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- 29 Mar 2010 at 1:49 PM
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[The Proskauer-to-Cadwalader Litigation Defections: Another Perspective](#)

By [David Lat](#)

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Earlier this month, we [broke the news](#) of three prominent [Proskauer](#) partners — Louis Solomon, Hal Shaftel, and Colin Underwood — jumping ship to [Cadwalader](#). In

CADWALADER

addition, Michael Lazaroff, who has been senior counsel at Proskauer, will join Cadwalader as special counsel (as noted in the [New York Law Journal](#)).

In its [press release](#), Cadwalader touted their arrival as a coup. And that's generally how the news was covered (which is so often the case with law firm moves).

But covering every move by partners from Firm A to Firm B as a triumph for Firm B, the receiving firm, isn't always accurate. Sometimes Firm A is perfectly happy to see lawyers leave. Sometimes firms even squeeze out departing partners — a trend that has been on the upswing during the recession.

With respect to the Proskauer-to-Cadwalader moves, is there perhaps more to this than meets the eye?



Various [commenters](#) suggested that not everyone at Proskauer would be sad to see these litigators leave. There was disagreement over how sizable a book of business they have, but it does sound like some of them — especially Louis Solomon — are less-than-fun to work with. For example, here's one opinion:

ha, ha, ha, hahahaha, hahahahaha....

– former proskauer associate that escaped to a far more humane environment but would actually consider going back if all The Crazies continued to leave....

See also:

Very happy to see them (well, at least Lou [Solomon]) go. He was almost universally loathed at Proskauer.... I feel sorry for everyone at Cadwalader who comes in contact with him.

There are a number of more colorful opinions, focused largely on Lou Solomon, in the comments to our earlier post. We won't quote them here — as noted, they are colorful — but you can read them [here](#).

One source who reached out to us offered a very detailed assessment of the situation:

[T]his was either (a) a coup by Cadwalader or (b) an ouster (basically of Lou Solomon) by Proskauer. Two highly divergent takes, obviously. (I'll explain, in a sec, why either possibility is plausible.) It's widely rumored that a handful of Proskauer associates will follow Solomon, et al.

It's fortunate for Proskauer that most of the attorneys who came with Solomon via Proskauer's "annexation" of much of the lit boutique Solomon Zauderer ca. 2003 are staying. [Several] have taken on very central roles in the lit dept and / or the firm, and were and are in many cases a step above the average Proskauer lit partner, in terms of credentials, skills, reputation, etc....

Why are divergent takes (a) and (b) equally plausible, in my mind? Lou Solomon became co-chair of the lit dept in '05 or thereabouts. Prior to Proskauer, he was at Cravath, and then Solomon Zauderer, joining the latter firm as a named partner when former named

partner Sidney Stein was appointed to the federal bench. Solomon sought to bring more rigor and seriousness to Proskauer's lit dept. He succeeded in many ways. I believe the firm's lit practice has improved in recent years, evolving from one with only certain niches (e.g., soft IP, insurance, and anything involving a sports client), into one that took on large cases (particularly on the transnational front) and acquitted itself nicely in opposition to "better" firms.

That gave Solomon (more) of a name. And it served the firm, generally speaking, without cramping the style of, say, an established IP partner who wanted to leave at 6 every day, take a 2-hour lunch, retain a plum caseload, and argue every few years before the USSC. From this perspective, Solomon's a desirable catch, especially for another large, similarly tiered, firm like Cadwalader, which could use a jolt to its lit practice.

Concomitantly, I think Solomon's approach changed the firm environment significantly for lit associates and junior partners. Basically, Solomon himself didn't mind working all the time. So, why should anyone else mind? I know first-hand that multiple lit partners who'd been with the firm many years — including a couple senior ones — didn't like Solomon's style. They liked running their own niche or individual practices, with little accountability, working with whomever they wished. That style's affected adversely by a more centralized approach where (esp. under Solomon) the dept stretched its resources to take on large cases, requiring large teams, placing folks' time demands in conflict with partner X's desire to freewheel things on some contract matter arising out of . . . a film project, a dispute between a sports team and a player, etc. And amidst all that, associates were huge losers, pulled in all kinds of directions, worked even harder (one must assume) after the firm's repeated layoffs in '08-'09. To the extent all this coalesced and came to the surface at some point, and assuming it did, I doubt Lou Solomon left Proskauer a very popular man.

So, to sum up, perhaps some at Proskauer have a "good riddance" take on the defections.

In fairness, some *do* view this as a loss for Proskauer:

This does not bode well for proskauer – they must really be hurting.

And the members of the departed trio aren't universally disliked. One of them in particular, Colin Underwood, is supposed to be great:

Anyone who has worked with these 3 has to admit they are brilliant lawyers. On top of that, Colin [Underwood] is just about the kindest, most decent person I have met in the practice of law. Proskauer's loss is Cadwalader's gain.

Accord:

Agree with [the earlier commenter], Colin is amazing.

And some advice for the group's new CWT colleagues:

Cadwalader associates should jump at the chance to work with either Hal or Colin. Both are great guys, great teachers, and great lawyers...not necessarily in that order, but the first two qualities are incredibly rare in big firm partners. They will be missed at PR, especially by the associates who were lucky enough to work with them.

But even this reader doesn't love Lou Solomon:

Lou has a big book of business, but that's about all that will be missed. He's a great lawyer but has no cognizable social skills...the type of guy who e-mails you at 5 a.m. while on vacation and criticizes you for the timing of your wedding.

A big-time rainmaker who can be difficult to deal with? Assuming this characterization is accurate, Solomon wouldn't be alone at CWT. Does the name [Dennis Block](#) ring a bell?

[Cadwalader Adds Three Partners From Proskauer](#) [New York Law Journal]

Earlier: [Musical Chairs: Cadwalader Snags Three Prominent Proskauer Partners](#)

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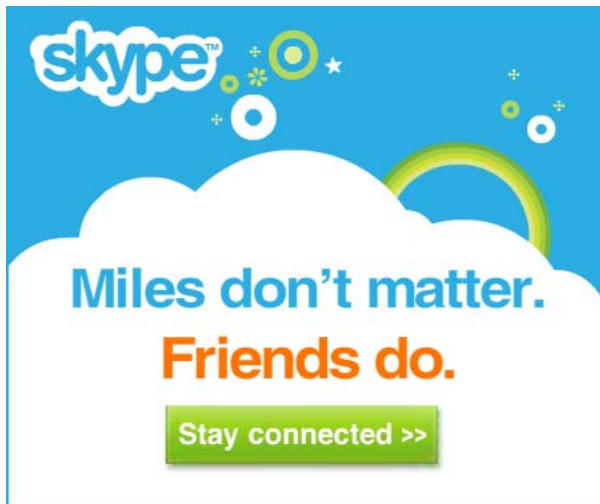


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wellheynow 1 day ago

2 people liked this.

It appears as though no one has posted a comment before mine.

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youmustbefooling 1 day ago

4 people liked this.

Let me get this straight: Solomon is a really hard worker, and expects those who work with/for him, to work as hard. Those who worked less hard, didn't like that, and are happy he's gone, so they can resume their lazy, aimless practices without fear of comparison.

[Flag](#)



Confused... 1 day ago

2 people liked this.

I thought that Cadwalader was sinking faster than Proskauer with one or both not likely to exist in the near future.

I guess Solomon wanted to take on Block for the crown of least liked attorney at CWT.

I say a pox on both their houses.

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H to the Izzo V to the Izzay 1 day ago

To be fair, Lou should have been on that list of 40 best attorneys under 40 you posted earlier today.

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Bitch-Elie 1 day ago

1 person liked this.

OH HI! is THIS onE of youre FrienDs Elie!?! Hi daVID, NICE to MeeT you!

[Flag](#)

Like Reply



former proskauer associate 1 day ago

1 person liked this.

I worked at Proskauer and worked with both Colin and Lou. Colin was GREAT to work for and one of the most social and friendly people I worked with at the firm. He was hands down one of my favorite people there. I actually thought Lou was a decent guy. He liked to overstaff cases, but he was always decent to me. My officemate would not tell the same story. When I was there he was the only black maile associate in the entire litigation department. He took off for MLK day and I believe that Lou was upset he was not in the office and said something like "we don't take that day off here" or something ridiculous to say to the only black male associate in the entire department.

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Confused... 1 day ago

1 person liked this.

Well done former Proskauer Associate, you not only outed yourself but your poor officemate as well.

I would imagine it will take all of three minutes for this to get back to your former employer and within days will leach into your current employers wheelhouse.

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Sam I am 1 day ago [in reply to Confused...](#)

1 person liked this.

You don't know anything about biglaw, or the meaning of the word "wheelhouse." No one remembers anyone more than 3 years after they left, and no law firm partners bother to talk about former associates with partners at other law firm. Go back to xoxo. Hope that helped.

[Flag](#)

Like Reply



Former PR Associate 1 day ago

4 people liked this.

I worked with Lou for a few years at PR.

He did like to over-staff cases, and send us poor associates on unnecessary leave-no-stone-unturned type of tasks.

But that's the worst I can say about him. I'm not sure where people get that he had no social skills. Sure, he wasn't the typical back-slapping, cigar-chomping type. But he was quirky as all hell, and had a sense of humor about things.

In terms of working with him, he had high expectations, sure. But from what I saw, he was great to work for, if you have anything thicker than eggshell skin. He treated everyone on his teams with intellectual respect, right down to the junior associates. And although he delivered his share of criticism, he also delivered much more praise, when earned, than I've seen from most other attorneys.

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frmrszefs 1 day ago

1 person liked this.

The LMS haters need to grow up and get out of the tall grass.

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Like Reply



dirt_mcgirt 19 hours ago

It think it's fair to say it is entirely possible to be both hated by your associates and an asset to your firm.

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Name 14 hours ago

1 person liked this.

Well and good, but at the end of the day Solomon was a rainmaker and nobody wants to lose a rainmaker.

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iviewit 1 minute ago

Perhaps Proskauer's woes come from the fact that they are busted in the Allen Stanford Ponzi and they are slowly being brought to justice for Fraud on the US Patent Office. For the real reason Proskauer is dying and the rats are jumping the stinking sinking ship visit www.iviewit.tv and see Proskauer's attempts to car bomb inventors and more.

MADOFF + STANFORD + DREIER + SATYAM + FISERV + ALBERT HU + The 1031 Tax Group LLC - Edward H. Okun = PROSKAUER ROSE & FOLEY & LARDNER

Check out Inventor Eliot Bernstein Testimony @ The New York Judiciary Committee headed by John L. Sampson @

<http://www.fliqz.com/asp/permalink.aspx?vid=01...>

Check out Iviewit News - IVIEWIT TRILLION \$\$ FED SUIT DEFENDANT PROSKAUER ROSE SUED IN GLOBAL CLASS ACTION RE STANFORD PONZI @

<http://www.free-press-release.com/news-iviewit-...>

Investors who have been burned in these scams should start to seek redress from the lawyers who were involved with these scams. I personally have been trying to notify regulators and authorities of a ONE TRILLION DOLLAR scam that is putting states like New York and Florida at huge risk, as well as, companies like Intel, Lockheed, SGI and IBM. The states and companies involved in the fraud fail to acknowledge the risk exposing shareholders and citizens to impending liabilities. Investigators, courts and federal agents ignoring the crimes and evidence, including a car-bombing attempt on my life. I know how Harry Markopolos felt trying to expose Madoff in a world without regulation.

Did I hear Proskauer Rose is involved in Madoff (involved many clients too) and acted as Allen Stanford's attorney. Investors who lost money in these scams should start looking at the law firm Proskauer's assets for recovery. First, Proskauer partner Gregg Mashberg claims Madoff is a financial 9/11 for their clients, if they directed you to Madoff sue them. Then, Proskauer partner Thomas Sjoblom former enforcement dude for SEC and Allen Stanford attorney, declares PARTY IS OVER to Stanford employees and advises them to PRAY, this two days before SEC hearings. Then at hearings, he lies with Holt to SEC saying she only prepared with him but fails to mention Miami meeting at airport hanger. Then Sjoblom resigns after SEC begins investigation and sends note to SEC disaffirming all statements made by him and Proskauer, his butt on fire. If you were burned in Stanford sue Proskauer.

Proskauer Rose and Foley & Lardner are also in a TRILLION dollar FEDERAL LAWSUIT legally related to a WHISTLEBLOWER CASE also in FEDERAL COURT. Marc S. Dreier, brought in through Raymond A. Joao of Meltzer Lippe after putting 90+ patents of mine in his own name, is also a defendant in the Federal Case.

The Trillion Dollar suit according to Judge Shira Scheindlin is one of PATENT THEFT, MURDER & A CAR BOMBING. For graphics on the car bombing visit www.iviewit.tv.

The Federal Court cases

Cases @ New York Second Circuit

1. 08-4873-cv United States Court of Appeals for the Second Circuit Docket - Bernstein, et al. v Appellate Division First Department Disciplinary Committee, et al. - TRILLION DOLLAR LAWSUIT
2. Capogrosso v New York State Commission on Judicial Conduct, et al.
3. Esposito v The State of New York, et al.
4. McKeown v The State of New York, et al.

Related Cases @ US District Court - Southern District NY

5. 07cv09599 Anderson v The State of New York, et al. - WHISTLEBLOWER LAWSUIT which other cases have been marked legally "related" to by Fed. Judge Shira A. Scheindlin
6. 07cv11196 Bernstein, et al. v Appellate Division First Department Disciplinary Committee, et al.
7. 07cv11612 Esposito v The State of New York, et al.,
8. 08cv00526 Capogrosso v New York State Commission on Judicial Conduct, et al.,
9. 08cv02391 McKeown v The State of New York, et al.,
10. 08cv02852 Galison v The State of New York, et al.,
11. 08cv03305 Carvel v The State of New York, et al., and,
12. 08cv4053 Gizella Weissshaus v The State of New York, et al.
13. 08cv4438 Suzanne McCormick v The State of New York, et al.
14. 08 cv 6368 John L. Petrec-Tolino v. The State of New York

Eliot I. Bernstein

Inventor

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For more on Proskauer

From: Eliot Ivan Bernstein [mailto:iviewit3@gmail.com]

Sent: Sunday, March 28, 2010 9:37 AM

To: Iviewit Breaking News - Read All About It

Subject: SEC CRIMINAL COMPLAINT AGAINST AOL, TIME WARNER, INTEL, LOCKHEED, SGI FOR SHAREHOLDER FRAUD! IVIEWIT PRESS RELEASE

Iviewit Press Release: World Renowned Inventor of Internet Video and Image Scaling Formulae Eliot Bernstein of Iviewit Technologies files SEC & FBI CRIMINAL Complaint with Mary Schapiro & Others against Warner Bros., AOL Inc., Time Warner, Intel, SGI, Lockheed Martin, Proskauer Rose, Foley & Lardner for Patent Theft and more. Read all about it @

Online Interactive Version of Press Release @

<http://iviewit.tv/wordpress/?p=288>

Hard Copy of the Release @

<http://www.free-press-release.com/news-eliot-be...>

(Copy & paste the urls to address bar if not clickable or see attached PDF)

Prior Press Release re Whistleblower Lawsuit

US Federal Whistleblower Lawsuit (07cv09599) Anderson v The State of New York, et al. Criminal Allegations Requiring Senator

John L. Sampson's Immediate Attention. In Judge Shira A. Scheindlin's US Federal Court Whistleblower Christine C. Anderson Reveals a "Cleaner", Naomi Goldstein, at the New York Supreme Court Appellate Division First Department ETHICS Committee allegedly Whitewashing Complaints for US Attorneys, DA's and more, a scene more reminiscent of the Gotti Trial on the 26th Floor of the same Federal Courthouse...Inventor Eliot Bernstein's Family Minivan Bombed in US Patent Office Fraud files Twelve Trillion Dollar RICO Suit legally "related" by Judge Scheindlin to the Whistleblower case (08-4873-cv US Court of Appeals Second Circuit) and US District Court (07cv11196).

Where was the Press through all this, the Right Arm of Anarchy, not a single report in over five years regarding a Car Bombing so powerful it blew up three cars next to it in Boynton Beach Florida and not a single press story? Where was the Press for the Whistleblower revelations of Whitewashing of Complaints by the New York Supreme Court for US Attorneys and District Attorneys, a Cleaner at the Ethics Department that regulates Wall Street Lawyers? Has Investigative Journalism died? If there are any Journalists or Investigative Reporters left on earth, please feel free to call me, Eliot Bernstein @ 561-245-8588 or write iviewit@iviewit.tv to break the greatest patent story ever told.

For an Interactive version of the attached Adobe PDF Letter to the New York Senate Judiciary Committee and Senator John L. Sampson below with Links to all Exhibits @ <http://iviewit.tv/wordpress/?p=209>

From: Eliot Bernstein [mailto:iviewit@hotmail.com]

Sent: Thursday, October 29, 2009 6:43 AM

To: John L. Sampson, Chairman ~ New York Senate Judiciary Committee (sampson@senate.state.ny.us)

Cc: The Honorable John Conyers Jr. (D-MI 14th) - Chairman of the House Judiciary Committee (john.conyers@mail.house.gov); The Honorable Glenn Fine ~ Inspector General @ United States Department of Justice (glenn.a.fine@usdoj.gov); The Honorable Glenn Fine - Inspector General Department of Justice; The Honorable United States Senator Dianne Feinstein (Business Fax); Jennifer Duck, Chief Counsel ~ Senator Dianne Feinstein (jennifer_duck@judiciary-dem.senate.gov); The Honorable Eric H. Holder Jr., United States Attorney General @ US DOJ (inspector.general@usdoj.gov); The Honorable Eric H. Holder Jr., United States Attorney General @ US DOJ (AskDOJ@usdoj.gov); The Honorable Shira A. Scheindlin @ United States District Court ~ Southern District of New York (shira_a_scheindlin@NYS.uscourts.gov); Elena Kagan, Charles Hamilton Houston Professor of Law Dean of the Faculty of Law @ Harvard Law School (ekagan@law.harvard.edu); Harry I. Moatz ~ Director of the United States Patent & Trademark Office - Office of Enrollment & Discipline; David Kappos ~ Under Secretary of Commerce for Intellectual Property and Director of the USPTO (david.kappos@USPTO.gov); John J. Doll - Commissioner for Patents; David Gouvaia @ Treasury Inspector General for Tax Administration (david.gouvaia@tigta.treas.gov); Mary L. Schapiro, Chairman @ U.S. Securities and Exchange Commission (CHAIRMANOFFICE@sec.gov); Enforcement @ U.S. Securities and Exchange Commission (enforcement@sec.gov); Chris P. Mercer, President ~ Institute of Professional Representatives before the European Patent Office (epi) (cpm@carpmaels.com); Steven Michael Cohen, Counselor and Chief of Staff @ New York Office of the Attorney General (steven.cohen@oag.state.ny.us); Timothy Spotts Esq. ~ Counsel @ Senate Standing Committee on the Judiciary (spotts@senate.state.ny.us); 'George Onorato (D-NY 12th) (onorato@senate.state.ny.us); 'Senator Ruth E. Hassell-Thompson (D-NY 36th) (hassellt@senate.state.ny.us); 'Ruben Diaz (D-NY 32nd) (diaz@senate.state.ny.us); 'Jeffrey D. Klein (D-NY 34th) (jd Klein@senate.state.ny.us); ' (eadams@senate.state.ny.us); New York State Senator Pedro Espada Jr. (D) @ 33rd Senate District (espada@senate.state.ny.us); 'Senator Neil D. Breslin (D-NY 46th) (breslin@senate.state.ny.us); ' (dilan@senate.state.ny.us); 'Diane J. Savino (D-NY 23rd) (savino@senate.state.ny.us); 'Bill Perkins (D-NY 30th) (perkins@senate.state.ny.us); 'George D. Maziarz (R-NY 62nd) (maziarz@senate.state.ny.us); 'Senator John A. DeFrancisco (R-NY 50th) (jdefranc@senate.state.ny.us); 'David J. Valesky (D-NY 49th) (volker@senate.state.ny.us); 'Stephen M. Saland (R-NY 41st) (saland@senate.state.ny.us); 'William J. Larkin, Jr. (R-NY 39th) (lavalle@senate.state.ny.us); 'Senator John J. Bonacic (R-NY 42nd) (bonacic@senate.state.ny.us); 'George H. Winner, Jr. (R-NY 53rd) (winner@senate.state.ny.us); 'Michael F. Nozzolio (R-NY 54th) (nozzolio@senate.state.ny.us); 'Andrew J. Lanza (R-NY 24th) (lanza@senate.state.ny.us); New York State Senator Michael H. Ranzenhofer (R, C, IP) @ 61st Senate District (ranz@senate.state.ny.us); Monica Connell, Assistant Attorney General - Division of State Counsel Litigation Bureau ~ State of New York Office of the Attorney General (monica.connell@oag.state.ny.us); Rory J. Bellantoni, Partner @ Lovett & Bellantoni, LLP (info@lovett-bellantoni.com); Jonathan Lovett, Partner @ Lovett & Bellantoni, LLP (info@lovett-bellantoni.com); Caroline Prochotska Rogers, Esquire (caroline@cprogers.com); Marc R. Garber, Esquire @ Flaster Greenberg P.C.; Michele Marlene Mulrooney Jackoway Esq. (MMulrooney@JTWAMM.com); 'Andy Dietz'; Barry Becker @ Rock-It Cargo USA, Inc. (barryb@rockitcargo.com); 'Terry'; Pat Handley (svm231@aol.com); Kevin R. Hall Esq. (krhall007@aol.com); 'iviewit@gmail.com'; 'Iviewit Press Release'; TourCandy; 'Guy Iantoni'; James F. Armstrong (jim@6armstrongs.com); Alessandra Dupont (dupontalesandra@gmail.com); Betsy Comber @ Parent Advocates; 'Christine C. Anderson (tallawah@earthlink.net); Eleanor Capogrosso Esq. (eleanor.capogrosso@gmail.com); Frank Brady @ Expose Corrupt Courts (CorruptCourts@gmail.com); 'Gizella Weissshaus (GizellaWeissshaus@yahoo.com); Jackie Weaver (jawever13@yahoo.com); Kathryn Grace Jordan @ E.N.D. ~

End Discrimination Now - E.N.D. (info@enddiscriminationnow.com); 'Luisa Esposito'; 'Pamela Carvel (estatecrimes@gmail.com)'; Ruth M. Pollack (ruthmpollack@yahoo.com); Ruth M. Pollack Esq. (Ruth@ruthmpollackesq.com); Scott H. Robb (shrobb@msn.com); 'Tembani Selepi Xaba (tembani@earthlink.net)'; William Galison (wgalison@aol.com)
Subject: US Federal Whistleblower Lawsuit (07cv09599) Anderson v The State of New York, et al. Criminal Allegations Requiring Your Immediate Attention, Revelation of "Cleaner" at NY First Dept Ethics Committee, Whitewashing Complaints for US Attorneys, District Attorneys and Assistant DA's and More.

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Dear Hon. John L. Sampson, Chairman of the New York Senate Judiciary Committee,

Please review the attached PDF Document [or <http://iviewit.tv/wordpress/?p=209>] which is a letter regarding the Criminal Allegations levied in the Christine C. Anderson v. New York State et al. case to you and requires actions on the part of the NY Senate Judiciary Committee.

Very Truly Yours,

Eliot I. Bernstein
Inventor

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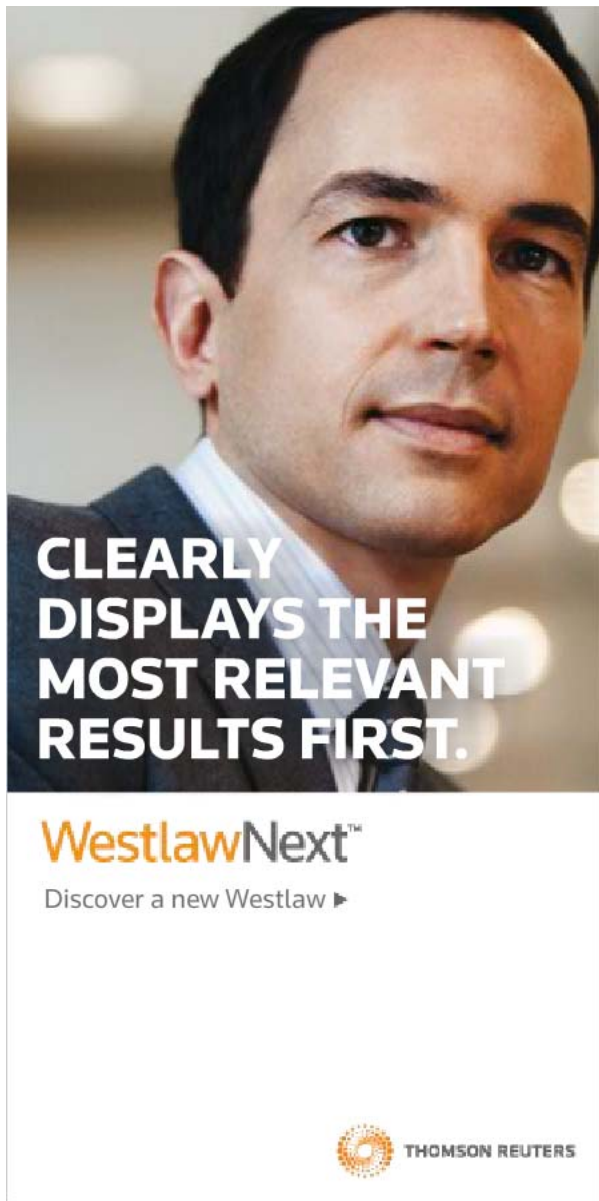
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By [Above the Law](#)



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The Asia Chronicles: Candidate-Financed Interview Trips – Back in Style

By [Kinney Recruiting](#)





[Ed. note: This post is authored by Evan Jowers and Robert Kinney of [Kinney Recruiting](#), sponsor of the Asia Chronicles. Kinney has made more placements of U.S. associates and partners in Asia than any other firm in the past two years. You can reach them by email: asia at kinneyrecruiting dot com.]

Robert Kinney here, writing from my hometown, Austin, Texas. We're enjoying fine weather for our music conference, South by Southwest (SXSW) this this week, and I'm having a slow week (on purpose) at work. Slow, for me, is about 9 calls a day with candidates and clients, instead of 20 or 30. One of the strange paradoxes about going from law practice to a recruiting practice is that you wind up working like a lawyer all the same, provided you want to really excel at the work. You have the same requirements from clients that come up at all hours, you deal with smart people and sometimes have difficult situations to navigate, and you have to travel to do it right. As a matter of fact, for the first time in what seems like several months I'm not currently feeling any jetlag. I had hoped to return to Hong Kong for Rugby 7's at the end of next week, for my third trip to Asia this year, but I'm taking a few weeks off of travel. 200,000 miles last year made for a sore backside, and I'm on pace for another year like that. So is Evan Jowers; as he described in his article last week, he's been tearing up runways around the world as well. Thankfully, doing so is paying off for our clients and candidates. We won't stop because it is a major key to our success.

We received a complimentary note last weekend from a senior partner at a client law firm in Asia. I think it sums up why it's a good idea to work with us if you're looking to hire or move overseas (or within any of our domestic markets):

“We work with you guys for four reasons: (i) quality of candidates; (ii) detailed involvement in the interview/decision process; (iii) valuable market information; and (iv) we prefer to work with dudes we like — life's too short.”

Of course, our detractors out there may assume one of us drafted the above quote. We could not have come up with a better testimonial if we had. But we don't solicit testimonials, let alone make them up, and most clients probably assume that, having sent us a check, we've been complimented enough. When something like this comes in, it means something to us.

Because we are known to send excellent candidates for the open positions we represent, you can be assured that if you are one of our candidates and we have said that we can represent you,

your candidacy will be seriously considered by clients in our markets, whether in Asia, the Middle East, Texas, or New York. I would like to thank the people who get in touch with us every day to ask for our advice and assistance with their job searches. We do our best to shoot straight with people and provide everyone with what market knowledge we can so that they get the full benefit of our experience. But, ultimately, it is those people who place their trust in us who provide us with the ability to provide quality candidates in the first place. Any lucky recruiter could come up with a good candidate now and again. It takes a special situation to be able to do so repeatedly to the point where you have a reputation for always doing so. In many of the cases of our recent placements we were representing each of the four or five finalists for the positions that were filled.

In several of the cases of our recent Asia placements, the candidates are people with whom we had worked for over a year prior to placing them. Some of them contacted us in the doldrums of Winter 2009, when very little placement activity (or even legal activity) was afoot in Asia. We knew we would eventually be successful and spent the year keeping the candidates informed about the market. When the market began to come back to life we, and our candidates, were ready. We have a ready backlog of people we are working with now, and we are very thankful to those people for their patience. We are confident that the market will continue to improve in Asia and that we will be able to help all of our candidates eventually. Many of them are interviewing.

Before getting to a list of current openings, one thing is worth noting about our current approach to the market in Asia: the value of the candidate-financed trip has gone up recently to the point where we now again recommend this method of attacking the market. As was the case in 2006-2008, in several recent cases we have selectively recommended that the candidate plan a trip to Asia and allow us to work scheduling interviews into the available time in the market. This really can be an effective way to break the ice. Of course it's still the case that firms will fly out candidates they are interested in seeing, but such a trip on the nickel of a firm can be limiting. Ironically, if a firm buys your business class ticket, as some still do, this sometimes creates an expectation on the part of the firm that you will only see them, or if you see other firms that the other firms will pitch in. This can be awkward with both the third party law firm and the firm that flew you out; we have seen what appeared to be a generous offer to fly a candidate out in business class turn into a situation where the momentum was lost with the firm that made the offer to cover travel and no other firms stepped up to the plate to see the candidate. Conversely, we have seen an investment of as little as \$800 for a plane ticket and less than \$100/night for a hotel room materialize into multiple offers after we go to work setting up interviews.

So, with that extended introduction, here's a random walk among needs and openings we're working on in Asia:

- * One of our US based clients is looking for '08 native Korean US associate in HK – mix of cap markets and m&a work;
- * A UK firm client is looking for a junior to mid-level US cap markets associate in HK and BJ;
- * An international firm is looking for US cap markets associates in HK;
- * A US middle bracket firm says they will soon hire a mid level US cap markets associate in HK (but we are not sure when they will actually start interviewing);
- * A high quality NY firm is looking for junior to mid-level US corporate associate in BJ;
- * A big US firm's office in Singapore is interviewing (since they are interviewing one of our candidates – but they also say they are not hiring, so the situation is not totally clear);
- * The same firm's BJ office is interviewing US M&A associates;

- * Another Amlaw 20 firm's HK office needs a mid-level project finance US associate;
 - * A new entrant to the market with three China offices needs a 2 to 4 year US cap markets associate in HK, SHG or BJ
 - * (new hire's choice);
 - * An established player with US roots needs HK qualified associates in HK;
 - * A big player from the US needs 3 HK qualified associates in HK;
 - * The same player is interviewing US corporate associates in SHG;
 - * An international firm needs mid-level M&A US associate in SHG;
 - * The same firm needs a mid-level to senior M&A US associate in BJ;
 - * Another firm needs mid-level to senior associates with a mix of M&A and cap markets experience in HK;
 - * The same firm also needs a senior cap markets associate in HK with US experience;
 - * Another UK firm is starting to interview mid-level US corporate associates in HK;
 - * Yet another Amlaw 20 firm is starting to interview M&A US associates in HK;
 - * Another established US firm is interviewing senior M&A associates in HK;
 - * The same firm is interviewing mix M&A / cap markets senior US associates in HK;
 - * They are also interviewing mid-level cap markets US associates in HK;
 - * Another top US firm still needs junior Korean associate in HK (but the partners are not sure when they will get clearance to make such a hire);
 - * The same firm still needs a junior US associate in HK (again, not sure when they will get clearance to make such a hire);
 - * A major US-based firm needs a fund formation mid-level to senior associate in both BJ and Singapore;
 - * Another firm from the US still needs a junior to mid-level US cap markets associate in HK
- We look forward to hearing from you. Contact our Asia team at asia@kinneyrecruiting.com.

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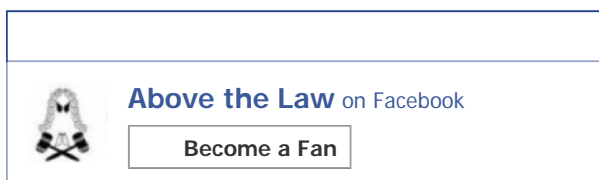
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