

LAWYERS WHO GET IT

Most people can't tell you exactly what "it" is, but they say they know it when they see it.

At Skadden, our lawyers "get it" — perhaps you have "it"?

Skadden

SKADDEN, ARPS, SLATE, MEAGHER & FLOM LLP | GERMANY



IF YOU THINK

If you think about what you want from your career — unparalleled training, responsibility from the start, cutting-edge work for top clients, a strong firm culture in a global environment — it might be time to get to know Skadden better.

Skadden is a place for big thinkers. We aren't afraid to stand out from the crowd — that's how we got our start — and we pour every ounce of creativity and solution-minded lawyering into serving our clients in 50-plus disciplines across four continents.

We aren't looking to mold the next generation of Skadden lawyers in the exact image of our current partners. At the end of the day, we provide the structure and the resources, but only you can bring it all together in your own career. The lawyers who “get it” always do.

You worked hard to earn your degrees in school, and you work hard in your extracurriculars. Let us show you how far that effort can take you at a place like this.

Skad

'15

YOU WANT
TO BE
TRAINED
BY
THE BEST

**Your law studies provide you with the tools;
Skadden teaches you the craft.**

Skadden was the only firm ranked in the top three each year from 2013-15 for “Legal Expertise,” which measures a firm’s ability to provide innovative service, in the *Financial Times* “Innovative Lawyers” report for Europe. At Skadden, your teachers are our lawyers, and they have experience handling cutting-edge deals and bet-the-company litigation.



WHAT MAKES SKADDEN DIFFERENT?

We know how hard it is to decide where you'd like to apply. There are many law firms in Germany, from small boutiques to international, full-service firms. Many of the firms say similar things about themselves – it can be difficult to distinguish one from another.

We believe that Skadden is genuinely different. On the one hand, Skadden is one of the largest firms in the world, with 1,700 lawyers in 22 offices, and we regularly appear at the very top of industry rankings. On the other hand, our Frankfurt and Munich offices recruit only a small number of associates and referendars. This unique combination gives you the opportunity to work on some of the world's most complex and innovative deals while having closer access to senior colleagues and a more personalized training experience than our peer firms with larger city offices offer. Our attorneys in Germany will help you develop a business-minded approach, become agile at anticipating client needs and adopt a “can-do” approach to achieving goals. Your experience at Skadden will make you unafraid to challenge yourself to identify a new way to solve a problem.

Skadden lawyers provide a unique level of client service by combining local German experience with the resources of the global Skadden network – resulting in cutting-edge solutions for clients.

Take a closer look. See for yourself what makes a difference.

YOU WANT
CLIENTS
WHO
MAKE THE
HEADLINES

Help shape tomorrow's news today.

Few law firms advise as many leading corporations, financial institutions, governments and individuals as we do. If you want to work on the biggest deals with top-end clients, we have the portfolio you're looking for.

WELCOME TO SKADDEN GERMANY



MAX STEIN, ASSOCIATE, LITIGATION
AND INTERNATIONAL ARBITRATION

MERGERS AND ACQUISITIONS

M&A is one of Skadden's core areas of activity in Germany, with a focus on complex, multijurisdictional transactions and local domestic work. We have substantial experience structuring and executing challenging transactions throughout the region. Our lawyers advise on all M&A-related matters, including advance preparation for prospective targets, corporate governance issues, asset sales and purchases, stock sales and purchases, tender and exchange offers, leveraged buyouts, joint ventures and recapitalizations. The group also offers general corporate, compliance and directors' duties advice.



DR. MICHAEL ALBRECHT, ASSOCIATE, COMPLIANCE / DAMIEN SIMONOT, ASSOCIATE, CORPORATE

PRIVATE EQUITY

Skadden has a long-established German private equity practice that combines leading transactional experience with sophisticated financing and tax techniques in relation to a range of matters, including leveraged buyouts, management buyouts and recapitalizations. Our lawyers advise firms and their investment funds and portfolio companies at all stages of the investment cycle, including the formation and operation of private equity funds; acquisitions involving private and public companies; the structuring and implementation of management equity participation schemes; corporate restructuring; the structuring and financing of add-on investments; and exits, including recapitalizations, sales and IPOs.



DR. KATJA KAULAMO, PARTNER, CAPITAL MARKETS

BANKING AND FINANCE

Skadden's Banking Group represents lenders and borrowers in some of the largest and most complex European financing transactions. From the deal structuring and the commitment stage to closing, our attorneys in Germany frequently advise on multijurisdictional transactions that comprise both European and U.S. law. We advise on all types of financing transactions, including first and second lien loan facilities; senior and subordinated bridge financings and other acquisition-related financings; leveraged recapitalization financings; asset-backed financings; mezzanine financings; workouts, restructurings, DIP and exit financings; lease financings; and investment grade financings.

RESTRUCTURING, INSOLVENCY AND DISTRESSED DEBT

Our restructuring lawyers in Germany have participated in many of the most complex restructuring transactions and insolvency-related proceedings of the last decade and have been instrumental in the development of sophisticated, innovative strategies that also draw on the firm's rich background in mergers, acquisitions and corporate financing transactions.

CAPITAL MARKETS

Skadden handles a broad range of capital markets transactions from Germany, including initial public offerings, secondary share placements, capital increases (including rights offerings), equity linked transactions, high-yield financings (under U.S. and German law), and other global equity and debt offerings, as well as ongoing securities laws advice. Our dedicated capital markets team includes German and U.S.-qualified lawyers with more than 20 years' experience handling large and complex debt and equity capital markets transactions in Germany, Austria and Switzerland.



DR. JENS KOENIG, EUROPEAN COUNSEL, CORPORATE GOVERNANCE



CORPORATE GOVERNANCE

We advise companies, financial institutions, boards of directors and individual directors on a broad range of corporate governance matters. Our Corporate Governance Group assists clients worldwide in creative and strategic approaches to managing governance risks and crisis situations and ensuring compliance with corporate governance legislation and codes. In particular, we are well-versed in the German Stock Corporation Act and its European and U.S. equivalents. We also regularly advise boards of directors on how board composition and the manner in which they conduct their business can influence a company's tax residence and status in jurisdictions around the globe.



DR. ULRICH ZIEGLER, COUNSEL, EMPLOYMENT

TAX

Skadden offers tax advice across the range of corporate, funds and financing transactions.

Our German tax team's primary areas of practice include counseling businesses and financial intermediaries in connection with acquisitions; divestitures and reorganizations; financial products, including leasing, structured financings, hybrid entities and hybrid instruments; tax controversy matters, including audits, administrative appeals and litigation; international tax matters; and governmental organizations.

COMPLIANCE AND INVESTIGATIONS

Skadden is frequently retained by corporate boards and board committees to conduct internal investigations into possible irregularities, including allegations of accounting and other improprieties raised by government enforcement agencies or whistleblowers. During the past years, our German compliance and investigation practice has handled several high-profile matters in this market.

DISPUTE RESOLUTION

We focus on the most significant cross-border disputes, especially those involving legal complexity and high levels of business risk. We have extensive experience representing German clients in national and international disputes, as well as non-German clients on German-related matters. Our German-related experience includes disputes arising out of mergers and acquisitions, shareholder agreements, supply contracts or other forms of commercial agreements, including infrastructure projects, as well as finance litigation, directors' liability and antitrust litigation.



DR. JOHANNES FREY, PARTNER, TAX

YOU WANT
RESPON-
SIBILITY
FROM THE
WORD GO

Perfect!

We expect our new associates and referendars to fully contribute to matters with partners and associates. Our flat structure means you are given a lot of responsibility at an early stage and are expected to bring your perspectives to the table.

**INVESTIGATIONS
FIRM OF THE YEAR**

*WHO'S WHO LEGAL
AWARDS 2014 AND 2015*

**BEST LAW
FIRM BRAND**

*BTI CONSULTING
2012-15*

**INTERNATIONAL LAW FIRM OF THE
YEAR AND CORPORATE/M&A LAW
FIRM OF THE YEAR**

CHAMBERS GLOBAL AWARDS 2014

**INNOVATION
IN FINANCE
LAW AWARD**

*FINANCIAL TIMES
"INNOVATIVE LAWYERS" REPORT
(ASIA-PACIFIC) 2014 AND 2015*

**FIRST IN
ANNOUNCED
M&A DEALS
GLOBALLY**

*THOMSON REUTERS
AND BLOOMBERG 2015*

**ITALIAN DESK
AWARD**

*TOP LEGAL 2014
AND 2015*

**LOAN OF
THE YEAR**

*INTERNATIONAL
FINANCIAL LAW
REVIEW EUROPE
AWARDS 2015*

**KANZLEI DES JAHRES,
FRANKFURT**

JUVE AWARDS 2013

**CLIENT SERVICE FIRM
OF THE YEAR: UK**

CHAMBERS EUROPE AWARDS 2014



DR. JÖRG HANKE, EUROPEAN COUNSEL, BANKING AND FINANCE

TRAINED BY THE BEST

Throughout your academic career, you've attended the best universities and studied under the best professors. So why should your professional career be any different? At Skadden, you'll continue to learn from the best. Our attorneys are truly exceptional – to cite just one measure, we earned *Chambers Global's* 2014 "International Law Firm of the Year" award in recognition of our "ability to advise on the highest profile matters across a broad range of practice areas all over the world" – and they'll play an active role in both your formal and informal training.

Qualified attorneys offer guidance and support through our mentoring program. Training principals and supervisors take an active role in shaping progression – they provide feedback for growth with regular performance reviews and appraisals.



ROMY KAMPMANN, ASSOCIATE, COMPLIANCE / DR. ULRICH ZIEGLER, COUNSEL, EMPLOYMENT

NEW ASSOCIATES

New associates in Europe are offered the opportunity to attend an orientation retreat in New York. Prior to the retreat, associates enter an intensive multi-week "mini-MBA" program designed to provide the type of business training not generally taught in law school. The program teaches financial analysis, valuation and project management, and gives our associates the tools necessary to better understand clients' businesses and objectives as well as anticipate their needs. This unique program facilitates an integrated understanding of the law and accelerates our associates' growth exponentially.

Learn more about the firm's [attorney development](#) efforts focused on inspiring a culture of lifelong learning.



DR. STEPHAN HUTTER, PARTNER, CAPITAL MARKETS

REFERENDARS, RESEARCH ASSISTANTS AND LEGAL INTERNS

Unlike at other firms, referendars, research assistants and legal interns are integrated into our team from day one and are encouraged to attend the majority of our attorney training sessions. In addition, you will be assigned to an attorney mentor who coordinates work and provides meaningful feedback. We offer flexible work schedules that can be adapted to individual needs, such as part-time or interlocked models for referendars and doctoral candidates. Referendars who have successfully completed their "Anwaltsstation" in one of our German offices may have the opportunity to fulfill the "Wahlstation" abroad in another Skadden office such as New York, Hong Kong or London. Legal interns complete their obligatory four- to six-week internship in either our Frankfurt or Munich office. Interns generally are welcome to join our associates for conference calls, notarial certifications and internal meetings.

**YOU WANT
TO WORK
HARD AND
HAVE A
LIFE**

We work hard, but we work smart.

Our attorneys have unparalleled resources at their fingertips not only to support their efforts on first-of-their-kind matters but also to ensure there's time to focus just as hard on personal commitments and interests. At Skadden, we walk through walls not only for our clients, but also for each other.

GLOBAL M&A DEAL OF THE YEAR, EUROPE/FINLAND

**GLOBAL FINANCE DEAL OF THE YEAR, RESTRUCTURING
AND INSOLVENCY, EUROPE**

THE AMERICAN LAWYER GLOBAL LEGAL AWARDS 2014

**NO. 1 FIRM
FOR LEGAL
EXPERTISE**

FINANCIAL TIMES
"INNOVATIVE LAWYERS" REPORT
(EUROPE) 2013

M&A DEAL OF THE YEAR

*INTERNATIONAL FINANCIAL LAW REVIEW EUROPE
AWARDS 2012, 2013 AND 2014*

**DISPUTE RESOLUTION
TEAM OF THE YEAR**

*LEGAL BUSINESS AWARDS 2012
AND 2013*

**LITIGATION
& DISPUTE
RESOLUTION
TEAM OF
THE YEAR**

AFRICAN LEGAL AWARDS 2013

**AMERICAS FIRM OF
THE YEAR**

M&A TEAM OF THE YEAR

RESTRUCTURING TEAM OF THE YEAR

*INTERNATIONAL FINANCIAL LAW REVIEW
AMERICAS AWARDS 2013*

COMPENSATION AND BENEFITS

Skadden provides a highly competitive salary and benefits package that is subject to regular review:

- First-year associate salary: €125.000
- Second-year associate salary: €135.000
- Referendar and research assistant salary (1st State Exam): €900 per week (voluntary bonus of up to 20%)
- Research assistant salary (2nd State Exam): €1.125 per week (voluntary bonus of up to 20%)
- Legal English courses for referendars, research assistants, legal interns
- Legal intern salary: €340 per week
- Discretionary year-end bonus: In 2015, our voluntary bonus ranged from €14.000 to €74.000, according to seniority
- Travel insurance
- Life insurance
- Disability insurance
- Technology allowance
- Home office via Citrix

Individual solutions for associates:

- Part-time work/reduced working hours
- Leaves of absence granted for doctoral thesis or LL.M. studies
- Parental leave for new mothers and fathers
- International secondments in Skadden offices



ARASH ATTAR-REZVANI, COUNSEL, MERGERS AND ACQUISITIONS AND CORPORATE FINANCE



GUILLAUME ROCHE, EUROPEAN COUNSEL, CORPORATE / FLORENT LEWKOWICZ, ASSOCIATE, CORPORATE

HOW TO APPLY

Send your resume and cover letter indicating position and practice area interest(s) to HR-Frankfurt@skadden.com or HR-Muenchen@skadden.com.



ROMY KAMPMANN, ASSOCIATE, COMPLIANCE



- BEIJING
- BOSTON
- BRUSSELS
- CHICAGO
- FRANKFURT
- HONG KONG
- HOUSTON
- LONDON
- LOS ANGELES
- MOSCOW
- MUNICH
- NEW YORK
- PALO ALTO
- PARIS
- SÃO PAULO
- SEOUL
- SHANGHAI
- SINGAPORE
- TOKYO
- TORONTO
- WASHINGTON, D.C.
- WILMINGTON



Skadden

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