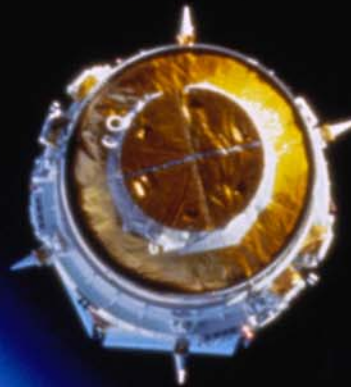


THE LEGAL WORLD IS EXPERIENCING A BIG BANG of the type that revolutionised the financial services sector. Globalisation is driving law firms to build and scale international networks in order to protect and enhance their competitive advantage. These networks facilitate complex cross-border transactions and premium price structures, creating a virtuous spiral of growth and profitability.

Conversely the work product of firms without a strong international presence (or “best friends” network) becomes commoditised, resulting in erosion of their client-base and financial performance. Unable to maintain revenues or profit margins, such firms are swallowed up by a black hole of declining competitiveness.

Globalex was created in 2003 to arbitrage these competitive dynamics. Its strategic growth solutions function as wormholes in the legal universe to ensure that the brightest stars in all major jurisdictions are attracted into its clients’ gravitational field.



CityPoint
1 Ropemaker Street
London EC2Y 9HT
United Kingdom
Tel: +44 (0)20 7849 6650
Fax: +44 (0)70 3115 3025
www.globalexconsulting.com

MISSION

The purpose of Globalex' voyage through the legal universe is to deliver high-value-add search and consulting solutions to the legal sector on an integrated global basis.

STRATEGY

Globalex partners with pre-eminent firms to develop proactive strategies for international growth. Using innovative marketing techniques it deploys a tractor beam that locks onto and captures the best international and local lawyers worldwide. To optimise this process, it maintains a database of leading lawyers linked to the Globalex 1000 and Globalex 2000 rankings and exerts influence over their career progression. Competitive advantage is maximised by leveraging Globalex' experience and expertise in its core consulting products, practice areas and geographical markets.

TRACK RECORD

The Globalex track record features successful key partner placements on behalf of both Magic Circle and leading US law firms in a number of jurisdictions. Globalex has also achieved impressive results on strategic projects including law firm mergers, new offices and large team moves. References and a list of representative transactions are available on request.

OPERATIONS

Globalex' strategic growth solutions are enhanced by high-quality, rapid and cost-effective execution. Methodology is based on rigorous research and analysis, reinforced by creative marketing and cutting-edge technology. Client focus and commitment to best practice ensure optimum results on even the most challenging missions.

PRODUCTS

- Law Firm Merger/Alliance Consulting
- Practice Group & Team Assignments
- Proactive Introductions
- Strategy Consulting
- Partner-Level Search
- Senior In-House Placements
- International Office Projects
- Targeted Approaches
- Market Surveys

SPECIALISATION

Core Specialisations

- Acquisition Finance
- Capital Markets
- Derivatives
- Leveraged Finance
- Project Finance
- Asset Finance
- Corporate
- Energy
- Mergers & Acquisitions
- Securitisation
- Banking
- Corporate Finance
- Financial Regulation
- Private Equity
- Structured Finance

Additional Expertise

- Antitrust / Competition
- Bankruptcy / Insolvency
- Entertainment
- Information Technology
- Internet / e-Commerce
- Pharmaceuticals / Healthcare
- Tax
- Arbitration
- Biotechnology
- Environment
- Insurance
- Leasing
- Property / Real Estate
- TMT
- Asset Management
- Employment
- Film Finance
- Intellectual Property
- Litigation
- Restructuring
- Utilities

MANAGEMENT

John Charlton is the founder and Managing Director of Globalex and has over ten years of experience in the legal and consulting sectors. Active in the UK, Europe and Asia, he specialises in strategic initiatives and cross-border partner search on behalf of elite law firms. A qualified solicitor, he practised as a transactional lawyer with Clifford Chance and Allen & Overy in the areas of capital markets and project/structured finance. He also worked for a leading global search firm before becoming director of the international practice at a legal search boutique. His extensive international experience includes projects in the UK, Europe, Asia and the USA. He has a BA and an MA from New College, Oxford and received a commendation in his law finals at the College of Law, London. He is fluent in French and has a working knowledge of Japanese, Spanish and Italian

CLIENT SOLUTIONS

Globalex’ quality-assured search process leverages the client’s platform - focusing on its brand, client-base, core practices and cross-border synergies - to deliver high-value long-term revenue streams in the form of rainmaking partners. In addition to covering the target market comprehensively and marketing the client’s brand at the highest level, the process also provides strategic input concerning market perceptions of the client’s platform and intelligence concerning the activities of competitors. Most importantly, however, Globalex’ value-added search solutions guarantee the identification, evaluation and closure of the strongest candidates.



The Globalex Difference I

The benefits of Globalex’ methodology and the competitive advantage provided to clients derive from a firm commitment to eight core deliverables.

- **Bespoke Marketing Strategy** - Leverages the client’s platform and practice synergies to optimise its value proposition
- **Client Focus** - Globalex concentrates resources on key clients to ensure maximum impact and avoid conflicts
- **Cost-Effectiveness** - Fees are highly competitive and weighted in favor of concrete results
- **Global Reach** - Unique integrated cross-border search capability
- **Innovative Methodology** - Combining proprietary research, evaluation and closure techniques
- **Quality** - Globalex prioritises best practice to deliver outstanding results
- **Speed** - Projects are driven to completion in an accelerated timeframe
- **Value-Add** - Globalex channels high-value human capital otherwise unobtainable

CANDIDATE SOLUTIONS

Globalex frequently assists rainmakers and other high-performance partners to secure the best platform for their practice and career development and is skilled at understanding and anticipating their priorities. The company’s approach is based on rigorous competitive analysis using the following twelve criteria to benchmark the performance of a candidate’s current firm against that of the market leaders.

- | | | | |
|-----------------------|----------------|-------------------|------------------------|
| • Brand | • Client-Base | • Culture | • Dealflow |
| • Entrepreneurialism | • Environment | • Global Platform | • Intellectual Capital |
| • Lateral Integration | • Organisation | • Remuneration | • Synergies |

If there is a significant competitive shortfall, Globalex prepares a compelling business plan and explores and structures deal scenarios on a confidential basis. Candidates are fully supported throughout the process and the Globalex methodology delivers solutions designed to enhance their practice, performance and profitability to the fullest extent.

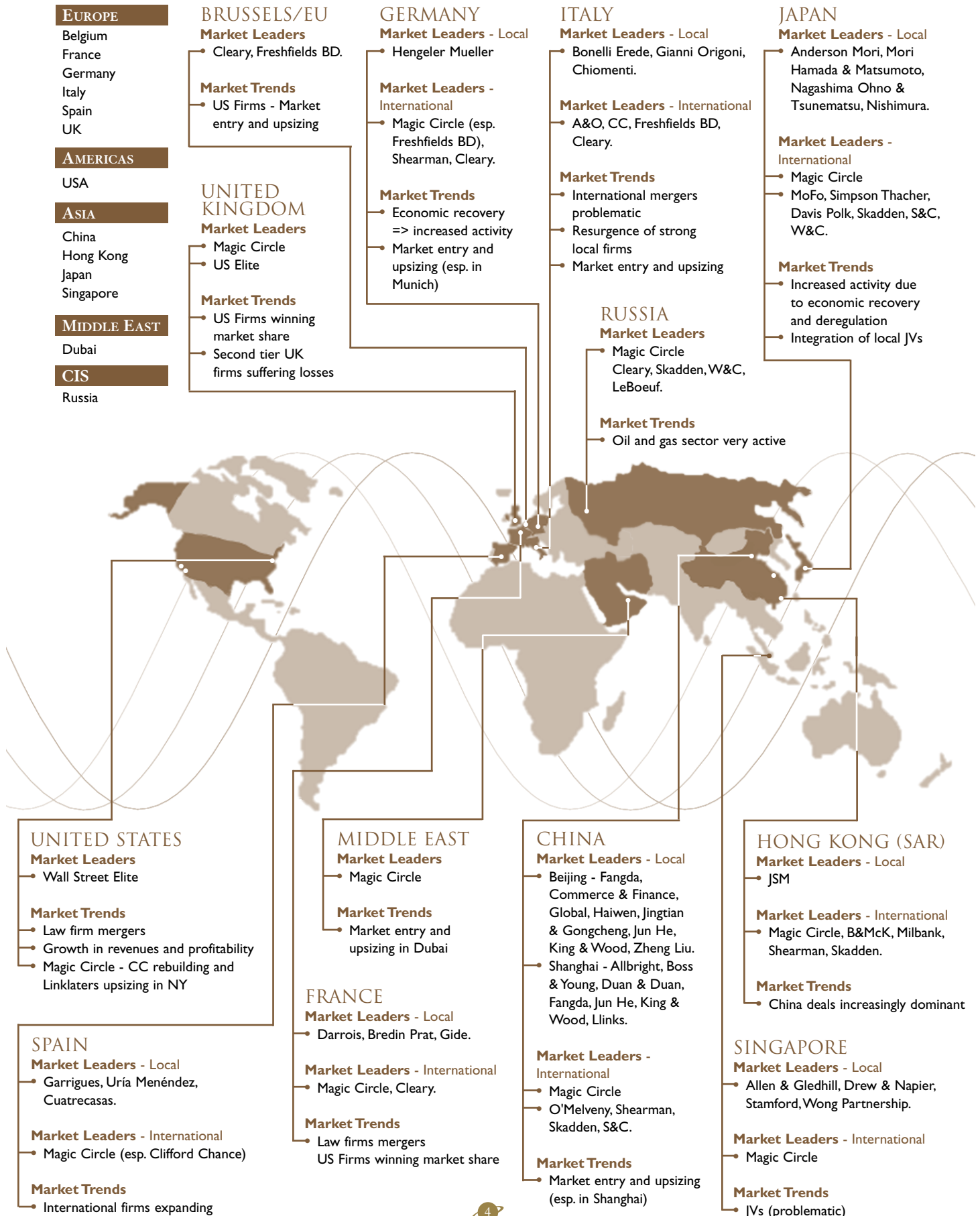
The Globalex Difference II

Globalex outperforms competitors with respect to the advancement of high-calibre candidates when benchmarked against the twelve key criteria set out below.



- **Access** - Direct interface with decision-makers at the world’s leading law firms
- **Analysis** - Proprietary market knowledge and networks to identify the best opportunities
- **Commitment** - Quality-driven approach guarantees support throughout complex negotiations
- **Confidentiality** - “Stealth mode” operation ensures dialogue and negotiations are 100% protected
- **Creativity** - Unique solutions engineered to exceed candidate expectations
- **Credibility** - Exclusive concentration on top-of-the-market deals
- **Databank** - Solutions are enhanced by a real-time database of global market activity
- **Documentation** - Sophisticated business plan highlights candidate USPs and practice synergies
- **Footprint** - Global coverage ensures personal representation in all major jurisdictions
- **Influence** - State-of-the-art marketing techniques to produce a high-impact business case
- **Integrity** - Highest ethical standards are rigorously applied
- **Speed** - Negotiations are driven to a successful conclusion in an accelerated timeframe

CORE MARKETS



SEARCH METHODOLOGY

Needs Analysis and Assignment Brief

Globalex' effectiveness depends on its ability to represent clients in the market in the most compelling manner. It is therefore essential that the client supplies detailed information at the outset so that its needs can be analysed effectively and a comprehensive Assignment Brief prepared. This consultative exercise is the foundation of the search process and enables Globalex to add value by creating a bespoke marketing strategy to influence and attract the most valuable human capital.

Research and Target Lists

Successful delivery is based on rigorous and systematic research, whether the objective is a merger/alliance initiative or a partner search. Globalex' investigative tools and proprietary database guarantee a high-quality research product which facilitates identification of the most attractive firms and individuals. This data is harvested to create a map of the relevant market and then refined into a definitive Target List focused on the required profile and search strategy. Globalex also leverages its network of key contacts in order to explore the search universe qualitatively by capturing end-user and peer group recommendations.

Action Plan and Prospectus

Once the research effort is complete, results are reviewed in consultation with the client and an Action Plan and Timetable drawn up. Globalex also develops the Assignment Brief into a user-friendly Prospectus (translated into the relevant language where appropriate) which sets out: a) the rationale driving the initiative; b) an analysis of the value proposition represented by the client's international platform and relevant business units; and c) a profile of the ideal target. This Prospectus will form the basis for all future contacts with targets and guarantees that a consistent and compelling message is communicated to the search universe on the client's behalf.



Illustration Credit: G. Bacon and J. Gaitin (STScI/AVL)
Science Credit: A. Szalay (JHU) and P. Messina (Caltech)

The National Virtual Observatory (NVO) unites astronomical databases to maximize the potential for scientific discoveries

Targeted Approaches and Strategy Review

The Target List guarantees a systematic approach and ensures that only approved firms/individuals are contacted. At the initial consultant/target interface, Globalex presents a summary of the client's selling points and initiates a dialogue in order to pre-qualify each target and gauge the level of potential interest. To ensure confidentiality, it is customary at this stage not to disclose the client's identity. The most promising dialogues are developed and reinforced by disclosure of the Prospectus. Responses are then collated and presented to the client on a regular basis in the form of Progress Reports (including quantifying targets' level of interest in the form of a dynamic "appetite curve"). This information is complemented by the Globalex Strategy Review, an intelligence document that comprehensively analyses market reaction to the initiative.

Consultant Interviews and Evaluation

After further consultation with the client, Globalex schedules meetings with preferred firms/individuals and conducts in-depth interviews face-to-face. All interviews are expressly designed to elicit specific information on business performance, core competencies and soft factors such as work-style and personality. Results are benchmarked against the operational criteria defined in the Assignment Brief.

Client Interviews and Closure

Globalex prepares a written evaluation of each qualified individual in the form of a Candidate Report. This is supplemented where appropriate by a more detailed Practice Profile and, if necessary, a Conflict Report. After a formal client presentation and Q&A session, a shortlist is agreed and the strongest candidates are introduced to the client in a controlled environment. To facilitate this interface, Globalex prepares Interview Strategy and Core Competency Matrix documents and attends interviews if requested. In order to sustain momentum throughout the final selection process and subsequent negotiations, Globalex liaises intensively with both candidates and client to ensure that the project is brought to a successful conclusion. Ability to secure closure at this crucial stage is intrinsic to the value-add engineered into every element of the Globalex search process.

20 REASONS TO PARTNER WITH GLOBALEX

Added Value

Globalex solutions create million-dollar long-term revenue streams for the world's leading law firms and unique opportunities for rainmaking partners

Best Practice

The company adheres to the highest professional and ethical standards at all times

Client Focus

Globalex eschews a transactional approach in favour of partnering with clients and candidates to build long-term relationships based on transparency and trust

Commercial Awareness

Business objectives are prioritised over process

Confidentiality

Discretion and the protection of confidential information is the foundation of Globalex' business

Cost-Effectiveness

Pricing structures are always performance-based and sensitive to market fluctuations

Execution

Globalex' process-oriented approach and commitment to out-performance guarantees client and candidate satisfaction

Flexibility

The company has a fluid approach to local presence and resource allocation

Global Reach

Globalex' cross-border business model leverages its capabilities worldwide and offers clients and candidates an integrated quality-assured service in all major jurisdictions

Gravitas

Diplomatic approach advances the interests of clients and candidates persuasively and avoids the counter-productive effects of a "hard sell"

Innovation

Globalex leverages its intellectual capital to deliver tomorrow's solutions today

Know-How

The value chain combines proprietary data assets with a systematic approach and global reach to channel human capital for maximum client benefit



Computer simulation of a merger between the Milky Way and the Andromeda Galaxy

Credit: NASA and F. Summers (Space Telescope Science Institute), C. Mihos (Case Western Reserve University), L. Hernquist (Harvard University)

Methodology

MO ensures an optimum balance of structure and pragmatism, rigor and creativity

Networks

Globalex' web of contacts extends into all major markets ensuring access and influence at the highest level

Niche Strategy

The company maintains a laser-like focus on its core competencies

Proactive Approach

Globalex' primary goal is to advance clients' interests strategically but it will also act opportunistically if a tactical advantage can be secured

Specialisation

Specialist expertise in relation to three key deliverables: product, practice and market knowledge

Speed

The time-critical nature of Globalex solutions is a benchmark measure of performance

Teamwork

Seamless collaboration among highly-motivated team members is a core value

Technology

Globalex combines a proprietary software suite and web-based research tools to optimise data flows