

## Ross Eberly

### Partner



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Santa Monica  
Los Angeles

Labor and Employment  
Emerging Companies  
Mergers and Acquisitions  
Venture Capital  
CooleyREG

Ross focuses his practice on corporate and transactional employment matters and is a trusted counselor to companies at every stage of growth. He represents clients from a diverse set of industries – ranging from technology and life sciences to media and entertainment, consumer goods, and health and beauty. Ross has advised clients on the employment aspects of thousands of corporate transactions. He helps guide clients through critical employee matters and works with emerging growth companies to build, develop and protect their workforce.

In his transactional practice, Ross has advised hundreds of clients on thousands of mergers, acquisitions, financings, spinoffs, divestitures and initial public offerings. These clients range from large serial acquirers to emerging growth companies executing on a successful sale process. Ross assists with negotiation of the definitive agreement, advises buyers on due diligence risks and liabilities, helps sellers navigate the buyer's own due diligence process, structures employee retention arrangements and assists with post-transaction employee integration. During transactions, Ross also frequently negotiates employment agreements for key executives – both on behalf of the acquiring company and for the individuals themselves. In many transactions, Ross has served as the company's employment counsel since early in its history. Working with clients in this way allows Ross to build long-lasting relationships, integrate with the client's business and better deliver during exit.

Ross's corporate counseling practice involves advising management and boards of directors on high-stakes employee matters, such as executive hirings and firings, internal investigations and workforce restructuring. A significant portion of Ross's counseling practice involves working with various emerging growth clients, helping hundreds of businesses hire their first employees and grow and manage their employees. Ross regularly assists international companies with employment matters as they look to expand their operations into the US. He also has broad experience representing employers in federal and state courts, as well as before administrative bodies.

Ross also has wide-ranging experience in traditional labor. He has negotiated collective bargaining agreements in a variety of industries, ranging from metal manufacturing to classical symphony orchestras, and has advised clients during union-organizing campaigns, and frequently provides advice on labor issues arising from mergers & acquisitions.

## Education

Indiana University Bloomington  
JD, with honors, 2009

Indiana University Bloomington

BA, with honors, 2006

## Admissions & Credentials

California

Illinois

## Court Admissions

US District Court for the Northern District of California

US District Court for the Central District of California

US District Court for the Southern District of California

US District Court for the Northern District of Illinois

US District Court for the Southern District of Illinois

US District Court for the Southern District of Indiana

US District Court for the Eastern District of Michigan