 BEST TO WORK FOR #1 OVERALL DIVERSITY #1 BEST SUMMER PROGRAM

#### SUMMER ASSOCIATE

- #1 Career Development
- #1 Social Experiences
- DIVERSITY**
- #1 Diversity for LGBTQ
- #1 Diversity for Individuals with Disabilities
- #1 Diversity for Women

#### QUALITY OF LIFE

- #1 Firm Culture
- #1 Satisfaction
- #1 Associate/Partner Relations
- #1 Hours
- #1 Quality of Work
- #1 Career Outlook

#### FIRM INFO

##### CONTACT INFO

(213) 430-6000 • [www.omm.com](http://www.omm.com)

##### LOCATIONS

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

Chairman: Bradley J. Butwin

Hiring Partner: Allen Burton

##### EMPLOYMENT CONTACT

Tina Metis

Director of Attorney Recruiting  
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## SUMMER PROGRAM

### Training & Assignments

- "I felt that I received associate-level work that mirrored the work I received as an associate at the firm. It was challenging work, and I felt that the assigning attorneys engaged with me to ensure I understood the assignment and how to prepare my work product."
- "I had the opportunity to handle real, substantive work on both billable and pro bono matters, which were representative of the type of work I am doing now as a first year. O'Melveny's training programs (Mock Deal and Advocacy Institute) also gave me a bigger picture view of deal work and litigation, which would otherwise be hard for a summer associate to get given the short time-frame."

### Social Opportunities

- "Our summer class was (and still is) close. The firm did an excellent job of finding like-minded, hard-working summer associates. We knew that the work was important, but we also had a sense that building relationships (with more senior lawyers and with each other) was critical as well. The firm provided ample, varied, and unique opportunities to do just that."
- "The social aspect of the summer program is fantastic—the summer associate class is small enough for everyone to get to know each other well, and the events range from large office-wide programs intended to help summer associates get acquainted with attorneys at all levels of seniority, to smaller neighborhood dinners with [more junior] associates that are more intimate and relaxed."

## ASSOCIATE LIFE

### Associate/Partner Relations

- "The associate-partner relations are cohesive. Partners treat associates well. The firm seems pretty transparent about internal promotion, finances, and reviews. We have meetings about these topics during which associates can ask questions. The managing partner of the office is welcoming to feedback."
- "Everyone is down-to-earth and respects one another. As a first-year associate, I feel comfortable sharing my opinion with more senior attorneys and partners. The first-year associates were introduced to the firm leadership, including Brad Butwin, at our First Year Associate Academy. The firm leadership was transparent with all of

us and readily answered any questions we had regarding the firm's vision and its goals."

### Quality of Work

- "The work assignments I've been given have all been substantive—since my first day here. I have worked on almost every aspect of a litigation matter, as well as every aspect of an internal investigation. As a second year, I've already had numerous opportunities to manage case-related projects and begin developing those skills in addition to my litigation skills."
- "My work seems appropriate for my level. Doc review is minimal,

and client contact is frequent, as are opportunities to draft briefs and manage cases."

## Technology & Innovation

- "VPN is extremely accessible, and I can work from anywhere. The firm has made an improved effort to ensure that mifis are available so that attorneys can work effectively while traveling. Legal analytics tools are available to a greater degree than any one attorney could take advantage of, and trainings on those tools are offered frequently."
- "O'Melveny has a phenomenal intranet platform (ommni) which, among other things, provides a repository of knowledge and precedent documents that allow us to work efficiently and effectively."

## Training & Mentoring

- "The firm provides a comprehensive training at the beginning of the first year that includes a New Associate Leadership Academy. The Academy includes workshops on writing, seeking feedback, and doing pro bono work. The firm also provides a mid-level training program. In terms of mentoring, the firm assigns each associate to a partner mentor and an associate mentor, so we have folks to turn to when we have questions or would like advice. The firm also has mentors for each class level, and we have lunches every couple of months to check in. I also have found that my colleagues are available in the event I have any questions or would like further guidance on a project."
- "Our partners and counsels are very hands-on and are eager to offer on-the-job training."

## Career Outlook

- "I feel like I have a virtually unlimited range of options. Partnership seems quite attainable for those who want it. The firm also allows senior counsel to continue in that role for long periods of time [if] that is what makes mutual sense for the individual attorney. A very large number of the people who leave the firm become in-house counsel for local companies. Few of our attorneys leave

for other firms, but those who do find it very easy to get a job at nearly any other firm in the area."

- "Looking around the firm, you see many lawyers who started as summers who have found their way into the partnership. It really gives you a sense of 'that could be me.'"

## Pro Bono Commitment

- "The firm has two full-time pro bono managers who actively seek out interesting opportunities. The fact that pro bono counts toward billable hours makes it really easy to participate. I'm working with the ACLU on an interesting civil rights project now and have worked on appellate immigration issues previously, as well as a brief in the Supreme Court."
- "It is evident that pro bono is ingrained into the firm's culture. OMM is very proud of its culture and does its best to promote and celebrate this across the firm. I'm relatively new to the firm but have already worked on a number of 501(c)(3) applications for clients to gain nonprofit status."

## Diversity Efforts

- "There are few firms who take diversity as seriously as OMM. In fact, this year was the inaugural year for a firmwide diversity retreat, where all attorneys of color, LGBTQ attorneys, and attorneys with disabilities were invited to a retreat in Los Angeles. In addition to being an incredible social event that gave diverse OMM attorneys an opportunity to meet each other, the retreat also hosted a bunch of keynote speakers, including Zoe Dunning, the first LGBTQ commander in the United States Military."
- "The firm puts in a lot of efforts in promoting diversity amongst its attorneys. Being a diverse lawyer myself, I have all the resources and support I can expect from a firm of this caliber, and initiatives are implemented from top management down to affinity groups in each office."

## GETTING HIRED

### Hiring Process

- "O'Melveny requires excellent academic credentials, but also seeks candidates that will integrate well into the 'One O'Melveny' culture. O'Melveny truly looks for leaders and team players."
- "Clerkships and law school are important, as are prior work experience (for laterals) and personality. Diversity is also a strong consideration."

### Lateral & Clerk Integration

- "As a lateral, it was very easy to get to know people both working on teams together and socially at the firm."
- "I was very nervous about lateralizing, and the office (and in particular my practice group) made it wonderful and painless. Everyone went out of their way to welcome me, and I try to do the same for new laterals to the office."

## VAULT'S VERDICT

O'Melveny wants the best. Period. Top school, excellent grades, winning personality, and team players—the firm seeks people who will fit with its laid-back, passionate culture. Associates are happy with the friendly atmosphere at the firm; doors are open, and partners are respectful. In general, associates feel firm leadership is transparent and receptive to associates' feedback, although some wish there was more insight into potential merger considerations of late. Hours can be intense with peaks and valleys, although the firm is lax on face-time, which eases the burden. Associates are happy with their compensation, which matches the top of the market. First years can explore practice areas and receive extensive training, so there are opportunities to find your place at the firm. And partners are more than willing to offer guidance on the job. Opportunities for substantive work are available and are balanced with level-appropriate work and some more administrative tasks. Diversity-wise, associates feel the firm is deeply invested in being an inclusive, diverse workplace, and they were impressed with the firm's inaugural firmwide diversity retreat this past year. Pro bono is robust, offering opportunities for both litigation and transactional work. While partnership is competitive, some feel it is attainable. The firm is not up or out, but for those seeking opportunities outside of the firm, a career counselor is available for confidential advice.