



1. EXECUTIVE SUMMARY:

LEXIATEAM is a pluridisciplinary firm with centres of expertise in all areas of law that are crucial to the everyday business life: intellectual property, business law, company and organisation law (including not for profit), tax, labour. The firm is in a position to assist its clients both with advice and drawing up and litigation. The firm has additionally developed real expertise in the area of renewable energies (ENR).

Although the firm is located in the Occitanie region (with a secondary office in PARIS and BRUXELLES), close to its main clients, LEXIATEAM is in a position to handle cases with international stakes: its lawyers speak a great number of languages, the firm has its own international law centre and it works with a network of high-quality foreign lawyers.

2. GENERAL SKILLS

A versatile firm focusing on sustainable energy

LEXIATEAM is a firm specialising in business law with a focus on sustainable energy.

Its main business consists in assisting economic life players in the areas of intellectual property, labour law, tax law, business law and company law.

Its assignments range from advising to audits, to the drawing up of deeds, to know-how protection and to litigation. LEXIATEAM is also a trustee lawyer and was one of the first trustee lawyers in France.

Thus, its recent assignments include, but are not limited to:

Sustainable energy law:

- Legal and regulatory assistance to the development of sustainable energy projects, including offshore ones
- Sustainable energy project acquisition and/or sale transactions
- Sustainable energy project building litigation
- Business contract litigation in connection with sustainable energy projects
- Financial engineering operations
- Tax issues

- Contract (Maintenance, development, turnkey...)
- Real estate law in connection with sustainable energy projects

Business and « corporate » law

- Legal acquisition audit
- Company incorporation and by-laws (public limited liability, producer cooperative, private limited liability, simplified share company, public limited liability company, economic interest group.)
- Share capital increase
- Issuing of complex shares
- Fund raising
- Shareholder agreement
- Transfer of company shares and securities
- Business transfers
- Company sales and M&A operations
- Contribution of shares, partial contribution of assets
- Trusts in the framework of GAP (Fiducie)

Labour law

- Social audit
- Choice of the corporate status of officers and "management package"
- Drafting of employment contracts and non-competition clauses
- Advice on regulatory duties (posting, personnel representation...)
- Dismissal litigation
- Transactions
- Secondment and expatriations
- Mass redundancies

Tax law

- Fiscal acquisition audit
- Financial analysis and financial engineering operations
- Optimization of executive compensation structures
- Incorporation of subsidiaries abroad
- Structuring an international holding company
- Tax Optimization of Business Transfer
- VAT issues

Business law and protection of intangible creations

- Contractual audit
- Exclusive or non exclusive distribution contract
- All complex business contracts
- General terms of sale and purchase
- IT contracts, RGPD
- Trademark and design filing
- Intellectual property and unfair competition litigation
- Liability litigation
- Commercial leases, long term leases, building leases
- Compliance regulations

Regionally, nationally or internationally

LEXIATEAM advises its clients both in a regional and national framework and in an international context. Indeed, the firm can work in French, English, German and Spanish.

A firm suited to demanding business sectors

In our relationship with our customers our goal is:

- ✓ To ensure greater legal certainty of the actions of our clients
- ✓ To identify innovative and operational solutions for companies and project leaders,
- ✓ To offer personalized and swift advice.

LEXIATEAM is particularly well positioned to support its clients on complex issues and to work with key regional players:

- ✓ Most of its lawyers have previous business or EPIC experience that allows them to easily understand the issues of project leader and entrepreneur clients.
- ✓ The firm is on a human scale which allows great responsiveness and access to real specialists. The customer directly faces a senior contact person.
- ✓ The experience gained by its lawyers in large international structures as well as its network of correspondent firms means that LEXIATEAM can combine the qualities of a medium law firm with an international strike force.
- ✓ The firm is used to working with French or international groups, SMEs / SMIs and their managers but also with public or private organizations (regional investment funds, SEM ...)

3. THE TEAM

Personnel

With eight lawyers (and one “of counsel”) and more than thirty years of experience, our firm now offers a range of business law solutions, both in the area of consulting and litigation, with the aim of providing businesses and entrepreneurs who wish so, operational responses to their most diverse actions.

Our staff in 2019 includes:

- Three partners lawyers,
- One partner lawyer under a common exercise agreement (also the manager of the SOUTH CENTRE LAWYER SCHOOL)
- Five associates lawyers,
- Two paralegals,

- Two legal secretaries.

Mains Lawyers of the firm

Maître Marie-Odile LAMOUREUX DE BELLY

Partner Lawyer
Former legal advisor
General private law degree – Paris II -ASSAS
Tax Certificate – DJCE Montpellier

Maître Alain GUEDJ

Partner Lawyer
Magister degree – DJCE Montpellier
ESLSCA Paris

Maitre Jérôme BRESO

Partner Lawyer
Labour law specialist

Maître Mathilde LEFROY

Associate lawyer
Master II in research of Business Contract and Distribution law
Professional Master II in Intellectual Property and New Technologies law – contractual technique curriculum

Maitre Thomas FHERMIN

Associate lawyer
Master II in legal and judiciary practices
Master II in business contract law


Maître Emilie RIDARCH

Associate lawyer
Master II in business law

**

Each of the lawyer's resumé is available on our website www.lexiateam-avocats.com

Our network of lawyers

In order to ensure efficient procedure handling all over France and Belgium, LEXIATEAM is a member of the  network.

4. METHODOLOGY

A methodology suited to the area of intervention

Owing to its sound experience of complex missions LEXIATEAM knows how to adjust to the specific needs of its clients. We are able to travel easily for on-site meetings, providing detailed and regular reports and memoranda. We can work with a large number of different contact persons. We understand the paramount importance of keeping all contact persons and decision-makers informed to help them in their decision-making process.

CSR (Corporate Social Responsibility & Sustainable Development)

The activity of a law firm is a particularly paper-consuming activity, so LEXIATEAM has made the decision to print all its documents on paper from sustainably managed forests.

The lawyers and other members of personnel travel when possible by electric bicycle within the city between the various courts and courthouses.

As far as gender equality is concerned, the firm is made up of male and female employees in equal proportion.

Quality assurance

We have always made quality our main goal.

In spite of the ever-increasing complexity of litigation and legal matters and though responsiveness has to be immediate, an essential element remains unchangeable for our firm: the consistent quality of the services we offer you. Our main goal remains the quality of the information we give to our clients to assist them in their most difficult decisions and help them act accordingly. That's how we manage to maintain absolute trust with our customers.

In addition, our firm applies a number of rules that guarantee the quality of our services and our independence:

✓ None of our clients accounts for such a share of our sales that it can jeopardize our economic balance.

✓ We have set up a policy of acceptance of the assignments entrusted to us through the weekly meeting of the partners of the firm that examines each file. We check the compatibility of our assignments and ensure that they are fully in line with our ethics policy and the ethics related to our profession.

The review of the files by a multidisciplinary team is for our clients an additional guarantee of the quality of our service.

File monitoring protocols

Our code of conduct involves holding weekly meetings and setting protocols for monitoring and managing the cases.

These weekly meetings bring together all the members of the firm. They are essential to us because they allow us to confront our sometimes different ideas on the cases entrusted to us.

Through these meetings, our firm states its will and commitment to:

- ✓ Work in a team spirit,
- ✓ Work together to defend the interests of our clients, ✓ Ensure regular compliance with our professional integrity, ✓ Stay objective in all our cases.

These weekly meetings enable to consult spontaneously any person useful to the proper processing of the file entrusted to us, and to take into account the diverse points of view, even when they question our own analysis.

With this in view our firm encourages and promotes the professional development of its employees, in order to enhance individual achievement and permanent skill acquisition.

These protocols were put in place to demonstrate our commitment to our customers and to earn the trust they have granted us. To this end, we are committed to providing quality services that reflect our professional capabilities and are tailored to the specific needs and questions of our clients.

Our firm has also established a transparency policy to be complied with with all our clients. Thus, we are always determined to face the challenges for our customers and make it a point of honour to convey our feelings about a file, even if they sometimes turn out to be negative.

As part of the follow-up and management of our files we show a critical spirit in the exercise of our activities, and we remove any unjustified pressure from clients or third parties.

Our firm is always careful when it comes to personal or professional conflicts of interest, and immediately takes the measures dictated by our internal procedures to resolve or manage any conflict.

Our firm is constantly committed to respecting and protecting any confidential information relating to a customer or a third party, whether it is given by them or collected by other means, in accordance with applicable legislation and professional standards.

Information technology tools and resources

Our firm is equipped with powerful information technology tools for the management and the conservation of files.

We also have a particularly important documentary source accessible to all persons of our firm through networking. This electronic documentary database regularly benefits from updates that allow us to have the latest case law and doctrine information in the areas we are interested in.

The LEXIATEAM firm has chosen the Lexis-Nexis group, which is a world leader in legal, economic and financial information, for its offices.

Indeed, Lexis-Nexis brings together many leading legal publishing brands, among the first in their respective markets.

The firm also uses the NAVIS-Francis LEFEBVRE database.

Our PolyOffice file management and recording software is developed with the latest Microsoft tools. PolyOffice hardware provides automated legal case management. The file presentation is adapted to the legal status of each of our clients (local authorities, public establishment, public limited company, limited liability company, associations, etc ...) or the nature of the case (procedures, seizure, sales, public contracts, etc).

This software also allows for personalized billing and financial tracking of each file. It allows to provide our clients with a detailed record of the time management on each file and the details of the operations carried out in the file.

PolyOffice also ensures for our firm electronic conservation of all our files as well as attachments. As a result, the firm always has a "paper" file and a fully electronic file.

5. RATES

Hourly rates applied by the firm:

Partner lawyers: 300 € before taxes / hour

Senior lawyers: 250 € before taxes / hour

Junior lawyer: 200 € before taxes / hour

Paralegal: 130 € before taxes / hour

The firm always functions on an engagement letter with an estimated amount of the number of hours and participant type.

Some assignments can give rise, on the client's request or for long term missions (as the following of the corporate of a company), to the application of a fixed payment plan.