

New Year's Greetings

A Letter from the President

By Derek Lippner

RBA President

Welcome to 2002 and to the RBA, the premier International Legal Network in Tokyo. This year marks a milestone for the RBA as we honor the 20th year since its establishment. I have important announcements for all members as well as very exciting news concerning the RBA and upcoming events.

To start, there have been changes in the RBA Executive Board. Jeff has stepped down from the Presidency after leading the RBA through two of the most productive and innovative years in our history in 2000 & 2001. I have been appointed President, a position I am honored to fill, and fortunately for the RBA, Jeff has generously agreed to remain on the Board as Vice President & Treasurer. I am also pleased to announce that Tom Chung has remained on the Board as Career Opportunities Coordinator, and Richard White has joined us as Editor in Chief, Delon Abrams as Secretary & Membership Coordinator, Kara Lippner as Events Coordinator and Justin Itin as Webmaster.

In 2002, the RBA will continue to offer seminars from leading professionals willing to share their experience and expertise with us on a diverse range of topics. These seminars normally take place on the last Thursday of every other month at Century Court in Roppongi. We urge all RBA members to attend these functions, which include dinner, as they present an excellent opportunity to network and to exchange knowledge between fellow members of the community.

In the months opposite the seminars, the RBA hosts social gatherings at various venues in and around the Roppongi neighborhood. These events present an informal setting in which to socialize and network with members of the legal and professional community. This year, the RBA will host its 1st

Annual Hanami Party in Yoyogi Park, the inaugural RBA Charity Ball, a formal event to benefit *Make-A-Wish Foundation Japan*, and the traditional RBA Summer Barbecue in August at the American Embassy Housing Compound, Daly Hall, which last year drew more than 300 people.

Looking to the future, we, the members of the Executive Board are eager to embrace our friends in the foreign legal community, and to provide the Members of the RBA with the best services and information the RBA is known for. I look forward to seeing you at the upcoming events, and through all of our efforts, making this a fruitful and rewarding year for us all.

The Busiest Time of Year

Calculating your year-end adjustment

By Noriko Fujimoto

RBA Treasurer

For individuals, the tax year follows the calendar year and your tax return must be filed by March 15th of the following year. However, almost all taxpayers working for a company are not required to file an income tax return on their own behalf because their tax liability is settled through a year-end adjustment. What then is the year-end adjustment?

INSIDE THIS ISSUE

- 1 New Year's Greetings – *A Letter from the President*
- 3 Calendar of Events
- 4 A Perspective of the Japanese Legal Market in 2002
- 6 Career Opportunities

1. Purpose of the year-end adjustment

The year-end adjustment is system used to equalize:

- a) The total amount of income tax actually withheld during the year from payments to an employee; and
- b) The tax liability to be retained from a total of those payments.

2. Year-end adjustment procedure

The year-end adjustment should be reflected in the last salary payment to a Column A employee in a year. It proceeds through the following three steps:

- a) Aggregate the tax amounts actually withheld at the source from the payments to an employee in a calendar year;
- b) Determine the correct annual tax amount to be withheld from the annual total of the employment income paid in a year; and
- c) If the aggregate tax amount computed in a) is less than the correct amount in b), the difference should be withheld from the last payment to the employee.
- d) If the aggregate tax amount computed in a) is more than the correct amount in b), the difference should be refunded to the employee.

3. How the tax amount is calculated in the year-end adjustment

Step 1: Net employment income is calculated.

Net employment income is the gross amount received minus the standard employment income deduction amount to:

- a) Gross income is not over 1,800,000 yen: 40% X gross income (minimum amount 650,000 yen)
- b) Gross income is over 1,800,000 yen, but not over 3,600,000 yen: 30% X gross income over 1,800,000 yen + 720,000 yen
- c) Gross income is over 3,600,000 yen, but not over 6,600,000 yen: 20% X gross income over 3,600,000 yen + 1,260,000 yen

Step 2: Deductions or exemptions as follows may be made from the net employment income to calculate the taxable amount of income.

- a) Deduction for social insurance premiums;
- b) Deduction for life insurance premiums;
- c) Deduction for casualty insurance premiums;
- d) Exemption for a spouse;
- e) Exemption for dependants;
- f) Exemption for a physically handicapped person;
- g) Exemption for an aged person;
- h) Exemption for a widow or widower;
- i) Exemption for a working student; and
- j) Basic exemption.

Step 3: Refer to the tax table as follows to taxable amount of income:

Bracket of taxable income (yen):		Tax rate	Amount of deduction (yen):
over	not over		
-----	3,300,000	10%	-----
3,300,000	9,000,000	20%	330,000
9,000,000	18,000,000	30%	1,230,000
18,000,000		37%	2,490,000

Step 4: The following credits may be deducted from the tax amounts computed above:

- a) Credit for dividends;
- b) Special credit for loans for the acquisition a house; and
- c) Credit for foreign taxes

Step 5: Compare the final tax liability after tax credit and income tax withheld from your monthly salary payment, and refund or receive the difference.

4. Taxpayers who are not subject to year-end adjustment

- a) Having more than 20 million yen employment income.
- b) Having other reportable income.
- c) Having claimable deductions such as for casualty losses, medical expenses and contributions or donations that are not deductible through the year-end adjustment procedures.

5. Individual Inhabitant Tax

- a) In principle, after the year-end adjustment, employers submit an information return for

salary income paid to their employees describing the amount of salary income and other items paid in the preceding year. The return is to be submitted to the inhabitant tax office administering the employees' place of domicile by January 31st of that year.

- d) The municipal offices concerned are to assess inhabitant tax to be collected from the employee in 12 equal installments, from June of the current year to May of the following year, and let it know to the employer company.
- e) The employer companies are required to deduct from monthly salaries the amount of each installment and pay it to the municipalities concerned.

Please use this information wisely and contact a Japanese tax professional if you find you are confused or have any questions regarding your tax liabilities. ☺

Miscellaneous Announcements

MEMBERSHIP CARDS & MEMBERS' DISCOUNTS!!

The RBA is proud to announce the issuing of Membership Cards to Members who have paid their annual dues. Membership Cards will be presented to Members at social event and meetings subsequent to joining or renewing their memberships and entitle Members to generous discounts at numerous bars, lounges and restaurants throughout the Tokyo area. The first Membership Cards will most likely be presented at the 2002 Kickoff Party. Please see the Members' Discounts page at the end of this newsletter for further information.

(Members not in attendance at social events and meetings will still receive a Membership Card and will be entitled to the accompanying Members' Discounts.)

CALENDAR OF EVENTS

2002 KICKOFF PARTY

THURSDAY, FEBRUARY 28, 2002
7:00 p.m. - 9:00 p.m.

BAR 911

Shuwa Roppongi Building, B1 Floor
3-14-12 Roppongi, Minato-ku, Tokyo
Tel: 03-5772-8882
(please call for directions)

JPY 3,500 for Members
JPY 4,500 for Non-Members
(Includes food, drinks and live entertainment)

RSVP by Tuesday, February 26 to
dl@andersonmori.com and
ishimamoto@whitecase.com

2002 RBA CHARITY BALL

SATURDAY, MARCH 9, 2002
7:00 p.m. - 10:00 p.m.

BAR 911

Shuwa Roppongi Building, B1 Floor
3-14-12 Roppongi, Minato-ku, Tokyo
Tel: 03-5772-8882
(please call for directions)

JPY 10,000 for Everyone
(Includes fine food, drinks, entrance glass of
champagne and live entertainment)

- Proceeds to Benefit -

MAKE-A-WISH FOUNDATION JAPAN

Please join us in making a difference in a child's
life and giving back to our community

RSVP by Friday, March 1, 2002 to
dl@andersonmori.com and
ishimamoto@whitecase.com

A Perspective of the Japanese Legal Market in 2002

By James Graham

TMP Worldwide Consultant & RBA Member

We are into 2002 and everyone is hoping that the market will pick up, volumes will return, deals will be made and of course, new opportunities, new jobs and salaries will all rise. Is it going to happen? No one knows and signs that the unemployment rate for Japan has risen for the 4th straight month aren't good. However, all the news isn't bad.

According to the TMP Worldwide Job Index Survey, nearly 50% of companies surveyed expect to increase their permanent staff this quarter with Media/PR, Legal, Logistics & Transportation industries leading the way. Conversely, Manufacturing & Construction, Engineering, Financial Services and the Retail industries are reducing headcount.

What does that mean for lawyers and legal staff?

Basically, law firms are hiring on a slow and steady basis while in-house positions are scarce. Even among the investment banks, law firms and companies that are hiring there is a tendency to step back from hiring on the anticipation of need and only hire after the headcount increase can be justified 100%. Usually, a sure sign of this is at least one lawyer living at the office for over a month attempting to get the work done.

Hiring partners at law firms are experiencing an influx of resumes at present from their home offices as well as from people here in Tokyo. "I have never seen so many resumes" says one hiring partner at a US based firm, "where there was a shortage of talent a year ago the situation has reversed itself". So while there are jobs and opportunities here in Tokyo (and around the world) there is also a lot more competition.

The Tokyo Legal Job Market	
What's Hot?	What's not?
<ul style="list-style-type: none"> • Capital markets lawyers with at least 2 years experience • Bilingual, experienced in-house General Counsels • Bankruptcy lawyers • Securitization/real estate lawyers • Bilingual bengoshi with finance experience or a bengoshi without finance experience 	<ul style="list-style-type: none"> • Corporate law • Commercial law • IP law • IT law

Of course, skills and competencies are everything to the future employer. Bilingual language skills are also becoming more and more important as employers, limited by budget and headcount constraints, look for one person to take on more work and deliver better service and value.

In any economy, and especially the depressed and downward spiraling Japanese economy, the only smart thing to do is improve your worth as a knowledge worker. Staying in the mythical 'big safe firm' in a position that does not challenge you is about the worst thing you can do for your career prospects. We would even go so far as to suggest to certain candidates to take the risky start-up company to gain experience that you can't get at your present job. One lawyer, who went to a IT company from a Japanese law firm where she was a "slave" to a senior lawyer, was responsible for taking the company to IPO, something she had never done before. One year later the company is gone and the IPO that was ready to go never happened. Bad news? Not necessarily. The lawyer had excellent support and training from the Asia General Counsel and the legal team did their job well. Even though the IPO never happened she did get the experience and it is serving her well in JREIT preparations.

The dynamics has changed in the career world – even in the legal arena. It is not about job tenure and job security. It is about upgrading your skills and knowledge in your job within the shortest possible time effectively.

And Salaries?

There is certainly downward pressure on salaries and that is only normal considering the present conditions. This means that if you are about to change companies and are still hoping to keep

Roppongi Bar Association Executive Board

*President &
Marketing Coordinator*

Derek Lippner

Tel: 03-3214-1673

Fax: 03-3201-7334

dl@andersonmori.com

*Vice President &
Treasurer*

Jeff Shimamoto

Tel: 03-3259-0226

Fax: 03-3259-0150

jshimamoto@whitecase.com

*Secretary &
Membership Coordinator*

Delon Abrams

Tel: 03-3214-8648

ax: 03-5561-9713

dma@andersonmori.com

*Career Opportunities
Coordinator*

Tom Chung

Tel: 03-5561-6640

Fax: 03-5561-6649

thomas.chung@cliffordchance.com

Event Coordinator

Kara Lippner

Tel: 03-3214-6894

Fax: 03-3214-6512

klippner@mofo.com

Editor-in-Chief

Richard White

Tel: 03-3214-1395

Fax: 03-3201-7334

rw@andersonmori.com

Webmaster

Justin Itin

jitin@aol.com

General Counsel

**Robert F. Grondine, Esq.
White & Case LLP**

your expatriate benefits and package you might want to reconsider – what is important? The job scope, the opportunity to further yourself or a “fat” housing allowance. By all means, if you can get more then get more. But if you want to take on a new position for reasons other than salary, you shouldn’t take a reduction in salary personally.

Simply, there is a lot less wealth in the world than there was even six months ago and the talent available has increased. This is particularly true for in-house legal roles.

There is downward pressure in private practice but that has influenced the shape of compensation more than anything else. Over the last year there has been a strong move to move away from all-inclusive expatriate packages for associate level hires to a more ‘cash in hand’ approach whereby housing is paid for individually from one’s total salary and benefits like COLA or tax equalization are becoming rare. There is also a going trend in offering “Lo-pat” packages – a hybrid of some expatriate benefits like reasonable housing allowances, no tax equalization benefits and the salary is more reflective of the local market standards. That being said, global law firms need talent and are willing to pay for someone they need.

Thinking about a new job?

If you are thinking about a new job make sure that you are doing it for the right reasons. “No bonus or my bonus is minute” isn’t a reason this year as everyone is in the same situation and jumping companies for a few extra dollars or because someone you know has a better package isn’t likely to pay off in the long run.

Employers are looking for people who know where they are going and have the skills to hit the ground running. Better career opportunities, training and experience in an area that you want to develop skills in, and workloads are among the better reasons to change companies in a recession economy. As long as you are building your career in a logical way you are moving in the right direction.

James Graham is a legal recruiter with TMP Worldwide. If you have questions or comments about this article or wish to speak confidentially please contact him at 3511-6486 or email james.graham@tmp.com.

Career Opportunities

By Tom Chung
RBA Board Member

If you would like to place a career opportunities advertisement in future issues of the RBA Newsletter, please contact Tom Chung at fax no. 03-5561-6649 or by e-mail at thomas.chung@cliffordchance.com.

TOKYO LISTINGS:

ANDERSON MORI

An International Japanese law firm with a general corporate practice, wishes to engage a native English speaking attorney having at least two years of home jurisdiction experience, preferably in the corporate/commercial area, with strong corporate transactional experience, as a FULL-TIME FOREIGN LEGAL ASSOCIATE.

Japanese speaking and reading ability is not required for this position. The position is currently available. Please address applications to Jim Minamoto, Esq. at Anderson Mori: fax: 3214-8748; tel.: 3214-3192; james.minamoto@andersonmori.com.

BLOOMBERG LP

Securities and Transactional Lawyer:

Seeking two securities and transactional attorneys each with 2-6 years of experience and fluent English skills. The ideal candidate must have experience with securities regulations (ideally in Hong Kong, Australia or Singapore) and will have international transactional experience at a large firm or company. Business level Japanese a plus.

The candidate will be a part of the Asia-Pacific legal team in Tokyo and will be expected to coordinate compliance with securities regulations and various other telecom, media, intellectual property and contractual issues that arise in Bloomberg offices around Asia. Competitive salary commensurate with experience.

Please e-mail your resumes or direct your inquiries to the HR department at tokhr@bloomberg.co.jp (tel: 03-3201-8900). Submissions can also be mailed to the HR Department, Bloomberg, Yusen BLDG. 2-3-2 Marunouchi Chiyoda-ku Tokyo 100-0005.

MATSUO & KOSUGI

Matsuo & Kosugi, a Japanese law firm with an extensive international practice, is now accepting applications for a foreign associate position to start at the beginning of 2002. Although there are no hard or fast rules, the ideal candidate will be licensed in a common law jurisdiction and have experience in international corporate transactions. Salary will be commensurate with experience etc. Interested candidates should send their CV to the attention of Takeo Kosugi, Tom Shors and Steven Howard at kosugi@mknet.jp; thomas@mknet.jp; and howard@mknet.jp.

NISHIMURA & PARTNERS

Legal Editor

Nishimura & Partners, one of Japan's premier international law firms, seeks applicants for the position of English-language legal rewriter and editor to work full-time or part-time during an afternoon or night shift. In addition to editorial responsibilities, the editor from time to time may assist in legal due diligence, research and similar matters. The position requires the ability to convey ideas and information effectively and concisely, in clear and proper written English. A bachelor's degree is required, and preference will be given to candidates with legal education, training or experience and a desire for exposure to international law and business. While Japanese language ability is not required, some ability will be helpful. The editor will join a staff that includes over one hundred Japanese attorneys, several attorneys from the U.S., Canada and Australia, and at least three other editors. Compensation will be commensurate with background and experience (if any). Applicants should send a resume and cover letter to Frederick W. Guinee, Nishimura & Partners, 12-32, Akasaka 1-chome, Minato-ku, Tokyo 107; facsimile 81-3-5561-9711; e-mail f_guinee@jurists.co.jp.

OHTSUKA PATENT OFFICE

Ohtsuka Patent Office is seeking a native English speaking patent attorney or patent agent. The work primarily involves patent prosecution, and correspondence with clients and foreign associates. Ohtsuka Patent office, an expanding IP firm, has been located in Kioicho, Chiyoda-ku Tokyo for more than 26 years and has an international and domestic client base. The firm's emphasis is on high technology, including computer-related hardware and software, telecommunications and semiconductors, and automobiles. The position

offers an excellent opportunity for growth in a very active, high-tech practice. Candidates with an electrical, telecommunications, mechanical engineering, computer science and/or physics background and a minimum two years experience are preferred. Japanese speaking and reading ability is required. Please send cover letter and resume in confidence to:

Mr. S. Kawakami, Office Administrator, Ohtsuka Patent Office 3-6, Kioicho, Chiyoda-ku, Tokyo 102-0094 or by fax to 03-5276-3242 or by e-mail to opt@patest.co.jp

THE WALT DISNEY INTERNET GROUP

Counsel - Business & Legal Affairs

The Walt Disney Internet Group (WDIG) is searching for a lawyer with 2-5 years experience to join its Business and Legal Affairs group. This position will be based in Tokyo and have responsibility for supporting all Asian markets.

The ideal candidate would be a lawyer admitted to practice in a U.S. jurisdiction, with a background in licensing, intellectual property, and corporate transactions; who is committed to a long-term career in Asia. Japanese language ability and business experience would be advantageous but are not required.

The principal responsibilities will be to provide business and legal support related to the growth of WDIG's online and mobile Internet businesses in Japan, expansion of WDIG's businesses into other markets in Asia, and coordination of WDIG's business with Disney's other endeavors in Asia. Salary and benefits will be commensurate with the successful candidate's background and experience.

For a chance to participate in the making of Disney magic, please send your resume in English by post or by e-mail to the address indicated below by February 15, 2002, indicating clearly on the envelope "WDIG-C". (Resumes and related documents will not be returned.) Inquiries and requests for further information are accepted by e-mail or post, but we ask that you refrain from making inquiries by phone. All candidates will be contacted by phone or mail regarding the status of their application.

Attn.: Yufuko Takeshima, Human Resources
Walt Disney International Japan (Disney Store)
ARCO TOWER 11F, 8-1 Shimomeguro 1 chome
Meguro-ku, Tokyo 153-8925

Email: yufuko.takeshima@mail.disney.co.jp

TMP WORLDWIDE

Banking 2+ years' pqe London

A workload that principally involves working for banks on asset based lending, cross border secured lending, acquisition finance, public to privates and insurance banking at a large City firm with a pre-eminent reputation. Clients include US lenders and some major names are amongst the client base. This is a great opportunity to join a successful and growing team.

Ref: 130538

Project Finance 3+ yeas' pqe London

This US firm has a premier project finance group running through New York, Washington, London and Hong Kong. In London since the early 1990's the practice now has a high workflow of European and non-European clients in project and lease finance work. Acting for sponsors and lenders – the preference is for a lender bias to candidates' experience.

Ref: 144566

Capital Markets – 2-5 years' pqe London

A top tier New York firm has openings for associates to join their leading capital markets team. With over 40 lawyers in London, they are a force to be reckoned with in terms of UK finance work, and enjoy a strong securitization and high yield capital markets practice, regularly acting opposite the top UK firms. The firm pays full US salaries in London.

Ref: 127313

Project Finance 3+ yeas' pqe Tokyo

Annually top ranked UK firm requires the services of a senior project finance lawyer to handle expanding volumes. Excellent international work.

Ref: 1977

General Counsel Consumer Company Tokyo

This position located in Kansai, is an opportunity for a Bilingual corporate lawyer with at least 5 years experience to head one of the strongest global consumer goods companies. Business knowledge and experience along with maturity and professionalism are the key attributes needed for success.

Ref:

Capital Markets 2-5 years' pqe Tokyo

Top global US & UK law firms are seeking associates. Excellent opportunities and salary. Please call to discuss.

Ref 2552

US Securities -3-5 years' pqe Singapore

Major US Law firm with strong regional presence is expanding its US securities practice in Singapore and seeks an experienced lawyer to join a collegiate team. In addition to securities work the firm offers the opportunity to get involved in a wide range of general corporate/M&A and structured finance work. Excellent long-term career prospects

Banking Lawyer- 5 years pqe Hong Kong

This global bank is seeking a lawyer with a minimum 5 years PQE concentrating on regulatory, compliance and operational legal governance. Bring a proven background in corporate finance and financial services to this well-established company and work on a range of matters including local, regional and global compliance, regulatory exchange with key authorities such as the SFC and the HKMA, and general legal advice to the group and its respective business units. Maintain relationships with relevant regulatory, professional and client companies. Fluency in Mandarin preferred but not mandatory.

Senior Derivatives Counsel Sydney

This global investment bank seeks to recruit a derivatives lawyer with experience of credit derivatives, preferably with Asian emerging markets exposure. You will work autonomously with the structured products business in structuring complex derivative transactions. Great opportunity and great rewards.

Ref r6/00521

Litigation 2-4 years pqe Hong Kong

This international firm requires the successful candidate to be admitted in Hong Kong, although Chinese language skills are not essential. Working with some of the leading multi-national organizations, you will be exposed to a variety of matters and work with one of the most talented litigation teams in Hong Kong. Superb career opportunities for those with experience from a top flight firm and an excellent academic record.

US Patent Lawyer 3years experience Tokyo

Well respected US firm with plans for growth is seeking US qualified patent lawyers. Excellent opportunity, excellent opportunity, excellent working environment.

Ref: 2550

Senior Lawyer/Partner Corporate Lawyer Tokyo

US qualified lawyer with inbound/international portable book of business is sought after by expanding and globally recognized top US firm.

Ref: 2551

Compliance/Attorney 4 years experience

New York

One of the most successful and fastest growing investment management companies is currently looking to bring on an additional US qualified attorney. They offer a hard charging fast paced work environment and very competitive compensation program. Experience with hedge funds, asset management, soft dollar and other restrictions are necessary.

To inquire confidentially about any of the above positions, please contact us at 03-3511-5668

James Graham (Team Leader)

james.graham@tmp.com

Katsuyoshi Otsuka (Consultant)

katsuyoshi.otsuka@tmp.com

LEGAL FUTURES

**DEDICATED LEGAL & COMPLIANCE
RECRUITERS ACTIVE THROUGHOUT
THE ASIA-PACIFIC REGION**

Legal Futures is headquartered out of Hong Kong with offices in Tokyo and Singapore. From Hong Kong we also service our clients in the PRC, and we additionally service Thailand and Malaysia from Singapore. In addition to these offices, our affiliates provide coverage in Europe and Australia.

Register now at www.wsagroup.com/lf for your free monthly e-newsletter listing the top jobs throughout Asia, Australia and Europe.

An indicative sample of our clients current needs are set out below:

TOKYO

Legal Vacancies

Head of Legal / Senior Legal Officer

15 Million – 30 Million, depending on experience

A dynamic and fast-growing North American securities company with a long-term commitment to the Japanese market is seeking an experienced legal officer / lawyer for the role of Head of Legal or Senior Legal Officer. This company has a proven track record as a leading product innovator in the area of credit derivatives, interest-rate products and asset-backed securitization with an emphasis on legal and compliance as the number one priority. The ideal candidate will be well-versed in the legal issues related to cutting-edge credit derivatives products as they are promoted through the Japanese legal and regulatory environment and must also have strong asset backed securitization experience. It is necessary for the position to maintain and develop close ties with the various front office, documentation and back office personnel and liaise effectively with senior management both in Tokyo and in North America. Candidates with native Japanese and strong English skills will be preferred but full consideration will be given to exceptional candidates with limited Japanese skills. **(MGA)**

Junior Foreign Associates (2+ PQE)

A large US private practice with a strong and diverse Tokyo / Asian presence is seeking UK and US admitted lawyers to assist in a variety of associate level positions. The primary vacancies are in Tax, Finance, IP, IT and Projects and the successful candidates will have gained exposure to related issues at first-tier foreign firms in Tokyo or leading Japanese international firms only. Among the current foreign associates the level of Japanese ability is extremely high and Japanese fluency or near-fluency is also required for the current vacancies. This is particularly so for the Tax, IT and IP positions. Long-term commitment to Japan is required and only candidates with exceptional academic backgrounds will be considered. **(MGA)**

Foreign Associates (2 – 4 + PQE)

A successful US private practice with a large and dynamic Tokyo presence seeks excellent foreign associates for a wide range of potential vacancies in accordance with their expansive Tokyo / Asian plans. The candidates being sought are those with excellent academic backgrounds and native or near fluent Japanese skills and at least 2 years with a top-tier foreign firm in Tokyo. **(MGA)**

Capital Markets Foreign Associates (2 – 4 + PQE)

A magic circle UK firm with a traditionally strong Asian and, particularly, Japanese presence is seeking capital markets lawyers with any of US, UK, Aus, NZ, Canadian etc. admission and at least 2 years capital markets experience to assist its Tokyo operations. Japanese or other Asian language skills are not essential but those candidates with strong Japanese skills would be preferred. A genuine and long-term commitment to both capital markets work and Tokyo is also a pre-requisite. **(MGA)**

Commercial Foreign Associates (3 - 5 PQE)

A top US firm is seeking US or UK admitted junior associates to assist with its commercial practice. Preferred experience is in M&A and / or IP work but other practice areas will be considered. Either native or very strong Japanese skills with an ability to translate Japanese commercial documents into English are prerequisites. This is an opportunity to join a firm with a justified reputation for strong teamwork and an enjoyable office atmosphere. Candidates with a demonstrable commitment to Tokyo will be given priority. **(MGA)**

Transaction Management

A number of top tier investment banks are looking for transaction managers to assist with the preparation of legal documentation relating to a

variety of products. The roles often encompass working with external counsel together with client servicing & marketing work. The preference is for Japanese persons with good English language ability or bi-lingual westerners. Formal legal training or documentation experience is not always required although junior lawyers are gladly considered. **(RKK)**

Compliance Vacancies

Head of Compliance, Securities

A European investment bank with a long history of business in Japan is seeking a top-class senior compliance specialist as Head of Compliance for its securities company. This company has a market reputation for cutting-edge products and constantly seeks innovative employees. The successful candidate must have strong knowledge of asset-backed securitization, credit derivatives, fixed income and distressed asset products and associated issues. This vacancy represents a real opportunity for an experienced legal and compliance specialist to get involved in a rapidly developing institution and contribute to its rapid growth not just in Tokyo but in the Asia region as a whole. Preference will be given to native Japanese candidates with strong business English skills and a proven ability to effectively liaise with front office staff. **(MGA)**

Asset Management Head of Compliance 15 Million +

The Fund Management Division of one of Europe's leading investment bank's is seeking a Head of Compliance to lead its compliance division and liaise closely with management and the various business groups to develop and maintain a comprehensive understanding of compliance issues and duties throughout the company. This company has consistently displayed extremely strong commitment to legal and compliance issues and the new Head of Compliance will be operating in an environment of sincere cooperation with respect to these issues going forward. The ideal candidate must come from a strong asset / fund management compliance background and have a thorough knowledge of the Japanese regulatory environment as it relates to investment trust advisory business. Native Japanese speakers with strong business English are preferred. **(MGA)**

Compliance Assistant 6 Million +

A leading North American securities company is seeking a compliance assistant to closely assist the Head of Compliance and Head of Legal with a wide range of regulatory reporting and registration

duties from within the compliance department. Strong administration skills are required and preference will be given to native Japanese speaking candidates with strong English skills. This position offers genuine promotion and bonus opportunities for dynamic candidates with strong general financial market knowledge and interest. **(MGA)**

Asset Management Compliance Officer 9 Million +

A world-class US Asset Management company is seeking a junior / mid level asset management compliance officer to provide quality assistance to the current asset management compliance team. Primarily the position requires legal documentation skills and product development knowledge from the Investment Trust platform as the preferred skill set although candidates from a Trust & Banking background and experienced securities compliance officers with strong regulatory skills may also be considered. Native Japanese skills with strong business English is required. **(MGA)**

HONG KONG

Commercial Litigator

Our client is a well respected boutique law firm with an enviable Asia Pacific client base, and as part of ongoing development is seeking a 6 years plus commercial litigator for their Hong Kong office. The successful candidate should be a commonwealth qualified lawyer who has developed extensive 'hands on' experience in relation to corporate contracts and subsequent enforcement procedures (both contentious and non contentious) with a heavy cross border emphasis in a leading UK/US firm. This represents an ideal opportunity for a dynamic and focused lawyer to develop exposure to a truly world-class client base and join a well-established partnership track at an advanced stage. There are no language requirements for this role. **(MJI)**

Equity Compliance Manager

As part of a continued development of the legal and compliance function our client, a leading European Investment Bank, is currently seeking professionals with at least three years experience/working knowledge of equities' compliance issues. The ideal candidate should be in an existing Investment Banking compliance position and be looking for career development, however applications will also be considered from candidates in regulatory positions looking to make the move into a compliance function. Successful candidates should have excellent team playing skills and excellent English language ability. **(MJI)**

PEOPLES REPUBLIC OF CHINA

Professional Translator

One of the world's leading solutions providers for telecommunications, financial services and e-business security is urgently seeking a translator to join their Beijing office. The ideal candidate should have a degree in law, is fluent in spoken and written English and Chinese, have an interest in the legal field and be able to work independently. The role will involve translation of legal and financial documents, legal research and assisting the legal counsel. The successful candidate should preferably have at least two years working experience as a translator in a law firm/translation agency and be proficient in Microsoft Office Applications. There are good promotional prospects and language ability in written French will be an added advantage. **(MJI)**

PRC Lawyers – Shanghai (5 years + PQE)

Due to an ever-increased workload, a leading UK law firm is currently seeking senior associates to be based in their Shanghai office. Successful candidates should have at least five years experience gained in a well recognised PRC practice (either in the PRC or Hong Kong) focusing primarily on foreign direct investment and the establishment of JV agreements. These positions represent an ideal opportunity for returning PRC lawyers to play a leading role in the growth and development of the practice and join a very established partnership track at an advanced stage. **(MJI)**

THAILAND

Construction Lawyer (3 years + PQE)

A leading international law firm is currently seeking a mid-level construction lawyer (ideally commonwealth qualified) to join its award winning construction practice in Bangkok. The successful candidate should have good all-round construction experience with an emphasis on ADR, ideally gained at an international firm and have the confidence and ability to immediately service a well-established regional client base. There are no language requirements for the role. This represents an ideal opportunity for an ambitious lawyer to relocate to Bangkok on expatriate terms and join a truly friendly and developing firm.

Project Finance Lawyer - Thai Nationals (2 years + PQE)

The Bangkok office of a market leading US firm is currently seeking Thai associates to assist in the development of their award winning practice. Successful candidates should be Thai admitted lawyers with at least five years solid experience in

corporate, securities, or project transactions gained in a well-respected 'local' firm, and should be able to demonstrate excellent English language skills. This is an ideal opportunity for high calibre Thai lawyers to join a well-recognised US firm and take advantage of outstanding remuneration packages.

(MJI)

SINGAPORE

Banking/Finance, &/or Corporate Lawyer (5-9 years + PQE)

Leading international law firm is seeking a UK/US qualified senior lawyer to work initially in their Singapore office and then to be permanently based in their Jakarta office. Applicants can be from a Banking/Finance or Corporate background or even a combination of both as long as they have commitment and a strong desire to succeed. There are strong partnership prospects for the right candidate and this represents a good opportunity to join a reputable and entrepreneurial firm with an open and professional culture. **(MJI)**

In-House Counsel (2-3 Years PQE)

A well known international company is looking for a dynamic and motivated 2-3 year PQE lawyer with some good regional experience to work closely with the department head on various corporate/commercial matters such as mergers and acquisitions and joint ventures. The position requires someone with a solid corporate/commercial background. IT/IP experience is not required but may be advantageous. Applicants must be Singapore or Malaysian qualified. While preference will be given to those with in-house experience, candidates from private practice are welcome to apply. The position will also involve regular travel in the Asia Pacific. **(MJI)**

In House Counsel (5-7 years + PQE)

Major International Corporation headquartered in Singapore with a globally marketed and recognisable brand name is seeking an outstanding Senior Counsel to join its team. This market leader requires a lawyer 5-7 years + PQE with strong regional experience and an excellent understanding of corporate/commercial matters to work with one other senior counsel assisting in transactions. The ideal candidate will have solid experience in trademarks and good all round IP experience. **(MJI)**

MALAYSIA

Intellectual Property/E-Commerce

One of the largest and most respected firms in Malaysia is looking for 3 first class lawyers to join

their established IP/IT team. They are seeking two mid level lawyers, 2-4 years PQE and one senior lawyer 4 years+ PQE with good IP and e-commerce experience. The firms IP team is becoming increasingly busy and therefore increasingly prominent in the region so this is an excellent opportunity to join a booming practice. **(MJI)**

KOREA

Investment Banking Counsel (4 years + PQE)

Our client is the Investment Banking arm of a leading European Banking organisation and due to an increased workload in the region, they are currently looking for a investment banking counsel for their South Korean office. The successful candidate should be a 4 year plus qualified lawyer (commonwealth or US jurisdiction) with extensive experience in general banking and finance transactions. The role would ideally suit a lawyer from one of the large Korean firms looking to make a move into Investment Banking or a Korean lawyer looking to return home. Korean language skills are a prerequisite for the position. **(MJI)**

AUSTRALIA

Banking And Finance (2+ years PQE) - Sydney & Melbourne

The Melbourne office of this highly regarded national firm has a unique opportunity for a junior to mid-level lawyer to join their Banking & Finance team. The practice currently does a mix of work for borrowers (including blue chip energy & resources clients) and lenders including some of Australia's largest retail banks with a broad specialisation in a full range of financing including infrastructure and resource projects as well as capital markets issues, largely acting for the issuers. You will possess a solid academic record, excellent drafting experience, sound knowledge of standard documents and terms and project management ability. It is preferable for candidates to have prior experience in a medium to top-tier Australian firm although overseas candidates with similar backgrounds are also encouraged to apply. **(MJI)**

Corporate (4+ years PQE) - Sydney

A highly regarded Sydney based firm with a unique and internationally recognised specialist practice and an enviable client base are looking to recruit a corporate/commercial lawyer with at least four years' experience for their Corporate Department. You will ideally have worked in a first-tier firm and are seeking to continue working with blue-chip clients, in a more intimate legal environment with

accelerated partnership prospects. Outstanding remuneration on offer.

LONDON

Construction (1- 5 years PQE)

The Property Department of this magic circle firm has a large practice covering construction and redevelopment projects both in the UK and overseas. The group acts on high value transactions including sport and leisure development and construction, hotels and retail work and major PFI/PPP projects. This role offers the opportunity to specialise in construction and major projects work with the option to become involved in a wider range of property related transactions if that were of interest. **(MJI)**

Managed Funds (2 - 6 years PQE)

Based within the Commercial Department of this pre-eminent London firm, this is a position for an assistant solicitor with experience of both institutional and retail funds and fund management. The work involves advising fund managers on the establishment, structuring and operations of investment companies, investment trusts, OEICs, authorised and unauthorised unit trusts and off-shore funds, and on all regulatory and associated matters affecting fund management including the purchase, sale and regulation of fund management businesses. This can either be a specialist position or be part of a broad corporate and finance practice.

For more information in absolute confidence please contact:

Rikuro Kobori (for positions marked **RKK**) on 5537 7221, rikuro.kobori@legalfuturesjapan.com

Matt Anderson (for positions marked **MGA**) on 5537 7222, matt.anderson@legalfuturesjapan.com

Rachel Bentley (for positions marked **REB**) on 5537 7223, rachel.bentley@legalfuturesjapan.com

Miho Ishizuka (for positions marked **MJI**) on 5537 7220, miho.ishizuka@legalfuturesjapan.com

Legal Futures Japan

5/F, Yajima Building, 11-3, Ginza 7-chome
Chuo-ku, Tokyo, Japan, 104-0061

Tel: 813 5537 7220 / Fax: 813 5537 7213

E-mail: info@legalfuturesjapan.com

Web: **WWW.WSAGROUP.COM/LF**

ROPPONGI BAR ASSOCIATION

International Legal Network

Registration Form 2002

Introduction:

Welcome to the Roppongi Bar Association. Membership in the RBA entitles you to a monthly newsletter, access to the most up to date listings of career opportunities in Japan and discounted meeting attendance fees.

The annual membership fee for the RBA is **JPY 5,000** for individuals who join between January and March, JPY 4,000 for individuals who join between April and June, JPY 3,000 for individuals who join between July and September and JPY 7,000* for individuals who join between October and December (*includes annual fee for following year).

Members who are renewing their memberships from 2001 must pay JPY 5,000 regardless of the date joined in 2002.

Member Information:

Last Name:	First Name:	Middle Name/Initial:
Company Name:		Job Title/Description:
Office Address:		Home Address: (Optional)
Office Telephone:		Home Telephone: (Optional)
Office Fax:		Home Fax: (Optional)
E-Mail Address:		Nationality:
Date of Registration:		Amount Paid:

Bank Transfer Information:

For those individuals who wish to pay their annual dues by bank transfer, please deposit to:

Bank of Tokyo Mitsubishi - Jimbocho Branch

Account Type: Ordinary

Account Number: 1283202

Account Name: "Roppongi Bar Association"

Upon the transfer of funds, please fax this form and the bank transfer receipt to Delon Abrams at 03-3201-7334 and Jeff Shimamoto at 03-3259-0226.

NEW

RBA 'Members Only' Discounts!!

Show your RBA membership card **upon entry** and you will receive...

AGAVE

TEQUILAS, MEZCALES & CIGARS

Did somebody say Tequila?

Over 400 delicious kinds to choose from!

Spend 5000 yen or more and receive 10% off your bill!

Clover Bldg. B1 7-15-10 Roppongi

Ph: 3497-0229

wallstreet house

TOTALLY RENOVATED! THIS PLACE IS STYLN'!

A great place to meet your friends (and make new ones!) 20% off all drinks, all the time! Call to reserve their new 'Private Room' for your next party!

IMPERIAL ROPPONGI BLDG. B2F ROPPONGI

Ph: 3586-0874

Brasserie Va-Tout

Relax and enjoy *Fine French Cuisine* at Roppongi's best kept secret...

1 Free bottle of house wine per 4 people with your meal.

AXIS Bldg. 1F 5-17-1 Roppongi

Ph: 3568-2080

Hideout

Are you ready to **PARTY!!!**

Check out the Hideout Bar and you will receive 20% off all drinks!

(EXCLUDING HAPPY HOUR) This place is **UNIQUE!** Come be a part of The Legend!

Yua Roppongi Bldg. B1F 3-14-9

Ph: 5775-7818

Bar 911

HAD A HARD DAY?

Allow **911**'s fully equipped bar and friendly staff to assist you in unwinding in Comfort and Elegance. Present your RBA 'Members Card' and receive 20% off all drinks, all the time!

CIGARS AVAILABLE HERE!

Shuwa Bldg. B1F 3-14-12 Roppongi

Ph: 5772-8882

Lagoon

The ideal destination for any occasion. Boasting a perfect blend of casual Californian-style atmosphere with a new twist on modern European cooking. Show your RBA card and receive 10% off all food & drinks!

ABC Waco Bldg. 2F 1-16-11

Ebisu-Minami, Shibuya-ku

Ph: 5768-3522

Mad Mulligan's

Prepare yourself for a crazy time at Mad Mulligans! Great food, great atmosphere! Call to inquire about Great Lunch deals! 10% off all food and drinks! (EXCLUDING HAPPY HOUR!)
Kyuei Bldg. 2F 3-18-21 Toranomom
Kamiyacho St. Exit 3B.
Ph: 3578-8980

Rick's

Restaurant

Kamiyacho's best kept secret, tucked next to the station. Great daily specials with a friendly staff. Relaxed and casual, A MUST TRY!
10% off all food and drinks!
Mori Bldg. B1F 5-13-1 Toranomom
Ph: 5473-0727



Q Lounge

Relax downstairs with your favorite drink in our new cozy lounge. Q offers Premium liquors and a wine selection from Sushi Q's wine cellar. Fine Cuban cigars are also available. A perfect place for small parties or receptions.
Imperial Roppongi Forum Bldg. B2
(Below trading places) 3589-3343
10% OFF YOUR BILL

Roppongi Tavern

British pub in the heart of Tokyo



The Roppongi Tavern offers delicious Traditional English cuisine and live sports on the big screens!! What more could you ask for? Show your RBA membership card and you will receive 20% off all food and drinks (EXCLUDING HAPPY HOUR!)
Roi Bldg. B1F 5-5-1 Roppongi
Ph: 3408-3602



Sushi Q

Enjoy a variety of modern sushi rolls prepared by Chef Takehisa. Sushi Q also offers traditional "nigiri" as well as grilled fish and vegetables. Sushi Q's wine cellar offers various wines from Australia, California, Chile and France. See Q lounge for location. Reservations suggested
Imperial Roppongi Forum Bldg. B2
(Below trading places) 3589-3133
10% OFF YOUR BILL