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www.templeheelis.co.uk



Temple Heelis
SOLICITORS

- Commercial Property
- Corporate and Commercial Matters
- Commercial Agreements
- Employment Law



With Temple Heelis
... it's Fixed

Fixed fee business services

Commercial Property

Whether you are leasing a commercial property for the first time, or acquiring property or land for investment or development, our team have the experience and local knowledge needed to provide accurate and timely advice.

We understand that when setting up a new business or dealing with a transaction, costs need to be factored in and we will endeavour where possible to work within agreed fixed or capped fees. We will provide you with a proposal outlining the steps in the process, what we will be doing for you and the likely timescales. You will be kept informed of our progress throughout the matter and we will respond quickly to any queries you may have.

Our services include:

- **Property sales and purchases**
- **Commercial leases/licences/renewals/disposals/rent reviews**
- **Land acquisition development and disposal**
- **Option Agreements**
- **Portfolio reviews**
- **Licensed Premises/acquisitions/disposals or tenancies**

For a no obligation consultation or quotation call

Jane Rothwell on 01539 816119
e: jrothwell@templeheelis.co.uk or
Yasmin Schwer on 01539 816425
e: yschwer@templeheelis.co.uk



*“Extremely helpful and thorough
in your investigations on our behalf.”*

Ms S and Mr P, Crosthwaite

Corporate and Commercial

Setting up your business correctly, and responding to change is at the heart of any successful operation. Use our Business Services Team to help deliver your ideas for the growth or development of your business.

- **Mergers and acquisitions**
- **Business sales**
- **Joint ventures**
- **Company formation**
- **Constitutional and regulatory matters**
- **Change of ownership and corporate structure**

The majority of our work can be done on a fixed, capped or retainer basis.

For a no obligation consultation call Richard Moore on 01539 816416 or email rmoore@templeheelis.co.uk or **Yasmin Schwer** on 01539 816425 yschwer@templeheelis.co.uk



“Richard and the team have offered invaluable advice.”

Mrs H, Kendal



Commercial Agreements

Having correctly drafted and negotiated commercial contracts will provide:

- **Greater transparency and certainty between suppliers, customers and your business**
- **Minimised risk to your business in entering key agreements**
- **Increased protection in the event something does go wrong**
- **Reduced chance of disputes arising**
- **Make your business 'fit for sale' as part of an exit planning strategy.**

The cost to a business of not taking advice at an early stage can far outweigh the costs in being "business ready". When it comes to commercial matters, prevention is better than cure and an initial consultation will cost you nothing.

Our team can assist with a wide range of commercial agreements including terms and conditions, supplier agreements, franchising and service agreements and will help ensure you are ahead of the game.

For a no obligation consultation call Richard Moore on 01539 816416 or email rmoore@templeheelis.co.uk or **Yasmin Schwer** on 01539 816425 yschwer@templeheelis.co.uk



"I thoroughly recommend Richard and his team."

Mr H, Kendal



Employment Law



“With nearly 7000 employment tribunal claims being raised each month in the UK, the legislative burden on SME businesses shows no signs of reducing. Even with the best intentions many businesses find themselves faced with employment related issues each year.”

Richard Moore, Partner

When facing an employment issue, or if you are anxious to avoid one, you need practical advice that considers both the commercial and the legal impact on your business before agreeing a way forward.

Our clients benefit from a free, no obligation consultation to discuss the matter at the earliest possible stage. At this meeting we will review your options and possible outcomes, before providing you with a fixed fee proposal (in most circumstances).

The most common employment tribunal claims are in relation to dismissal, discrimination and

breach of contract. Our team have extensive experience in these matters and early advice is recommended to minimise the disruption to your business.

We can also ensure you have up to date employment policies and follow best practice advice by implementing:

- **Employment contracts**
- **Employee handbooks**
- **Internal policies and procedures**
- **Directors Service agreements**

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“Richard Moore was extremely helpful.”

Ms M. Steggles, Kendal



Pre-sale Audit

You've worked hard to build your business, but when it comes to exit planning there are a number of factors that will affect the value you achieve, in addition to financial performance.

Having well drafted commercial agreements and employment contracts in place could also reduce the level of warranties demanded by your purchaser when agreeing the terms of an asset or share sale.

It is worth considering:

- **Do you have written terms and conditions in place with your key customers?**
- **How protected are you if a key supplier fails to meet performance targets?**
- **What restrictive covenants do you have in place with your management team should they decide to join a competitor?**
- **Are your employment contracts, employee handbooks and policies up to date and compliant with current legislation?**

Whether you are currently looking to sell your business or planning for the future with our pre-sale audit we will review your existing level of legal protection and identify any areas of weakness that you might wish to address.

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“The team acted on our behalf in a very efficient and professional manner.”

Mr H, Lancaster