

MANCHES

Inspired legal solutions

- 
- The background is a deep blue gradient with several bright, diagonal, glowing lines that create a sense of motion and depth. Small, dark arrows are scattered across the background, pointing in various directions, reinforcing the theme of progress and forward movement.
- > Property
  - > Construction
  - > Technology and Creative Industries
  - > Corporate Finance
  - > Litigation
  - > Employment
  - > Family

# A different approach

We have chosen a small number of key areas at which we excel. We do not want to be everything to everyone. We want to have the very best lawyers in these areas, working together as a team to do the best for each client.

One partner will always lead our relationship with you, looking for ways to improve what we do.

We build strong and personal relationships with our clients, learning about their business and thinking about what we can do for them.

From the very start, we listen. We appreciate your point of view, accommodate your preferences and work towards your goals. And in doing so, we pursue clarity, transparency and straightforwardness – however complex the issues involved.

Practical and pragmatic, we remain alert to lateral thinking, inspirational insights and radical solutions. By combining mutual understanding and an entrepreneurial imagination with extensive legal knowledge and experience, we aim to find creative solutions that meet or exceed your personal or business expectations.

We respond fast. Our team-based approach enables us to match the right skills to the right task, ensuring that you receive top quality advice, efficiently provided with an appreciation of commercial reality – at every stage.

We appoint talented and highly qualified people, but we also favour those with attractive and engaging personalities. That's because we believe that our clients prefer speed of perception, intellectual precision and clarity of expression to be complemented by a welcoming manner.

We want our lawyers to be people you will enjoy spending time with.

Using laptops, blackberries and mobile phones our teams are available to their clients at all times. This is at the root of the service we want to provide.

We pride ourselves on being approachable and affable, but still pursue your cause with determination, energy and commitment – whether we are engaged in complex negotiations or presenting your case in court. And we are proactive on your behalf, seeking to reveal new perspectives and hidden opportunities.

When we finish, we will ask you how we did. We hope you will say that we did well, that we achieved your aims and added value; and also that you enjoyed working with us. These are the things we think will make you want to build your relationship with us and to keep you coming back.

---

# Practice areas

**Property:** With a higher proportion of our work dedicated to real estate than most other firms, we have the knowledge and experience to add value to either side of a negotiating position. We have all the specialists you will need in, for example, property law, corporate structures, tax etc, but we will work as a team to meet your goals.

We pride ourselves on our availability and speed of response. We also look for ways to streamline regular procedures by learning about your goals and ways of working. Once the parameters have been agreed, we can then pursue the transaction to a successful conclusion, leaving you free to concentrate on your core business.

We have specialist teams working with retailers, residential developers, overseas investors and shopping centre operators.

We aim to find solutions to problems, and to add value to all our clients.

- > Property investment and finance
- > Inward investment in UK property
- > Tax effective structures
- > SDLT mitigation and avoidance
- > Limited partnerships
- > Reits
- > Unit trusts
- > Property management
- > Development
- > Leases
- > Acquisitions and disposals
- > Repairing and dilapidations liabilities
- > PPP/PFI projects
- > Planning law
- > Property tax
- > Residential development
- > Litigation

**Construction:** Approachable and flexible, our prestigious Construction Department deals with all aspects of contentious and non-contentious work within the construction industry – always led by a partner.

The contentious element mostly involves advisory work that may progress to some kind of formal dispute resolution process. We are expert in dispute resolution because we take the trouble to understand the intricacies of the working relationships involved in a complex construction project. In addition, we can offer effective advice because of our in-depth understanding of all the procedures, management structures, technical processes and contractual forms used throughout the building industry.

Our non-contentious work mainly involves the negotiation of contracts, the drafting of consultants' appointment documents, and the establishment of collateral warranties.

We can be engaged on any kind of construction activity – from residential buildings and commercial developments to major infrastructure projects including roads, railways, bridges, sports stadiums and power stations. And our work is conducted around the world, with successful projects concluded throughout Europe as well as in India, the Philippines, Thailand, Singapore and elsewhere.

- > Transactions
  - Infrastructure projects
  - Commercial and residential
  - Contracts, warranties and documentation
  - PFI/PPP contracts
- > Contentious
  - Litigation
  - Arbitration
  - Adjudication
  - Expert determination
  - ADR

“We appreciate your point of view, accommodate your preferences and work towards your goal.”

### Technology and Creative Industries:

The global economy and the speed at which ideas and concepts can be communicated, unravelled and copied around the world means that the protection of ideas, be they technological or artistic is more important than ever before. Today, companies and individuals need to actively manage and protect their intellectual property, brands and images – especially when finding new areas and media in which to exploit their commercial potential.

To advise on such things demands a close understanding of the issues and the motivation of individuals and business. Our team has the skill and experience to advise you on the acquisition, protection and exploitation of ideas world-wide. And we provide judgement based on our experience to enhance your commercial strengths, exploit your channels to market and grasp business opportunities.

We are at the cutting edge of the protection of technological developments and their commercial exploitation. We can work alongside you to maximise their value, including regulatory compliance, supporting brand development, manufacturing and supply agreements and monitoring the activities of competition.

- > Patents
- > Confidential information and know how
- > Trade secrets
- > Trade marks
- > Patents infringement
- > Brand protection
- > Passing off
- > Domain names
- > Design rights
  - Registered
  - Unregistered
- > Copyright
- > Enforcement

Whether you are concerned about patents, copyright, trade-marks or designs and whether you are responsible for a multinational product or brand, a world class sports team, an international celebrity or a range of character based merchandising, we can help you identify and manage the opportunities for success.

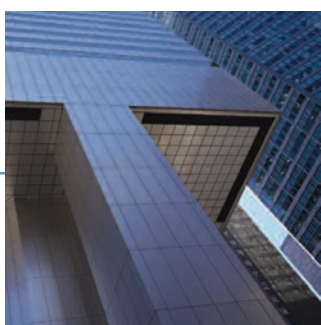
Successive waves of technology have had an extraordinary impact on entertainment, business, education, in every sphere of life - 24 hours a day. Alongside traditional demand for print, convergent technology for broadcast media, mobile phones, electronic games consoles and other forms of entertainment services have revitalised the demand for a wide variety of media and entertainment products. This presents opportunities and formidable challenges.

We are experienced in all aspects of film, media, games and television regulation and exploitation and the comprehensive exploitation and distribution of back catalogues – whether speech, news, music, still images, video clips, TV programmes or movies.

Doing this successfully requires a legal or technological understanding of the complexity involved as well as an entrepreneurial approach that is responsive to your business aims and motivation.

We have the innovative spirit you need.

- > Agency agreements
- > Distribution agreements
- > Franchising
- > Terms and conditions of sale
- > Manufacturing and supply agreements
- > Regulatory compliance
- > Hardware and software arrangements
- > Databases and data protection
- > Media and entertainment
  - Broadcasting; production, content, carriage
  - Music
  - Computer games and devices
  - Publishing
  - Sport



---

# Practice areas

**Corporate Finance:** Our Corporate Finance Group focuses on the owner-managed sector; smaller quoted companies and the divisions of major companies. With excellent connections among brokers, bankers and accountants, we act for entrepreneurs and management teams as well as institutional clients.

We get close to your business, providing the enhanced clarity and understanding essential in building the confidence to secure a successful deal. And if you are grappling with comparatively new concepts and require help in identifying the key commercial elements, we are expert in distilling matters down to a few key points. This will enable you to appreciate the critical decisions lying at the heart of a complex legal situation.

At Manches, you will receive the attention of experienced partners who have accumulated a wealth of skills and experience. We carefully tailor our contribution to ensure that you receive the most relevant service at every level, making our advice particularly appropriate, potent and cost-effective.

In addition to our practice in the UK, we have strong overseas connections, particularly through our corporate work in the USA, northern Europe and the Far East.

- > IPOs
- > Takeovers and mergers
- > Acquisitions and disposals
- > MBOs / MBIs
- > Joint ventures
- > Private equity
- > Insolvency and recovery
- > Corporate governance
- > FSMA compliance
- > Finance
- > Banking
- > Taxation

**Litigation:** Corporate or personal disputes are often aggravating and time-consuming. As a result, we aim to work with you to identify the cause of the issue and to deal with it as quickly and effectively as possible. In doing so, we maintain a practical and realistic approach. This involves maintaining an awareness of the overall picture, while refusing to be diverted by the minutiae.

By gathering an appropriate team with exactly the right mix of knowledge, skills and experience, we can respond to your needs quickly and with the maximum flexibility and responsiveness – whether pursuing litigation or the resolution of a dispute through other means. And by fully understanding your grievance and aspirations, we can work alongside you to achieve an optimum creative solution.

Our range of work extends from insolvency work including administrations, liquidations and fraud to the resolution of a wide variety of commercial disputes. But whatever the issue, our Litigation Department has the scale, resources and expertise to take on the largest and most complex cases, competing vigorously at the highest level in both national and international arenas.

- > Commercial
- > Contractual dispute
- > Misuse of confidential information
- > Defamation and trade libel
- > Fraud
- > Insolvency

“We always begin by negotiating, taking a constructive approach that aims to resolve differences creatively and efficiently.”

**Employment:** Accessible and responsive, our employment practice assists Human Resource (HR) departments at every stage of employment: from first advertisement to termination and beyond. Using an appropriate team, we tailor our efforts to help you achieve your business goals with minimal risk, within the context of your company's personnel ethos.

We believe that in employment issues – often involving stress or sickness – prevention is always better than cure. Therefore, we deal with employee problems at their root, before their resolution becomes time-consuming and expensive. As a result, we are constantly available and maintain close ongoing contact with our clients.

We also keep you up to date with current legal and employment issues via training, role-playing exercises, seminars and lectures. In addition, we engage in the wider employment debate through public lectures and contributions to the print and broadcast media.

In addition to supporting the HR departments of major companies, we are instructed by individual senior executives in major cases featuring constructive dismissal or sexual discrimination. In each case, we provide a realistic appraisal of the situation while working robustly to achieve the best possible solution.

- > Boardroom disputes
- > Service agreements
- > Share schemes
- > Executive terminations
- > Contracts of employment
- > Compromise agreements
- > Data protection and workplace monitoring
- > Disciplinary and grievance procedures
- > Discrimination issues
- > Dismissals and redundancies
- > Employment tribunals
- > Flexible working and parental rights
- > Industrial relations
- > Restrictive covenants
- > TUPE
- > HR advisory services and handbooks

**Family:** Our Family Department is the leading practice in the UK, featuring partners who are recognised as the foremost specialists in their field. They not only contribute to influential legal publications but also participate in a wide range of prestigious national and international bodies.

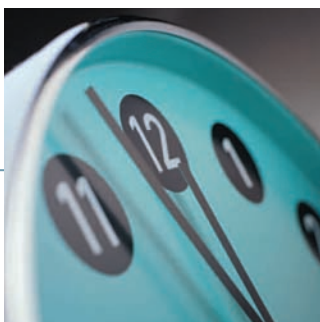
Responsive, attentive and perceptive, we offer the highest quality of service. This includes providing comprehensive support through a carefully selected team of lawyers able to marshal the most appropriate skills to match any requirement.

We always begin by negotiating, taking a constructive approach that aims to resolve differences creatively and efficiently. But if it is necessary to proceed to court, we will present your case with determination and rigour.

Family matters – particularly involving children – can be extremely stressful; consequently our clients value our sensitivity and absolute discretion. We also take care to keep you fully informed at every stage, translating what may be complex matters into plain English.

Combined with our access to other Manches' departments, our family practice has built a reputation for the successful settlement of many complex, high profile and high value cases – often with an international dimension.

- > Divorce
- > Financial orders
- > Disputes involving children
- > Separation agreements
- > Co-habitation and pre-nuptial contracts
- > Disputes between unmarried partners
- > Pension implications
- > Trusts
- > International
- > Civil partnership



---

# Sector knowledge

**Who we work for:** It is undeniable that an understanding of the industries in which our clients work enables us to contribute an extra dimension to the legal process – knowing the law is not enough.

We focus on a number of sectors to which all of our commercial practice areas contribute their expertise; from product branding and merchandising, through specialist real estate expertise, industry related staff issues to sector specific corporate structures and the resolution of the inevitable disputes.

**Real Estate:** We offer a full service to property companies, investors, developers, financiers, institutions, occupiers and retailers. Lawyers from our property, construction, corporate and tax groups work at the leading edge of the industry and believe their industry knowledge and experience will add value for any client.

**Retail:** Retailing is possibly the most volatile, dynamic and competitive activity on the planet and the law impacts upon it in an extraordinary number of ways. Retailers need their lawyers to understand the challenges they face and to be the type of lawyers who focus on the possibilities the law allows rather than the prohibitions it imposes.

**Media and Entertainment:** Our team has a keen understanding of and enthusiasm for all areas of media and entertainment law. Whether you are launching a games console, purchasing a music back catalogue, wrestling with ever changing regulatory issues or are in “traditional” print, our team has the commitment and depth of experience to advise you every step of the way.

---

“We have approachable and affable people, people with whom you would be happy to review what is happening in your industry.”

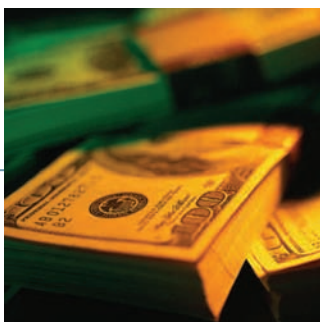
**Gaming:** We have a dedicated team of professionals with broad and in depth experience with transactions, regulation and legal issues facing companies and their suppliers involved with gaming, gambling, betting and lotteries.

**Hotel and Leisure:** This is a complex and fast moving area where lawyers must have a genuine in-depth understanding and industry knowledge. A multidisciplinary team contributes practical advice on business and regulatory issues helping convert principles into commercial reality.

**IT:** When buying IT we help ensure that your supplier delivers on time and on budget and commits to the appropriate service levels. For suppliers we help protect IP, clarify payment terms and avoid unreasonable levels of liability. It all adds up to a state of the art knowledge of development in IT.

**Life Sciences:** We also look at Life Sciences, where dual qualified lawyers are able to understand the technicalities and appreciate the significance of the advances that are being made. With their hands on experience they are able to bridge the gap between research and innovation and commercial reality to bring new products to market.

We do not have endless sectors, but those that we do we understand.



# Location

**London:** Our London offices are in the heart of town, near the Royal Courts of Justice and many legal chambers. Close to the City and Covent Garden, our location reflects the diversity of our clients and their varied business interests.

Our London and Oxford offices are linked by a wide area network and are fully interfaced. All work processes are supported by access to CD-Rom libraries, on-line sources of data and high-speed Internet access.

Manches LLP  
Aldwych House  
81 Aldwych  
London WC2B 4RP

T +44 (0)20 7404 4433  
F +44 (0)20 7430 1133

**Thames Valley:** Our Thames Valley offices occupy a single new building on the outskirts of Oxford, conveniently close to the ring road.

Manches LLP  
9400 Garsington Road  
Oxford Business Park  
Oxford OX4 2HN

T +44 (0)1865 722106  
F +44 (0)1865 201012





MANCHES LLP  
ALDWYCH HOUSE  
81 ALDWYCH  
LONDON WC2B 4RP

TEL +44 (0)20 7404 4433  
FAX +44 (0)20 7430 1133

MANCHES LLP  
9400 GARSINGTON ROAD  
OXFORD BUSINESS PARK  
OXFORD OX4 2HN

TEL +44 (0)1865 722106  
FAX +44 (0)1865 201012

[WWW.MANCHES.COM](http://WWW.MANCHES.COM)