

Weil

WORKING

AT WEIL

A GUIDE FOR POTENTIAL RECRUITS

A satellite view of Earth at night, showing the illuminated continents of Europe and Africa. The city lights are visible as bright yellow and white spots against the dark landmasses. The oceans are dark, and the atmosphere is visible as a thin blue layer. The text is overlaid on the left side of the image.

Work for

an elite

international

law firm

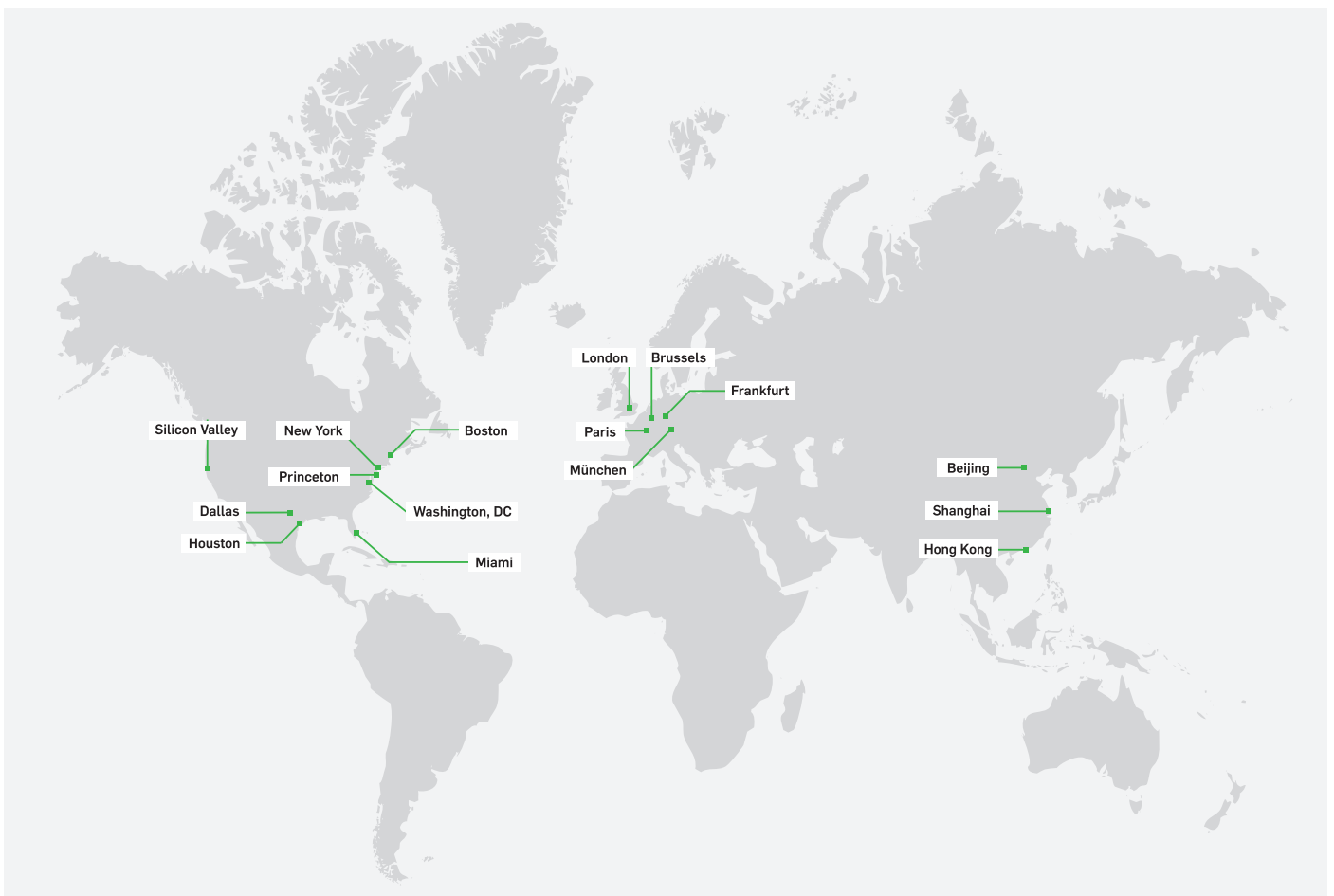
“Weil is world-class...It is extremely valuable that they can marshal and co-ordinate resources in other parts of the world.”

*Chambers Global*

**1,100+**  
lawyers

Established for  
**91 years** in the US  
**31 years** in Europe  
**26 years** in the UK

Recognised as a top firm  
in **36 categories** of  
*Chambers UK 2022*



# Weil in numbers

110

Weil



# \$1.86billion

2021 Weil firmwide revenue

# 43%

Increase in London office revenue in 2021 from previous year

# #1 law firm

As ranked in the inaugural GivX Top 25 2020 – a list of the most philanthropic UK businesses on a per capita basis through time and cash invested in the community

# 67,000+ hours

of pro-bono recorded by London lawyers since 2015

# 8,500+

volunteering hours

# 44 partners and 176 lawyers

(in total) in the London office

# 70

pro-bono hours on average per lawyer

Commended as one of The Times

# Best Law Firms 2021

# 14

 partner promotions in the last 

# 5

 years

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# Welcome to Weil

Established in 1996, the London office is the largest international hub within Weil's global network. Over the past 26 years, the office has consistently outperformed its rivals, including a number of US, magic circle and other leading UK firms.

The office has grown significantly and we are in a position of great strength with market-leading private equity and M&A, banking, litigation, private funds, structured finance and restructuring practices. These groups are supported by transaction specialist lawyers who play a crucial role in ensuring that transactions, restructurings and disputes reach a successful completion.

To ensure sustainable and profitable growth over the next 5 years, our strategy is based on well-thought out growth plans for each of our practices. An essential component of this is to attract exceptional lawyers who will be given the platform to flourish and play an important role in the success and growth of one of the world's leading law firms.

This guide is designed to give candidates more information on our London and global business and what it's like to work at Weil.

In addition to offering a competitive salary and bonus scheme, we also offer a wide range of market leading benefits — more information can be found on pages 22 – 23.

# Overview of our full service offering in London



# Tier 1 Rankings

across

**Private Equity**

**Funds**

**Banking**

**Structured**

**Finance** and

**Restructuring**

in *IFLR1000 UK*

# With highly-regarded teams in:

**Corporate (private equity and M&A):** Providing unrivalled bench strength for the benefit of our clients, the team focuses on private equity and wider corporate transactions for funds, corporates and investment banks. In private equity, we are known for our top tier advice to market participants throughout the lifecycle of their investments, where Weil's lawyers offer up-to-date know-how and a suite of services to ensure that funds gain the best possible return on investment. From pension funds to multi-asset managers, with experience in venture capital, growth equity, buyouts, co-investments, platform deals, bolt-ons and portfolio company restructurings, the firm's expertise covers every facet of the market. In M&A, global clients turn to Weil for strategic advice on their UK and cross-border transactions, and the experienced team is knowledgeable across the full range of deal types from takeovers, carve-outs and public-to-privates to joint ventures and distressed M&A. Weil's public company offering also includes corporate governance and compliance, and equity capital markets (including IPOs).

**"Continues to be a destination practice for high-value, complex and multi-jurisdictional buyouts, offering strength across Europe, Asia and the USA."**

— *Chambers UK*

**Private Equity Infrastructure:** Weil's private equity infrastructure team advises a number of the leading infrastructure funds and other investors on their investments in infrastructure assets across the transportation, energy, social infrastructure and telecommunications sectors. The team has a very strong capability in cross-border M&A, financing and restructurings across the sector.

**"Clients say: "Willing to go the extra mile for their clients."**

— *Legal 500*

**Antitrust:** Offering global solutions to our client's antitrust transactional needs with one of the largest, most diversified and well-respected practices in the world. The team offer support on the most high profile and complex multi-jurisdictional matters and are trusted with many of the largest mergers and have international reach and the experience required to handle multinational regulatory issues, particularly involving the EU and US competition laws and enforcement. We advise across a multitude of sectors, such as digital media and online services; pharmaceuticals, medical devices and healthcare and a wide range of service industries. The team act for some of the world's largest Corporate M&A and Restructuring in the UK and US on complex, cross-border antitrust matters.

**Private Funds:** The Private Funds Group is the only team in London that offers clients fully integrated commercial, tax, regulatory and strategic advisory capabilities. We advise on primary fundraisings and secondary transactions across six key asset classes: 1. Private Equity; 2. Infrastructure; 3. Renewable Energy; 4. Real Estate; 5. Credit and 6. Impact. Our expertise encompasses everything from new manager establishments and first-time fund offerings to multi-billion primary fundraisings for some of the world's largest fund managers. We also advise on some of the most complex GP-led transactions and fund restructurings in the market. In addition, our investor practice focuses on advising some of the world's largest cornerstone investors on their commitments to private funds, managed accounts, joint ventures and platform establishments.

**"Clients say: "Their market knowledge and fluency on trends and practices is class-leading and the character and professionalism of their staff is exceptional."**

— *Chambers UK*

**Banking & High Yield:** Few firms can match Weil's ability to provide a single solution for banks and sponsors across all European finance products, including European loan, yankee loan and high yield solutions. Weil's London team has been at the forefront of trends in the European finance market and is involved in many of Europe's largest leveraged buyouts. Providing top tier execution capabilities to sponsors, lenders and borrowers, Weil's lawyers have built a reputation for market innovation and for executing complex acquisition structures.

"One of the more flexible in the field', Weil's 'user-friendly' team has a 'great grasp on market trends', both from a sponsor and lender perspective."

— *Legal 500*

**Structured Finance:** The London structured finance group has been at the forefront of the industry in Europe since the inception of the market and is known for complex and innovative transactions, including the creation of several first-ever securitisations of specific asset classes. Weil covers the full range of structured finance products with extensive derivatives expertise. Along with ABS and MBS experience, Weil has a dominant position in the revitalised European CLO 2.0 market and is active on debt portfolio trades and distressed deals.

"Weil has a 'very impressive practice that has moved with the times' and plays a role in 'many of the most innovative and complex deals'".

— *Legal 500*

**Restructuring & Insolvency:** Weil's London restructuring team has advised on the highest profile and most complex cases in the marketplace. Weil is unique in that its practice reflects the market; advising a broad client base that includes debtor and creditor representations, directors, private equity houses, senior, mezzanine and subordinated lenders, purchasers and sellers of distressed M&A assets and NPLs, and substantial bankruptcy litigation. Weil's unparalleled global presence provides the US–UK–European link that very few other firms are able to, providing clients with fully integrated cross-border advice and up-to-the-minute global restructuring know-how.

Clients say: "The Weil team are undoubtedly one of the strongest restructuring groups in the UK at present."

"I trust Weil completely. They can bring the strength of a global firm to bear, while having the relationship of a trusted adviser."

— *Chambers UK*

**Disputes and Investigations:** Our full-service dispute resolution team advises on all aspects of complex commercial disputes including litigation, arbitration and mediation. We provide commercial insight and technical legal advice at every stage of a case including in relation to pre-dispute strategy, ongoing proceedings and complex settlement negotiations. We also regularly advise on compliance with regulatory regimes and in connection with internal and external investigations.

We advise on the most high-profile and technically complex cases in the market, including novel areas of law which have resulted in judgments that are now the leading authorities on points of law.

"Weil's service has been first class. Their experience and expertise has been vital in allowing us to take timely, appropriate and cost-effective decisions."

— *Chambers UK*

**Transactional Support:** The majority of the firm's work in London involves multidisciplinary teams across the specialist fields of tax, competition, IP, IT and data privacy, employment, management incentives, real estate, corporate governance and compliance, who play a crucial role in ensuring that transactions, restructurings and disputes reach a successful completion. Weil's transaction specialist lawyers advise clients on a broad range of significant contentious and non-contentious matters.

A "class act" that "operates across M&A, private funds, insolvency, restructuring, management incentivisation and finance."

— *Legal 500 UK*

The Weil Tax team "consistently deliver excellent and practical advice and demonstrate clear understanding of the market and commercial issues"

— *Chambers UK*

# Leading on some of the most significant and innovative deals in the market

## Advent

On its acquisition of a co-controlling stake in Planet Payment from Eurazeo, with Planet Payment management reinvesting, and subsequently on a number of bolt-on European acquisitions, including Hoist, Proximis, Protel and Datatrans

## General Atlantic

As one of the selling shareholders and the British fashion marketplace app Depop on the sale of the company to Etsy, the US-based online marketplace

## Bain Capital

On its acquisition of Valeo Foods from CapVest

## Lenders

on Hellman & Friedman portfolio company Verisure's €1.6 billion financing. Verisure is a European provider of professionally monitored home alarm systems

## Novalpina

On its acquisitions of Laboratoire XO and Maxbet, including the financing aspects of these transactions

## Doncasters Group

On its restructuring of \$1.6 billion of funded debt through an English scheme of arrangement and an ancillary chapter 15 proceeding

## Restructuring

Ad hoc Group of Senior Creditors on the \$1.9 billion restructuring of the international oil and gas services company KCA Deutag

## Lenders

On APG Asset Management's \$2.6 billion acquisition of an 81% stake in Brisa Auto-estradas de Portugal, S.A., Portugal's largest toll road operator

## Brookfield

On the closing of its first European open-ended core-plus real estate fund, Brookfield European Real Estate Partnership, with total commitments of over €1 billion

## Funds managed

By the Credit Group of Ares Management Corporation and the Private Credit business within Goldman Sachs Asset Management on their provision of hybrid capital financing for the takeover of Wm Morrison Supermarkets plc by Clayton, Dubilier & Rice, which valued the British supermarket at £10.2bn including debt

## Lone Star

On the €5.2 billion sale of MBCC Group, the former BASF Construction Chemicals business headquartered in Mannheim, Germany, to Sika, an international specialty chemicals company headquartered in Switzerland

## Gores Guggenheim, Inc.

A SPAC sponsored by affiliates of The Gores Group and Guggenheim Capital, in its \$20 billion business combination with Polestar Performance AB, a Sweden-based pure play manufacturer of premium performance electric vehicles (EV), which is currently owned by Sweden-based Volvo Car AB and Zhejiang Geely Holding

## Glencore

On a number of matters including in 2022 on the sale of Cobar and the strategic partnership with Li-Cycle Holdings Corp

## Group Holdings B.V.

Syncreon Group Holdings B.V. in relation to its landmark English Scheme of Arrangement and Chapter 15

## Abraaj Investment Management Limited

The provisional liquidators of Abraaj Investment Management Limited in connection with a number of matters

## Novalpina Capital

Novalpina Capital on the financing of its acquisition of NSO

## Aston Martin

Bond investors in connection with Aston Martin's private offering of delayed-draw senior secured notes

## NIBC

On the sale of Welcome Break to Applegreen plc as well as acting for Welcome Break on its subsequent refinancing

## ARCM

In relation to its opposition to Premier Oil's and subsequently its sale to Chrysaor

## Advent

As selling shareholders on the English and U.S. aspects of the offering and listing of InPost on the Euronext Amsterdam, which launched on January 27, 2021. The offering raised €2.8 billion, giving InPost a market capitalisation of €8 billion. Poland-headquartered parcel locker and delivery business InPost was the first IPO to price in EMEA in 2021.

# A snapshot of recent market recognition for Weil's London expertise

**Maintained ranking as #1 CLO manager counsel (by Creditflux)**

By volume of deals, including for long established clients Blackstone, Carlyle, Apollo and Blackrock



**Finalist**

Pan-European Legal Adviser Of The Year – Private Equity Awards 2022



**Finalist**

Corporate Tax Team of the Year – Tolley's Taxation Awards 2022



**Winner**

M&A Deal of the Year – IFLR Europe Awards 2021 (AbbVie / Allergan)



**Winner**

IJInvestor's 2021 Legal Adviser of the Year Award, Fundraising EMEA



**Finalist**

European Private Equity Firm of the Year – Private Equity Awards 2021



**Finalist**

Restructuring Team of the Year – Legal Business Awards 2021



**Finalist**

M&A Large Deal of the Year – British Legal Awards 2021 (OneWeb)



**Finalist**

Banking & Finance Team of the Year – British Legal Awards 2021



**Winner**

Impact Deal of the Year – ITR European Tax Awards 2021



**Winner**

PE Team of the Year – British Legal Awards 2020



**Winner**

Restructuring Team of the Year – The Lawyer Awards 2020 (syncreon)



**Winner**

PE Team of the Year – Legal Business Awards 2020 (Liquidation of Abraaj Investment Management Ltd)



**#2 Firm**

By Value of Debt Restructured and Volume of Mandates – Debtwire European Restructuring Advisory Mandates League Table FY20



**Commended**

Major US Law Firm with Top European Restructuring Practice – Turnarounds & Workouts Special Report September 2020



# Hear what others say



“What attracted me to Weil was the freedom to pursue business development in the way I wanted to, but with the support of a wider team. Even more exciting was knowing that I would be helping to develop a practice alongside the top talent that exists in my group. When we collaborate to win new business, we know we are putting the best team on the field.”

**Reena Gogna**  
Partner  
Banking & Finance



“I joined Weil in 2006 as an associate. I was drawn to Weil’s energy and forward-thinking approach – in terms of their practice areas, how they work with clients and the overall working environment. There’s no hierarchy here, so everyone works collaboratively and equally as hard. You feel as if you’re all in it together – it’s a great way to work.”

**James Harvey**  
Partner  
Private Equity

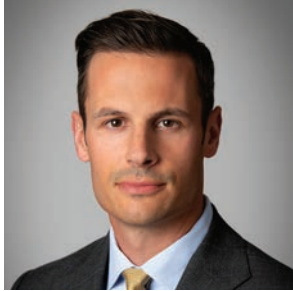


“I joined Weil in 2012 and it took me just over two years to make partner. Initially, it was the size of Weil that I was attracted to. It’s a relatively small office in London, meaning you can be more entrepreneurial and nimble. Also, being smaller, we are able to see when associates can take on more responsibility and push themselves when they are ready – it’s all about progression here.”

**Tom Richards**  
Partner  
Banking & Finance



# about working at Weil



“ I joined Weil as a junior associate from a magic circle firm. It was a daunting step to leave the firm where I had trained (especially given the scaremongering in the market about the culture at US firms). However, I did my diligence on Weil and I was attracted to the entrepreneurial ethos of the partners and the opportunities that I knew would arise from working in a smaller office. Within a year of joining the team I was the lead associate on high profile transactions at the top end of the market. The partners here are excellent at pushing you to progress quickly and, if you are enthusiastic and keen to learn, there are plenty of opportunities to step-up and take on more responsibility. ”

**Max Oppenheimer**  
Partner  
Private Equity



“ Weil provides you with huge amounts of interesting work, including opportunities to get involved in pro bono. I trained at Weil, and over the years I've embraced this as much as possible, from advising charities and artistic institutions on contractual matters, to helping community projects at a local school. I love the variety of work and the different challenges that each day can bring. ”

**Lindsay Merritt**  
Counsel  
Restructuring



# Committed to Corporate Citizenship

Central to our culture is our approach to Environment, Social, Governance (ESG) which focuses on six key areas: **Pro Bono, Inclusion, Community, Wellness & Social, Climate Action and Governance.**

Our London ESG framework is led by a 25-strong partner and counsel committee who provide oversight, governance and support to the key Business Services teams who run each of the ESG pillars.

Our ESG vision is to enhance the social and economic mobility of our clients, people and communities. To achieve this aim, we deliver a range of activities and initiatives which ensure we are a responsible business that fosters a healthy, supportive, and inclusive culture for our people to lead healthy lives and reach their full potential to deliver the best service to our clients and communities.

## Pro Bono

Pro bono is at the heart of our ESG strategy and we define pro bono as *'the provision of free legal advice to charities, NGOs and individuals that can't afford it.'* Our goal is for all lawyers to perform 50 hours a year of pro bono legal advice and in the London Office, all pro bono hours are counted as billable for the purposes of compensation. Since 2015, the London office has provided more than 67,000 hours of pro bono work on a range of innovative and complex matters in the social finance, humanitarian and access to justice space. We see pro bono as a vehicle for skills-development and leadership and it allows our lawyers to harness and develop their legal skills while simultaneously helping organisations with a social purpose achieve their goals.

An example of a high-impact pro bono matter is our work with longstanding client Refuge (the largest specialist provider of gender-based violence services in the UK - supporting around 6,500 women and children on any given day). In January 2019, the UK government published a draft legislative **Domestic Abuse Bill** that aims to provide additional support mechanisms to victims of domestic abuse. A team of ten Weil lawyers provided counsel to influence the bill with a series of recommendations. The team carried out legal research and produced draft wording to be included as suggested amendments to the Bill during its passage through the UK Parliament. The suggested amendments sought to achieve two key objectives: 1) the recognition of domestic abuse as a form of gender-based violence in UK law; and 2) make changes to the welfare benefits system in the UK which unintentionally penalises victims of domestic abuse and may prohibit victims from fleeing their perpetrator. The proposed amendments included a recommendation to split

household benefits to ensure victims of domestic abuse have control over the some of the household income, which complements the Bill's recognition of financial abuse as a form of domestic abuse, and also recommended that victims fleeing an abusive relationship be exempt from repaying advance benefits payments.

## Inclusion

Recruiting and developing the best people from a range of different backgrounds enables us to deliver out-of-the-box thinking and advice to our clients. Diversity and inclusion embody a commitment that has been at the core of the Firm since it was founded in 1931. We strive to honour this commitment and create and maintain a culture where our differences are respected, celebrated and valued. This approach has been integral to the success of the London office. We realise that the job on inclusion is never done and we therefore focus on continuously educating ourselves, listening to each other, leading by example, speaking out and being allies and upstanders, in order to cultivate a workplace of equitable opportunity in which everyone feels free to bring their full self to work and stand up for principles of diversity, inclusion and belonging, without fear of recrimination or retribution of any kind. This inclusive culture means we have the breadth of ideas and the depth of experience to develop innovative solutions to help our clients achieve their goals. Our inclusion efforts are spearheaded by our London Inclusion Committee, which meets regularly to initiate, monitor, organise and promote a variety of initiatives and educational programmes. The Inclusion Committee is comprised of various sub-committees which have members from all across the office, focusing on all strands of diversity and intersectionality between them. In addition, we have a number of network groups such as the Multicultural Action Group, Weil Pride, the Black Attorneys Affinity Group, Social Mobility@Weil and Women@Weil which are inclusive to people across the office, and we work closely with our global Diversity & Inclusion team which is based in New York. We welcome all partners and employees to get involved. To achieve our goals, we work alongside pioneers in the Inclusion space including Stonewall, Social Mobility Foundation, SEO London, Rare and Into University. To achieve our goals, we work alongside pioneers in the Inclusion space including Stonewall, Social Mobility Foundation, SEO London, Rare and Into University.

# Committed to Corporate Citizenship

## Community

All Weil partners and employees are encouraged to spend two days a year volunteering in the community. We place a strong emphasis on social mobility and board-level volunteering. We support around 300 young people a year via WEIL (Widening Entry Into Law); range of employability programmes and we actively support our people to be appointed as charity trustees or school governors. In addition, we also support a number of grass-roots community organisations across London.

Since 2015, partners and employees have spent more than 8,500 hours volunteering. Our community programmes are designed to help our people to develop new skills, broaden their horizons and take themselves outside of their comfort zone. We place a strong emphasis on board-level volunteering (Charity Trustee & School Governor roles) and social entrepreneurship. In 2018 we launched a five-year fundraising strategy 'Improving Lives & Raising Aspirations'. We are supporting six charities: Dress For Success, Glass Door Homeless Shelter, Power2, School-Home Support, Social Mobility Foundation and Suited & Booted until November 2023. We've committed to raising £500,000 during this time to help these charities grow and expand their work in tackling homelessness, reducing poverty and improving social mobility.

All employees are eligible for matched funding and Payroll Giving.

## Wellness & Social

We recognise the importance of wellbeing in the increasingly pressurised world that we now live. To enable our people to perform at their best, everyone at Weil has access to a number of benefits, information and support that endorse our culture:

- LifeWorks Employee Assistance Programme
- Blossoms GP and health screening appointment
- Regular, mid week tea-breaks
- Wellbeing training and presentations
- On-site yoga sessions

- On-site de-stress massage service

- On-site gym

Our social schedule aims to support our cohesive values offering a broad range of annual activities:

- Office quiz
- Summer party
- Festive party
- Festive family party
- Sporting events
- Themed lunches
- Charity collaboration

## Climate Action

We have received accreditation for ISO50001 (Energy Management System), which is an internationally recognised industry standard (externally audited), aimed at continuous improvement in energy reduction. We have also achieved consistent top-level success at the City of London Clean City Awards for a number of years, with our reduction of single use plastics throughout the office and collaboration with service providers being noted in particular. We are members of the Legal Sustainability Alliance (LSA) and have a Partner lead Climate Action Group within the firm.

## ESG in numbers 2015-2021 (inclusive):

- 67,000+ hours of pro bono
- 70 hours per lawyer per year
- 600+ pro bono matters
- 8,500+ volunteering hours
- Supported 70+ schools and direct interactions with more 1,500+ state school students via employability workshops, work experience, mentoring and career talks
- £600,000 raised for charities
- Placed 6th out of 111 businesses and the No.1 law firm in the GivX Top 25 2018 & 2019 – a list of the most philanthropic businesses in the UK on a per capita basis through time and cash invested in the community



# Collegiate Office Culture



The London office's supportive and close-knit culture celebrates diversity

## Collegiate office culture

The London office has an active social calendar of events for clients and employees alike, covering the arts, sports and charities.

We have in place a number of initiatives which provide support to all employees, covering lifestyle services, corporate memberships, family activities, and other information and support.

Recent Accolades:

International Firm of the Year for Work-Life Balance and Firm of the Year for the Northeast Region

*Euromoney Legal Media Group Americas Women in Business Law Awards 2020*

Best Place to Work for LGBTQ Equality: 100% Rating in the Corporate Equality Index

*Human Rights Campaign Foundation 2021*

Most Inclusive Firm for LGBT+ Lawyers

*Chambers Diversity & Inclusion Awards 2019*

Best International Firm for Talent Management

*Euromoney Americas Awards 2019*

Top 10 for Innovations in Diversity

*Profiles in Diversity Journal 2018*

## Wellness & Social

We recognise the importance of wellbeing in our increasingly pressurised world. To enable our people to perform at their best, everyone at Weil has access to a number of benefits, information and support that endorses our culture:

- LifeWorks Employee Assistance Programme
- Blossoms GP and health check
- Dr@Hand – Virtual GP Service
- Lexwell – up to 6 confidential virtual psychotherapist sessions
- AXA PPP – Stronger Minds – Access to mental healthcare support

- Calm – free subscription to a leading app for meditation and sleep WorkLife Central – a digital hub of expert-led content designed to support, inform and inspire professionals in their family life, work life and wellbeing
- On-site yoga sessions
- On-site de-stress massage service On-sight gym

Wellbeing training and presentations

Our social schedule aims to support our cohesive values offering a broad range of annual activities:

- Office quiz
- Summer party
- Festive party
- Festive family party
- Sporting events
- Themed lunches
- Charity collaboration

## Innovation @ Weil

Weil has a strong history of legal innovation, with employees throughout the firm encouraged to collaborate on developing new solutions to deliver value for our clients. In London, this culture of intrapreneurship is facilitated by our Innovation Taskforce, which is comprised of representatives from throughout the office. The collegiate nature of our office environment enables us to pursue new initiatives with flexibility and agility, whilst benefiting from the unparalleled resources that our global footprint brings. If you are proactive and inventive, then the platform that Weil provides will empower you to set new precedents in our developing legal market.

# Fifth Most Innovative Law Firm

overall in the 2018  
Financial Times North America  
Innovative Lawyers report

# Your benefits, **your way**

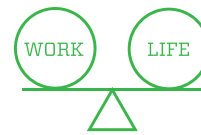
As our employees are our biggest asset, we want to reward hard work and commitment by providing a market leading suite of benefits.



my**physical**  
wellbeing



my**financial**  
wellbeing



my**lifestyle**  
wellbeing



my**emotional**  
wellbeing

## Our core benefit offering



Competitive salary



Pension scheme



Annual wellbeing allowance (£500)



Private medical insurance



Death in service



Income protection



25 days annual leave pro-rata  
(increases 1 day per year of  
service up to 28 days)



Birthday holiday



Psychotherapy sessions



Calm app



Access to WorkLife Central



Discretionary Bonus



Health screenings



GP and virtual GP services



Eye tests and contribution towards  
glasses or lenses annually



Emergency back-up child/eldercare










Employee assistance programme














## Flexible benefits

We all want different things from our benefits which is why it's so important to build in flexibility. Employees can add the following to their package at an additional cost.

- |  |   |
|--|---|
|  Critical illness insurance                          |  Will writing service            |
|  Spouse critical illness insurance                   |  Payroll giving                  |
|  Dental insurance                                    |  Tastecard                       |
|  Healthcare cashplan                                 |  Buy/sell holiday (up to 2 days) |
|  Enhanced private medical / life assurance benefits |  Cyclescheme                    |
|  |  Season ticket loan            |

## Weil extras

We work hard to create an environment where employees can flourish and sometimes, it is the little extras that make all the difference.

- |   |   |
|---|---|
|  On site gym (coming soon)  |  Showers                             |
|  Subsidised cafeteria   |  Flu jab                             |
|  Work kit including a phone and laptop  |  Dry cleaning                        |
|  On site subsidised health services, including massage, chiropody, yoga and physiotherapy |  Weekly shoe shine                   |
|  Free fruit daily   |  Corporate memberships and discounts |
|   |  Walks and talks                     |



With a **strong**  
**focus** on  
**continuous**  
**professional**  
**development**

## Focus on continuing professional development for all lawyers

As the most significant asset of our business is our people, we provide professional career development for all employees in order to ensure that each person reaches their maximum potential. With this in mind, there are a number of opportunities for lawyers to develop their skills including:

### Training

- Legal training; know-how, legal updates and compliance.
- Technical training; practice area specific training including external, industry specific conferences.
- Skills training; business development, accounts and finance, presentation skills, networking, time management, communication, leadership, professionalism and responsibility, senior skills training.

### Career development and mentoring

- Associate Development Partner (ADP): all associates are assigned an ADP when they join the firm or qualify into a practice area. An ADP provides leadership, career development advice, guidance and support throughout the associate's career at Weil.

- Trainee Responsible Partner (TRP): all trainees are assigned a TRP for the duration of the two year training contract. The role of the TRP is to give feedback, direction and advice and to act as a sounding board for the trainee.
- Mentoring: we have an established mentoring scheme. We also run mentoring schemes in a CR&I/pro bono context. For example lawyers can act as a mentor to a social enterprise to provide commercial guidance to start-ups. There is also the opportunity for associates to participate in a scheme involving mentors from other non-legal organisations.

### Coaching

- Coaching is available to all employees. Coaching is a way of developing and enhancing skills and abilities. Programmes are designed to provide proactive career support. Coaching focusses on unlocking potential, looking at who we are and how we communicate with others and is structured around observation and feedback.

### Overseas secondments

- There are opportunities for associates to be seconded to one of Weil's international offices.

