

START-UP

STAGE 1: 0-5 YEARS

BUSINESS LIFECYCLE

TEAMS

BUSINESS RECOVERY AND INSOLVENCY

- Insolvency advice
- Help with creditors
- Restructuring
- Advice on directors' duties

COMMERCIAL

- Terms and conditions
- Supplier contracts
- Finance/security agreements

CORPORATE

- Incorporation/set-up
- Shareholders' agreement
- Start-up loan
- Start-up grants
- Partnership agreement
- Equity investment
- Employee ownership
- Company secretary/registered office service

DISPUTE RESOLUTION

- Debt recovery
- Disputes with customers, including consumer rights
- Advice on construction contracts if building or refurbishing premises
- Shareholder and director disputes
- Cohabitation agreements for succession where unmarried couples
- Declaration of trust for business premises or assets

EMPLOYMENT

- Recruitment
- Employee contracts and staff handbook
- Contracts for directors – service agreements
- Post termination restrictions on key staff
- Employee/self-employed status
- Disciplinary issues
- Grievance issues
- Performance management
- Sickness absence
- Employee exits/settlement agreements
- Tribunal claims
- Apprentices, internships and work placements
- Employee relations and engagement

FAMILY

- Pre-nuptial and post-nuptial agreements

IMMIGRATION

- Sponsorship for specialist workers
- Audits in the workplace to combat illegal working including right to work
- Entry clearance/leave to remain applications for staff subject to sponsor licence

IPIT

- Trade mark applications/review of registrations
- Information technology contracts – supplying software or purchasing software

- Online terms and conditions
- Website compliance documents
- Copyright advice
- Design registration applications and advice
- Non-disclosure agreement
- IP audit
- Review of IP ownership and third party content
- Data protection and cyber security

PLANNING

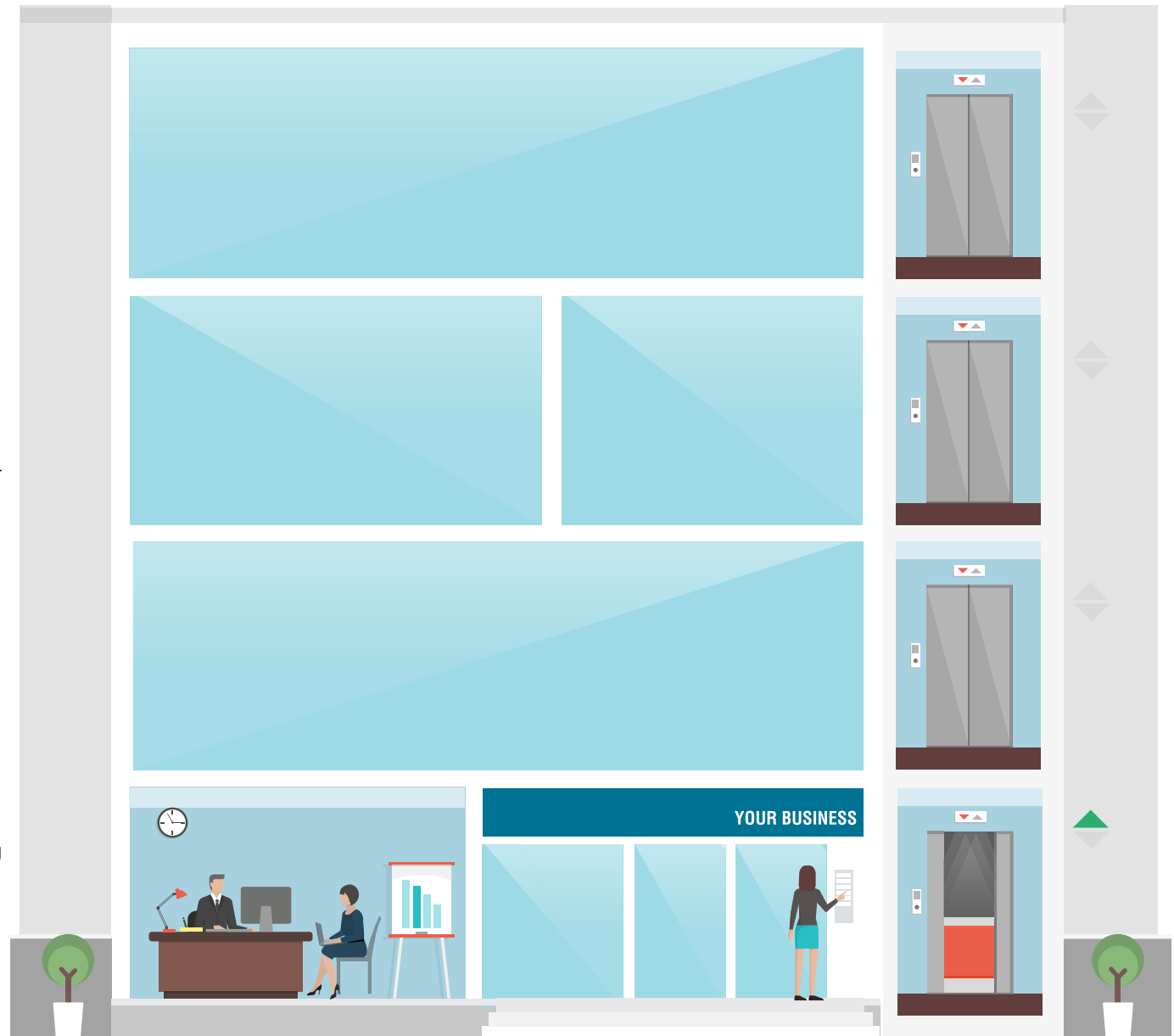
- Review and advise on planning position for any new business premises – apply for any necessary certificates or consents
- Planning due diligence for property purchase with lender

PRIVATE CLIENT

- Succession planning on death – wills
- Business lasting power of attorneys
- Advice on death in service/keyman cover

REAL ESTATE

- Acquiring business premises
- Property side of financing or raising finance



GROWTH AND ESTABLISHMENT

STAGE 2: 5-15 YEARS

BUSINESS LIFECYCLE

TEAMS

BUSINESS RECOVERY AND INSOLVENCY

- Insolvency advice
- Help with creditors
- Restructuring
- Advice on directors' duties

COMMERCIAL

- Distribution and agency agreements
- Contract reviews
- Finance/security agreements

CORPORATE

- Restructuring of share capital
- Investment: angel/VC
- Investment: grant
- Investment: debt
- Group structure
- Governance
- Initial investor shareholder exits
- Potential company sale
- EMI management share incentives
- Company secretary/registered office services
- Employee share option schemes

DISPUTE RESOLUTION

- Debt recovery
- Disputes with customers, including consumer rights
- Supplier contract disputes
- Construction contract disputes

- Restrictive covenant issues (exiting senior staff)
- Leasehold renewal disputes
- Service charge disputes
- Reputational and IP disputes
- Claims for poor professional advice
- Jointly-owned business asset disputes
- Business LPA disputes

EMPLOYMENT

- Recruitment
- Employee contracts and staff handbook
- Post termination restrictions on key staff
- Employee/self-employed status
- Disciplinary issues
- Grievance issues
- Performance Management
- Sickness absence
- Employee exits/settlement agreements
- Tribunal claims
- Manager training
- Restructuring and redundancies
- Apprentices, internships and work placements
- Employee relations and engagement

FAMILY

- Pre and post-nuptial agreements (on incorporation of a business)

IMMIGRATION

- Managing sponsor licence
- Entry clearance/leave to remain applications for staff subject to sponsor licence
- UK immigration compliance assistance including right to work

IPIT

- Applying to protect new IP – to include designs, patents, trade marks
- Trade mark applications/ review of registrations
- IP audit
- Information technology contracts
- Data protection and cyber security

PRIVATE CLIENT

- Succession planning on death – wills
- Business lasting power of attorneys
- Advice on death in service/keyman cover
- Business property relief for inheritance tax planning

REAL ESTATE

- Moving business premises – surrendering old lease/ selling old property – acquiring new property – raising finance to do so
- Lease renewal



EXPANSION

STAGE 3: 15-25 YEARS

BUSINESS LIFECYCLE

TEAMS

BUSINESS RECOVERY AND INSOLVENCY

- Insolvency advice
- Help with creditors
- Restructuring
- Advice on directors' duties

COMMERCIAL

- Contract reviews
- Consultancy agreements

CORPORATE

- Capital raising via venture capital or private equity
- Debt restructuring/refinancing
- Strategic restructuring: e.g. demergers
- Share buy-back or capital reduction
- Corporate acquisitions to grow business
- Mergers
- Angels & VCs looking at exits
- Prepare for unanticipated business offers
- Company secretary/registered office servicee
- Employee share option schemes

DISPUTE RESOLUTION

- Debt recovery
- Disputes with customers, including consumer rights
- Supplier contract disputes
- Construction contract disputes
- Restrictive covenant issues (exiting senior staff)
- Property ownership issues (if company owned)
- Leasehold renewal disputes
- Reputational and IP disputes

- Disputes arising from death of key personnel
- Breach of directors' duties
- Jointly-owned business asset disputes
- Business LPA disputes

EMPLOYMENT

- Recruitment
- Reviewing, updating and varying contracts of employment and staff handbook
- Post termination restrictions on key staff
- Employee/self-employed status
- Disciplinary issues
- Grievance issues
- Performance management
- Sickness absence
- Employee exits/settlement agreements
- Tribunal claims
- Manager training
- Restructuring and redundancies
- Takeovers, mergers and TUPE
- Restructuring and redundancies
- Apprentices, internships and work placements
- Employee relations and engagement

FAMILY

- Resolving family issues (financial, children and protection applications) for employees

IMMIGRATION

- Managing sponsor licence including ending the sponsor licence and legal obligations to the Home Office

- Entry clearance/leave to remain applications for staff subject to sponsor licence
- UK immigration compliance assistance including right to work

IPIT

- Updating IP protection and applying for protection in new territories (including overseas territories)
- IP audit

PLANNING

- Review and advise on planning position for any new business premises – apply for any necessary certificates or consents
- Planning due diligence for property purchase with lender

PRIVATE CLIENT

- Succession planning on death – wills
- Business lasting power of attorneys
- Advice on death in service/keyman cover
- Business property relief for inheritance tax planning
- CGT and entrepreneurs' relief
- Use of trusts

REAL ESTATE

- Moving premises – acquiring new, surrendering old lease, selling old property
- Raising funds against property
- Lease renewal



MATURITY & POSSIBLE EXIT

STAGE 4: 25 YEARS

BUSINESS LIFECYCLE

TEAMS

BUSINESS RECOVERY AND INSOLVENCY

- Insolvency advice
- Help with creditors
- Restructuring
- Advice on directors' duties

COMMERCIAL

- Confidentiality agreements
- Commercial contract reviews
- Terms and conditions reviews

CORPORATE

- Preparation for exit
- Sale of business via share or asset sale
- Merger or amalgamation
- Succession
- Family corporate structure
- Trade sale (shares or assets)
- Management buyout
- Employee buyout
- Company secretary/registered office servicee
- Employee share option schemes

DISPUTE RESOLUTION

- Restrictive covenant issues (exiting senior staff)
- Reputational and IP disputes
- Breach of directors' duties
- Breach of warranty claim on a share sale agreement
- Claim for breach of contract on sale of assets
- Dilapidation claims
- Leasehold termination disputes
- Possible insolvency advice
- Jointly-owned business asset disputes

EMPLOYMENT

- Ensuring contracts of employment and staff handbook up to date
- Post termination restrictions on key staff
- Employee/self-employed status
- Disciplinary issues
- Grievance issues
- Performance management
- Sickness absence
- Employee exits/settlement agreements
- Tribunal claims
- Manager training
- Providing employee information to buyer
- Share sale or TUPE transfer of staff
- Apprentices, internships and work placements
- Employee relations and engagement

FAMILY

- Pre and post nuptial agreements for successors if family members

IMMIGRATION

- Managing sponsor licence including ending the sponsor licence and legal obligations to the Home Office
- Entry clearance/leave to remain applications for staff subject to sponsor licence

- UK immigration compliance assistance including right to work
- Advice regarding immigration implications of TUPE

IPIT

- Review of intellectual property rights ownership
- Sale of intellectual property rights/assignments
- Review of trade mark portfolio
- IP audit

PLANNING

- Advise on any alternative uses for the site/premises to maximise value
- Assist in sale of any premises or site with planning due diligence

PRIVATE CLIENT

- Succession planning on death – wills
- Business lasting power of attorneys
- Advice on death in service/keyman cover
- Business property relief for inheritance tax planning
- Use of trusts
- Capital gains tax and entrepreneurs' relief

REAL ESTATE

- Surrendering lease/selling property

