

# Chambers

Global 

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2021

The leading lawyers  
and law firms globally

North Macedonia

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## How lawyers are ranked

Every year we carry out thousands of in-depth interviews with clients in order to assess the reputations and expertise of business lawyers worldwide. The qualities we look for (and which determine rankings) include technical legal ability, professional conduct, client service, commercial awareness/astuteness, diligence, commitment, and other qualities most valued by the client.

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## General Business Law

<b>General Business Law</b>
<b>Leading Firms</b>
<b>Band 1</b>
Polenak Law Firm *
<b>Band 2</b>
Debarliev, Dameski & Kelesoska
Georgi Dimitrov Law Office
Karanovic & Partners in cooperation with local lawyers *
<b>Band 3</b>
Cakmakova Advocates
CMS Reich-Rohrwig Hainz-North Macedonia *
Law Office Knezović & Associates
Schoenherr in cooperation with local lawyers
Law firm Trpenoski
<b>Senior Statespeople</b>
<b>Senior Statespeople:</b> distinguished older partners
Cakmakova Biljana Cakmakova Advocates
<b>Leading Individuals</b>
<b>Band 1</b>
Dameski Dragan Debarliev, Dameski & Kelesoska
Polenak Kristijan Polenak Law Firm *
<b>Band 2</b>
Debarliev Ivan Debarliev, Dameski & Kelesoska
Dimic Aleksandar Polenak Law Firm *
Dimitrov Georgi Georgi Dimitrov Law Office
Gavrilovska Vesna Cakmakova Advocates
Knezović Dejan Law Office Knezović & Associates
Popovski-Buloski Tatjana Popovski & Partners (ORL) ◇ *
Shishkovska Tatjana Polenak Law Firm *
<b>Band 3</b>
Aleksandrovski Igor Apostolska & Aleksandrovski (ORL) ◇
Miftari Emil Law office Emil Miftari (ORL) ◇
Nikodinovska Elena Law office Emil Miftari (ORL) ◇
Trpenoska-Trenchevska Natasha Law firm Trpenoski
<b>Up-and-coming individuals</b>
Noveska Andonova Ljupka Karanovic & Partners *
* Indicates firm / individual with profile.
◇ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

### Band 1

#### Polenak Law Firm

See profile on p.2267

**What the team is known for** Market-leading firm in the North Macedonian market, assisting clients with M&A transactions, corporate matters and financing. Highly experienced in advising international corporates and financial institutions, including the EBRD on project financing. Boasts activity across many key industry sectors, including manufacturing and real estate. Additional longstanding expertise in handling dispute resolution mandates.

### Notable practitioners

**Kristijan Polenak** (see p.2265) is a longstanding name on the market, advising on transactions as well as corporate and financing matters. *“He has a lot of experience,”* a client reports. **Aleksandar Dimic** (see p.2265) offers a solid track record in representing clients in contentious mandates. He is experienced in assisting with both arbitration and litigation matters. **Tatjana Shishkovska** (see p.2265) is appreciated by clients for her expertise in transactional, corporate and financing mandates.

### Band 2

#### Debarliev, Dameski & Kelesoska

**What the team is known for** Highly regarded firm with a notable track record in significant M&A mandates. Advises international companies on M&A and financial transactions, and also assists with cross-border matters. Sector focus includes banking, insurance, energy, telecoms and real estate. Clients also benefit from the team's expertise in handling contentious mandates.

### Notable practitioners

Co-founding partner **Dragan Dameski** is experienced advising foreign investors with a number of sectors connected with North Macedonia's projects. Clients benefit from name partner **Ivan Debarliev's** expertise in assisting with both contentious and non-contentious mandates. He acts on litigation, corporate and commercial matters.

#### Georgi Dimitrov Law Office

**What the team is known for** Respected team with a strong corporate practice, frequently advising international companies on matters related to their ventures in North Macedonia. Assists with transactions, day-to-day support and compliance, and also advises on contentious matters.

### Notable practitioners

**Georgi Dimitrov** is experienced assisting clients with commercial and corporate mandates including corporate governance matters. He also acts on transactions.

#### Karanovic & Partners in cooperation with local lawyers

See profile on p.2266

**What the team is known for** A local outfit of a Serbian firm with a number of offices in the Balkans. Maintains a solid corporate practice in North Macedonia. Handles an array of corporate mandates, including compliance issues. Client roster features both international corporations and local companies. Sector expertise encompasses natural resources, production and financial services. Also assists clients with contentious cases.

### Notable practitioners

**Ljupka Noveska Andonova** (see p.2265) is experienced assisting both national and international clients with corpo-

rate and commercial matters. She also advises international banks on the financing of large projects in the country.

### Band 3

#### Cakmakova Advocates

**What the team is known for** Noteworthy firm advising on the full spectrum of corporate and commercial issues, including M&A as well as restructuring and compliance. Further capabilities in employment, competition and tax issues.

### Notable practitioners

Senior practitioner **Biljana Cakmakova** offers a long track record of handling transactional and contentious mandates. **Vesna Gavrilovska** is well placed to assist companies with corporate and transactional mandates.

#### CMS Reich-Rohrwig Hainz-North Macedonia

See profile on p.2857

**What the team is known for** Enters the rankings as a result of positive market feedback and increasing visibility. Assists with M&A as well as operational and compliance matters, representing international brands and financial services providers. Benefits from an established network of offices in CEE and beyond.

### Notable practitioners

Marija Filipovska is a key contact for clients.

#### Law Office Knezović & Associates

**What the team is known for** Acting for a range of global companies with activity in North Macedonia as well as domestic corporate clients. Well equipped to advise on M&A transactions and the establishment of companies. Also assists with competition law issues.

### Notable practitioners

**Dejan Knezović** assists clients in North Macedonia with corporate mandates, including transactions.

#### Schoenherr in cooperation with local lawyers

**What the team is known for** Enters the rankings this year as a result of increasing market recognition and visibility. Advises on M&A as well as financing and also offers support in compliance matters, including competition and licensing. Represents clients in large infrastructure projects. Clients include financial services providers, including the EBRD, as well as automotive firms, among others. Benefits from its strong network of offices in CEE countries and a head office in Austria.

### Notable practitioners

Slaven Moravčević and Andrea Radonjanin are key contacts for clients.

#### Law firm Trpenoski

**What the team is known for** Well-regarded family firm with its focus on corporate disputes, privatisation, trade

and banking mandates. Recognised for advising domestic companies across many industries, including the telecoms, energy and construction sectors.

#### Notable practitioners

**Natasha Trpenoska-Trenchevska** is recognised for her experience in handling contentious matters, including both litigation and arbitration. She also represents clients in criminal law disputes.

#### Other Ranked Lawyers

**Igor Aleksandrovski** assists clients with transactions and also provides day-to-day support, including in regulatory matters. "He has substantial experience as a corporate lawyer and deep understanding of all aspects of corporate, commercial and business practices," enthuses a source.

**Emil Miftari** is skilled at representing companies in contentious cases. His caseload includes criminal and real estate litigation.

**Elena Nikodinovska** advises clients on contentious matters, often handling corporate disputes.

**Tatjana Popovski-Buloski** (see p.2265) represents companies in both contentious and non-contentious matters. "Her advice is very useful and easy to implement," a client says, while another adds: "She is very responsive; we appreciate her very good communication and proactive approach."

## Leaders' Profiles in North Macedonia

### DIMIC, Aleksandar

Polenak Law Firm, Skopje  
+389 2 311 4737  
adimic@polenak.com

*Featured in General Business Law (North Macedonia)*

**Practice Areas:** Civil law, Commercial and civil litigation, Real estate.

**Career:** Aleksandar Dimic is partner at Polenak Law Firm. He is head of the firm's real estate work and leads the litigation department.

Aleksandar is a legal expert representing the firm's clients in litigation procedures related to commercial and civil law. His expertise includes real estate and infrastructure, as well as bankruptcy. Aleksandar is also involved in the firm's projects regarding mergers and acquisitions and financing projects, where he covers work related to civil and commercial law, litigation and ownership of assets. He advises clients on real estate development projects, long term lease agreement, regulatory matters, as well as on clients' relations with authorities and on contractual relations with subcontractors. Aleksandar holds LL.B. from the University Ss. Cyril and Methodius in Skopje, North Macedonia.

**Professional Memberships:** International Bar Association, Macedonian Bar Association, South East Europe Legal Group ([www.seelegal.org](http://www.seelegal.org))

**Publications:** GTDT: Dispute Resolution 2015-2017, ICLG: Enforcement on Foreign Judgments 2016-2018, ICLG: Litigation and Dispute Resolution 2016-2018.

**Personal:** Fluent in English.

### NOVESKA ANDONOVA, Ljupka

Karanovic & Partners in cooperation with local lawyers, Skopje  
+389 2 322 3870  
ljupka.noveska@karanovicpartners.com

*Featured in General Business Law (North Macedonia)*

**Practice Areas:** Ljupka Noveska Andonova is an independent attorney at law qualified in North Macedonia, practicing in cooperation

with Karanovic & Partners. As a senior member of our Corporate and Commercial team, she is experienced in advising both domestic and international clients on all aspects of local company and commercial law, with a particular focus on banking and finance, healthcare, labour and employment matters. She frequently assists major financial institutions in their banking and finance operations and also represents many multinationals in competition matters in the market.

**Career:** Attorney at Law. Law Faculty Iustinianus Primus and University of Strasbourg –CEIPI (2012) LL.M. in Intellectual Property, University of Ss. Cyril and Methodius, Law Faculty Iustinianus Primus (2010), LL.B.

**Professional Memberships:** Bar Association of Republic of North Macedonia; International Bar Association (IBA).

### POLENAK, Kristijan

Polenak Law Firm, Skopje  
+ 389 2 311 4737  
kristijan@polenak.com

*Featured in General Business Law (North Macedonia)*

**Practice Areas:** Banking and Finance, Investments, Mergers and Acquisitions, Securities, Corporate Governance, Concessions and PPP.

**Career:** Kristijan Polenak is the managing partner of Polenak Law Firm. He is a legal expert with over 20 years of experience in the legal sector in North Macedonia, co-heading the firm's M&A and Banking practice. Kristijan has extensive involvement in projects focused on privatizations, M&A, banking, securities regulation, corporate law and corporate governance, along with financial arrangements of IFIs and international banks. He has excellent track record and know-how regarding transactions involving financing structures. His thorough understanding of different industries, combined with his banking experience and numerous independent corporate positions in companies and banks denote a solid base for taking on important roles as legal advisor to financial

institutions and companies in diverse industries. Kristijan holds LL.B. from the University Ss. Cyril and Methodius, North Macedonia.

**Professional Memberships:** International Bar Association, Bar Association of North Macedonia, South East Europe Legal Group ([www.seelegal.org](http://www.seelegal.org)), Supervisory Board of Sparkasse Macedonia Bank, President of Board of Directors of Macedonian Stock Exchange 2007-2011; Honorary Member of Board of American Chamber of Commerce in North Macedonia, European Business Association.

**Publications:** GTDT: Corporate Governance 2011-2020; GLI: Mergers & Acquisitions editions 5, 6 and 7.

**Personal:** Fluent in English.

### POPOVSKI-BULOSKI, Tatjana

Popovski & Partners, Skopje  
+389 (0) 2 32 32 243  
tatjana.popovski@pp-lf.com

*Featured in General Business Law (North Macedonia)*

**Practice Areas:** Corporate / M&A Banking & Finance Competition and Anti-Trust White Collar Crime Dispute Resolution

**Career:** Tatjana Popovski Buloski is the founding partner of Popovski & Partners. She is a legal expert with 20 years of experience in the legal sector in the Republic of North Macedonia. Her vast experience includes various projects focused on securities, energy, telecommunications, insurance, concessions and PPP. Tatjana has participated in many projects including major privatizations in the country, equity investments and project finance. She is one of the most experienced competition lawyers in the country. Tatjana is also known for her work on M&A transactions. She is fluent in English and French.

**Professional Memberships:** Member of the International Bar Association since 2006; Member of the Macedonian Bar Association, since 2001; Honourable Member of the European Association of Students of Law (ELSA), since 1998;

### SHISHKOVSKA, Tatjana

Polenak Law Firm, Skopje  
38971368424  
tsiskovska@polenak.com

*Featured in General Business Law (North Macedonia)*

**Practice Areas:** Corporate/Commercial Law, Mergers and Acquisitions, Banking and Finance.

**Career:** Tatjana Shishkovska is a partner at Polenak Law Firm. She is a member of the firm's Banking and Finance Team and co-heads the Corporate Practice group. Tatjana has over 10 years of experience in various projects, mostly focused on M&A, corporate law, project finance, cross-border secured transactions, and financial arrangements of IFIs and international banks, which with her corporate experience, gives her an excellent track record and know-how for transactions involving financing structures. Tatjana holds LL.B. from the University Ss. Cyril and Methodius in Skopje, North Macedonia and a Corporate Governance Specialization Certificate from Ss. Cyril and Methodius University, Faculty of Economics (Skopje, Republic of North Macedonia) and the International Finance Corporation.

**Professional Memberships:** International Bar Association, Bar Association of North Macedonia, South East Europe Legal Group ([www.seelegal.org](http://www.seelegal.org)), American Chamber of Commerce in North Macedonia, The Fund for American Studies Alumni AIPES 2006.

**Publications:** GTDT: Corporate Governance 2014-2020; GLI: Mergers & Acquisitions editions 5, 6, 7; Cross Border Advisory Experts –legal environment for cross-border M&A, 2009; EBRD: Equity Instruments under Local Law, 2007; Doing Business Project, IFC, Getting Credit Legal Rights and Protecting Investors surveys.

**Personal:** Fluent in English.

# LOCAL LAWYERS IN COOPERATION WITH KARANOVIC & PARTNERS

www.karanovicpartners.com tel: +389 2 3223 870 fax: +389 2 3223 871

Number of fee earners: 9

Languages: Macedonian, Albanian, English, German, Serbian

## Firm Overview:

With a long tradition of providing quality legal services, dedication and in-depth understanding of clients' industries and needs, the practice is a leader in the market, offering unrivalled, sector-specific coverage to leading domestic and international companies. It has been involved in many of the largest and most complex transactions and projects in the market, and regularly provide day-to-day legal services to major corporates doing business in the country.

The practice works with some of the most respected and reputable businesses in the world, banks, international financial institutions, state-owned entities, private equity funds and managers, real estate developers and startup companies. It sees its clients as long-term partners. The practice focuses on straightforward solutions and tailor-made advice. Being fully immersed in clients' culture and industry, the practice ensures that the work is delivered intelligently and reliably.

Local lawyers in cooperation with Karanovic & Partners is more than a legal practice with a top client portfolio. The professionalism and business integrity of its specialised team has allowed it to assume a leadership position in almost all areas of law. Its cooperating lawyers are divided into different practice groups, enabling them to acquire in-depth knowledge of specific legal areas and industries. Local lawyers cooperating with Karanovic & Partners in North Macedonia offer an impressive array of services, covering everything from general business law in North Macedonia related to clients' everyday operations to large-scale project financing, energy and infrastructure, PPP/Concessions, banking and finance, corporate, commercial, real estate and telecom matters. The team offers experienced advisory to clients regarding data protection, a legal area which is booming with the implementation of the GDPR, on matters ensuring compliance of the data protection aspects of their business.

## Main Areas of Practice:

### Corporate & Commercial:

The practice continuously provides corporate legal services to multi-national, regional and domestic clients in South-east Europe. In cooperation with local lawyers in other regional jurisdictions, the team specialises in complex multi-jurisdictional transactions, as well as non-transactional corporate and commercial work. Corporate team is able to offer efficient and cost-effective legal solutions to meet your everyday requirements.

### Competition:

The team offers a complete range of competition law related services, including antitrust and competition law compliance, sector regulation, abuse of dominance, cartels and restrictive agreements, state aid, merger control and competition enforcement, as well as competition litigation.

### Banking & Finance:

As part of the largest dedicated banking and finance team in the region, the practice's multi-jurisdictional capacities, as well as expertise enables them to provide a big-picture perspective along with an understanding of local client needs and practices. The team provides a full range of banking and finance legal services, including general lending and project finance, infrastructure finance and PPPs, Insurance, restructuring and distressed transactions, financial services, regulatory and compliance, as well as capital markets and financial instruments legal advisory.

### Real Estate:

The synergy between the real estate practice and other teams provides clients with unique legal perspective. The practice advises developers, mezzanine and senior lenders and contractors on everything from financing, design, construction, employment, zoning, insolvency to dispute resolution.

### Energy & Natural Resources:

The team has developed a multi-disciplinary approach, providing corporate, real estate, project finance advice in connection with energy and natural resources projects and investments. The practice regularly assists clients with due diligence investigations, mergers and acquisitions, project financing, licensing processes, regulatory compliance, and the perfection of security interests.

### Dispute Resolution:

The team regularly advises on investment and commercial disputes, as well as corporate risk management and conflict management, with emphasis on commercial approach.

### Employment:

The practice takes pride in its client-centric perspective. Its employment lawyers are experienced in addressing the day-to-day requirements of commercial entities, including immigration requirements, entitlements due to employees, tax efficient salary and benefit structures, leaves, disciplinary measures and individual and group terminations. The team regularly provides assistance in drafting and negotiating employment agreements, developing internal HR practices and procedures and assessing guaranteed entitlements under the law.

### Intellectual Property:

The practice provides a full range of intellectual property legal services, including copyright ownership, exploitation, licensing, copyright infringement advisory, design and patent protection, and IP enforcement, including anti-counterfeiting and anti-piracy initiatives. The team regularly resolves IP-related disputes, whether through alternative dispute resolution techniques or formal court proceedings.

## PRACTICE AREAS

Banking & Finance  
Competition  
Corporate & Commercial  
Data Protection & Privacy  
Dispute Resolution  
Employment  
Intellectual Property  
Real Estate  
Energy & Natural Resources

## COOPERATING OFFICES

Below is the list of Karanovic & Partners and cooperating law offices in the region:

### BOSNIA & HERZEGOVINA

**BANJA LUKA:** Local lawyers in cooperation with Karanovic & Partners, Vojvode Radomira Putnika, 11, 78000  
Tel: +387 51 212 104 Fax: +387 51 212 108

**SARAJEVO:** Local lawyers in cooperation with Karanovic & Partners, Fra Andela Zvizdovića 1, 71000  
Tel: +387 33 844 000 Fax: +387 33 844 003  
Email: bosnia@karanovicpartners.com

### CROATIA

**ZAGREB:** Ilej & Partners in cooperation with Karanovic & Partners, Trg braće Mažuranić 5, 10000  
Tel: +385 1 5634 111  
Email: office@ilej-partners.com

### NORTH MACEDONIA

**SKOPIJE:** Local lawyers in cooperation with Karanovic & Partners, Bulevar Partizanski Odredi, No.14, 1000  
Tel: +389 2 322 3870 Fax: +389 2 322 3871  
Email: macedonia@karanovicpartners.com

### MONTENEGRO

**PODGORICA:** Local lawyers in cooperation with Karanovic & Partners, Cetinjski put 11, The Capital, Plaza, IV Floor, 81000  
Tel: +382 20 238 991 Fax: +382 20 238 984  
Email: montenegro@karanovicpartners.com

### SERBIA

**BELGRADE:** Karanovic & Partners, Resavska 23, 11000  
Tel: +381 11 3094 200 Fax: +381 11 3094 223  
Email: serbia@karanovicpartners.com

### SLOVENIA

**LIUBLJANA:** Ketler & Partners, member of Karanovic, Dunajska cesta 167, 1000  
Tel: +3861 2009 680 Fax: +3861 2009 699  
Email: slovenia@karanovicpartners.com

karanovic/partners

# POLENAK LAW FIRM

www.polenak.com tel: +389 2 3114 737 fax: +389 2 3120 420

**Managing Partner:** Kristijan Polenak

**Partners:** Tatjana Shishkovska, Aleksandar Dimic, Metodija Velkov

**Senior Associates:** Zoran Andonovski, Natasa Popova-Alebic, Anastazija Szadzovska

**Associates:** Iva Djugumanova, Vera Ristik

**Junior Associates:** Ana Petrovska-Belopeta, Marija Tupanceska, Vanja Curlinova, Ivana Slaveska, Simona Sekerova, Andrej Stojkovic

Languages: *Croatian, English, French, German, Russian, Serbian*

## Firm Overview:

Polenak Law Firm continues the tradition of providing top quality legal services since 1946.

The firm developed from an individual practice working in criminal and civil litigation to a partnership in the 1970s and adding commercial and corporate matters, growing its partnership and areas of work in the 1990s and rising to a structured full-service law firm in 2007.

Throughout its history the firm and its brand was considered one of the market leaders. Today, this leadership is recognised and praised by clients and relevant legal directories.

The firm comprises of four partners, three senior associates, two associates and six junior associates.

The dedication of the firm's lawyers enable it to offer assistance needed to address all client's needs for a prompt and well-reasoned legal advice.

The number of transactions handled make it the most experienced law firm on the market in banking, project finance, M&A, privatisation processes, competition and antitrust matters, aviation, energy, telecommunications and PPP. The innovative approach and newly introduced legal structures give the firm a competitive advantage.

The knowledge and practice of the firm's litigation lawyers in criminal, civil and commercial cases is remarkable, constructing one of its prominent benchmarks.

The affiliation with leading law firms from each jurisdiction in the region, joined together in the South East Europe Legal Group (www.seelegal.org), enables it to offer its clients coverage and superior legal services in the region.

## Main Areas of Practice:

The main focus of services is directed to multinational corporations, banks and international financial institutions, providing experienced legal advice in many practice areas and offering wide range of legal services.

The firm's notable M&A experience is built in decades of practice by advising in most of the largest M&A transactions and in numerous share transfers in SMEs.

One of the firm's flagships is its banking and finance practice. Over the last 20 years, the firm advised joint managers on several issuances of sovereign bonds, provided regulatory advices and opinions to international banks and IFTs, including advices on loan structuring, drafting agreements, FX matters, enforceability of ISDA and GMRA contracts in North Macedonia, secured loan structures, syndicated lending, etc. The firm assisted corporate issuers in public and private share offerings.

The firm's competition practice, as market leader in this field, deals with merger notifications, proceedings at the Commission for Protection of Competition (prohibited agreements, introduction of behavioral or structural remedies, abuse of dominant position), internal competition compliance checks.

The firm provides full legal support to its corporate clients. Its services enable its clients to achieve local legal compliance on data protection, consumer protection, competition and anti-trust, labour law requirements, reporting requirements, etc. The firm prepares drafts and reviews contracts with suppliers and/or buyers and provides legal assistance at the courts and governmental agencies in the Republic of North Macedonia.

The firm provides variety of legal services related to real estate. The experience record includes title examinations and transfers, leases, lease-backs, drafting complexed asset deal documentation, entry into public registers, creation and perfection of security over immovable asset, investing immovable asset into a corporate entity, as well as asset due diligence. The firm also assists with estimation of taxes and communal duties. In greenfield investments, the firm assists its clients to assess timing and construction permit procedures.

Energy and mining have proven to be a potential for investments and development. North Macedonia is rich with water, sun and minerals, providing natural resources for power generation and mining. Polenak Law Firm advises clients in renewable energy generation and energy distribution, as well as companies in the mining industry.

The firm's IP practice is also notable, providing client support in registration of trademarks and patents.

## PRACTICE AREAS

Antitrust  
Banking & Finance  
Commercial & Civil Litigation  
Corporate  
Data Protection  
Energy  
IP  
Labour  
M&A  
Real Estate

## OFFICES

### NORTH MACEDONIA

SKOPJE: Orce Nikolov 98, 1000

Tel: +389 2 3114 737 Fax: +389 2 3120 420

Email: info@polenak.com

## International Work:

Over 80% of the firm's clients are multinational corporations and international financial institutions. Most of the firm's experience is practically achieved and applied in supporting international clients.

## Clients:

The client list of Polenak Law Firm comprises of international finance institutions, banks, insurance companies, tobacco business, energy, telecommunications, metals industry, construction companies, transportation companies. Key clients include: Adient, Cevahir Holding, Deutsche Telekom Group, European Bank for Reconstruction and Development, LC Waikiki, Limak, Inditex, Johnson Matthey, Joyson Safety Systems, Philip Morris, Sanrio, Siemens, TAV Airports, Titan Cement, WizzAir.



# POPOVSKI & PARTNERS

www.pp-lf.com tel: +389 2 32 32 243

**Managing Partner:** Tatjana Popovski Buloski

**Partners:** Ognen Martinov, Jana Dukovska Despotovska

Number of other lawyers: 4 Staff: 3

Languages: *English, French, Serbo-Croatian.*

## Firm Overview:

Popovski & Partners is a modern, full-service law firm in the Republic of North Macedonia.

The partners teamed up are driven by the wish to provide a higher standard of legal services.

The team is the strength of the firm. It is a highly skilled group of professionals who have been involved in legal business for many years.

The team cooperates efficiently and effectively. It consists of duly licensed lawyers only. This means that the client communicates with an experienced independent and knowledgeable professional. This concept allows for quick, smooth and productive communication with the client in order to achieve best tailor-made legal solutions in swift time.

The firm provides most up to date technical operational conditions and it also works smoothly in remote mode. It cooperates with the most reputable auditors, financial and other court experts, translation agencies and other suppliers that could be engaged depending on the assignment delegated by the client.

## Main Areas of Practice:

The firm is covering the following practices:

### Anti-corruption and Investigations:

- Drafting of internal framework
- Compliance checks and training
- Support in internal compliance investigations

### Banking & Finance:

- Capital Markets & Financial Instruments
- Securities
- Pledges, mortgages and other security of claims, including proceeding for foreclosing
- Lending & Project Finance
- NPLs (Non-performing loans)
- Insolvency & Restructuring
- Payment Services

### Competition and Anti-Trust:

- Merger Control Proceedings
- Compliance Checks & Training
- Representation and support during down raids
- Leniency Applications
- Assessment of commercial contracts, practices, policies and business models
- Representation in misdemeanor proceedings due to misuse of dominant position, prohibited agreements, or concerted practices

### Concessions and PPPs:

- Representation in procedures for obtaining concessions and PPP
- Drafting of transactional documents and contracts

### Consumer Protection:

- Advertising
- Direct Marketing
- Consumer Contracts
- Safety of products and RAPEX proceedings
- E-Commerce
- Conformity of Goods & Services
- Warranties
- Unfair Commercial Practices

### Data Protection:

- Drafting of relevant policies and acts
- Representation in front of the Directorate for Personal Data Protection
- Compliance Checks & Training
- Representation in misdemeanor proceedings regarding violations of data protection rules

### Dispute Resolution:

- Commercial Litigation
- Civil Litigation
- White Collar Crime Proceedings
- Criminal Proceedings in General
- Product Liability Litigation
- Insolvency Litigation
- IP Litigation
- Labour Disputes
- Insurance Litigation
- Corporate Disputes
- Administrative litigation
- Representation and support in domestic and international arbitration (UNICITRAL, ICSID, ICC)
- BIT disputes

### Employment:

- Drafting of internal framework including framework regarding protection against mobbing and whistleblowing schemes
- General labour compliance checks and training
- Compliance checks and training in protection against mobbing
- White-Collar Work
- Non-Competition Issues & Disputes
- Collective Bargaining
- Terminations
- Labour Disputes
- Employment of Foreigners
- Immigration Law

## PRACTICE AREAS

Energy & Natural Resources  
 Food Production  
 Gaming  
 Healthcare & Pharmaceuticals  
 Information & Communication Technologies  
 Infrastructure  
 Insurance  
 Media & Entertainment  
 Mining  
 Private Equity  
 Retail & Consumer Goods  
 Telecommunications

## OFFICES

### NORTH MACEDONIA

SKOPJE: St Nikola Vapcarov 2-4

Tel: +389 2 32 32 243

Email: info@pp-lf.com

### Intellectual Property:

- Trademark Protection & Registration
- Patent Protection & Registration
- IP Litigation
- Customs Proceeding for Protection of IP rights
- Drafting of IP Contracts
- IP in Employment Relationships
- Advertising
- Industrial Design Protection & Registration
- Copyright Protection

### M&A, Corporate & Commercial:

- M&A Projects
- Licensing
- Legal Due Diligence Projects
- General Corporate

### Real Estate:

- Construction
- Real Estate Acquisitions
- Real Estate Planning
- Property Management
- Real Estate Finance

### Key Contact:

Tatjana Popovski Buloski | Managing Partner

Email: tatjana.popovski@pp-lf.com

Tel: +389 70 24 92 84



Popovski & Partners  
 Law Firm