

## Why Glaser Weil?

### **Attorneys**

Glaser Weil has been fortunate over the years to attracting intelligent, forward-thinking, well-rounded attorneys with the ability to become leaders both within and beyond the legal profession. Most our attorneys earned their credentials from top law schools, universities and colleges around the globe. Our attorneys have exceptional research and writing skills and many held judicial internship/clerkship positions prior to beginning their law firm career.

### **Benefits**

We offer a rewarding career in a supportive, professional environment, as well as an excellent benefits package, which includes medical, dental, vision and life insurance, bar association dues, continuing legal education, 401(k) plan, parking, sick leave and unlimited vacation leave.

### **Business Development**

The Firm fully encourages associates to bring in new clients, including small businesses and individuals with the potential for growth and development. Associates who are successful in bringing clients to the Firm receive additional compensation derived from the legal fees received from each new client. As a result, associates can increase their annual compensation while building valuable business development skills.

### **Case Work**

Glaser Weil's attorneys are often up against much larger law firms, which offers associates varied experience and challenging work.

### **Litigation**

The large number of trials and arbitrations the Firm handles enables litigation associates to prepare for trial, present evidence and interact with witnesses, judges and juries.

### **Transactional**

Similarly, the Firm includes associates in all phases of business transactions and encourages them to communicate with clients and assist in developing their cases.

### **Clients**

As a premiere law firm in California, Glaser Weil is called upon regularly to represent clients in high-stakes, and often highly publicized, complex and sophisticated business deals and lawsuits. The diversity of the Firm's client base gives it the stability, strength and flexibility to weather fluctuations in local, national and international economies and capital markets.

## **Compensation and Billable Hours**

Glaser Weil does not believe in, and does not employ, a lock-step compensation system. Moreover, the Firm does not have a bonus or compensation formula based on the number of hours billed. Rather, the Firm emphasizes quality and creativity of legal work and rewards initiative and good results.

## **Culture**

Camaraderie and close professional relationships increase and foster a team environment. Employees enjoy a business casual, open door atmosphere and an informal management structure. Involvement in community organizations, both locally and beyond, is strongly encouraged.

## **Diversity**

Glaser Weil is an equal opportunity employer. The Firm does not discriminate against applicants or employees on the basis of race, creed, color, age, sex, national origin, ancestry, religion, marital status, pregnancy, medical condition, sexual orientation, gender, genetic make-up, physical disability, mental disability, military service or other legally protected classifications.

## **Partnership**

At Glaser Weil, the best way for an associate to become a partner is to think and act like a partner and to take a proprietary interest in the Firm's practice. The Firm has a flexible partnership track, dependent on the particular attorney's development and contribution.

## **Training Opportunities**

Associates are given hands-on training with an opportunity to attend and, where appropriate, conduct depositions, court hearings, court appearances and client meetings. New associates are given a genuine opportunity to thrive within a true merit system. Formal training is frequently conducted for attorneys, especially in the techniques of litigation practice.