

**M A K E
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LATHAM & WATKINS
HONG KONG





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W E L C O M E

Thank you for your interest in Latham & Watkins. We very much hope that you find the information on the following pages useful and that you will consider starting your legal career with us here in Hong Kong.

We believe Latham is different from other law firms. We are one of the few law firms with a truly global platform, with strength not only across Asia but also in North America, Europe and the Middle East, including in the world's major financial centres. What we have in Hong Kong is a fully committed and growing full-service platform, where we provide all of the specialist knowledge and expertise that our clients need. We can handle international cross-border transactions without the need to outsource any of the work, and that's what we do, every day of the week.

The Latham community in Hong Kong is made up of people from a variety of backgrounds, including many lawyers from top-tier UK and US international firms. We are able to offer not only the experience available at the top UK firms in Hong Kong, but also a platform for

work opportunities in respect of high profile US-related matters including public and private capital markets transactions and mergers and acquisitions, as well as US-related litigation.

In many ways, we offer you the best of both worlds: the opportunity to handle transactions of a profile and complexity that equal those being carried out at any other law firm in Hong Kong, in an environment where you can stand out from the crowd and be valued as an individual. We want to develop your full potential in a friendly, fun and teamwork-oriented environment and we will assist you in doing so.

We recruit the best and the brightest and really value our trainees as our potential partners in the future. You will get to contribute and you will be treated as an important team member from day one.

Finally, a few words on what really makes Latham different, and that's our "one-firm" culture. This firm is managed by consensus, across the board. Almost all of the committees responsible for running our business

are staffed by associates as well as partners, with a strong and genuine focus on making sure that everyone feels like stakeholders in the business. Our Associates Committee, about which you will find more details on page 5, is unique, bringing together lawyers of all levels from each of our 31 offices to make decisions that really matter, including the selection of new partners.

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

MICHAEL LIU

Hong Kong Office Managing Partner



PEOPLE
DELIVER



A

WHO WE ARE



Latham & Watkins is one of the largest global law firms, practising in 31 offices worldwide. We have no head office and no dominant practice. We have built internationally recognised practices across a wide spectrum of transactional, contentious, corporate and regulatory areas.

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

With our geographic and practice area diversity we are genuinely global and our lawyers frequently work across offices to provide clients with the best international expertise. Very few firms can match our worldwide resources or our truly international outlook.

In Hong Kong, we are a full-service operation with experts in all of the firm’s core practice areas. We now have more than 45 lawyers, and that number is growing all the time. We represent investment banks, financial institutions, private equity houses, corporates, governments and other organisations, and we handle some of the largest and most complex cross-border deals and cases in Asia.

LEADING PRACTICES OF THE HONG KONG OFFICE

Banking, Project, Leveraged & Structured Finance

Equity Capital Markets

Debt Capital Markets

Regulatory & Compliance

China Investments

International Arbitration

Litigation

Mergers & Acquisitions

Private Equity

Public Company Representation

Real Estate

We recruit only the highest calibre candidates, both in terms of academics and personality. That's because we pride ourselves on our collegiate 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 all value originality and creative thinking, and we all put a strong emphasis on client service, entrepreneurship and teamwork.

Our associates are involved in firm management through their participation on our Associates, Recruitment, Diversity and Pro Bono Committees, amongst others. We look for candidates who are leaders and will make a positive contribution 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 on client matters by showing initiative early on in their careers. We expect our trainees to be given 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. It brings together lawyers of all levels of seniority, including partners, from almost every one of our offices, and those individuals oversee all lawyer reviews, progression and welfare at the firm. If any associates find themselves with an issue in their office, it is usually their Associates Committee representative that they are encouraged to speak to first.

The review process for lawyers at Latham is different to many firms, in that all the individuals who have supervised another lawyer write a review on that person's performance. It then falls to the Associates Committee to consider 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 in to partner progression decisions, and in their seventh and eighth year associates are told about their partnership prospects by members of the Associates Committee. 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.



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WHAT WE DO

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DEALS & CASES

Our 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. Below are a few examples of recent work handled by lawyers in Hong Kong and our other offices.

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 heavily involved in transactions. There is plenty of supervision and support, but everyone is encouraged to work above their class-year level, so they enjoy exposure to issues that might be handled by more senior people elsewhere.

At Latham, it is down to the partners and senior associates in each department to ensure the

junior associates and trainees are getting a good balance of work and opportunities to progress. On most deals you'll work closely with an associate or a partner. You'll be expected to step up to the mark, and encouraged to take responsibility, but you will always get help if you need it.

We advised on **Manchester United's IPO** on the New York Stock Exchange. According to a *Forbes* report, Manchester United is the world's most valuable sports team.

We represented **Yahoo!** in two related high-profile matters: Microsoft's hostile proposal to acquire Yahoo! and Yahoo!'s proposed advertising collaboration with Google.

We advised **Nintendo Co.**, a Japanese video game company, and its partners in the reorganization of international intellectual property rights relating to Pokémon, the global videogame, animé and toy phenomenon.

We represented **AU Optronics**, a major LCD display manufacturer, in a multi-patent court case against **LG Display**. The high-profile case is believed to be the first case in which a Taiwanese company defeated a Korean company in US patent litigation.

We represented **Hyatt Hotels Corporation** on its US\$1.09 billion IPO on the New York Stock Exchange.

We advised **Daiwa Capital Markets** in connection with its acquisition of global convertible bonds and Asian equity derivatives businesses of KBV Group for approximately US\$1 billion.

We represented the underwriters in connection with the US\$8.5 billion H Share rights issue by **Bank of China Limited**.

We advised **City Telecom (H.K.)** on the HK\$5 billion sale of its telecommunications business, including the Hong Kong Broadband business and its IDD business.

We represented **CITIC Securities**, China's leading investment bank listed in Shanghai's stock exchange, in connection with its US\$1.8 billion IPO on the Hong Kong Stock Exchange. It was named "Deal of the Year 2011" by *Asian Counsel*.

We represented the borrower in a project financing deal worth over US\$2 billion of a development of a condensate splitter and aromatics facility in Singapore. The transaction was named "Project Finance Deal of the Year" by *IFLR Asia Awards 2012* and was the subject of other various awards.

We represented **Vedanta Resources**, a metals and mining company, in connection with its US\$1.65 billion bond offering. The transaction was named "Asia's Biggest Corporate High-Yield Bond to Date" by *FinanceAsia*.

We advised on a significant victory for a private equity client in an HKIAC arbitration resulting in the client obtaining a significant minority equity interest in one of China's largest coal producers worth over several hundred million US dollars.



AWARDS

Latham & Watkins has dramatically developed its capabilities in Asia since it launched 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 “blue chip” roster.

Latham is one of only a few top-ranked firms to provide US, English, Hong Kong, Singaporean and Japanese law advice, providing us with 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 from publications such as *Asian-Counsel*, *International Financial Law Review (IFLR)*, *Asian Legal Business*, *FinanceAsia*, *Asialaw*, *Project Finance International (PFI)*, *China Business Law Journal*, *China Law & Practice*, *India Business Law Journal* and *Project Finance Magazine* for its unrivalled expertise and impressive work undertaken across the region.





Ranked among the Top 10 firms globally



Corporate Counsel names Latham & Watkins a “Go-To” Law Firm



FINANCIAL TIMES

2011 Most Innovative Law Firms



Placed among the Top 10 competition practices in *Global Competition Review's* 2011 “Global Elite” list



Ranked among the Top 10 in *The American Lawyer's* A-List for nine consecutive years



BTI Consulting Group's 2011 “Client Service A-Team”

Latham was praised for its “superior service” to its clients

ASIAN-COUNSEL

Deal of the Year 2011
CITIC Securities Company Limited's Hong Kong IPO

THE AMERICAN LAWYER

Received more than two dozen Top 10 rankings across a range of corporate and finance categories in *The American Lawyer's* 2011 Corporate Scorecard

EUROMONEY

Most Innovative International Law Firm, Euromoney Asia Women in Business Law Awards 2011

IFLR

2012 Most Innovative US Law Firm and International Capital Markets Team of the Year; 2010, 2011 and 2012 Project Finance Team of the Year and 2010 International Law Firm of the Year.



2012 International Deal Firm of the Year

2011 Energy & Natural Resources Law Firm of the Year.



2012 Asian Legal Business Hong Kong – Finalist for:
- Dispute Resolution Firm of the Year
- Restructuring & Insolvency Firm of the Year

KEEP ON MOVING

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

We run a series of Latham & Watkins Academies that help to further our lawyers' legal and personal skills and enhance their understanding of the firm from a global perspective. Held for all of our first, third and fifth year associates, the Academies bring together entire peer groups from across all of the firm's offices, so that associates get to 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 that enable the associates to get to know their peers from around the firm.

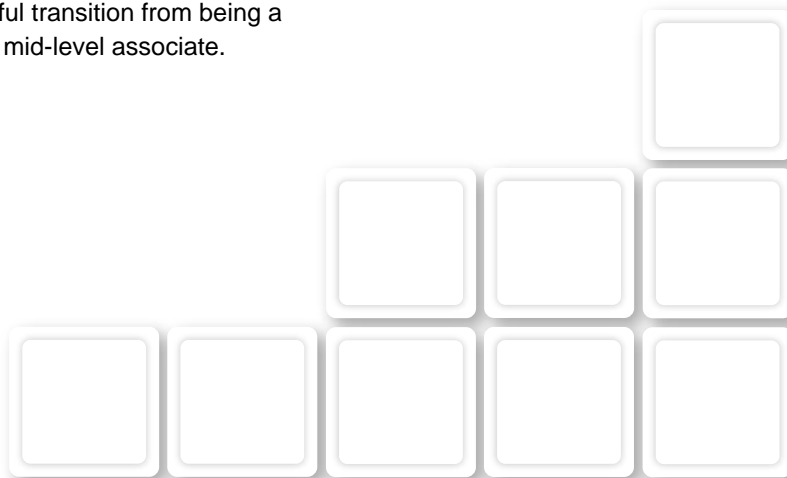
Third Year Academy

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 being a junior to a mid-level associate.

It also allows our 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 of our offices is fully immersed in its local community, and pro bono work is an important part of what we do. The firm is one of the largest providers of free legal services in the world. In 2011, with almost 2,000 attorneys, paralegals, summer associates, trainees and professional staff in 31 offices across 14 countries participating in our program, Latham provided approximately 173,000 hours of free legal services valued at approximately US\$83 million. Of this total, approximately 250 hours of free legal advice was provided out of the Hong Kong office.

We aim to use our 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. We treat 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.

In Hong Kong we act for charities, not-for-profits and community projects. Some of the organisations we work closely with include the Hong Kong Refugee Advice Centre which provides free legal advice and representation of those seeking refugee status from the office of the United Nations High Commissioner for Refugees (UNHCR) and Helpers for Domestic Helpers, a local non-profit organisation that provides free legal advice to foreign domestic workers. We also represented Ms. Zhou Mi, a former world no.1-ranked badminton player, in her fight against a two-year suspension from competition for a purported doping violation.

Diversity

Our lawyers and staff around the world are comprised of a rich mixture of men and women of different races, ethnic backgrounds, cultures, sexual orientations and primary languages. We believe the firm is strengthened enormously by this, and our commitment to diversity and equal opportunities allows 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 initiative launched by the firm in 2006. It is designed to promote women in business by creating broader networks and productive business relationships and by attracting and investing 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.

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WHY TRAIN WITH US

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OUR VACATION SCHEME

The Hong Kong office of Latham offers three-week placement schemes twice a year: one over the winter and one during the summer, for candidates who are considering an application for a training contract with the firm.

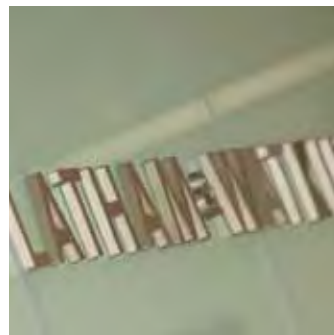
As we recruit predominately from our vacation schemes, we encourage candidates to apply for a vacation scheme instead of applying directly for a training contract. Our vacation schemes are primarily aimed at law undergraduates in their penultimate year of study.

The vacation schemes are aimed 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 various 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 placement, you will be asked to decide whether you would like to apply for a training contract with us. If you do decide to do so, then you will be required to undergo interviews and other assessments towards the end of your placement with us.



MAKING YOUR MIND UP

As a trainee, we will make sure that you have all the help that you need. The partners and senior lawyers are keen to take part in helping juniors grow and develop to their full potential, and they are always around to answer any questions that you might have, ensuring 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, and to ease your transition into the firm, helping you to get to know people here before you arrive.

The Training Contract

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

- Dispute Resolution
- Hong Kong Corporate/ Commercial
- Finance
- US Corporate and Finance

Unlike in other large international law firms, the duration of each seat may range from three to six months. This allows you to develop key skills and experience in core areas and provides you with an opportunity to explore your own area of interest so that you can obtain an idea 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 the commencement of your training contract, we will ask you to nominate practice group preferences for your rotations. While we cannot offer any guarantees, we will use our best endeavours to build any preferences into your programme to help you plan your career.

Principal, Supervisor & Mentor

Our lawyers work in teams and upon starting 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 with the firm and 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 Program

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

Hands-on Experience

The best way of learning is to have 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 and best practitioners in their field. The key to our success is sharing knowledge, experiences and skills.

Feedback/Review

The trainee review process is similar to our associate review process which is essential to 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 work reviews are read to you verbatim and a clear message regarding progress and standing is given. You shall also have an informal mid-seat appraisal with your Supervisor.

MIXING

At Latham, we have a culture of 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 has two major parties a year, one around Chinese New Year and one at Christmas, to which everyone is invited. We also have regular drinks nights when the firm puts money behind the bar at a local venue and monthly birthday

parties where 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 do the most exercise during a set period. Everyone is invited to log their participation, whether it's walking to the office, riding a bike or running a marathon. Totals are then calculated, taking into account different office sizes, after which a winning office is announced. Our Hong Kong office

won the 2012 Spring Challenge and took home the coveted bronze sneaker.

All year round there are plenty of opportunities to get involved in sports with your colleagues.



LIFE AS TRAINEE

Latham has world-leading practices in all areas of transactional, finance and litigation work, and has full-service capabilities in Hong Kong. From the moment I joined the firm I was involved in ground-breaking deals and cases across multiple jurisdictions, and I quickly found that there is never a dull moment in the life of a Latham trainee. The work is challenging and varied ranging from legal research to regularly dealing with and responding to clients first hand, an experience that few leading international law firms will offer their trainees.

But it is not just the quality of work that makes Latham such a great place at which to train. The culture of the firm is such that there is a real sense of camaraderie within individual departments, between different departments and globally across the firm. As a trainee you are given great responsibility, but you always feel that you can walk into the neighbouring office for advice from an associate or partner. There is a real sense that every door is open to you, and that everyone is keen to help you learn and progress as a lawyer. It is this open and friendly atmosphere that gives you the confidence to take on the incredible career opportunities the firm has to offer.



TRAINING & DEVELOPMENT

Latham offers a formal and structured training programme for all trainee solicitors, which is similar to the training and opportunities offered at other White Shoe and Magic Circle law firms. What sets Latham apart from other firms is its collegial environment and its strong culture of sharing and mentorship. The partners and senior lawyers take a keen interest in the growth and development of the juniors and they are committed to giving all the juniors in the team the best mentorship experience.

The seniors will pay close attention to your development, provide candid feedback and encourage you to seek out greater responsibility as you progress.



JOAN TAN
Associate

HELPING YOU ACHIEVE YOUR GOALS

Latham & Watkins places a great emphasis on recruitment as the firm's philosophy is to find the right people (and for these people to find us!) who will be able to grow into our team from their trainee days onwards, and who will have the ability to go all the way.

We work as very close-knit teams and the partners believe in involving trainees in all aspects of transactions.

With the appropriate support from partners or associates, we will happily allow trainees to take on various tasks, deal with clients and take charge of certain work streams. We hope that our trainees are constantly challenged and learning!



UNIQUE MANAGEMENT STYLE

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. There is a policy of financial transparency and no profit centre accounting.

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.

At Latham, I am not just growing individually as a lawyer — I am growing with my team, my office and the global firm as a whole.



INTERNATIONAL EXPERIENCE

Latham & Watkins attracts me by the fact that it is a truly international firm, yet still allows each of its lawyers to really stand out. As a junior associate in the Hong Kong litigation team, I assist the team in complex cross-border matters and have a lot of hands-on responsibility for a number of cases, which gives me a great deal of client contact from an early stage in the matter. This has given me the chance to develop skills that I don't think I would be able to develop elsewhere at this stage of my career.

As the nature and breadth of our dispute resolution practice often involves the team working hand-in-hand with colleagues in the United States, Europe and other parts of Asia on matters emanating from overseas, I have the exciting opportunity to travel to the premises of different clients in different parts of Asia to conduct interviews, take statements, give presentations, and work closely with highly qualified 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 to me and the experience is an invaluable one.



COLLEGIAL AND SUPPORTIVE FIRM CULTURE

In Latham, we foster an open, collegial and supportive environment. Partners here are believers of family-like firm culture and are passionate about teaching and mentoring. Doors are always open and questions are always welcome. It is an enjoyable learning process where everyone around you is professional, intellectual and willing to share. I have the luxury to work with some of my best friends — yes, we work very hard but working as a team in a rewarding and pleasant atmosphere makes all the difference.

Entrepreneurial spirit is also greatly valued in Latham and there is simply no hierarchical approach to work. We have been given opportunities to assume responsibility and demonstrate collaborative skills at an early stage of our career. One's professional growth is taken seriously here — it has been a tradition that junior associates are often included in case strategy study and are guided and encouraged to have substantial interaction with clients. Associates are also regularly kept abreast of firm developments. It impresses me how the management committee makes periodic visits to local offices and conducts candid conversations to exchange views with and collect feedback from associates.



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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 aren't afraid to put their hands up. If you're 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 you will play a vital role in the future growth of the firm. We think it's important to establish a reciprocal and long-term relationship straight away, focused 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: hkreuiting@lw.com.

We encourage anyone who is 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 four to six trainees a year, and accept 12–18 summer students and around four winter students into our vacation schemes every year.



**Apply early as we recruit
on a rolling basis!**



PREPARATION

“Qualifying” Law Degree*

- Students in their penultimate of a LLB or JD from recognised universities in HK, UK, Australia, etc.
- Completion of required PCLL Conversion Examinations*

Summer Vacation Scheme (3 weeks)

- Apply by 1 March

Winter Vacation Scheme (3 weeks)

- Apply by 1 October

Training Contract

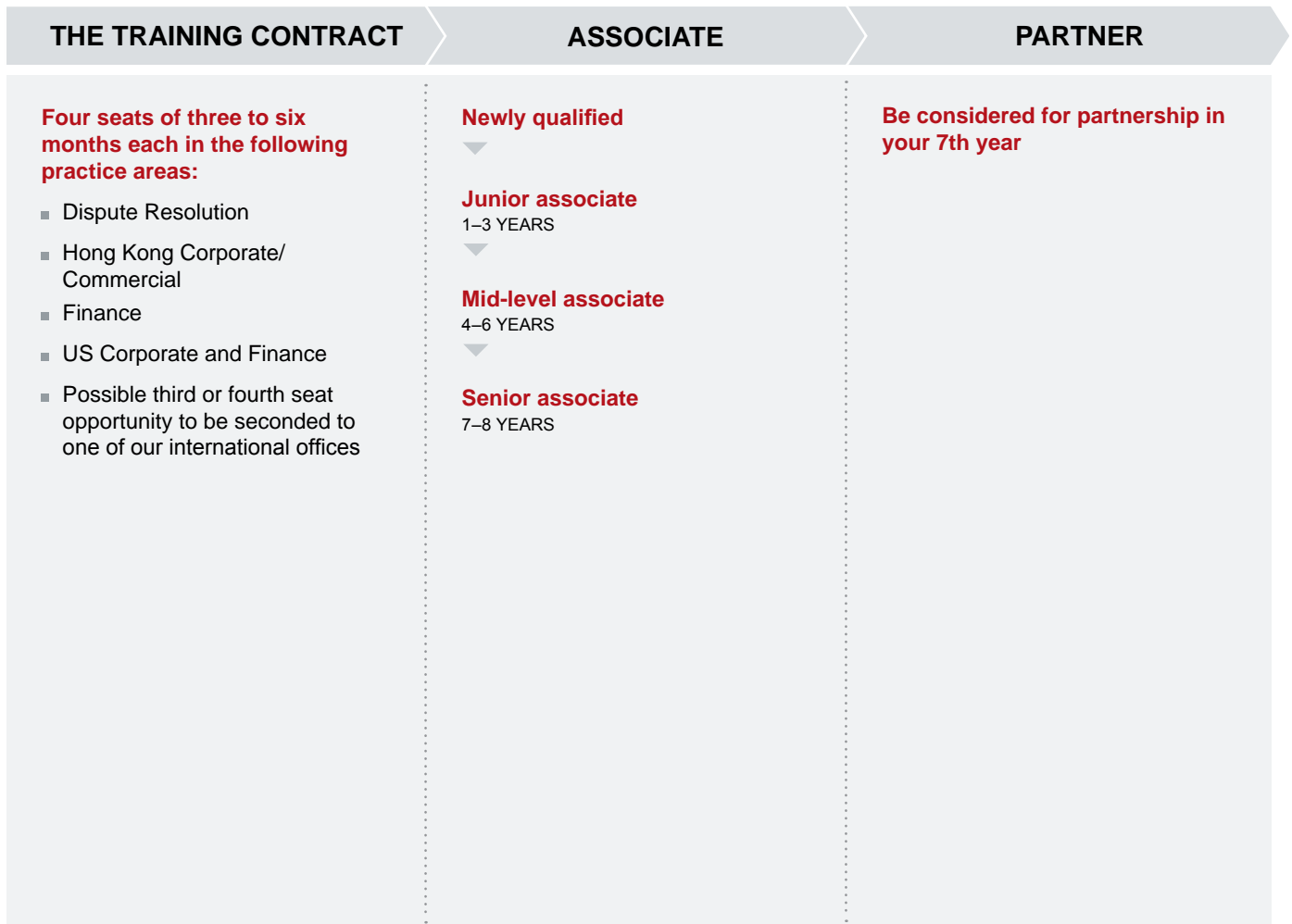
Please send your CV, cover letter and transcripts to:
hkrecurring@lw.com

EDUCATION

Postgraduate Certificate in Laws (PCLL)

- Apply to law school of your choice
- Payment of PCLL school fees, PCLL Conversion Examination fees of up to HK\$10,000 and maintenance grant of HK\$50,000

YOUR CAREER PATH AT LATHAM & WATKINS



* 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)

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 assurance, medical and dental insurance, and mandatory provident fund.

100% retention on qualification subject to performance.



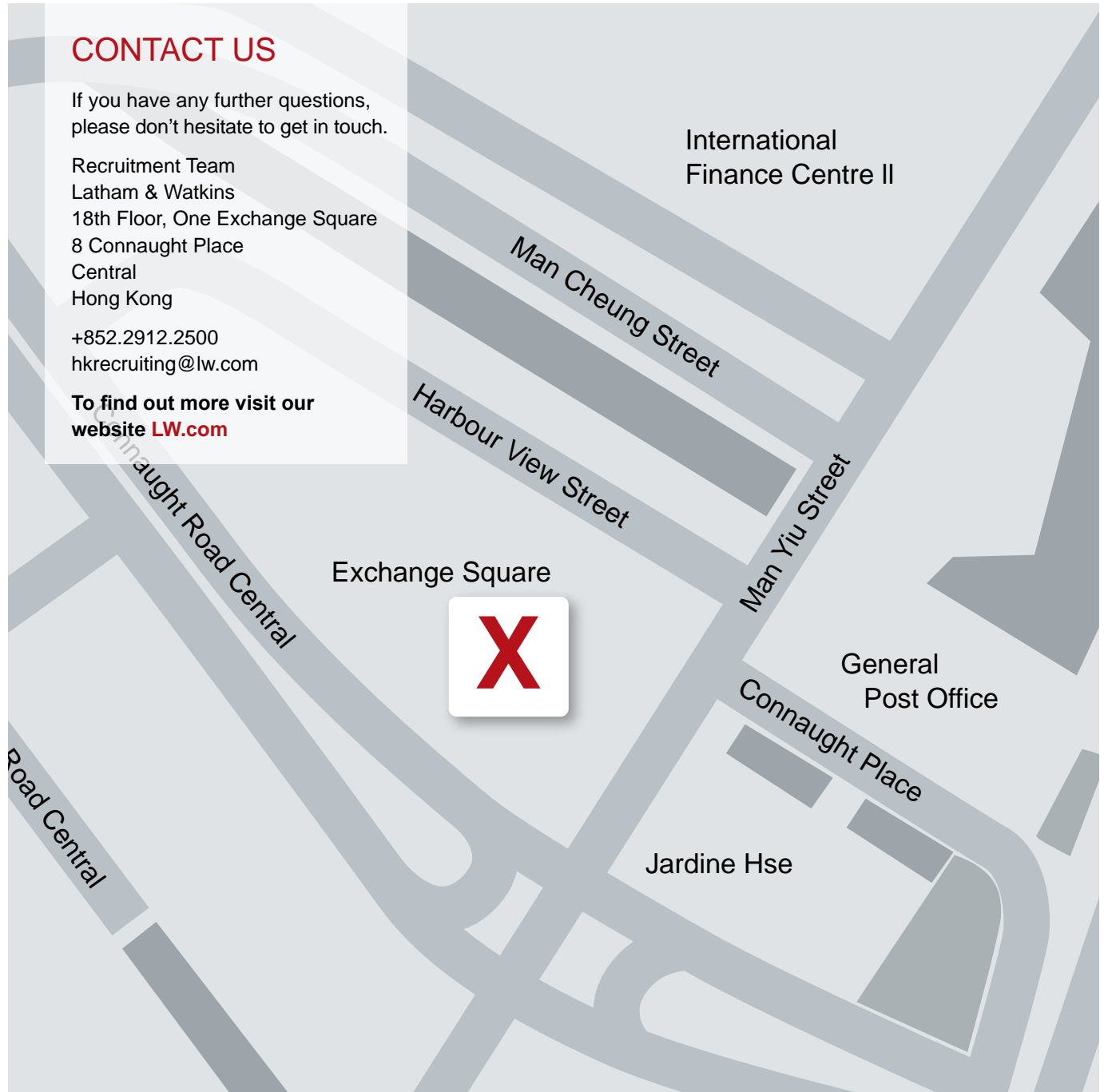
CONTACT US

If you have any further questions,
please don't hesitate to get in touch.

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website **LW.com**



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