

*your career,  
your choice*

JOHNSON WINTER & SLATTERY

LAWYERS

Welcome

TO JOHNSON WINTER & SLATTERY



Established in 1993, Johnson Winter & Slattery is a relatively young law firm that now occupies a unique place in the Australian legal market. We are differentiated by a "tier 1" practice capability and premium client portfolio normally associated with much larger firms, together with a genuinely collaborative culture.

While the successful integration of partners and senior practitioners recruited laterally has been a feature of our expansion nationally, so too has the recruitment and retention of graduate lawyers and associates who play a vital role in the representation of clients in complex transactions and disputes across the country.

Many aspects of our firm make it a great place for developing lawyers to shine: a consistent flow of high quality work, close mentoring relationships with partners, a focus on teamwork, collaboration and communication, as well as the absence of individual and departmental time recording budgets.

I trust you will enjoy learning about Johnson Winter & Slattery and what makes it a unique law firm.

Peter Slattery  
Managing Partner

Our  
FIRM

Johnson Winter & Slattery is a national law firm where all of our lawyers play a meaningful role in strategic and complex transactions and disputes, and build relationships with executives from Australia's most successful companies through close client contact.

We are dynamic and commercial, offering opportunities for development and advancement for lawyers at all levels as we pursue a clear strategy for growth in our principal practice areas across Australia.

Our lawyers thrive in an environment that fosters collaboration with few internal administrative boundaries, free from the burden of fee budgets that dominate the culture of so many other law firms.

Strong technical and client service skills are developed through structured mentoring and professional development education programs.



**OUR WORK**

Our core practice areas are:

- corporate (principally M&A, ECM and funds)
- competition
- energy, resources and infrastructure projects
- finance, restructuring and workouts
- commercial dispute resolution
- regulatory (energy sector economic regulation).

Supporting these practice areas is senior lawyer capability in:

- employment
- intellectual property & information technology
- tax
- property
- media.

**OUR CULTURE**

The culture of the firm is authentically:

- friendly
- professional
- focused
- dynamic
- open
- collaborative
- enabling.

Our partners are committed to ensuring that:

- members of the firm conduct themselves with integrity, while encouraging open communication, reliability and accountability
- we maintain a professional environment which promotes and rewards collaborative effort.

Teamwork and collegiality is also fostered informally through a variety of social activities, Associates and Partners Conferences, and firm based sports teams.



“At JWS, you feel like part of a team from the first moment you walk through the door. From top quality and meaningful work, to mentoring from some of Australia’s best lawyers – you’re given every opportunity to succeed.”  
Phoebe Sheahan, Associate

**'HANDS ON' FROM DAY 1**

Our business model distinguishes us from our rivals. At the heart of our approach is the recognition that when managing strategic and complex matters, superior outcomes are achieved through the 'hands-on' involvement of expert senior lawyers. We therefore maintain a higher ratio of partners to lawyers than our rivals and focus on assignments that are well suited to this low leverage structure.

Our recruitment process aims to ensure that associates work with exceptional individuals who will enrich their professional lives and support their growth within the firm.

**WORK SIDE BY SIDE WITH PARTNERS**

Our low leverage structure means that young lawyers receive greater attention from senior practitioners than they would in commercial law firms that typically operate with far higher leverage models.

This 'low leverage approach' results in young lawyers being fully engaged on client assignments alongside more senior practitioners, providing them with development opportunities as well as the chance to develop strong client relationships early in their careers.

**TOPTIER CLIENT BASE**

Our lawyers represent major private and public sector organisations in high-value transactional, advisory and dispute work.

Our clients typically fall into four broad categories:

- ASX listed and foreign corporations
- substantial privately owned enterprises
- not-for-profit organisations such as universities, industry bodies and charitable and cultural organisations
- Australian government, government agencies and regulators.

We build close relationships with our clients for the long-term and the quality of these relationships is reflected in the complexity and value of the work entrusted to us.

# Thrive WITH NO BOUNDARIES

## ENJOY NO FIXED INTERNAL SILOS AND GREATER TRANSPARENCY

Compared with most other law firms we have a relatively flat organisational structure with no fixed work groups, enabling our lawyers to diversify their early experience by working across all practice areas with lawyers from each of the firm's offices.

## COLLABORATE WITH DIVERSE TEAMS OF SPECIALISTS ACROSS THE COUNTRY

The absence of formalised teams and the prevalence of ad hoc project teams promotes open communication and allows us to run major transactions and disputes with diverse teams formed across the firm.

Associates work with lawyers at all levels. Some assignments will require teams of lawyers which may be formed nationally allowing lawyers opportunities to work across geographic locations. Others will involve associates working one on one with leaders in their field.

## BE LIBERATED FROM THE BURDEN OF BUDGETS

Not having individual and group billing and time recording budgets means that young lawyers can focus on producing excellent work, developing their skills and working collaboratively without undue pressure.



“The people at JWS make all the difference. I have been lucky enough to work ‘one-on-one’ with various market-leading partners; they have always taken the time to mentor me and help me to develop.”  
George Croft, Senior Associate



“You could describe JWS in a sense as “Lawyers without Borders” because we don’t operate with rigid silo structures. Our graduate lawyers can be pulled into any matter working with a group of people with different specialties and often in different locations. Due to our high ratio of partners to junior lawyers many of these people will be partners.”  
Christine Ecob, Partner

**BE MENTORED BY  
AUSTRALIA'S BEST LAWYERS**

All lawyers at Johnson Winter & Slattery are assigned a partner mentor to collaborate on annual development plans.

Partners of our firm are consistently ranked as 'leading practitioners' by international legal directories including Asia Pacific Legal 500 and Chambers Global, particularly in the areas of competition, corporate, mergers & acquisitions, taxation, energy & resources and banking & finance.

**STRUCTURED PROFESSIONAL  
DEVELOPMENT TO  
SUPPLEMENT HANDS-ON  
TRAINING**

The training and support received through working with senior lawyers on assignments is supplemented by a structured professional development program for associates. The interactive Associates Training Program is designed specifically for associates to develop practical skills in areas of law relevant to the firm's practice areas. The program provides technical skills development and an understanding of topical developments in the law and the business community.

In addition, all lawyers participate in sessions that share information about our clients and develop non-legal commercial skills.

At our annual national Associates Conference, associates have the opportunity to enhance skills, get to know each other, and exchange information on issues important to developing lawyers.

**GET REGULAR FEEDBACK  
ON PERFORMANCE**

The development and performance of individuals at all levels within the firm is discussed at annual review meetings, and regular less formal development discussions take place on a regular basis. Teams and individuals receive feedback after every major matter through a team post matter debrief.

**COMPETITIVE  
REMUNERATION  
AND BENEFITS**

We offer competitive remuneration and benefits and, where possible, we accommodate and support flexible working arrangements.

**BE RECOGNISED FOR  
YOUR CONTRIBUTION**

Recognition for a job well done motivates many people and we take every opportunity to celebrate our successes and acknowledge the excellent work of our teams.

**MEANINGFUL WORK**

At Johnson Winter & Slattery we never lose sight of the difference we make to clients' business objectives. All lawyers play a meaningful role in strategic and complex transactions and disputes, helping to positively shape the direction of Australian commerce – whether assisting in the closure of a significant deal or resolving a major commercial dispute.

Short term secondments to client organisations are an opportunity for lawyers to immerse themselves in the business of leading companies and gain exposure to different industry sectors and the commercial markets in which they operate.

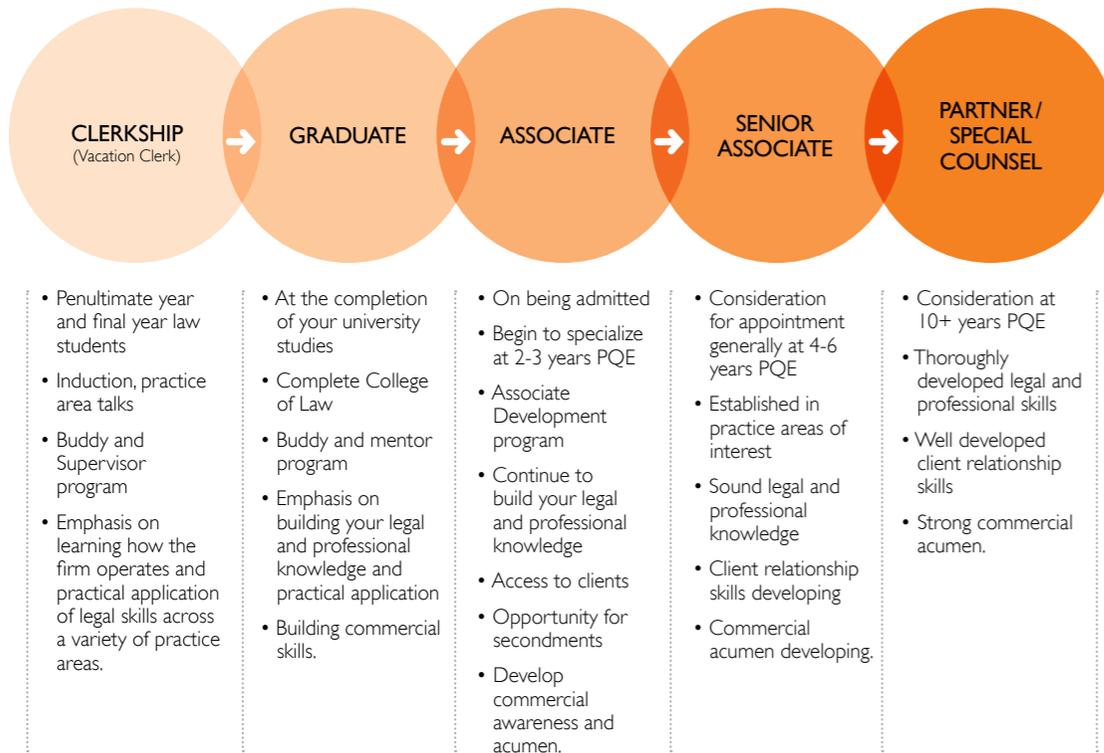
We make a positive difference in other ways as well, providing pro bono legal assistance to a number of not-for-profit organisations, while many partners and staff are involved in the governance of not-for-profit businesses.



“I have been fortunate to work closely with some of the most pre-eminent lawyers in Australia advising household name clients on high-profile and complex transactions - from day one.”  
Brian Vuong, Associate

At Johnson Winter & Slattery we encourage and support you to proactively develop and manage your career, by giving you the opportunity to work across a variety of practice areas. In the early stages of your career you will not be pigeon-holed, allowing you to pursue your interests as they develop. Wherever your career takes you, you will work alongside the best lawyers.

**Career Steps at Johnson Winter & Slattery**



**BANKING AND FINANCE**

A popular borrower practice (with) a strong track record of dealing with banks across a range of financing, in conjunction with work in debt capital markets, derivatives, securitisation and structured products. – Chambers Guide Asia Pacific (2013)

**COMPETITION**

Tier 2 - Asia Pacific Legal 500 (2014)

*Sar Katdare* is noted for his 'great depth of knowledge of the broader matters that drive competition law', *Aldo Nicotra* has 'significant competition law experience for major corporates', and the 'technically impressive' *Michele Laidlaw* combines 'legal experience with a strong economics background'. The team was lead adviser on the Qantas/Emirates global partnership. – Asia Pacific Legal 500 (2014)

**CORPORATE**

The 'excellent' *James Rozsa, Byron Koster and Jeremy Davis* are all 'technically strong' with 'good commercial skills'. The trio joined an already strong team with key partners such as *Damian Reichel* and *John Keeves*. – Asia Pacific Legal 500 (2014)

This mid-sized group continues to impress with the quality and magnitude of its transactions. Sources say: "They are a very strong firm. You get the partners working with and for you." – Chambers Guide Asia Pacific (2013)

**ENERGY AND RESOURCES**

Tier 2 - Asia Pacific Legal 500 (2014)

Johnson Winter & Slattery is 'responsive' and 'demonstrates excellent industry knowledge', and 'value for money'. *Michael Dulaney* has 'broad industry knowledge'. Other names to note include the 'pragmatic and experienced' *Peter Rose* and the 'practical' *James Marshall*. – Asia Pacific Legal 500 (2014)

"A unique boutique practice with some very smart and talented specialists." – Chambers Guide Asia Pacific (2013)

**TMT (MEDIA)**

Tier 1 - Chambers Guide Asia Pacific (2014)

A media-focused practice that retains a leading reputation in the field, (JWS) advises a well-known roster of media clients on issues such as pre-publication and defamation. – Chambers Guide Asia Pacific (2014)

THE PRIMARY CRITERIA FOR ASSESSMENT OF GRADUATE APPLICATIONS ARE OUTSTANDING ACADEMIC ACHIEVEMENT, EXCELLENT COMMUNICATION SKILLS, AND A DEMONSTRATED INTEREST IN COMMERCIAL LAW.

We look for people who:

- are enthusiastic about succeeding in a service driven environment
- have excelled academically
- are committed to the continual development of their technical and commercial skills
- are excellent communicators
- will thrive in a collaborative environment
- demonstrate a genuine interest in the commercial affairs of our clients and Australian commerce

We recognise that the firm's success has come through a diversity of talent and skills. This diversity is something we seek to grow when recruiting lawyers and support staff to our firm.

We aim to develop in each of our graduates the skills necessary to become successful senior lawyers of the firm. We believe a broad base of experience and flexibility during a lawyer's formative years is a necessary foundation for later specialisation. We also recognise that interest and passion for a specific area of law sometimes takes both opportunity and time to develop.

While we aim to develop lawyers from within the firm, we also recruit experienced lawyers when we have specific needs in a practice area which cannot be addressed in the short term with our existing team.

For details on how to apply for a position please visit our website at [www.jws.com.au](http://www.jws.com.au).

#### COVERING LETTER

Your covering letter is your introduction to the firm. You should include a summary of your qualifications, skills and achievements. You should tailor your letter to the firm and outline why you should be considered for a position and how you have the relevant attributes that we are looking for.

Your covering letter should be succinct and no more than one page.

#### CV/RESUME

Your CV is important as it tells us who you are before we meet you. Make the best impression. Flag achievements and summarise your mix of academic achievement, work experience and extra-curricular activities.

Keep formatting simple: clear fonts and bullet points make the content easier to read.

Make sure it is succinct.

#### ACADEMIC TRANSCRIPTS

Ensure you include a copy of your latest academic transcripts. Be prepared to highlight your achievements, grades and involvement in university activities.

#### INTERVIEWS

Our interview process will give you the opportunity to meet with our Partners and Professional Development Manager. Our interviews are designed as a two-way discussion about your achievements to date and to assess your fit with the firm.

In addition to the interviews, you will have the opportunity to meet partners and associates informally and you can talk with them about the way we work and ask further questions.

Prepare for your interview: explore our website and understand our business and what makes us different. You will also be able to find information on recent matters that we have worked on. You should be able to articulate why you consider Johnson Winter & Slattery appealing, and why you want to work with us.

# Examples OF OUR WORK

## GAZAL CORPORATION (Sale of Mambo)

When partners Damian Reichel and Tim Bowley advised ASX listed branded apparel company Gazal Corporation in relation to the sale of its surf and street wear brand Mambo, many of the tasks relating to the sale and the management of the due diligence process were undertaken by associates including the set up and management of the due diligence data room and managing the liaison between our client and prospective bidders.

More recently, associates working with partner Tim Bowley on the sale of Gazal's Lovable, Davenport, Crystelle and Fineform underwear brands to Bendon worked closely with Gazal's management team to prepare warranty disclosures and attend to steps required to close the transaction, including arranging necessary consents from external banks and from the Lovable brand ambassador, Jennifer Hawkins.

## LEHMAN BROTHERS SYNTHETIC CDOS

We are instructed by 22 corporates, funds, councils and charities to recover the cash and other collateral underlying \$280 million financial instruments structured by Lehman Brothers issued out of the Dante Program. It has resulted in a complex cross border dispute involving courts in England, New York and Australia. Associates working on this matter are involved in conference calls with English solicitors and QCs and New York lawyers and in direct discussions with Lehman Brothers, Bank of New York (the trustee who holds the collateral) and their lawyers. They are also required to review complex finance arrangements, comment on draft pleadings and prepare instructions for overseas counsel and advice to clients, as well as assisting in dealing with the 22 clients for whom we act. One of our Senior Associates also attended a meeting in New York.

## STATE OF VICTORIA

We are representing the State of Victoria in against claims the Supreme Court of Victoria by Tabcorp and Tatts seeking compensation following the expiration in August 2012 of gaming machine throughout Victoria. The operating licenses expired and were not renewed or extended as a result of changes to the structure of the gaming regime in Victoria – the total amount claimed by Tabcorp and Tatts is approximately \$1.3 billion.

This litigation is recognised in Victoria as a significant claim in the Commercial Court of the Supreme Court, and involves numerous complex issues related to the regulation of gaming in Victoria.

Our role in this matter is particularly notable as this is a rare example of a state government using a private law firm for litigation. We were handpicked by the State of Victoria for our proven track record of success on similar claims.

## NITRO CIRCUS/RAINE GROUP

Johnson Winter & Slattery acted for Raine Capital LLC in relation to its acquisition of approximately 60% of the share capital of Nitro Circus Limited (NCL) and also the acquisition by NCL of certain intellectual property assets owned by some of NCL's existing shareholders. Associates and senior associates from employment, IP, competition, banking, litigation and tax specialist groups assisted in relation to the provision of Australian law advice and performing a deal counsel role coordinating the work of Raine's legal advisors in the US and in other jurisdictions.

## QANTAS AIRWAYS LTD

As advisors to Qantas in relation to investigations by competition regulators into alleged cartel conduct in International Air Cargo, partners Aldo Nicotra and Michele Laidlaw have been regularly assisted by associates participating in interviews with potential witnesses, analysing documents and working closely with our client to prepare critical presentations to counsel and Qantas. Our work with Qantas has also included a transformational global partnership with Emirates (valued at an estimated \$AUD 3 billion) and a JetStar Pan Asia strategy. These matters – the latter including advising on seeking antitrust immunity for nine different airlines to coordinate across six jurisdictions – were performed with assistance to successfully formulate the case theory and engage with competition regulators in Australia, NZ, Singapore, UK and EU.

## UNILEVER

We provide direct and indirect tax advice in respect of Unilever's Australian operations, and have been actively involved as lead advisor on a range of highly strategic and significantly important trading and competition law matters concerning its dealings with majors customers and its mergers and divestments.

We acted for Unilever on its proposed acquisition of T2 (a premium Australian tea business) and called on our associates and senior associates to help draft, negotiate and finalise the share sale agreement and trademark assignment deed; undertake a full purchaser legal due diligence; facilitate signing of the share sale agreement; and provide various advice as required to the client throughout the process.





SYDNEY

PERTH

MELBOURNE

BRISBANE

ADELAIDE