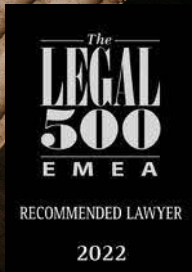




# PAVEL, MARGARIT & ASSOCIATES

ATTORNEYS AT LAW



CHALLENGE, INNOVATION, KNOWLEDGE



# PAVEL, MARGARIT & ASSOCIATES

ATTORNEYS AT LAW

## ABOUT US

### WHO WE ARE

- We are specialized business lawyers committed to deliver excellence
- We are young and ambitious professionals eager to make a difference

### WHAT WE DO

- We serve our clients' business interests worldwide
- We engage in challenging legal issues in diversified industries
- We provide high-end legal services on a vast range of complex projects

### HOW WE DO IT

- We understand our clients' needs and industries and the dynamics of the legal field
- We identify problems and propose viable legal solutions
- We combine thorough knowledge with a business oriented approach
- We use experienced professionals and are passionate about recruiting talent
- We build solid and long-term relationships with our clients and colleagues
- We have positive interactions in a team and with clients

### WHY WE DO IT

- We are passionate about the legal profession
- We are enthusiastic about meaningful work and interesting projects
- We want to achieve challenging goals and successful results
- We are motivated by generous compensations
- We enjoy working and learning alongside exceptional people



## PRACTICE AREAS

### **CORPORATE & COMMERCIAL**

The Corporate, Commercial and M&A department is a key practice area within the law firm and is characterized by its international reach and the multidisciplinary approach that our team takes on all projects. Almost all of our projects are cross-border, working with Magic Circle firms and other leading firms from all over the world.

We have experience in all stages of the acquisition process, starting with sale-purchase agreements, due-diligence reports, mortgage agreements to business transfers, mergers or divisions with private, state owned or companies in insolvency proceedings, joint ventures, just to mention a few.

We reach to our clients by offering our legal know-how, competency and reliability throughout the process of adopting and implementing the most effective solutions and sophisticated strategies, with the sole purpose of protecting their interests. Furthermore, we believe that each customer should receive tailored services, in a timely manner.

### **OUR SERVICES:**

- Incorporation and Corporate Restructuring;
- Shareholders' Agreement (SHA);
- Corporate Governance;
- Shareholders Dispute Resolution;
- Mortgage Agreements;
- Cross-border Transactions and Commercial Contracts;
- Potential Liability for Corporate Executives;
- Foreign Investment Contract Negotiation;
- Day-to-day Consultancy;
- Due Diligence;
- Private Equity;
- Divestitures and Spin-Offs;
- Joint Ventures;
- Memoranda;
- Private or Public Mergers & Acquisitions;

### **BANKING & FINANCE**

The law firm assists companies with financing matters, frequently acting alongside major international law firms in cross-border transactions, providing high standard expertise from project financing, acquisition, debt restructuring, refinancing, acquisition of distressed assets and NPL portfolios, equity transactions, intra-group financing, club loans, security packages including mortgages, warranties, due diligence, to structuring of the entire transaction. The firm assists Clients with negotiations, structuring and documenting of financing agreements, including structured finance, asset-based financing, corporate finance, real estate-secured loans, to name a few.

What distinguishes our practice from others is our close working relationship we have established with our clients, in sense of knowing our clients by understanding how they underwrite, document and manage their business and as a result, we deliver proper legal advice regarding any possible investment made, or any subject in the area of business finance.

### **OUR SERVICES**

- Acquisition Finance;
- Real Estate Finance;
- Alternative Sources of Debt Funding;
- Commercial Lending;
- Regulated Lending;
- Leasing;
- Regulatory;
- Contract Negotiation;
- Deal Structure
- Non-Performing Loan Restructuring (NPLs)
- Collateral Guarantees Negotiation;
- Sale and Leaseback Transactions;
- Prepayment Transactions;
- Litigation and arbitration claims
- Debt Assignment

## REAL ESTATE AND CONSTRUCTION

Pavel, Margarit and Associates is a Romanian law firm with over 15 years of experience in the Real Estate and Construction practice, assisting with domestic and cross-border property transactions, real estate financing, construction projects, in a vast array of industry sectors. Our experience encompasses various types of real estate projects in all stages of development, such as residential and commercial buildings, multifamily housing, shopping centers, industrial buildings, mountain resorts and so on.

Our Real Estate specialized lawyers offer clients tailored solutions covering the entire life cycle of the real estate project, from due diligence, negotiating and drafting transaction documents, project finance to exit strategies or day-to-day project management.

We offer legal advice on any related acquisition, leasing or financing transaction, legal regulatory advice with real estate compliance and financing related issues such as secured lending transactions (negotiating and drafting the lease documentation), advice on bankruptcy strategies in all stages of the process, secured lending, portfolio loan acquisitions, mortgage securities, to name a few.

### OUR SERVICES

- Real Estate Finance
- Acquisition/Sale of Lands
- Acquisition/Sale & Development of Residential/Office/Commercial buildings
- Acquisition/Sale & Development of Retail & Shopping centers
- Acquisition/Sale & Development of Industrial parks
- Permitting matters
- Regulatory
- Construction management and project administration
- Due Diligence
- Commercial Transactions
- Joint ventures and shareholder agreements
- Sale and purchase agreements
- FIDIC contracts
- Leases

## DISPUTE RESOLUTION

With over 15 years of experience, our Dispute Resolution department is well-versed in handling complex commercial cases, being also specialized in high-value administrative and fiscal disputes and VAT refunds.

We assisted and advised companies (both local and international) and individuals in cases covering commercial, civil, intellectual property, labor, administrative and fiscal disputes, matters pertaining to commercial agreements, insurance, construction and real estate, competition, antitrust and unfair competition and public acquisitions. We represented Clients spanning from amicable dispute settlements to all levels of courts, from the lower court to the Supreme Court.

Acting on behalf of a variety of Clients, our main objective is to measurably minimize the litigation risks for our Clients. However disputes cannot sometimes be avoided, and then is where litigation is rather more advisable in order to secure a strategic advantage, and that is exactly where we are excelling.

### OUR SERVICES

- Corporate Disputes
- Commercial and Civil Disputes
- Debt Recovery
- Alternative Disputes Resolutions
- Administrative Disputes
- Fiscal Disputes
- Real Estate Disputes
- Professional Liability Litigation
- Labor law & Employment Disputes
- Intellectual Property Disputes
- Competition Disputes
- Enforcement
- Recognition and Enforcement of Foreign Judgments
- Family law Disputes

## INSOLVENCY RESTRUCTURING & BANKRUPTCY

Our department provides legal services at the highest standards, having expertise in advising companies in the insolvency and restructuring procedures, companies in financial distress or bankruptcy, inasmuch as with the pre-insolvency procedures.

We offer high-end legal services in Restructuring & Insolvency, providing multifaceted advice and assistance in complex insolvency cases to secured and unsecured creditors, debtors, lessors, creditors' committees, equity holders, trustees, prospective acquirers of businesses or assets. Furthermore, we represent nearly every sector of the economy, including manufacturing, real estate and construction, retail, transportation, utilities, pharma, travel, chemical, or energy.

Our team of professionals has a first-class track record in terms of handling complex, large-scale insolvencies and restructuring mandates on behalf of debtors, creditors and investors, whilst also having strong expertise in advising on directors' liabilities issue.

### OUR SERVICES

- Restructuring
- Insolvency (Observation, Reorganization & Bankruptcy)
- Liquidation
- Debt Selling & Debt Collection
- Debt Recovery
- Non Performing Loan Restructuring (NPLs)
- Structured finance
- Collateral Guarantees Negotiation
- Auctions
- Potential Liability for Corporate Executives (allegations of negligence or fraud)



## **ENERGY AND NATURAL RESOURCES**

We pride ourselves on being the law firm in the top choice of clients for the Energy and Natural Resources practice area, advising global key clients, both local and international, on legal matters from regulatory to project finance on mining, green energy and electricity sectors.

Our law firm has a strong background in providing custom legal advice, through establishing close working relationships with our clients, in sense of knowing them by understanding how they underwrite, document and manage their business.

We advise clients activating in Natural Resources - Mining Sector with legal aspects concerning: regulatory in relation to permits/licenses/authorizations, transfer of mining licenses, major financings, corporate/M&A projects, various types of contracts used in natural resources procurement, sale and purchase of ore concentrates (copper, zinc, gold, etc.), development work, environmental law and so on. Also, we successfully represent in complex litigation cases global key players in the Mining Sector.

## **OUR SERVICES**

- Regulatory Compliance
- Consultation on Primary and Secondary Legislation
- Project Finance
- Cross-border Transactions
- Joint Ventures
- Structuring & Negotiation of Agreements
- Specific Due Diligence
- Regulatory advice on Permits/Licenses/ Authorizations in Natural Resources - Mining Sector
- Regulatory advice on Electricity Services (setting up, generation, transmission and distribution)
- Legal advice on Renewable Energy Projects (development & operation)
- Regulatory advice on Permits/Licenses in Renewable Energy Sector

## **INTELLECTUAL PROPERTY**

Our team of specialized lawyers has acquired extensive expertise in advising clients coming from different industries and sectors, on a wide array of issues involving Intellectual Property.

We work closely with our clients to determine the best strategy to capitalize on all of their IP matters, from patent to trademark portfolio management and strategy, protecting their vision, maintaining their brand identity and struggling against counterfeiting and undignified initiatives, proper to disloyal competition.

We offer full legal assistance and advise with regard to trademarks and design registrations, from registration, oppositions and appeals in front of OSIM (Romanian State Office for Inventions and Trademarks). We also advise clients on matters concerning copyright, trademark and patent infringement, counterfeiting, illegal use of trademarks, protection against public figure defamation.

## **OUR SERVICES**

- Trademarks
- Models & Designs
- Copyrights
- Patents
- Litigation (Cancellation/ Infringement/ Compensation)
- Counterfeiting
- Defamation
- Plagiarism
- Due diligence

## **EMPLOYMENT AND LABOUR LAW**

Our team of highly effective and very skilled attorneys is able to understand our clients' objectives and craft proper legal solutions complimenting their operating HR strategies.

We offer tailored legal services adapted to every clients' industry by recommending and drafting policies and procedures to be implemented with an impact on effective organizational management and in perfect agreement with the employment and labour law in force.

We provide assistance in all employment related legal issues that might arise in an organization: individual and collective agreements legal advice, labour regulations and requirements, organizational restructuring, termination of employment or general employment matters, assistance and legal representation during the controls performed by labour authorities and litigation, to mention a few.

### **OUR SERVICES**

- Individual Employment Agreements
- Confidentiality and Non- Competition Agreements
- Internal Regulations
- Workplace Policies and Procedures
- Disciplinary Proceedings
- Dismissal procedures
- Collective Labour Agreements
- Collective Bargaining
- Layoff and Reduction
- Assistance in case of Labour Authorities Controls
- Assistance in case of Strikes
- Assistance in case of Work Accidents
- Harassment Investigations
- Labour Conflicts
- Compliance
- Due Diligence
- Expatriates Employment
- Pre-litigation Negotiation
- Employment Dispute Resolution

---

## **CRIMINAL LAW & WHITE COLLAR CRIME**

Our specialized lawyers in criminal law, with an experience of over 30 years, offer effective legal assistance and representation to natural persons, corporations and public authorities on any specific aspect of the practice, from criminal investigation activities in front of the police/prosecutor, proper settlement of a criminal case, to complex trial cases, before lower courts to the highest legal forums, including the specialized divisions - National Anti-corruption Directorate and Directorate for Investigating Organised Crime and Terrorism.

Our law firm provides legal advice and representation on various criminal law matters such as: financial fraud, money laundering, corruption, abuse of power and negligence in official positions, criminal breaches of confidentiality, white-collar crime, intellectual and industrial property criminal infringements, to name a few.

### **OUR SERVICES**

- Financial Fraud
- Money laundering
- Corruption
- Abuse of power & Negligence in official positions
- Criminal breaches of confidentiality
- Intellectual & industrial property criminal infringements

# INTERNATIONAL RANKINGS & AWARDS



## **PAVEL MARGARIT AND ASSOCIATES RANKED BY LEGAL 500, BASED IN LONDON, UK**

Pavel Margarit and Associates one of the top law firms in Romania was ranked on the 3rd place in Romania on the Restructuring & Insolvency area and on the 4th place on Real Estate and Construction in 2022, according to the rankings made by the most prestigious legal publication in the world, Legal 500, based in London, UK.

2022 is the 6th consecutive year, when our law firm has positioned itself in the top of the best law firms in Romania, according to Legal 500, UK.

## **PAVEL MARGARIT AND ASSOCIATES RANKED BY IFLR1000, BASED IN LONDON, UK**



For the 6th consecutive year, Pavel Margarit & Associates Romanian Law Firm has positioned itself in the top of the best law firms in Romania, according to IFLR1000 (International Financial Law Review), one of the most prestigious law firms guide around the world that ranks law firms with plenty of expertise in the Financial and Corporate areas of practice.

The law firm has been ranked in Tier 5 within the Banking and finance practice area.

At the same time, IFLR1000 recognized the results obtained by Pavel, Margarit and Associates Romanian Law Firm within the Restructuring and Insolvency and Real Estate and Construction.

2022 is the fifth year in a row that the famous publication recognizes the results obtained by the lawyers from Pavel, Margarit & Associates Romanian Law Firm.

IFLR 1000 ranked Radu Pavel, the Managing Partner of Pavel Margarit & Associates Romanian Law Firm, as highly regarded lawyer for his expertise in Real estate, Restructuring and insolvency and Banking practice area.



### **PAVEL MARGARIT AND ASSOCIATES RANKED BY GLOBAL LAW EXPERTS, BASED IN LONDON, UK.**

Pavel, Margarit and Associates is among the few Romanian law firms recommended by Global Law Experts in UK, London for the Dispute Resolution area of practice.

Attorney at law, Radu Catalin Pavel, Managing Partner of the Law Firm is recommended for Romania on Dispute Resolution.



### **PAVEL MARGARIT AND ASSOCIATES RANKED BY LEGAL MAGAZIN**

Pavel, Margarit and Associates Romanian Law Firm is one of the best law firms in Romania in Insolvency and Restructuring practice area and Intellectual Property practice area, according to Legal Magazin 2018th edition.

Pavel, Margarit and Associates received in 2018 the Award for Excellence in Restructuring and Insolvency from Legal Magazin review and has been designated one of the most important Romanian law firms in the field of Insolvency and Restructuring. This award is usually conferred to Romanian law firms that have achieved the best results in this practice area in previous years.

Also, in 2018, Pavel, Margarit and Associates Romanian Law Firm received the Award for Excellence in Trade Marks protection, within the Intellectual Property Gala, organized by Legal Magazin review. This distinction is offered to law firms that have recently achieved outstanding results in Intellectual property practice area.

# CLIENT REFERENCES

- *"Pavel, Margarit & Associates Romanian Law Firm impresses with its flexibility and quick access to staff and partners at all times. With over 16 years experience in the market, the very helpful and accessible Managing Partner Radu Pavel is the main contact. Areas of expertise include refinancings, distressed asset sales, pre-insolvency procedures and related litigations and debt recovery actions. The Romanian Law firm represents creditors and debtors, and has been particularly active in the manufacturing, natural resources, and real estate and construction sectors."*
- *"We value the practice for flexibility and quick access to staff and partners at all times."*
- *"We find the Senior Partner Radu Pavel very helpful and accessible."*  
(Source: Legal500 2022, Restructuring and insolvency)
- *"Pavel, Margarit & Associates Romanian Law Firm is noted for its great experience in real estate and construction. The Romanian Law firm regularly assists on corporate structures including joint ventures between land owners and developers, as well as asset and portfolio acquisitions. This experience encompasses a wide range of asset classes including mining and natural resources, retail, residential, industrial and hospitality."*
- *"Pavel, Margarit and Associates team of lawyers has great experience in real estate and construction practice and they are valued on the Romanian market for their promptness, great attention to detail and making the matter at hand genuinely understandable for the client."*
- *"Radu Pavel, the managing partner, is a very attentive, timely and an experienced real estate lawyer."*  
(Source: Legal500 2022, Real Estate and Construction)
- *"I liked the progressive attitude and spirit, the team has a proactive approach to solving the client's problems."*
- *"Knowledgeable, attention to detail, proactive, problem-solvers, excellent service."*
- *"We knew that we could rely on Mr. Radu Pavel and his team of specialised lawyers at any time, understanding the needs and challenges of the industry."*
- *"They deliver a full range of services and helped us identify and manage legal risk."*

## **FOR THE M&A PRACTICE AREA, THE ASSESSMENT FROM IFLR 1000 GUIDE INCLUDES:**

- *"Excellent service, attention to detail, proactive, knowledgeable."*
- *"I can use three words to describe them: dedication, credibility and perseverance."*
- *"Promptness, professionalism, attention to detail and the needs of my company."*

## **ON PROJECT DEVELOPMENT, INFRASTRUCTURE AND TRANSPORT DOMAIN, THE CLIENTS' TESTIMONIALS INCLUDE:**

- *"Very well attuned to local issues that we were facing. Very engaged with the team that travelled to Romania and worked many hours daily with that team. Gave sound advice in attempting to move the project forward."*
- *"Fast reaction – good communication."*  
(Source: IFLR 1000 2022)



## MESSAGE FROM THE MANAGING PARTNER

*“Our values are what define us as an entity, both on a personal and professional level.*

*We want to lead a firm that is providing an excellent level of services to our clients. To achieve this value we want to listen, be accessible and highly responsive to our clients, when providing over expectations legal services.*

*We want to become a firm that is successful and commercially viable. To achieve this value we will offer clients both litigation and consultancy work.*

*We want the ethos of the firm to be open and transparent. To achieve this value we will want everybody to act in an open and transparent way.*

*We want our work to be meaningful and done in a supportive and positive culture. To achieve this value we want the work we do for clients to be interesting.*

*We want everybody to have fun while working for success. To achieve this value we want to be able to make sure that there are times at work when the pressure is off.*

*This is what defines our law firm and myself as the managing partner of Pavel Margarit and Associates.”*

**PhDc. Radu Pavel**

Managing Partner at Pavel, Margarit and Associates



## CONTACT

We would like to thank you for your appreciation and to invite you to get to know us in order to identify together the most efficient solutions adapted to daily legal consultancy and to solving causes that affect your interests.

### **Contact details:**

ARA Business Center  
6C Parintele Galeriu Street, 1st Floor  
2nd District, Bucharest, Romania

**Phone:** +40 213 111 616

**Fax:** +40 213 111 919

**Email:** [office@avocatpavel.ro](mailto:office@avocatpavel.ro)

**Web:** [www.avocatpavel.ro](http://www.avocatpavel.ro)



**PAVEL, MARGARIT & ASSOCIATES**

ATTORNEYS AT LAW

Ara Business Center  
6C Parintele Galeriu Street  
First floor, 2<sup>nd</sup> District, Bucharest  
Phone: +40 213 111 616  
Fax: +40 213 111 919