

THOMAS C. CHOW

Silicon Valley, CA · 650-331-3485 · chinaesq@gmail.com · linkedin.com/in/thomaschow

LEGAL EXPERIENCE

PUBMATIC

Redwood City, CA

GENERAL COUNSEL & SECRETARY

2018–present

Serve as chief legal officer, and Section 16 named executive, for a \$1.1B publicly traded (NASDAQ:PUBM) advertising cloud infrastructure platform company (ranging from 350-650 employees).

- Oversee \$120M initial public offering (traditional IPO) on NASDAQ Global Markets, public company readiness, and ongoing SEC and other reporting in conjunction with the executive team, Board of Directors, and investor relations.
- Lead legal team of 10 based in Silicon Valley, New York, and remote, including 7 attorneys specializing in commercial transactions, corporate governance, SEC reporting, international compliance, privacy and data protection, immigration and employment law, and 3 legal professionals focused on legal workflows, contracts management, stock and equity administration, electronic signatures, paralegal projects and outside counsel matter and budget management.
- Oversee privacy compliance program, including policy and lobbying with industry associations related to EU General Data Protection Regulation (GDPR) and California Consumer Privacy Act (CCPA); developing technical standards and guidelines with the IAB and NAI; third party privacy audits; and end user access, portability, and data deletion requests.

SNAP

Santa Monica, CA

SENIOR COUNSEL, MEDIA & TECHNOLOGY

2017–2018

Served as head of digital media, advertising technology, and platforms legal team for a \$74B publicly traded (NYSE:SNAP) camera and social media company (ranging from 2800-3100 employees).

- Oversaw directly and indirectly a team of 5 attorneys and legal professionals 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

Emeryville, CA

GENERAL COUNSEL, CHIEF COMPLIANCE OFFICER & SECRETARY

2014–2017

Served as chief legal and administrative officer, and member of senior leadership team, for a private digital media, advertising technology, and data analytics company with \$230M in annual revenue (ranging from 500-800 employees).

- Established in-house legal department, managing annual legal budget and team of 4 attorneys and legal professionals. Through sourcing of outside counsel and bringing matters in-house, reduced legal spend by 50% year over year.
- Supervised team of 6 facilities, real estate, and administrative staff supporting 30 domestic and international office locations in 22 countries, in addition to external real estate brokers and managed office service providers.
- Led strategic planning function and special projects for senior leadership team. Managed quarterly management offsites, including strategic planning agenda and logistics as de facto Chief of Staff to the CEO.
- Oversaw strategic HR initiatives and indirectly managed global people operations team of 6 on an interim basis.
- 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.

VINDICIA

Redwood City, CA

VICE PRESIDENT, GENERAL COUNSEL

2011–2014

Served as chief legal and risk officer, and member of executive team, for a venture backed SaaS payments company with \$25M in revenue (ranging from 70-100 employees). *Company 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.

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TECHSOUP GLOBAL

DIRECTOR, ASSOCIATE GENERAL COUNSEL

San Francisco, CA
2008–2011

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

- Managed in-house legal department with team of 4 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 WASSON & SELDEN

CORPORATE & LITIGATION 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. Prepared pleadings, discovery, and motions in securities, trademark, and trade secrets cases. Prosecuted trademark applications before the USPTO. Managed San Francisco office during name partner sabbatical.

DILLINGHAM & MURPHY

LITIGATION ASSOCIATE

San Francisco, CA
2005–2007

Managed cases through all pre-trial stages (up to motions in limine), arbitration, and mediation in intellectual property (copyright, trademark, trade secrets, and patent licensing), commercial, 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 class action, environmental, products liability, premises liability, and mass toxic tort cases. Prepared expert witnesses. Attended coordinated defense counsel conferences. *Practice group formerly associated with Filice Brown Eassa & McLeod LLP.*

TECHNICAL EXPERIENCE

COMMUNITY HEALTH CENTER NETWORK

IT SYSTEMS & NETWORK 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, CA
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

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BOARD ROLES

CRYPTSONIC TECHNOLOGIES
MEMBER, BOARD OF DIRECTORS

Sunnyvale, CA
2016–present

BIBO LABS
MEMBER, ADVISORY BOARD

Pasadena, CA
2015–present

AWARDS

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

PROFESSIONAL ASSOCIATIONS

- Bay Area Asian American General Counsel Network, *Co-Chair*, 2020–present; *Member*, 2012–2020
- Association of Corporate Counsel (“ACC”), *CLO Club Advisor*, 2016–2017; *Member*, 2009–present
- Interactive Advertising Bureau, *Legal Affairs Council*, 2014–present; *Public Policy Committee*, 2018–present
- Silicon Valley Association of General Counsel (“SVAGC”), *Member*, 2014–present
- California Minority Counsel Program (“CMCP”), *Member*, 2016–present
- TechGC, *Charter Member*, 2018–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, *Managing Conflict Within Remote Teams*, *ACC Law Department Management Committee Quick Hit 2020*
- Speaker, *Managing Conflict and/or Avoidance Within Your Team*, *ACC Annual Meeting 2020*
- Speaker, *Privacy Bootcamp*, *TechGC Fullstack General Counsel Conference 2020*
- Speaker, *Ads: When “It’s Just Business” Is Personal Too*, *SVAGC Annual All Hands Meeting 2019*
- Speaker, *Exploring Use Cases of Artificial Intelligence and Machine Learning in the Law Department*, *ACC Annual Meeting 2019*
- Speaker, *General Counsel Diversity Initiatives*, *Center for Legal Inclusiveness Diversity Summit 2019*
- Speaker, *Long-term Partnerships in Legal Services*, *Legal Marketing Association In-House Counsel Summit 2019*
- Speaker, *Transitioning from the Law Firm*, *ACC Annual Meeting 2018*
- Speaker, *Business Development Bootcamp*, *CMCP 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*, *ACC 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*, *ACC Annual Meeting 2016*
- Speaker, *Dealing with Multiple Policies and Procedures*, *ACC Annual Meeting 2015*
- Speaker, *Negotiating Contracts Internally and Externally*, *ACC Annual Meeting 2013*
- Speaker, *A Technology Primer for the Non-tech Lawyer*, *ACC Annual Meeting 2012*