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Great people. Great work.

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“We practice the type of law that few firms can. And we provide in-depth, local expertise combined with a global perspective. That really works for clients — and for us — in this ‘see the big picture’ world.”

## The firm It's about scope, depth, global reach and impact

Clifford Chance has become one of the world's leading law firms by building our practice at the top of every market in which we operate. This should tell you a great deal about the strength of our business strategy, the brainpower we have on our team and the quality of the advice we give our clients.

We advise financial institutions, commercial enterprises, and state and regulatory bodies on complex and critical legal issues. With 29\* fully staffed offices, in 20 countries throughout the Americas, Asia, Europe and the Middle East, our lawyers advise internationally and domestically; under common law and civil law systems; in local and cross-border transactions; on day-to-day operations; and on the most challenging matters. The fact that we not only offer in-depth local knowledge but also combine it with a uniquely global perspective truly sets us apart.

Our US presence is impressive. We have over 300 lawyers in New York and have been a major force in Washington, DC, for more than 50 years.

In large part we attribute our many achievements to creating a firm-wide culture and environment that sustains individuals in their careers, helps them develop their talents and makes our firm a great place to work. That culture is the foundation for our ongoing success.

\*including an associated office in Romania

## The work It doesn't get any more exciting, challenging — or visible — than this

Our lawyers work on some of the largest, most innovative transactions and lawsuits — ones with the potential to take the world in new directions. We make a difference, make headlines and even manage to make a little history along the way. We have a rich practice mix that accommodates a broad range of interests, passions and skills.

### Corporate/Transactional

Our transactional work involves supporting large multinational businesses in their day-to-day dealings. This work covers a wide spectrum of US and cross-border matters relating to capital markets and complex financial products, banking, project finance, financial restructuring and insolvency, M&A, private equity, real estate, tax and ERISA.

A few examples of our transactional work will show the strength and diversity of our practice:

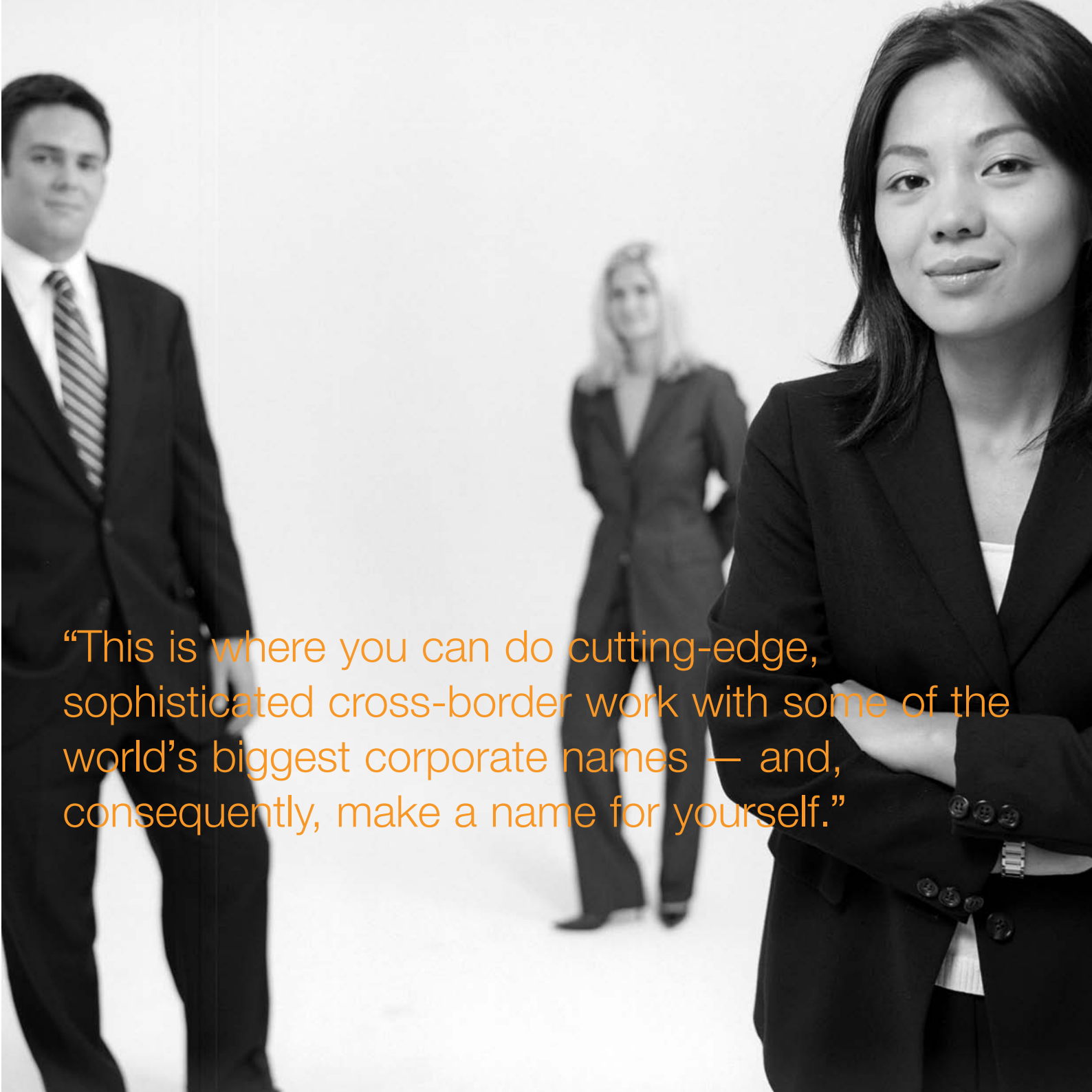
- We are advising the lenders, including Citigroup and BNP Paribas, in connection with a \$2.5 billion alumina refinery in the Republic of Guinea in West Africa.
- We acted for ING Capital and CSFB on the financing of the Water Pik acquisition by the Carlyle Group.
- We advised a consortium of private equity firms in connection with an offer to acquire Dutch media giant VNU NV in a deal valued at \$11 billion.
- We represented Brazil's leading airline in its NYSE listed IPO.
- We advised Hearst-Argyle Television on a series of investments in broadcast television industry start-ups.
- We advised Lenovo Group LTD on its acquisition of the personal computing divisions of IBM.
- We represented long-standing client Siemens in its \$1.86 billion acquisition of Diagnostics Products Corporation.
- We advised Apax Partners, a leading global private equity firm, on the acquisition of Tommy Hilfiger Corporation.
- We represented E\*Trade in its \$1.6 billion acquisition of BrownCo, the online brokerage service of JPMorgan & Co.

### Litigation

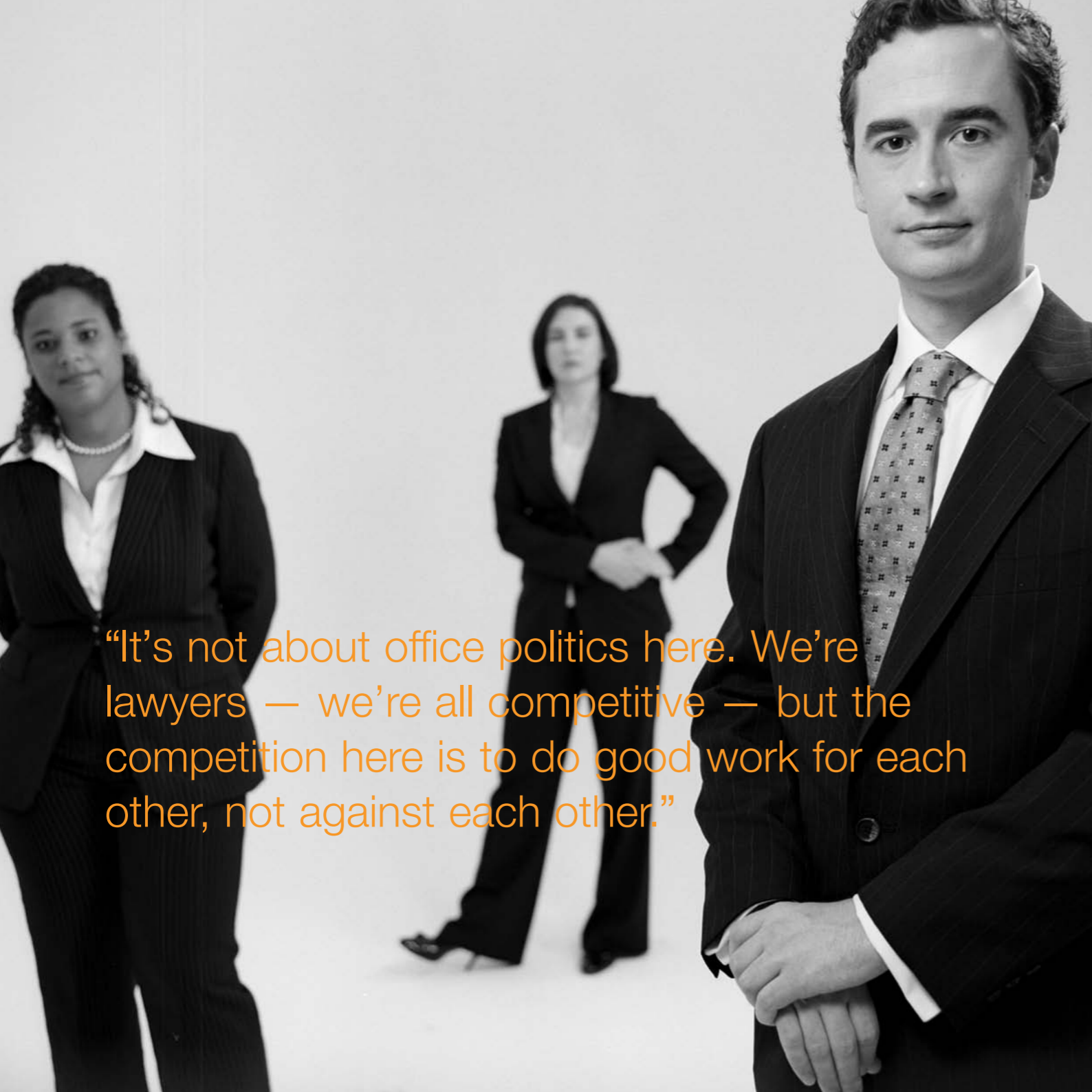
Our diverse litigation practice encompasses complex financial cases, including one of the country's leading securities class action practices, intellectual property, antitrust, commercial litigation, product liability, reinsurance and international arbitration. In addition to our high-profile civil practice in these areas, we also have a highly respected "white collar" criminal defense team. On both the civil and criminal side we offer a depth of trial experience to clients and trial opportunities to our younger lawyers that is unusual for a large firm.

Our clients include the largest American and international banks and investment banks, corporations and insurance companies. Recent, illustrative engagements include:

- We represented Citigroup, in the complex securities class actions, as well as related criminal proceedings, that followed the collapse of Parmalat, the Italian dairy company.
- We advised the Bank of New York in connection with the bankruptcy of Adelphia, the fifth-largest cable television company in the country, and also represented the bank in an antitrust class action brought by hedge funds engaged in short selling.
- We have represented Merrill Lynch in a number of major class actions and other litigations.
- We represented Siemens in a patent litigation involving fuel systems.
- In a case picked by the National Law Journal as a "top ten defense win of 2005" we obtained a complete defense verdict from a Florida jury for Alliance Capital — a leading money management firm — in a multi-billion-dollar claim brought by the Florida state employee pension fund.
- We won a critical arbitration award for insurer AIG in a complex, international reinsurance dispute.
- We are representing Tyco in ongoing patent infringement litigation involving surgical staplers and ultrasonic scalpels.
- We represented Airbus in a large commercial dispute with the liquidators of Swiss Air and are also Airbus's US patent counsel.
- We represented Volvo Trucks North America in a DOJ antitrust investigation.
- We have a world-leading practice representing international banks in sensitive, cross-border regulatory investigations.



“This is where you can do cutting-edge, sophisticated cross-border work with some of the world's biggest corporate names — and, consequently, make a name for yourself.”



“It’s not about office politics here. We’re lawyers — we’re all competitive — but the competition here is to do good work for each other, not against each other.”

## The difference

You’ll enjoy not only the work — but also the people you’re working with

The way we treat clients and each other is one of the factors that sets us apart from some key players in the field. Pleasant, polite and friendly is the style here.

We support — and, importantly, have the utmost respect for — each other. We admire the intellect consistently demonstrated by others on the team. We celebrate individuality and invite all of our people to express themselves openly.

We embrace diversity and realize that building a diverse team is a key factor in our success as a global enterprise. We set a high value on different points of view and know that different beliefs, experiences and backgrounds create the kind of rich mix that leads to right answers and original ideas.

We work in teams and place great value on listening to the ideas of every team member. Even our most successful senior partners know that their work will improve with input from the group. This is one reason why our partners mix regularly with associates, seeking their ideas, and sharing opinions, thoughts and experiences with them. Our senior associates also work closely with younger lawyers to help them develop and to ensure that they can make the maximum contribution to every project.

In essence, we invite members of our team to decide who they want to be and what they want out of life — and to feel free to make the right things happen to achieve those goals.

## OUR VALUES

### Ambition

Not being afraid to be first

### Commitment

Going the extra mile

### Quality

Quality must be non-negotiable

### Community

Working together as a team

## The training

We believe in non-stop, life-long learning



“The firm is committed to my development. They get it. They know that making me a better person helps to make me a better lawyer.”

We provide unequalled training opportunities to our associates.

As you would imagine, much of what you’ll learn as a lawyer is “in the moment.” Your exposure to complex and sophisticated cross-border litigation and transaction-related work guarantees enhanced knowledge, insight and confidence. Working with colleagues at the firm and high-profile clients is without a doubt an unbeatable learning experience that will enhance your ability to think your way through a range of challenges to successful conclusions.

But, while our on-the-job training is superb, we also provide regular, formal training sessions on every major aspect of transactional and litigation practice.

And, in addition to these traditional programs, we offer a unique global business skills curriculum that focuses on presentation, client communication and people-management skills. At the mid- and senior-associate level, our attorneys participate in off-site development centers where they create individual development plans with the assistance of partners and Human Resources professionals.

The promise is that from the first day through to partnership — if that happens to be your goal — you’ll find we have created a non-stop learning environment fundamental to developing sophisticated, smart, successful, well-rounded people.

## The commitment

An invitation to make a difference

Being one of the world’s leading law firms has its responsibilities. And those responsibilities include supporting charities, the arts and educational projects. Our pro bono initiatives are among the most robust in the legal community. All of our people are actively and consistently encouraged to commit not only their minds but also their hearts to a cause with the potential to make the world a better place. Some of our more recent community activities include:

- Working with the Washington Lawyers’ Committee for Civil Rights and Urban Affairs on the Immigrant & Refugee Rights Project.
- The creation of a legal fellowship at My Sisters’ Place, a New York-area domestic violence organization with whom we have partnered on a variety of initiatives.
- Structuring and driving diversity initiatives in partnership with NYU and Columbia Law Schools.

Our culture of curiosity implies broad interests that take us beyond helping to address the legal needs of the community into many interesting and intellectually challenging areas.

We are known as collectors of contemporary art, supporters of individual artists and sponsors of various shows and exhibitions. One high-profile example is the sponsorship of The Armory Show, the world’s leading contemporary art fair, in New York City.

There’s no doubt that the law firm you decide to join has important implications for you and your future. You want an opportunity to have an impact, preferably on a global scale.

You’re looking for a chance to constantly stretch your capabilities, as complacency was never your style. You want to respect — and be respected by — the people you work with. You want individuality to supersede conformity. And you want to put your heart as well as your mind into what you do.

Clifford Chance offers just such an opportunity.



# Practice Areas

## Finance and Restructuring:

Our team's expertise covers a broad spectrum of financing techniques in high-profile and complex US and cross-border transactions, including lending and acquisition finance, asset finance, bankruptcy and restructuring, energy and projects and debt trading. We represent banks, finance companies, insurance companies, strategic investors and other financial institutions in a variety of transactional and regulatory matters. We have been involved in many innovative and successful financing transactions providing valuable experience to clients in new product areas as well as a commercial approach to negotiations. Our bankruptcy and energy and projects practices have been recognized as leading practices in Chambers USA and a number of our partners have been identified in Chambers USA and other publications as leaders in their field.

## Capital Markets and Structured Finance:

Our team leverages its industry and product knowledge to raise capital in the most strategic ways for each client. We have a track record of successful domestic and cross-border debt and equity transactions and are particularly renowned for our REIT, healthcare and Latin America securities expertise. Our practice includes securitization, derivatives and the regulation of financial institutions. We are on the forefront of many of today's marketplace product segments and regularly represent a wide spectrum of clients, including investment banks, commercial banks, investors and corporate originators.

## Litigation & Dispute Resolution:

We are committed to helping US and international clients resolve disputes efficiently and effectively, whether through litigation, arbitration or other dispute-resolution techniques. Our team provides extensive experience in trying all manner of civil and criminal cases and has an unparalleled capability to handle the litigation and risk-management needs of our clients. The practice includes antitrust, insurance/reinsurance, intellectual property, international arbitration, product liability, securities litigation and white collar/regulatory expertise. Our international arbitration, insurance/reinsurance and securities litigation practices were named as leading practices in Chambers USA.

## Mergers & Acquisitions:

Our Mergers & Acquisitions practice has a long history of advising in landmark US and crossborder transactions. We represent acquirers, targets or their financial advisors on M&A transactions, private equity investments and fund formation and frequently advise on headlining deals, both in the US and on cross-border matters. We also advise private equity clients on all of their business objectives, including fund establishment and seeding, direct and indirect investment and other issues related to the successful day-to-day operation of a fund.

## Real Estate:

Forward thinking and commercial in approach, our Real Estate group helps clients execute real estate dispositions, acquisitions, financings, lease transactions and development arrangements across all property types for real estate owners and operators as well as lenders and the capital markets. The group offers sophisticated real estate finance and capital markets expertise and represents a wide range of clients in the origination, trading and financing all types of financing strategies, including mortgage and mezzanine debt as well as participations. We also have a market-leading REIT and real estate funds practice.

## Tax and ERISA:

We provide advice on US and international taxation, covering mergers and acquisitions, funds, real estate companies, financial products, domestic and cross-border financings, leasing, securities offerings, international commercial transactions and the resolution of tax disputes. Our team offers an in-depth understanding of US regulations, combined with an unrivaled knowledge of international tax systems and how the two interlink. Our ERISA practice encompasses all aspects of retirement plans and executive compensation in both advisory and transactional contexts, and also includes a specialization regarding a wide range of fiduciary issues arising in connection with domestic and international investments by pension plans.

If you are interested in joining us, please contact the Hiring Partner at the location of your preference:

Karl A. Roessner  
Hiring Partner  
31 West 52nd Street  
New York, NY 10019  
212-878-8000

Jon R. Roellke  
Hiring Partner  
The William P. Rogers Building  
2001 K Street NW  
Washington, DC 20006  
202-912-5000

For further information, please visit [www.cliffordchance.com/usrecruiting](http://www.cliffordchance.com/usrecruiting)