



McCormicks
Briefing
Christmas 2010

Coming of Age

The 18th Yorkshire Young
Achievers Awards

Repent at Leisure

Supreme Court's ruling on
pre-nuptial agreements

"Frighteningly Good"

What the legal guides say about us



McCormicks
SOLICITORS

Christmas Greetings

Christmas marks the end of another exciting year for McCormicks and you can read about some of the reasons why in this edition of the Briefing.

Two of the major highlights have been the excellent recommendations we have received in the latest guides to the legal profession (see pages 3 and 4) which place our expertise firmly in the national arena and the creation of the Yorkshire Young Achievers Foundation, a new charity established to provide direct funding to children and young people, and to projects benefiting them, across the region.

As many of you know, we are very proud of our Yorkshire roots and the formation of the Foundation reflects



McCormicks partners Neil Goodrum, Peter McCormick and Geoff Rogers

this. It is, however, also necessary for any business to be able to cast its net wider, particularly in challenging times, and the fact that we are ranked nationally for four areas of law is not only gratifying but also reflects the determination of our

team to be the best.

As we look forward to the achievements and challenges that 2011 will bring, we wish all of you a happy and peaceful Christmas and a very successful New Year.

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Spring Seminars

McCormicks' spring series of seminars gets under way on Monday 28 February with the first of three events at Harrogate's Hotel du Vin.

The seminar, organised by the firm's Corporate Crime and Risk Unit, is entitled "How to avoid paying the price" and will focus on some of the legal pitfalls businesses can face.

The team, headed by partner Geoff Rogers, will cover the new Bribery Act (see page 5); fraudulent trading,

private prosecutions such as trading standards and health and safety issues, and civil fraud.

The event takes place from 6pm to 8pm and is free but booking is essential.

For information please contact Sonia Jones at McCormicks Solicitors on 01423 537633 or s.jones@mccormicks-solicitors.com.

Other seminars will follow later in the spring – to register interest contact Sonia as above.

SUPPORTING

THE ARTS

McCormicks was the main sponsor for Kirkby Overblow Dramatic Society's latest production.

The Grouch, a modern take on the Misanthrope, was performed over three nights earlier this month in the village's All Saints' Church.

This was the first time the newly-refurbished church had hosted a production.

Meet & Drink

The ever-popular McCormicks Quiz was once again fully subscribed when the teams tackled questions on food and drink at Hotel du Vin in September.

Quizmaster Chris Garside donned his wellies as part of his farmer costume for the event which saw Park Court Chambers triumph for a second time this year.

Competitors were challenged to taste and identify herbs and juices and tested on their knowledge of all things gastronomic.

The December quiz, which took place as we went to press, was also fully booked, with teams on the waiting list for the next event – watch this space!



The victorious Park Court Chambers team



Feather, Smiles and Scales test their knowledge



The Brewin Dolphin team



Smith Smalley's team



You know you are dealing with a top law firm when one of the leading guides to the legal profession describes its lawyers as “frighteningly good”, “fantastically persistent” and “incredibly driven, with a clear determination to succeed”.

Those were among the descriptions of our solicitors in the latest edition of Chambers UK, which has recommended the firm in nine areas of law, with individual recommendations for all three partners and Private Client and Tax specialist Julia Rangelcroft.

Chambers’ plaudits came just two months after McCormicks had been described as “a quality alternative to Leeds and York firms” and recommended in 12 areas of law by the UK Legal 500.

Chambers carries out research with clients and competitors to establish its rankings for law firms and McCormicks has been ranked nationally for Defamation/Reputation Management, Dispute Resolution: Mediators, Professional Discipline and Sport. McCormicks is the top firm and Peter McCormick is the top lawyer in Yorkshire for Sport; he is the only lawyer in Yorkshire to be ranked nationally for Defamation and Reputation Management and the top lawyer in Yorkshire for Professional Discipline. Neil Goodrum is one of only two mediators in Yorkshire to achieve a national ranking.

The firm is ranked as one of the leading practices in

“Frighteningly Good” Recommendations

Yorkshire and the North East for Charities, Crime and Private Client and also wins recommendation for its work on Agriculture and Rural Affairs and Employment.

Peter McCormick is recommended for his work in four areas of law, including Charities and Professional Discipline.

Partner Neil Goodrum who specialises in Employment Law and Mediation wins recommendations for both areas, while Partner Geoff Rogers, who heads the firm’s Corporate Crime and Risk Unit, is again ranked top for Crime in Yorkshire and the North East.

Solicitor Julia Rangelcroft wins praise for her work on Agriculture and Rural Issues and is also recommended for her Private Client work.

The UK Legal 500 once again ranks McCormicks equal first in Yorkshire and the Humber for its crime and fraud work following a series of high-profile cases involving corporate crime, fraud and money laundering in 2009, with special mention for partner Geoff Rogers.

Peter McCormick is recognised as a Leading Individual in the Yorkshire and Humber region for his expertise in Technology, Media and Telecoms, a definition



Julia Rangelcroft

which includes Media and Entertainment and Sport law. The firm is not only ranked equal first in Yorkshire and the Humber for its sport law expertise but is also one of only two firms outside of the capital to be ranked in the London listing. McCormicks is also ranked equal first in the region for Media and Entertainment law.

The firm’s work in Agriculture and Estates is also noted, with recommendations for Peter

McCormick and Julia Rangelcroft and a first-time mention for commercial property specialist Chris Garside.

Its Charities team is described as “exceptional” and the guide states that the firm has “a solid reputation” for its work in Family law. McCormicks’ senior associate, Julia Rangelcroft, is described as “highly regarded” for Personal Tax, Trusts and Probate matters.

Overall, McCormicks is the only North Yorkshire firm recommended for all 12 of the following: Agriculture and Estates; Charities; Commercial Litigation; Corporate and Commercial; Commercial Property; Crime and Fraud; Employment; Family; Media and Entertainment; Personal Tax, Trusts and Probate; Property Litigation and Sport.

Peter McCormick said: “Our superb recommendations in both of these guides reflect the hard work and commitment of the whole team at McCormicks over a sustained period. I am particularly delighted that we have achieved such great recognition nationally.”

Turn to page 4 to read what the guides say about us.

INTERNATIONAL NETWORKING

Solicitor Chris Garside is a co-founder of the newly-launched Leeds International Student and Business Network, designed to help businesses thrive overseas.

The Network links businesses with international students studying at Leeds Metropolitan University to explore opportunities to build the reputation of regional companies in overseas markets.

Chris Garside said: “Many businesses have aspirations to build up trade overseas. We have a fantastic resource in the city that can help us understand the culture in overseas markets and how to overcome barriers to entry. These students are decision makers of the future and their families and contacts are often existing decision makers in senior positions. By linking up people involved or interested in particular

sectors we hope to reveal and unlock trading opportunities and raise the profile of our business community in overseas markets.”

Anyone who would like to know more about the opportunities offered by the Network should contact Sophie Ash at McCormicks on 01423 530630 or at s.ash@mccormicks-solicitors.com.



Chris Garside

Agriculture and Rural Affairs

"This full service firm has a growing presence in the region for its estate work. The agricultural team has recently acted on diversification options to improve estate income. It has also advised on several shoots including the Ripley Castle Shoot and the Hob Green Estate Shoot. It continues to advise Rudding Park Estate on a variety of estate management issues." Clients say: *'A small enough unit that it provides a really personal service which is not dissipated as it goes down the line.'* Julia Rangecroft is *'frighteningly good; incredibly speedy and accurate.'* She is a private client and tax specialist."

Chambers UK

"McCormicks' clients include John Strutt and the Belper Estate. Practice Head Peter McCormick, Private Client Solicitor Julia Rangecroft and Commercial Property Specialist Chris Garside are recommended." **UK Legal 500**

Charities

"This respected local player is noted for its knowledge of the sports and festivals sectors. The six-lawyer team enjoys a strong bond with The Football Foundation, which delivers community projects at the grassroots level. Clients include Harrogate International Festivals, National Media Museum and The Prince's Trust. Sources say: *'They are so helpful and explain matters in clear layman's terms.'* Peter McCormick has an *'impressively commercial overview of the sector,'* according to sources. He is the firm's senior partner and has a broad corporate/ commercial practice."

Chambers UK

"McCormicks' *'exceptional'* team advises clients such as the Football Foundation, the country's largest sports charity and in 2009 it grew its client base further by attracting new clients including Yorkshire County Cricket Club. Peter McCormick is recommended."

UK Legal 500

Crime and fraud

"This firm has been involved in some of the region's most significant criminal cases. It recently acted in a highly

What the Guides Say About Us

publicised kidnapping case involving a well-known Yorkshire barrister. It also has expertise in white-collar crime and fraud matters, and its lawyers *'guide clients and follow cases through from A to Z.'* Heading up the firm's corporate crime and risk unit, Geoffrey Rogers *'is always well prepared and calm, and has excellent knowledge of the law.'* **Chambers UK**

"McCormicks' Crime Department is led by Geoff Rogers, who is praised for his *'in-depth technical knowledge'*. In 2009 the practice was involved in a number of high profile matters involving Corporate Crime, Fraud and Money Laundering."

UK Legal 500

Defamation/Reputation Management

Peter McCormick of McCormicks is well known in media and defamation law. He acts for various sports bodies on a regular basis, including the Premier League, Leeds United and the Isthmian Football League. **Chambers UK**

Dispute Resolution: Mediators

"(Neil) Goodrum is an employment expert who has developed a mediation practice that encompasses high-value employment disputes and more general contractual and commercial matters. Observers characterise his approach as *'accommodating, enthusiastic and fantastically persistent.'*"

Chambers UK

Employment

"This group has vast experience in handling tribunal matters, redundancies, senior employee settlements and compromise agreements. It is well regarded in the sports sector, and acts for

the Premier League on all aspects of its employment policy. Sources praise the group for its *'great breadth of knowledge, common-sense approach and high-quality advice.'* Neil Goodrum impresses with his work on sensitive employment issues; he is able to *'nip emotive issues in the bud and get the client focused on what needs to be dealt with.'*

Chambers UK

Family

"McCormicks has a solid reputation for advising privately and publicly funded clients on all aspects of family law. Geoffrey Rogers heads the group and the recruitment of Senior Associate Amanda Cuthbert, an accredited collaborative lawyer, has deepened the team's resources".

UK Legal 500

Media and Entertainment

"McCormicks' Peter McCormick has an excellent reputation for contentious and non-contentious work across broadcasting, IP rights, and sponsorship, and for defamation complaints relating to print and broadcast media".

UK Legal 500

Personal Tax, Trusts and Probate

"McCormicks Senior Associate Julia Rangecroft is highly regarded for advising on private client matters." **UK Legal 500**

Private Client

"With a strong tax background, Julia Rangecroft of McCormicks is admired for her knowledge of business and agricultural relief."

Chambers UK

Professional Discipline

"McCormicks is best known for its expertise in sports regulatory

work, with the Premier League and Leeds United just two of its high-profile clients. It also works in the more traditional sectors, representing solicitors and accountants, among others. Clients say the firm is *'a very professional outfit with excellent credentials, contacts and knowledge'*. Peter McCormick is known for his experience in sports law and has a reputation as being a powerful advocate of his client's case. Clients say he is a *'very commercial, straight-talking lawyer' who is 'incredibly driven, with a clear determination to succeed'.*

Chambers UK

Sport

"McCormicks continues to punch above its weight in the market. It is a major player in the football sector where it acts for the Isthmian League, Leeds United FC and the Premier League. One client said: *'They understand our needs completely.'* Peter McCormick is highly regarded for his advice to football clients. He has a big presence in the sector and sits as chairman of the Premier League advisory group."

Chambers UK

"Peter McCormick at McCormicks is Chairman of the Premier League Legal Advisory Group and regularly advises the Board and Premier League Football Clubs. The firm is highly regarded in this area and recently added Yorkshire County Cricket Club and the Yorkshire Cricket Foundation to its client roster. Harrogate-based McCormicks regularly advises Premier League Clubs with Practice Head Peter McCormick highly regarded in the field."

UK Legal 500



BRIBERY & CORRUPTION

The Bribery Act of 2010 heightens risks for businesses. Solicitor Joanna Jowitt takes a look at the implications.

The Bribery Act 2010 will come into force in April 2011. By this time, every relevant commercial organisation in the country should have examined, evaluated and implemented procedures to combat the risk of conviction for a bribery offence.

Whilst the offences are all embracing in their bid to stamp out corruption in business (both here and abroad), it is the corporate offence contained in section 7 which represents the most heightened risk for businesses – the risk of criminal liability for the actions of third parties acting outside the organisation's knowledge and authority. As part of the campaign towards ever-greater corporate social responsibility, it will be a strict liability offence for commercial organisations to fail to prevent persons associated with them from bribing others in order to obtain (or retain) business. Associated persons are those who perform services for or on behalf of the organisation. Whilst this would clearly include an organisation's employees, also within the definition are other group companies, joint venture and consortia partners, downstream suppliers and intermediaries, such as agents and contractors.

Fines for companies are expected to be substantial – a Crown Court having stated recently that they should be in the tens of millions of pounds or more. Individuals may also be gaoled for up to ten years and/or receive an unlimited fine.

Moreover, for those businesses whose operations involve carrying out public contracts, a conviction for active corruption will leave them perpetually debarred from tender participation under the Public Contracts Regulations 2006. Whether this will include a corporate conviction for failing to prevent bribery is, as yet, unclear but we can see immediately that this legislation

certainly isn't light-touch. I've heard it described as the most draconian anti-corruption law in the world. Could I possibly defend it? Well, the paternalists certainly will and there is, after all, a saving provision in section 7(2) which all organisations will see as something of a touchstone: the defence which may be raised in the face of prosecution is to show to the jury that, on the balance of probabilities, the organisation had in place adequate procedures designed to prevent bribery.

Although there is no definition as to what constitutes an "adequate" procedure, the Act does require the Secretary of State to publish appropriate guidance. Unfortunately, the draft that has materialised pursues the popular move towards principle-based regulation by setting out six broad principles that act as a starting point for organisations to plan, implement, monitor and review their bribery free business regime.

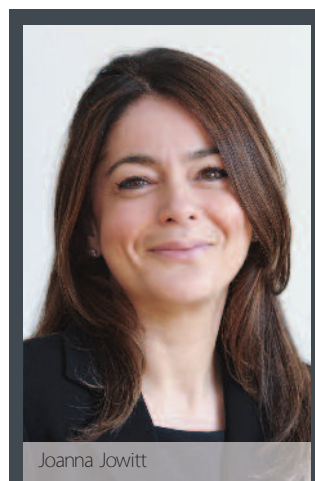
One could easily argue that this falls short of the statutory requirement to provide guidance as to the specific procedures those organisations should adopt. Indeed the breadth of the six principles may be seen to assist the prosecuting authorities rather than the organisations under investigation. On the other hand, it is at least an overt recognition that what is adequate for a smaller domestic business operating in a low risk sector may not be adequate for a multi-national company or one operating in higher risk sectors or markets. Businesses in high-risk sectors (e.g. public works, construction, oil and gas) and with operations in high-risk markets (e.g. India, Mexico, China) most likely already have in place anti-corruption policies and procedures (and if they don't then the sirens should start sounding). We expect, therefore, that the guidance will be of most assistance to small and medium-sized organisations.

Whether the 'adequate procedures' guidance will be

redrawn to fulfil more accurately the obligation imposed on the Secretary of State will be revealed early in 2011 when it is formalised. It will then be followed by a circular on the Act as a whole and guidance for prosecutors which will be prepared jointly by the Director of Public Prosecutions and the Serious Fraud Office. This latter piece will be of great significance as it will provide an insight into the views of the government and prosecutors concerning the ambit of certain of the Act's more contentious provisions.

But, the question on everyone's lips, especially at this time of year, is what of corporate hospitality? The government rejected the suggestion of a defence for reasonable corporate hospitality and prefers to rely on prosecutorial discretion. There is, therefore, certainly the risk that lavish corporate hospitality and the giving and receiving of gifts might be regarded as bribery. Proportionality is not necessarily pivotal but it will be a factor in determining whether certain conduct transgresses the line of legality. For example, a corporate dinner to celebrate the completion of a transaction will be less controversial than, say, would be an invitation to the World Cup final given to an official who is considering a tender for a contract. And it must not be forgotten that in order to amount to a bribe (other than the bribing of a foreign public official), the hospitality must be intended to induce a person to perform a function improperly (judged objectively). The question whether a particular item of expenditure constitutes a bribe will therefore depend upon all the surrounding circumstances. Arguably, where the expenditure involved is of small value it is unlikely to be regarded as having an impact on decision-making in the context of a business opportunity of high value.

In conclusion, the imminent introduction of the Bribery Act will render it essential for all commercial organisations to



Joanna Jowitt

Joanna Jowitt is a member of our Corporate and Commercial team and has extensive experience of advising businesses in connection with their corporate needs.

From preparing constitutional documentation and shareholders' agreements to leading due diligence and disclosure exercises in multi-million pound share and asset deals. She also has expertise in developing commercial arrangements, including negotiating and drafting commercial contracts, and acting for private equity investors in connection with their portfolio companies. Her work with private equity investors has included the negotiation of subscription agreements and the syndication of debt and equity financing.

review their anti-corruption arrangements, policies and procedures to ensure that they do not merely prohibit bribery but actively seek to prevent it where it might arise. In its defence then, this legislation seeks to require businesses not merely to create new policies but to embed a culture of high ethical standards within their day-to-day operation. I have little doubt that the Bribery Act 2010 represents the toughest anti-bribery legislation in the world. Its central message is a simple one: corrupt business practices are not to be tolerated.

CLIENT PROFILE

Yorkshire has an abundance of private commerce and McCormicks continues to expand its work with these businesses. Yorkshire Ventures is one of these businesses looking forward to maintaining its growth through these increasingly challenging times. Finance Director Bob Smith talks about the future.

Tell us about your business in 40 words

Yorkshire Ventures was formed in 2004 by several established Yorkshire businessmen and has been involved principally in residential construction/residential property management, together with interests in the management of children's care homes and the construction and operation of adult care and nursing facilities.

What has been your biggest business success?

Our biggest business success has been the completion and successful disposal of a major residential development in Chesterfield and the steering of our businesses through the recent and continuing economic downturn.

Where is your business going now?

With residential construction continuing to be challenging, our diversification into property

management is performing well, with residential property letting proving a more successful opportunity. Further new build opportunities are being considered and will be progressed as the economic climate improves.

We continue to operate successfully a number of children's care homes and adult care facilities. Whilst the current round of government cost-cutting may impact on the financing of this care, we are structuring our business to meet this challenge through continued operational and budgetary control improvements. Targeted growth based on an established reputation and proven performance remains our strategy.

How are you going to get there?

We will achieve our goals through the continued hard work of our experienced business team in carrying

though successfully our business plan to grow and sustain our business despite the continuing economic challenges. The reputation of our business, developed over the years through hard work and the continued improvement of standards, makes our business well placed to win new business and achieve our business plan.

How long have you worked with McCormicks?

We have worked with McCormicks for many years.

What do we do for you?

We have received a wide range of advice from McCormicks which has included Neil Goodrum on complicated employment issues,

James Martin concerning litigation, Chris Garside on property matters and Joanna Jowitt on corporate issues. We have received consistently high quality and timely legal advice essential in our dealing effectively with the matters in hand.

What do you like most about working with us?

Whatever legal advice we have required we have always found McCormicks to be most helpful and have provide sound professional advice in an efficient and friendly manner. The extensive range of skills on hand have proved invaluable in dealing with a wide range of commercial issues ensuring our interests are protected and appropriate solutions achieved.



yorkshireventures
LIMITED

Foundation Fundraisers

Fundraising for the Yorkshire Young Achievers Foundation got under way almost as soon as it was launched.

Thirty runners formed Team Young Achievers to take part in the Great Yorkshire Run in Sheffield in September, completing the 10k course to raise funds for the Foundation. Andrew Brook-Dobson, of running vest sponsors Brook-Dobson Brear, was the first man home while taking part in the Junior event were former Yorkshire Young Achiever Youngster of the Year, 11-year-old Jack



Chris Garside races home

Marshall and ITV Yorkshire Calendar presenter and Foundation trustee Christine Talbot, running together and again completing successfully.

Then in November McCormicks joined forces with the Harrogate branch of L.K. Bennett for a very successful private shopping evening and fashion show to raise funds for the Foundation. The event was attended by more than 40 people.

As we went to press, Deeva, a contemporary Asian cuisine restaurant in Farsley, Leeds, was hosting a special "Bollywood" evening to raise funds for the Foundation.



Glad it's all over are, from left, Zoe Ward, John Hartley, Guy McCormick & Nick Barnard



Kathryn Apanowicz enjoys a night of fashion at LK Bennett



Modelling some of the fashions

Repent at Leisure

The Supreme Court's ruling this autumn that a pre-nuptial agreement between a German heiress and her ex-husband was binding could have a major impact on the way such agreements are treated in the courts from now on. Partner Geoff Rogers, who heads our Family team, looks at the implications.

This decision has long been awaited by family lawyers, giving as it does an indication that pre-nuptial agreements may be applicable in law in this country whereas up to now they have not been recognised.

This was an unusual case in that the agreement was made under German law between Katrin Radmacher and her ex-husband Nicolas Granatino to the effect that Mr Granatino would not make a claim against her £100m assets if they divorced.

Initially Mr Granatino was given a

settlement of more than £5m by a High Court judge but Ms Radmacher appealed and this was cut to £1m. In response, Mr Granatino appealed to the Supreme Court but the justices dismissed his appeal by a majority of eight to one. They said: "It would be natural to infer that parties entering into agreements will intend that effect be given to them."

The president of the Supreme Court, Lord Philips, said the courts would still have the discretion to waive such agreements, especially if unfair to any children of a marriage.

Pre-nuptial agreements have frequently been used in this country to set out how assets can be divided when a marriage fails. They may have been taken into consideration by a court but have had no legal standing if disputed. The Law Commission is due to report in 2012 on whether the law should be changed to

make them fully enforceable.

The Supreme Court's ruling means that, even before that report, they now carry more weight and, therefore, it is even more important to seek proper advice and ensure they are carefully drafted.

Marry in haste, repent at leisure is an oft-repeated adage but perhaps it could be adapted for the 21st century – if your pre-nuptial agreement's a waste, repent forever!



Geoff Rogers

Geoff Rogers is a partner of McCormicks and heads up our Corporate Crime and Risk Unit. He is also a specialist in matrimonial work, particularly involving cross-border issues.

Geoff is praised for his "excellent knowledge of the law" and "in-depth technical knowledge" in the latest guides to the legal profession.

He deals with all aspects of general and corporate crime and is a Supervisor on the VHCC Panel set up by the Legal Services Commission. He appears regularly before the Magistrates' Courts throughout the North Yorkshire region. Geoff also conducts litigation work and risk and regulatory work.

Geoff holds the Higher Courts Qualification which gives him the right to appear in the Crown Court, Court of Appeal and House of Lords as a Solicitor-Advocate.



Team Young Achievers all completed the Great Yorkshire Run



Members of the Yorkshire Regiment with former winner Jack Marshall and Emmerdale actress Lesley Dunlop

COMING

A standing ovation for the winners of the Unsung Hero category helped to mark the coming of age of the Yorkshire Young Achievers Awards, sponsored by McCormicks, last month.



Girls Aloud star Kimberley Walsh is named Personality of the Year by Peter McCormick.

The 18th anniversary was also the first time the Awards have raised money for the newly-formed Yorkshire Young Achievers Foundation, which will provide direct support to even more young people, and projects helping them, across the region.

Awards and Foundation Chairman Peter McCormick said: "It was a hugely emotional event for many of us, not least because we had a record attendance of more than 450 people and were absolutely stunned by the support the Foundation has received in its first year."

The Awards mark the achievements of young people under 35 who were born, live or work in the region and the 2010 Personality of the Year went to Girls Aloud star Kimberley Walsh, who received her award from Peter McCormick and top chef Marco Pierre White.

Kimberley, who comes from Bradford, was joined by six other Yorkshire Young Achievers at the Awards held at the Leeds United Centenary Pavilion at Elland Road.

As well as the Personality of the Year, the Awards mark achievement in the fields of Management and Enterprise, Education, Sport and the Arts. There are also special awards for an Unsung Hero and a Youngster of the Year (under 12).

The full line up of winners was:

Personality of the Year
sponsored by McCormicks Solicitors

Kimberley Walsh

Kimberley Walsh was born in Bradford, growing up in Allerton with her brother and two sisters.

Her first taste of fame was aged five on ITV's "The Book Tower". Kimberley, who attended the Yorkshire School of Performing Arts, Stage 84 in Bradford, also



Youngster of the Year George Stocker receives his Award from Peter McCormick and Marco Pierre White.



Achievement in Management and Enterprise Award winner Emily Cummins with Sue Cameron of Begbies Traynor

OF AGE

appeared as a young Cosette in the West End production of Les Miserables.

Her big musical break came with ITV's Popstars: The Rivals in 2002 when she made it through to the final five, forming Girls Aloud who went on to have 21 consecutive UK Top Ten singles making them Britain's most successful girl band ever. The band's six albums have all gone platinum and they also won a BRIT Award in 2009 for "Best British Single".

Since taking a break from Girls Aloud Kimberley has embarked on a number of exciting projects. Most recently co-hosting "Suck My Pop", MTV's VIVA show which takes a weekly look at the world of pop music. This year Kimberley has also completed a documentary for Sky 1 titled "Blue Jean Girl" which chronicled the history of denim and its place in the fashion world today and saw her travel around the USA.

Kimberley is continuing to perform and in early January will be seen her release a collaboration with South London rapper and "I'm a Celebrity...Get Me Out of Here" favourite Aggro Santos, titled "Like U Like".

Throughout this Kimberley has remained true to her Yorkshire roots. Last year she was named Yorkshire Woman of the Year and Cosmopolitan Magazine's Ultimate Woman of the Year.

Youngster of the Year sponsored by DFS

George Stocker

George Stocker of Little Ribston, Wetherby. Eleven-year-old George is making a strong recovery after suffering from a brain tumour and has raised around £40,000 for the childhood cancer charity Candlelighters.

George, who is a keen rugby player, was diagnosed with the tumour in 2008 when he was nine. He underwent a nine-hour operation and gruelling weeks of both radiotherapy and chemotherapy.

While George was determined to get back on to the rugby pitch as quickly as possible, his time in the children's cancer unit made him aware of the plight of other youngsters who, he felt, were "more poorly" than he was. Fund-raising during his recovery has include a sponsored walk organised by Wetherby Rugby Club, a sponsored swim at Queen Ethelburga's, George's

school, and a host of other events and donations.

He is now playing rugby again and working hard at school, beating co-ordination issues caused by the removal of the tumour.

Achievement in the Arts sponsored by the Yorkshire Evening Post

Isabel Suckling

Isabel Suckling, 12, of York. Isabel is believed to be the first female chorister to have been given a major record deal when she

signed for Decca in September.

Her first album, The Choirgirl, was released on 29 November and her single, a cover of Michael Jackson's You Are Not Alone, in aid of Age UK, was launched on 13 December. Isabel, who signs in the choir at York Minster, is being mentored by Aled Jones, who was himself a young chorister star. Her album tracks include a "duet" with Aled Jones on All Through the Night. Aled recorded the track in his youth but it has never been released and technical wizardry has allowed Isabel's voice to be added.

Isabel, who won her record deal after a nationwide search for the right choirgirl, won a choral scholarship to the Minster. She appeared before the Queen and Prime Minister David Cameron when she took part in the



Catherine Suckling takes the Achievement in the Arts Award on behalf of her daughter, Isabel, who was poorly on the night, from Yorkshire Evening Post Editor Paul Napier.



Liam Gilbert receives the Achievement in Education Award from John Ray of OHS



Sgt Paul Daniel receives the Unsung Hero Award on behalf of the whole Yorkshire Regiment from BBC Radio Leeds presenter Liz Green, herself the winner of the inaugural Personality of the Year Award.

Festival of Remembrance at the Royal Albert Hall in a moving tribute to the families of those lost in action.

Achievement in Management and Enterprise

sponsored by Begbies Traynor

Emily Cummins

Emily Cummins, 23, of Crosshills. Emily Cummins has a string of inventions to her name, the latest of which is a sustainable fridge which is "powered" by dirty water and keeps medicines or small food items clean, dry and cool. She

has given away the design plans to townships across southern Africa to enable people to build their own.

Emily takes a keen interest in sustainable design and has created a water carrier which can be used to carry multiple loads in Africa. Her toothpaste dispenser is not only a useful aid for anyone with limited hand mobility but can also be used for a variety of products in situations where hygiene is essential.

Inspired by her grandfather, Emily began making toys in his shed when she was just four and

was fascinated by the process. Emily, who attended South Craven School before graduating with first class honours in Management and Sustainability from Leeds University, is currently working with CragRats, an education and training organisation. She has won many awards for her innovations and has just been named as one of the Top Ten Outstanding Young People in the World 2010 by Junior Chamber International.

Achievement in Sport

sponsored by Leeds United Football Club

Alistair Brownlee

Alistair Brownlee, 22, of Leeds, Alistair is one of the UK's top triathletes with a host of titles under his belt, including the 2009 World Championship.

The 2010 season has not been plain sailing for Alistair, who lives in Bramhope, as his bid to retain his 2009 World Championship title was foiled when he suffered a stress fracture to his leg in February and he collapsed with heat exhaustion at the end of the ITU Hyde Park Triathlon in July.

But his "iron man" qualities came to the fore and he took the 2010 National Championship, the 2010 French Iron Tour and the 2010 Athlone ETU Triathlon European Championship. He rounded off the season with a victory in the final round of the Triathlon ITU World Championship Series in Budapest in September.

Alistair is now concentrating on securing his place for the London 2012 Olympic Games

and is planning next year's races around that goal.

Achievement in Education

sponsored by Martin Penny and OHS

Liam Gilbert

Liam Gilbert, 22. Liam, who teaches English at Bradford Academy, was recognised for his inspirational approach to teaching.

He moved from Newcastle to Leeds in 2005 to join NEW College where he was elected as President/Governor, organising a successful prom, opening a new building and raising more than £3,000 for charities, before returning to Newcastle University where he gained a First in English literature.

Liam came to teaching via Teach First, the innovative education charity which recruits exceptional graduates to teach in challenging schools. He was placed at Bradford Academy which has twice the national average of students with special educational needs. His teaching has been rated as "outstanding" by Sheffield Hallam University.

At the Academy Liam entered a group of seven 12 and 13-year-olds into an after-school competition run by Destination ImagiNation. The team won the regional finals in Blackburn and took the national title in Birmingham before flying to the USA for the Grand Finals in Knoxville, Tennessee. They worked hard to raise money for the trip and received excellent feedback from the judges.



Triathlete Alistair Brownlee accepts the Achievement in Sport Award from Shaun Harvey of Leeds United

Unsung Hero

sponsored by Leslie Silver OBE

The Yorkshire Regiment

The Yorkshire Regiment. For the first time in the history of the Awards, the Unsung Hero Award has been made to a group of people: The Yorkshire Regiment. The Award was accepted on behalf of the regiment by Sgt Paul Daniel. Sgt Daniel was shot in the face during a firefight with the Taliban in February this year. He miraculously survived, even though the round entered through his nose and became stuck in his neck.

Other members of the Regiment include Lance Corporal Jamie Hastie, awarded the Queen's Commendation for Bravery for

saving the life of his section commander, Corporal Andy Reid, when an improvised explosive device blew up in Sangin. Cpl Reid lost both legs and an arm in the explosion but his life was saved by LCpl Hastie who treated him until medics arrived. Corporal Nikotimo Bolatagane was Mentioned in Despatches for his gallantry and courage under fire during an incident in Helmand Province. Corporal Bolatagane ignored his own wounds to continue evacuating his fellow wounded soldiers.

The Judges said: "While individual acts of bravery have been recognised, we felt that the regiment as a whole deserved recognition too."



Marco Pierre White congratulates members of the Yorkshire Regiment



Bernadette Gledhill, Fiona Movley, Deborah Goodall and Kathryn Leather



Freddie Stroud, Kimberley Kals, Rupert Stroud, Sophie Miller and Elliot Stroud



Zulfi Hussain, Michelle Heseltine, Christine and Trevor Higgins and Ron Miller



Hosts Duncan Wood and Christine Talbot of ITV Yorkshire who have both become Foundation trustees



Lady Emma Ingilby, Chris Green, Linda Pollard and Kathryn McCormick



Suzanne Rose, Tim Brear, Richard Stroud and Colour Sgt Mark Foster



Richard Smalles, Joanna Jowitt and Peter McCormick



Judy Thompson, Janet Fox, Foundation secretary Sonia Jones and John Thompson



Kathryn McCormick and Jean MacQuarrie



Deborah Goodall and Aimee Stowell

Out of hours

James Turnbull has recently been promoted and assists the Commercial Department on all matters, including Dispute Resolution.

He has particular expertise in small claims and debt recovery. James, who joined McCormicks in September 2007, was tempted to invite all the Rolling Stones for dinner but ended up settling for just two.



James Turnbull

If you weren't in the legal profession what would you be doing?

I would probably be a history lecturer and all round Indiana Jones-style archaeologist, complete with the hat and the bull whip. That way I can force people to listen to my views on history whether they like it or not! Either that or I would be a Rolling Stone.

If you could star in a Hollywood blockbuster, would you be a goodie or a baddie and why?

A baddie, who repents their sins at the end of the film and becomes the goodie. That way I can have the lavish baddie life style and still get the glamorous leading lady at the end.

If you could have dinner with five individuals, dead or alive, who would they be and why?

Mick Jagger – There can never

be another band like the Rolling Stones, and being a massive fan I want to know everything about them, and the stories behind the songs.

Keith Richards – Because you can't have one without the other!

George Orwell – One of the greatest and most disturbing minds in literature (it was a close call between Orwell and Edgar Allen Poe). He would be a fascinating man to listen to.

Harper Lee – The writer of one of the finest pieces of literature I have ever read, "To Kill a Mockingbird". I could happily sit and discuss every chapter of that book with her.

Leonardo Da Vinci – A man who was so far advanced of his time, a brilliant artist, engineer and inventor. A complex mind that I would like to explore.

What do you like about working in Yorkshire?

Everything! The people, the scenery, the vibrancy coupled with successful driven businesses and a fantastic work ethic. The work-life balance in Yorkshire from my experience cannot be beaten.

What do you like most about life at McCormicks?

Everybody here is on par with everybody else in the way that they are treated, the partners make themselves accessible to the rest of the staff, and you are given freedom to work but are safe in the knowledge that when help and guidance is needed, it will always be provided.

What is the best piece of advice you have ever been given?

If you don't have patience with others, they will not have patience with you.

What three things would you change about yourself?

I would like to be taller, speak at least two other languages and I'd like to be able to understand what my dog is thinking.

Pessimist or optimist? Why?

Optimist, because I would rather be an optimist who is sometimes wrong than a pessimist who is always right.

Our Expertise

Charities & Community

- Charities
- Not For Profit

Corporate & Commercial

- Acquisitions and Disposals
- Banking and Finance
- Commercial Agreements
- Competition
- Corporate Crime, Fraud and Risk
- IT and Data Protection
- Insolvency and Bankruptcy
- Intellectual Property
- Partnership and Company Law
- Regulatory and Disciplinary

Crime

- General Crime
- Corporate Crime, Fraud and Risk

McCormicks offers the full portfolio of legal services to all forms of organisation including businesses, charities and sporting bodies, together with private individuals. The firm offers expertise in all areas of corporate and commercial work whilst maintaining a commitment to the personal client in areas such as rural property, tax, trusts, probate, family matters and crime.

Dispute Resolution & Litigation

- Commercial Disputes
- Mediation and Arbitration
- Partner/Shareholder Disputes
- Property and Construction
- Reputation Management

Employment

- Children
- Matrimonial

Insolvency & Bankruptcy

Mediation & Arbitration

Property

- Agriculture and Estates
- Commercial Property
- Development and Regeneration
- Residential Property

Sport, Media & Entertainment

- Employment
- IT and Data Protection
- Insolvency and Bankruptcy
- Intellectual Property

- Media and Entertainment
- Mediation and Arbitration
- Regulatory and Disciplinary
- Reputation Management
- Sponsorship
- Sport

Tax, Trusts, Wills & Estates

- Agriculture & Estates
- Care of the Elderly
- Tax and Trusts Disputes
- Trust and Tax Planning
- Wills and Probate



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