

High Tech & High-Growth Companies

Developing and growing a business is no easy task. Entrepreneurs face a host of complicated legal issues, many of which can have a significant impact on the growth and success of a business. Initial formation and structure can significantly impact the ability to raise capital down the road and may have material tax consequences. Compensation plans and employment agreements can affect a company's ability to attract and retain talented employees and protect goodwill. Making sure a company's intellectual property is protected is absolutely critical.

For all these reasons and more, Baker & Daniels has been providing legal and business counsel to technology and high growth businesses of all types for more than 140 years. Our attorneys have guided numerous clients through early stages of company development and growth to eventually become large, successful businesses.

Effective counsel requires a thorough understanding of a client's business and the unique issues and challenges those clients face. In addition to our depth of experience, Baker & Daniels lawyers are committed to learning a client's business and providing practical, cost-effective counsel specifically tailored to that client's needs. Our approach has always been to first understand the client's business and goals, then develop a strategy for achieving those goals in a manner that makes good business sense.

Baker & Daniels professionals also understand that, in today's fast-paced business environment, speed and execution can be the difference between success and failure. Executives need to be available 24 hours a day, seven days a week to respond to opportunities, issues and problems. We place a priority on being available when our clients contact us, and provide a response in the time frame their business requires.

Our services to emerging and high-growth companies include:

- Business structuring
- Equity and debt structuring
- Tax advice
- Labor and employment services
- Employee benefit advice and services
- Identify and negotiate strategic alliances and joint ventures
- Protect intellectual property assets
- Counsel on corporate governance issues
- Counsel on compensation and incentives issues
- Identify government incentive programs and resources
- Acquisition, sale, merger and buyout services
- Succession planning

Baker & Daniels has a proven track record of helping entrepreneurs and emerging companies reach their full potential. Let us help you reach your potential.

Financing

Capital fuels growth, and we have been facilitating capital formation for more than a century. We help our growth stage clients obtain seed and venture capital, government grants, bank debt and other forms of private and public equity and debt.

Compensation and Benefits

Attracting, retaining and motivating a talented work force is important for any business. Our lawyers are experienced in negotiating employment agreements for executives and key employees, noncompetition and confidentiality agreements, employee handbooks and benefit packages. We routinely implement equity incentive plans of various types, as well as the complete array of traditional benefit programs. We have a depth of experience with the compliance requirements of such plans including corporate, securities, tax and ERISA requirements.

Protecting Ideas

Proprietary technology is a key driver of value and growth. Our intellectual property lawyers have expertise in a broad spectrum of scientific fields and we apply that expertise to help our clients protect proprietary technologies, assess their freedom to operate in a given field and manage their IP portfolios to generate maximum strategic value. For more information, please [click here](#).

Strategic Alliances

More and more, clients are creating value through alliances with partners around the globe. Our lawyers have years of experience in establishing and managing strategic alliances to drive new product development and accelerate commercialization of novel technologies.

Government Incentives

There are many government incentive programs and resources available to entrepreneurs and emerging companies. Our lawyers work with you to identify federal and state grants, legislative opportunities and SBA initiatives. Our government affairs and counseling practice based in Washington, D.C., has worked with clients on small business investment and venture financing programs, research and development incentives, technology counseling and transfer programs, establishment of micro-loan lending outreach programs and other incentives. For more information, please [click here](#).

Succession Planning Every business owner needs to plan ahead for an exit strategy. Whether it is through a sale, transfer to family members, public offering or otherwise, our lawyers have extensive experience with succession planning and wealth transfer. We help you understand the various

alternatives and guide you through the process of planning an exit strategy.

PRACTICE CONTACT:

Nicholas E. Mathioudakis
317.569.4676
nick.mathioudakis@bakerd.com

Richard E. Michaels
312.212.6549
rick.michaels@bakerd.com