



HCR FLEX

Cost effective, flexible
legal advice from our
commercial team for
your business

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What is HCR Flex?

HCR Flex turns the traditional legal charging model on its head. You can use it to supplement or complement in-house counsel, or as an alternative to in-house counsel, or to top it up, as it gives you access to the commercial legal expertise you need when you need it, and allows you to control your costs. HCR Flex is flexible legal support that meets your needs now and as they change.

Who benefits most from HCR Flex?

Now, more than ever, business leaders need access to fairly priced, specialist advice. Whether your business is growing fast or operating in a rapidly changing environment, you need advice from people who know your business well, who are able to move swiftly to avert or manage a problem before it consumes your headspace.

People that benefit from HCR Flex most are:

- Overburdened and lacking capacity to oversee legal compliance, contracts and negotiations given all the other things they are responsible for
- Concerned that there may be unseen risks in their business which external eyes and ears could spot and manage
- People who value an external perspective perhaps on their remuneration or risk committees or at board meetings
- Business leaders that recognise their in-house counsel might benefit from additional capacity or support from a specialist
- Business leaders that want to hire in support to train their staff on certain specialist aspects of law, or provide 'on the job' supervision
- Leaders building their business for the next stage e.g. MBO, sale or investment and want to make sure their business and contracts are 'investment ready' so that any due diligence goes smoothly.

Jamie Radford, Global General Counsel, Alexander Mann Solutions Group, said:

“Steve Thomas and Kevin Mahoney helped us deliver a material and time critical project for the business. The combination of associate resource with effective partner oversight, at a very competitive blended day rate, enabled the HCR team to become very quickly assimilated into our project team and ultimately provide a high quality set of project deliverables in accordance with the required project timelines. This in turn enabled us to maintain continued and business critical legal compliance.”

How can HCR Flex help you?

HCR Flex means we're by your side. Because we know your business well, we help increase the speed and rate of conversion of your commercial contracts; reduce your exposure to risk; forewarn you of potential problems and reduce the cost of the advice you need.

As your needs change you can dial up or down the support you receive by switching between the following arrangements. The HCR Flex options have been designed in response to the way clients use us, and include:

- **A retained service** – providing the ad hoc advice you need, whenever you need it for a fixed cost at a discounted rate. This is typically suitable for those needing less than 7 hours advice each month who want to be able to pick up the phone with a question and not feel that the clock starts ticking the moment they do
- **Onsite secondment** – onsite support from a dedicated solicitor directly to your team for one or more day each month, including 'on the job' training, again with discounted rates and provided by people who know your business
- **Virtual secondment** – as above but our service is provided remotely which means it is not affected by travel or other restrictions, or subject to travel expenses
- **Mixed secondment** – a secondment by more than one solicitor who can alternate as you need us, providing you with 'in-house counsel' resource across different legal specialisms at a fraction of the traditional cost. You'll retain your single point of contact but can flex the type of expertise you need from within our commercial team of solicitors
- **Interim secondment** – onsite or virtual legal advice for the periods when your regular resource is not available or enough, be that because of holiday, parental leave, sickness, resignations or special projects which demand more capacity than your in-house team are able to provide.



Our client who is preparing to sell his business asked us to support to ensure the business was robust and well prepared for the sale process from the legal, governance and compliance perspectives. By getting us involved early on, we've been able to get to know their business really well and identify issues which need to be looked at before any sale discussions take place.



Why choose HCR Flex?



Better value – because we know your business and priorities we are able to provide more useful, relevant advice more quickly, saving you time and money. We can also set aside days for you in advance so you know you have dedicated resource and can get quick turnaround on work. HCR Flex rates are reduced to reflect your commitment to our partnership and you can switch between options as your needs and priorities change. HCR Flex offers you greater breadth and depth of expertise at significantly less cost – put simply, the more you use us, the higher the discount we can give you.



Reduced risk – by opting to use one of the HCR Flex options you have fast track access to the specialist legal advice and experience available from our 11 offices and more than 800 employees, this coupled with a dedicated point of contact from our commercial team means that you will have us in your corner, understanding your business and priorities, and providing the very best advice on the risks you face.



More certainty and control - HCR Flex options mean that you can tailor and control your legal costs, whilst having access to the best expertise as and when you need it. By booking your time in advance, receiving monthly invoices and quarterly reconciliations you have visibility on the time you use and can switch your plan accordingly and terminate our agreement with 30 days' written notice at any time.



Expertise you need, when you need it – whether you need help with due diligence, pre-sale or pre-investment preparations, or simply day-to-day matters or one-off projects, we will provide solicitors with the right expertise when you need it, fully briefed about your business and your priorities so that they hit the ground running and give you good advice that gets you where you want to be.



Strategic, informed advice – as we get to know your business, we will be able to anticipate your needs, be your eyes and ears and help you implement practice so that you don't get tripped up by the potholes in the road you are travelling down.



Access to wider HCR legal advice at discounted rates – you will have a dedicated HCR commercial team secondeed working for you. Specialist services which fall outside of the retainer/ secondment, such as corporate M&A, banking, dispute resolution, employment and HR or property and construction, are accessible quickly and simply.

Our client told us that with their previous firm their work was being pushed 'down the chain' to junior lawyers. Working with us meant this no longer happened, and we were more involved in the management and prioritisation of our client's legal work, building our knowledge of their key business concerns and risk appetite. We're much better equipped to advise our client because we know their business.



Nick Proctor, CEO, Amber Energy, said:
“Nicola works in an unrivalled way, from my personal experience. She is patient, tenacious, 100% committed, always there when you need her (often at the drop of a hat) and excels in her field. I'd thoroughly recommend her.”

Your Commercial team partners



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We were already supporting our busy CEO client on an ad hoc basis when he wanted to spend more time on client relationships than on managing contracts and handling documentation. We took the burden away by being more involved in contract negotiations across the board, playing an active role in customer communications. We turn work around quickly and efficiently, helping our client meet his targets.

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