



PROFESSIONAL DEVELOPMENT & KNOWLEDGE MANAGEMENT PROGRAMS

Wilson Sonsini Goodrich & Rosati invests heavily in the career development of our attorneys with a two-pronged approach geared to the firm's business model. Our Professional Development program builds legal knowledge and strengthens professional skills. Our Knowledge Management program puts the firm's essential expertise and experience at each attorney's fingertips, facilitating high-quality and efficient client service. This continual quest to leverage and expand our existing resources, provide real-world experience and implement innovative, in-depth attorney training programs is good news for our clients, as it greatly enhances the services we can offer them. It's also good news for our attorneys, as it allows them to continually hone their skills, capitalize on the firm's phenomenal pool of knowledge and expertise, achieve recognition and make their own mark as they build the firm's PD and KM resources.

PROFESSIONAL DEVELOPMENT PROGRAM

DEVELOPS THE LEGAL KNOWLEDGE AND PROFESSIONAL SKILLS THAT YOU WILL NEED

To help new associates start their legal careers, and to help more senior lawyers further theirs, Wilson Sonsini Goodrich & Rosati develops its attorneys extensively from the day they enter the firm.

1ST YEAR ACADEMY

This multi-day program enables each new associate to understand the firm's mission, strategy and culture, and to get up to speed quickly by learning practical elements of new associate work and key strategies for success.

LEGAL KNOWLEDGE

As your career grows, we progressively build your expertise:

- **100 level:** Each new associate receives extensive practice group training, including an overview of the practice, perspectives on key issues in each subject area and practical instruction on tasks new associates typically handle. These classes, mandatory for new associates and held weekly or twice-weekly during the first several months, are taught by partners and senior associates. The firm also pairs each first-year associate with a First-Year Guide, a mid-level associate in the same practice group who helps integrate the new associate into the group and answers work-related questions.
- **200 level** classes, designed for mid-level associates yet open to all attorneys, are held several times each month and provide a more in-depth understanding of transaction/case documents and technical points of law and practice that affect our clients. Monthly department forums supplement these classes with a more informal sharing of new deals/cases and relevant best practices. The firm also pairs each new lateral associate with a Lateral Link, a senior associate in the same practice group who helps integrate the new lateral into the group.
- **300 level** presentations, targeted toward senior associates and partners yet open to all attorneys, typically consist of legal updates and discussions of recent practice-related developments. Led by partners and outside experts, they address cutting-edge issues and current topics of concern to our clients.
- **Outside programs:** Experienced associates and partners are encouraged to attend outside seminars and use on-demand programs on topics relating to their area of practice, from outstanding providers like Practising Law Institute, with whom the firm maintains a privileged membership.

PROFESSIONAL SKILLS

The firm also progressively develops your professional skills:

- New associates receive training in legal practice management, legal research and legal writing.
- More-experienced associates build skills in negotiation, financial accounting, giving presentations and, for litigators, taking and defending depositions. An annual 3rd Year Academy introduces supervisory skills and keys the transition toward an expanded role.
- Senior associates and partners further build their skills through programs such as advanced presentation skills and feedback and coaching. An annual 5th Year Academy teaches client and matter management techniques and builds practice development skills.
- For all attorneys, workshops in presentation skills and effective communication styles provide key ongoing resources.

WSGR ON-DEMAND LEARNING

Our on-demand learning site provides online access to recordings of internal classes. Attorneys who need a refresher or who missed a class can watch it online, download it to their smartphone or other portable media player, or review a transcript. Users can also search for guidance on a specific issue – down to a spoken word – and quickly launch the recording at the desired place.

MCLE COMPLIANCE

We make it easy to comply with MCLE requirements through internal training classes, on-demand learning, downloadable media, external programs and online compliance tracking.

KNOWLEDGE MANAGEMENT PROGRAM

PROVIDES YOU WITH INFORMATION AND ANSWERS WHEN YOU NEED THEM

Wilson Sonsini Goodrich & Rosati provides tools that put the firm's knowledge at each attorney's fingertips. These knowledge management resources enable each lawyer to tap the firm's essential expertise and experience to deliver faster and better client service.

FORM AND SAMPLE DOCUMENTS

Form documents provide attorneys with convenient and high-quality starting points for further drafting – saving clients money and enhancing the quality of firm's service. The KM document collections provide annotated form documents for common transactions and other situations, along with checklists and other practice aids and advisory internal and client-ready memoranda. The firm has also developed document automation tools for corporate formations, venture financings, and bridge loans that help associates prepare high-quality first drafts quickly and effectively. To get sample documents to use as drafting or negotiating precedents, transactional attorneys can search the online deal databases and litigators can search the online pleadings indices. WSGR also has a highly efficient enterprise search engine that attorneys use to find sample documents.

DATABASES OF INTERNAL AND EXTERNAL EXPERTS

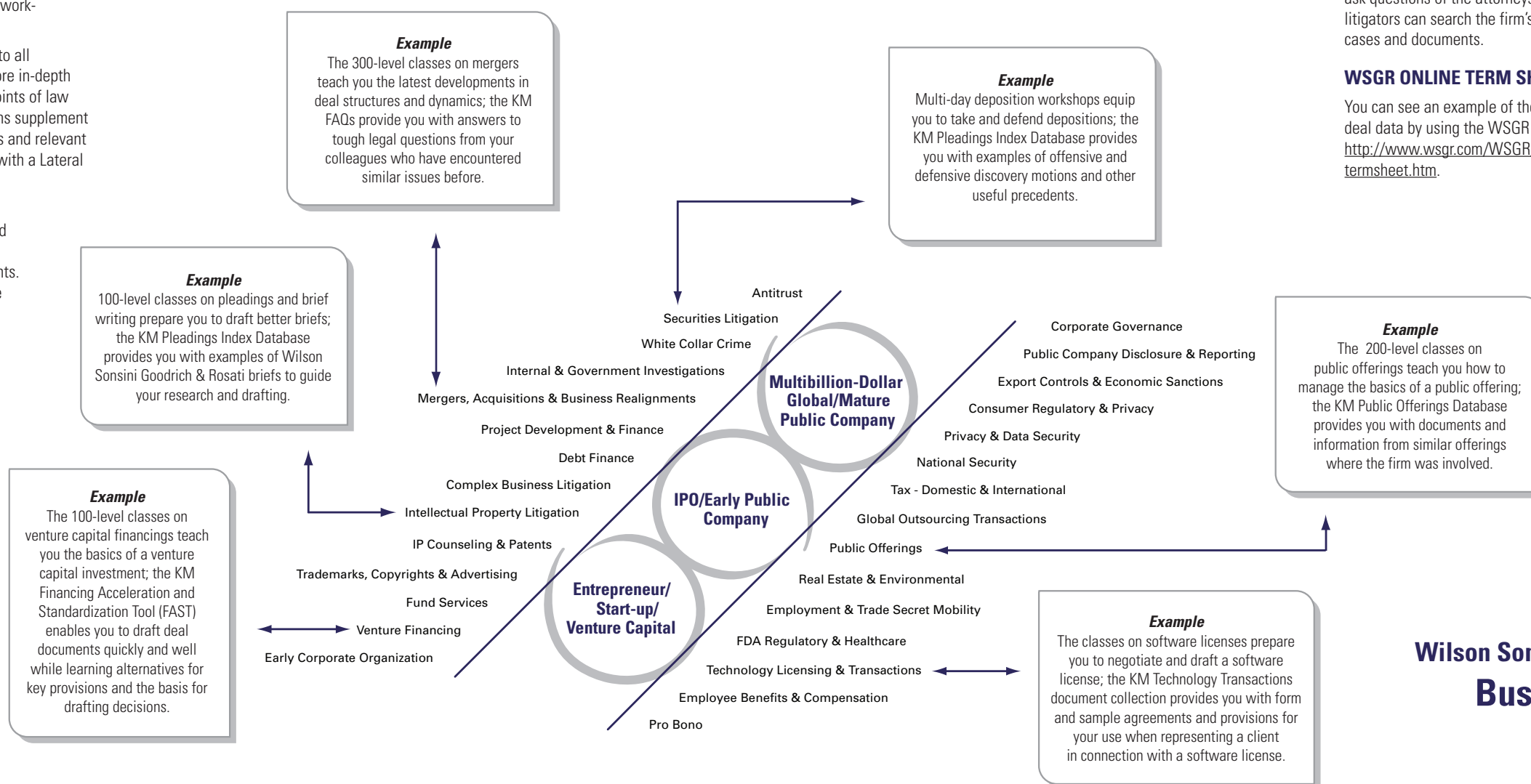
To find answers to tough practice-related questions or get the name of an internal expert on a specific issue, attorneys can search our internal FAQ resource, or if necessary ask a new question via a dedicated email address. To find external experts, our PeopleFinder database provides a quick way to search for outside attorneys and other professionals recommended by firm colleagues.

DEAL AND CASE PROFILES

For transactional attorneys, the firm's deal databases provide searchable detailed profiles of acquisitions, public offerings and venture financings from the past several years where the firm was engaged. An attorney looking for deals similar to the one at hand can find similar deals and use them to assess the "state of the market", get precedent deal documents, or ask questions of the attorneys who worked on the earlier deals. Similarly, litigators can search the firm's Pleadings Index Database to find precedential cases and documents.

WSGR ONLINE TERM SHEET GENERATOR

You can see an example of the firm's automated documents and aggregated deal data by using the WSGR Term Sheet Generator, available to all at <http://www.wsgr.com/WSGR/Display.aspx?SectionName=practice/termsheet.htm>.



**Wilson Sonsini Goodrich & Rosati
Business Model**

PROFESSIONAL DEVELOPMENT PROGRAM

DEVELOPS THE LEGAL KNOWLEDGE AND PROFESSIONAL SKILLS THAT YOU WILL NEED

To help new associates start their legal careers, and to help more senior lawyers further theirs, Wilson Sonsini Goodrich & Rosati develops its attorneys extensively from the day they enter the firm.

1ST YEAR ACADEMY

This multi-day program enables each new associate to understand the firm's mission, strategy and culture, and to get up to speed quickly by learning practical elements of new associate work and key strategies for success.

LEGAL KNOWLEDGE

As your career grows, we progressively build your expertise:

- **100 level:** Each new associate receives extensive practice group training, including an overview of the practice, perspectives on key issues in each subject area and practical instruction on tasks new associates typically handle. These classes, mandatory for new associates and held weekly or twice-weekly during the first several months, are taught by partners and senior associates. The firm also pairs each first-year associate with a First-Year Guide, a mid-level associate in the same practice group who helps integrate the new associate into the group and answers work-related questions.
- **200 level** classes, designed for mid-level associates yet open to all attorneys, are held several times each month and provide a more in-depth understanding of transaction/case documents and technical points of law and practice that affect our clients. Monthly department forums supplement these classes with a more informal sharing of new deals/cases and relevant best practices. The firm also pairs each new lateral associate with a Lateral Link, a senior associate in the same practice group who helps integrate the new lateral into the group.
- **300 level** presentations, targeted toward senior associates and partners yet open to all attorneys, typically consist of legal updates and discussions of recent practice-related developments. Led by partners and outside experts, they address cutting-edge issues and current topics of concern to our clients.
- **Outside programs:** Experienced associates and partners are encouraged to attend outside seminars and use on-demand programs on topics relating to their area of practice, from outstanding providers like Practising Law Institute, with whom the firm maintains a privileged membership.

PROFESSIONAL SKILLS

The firm also progressively develops your professional skills:

- New associates receive training in legal practice management, legal research and legal writing.
- More-experienced associates build skills in negotiation, financial accounting, giving presentations and, for litigators, taking and defending depositions. An annual 3rd Year Academy introduces supervisory skills and keys the transition toward an expanded role.
- Senior associates and partners further build their skills through programs such as advanced presentation skills and feedback and coaching. An annual 5th Year Academy teaches client and matter management techniques and builds practice development skills.
- For all attorneys, workshops in presentation skills and effective communication styles provide key ongoing resources.

WSGR ON-DEMAND LEARNING

Our on-demand learning site provides online access to recordings of internal classes. Attorneys who need a refresher or who missed a class can watch it online, download it to their smartphone or other portable media player, or review a transcript. Users can also search for guidance on a specific issue – down to a spoken word – and quickly launch the recording at the desired place.

MCLE COMPLIANCE

We make it easy to comply with MCLE requirements through internal training classes, on-demand learning, downloadable media, external programs and online compliance tracking.

KNOWLEDGE MANAGEMENT PROGRAM

PROVIDES YOU WITH INFORMATION AND ANSWERS WHEN YOU NEED THEM

Wilson Sonsini Goodrich & Rosati provides tools that put the firm's knowledge at each attorney's fingertips. These knowledge management resources enable each lawyer to tap the firm's essential expertise and experience to deliver faster and better client service.

FORM AND SAMPLE DOCUMENTS

Form documents provide attorneys with convenient and high-quality starting points for further drafting – saving clients money and enhancing the quality of firm's service. The KM document collections provide annotated form documents for common transactions and other situations, along with checklists and other practice aids and advisory internal and client-ready memoranda. The firm has also developed document automation tools for corporate formations, venture financings, and bridge loans that help associates prepare high-quality first drafts quickly and effectively. To get sample documents to use as drafting or negotiating precedents, transactional attorneys can search the online deal databases and litigators can search the online pleadings indices. WSGR also has a highly efficient enterprise search engine that attorneys use to find sample documents.

DATABASES OF INTERNAL AND EXTERNAL EXPERTS

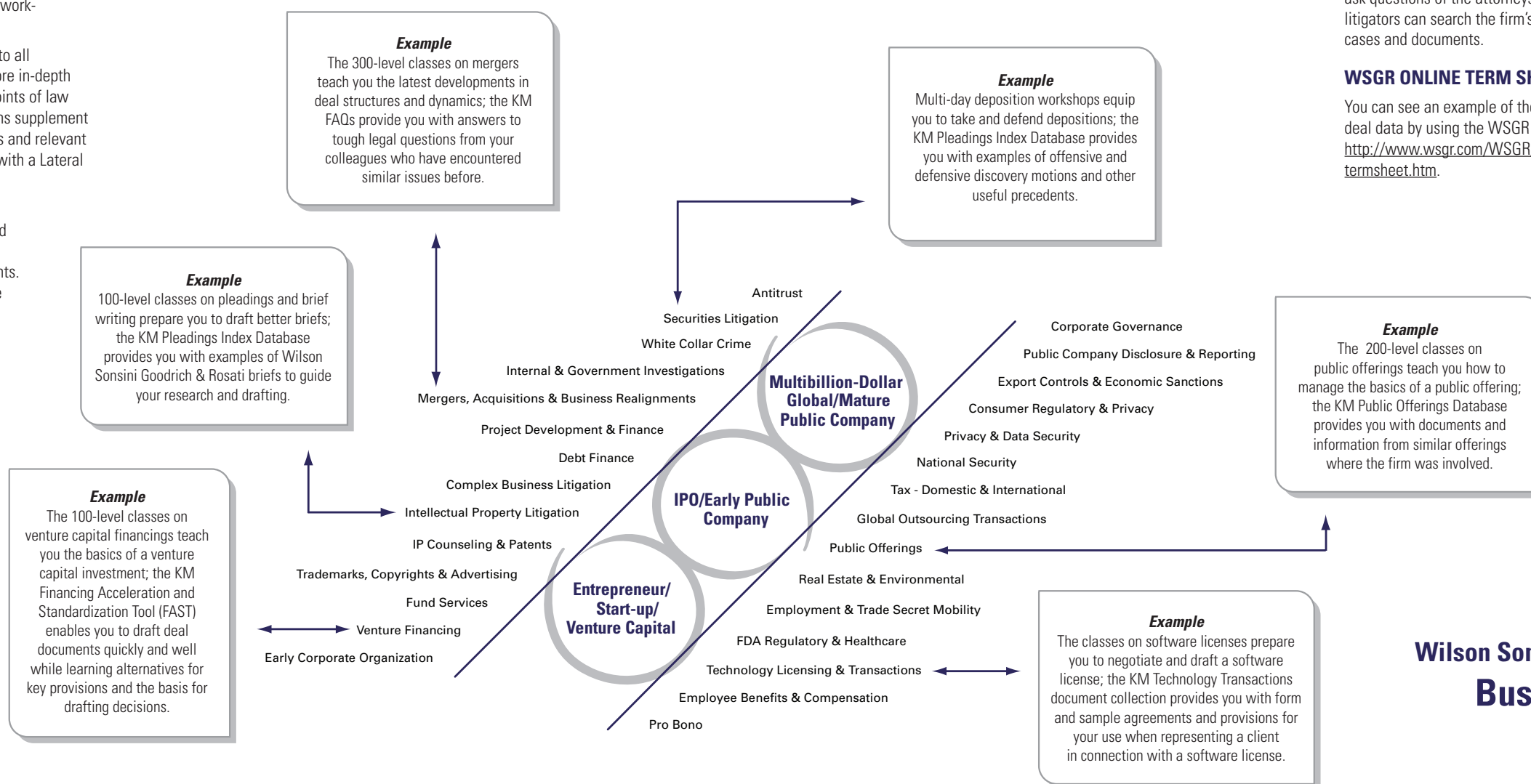
To find answers to tough practice-related questions or get the name of an internal expert on a specific issue, attorneys can search our internal FAQ resource, or if necessary ask a new question via a dedicated email address. To find external experts, our PeopleFinder database provides a quick way to search for outside attorneys and other professionals recommended by firm colleagues.

DEAL AND CASE PROFILES

For transactional attorneys, the firm's deal databases provide searchable detailed profiles of acquisitions, public offerings and venture financings from the past several years where the firm was engaged. An attorney looking for deals similar to the one at hand can find similar deals and use them to assess the "state of the market", get precedent deal documents, or ask questions of the attorneys who worked on the earlier deals. Similarly, litigators can search the firm's Pleadings Index Database to find precedential cases and documents.

WSGR ONLINE TERM SHEET GENERATOR

You can see an example of the firm's automated documents and aggregated deal data by using the WSGR Term Sheet Generator, available to all at <http://www.wsgr.com/WSGR/Display.aspx?SectionName=practice/termsheet.htm>.



**Wilson Sonsini Goodrich & Rosati
Business Model**



Wilson Sonsini Goodrich & Rosati
PROFESSIONAL CORPORATION

650 Page Mill Road, Palo Alto, California 94304-1050 | Phone 650-493-9300 | Fax 650-493-6811 | www.wsgr.com

Austin Beijing Brussels Georgetown, DE Hong Kong Los Angeles New York Palo Alto San Diego San Francisco Seattle Shanghai Washington, DC