

# DE MICCO & FRIENDS

## Partner Concept

**Partner**  
**Senior Partner**  
**Associate Partner**  
**First Mover**  
**Freelance Partner**  
**Junior Partner**

### **Business Units:**

- ☐ **Investment Banking**
- ☐ **Legal Advise**
- ☐ **Auditing**
- ☐ **Real Estate**

## Partner Concepts

### Partner System

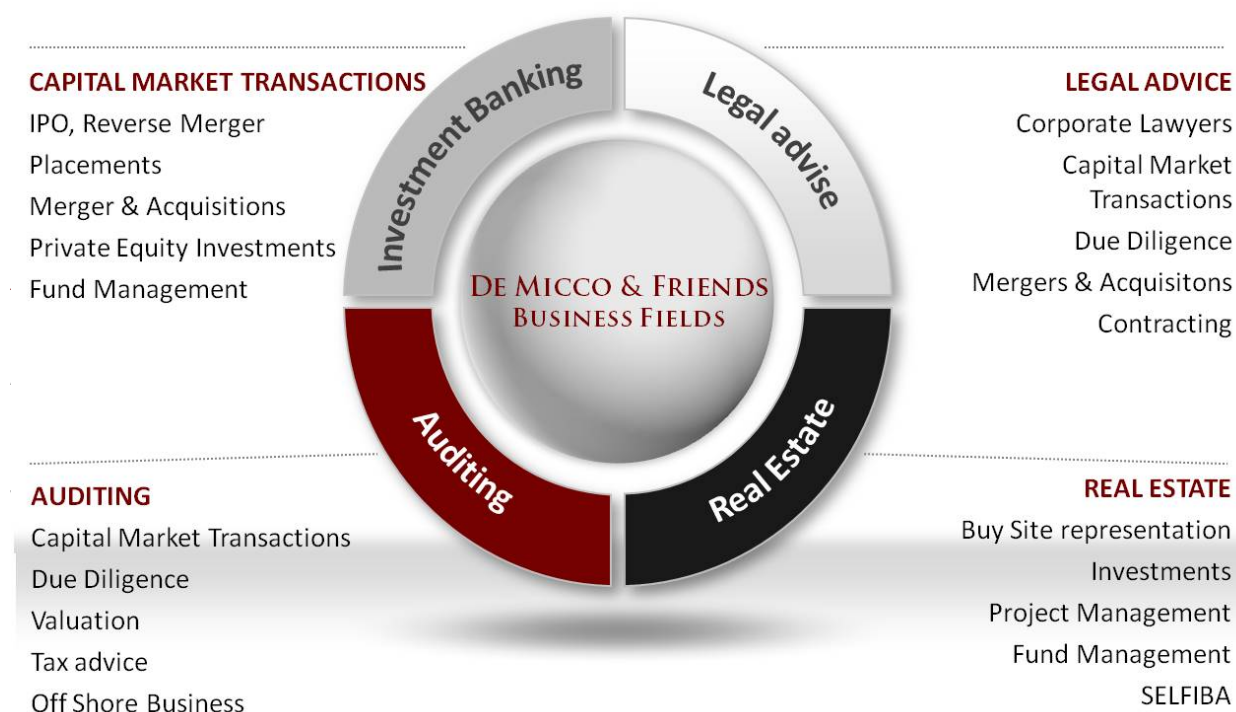
The concept of the De Micco & Friends Group is to unite the business units – **Investment Banking**, **Legal Advise** for Companies, **Auditing** and **Real Estate** – by joining experienced experts under one roof and one brand.

This business model creates unique synergies for the partners involved. They not only benefit from **concentrated know-how** and the experience of a highly qualified team, but also have the opportunity to operate and expand their service offerings at **lower costs** by **sharing resources**.

Furthermore, the Group's international provision model creates additional income sources for projects placed with partner colleagues from different business units.

Thanks to permanent growth of the Group and the local branch offices, not only experience and know-how increase, but also the customer base. Each new customer is a new reference for the Group and thus for each individual partner.

Both individual experts and expert teams, as well as companies working in the business fields of De Micco & Friends, can become partners.



#### De Micco & Friends

Av. Joan Miro 188 E • 07015 Palma de Mallorca • España  
 Web: [www.demicco.es](http://www.demicco.es) • Correo electrónico: [palma@demicco.es](mailto:palma@demicco.es)  
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"De Micco & Friends Partners" are active in the local branch offices as experts of the above-mentioned professional groups. They are introduced by the recommendation of a Senior Partner or an open application to the local branch office.

## Services

"De Micco & Friends Partners" have the opportunity to utilise the complete infrastructure, such as office, registry, technology, conference rooms as well as sales and marketing of the local branch offices against a small cost sharing. Furthermore, the partners have access to the Group's entire international network and will receive orders from the Group, other partners and the international and local sales departments according to their business units, expert fields and specialisations. Please refer to the Partner Agreement for detailed services.

## Significantly Lower Costs

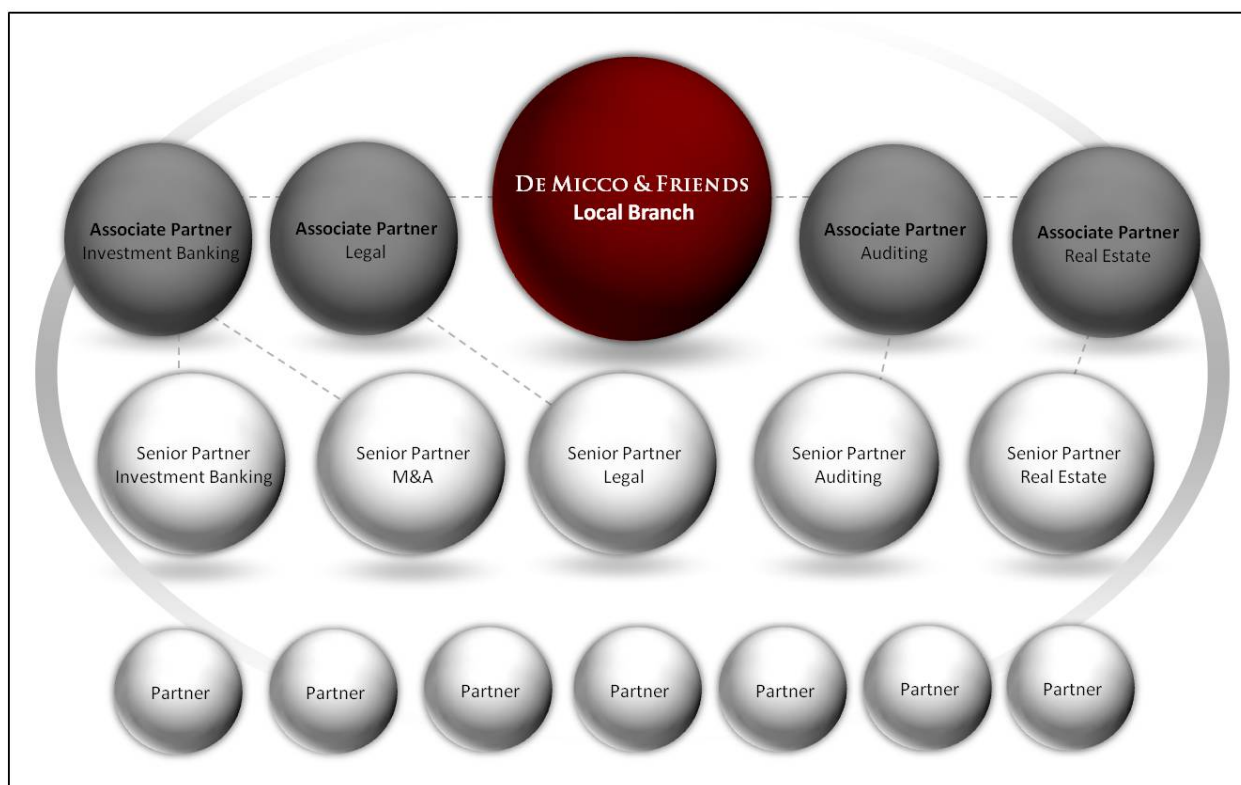
Due to the proportionate cost distribution, the expenses for each expert are significantly lower than with the operation of an own office. Depending on size, number of partners, location and equipment of the local branch office, the cost sharing is approximately 1,000.- EURO per month. Under no circumstances can anyone rent an office, pay a receptionist and finance advertisement or marketing with an amount this low – an important factor especially for experts planning self-employment and looking to minimise the risk.

However, De Micco & Friends is not a commercial office community. All costs incurred by each local branch office are transparently made available to all partners. Any surplus is used for future investments or financial marketing campaigns.

## Significantly Higher Profits

With many investment banking companies, large law firms, audit firms or real estate companies, employed or subcontracting experts procure Between 20% and 40% maximum of the project profits. At De Micco & Friends, Partners and Senior Partners receive up to 80% of the profits from the projects implemented by them!

Furthermore, Partners and Senior Partners also participate in procured projects implemented by partner colleagues of other business fields or local branch offices.



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## **Partner Status: "De Micco & Friends Senior Partner"**

### **Requirements**

Experienced experts, such as investment bankers, M&A- experts, investment managers, fund managers, asset managers, family office managers, lawyers, auditors and real estate experts may apply to become a **"De Micco & Friends Senior Partner"**. Requirements are at least 8 years of professional experience, business development experience, management experience and a documented track record.

### **Starting as "De Micco & Friends Senior Partner"**

As experts, **"De Micco & Friends Senior Partners"**, besides their operative function, are also involved in strategic and managing roles of teams and in business development of the local branch offices. Senior Partners can recommend experts from their business field as "partners" for teams, and are later available to their group as contact persons for projects and customer service issues. A Senior Partner is introduced by recommendation of an Associate Partner, of the De Micco & Friends Group or by an open application to the Group. The ideal new Senior Partner brings a good team of qualified partners from his network and has good business development and management qualities.

### **Promotion to "De Micco & Friends Senior Partner"**

De Micco & Friends Partners have the opportunity to be promoted to Senior Partners based on good sales, customer and project performance. This opportunity always arises when a Senior Partner either leaves or transfers to a different local branch office, or with the establishment of a new business unit team.

### **Performance and Compensation**

"De Micco & Friends Senior Partners" utilise the same infrastructures as the Partners. As compensation for their special performances as team or business unit managers and in business development, Senior Partners, besides their commissions for own or procured projects, receive a share in the profits of their team (see De Micco & Friends Partner Commission Model).

## Partner Status: "De Micco & Friends Associate Partner"

### Requirements

Local De Micco & Friends branch offices are subsidiaries of the De Micco & Friends Group. Particularly qualified experts with professional and strategic strengths in the Group's business fields, are offered the opportunity to become a shareholder of a local branch office. The scope and price of the share depend on the status and the number of Partners and Senior Partners of the respective local branch offices.

### Duties and Responsibilities

"De Micco & Friends Associate Partners" participate in the local branch office as active shareholders and members of executive management (Chief Officer). In the local branch offices, one Associate Partner is allowed per business unit:

- ☐ Investment Banking (Chief Officer Investment Banking)
- ☐ Merger & Acquisitions (Chief Officer M&A)
- ☐ Legal Advise (Chief Officer Legal Services)
- ☐ Auditing (Chief Officer Auditing)
- ☐ Real Estate (Chief Officer Real Estate)

Associate Partners are the contact person for the Senior Partners of their business field in the local branch office and take on strategic tasks and head up Business Development.

### Performance and Compensation

"De Micco & Friends Associate Partners" usually only have an advisory role with operative projects. As compensation for their management responsibilities, Associate Partners, besides profit sharing in the overall success of the local branch office in accordance with their shares, share in the profits of all Partners and Senior Partners of their business units (see De Micco & Friends Partner Commission Model).

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## **Partner Status: "De Micco & Friends First Mover"**

### **Requirements**

The De Micco & Friends Group continuously grows by creating new local branch offices at strategically interesting locations. "First Movers" are experienced experts in the business fields of the Group with high entrepreneurial ambitions, organisational talent, management qualities and a good network in their line of business.

Also companies, such as small- and medium-sized law firms, auditing firms, M&A consultants for real estate companies can get involved in a local branch office of the brand De Micco & Friends as "First Movers", in order to realise the business model together with the De Micco & Friends Group and to grow.

### **Duties, Responsibilities and Realisation by Individual First Mover Experts**

Individual experts wanting to get involved as "First Movers" initially form a start-up partner team for at least one business field (Investment Banking, Legal Advise, Auditing or Real Estate). After a partner or Senior Partner team has grown to a team of 5-10 experts due to the efforts of the "First Mover" and have met the requirements of the Group; De Micco & Friends will take care of the incorporation of the local branch office and the establishment of the required infrastructures. Subsequently, a new local branch office, depending on its location, should be operative within 3 months and grow successively.

### **Special Performances and Compensation for Individual First Mover Experts**

As compensation for their involvement in the establishment of a new local branch office, "First Movers" will be promoted to "Associate Partners" with the incorporation of the local company and will receive an interest in the company. As "Associate Partners", the First Movers, besides profit sharing in the overall success of the local branch office in accordance with their shares, also share in the profits of all Partners and Senior Partners of their business units (see De Micco & Friends Partner Commission Model).

## **Company as "First Mover"**

With existing companies, who wish to join the business model of De Micco & Friends as "First Movers", the terms and structures will be negotiated individually.

One option is the shareholding of the De Micco & Friends Group in the existing company, while introducing the concept, the network and the brand against company shares.

Alternatively, depending on the size and the profits of the existing company, the parties may also agree on a joint venture, in which both companies initially act as a "Double Brand", share resources and successively continue to grow further business fields of the De Micco & Friends Group.

In any case, the goal is for the existing company to gain significant added value through the partnership, to generate growth potential and to optimally utilise its resources. As with Partners and Senior Partners joining the Group and bringing their customer and project base with them, De Micco & Friends does not propose to participate in existing customers or projects with "First Mover Companies", but rather and exclusively in new business generated together.

## **Performances and Compensation for "First Mover Companies"**

Participation or partnership on a joint venture basis allows existing companies to expand their business and business fields with much lower risk and incorporation with a strong partner.

The synergies generated with the De Micco & Friends concept between investment bankers, lawyers, auditors and real estate experts are enormous, because all business fields are often involved in one transaction. This allows them to offer their customers a one-stop service.

The international focus and presence of the De Micco & Friends Group helps maximise their customer potential. Due to the networking of the Partners in the Group's branch offices, your company will become a global player and your services will be internationally advertised.

The implementation of the business concept can be effected in connection with participation within your existing company or parallel via a new local representation, in which you actively participate in connection with a joint venture. In any case, you will participate in the success of the local branch office and at the same time utilise the full extent of the system's synergies.



## **Partner Status: "De Micco & Friends Freelance Partner"**

### **Requirements**

Experienced experts from the business fields of De Micco & Friends, who are in a location without a local representation, can apply to become "**De Micco & Friends Freelance Partners**". This requires at least 5 years of professional experience and a documented track record.

### **Starting as De Micco & Friends Freelance Partner**

As experts, "**De Micco & Friends Freelance Partners**" are involved in the specified professional groups and perform their work from their local offices. Depending on the location, they cooperate with a local branch office or with the Group. They are introduced on the recommendation of a Partner, Senior Partner or an open application to the Group.

### **Services**

With "**De Micco & Friends Freelance Partners**" the Group concludes a free cooperation agreement controlling the reciprocal commissions for procured transactions. Furthermore, Freelance Partners have access to the Group's international network and will receive orders from the Group, other partners and the international and local sales departments according to their business units, expert fields and specialisations, provided that the location of the Freelance Partner does not have a local representation.

As soon as a local branch office is established at the location of the Freelance Partner, he may apply as Partner or Senior Partner at that office.

Please refer to the Freelance Partner Agreement for detailed services and conditions.

## Partner Status: "De Micco & Friends Junior Partner"

### Requirements

Postgraduate students and young professionals from the specialist fields of investment banking, law, auditing/tax consulting and real estate may apply to become "De Micco & Friends Junior Partners".

### Starting as De Micco & Friends Junior Partner

De Micco & Friends Partners and Senior Partners may employ additional qualified persons and assistants for their own business field and at their own cost and discretion. This way, young professionals are employed and, if appropriate, commissioned as "De Micco & Friends Junior Partners" by Partners or Senior Partners. After at least one year of practical experience in successfully completed projects, the Junior Partner may apply to become De Micco & Friends Partner or for a different position within the Group.

Junior Partner applications should be exclusively submitted to the respective local representations.

### Overview of the Different Partner Concepts:

	Using local Infrastructure	Full Support	Commissions for Transactions	Commissions for Partner Revenues	Management Business Development
Associate Partner	✓	✓	✓	✓	✓
Senior Partner	✓	✓	✓	✓	✓
Partner	✓	✓	✓	-	-
Junior Partner	✓	✓	✓	-	-
Freelance Partner	-	-	✓	-	-
Joint Venture	✓	✓	✓	✓	✓

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