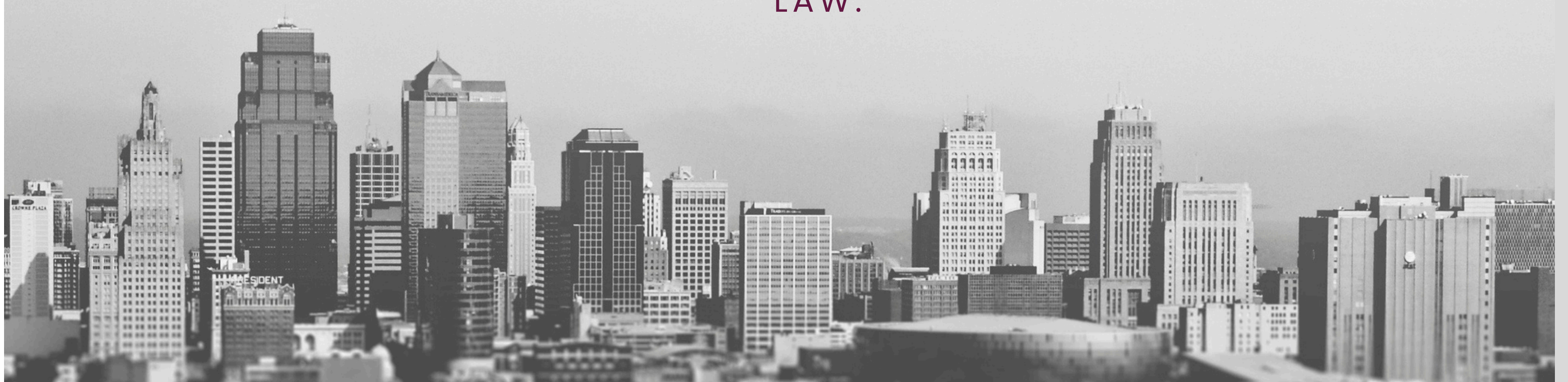




VLASIN & ASSOCIATES

THINKING BUSINESS, PRACTICING
LAW.



INTRODUCING OUR LAW FIRM

VLASIN & ASSOCIATES is a redefining boutique law firm for the changing legal-marketplace in Romania, providing niche legal services with a resolute focus on business law matters. Our mission is to contribute to our clients efforts to develop and strengthen their businesses and, generally, to promote a mature, dynamic and honest business environment in Romania.

After several years spent by our lawyers in leading international law firms, **VLASIN & ASSOCIATES** has been created to assist clients with overcoming the complexities of the corporate life-cycle, re-inventing the way in which sophisticated and value-driven advice is provided.

We achieve this through practical and innovative legal solutions that help our clients succeed. The success of our clients has been our own success and will remain the priority. In this way we have built trusted relationships with an array of clients, from international and local companies from various industry sectors to private clients.

The firm focuses on sectors which it has particular experience in and for that reason provides the most efficient business solutions for the clients' interests.

If you are asking yourself what differentiates us from other law firms, the answer is: we are innovative, dedicated, forward thinking, creative problem solvers and trusted advisors.



www.vlslaw.ro

Vlasin & Associates is proud to be a founding member of **PEERS**, a new CEE/SEE law firm set to launch at the end of this spring. As part of this transformation, our firm will become **PEERS Romania**, strengthening our ability to provide top-tier legal services across the region. Through **PEERS**, our clients will gain seamless access to high-quality legal expertise in key jurisdictions such as Hungary, the Czech Republic, and Slovakia, where our partner offices are located.



Beyond PEERS, we are also members of the **Legal Cooperation Alliance**, an international network of law firms dedicated to delivering cross-border legal solutions. This strategic collaboration allows us to support our clients in navigating complex legal landscapes with confidence and efficiency.



OUR VALUES

KNOWLEDGE AND EXPERIENCE

We pride ourselves on the deep sector and service knowledge we have as a firm. We provide our clients access to highly experienced and specialist legal practitioners.

TRUST AND EMPATHY

We build strong, broad and sustainable relationships with our clients. We put ourselves in our clients' shoes and are focused on delivering the best possible solutions for them both from a legal and business perspective.

LEADERSHIP AND INNOVATION

We look to innovate and lead in the market. We understand how markets are changing and what clients are looking for from their legal advisors, tuning in to the big strategic challenges that our clients face.

QUALITY AND INNOVATION

We exceed standards and expectations in everything we do. We deliver great client service and strive to deliver the highest quality advice and support to our clients.



www.vlslaw.ro



OUR BUSINESS SECTORS



www.vlslaw.ro





REAL ESTATE & CONSTRUCTION

Having understood that one of the major business engines currently driving the Romanian market is real estate, we have a specialized Real Estate team dedicating 100% of their time to our clients' real estate projects.

VLASIN & ASSOCIATES provides legal assistance to local and foreign companies in a broad range of real estate projects – office buildings, residential complexes, industrial buildings, restitution of real estate properties – by undertaking due-diligence appraisals, negotiating, preparing and reviewing the closing documents: sale agreements, project financing, lease and service, joint-venture agreements.

We have an active practice in representing clients during development of real estate projects including assistance in relation to town and county planning rules and building permits, construction, engineering and environmental matters as well as in drafting various agreements related to the development of real estate projects, such as: prime contractor agreements, lease agreements and project management agreements. **VLASIN & ASSOCIATES** also provides legal assistance to clients, natural or legal persons, in connection with the drafting of the necessary documents for the registration in the integrated cadastral and land book system, but also in connection with the registration, correction and deregistration of the land book registered rights, as well as legal assistance and representation in the specific ways of appeal.

We pride ourselves in shaping the best transaction to serve the clients' interests.



www.vlslaw.ro





CONTRACTS, CORPORATE &

COMMERCIAL LAW



Our corporate practice is at the core of the firm. The partners have extensive experience of domestic and international transactions and through their time working for large international law firms, they have obtained comprehensive and practical experience in running both small and large corporate transactions.

VLASIN & ASSOCIATES provides a full corporate service including legal assistance during the incorporation process, drafting of corporate documents, such as articles of incorporation, addenda thereto and resolutions of the relevant management bodies, assisting the company's shareholders and management during the relevant corporate meetings and implementing the corporate strategies.

Our corporate lawyers have the necessary business acumen to assist. We not only advise on the law itself but take a more comprehensive, practical and forward looking approach.



● ● ● EMPLOYMENT & IMMIGRATION



Employment is one of our main practice areas in which we have acquired extensive experience, covering the full spectrum of mandates, both consultancy and litigation employment matters. We have significant experience in a range of contentious and non-contentious employment law matters including representing companies in connection with employee hiring, structuring termination arrangements and incentive packages including options, bonus plans, and other forms of compensation). We advise clients on all aspects of employment law, including discrimination, TUPE, redundancy.

Our assistance includes drafting documents including employment agreements and addenda thereto, settlement agreements, dismissal decisions, company internal regulation and other policies, restrictive covenants, secondment agreements.

www.vslaw.ro

We also assist our clients in:

- performing due-diligence appraisals on employment law matters in mergers and acquisition projects;
- negotiating, drafting and registering the employment agreements with competent authorities;
- pre-litigation negotiation and litigation in connection with labour law disputes with regard to the implementation, amendment and termination of employment agreements, contractual and/or contraventional liability
- pertaining to labour law;
- preparation of relevant documentation and assistance in the procedure of corporate restructuring and in lay-off procedures;
- assisting clients in negotiating collective bargaining agreements;
- representing clients in conflicts regarding discrimination and harassment, before the labour law courts, the administrative-jurisdictional authorities;
- representing clients in discrimination disputes in front of the National Council for Fighting against Discrimination and in litigations in connection with the termination of employment agreements.





PUBLIC PROCUREMENT



Whether acting for private investors or public bodies, we know the risks and hurdles that come with the procurement process.

Our firm successfully represents clients before the National Council for Solving Claims (C.N.S.C.) and the competent Law Courts in challenges raised in different public procurement procedures.

Clients trust us as a full-service provider through all stages of a public procurement project. We deploy our expertise, vast market experience and combined advisory-litigation skills to support contracting authorities and economic operators during the entire project.





LITIGATION & ARBITRATION

... We have represented clients at all levels of the local judicial system, from the lower courts to the High Court of Justice, as well as in special proceedings in the Constitutional Court and in courts of arbitration.

Based on this experience, our litigators help to establish a litigation strategy from the outset of each matter, seek to develop creative solutions, and advise on the best course of action with a view to assisting clients in achieving their business goals.

We have a strong record of achieving successful outcomes for our clients and the resources to handle litigation cases of all types.





OTHER AREAS



We are collaborating with Tax, Banking&Finance, Intellectual Property, Criminal Law professionals to provide a full wide of services to our Clients, such as:

Tax : business tax structuring, VAT and excise duties, M&A due diligence and structuring, tax planning and assistance etc;

Banking and Finance : loan and credit documentation, local advice regarding the syndicated loans, collateral loans, equity loans, leasing and asset finance, factoring etc.

Intellectual Property : advice on protection of intellectual property rights (including trademarks, trade names, patents, copyright and design rights), licensing agreements, and infringement litigation.

Criminal Law : assisting both accused persons and victims of the offences at the investigation stage and at the trial stage, at all jurisdiction levels and throughout the territory of Romania.



MEET OUR PARTNERS ...



CODRUTA VLASIN

Partner

Areas of practice:

Employment, Compensation and Benefits, Public Procurement, Dispute Resolution, Corporate and Commercial, Mergers and Acquisitions, Capital Markets

Email: codruta.vlasin@vlslaw.ro



ANDREI VLASIN

Managing Partner

Areas of practice:

Real Estate and Construction, Corporate and Commercial, Mergers and Acquisitions, Capital Markets, Dispute Resolution

Email: andrei.vlasin@vlslaw.ro



RAZVAN BALA

Partner

Areas of practice: Litigation & Arbitration, Dispute Resolution Healthcare/Pharma,

Administrative law, Restructuring Insolvency / Bankruptcy, Corporate and Commercial

Email: razvan.bala@vlslaw.ro

www.vlslaw.ro





CREDENTIALS CORPORATE M&A



Provided legal assistance to Andra Ciorici-Chelmus, co-founder and vice-president of UiPath, in the process of acquiring shares in Adinish Trading SRL – a market leader in the nursery / childcare industry, with locations in Bucharest, Cluj- Napoca and Timisoara, founded by Adina Foldager. The legal assistance included drafting of the M&A due diligence report and assistance to throughout negotiations and closing, addressing key transaction risks and structuring warranties and indemnities.

Advised Bank Leumi with respect to the sale of its Romanian subsidiary to First Bank.

Assisted a client in the acquisition of the Bebepharm pharmacy chain, with a presence in Cluj-Napoca and Bistrița, by conducting M&A legal due diligence, assessing corporate and regulatory risks, reviewing compliance with pharmaceutical industry regulations, drafting and negotiating the sale-purchase agreement, and advising on post-acquisition corporate governance and operational transition.



CREDENTIALS REAL ESTATE



Assisted Yellow Tree Group in the €9.5 million acquisition of the Mecano Export-Import office building in central Bucharest by conducting legal due diligence, structuring the transaction, drafting and negotiating the sale-purchase agreement, ensuring regulatory compliance, and providing legal support through negotiation, closing, and post-acquisition matters.

Assisted a leading investment group in the €20 million refinancing of a prime real estate asset in the Barbu Văcărescu area by conducting legal due diligence, drafting and negotiating the real estate mortgage agreement, ensuring regulatory compliance, and providing legal support throughout the transaction closing.

Assisted Sauter GmbH in the acquisition of an industrial hall within ARC Park, Cluj County, by conducting legal due diligence, drafting and negotiating the sale-purchase agreement, ensuring regulatory compliance, and providing legal support throughout the transaction closing and post-acquisition.

Assisted the co-founder of a leading global technology company in the €4.5 million acquisition of a historic landmark building in central Bucharest by conducting legal due diligence, drafting and negotiating the sale-purchase agreement, ensuring compliance with heritage property regulations, and advising on post-acquisition legal aspects.

Provided legal assistance to INNOVASSET SRL – a SPV (special purpose vehicle) founded by Ruben Perju - the founder of NOAH si Tinovo, in the public bidding process for the concession of a 40-hectare plot of land in the locality of Sadu, Sibiu County, where a unique tourist resort with rotating accommodation units is set to be developed.

Assisted a group of investors in the acquisition of a 17,000 sqm land plot in Cluj-Napoca for residential development by conducting legal due diligence, drafting and negotiating transaction documents, providing legal support throughout the negotiation and closing process, and offering post-acquisition assistance on urban planning and zoning matters, including obtaining the PUZ in collaboration with an urban planning firm.



CREDENTIALS EMPLOYMENT



Provided legal assistance to a leading multinational corporation specializing in technology and manufacturing, providing support on a wide array of complex and sensitive employment issues. This included successfully navigating high-stakes employment disputes at all stages before Romanian labor courts.

Assisted a client in acquiring a share package in a leading Romanian renewable energy service provider by conducting employment due diligence, reviewing employment agreements and compliance with employment regulations, assessing workforce-related risks, and advising on workforce integration and post-acquisition HR compliance.

Assisted a renowned airline on their most complex employment matters, including in employment disputes in front of the Romanian employment courts.

Provided legal assistance to Andra Ciorici-Chelmus, co-founder and vice-president of UiPath, in the process of acquiring shares in Adinish Trading SRL – a market leader in the nursery / childcare industry, with locations in Bucharest, Cluj-Napoca and Timisoara, founded by Adina Foldager, by conducting employment due diligence..

Assisted a client in the acquisition of the Bebepharm pharmacy chain, with a presence in Cluj-Napoca and Bistrița, by conducting employment due diligence, reviewing employment agreements, workplace policies and compliance with Romanian law, provided strategic recommendations on workforce integration, post-transaction obligations and risk mitigation measures.

Assisted an international fashion apparel company in the acquisition of multiple retail stores across all major shopping malls in Romania as part of the team involved in the due diligence process. The legal assistance included drafting of the employment due diligence after conducting a comprehensive review of employment agreements, workplace policies and compliance with Romanian law, identified potential risks related to transfer of employees (TUPE-like regulations), collective bargaining agreements and employment litigation, provided strategic recommendations on workforce integration, post-transaction obligations and risk mitigation measures.



VLASIN & ASSOCIATES
SCA



GET IN TOUCH



Cluj-Napoca Office:
42-44 G-ral Traian Moşoiu street ,
ground floor, Cluj-Napoca, Romania



Bucharest Office:
35-37 Marcel Andreescu street , District 1,
ground floor, Bucharest, Romania



office@vlslaw.ro



www.vlslaw.ro



+4 075 - 404 - 9371



Roxana Cirstea -
office@vlslaw.ro

www.vlslaw.ro