

WHITE & CASE

Together we  
make a mark



An aerial photograph showing a winding road through a dense, green forest. The road curves from the upper left towards the lower right, disappearing into the trees. The lighting is bright, suggesting a sunny day, and the colors are vibrant greens and browns.

**“Being truly global is not just a buzzword at **White & Case**. Associates have the opportunity to work with a variety of clients and colleagues from around the world on a daily basis.”**

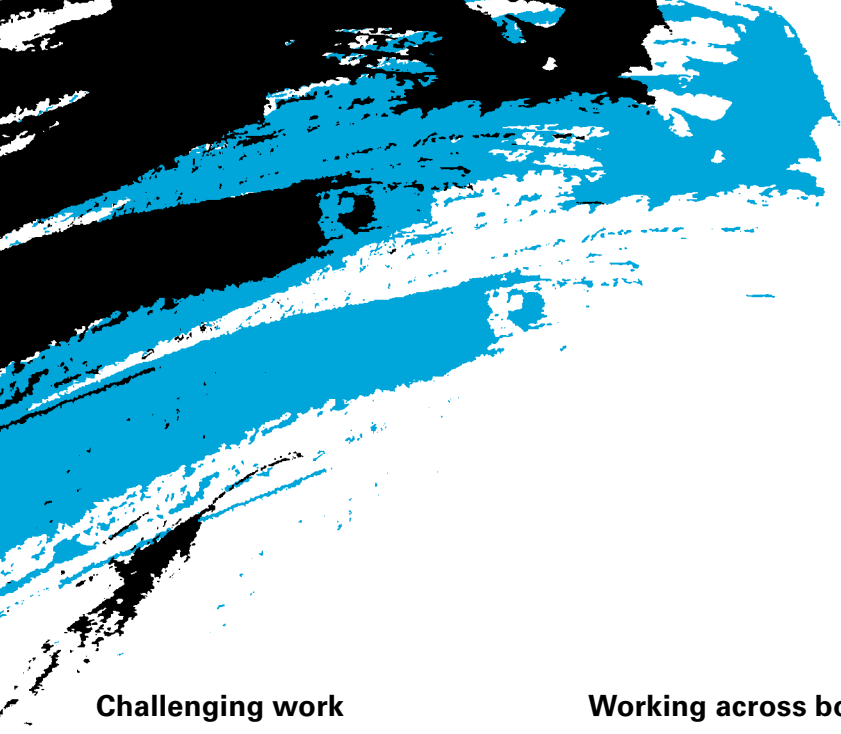
*Some of the quotes that appear throughout this brochure are the unedited comments of White & Case summer associates. The comments were collected as part of an anonymous survey and are reproduced verbatim.*

# What “global” means for your career

**What started as a radical idea**, that the world is our market, is now our reality. Our Firm’s beginnings in New York in 1901 and subsequent global expansion instilled a commitment to excellence, a confidence and an ambitious spirit that are now fundamental to our practice. Today, complex client projects, nuanced, local market knowledge and global capabilities define who we are. Our longstanding presence in key markets worldwide has produced deep expertise that powers meaningful solutions for leading clients.



**What you'll do**



### **Challenging work**

As a White & Case lawyer, you'll work on challenging, sophisticated and complex cross-border transactions across both the developed and fast-growth markets where the rules are still being made (often with our help). You'll have responsibilities early in your career as you work on multiple assignments, which might include writing briefs, motions, contracts and client memoranda, as well as participating in drafting and negotiating sessions and being part of a deal team.

### **Working across borders**

Over the past 100 years, we've built an unrivaled network of 41 offices in 29 countries. That investment is the foundation for White & Case's client work in 159 countries today. Many White & Case clients are multinational organizations with complex needs that require the involvement of multiple Firm offices. You'll work in a fast-paced, collaborative environment with colleagues across the global network on multijurisdictional matters, and experience the operational realities of cross-border law.

### **Commitment to growth**

We're strategically committed to substantial growth between now and 2020—in numbers of clients, revenue and profitability, and lawyer headcount. For you, the increase in our associate ranks means more opportunity for career advancement.

# Why choose us?

**As one of a small intake of trainees, you'll get genuine responsibility early in your career.**

You also get the opportunity to make a name for yourself—you receive individual attention, and you can make choices about the direction of your career.

One of the first decisions you'll have to make when you join us in Hong Kong is what you would like to do during your overseas seat, which is guaranteed as part of your training contract.

We strongly believe that a global mindset is fundamental to how we work as a firm. We were one of the first international firms, if not the first international firm, to really come to grips with the concept of working globally. So from day one, you'll work alongside colleagues from around the world and deal with people sitting in many of our 41 offices worldwide. The experience you will gain will be invaluable.

You'll be working on sophisticated cross-border transactions across the emerging markets (there's no better place to learn)—where the rules are still being made. This includes our work in Asia in markets that are dynamic as well as distinct in terms of culture, history and risk profile.

Our solutions to the more challenging problems underpin our reputation in these markets and are admired by industry observers and clients alike.

We'll work with you to manage and plan your career—and once you're qualified, that will continue.

Our Associate Career Framework sets out what we expect from you at each stage of your career, giving you transparency and clarity.

Deep-rooted history

**A little about us**

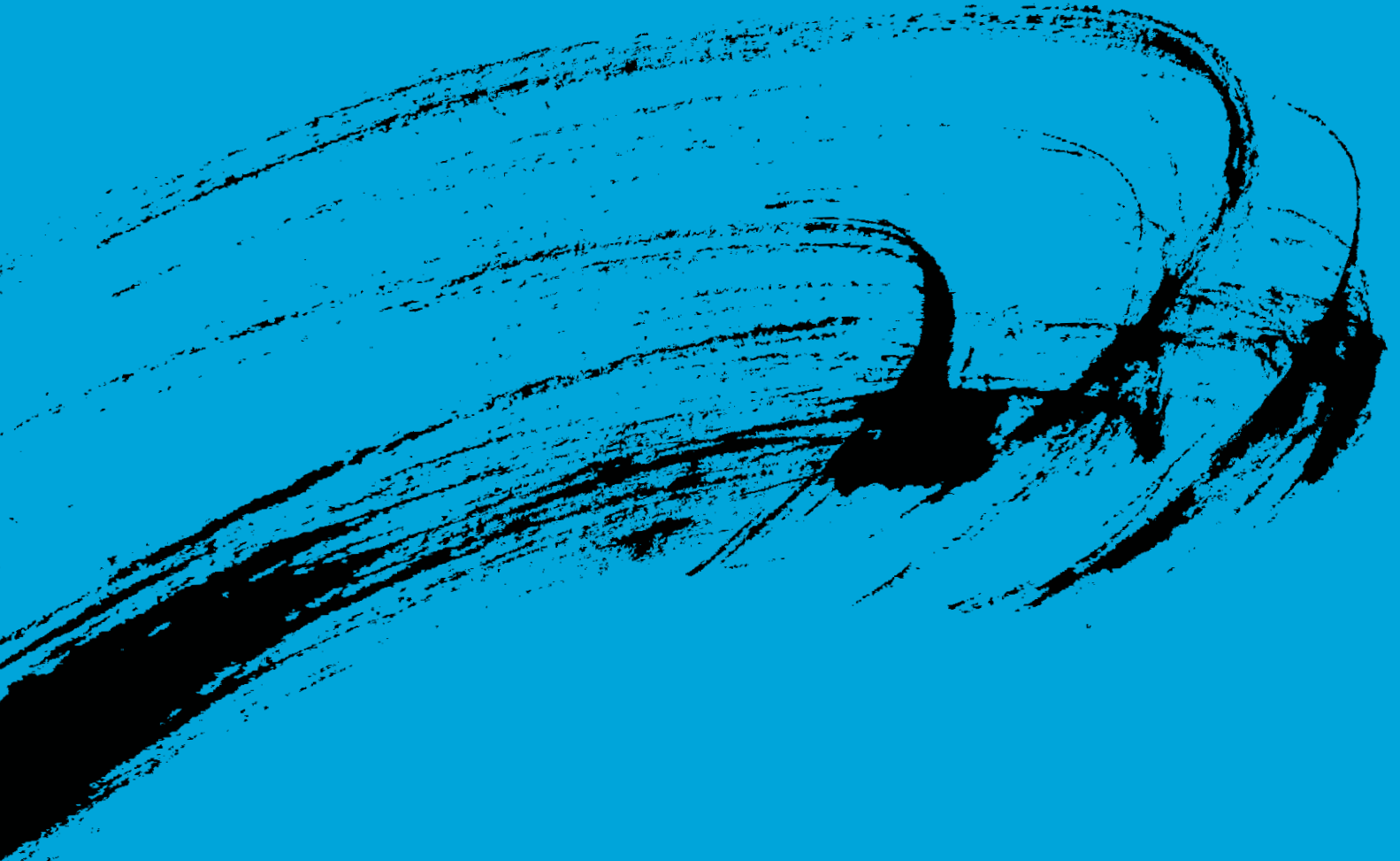
Equal depth across English and US law capability, and local and dual-qualified lawyers in the majority of our offices spanning Asia, the United States, the United Kingdom, Europe, the Middle East, Latin America and Africa.

Advising on virtually every area of law affecting cross-border business.

FOUNDED IN NEW YORK IN  
**1901**

**MORE THAN**  
**30**  
YEARS IN ASIA

WE HAVE  
**41**  
OFFICES IN  
**20**  
COUNTRIES



**“I was immediately exposed to complex transactions involving parties from all over the world.”**



# Key areas of work in Hong Kong

A glance at the list of our key areas of work in Hong Kong demonstrates the wide range of our skills, but it is how these practices work together that defines our ability to handle complex matters in an effective and efficient way.

## Banking and Capital Markets

- Banking including leveraged/ acquisition finance
- Capital markets (debt and equity)
- Financial restructuring and insolvency

## Disputes

- Commercial litigation
- International arbitration
- Regulatory and compliance

## Energy, Infrastructure, Project and Asset Finance

- Asset finance
- Oil & gas
- Infrastructure and transport
- Mining & metals
- Telecommunications
- Power

## Investment Funds

- Establishment, negotiation and operation of private funds and investment vehicles
- US tax and ERISA counseling
- Investor representations
- Seeding/stake transactions
- House arrangements, carry/ performance-sharing arrangements and executive compensation arrangements

- Investor representations
- M&A of asset management companies

## M&A

- Public and private acquisitions
- Equity investments and divestments
- Joint ventures
- Leveraged buyouts
- Negotiated acquisitions
- Private equity funding
- Privatizations
- Recapitalizations
- Reverse mergers
- Spin-offs and dispositions
- Tender and exchange offers
- Unsolicited offers

For more in-depth information about our practice areas, visit [whitecase.com/law#practices](http://whitecase.com/law#practices)

# Summer interns

A great way to obtain firsthand experience of what life is like as a trainee at White & Case is through our internship program. There are approximately six to eight places available in our Hong Kong office for interns of three weeks during July of each year.

Internships provide an opportunity to play an active part in the life and work of our Hong Kong office. During the program, you will work within a practice group alongside an associate and assist them with their work. Informal talks with partners and associates will enable you to gain some insight into White & Case and the structure of the Training

Contract. In addition, there are a number of formal training sessions and workshops. You will receive continued support and feedback throughout your placement.

In addition, we don't forget the importance of a social life! There will be ample opportunities for you to network at a range of social events planned during your summer internship.

## **Open evening**

Evening receptions with drinks are held for law students between November and January. These are designed to provide you with

an opportunity to hear details from our Graduate Recruitment Partner, a representative from our Human Resources department and our trainee solicitors. The date and time of these receptions will be posted on [hkgrad.whitecase.com](http://hkgrad.whitecase.com) toward the end of October.

Following the presentation, you will have the opportunity to chat with some of our lawyers over drinks.

Full-service

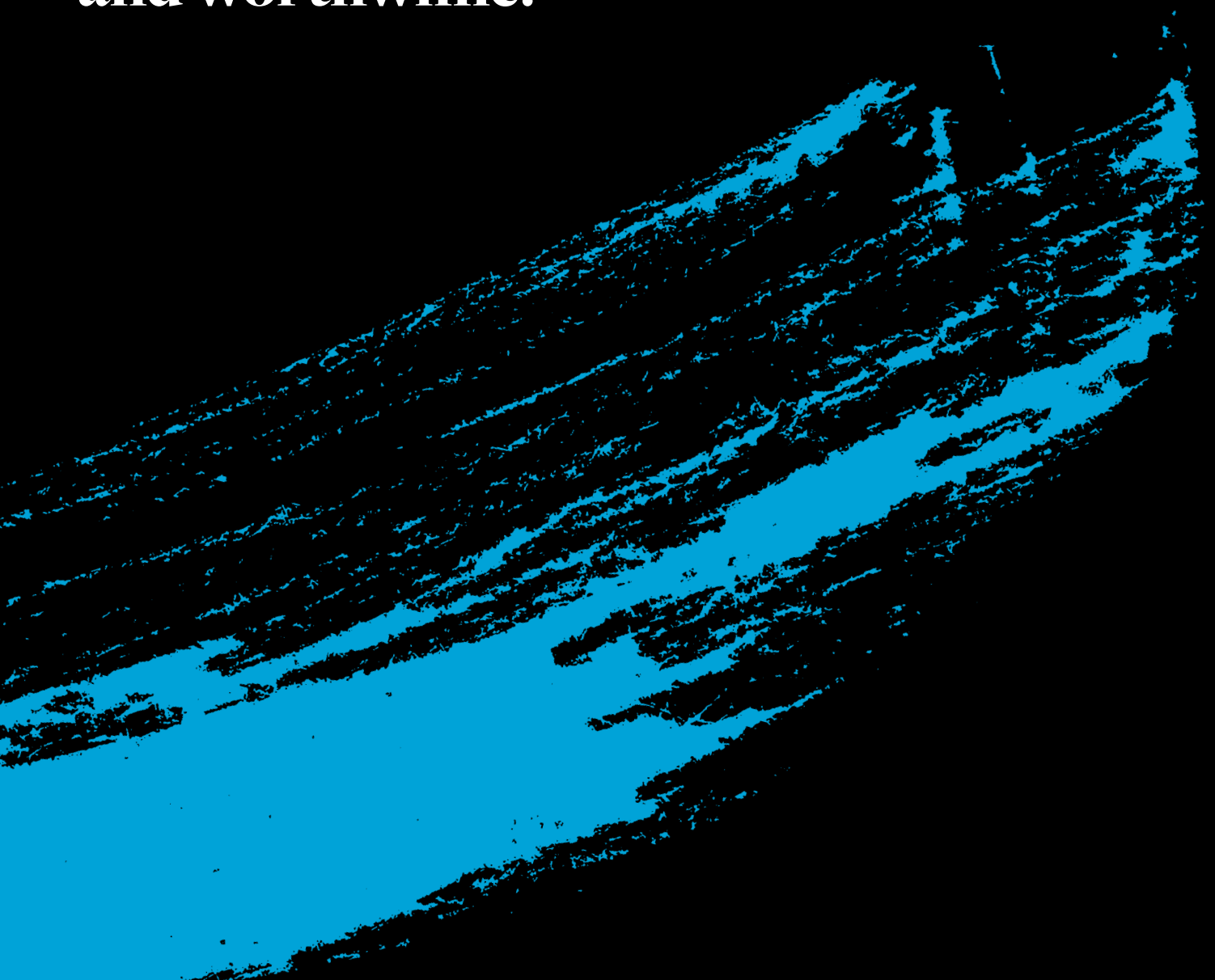
### Practice work

With 24 practice areas and 17 industry groups, White & Case has a place for you, whatever your area of interest. As a global firm, we're strategically focused on handling complex, cross-border work.

Depending on your location, you may progress through a structured sequence of practice or industry rotations to give you broad exposure early in your career. Your strengths and interests are important considerations in your eventual assignment to a practice.



**We are here to ensure that your  
overall experience is valuable  
and worthwhile.**



# Your training contract, your career

## **The focus is on you and the experience needed to enable you to create your own career path.**

Your Training Contract will consist of four six-month seats, one of which will be overseas.

In each seat, you will be supervised by an experienced associate or partner whose role is to ensure that you are given plenty of opportunities to expand your skills, knowledge and experience.

As a Hong Kong trainee, you will have full access to secretaries, professional support lawyers, library assistance, our research tools and other technical support, just as our lawyers do.

The same people who make the decision to recruit you will remain actively involved in your development during your Training Contract. They will monitor your progress to ensure that your overall experience—the relevance, variety and volume of work as well as training—is valuable and worthwhile.

Your training and development journey goes beyond your Training Contract. Our Associate Career Framework defines excellence at each stage of your career. It provides you with a guide for your career development and helps you know what you need to focus on and when.

We have numerous in-house courses tailored for different levels of staff. We also run specialist seminars on law and client-industry sectors, as well as soft skills training workshops, which you are encouraged to attend.





# Your overseas seat—guaranteed

## **While some firms struggle with the idea of working globally, it's second nature at White & Case.**

Truly global, we have a significant presence across the developed world, while being widely recognised as having a tremendous track record in the fast-growth and emerging markets.

Most of our clients are multinational organisations, so almost everything you'll work on will cover more than one jurisdiction. To help develop a taste for global thinking, we guarantee a six-month overseas seat for all trainees coming into our Hong Kong office.

Many trainees describe this overseas seat as 'life changing', as they build both valuable professional contacts and friendships that last a lifetime.

### **Here's what you receive:**

- Free accommodation for six months
- Cost-of-living adjustment while you are abroad
- The same level of personal training—including a supervisor to ensure you get the most out of your time overseas



**Who you'll work with**



### **Citizens of the world**

As a Firm, we prize globally minded citizens of the world who are eager to work across borders and cultures, and are intrigued by solving problems within multiple legal systems. You'll get an immediate opportunity to work in teams with talented colleagues drawn from different jurisdictions and practices.

### **Mentors**

As you manage and plan your career, you'll have support every step of the way. White & Case is committed to a culture of engagement and mentoring between Firm leadership, experienced lawyers and trainees. Depending on your location and intended career direction, support may mean participating in structured professional development with assigned supervision and formal evaluations or reviews, or informal open-door mentorship with a partner or senior associate.

### **Enterprising teams**

White & Case is a "high-stretch, high-support" workplace that celebrates individual excellence and team success. Our culture expects, encourages and recognizes enterprising, Firm- focused achievement, realized through collaborative work with colleagues who may be drawn from around the world. Teamwork will also introduce you to equally talented and ambitious Firm colleagues down the hall or across the globe.



A black and white portrait of a woman with long, dark hair, wearing a dark blazer over a dark top. She is smiling slightly and looking directly at the camera. The background is a soft, out-of-focus grey.

**“At White & Case, I find myself surrounded and taught by some of the sharpest minds in the industry. Everyone in the Hong Kong office—from partners to supporting professionals—is friendly and approachable.”**

**–Florence Poon**

80 LANGUAGES SPOKEN

90 NATIONALITIES REPRESENTED IN OUR WORKFORCE

**A sophisticated take on diversity**

17

Inclusion is a business imperative for us. We are naturally diverse because of the work we do, the locations we're in and the type of people and clients we attract. The nature of our clients' needs requires collaboration across borders, organically driving the recruitment of those with diverse experiences and perspectives in order to provide the best solutions for our clients. In 2016, 90 nationalities and 80 languages were represented in our workforce. White & Case also supports nine global affinity groups, including Asian, Black, Hispanic, Middle Eastern and LGBT.



**What working here  
means for your career**



### **High-stretch, high-support**

We will help you become a great lawyer, at a Firm respected worldwide, with globally available training and mentoring programs to support you at every stage of your career here. All associates worldwide have access to our online Learning Forum site for self-directed legal training in both business skills and practice-specific knowledge.

### **Global experience and exposure**

We believe mobility enhances career development. So training programs at White & Case are built to give you global experience and exposure, using our unmatched network of offices to support your aspirations. Depending on where you work, we offer selected opportunities for placement in other offices to complement your work on cross-border matters.

### **Building your network**

The White & Case experience launches careers within and beyond the Firm. Working with White & Case opens doors to relationships and experiences around the world that will help you build your career, wherever it takes you. We foster networking within the Firm through a robust annual calendar of practice- and industry-focused seminars and workshops. We offer additional career milestone programs to bring peer associates together for level-specific training. Some offices also provide client secondment opportunities to further deepen your skills and expand your contacts.



**There's plenty of fun to be had  
and experiences to enjoy and  
share with your colleagues.**

# Social network

**Housed across three floors in the heart of Central, the Hong Kong office is conducive to both work and open communication in an atmosphere that is calm, casual and relaxed, yet also charged with a sense of achievement.**

But it's not all work, and the social side of the Hong Kong office is there to be enjoyed.

There are various staff and client events to enjoy such as the Annual Chinese New Year Reception, cooking class, art jamming and end-of-year celebrations.

On the sporting side, each year one of our global offices hosts the White & Case World Cup, where both football and volleyball teams from offices around the world gather to compete.

## **Community work**

White & Case has an enviable reputation globally for its commitment to pro bono work—in fact, we are the only law firm to have designated pro bono work as a global practice.

Corporate social responsibility is also important to us in Hong Kong, and we have a program designed to engage as many people as possible across numerous initiatives.

To show our commitment to caring for our community, we sponsor Hagar International, a nonprofit organization that assists women and children who suffered from human rights abuses. We have also supported HandsOn Hong Kong by joining their Eat for Good programme, which supports employment opportunities for people with intellectual disabilities and the underprivileged elderly in Hong Kong.





**“White & Case is a great big family.  
During my training contract,  
I have received an immeasurable  
amount of support and guidance  
from everyone within the Firm.”**

**–Ivan Lee**



## Global opportunity

### Living your values: international pro bono

We live our Firm's global commitment to social responsibility through a robust, international pro bono program, in which all lawyers are invited to participate. Last year, White & Case lawyers billed more than 94,000 pro bono hours, Firmwide, on a distinctive roster of pro bono clients and projects.

COUNTRIES  
**15**  
CLIENT MATTERS IN



# Joining White & Case

**White & Case represents a tempting proposition for starting and then developing a career at the top end of the legal profession.**

The training is comprehensive and tailored, with your overseas seat guaranteed. The work is cutting-edge, and the rewards are excellent.

**A generous package**

Our first-class remuneration package adds even more to the attractions of joining White & Case.

**Course fees and maintenance grant**

To support your PCLL studies, we will pay for your course fees and provide you with a maintenance grant.

**Salary and bonus**

We offer a competitive salary. You will also be eligible to participate in our discretionary bonus scheme based on a review of your performance and in accordance with applicable policies of the Firm.

**Benefits**

You will have the option to participate in the Firm's local medical scheme or in our International Health & Insurance Program.



**“Benefiting from the Firm’s strong global presence, I started in Hong Kong as a trainee solicitor and have had the opportunity to move to New York to do top-notch leveraged finance work.”**

**–Gladys Moon**

# It's your future

**At White & Case, we've invested a great deal of time and effort into creating a training contract that will equip you with the skills, experience and support you need to kick-start and then develop your career in law.**

You'll find your training with us is comprehensive and tailored and, with a guaranteed overseas seat, distinctly international. But that's not all. Join us and you'll be working for a leading global law firm that offers cutting-edge work, unlimited career prospects and excellent rewards.

So how can you find out more or make an application in full?

## **To make an application**

The application for a summer internship or a training contract begins with you visiting our website at [hkgrad.whitecase.com](http://hkgrad.whitecase.com).

The deadline for your application for a summer internship and training contract is mid-February in the penultimate year of your legal studies. The placement takes place during July of that year, and then the Training Contract would normally begin two years later.

Details of our open evening are posted on this site toward the end of October.

Given the small number of places, we encourage you to apply in advance of the deadline for early consideration of your application.



**In markets  
that matter**

**Abu Dhabi  
Astana  
Beijing  
Berlin  
Boston  
Bratislava  
Brussels  
Cairo  
Doha  
Dubai  
Düsseldorf**

**Frankfurt  
Geneva  
Hamburg  
Helsinki  
Hong Kong  
Istanbul  
Jakarta\*  
Johannesburg  
London  
Los Angeles**

**“Extremely diverse with people from all over the world, each armed with unique experiences and languages.”**

**Madrid  
Melbourne  
Mexico City  
Miami  
Milan  
Moscow  
New York  
Paris  
Prague  
Riyadh\*  
São Paulo**

**Seoul  
Shanghai  
Silicon Valley  
Singapore  
Stockholm  
Sydney  
Tokyo  
Warsaw  
Washington, DC**

\*Associated firm

**WHITE & CASE**

[whitecase.com/careers](http://whitecase.com/careers)