



VALEMUS



**Valemus Law. An exceptional business law firm.**

[www.valemuslaw.com](http://www.valemuslaw.com)

0330 100 0320

**OLIVER BRICE**  
**MANAGING DIRECTOR AND OWNER**



When I started up the firm in April 2007, I wanted to create a new style of law firm that fully embraced modern technology and thereby avoided those costs typically associated with traditional 'bricks and mortar' law firms. At the same time I wanted the firm to be able to offer a full service to clients; an exceptional service combined with high quality advice. Most importantly, all at a reasonable and commercial cost. I'm pleased we

have now achieved it!

Our solicitors are ex-partners of well known city firms and senior associates from the likes of Clifford Chance, Linklaters and DLA Piper, and lead in-house counsel from the likes of Barclays, Virgin Media and Lafarge.

I am also a practicing solicitor with emphasis on corporate and company commercial work. Prior to founding the firm I worked in the corporate team at Taylor Wessing and was the Group Legal Director of the Macmillan Publishing Group. I specialise in general commercial contracts; supply, distribution and agency agreements; asset and share sales and purchases; joint ventures and investments.

**JAMES HILSDON**  
**DIRECTOR**



I am a commercial litigation lawyer with 20+ years' experience. Enthused by the opportunity to build up my own practice, nurturing and developing my own clients who were set to suffer the fall out of the banking crisis, I joined the firm in November 2009. I was formerly a Litigation Partner at mid-tier City of London firm, Davies Arnold Cooper.

My career commenced with 6 years' practice at the Chancery-Commercial Bar, covering a wide range of matters from commercial disputes through to traditional Chancery practice. I then moved to Clifford Chance LLP where I managed complex multi-jurisdictional disputes and was a member of the core Advocacy Unit.

With five years of offshore magic circle experience under my belt, I enjoy the multi-jurisdictional and cross-border issues as well as national litigation issues such as contract breaches, shareholder and director disputes and specialist insolvency measures.

## Valemus Law. An exceptional business law firm.

Valemus Law offers practical, flexible, economical business legal solutions to a wide range of clients, from global organisations to entrepreneurial start-ups. We strive to ensure that all our clients obtain the value and professional experience that one would expect from a city law firm.

To guarantee that demand can be met without diminishing the quality of our business legal advice, Valemus Law customarily engages partner-level lawyers with at least 10 years experience. Our lawyers typically hail from the Top 50 UK law firms and/or blue chip organisations and their exceptional expertise is recognised across the commercial sector. As a result, we include among our clients some of the biggest names in the automotive, air transport, oil and gas, defence, energy and environment and publishing industries. We also enjoy a reputation for helping to launch a number of successful start-ups across a range of industry sectors.

### PRACTICE AREAS

- COMPANY COMMERCIAL
- CORPORATE
- COMMERCIAL LITIGATION
- COMMERCIAL PROPERTY AND CONSTRUCTION
- EMPLOYMENT
- INTELLECTUAL PROPERTY
- IMMIGRATION





## OUR PRACTICE

---

Whether you are an individual in business or the lead counsel of a global entity, when it comes to commercial legal requirements you need clear, practical and professional, timely advice. Pursuing your commercial strategy and answering your commercial needs is your priority. It is ours, too.

Valemus Law offers a complete range of commercial legal solutions, from contract reviewing and drafting to data protection. Our solicitors have an excellent track record of delivering practical, tailor-made solutions to the legal challenges you face. Valemus Law's clients range from global entities in the publishing, retail, automotive, media, IT and healthcare sectors to start-up businesses in the innovation sectors. Our aim is to ensure your ultimate goal

## COMPANY COMMERCIAL AT A GLANCE

---

- Standard Terms and Conditions review, development and actions
- E-commerce terms and conditions
- Consumer contracts and distance selling regulations
- Membership agreements
- Website hosting agreements
- Web design agreements
- Website terms of use, privacy policies, acceptable use policies, linking policies
- IT Services agreements
- Software license, development and maintenance agreements
- Advertising and sponsorship agreements
- Supply chain issues
- Outsourcing agreements
- Supply agreements
- Manufacturing agreements
- Procurement agreements
- Distribution agreements
- Development and collaboration agreements
- Liability issues
- Franchising specialists
- Data protection



## OUR PRACTICE

---

Do you go on an acquisition spree? Do you seek a JV, or investment funding? Or do you sell off assets and restructure your core business? Whatever you do, you need a solicitor who understands your business and knows how to turn your decisions into profitable enterprise.

Valemus Law prides itself on providing innovative, sector-specific, cost-effective corporate advice from a broad and deep

experience base. We are wholly committed to delivering the exceptional corporate legal services to our clients, whether they are SMEs or large multinational corporations, private, public or third sector operators. For domestic and cross-border transactions, we offer a practical, deal-focused service.

Our corporate team has extensive, top tier City experience and can provide specialist support and advice to businesses. We aim to deliver exceptional value by ensuring our corporate legal solutions are tailored to your exact needs.

## CORPORATE AT A GLANCE

---

- Constructive corporate recovery advice
- Corporate governance and directors' duties
- Company formation and company secretarial
- Corporate reorganisations
- Private equity and venture capital investments
- Joint ventures
- Mergers and acquisitions, including share and asset purchases
- MBOs/MBIs and Earn-outs
- Restructuring advice



## OUR PRACTICE

---

Valemus Law offers a multijurisdictional service covering a wide range of industry sectors. Whatever end of the spectrum your business may occupy, our commercial litigation advice is always presented in a clear, comprehensible and affordable fashion.

Our solicitors and solicitor advocates have the experience and depth of knowledge to

deal with the most complex matters. We believe that the earlier you receive advice on how to avoid disputes, the better equipped you are to deal with a dispute if it does arise. If you do find your business is involved in a dispute, we will help resolve your issues cost effectively and efficiently. We'll ensure the solution is robust enough to stand up to further dispute, and we'll make sure it's the most commercial resolution for your business, be it through litigation or arbitration.

## COMMERCIAL LITIGATION AT A GLANCE

---

- Compliance with statutory requirements
- Contractual disputes and debt recovery
- Directors' and Officers' duties and corporate governance
- Fraud and asset recovery
- Insolvency and restructuring
- Investor disputes - joint venture and shareholder disputes, partnership disputes
- Product liability
- Professional negligence
- Insurance disputes



## OUR PRACTICE

---

Valemus Law's highly experienced commercial property and construction solicitors have many years' experience in dealing with all types of property matters, from small office leases to complex, high-value property litigation matters.

Our Commercial Property practice offers a number of specialist areas, including Charity status transactions, banks and financial institution transactions, LLP and

partnerships transactions, property development and landowner representation.

Valemus also provides both contentious and non-contentious advice to the construction industry. We act for developers, contractors, subcontractors, professionals, insurers and funders, providing commercially viable and economically sound solutions. Our team's extensive experience includes housing, hospital, office, education and retail development procurement; loans and investments; high value contract reviews and renewals; claims; litigation and adjudication.

## COMMERCIAL PROPERTY AT A GLANCE

---

- Acquisitions, disposals and financing of freehold and leasehold properties
- Lettings
- Property development, investment and management
- Offices and shops
- Distribution warehouses, factories and industrial premises
- Retail parks and business parks
- Care/residential homes, schools
- Development sites
- Building contracts, including JCT, NEC, ICE, GC/Works, FIDIC, PPP2000 and bespoke contracts
- Security documentation, including collateral warranties, bonds, escrow agreements and project bank accounts
- Professional appointments
- Development agreements
- Arbitration, litigation, mediation and adjudication



## OUR PRACTICE

---

Valemus Law provides cost effective, expert employment law advice to both companies and individuals.

A company's employees are its main asset but can also represent the greatest source of potential liabilities. Valemus Law's pragmatic approach to employment law advice ensures you are equipped to deal with any potential liability.

Backed by extensive expertise gained from specialist employment law firms, our solicitors are able to explain employment law in a congenial and easy to understand manner, advising you as to your rights and showing you the best way forward. We recognise that each employee matter and each business case is unique and therefore each response must be tailored to your specific requirements.

## EMPLOYMENT AT A GLANCE

---

### FOR COMPANIES

- Compromise agreements and exit packages
- The Equality Act 2010; discrimination claims: sex, race, disability, sexual orientation, religion and age
- Whistle blowing and the Public Interest Disclosure Act
- Working Time Directive
- Breach of contract, disciplinary proceedings
- Transfer of Undertakings Regulations (TUPE)
- Grievances, unfair dismissal, tribunals and hearings
- Advice for implementing the ACAS Code of Conduct
- Maternity and paternity; parental rights; and flexible working
- Redundancy and restructuring

### FOR INDIVIDUALS

- Grievances, unfair dismissal, redundancy, breach of contract
- Discrimination and the Equality Act 2010
- Disciplinary action being taken against you
- Maternity, paternity and parental rights, flexible working
- Negotiating compromise agreements
- Tribunals and hearings



## OUR PRACTICE

---

All your IP needs in one place. From multimillion-pound ventures to start-up strategies, we have your IP needs covered. Valemus Law's specialist IP team comprises solicitors practising in the company commercial, litigation and corporate fields. When it comes to brand and product protection, thanks to our resident trade mark attorney we have no need to refer to an external agent.

We advise on brand strategy and maximising your brand potential. Our range of IP clients extends from global food and beverage manufacturers to major defence and aerospace services via a multitude of entrepreneurial start-ups and SMEs who regularly refer to us for trade mark, brand development and strategy advice.

## INTELLECTUAL PROPERTY AT A GLANCE

---

- Global registration
- Copyright and design rights
- Database protection
- Patents, Trademarks and passing off
- Domain names
- Performing rights
- Global IP strategy development and anti-counterfeit strategy
- Negotiation and drafting of IP agreements
- IP enforcement and dispute resolution
- Marketing, advertising, branding and development
- Mechanical and electronic engineering
- Pharma, chemical and biotech innovations
- IT, hardware and software
- Hi-tech instruments

## OUR PRACTICE

---

Immigration issues, whether individual or commercial, often need rapid solutions. Immigration rules are also becoming increasingly complex. You need those solutions to be robust and you need to be able to understand their intricacies. And you need them not to cost the earth when the process itself is costly enough.

Our solicitors are innovative, knowledgeable, firm with the authorities

when they need to be, and know Immigration Law and procedures inside out. Their multi-dimensional experience allows them to represent both companies and individuals in a timely fashion. We aim to understand your needs fully before providing advice on your options, the prospects of success, and the risks.

## IMMIGRATION AT A GLANCE

---

- Tiers 1, 2, 4 and 5 of the Points-Based System
- Entry clearance and visa applications
- Sponsor licence applications
- Appeals, in-country and out-of-country (paper appeals, and oral appeals at the tribunal hearing)
- Visitors
- Students
- Indefinite leave to remain applications
- British citizenship via naturalisation and registration
- Spouses/civil partners and family reunion
- Dependent relatives
- Marriage applications and Certificates of Approval
- Discretionary applications
- Human rights-based claims
- European applications



## OUR PRACTICE

Valemus Law's experienced Sports, Media and Entertainment solicitors offer an affordable, outstanding service and expert knowledge in each of the sectors they serve.

Our sports specialist represents some of the biggest names in the boxing ring and has advised on issues across the sporting world. With a deep insight into the commercial

aspects of sport, we can provide advice on all legal aspects from ingenious sponsorship deals to negotiating media rights and athlete representation.

Whether you are in broadcast media, social media, digital commerce, data, entertainment, or media technology; or are a financier, a talent or a brand holder, and anything in between, our media and entertainment experts are on hand to provide affordable, exceptional legal support. With their fingers firmly on the pulse of innovation and technology-driven advances, they can provide first rate, up-to-the-minute advice on everything from financing contracts to stadium developments; from contract negotiation to intellectual property enforcement.

## SPORTS, MEDIA AND ENTERTAINMENT AT A GLANCE

### SPORTS LAW:

- Services Agreements for promoters and sports stars
- Broadcast media, appearance, production and IP rights
- Stadium and arena hire contracts
- Disciplinary hearings, including anti-doping and regulatory breaches
- Sponsorship, merchandising and licensing agreements
- Privacy protection and data rights; film and book rights
- Settlement agreements

### MEDIA AND ENTERTAINMENT:

- Client or supplier-facing creative services agreements
- Sponsorship agreements, event management and venue hire contracts
- Technology licensing and development, including SaaS arrangements
- Fundraising arrangements
- Celebrity and corporate partnerships and co-branding deals; advertising and marketing clearances
- Content acquisition, licensing and distribution
- Creation, protection and exploitation of copyright, design rights and trademarks; audio-visual piracy
- Format development; and exploitation and production advice

## Company Commercial



### Oliver Brice

**Career History:** Taylor Wessing

**Expertise:** Supply, distribution and agency agreements; general commercial agreements; asset/share sales and purchases; joint ventures; investments



### Tess Beaumont

**Career History:** Olswang

**Expertise:** Outsourcing, distribution, franchise, website development, sponsorship, manufacturing and software agreements; website terms and conditions, privacy policies and web-based prize competitions; terms and conditions of supply;



### Rebecca Powell

**Career History:** Garretts, DJ Freeman

**Expertise:** Purchasing, supply, operation and maintenance contracts; services, sponsorship, franchise, software, outsourcing, manufacturing, distribution, agency, R&D and co-development agreements; legal compliance including anti-bribery policies



### Tracey Bicheno

**Career History:** Norton Rose

**Expertise:** Bids and tenders for public works; general, IT and POS technology development contracts; education law, including funding, admissions and statements; commercial training programmes



### Suzanne Dibble

**Career History:** DLA Piper

**Expertise:** Franchising; licensing; commercial contracts including supply, distribution, manufacturing, agency, advertising, sponsorship, software development, e-commerce, distance selling and technical outsourcing; website terms and conditions; data protection



### Sarah Hughes

**Career History:** Trowers & Hamlins

**Expertise:** Outsourcing contracts; management, service level, sales, transfer and tenancy agreements; housing management policies



---

Company Commercial and Corporate



**Emma Nutbeen**

**Career History:** Olswang

**Expertise:** Supply contracts; Ts & Cs of sale; distribution, franchise, confidentiality, non-disclosure, advertising, sponsorship and marketing agreements



**Charu Babel**

**Career History:** Simmons & Simmons; Fieldfisher

**Expertise:** Investments; fundraising; corporate restructuring; share and business sales and acquisitions; shareholder and partnership matters; joint ventures; director's duties; board matters; company formation; commercial agreements; terms of business; competitive bid processes



**Alex Johnstone**

**Career History:** Olswang

**Expertise:** Commercial arrangements – from heads of terms/short form agreements to complex/long-standing arrangements; technology development and licensing including SaaS arrangements; commercial law and IP training



Commercial Litigation



**James Hilsdon**

**Career History:** Chancery Commercial Bar, Clifford Chance, Harneys, Appleby Global, Davies Arnold Cooper

**Expertise:** Breach of contract; negligence and professional negligence; investor disputes, shareholders' agreements, JVs and minority rights; civil fraud and regulatory issues, asset recovery and interim remedies; cross-border and offshore disputes; contentious and cross-border insolvency; international enforcement of judgments and arbitral awards



**Emma Nutbeen**

**Career History:** Olswang

**Expertise:** Exploitation of design rights, trade marks and patents; passing off claims; IP issues on acquisitions; patent infringement advice; general IP litigation; general commercial litigation and dispute resolution



**Michael English**

**Career History:** Clyde & Co, Simmons & Simmons

**Expertise:** Appeals against immigration decisions by the Home Office; alternative dispute resolution; business and personal disputes; settlement negotiation and agreements



**Peter Fitzpatrick**

**Career History:** Berrymans Lace Mawer

**Expertise:** Insurance policy disputes; subrogated and liability claims; FOS complaints; breach of contract; negligence and professional negligence; property disputes; company and partnership disputes; mediation and ADR



---

Commercial Property and Construction



**David Barnes**

**Career History:** Speechly Bircham, Lawrence Graham, Alsop Stevens

**Expertise:** Commercial property investment by individuals and institutions; management of commercial property leases, including statutory renewals; lettings on behalf of landlords and tenants; property transactions by charities; secured lending; sale and purchase

of land for development



**Christopher Pedder**

**Career History:** Mace, Trowers & Hamblins

**Expertise:** JCT, NEC, PPC, FIDIC and TAC standard form construction contracts; bonds and guarantees; collateral warranties; consultant appointment documentation; framework agreements; partnering and alliancing agreements; supply chain contracts; outsourcing

agreements; EU procurement

## Employment and Immigration



### Katherine Munn

**Career History:** Pinsent Masons, Stephenson Harwood

**Expertise:** Director contract negotiations; changes to Ts & Cs; employment contracts; dismissals; tribunal claims; discrimination issues; handbook, policy and procedure writing; grievances; disciplinary procedures; disability in the workplace; parental advice; redundancy processes, restrictive covenants and settlement agreements; TUPE; immigration issues in businesses; sponsorship licences; the points based immigration system



### Michael English

**Career History:** Simmons & Simmons, Clyde & Co

**Expertise:** Applications to the Home Office under the points based immigration system for entrepreneurs, investors, students, post-study workers, sole representatives, and business visitors; sponsor licences; complex applications, Human Rights cases; Appeals, applications to the High Court and Court of Appeal; nationality, right of abode and citizenship issues; EEA nationals



### Suzanne Coe

**Career History:** Andersen Legal, Pinsent Masons

**Expertise:** Unfair dismissal, including redundancy; collective and individual consultation processes; contracts, staff handbooks and employment policies; consultancy agreements; changes to Ts & Cs; disciplinary and grievance issues; settlement agreements; employment related litigation; TUPE transfers and business transactions; parental rights; equality and discrimination



### Lara Akinlude

**Career History:** SanTERS, Oldham Marsh Page Flavell, Temple Heelis, Havillands & Co

**Expertise:** Temporary visas, including tourist visas, family visitors, medical visitors and marriage visitors; applications under the points based immigration system; business visas; settlement, spouse and fiancé visas; EEA nationals; appeals to the Tribunals, Court of Appeal and Judicial Reviews; British citizenship; Human Rights cases and refugee related issues



### Jane Moorman

**Career History:** D J Freeman, Pinsent Masons, Howard Kennedy

**Expertise:** Equality; corporate reorganisation and redundancy; outsourcing; TUPE and business transactions; trade union and industrial relations issues; executive dismissals; recruitment, team moves and restrictive covenants; long term sickness and disability; employment contracts; employment related litigation; disciplinaries and grievances; parental rights; protected disclosures (whistle blowing)

## Intellectual Property Law



### Tracey Huxley

**Career History:** DIAGEO, Richemont International, Shoesmiths, Linklaters

**Expertise:** Trade mark filing, protection, use, enforcement, strategy, portfolio management, watching services and cancellation actions; commercial IP agreements, acquisitions, enforcements and litigation; copyright, design rights, advertising and social media issues; anti-counterfeiting



### Emma Nutbeen

**Career History:** Olswang, Matalan, BAE Systems

**Expertise:** Trade mark and patent licences; clearance; copyright, design rights; sponsorship and advertising and agreements; patent validity and infringement; training for fashion design and marketing; anti-counterfeit strategy; passing off claims; IP issues on acquisitions



### Jane Bunch

**Career History:** Olswang, Nabarro, BP, BAE Systems

**Expertise:** Patent and technology licensing; R&D agreements; collaboration agreements; technology transfers; acquisition and disposal of Intellectual Property rights; grant funded research projects; spin out companies; patent pooling; cross licensing



### Tess Beaumont

**Career History:** Olswang

**Expertise:** Outsourcing, distribution, franchise, website development, sponsorship, manufacturing and software agreements; website terms and conditions, privacy policies and web-based prize competitions; terms and conditions of supply; government tenders



### Liz Sproston

**Career History:** Whirlpool (UK and Europe), Unilever, Olswang, Rowe & Maw

**Expertise:** Trade mark filing, clearance, watching, protection, use and enforcement; licences, assignments and joint collaboration agreements; sponsorship agreements; confidentiality agreements; advertising agency contracts and promotions; copyright, design rights and patents; domain name registration



Sports, Media and Entertainment



**Oliver Brice**

**Career History:** Taylor Wessing

**Expertise:** Publishing agreements; supply, distribution and agency agreements; general commercial agreements; licensing agreements; asset/share sales and purchases; joint ventures; media investments



**Neil Sibley**

**Sibley Law:** Taylor Wessing

**Expertise:** Provision of services agreements for individual sport stars and promoters; television broadcast and rights agreements; disciplinary and anti-doping hearings; arena hire contracts; sponsorship agreements; privacy protection; settlement agreements; television appearance and production agreements; film and book rights



**Alex Johnstone**

**Career History:** Olswang

**Expertise:** Commercial arrangements, including creative services, fundraising and sponsorship agreements; technology development and licensing including SaaS arrangements; creation, protection and exploitation of copyright, design rights and trademarks; content acquisition, licensing and distribution; advertising and marketing clearances; commercial law and IP training



VALEMUS

Tallis House, 2 Tallis Street  
London, EC4Y 0AB

0330 100 0320

**info@valemuslaw.com**

**www.valemuslaw.com**