



**TEAM**

***boss.***  
LAWYERS

**WE DO LAW DIFFERENTLY.**

# AT BOSS LAWYERS, WE'RE DEDICATED TO YOUR SUCCESS AND FINELY ATTUNED TO YOUR NEEDS.



My name is Mark Harley, the Founding Partner of BOSS LAWYERS. I've been working as a lawyer since 2008 and while I enjoyed working in traditional firms, I was uninspired by their "business as usual" approach.

I wanted to work more collaboratively with my clients and find more innovative ways to help them achieve their commercial goals. So I established BOSS LAWYERS.

My vision for BOSS LAWYERS is to create a positive choice for our clients—one that gives them clarity in procedures, certainty in costs and a sense of having a strong advocate in their corner; someone that is as committed to their business's success as they are.

From the straightforward to the complex, when you work with BOSS LAWYERS, you'll experience the real difference and the benefits that this positive choice brings.

Take advantage of our free consultation to discover how BOSS LAWYERS can help you. Call our office on 07 3188 0200 to make a time.

# AT BOSS LAWYERS WE KNOW EVERY MOMENT COUNTS.

Our quality management systems make us more efficient behind the scenes, so we can take better care of your affairs, whatever the issue.

At BOSS LAWYERS, we strive to give our clients an experience that is positive and personal, while remaining committed to quality and results.

And we back these ambitions up with actions. With a focus that is as much about the process as it is the outcome, we have rigorous quality and data management systems that help us work more efficiently so we can save time—a valuable commodity in today's world.

We respect your budget as much as your time. We'll help you plan a course of action that best suits your needs, including costs. And we'll always discuss costs with you up front, so there are no nasty surprises at the end.

BOSS LAWYERS offer a full suite of specialist services, leaving you to focus your efforts on managing and growing your business, comfortable in the knowledge you have a savvy legal team on your side.



# boss.

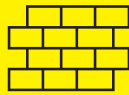
LAWYERS



LITIGATION & DISPUTE  
RESOLUTION



BANKRUPTCY &  
INSOLVENCY LAW



BUILDING  
& CONSTRUCTION



DEBT  
COLLECTION



COMMERCIAL  
LAW



COMMERCIAL  
& RETAIL LEASING



CORPORATE ADVISORY  
& GOVERNANCE



INTELLECTUAL  
PROPERTY



WILLS  
& ESTATES



INDUSTRIAL &  
EMPLOYMENT LAW



**THE LEGAL  
EXPERTISE  
YOU NEED,  
WHEN YOU  
NEED IT.**

**BOSS LAWYERS'  
BREADTH OF EXPERTISE  
MEANS YOU CAN GET ON  
WITH BUSINESS.**

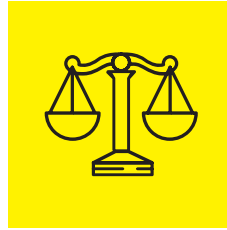
We know our stuff and we know how to make it work for you. We're experts in a range of litigation disputes—large or small, corporate or personal. We'll help you understand your position, your rights and your options--no matter what industry you're in.



# WHATEVER THE SITUATION, BOSS LAWYERS HAS YOU COVERED.

Our fresh, personalised approach is embodied in our results-focus, our innovation and our genuine desire to help our clients achieve the best results possible.

We work side by side with you to make sure we clearly understand your needs. From this, we create practical, cost-effective strategies to help you get the most commercially beneficial result.



## LITIGATION & DISPUTE RESOLUTION

**Nobody wants to be sued, or find themselves in a stressful, disruptive legal dispute. Then again, sometimes you may be the one who needs to turn to litigation to protect your own interests...**

Regardless of your current legal situation, BOSS LAWYERS can give you the expert litigation and dispute advice you need to resolve your issue quickly and easily.

With our proven advice and strategies, our competitive, results-driven team can take the stress out of chaotic situations.

### **BOSS LAWYERS HAS SUCCESSFULLY RESOLVED COUNTLESS DISPUTES FOR OUR CLIENTS INCLUDING:**

- ✓ corporations law liability
- ✓ resolution of contract, franchise and intellectual property
- ✓ construction
- ✓ competition and trade practices
- ✓ debt collection
- ✓ defamation (and compensation, where appropriate)
- ✓ all aspects of media law
- ✓ insolvency and restructuring
- ✓ insurance
- ✓ product liability
- ✓ professional liability
- ✓ taxation.

**BOSS LAWYERS ARE ALSO HIGHLY EXPERIENCED  
IN PROPERTY, TENANCY, PARTNERSHIPS &  
FINANCIAL SERVICES DISPUTES.**



## BANKRUPTCY & INSOLVENCY LAW

**Experts in Bankruptcy and Insolvency law, BOSS LAWYERS can help you navigate these complex legal issues.**

We regularly consult and work with trustees and liquidators. This close relationship uniquely positions us to give expert advice and support to Directors of companies that are facing bankruptcy or insolvency.

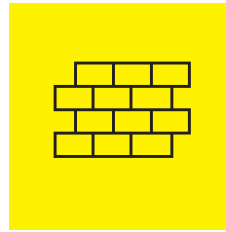
We pride ourselves on our ability to balance empathy with complex legal strategy. If you're concerned about your personal exposure to liquidators in any capacity, we can help you:

- find alternatives to liquidation
- reduce personal exposure and avoid pursuit by liquidators
- deal with secured assets and creditors
- manage administration by liquidator or trustee.

Nobody wants to face the prospect of a failing business, but with expert legal help on side, you'll have the confidence to finalise all your bankruptcy or insolvency matters with ease and speed. Our focus is on protecting your personal interests while supporting a smooth, stress-free transition for your business.

### **BOSS LAWYERS' SPECIALISTS CAN HELP YOU WITH:**

- ✓ receiverships
- ✓ liquidations
- ✓ voluntary administrations
- ✓ bankruptcies
- ✓ regulatory investigations
- ✓ Part X arrangements under the *Bankruptcy Act*
- ✓ Directors' guarantees
- ✓ Directors' penalty notices—advice to trustees, controlling trustees, debtors and creditors, debt restructuring
- ✓ provisional liquidations
- ✓ public examinations.



## BUILDING & CONSTRUCTION

**Australia's best engineers, principals, developers and owners turn to BOSS LAWYERS for help with complex building and construction issues.**

With decades of experience in all facets of the building and construction industry, you can rest assured your interests are in expert hands with BOSS LAWYERS. Whether you're dealing with a complex development, a contractual dispute, a building code or a government compliance issue, we can help you with legal advice, conflict resolution, even litigation (if it comes to that), so you can stay focused on what you do best—building a profitable business.

### **GET THE BENEFIT OF BOSS LAWYERS' EXPERTISE IN:**

- ✓ fast resolution of commercial construction disputes
- ✓ making government construction and planning compliance easy
- ✓ building and construction contracts, including variations and risk management
- ✓ security of payment advices and claims and quick debt recovery
- ✓ the *Building and Construction Industry Payment Act (Qld & NSW)*
- ✓ defending and applying for defective and incomplete work claims
- ✓ alternative dispute resolution, arbitration and litigation
- ✓ charges under the *Subcontractors' Charges Act*
- ✓ excluded and influential persons claims.

And that's just for starters. Get in touch with us today to learn what Australia's top industry professionals already know: the advantage of working with BOSS LAWYERS.



## DEBT COLLECTION

**Need help recovering outstanding debts? With a proven track record, BOSS LAWYERS can help you get what's owed to you. Fast!**

Over our years of experience, we have developed a three-tier approach to recovering debts with minimal cost and effort—and in some cases, even reclaim your legal fees in court.

Nine times out of ten, a 'finessed demand' using legal letterhead is enough to successfully recover your debt.

If the debtor is obstinate or uncooperative, we can take the debtor to court or sell the debt to a broker for recovery. But if the matter does have to go to litigation, BOSS LAWYERS will represent you aggressively in court to make sure any judgments are enforced—whether by warrant or garnishee.

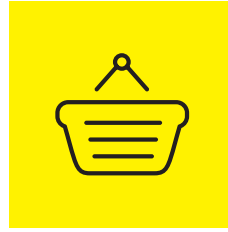
### **An ounce of prevention...**

Whether you've dealt with debt recovery before or not, having a custom set of terms and conditions for your business is invaluable. BOSS LAWYERS can help you with a professionally written Terms and Conditions document that will ensure easy recovery of any future debts and give your business a competitive advantage.

Our experts can review or create your Terms and Conditions to make them bullet-proof.

### **IN ONE CONCISE DOCUMENT, WE CAN CRAFT TERMS AND CONDITIONS THAT WILL HELP:**

- ✓ indemnify you for legal and mercantile agent fees in recovering debts owed to you
- ✓ provide personal guarantees for your services
- ✓ enable you to charge interest for overdue fees
- ✓ provide clear terms of payment
- ✓ put you in a position to register a security interest on the Personal Property Securities Register
- ✓ identify any liabilities or any terms which may be unenforceable, such as penalties
- ✓ ensure any clause unique to your business is appropriately worded to ensure its enforceability.



## COMMERCIAL LAW

**Navigating the world of commercial law can be one of a business owner's biggest challenges.**

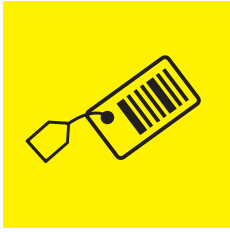
Compliance, consumer law and shareholder arrangements can be notoriously complex.

BOSS LAWYERS' specialists can help you chart your course through the intricacies of commercial law, strengthening and protecting your business and making sure you meet all your legal compliance requirements.

### **OUR COMMERCIAL LAWYERS ARE EXPERTS IN ALL ASPECTS OF COMMERCIAL LAW, INCLUDING:**

- ✓ business sales, structures and reorganisations
- ✓ competition and consumer law
- ✓ commercial terms and conditions
- ✓ intellectual property
- ✓ company and shareholder arrangements
- ✓ mergers and acquisitions
- ✓ succession planning
- ✓ asset protection
- ✓ commercial property transactions.





## COMMERCIAL & RETAIL LEASING

**Our leasing documents give you robust legal protection and they're easy to understand.**

Whether you need a lease drafted, or help negotiating an agreement, BOSS LAWYERS can help you achieve your goal. With years of commercial experience to bring to the table, we can also help you with the swift acquisition and disposal of all types of properties.

### **COMMERCIAL & RETAIL LEASES ARE OUR PARTICULAR SPECIALITY, OFFERING SOUND ADVICE ON:**

- ✓ making complex leasing negotiations simple
- ✓ developing standard form leasing documents for individual clients
- ✓ due diligence, ensuring any leasing agreement you make is sound
- ✓ quickly resolving ongoing lease issues such as insurances, defaults and changes in control of tenant companies
- ✓ competitive retail, commercial and industrial leasing
- ✓ retail legislation compliance
- ✓ reviewing your lease documents before signing any important agreement
- ✓ tenancy management, so you can focus on other parts of your business—and life.



## CORPORATE ADVISORY & GOVERNANCE

**BOSS LAWYERS' corporate advisory and governance expertise can help your organisation execute complex strategies legally and ethically.**

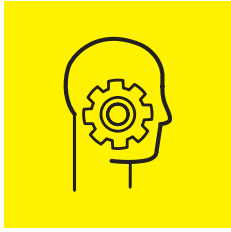
With a profound understanding of business and a wealth of legal experience across all areas of governance and business compliance, we can help you avoid conflicts of interest and trading difficulties—a costly pitfall for other businesses that are less well advised.

At BOSS LAWYERS, we believe in working side by side with our clients, so we develop a deep understanding of their businesses' unique needs and goals.

As your Corporate Advisory and Governance ally, we'll also liaise on your behalf with our other specialist lawyers to give you a complete solution—from taxation and intellectual property, to employment and industrial relations.

### **WE'LL HELP YOU UNDERSTAND AND ACTION KEY GOVERNANCE PROCESSES SUCH AS:**

- ✓ Directors' duties and liabilities
- ✓ corporate structures
- ✓ corporate governance
- ✓ ethics and trading policies
- ✓ formation and roles of sub-committees
- ✓ conflicts of interest.



## INTELLECTUAL PROPERTY

**If you're in the throes of an intellectual property dispute, or you're looking to protect your business before an issue arises, our IP experts can help.**

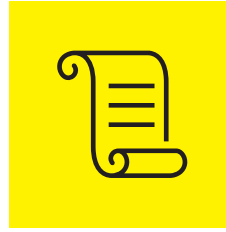
There isn't much in your business that's more important than your Intellectual Property. It's your art, your passion; in many cases, it's your means—what you depend on to turn a profit.

BOSS LAWYERS are in your corner, willing to aggressively defend your interests using range of alternative methods—including litigation if it comes to that—to protect your IP.

With experience in sectors as varied as animation, fashion, new media and IT, publishing, advertising, construction and finance, we can give you the expert advice you need to protect your intellectual assets.

### **BOSS LAWYERS' IP SPECIALISTS CAN OFFER WORLD-CLASS LEGAL ADVICE TO HELP YOU:**

- ✓ achieve lucrative and equitable agreements
- ✓ protect the copyright of your intellectual property
- ✓ manage and control your confidential information
- ✓ develop, protect and manage your brand
- ✓ resolve domain disputes quickly
- ✓ license your designs and patents
- ✓ enforce your design and patent licenses
- ✓ license, transfer and protect intellectual property assets
- ✓ apply for and manage patents and trademarks.



## WILLS & ESTATES

**When a loved one passes, the last thing you want is to get involved in a long and difficult court case.**

BOSS LAWYERS' personalised approach is vital when helping clients through a sensitive time. We'll be there to help with expert guidance and understanding during any will or estate-related issue.

### **OUR PRIORITIES IN HELPING YOU MANAGE WILL & ESTATE MATTERS INCLUDE:**

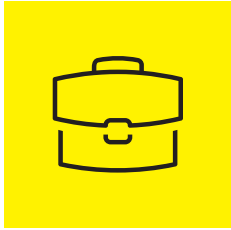
- ✓ protecting your family's financial interests from unfair claims
- ✓ representing you in cases where you believe you've been unfairly left out of a will
- ✓ helping your executor administer the will efficiently, including distribution of the estate.

Should you have to address a dispute, BOSS LAWYERS can help you settle in a time- and cost-effective manner. And should the need arise, we are ready to employ expert litigation to make sure your claims and assets are aggressively defended.

We understand the emotional stress and complexity of disputing a will in Queensland, but we also understand the feeling of relief when a case is successfully resolved.

### **BOSS LAWYERS ARE HERE TO HELP, WITH:**

- ✓ fair, legal and stress-free succession planning
- ✓ expert estate administration
- ✓ professional family provision applications
- ✓ successful resolution of estate disputes and litigation
- ✓ probate and transmission applications
- ✓ guardianship issues.



## INDUSTRIAL & EMPLOYMENT LAW

**BOSS LAWYERS can transform the seemingly daunting and complex world of industrial and employment law into simple, actionable advice.**

Negotiating awards, getting across the rules and regulations for employees, managing complex workplace claims and unfair dismissal complaints. It can be a time-consuming minefield and takes your focus off running your business successfully and smoothly.

**BOSS LAWYERS INDUSTRIAL & EMPLOYMENT LAW SPECIALISTS CAN TAKE THIS LOAD OFF YOUR SHOULDERS, SUPPORTING YOU AND YOUR BUSINESS WITH OUR EXPERTISE IN:**

- ✓ employment agreements and common law agreements
- ✓ alternative workplace contracts and agreements like independent contracting, consultancy and license arrangements
- ✓ workplace policies
- ✓ industrial and employment disputes
- ✓ intellectual property and confidential information, including restraint of trade
- ✓ investigating workplace incidents, handling internal complaints and mediating disputes
- ✓ occupational health and safety, including containing and managing incidents and defending prosecutions
- ✓ individual performance management and employment termination
- ✓ anti-discrimination laws and complaints
- ✓ workplace bullying and sexual harassment
- ✓ privacy
- ✓ training and education for management and staff.



## OTHER BENEFITS TO WORKING WITH BOSS LAWYERS.

**You can reach us when you need us!**

When you work with us, we really do become like an extension of your own team. Our fluid and forward-thinking structure means the BOSS LAWYERS TEAM is always available to help you and our partners are accessible and responsive.

**We speak and write in plain English.**

We pride ourselves on our ability to communicate openly and plainly with our clients. We use precise and concise drafting in plain English so our clients get clear, frank and fearless advice.

**Your money works harder at BOSS.**

By making effective use of the latest technology, including state-of-the-art document management software, we can make the best use of our time. And better productivity in our team translates into better value for money for you.

**Empathy (on a budget).**

As business owners ourselves, we understand the challenges of keeping up with the constant balancing act that is modern enterprise and we're with you. We respect your time, strive to understand the goals you're trying to achieve and most importantly, support your efforts to tame the budgeting beast. We will always discuss costs up front, before we carry out any work on your behalf, at every stage.



## IF YOU'RE LOOKING FOR A LAW FIRM THAT...

...focuses on results...

...watches your budget like a hawk...

...offers fixed-fee arrangements...

...customises services to fit your needs...

...isn't afraid to talk to you straight, in plain language...

...THEN GET IN TOUCH WITH US TODAY.  
AND REMEMBER TO ASK ABOUT OUR FREE CONSULTATION.



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