

HUNTERS

LAW

Business Services Department

Business people who are lawyers

"We want for your business what has sustained and grown our business for over 300 years."

Who we are:

The senior members of our business services team each have on average 25 years of **experience** advising businesses of all sizes, in most economic sectors, from a private practice, in-house and cross-border perspective.

The more junior members of the team have been selected for their first class academics, **business acumen** and excellent interpersonal skills.

How we serve you:

Our mission in every circumstance is to make the **client experience** stress-free, no matter how fraught the circumstances or tight the timetable.

The following pages provide an indication of the kind of advice and guidance we regularly provide to **high growth companies** and enterprises and their private and institutional investors.

What you require:

We will not charge for our **initial hour-long consultation** to discuss any requirements you may have if you decide not to proceed to instructing us.

Why we are right for you:

We pride ourselves on adding value to your business with **pragmatic, cost-effective solutions** to legal requirements and issues that you may face and that less experienced practitioners might miss.

Our extensive cross-border experience positions us perfectly to advise businesses emerging from the continuing challenges presented by **Brexit and the pandemic**.

Where we differ:

Experienced in delivering both operational advice and transactional advice at key stages of the business lifecycle, our lawyers give: **operational advice** with ultimate shareholder value in mind; and **transactional advice** that benefits from our in-depth experience of operational issues in the specific business sectors within which our clients operate.

When all is said and done:

We offer a 5% **service standard guarantee**, whereby you can request a 5% discount of our overall fee for any matter (before VAT and disbursements), if not entirely satisfied with our service levels in delivery of our services to you.

"The firm is described as 'outstanding' with clients noted as being 'beyond satisfied' with the level of focus and client service provided by Hunters." - Chambers HNW

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Fundraising, Corporate Finance, Investment Agreements and Stakeholder Relations

Our team has worked with companies from start-up through to listing and beyond. Evolution means adaptation for the core constitutional and transactional documents, that **balance board dynamics and investor rights**, as debt and equity funding requirements grow and diversify. We assist clients at all stages of their development with advice in respect of:

- bank facilities and term lending;
- invoice factoring or discounting arrangements;
- venture capital and private equity arrangements;
- business succession arrangements; and
- fundraising rounds and IPO/AIM admission preparations.

Whether businesses are completing **early funding rounds, taking on VC or PE investment** or preparing for AIM admission or an IPO, we can craft and negotiate appropriate documentation to balance the competing rights and objectives of all stakeholders, without getting bogged down in issues that are not market standard. While we know our way around liquidation preferences, control and oversight rights and anti-dilution clauses, we view each transaction as unique. We strive for the appropriate apportionment of risk between parties under **efficacious bespoke agreements, without reinventing the wheel.**

Business Acquisition and Disposal, M&A

Team members have led and successfully completed all possible types of business and company disposals, acquisitions and mergers with **deal values of between £0.5M to \$1Bn** but the majority in the **£2M to £150M value band.**

Our judicious use of technology and **transaction management** skills means that with small and highly experienced teams, we can deliver transactions to timetable and budget while minimising stress and unforeseen bumps in the road.



“If a deal’s worth doing, they will get it done”

Operational Advice and Commercial Contracting

Cashflow and customer satisfaction are the life blood of most enterprises. **Correctly drawn agreements and internal policies** ensure management teams’ avoid costly and time consuming legal errors and disputes. That frees management teams up to do what they do best: running the business and enhancing the key deliverables and results that ultimately boost their bottom lines.

Our team is steeped in dealing with all manner of commercial contracts and trading terms, including those specific areas highlighted below. We draft to your bespoke requirements and budget, taking time to know your business so we can provide tailored documentation and advice for your specific requirements. We work with third party experts where required but can advise in respect of most **legal compliance and regulatory issues** within the team.

“Blue-chip clients need blue-chip legal advice - which is what the Hunters’ ethic seems to be”

Intellectual Property and Technology

All our senior lawyers have spent significant parts of their careers advising intellectual property owners and enterprises, in respect of some of the most **complex protection and exploitation arrangements**, both contentious and non-contentious.

Our intellectual property experience ranges from software to fine art, via pharmaceuticals, medical devices and nuclear reactors and submarines. We take pleasure in learning from our clients about their expertise in their field, so we can ensure their **stock-in-trade intangibles** are legally protected and exploited to the client’s maximum advantage.

Our lawyers have successfully completed **significant M&A transactions** where the core proposition is technology, often patented or copyright protected.

We have arbitrators on the team who often conduct arbitrations on behalf of clients, frequently where there are **cross-border disputes.**

Our growing expertise in fintech and quasi-cryptos and NFTs keeps us at the cutting edge of the sector.

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Corporate Governance

With the increasing importance of **ESG, sustainable investment and reputational integrity**, we guide clients at all stages of their development in stepping the righteous path between business efficiency and regulatory compliance.

Our approach is to be always available to discuss the subtleties of clients concerns and queries and provide **timely and pragmatic advice** for boards to keep on their minute books for future reference.



“Hunters – 300 years of forward thinking”

Employment law

All business owners know the importance of human resource **engagement, management and retention**. Our business is predominantly made up of our internal and external relationships and our intellectual property, so our people are our key asset.

We have a strong track record in assisting clients with all aspect of **contentious and non-contentious employment law** both in an operational and transactional context.

As in physical health our approach to business health is that **prevention is better than cure**. Well drafted policies and contracts insulate our clients from the unprofitable activity of defending unwelcome claims.

We are experienced in documenting employee and management incentive plans and employee option arrangements. These often **bind in key staff and generate a stakeholder ethos**, benefiting clients both during growth stages of the business and on exit.

Property

For many businesses the cost of their business premises often presents a large and inflexible expenditure. We work closely with our clients with their specific premises requirements and look to provide flexibility and to reduce the risk of unexpected, additional property costs. We cater for all our clients' needs: whether single or multiple sites; whether **office, retail, industrial, agricultural or any other use**; whether based in London or anywhere in England and Wales; whether renting or buying; or whether taking existing premises or requiring development.

Our team is regularly involved in **sophisticated corporate structuring** for property acquisitions, disposals and restructurings, with an added specialism of acting for **highly developed trust structures**.

We have acted and successfully settled many contentious property disputes, including those were either tenant or landlord has faced **solvency issues or temporary distress**.

Dispute resolution

With the confidence of knowing we have **highly experienced litigators** within the firm, for when litigation cannot be avoided, we have a strong track record in implementing highly commercial and cost-effective **alternative dispute strategies** that save our clients both time and money. This frees up our clients to do what they do best in driving their businesses forward and adding to their bottom lines without the damage that protracted litigation can do to their balance sheets and P&L.



“Complicated property transactions simplified”

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Meet the team

"They work diligently and are very responsive and an absolute delight to work with." - Chambers HNW



Stephen Morrall

Partner

020 7412 5107

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Stephen is regularly instructed by companies, partnerships and entrepreneurs on business structures, governance and all commercial aspects of their business. He is very interested in the structure and dynamics of **closely-held and family businesses** in which commercial issues, personal relationships and cultural differences are inextricably linked and need to be addressed together.

Stephen advises on articles of association and other constitutional documents, **shareholder and partnership agreements**, buying and selling businesses, **finance and security transactions**, commercial contracts and employment law.

Clients appreciate Stephen's **commercial focus** combined with his **empathy and tact** in dealing with the personalities and the wider issues involved.



Gregor Kleinknecht

Partner

020 7412 5122

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Gregor is a dual qualified German lawyer and English solicitor. He has a broadly based practice with an emphasis on international commercial dispute resolution and, in particular, on **complex and high value cross-border and multi-jurisdictional arbitration and litigation cases**. He is a Member of the Chartered Institute of Arbitrators and an accredited mediator with ADR Group.

Two other aspects of Gregor's practice are a strong **intellectual property** focus, including **brand protection, and the exploitation, protection and enforcement of trademarks, domain names, design rights and copyright**; and a leading practice in art and cultural heritage law.

Clients and commentators say of Gregor: **"He is brilliant"**, "very knowledgeable and experienced" "a calm, sensible and knowledgeable lawyer." "I like him very much – **he is very, very focused, professional and down to earth**. He is a calming influence and he has a very measured approach." "Gregor Kleinknecht has huge knowledge of cross-border and multi-jurisdictional transactions and is an excellent detail man."



Anastassia Dimmek

Associate

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Anastassia's areas of practice include Business Services, with a focus on **commercial, company and intellectual property matters**, and Art & Cultural Property where she advises a broad range of clients on contentious and non-contentious art law matters.

Anastassia is qualified to practice in England & Wales, as well as in the Republic of Ireland.



Richard Baxter

Partner

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Richard has extensive experience completing domestic and **cross-border corporate transactions**, many nationally and internationally reported. He also advises in respect of sophisticated **commercial and operational requirements** and challenges faced by businesses and entrepreneurs. He acts for clients active in most sectors of the economy and at every stage of development, from PLCs and state-owned enterprises to start-ups.

While Richard's main focus is on **mergers and acquisitions, joint ventures, private equity, venture capital and corporate finance matters**, his clients regularly ask him to lead in respect of the early settlement of complex commercial and financial disputes.

Client testimonials include "adopts a **truly pragmatic approach** to problem solving" and "understands how clients need their lawyers to act in a changing world". Richard has been described in Legal 500 and Chambers as **"an extremely agile thinker"** and "very approachable and understandable".



James Letchford

Partner

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James has a wide experience of managing commercial property transactions including **investment, development, secured lending and general landlord and tenant work**. He also has experience of agricultural property matters.

James has worked with some of the UK's largest **property companies, overseas funds and UK retailers** but is equally at home, and applies the same care, when dealing with SMEs, high net worth individuals and entrepreneurs.

Clients say of James: **"He is an extremely capable property lawyer** who provides sound and practical advice" and "He is **an excellent communicator and a pleasure to work with."**



David Draisey

Partner

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David has considerable experience in a wide range of contentious issues with particular expertise in complex disputes relating to commercial contracts, trusts and probate. He regularly works alongside our non-contentious lawyers in the team in respect of **urgent injunctions and applications in respect of business disputes**. David advises on both residential and commercial property disputes including landlord and tenant disputes, ownership of land, adverse possession, forfeiture and restrictive covenants.

"David Draisey is **a remarkably effective litigator** who does not miss a trick."

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