

Integrated business support services from Rix & Kay



Supporting ambitious businesses to realise their goals

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Your Key Contact

Bruce Hayter

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www.rixandkay.co.uk

Brighton & Hove

Uckfield




Sevenoaks

Seaford

Ashford

How we support ambitious businesses

Put simply

<p>Access to a comprehensive suite of legal services</p>  <ul style="list-style-type: none"> • Strategic • Corporate • Commercial • Intellectual property • Commercial property • Planning • Employment • Dispute resolution • Personal advice for business owners 	<p>Delivered seamlessly with commercial know-how</p>  <p>Our Integrated Business Support Team is unique in the market place</p> <p>It brings together a dedicated team of professionals to deliver services seamlessly</p> <p>Providing a more cost effective and risk free environment for our clients</p>	<p>That adds value to your bottom line</p>  <p>Our team won't just provide yes/no answers to legal problems</p> <p>We are focused on helping you realise your business goals</p> <p>That means advice that supports your long-term objectives, delivers cost savings, improves efficiencies and reduces risk</p>
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Our Integrated Business Support Team

1. An integrated team of lawyers and professionals covering a comprehensive range of specialist legal disciplines working together to deliver integrated business services to clients.
2. Clients benefit from seamless service delivery that ensures a consistent approach to everything we do – every day, for every client, on every legal matter.
3. Clients aren't just passed from lawyer to lawyer. Our Integrated Business Support Team works together to understand our client's goals and how we can achieve them.
4. The result is technically excellent advice across the board that is delivered in a more efficient, cost effective and risk free environment .

Creating value



“Some businesses view legal services as an unavoidable cost. Rix & Kay is different. Our clients benefit from strategic and commercially led advice that simply creates value.”

Richard Cripps, Managing Partner

Commercial support – not just yes/no answers to legal problems



Strategic

Working alongside your leadership team to help you realise your goals

What are your immediate concerns? Where does your business want to be in three to five years' time? What are your internal and external challenges? How will your sector evolve? Our team invest time to understand your goals so we can help you achieve them in a way that supports sustainable growth and long-term success.



Corporate

Enhance business operations and maximise the value of your business

From corporate advisory that allows organisations to adopt robust business structures and operate cost effectively, to supporting long-term exit strategies through fund raising, buy-outs and mergers and acquisitions. Our team focuses on enhancing business operation, maximising the value of your business and delivering your goals.



Commercial

Take control of your buyer and supplier relationships

Strategic supply chain management and workable commercial contracts with your buyers and suppliers can be the difference between sustainable growth and costly disputes that disrupt business operations. Our team understands the value of having the right contracts in place that can safeguard cash flow issues, adding money to your bottom line.

Creating value



“We act as trusted business advisors to our clients which means understanding their goals. What is it they want to achieve? How can we help them to do it quicker and with less risk? Is it futureproofed?”

Sara Carpenter, Partner and Head of Kent

Commercial support – not just yes/no answers to legal problems



Intellectual property

Safeguard your IP cost effectively and creating competitive advantage

Protecting IP assets is something that is often overlooked by businesses and yet failure to protect IP can have disastrous consequences further down the line. Our team can assess the value of your organisation’s IP and what the impact might be if it was used without your consent, whilst providing practical and cost effective ways to protect it.



Commercial property

Take control of your property and turn it into a valuable asset

For most businesses, their property concerns are deemed as an overhead and can often cause significant upheaval, disruption and unnecessary cost if not managed in a commercial way. Whether you are a landlord or a tenant, our team look to manage your property to limit exposure to cost and, where possible, make it an asset.



Planning

We will tell you if it’s viable and help avoid costly and protracted negotiations

Rix & Kay is one of the only law firms in the South East with dedicated legal planning expertise. Our lawyers have worked in-house at local authorities, so our clients benefit from our detailed understanding of the regional planning landscape. We get deals done quickly, when many others get embroiled in time consuming and costly red-tape.

Creating value



“Our Integrated Business Support Team brings together technical excellence from all our disciplines of law to create a single team. Our clients aren’t passed from one lawyer to the next. They benefit from a consistent approach that is cost effective and efficient.”

Bruce Hayter, Partner, Head of Corporate and Chairman

Commercial support – not just yes/no answers to legal problems



Employment

Adopt best practice, retain talent and avoid costly disputes

Managing and maintaining an effective workforce is critical to any business’s success. From senior level strategic reviews and reorganisations, to putting in place the right procedures to ensure unnecessary disputes are avoided. Our team provides commercial advice aligned to the needs of an organisation that will allow it to thrive and prosper.



Dispute resolution

We will help you avoid disputes but will tackle them head-on if need be

Our team are skilled at helping businesses to foster a risk-free environment to limit exposure to costly litigation from the outset. However, disputes can still arise. Our team will guide you through the most appropriate and cost effective form of resolution. If that means vigorously defending your position then we won’t hesitate to act.



Personal advice for business owners

Put your personal affairs in perfect order to benefit you and your family

Looking after your personal interests is as important as managing your business success. We will help you to structure your business and personal interests by using legitimate exemptions, but without entangling you in artificial or aggressive tax planning. Our advice will make more efficient use of your assets and can save your family money. Our Team also provides tailored services covering residential property sales and purchases and a discreet and highly professional Family law service.

Our corporate expertise at a glance

Your key contact – Sussex



Bruce Hayter, Partner
T: 01825 744420 brucehayter@rixandkay.co.uk

Your key contact – Kent



Sara Carpenter, Partner
T: 01732 448302 saracarpenter@rixandkay.co.uk

Headlines

- One of the most active deal-makers in the South East
- More than a dozen mid-market deals completed in the last twelve months
- In 2016 our collective deal value was in excess of £90million



Corporate Mid Market – Leading Firm in Chambers and Partners 2017

"The guidance and support they provided to us throughout was efficient, effective and confidence inducing. The service was first-class, from the opening meeting to the signing off. The Team are excellent - they are professional, thorough and a pleasure to work with."

Expertise

Strategic advisory	Corporate structures	Merger & acquisition	Management buy-outs	Fundraising and capital markets
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A few recent highlights

<p>Green Insurance Group</p>  <p>£10million</p> <p>Refinancing and acquisition</p>	<p>SmarterShows</p>  <p>£14million</p> <p>Sale of a trade show business held in Smarter Shows</p>	<p>Flint Group</p>  <p>£ confidential</p> <p>Acquisition of UK based supplier to sheet-fed printing sector</p>
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Our commercial expertise at a glance

Your key contact



Dominic Travers

Partner

T: 01273 766930

E: dominictrovers@rixandkay.co.uk

Headlines

- Established track record of supporting fast growing businesses across the South East
- Tailored exclusivity contracts to support high-profile international projects
- Specialist technology, media and telecoms sector expertise



Client quote 2017, Boutique online jewellery retailer

“The Team brings harmony to the sometimes cacophonous areas of commercial disputes.”

Expertise

Buyer & supplier contracts	Software and IT contracts	Licensing and franchising	Ts & Cs / eCommerce	Data Protection and FOI
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A few recent highlights

<p>Flight of the Swans</p> <p>Media, TV rights and exclusivity agreements for international expedition</p>	<p>IT and Cloud provider</p> <p>Company wide review of business terms and Ts&Cs for this innovative cloud provider</p>	<p>International events business</p> <p>Complex IT contracts for international conferences business</p>
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Our intellectual property expertise at a glance

Your key contact



Tariq Sayfoo

Solicitor

T: 01273 766917

E: tariqsayfoo@rixandkay.co.uk

Headlines

- Working in partnership with businesses of all sizes to secure and safeguard IP assets
- Innovative approach to IP audits to determine IP value and cost effective ways to protect it
- Proactive approach to resolving IP disputes quickly and cost effectively



Client quote 2017, Children's high street retailer

"Thanks for all your help in making it happen."

Expertise

Copyright and infringement	Trade marks and brand protection	Patents and know-how	Designs (registered and unregistered)	Confidential information
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A few recent highlights

<p>London based App developer</p>	<p>E-cigarette retailer</p>	<p>Boutique design consultant</p>
<p>Trade mark application for leading London based App designer</p>	<p>Successfully defended trade mark breach for high street retailer</p>	<p>Online brand protection for boutique design consultant</p>

Our commercial property expertise at a glance

Your key contact – Sussex



David Ashton, Partner
T: 01825 700177 davidashton@rixandkay.co.uk

Your key contact – Kent



Richard Cripps, Managing Partner
T: 01732 440856 richardcripps@rixandkay.co.uk

Headlines

- One of the most prominent firms in Sussex and Kent advising on strategic developments
- Have led on a dozen major sites over the last 12 months with a total value of £58 million
- Skilled in managing property portfolios ranging from single HQ sites to multiple sites



Real Estate, The South – Leading Firm in Chambers and Partners 2017

"I have always found them to be a very impressive, well-organised and a focused firm. They are very efficient and they pull out the important parts for us."

Expertise

Development projects	Property portfolio management	Property investment	Acquisition and disposal	Corporate support during M&A
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A few recent highlights

<p>National UK Pharmacy chain</p>  <p>Property portfolio management and strategic lease renewals for pharmacy with over 50 UK outlets</p>	<p>Parker Building Supplies</p>  <p>Relocation of head offices to multiple state of the art units on a new development park</p>	<p>BD Foods</p>  <p>Secured a new manufacturing plant involving complex lease provisions and public funding</p>
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Our **planning** expertise at a glance

Your key contact



Oliver Bussell

Associate

T: 01732 448050

E: oliverbussell@rixandkay.co.uk

Headlines

- First hand experience from both a commercial and local authority perspective
- Detailed understanding of the regional planning landscape allows us to get deals done
- Able to implement strategic planning solutions that protect and enhance property assets

Client quote 2017



“Oliver’s diligent, personable and responsive manner, combined with the precision and value of his professional advice, underpinned our success at a Public Inquiry into a major commercial development scheme. He came highly recommended and confidently exceeded all expectations.”

Expertise

Strategic planning applications	Appeals, inquiries and tribunals	Planning controls and S106	Highways & infrastructure	Development regulation & CPO
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A few recent highlights

<p>London Borough of Redbridge</p>  <p>Delivering large scale strategic S106 project in readiness for CIL with the in-house legal team</p>	<p>Major private client</p>  <p>Negotiating with the District and County Councils on successful high value planning inquiry</p>	<p>Major Landowner, CE Murch Ltd</p>  <p>Site development project involving Promotion Agreements and complex S106 negotiations</p>
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Our employment expertise at a glance

Your key contact



Miranda Martin

Partner

T: 01273 225603

E: mirandamartin@rixandkay.co.uk

Headlines

- A strong reputation for dealing with strategic issues including defending Employment Tribunals
- Collaboration with HR Teams to manage operational issues as and when they occur
- A dedicated retainer service for clients who want unlimited access for a fixed monthly cost



Employment – Recognised practitioner in Chamber and Partners 2017

“Miranda Martin is praised by clients as knowledgeable and conscientious and a good communicator who deals with complicated issues in a very clear and practical way. She excels at representing clients in Employment Tribunals, often as an advocate.”

Expertise

Strategic advice & reorganisations	Employment Tribunals	All types of discrimination	Director termination	Settlement agreements
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A few recent highlights

<p>International retailer</p>  <p>Complex TUPE project involving over 1,000 staff</p>	<p>Prominent professional services firm</p>  <p>Successfully defended constructive unfair dismissal at ET</p>	<p>Large UK based charity</p>  <p>Sensitive termination of two senior level appointments</p>
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Our dispute resolution expertise at a glance

Your key contact



Alistair Rustemeyer

Associate

T: 01273 766938

E: alistairrustemeyer@rixandkay.co.uk

Headlines

- Skilled at assessing commercial situations and advising clients on the best course of action
- Accredited mediators with the Centre for Effective Dispute Resolution (CEDR)
- Renowned for pursuing court action when appropriate, and securing best outcomes for clients



Litigation, The South – Leading Firm in Chambers and Partners 2017

"They are practical, timely and follow the process as it should be followed. The team brings a combination of practical and technical experience to litigation and contentious matters."

Expertise

Commercial disputes	Director/shareholder disputes	Property/construction disputes	Cross-border disputes	Insolvency & debt recovery
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A few recent highlights

<p>Leading French bank</p> 	<p>Recruitment business</p> 	<p>Not-for-profit organisation</p> 
<p>Cross border dispute and recovery in excess of €200k for the bank</p>	<p>Major shareholder dispute including Unfair Prejudice Petition</p>	<p>Successful mediation of £4M claim bought by liquidators</p>

Personal advice for business owners

Your key contact – Sussex



Max Wright, Partner
T: 01273 766901 maxwright@rixandkay.co.uk

Your key contact – Kent



Rich Risino, Associate
T: 01732 441275 richrisino@rixandkay.co.uk

Headlines

- Focused on helping business owners and directors to manage their personal financial interests
- Working in partnership with individuals to minimise tax costs and maximise personal wealth
- Strategic succession planning to ensure families and future generations are looked after



Private client – Leading Firm in Chambers and Partners 2017

"We are impressed by the level of personal service that we have received and their letters and reports are very clearly laid out and easy to understand. They do have a very good reputation."

Expertise

Succession planning	Personal tax and estate planning	Inheritance tax planning	Cash efficient Trusts	Capital gains tax management
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A few recent highlights

<p>High value trust funds</p>  <p>Value: £2million</p> <p>Efficient trust planning around complex IHT, CGT and Income Tax issues for multiple beneficiaries</p>	<p>Restructuring property trusts</p>  <p>Value: £20million estate</p> <p>Restructuring trusts to meet the changing needs of a family to reduce longer term tax impacts</p>	<p>Business and investment assets</p>  <p>Value: £8million</p> <p>Managing a complex estate of business and investments assets, UK and foreign real estate</p>
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Residential property and family law services

Your key contact – Residential property



Claire Manning, Partner
T: 01732 448301 clairemanning@rixandkay.co.uk

Your key contact – Family law



Alan Foster, Partner
T: 01825 744436 alanfoster@rixandkay.co.uk

Headlines

- Helping business owners to buy and sell property across Sussex and Kent for almost 80 years
- A highly professional and discreet Family service dealing with all types of family disputes
- Qualified mediators and collaborative lawyers who can manage family disputes amicably



Family and Matrimonial – Leading Firm in Chambers and Partners 2017

"It was very clear that the whole team works with effective and impressive communication as a collective of people working towards excellence in serving clients."

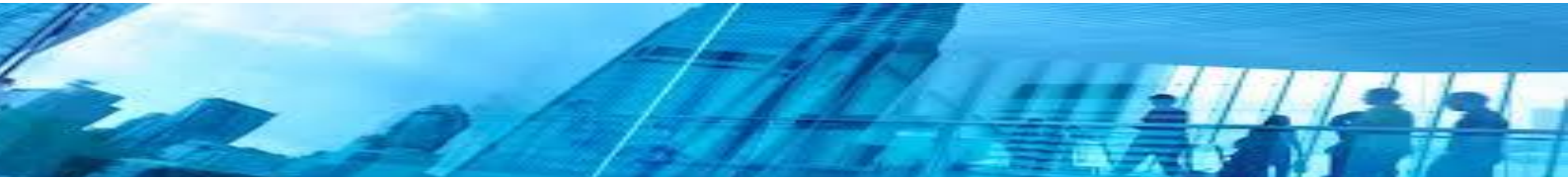
Expertise

Buying and selling property	Agricultural and rural property	Divorce and civil partnerships	Children related issues	Financial settlements
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A few recent highlights

<p>Complex sale with short exchange deadline</p>  <p>Sale of high value property with complex lockout agreements and covenant issues</p>	<p>Protecting real estate assets prior to marriage</p>  <p>Advising a HNW individual on protecting assets inherited during a family break-up</p>	<p>Court order proceedings involving children</p>  <p>Complex proceedings about children where one parent would not agree terms of a Court order</p>
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Our specialist sectors



Professional services

Rix & Kay maintains long-term strategic and highly influential partnerships with many of the region's leading professional service firms, from accountants and UK clearing banks, to commercial property agents, architects and other law firms. Our influential network allows us to lead project teams efficiently and cost effectively, facilitating quick completions of work when our clients require additional support outside of legal services.

In addition, the firm has a long history of acting for clients in the professional services sector. Over the last few years, Rix & Kay has built up a reputation for being the law firm of choice in this sector in the South East and is often referred to as the "professionals' professional".



Healthcare and care homes

Rix & Kay's Care Sector Team specialise in supporting and advising both users and providers of healthcare services with particular expertise in supporting care home owners and individuals and their families who are already in or are considering moving to a supported care environment.

The Team are considered thought leaders in the sector and maintain influential relationships with a wide range of care sector stakeholders. In January 2017 the firm published its second thought-leadership report, *The challenges for care home owners and their residents*.

Our detailed understanding of the challenges care home owners face and the relationship dynamics that exist between care home owner and care home resident, means the team is perfectly placed to provide a seamless service of expert legal advice to all parties.



Rural business and agriculture

To compliment Rix & Kay's commercial property expertise and the businesses we support in rural heartlands, we are able to draw on our specialist Rural Business and Agriculture sector team. Rix & Kay has, for decades, been advising farmers and rural business owners. We have a detailed understanding of economic, legal and agricultural issues and our team consists of solicitors who are heavily involved in the rural community enabling them to understand the key issues facing businesses and landowners alike.

This complimentary expertise can be hugely valuable should agricultural restrictions exist on land or property and allows us to provide a seamless service for every eventuality including licensing issues, conversion, development rights and boundary disputes.



Sport and charities

Rix & Kay's Integrated Business Support Team works in partnership with many regional sports clubs and charities, helping them to meet the needs of their members and the people they support.

Our work ranges from ensuring clubs and charitable organisations can adopt sound corporate structures to allow them to operate effectively, to development work around premises and grass roots level sports facilities including stadium, club house and pitch development.

Our work in this area dovetails with our high level rural business and agriculture expertise and is often done on a pro-bono basis.

Our approach to service delivery and client care

Quality

Rix & Kay is one of the largest mid-market law firms in the South East. We work in partnership with some of the most successful organisations in the region as well as clients nationally and internationally.

We have a reputation of recruiting Partners from City firms. This allows Rix & Kay to deliver City quality service but without the City price-tag.

But it's our commitment to enhancing the client experience that really sets us apart. Our people aren't typical lawyers and they don't wear "lawyer" as a badge. They are open, approachable, always accessible and easy to talk to, as well as being commercially minded and technically excellent.

How does this work in practice?

We always appoint a dedicated Client Relationship Partner (CRP) to work with our clients and be the main point of contact. Your CRP will be your principal point of contact and will be ultimately responsible for managing your work from start to finish and coordinating our wider Business Support Team. This means all our work is Partner-led so we can deliver the very best advice from the start.

Your CRP will want to meet with you face-to-face so they can understand your challenges and objectives and ensure that the services they provide meets everyone's needs.

You will have direct access to your CRP and all our Business Support team including mobile numbers for "out-of-hours" contact, direct dial numbers and email addresses. We always invest time in getting to know our clients as, in our experience, this builds up trust and confidence quickly and ensures we can work with you in the most efficient way.

Account management

Rix & Kay are one of only a few law firms in the UK who employ a dedicated team of client care professionals. Our Client Care Team are non-lawyers and provide an additional point of contact and a sounding-board for our clients that helps support the very best level of client service and delivery.





About Rix & Kay

Rix & Kay Solicitors is a long-established and award winning law firm that has a reputation for providing outstanding client service. 97% of clients surveyed would recommend Rix & Kay to people they know.

It is our reputation that allows us to retain a strong regional presence across Sussex and Kent. We work in partnership with business owners, entrepreneurs, professionals and their families from our offices in Brighton & Hove, Uckfield, Seaford, Sevenoaks, and Ashford. We also work with some of the most successful organisations in the UK both on national and international projects.

We help successful, ambitious businesses and individuals to create, grow, protect and pass on their business and personal wealth for the benefit of themselves, their families and successive generations. We do this by applying technically brilliant and commercially focused legal advice across the entire range of business and private client legal services, whilst ensuring the highest level of client service standards.



Offices

Uckfield

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