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A.C. POP LAW OFFICE

Over 30  
years of  
excellence  
in law



# WHO WE ARE

For more than thirty years, „**A.C. POP LAW OFFICE**” has been positioned as one of the leading law offices in Romania with strong international relations.

A.C. POP Law Office has been founded by Mr. Alin Crinu POP, currently the leading lawyer of the office. It had a developing path, reaching now a high level of professionalism in various fields of law.

Dedicated to our client's needs, delivering quality results, our office continuously played an important role in the Romanian and European market in contentious and non-contentious cases, as well as in litigation and consultancy.

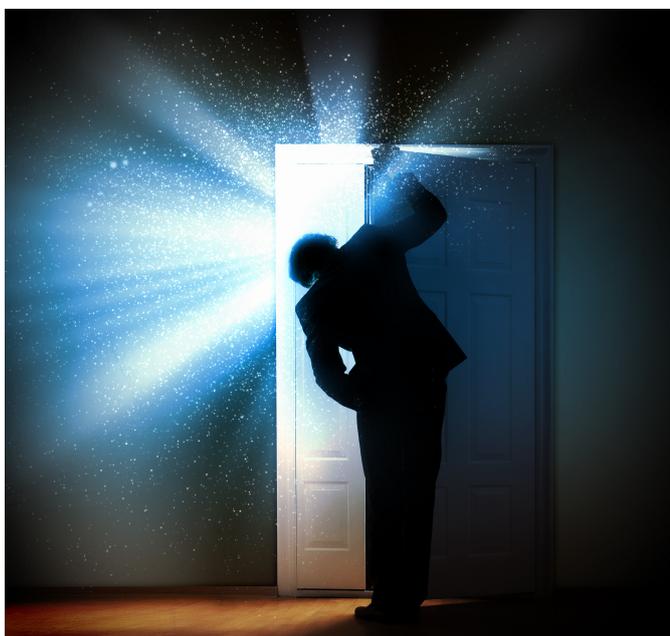
We adjust our services so that we can provide advice at the highest professional level, encountering our client's individual needs. Quality and accessibility are the leading principles of our office. We make ourselves available for our clients whenever services are requested and wherever assistance is required.



WE HAVE THE COURAGE  
TO BE DIFFERENT

# VISION & MISSION

It is often forgotten that there is only one reality and that without origin and scope, there is no final destination. If we take a close look at the specific aspects that characterize the legal profession, we can establish that there is a vertical and an horizontal. The vertical is integrant and integrative and represents the effectiveness of the legal advice and service, whereas the horizontal represents the knowledge and experience accumulated through practice in various domains and throughout a long period of time. We cannot have one without the other. Therefore, we believe that strong vision, mission and values are the core elements of a well-structured “management” of the legal issues and laws.



## VISION

A.C. POP Law Office will be go-to trusted advisors for Romania and Eastern Europe, offering high quality services both in terms of consultancy and litigation.

## MISSION

A.C. POP Law Office provides comprehensive legal and consulting services, using a practical and client-focused approach to identify and respond to all of our client's challenges and requests.



*“You will be as much value to others as you  
have been to yourself”*

Cicero

# VALUES

## Honesty and fairness

We have the outmost respect for our client and we very deeply value ethical rules universally appropriate for lawyers.

## Quality

We stay abreast and we develop a continuous process to ensure the quality and professionalism so that we remain at the highest level.

## Commitment

For us, building relationships is important and we believe that support, involvement and trust are key elements for long lasting relationships with our clients.

## Reputation

We stay committed to our values and dedicate ourselves to our clients. We believe that knowledge and capacity are the standards for reputation.

## Accessibility

We keep our profile accurate and complete.

The world is always  
ready for new ideas!



# WHAT MAKES US DISTINCTIVE?

Law firms share common elements such as professional service based on legal skills, experience and knowledge. These elements are resumed in one question – is this the right law firm for me?

What makes us distinctive is not only our knowledge, experience and expertise, but the way we develop the relationship with our client, based on the idea of a common conscience.

## EXCELLENCE

Quality of the legal advice and quality of service. Even though we are a medium sized law firm, we find ourselves through the leading law offices in Romania, with unique experience and expertise.

## MEETING YOUR PRIORITIES

We strongly believe that a balance must be maintained between legal quality and the commercial reality. We provide the service you need and adjust ourselves to your rhythm and requirements. With over thirty years of experience, we have a real insight into needs and priorities. Many of our clients see in us members of their commercial team.



## PRICE

With an accurate sense of the economy, we believe that our rates are appropriate for high level quality services and that cost-effectiveness is essential for our clients.

# AREAS OF PRACTICE

The areas of practice cover various branches of the Romanian, EU and international law. Our expertise recommends us in fields such as:

## Aviation

- general advice on aviation law
- acquisition, sale and leasing of aircraft, including tax implications
- legal aspects of aviation regulation
- implementation of international aviation regulations and European legislation

## European Law

- general legal counseling in Community matters such as, without limitation, free movement of persons, services and capital
- European competition law, including public aid issues
- representing clients in proceedings before European institutions

## Company Law

- advice and assistance with the establishment of all forms of companies, drafting incorporation documents, arranging business licenses and other authorizations and registration
- corporate governance, including optimization of management structures and administration of capital companies, general meetings, agreements on appointment for performance of office, powers of corporate bodies – board of directors and supervisory board
- advice on relations between controlled and controlling entities, drafting and review of reports on related parties and preparation of dominance agreements
- assistance with increase and reduction of the registered capital of companies

## Competition Law

- comprehensive advice on competition law for competitors and other market participants, in particular to clients with a significant market share during large transactions

- representation of clients during negotiations and administrative proceedings before the Romanian Authorities and private entities in matters such as mergers, dominant positions and agreements with potential to distort economic competition
- advice on contentious competition law and unfair competition issues
- comprehensive advice on unfair competition
- representation of clients (claimants and defendants) in unfair competition disputes

## Contract Law

- proposing optimal contractual structures
- drafting and negotiating contracts
- assistance with performance enforcement
- legal counseling on conciliation or arbitration proceedings and litigation

## Corporate Law

- consulting comprising full review and assessment of contemplated transactions, including optimal legal and tax alternatives
- optimal timing
- complete restructuring documentation, including transfer agreements or, if applicable, documents for legal transformation of companies involved
- assistance with convening and holding general meetings and resolutions by statutory bodies to decide on the restructuring
- assistance with transformation of contractual relationships affected by the restructuring

## Employment Law

- general advice and assistance on most aspects of employment law
- assistance (including drafting or review) with employment contracts and service agreements, termination of employment or appointment, remuneration and other benefits
- advice on immigration law
- advice on trade union matters and provisions of collective agreements

## Due Diligence

- comprehensive advice and assistance pertaining to due diligence, particularly in connection with acquisitions
- preparation of the final report, incorporating an analysis of the main findings and impact on the contemplated transaction
- drafting disclosure letters

## Insolvency and reorganization

- legal counseling to client-creditors in all stages of insolvency proceedings and their representation in associated lawsuits and proceedings
- representing client-creditors in creditor bodies in negotiations with debtors on how to resolve the bankruptcy
- legal advice to client-debtors regarding insolvency petitions and the resolution of their bankruptcy situation
- legal counseling to client-debtors regarding reorganization
- legal consulting regarding strategic acquisitions and sales within insolvency proceedings

## Intellectual Property

- representation in public law proceedings
- legal advice on administrative proceedings such as trademark proceedings
- comprehensive advice on private law matters (contractual aspects of licensing, intellectual property transfers, know-how, marketing and advertising), international aspects of private law (governing law and jurisdiction) and Community law

## Litigation and Arbitration

- representation of clients at court, arbitration courts and before public law bodies – in particular relating to contracts, compensation for damage, corporate matters, invalidity of general meeting resolutions, employment law, unfair competition, infringement of intellectual property rights, including trademarks
- review of documents received from clients, opinion on claims against, or claims to be pursued by, clients
- drafting the statement of claim and other pleadings in court or arbitration proceedings

- advocacy for the claimant or defendant at first instance and negotiations on settlement with the other party
- representation of clients on appeal, including proceedings before the Romanian Constitutional Court and European Court of Human Rights

## Merger and Acquisitions

- consulting on all types of transformation (such as mergers by acquisition, mergers by the formation of a new company, assets transfers to a shareholder, demergers, spin-offs, change of legal form), including cross-border mergers
- proposing optimal transformation method
- drafting all corporate documents required for the transformation, including the applicable project
- assistance with convening and holding general meetings to decide on the transformation
- representing clients in Commercial Register proceedings and in proceedings (if any) on review of the settlement in cash or the conversion ratio
- consulting on acquisitions of shareholdings, businesses (or parts of business) or asset deals
- proposing optimal transaction structure, including tax aspects
- due diligence or assistance with documents for due diligence
- review of all acquisition aspects, including competition issues

## Real Estate

- advice on real property transactions
- drafting all documents relating to property finance
- drafting all security related documents (mortgages, lien over property and other assets including sets of movable assets, security / collateral agreements relating to banking accounts, shares and ownership interests, as well as fiduciary assignments of rights demanded by banks), and arranging registration and all other related steps
- assistance for companies and individuals in connection with privatization processes



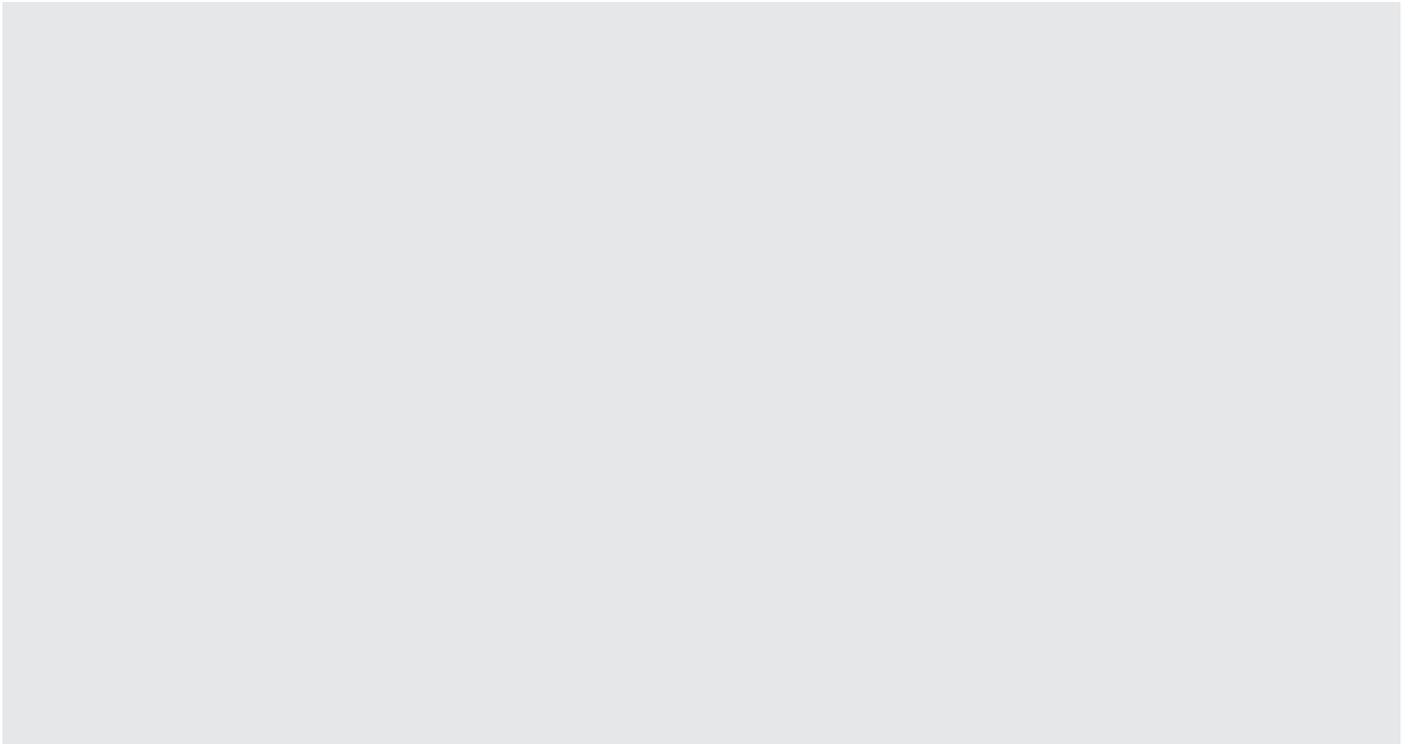
WE BELIEVE IN OUR CLIENTS  
AND CONVEY THEIR MESSAGE  
TO THE WORLD

# ADVOCACY

A.C. POP LAW OFFICE creates and presents its clients and their messages to the Governmental institutions in a clear and concise manner, having a thorough command of the relevant aspects and by making a consistent effort to maintain an impeccable image and solid relationships so that the client can achieve the desired goals and level of exposure.

The Office conducts the necessary research and firmly understands the political environment in order to better serve the client. We carefully select our partners, allies and we work only a relationship based on trust and reciprocity.

Using our strong and extensive network of relationships we create alliances so that we can efficiently and effectively integrate the client's desired policy outcome and reach the expected goals and objectives. The scope of these alliances is to present the message of our client and to increase its influence on the local and regional market and at the political level as well.



# OUR TEAM



Our team of specialists is driven by strong principles and guided by will, imagination and adjustment.

The team is formed of specialists who:

- Understand and feel the issues their clients face
- Are able to select, from the multitude of laws and rules, the ones that can bring a benefit to the client
- Interpret and correlate legal standards in order to offer a maximum of substance even to an apparently less important issue
- Find imaginative, commercially viable solutions to business issues, all in a responsive and cost-effective manner
- Anticipate the opponent's actions
- Explain the client what are the risks of his deeds
- Accustom to every new situation and offer prompt and complete solutions to the client's problems
- Last but not least - *persuade*.



*“In Union there is Strenght”*

Aesop

# CONTACT

A.C. Pop Law Office works across practices and jurisdictions to provide high legal quality services, bringing together great minds and ideas to identify solutions to the problems of its clients. The Office has strong partnerships with law offices in Barcelona, Brussels, London, Madrid, Paris, Prague and Rome.

It is the only Romanian law office that has been licensed by the Romanian Civil Aeronautical Authority - Certificate No. J.99-1/01.11.1999 as competent in offering consultancy in the field of air law and air transport.

Together with its partner, Team Aviation Solution, the office contributes to the dissemination of air law, air transport and elements of the aeronautical industry in Romania and Central Eastern Europe by organizing each year the Bucharest Air Transport Conference, in strong collaboration with the aviation institutions of Romania.



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