

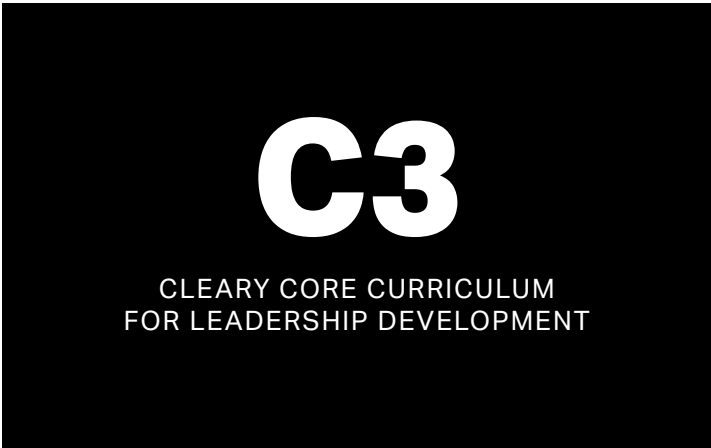
CLEARY GOTTlieb

EME Learning & Development Opportunities



2026





About Us

Cleary Gottlieb is committed to the professional development of our lawyers and professional staff. With a dedicated Learning and Development (L&D) team, the Firm provides the Cleary community with a wealth of opportunities for training, growth and engagement.

Collaborating with associates, senior leaders and various talent teams, L&D continuously identifies and assesses training goals to design programmes that support attorneys throughout their career. The result is a comprehensive schedule of programmes and library of resources and tools that support lawyers at all levels and across all practice groups. Programmes cover both legal technical and professional development skills, and are taught both by our own internal subject matter experts as well as top consultants in the market.

For more information please contact:

eme-learning_and_development_team@cgsh.com

Orientation and Acculturation for New Junior Associates

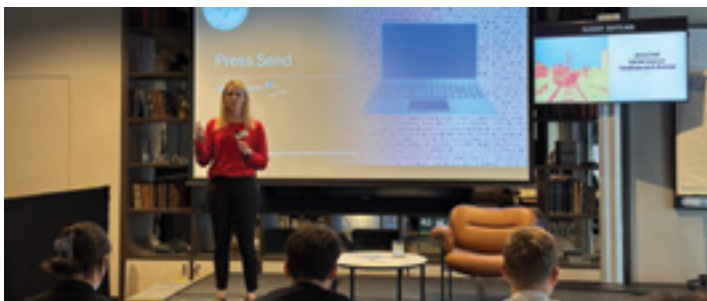
New Joiner Acculturation

All new lawyers receive office-specific onboarding designed to provide key information and practical guidance relevant to their local office and practice area.

Additionally, new joiners take part in our annual EME Acculturation programme, which delivers key insights into the global Firm, encompassing our history, values, strategy, and practice areas, plus essential instruction on risk management, attorney ethics, client service essentials, well-being and our pro bono work. This programme plays a vital role in onboarding new lawyers, ensuring they have the knowledge and tools necessary to be successful and effective from the start of their careers with us.

Junior Lawyer Fundamentals Retreat

New stagiaires, trainees and first-year associates then participate in our annual Junior Lawyer Fundamentals Retreat, a two-day programme designed to accelerate early career success. This immersive experience features a partner fireside chat, training on Cleary's Core Skills framework, workshops on professional networking, business development foundations, and business writing techniques. Beyond the classroom, participants build lasting connections with fellow junior lawyers across our EME offices through carefully curated social activities and networking opportunities.



EME miniMBA

Our second and third year associates attend our EME miniMBA programme, an intensive three-day off site designed to provide associates with the background to better understand how our clients think and what they expect from us. Taught by Cleary lawyers for Cleary lawyers, the programme covers topics around financial awareness, statement analysis, valuation, credit analysis and debt capital markets. It is also a valuable opportunity for associates to (re)connect with peers from other EME offices.



“The miniMBA provided a strong foundation in key financial concepts and offered practical takeaways on evaluating companies and understanding financial structures. These insights will strengthen my ability to advise clients more effectively and approach matters from a more business focused perspective.”

Misthura Otubu
Associate, Abu Dhabi



“The EME miniMBA is a great programme offering associates a tailored introduction to corporate finance essentials by and for lawyers. Aside from the substantive learning, the programme is an excellent opportunity to (re)connect with colleagues from all over the region and across practice groups.”

Michiel De Wolf
Associate, Brussels



Cleary Core Curriculum

The Cleary Core Curriculum (C3) is a global associate development programme focused on developing management, leadership and professional skills. Designed to be progressive and cumulative, the curriculum evolves with associates as they advance in their careers.

Courses are delivered by a mix of internal lawyers and professionals, as well as leading external consultants, offering a well-rounded and practical learning experience:

— **1st Year:** Core Skills Refresh, Drafting Clinic: Tips for Persuasive Written Advocacy, Time Management Skills, Working with Trainees and Stagiaires

— **2nd Year:** Building Your Personal Brand and Network, Communication Skills I: Communicating with Confidence, Developing Juniors: Delegation and Feedback Skills

— **3rd Year:** Project Management, Transitioning from a Junior to Mid-Level Associate, What Clients Want: How to be a Great Lawyer

— **4th Year:** Communication Skills II: Maximizing Your Message, Negotiation Skills

— **5th Year:** Managing Client Relationships: Retaining & Attracting Clients, Transitioning from a Mid-Level to Senior Associate



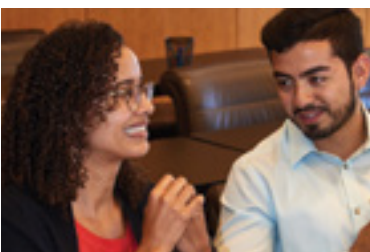
“The C3 Curriculum really helps you understand what it means to be a Cleary lawyer, and how to grow into that role. That development happens not only through practical sessions and thoughtful insights from people who have been in your shoes and who understand the challenges you’re facing, but also through the social dimension of programmes like Acculturation and the miniMBA. These experiences make it clear how deeply the firm is invested in conveying that the social side of our work is essential to Cleary’s success, and they offer an early and invaluable opportunity to build lasting connections with colleagues across offices.”

Guido Frasoldati
Associate, Milan



“Cleary has invested significant resources in associates’ professional development both at individual practice group level and globally. These trainings are a testament to Cleary’s long-standing commitment to excellence and a shared desire to build upon the Cleary Core Skills to develop, attract and retain top talent in an inclusive environment. As we leverage technology to devise new ways of delivering excellent service in an efficient manner, the C3 Curriculum, which targets associates of all seniorities, provides a solid foundation and actionable insights and tools to develop professionally, from building your personal brand and improving your communication skills to efficient project and client management and business development.”

Pap Diouf
Associate, Paris



Practice Group Training

Our practice groups offer a wide range of training opportunities throughout the year, including weekly matter updates, comprehensive group-specific curricula, weekend retreats, and more.

Some programming is practice-area specific, some office-specific and some regional to encourage collaboration and broader learning. Learning opportunities are available to lawyers of all seniorities, from most junior to most senior and many are CPD/CLE eligible, helping our lawyers fulfill their jurisdictional requirements.



“Great antitrust lawyers need sharp skills and deep knowledge. To set our associates up for success from day one, we offer an expansive training curriculum that blends substance with the practical—from newcomer and foundational antitrust sessions on merger control, abuse of dominance and other areas, to core skills like litigation and navigating requests for information. Our senior lawyers and partners lead these sessions, sharing real-world insights and war stories not found in textbooks.”

Romi Lepetska
Partner, Brussels

“One of the most valuable aspects of working at Cleary is the regular practice group training sessions. They are thoughtfully designed to strike a balance between theoretical depth and practical relevance, making them both intellectually engaging and directly applicable to day-to-day work. As a result, the sessions offer valuable, hands-on insights from partners and fellow associates alike, covering everything from foundational legal skills to cutting-edge legal topics. In addition to attending these sessions, I’ve also had the opportunity to present topics myself. This experience has been invaluable in deepening my subject matter expertise while also strengthening my confidence as a lawyer. These sessions manifest Cleary’s collaborative learning culture and stand as a clear testament to the firm’s commitment to supporting and investing in the professional development of its lawyers.”

Sanna Boeris
Associate, London



Additional Professional Development Opportunities

The Firm offers resources and trainings related to mental, physical, and emotional well-being. The L&D team collaborates with departments across the Firm to maintain an extensive library of tools for the Cleary community.

Mentoring

At Cleary, we believe that developing our lawyers to their fullest potential and maximizing their experience at the Firm are essential to delivering outstanding client service and driving the success of our business. Our mentorship programmes are designed to support trainees, stagiaires, and associates, and are implemented at the local office level to ensure meaningful access to both formal and informal mentorship. This approach allows us to address a broad range of professional development needs in a way that is relevant and responsive to individual circumstances.

Coaching

One-on-one coaching is available to attorneys at all levels of seniority and is tailored to address individual development goals such as communication, team management, executive presence, and time management. In addition, the Firm offers presentation skills coaching to individuals who lead internal trainings and events, including the C3 curriculum and other core programmes, to help strengthen their delivery, confidence, and effectiveness as speakers.

Mental, Physical and Emotional Well-Being

- Monthly programming for Mental Health Awareness Month (May)
- Regular Well-Being programming on topics such as Nutrition, Resilience and Burnout, Exploring Boundaries, Managing Change, Healthy Sleep Habits, and Collaboration.
- Strategically Well & Strategically Balanced
- Subscription to Headspace, a mindfulness and meditation app
- Well-Being First Responder Training
- Well-Being Resources Library

CPD / CLE Programming

Each year, the Firm offers more than 500 CLE programmes on a variety of topics. Programmes are offered live and are generally recorded for on-demand viewing.



Sponsorship Programme

Cleary hosts a Sponsorship Programme focused on our fourth year associates. As part of this program, participants meet monthly with their partner Sponsors, participate in one-on-one executive coaching, and focus on key Learning & Development topics through interactive panels and workshops.



Language Classes

The firm offers weekly Spanish and Portuguese classes that all lawyers are welcome to attend. Elementary, intermediate, and advanced versions are offered to meet varying learning needs. In addition, one-on-one language tutoring is available as needed.



Writing Coaching Programme

One-on-one writing coaching is available to all attorneys and is designed to strengthen writing skills through practical, personalized feedback. Sessions may focus on drafting clear and effective messages or reviewing actual work products to enhance clarity, precision, and impact.



AI Learning Lab

This firmwide programme is designed to build awareness, skills, and confidence around the thoughtful use of generative AI.

Through a series of live and on-demand sessions, attorneys and staff explore practical tools like Legora and develop an AI mindset to enhance everyday workflows.



Cleary 101 Training Series

Cleary 101 is an education series for our global legal and professional staff. It is designed to regularly provide our community with more information about the Firm, its economics, use of AI, operations, environmental sustainability, talent management and more.



Hotshot

Everyone at Cleary has access to Hotshot, a video-based eLearning platform offering concise, practical lessons across a wide range of knowledge and skill areas. Hotshot supports ongoing professional growth with content designed to be accessible and relevant to daily practice.



Online eLearning

More than 2,000 eLearning programmes (CLE and non-CLE) are available on the firm's online learning platform, the Cleary Learning Hub.

PLI PRACTISINGSM
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INSTITUTE

Practising Law Institute (PLI)

Cleary lawyers have free, unlimited access to online educational content, which includes more than 100 live seminars, PLI live webcasts, groupcasts, one-hour audio briefings, 10,000 hours of on-demand content, and downloads of audio and video files per year.



clearygottlieb.com

Founded in 1946 by lawyers committed to legal excellence, internationalism, and diversity, Cleary Gottlieb Steen & Hamilton LLP is a leading international law firm with approximately 1,100 lawyers around the world. The firm has 14 closely integrated offices in New York, Washington, D.C., Paris, Brussels, London, Frankfurt, Cologne, Rome, Milan, Hong Kong, São Paulo, Abu Dhabi, Seoul, and the Bay Area.

Under the rules of certain jurisdictions, this may constitute Attorney Advertising. Prior results do not guarantee a similar outcome.

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