

BDA BUSINESS

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ISIS launches new law firm

ISIS Law will offer clients 'boutique' legal advice

BY HELEN JARDINE
hjardine@bermudasun.bm

Not every organization is holding its breath in unstable economic times.

This week the ISIS Group announced that it has expanded its operations to include a new Bermuda law firm, ISIS Law, the company said yesterday.

ISIS Law, to be run by Bermudian lawyer Marco Montarsolo, will provide "boutique" strategic and legal advice on investment funds, structured finance, restructurings and cross-border transactions, a statement from the firm said.

Sharon Beesley, co-founder of The ISIS Group and Senior Counsel to ISIS Law, said she is "absolutely delighted" that they now have a home-grown law firm as part of ISIS Group.

"We have been bringing business to the Bermuda market for many years and I am looking forward to expanding the services we are able to offer," she said.

[Mr. Montarsolo] is a talented lawyer and a perfect

fit for the ISIS Group," Ms Beesley added.

ISIS Law will complement the other services offered by the ISIS Group, which include a placement and corporate finance business, and a fund administration business.

Mr. Montarsolo said he is looking forward to joining forces with the ISIS Group.

"We are thrilled to be establishing a niche law firm which will provide corporate clients with entrepreneurial spirit, flexibility and quality legal services," he said.

"We are looking forward to leveraging the relationships built up by the ISIS Group in the Australasian market, and also providing an alternative corporate service for both international and local clients," Mr. Montarsolo added. ■

FOR MORE information about the services offered by the new firm, contact Sharon Beesley or Marco Montarsolo at 232-9001, or by e-mailing info-law@isis.bm.



■ PHOTO SUPPLIED
GOOD ADVICE: The ISIS Group's co-founder Sharon Beesley poses with attorney Marco Montarsolo. He will be running the group's new Bermudian firm ISIS Law, which will specialize in investment funds and other financial matters.

BY RUTH MANTELL
MCT

More than 750,000 jobs have disappeared from the U.S. economy this year and workers face the prospect of plenty more layoffs to come as a continuing credit crunch and weak consumer demand hamper firms trying to maintain payrolls.

The good news is that workers can look for red flags for approaching layoffs, and knowing that a job loss is coming is a first

step to getting back on your feet, experts say. Here are five omens that may signal your position is on the line.

■ Others are losing their jobs

Even if colleagues have been let go, workers are often surprised when it's their turn to get called into the boss's office. You are not immune. If others are losing their jobs you may too, even if your boss says different.

"It's dangerous to assume that management has a crystal ball about these things. Situations can

change very rapidly," said Monica Parker, founder of LeavingTheLaw.com, which helps unhappy lawyers find new work.

■ Hiring freeze

Vanishing job postings on Internet sites can also send a layoff signal.

"You have the ability to hire, and all of a sudden your manager says 'wait,'" said Melissa Fireman, co-founder of Washington Career Services, a career management firm.

Workers should look at whether

colleagues are taking on more or less work, and whether some are being asked or told to leave.

■ Projects slow down

While there are certain critical initiatives or projects that need to go forward if a company wants to keep up production, workers should watch out when project spending slows, said Manny Avramidis, a senior vice president at American Management Association.

■ **Company is missing targets**
While some management may

be less than forthcoming about missed targets for financial performance, workers can investigate a company's health by checking out the budget.

"That will tell them a story they want to know," Avramidis said.

"(Companies) have a budget they are trying to achieve. An organization usually only has so much tolerance in how much they want to tap into reserves, like an individual tapping into a savings account." ■



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