



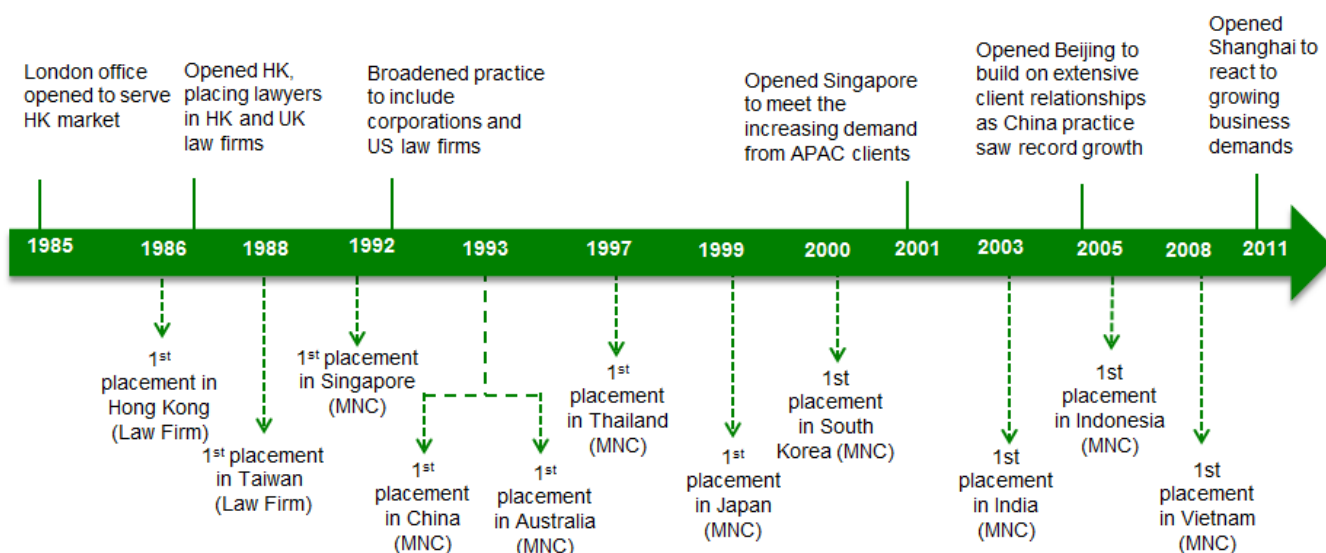
Hughes-Castell Company Profile

Hughes-Castell: Our History

Established in 1986, Hughes-Castell (Hong Kong) Limited was the first legal recruitment consultancy in Asia, providing in-depth coverage of the Asia-Pacific region. Currently with 3 offices in Hong Kong, Beijing and Shanghai, and our network of associated consultancies around the world, we offer our clients unrivalled in-depth knowledge and advice on individual markets. Hughes-Castell has pioneered legal and compliance recruitment not only in Greater China and ASEAN, but also in developing markets and was the first specialist firm to recruit lawyers in places such as Vietnam, India, Korea and Thailand.

Our strong reputation and our trusted brand name gives us unparalleled ability to engage top-level legal talent in a broad spectrum of industries and commerce, including top Fortune 500 corporations, banks and international law firms.





Our philosophy is to build long-term relationships and to add value beyond pure recruitment. At Hughes-Castell, we define success by the quality and tenure of our placements. We understand the importance and value of continuity to a company and our track record in placements exceeding 10 years tenure is unrivalled by any other legal recruitment firm in Asia.



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Hughes-Castell: Awards

 <p>Hughes-Castell (Hong Kong) Limited Leading Specialist Legal and Compliance Recruitment Consultancy of the Year, Hong Kong</p>	<p>Hughes-Castell was honored as “Recruitment Consultancy of the Year, Hong Kong” in the AI 2019 Leading Adviser Awards Winner.</p> <p>The AI awards are run by AI Global Media, a monthly magazine that seeks to inform, influence and shape the global corporate conversation.</p>
 <p>CV 2016 Recruitment Awards Hughes-Castell (Hong Kong) Limited Best Legal and Compliance Recruitment Consultancy 2016</p>	<p>Hughes-Castell was honored as “Best Legal and Compliance Recruitment Consultancy” in the CV Recruitment Awards 2016.</p> <p>The CV Recruitment Awards are designed to focus on the firms, and the people behind them, that have driven the industry to this enviable reputation.</p> <p>The program is looking to reward and recognize the very best consultants, recruiters and industry experts from around the world, regardless of business size or reputation. Skill, dedication and client service are the key focus, not profits or location.</p> <p>http://www.corp-vis.com/2016-hughes-castell</p>
 <p>AI SECTOR <i>performance</i> 2015 award Hughes-Castell (Hong Kong) Ltd Best in Sector: legal Recruitment - Hong Kong</p>	<p>Hughes-Castell was honored as “Best in Sector: Legal Recruitment” in the 2015 AI Awards.</p> <p>The AI awards are run by AI Global Media, a monthly magazine that seeks to inform, influence and shape the global corporate conversation.</p> <p>The Sector Performance Awards honour the businesses and individuals at the top of their game in their sector, and get an inside look at how they not only deliver but exceed expectations for their clients.</p> <p>http://www.acquisition-intl.com/2015-hughes-castell-limited</p>
 <p>cfi.co 2013 BEST LEGAL RECRUITMENT CONSULTANCY WINNER ASIA</p>	<p>Hughes-Castell was honored as “Best Legal Recruitment Consultancy, Asia, 2013” in the CFI Award.</p> <p>The CFI.co award is run by Capital Finance International, a print journal and online resource reporting on business, economics and finance. They provide news, analysis and commentary on the markets worldwide.</p> <p>The CFI.co award programs recognize individuals and organizations that contribute to global progress.</p> <p>http://cfi.co/awards/asia/2013/hughes-castell-cfi-award-for-best-legal-recruitment-consultancy-asia-2013/</p>

Hughes-Castell: Our Core Values

At Hughes-Castell, our philosophy is to build long-term relationships and we strive to always add value beyond pure recruitment. We pride ourselves on our total dedication to both candidates and clients.



Hughes-Castell: Our Expertise

Leaders in Asia Pacific legal recruitment, we have maintained our status as Asia's premier legal recruiter, providing in-depth coverage of the Asia-Pacific region. We have made placements in these Asia Pacific countries.



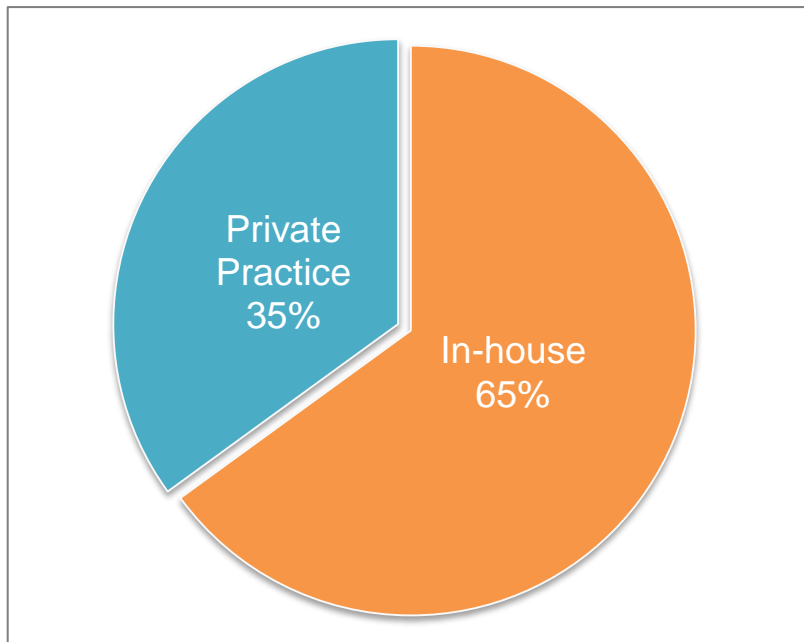
Hughes-Castell: Business in Asia Pacific

Hughes-Castell's consultants are multilingual and multicultural, possessing strong roots in Asia. Our perspectives help clients in both recruitment and retention of staff. In our efforts, we emphasize our aim of quality placements in line with the employer's vision and strategy. We take great pride in our commitment to meeting and matching clients and candidates needs and requirements.

Hughes-Castell is focused on successfully placing lawyers in a broad spectrum of industries and businesses throughout Asia including:

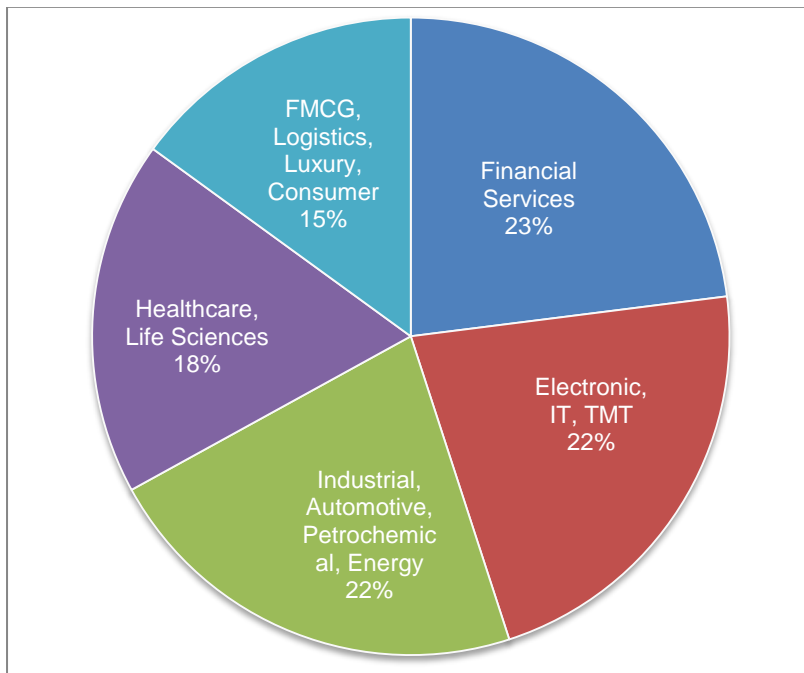
Private Practice	In-House
Associates	Automotive
International Law Firm	Chemicals
Law Firm Mergers	Computing/IT
Management & Support Services	Electric/Electronic Manufacturing
Market & Practice Development	Fashion/Luxury
New Market Entry Law Firm	Financial Services
Partners	Health/Medical
Practice Groups	Industrial/transportation Manufacturing
	Logistics

Placements: By Type (2017-2018)



Figures based on Hong Kong, China & Singapore offices combined

Placements: In-House Industry Breakdown (2017-2018)



Figures based on Hong Kong, China & Singapore offices combined

Hughes-Castell: Our Methodology

With over 35 years specializing in legal recruitment, Hughes-Castell has enormous depth in both candidate databases and market knowledge. Our consultants have access to the widest range of candidates, from Senior Partners and General Counsels to Associates and newly qualified lawyers.

Database Search	Hughes-Castell has one of the market's most extensive specialist legal and compliance databases comprising active and dormant professionals across the entire Asia Pacific region.
Market Mapping	Hughes-Castell researchers will undertake and provide a detailed market mapping of Senior Level Legal professionals across relevant sectors.
Targeted Search	Hughes-Castell is not limited to only those candidates on our database. We undertake targeted searches based on the market mapping to approach new and dormant talent in relevant roles.
Advertising	The above approaches will be supported by our various online and print advertising initiatives that appear in legal-specific and industry-relevant media.

Hughes-Castell: Search Process

Weeks 1 to 3:

- Mapping, Screening interviews

Weeks 2 to 4:

- Selection and presentation of initial short-list

From Weeks 3:

- Client interview process begins

From Weeks 4:

- If necessary, further refinement of search/Client advanced interview process

From Week 5:

- Client final selection, final interviews

From Week 6

- Offer, offer negotiations, expected closing

Hughes-Castell: **Strength & Advantages**

1. Regional expertise and unrivalled access to the brightest legal talent

We are the first legal and compliance recruitment consultancy to target Asia Pacific. With over 35 years' experience, we offer unmatched knowledge and advice on individual markets in APAC. Our strong industry reputation as the top legal search firm and our established brand name enables us to access and engage the most senior candidates and we maintain these relationships over the years. The trust we have built up gives us unparalleled ability to reach out to top level talent in multiple jurisdictions.

2. True Partnership

Successful recruitment is a partnership between client and agency. We have decades of experience counselling our clients on the attributes, experience and skills that are essential for a placement to succeed, as well as the add-ons that will add value. We pro-actively assist in the analysis of what takes priority and what qualities are simply 'nice to have', bearing in mind the client's strategy and goals.

3. Market Knowledge and Research

We deeply understand our clients' demands and the strategic requirements of today's senior legal executives. With an international research capability, we can map talent within each country, region or continent, throughout Asia, Europe and the USA. In the last 35 years, we have established a strong relationship with our clients and candidates. These networks not only provide us an inclusive database of high calibre candidates but also keep us updated on market trends in the region.

4. Successful Placement

We appreciate the value of continuity and select candidates that we believe have the credentials for long career development. Our extensive historical knowledge assists us to evaluate the values, goals and motivations of the various talents we present, and helps to ensure that the 'fit' will be right. Our track record in long-term placements speaks for itself, with General Counsels remaining in situ for 10-20 years.

5. Negotiation Skills

Our skills in advising and negotiating competitive remuneration packages, supported with real and current data, help us to maintain our competitive edge over generalists who do not have the depth and market expertise. We have advised HR on expectations, which we have also helped to manage, in addition to providing benchmark figures and comparatives to ensure that our clients are aware of current market rates.

Hughes-Castell: Successful Placement Records

Hughes-Castell offers deep analysis and careful selection to ensure successful recruitment. We define success by the longevity and career advancement of our placements.

Year Placed	Current Position	Company
1994 – Present	General Counsel	French high fashion house
1996 – Present	General Counsel	US bulge bracket bank
1997 – Present	Associate General Counsel, Asia Pacific	US multinational computer technology corporation
1997 – Present	General Counsel	Fortune Global 500 oil & energy company
1997 – 2015 (Retired)	Chief Trust & Compliance Officer, Global	Fortune 500 multinational IT corporation
1999 – Present	General Counsel & GM	Fortune 500 automotive company
2001 – Present	Head of Legal North Asia	European international banking group
2002 – Present	ED & Regional Lead	European bulge bracket bank
2002 – Present	Managing Director	Hong Kong-listed asset management group
2002 – 2016	VP, Brand Protection - Asia Pacific	UK luxury fashion house
2004 – Present	Executive Director	Asia-based financial services group
2004 – 2017	ED, Head of Investment Banking Legal, Asia	US bulge bracket bank
2005 – Present	Assistant General Counsel, APAC	Fortune 500 healthcare company
2005 – Present	CAO & General Counsel Asia	Global asset management company
2005 – Present	General Counsel	Fortune Global 500 trading conglomerate
2005 – 2015 (Retired)	Global General Counsel	Global asset management company
2006 – Present	MD & COO Wealth Management	European bulge bracket bank
2006 – Present	MD Legal, Asia Head of Ethics & Compliance	Fortune Global 500 technology services firm
2006 – 2017	MD	European bulge bracket bank
2007 – Present	MD, General Counsel Asia Pacific	Global asset management company
2007 – Present	Group Head of Legal	Global conglomerate
2007 – Present	VP, Assistant General Counsel, China	Global retail chain
2007 – 2018	Legal Head - Greater China, Japan & South Korea	Major American industrial corporation
2010 – Present	Regional General Counsel	Fortune 500 IT corporation

Hughes-Castell: Consultants Across Asia

Asia Team

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Doreen Jaeger-Soong (Chairman & Managing Director)

Born and educated in Hong Kong, Doreen majored in Psychology at Occidental College in California. She joined Hughes-Castell in 1991 and is Managing Director of the company. Since 2011, after a management buy-out, she is also the owner and company Chairman. Doreen is fluent in English, Cantonese, German and French and proficient in Mandarin.

Doreen recruits at General Counsel and Partner level, and among her most recent placements have been the Asia Pacific General Counsel of a bulge bracket bank, the Asia General Counsel for a wealth management firm, the ASEAN General Counsel for a global conglomerate, the General Counsel of a Hong Kong listed company, a Partner for the China office of a Magic Circle firm, a Banking Partner for a major international law firm and the Chief Counsel Asia for a private equity firm. Doreen leads the Asia Business Development function and manages and mentors the teams in all four Hughes-Castell offices.

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Katherine Fan (Managing Director)

Katherine focuses on recruiting senior lawyers for international law firms, multinational corporations, financial institutions, and listed companies. Katherine first joined Hughes-Castell in 2010 and rejoined after working as Head of Legal Talent and Recruitment of a US law firm and setting up the recruitment team for another global law firm. A qualified career coach, Katherine is known for her innovative approach and strategic advice to candidates and clients. She was awarded In-house Recruitment Professional of the Year in 2017 and nominated as Recruitment Entrepreneur of the Year in 2019 by Human Resources Asia. A former litigator, Katherine graduated with a LLB/BA in International Studies from the University of Technology, Sydney and her LLM in Corporate and Commercial Law from the University of New South Wales.

She is fluent in English, Cantonese and Mandarin.

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Sam Kenworthy (Director – Head of Private Practice)

Sam graduated from the University of Kent in 1998 with LLB (Hons) and was awarded a prize for outstanding contribution to Kent Law School. After completing the Legal Practice Course in 2000, he joined London law firm Lawrence Graham where he worked in the real estate department. Three years later he moved into legal journalism with publisher Legalease, writing for The Legal 500 and Legal Business Magazine, where he held various editorships and became a correspondent for the Asia Pacific region. In 2007 Sam relocated to Hong Kong to join a bespoke legal recruitment consultancy operating at the senior end of the private practice market across Hong Kong, China and South East Asia.

In 2012 he joined Hughes-Castell to take a role as Head of Private Practice Hong Kong where he oversees comprehensive coverage of the market, personally focusing on senior-level hires in Hong Kong, Singapore and China.

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Sherry Xu (Director)

Sherry is a Director focusing on mid to senior level hires for in-house legal, compliance and IP roles for clients in commercial and financial services industry sectors in both China and Hong Kong. She has a wealth of 7 years' prior legal and compliance recruitment experience with leading search firms in Hong Kong, placing in-house legal professionals in Greater China and across Asia.

Sherry obtained a first-class LLB degree from a top-tier PRC university and completed her LLM Degree at the Chinese University of Hong Kong. She speaks native Mandarin, fluent Cantonese and English.

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Vicky Liu (Director)

Vicky focuses on placing associates and legal counsel into international law firms and multinational companies in mainland China. Vicky's recruitment experience commenced in 2007, prior to joining Hughes-Castell in Beijing, where she had a strong track record with an international executive search firm placing lawyers at different levels for both private practice firms and in-house companies in China.

Vicky holds a Master's degree in School Counselling and a Bachelor of Education from Beijing Normal University and is fluent in Mandarin and English.

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Mudiata Valakati (Associate Consultant)

Mudiata is an Associate Consultant in our Hong Kong office specializing in sourcing legal professionals as part of our In-House and Private Practice recruitment team. Capitalising on her post-graduate operational banking experience with two of the leading financial services organizations in India, Mudiata has a credible track record placing professional bankers and lawyers in top tier banks and international local corporates. Prior to joining Hughes Castell, Mudiata's experience with other large APAC recruitment and boutique financial search firms based in Hong Kong and India involved managing mid to senior level mandates across Asia with a specific focus on Legal and Compliance positions within the financial services industry.

Mudiata holds a Bachelor's degree in Accounting and Finance and is fluent in English and Hindi.

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Paul Chan (Researcher)

Paul is a Researcher in our Hong Kong office specializing in providing legal talent advice from junior to mid-level roles. He worked in a global consulting firm as an associate consultant after graduation with the solid experience of industry analysis for IPO prospectus. Prior to joining Hughes Castell, Paul developed his recruitment career in an APAC firm with the focus on sourcing legal private practice candidates.

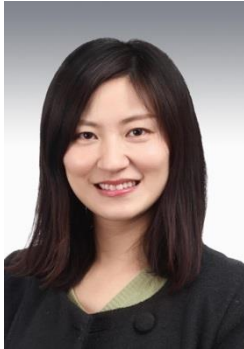
Paul holds a Master's degree in Organisational Psychology from the London School of Economics and speaks fluent English, Mandarin, and Cantonese.

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Hughes-Castell: Consultants Across Asia

China Team

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Carol Yuan (Partner, China Operations)

Carol joined Hughes-Castell in 2012, having run her own risk management firm for several years. She now leads and manages Hughes-Castell's China Operations. She and her team recruit professionals with specific expertise in the areas of Legal, Compliance, Governance and Government Relations. Hughes-Castell recruits legal professionals at all levels into major Fortune 500 multinational and domestic corporations, as well as into the leading international and PRC law firms. Carol personally handles senior corporate counsels, General Counsels and chief compliance officers and her team excels at all levels from paralegals to Senior Associates and In-House Counsels and Compliance Officers.

Most importantly, she and her team give objective advice, counsel and guidance to legal and compliance professionals in their careers. Hughes-Castell's consultants have expert legal sector experience and have the market intelligence that allows them to achieve lasting impact by bringing the best fit for both clients and candidates. Hughes-Castell's track record for long-tenured placements has no equal in China and Carol and her team are proud to continue to maintain that record.

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Benjamin Wang (Partner, China Operations)

Ben joined Hughes-Castell in 2012 and is based in the Hughes-Castell Shanghai office. Ben works on senior level hires and he has a strong track record of placing Senior and General Counsels, Head of Legal, Legal Directors, Senior compliance professionals and IP counsels for top Fortune 500 multinational companies, leading financial institutions, red chip companies, venture capital and private equity funds and their portfolio companies in Shanghai, Beijing and other major cities. He is well-equipped to advise lawyers on their career moves and is widely respected for his sincere advice and counsel. Due to his extensive experience and network, Ben can guide clients on market trends and compensation levels.

Benjamin obtained his Bachelor Degree in Law from East China University of Political Science and Law and passed the China bar exam. Benjamin is a native of Shanghai and is fluent in Mandarin, Shanghai dialect and English.

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Sherry Xu (Director)

Sherry is a Director in our Shanghai office focusing on mid to senior level hires for in-house legal, compliance and intellectual property roles for clients in commercial and financial services industry sectors. She has a wealth of 7 years' prior legal and compliance recruitment experience with leading search firms in Hong Kong, placing in-house legal professionals in Greater China and across Asia.

Sherry obtained a first-class LLB degree from a top-tier PRC university and completed her LLM Degree at the Chinese University of Hong Kong. She speaks native Mandarin, fluent Cantonese and English.

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Bob Kou (Senior Consultant)

Bob is a Shanghai-based senior consultant who specializes on legal and compliance recruitment. Prior to joining Hughes-Castell, Bob has gained around 4 years' recruitment experience in the legal and compliance sector of a reputable international recruiting firm. He obtained his Master Degree in Management from Brunel University London in 2013.

Bob speaks fluent Mandarin and English.

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Ying Wei (Consultant)

Ying works on both in-house and private practice roles as a Consultant in Hughes-Castell's Shanghai office. Prior to joining Hughes-Castell, Ying put her legal qualifications into practice at a law firm in Beijing, then provided risk assurance services firstly as a Consultant on international projects for a Big Four consulting firm and finally as a qualified international internal auditor for a multinational corporation.

Prior to passing the PRC bar exam, Ying obtained an LLM degree from University of California, Los Angeles and an LLB from Central University of Finance and Economics in Beijing.

She is fluent in English and Mandarin.

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June Yang (Consultant)

June works on both in-house and private practice roles as a Consultant in Hughes-Castell's Shanghai office. Prior to joining Hughes-Castell and to consolidate her legal qualifications, June gained sterling experience at both a major Shanghai law firm and at another legal recruitment specialist firm. This has given her a valuable insight into how best to offer opportunities to match the type of career path sought by different lawyers. Her in-house legal recruitment experience spans industries in FMCG, pharmaceutical, Internet, food & beverage and financial institutions.

June obtained an LLM from Case Western Reserve University, USA following her LLB from East China University of Political Science and Law in Shanghai.

She is fluent in English and Mandarin.

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Spencer Li (Associate Consultant)

Spencer is an Associate Consultant in Hughes-Castell's Shanghai office, focusing on recruitment of in-house counsel. Prior to joining Hughes Castell, Spencer was engaged in legal and compliance recruitment at a global recruitment company.

Spencer obtained a Bachelor's degree in English Literature from Shanghai Normal University and speaks fluent English and Mandarin.

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