

Ropes & Gray LLP

2014 TOP 100 LAW FIRM HIGHLIGHTS



#2 BEST TO WORK FOR

#1 in 2010 and 2011; #2 in 2012, 2013, and 2014

QUALITY OF LIFE

- #1 Formal Training
- #2 Informal Training
- #3 Associate/Partner Relations
- #3 Firm Culture
- #3 Satisfaction
- #6 Career Outlook
- #6 Compensation
- #6 Substantive Work
- #10 Selectivity
- #11 Pro Bono

DIVERSITY RANKINGS

- #2 Overall Diversity
- #3 Diversity for Individuals with Disabilities
- #3 Diversity for LGBT
- #3 Diversity for Minorities
- #5 Diversity for Women

THE SCOOP

A Boston institution since 1865, Ropes & Gray has expanded in every measurable way in the 21st century, acquiring smaller boutique firms in the States while claiming new turf in Asia and Europe. Known for its corporate work, the firm has adapted to law's accelerated globalization by bolstering practice areas such as intellectual property, litigation, life sciences, and health care.

Branching Out from Beantown

John Codman Ropes and John Chipman Gray, a couple of Harvard Law School grads, founded the firm in 1865 shortly after the ending of the Civil War. While building the firm into one of the largest and most powerful in Massachusetts, the "John Cs" simultaneously carved out continued independent success: Ropes became an assistant U.S. Attorney, while Gray was a highly influential professor at Harvard Law School for four decades.

The 21st-century Ropes & Gray, however, is a wholly different incarnation—literally and figuratively—of the Boston blue-blood firm that existed well into the latter half of the 1900s. Mergers and global expansion have defined the firm's recent years, including the historic 2005 combination with New York-based IP specialist Fish & Neave. Since the merger, the firm has built out its IP practice beyond New York, with strong presences in key markets like Tokyo, Shanghai, Seoul, Silicon Valley, Chicago, Boston and Washington, DC.

Continuing to expand the firm's geographic reach, Ropes & Gray opened six offices between 2007 and 2013, in Chicago, London, Hong Kong, Tokyo, Shanghai, and Seoul. The latter four served to expand the private equity practice considerably, accommodating the needs of clients increasingly looking to invest in Asian markets. There was expansion on the home front as well, as the Boston office relocated to the top floors of Prudential Tower. Ropes' share of the "Pru" (as it is affectionately known) amounts to more than 400,000 square feet (about 8 football fields) and is LEED certified.

From Microchips to Private Equity

In recent years, Ropes & Gray's Intellectual Property Litigation group has tried cases ranging from touchscreens for video games to patents covering blood glucose meters, high-performance computer chips, and computer-driven annuities. The firm's lawyers are involved in some of the major technology battles between industry giants, including representing Motorola Mobility in its patent dispute with Microsoft and representing Google in patent infringement suits over its Internet browser and street-level mapping technologies. The patent prosecution group wrote the hardware patents on Apple's iPhone and continues

FIRM INFO

CONTACT INFO

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U.S. LOCATIONS

Boston • Chicago • New York •
San Francisco • Silicon Valley •
Washington

WORLDWIDE LOCATIONS

Hong Kong • London • Seoul •
Shanghai • Tokyo

PRACTICE AREAS

Antitrust • Appellate Litigation
• Bankruptcy & Business
Restructuring • Biotechnology
• Capital Markets • Colleges &
Universities • Corporate • Debt
Financing • Executive Com-
pensation & Employee Benefits
• Financial Services • Govern-
ment Enforcement • Govern-
ment Relations & Regulatory
• Health Care • Hedge Funds
• Intellectual Property Rights
Management • Intellectual
Property Litigation • Intellectual
Property Transactions • Invest-
ment Management • Labor &
Employment • Life Sciences •
Litigation • Mergers & Acquisi-
tions • Privacy & Data Security
• Private Client Group • Private
Equity • Private Investment
Funds • Public Finance • Real
Estate Investments & Transac-
tions • Securities & Futures En-
forcement • Securities Litigation
• Social Media • Sports • Tax &
Benefits • Technology, Media &
Telecommunications

THE STATS

No. of Attorneys: 1,000+
No. of Offices: 11
Summer Associate Offers
(2012): 119 out of 119
Chairman: R. Bradford Malt
Managing Partner:
David C. Chapin
Hiring Partner:
Richard D. Batchelder, Jr.



its work on the cutting edges of interactive media, media devices, biotechnology and stem cell research. The firm's IP practice has continually been recognized by leading publications for its achievements.

The firm's general litigation practice has also been on a roll, helping win a big jury trial for Goldman Sachs in 2013 in a case closely watched by the media, a seminal Supreme Court case for the mutual funds industry, and the successful resolution of several high-profile data breach cases.

As Ropes' IP practice booms, its private equity practice continues to push forward. Led by partner and firm chairman Brad Malt—who founded the firm's private equity group—Ropes & Gray has built up a strong leveraged buyout practice, in addition to an impressive financial services and mutual fund practice. The firm is counsel for more than 1,000 mutual funds (or their directors). Ropes & Gray is also among the top firms in structuring IPOs, representing many of the leading underwriters. The firm's private equity clients include 16 of the world's largest private equity firms, including Audax Group, Bain Capital, Berkshire Partners, KarpReilly, Fenway Partners, TPG Capital, Thomas H. Lee Partners, TSG Consumer Partners, Silver Lake Partners, and Welsh, Carson, Anderson & Stowe.

Pro Bono Pros

In addition to the impressive variety of its practices, Ropes & Gray is devoted to carrying on its tradition of pro bono work and community service. Associates and partners work in a range of areas—including child abduction cases, housing and homelessness, voting rights, nonprofit incorporation, and asylum—and for a variety of organizations—such as Immigration Equality, Lawyers' Committee for Civil Rights, Accion, and Human Rights First. Associates tempted by a life of public service can take a break from the corporate grind with the District Attorney's Office Assistant DA Program through which Ropes associates work as special assistant district attorneys for six months, or a six-month externship in the housing unit of a legal services agency.

IN THE NEWS

MARCH 2013

Privatization in China

The firm represented the buyer group consortium of TPG Growth and ShangPharma's CEO, Michael Xin Hui, in ShangPharma's going-private transaction. This was just the second private equity sponsor-backed going-private transaction of a China-based, NYSE or NASDAQ listed company to sign and close since the beginning of 2012.

NFL Goes Global

A team of Ropes & Gray attorneys advised the National Football League on the formation of a global strategic partnership with Providence Equity Partners to invest primarily in sports and entertainment-related media assets.

FEBRUARY 2013

Mystery in the Courtroom

Following a seven-week jury trial, a Ropes & Gray team won a \$50.9 million jury verdict for famed mystery author Patricia Cornwell in the U.S. District Court for the District of Massachusetts. Cornwell filed suit against her former financial advisor for breach of fiduciary duty and negligence in the handling of her finances over a period of approximately four years.

A \$16 Billion Global Cable Deal

Ropes & Gray's London office advised Liberty Global, the international cable company owned by billionaire John C. Malone, in its \$16 billion acquisition of British cable company Virgin Media.

NOVEMBER 2012

Ending a Decade-Long Patent Dispute

The U.S. Court of Appeals for the Federal Circuit affirmed summary judgment in favor of Ropes & Gray clients PerkinElmer, Inc. and NTD Laboratories Inc., finding a patent for "Antenatal Screening For Down's syndrome" invalid. As a result, the court determined that PerkinElmer and NTD cannot infringe the patent—which purports to cover all prenatal screening methodologies that employ data from the first and second trimesters of pregnancy to determine a risk that the fetus has Down syndrome—as a matter of law. The decision concluded a decade-long dispute between PerkinElmer and Intema.

JULY 2012

The Right to Ask

A federal district court entered a final judgment permanently blocking enforcement of Florida's law barring health care professionals from asking patients if they own guns and have them stored properly. These questions are a key element in the practice of preventive medicine. The court found that the law curtailed the First Amendment rights of physicians across the state to speak with their patients about gun safety. Ropes & Gray represented medical organizations and individual physicians who had challenged the Florida law on a pro bono basis.

GETTING HIRED

Vault's Verdict: "Smart, smart, smart" is, in the words of one associate, what Ropes & Gray is looking for. But as would be expected of a firm known for its focus on teamwork, arrogance isn't welcomed here.

Hiring Process

- "Ropes looks for students who demonstrate that they have worked hard and will fit into the culture of the firm. A great many of the firm's lawyers come from the highest-tier law schools but there are many lawyers who do not (including some very successful and influential partners)."
- "Ropes wants candidates who are smart, personable, and passionate about the work we do (BigLaw work)."
- "The firm looks for brilliant lawyers (including lawyers at the top of their classes from a wide range of law schools) who will fit in well within the firm's culture of excellence and mutual respect (i.e., not be arrogant)."

OUR SURVEY SAYS

Vault's Verdict: Ropes associates can hardly find a negative word to utter about their employer, and with a culture committed to both professionalism and work/life balance, market-rate compensation, unbeatable training and substantive work from the first year, it's not hard to see why.

ASSOCIATE LIFE

Satisfaction

- "Ropes & Gray offers me challenging work alongside brilliant colleagues. We work on the most interesting and cutting-edge cases. While the stakes are often high, the pressure at work is manageable. Most of my colleagues are easygoing, down-to-earth people who are fun to be around. Mid-level associates are given a significant amount of responsibility and are trusted to guide strategy (with input from partners, of course) and interact with the client regularly."
- "There is no law firm at which I'd rather work and no other legal employer for whom I could work and get the same level of support for formal and experiential training."
- "Interesting and challenging work combined with considerate, smart, and fun colleagues make for an ideal work environment."

Firm Culture

- "Everyone is always willing to help, even if I have never spoken with them before. This is a great way to avoid re-inventing the wheel. People are relaxed and easygoing. Lawyers within the group socialize outside of work, but not terribly frequently. Many people are dedicated to their families."
- "I continue to find at Ropes what attracted me in the first place: an atmosphere of collegiality, intense focus on quality legal work, and a sense of common purpose."
- "When I was interviewing as a 2L, I felt that Ropes & Gray's culture really set it apart, and that impression has proven to be completely true during my time at the firm. Our attorneys are focused on delivering high-quality work, providing excellent client service and partnering with our clients to help them solve problems and achieve their goals. Ropes & Gray is not a competitive place and everyone—from staff to new associates and more senior attorneys—is treated with respect. It really and truly is a collegial place to work."

Associate/Partner Relations

- “I came to Ropes because of the mentoring relationships I saw between partners and associates, and have not been disappointed. Nearly all partners take the time to teach and mentor younger associates, even when their own schedules are busy.”
- “Associates are well-treated and appreciated here. From my first day as a summer associate I was always made to feel like a colleague rather than subordinate, including by senior lawyers.”

PROFESSIONAL DEVELOPMENT

Work Assignments

- “My experience at Ropes has been that if you can show early on that you do great work, you will get nothing but substantive legal work. As a second-year associate I write briefs, attend client pitches, and communicate directly with clients. I couldn’t be more satisfied with the level of responsibility I have been given.”
- “Most of my days are spent on substantive legal work—analyzing issues, preparing for hearings/meetings, etc. There is some document review, but it is usually limited to prep for interviews, meetings, or to develop the factual story and is not just responsiveness review.”
- “Substantive and challenging work, even for junior and mid-level associates. The opportunity to do substantive legal work at a young level of seniority is one of the best things about the job.”

Training & Mentoring

- “Our training programs are taken very seriously. Almost all training programs are delivered by very senior associates or partners. It is clear that the firm invests a lot of time into developing useful training programs and ensuring that the content and format adhere to very high standards. As an example, the firm recently started an advanced training series in my practice group to focus in on specific topics at a level that is appropriate for mid-level and senior associates. These training sessions have been tremendously helpful.”
- “Informally, the partners I work with are eager to let me get up on my feet, offering to let me practice on them before a call with a client or opposing counsel. If you ask, they are always willing to provide the thinking behind their decision.”
- “I’ve been the recipient of extensive formal and informal training, as well as mentoring by caring partners. I count three partners as dedicated mentors who’ve really helped shape and guide my career.”

SOCIAL RESPONSIBILITY

Pro Bono Commitment

- “I have done a ton of pro bono work. Those cases have been some of the most fulfilling and interesting cases so far. Partners take the pro bono cases that you work with them on seriously, and it’s a great way to be introduced to a wider array of partners and associates than you might otherwise be.”
- “The firm does a tremendous amount of pro bono work and takes huge pride in it. I’ve gotten to work on so many extremely exciting pro bono matters—numerous briefs to the Supreme Court, high-profile plaintiff-side civil rights lawsuits, asylum cases, etc. Those cases are supported/funded like any other, including travel, paralegal time, printing costs, etc. Pro bono hours are counted the same as non-pro bono hours for purposes of the 1900 target.... The firm really celebrates this aspect of our culture.”

Diversity Efforts

- “Recruiting efforts are extremely focused on diversity and in the last 2–3 years the firm has made a concerted effort to improve support of diverse attorneys already at the firm (including by raising the profile and activity levels of affinity groups, hosting and promoting events focusing on diversity issues, connecting diverse attorneys with diverse firm alumni, etc.).”
- “The firm seems extremely committed to hiring, retaining, and promoting women, minorities, and LGBT individuals. For women, there are mentoring ‘circles,’ led by female partners, who get together regularly (with a budget for food, etc.) to discuss issues of concern, professional advancement, life at the firm generally, etc. They are a great source of mentoring and advice. The firm also has a very strong, well-supported program for people who want to work alternative schedules (often women with small children, but not always), under which one can work either less than 100% hours (usually 60–90%, with salary adjusted accordingly), or work at home any number of days per week.”