Cooley

Laura Terlouw

Special Counsel

lterlouw@cooley.com

+1 415 693 2069

San Francisco

Labor and Employment
Life Sciences and Healthcare
Technology
CooleyREG

Laura Terlouw's practice includes both employment litigation and counseling for technology and life sciences entities. She has represented clients in litigation matters in federal and California courts in a wide variety of claims, including harassment, discrimination, retaliation, wrongful termination, leave of absence compliance matters, breach of contract, wage and hour statutory violations and trade secret misappropriation. She has also represented clients at trial, mediation and other forms of alternative dispute resolution, as well as before the California Labor Commissioner, California Department of Fair Employment and Housing, Equal Employment Opportunity Commission and other administrative agencies.

Laura's counseling practice includes drafting and negotiating executive and other employment-related agreements, including proprietary information, non-solicitation and non-disclosure agreements, and advising employers on recruiting, hiring, terminating and disciplining employees and independent contractors, personnel policies and procedures, leaves of absence, disability accommodations, worker classification and compliance with state and federal employment law requirements. She provides training on managing within the law and discrimination/harassment. She also conducts internal workplace investigations, and has received a Certificate of Completion for participation in the Association of Workplace Investigators' Training Institute.

Laura is active in pro bono, including advising non-profits on employment issues and representing individuals in asylum and U-visa immigration proceedings. She is a member of the San Francisco office's Pro Bono Committee.

While attending Stanford Law School, Laura represented a prisoner currently serving a term of 25-years-to-life under California's Three Strikes law through the Stanford Criminal Defense Clinic. She was a research assistant for the Stanford Criminal Justice Center, coordinator for the Guardianship Pro Bono Program and a committee co-chair for the Stanford Public Interest Law Foundation. She also externed for the criminal division of the US Attorney's Office in San Francisco.

Education

Stanford Law School JD, 2008

Boston College BA, Summa cum laude, Phi Beta Kappa, 2005

Admissions & Credentials

California

Court Admissions

US Court of Appeals for the Ninth Circuit

US District Court for the Northern District of California