

Trainee Days

May 2008

Exciting times...

Trainee Days is now in its fifth year and we continue to have great fun putting it together. It is edited and written by current trainees for those who are joining us in 2008/2009 and for those who may be interested in training contracts and want to know more.

Welcome to our new firm! The beginning of 2008 saw the merger between Kendall Freeman and US-based firm Edwards Angell Palmer & Dodge. This is a very exciting development for all lawyers in London. The merger recognises the ever increasing international flavour of what we do. EAPD's North American reputation, experience and full service practice means we will now be able to offer our clients a broader range of services in areas which complement our own expertise and experience. Already we have begun joint client business and marketing trips and are very pleased with the client feedback we are receiving. We have also started to win new work which we would not have won but for the merger. Through working with new clients introduced to us by our US colleagues and introducing existing clients to our new US practice, we expect the firm to flourish over the coming years. In March, Intellectual Property partner, Rajita Sharma joined the firm, adding a new practice to the London office and complementing the existing and very well respected IP practice in the US. We have also very recently announced a Cooperation Agreement with Bermuda firm Marshall Diel & Myers allowing the two firms to work together with Bermuda based clients in multiple jurisdictions, including Bermuda, the UK and the US.

In short, for current and future trainees, the merger has increased the opportunities for a broader experience during their training contracts, with even more quality international work. It will mean exciting careers for those who are joining us now or who want to join us in the future.

We are proud of the reputation that Kendall Freeman had for providing a great training ground for our new lawyers and this certainly will not change

following the merger. We keep our training intake deliberately small so that we can offer you a very personalised training contract. Trainees are a highly visible and integral part of our working teams. You will be given as much responsibility as you can handle but with the support and individual attention that comes with being part of a select few.

We think the merged firm will offer trainees something fairly unique: the excitement and challenge of high value and complex international work, with opportunities for secondments and travel, in the supportive environment of a small, strong established City practice. We already have our first trainee secondment to the US planned for June 2008.

We are delighted to have been a winner in a number of categories in the *LEX 100*'s annual surveys of trainees 2006/07 and 2007/08. This year we were a winner in three categories (Job Satisfaction, Quality of Work and Vacation Scheme). We believe the *LEX 100* surveys acknowledge the regard in which we hold our trainees and the importance we place on the quality of their training and well being. The latest survey notes the firm is praised by its trainees for its "challenging, high-quality work", the "approachability and sense of humour of everyone at the firm" and the "friendly and easygoing but still hardworking and professional environment."

If these are some of the qualities you're looking for in a firm, please read on to get a feel for what we've been up to both in and out of the office over the last few months.

Best wishes

Helen Clark, Trainee Principal & Partner in Charge of Trainee Recruitment, London

... US merger ...

... Intellectual property practice ...

... Bermuda connections ...

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Unions & Partnerships QUIZ

You could win £50

iTunes vouchers

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By Vikki Courtney
1st Year Trainee, London

IRD Retreat 2008

The merger with EAPD at the beginning of 2008 has brought far more international opportunities. Almost as soon as the merger became 'official', trainees in the insurance litigation and regulatory and transactional departments were heavily involved in preparing for a trip across the pond!



The first we heard about the 'retreat' was back in November 2007 when the concept of a retreat was explained to us, including what it involved and what we could expect to gain from the experience. It was quite an eye-opener. Retreats may be common in America but it took a while for the 'British' side to fully understand the role of EAPD retreats.

Each EAPD department has an annual retreat and the first of the year was for IRD (IRD being the Insurance and Reinsurance Department which now encompasses all fee-earners in what was previously known as corporate and insurance litigation). So, on Friday 8 February 2008, all IRD partners, associates, paralegals and trainees, boarded various planes to JFK airport, New York, ahead of the weekend in a conference centre in Norwalk, Connecticut. After everyone had arrived on the Friday afternoon, there was an informal dinner and this provided many of us with our first opportunity to meet some of our US colleagues. Conversation soon started to flow, mainly thanks to our US colleagues being so welcoming (but we were also assisted by the free bar).

Various breakfast seminars commenced at 7.30am on the Saturday morning (as you can imagine, jetlag combined with the inevitable late night at the bar meant that quite an effort was required for attending these). However, the early start was softened by a hearty breakfast and genuinely interesting topics being discussed.

The remainder of the Saturday morning was filled with presentations. The IRD is split into three groups: Claims and Coverage, Regulatory & Transactional and Reinsurance. Each trainee was assigned to the group that their supervisor belonged to. The presentations required associates to give a 20 minute talk on their respective groups and included information on the type of work undertaken, the groups' competitors and the groups' clients (past, present and target).

Much time and effort had been spent in the months leading up to the retreat to prepare for these presentations and all trainees took an active role in this respect. Most of the information was retrieved from partner interviews, which involved a London associate and a US associate getting together to



interview partners in the department (unfortunately the wonders of conference calls meant that trips to the US were not necessary for this part!) I found this process to be particularly useful, especially as a first-seat trainee, as it really gave me an insight into the type of work done by my colleagues and the IRD.

After the presentations, we split up into our respective groups for a 'working lunch'. The group sessions enabled us to reflect on our presentations and gave us the opportunity to pool our thoughts and observations for ideas for the forthcoming business plan.

Saturday night was a repeat of Friday night with plentiful food, drink and late night sporting escapades. Sadly, the much-anticipated karaoke did not materialise due to a malfunctioning karaoke machine (but, on past reports, this was probably for the best).

We split up into our respective groups again on the Sunday morning and continued to work on ideas for the content of the IRD business plan. Meeting up in the main conference room for one last time before lunch, we had a brief summary of what had been discussed, various other IRD-specific presentations and a round-up of what we had all gained from the 'retreat experience'.

I would be lying if I said there wasn't a degree of trepidation of the unknown but I think we were all pleasantly surprised with what greeted us. The presentations provided us with an insight into the workings of the IRD, the weekend enabled everyone to appreciate their role in the firm aside from just fee-earning work and, above all, it provided all of us with an opportunity to meet our US colleagues. Some people also decided to stay on after the retreat for a few days sightseeing and shopping in New York.

All in all the retreat was a really enjoyable experience and the hard work that went into it beforehand paid off. The conference centre, food and hospitality were all great. The only slight hiccup was our journey home (thanks to a bus driver who got us lost). It will be the turn of the commercial litigation retreat next and I hope they gain as much from the experience as everyone in IRD appeared to.

Avoiding the pitfalls of the application process...

It is that time of the year again, with applicants looking hard at which firms to apply to for a training contract. Below, we give you some helpful hints on the application process.

I'm often asked what makes a potential recruit stand out. Believe it or not, there are only a few really good application forms and it is a real joy to read one where energy and time has clearly been spent in getting it right.

I am looking for someone with drive and commitment who has made the most of their opportunities. I expect very good academics but the people who stand out can show that they have done more than just academic study. They may play and enjoy sport, play a musical instrument or show a real enthusiasm for music. They have often been involved in university life which shows me that they get on with people – an essential prerequisite for a solicitor today. They may have travelled or want to travel or can write about what they have seen or why they want to visit various places.

I would expect some work experience. It may not be legally focused but will definitely be in the commercial sector. Less than glamorous holiday jobs are fine, providing you can explain what you have learned and enjoyed and why you want to work as a commercial lawyer. I appreciate that such self-analysis isn't easy. But try to think about the skills the firm wants and how your experiences and extra curricular activities over the past few years have helped you acquire these skills. Don't go overboard though. Highlighting that you were a brownie sixer or milk monitor at primary school smacks of desperation!

Finally I expect an applicant to know a fair amount about Edwards Angell Palmer & Dodge - the work it does, its culture and the training it can offer. This does not mean cutting and pasting various bits of the website or legal directories into the application form. I will recognise this instantly, having probably drafted it myself! What I want to see is someone who has read the website or the legal press and can put in their own words why the firm appeals to them.

I appreciate that filling in an online form can seem a chore but remember online forms allow a recruiter to measure all applicants across the same set of questions. My advice is that less is more; apply to fewer firms, but make each application form count. I expect to get to know someone a little from their form. It is best to use 'I' and simple concise English. It is often easier to type a response to a difficult question in 'Word' so that you can use spell check and then cut

and paste it into the form. An application form with spelling mistakes is very off-putting, especially as a solicitor needs to be able to check his/her work for mistakes and have good attention to detail. Also get the firm's name right; you'd be amazed how many people don't! Remember to break up blocks of text to make it easy for the recruiter to recognise the points you are making.

If you are invited for an interview you have already made a good impression. You can do quite a lot to prepare for an interview. By being prepared you will be well on the way to success. It will give you confidence, help you to relax and help the interviewers to see the very best in you. Research the firm and the work it has done. This will give you some questions to ask. Know your current affairs – don't just start reading a broadsheet a week before the interview. You will not be expected to answer detailed legal or economic questions but you should be able to talk with a reasonable level of confidence about recent or proposed legal changes that have been widely reported, or business generally. You should be prepared to express a view and justify it when challenged.

Remember to read your application form again before the interview. It won't look too impressive if you can't remember what you put.

First impressions really do count so make sure you look smart and be positive and professional with everyone you meet. A firm handshake is a good start. Aim to arrive for the interview at least 10-15 minutes early to avoid that last minute travel chaos and panic. If you are going to be late, ring and let people know.

During the interview, take your time. Don't mumble or leave your sentences half finished. Get to know your nervous habits and learn how to control them. Take time when answering – think about what you have been asked. If you don't understand the questions, ask for clarification. Make sure you appear positive and enthusiastic about what you have done. You need the interviewers to warm to you. They will be asking themselves whether you would fit into the firm and whether they could work with you and introduce you to their clients.

Good luck!

by Helen Clark
Trainee Principal & Partner in
Charge of Trainee Recruitment,
London

Unions and Partnerships QUIZ

- Q1** Which pair announced the discovery of DNA in a pub in Cambridge?
- Q2** When did the Civil Partnership Act come into force?
- Q3** Who are reportedly America's richest "Hollywood Couple" and together are thought to be worth well in excess of £1 billion? Is it:
 - (a) Katie Holmes & Tom Cruise
 - (b) Angelina Jolie & Brad Pitt
 - (c) Salma Hayek & Francois Henri Picoult?
- Q4** Which dog famously reunited the Football World Cup trophy with its holders in 1966?
- Q5** How many Partners does the London office of EAPD have?
- Q6** Arnold Schwarzenegger and Danny Devito appeared in the film Twins together in the 1980s. What film reunited them in the 1990s?
- Q7** Which very British meal-time favourite was the only food not to be rationed during World War II by the Minister of Food?
- Q8** Which partner frankly didn't give a damn and what was the name of the dear he said it to?
- Q9** What is the highest partnership scored in Test Cricket?
- Q10** True or false: you must have a partnership agreement to be a partnership.

To win £50 of iTunes vouchers email your answers to Sarah Warnes at: swarnes@eapdlaw.com

By Theo Godfrey
1st Year Trainee, London

Eric Mack
Attorney, Providence

A different class of litigation

Class actions are claims brought to determine rights and remedies for groups of people whose cases involve common questions of law and/or fact. In the US class actions have become a booming industry, with a reputation for creating millionaire plaintiff lawyers and bankrupt companies. In the UK class actions have been slow to develop, and the options available to claimants wishing to bring a class action are limited. Whilst the introduction of the US system of class actions looks undesirable and unlikely, there are signs that the UK will see more class actions brought in the future.

No special procedure is required to bring a class action in the UK: in the Railtrack litigation Geoffrey Weir, a retired railway engineer, led a joint action of some 45,000 shareholders in a claim against the Government for its handling of the administration of Railtrack. However, an application can be made to court for multiple claims involving common or related issues of law or fact. These can be processed under a Group Litigation Order (GLO), where a group register is established which claimants can 'opt in' to either before or after the claim is issued.

An alternative is to bring a representative action, where more than one person has the same interest in a claim, such as shareholders. However, the requirements are generally more restrictive than for a GLO. Since 2003, consumer groups such as Which? have also been able to bring representative actions on behalf of consumers after a finding of anticompetitive conduct by the Office of Fair Trading (OFT) or European Commission. A recent example was Which?'s action against JJB Sports for overcharging for replica football shirts. This was settled out of court in January 2008.

There are a number of barriers that prevent US style class actions being brought in the UK. Finding funding for class actions is perhaps the biggest of them. Encouraging a large group of claimants to fund the action themselves is difficult. Solicitors are not allowed to charge contingency fees (a percentage of any damages awarded) so the incentive to take on speculative cases or those which will require a large investment is limited.

For a GLO or representative action, claimants must positively decide to opt in to the register. They cannot be entered as part of a defined class of claimant, such as *'people who have smoked Marlborough cigarettes'*. This makes bringing a claim with a large number of claimants difficult as it

must be advertised and claimants encouraged to join in.

In the UK speculative litigation is discouraged because the loser will usually have to pay the other side's costs. Damages are also normally compensatory rather than punitive, so claimants (and solicitors, if they were able to charge contingency fees) cannot hope to share in awards disproportionate to the loss suffered, unlike in the US where punitive damages are well established in tort law.

Some of these barriers to class actions look likely to be reduced in the future. Whilst solicitors are prohibited from charging contingency fees, the courts have ruled that third parties can fund litigation in exchange for a share of the recoveries. Recent third-party funded cases include a £90 million claim brought against accountancy firm Moore Stephens over its role as auditor to a collapsed British company, as well as a claim by two former members of Status Quo against their old bandmates and manager for royalties owed. The number of third-party funders in the market is significant and growing, although most are likely to be interested only in the returns from larger cases. Third party funding is also expensive, the going rate being between 25% to 40% of the sums recovered. The Civil Justice Council (CJC), an advisory public body that oversees the modernisation of the civil justice system, has recommended that regulated third-party funding should be an acceptable option for mainstream litigation. Claimants are likely to be more willing to join class actions that they do not have to fund themselves.

Some solicitors may be encouraged to fund class actions themselves in the future. The OFT has published a discussion paper recognising that the current conditional fees that can be charged by solicitors may not be sufficiently large for them to take on some types of cases, ie those more



expensive or risky ones. The CJC has even advocated the use of contingency fees on a regulated basis.

There have been moves, particularly with regard to competition claims, to make it easier for claimants to bring actions. This could be either by making representative actions easier to bring or by capping parties' costs at an early stage in proceedings so that a group of claimants would not have to bear the whole of the defendant's costs on losing. Changes introduced by the Companies Act 2006 have also eased the barriers to shareholder 'derivative' actions whereby shareholders can sue directors on behalf of the company in cases of negligence and breach of duty or trust.

It has also been suggested that the UK is developing a US style 'compensation culture', with claimants and their solicitors keen to find someone to blame for accidents or unfortunate incidents. Last year's Coal Health Compensation Scheme scandal, in which some solicitors made huge sums from claim management firms finding and referring cases to them, shows that some UK solicitors are quite unscrupulous when it comes to finding ways of turning a profit.

The opening of a London office by US class action law firm Cohen, Milstein, Hausfeld & Toll signals that the UK is seen as a likely market for class actions. Hausfeld is reportedly looking to bring claims in competition, securities, employment and environment related cases here.

Hausfeld is one of the firms representing the plaintiffs in *Dukes v Wal-Mart Stores, Inc.*, the largest civil rights class action suit in US history, and just the sort of case that makes UK managing directors nervous. The plaintiffs seek to represent a class of 1.6 million women, including all women who work or have previously worked in a Wal-Mart store since 1998, in an \$11 billion sex discrimination suit.

By international standards, bringing a class action in the United States is perceived as being relatively easy. However, as *Castano v American Tobacco Co* illustrates (possibly the seminal tobacco case), this is not always the case. In *Castano*, the plaintiffs attempted to define the class as nicotine dependent persons who had purchased and smoked cigarettes manufactured by the defendant tobacco companies. The Court of Appeal, however, decertified the class action because the lower court had failed to consider how variations in state law would affect the requirements for class certification. The interplay between numerous state and federal laws can make bringing a national class action very difficult.

In the US, Edwards Angell Palmer & Dodge has defended class actions against a number of Fortune 500 companies in claims ranging from product liability to general tort matters. In the UK, the firm continues to

monitor and advise on potential class, group and representative actions in connection with product liability and shareholder claims, as well as developments in third party funding.

60 SECOND INTERVIEW

Alan Levin

Head of Insurance and Reinsurance Department (IRD)



Q How would you describe the Insurance and Reinsurance Department in one sentence?

We are a team of professionals, with depth and breadth in the insurance and reinsurance industry who are hard driven yet know the importance of letting loose.

Q What do you enjoy most about your job?

I am torn between the enjoyment of managing attorneys and serving clients' needs. They are both equally rewarding.

Q What's the worst thing about your job?

Not having enough time to work with all members and staff in the department.

Q What do you enjoy doing outside of work?

Being told what to do by my wife and two daughters.

Q What would you have done if you hadn't become a lawyer?

I probably would have gone into hotel/restaurant management.

Q What is your favourite place in London?

I certainly enjoy a good pint and great ethnic food.

Q Is there anything you dislike about London?

The exchange rate.

Q What impression have you formed about EAPD's London lawyers?

I think they are a highly sophisticated bunch of practitioners that fit well into the EAPD culture. I look forward to working with them for many years to come.

Q Coming from the US, where there is no formal trainee system, what is your opinion of the training contract system that we have in the UK?

I think providing lawyers two years of formal training after completing their education allows a firm and the trainee to better assess if they are the right match with respect to career choice. In addition, in the US our system forces lawyers to be thrown into the fire very early with little safety net.

Q What advice would you give someone thinking about embarking on a career in law?

Think again! But all joking aside, it is important to recognise that the journey to becoming a lawyer, a business advisor and a provider of advice to clients is a long one. In many ways it is social Darwinism at its worst. Be patient, think clearly and give yourself time to develop.

Interviewed by Henry Stewart
2nd Year Trainee, London

By Doug Heard
2nd Year Trainee, London

Jamie Humphreys
2nd Year Trainee, London

A global reach

The great thing about the work at EAPD in London is that it is interesting, often of a global nature and relevant to current affairs. Much is high profile and can significantly affect people's lives and shape public policy, not only in the UK but around the world. The matters are frequently not only complex but also highly engaging or entertaining. The case load is diverse, spanning product liability claims such as asbestos and pharmaceutical drugs to matters involving natural resources, insurance, politics and corruption, border disputes and emerging economies.

The following is a glimpse of some of the matters EAPD works on with a global reach.

Insurance and Reinsurance

Multinational insureds find themselves involved in litigation throughout the world. We are often involved in high profile cases, such as product liability litigation involving the drugs Prozac and Vioxx and litigation involving the financing of films which involved a vast number of cases in the US, France and Australia as well as the UK. This film finance litigation alone saw the firm representing clients in two Court of Appeal and one House of Lords decisions.

EAPD's work for three reinsurers based in Barbados, Ireland and Germany regarding the T&N group of companies has also led to appearances in the Court of Appeal and House of Lords. This work involves hundreds of thousands of asbestos personal injury claims in the US, UK, France, Australia, Italy and Africa, over one hundred subsidiary companies and a six-year Anglo-American cross-border insolvency.

EAPD has for a long time had close links with Bermuda and acts for Bermuda insurers and reinsurers both on the litigation and corporate and regulatory side. EAPD has recently entered into a Cooperation Agreement with Marshall Diel & Myers, allowing the two firms together to provide Bermuda-based clients with legal services in multiple jurisdictions, including Bermuda, the US, the UK and Hong Kong. Katie Tornari, a former trainee and associate of EAPD's insurance and reinsurance department has moved to Bermuda to practice law with MD&M and she will develop their insurance and reinsurance practice, with the support of EAPD.

Regulatory and Transactional

The majority of the matters dealt with by the Regulatory and Transactional group (the 'Rat') involve multi-national clients and often multi-

jurisdictional issues. Much of this work emanates from across the Atlantic but the firm's reach also stretches eastwards. One of the partners in the group, Martin Lister, is regarded as the leading insurance regulatory lawyer in Hong Kong, where he visits regularly, as well as practicing Hong Kong and English law from London.

One significant transaction the group has recently worked on was the acquisition of a Lloyd's underwriting group by Sagicor, a Barbados based financial services firm listed on the Barbados, Trinidad and Tobago and London stock exchanges which operates in the Caribbean, Latin America and the USA and was seeking to expand its presence in Europe.

Commercial Litigation and Asset Recovery

EAPD also has a diverse and flourishing commercial litigation practice. Modern litigation often involves multi-jurisdictional claims and recent matters have had issues and assets domiciled in the US, Scandinavia and the Channel Islands. Other claims touch France, such as the defamation claims we brought against the authors of *The Forbidden Truth*, while in Switzerland the firm has represented Fulham FC in a FIFA case at the Court of Arbitration for Sport.

One cross-jurisdictional element of commercial litigation that has experienced significant growth over the last few years has been the work involved in recovering assets, corruptly acquired from foreign countries, that have been stashed in the UK and abroad.

EAPD has a longstanding relationship with Nigeria and has assisted in a number of matters. These have included working with the Economic & Financial Crimes Commission (EFCC) to recover assets allegedly misappropriated by political figures ranging from the military dictator General Sani Abacha to recent state governors. Some of these individuals took charge of large quantities of money but diverted the state funds for personal

Conkers

On a mild evening last autumn a squad of the firm's best conker talents set their sights on one of the conker world's most prestigious prizes: the **City Conker Cup**. The annual event, all in the name of charity, is very popular amongst City professionals.

The competition took place at the Great Eastern Hotel in Liverpool Street, where the drinks flowed and the conkers bashed. When not slurping from the port ice luge, players stepped up to thrash it out in an orderly fashion. The tournament was made up of knock-out rounds where a team of three players all played their opponents simultaneously. The team with two or more successful players would proceed to the next round, leaving the losing team to wallow in their own self-pity, or more likely, the selection of spirits on offer at the bar.

EAPD put up a respectable effort with one team making it through to the third round, and the other reaching the dizzy heights of the quarter finals. The conkers are already soaking in vinegar ahead of next year's competition...

by Chris Pease
1st Year Trainee, London



Pro bono work

By Rachel Lafferty
1st Year Trainee, London

Edwards Angell Palmer & Dodge prides itself on its pro bono activities and with a new crop of trainees the charitable spirit is growing. A new term has just begun for the literacy and numeracy partners scheme and there have been plenty of interesting and challenging cases sent to us from LawWorks to keep us out of mischief...

gain. Through the English commercial courts, EAPD, acting on instruction from the Federal Government of Nigeria, has recovered substantial sums in cash and property from the perpetrators and their associated companies. These funds were then returned to Nigeria. The governors now face criminal charges in Nigeria, one having fled the UK on the Eurostar, dressed as a woman, whilst on bail! How many commercial disputes can claim that?

Historically, we have acted to recover corruptly acquired assets in many other countries and we continue to act today in, for example, Kenya, Pakistan and Indonesia.

Further, through our links with the UK Government and transnational institutions such as the World Bank we regularly assist with policy advice and provide seminars to developing countries on issues relating to corruption. Most recently we were invited to attend the UN Anti-Corruption meeting in Bali on behalf of Transparency International.

EAPD's asset recovery and anti-corruption team also recently announced that it was joining forces with Amicus Legal Consultancy to provide an expanded range of capacity-building, training and litigation services to governments and their anti-corruption agencies. The Amicus team consists of two former senior Crown Prosecutors who will help to further strengthen EAPD's internationally recognised practice in this area.

Public International Law

Our strong relationships with countries such as Nigeria and Kenya have meant that we have also helped to shape the legislative framework. In Kenya, a country recently hitting the headlines for corruption, electoral rigging and violence, we assisted in drafting the Proceeds of Crime Act and the Anti Money Laundering Act which helped the Kenya Anti-Corruption Commission (KACC) hit the headlines for the right reasons after a string of successful prosecutions. The firm also advised on Kenya's maritime boundaries.

In addition to this, our expertise has been employed advising Nigeria on land and maritime boundary issues relating to Cameroon, Benin and Niger.

Other work has been done on self-determination issues in the Horn of Africa and on the Indian Subcontinent.

Reading and numbers partners

As in previous years, some members of staff in the London office have volunteered to be reading and number partners. Once a fortnight the volunteers visit a local school and pair up with a child to either play numeracy games or to listen to them read. The schemes are a great way to help the children, many of whom do not speak English as a first language, grow in confidence and improve their reading and numeracy skills. The scheme is part of the Lloyd's Community Programme which aims to improve the opportunities of the people of Tower Hamlets and neighbouring East London boroughs.

Fair Trials International

EAPD has also recently started an exciting new pro bono initiative with Fair Trials International (FTI), an organisation which defends the rights of those facing charges in a country other than their own. It seeks to help those whose fundamental rights have been abused (such as by being tortured) or have suffered a miscarriage of justice in a criminal justice system outside their home country. EAPD volunteers are assisting FTI in these cases on Wednesday evenings and the experience of those who have attended so far has been that it is extremely interesting work and rewarding to boot.

LawWorks

LawWorks is the operating name of the Solicitors' Pro Bono Group. Its aim is to increase the delivery of free legal advice to individuals and communities by putting them in touch with law firms who are able and willing to act for them. We are lucky to be one of these firms and have been exposed to a broad range of legal experience through the cases sent to us.

Amongst other roles, EAPD is on the panel that reviews LawWorks' cases before they are taken on. Theo Godfrey recently reviewed the case of a GP who

was appealing against a General Medical Council tribunal decision which had found that his performance had been deficient and he would therefore be required to undertake retraining. Theo's work on this involved reading the applicant's file of documents and making a decision on whether it was a case that LawWorks ought to take on.

Once a case is taken on by LawWorks, it is allocated to a willing and able solicitor. Victoria Rodley received an instruction to help a very worried elderly man who had inadvertently signed an application form, which, it was alleged, committed his village hall charity to paying almost €1000 per year for three years for an entry into a directory. Having tried and failed to cancel the entry, he sought our advice in dealing with the reminders for overdue payment. Research showed there is a website dedicated to shutting the publisher of the directory down permanently and an MEP campaigning against them. Since we couldn't find any record of the company having taken anyone to court, we advised our client not to do anything, but to continue sending any correspondence to us so we could monitor the position.

Finally, I am currently assisting my supervisor, Nick Stern, advising a charity promoting cultural diversity in a dispute arising from a shop it rents. It uses the shop as a drop-in centre, but it is also used as a commercial venture by the charity's co-tenant at the property. Over a short period of time the relationship between the charity and the co-tenant deteriorated considerably, resulting in the co-tenant unilaterally changing the locks to keep the charity out. Nick and I are now advising the charity on its options.

Apart from the tremendous sense of goodwill you feel when aiding the community, the LawWorks scheme offers trainees a great opportunity to develop their legal skills by running their own case files, with appropriate supervision.



By Victoria Rodley
2nd Year Trainee, London

Kyle Sanderson
2nd Year Trainee, London

A trainee's guide to London

Where to live? Where to kick a ball around? Where to eat and drink? Where to just drink and drink? These are just some of the questions new trainees arriving in London will be asking so we at Trainee Days thought we would give you a few pointers.

West London

West London is probably the most attractive part of London, stretching out along the Thames with many waterfront pubs and residential properties.

N Fulham, Chelsea, and Notting Hill are the places to go for a night out. Fulham and Putney host plenty of pubs and bars; try Sunday night at the Pitcher & Piano on Fulham Road to get a taste of the usual treatment. Chelsea is second only to Clapham in cheesy clubs stakes, but with pretensions to being slightly glitzier than their Clapham equivalents. Try places like Mamilanji, Boujis or even Crazy Larry's, although we'd hesitate to recommend any to anyone reading this sober.

For a more laid back night out, head along the District Line to Parsons Green, where there are five pubs/bars on the short walk from the station to the other side of the green so you'll usually find a seat somewhere. The Establishment, Aragon House and The White Horse (be warned, it's known locally as the 'Slooney Pony') all have outdoor space so are good bets for the summer (and for all-weather smokers).

Notting Hill caters to all sorts of tastes. There are some decent bars/clubs here including the Notting Hill Arts Club, Blagclub etc. If all else fails just make your way into town, as it's not far at all.

R There are lots of fantastic restaurants of every cuisine in west London, especially around Turnham Green. See www.london-eating.co.uk for a fairly comprehensive guide.

P For those fortunate enough to live in Kensington, Bayswater or Notting Hill there is Hyde Park on your doorstep. If, like the rest of us, you can't afford to live in those areas don't fret, the rest of west London is probably the greenest part of the city. There are lots of parks and greens in most neighbourhoods, and the sprawling Richmond Park and Wimbledon Common slightly further out. For botany lovers, Kew Gardens is nearby.

T Anyone who lives on the District Line west of Earl's Court will tell you the tubes are always rammed, there are constant delays, and that the 'morning sauna' you're subjected to throughout the summer does not make for a pleasant start to the day. Whilst the District Line can induce moments of blinding fury, in fact it happens quite rarely, and the longer you've travelled the line the more zen-like you become. On average it takes 45 minutes from boarding the train to being at your desk, so it's really not that bad. If you're lucky enough to move to somewhere on the Central Line ignore the above as it doesn't apply to you.

South London

The North/South divide means many South Londoners feel a strong allegiance to their side of the River and refuse to live anywhere else. The area's wider streets give a more spacious feel, but transport – especially Underground connections – remains the biggest problem.

N Clapham is the most popular for nightlife. It boasts several clubs including Infernos, Clapham Grand, Lost Society, Mish Mash, The Artesian Well and The White House. Personal favourites for laid back decent music and an unpretentious crowd is Lost Society or MishMash, although they are often crowded. Brixton is now buzzing with bars and restaurants, and the Living Room and Babalou are always popular. Brixton is definitely less upmarket than Clapham and Balham but cheaper to live there as a result.

Key

N Nightlife

R Restaurants

P Parks and Local Amenities

T Travelling to work

North (and East) London

North London has long seen itself as the cool part of town, although the South's boom over the last decade or so has redressed the imbalance somewhat. Today, North London still has many of the capital's top music venues and eateries but property prices remain very high. The East is slowly becoming more gentrified and new developments, restaurants and gastro pubs in areas such as Hackney and Bow suggest it will only get better. Canary Wharf and the surrounding Docklands areas has changed dramatically and is now a busy centre for business and pleasure, with many restaurants with great river views.

N Islington has a few foodie-type pubs of note, such as the Duke of Cambridge on St Peter Street and the Marquess Tavern on Canonbury Street. It's just a short hop to Old Street, Hoxton and Shoreditch with their vast array of uber-cool bars and clubs. In Camden it's worth moving away from the market to find the more interesting places. Barfly and the Dublin Castle are popular music venues, and the celebrity hangout Hawley Arms is always worth a look, although currently under reconstruction after the recent fire in Camden Market.

R Almost every second shop front is a restaurant or café along Islington's thriving Upper Street, although it is tricky to find seriously good food without spending a fortune. A couple of the less pricey ones to recommend include La Forschetta for Italian food and Le Mercury for French. If you wander just a little way north or east, however, there is still plenty to choose from. Stoke Newington has plenty of independent and interesting restaurants around Church Street, and some of the best (and cheapest) Vietnamese restaurants in London can be found in Dalston and Hackney.

R There are lots of good restaurants in South London. Battersea and Clapham probably have the most and they are clustered around the Northcote Road and Battersea Rise. Some of the best restaurants include Nancy Lam's in Clapham for Indonesian food, Metro Pizza in Battersea for Italian food and Fujiyama in Brixton for Japanese food. Balham High Street also has a good array of cuisines on offer.

P Clapham Common is one of the main reasons people choose to live in Clapham, in the summer virtually every inch of grass is covered with Clarmites catching rays. Battersea Park however is much quieter and makes a far more pleasant choice for summer sun. Vauxhall and Kennington share Kennington Park which has its own lido, as does the beautiful and huge Brockwell Park in Brixton.

P Hampstead Heath and Primrose Hill are a good bet on a hot and sunny day. For the brave, Hampstead Heath has the famous swimming ponds as well as a public lido. Primrose Hill is the ideal area for celeb-spotting. Highbury Fields is popular for joggers and not much further out there is the little-known Clissold Park. Further east is Victoria Park, home to music festivals in the summer. Islington is also blessed with a good selection of shops and a multi-screen cinema at the N1 centre in Angel.

T Islington and Camden are both just a 40 minute walk from the City, which can make all the difference to your working day. Unfortunately the tube options are limited, and many areas depend on the Northern Line which is also known as the Misery Line for reasons that are obvious to anyone who attempts to use it regularly. A serious benefit is the short, and therefore cheap, cab rides home late at night. Areas around Hampstead and Islington have the benefit of the overground rail system.

T Vauxhall is the transport hub and from here you can be anywhere within 25-30 minutes, and can even walk to work in under 40 minutes. Brixton and Stockwell are on the Tube's Victoria Line which provides a fast route into central London. Clapham and Balham rely heavily on the Northern Line which is a terrible line to have as your only option, although Clapham Junction does have a good service to Waterloo from where walking is again possible. Battersea is only served by overground trains but they do go into Victoria or Waterloo and are very frequent.

5-a-side football



The EAPD football team play Monday nights at the Market Road pitches (near Caledonian Road tube) where they compete in the London Legal 5-a-side League. The star-studded line-up regularly competes against teams from other firms all in the name of honour and bragging rights.

In the last few months the team has had an eventful time with plenty of memorable moments. Here are just a few: One of the more amusing incidents (although not so funny at the time) involved two EAPD players being simultaneously sent off for making 'an illegal substitution' (surely this can only happen in a legal league?!). Whilst the two culprits avoided prosecution, the referee ensured that both players felt his wrath which was akin to that of a sleep-deprived dragon.

Certainly the high point of the last few months was the team's glorious promotion into the top flight of the London Legal League, proving to everyone that EAPD are a force to be reckoned with not just in the office and but also on the pitch. Long gone are the days when there was a struggle to find five players on a Monday night; the team now has a healthy squad to choose from and continue on their quest for world domination.

A more sombre moment was the announcement of Darren 'Clooney' Forecast's retirement from 5-a-side football. The news came as a shock to the team and the defence still mourns the loss of its most experienced stalwart. The veteran centre-half was a highly regarded character who over the years formed something of a 'playboy' image for his off-the-field antics. Still, youth development is a strength at EAPD and confidence is high that a fresh batch of youngsters in 2008 will more than compensate for the loss of the Cloon.

by Chris Pease
1st Year Trainee, London

By Sarah Warnes
Trainee recruitment
coordinator, London

Making the most of summer placements and open days

Phew! You've done the hard work of securing yourself that summer placement, you've given yourself '*applicatioformitis*' (a little known but widely prevalent condition amongst applicants), now how do you make the most of it and really impress the firm?

Firstly – this may sound obvious but needs reiterating – **turn up on time and look the part!** The transition from casual student to fully fledged, full-time employee can be one that is trickier to make than you think, so getting a head start and 'trying on' your 'professional me' persona during your summer placement, with the suit and all the trimmings, is a good idea. Studies have shown that, time and time again, how you dress makes a big impact on how you feel about yourself and directly influences the confidence you bring to a situation or task. Needless to say, those you're working with will also feel that confidence and it will help make an impact on them, which, after all, is what you're seeking to do. So whilst you may not like it, getting used to wearing, working, walking and talking in your business dress is important and shows you've made the right considerations. Getting yourself into a time routine will also stand you in good stead for your future working life.

Engagement! Engagement! Engagement!

No, not an exhortation to Tony Blair (or the Channel 4 property programme) but what you need to do when you're on your placement. If you really engage with the whole experience, you'll get much more out of it. Seek out your own work, approach partners / associates and trainees for tasks or to offer any assistance you might be able to give. Knock on doors and get yourself known. People will appreciate you taking the initiative and you'll be giving the impression that you're serious about a career in law and about starting your career at that firm. You are also much more likely to be included in things like client meetings, hearings, conference calls etc if the partners and associates know who you are and where you are. It will also do wonders for your confidence. Building up your relationships with other employees, even for that short period of time, will give you an enormous sense of achievement, demonstrate your interpersonal and team working skills, and it will enable you to see and appreciate the culture of the organisation. You'll also be able to ask questions and get the 'real' answers you're looking for.

On guard!

Always be ready to go the extra mile in any situation you find yourself in, this shows you can think around tasks, be proactive and flexible – some of the key

qualities you'll need as a lawyer. It's useful to keep a mental check list of the skills and qualities the firm is looking for, so you can think about how to show you've got them through the work you do whilst on placement. Remember, lawyers are used to looking for evidence and they will take the same approach when assessing whether you are right for the firm. Try to show concrete examples of your analytical ability, your drive and determination, and your ability to take on a challenge. Remember to show an interest in the firm and its clients' businesses – put your commercial nous on keen display. To put it simply, approach everything with enthusiasm and a 'can-do' attitude, and be ready to learn from every experience. Do that and you won't go far wrong.

“If you really engage with the whole experience, you'll get much more out of it. Seek out your own work, approach partners/associates and trainees for tasks or to offer any assistance you might be able to give. Knock on doors and get yourself known.”

Missed out?

As recruiters, we know how hard it can be and how competitive the whole summer placement application process is. If you're not lucky enough to secure that prized placement, getting yourself along to an open day is another way of getting to know a firm, and enabling the firm to get to know you. It is also a two-way process when it comes to making a good impression. Think of the open day as your shop window as much as it is the firms'. Go armed with a certain level of knowledge about the firm, but seek to expand on that by asking interesting and sensible questions.

Social minefield? Some people can find the informal mixing with partners and associates at these

EAPD Open days June 2008

Edwards Angell Palmer & Dodge UK LLP will be hosting three open days in June 2008.

Details can be found in the application process by visiting:
www.eapdlaw.com/careers
and clicking on:
'UK Trainee Recruitment'.

We look forward to welcoming you to the firm.

types of events a little intimidating, but don't be put off! Why not try starting a conversation by asking them about their route into law, or asking them what they enjoy most about being a lawyer at that firm. Part of being a lawyer is also about thinking on your feet, so if you can keep the conversation flowing by continuing to probe the person you're talking to, this will help show you've got that skill in abundance. But remember, you're in a commercial and professional setting, not down the pub, so be careful about keeping a professional balance on your topics of conversation and don't be tempted to try and become their best pal in under two minutes. Be friendly and open but keep things in proportion.

A lasting impression?

On your open day, you'll probably be taking part in a variety of activities or exercises, designed to break the ice, give you some skills or enable you to learn more about the firm and what it's like to be a lawyer there. Remain alert and remember your body language throughout the day. If you're listening to a presentation, look interested and look like you're listening; use each activity either to help you build a picture of the firm, or help them build a picture of you. After all, the firm will want you to be an excellent candidate and look for you to demonstrate your qualities. Paying attention to the details and the little things can go a long way to helping you do that.

EAPD and the local meat pies

You may or may not know, but EAPD's location makes it part of the very rich and interesting history of this old part of London. In honour of the recent film *'Sweeney Todd: The Demon Barber of Fleet St'* about one of our not-so-nice neighbours, we've compiled a short history of some of the area's goriest events...

Sweeney Todd himself is meant to have kept his shop at number 186 Fleet Street, which lies within fifty yards of EAPD's office, and is now visible as the 'Dundee Courier' building with a rather unassuming 'Kwik Copier' shop at street level. There is still much debate about the existence of Sweeney Todd, but folklore dating back to the 1700s has it that he murdered 150 people in his barbershop by cutting their throats. He and his lover Margery Lovett discovered a tunnel leading from the shop cellar through the crypt of St Dunstan's Church into the cellars of her pie shop. Obviously being an enterprising pair, they decided that Margery would fill her pies with the unlucky victims - whose last walk would have been down Fleet St, maybe even Fetter Lane...

However, Sweeney Todd does not have the monopoly on gore in this part of town. The Temple Bar, which now stands by St Paul's Cathedral in Paternoster Square, used to stand where Fleet St and the Strand meet, just by the Royal Courts of Justice where the Griffin now heralds the entrance to the City of London. The Temple Bar used to be the City gate and was often used to display the heads and body parts of traitors which were hung from it on spikes. This would have been the first sight for those entering the City up to 1745, the year of the last display - not quite the kind of welcome that we would expect these days.

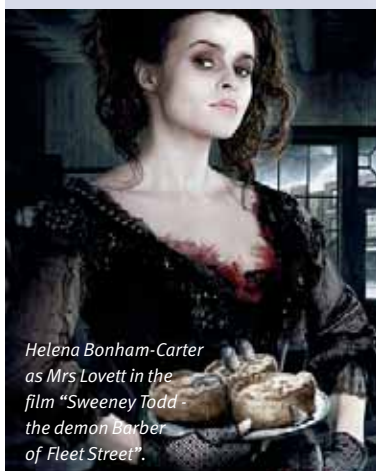
Fetter Lane itself takes its name from 'fewters', the Norman-French word for idle loafers or beggars who used to roam around in the 14th century when the area was open land. It soon became built up with houses and inns. Fetter Lane was the site of a Civil War plot against Parliament, the ill-fated Waller plot, resulting in two conspirators being hanged at

the Holborn end of Fetter Lane. Both the sixteenth and seventeenth century were turbulent times for Fetter Lane and Fleet St: murders and robberies were common. Bad behaviour was fuelled by the many drinking establishments in the area - trainees may know the feeling. In 1578 the Lord Chief Justice and the Master of the Rolls were ordered to repress the frays which were constantly taking place. As there was no police force, soldiers were stationed at a number of posts, one of which was Fetter Lane. Punishment was severe and was meted out close to where the crimes took place - it was not uncommon for gibbets to be put up on Fleet St and the criminal hanged in the street.

Despite these unsavoury tales, the area surrounding Fetter Lane does have slightly more appealing parts. There is, of course, Temple just opposite EAPD, the land which belonged to the Knights Templar in the 12th Century and became the seat of the lawyers in the 14th Century. It houses the Inner and Middle Temple and is a beautiful area to walk through. Temple Church, in the middle, was the setting for a dramatic scene in the Da Vinci Code and subsequently attracts even more tourists.

There are many old taverns: some, like Ye Old Cheshire Cheese - a favourite haunt of Dickens, Dr Johnson, William Thackeray - remain largely unchanged from their 17th Century incarnations. The many tiny alleyways with names such as *'Hen and Chicken Court'* and *'Shoe Lane'* often lead to hidden treasures and are well worth exploring. Just don't eat the pies.

By Sascha Grimm
1st year trainee, London



Helena Bonham-Carter as Mrs Lovett in the film *'Sweeney Todd - the demon Barber of Fleet Street'*.



The Temple Church



'Ye Old Cheshire Cheese' pub



Temple Bar

The social scene

Firm's Christmas party

For the 2007 Christmas Party, the last big celebration for the firm under the Kendall Freeman name, we were treated to glamour and sparkle aboard the HMS Wellington. Held on the Thursday before Christmas, the black tie party gave everyone the chance to get the festive season off to a great start.

Aboard the ship, a game of 'pass the parcel' got everyone into party mood. Those lucky enough to win a prize were thrilled to put on reindeer antlers and other festive accessories to brighten up their outfits! And while most staff members were impressed at the high quality toys in the crackers, a couple of our American guests were bemused by the cylindrical object on their plate and proceeded to open the middle section before pulling it.

Dinner was a fine medley of smoked salmon, rack of lamb and warm chocolate pudding. Those looking for an after-dinner drink headed straight for the Christmas tree ice luge. Foolishly presuming that a 'few' shots of the ice luge would not be particularly potent, everyone joined in with reckless abandon. Unfortunately for some, after a couple of intakes of rocket fuel (white port/vodka), inhibition flew out of the porthole windows and the dancefloor became very popular. Thanks to our photographer, Harry 'Paparazzi' Cion, most of the events were recorded (see adjacent).

The dancing (or what looked more like a rugby scrum) finished with an all firm group dance to a very fitting song, 'New York, New York'. As the night drew to a close it was decided by those still standing that it was far too early to go home. The party continued at the nearby Motion nightclub into the early hours. Overall a very enjoyable night although some of us certainly paid for it the next morning...

Trainee winter party

This year we decided to hold the trainee party in early January to avoid the frantic Christmas period. The party was held at the new and trendy Mustard bar at St Paul's and, as usual, future trainees as well as current trainees and supervisors attended.

The evening kicked off with champagne (a popular starter at EAPD events!) and strawberry jelly shots. This was followed by an assortment of childhood party games which became increasingly more interesting as the night progressed. Party games included some of the 'classics' - Jenga, Twister, Connect 4 and Guess Who. Guess Who proved to be the most challenging game for those who could not distinguish between eyebrows and eye lashes (no names mentioned... Doug). The party continued late into the night with tasty nibbles and cheesy music.

Those who lasted to the end were all rewarded with EAPD party bags. The most popular item proved to be the drumstick lollies and bouncing putty rather than the stylish silver wine stoppers!

St George's Day

On 23 April, everyone was invited to a St George's Day party. English music of varying quality blared from the speakers, ranging from Lulu to The Who with some Spandau Ballet & New Order thrown in.

Amongst the distinguished guests was the newly appointed managing partner, Walter Reed, who enjoyed the miniature roast beef and Yorkshire pudding canapés on his visit from the US. The 2008 trainee intake was also present and they all maintained an air of sophistication whilst being grilled about their travels and why the LPC was such an interesting course. An 'all things English' quiz provided some intellectual stimulation but the biggest hit of the night was the reappearance of the firm's favourite 'honey mustard sausages'!!

By Emma Richardson
1st Year Trainee, London



The Christmas party

We hope you have enjoyed this issue of Trainee Days. If you have any comments or ideas for our next issue please contact trainee recruitment. To apply for a training contract complete the online application form at: <http://eapdlaw.com./careers>

Training contract deadline is 31 July 2008.

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