

Governance & Securities Alert

Weil

From the Governance, Securities, & Reporting of Weil, Gotshal & Manges LLP

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Need to Know for 2026: 10 Tips for the Form 10-K

This Alert highlights the latest trends and considerations for issuers preparing to file their Form 10-K in 2026 for the fiscal year ended December 31, 2025, including:

- ✓ Insights from recent U.S. Securities and Exchange Commission (SEC) comment letters, guidance, position statements, enforcement proceedings and litigation; and
- ✓ Developments from the new U.S. administration's priorities and other regulatory and geopolitical events.

Summary Guide	
<u>Form 10-K Section</u>	<u>Helpful Tips</u>
1. General	<input type="checkbox"/> Plan for SEC rulemaking agenda
2. Cover Page	<input type="checkbox"/> Check Boxes for Financial Restatements and Clawback Analysis <input type="checkbox"/> Confirm filer status
3. Part I, Item 1. Business	<input type="checkbox"/> Review human capital management disclosures <input type="checkbox"/> Include or review and update disclosures relating to AI <input type="checkbox"/> Update climate-related and data privacy disclosures
4. Part I, Item 1A. Risk Factors	<input type="checkbox"/> Focus on AI/cybersecurity, inflation/interest rate, tariffs, climate/sustainability, energy policies, geopolitics, military conflicts and other issuer and industry specific risks <input type="checkbox"/> Consider lessons from recent litigation relating to hypothetical risk factors
5. Part I, Item 1C. Cybersecurity	<input type="checkbox"/> Consider impact of <i>SolarWinds</i> enforcement action dismissal
6. Part II, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations ("MD&A")	<input type="checkbox"/> Review MD&A targeted areas of SEC comment letters
7. Part II, Item 8. Financial Statements and Supplementary Data	<input type="checkbox"/> Consider illustrative example from the Third Circuit in <i>In re Walmart Inc. Securities Litigation</i> regarding timing of ASC 450 loss contingencies reporting <input type="checkbox"/> Consider SEC comment letters on the presentation of non-GAAP measures and ASC 280 segment reporting <input type="checkbox"/> Consider impact of OBBBA on disclosure
8. Part II, Item 9A. Controls and Procedures	<input type="checkbox"/> Reset of SEC enforcement actions alleging internal control violations
9. Part III, Item 10. Directors, Executive Officers and Corporate Governance (can be deferred to and incorporated from proxy statement)	<input type="checkbox"/> Reminder about EDGAR Next delays and Item 405 disclosure
10. Part IV, Item 15. Exhibits	<input type="checkbox"/> Reminder regarding updating insider trading policies: <i>SEC v. Panuwat</i> on appeal <input type="checkbox"/> Reminder regarding certain exhibit updating and XBRL tagging

1. General

- The SEC's [Regulatory Agenda](#) is currently focused on, among other things, rules shifting financial reporting obligations from a quarterly to a semi-annual basis, enhancing emerging growth company (EGC) accommodations, simplifying filer status for reporting companies and modernizing shelf registration. The SEC is also seeking public comment on how Regulation S-K can be revised to “focus on eliciting disclosure of material information and avoid compelling the disclosure of immaterial information.” [Statement on Reforming Regulation S-K by Chair Paul Atkins](#) (Jan. 13, 2026).
- Issuers should have an internal process in place to monitor SEC rulemaking proposals and be prepared to implement applicable changes to company practices.

2. Cover Page

Check Boxes for Financial Restatements and Clawback Analysis

- Reminder regarding two Form 10-K checkboxes for issuers with securities listed on a U.S. stock exchange – one of which must be checked if the financial statements of the issuer included in the filing reflect the correction of an error to previously issued financial statements and the other must be checked if any of those error corrections are restatements that required a recovery (or clawback) analysis of incentive-based compensation received by the company's executive officers during the relevant recovery period.
 - Checkbox covers both “Big “R” (which stems from an error that was material to previously issued financial statements, requiring a company to file an Item 4.02 Form 8-K) and “little r” restatements (which corrects errors that were not material to previously issued financial statements but that would result in a material misstatement in the current period if (i) the error was left uncorrected in the current period or (ii) the correction of the error was recognized only in the current period).
 - Item 402(w) of Regulation S-K requires disclosure of actions to recover erroneously awarded compensation pursuant to the issuer's NYSE/Nasdaq mandated clawback policy. Even if incorporated by reference from the proxy statement, the checkbox on the cover of the Form 10-K must still be checked.

Confirm Filer Status

- In August 2025, the SEC issued new CDI [130.05](#), which provides guidance on when an issuer may become an accelerated or large accelerated filer after it loses its status as a smaller reporting company (SRC). Importantly, the SEC clarified that under the SRC revenue test – (paragraph (2) or 3(iii)(B) of the SRC definition) – issuers have one year after the loss of SRC status to continue as non-accelerated filers. For example, if a calendar year issuer loses its SRC status under the revenue test on December 31, 2025, it will be deemed a non-accelerated filer (irrespective of potentially qualifying as an accelerated filer or large accelerated filer) for all filings due in fiscal 2026. This means the applicable issuer can (i) defer for one year the Section 404(b) auditor attestation and (ii) report Form 10-Qs within 45 days of quarter end (rather than 40 days of quarter end for accelerated and large accelerated filers).

3. Part I, Item 1. Business

Human Capital Management

- On September 4, 2025, the SEC released its [Spring 2025 United Agenda of Regulatory and Deregulatory Actions](#), reflecting the withdrawal of a number of rulemakings previously proposed during the Biden Administration, including rulemaking proposals on Corporate Board Diversity and Human Capital Management.

- Further, in light of the Trump Administration’s executive orders focusing on certain diversity, equity and inclusion (DEI) initiatives (see Executive Order [14173](#), Executive Order [14168](#), and Executive Order [14151](#)), as well as guidance on unlawful discriminatory practices from federal agencies including the [Department of Justice](#) and the [Equal Employment Opportunity Commission](#), issuers should review HCM disclosures in their Form 10-Ks responsive to Item 101(c) of Regulation S-K, sustainability reports or corporate websites, balancing the desire of various constituencies to see diversity data, the requirements Item 101(c) of Regulation S-K, and potential regulatory scrutiny.

Artificial Intelligence

- AI Products and Uses. Issuers should continue to describe (particularly if previously highlighted in earnings releases, on earnings calls or on their website): artificial intelligence and machine learning (collectively, AI) products and initiatives; AI research and development efforts; the impact of AI on the issuer’s products, services, relationships with customers or suppliers; and AI competitive conditions. For example, a recent SEC comment letter asked, in part, the following:
 - “Please tell us, and revise future filings, to discuss your data science platform and the status of any AI-integration efforts. In this regard, we note your disclosure on page [] that you are integrating generative AI tools into your systems. We also note discussion of your data science platform during the conference call to discuss your fourth quarter 2024 results . . . , including that it is “industry-leading” and one of the sources of your competitive advantage; and in the . . . press release . . . posted on your website.”
- AI Washing. Issuers must continue to consider whether their regulatory filings, public disclosures and other relevant documents accurately reflect their AI-related capabilities, usage and risks. Federal regulators (including the SEC, Department of Justice (DOJ) and the Federal Trade Commission) and private plaintiffs are increasingly bringing claims alleging false and misleading statements regarding AI. For example, in April 2025, the SEC brought enforcement actions and the DOJ brought parallel criminal proceedings against (i) Albert Saniger, the former CEO of Nate, Inc. (“Nate”), who allegedly made false and misleading statements in a pitch deck used to solicit early stage capital about Nate’s use of proprietary AI technology and its operational capabilities and (ii) Ramil Palafox, the founder of Praetorian Group International Corporation (PGI Global), alleging, among other claims, that he made false statements to investors regarding the development of an AI-powered crypto auto-trading platform and other topics.
- AI Regulatory Developments. Issuers should discuss rapidly evolving AI regulatory developments, including the European Union’s Artificial Intelligence Act, [the Trump Administration’s AI Action Plan](#) published in July 2025 (which outlines many policy recommendations for agencies focused on promoting innovation, building infrastructure, and protecting national security as it relates to the proliferation of AI technologies) and almost all states that have enacted regulations aimed at AI technology and usage (but see the Trump Administration’s December 2025 [Executive Order](#) on Ensuring a National Policy Framework for Artificial Intelligence, which seeks to limit state-level AI regulation).

Climate

- Greenwashing. Issuers should continue to ensure that sustainability-related disclosures are up to date and accurate, including targets and goals. See [In re Keurig Dr Pepper Inc. \(Sept. 10, 2024\)](#). The SEC under Chair Atkins will continue to bring enforcement actions against an issuer that discloses materially false and misleading climate related information.

- SEC Mandated Climate-Related Disclosure. On April 4, 2024, the SEC voluntarily stayed its previously adopted climate-related disclosure rules, pending judicial review by the U.S. Court of Appeals for the Eight Circuit. In March 2025, the SEC informed the Court that it has ended its defense of the climate disclosure rules. In July 2025, the SEC requested the Court to make a decision about the rule. In September 2025, the Court placed the case into indefinite abeyance until the SEC reconsiders the rule by notice and comment rulemaking (or renews its defense of the rule).
 - Although the SEC is unlikely to adopt prescriptive climate-related disclosure rules (whether in the form previously proposed or otherwise), many institutional investors and other stakeholders still expect issuers to disclose climate-related information, which is typically included in a sustainability report, separate from the Form 10-K. Such disclosures should be supported by disclosure controls and procedures and not include false and misleading information.
- Other Climate-Related Disclosure Requirements. Issuers should be mindful of other climate and sustainability-related regulations when preparing this year's Form 10-K, including disclosures around relevant regulations and risk factors.
 - Entities preparing to comply with new California climate disclosure requirements face looming deadlines amid uncertainty. The compliance deadline for climate-related financial risk reports specified in California Senate Bill 261 is January 1, 2026, but enforcement of that deadline has been stayed pending appeal. On December 1, 2025, the California Air Resources Board (CARB) published an [enforcement advisory](#) stating that it would not take action against any covered entity that does not report by January 1, 2026, and that CARB will provide an alternate date for reporting after the appeal has been resolved. Scope 1 and Scope 2 greenhouse gas (GHG) emissions disclosures are due August 10, 2026, with Scope 3 disclosures due in 2027 (as required by California Senate Bill 253). Similar rules are under consideration in several states including New York and New Jersey.
 - Additionally, the EU Corporate Sustainability Reporting Directive, which was first enacted in 2022 but is currently being amended to significantly reduce the number of companies in scope and a number of disclosure requirements, may also require U.S. issuers to provide extensive sustainability-related disclosures if they have large EU subsidiaries (with first disclosures due in 2028) and the U.S. parent meets certain size thresholds (with first disclosures due in 2029).
 - Issuers should also review other regulations that may apply to subsidiaries and/or the parent issuer, including requirements based on the International Sustainability Standards Board standards that are being implemented in many countries.

Data Privacy

- Issuers that include disclosure regarding state and foreign data protection laws and compliance programs in relation to such laws should review their disclosures and update as necessary to reflect the additional states that have adopted these laws, including in Indiana, Kentucky, Rhode Island, and others.

4. Part I, Item 1A. Risk Factors

Issuers should ensure that risk factors are current, tailored, and consistent with disclosure in the remainder of the Form 10-K, including the business section, MD&A, market risks and the forward-looking statements disclaimer, as well as in earnings materials.

Artificial Intelligence and Cybersecurity

- AI adoption and usage is impacting almost every issuer and industry. Most (if not all) issuers should consider preparing tailored risk factors that are specific to the issuer and the particular AI tool at issue, and avoid boilerplate AI risk factors.
- Issuers should assess cybersecurity and data privacy threats and the potential impacts thereof, and provide appropriate risk factors addressing specific and general vulnerabilities that could impact operations and results.

Inflation and Interest Rates

- Because uncertainty remains concerning inflation and interest rates, including as a result of future U.S. government debt ceiling negotiations, interest rate cuts by the U.S. federal reserve, and trade wars, issuers should continue to review risk factors to ensure they appropriately account for the latest, specific inflation and interest rate risks to the issuer's business, results of operations and liquidity.

Tariffs

- Issuers should provide tailored risk factors to address actual or potential material impacts from tariffs, trade wars, and related trade uncertainties. Consider identifying impacted geographies, products, and supply chain disruptions.

Climate and Sustainability

- Issuers should continue to review the feasibility of achieving their previously announced climate and sustainability-related goals, and consider whether risk factors related to such goals need to be updated including to reflect any progress (or lack thereof).

Geopolitics

- Issuers should assess whether and how evolving geopolitical events could materially affect their business and warrant risk factor disclosure, including risks relating to increased deregulation, government shutdowns, shifts in energy policy (*i.e.*, oil, solar and wind), changes in immigration policy, and changes in foreign policy with China, Russia, Europe, Venezuela, other countries in Central and South America, Mexico, Canada and/or the Middle East.

Military Conflicts

- Issuers should continue to include material risks relating to ongoing and potential global military conflicts (*i.e.*, Ukraine, Venezuela, China/Taiwan and/or the Middle East), especially if the issuer does business in or with parties in impacted regions.

Hypothetical Risk Factor

- Risk factors that hypothesize that an event may occur in the future, when such event has already occurred, are closely reviewed by the SEC and private plaintiffs. For example, in *In re Altaba Inc., f/d/b/a Yahoo! Inc.* (Apr. 24, 2018), the SEC alleged that Yahoo’s risk factor disclosures were materially misleading in that they claimed the company only faced the risk of potential future data breaches, when such breach had already occurred. However, the current SEC under Chair Atkins may not hold the same views. See [Statement Regarding Administrative Proceedings Against Solar Winds by SEC Commissioner Hester Peirce and SEC Commission Mark T. Uyeda](#) (Oct. 22, 2024) (“Whether risk factors need to be updated because certain hypothetical risks have materialized is not always a straightforward matter, and the Commission should be judicious in bringing charges in this area. If the Commission does not exercise restraint, it could find a violation in every company’s risk disclosure because risk factors cover a wide range of topics and are inherently disclosure of hypothetical events.”).
- In *Facebook, Inc. v. Amalgamated Bank*, a private plaintiff class action, at issue was whether risk disclosure can be treated as false or misleading when it does not reveal that a warned-of risk has already occurred, even if that past event presents no known risk to the company’s ongoing or future business. The district court had dismissed the shareholders’ claims, but the U.S. Court of Appeals for the Ninth Circuit reversed. On November 22, 2024, the U.S. Supreme Court remanded the case back to the California federal district court without ruling on the merits (finding that the writ of certiorari was “improvidently granted”).
- In August 2025, the Second Circuit in *City of Hialeah Employees’ Retirement System v. Peloton Interactive, Inc.*, No. 1:21-cv-09582 (2d. Cir. 2025) reinstated Rule 10b-5 claims against Peloton arising out of, among other things, hypothetical risk factors. This stands in contrast to the Sixth Circuit, which in *Bondali v. Yum! Brands, Inc.*, 620 F. App’x 483, 491 (6th Cir. 2015) held that issuers cannot generally be held liable for mischaracterizing risk factors because they are forward-looking and only pertain to potential future risks.
- Although the U.S. Supreme Court dismissed *Facebook* on procedural grounds, given the ongoing circuit split, the high court will eventually have to weigh in on disclosure practices concerning an array of hypothetical risks ranging from cybersecurity to climate change to products liability.

5. Part I, Item 1C. Cybersecurity

- **SolarWinds Enforcement Action Dismissed.** In October 2023, the SEC [charged](#) SolarWinds Corp. and its chief information security officer (CISO) with allegedly defrauding investors by failing to disclose known cybersecurity risks. The SEC’s allegations focused on SolarWinds only disclosing generic risks related to its cybersecurity practices and failing to disclose specific risks related to an actual cyberattack (the SEC also charged the CISO personally with aiding and abetting the company’s violations).
- On November 20, 2025, the SEC, in a joint stipulation with SolarWinds, exercised its discretion to [dismiss](#) with prejudice the enforcement action against SolarWinds and its CISO. The case was closely followed by public issuers due to its potential far-reaching implications for issuers responding to, investigating, and disclosing cyber incidents and risks, and the potential for personal liability for information security officers.

6. Part II, Item 7. Management’s Discussion and Analysis of Financial Condition and Results of Operations (and Non-GAAP Measures)

- **2025 SEC Focus.** The SEC staff continues to comment on issuers’ MD&A disclosures, with a particular focus on the discussion and analysis of results of operations. The following is a sampling of recent SEC comment letters:

- “Please revise to quantify factors to which changes are attributed. For example, revise to quantify the impact of the increase in comparable store sales and sales attributed to the opening of new stores during the fiscal year. Please also revise to quantify impacts of changes in price and volume on revenue. Refer to Item 303(b)(2) of Regulation S-K.”
- “With reference to Item 303(b)(2)(ii) of Regulation S-K, please revise your Results of Operations disclosures in future filings to discuss trends or uncertainties resulting from competitor products and/or biosimilars that have had or could have a material impact on net product sales of [the issuer’s products].”
- “You cite multiple factors for the changes in new and used [issuer products] for variances in segment revenues and segment income for each of the . . . segments but don’t quantify them in either percentage or absolute dollars. To the extent material, please quantify factors to which changes are attributed for changes in new and used [issuer products]. With regard to revenue discussions for each segment, quantify the extent to which changes are attributable to changes in prices or to changes in the volume of new and used [issuer products] being sold, changes in sales mix, . . . and other economic factors that impacted your segment results.”

7. Part II, Item 8. Financial Statements and Supplementary Data

Loss Contingencies

- In August 2025, the Third Circuit in *In re Walmart Inc. Securities Litigation* (3d Cir. 2025) affirmed the dismissal of a private class action that alleged, in part, that Walmart’s statements about its contingencies liabilities and compliance with accounting rules (ASC 450) were misleading. From 2016 to 2018, the U.S. Attorney’s Office for the Eastern District of Texas investigated Walmart over its pharmacies’ opioid dispensation practices (including subpoenas, raids and several information requests). While prosecutors did not bring criminal charges, Walmart’s share price dropped in 2020 after an article was published about the investigation. The *Walmart* decision is instructive, as the Third Circuit held that ASC 450 requires judgment calls by management, and the early investigations at issue were too indeterminate to qualify as disclosable loss contingencies.

Non-GAAP and Segment Reporting

- The SEC staff also continues to comment on the presentation of non-GAAP measures and ASC 280 segment reporting. The following are a sampling of recent SEC comment letters:
 - “Please disclose how management uses the free cash flow conversion measure and why you believe it provides useful information to investors. In addition, to the extent its most comparable GAAP measure is not commonly used, describe what it represents and how it is calculated. Refer to Item 10(e)(1)(i)(C) and (D) of Regulation S-K.”
 - “For all material adjustments to your non-GAAP measures, please provide footnote disclosure that fully explains the nature of the adjustment and includes quantification of the components. For the separation-related costs, provide us with the quantified components along with a detailed explanation of each component.”
 - “Please disclose the reasons why management believes that presentation of debt/net debt to adjusted EBITDA ratios provides useful information to investors. Also, present and/or discuss debt/net debt to net earnings ratios with equal or greater prominence, when you present and/or discuss debt/net debt to adjusted EBITDA ratios. Refer to Item 10(e)(1)(i)(A) and (C) of Regulation S-K and Question 102.10(a) of the Non-GAAP Financial Measures Compliance and Disclosure Interpretations.”

- “Please tell us how your disclosure complies with the requirement to disclose how the chief operating decision maker uses the reported measure of segment profit or loss in assessing segment performance and deciding how to allocate resources. See ASC 280-10-50-29(f).”
- “Please tell us how you considered whether costs included in ‘operating, general and administrative’ expenses were significant segment expenses in accordance with ASC 280-10-50-26A, or other segment items in accordance with ASC 280-10-50-26B.”

OBBBA

- In July 2025, President Trump signed the One Big Beautiful Bill Act (OBBBA), which has potential business tax impacts, which, in turn, may impact tax disclosures. Issuers should consider whether any disclosure about the impacts of the OBBBA are required (e.g., in the notes to the financial statements, MD&A or risk factors).

8. Part II, Item 9A. Controls and Procedures

Internal Control over Financial Reporting

- In addition to bringing alleged fraud allegations against SolarWinds and its CISO, see discussion above in “4. Part I, Item 1C. Cybersecurity”, the SEC also alleged that SolarWinds’ cybersecurity deficiencies were actionable under the Exchange Act’s internal accounting controls provisions (Section 13(b)(2)(B)). In July 2024, Judge Englemayer of the Southern District of New York found that Section 13(b)(2)(B) cannot reasonably be interpreted to cover an issuer’s cybersecurity controls because the provision on its face applies only to an issuer’s “system of internal accounting controls.”
- With the dismissal of charges in *SolarWinds* and the change in administration, the SEC is not expected to continue to bring actions emphasizing that the evaluation of the effectiveness of an issuer’s internal control over financial reporting goes beyond the information and risks directly impacting financial reporting. See [Sheep in the Steep: Remarks before the Northwestern Securities Regulation Institute by SEC Commissioner Hester Peirce](#) (Jan. 27, 2025) (“Restoring the internal accounting controls and disclosure controls and procedures requirements to their important, but limited intended purposes is a change in the right direction to rein in the scope of enforcement actions.”). However, issuers should continue to ensure their cybersecurity controls are robust.

9. Part III, Item 10. Directors, Executive Officers and Corporate Governance

EDGAR Next Delays and Item 405 of Regulation S-K

- The EDGAR Next transition began in March 2025 and use of the new EDGAR Next system became mandatory on September 15, 2025. In connection with the transition, and as a result of SEC staffing issues, many filers experienced enrollment delays. These delays have resulted in late Section 16(a) reports for many insiders who could not timely complete EDGAR Next onboarding or obtain new credentials.
- Item 405 of Regulation S-K requires disclosure of any known failures to timely file Forms 3, 4 or 5 during the most recent fiscal year, including identification of the reporting persons and the number of late reports and transactions. Importantly, issuers should treat EDGAR Next-related late filings the same as other late filings and make delinquency disclosures in their Form 10-K (if including Part III information) or their 2026 proxy statements (if deferring Part III information to the proxy materials).

10. Part IV, Item 15. Exhibits

Insider Trading Policies and Procedures

- Shadow trading on appeal. On April 5, 2024, a federal civil jury in *SEC v. Panuwat* found a former executive liable for insider trading when the executive, knowing nonpublic information about his own company (Medivation) being acquired by Pfizer, purchased stock in a peer company in the same industry (Incite) that was not involved in the acquisition (so called, “shadow trading”). The case is currently on appeal in the Ninth Circuit.
- In light of *Panuwat*, issuers should review their insider trading policies with counsel regarding how such policies should cover trading in other issuers’ securities.

Exhibits

- Reminder to file updated versions of Exhibit 19 (Insider Trading Policies and Procedures) and Exhibit 97 (NYSE/Nasdaq Policy Relating to Recovery of Erroneously Awarded Compensation), if updated after the filing of the Form 10-K for the year ended December 31, 2024.

XBRL Tagging

- Reminder that in addition to the financial statements, the following Form 10-K Items must be XBRL tagged:
 - Part I, Item 1.C., Cybersecurity.
 - Part II, Item 9.B, Other Information (Rule 10b5-1 Trading Arrangements).
 - Part III, Item 10, Directors, Executive Officers and Corporate Governance:
 - Insider Trading Policies and Procedures (Item 408(b) of Regulation S-K).
 - Action to Recover Erroneously Awarded Compensation (Item 402(w) of Regulation S-K) (if not incorporated by reference from proxy statement).
 - Policies and Practices Relating to the Grant of Certain Equity Awards Close in Time to the Release of Material Non-Public Information (Item 402(x) of Regulation S-K) (if not incorporated by reference from proxy statement).

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If you have questions concerning the contents of this Alert, or would like more information, please speak to your regular contact at Weil or to any of the following authors:

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