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Europe, Middle East & Africa

The
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500
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EUROPE, MIDDLE EAST & AFRICA

Cabouche Gabrielli Marquet, Caston, Clyde & Co; Neveu Sudaka & Associés; Raffin & Associés; and Naba et Associés have a focus on the insurance side of construction, while **Charles Sirat – Jean-Paul Gilli** concentrates more on town-planning.

The team at **Gide Loyrette Nouel** advises on urban development projects, planning regulations, the drafting of development agreements between public bodies and construction companies and specialises in operational planning law.

Le Mazou Associés specialises in a wide range of issue relating to construction law, including construction litigation, arbitration, liability of builders and contracts. The team also has expertise in the area of eco-construction.

The team at **Orrick Rambaud Martel** advised on the construction of office buildings and storage space in France.

Foucaud Tchekhoff Pochet & Associés and **Bignon Lebray & Associés** also come recommended.

CORPORATE AND COMMERCIAL

As in previous years, it is important to point out that we have omitted firms like **Bredin Prat, Darrois Villey Maillot Brochier** and **Brandford-Griffith & Associés** from this section on the basis that their activity, high-level though it is, is largely transactional M&A and does not cover the full range of corporate and commercial work. See the separate **Mergers and acquisitions** section, below.

Gide Loyrette Nouel remains the benchmark French firm and has the highest number of renowned teams in Paris: M&A, banking and finance, capital markets, commercial property, public law, IP, litigation, arbitration, labour, tax, transport and insurance, to mention some of them. With 101 partners in total, 21 offices abroad including in New York and London, and some 300 lawyers outside France, **Gide Loyrette Nouel** is a global firm in the same vein as the leading international Anglo-Saxon firms.

International firm **Cleary Gottlieb Steen & Hamilton LLP** continues to enjoy the enviable position of being a US firm regarded locally as a fully-fledged French firm equipped with polyvalent lawyers working on non-standard issues. Traditionally known for its banking clientele, the firm has expanded its commercial practice, as evidenced by its evermore-frequent incursions into high-level takeover bids. Equally, the firm has taken its place among the best firms in other practice areas, such as capital markets and privatisation, tax, European law and is becoming increasingly visible in litigation and arbitration.

Clifford Chance's origins in Paris are in finance and property. The practice is now vast: the main areas of activity remain financing (of acquisitions, projects and property), but other

strengths include M&A and private equity, capital markets, EU and competition, environmental law, tax, public law, litigation and arbitration. The firm boasts one of the largest teams in Paris with 240 lawyers. Its recent office move to prestigious address Place Vendôme, next to the Ministry of Justice, is another indication of its success in the French capital.

De Pardieu Brocas Maffei is an independent French firm, comprising 80 lawyers, including 18 partners. The firm has leading practices in banking and finance, insolvency and real estate. It also provides services in a wide range of areas including corporate, public law, environment, litigation, insurance, EU and competition, IP/IT and tax. The firm is a growing challenger in public law, M&A and private equity.

After several years of impressive growth, **Freshfields Bruckhaus Deringer** is now stable. Although the firm continues to be recognised for its banking, finance and capital markets work (with a new US equities capability), its activities in cross-border M&A also rank highly. The firm's arbitration practice is recognised worldwide. Additional strengths include employment, property, tax, litigation, IP, energy and public law, and competition and EU law.

Initially well known in Paris for corporate and finance law, **Linklaters** has increased its scope and has become a full-service firm. This expansion is noticeable in the areas of tax, EU law, property, IP, public law and M&A, including stock-exchange issues and private equity and, more recently insolvency. 2006 was an excellent year for **Linklaters** which confirmed its leadership in capital markets, private equity and finance while, at the same time developing further other practices.

A year since the merger, **Orrick Rambaud Martel** seems to have succeeded in establishing a recognised international full-service practice boasting 80 lawyers. The new entity has three core business areas, namely finance, corporate/M&A and dispute resolution. The firm also provides complementary services to its clients through its construction, employment, insolvency, insurance law, public law, antitrust, tax and real estate practices. Synergies between different practice groups are developing well, notably in real estate finance which was particularly promising in 2006.

Allen & Overy LLP hosts 120 lawyers in Paris and has been expanding quickly over the past few years. The firm is a leading player in capital markets and banking and finance, including project finance. The full-service firm is also very active in the media sector and has developed recognised expertise in public law, IP, tax and EU competition. The firm boasts a highly international client base, acting in particular for a large number of major banks.

Ashurst is well known for its M&A, LBO and acquisition finance expertise. The client base is

CORPORATE AND COMMERCIAL

GIDE LOYRETTE NOUËL ◊

CLEARY GOTTLIEB STEEN & HAMILTON LLP ◊

CLIFFORD CHANCE

DE PARDIEU BROCAS MAFFEI ◊

FRESHFIELDS BRUCKHAUS DERINGER

LINKLATERS ◊

ORRICK RAMBAUD MARTEL ◊

ALLEN & OVERY LLP ◊

ASHURST

CMS BUREAU FRANCIS LEFEBVRE ◊

LATHAM & WATKINS

NORTON ROSE

SALANS

SHEARMAN & STERLING LLP

WEIL, GOTSHAL & MANGES

WHITE & CASE LLP

WILLKIE FARR & GALLAGHER LLP ◊

DEBEVOISE & PLIMPTON LLP ◊

HERBERT SMITH LLP ◊

JEANTETASSOCIÉS ◊

JONES DAY ◊

PAUL, HASTINGS, JANOFSKY & WALKER

(EUROPE) LLP ◊

SIMMONS & SIMMONS ◊

SKADDEN, ARPS, SLATE, MEAGHER

& FLOM LLP

SULLIVAN & CROMWELL LLP

August & Debouzy

Baker & McKenzie ◊

Bird & Bird

Lefèvre Pelletier & associés ◊

Lovells

UGGC & Associés ◊

Veil Jourde ◊

Bignon Lebray & Associés

DS Avocats

Dechert ◊

Denton Wilde Sapte ◊

Ernst & Young Société d'Avocats

Fidal ◊

Flécheux & Associés

Franklin ◊

Ginesté Magellan Paley-Vincent ◊

Granrut Avocats

Morgan Lewis ◊

SJ Berwin ◊

Sokolow, Carreras & Associés

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mainly made up of banks and investment funds from around the globe. The firm is also developing tax, property, EU law, insolvency and litigation/arbitration practices, in order to offer an integrated practice across Europe. The Paris office is host to 70 lawyers including 13 partners.

CMS Bureau Francis Lefebvre is historically notorious for its tax practice and remains

CORPORATE AND COMMERCIAL
Continued

Adamas ◊
 Ayache Salama & Associés ◊
 BHH Avocats - Breitenstein Meillassoux
 Hauser ◊
 Bersay & Associés ◊
 Cotty Vivant Marchisio & Lauzerat
 Courtois Label
 De Gaulle Fleurance & Associés ◊
 Deprez Dian Guignot ◊
 Dubarry Le Douarin Veil ◊
 Eversheds-Frere Cholmeley
 Fried, Frank, Harris, Shriver & Jacobson LLP
 Gibson, Dunn & Crutcher LLP
 Hammonds Hausmann
 Hogan & Hartson MNP ◊
 Hughes Hubbard & Reed LLP ◊
 KGA Avocats
 Kahn & Associés ◊
 Kramer Levin Naftalis & Frankel LLP ◊
 Landwell & Associés
 LeBoeuf, Lamb, Greene & Macrae LLP ◊
 Mayer, Brown, Rowe & Maw LLP ◊
 Ngo Miguères & Associés
 NomoS ◊
 Proskauer Rose LLP
 Reed Smith Rambaud Charot LLP ◊
 Stehlin & Associés
 Taj ◊
 Vivien & Juvigny
 Winston & Strawn LLP ◊

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unchallenged in this area in France. Building on this expertise, the firm methodically started developing its transactional practice and international presence through its integration in the CMS alliance; thus becoming one of the premier French business firms. In 2006, the firm confirmed further this axis of development by merging all its different corporate departments into one single department managed by Philippe Rosenpick. The firm is increasingly visible in M&A and private equity and through this re-organisation, the firm will enhance further its capacity in the corporate field. The firm also provides services in employment law, real estate and EU/competition. The firm boasts a total of 450 lawyers in France and abroad.

After a year of transition in 2005, **Latham & Watkins'** Paris office finally revealed its status of first-class, full-service firm in 2006. With a team of 119, including 35 partners, the Paris office is ranked in many practice areas. Critics unanimously recognise the firm's private equity practice as outstanding. The firm also scores highly in EU and competition, arbitration, IP/IT and the media sector.

Norton Rose is traditionally recognised for its banking and finance practice, notably asset finance. A few years ago, the firm set out its

objective of becoming a major full-service firm and started developing its corporate practice. Today, the firm is a growing challenger covering all aspects of business law. Its banking and finance practice is growing in acquisition finance and the firm has established a recognised corporate practice. By recently hiring Roberto Cristofolini and Marie-Aude Noury, the firm's next stage is the development of its capital markets practice.

A French/US firm with a longstanding presence in Eastern Europe, **Salans** is now well balanced between Europe, North America and the East. The firm totals 500 lawyers, with about 140 partners worldwide, one-third of them in Paris. The firm is particularly prominent in pharmaceuticals, luxury goods, aerospace, sport and venture capital. The firm's more visible areas of expertise are M&A, IP/IT, tax, arbitration and litigation, and employment and it has strengthened its property, IP, corporate, EU/competition, labour, public and banking practices over 2005/2006, notably by welcoming a 15-lawyer team from the former **Rambaud Martel**.

Shearman & Sterling LLP has built its practice in Paris around international arbitration and equity capital markets expertise. The arbitration practice has expanded considerably into litigation, often with an international dimension, and the firm's knowledge of the stock markets complements a good practice in the financial markets and in M&A, where the firm is keen to develop (private equity and stock market transactions). The firm is also active in EU and competition law, in tax and environment. The client base is mainly industrial and includes large international organisations.

Since its merger with **Serra, Leavy & Cazals** in January 2003, **Weil, Gotshal & Manges** has continued to develop and it is now a thriving force in Paris. With some 50 lawyers, the firm is a leader in insolvency and is among the premier firms in M&A and LBOs (with one of the best teams in Paris). The firm also offers good capability in tax, media and IT law and European law. The firm is now concentrating its efforts on developing commercial litigation with a new team.

White & Case LLP Paris is now one of the first-tier firms in banking and finance. The practice is also strong in arbitration, private equity, litigation and project finance. It is also active in EU and competition, employment, tax, real estate and construction.

US-based **Willkie Farr & Gallagher LLP** is a market leader in LBO and has recognised expertise in capital markets. In 2006, the firm put a lot of effort into strengthening its EU/competition practice by hiring a major expert in the field. The composition of the tax team was modified but the practice remains strong. The firm hosts about 50 lawyers in Paris.

The activities of **Debevoise & Plimpton LLP** in Paris revolve around six core practices: M&A, private equity, capital markets, finance, EU/competition and arbitration. The firm has experienced steady growth since 2002 with the arrival of several high-calibre practitioners.

2006 was a great year for **Herbert Smith LLP** which confirmed that it is a major player in the French market. The firm is a leader in project finance and has a strong IP practice. Recently, the Paris office has put a lot of effort into enhancing its arbitration practice and put together two serious finance and real estate teams; over the year, the firm made remarkable progress in those areas. Other practices include EU law, tax and employment. The office comprises 90 lawyers, including 17 partners.

JeantetAssociés has decided to concentrate on practice areas with high added value and, after reducing its size considerably a few years ago and increasing its profitability at the same time, the firm is now growing again. It is active in areas related to M&A and litigation and is also visible in finance, EU and competition, tax, employment, real estate, insolvency and public law. Strategically, the firm is determined to carry on as an independent player.

Jones Day is active in a wide range of practice areas. In all those areas, the firm has established solid, well-balanced practices. Particular strengths can be found in corporate/M&A, finance, EU and competition, IP, arbitration and real estate. Environment, public law, tax, employment and capital markets are developing.

Paul, Hastings, Janofsky & Walker (Europe) LLP's core business encompasses corporate/M&A, capital markets and litigation but other assets include tax, EU and competition, commercial property, insolvency, white-collar crime and corporate governance. The firm has strengthened its international corporate and capital markets capacity with the addition of US attorneys, and with the arrival of Luc Saucier, formerly at **Rambaud Martel**.

Simmons & Simmons' strengths are in corporate and projects, banking and finance, capital markets, and litigation, mainly in product liability disputes and stock-market litigation. The firm also provides services in the IP and tax areas and has a dynamic employment law department. Recently, the firm added real estate capability. **Simmons & Simmons** has developed particular expertise in the financial institutions, life sciences, energy and IT industries. The Paris office is host to 70 lawyers.

With 30 lawyers in Paris, **Skadden, Arps, Slate, Meagher & Flom LLP** is well known for its M&A (especially in public transactions) and capital markets work in which it is increasingly visible, notably in 2006. The firm particularly stands out in cross-border deals and investments abroad and acts for major companies in the

banking, telecoms, air and space, entertainment and luxury goods sectors.

Sullivan & Cromwell LLP's practice centres on international securities offerings by French issuers, privatisation and M&A. The firm is also recognised for its project finance and tax expertise. Some 30 lawyers, including seven partners, work in the Paris office.

August & Debouzy is a young, full-service firm founded in 1995 and comprising around 80 lawyers. The firm's main practices include M&A, privatisation, administrative and economic law, employment, IT, IP and real estate, not to mention its contentious expertise.

Baker & McKenzie Paris provides a full service. The firm is recognised for its public law, IP/IT, real estate and tax practices. The EU/competition practice is developing strongly. The firm is also visible in M&A, LBO, capital markets and employment.

Bird & Bird is a full-service firm with deep knowledge of the media, IT and life sciences industries. The firm has a top-tier practice in those three areas as well as in IP. The firm must also be acknowledged for its public law, employment, EU and competition, tax, litigation, corporate, aviation and private equity services. The Paris office boasts some 60 lawyers, including ten partners.

Lefèvre Pelletier & associés stands out for its expertise in commercial property, but has diversified into other areas of commercial practice, including M&A/LBO, labour, tax, finance, insurance and litigation. The firm's turnover has doubled in four years. It now numbers 140 lawyers including 30 partners and has additional offices in Hong Kong and Canton.

Lovells is a full-service firm, with particular strengths in capital markets, private equity and IP. The growing litigation dimension of the firm is worth mentioning, notably in product liability and general commercial litigation.

UGGC & Associés, with around 90 lawyers, is a commercial all-rounder, active in M&A, public law, insolvency and dispute resolution. Tax, employment law, corporate and public law are the areas where growth is particularly significant. The firm has further offices in Brussels and Casablanca.

Veil Jourde's team went through major change in 2006 but the firm reacted immediately to the departure of several partners by hiring new partners. It is particularly recognised in M&A and litigation, including criminal and commercial proceedings. In 2007, the firm created a real estate department which looks set to make promising progress.

Bignon Lebray & Associés is a general commercial firm, offering both advisory and contentious capability. **Bignon Lebray & Associés** is a founder member of *Meritas* and has offices in Lyon, Lille and Aix-en-Provence. The firm's range of services includes company law,

M&A, banking and finance, tax, labour, international mobility, property and construction, public and IP/media law.

With some 150 lawyers, **DS Avocats** is a full-service firm particularly known for its EU and competition practice as well as business administrative law. The firm is particularly active in Asia and has established an Asia department in charge of the relations between the firm's European offices (Paris, Lyon, Brussels, London, Barcelona and Milan) and Asian offices (China, Singapore, South Korea and Vietnam). **DS Avocats** holds three official licences from the Chinese Ministry of Justice for its Beijing, Shanghai and Canton offices.

Dechert comprises 11 partners active in corporate, M&A, private equity and financing, litigation and arbitration, life sciences, tax and labour law. The firm retains an international clientele, mainly industrial, and is working on reinforcing its French corporate activities.

Denton Wilde Sapte is particularly active in four sectors: technology/media/telecoms; energy/transport/infrastructure; financial institutions; and real estate/retail. The practice is wide and includes M&A, joint ventures, litigation, IP/IT, tax, employment, finance and public law. In 2006, the firm started developing its insolvency practice through securing a strategic partnership agreement with **Poulain & Associés**, a leading French law firm in the field.

Ernst & Young Société d'Avocats is the new entity formed after the two legal arms of the international MDPs merged in Paris at the end of 2002. Despite losses affecting the tax and corporate practices, the new firm boasts 600 fee-earners in 13 offices across France. The core business revolves around corporate tax, labour law, human capital and M&A, but the firm is also present in indirect tax, IP/IT and litigation/arbitration.

National firm **Fidal** is best known for its tax expertise and for being the largest firm in the country. However, the Paris office is also extensively involved in labour law, company and commercial issues and competition, for a clientele of small and medium-sized companies and blue-chips. Additionally, the firm offers niche practices such as health, tourism and sports law.

Flécheux & Associés is made up of eight partners active in public and environmental law, construction, insurance, M&A, IP, distribution and commercial law. The contentious dimension of the firm is important, including white-collar crime. Abroad, the firm has an office in Vietnam, is close to a firm in Belgium and has links in Lebanon and North Africa.

Franklin has expertise in M&A, projects, administrative law, litigation and IT. In 2006, the firm enhanced its tax practice by hiring a new team. In the IT/telecoms sector, the Paris office created an India desk to follow the firm's Indian and French clients in the development of their

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ASA Avocats Associés
Ader Amigues & Jolibois
Alerion
Alexen Avocats
Avens Lehman & Associés
BMS; Association d'Avocats
Barbé Carpentier Thibault Groener & Associés
Bernard Hertz Béjot
Bernet Castagnet Wantz & Associés
Bertagna Avocats
Bousquet
Carbonnier Lamaze Rasle & Associés
Chaintrier & Associés
Comet Vincent Ségurel
Cournot Association d'Avocats ◊
Curtis, Mallet-Preyost, Coit & Mosle LLP ◊
DLA Piper US LLP correspondents of CARIDDI,
MEE, RUE, association d'avocats
au barreau de Paris ◊
Delsol & Associés ◊
Falque & Associés
Farthouat Asselineau & Associés
Foucaud Tchekhoff Pochet & Associés
Gaijot, Bouchony & Associés
LMT Avocats ◊
LSK & Associés
La Boétie
Lacourte Balas & Associés
Lamy & Associés ◊
Lamy Lexel Avocats Associés
Lartigue Tournois & Associés
Latournerie Wolfrom & Associés ◊
Lipworth, Cabinet ◊
Lussan Brouillaud
Moisan Boutin & Associés
Neveu Sudaka & Associés
P.D.G.B.
Racine
Ratheaux ◊
Reinhart Marville Torre
Senave, Noreils, Ang
Soulier
Taylor Wessing ◊
Thieffry & Associés
Vaisse, Brémond, Rambert & Associés
Vatier & Associés ◊
Vendôme
Vovan & Associés
Wilhelm & Associés ◊
Wilinski Scotto & Associés ◊

Firms are listed A-Z within tiers

◊ Indicates firm displays contact details at the end of this chapter.

projects in Europe and India. The firm hosts about 50 lawyers in Paris.

Ginestie Magellan Paley-Vincent is a firm with offices in Paris and Lyon and with a foothold in London and Milan. The firm focuses on M&A, LBOs and risk capital. Other services offered

include international tax, IP/IT, litigation, health and labour law. The firm has also welcomed competition expert, Professor François Xavier Testu as a partner.

Granrut Avocats was created 50 years ago as a firm specialised in litigation. Today, although litigation remains the core activity, the firm is also active in corporate/M&A, antitrust, public law, employment law, insolvency, IP, banking, tax and insurance, with strong visibility in the media sector. In the past two years, the firm has doubled in size and now boasts 18 partners. It recently welcomed new partners in public law, real estate and employment. Alliances have been established with UK firm **Pinsent Masons** and German firm **Luther Rechtsanwalts-gesellschaft mbH**.

Morgan Lewis was born in 2004 when the Philadelphia-based firm took over an 18-lawyer team from **De Pardieu Brocas Maffei**. The practice is full service with a strong corporate department and expertise in finance, labour, competition, new technologies, tax and public law. In 2006, the firm added strong expertise in commercial litigation and white-collar crime by hiring Thierry Dalmasso and his team from former **Rambaud Martel**.

The Paris office of **SJ Berwin** opened in 2001 and has grown to a practice of some 40 lawyers. A leading private equity firm in Paris, it has expertise in fund formation, LBOs and M&A, tax and EU and competition, and developed the financing aspect of acquisitions and its real estate capacity in 2005, with the arrival of two partners.

French firm **Sokolow, Carreras & Associés** provides services to its clients in all aspects of commercial law. The firm is particularly visible in M&A, private equity, finance and energy. It is also a reference in the media sector and in IP. The litigation practice is well developed, while the EU and competition practice is a growing force. Tax and employment law are also dealt with. The firm has two offices in the US in New York and Atlanta and its lawyers have experience in handling international deals.

Adamas is an all-round corporate French firm based in Lyon and Paris with an important presence in Asia (China, Taiwan, Korea) and one office in Brussels. The practice encompasses a wide range of matters from M&A, IP, contracts and distribution, to employment and family law. The firm is particularly visible in litigation/arbitration and public and environmental law.

Ayache Salama & Associés now comprises 35 lawyers, half of them active in corporate finance. Tax and public law have always been core practice areas, with the addition of private equity expertise following the merger with **Tordjman & Associés** in 2004. The firm is also active in litigation (post-merger and white-collar crime), distribution and competition, and banking and finance.

BMH Avocats – Breitenstein Meillassoux Hauser comprises 30 lawyers, including six

partners. The firm is specialised in French-German business relationships and IP/IT law. With the recent arrival of new lawyers expert in corporate law, the firm further reinforced its M&A practice and its European and international capacity.

Although **Bersay & Associés** remains entirely independent, the activity is mostly international at 60%, with clients including some of the biggest industrial companies in France, as well as some multinationals. The firm handles M&A, capital investment, restructuring, dispute resolution, competition and distribution, IP and telecoms, contracts, labour and tax. An office in Toulouse opened in 2005.

Created in 2004, **Cotty Vivant Marchisio & Lauzeral** is one to watch. The firm boasts a very dynamic team of 30 lawyers with international experience and focuses on corporate law, employment law and commercial and stock-market litigation. It recently created an IP team and is willing to develop further litigation in that field and white-collar crime. In 2006, the firm continued growing and opened an office in Tokyo.

Created in 1969, **Courtois Lebel** went through a difficult time in 2006 after losing its IP team which was among the leaders in Paris. However, the firm's practice is diverse and **Courtois Lebel** has other resources to put forward including IT, health law, projects and industrial risk, competition and distribution, banking law, M&A and stock exchange law and labour law. The firm is currently made up of nine partners.

Created in 2001, **De Gaulle Fleurance & Associés** is a success story. The firm initially focused on IP/IT for a large and prestigious US clientele. It was rapidly recognised as a leader in this area and decided to expand its practice to corporate M&A. The firm now offers a wide range of services and has secured an association agreement with US firm **Patton Boggs LLP**. It is host to 50 lawyers, including ten partners.

Initially active in a media/IP/advertising niche, **Deprez Dian Guignot** has now widely increased its scope of interventions. With some 40 lawyers, the firm specialises in banking and finance, corporate law and M&A, insolvency, labour law, competition, and IP/IT.

Dubarry Le Douarin Veil was created 20 years ago as a commercial litigation firm. It has since developed advisory and contentious practices in the following fields: banking and finance, corporate/M&A, insolvency, labour and competition, and finally IP/IT, an area in which the firm is particularly visible. The firm now counts 42 lawyers and is a founding member of *European Legal Alliance*.

Eversheds-Frere Cholmeley has developed consistently in the past three years in Paris and is now structured around four core activities: corporate/M&A, litigation/arbitration, and more

recently set up, employment, banking and finance and real estate. The firm boasts ten partners in Paris.

Fried, Frank, Harris, Shriver & Jacobson LLP is becoming more visible in Paris. The firm is doing increasingly well in M&A/private equity and the recent arrival of Maurice Lantourne and his team has transformed the firm's insolvency practice. The practice also encompasses corporate finance and capital markets.

In 2006, **Gibson, Dunn & Crutcher LLP** added corporate forces by welcoming a team arriving from **Veil Jourde**. The firm has now 23 fee-earners, including seven partners who focus on corporate, very often for French clients in connection with a US/France transaction, public law, capital markets and tax.

Hammonds Hausmann's core practice rests in M&A and commercial law and is developing its private equity capacities with the arrival of a new partner. Renewable energy is a new sector in which the firm is involved. Clients have an industrial (space, defence) or contractual (distribution, joint ventures) profile.

Hogan & Hartson MNP has had an office in Paris since the end of 2004 when it ended its correspondence link with *Cariddi, Mee, Rué*. The firm is building up a new team with strengths in telecoms, capital markets, EU and competition and labour law, and with further developments expected in tax, projects, M&A and arbitration. The firm boasts 24 lawyers.

Hughes Hubbard & Reed LLP's most visible practice is international arbitration. However, the firm remains active in corporate and corporate finance, IT, commercial property and labour law. The firm has recently increased its capacity in arbitration, corporate and tax. The firm boasts 24 fee-earners, including eight partners in Paris.

KGA Avocats is implanted in Paris and in the regions with offices in Lyon and Marseille. The firm provides a wide range of expertise in general corporate law matters with a focus on dispute resolution, M&A, IP, property, employment and public law, and specific areas covered such as space, sport, defence and media.

Kahn & Associés' practice is entirely dedicated to new technology and e-commerce. Clients include international IT companies with interests in France, investment funds and traditional French blue-chips embarking on e-commerce and start-up projects.

Kramer Levin Naftalis & Frankel LLP is a full-service firm specialised in M&A, with sizeable finance activity, working for a large Anglo-Saxon clientele. Recently, the firm expanded the range of its practice by creating real estate and employment law departments. The firm also handles commercial arbitration and is keen to develop its litigation practice.

Landwell & Associés numbers some 400 lawyers across France (nine offices). Like the other former Big Four firms, a good proportion of its work

lies in corporate tax, but labour law, private tax and all other types of advisory work are also handled.

LeBoeuf, Lamb, Greene & Macrae LLP is becoming a serious full-service player in Paris. In 2006/05, the firm continued to develop its teams in Paris and recently recruited new forces in EU/competition, energy and projects, insurance, employment law and tax. Beginning in 2007, the firm announced the arrival of a new partner specialised in bankruptcy and corporate restructuring.

Mayer, Brown, Rowe & Maw LLP is increasingly visible in M&A and private equity in the French market. The firm is also active in banking and finance, capital markets, real estate, tax, litigation and employment law. The Paris office boasts 11 partners.

Ngo Miguères & Associés has always been an international firm, and boasts two offices in Vietnam, with further presences in Italy and Mexico. The firm handles corporate and commercial matters for international investors, and also deals with contracts, banking, IP/IT, labour, tax and litigation.

NomoS hosts about 50 lawyers, including 16 partners. The firm is developing a complete range of services, with a focus on media/communications and IT/IP, private equity, consumer goods, distribution, and the food and health industries.

Proskauer Rose LLP's Paris office is the firm's only office outside the US. The firm really started developing in the French market recently with the arrival of teams notably from former *Ramnaud Martel*. The Paris office provides a full service in corporate law and enjoys top recognition in construction. The firm is also respected in employment, insurance, tax and litigation, including white-collar crime and product liability. The firm is particularly active in the health and life sciences industry.

Reed Smith Ramnaud Charot LLP is a split from *Ramnaud Martel* at the time of the merger with **Orrick, Herrington & Sutcliffe LLP**. The firm's activity is both advisory (corporate/M&A/LBO) and contentious, serving the traditional areas covered by the firm: pharmaceuticals and health, financial services, distribution and industry.

Stehlin & Associés is a mid-sized firm (30 lawyers) mainly active in corporate and tax but that also covers IT and public law. It is part of *Osborne Clarke Alliance* and *Interlaw* and works for several US companies such as Nike and Pizza Hut.

Taj is the new name of *Deloitte & Touche Juridique et Fiscal*. With offices in six cities in France and some 250 lawyers and tax specialists, the firm is active in tax but covers other areas of law. Some industries where it is active include health, property, defence, food, luxury, distribution, textiles and sport.

Vivien & Juvigny was born when two teams got together in 2004. The first one originated

from various international firms and set up the firm in 2000 around an international corporate, M&A, tax and labour practice. The second one, coming from *Ramnaud Martel*, brought two EU and competition partners and a pharmaceutical law partner. The firm now numbers 27 lawyers.

Winston & Strawn LLP has been expanding rapidly in France and is now home to some 60 lawyers led by Vincent Sol. Its activity is mainly corporate and commercial but litigation and arbitration are also handled. Finally, the firm has special knowledge of environmental and energy issues. The Paris office advised the government in the Clemenceau affair and was also involved in the redevelopment of the Renault site in Boulogne.

ASA Avocats Associés is a major firm with headquarters in Strasbourg and an office in Paris. More information is available in the final section, **The Regions**.

Ader Amigues & Jolibois was founded by ex-head of the Paris Bar, Henri Ader. Its practice is predominantly contentious including general business litigation, arbitration, white-collar crime, bankruptcy and press law.

Alerion was founded by seven partners, most of them formerly at **Bignon Lebray & Associés**. More than 25 lawyers are active, with a focus on property, construction and insurance. They also handle corporate law, M&A, documentary credit, tax, employment, competition, distribution, and health law.

Alexen Avocats is a law firm hosting 80 lawyers with offices in Paris, Lyon and London. The firm provides a full service to domestic and international groups, especially from the industrial, real estate, banking, publishing, luxury, leisure and information systems sectors.

Avens Lehman & Associés was set up in 1990. With 15 lawyers, the firm belongs to the *BGI* network and is visible in EU and competition law but is also active in labour law, IP/IT/media, corporate and commercial. Some 60% of the firm's activity is contentious.

BMS, Association d'Avocats was created when *Caubet Chouchana Meyer* split up in 2005. Four partners set up the firm with a focus on real estate, corporate and commercial law, tax and litigation.

Barbé Carpentier Thibault Groener & Associés' core activity is corporate law. Around 80% of the clients are foreign groups (US, UK and Asia mainly). Other areas of law covered are competition, labour law, IP, projects, contracts and distribution, insolvency and litigation.

At Bernard Hertz Béjot some 75% of clients are foreign and seven partners are bilingual English or trilingual German. Its business law activity is equally balanced between litigation and counsel: M&A, corporate and commercial, competition, IP/IT, insurance and stock market law.

Bernet Castagnet Wantz & Associés is a medium-sized firm of four partners created in

2003. The practice focuses on corporate law, M&A, commercial litigation and arbitration. The firm has also developed expertise in health and life sciences, real estate, construction and energy. It has a strong international dimension through its network of best friends and its integration in the *Lawyers Associated Worldwide* network.

Bertagna Avocats is a five-lawyer, full-service firm, acting as counsel and litigator. The firm works for French and a large base of international clients from Europe and North America. The firm has developed strong links abroad and is notably a member of *EEIG Berrymans Lace Mawer*.

Bousquet enjoys strong reputation in construction and in the media sector.

Carbonnier Lamaze Rasle & Associés comprises 12 partners active in all aspects of business law from corporate law and finance to white-collar crime, human resources and family law.

Founded in 1982, **Chaintrier & Associés** now comprises 11 partners who assist clients in M&A and corporate finance. Other practice areas are tax, employment law and litigation and arbitration.

Cornet Vincent Ségurel is a major firm in Nantes with an office in Paris. More information is available in **The Regions** section.

Cournot Association d'Avocats is a medium-sized firm. Its core business is corporate and M&A but the team also handles employment law, litigation and arbitration and IT.

Curtis, Mallet-Prevost, Colt & Mosle LLP is an international law firm with headquarters in New York. The Paris office offers expertise in corporate, arbitration and litigation.

DLA Piper US LLP correspondents of CARIDDI, MEE, RUE, professional association admitted to the Paris Bar is one firm in development in Paris. The firm recently added new capability in stock market law, private equity and media. The practice also encompasses M&A, employment, litigation, IP/IT and real estate.

Delsol & Associés is based in Paris and Lyon. The firm boasts 14 partners who are active in corporate, employment, tax, public law, real estate and litigation.

Falque & Associés is a full-service firm which provides services in IP, litigation and arbitration, commercial property, corporate, tax and employment.

Founded in 1968, **Farthouat Asselineau & Associés** is first and foremost a litigation firm. It is also very active in white-collar crime and arbitration. The firm also assists its clients in corporate, insurance and labour law.

Foucaud Tchekhoff Pochet & Associés has been practising for more than 30 years. Its 12 partners are active in corporate law, M&A, banking and finance, IP/IT, labour law, competition and distribution, and litigation and arbitration. Sports law, tax and real property are also handled.

Gaillot, Bouchony & Associés is specialised in international business law, helping French and foreign companies in their investments and activities in and outside France. Main areas covered are M&A, litigation, international trade, labour law, IP, press law, telecoms and media.

LMT Avocats is a firm with strong Franco-German activity although international business law is handled in a broader sense. About 25 lawyers offer capability in M&A, tax, labour law, industrial risks, pharmaceutical law, IP, litigation and arbitration.

LSK & Associés is an independent French firm comprising seven partners. The firm is mainly active in corporate and banking and finance but also handles litigation and arbitration, employment law and competition.

La Boétie is made up of seven partners who are active in corporate, commercial litigation, tax, employment law, media and IP.

Lacourte Balas & Associés was founded in 1973 and is particularly recognised for its work in the real estate sector. The firm is also involved in general corporate and finance work, including contentious aspects.

LAMY & ASSOCIES and **Lamy Lexel Avocats Associés** are major firms in Lyon with offices in Paris. More information is available in **The Regions** section.

Lartigue Tournois & Associés specialises in corporate law and investments and has strong links with the Arabic world.

Latournerie Wolfrom & Associés now boasts around 30 lawyers. The firm has strong capability in public law, telecoms, IT and media. It is also active in corporate, distribution law and employment.

Cabinet Lipworth handles M&A, joint ventures, corporate finance, commercial law and litigation. The firm is close to firms in the UK and in Switzerland.

Lussan Brouillaud was founded in 1932 and now comprises 15 lawyers. The firm has strong activity in banking law (litigation, regulatory etc). It is also active in a wide range of practice areas including press law, human rights, litigation, corporate and public law. The firm is part of an international network of independent firms.

Moisand Boutin & Associés is expanding its teams and its range of practices. The firm's pillars can be found in tax and corporate and M&A. It recently reinforced its corporate law practice and recruited new partners to develop its IT and employment practices. The firm boasts ten partners.

Neveu Sudaka & Associés now has ten partners. The firm offers a full service (corporate and commercial, banking and finance, insolvency) but is especially known in the property and construction fields where it covers all aspects, including leases, town-planning, public law and insurance.

Founded in 1985, **P.D.G.B.** dedicates about half of its activity to tax work (seven partners out

of 19). Other important practice areas are labour law and M&A with a renowned team in venture capital.

Racine has offices in Paris, Lyon, and Bordeaux, and in Europe in Brussels, Luxembourg, Budapest and Sofia. It is also part of the **TAGlaw** network. With more than 40 lawyers, the firm provides a wide range of services, with an emphasis in litigation. In this area, the firm is a pioneer in using the first IT software specially designed to deal with major litigation cases.

Ratheaux is a major firm in Lyon with an office in Paris. More information can be found in **The Regions** section.

Reinhart Marville Torre is a full-service firm comprising 30 lawyers. The firm has developed tied links with **Davies Ward Phillips & Vineberg LLP** in North America and is also active in North Africa and Middle East.

Senave, Noreils, Ang houses a general corporate practice with a focus on IP, labour law, M&A, media law, contract, commercial litigation and white-collar crime.

Soulier is a major firm in Lyon with an office in Paris. See **The Regions** for further information.

Taylor Wessing is a European firm. The Paris office provides a full service with an industry focus (IT and telecommunications, life sciences and healthcare, media and entertainment, leisure, fashion etc). The firm boasts 18 partners in Paris.

Thieffry & Associés is a French law firm with a strong international dimension. The firm has offices in New York and Shanghai and is extensively involved in international affairs, notably in China. The firm stands out in environment, white-collar crime and international arbitration. It is also active in public law, EU/competition, M&A, IP and professional liability of auditors. The team boasts six partners.

Vaïsse, Brémond, Rambert & Associés is made up of eight partners, four associates and one of-counsel. The firm is reputed in commercial litigation and also handles corporate and commercial law.

With a litigation background, **Vatier & Associés** is active in arbitration, labour law, public and health law, and white-collar crime. The firm is growing in property and corporate.

Founded in 2004, **Vendôme** works for small- and mid-cap French and international clients in the pharmaceuticals, biotechnology and computer science industries, assisting on corporate, M&A, private equity, dispute resolution, labour, tax, insurance and property issues.

Vovan & Associés has put a lot of effort into developing its international presence with a number of offices in Europe and Asia. In France, the firm is in Paris, Marseille and Lyon. A great amount of work is related to foreign investment in France and French investment abroad. Clients are assisted on all aspects of general business law.

Wilhelm & Associés is active in some specific areas: advertising, media, supermarkets and distribution. The firm boasts five partners, including a major recruit who has extensive experience in the media sector.

Wilinski Scotto & Associés assists a French and international clientele in corporate issues, including private equity as the firm often advises the management in LBO deals, commercial law and projects, labour law, construction and real estate and dispute resolution.

DISPUTE RESOLUTION: COMMERCIAL LITIGATION

In addition to its acknowledged expertise in stock exchange and European disputes, **Bredin Prat** also handles general commercial litigation. Issues covered include investment agreements, business, company and asset transfer agreements, construction and distribution agreements in a wide range of markets including telecoms, pharmaceuticals, the automotive industry and energy. The firm's clientele is based in Europe, the Middle East and the US, and the disputes are subject to a wide range of different laws. Partners include Jean-François Prat, Didier Martin, Louis-Christophe Delanoy, Claude Bendel and Sylvie Morabia.

Darrois Villey Maillot Brochier handles sophisticated cases, often linked with M&A deals, shareholders and white-collar crime. The firm's contentious practice is highly regarded.

Former **Rambaud Martel** was a recognised top-level litigation French firm. Following its merger with **Orrick, Herrington & Sutcliffe LLP**, a number of partners active in the practice left **Rambaud Martel**. This does not seem to represent a major handicap for the new entity, **Orrick Rambaud Martel**, for which litigation is presented as one of the three core businesses. In 2006, the firm was involved in major disputes in relation to corporate and commercial, financial and management liability law. In **Orrick Rambaud Martel**, all the lawyers have litigation capability and handle disputes arising in their areas of expertise. Frédéric Lalance is in charge of the litigation group in which Jean-Pierre Martel is also a key figure, notably in related M&A cases.

De Pardieu Brocas Maffei's litigation practice is made up of three partners. Jacques Henrot handles general litigation practice with an emphasis in bankruptcy and lender litigation. Dominique Lefort's expertise encompasses general litigation, arbitration and white-collar crime. Paul Talbourdet has particular skills in real estate and lease-finance litigation.

The commercial and criminal litigation department of **Gide Loyrette Nouel** is under the responsibility of seven partners. Most of them such as Jean-Marie Burguburu who was Bâtonnier de Paris and Michel Pitron, a former member of the Conseil de l'Ordre des Avocats au

assisted EDF in the 'Réseau d'Alimentation Générale' case in an appeal before the first instance court and in the acquisition of a French company in the green energy sector. Other work includes defending Hotel Le Bristol before the Paris Court of Appeal in connection with alleged exchange of information on a monopoly market.

At **Morgan Lewis**, Jean Leygonie is in charge of the competition and EU practice. Last year the team advised on the competition aspects of the DCN/Thales deal.

Laure Givry at **Norton Rose** heads the merger control and antitrust, state aid and distribution law practice, with a focus on clients from the media, cosmetics, agriculture, food, pharmaceutical, petrochemical and finance industries. The team is also active in the Middle East and North Africa.

Since the departure of Marianne Mousseron, Philippe Rinczaux is currently the only partner in the EU/competition practice at **Orrick Rambaud Martel**. Assisted by five associates, the group is mostly active in M&A-related matters. The firm represented Orange France before the French competition authorities in connection with the proceedings related to the alleged abuse of dominant position in the mobile phone sector. The team also assisted Vinci before the same authorities in relation to the acquisition of Autoroutes du Sud de la France.

Two partners from the litigation department are in charge of the EU/competition practice at **Paul, Hastings, Janofsky & Walker (Europe) LLP**. Pierre Kirch works between the Paris and Brussels offices, while Béatrice Honorat is active in EU and French competition, antitrust, consumer protection law and commercial law. Last year, the team was very active and obtained a significant number of merger clearances. The group also provided state aid advice to France Télécom in connection with a case undertaken by the European Commission concerning certain actions held by the French State as majority shareholder of the company.

Led by Mélanie Thill-Tayara and assisted by five associates, the Paris office is the core of **Salans'** competition and EU law practice. The team advises on a complete range of competition law matters and was notably involved in the notorious case concerning vertical price-fixing in the perfumes sector, alongside a major French supplier of luxury products. In addition, the group is currently instructed by a US pharmaceutical manufacturer with regards to the implementation and defence of a quota-based supply policy.

Cyrille Couadou created the competition practice of **Weil, Gotshal & Manges** three years ago. The team now numbers four lawyers and is essentially involved in merger control and state aid. Significant work includes advising Deutsche Bank on the acquisition of Michel Thierry and Fraport AG on the acquisition of Budapest Airport.

EMPLOYMENT

2007 saw something of a revolution in the employment law sector, as the traditionally dominant **Barthélémy & Associés** split into two separate entities. Following the split, **Capstan** emerged as the new leader in the French market. Smaller in size than its predecessor, but still boasting 29 partners including Pascal Lagoutte and Alain Sauret, **Capstan** is for the most part the former **Barthélémy & Associés** under a new name. The firm is present in Paris and has eight offices in the regions. It also has an international presence through its integration in the *ius laboris* alliance. Among other objectives, the partners are keen to develop the entrepreneurial and international aspects of the new structure. The firm advises French and foreign companies, most of them being CAC 40 groups.

August & Debozy's employment department is well respected. The team is managed by five partners, namely Emmanuelle Barbara, Philippe Durand, Marie-Hélène Bensadoun, Fabienne Haas and Virginie Devos. The practice covers most labour and employment issues, including corporate-related matters, financial labour law, trade union and collective bargaining law, and criminal labour law such as discrimination and harassment cases. The group acts as counsel and litigator and also has experience in litigation before the French agency collecting social security payment and the social security courts.

CMS Bureau Francis Lefebvre also handles most employment law matters. The department is particularly dynamic and includes nine partners: Jean-Claude Anisten, Ghislain Beure d'Augères, Nicolas Callies, Laurent Marquet de Vasselot, Jacques Nicolas, Marie-Pierre Schramm, Nicolas de Sevin, Pierre-Jean Sinibaldi and Thierry Romand. The collective litigation practice is growing, especially in cases relating to staff representatives' rights, discrimination and harassment. The firm also announced the recent creation of a group specialised in pensions.

Flichy & Associés is a French law firm entirely dedicated to employment law. The firm boasts eight partners. Although Christophe Ricour left at the beginning of 2006, Anne le Bault de la Morinière was hired as partner and Florence Aubonnet was promoted to partner. The team is reputed for its experience in handling complex issues, notably M&A-related matters. Thanks to a bilingual team headed by Claire Toumieux, the firm has an international capability and works extensively for multinational groups. The firm also has a social security and pensions department managed by Philippe Langlois and Philippe Montanier.

The employment, pensions and benefits team of **Freshfields Bruckhaus Deringer** is led by three partners, namely Pascale Lagesse, Gilles Béliet and Emmanuel Bénard. The full-service firm has developed a respected employment practice with 22 lawyers active. The group handles a

EMPLOYMENT

CAPSTAN

AUGUST & DEBOUZY
CMS BUREAU FRANCIS LEFEBVRE ◊
FLICHY & ASSOCIÉS ◊
FRESHFIELDS BRUCKHAUS DERINGER
FROMONT, BRIENS & ASSOCIÉS ◊
GIDE LOYRETTE NOUËL ◊
LA GARANDERIE & ASSOCIÉS

JEANTET ASSOCIÉS ◊
LEFÈVRE PELLETIER & ASSOCIÉS ◊
PROSKAUER ROSE LLP
SALANS
SIMMONS & SIMMONS ◊
TOUATI AVOCATS A LA COUR, CABINET ◊
UGGC & ASSOCIÉS ◊

Baker & McKenzie ◊
Clifford Chance
Coblence & Associés
Cotty Vivant Marchisio & Lauzeral
Norton Rose

Hughes Hubbard & Reed LLP ◊
Jones Day ◊
Landwell & Associés
Lovelis
Orrick Rambaud Martel ◊
White & Case LLP

Continued

whole range of employment matters including employment issues relating to local and cross-border reorganisation, collective redundancies, collective bargaining, European employee representative bodies, working time, employee share schemes and benefits plans, international corporate transfers and company pensions schemes and healthcare plans. The group acts as counsel and litigator.

Fromont, Briens & Associés is entirely dedicated to employment law. Founded in Lyon in 1993 by Yves Fromont, Gilles Briens, Philippe Clément, Marilyn Favier and Catherine Millet Ursin, the firm's development has been remarkable; it now boasts 80 lawyers split between offices in Paris and Lyon and remains independent while at the same time maintaining its membership of *Terralex*. The practice covers all employment matters and the group acts as counsel and litigator for French and international groups.

With six partners in charge and 25 associates active, **Gide Loyrette Nouel's** employment law practice is widely recognised. Heading the department is Joël Grangé, a lecturer at the world-famous Paris Institut d'Etudes Politiques. The team also benefits from the assistance of Professor Gérard Couturier who supervises the employment law department of the Sorbonne. The group acts as counsel and litigator on all

EMPLOYMENT continued

Alexen Avocats
 Allen & Overy LLP ◊
 Sardavid Tourneur & Halphen
 Bersay & Associés ◊
 Bignon Lebray & Associés
 Bird & Bird
 Courtois Label
 De Gaulle Fleurance & Associés ◊
 Dechert ◊
 Denton Wilde Sapta ◊
 Dubarry Le Douarin Veil ◊
 Ernst & Young Société d'Avocats
 Eversheds-Frere Cholmeley
 Falque & Associés
 Fidal ◊
 Franklin ◊
 Granrut Avocats
 Hammonds Hausmann
 Herbert Smith LLP ◊
 Hogan & Hartson LLP ◊
 Kahn & Associés ◊
 Kramer Levin Naftalis & Frankel LLP ◊
 Lafarge Associés
 Lamy Lexel Avocats Associés
 Latham & Watkins
 Latournerie Wolfrom & Associés ◊
 Morgan Lewis ◊
 Nomos ◊
 Paul, Hastings, Janofsky & Walker (Europe) LLP ◊
 Racine
 Sokolow, Carreras & Associés
 Sutra et Associés
 Taj ◊
 Taylor Wessing ◊
 Tuffal Nerson
 VoxLaw

Firms are listed A-Z within tiers

◊ Indicates firm displays contact details at the end of this chapter.

aspects of French employment law with particular strengths in restructuring, collective redundancy plans and collective employment relations.

La Garanderie & Associés was founded by four experienced employment law partners, namely Bâtonnier Dominique de La Garanderie, Marie-Alice Jourde, Saskia Heninger and Guy Alfoséa. The firm is a boutique entirely dedicated to employment law and covers the full range of issues.

At **JeantetAssociés**, partners Jean Néret and Anne-Elisabeth Combes are developing the employment law practice. The team covers a wide range of employment matters, including M&A-related issues, social security law, work accidents and litigation.

At **Lefèvre Pelletier & associés**, partners Marie-Daphné Fishelson, Emmanuel Nevière and Françoise Pelletier are in charge of the employment law practice. With their team, they

advise French and international clients on the whole range of employment and social security matters as counsel and litigator. The group also provides an essential M&A support to the other teams.

Proskauer Rose LLP's employment law department benefits from the expertise of Yasmine Tarasewicz, assisted by partner Béatrice Pola. The team advises clients on US, European and French employment law and is particularly reputed for its experience in corporate reorganisations, collective negotiations and union disputes. The Paris office is a privileged interlocutor for US corporates planning to do business in Europe.

With the arrival of a small team from former **Rambaud Martel** in early 2006, **Salans** enhanced its employment practice. The group is made up of four partners and 13 lawyers managed by Jean Louis Magnier. The practice covers all aspects of employment law, social security and employee benefits matters. The team mainly acts as counsel although the employment litigation practice is increasing. The group is also developing its international capability.

Two partners, namely Laure Joncour and Laurence Renard and six associates make up **Simmons & Simmons'** employment practice. The group mainly works as counsel for Anglo-Saxon clients and can co-ordinate international projects through the firm's office network. Working in collaboration with the IT team, the group has developed expertise in cyber-surveillance. It also provides support to the corporate team.

Niche employment firm **Cabinet Touati Avocats A La Cour** was founded in 1998 by Jean-Jacques Touati, and his specialist team now numbers four other lawyers. Focusing on employment law, with an increasing emphasis on international practice, the firm acts almost exclusively for major domestic and international employers, only exceptionally representing executives. The firm offers both advisory and contentious employment expertise.

UGGC & Associés' team comprises three partners, namely Roseline Sauser, Pascal Bathmanabane and Sophie Uettwiller and six associates. The group acts as counsel and litigator in all employment law matters.

Baker & McKenzie's employment practice is particularly dynamic and the firm is currently reinforcing its team. Sixteen lawyers are involved in the practice, including partners Denise Broussal, Gilles Jolivet and Olivier Vasset. The firm's practice has a strong international dimension with an important US client base. A significant part of the practice consists of M&A support. The group mainly acts as counsel although two lawyers are specialised in contentious issues.

Counsel Viviane Stulz is in charge of **Clifford Chance's** employment law practice. Partner Christian Lachèze and counsel Stéphane Marletti are also active. The group notably advises clients

on their day-to-day employment issues, human resources matters and handles the employment aspects of the firm's major transactions.

Chantal Giraud Van Gaver at **Coblenz & Associés** is also recommended. The team covers the whole spectrum of labour issues.

Cotty Vivant Marchisio & Lauzeral continues its development, and the employment law department led by Antoine Vivant is no exception. The practice is one of the firm's core activities and covers a wide range of employment issues with particular strength in restructuring and litigation. The team also provides valuable support to M&A transactions and is developing its practice in employment law administrative litigation with Florence Froment-Meurice.

At **Norton Rose**, partner Claire Fougea, assisted by four associates, leads a dynamic practice. The practice encompasses the whole range of employment law issues and social security, including litigation. The team is particularly active in reorganisations and puts a lot of effort into accompanying its clients throughout all the different stages of the process, taking a proactive role in the elaboration of their strategy. The team also provides general corporate support.

The two partners in charge at **Hughes Hubbard & Reed LLP** are Nadine Voisin and Thierry Brezillon. They handle both collective and individual work, on the advisory and contentious sides, with a focus currently on de-localisation and merger-related audits.

Jones Day's employment practice is driven by of-counsel Anne Boileau and Emmanuelle Rivez-Domont. They are particularly active in restructuring operations and dismissal proceedings. They also act as support to other departments and handle litigation.

Landwell & Associés is a law firm specialised in legal and tax practice. The employment law practice covers M&A-related matters, reorganisations, collective negotiations and litigation, and social security matters. The group also advises on international projects through its employment law network, covering 40 countries.

At **Lovells**, partner Philippe Thomas is in charge of the employment law practice. The practice focuses on reorganisations, M&A-related matters and collective employment relations. The team also has experience in issues relating to the termination of key managers, often in an LBO context. The group is also developing its expertise in employment matters linked with foreign services suppliers and termination of employment contracts in an international context.

Christine Guillot-Bouhours and Françoise Mertz head **Orrick Rambaud Martel's** employment practice. Assisted by five associates, they handle all aspects of employment law and social security issues, with an emphasis on litigation. The group also provides essential

EMPLOYMENT (EMPLOYEES)

Bouaziz Benamara
 Florence Lyon-Caen
 Grumbach & Associés
 Henry Aïbouy Duffeffant
 Lachaud Lepany Associés
 Legrand & Associés
 Ravisy & Associés
 Wizenberg Cohen-Seat Grinsnir Peru

Firms are listed alphabetically.

support to the firm's reputed M&A practice.

In **White & Case LLP**, François Farmine heads the employment department. He is assisted by three associates and a counsel. The group has particular expertise in assisting clients with reorganisation and redundancy plans, mostly in an international context. The team also handles litigation.

EMPLOYMENT (EMPLOYEES)

While most of the eight firms listed provide advice to trade unions and work councils, **Ravisy & Associés** is one of the only firms specialising in worker and management rights. Many of the firms mentioned represent more than one union.

ENVIRONMENT

Head of **Boivin & Associés**, Jean-Pierre Boivin advises a number of major international companies covering a wide range of sectors including the nuclear energy, mining, water, oil and chemical industries. He is a member of the Société Française du Droit de l'Environnement and is well known for his work in connection with pollution and issues arising from the security and safety of industrial plants.

Huglo Lepage & Associés Conseil enjoys an excellent reputation in the field of environmental law. This area is the firm's speciality but it also covers expropriation, town-planning and infrastructure, construction and public law. The team also advises on issues relating to EU law, and is particularly strong in cross-border disputes.

The **Adamas** team is led by Yvan Razafindratandra, and has a very international focus. The team worked on a number of industrial pollution issues, as well as advising on clean production technology. The firm is active in significant cross-border work, and benefits from its network of offices in Asia.

Noël Chahid-Nourā and Frédéric Mion head the team at **Allen & Overy LLP**, and in 2006 advised the French government on the drafting of the Environment Charter. The team was instructed by the Quaron Group on the acquisition of chemical producer, Solvadis France,

and advised Wagon plc on the acquisition of Oxford Automotive ApS. The firm provided advice to major names such as Xerox, NetTest and Samsung on the establishment of recycling schemes.

Clifford Chance continues to advise Volvo in multi-jurisdictional claims amounting to €700m in connection with the Mont Blanc Tunnel disaster. The team worked on a wide range of cases over the year for clients such as nuclear group, Areva, Swedish manufacturer, Cardo and Morgan Crucible plc. The firm also advised on issues arising from the manufacture of asbestos substitutes in connection with proposed French regulations.

Gide Loyrette Nouel's environmental department specialises in three main areas: public and administrative law, energy and environment and urban planning. The firm advised SNCF in connection with the opening up of the French railways market to new competitors. The team was instructed by EMS in the acquisition of a French polluted soils and sludge treatment company, and Exeltium (a consortium of major electricity consumers) sought advice on electricity purchase activities for resale.

Environment expert Françoise Labrousse heads **Jones Day's** developing environmental department. The team, deemed 'excellent', represented a major international company on environmental indemnity claims in connection with a number of heavy industrial sites in several EU countries. The team advised on various litigation matters and proceedings before the French administrative and civil courts. Clients include Rhodia Energy Services in connection with the Kyoto Protocol's Clean Development Mechanism (CDM), and EDF on the €229m sale of ASA Abfall Service AG.

The team at **Laurence Lanoy** advises on issues arising from hygiene and security and safety (notably in polluted industrial sites). Laurence Lanoy himself has solid experience in environmental law after having worked at both **Huglo Lepage & Associés Conseil** and **Coudert Brothers LLP** before establishing his own firm.

Savin Martinet Associés benefits from the environmental expertise of Patricia Savin. The team covers regulatory audits, environmental risk, pollution and nuisance law, hazardous material transportation and environmental protection. The firm, which has an excellent reputation in this field, also works with the Directions Régionales de l'Industrie de la Recherche et de l'Environnement.

Thieffry & Associés acted as counsel to the French environment minister, the environmental protection agency and the Port autonome de Dunkerque. Patrick Thieffry and his team advise on issues arising from ecotax, state aid and industrial facilities.

UGGC & Associés was instructed by EDF in connection with administrative permits required

ENVIRONMENT

BOIVIN & ASSOCIÉS
 HUGLO LEPAGE & ASSOCIÉS CONSEIL

Adamas
 Allen & Overy LLP
 Clifford Chance
 Gide Loyrette Nouel
 Jones Day
 Laurence Lanoy
 Savin Martinet Associés
 Thieffry & Associés
 UGGC & Associés
 Winston & Strawn LLP

Baker & McKenzie
 Bignon Lebray & Associés
 De Pardieu Brocas Maffei

GAIA

Granrut Avocats

Orrick Rambaud Martel

Otto Associés

Pichavant & Chétrit

Salans

Soulez Larivière et Associés

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to establish and operate the Flamanville nuclear power plant (one of only two such plants in the world). The team advised the contractor on the building of a new motorway, and defended the project during court litigation.

Winston & Strawn LLP represented Rhodia on an agreement with the municipality of Lille and the local public land agency in relation to a significant brownfield redevelopment. The firm also advised Renault in connection with the largest redevelopment in France, and Veolia, in defence of a high-profile waste treatment permit. The team has a solid reputation, and Vincent Sol comes recommended.

Baker & McKenzie represented Eau de Paris in several high-profile cases against Viatel, and worked on major litigation in relation to the collapse of terminal 2E at the Roissy Charles de Gaulle airport. The firm also acted for EDF in connection with a decision made by the Energy Regulation Commission.

Bignon Lebray & Associés advises local governments and public institutions on issues relating to litigation, town planning and management of the natural environment.

De Pardieu Brocas Maffei covers a range of environmental issues, from urban planning to public contracts, and advises on municipal services such as water and waste.

At **GAIA**, it is Jean-Louis Péru who handles urban planning, waste management and industrial risk.

Granrut Avocats' Christophe Bourdel acts on

behalf of a number of major petroleum companies advising on environmental issues.

Bruno Richard is head of **Orrick Rambaud Martel's** environment department, which specialises in classified facilities and quarry law. The firm advised a French bio-fuel manufacturer on the management of pollution problems, and advised on the redevelopment of a polluted site. The team was involved in the financing of a wind farm, and the closing of a fertiliser production site.

Caroline London is **Otto Associés'** environmental specialist, working particularly on environmental audits.

Jean-Daniel Chétrit of **Pichavant & Chétrit** is a specialist in environmental law, and advises on urban planning and industrial risk. He also handles issues relating to mining and energy.

Salans represented a major French insurer in connection with environmental due diligence valued at €500m. The firm also advised a major pharmaceutical company relating to two complex multimillion-dollar industrial site remediation projects. The team was involved in a landmark decision in relation to the application of a statute of limitations to the remediation of industrial sites.

Soulez Larivière et Associés acted for some high-profile clients over the year (including Total). The team also continues to advise on the pollution issues that arose from the sinking of the *Erika*.

HEALTH AND LIFE SCIENCES

De Gaulle Fleurance & Associés advises on a wide range of issues in connection with EU and domestic legislation. Clients include major names from laboratories, distributors and services companies.

Dechert's life sciences expert, Alain Decombe, is ranked as one of the top French lawyers in this area.

Jacques-Antoine Robert heads **Simmons & Simmons'** 'high-quality' health and life sciences department. The firm advises major international pharmaceuticals companies on product liability, advertising disputes and commercial distribution.

As a member of the Conseil National de l'Ordre des Médecins, head of office Geneviève Augendre at **Augendre** represents medical organisations such as hospitals and clinics, and works on litigation and contracts.

Baker & McKenzie's health and life sciences department concentrates on corporate and regulatory work, but also advised on the acquisition of 11 private hospitals by Général de Santé in a deal valued at €430m. The firm, well recommended by clients, organised a significant forum this year on compliance in the pharmaceutical sector.

Bernet Castagnet Wantz & Associés' client base features private hospitals and medical

HEALTH AND LIFE SCIENCES

DE GAULLE FLEURANCE & ASSOCIÉS ◉
DECHERT ◉
SIMMONS & SIMMONS ◉

Alain Bensoussan
Augendre
Baker & McKenzie ◉
Bernet Castagnet Wantz & Associés
Bird & Bird
Courtois Lebel
Ginestie Magellan Paley-Vincent ◉
Intuity
Jones Day ◉
LMT Avocats ◉
LeBoeuf, Lamb, Greene & Macrae LLP ◉
Taylor Wessing ◉
Vivien & Juvigny

Firms are listed A-Z within tiers

◉ Indicates firm displays contact details at the end of this chapter

professionals, and the team has solid experience in connection with medical equipment production and restructuring.

Bird & Bird's team is ably headed by Paule Drouault. The firm advises on product liability and litigation relating to the biotechnology and medical equipment industries. The team handles a significant amount of cross-border work for major pharmaceutical companies.

At **Courtois Lebel** Thierry Dugast and Alain Gorny represent laboratories and medical suppliers in connection with unfair competition, product liability and regulation. The team also works on administrative permits and funding.

At **Ginestie Magellan Paley-Vincent**, Catherine Paley-Vincent is a health law specialist. She works on a wide range of issues including medical ethics and deontology.

Christophe Hénin of **Intuity** and formerly of **Proskauer Rose LLP** is recommended as a leader in the field. He is a pharmaceutical litigation expert, with solid experience in regulatory work.

Laurence Fassier and Laurent Martinet of **Jones Day** worked on a number of disputes over the year, and the team also handles M&A and private equity. Renaud Bonet and Olivier Edwards are members of France Biotech.

LMT Avocats advises major pharmaceutical companies on litigation arising from the advertisement and promotion of products. The firm represented various significant health sector organisations in relation to restructuring, product liability and medical negligence. The team also advised on regulatory work and in high-profile M&A.

LeBoeuf, Lamb, Greene & Macrae LLP primarily advised biotech companies over the year. The team represented a leading international group specialised in in-vitro diagnostics.

The team at **Taylor Wessing** advises on contractual agreements, outsourcing and risk

assessment. Clients include hospitals as well as private doctor partnerships.

Etienne Gouesse of **Vivien & Juvigny** is particularly well known for his work in pharmaceutical law.

IT, TELECOMS AND THE INTERNET

Alain Bensoussan is one of the leading IT specialist firms, Alain Bensoussan having been one of the first lawyers to specialise in the field about 20 years ago. Renowned lawyers include Pascal Arrigo, Benoît de Roquefeuille and Isabelle Tellier. The firm's practice centres on computing (which accounts for almost half of its activity), telecoms, communications and multimedia - traditionally the firm's three main areas of activity, to which the internet, biotechnology and health, as well as space law are natural additions. About 90 lawyers work in the Paris, Lyon and Grenoble offices.

Bird & Bird is a full-service firm with strengths in particular industrial sectors, notably telecoms and IT. The telecoms team is led by partner Frédérique Dupuis-Toubol who is recognised as one of the major specialists in the area. The group is completed by partner Romain Ferla, a competition lawyer, and partner Jean-Dominique Bloch, an expert in public law. The group assists new market entrants, French and international clients on regulation, contracts, and handles litigation. Clients include SFR, Neuf/Cegetel and public entities, including governments. The IT practice is piloted by partner Stéphane Lemarchand, assisted by a team of 12 lawyers. With the support of the public law department, the group works for both the public and private sectors and assists clients on contracts, public law and regulatory matters. The team has particular expertise in outsourcing operations and in pre-litigation and litigation. Partner Ariane Mole, a specialist in data protection, also handles data protection in relation to IT, and the IP team is active in IP matters in relation to the internet.

In 2006, Christiane Féral Schuhl and Bruno Grégoire Sainte Marie left **Salans** with their team to found their own IT and communications firm, **Féral-Schuhl/Sainte Marie**. The new firm boasts 17 lawyers dedicated to IT issues involving the internet, telecommunications, media and the computer industry. They work for a wide range of French and international clients from software companies and service providers to multimedia groups and inventors, as well as public entities. The practice is also recognised in telecommunications law and litigation in the media sector.

Ten partners and some 30 associates are active at **Kahn & Associés**. The firm traditionally acts for multinationals (mainly US, but also European and Israeli) and their French operations, but also for start-ups and venture capital funds. Among its clients are hardware manufacturers,

software producers and distributors, makers of equipment and peripherals, computer goods and services providers, all sorts of hi-tech and telecoms companies and more traditional companies. The firm's activity is structured around computer science (hardware and software), internet, multimedia and telecoms. **Kahn & Associés** offers a wide range of expertise including corporate, M&A, IP, labour law and litigation. The firm has an office in Nice Sophia Antipolis, the French Silicon Valley.

Baker & McKenzie's IT and telecommunications department is made up of six partners and is managed by Rémy Bricard. The team represents software editors and users, acting as counsel on contentious issues. The group is increasingly active in outsourcing, e-commerce and data privacy. The telecommunications practice, driven by Emmanuel Guillaume is widely recognised, notably in regulatory matters. When supporting the corporate team, the IT group also works for investment funds in relation to acquisition and restructuring operations.

Clifford Chance's IT and telecoms practice is led by partner Marc d'Haultfoeuille and counsel Victoriano Melero. The team handles regulatory issues and litigation for telecoms operators such as Neuf/Cegetel. The group also advises governments on their telecoms matters, including the Senegalese government on the review of its regulatory framework. Regarding IT issues, the team is active in IT outsourcing issues. The group regularly advises Apple on various European matters.

De Gaulle Fleurance & Associés is a dynamic young firm based in Paris which offers a wide range of services to its clients. The IT/IP practice is one of the firm's strengths. The practice is spearheaded by three partners, namely Louis de Gaulle, Julien Horn and Franck Valentin who are in e-business and a wide range of issues including websites, anti-spam, and anti-peer-to-peer matters. They also handle IT licensing and disputes, anti-piracy programmes, data processing and computer security. Prestigious clients include Microsoft.

Derriennic & Associés is entirely dedicated to the new technologies sector and currently boasts six partners and seven associates. The firm recently expanded its team and diversified to meet clients needs. Though the firm's core speciality remains the IT sector, it provides additional support to its clients in IP, employment, distribution and public law issues.

At **Franklin**, Bradley Joslove leads the new technology department. The firm is very active in the cable industry and in the internet (eBay), and handles outsourcing projects for big institutional French clients. Recently, a Japanese clientele has been developed.

On the telecoms side, **Gide Loyrette Nouel** is very active in international bids, handling both

IT, TELECOMS AND THE INTERNET
ALAIN BENSOUSSAN BIRD & BIRD FÉRAL-SCHUHL/SAINTE MARIE KAHN & ASSOCIÉS ◉
Baker & McKenzie ◉ Clifford Chance De Gaulle Fleurance & Associés ◉ Derriennic & Associés Franklin ◉ Gide Loyrette Nouel ◉ Iteanu & Associés Latham & Watkins Latournerie Wolfrom & Associés ◉
BMH Avocats - Breitenstein Meillassoux Hauser ◉ Bersay & Associés ◉ Courtois Lebel Denton Wilde Sapte ◉ Dubarry Le Douarin Veil Salans
Alterman Benzera, SCP August & Debouzy Bernard Hertz Béjot Bignon Lebray & Associés Cayol, Cahen & Associés DLA Piper US LLP correspondents of CARIDD, MEE, RUE, association d'avocats au barreau de Paris ◉ DS Avocats de La Taille, Cabinet Deprez Dian Guignot ◉ Ernst & Young Société d'Avocats Ginestie Magellan Paley-Vincent ◉ Herbert Smith LLP ◉ Hogan & Hartson MNP ◉ Hughes Hubbard & Reed LLP ◉ LeBoeuf, Lamb, Greene & Macrae LLP ◉ Lovells Morgan Lewis ◉ NomoS ◉ Norton Rose Orrick Rambaud Martel ◉ Racine Staub Benichou Taylor Wessing ◉ Watson, Farley & Williams LLP Weil, Gotshal & Manges
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regulatory and transactional issues. It handled the merger of TD and Cegetel creating the second fixed-telecoms operator in France; the French Army on the outsourcing of its telecoms networks; and several new telecoms entrants in all regulatory matters before the French regulator, ART. The firm is also active in the IT and

internet fields, drafting for instance agreements for several US-based, worldwide groups for the transfer and use outside the EU of personal data initially processed by subsidiaries established within the EU territory, and handles litigation on the user side. The partners in charge are Grégoire Goussu, Rémy Fekete and Olivier Cousi.

Iteanu & Associés has a team specialising in IT and e-commerce. The firm comprises three departments: corporate, contracts and litigation. Its activities include computing (service companies, publishers), telecoms (new service providers, equipment manufacturers) and a communications/audiovisual/internet focus.

Three partners are in charge of **Latham & Watkins's** IT, telecoms and internet practice. With Christophe Clarenc, the firm provides general assistance to France Télécom, in matters relating to telecommunications law, antitrust and competition issues. The team also handles IT matters and Laurent Szuskin notably advised La Poste in the negotiation of an outsourcing agreement involving complex multi-party transactions. With Alain Georges, he also represented the Nouvelles Messageries de la Presse Parisienne in a series of proceedings before different competition authorities. On this occasion, the French Conseil de la Concurrence and the Paris Court of Appeal recognised that a database is an essential facility.

Latournerie Wolfrom & Associés is a dynamic French law firm with several areas of expertise. The IT, telecommunications and communications department led by Marie-Hélène Tonnellier and TERENCE Cabot enjoys a good reputation. The group has developed particular expertise in the internet sector, working for Fnac.com and voyages-sncf.com. It is also active in telecommunications.

BMH Avocats - Breitenstein Meillassoux Hauser is a multi-service French firm active in number of practices. Partner André Meillassoux is the IT specialist and handles matters such as outsourcing, contracts and e-business.

Bersay & Associés' Martine Georges is a very respected name in the telecoms industry. She is involved in the negotiation and drafting of IT contracts, regulatory aspects of the matter, and related dispute resolution.

At **Courtois Lebel**, Hervé Gabadou and a three-lawyer team are entirely dedicated to IT and communications issues, working for hi-tech operators and banks, insurance, publishing and pharmaceuticals companies.

In 2006, **Denton Wilde Sapte** reinforced its IT and telecommunications team with the arrival of two of-counsel, namely Anne Cousin and Emmanuel Sordet. The former is expert in IT pre-litigation and litigation and works for French and Anglo-Saxon clients within the IT industry. The latter is specialised in telecommunications, regulation and competition law, advising both corporates and public entities.

At **Dubarry Le Douarin Veil**, four partners, including Bruno Ducoulombier, are active, mainly in the computer science area in which the firm has been advising a major player for many years. It also handles systems organisation, externalisation and litigation for both editors and users.

In 2006, **Salans** had to reorganise its IP, IT and telecoms practices following the departure of specialists Christiane Féral-Schuhl and Bruno Grégoire Sainte-Marie who left the firm to set up their own law firm. Consequently, the firm merged its IP, IT and telecoms practices into one integrated practice group and recruited two new partners – David Masson and Pierre Lubet who arrived from the former **Rambaud Martel**. The new group is managed by Gérard Delile and includes five partners and seven associates. The practice covers computer and IT, outsourcing contracts, data protection, internet and media law. Jeroen Luchtenberg and Michael Hancock have particular expertise in telecommunications and outsourcing contracts.

We also mention: **SCP Alterman Benezra** (Henri Alterman); **Bernard Hertz Béjot** (Michel Béjot); **Bignon Lebray & Associés** (Anne-Marie Pecoraro); **Cayol, Cahen & Associés** (Bernard Cahen); **DLA Piper US LLP correspondents of CARIDDI, MEE, RUE, professional association admitted to the Paris Bar** (Patrick Boiron); **DS Avocats**; **Cabinet de La Taille**; **Deprez Dian Guignot** (Vincent Fauchoux); **Ernst & Young Société d'Avocats** (Jean-Pascal Amoros); **Ginestie Magellan Paley-Vincent** (Isabelle Gavanon); **Herbert Smith LLP** (Alexandra Neri); **Hogan & Hartson MNP** (Winston Maxwell); **Hughes Hubbard & Reed LLP** (Christopher Mesnooh); **LeBoeuf, Lamb, Greene & Macrae LLP** (Olivier Laude); **Lovells**; **Morgan Lewis** (Florence Guthfreund-Roland); **NomoS** (Eric Lauvaux); **Norton Rose** (Hervé Castelnaud); **Saam Golshani (Orrick Rambaud Martel)**; **Racine**; **Staub Benichou** (Sacha Benichou and Sylvain Staub); **Taylor Wessing** (Marc Schuler); **Watson, Farley & Williams LLP** (Lucien Rapp); and **Weil, Gotshal & Manges** (Claude Serra).

INSOLVENCY

De Pardieu Brocas Maffei is the incontestable leader on the market for creditors, although it increasingly represents shareholders. Two partners, namely Jacques Henrot and Paul Talbourdet are fully dedicated to the insolvency and restructuring practice. They can rely on the support of the banking and corporate departments, while Emmanuel Fatôme handles the restructuring/securitisation of debt issued from property financings. The team is involved in the new 'sauvegarde procedure', notably alongside the European investment Bank and the European Commission in the Eurotunnel debt restructuring. The group also deals with bankruptcy work, leading liability actions against

directors and shareholders. Jacques Henrot is a reputed litigator in this field.

The longstanding partnership between Gabriel Sonier and Jean-Paul Poulain has been broken. Gabriel Sonier regained his independence as **Sonier & Associés** and enjoys an unchallenged reputation in insolvency. He is assisted by partner Bertrand Chauchat and four associates. The firm is entirely dedicated to restructuring and insolvency and works for distressed companies, banks and lenders. The firm was involved in the first 'sauvegarde' procedure (Photoservice). It is currently advising the largest creditor in Eurotunnel, M&A, with its 'best friend' **Cadwalader, Wickersham & Taft LLP**.

Since the arrival of Jean-Dominique Daudier de Cassini, who co-heads the restructuring practice with Philippe Druon at **Weil, Gotshal & Manges**, the firm has established a first-class practice in France. The practice benefits from the firm's global presence and the team handles the whole stage of the process from distressed M&A to bankruptcy, working mainly for investors and borrowers.

At **Freshfields Bruckhaus Deringer**, the restructuring and insolvency team is made up of two partners and six associates – Philippe Hameau, former head of the group, left for **LeBoeuf, Lamb, Greene & Macrae LLP** in early 2007. The group has both a domestic and international practice, working for debtors, lenders, borrowers, creditors and shareholders. The firm advises on formal and informal workouts, restructurings, re-habilitation and insolvency procedures and handles liability claims against managing directors of debtor companies. The firm is currently advising Eurotunnel, while other clients include Alstom, Euro Disney and CAT.

At **Gide Loyrette Nouel**, Olivier Puech has a very good reputation and Jean-Michel Lucheux also merits a mention. They specialise in amicable restructurings (ad hoc mandates and conciliations) and the management of bankruptcy proceedings and have capability in all related litigation.

Marc Santoni and Bruno Paccioni at **Santoni-Paccioni** are leading insolvency lawyers. They have been active in the takeover of bankrupt companies Thermatech, FI System and Locatel and have worked on the Alstom and Rhodia debt restructurings. They also assist funds when they have difficulties with their investments.

Jean-Pierre Farges and Bertrand Delaunay are the two partners primarily in charge of **Ashurst's** insolvency practice. They work closely with other departments. The team utilises the advantage of a full-service firm to provide its clients with a complete technique in restructuring and contentious matters, being able to handle all stages of the process. The group works for banks, distressed companies, investors and is one of the few firms to advise investment funds on

INSOLVENCY

DE PARDIEU BROCAS MAFFEI ◊
SONIER & ASSOCIÉS ◊
WEIL, GOTSHAL & MANGES

FRESHFIELDS BRUCKHAUS DERINGER
GIDE LOYRETTE NOUËL ◊
SANTONI-PACCIONI

ASHURST
BRÉMOND
FRIED, FRANK, HARRIS, SHRIVER
& JACOBSON LLP
JEANTETASSOCIÉS ◊
LINKLATERS ◊
POULAIN & ASSOCIÉS ◊

SALANS
UGGC & ASSOCIÉS ◊
VEIL JOURDE ◊
WHITE & CASE LLP
WILLKIE FARR & GALLAGHER LLP ◊

Allen & Overy LLP ◊
Bernard Lagarde
Bignon Lebray & Associés
Cleary Gottlieb Steen & Hamilton LLP ◊
Clifford Chance
Denton Wilde Sapte ◊
Dubarry Le Douarin Veil ◊
Fauvet, La Giraudière & Associés
Franklin ◊
Jones Day ◊
Kuntz & Associés ◊
Latham & Watkins
LeBoeuf, Lamb, Greene & Macrae LLP ◊
Lefèvre Pelletier & Associés ◊
Longchamp Société d'Avocats
Lovells
Lussan Brouillaud
Norton Rose
Orrick Rambaud Martel ◊
Pardo Boulanger & Associés ◊
Paul, Hastings, Janofsky & Walker (Europe) LLP ◊
Saigne Sigrist
Simmons & Simmons ◊
Vatier & Associés ◊

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litigation. In 2006, the firm was involved in several high-profile restructuring operations.

Guilhem Brémond left **Veil Jourde** where he was the insolvency expert to set up his own law firm, **Brémond**.

The arrival of Maurice Lantourne at **Fried, Frank, Harris, Shriver & Jacobson LLP** enhanced the firm's bankruptcy and restructuring practice. He works closely with David Chijner, an expert in public M&A, private equity and investment fund formation. The team has particular expertise in advising investors in distressed situations but also works for a wide range of clients including corporate debtors, creditors, bondholders, trustees, financial

**MEDIA AND ENTERTAINMENT:
TV/RADIO**

BOROWSKY & DE BAECQUE
BOUSQUET
CARBONNIER LAMAZE RASLE & ASSOCIÉS
CHEMOULI DAUZIER ET ASSOCIÉS
DEPREZ DIAN GUIGNOT ◊
LATHAM & WATKINS
MARTINE COISNE
WEIL, GOTSHAL & MANGES

Firms are listed alphabetically

◊ Indicates firm displays contact details at the end of this chapter.

**MEDIA AND ENTERTAINMENT:
FILM**

BITOUN & ASSOCIÉS
BOROWSKY & DE BAECQUE
FÉRAL-SCHUHL/SAINTE MARIE
GIDE LOYRETTE NOUËL ◊
HOGAN & HARTSON MNP
HUGOT AVOCATS
MICHEL LIBERMANN
TAYLOR WESSING ◊

Firms are listed alphabetically

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**MEDIA AND ENTERTAINMENT:
MUSIC**

BIGNON LEBRAY & ASSOCIÉS
GRANRUT AVOCATS
HUGOT AVOCATS
JEAN ENNOCHI
NICOLAS BOESPFLUG
NOMOS ◊
ZYLBERSTEIN & HALPERN

Firms are listed alphabetically

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contracts and advises French regulatory authorities. The team has particular experience in dealing with the legal aspects of TV reality shows.

Bousquet has strong links with the Bouygues Group, representing it on a number of issues. While the firm offers a wide range of services, Louis Bousquet's team handles a lot of work in the media sector.

Carbonnier Lamaze Rasle & Associés handles audio-visual regulatory work across Europe, and advises on unfair competition, arbitration and production contracts. The firm is a member of the *International Association of Entertainment Lawyers* and of *L'Association Française du Droit de l'Informatique et des Télécoms*.

Chemouli Dautzier et associés specialises in media law, IP, and domestic and European commercial law. The team represents several multinational media companies, advising on privacy, copyright protection, advertising, sponsorship, sports and entertainment law.

Pierre Deprez at **Deprez Dian Guignot** handles a lot of media work, notably advising a major national television channel, a number of French and European television and radio operators, as well as several cable and satellite providers.

Latham & Watkins' media and entertainment department is led by Patrick Dunaud and Emmanuel Drai, who advise global communications groups and leaders in the field of entertainment production. The team advises Endemol (the world's largest producer of television shows), Eurosport (the leading European sports channel), TF1 and Warner Bros.

Martine Coisne represents several television and film production companies, advising them on issues relating to defamation and privacy.

Weil, Gotshal & Manges' Claude Serra represented Vivendi Universal on several major matters in 2006. His expertise lies primarily in broadcasting and media law.

MEDIA AND ENTERTAINMENT: FILM

The team at **Bitoun & Associés** make their presence felt in the world of film and media law, with a client base of producers and production companies as well as actors and directors. The

firm advised a film company on copyright issues and also handled issues arising from a script disagreement.

At **Borowsky & de Baecque**, Sophie Borowsky is well respected. She handles all legal matters connected with film projects and merchandising for French and European clients. The team advises international producers on the regulatory and legal aspects of conducting principal photography in France and the firm also works for corporate and investment funds.

The team of lawyers specialising in IT and communications at **Féral-Schuhl/Sainte Marie** moved from **Salans** in October of 2006. Christiane Féral-Schuhl and Bruno Grégoire Sainte Marie head the 15-strong team who are predominantly active in the hi-tech industry, but are also known for their work relating to the internet, telecommunications, media and the computer industry. Clients include a number of major players from the film and entertainment industry.

Gide Loyrette Nouel advises on the financing of film and television projects, broadcasting infrastructure and copyright issues. Olivier Cousi and Rémy Fekete handle co-production and distribution contractual agreements on a domestic and international level.

Hogan & Hartson MNP's media and entertainment team, led by Winston Maxwell, acted as counsel to StudioCanal on production and distribution issues, IFTA arbitration and negotiation of merchandising rights. The firm also acted as counsel to New Line Cinema, Pathé and Audible Magic. Winston Maxwell is considered to be an expert on French copyright issues.

Hugot Avocats advises distributors, producers and writers in all aspects of film production, including transfer of rights, international co-production, adaptation and translation. The firm also handles film project finance, copyright and privacy.

Michel Libermann splits his time between Paris and the US representing big names in European film.

Christian Valsamidis heads **Taylor Wessing's** entertainment law department and represents

actors, scriptwriters and directors as well as producers, financial organisations and distributors. The eight-strong team handles a lot of international film financing, co-production and distribution work.

**MEDIA AND ENTERTAINMENT:
MUSIC**

Several firms come recommended for their work in connection with the music industry. They include: Anne-Marie Pecoraro at **Bignon Lebray & Associés**; Jean Castelain at **Granrut Avocats**; Olivier and Jean-Philippe Hugo at **Hugot Avocats**; Jean Ennochi; Nicolas Boespflug; Eric Lauvaux at **Nomos**; and Anne Boissard and Jean-Claude Zylberstein at **Zylberstein & Halpern**.

MERGERS AND ACQUISITIONS

Bredin Prat is involved in most of the major transactions. Its outstanding reputation is due to the names of Jean-François Prat (public offerings and stock market battles) and Didier Martin (privatisation) but the corporate team (including Elena Baxter, Sébastien Prat, Philippe Beurier, Olivier Assant, Emmanuel Masset and Patrick Dziewolski, to mention a few), is one of the biggest teams in France. The firm also distinguishes itself by having US and English partners and has developed strong working relationships abroad, with **Cravath, Swaine & Moore LLP** and **Davis Polk & Wardwell** in the US and, in Europe, with celebrated 'best friends' **Slaughter and May** (UK), **Hengeler Mueller** (Germany), **Bonelli Erede Pappalardo** (Italy), and **Uriá Menéndez** (Spain). The link with **Slaughter and May** was strengthened at the beginning of 2006 by the integration of the M&A team of the Magic Circle firm when it decided to withdraw from the French market. 2006 high-profile work includes, advising Suez on the announced merger with Gaz de France, Arcelor on its merger with Mittal Steel, Euronext on its merger with NYSE and KKR on the acquisition of Pages Jaunes.

US firm **Cleary Gottlieb Steen & Hamilton LLP** is well established in France and the majority of lawyers in the Paris office are French. Eight partners participate in the M&A practice. The

Paris office's expertise is in both private and public M&A transactions. The group is present on both domestic and cross-border transactions and can rely on strong support from its antitrust and tax teams. Partner Pierre-Yves Chabert is regarded as a significant player in the French world of public M&A. In that regard, the firm acted as counsel to Mittal Steel in its initially unsolicited and now recommended negotiated cash and stock bid for Arcelor in 2006. The Paris office also remains at the forefront of legal developments, advising Euronext NV on the first transatlantic securities exchange and the world's largest and most liquid securities marketplace. With regard to private M&A transactions, 2006 deals included representing European Capital in connection with its acquisition of Action Sport Holding and advising Bouygues Telecom in the sale of Bouygues Telecom Caraïbe to Digicel.

The four name partners at **Darrois Villey Maillot Brochier** are highly active in M&A and Jean-Michel Darrois is particularly well known; Olivier Diaz also deserves a mention. The firm frequently handles public bids, (friendly or hostile with contentious aspects), as well as a number of more classic M&A transactions. In 2004/2005, it advised Bouygues in the disposal of shares of SAUR; Marionnaud in connection with the takeover bid by AS Watson; Pernod Ricard in the acquisition of Allied Domecq; AGF in the acquisition of Gécina; and the Moulin family in the takeover bid for Galeries Lafayette. **Darrois Villey Maillot Brochier** works closely with New York M&A powerhouse **Wachtell, Lipton, Rosen & Katz**.

2006 was a great year for **Linklaters** who continued to clearly enjoy the benefits of the revival of the French M&A market since 2005. The corporate team, made up of 12 partners and led by Marc Loy, was present on most of the major transactions of the year. The Paris office is particularly respected for its ability to be among the leaders in the market in both M&A and private equity transactions. With regard to the M&A activity, the team is counsel to Suez on the corporate and antitrust aspects of its announced merger with Gaz de France. **Linklaters** was also one of Arcelor's advisers in connection with the hostile offer by Mittal Steel for its European rival, and acted for Aker Yards in its acquisition of Chantiers de l'Atlantique. With the appointment of Vincent Ponsonaille as partner, the firm reinforced further its private equity practice. The practice combined principally six partners from the banking and the corporate departments who act for both the equity sponsors and banks. The group was notably involved in the transfer by Bridgepoint Capital to BC Partners of Medica following a dual-track process. The firm was also present on the LBO acquisition by Wendel Investissement of the Deutsch Group and the sale of Cegelec to LBO France.

Gide Loyrette Nouel is the leading full-service French firm present in the M&A and

private equity tables and 2006 has certainly confirmed this status. The practice has an impressive deal capacity with a team of sixteen partners and thirty-nine associates. The partners have different and complementary expertise that allows the group to provide qualitative advice in both public and private M&A transactions to a wide range of clients. The team works closely with the finance and tax departments to constitute its private equity practice, which has developed significantly since last year. The Paris office also has the capacity to handle cross-border deals and accompany its clients overseas through its integrated network. The firm regularly represents the French State, notably in the recent privatisation of French motorways, in the sale of its stake in the share capital of Alstom and in the ongoing merger Suez/Gaz de France. In the Mittal/Arcelor deal, the firm advised JPMorgan, acting as the financial adviser to the Grand Duché de Luxembourg. Other highlights include its work for Vivendi and Groupe Canal+ for the merger of TPS and CanalSat and for Total in the spin-off of its chemicals business.

2006 proved to be a revealing year concerning the real capacities of **Skadden, Arps, Slate, Meagher & Flom LLP** in Paris. The French office now seems to be increasingly in tune with the firm's worldwide reputation in M&A. This rather small team made up of four partners, assisted by three counsel and six associates is particularly appreciated for its cross-border M&A expertise and its efficiency. Partners Pierre Servan-Schreiber and Armand Grumberg and their team were involved in some of 2006's major deals. The firm acted as counsel to Arcelor on several occasions, including as lead counsel in its defence against the unsolicited bid from steel giant Mittal and on the following merger. The group also acted as French and US counsel to Alcatel regarding its merger with Lucent.

Sullivan & Cromwell LLP is an increasingly important player in the French market. The team is led by eight partners, most of whom are active in the M&A and private equity practice, including the tax lawyers. The Paris office combines successfully French and US skills which allow the US firm to be at ease in domestic, pan-European and cross-border deals. This also permits the firm to be a pioneer in importing US techniques to France. The practice covers the diversity of transactions with a special word for the firm's activity in stock exchange transactions. Recent highlight work includes the firm's involvement with Abertis Infraestructuras in connection with its acquisition of the French motorways previously owned by Sanef. The group also represented Total in connection with the spin-off of Arkema from Total. The group is involved in ongoing high-profile transactions notably in the merger of GDF and Suez through its French and US counsel to GDF's financial advisers. **Sullivan & Cromwell LLP** acted as counsel to Alcatel in connection

MERGERS AND ACQUISITIONS

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DARROIS VILLEY MAILLOT BROCHIER ◊
LINKLATERS ◊

GIDE LOYRETTE NOUËL ◊
SKADDEN, ARPS, SLATE, MEAGHER
& FLOM LLP
SULLIVAN & CROMWELL LLP
WEIL, GOTSHAL & MANGES

CLIFFORD CHANCE
FRESHFIELDS BRUCKHAUS DERINGER
JEANTETASSOCIÉS ◊
ORRICK RAMBAUD MARTEL ◊

Ashurst
Brandford-Griffith & Associés ◊
De Pardieu Brocas Maffei ◊
Debevoise & Plimpton LLP ◊
Jones Day ◊
Latham & Watkins
Norton Rose
Paul, Hastings, Janofsky & Walker (Europe) LLP ◊
Salans
Shearman & Sterling LLP
Veil Jourde ◊
White & Case LLP
Willkie Farr & Gallagher LLP ◊

Allen & Overy LLP ◊
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CMS Bureau Francis Lefebvre ◊
Cotty Vivant Marchisio & Lauzeral
Herbert Smith LLP ◊
LSK & Associés
Lefèvre Pelletier & associés ◊
Lovells
Mayer, Brown, Rowe & Maw LLP ◊
Morgan Lewis ◊

August & Debouzy
Bernet Castagnet Wantz & Associés
Bignon Lebray & Associés
DLA Piper US LLP correspondents of CARIDDI,
MEE, RUE, association d'avocats
au barreau de Paris ◊
Davis Polk & Wardwell
De Gaulle Fleurance & Associés ◊
Dechert ◊
Denton Wilde Sapte ◊
Eversheds-Frere Cholmeley
Franklin ◊
Fried, Frank, Harris, Shriver & Jacobson LLP
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Hughes Hubbard & Reed LLP ◊
LeBoeuf, Lamb, Greene & Macrae LLP ◊
Longchamp Société d'Avocats
Nomo5 ◊
Proskauer Rose LLP
SJ Berwin ◊
Simmons & Simmons ◊
Sokolow, Carreras & Associés
UGGC & Associés ◊

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MERGERS AND ACQUISITIONS

Continued

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 Bernard Hertz Béjot
 Bersay & Associés ◊
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 Kramer Levin Naftalis & Frankel LLP ◊
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 Moisan Boutin & Associés
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 Sekri Valentin Zerrouk
 Taj ◊
 Taylor Wessing ◊
 Vatier & Associés ◊
 Vigié Schmidt
 Vivien & Juvigny

Firms are listed A-Z within tiers

◊ Indicates firm displays contact details at the end of this chapter.

with its merger with Lucent and was also involved in the largest French LBO deal concerning Pages Jaunes through its counsel to France Télécom.

In 2006, **Weil, Gotshal & Manges** Paris became a real challenger in M&A transactions, notably with the work of partners Claude Serra and David Aknin. Claude Serra is one of Suez's advisers in its merger with Gaz de France. The firm is doing increasingly well in Paris and its private equity practice is already recognised to be among the first tier. The corporate team is made up of seven partners, including new partner Jean-Dominique Daudier de Cassini, whose expertise lies mostly in corporate restructuring. High-profile work includes advising KKR, Wendel Investissement and other shareholders on the 20% IPO of Legrand. Regarding private equity deals, the Paris office advised Apax Partners on the acquisition of the Alma Group (LBO).

Last year, **Clifford Chance** continued its progression in the M&A field. Seven partners and a total of 50 lawyers are dedicated to the M&A practice. With its impressive workforce, the firm is among the premier firms in terms of the number of deals handled last year. Recent deals included advising Macquarie and Eiffage on the

acquisition of Autoroutes Paris Rhin Rhône, Apax on the sale of FransBonhomme, and Heinz on a cross-border operation consisting of the sale of its European seafood business to Lehman Brothers. The Paris corporate team is also very active in private equity, most notably for international funds. The group was counsel to Apax, Goldman Sachs and other funds regarding the sale of FransBonhomme to the Cinven Group. The team also worked for Natexis Industrie and Barclays Private Equity in connection with the sale to AXA Private Equity of Eau Ecarlate in the context of its quaternary LBO. Finally, **Clifford Chance** represented Butler Capital partners and the Bucher Family on the sale of Financière Flo to CNP and Tikehau Capital.

The corporate team of **Freshfields Bruckhaus Deringer** is made up of seven French and US partners and thirty-six other lawyers. Under the direction of Antoine Vignial, the team is active in public and private M&A and private equity transactions. The group works for a wide range of industries and clients include corporates, investment banks and investment funds. Major public M&A deals include its work for the Spanish property company Realia regarding its acquisition of a majority stake in the capital of SIIC Paris and for CDC Capital Investissement in connection with its takeover bid for Quick Restaurants. On the private side, the Paris office advised Danone regarding the setting up of a joint venture in a Middle East country, RREEF on the acquisition of France Printemps and Arkema on its spin-off from Total. The group is also present alongside the merged consortium made up of, among others, Alcatel, EADS and Thales on the Galileo European Satellite Navigation System Project. Finally, the corporate department has a respected LBO ability. Last year, the Paris office notably advised Cinven on its acquisition of FransBonhomme from Apax Partners.

M&A continues to be one of the areas in which **JeantetAssociés** excels, especially cross-border, advising banks as well as industrials and, more recently, Anglo-Saxon funds. Eight partners are active in M&A, among which Georges Terrier, Yvon Dréano, Christophe Perchet and Philippe Portier stand out. Recently, the firm advised Vivendi Universal on the acquisition by Lagardère of a 20% stake in Canal+ France.

In a move that shook the French legal market at the beginning of 2006, the long-established and independent French firm **Rambaud Martel** merged with US firm **Orrick, Herrington & Sutcliffe LLP**. This provides **Orrick Rambaud Martel** with new international capabilities that come in addition to its domestic expertise. In Paris, the M&A and corporate department is one of the firm's major core practices. Led by Jean-Pierre Martel, the new corporate team boasts 11 partners and is active in public and private M&A as well as in private equity, only on the corporate

side. 2006 was a year of transition for the new structure which is still to reveal its complete potential. Nevertheless, last year's activity was dynamic and encouraging on the M&A side. The firm advised Vivendi on the sale of the Colisée Building, Renault on the sale of SNR Roulements and Vivendi in the acquisition of the State's majority holding in Autoroutes de la France. The group also acted for Charterhouse and HSBC with regard to Hoding Bercy Investissement's takeover bid for Elior.

Ashurst's reputation in Paris is strongly linked to its superb private equity practice. This first-class team is made up of the combination of eight partners from the corporate, international finance, tax, competition and restructuring departments. Through this team organisation, the Paris office can provide expertise which covers the entire cycle of an LBO. The team acts for investors and lenders involved in complex mid-cap and large-scale transactions. On the investor side, the team advised Stone Point Capital on its acquisition of French reinsurer AXA and Charterhouse and Chequers capital on a public-to-private transaction in relation to the takeover bid on Elior. On the lender side, the firm conducted a number of deals for Royal Bank of Scotland including the financing of the acquisitions of Médica from Brigepoint and Cégelec by LBO France. From this base of excellence, **Ashurst** is developing the other departments and notably its corporate and M&A practice, led by Guy Benda, Bertrand Delaunay and Frédéric Pinet. M&A deals notably included the firm's work for TDF on its acquisition of Antalis TV from Apax Partners and for Financière Photo Europe and Cinven on the sale of Financière Photo Europe, Photoservice and Photo Station.

Brandford-Griffith & Associés is widely dedicated to M&A work, with a strong focus on public transactions – Henri Brandford-Griffith has notably been active in mergers involving stock exchange battles such as BNP/Paribas and TotalFina/Elf Aquitaine. Vanina Paolaggi, Jérôme Brosset and Guillaume Kessler are the other partners involved. Cross-border transactions, stock exchange litigation and LBOs are also handled. Major recent work includes advising Arcelor on the hostile offer from Mittal, and PPR in connection with the acquisition of Printemps by RREEF.

Five partners are in charge of **De Pardieu Brocas Maffei's** M&A and private equity practice, namely Thierry Brocas, Guillaume Toultée, Jean-François Pourdieu, Stéphane Illouz and Pascale Gros. The group enjoys special recognition for its M&A work in the real estate sector. The group works extensively for the Foncière des Régions and represented PPR in connection with the transfer of France Printemps to Deutsche Bank. The arrival of Jean-François Pourdieu has enhanced the LBO practice which is developing significantly, notably as counsel to investment

