

## THE PARTNERSHIP CONCEPT

For lawyers, auditors and tax advisors



# DE MICCO & FRIENDS

*„... make ideas happen“*



## THE GROUP

The De Micco & Friends is a consultancy and transaction law and audit firm focused on the support and the realisation of entrepreneurial needs for medium-sized and larger firms. The group's core strategy is based on a partnership concept through which experts from the fields of law, audit and investment banking, join De Micco & Friends with a view to synergetic growth.

## MORE THAN A NETWORK

Freelancers and smaller consultancy firms in particular now use networks across the broadest range of service industries to win mandates and employ the aid of other experts from the network in order to offer their clients additional services.

De Micco & Friends similarly consists of an international network of experts who are jointly growing businesses, acquiring new clients as well as assignments and completing projects. The difference from classic, "open" networks is that here the experts involved don't just use the synergies of a network. Instead, the partners of the De Micco & Friends Group participate in consistently improving, organised infrastructures to acquire clients and implement projects while being part of a permanently growing international presence, a steadily flourishing client base and the expansion of a brand that is establishing itself on an ever wider front.

Using this strategy, even smaller consultancy companies, freelancers and individual advisors can generate projects that would otherwise be the exclusive preserve of large consultancy firms.

## WE ARE LOOKING FOR THE BEST

If you would like to further your career as a **lawyer**, **attorney** registered **auditor** or **M&A expert**, with entrepreneurial ambitions, you should have a word with us.

De Micco & Friends is **not** a franchise system. Nonetheless, all the experts in the group are entrepreneurs. After an initial phase, in which as a partner you will have use of all the existing infrastructure and networks and can prove yourself in your specialist field, you will have the opportunity of qualifying as a De Micco & Friends Senior Partner.

The best senior partners with an appropriate performance track record will be offered the opportunity of becoming an Associate Senior Partner and, in this role, of participating in the overall success of the firm as a shareholder.

Entrepreneurially inclined graduates in Business Studies, Law, Audit and Accountancy who are just starting their careers will be offered the opportunity of joining the group as **Junior Partners** at certain locations.



## OUR CORE BUSINESSES

**The De Micco & Friends Group is a transaction and consultancy firm focusing on legal services, audit, mergers & acquisitions and real estate transactions. A range of services in our existing core businesses will be offered according to the location and the local partnership structure. This flexible partnership model allows the group to sustain consistent international growth.**

### INVESTMENTBANKING

The Group is represented in the most important global financial trading centres by its Senior Partner network. Unlike classical investment banks, De Micco & Friends is active not only as an investor and as transaction experts, but also as entrepreneurs.

Our services include capital market transactions such as IPOs, reverse mergers and share reallocations and in future will also feature asset and fund management.

### MERGER & ACQUISITIONS

When buying, merging or selling a company, it's not just technical or financial factors that are crucial to success – entrepreneurial experience and communicative competence are additionally required in such transactions.

De Micco & Friends has specialised in representing the buyer's side in M&A transactions. As an advisor, researcher and transaction guide on the purchasing side, the group provides support for companies from a wide range of sectors in the acquisition of companies, premises and technologies.

### REAL ESTATE TRANSACTIONS

De Micco & Friends similarly concentrates on the buyer and investor side in real estate transactions.

D&F Real Estate is not a typical real estate broker. As an investor and representative of the buying side our focus is not to sell any old object at the first possible opportunity on behalf of a seller. Instead, we are more concerned with identifying the best item in the best conditions, evaluating it and acquiring it. Our real estate concept is thus significantly different from those of classical real estate brokers.

### THE CENTRE OF ALL OUR CORE BUSINESS

A central tenet of the De Micco & Friends philosophy is consistent **practical transactional orientation**. This means that the outcome of every project always amounts to a completed transaction in the interests of the clients.

De Micco & Friends' clients are entrepreneurs. And **entrepreneurs know what they want!** Unlike the practice in many consultancy firms, we don't produce endless analyses and wearisome theoretical strategy papers; instead, our focus in every project is on successful and professionally implemented transactions in the interest of our clients.

## OUR SPECIALIST FIELDS – WE ARE LOOKING FOR THE BEST

### LEGAL ADVISORS

The De Micco & Friends Group is growing a legal division at certain locations. Experienced and qualified lawyers and attorneys specialising in civil, contract, tax and international law will have the opportunity to join as a partner. Besides providing general legal advice for medium-sized and large companies, our focus is on legal support, the evaluation of due diligence processes and the scrutiny and implementation of complex transactions.

Partnership is of particular interest to ambitious lawyers planning the next step towards independence who will use De Micco & Friends Group as an ideal platform for acquiring new clients. Cooperation with other group partners providing legal advice and representing a wide range of different legal specialism allows us to offer existing clients a comprehensive palette of services.



### AUDITORS AND TAX EXPERTS

De Micco & Friends offers state-registered auditors and tax experts a good basis for expanding their business. Besides providing general advice and financial statements for medium-sized and large firms you will be involved in due diligence processes while providing and scrutinising evaluations. You should be fully competent in international accounting standards and be particularly aware of the special regulations applying to publicly traded companies.

Ideally, you will already have experience of developing capital market transactions such as IPOs and the development of fund models and issue prospectuses.

### REAL ESTATE EXPERTS

Certain De Micco & Friends locations offer sales-orientated, experienced real estate experts the opportunity to join as a partner. Prerequisites include an excellent knowledge of the local real estate market and a good, current client contact list. Partners and Senior Partners in D&F Real Estate work entirely independently, making use of our consistently expanding portfolio and the ongoing establishment of the group brand.

At least 5 years' professional experience in sales or project management is required.

Smaller brokers with strong sales skills, a good client base and a high-quality project portfolio may also apply to be partners.

## **SYNERGY WITH A SYSTEM**

### **FAIR PROFIT-SHARING AND INVESTMENT PROTECTION**

#### **International commission system**

A global commission model has been developed to ensure that partners participate not only in the group's success but also in the projects they broker. This model regulates both the compensation for business completed between the De Micco & Friends Group and the individual partner and commission payments between partners. This guarantees that partners also have a stake in projects in which they were not personally involved but which were nonetheless provided through them. Thus, a lawyer based in London, for example, can have a stake in a capital market transaction carried out in New York by a local De Micco & Friends partner.

The global accounting system always considers who acquired the client and who completed the implementation of the project. Where several partners cooperate on a project, the profits realised are distributed to the partners involved according to their involvement.

In this way, every partner participates in completed projects even those outside his or her specialist field or country of operation.

#### **Absolute client protection**

Client protection is of course guaranteed for Partners who bring their own client or project base into the group. Similarly, no commissions are payable to the De Micco & Friends Group for existing clients or current projects. The "stakeholder in success" model applies only to new clients and projects that are acquired in the course of the partnership. A Partner leaving the partnership will also retain his or her client list.

#### **Compensation for De Micco & Friends' services**

In order to guarantee the high standard of infrastructure and both local and global marketing, a clear profit-sharing agreement in respect of completed projects is made between each individual Partner and the De Micco & Friends Group. Here too there is differentiated weighting according to who acquires or implements the assignment.

#### **Partnership and infrastructure costs**

The costs of the local branches are generally covered with a proportion of the profits generated. Individual arrangements concerning profit and cost distribution may be made according to the partner's location, business environment, client base and work volume.



**DE MICCO & FRIENDS**  
The Partner Model





## THE NEXT STEPS

### FIRST MOVERS FOR NEW LOCATIONS

"First Movers" are individual experts or teams of experts with particular expertise in De Micco & Friends' spheres of activity who cooperate with the group and other partners to build up and develop local business.

New De Micco & Friends branches are being developed in cooperation with "First Movers" at strategically vital locations where there is currently no group representation.

Alternatively, teams of capital market experts, legal practices, individual lawyers and auditors with existing infrastructure and a base client list may apply as "First Movers" for a new location. In this model, the De Micco & Friends Group has a stake in the firms and provides the network, existing client relationships and the brand in order to grow the business together.

### A START IN AN EXISTING BRANCH

De Micco & Friends is represented at a range of locations either with its own branches or through independent Senior Partners. Depending on your desired location, qualifications and sphere of business, there is a variety of possibilities for working together; you may join an existing team as a Partner if you fulfil the following criteria:

- Training and qualification or state registration as a capital market expert, lawyer or accountant
- Existing client base
- Clear track record

Proper consideration is of course given to ensuring that the expert knowledge and specialism of each new Partner adds to the team and that there is no overlap in the services and competencies offered.

If you are interested in working with the De Micco & Friends Group as a Partner, Senior Partner or Associate Partner, please email your full CV and a summary of your projects to [palma@demicco.es](mailto:palma@demicco.es).

### CONTRACTED FREELANCE PARTNER

Under certain circumstances, individual experts in the commercial fields of law and audit may be authorised as Contracted Freelance Partners to their local branches.

These remain entirely autonomous in their activities while operating from their existing locations. Freelance Partners have full access to the partnership network but have only limited use of infrastructure. An overall fee agreement is made in which the general conditions for joint implementation of projects are set out.

## PARTNERSHIP AT DE MICCO & FRIENDS

Each location must be examined on its own merits. Legal requirements, cultural and religious considerations and indeed economic situations vary from country to country, and the personal and economic requirements for partnership are also different. It is a principle of the De Micco & Friends partnership system to consider local and personal circumstances and to work together to find solutions.

## THE ADVANTAGES

- As a Partner in a strong and expanding group you can use the internal synergy of the wide range of specialists involved to implement projects that you could never realise as an individual advisor or broker.
- At a fraction of the usual cost you have access to professional infrastructure that you can use for your projects or to acquire new clients.
- The group's image and steadily increasing portfolio of references will provide you with access to projects from clients that are normally never assigned to individual advisors.
- You receive optimal, collegial and competent support for the acquisition and implementation of your own projects and transactions.
- You are included in the Group's nationwide advertising and image campaigns and can thus concentrate on your projects. In addition to classical advertising and direct marketing initiatives, De Micco and Friends is represented at many major capital market and investor conferences as well as a number of industrial trade fairs.
- When you join, you have complete client protection for your existing clients and current projects.
- You have a stake in interesting commissions for projects you broker for the Group or other Partners which may not fall within your field of expertise.
- The local and international partnership concept allows you to offer your existing clients a considerably expanded range of services.
- You can concentrate on the aspects of projects where you can apply your greatest competence and experience. You receive support from the Group or other Partners for projects in other areas of expertise.
- You are also involved in projects that you acquire in other locations (and countries). You thus also profit from assignments that you could not have implemented yourself.

# DE MICCO & FRIENDS

LAWYERS - AUDITORS - CONSULTANTS

[WWW.LAWYERS-AUDITORS.COM](http://WWW.LAWYERS-AUDITORS.COM)

## DE MICCO & FRIENDS GROUP

Av. Joan Miro 188  
Palma de Mallorca - Spain  
eMail: [palma@demicco.es](mailto:palma@demicco.es)  
Phone: +34 871 955 077  
[www.lawyers-auditors.com](http://www.lawyers-auditors.com)