



## **BANKING, FINANCIAL INSTITUTIONS AND FINANCIAL SERVICES**

Rimon's Banking and Financial Services team provides legal services to banks and other financial institutions. We also represent investment management firms. We counsel clients on commercial loan transactions, regulatory compliance, product development and design, structuring and management of investment funds and implementation of trading strategies. Rimon also has the wherewithal to address broad subject areas crucial to our financial service clients: corporate law and securities, labor and employment, employee benefits, federal and international tax and treaties, and litigation relevant to banks and financial service transactions.

### **A BROAD MENU OF SERVICES**

We offer basic legal advice comprising several key areas: (i) negotiating, documenting and closing finance and lending arrangements [\[link to representative engagements\]](#), (ii) counseling clients on financial regulatory matters, FinCEN and retail banking and resolving regulatory matters [\[link to representative engagements\]](#), (iii) handling swap, investments funds and other investment vehicles [\[link to representative engagements\]](#), and (iv) providing general executive suite services relating to corporate governance, information governance, privacy and data security, general contract law, federal and international tax, and labor and employee benefits [\[link to representative engagements\]](#).

### **BROAD CLIENT EXPERIENCE**

Our clients include international, national and regional enterprises and local players. [\[link to description of clients\]](#)

### **STAFFING**

Our [spherical organizational structure](#) facilitates the client-focused delivery of legal services and avoids the bureaucracy of the traditional pyramid model still used by many law firms. We are committed to utilizing 21st-century best practices and partnering with our clients to deliver the full capabilities of appropriately-scaled legal teams. We field highly-skilled attorneys with decades of experience, who are committed to service to and communication with our clients.

**FLEXIBLE BILLING ARRANGEMENTS**

We frequently enter into project-based or fixed fee billing arrangements with our clients. These alternative billing arrangements may provide greater control and regulation of legal budgets. Other clients wish to retain the more traditional hourly rate. Rimon lawyers have the flexibility to structure the best arrangement for each client allowing our clients and members of the Rimon legal team to focus on the efficient delivery of quality legal services.

**MEMBERS OF OUR TEAM**

[Jennifer Dasari](#)

[Mark Diamond](#)

[Benjamin L. Douglas](#)

[John Isaza](#)

[O. Scott Kaye](#)

[Susan F. Klein](#)

[Emma R. Larson](#)

[Robert O. Lee](#)

[Lisa-Marie Monsanto](#)

[John R. Mussman](#)

[Robin Powers](#)

[Phillip Quatrini](#)

[Scott Raber](#)

[Carl Sherer](#)

[Yaacov Silberman](#)

[Frank Vargas](#)

[Michael Vargas](#)

[Thomas M. White](#)

## **Negotiating, Documenting and Closing Finance and Lending Arrangements**

We have decades of experience in representing lenders — and borrowers — in many different financing arrangements:

- Acquisition financing.
- Middle market loans, asset-based lending and syndications.
- Commercial real estate and resort financing.
- Aircraft finance and equipment leasing.
- Bilateral/multilateral development financing (both debt and equity) for both domestic and international projects.
- Real estate development and construction financing.
- Cross-border real estate financing transactions including hotel and resort development.
- Project finance sponsors and investors.
- Liquidity and cash management arrangements.
- Cross-border based financings including with Europe and the UK.
- International and emerging market transactions.
- Debtor-in-possession financing, restructurings, insolvencies, receiverships, liquidations and other debt reorganization arrangements.
- ESOP loans.
- High yield market transactions and international trade finance.
- Letters of credit arrangements.
- Subordinated debt and mezzanine financing.
- Tax-exempt financing.
- Telecommunications finance.
- Growth equity financing.
- Working capital financing.
- Export credit guaranteed financing.

## Financial Regulatory Matters: FinCEN, Retail Banking, Privacy and Data Security

- Counseling and litigation on federal and state consumer and commercial law and resolving compliance issues including regulatory enforcement matters, including
  - Privacy under both federal and state law, including advice on Gramm-Leach-Bliley Act privacy, FCRA and state privacy law.
  - Development of financial products and services — both technology-based, FinCEN and traditional, retail products.
  - Data security, IT systems practices and procedures and state data breach law.
  - Consumer and commercial credit law (e.g. truth-in-lending).
  - State licensing of commercial and consumer finance companies, debt collection companies and trust companies.
  - Chartering of national and state banks and responding to cease and desist orders, letters of understanding and other enforcement actions with prudential regulators and the CFPB.
  - Residential mortgage documentation and HUD and Fannie Mae handbooks and policies.
  - Fair lending, including litigation and regulatory guidance under the FHA and ECOA.
  - Vender contracts and policies and procedures governing third-party contracts.
- Records and information governance, including record retention policies and procedures, privacy assessments and compliance programs, and data security programs
- E Discovery and data hold requests.
- Regulation of securities lending under the Exchange Act and Regulation U.
- Loans to insiders and affiliated companies, including FRB Regulations O and W.

## Swaps, Funds, Hedges and Other Investments

- Structuring and formation of both private investment funds and mutual funds.
- Analysis and structuring of complex trading strategies, including derivatives transactions, prime brokerage arrangements and hedge funds.
- Securities lending and repurchase agreement transactions.
- Capital markets investment.
- Strategy, design and operation of investments for both ERISA and non-ERISA plans.
- Regulatory compliance for hedge funds, including under the Dodd Frank Act, the European Market Infrastructure Regulation (EMIR), the European Union Alternative Investment Fund Management Directive (AIFMD), money market fund reform initiatives and other regulatory initiatives that affect U.S. and global markets.

## Corporate Governance, Federal and International Tax, Labor and Employment

- Corporate governance, including concerns under the Bank Holding Company Act.
- Federal and international tax, including FATCA, withholding and foreign tax credits.
- Labor and employment.
- General contracts with third parties.
- Employee benefit funds.

## Client Experience

- International financial institutions
- State and national banks with footprints ranging from international, national, regional or local theaters
- Travel and entertainment companies with co-branded credit card and other loyalty programs
- Investment banks and investment advisers
- Manufacturers and other corporate borrowers
- Equity sponsors
- Insurance companies
- Broker-dealers
- Institutional and other non-bank investors, including pension plans, educational institutions, endowments and family offices
- Public and private lenders and Government Sponsored Enterprises (GSEs)
- Finance company lenders
- Lessors and commercial airlines
- Debtor-in-possession financiers and borrowers
- High Net Worth investors
- Real Estate Investment Funds and their Managers
- Private and public bond issuers.

## Spherical Organizational Structure

Rimon has received international recognition for its spherical organizational structure. It allows for an agile and dynamic team that works closely together to efficiently respond to client needs.

Our experienced partners form the surface of the sphere, working directly with clients without bureaucratic interference. They are fully supported by a close team of associates, Rimon Network, administrative staff, and management.

This model contrasts with the traditional pyramid structure, and offers the following benefits:

- No hierarchy among partners.

Unlike in a pyramid model, our attorneys do not have to follow the dictates of superiors who are unfamiliar with their clients. They do not have to feed the top of a pyramid or follow bureaucratic rules. Instead, Rimon attorneys turn their attention to serving clients by working as a team of equals, supported by staff, Rimon Network, and associates. Rimon's management fosters teamwork and excellence instead of getting in the way of client representation.

- Compensation aligned with clients' interests.

Our attorneys are not compensated based on their ranking in a hierarchy or relationship with management. Our compensation structure is based purely on work done for our clients. Attorneys are rewarded for bringing in new work and for assisting their peers. This ensures that our attorneys focus on client needs and relationships, rather than firm politics.

- Agility.

We recognize that every client has different needs. One size does not fit all. For this reason, our attorneys have the freedom to determine alternative billing structures and tailored representation for our clients.

- Consistent excellence.

Since we do not rely on the leveraged model of a pyramid structure, most of our attorneys are partners with years of high-level experience. Our attorneys do not cut their teeth on our clients' important work. At the same time, our support team ensures clients don't pay partner rates for data entry or basic research. Furthermore, with management working on the day-to-day business issues of the firm, our attorneys can focus on our clients.



- Teamwork.

The pyramid structure often rewards hoarding work, or working with the most connected partners for political reasons, even if they are not the right ones for the job. The Rimon model encourages attorneys to work together as a single, efficient team, in a way that serves the client best. Hierarchy, bureaucracy, and politics do not get in the way.

- Stability.

Since our partners work as a team but do not depend on each other for their compensation, Rimon's structure allows for greater stability. Attorneys do not suffer as a result of weak performance in a specific office or sector, nor do they rely on a few rainmakers to keep the firm afloat.

- Dynamism.

The flexibility of the spherical structure and Rimon's culture promotes constant dynamism. Freed from the stiff pyramid structure, new ideas can be implemented by those most likely to be successful.