

REAL PEOPLE DEALING WITH REAL MATTERS

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> Keeping you close for 100 years

The Corporate & Commercial Law Firm
A member of the *LEX Africa Alliance*



INTRODUCTION FROM THE CHAIRMAN

Welcome to our brochure. Our calling card. Our articulation of what makes Werksmans such a unique place. This document will give you a strong sense of the human reality of our firm - of that buzz people talk about once they have walked through our doors and of what it means to become part of the Werksmans family.

Werksmans is full of compelling people, with wide ranging interests, that stretch well beyond the law. This is no accident. We seek them out. 'We will find you!' people often say at Werksmans. If you do great work, we will find you and give you more. Equally, however, everyone who works here understands that the firm wants to see all of you, and to know you beyond your lawyerly mask. We want you to be free to be who you are, and to pursue your passion for law and acupuncture, or fast motorbikes, or hiking, or playing in that weirdly famous band.

In our business, diversity is not a marketing catch phrase, it is an essential part of our strategy. **The rationale is simple: real people with real interests make exceptional lawyers.**

Werksmans people are drawn from diverse backgrounds and South African contexts. As one of few major independent law firms in the country, we are always on the hunt for extraordinary people who think for themselves and who define their own path in life, because these people invariably share our core values and service ethos.

If you are looking for a firm that will give you hands-on experience and access to some of the most brilliant legal minds on the African continent, then Werksmans is right for you. Similarly, if you want to be part of the development and growth of South African society, this is the place. Werksmans is involved, one way or another, in the majority of South Africa's matters that matter. Our clients include the dominant South African corporations, along with the country's high net worth individuals and most successful entrepreneurs.

Werksmans is not just a job. It is a life. If we take you on as a Candidate Attorney, it means we have seen something special in you, and that we will make every effort to retain you in our firm.

We invest heavily in the development of individuals. The result is a creative and flexible firm able to provide its clients with unprecedented service, ground-breaking solutions and effective deal structuring.

And that is enough from me. Brochures and words will only take us so far. Really, the only way to understand our culture is to live it. So, I hope we will see you soon, and that when we do, you will bring your full self through the door.

David Hertz - Chairman



WERKSMANS LOOKS FOR ATTORNEYS WITH A PASSION FOR LIFE, LEARNING, EXPERTISE AND INTELLECT

Although all very different, our people are bound by a common drive to be involved in the matters that define South Africa today, and that will shape the country of the future.

Established in the early 1900s, Werksmans Attorneys is a leading South African corporate and commercial law firm serving multinationals, listed companies, financial institutions, entrepreneurs and government.

Operating in Gauteng and the Western Cape, the firm is connected to an extensive African legal alliance through LEX Africa. LEX Africa was established in 1993 as the first and largest African legal alliance. This network reaches across Africa and is significant for Werksmans' clients seeking to do business on the continent.

With a formidable track record in mergers and acquisitions, banking and finance, and commercial litigation and dispute resolution, Werksmans is distinguished by the people, clients and work that it attracts and retains. Werksmans' over 200 lawyers are a powerful team of independent-minded individuals who share a common service ethos. The firm's success is built on a solid foundation of insightful and innovative deal structuring and legal advice, a keen ability to understand business and economic imperatives and a strong focus on achieving the best legal outcome for clients.



2017 Candidate Attorneys

WE FOCUS ON PEOPLE

Our yearly Candidate Attorney (CA) intake is limited to the best of the best; because our aim is to retain the CAs we take on. Individualised attention and a one-to-one ratio with a Director means that each CA learns directly from experts and specialists. A focused CA intake also means that our prospective attorneys do not compete internally for work. Every CA receives solid technical training and exposure to, and involvement in, complex matters early in their careers.

INNOVATION IS INHERENT

We are at the cutting edge of developments in the legal industry. Our success is built on a solid foundation of insightful and pragmatic legal advice. We understand business and economic imperatives and we focus on achieving the best legal outcome for clients.

COLLABORATION AND TEAMWORK

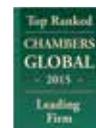
In unity we find strength. Our clients are firm clients, not those of individuals. We have close relationships with firms in other countries and work as one team with those who share our passion, values and ethos. We are versatile multi-specialists and are equipped to handle a broad range of legal matters.

WE ARE INVOLVED

We are committed to giving something back to our community, and work as hard at delivering legal services to our *pro bono* clients, as we do for our paying clients.

WE ARE FANATICAL ABOUT CLIENT SERVICE

Excellence in every sphere is our foundation. We share our client's passions to accomplish their objectives. We seek to succeed for our clients, and to exceed their expectations.



CHAMBERS GLOBAL

Werksmans is recognised in Banking & Finance, Capital Markets, Competition/Antitrust, Construction, Corporate/M&A, Dispute Resolution, Mining, Intellectual Property, Media & Broadcasting, Projects & Energy, Environmental and Tax.

IFLR 1000 (FINANCIAL & CORPORATE AND ENERGY INFRASTRUCTURE)

Werksmans is recognised in Banking, Project Finance, Capital Markets, Competition, M&A and Energy & Infrastructure.

LEGAL 500

Werksmans is recognised in Banking & Finance, Competition, Corporate and M&A, Dispute Resolution, Intellectual Property, Labour and Employment, Mining, Projects and Infrastructure and Tax.

MERGERMARKET

Werksmans has consistently ranked amongst the leading legal advisors by Mergermarket's League Table of Legal Advisors to Africa & Middle East. Mergermarket is a global M&A intelligence service that focuses exclusively on deals worth more than \$5 million.

INTERNATIONAL WHO'S WHO LEGAL

Numerous Werksmans lawyers are recognised as leaders in their fields of practice including: Arbitration, Asset Recovery, Banking, Capital Markets, Commercial Litigation, Competition, Corporate Governance, Corporate Tax, M&A, Mining, Product Liability Defence, Telecoms and Regulatory Communications.

DEALMAKERS

Werksmans has consistently been recognised as amongst the leading legal advisors for its M&A and General Corporate Finance work.

Our 2015 accolades include:

Legal Advisors for Listed Deals – M&A category:
> 4th place - deal flow

Legal Advisors for Listed Deals – General Corporate Finance category:
> 5th place - deal flow

Legal Advisors for Unlisted Deals:
> 2nd place - deal flow

In addition, Werksmans acted as legal, tax and competition law advisors to The Bidvest Group Limited in relation to Ethos' disposal of Plumblink which won the "Private Equity Deal of the Year" award.

Results accurate at time of print, for updated results, please visit: www.werksmans.com

- Africa
- Arbitration
- Banking & Finance
- Business Crimes & Forensics
- China
- Competition
- Construction & Engineering
- Corporate Mergers & Acquisitions
- Dispute Resolution
- Infrastructure, Energy & Projects
- Environmental
- Financial Services Regulation
- Healthcare & Life Sciences
- Insolvency, Business Rescue & Restructuring
- Intellectual Property
- Investments & Private Equity
- Labour & Employment
- Media & Communications
- Mining & Resources
- Pro Bono
- Property & Real Estate
- Public Sector
- Sport & Entertainment
- Tax
- Technology

“The people you meet and the way their minds work is absolutely fascinating. Just to be able to sit in on consultations with directors and advocates... it’s a different way of thinking to university. It has been very interesting watching how they think, strategise and work, and to see how resourceful people are. It’s a wonderful thing to be a part of, and to learn from.”



- Varshani Ramson (UKZN), Associate, Johannesburg



WERKSMANS IS HEADED BY AN EXPERIENCED PASSIONATE TEAM

Legal skills and commercial experience aside, the biggest feature of the firm’s leadership is its integration into the business. At Werksmans, directors, associates and CAs are in frequent, direct contact.

DAVID HERTZ – CHAIRMAN

David joined Werksmans as a Candidate Attorney in 1989 and has been a part of the firm’s DNA ever since. He has been a leading lawyer in numerous independently conducted ratings of the legal profession locally and internationally. David led the Werksmans Dispute Resolution & Litigation Practice to its current pre-eminent position over a period of ten years, and has contributed enormously to the firm’s success and strategic vision. His passion and dedication to the firm are highly valued by both colleagues and clients.

JEREMY BOTHA – CHIEF EXECUTIVE OFFICER

Jeremy has been CEO at Werksmans Attorneys since 2006 with a background in financial management and taxation at some of South Africa’s largest corporates. Prior to joining Werksmans, he was the General Manager of Adams & Adams, a large intellectual property law firm, for a period of five years. During this time he gained wide experience in general management, particularly in the financial, information technology, human resources and marketing fields.

CORLETT MANAKA – HEAD OF LITIGATION AND DISPUTE RESOLUTION

Corlett joined the firm following its merger with Nalane Manaka, a leading black law firm, which he co-founded in 1999. Corlett is a skilled litigator and has served on the boards of various companies and institutions. He has represented private and government entities on matters relating to constitutional & administrative law, corporate law, competition law, local government law, gambling law and aviation law.

KEVIN TRUDGEON – HEAD OF COMMERCIAL

Kevin joined Werksmans as a Candidate Attorney in 1994. He specialises in corporate finance and M&A transactions. He has advised on a number of the most significant markets and M&A transactions undertaken in South Africa. He also has vast financial experience having worked on numerous ground breaking financial transactions.



David Hertz



Jeremy Botha

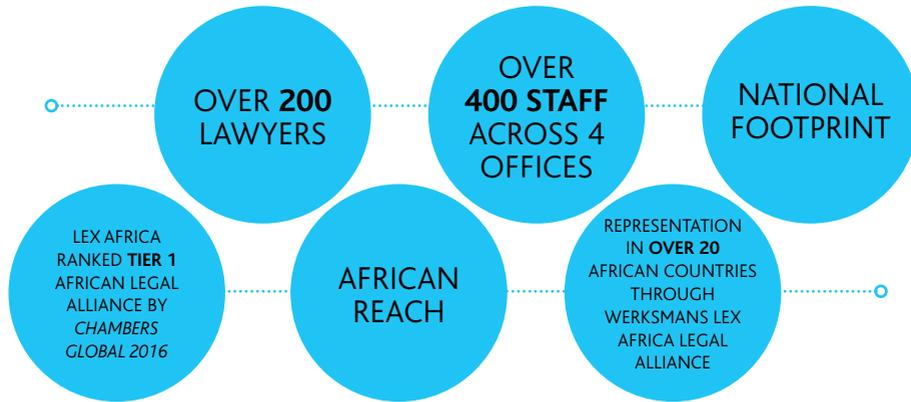


Corlett Manaka



Kevin Trudgeon

Who we are



African reach

Africa is a continent of great opportunity, but also one of diverse challenges and legal risks. It is important, then, to have a comprehensive understanding of applicable laws, business etiquette and cultural practices when doing business in Africa. Our in-depth expertise and years of experience enable us to anticipate challenges and mitigate risks.

Since the beginning, Werksmans has been Africa's pioneering law firm. A founding member of LEX Africa, we have an enviable track record and experience in advising on multi-jurisdictional transactions, dispute resolution and other regulatory matters both commercial and corporate. Africa is integral to all we do and all our lawyers are proudly African. Our fully integrated and seamless services work across Africa to provide innovative solutions and legal advice.

LEX Africa's primary focus is to provide sound legal advice through reputable legal experts, minimising risk and maximising benefits from African opportunities. Through LEX Africa, Werksmans' clients have access to a pool of qualified and reputable lawyers and representation in over 20 African countries. LEX Africa was founded in 1993, the first African legal alliance of its kind, with Werksmans being the first South African law firm to establish formal relationships with fellow African law firms through such an alliance.



Pro bono department

WE RECOGNISE THE CONSTITUTIONAL IMPERATIVE OF ACCESS TO JUSTICE FOR ALL ESPECIALLY THE POOR AND VULNERABLE

We support the meeting of this imperative through the work of our *pro bono* legal department. We focus on matters of public significance that have an impact on people and the environment. Legal advice clinics - such as the Werksmans Consumer Law Clinic - form the arrowhead of our *pro bono* activities. This law clinic is the only one of its kind in the Diepsloot area and provides legal advice on general issues, including: protection under the Consumer Protection Act and National Credit Act; access to services including social grants and identity documents; advice on contracts; property-related queries and information regarding maintenance. The Werksmans *pro bono* team also conducts legal training workshops in Diepsloot, which give community members more information about their legal rights.

"I did a lot of *pro bono* work in my first year. In fact my first court appearance was a *pro bono* maintenance matter. Werksmans runs weekly clinics covering a range of things, like housing and consumer issues.

There's a big, regular clinic in Diepsloot, for example. Here you get to meet clients face to face and take instructions, and then actually deal with a matter. It's an avenue where you learn a lot and you run alone a lot, with supervision of course. You get very hands-on with content and the problem at hand."

Njabulo Hlophe (WITS), Associate, Johannesburg



CHOOSING THE RIGHT LAW FIRM IS A BIG DECISION FOR EVERY GRADUATING LAW STUDENT...

...because the firm you serve your articles in sets the stage for the rest of your career. At Werksmans, competition for articles and vacation work is intense, and there is limited space on each of these programmes. We therefore encourage students to apply as early as possible. We consider students from their 2nd year of LLB studies, or 3rd / final year for those completing an undergraduate degree prior to pursuing a LLB.

"It's very difficult not to fit in here, because they embrace so many different people and personalities. In a lot of firms you have to fit into the mould, but Werksmans values people for their individuality. For me, choosing Werksmans was all about the culture and the training provided. I believe articles is about learning and skills development... about the learning experience, and therefore about the people and the culture."



Brittany Feldman (UCT), Associate, Cape Town

ARTICLES INVOLVES A LOT OF CHOICES AND EVEN MORE QUESTIONS

What type of law do you want to practice? What size firm would best suit your outlook? What type of training and development process will you follow? Who will you work with, and under? What type of environment and culture best suits your personality?

One of the best ways to answer these key questions is to get first-hand experience by applying for a place on one of our vacation programmes.

Werksmans vacation programme gives you the opportunity to gain practical experience and exposure to the day to day activities of a leading corporate and commercial law firm. Vacation programmes are also a good way for us to get to know you. Competition for articles is intense (which is why it's always a good idea to apply early!) and placement on a vacation programme gives you the chance to make a lasting impression.

We select about 35 students each year to join either our winter (June/July) or summer (November/December) vacation programmes at either our Johannesburg or Cape Town offices. Each student is placed with a director and gets involved in various tasks, from client consultations to meetings with counsel and exploring recent or actual deals. Apart from day to day tasks, our vacation students will also work on litigation and commercial assignments. There will, of course, be plenty of time to network and socialise with Werksmans people at our cocktail evenings.

Oh, and you are also guaranteed an articles interview before you leave.

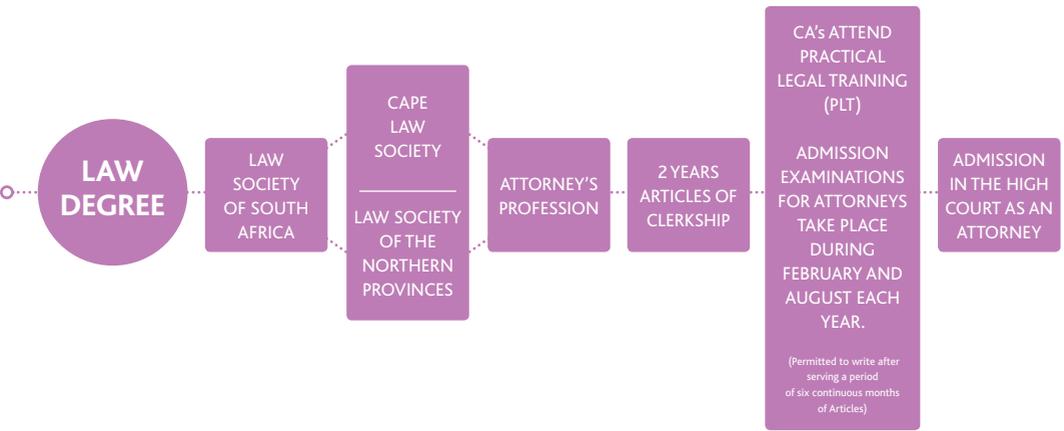
REMEMBER:
we receive a lot of applications for a few places, so get your submission in early!
werksmans.com/graduates

"At a very early stage in my career I got to be involved in important matters such as the Rand Commission - an enquiry into the devaluation of the Rand. I was also involved with an exchange control regulations matter with respect to Mark Shuttleworth. These were big, important matters, with no legal precedents to refer to.

I also remember being involved in the N3TC toll gate matter which sparked my interest in administrative and constitutional law. These were things that could breathe new life in various areas of law. I wasn't at the forefront, or a decision maker, but just to deal with a small and narrow aspect of law, to have the opportunity to understand and see the bigger picture, even if my contribution had a tiny bearing, well, this is what hooked me."



Bulelwa Mabasa, Director



Securing a place on the Werksmans Candidate Attorney (CA) Programme opens up a realm of legal knowledge and expertise, and a personal network of specialist lawyers.

WE SEE OUR CAs OF TODAY AS THE LEADERS OF THE FIRM TOMORROW

When we recruit CAs we see a long term career path that goes beyond just the two years of Articles. We envisage their growth from CA to Director. From the moment your application is short-listed you will have a contact person. Initially, our Graduate Recruitment Manager will assist you, and this support stays in place after you have arrived via the Werksmans Human Resource Team. In addition, you will always be able to connect with the senior directors who make up our Professional Staff Committee, and who oversee our Candidate Attorney programme.

TRAINING HIGHLIGHTS

Exposure to corporate and commercial expertise

Work on complex deals and high profile cases

Legal drafting and research skills

Opinion writing

Analytical and critical legal reasoning skills

Problem solving skills

Practical application of the law

Logical reasoning

Negotiation and persuasion skills

Collaboration and team work

Interpersonal and communication skills

Business acumen

Commercial awareness

Administration (preparing briefs for counsel, sorting & arranging court papers, indexing & pagination, etc.)

WE DO IT DIFFERENTLY: THE WERKSMANS ROTATION POLICY

Our unique annual rotation structure is an essential part of our engagement with CAs - we believe spending a full year in a particular practice area is central to developing CAs into the firm's future specialists and leaders. Your first year of rotation will be spent in our Litigation Department, working on some of the country's most high-profile cases. Your second year of articles will be spent with our Commercial Department, where you will be exposed to a range of South Africa's most interesting and complex business deals. Articles will give you the opportunity to work with high-calibre clients (including many of South Africa's leading multinationals, listed companies and financial institutions), alongside some of the best legal minds in the country.

"Our strategy is to take the best of the best, grow and retain them because we invest so much in the CAs we employ."

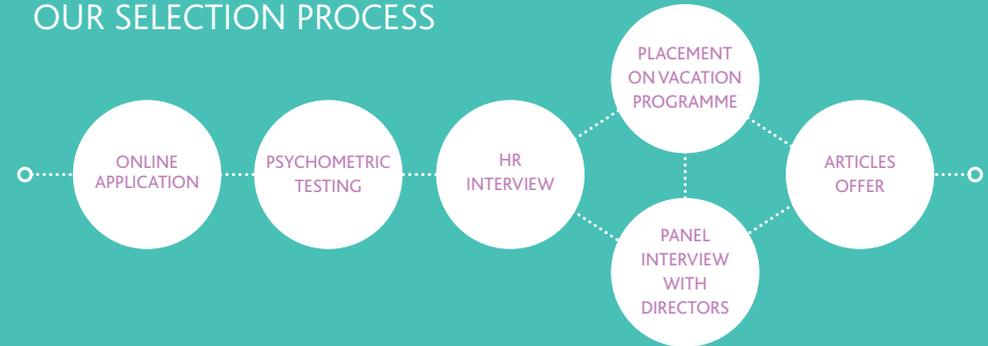
David Hertz, Chairman



THE FIRST STEP IN BECOMING PART OF THE WERKSMANS TEAM IS TO COMPLETE OUR ONLINE APPLICATION

(NO PAPER BASED APPLICATIONS WILL BE ACCEPTED)

OUR SELECTION PROCESS



WE WANT YOU AT YOUR BEST

Yes, you are a potential business partner, but you are also a dynamic human being, and a potential friend. We want you primed to live a great life, and to fulfil your talent. Werksmans will invest heavily in your learning, development and career growth. Our training programme is designed to augment your rotation through the firm, and to facilitate your ability to meet formal requirements such as the board exams. It is also intended to complement your on-the-job experience, and to ultimately create a two-year learning experience that will not only set you up for life but also set you apart.

"If you are here, then you can rest assured that the company wants you here. This is very encouraging, especially when you are a CA - to know that when they employ you they see someone with the potential to become a partner."

Khathu Neluheni (WITS), Associate, Johannesburg



THE BENEFITS

The offer

Once you are accepted for articles, you will receive a bursary of up to R35 000 to help you settle your final year LLB studies bill. In addition, our CAs receive a R1 500 monthly allowance from March to December of their final year of study.

We offer a very competitive salary package and benefits:

Key benefits

- Annual leave
- Study leave
- Assistance with Board exams registration
- Life and disability insurance and funeral cover

Lifestyle and wellness

- Lunch on the house, daily
- Prime office locations
- One Loyalty lifestyle benefits: roadside assist, home assist, take me home service
- ICAS- WE CARE wellness programme
- Medical aid scheme
- Wellness days
- Gym at the Johannesburg Werksmans office

Technical/ Professional Training

- Practical Legal Training (PLT) - offered in-house at our Johannesburg offices, and at LEAD in the Western Cape
- Internal lectures
- Further study upon retention

Graduate coaching initiative

- Comprehensive induction programme
- Business and life skills training/ coaching
- Mentorship programme
- Network of buddies (2nd year CAs)

Tracking your development

- HR check-in meetings
- Development discussions
- Personal development plan

It's not all work

- SRC events - soccer and netball teams, charity events
- CA dinners, firm drinks evenings, functions and parties
- Annual lawyer's weekend trip

werksmans.com/graduates

Get in touch

A FINAL MESSAGE FROM THE RECRUITMENT TEAM

Thank you for your interest in our firm and for taking the time to go through our brochure. We hope it helped you answer some questions, and to identify whether Werksmans Attorneys is the right firm for you.

You may find it useful to meet face-to-face with members of the firm. You can do this at one of our campus days, listed on our website. We organise additional events throughout the year, so look out for posters advertising these happenings on your campus.

We cannot visit every campus, so if we have not made it your way yet, please get in touch with us. We would love to hear from you, and to answer any questions you may have. You can contact us on email careers@werksmans.com or by phone 011 5358175.

Wishing you all the best in your studies and your pursuit of a career in law.

The Werksmans Graduate Recruitment Team



Amina Crombie
HR Manager, Western Cape



Brian Price
Director, Johannesburg



Bulelwa Mabasa
Director, Johannesburg



Jared Nicking
Director, Johannesburg



Jacqui Kallmeyer
Director, Johannesburg



Jeremy Botha
CEO



Sarah O'Brien
HR Executive



Shanyne Krige
Director, Western Cape



Shesnee Naidoo
Graduate Recruitment Manager



Walid Brown
Director, Western Cape

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careers@werksmans.com

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Postal Address:

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Telephone +27 21 405 5100

STELLENBOSCH

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Postal Address:

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Telephone +27 21 809 6000

TYGER VALLEY

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142 Edward Street, Tyger Valley, 7530

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PO Box 3708, Tyger Valley, 7532

Telephone +27 21 910 9000

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