



## Life Sciences

**The life sciences industry continues to be at the forefront of innovation. To properly navigate this rapidly evolving, highly competitive industry, it is essential that life sciences lawyers possess a strong technical understanding and sophisticated knowledge of the business and legal challenges inherent to the industry. Leech Tishman's multi-disciplinary all-female Life Sciences team has extensive experience navigating the unique issues that businesses in this industry face, including intellectual property, corporate/transactional, and litigation matters. Our lawyers understand the life sciences product cycle, from product inception to bringing a product to market, and have helped a multitude of organizations navigate complex legal issues to ensure a successful product launch.**

Many of our lawyers possess technical degrees and practical experience in the fields of biology, cardiovascular physiology, immunology, molecular biology, neuroanatomy, neurobiology, genetics, chemistry, biochemistry, chemical engineering, and more.

Our attorneys have worked with analytic instrument companies, biological products manufacturers, biopharmaceutical companies, clinical consulting and diagnostic companies, commercial research laboratories, digital imaging solution providers, medical and healthcare equipment manufacturers, medical and surgical device suppliers and equipment manufacturers, medical research companies, and other entities.

Leech Tishman's Life Sciences Industry team not only provides intellectual property and corporate counsel to our clients, but also collaborates with other practice groups to offer clients comprehensive counsel and practical advice on business restructuring, financing, data privacy and cybersecurity, employment and labor, government relations, immigration, insurance coverage, litigation and alternative dispute resolution, real estate, and tax matters.

Some of our services include:

### Intellectual Property

- Patents
- Trademarks and brand protection
- Copyrights
- Trade secrets
- Licensing and development agreements
- Enforcement of IP
- IP portfolio management

### Corporate

- Contracts and commercial agreements including vendor and supplier contracts
- Corporate formation
- Corporate governance
- Commercial transactions
- Mergers & acquisitions

### Business Restructuring & Insolvency

- Bankruptcy and pre-bankruptcy planning
- Confirmation of plans of reorganization and liquidation
- Claims administration and distribution
- Representation of creditors' committees
- Representation of secured creditors
- Obtaining cash collateral and debtor-in-possession financing
- Liquidation of assets by auction and private sale
- Negotiating, restructuring, and documenting of defaulted loans outside of bankruptcy representing both lenders and debtors

### Financing

- Public and private financing
- Startup funding / venture capital
- Loans (securitized, syndicated, convertible, mezzanine & hybrid loans)

### Data Privacy & Cybersecurity

- Compliance Counseling
- Audits & risk assessment
- Privacy program & program development
- Awareness & training
- Incident response planning

## Employment & Labor

- Compliance with federal, state, and local employment regulations
- Agreements
  - Confidentiality and Non-Disclosure
  - Founder and Key Employee, including Assignment
  - Employment, including Restrictive Covenants
  - Service/Independent Contractor
  - Separation
- Hiring and termination issues including offers, classifications, discipline, and reductions in force
- Workplace Safety issues including OSHA compliance and reporting
- Advice and counsel including wage and hour, leave, discrimination and harassment, and performance
- Handbook and policy drafting
- ERISA, employee benefits and executive compensation
- Collective bargaining/labor matters
- COVID-19 related matters including compliance, policies, consent/waiver, and screening/testing

## Government Relations

- Market authorization of products
- Regulatory compliance
- Competition matters
- Navigating clinical trials

## Immigration

- Temporary/professional work visas (H1-B, TN, O-1, E-1, E-2, O-1, B-1)
- International student/researcher issues (J-1, F-1, STEM specific issues, NIW petitions, Schedule A/B applications)
- Permanent residence (i.e., EB1, EB2, Labor certifications/PERM)
- Citizenship/naturalization
- I-9, Employment Eligibility Verification

## Insurance Coverage

- Insurance policy review
- Assist in documenting/evidencing and quantifying claim
- Prepare notice of claim, loss, and/or circumstances to insurer(s) with supporting materials
- Assist in preparing proof of loss and related documentation, as necessary
- Correspond and negotiate with insurer(s)
- Representation in mediation, arbitration, or other alternative dispute resolution proceeding
- Prepare complaint and represent client in insurance-coverage litigation through settlement or judgment

## Litigation & Alternative Dispute Resolution

- IP Infringement
- Contract disputes

- Employment-related actions
- Alternative dispute resolution

## Real Estate

- Commercial and mixed-use developments
- Development and financing
- Purchase and sale of property
- Zoning and land use matters
- Compliance with environmental regulations

## Tax

- Business and personal income tax planning
- Formation of captive insurance companies
- Transactional income tax analysis
- Tax planning for mergers and acquisitions
- IRS audits and appeals
- State tax disputes
- International taxation issues
- U.S. taxation for foreign companies and individuals
- Tax exempt formation and operation & tax analysis for non-profit organizations/private foundations