

The  
complete  
legal  
strategy  
for  
business





# C o n t e n t s

Corporate Advice

Commercial Law and Contracts

Commercial Property

Town and Country Planning

Employment Issues

Road Traffic Offences

Civil Litigation

## Commercial law specialists, right where you want them

The merger of Attwaters with Jameson & Hill in July 2012 brought together two complementary teams of commercial law experts and created a four-branch firm serving Hertfordshire, Essex and outer London. So, when a business chooses Attwaters Jameson Hill as its commercial lawyers, its owners and senior management gain access to specialist legal services comparable to the best anywhere, yet within easy reach.

At Attwaters Jameson Hill, we don't just know the law – we also appreciate the commercial realities of business. When you come to us for advice, we make sure we understand not just the immediate issue that faces your business, but also your wider commercial objectives and long-term business aims. Only then can we give you the commercially astute and practical advice our clients have come to expect. Firstly, we listen. We establish the commercial priorities and what makes your business tick. Then we think. We consider the challenges you face, as well as the opportunities you would like to develop. We work out a solution that solves the immediate problem, avoids any collateral damage and supports your long-term business objectives. We call this 'strategic thinking in practice'.

Quality is key to everything we do. As evidence of this, we hold the Law Society's Lexcel standard for good client care and management practice. So, whether we are working for you on a corporate acquisition, putting together a property deal or representing your company at an employment tribunal, you can be sure you will always receive the same high quality advice and service.

**“ Can I congratulate you on the way you handled what was, at times, a troublesome transaction and the way you brought all the diverse elements together to a most satisfactory conclusion. ”**

*From a business proprietor on the sale of his business*



## Corporate Advice

Our corporate team has established a reputation for commercial acumen and a 'can do' attitude. As well as advising clients on how best to structure their business, we handle all manner of corporate transactions from sales, mergers and acquisitions to joint ventures, management buyouts and corporate financing.

We work with businesses of every scale, including SMEs and start-ups. As your business changes over time, we advise on the best structure to handle your trading needs.

No two businesses are the same. Should you want to buy, sell or merge, particular considerations will apply to your business. We advise on the possibilities and the pitfalls, drawing on our experience to produce a solution to meet your long-term commercial and financial objectives.

Many of our clients are owner-managed businesses and have been with us since they started. It is rewarding to see them prosper to the point where they have the option to sell their business and enjoy the fruits of their labour.

### **Sale of residential care company for £6.5 million**

**We acted on the sale of a residential care company for a price of approximately £6.5 million. Our client, the vendor, was taken on as a consultant by the purchaser company. We dealt with all the documentation and legalities involved in the sale and negotiated and drafted the consultancy agreement.**



## Commercial Law and Contracts

While our clients focus on their business and its success, we focus on the legal framework in which they operate and ensure they have the right contractual arrangements in place to protect and promote their commercial interests.

We advise on the contractual arrangements in which businesses engage, from funding arrangements to agency, distribution and franchising agreements and service level and outsourcing contracts. We draw up licences for intellectual property and IT and advise on copyright and patents, as well as drafting general terms and conditions of business. We can advise on a specific contract to purchase a service or we can draft a whole suite of agreements covering all your finance and business relationships.

Every contractual arrangement a client makes has a commercial impact. Our aim is to ensure that, as our client, you are aware of the implications of your contractual relationships, that your contracts are tailored to support and protect your business and that you are not caught out by any unwelcome surprises!

### **Advice and agreement documentation for investment syndicate**

**A syndicate of investors wanted to invest in a new leisure business. We prepared their partnership agreement and then the shareholders' agreement documenting their investment in the target company. We advised on the legal status of the target and the exposure of the investors.**



## Commercial Property

For some of our clients, a commercial property is simply the base from which they operate. For others, it is their stock-in-trade.

Whether you are an owner or a developer, a landlord or a business tenant, an investor or a financier, we can advise you on buying, selling and negotiating leases.

Having dealt for many years from both sides of the fence, we produce realistic commercial solutions that work in practice. Inevitably, with property goes finance. We advise on the options here, too.

Nowadays, most property transactions have tax implications, particularly VAT and Stamp Duty Land Tax. It is important to plan carefully before entering into any substantial transaction. We can advise you on these specific liabilities.

Our property clients know how important it is to have the support of good lawyers with real experience and market know-how.

While protecting your interests, we will focus on what you really want – a speedy completion and, of course, the required business result.

### **Purchase of sites; planning agreement; part disposal of 50-unit residential development**

**We acted for a development company on its acquisition of two adjoining sites.**

**We negotiated the terms of the planning agreement to build 50 residential units.**

**We then acted on the sale of part of the site for affordable housing and represented the client in connection with the development agreement for the build.**



## Town and Country Planning

The planning team at Attwaters Jameson Hill has been advising on Town and Country Planning matters for 40 years. Whether you are a developer, company or Local Authority we can advise on every aspect of planning law.

The planning system evolves rapidly and can be confusing and technical and we pride ourselves on our ability in making relevant and incisive advice accessible to all our clients. We focus on providing solutions to your planning issues, which in turn will benefit you commercially.

We offer a comprehensive service including advice on planning applications, planning appeals, Enforcement Notice appeals, legal agreements, assessment of development potential, Certificates of Lawfulness and general planning advisory services.

We are able to advise on a multitude of planning issues whether it be advising on an application prior to it being submitted or dealing with any refusal and subsequent appeal. Importantly, if necessary, our experienced planning advocates can represent you at appeals before the Planning Inspectorate.

Our in-depth knowledge allows us to deal with a wide range of cases, from relatively modest developments to providing strategic guidance to our commercial house builder clients. As the client your mind is always on the result and our clients know the importance of having our team of expert lawyers on board.

### Advising on contentious planning issues

**Our reputation is such that we continue to attract a number of cases on key areas of currently contentious policy.**

**“The planning department’s attention to detail is superb and their approach is always practical and pragmatic. They get results!”**



## Employment Issues

To say employment law is a changing landscape is an understatement. The enormous growth in rules and regulation, and amendment followed by re-amendment, has resulted in a whole industry devoted to such law. The service has been packaged as a commodity and is strenuously marketed.

Our approach is different. We can offer an insurance-based protection product and the advice that goes with it. However, we go beyond just giving you the option of taking the line of least resistance. We establish your business objectives and focus on achieving them.

This works at all stages in the employment relationship. We prepare standard contracts for staff and service contracts for senior managers. We can also advise on share option schemes and benefit packages. We have standard policies and procedures, which we adapt for each client.

And, when a case goes to Court or a tribunal, we have the record to prove that tenacity in demonstrating a client's good practice is effective against litigants seeking to take advantage of an employee compensation culture. We really do mean business.

### Successful defence of client facing tribunal

**Our client, an engineering firm, dismissed a female employee due to poor work and bad timekeeping. She made a claim for sexual discrimination and disability discrimination, amounting to compensation of £20,000. Her 'disability' had never been evident at work. The tribunal rejected both claims, told her she had been badly advised and penalised her with a costs order.**





## R o a d T r a f f i c O f f e n c e s

We understand that facing motoring allegations can be a nerve-racking experience and we are able to offer the advice and support that you will need throughout this time.

Speeding, driving without insurance, driving with excess alcohol and dangerous or careless driving are some of the matters with which we are able to deal. This area of law can be very technical and turn on the smallest of detail, something that we are accustomed to, and we pride ourselves on the quality of advice we deliver.

Our lawyers are experienced advocates and can represent you in Court, advancing any defence you may have available or working to reduce the period of ban and the fine imposed. We also have excellent links with other leading professionals in this field, should their expertise be required.

Your licence plays an important part in your day-to-day personal and working life and our team will work non-stop to obtain the best possible outcome.

### **Continuously receiving instructions on challenging matters**

**We represented a client who faced being disqualified. Our in-house advocate defended the matter on exceptional hardship arguments and we helped him avoid losing his licence.**



## C i v i l L i t i g a t i o n

Attwaters Jameson Hill has a strong reputation for dispute resolution, as in other areas. Whilst we aim to keep our clients away from disputes, it is not always possible. In any dispute, or potential dispute, it is vital to know the strength of one's hand early on.

We assess this and then advise you on the options of negotiation, arbitration, mediation or Court proceedings. We weigh the likely results against the cost of litigation and recommend the best course of action to solve the problem quickly and cost effectively.

These decisions have real commercial impact. As well as the cost in terms of time and money, there is the serious risk of being distracted from your business. So, whatever decision is made, it is kept under review throughout the process.

We know litigation is not to be embarked on lightly, so finding a solution out of Court is always the preferred option. However, if going to Court is the only answer, we have the determination and resources to see it through to a successful conclusion.

### **Successful defence of small business against major multinational**

**We defended a company against an injunction for breach of trademark, brought by a multinational. We demonstrated that, although our client had some knowledge of the breaches, it was not involved with the perpetrator. The multinational backed down and paid our client's costs (costs which caused the opposing solicitor to comment that we "give clients good value for money").**

**O u r  
s e r v i c e s  
t o p r i v a t e  
a n d  
b u s i n e s s  
c l i e n t s**

Commercial

Civil Litigation

Commercial Property

Employment

Residential Property

Town & Country Planning

Education

Family

Road Traffic Offences

Wills, Trusts & Probate

Elderly Client Services

Personal Injury

Medical Negligence

Our Private Clients brochure is available upon request

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