

Innovations in Our Prague office



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Services

We have adjusted our offer to Czech clients to include consultancy on business expansion in the form of combing legal consultancy and lobbying support. If a Czech company wishes to export its products or services and introduce them to a new market, invest in foreign markets, take part in tenders, finance its expansion, use foreign capital or hire foreign managers, we are ready to help. We can also help Czech companies protect their current foreign investments and businesses abroad.

Consultancy on expansion has a number of forms and is carried out, in principle, through projects involving the mediation of contacts and negotiation of relationships with local regulators, or by influencing new regulatory environments. It may also include creation of alliances, whether on private level, in the form of joint ventures, or through cooperation with the public sector. We are able to engage Czech and European diplomats to support economic interests. Thanks to long-term experience, we have created relationships and influence which can effectively help Czech companies wishing to operate internationally. We combine global influence and local knowledge of law, and thanks to our consultancy, our clients are able to proceed with their negotiations and business activities, often with the support of people known in the local market for their extensive experience and influence, thus increasing their chances of success.

Lawyers

Recently we have managed to engage Czech lawyers in international projects that have nothing in common with the Czech Republic and the Czech law. For example, projects in the area of financial regulations and sanctions in Saudi Arabia, telecommunications projects in the United Arab Emirates for Middle East clients, or representing Eastern European governments and states in international arbitrations under BIT. These projects allowed the lawyers from our Prague office to offer their legal and language skills and experience at a level fully comparable to our colleagues from England and the USA. They received excellent client evaluations and had opportunity to obtain new cultural and legal experience from other markets. Experienced Czech clients are very often able to understand and appreciate the exceptional foreign experience which, thanks to our lawyers, becomes easily available to them right here in Prague and across central Europe.

Corporate Culture

Approximately 20 years ago, the perception of legal services changed from a “professional occupation” to a “professional business”. During the following years, the market of this professional business has been developing and segmenting, so that today there are two models coexisting in the Czech Republic: local firms as go-getting entrepreneurs, and global firms as large corporations. With 1,500 lawyers in 45 offices worldwide, our firm is of the latter type. Nevertheless, we have not forgotten the basis of legal service, which is focused on the specific effort of each individual or team. Therefore, our lawyers function as an “army of entrepreneurs” (referring to the book of Jennifer Prosek). We promote entrepreneur’s culture within the large corporation. We have bought a PlayStation for the purposes of business development activities among our young lawyers and clerks in the Czech start-up community. We try to inform all our lawyers about the company’s and office’s results and engage them in the decision-making processes. We also give our young lawyers a space to acquire new clients, including negotiating fees – all this without deriving a part of the attorneys’ compensation from the revenues they created. We offer our successful lawyers growth within the company, including permanent transfers to other offices. Czech lawyers now work in London, Brussels and West Palm Beach. Our vision is team cooperation together with entrepreneurs’ dynamics, making use of all the benefits of a global corporation.

Innovations in Labor Law – Information Portal



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Our Labor practice group has always been an innovator in the area of legal service. It started with a blog, which has become highly respected, and now every year the group organizes meetings of clients and lawyers from various jurisdictions for free-of-charge consultancy. Now, it comes with another unique offer: the **Global Edge** information portal.

Global Edge is a sophisticated information portal, granting access to up-to-date labor law legislation from all over the world with just a few clicks. The portal offers a complex labor law guide written in plain English which covers 30 countries worldwide, with more to be added at a later date.

There are currently more than 20 separate labor law topics included. Do you need quick information about what the notice periods are like in Malaysia? Click. Terms for employing foreigners in Belgium? Click. Regulations regarding discrimination at workplace in Denmark? Click. Clerkships in India? Notice of termination in Norway? Or do you require a comparison report? Are the costs in redundancy lower or enforcement of labor contracts harder in Chile or in China? In just a few minutes, you can find the answers. Global Edge can prepare reports regarding numerous topics in various formats. It also includes “news” and “upcoming changes” sections.

Global Edge’s content is updated at least once per a quarter by our lawyers and cooperating external labor law experts. Subscribers receive email notifications regarding significant changes to the laws of selected countries, regular newsletters and other up-to-date information. The portal is mobile friendly, with search and reports functions available on your iPhone, iPad and other devices.

For a price of a yearly subscription, Global Edge offers complex consultancy to in-house lawyers and HR specialists who deal with labor law matters across various jurisdictions. The subscription fee differs according to the number of countries the client wishes to receive information about, resulting in a tailor-made product focused on the relevant jurisdictions.

Combining Legal Work and Lobbying Efforts in Innovative Ways to Help Clients



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In the traditional sense, “lobbying” in the US consists of efforts by lobbyists (including lawyers who act as lobbyists) to influence the decisions of government officials, including members of congress and their staff, senior executive branch officials, and commissioners of independent agencies. In our firm, we regularly lobby the Democratic and Republican leadership of the Congress, as well as the leaders of all the major Congressional committees. In addition, our lobbying practice includes direct communications with the White House and senior agency officials. For our business clients, an essential component of our practice is helping them advance their long-term objectives by identifying potential revenue-enhancing opportunities in proposed legislation, while at the same time avoiding potentially harmful legislation.

We also engage in “regulatory advocacy,” in which we combine traditional legal work with lobbying efforts. This kind of advocacy includes efforts to achieve a desired regulatory or litigation outcome by engaging in the rule-making and rule interpretation process, as well by assisting in compliance and enforcement matters. Typical regulatory services include securing the help of the leadership of a Congressional authorizing committee to block adoption of harmful proposed agency rules, such as through direct communications with agency officials.

Our lobbyists work on a regular basis with our traditional lawyers to augment traditional legal work at all the major executive branch agencies, including enforcement agencies.

Our lobbyists (most of whom are lawyers) and lawyers throughout our firm work together in many ways, such as:

- Drafting comments to file with a regulatory agency in opposition to proposed rules and regulations that would hurt a company’s business.
- Working with members of congress to weigh in to encourage regulators to undertake or avoid taking regulatory action.
- Building coalitions to support regulatory positions advocated for by our business clients.
- Using the regulatory process as part of a litigation strategy, such as to encourage a court not to take action so that the regulators will have an opportunity to address an issue.
- Monitoring potential rules and regulations for adverse effects on transactions or ways of doing business.
- Blocking or amending adverse rules and regulations (via legislation or congressional pressure).
- Working with our litigation colleagues in responding to oversight investigations on Capitol Hill to minimize the risk of enforcement action by the justice department or other regulatory agencies.

We also engage in “due diligence” in order to identify risks (as well as opportunities) created by proposed legislation and regulations that would affect business deals, such as mergers and acquisitions, financial transactions, and major construction projects, and then to respond, if necessary, by engaging in either lobbying efforts or regulatory advocacy. We regularly assist corporate lawyers, for example, in identifying potential risks to deals, such as proposed mergers and acquisitions. As with credit, engineering, accounting, environmental, IP, and governance due diligence efforts, public policy due diligence can help our colleagues price risk in a deal (or realize additional value in a deal).