

INDUSTRY KNOWLEDGE

FINANCIAL SERVICES

The financial services industry faces very particular demands. With years of experience advising on City employment issues, our lawyers are expertly positioned to help.

*Our **INDUSTRY KNOWLEDGE** stems from our experience.*

We cover the full spectrum of employment and discrimination law:

- Employment contracts
- Financial Services Authority (FSA) regulatory issues
- Redundancy
- Post-termination restrictions
- Bonus structures and disputes
- Share option and equity plans
- Employment issues relating to team moves
- High value discrimination claims
- Reputation management
- HR helpline support

We have advised banks, brokers, hedge funds, insurance companies, wealth and asset managers, private equity houses and private banks. Our professional services clients have included law firms, accountants, actuarial/consulting firms and recruitment consultants.

Our experience includes:

FSA matters

- Carrying out internal enquiries either prior to or in place of FSA investigations
- Dealing with approved persons status and Form C withdrawals
- Advising on the FSA Handbook

Contractual

- Providing companies with continuous support through the implementation of fully revised contracts of employment and post-termination restrictions
- Guiding a financial services company on its collective redundancy obligations during a major restructuring exercise

Post-termination protection

- Drafting extensive restrictive covenant protection for an inter-dealer broker firm
- Advising on restrictive covenant enforcement on a substantial team move

Enforcing the post-acquisition restrictive covenants in an asset purchase agreement

High value litigation

- Defending a financial services company against a high value discrimination claim involving significant reputational risk
- Defending a recruitment company against a high value claim for lost bonuses and salaries by two directors
- Negotiating a very high value settlement on behalf of a director of a commodity trading company

HR support

- Providing day-to-day advice to the HR team of a global investment bank
- Implementing a HR training programme for a global inter-dealer broker firm
- Conducting a full equal opportunities policy review and risk analysis for a financial institution