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MOFO
LONDON

MORRISON FOERSTER
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WHAT DO OUR TRAINEES SAY?

Trainees are made to feel like invaluable members of the team and get a lot of responsibility early on.

Sampaguita Tarrant, Associate and former MoFo Trainee

The international exposure is really good – I often work directly with colleagues in New York and Tokyo.
I have been able to get involved in complex and interesting matters in an environment where I enjoy spending time with my colleagues and feel completely supported.

Both within each seat and across departments, the matters you work on are all very different, which means you get a more rounded training experience.

The culture of the firm is one of its biggest selling points.

Rayhaan Vankalwala, Associate and former MoFo Trainee
CHOOSE MOFO LONDON, AND YOU’LL FIND THE LEGAL CAREER YOU DESERVE.

Feel welcomed, supported and challenged every day.

Join a global leader in technology and finance.

Join a team that collaborates and prides itself on its inventive spirit.

Thrive in our diverse and inclusive culture.

Enjoy significant responsibility as a trainee.
CHOSE MOFO TO DISCOVER YOUR FULL POTENTIAL

Morrison & Foerster is a global firm of exceptional credentials.

Our name is synonymous with a commitment to client service that informs everything that we do. We are recognised throughout the world as a leader in providing cutting-edge legal advice on matters that are redefining practices and industries.

But the Morrison & Foerster name tells only part of our story. In the 1970s, when teletype was used to send overseas cables, the firm purposely chose “mofo” as its address. The nickname stuck, and it has become a lasting reminder that, while we are serious about the work that we do for our clients, we don’t take ourselves too seriously.

Our commitment to excellence unites us, as does our dedication to giving back to the communities in which we work and live.

MoFo lawyers bring their talents and passions to bear on a range of pro bono initiatives, and the firm has been a leader in the pro bono field for more than two decades. We’ve also been a long-time champion for promoting diversity within the legal profession. We continue to thrive and grow because of our cultural values, not in spite of them; here, you can discover your true potential.

MoFo lawyers have one compelling mission: to deliver success for our clients.

Clients are clients of the firm, not of individual lawyers. We work together to find creative, business-savvy solutions to complex and routine legal matters.

Clients include leading technology and life sciences companies, Fortune 100 companies, and large financial institutions. We also represent investment funds and startup companies. Over the years, we have supported many in their growth and development as leading industry players and household brands.

Forget #fomo. Choose MoFo.

You are part of the team from day one, and are encouraged to act collaboratively and inclusively from the get-go.

Xun Ning Choong, Associate
HOW TO APPLY AND WHAT TO EXPECT: TRAINEE PROGRAMME

WHAT TO EXPECT

From day one, you’ll have direct contact with clients. You will feel valued and involved. The hands-on experience we offer will help you understand the legal and commercial context of the advice we give. You will quickly experience the satisfaction of going the extra mile for our clients. We’ll provide the opportunity for you to work with lawyers from a wide range of jurisdictions, and also indirectly with lawyers in our network of offices across the United States, Asia and Europe.

You will work in at least three areas of law during your two-year training programme and typically spend six months in four different departments. Options include Business Restructuring and Insolvency, Capital Markets, Corporate, Data Privacy, Employment, Finance, Funds, Litigation, Private Equity Real Estate, Tax and Technology Transactions.

We believe that exposure to the broader MoFo network is an invaluable part of your development so there are also opportunities to gain corporate, finance or litigation experience in our Singapore office through our trainee secondment scheme.

Our trainee retention rate is high, and the variety of work you undertake will provide you with enough exposure to different areas of practice to help you decide on what area of law you want to specialise in when you qualify.

TRAINING AND DEVELOPMENT

Our small trainee intake means that you will get a significant amount of responsibility when working on the complex global matters that we advise on from London.

Our induction program will equip you with the foundation you need to operate effectively as a trainee. The program itself is interactive, fun, and practical and will provide you with the skills you need to transition into your new role. We’ll also provide opportunities for you to get to know more about our practices so that you can be an effective MoFo ambassador from day one.

Post-induction, the MoFo Academy will continue to provide formal training sessions and workshops that will help you to develop the skills needed to provide a great service for our clients. This combination of formal and on-the-job training resulted in MoFo in London being awarded the Law Careers.net award “Best Trainer – US Firm” in 2017 and being re-nominated for the same award in 2018 and 2019.

Our partners and associates are invested in seeing you succeed, and throughout your training contract you will be given help to evaluate your strengths and identify your developmental needs — both informally and through formal reviews with your supervisors and our Training Principal. You’ll also be allocated a Trainee Liaison, an experienced associate who will act as your mentor throughout your training contract.
VACATION SCHEME
A MoFo vacation scheme is a great introduction to what a training contract at MoFo can offer you. It is the best way for you to demonstrate your potential to us and it is our sole method of selecting our future trainees. During your vacation scheme, you will be given real work for real clients. You will be included in every aspect of firm life, from social events to office-wide training sessions and from legal research to client meetings. You’ll get to meet others on the scheme as well as our partners, associates, and trainees.

By the end of the scheme, you should have a good idea of whether law is the career for you — and whether MoFo is the right place for you.

SPONSORSHIP AT LAW SCHOOL
We pay full fees for the GDL and LPC at the University of Law if you have not yet completed the courses. We also provide a maintenance grant of up to £10,000 for the LPC and up to £9,000 for the GDL.

If you have already started the GDL or LPC at the time we offer you a training contract, we will reimburse 50 percent of receipted course costs.

WHAT WE LOOK FOR AND WHEN TO APPLY
MoFo realises that delivering results for our clients requires the best legal talent. We have long thought that our greatest asset is the last person hired. We seek out not only the best and brightest in academic pursuits, but also those with motivation, energy, creativity, an entrepreneurial spirit, drive, and confidence.

Strong academics are vital, and we require you to be on track for or to have already achieved a minimum of a 2(i) degree (or the equivalent if you are studying outside the UK) and a minimum of AAB (or equivalent) at A Level.

If you are currently a law student, you should apply in the penultimate year of your law degree. Non-law students should apply in the final year of your degree. If you have already gained industry experience and are considering training as a solicitor, you should decide which year you want to start your training contract and apply before the deadline (see below). We also welcome applications from individuals with relevant industry experience who are considering changing careers.

FIRST YEAR TRAINEE SALARY
£46,000

SECOND YEAR TRAINEE SALARY
£50,000

NEWLY QUALIFIED SALARY
£118,000
PLUS SIGNIFICANT BONUS POTENTIAL
EUROPE

MoFo in Europe consists of a team of 120 lawyers in our strategic hubs of London, Berlin, and Brussels. We work alongside our colleagues in the United States and Asia, drawing on cultural, jurisdictional, and market knowledge to deliver the best advice and client service with a global approach. We offer our clients a gateway to exceptional expertise, knowledge, and advice for complex global matters across technology and finance markets.

Dynamic technology companies, significant financial investors and financial institutions, leading consumer product companies, and other market leaders come to MoFo for our expertise, knowledge, advice, commerciality, transaction support, and individually tailored client service. We handle some of the world’s largest cross-border transactions and resolve some of the biggest disputes across multiple jurisdictions.

From our London office, UK and U.S.-qualified lawyers advise on all aspects of corporate, funds, tax, technology, intellectual property, employment, privacy, finance, capital markets, derivatives and real estate law. The office’s multijurisdictional litigation, arbitration and mediation and investigations practices allow us to resolve the most complex disputes and to act on major global investigations.
UNITED STATES

From its deep roots in the Bay Area, Morrison & Foerster has grown into a leading U.S. law firm.

In the past few years, Chambers USA has honoured MoFo’s Privacy, Bankruptcy, and IP teams with Firm of the Year awards, the Corporate/M&A team with a client service award, and the firm as a whole as Global USA Firm of the Year.

MoFo has nine U.S. offices, including our East Coast offices in Boston, New York, Washington, D.C., and Northern Virginia and our West Coast offices in San Francisco, Palo Alto, Los Angeles, San Diego, and Denver, which provide top-rated financial and capital markets services and world-class IP, litigation, and M&A services to our clients.

ASIA

With five offices in Asia – Hong Kong, Beijing, Shanghai, Singapore and Tokyo – we are one of the preeminent law firms in Asia, providing integrated U.S. and local law advice.

The strength of our Tokyo office — the largest Japan-based office of any global firm — resulted in Chambers Asia naming us Japan International Firm of the Year for the eighth time in 2018.

We have the only international litigation team in Asia.

MoFo is an intellectual property powerhouse and leads the region in outsourcing, licensing, and technology transactions.

Our highly regarded corporate finance and capital markets practice in Asia represents issuers and underwriters in debt and equity financings, as well as in domestic venture capital and private equity investments.

SoftBank’s £24.3 billion acquisition of ARM Holdings.

We represented SoftBank in its £24.3 billion acquisition of UK-based semiconductor and software design company ARM Holdings. The transaction was the largest ever cross-border acquisition by a Japanese company (and the largest ever cash acquisition of a UK company).
At Morrison & Foerster, pro bono work is part of our DNA. Our dedicated pro bono team and our London Pro Bono Committee provide frequent opportunities for London trainees and associates to work on both domestic and international matters, ranging from providing direct services to low income individuals, to counseling nonprofit organisations, to advising at law clinics.

Lawyers in our London office partner with a variety of organisations on pro bono projects, including Zacchaeus 2000 Trust, JUSTICE, The Center for Reproductive Rights, and Social Finance Ltd.

The London office is a member of the Collaborative Plan for Pro Bono in the UK, a recently launched law firm-led initiative to promote pro bono work, in which members commit to strive for an average of 25 pro bono hours per attorney in their UK offices. Last year, our lawyers from London averaged over 65 pro bono hours per attorney. Examples of work our London-based lawyers have undertaken include:

- **Supporting the Kenya office of the Center for Reproductive Rights** in a variety of ways with work that the organisation is doing to advance reproductive rights and maternal health in Kenya. This has included drafting an amicus brief on an important case at the High Court of Kenya on behalf of an adolescent who died after suffering from complications from an unsafe abortion. The case resulted in a landmark ruling issued by the High Court of Kenya in June 2019, which strengthens access to safe abortion in Kenya, where, on average, seven women and girls die from unsafe abortions every day.

- **Collaborating with Zacchaeus 2000 Trust** (aka Z2K) for approximately 18 months. A number of lawyers in our London office are handling disability benefit appeals for clients who have mental and physical disabilities. Since the partnership began, the firm has taken on 24 individual cases, with an approximately 95 percent success rate for those cases that have gone to hearing, securing approximately £300,000 in total benefits for low-income clients.

- Representing **Social Finance**, finance and tax lawyers in our London office structured a development impact bond focused on improving infant mortality in developing countries.
MOFO IS A STANDARD BEARER FOR DIVERSITY

We take pride in our diverse workplace. We believe that lawyers with different backgrounds, interests, and experiences working together arrive at better answers and offer fresher perspectives. We continuously work to attract, develop, and retain talented lawyers from diverse backgrounds.

Our London partners Brian Bates and Trevor James sit on the firmwide Diversity Strategy Committee, the primary mission of which is to recommend major diversity goals and objectives to our board of directors. We also have an active London Diversity Committee and a number of affinity groups.

Our senior female lawyers in London also play a role in the firm’s global Women’s Strategy Committee, which works closely with firm leadership, including the firm’s chair, firmwide managing partners, and board of directors to ensure that the advancement of women is a constant strategic priority.

MoFo London’s active LGBTQ+ affinity group brings together members of that community as well as its supporters. The LGBTQ+ affinity group provides a forum to discuss issues of concern to the LGBTQ+ community and works to advance networking opportunities within the London office and the broader firm, with clients, and across the broader London business community. We’re proud that our chair emeritus was the first openly gay managing partner of an international law firm.

The London office also has a Healthy Minds focus group which provides a forum for promoting awareness of physical and mental well-being. The group has facilitated opportunities to learn about healthy eating, physical fitness, mindfulness and resilience.
BECOME A LEADER IN YOUR AREA OF LAW
WE’RE LEADERS IN EVERY AREA IN WHICH WE PRACTISE.

MERGERS & ACQUISITIONS

MoFo’s 250-lawyer corporate/M&A practice is renowned for its industry experience and its proficiency in cross-border transactions. In 2018, we advised on 158 M&A transactions with a total value of approximately US$292 billion, including 27 transactions of greater than US$1 billion. Our lawyers advise on squeeze-outs, corporate structuring and restructuring, foreign investments and acquisition financing, private equity and venture capital, and start-ups, including on related financing structures.

VENTURE CAPITAL & PRIVATE EQUITY

We represent clients in all phases of venture capital and private equity activities, including seed capital, first and later rounds of funding, acquisition debt financing, trade sales, initial public offerings, secondary sales and buy-outs.

FUNDS

Our global private equity funds group is recognised by fund sponsors and institutional investors as a leader in this field. We advise on the formation and operation of all types of investment funds, including buyout, venture capital and other private equity funds, funds-of-funds, distressed company, real estate, infrastructure, and hedge funds. We are leaders in impact investing, an area of strategic interest for an ever increasing number of PE houses and other investors. We provide bespoke legal advice for investors that require market rate returns while preserving impact.

TECHNOLOGY TRANSACTIONS

Our technology lawyers are particularly recognised for their representation of technology providers and technology-enabled enterprises of all types in licensing, strategic partnering, outsourcing, e-commerce and new media, regulatory, contractual and other collaboration matters. Our outsourcing group is a market-leading practice and the lawyers deliver a full array of capabilities and attributes that are necessary for clients to forge successful and enduring sourcing relationships.

BUSINESS RESTRUCTURING & INSOLVENCY

MoFo’s business restructuring and insolvency group is at the vanguard of the profession and handles, among other things, financial institutions restructurings, cross-border insolvencies, distressed real estate, insolvencies involving key intellectual property, and hedge fund failures.

TAX

Our London tax team is part of a global practice that enjoys a reputation for innovative tax planning and the successful resolution of important tax controversies. The group advises on mergers and acquisitions, international corporate tax planning, tax efficient domestic and cross-border financing structures, capital markets transactions, joint ventures, private equity, planning for IP intensive companies, transfer pricing matters, outsourcing and matters relating to VAT, stamp duty and stamp duty reserve tax.
LITIGATION

Our commercial litigation practice is renowned for its ability to succeed in complex commercial litigation cases and is consistently ranked as one of the top litigation practices. The group represents public and private sector clients in complex national and cross-border litigation of all types, including international fraud and asset tracing, international trust litigation and insolvency, regulatory compliance and corporate investigations, as well as alternative dispute resolution procedures including arbitration.

EMPLOYMENT & DATA PRIVACY

Our employment lawyers provide comprehensive advice on all areas of UK and international employment and data privacy law. The team regularly assists clients with the multijurisdictional employment aspects of domestic and international corporate and group change, including mergers and acquisitions, joint ventures and restructurings, as well as managing disputes, employee transfers, contracts, and privacy and trans-border data transfers.

FINANCE

MoFo’s finance lawyers understand both local and cross-border finance markets. The team advises on all finance matters from debt capital markets, through private placements to the more traditional, but constantly changing, senior, second lien, mezzanine, unitranche, PIK and lending market across all asset types. We provide an exciting opportunity to work with a new and growing team, that includes Band 1 rated and widely-known lawyers.

CAPITAL MARKETS

The London capital markets team advises investment banks, issuers, investors and other providers of financial services on national and international capital markets transactions, initial public offerings, financial regulation and private placement of shares, equity- and debt-linked instruments, bonds and structured products, as well as trading of securities. Our capital markets practice annually ranks as a leader in its field.

REAL ESTATE

Our real estate practice advises clients through all stages of the real estate investment cycle, including the formation of private equity real estate funds and fund platforms, equity syndications, multi-investor club deals, joint ventures, acquisitions, investments, financings, development, dispositions, and exits. We work across a broad range of asset classes — including office, retail, logistics, and industrial. Our private equity capabilities enable us to help clients “look around corners” and stay ahead of potential regulatory and other pitfalls.
SUCCESS THROUGH COMMITMENT

WE’re PROUD THAT OUR COLLEAGUES’ ACHIEVEMENTS ARE WIDELY ACKNOWLEDGED AND THAT THE FIRM CONSISTENTLY RECEIVES RECOGNITION FOR ITS ACHIEVEMENTS IN SUCH A WIDE VARIETY OF AREAS.

Over 950 lawyers around the world

16 practice area rankings in the latest editions of Legal 500 UK and Legal 500 EMEA

17 offices across the United States, Asia, and Europe

120 lawyers in Europe

39 practice area rankings around the world in the 2018 edition of IFLR1000

Named ‘European law firm of the year – Regulatory’ at GlobalCapital’s Global Derivatives Awards 2018

8 of the last 9 years Chambers Asia-Pacific has named us Japan International Firm of the Year

29 practice area rankings in Legal 500 Asia-Pacific in 2018

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29 practice area rankings in Legal 500 Asia-Pacific in 2018
38 practice area rankings in the 2018 edition of *Chambers USA*, including six Band 1 rankings

2 awards earned by our London and Berlin teams at *The American Lawyer’s* 2017 Global Legal Awards: UK Global M&A Deal of the Year and Global Pro Bono Advocacy Project of the Year

48% of lawyers promoted to partner worldwide in the past five years have been women

158 M&A transactions in 2018

$292 billion M&A transactions in 2018

8 consecutive years named Gold Standard Firm by the Women in Law Empowerment Forum

13th in *AmLaw’s* ranking of the pro bono work being done by lawyers in offices outside the U.S.

2017 awarded “Transatlantic M&A Team of the Year,” Transatlantic Legal Awards

TOP 10 Ranking on *The American Lawyer’s* 2019 Diversity Scorecard

Recognised with 41 practice rankings and 57 individual rankings in the 2019 edition of *Chambers Global*

74,000 hours devoted to pro bono in 2018

$3.5 million in donations made in 2018 by The Morrison & Foerster Foundation
OUR GREATEST ASSET IS THE LAST PERSON HIRED.