

GARRIGUES



An **innovative** firm
An **international** team





“Our success lies in the trust placed in us by clients.

Our goal is to help them create value.

Our strategy: to recognize, attract and manage talent”.

Fernando Vives
Executive Chairman

What area of law are you interested in?

At Garrigues we advise on all areas of business law, striving for excellence and to create added value for each of our clients at all times.

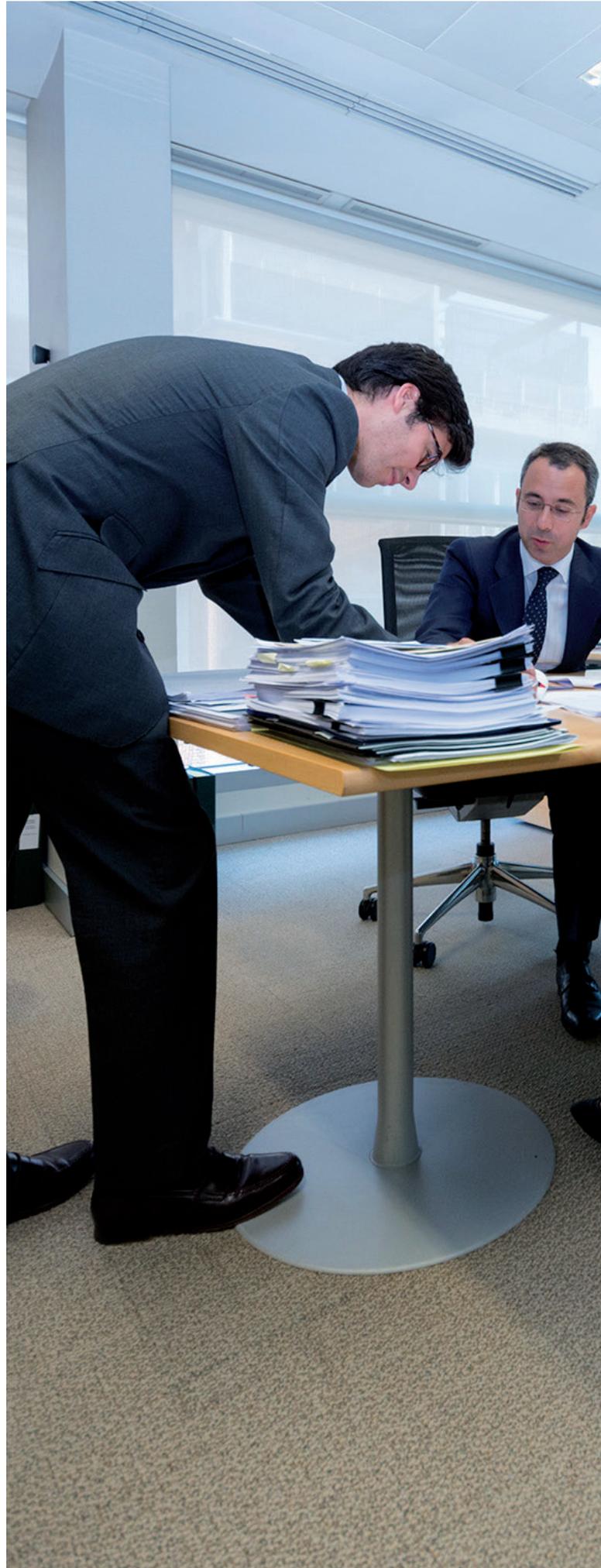
We offer advice in more than thirty areas and industries, from traditional disciplines to the newest branches of the law:

Practice areas

- Corporate Law and Commercial Contracts
- Administrative Law
- Banking and Finance Law
- Accounting Law
- Securities Market Law
- EU and Antitrust Law
- Real Estate Law
- Labor and Employment Law
- Criminal Law
- Tax Law
- Planning and Zoning Law
- Mergers and Acquisitions
- Human Capital Services
- Litigation and Arbitration
- Environment
- Intellectual Property
- Restructuring and Insolvency

Industry groups

- Automotive
- Private Equity
- Family Business
- Energy
- Financial Institutions
- Life Sciences & Healthcare
- Corporate Governance & Corporate Social Responsibility
- Fashion Law
- Real Estate
- Insurance
- Smart Cities
- Sports & Entertainment
- Technology & Outsourcing
- Telecommunications & Media
- Transport & Shipping
- Tourism & Hotels

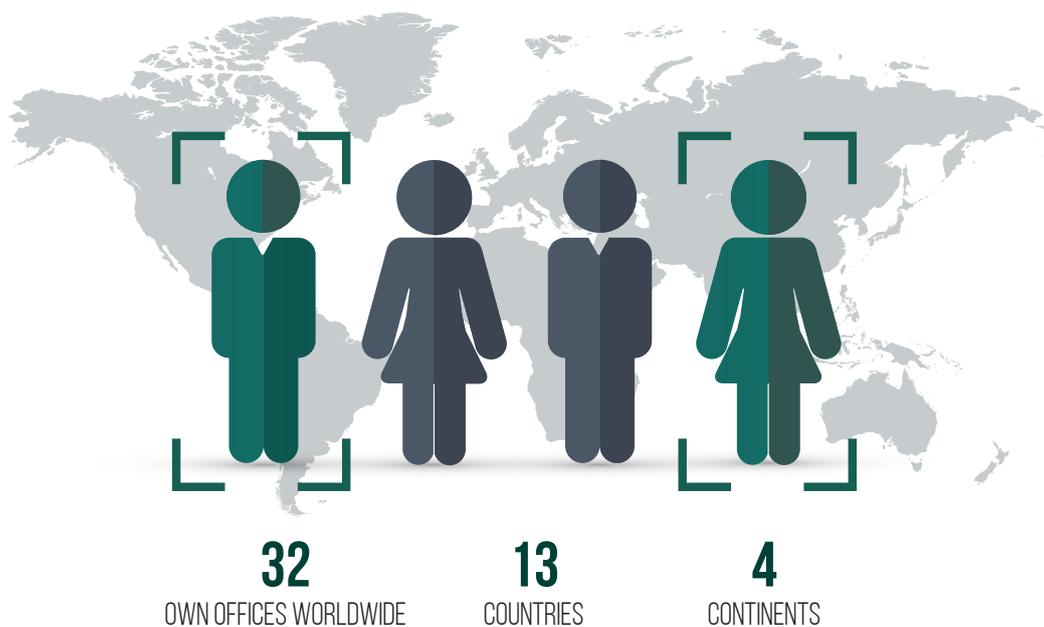




Talent: the foundation of our excellence

Talent is defined as that human quality that enables us to advance and be outstanding. That's why talent management is a priority for Garrigues.

With more than 75 years of legal tradition, our team is made up of more than 1,500 professionals eager to pursue their professional careers in a dynamic, innovative and international environment, where excellence is the only way to achieve the goals we set for ourselves. Our strategic vision has allowed us to participate in some of the largest and most complex deals in the market and consolidated our position as a benchmark in the legal profession.



Start your career with us

Our internship programs offer you the chance to enhance your training and take a first-hand look at the legal profession and how we work at Garrigues. The aim of the internships is to make you feel like part of our team from the very first day. To ensure this, you will receive ongoing support and guidance from a mentor.

Internships as part of the Master's Degree for Access to the Legal Profession

The firm offers internships to students on the Master's Degree for Access to the Legal Profession, involving them in professional engagements that further their preparation as future lawyers.

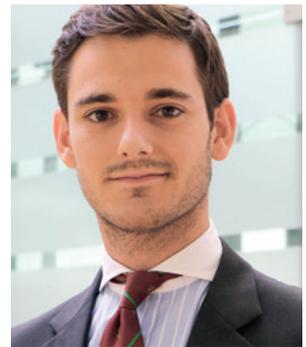
Degree internships

- **Summer internships**
- **Internships during term time**

The firm offers internships to students studying law (or dual qualifications including law) during the final years of their degree.

Associate

León Vidaller



“I have found a professional career in which you are not only valued for your legal knowledge but also for your interpersonal skills, ability to work in a team and creativity in solving problems”

“I came to Garrigues seeking a professional experience that would offer me first-class legal training and the challenge of pursuing my career among the best.

After my initial experience as an intern during my degree, I joined the firm to do my internship as part of the Master's Degree for Access to the Legal Profession. From the very start I felt that the firm counted on me as a new member of the team: I began to receive training in different aspects of professional practice, both substantive and logistical; I was assigned a mentor to guide me in my initial steps, who delegated tasks to me that involved increasing levels of responsibility; and I was also given support, such as time off to study, to give me the best chance of success in the access exam. After finishing my internship, the firm offered me a contract as a law graduate while I completed the relevant formalities to become a lawyer, something that made me more determined to practice law at Garrigues. That was two years ago and my expectations on joining continue to be exceeded every day, thanks to continuous progression, with new, ever more demanding challenges, where your personal initiatives and ideas are taken into account from day one. I have found a professional career in which you are not only valued for your legal knowledge but also for your interpersonal skills, ability to work in a team and creativity in solving problems, where your own effort and will to succeed can take you anywhere you want to go.”



.....• For the fourth year running, university students have ranked Garrigues as the **best law firm to work for**

You will form part of a close-knit team where your opinion is valued

Our working atmosphere is a source of pride at Garrigues. The close proximity of all our professionals, which fosters decision-making and the active participation of all team members, enables our professionals to meet their personal and professional objectives. Respect for the strictest ethical and professional standards, collaborative spirit, honesty, capacity for dialog, a vocation for service and teamwork are fundamental values at our firm.

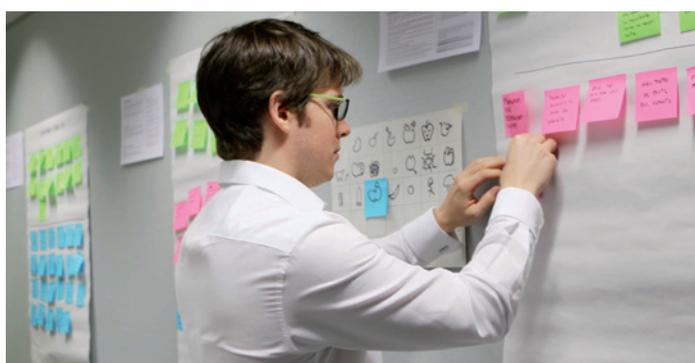


José María Buendía | Associate

Garrigues Innovation Think Tank

“The working environment within each team is excellent and this greatly aids the flow of ideas”

“The firm has given me the opportunity to participate in the Garrigues Innovation Think Tank, made up of professionals from all categories, practice areas and offices. The working environment within each team is excellent and this greatly aids the flow of ideas. In short, it is an enriching experience that enables us to learn from each other and which will undoubtedly lead to many proposals on ways to help create added value for our clients.”



In-house training

Training is a priority at Garrigues. All professionals, regardless of their category, have access to the firm's ongoing training program, which offers training in person and/or through the e-learning platform.

Ongoing technical training. A specific training plan is designed every year for each practice area with a view to accompanying our lawyers in their professional development. The firm promotes, on a continuous and periodic basis, the organization of training, refresher and specialist courses and seminars and publishes updates on new noteworthy legislative, scientific and case law developments as they arise.

Management skills. Professionals are provided with a training schedule for the development of management skills.

Languages. Our clear international approach requires a good command of languages. The firm therefore offers all of its people the means to keep up their language skills.

Technology. This training covers all of the IT programs and management tools necessary to work quickly and effectively on day-to-day activities.

Knowledge management and legal databases. The knowledge management training plan is composed of two core components. The first focuses on specific training on Garrigues' knowledge management tools, and the second on training in the use of legal databases and other IT resources.



Category-specific training programs



.....● 7 PARTNER

.....● 6 COUNSEL

.....● 5 PRINCIPAL ASSOCIATE

.....● 4 SENIOR ASSOCIATE

.....● 3 ASSOCIATE

.....● 2 JUNIOR

.....● 1 LAW GRADUATE, IN THE COURSE OF QUALIFYING AS A LAWYER

NEW PARTNERS' MEETING

This addresses matters relating to promotion to partner.

GLOBAL DEPARTMENT MEETINGS

Professionals can attend Global Department Meetings, each lasting a few days, the main purpose of which is to facilitate the exchange and sharing of matters that directly affect each department, as well as establish and strengthen professional and personal relationships among participants from different offices.

NEW SENIOR ASSOCIATE SCHOOL

This school lasts a few days and focuses on providing guidance to new senior associates on their new responsibilities, particularly in relation to management, financial and client matters.

ASSOCIATE SCHOOL

This enables associates to acquire and consolidate the technical knowledge necessary to continue providing the best service to clients, to share know-how with participants from departments and offices in order to obtain a global perspective of professional practice, and offers a chance to strengthen ties between colleagues. The program, which lasts a few days, is based around a multidisciplinary case study with an international dimension.

INTERNATIONAL TRAINING PROGRAM

This provides a unique development opportunity, offering the chance to gain experience at offices and law firms in other countries or continue academic training at international level, through one of the following options:

1. A Master of Laws (LL.M.) in International Transactions at Centro de Estudios Garrigues in collaboration with Fordham University, taught in Spain and in the United States.
2. A Master of Laws (LL.M.) at one of the most prestigious international universities.
3. A secondment at one of the foreign law firms with which Garrigues works on a regular basis or a temporary transfer to one of our international offices.

INTRODUCTION TO INTERNATIONAL BUSINESS LAW PRACTICE

This course equips lawyers to provide international legal advice. The program, taught in both Spanish and English, details the methodology to be used in advising international clients and on international transactions, and combines the transfer of technical know-how with the conduct of a real case study encompassing various legal disciplines, with a view to enabling professionals to deliver global solutions in any jurisdiction. It includes the management skills required to practice law in a global context. The program lasts 140 hours and is held in Madrid, bringing together all lawyers in their first year at any of the firm's offices.

INITIAL TRAINING

This combines in-person and online training sessions on the firm's management tools and programs. It is made up of a technology module and a knowledge management module. Our people also take a series of e-learning courses in order to learn more about the firm's policies in certain areas.

WELCOME DAY

This provides a global overview of the firm, its values and corporate culture.

You will receive training in legal practice at the highest level



Jenifer Santiago

Senior associate

Training abroad

“It is an experience I would undoubtedly recommend, on both a personal and professional level”

“The Master of Laws (LL.M. in International Transactions) is an excellent training opportunity offered by the firm to cater to market demand in an increasingly globalized and competitive environment. It begins with two weeks’ study at Fordham University (New York), followed by online classes and then study in person at Centro de Estudios Garrigues, enabling students to combine their studies with full-time work, and it boasts teaching staff made up of renowned experts and professionals in the different areas of law. It is an experience I would undoubtedly recommend, on both a personal and professional level.”

Senior associate

Juan González Ortega



Your career will develop both domestically and internationally

“I have participated in various transactions involving multidisciplinary teams that have enabled me to gain greater insight into and consolidate my areas of expertise”

“Through the Garrigues International Training Program, I was able to complete a 6-month secondment in London at Ropes & Gray, one of the most prestigious US law firms, with a major presence in the city. I was involved in different transactions with multidisciplinary teams that enabled me to acquire a better understanding of the structure and specific characteristics of transactions subject to English law. It was a magnificent professional development opportunity and an enriching personal experience.”



Garrigues, the **only law firm included in the ranking** of the “Best companies to work for” and **ranked 8th out of the top 100 companies** selected

You will have an attractive professional career

From the very outset, the firm will offer you a professional career plan: a defined career path with high expectations for personal and professional development, where internal promotions follow a rigorous skill-based selection process, based on your own merits, with the goal of making partner. We value not only technical expertise but also human qualities and the ability to train and manage a team.

Rafael Calvo | Partner

“If you’re a lawyer and you like your work, there’s nothing you cannot do at Garrigues”



“The personal growth of each lawyer is one of the firm’s main objectives. For example, many colleagues combine their work at the firm with teaching duties at universities and business schools. Both activities complement and enhance each other, and make us better professionals who are more open and engaged with the community at large. If you’re a lawyer and you like your work, there’s nothing you cannot do at Garrigues.

Another aspect that demonstrates the importance placed by the firm on individual talent management and responsible leadership is our upwards feedback appraisal program, in which professionals can appraise the performance of the individuals who usually supervise them, including partners. This tool is a highly practical way to find out how we manage engagements, teams and, above all, people. It is also a guarantee that we will continue to grow by developing the best professionals. It is extremely useful—particularly on a personal level—to know the impact you have on others.”

Optimum Plan: you will have our full support

Garrigues has designed a plan that enables all firm personnel who have recently become parents and need to adapt to the needs of their child to reduce their working hours for a period of one year after the end of their maternity/paternity leave, with no reduction in pay, with this period still counting, for all purposes, towards their professional career.



Jara Atienza | Senior associate



“I have continued to be involved in major transactions”

“The firm is committed to achieving a work/life balance. In my case, I was able to take advantage of the Optimum Plan in the year following my return to work after maternity leave. The experience was highly satisfactory. The plan enables you to organize your work in a flexible way, allowing you to reduce your working hours. Even so, I remained involved in major M&A deals, which was one of the main reasons I chose Garrigues when I completed my degree. It is a pleasure to work for an organization that is capable of anticipating and adapting to the needs of its personnel during major milestones in their life, such as having a baby. I am also proud to work for a firm that has pioneered the implementation of these kinds of measures, which show that achieving a work/life balance does not come at the expense of professional excellence and client dedication.”



The Spanish Government has recognized the firm’s work on equality by certifying Garrigues as an **Equal Opportunities Employer**

You will take part in projects that require a global outlook

Garrigues is an innovative international law firm. We are present in the world's leading economic powerhouses, with offices in Europe, the Americas, Asia and Africa.

Besides an opportunity to work in international destinations, both at Garrigues' own offices and at reputable and prestigious foreign law firms with which we have a close professional relationship, you will be able to participate in projects requiring a global outlook and knowledge of the international standards of business law.

Jose Luis Ortín | Partner

“The opportunities that Garrigues has given me to pursue my international career are unique”



“The opportunities that Garrigues has given me to pursue my international career are unique. After four years working in structured finance and M&A at the Madrid office, the firm gave me the chance to gain a deeper insight into international business law practice by studying for an LL.M. at Columbia University in New York, as part of the international training program the firm offers its professionals. It also enabled me to pass the New York bar exam, thereby completing my profile as an international transactions lawyer. After completing my LL.M., I continued my career in Madrid, participating in numerous, highly interesting transactions performed in direct contact with other Garrigues offices and renowned foreign firms, all in an innovative and multicultural environment.

The experience gained from these opportunities and the chance to undertake secondments both within and outside the Garrigues network, apart from the obvious personal and professional benefits for our lawyers, enables Garrigues to become a truly international firm that can offer its clients high quality services in a global context.”

You'll find we are a committed firm...

Garrigues pledges to make lasting improvements to society through a range of projects. These take the form of applied legal research, the performance of community outreach initiatives, the provision of pro bono legal and tax advisory services to charitable, welfare, cultural and educational organizations that do not have the resources to access high quality legal services, etc. Our internal communication channel, Rincón Social/ Social Corner, located on the intranet, shares news of the exploits of colleagues with links to various charities and worthy causes, proposes initiatives our people can participate in and explains the projects on which the firm collaborates.



**Aintzane
Márquez**

Senior associate

“The pro bono program is fundamental in order to raise awareness at the firm and among its lawyers and to contribute to a fairer society for all”

“Garrigues has given me the opportunity to participate in many pro bono activities, enabling me to use the knowledge I have acquired as a lawyer to serve the legal needs, through non-profit entities, of the most disadvantaged groups in society and those with fewer financial resources. The Garrigues pro bono program is fundamental in order to raise awareness at the firm and among its lawyers and to contribute to a fairer society for all, not just the firm’s clients.

As a professional, pro bono activities clearly satisfy and fulfill personal interests different from the work typical of a major law firm, fostering my own personal and professional development from a different perspective, expanding my relationship capital and, above all, enhancing my training by exposing me to real life situations that we don’t see in our daily lives.

I feel lucky to form part of a law firm that cares about helping improve our society.”

...and a responsible firm



Rock & Law Madrid charity concert



8th Auxadi Indoor Soccer Tournament



Garrigues 2016 Integrated Report

You will have magnificent opportunities for personal and professional growth



Aída González | Principal associate

“Over the years, I have participated in different activities promoted by the firm”

“I began my professional career in the corporate/commercial practice more than ten years ago, during which time I have been surrounded by great professionals and colleagues. From the very first day you are involved in highly interesting transactions and you feel part of a big team, which helps you in your daily work and in your development as a lawyer.

During this period, I have had the opportunity to spend a year and a half at the London office, which was an extraordinary and highly enriching experience for me, on both a personal and professional level, and to participate in various activities promoted by the firm, such as the mentoring program for female lawyers, designed to promote and foster our growth within Garrigues, the pro bono practice, and an innovation challenge for the analysis and development of new initiatives.

If the world of law appeals to you, Garrigues offers you the possibility of learning alongside top professionals, taking on challenging engagements and pursuing a defined career path, based on your own merit.”



Selection process

If you are a law graduate (or hold a dual qualification including law) and want to join our team, we encourage you to take part in our selection process.

We are looking for individuals who are highly motivated and eager to learn, with solid legal knowledge and an excellent command of English. Future professionals with a focus on teamwork, initiative, commitment and responsibility.

We have a rolling selection process throughout the year. It is a process that allows us to get to know each other through the sharing of impressions and expectations.

If you would like to **join** our team, visit the **'Join Us'** section of our website www.garrigues.com

If you would like to keep abreast of the latest Garrigues news and help us to share legal knowledge, you can follow us on:



Garrigues offices

International offices

THE AMERICAS

BOGOTA

T +57 1 326 69 99

LIMA

T +51 1 399 2600

MEXICO CITY

T +52 55 1102 3570

NEW YORK

T +1 212 751 92 33

SANTIAGO DE CHILE

T +56 2 29419000

SÃO PAULO

T +55 11 4314 2700

AFRICA

CASABLANCA

T +212 522 77 72 40

ASIA

BEIJING

T +86 10 8572 0000

SHANGHAI

T +86 2 152 281 122

EUROPE

BRUSSELS

T + 32 2 545 37 00

LISBON

T +351 21 382 12 00

LONDON

T +44 207 796 1940

OPORTO

T +351 22 615 88 60

WARSAW

T +48 22 540 6100



BEIJING



BOGOTA



BRUSSELS



CASABLANCA



LIMA



LISBON



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MADRID - HQ



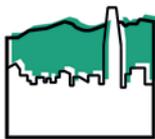
MEXICO CITY



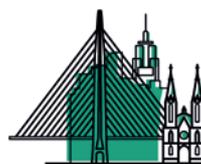
NEW YORK



OPORTO



SANTIAGO DE CHILE



SÃO PAULO



SHANGHAI



WARSAW

Garrigues offices

Offices in Spain

A CORUÑA

T +34 981 12 46 30

ALICANTE

T +34 96 598 22 01

BARCELONA

T +34 93 253 37 00

BILBAO

T +34 94 470 06 99

LAS PALMAS DE GRAN CANARIA

T +34 928 22 94 79

MADRID

T +34 91 514 52 00

MALAGA

T +34 95 207 55 25

MURCIA

T +34 968 27 47 27

OVIEDO

T +34 98 520 86 00

PALMA

T +34 971 21 34 84

PAMPLONA

T +34 948 17 59 37

SAN SEBASTIAN

T +34 943 26 78 20

SANTA CRUZ DE TENERIFE

T +34 922 20 55 67

SEVILLE

T +34 95 448 93 48

VALENCIA

T +34 96 353 66 11

VALLADOLID

T +34 983 36 14 75

VIGO

T +34 986 81 55 25

ZARAGOZA

T +34 976 46 89 46





GARRIGUES

Hermosilla, 3
28001 Madrid (Spain)
T +34 91 514 52 00
F +34 91 399 24 08
www.garrigues.com