



london

Crowell & Moring is an internationally recognised, full-service law firm with offices in London, Brussels, New York, Washington, DC and Southern California.

About our London Office

Established in 1991, the London office has expanded to accommodate the international profile of our existing client base. We have accumulated many years of experience advising both domestic and international companies doing business within the integrated European marketplace. Our European practice has been established as a multinational partnership of English solicitors and attorneys-at-law.

We provide a range of transactional, counseling, regulatory and litigation capabilities. Our lawyers work in specialist practice groups that are fully integrated with each of our other offices, offering a seamless service in cross-border transactions and disputes. We understand the key differences in business practice and terminology between the United States and Europe, and help clients avoid the misunderstandings and traps commonly encountered in international transactions. Our lawyers provide practical and commercial solutions to the challenges presented by international commerce.

Corporate Services

Our lawyers have extensive experience in mergers and acquisitions, particularly those involving cross-border investments. We also have broad expertise in the negotiation and drafting of joint venture agreements for parties seeking to marry complementary skills and resources. They also routinely negotiate and draft all the forms of commercial agreements commonly used in business and regularly assist clients in a wide range of financing transactions, including private placements of equity and debt securities and credit facilities, such as term loans, revolvers, letters of credit and syndicated loans, with banks and other financial institutions.

Crowell & Moring helps companies with complex international corporate structures manage their compliance obligations on a multijurisdictional basis throughout Europe. We provide all aspects of UK and international financial services regulation including regulatory

approvals, compliance, disciplinary and enforcement. We have particular expertise in the design and building of compliance systems, the drafting of compliance manuals, regulatory approvals and the requirements of risk based regulation.

Privacy

Crowell & Moring advises multinational corporations on ways to achieve and maintain compliance with privacy and data protection laws in their global operations. We regularly provide ad hoc advice to clients both to support their existing compliance programs and to help with the resolution of day-to-day privacy questions. Crowell & Moring has provided specific and detailed advice to organisations on how best to market to their customers and how to address the legal issues surrounding pan-European marketing, including issues specific to telemarketing and e-marketing, as well as customer database management.

Employment

Crowell & Moring provides practical solutions to employment issues and offers counsel on matters surrounding the relationship between employers and employees including transactional support, advisory work and litigation. We fully understand the need to receive fast, accurate and commercial advice to solve employment related issues before they escalate into major problems. We assist our clients by drafting all types of employment documentation and providing advice on: avoiding and defending wrongful and unfair dismissal claims; executive compensation; employee benefits and incentive packages; discrimination legislation; redundancies and change in management programmes. We also advise on the myriad of issues associated with corporate acquisitions, sales and other transactions including the impact of TUPE and obligations relating to information and consultation.

Dispute Resolution

Our lawyers have a wealth of expertise in advising clients on the selection of an appropriate dispute resolution mechanism at a national and international level.

When a dispute does arise, a business needs the best available advice from the outset. In many instances, it is possible to find a commercial solution to the dispute by means of negotiation or mediation. In others, formal dispute resolution by means of either litigation or arbitration is necessary. Crowell & Moring's talented dispute resolution lawyers maximise our clients' chances of devising the optimal strategy and achieving their goals in a cost-effective manner. In addition, our team has a full range of expertise in the enforcement of injunctions, court judgments and arbitration awards domestically and across national boundaries.

U.S. Law Expertise

We also have resident in London, U.S. qualified lawyers with extensive experience in U.S. regulatory and compliance regimes affecting multinationals with cross-border manufacturing and service operations. Specifically, we assist companies and other law firms with compliance issues arising from the U.S. Foreign Corrupt Practices Act and U.S. export control and sanction law regimes. Our lawyers, working with the Washington office, have extensive experience in guiding companies across a broad spectrum of industries looking to invest in the United States and obtaining approval from the U.S. Committee on Foreign Investment in the United States. We can also provide local expertise on public procurement and international trade matters, including doing business with the federal and state procurement agencies in the United States.

Insurance and Reinsurance

The London team is part of a group which acts for international insurers/reinsurers with policies underwritten out of the London and UK/Bermudian markets. The group comprises 11 Partners and 32 lawyers located in London, Washington DC, New York and California. We have experience in every area of insurance and reinsurance law, including defence and coverage advice, particularly in the area of toxic tort claims, environmental issues, asbestos claims, and claims relating to financial institutions, and directors and corporate officers. The group has lawyers who are qualified in a number of jurisdictions and is, therefore, well placed to advise clients on their international insurance and reinsurance issues.

Real Estate

The firm acts in connection with the acquisition and disposal of freehold and leasehold properties and new lease acquisition for tenants, including all aspects of lease negotiation, agreements for leases, and development agreements relating to new-build properties for leasing. We also deal with property management issues and documentation, as well as property support work on company sales and acquisitions.

White Collar and Financial Services Team

The White Collar team in London acts for a wide range of national and international clients and focuses on corporate crime, fraud, investigations, corruption & bribery, disciplinary proceedings and regulation. We have acted on high profile investigations and prosecutions brought by the Financial Services Authority, the Serious Fraud Office, HM Revenue & Customs, the Crown Prosecution Service, the City of London Police, the Health and Safety Executive, the Environment Agency, Trading Standards, DBERR, and the Office of Fair Trading. We also advise corporations and financial institutions in respect of regulatory compliance issues and have presented seminars dealing with topics such as money laundering and dawn raids.

Pan-European Counseling

The needs of our clients regularly require us to consider the application of laws and regulations in multiple national jurisdictions. By providing a "one-stop shop" for advice on European business law and regulation, we offer a solution for international businesses having a need to understand multiple national legal and regulatory regimes within Europe. The substance and structure of our practice enables us to serve as European counsel for multinational clients wishing to maintain a single point of contact for the management of their European legal and consulting services. In addition to having lawyers from a variety of jurisdictions, we have developed a comprehensive network of skilled and experienced lawyers from firms throughout Europe, the Middle East and Africa.