



Vlăsceanu, Ene & Partners

ATTORNEYS | COUNSELORS

“Excellence is never an accident. It is always the result of high intention, sincere effort, and intelligent execution; it represents the wise choice of many alternatives - choice, not chance, determines your destiny.”

Aristotle

OUR TEAM



Daniel VLĂSCLEANU - Partner

Daniel has extensive business experience and a deep commercial acumen refined through the multiple projects he has managed. He collaborated with a foreign law firm active in Romania prior to coordinating (as an in-house attorney) several legal offices of the largest oil and gas integrated group in South Eastern Europe. Daniel holds an LL.M from Vienna University and an MBA from Vienna University of Economics and Business. Daniel coordinates the Energy/Oil & Gas Practice, the Corporate and Commercial Practice, the Real Estate Practice as well as the Public Procurement Practice.



Ștefan ENE - Partner

Ștefan has gained a vast experience in the business legal field. He acted as in-house attorney for 5 years within the largest oil and gas integrated group in South Eastern Europe where he coordinated a dedicated environmental team of more than 10 lawyers. Ștefan's portfolio includes substantial projects (e.g. supervision of international arbitration cases, major European funds absorption projects, preparation of detail permitting plans for large development projects). Ștefan coordinates the Environmental Practice, the Employment Practice, Data Protection Practice and EU Funding Practice.



Loredana VLĂSCLEANU - Counsel

Loredana has expertise in different fields of law working for clients from various industry sectors both in Romania and South Eastern Europe (SEE), with a special focus on M&A and private equity. Loredana collaborated with top Romanian law firms and acted as a lawyer for the investment advisor (of several private equity funds) with the most extensive investment experience in the SEE region. Loredana has trained in private equity with the London Business School and holds an LL.M from the London University. Loredana coordinates the M&A and Private Equity Practice, the Banking and Financing Practice and the Competition Practice.



Ina ZAPAN - Counsel

Ina is an experienced litigator with more than 13 years of practice. She has advised and represented both Romanian and foreign clients before the government agencies and Romanian courts of any degree up to the High Court of Cassation and Justice. Ina has been appointed as arbitrator in multiple ad-hoc arbitration cases. As a litigation lawyer Ina handled lawsuits and substantial disputes between parties over a large variety of commercial and civil law matters. Ina coordinates the Dispute Resolution and Insolvency Practice.

1. ENVIRONMENTAL LAW

Our particularly strong Environmental Practice encompasses the unique expertise of several highly experienced lawyers that have been exposed for more than 10 years to the whole range of environmental legal aspects.

Environmental permitting is one of our key strengths as we are well familiar with the regulatory mechanisms as well as with the (Romanian and EU level) authorities thinking preferences; our team members have advised on some of the most complex environmental projects (i.e. huge decontaminations whose costs have been ultimately reimbursed as EU grants; regulatory planning for large development projects; international arbitration on environmental aspects etc.) and also on virtually all types of environmentally relevant day-to-day activities performed within industries impacting the environment.

2. OIL AND GAS/ENERGY

We pride ourselves with our expertise in the energy field (particularly in the oil and gas field). Our team members are acquainted with the whole spectrum of contractual mechanisms applicable in the oil and gas (O&G) industry. We have been involved in some of the largest transactions completed and existing joint ventures within Romania, being acquainted with the sensitive regulatory framework and regulators' views/ interpretations.

We know (and are well known by) the relevant actors of the national O&G market; we have also advised on a number of large regional transactions (mostly Black Sea adjoining jurisdictions). In many situations, our expertise extends over the legal boundaries and we may provide practical/ commercial solutions accommodating the ultimate business interest.

3. CORPORATE AND COMMERCIAL

The team members of our Corporate and Commercial Practice have directly experienced the benefits of proper corporate governance from within large multinational organizations. Within such goal oriented environment, they have developed the ability to go beyond the traditional consultancy boundaries and come up with concrete and practical business aligned solutions.

We possess a strong business acumen sharpened through a multitude of commercial negotiations (e.g. business transfer agreements, joint ventures, farm-outs, distribution contracts, all types of real estate/construction related transactions, loans/leasing/financing/guarantee transactions, service agreements, asset/share deals etc.). We handle more than purely legal assignments as we undertake commercial negotiations involving risks/benefits analysis and sensitive decisions on the spot. We have sat across the table with different nationality counterparties and have learnt to respect cultural differences. We have the capacity to undertake multiparty discussions, being able to streamline achievements to the benefit of our client.

4. EMPLOYMENT LAW

Unlike other legal business areas, dealing with employment assignments enables us to come closest to the essential element of almost any business: the people. Therefore, whenever faced with an employment matter, we put things into a broader perspective: first, we analyze the high(er)/collateral/long-term possible implications of a specific situation and only afterwards recommend the legally acceptable way forward.

Here at Vlăsceanu, Ene & Partners, we strive towards enhancing our clients' understanding of the complex legal system governing the employer-employee relationship. We handle the full range of employment matters, always ensuring that our clients make informed decisions observing the rights as well as the obligations of both the employer and the employee.

5. REAL ESTATE

Our Real Estate Practice can deploy specialized services provided by a number of reputable legal and commercial negotiators that have developed their experience through complex transactions involving both foreign and/or domestic investors.

In most real estate/construction related assignments, securing the location is just the first phase of a larger project. We know that the relationships established during this phase with the local communities/authorities/other stakeholders will put their mark on the subsequent development of the project. Therefore, when it comes to real estate projects, we always embark on a holistic approach: we are particularly mindful to the consequences exceeding the legal sphere (e.g. permitting, finance etc.) and we always calibrate our actions in strict correlation with the following milestones of the whole project.

6. M&A AND PRIVATE EQUITY

We enjoy exploiting our experience to the benefit of our clients, financial or strategic investors: following a throughout due diligence process, we can legally assess any potential investment; our findings revealed during the due diligence process will subsequently help us offer our clients a protective contractual mechanism against the identified risks.

Our solid commercial acumen enables us to naturally walk the fine line between the need for legal protection and the business necessities. When entering an M&A transaction our clients are fully informed of the related risks, but their comfort in making the investment decision is often triggered by the creative solutions our dynamic and innovative team bring forward.

7. COMPETITION

Our Competition Practice can provide assistance in a wide range of competition related issues, starting with the prevention phase, by analyzing the client's business practices, the ongoing and past contracts concluded with upstream and downstream partners, its relationships with other market players and by designing (in close cooperation with the client's internal compliance officers) the corporate policies governing the competition compliance aspects. We have come across sensitive aspects such as state aid aspects, exclusivity, territorial restrictions, resale restrictions, pricing restrictions etc. Our lawyers can assist during investigations carried out by the competent authorities and ensure that the client is fully compliant with the competition regulatory framework (including its obligations to properly inform the competent authorities and enabling them to thoroughly comprehend the client's business practices).

8. DATA PROCESSING

We have supported clients from various industries in designing and implementing data protection procedures and internal policies to be observed during their regular operations. In close cooperation with our client's internal teams, we are often involved in preparing the required documentation (both for internal use, as well as for submission to the regulatory bodies) as well as to assist during such regulatory bodies audits. We always strive to design simple internal processes that subsequently can be easily transferred and applied to all types of data requiring special management. As each project is unique, we help clients understand the specificity thereof, the constraints applicable for each category of data processed, the processing limitations and, if the case, the required third party disclosure.

9. PUBLIC PROCUREMENT

The team members of our Public Procurement Practice have coordinated (on behalf of the contracting authority) the entire activity chain for complex projects in a number of fields (i.e. selecting the tender procedure and preparation of the tender documentation; acting in evaluation commissions and making selection decisions; supervising the entire execution of the awarded contract). We have also advised bidders when preparing the bidding documents and negotiated on their behalf the awarded contract. Benefitting from our extensive commercial experience, we are able to see the overall practical implications as well as the sensitive elements of each phase of the project which ultimately translates into mechanisms that properly protect our client's interest.

10. BANKING AND FINANCING

Our team members have coordinated large investment projects developed by private equity or strategic investors in a multitude of industries (e.g. energy, IT, banking, leasing, production and service provision sectors). Our expertise extends both to the crediting operations provided by financing institutions, but also to the financing granted (to banking/ non-banking institutions and leasing companies) by International Financing Institutions or other similar entities. We know that the financing part is regularly only the facilitating component of a larger project; based on such understanding, our experience helps us identify the relevant elements to be factored in, what may constitute sensitive points and how to overcome the inherent hurdles in order to smoothen the path towards successful completion of the broader project.

11. EU FUNDING

Our team holds the legal expertise and knowledge on how the EU funding policy evolved, while our experience enables us to provide practical solutions and support throughout the whole project: from the initial identification of the funding category, throughout the eligibility assessment and the Romanian and EU regulators' analysis (including the preparation of the required paperwork) and up to the execution and implementation of each project, including the receipt of due payments.

We have come in close contact with both Romanian relevant authorities as well as with the relevant stakeholders under the European Commission; we have prepared and defended in front of the approving bodies of the European Commission the legal rationale of complex business cases that ultimately obtained European funding. Therefore, we are familiar not only with the requirements put in place by the Romanian authorities, but also the more stringent conditions imposed by the European bodies.

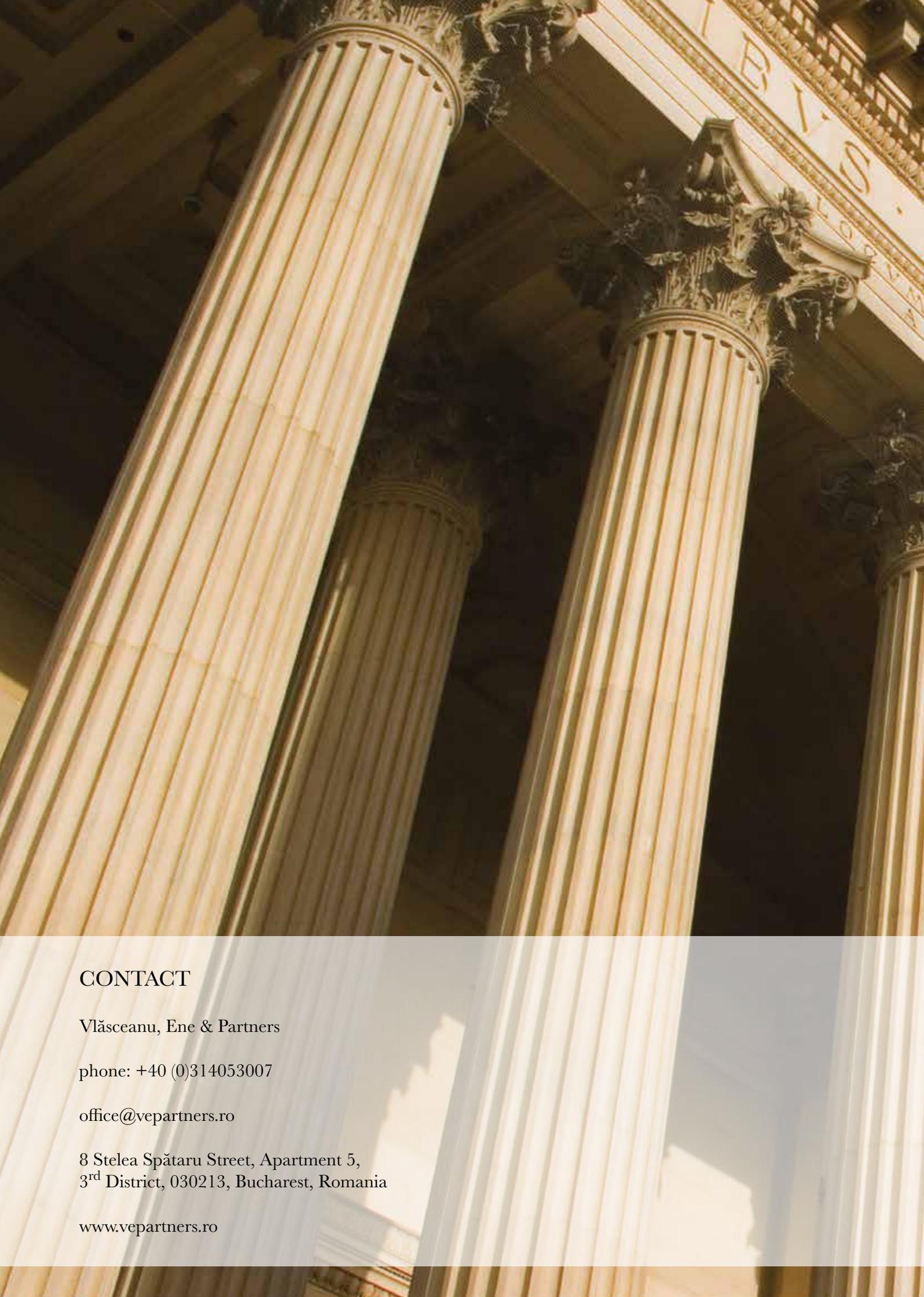
12. DISPUTE RESOLUTION AND INSOLVENCY

Our Dispute resolution and Insolvency Practice is on a continuous quest for practical solutions to complex problems. We deeply believe that each court case should be handled with its own tailored strategy, focused on the client's needs and its long term implications. Identifying the best strategy for each case is a journey that starts with understanding our client's business and specific objectives and entails a deep analysis of all available options under the legal and regulatory environment our client operates in. Along this process, we closely cooperate with the client's technical specialists and, if needed, the client's in-house counsels as they are well positioned to offer precious insights. Throughout this journey, our strong legal knowledge is a key ingredient, ultimately enabling us to best serve the client's goal.



OUR PHILOSOPHY

Here at Vlăsceanu, Ene and Partners, we are constantly engaged on a continuous quest for **excellence**. Our journey starts with understanding our **client's needs**. We take such needs and blend them with our knowledge, put a consistent doze of hard effort into it and place such eclectic mix of ingredients within the client's industry larger landscape. Pour into it creativity, a positive attitude and a flavor of a different perspective of looking at already established paths. But **what makes us different** is that **we are able to deploy at the same time the legal and commercial perspectives**. Finally, we serve our client the shortlisted options exhibiting different ways of meeting its needs. No matter how impossible finding a solution may seem in the beginning, we will push ourselves to come up with the most meaningful business solution! That is how we overcome ourselves. That is how **we protect our clients**. That is the **excellence** we are seeking for!



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