

Top Legal Eagles

Why do some of these HRO legal advisors cost \$500 an hour? As the cream of the crop in the market today, their advice is worth its weight in gold and could save your organizations tons of headaches, lost time, and legal troubles ahead. By HRO Today Staff.






TOP OUTSOURCING LAW FIRMS

FIRM	HEADQUARTERS	URL	PHONE
 Alston & Bird Christopher D. Ford, Partner	Atlanta, GA	www.alston.com	404-881-7000
 Baker & McKenzie Mike Mensik, Partner	Chicago, IL	www.bakernet.com	312-861-8000
 Bierce & Kenerson William Bierce, Principal	New York, NY	www.biercenerson.com	212-840-0080
 Cooley Godward Kronish, LLP John P. Brockland, Partner	Palo Alto, CA	www.cooley.com	650-843-5000
 DLA Piper US LLP Vincent Sanchez, Partner	Global	www.dlapiper.com	312-368-4000

TOP OUTSOURCING LAW FIRMS

	HEADQUARTERS	URL	PHONE
 <p>Philip Porter, Partner, Northern Virginia Office</p>	<p>Hogan & Hartson International firm Hogan & Hartson has a focused outsourcing team with significant, hands-on experience representing both customers and service providers in complex outsourcing transactions. The firm's work encompasses IT outsourcing, applications development and maintenance, and BPO, including human resources, product management, financial operations, telecommunications, and call-center operations. Working together, multi-disciplinary teams of lawyers in the U.S. and internationally are highly skilled in negotiating key issues that typically arise in transactions such as service-level agreements, intellectual property ownership, governance procedures, termination rights, limitations of liability, and indemnities. Labor lawyers across the U.S. and Europe advise on various legal and consultation issues that arise from issues specific to outsourcing.</p>	<p>Washington, D.C. www.hhlaw.com</p>	<p>202-637-5600</p>
 <p>Karen Sanzaro, Partner</p>	<p>Hunton & Williams LLP The Global Technology and Outsourcing practice at Hunton & Williams offers clients depth and breadth of experience, with more than 20 core outsourcing lawyers and outsourcing-savvy subject-matter experts in labor, employee benefits, intellectual property, and other disciplines. Staff lawyers have dealt with a wide variety of BPO transactions, both in single-process and multi-process formats, delivered domestically and sourced from a multitude of jurisdictions around the world. The firm boasts an ability to deploy an integrated team of experienced partners, associates, and para-professionals across the globe with cutting-edge BPO experience with each of the major service providers and sourcing advisors. The firm also operates the Center for Information Policy Leadership, a globally recognized think tank, to stay at the leading edge of developments in the international transfer of data, a critical issue in most BPO deals. Clients include those involved in large-scale and strategic BPO and ITO transactions, ASP arrangements, and technology transactions. The firm has a significant international presence, with more than 1,000 attorneys in 19 offices serving clients in more than 100 countries around the world.</p>	<p>Richmond, VA www.hunton.com</p>	<p>404-888-4000</p>
 <p>David Guedry, Partner</p>	<p>Jones Day Jones Day's internationally recognized outsourcing team has a long history of advising customers and some of the industry's largest service providers in complex business process and information technology outsourcing transactions, many with multi-country, multi-tower scope and off-shore solutions. With more than 2,300 lawyers in 30 offices around the world, Jones Day's outsourcing practice offers a one-stop approach to successfully completing and restructuring outsourcing transactions anywhere in the world. Together with P&A Law Offices, its Indian associate firm, Jones Day regularly represents clients in outsourcing transactions involving Indian BPO and IT firms. Representations include Nokia Siemens Networks' global outsourcing of IT infrastructure, Washington Mutual's outsourcing of healthcare benefits administration, Dana Corporation's outsourcing of worldwide HR administration, and RJR Tobacco's outsourcing of IT infrastructure.</p>	<p>Global www.jonesday.com</p>	<p>214-220-3939</p>
 <p>John Howell, Partner</p>	<p>K&L Gates In January 2008, Hughes & Luce became part of K&L Gates. The combined firm, which has more than 1,500 attorneys in 24 offices worldwide, including Europe and Asia, has provided legal support for outsourcing transactions since 1975. It has represented both service providers and customers in more than \$100 billion worth of outsourcing transactions, including some of the largest and most complex outsourcing arrangements in the industry. It has advised clients in connection with the outsourcing of information technology services, human resource services, real estate management services, financial back-office services, food services, and other business processes. Its industry experience includes technology, travel, insurance, financial, manufacturing, real estate, energy, telecommunications, shipping, healthcare, education, retail, and government. It is one of the Top Five Global Outsourcing Legal Advisors according to the 2007 Black Book of Outsourcing, and its lawyers are consistently recognized as among the leading outsourcing lawyers in Chambers Global and USA Client's Guides and in Best Lawyers in America.</p>	<p>Global www.klgates.com</p>	<p>214-939-5461</p>
 <p>Gregg Kirchhoefer, Partner</p>	<p>Kirkland & Ellis Since the early 1980s, Kirkland & Ellis LLP lawyers have handled hundreds of outsourcing transactions, including some of the largest, most comprehensive outsourcing transactions in history. Kirkland's experience in outsourcing matters predates the use of the term "outsourcing" (i.e., facilities management) and dates back to the late 1980s for both BPO and offshore transactions. The firm's experience covers all aspects of IT and telecommunications outsourcing, BPO (human resources, recruiting process, procurement, finance and accounting, research and development, clinical trial, engineering, call center, risk management, logistics, and other functions), and contract manufacturing and supply chain management. Kirkland lawyers have represented both service providers and customers in manufacturing, services, financial, and other businesses that seek to outsource critical functions. More than 50 Kirkland lawyers from various disciplines work on outsourcing transactions.</p>	<p>Chicago, IL www.kirkland.com</p>	<p>312-861-2000</p>
 <p>Dan Masur, Partner</p>	<p>Mayer, Brown, Rowe & Maw With an established global practice, notable thought leadership, and more than 50 experienced lawyers, the Business and Technology Sourcing practice at Mayer Brown has been at the forefront of the sourcing industry for more than a decade. In outsourcing alone, its team has advised clients on more than 250 significant ITO/BPO transactions with an aggregate contract value of more than \$85 billion. Many of its lawyers have worked either as inside legal counsel for outsourcing providers or in business roles for leading outsourcing and technology companies. Its internationally recognized lawyers represent customers in a broad range of onshore, near-shore, and offshore information technology and business process outsourcing transactions, ranging from strategic out-tasking arrangements to multi-billion-dollar, multi-tower global transactions. Mayer, Brown, Rowe & Maw is listed as a top-tier firm from legal researcher Chambers and Partners, which has ranked it in Band 1 for BPO and ITO each year since 2004.</p>	<p>Chicago, IL www.mayerbrown.com</p>	<p>312-782-0600</p>

TOP OUTSOURCING LAW FIRMS

FIRM	HEADQUARTERS	URL	PHONE
 <p>Robert M. Finkel, Partner</p>	<p>Milbank, Tweed, Hadley & McCloy New York, NY</p> <p>Established in 1986, Milbank, Tweed, Hadley & McCloy LLP's Strategic Sourcing Group has represented Global 1000 clients in more than 350 significant outsourcing transactions in more than 90 countries with a combined deal value that exceeds \$100 billion. The partners and associates in the group possess deep expertise in the legal and business issues surrounding ITO, BPO (HRO and FAO), and offshoring deals. Milbank has assisted clients in virtually every industry, including the finance/insurance, manufacturing, health-care/pharmaceutical, consumer products and services, chemical/energy, transportation/logistics, telecommunications/media and commercial services sectors. Milbank, Tweed, Hadley & McCloy assists with the evaluation, negotiation, structure, renegotiation, or termination of complex outsourcing agreements.</p>	<p>www.milbank.com</p>	<p>212-530-5000</p>
 <p>Michael Pillion, Akiba Stern, Barbara Melby, Ed Hansen</p>	<p>Morgan Lewis & Bockius LLP Philadelphia, PA</p> <p>The Morgan Lewis Global Outsourcing Group includes more than 30 lawyers in nine offices spanning the North American, European, and Asia-Pacific markets, making it one of the most globally diverse outsourcing practices in the world. The firm has advised clients on more than 100 outsourcing transactions in the past five years and is an integrated part of an international law firm with nearly 1,350 attorneys in 22 offices. In the recent 2006 survey of "Who Represents America's Biggest Companies" by <i>Corporate Counsel</i> magazine, Morgan Lewis was the firm most often mentioned by <i>Fortune</i> 250 companies. Morgan Lewis outsourcing attorneys have published several books on technology and business process outsourcing transactions.</p>	<p>www.morganlewis.com</p>	<p>215-963-5000</p>
 <p>Vivian Hanson, Partner</p>	<p>Morrison & Foerster Global</p> <p>Morrison & Foerster is one of the largest international law firms, with more than 1,000 lawyers in 18 offices around the world. The firm's Global Sourcing Group has more than 60 lawyers in the U.S., Europe, and Asia, with sourcing experience in all industry sectors (including financial services, pharmaceuticals, government, and healthcare) and business functions (including HR administration, payroll, finance & accounting, IT, and back-office administration). HRO has been a very active sector of the Morrison & Foerster's practice in recent years. The firm's lawyers have been involved in some of the most complex and high-profile BPO, HRO, and ITO transactions. Recent HRO and BPO clients include AIG, Her Majesty's Revenue & Customs, Lenovo, Pearl Group, PNC Financial Services, Royal & SunAlliance, and Standard Chartered Bank.</p>	<p>www.mofo.com</p>	<p>415-268-7000</p>
 <p>James Alberg, Practice Chair</p>	<p>Pillsbury Winthrop Shaw Pittman Global</p> <p>Pillsbury Winthrop Shaw Pittman's Global Sourcing Practice boasts a large and experienced sourcing practice in the outsourcing sector. It advises on complex business process and transformation outsourcing initiatives through a unique integrated model comprising seasoned technical, financial, and business consultants, as well as top-ranked lawyers. Pillsbury's integrated consulting/legal model provides guidance through the full outsourcing continuum—from formulation and vendor analysis to contracting and execution. Pillsbury has supported many clients in the design and execution of various landmark arrangements for outsourcing of their HR, finance & accounting, facilities management, procurement, supply chain, and IT functions.</p>	<p>www.pillsburylaw.com</p>	<p>202-663-9123</p>
 <p>J. Ross Docksey, Partner</p>	<p>Sonnenschein Nath & Rosenthal Chicago, IL</p> <p>With 700 attorneys and other professionals in 14 U.S. offices and a global reach through its membership in Lex Mundi, the World's leading association of independent law firms, Sonnenschein serves many of the world's largest companies. Founded in 1906, the firm is a leader in innovative legal services, serving its clients through integrated, inter-office cooperation and teamwork among practice groups to provide efficient, and timely legal services and business counseling. Sonnenschein lawyers have since 1992 advised customers and providers in connection with cutting-edge, award-winning outsourcing transactions, including several featured on the cover of <i>HRO Today</i>. While Sonnenschein is best known for its work on complex, high-profile, innovative transactions, its outsourcing lawyers frequently assist with the renegotiation and restructuring of troubled relationships.</p>	<p>www.sonnenschein.com</p>	<p>312-876-8000</p>
 <p>Ken Adler, Partner</p>	<p>Thelen Reid Brown Raysman & Steiner New York, NY</p> <p>The merger of Brown Raysman Millstein Felder & Steiner with Thelen Reid & Priest further enhances the firm's established presence as a preeminent outsourcing law firm. With approximately 600 lawyers working worldwide (with offices in the U.S., the U.K., and China), the combined firm has the global capacity to advise on all types of outsourcing transactions, including U.S., multi-national, offshore, and multi-sourced transactions. The firm has represented clients in outsourcing transactions worth tens of billions of dollars and offers a keen understanding of key business issues and market trends. With extensive labor and employment and benefits practices, the firm is particularly well-suited to address HRO transactions. Versed in all aspects of BPO, ITO, and other outsourcing arrangements, Thelen provides assistance in RFP development, proposal review and supplier selection, term-sheet preparation and negotiation, contract drafting and negotiation, and post-closing assistance.</p>	<p>www.thelen.com</p>	<p>212-603-2000</p>
 <p>Jeffrey Osterman, Partner</p>	<p>Weil, Gotshal & Manges LLP New York, NY</p> <p>Weil Gotshal is a leading global firm of 1,300 attorneys in 19 offices around the world. Weil Gotshal attorneys have represented both customers and service providers, gaining insight into the issues important to both sides. Weil Gotshal has experience in all degrees of outsourcing, ranging from limited-scope, targeted outsourcing to cross-border transactions and matters involving outsourcing all of a company's information technology operations. It specializes in unique, complex transactions that defy a "cookie-cutter" approach, and its extensive experience in IT matters outside the field of outsourcing provides support in assessing and addressing positions raised by counter-parties. Many of the transactions on which the firm has worked involve integrating service offerings from multiple companies. The firm's attorneys provide strategic advice, evaluate and comment on agreements, and take charge of and lead negotiations of the overall transaction. <small>HRO</small></p>	<p>www.weil.com</p>	<p>212-310-8000</p>