



LEGAL SERVICES

Russia, BRICS & CIS



BRICS Consulting is a law firm that serves international and local clients who invest and conduct business operations in Russia, BRICS and CIS countries. We focus on practical solutions for business needs and clear guidance for risk management. We are especially focused on tax compliance and tax advice work.

We are a foreign owned company with international credentials. We are therefore the right partner to deal with when you look for a local lawyer with quality service.

Visit www.brics-consulting.ru to learn more!



Our history dates back to the beginning of Russian market reforms in the early 1990s when Jon Hellevig began practicing law in Russia. The corporate structure emerged in 1998 when Hellevig, Klein & Usov law practice was set up as part of the consulting and business outsourcing firm Awara.

Over the recent years, with the establishment of new reliable partnerships with companies from Brasil, India, China and South Africa it was decided to expand the legal practice under the new brand name — BRICS Consulting.

Being a part of a strong team of more than 150 professionals at Awara, the attorneys at BRICS Consulting can really offer practical solutions in all the business needs that our clients face.





We Provide Solutions

We are profoundly convinced that law is a competition of arguments embedded in the social practices of the community. Therefore the function of the commercial lawyer is not to "tell what the law says", but to deliver winning arguments and durable solutions. We are committed to deliver quality service oriented on finding durable solutions to meet our clients' needs.

A Law Firm of the Right Size

We want to live up to the perception of BRICS Consulting being the firm that brings real value-added in all its dealings. From the very outset we positioned ourselves as a firm helping foreign investors to adapt to the Russian reality and Russian firms to adapt to international best practices.

It is our goal to continue delivering truly comprehensive and cost-effective advice that enhances the value of our clients' businesses. Our team of lawyers is supported by experts from other fields for a thorough understanding of the client's business processes, and by dedicated key account managers who ensure a superior customer service. All together with the total staff of some 150 in Awara we are of the optimal size to deliver a high quality service based on sufficient skills and experience. We can react faster and combine all expertise in one act without having to go through time-consuming and complicate exercises to try to combine the deliverables of various specialized departments. This is why BRICS Consulting is quick and costefficient.

Our organizational principles

Our offices are not independent stand-alone entities rather they form an integrated whole where all the staff works under the same management. Thus we make available at any given time all our professionals even when they maybe sitting in miles apart in various cities. In the age of Internet and mobile technologies it is only natural to organize work like this, but nevertheless most of our competitors are still organized according to the 18th century model of independent standalone offices.

Our organization allows us to combine the best expertise for any task and ensure optimal use of capacity. We put together a project team combing all the best lawyers from the various locations separately for each client assignment. More than that, we also engage professionals from all the other fields of Awara's business administration services to complement the legal expertise of our lawyers with a broad understanding of business premises.

Services and Practice Areas

We advise on all legal issues that a company and its executives may encounter doing business in Russia and CIS. We have a very special competitive edge in tax law. And in view of our emphasize on delivering practical solutions and implementing our advice, we are especially strong in all kinds of compliance services starting with tax compliance services which we produce on an outsourced basis.

Our practice areas include:

- Compliance, Control and Investigation
- Tax advice and Tax Compliance
- Employment, Labor Law, Immigration
- Mergers and Acquisitions (M&A)
- Investment Support
- Corporate law
- Competition law
- Restructuring and Insolvency
- Litigation and Dispute Resolution
- Real Estate
- Intellectual Property Rights (IPR)
- Company Registrations, Incorporations, Work Permits
- International law
- Business law





Compliance, Control and Investigation Services

As a firm oriented towards pragmatic advice and implementation, BRICS Consulting is the leader on the Russian market in compliance services. One dimension of compliance is made up of control and investigations. Effective control is the basis of compliance, control red flags may in turn trigger investigations.

Our lawyers at BRICS Consulting are best placed on the Russian market to offer comprehensive compliance services thanks to their affiliation to Awara. We have the resources and needed specialists for all kinds of internal investigations on fraud, anti-corruption, anti-money laundering, employment sanction issues, trade sanctions and export control issues.

Together we can also design and implement the needed preventive measures such as corporate governance and compliance programs, education and training, anticorruption policies, risk management programs, anti-trust regulations.

Our compliance services include:

- Tax compliance
- Transfer pricing policies
- Anti-corruption and anti-bribery compliance
- Competition law compliance
- Data Protection compliance
- Labor law and HR administration compliance
- Corporate Governance services

Company Registrations, Incorporations, Work Permits

BRICS Consulting is a part of Awara, the provider of business administration consulting and outsourced services.

In view of this we take a very practical approach to legal matters and we have developed a very cost-efficient approach for all matters of registration, notifications and other regulatory filings.

These services include:

- Company set-up and registration
- Registration of branch offices and representative offices
- Tax registrations and tax filings
- Change of legal address registration
- Change of general director registration
- Work permits and visa assistance





Employment Law & HR Administration

BRICS Consulting is truly unrivalled in Russia when it comes to knowledge and experience of labor law and employment matters. We offer a complex service of planning the normative structure of employment working through corporate HR policies to the individual employment agreements.

We also offer the full implementation of HR administration function on an outsourced basis. This includes preparation of:

- The various HR policies;
- Employee handbooks;
- Occupational health and safety measures.

We have been very successful in resolving all labor related disputes and in helping the employer always to reach its goals when undertaking corporate restructurings, downsizing, or staff reduction programs.

We advice on all labor and employment law matters:

- Preparation of general director, top management and other employment contracts
- Preparation of visa and work permits
- Dismissals
- Downsizing and staff reductions
- Trade union and collective bargaining issues
- Employment and collective disputes

Intellectual Property Rights (IPR)

BRICS Consulting provides assistance with the establishment, protection, commercial exploitation and enforcement of intellectual property rights. We advise clients how to leverage and protect their IPR from infringement, counterfeiting, misappropriation and unfair competition in Russia. We prosecute and litigate complex IP matters.

We deal with all kinds of intellectual property rights matters connected with life sciences, technology, media and telecommunications, including technology transfers for IT, media and telecommunications.

We provide a full range of intellectual property legal advice concerning:

- Patents
- Copyrights
- Designs
- IP Audits and Due Diligence
- IP Portfolio Analysis and Management
- Licensing and franchising agreements
- Royalties
- Merchandising and Branding
- Distribution agreements
- Sourcing and Technology Transactions
- Privacy and Data Protection
- Trademarks, brand names
- Domains
- Trade Secrets





Litigation and Dispute Resolution

When it comes to dispute resolution and litigation BRICS Consulting can point to a proven track record of winning where it counts.

Our strategy is always to first advise the client on how to avoid costly, lengthy, and risky litigations in court by first trying to reach the desired result for our client out of court. But when we go to court we go to win no matter who is the counterparty.

Our successful litigations have involved both matters between business entities and litigation with taxation and other state authorities.

We have experience in both domestic and cross-border litigation, as well as international arbitration matters. We represent clients in all aspects of civil and administrative proceedings without regard to who has brought the suit. We also participate in investigations by regulatory and self-regulatory organisations.

What else our lawyers can do for
your company?

Find out at
www.brics-consulting.ru

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