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

HEADOUARTERS

PHONE

404-881-7000

312-861-8000

212-840-0080

650-843-5000

312-368-4000



Alston & Bird

Atlanta, GA

Chicago, IL

Market segments advised on include IT outsourcing to business process outsourcing to global supply management and procurement activities. Alston & Bird has represented buyers such as Commonwealth Bank of Australia, ING Americas, Ahold NV, McKesson Corp., MeadWestvaco, and Sabre. The Atlanta-based firm also represented Affiliated Computer Services, a service provider, in numerous IT and BPO transactions with General Electric, Lockheed-Martin, Spherion, Sprint, Symetra, and others. The firm takes a business-savvy approach to these deals that marry the transaction at hand with the overall strategy of the business. Alston & Bird lawyers take a less adversarial approach that has proven to lead to lasting relationships and therefore lasting transactions, as well as often enabling a more rapid transaction process.

With 70 offices in 38 countries, the firm offers experienced, locally qualified counsel in virtually every important financial and business center worldwide. More than 30 lawyers on three continents are recognized leaders in outsourcing and related technology practices, ranked by leading journals based on references from clients and their professional peers. Baker & McKenzie's experience spans the full range of ITO as well as BPO such as HR administration, finance and accounting, procurement, and engineering. Recent engagements include representing a leading U.S. company in simultaneously negotiating five distinct global outsourcing arrangements with five different vendors. Also specializes in employee transfers in Europe: invoicing and VAT issues in Latin

URL

www.alston.com

www.bakernet.com

www.cooley.com

www.dlapiper.com

Christopher D. Ford, Partner



Mike Mensik. Partner



William Bierce.

Principal

Bierce & Kenerson

DLA Piper US LLP

Baker & McKenzie

New York, NY

America; Sarbanes-Oxley issues in the U.S.; and data protection and privacy requirements around the globe.

Palo Alto, CA

www.biercekenerson.com Bierce & Kenerson, PC, supports globalizing mid-market companies in strategic sourcing, international business, technology transactions, data protection, privacy and strategic alliances. Clients range from \$300 million to \$2 billion in sales to smaller growth companies. Seasoned attorneys collaborate with foreign co-counsel to provide low-overhead, cost-effective, rapid, non-adversarial advocacy for durable relationships. Deal models include "lift-and-shift," greenfield, multi-sourcing, co-sourcing, quasi-captives and BOT across a full spectrum of BPO such as recruitment, HR administration, CRM, IT and infrastructure management, finance, accounting, logistics, procurement, engineering, contract manufacturing, and upscale regulated services. The firm also publishes www.outsourcing-law.com and a sourcing newsletter.

Cooley Godward Kronish, LLP

Cooley Godward Kronish is a national law firm for the converging worlds of high technology, high finance, and high-stakes litigation. The firm serves as counselors, strategists, and advocates for a wide variety of industries and in all major technology fields. Cooley has approximately 600 attorneys and represents public and private companies of all sizes across a broad industry spectrum. The firm has experience with the complex legal and business challenges posed by outsourcing transactions and uses practical and creative solutions addressing the needs of all parties. Areas of expertise include technology transactions, business, compensation and benefits, tax, and international issues. BPO practice includes call center, customer service and support, and online services.

John P. Brockland. Partner



Vincent Sanchez, Partner

Global

DLA Piper has 3,600 lawyers in 25 countries and 64 offices throughout the U.S., the U.K., Continental Europe, Asia, and the Middle East. DLA Piper's Global Technology and Sourcing practice is one of the leading ITO and BPO sourcing practices in the world and consists of more than 100 lawyers experienced in ITO and BPO sourcing transactions. The group's experience representing both suppliers and buyers affords the group's lawyers a unique perspective on the issues important to both sides and enables them to bring a clients' projects through to faster and more costeffective conclusions. The group advises on a wide range of sourcing-related transactions in industries including financial services, retail and consumer, pharmaceutical, healthcare and energy/utilities, and the group's clients range from multinational, Global 1000 and Fortune 50 enterprises to emerging companies developing industry leading technologies and services.

TOP OUTSOURCING LAW FIRMS

HEADQUARTERS



Hogan & Hartson

Hunton & Williams LLP

Jones Day

K&L Gates

Washington, D.C.

URL

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.

Philip Porter, Partner, Northern Virginia Office



Karen Sanzaro. Partner



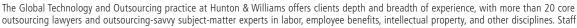
David Guedry, Partner



John Howell, Partner



Gregg Kirchhoefer. Partner



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.

Global

Richmond, VA

PHONE

www.hhlaw.com

www.hunton.com

www.jonesday.com

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.

Global

www.klgates.com

214-939-5461

312-861-2000

202-637-5600

404-888-4000

214-220-3939

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.

Kirkland & Ellis

Chicago, IL

www.kirkland.com 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.

Mayer, Brown, Rowe & Maw Chicago, IL

Dan Masur, Partner

www.mayerbrown.com 312-782-0600 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.

www.milbank.com

www.morganlewis.com

www.sonnenschein.com

URL

TOP OUTSOURCING LAW FIRMS

Milbank, Tweed, Hadley & McCloy New York, NY

FIRM

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Philadelphia, PA

PHONE

212-530-5000

215-963-5000

312-876-8000

212-603-2000

212-310-8000



Robert M. Finkel, Partner



Michael Pillion. Akiba Stern Barbara Melby. Ed Hanser



Vivian Hanso Partner



James Alberg, Practice Chair



J. Ross Docksey. Partner



Ken Adler. Partner



Jeffrey Osterman. Partner

MARCH 2008

Morgan Lewis & Bockius LLP

nation of complex outsourcing agreements.

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 Corporate Counsel magazine, Morgan Lewis was the firm most often mentioned by Fortune 250 companies. Morgan Lewis outsourcing attorneys have published several books on technology and business process outsourcing transactions.

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, healthcare/pharmaceutical, consumer products and services, chemical/energy, transportation/logistics, telecommunications/media and com-

mercial services sectors. Milbank, Tweed, Hadley & McCloy assists with the evaluation, negotiation, structure, renegotiation, or termi-

	Morrison & Foerster	Global	www.mofo.com	415-268-7000
	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-p				
son,	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.			
	Pillsbury Winthrop Shaw Pittma	n Global	www.pillsburylaw.com	202-663-9123

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 quidance 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.

Sonnenschein Nath & Rosenthal Chicago, IL

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 HRO Today. While Sonnenschein is best know for its work on complex, high-profile, innovative transactions, its outsourcing lawyers frequently assist with the renegotiation and restructuring of troubled relationships.

Thelen Reid Brown Raysman & Steiner New York, NY

www.thelen.com 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.

New York, NY Weil, Gotshal & Manges LLP

www.weil.com 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.