

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.*

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We cover the full spectrum
of employment and
discrimination law:

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Employment contracts

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Financial Services Authority (FSA)
regulatory issues

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Redundancy

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Post-termination restrictions

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Bonus structures and disputes

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Share option and equity plans

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Employment issues relating to team moves

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High value discrimination claims

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Reputation management

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HR helpline support

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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.

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Our experience includes:

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FSA matters

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Carrying out internal enquiries either prior to
or in place of FSA investigations

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Dealing with approved persons status and
Form C withdrawals

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Advising on the FSA Handbook

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Contractual

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Providing companies with continuous
support through the implementation of fully
revised contracts of employment and
post-termination restrictions

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Guiding a financial services company on its
collective redundancy obligations during a
major restructuring exercise

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Post-termination protection

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Drafting extensive restrictive covenant
protection for an inter-dealer broker firm

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Advising on restrictive covenant
enforcement on a substantial team move

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

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High value litigation

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Defending a financial services company
against a high value discrimination claim
involving significant reputational risk

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Defending a recruitment company against a
high value claim for lost bonuses and
salaries by two directors

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Negotiating a very high value settlement on
behalf of a director of a commodity trading
company

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HR support

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Providing day-to-day advice to the HR team
of a global investment bank

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Implementing a HR training programme for
a global inter-dealer broker firm

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Conducting a full equal opportunities policy
review and risk analysis for a financial
institution