



Chisinau, Moldova

2011



THE PRACTICE

- ◆ GLADEI & PARTNERS distinguish among peers with the unique blend of in-house and independent legal expertise, resulting from the aggregate Partner's practice of 27 years in both corporate and independent legal advisory.
- ◆ Our relations with clients are built on partnership. The best reward for us is to hear client saying '*we will definitely use him again*' (IFLR1000 2010).
- ◆ Our mission is to be a premier address for legal services in Moldova in our areas of expertise. We are pleased to hear peers saying we '*should be regarded as the best finance and banking firm*' (IFLR 1000 2011).
- ◆ We aim to provide our client with practical business solutions, not just legal advice. There is no better appraisal than hearing Clients to find us '*driven toward the best possible solution*' (IFLR 1000 2011).
- ◆ We treat our clients' business as our own. We take pride that clients find us '*reliable and positive*' (Chambers Europe 2008) and are '*full of confidence*' when entrusting work to us (Chambers Europe 2009).
- ◆ We believe clients are choosing us for in-depth knowledge of the local legal system, rich experience derived from hundreds of projects in which we assisted, and deep understanding of local and international business environments. We are happy to learn that clients consider that our '*quality of service is second to none*' (IFLR1000 2009).
- ◆ We fully acknowledge that in the today highly competitive business environment any client is cost sensitive. Thus we care about client's budget and aim to provide cost-effective solutions.
- ◆ We are business-oriented, both transactional and litigation lawyers, able to provide services in Romanian, English, German and Russian.



CORE VALUES

In everything we do we stick to our corporate values:

- ◆ **CLIENT SERVICE** - we have the professional resources and we are committed to always offering first-class client service. We are keen to turn our knowledge, both legal and financial, into value for our clients. The best reward is to learn that clients consider our service second to none.
- ◆ **EMOTIONAL INTELLIGENCE** - we aim at better understanding the client's needs through putting ourselves in the client's shoes. We are excellence-bound in every aspect of our practice and we enact this commitment by always treating our clients' business as our own. We take pride that clients find us reliable and positive (Chambers Europe 2008).
- ◆ **FULL COMMITMENT** - once a project is accepted, the client can expect us to go to the bottom of the problem and eventually find the best solution. We hire for partnership and work to become trusted partners for the clients who hire us.
- ◆ **CREATIVE APPROACH** - we are seeking to be forward thinking and innovative problem solvers.



CORE COMPETENCIES

Our team embodies our core competencies. The model of putting the core competencies at work is based on:

- ◆ knowledge sharing - professional knowledge and skills are our main assets and we encourage the free exchange of ideas both within the firm and with our clients,
- ◆ developing the intellectual capital - we learn from our experience and benchmark the best practices in the industry,
- ◆ synergy - we believe that better solutions for our clients can be provided through combining the various, sometimes different, experiences of our people,
- ◆ redefining the 'quality of service' concept - strong theoretical background is just the prerequisite we use in creating value for our clients. The recipe of quality also includes the comprehensive approach, deployment of tacit knowledge and result-driven client service.



RECENT AWARDS

IFLR1000 2011:

Gladei & Partners has been again nominated as 'Recommended Firm' in Moldova, whereas Roger Gladei in premiere won the title of 'Leading Lawyer'.

Gladei & Partners has been increasing its numbers since its establishment, although Roger Gladei remains the main draw to the firm for corporate matters thanks to his experience of banking and finance matters, which is almost unparalleled in the market.

He is "extremely knowledgeable, highly experienced and driven toward the best possible solution; a high-calibre, best-in-class professional," says one client. His "native intelligence, business acumen and deep legal expertise make him the lawyer you can always rely on," says another. "Should be regarded as the best finance and banking firm," says a competitor.

Partner Vitalie Ciofu has a good reputation in litigation, and along with associate Aelita Orhei advised on some of the highlight transactions. The firm also recently recruited a new associate in Tatiana Stefanet.

PLC Which lawyer? 2010

Gladei & Partners has been identified by PLC team of expert researchers as a recommended law firm. Researchers focus on the core areas of commercial law, endorsing law firms and lawyers by practice area, client references and peer review.

IFLR1000 2010:

Along with Roger Gladei, acclaimed by clients as 'the best in the field of banking', Partner Vitalie Ciofu has made his way into the top league.

"Gladei & Partners entered tier two very early but has since backed its position with an strong client portfolio and a highly-praised banking and finance practice

One international client who used the firm says: *"He delivered a good service; we will definitely use him again."*

The firm has a progressive stance in terms of ethics and reliability. *"They have many strong points," says a client, "and credibility is the first."*



RECENT AWARDS (cont'd)

Best Lawyers 2009:

Gladei & Partners scoop the Banking & Finance award of Best Lawyers inaugural edition for Moldova (2009). Two out of three lawyers ranked for Moldova are Roger Gladei and Vitalie Ciofu. Other specialties were our lawyers are ranked are Corporate and M&A and Litigation.

Chambers Europe 2009: along with Roger Gladei, listed in the Chambers directories from the day of firm inception, now it is the firm Gladei & Partners which was recommended by clients as a leading Moldovan law firm.

Chambers Europe 2009/Moldova/Dispute Resolution:

This relatively new firm benefits from Roger Gladei's "experience and persuasive manner." His team has quickly made a strong impression on the market, acting for international and domestic clients in regulatory, IP and shareholder disputes.

Chambers Europe 2009/Moldova/General Business Law:

Roger Gladei of Gladei & Partners has experience as both an in-house lawyer and an advocate. Formerly a partner at Turcan & Turcan, he recently founded his own firm, taking many of his clients with him. He has core expertise in capital markets and banking and finance, and also handles a number of projects in the corporate, real estate, telecoms and IP sectors. Gladei is admired for his Western approach and clients say they are full of confidence when entrusting work to him.

IFLR1000 2009:

Gladei & Partners is ranked as a leading law firm in Moldova by the International Financial Law Review (IFLR), 2009 edition

IFLR1000 2009/Moldova/Financial and Corporate: "In its short period of operation, the firm has made its mark on the legal scene, receiving praise from rivals and clients and advising on a number of important international transactions.

"My experience has been very positive," says one client of Gladei & Partners. "I started to work with [Roger] Gladei about a year and half ago [...], and when he left to start his own firm I stayed with him. His quality of service is second to none, and his firm is just the same really."



PARTNERS' PROFILES

ROGER GLADEI - Managing Partner

Prior to founding G&P, Roger Gladei worked for many years as corporate lawyer in one of the best Moldovan banks. He started his career back in 1995 as junior counsel, and gradually went through all the steps of in-house legal career: Counsel, Senior Counsel, General Counsel, acting concurrently as Corporate Secretary, Head of AML Unit and member of various internal committees. He left the bank from the position of Vice-President.

Roger started his independent practice as Partner in a reputable Moldovan business law firm. Over fifteen years of professional activity, Roger has advised in a lot of business projects, at all stages, from concept clearance and deal structuring to transaction documentation, closing and post-closing execution.

Roger Gladei is leading the firm's corporate practice. He gained particular acknowledgment for his banking and finance expertise in a broad range of particular areas including syndicated lending, co-financing, trade finance, project finance, property finance, debt restructuring and restructure of financially distressed companies, as well as structuring, creating and perfecting security in cross-border transactions.

As capital market expert (and acting member of the Council of Experts of the Moldovan National Commission of Financial Market), he is commonly invited to participate in drafting new legislation and speak at business forums. Roger Gladei is the co-author of the Commentary to the new Civil Code and contributed to the Guide of the Judiciary in Civil and Commercial Matters (on banking loan and banking guarantee, pledge and mortgage). Other areas of his practice include Mergers and Acquisitions, Real Estate, Telecommunication and Competition.

Roger Gladei is licensed both in law and finance, and holds an MBA from Grenoble Graduate School of Business. He is member of the Moldovan Bar Association.

Clients point out his "native intelligence, business acumen and deep legal expertise", finding him "extremely knowledgeable, highly experienced and driven toward the best possible solution; a high-calibre, best-in-class professional" (IFLR 1000 2011).



ROGER GLADEI - Managing Partner (cont'd)

Professional track:

2006-2007: Moldovan law firm; Partner

1995-2006: Moldovan bank: Counsel, Senior Counsel, General Counsel, Vice-President

Background:

MBA, Grenoble Graduate School of Business

Bachelor of Laws (Private Laws), Moldova State University,

Bachelor of Finance (Banks and Stock Exchanges), Academy of Economic Studies of Moldova,

Bachelor of History, Moldova State University,

Professional achievements:

Member of Council of Experts, National Commission of Financial Market

Member of the Task Force on the Corporate Governance of Eurasian Banks, established under the OECD Corporate Governance Roundtable in Eurasia

Publications:

Commentary to the new Moldovan Civil Code (Pledge and Mortgage sections),

Guide of the Judiciary in Civil and Commercial Matters (Mortgage and Bank Loan Guarantee sections),

Legal and Regulatory Environment Assessment, Mortgage Transactions Reform in Moldova

Languages: English, Romanian, Russian



PARTNERS' PROFILES (cont'd)

VITALIE CIOFU - Partner

Prior to co-founding G&P, Vitalie Ciofu has run his own legal practice, acting for both local and foreign clients in corporate and commercial matters. Earlier he had served as corporate lawyer in a holding-type joint-venture and one of the best Moldovan banks.

During his legal career, both as in-house and independent counsel, Vitalie has been entrusted with contractual and transactional work, acting on behalf of lenders and borrowers, suppliers and purchasers, landlords and tenants, real estate developers, shareholders, directors and employees, creditors' representative in insolvency proceedings and enforcement agent.

His recognition in litigation comes from dozens of won cases in courts of all degrees, including the Economic Court and the High Court of Justice, and not less effective out-of-court settlements. Vitalie is praised for business-oriented approach to the assessment and conduct of difficult dispute resolution cases. He earned a strong reputation in handling complex corporate law-suits, where he always knows how to find the best solutions and turn the scale on his side.

Vitalie Ciofu dealt with virtually all sorts of corporate legal issues, including assets acquisition and disposal; granting and taking loans and guarantees; setting up, reorganization and dissolution of business entities. He performed or participated in company and property due diligence, finance project structuring and documenting, assessment of legal environment related to particular business or instrument.

His contract-drafting expertise come from a wide array of business contracts, including international sale and leasing, loan and security, fiduciary administration, partnership and joint-venture, license and assignment of rights, real estate acquisition and disposal, construction and engineering, any many others.



VITALIE CIOFU - Partner (cont'd)

Professional track:

2006-2007: SC Alisart Consult S.R.L., Consulting Firm; Director

2005-2006: Acvila Grup, Counsel

2000-2005: Victoriabank: Counsel, Senior Counsel

1999-2000: Inter LAG: Counsel

1997-1999: Asis Centru Law Firm: Counsel

Background:

Bachelor of Laws (Private Laws), Moldova State University,

Languages: Romanian, Russian, German, English



GLADEI & PARTNERS
Legal Advisors

PRACTICE AREAS

- ❖ Banking and Finance
- ❖ M&A and Capital Markets
- ❖ Corporate & Commercial
- ❖ Real Estate
- ❖ Litigation & Arbitration
- ❖ Telecommunications & Media
- ❖ Intellectual Property
- ❖ Regulatory Legal Services



Banking and Finance

- Banking is probably our soapbox, as long as our lawyers have dedicated many thousands of hours in banking business advisory. A great deal of our partners' experience comes from the banking activity, which gives them a professional recognition among peers and clients.
- Our lawyers have been retained to assist in establishing new bank in Moldova, including licensing and regulatory clearance, drafting internal regulations and procedures, ensuring the compliance with laws and central bank regulations. Moldovan bankers seek for our advice when new or complex issues emerge and creative solution is required. We have advised on regulatory issues in the establishment of new financial products, branches and entities, personal data protection, internal organization and corporate governance, assets acquisition and equity participation. Investors appreciate our ability to understand the ins and outs of bank activity and to provide timely and comprehensive legal due diligence reports.
- As the non-banking financial sector evolves, we help leasing companies in proper structuring the legal relation with the customer, to ensure protection of interests and risk mitigation. Sometimes clients appeal to our services when other solutions have been tried, with no satisfactory effect.
- Foreign and international lenders retain us to ensure that financing and security documentation is drafted and perfected properly. Our legal opinions aim at providing the financiers with the comfort that legal risk is properly identified, dealt with and mitigated.
- Complex financing structures, such as co-financing, convertible loans, syndicated loans and trade finance, require the ability to both capture the essence of financial instruments and draw up the appropriate contractual documentation. Here is where the legal, business and financial background of our lawyers proves helpful.
- We have been involved in shaping up the banking and non-banking financial legislation and then, when adopted, in advising the financial institutions on emerging rules and standards. Our partners have long-lasting and positive contacts with the banking and financial market regulators, being proud to serve in various task forces and expert groups.
- Our lawyers are well known for their transactional and advisory service background in syndicated lending, parallel lending, co-financing, structured finance and trade finance.



Banking and Finance / Our services:

- ✓ Bank establishment
- ✓ Banking acquisitions, regulatory clearance, regulatory consents for bank directors/key officials
- ✓ Bank branches set up and new banking business clearance
- ✓ Regulatory and compliance matters
- ✓ Corporate governance
- ✓ Internal regulations and banking contracts drafting and revision
- ✓ E-banking and personal data protection matters
- ✓ Large-scale project financing
- ✓ Real estate financing and refinancing
- ✓ Leasing
- ✓ Pledge and mortgage creation
- ✓ Enforcement of security rights
- ✓ Debt recovery



M&A and Capital Markets

- Structuring M&A transaction in Moldova requires a unique blend of sophistication and savvy. Our lawyers combine legal, business, and finance expertise with a depth of practical experience in getting deals completed effectively and efficiently. We served for foreign and international investors in acquisition of equity interest in banks and other Moldovan companies, both public and private. Our lawyers are sought to assess the alternative acquisition scenarios, identify the business, regulatory and tax implications of each scenario, recommend the most appropriate business behavior and assist in all phases of the deal. Quite often, clients retain us for the post-acquisition phase, for a permanent cooperation and corporate advisory.
- On a buyer side, we are invited to carry out the target legal due diligence, identify the legal risks and suggest remedial actions, design the legal structure of transaction and draft contractual documentation, timely apply for and obtain the regulatory and competition approvals, get through all the closing issues, monitor the fulfillment of conditions precedent, conditions subsequent and post-closing covenants of the deal. Quite often clients prefer to get us involved in the negotiation process, which is the best award for our negotiation skills. Here is where our values and core competences are best deployed.
- As far as buyer's public takeover bids are concerned, our task is to ensure that bidding terms and proceeding comply with applicable rules, public disclosure requirements are observed, regulatory approvals are timely requested and obtained.
- On the seller side, our lawyers had the unique experience to assist in structuring the initial public offerings (IPO) of corporate bonds, working closely with issuers and underwriters and helping to prepare the IPO prospect, register the bond issuance, craft the contractual documentation and create the security. We advised foreign investors in divesting the Moldovan subsidiaries and complying with all accompanying regulatory requirements.
- Since the Moldovan securities legislation is evolving and ever-changing, the clients praise the fact that our partners take an active part in shaping up the commercial legislation, as national experts, and thus aware not only of the law in force, but also on the forthcoming changes. This allows our clients to keep being one step ahead of the market.
- For the benefit of our clients, we have established relations with the best-in-class securities brokers, valuers and underwriters, investment bankers and financial advisors, professional accountants and auditors. We value our long-lasting and positive cooperation with the financial market regulator.



M&A and Capital Markets / Our services:

- ✓ Full or issues Legal Due Diligence
- ✓ Share purchase, directly or via Moldovan Stock Exchange
- ✓ Convertible loans and conversion proceeding
- ✓ Pre-contractual arrangements (memoranda of understanding, head of terms, letters of intent)
- ✓ Assistance throughout competitive bidding procedures
- ✓ Deal structuring and transaction documentation drafting
- ✓ Mandatory/voluntary public takeovers
- ✓ Drafting and negotiation of acquisition finance documentation
- ✓ Merger control/competition clearance
- ✓ Transaction notification/registrations and public disclosures
- ✓ Management Buy-Out (MBO) and Leveraged Buy-Out (LBO)



Corporate & Commercial

- As former corporate counsels, our lawyers 'smelled the powder' of corporate life and had the chance to deal with probably all kind of legal issues a large corporation faces.
- Foreign and multi-national corporations choose us to get advice on the legal environment of doing business in Moldova, including licensing, competition control, minimum equity or qualification requirements, import-export regime and repatriation, employment and expats regime, employee share allotment programs. We aim at providing a comprehensive approach, to include counseling on best legal way to enter the market (distributorship, joint venture, setting up a Moldovan entity, branch or representative office, etc.), establishment and registration of local outfits, obtainment of the required business authorizations and permits and assistance in the day-to-day business. Some of our clients elected to outsource to us the legal function entirely, in other cases we work in close contact with in-house counsels, sharing our expertise and learning from theirs.
- We pledge our experience in helping businesses to achieve commercial synergy, by crafting partnerships, joint-ventures, fiduciary administration arrangements, co-financing and structured finance schemes, and protect our client's interest during the business relation and upon profit sharing. Clients sought our advice in corporate restructures, including merger and spin-off, divesture and transformation from public into private company. Whenever a client wants to determine a desired course of events, we are ready to help in drawing up the most protective shareholders arrangements or investment contracts.
- Many years of experience as corporate secretary allow our Managing Partner to counsel clients on the best way of dealing with corporate governance matters, including meetings of governing bodies, lines of authorities and responsibilities within the organization, related party transactions, large scale transactions, compliance and internal control, shareholders protection.
- We counsel businesses in connection with their contractual relationships with domestic and international customers, suppliers, and distributors. Our lawyers have extensive experience in drafting, reviewing and negotiating commercial contracts, including sale of goods and services, distribution, franchise; rent, leasing, construction, maintenance, insurance, advertising etc. Financiers avail of our expertise while drafting loan documentation, perfecting the pledge and mortgage, and taking personal guarantees. Borrowers retain us to help negotiating the best legal terms and ensure the adequate legal protection.



Corporate & Commercial / Our services:

- ✓ Incorporation of companies, charters and corporate documentation drafting
- ✓ Partnerships and joint ventures
- ✓ Licensing, merger control/competition clearance
- ✓ Investment and shareholder agreements
- ✓ Corporate governance, internal functional and operational regulations and procedures
- ✓ Compliance activities
- ✓ Corporate reorganization and dissolution
- ✓ Corporate and shareholders dispute resolution
- ✓ Corporate finance
- ✓ Contract structuring and negotiation
- ✓ International commercial contracts



Real Estate

- Fast-growing real estate market and high price payable for legal negligence in real estate transactions have fueled the demand for competent and reliable legal services on the Moldovan market. At Gladei & Partners we built up a critical mass of knowledge and practical experience that allow us to leap into complex real estate projects. Our practice encompasses all phases of the development process, from site assembly to land use and zoning to construction and operations.
- Our experience includes property due diligence at the request of the prospective buyer, identifying and structuring the most appropriate acquisition technique (taking into consideration the cost-profit and tax implications), property transformation (rezoning, change of manner of use, demolition, reconstruction), construction documentation, title registration. We aim at offering to every client the solution which would fit exactly into his risk profile and yield expectancy, while observing the applicable legal rules. Not necessarily that this will be the most straightforward scenario.
- We have advised large foreign and international investors and financing institutions in land acquisition and consolidation, acquisition of commercial and office buildings, real estate development (residential and office buildings), project management, real estate financing and rental.
- In corporate real estate, we help clients on corporate acquisition and disposition transactions, related financing and security issues, leasing, lease-back and other transactions. Real estate financiers retain us to assess the legal risks associated with the property, advise on the finance and security structure, draft and review the financing and security documentation.



Real Estate / Our services:

- ✓ Legal and tax structuring of the acquisition and construction projects
- ✓ Partnerships and joint-ventures in real estate development
- ✓ Acquisition and construction finance
- ✓ Setting up acquisition vehicles, in-kind equity contributions
- ✓ Property due diligence
- ✓ Sale of projects and sale of properties under construction
- ✓ General contracting and works agreements, including FIDIC-based
- ✓ Construction authorizations and permits
- ✓ Real estate leasing
- ✓ Commercial, office and residential leases
- ✓ Mortgage loans and bridge financing
- ✓ Mortgage enforcement and eviction



Insurance

- Recently enacted new insurance legislation has spurred the evolution of the insurance industry and spawned the demand for high-quality legal advice. We have had the chance to pioneer the practical implementation of the new rules concerning acquisition of qualified shareholdings in insurance companies, licensing of life and non-life insurance, portfolio transfer and reinsurance. At an earlier stage, our lawyers pioneered structuring of first BBB (bankers blanket bond) in Moldova.
- Our lawyers assisted reputable multinational insurance operators in assessing the legal framework, including on the cross-border and non-admitted insurance matters, and advised in structuring and performing one of the highest profile M&A projects in Moldova.
- Under the new legislation the insurance companies face the increasing minimum equity requirements and we have helped in complying with those requirements and preventing the license withdrawal. Our corporate governance expertise (our Managing Partners formerly served as Board member in a Moldovan insurance company) proved helpful to the clients in insurance business to set or enhance their internal standards, achieving the compliance with legal requirements and industry standards.



Insurance / Our services:

- ✓ M&A and divestures
- ✓ Insurance portfolio transfer
- ✓ Licensing and regulatory compliance
- ✓ Parent/subsidiary insurance, including master policy and excessive layer policy
- ✓ BBB and complex business insurance
- ✓ Reinsurance and retrocession
- ✓ Mandatory insurance.



Litigation & Arbitration

- Our lawyers are highly noticeable in courts of all levels, from the lower courts to the High Court of Justice, and are appreciated by peers and judiciary for comprehensive and well-judged pleadings. Solid knowledge of dispute resolution intricacies augmented with rich practical experience allow our litigators to find the beating argument and turn the scale on our side.
- We have represented foreign and local businesses, financial institutions, government agencies and individuals in a broad range of complex cases, including civil, commercial, corporate, real estate, securities, labour, tax and administrative issues, enforcement of domestic and foreign judgments and arbitral awards, etc. Our practitioners helped foreign suppliers to collect the debts, lessors to recover the goods and damages from private and state-owned enterprises, lenders to enforce the security rights, co-owners to exercise the preemption rights, secured and unsecured creditors to realize their rights within court insolvency proceeding. We assisted securities issuers to cancel the public watchdog's decisions, market operators to defend themselves against competition authority allegations, importers and exporters to defend their rights against the customs authorities, tax-payers to challenge the fiscal bodies sanctions, companies to reverse registration chamber's resolutions.
- In corporate disputes, our lawyers have acted on behalf of the majority and minority shareholders, executives, employees and other stakeholders. We handled the court dissolution cases, as well as insolvency cases, serving as creditors' committee members and supervising the activity of bankruptcy administrators.
- In commercial litigation we have assisted clients in virtually every industry and all areas of commercial interest, in matters related to loans, corporate guarantees, insurance, sale (including international), rent and leasing, acquisition-related issues, assignments and set-offs, privatization procedures and post-privatization issues, construction and real estate, etc.



Litigation & Arbitration / Our services:

- ✓ Corporate litigation and shareholder law suits
- ✓ Commercial and contractual disputes
- ✓ Collection of receivables
- ✓ Insolvency, bankruptcy and court dissolution
- ✓ Real estate and other property disputes
- ✓ Competition litigation
- ✓ Construction and engineering disputes
- ✓ Employment litigation
- ✓ Protection of intellectual property rights
- ✓ Tax litigation
- ✓ Administrative contentious
- ✓ International commercial arbitration
- ✓ Enforcement of foreign judgments



Telecommunications & Media

- If your business is related to Moldovan telecom or media industry, then you deal with immature and fast-growing markets, as well as emerging and fluctuating industry regulations. Thus you need your adviser to understand the industry landscape and figure out the market trends.
- Our lawyers have advised in a wide array of matters related to TV broadcasting and retransmission, data transmission, data protection and privacy, e-communication, e-commerce and e-banking, outsourcing, project and equipment finance. We contributed in the due diligence of a large TV program services provider at the request of an international financial institution. We assisted in setting up and making operational a satellite TV programs distributor, dealing with regulatory, licensing and corporate matters. We have advised Western clients on the Moldovan legal and regulatory environment of telecom and media business.
- Our practice deals in various aspects of technology transfer and data transfer arrangements, TV channels retransmission contracts, business licensing, regulatory consents and notification.



Telecommunications & Media / Our services:

- ✓ Audiovisual licenses, permits and authorizations
- ✓ Regulatory compliance
- ✓ Technology transfer and licensing contracts
- ✓ Outsourcing and network agreements
- ✓ Data protection and privacy
- ✓ E-commerce and e-banking
- ✓ Operation of telecom/media businesses
- ✓ Representation before governmental agencies
- ✓ Infrastructure, project and equipment finance
- ✓ Mergers, acquisitions and joint ventures



Intellectual Property

- Your brands are maybe the most valuable component of your goodwill. That is why you want your patents, trademarks, designs and know-how duly protected and free of any claim.
- At Gladei & Partners we have dedicated significant effort to build a sustainable IP practice. Our support is channeled to assessing the relevant legal framework, assisting to establish priority both under the national and Madrid systems, helping to obtain legal protection (through registration or recognition of well-know marks), documenting the IP licensing and assignment. We assess the intellectual property rights protection under the target due diligence exercise and take care to incorporate relevant provisions into the merger and acquisition documentation.
- We helped clients to defend trademarks against unfair competition and unfair business practices, through canceling the unlawful registration and ensuring client's mark registration. Each case is carefully examined through the prism of domestic laws and applicable international legislation, to deliver results.



Intellectual Property / Our services:

- ✓ IP regulatory services
- ✓ Licensing and assignment of IP rights
- ✓ Internet name domain protection
- ✓ Protection against infringement of IP rights
- ✓ Defending IP rights in front of Moldovan PTO and courts
- ✓ Enforcement of IP rights.



Regulatory

- Our lawyers achieved recognition as experts in banking, capital markets, pledge and mortgage, insurance, companies' legislation and are actively involved in drafting and/or amending respective laws and regulations. The practice Managing Partner participated in drafting the new Law on Pledge and recent amendment to the Law on Securities Market and Law on Joint-Stock Companies, conducted the assessment of the mortgage lending legislation within the EBRD-supported project on drafting the new Law on Mortgage, contributed do shaping up the regulatory framework for banks and securities market participants, as well as regulations on securities and other financial instruments.
- We testimony the increasing role of self-regulation and soft law, and have committed time and effort to support designing and implementation of corporate governance codes and business ethics codes.
- We value our good working relationship with governmental authorities, professional associations and regulatory bodies and eagerly accept to share our expertise when a legal environment improvement initiative is undertaken.
- It is our belief that good laws on the books are just the starting platform and thus effective implementation is at the core of any law improvement. That is why we actively participate in law implementation assessments (including the World Bank Doing Business and the EBRD Legal Indicator Survey).



GLADEI & PARTNERS
Legal Advisors

HOW TO CONTACT US

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