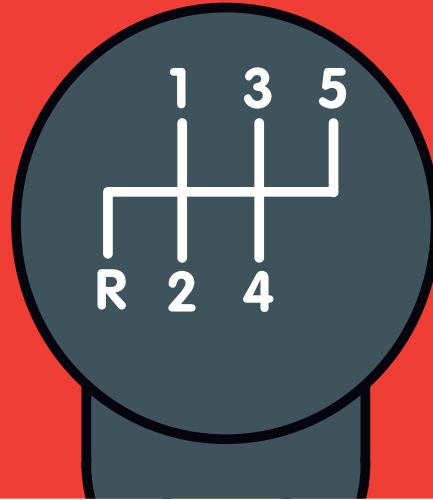


DAVIS·BLANK·FURNISS

Working with  
you to drive your  
business forward.

**Corporate and commercial**



**It can feel like the legal world is just there to make your job difficult and create more hard work. We understand; and we can do something about it.**

We work with businesses of all sizes, including unlisted private companies as well as financial institutions, and our aim is to help you achieve your objectives in the most practical and cost effective way.

We're well known for our sensible and clear advice, and our clients trust us to keep timescales and costs to a minimum.

Our partners take a very hands-on approach, dealing directly with you, and each has at least 20 years' experience in corporate and commercial law.

**Our expertise includes:**

- > Mergers and acquisitions
- > Management Buy-Ins and Buy-Outs
- > Trade sales and Disposals
- > Restructuring
- > Joint Ventures
- > Shareholder and Partnership agreements
- > General Company Law compliance and Corporate Governance
- > Agency and Distribution Agreements
- > Banking Documentation
- > Intellectual Property
- > Licensing
- > Acting for clearing banks where transactions are particularly high value or complex

For further information or a non obligation chat please contact **Andy McNish**, Partner on **0161 832 3304**, email [andy.mcnish@dbf-law.co.uk](mailto:andy.mcnish@dbf-law.co.uk)

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# Our commercial property expertise gives you a firm foundation to build on.

## Property and developments

When it comes to commercial property, our dynamic team of specialists knows the market inside out. And they're determined to help you develop your business by getting you the optimum deal in the right timescales.

Whether you're planning to buy or develop commercial property, sell commercial property or embark on a new business venture in the property market, then you're one step ahead with Davis Blank Furniss by your side.

With a combination of expertise and a creative approach, we can advise, assist and support you, making sure your budget goes a long way, and your deals go the right way.

### Our experience includes:

- > Buying commercial property
- > Developing commercial property
- > Selling commercial property, from housing developments to hotels and licenced premises
- > Freehold and leasehold purchases
- > Acquisition of development sites
- > Financing and securitisation of developments and purchased property
- > Working with banks on property transactions

- > Setting up new business ventures
- > Raising finance
- > Gaining planning and licencing consents
- > Bulk estate conveyancing
- > Bank security work
- > Second hand endowment policies

### Our expert services include:

- > Landlord and tenant
- > Mortgages and remortgages
- > High value property purchases
- > Housing developments
- > Hotels

For further information or a non obligation chat please contact **Richard Hamilton**, Partner on **0161 832 3304**, email [richard.hamilton@dbf-law.co.uk](mailto:richard.hamilton@dbf-law.co.uk)

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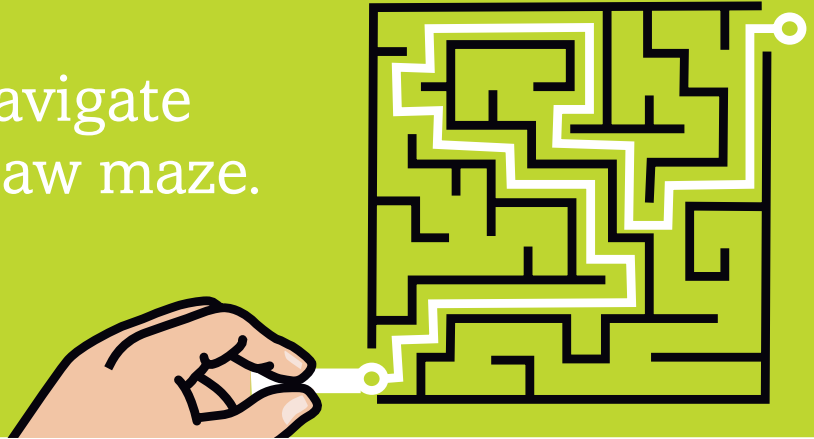
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Let us help you navigate  
the employment law maze.

## Employment



Employment law can be a real headache for businesses of all sizes. Not only is the legislation particularly complex and far reaching, it changes with such frequency. What's more, as employees are becoming increasingly savvy about their rights and entitlements, it's essential you're fully aware of yours as an employer.

What you need is someone you can trust to look after your interests for you, so you can focus on running your business, without getting bogged down by legal red tape.

**We have the experience, dedication and expertise to sort out any employment issues for you, including:**

- > Redundancies
- > Unfair dismissal
- > Compromise Agreements
- > Discrimination
- > Disciplinary or misconduct
- > Grievances
- > Tribunal claim representation
- > Long term sickness absence/incapability
- > Contracts, policies and procedures
- > Performance Management
- > Bullying and harassment
- > Senior Executive Terminations
- > Maternity and family leave
- > Flexible working
- > Working Time Regulations
- > Retirement
- > Equal pay
- > Competing employees/post-termination restrictions
- > Seminars, workshops and alerts
- > In-house training
- > HR consultancy

For further information or a non obligation chat please contact **Shiva Shadi**, Partner on **0161 832 3304**, email [shiva.shadi@dbf-law.co.uk](mailto:shiva.shadi@dbf-law.co.uk)

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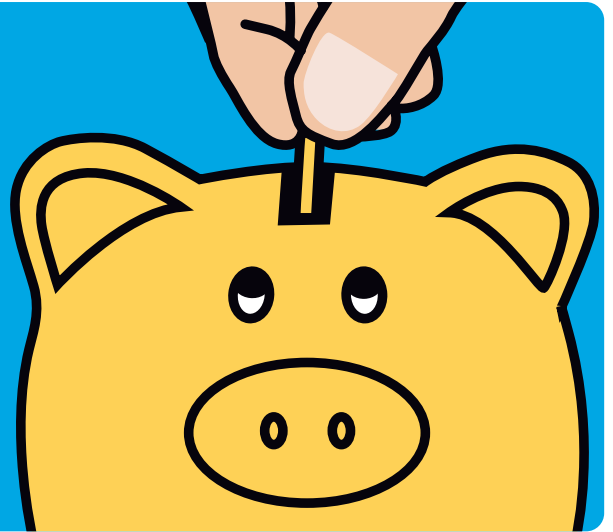
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# Comprehensive services for banks and financial institutions.

## Financial transactions



The more complex the legal requirements, the more our team thrive on it. Working with banks and financial institutions is one of the more challenging areas of the law, and we've more than proved our worth over the years, representing banks regarding many different legal matters.

### Our areas of expertise cover:

**Overseeing transactions** involving complex areas of company law and/or significant amounts, including:

- > Share buy-back
- > Drafting and negotiation of deeds of priority and/or release
- > Review of memoranda and articles of association
- > Share sale agreements
- > Deeds of appointment
- > Collateral warranties in property development matters

**Reports on title**, including:

- > Freehold
- > Leasehold
- > Effecting required registrations
- > Obtaining foreign legal opinions

**Traded endowment policies (TEPs)**. Handling around half the policies in the UK, we act mainly for offshore banks and others involved in lending funds to people acquiring or trading endowment policy portfolios, including:

- > Certification of title
- > Dealing with appropriate registrations.

**Commercial litigation**, acting for banks on matters involving many millions, including:

- > Breach of trust
- > Former advisors
- > Fraudulent employees
- > Guarantee claims

For further information or a non obligation chat please contact **Andy McNish**, Partner on **0161 832 3304**, email [andy.mcnish@dbf-law.co.uk](mailto:andy.mcnish@dbf-law.co.uk)

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# Getting someone on board from abroad? We can help.

## Corporate immigration



Having the right person for the job is a priority, but it's not always easy to achieve if that person is a foreign national. That's where we come in.

We handle immigration issues of all kinds; quickly, smoothly and successfully. Our highly specialist team of corporate immigration solicitors is also highly experienced and can offer effective, focussed advice on commercial and personal immigration, from obtaining a licence to meeting the duties imposed on you as an employer.

### Our areas of expertise include:

- > Obtaining a Licence
- > Sponsorship
- > Work Permit Employment Sector Based Scheme - Domestic Workers in Private Households
- > Highly Skilled Migrants
- > Investors
- > Innovators
- > Post Study Workers
- > Ministers of Religion
- > Sports People
- > Applications by European Economic Area Nationals
- > Shortage Occupations
- > Inter-company Transfer
- > Sole Representative of Overseas Firms
- > Nationality Applications
- > Extension of Leave to Remain

For further information or a non obligation chat please contact **Shiva Shadi**, Partner on **0161 832 3304**, email [shiva.shadi@dbf-law.co.uk](mailto:shiva.shadi@dbf-law.co.uk)

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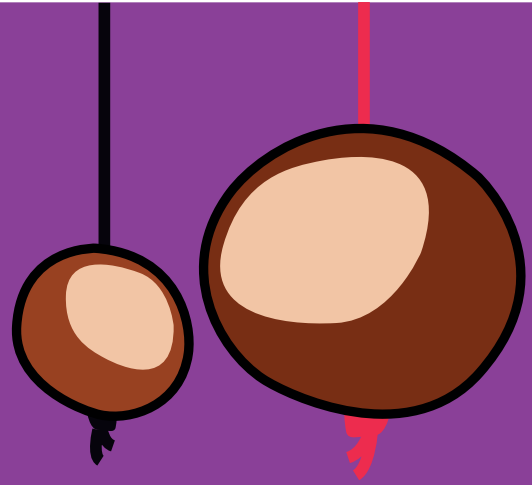
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# When they won't back down, we'll back you up.

## Dispute resolution



## Disputes are obviously stressful and upsetting from a personal point of view. But the effect on your business can be far worse.

Going straight for litigation isn't the answer; it can be costly and time-consuming, and can have a negative effect on your business targets.

We focus on getting to the heart of the problem and finding a quick and cost-effective solution that calms the waters and allows you to get on with business as normal. Our pragmatic approach keeps commercial realities at front of mind and allows you to concentrate on the end result and the financial implications, while leaving the nitty gritty legal details to us.

### Our areas of expertise include:

- > Agency/Distribution Agreement
- > Alternative dispute resolution
- > Arbitration
- > Banking and finance
- > Company/Corporate
- > Construction disputes
- > Contract/Commercial
- > Debt recovery
- > Defamation
- > Directors' disqualification
- > Franchising
- > Guarantees/Indemnities
- > Insolvency and bankruptcy Intellectual property
- > International disputes
- > Judicial disputes
- > Landlord and tenant
- > Partnership
- > Product liability
- > Professional negligence
- > Property litigation
- > Restrictive covenants
- > Search and seize orders
- > Shareholders dispute
- > Terms and conditions
- > Trading standards
- > Trust and inheritance disputes
- > Warranties/Corporate acquisition

For further information or a non obligation chat please contact **Andrew Ryan**, Partner on **0161 832 3304**, email **andrew.ryan@dbf-law.co.uk**

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# Defending your interests when the unexpected happens.

**Health and safety**



## Health and safety is a massive issue for employers in this day and age.

If something were to happen, then you know where to turn: Davis Blank Furniss.

Our health and safety solicitors can represent you if you're prosecuted by the Health and Safety Executive (HSE) in the Crown or Magistrates Court and make sure you have the strongest possible case.

We can also jump to your aid if an employee should have an accident at work, making sure everything is handled appropriately, including taking witness statements, liaising with the police, attending police station interviews and attending interviews with the HSE.

Quick thinking from the outset is one of our strengths, so make sure you get in touch as soon as an issue arises.

For further information or a non obligation chat please contact **Kate Oldfield**, Managing Partner on **0161 832 3304**, email [kate.oldfield@dbf-law.co.uk](mailto:kate.oldfield@dbf-law.co.uk)

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In the entertainment sector?  
Don't gamble with the law,  
ask the experts.

**Licensing**



**With the introduction of the Licensing Act and the Gambling Act several years ago, the entertainment and leisure sector suddenly got a whole lot more complicated.**

The new legislation is something of a minefield - but our knowledgeable experts at Davis Blank Furniss can make it a walk in the park.

We offer specialist advice and assistance on all areas of liquor, entertainment and gambling law. We know all the new provisions inside out so we can tell you exactly what's what, and exactly what you need to do, whether you're making an application for a Premises Licence, or need help putting together all the necessary documentation to put forward with your application, such as writing policies.

Our service extends far beyond help and advice for companies subject to licensing laws however. With departments specialising in commercial property and corporate law, we can get involved with any aspect of setting up and running businesses in the leisure industry, from starting up to changing premises.

**Our expert licensing service covers:**

- > Application for a Premises Licence
- > Changes to existing arrangements
- > Representation at Licensing Committee hearings
- > Policy writing
- > Advice for start up businesses
- > Transfer of licensed businesses
- > Property sale and purchase

For further information or a non obligation chat please contact **Guy Robson**, Partner on **0161 832 3304**, email [guy.robson@dbf-law.co.uk](mailto:guy.robson@dbf-law.co.uk) or **Anna Bunting**, Associate on **0161 832 3304**, email [anna.bunting@dbf-law.co.uk](mailto:anna.bunting@dbf-law.co.uk)

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