

## Business

The Business attorneys at Cairncross & Hempelmann bring a wealth of experience and deep relationships with some of the Puget Sound region's most sophisticated and innovative companies and individuals. Our clients trust us to serve as an advocate and trusted advisor and we are often integrated as part of the strategic decision-making process.

Our team consists of business people who practice law. We are focused on ensuring not only the most effective legal protections for our clients, but also appropriate business solutions to help our clients to make informed, objective decisions to reach their goals. We form deep relationships with our clients and truly get to know owners and managers, their businesses, and their goals. We then work tirelessly to bring their plans to fruition.

### Corporate Finance, Mergers & Acquisitions and Business Transactions

Our focus is always to provide practical, thoughtful advice and to help our clients meet their business goals. From start-ups through middle market companies, our team has worked on both sides of the financing process, and we know how to quickly translate the needs of investors and strategic partners for management and entrepreneurs. We advise clients on early stage financings, venture and private equity financings, debt financings, and other capital raising efforts. On the M&A side, we have represented both buyers and sellers, ranging from small emerging companies to large, international public companies, in completing purchases and sales across a wide array of industries. Our experience includes representing multinational companies in connection with US transactions and operations and coordinating and managing multijurisdictional teams.

Our practice also emphasizes corporate governance, commercial contracts, and comprehensive business transactions. We provide counsel on organizational structure and day-to-day management and fiduciary duties. We also help non-profit organizations achieve tax-exempt status and establish approved governance.

### Intellectual Property & Technology Transactions

Our Intellectual Property & Technology Transactions attorneys provide a sophisticated and efficient approach to commercializing our clients' ideas. Our clients benefit from a team comprised of attorneys who are experienced, highly motivated and responsive.

Our Intellectual Property attorneys counsel clients in protecting and commercializing their ideas and intellectual property. We assist with enforcement strategies, licensing, monetizing brands and content, and counsel related to bringing or defending infringement claims.

Our Technology Transactions attorneys help accelerate our clients' business objectives through focused legal strategies and frameworks, and sensible approaches developed through our extensive experience. We bring to each engagement a deep knowledge of applicable commercial terms, expertise in the relevant law and trends, and



understanding of the current technology landscape. We immerse ourselves in the technology and business of our clients and enjoy helping our clients thrive and overcome their unique challenges in their business.

## Security & Privacy

Our Security & Privacy attorneys bring specialized expertise related to information security, privacy, and related regulatory issues. We advise our clients regarding legal issues, including regulatory requirements related to data collection, storage, and transfer. Areas of emphasis also include counsel regarding the California Consumer Privacy Act (CCPA) and the EU General Data Protection Regulation (GDPR).

## Employment

Our Employment attorneys know that businesses need responsive, effective, and practical legal counsel on personnel issues. In our Employment practice, we partner with our clients to tackle and resolve the toughest workplace concerns, establish and maintain positive, productive workplaces, and thoughtfully manage their risks. We advise clients with respect to performance management, terminations, workplace accommodations, leaves of absence, and employment contracts. In addition, we regularly create and help implement policies, procedures, and employee handbooks to ensure our clients are meeting regulatory requirements. We conduct regular employee and management training on these topics and issue regular Client Alerts on changes in employment law. Our attorneys also represent businesses in employment-related litigation and administrative proceedings, including those before state and national boards and organizations.

## Tax

Our Tax attorneys provide creative, expert, and responsive tax advice to our clients, helping them to avoid tax problems and to take advantage of opportunities. We focus on solutions, not impediments, and, when necessary, serve clients as vigorous advocates in tax controversies. Areas of emphasis include selecting the optimal form and location for business enterprises, structuring compensation programs to attract and retain key personnel, and developing creative strategies for mergers and acquisitions.

### **Cairncross & Hempelmann**

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