

Herbert Smith

Invest in
yourself



Herbert Smith in association with
Gleiss Lutz and Stibbe

Invest in *yourself.*

Training and practising at Herbert Smith LLP prepares you for more than a career as a lawyer; it sets you up for a life rich in opportunity and variety.

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About our firm

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About our firm

Our distinctive culture and breadth of vision, the global nature of our business and our fearless reputation will give you unparalleled training and development opportunities.

Number of
offices worldwide*

30

Number of
FTSE 100 clients**

25

Number of
lawyers worldwide

1,400+

* Including Alliance and associated offices

** Chambers FTSE survey 2009

About our firm

For those joining Herbert Smith, three key aspects of the firm rapidly become apparent.

First, we're unique among our peers in being the leading litigation firm in Europe and Asia and having one of the world's pre-eminent corporate practices. We're a member of Legal Business' 'Magic Circle'.

Our award-winning in-house advocacy unit – the first such unit in the UK – offers a complete litigation service and a realistic alternative to the Bar. A similar vein of quality runs through our other practice areas, such as finance, EU and competition, real estate and employment, pensions and incentives.

By choosing to start your career with us you'll be joining some of the brightest minds in the legal profession, doing the best work for the best clients. Over 80% of our trainees get the chance of a secondment to one of our international offices, or to one of our major clients.

Second, the global nature of our business. We're different to our competitors: we provide our clients with a co-ordinated service using the best lawyers across the globe. We deliver this from our own offices in Asia, Belgium, France, the Middle East, Russia, Spain and the UK, and through a long established and binding alliance with leading firms Gleiss Lutz in Germany and Stibbe in Benelux. In the US we work collaboratively with many of the country's premier law firms.

Our cross-border India practice advises on the most high-profile deals emanating from the country. Our teams in Hong Kong, Shanghai and Beijing have led many of the multi-billion dollar international offerings that have propelled China's former state-owned enterprises onto the world stage. And, with our Paris office leading the way, we now have one of the best Africa practices in the business. Our reputation for handling groundbreaking emerging-market mandates has been one of the defining features of the firm in recent years.

Third, our distinctive culture and the premium we place on training and developing our people. We enjoy what we do and are passionate about providing the highest level of client service. We believe that a meritocratic and collegiate environment – where lawyers are treated as

individuals – will attract and retain the best talent. As a trainee, you'll have responsibility and exposure to interesting work at an early stage. This will give you an exceptional set of skills and experiences and will help you realise your full potential.



Jonathan Scott – Senior Partner

We're one of the global elite law firms. What does that mean? It means we're a quality law firm. Quality in terms of our clients. Quality in terms of our work. Quality in terms of our people. It's a hard-working environment – but it's also helpful, supportive and fun.

See video at:
herbertsmithgraduates.com/video/jonathanscott



**International
project finance
team of the year**

**IIFLR India Awards
2010**

**Litigation
team
of the year**

**The Lawyer Awards
2010, 2009, 2007**

**Law firm of
the year, Asia**

**PLC Which Lawyer?
Awards 2010**



2010

Mergermarket
HI 2010 M&A league tables:
ranked top by value in
Asia Pacific, Africa
and the Middle East

**Best client
training
initiative**

Legal Education &
Training Group Awards
2010

**International
law firm
of the year,
Russia**

Chambers Europe Awards
for Excellence 2010

Our global network

Most of our work has a cross-border element, so thinking globally will become second nature to you.

You'll find our offices across Europe, the Middle East and Asia. Our international expansion, driven particularly by emerging markets and globalisation, is a hallmark of our recent development.

In 2009 we opened our newest office in Madrid, bringing in a team of highly regarded lawyers from another major firm. We continue to invest heavily in our presence in the Middle East and Moscow. We've enhanced our global service through binding arrangements with other leading law firms. These include our alliance with Gleiss Lutz and Stibbe in Europe, and associations with other leading law firms in Saudi Arabia and Indonesia.

Our global network means we can offer international placements that are unrivalled in scope and experience and we encourage every lawyer in our London office to undertake an international secondment during their career. We value fluency in Arabic, Cantonese, French, Japanese, Korean, Mandarin, Russian or Spanish but more important still is clarity of thought and strong communication skills.



△
Veronica Roberts – Partner

The third seat of my training contract was in our Brussels office, where I worked in the EU competition group. That experience really inspired my love of EU competition law and I qualified into that group. I've worked for different periods of time in both the London and Brussels offices. The firm invests hugely in career development and I think I'm a good example of that.

See video at:
herbertsmithgraduates.com/video/veronicaroberts



△ Yi-Shun Teoh – Trainee As a trainee assigned to the Bharti deal, I was given a lot of responsibility and really felt I was making a valued contribution. I met the client and headed out to Amsterdam to help complete the deal. I was proud to be able to support the team on such a landmark corporate transaction and it was a tremendous experience.

See video at: herbertsmithgraduates.com/video/yi-shunteoh

Case study: Breaking new ground

Client: Bharti Airtel

Lead practice area: Corporate/M&A

Value: US\$10.7 billion

Bharti Airtel's US\$10.7 billion acquisition of Zain Africa was the largest overseas investment in an emerging market by an Indian corporation. Our work underlined Herbert Smith's reputation for handling groundbreaking India-related transactions.

As a result of this acquisition, Bharti Airtel became the fifth-largest mobile operator in the world. The Herbert Smith team adopted a truly cross-practice and multi-jurisdictional approach. Working with our Alliance firm Stibbe and the client's Indian legal advisers, AZB Partners, we secured a successful conclusion to this transaction.

The Bharti project is the latest in a long line of high-profile Indian mandates for Herbert Smith. Together with Tata Steel's US\$13 billion acquisition of Corus, the firm has now advised on the two largest-ever overseas investments by an Indian company.

Our reputation for advising on high-value M&A transactions was recognised in mergermarket's H1 2010 league tables. We were ranked top by value in each of the Asia Pacific, Africa and Middle East tables.

People, culture and work

Our collegiate and non-hierarchical culture means you'll learn to think creatively, challenge assumptions and take nothing at face value.

London partners
and staff
involved in
community projects

670+

Stonewall's
workplace
equality index
2010 ranked

56th

Places Women
Want to Work 2008
and 2009,
The Times.

Top **50**

People, culture and work

What makes us stand out? The quality of our people and our collegiate culture. Individualism thrives, but a team spirit pervades all levels of the firm. Trainees, associates, partners and business services staff all share the responsibility and the limelight.

We train our lawyers to be flexible and imaginative in applying the law. This cultivates an atmosphere of professional excellence, enabling our trainees to develop into exceptional lawyers.

Our inclusivity group is an important element of our culture. Comprising partners and senior business services staff, it promotes a spirit of diversity and equality throughout the firm. Whatever your background, you can fulfil your potential and help others to do so, inside and outside the office.

Our approach to corporate responsibility also reflects our partnership ethos. We strongly believe everyone in our local and wider communities should have access to legal advice and redress. The firm has a long tradition of providing pro bono assistance – it's a service we find professionally stimulating and personally rewarding.

Herbert Smith has a unique culture of belonging and a sense of shared responsibility. It's these qualities that create the perfect environment for you to grow and enjoy your career with us. We invest in you, so that you can invest in yourself.



Case study: Altering perceptions

Client: BSKyB

Lead practice area: Dispute resolution

Value: £318 million

BSkyB's case against EDS was one of the most significant commercial trials in recent years and may alter the way tender processes are carried out in future.

BSkyB instructed us in relation to a failed project by EDS to design and build a new customer relationship management system. EDS twice failed to deliver, so BSKyB completed the construction of the new system itself and sought to recover its losses from EDS. The contract limited EDS's liability for damages to £30 million.

We argued that key sales and project personnel had made false representations about EDS's ability to design and build the new system on time and budget. We sought to prove that these misrepresentations were made dishonestly, which would mean the £30 million liability cap would not apply.

The judgment held that EDS acted dishonestly in making false representations during the tender process and before entering into the contract. It also found that EDS made further negligent misrepresentations during negotiations to restart the project and that they were in breach of contract. The £30 million cap was not effective to limit EDS's liabilities for fraud. This allowed BSKyB to recover a total sum of £318 million, including costs and interest.

Herbert Smith was named Litigation Team of the Year at The Lawyer Awards 2010 in recognition of its advice to BSKyB in this case.





Clare Lynch - Associate The BSKyB case lasted for nine months and we eventually received a successful judgment. I was involved in the opening submissions and I helped draft witness statements. Getting court exposure so early in my career was invaluable. The legal press said it was some of the most exciting cross-examination in recent years.

See video at:
herbertsmithgraduates.com/video/clarelynch



We enjoy what we do – and our clients enjoy working with us. The meticulous and personable approach of our lawyers attracts the world's best known corporations and financial institutions. Such clients include EDF Energy, Chevron, Goldman Sachs, Tata Group and Time Warner. Where possible, we integrate within the client's own team. This allows us to fully understand our client's objectives and allows our client to take full advantage of our expertise.

Creativity is truly valued because, as you'll discover, our clients' agendas are highly demanding, spread across geographic borders and jurisdictions and often with no established solutions or precedents. This requires us to tailor our advice – a talent we try to instil in our lawyers from the moment they begin their training.



Ruth Millar – Associate Support and training at Herbert Smith is excellent. As an LPC student I visited the firm several times, learning about the different departments and meeting some of the team and trainees. The training itself is extensive and, after qualifying, ongoing professional development is taken very seriously. But there's still time for a social life.

See video at:
herbertsmithgraduates.com/video/ruthmillar



△ **David Stinson – Newly qualified associate** Working on the BAA deal during my training contract was very exciting! It sharpened my organisational and team-management skills. Making sure the momentum was kept up as we moved towards completion was hard work but when the job was done, we celebrated the end of the deal and built on the relationships that had grown during the transaction.

See video at:
herbertsmithgraduates.com/video/davidstinson

Case study: **Deep understanding**

Client: BAA

Lead practice area:

Real estate and EU and competition

Value: £1.51 billion

In challenging market conditions, and against the backdrop of the Competition Commission's market investigation, we advised BAA on the real estate and planning aspects of the successful sale of Gatwick Airport.

Our review of the real estate aspects of the deal extended to BAA's 135 registered titles at Gatwick and approximately 400 occupational tenancy documents. We used our existing knowledge of the titles and property issues to produce the certificate of title and to solve existing issues. We combined a deep understanding of the client, strong project management skills and integrated legal advice across the real estate spectrum. This led to a successful transaction. We also advised BAA in relation to the Competition Commission's market investigation and BAA's subsequent appeal in the Competition Appeal Tribunal.

BAA had already sold Gatwick, but it was also required to sell Stansted and either Glasgow or Edinburgh airports. The Competition Appeal Tribunal upheld BAA's appeal and ordered that the requirements of the Competition Commission's report be quashed and remitted back to the Competition Commission to restart its market inquiry. This was the first appeal against a Competition Commission decision which raised apparent bias as a ground of appeal. The issue has now gone to the Court of Appeal.



△
Natsai Gondo – Trainee The firm is renowned for its litigation practice – but it also gets the best corporate work. I love transactional work and we have some great blue-chip clients. I've seen many of our deals on the front page of the Financial Times. The work we do is truly international.

See video at:
herbertsmithgraduates.com/video/natsaigondo



Case study: **Innovative structure**

Client: Yell

Lead practice area: Finance

Value: £3.8 billion

In the face of continued uncertainty in the debt markets, we helped Yell Group implement an innovative refinancing structure to secure its financial position.

Yell is the publisher of the Yellow Pages in the UK and the Yell.com website. With annual revenues of over £2 billion, the company owns similar operations in Spain and across the USA.

A cross-practice Herbert Smith team in London and Madrid worked closely with Yell, its financial advisers and key members of the syndicate. The objective was to re-schedule and adjust the key terms of Yell's £3.8 billion senior debt.

We created an innovative structure which removed the need for unanimous consent of all lenders for a rescheduling of repayments.

Yell gave its syndicate of over 1,200 lenders the opportunity to exchange their existing debt for new debt. The new debt had a longer maturity, higher interest rates and more covenant headroom. In exchange, the proposals required acceptances from lenders holding 95% of the debt. This overcame the need for unanimous approval.

To implement the refinancing, Yell made offers to acquire the commitments of the lenders under the existing facilities. In return, lenders consenting to the proposals received participations in the new debt facilities and a consent fee.



People, culture and work

Our approach to corporate responsibility embraces our business, staff and the wider community. We believe everyone has the right to be treated with dignity and respect, to equality of opportunity and to justice. We see only value in creating a more inclusive society, where people from all backgrounds and viewpoints can fulfil their potential.

Surveys show our people appreciate our corporate responsibility programme. By enhancing our awareness of the wider ethical, environmental and economic climate, we can and do make a difference.

The firm has a dedicated team that manages our programme. We are members of the Corporate Responsibility Group, Chatham House, the London Benchmarking Group, Advocates for International Development and Arts & Business. We also provide support to a wide range of legal and educational charities.

We recognise that a culture of fairness, equality of opportunity and inclusivity helps retain, develop and attract the very best people. To this end, we have established five staff network and social groups:

Ethnicity and multiculturalism

This group focuses on both black and minority-ethnic staff and those recruited from overseas. Matters relating to faith also fall within its remit. Its agenda includes seminars, speaker events and graduate recruitment initiatives.

HS Women in Business

With a membership of over 500, this network is open to everyone in the firm. The HS Women in Business committee meets monthly. The network runs around six events each year, including workshops and networking activities.

LGBT

The group provides formal and informal mentoring and support to LGBT employees and partners. It also develops contacts with clients who are members of the LGBT community. A key objective is to ensure that no direct or indirect discrimination occurs at work.

Work/Life Balance

Work/life balance is an area of diversity and inclusion that affects the greatest number of people at Herbert Smith. Following the success of our 'Family Week' initiative in 2006, a Work/Life Balance network was formed. It focuses on a range of issues, including flexible working, care of dependants and stress reduction.

Sports and Social Committee (SSC)

The SSC encourages staff to get involved in sporting, social and fundraising activities. The SSC is made up of people from across the firm and is open to all. The opportunities are too numerous to list in full, but they include theatre trips, quizzes and team events such as football, sailing, cricket and hockey. The highly popular Christmas quiz, one of many fundraising events, has become something of an institution in recent years.

In the last three years, the SSC has raised nearly £250,000 for its chosen charities. This year the firm has a fundraising partnership with WaterAid, a charity which helps some of the world's poorest and most disadvantaged people access clean drinking water.

People, culture and work



△
Shona Grey - Associate The support networks here are extensive. People are friendly. There's an active social life outside the office which enhances the collegiate and supportive atmosphere. The firm has a good range of corporate responsibility programmes and anyone can get involved. I'm a school governor - a very fulfilling role to play in the local community.

See video at:
herbertsmithgraduates.com/video/shonagrey

What you need to know

We hire clever, driven and rounded individuals with an international mindset. We offer a first-class training and development programme and a challenging yet supportive environment.

Number of
vacation
scheme places

100

Number of
training
contracts p.a.

85

Trainees who
take up a secondment
opportunity

80%

What you need to know



△
Hammad Akhtar – Partner Trainees get the best possible training, education and support. We invest hugely in our lawyers, all of whom are gifted intellectually as a pre-requisite of the job. On top of that, and core to our firm's success, is the fact that we're good people to work with. That's something you see everywhere in the firm – and it's something our clients really value.

See video at:
herbertsmithgraduates.com/video/hammadakhtar

To maintain our reputation as a leading international law firm, we seek graduates with exceptional intellects who can work at the highest level.

We hire individuals with a global mindset who want to work across our international network. Ours is a first-class training and development programme. We need confident and enthusiastic individuals who can work in a challenging yet supportive environment.

What else do we look for? Lateral thinking, analytical skills and sound judgement are essential. You must also show us you have a passion for the law, commercial awareness, initiative and robust organisational and interpersonal skills.

If you think you have these qualities, and you've got the drive to become a top lawyer, read on to learn about our vacation scheme and training contract programmes.



What you need to know

We'd like you to meet some of the team who work at Herbert Smith before you apply. It will help you decide if we're the firm for you.

We host a number of events throughout the year at our London office, at universities and at law fairs. We invite you to attend and to ask us any questions you may have.

First year workshops

We run two workshops in the spring at our London office. These are designed to give you a snapshot of the firm. You'll hear from leading lawyers and take part in interactive workshops that show the variety of law we practise.

Vacation schemes

Our vacation schemes are a great introduction to being a trainee at Herbert Smith. Students from the UK and around the world in their penultimate or final year are encouraged to apply. We also welcome graduate applications.

As part of your application, we'll ask you to complete an online test. If successful, you'll be invited to our London office for a face-to-face interview. Your visit will include an informal office tour with one of our current trainees. During your placement you'll be given real work for real clients. Workshops and presentations will show you the breadth of practice areas in the firm. We'll pay you £350 per week during the scheme and we'll help you find accommodation.

You'll attend formal and informal social events, where you'll meet others on the scheme and a wide range of partners, associates and current trainees. By the end of the scheme you should know if commercial law is the career for you – and whether you'd like to start your career at Herbert Smith.

Most vacation schemes are based in our London office, but we do offer some international placements. Key dates and deadlines can be found at the back of this brochure. More information is available on our website.



△ **Mitasha Chandok – Newly qualified associate** As a trainee at Herbert Smith you meet new people every six months and everybody is very helpful. For me, that makes it worth coming to work every morning. I did my law degree in India, so it was particularly important to check that the firm and I were compatible. I did a summer internship to discover that we were!

See video at:
herbertsmithgraduates.com/video/mitashachandok

What you need to know

Your training contract

From day one you'll be surprised how much direct contact you have with clients. You'll feel valued and involved. The hands-on learning we offer will help you understand the legal and commercial context of the advice we give. You'll quickly experience the satisfaction of going the extra mile for our clients.

The sheer variety of work you undertake in your training contract will help you decide where your future lies. During your two years you'll move between four seats of six months each. All trainees spend time in the dispute resolution and corporate divisions in London. Seats are also available in the finance and real estate divisions and in specialist practice areas like the advocacy unit, EU and competition, intellectual property, employment, pensions and incentives, tax and trusts.

There are numerous international secondment opportunities across our network of offices, including Brussels, Dubai, Hong Kong, Moscow, Paris and Tokyo. Bespoke training contracts are available to individuals fluent in Arabic, Japanese or Russian.

Secondment opportunities exist at a number of our high-profile clients, including Credit Suisse, EDF and BSKyB. We also offer placements at the Royal Courts of Justice.

Throughout your training we'll help you evaluate your strengths and development needs through regular feedback and coaching. You'll be allocated a partner mentor, with whom you can discuss any matter at any time.

Train at Herbert Smith and you'll be treated as one of the team. You'll work alongside some of the world's best lawyers and you'll contribute directly to the success of our clients – some of the biggest companies in the world.

On qualification you can apply for a period of unpaid leave before you take up your position as a solicitor. Then, as an associate, you'll have ongoing training and development, along with opportunities for international and/or client secondments as your career progresses. The ambition of most of our trainees is to be a partner and this could happen within seven or eight years. However, we also offer our "of counsel" and "professional support consultant" roles as alternative career paths for senior associates and professional support lawyers who want ongoing challenges and interesting work but don't want to become partners.



△
Srin Madipalli – Newly qualified associate We're a very international firm and that's reflected in the training intake. Lots of people apply but of course there are only a set number of places. The process is fair and open. Be prepared to be put on the spot at interview. If you can take the pressure, it's probably a good indicator you can do the job.

See video at:
herbertsmithgraduates.com/video/srinmadipalli

What you need to do



Working at Herbert Smith offers excellent financial benefits, while providing you with many opportunities to grow as a lawyer.

To future joiners we provide discretionary grants to fund language and other courses that enhance your professional development. We pay your GDL and LPC course fees and provide maintenance grants as well as access to a network of support.

As a trainee, you'll be offered a highly competitive annual salary of £38,000. This rises to £43,000 in your second year and you'll be eligible to join the firm's bonus scheme. You'll also receive a wide range of other benefits, including 25 days holiday, subsidised gym membership, membership of the pension scheme, an interest free start-up loan and a season ticket loan. You can also take time off for pro bono activities.

However, it's what life brings as a lawyer at Herbert Smith that is your real reward: an ongoing programme of training and development, a range of career paths and the opportunity to learn new skills and expand your experience through international secondments and travel.



Jenny Stainsby – Partner

Herbert Smith has a really diverse practice. There's the general corporate work and of course it's the pre-eminent firm for disputes. But there are lots of specialist areas too. This means you can try lots of different types of law before deciding which one's right for you.

See video at:

herbertsmithgraduates.com/video/jennystainsby



Number of
days holiday

25

Starting
salary of

£38,000

GDL course fees
and grant of

£6,000

(London)

Range of pro
bono volunteering
opportunities



Subsidised
gym
membership

Comprehensive
formal training
programme

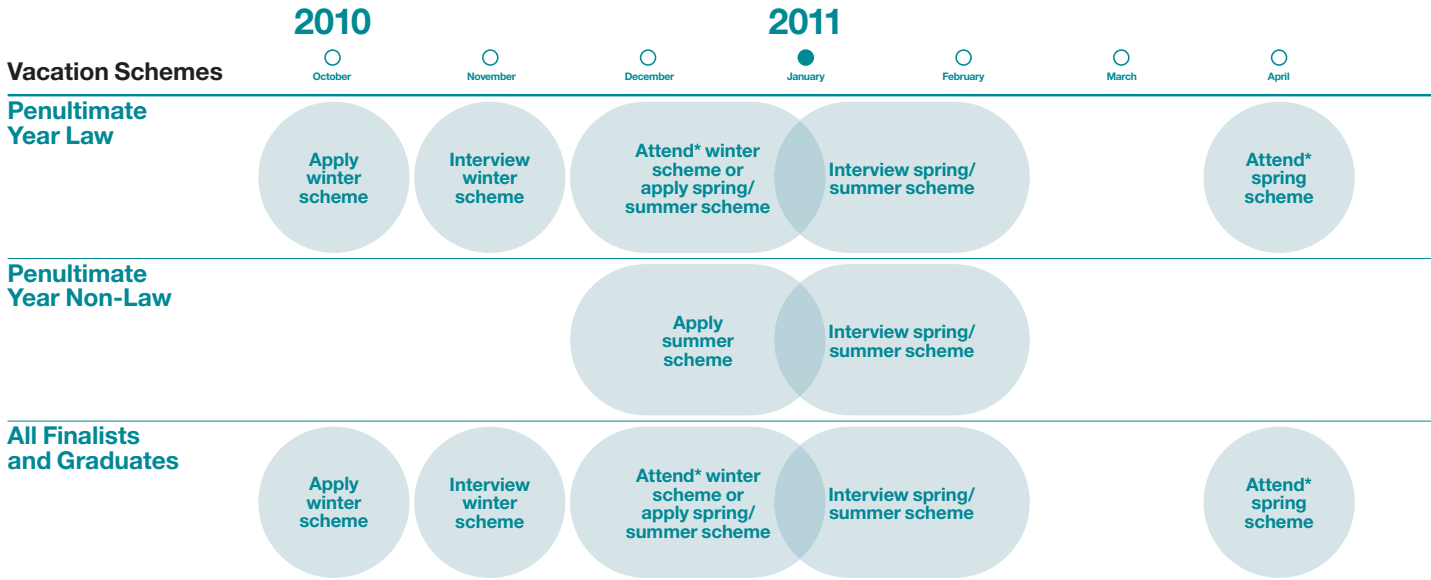
Accelerated LPC
course fees and grant of

£6,000

How to apply

The journey from application to qualification

Our relationship with our trainees starts long before their first day on the training contract. Here we explain the step-by-step process.

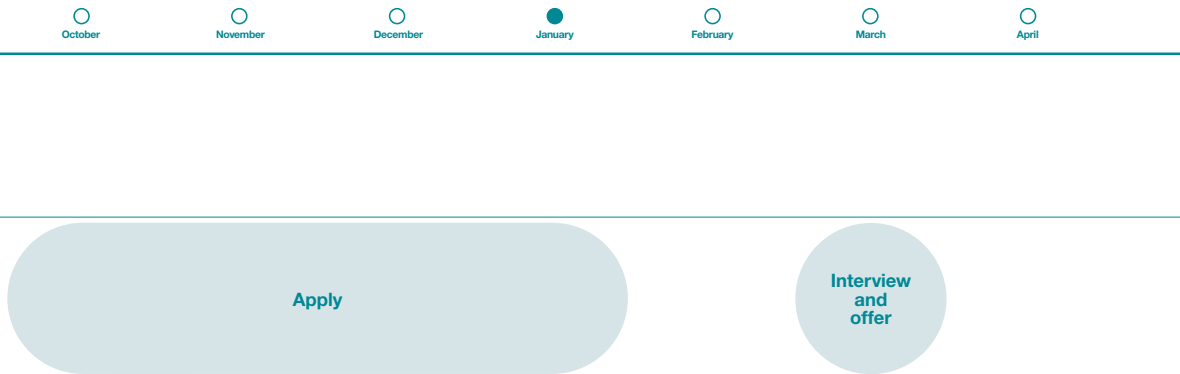


* Finalists and graduates will be informed of the outcome of their training-contract interview after their vacation scheme. Penultimate year students will be informed at the beginning of September of their final year.

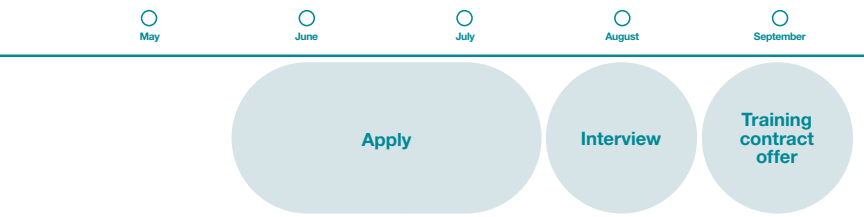
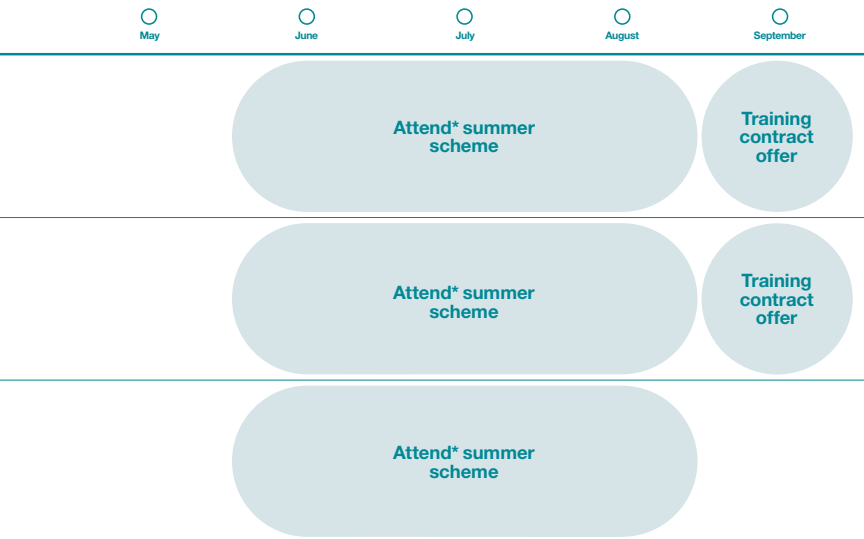
Training Contracts

Penultimate Year Students

Finalists and Graduates



How to apply



Ours is a culture of inclusivity, fairness and equality of opportunity. If you need any adjustments to be made to enable you to participate fully in the recruitment process, please let us know.

1. Application form

We'll check that you have 340 UCAS points (or equivalent) and that you're on track for, or have achieved a 2(i) (or equivalent) in your degree. We look for individuals who engage in a range of extra-curricular activities and interests. Please check your form for accuracy and correct use of English.

2. Situational judgement test

We'll then ask you to complete a situational judgement test. This identifies and compares your skills and attributes to current top performers in the firm. Based on scenarios you're likely to face as a trainee at Herbert Smith, it will help us understand what approach you might take in similar situations.

3. Verbal and logical reasoning test

The next step is an online test to assess your verbal and logical reasoning. The verbal reasoning element measures your ability to evaluate and interpret the written word. The logical reasoning side looks at the way you understand complex problems and draw logical conclusions.

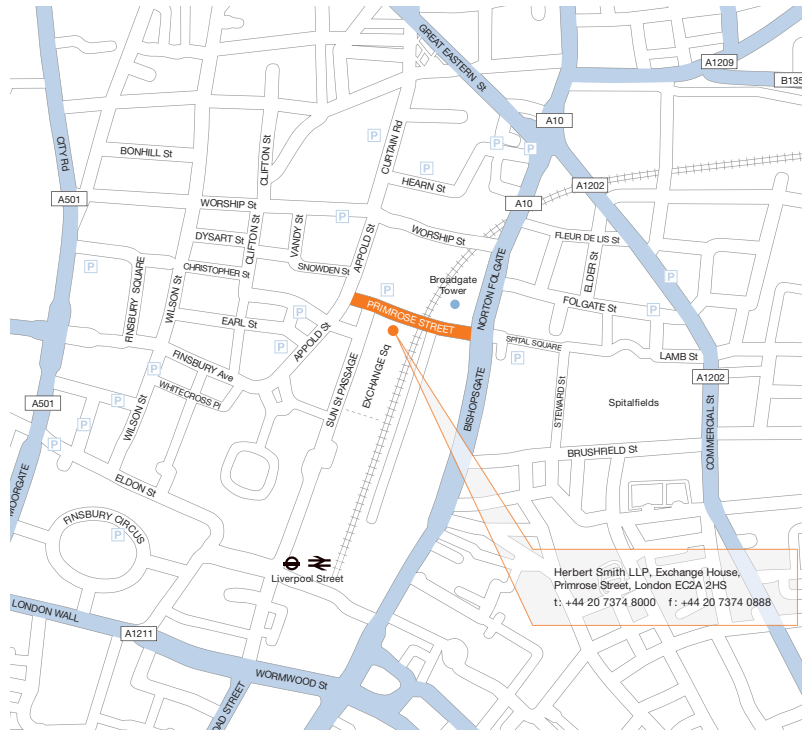
4. Interview process

We'll invite you to meet a number of partners and senior associates; they'll assess your suitability for a vacation scheme or training contract. On the same day a current trainee will give you a tour of the office. (It's a good opportunity to ask off-the-record questions about life at the firm.)

Where to find us

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Exchange House
Primrose Street
London**

**t: +44 20 7374 8000
f: +44 20 7374 0888**



Read more at www.herbertsmithgraduates.com



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Cover : Colourplan is manufactured from 100% Virgin ECF Fibre. Manufacturing mills are accredited with the ISO 14001 standard for environmental management.



Mixed Sources

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Key dates and deadlines

Training contract application periods

Finalists and graduates:

1 October 2010 – 14 January 2011

Penultimate year students:

1 June 2011 – 31 July 2011

(once you have received your second year results)

Training contract interviews

Finalists and graduates:

March 2011

Penultimate year students:

August/September 2011

Vacation scheme deadlines

Winter scheme: 1 October – 31 October 2010

Spring and summer schemes:

1 December 2010 – 14 January 2011

We also consider applications from law and language students who are in their second year and going abroad for their third year.

Vacation scheme dates

Winter: 6 – 17 December 2010

Spring: 11 – 21 April 2011

Summer (1): 20 June 2011 – 8 July 2011

Summer (2): 11 – 29 July 2011

Summer (3): 1 – 19 August 2011

Herbert Smith

Abu Dhabi
Bangkok
Beijing
Brussels
Dammam*
Dubai
Hong Kong
Jakarta*
Jeddah*
London
Madrid
Moscow
Paris
Riyadh*
Shanghai
Singapore
Tokyo

Gleiss Lutz

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Frankfurt
Hamburg
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Warsaw*

Stibbe

Amsterdam
Brussels
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New York

*associated office
