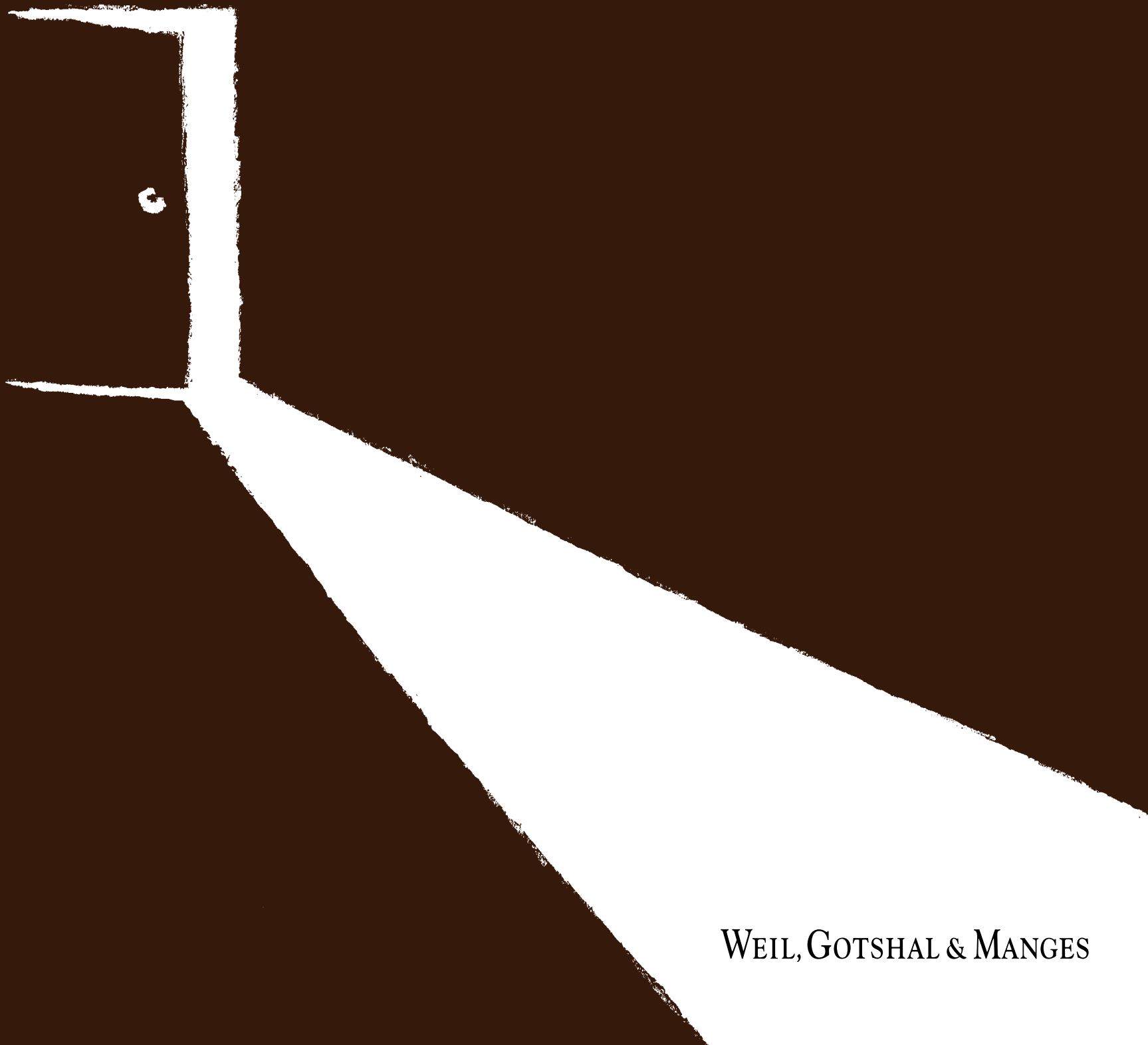


Do something that **s**

UK GRADUATE RECRUITMENT



WEIL, GOTSHAL & MANGES

scares you ~

WORKING AT WEIL, GOTSHAL & MANGES IS NOT FOR EVERYONE.

By stepping out of our comfort zone we learn a lot about ourselves. Our strengths, our weaknesses and our potential. That's why Weil, Gotshal & Manges encourages trainees to take responsibility early. We choose enthusiastic, well-rounded characters with a desire to push themselves and apply what they've learned at the sharp end of business.

We asked some of our trainees and associates to describe the challenges they faced at Weil, Gotshal & Manges—both the intense and thrilling situations they found themselves in. But most importantly, what they learned from their experiences. Turn over and find out how they got on.

**Challenging,
Intense,
Stimulating,
Exhilarating,
Thrilling. >**

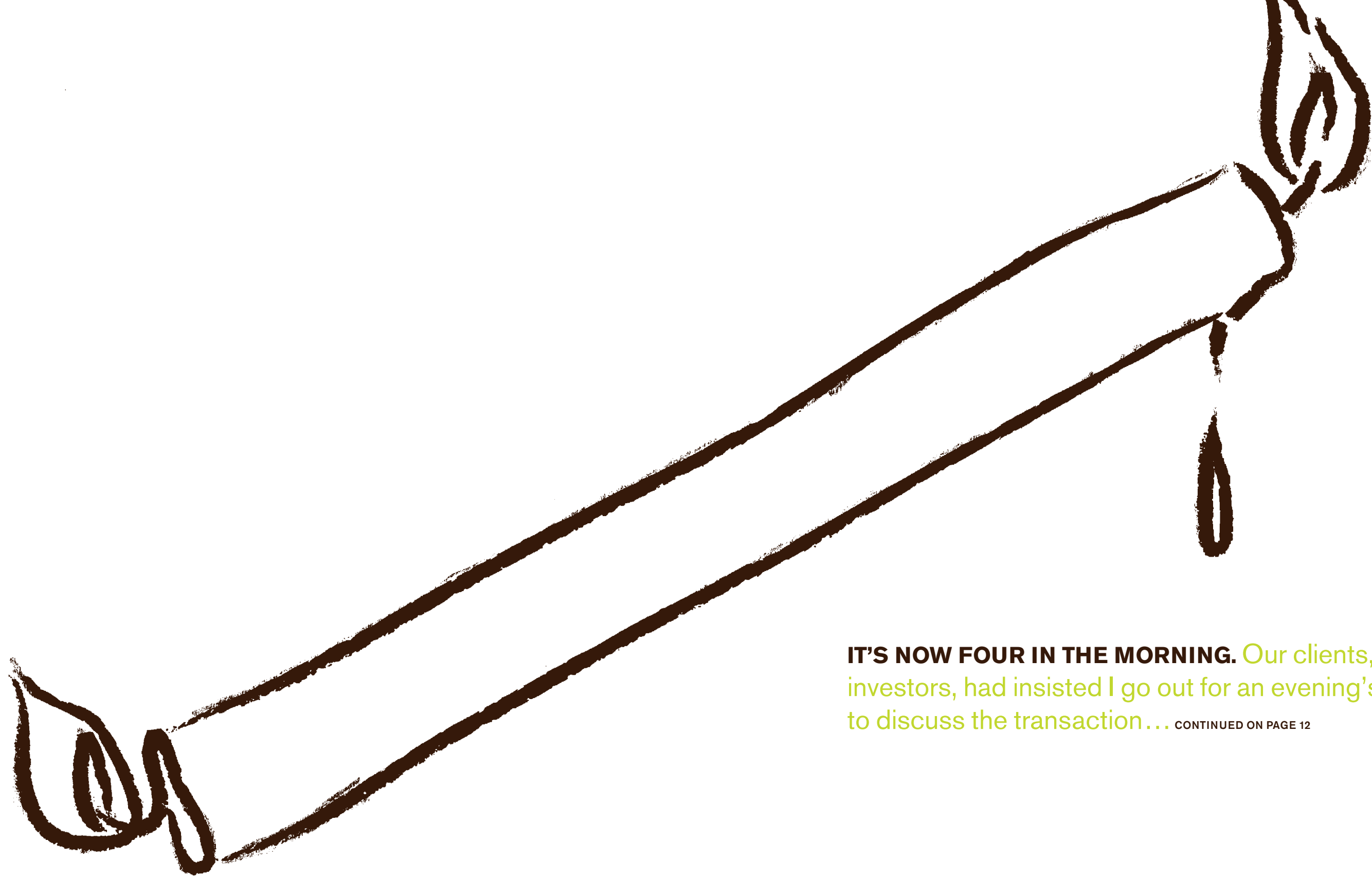
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Apply **15**



Challenging

IT WAS ONLY MY SECOND WEEK in the litigation department when I faced the first really challenging task of my career. I quickly packed a bag, grabbed my passport and headed to the airport, wondering what would await me in Poland . . . CONTINUED ON PAGE 12



IT'S NOW FOUR IN THE MORNING. Our clients, a set of top private equity investors, had insisted I go out for an evening's entertainment with them to discuss the transaction... CONTINUED ON PAGE 12

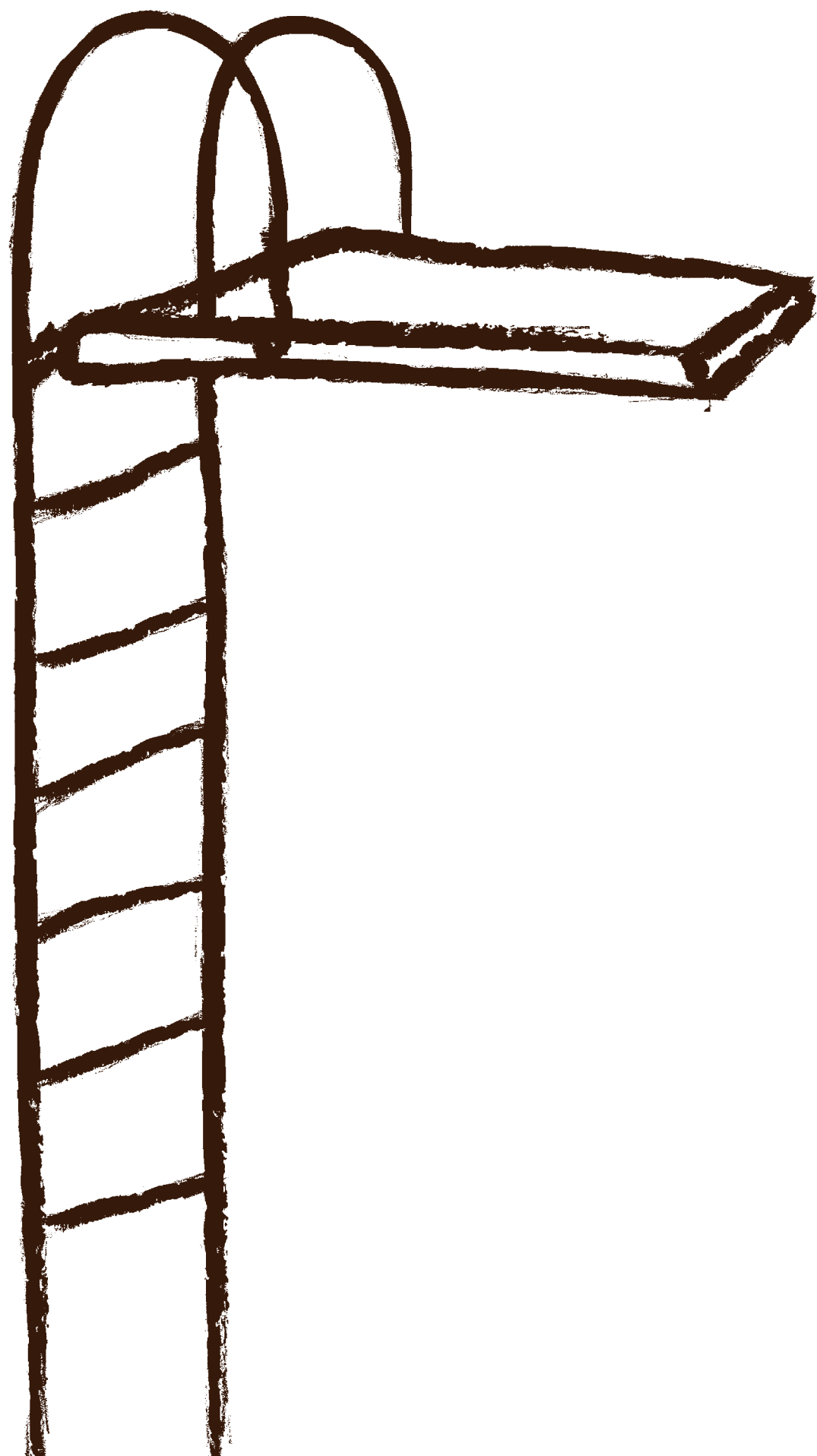
Intense



Stimulating

I'D ONLY BEEN IN THE DEPARTMENT FOR A MONTH and found myself meeting some of the most experienced individuals in our industry—
on my own . . . CONTINUED ON PAGE 12

Exhilarating



SIX THOUSAND MILES FROM HOME and I'm in at the deep end. Getting to grips with a highly technical area of law and an entirely different legal system... CONTINUED ON PAGE 12

Thrilling

IT'S NOT SOMETHING YOU EXPECT when you're seconded somewhere one day a week. To be asked to develop your role, then asked to take charge of the organisation's flagship publicity document... CONTINUED ON PAGE 12



Do something that scares you~

Challenging

...CONTINUED FROM PAGE 2

One of the partners had chosen me to travel to Warsaw to interview a witness for a construction arbitration and prepare a witness statement. As I sat in the departure lounge I began to get really excited. I realised I was being given the opportunity to prove myself in a situation where I had to demonstrate a huge amount of responsibility, but with the comfort of knowing that I had been fully briefed and had the complete support of the partner. This was exactly the sort of challenge I wanted from the position in the first place. This philosophy of allowing people to develop at the rate they are capable of whilst providing the support they need was what led me to qualify into the litigation department at Weil Gotshal.

Hannah Field

Hannah studied English and History at Keele University before completing the GDL and going to the College of Law to do the LPC. Hannah qualified in September 2004.



Intense

...CONTINUED FROM PAGE 5



After discussion with the partner, I'd prepared and attended the clients' AGM, which started in the afternoon with a glass of champagne, and finished at about 8pm. The clients then took me to their Mayfair club, where we discussed their business and our relationship with them, and many other things I would not normally be privy to. I held my own as the night wore on. When I got home at 4am I felt I ought to email the partner, as I was worried what he might think of it all. I needn't have worried. He was very happy with my diplomacy skills.

David Griffiths

David studied Law at Edinburgh University before going to BPP Law School to do the GDL and Nottingham Law School for the LPC.

Stimulating

...CONTINUED FROM PAGE 6

As a new associate in the Business, Finance & Restructuring department, I was asked to attend a business development social event hosted by a well known firm of accountants. I was looking forward to joining my colleagues, but it quickly dawned on me that I would be the only person representing the Firm. I felt privileged, nervous and excited—it was going to be the first time I met clients, potential clients and other professionals on my own. I got up to speed on the latest developments in Weil Gotshal, so I'd be able to talk about the Firm with confidence and found that I was able to interact with everyone easily. My experience at Weil Gotshal has been that you are never too junior to do something new.

Blandine Davies

Blandine studied Law and German Law at the University of Kent in Canterbury and the Phillips Universität Marburg, Germany before doing the LPC at BBP Law School in London. Blandine qualified into the BFR Department in 2005.



Exhilarating

...CONTINUED FROM PAGE 9

It was a very steep learning curve to begin with, having been seconded to the Silicon Valley office to work in patent litigation. However, after an intensive start I soon felt a valued member of the trial team. I gained a good overview of the litigation process in the US, working on cases at various stages, and even running my own pro bono case. The office itself was fairly informal—casual dress and lots of socials, so getting to know people was easy. I was also closely involved with the summer associate programme, participating in lectures, seminars and workshops, as well as recreational pursuits like wine-tasting and kayaking. Working with some of the West Coast's most highly regarded patent attorneys was an education in itself, and the secondment, while challenging, was highly rewarding. As was living in the California sunshine.

Julia Harkness

Julia studied English and Law at Cambridge University before doing the LPC at BPP Law School.



Thrilling

...CONTINUED FROM PAGE 10

I was seconded on Fridays to the Bar Pro Bono Unit, initially writing case summaries so the Unit could maintain an accurate record. I was then asked if I'd like to take responsibility for writing their annual review, a special edition to be launched publicly to coincide with their tenth anniversary—a pretty high-profile assignment for a trainee. The chance to develop my role was very gratifying and the secondment provided a wonderful opportunity to get used to working with barristers, from pupils to QCs. More than that, it provided the opportunity to grow, by being given responsibility. Since the secondment finished I have stayed in contact with the clients and look forward to developing our relationship going forward.

Penny Hewitt

Penny studied Law at King's College London before doing the LPC at BPP Law School.



Did you know...

We view ourselves not as the London branch of a New York law firm but as the London office of one of the world's leading international law firms.

2006 is our 10th anniversary of the opening of our London office (and 75 years since the founding of the Firm).

We are the second largest of the Firm's worldwide offices. Our London office has now grown to around 120 lawyers, including 22 partners and three Of Counsel.

We have run our own trainee programme for the last seven years and now recruit 12 trainees a year.

We have pursued a strategy of steady, purposeful growth and our trainees are our lifeblood.

Interview tips...

Prepare well. Do some research—find out about the Firm and the job you are applying for. The interviewer is sure to ask you why you want to work for us, so make sure you have a good answer ready.

Read the legal press, make sure you're up-to-date with the trends in the legal market and any significant deals/work the Firm is involved in.

Re-read the application form/cover letter you submitted. They'll have that with them at the interview, and will almost certainly ask you questions from it, so make sure you are familiar with what you wrote.

Dress for success. Always dress modestly and smartly (a suit is best). Remember it's a professional, business-like image you want to portray.

Body talk. Don't slouch or mumble, and avoid verbal tics such as "like", "you know" and "sort of". Try and maintain eye contact when appropriate. A firm handshake is best, but try not to break any bones.

About us

A key player on the international legal scene

Weil, Gotshal & Manges acts for many of the most successful companies and institutions in the world in their high-stakes matters and transactions. We have more than 1,100 lawyers, including more than 300 partners, in 20 cities throughout the US, Europe and Asia.

The London office, established in 1996, has grown to become our second largest, and the hub of our European practice. Our strategy has been to pursue steady, purposeful growth, building a world-class team of lawyers who provide the best judgement on close calls and tough issues.

Trainees in London regularly work on cross-border matters, liaising with, or travelling to, our offices in Europe and the US. We are regarded as one of the most successful US law firms in London. The London office has around 120 lawyers, over 85% of them UK-qualified, and we offer 12 training contracts in London each year.

Areas of work

CORPORATE

Our strategy is to be the leading private equity law firm in London and Europe. We also advise on all other corporate issues, offering support for transactions through specialists in the fields of commercial contracts, competition, employee benefits, environment, IP, IT, pensions, real estate and tax. Our London office can provide clients with same-time specialist US and Central European advice. We are also able to offer a specialist focus in certain industry sectors. These include retail brands, consumer and commercial finance, energy, healthcare, technology, media and telecoms. The deals we work on are regularly short-listed for legal or industry awards and we are consistently ranked in the top tier of the international M&A lawyers' league tables. In 2006, we won the BVCA/Real Deals award for 'Private Equity Law Firm of the Year', the only industry award of its kind.

We also advise on public and private mergers, acquisitions and disposals, demergers and re-organisations, equity capital markets, joint ventures and strategic alliances and corporate governance.

FINANCE

We have a broad-based international banking and finance practice, including a securitisation group which ranks among the best practices in the City.

Our expertise includes bank and institutional lending, acquisition finance (including senior and

mezzanine debt), asset finance, derivatives, refinancings and recapitalisations, debt capital markets (including high-yield), securitisation and structured finance and lease financings.

DISPUTE RESOLUTION

Few firms can match the quality and depth of our experience in litigation, arbitration and other forms of dispute resolution. We help clients solve their toughest problems in any forum throughout the world and we have an impressive and successful track record in extremely large and difficult cases. Our London team integrates practising barristers and solicitor-advocates into a pioneering one-stop shop.

RESTRUCTURING

Recognised as one of the leading practices in its field, the Firm is involved in virtually every major Chapter 11 reorganisation case in the US (Enron, Global Crossing and WorldCom) and in major international out-of-court debt restructurings. In London we are building on this market-leading reputation throughout Europe, focusing on transactional restructurings and insolvencies of multinational companies.

COMPETITION

Our antitrust and competition practice is one of the largest, most diversified and highly respected. We provide integrated global counselling, litigation, regulatory and transactional services in many industry sectors.

Diversity

We aim to create and maintain a healthy climate of inclusion. A work environment in which everyone can succeed regardless of sex, ethnic group, sexual orientation, or disability. Where the members of our Firm value individual and group differences, respect others' perspectives, and communicate with others openly.

Our business draws from and reflects the communities we serve. Everyone at Weil Gotshal participates in diversity training, with the aim of reaching our diversity goals. We also sponsor and run seminars for organisations committed to developing the potential of young people, regardless of socio-economic background, who wish to pursue a career in the legal profession.

We feel there are two compelling rationales for sustaining our diversity efforts: many of our clients expect a law firm's workforce to mirror the diversity and inclusiveness of their workplace; and it benefits our Firm's vitality and competitiveness.

Managing Partners Forum Awards 2005 Runner-up for 'Diversity Initiative of the Year'

Pro bono work

We are committed to the principle that lawyers should devote significant time to providing pro bono legal services. The Firm's award-winning programme upholds the highest standards of public service by the legal community, and is incredibly varied. We expect all our lawyers to undertake at least 50 hours of pro bono service a year.

Our London Pro Bono and Charity Committee meets monthly to set objectives and monitor and allocate work opportunities. We have strong relationships with many household name charities, as well as smaller ones such as the Richard House children's hospice and StreetShine. We also work alongside other firms to run the LawWorks Community Business Clinic, which provides free commercial advice to social enterprises in deprived areas of London, in addition our lawyers volunteer for drop-in evening surgeries at the Battersea Legal Advice Centre.

We were one of the first Firms to appoint a full-time Pro Bono counsel, Miriam Buhl, to oversee and develop this practice area. Miriam is based in New York and visits all the Firm's offices regularly to meet staff and clients and learn more about pro bono best practice in these locations. If possible, our offices work together on interesting cross-border projects.

Legal Business Awards 2005 Winner of 'Pro Bono Initiative of the Year'

Learning at Weil Gotshal is designed to get you on your feet and practising law quickly, encouraging and enabling you to take ownership of your career. In one of the best training programmes in the City, you'll get plenty of personal attention, combined with early responsibility, and the opportunity to play a meaningful role in headline-making deals.

RISE TO THE CHALLENGE, DAILY

~ Working one-to-one.

Working closely with partners and other senior lawyers, you'll develop important relationships, learn from seeing experienced lawyers in action, gain experience in a wide variety of areas, and maintain high visibility.

~ Learning from leaders.

Our lawyers enjoy mentoring trainees, developing their legal skills and commercial judgement. You'll share an office with either a partner or senior associate, and share their workload. You select a mentor to support and coach you on non-transactional issues. The Training Principal and the Graduate Recruitment Manager are always at hand should you need further support and advice.

~ Constantly evolving training.

Our regular programme of topical and standard training is designed to foster a spirit of teamwork and innovation, changing, as it does, to meet fee earners' needs in the commercial arena.

~ **Variety as standard.** You'll learn in different formats of activity, being invited to seminars, workshops, associate programmes, lunches and days away, with the emphasis on practical, interactive sessions.

~ Complementary expertise.

Qualified lawyers present regular training sessions covering a wide range of topics, designed specifically for trainees.

~ A wealth of support material.

A video/DVD library and knowledge databases of past training sessions.

~ A comprehensive induction.

This sets the initial tone and offers a steady foundation with a valuable introduction to Weil Gotshal, our London Office and your department, which will also include IT training, professional standards and compliance training, and an introduction to all support teams.

OVERSEAS OPPORTUNITIES

Each year four trainees have the opportunity of a six month secondment in the US. Working in our New York office in midtown Manhattan, or our Silicon Valley office in Redwood Shores, California, you'll work with our US lawyers and clients, and so gain a better understanding of the US legal system. You will also get to know colleagues with whom you may work in the future on cross-border deals.

We also offer secondments to our other European offices.

Trainee secondments are awarded carefully based on merit and performance, and the candidate's ability to be an ambassador for the London office.

TRAINEE BENEFITS

~ Trainee salary of £37,500 rising to £41,000 by beginning of fourth seat

~ Newly-qualified salary of £75,000

~ Performance-related bonus

~ Permanent health insurance

~ 5% non-contributory pension

~ Private healthcare

~ Life assurance

~ Well woman or Well man health screening

~ Annual leave of 23 days, rising by one day a year of service, up to 28 days

~ Interest-free travel season ticket loan

~ Gym membership

~ Full sponsorship of both GDL and LPC, plus maintenance grants of £6,500 a year.

Apply

APPLYING FOR A TRAINING CONTRACT

We offer 12 training contracts each year, taking great care with the selection of each trainee.

~ Apply online at www.weil.com

~ We invite selected candidates to do an online verbal reasoning test

~ We invite selected candidates to a first interview, scheduled to last 45 minutes, with one graduate recruitment partner and either the Graduate Recruitment Manager or an associate from our graduate recruitment team

~ We invite successful candidates to attend our Assessment Centre. This starts at 10am and finishes by 5pm and includes:

- partner presentation about the Firm
- icebreaker exercise
- written test
- a second interview, also scheduled to last 45 minutes, with a similar panel to the first
- a group exercise and short presentation, no advance preparation required.

The graduate recruitment team then meets to discuss the Assessment Centre results and notifies candidates within a week.

Interview tips...

Questions, questions, questions.

The interviewer will hope that you will ask a question or two, so make sure you are prepared. If your questions have already been answered, ask the interviewer why they chose the Firm, what do they enjoy most about it, and what qualities/skills do they look for in a trainee in their specific department.

Nerves. Think before you answer questions, don't be tempted to rush in.

Don't be afraid of a brief period of silence and always let the interviewer finish speaking before you start.

Take a sip of water if your nerves get the better of you and you need a moment—that should buy you a couple of seconds to compose yourself.

If necessary, write down your thoughts before you verbalise them. If you are being asked a difficult technical question, let the interviewer know you want to think about it.

Vacation schemes

We run two-week vacation schemes each Easter and summer. We take on five students at Easter and 15 each summer. You spend each week in a different department, sharing an office with qualified lawyers, and sharing their work. The aim is to give you experience of the work we do and the way we do it. You participate in deals and attend meetings with clients, working side-by-side with our lawyers. We organise events to help you get to know our trainees in a social setting.

Apply

APPLYING FOR A VACATION SCHEME

- ~ Apply online at www.weil.com
- ~ We invite selected candidates to do an online verbal reasoning test
- ~ We invite selected candidates to an interview, scheduled to last 45 minutes, with one graduate recruitment partner and either the Graduate Recruitment Manager or an associate from our graduate recruitment team

We notify candidates within one week of the interview.

WWW.V

weil.com

GRADUATE RECRUITMENT

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