One Firm.

A World of Opportunities.

www.lw.com
Welcome

Thank you for your interest in Latham & Watkins.

We hope that you will consider starting your legal career with us. We believe that we offer you a very different working experience compared to other elite law firms.

The following information is intended to give you a sense of our trainee programme and life at Latham. We encourage you to contact us with any questions and we look forward to hearing from you.

Andrew Moyle
London Office
Managing Partner

What we can offer you

Latham & Watkins recruits only the highest calibre candidates, both in terms of academics and personality.

We pride ourselves on our collegial atmosphere and our collaborative management style. The Latham community is made up of people from a variety of backgrounds and a diversity of opinions. We value originality and creative thinking. Candidates with a strong academic background, excellent communication skills and a consistent record of personal and/or professional achievement will thrive at Latham.

Our associates are involved in firm management via their participation on the Associates, Recruiting, Diversity and Pro Bono Committees, amongst others. For example, the Associates Committee evaluates and recommends lawyers for promotion to partnership every year. We look for candidates who are leaders and will make a positive contribution to the firm as a whole.

We also look for candidates who are able to apply the law in a business context and have the initiative to take charge on client matters early on in their careers. At Latham, we undertake sophisticated legal work for clients around the world. Our trainees will be given meaningful responsibility on client matters from the outset. We expect that each trainee will have significant legal experience on qualification.
About
Latham & Watkins

Latham & Watkins is one of the largest global law firms, practising in 27 offices worldwide.

Latham has no head office and no dominant practice, and is governed by an open, inclusive and consensus-building management style. Our “one firm” culture means that firm decisions are only made after a broad range of opinions are considered and a clear consensus is developed. With our geographic and practice area diversity we frequently work across offices to provide our clients with the best international expertise. Very few firms can match our global resources.

In London, our practice is primarily focused on:

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“...We have been recognised as an ‘international powerhouse’ and one of the ‘global elite’, with some of the best and brightest lawyers from around the globe. But the real power of our firm comes from our most important resource – our people. That’s why we stay committed to recruiting the next generation of leading talent.”

Robert M. Dell
Chairman and Managing Partner
Defining quality


In the 2007 Financial Times Innovative Lawyers Awards, Latham was recognised as the most innovative US law firm in Europe, distinguishing itself as “one of the firms with the most cutting-edge associate development programmes”.

Latham ranks number two amongst US law firms in The American Lawyer’s 2009 “A-List” marking the firm’s seventh consecutive year on the list.

Latham ranked first in the category of “Best 20 Firms to work for” in the Vault Guide to the Top 50 UK Law Firms 2009 Edition. The guide, which surveyed associates at the leading law firms in the UK, awarded Latham high rankings for:

- Associate Satisfaction
- Compensation
- Diversity
- Solicitor/Partner Relationships
- Training
- Pro Bono
Defining community

Pro Bono

Each of our offices is fully immersed into its local legal community, with pro bono work being an important part of what we do. The firm is one of the largest providers of free legal services in the world and last year alone, the London office contributed more than 2,000 hours of free legal services. Significantly, hours spent on pro bono matters contribute to the annual target hours for lawyers. Some of the organisations we work most closely with include READ International, a UK-registered charity which mobilizes university students to improve access to education in the UK and Tanzania, the Kingfisher Kids Club which provides out-of-school and holiday care for underprivileged children, and the Esuubi Trust which was founded to help improve the lives of Ugandan orphans by providing safe homes, quality education, food, basic necessities and medical care, with a particular focus on AIDS detection and treatment.

Community Support

We are currently celebrating our 75th anniversary by “Moving Forward by Giving Back”. The London office has recently worked with charity Centrepoint, which houses and supports vulnerable homeless young people by successfully redecorating one of their hostels.

Diversity

Our lawyers and staff throughout the world comprise a rich mixture of men and women of different races, ethnic backgrounds, cultures, sexual orientations and primary languages. We are strengthened enormously by this diversity, and our commitment to diversity and equal opportunity enables Latham & Watkins to draw from a remarkable wealth of talent to recruit and retain the best lawyers and create one of the world’s leading law firms. Latham is making a concerted effort to build upon our existing firm culture which values individuality and differences among people.

Sustainability

Latham & Watkins’ SMART (Sustainable Measures and Recycling Tactics) initiative is charged with implementing the firm’s global sustainability policy. We believe that everyone at Latham can play a daily role in reducing our impact on the environment, conserving natural resources and managing our firm in a sustainable manner.
The vacation scheme

Latham & Watkins offers a two-week Easter placement scheme and a two-week summer placement scheme for candidates who are considering an application for a training contract with Latham.

During the first week of my placement I sat with an associate in Employment, gaining exposure to a mix of transactional, contentious and advisory work including a Middle Eastern acquisition and a discrimination dispute. My second week was spent in Banking, where I assisted with the closing of an international restructuring deal.

I appreciated the flexibility of the scheme, allowing me to tailor the work to my interests by gaining experience in Technology & Outsourcing, Litigation and Project Finance.

All tasks were meaningful and challenging. I felt stretched and stimulated at every turn, although colleagues were always on hand to give support and feedback.

Everyone at Latham made me feel welcome and part of the team, with someone always willing to answer my questions. This culture allowed me to get the most out of my time with the firm, and I would without hesitation recommend the scheme to anyone seriously considering a career in City law."

Ben Wright
2009 Summer Vacation Scheme
The training contract comprises four six-month seats, rotating between departments.

We endeavour to accommodate your interest in specific practices from within our Corporate, Finance, Litigation and Tax Departments, whilst also ensuring that you gain experience in our core transactional and disputes areas. Trainees may also be offered the opportunity to spend up to six months in an overseas office during one of their final seats. You will sit with an experienced lawyer in each of your seats and will also be assigned a mentor as an extra means of support. As a qualified lawyer you will receive comprehensive and on-going training at a series of Latham & Watkins Academies which are training sessions to further legal skills and enhance understanding of the firm and the practice of law.

First Year Academy

First Year Academy combines formal training programmes such as “Anatomy of a Lawsuit” and “Basics of Discovery” with social activities, which allow associates to meet their peers from other offices. First Year Academy also provides our incoming associates the opportunity to participate in training courses, such as “History of the Firm”, which is designed to help first-year associates begin their legal careers and ease their assimilation into the firm.

Third Year Academy

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

Fifth Year Academy

Fifth Year Academy is a training programme which emphasises the transition from mid-level to senior associate. Topics include partnership standards, business development, firm finances, mentoring, public speaking, as well as professional growth and development opportunities.
It is how Latham operates internally that differentiates us from our competitors.

Latham trainees are given the opportunity to work on international deals in an environment encouraging equality, diversity and teamwork at every opportunity.

Colleagues are never too busy to answer questions from trainees. For instance, when I joined the litigation department during a busy period in the run up to a significant and complex trial, I was encouraged to consider background material and ask questions. I later attended an extremely interesting settlement meeting for the same case, demonstrating that trainees are involved in matters wherever possible.

In my second seat, I have reviewed precedent project finance deals and drafted clauses for multi-billion pound transactions. It is clear that the emphasis of the Latham training contract is learning through first-class, first-hand experiences. This means that Latham trainees receive a comprehensive, nurturing and exhilarating training experience.

Simply put, Latham provides a training contract surpassing the “one-size fits all” approach adopted by many other leading firms."
Growing together

Latham & Watkins is instilled with an ethic of hard work, commitment and quality that has nurtured the firm’s dramatic growth.

“Latham & Watkins is an ambitious firm that has expanded tremendously over the last decade and continues to do so. It is a genuine privilege to work in such a dynamic organisation alongside extremely talented individuals. The quality of the services that the firm provides is clear from the clients it attracts and the accolades it has been awarded.

From the perspective of a trainee, the firm provides an ideal environment in which to develop. The transactions and cases I have worked on have been consistently high profile, challenging and interesting. We are encouraged to ask questions and, thanks to the firm’s team culture, everyone - from the partners to the support staff - is happy to offer guidance and support. The firm encourages its lawyers to work independently and trusts them to do so. There is no monitoring of anyone’s comings and goings as long as you discharge your work obligations responsibly.”

Daniel Barnett
2008 – 2010 Trainee

- No profit centre accounting
- Non-hierarchical approach to work and a policy of financial transparency
The friendly, motivated and meritocracy based culture of Latham really made an impression at the training contract interview, making my decision to join the firm a very easy one."

Amy Taylor
2008 – 2010 Trainee

Selection procedure

The Training Contract

You will meet six associates/partners during three 30-minute interviews.

This gives us the opportunity to get to know you better and vice versa. There will be a presentation on Latham and what you can expect during the training contract. Followed by lunch and a guided tour by our trainees. This provides an opportunity for you to ask questions and find out what it's really like being a trainee at Latham.

We carefully select each of our trainees and recognise that you will play a vital role in the future growth of the firm. It is important to us to establish a reciprocal and long-term relationship, developing your potential and ensuring a successful career for you at Latham.
How do I apply?

To apply for a training contract or our vacation scheme, please [click here](#) or go to the careers section of the London office on our website and click ‘Apply Here’ to complete the online application form.

The training contract deadline is 31 July and vacation scheme applications are accepted from 1 October to 31 January.

For more information, please contact:

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Switchboard: +44.20.7710.1000

“Latham & Watkins offers its trainees bespoke training programmes, while also providing a friendly work culture that is evident throughout the firm’s global network; a feast of opportunities awaits future international lawyers here!”

*Peter Ho*
2008 – 2010 Trainee
## The facts

### Vacations Scheme
- **Vacation scheme places for 2010:** 30
- **Vacation scheme remuneration:** £300 per week

### Training contracts
- **Starting salary:** no less than £41,000
- **Qualification salary:** no less than £96,000

### CPE/LPC fees
- **CPE/LPC fees:** payment of CPE and/or LPC course fees (including full payment if you have completed your studies)

### Application deadlines
- **31 December** for the Easter vacation scheme
- **31 January** for the summer vacation scheme
- **31 July** for a training contract

### Minimum academic criteria
- ABB at A-level (or equivalent) and a 2:1 degree

### Degree disciplines considered
- All

### Training contracts for 2012
- **15**

### Maintenance grant
- £8,000 in each law school year

### Benefits
- life assurance, medical and dental insurance, stakeholder pension scheme

### Staff in London
- 290

### Associates in London
- 93

### Partners in London
- 47

### Trainees (at September 2009)
- 24

### Work permits
- We apply on your behalf if required
Office Locations:

Abu Dhabi  London  Paris
Barcelona  Los Angeles  Rome
Brussels  Madrid  San Diego
Chicago  Milan  San Francisco
Doha  Moscow  Shanghai
Dubai  Munich  Silicon Valley
Frankfurt  New Jersey  Singapore
Hamburg  New York  Tokyo
Hong Kong  Orange County  Washington, D.C.