



STOPCZYK & MIKULSKI

COMPANY LAW
CORPORATE ADVISORY SERVICES
CIVIL LAW AND COMMERCIAL CONTRACTS
LABOUR LAW

WHO WE ARE

The Law Office of Stopczyk & Mikulski has been present on the legal advisory market since the year 2000. During this time, we have gained the trust of more than 200 Clients.

Our goal is to ensure them long-term security as well as a absolute mitigation of risks associated with business activities being conducted by them. We achieve this goal mainly by rendering on-going, comprehensive day-to-day legal advisory services.

From the very beginning, a team specialising in corporate advisory services, company law, civil law – in particular commercial contracts, as well as labour law has been functioning within our Law Office. Our Law Office specialises in the on-going, day-to-day legal servicing of businesses – mainly Polish subsidiaries of large international companies.

WHAT WE CAN DO FOR YOU

In the field of corporate legal advisory services.

We are experts in the field of commercial and company law. We know our Clients' expectations regarding their operations.

We prepare specialist legal opinions in the field of company and commercial law for our Clients.

We ensure, as part of on-going corporate services, the servicing of general assemblies and shareholders' meeting as well as Management Board or Supervisory Board meetings. We are capable of preparing comprehensive corporate documentation, starting from drafts of resolutions, minutes and powers of attorney and ending with filings to the National Court Register (KRS).

We prepare both standard resolutions (e.g. change to Management Board, closing of financial year), as well as more complex resolutions (e.g. related to a share capital increase by way of a non-pecuniary (in-kind) contribution, share capital decrease or redemption of shares).

We actively participate in procedures associated with the formation of companies, branches and representative offices. To this end, we prepare company charters, articles of association, shareholders agreements, resolutions as well as register companies with the National Court Register.

We render legal advisory services related to issues associated with the reorganisation and streamlining of operations as well as the creation of internal legal regulations and acts (Management Board bylaws, Supervisory Board bylaws, organisational bylaws).

We manage corporate issues for public and private companies, very often acting as their main counsel.

We are or have been permanent corporate advisors to companies like: LG ELECTRONICS POLSKA Sp. z o.o., ROBERT BOSCH Sp. z o.o., GLAXOSMITHKLINE PHARMACEUTICALS S.A., GROUPE SEB POLSKA Sp. z o.o., TCL OPERATIONS POLSKA Sp. z o.o., AJINOMOTO POLAND Sp. z o.o., TPV DISPLAYS POLSKA Sp. z o.o., RONCATO POLAND Sp. z o.o., PLO S.A..

In the field of civil law and commercial contracts.

We render comprehensive services associated with domestic as well as foreign trade, with particular emphasis on civil law including civil-legal agreements.

Each day, dozens of contract and agreements go through our hands: sales contracts, delivery contracts, contracts for services, contracts for specified tasks, loan agreements, lease agreements, tenancy agreements.

We take part in the preparation of draft contracts and general contract terms as well as the verification and opinioning of contracts prepared by our Clients or their business partners. We carry out our work keeping in mind your best interests and highest security.

We are able to effectively negotiate contract terms and commercial contracts. Our long-term experience also allows us to prepare non-standard contractual solutions.

Our lawyers, in the field of commercial contracts, render on-going legal advisory services to companies like: GLAXOSMITHKLINE PHARMACEUTICALS S.A. as well as group companies, CASTORAMA POLSKA Sp. z o.o., TPV DISPLAYS POLSKA Sp. z o.o., TCL OPERATIONS POLSKA Sp. z o.o., LG ELECTRONICS Sp. z o.o., LENOVO POLAND Sp. z o.o., GROUPE SEB POLSKA Sp. z o.o. (Tefal, Rowenta, Moulinex, Krups), PERFECT CLEAN Sp. z o.o. as well as numerous others.

In the field of labour law.

We grant our Clients comprehensive assistance in all legal aspects associated with the hiring of employees. Our lawyers represent our Clients in processes associated with the creation, change or termination of a labour relationship.

We help companies prepare draft employee agreements, manager contracts as well as non-compete agreements. We prepare specialised legal opinions based on laws in effect as well as Client's internal regulations.

We know how to advise our Clients in the area of group layoffs, we issue opinions related to collective bargaining agreements, we prepare and opinion draft work rules, compensation rules and company social benefit fund rules.

We have long-term experience in representing our Clients in court proceedings associated with the termination and notification of labour agreements as well as compensation for overtime work. We also represent our Clients in cases related to sexual harassment, mobbing and discrimination.

In the field of labour law, we are rendering, or have rendered, services to companies like: PLL LOT S.A., PRAMERICA S.A., AJINOMOTO POLAND Sp. z o.o., ŚRUBEX S.A., TMF POLAND Sp. z o.o., EQUANT COMMUNICATIONS POLAND Sp. z o.o., DIAGEO POLSKA Sp. z o.o., TPV DISPLAYS POLSKA Sp. z o.o., POINT S POLSKA Sp. z o.o., TCL OPERATIONS POLSKA Sp. z o.o., PERFECT CLEAN Sp. z o.o., LENOVO POLAND Sp. z o.o..

Over the years, we have worked in a tried and tested as well as complementary group of professionals having significant experience in commercial law. Our team, in particular, consists of:

PRZEMYSŁAW R. STOPCZYK, Counsellor-at-Law

Przemysław is an expert in the field of commercial law and a long-time permanent advisor to Polish as well as international corporate clients conducting business activities in Poland. He has participated in numerous processes associated with the introduction of foreign investors into Poland and capital transactions as well as mergers and acquisitions. He is the author of a defence strategy against hostile takeovers, corporate dispute strategies as well as numerous analysis' and legal opinions and specialist publications. Member of the Supervisory Boards of commercial companies. He joins broad knowledge of commercial law with an in-depth understanding of the economic aspects of business operations.



Przemysław renders legal advisory services in Polish as well as English.

BARBARA TREFOŃ-JABŁOŃSKA, Counsellor-at-Law

Barbara is a permanent advisor to a number of corporate Clients in assisting them with their day-to-day business activities. She has broad experience in day-to-day legal advisory services in the field of commercial law, business law, contractual law and labour law. She acts as an ad litem attorney before general courts of law, in particular in disputes related to labour law and business law. She is the author of numerous concepts related to acquisitions, mergers and capital transactions. Barbara has also taken part in numerous privatization transactions, capital transformations and legal due diligences of companies.



Barbara renders legal advisory services in Polish as well as English.

MAŁGORZATA SIKORA, Counsellor-at-Law

Małgorzata has broad experience in the field of on-going servicing of business entities as well as in the field of litigation law and the leading of court disputes, insurance law and civil law, with particular emphasis on contractual law. She is the author of numerous litigation strategies as well as publications regarding dispute proceedings. She is also the permanent advisor to a number of companies in



respect to their day-to-day business activities as well as the co-author of legal due diligences of numerous companies.

Małgorzata renders legal advisory services in Polish, English and French.

ANDRZEJ FILIP, Counsellor-at-Law

Andrzej is an expert in the field of civil law and a long-time advisor to domestic as well as foreign businesses conducting business activities in Poland. He has participated in a number of capital transactions as well as mergers and acquisitions. He has broad experience in the field of commercial law, civil law, mergers and acquisitions, real estate trade and the servicing of investment processes as well as privatisation processes.



Andrzej is an experienced advisor to a number of foreign investors, developers, real estate sector Clients as well as corporate clients in respect to their day-to-day activities.

Andrzej renders legal advisory services in Polish, English and French.

KRZYSZTOF WÓJCIK, Counsellor-at-Law

Krzysztof has broad experience in the application of civil law as well as material and litigation law with particular emphasis on contractual and real estate law. He has rendered legal assistance to a number of foreign and domestic investors. He is the author of numerous legal opinions, analysis' and publications in the field of civil law and investment law. He is also the co-author of a number of capital transaction concepts as well as court and corporate dispute strategies. He has been responsible for the permanent day-to-day servicing of corporate Clients.



Krzysztof renders legal advisory services in Polish as well as English.

ŁUCJA SULEJ, Counsellor-at-Law

Łucja has broad experience in rendering legal advisory services in the field of commercial law, civil law, labour law as well as day-to-day operations. She is also the author of numerous legal opinions related to commercial company law, broadly defined civil law and labour law.



Łucja renders legal advisory services in Polish as well as English.

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