

Business lifecycle... SCALE STAGE

We specialise in advising fast-growth, entrepreneurial businesses and as such we understand their needs and have the breadth of expertise to advise across the range of services they require. We support our clients throughout their business lifecycle, through the various phases, providing a range of services as they change and become more complex, including supporting future change.

When you're taking on more people, increased investment and expanding overseas, we can advise you on these matters.

Protecting founder interests

At haysmacintyre, we pride ourselves on the joined-up service clients receive, considering the founding team's interests alongside those of the business. As a founder of a successful scaling business, protecting your shareholding, voting rights and distribution rights is critical. We work with our clients to ensure the business is structured in a tax efficient manner for the founding team, ensuring reliefs such as Entrepreneurs' Relief are available if there is an exit event in mind.

Statutory audit

Aside from conforming to legal requirements, an audit is also a great opportunity to add value to your businesses. An external audit provides an opportunity to:

- Identify weakness in internal controls and implement improvements
- Improve the quality of management information
- Provide confidence to shareholders and financiers
- Provide credibility to the financial statements

We understand that every client is unique, so we don't rely on standardised checklists. We have developed our own audit software, eAudit, so we can focus on what matters most, making the process as relevant, useful and cost-effective as possible.

In the first year of appointment we invest time to ensure that we understand our clients and are well placed to advise you on an ongoing basis and provide a personal service.

We encourage our clients to meet with us outside of the audit cycle, to ensure we understand your needs and can be involved

with your business as you progress. We consider the audit to be a key time for us to learn about your business and provide recommendations, but we are aware that scaling businesses evolve quickly and so like to be kept up-to-date with any changes as they happen.

Introductions to MSI Global Alliance accountancy and legal firm members

Many of our clients need a wide range of professional advice when conducting international business and we meet this need through MSI Global Alliance, a multidisciplinary international alliance of legal and accounting firms, which we co-founded. Member firms work closely together to provide integrated multidisciplinary services, local expertise and global reach to a wide variety of clients. This enables us to provide a seamless service in managing the overseas activities of our clients.

International expansion advice

It may be that you've established your place in the UK market and are now looking for your next expansion opportunity. If you've performed your market research you may have identified a promising location for your product/service overseas, but you may not be quite sure how to access this market.

That's where we can help. We work with clients to explore international opportunities and are happy to take the lead advisory role in liaising with advisors in our MSI Global Alliance. Often we act as clients' in-house team, appraising the advice provided drawing on our knowledge of establishing international structures and effectively being your 'interpreters', making recommendations to allow your board to make an informed decision.

haysmacintyre

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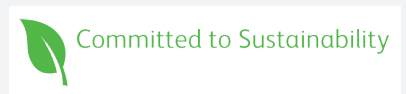
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Much of our success comes from providing our clients with multiple services as we integrate ourselves within their business, becoming a trusted advisor to the founding team. Critically our clients receive a joined up service, having one or two main points of contact through whom channel all queries.

For further information and to request a fee estimate please speak with your usual haysmacintyre contact or Natasha or Jon on the details below.



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We frequently advise clients on establishing the 'right' type of overseas subsidiaries having regard to any unique tax status or requirements of the UK parent company.

Employee share options schemes

As a growing business it is important to incentivise your key employees. One of the most successful ways to motivate and retain these key individuals is through share options.

haysmacintyre have significant experience in helping companies with their employee incentivisation methods, advising on the most appropriate course of action, considering the company's objectives and strategy. We offer a full service which includes:

- Obtaining HMRC valuation
- Drafting scheme rules and option agreements
- Discussing the tax benefits with eligible employees

We understand the benefits of such schemes and they are enhanced where the scheme is aligned with the objectives of the company.

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A list of members' names is available for inspection at 10 Queen Street Place, London EC4R 1AG

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