



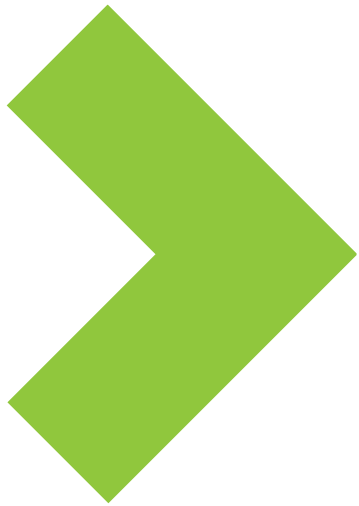
NoBorders
LAW GROUP



a way forward

Group Capability

Commercial | Employment | Migration | Property



Welcome to NoBorders Law Group

A word from the fearless CEO

From the very beginning of the NoBorders Group, my employees and I have committed ourselves on our ability to go the extra mile to ensure that, for our clients, there truly are NoBorders when we set about finding legal solutions, whether it's in the realm of my passion, migration, or property, employment or commercial law.

Despite our differences in subject matter expertise, each of our lawyers and divisional leaders shares an inherent ethos around 'NoBorders': a commitment that we'll think outside the box, go to extraordinary lengths and find savvy solutions no matter how broad, big and barricaded the solution may seem.

It is my great pleasure to introduce you to my talented team and showcase their legal know how through this document.

Together, we'll find a way forward.



Agnes Kemenes

Agnes Kemenes

NoBorders Group Founder & Director
Director of Migration Division



**“When it comes
to our services,
we have no barriers,
we have no limits,
we have NoBorders.”**

Agnes Kemenes, Founder and Director
NoBorders Law Group and GoTogether Foundation.

**An introduction to
NoBorders Law Group**

Commercial Law

Employment Law

Migration Law

Property Law

GoTogether Foundation

The NoBorders Group began as trusted experts for migration law. Since 1998, we've helped thousands of people establish a new life in Australia.

With experience as migrants ourselves, our passionate team is professional and knowledgeable, striving to be the best migration agents for anyone seeking Australian visa help. While migration is what fuelled our foundation, we've since expanded our expertise.

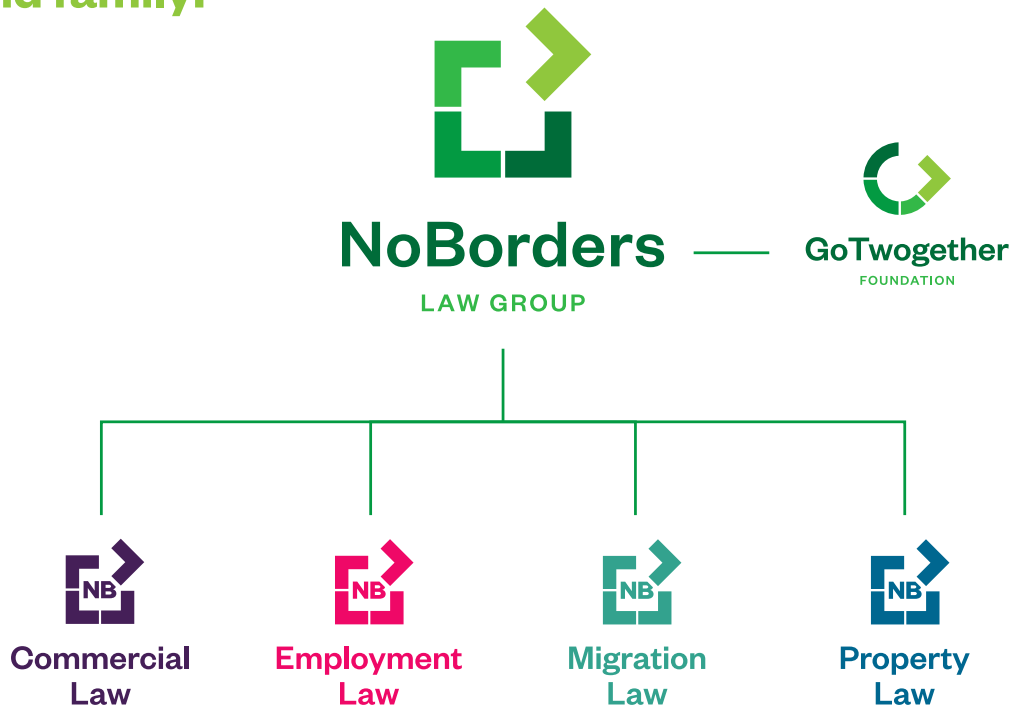
Today, our dedicated team also specialises in Employment Law, Commercial Law and Property Law under the brand of NoBorders Law Group, offering our clients a unique perspective in managing their obligations and achieving

personal and organisation goals in what is often a competitive and complicated legal framework.

We serve to untangle, to devise limitless legal solutions and to help you forge a way forward.

This document outlines the full offering of NoBorders Law Group including how our integrated services can help with your migration, business, employment and property needs.

Our brand family:



Our brand promise:

We look at our clients' situations from different perspectives, deep dive into the information and find a way to move forward. Even when a problem may seem impossible to solve, we believe there's always a way.

a way forward 

**“At NoBorders Law Group,
we build relationships with
our clients that form genuine
trust and care. We’re truly
passionate about helping
our clients achieve greater
security, stability and growth.”**

Agnes Kemenes

NoBorders Law Group Director





Commercial Law

NB Commercial Law supports commercial clients across various sectors, including retail, franchise, wholesale, distribution, and manufacturing. Our team of commercial lawyers brings extensive expertise in business law, offering specialized advice on transactions, documentation, contract management, and regulatory compliance.

Our approach involves partnering with your business, guiding you through the evolving legal landscape. Whether you're restructuring an existing business or launching a new venture, we assist with contract negotiations, business structuring, and resolving legal disputes to facilitate your business's growth.

We support businesses of all sizes at every stage of their journey. Our goal is to help you navigate the complexities of legal obligations so that you can focus on what you do best—running and expanding your business.

With a strong track record in addressing commercial challenges, our team delivers accurate and timely legal advice tailored to your needs. We're here to assist you through every phase of your business operations.

What we do

The laws and regulations that govern trade, commerce, sales and merchandising, as well as the businesses and individuals involved in those activities are naturally intertwined with many other areas of the law including property and employment.

We understand the complexities of commercial endeavours, and how important it is to have an experienced and insightful legal team ready to navigate your organisation through the requirements of operating and expanding a business.

At NB Commercial Law, we deliver fast and cost-effective legal services for commercial and business client of all sizes and industries.

“As entrepreneurs ourselves, we understand the difficulties that come with starting a business or new enterprise.”

Kayleigh Swift

Kayleigh Swift

NB Commercial Law Senior Lawyer



Our Services

› TRANSACTIONS

We negotiate, review and prepare business sale contracts, share sale contracts and asset sale agreements and facilitate your transaction through to completion.

› STRUCTURING BUSINESSES

We establish trusts and corporate entities and provide associated strategy and planning advice, enabling you to choose best structure for your business or investment objectives.

› CORPORATIONS LAW

We offer expert guidance on director's duties, corporate governance, and shareholders' rights, ensuring that you make informed decisions in these critical areas.

› DISPUTES AND LITIGATION

We manage dispute resolution, negotiation, and state and federal court proceedings.

› E-COMMERCE

From online terms and conditions to privacy laws, consumer law.

› FINANCE AND SECURITY

We advise lenders, borrowers and other parties about finance terms, regulations, guarantees, mortgages and personal property securities.

› INTELLECTUAL PROPERTY

We counsel on copyright, trademarks, trade secrets, and more to ensure comprehensive protection for your sensitive information, ideas, products and branding.

What our clients say

"The Team at NB Commercial Law are always fantastic to deal with. They go above and beyond to assist us in all business matters. We find them to be professional, knowledgeable, thorough and reliable. NB Commercial Lawyers are a pleasure to work and provide top-quality service. We can't recommend them enough. Thanks again Daniel for your top-notch legal advice!"

Melanie Taylor

NB Commercial Law Client



Employment Law

At NB Employment Law, we understand that workplace issues are rarely just legal problems; they are business-critical matters that can impact operations, culture, reputation, and growth. With over 35 years of experience in employment and workplace relations law and backed by a strong team of experienced employment lawyers, Heinz works closely with employers to deliver practical, commercially focused solutions to complex industrial and employment challenges.

He advises businesses across a broad range of matters, including industrial disputes, union negotiations, workplace agreements, termination of employment, unfair dismissal claims, defence of workplace health and safety prosecutions, and employment litigation before the Fair Work Commission and superior courts. Heinz also supports businesses undertaking organisational change, including restructuring, redundancies, outsourcing arrangements, and labour hire compliance under the Fair Work Act.

In addition, Heinz can assist draft executive employment contracts, advises on postemployment restraints, and conducts workplace investigations into bullying, harassment, misconduct, and other sensitive employee matters. He also represents employers in discrimination, human rights, and workplace health and safety proceedings across state and federal jurisdictions.

Known for his practical mindset and strategic approach, Heinz is committed to helping businesses resolve workplace issues efficiently while protecting their long-term commercial interests.

What we do

We are lawyers for employers, delivering expert legal advice and representation in employment, workplace relations and industrial relations matters.

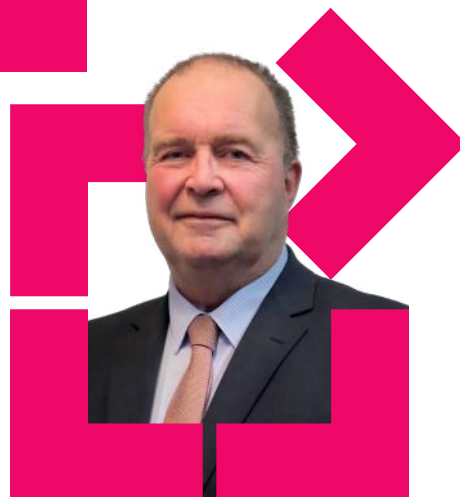
Our purpose is to help employers and business owners overcome legal obstacles through our three pillars of education, advice and problem solving, supporting you throughout the entire lifecycle of your business.

At NB Employment Law, we offer a range of services to help clients navigate through the statutory obligations, duties and responsibilities they are bound by.

“We’re proudly lawyers for employers; helping you find a way forward.”

Heinz Lepahé

Heinz Lepahé
NB Employment Law Partner



Our Services

› EMPLOYEE MANAGEMENT

Our team will develop workplace policies and procedures covering unfair dismissal, general protections and wages claims; as well as attending to misconduct and performance management, parental leave, redundancies, restructures and Award interpretation.

› WORKPLACE HEALTH AND SAFETY

We will assess your workplace health and safety policies, procedures and information, training, supervision, hazard reporting and risk management to ensure your organisation has thoroughly met all of its duties and protections for workers.

› BULLYING AND DISCRIMINATION

We will implement reasonable management action strategies for physical, verbal, social bullying or psychological abuse by an employer or a co-worker. We will develop and advise on recruitment practices, education, training and procedures that comply with discrimination laws.

› EMPLOYMENT CONTRACTS

We will develop or renew employment contracts whilst advising on modern Award implications, pay rates and wages, bonuses and commissions, offset clauses, confidential information, standards, special conditions of employment, and restraints of trade.

› ENTERPRISE AGREEMENTS

Our skilled team can help your business draft single-enterprise, multi-enterprise, and greenfields agreements. This includes preparing essential statutory documents, negotiating with trade unions, and arbitration in the Fair Work Commission.

› UNFAIR DISMISSAL CLAIMS

Unfair Dismissal, General Protections claims and complaints and grievances are on the rise. Our vast experience in this space means we give options to mitigate liability and risk and achieve successful results for clients.

› WORKERS COMPENSATION

Our team is ready, willing, and able to assist in all aspects of workers' compensation issues. We have diverse experience in Workers' Compensation matters in advising and defending matters through the insurer and on appeal through our litigation team and investigation partners. Similarly, we are adept at managing injured workers and providing critical advice to protect our clients and mitigate risk.

› PEOPLE MANAGEMENT TRAINING

Our focus on education to upskill leaders and managers with people management is a training opportunity. We bring a unique perspective using anecdotes, case studies and role play for interactive facilitation.

What our clients say

"The employment law team at NoBorders Law Group have provided our company with very timely and excellent legal services and advice. They exceeded our expectations and are different from other law firms. They truly listen to your needs and are always willing to help with any questions we might have and most importantly produce results. A law firm that really knows how to traverse the myriad of legal obstacles, they are highly recommended."

Michelle Carter

Human Resources Manager, Nauru Airlines



Migration Law

At NoBorders Group, we're migrants and we've been in your shoes. I understand precisely how challenging and all-encompassing the migration process can be. I first migrated to Australia from Budapest, Hungary in 1987 with my then husband and my child. Although I spoke German, Spanish and Hungarian, I couldn't speak a word of English. It was a whole new world and at times I found myself feeling incredibly intimidated by this beautiful new country I now called home.

My husband was an alcoholic and I was forced to leave him. From there, I started my life as a single mother working as a cleaner to stay afloat. Despite it all, I always felt a desire to achieve, and when I thought of my journey so far, I knew that there was a space where I could use my experience to help others. I decided to do a migration course and although I failed three times, I've never been one to give up. On the fourth time I passed with a distinction.

I registered my practice and enrolled into law to further add benefit to my clients. At 40 years old, as a single mother, I became a lawyer, started NoBorders and never looked back. From a one-person operation, my passion project grew to a thriving company filled with tenacious people who have experiences just like mine.

With skilled team members from countries all over the world, we know exactly what it's like to go through migration and live as a migrant in this country. That's why we're so dedicated to supporting you through the visa process, bringing awareness and empathy to the emotional strain that can often go along with making such a big life change.

What we do

While the Australian visa system works under a non-discriminatory framework and is open to anyone who meets the criteria as set out in Australian law, its not necessarily a seamless system.

Migration law isn't just about filling out the right paperwork for our client. It's a complex, ever-changing area under Commonwealth law. What is correct one year, might be completely different in next year's migration landscape, particularly since COVID.

At NB Migration Law, we offer a range of services to cover the complex requirements our clients have within the migration landscape. With a wealth of experience, we can provide the necessary expertise to help you navigate the difficult visa application processes.

“We've been in your shoes and know what it's like to go through the migration process.”

Agnes Kemenes

Agnes Kemenes
NB Migration Law Director



Our Services

› VISA APPLICATION

We'll establish your eligibility for an Australian visa before handling every aspect of your application, providing clear guidance and examples of how to lodge a successful application. You'll have regular consults (in person or virtual) with our dedicated team through each stage; and we'll handle the direct liaison with the Department of Immigration on your behalf.

› CITIZENSHIP APPLICATION

Comparable to the Full Visa Application service, our team will see you through the citizenship application process every step of the way. To qualify to apply for citizenship by grant, you must be an Australian permanent resident, meet several different criteria and score 75pc or more on the 20 question Australian citizenship test. We'll work towards your goals.

› SKILLS ASSESSMENT

Skills assessment is an important part of the visa process for those seeking the General Skilled Migration (GSM) visa, Employer Sponsored visa, Temporary Skill Shortage visa (TSS) or the Temporary Graduate visa (subclass 485). Our migration agents will help manage and explain every step of the assessment process to you.

› APPLICATION REVIEW

If you think you're on the right track with your visa, but would like some professional advice, our application review service is for you. Our expert team will review your application, and provide a report of what needs to be amended, plus a final review before the application is submitted.

› ADMINISTRATIVE APPEALS

Having a refusal on your migration application can be an incredibly disheartening and distressing situation. Our team will review your case, and provide guidance and representation moving forward should you wish to appeal the decision with the Administrative Review Tribunal.

› PAID LEGAL CONSULTATION

If you're unsure how to navigate your migration concerns, a paid legal consultation is your first step. We offer a one-hour consultation with one of our skilled migration agents who can review your case and provide legal advice.

› FEDERAL COURT REVIEW

Rulings made under the Migration Act 1958 can be reviewed by the Federal Circuit Court of Australia. Our skilled team at NoBorders are equipped to provide quality advice and representation in cases adjudicated upon by the Federal Court of Australia.

What our clients say

"I approached NoBorders Law Group to get some advice at a time when I thought my visa situation was fairly hopeless. I had made some silly mistakes on the application for extending my current visa and actually ended up almost having to leave Australia with a ban of not being able to return for a number of years. Luckily I was teamed with the powerhouse of Agnes and Amanda.

Working with these two ladies was the way I was able to stay in Australia and establish a visa with my partner. As this was a high stress situation both Agnes and Amanda were very understanding whenever it came time to discuss or search for

more evidence within my case. Anything we were not sure on they were able to clarify and give us examples of the sorts of information they required.

I am now working in my dream job in one of the best countries in the world. My partner and I have no hesitations recommending NoBorders, Agnes and Amanda to any other couples with visa questions or concerns. They were a lifesaver for us when we thought we had almost no hope. Thank you Agnes and Amanda and good luck for all your future cases."

Richard and Katie



Property Law

Our clients almost universally come to us on a referral basis. It's all word of mouth.

This speaks to the level of service and professionalism we have to offer at NB Property Law, where I have been practicing for over eight years in the property and estate planning law team.

Before working with NB Property Law, I worked in the commercial property team at a small law firm and the property department of a local council. This experience has been invaluable, putting me in a unique position to advise clients on the traps and pitfalls associated with property development and investment, whilst providing holistic legal advice to assist clients in developing and growing their property portfolio.

Whether it is drafting a retail lease, the sale of a commercial office block or assisting with estate administration matters, NB Property Law endeavours to negotiate on your behalf throughout the transaction, and recognise an issue before it becomes a problem, ensuring your investment is secured and appropriately handled.

What we do

At NB Property Law, we are extremely experienced in both basic and complex property law and estate planning matters.

We provide effective and comprehensive legal advice to our clients, giving them the confidence they need to enter a safe property transaction.

NB Property Law offers specialised advice for commercial and retail leasing, off the plan transactions, residential and commercial sales, and purchases, estate planning and administration matters and any other property and estate planning law matter.

“Our property and estate planning law team offers practical advice and a

Kayleigh Swift

Kayleigh Swift
NB Property Law Director



Our Services

› COMMERCIAL & RETAIL LEASES

We can assist landlords and tenants negotiate, bargain and prepare lease documentation that protects their rights and ensure understanding of legal obligations – preventing any future surprises.

› COMMERCIAL PROPERTY PURCHASES AND SALES

NB Property Law can assist with purchases or sales of commercial property by undertaking the legal due diligence, reviewing relevant service contracts and leases, drafting the contract and clauses, correspondence with key stakeholders, obtaining and distributing searches and attending to the settlement of the contract

› ESTATE PLANNING & ADMINISTRATION- WILLS, POWER OF ATTORNEYS AND TESTAMENTARY TRUSTS

Advising and developing simple wills through to complex estate plans, we work with you, executors and beneficiaries to ensure your wishes are carried out.

› BODY CORPORATE MATTERS

Amending community title schemes and by-laws; advising on the use or development of land; advising on enforcement, creation or amendment of the community management statement.

› RESIDENTIAL PROPERTY SALES AND PURCHASES

Drafting clauses, correspondence with key stakeholders, obtaining and distributing searches and attending to the settlement of the contract. Buying a property is likely for most people to be one of the biggest purchases you make and a valuable asset.

› COMPULSORY ACQUISITIONS OF LAND BY THE GOVERNMENT

Negotiating with the relevant local authority, liaising with valuers for compensation, facilitating dispute resolution and organising applications to the Land Court for hearing.



What our clients say

“We would like to express our sincere thanks to Kayleigh and the team at NB Property Law for assisting our business with several matters, involving commercial leases we have across Australia. The commercial leases are for a significant amount of money and time so we knew we needed a trusted property lawyer for the matter to protect our interests. It is a service that a few years ago that we would probably not have considered, but would now feel very vulnerable without. Kayleigh is a true professional and always ensured that we were kept updated regarding the progress of the matter. We would not hesitate to recommend Kayleigh and NB Property Law for any property matters.”

Tony McKewin
Managing Director, Volt Edge



Introducing our charity, the Gotwogether Foundation

Gotwogether for the benefit of humanity

Our charity was established as a not-for-profit organisation in January 2022 in order to allow NoBorders to extend our purpose beyond the business.

It's our way, as the migrants of today, to help the migrants of tomorrow with the many challenges that arise when migrating.

It also allows us to provide emergency medical services to the people of the Yasawa Islands of Fiji where public healthcare is quite basic and inefficient. Most people have to travel hours for treatment and endure long waits for assistance because of understaffing. This especially affects Fijians living in the least developed areas like the Yasawa Islands.



Brisbane
Sydney

Melbourne
Adelaide

Gold Coast
Cairns

a way forward

**Contact us for
a consultation**

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