

THOMAS C. CHOW

Silicon Valley, CA · 650-331-3485 · chinaesq [at] gmail [dot] com · linkedin.com/in/thomaschow

BOARD ROLES

CRYPTSONIC TECHNOLOGIES
MEMBER, BOARD OF DIRECTORS

Sunnyvale, CA
2016–present

BIBO LABS
MEMBER, ADVISORY BOARD

Pasadena, CA
2015–present

LEGAL EXPERIENCE

PUBMATIC
GENERAL COUNSEL & SECRETARY

Redwood City, CA
2018–present

Serve as chief legal officer, and member of leadership team, for a \$100M venture backed digital media and advertising technology platform company (400 employees), reporting to the Chief Financial Officer.

SNAP
SENIOR COUNSEL, MEDIA & TECHNOLOGY

Santa Monica, CA
2017–2018

Managed digital media, advertising technology, and platforms legal team for a \$1B publicly traded camera and social media company (ranging from 2800-3100 employees), reporting to the Associate General Counsel (*NYSE:SNAP*).

- Oversaw a team of three attorneys for commercial transactions and legal operations group focused on complex technology licensing and joint development deals, including mobile advertising technology and measurement, augmented reality, e-commerce, cloud computing, and digital content delivery for Snapchat.
- Managed legal affairs for Snap's advertising technology related subsidiaries: Metamarkets (big data, analytics, and reporting) and Placed (location data, mapping services, and TV advertising).
- Collaborated with engineering, product, design, revenue, and strategy teams to develop new products and technologies for revenue-generating initiatives and EU GDPR compliance.
- Designed processes, policies and procedures to streamline legal team service delivery, including development of playbooks to standardize technology vendor negotiations, creating templates for commercial matters, and international expansion.

EXPONENTIAL INTERACTIVE
GENERAL COUNSEL, CHIEF COMPLIANCE OFFICER & SECRETARY

Emeryville, CA
2014–2017

Served as chief legal and administrative officer, and member of senior leadership team, for a \$200M private digital media, advertising technology, and data analytics company (ranging from 500-800 employees), reporting to the Chief Executive Officer.

- Established in-house legal department, managing annual legal budget of \$2M and team of five attorney/non-attorney staff. Through sourcing of outside counsel and bringing matters in-house, reduced legal spend by 50% year over year.
- Managed corporate entity maintenance, M&A transactions, stock administration, insurance and litigation matters. Oversaw privacy and IP issues, including strategy of the global patent and trademark portfolio, and leadership of patent committee. Facilitated data security and privacy processes, including IAB/TAG audits and EU GDPR compliance.
- Supervised facilities, real estate, and administration teams supporting 30 domestic and international locations in 22 countries. Oversaw team of six facilities staff, as well as global real estate brokers and managed office service providers.
- Oversaw strategic human resources initiatives and indirectly managed people operations (human resources) team.
- Led strategic planning function and special projects for senior leadership team. Managed quarterly management and annual sales off sites, including strategic planning agenda and logistics for 40+ global managers and 140+ sales personnel.

VINDICIA
VICE PRESIDENT, GENERAL COUNSEL

Redwood City, CA
2011–2014

Served as chief legal and risk officer, and member of executive team, for a \$25M venture backed SaaS payments company (ranging from 70-100 employees), reporting to the Chief Financial Officer. *Vindicia was acquired by Amdocs (NASDAQ:DOX).*

- Built legal function from the ground up as the first and sole in-house counsel. Developed policies and procedures around document retention, data room, legal review, and risk management. Oversaw IP strategy, including privacy compliance, global trademark portfolio, and patent applications.
- Helped drive revenue growth by partnering with sales to efficiently negotiate commercial licensing agreements, updating templates, and conducting sales training sessions. Supervised civil litigation, achieving overall 85% recovery rate.
- Managed Human Resources matters related to legal compliance, internal investigations, and dispute resolution.
- Chaired risk management committee focusing on IT, privacy, and data security. Provided legal and technical leadership for PCI-DSS 2.0 and SSAE16 annual audits and quarterly scans. Oversaw company's compliance with EU-US Safe Harbor and Swiss-US Safe Harbor Privacy Principles and Frameworks.

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TECHSOUP GLOBAL

DIRECTOR, ASSOCIATE GENERAL COUNSEL

San Francisco, CA

2008–2011

Served as acting general counsel for a \$30M global e-commerce platform distributing over \$6B in hardware, software, and SaaS services to non-profit organizations (ranging from 175–250 employees), reporting to the Chief Financial Officer.

- Managed in-house legal department with team of four attorneys/law school interns, and sourced outside counsel globally, resulting in greater coverage with no increase in legal spend.
- Established standards for exempt organization eligibility for global network covering 50+ countries. Drafted technology licensing and joint venture agreements. Established Polish public benefit foundation and managed initial operations.
- Supervised team of in-house and outside counsel conducting cross-border M&A transactions, completing acquisition of UK GuideStar International and related US entity, while spinning off UK GuideStar Data Services.
- Developed NGOsource, a SaaS platform to enable international grantmaking, including design of web interface and workflows, drafting business plan, and organizing meetings with large private foundations. Assisted with regulatory change requests to the US Department of Treasury and Internal Revenue Service.

GARTENBERG GELFAND HAYTON & SELDEN

CORPORATE ASSOCIATE

San Francisco, CA

2007–2008

Served as outside general counsel for small to medium sized enterprises. Provided advice regarding corporate, governance, entity formation, commercial transactions, employment, and international law. Prosecuted trademark applications before the USPTO.

DILLINGHAM & MURPHY

LITIGATION ASSOCIATE

San Francisco, CA

2005–2007

Managed cases through all pre-trial stages in IP, business, securities, employment, products liability, and real estate matters. Argued motions and ex parte applications. Took and defended depositions without partner supervision.

KING & SPALDING

LITIGATION ASSOCIATE

Oakland, CA

2004–2005

Drafted pleadings, discovery, and motions in environmental, mass toxic tort, class action, premises liability, and products liability cases. *Practice group formerly associated with Filice Brown Eassa & McLeod LLP.*

TECHNICAL EXPERIENCE

COMMUNITY HEALTH CENTER NETWORK

IT SYSTEMS ADMINISTRATOR

Oakland, CA

1/2001–8/2001

UNIVERSITY OF CALIFORNIA, BERKELEY

PROGRAMMER/ANALYST I

Berkeley, CA

1998–2001

RCN & EARTHLINK NETWORK

TECHNICAL SUPPORT SPECIALIST

Berkeley & Pasadena, CA

1996–1997

EDUCATION

UNIVERSITY OF CALIFORNIA, HASTINGS COLLEGE OF THE LAW

J.D., 2004

- Hastings Race & Poverty Law Journal, *Articles Editor, Fall 2003; Staff Member, 2002–2004*
- Moot Court Board, 2002–2004
- Judicial Extern Clerk, the Honorable Joyce L. Kennard, Supreme Court of California, *Fall 2003*
- Judicial Extern Clerk, the Honorable Patricia V. Trumbull, Northern District of California, *Summer 2001*

UNIVERSITY OF CALIFORNIA, BERKELEY

B.A., Sociology *with honors*, 2000

- Sociology Undergraduate Citation Award (Top Student Overall), *Nominee, 1999–2000*

AWARDS

- Association of Corporate Counsel, *Top Ten 30-Somethings Award, 2017*

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PROFESSIONAL ASSOCIATIONS

- California Minority Counsel Program, *Member, 2016–present*
- Silicon Valley Association of General Counsel, *Member, 2014–present*
- Interactive Advertising Bureau, *Legal Affairs Council, 2014–present*
- Bay Area Asian American General Counsel Association, *Member, 2012–present*
- Association of Corporate Counsel, *CLO Club Advisor, 2016–2017; Member, 2009–present*

PUBLICATIONS & SPEAKING

- Consultant and Expert, *General Counsel's Guide to Digital Defense: The Legal Side of Cybersecurity, Sync Insight Report, September 2016*
- Expert Profile, *International Data and Privacy Challenges, Sync Magazine, July 2016*
- Contributor, *Limited Partnerships, Ch. 6, Selecting and Forming Business Entities, CEB 2008*
- Speaker, *Transitioning from the Law Firm, Association of Corporate Counsel Annual Meeting 2018*
- Speaker, *Business Development Bootcamp, California Minority Counsel Program Annual Business Conference 2018*
- Speaker, *Hacking for Lawyers and Chief Information Security Officers, Peer150 National Summit 2017*
- Moderator, *Using Legal Technology Tools to Increase Productivity (CLO Session), Association of Corporate Counsel Annual Meeting 2017*
- Speaker, *Path to Becoming General Counsel, National Asian Pacific American Bar Association Conference 2017*
- Speaker, *Preparing for and Surviving a Software Audit, Association of Corporate Counsel Annual Meeting 2016*
- Speaker, *Dealing with Multiple Policies and Procedures, Association of Corporate Counsel Annual Meeting 2015*
- Speaker, *Negotiating Contracts Internally and Externally, Association of Corporate Counsel Annual Meeting 2013*
- Speaker, *A Technology Primer for the Non-tech Lawyer, Association of Corporate Counsel Annual Meeting 2012*