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The Client's Guide

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market, she can take a great deal of credit for building the team's growing reputation as a premier port of call for aggressive advocacy.

Lovells

See firm details p.2051

The Firm: Lovells' Paris office houses a compact but thriving employment team. Much of its recent workload has been provided by online bank Egg's disposal of its French business. However, the group has lately been exploring more esoteric areas, such as employee mobility and immigration, and remuneration. In the latter field, the team collaborates closely with the firm's tax and corporate practice groups.

The Lawyers: Philippe Thomas (see p.733) leads a team of six associates. His diverse practice includes assisting with restructurings and redundancies, TUPE, mobility of employees and employee benefits.

Morgan, Lewis & Bockius

The Firm: Morgan Lewis is renowned for its market-leading US employment practice. It is therefore unsurprising that the firm's Paris office heavily emphasises this area of practice. The growing team currently numbers one partner and two associates, and now acts as the hub for the firm's European employment activity.

The Lawyers: Since his arrival from De Pardieu Brocas Maffei, François Vergne has built a reputable practice at his adopted firm. His workload takes in both litigation and counselling; in particular, he advises corporate clients on the individual and collective aspects of corporate reorganisations.

Orrick, Herrington & Sutcliffe

See firm details p.2265

The Firm: At the time of going to press, the talk of Paris was Rambaud Martel's decision to combine forces with US giant, Orrick, Herrington & Sutcliffe. As a result of this merger, Orrick now adds a well-

resourced team of three employment partners and 12 assistants, who are equally at home supporting the firm's sterling transactional practice as they are handling civil and criminal litigation. The team was particularly noted for its expertise in health and safety and industrial accidents, and heavy industrial companies figure strongly in its client roster. Other areas of expertise include pensions and retirement planning; employee benefits; transactional advice, including employment audits; and collective negotiations.

The Lawyers: Anne Le Bault de la Morinière heads the team here.

Salans

The Firm: Salans has recovered well from recent departures, promoting a new partner, Katell Dénier-Allieux, from its own ranks. The team benefits from a close relationship with HR consulting firm, Towers Perrin, when it comes to advising on the high-level legal implications of business restructurings. It also maintains a related niche in advising executives on remuneration and benefits in the context of restructurings. Elsewhere, the team counsels corporate clients on collective negotiation, retirement planning and pensions, and undertakes a variety of litigation.

The Lawyers: Jean-Louis Magnier remains the team's centre of gravity. His workload is dominated by large and complex restructurings, and he has recently assisted clients in the hotel and transport sectors with the reorganisation of their French businesses. His clients are predominantly foreign corporations with sizeable operations in France.

UGGC & Associés

The Firm: This independent French full-service firm, founded in 1993, has lately enjoyed a period of considerable expansion. Its employment team was bolstered in 2003 by the lateral hire of two partners, Pascal Bathmanabane and Sophie Uettwiller, from

Salans, a move that is said to have created "a reputable practice that deserves recognition." The group now has the critical mass to offer the full range of employment representation, including counselling and civil and criminal litigation, to an impressive client base that includes both French and foreign corporates.

The Lawyers: Roseline Sauser is the firm's senior employment partner.

White & Case LLP

See firm details p.2296

The Firm: In recent years, White & Case's Paris employment practice has grown from a corporate support group into a fully-fledged and highly competitive standalone practice. The team now serves a star-studded list of international clients, including big-name retailers and manufacturers, advising on the employment aspects of major transactions and reorganisations, and undertaking a variety of complex litigation.

The Lawyers: Group head François Farmine (see p.718) has, according to clients, "the highest level of care for details, discipline and the relevance of his argument." Farmine is particularly sought after for his skill as an advocate, since he is "highly impressive in court – totally in control, incredibly hard-working, and he keeps all the facts at his fingertips."

Other Notable Practitioners

Patrick Thiébart made waves in 2005 by leaving Caubet Chouchana Meyer to join growing independent firm Franklin. He brings with him a team of six associates. Antoine Vivant is "just a brilliant guy," say peers. A founding partner of Cotty Vivant Marchisio & Lauzeral, he was formerly with Eversheds. He has succeeded in constructing a well-regarded practice handling a mix of advice, litigation and transactional support.

INTELLECTUAL PROPERTY

Band 1

Armengaud Guerlain

The Firm: This "superb niche firm," which is recognised as "a true specialist" for industrial property litigation, has enjoyed a successful year. A small and highly experienced group concentrates on handling intellectual property disputes, with a particular forte in patent litigation. In addition to its renowned name partners, the group now includes a scientifically trained associate with experience in the pharmaceutical industry, who will be spearheading its move into pharmaceutical patent disputes.

The Lawyers: Founding partners Jacques Armengaud and Stéphane Guerlain were both commended to researchers as "lawyers of the highest order – excellent professionals and truly charming people." Both partners continue to make regular court appearances.

Clients/Work Highlights: A string of high-profile

recent successes have included defending Samsung against a patent infringement claim brought by the CEA, which related to LCD flat-screen monitors and televisions. As well as Samsung, the firm has defended ExxonMobil in French litigation, though domestic companies figure particularly prominently in its client roster.

Gaultier Lakits Szeleper

The Firm: Commentators regard Gaultier Lakits Szeleper as "a point of reference for the market." A thriving traditional French boutique, the firm enjoys an enviable reputation for their patent, trademark and copyright expertise.

The Lawyers: Senior figure Geoffroy Gaultier is renowned as a "master of the discipline." Peers acknowledge that he also remains a "fierce adversary in court." His workload emphasises litigation, notably on patent and trademark issues.

Gide Loyrette Nouel

See firm details p.745

The Firm: Gide boasts one of the largest IP teams in Paris, with strength in every corner of the practice area; even competitors admit: "Gide covers all the possible areas very thoroughly." The team's recent growth, combined with the consolidation of the IP and TMT practice groups, has led to some impressive client wins, and Gide is now a constant presence in many of the largest cases in the market.

The Lawyers: Grégoire Triet (see p.734) enjoys a distinguished name in the market for his patent litigation prowess. Meanwhile, Arnaud Michel (see p.727) concentrates on soft IP and is renowned for his trademark practice. As one multinational client said: "In this area as far as I'm concerned Arnaud is Gide."

Clients/Work Highlights: Though the team's strength in transactional IP is undeniable, it is in litigation that Gide has really shone in the past year. The

Intellectual Property

Leading firms

¹ ARMENGAUD GUERLAIN
GAULTIER LAKITS SZLEPER
GIDE LOYRETTE NOUËL
LINKLATERS
PHILIPPE COMBEAU
VÉRON & ASSOCIÉS

² ALLEN & OVERY
BIRD & BIRD
COUSIN & MOATTY
DUCLOS THORNE MOLLET-VIÉVILLE & ASSOCIÉS
FRESHFIELDS BRUCKHAUS DERINGER
LOVELLS

³ CABINET ESCANDE
CABINET GREFFE
CLIFFORD CHANCE EUROPE LLP
DE GAULLE FLEURANCE & ASSOCIÉS
HERBERT SMITH
JONES DAY
LATHAM & WATKINS LLP
SALANS

Firms are listed alphabetically in each band.

group has handled patent, trademark and unfair competition disputes for Johnson & Johnson, Façonnable, LG Electronics and Arrow Generiques before the French courts. Adidas is one of a number of prominent recent client wins, another of which is Levi Strauss.

Linklaters

See firm details p.2050

The Firm: In France, Linklaters is "one of the few international firms with a standalone IP practice and significant litigation activity." The firm's Paris office stands head and shoulders above its Anglo-Saxon rivals, though some clients expressed reservations at the level of fees compared to those of the French boutiques. Nonetheless, Linklaters' international reach gives it something that its domestic competitors find hard to match, and it has helped the firm to combine a class-leading transactional practice with a formidable reputation for IP litigation. The mainstay of the group's caseload is major patent disputes. **The Lawyers:** Denis Monégier du Sorbier (see p.728) is "a multi-talented litigator of the old school." The figurehead of the firm's IP practice, he is much in demand for his patent litigation experience. Clients were full of praise for his pragmatic approach. "He's a lawyer who gets straight to the heart of an issue," said one; another agreed: "He doesn't bury the judge under boxes and boxes of paper – he understands the problem, and puts himself in the client's shoes."

Clients/Work Highlights: Linklaters recently represented a French cosmetics giant in a complex counterfeiting claim, which encompassed copyright, unfair competition, trademark and design rights infringement issues.

Philippe Combeau

The Firm: Perhaps the best known of the industrial property boutiques, Philippe Combeau undertakes trademark and design rights litigation in addition to its position as a "true reference" and market leader for patent disputes.

The Lawyers: The firm owes its stellar reputation to the stature of Philippe Combeau, "one of the founding fathers of intellectual property in France." Combeau received universal approbation from peers, who emphasise his "remarkable" presence in the courtroom – "when he enters the room, the whole court stands up."

Véron & Associés

The Firm: Major international firms, as well as domestic competitors, acknowledge this 11-strong boutique as "our main competition for patent work." The firm is well known for concentrating on patent litigation, and has recently seen a large volume of instructions from pharmaceutical companies in the growth area of infringement claims against generic manufacturers. By contrast with some other boutiques, Véron & Associés serves a clientele that is, to a large extent, international.

The Lawyers: Competitors admire Pierre Véron as "someone who has completely dedicated his professional life to patents." It is therefore unsurprising that he is seen by many as "a true expert – the king of patents." He divides his time between the firm's Paris and Lyon offices.

Band 2

Allen & Overy

See firm details p.2033

The Firm: The intellectual property team may have been a recent addition to Allen & Overy's Paris practice, but it is already "firmly established in French and cross-border litigation." Pierre Lenoir leads a nine-strong team, which enjoys a busy caseload of patent, trademark, copyright, unfair competition and breach of confidence claims. The firm's strongest suit is felt to be in patents, reflecting its portfolio of international clients from the pharmaceutical industry. Current non-contentious work includes assisting a major bank with the outsourcing of its IT systems.

The Lawyers: Pierre Lenoir (see p.724) is "recognised as a true professional" by his peers, who commend his "co-operative" approach to both dispute resolution and transactional work. Clients frequently turn to him for assistance in complex patent disputes, attracted by his scientific knowledge and litigation experience.

Bird & Bird

See firm details p.2038

The Firm: The French outpost of this UK IP specialist is now a recognised name in the Paris market; specifically, commentators perceive Bird & Bird to be "top class for trademark disputes." The firm also offers expertise in patents, design rights, copyright and data protection. In addition to litigation, Bird & Bird's IP team assist clients with licensing, anti-counterfeiting campaigns, parallel and grey imports and

comparative advertising.

The Lawyers: Isabelle Leroux (see p.724) specialises in large unfair competition disputes, an area of practice at the crossroads between intellectual property and competition law. Clients find her approachable and efficient: "We don't need to do everything by letter, we just pick up the phone and tell her our problems." Commentators also emphasised the quality of the firm's associates.

Cousin & Moatty

The Firm: Interviewees pressed for this firm's promotion in the tables this year, to better reflect its "top quality and super presence in the market." The firm's strongest suit is undoubtedly patent litigation, though it also handles soft IP disputes. Particular areas of focus include pharmaceuticals, engineering and the optical industry.

The Lawyers: Pierre Cousin "spends most of his time in court," according to fellow professionals, who dub him "an important point of reference for patent litigation." His formidable, "barrister-like" advocacy skills were widely praised by commentators.

Duclos Thorne Mollet-Viéville & Associés

The Firm: This traditional French firm received particular recognition for the strength of its international client base. US and European clients turn to the firm for representation in a broad range of industrial property work, which includes patents, trademarks and design rights.

The Lawyers: Thierry Mollet-Viéville enters the top tier this year following a deluge of positive feedback from clients and peers alike. Rivals acknowledge his "real investment of time and experience in the area of industrial property," which has been duly rewarded with "an excellent patent caseload."

Freshfields Bruckhaus Deringer

The Firm: Freshfields' Paris IP team is said by the market to be going from strength to strength. The team is particularly valued by clients for its "close involvement" in patent and trademark litigation – "they put themselves completely at your disposal."

The Lawyers: Xavier Buffet Delmas d'Autane is the group's figurehead. In addition to juggling a busy caseload, which has lately included representing L'Oréal on appeal before the ECJ in a trademark infringement claim, he is currently the president of APRAM (Association des Praticiens du Droit des Marques et des Modèles). Bertrand Liard, according to one prominent client, is "an associate they should really make partner ASAP – he's truly a lawyer of the highest quality."

Clients/Work Highlights: The group represented Abbott Laboratories in pan-European patent litigation, and is assisting Colgate-Palmolive with both patent and trademark protection issues. Recent non-contentious activities have included assisting Renault in a number of IT outsourcing projects. Other clients include: L'Oréal; Gaz de France; Ipsen; Hays and Euro Disney.

Intellectual Property	
Leading individuals	
★ COMBEAU Philippe <i>Philippe Combeau</i>	
VERON Pierre <i>Veron & Associés</i>	
1	COUSIN Pierre <i>Cousin & Moatty</i> GAULTIER Geoffroy <i>Gaultier Lakits Szeleper</i> LENOIR Pierre <i>Allen & Overy</i> MOLLET-VIEVILLE Thierry <i>Duclos Thome Mollet-Vieville</i> MONÉGIER DU SORBIER Denis <i>Linklaters</i>
2	ARMENGAUD Jacques <i>Armengaud Guerlain</i> BUFFET DELMAS D'AUTANE Xavier <i>Freshfields Bruckhaus</i> GREFFE François <i>Cabinet Greffe</i> GUERLAIN Stéphane <i>Armengaud Guerlain</i> LEROUX Isabelle <i>Bird & Bird</i> MÉNARD Dominique <i>Lovells</i> TRIENT Grégoire <i>Gide Loyrette Nouel</i>
3	BAUD Emmanuel <i>Latham & Watkins LLP</i> BRAULT Nicolas <i>Watrin Brault Associés</i> COUSTÉ Marina <i>Howrey LLP</i> DE DAMPIERRE Marie-Aimée <i>Lovells</i> DE GAULLE Louis <i>De Gaulle Fleurance & Associés</i> DELILE Gérard <i>Salans</i> ESCANDE Michel-Paul <i>Cabinet Escande</i> GAULTIER Jean Frederic <i>Clifford Chance Europe LLP</i> MICHEL Arnaud <i>Gide Loyrette Nouel</i> MUYL Catherine <i>Jones Day</i> NERI Alexandra <i>Herbert Smith</i> TRISTANT Jean-Christophe <i>Latham & Watkins LLP</i>
Up-and-coming individuals	
LIARD Bertrand <i>Freshfields Bruckhaus Deringer</i>	
<small>Individuals are listed alphabetically in each band.</small>	

Lovells

See firm details p.2051

The Firm: A growing force among the Anglo-Saxon firms, Lovells is popular with clients because of its "full-service approach, good understanding of business, availability and worldwide vision." A diverse stand-alone IP practice includes both litigation and transactional work.

The Lawyers: **Dominique Ménard** (see p.727) is the group's "star" and its centre of gravity. Primarily a litigator, his expertise spans patent, trademark and unfair competition issues. **Marie-Aimée de Dampierre** is "a young partner full of quality who is beginning to build a strong reputation in the market," according to clients. Her particular strengths are perceived to be in trademark and copyright litigation.

Clients/Work Highlights: The team advised Canon on the acquisition from a bankrupt French company of an international patent portfolio covering flat screen technology. It has also acted for: Ford; Nissan; Volvo; Toyota; Mazda; Jaguar; Bausch & Lomb; Diageo; Brasseries Kronenbourg; eBay; Google; Dassault Systèmes; Dell; Citigroup; American Express; Nintendo; Konami; Fox Entertainment; Sony; Estée Lauder; Eli Lilly; GlaxoSmithKline; Motorola and Total.

Band 3

Cabinet Escande

The Firm: This boutique makes its debut in the IP rankings this year following a volume of praise for its "great clients" and group of "good assistants with plenty of experience." The firm offers a broad range of advice, notably in soft IP and unfair competition matters.

The Lawyers: **Michel-Paul Escande** is the firm's founder and remains its leading personality. Interviewees pressed strongly for his inclusion in the rankings. "A practitioner of the old school," Escande is said to be "brilliant – a professor-like figure and a true professional."

Cabinet Greffe

The Firm: Market commentators confirm that this small boutique "sets the standard" in Paris for design rights. The team also received plaudits for its work in the niche area of advertising law.

The Lawyers: The firm's founder, **François Greffe**, is the key to its success, and "the automatic choice for anyone looking for an expert in design rights." In addition to his market-leading practice in this area, Greffe "wrote the book on advertising law," according to interviewees.

Clifford Chance Europe LLP

See firm details p.2039

The Firm: This growing team enters the rankings on the strength of a stellar French and international client list, and an increasingly fine reputation for litigation. Patent claims are the mainstay of the practice, and the team recently succeeded in defending Toyota against a patent infringement claim relating to satellite navigation systems. Clients appreciate the team's availability and efficiency. As one noted: "I can be very honest with them and demand verbal advice. I can call them and tell them I want an answer in five minutes."

The Lawyers: Formerly of counsel, **Jean Frederic Gaultier** (see p.720) was made partner in 2005. This move was greeted with enthusiastic approval by the market; in the words of one prominent competitor: "He is delightful and of top quality, and I get the impression he is really piloting the department now."

Clients/Work Highlights: Toyota; EADS; Airbus; Gap; Kimberly-Clark; Lego; Playboy Enterprises; Sagem; Banque de Neufzize; Carrefour; Fruit of the Loom and Golden Harvest.

De Gaulle Fleurance & Associates

See firm details p.742

The Firm: This youthful independent firm is particularly well regarded for its IP practice. The team is composed of three full-time partners and a dozen associates, and has succeeded in building an impressive client roster in which US companies figure heavily. The firm offers the full spectrum of IP advice, including trademarks, patents, technology transfer, design rights and copyright. Although household names feature on its client list, the firm is also popular with smaller domestic companies because it "fits well – it's French and not too big, so it mirrors our own structure."

The Lawyers: Founding partner **Louis de Gaulle** (see p.714) is acclaimed by competitors as "truly gifted in this field," while clients praise him as "creative, practical and available when wanted." His practice is diverse, but he is particularly known for advising clients in the sport and leisure sectors on trademarks and other IP issues.

Clients/Work Highlights: The team successfully defended Microsoft against trademark infringement claims, and recently assisted stationery manufacturer Exacompta in protecting its trademarks and design rights. Other clients include: Twentieth Century Fox; DreamWorks SKG; Grévin & Cie; Lederman; AFP and L'Argus.

Herbert Smith

See firm details p.2043

The Firm: Another new entry into this year's IP tables, Herbert Smith has built on its undeniable strength in London to develop a broad practice in Paris. The group has particular experience of the pharmaceutical sector, and combines industrial property expertise with advice on artistic and literary rights. One French client described the Herbert Smith team as "my first choice for IP litigation," echoing widespread applause for its dynamic and confident handling of high-profile disputes.

The Lawyers: **Alexandra Néri** (see p.728) is the partner in charge of this team. She is "a real fighter who will truly defend your corner," according to clients, who particularly appreciate her expertise in litigation. Her diverse practice encompasses mainstream patent and trademark disputes, together with more esoteric areas, including cybersquatting and domain name disputes, data protection and e-commerce.

Jones Day

See firm details p.2244

The Firm: Though not the largest team in Paris, Jones Day's IP group attracted praise for its stand-alone activity. The firm is particularly admired by clients for its skill in the courtroom; in the words of one satisfied US client: "They prevailed against the odds, and we were delighted with their representation." The team's extremely broad experience is illustrated by a catalogue of success in recent disputes concerning patents, trademarks, parallel imports, design rights, copyright and moral rights.

The Lawyers: "Ingenious and creative" **Catherine Muyl** (see p.728) heads the group. She maintains a thriving practice at the frontiers of IP and IT, and frequently represents clients in high-profile courtroom proceedings.

Latham & Watkins LLP

See firm details p.2253

The Firm: Three partners and ten associates make this one of the largest IP groups at any Anglo-Saxon firm in Paris. Clients commend the quality of both partners and assistants: "They are efficient and operate at the highest level, and there is no room for time-wasters."

The Lawyers: **Emmanuel Baud** (see p.708) is an "excellent younger lawyer," whose unusual practice combines mainstream soft IP with expertise in the

