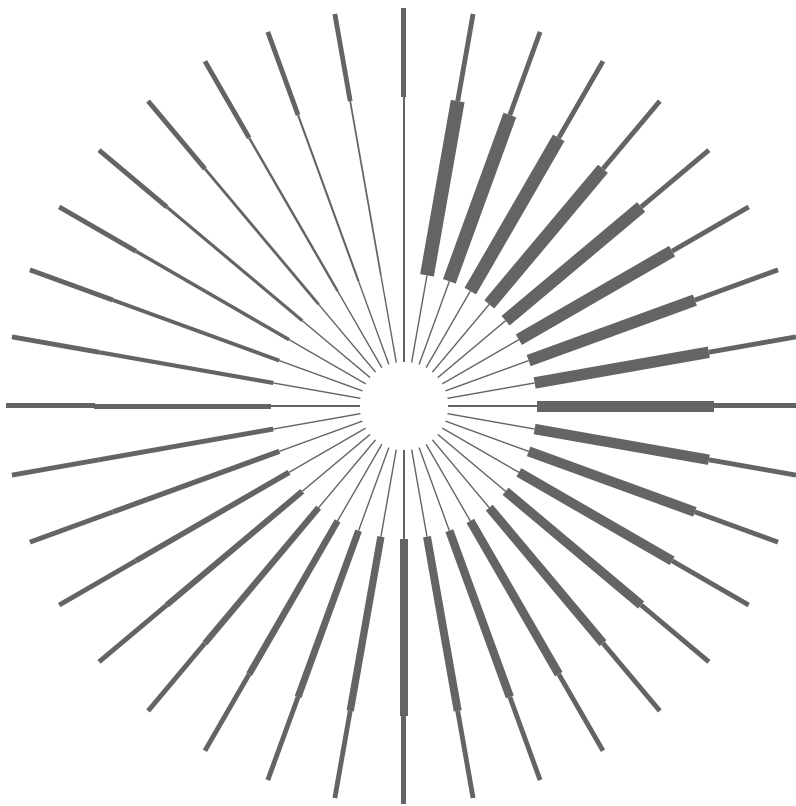


Make your move.



Peerpoint.

by ALLEN & OVERY



Contents

A new way to progress your career: your way.	4
Peerpoint.	6
The new breed of lawyer.	14
Our consultants.	17
Make your move.	21

There is a new way to progress your career: your way.



Peerpoint are meeting the needs of a new breed of lawyer who wants more career control and choice.

The legal landscape has shifted and Peerpoint is leading the change.

You might want more variety in your work to deepen your expertise and, with an expanded skillset, gain a competitive edge. You might want more control over your time, to be able to balance professional and personal ambitions. Whatever your individual choices or needs, you demand the opportunity to set your own course and maintain the trajectory of your career as you move ahead.

Workers seizing control is a movement that is gaining traction right across the world of work. It is reported that two in five people already believe that traditional employment may not exist in the future. In law and beyond, many now define success as achieving greater diversity or agility rather than following the time-honoured paths to progress.

Consulting is a solution if you are seeking a self-directed legal career. However, not all consultancies are the same. With Peerpoint, you have Allen & Overy behind you. With this comes access to the highest-level work, clients, resources and support.

Yes, you are making a career leap – but not into the unknown, and certainly not alone.

Ben Williams
Managing Director, UK

Peerpoint.



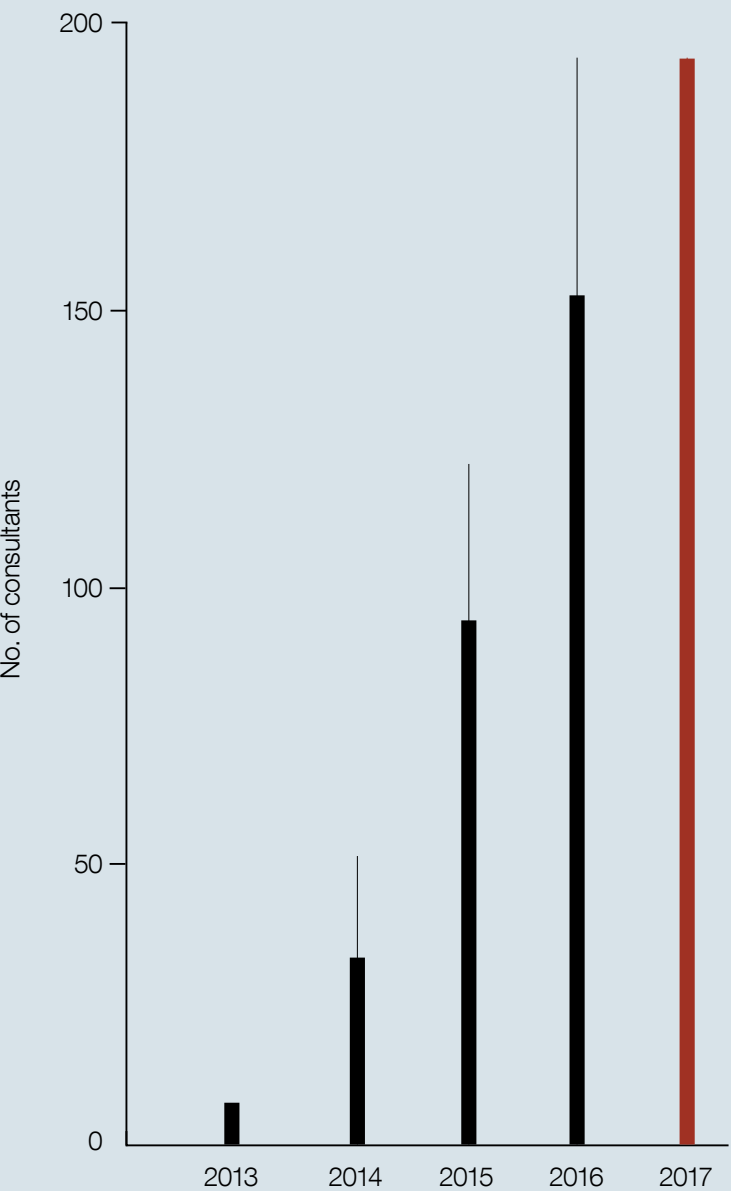
Peerpoint is Allen & Overy's global platform for self-directed consultant lawyers who want to access the best work, clients, resources and bespoke support. Peerpoint consultants are self-employed lawyers who work with Allen & Overy and directly with clients.

With Peerpoint, you access:

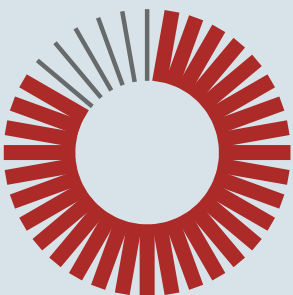
- high-level work with top-tier clients,
- optimal earning potential,
- resources from an international magic circle firm, and
- support tailored-to-you.

Peerpoint operates out of Amsterdam, Hong Kong, London, Singapore and Sydney and is enabling consultants to self-direct their careers. Since launching Peerpoint we have managed over 130 placements with clients; over 80 of these have been with Allen & Overy's top 20 clients.

● The global Peerpoint panel is made up of over 200 lawyers.



● 80% of consultants have eight or more years' post qualification experience



● 75% of consultants have in-house or secondment experience



● 60% of consultants are not Allen & Overy alumni

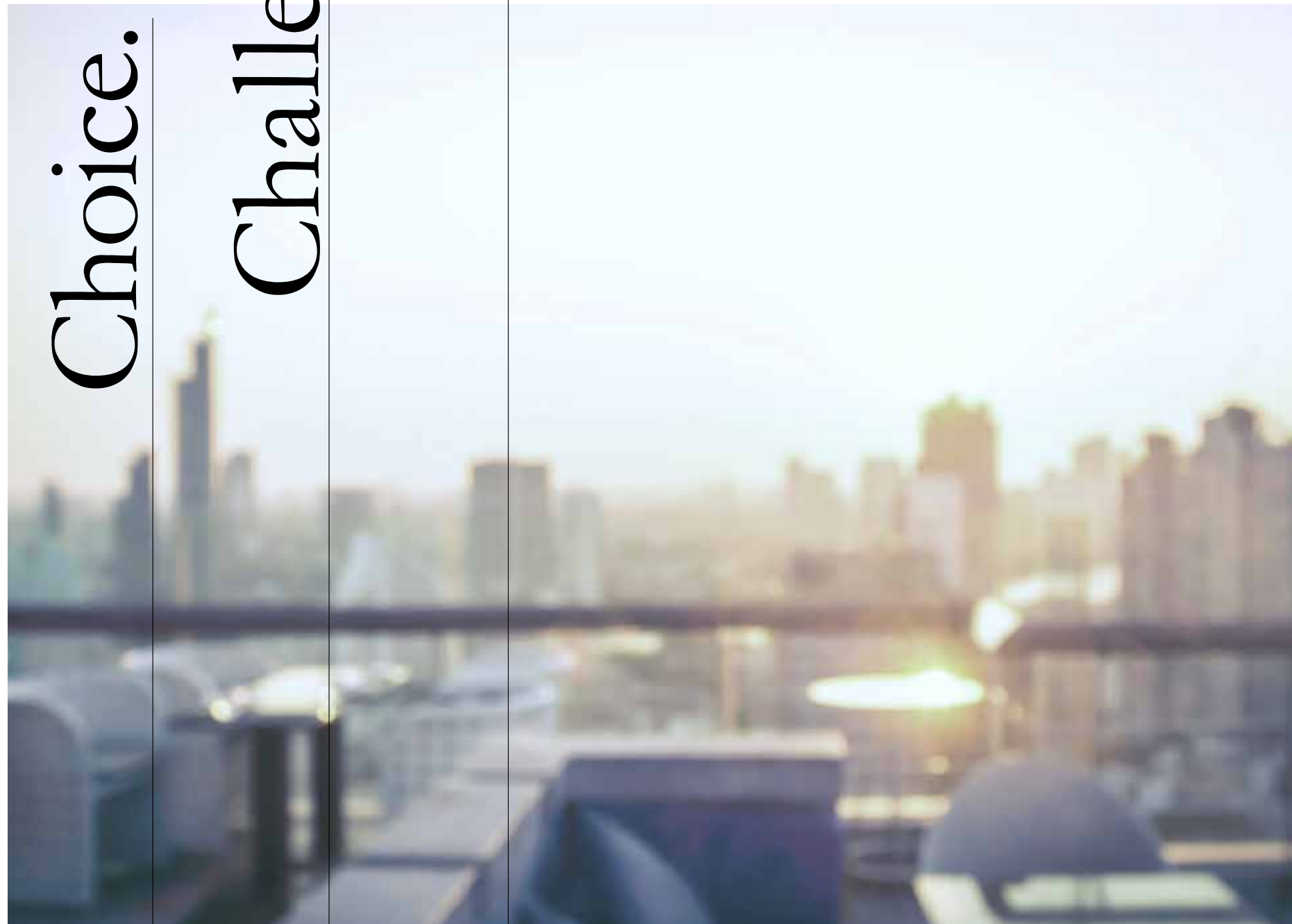


Control.

Choice.

Challenge.

Calibre.



The Peerpoint difference.

Control. Choice.
Challenge. Calibre.

If we had to sum up what we offer, and what sets Peerpoint apart, these four words cover it. That and a close relationship with Allen & Overy.

Whatever you want to achieve from your career, we actively support you. Your ambition, is our ambition.

Self-directed with a world of support.



Everyone has different needs at different stages of their career. Whatever your talents, successes or ambitions, we ensure you have all the bespoke support and resources you need to develop your career, and make a positive impact and meaningful contribution to clients.

Allen & Overy resources

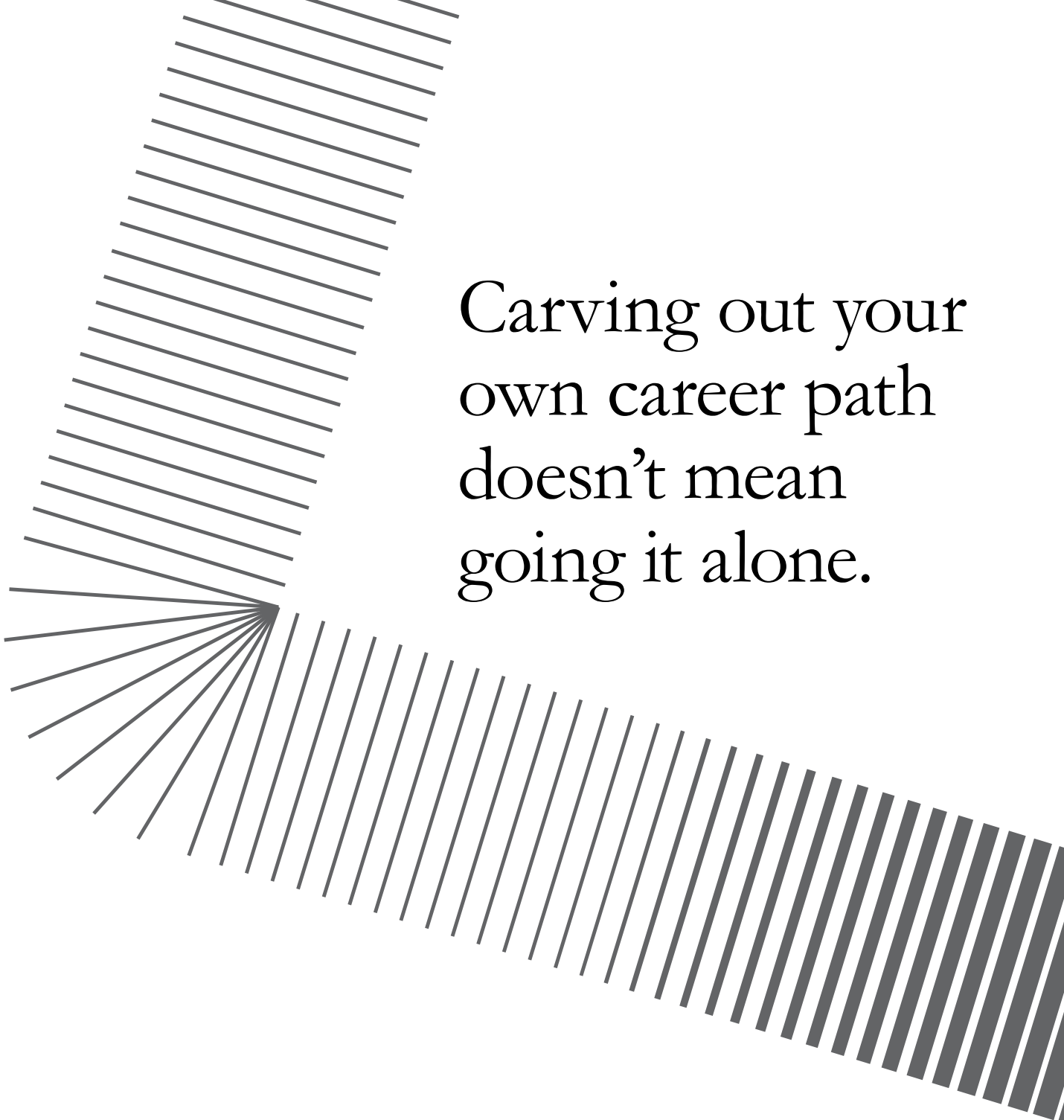
As soon as you become a part of our panel, you can access Allen & Overy resources, including know-how, seminars and training. You can also tap into a wealth of resources, including PLC and LexisNexis, and events through the Peerpoint network. Whatever your skills or specialism, we make sure you are fully equipped to do the work, tailoring our support to your expertise and needs. Even if you are between assignments, our resources are always available to you.

Bespoke support

The key to your continued progress is matching you to the right opportunities. We work with you, one to one, to understand your skillset, experience and personality. We push boundaries, thinking creatively on how to partner you with a variety of clients and assignments. By challenging clients to think differently about what they need, we open up new ways for you to extend and enrich your experience. Throughout, we support your choices and mentor you, to keep you heading in the direction you want to pursue.

Like-minded peers

While you enjoy greater independence as a Peerpoint consultant, you are never on your own. You are part of the Peerpoint community of like-minded lawyers who have all chosen the self-directed route, and are keen to share their experiences and learn from each other.



Carving out your
own career path
doesn't mean
going it alone.

More variety. More control.

For the first time, you are in the driving seat when it comes to deciding how, when and where you work. Whether you are looking for a short-term assignment with Allen & Overy or a six-month placement with a client, we give you variety and control.

There is a wide diversity of top-tier clients and work available to you. Our client team works closely with you to understand your goals and ambitions, and what you want to achieve with each role.

Variety you control

Client assignments can range from stepping into a team to support a project to taking on a senior management role, working on major transactions or regulatory change projects or implementation. Spanning anything from two months to more than six months in duration.

Most client assignments will require you to work at least four days a week. However, in some cases there may be the opportunity to secure some control over the number of days and location. You also may have the option of extending assignments if clients still need you, and you want to stay. Between assignments, it is up to you how much time you take off.

You also have the opportunity to work within Allen & Overy. This could be on an ad-hoc basis, supporting teams when needed or joining the practice groups for fixed periods to work on a deal.

Allen & Overy is with you all the way

As well as Peerpoint collaboration, you benefit from Allen & Overy support. Before an assignment interview, you can prepare for and discuss the role with an Allen & Overy relationship partner; and we ensure you have all you need to be up and running on day one of a role. We schedule regular check-ins with you and the client to ensure everything runs smoothly.

You always have a direct line to an Allen & Overy sponsoring and technical partner and the Peerpoint client team for help or advice.





The new breed of lawyer.

More variety. More stimulation. More challenge. More balance. People become Peerpoint consultants for a variety of reasons, but all want to uphold and develop the quality of their career. All are committed to making a real, valuable contribution and impact on clients.

Are you one of the new breed?

You have given your career to the law and still want maximum intellectual stimulation, but on your terms. You are keen to build on your experience and develop your skills in a new role or environment. You want to try the new and challenge yourself, and don't see why you have to take a predictable linear route to the top.

You want to continue to work for top clients and maintain the quality of your work. Building and developing your career, but bringing balance into your life. Taking control of how you work and when you work.

Perhaps you want time to write a book or sail the Pacific, before immersing yourself into challenging work projects. You may want to create more time for your family but still maintain a fulfilling career. Maybe you want to ignite your love of law and have the opportunity to try new things, with new people.

Whatever your motivation for joining Peerpoint, you can keep growing and progressing. You can define your success your way.

Be among the best.

Once you are invited to join the Peerpoint panel, you are in some of the very best company of your career.

Our consultants are self-directed lawyers who want to develop their careers outside the traditional partner or general counsel route. They seek challenges and variety, without compromising the quality of their work or ambitions.

They are also highly skilled, with top-tier careers, often with in-house or secondment backgrounds, and typically have at least four years' post-qualification experience.

Does this sound like you?

We would like to introduce some of our consultants, the new breed of lawyer.

Our consultants



Adrien Belanger

Adrien is keen on variety and this is reflected in the way he has chosen to practise law. Practice areas include M&A, capital markets, and project finance across Canada, Paris and London. Stretching his existing expertise with exciting new challenges are his priorities.

Adrien's requirements have been embraced by Peerpoint. His present role is with a debt capital markets team in a leading bank – a role that builds and enhances his technical legal skills. Consultancy also gives Adrien the control he needs to be able to pursue his many other interests including art consultancy and performing as a voice-over actor.

Adrien enjoys being able to work with top clients and really make a difference to them, without having to devote himself exclusively to any one client or give up his other interests and activities. The Peerpoint team value all of Adrien's diverse skills set: "I feel I can talk to the team about anything to do with my career – I'm not just a number to them."



Tina Andrews

Tina is a banking lawyer qualified to practice in the Philippines, the U.S. and the UK. Progression of her career through challenging and varied work is critical for Tina. Consultancy, she believes, is the perfect solution.

Tina's recent Peerpoint placement at an investment bank has given her what she needs. "I like learning new things and I like to feel stretched intellectually." Being a consultant has also given Tina more time to pursue other interests: she is a keen mountain biker, studies art history, and has recently set up a small tourism-related business in Scotland.

Peerpoint is perfect for Tina. "Peerpoint appealed because it is part of Allen & Overy and they understand what lawyers need". Importantly, "the Peerpoint team applies the usual Allen & Overy standard of excellence in what they do". The support, not just in finding the right role for her but also in consultant events and one-to-one support, has reinforced this. "Peerpoint," says Tina "are absolutely determined to help all their consultants progress their careers."



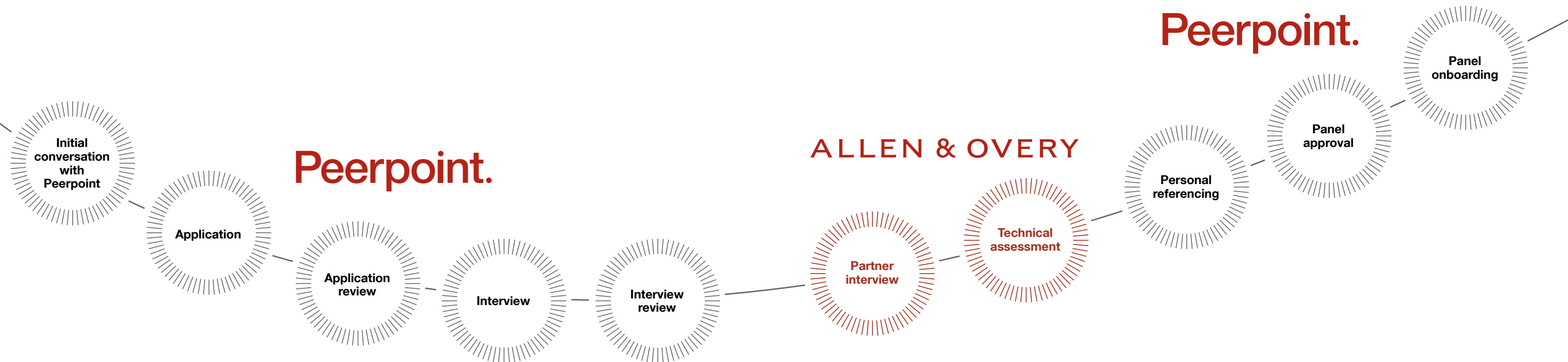
Alex Barros-Curtis

Alex is a derivatives and structured finance lawyer with a passion for politics. Having worked on the recent General Election and two Labour leadership campaigns, Alex was looking for a way to progress his legal skills to the next level.

His new role with Peerpoint is four days a week; this allows him to use his fifth day to pursue other interests as well as diversify his technical legal skills. "In private practice, you can get stuck doing the same kind of work. It's nice to have a speciality, but it comes with the compromise of not learning about other things."

Alex is enthusiastic about the know-how and training support provided by Peerpoint and, most importantly, the resources of Allen & Overy. He is clear that Peerpoint gives him the confidence to try something new. "What I love about Peerpoint is the ability to take control. I'm not afraid of hard work, but I do want to pursue other interests. Peerpoint gives me the perfect opportunity to do that."

Your journey to us.



The right people with the right skills and mindset.

Our rigorous recruitment process is your first experience of how we support you as a consultant. It is a vital part of understanding your ambitions and skills, so that we can find you the right client and assignment fit. It also enables you to decide if we are the right fit for you.

We only invite you to join us when we see a demand for your particular expertise. We also want to make sure there is a good chance we can provide you with consistent work. Of course, you may also wish to find other ways to secure work, which is fine as you do not have to work exclusively with us.

While we cannot guarantee work, we are fully invested in supporting you to achieve your goals.

Make your move.

Taking a different path is not always an easy or instant decision, we know that. We are happy to talk to you to see if Peerpoint might be the right choice for you now or in future.

Marie Kirby, Head of Recruitment, can share more about becoming a Peerpoint consultant or how you can apply (in confidence, of course). You can contact her at info@peerpoint.com

Working with Peerpoint.



Peerpoint consultants in the UK must be self-employed; you are not employed by Peerpoint or Allen & Overy. Before working with us, you must set up your own Personal Services Company (PSC) and your company enters into a consultancy agreement with Allen & Overy.

For each assignment, your company will receive a schedule of work detailing the agreed working arrangements, which you as an executive of your PSC will fulfil. Your PSC will invoice Allen & Overy for the work carried out under each assignment.

Setting up your PSC is a surprisingly simple, fast process. This process involves some basic steps, all of which your accountant can help you with. You can also find full details in our guide to becoming a self-employed lawyer.

Appoint an accountant

While you can set up and manage your PSC yourself, we recommend appointing an accountant to help establish and run it in a tax-efficient manner. If you choose to administer your own PSC, please refer to the HMRC's comprehensive 'Expenses and benefits – a tax guide' to understand the special provisions and allowances for business expenses. Specialist accountants can provide advice and make all the following steps much easier.

Establish a limited liability company (your PSC)

To protect your personal assets, incorporate your own limited company and appoint yourself as a director or shareholder. Choose a company name and register it online or in paper form with Companies House; alternatively, an incorporation agent or your accountant can do this.

Register for corporation tax

At the time of incorporation with Companies House, register your PSC for corporation tax with HMRC. Your PSC must prepare and submit annual accounts to HMRC and file a corporation tax return annually. As a company director, you also have to register for and complete a self-assessment tax return every year.

Register your PSC for PAYE

Your PSC is your employer and must operate a payroll, usually under the real-time, online PAYE scheme. Register your PSC with HMRC for this reason.

Register for Value Added Tax (VAT)

If your PSC's turnover exceeds, or is predicted to exceed, the year's given threshold, you must register for VAT. You then add this, at the current rate, to each invoice issued. Rest assured that adding VAT does not affect what you earn; you still receive the same rate of pay. Read more about VAT online at the HMRC website.

Open a business bank account

Your limited company must have a separate bank account, in order to keep your business and personal finances separate. It takes some time to set this up so it is wise to start this process as early as possible.

Seek independent advice on IR35 or 'disguised employment'

IR35 is UK legislation intended to eliminate tax and NICs avoidance through the use of intermediaries such as PSCs. Peerpoint does not engage consultants to disguise Allen & Overy employment; how you are engaged and work offers you a different level of choice and control to that of our employees. The rates we pay you reflect our assumption that you and your PSC will pay tax and NICs at the same rate as our employees. However, please seek your own advice on this matter.

Consider insurance

When you work on an assignment with Peerpoint, you are covered by Allen & Overy's professional indemnity insurance, subject to the scheme's terms and conditions. You are only covered for work you undertake on behalf of Peerpoint or Allen & Overy, and not for any work outside this. So consider taking out your own insurance for other work.



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