

Ilieva Voucheva & Co. Law Firm

# **Who We Are**

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# Who We Are

**Ilieva, Voutcheva & Co. Law Firm was established back in 2003 as a joint partnership between Dilyana Ilieva and Rossitsa Voutcheva, attorneys-at-law with Sofia Bar Association. Since then the Law Firm united a team of 10 lawyers, legal consultants and paralegal staff committed to provision of high class legal services. Since 2011, Tamara Kovacheva, renown tax attorney and consultant became a partner in the Law Firm and established its tax practice. We are reliable and trustworthy professionals. In the nowadays complex and challenging business environment we provide both legal and business advice to our clients focusing on their needs and success.**

## International recognition

Since 2007, Ilieva, Voutcheva & Co. Law Firm has been the only Bulgarian member of [Globalaw](#) – a worldwide network of independent law firms covering more than 85 jurisdictions with offices in more than 160 cities. The collaboration and synergy within the network gives us constant access to the expertise of more than 4,500 lawyers worldwide.

The Law Firm is proud to be evaluated and noticed by Legal 500, IFLR100, World Tax and Chambers Partners. Our client's trust and appraisal became the key element for the development of the Law Firm both in Bulgaria and abroad. Our relations with international legal offices all over the globe give additional perspectives for the business development of our clients.





## Diliana Ilieva

### Attorney-at-law, Managing Partner

- Mergers and Acquisitions
- Corporate Law
- Media and Telecommunications
- Intellectual property
- Antitrust and Trade Regulation
- Litigation
- Arbitration

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### Attorney-at-law, Managing Partner

- Corporate and Company Law
- Mergers and Acquisitions
- Banking and Finance
- Real Estate
- Litigation and Arbitration
- Competition and Antitrust Law

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## Tamara Kovacheva

### Attorney-at-law, Partner, Head of Tax Department

- Tax Advisory
- Tax Litigation and Dispute Resolution
- Double Tax Treaties application in Bulgaria
- Indirect Tax and International Trade
- Legal and Tax Assistance
- Transfer Pricing

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### Attorney-at-law

- Corporate and Commercial Law
- Tax Law and Litigation
- Intellectual Property Law
- Media and Telecommunications Law
- Dispute Resolution
- Labour Law

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## Donika Ilieva

### Attorney-at-law

- Corporate Law, M&A, Cross-Border Mergers
- Start-ups
- Data Protection, GDPR
- Intellectual Property, Copyright
- Trademarks, Industrial Designs & Patents
- Ecommerce
- Medial Law and ICT Law

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## Victor Ivanov

### Consultant

- Corporate and Commercial Law
- Commercial Register
- Intellectual Property Law - Digital Rights and Commercial IP
- Insolvency
- Real Estate
- Data Protection, GDPR

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## Snezhanka Baldzhieva

### Attorney-at-law

- Litigation
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- Commercial and Corporate Law
- Property Law
- Tax Law

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## Petya Norova

### Attorney-at-law

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- Commercial and Corporate Law
- Property Law
- Succession Law

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## Gayana Stoyanova

### Consultant

- Commercial and Corporate Law
- Contract Law
- Public Procurement Procedures
- Competition Law
- Legal regulation of weapons, munitions, dual-use products and their transactions

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# What We Do

- **Corporate Law, Mergers and Acquisitions**
- **Commercial Law**
- **Media, Telecommunication & Technology**
- **Intellectual Property Law**
- **Real Estate and Construction**
- **Energy & Natural Resources Law**
- **Litigation & Debt Collection**
- **Tax Law**
- **Labour Law**
- **Public Procurement**
- **Data Protection**
- **Competition Law & EU Legislation**
- **Banking & Finance, Capital Markets**
- **Bankruptcy Law**

# Corporate Law, Mergers and Acquisitions

Corporate Law is one of our key areas of expertise. Our Corporate and M&A practice is reinforced by the knowledge and experience we have gained in a number of industries and their regulatory and economic environment.

## General Corporate Legal Advice

- Incorporation and organizational structuring
- Structuring of company management
- Management liabilities and responsibilities
- Corporate governance
- Shareholders' rights regulation
- Structuring of corporate financing
- Fiduciary and trustee services
- Corporate address and secretarial services provision

## Mergers and Acquisitions

- Business acquisitions
- Private equity
- Public or private takeovers
- Mergers, spin offs or reorganizations
- Joint ventures

Upon consulting our clients on particular M&A matters we will cover all aspects relating to the transaction including:

- Transaction organization, management and documentation
- Drafting and negotiations of share purchase agreement and shareholders agreement
- Data Room Set up
- Competition Clearance
- Legal and commercial risk management - due diligence and warranties
- Regulatory and financing issues
- Tax structuring
- Environmental issues
- Employment issues

## Corporate Restructurings

Corporate restructuring is the process of redesigning one or more aspects of a company. The process of reorganizing a company may be implemented because of a number of different factors.



Restructuring a corporate entity is often a necessity when the company has reached a stage when the original structure can no longer efficiently manage the output and general interests of the company.

Spinning off some departments into subsidiaries may bring about a more effective management model as well as help taking advantage of tax breaks that would allow the corporation to divert more revenue to the production process.

We provide legal services that can be generally described as follows:

- Advice on the corporate restructuring form, time-frame and procedures
- Advice on tax related issues
- Advice and composing of corporate restructuring
- Leading the corporate restructuring progress
- Advice on cross-border mergers

## **Structuring of Foreign Investments Establishment of Legal Entity in Bulgaria**

Depending on the business activities of our clients and their plans for investments in Bulgaria, our Law Firm provides a wide range of consultations on:

- Type of legal entity most appropriate for the client's venture in Bulgaria
- The most appropriate form of establishment
- Its legal characteristics and possible positive and negative implications of the respective vehicle
- Fiduciary and trustee services not limited to nominated directors and business address
- Entering into joint venture arrangements with Bulgarian partners

## **Commercial Law**

The firm's lawyers represent and advise national and international clients in some or all of the areas below:

- Wholesale and retail business commercial contracts
- Joint venture arrangements
- Manufacturing and supply agreements
- Securitization of commercial contracts
- Lease and credit facilities agreements
- Franchising
- Insurance
- Import and export financing

# Media, Telecommunication & Technology

The legal services we provide can be generally described as follows:

- Assistance and advice in incorporation of the business presence of the legal entity as a foreign investment in Bulgaria
- Assistance and advice upon licensing procedures for national broadcast operator
- Provision of day-to-day legal services related to the standard television operation, and to practically any and all types of participants in the media market
- Full range legal services for online media: contracts with authors, licensing agreements, trademarks and intellectual property rights, domain names protection
- Advice on the legal compliance of new business models in the technology sector - analysis of the business structure and business model

## Intellectual Property Law

The Law Firm is experienced in trade mark and design protection, management, enforcement and exploitation.

Two of our lawyers are registered as Patent Representatives with the [Patent Office of the Republic of Bulgaria](#) and [European Union Intellectual Property Office](#). This enables the Law Firm to provide prompt, adequate and highly professional legal service.

The legal services we provide can be generally described as follows:

- Trade mark clearance and advice on registration
- Filing and prosecuting Bulgarian, Community trademarks and worldwide trademarks and design applications
- Trademark oppositions
- Renewals
- Registration of licenses and assignments
- Audit and Due Diligence
- Trade Mark and domain name watching
- Registration and protection of domain names
- Protection of author's rights
- Organizations for collective management of authors' rights
- Film Industry Agreements
- Litigation
- Representation before the Commission on Protection of Competition

# Real Estate and Construction

Our team has the resources to deal with all the real estate issues arising from corporate, banking and project/infrastructure transactions with which we are involved. We are fully capable to procure premium quality legal services throughout the entire process of real estate investments including:

- Advice on real estate transactions structuring
- Construction and development, including Detailed Zone Plan approval, land type change procedure, issuance of Building Permit, construction related procedures, issuance of Use Permit
- Acquisition of municipality or state owned real estate property including the legal possibilities for acquisition, tender procedure issues, etc.
- Title due diligence, including the underground installations and infrastructure
- Conducting property audits to review the property holdings and provisions of the respective town planning
- Financing of real estate acquisitions, securitization
- Tax implications of real estate investments
- SPV for real estate investments
- Advice and legal support throughout of developing process
- Management of real estate residential properties, commercial properties
- Environmental issues
- Property litigation
- Hospitality management
- Restructuring of real estate projects facing financial difficulties
- Agricultural lands legal regulation

# Energy & Natural Resources Law

The legal services we provide can be generally described as follows:

- Advice on all legal, technical, licensing issues
- Joint ventures between foreign investors and Bulgarian companies for development and exploitation of these sources
- Sustainable strategies for setting up/designing and implementing such projects
- Advice on possible environmental and commercial aspects of energy projects
- Commercial legal structuring of investments in energy

In the field of renewable energy we provide full legal coordination and representation on sale-purchase, development and construction of renewable energy projects, including but not limited to photovoltaic power plants, wind parks. We provide our clients with professional legal services on the complete renewable energy project cycle: design, structure, funding and implementation.

Some of the services provided by us are:

- Legal due diligence of renewable energy projects, advice on sale and purchase of such projects
- Consulting in all phases of renewable energy project implementation
- Consulting in project finance and funds appropriation
- Communication and mediation with the State on behalf of the investors including litigation whenever necessary

## Litigation & Debt Collection

We work on collection of outstanding debts, legal representation in court and arbitrary cases. Throughout the years Ilieva, Voutcheva & Co. Law Firm gained significant professional experience and built up serious traditions in the sphere of court and out-of-court collection of outstanding debts and in the provision of overall court representation in civil, commercial, administrative and arbitrary cases.

The team of Ilieva, Voutcheva & Co. Law Firm offers a wide range of services in defense of our clients' rights and interests, namely:

- Research of the financial status of debtors and writing legal statements
- Drafting legal statements defining legal disputes and offering particular resolutions at different stages of action; providing overall assistance for out-of-court resolution of legal disputes, including but not only, drafting notary invitation/demand letters for payment or letters informing the debtor about the grounds and the amount of his debts, holding negotiations, drafting out-of-court agreements, etc.
- Preliminary security of cases
- Overall defense on civil, commercial, administrative and arbitrary cases
- Overall defense on executive cases

## Tax Law

Today comprehensive, professional and timely tax advice is critical for any business undertaking and development. Our clients choose us precisely because we deliver this type of advice both prior and after completion of transactions and in relation with prospective and on-going tax litigations.

The legal services we provide can be generally described as follows:

- Tax Advisory
- Tax Litigation and Dispute Resolution
- Double Tax Treaties application in Bulgaria
- Mergers & Acquisitions
- Indirect Tax and International Trade Legal and Tax Assistance



- Transfer Pricing
- International Assignment Services

## Labor Law

We advise across the full spectrum of employment, compensation and benefits issues, including advisory and transactional, contentious and non-contentious. This includes advising on issues from executive compensation, employment, incentives, employee relations, disputes, HR policies and privacy, to restructuring, pensions and immigration.

We handle employment matters from start to finish:

- Drafting employment contracts and required paperwork for beginning of the employment
- Advice and representation of employers during termination of employment contracts of employees
- Advice to individuals on their employment and benefits rights and assisting them in termination procedures and disputes
- Advising employers on regulatory matters
- Advice on work permits and employment migration
- Employment litigation and court representation

## Public Procurement and concessions

Ilieva, Voutcheva & Co. Law Firm offers wide-ranging services in the field of public procurement. We provide highly qualified legal services that cover the entire procurement process. Our extensive experience allows us to provide you with full assistance in the procurement process and its preparation, as a contractor or assignor. We assist in contracting for public procurements, as well as in their execution. Our services include the appeal of acts of the contracting authority to the Commission for Protection of Competition and the Supreme Administrative Court, which allows us to protect your interests and assist you in the transition through the complex and dynamic process of public procurement.

## Data Protection

The frictionless flow of information is a defining feature of today's information economy. The ability to transfer customer data, employee files, financial records, and other information around the globe quickly and cheaply has opened up a world of opportunity for many businesses. It also presents a new world of risks.

### Managing risk and adopting sound privacy and security standards

The potential for misuse of sensitive personal information has triggered legislative and regulatory

action worldwide – the risks are high. Privacy laws are continually evolving, vary by jurisdiction, are interpreted unpredictably, and are in a constant state of flux. Even the most well-meaning, conscientious company can make a false step as it captures, uses, transfers and discloses personal information. The same applies to cybersecurity, which is becoming increasingly complex. The consequences can be serious: heavy fines, injunctions, government audits, even criminal liability.

Our team is on hand to guide clients through the relevant data protection legislation. We provide integrated, creative and practical advice on the privacy-related concerns faced by our clients.

Specific data privacy and cybersecurity services we provide for our clients include:

- Cross-border data transfer (both intra-group and with third parties)
- Binding Corporate Rules (BCR)
- Privacy and cybersecurity policies
- Privacy audits
- Data security breach preparedness and response
- Privacy-related claims and disputes
- Privacy statements for online activities
- Employee privacy
- Financial privacy
- Healthcare privacy
- Marketing policies
- Data processing and data transfer agreements
- Due diligence and warranty negotiation for M&A

## Competition Law & EU Legislation

The legal services we provide can be generally described as follows:

- Representation of corporate clients before the Bulgarian Protection of Competition Commission
- Legal advice on different aspects of unfair competition, commercials and promotions practices, etc.
- Securing merger clearance from the Bulgarian Protection of Competition Commission for multinational transactions
- Advising on the antitrust implications of licensing
- Distribution, marketing and sales agreements
- Trade association activities, information exchange and joint-ventures
- Advice on the competition aspects of sales promotions including representation in this respect before the Bulgarian Protection of Competition Commission

# Banking & Finance, Capital Markets

The legal services we provide can be generally described as follows:

- Advise banks and other financial and non-financial institutions on legal requirements
- Advice regarding the regulation of corporate banking, banking transactions
- Advice regarding regulations on public companies, prospectus requirements, disclosure of information requirements
- Minority shareholder protection issues
- Drafting of standard agreements and documentation for the day-to-day business of the financial institution, approval, execution and enforcement of all types of securities, debt replacement, novations, etc.

## Bankruptcy Law

Our highly reputed lawyers can successfully handle most complex and challenging assignments acting for all participants in insolvency procedures: creditors, insolvency practitioners, corporate debtors and their directors/officers in relation to:

- Counselling and representation in the insolvency proceedings
- Plan, initiate and conduct formal insolvency procedures
- Assistance of creditors in [referral of] claims referral
- Debt rescheduling
- Debt and equity restructuring
- Recovery plan drafting and design
- Asset and debt recovery
- Sale of the insolvent company as a commercial enterprise
- Transaction support in the acquisition of an insolvent company
- Corporate restructuring of indebted companies

# Why Choose Us

**We are efficient and time and cost effective. Our advice is always thorough and business-oriented. We follow legal trends and provide relevant innovative advice. Our clients receive – attention to detail, pro-activity and vast understanding of different sectors of industry. We have extensive experience with many foreign jurisdictions and international transactions.**

## Recent Projects and Achievements

Visit Our Website

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