



MJ O'Connor Solicitors

Turning legal advice into business sense.

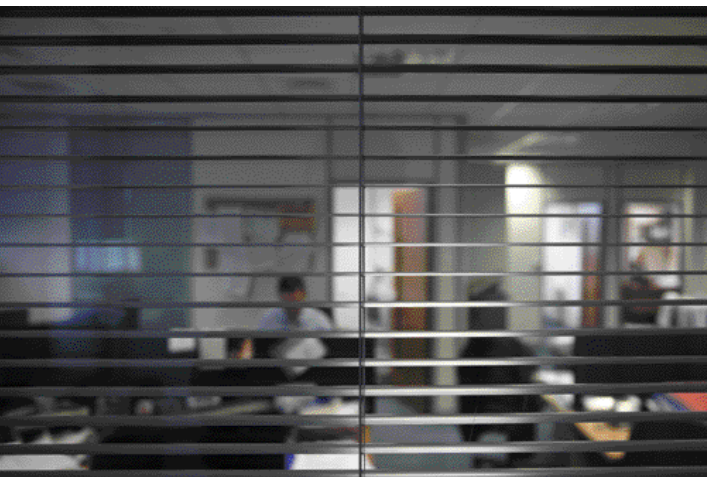
We help our clients succeed in a business environment where the playing field is often far from even.

Achieving this requires combining a specific knowledge of law and practice with a thorough understanding of what our clients wish to achieve.

By doing this, we make the legal system work for our clients, rather than the reverse.

At MJ O'Connor, we turn legal advice into business sense.

**We deliver a client focused, solution driven,  
first class legal service in a cost effective,  
efficient and friendly manner.**





## The Firm

Founded in 1888 and with offices in Wexford and Cobh, MJ O'Connor is one of the longest established legal practices in the country.

We have the expertise and resources required to respond quickly and effectively to your requirements.

We believe our strength is that we can manage substantial and complex transactions, yet we can still provide a dedicated, personal and partner-led service.

## Integrity, Independence & Loyalty

We are fully committed to the principles of integrity, independence and loyalty upon which the firm was founded.

Our philosophy is that our clients' interests are best served by the provision of objective, impartial, forthright honest advice and service. We strive to provide this level of service and advice to all our clients.

## Our Clients

We act for a wide group of clients, including public and private sector enterprises, banks, the construction industry, insurers, public and local authorities and private individual clients.

## Our Team

The success of our firm comes from the ability and quality of our team.

Each of our lawyers combines expertise and experience in their respective fields of practice with sound and reliable judgement and a distinct understanding of what our clients wish to accomplish from their relationship with us.

In addition to regularly updating their knowledge and legal skill sets, and attending and contributing to seminars and conferences, our lawyers continue to develop new areas of expertise so that they bring state of the art knowledge to the services they provide.

As a result, our clients are always advised by lawyers who can provide the most appropriate, practical and commercial results.

## Services

We are dedicated to providing legal advice and services with the enterprise, skill, judgement and resources which the client expects.

This is reflected in the division of the firm into departments, each of which specialises in distinct practice areas.





## Company and Commercial Law

In business you require clear, practical and commercial advice to give you a commercial edge.

We have built our reputation by providing our business clients in the private and public sector, entrepreneurs, developers, company directors and executives with advice and service which is both effective and efficient.

Be it an ambitious start-up or a multinational company, our clients recognise the value of competent, astute guidance when it comes to tackling contentious commercial issues.

### **Our services include the following:**

- > Agency, distribution & franchising
- > Business Expansion Schemes
- > Charitable companies and trusts
- > Commercial lending
- > Company & Commercial Law
- > Competition law
- > Conditions of trade
- > Corporate governance
- > Insolvency & reconstruction
- > Intellectual property & licensing
- > Joint ventures, shareholders' agreements & partnerships
- > Management buy-outs
- > Public procurement
- > Reconstructions, reorganisations & amalgamations
- > Share subscription agreements

## Inward Investment

The legal, regulatory and taxation environment in Ireland differs in many respects from other jurisdictions and calls for specialised advice and guidance.

Our commercial lawyers, some of whom have practiced and are qualified as lawyers in overseas jurisdictions, have extensive experience of working with inward investment clients.

We advise on all aspects of establishing or acquiring an Irish business or branch, collaborating and participating in joint ventures with Irish business or appointing legal agents, distributors and franchisees.

We also advise in relation to grant assistance from State authorities and the legal, regulatory and tax issues relating to establishing a presence in Ireland.

## Employment Law

Maintaining workplace accord can be a contentious issue for both employers and employees.

We have found that greater efficiency exists when both employer and employee are fully aware of and can anticipate all possible issues which may cause disruption, disputes and disagreements.

Our employment specialists help, aid and guide those who wish to achieve a profitable and efficient work environment.





### Our employment practice includes:

- > Bullying and harassment in the workplace
- > Contracts of employment, employee handbooks, terms and conditions
- > Disciplinary procedures
- > Irish and European employment legislation
- > Pensions
- > Redundancy and severance agreements
- > Representation in cases before Employment Appeals Tribunals
- > Labour Relations Commission
- > Labour Court and Equality Authority
- > Risk management relating to employment disputes and issues
- > Share option schemes, profit sharing schemes and employee benefits
- > Termination of employment, disciplinary procedures
- > Transfer of undertakings regulations
- > Work permits
- > Workplace policies and procedures

### Family Law

The breakdown of any family relationship can result in emotional trauma for all concerned.

Besides the emotional cost, there are legal and financial implications which need to be dealt with efficiently and thoroughly.

We appreciate that a sensitive, confidential and sympathetic service is just as important in these circumstances as providing the correct legal advice and guidance.

We provide practical and clear direction to allow our clients to resolve their problems in a constructive and conciliatory manner.

By exploring and explaining all available options, we help clients to take the actions required to enable them to move on with their lives including:

- > Breakdown or dissolution of marriage and non-marital relationships
- > Co-habitation and non-marital relationships
- > Custody, access and residence rights and disputes
- > Divorce and nullity proceedings
- > Judicial separation proceedings
- > Maintenance rights and other financial orders
- > Property disputes
- > Tax
- > Financial settlements







## Litigation and Dispute Resolution

Litigation is a means of providing an effective remedy for disputes for both businesses and individuals.

Our Litigation and Dispute Resolution Department can advise on how litigation can solve conflicts in the most efficient manner possible.

While we can resolve disputes using alternative dispute resolution mechanisms, including mediation, we also provide high-quality, cost-effective and robust representation for clients before the Commercial Court and the other Courts when such is required.

- > Alternative Dispute Resolution (ADR)
- > Anti-competitive covenants
- > Arbitration, mediation and conciliation
- > Commercial and shareholders' disputes
- > Construction disputes
- > Contract disputes
- > Insurance claims
- > Landlord and tenant litigation
- > Personal injury claims
- > Performance negligence
- > Tribunals and disciplinary hearings

## Local Government and Administrative Law

Numerous legal issues can arise in the course of dealings with local government and public agencies. Our lengthy experience in dealing with local government agencies and administrative bodies means we are ideally placed to undertake work in this area.

Our services include the following:

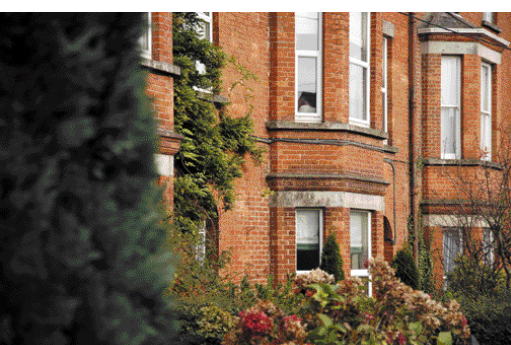
- > Compulsory purchase orders and compensation
- > Health and safety and fire safety legislation and regulations
- > Local government and administrative law
- > Planning law and practice
- > Public procurement law
- > Waste management and pollution issues

## Maritime Law

Because of our locations in Wexford and Cobh, we have a long and proud history of working with businesses and individuals operating in the maritime sector.

We regularly work with port companies, harbour authorities, stevedores and shipping industry intermediaries. This enables us to share our experience with new clients when it comes to both sector-specific matters and legal issues which have a bearing on the maritime sector.

- > Arrests
- > Finance
- > Harbour authorities
- > Insurance
- > National and EU maritime regulations and legislation
- > Port companies
- > Registration
- > Sales and acquisitions
- > Security
- > Shipment of goods
- > Stevedoring
- > Foreshore issues



## Property

The importance of property to the growth of the Irish economy means more and more people require expert advice when it comes to commercial, agricultural and residential property transactions.

Our property team work with commercial clients on issues relating to the acquisition, disposal or management of property.

We also have considerable experience in dealing with the agricultural property sector, from interpretations of EU and national legislation to compliance with local planning law.

Our services include the following:

- > Acquiring and disposing of agricultural holdings
- > Commercial leases and rent reviews
- > Compulsory purchase orders and compensation
- > Construction & development
- > Environmental and planning law
- > Farm partnership agreements
- > Hotels and licensing
- > Lending
- > Licensing of farmland
- > Property financing
- > Property joint ventures and co-ownership
- > Property syndication
- > Residential property
- > Retail & leisure
- > Sale and purchase of investment property
- > Tax based investment
- > VAT, stamp duty and other property tax issues

## Succession Law & Wealth Management

Planning and providing for the future financial security of dependants is a long term priority.

Our private client specialists, who combine specialist knowledge with a sensitive approach, are available when it comes to planning and drafting wills and trusts to ensure the financial well-being of their families.

The collective firm-wide knowledge base regarding tax and financial matters ensures that our clients' requirements are carried out in a legally effective and tax efficient manner.

- > Administration of estates
- > Advising executors on their legal duties and responsibilities
- > Advising beneficiaries on the terms of wills
- > Charitable trusts
- > Claims against the estate
- > Confirming title and ownership rights
- > Establishing and administering wills and trusts
- > Estate planning
- > Succession of assets
- > Powers of Attorney
- > Tax and financial implications
- > Wards of court

## Taxation

An increasing amount of taxation issues impact on transactions in which our clients are engaged and this inevitably requires specialised tax advice.

Our tax advisers work with business and private clients on providing practical, commercial and cost-effective advice on a wide range of taxation issues including:

- > Commercial restructuring including company buyouts and corporate reorganisations, company disposals, holding companies and other business entities
- > Corporation Tax
- > Capital Gains Tax
- > Income Tax
- > Intellectual property rights
- > Stamp Duty
- > Value Added Tax

## A team you can trust

At MJ O'Connor, we put each client first, whatever that takes.

We believe in going the extra distance to help you achieve your goals and it is this unyielding dedication to our clients which distinguishes us from other legal firms.

Our priority is to understand our clients' objectives and organisational methods and to become an effective resource so that you can maximise the value of our legal services.

It is also important for us that our clients should have an enjoyable and enriching working relationship with us. For this reason each client is assigned to a specific partner who closely monitors all work undertaken and reviews the firm's performance to ensure that we continue to deliver on our commitment to you.

We provide regular briefings, seminars and updates for our clients on developments and changes in legislation and legal practice which may impact on their sector including our regular Law Brief bulletin.

## Fees

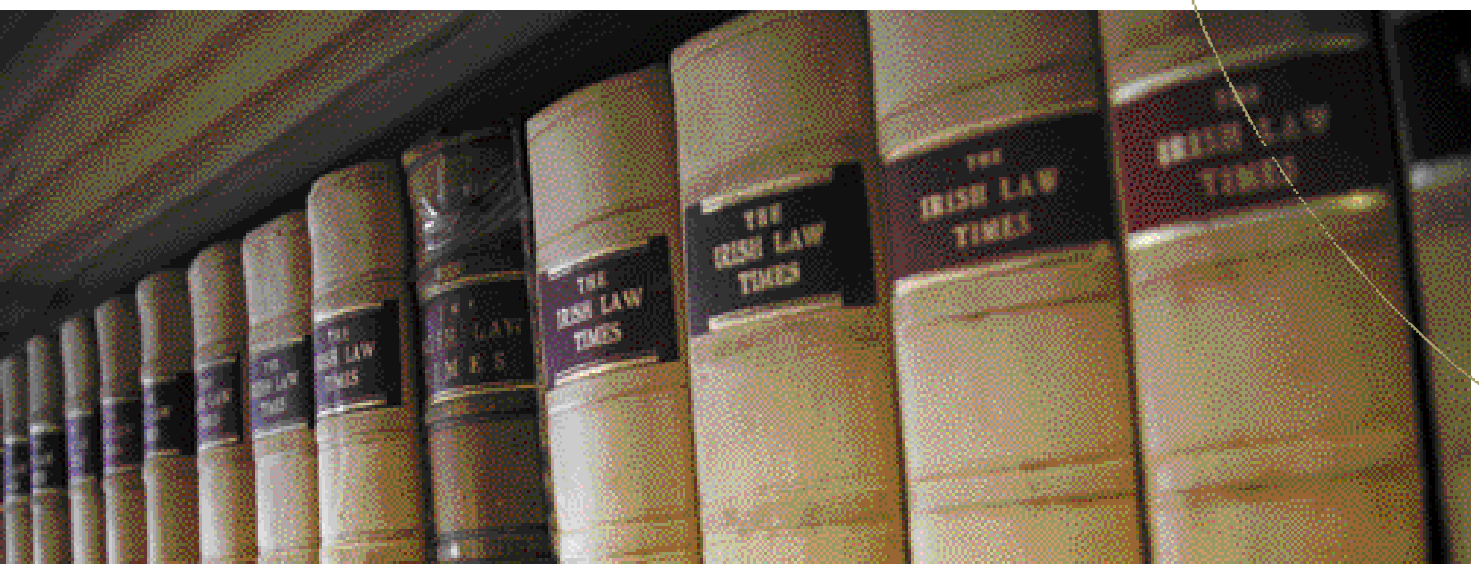
We recognise that clients need to know in advance the fees and costs in respect of our services. We therefore explain the basis on which we charge, the anticipated fees and provide information at regular intervals so that our clients can regularly evaluate the value of our services.

## Contacts

For more information on MJ O Connor, our areas of expertise or to arrange an initial consultation, please visit our website <http://www.mjoc.ie>

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