

PAUL  

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HASTINGS

R E A C H  
**HIGHER**



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## OUR FIRM

Paul Hastings is a leading international law firm that provides innovative legal solutions to many of the world's top financial institutions and Fortune 500 companies, as well as other major multinationals. With **20 offices across Asia, Europe, and the U.S.**, we have the global reach and extensive capabilities to provide personalized service wherever our clients' needs take us. Our offices are located in:

**Atlanta**

**Chicago**

**Houston**

**Los Angeles**

**New York**

**Orange County**

**Palo Alto**

**San Diego**

**San Francisco**

**Washington, DC**

**Brussels**

**Frankfurt**

**London**

**Milan**

**Paris**

**Beijing**

**Hong Kong**

**Shanghai**

**Tokyo**

**Seoul**

## OUR CORE PRACTICES IN HONG KONG

- **Capital Markets**
- **Private Equity**
- **Banking and Finance**
- **Mergers and Acquisitions**
- **Real Estate**
- **Project Development and Finance**
- **Employment**
- **Litigation/Dispute Resolution**

## PAUL HASTINGS IN ASIA

Recognizing early on the influence and impact Asia would have on the world's economy, Paul Hastings was one of the first U.S.-based law firms to establish a presence in the 1970s. Since then, we have become a leading international law firm in the region with offices in Beijing, Hong Kong, Shanghai, Tokyo and Seoul.

We provide full global support for leading Asian and overseas companies, financial institutions, governments, and other major investors. Our lawyers are experienced in both inbound and outbound investments.

We have worked on many ground-breaking matters and achieved many “firsts” in the region:

- **Advised on the largest takeover of a U.S. company by a Chinese company to date**
- **Helped bring to market all HDR listings in Hong Kong, including the first U.S.-incorporated, first Japanese and first Brazilian issuers**
- **Advised on the largest-ever rights issue by an Asian issuer**
- **Closed the first perpetual, convertible securities offering in Asia**
- **Completed the first pure-play PRC retail development business trust to list on the Singapore Exchange**
- **Closed the first successful formation of an RMB-denominated China real estate investment fund**
- **Completed the biggest-ever property acquisition in Hong Kong**
- **Secured a multimillion-dollar appellate victory in the U.S. for two major Chinese state-owned enterprises**
- **Helped finance major energy infrastructure projects in Southeast Asia**
- **Completed many of the first leveraged buyouts in the region**

*M&A Deal of the Year*  
IFLR Americas Award 2014

*Top Employer*  
Asian Legal Business 2013  
Annual Employer of Choice Survey

*Real Estate  
Law Firm of the Year 2014*  
Asian Legal Business

Korean inbound and outbound activity is also a strength, and we have opened an office in Seoul in 2012. Thanks to our strong relationships with many top organizations, we have worked on some of the market’s most innovative matters:

- **Represented a leading Korean technology company in the complex sale of its hard disk drive business to a U.S. company**
- **Advised Korea’s largest pharmaceutical company in groundbreaking strategic collaborations with Japanese and UK-based companies**
- **Acted for Korean organizations in several major class actions and investigations in the U.S.**

## OUR TEAM

We have significant strength and depth of expertise in the arenas of mergers and acquisitions, private equity, fund formation, capital markets, real estate, banking and finance, project finance, antitrust, litigation, anti-corruption, and employment. All of our team members are fluent in English, and most are native or fluent in Mandarin or Cantonese (as well as other local Chinese dialects).

The following is a summary of our capabilities illustrating how we provide real value to our clients:

- We have one of the leading corporate and M&A practices in the region. In 2013, we represented WH Group in its landmark US\$7.1 million acquisition of Smithfield Foods, which marked the largest takeover of a U.S. company by a Chinese company to date. This transaction was also awarded **Deal of the Year 2013** by *ASIAN-MENA COUNSEL* and *China Business Law Journal*; **Global M&A Deal of the Year: China Outbound** by the *American Lawyer's 2014 Global Legal Awards*; **M&A Deal of the Year** by the *International Financial Law Review Americas Awards 2014*; and named as a **'Standout' Transaction in the Corporate & Commercial category** in the *Financial Times US Innovative Lawyers 2013 report*. In 2012, we advised a Chinese consortium led by China Media Capital in a joint venture with DreamWorks Animation SKG. The joint venture, Oriental DreamWorks, will engage in the development and production of high-quality original Chinese animation for distribution within China and around the world. This transaction was awarded **Joint Venture Deal of the Year 2012** by *China Business Law Journal*.
- Other notable transactions include our representation of the depositary bank in Fast Retailing's HDR listing in 2014, which marked the first HDR listing by a Japanese company by way of introduction; our representation of China Vanke's B to H-share listing, which marked the third successful B to H-share project launched in the market to date; and our representation of the underwriters in Haitong Securities' US\$1.68 billion Hong Kong IPO, which was one of the largest Hong Kong IPOs in 2012.
- Our team is a leading go-to legal advisor for capital markets work. In 2009-2014, we advised on debt and equity offerings with an aggregate value of more than US\$45 billion in Asia. Throughout 2012-2014, we advised on a number of groundbreaking capital markets transactions such as Our recent representation of the WH Group (formerly known as Shuanghui International) in its US\$2.36 billion Hong Kong IPO in 2014, which marked one of the largest Hong Kong listings in 2014 to date.
- We have developed a sophisticated institutional investment funds practice, which has been recognized as a market leader in the field. We were recently named **"Asia Law Firm of the Year"** in the fund formation category in the *2011 Global PERE Awards*. Our representative transactions include advising Prax Capital on the first successful formation and closing of an RMB-denominated China real estate investment fund and Arch Capital Management on its US\$306.8 million capital raising, which was awarded **"Asia Capital Raise of the Year 2011"** by *PERE*.
- We are the leading real estate and real estate finance law firm in the region. We are consistently ranked the top practice in the sector and have been awarded **Real Estate Law Firm of the Year 2014** by *Asian Legal Business*; **Asia Law Firm of the Year** five times in the last six years by *PERE*; **International Real Estate and Construction Team of the Year 2011-2013** by *China Law & Practice* and **Real Estate and Construction Deal of the Year 2012; Deal of the Year 2013** for the firm's work on the US\$1.3 billion Singapore IPO of **Mapletree Greater China Commercial Trust** by *ASIAN-MENA COUNSEL*.
- We have an experienced banking and finance team in China. We recently won a **"Best China Deal of the Year 2011"** award for the firm's work on the US\$470 million acquisition of Motel 168 by Home Inns & Hotel Management Inc. from *FinanceAsia*. This transaction was also awarded **"Deal of the Year 2011"** by *IFR Asia* and *China Business Law Journal*.
- We have one of the most sophisticated anti-corruption and FCPA practices of any international law firms in the region and are one of the few firms with dedicated anti-corruption lawyers on the ground in China. Recently we represented China Media Capital with respect to compliance matters in formation of Oriental DreamWorks' joint venture with DreamWorks Animation.

- We were one of the first international law firms to establish international employment advice capabilities in China. The team delivers strategic employment advice to multinational companies in China on the region's diverse employment laws and employment regulatory systems. We advise on terminations, discrimination, harassment and misconduct issues and have also worked with a number of U.S. clients on, for example, unionization and employee transition issues related to M&A transactions. We are widely recognized as having one of the most accomplished employment practices in the world.
- We have antitrust and competition law specialists in Greater China, and currently, we are undertaking several anti-monopoly filings with MOFCOM for world-leading manufacturing and commercial companies. We measure our success by the results we obtain for our clients: Our team members successfully obtained China anti-monopoly clearance for the first-ever financial services merger in China; and we successfully obtained China anti-monopoly clearance for Japan Tobacco Inc.'s US\$1 billion offshore acquisition of 100% of the shares in Katokichi under China's anti-monopoly notifications to the PRC's MOFCOM and the State Administration for Industry and Commerce. We were recently awarded "**Matter of the Year**" by *Global Competition Review* for our work on the US\$1.4 billion sale of Samsung's hard disk drive (HDD) business to Seagate Technology, which involved antitrust clearance in China.
- Our international trade practice reflects the sharp shift in client demand away from traditional Washington-centric trade remedy matters (antidumping, subsidies, and trade agreements) to a focus on more comprehensive international trade compliance advice and representation. In particular, we assist various international clients in their respective trading, involving technology license and transfer. We have also advised MOFCOM and several Chinese companies on relevant trade matters.

**"Possesses a strong base of regional clients especially from the energy and heavy-machinery industries. Frequent counsel to manufacturing clients on establishing joint venture platforms with foreign companies as well as international names on market entry strategies."**

*Chambers Asia, 2014*

**"They are one of the few premium international law firms." "Knowledgeable not only on national matters but also regional ones."**

*Chambers Asia Pacific, 2013*

**"Clients are 'very impressed by the level of cooperation and support among the firm's major offices in the key financial hubs in the world' and they would rate Paul Hastings as 'five out of five for the firm's international capabilities.'"**

*IFLR1000, 2012*

**"Paul Hastings' cross-border expertise and solid working experience with structured finance products give it an edge, allowing it to hold its own among the front-running players on the market."**

*Chambers Asia, 2012*

**"The 'service-oriented spirit' is rated by clients, appreciating the team's 'full understanding of client demands, strong internal collaboration, and optimal utilization of global resources.'"**

*Asia Pacific Legal 500, 2010-2011*

## OUR LEADING PRESENCE IN THE REGION



- Featured as **winner** and received recognition as **top employer** in the firm's Hong Kong office – *Asian Legal Business' 2013 Annual Employer of Choice Survey*.
- **Best China Deal of the Year and Best Cross-Border Deal of the Year 2013**, for the firm's work on Shuanghui International's US\$7.1 billion acquisition of Smithfield Foods – *FinanceAsia*. This transaction was also awarded **Deal of the Year 2013** by *ASIAN-MENA COUNSEL* and *China Business Law Journal*; **Global M&A Deal of the Year: China Outbound** by the *American Lawyer's 2014 Global Legal Awards*; **M&A Deal of the Year** by the *International Financial Law Review Americas Awards 2014*; and named as a '**Standout**' **Transaction in the Corporate & Commercial category** in the *Financial Times US Innovative Lawyers 2013 report*.
- **Real Estate Law Firm of the Year 2014** – *Asian Legal Business*.
- **International Real Estate and Construction Law Firm of the Year 2011-2013** – *China Law & Practice*.
- **Oversea Equity Deal of the Year 2013**, for the firm's work on the global offering and IPO of New Century Real Estate Investment Trust on the Main Board of the Hong Kong Stock Exchange – *China Business Law Journal*.
- **Deal of the Year 2013**, for the firm's work on the US\$1.3 billion Singapore IPO of **Mapletree Greater China Commercial Trust** – *ASIAN-MENA COUNSEL*.
- **Deal of the Year 2013**, for the firm's work on COSCO Hong Kong's indirect acquisition of a 21.8% stake in CIMC – *China Business Law Journal*.
- **Equity Deal of the Year 2012**, for the firm's work on the US\$1.68 billion global offering and IPO of H-shares of Haitong Securities on the Main Board of the Hong Kong Stock Exchange – *China Law & Practice*.
- **Most Innovative M&A Deals 2012**, commended for the firm's work on the US\$1.4 billion sale of Samsung's hard disk drive (HDD) business to Seagate Technology – *Financial Times U.S. Innovative Lawyers Report 2012*. This transaction was also awarded **Deal of the Year 2011** by *ASIAN-MENA COUNSEL* and named Matter of the Year 2011 by *Global Competition Review*.
- **International Real Estate and Construction Law Firm of the Year 2012 and 2011** – *China Law & Practice*.
- **Turkish Power Deal of the Year 2012**, for the firm's role advising K-sure on the €750 million financing of EnerjiSA's 450 MW lignite-fired power project and associated lignite mine project in Turkey – *Project Finance International*.
- **Real Estate and Construction Deal of the Year 2012**, for the firm's work on the US\$1.4 billion financing of Baha Mar Resorts Ltd. by the Export-Import Bank of China – *China Law & Practice*.
- **Ranked Second in Asia** in both Transactions and Fund Formation categories – *2012 Global PERE Awards*.
- **Debt and Equity-Linked Deal of the Year 2011**, for the firm's work on the US\$900 million convertible securities offering of Sino-Ocean Land – *China Law & Practice*.
- **Equity Deal of the Year 2011**, for the firm's work on the secondary listing of Hong Kong Depositary Receipts of Vale S.A. on the Hong Kong Stock Exchange – *IFLR*. This transaction was also recognized as one of the **Most Innovative Corporate Law Deals 2011** by *Financial Times US Innovative Lawyers Report 2011*.

## INTERNSHIP

Our training program does not only begin with trainee recruitment. We offer internship opportunities, and a number of our trainees have come to us through our internship scheme.

Our interns are given the opportunity to:

- attend meetings
- draft documents
- conduct legal and case research
- participate in social events that the firm organizes

We offer internships throughout the year, each usually lasting for a period of two to four weeks.

To apply for an internship, please send your cover letter, CV, and academic transcript(s) to

**[RecruitHKG@paulhastings.com](mailto:RecruitHKG@paulhastings.com)**.

### Deadlines

Winter Vacation 2014: 15 November, 2014

Summer Vacation 2015: 30 April, 2015



Gladys Tso  
*Trainee (2012 - 2014)*  
*Associate to be (2014)*

“Since my very first day at Paul Hastings as a summer intern, I have enjoyed the great combination of challenging yet engaging work and the friendly, supportive atmosphere that the firm offers. I have been encouraged to take on significant responsibility and valued as an important team member from the very beginning. While the steep learning curve may seem daunting at times, the knowledge and skills you gain from the training is very rewarding.”



Terence Mak  
*Trainee (2013 - 2015)*

“Paul Hasting’s reputation of having a friendly and vibrant atmosphere is evident from the moment you start. Trainees are immediately embraced as valued members of the team from day one and are entrusted to undertake real legal work under a nurturing environment. The Firm’s open seat training has allowed me to see how our different practice areas come together to help our clients and has in turn provided me with a more comprehensive training where I am able to work on a deal from start to finish. Although long hours aren’t uncommon and the work is not always glamorous, knowing my contributions are appreciated and respected has made it all worthwhile.”

## TRAINEESHIP

Our trainees have the opportunity to work on a number of projects with different lawyers in a variety of practice areas.

### **What to expect**

Your formal training will start with an induction program on the first day during which you will learn critical research skills and useful information regarding the office, our firm's practice, and our clients. We will provide continuous training throughout the two years, and also offer a mentorship program to help trainees adjust to the firm's environment.

### **What you will be working on**

As a trainee, you will be able to work in a variety of practice areas such as:

- Capital Markets
- Private Equity
- Banking and Finance
- Mergers and Acquisitions
- Real Estate
- Project Development and Finance
- Employment
- Litigation/Dispute Resolution

### **What we look for**

Exceptional talent leads to extraordinary results – this is the driving narrative in our firm's history, and it will continue to remain the key factor in our future success. As such, we seek students with competencies that are the hallmarks of successful associates at Paul Hastings:

- Academic Excellence (a solid 2:1 or equivalent in law)
- Critical Thinking
- Crucial Communication Skills (a high proficiency in English and good Chinese skills are essential)
- Achievement Drive
- Interpersonal Savvy (ability to communicate and interact in a confident, open, and effective manner)
- Strong Common Sense and Business Acumen
- Ability to Work Effectively as a Team Member
- Dedication to Client Service Excellence

## Your Benefits

We provide financial support in respect of the PCLL course for those who accept an offer of a training contract before commencing the PCLL course. In addition, we also provide a stipend for living expenses during the PCLL year.

## Objectives

By the end of your training contract, we hope to have provided you with a better understanding of the skills you will need to enjoy a successful career in law and a strong platform from which to launch your professional career.

## Deadlines

Trainee Solicitor 2016:  
Applications close: ongoing, until vacancies are filled

Trainee Solicitor 2017:  
Applications close: ongoing, until vacancies are filled

Successful applicants will proceed through:

- Formal Interview
- Language tests (Putonghua and Simplified Chinese; English)

To apply for a traineeship, please send your cover letter, CV, and academic transcript(s) to

**[RecruitHKG@paulhastings.com](mailto:RecruitHKG@paulhastings.com)**.



**Samson Suen**  
*Trainee (2011 - 2013)*  
*Associate (2013 - present)*

"I joined Paul Hastings as a trainee in 2011 and have been fortunate enough to qualify into our corporate practice. With our traineeship program, you will instantly become an integral member of our team and be entrusted with fast-paced headline projects. Work will be productively challenging, involving significant responsibility and requiring tremendous initiative, while at the same time you will be paired with a supervising partner and a mentoring associate to ensure an accelerated and balanced training regime."



**Echo Huo**  
*Trainee (2013 - 2015)*

"As a trainee at Paul Hastings, you will have the opportunity to participate in high-profile transactions in the capital market and to closely learn from other talented and innovative lawyers in the firm. Valued as an integral part of the team, you will always be entrusted with significant responsibility and direct contact with the firm's clientele. If you are ready to embrace intellectually challenging and fascinating work in the legal field, the firm would be the right place to launch your professional career."

# REACH **HIGHER**



**Lucy Lam**  
*Trainee (2012 - 2014)*  
*Associate to be (2014)*

“As a trainee at Paul Hastings, you are given opportunities to learn and take on high levels of responsibility from an early stage. Our team also gives us great flexibility in the execution of our work, and hard work is always recognized and appreciated. Partners and associates are supportive and encouraging, and I find that their guidance has really helped my professional and personal development.”



**Vivian Lee**  
*Trainee (2012 - 2014)*  
*Associate to be (2014)*

“Here at Paul Hastings, you will find helpful and approachable colleagues to guide you through your training. Partners and associates are always willing to offer their advice, and you will quickly be embraced as an intrinsic part of the team. Though there is a steep learning curve as a trainee, I personally find the exposure to such high-level work to be both intellectually challenging and fascinating.”



**Crystal Liu**  
*Trainee (2013 - 2015)*

“Trainees at Paul Hastings are given broad exposure to a variety of complex cases with significant amounts of client contact. As work is generally performed in small teams, you will be closely supervised while also given the freedom to take on as much responsibility as you are deemed capable of. Partners and associates here are always willing to answer any questions you may have and provide you with the necessary support.”



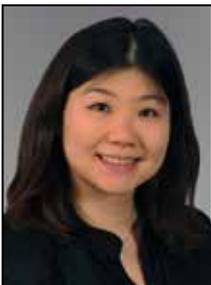
Lillian Cheung  
*Trainee (2009 - 2011)*  
*Associate (2012 - present)*

“At Paul Hastings you will have a lot of opportunities to get very involved in deals, to work closely with associates and partners, and to have close contact with clients and other working parties. You will not only be doing filing and paperwork but instead will be an integral part of the team. The environment here is very friendly and colleagues are helpful and supportive.”



Eric Chow  
*Associate (2010 - Present)*

“At Paul Hastings, we strive for quality and excellence, we value teamwork, and we encourage innovation. Senior lawyers make immense efforts to mentor trainees in relation to their work and give career advice in order to ensure that their junior colleagues can succeed within the firm and the industry. I have met some extraordinary and talented people, as well as made some true friends in the firm and within the field. I especially appreciate the collegial nature of the firm, one in which partners, associates, and trainees alike get together for drinks on Fridays to wind down after a challenging week of work! This truly is one of the friendliest firms around.”



Catherine Chu  
*Trainee (2008 - 2010)*  
*Associate (2010 - Present)*

“Paul Hastings emphasizes both career and personal development. We are a firm that truly believes in the ‘work hard play hard’ mentality and we have regular firm events to reinforce our friendly firm attitude. Our supportive culture ensures that every team member is guided and supported along each step of his/her career path. Partners and colleagues are always ready to help other team members on difficult issues.”

## YOUR PATH AT PAUL HASTINGS

From intern to partner, the path and opportunities are diverse and dependent on one key factor: **your imagination.**

As a leading organization, we are committed to the growth and advancement of talented legal practitioners and leaders.

Choosing Paul Hastings means choosing to be a leader by doing the best legal work and taking advantage of the firm's extensive professional development services, which include:

- Legal skills training and practice development
- A career roadmap for associate advancement
- Professional development opportunities that enhance associate excellence
- Mentoring, coaching, and career counseling
- Performance Management



Sammy Li  
*Chair, Hong Kong*



Raymond Li  
*Chair, Greater China*



Vivian Lam  
*Partner, Corporate*



Catherine Tsang  
*Partner, Corporate*



Zhaoyu Ren  
*Partner, Corporate*

# R E A C H **HIGHER**



David Grimm  
*Partner, Corporate*  
*Head of Attorney*  
*Development*  
*Committee*



Bonnie Yung  
*Partner, Corporate*



Edwin Kwok  
*Partner, Corporate*



Steven Winegar  
*Partner, Corporate*



Brett King  
*Partner, Corporate*

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