



## Hewlett-Packard

[Joann Chang]

If you think you might enjoy providing legal counsel in the laid-back and pleasant work environment of a top Fortune 100 company, it doesn't get any better than Hewlett-Packard.

A two-employee company that began by making audio oscillators, Hewlett-Packard now produces massive quantities of printers, computers and other personal information appliances. In addition to being one of the largest companies in the U.S., HP has been gaining attention for being led by *Fortune* magazine's "Most Powerful Woman in Business," Carly Fiorina. Fiorina began her reign in 1999, and has since not only restructured Hewlett-Packard's organization, but also completed a \$19 billion merger with Compaq.

The company's history began with two electrical engineer graduates from Stanford, Bill Hewlett and Dave Packard. It was probably unfathomable to these two partners that their initial investment of \$538 would one day bring in \$74 billion worth of revenue. Among HP's first clients includes the Walt Disney Company, who ordered 8 HP oscillators for its new picture, *Fantasia*. The company has also had its share of ties with the government including HP's work with the Naval Research Laboratory during WWII and Dave Packard's tenure as U.S. Deputy Secretary of Defense under Nixon.

With its corporate headquarters in Palo Alto, CA, Hewlett-Packard tries to bring its laid-back and informal California culture to over 142,000 employees in 170 countries. The company was one of the first in the nation to instill an "open-door" policy in which executive offices remained open for all employees. The workplace awards won by HP include being ranked as one of the 100 Best Companies for Working Mothers and one of the top gay-friendly employers in the country by

. The company has also garnered the Corporate Champion award from JOB. Clearly, the company tries to remain as committed to creating a decent work environment as it is to making a profit.

When it comes to legal matters, Hewlett-Packard doesn't have to look far for help. Senior Vice President, General Counsel and Secretary Ann O. Baskins leads the international 300-attorney HP legal team with almost 20 years of experience at HP. The in-house attorney staff handles a variety of issues, including corporate, employment and intellectual property work. The international opportunities for attorneys are endless at this company, as HP often needs legal counsel in exotic locals like Shanghai and Kuala Lumpur. When the legal team needs additional help, it has been known to call on local favorite Irell & Manella, as well as other regulars Gibson, Dunn and Littler Mendelson.

One of the best aspects of working at this company is its basket of corporate goodies. Hewlett-Packard has made a legacy of providing its employees with a wide range of benefits, including stock options, fitness centers and performance-based bonuses. Hewlett-Packard was also the first U.S. company to allow flex-time in order to allow its employees better management of their work schedules. And in the aftermath of the Enron fiasco and other corporate messes, Hewlett-Packard's commendation as being the 6th Best Corporate Citizen by *Business Ethics* also speaks to the company's high ethical values.

To enter this pleasant work environment and haven of financial stability, candidates need to have a minimum of strong work experience and solid academic credentials. Those attorneys wishing to work abroad must also fulfill the language proficiency requirements that vary from bilingual skills to conversational ability. Although the location of its corporate headquarters, as well as the history of the company, has made HP very receptive to California schools, the company does consider other top law schools.

### Jobs

Hewlett-Packard currently has several openings in Houston, Palo Alto, San Jose, and New York, including opportunities for experienced corporate, litigation and intellectual property attorneys. More information regarding in-house positions at Hewlett-Packard can be found in the LawCrossing job database.