

**M A K E
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LATHAM & WATKINS
HONG KONG



A	WHO WE ARE Page 3
B	WHAT WE DO Page 7
C	WHY TRAIN WITH USPage 15
D	WHAT TO DO NEXTPage 29



W E L C O M E

LATHAM & WATKINS: A UNIQUE GLOBAL LAW FIRM What Can We Offer?

As you embark on your legal career, you will be looking to differentiate between many of the world's top law firms to understand which is the best fit for you. In these pages, we describe the essence of our firm culture and what our trainees experience as they begin their careers at Latham & Watkins. We hope this will help you determine whether this is the place to make your mark.

Latham & Watkins differs so much from other law firms because of our people. Our teams of intelligent, entrepreneurial and collaborative people have built a global law firm, with truly integrated strength in the major financial centres across Asia, the United States, Europe and the Middle East.

In our Hong Kong office, you will find people from a wide array of different backgrounds united by a common goal: to work together to provide top quality advice and first-rate service to all our clients in each of the areas of practice we offer. As a trainee with us, you will have the opportunity to work with leading lawyers on high profile projects in a variety of practice areas, including: public and private capital markets transactions; mergers and acquisitions; banking and finance; as well as litigation, international arbitration and regulatory matters.

Working at Latham & Watkins' growing Hong Kong office offers you a Hong Kong focused experience with a global feel and international culture. We are looking for bright, energetic people who are ready to make an important contribution almost immediately — people who will relish playing a key role in international matters and working alongside fellow lawyers from our 31 offices worldwide.

We value our trainees as our potential future partners. With us, you will rapidly gain significant responsibility and enjoy meaningful partner and client interaction. You will have opportunities to be involved in some of the region's most complex and interesting transactions and disputes, in an environment which supports those who stand out from the crowd. We aim to help you develop your full potential in a friendly, fun and teamwork-oriented environment.

If this lively yet demanding environment is for you, we look forward to hearing from you.

SIMON POWELL
Hong Kong Office Managing Partner



PEOPLE DELIVER

WHO WE ARE

WHO WE ARE



Latham & Watkins is one of the largest global law firms. Since 1934, the firm has served clients based on an ethic of hard work and a commitment to quality — values which continue to guide the firm today. From three founding lawyers focused on labor and tax law, we have grown into a global full-service law firm, with:

- More than 2,000 lawyers, who speak more than 55 languages
- 31 offices in the world’s major financial, business and regulatory centers, located in 14 countries
- More than 60 internationally recognised practices across a number of industries

Despite the firm’s size and diversity, we intentionally remain without a head office or dominant practice. Latham is governed by an open, inclusive and consensus-driven management style. Our Executive Committee members, practice leaders and global committee chairs are based across the US, Europe, the Middle East and Asia. Our

“one-firm” culture means that firm decisions are made by consensus, taking into consideration a broad range of opinions.

We are genuinely global and our lawyers frequently work across offices to provide clients with market-leading international expertise. We have built internationally recognised practices across a wide spectrum of transactional, contentious, corporate and regulatory areas. Very few firms can match our worldwide resources or our truly international outlook.

In Hong Kong, we are a full-service operation. Lawyers from all of the firm’s core practice areas are recommended by publications such as *Chambers and Partners*, *Legal 500* and *International Financial Law Review (IFLR)*. We now have more than 50 lawyers, and we continue to expand. We represent investment banks, financial institutions, private equity houses, corporates, governments and other organisations, and handle some of the largest and most complex cross-border deals and cases in Asia.

We recruit only the highest calibre candidates, both in terms of academics and personality. That’s because we pride ourselves on our collegial atmosphere and our collaborative style, which we work hard to maintain. Latham is made up of people from a variety of backgrounds with a diversity of opinions, but we value originality and creative thinking, and we emphasise client service, entrepreneurship and teamwork.

Our associates are involved in firm management, participating on several committees, including our Associates, Recruitment, Diversity and Pro Bono Committees. We look for candidates who are leaders who will positively contribute to the firm as a whole. We also require our lawyers to be able to apply the law in a commercial context and take charge of client matters by showing initiative early on in their careers. We expect our trainees to be able to handle meaningful responsibility on client matters from the outset.

MAKE YOUR VOICE HEARD The Associates Committee

We believe our Associates Committee is unique, and illustrates much of what is special about our firm. The committee brings together lawyers from all levels of seniority — including partners — from almost every one of our offices. These individuals oversee all associate lawyer reviews, progression and welfare at the firm. If any associates find themselves with an issue in their office, they are encouraged to speak to their Associates Committee representative first.

The review process for lawyers at Latham differs from many other firms, in that all the individuals who have supervised another lawyer write a review on that person’s performance. Then the Associates Committee considers all of those reviews twice a year, and a member of the Committee will provide feedback to the lawyer concerned about how he/she is doing.

This review process feeds into partner progression decisions, and in their seventh and eighth year, associates hear from the Associates Committee about their partnership prospects. New partner decisions are made by the Committee in an extremely transparent process, and not just by the partners that work closely with the candidates.



THE HONG KONG OFFICE’S LEADING PRACTICES

- Antitrust & Competition
- Banking, Leveraged Finance and Structured Finance & Securitization
- Capital Markets
- Corporate Governance
- Derivatives
- Financial Regulatory
- Greater China Practice
- International Arbitration
- Islamic Finance
- Korea Practice
- Litigation
- Mergers & Acquisitions
- Oil & Gas Transactions
- Private Equity
- Project Development & Finance
- Public Company Representation
- Real Estate
- Regulatory & Compliance
- Restructuring, Insolvency & Workouts
- White Collar Defense & Investigations

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WHAT WE DO



DEALS

DEALS & CASES

Latham's Hong Kong office works on some of the biggest transactions and disputes globally, regularly advising many of the world's leading companies and financial institutions. The following page includes examples of recent work lawyers in Hong Kong and other Latham offices have handled.

FAST MOVERS

We staff deals differently at Latham. We like to keep things lean, using small teams of highly capable lawyers to deliver the best services to our clients. From early on in their careers, Latham lawyers are encouraged to take responsibility and become intimately involved in transactions. With plenty of supervision and support, everyone is encouraged to work above their class-year level, so they enjoy exposure to issues that might be handled by more senior lawyers elsewhere.

At Latham, partners and senior associates in each department ensure the junior associates and trainees experience a good balance of work and opportunities to progress. On most deals you will work closely with an associate or a partner. You will be expected to step up to the mark, and you will be encouraged to take responsibility, always with access to any necessary help.

WHAT WE DO

Latham advised **New Century** on its landmark real estate investment trust IPO on the Hong Kong Stock Exchange, "the first Chinese hotel REIT".

Named "**2013 Deals of the Year**" by *China Business Law Journal*.

Latham advised on the US\$1.3 billion IPO of **Asiacell**.

Named "**Deal of the Year 2013**" by *Asian-Mena Counsel*.

Latham advised the initial purchasers in Nord Anglia's 8.5%/9.5% Senior PIK Toggle Notes due 2018.

Named IFLR's "**Asia High Yield Deal of the Year 2014**".

Latham advised on SoftBank's acquisition of Sprint Nextel and Sprint Nextel's acquisition of Clearwire.

Named "**Deal of the Year 2013**" by *Asian-Mena Counsel*.

Latham advised **Melco Crown Entertainment Limited** on a PHP15 billion (approximately US\$330 million) senior notes issuance by its subsidiary, MCE Leisure (Philippines) Corporation, in relation to the development of the Melco Crown Entertainment group's Philippine casino business. The innovative transaction was a dividend recapitalization, the largest such transaction ever in Asia.

Latham advised on the project financing in connection with the **Ichthys LNG project** in Australia, which comprises the development of two gas liquefaction trains with a combined design capacity of 8.4 million tonnes per annum.

Named "**Global Deal of the Year**" by *Project Finance magazine*, "**Asia-Pacific Deal of the Year**" by *Project Finance International (PFI)*, "**Trade Finance Deal of the Year**" by *Trade Finance* and "**Deal of the Year 2013**" by *Asian-MENA Counsel*.

Latham advised on the US\$275 million **Pactera leverage buyout**, the first high-yield leveraged buyout bond deal of a PRC target and Asia's first true leveraged buyout to be financed directly through a high-yield bond. The transaction demonstrated the firm's ability to advise on both bank and bond elements of the transaction.

Latham advised and represented **Shagang Shipping Co., Ltd**, the Plaintiff, in an action in the High Court of Hong Kong against its former managing director for fraudulent breach of fiduciary duties. The action is a complex cross-border litigation involving a damages claim of over US\$8 million and a claim for declaratory relief. Judgement was rendered in favour of our client following a 7-day trial.

Latham represented the initial purchasers on a US\$600 million convertible bond issuance by **Qihoo 360 Technology Co. Ltd.**, a Chinese Internet and mobile security products and services provider, whose ADSs are listed on the New York Stock Exchange.

Latham advised on Al Bayan Group Holding Company's Malaysian Sukuk.

Named "**Deal of the Year 2013**" by *Asian-Mena Counsel*.

Latham advised on the sale of **PPLive**, the operator of PPTV, a leading online TV service in China, to SUNING and Hony Capital.

Latham advised **Hong Kong Broadband and Metropolitan Light International** on a US\$450 million high yield offering.

AWARDS

AWARDS

Latham has dramatically developed its capabilities in Asia since launching in the region in 1994. Reflecting this impressive growth, Latham has won respect from peer firms and counts a number of leading companies, private equity firms and financial institutions amongst the firm's "blue chip" roster.

Latham is one of only a few top-ranked firms to provide US, English, Hong Kong, Singaporean and Japanese law advice, offering trainees and junior associates a unique advantage unmatched by many other international law firms.

Our clients benefit from this combined platform of high level legal expertise as they develop their business through both inbound and outbound investment activities.

The Asia team has received a number of awards and accolades for exceptional expertise and impressive work across the region from publications such as *Asialaw*, *Asian Legal Business*, *Asian-MENA Counsel*, *China Business Law Journal*, *China Law & Practice*, *Euromoney*, *FinanceAsia*, *Financial Times*, *IFLR*, *India Business Law Journal*, *Project Finance International (PFI)* and *Project Finance Magazine*.



"International Deal Firm of the Year"
Asian Legal Business South East Asia Awards 2014



"Pro Bono Law Firm of the Year"
IFLR Asia Awards 2014
"Most Innovative US Firm"
IFLR Asia Awards 2012 & 2013



"2014 Best Law Firms for Women"
The National Association of Female Executives (NAFE)



"2014 Best Law Firms for Women"
Working Mother magazine and Flex-Time Lawyers



"Top International Firm"
The Lawyer 2014



"Legal Team of the Year—International Law Firm"
TrustLaw 2014

Named a leader in international pro bono service at Thomson Reuters' first annual TrustLaw Index of Pro Bono



"Law Firm of the Year"
Law360

"Practice Group of the Year" awards in 9 areas — the highest total areas among the ranked firms — including Appellate; Bankruptcy; Competition; Environment; Hospitality; M&A; Privacy; Project Finance; and Securities



Ranked as one of the top 5 innovative law firms in Asia
Financial Times' inaugural Asia-Pacific Innovative Lawyers report 2014



Named to **"A-List"** 12 Years in a Row
The American Lawyer A-List 2014



Lauded as a **"Caring Company"** in Hong Kong
Hong Kong Council of Social Service 2013-2014



"Most Innovative Law Firm"
Euromoney 2014



Distinguished Pro Bono Law Firm Award
The Law Society of Hong Kong Pro Bono and Community Work Recognition Programme 2013



KEEP ON MOVING

Qualified lawyers continue to receive access to comprehensive and on-going training at the firm. Latham provides regular seminars and training sessions for all trainees and lawyers using both internal resources and external providers.

The firm runs a series of Latham & Watkins Academies that help to further lawyers' legal and personal skills and enhance their understanding of the firm from a global perspective. Held for all first, third and fifth year associates, the Academies bring together entire peer groups from across all of the firm's offices, so associates meet their colleagues from around the business and learn with each other.

First Year Academy

The First Year Academy combines formal training programmes on topics such as the "Anatomy of a law suit" and the "Critical skills for practicing as a lawyer" with social activities enabling associates to connect with their peers from around the firm.

Third Year Academy

This programme offers a mix of presentations and workshops with an emphasis on supervision, client interaction and business development. By the end of the Academy, the associates have a clear understanding of how to make a successful transition from junior to mid-level associate.

Third Year Academy also allows Latham associates to continue to build relationships with their peers across the Latham network.

Fifth Year Academy

This final Academy is a training programme focused on the transition from mid-level to senior associate. Topics include courses on partnership standards, business development, firm finances, mentoring and public speaking, as well as professional growth and development opportunities.



MAKE IT COUNT: SERIOUS ABOUT COMMUNITY

Each Latham office is fully immersed in its local community, and pro bono work is an important part of what the firm does. The firm is one of the largest providers of free legal services in the world. In 2013, with more than 2,000 lawyers, paralegals, summer associates, trainees and professional staff in our offices across 14 countries participating in our programme, Latham provided approximately 191,000 hours of free legal services.

Latham leverages considerable expertise and resources locally, nationally and globally to support the legal needs of disadvantaged individuals and the not-for-profit organisations that work with them. The firm treats pro bono work in the same way as fee-paying client work: pro bono hours contribute to annual target hours for lawyers; work is reviewed and supervised in the same way; and pro bono is used as part of the associate evaluation and bonus system.

Latham's Hong Kong lawyers act for charities, not-for-profits and community projects. Some of the organisations with which the firm

works closely include: the **Justice Centre Hong Kong**, which aims to protect asylum seekers and survivors of torture and cruel, inhuman and degrading treatment through the Unified Screening Mechanism, under which the government processes protection claims; **Helpers for Domestic Helpers**, a volunteer-based organisation seeking to defend the rights of domestic workers in Hong Kong; **Liberty Asia**, a non-profit which actively combats slavery, human trafficking and debt bondage; the **Transgender Resource Center**, which promotes greater awareness of issues affecting Hong Kong's transgender community; and **Passerelles Numériques**, which helps impoverished youth gain access to jobs in high-tech industries.

Diversity

Latham lawyers and staff around the world include a rich mixture of men and women of different races, ethnic backgrounds, cultures, sexual orientations and primary languages. Believing in the strength diversity brings to the firm, Latham has committed to diversity and equal opportunities, allowing Latham to recruit and retain the best lawyers

across the globe. We continue to make a concerted effort to build on our firm culture and to value individuality and differences among our employees.

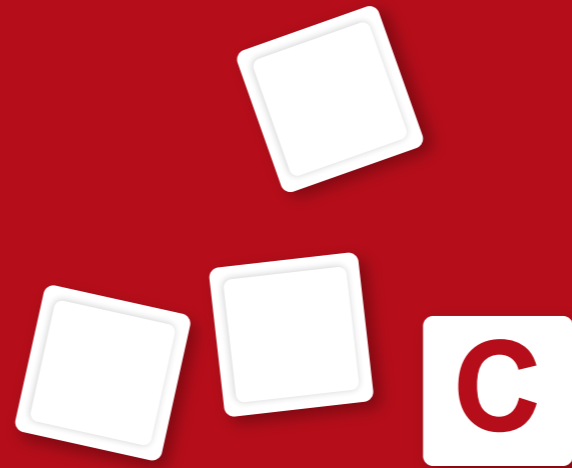
Sustainability

Latham's SMART (Sustainable Measures and Recycling Tactics) initiative implements the firm's global sustainability policy. We believe everyone in the firm can play a daily part in reducing our impact on the environment, conserving natural resources and managing our firm in a more sustainable way.

Women Enriching Business (WEB)

WEB is a two-pronged firm initiative launched in 2006. Designed to promote women in business, WEB fosters broader networks and productive business relationships and attracts and invests in the long-term success of women. Latham WEB is a proud sponsor of The New York Women's Foundation, National Association of Women Lawyers, National Association of Women Judges, Women in Law Empowerment Forum and Working Mother Media.

GROUP
PEOPLE
INVEST
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WHY TRAIN WITH US

VAC

OUR VACATION SCHEME

Latham's Hong Kong office offers three-week vacation schemes twice a year: one over the winter and one during the summer, for candidates who are considering to apply for a training contract with the firm.

As we recruit predominantly from our vacation schemes, we encourage candidates to apply for a vacation scheme instead of applying directly for a training contract. Our vacation schemes are primarily aimed at law undergraduates in their penultimate year of study.

The vacation schemes are structured to introduce you to our work and our culture by providing plenty of opportunities to meet and socialise with the people who work at Latham.

During the vacation scheme, candidates are asked to produce written work and deliver a short presentation on a topic of their choice. Other members of the office will also deliver presentations on various topics, so that you will be immersed in the firm and gain a thorough view of how we work. While you are here, you will enjoy plenty of social events designed to show you the relaxed and open side of Latham, and to give you the opportunity to speak to lawyers and trainees who can answer any questions that you might have.

During your three-week vacation scheme, you will be asked to decide whether you would like to apply for a training contract with us. If you do decide to apply, then you will be required to undergo interviews and other assessments towards the end of your three weeks with us.



WHY TRAIN WITH US

MAKING YOUR DECISION

As a trainee, we will ensure you have all the help you need. The partners and senior lawyers are keen to take part in helping juniors grow and develop to their full potential. Always available to answer any questions that you might have, these lawyers ensure that juniors receive the best mentorship experience possible.

In addition, our firm hosts many social activities throughout the year (e.g. drinks nights, Christmas party, etc.) that provide opportunities for you to meet and mingle with Latham lawyers before you arrive, to ease your transition into the firm.

The Training Contract

As a trainee solicitor, you will have the opportunity to work in the following practice areas (seats):

- Dispute Resolution
- Hong Kong Corporate/Commercial
- Finance
- Possible third or fourth seat opportunity to be seconded to one of our international offices

The duration of each seat may range from three to six months. This allows you to develop key skills and experience in core areas, providing you with an opportunity to explore your own area of interest and develop an understanding of different areas of the law.

You may also be offered the opportunity to spend up to six months in an overseas office in your second year. Before commencing your training contract, we will ask you to nominate practice area preferences for your rotations. While we cannot offer any guarantees, we will endeavour to build any preferences into your programme to help you plan your career.

As the nature and breadth of our dispute resolution practice often involves the team working hand-in-hand on matters emanating from overseas, I have the exciting opportunity to work closely with highly qualified and talented lawyers from different offices who are top in their field. Latham's global capabilities, knowledge of local practices and comprehensive expertise across the world are eye-opening for me and the experience is an invaluable one.

VIOLA JING

Associate



Principal, Supervisor & Mentor

Our lawyers work in teams, so when you start as a trainee, we will assign you a Principal, Supervisor and Mentor.

Your Principal will be a partner who will oversee your general workload, skills training and practical experience.

Your Supervisor for each seat will allocate tasks, provide practical day-to-day training and closely monitor your work.

Your Mentor will assist you with your integration within the firm and with administrative issues. You will meet with your Mentor at least once a month (often over lunch) to talk about your experiences, concerns or issues on a confidential basis and your Mentor will provide you with objective input and advice.

Induction Programme

Upon joining, you will participate in our comprehensive induction programme designed to give you a better understanding of the firm and its operation, office procedures, IT systems and to learn about the resources available to you.

Hands-on Experience

The best learning happens through real hands-on experience — and at Latham you will have extensive client contact and be actively involved in telephone conference calls, meetings and client visits. You will also learn directly from the lawyers you work with, many of whom are recognised as the most respected practitioners in their field. The key to our success is sharing knowledge, experience and skills.

Feedback/Review

The trainee review process is similar to our associate review process, which emphasises the firm’s core values of open communication and career development. You will meet with your Supervisor and Principal at the end of each seat for a comprehensive in-person conference. At these conferences the lawyers will read your work reviews to you verbatim and deliver a clear message regarding progress and standing. You will also have an informal mid-seat appraisal with your Supervisor.



We work as very close-knit teams and believe in involving trainees in all aspects of transactions. With the appropriate support, trainees will take charge of various tasks and deal with clients. We hope that our trainees are constantly challenged and learning.

TERRIS TANG

Associate

MIXING

At Latham, our culture embraces hard work, commitment and quality. But we don’t believe that doing the very best for our clients means we can’t have fun in the process. The firm is a relaxed place to practise law and the environment is non-hierarchical, friendly and supportive.

We believe our social programme is an important part of who we are. The Hong Kong office hosts two major parties a year — one around Chinese New Year and one at Christmas — to which everyone is invited. We also organise regular drinks nights when the firm puts money behind the bar at a local

venue and monthly birthday parties. Everyone is invited to come along, to mix with people from other departments and to get to know each other.

On a healthier note, Latham offices participate every year in a firmwide inter-office competition called the Spring Challenge, in which the offices compete to exercise the most during a set period. Everyone is invited to log their participation, whether walking to the office, riding a bike or running a marathon. Totals are then calculated, taking into account different office sizes, to determine a winning office. Our

Hong Kong office won both the 2012 and 2013 Spring Challenge and took home the coveted bronze sneaker.

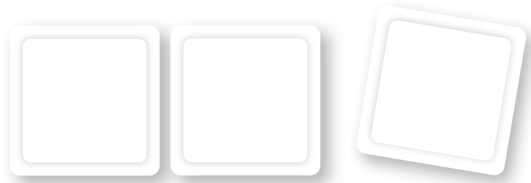
All year round the firm provides plenty of opportunities to get involved in sports and other activities with your colleagues.

Working at Latham & Watkins gives me a new perspective on what it means to be “part of the firm”. While Latham places a strong emphasis on our professional development, we are not purely paper-turners behind the desks. Latham is democratic in its decision-making and structure. We, as junior associates, are given the opportunity to participate in the management of the firm, e.g. through conducting interviews and being part of various management committees. Our voices are heard and reflected in the management decisions.

CECILIA AU

Associate





SUPPORTIVE LEARNING



NICOLE WONG
Newly Qualified Associate

As a junior member of the firm, with hands-on responsibility in a diverse range of complex, multi-jurisdictional matters, I find the experience challenging but constantly rewarding. While the learning curve may be steep at times, I am comforted to know that I always have support and guidance from a team who takes an active interest in the scope and process of my learning. They encourage me to understand the underlying principles behind each project or transaction, and the reasons for our choices or decisions, an approach which makes my work both interesting and worthwhile.



RAINBOW AU-YEUNG
Trainee 2013-2015

GLOBAL OUTLOOK AND FRIENDLY FIRM CULTURE

I was initially attracted to Latham because of its obvious firmwide attributes. Latham is a full-service firm with a truly global outlook. It has offices spread over North America, Europe, the Middle East and Asia, with strengths in all areas of transactional, finance and litigation work.

Aside from this, what also attracted me to Latham was its genuinely friendly firm culture. There is a real sense of camaraderie among everyone at work, across the different departments as well as across the whole firm globally. If you ever have a question, you can always find an open door nearby where you can feel free to walk in for advice.

Whilst the firm places a lot of emphasis on teamwork and collaboration, Latham also highly values the development of individual potential. This means that as a trainee, you are given a great deal of responsibility at an early stage, with opportunities of being exposed to challenging cross-border deals. All of these factors combined allow you to gain top quality professional training and self-improvement to kick start your legal career.

A THOROUGH YET FRIENDLY SELECTION PROCESS



JOYCE LAM
Trainee 2013-2015

When applying to Latham, two factors attracted me; the firm’s exceptional reputation within the legal arena, and the knowledge that in a US firm trainees would be given more independence and flexibility.

I applied directly to the firm, and during four to five rounds of interviews over the course of two days, I met a range of Latham employees from junior associates to the managing partner. Each person spoke at length about their time with the firm and provided invaluable insight on why they found Latham a relaxed and rewarding place to work. When I finished my final interview, I left the offices particularly impressed by how junior members of the firm were involved in the hiring process and by the approachability and intellect of all the lawyers I had met.

When the time came to decide which firm to sign with, my decision to choose Latham was a straightforward one.



ROY SIM
Trainee 2013-2015

MOLDING THE FUTURE

Latham’s training programme is fast becoming one of the most-sought after amongst graduates. This comes as no surprise given that the firm offers structured training, similar to fellow White Shoe and Magic Circle law firms, combined with exposure to groundbreaking deals and top-notch lawyers.

Trainees are given greater responsibilities earlier compared to their peers in order to grow and develop their skills. The work is intellectually challenging but highly rewarding in terms of personal and professional development.

Moreover, the firm’s family-like work environment and mentorship programme ensure that trainees always receive the best support in the discharge of their responsibilities.

International secondments are available to trainees as part of the training programme. These secondment opportunities prepare you for the international nature of our business, and the very real possibility that a career with Latham could take you around the world, from New York to London.

EASING INTO LATHAM



BONNIE TSE
Trainee 2013-2015

The transition from the cocoon of university into the “real world” at a law office may be daunting, but Latham makes it incredibly easy. Latham makes a point to include prospective trainees in as many social events as possible. From karaoke nights and movie events to bowling parties, prospective trainees enjoy the opportunity to mingle with other trainees and associates, cultivating strong ties of friendship even before starting at the office. Seeing trainees working together amicably — and to great amusement — to perform at the firm’s Christmas party allowed trainees to see the fun-loving side of partners and associates.

Fun and games aside, Latham provides real advice and support to prospective trainees. Whether asking for help on academic studies, guidance on which school to choose for the PCLL, or even work-related advice — trainees can trust that Latham is there to help.



JACQUELINE FOO
Trainee 2014-2016

SOLID SUPPORT AND COLLEGIAL WORK ENVIRONMENT

Two things greatly enhance a trainee solicitor’s experience — a formal and structured training program, and an open and supportive work environment. Latham offers both.

The training program at Latham is structured so that trainees receive proper supervision and support from principals, trainers and mentors alike. Partners and associates are keen to invest both time and effort in trainees’ growth and development. We are often invited and encouraged to participate in case strategy discussions, and we receive ample opportunities to interact with the firm’s clients and contacts. In the process, our firm colleagues pay close attention to our learning and development, regularly and frequently providing candid feedback.

The firm’s non-hierarchical approach to work also sets Latham apart, as this encourages us to seek out greater responsibility as we progress. Latham redefines collegial, and its open-door policy means that senior lawyers are happy and committed to answer any questions and offer guidance and support whenever and wherever sought.

Given this combination of structure and openness, you will not be surprised that my experiences as a part of Latham’s training program have been thoroughly enjoyable.



DESMOND GAN
Trainee 2014-2016

REALISING YOUR POTENTIAL

Latham takes incredible care in choosing the right people. Prior to joining the firm, I interviewed with no fewer than eight partners and counsel. After joining, I discovered why — the firm invests considerable resources, time and effort in grooming each and every trainee into a future partner.

Latham offers all the international experience and professional responsibility considered de rigueur for a firm of its class, but the firm’s approach to mentorship really sets it apart. Everyone at the firm is extremely generous with their time when guiding trainees, which contributes greatly to the collegial atmosphere in the firm.

Training at Latham is structured, but not limited. Your success at the firm is measured not merely in terms of your performance but also by the realisation of your potential. Training at Latham provides an invaluable opportunity for learning and growth, and certainly promises an exciting start to life as a lawyer.



CATHERINE HUI
Trainee 2014-2016

THE IDEAL FIRM

When faced with the hundreds of law firms operating in Hong Kong, choosing which one to apply to for a training contract can be a difficult choice. International law firms’ seemingly similar globalised approach only makes distinguishing one from another more difficult.

For me, Latham stands out as a straightforward choice. Latham’s uniquely non-hierarchical culture means that I truly feel like a team-player. The cutting-edge deals I am asked to work on and the challenging responsibilities I am given make for a steep learning curve. But, at Latham, I feel at ease discussing these deals and interacting with both partners and associates to enhance my contributions to the team’s efforts for clients.

The opportunity to work with and learn from leading practitioners in their fields is just invaluable. And, the limited number of trainees in the program each year means we are given substantial and significant responsibilities, providing us with unparalleled training at an early stage in our careers. The strong social community the firm encourages also helps to foster a healthy work-life balance, enabling us to establish friendly long-term relationships with our contemporaries and colleagues in the firm.

INVEST
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PEOPLE
GROWTH
WORLD
HAPPINESS



WHAT TO DO NEXT

MAKE YOUR MARK

We are looking for candidates with a strong academic background, which means we expect a minimum 2:1/2A degree and grades of at least AAB at A-level or equivalent. We look for excellent communication skills and a consistent record of personal and/or professional achievement. And above all, people do well at Latham if they have an entrepreneurial spirit, take the initiative, and are not afraid to put their hands up. If you are proactive about your career, expect to work hard and want to stand out from the crowd, please get in touch.

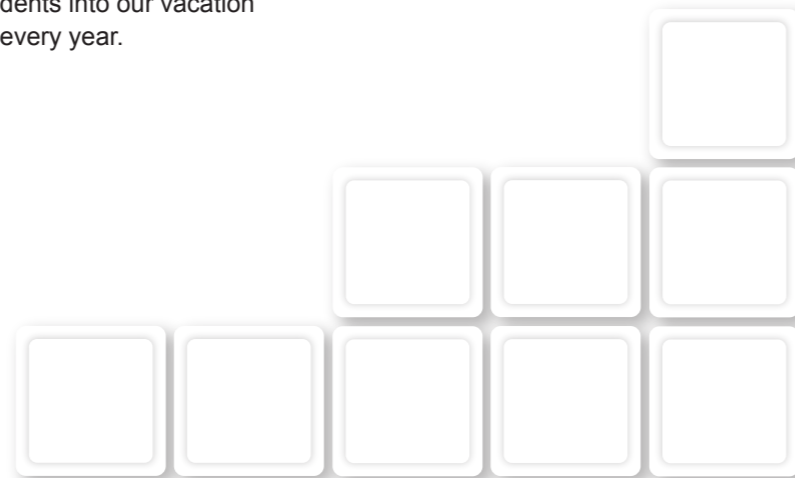
We carefully select all our trainees because we hope that trainees will play a vital role in the future growth of the firm. We strive to establish a reciprocal and long-term relationship straight away. We focus on developing your potential and ensuring we offer you a successful and prosperous career at Latham.

GET THINGS MOVING

To apply for a training contract or a place on one of our vacation schemes, please send your CV, cover letter and transcripts to: hkreceiving@lw.com.

We encourage anyone interested in pursuing their career at Latham to apply for a place on one of the vacation schemes in the first instance, as the majority of our training contracts will go to people who have participated in a vacation scheme at Latham.

We recruit three to five trainees currently and accept eight to 10 summer students and two to four winter students into our vacation schemes every year.



A WISE MOVE

If you choose to train at Latham & Watkins, we offer you the following salary and benefits

- Payment of PCLL fees, conversion exams fees and a maintenance grant
- Competitive pay during training contract and New York pay scale equivalent upon qualification
- A benefits package that includes life insurance, medical and dental insurance, and mandatory provident fund
- 100% retention on qualification subject to performance



Apply early as we recruit on a rolling basis!



PREPARATION	EDUCATION
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* Please contact PCLL providers (The University of Hong Kong, The Chinese University of Hong Kong and City University of Hong Kong) to determine if a specific course is sufficient for the purposes of admission to the PCLL programme
 * For more information, please visit the website of the Hong Kong Conversion Examination Board (www.pcea.com.hk)

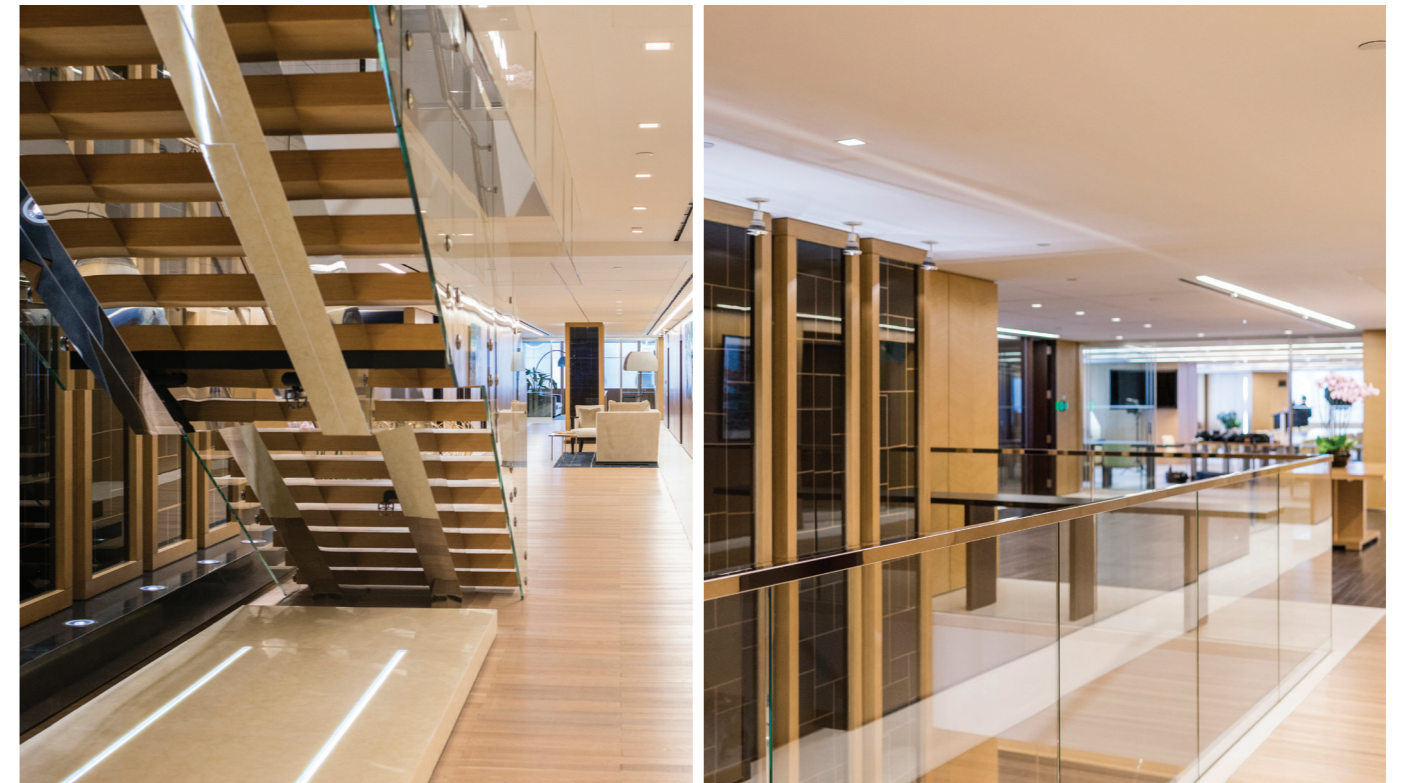
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If you have any further questions, please do not hesitate to contact us.

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