

## Changing Geer



Welcome to our Alumni newsletter for July 2010.

As we head into a new financial year, we hope that 2010 has been a successful one for you so far.

At Herbert Geer we are delighted to announce the promotion of Tony Dooley to partner in the Telecommunications team, and also the recent appointment of two new special counsel, Mary MacLeod (Workplace and Insurance Services) and Peter Hawkes (Planning, Government, Infrastructure and Environment), and two new senior associates Louise Gehrig (Commercial Dispute Resolution) and Amy Rutherford (Projects and Construction).

Recently we have been doing a lot of work in the area of asset protection. Whether it be assets that have been created (your brand), or natural assets (the environment), we always need to plan and protect for the future. In this edition of Changing Geer we have included articles on the theme of Protecting your Assets.

We have also recently celebrated a milestone achievement for one of our partners, Richard Large, who has been with the firm for 25 years. In the article below Richard describes the difference between the firm when he joined in 1985, with only 8 partners and about 50 staff, to the Herbert Geer of today with over 50 partners and 330 staff.

We hope that you will find these of interest.



**William Fazio,**  
Managing Partner

### Richard Large celebrates 25 years with Herbert Geer



When reflecting on my 25 years with Herbert Geer, I thought it most appropriate to identify some key reasons why I am still here and briefly, how and why I arrived here in the first place! I am particularly conscious of the fact that many of the younger people now at the Firm, it is predicted by the “experts”, will experience 7 changes in jobs and 3 career changes over a period of 25 years! So, I offer this as an explanation.

[CLICK HERE](#) to find out more

### Are your competitors ‘redirecting’ potential customers away from you?



Internet search engines are the first port of call for many consumers searching for your product or researching goods and services on the Internet. As a result, it is essential that you are aware of whether your potential customers are being ‘redirected’ to a competitor through internet search engines.

[CLICK HERE](#) to find out more

### Protecting your Internet Domain

Protecting your Internet Domain websites are becoming an increasingly important business tool, with consumers often making use of the Internet for both research purposes and to purchase goods and services. It is, therefore, a critical business requirement that potential customers be able to find your website quickly. However, this often depends on third party search engines referring customers to your website following a keyword search.



[CLICK HERE](#) to find out more

### National Carbon Offset Standard

While the Federal Government announced that the development of legislation for the Carbon Pollution Reduction Scheme has been placed “on hold”, smaller but still important pieces of the climate change policy jigsaw are being put in place. This article provides details on the key aspects of the new National Carbon Offset Standard which officially “takes effect” on 1 July 2010.



[CLICK HERE](#) to find out more

## Wage Increases for Award Covered Employees

As you may be aware, Fair Work Australia's minimum wage panel recently handed down its first decision under the Fair Work Act 2009.



FWA announced that modern award minimum rates will be increased by \$26 per week (approximately 69 cents per hour). These new award rates will take effect from the first full pay period on or after 1 July 2010. FWA has published determinations for each modern award, which include the new rates of pay, on its website.

[CLICK HERE](#) to find out more

## FIRM ANNOUNCEMENTS:



**Tony Dooley**

Tony Dooley has been promoted to partner, having joined Herbert Geer in 2006. He has substantial expertise in all areas of telecommunications, acting for all types of participants in the industry, including carriers, service providers, government, and regulators.



**Mary MacLeod**

Mary MacLeod has joined the firm as a special counsel in Melbourne, having worked almost exclusively as a senior lawyer practising in the area of accident compensation law, representing WorkSafe, insurers and employers.



**Peter Hawkes**

Peter Hawkes has joined the firm as a special counsel in the Sydney office, with his principal areas of practice including major development projects, strategy and risk management.

This article was produced by Herbert Geer.  
It is intended to provide general information in summary form on legal issues.  
The contents do not constitute legal advice and should not be relied upon as such