



# TEGAN MILNE

COMMERCIAL AND SUCCESSION  
PLANNING ASSOCIATE LAWYER  
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## **Strategic Commercial Advice for Employers and Business Owners**

Tegan is an associate commercial solicitor who advises businesses on employment, pre-litigation disputes and succession matters. She works closely with large and small business employers to strategically and proactively manage workplace issues, including employee performance, disciplinary processes and dismissals.

Tegan brings extensive experience to working with her clients to resolve pre-litigation disputes by providing clear, practical guidance to minimise risk and disruption.

Tegan further integrates with business owners to understand how their business works in order to plan and implement effective succession strategies, helping ensure continuity, protect enterprise value and achieve commercially sensible outcomes. Tegan's approach is pragmatic, solutions-focused and tailored to the realities of running a business.

## **FOCUS AREAS**

### **Employment Law**

- Contract and EBA preparation and advice.
- Performance management, disciplinary process management and dismissal advice.
- Employee incentive and engagement programs.
- Workplace issues advice, including management of underpayment of wages and Superannuation reporting.

### **Commercial Law and Succession Planning**

- Succession planning for privately owned enterprises.
- Capital management including capital raising, buy-backs and cancellations.
- Corporate advice and regulatory compliance.
- Asset protection.
- Commercial contract review and advice.
- Commercial leasing and advice.
- Sale and purchase of businesses and assets.
- Leasing advice and preparation.
- Loan and security preparation and advice.

### **Pre-Litigation Disputes**

- Shareholder exits, demergers and separation advice.
- Dissolution and separation of Partnership advice.

## **NOTABLE MATTERS**

- Led a client through reporting of underpayment of employee Superannuation where the underpayment exceeds \$500,000.00 and proactively managing risk so as to successfully achieve remission of Part 7 penalty by Australian Taxation Office.
- Acted for a large business employer in performance managing employee prior to termination and subsequently to successfully defending a claim of general protection.
- Acted for a small business employer in the successful forensic audit of departing employee conduct and subsequent successful retrieval of confidential information, prior to court proceedings.
- Advised on risks associated with capital raising and facilitated capital raise on behalf of client where capital sought exceeds \$15 million.

## **PROFESSIONAL INTERESTS**

- Tegan is passionate about developing relationships with her clients based on trust, confidence and understanding to achieve their objectives.
- Tegan takes a deep interest in fostering and supporting the confidence of young law students and junior lawyers as they commence their journeys in the legal profession.

## **COMMUNITY AND RECOGNITION**

- Tegan is a casual seminar leader at La Trobe University.
- Tegan is an Industry Mentor with La Trobe University.
- Tegan is a member of the LIV.

## **IN THE MEDIA**

- National Ag Day Podcast - Succession Planning <https://afriendofmine.captivate.fm/episode/national-ag-day-with-andrea-naish-tegan-milne>
- Equity holders agreement article <https://becklegal.com.au/commercial/equity-holders-agreement/>
- Five steps to take when buying a business article <https://becklegal.com.au/commercial/5-steps-to-take-when-buying-a-business/>

