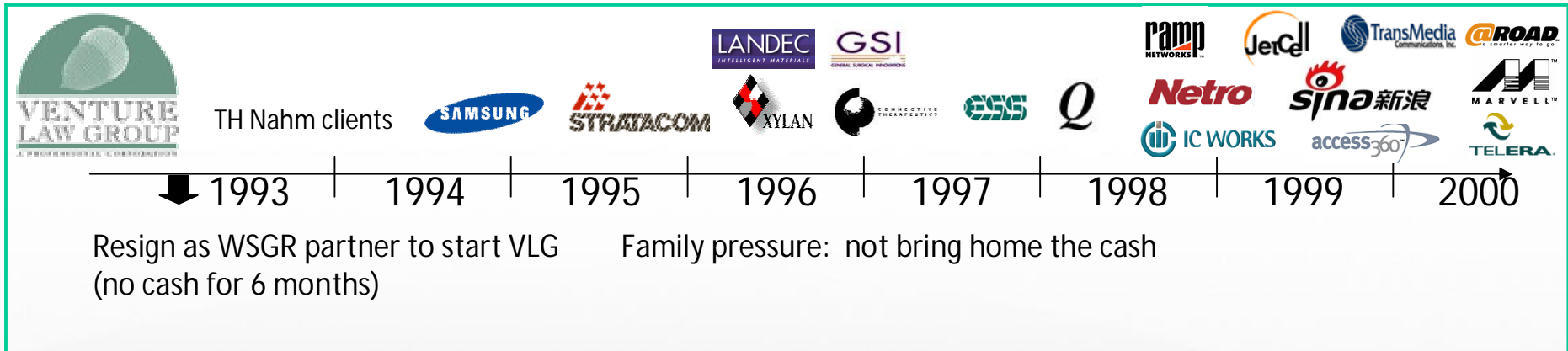


# Venture Law Group: New law firm model



**Mark Medearis (cofounder):** "As with any startup, we faced a variety of unique challenges in founding VLG. No one before had started a law firm focused solely on doing corporate work for technology companies. And unlike many startup companies, we had no head start in developing a new product or service. In fact, we had to hit the ground running to compete directly with many larger, better-known and better-financed competitors. This required developing a crisp, strategic and tactical mission statement and business plan that would enable us to attract significant business and achieve meaningful profitability in record time. Tae Hea provided great leadership in helping to develop our successful business plan. A key element of that plan was a set of core values that would ensure that partners, associates and staff would work together as a cohesive team with a shared vision. Tae Hea noted that, given how hard we all were working, we needed to create an environment in which everyone felt part of a happy family—and we succeeded in doing that."