

DOSSIER

Office KRZYŻAGÓRSKA ŁOBODA AND PARTNERS ("KLP") has traditions dating back to 1993.

KLP offers its Clients comprehensive legal advisory services in all matters related to running a business. We approach each task set to us individually, creating a team consisting of specialists in a given field of law, thanks to which it is possible to comprehensively develop a given project, identify threats and eliminate them.

KLP advises its Clients in the following areas:

- **corporate and business law,**
- **labour law,**
- **tax consultancy,**
- **real estate,**
- **IT legal advice,**
- **intellectual property law and new technologies,**
- **competition law,**
- **court and arbitration proceedings.**

Below we present a description of selected areas of our activity.



Corporate and business law

We provide assistance in the field of:

- advising on the selection of the most advantageous form of conducting business activity,
- comprehensive legal services for entrepreneurs as part of current business activity,
- creation and registration of commercial law companies,
- advising on the selection of the most advantageous form of conducting business activity.

Labour law

We advise on:

- selection of optimal forms of employment, such as managerial contracts and other civil law contracts (mandate, work, agency, unnamed contracts), in particular concluded with high-level managerial staff, including forms of employment of foreigners,
- rules for the provision of work by foreigners in Poland, obtaining a work permit in Poland, admission to work without a permit as part of the simplified procedure of entrusting work to a foreigner.

Tax consultancy

Within this area, we provide assistance in the fields of:

- ongoing legal and tax advice on all tax issues, in particular related to the Clients' business activity,
- giving opinions on all types of commercial agreements and agreements in terms of the tax consequences they cause,
- advising on the taxation of management and key employees,
- developing tax-efficient ways of financing investment projects,
- assessment of the tax consequences of implemented projects, including in particular mergers and acquisitions, divisions and mergers of business entities from the perspective of the tax consequences associated with their implementation,
- preparation of comprehensive transfer pricing documentation.

Real estate

In this area, we provide comprehensive consulting services in the field of:

- lease agreements for commercial premises,
- advising on the process of concluding real estate lease agreements (sale-and-lease-back),
- in the process of purchasing and selling real estate, including in particular drawing up and reviewing a contract related to real estate trading (in many areas of real estate: offices, residential houses, apartments),
- as part of the construction process, including at the stage of drawing up and negotiating construction contracts and support in obtaining the necessary permits and other administrative decisions,

- the financing of construction projects and the development of the structure of real estate transactions, taking into account all tax and financial aspects.

IT legal advice

In this respect, we offer support in:

- preparing and negotiating software agreements, both license and other types of agreements on the basis of which it is possible to make the software available for use (including SaaS agreements),
- preparation of contracts for the development of software and the acquisition of copyrights to them,
- preparation and negotiation of implementation, maintenance and service contracts,
- preparation of contracts for pre-implementation analyses,
- development of employment contracts or B2B contracts for companies offering IT solutions,
- implementation of IT systems in the contracting authority's enterprise.

Intellectual property law and new technologies

In this regard:

- we advise on matters related to copyright, know-how, trademarks, industrial designs and patents, including copyright protection, copyright trading, licensing of works and other exclusive copyrights,
- we represent clients before the Polish Patent Office, administrative courts, the Office for Harmonization in the Internal Market (OHIM), the World Intellectual Property Organization (WIPO) and the European Patent Office (EPO),
- we represent Clients in court proceedings in cases concerning the protection of copyrights, trademarks, industrial designs and patents (both civil and criminal cases in this field).

Team

KLP is a team of over 30 experienced and comprehensively educated lawyers (legal counsellors and advocates), as well as tax advisors.

KLP's partners are:

- Beata Krzyżagórska-Żurek, Advocate
- Sławomir Łoboda, Attorney at Law

Beata Krzyżagórska-Żurek – Advocate, Partner

Permissions

She graduated from the Faculty of Law and Administration of the University of Gdańsk in 1991. After graduation, she worked at the University of Gdańsk in the Department of Maritime Law under the supervision of Prof. J. Młynarczyk. She passed the judge's examination in 1994 and the bar exam in 1996.

Experience

She has participated in a number of international scientific programs; practiced in American (Schiff, Hardin & Waite, Jenner & Block, Baker & McKenzie) and British (Ince & Co, Cameron McKenna) law firms; has lectured on maritime, insurance and civil law at foreign universities, including Uppsala University in Stockholm, Sweden and University of Minnesota, USA.

Beata Krzyżagórska-Żurek has carried out many M&A transactions, including the sale of blocks of shares and shares, mergers, divisions and transformations of commercial law companies, as well as the sale of enterprises or parts thereof. She participated in transactions related to the issue of securities and their introduction to trading on a regulated market. She has represented Clients in proceedings before the Polish Financial Supervision Authority in matters concerning consent to the performance of activities by investment companies and the establishment of investment funds, as well as in many other proceedings related to the activities of investment companies and funds. He provides permanent legal advice to companies and investment funds. Beata Krzyżagórska-Żurek has developed and implemented many international structures optimizing CIT and PIT taxation. She participated in tax and customs and tax proceedings before administrative offices and courts.

Specialization

- Corporate and business law
- Tax planning and consultancy
- Capital transactions

Knowledge of foreign languages

English fluent in speech and writing.

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Sławomir Łoboda – Attorney-at-law, Partner

Permissions

He graduated from the Faculty of Law and Administration of the University of Gdańsk in 1992.
He passed the attorney-at-law exam in 1995.

Experience

He has carried out many M&A transactions, including the sale of shares and shares, participated in divisions, mergers and transformations of commercial law companies, as well as in the sale of enterprises and their parts. He participated in the processes of transformation of cooperatives into commercial law companies. He carried out transactions related to the issue of securities and their introduction to trading on a regulated market. He has advised on many project finance, corporate finance and private equity transactions. He carried out issues of corporate bonds and issues of bonds convertible into shares.

Sławomir Łoboda participated in the construction of franchise networks in Poland and abroad. He supervises the process of negotiating lease agreements for commercial premises located in shopping centers in Poland and abroad. He has developed and implemented gift cards for retail businesses. He has developed and implemented many international structures optimizing CIT and PIT taxation. Sławomir Łoboda developed and implemented managerial option programs. He participated in many tax proceedings before offices and administrative courts.

He supervises the legal processes of public companies and strategic Clients of the law firm.

Specialization

- Capital markets
- Corporate and business law
- Tax planning
- Property
- Intellectual property law

Knowledge of foreign languages

English fluent in speech and writing.