



DOKLESTIC
REPIC | GAJIN

SUPPORTING BUSINESS

EACH CLIENT HAS ITS OWN PREFERENCES,
NEEDS AND EXPECTATIONS.
WE ARE HERE TO ADJUST TO THEM AND
SUPPORT THE CLIENT'S BUSINESS.

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ABOUT US

-  **20+ lawyers**
-  **Full-service commercial law firm**
-  **“Premium law firm” (Legal 500 2015)**
-  **Regional capabilities:**
Serbia, Croatia, Bosnia and Herzegovina, Montenegro, Macedonia (FYROM)
-  **Languages:**
English, German, Hungarian
-  **Advised deals:**
EUR 2+bn

FULL-SERVICE LAW FIRM FROM SERBIA

Dokleštic Repic & Gajin is a full-service commercial law firm based in Belgrade, Serbia. The market recognizes us as a premium law firm, distinctive in its approach to clients and their businesses. Our clients include leading multinational and domestic corporations as well as some of the most prominent international organizations, business associations and NGOs.

We also regularly advise and represent individuals in need of protection of their legal rights and interests.

REGIONAL SERVICE

Based in Belgrade, apart from the work related to Serbia, we also manage assignments related to: Croatia, Bosnia and Herzegovina, Montenegro, Macedonia (FYROM). To this end, we have established a strong network of our correspondent leading independent law firms in these jurisdictions, with whom we regularly cooperate on cross-border regional projects.

All our correspondent law firms have been ranked by Legal 500 and Chambers Europe as leading commercial law firms in their respective jurisdictions. Our structure ensures that the client receives a premium legal advice from a single point of contact, regardless of the number of jurisdictions involved.

OUR PRINCIPLES

We are proud of five basic principles that define who we are and how we approach the job we do:

• Premium legal service

Both clients and independent reviewers have recognized us as a firm whose quality of services far exceeds the market standards.

• Business-oriented approach

We do not fit into a conventional stereotype of a lawyer who would disregard financial, strategic, operational, organizational and other non-legal aspects of clients' businesses. We take a holistic approach, with understanding that our legal advice serves the purpose to support the businesses of our clients.

• Cost-effectiveness

Our efficiency-based business model allows us to deliver results at a reasonable price. Clients always have full control over our fees. We never overcharge.

• Integrity and accountability

We never compromise our integrity and always stay independent in our opinion.

• Long-term relationships with clients

We build long-term relationships with our clients, viewing them not as one-off purchasers of our services but as our long-lasting business partners.

OUR PRACTICE

PRACTICE AREAS

To ensure the best possible and most efficient service to our clients, we have organized our work into specialized practice areas. Specialization of our lawyers enables us to provide tailored-made advice to our clients within short and pressing deadlines, adding real added value to the client's business.

Our key practice areas are:

- Commercial, Corporate and M&A
- Dispute Resolution
- Competition/Antitrust
- Labor, Employment and Data Protection
- Real Estate, Energy and Infrastructure
- Banking and Finance
- IP, IT and TMT

INDUSTRIES

We advise clients across various industry sectors and in all legal areas that may be of importance to corporate clients. We have advised clients in a broad array of different industries, including:

- Automotive
- Tobacco
- Construction
- Financial Services
- Healthcare
- Pharma
- FMCG
- IT
- Telecommunications
- Private Security
- Energy
- Mining
- Logistics and Transportation
- Distribution and Wholesale
- Retail

INVESTMENT FUNDS; FINANCE AND INVESTMENT ADVISORS

We regularly advise leading international investment funds active in this region (PE & VC) and cooperate with international finance and investment advisory companies. These sophisticated clients appreciate our ability to provide them a full scope of legal services and to address their needs in a holistic manner.

COOPERATION WITH INTERNATIONAL LAW FIRMS

An important element of our practice is cooperation with leading international law firms, who often engage us as their local legal counsels for the jurisdictions we cover. International law firms in particular appreciate our ability to cover several jurisdictions in the region, which allows for one point of contact for all jurisdictions concerned.



KEY PRACTICE AREAS

COMMERCIAL, CORPORATE AND M&A

Corporate, commercial and M&A is our flagship practice area. Our clients include leading multi-national and domestic corporations, as well as wealthy individuals and PE & VC funds pondering investments in the region.

Our legal support is not limited only to entrance into the local market, but we also support and advise clients regarding maintaining and developing the value of their investments, as well as in developing and executing their exit strategies (where applicable). This follows our philosophy of developing long-term and sustainable relationship with all our clients.

Our team is composed of experienced legal professionals, most of whom have received at least a part of their education on leading law schools in the EU and the US. This enables us to fully understand the client's needs, ideas, requirements and expectations and to provide them with the legal advice that creates added value for their business. Also, all our lawyers are fluent in English and in addition to that we are capable to advise clients in the German, Russian and Hungarian language, respectively.

OUR PRACTICE

Dokleštic Repić & Gajin has unrivalled regional experience in advising clients in all areas of corporate, commercial and M&A law, including the following:

M&A

- M&A and transactional advisory
- Legal due diligence reports
- Private M&A deals
- Public M&A deals
- Structuring of transactions & tax planning
- Joint ventures
- Private equity & venture capital
- Merger approvals
- Drafting and negotiating complex transaction documents
- Public takeovers and takeover bids
- MBOs/ LBOs
- Share deals & asset deals
- Cross-border transactions
- Privatization procedures
- Status changes (e.g. spin-offs, mergers, demergers, etc.)
- Structuring and protection of foreign investments

Commercial

- Commercial & business agreements
- Multilateral business arrangements
- Implementation of new business models
- Cross-border business transactions
- International sale of goods (including CISG)
- Letters of credit & bank guarantees
- Consortium & partnership agreements
- Foreign exchange operations (domestic and cross-border)
- Collateralization/securing of business risks
- Floating charges & commercial financing
- Export/import operations
- Incoterms
- Distribution agreements
- Logistics, transportation & insurance

Corporate

- Foundation of companies (LLC, JSC, etc.)
- Corporate governance
- Capitalization & financing
- Status changes (e.g. spin-offs, mergers, demergers, etc.)
- Changes of legal form
- Fiduciary duties
- Shareholders agreements
- Liquidations & terminations
- Capital changes (increase, decrease)
- Share transfers
- Corporate agreements & arrangements (intra-group & unrelated)
- Company representation authorities and limitations
- Joint ventures
- Tag along & drag along arrangements
- Put/call options

Insolvency, Restructuring & Reorganization

- Thin capitalization issues
- Insolvency procedures (both for creditors & debtors)
- Insolvency reorganizations & turnarounds
- Pre-pack reorganizations
- Bankruptcy proceedings
- Representation in boards of creditors
- Liquidation of assets
- Recognition and enforcement of claims in Insolvency / bankruptcy
- Challenging of debtors' actions & protection of creditors
- Acquisition of distressed assets

Public Procurement

- Representation of clients in PP proceedings
- Advice on applicable PP procedure
- Assistance with preparation and submission of bids
- Objections & appeals
- Administrative disputes
- Direct negotiations
- PP contracts
- Exemptions & notifications

Public Procurement

- Public-private partnerships: structuring effective models
- Tendering & bidding: structuring offers and designing tender and bid procedures
- Infrastructure risk management: riskassessment, allocation and transfer
- Infrastructure project finance
- Evaluation committee advice and participation
- Infrastructure project litigation & dispute resolution (including mediation, arbitration and litigation)
- Advising on the political process and governmental procedures and culture
- Advising parties on all sides of transactions in a variety of sectors and industries, including: accommodation facilities, airports, energy systems, mining and natural resources, food production plants, highways, toll roads and bridges, hospital and hospital services, etc.

Capital Markets & Securities

- IPOs and issuing of securities
- Public offering, admittance to trading
- Public prospectus – preparations and approvals
- Notifications & publications obligations
- Relations with the SE and stock exchange
- Takeover bids (TOBs)
- Defense strategies against hostile takeovers
- Reporting Duties
- Delisting of public companies
- Corporate governance for publicly traded companies
- Insider trading / dealing
- Market manipulations

Insolvency, Restructuring & Reorganization

- Consultancy and legal opinions on energy & mining legislation and regulations
- Transactions before the Regulatory Authorities and competent Ministries
- License transactions
- Arrangement of energy investments
- Drafting of agreements related to energy
- Consultancy on various components of energy markets such as generation, distribution, transmission and retail
- Civil and administrative litigation
- Consultancy on environmental law matters and Environmental Impact Assessment (EIA) reports
- Full support regarding the mining projects, including mining registry research and transactions, permits and licenses, mining sector contracts and mining law consultancy

HOW WE STAND OUT?

Members of our team have been engaged on some of the biggest and most prominent transactions in the region, which is a warranty of our expertise. Dr. Slobodan Dokleštic, head of our Commercial, Corporate and M&A team, alone has advised clients on corporate and M&A transactions value of which exceeds EUR 2 billion – which is formidable for the Serbian and regional market.

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DISPUTE RESOLUTION

Dokleštic Repić & Gajin dispute resolution team specializes in the effective resolution of disputes by negotiation, mediation and litigation, always defending client best interests before courts and state authorities. The firm offers proactive, pragmatic approach, always enthusiastic to try even the most difficult cases in Serbia and in the region. Our specialist lawyers are committed to providing value for money by adapting their service to their clients' specific needs. As skilled trial attorneys, we participate in sophisticated and complex matters across a wide range of industries, inter alia financial services, security services, tobacco industry, pharmaceuticals, manufacturing and professional services.

We have a strong commercial litigation experience, particularly in the context of contractual, tortious, employment, partnership, and shareholder disputes. We promote the use of mediation and alternative dispute resolution mechanisms to help our clients achieve their commercial objectives with the minimum of cost and delay.

Our legal team is ready to advise clients in of the all official languages of the local jurisdictions (Serbian, Montenegrin, Bosnian, Croatian), as well as in English and German.

OUR PRACTICE

Commercial litigation

- Contract disputes
- Construction disagreements
- Failure to pay or perform cases
- Commercial real estate disputes
- Rental disputes
- Defense against alleged business torts
- Disputes over non-compete agreements
- Breach of fiduciary duty cases
- Temporary and permanent injunctions
- Product liability litigation
- Transportation litigation
- Intellectual property or trade secrets cases
- Business fraud
- Insurance litigation
- Competition litigation

Labor litigation

- Arbitration and mediation
- Affirmative action including discrimination and retaliation
- Whistle-blower and other retaliation claims
- Wrongful discharge, severance and tort litigation
- Unfair labor practice claims
- Breaches of trade secrets, restrictive covenants and fiduciary duties claims
- Occupational and safety healthy administration claims
- Compensations, and other employee benefit disputes
- Data protection disputes

Alternative dispute resolution (ADR)

- Arbitration (domestic and international)
- Dispute prevention
- Mediation
- Negotiation
- Risk management

Insolvency proceedings

- Complex cross-border restructurings
- Contentious and non-contentious insolvencies
- Contentious banking and financial issues
- Corporate winding-up (liquidation)
- Insolvency litigation

IP disputes

- Patent litigation
- Complex software disputes
- Anti-counterfeiting strategy
- Brand protection
- Design rights claims
- Media and copyright claims
- Take downs and domain name disputes
- Reputation management
- Claims for breach of confidence
- Intellectual property licensing disputes

Real estate disputes

- Court Termination of lease agreements
- Landlord and tenant disputes
- Environmental disputes
- Toxic torts
- Premises liability
- Partnership and other joint venture disputes
- Secured credit, lien priority and foreclosure disputes
- Title, trespass and boundary disputes
- Property tax disputes

HOW WE STAND OUT?

We assemble teams tailored to the specific complexity of a case and utilize the attorney's skills to win the case. Our work has included engagements and mandates in virtually all above mentioned practice areas throughout Serbia, Montenegro, and Bosnia and Herzegovina, for leading multinational and regional companies.

In addition, in cooperation with colleagues from other jurisdictions, we have also participated in and managed various multi-jurisdictional litigations involving Croatia, Slovenia, and Macedonia.

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COMPETITION/ANTITRUST

Competition/antitrust have come to the fore in Serbia and other countries in the region, as they prepare for EU membership. While Serbian competition rules are generally based on the EU model, there are local peculiarities and practice which makes local expertise essential.

Our competition team is well versed both in local competition rules and in the relevant EU acquis. The competence of our competition lawyers is unparalleled in the Serbian market – all of them either have a PhD in competition law or are on the way of obtaining it. Such expertise, combined with our lawyers' practical experience, enables us to swiftly and accurately respond to all competition-related queries.

We cover all areas of competition law (restrictive agreements abuse of dominance, merger control and state aid) and have significant experience in these fields.

In the area of restrictive agreements, our lawyers have drafted a number of individual exemption request to the Serbian, Montenegrin, and Bosnian competition authority, respectively. They have also defended undertakings in antitrust probes, both related to restrictive agreements and with respect to alleged abuse of dominance.

In the area of merger control, our lawyers have prepared dozens of merger filings throughout the region – in no-issue extraterritorial transactions and complex Phase II procedures alike.

Finally, we regularly advise on state aid issues, both as part of wider transaction support and as stand-alone issues

OUR PRACTICE

Restrictive agreements

- Analysis of horizontal and vertical agreements from, in particular from the perspective of block exemption rules
- Drafting and submission of individual exemption requests to the competition authority
- Drafting and submission of leniency applications
- Representing clients in antitrust proceedings before the competition authority

Abuse of dominance

- Analysis of commercial policies of dominant undertakings
- Drafting commercial policies of dominant undertakings to ensure they are in line with the applicable competition regulations
- Representing clients in abuse of dominance cases before the competition authority

Merger control

- Drafting and submission of merger filings
- Analysis of the applicable merger filing thresholds and accompanying issues
- Representing clients in Phase II merger probes with respect to combinations which may raise competition concerns

State aid

- Analysis of state support to undertakings from the perspective of the applicable state aid rules
- Representing clients in the notification procedure before the state aid control authority

Advisory

- Drafting the company's antitrust compliance documents
- Training of the client's management employees on the relevant competition law issues
- Competition law analysis as part of due diligence procedures

Competition litigation

- Representing clients in competition litigation cases, both on the side of plaintiff and on the side of plaintiff
- Advising clients on alternative dispute resolution of competition claims

HOW WE STAND OUT?

1. Expertise.

We are proud to be the only competition team in the region with two attorneys who hold a PhD in competition team.

2. Merger filing app.

We have developed an innovative way of checking the merger filing thresholds in Serbia, Montenegro, Bosnia and Herzegovina, and Macedonia (FYROM) – an online app available on our website.

3. Competition blog.

Our competition blog (www.gajin.rs) is possibly the most relevant source of competition news and insights concerning the Western Balkans.

4. Competition newsletter.

Each month, our competition team publishes a competition newsletter with the latest developments in the Western Balkans. It is the only such publication around.

5. Regional approach.

We fully understand that our clients often view the Western Balkans as one market. Our lawyers have a plethora of experience throughout the region and are able to serve clients across the regional borders. For more information about our competition practice, please visit www.dokleptic.law/competition.

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LABOR, EMPLOYMENT AND DATA PROTECTION

Dokleštic Repic & Gajin's employment team provides a complete service dealing with all aspects of the employment relationship. The firm offers proactive, pragmatic and commercial employment law advice to key businesses and organizations in Serbia, Montenegro and Bosnia & Herzegovina. Our specialist lawyers are committed to providing value for money by adapting their service to their clients' specific needs.

With the passage of new laws, sometimes conflicting decisions of the courts and the official opinions of the competent ministries, a flexible and open-minded approach enables the firm to develop a reliable service in line with the changing and challenging environments in which their clients operate. The firm has a professional relationship with the relevant authorities and are at all times aware of the sensitive nature of employer-employee relationships and issues that clients face.

Our team has provided day-to-day advising and a full service for employment issues to leading multinational and regional companies. In addition, we have also provided employment related advice to numerous diplomatic missions and international organizations. Our work has included engagements and mandates in virtually all above mentioned practice areas throughout Serbia and Montenegro, including the preparation of employment contracts and handbooks, labor issues arising in connection with privatization and mergers and acquisition, assistance in connection with labor disputes, redundancy proceedings, the termination of employment, outsourcing, secondment, different benefit plans, preparation of share options schemes for employees, advise on pension entitlements, sick leave, injuries at work, the tax treatment of specific benefits and all other employment and labor related issues.

We are able to advise clients in all official languages of the local jurisdictions, as well as in English and German.

OUR PRACTICE

Restructuring

- Restructuring of the internal organisation of the work places
- Mass redundancy arising out of restructuring
- Representing employers in negotiations with trade unions / employees
- Spin-offs / outsourcing operating units
- Employment-law consultancy on mergers & acquisitions
- Due diligence with regard to employment law
- Post-merger integration of employees
- Defending employers against claims of unfair dismissal

Termination of employment

- Restructuring of the internal organisation of the work places
- Mass redundancy arising out of restructuring
- Representing employers in negotiations with trade unions / employees
- Spin-offs / outsourcing operating units
- Employment-law consultancy on mergers & acquisitions
- Due diligence with regard to employment law
- Post-merger integration of employees
- Defending employers against claims of unfair dismissal

Contracts of employment and termination agreements

- Drafting of standard employment contracts
- Amendment of employment contracts (through the "offer and annex" procedure)
- Drafting of individual employment (or out-of-employment) contracts for executives, board members and managing directors
- Post-contractual restraints on competition
- Negotiating and drafting termination agreements
- Tax-optimized design of termination agreements and severance pay
- Dealing with and preventing negative consequences of termination with regard to unemployment benefits

Designing & implementing modern remuneration systems and stock option plans

- Designing and implementing modern remuneration systems and their harmonization with the mandatory requirements of Serbian law
- Agreements on goals and performance management
- Stock option plans and other profit-sharing plans
- Employee incentive schemes
- Drafting agreements with trade unions
- Negotiating with trade unions

Outsourcing

- Strategic preparation for outsourcing
- Drafting outsourcing agreements
- Allocation of liability between the client and outsourcing companies
- Spin-offs and partial spin-offs of operating units
- Personnel layoffs resulting from outsourcing
- Redundancy schemes

Collective bargaining agreements, trade unions and industrial action

- Representing employers in negotiating collective bargaining agreements
- Transfer of a company to a different collective bargaining agreement
- Terminating the binding effect of collective agreements
- Advising employers and employers' associations in industrial disputes
- Designing modern remuneration systems under collective bargaining agreements

Boards of directors and managing directors

- Appointment of directors and board members
- Drafting (out-)of employment contracts for directors / board members
- Removal and dismissal of directors / board members
- Severance agreements
- Designing board rules of procedure
- Board member remuneration
- Pension commitments
- Post-contractual non-compete agreements
- Liability issues

Temporary hire of employees and secondment

- Drafting contracts on the supply of temporary employees
- Drafting contracts for work and services
- Preventing employment-law violations

International secondment of personnel

- Optimizing international work contracts
- Drafting secondment contracts
- Secondments within a group of companies
- Support in obtaining residence /work permits
- Advice on social security questions
- Optimized design of severance agreements for expatriate employees
- Negotiation in international cases

Strikes

- Negotiations with trade unions
- Planning scenarios for the avoidance of strikes and the mitigation of the effects of a strike
- Determination of the minimum level of service during a strike (if applicable)
- Regulation of an employees' and trade union's conduct during a strike
- Agreements on the termination of strikes

Internet in the workplace

- Drafting agreements / rules on Internet use in the workplace
- Right to privacy
- Data protection issues
- Sanctions for unauthorized use of Internet / email

Internet in the workplace

- Together with Dokleštic Repic & Gajin's litigation department we represent our clients' interests throughout Serbia, Montenegro, Bosnia and Herzegovina and Macedonia before all competent courts and arbitrations
- Our clients benefit from our experience in court, our experience, our reputation, and our particular know-how in employment law
- Assessments of the outcome of potential and pending labor disputes and support to clients in negotiating terms of settlement

Consultancy on mergers and acquisitions

- Advice on the employment law aspects of mergers and acquisitions (due diligence) in both domestic and international transactions

Expert opinions on specific questions

- We also provide expert opinions on specific questions in all aspects of employment law.

HOW WE STAND OUT?

Our team of lawyers, each of whom are specialized in employment law, provide clients with top-quality advice on all aspects of labor law in Serbia, Montenegro, and Bosnia & Herzegovina. In addition, in cooperation with colleagues from other jurisdictions we have also participated in and managed various multi-jurisdictional projects involving Croatia, Slovenia, Macedonia and Albania.

Our lawyers have unrivalled experience and know-how in employment law as they have advised leading multinational, international and domestic corporate clients on virtually all kinds of HR projects and matters throughout the region.

In particular, we largely benefit from our regional experience, which enables us to understand the employment authorities in different jurisdictions and to anticipate their position or potential conduct, as well as to tackle situations where there is little or no relevant practice.

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REAL ESTATE, ENERGY AND INFRASTRUCTURE

We offer a complete range of legal services related to all aspects of real estate transactions and our broad range of experience includes acting on behalf of individuals, corporations, and institutional clients. Our real estate lawyers and associates have a successful combination of technical property expertise, local market knowledge, industry insight and global experience. We provide support to lenders, realtors, developers, and contractors.

We are well-versed in the handling of all types of real estate transactions and contract negotiations. Our extensive experience allows us to solve problems concerning real estate quickly and efficiently. Our lawyers have extensive experience in sophisticated commercial real estate transactions throughout Serbia, with experience in similar transactions in other areas of the country in the region.

Our legal team is ready to advise clients in of the all official languages of the local jurisdictions, as well as in English and German.

OUR PRACTICE

Construction and engineering

- Drafting, reviewing and negotiating construction contracts
- Preparing commercial building contracts, infrastructure and engineering contracts, process and energy plant contracts
- Reviewing supply contracts and purchase orders
- Preparing operation and maintenance contracts
- Preparing professional services contracts
- Preparing collateral warranties, third party rights schedules and notices and third-party duty of care undertakings
- Preparing pre-construction or early construction start arrangements
- Preparing asset protection agreements
- Preparing legal analysis of performance security, including bonds, guarantees and project accounts
- Preparing and reviewing FIDIC agreements

Real estate contracts

- Participating in lease negotiations and drafting lease agreements
- Supporting in site acquisition
- Preparing and executing sale and leaseback structures, conveyancing and mortgages
- Preparing real estate management contracts

Real estate contracts

- Preparing legal analysis and drafting legal documentation related to zoning
- Representing investors concerning cooperation with relevant authorities by development of a zoning plan
- Providing legal analyze the impact of zoning plans on ownership rights
- Representing investors before state authorities and administration courts in disputes concerning zoning decisions

Real estate litigation

- Analysis and assessment of legal risks related to disputes over legal titles to real estate
- Drafting court submissions in disputes concerning real estate
- Representing clients before regular courts in disputes concerning real estate
- Representing investors before administrative courts and state administration in disputes concerning building permits and zoning decisions
- Representing clients in landlord and tenant disputes
- Representing clients in environmental disputes
- Dealing with toxic torts litigations
- Representing clients in premises liability cases
- Representing clients in secured credit, lien priority and foreclosure disputes
- Representing in title, trespass and boundary disputes
- Representing clients in property tax disputes
- Representing clients FIDIC disputes

Real estate litigation

- Preparing and conducting Due diligence of targeted real estate
- Preparing of Purchase and Sale Agreements
- Clearing and transferring of the title
- Reviewing and preparing Financing Agreements
- Preparing and Escrow agreements

Real estate litigation

- Analyzing legal aspects of investment projects with public partners
- Drafting agreements concerning cooperation and realization of joint investments related to infrastructure projects
- Representing of public and private investors in realization of infrastructure projects

HOW WE STAND OUT?

We have assisted leading realtors, developers, and contractors in the region. We specialize in complex domestic construction and engineering projects such as commercial offices, corporate and bank headquarters, sport centers, major international energy and infrastructure projects. This experience gives us an excellent understanding of the wide spectrum of issues that arise across various sectors, making sure all solutions meet our clients' requirements.

As a special recognition to the quality of our service, we are one of very few law firms (if not the only law firm) from Serbia that is often invited by our international clients to take the role of their main legal advisor in legal matters involving other European jurisdictions (e.g. Russia, Kazakhstan, Azerbaijan, Turkey, etc.), when we cooperate with local legal counsels from the respective jurisdiction to provide best possible legal protection to the interests of our clients. For example: Managing Partner Slobodan Doklestic is often engaged by Turner International, a leading US-based construction company, to act as their regional counsel to advise them on their projects throughout Europe (e.g. Russia, Turkey, Kazakhstan, Azerbaijan, etc.).

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BANKING AND FINANCE

Banking and finance are areas which are extensively regulated in Serbia and other countries in the region. Our lawyers assist both with respect to local banking and finance issues and those related to cross-border issues. Our lawyers advise banks and companies both on transactions involving only Serbia as well as those with an international element. Such assistance is most commonly provided in the M&A context and in relation to the acquisition of real estate. Also, project finance has become a common avenue for financing in Serbia and the region, in particular in the energy sector. Project finance often involves public procurement and various other regulatory issues, all of which are covered by our lawyers.

Restructuring and insolvency are areas which have particularly developed in Serbia and region since the global financial crisis. We assist clients in sailing through this complex process as seamless as possible. This assistance is provided jointly by our Banking and Finance and Dispute Resolution teams, which ensures that the relevant issues are tackled from all sides.

The financial services sector is heavily regulated in the region, with the central bank and other watchdog keeping a close eye on how these services are performed. We help clients understand and fully comply with these regulations. Especially important in this respect is knowing the practice of local regulatory bodies. Thanks to our experience and ongoing mandates, we are always up to date with the latest developments not only in legislation but also with respect to how the local regulatory bodies and courts handle contentious issues.

Following the global financial crisis, non-performing loans have soared across the region. Our lawyers assist banks and other investors in transactions involving distressed loan portfolios, both on the side of the acquirer and on the side of the seller. Due to their many facets, such transactions are always a challenge to support and therefore require sophisticated local expertise.

OUR PRACTICE

Banking and finance

- Advising banks and corporate clients involved in local and cross-border transactions in relation to loans, on lender and borrower side alike
- Support with respect to local banking regulations (the banking sector is heavily regulated across the region)
- Real estate finance (in cooperation with Dokleštic Repic & Gajin Real Estate, Energy and Infrastructure team)
- Advising on the sale/purchase of non-performing loans
- Advising on regulatory aspects of asset management
- Support in financing transactions, in particular in the M&A context
- Assisting clients with respect to project finance issues
- Providing support with respect to debt restructuring and refinancing
- In cooperation with colleagues from Dokleštic Repic & Gajin Dispute Resolution team, representing clients involved in bankruptcy proceedings before local courts
- Advising on structured finance issues

HOW WE STAND OUT?

As a heavily regulated sector, banking and finance require expert knowledge of the applicable local regulations. However, due to the rising importance of cross-border financing transactions, being able to deal with a plethora of local banking and finance frameworks has become imperative. This is where one of our main strengths comes into play – owing to our regional network and cooperation with international law firms, we are able to assist even in the most complex multi-jurisdiction deals.

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IP, IT AND TMT

We understand how interrelated intellectual property, information technologies and technology, media and telecoms have become and address them accordingly – within a single practice group. By following both the evolution in the local regulations and developments in the EU, our lawyers are able to swiftly and comprehensively respond to any enquiry from these areas.

IP issues often arise both as stand-alone and as part of other considerations. A good example are trademarks: our lawyers assist clients both with respect to registration of trademarks and with respect to other aspects trademarks may have, such as those competition-law related. Thanks to the wide expertise of our lawyers, we are able to give our clients a complete advice, which takes into account all relevant legal aspects and, most importantly, the client's needs.

Over the last few years, the Serbian IT industry has become one of the leading sectors of the Serbian economy, in particular with respect to export. With cross-border transactions in this sector now common, we provide support both to local IT companies and to foreign companies doing business with IT companies from the region.

Over the last few years, Serbia and other countries in the region have witnessed a dynamic development of telecoms and media. Parallel with this, local legal framework has developed as well, with telecoms and media both being regulated industries. In the M&A context, the attention has been particularly on telecoms – some of the largest deals have happened precisely in this sector. And, even in the absence of M&A, companies active in telecoms and/or media often require assistance with regulatory issues.

Our lawyers have extensive experience in the field of IP, IT and TMT, including registration of trademarks for international clients (including multinational companies), advising a multinational company on competition law aspects of trademark regulation in Serbia, supporting local IT companies in structuring their cooperation with foreign partners, advising telecom operators on regulatory issues and due diligence and transaction support in one of the largest recent transactions in the telecom sector in the region.

OUR PRACTICE

IP

- Preparation of trademark applications and representing clients in the registration procedure
- Assisting clients with respect to the registration of patents
- Drafting legal opinions with respect to various IP law issues, including those touching upon other areas of law (such as competition law)
- IP litigation (in cooperation with Dokleštic Repic & Gajin Dispute Resolution team)

IT

- Providing support to local IT companies, in particular with respect to their cross-border transactions
- Assisting foreign companies wishing to invest in the Serbian IT industry (including advisory on the conditions for receiving investment subsidies from the state)
- Dealing with IP issues in the operation of IT companies

TMT

- Advising on all regulatory aspects of TMTs under local laws
- Structuring complex TMT transactions with various regulatory aspects
- Representing clients in proceedings before local regulatory bodies in the area of telecoms and media
- Due diligence and support in deals in the TMT sector

HOW WE STAND OUT?

Here as well “one stop shop” is the keyword – we are able to assist clients with all areas of law relevant for IP/IT/TMT issues, in all jurisdictions our network covers

CONTACT

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REGIONAL CAPABILITIES

REGIONAL NETWORK

Based in Belgrade, apart from the work related to Serbia, we also manage assignments related to Croatia, Bosnia & Herzegovina, Montenegro and Macedonia (FYROM). To this end we have established a strong regional network of our correspondent law firms in these jurisdictions, with whom we regularly cooperate on cross-border regional projects. All our correspondent law firms have been carefully vetted and have been ranked by Legal 500 and/or Chamber Europe as leading commercial law firms in their respective jurisdictions. Our structure ensures that the client receives a premium legal advice from a single point of contact, regardless of the number of jurisdictions involved.

In addition, within our office in Belgrade, we have established our own specialized desks for Montenegro and for Republic of Srpska (a Serbian entity within Bosnia & Herzegovina), which enables us also to provide specialized legal advice for these jurisdictions directly from our Belgrade office. This allows enhanced efficiency in providing of legal advices for these jurisdictions and saves time and money for the clients.



Key advantages of our regional model include the following:

- We are not tied to any specific law firm in neighboring jurisdictions, as is often the case with various formalized law firm networks. Instead, we may pick and choose the best suited local law firm for the task at hand from the pool of our correspondent law firms in the respective jurisdiction.
- We may easily indulge the client's preferences to engage a specific law firm in the relevant jurisdiction for a certain task, or we may even look beyond the pool of our correspondent law firms when it is necessary to find a specialized legal expert in the specific field of work.
- Clients get premium legal advice from a single point of contact, regardless of the number of jurisdictions involved.
- All regional work is coordinated and proofed for quality from our Belgrade office. As a result, all regional work is uniformed and standardized in terms output provided to the client.
- Each regional mandate has a project manager from our Belgrade office, who supervises the entire project and makes sure that everything is done professionally, timely, smoothly and within the agreed budget.
- Clients receive a single consolidated invoice with a detailed specification of all items of work for the entire regional project, regardless of the number of jurisdictions involved.
- All our regional correspondent offices benefit from our professional experience and know-how in the process of providing legal support to the client. This results in enhancement of the quality of our regional work, which is measured by high standards of legal profession.
- Our regional model is efficient as it is deprived of unnecessary administrative costs. As a result, this efficiency is passed onto the client in terms of competitive regional fees, faster response times and overall greater satisfaction rate of clients.

LEAD LAWYERS



Dr. Slobodan Dokleštic

Slobodan graduated with distinction from the Faculty of Law, University of Belgrade in 2003. He obtained an LL.M. degree in International Business Law at the Central European University in Budapest, 2005 (as the best student in his class). He was a visiting scholar at the Emory University School of Law in the US, Vienna University and University of Munich. He obtained his Ph.D. in EU law at the Faculty of Law, University of Kragujevac.

Slobodan is a recognized practitioner, with more than 13 years of professional experience. He focuses primarily on business law and employment and labor law, corporate, M&A, competition and antitrust, privatization law, energy and environment law.

Dr. Dokleštic has been a team leader in a number of transactions in Serbia, Montenegro and Bosnia and Herzegovina. He has advised international and domestic clients on corporate and commercial transactions the total value of which exceeds EUR 2 billion.

Education:

- LL.B. – University of Belgrade Faculty of Laws
- LL.M. – CEU / Emory Law School
- Ph.D. – University of Kragujevac Faculty of Laws

Languages:

- Serbian (Native)
- English
- German

Primary areas of expertise:

- Corporate, Commercial, M&A
- Labor & Employment
- Competition / Antitrust
- Energy, Mining, Infrastructure
- Banking & Finance

Membership:

- Bar Association of Belgrade
- Delegate in the Assembly of the Bar Association of Serbia
- American Chamber of Commerce in Serbia (AmCham)
- Vice Chair of the Combating Grey Economy Committee
- International Bar Association



Marko Repic

Marko is a partner at the firm and an attorney specializing in litigation and dispute resolution, labor and employment law, as well as in real estate and construction.

Marko has extensive experience in all kinds of litigation and dispute resolution procedures, including in particular: labor disputes, commercial litigation, administrative disputes, ADR and arbitrations.

Marko holds a law degree from University of Belgrade, Faculty of Laws. He is fluent in English and Serbian.

Education:

LL.B. – University of Belgrade Faculty of Laws

Languages:

- Serbian (Native)
- English
- Russian

Primary areas of expertise:

- Corporate, Commercial, M&A
- Real Estate & Construction
- Labor & Employment
- Litigation / Dispute Resolution

Membership:

- Bar Association of Belgrade
- International Bar Association



Dr. Dragan Gajin

Dr. Dragan Gajin is an attorney admitted in Serbia and New York, predominantly focusing on competition law. Apart from a law degree from Serbia, he also owns a master of laws degree from Duke University (USA) and a doctoral degree from Central European University (Budapest, Hungary).

Prior to joining Doklestic Repic & Gajin, where he heads the firm's competition practice, Dragan worked for some of the leading law firms in Serbia. He has been involved in numerous regional transactions, covering competition law and various transaction issues.

Education:

- LL.B. – University of Novi Sad Faculty of Laws
- LL.M. – Duke University School of Law
- S.J.D. – Central European University (Budapest)

Primary areas of expertise:

- Competition/Antitrust
- Commercial, Corporate, M&A
- Contracts

Languages:

- Serbian (Native)
- English
- Russian
- Hungarian

Membership:

- Belgrade Bar Association
- New York Bar (co-chair of the Serbia Chapter of the New York State Bar Association)
- International Bar Association



Milos Pandzic

Milos is an attorney and a Senior Associate at Dokleštic Repić & Gajin office in Belgrade.

He specializes in corporate and commercial law, M&A, real estate and construction and competition law. Milos has extensive experience across various industry sectors, in particular in energy, mining & infrastructure, pharmaceutical & healthcare industry and with public procurement procedures.

Milos holds a law degree from University of Belgrade, Faculty of Laws. He is fluent in English and Serbian.

Education:

- LL.B. – University of Belgrade Faculty of Laws

Languages:

- Serbian (Native)
- English

Primary areas of expertise:

- Corporate, Commercial, M&A
- Real Estate & Construction
- Competition/Antitrust
- Energy, Mining, Infrastructure
- Pharmaceuticals and Healthcare
- Public Procurement

Membership:

- Bar Association of Belgrade

AWARDS & RECOGNITIONS

CorporateINTL
GLOBAL AWARDS
WINNER 2017

Dokleastic Repic & Gajin is recognized as a leading commercial law firm in Serbia. Our most valuable acknowledgement are mandates we receive from some of the leading domestic and international corporations, international organizations and consulting companies.

Our firm and individual lawyers are regularly recognized by independent reviewers who have inter alia noted:

Chambers Global (2017) (Corporate, M&A)

Lists us as one of the leading law firms in Serbia and describes Slobodan Dokleastic as 'one of the best corporate lawyers in Serbia – business minded, solution-oriented and always capable of providing valuable legal advice which is tailored to client's needs'.

Legal 500 (2016) (Real Estate, Construction)

Slobodan Dokleastic is 'sharp, to the point, and always able to support his advice with practical examples'

Legal 500 (2016) (Corporate, M&A)

Describes us as 'one of the best in Serbia for sure' and notes that Slobodan Dokleastic has 'outstanding experience and knowledge in the field of M&A deals, which can hardly be matched in the Serbian market'.

Chambers Global (2016)

Slobodan Dokleastic is frequently mandated for cross-border M&A transactions, restructurings and bankruptcy matters, offering additional expertise in related labour law issues. Sources praise his "ability to minimise all the potentially conflicting situations and find a solution," and add: "He is reliable, respects deadlines, and gives solutions that are tailored to the client's needs and have practical applications."

Chambers Europe (2015) (Corporate, M&A)

Slobodan Dokleastic has experience in undertaking high-value transactional work in Serbia, Montenegro and Bosnia.

Chambers Europe (2015) (Employment & Labor)

Slobodan Dokleastic remains a well-known, experienced employment practitioner. He has expertise in a wide range of issues, including labour disputes, collective agreements, trade union negotiations and terminations. Lately, he has advised on numerous transactional labour matters.

Legal 500 (2015)

Sees us as 'a premium law firm' noted for its 'bespoke legal service'. Slobodan Dokleastic is representing a pharmaceuticals wholesaler in proceedings before the Serbian competition authority regarding alleged collusive behavior.

Chambers Europe (2015, 2016) (Competition/Antitrust)

Dr. Dragan Gajin was recognized as an 'Associate to Watch', with independent reviewers noting that he 'offers focused expertise in restrictive agreements and abuse of dominance matters.'

SELECTED PUBLICATIONS

One of the ways in which Dokleštic Repic & Gajin stands out in the Serbian legal market are publications – the members of our team have probably published more academic articles than any other law firm in Serbia.

Dr. Slobodan Dokleštic:

- “Problem lažnih supstituta kod definisanja relevantnog tržišta u pravu konkurencije” (Problem of False Substitutes When Defining Relevant Market in Competition Law), *Revija za evropsko pravo*, 2012, vol. 14, br. 2-3, str. 71-96
- “Joint Ventures in Serbia”, article prepared in co-authorship with Ms Bojana Jelisavac published in 2012 *European Lawyer Reference Series-Joint Ventures*, Thomson Reuters, London, 2012
- “Serbia: Paving a Path to the West”, article prepared in co-authorship with Ms Sanja Panjkovic published in 2012 *IFLR M&A Guide*, *International Financial Law Review*, London, 2012
- “Zloupotreba dominantnog položaja na tržištu u pravu konkurencije EU” (Abuse of dominant position on the market in the EU law), a doctoral dissertation on University of Kragujevac Faculty of Law
- “De lege ferenda regulativa zadruga u Srbiji – neka Evropska iskustva” (De lege ferenda regulation of cooperatives in Serbia – some European experiences), monograph in co-authorship with prof. dr. Zoltan Vig, FEPPS, Novi Sad, 2009
- “Enforcement of contracts in Serbia”, article published in book “The case law of Central and Eastern Europe – Enforcement of Contracts”, European University Press, Bochum, Germany, 2009
- “Protection of Foreign Investments in Montenegro”, article in a compendium on protection of foreign investments in countries of central and eastern Europe “Investing in South Eastern Europe – Foreign Direct Investments in the Stability Pact Countries”, edited by CEU professors Stefan Messmann and Tibor Tajti (European University Press, Bochum, November 2005)
- “Formation of Contracts in the International Sale of Goods”, master thesis. Mentor: Professor Tibor Varady.

Dr. Dragan Gajin:

- *International Encyclopedia for Competition Law – National Monograph for Serbia* (co-author; Wolters Kluwer, 2017)
- ‘Administrative (Competition) Procedure and Judicial Review in Serbia’; Co-author, in: ‘The Procedural Aspects of the Application of Competition Law’, pp 156-176, Europa Law Publishing, Groningen (2016)
- ‘Vertical Restraints under Serbian Competition Law: A Comparison with EU Law’; Co-author, 33(8) *European Competition Law Review* 358 (2012)
- ‘Antitrust Aspects of Exclusive Distribution Agreements’; doctoral thesis defended summa cum laude at Central European University in Budapest (2011)

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