

TRAINING WITH GIBSON DUNN: HONG KONG 2022

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KELLY AUSTIN

PARTNER-IN-CHARGE, HONG KONG

MESSAGE FROM KELLY AUSTIN, PARTNER-IN-CHARGE OF THE HONG KONG OFFICE

WELCOME TO OUR GRADUATE RECRUITMENT BROCHURE

This is a very exciting time for Gibson Dunn as a whole and for the Hong Kong office in particular. Having welcomed our first trainee to the office in 2015, we continue to host a select group of summer interns and welcome one or two trainees to our training program each year.

Our trainees, like our current associates and partners, have a unique opportunity to take full advantage of life at Gibson Dunn.

We offer an outstanding opportunity for bright and enthusiastic candidates to train and become first-class lawyers in one of the world's leading law firms. We believe we provide something unique and are delighted that you are interested in hearing more about us.

You may not yet be sure what kind of law firm you wish to join, what type of law you wish to practice, or even if you want to be a lawyer at all. By picking up this brochure, many of you will be just testing the waters.

We all understand that perfectly and remember when we were at that stage ourselves – some more recently than others!

This brochure is designed to help you with your decision-making process by helping you get to know us and our people and giving you information about the firm that might be useful to you in the future.

We are a very diverse firm. There is no such thing as a 'typical' Gibson Dunn lawyer, nor would we want there to be. We come from a very wide range of educational, cultural and professional backgrounds and celebrate that diversity. We believe that diversity strengthens and enriches our professional and personal lives. Everyone you will meet from the firm has travelled a unique path and has a different perspective on life as a lawyer at Gibson Dunn.

After reading the brochure and visiting our website, www.gibsondunn.com, if you have any further questions, please do not hesitate to get in touch with one of us or with our Graduate Recruitment and Development Team.

With best wishes,

Kelly Austin

THE HONG KONG OFFICE



THE HONG KONG OFFICE

Gibson Dunn's Hong Kong office opened in 2010, expanding our existing Asia presence and our international platform and allowing us to serve clients wherever they need us. Lawyers in the office have lived and worked in the region for many years and possess an in-depth understanding of Hong Kong's legal and business culture. The Hong Kong team works closely with our Beijing and Singapore offices to provide complete and seamless legal services throughout Asia.

We provide an extensive range of U.S., Hong Kong and English legal advice to global and Asia-based clients. We offer our clients all the advantages of deep local expertise combined with the strengths of a global firm. Our lawyers

handle some of the most challenging and complex transactions and regulatory matters across Asia.

Our clients include listed companies, large private companies, investment banks, sovereign states, governmental entities, private equity firms, start-ups and many other organisations with international operations and ambitions.

Equally important to the firm and to the Hong Kong office are our pro bono clients; we consider pro bono work to be part and parcel of our practice of the law. We act for a wide variety of organisations and charities. More information about our pro bono work can be found on pages 22-23.

MAJOR PRACTICE GROUPS IN HONG KONG INCLUDE:

- CAPITAL MARKETS
- COMPETITION
- COMPLIANCE & INVESTIGATIONS
- ENERGY & INFRASTRUCTURE
- FINANCE
- FUNDS
- LITIGATION & DISPUTE RESOLUTION
- MERGERS & ACQUISITIONS
- PRIVACY CYBERSECURITY AND CONSUMER PROTECTION
- PRIVATE EQUITY
- FINANCIAL REGULATORY
- STRATEGIC SOURCING & COMMERCIAL TRANSACTIONS
- TECHNOLOGY

WHAT WE DO: CUTTING-EDGE DEALS AND CASES

CAPITAL MARKETS

Our capital markets lawyers represent issuers and investors in a variety of securities transactions in the United States and Hong Kong and also act as international counsel for offerings in other jurisdictions such as Japan, Taiwan, Malaysia, Singapore, India and Australia. Our expertise covers the life span of companies' funding needs from pre-IPO investment rounds to preparing for and executing IPOs and handling a range of post-IPO financings such as SEC-registered follow-on offerings and PIPEs. We also serve as long-term advisers to various public companies with respect to listing compliance, corporate governance, equity compensation, joint ventures and other transactional work. In addition, we frequently act on behalf of companies, special committees and buyer consortiums in "take private" transactions. Our clients include businesses in a range of industries, including technology, consumer retail/e-commerce, entertainment, life sciences and health care, industrial energy and financial institutions.

COMPETITION

Our antitrust and competition group works in close coordination with our other global offices to provide seamless advice to our clients. We advise clients on the full spectrum of antitrust issues, including mergers, cartel and abuse of dominance investigations, and litigation. We also regularly counsel our clients on the antitrust issues they face on a daily basis across the region and on their most innovative or ground-breaking projects.

FINANCE

Our finance team has established itself as a leading sponsor-side leveraged finance practice in the region representing global and leading regional private equity funds, sovereign wealth funds and other sophisticated asset managers in a variety of capital structures including lead sponsor, consortiums and co-investments. Through seamless integration with our finance teams in the United States and Europe, we have an unrivalled on-the-ground understanding of Asian, European and U.S. deal structures and terms across the entire capital structure.

WHAT WE DO: CUTTING-EDGE DEALS & CASES

COMPLIANCE & INVESTIGATIONS

Gibson Dunn has one of the world's leading anti-corruption and regulatory compliance practices. We have extensive expertise in government and corporate internal investigations, including those involving the Foreign Corrupt Practices Act and other anti-corruption laws, and anti-money laundering, securities, and trade control laws. We have worked on compliance counseling and investigation matters involving businesses in more than 80 different countries, including Australia, Bhutan, Cambodia, China, Hong Kong, India, Indonesia, Japan, Korea, Macau, Malaysia, Myanmar, New Zealand, the Philippines, Singapore, Sri Lanka, Thailand and Vietnam. We have been on the cutting edge of corporate compliance across Asia, having designed and implemented compliance programs for a wide range of regional and global entities. Our Hong Kong team also regularly leads compliance and risk reviews and transactional diligence.

ENERGY & INFRASTRUCTURE

Our Energy & Infrastructure practice advises clients on a wide variety of M&A, joint venture, investment, project development and operation, financing and restructuring transactions involving energy and infrastructure assets. We represent acquirors and sellers, investors (including private equity, pension and other funds), sponsors, developers, contractors, grantors, lenders (including banks, export credit and multilateral agencies) and other stakeholders in connection with complex transactions and disputes involving power generation (involving renewable energy and fossil fuels), transmission and distribution, oil and gas (including exploration and production (E&P), pipelines, storage and export/import facilities), toll roads, rail, airports, hospitals, casinos, mines, water treatment, petrochemical facilities and other energy and infrastructure projects. We have advised on projects in Australia, Brunei, China, Fiji, Hong Kong, India, Indonesia, Korea, Malaysia, the Middle East, Myanmar, Pakistan, the Philippines, Puerto Rico, Singapore, Taiwan, Thailand, the U.S. and Vietnam.

WHAT WE DO: CUTTING-EDGE DEALS & CASES

FUNDS

Our investment funds group advises Asia-based private fund sponsors on the formation of private investment funds, including buyout funds, growth capital funds, venture capital funds, special situations funds, credit/debt funds, secondaries funds, funds-of-funds, real estate funds and investment funds. We have extensive experience advising fund clients on co-investment transactions, operational and structuring matters, and legal and regulatory compliance matters and we regularly advise founders on governance and economics matters. We mainly represent private investment funds, formed by a variety of sponsors, and have also represented institutional investors in their private investment fund activities.

LITIGATION & DISPUTE RESOLUTION

Gibson Dunn is recognized as one of the top litigation and dispute resolution law firms in the world. We are consistently ranked by industry surveys and major publications for the excellence of our practice and the outstanding results achieved in some of the world's most complex matters. In Hong Kong, our lawyers represent companies, financial institutions and high-net-worth individuals in civil and commercial litigation and disputes, including a full range of contentious banking, insurance, employment, boardroom, shareholder, contractual, tort, probate, trust and tax matters. We have also handled both domestic and multijurisdictional arbitrations. Our lawyers have acted as trusted legal advisors to many of the largest Hong Kong and international companies and institutions, as well as ultra high net worth individuals, and have acted both for and against regulators.

WHAT WE DO: CUTTING-EDGE DEALS & CASES

MERGERS & ACQUISITIONS

Rankings produced by third-party publications regularly list Gibson Dunn as one of the world's pre-eminent M&A firms. Our clients include public and private companies, ranging from Fortune 100 and multinational corporations to smaller companies; private equity firms; boards of directors and special committees; selling shareholders; management teams; and financial advisors. We advise on complex cross-border mergers, acquisitions, divestitures, spin-offs, proxy contests and joint ventures with expertise in a wide variety of industries. In the technology industries we are particularly skilled at strategic M&A transactions where technology, data and intellectual property are key deal drivers. Deals centered around the acquisition of key technologies, proprietary data assets and platforms which reach wide audiences are becoming more common as digitalization of traditional industries accelerates.

PRIVATE EQUITY

Our private equity team has established itself as a leading practice in the region for the representation of sophisticated asset managers. We are focused on advising global and regional private equity sponsors, sovereign and non-sovereign asset managers, financial institutions and their portfolio companies in their acquisition, growth equity, restructuring, direct lending, joint venture and exit transactions throughout Asia. We represent lead sponsors in the largest leveraged buyouts in Asia as well as in the middle market, and we also represent limited partners who invest as active consortium members and passive equity financing sources. Our private equity team is supported by the region's leading fund formation practice for GPs, as well as one of the most active and innovative sponsor-side leveraged finance and direct lending practices in the region, with market-leading experience acting for both PE sponsors and corporate borrowers.

WHAT WE DO: CUTTING-EDGE DEALS & CASES

FINANCIAL SERVICES REGULATORY

Gibson Dunn has a market leading, full service financial services regulatory practice based in Hong Kong and covering the Asia-Pacific region. Our team have extensive experience in handling both internal and external regulatory investigations, including high-stakes, “bet the bank” enforcement matters brought by key financial services regulators, including the Hong Kong Securities & Futures Commission and the Hong Kong Monetary Authority. Our lawyers also routinely advise on complex non-contentious matters, including in relation to licensing and conduct matters, and frequently provide strategic advice to clients looking to set up financial businesses in Hong Kong. Our lawyers are also active on the cutting edge of fintech-related developments, and have advised cryptocurrency exchanges and robo-advisory service providers, on licensing and other regulatory issues affecting this sector.

PRIVACY, CYBERSECURITY AND CONSUMER PROTECTION

Gibson Dunn’s APAC privacy, cybersecurity and consumer protection practice is focused on assisting APAC-based clients and those with significant interests in the region with their most pressing privacy and data security issues, on cybersecurity incidents and on controversies that may arise. We regularly advise clients on complex issues in these areas in relation to high-stakes M&A, significant action by law enforcement bodies and regulatory authorities and internal investigations. Our practice extends to complex consumer class action litigation and criminal matters. Our firm is renowned for the strength, depth and versatility of its international litigation and regulatory practices and we have extensive experience coordinating multijurisdictional investigations, litigation and related proceedings.

WHAT WE DO: CUTTING-EDGE DEALS & CASES

STRATEGIC SOURCING & COMMERCIAL TRANSACTIONS

Our strategic sourcing and commercial transactions practice group is widely recognized as a worldwide leader representing clients in global sourcing, technology and commercial transactions. To date, we have represented clients in more than 1,000 transactions with a combined deal value in excess of \$750 billion. Our clients in Asia rely on us for our unrivalled experience on sourcing and commercial transactions across the region and value our commercial perspective and outcomes-based approach. Like in other regions, digital transformation is taking hold across industries in APAC and is being pursued by traditional industry incumbents and disruptive challengers alike. We are digital transformation practitioners and have advised on the range of different deal structures including strategic alliances and collaboration agreements; traditional as well as state-of-the-art licensing and subscription models; application modernization and replacement; complex data protection and compliance; and sourcing strategies designed to reduce operating expenses and/or leverage new service delivery models, including

optimizing and automating IT and other business processes. Whether our clients are buying, building or collaborating as part of a digitalization journey, the team at Gibson Dunn is best placed to assist in delivering tangible outcomes.

WHAT WE DO: CUTTING-EDGE DEALS & CASES

INTERNATIONAL RECOGNITION & AWARDS



Chambers Asia-Pacific and **Chambers Global 2021** ranks our Hong Kong office and partners in the fields of:

- Banking & Finance: Leveraged & Acquisition Finance (China)
- Competition/Antitrust (China)
- Corporate/M&A (Asia-Pacific and China)
- Corporate/M&A: The Elite (China)
- Corporate/M&A: Private Equity (Asia-Pacific)
- Corporate Investigations/Anti-Corruption (China)
- Dispute Resolution: Litigation (China)
- Energy & Natural Resources (Asia-Pacific)
- Financial Services: Contentious Regulatory (China)
- Financial Services: Non-Contentious Regulatory (China)
- International & Cross-Border Disputes (Asia-Pacific)
- International & Cross-Border Transactions (Asia-Pacific)
- Investment Funds: Private Equity (Asia-Pacific and China)
- Private Equity: Buyouts & Venture Capital Investment (China)
- Projects & Infrastructure (China)
- Tax: Hong Kong Law (China)



Legal 500 Asia Pacific 2021 ranks our Hong Kong office and partners in the following areas:

- Antitrust and Competition
- Banking and Finance
- Corporate (including M&A)
- Dispute Resolution: Litigation
- Investment Funds
- Private Equity
- Projects and Energy
- Regulatory: Anti-Corruption and Compliance
- Tax and Trusts



IFLR1000 2021 recognizes our Hong Kong office and partners in the fields of:

Banking, Capital Markets, Competition, Energy and Infrastructure, Investment Funds, Leveraged Finance, M&A, Project Development, Project Finance, Private Equity, Private Equity Funds, Real Estate Funds, Restructuring and Insolvency

HOW WE WORK



Working life at Gibson Dunn is different from that at most other firms. In all of our practice areas, we work in small, focused teams: the best lawyers, not the most lawyers.

We believe that this approach allows us to remain nimble and responsive to our clients' often fast-changing needs, enabling us to provide them with the best possible service.

This approach is good news for our trainees and junior associates. It means that everyone, at whatever level, gets to have a seat at the table.

We encourage all our lawyers and trainees to work above their level of seniority, with the appropriate support and supervision. More responsibility early on means a greater exposure to the most interesting aspects of the work, as well as the

opportunity to develop skills and expertise, and manage careers, much more quickly than at many other firms. Inherent in our approach is the importance of client contact for our junior lawyers and trainees.

Of course, you will still be offered all the support you need, both informally, with on-the-job observations and feedback, and more formally, with regular performance reviews. All trainees receive a mid-seat appraisal in addition to regular feedback.

At Gibson Dunn, we operate a genuine "open door" policy, with associates and partners regularly dropping into each other's offices to discuss ideas and provide mutual support.

MEET OUR HONG KONG TRAINEE



JANE LU, TRAINEE

LAW, PETERHOUSE, UNIVERSITY OF CAMBRIDGE

JOINED GIBSON DUNN IN 2021

MEET OUR HONG KONG TRAINEE

I joined Gibson Dunn on a summer vacation scheme, which gave me a real insight into the firm and convinced me to train here. Over the course of the four weeks, I worked predominantly in the litigation department and was involved in disputes resolution, antitrust and regulatory work. During the scheme I was exposed to a variety of top quality work including analysing client documents, drafting memorandums, letters, as well as conducting legal research on technical points of the law. A highlight for me was drafting a piece of advice to a client on a complex cross-border contractual claim involving the energy market. It was very challenging but I enjoyed how exciting and intellectually stimulating the whole process was.

Throughout my vacation scheme, I was able to experience Gibson Dunn's low leverage model. The low associate/trainee to partner ratio gave me a very rewarding and hands-on training experience. I was given significant responsibility from the start, and was directly involved in an antitrust filing, working under an associate and a partner.

What made Gibson Dunn stand out the most for me was its friendly and collegiate culture. Everyone is really supportive and encouraging. The entire graduate recruitment process was extremely welcoming. I remember leaving my first interview for the vacation scheme feeling like I had had an engaging conversation rather than feeling like I had been interviewed. This continued to the first day of my vacation scheme when I was warmly

welcomed by all the associates and partners of the firm. It immediately made me feel like I was part of the team.

The buddy mentoring system has also allowed me to integrate into the firm both as a summer vacation student and as a trainee. It is great to be able to talk to my buddy, who has offered many useful tips and insightful pieces of advice, which made me feel like I was being genuinely supported along the way.

Apart from its intellectually stimulating work, Gibson Dunn also offers many opportunities to connect and build lasting relationships with fellow colleagues. Other than the friendly catch-ups over coffee and lunch, I have recently joined the Book Club. I have had the pleasure of enjoying many out-of-work discussions about my favourite books and have been able to connect with my colleagues on a much more personal level. There is a real sense of togetherness.

I have now started my first training seat with the funds team. Despite having very little technical knowledge in funds, I have felt very welcomed and supported. My colleagues are all so approachable and willing to share their advice. They have directed me to many helpful materials and training so I can proactively develop my understanding and the relevant knowledge. I feel my training is off to a great start and I am very much looking forward to what the rest of my time as a trainee will bring!

MEET OUR HONG KONG ASSOCIATE



MARGARET LI, ASSOCIATE

LAW, UNIVERSITY OF HONG KONG

JOINED GIBSON DUNN IN 2018

MEET OUR HONG KONG ASSOCIATE

As a member of our corporate practice, I am entrusted to work with a diverse range of clients on high profile transactions. These transactions often involve multi-jurisdictions, as a result of which I often collaborate with our other international offices (including the United States, European and our other Asian offices). One of the best aspects of this cross-office interaction is to be able to build on the relationships I have developed at the New Lawyer Academy, which is open to all new joiners each year. Our clients and target companies have operations that span around the world, and we work with our international teams on the expertise or advice required in the respective jurisdictions.

I believe Gibson Dunn's culture to be particularly unique. We work in small teams and closely with partners, giving one the individual attention instrumental for balanced professional development. I feel supported, valued and appreciated in my practice, and I am grateful for the opportunity for personal and professional growth; as well as the friendships I have made and how close-knit we are as a whole across the office. We still are a small and diverse team, and it is incredible to witness

the growth and expansion of our Hong Kong office since I joined. One thing that never changes is its ability to recruit like-minded individuals, which enable us to perpetuate an amicable, collegial and respectful work environment. Gibson Dunn has also done an exceptional job in developing and attracting bright individuals who are at the top of their fields, which makes it all so rewarding and challenging to be part of.

I was trained at another US law firm in Hong Kong, and October 2021 will be my third work anniversary at Gibson Dunn. Shortly before joining Gibson Dunn, I was given the opportunity to meet and greet our colleagues near the final stages of the interview process – where one of my colleagues told me: I hope Gibson Dunn can be your other home and you will never want to work at another firm.

Naturally, I was slightly unsure as a potential new joiner at the time, but three years on, I can proudly say, I have found my home. I look forward to welcoming future exceptional individuals to Gibson Dunn.

“Gibson Dunn has also done an exceptional job in developing and attracting bright individuals who are at the top of their fields, which makes it all so rewarding and challenging to be part of.”

YOUR TRAINING – THE NUTS AND BOLTS



Although our training programme is young, our Hong Kong office is full of deep and broad experience of training and managing trainees and junior lawyers. We are managed and staffed by partners and associates hand-picked from top local and international law firms. Many of our lawyers are preeminent in their fields of practice. Importantly for you, as a potential trainee, they all trained, qualified and practised at a wide range of different firms and have a considerable breadth and depth of experience that they have invested and continue to invest in the training scheme. This also makes us flexible; unlike some other firms, we have no traditional way of doing things. Our commitment is to excellence.

This offers an extraordinary opportunity for ambitious trainees to take control of their careers from the outset, supported at all times by

colleagues of the highest calibre. However, we do recognise that this challenge is not for everyone.

P C L L

We cover your PCLL fees in full, and also give you a competitive maintenance allowance.

YOUR TRAINEE SEATS

During your two years as a trainee solicitor at Gibson Dunn, you will spend time in different practice areas, known as “seats” including the opportunity to sit in corporate, compliance & investigations, litigation & dispute resolution, funds, finance and competition. This variety enables you to develop the skills and insight that are crucial to becoming a first-rate lawyer.

To the extent possible, your seats will be allocated according to your personal choice, in discussion

YOUR TRAINING – THE NUTS AND BOLTS

with the Graduate Recruitment and Development Team and others. The firm is committed to ensuring that its trainees are able to pursue the careers they wish to the greatest extent possible.

During each of your seats, you will be supervised by a partner or senior associate who will involve you in his or her work. Our partners and associates have a wealth of experience, and we believe that observing how a senior lawyer goes about work is quite simply the best way to learn. You will also have the opportunity to become more widely involved in the work of the practice group as a whole. You will receive regular informal feedback as well as a mid-seat review, and a comprehensive review at the end of each seat. This will give you the opportunity to discuss your progress, and will ensure that you grow in confidence.

STRUCTURED TRAINING

In addition to day-to-day “on the job” training, all of our trainees benefit from a personalised formal training programme carefully developed by the firm, designed to provide you with the skills you need to thrive at Gibson Dunn, including seminars and workshops on substantive law as well as topics such as commercial awareness, drafting, negotiation, advocacy and networking.

GETTING INVOLVED

Gibson Dunn takes pride in helping our lawyers to nurture and grow their own careers. Our experience tells us time and time again that lawyers are much happier people — and enjoy their work more — if they are allowed to concentrate on the areas that really excite them.

What that means for trainees is that we have a number of committees to help our lawyers take ownership of their work and their careers.

The **Diversity Committee** oversees the implementation of our commitment to diversity in every office of the firm. In Hong Kong, we have an extremely active and dedicated committee, which organises regular speaker and social events. Our Partner-in-Charge also co-chairs the Firm's International Diversity initiatives.

The **Associates' Committee** is made up of associates from each of the firm's offices and acts as a liaison between associates and firm management in addressing issues and policies that affect associates. In Hong Kong, our associates and trainees meet regularly both formally and informally.

The **Pro Bono Committee** aims to increase awareness of existing charitable and community initiatives that the firm is involved with, support the efforts of individual colleagues who contribute to charitable and community work, and build and coordinate the firm's pro bono work more generally in the Hong Kong office.

TRAINING AND RETREATS

At Gibson Dunn, formal and informal training and in-house networking does not stop with the end of your training contract but continues throughout your career at the firm.

Training – all partners, associates and trainees attend regular practice group training and update sessions, many in collaboration with our international offices. We also provide regular training seminars for our clients, which our associates and trainees play a key role in developing and presenting.

US Retreats – Gibson Dunn also has a number of lawyer academies and retreats, organised according to year group and practice area, enabling our lawyers to get to know, and learn with, their peers in other offices. These events are enormously popular.

BUILDING YOUR PROFESSIONAL NETWORK

Free-Market System – all Gibson Dunn associates are empowered to accept or decline work assignments from partners. This gives our associates greater flexibility to develop and shape their careers than is possible at most other law firms.

Client Development Allowance – every lawyer is given an annual marketing budget to use in entertaining clients, contacts and friends in the business community, thereby fostering an entrepreneurial spirit. In addition to this allowance,

GETTING INVOLVED

our associates are encouraged to devise, design and host their own client marketing events to which they invite their peer clients and contacts. Trainees also benefit from this allowance.

Professional Development Allowance – all Gibson Dunn lawyers and trainees are given a budget for the purpose of funding training sessions and seminars outside the firm. This means that, in addition to formal and informal in-house training, our lawyers can take advantage of numerous high-quality events taking place on their doorstep.

Book Allowance – all lawyers and trainees at Gibson Dunn have a book allowance to enable them to purchase specialist texts or periodicals relevant to their particular area of law or personal interest.

Mentoring Programme – every trainee at Gibson Dunn has the opportunity to participate in the firm's mentoring programme. Mentors regularly arrange lunches and other informal meetings. The key goals of the mentoring programme are to foster and enhance personal and professional growth and opportunities.

Gibson Dunn's Hong Kong office advises clients across all types of industry sectors, and its strength lies in significant, cross-border, complex matters.

We pride ourselves on being our clients' trusted advisers. You will be trained in the same way to ensure that you gain the skills and confidence to enable you to handle a broad range of complex legal matters from an early stage in your career.

PRO BONO WORK

Gibson Dunn has a long-standing and greatly valued tradition of service to the community. We are privileged to be able to give back to the communities that have contributed to our success and believe that community involvement adds an important dimension to the growth and development of all of our lawyers, both as lawyers and as citizens of those communities.

We are a signatory to the Pro Bono Institute's Pro Bono Challenge, which requires the firm to use its best efforts to perform an average of 60 hours of pro bono work per lawyer per year. We regularly surpass this number. The value Gibson Dunn places on pro bono work is further reflected in the fact that, unlike many firms, there is no cap on the number of pro bono hours that count towards an associate's annual billable target.

As part of this commitment, we provide pro bono advice for a wide range of different organisations, reflecting the interests of the firm as a whole as well as those of individual lawyers. Our lawyers



85% OF ALL LAWYERS PARTICIPATED IN PRO BONO IN 2020

1,396



have presented to the United Nations on women's rights issues and have travelled to Kenya for their pro bono work, for example.

The Hong Kong office has very active and passionate lawyers. They engage in a variety of pro bono matters, including providing corporate advice to local charities related to literacy for at-risk youth, animal welfare, and support for vulnerable pregnant migrant mothers. They also provide direct services to clients like domestic workers who were the victims of human trafficking. Additionally, many of our Hong Kong lawyers have recently joined our U.S. offices' efforts to assist children and LGBTQ and other individuals fleeing persecution in their home countries to seek asylum or other forms of immigration relief in the United States.

We look forward to welcoming trainees who are interested in getting involved in pro bono work.



PRO BONO WORK

AWARDS LIST

Brooklyn Bar Association:
2020 Dedication to Justice Award

Washington Lawyers' Committee:
2020 Outstanding Achievement Award

Law Society of England & Wales:
*2020 Outstanding Contribution During
Covid Excellence Award*

**Domestic Violence Legal
Empowerment and Appeals
Project (DV LEAP):**
2019 Pro Bono Team of the Year

**Interfaith Action for Human Rights
(IAHR):** *2020 Award on behalf of
Inmate Advocacy*

**Salvadoran American Leadership
and Educational Fund:**
2019 Corporate Responsibility Award

**National Legal Aid & Defender
Association (NLADA):**
2020 Beacon of Justice Award

National Immigration Law Center:
2019 Courageous Luminary Award



\$136,404,880

VALUE OF PRO BONO SERVICE
PROVIDED IN 2020

\$1,060,484,138

TOTAL VALUE OF PRO BONO SERVICE
PROVIDED SINCE 2010

A TRULY INTERNATIONAL FIRM



Beijing · Brussels · Century City · Dallas · Denver · Dubai · Frankfurt · Hong Kong · Houston · London · Los Angeles · Munich
New York · Orange County · Palo Alto · Paris · San Francisco · São Paulo · Singapore · Washington, D.C.

Gibson, Dunn & Crutcher LLP is a leading international law firm, with a history spanning more than 125 years. We have over 1,400 lawyers in 20 offices located in major commercial centres across the globe.

NEXT STEPS

SUMMER INTERNSHIP

Dates	For	Apply by
Summer Internship 6 June 2022 – 1 July 2022	Undergraduate law students in their penultimate year of study, students of other disciplines in their final year, those who have already graduated and those who are completing their JD or PCLL course.	28 February 2022

All applications must be made online through our website. Please see our website for details on how to apply.

As a summer intern during the course of the three weeks, you will have the opportunity to work with different practice groups, and alongside our associates and partners on real cases and deals.

You will also take part in a bespoke series of seminars, workshops and talks aimed at helping you learn about the kind of work we do and at developing your skills. Our summer internship is not all about work and you will have plenty of opportunities to meet and chat with our lawyers at social events.



NEXT STEPS

SALARY AND BENEFITS

We offer our trainees a highly competitive salary and benefits package. The starting salary for trainees will be not less than HKD 52,000 per month in the first year and not less than HKD 55,000 per month in the second year. Newly qualified associates are paid USD \$202,500 per annum as of 2020. It is important to note that associates at Gibson Dunn “go up” a year group on 1 January of every year. We also operate a

discretionary bonus scheme which will apply to trainees.

We offer an attractive benefits package, including: private health insurance, life insurance, group long-term disability insurance, a mandatory provident fund, a book allowance, a professional development allowance and a client development allowance.

WHO SHOULD APPLY

We are looking for individuals who are capable of taking the initiative and fulfilling our clients’ needs, who have exceptional intellectual, interpersonal and organisational skills and who can rise to the challenges of working directly with partners within small, focused teams and having client contact early in their careers.

Our work is intellectually demanding, so applicants for both the summer internship and

for training contracts should have obtained, or expect to obtain, a good 2:1 (or minimum 3.5 GPA) degree, or better. It does not matter to us which university you come from or what subject you study. We are looking for genuine enthusiasm for the work we do and the potential to become a first-class lawyer and trusted adviser to our clients. It also helps to be someone who enjoys teamwork and with whom others like to engage.

NEXT STEPS



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Gibson, Dunn & Crutcher LLP



Gibson, Dunn & Crutcher LLP Careers



[gibsondunnandcrutcher](https://www.instagram.com/gibsondunnandcrutcher)

