

gunnercooke

A new world for lawyers.

A new world for law.





Be your own boss.
Be a gamechanger.
Be a gunnercooke lawyer.

Run your practice **your way**



If you are reading this letter it is likely that you are looking for something more from your legal career, and to rebalance and re-prioritise your goals in life.

I do not blame you. Having practised as an in-house lawyer for more than 25 years, I, along with co-founder Darryl Cooke, sought to develop a new style of law firm.

We designed a model that not only challenged, improved and evolved the way legal services are delivered to businesses, but offered lawyers freedom and flexibility. It challenges the way that lawyers balance their lives. Most of all, it frees lawyers from the constraints of traditional employment and enables them to design their life as they wish to live it.

gunnercooke lawyers do not adhere to internal targets. They choose the way they work, the lawyers they work with, the clients they work for and the hours they work.

Today, gunnercooke is one of the UK's fastest growing law firms, providing a wide range of corporate and commercial legal services to businesses, banks and financial institutions. We seek to inspire the best legal talent to join us. Trusted advisors who benefit from the support of our brand and each other, whilst relishing in the freedom and autonomy to gain control of their own lives.

As you read the following pages, I hope that you feel inspired by the possibility of what your future as a lawyer could look like — **with you in control**.

Best Wishes,

Sarah Goulbourne

Sarah Goulbourne
Co-founder, gunnercooke LLP

A new future for law

gunnercooke is a firm for experienced lawyers with commercial ambition and an appetite to change the way legal services are delivered.

Lawyers who operate as a trusted advisor to their clients, providing common sense, counsel and peace of mind through even the most challenging of legal matters.

Our firm allows these lawyers to play to their strengths and focus on what they are good at and what they enjoy. gunnercooke lawyers are free to set their own objectives, maximise their own earning potential and decide on the direction their practice will take.

What we do not have is the overwhelming baggage of most law firms — we are not weighed down by timesheets or targets of any kind internally.

Each lawyer's relationship with gunnercooke is that of an independent consultant, working within the infrastructure that our firm provides.

Our role is to ensure that the support services provided to each lawyer are world-class, that we continue to develop and strengthen gunnercooke's position as a market leading brand in the legal sector and that we enable each gunnercooke lawyer to achieve their personal and business objectives.

We exist to deliver a better legal service to businesses, a better life for our people and a better world than we found.



“I have total flexibility as to where or when I work. I can alter start and finish times to do school drop offs/pick ups or attend the many events and activities that come with having three children of primary school age.

— Sian Darlington, Business Crime Partner

The freedom to build the practice you want

gunnercooke lawyers have reached the stage of their career where they do not need to be told where to work from, who to work with and how to charge for it.

Our model gives you total autonomy to build the practice you want to operate. You will have the freedom and flexibility to:

- Work without enforced targets, only the ones you set yourself.
- Select the colleagues you want to work with.
- Select the clients you want to work for.
- Choose your own pricing structure.
- Work from wherever you choose; office locations, home, client offices.
- Spend time investing in relationships with clients... without having to justify it.
- Spend time investing in yourself... without having to justify it.



Unlimited earning potential

Some gunnercooke lawyers like to take Fridays off.

Some want to pursue other business opportunities alongside their practice.

For others, this is their opportunity to grow their own team, create leverage in their practice, and maximise their earning potential.

You set the agenda, our role is to help you to achieve it.

You will benefit from:

- Personal business coaching and planning.
- Group business growth sessions.
- Financial modelling support.
- Support on recruitment of your own dedicated team.

“

‘I have more than doubled my previous salary and I work less hours than before. Last week, I was able to pick my daughter up from school for the first time... ever.’

Employment Partner

(Previously Head of Employment at a Top 10 national law firm)

‘It is important to remain focussed on what you want to achieve and set a plan around that. My clients have been very receptive — I am able to advise them in the way that suits them best!’

I expected I would have to be very independent. I have been very pleasantly surprised, however, by the level of support and guidance from the gcTrust (support) team. gunnercooke is a fabulous organisation to be part of.’

Business Crime Partner

(Previously a partner at an international law firm)

A world-class support structure

At gunnercooke, our mission is to enable each one of our lawyers to build a thriving practice. We want every lawyer to find joy in their work, joy in their client relationships and joy in the way they work with one another.

Our support service team ‘gcTrust’ is like no other ‘back office’ support team. Every team member is selected not only for their skill set, but also on their ability to provide an outstanding, compassionate service to our lawyers.

gcTrust are based in Manchester and London, and pride themselves on delivering outstanding service to each and every partner at gunnercooke:

- **Finance:** financial administration; billing; credit control
- **Post & Office Services:** post; winding up searches; admin services; court runs; pagination; bundles; couriers; meeting rooms
- **Compliance:** complaints & claims; training & updates; archiving; new file opening; data protection
- **Marketing:** social media; pitches & proposals; events; email marketing; PR; brand campaigns; legal directories; brochures
- **IT Support:** sourcing & installing hardware; IT security; training; 24 hour remote support
- **Partner Services:** recruitment support to grow your team; access to coaching and development; links with paralegal and secretary support; personal wellbeing and holistic support



“

By stripping away the ‘dead time’ involved in unnecessary meetings, admin and the politics of a traditional firm, the gunnercooke model allows you to focus your attentions on providing a more bespoke service to your clients, whilst winning time back for yourself too.

— Asad Ali, Corporate Partner

Be part of an award-winning team



One of the common misconceptions of a model like ours is that people work alone. This could not be more wrong. Teamwork is one of the core values of our firm and we are proud to have developed a thriving internal network.

We will provide many opportunities for you to get to know your colleagues and we encourage you to take full advantage of this.

- A network of experienced colleagues, each with their own client following.
- A partner services team whose role is to identify and connect lawyers with common interests for business development opportunities.
- Significant opportunities to cross refer work within the practice.
- An active social programme with monthly networking events.
- A development programme which includes peer to peer mentoring and idea sharing.

Social Programme

- | | |
|---|--|
| • Christmas Party | • Annual summer walk and lunch |
| • Annual Symposium (anniversary party and conference) | • Sporting events |
| • Spring Summits | • Book clubs |
| • Internal networking events throughout the year | • Internal social network |
| | • Practice area group socials and networking |

Brand authority: senior lawyers delivering with price certainty

In professional services, any brand is only as strong as its people. To this end, we are committed to recruiting the best legal talent to join us and have attracted lawyers from some of the leading national and international firms. The weight of their expertise forms the foundation for the gunnercooke brand, which is centred around senior trusted advisors, who deliver with the authority of experience.

- The opportunity to sell a high-quality, refreshing brand to your clients.
- To develop your own personal authority alongside gunnercooke's.
- A high-quality brand that represents an authoritative voice for change in the industry.



'gunnercooke brings together exceptional people from business, academia and professional services.'

The i News

Delivering brilliant client service

One of the main reasons that gunnercooke's model works so well for our lawyers is the fact that clients are overwhelmingly supportive for this way of working too. Having the autonomy to work in the way you choose, means you can invest deeply in the relationships with your key clients.

- You will take the lead in delivering every aspect of their work.
- Work is delivered with certainty around the price. They have comfort that there are no hidden costs and you can work with them to agree the best pricing structure for them.
- You have access to a team of expert practitioners, across a broad range of practice areas, upon whom you can call to provide additional high-quality advice and input when they require it.
- Their work takes priority — you are not trying to fit it around all the other demands that traditional law firms impose on a partner's time.
- You are already working in a firm with a sustainable business model that is ready for and leading the way through changes impacting the legal profession.



Your remuneration

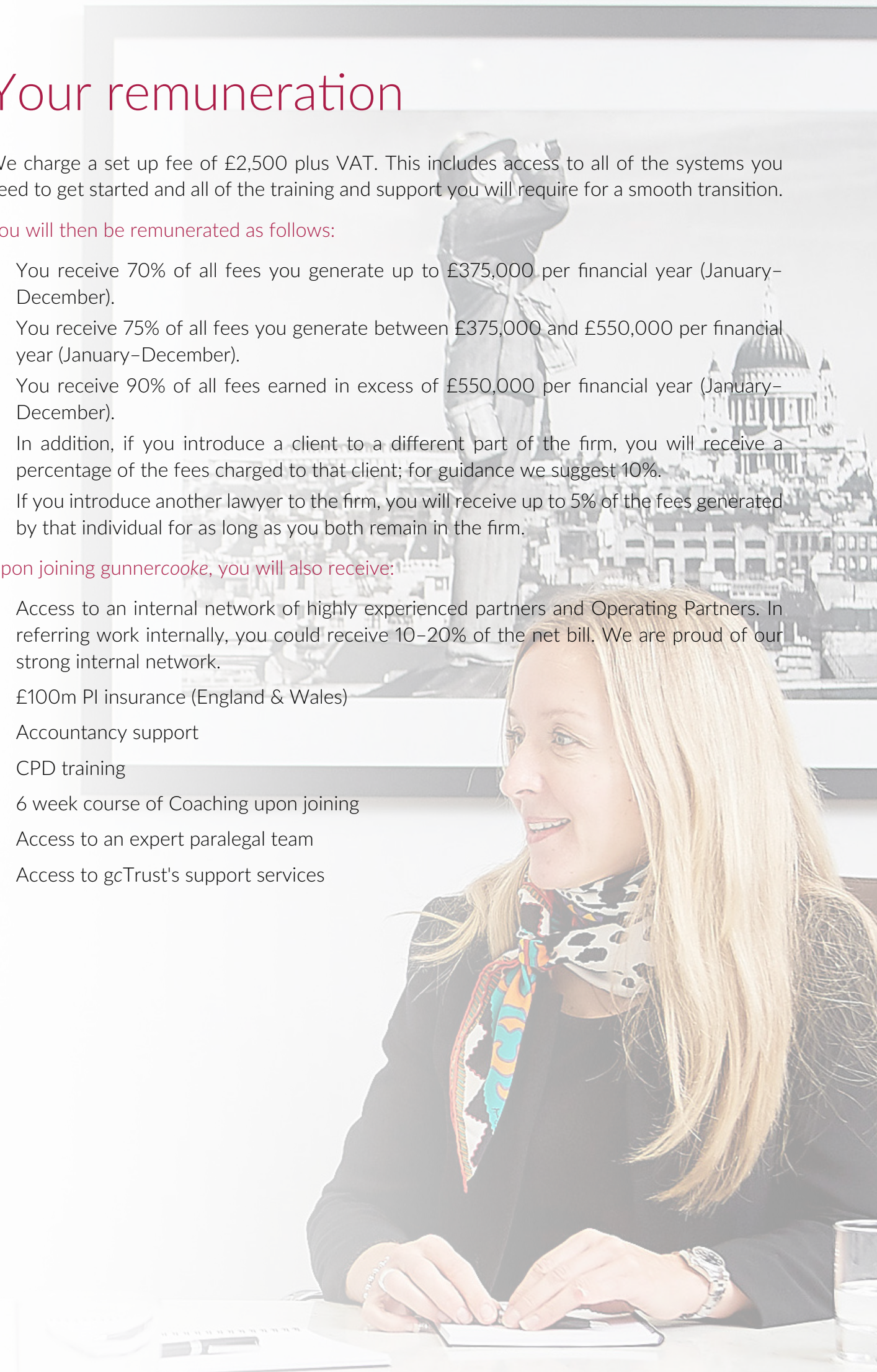
We charge a set up fee of £2,500 plus VAT. This includes access to all of the systems you need to get started and all of the training and support you will require for a smooth transition.

You will then be remunerated as follows:

- You receive 70% of all fees you generate up to £375,000 per financial year (January–December).
- You receive 75% of all fees you generate between £375,000 and £550,000 per financial year (January–December).
- You receive 90% of all fees earned in excess of £550,000 per financial year (January–December).
- In addition, if you introduce a client to a different part of the firm, you will receive a percentage of the fees charged to that client; for guidance we suggest 10%.
- If you introduce another lawyer to the firm, you will receive up to 5% of the fees generated by that individual for as long as you both remain in the firm.

Upon joining gunnercooke, you will also receive:

- Access to an internal network of highly experienced partners and Operating Partners. In referring work internally, you could receive 10–20% of the net bill. We are proud of our strong internal network.
- £100m PI insurance (England & Wales)
- Accountancy support
- CPD training
- 6 week course of Coaching upon joining
- Access to an expert paralegal team
- Access to gcTrust's support services



Your remuneration

In practice

Example A — Partner generates £400,000 per financial year in which they are the fee earner and source partner for all work. Remuneration would be calculated as follows:

Partner generates	£400,000
gunnercooke retains 30% up to £375,000	£262,500
gunnercooke retains 25% between £375,000 and £400,000	£18,750
Partner receives from gunnercooke	£281,250

Example B — Partner generates £700,000 per financial year in which they are the fee earner and source partner for all work. Remuneration would be calculated as follows:

Partner generates	£700,000
gunnercooke retains 30% up to £375,000	£262,500
gunnercooke retains 25% between £375,000 and £550,000	£131,250
gunnercooke retains 10% above £550,000	£135,000
Total Partner receives from gunnercooke exc. VAT	£528,750

A multi-disciplinary practice

gunnercooke brings together experienced lawyers across all corporate and commercial disciplines. We ensure that every client is advised by a trusted advisor or a team of trusted advisors who understand how to help them to navigate their legal issue.

Banking & Finance	Capital Markets	Structured Finance	Banking	Project Finance	Treasury & Derivatives
Dispute Resolution	Business Crime	Civil Fraud & Litigation	Costs & Funding	Mediation & Arbitration	Insurance & Reinsurance
Real Estate & Property	Construction & Planning	Development & Litigation	Environmental Law	Mines and Minerals	Waste & Energy
Corporate	Company Corporate	Mergers & Acquisitions	Private Equity	Competition & Antitrust	Risk Management
Cross-border work	US	Germany	Asia	South America	Europe
FinTech	Cryptoassets & Blockchain	MiFID	Payment Services	Financial Services	Web3
Restructuring & Insolvency	Corporate Restructuring	Financial Restructuring	Operational Restructuring	Insolvency Disputes	
Private Client	Family Law	Immigration	Wills & Probate	Trusts & Estates	
Employment	Employment Law Support	Claims & Tribunals	TUPE	Pensions	
Commercial	Commercial Contracts	Information Technology	International Trade Finance	Regulatory & Compliance	
Intellectual Property	Trade Marks	IP Disputes	Data Protection		
Tax	Corporate Tax	Tax Planning	Business Investigation		

We don't believe in law as usual. For us, law is inspiring.

We are looking for people who have the ability to step up, take control of their own destiny and redefine an industry.

Technical brilliance is a must, but at gunnercooke you also need to be able to network, build and sustain client relationships, in addition to developing new opportunities to win work.

From us, you get a passionate commitment to helping you to love what you do. We believe that the best brands are built by the happiest people and so we pride ourselves upon our culture — one that celebrates every individual and brings them together as one team.

Find your freedom

A freedom to take control of your own destiny. The freedom to develop closer client relationships. The freedom to design the way that you want to take your practice forward and to be supported by others that operate in the same way.

Get world-class support

A highly experienced, professional support team, who are there to help you with all of the administrative, financial, systems, compliance and marketing aspects of running your own business.

Take your practice to the next level

An extensive range of resources available to you — aimed at advanced skills development. This includes business coaching, sessions led by experienced facilitators, reading materials and webinars, all of which you can take advantage of.

Fulfil your ambition

A business which wants to help you to achieve your ambition, whatever it may be. To push your practice to the next level, to service a long-standing client, to achieve a better work life balance — we are committed to supporting you in achieving your goals.

Join a team that shares your values

An ever growing team of highly experienced, expert lawyers to network and collaborate with. Increasingly we find that our internal market is an excellent source of referrals and we seek to recruit lawyers that complement the quality of our team.

Sell a gamechanging brand

A brand that is strengthened by the people that represent it. Uncompromising on quality and synonymous with innovation and authority.



Businesses do not operate in vacuums, we work in and owe it to our communities to use our available resources, whether knowledge, time, experience or money to help them grow.

Through a series of projects the gunnercooke foundation aims to help third sector leaders to grow through inspire, give volunteering opportunities through infuse and help social businesses develop through invest.

Our portfolio of projects gives a wide range of opportunities for those in business to get involved but also huge opportunity for charitable organisations to take advantage of what we have to offer.

We have big plans for the gunnercooke foundation and hope you will join us for the journey.

To find out more, visit
thegunnercookefoundation.com or contact:

info@thegunnercookefoundation.com

Together we can do
good, **faster**



Our Locations

As one of the UK's top 100 law firms, our offices enjoy prime positions at the commercial hearts of the most important cities for business. Our partners work across these hubs and in dozens of our regional offices across the UK, Germany and now New York, giving us the perfect combination of concentrated expertise and wide reach for local access.

Manchester

53 King Street
Manchester
M2 4LQ

London

1 Cornhill
London
EC3V 3ND

Leeds

10-12 E Parade
Leeds
LS1 2BH

Birmingham

55 Colmore Row
Birmingham
B3 2AA

Edinburgh

80 George
Street
Edinburgh
EH2 3BU

Glasgow

10 Montrose St
Glasgow
G1 1RE

Berlin

Kurfürstendamm
15
10719 Berlin

Düsseldorf

Niederkasseler
Lohweg 18
40547
Düsseldorf

Hamburg

Neuer Wall 44
20354 Hamburg

Munich

Alpha-Haus
Garmischer
Straße 35
81373 München

New York

1 Rockefeller Plaza
New York City
NY 10020

Join gunnercooke

We want to speak to senior lawyers who enjoy the freedom of working collaboratively amongst highly experienced peers within a high-quality brand.

People with the appetite and ambition to change the way that legal services are delivered to businesses.

If this is you, we would be delighted to speak to you about your business plan and your future.

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