



ASIA PACIFIC CAREERS GUIDE

SKADDEN, ARPS, SLATE, MEAGHER & FLOM LLP & AFFILIATES

**IT
REFLECTS
WELL
ON
YOU.**



**STARTING
YOUR
CAREER WITH
SKADDEN.**

**IT
REFLECTS
WELL
ON
YOU.**

INTRODUCTION / 1



The Asia Pacific offices of Skadden, Arps, Slate, Meagher & Flom LLP & Affiliates (“Skadden”) focus on a wide range of legal services, including:

- banking and finance;
- corporate finance, including debt and equity capital markets;
- energy and infrastructure projects, including project finance;
- international arbitration and litigation;
- mergers and acquisitions;
- private equity; and
- real estate and investment finance.

With approximately 100 attorneys in Asia Pacific — residing in our Beijing, Hong Kong, Shanghai, Singapore, Sydney and Tokyo offices — Skadden has the resources to handle the most complex and high-profile transactions in the region. We work closely with our strategically positioned global network of offices to coordinate and execute the cross-border elements of these transactions. Our lawyers have been recognized for leadership in their fields in several publications, including being named the International Law Firm of the Year for Hong Kong in 2011 and for Japan in 2010 by *Chambers Asia-Pacific*. In addition, we were ranked as one of the top six firms for “mega-deals” in *Asian Legal Business*’ 2010 list of “Asia’s Leading M&A Firms” and were presented with a *Pro Bono* Law Firm Award by the Law Society of Hong Kong.



**LAW SCHOOL
GIVES YOU
THE TOOLS.**

**SKADDEN
TEACHES YOU
THE CRAFT.**

ABOUT SKADDEN / 3

Skadden was founded in 1948 and rapidly built a reputation as a “go to” firm for sophisticated and landmark deals. At Skadden, you’ll work on the type of “bet the company” cases and deals that will be featured in future school casebooks. While law school gives you the tools you need for the practice of law, Skadden teaches you the craft. With intensive business, professional and legal skills training and mentoring, we provide attorneys with the best education to deliver the most valuable services to our clients.

Attorneys who thrive at Skadden collaborate to identify novel ways to solve problems, and they actively pursue new knowledge and responsibility. On top of demonstrating academic excellence, candidates should possess social intelligence, personality and stellar communication skills. Skadden attorneys are inquisitive and flexible thinkers who bring a true mix of skills, experience and perspectives to the table.

The complexity of the work we handle and the depth of our resources across practice areas and around the world make our partners ideal educators for a career in law. Lessons learned through daily challenges and mentorship lay the groundwork for a robust set of skills that will serve you well both inside and outside the office.

In recruiting and developing the best, we build on our already strong foundations. With associates who are ready to dive in and take advantage of every learning opportunity, we look forward to succeeding together.



**WORKING
WITH
THE
FINEST
MINDS.**

IT
REFLECTS
WELL
ON
YOU.

WHY SKADDEN / 6

Skadden was the first choice. My experience during my vacation placement was exceptional. In addition to the support and mentoring I received from the partners and other senior lawyers, I had the opportunity to play a part in a variety of corporate transactions across different practice areas. I saw early on that not only would the work be challenging, groundbreaking and precedent-setting, but that I would be involved in major transactions once I'd proven myself up to the challenge. This naturally made Skadden the first choice for me.

The best and brightest minds are here. Skadden has some of the finest minds in the legal industry. The lawyers here are recognized as market leaders in their respective fields and known for providing innovative, insightful and commercially relevant solutions to legal problems. Simply being around high-caliber lawyers every day and witnessing how they manage deals or organize multimillion dollar litigations and arbitrations is a valuable learning opportunity in itself. It also is why a number of the world's largest companies continually turn to Skadden to execute their most important matters.

Real work at Skadden. The Skadden experience is unique. The partners and associates are ready to give you responsibility once you've demonstrated that you can add value to the project. You can expect to handle work as a summer associate that other law firms would usually assign to junior and mid-level associates and gain exposure to the firm's elite client base. The ability to observe the impact that my work has on clients' businesses is immensely satisfying.

I get to work on a variety of interesting and challenging matters. Early into my training contract I was involved in a number of challenging and complex transactions. Working on sizeable loan agreements and helping with the closing of a deal for one of the world's largest technology companies are just some of the matters I've assisted with. I have also "helped out" in a broader sense by working on a *pro bono* matter — where I was heavily involved in drafting the memorandum and articles of association for a well-known charity to be incorporated in Hong Kong.

The firm values and supports its people. Working on different matters, across different areas of practice and with different colleagues from different offices, means I need to build strong relationships with partners, associates and my peers. This is not an easy process, but at Skadden you'll never be short of support. From day one I was surprised by the willingness of partners and other senior lawyers to share their experiences and insights and to offer advice. Everyone here takes a stake in your professional development.

Skadden supports a healthy lifestyle. Work takes up many hours of my week, so I try to balance this out with other priorities such as keeping fit, spending time with family and friends, and performing volunteer work. Skadden offers employees generous subsidies on gym and fitness club memberships, so I try to fit in yoga classes a few times a week.



YIN LIN MA

**UNIVERSITY OF MELBOURNE:
LAW AND COMMERCE
(FIRST CLASS HONOURS)
SUMMER PLACEMENT IN 2009
JOINED SKADDEN AS A TRAINEE
SOLICITOR IN 2011**



**'CLIENT SERVICE
FIRM OF THE
YEAR 2012'**

— CHAMBERS ASIA-PACIFIC

RECOGNITION AND RECENT MATTERS / 9

Our clients include multinational corporations, investment banks and commercial banks, domestic companies, private equity funds, governments, investors and developers in a broad spectrum of industries, such as telecommunications, gaming, real estate, and oil and gas. They rely on the extensive legal and commercial know-how and experience our lawyers have gained through many years of practice throughout Asia Pacific.

Recognition

Skadden has been named:

- Employer of Choice, Hong Kong 2012 by *Asian Legal Business*;
- Client Service Firm of the Year 2012 by *Chambers Asia-Pacific*;
- International Law Firm of the Year for Hong Kong in 2011 by *Chambers Asia-Pacific*;
- *Pro Bono* Law Firm 2011 by The Law Society of Hong Kong;
- International Law Firm of the Year for Japan in 2010 by *Chambers Asia-Pacific*; and
- International Firm of the Year, Australia 2010 by *Australasian Legal Business*.

Recent Matters

Skadden's Asia Pacific lawyers have worked on some of the region's biggest transactions and disputes. Our recent experience includes advising:

- China Three Gorges Corporation, a developer of hydropower projects, in its acquisition of a 21.35 percent stake in Energias de Portugal S.A. (EDP) for €2.69 billion (approximately US\$3.5 billion). The deal represents the largest Chinese investment in Europe to date;
- On an ICC arbitration in Hong Kong, against a number of oil majors in relation to multimillion dollar disputes arising in respect of an energy supply contract;
- The Coca-Cola Company in its proposed US\$2.5 billion takeover of China Huiyuan Juice Group Limited. This deal was selected as a Deal of the Year by *Asian-Counsel* magazine;

- The underwriters in the US\$747 million IPO and listing in Hong Kong of Mongolian Mining Corporation (MMC), a producer of coking coal. This is the first Hong Kong listing of a Mongolian-controlled company, and MMC was the first mining company listed under the new Chapter 18 Listing Rules;
- Nomura Holdings, Inc. in its acquisition of the Asia Pacific operations of Lehman Brothers Holdings Inc. This deal was selected as a Deal of the Year by *Asian-Counsel* magazine and Restructuring Deal of the Year by *IFLR*;
- P.T. Paiton Energy in relation to the financing of an 815MW coal-fired power plant in Indonesia. The transaction was awarded Project Finance Deal of the Year by *International Financial Law Review*, *Asian-Counsel* and *Euromoney*;
- Renren Inc., a social networking website in China, and Youku.com Inc., an online video content provider, in their IPOs and listings on the New York Stock Exchange;
- Sumitomo Mitsui Financial Group, Inc. in its US\$7.8 billion acquisition of Nikko Cordial Securities Inc. and related assets from Citigroup Inc.;
- The chief executive officer and chairman of the board of directors of Harbin Electric, Inc. in his acquisition of Harbin Electric in a US\$750 million going-private transaction. This transaction was selected as a Deal of the Year by *China Business Law Journal*, and as one of *Asian-MENA Counsel* magazine's Deals of the Year;
- Wynn Macau, Limited, the Macau business of resort and casino operator Wynn Resorts, Limited, in its US\$1.87 billion IPO and listing in Hong Kong. This is the first U.S.-controlled company to seek a listing on the Main Board of the Hong Kong Stock Exchange; and
- Yahoo! Inc. in its approximately US\$7.1 billion sale of a 20 percent stake in Alibaba Group Holding Limited. This deal represents the largest M&A transaction between a U.S. and Chinese company to date.



**INNOVATIVE.
COLLABORATIVE.
RESOURCEFUL.
RESULTS-
ORIENTED.**

WHAT WE LOOK FOR / 11

The breadth of our practice and the success it has enjoyed is largely due to the capabilities of our attorneys. We look for candidates who combine intellectual ability with enthusiasm and creativity.

At Skadden, you can expect early responsibility, significant client exposure and input on complex deals — even as a junior associate. You must demonstrate a willingness to dive in and apply your skills right away when tackling client issues. The legal matters on which you will work require a focused, thoughtful, business-minded approach to the practice of law.

Our lawyers have a constant thirst for knowledge. We offer hands-on and theoretical training programs along with exposure to different practice assignments. Your ability to capitalize on each new learning opportunity will set you apart.

Taking advantage of all Skadden offers means taking charge of your career. “Innovative,” “collaborative,” “resourceful” and “results-oriented” are just a few ways to describe successful Skadden attorneys.

There is no typical Skadden lawyer.

We look far and wide for strong candidates who are truly individuals. Our lawyers have pursued careers in fields as varied as IT and biochemistry before studying or practicing law. Holding a variety of interests and having had achievements in different environments are good indicators of your adaptability and passion for knowledge and will serve you well in a region as dynamic and competitive as Asia.

All the Asia Pacific offices are truly international, as we manage deals across the region. Being open-minded and willing to embrace cultural differences is key to flourishing in an office that coordinates and executes cross-border transactions. Candidates should have a sense of what skills they want to develop and hone through working at Skadden.

Tell us something interesting about you and how it has shaped who you are. We seek those who ask questions of, explore and interact with the world around them.



OUR TRAINING PROGRAM IS UNIQUELY COMPREHENSIVE.

Associates are encouraged early on to play important roles in a variety of major M&A, corporate finance, banking, real estate and project finance transactions and large-scale international disputes. We challenge them to express their views and utilize their talents to make a substantive contribution to the practice. Our team-oriented, collegial culture enables our trainees to grow and gives them access to opportunities sooner than they could expect elsewhere.

We equip our attorneys with an invaluable asset — each other. Joining forces with colleagues throughout the world to share ideas and consider different viewpoints creates an atmosphere that fosters professional development and produces the best outcomes for our clients.

Training Contracts

Our training program is uniquely comprehensive. Drawing on the experience and teaching abilities of Skadden partners, associates, our full-time global training and development team and qualified external consultants, we regularly offer luncheon training seminars, workshops and updates for associates at all levels and across

practice areas. Additionally, a qualified solicitor will act as your mentor throughout your training contract, providing advice and guidance.

Year One

Trainees gain experience in two of the following practice areas: corporate finance, mergers and acquisitions, private equity, finance, or international litigation and arbitration.

Year Two

Trainees discuss with their supervisors the remaining practice areas in which they would like to work prior to qualifying as a solicitor. Trainees also may have the opportunity to undertake a secondment to our London or New York office.

Sponsorship and Funding

Skadden pays for the P.C.L.L. course fees and provides a stipend of HK\$50,000. For those students who are required to take Conversion Exams for the P.C.L.L., Skadden will cover the cost of required examinations.



Vacation Placement Schemes

Our vacation placement schemes are important for candidates interested in a training contract with Skadden. They provide hands-on experience with active transactions for a diverse client base, often with an international aspect, as well as insight into the firm's culture.

Placements are for four weeks and are offered in the winter and the summer. Students in a vacation scheme are assigned several mentors during their time with us to provide them with access to a variety of resources and support. In order to give our students an opportunity to display their talent, an assessment project is assigned in week two of the program.

The assessment is a case study of a recent transaction or dispute and the student receives feedback by the end of his or her placement.


Throughout the placement, attorneys give students meaningful assignments with proper supervision and feedback. Students also have the opportunity to get to know current associates and peers on a more personal level by attending formal and informal social events.

Summer Associate Program

Our summer associate program is geared towards students in three-year J.D. programs in the United States who will be admitted to practice law in the United States. Our summer associates generally spend their entire summer in Asia but in some cases can split their summer with one of our U.S. offices.

Summer associates work with the firm for 10 weeks and are assigned one partner liaison and one associate/counsel mentor. All are assigned to active deals and participate in training, including practice area, core and soft skills training.

In addition to the work experience our summer associates obtain, we provide a wide range of formal social activities to allow our summer associates to experience the unique cultural, historical and social settings of our Asia offices and get to know our attorneys better through formal events and programs. These formal social activities are coupled with informal lunches, dinners and cocktail outings with our attorneys.



**WORKING
ON COMPLEX
PROJECTS
IN YOUR
FIRST SEAT.**

A black and white photograph of a person's hands writing on a document at a desk. The person is holding a pen and writing on a sheet of paper. The desk is cluttered with several other sheets of paper and a pen. The background is bright and out of focus, suggesting an office or workspace. The text "IT REFLECTS WELL ON YOU." is overlaid in a large, white, sans-serif font across the center of the image.

IT
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WELL
ON
YOU.

TRAINING AND DEVELOPMENT / 16

A vacation placement with Skadden.

Everyone is assigned a mentor who plays an active role in their professional development during your time at Skadden. They take you under their wing for various assignments and also take you out for coffees, lunches and dinners to get to know you better and give you valuable insights into what the practice of law is all about. The firm also arranges many events for us to meet other attorneys and future joiners, which allows us to interact with our future colleagues in an informal setting.

At Skadden, you earn the right to more responsibility. During the internship, I worked on a know-how project on pre-IPO investments in Hong Kong-listed companies, as well as some individual projects based on my pre-ranked practice area interests. In the second week, each placee was given a case study and we were assessed on our critical thinking and writing skills. I also had an opportunity to work on a *pro bono* project, which was different from all the work I did that summer. I drafted a constitution for a Hong Kong LGBT organization modeled on the constitutions of other LGBT organizations in other parts of the world. The variety of matters I worked on the support I received and the opportunities I was given to prove that I was ready to take on more sophisticated work, made my vacation placement an exceptional learning experience.

I get to work on exciting and complicated projects. Despite only being in my first seat as a trainee solicitor in the firm's corporate department, I've already had the opportunity to work on a number of exciting and complex transactions. I've been involved in some very interesting

work involving advising a well-known gaming company on a number of strategic commercial decisions they've had to make. I've assisted in due diligence on a cross-border transaction and have been asked to give a presentation to all our lawyers on some interesting issues involving an upcoming large cross-border acquisition of a well-known company. All this in my first three months!

The opportunities are endless at Skadden.

As a trainee at Skadden, you rotate through four departments and a mentor will be assigned to you in each of them. I'll also have the opportunity to be seconded to our London office for six months. This is a great opportunity to learn the similarities and differences between the Hong Kong and English legal systems and interact with other Skadden trainees and lawyers whom I've only ever dealt with over the phone. This type of interaction and training is useful when we're working on cross-border deals (which happens frequently here), and being able to put a face to a name or voice of a colleague you've teleconferenced with is invaluable.

Skadden has a comprehensive legal training program. We join plenty of legal knowledge courses, participate in legal update discussions and attend informal departmental meetings as part of our training. In addition to these programs, the firm also provides us with training in "soft" skills such as communication and negotiation. The well-rounded training and development program offered by the firm means we will gain all the skills needed to become commercially savvy lawyers.



NANCIE NISHIGAI-ZHU

**THE CHINESE UNIVERSITY OF HONG KONG:
JURIS DOCTOR (GOLD SCHOLARSHIP
FOR ACADEMIC EXCELLENCE), AND P.C.L.L.
(DEAN'S LETTER OF DISTINCTION)
SUMMER PLACEMENT IN 2009
JOINED SKADDEN AS A TRAINEE
SOLICITOR IN 2011**



DIVERSITY & INCLUSION
IS IMPERATIVE
TO OUR SUCCESS.

Recognizing that excellence and diversity are inextricably linked, Skadden's ongoing mission is to recruit, retain and promote a diverse group of attorneys and staff. Our commitment to developing the best possible team of lawyers — with diverse backgrounds, experiences and interests — gives us unique perspective when tackling client problems. Our accomplishments are built on the distinct skills, viewpoints and values of each member of the firm.

To view our current diversity publication, *Facets*, and to learn more, visit www.skadden.com/diversity.

A Long-Standing Engagement With Increasing Diversity

Our Diversity & Inclusion Committee was established in 1988 and comprises dedicated partners representing offices in the U.S., Europe and Asia Pacific, as well as our attorney recruiting and professional personnel directors and full-time diversity and inclusion director. Its mission is to facilitate and implement proactive policies to increase the diversity within the firm. Committee members also monitor existing policies and practices to ensure they are in line with and actively promoting the diversity goals of the firm.



Asia Diversity

Skadden is deeply committed to the retention and development of all of our attorneys. Diversity and inclusion initiatives receive enthusiastic support at every level of the firm, beginning with senior management, and are important to our ongoing success as a global law firm.

Women's Initiatives

Our Women's Initiative in Asia was launched in September 2009 as a program of support, encouragement and skill development that addresses the special challenges that our women face in workplaces in Asia. The program was created to help our women attorneys reach their full professional potential through informal dialogues and seminars while also giving them a chance to share with and learn from each other. Examples of recent events include:

- The firm hosted a Women's Initiative lunch and panel discussion on the topic of "Professional Confidence — Having It and Projecting It." This event was part of a series of informal lunches, which are intended to discuss issues that are of concern and interest to Skadden women in Asia.
- At 1881 Heritage, 35 Skadden women and clients from our Hong Kong office gathered for an evening of networking at an exclusive Paspaley Pearls exhibition. Skadden women and clients had the chance to meet and interact in an informal setting and learn more about some of the world's most beautiful and valuable pearls.

Through dialogues with our senior women leaders, alumnae and others, this series provides our women partners, counsel and associates with the

opportunity to discuss various paths to leadership. Examples of the most recent events include:

- Skadden's Hong Kong office hosted a lunch and interactive Q&A session with Roberta Karmel, centennial professor of law at Brooklyn Law School; and
- Skadden hosted a lunch and interactive Q&A session in its Hong Kong office with Lindsay Ernst, a former Skadden Fellow who designed and led a program in New York providing direct representation for incarcerated children in Queens, New York.

LGBT Community in Asia

Skadden's LGBT community comprises attorneys at every level of the firm. Internal events at the firm have included a roundtable discussion on "Being Out in the Workplace"; FACETS panels on marriage equality and LGBT youth and bullying; a happy hour with OUTLaw student groups; and a panel on how to identify and prepare for nonprofit board service opportunities. Skadden sponsored and participated in the recent Inclusion Recruitment Conference "Dare to Be Different." As part of our diversity recruiting efforts in Asia, we also donate conference room facilities to TCJM, an LGBT umbrella organization in Hong Kong, for their regular meetings.

In addition to the efforts of our Diversity & Inclusion Committee, our law school outreach includes a focus on building relationships with minority, female and LGBT law school students. We attend a range of job fairs to enhance our recruitment efforts and create a team that is truly inclusive.



SKADDEN ALUMINI

**GIVE US ONE OF
OUR GREATEST
INDICATORS
OF SUCCESS.**

ALUMNI RELATIONS / 21

A Supportive Web of Wisdom and Resources

Employees past and present benefit from the experience and know-how of our alumni all over the world. We keep in touch with as many of our alumni as possible, sharing firm developments and asking them to keep us apprised of their achievements. Current employees have access to this inclusive network that is an invaluable part of the Skadden experience.


Skadden alumni give us one of our greatest indicators of success. Many alumni, knowing firsthand the level of service we provide to clients, will turn to us for representation when hiring outside counsel.

We realize that not every attorney will spend his or her entire career at the firm, and we are proud of the caliber of lawyer we “graduate” to other careers. Our alumni include judges, professors, chief executives, general counsel, bankers, journalists, prosecutors, prominent members of federal agencies and a variety of other professionals outside the legal field.

A Commitment to Keeping in Touch

Maintaining our extensive, established Skadden community is important to us. Our dedicated alumni website keeps former and current Skadden attorneys in contact for professional and social networking. Some alumni serve as resources to attorneys considering a career at Skadden.

If you want to know more about life as a Skadden attorney, you should ask our alumni.

A modern building with a grid-like facade is visible through a glass window. In the foreground, a black leather sofa is partially visible. The text is overlaid on the image in a bold, red, sans-serif font.

**RAISING THE
PROFILE OF
PRO BONO
WORK IN
HONG KONG.**



IT
REFLECTS
WELL
ON
YOU.

Social responsibility is a core principle of the firm. Skadden has spearheaded the development of innovative *pro bono* and community-focused efforts and programs for decades. Such commitment has spread to Hong Kong and in 2011 Skadden was awarded a *Pro Bono* Law Firm Award by the Law Society of Hong Kong, while seven of our attorneys received individual awards for commitment to *pro bono* and community work. We were also one of the first U.S. law firms on the *Pro Bono* Committee of the Law Society of Hong Kong. Our firm has always had a strong commitment to public service and *pro bono* work, which we believe goes hand in hand with our commitment to provide the highest-quality legal services to our clients.

We are part of an initiative to promote *pro bono* work in Hong Kong. Several international law firms identified a gap in *pro bono* legal services across Hong Kong and formed a legal community roundtable to explore solutions for filling this space. Through this roundtable, we connected with clients such as the Hong Kong Refugee Advice Centre (HKRAC). We've since provided *pro bono* services to the HKRAC on various matters, including providing legal assistance in connection with its representation of asylum seekers and drafting legal memoranda covering a broad range of issues relating to refugee law.

More and more of us are getting involved in *pro bono* work. *Pro bono* is becoming a priority among attorneys in Hong Kong. Skadden's Hong Kong associates have worked on approximately a dozen asylum cases, assisting refugees from such countries as Uganda, Somalia and Sri Lanka. I've become the main liaison and touch point for these projects. We have sourced a number of *pro bono* clients from friends of the firm and Skadden alumni who now work in the public sector.

***Pro bono* is introduced right away.**

I am part of an internal committee that seeks to promote *pro bono* within the Hong Kong office. All new recruits and trainees are briefed on current *pro bono* activity during orientation so they know what work is available to them. The opportunity to participate in such work is a draw for many, and it emphasizes the value Skadden puts on this type of work. I've been doing a session with every incoming group. The response from the recruits and trainees has been positive and we are seeing increased enthusiasm for participating in *pro bono*. The work also allows our lawyers to apply their legal knowledge and skills toward matters and issues that they may not necessarily encounter as part of their general area of practice.

We've extended our global know-how to local charities. We've assisted various organizations in establishing their charitable status in Hong Kong, and when necessary have even coordinated with our U.S. offices to assist in attaining the appropriate status and tax exemptions.

Our involvement will continue. We have extended our emphasis on *pro bono* work to local law schools and continually encourage local law schools to expand their legal clinic programs, which allow students to assist in providing legal advice to the community. I recently was recognized by The Law Society of Hong Kong for my contributions and look forward to keeping *pro bono* a focus for the firm and the legal community in Hong Kong.

Extending beyond corporate law.

From local charities to Ugandan refugees, Skadden lawyers are committed to providing *pro bono* services to a range of clients.



VINCENT SZE

**UNIVERSITY OF BRITISH COLUMBIA:
APPLIED SCIENCES IN ENGINEERING
CITY UNIVERSITY OF HONG KONG: LAW
NEW YORK UNIVERSITY: LLM
SUMMER PLACEMENT IN 2007
JOINED SKADDEN AS AN ASSOCIATE IN 2009**



APPLY

To apply, submit your résumé, transcripts and cover letter to asiacareers@skadden.com.





**SKADDEN
ARPS
SLATE
MEAGHER &
FLOM LLP & AFFILIATES**

[SKADDEN.COM/RECRUITING](https://www.skadden.com/recruiting)