

Careers Handbook

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About Piper Alderman

Piper Alderman is a full-service, commercial law firm with offices in Sydney, Melbourne, Brisbane and Adelaide. We have 53 partners, over 150 lawyers and close to 300 staff in total.

Our firm is committed to continual excellence in the practice of law, having been leading advisers to commercial interests across Australia for over 160 years. We have achieved our impressive growth by listening to our clients, responding to their needs and creating practical legal solutions.

Piper Alderman is a single, united partnership committed to performing as a team and working together with our clients to achieve their business goals.

We have been ranked in the top 25 law firms for the last three years and in December 2006 were named one of "Australia's Fast 10 Law Firms" by Australasian Legal Business magazine.

Piper Alderman was also delighted to have our Adelaide office recognised as an outstanding legal services provider and voted "Best South Australian Firm" in the 2007 BRW St George Client Choice Awards.

Our Mission

"To strive to be a profitable, pre-eminent national law firm by consistently delivering highly skilled, professional, ethical and effective legal representation to our clients for a fee commensurate with the excellent service provided".

Our Experience

Piper Alderman has an extensive client base with a wealth of experience providing legal services into multinational and blue chip clients across Australia. We aim to develop strong relationships with our clients through personalised service and direct Partner access. Our lawyers are accountable for client satisfaction and demonstrate personal ownership when dealing with matters.

Piper Alderman provides advice to a number of international and national clients including:

- > Adelaide Bank
- > AGL
- > ANZ
- > Beach Petroleum
- > BHP Billiton

- > Boral
- > Bridgestone
- > Commonwealth Bank
- > Coopers Brewery
- > GM Holden Limited
- > Hardy Wine Company
- > Hills Industries Limited
- > IKEA Australia
- > Lend Lease Retail
- > Lumley Insurance

Firm Functions

We operate as three Divisions: Corporate, Property & Projects and Dispute Resolution. We also have two Sections: Employment Relations and IP & Technology.

In addition to our partners and lawyers, Piper Alderman has extensive support services functions to assist our specialist practice areas.

These include the following functions:

- > Paralegals / Administration
- > Marketing and Business Development
- > Information Technology
- > Learning and Development
- > Financial Services
- > HR Services
- > Library Services
- > Word Processing

What we do

At Piper Alderman our lawyers know the importance of effective solutions, spare no efforts to achieve results for our clients and strive to provide commercial answers and speedy resolutions.

Our key areas of practice on a national basis are Corporate, Property & Projects, Dispute Resolution, Employment Relations and Intellectual Property.

Corporate

Our Corporate Division works with companies, businesses, directors, investors and regulatory authorities in effecting corporate transactions such as takeovers, IPOs, fundraisings, privatisations and commercialisations. Our clients come from a variety of sectors including energy, resources, agribusiness and manufacturing. A major focus of our work relates to the commercialising of technology and involves the firm acting for research institutions, universities, pharmaceutical companies and other businesses with high intellectual property content. Head office advisory work is another major focus of the Division's efforts. This involves advising on Corporations Law issues, the application of Listing Rules and the impact of competition law on corporate transactions.

Property & Projects

Our Property & Projects Division has a wealth of experience in major property and property related transactions. The team provides leading edge advice on commercial, retail and industrial property, licensing, regulatory, environmental, planning and related concerns and the structuring and implementation of major property projects and transactions.

Employment Relations

To help our clients navigate through this increasingly complex landscape, Piper Alderman has a dedicated team of employment lawyers who appreciate that in today's competitive environment employers must take advantage of the opportunities available, while remaining aware of their obligations and legislative restrictions.

Our team is committed to developing partnerships with our clients to ensure issues are managed properly and exposure to risk is minimised.

Intellectual Property and Technology

Piper Alderman's Intellectual Property and Technology team works closely with clients to identify, protect, develop and exploit intellectual property assets and resources. We advise on all aspects of intellectual property law including patents, trade marks, copyright and designs.

We understand that the effective use of technology is a key part of any business's success. Our technology law expertise covers a variety of agreements including licences, R & D, consultancy, grant and CRC agreements. Our IT experience includes software licences, development, integration and implementation agreements, acquisitions, website development, e-commerce and outsourcing arrangements. Our Intellectual Property & Technology team produces the IPT Update which addresses developments in the IP and technology sectors.

Dispute Resolution

Our Dispute Resolution Division is acknowledged as running some of the most substantial commercial litigation cases in Australia. Through experience, this Division has developed special capabilities in handling large and complex litigation. We use well-organised teams on large matters and we have a sophisticated computerised program of litigation support.

This Division is also involved in credit management and insolvency, directors' duties, shareholders' actions, misleading conduct, company takeovers, partnership disputes, joint ventures, contract disputes, guarantees and indemnities and reviewing or contesting government actions.

Our Dispute Resolution Division also advises major insurers, brokers and private clients about the defence of claims as well as the drafting of policies, coverage and their rights and liabilities arising out of legislation, insurance contracts and related claims. We are engaged in advising clients such as self-insured corporations and insurance companies on their liability and represent them in Court where necessary. We advise in all areas of insurance including workers' compensation. We also have in-house counsel who regularly appear in Court.

In our commitment to service excellence, we provide tailored legal advice and services through the matching of skills and experience of our

What we do (Continued)

lawyers. In all matters a senior lawyer retains personal responsibility for carrying out clients' instructions.

Other Services

Additional core areas of practice Piper Alderman focus on include:

- > Agribusiness
- > Banking
- > Building and Construction
- > Commercial
- > Credit Management and Insolvency
- > Funds Management
- > Government and Administrative Law
- > Health and Life-sciences
- > Hospitality, Tourism and Gaming
- > Infrastructure and Projects
- > Insurance
- > Planning and Environment
- > Private Client Services
- > Resources
- > Taxation and Superannuation
- > Trade and Transport.

As a law firm our lawyers and the service they offer are our 'product' and as such they must embody Piper Alderman in terms of our values, vision, branding and objectives. This attitude has created a unique culture, culminating in a successful law firm with a harmonious working environment.

Career opportunities

We recruit our graduates with the potential to progress to eminence as lawyers. The broad range of our commercial practice provides extensive opportunities for lawyers to develop in areas they enjoy as well as providing challenging work.

Training and Development

Piper Alderman is committed to training our lawyers, as an ongoing part of their careers. We firmly believe that good lawyers attract good clients, and we actively strive to ensure that our lawyers are the very best.

Training is undertaken through internal programs, seminars, conferences, information technology training and external courses.

We support our lawyers in acquiring the minimum number of CLE points to keep their practising certificate. We have a structured internal program providing regular presentations by our own people from each division. Emphasis is placed on all staff members being trained and developed in areas relevant to their needs, enabling them to progress.

Graduate Recruitment

Piper Alderman conducts Graduate Recruitment Programs and assess our requirements for graduates on an annual basis. We also support our lawyers in the attendance of practical legal training courses including the program conducted through the College of Law system.

Seasonal / Casual Work for Law Clerks

Seasonal opportunities are available for law students to undertake short term clerkships or casual work, assisting the firm on some of our major cases. You are invited to register your interest with us by submitting your CV including academic results and extra curricular interests via Cvmail: www.cvmail.com.au

National Focus

At Piper Alderman, opportunities exist to work in all our offices - Sydney, Melbourne, Brisbane and Adelaide - either on temporary assignments or longer term transfers.

Mobility and flexibility are two of the things that make us a truly nationally integrated firm.

Social Activities

Piper Alderman has active social clubs throughout our offices. The committee organise various functions throughout the year including:

- > Staff Christmas party
- > End of financial year dinner
- > Regular drinks nights
- > Charity events
- > Weekly casual day
- > Sporting and leisure activities.