WHY J.P. MORGAN IN ASIA?

Home to some of the world’s fastest-growing economies, the Asia Pacific region offers a myriad of opportunities to the ambitious and the talented. If you want to be at the center of change and development, this is where you need to be. We’ve had a presence in Asia Pacific since 1872 when we opened our first office in Sydney, Australia. Today, we employ some 20,000 of the region’s most talented people in 25 different cities. Our roots are deep. As is our knowledge. You may recognize us as one of the world’s largest, oldest and most prestigious investment banks. But our ideas are new. Our tradition is one of constant innovation.

In 2007, we grew our revenues in Asia Pacific by a massive 47%. Such a level of growth is unprecedented. This mutually-supportive relationship between employer and employee defines who we are as a business. It will help define your success.

Our business in Asia Pacific is developing faster than ever. The opportunities are there for the taking. For us. And for you.

This is where you need to be. You can find out more about who we are at the Asia Pacific section of our website: jpmorgan.com/careers
We want you to be excited by the possibilities a career in Asia can offer. We want you to relish the challenge of being part of one of our market-leading teams and of making the deals that continue to transform the corporate landscape. We want you to be thrilled at the thought of joining the firm that is a dominant player in the financial market. Recent landmark deals led by the firm include the China Railway Engineering IPO, $2,842 million – the largest IPO in Hong Kong (2007), where J.P. Morgan was the joint bookrunner. We acted as exclusive financial advisor in Ping An Insurance’s acquisition of a 50% stake in Fortis Investments – the largest asset management transaction in Asia at the time. We also acted as joint lead underwriter in Sony Financial Holdings $2.9 billion IPO, which resulted in over five of the best IPO awards in Japan. These are the sorts of transactions you will contribute to in the future. These are the kind of responsibilities waiting for you.

You’ll have a lot to learn. Over the course of your program, you’ll enjoy incredible levels of exposure to the different facets of our business. An eight-week intensive induction in New York will teach you the basics. Before long, you’ll carry out in-depth company and industry research, analyze data and draw financial and strategic conclusions from your work.

Teamwork matters above all. Investment Banking the J.P. Morgan way is about harnessing the talents of our different specialists towards the common goal. You’ll be working alongside some of the finest minds in the industry and your opinions will matter. You’ll soon see exactly why we’ve been awarded Best M&A House – Asia Pacific and Best Equity House in Hong Kong, Japan and Singapore 2008 by Euromoney.
Responsibilities come early and the work itself is captivating. The excitement starts here. As a graduate you’ll join one of the following areas:

**Industry teams**
Industry teams generate ideas for future transactions and map out the future direction of the sector. The different teams are:

- Consumer, Healthcare and Retail
- Financial Institutions Group
- Financial Sponsors Group
- General Industries
- Natural Resources
- Real Estate
- Technology, Media and Telecommunications
- Hong Kong
- China

**Mergers & Acquisitions teams**
The M&A team focus on the purchase, sale and merger of public or private companies. Here you’ll truly differentiate yourself with your in-depth knowledge of local regulations and takeover rules. You may also find yourself involved with other kinds of transactions, like joint ventures and de-mergers.

**Equity Capital Markets teams**
This is where you’ll learn how we provide advice, structuring and execution capabilities to major corporations and governments across the entire capital structure. You’ll also develop skills in issuing hybrid securities such as convertible bonds.

**Debt Capital Markets teams**
If you join our debt specialists you’ll provide advice to clients on raising new debt for acquisitions, and refinancing or restructuring existing debt.

**Competencies we look for in Investment Banking:**

- Genuine interest in financial markets
- Commitment to learning
- Analytical and numerical skills
- Enthusiasm
- Communication skills
- Initiative
- Belief in teamwork
There are two sides to the business, Cash Equities and Equity Derivatives. J.P. Morgan was awarded by the Asia Risk magazine as the Equity Derivatives House of the Year as well as by IFR Asia as the Structured Equity House for four consecutive years.

Asia Emerging Markets
Spanning 12 countries and six time zones, each team of experts is finely attuned to the markets of their individual country. Our understanding of different cultures means we’re uniquely positioned to bring a world’s worth of support to a local level.

We are the market leader in credit, rates and foreign exchange markets, providing issuers and investors in the region with first-class derivative solutions. The Asia Emerging Markets team has built strong footprints in China, Hong Kong, India, Indonesia, Korea, Malaysia, Philippines, Vietnam, Taiwan, Thailand, Singapore and Australia. J.P. Morgan’s robust trading strategies, innovative solutions and dedicated sales and marketing force have enabled the firm to grow its businesses more than three-fold in the past two years, outperforming the competition in the region. J.P. Morgan was awarded by Finance Asia Best Fixed Income House as well as the Credit Derivatives House in 2007.

Commodities
The team specializes in trading, structuring and principal investing of metal and energy products, and brings a wealth of experience in risk management solutions that meet the increasing demands of institutional and corporate clients in Asia.

The business areas:
Equities
With a dedicated equities team in Asia of over 400 executives covering equity sales, trading, execution, research and equity derivatives, J.P. Morgan offers the broadest reach and innovative solutions to its equities clients with strong local execution capability in all major exchanges in Asia.

This is where the big deals happen, where split-second decisions can make $millions of difference. Success depends upon a combination of confidence, judgement, innovative products, speed of action and clarity of thought.

Sales & Trading teams create markets in virtually all major asset classes. We engineer innovative and sophisticated financial solutions to help clients manage risk, increase returns and solve complex financial problems.

Competencies we look for in Sales & Trading:
- Ability to thrive under pressure
- Analytical thinking
- Decisiveness
- Numeracy
- Relationship-building skills
Our Asia Pacific Research team provides clients with informed views and actionable ideas based on economic indicators, market indices, company data and various asset classes around the world. Their insight provides the competitive edge which has led to us being awarded some of the industry’s most prestigious awards such as #1 All-Asia Research Team Poll by *Institutional Investor* 2008. As a Research Analyst you’ll become an expert in your chosen sector. You’ll work with senior managers to probe deeply into a company’s business structure, analyze macro-economic trends and conduct financial profiling. Whatever the challenge, you’ll find it fascinating.

From up-to-the minute original trade ideas, to longer-term thematic pieces that explain the financial markets in depth, our aim is to constantly offer new and original ways for investors to build value.

Our Research team studies all sectors and markets in which we do business, including Equities, Fixed Income, Credit, Currency and Commodities, Emerging Markets, Derivatives, Structured Finance and Bond Indices, while our Economics and Market Strategy teams provide the macro and strategic analysis that is the cornerstone of our approach.

**Competencies we look for in Research:**

- Intelligence and innovation
- Ability to cultivate strong relationships based on competence and professionalism
- Strong analytical skills
- Ability to review large volumes of complex information
- Intellectual curiosity
- Ability to present your findings with clarity and brevity
Research. Analysis. Discovery. Our Global Knowledge Network (GKN) provides the in-depth knowledge that is behind our Investment Banking, Sales & Trading and Research businesses around the globe. The success of the whole firm depends heavily on this specialist business division. Deeply integrated with our Investment Banking business, the team facilitates deals and transactions by providing vital research and insight. There are three business units within the GKN.

Global Research Center
About 150 Analysts work in the Global Research Center in Mumbai, forming an integral part of the firm’s Public Side Research business. They provide comprehensive research and investment ideas on equity, credit, economy, rates and markets, bonds, indices, derivatives and foreign exchange.

Join this team and you’ll work closely with many different business areas, covering major markets from Americas to EMEA, and of course, Asia Pacific. Your work will include company evaluation and analysis, valuation models, sector coverage reports, global products/publications and customized special projects. Your vast repository of knowledge will be much sought after by internal and external clients alike.

By developing your analytical abilities, you’ll learn to think through and help formulate investment ideas and customize solutions according to client needs. It’s fast-paced. It’s exciting. And you’ll feel a real sense of achievement.

GLOBAL KNOWLEDGE NETWORK (INDIA)

Investment Banking Research – Centralized Research Group
From the very beginning in 2002, the Centralized Research Group (CRG) team in Mumbai acquired the reputation of being ‘The Knowledge Hub’ for our global Investment Banking business. The 200-strong team works closely with client teams globally, generating analyses, marketing mergers & acquisitions and capital-raising ideas.

The team is known for its grasp of corporate finance, in-depth industry expertise and ability to provide insights for deal origination ideas. This is a highly competitive environment. You’ll provide our Investment Banking business with the edge they need to keep us ahead of our rivals. You’ll build excellent corporate finance skills through working with the best minds in the industry, on some of the world’s most innovative and challenging investment banking assignments.

Credit Analysis Unit
Risk analysis goes to the heart of who we are as a business. From its beginnings in 2003, our Credit Analysis Unit (CAU) has been an integral part of the Global Credit Risk Management function.

Join the CAU and you’ll perform in-depth business, industry and financial analysis of our clients, as well as recommend exposures and internal credit ratings. Additionally, you’ll understand and manage counterparty exposures – so you’ll liaise regularly with in-country bankers and credit approvers across Asia Pacific, Europe, Africa and North America, and assist them in making credit decisions.

You’ll obviously develop outstanding analytical skills. But more than that, thanks to regular interaction with some of the most experienced people in risk management, you’ll develop a holistic approach to credit risk management. You’ll become an expert on the nuances and interdependency of variables that impact upon businesses and, ultimately, their risk profile.

Competencies we look for in the Global Knowledge Network:
- Strong analytical skills
- Self-motivated
- Creative thinking
- Thorough, with a strong attention to detail
- Intellectual curiosity
- Inquisitive mind
OPERATIONS

Many organizations regard Operations or their equivalent as a support function. Not us. Without Operations, we wouldn’t be able to operate at all, simple as that. Operations doesn’t merely support the business. It defines the business.

Broadly speaking, Operations covers the full end-to-end management of a transaction after it’s been booked by the front office. Your training will expose you to functions such as Risk Management, Trader Support, Client Services, Profit & Loss analysis, as well as settlements supporting businesses, such as Cash Equities, Equity Derivatives, Fixed Income and Rates. In addition, we support multiple products, including Exotics & Hybrids. You might also take part in projects to explore new business opportunities in emerging markets, for example.

Our global operating model is more complex and diversified than ever before – globally we employ people from 22 different countries speaking 29 different languages. Such diversity is a strength. The business relies on us to manage change, reduce risk and ensure consistency across hugely diverse locations and operations.

After two years of world-class training, you’ll understand the interrelation between all our different business areas, appreciate what they do and what they want to achieve, and be ready to provide the essential and innovative solutions they need.

Competencies we look for in Operations:

- Leadership abilities
- Versatility
- Creativity
- Teamwork
Join us in Technology, and you’ll turn the theoretical into the practical. You’ll become part of the elite team creating some of the most complicated and fascinating technological solutions to be found in any industry, anywhere.

You won’t necessarily need a degree in IT, but you will need a real interest in the world of finance and a passion for the possibilities that the latest technologies open up. Not in an abstract way, but in a manner that drives results and generates business success. We don’t measure downtime in seconds. We measure it in $millions.

Technology is split into two distinct yet mutually supporting areas: Business Technology and Infrastructure. The former focuses on building and designing new business functionality, the latter on core operating systems, data centers, desktops, networks, mainframes and distributed servers. The two divisions are further divided into four specialist areas, known as Plan, Build, Operate and Control, one of which you’ll eventually choose to concentrate on.

Our work crosses borders, literally, virtually and conceptually across our Asia Pacific region. As a graduate, you will experience different areas within one of our Technology businesses. From inception to support, it’s a great way to learn. We welcome technical specialists in areas such as software or information architecture – but the most important thing is your capacity to grow and continue learning.

Competencies we look for in Technology:
- Interest in Technology
- Analytical
- Communication skills
- Creativity
- Versatility
- Thought leadership
- Ability to present
- Planning skills
The analysis and delivery of financial information is vital to our business. Reported financial information needs checking for its validity, capital-related information needs to be provided to regulators, and areas for improvement need highlighting. Your decisions will impact upon individual business areas and the firm as a whole.

Finance in Asia Pacific covers 15 locations and offers support and services throughout the business. Each of the regional offices has its own geographical and cultural considerations, and we harness these wherever possible. Processing functions are largely based in India, while Singapore and Australia are centers of excellence for financial/business information and operating risk respectively.

As a finance professional you’ll perform a variety of duties and work with business managers at all levels. You will learn how to execute strategy and business development projects, prepare financial reports and consult the new business teams. You’ll provide advice on transactions, define accounting policies, and manage annual planning and budget considerations.

Finance is a trusted partner to the different lines of business and plays an essential role in the firm’s growth and profitability. The skills you develop here will be in constant demand, wherever your career takes you. There are often opportunities for you to work abroad.

**Competencies we look for in Finance:**

- Creativity
- Intellectual curiosity
- Teamwork
- Exceptional levels of numeracy
- Leadership
Treasury & Securities Services (TSS) is a global leader in transaction, investment and information services. We’re also one of the world’s largest cash management providers and leading global custodians. We operate through two divisions:

**Treasury Services**
We are one of the world’s largest cash management providers. Treasury Services helps clients make and receive payments; buy, finance and sell goods globally; invest or manage cash to maximize returns; and monitor and manage financial risks. Our clients range from small and mid-sized companies to multinational corporations, small and large governments, regional banks and global financial institutions.

**Worldwide Securities Services**
We hold, value, clear and service securities, cash and alternative investments for investors and broker-dealers, as well as manage depositary receipt programs on a global basis. One of 2007’s biggest highlights was securing regulatory approval to connect to China’s electronic clearing system.

Our unique global position and in-depth understanding of local markets continue to mark us out as leaders across the world. We combine 200 years of success with the very latest in business innovations. No wonder *The Asset* magazine declared us Best Cash Management Specialist for the last four years in a row (2005 – 2008); Best Cash Management Liquidity Solutions (2008); and Best Custody Specialist (2008).

**Roles in Treasury & Securities Services**
Your daily role will depend on the specific function you’re working in. The TSS businesses employ professionals in a wide range of disciplines. Depending on where your personal strengths and interests lie, your career with us could be in any of the following areas:

- Strategy
- Sales
- Product Management
- Technology & Operations
- Client Services & Implementation
- Risk Management
- Finance

**Competencies we look for in Treasury & Securities Services:**

- Client focus
- Personal leadership and drive for change
- Strong analytical and decision making skills
- Results focus
- Focus on quality and efficiency
- Teamwork skills
- Self-motivation
We focus on providing a high level of personal attention to each of our clients. No one solution is right for every client. We take time to get to know them and offer services that fit their financial goals, whether in traditional and alternative investments, capital raising, strategic wealth advisory, banking and specialty wealth management services.

Join Private Banking and you join an integrated team of experts. These teams are made up of Bankers, Global Investment Specialists, Wealth Advisors, and Capital Advisors. The whole sector is split into two groups – the Integrated team and Investment Solutions team.

**Integrated team**
Consisting of a banker, global investment specialist, wealth advisor and capital advisor, the integrated teams work with clients across a wide range of financial solutions and products. You could be bringing in new business, explaining strategy to clients, monitoring accounts on a daily basis or helping clients construct their portfolios.

**Investment Solutions team**
Monitoring the macro-economic developments, the Investment Solutions team craft the private bank’s view of the markets. They then use this information to implement strategies, working across the platform on equity, fixed income, and alternatives for example.

**Competencies we look for in Private Banking:**
- Inquisitive, analytical and focused
- Team player
- Able to use qualitative and quantitative tools to analyze complex financial data
- Excellent communication skills
- Initiative, energy and confidence

J.P. Morgan’s Private Bank advises high net worth individuals and their families from all over the world to help protect, manage and grow their wealth over generations. But this is about more than managing clients’ long or short-term assets.
We established an Asset Management presence in Asia more than 35 years ago, when we opened our first office in Hong Kong. Since then we’ve built strong relationships in Hong Kong, Taiwan and Japan. In 2004 we commenced business in China and we’ve recently become one of the top 10 asset management companies in the country. The opportunities to grow our business there are endlessly exciting. We’re also committed to gaining market share in other less developed asset management markets such as Korea and India. By offering clients innovative investment solutions that invest in Asian securities, as well as in global asset classes, our expansion into these markets will continue. Our aim is to become the most recognized asset manager in the Asia Pacific region. Building on our already established reputation in Hong Kong, Taiwan, Japan, the US and Europe, we’ll continue offering a wide palette of international and local products to suit all needs.

Whether you’re selling products to our clients, developing new business in our target growth markets, managing portfolios or ensuring risk management and compliance requirements – a team attitude is key. All of our investment/servicing processes are built on team-based decision making, creating star teams – not star managers.

You’ll gain exposure to a diverse skill set of individuals across asset management – from front to back office. You’ll develop relationships throughout our Asian businesses, with the potential to build your network overseas providing you with a more thorough perspective of our global capabilities.

We’re searching for graduates with a strong academic background, a real passion for growing their career in asset management and who are committed to the long-term nature of the business.

Our commitment to Asia – ‘Asia is growth’

J.P. Morgan Asset Management is one of the world’s leading active investment managers. In the Asia Pacific region alone investment teams in Hong Kong, Melbourne, Mumbai, Seoul, Shanghai, Singapore, Taipei and Tokyo manage $120 billion.

We manage assets on behalf of our clients and with such a diverse client base, the products and services we offer are equally broad, covering all asset classes, sectors and styles. We’re committed to developing innovative investment solutions and new sources of returns for all of our clients – from small, retail investors to large, powerful institutions.

One of the distinguishing characteristics of our Asset Management’s investment platform is our commitment to multiple investment processes. It means we can offer our clients a ‘one-stop-shop’ for their investment needs, whether for pooled or mutual fund products, or segregated individual accounts for institutional investors, we create tailor-made, bespoke portfolios.

Competencies we look for in Investment Management:

- Interest in financial markets
- Time management skills
- Ability to multi-task
- Strong quantitative and technical abilities
- Numeracy
- Interpersonal skills
APPLICATION PROCESS

We recruit from colleges and universities from across the world for positions in Hong Kong, Singapore, Australia, Japan, China, Korea and India. Whatever the position you’re applying for – and wherever you’re applying to – you must have a strong academic record. Fluency in English is essential, and fluency in the Asian language that corresponds to your preferred location would be highly advantageous (i.e. Mandarin, Cantonese, Korean, Japanese, Bahasa Indonesian or Thai).

Applying to J.P. Morgan Asia Pacific (excluding Japan) from Asian countries, the US, Canada and the UK

Application process:
- Please apply via the Asia Pacific section of our careers website: jpmorgan.com/careers
- Make sure you’re aware of the application deadlines as they vary according to location – you can check latest deadlines on our careers website.

Selection process:
Interviews typically range from one – three rounds and the typical selection process is:
- Graduate recruiters and business teams will review your résumé
- Successful candidates will be contacted for a first-round telephone or face-to-face interview
- Selected candidates will be invited for face-to-face interviews with senior members of the business team (they will fly to meet you in your nearest city)
- Offers will then be extended to successful candidates.

Please note some businesses also use online testing and assessment centers such as group interviews and case studies as part of the selection process.

Applying to J.P. Morgan Japan from the US
Typically, you can apply to the Boston Career Forum. You can also find the application details at the Japan section of our careers website: jpmorgan.com/careers

Applying to J.P. Morgan from Indian Institutions of Management Program (IIMs)
J.P. Morgan is looking for interns within Sales, Trading and Research in New York, London, Hong Kong, Singapore, Tokyo and Mumbai. To be eligible for the program, which runs from April to June, you will need to be a first-year MBA student at the Indian Institute of Management at Ahmedabad, Bangalore or Calcutta and participate in our on campus hiring process.

Our internship experience is world-class and includes:
- Orientation program
- Desk specific internship
- Ongoing training
- Senior speaker series
- Social and networking events

The best way to find out more details on how to apply is through your placement office.
J.P. Morgan has opportunities around the world. Our Go Global website exists for you to learn more about the details and processes of applying to an international office.
The paper used in this brochure is from forests that are managed in an environmentally appropriate, socially beneficial and economically viable manner.

We hope you enjoy reading and using this brochure. You can also view it on our website jpmorgan.com/careers

When you’ve finished with it – please consider the environment and recycle it.

WE TAKE OUR COMMITMENT TO THE ENVIRONMENT SERIOUSLY.