



overview of the firm

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dedicated, focused legal advice

Morgan Cole has offices in Wales and Southern England. By combining local knowledge with specific national and sector expertise, our teams provide a seamless service and shared values to clients from across the UK.

It is a challenge to describe a typical Morgan Cole client; we advise such a diverse range of public and private organisations from all market sectors and locations. However, what is typical is the service they receive from us.

We have taken great strides to develop a business structure and culture that puts our clients first. We listen to our clients and understand that they need more than a technically competent lawyer; they need practical and relevant advice as well. By continually evolving our business into one which can fulfil our clients' objectives we are able to step up to the demands they place on us.

Morgan Cole has a long history dating back over 200 years. We have earned awards and received much recognition from the media, but it is our clients' satisfaction that matters the most and drives our business. Our creativity and pragmatic approach means that clients seek us out and the feedback we receive from them says that we regularly exceed their expectations.

"Morgan Cole has an enviable reputation in the field. The firm continues to win new appointments from insurers and local authorities in every corner of the UK."
UK Chambers and Partners, 2007

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Our service promise extends to providing real value and transparency in the costs that we charge and ensuring that those costs are communicated clearly from the beginning of a project through to its conclusion. We also commit to providing excellent and practical advice which is cost-effective, avoiding any unnecessary time being spent on unrelated activities.

Clients benefit from our diversity of experience and locations, because we can select a team from the outset which has the appropriate skills to achieve their desired outcome. Our teams are led by a partner to ensure that the client has access to a confident and highly-experienced decision-maker at all times. We always endeavour to make the complex things simple and easily understood for the benefit of the client.

Our ambition to maintain a culture of professional excellence for the benefit of our clients also encompasses our own workplace. We are actively focused on providing a career and reward structure that ensures that we attract and retain the highest quality lawyers and support staff. They are encouraged to excel so that they can build a long-term career with us and, in turn, give our clients continuity of service.





We particularly look to recruit lawyers who not only have academic skills and technical excellence, but who are personable and have wide-ranging interests. Our aim is to work in partnership with clients and we will only achieve that goal if our lawyers can relate to them and what they do. Our client service delivery is founded on relationships and trust and it is important to us that clients should enjoy working with us. In this way we can become an effective member of their team and develop an intimate knowledge of their organisation to help them, when required, to achieve their business aspirations.

In addition to receiving regular training, our lawyers actively participate in the markets and service sectors in which their clients operate so that they have an in-depth understanding of the issues facing their clients' businesses. A number of our employees have first-hand experience of working outside of the law in roles which include college governors, a building society director, trustees of a wide range of trusts (including national charities), accountants, scientists and linguists. In addition, some of our lawyers have worked in-house for a variety of businesses and public and local authorities, including the civil service.

We take Corporate Social Responsibility very seriously and we actively encourage our staff to be involved in voluntary work and give *pro bono* advice to charities and disadvantaged communities.

By getting involved in numerous international, national and local public service projects our lawyers develop their own skills and experience as well as offering invaluable advice and support to the people with whom they work.

Our support teams are always ready to face the challenges put on them by our lawyers to ensure that clients' objectives are achieved within tight deadlines and realistic budgets. We continue to invest in the latest technology and have won awards for our innovative development in specialist e-services. These include an online employment training package, a debt recovery system which allows clients to submit and view instructions via the web, an experts database and a tool to help employees to learn and understand all types of corporate policy.



practice/business areas

Morgan Cole specialises in a number of core legal and business areas.

banking & finance

Our banking and finance team is consistently ranked in the top tier of banking and financing practices in the UK. We act for a range of lenders, including banks, building societies and public sector organisations, as well as borrowers, including housing associations, finance companies, plcs and private companies. We advise on all forms of secured lending and asset finance, provide regulatory advice (particularly on regulated mortgages and the Consumer Credit Act) and provide a specialist ship and aircraft mortgage service.

commercial

We have a specialist team of lawyers experienced in all aspects of commercial transactions, including contracts and joint ventures, EU competition, procurement and regulatory, intellectual property, charity law, partnerships, projects, PFI and PPP. Our team includes specialist IT lawyers with knowledge of technological developments in the industry which is used to service the needs of suppliers and users of IT – helping them in contractual negotiations for large-scale investments.

commercial property

In 2006, we were awarded the highly prestigious title of Property Law Firm of the Year (Wales) by Business Insider magazine. This reflects our hard work, expertise and experience and the esteem in which we are held by the business community. Our experience is diverse, covering areas such as commercial leasing, finance, health, education, housing developments, innovative property schemes, retail and leisure schemes, housing associations and waterfront and urban regeneration. Areas of expertise include property investment, development, disputes and secured lending.

competition

Our competition law group provides focused and practical competition law advice that enables businesses to pursue their commercial and strategic objectives. We advise on all aspects of agreements and conduct, so that competition law issues can be managed in practice as they arise. We also have extensive experience of the competition law aspects of mergers, acquisitions and joint ventures: we can obtain merger clearances for corporate transactions and, where appropriate, we can use competition law arguments to oppose transactions between third parties. In addition, we advise on investigations and enforcement action by the competition authorities and can provide rapid legal support in the event of a dawn raid. Finally, we deliver compliance programmes and training designed to protect businesses from the risks of competition law infringement.

construction & projects

Our construction and projects team provides a seamless service for project finance, development, implementation, issues and disputes. The team comprises lawyers with specialist skills in the key legal disciplines; they are fair-minded but tough and committed to realising clients objectives on time and without fuss. Our clients are both public bodies and private sector organisations, including government bodies, private developers, utility companies, contractors, sub-contractors, suppliers and professionals; a diversity which reflects our depth of understanding of the interests of all parties involved. The team is described by commentators in Chambers & Partners legal directory as co-operative, thorough and hardworking.



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corporate

We have a substantial team of highly successful specialist corporate lawyers who service clients across the UK and internationally. We have a depth and breadth of experience and expertise enabling us to provide a fast-acting and extensive range of legal services to business clients. Whether clients are looking to dispose of a small business or are a large multinational company looking to restructure, merge or acquire other businesses, or gain a listing on a stock exchange, we can provide a bespoke service to suit their requirements and budget. Over the past few years the team has been a regular winner of awards voted on by the business community, including Corporate Law Firm of the Year 2006 (Wales) awarded by Business Insider magazine.

dispute management ✪ debt recovery

Our dispute management lawyers are focused on achieving clients' commercial objectives in the face of the most difficult challenges - whatever they may be. We believe it is essential that legal cases do not take on a life of their own, divorced from a client's business aims. We work closely with clients to understand their commercial objectives and we do not shy away from giving the difficult advice to enable them to evaluate the true merits of a case and likely outcomes. We take a common sense, cost-sensitive and proportionate approach to every dispute from the outset and we give practical advice in plain English. Our debt recovery unit provides a cost-effective and highly popular solution to many and diverse organisations with challenging debtor ledgers.

education

Schools, colleges and universities are under scrutiny as never before from their many stakeholders. We are recognised as a leading provider of specialist legal services to the education sector, servicing clients in higher and further education as well as in the independent and the maintained schools sectors over a wide geographical area. Our education team is strong in experience and acutely alive to the particular issues that face educational institutions today.



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employment, pensions & benefits

Our employment, pensions and benefits team comprises a broad and diverse group of experts who can advise on a wide range of key issues in this field. The team has a practical but innovative approach to providing legal services based on building a tailor-made package to suit a client's day-to-day needs. In addition to advising on all employment related legal matters, the team provides advice to trustees and directors on remuneration issues. Related services include: in-house human resources support, part time secondments, in-house training, e-learning solutions, interactive training events, a telephone helpline, discussion forums and an information service.

energy & environment

Our energy and environment team advises businesses operating in the energy, water and waste sectors. Their work encompasses the development and financing of large infrastructure projects, planning and environmental consents, energy and emissions trading, regulation and compliance, advice on contaminated land, outsourcing and contracts for the provision of energy, water and waste management services. The team advises oil and gas majors, utilities, local authorities and waste management companies, as well as their contractors and customers from both the public and private sectors. Our lawyers deploy a comprehensive understanding of increasingly dynamic regulatory regimes in an approach which is innovative yet practical, efficient and astute.

health & social care

Advising clients in the health and social care sector is a strategic focus for Morgan Cole. Our specialist team provides experienced, in-depth advice to both public and private sector and regulatory organisations in England and Wales. Our cross-practice teamwork and clear communication combined with specialist understanding and market insight enables us to address complex issues that the sector faces. Our lawyers, many of whom hold national reputations in the sector, regularly advise central government departments, regulatory bodies, NHS commissioners and providers, together with businesses involved with manufacturing, service delivery, property development and pharmaceutical research.





information technology

Our information technology team comprises a dedicated group of lawyers which rivals many technology teams in the City. We regularly advise both public and private sector clients (in their role as both customer and supplier) on a variety of IT matters, ranging from complex systems procurement, systems integration and outsourcing projects through to software licences, electronic commerce and data protection. We are innovative and pro-active in our approach to all our technology clients' requirements and can offer them tailored support. For example, we can either provide ad hoc support to in-house lawyers or a fully outsourced legal resource to meet clients' needs.

insurance

Our insurance practice acts for numerous general insurers, local authorities, self-insured businesses, claims management organisations and brokers. We have a specialist claims team which advises on occupational disease, motor, property, employers' and public liability, professional negligence and other risks. Our processes and work practices are driven by our clients' requirements. We have the skills, processes and resources to conduct claims from cradle to grave, including a dedicated investigation service and a flexible case management system which is capable of being adapted to suit each of our clients' specific requirements. Clients can track and view their claims through our web-based insurance matter portal.

intellectual property

Our team is dedicated to helping businesses identify their intellectual property, determine how, where and when to protect it and explore ways to make the most of its commercial value. We provide our clients with advice relating to IP audits; trade mark, patent and design applications and registrations, worldwide; ongoing portfolio management; trade marks, copyright, patent, design and database rights and trade secrets; enforcement of IP rights; licensing; research and development, manufacturing and maintenance agreements and co-ownership, collaboration and joint venture marketing agreements. We also specialise in merchandising, brand sponsorship, confidentiality, consultancy and outsourcing agreements; acquiring and selling IP rights; domain name disputes and cybersquatting, infringement and litigation policies and mediation/ADR.

private client

We have a practice area dedicated to meeting the legal needs of individuals. The three disciplines included are family law, residential conveyancing, and succession, wills and tax. The lawyers across the three areas have many years of experience and are sensitive to the sometimes difficult, emotional and personal nature of legal problems that clients encounter. They work to demystify the law and provide a confidential and professional service tailored to the needs of each individual.

regulatory

Our cross-office regulatory team provides practical and commercial advice through an appreciation of the challenges facing its clients in their particular industry sector. We equip clients with the knowledge to meet legal responsibilities and to secure compliance with regulatory systems. We are renowned for our response to critical incidents, such as workplace accidents and judicial reviews, and our specialist work within the construction, education, energy and health sectors. Our team includes experienced advocates who travel throughout the UK representing clients before courts, committees and tribunals on a wide range of regulatory issues. We advise and assist regulatory bodies on their functions and powers, including fitness to practise, compliance with health, safety and environmental laws, and fertility and genetics. We also assist those facing investigations by the regulators by advising in relation to coroners' inquests, directors' duties, food safety, licensing, trading standards and road traffic accidents. Our dedicated healthcare regulatory team advises on issues facing those in the sector, including children's law and child protection; consent and capacity; human rights, medical law and ethics; mental health and community care; and health and social care law.



next steps

For further information on any of our services, please contact Tim Pashley on 01865 262600 or at info@morgan-cole.com. Alternatively, visit our website at www.morgan-cole.com

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