

HRO's Leading Legal Eagles

NEED LEGAL COUNSEL FOR YOUR OUTSOURCING DEAL? HERE ARE THE MOST ACTIVE LAW FIRMS IN THE HRO MARKET TODAY.

BY HRO TODAY STAFF

HRO wouldn't be where it is today without the sage advice of many of the legal firms that advise buyers and providers alike. In fact, the industry has vastly benefitted from their working experience in other outsourcing sectors such as BPO, IT, manufacturing, and more.

In determining the most active legal advisors in the HRO industry, we tapped the working knowledge of buyers, providers, and other advisors to see to whom the industry most often turn for legal guidance. Although many other firms provide advisory work in this market, the nine listed here appear to have the broadest knowledge of HRO.

Just like their clients, all of the firms profiled have a global footprint. In every industrialized market, these legal eagles have experienced attorneys representing clients on a number of sourcing issues, from contract

negotiations to remediation to term renegotiation. Some of the firms have advisory practices aimed specifically at HRO and have been instrumental in helping buyer and provider see eye to eye, source the most appropriate vendor, or simply iron out contracts.

Although their hourly rates might give pause to even the deepest-pocketed clients, these firms also boast the most experience in outsourcing matters. Their expertise could pay off for clients by helping them head off any potential liability problems, contract uncertainties, or compliance hazards. For buyers and providers in need of specialized HRO legal expertise, this group collectively has participated in just about every kind of outsourcing scenario. And most likely, they'll be participants in many future deals as well. **HRO**



Michael Mensik,
Partner

Baker & McKenzie

Practice lead: Michael S. Mensik

About the firm: 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.

Why it is important to HRO: The firm has presented clients who have negotiated and tried to implement HRO transactions with all of the major HRO end-to-end providers and more discrete transactions with an number of niche players.

Contracts/clients advised for: Thomson Corporation; Rohm & Haas; Kimberly Clark; and Cardinal Health.

www.bakernet.com

312-861-8000



Philip D. Porter,
Partner

Hogan & Hartson LLP

Practice lead: Philip D. Porter and Tracy B. Gray

About the 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.

Why it is important to HRO: Hogan & Hartson has more than 20 years of experience with outsourcing, having represented both buyers and service providers. It is experienced with government regulations in major world jurisdictions and has attorneys in 27 offices worldwide.

Contracts/clients advised for: Sodexo/ADP; Sunrise Senior Living/ADP.

www.hhlaw.com

703-610-6108



John Howell,
Partner

K&L Gates

Practice lead: John Howell

About the firm: 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 transactions.

Why it is important to HRO: K&L Gates lawyers have represented clients in outsourcing transactions longer than any other firm and in transactions worth more than \$100 billion. It has experience in all types of outsourcing, including HRO. Recognized as a Top Five Global Outsourcing Legal Advisor, its lawyers are consistently ranked as leading outsourcing lawyers.

Contracts/clients advised for: Hewitt Associates; Electronic Data Systems Corporation (an HP company); Parkland Health & Hospital

www.klgates.com

214-939-5461



Dan Masur,
Partner

Mayer, Brown, Rowe & Maw

www.mayerbrown.com

312-782-0600

Practice lead: Dan Masur

About the firm: With 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.

Why it is important to HRO: 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 off-shore information technology and business process outsourcing transactions.

Contracts/clients advised for: Not available.



Robert M. Finkel,
Partner

Milbank, Tweed, Hadley & McCloy

www.milbank.com

212-530-5000

Practice lead: Robert M. Finkel and Stephen D. Nordahl

About the firm: 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.

Why it is important to HRO: For more than 20 years, Milbank's Technology, Communications and Outsourcing Group has played a significant role in many of the largest and most complex HRO transactions. The firm has represented more than 100 HRO clients, in domestic and international transactions.

Contracts/clients advised for: Avon/WNS; CVS Pharmacy/IBM; DuPont/Convergys; Entergy-Ceridian.



Michael Pillion,
Akiba Stern,
Barbara Melby,
Ed Hansen

Morgan Lewis & Bockius LLP

www.morganlewis.com

215-963-5000

Practice lead: Michael Pillion, Akiba Stern, Barbara Melby, Ed Hansen, and John Funk.

About the firm: 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.

Why it is important to HRO: The attorneys in the Morgan Lewis & Brockius' outsourcing group are recognized thought leaders in the HRO and BPO space.

Contracts/clients advised for: ADP/U.S. media company; IBM/global pharmaceutical manufacturer; NorthgateArinso/global confectionary maker.

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These are our clients. They're big on the future.
So are we.

Pillsbury's experienced attorneys and consultants have been at the forefront of global sourcing since 1988. No other law firm has a longer or more extensive track record in outsourcing, business process outsourcing, business transformation outsourcing, technology transformation, offshore or strategic services. Over the last 17 years, Pillsbury has worked on many of the largest and most complicated sourcing transactions in both the public and commercial sectors, handling more than 500 sourcing transactions valued in excess of \$450 billion. To learn more, contact us at www.pillsburylaw.com.

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Vivian Hanson,
Partner

Morrison & Foerster

www.mofo.com

415-268-7000

Practice lead: Vivian Hanson

About the firm: 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).

Why it is important to HRO: 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.

Contracts/clients advised for: AIG; Her Majesty's Revenue & Customs; Lenovo; Pearl Group; and PNC Financial Services.



John Haworth,
Consulting
Principal

Pillsbury Winthrop Shaw Pittman

www.pillsburylaw.com

202-663-9123

Practice lead: Bob Zahler, head of legal team for HRO and John Haworth, head of HRO consulting

About the firm: 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.

Why it is important to HRO: Pillsbury has participated in every step of the development of the global HRO industry, from the industry's early days and the groundbreaking Exult-BP transaction to the recent *HRO Today* cover story of the outsourcing of CA's entire worldwide HR support across five global service centers and in eight languages.

Contracts/clients advised for: British Petroleum; Cable and Wireless; MetLife; American Express; and Vivendi Universal.



J. Ross Docksey,
Partner

Sonnenschein Nath & Rosenthal

www.sonnenschein.com

312-876-8000

Practice lead: J. Ross Docksey.

About the firm: 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, interoffice cooperation and teamwork among practice groups.

Why it is important to HRO: Sonnenschein lawyers have advised customers and providers in connection with various outsourcing transactions, including several featured on the cover of *HRO Today*. 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.

Contracts/clients advised for: Not available.

CDI Talent Management

CDI-Talent Management focuses on the project management of complex permanent placement, contingent workforce and enterprise-wide staffing cycle programs.

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- Managed Services
- Staffing

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THE RIGHT VISION**

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