



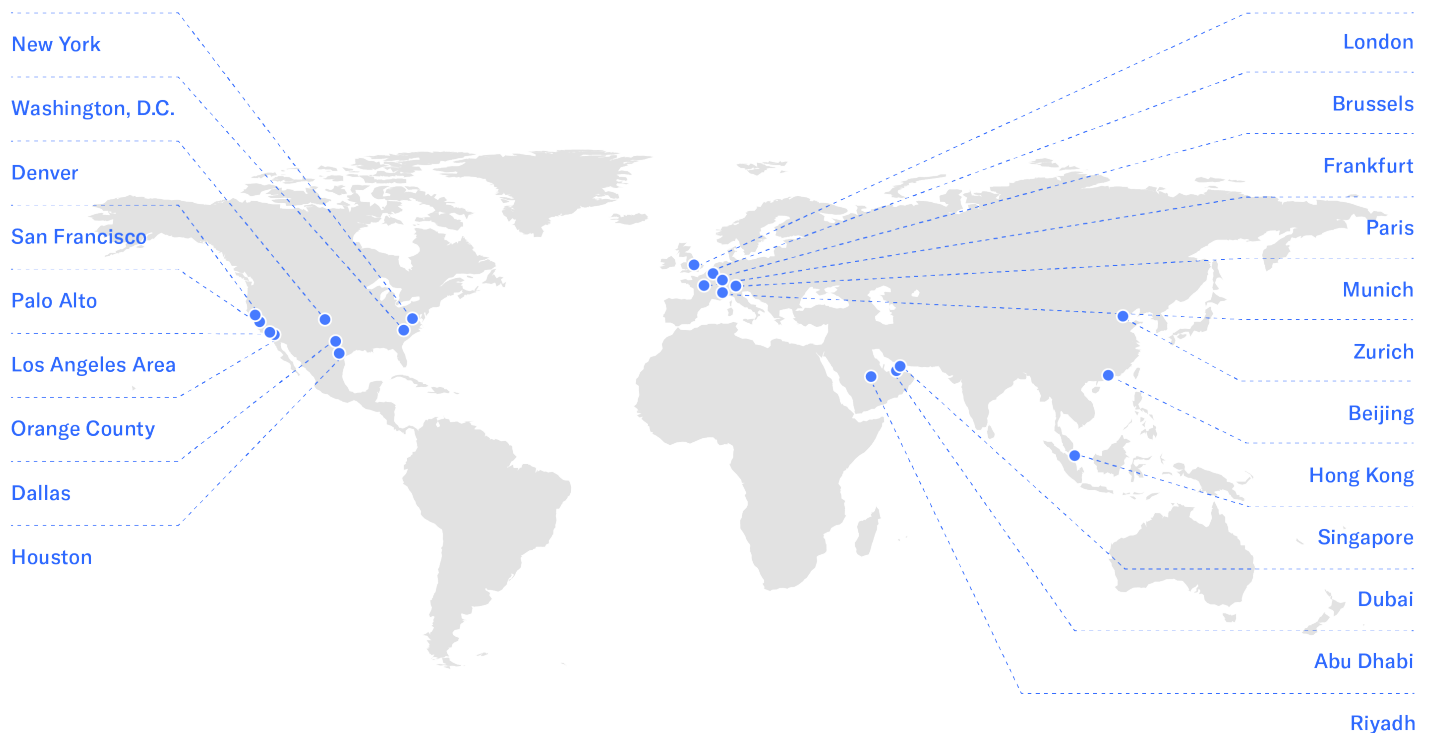
TRAINING WITH GIBSON DUNN: HONG KONG

GIBSON DUNN

Gibson, Dunn & Crutcher LLP is a leading international law firm, with a history spanning more than 130 years.

We have over 2,000 lawyers in 22 offices located in major commercial centres across the globe.

A Truly International Firm



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SÉBASTIEN EVRARD, 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, 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,
Sébastien Evrard



Sébastien Evrard

Partner-In-Charge, Hong Kong

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 organizations 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 organizations and charities. More information about our pro bono work can be found on page 20.

Major Practice Groups in Hong Kong Include:

- Antitrust and Competition
- Compliance Advisory & Investigations
- Finance
- Financial Regulatory
- Fintech and Digital Assets
- Funds
- International Arbitration
- International Trade
- Litigation & Dispute Resolution
- Mergers & Acquisitions
- Privacy Cybersecurity and Consumer Protection
- Private Equity
- Strategic Sourcing & Commercial Transactions
- Technology
- White Collar Defense and Investigations

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

What We Do: Cutting-Edge Deals & Cases

International Recognition & Awards



Chambers Asia-Pacific 2025 ranked Gibson Dunn in:

- Banking & Finance for Singapore
- Corporate & Finance for Indonesia
- Corporate/M&A for the Asia-Pacific Region, India and Singapore
- Corporate/M&A: Private Equity for the Asia-Pacific Region
- Energy & Natural Resources for the Asia-Pacific Region and Singapore
- Investment Funds: Private Equity for the Asia-Pacific Region and Singapore
- Projects, Infrastructure & Energy for the Philippines
- Restructuring/Insolvency for Singapore
- Technology, Media, Telecoms (TMT) for the Asia-Pacific Region



Chambers Greater China Region 2025 ranked Gibson Dunn in:

- Banking & Finance: Leveraged & Acquisition Finance
- Competition/Antitrust
- Corporate Investigations/Anti-Corruption
- Corporate/M&A: The Elite
- Dispute Resolution: Litigation
- Financial Services
- International Trade/WTO
- Investment Funds: Private Equity
- Private Equity: Buyouts & Venture Capital Investment
- Tax: Hong Kong-Based
- Technology, Media, Telecoms (TMT)



The Legal 500 Asia Pacific 2025 ranked Gibson Dunn in:

- Banking and Finance, Corporate and M&A, Energy, Fintech and Financial Services Regulatory, International Arbitration, Investment Funds and Restructuring & Insolvency for Singapore
- Antitrust and Competition, Banking & Finance, Corporate (including M&A), Dispute Resolution: Litigation, Domestic and International Corporate Tax, Investment Funds, Private Client And Family, Private Equity, Projects and Energy, Fintech and Financial Services Regulatory, Regulatory: White Collar, Compliance and Investigations, and TMT for Hong Kong
- Corporate (including M&A) for China
- Foreign firms for India, Indonesia and the Philippines



IFLR1000 2024 recognized Gibson Dunn in:

- Banking, M&A, Project Development, Project Finance, and Restructuring and Insolvency for Singapore
- M&A, Private Equity and Project Development for China
- Banking, Leveraged Finance, M&A, Private Equity, Private Equity Funds, Financial Services Regulatory, Project Finance and Real Estate Funds for Hong Kong

How We Work



Working life at Gibson Dunn is different from that at most other firms. In all 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 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. 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- and end-of-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

Heejin Min, Trainee

Law, Chinese University of Hong Kong

Economics, McGill University

JOINING GIBSON DUNN IN 2025

Meet Our Hong Kong Trainee

My journey with Gibson Dunn began at the 2023 Hong Kong Law Fair. As I entered the bustling hall of the Hong Kong Convention and Exhibition Center, filled with company representatives and law students, the Gibson Dunn booth near the main entrance quickly caught my eye. After speaking with the recruitment associate, I remember leaving the fair with a very positive impression of the firm.

The associate was approachable and took the time to explain the firm's culture and practice areas. He listened patiently as I shared my background and demonstrated genuine care for the students interested in joining the firm. He also offered helpful advice on pursuing a legal career and how best to navigate the recruitment process. This warm, supportive atmosphere continued throughout the recruitment journey.

Coming from a less conventional background as a mature student with prior work experience in the financial sector, I sometimes felt pressure to fit into a certain mold while exploring my path in law. However, at Gibson Dunn, I was able to simply be myself. My Korean-Canadian roots and diverse background were celebrated as part of the firm's inclusive culture. As Sebastien, the partner in charge of the Hong Kong office, said in his welcome remarks, there is no such thing as a "typical" Gibson Dunn lawyer—the differences in backgrounds are truly embraced.

Once I began the vacation scheme, the three-week period flew by quickly, providing invaluable insights into the firm. The program struck an excellent balance between structured welcome events, training sessions, and rotational work, while also allowing ample flexibility for seeking additional tasks and mentorship. I was encouraged to engage with real client matters, from drafting a letter to the Department of Justice to researching regulations surrounding overseas virtual asset products in Hong Kong. These experiences helped me develop practical legal skills and deepened my understanding of Gibson Dunn's approach to client service. The firm's commitment to excellence was evident not only in the quality of their work but also in how they nurture their junior lawyers.

Throughout the vacation scheme, I was consistently impressed by the accessibility of the Gibson Dunn team. Partners, counsels, and associates made concerted efforts to connect with interns and share their expertise.

Having thoroughly enjoyed my time at Gibson Dunn, I was thrilled to receive a return offer. The firm's dedication to professional development, coupled with its inclusive and supportive environment, truly makes it an exceptional place to launch a legal career.

MEET OUR HONG KONG GRADUATE RECRUITMENT CHAMPIONS



**Christina Fong, Associate
Law, University of Hong Kong**
JOINED GIBSON DUNN IN 2022



**Katie Cheung, Associate
Law, London School of
Economics & Political Science**
JOINED GIBSON DUNN IN 2023

Meet Our Hong Kong Associates & Graduate Recruitment Champions

We joined the firm in 2022 and 2023, respectively, and have both been part of the Graduate Recruitment Committee for the past year. One of the most enjoyable aspects of this role has been engaging with graduates and summer interns—sharing our experiences, answering questions, and helping others navigate the early stages of their legal careers.

What drew us to the firm and continues to inspire us is its genuinely collaborative and close-knit culture. Despite working on complex, often cross-border matters, the office maintains a strong sense of community where relationships are personal and everyone works seamlessly. The flat structure and lack of hierarchy encourage individuality, critical thinking, and open dialogue. Whether you are a trainee or a senior partner, your voice is heard and your ideas are valued.

Christina sits in the Investment Funds team, where she works with private fund sponsors on their fundraising activities across the fund lifecycle, particularly the structuring and formation of investment funds focused on investing in the Asia-Pacific region. Katie is in the Antitrust and Competition team and advises on a broad spectrum of competition law

and regulatory matters, including merger control, market investigations, antitrust litigation, and competition law compliance. The firm's trust in associates has allowed both of us to shape our own paths, take on meaningful responsibility early, and grow through hands-on experience.

Beyond the work itself, what truly sets the firm apart is the authenticity of its people. The support, mentorship, and friendships we've found here have made our journey not only professionally fulfilling but personally enriching. Whether it's a team lunch, a coffee chat, or a firm-wide summer party, there are countless opportunities to connect and build lasting relationships.

To those considering a career in law, we encourage you to stay curious, be open to new challenges, and seek out environments that value both excellence and empathy. We're proud to be part of a firm that embodies these values—and we look forward to welcoming the next generation of lawyers to our team.



MEET OUR HONG KONG ASSOCIATE

Peter Chau, Associate
Law, University of Hong Kong
[JOINED GIBSON DUNN IN 2022](#)

Meet Our Hong Kong Associate

I remember going home after the first day of my internship, surprised but contented by how warm and welcoming everyone was. Unsurprisingly, it turned out to be the best internship I would do.

Putting aside the breadth of work and the latitude interns were given to work in the practices they were interested in, perhaps the real highlight was realizing that one really could politely knock on anyone's door—partner, associate or others—and ask for advice. People often came by our office to get to know us, and by the end of the program, we had gone to lunch or coffee with partners and associates from every practice. Each occasion invariably felt open and relaxed. Our conversations weren't all about work: we talked widely about our interests, our backgrounds, and our take on things going on in the world. The office was small then—quite a few of the offices were still waiting to be filled—but that close-knit and collegial culture has been a constant even as the office has grown.

Work-wise, partners and associates often give interns and trainees wide autonomy to handle large tasks, which is a testament to our culture of encouraging early responsibility. As

an intern, I had the opportunity to draft research memoranda, prepare corporate filings and create an anti-corruption training deck; trainee experiences that swiftly come to mind range from travelling with partners from Washington, DC to meet clients and interview witnesses in China and Vietnam, to holding the first pen on merger review submissions to antitrust regulators and hundred-page memorials in complex commercial arbitrations. While challenging, this can be immensely gratifying: rather than slotting in as the proverbial cog in a machine, interning and training here allows and requires one to bring intellectual rigor and creativity to work every day. Support was available in abundance where necessary, and feedback was always kind and constructive.

Biased as I may be, interning and training here has been a professional privilege. Whether it be firm retreats in Palm Springs, conducting witness interviews and slurping pho in Hanoi, or taking a case from pre-action correspondence all the way to trial, being a part of Gibson Dunn has been tremendously rewarding.



MEET OUR HONG KONG ASSOCIATE

Jane Lu, Associate

Law, Peterhouse, University of Cambridge

JOINED GIBSON DUNN IN 2021

Meet Our Hong Kong Associate

I joined Gibson Dunn through the Summer Vacation Scheme, which gave me a genuine insight into the firm's culture and work. Over the four weeks, I was involved in a diverse range of matters, including litigation, antitrust and regulatory work and was able to experience firsthand the global nature of Gibson Dunn's practices. The collegiate culture of the firm also stood out to me and reaffirmed my decision to train with the firm.

My experience as a trainee at Gibson Dunn has been immensely rewarding. I appreciated the firm's smaller trainee intake, which meant that I was entrusted with early responsibilities from the outset of my training contract. This early exposure enabled me to feel fully integrated into the team and actively contribute to client matters from day one. To illustrate, during my seat with the white collar investigation team, I was involved in a high-stakes FCPA investigation and had the opportunity to coordinate a document production workstream. I also contributed to drafting slides and talking points for a presentation before the U.S. Department of Justice.

During my second seat in the Financial Regulatory team, I was involved in defending a leading investment bank in a series of investigations commenced by a Hong Kong regulator into systems and controls failures and senior management oversight. I played an active role in preparing interview outlines for individuals involved, and had the opportunity to attend the interview sessions, gaining firsthand exposure to the investigative process. I was also responsible for drafting responses to the regulator's queries.

The experience provided valuable insight into complex regulatory frameworks and the strategic approach required in contentious regulatory matters. It ultimately shaped my decision to qualify into the Financial Regulatory team.

Additionally, Gibson Dunn's "free market" system has given me the flexibility to work across different practice areas, even after qualification. This model has enabled me to shape my career based on my interests, while collaborating with colleagues from the U.S., Middle East and other Asian offices. I believe this is a truly unique aspect of Gibson Dunn's culture — one that fosters personal growth and meaningful international collaboration.

Beyond intellectually stimulating work, Gibson Dunn offers many opportunities to connect and build lasting relationships with colleagues—an extension of its friendly and collegiate culture. Our junk trip to Lamma Island was the perfect opportunity for colleagues to connect with each other on a much more personal level. Having out-of-work discussions over great food allowed me to feel a real sense of togetherness among the Gibson Dunn community.

I am excited to continue my journey at Gibson Dunn post qualification. The firm's supportive environment and intellectually stimulating work have made my training experience incredibly rewarding.



MEET OUR HONG KONG ASSOCIATE

Arnold Pun, Associate

Law, The University of Hong Kong

Economics, The London School of Economics

JOINED GIBSON DUNN IN 2021

Meet Our Hong Kong Associate

As a member of the Financial Regulatory Group, I regularly provide strategic regulatory advice to some of the world's largest financial institutions to help them to understand and comply with complex banking and securities laws and regulations. More recently, I have worked closely with several leading global digital asset exchanges, trading firms and stablecoin issuers to provide strategic guidance on how they should design and structure their business operations to take advantage of the latest developments in digital assets laws and regulations. I also represent and defend financial institutions in high-stakes and complex regulatory and criminal investigations, and have successfully defended clients in investigations conducted by the Securities and Futures Commission as well as investigations conducted in the US, Europe, and Singapore.

One of the best aspects of working at Gibson Dunn is its truly global reach. Financial institutions operate everywhere, and thus every week, I am working closely with colleagues from New York, Washington, DC, London, Dubai, Singapore and other offices to ensure that we are providing seamless and comprehensive advice on our client's critical multi-jurisdictional matters, whether it is to facilitate their global launch of a cutting-edge tokenized investment product, or defending our client against cross-border investigations. Having worked for over four years at Gibson Dunn, I can confidently say that there is

rarely a dull moment because our clients instruct us to help them solve their most challenging and novel legal problems where there are no clear precedents or which involve innovative technologies such as using artificial intelligence agents in finance.

Equally important to me is the culture here, which is collegial, collaborative, and respectful. No matter how senior they are, my colleagues are always ready to share their expertise and lend a hand, even jumping on calls across time zones to support urgent client needs. This culture makes it enjoyable to cooperate with lawyers based in different offices and from different practice areas and has significantly broadened my legal knowledge and professional network.

One less well-known benefit of joining Gibson Dunn as a trainee solicitor is that you will receive an invitation in your first year to attend our global New Lawyer Academy in the U.S. Hundreds of new joiners attend this academy each year and it is a fantastically exciting and memorable experience, including an inter-office karaoke/dance competition! The Hong Kong office also arranges a great mix of social and mentoring activities throughout the year to help everyone unwind after work and to try some new activities while getting to know colleagues better. I hope you apply to our Summer Vacation Scheme and look forward to seeing you at Gibson Dunn!

Your Training – The Nuts And Bolts



Many of our lawyers are preeminent in their fields of practice. They have considerable breadth and depth of experience that they have invested and continue to invest in the training program.

Our training program is flexible, providing the most valuable learning experiences possible. 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 caliber.

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.

PCLL

We cover PCLL fees for candidates who have not yet started their PCLL studies at the time of receiving a trainee offer from us and provide a competitive maintenance allowance.

Your Trainee Seats

During your two years as a trainee 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 with the Graduate Recruitment and Development Team and others. The firm is committed to ensuring that our trainees are able to pursue the careers they wish to the greatest extent possible.

Your Training – The Nuts And Bolts

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 our trainees benefit from a personalized formal training program 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.



Empowering Your Success

We are dedicated to fostering the professional growth of our lawyers. That's why we actively support our lawyers in exploring and growing the areas of law that excite them most. By supporting your passions and providing the resources you need, we empower you to build a fulfilling, rewarding career — one where your strengths shine and your potential is limitless.

Committees

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, two of our partners sit on this committee.

The **Associate 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 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 & Resources

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.



Empowering Your Success

U.S. Retreats: Gibson Dunn also has a number of lawyer academies and retreats, organized 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.

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.

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.

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, 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.

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

Pro Bono Work

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.

Awards List

- Lawyers’ Committee for Civil Rights Under Law – Robert F. Mullen Pro Bono Award
- The Lawyer Awards – Pro Bono Initiative of the Year Award
- State Bar of Texas – Pro Bono Excellence Awards /The Houston Bar Association – Harris County Heart of Pro Bono Award
- *Financial Times* – Europe Innovative Lawyer Awards
- Sanctuary for Families – Above & Beyond Pro Bono Achievement Award
- Kids in Need of Defense (KIND) – Pro Bono Attorneys of the Year Award
- Animal Legal Defense Fund (ALDF) – Advancement in Animal Law Pro Bono Achievement Award
- PILnet – Local Impact Award

Firmwide Pro Bono Hours
in 2023:

206K+

Lawyers Participated
in Pro Bono in 2024:

2,000+

New Pro Bono Matters
Opened in 2024:

750+

Firmwide Pro Bono Hours
Since 2014:

1.4M+

Average Pro Bono Hours
(Firmwide):

96

Value of Pro Bono
Matters in 2024:

\$251M+

Next Steps



Summer Vacation Scheme

Dates	For	Apply by
Summer Vacation Scheme: 1 – 18 June 2026	Undergraduate law students in their penultimate or final year of study, students of other disciplines in their final year, graduates, and those who are completing the JD or PCLL course.	January 1, 2026

Please click [here](#) to submit your application.

As a summer intern, during the course of the three weeks, you will have the opportunity to work with different practice groups, alongside our associates and partners on real cases and deals. You will also take part in a series of seminars and talks aimed at helping you learn about the kind of work we do and at developing your skills. Our Summer Vacation Scheme is not all about work, and you will have plenty of opportunities to meet and chat with our lawyers at social events.

“The staff at the firm are the most friendly staff I have ever met during an internship.”

“This is a firm where if you really want to learn, challenge and take on as many opportunities as you can, you can do that easily at Gibson Dunn.”

Next Steps

Salary And Benefits

- PCLL sponsorship and maintenance allowance
- Competitive trainee salary
- Discretionary bonus scheme
- Private health insurance
- Life insurance
- Mandatory provident fund
- Group long term disability insurance
- Client development allowance
- Professional development and book allowances

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 organizational skills and who can rise to the challenges of working directly with partners and associates within small, focused teams and having client contact early in their careers.

Our work is intellectually demanding, so applicants for the Summer Vacation Scheme should have obtained, or expect to obtain, a high 2:1 (or minimum 3.5 GPA) degree or above. We value individuals based on their potential and capabilities, regardless of their university background or field of 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. Being a team player who others enjoy working with makes a big difference.

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