

General Counsel Services

Internet & Online Business Transactions

Strategic Transactions & Capital Financings

Technology & Cloud Services

Start-Ups & Emerging Companies

GENERAL COUNSEL SERVICES



**WHEN CLIENTS WANT LEGAL ADVICE
AS A VEHICLE FOR GROWTH,
THEY TURN TO
HORZEPA SPIEGEL & ASSOCIATES.**

WELCOME TO HS&A

Horzepa Spiegel & Associates provides sophisticated legal services to business owners, business founders, and entrepreneurs. With offices in Texas and New York, the firm works in partnership with clients, delivering personal service, and balancing legal issues with business realities. Our clients benefit from legal counsel and business advice grounded in the practical concerns of business executives. We advise established businesses, emerging companies, and start-ups on managing legal risks while forming profitable commercial relationships to maximize opportunities and drive growth.

GENERAL COUNSEL SERVICES

Horzepa Spiegel & Associates provides business-oriented legal counsel to founders and executives. Working from an in-depth understanding of a company's overall business objectives, we provide more than counsel on specific legal issues. We foster a collaborative relationship with our clients, serving as a sounding board and ongoing business advisor. This makes our legal counsel a vehicle for growth.

TAKING PRECAUTIONS TO MINIMIZE RISK

We assist executives and owners with avoiding future liabilities by properly documenting corporate actions and decisions. We understand that the requirements and capabilities of a company's governance varies with its people, size, industry, and location, and we tailor our work to provide the right level of protection for each client based on their particular circumstances. When angel investors, institutional investors, or other shareholders become part of ownership, we advise on governance agreements that will ensure the smooth continuation of business.

BUSINESS RELATIONSHIPS TO DRIVE GROWTH

We advise on the business transactions and agreements that are the foundation of a company's growth. Our approach balances the need for legal protection with the reality that pages and pages of unnecessary provisions will drive away customers, vendors, suppliers, and strategic partners. We work with management to understand which objectives are most important to them, so we can focus on the contractual terms that truly matter to their business. Clients also rely on us for assistance with day-to-day legal and business affairs as they would with in-house counsel.

MANAGING AND MOTIVATING PERSONNEL WITH CONFIDENCE

We advise companies on hiring both employees and independent contractors while paying attention to non-compete, non-solicitation, and other obligations those individuals may have. We also protect a company's assets by advising on its own non-compete, non-solicitation and intellectual property ownership agreements. We further advise on stock option and other incentive compensation that will motivate employees while protecting the business. Finally, we advise on termination or separation with employees, including releases and severance agreements.

AREAS OF WORK

Our outside general counsel work includes assistance with:

- **Corporate governance and corporate policies**
- **Business transactions and agreements**
- **Employment law and policies**
- **Independent contractors and statements of work**
- **Protection of confidential and proprietary information**
- **Compensation, stock options and equity incentive plans**
- **Shareholder agreements**
- **Day-to-day legal and business affairs**

HS&A OFFICES

Horzepa Spiegel & Associates is headquartered in Houston, Texas, and serves the New York metropolitan area through its office in New York City.

Our offices operate as one firm and through our substantial investment in our information technology infrastructure, all of our lawyers, regardless of location, are available to our clients, anywhere in the world.

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HS&A

BALANCING LEGAL ISSUES AND BUSINESS REALITIES

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