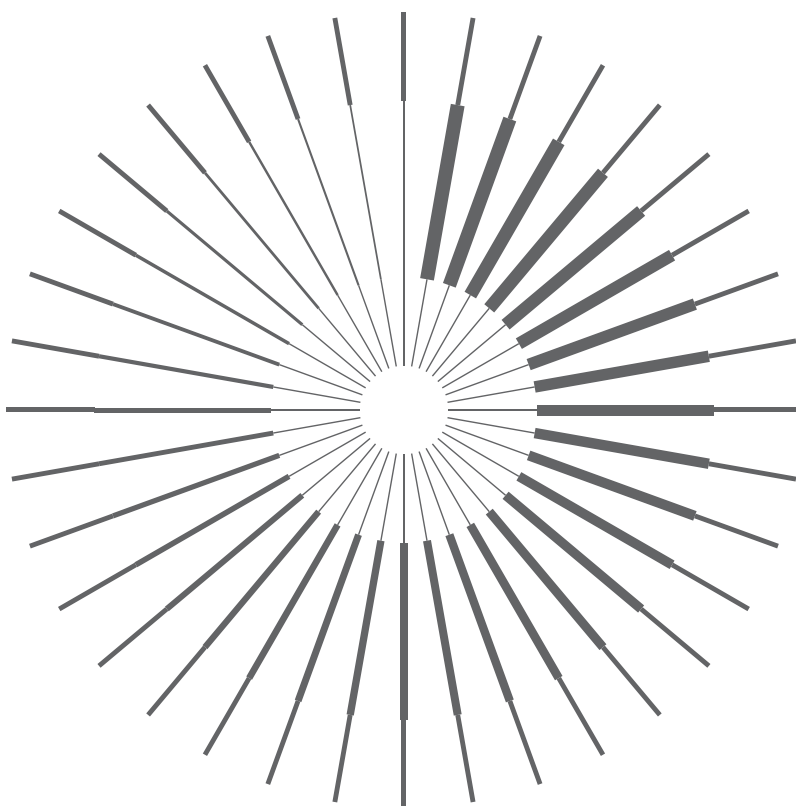


Make your move.

Legal consulting with Peerpoint
in the United Kingdom



Peerpoint.

by **ALLEN & OVERY**

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

About Peerpoint.



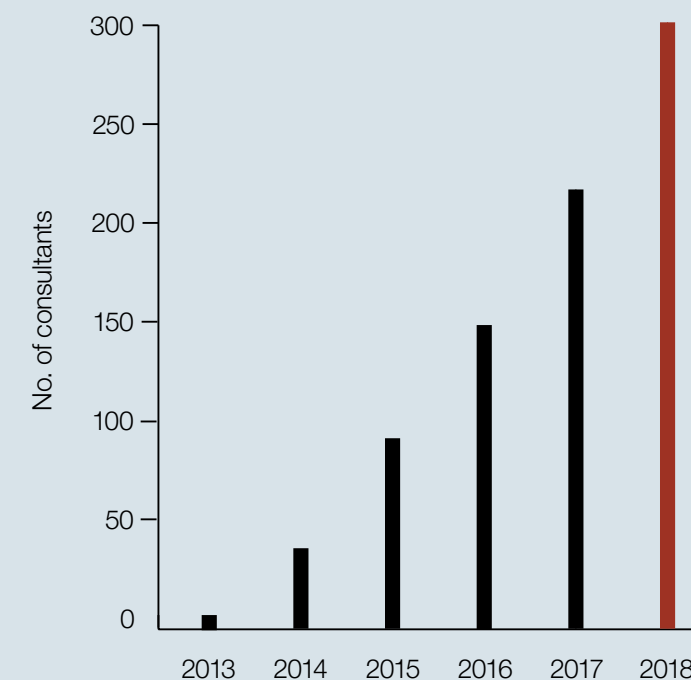
Peerpoint is Allen & Overy's global platform for self-directed consultant lawyers who want to access the best work, clients, resources and bespoke support. Peerpoint consultants are self-employed lawyers who work with A&O and directly with clients.

With Peerpoint, you access:

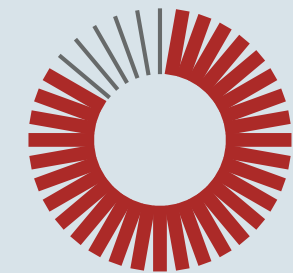
- high-level work with top-tier clients;
- optimal earning potential;
- resources from an international magic circle firm; and
- support tailored-to-you.

Peerpoint operates out of Amsterdam, Hong Kong, London, Singapore and Sydney and is enabling consultants to self-direct their careers. Since launching, we have managed over 200 placements with clients.

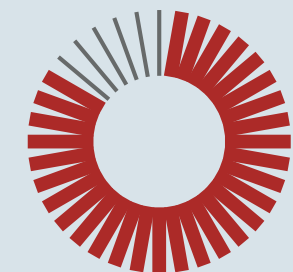
● The global Peerpoint panel is made up of over 300 lawyers



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



● 79% of consultants have in-house or secondment experience



● 67% of consultants are not Allen & Overy alumni

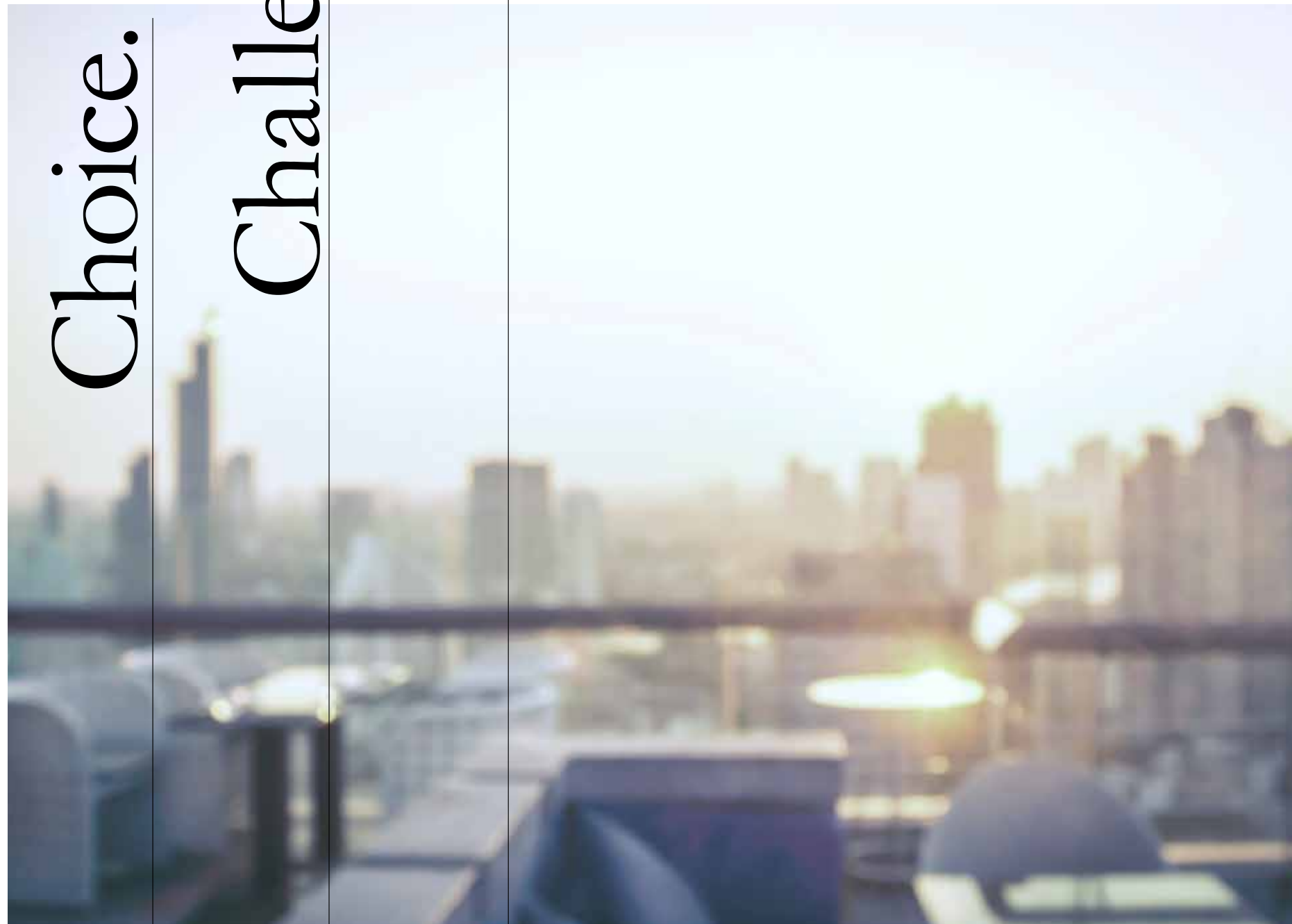


Control.

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.

Working with Peerpoint.



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

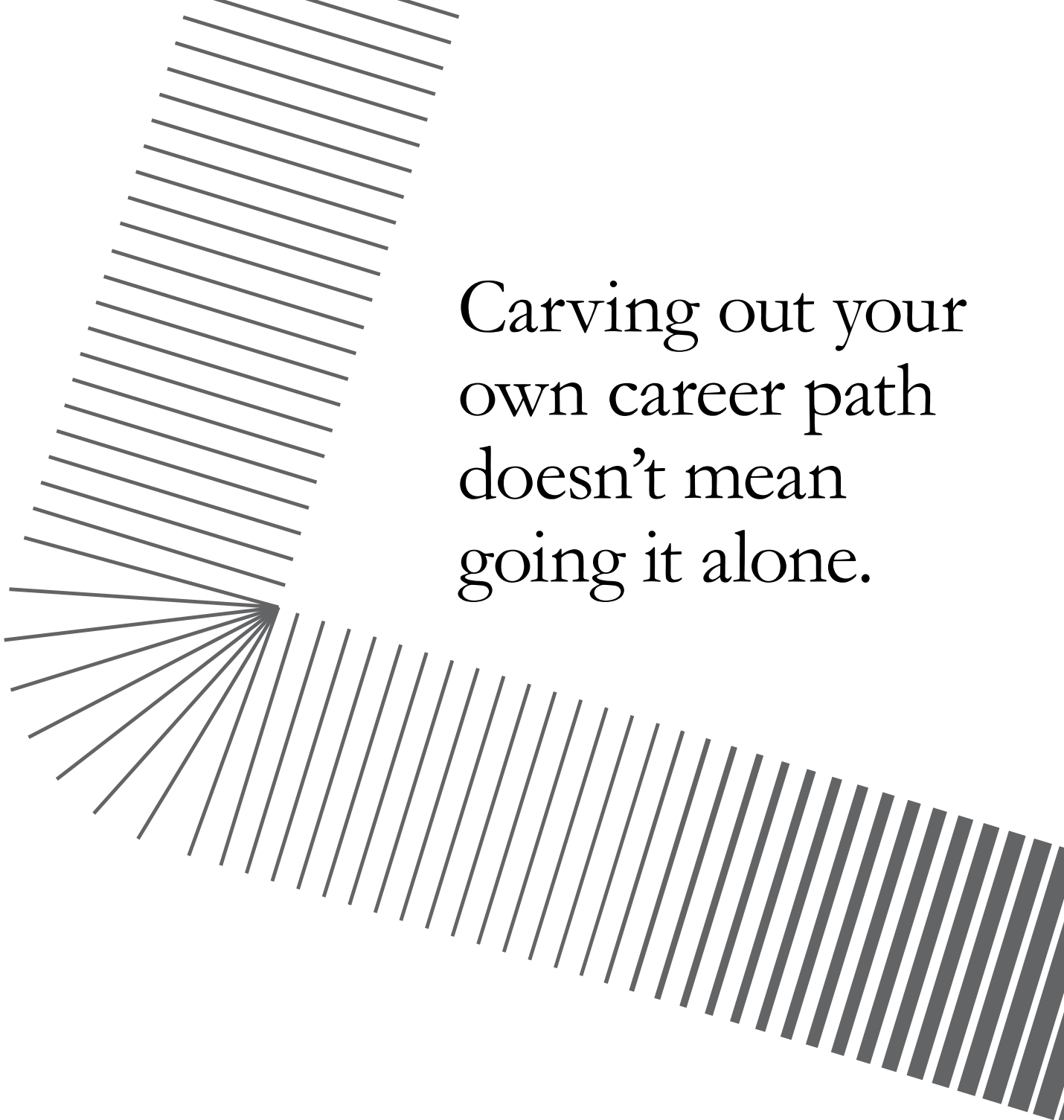
As soon as you become a part of our panel, you can access Allen & Overy resources, including know-how, seminars and training. You can also tap into a wealth of resources, including PLC and LexisNexis, and events through the Peerpoint network. Whatever your skills or specialism, we make sure you are fully 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.

Always supported.

At Peerpoint we don't believe that being an independent consultant means you're going it alone. It is important to us that during your career you have the right level of support and resources to make the most of your time on assignments. Here are just some of the aspects of support on offer to our consultants.

Professional Support Lawyers

A&O have a leading global team of Professional Support Lawyers (PSLs). As a Peerpoint consultant, you have access to the PSLs when working on Peerpoint placements.

Research & Library

A&O have an extensive global central resource for research and library management. You have access to much of this as a Peerpoint consultant.

Client publications and A&O materials

Any consultant can ask to have access to AOHub. This is the global A&O e-library where a large number of publications, resources and materials can be found.

Further training

Legal training

Peerpoint consultants are invited to attend some of A&O's high quality training. If you are working in the practice then you will receive these through internal channels. If you are on client placement or 'on the bench' then you will be notified by Peerpoint.

IT training

If you would like to polish up your skills on the computer you have access to a number of IT training courses through A&O.

Networks and communities

Alumni Network

The Alumni Network welcomes Peerpoint consultants, whether or not you are an alumnus of the firm. Each year the Global Alumni Reunion takes place, consisting of events across a range of markets.

A&O Mentoring Programme

The programme invites members to participate as a mentor or a mentee – or both.

Xexec

A global initiative that offers a range of discounts from electronics to travel.

Pro Bono

A&O have an excellent Pro Bono offering and you're welcome to find out what opportunities there are to get involved in and support.

Allen & Overy groups

A&O has a number of internal groups and networks which you are welcome to join.

The Peerpoint Experience.

We want to ensure your experience with us helps you enjoy and get the most out of being a consultant. When you are part of Peerpoint you are part of a community of like-minded lawyers, supported by a dedicated Peerpoint team.

Peerpoint events

We hold regular events exclusively for Peerpoint consultants. Everything from social gatherings and drinks – which are a great way to meet other consultants – to training seminars on specialised topics. You will always be notified in advance of any events coming up.

The Listening Panel

It is really important to us that we provide consultants with an offering that's relevant, useful and informed. To that end we run a 'Listening Panel' to provide an opportunity for consultants to help shape their Peerpoint experience. We run sessions, ask for input and test new ideas with the panel.

Specialised CV support

Peerpoint has a new approach to consultant CVs and we will work with you to create your own unique version. We will help you create a CV that is a living document that evolves over time, requires minimum effort to maintain and has maximum impact for clients while also providing you with an opportunity to learn more about your skills and strengths.

Career coaching and placement advice

Providing one to one support at all points during your consultant experience with us is absolutely central to how we work as a team. It is something we believe very passionately in. We work closely with you to understand and help shape your wider career plan and goals which will in turn help us find the right opportunities for you. When on assignment you will always have access to someone to talk through any issues you might have, both big and small. Our team works closely together in order to ensure you have a consistent and joined-up experience at all times.

Client assignments.

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.





Peerpoint consultants: a 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.

Do you want to:

- build on past experience and develop your skills in a new role or environment?
- try something new and challenge yourself?
- take a less predictable linear route to the top?
- continue to work for top clients and maintain the quality of your work?
- build and develop your career, but also bring balance into your life?
- take control of how and when you work?
- create more time for your family but still maintain a fulfilling career?
- ignite your love of law while trying new things, with new people?

If you answered yes to any of these questions, it sounds like you're one of the new breed.

Whatever your motivation for joining Peerpoint, 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."



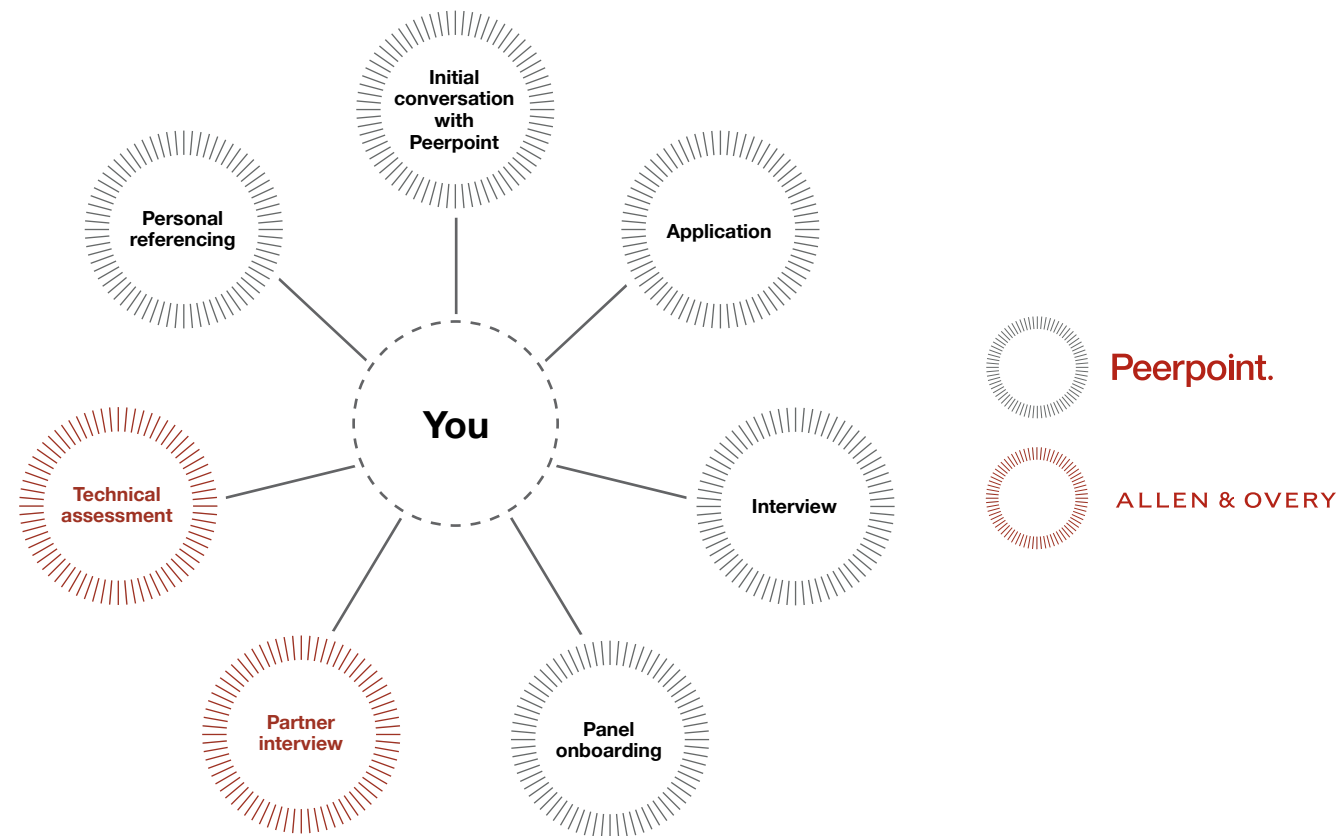
Alex Barros-Curtis

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 individual 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

Peerpoint life.



Graham Martin

Consulting with Peerpoint allows our lawyers to pursue their passions outside the law in ways often not possible within a more traditional employment setting.

When Graham joined the Peerpoint panel in 2017, for him it was a way to continue developing his legal career while also pursuing a passion for painting, having studied at art school prior to his move into law. So we were thrilled to hear that, as well as completing four in-house assignments with Peerpoint, Graham had been selected for this year's John Moores Painting Prize – the UK's longest-established painting prize, whose past winners include David Hockney.

"Joining the Peerpoint panel meant I didn't need to choose between a legal career and a future in art, but rather I could pursue both passions alongside each other. Being a consultant allows me to take time off between contracts to focus on my art practice, which is centred on the aging estates and urban developments that occupy forgotten spaces on the fringes of the city. Consultancy is great because it gives such variety, and each new contract provides a unique insight into how different clients and teams operate."

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.

FOR MORE INFORMATION, PLEASE CONTACT:

Peerpoint

Allen & Overy LLP

One Bishops Square

London E1 6AD

United Kingdom

info@peerpoint.com

Tel +44 20 3088 6800

Allen & Overy means Allen & Overy LLP and/or its affiliated undertakings. The term **partner** is used to refer to a member of Allen & Overy LLP or an employee or consultant with equivalent standing and qualifications or an individual with equivalent status in one of Allen & Overy LLP's affiliated undertakings.